

Talent Reimagined

Series Review

September 2025



Participants



Series Overview:

Session 1: Skills-Based Foundations

Session 2: Change Management & Cultural Transformation

Session 3: Unpacking & Repackaging Jobs Through Skills

Session 4: Making Senses of Skills Frameworks

Session 5: Pilot Design



“
| *“The first step towards getting somewhere is to decide you’re*
| *not going to stay where you are.”*
|

-J.P. Morgan

2 participants per employer

10 weeks

2hr sessions (5 total, alternating weeks)

Homework and support

WHERE WE STARTED

CAN WE REALLY CHANGE?

86%

confident in leading change in their organization

86% of respondents rated themselves moderately, very, or extremely confident in being able to lead change

IS THIS IMPORTANT?

75%

view building a skills-based workforce in their organization as important

75% of respondents rated the issue moderately, very or extremely important

ARE WE READY?

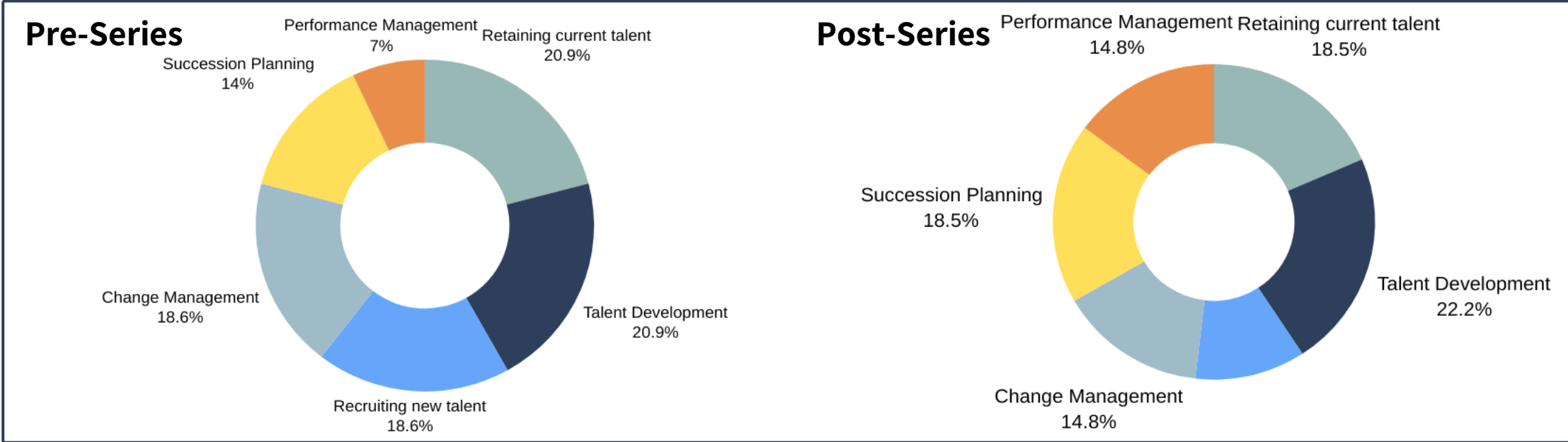
92%

not ready to implement

92% of respondents rated their organizations not ready at all, slightly ready or moderately ready to implement a skills-based approach

GROWTH BEYOND THE BUZZWORD

PRE VS POST INTEREST AREAS



WHAT DOES SKILLS-BASED REALLY MEAN?

59%

growth in familiarity of skills-based workforce applications

27% -->86% self-rated very or extremely familiar

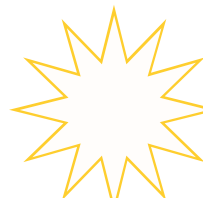


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Q&A with Capitol Federal





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