PROFESSIONAL DEVELOPMENT DAY

INNOVATION AMPLIFIED
POWER YOUR POTENTIAL

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Jeffrey Kappen   Stephen Smith

Things We Don't Know We Don't Know: Managing Skills and Talent Development

Presented by: Dr. Jeffrey Kappan and Stephen Smith, Baton Global

The future of skills assessment is poised for significant changes and advancements due to various factors including technological innovations, evolving work environments, and a growing emphasis on personalized learning and career development among the newest generation of workers. Organizations are beginning to balance traditional qualifications, such as degrees or certifications, with the selection and development of talent based on their specific skills, competencies, and abilities. This session will review trends in global skillsets, an assessment of the skill gaps in Central Iowa based on a study of nearly 30 area companies, and offer participants practical tips and leading practices to carry out their own assessments.

Objectives

- Assessing learning needs based on the nature of the work being performed in their organizations to meet performance targets
- Apply evidence-informed L&D practices based on skills assessments to complement traditional measures.
- Assessing and evaluating their learning programs based on a data-driven approach comparing work tasks with skills portfolios.