

## Global Skills Taxonomy Adoption Toolkit: Defining a Common Skills Language for a Future-Ready Workforce A data-driven approach

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### Introduction:

The **Global Skills Taxonomy Adoption Toolkit** by the World Economic Forum provides a clear roadmap for tackling workforce challenges such as skill shortages and misalignments. It promotes a shared "skills language" that helps businesses, governments, and educators align their efforts to address labour market needs, improve job matching, and prepare for future workforce demands.

### Key Findings:

The toolkit emphasizes the benefits of a **skills-first approach**, where hiring and workforce development focus on competencies rather than traditional qualifications like degrees. This approach expands access to job opportunities, helps businesses identify the right talent, and allows governments to design better workforce policies. Educational institutions can also adapt their programs to provide students with the skills employers require, increasing graduates' job readiness.

The adoption process is divided into three key phases. **Phase one** involves identifying strategic goals and embedding skills-based practices into hiring, training, and workforce planning. **Phase two** focuses on assessing current skills, identifying future skill needs, and using data to address gaps. **Phase three** establishes systems and governance structures to sustain the taxonomy's long-term effectiveness, ensuring it adapts to changing economic and technological landscapes.

Success relies on three key enablers: aligning skills initiatives with organizational and national priorities, fostering a culture that values skill development and lifelong learning, and maintaining strong stakeholder engagement. The toolkit also highlights the transformative role of technology, such as artificial intelligence, in streamlining skills assessments, improving accuracy, and providing actionable workforce insights.

Real-world case studies illustrate the toolkit's application. Examples from businesses and governments show how skills taxonomies can improve workforce planning, drive inclusivity, and enhance adaptability. Organizations like HSBC and governments such as Singapore's demonstrate how tailored approaches can create stronger links between skills and economic growth.

The toolkit's ultimate goal is to build a **future-ready workforce** by fostering collaboration among stakeholders and providing a unified framework to address rapidly evolving labour market demands. By adopting the Global Skills Taxonomy, businesses can improve talent management, governments can support inclusive economic policies, and educational institutions can better equip learners for

success. This shared approach ensures a more resilient, agile workforce capable of meeting the challenges of tomorrow.

**Read more:** [Global Skills Taxonomy Adoption Toolkit](#)

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