

ONETEN

Toward a **Skills-First** Future

How OneTen is driving the skills-first movement
for a more inclusive future workforce

2023
Impact Report



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Founding Member Companies



Executive Committee and Founders



Ken Chenault

Former CEO and Chairperson
of American Express



Ken Frazier

OneTen Co-chair and former
Chairperson and CEO of Merck



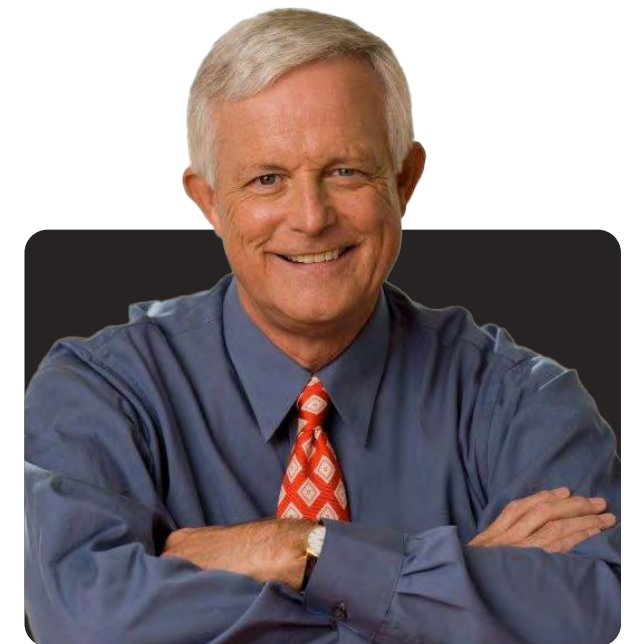
Charles Phillips

Former CEO and
Chairperson of Infor



Ginni Rometty

OneTen Co-chair and former
Chairperson and CEO of IBM



Kevin Sharer

Former CEO and
Chairperson of Amgen

Letter from Our Board Co-Chairs

2023 was a year of transformation for OneTen. Together with our coalition members, we made notable progress on our journey, demonstrating our ability to adapt, grow and continue our evolution. We're proud to say that our achievements—which included advancing the careers of more than 120,000 skilled workers—have not only been significant by themselves but also brought us collectively closer to a skills-first future in which both our country's businesses and workers thrive.

In the three years since our founding, skills-first hiring has solidified its role as a catalyst for building more competitive businesses and enhancing economic mobility for the qualified talent who are most often underrepresented, overlooked and underestimated: people without traditional four-year college degrees. With more than 8 million unfilled jobs in the United States today—and only 6.8 million unemployed workers—we know that more and more organizations will need to further adapt and innovate hiring and retention practices if they are to succeed in an imbalanced labor market. We have seen how skills-first hiring opens access to a wider pool of highly qualified talent and know that skills-first strategies will play a crucial role in overcoming that shortage.

We've long said that practice change requires time, commitment and a fundamental shift in organizational culture. Achieving this transformation requires intentional effort at all levels, with executive leadership and management playing a critical role in driving this change. This is underscored by the actions of many hiring managers, who, despite reporting the impact that skills-first hiring can have on their ability to source skilled workers in a challenging labor market, continue to hold an unconscious bias against those without a four-year degree.

Through thought leadership, consultative support and collaboration with both top and middle management, we will continue to work diligently to accelerate skills-first adoption. Indeed, we've already seen the companies we work with—which include some of the largest employers in the country—demonstrate that this work can be done and scaled effectively.

As we look ahead, we see a skills-first future on the horizon, with the OneTen coalition leading the way. We're tremendously grateful for the collaborative effort our coalition has contributed to put skills first, to unlock the power of talent and to achieve the full potential of their companies and communities. Their continued engagement and leadership are crucial as we continue to transform the workforce. As always, we encourage more companies to join us on this essential journey. Together, we can make an even greater impact on closing the opportunity gap, which will not only help redefine the future of work and create a more competitive and resilient business community, but also contribute to a more equitable economy and globally competitive economy and society for generations to come.



Ken Frazier
OneTen Co-chair and former Chairperson and CEO of Merck



Ginni Rometty
OneTen Co-chair and former Chairperson and CEO of IBM

Letter from Our CEO

As I reflect on 2023, I am struck by the profound transformations our country and coalition have faced together. Without question, the world around us has changed substantially since we began our journey three years ago. Changes in the legal and political climate have challenged aspects of corporate DEI efforts across the nation, compelling companies and organizations like ours to adapt while remaining true to our mission to create a more inclusive workplace where all can thrive.

From our onset, our vision was clear. By working with companies to reshape hiring and retention practices to better address the needs of Black talent without four-year degrees, we can create a new system that benefits everyone who lacks a traditional degree.

Despite the headwinds in DEI, the broader landscape of skills-first initiatives gained significant traction in 2023, particularly among our committed member companies. Delta transitioned thousands of hourly workers into higher-paying, salaried roles by integrating skills-based hiring into their core strategy and removed degree requirements from more than 90 percent of their jobs. Healthcare organization Cleveland Clinic, in addition to hiring or promoting nearly 3,000 workers without four-year degrees

into family-sustaining roles, developed and implemented successful apprenticeship programs in areas like ophthalmology, pharmacy and finance, boasting a 95% retention rate.

Also encouraging is the trend we saw in the public sector. States like Pennsylvania, Maryland and New York continued to embrace skills-first hiring by removing degree barriers to address workforce challenges, such as disparities among the labor force and high unemployment rates. This momentum in the public sector complements our efforts and amplifies the impact of our mission.

The implications of these shifts are considerable, which is why we realigned our organization to focus on key strategic initiatives to better meet the evolving needs of both our employer and talent stakeholders. These include consolidating a robust talent sourcing and development network to bridge the gap between learners' skills and roles and ensure a more precise match between talent and jobs. We began exploring ways to harness artificial intelligence to identify, evaluate and provide insights on candidates' skills and qualifications. The launch of our Jobs Engine—our streamlined solution for identifying jobs for recredentialing—enabled us to rapidly and efficiently map and assess skills-first opportunities for dozens of companies, saving them both time and resources.

We've designed these initiatives to improve hiring, promotion and retention outcomes for our coalition members and OneTen talent alike, paving the way for even greater advancements in the coming year. As we look ahead in 2024, we are empowered by the strength of our coalition—which remains the largest of its kind committed to this critical work—and the growing momentum of our movement.

The future of work is undeniably focused on a skills-based mindset. By creating more opportunities for talented individuals to achieve professional success, the skills taught, learned and gained will be of equal importance to academic pedigree. Leading and working for OneTen alongside our dedicated members and partners as we work to transform how our country's businesses hire and value talent, is an honor. By continuing to unite and join forces, we can make immeasurable impact. We will undoubtedly break down barriers, reshape industries and create a more inclusive workforce that reflects the uniqueness and experiences of our society—all while unlocking the full potential of every individual.



Debbie Dyson
CEO

62%

of Americans age 25 and older do not have a four-year degree

72%

of Black adults age 25 and older do not have a four-year degree

50–60%

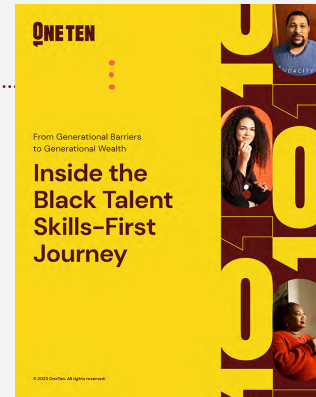
of all jobs in the U.S. require a four-year degree



2023 Milestones



JANUARY
OneTen publishes "Insights from Cleveland Clinic" case study



FEBRUARY
OneTen publishes "Inside the Black Talent Skills-First Journey" case study

FEBRUARY
Delta and OneTen announce formal commitment to mobilize Atlanta's business community



MAY
OneTen and AT&T present the "OneTen Career Fair" in Atlanta

APRIL
OneTen partners with IBM, Lilly, Merck and Trane Technologies to host the "Ready, Set, Go!" career fair in Raleigh



MARCH
Coalition CEOs and CHROs convene at Harvard Business School for OneTen's Community of Practice



SEPTEMBER
OneTen publishes "Embracing a Skills-First Mindset: Insights from Hiring Managers" report

SEPTEMBER
OneTen launches its Hire Skills for Higher Returns campaign, reaching more than 2 million professionals

DECEMBER
The OneTen Career Marketplace reaches more than 145,000 cumulative job postings and more than 40,000 registered users

145K+
cumulative job postings

40K+
registered users

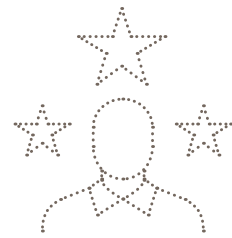
Our Impact*

122K 

Hires and promotions

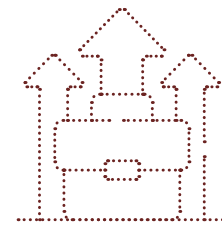
\$12B 

In family-sustaining wages**



92K

Hires†



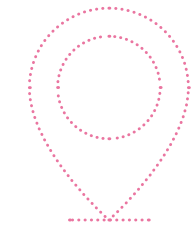
30K

Promotions†



65

Coalition member companies



50

U.S. states with OneTen jobs

* Cumulative as of December 31, 2023.

** Represents the wages paid to OneTen hires and those promoted calculated by multiplying the annual, average family-sustaining wage by the number of hires and promotions each year, adjusted for our average retention rate.

† All numbers represent data self-reported by coalition member companies as of December 31, 2023. Non-reporting coalition member companies are excluded.

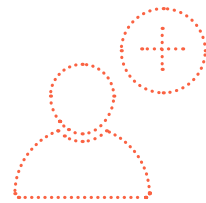
Empowering Companies to Unlock Potential



Empowering Companies to Unlock Potential

According to a survey* by Intelligent.com, more than half of U.S. companies dropped four-year degree requirements from their job descriptions in 2023. From broadening the talent pool and increasing retention to boosting overall productivity and efficiency, the benefits of “going skills-first” continue to be undeniable.

Benefits of “Going Skills-First”



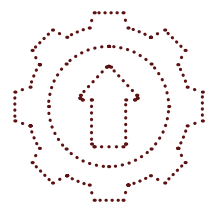
20x

Skills-first hiring adds up to 20x more eligible workers to employer talent pools.



98%

Skills-first organizations are 98% more likely to retain high performers.



57%

Skills-first organizations are 57% more likely to anticipate change and respond effectively and efficiently.



* November 2023 survey of 800 U.S. employers conducted by Intelligent.com

An Evolving Workforce Landscape

In 2023, organizations of every size and across nearly every industry faced two significant challenges: how to navigate inflation and how to find the qualified talent they needed to continue to succeed as a business.

“ OneTen was a key inspiration for us to reimagine our talent practices all the way from hiring, developing and advancing talent based on skills rather than a four-year degree. ”

Ngozi Motilewa

Enterprise HR Lead, Skills-First Partnership and Pathway Initiatives, Merck

Many factors have contributed to today’s undeniably complex workforce landscape, including the departure of college-educated workers from major economic hubs, an aging workforce and declining birth rate, as well as a decrease in the number of young people who pursue higher education due to their reluctance to take on debt and a lack of confidence in the value of a four-year degree. Workforce participation remained below pre-pandemic levels—with many more available jobs than workers—while racial employment disparities persisted: Black unemployment rates hovered between 5.5% and 6% in 2023, compared to around 3.5% for white workers.

As a result, we saw more companies and leaders turn toward skills-first strategies to help address these challenges.

Since Joining OneTen...



Delta Air Lines has removed degree requirements from more than 90% of its jobs



Cleveland Clinic has hired or promoted more than 3,000 caregivers without four-year degrees



Merck and Trane Technologies launched their first skills-based apprenticeship programs



Evolving Our Approach

With millions more open jobs than qualified workers, last year’s labor market challenged companies to rethink talent strategies in new ways to strengthen their businesses, future-proof their workforces and better serve their customers. OneTen was at the forefront of leading that change.

In 2023, we focused on creating robust skills-first strategies and solutions to accelerate the acquisition, retention and advancement of diverse talent while contributing to a more inclusive work culture. In addition to refining our strategy, we proactively restructured our business model to deliver across three core pillars.

Our Core Pillars

Using a comprehensive approach built on these three core pillars, we help drive meaningful transformation for our member companies.



Practice Change

We work with companies to remove unnecessary degree requirements and provide expertise and strategic guidance to accelerate inclusive, skills-first practices in hiring and promotion.



Human Capital Management

We provide upskilling and retention strategies to drive talent performance and advancement, leveraging our network of partners and talent developers, as well as our career marketplace platform to connect talent without four-year degrees to family-sustaining careers.



Ecosystem Building

We engage employers, talent and community development organizations in local markets to help ensure the necessary conditions exist to support diverse talent throughout their entire career journey.



We’re committed to guiding our companies toward a more inclusive and effective workforce, meeting them wherever they are in their skills-first journey. ”

Debbie Dyson
CEO

Customizing Employer Support

We recognize that every company is at a different stage of their skills-first journey and meeting them where they are is tantamount to the success of our collective mission. In 2023, that meant thoughtfully adapting our operational model to better meet coalition members' strategic priorities and unique talent needs.



Client Success Team

To give coalition members the direction and support they need to effectively adopt skills-first practices, we implemented a new account management organizational structure and established a client success team. Acting as trusted partners, this group provides top-tier support and guidance to OneTen member companies as they implement skills-first practices.

Client Success Plans (CSPs)

We also developed insights-based Client Success Plans (CSPs) which guide our work with each coalition member to create shared accountability around timelines and goals. Acting as a comprehensive roadmap, the CSPs take into account each coalition member's business and human capital management priorities, as well as the specifics of their jobs demand. These plans enable us to deliver operational expertise grounded in the business needs of our members.



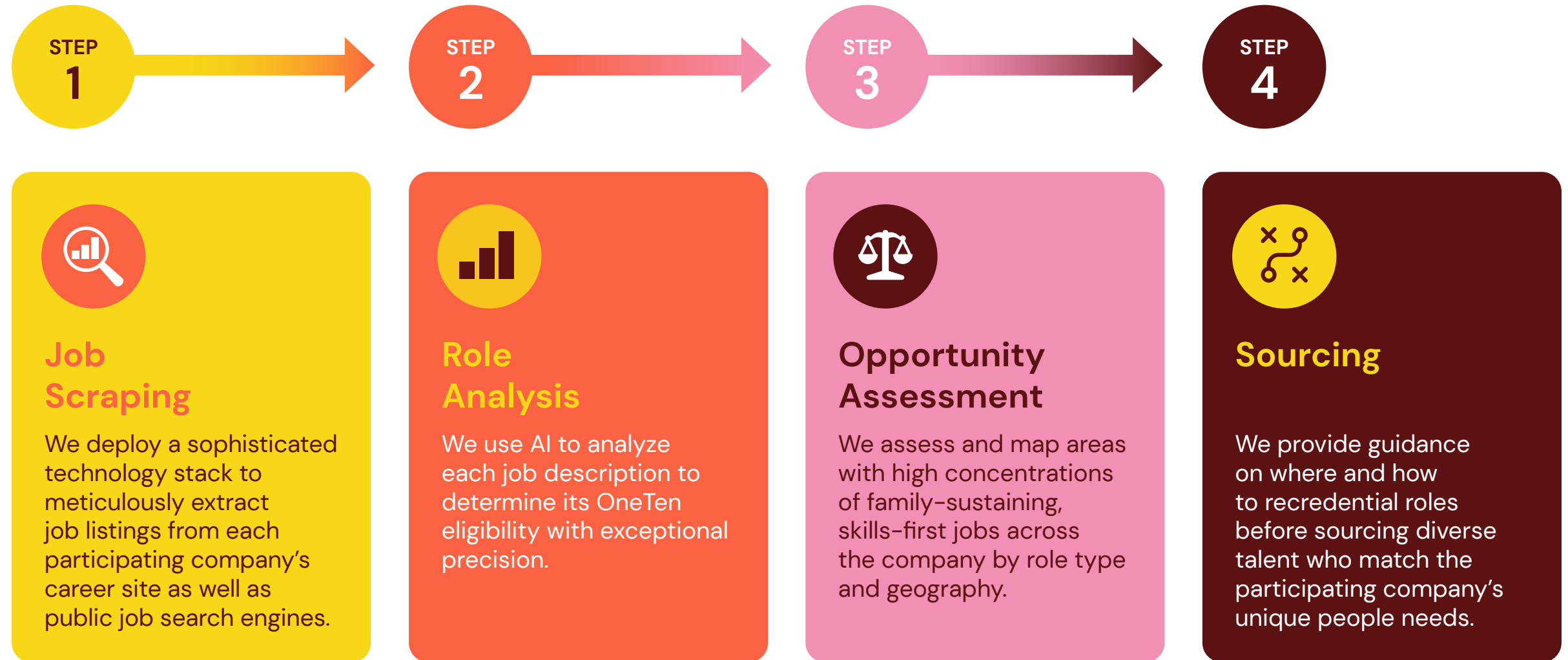
By leveraging our strategic pillars and providing dedicated support, we empower employers to rapidly and efficiently implement effective strategies to unlock the potential of talent who drive business innovation and success.



Harnessing Technology to Increase Demand

In 2023, we leveraged technology to identify jobs—across companies, geographies and industries—ideal for recredentialing, thereby expanding career opportunities for talent without four-year degrees.

Our proprietary Jobs Engine is an AI-powered system that dynamically sources job postings from a wide variety of publicly accessible career sites. This tool automates and streamlines the process for identifying family-sustaining career pathways for skilled talent, saving companies time and resources. Additionally, it provides valuable data-driven insights to improve job descriptions and sourcing at scale.













The Skills-First Scorecard: A Diagnostic Tool for Progress

To better quantify the impact of skills-first practices within our coalition companies, we introduced a comprehensive "scorecard."

Designed to evaluate companies from multiple perspectives, the scorecard serves as a dashboard against which companies can track their progress in the skills-first journey, identify potential areas for improvement and assess the effectiveness of our collaborative efforts over time.

The Skills-First Scorecard measures:

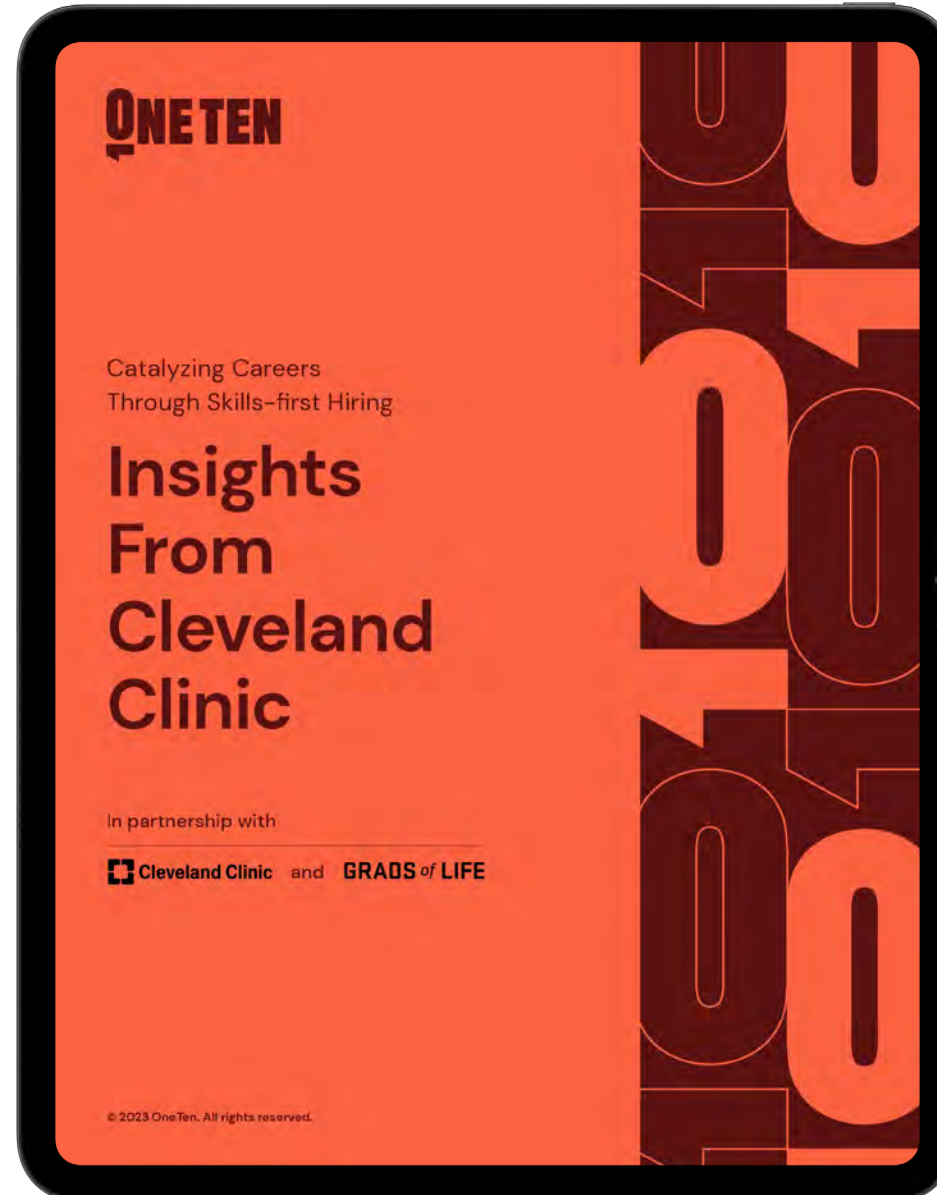
	The number of non-degree jobs that pay a family-sustaining wage	
	The number of roles eligible for recredentialing	
	The percentage of overall jobs that do not require a four-year degree	
	The company's performance on the American Opportunity Index, which measures how well a company maximizes talent to drive business and individual performance	
	Comparison of company's skills-first practices relative to industry peers and other coalition members	



Translating Insights to Action

Our partnership with each coalition company is deeply rooted in data-driven insights that drive progress and propel our mission forward. We harness market research and conduct rigorous data analysis, while leveraging best-in-class practices from our Fortune 100 and 500 member companies, to uncover skills-first opportunities and evolve our approach.

Last year marked a pivotal moment for OneTen as we published an inaugural study in collaboration with a coalition member. The study offered concrete evidence of the transformative impact of skills-first hiring, along with actionable guidance for fostering an equitable and inclusive workforce and creating sustainable career pathways for talent without four-year degrees.



Catalyzing Careers Through Skills-first Hiring: Insights From Cleveland Clinic chronicles the Clinic’s journey as a founding OneTen coalition member and the transformation of its hiring and talent strategies. The study highlights several projects and initiatives the Clinic developed to:

- Catalyze change, including strategies to secure company-wide buy-in and build momentum for skills-based hiring throughout the organization
- Rewrite job descriptions to open opportunities to skills-based candidates
- Launch an apprenticeship program as a strategic talent pipeline
- Partner with community leaders to host career expos and build trust in underserved areas

These efforts not only diversified Cleveland Clinic’s workforce but have also set a powerful example for other organizations looking to adopt skills-first practices.



“ The benefits of prioritizing skills-first hiring is that it allows you to bring in individuals who can hit the ground running. They possess specific knowledge and expertise, contributing in a meaningful way. ”

Dr. Kelly Hancock
Chief Caregiver Officer, Cleveland Clinic

Hire Skills for Higher Returns

In September, we released **“Hire Skills for Higher Returns: Embracing a Skills-First Mindset,”** a summary of research insights from our survey of 500 U.S.-based hiring managers on their perceptions of skills-first hiring.

The research, conducted in partnership with Bully Pulpit Interactive (BPI), shows that in today’s competitive hiring environment, hiring managers are seeing the increased benefits of skills-first hiring. For example, the research found that 91% of respondents report that skills-first hiring practices result in hiring more qualified candidates. However, while many hiring managers report having adopted skills-first hiring in some capacity, a significant number dismiss candidates with acquired skills because they lack a college degree.

To encourage hiring managers to expand skills-first hiring practices, the report offers leaders and organizations a number of recommendations for overcoming misconceptions about candidates without traditional four-year degrees.



2x

Hiring managers using skills-first practices find it twice as easy to find qualified candidates.



79%

79% of hiring managers using skills-first hiring say it reduces the number of mis-hires, saving time and resources.

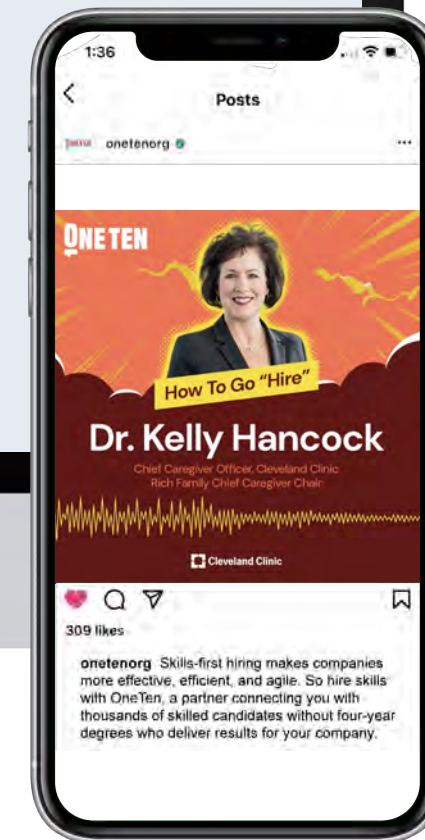


Hire Skills for Higher Returns

(Continued)

In conjunction with the publication of the report, we launched a dynamic, multi-platform marketing campaign aimed at engaging business audiences—including senior decision makers and hiring managers responsible for implementing talent strategies—on the benefits of investing in skills-first hiring.

Grounded in robust research, the campaign highlighted the tangible advantages of skills-first practices, including faster role fulfillment, higher retention rates and improved hiring efficiency.



Communities of Practice

OneTen is the largest employer-led, skills-first coalition in the U.S. We proudly unite organizations from a diverse range of industries, all of which are committed to rethinking traditional hiring practices and promoting inclusion through skills-based hiring. Central to our collective work is our OneTen Communities of Practice—quarterly meetings designed to foster continuous learning and collaboration among coalition leaders.



In March, we held our first in-person OneTen Community of Practice Summit in partnership with Harvard Business School. The Summit brought together OneTen founders, scholars and executives from across the coalition to tackle shared challenges and share best practices.

At the same time, we expanded our Community of Practice model to include learning groups on topics such as recertification and upskilling for coalition company human resource and DEI practitioners. These new initiatives enable deeper collaboration and innovation among companies, all of which help further strengthen our coalition’s collective and lasting impact.

“ Through OneTen, I have an opportunity to work closely with other companies to get talent in the door and upskill them for the future. Our goal is to ensure they don’t just find a job, but a career where they can thrive and make a meaningful impact. ”

Tamara Webb
Workforce Innovation Consultant, Trane Technologies



Collaborating for Collective Success

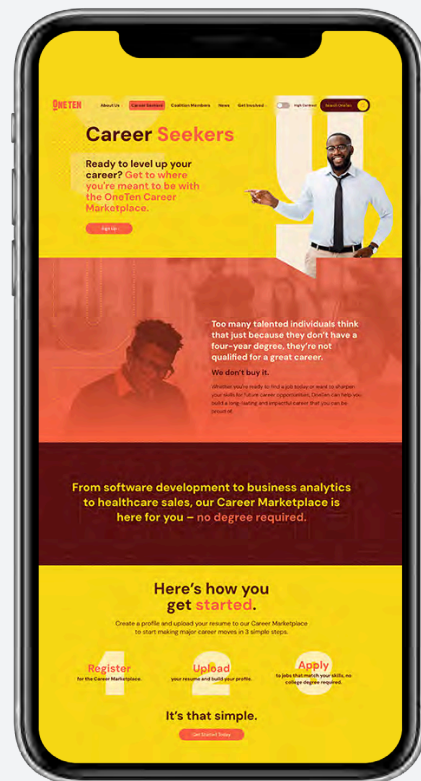
In August, we partnered with Grads of Life, the Business Roundtable (BRT) and Walmart to launch the Skills-First Impact Measurement Action Cohort, a dynamic, peer-to-peer learning initiative where joint BRT and OneTen member companies can share experiences, benchmark their progress and improve their hiring and promotion strategies. The cohort leverages the Impact Measurement Framework, a tool designed to help companies assess the ROI of their skills-first practices, providing a clear understanding of the impact of their strategies both internally and externally.

Reimagining the Talent Journey



Reimagining the Talent Journey

OneTen is proud to be the bridge between our coalition members' job demand and an individuals' career aspirations. To achieve this goal, we have reimagined the entire talent journey—from interviewing to hiring and beyond—to enhance how employers and candidates connect, communicate, understand mutual fit and make decisions throughout the process.



Last year, we redesigned our talent solutions to better deliver on our promise to both employers and talent. Our new strategy includes:

- 01 Enhanced Career Platform**
We introduced automated job posting to ease employers' efforts to expand family-sustaining roles, while enhancing talent search with personalized experiences and featured company pages.

140K+
jobs posted since its inception

40K+
registered users on Career Marketplace

- 02 Reassessed Talent Developer Network**
We introduced a ratings system to select partners with credible credentialing programs that successfully align graduates' skills with the family-sustaining roles our coalition members need to fill.

- 03 Streamlined, Targeted Sourcing**
We identified job archetypes most in demand by employers, connecting member companies with candidates who completed relevant talent partner programs.

Key fields include:

-  Information/Technology
-  Business/Finance
-  Sales/Customer Service
-  Healthcare/Life Sciences
-  Manufacturing/Operations

- 04 Demand Alignment Strategies**
We've shared employer forecasts with our talent network to help align training programs with in-demand roles. Helping ensure that the programs non-degree talent participate in feature relevant curricula, this critical insight improves efficiency and helps provide a steady stream of skilled talent.



- 05 Talent Resources and Readiness**
We support talent throughout their journey, providing webinars, mentorship and post-hire resources to help them gain the skills and confidence they need to secure and excel in in-demand jobs with top employers.

Helping Talent Reimagine Their Future

Behind every figure in the more than 122,000 individuals hired, promoted or advanced through OneTen’s coalition of employers is a story of personal triumph and progress. Our 2023 talent report, **“From Generational Barriers to Generational Wealth: Inside the Black Talent Skills-First Journey,”** illustrated the transformative impact of skills-based hiring on individual lives.

Featuring stories from individuals at coalition members Delta Air Lines and Cisco, as well as talent trained by OneTen talent development partner Udacity, the report highlights how OneTen’s skills-first approach and committed talent partners enable individuals to overcome challenges and seize new opportunities.



“ The difference we’re making is that we’re allowing candidates—regardless of who they are, what they look like and whether they have a piece of paper or not behind their name—to dream... to dream of being able to achieve fulfilling work. ”

Mike Small

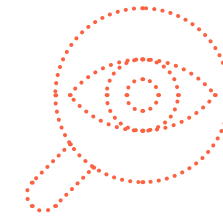
U.S. Country President, The Adecco Group and President, Akkodis North America

OneTen Talent: A Formidable Force

With more than 40,000 career seekers registered on our Career Marketplace and an expansive network of talent through our dozens of talent development partners, our reach of talent without four-year degrees extends across the country. OneTen talent spans dozens of geographies and industries, bringing a wealth of skills and expertise to a wide range of sectors.

Additionally, these individuals together represent a rich tapestry of professional experience: more than 40% of individuals on our platform boast more than five years of experience. This is complemented by a significant number of emerging professionals, including 8,000 with one to five years of experience and 20,000 who are just starting out. This mix ensures a diversified pipeline of skilled professionals ready to meet the demands of today's dynamic job market.

While the numbers are meaningful, the direct impact our coalition's efforts have had on individual lives is the heart and soul of our success. With OneTen, talent without four-year degrees are breaking barriers and redefining success by proving that skills and experience can shine just as bright, if not brighter, than most traditional degrees. The experiences of Sarah Mason and Melvina Jones are two compelling examples of what's possible when we empower motivated and qualified talent to reach their full potential.



40K+
candidates registered
on our Career Marketplace





Sarah Mason

Solutions Engineer, Cisco

Sarah Mason’s career journey with OneTen showcases a remarkable story of perseverance, support and professional growth. While attending community college, Sarah was encouraged by her professors to apply for a contract position at Cisco, despite her self-doubt. “I didn’t think Cisco wanted someone like me without a degree, but my professors saw something in me that I didn’t see in myself,” she recalls. Her dedication and curiosity caught the attention of Cisco’s leadership, and she later transitioned to a permanent role through the company’s partnership with OneTen.

When she joined the OneTen talent cohort at Cisco, Sarah experienced an immediate sense of belonging and encouragement. She was provided with mentors, soft skills training and direct access to Cisco’s leadership. This supportive environment allowed her to thrive, dream beyond survival and helped her realize the importance of connection, as well as the value of having mentors enthusiastic about helping guide her through her career.

Sarah’s journey from a contract worker to a solutions engineer at Cisco highlights the transformative power of support networks, mentorship and believing in one’s potential. Through OneTen, she was able to access resources that were previously out of reach, allowing her to develop her technical skills and gain confidence in her abilities. Sarah’s story highlights how a skills-first approach can open doors and create opportunities for those who may not follow traditional educational paths.

“ I never imagined I could be where I am today. ”

Sarah Mason
Solutions Engineer, Cisco



Melvina Jones

Equity Strategies Coordinator, Delta Air Lines

Melvina Jones has worked for Delta Air Lines for more than 14 years. Beginning her career as a part-time gate agent at the Atlanta airport, she moved on to work as a global ticketing support specialist and then as a lead customer service representative. But six years into successfully managing a team, she found herself at a crossroads. “I had to decide what I was going to do next,” she said. Without a college degree, Jones felt her options for career mobility or breaking into corporate roles were limited. “When I thought about next steps, I didn’t think about corporate because I didn’t think I belonged,” Jones said. “I never saw my reflection in the corporate mirror and never really considered it.”

When Delta joined OneTen in 2020, the partnership transformed Jones’ career path. As one of the coalition’s founding members, Delta pledged to dismantle the barriers that prevented Black talent from reaching their full potential—barriers like bachelor’s degrees.

For Jones, this shift to skills-first thinking has been transformative. Having completed Delta’s apprenticeship program, she is now thriving as an equity strategies coordinator for Delta’s DEI team, overseeing the company’s peer support program, which includes the recent launch of a financial well-being initiative. Most importantly, she has room to grow, along with the opportunity to earn more and invest in her future. Melvina’s story is a testament to how removing educational barriers and focusing on skills can lead to fulfilling and successful careers.

“ When I thought about next steps, I didn’t think about corporate because I didn’t think I belonged. ”

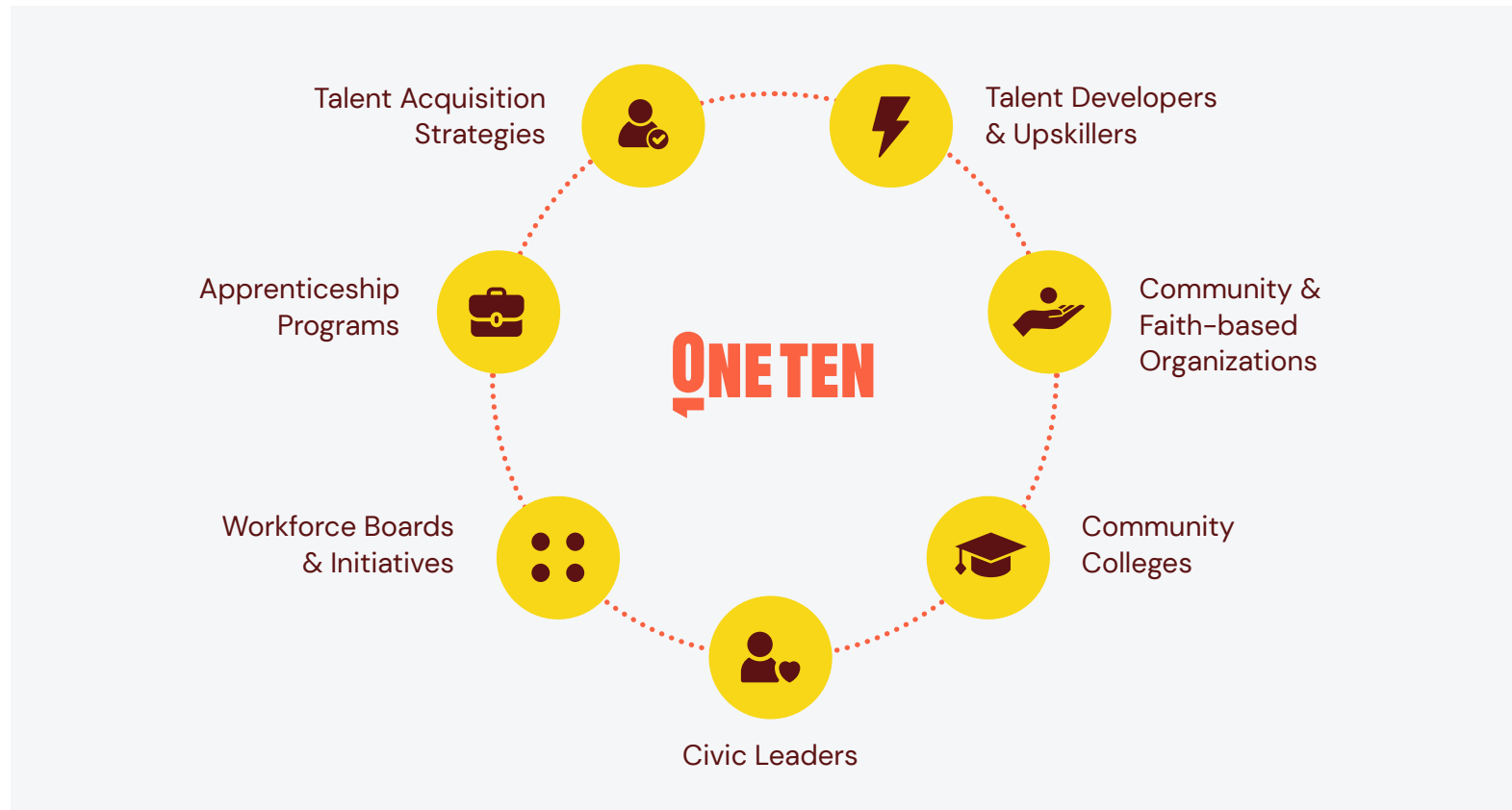
Melvina Jones
Equity Strategies Coordinator,
Delta Air Lines

The Power of Community-Based Ecosystems



The Power of Community-Based Ecosystems

OneTen’s ecosystem is a powerful force, committed to the development and success of talent without four-year degrees. By uniting our efforts, we provide impactful experiences that empower talent to connect with employers and foster career growth.



In April and May, we teamed up with our Atlanta-based coalition members, talent developers and community partners to host a series of dynamic career workshops and fairs. These included:

- A virtual Career Readiness Workshop, presented by Bank of America, focused on “How to Grow Your Career.” We designed this workshop to equip talent with the skills needed to confidently navigate the application and interview processes while elevating their professional capabilities.
- An in-person Career Readiness Workshop, hosted by the Adecco Group, emphasized “Keeping the Job.” Panelists shared insights on excelling in roles, effectively communicating developmental needs and the importance of mentorship. The event also featured one-on-one discussions on emotional intelligence and career growth.
- The OneTen Black Talent Symposium & Career Fair, presented by AT&T, brought together over 170 talented individuals. Highlights included a panel with top AT&T executives on building confidence, overcoming fears and mastering interviews. Attendees participated in coaching sessions, engaged with 11 employer companies on skills-based hiring, explored upskilling opportunities from OneTen endorsed talent developers and received onsite headshots to enhance their professional profiles.



“ OneTen’s ability to leverage best practices across employers, industries and talent developers is giving Dow a tremendous boost when it comes to hiring, upskilling and advancing our workforce. It’s galvanizing action and driving improvements across our entire talent management enterprise. ”

Jim Fitterling
Chair and CEO, Dow Inc

Looking Ahead

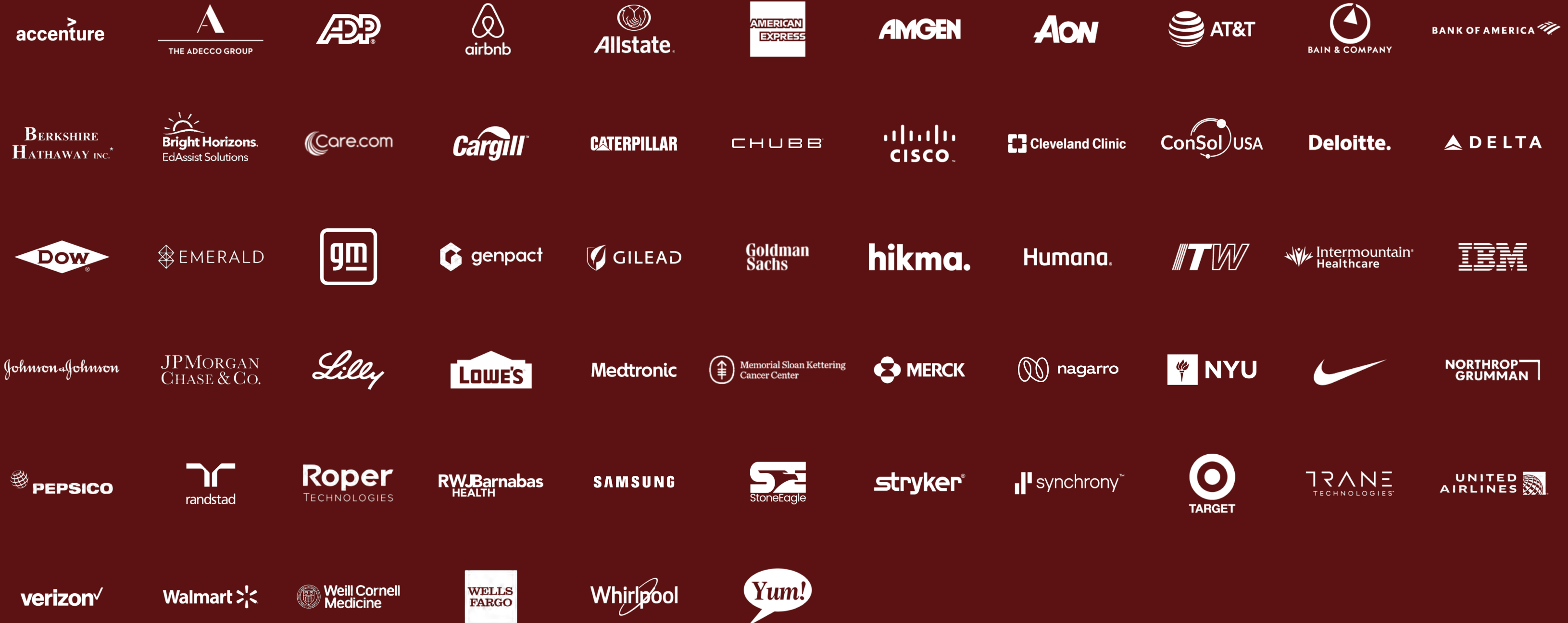
OneTen is paving the way for a more equitable and prosperous future, together.

As we look ahead, we're as committed as ever to our mission to unlock opportunities for all. As a team, we will continue our work towards addressing economic disparities, promoting a skills-first mindset and revolutionizing hiring and promotion practices. And while the dynamics and details of where and how we do this essential work will continue to evolve, we know what won't: the need for people who believe in—and who are passionate about contributing to—our mission. Because with ambitious hiring and advancement goals still ahead of us, we know it will take many more of us, working together, to achieve these goals.

In the year to come, we will continue to evangelize a skills-first mindset and enlist more like-minded partners to join this movement. In doing so, we will accelerate the impact of our collective efforts and empower companies and skilled talent alike to reach their full potential for many years to come.



2023 Coalition Members



ONETEN

Join Us

Go skills-first today to future-proof
your workforce of tomorrow.

Learn more at oneten.org