



Skills-First Regional Taxonomy Implementation – Call for Local Partners

The Burning Glass Institute (BGI) is seeking local or regional partners to participate in the next phase of the Skills-First Taxonomy initiative. The Skills-First initiative builds on the work of Skills-First.org — a first-of-its-kind collaboration among leading U.S. employers to align on a shared language for skills and promote mobility for American workers. This next phase will bring those alignment and mobility efforts to ground in **two U.S. counties or regions**, hosted by intermediary organizations with the capability to convene employers and key stakeholders.

This opportunity is designed for organizations that are already advancing skills-first or data-driven workforce practices in their regions and have the capacity to convene employers and educators to validate, implement, and expand use of a shared skills framework. Participating organizations will work closely with BGI's team to adapt the national Skills-First approach to local labor market realities.

WHO CAN APPLY

These regional Skills-First Workforce Initiative efforts require a local organization that will:

- Lead engagement of local employers;
- Host and coordinate convenings; and
- Collaborate with BGI to apply skills-first principles within the local context, reflecting the skills most relevant to regional employers.

BGI welcomes applications from a range of organization types, including employer associations, industry associations, workforce development agencies, chambers of commerce, labor organizations, education and training collaboratives, and other nonprofit intermediaries. Eligible lead organizations must be positioned to represent the interests of **multiple employers**, not a single institution.

WHAT DO YOU MEAN BY “REGION”?

BGI will select **two counties or regions** where localized versions of the alignment achieved through Skills-First.org can be developed and adopted. A “region” is defined as a labor-shed — a county, MSA, city or cluster of cities, or other contiguous geography where multiple employers compete for talent and where shared, pre-competitive interests can be leveraged to inform job seekers, workers, employers, and education partners.

WHAT IS THE BENEFIT TO BEING A LEAD ORGANIZATION?

Selected regions will gain deep partnership with BGI and the Skills-First Workforce Initiative to develop and implement shared skills profiles tailored to locally relevant roles. BGI will contribute national labor market data, analytic support, and facilitation to help local employers identify priority roles and build consensus around shared skill profiles.



Following the co-development of regional shared skill taxonomies, BGI will support the intermediary and participating employers in applying these profiles across three core areas:

- **Job Descriptions:** Updating job postings using the shared taxonomy.
- **Learning & Training Alignment:** Mapping LMS content, training programs, and credentialing pathways to shared skill profiles.
- **Career Visibility:** Making skill expectations transparent and navigable for workers within and across organizations.

To reinforce adoption, BGI will host regional cohort convenings, provide targeted consultations with employers where helpful, and highlight regional implementation progress through its national recognition platform.

This collaboration provides participating regions with access to the **full Skills-First methodology**, BGI's analytical and facilitation capabilities, and national visibility as early adopters of shared skills frameworks.

LEAD ORGANIZATION RESPONSIBILITIES

Selected partners will:

- Recruit and convene **at least 12 regional employers** prepared to engage in validating and adopting a shared skills taxonomy.
- Collaborate with BGI to co-develop a regionally relevant shared skills taxonomy.
- Support employer adoption through aligned job descriptions, credential frameworks, and training pathways.
- Participate in BGI's national learning network and recognition efforts highlighting regional innovations in skills-based practices.

BGI will provide analytical support, technical guidance, and structured processes to ensure successful implementation and employer engagement. Two county/regional sites will be selected based on readiness, convening capacity, and employer reach.

LETTERS OF INTEREST

Letters of Interest must be submitted by **January 9, 2026** via the live online application. Responses should be 200–300 words per question.

1. **Current Work & Vision for Change**

Describe how your organization is advancing skills-first or data-driven workforce practices and who you aim to influence (employers, educators, policymakers, learners). What change do you hope this project will achieve in your region? Which industries or occupations are most relevant?

2. Employer Relationships & Past Successes

List employers or employer groups you convene or collaborate with. Describe how these relationships position you to support validation and adoption of the Skills-First Taxonomy. Provide recent examples of successful employer engagement and how success has been measured.

3. Employer Readiness

What indicators suggest that regional employers are prepared to engage in this effort? How do you know they are ready to explore and implement skills-first practices?

4. Implementation Approach

If selected, how would your organization launch and manage this effort? Describe your proposed timeline, staffing, and approach to engaging employers and educators in the first six months.

5. Organizational Information

- a. Organization Name
- b. Primary Contact Name, Title, and Email
- c. Organization Type (e.g., workforce board, employer coalition, education network, technology platform, nonprofit intermediary)
- d. Geographic Footprint
- e. Primary Constituents Served

Questions about the application or initiative may be directed to **Erik Leiden** at eleiden@burningglassinstitute.org.