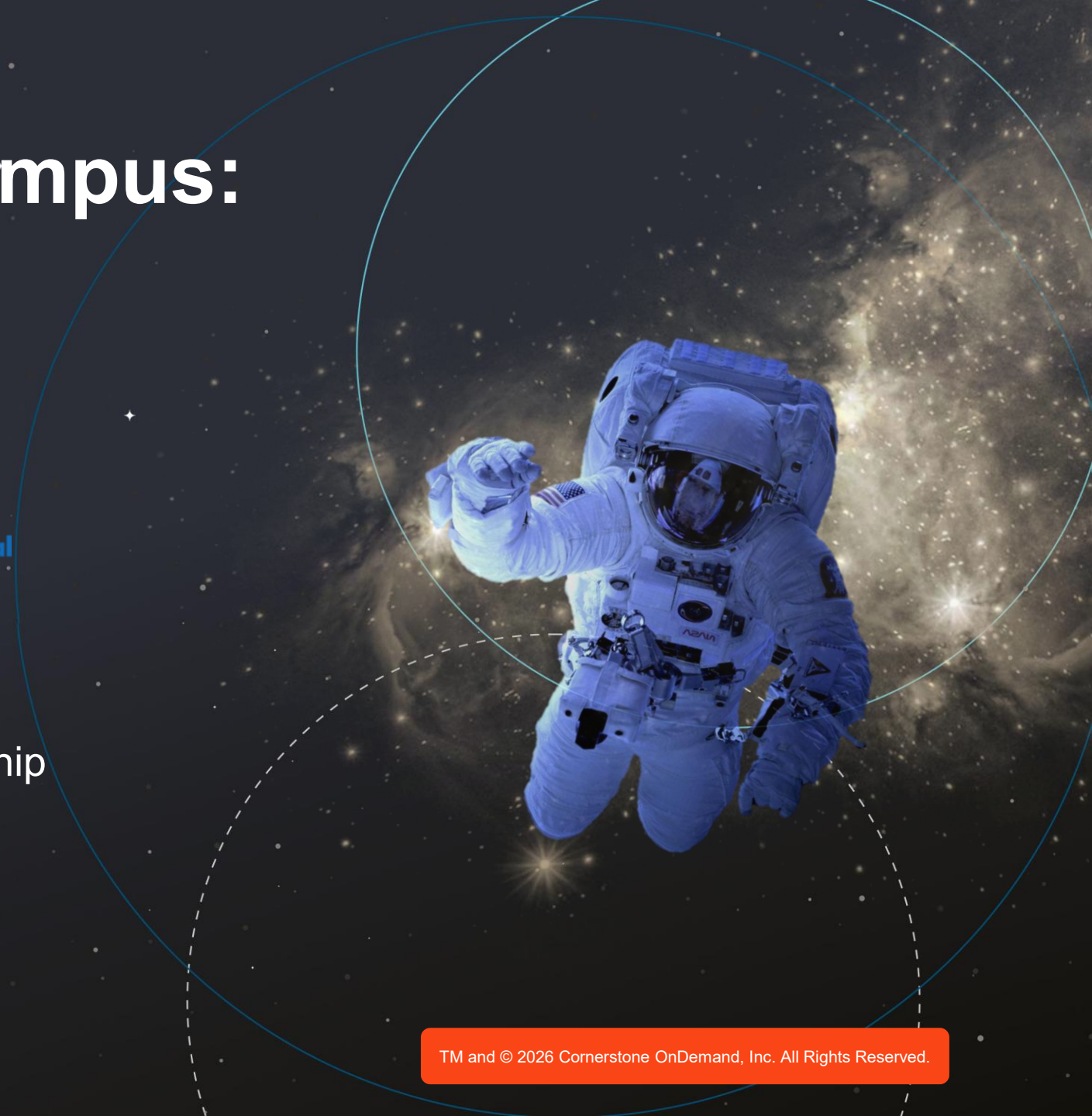


# The Skills-First Campus: Unboxing Talent Agility in Higher Education



College and University Professional  
Association for Human Resources

**Mike Siano** | Director, Thought Leadership





# Our journey today...

- 01 The State of the Skills Economy
- 02 Implications for Higher Ed
- 03 The Workforce Readiness Gap
- 04 What To Do When
- 05 A “4B” Labor Market
- 06 Final Thoughts

Get ready, there will be a couple of QR codes for the research.



# The Skills Economy

## Cornerstone Labor Market Data Research

*(This is derived from millions of postings, and people profile data)*



# The 2026 Skills Economy: A Market Remade

An additive update to the 2024 Global Report.

The assets that create value are shifting. The skills economy now determines how industries evolve and who captures the next wave of growth.

Sunday, March 22, 2026



People.  
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Articles

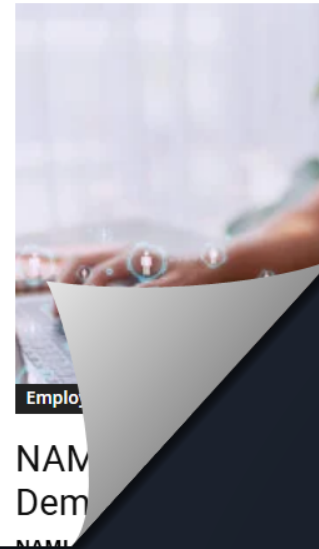
# Cap, Gown and a Surprisingly Difficult Tough Job Hunt

*Today's graduates face a tougher job market as AI, shifting skills demands, and fewer entry-level roles reshape career pathways.*

By **Mike Bollinger** - December 24, 2025



HRTech Cube



<https://hrtechcube.com/cap-gown-and-a-surprisingly-difficult-tough-job-hunt/>



# Workforce Readiness Gap

Agility in motion

# Read (One More?) White Paper



**Build, Buy, Borrow, or Bot:**

A white paper on workforce agility and closing the skills gap

Written by:  
**Anne Bayeux**  
International Workforce Agility Officer

**Philip Moore**  
Director of Workforce Research

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**The illiterate of the 21<sup>st</sup> century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.**

- Alvin Toffler, Future Shock

# Questions?

cornerstoneondemand.com

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