

COURSE OUTLINE

# Skills at Work

Development, mismatch, employability, and the changing labor market.

Designed for adult professionals and curious learners. Original AdriaMont Institute material, adapted from expert teaching, research, and professional practice.

A practical course that connects personal and organizational skill development to labor-market dynamics, skill mismatch, workplace learning, and employability decisions.

<b>STATUS</b>	Available course
<b>FORMAT</b>	Short digital course or institutional seminar
<b>AUDIENCE</b>	Professionals, career changers, HR teams, educators, workforce development teams
<b>SOURCE BASE</b>	Labor-market research experience and skill assessment seminars
<b>MATERIALS</b>	Course outline, skill mismatch primer, labor-market skills map

**Source and privacy note: Labor-market examples are presented as generalized learning scenarios rather than confidential project material.**

## Learning outcomes

- Understand different forms of skill mismatch and why they matter for people and institutions.
- Connect development goals to actual work demands and evidence about skill use.
- Use labor-market signals without being captured by trends and hype.
- Design more coherent professional development plans.

## Module map

- 01 What skills mean in work, education, policy, and HR conversations.
- 02 Skill mismatch: overqualification, under-skilling, underuse, and changing demand.
- 03 Workplace learning: practice, feedback, opportunity, and transfer.
- 04 Employability and career development: interpreting signals and choosing priorities.
- 05 Organizations and capability: skills maps, training design, and evidence of impact.

**Pair this course with the free Skill Mismatch primer and the Skill Development Reflection Map.**