



USAID's Engendering Industries Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries:

7.2 Use skill mapping to support unbiased succession planning and promotion

About Your Gender Equality Plan

The following Gender Equality Plan was generated using Engendering Industries' online tool: [The Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries](#). The best practices listed in this plan were identified and included to fill gender equality gaps at your organization. The information included in your plan provides an overview of how to implement best practices, challenges to implementation, and markers of success. More information and resources for advancing gender equality at your company are available at EngenderingIndustries.org.

Description

Establish skill maps^[1] for core functions based on industry best practices and adapt to company needs:

- Skill maps for each function include at least 4 levels to support fair promotion
- All cross-functional moves and promotions are based on agreed skill profiles

Challenges to Implementation

Skill mapping is a resource-intensive process

It takes time to establish the system, which can become a challenge for companies undergoing rapid change as the skill pool and related skill maps may quickly change

What Success Looks Like

HR has identified pool of suitable candidates for each skill pool, including women and men

Employees have full transparency for all functions and skill levels and can develop relevant knowledge, skills and abilities

Resources and Tools

Guide: [Skills Mapping Process Guide](#) (P-TECH Brooklyn)

Tool: [Skill Maps for Professions at Utilities](#) (O-NET OnLine)

Article (incl. Sample Skills Matrix Template): [What is a Skills Matrix and How Do I Create One?](#) (Manager's Resource Handbook)

[1] **SKILLS MAPPING.** Creating a visual representation of the skills needed to perform well in any given role and comparing that with the existing skills held by employees throughout the organization. This comparison allows gaps to be identified and remedied. (Source: [HR Daily Advisor, What Is Skills Mapping?](#))