

## Future-Proofing the Workforce: A Case Study of Integrated Human Capability Frameworks to Support Business Success

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**Abstract :** This paper discusses the development of co-designed capability frameworks for two large multinational organizations led by a university department. The aim was to create evidence-based, integrated capability frameworks that could define, identify, and measure human skill capabilities independent of specific work roles. The frameworks capture and cluster human skills required in the workplace and capture their application at various levels of mastery. Identified capability gaps inform targeted learning opportunities for workers to enhance their employability skills. The paper highlights the value of this evidence-based framework development process in capturing, defining, and assessing desired human-focused capabilities for organizational growth and success.

**Keywords :** capability framework, human skills, work-integrated learning, credentialing, digital badging

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