

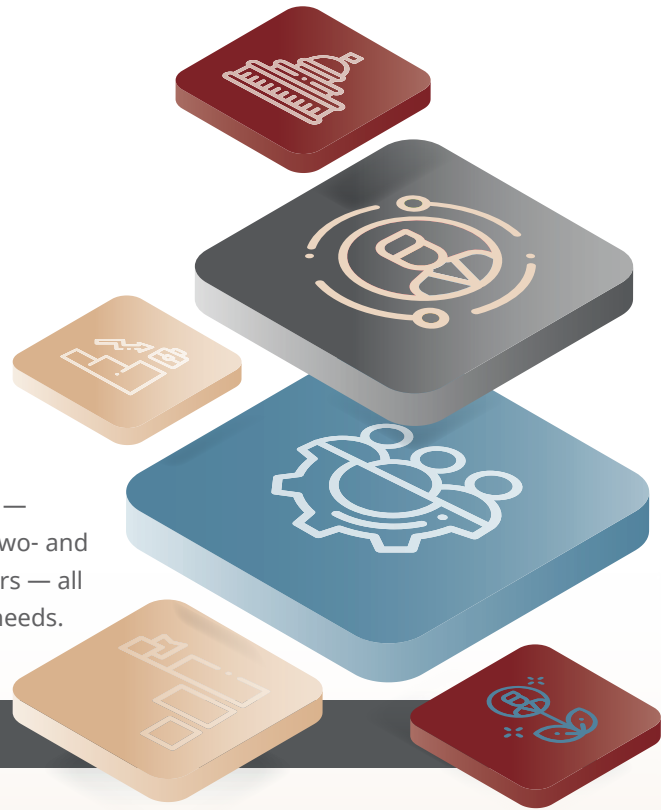


# The Healthy Workforce Ecosystem



**Sustaining healthy talent pipelines that drive equitable economic growth**

A healthy workforce ecosystem is one where the range of providers — K-12 systems, public and private universities, corporate education, two- and four- year colleges, skills training programs and economic developers — all play their part in meeting the range of employer and target sector needs.



## WHAT MAKES A HEALTHY WORKFORCE ECOSYSTEM?



### WHAT'S DRIVING JOB CREATION?

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- Target high-demand skills and jobs.
- Identify what jobs are being created and in what industries.
- Leverage your talent pool. Strong educational output can help attract companies and focus your sector targeting.



### ARE WORKERS AWARE OF CAREER OPPORTUNITIES?

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- Reveal the range of opportunities.
- Identify skills at all levels and show career pathways as well as individual jobs.
- Help workers and students make better career choices.
- Share sector career information with youth, incumbent workers, career changers, adult learners and untapped talent pools.



### ARE EMPLOYERS ENGAGED AND DRAWN TO YOUR COMMUNITY?

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- Know what they trust. Be aware of which certifications, degrees and credentials your employers recognize.
- Remain agile and adaptable.
- Today's new skills today may be stale tomorrow.
- Continually validate and refresh all the information that you provide.



### DO LOCAL EDUCATIONAL OPTIONS MEET THE RANGE OF LEARNER NEEDS?

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- Support talent development for everyone in your community — not just "traditional" students.
- Make sure that target-industry learning opportunities are available to both traditional learners and other adults — incumbent workers, the underemployed and other underrepresented students.



### ARE YOUR EFFORTS ACHIEVING SCALE?

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- Efficient collaboration builds capacity. Understand where workforce and talent development efforts complement and where they overlap.
- Coordinate to eliminate redundancy.
- Connect efforts with common goals, objectives and similar funding, to increase overall impact.



### HOW ARE YOU CREATING A RESILIENT WORKFORCE?

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- Lifelong learning can sustain a lifetime of quality career growth.
- Remain competitive by making learning available to current workers as well as new ones, and ensure that skill development keeps pace with industries and technologies as they evolve.
- Make learning relevant and valuable.
- Map non-classwork learning to college credit or credential completion more quickly and efficiently so that workers focus on developing the skills necessary for success.

# We help you sustain healthy talent pipelines that drive equitable economic growth

Our customized products and services help businesses, communities, and workers thrive at the intersection of learning and work.

CAEL helps organizations succeed by providing expertise, resources, and innovative solutions that effectively support adult learners as they navigate on- and off-ramps between education and employment.



**Understand the Human Capital Ecosystem**



**Build a Resilient Workforce**



**Alignment Between Industry Demand and Labor Supply**



**Achieve Scale to Drive Economic Growth**

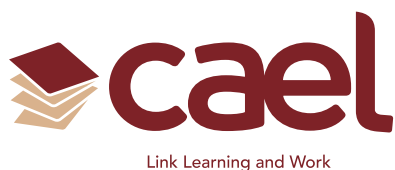


**Robust Workforce Pipeline to Fill High Growth Positions**



**Public and Institutional Policy**

For more information visit [www.cael.org](http://www.cael.org).



Recognizing that adult learners are the backbone of the U.S. economy, CAEL helps forge a clear, viable connection between education and career success, providing solutions that promote sustainable and equitable economic growth. CAEL opens doors to opportunity in collaboration with workforce and economic developers; postsecondary educators; employers and industry groups; foundations and other mission-aligned organizations. By engaging with these stakeholders, we foster a culture of innovative, lifelong learning that helps individuals and their communities thrive. A national membership organization established in 1974, CAEL is a part of Strada Collaborative, a mission-driven nonprofit. Learn more at [cael.org](http://cael.org) and [stradacollaborative.org](http://stradacollaborative.org).