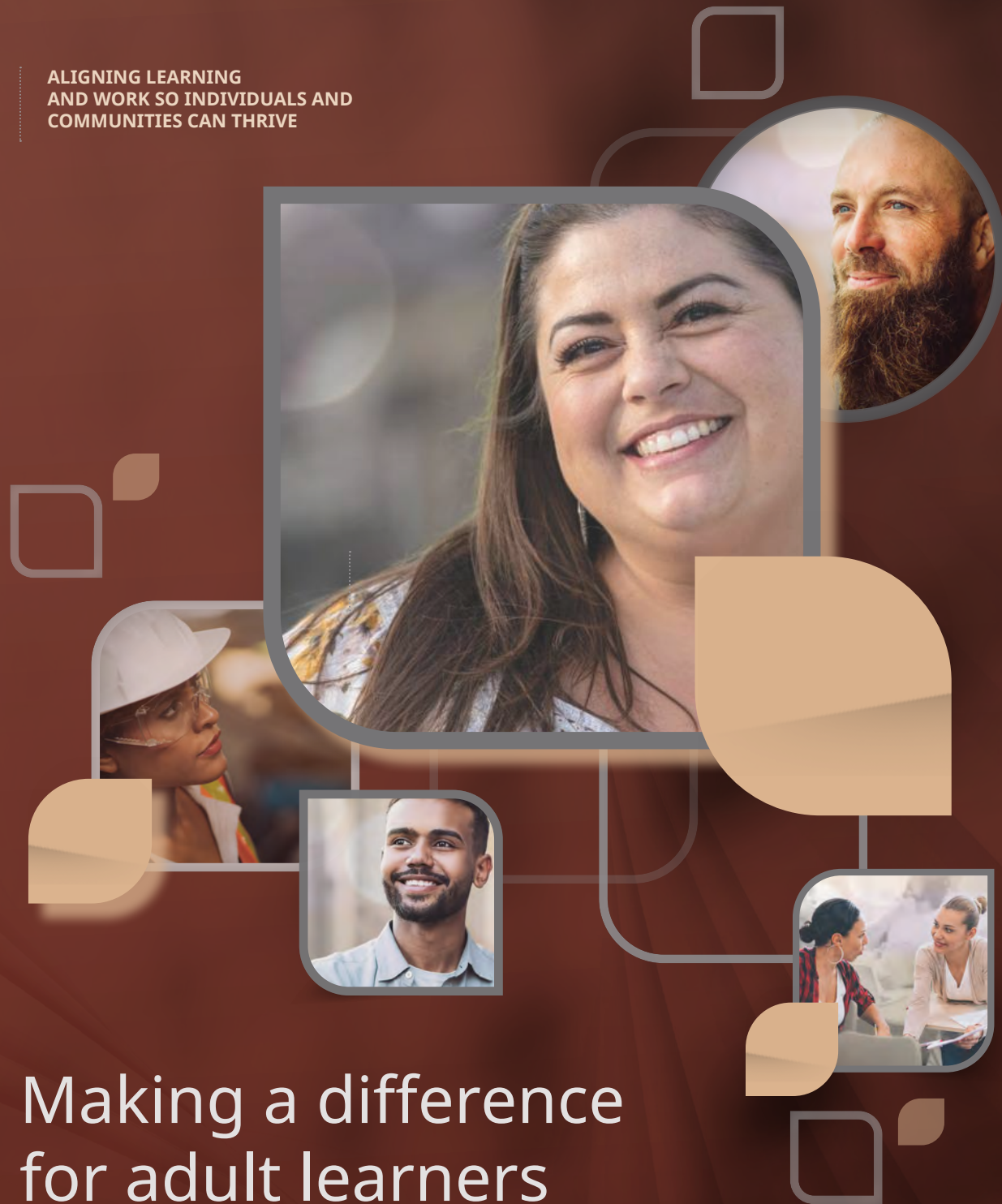


ALIGNING LEARNING
AND WORK SO INDIVIDUALS AND
COMMUNITIES CAN THRIVE



Making a difference for adult learners

OUR 2022 WORK IN ACTION



EARL BUFORD, PRESIDENT

It's all about the mission

Welcome to CAEL's inaugural impact report, a space where we'll share examples of how our work over the previous 12 months was able to make a positive difference for the communities we serve. Yet this report will always be as much about the future as it is about the past. Because even as it offers an accounting of where we have been, it also helps hold us accountable for where our mission must next take us. Just like the lifelong learning at the heart of it, our mission doesn't have an end. Instead, it creates countless new beginnings. That's why each of the achievements you read about in this report is both a reason to celebrate and a reminder that meeting adult learners where they are means never standing still.



1.22

MILLION

CAEL'S ADULT LEARNER REACH IN 2022

Number of adult learners enrolled within CAEL's postsecondary community of impact.

Our advancement — both in numbers and in the number of ways we're able to impact adult learners — wouldn't be possible without the growing and diversifying community of practice that powers our mission. It begins with our members. Today, they represent more niches of the adult learning ecosystem than ever before, from educators to employers and everywhere in between. The lines between learning and work are blurring, but as they do, we must sharpen our focus on what links them: adult learners. A recurring theme in this report is how collaboration among members, clients, and other CAEL stakeholders is helping adults navigate lifelong learning and career pathways. We will continue to build on this theme going forward.

CAEL was founded in 1974 on the revolutionary principle that the lived experience of adult learners can be a source of college-level, workforce-relevant learning. But it is the partnerships we forge with key stakeholders in postsecondary education, the workforce system, and industry that propels this principle to practice. Thank you for being a part of — and supporting — the diverse and talented community we are building. It is within this community that once-siloed sectors are coming together to achieve outcomes based on the shared belief that adult learners are the key to equitable economic mobility and prosperity.

We look forward to another year of collaboration and growth with you!

Members are central to our mission

“CAEL understands adult learners and the related myriad challenges better than any other organization.” **CAEL MEMBER**

As a national nonprofit membership organization, CAEL has advanced its mission and vision by building a community of practice for nearly five decades. Even as our members are growing in number, they are also growing in diversity. Building on our rich legacy of postsecondary partnerships, today we count education, training, employer, workforce development, nonprofit, and government partners among our membership. Our continual identification of best and emerging practices, our collective work to transform common challenges into extraordinary opportunities, and our breakthrough research promise to yield even more innovative approaches to help our members realize our common goal: every adult can navigate lifelong learning and career pathways that fuel economic mobility and community prosperity.



Collectively supporting adult learners

3,868
TOTAL MEMBERS

707
ORGANIZATION/INSTITUTION MEMBERS



POSTSECONDARY INSTITUTIONS AND SYSTEMS

Higher Education • Individuals
Learning Providers



EMPLOYERS

Industry Groups • Individuals



WORKFORCE AND ECONOMIC DEVELOPMENT ORGANIZATIONS

Mission-aligned Organizations • Individuals
Chambers of Commerce



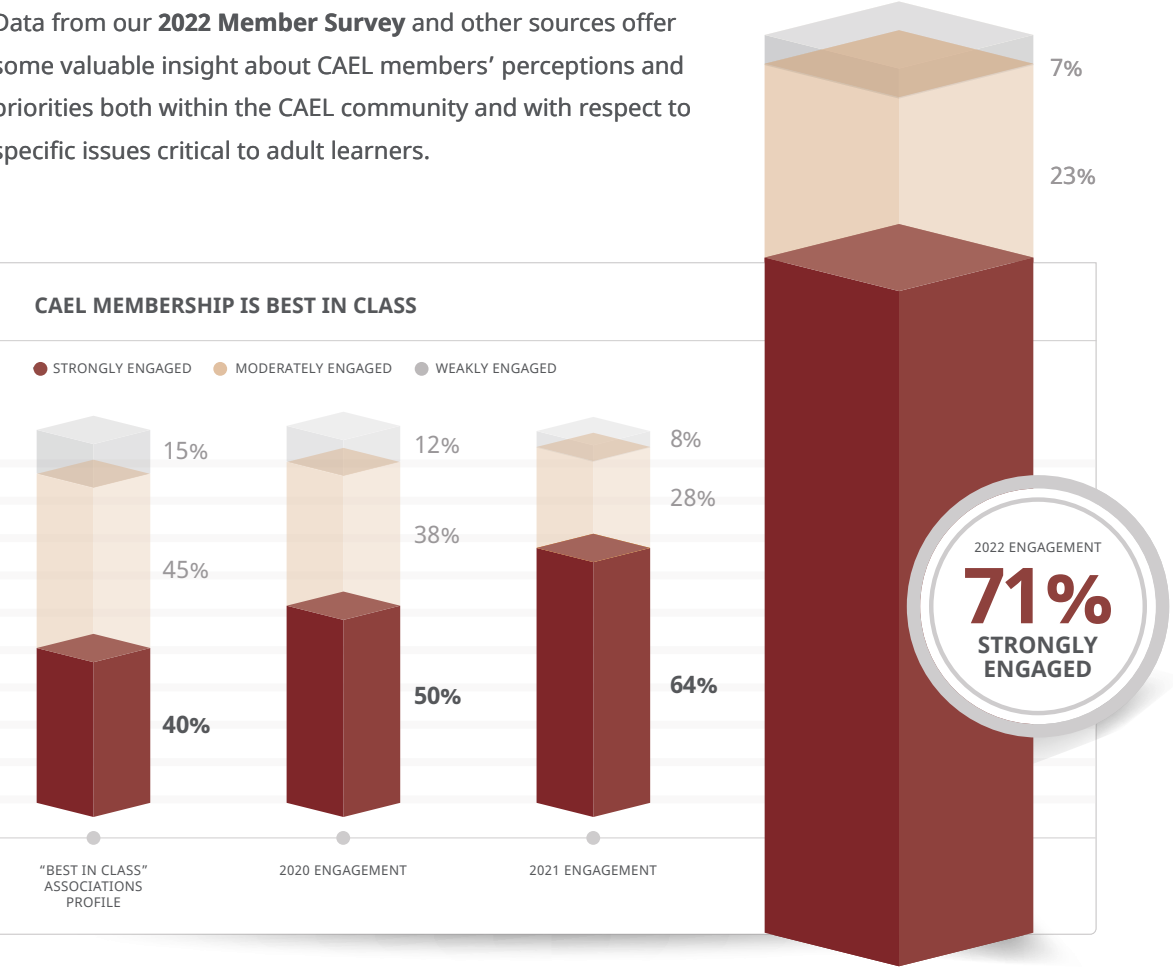
8 CAEL AMBASSADORS

CAEL members with subject matter expertise who help catalyze and embed a focus on adult learners among other CAEL members

AS OF DECEMBER 22

94% of CAEL members are actively engaged

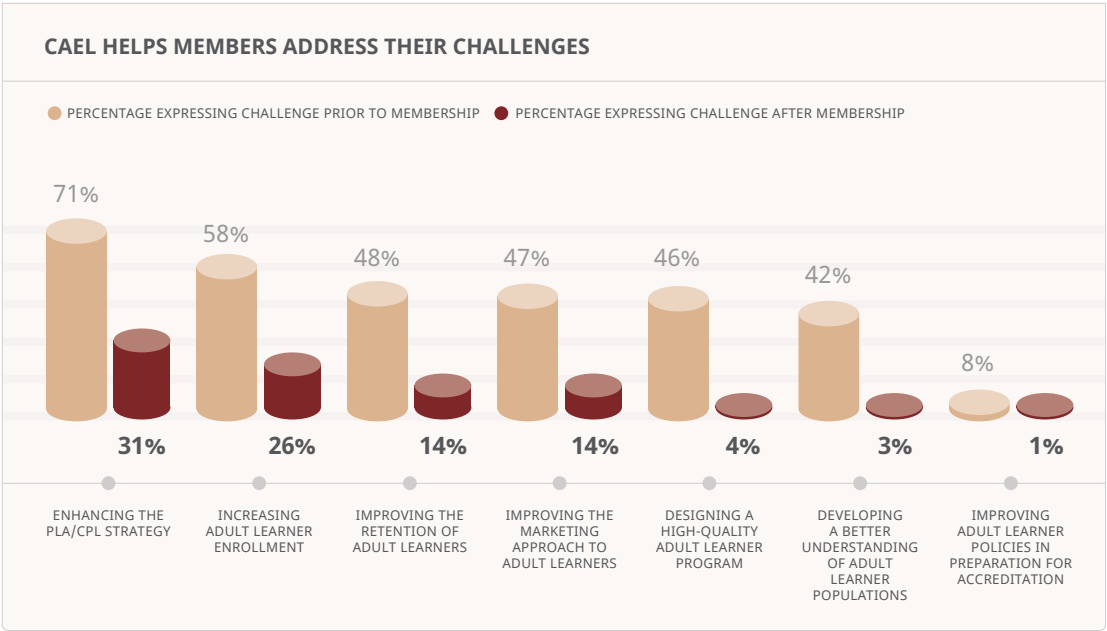
Data from our 2022 Member Survey and other sources offer some valuable insight about CAEL members’ perceptions and priorities both within the CAEL community and with respect to specific issues critical to adult learners.



Members especially value CAEL’s professional development offerings, research and thought leadership, strong communications on relevant topics, and opportunities to connect with other institutions with adult learner-focused initiatives.



With support from CAEL, members build capacity to respond to adult learner challenges. **85% of members rate CAEL as excellent and responsive to their needs.**



“CAEL is our “go-to” resource for guidance on better serving adult learners” **CAEL MEMBER**

Here are a few examples of the great work that our members are doing to advance adult learner success.

Along Complex Career Pathways, University of Wisconsin-Milwaukee Microcredentials Signal ‘Relevant Competencies Ahead’

Simplifying CPL/PLA through Student-Centered Guided Templates: A Step Toward Equity

Strengthening partner performance

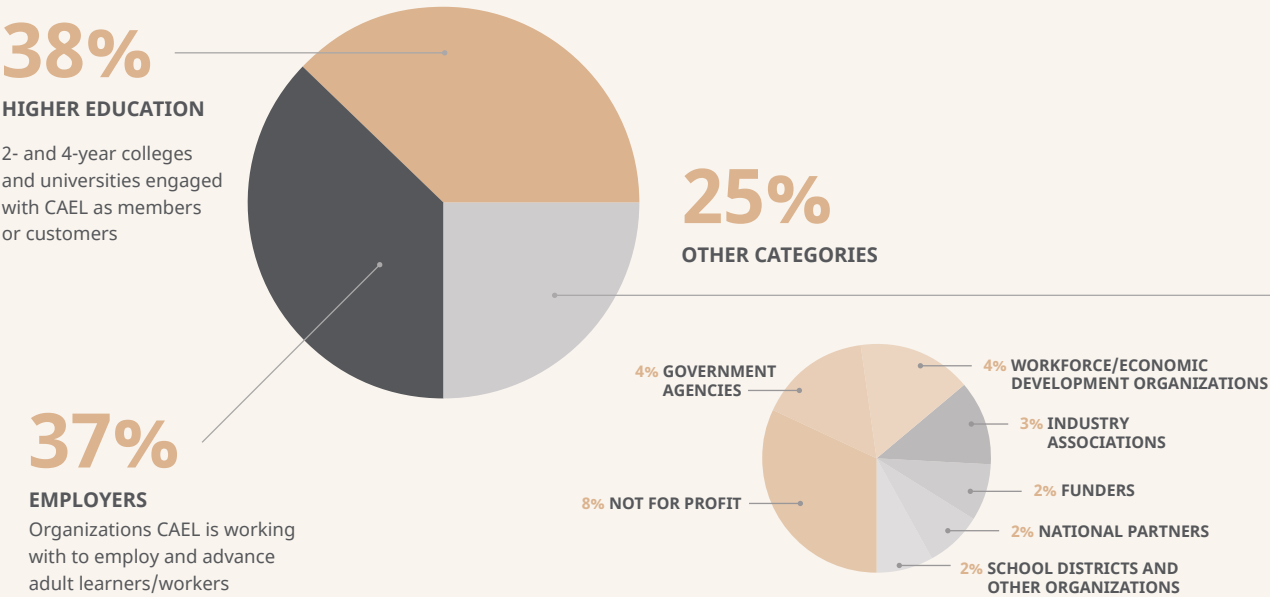
“CAEL is assisting us in making a paradigm shift in higher education in Pennsylvania.” **CAEL MEMBER**

CAEL partners with members, clients, and other stakeholders who invest in, educate, provide services to, and/or employ adult learners/workers, and who work to bring about improved systems outcomes on their behalf. Our partners include funders, postsecondary institutions, educators, trainers, and organizations that provide skill development, employers, workforce organizations, industry and employer associations, labor-management partnerships, support services providers, advocacy organizations, research organizations, governmental organizations, and organizations that strengthen DEI. CAEL often engages with these partners in a regional ecosystem approach to activate multiple stakeholders who work collectively to advance adult learners to career success. Read on for a summary of the different types of partners CAEL engaged in 2022.



Clients — partners to whom CAEL provides paid professional services — describe CAEL’s resources and work product as “top notch.”

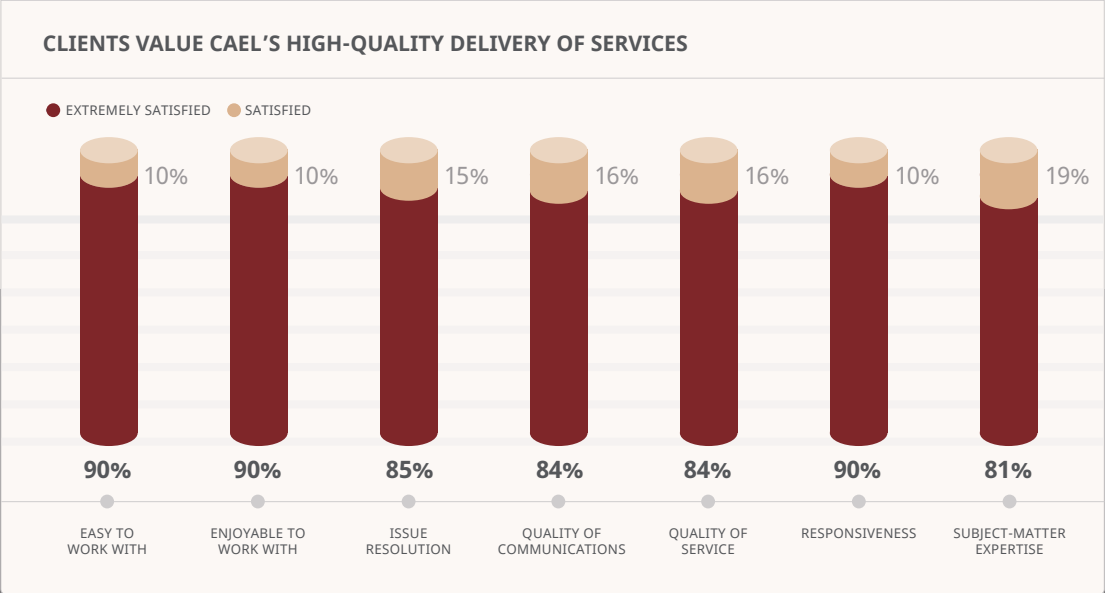
CAEL ENGAGES A WIDE RANGE OF PARTNERS



How our clients rate the quality of our products, services, and the customer service relationship along with how we meet business needs while being easy and enjoyable to work with.



How our clients rate the impact that CAEL allows its partners to have on their customers, including supporting organizational goals, providing confidence to make strategic decisions, focus on outcomes and social impact, changes to support adult learners, and adhering to CAEL’s mission and vision.



Enhancing employer talent pipelines and industry partnerships

“My education has completely underwritten the successes I’ve had and continues to open the door for new opportunities.” **JOSH PEPPLE** | ADULT LEARNER

Employers are critical partners in the education-to-employment ecosystem, providing quality job and career advancement opportunities for adult learners while informing and supporting the development of the knowledge and skills adult learners need to advance along their career pathways. CAEL works with individual employers and industry partnerships to strengthen their talent pipelines and reskill or upskill incumbent workers to help employers stay economically competitive.



Industry partnerships and initiatives

CAEL is working with a **Fortune 500 company and its suppliers** to build career pathways and provide training to upskill and develop the suppliers’ current workforce. The program provides relevant training opportunities for suppliers’ employees and utilizes training providers for their expertise and management capabilities. This is an effort to retain and create upward mobility for their current workforce to support current and upcoming needs in the supply chain.

FINANCIAL SERVICES | CAEL leads the **Build Better Careers** initiative, launched in 2022 with support from the [Truist Foundation](#), which develops partnerships among industry leaders, workforce development, and postsecondary education providers in the **financial services sector**. The initiative seeks to better map and develop connected and supported career pathways to create talent pipelines; hire, retain, and advance more people of color and women in the industry; and promote systems change through enhanced funding and policies that expand employment opportunities in the sector. Implemented in five regions across the southeastern U.S., Build Better Careers has initially launched in Charlotte, N.C., Memphis, Tenn., and Miami, Fla. Regional partners include the University of Memphis and Workforce Mid-South; the Charlotte Executive Leadership Council, Charlotte Works, Goodwill Industries of the Southern Piedmont; Career Source South Florida, and OIC of South Florida. Our national partners include: [CAREERWORK\\$](#), [CollegeApp](#), [PAIRIN](#), [Riipen](#), and [Lightcast](#).

ADVANCED MANUFACTURING/SEMICONDUCTORS | CAEL partnered with the **SEMI Foundation** to build an [interactive platform](#) to engage individuals in career exploration about the U.S. **microelectronics (semiconductor) industry**. Designed as a resource to help build the industry’s diverse workforce of the future, the platform connects individuals’ interests and skills and matches them to jobs and pathways in this growing industry. Launched at the SEMICON West main stage in July 2022, with over 2,500 participating companies and thousands of attendees, the platform features career opportunities offered by semiconductor companies and university and college programs that prepare individuals for jobs in the industry. CAEL engaged fellow Strada Collaborative member RoadTrip Nation to capture empowering stories of people working in the semiconductor industry. The RoadTrip Nation microelectronics documentary premieres in July 2023.

ENERGY | The Energy Providers Coalition for Education (EPCE) is the premier source of online energy education, built to address the critical employment needs of the evolving **utility industry**. CAEL partners with EPCE employers and with preferred education providers to offer quality online education and training to better prepare individuals for the future of the energy industry. More than 1,138 employees in 30 companies were trained through EPCE in 2022.



COMMUNICATIONS | The National Alliance for Communications Technology Education and Learning (NACTEL) is a unique partnership of communications industry employers and unions working with quality educators to create and sponsor online education programs that meet the needs of current and future telecommunications professionals. CAEL worked with these employer members to support the training of 270 employees in 7 NACTEL companies and labor organizations in 2022.



ADVANCING ADULT LEARNERS
TO CAREER SUCCESS

Josh Pepple

Cancer survivor, Air National Guard veteran, and adult learner Josh Pepple was the Energy Providers Coalition for Education’s inaugural Adult Learner of the Year. The award, which launched in 2022, recognizes persistence through the many barriers that confront adult learners as they navigate the complex pathways that intersect their workplace and educational aspirations.

A veteran of the Illinois Air National Guard, Josh completed tours in Iraq and Afghanistan before being honorably discharged in 2008. He then began a career as a groundman with a local electric cooperative. In 2009, Josh was diagnosed with Hodgkin’s lymphoma. However, he persisted through his journeyman training program even as he underwent treatment, including radiation and two stem cell transplants.

After becoming a journeyman lineman, Josh recognized the challenges posed by the technical advances occurring in the electrical utility industry. He soon realized that furthering his career would require postsecondary credentials that could complement his hands-on learning. He turned to Excelsior College, an EPCE education partner and CAEL member, to close that gap.

Josh earned his undergraduate degree, took a year off, and then dove right into Excelsior’s master of business administration degree, graduating in November 2019. “I have had a unique career path in that I started on the technical side before moving into consultant and management roles,” said Pepple. “My education has completely underwritten the successes I’ve had and continues to open the door for new opportunities.” Today, Josh serves as director of smart grid technology planning with National Rural Telecommunications Cooperative.



Expanding workforce development

Workforce Development Boards and other workforce organizations are essential in helping to connect underrepresented populations to career pathways. CAEL works with these partners to help expand the connections to and effectiveness of education and training programs and investments and to promote equity throughout the workforce development system.



EMPLOYER ENGAGEMENT | CAEL is working with **Employ Prince George's, Inc.**, its business advisory councils, and other partners to assess the local landscape to help increase their impact. We are building career pathway maps for targeted in-demand industries, with an initial focus on the Healthcare and Social Assistance, Retail and Accommodation, and Financial Services sectors. CAEL is also collaborating with the workforce board to develop an education provider partnership plan with a targeted focus on Historically Black Colleges and Universities (HBCUs).

CREDIT FOR PRIOR LEARNING | CAEL partnered with the **South Central PA Works Board** to conduct a Credit for Prior Learning training workshop for state and local workforce and higher education leaders. The workshop focused on helping the Board and its partners understand the value of CPL programs in reducing time to completion and costs for participants by awarding credit for college level learning gained through previous work, military, or life experience. CAEL explored with participants how workforce boards and other organizations can help to expand access to CPL,

CREDIT CROSSWALKS | In the fast-growing IT industry, CAEL is helping **CareerSource Tampa Bay** identify and align in-demand industry training offered by a local IT training provider with credit-level courses at Pascho-Hernando State College. Credit "crosswalks" are currently being developed for Cyber Security Specialist, Front-End Development, and Digital Marketing Specialist occupations. CAEL is also providing introductory workshops on Credit for Prior Learning with these partners to expand the knowledge and utilization of this strategy.

STRATEGIC PLANNING | CAEL is engaging with **Workforce Mid-South**, a leading regional workforce convener, on several initiatives. We led a strategic planning process with the workforce board, including an ecosystem scan of education and training providers in the region and how their programming is aligned with key sectors of focus. CAEL is also a partner in the regional Good Jobs Challenge coalition led by Workforce Mid-South, which is targeting the advanced manufacturing, logistics, and construction industries. Likewise, Workforce Mid-South is a partner with CAEL in the Build Better Careers financial services career pathways initiative, linking local residents to careers in this industry sector.

Improving postsecondary education attainment

Postsecondary institutions maintain an important role in helping adult learners advance toward well-paying, good-quality jobs and increased earnings. CAEL works with them to increase adult learner access and success, improve adult learner-centered services and supports, and recognize all learning.

THE ADULT LEARNER LEADERS FOR INSTITUTIONAL EFFECTIVENESS (ALLIES) FRAMEWORK

CAEL's new standard for serving adult learners

Drawing from a multi-pronged research initiative, CAEL has developed a new framework that sets the standard for postsecondary institutions seeking to serve adult learners. Included are a series of planning and operational domains for institutions and best practices that effectively meet adult learners' needs within today's learning and labor market environment. The ALLIES Framework represents an evolution from CAEL's original Ten Principles for Effectively Serving Adult Learners and now guides CAEL's work with postsecondary institutions. In the future, the framework will inform new tools and resources for our members and clients.



Become a CPL champion!

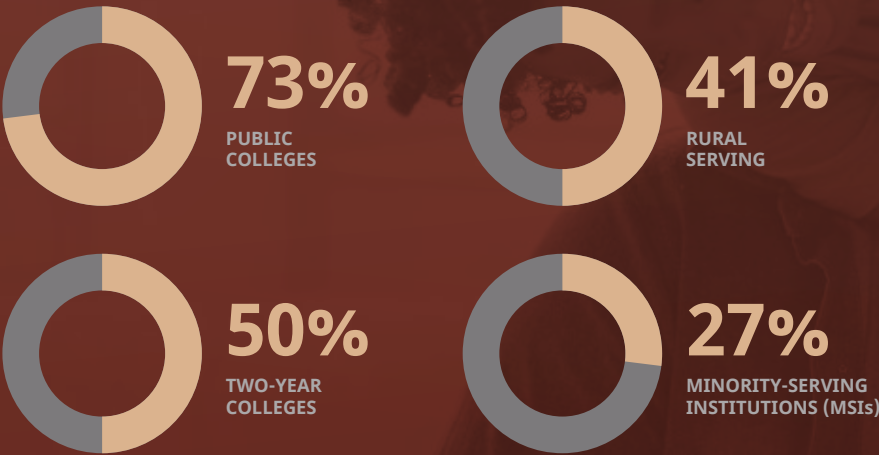
For over 40 years, CAEL has been the trusted leader on awarding adult learners credit for college-level learning they've acquired outside the classroom through previous work, military, or life experiences. In early 2022, we issued a call to make credit for prior learning equitable, accessible, and easy for every single adult learner across the country. As part of this campaign, we provided **a new collection of free resources** for postsecondary leaders that includes: a white paper/guide, a handout on the institutional business case for CPL, a CPL student outreach toolkit, and a sample CPL process map.

INNOVATION SPOTLIGHT

Credit Predictor Pro — making the credit for prior learning process more accessible and efficient

Many adults are unaware that they could earn college credit for the knowledge and professional expertise they have gained outside of the classroom. A critical question is: How can we increase access to credit for prior learning and make the process more efficient? To address this question, **CAEL developed Credit Predictor Pro (CPP), a mobile-optimized innovation, to help expand access to and standardize the credit for prior learning process.** CPP helps students think through skills they’ve acquired and training they’ve completed, document those skills and training, and then provide that documentation to advisors for review. CPP provides postsecondary education institutions with an online platform for collecting students’ experiential learning details so that credit recommendations can be made by trained advisors or CPL staff more quickly and tracked across the institution. CPP automatically recommends appropriate PLA/CPL options based on the institution’s PLA/CPL policies and offerings. A range of postsecondary institutions are now using Credit Predictor Pro as a powerful addition to their CPL programs.

PSE INSTITUTIONS CURRENTLY USING CREDIT PREDICTOR PRO



ADVANCING ADULT LEARNERS TO CAREER SUCCESS

Loyce Shelley and Joyce Brandon

Identical twins Loyce Shelley and Joyce Brandon began their educational journey in rural western Tennessee. Despite an abusive homelife, both excelled at school. They escaped to college but quickly realized that their parents couldn’t afford for them to continue. After a single semester at the University of Memphis, they began working at FedEx to support themselves, and marriage and children followed. Loyce’s eldest child suffered a traumatic brain injury and had seizures, and Loyce dedicated herself to advocating for her son well into his college years.

Eventually, the sisters launched an event planning business — Elegant Creations Weddings & Events. The business has continued to thrive, as did Joyce and Loyce, but both regretted not finishing their college journeys. When Loyce accompanied her son to student orientation at the University of Memphis, she realized that she wanted to return to school and continue her own education. Her son graduated in 2020, and in speaking with a university administrator, Loyce learned about the credit for prior learning program. Her advisor encouraged her to apply to the program — she did so, earning the maximum-allowable 30 credits.

Joyce, too, began considering a return to higher education. Despite enjoying a successful career, she wondered if she could tackle higher education this late in life. But her sister had inspired her, and as Loyce started her final semester in January 2022, Joyce re-enrolled at the University of Memphis, also applying for CPL credits. Loyce graduated with her bachelor’s degree, and Joyce is on track to follow suit.

Both Loyce and Joyce received CAEL’s 2022 Adult Learner of the Year award, which is presented annually to individuals who have overcome multiple barriers and successfully returned to a learning environment.

How CPL works and why it matters

One of CAEL’s 2022 Learners of the Year, Loyce Shelley, and **CAEL Ambassador Tracy Robinson** share how CPL works at the University of Memphis and the impact of this program.



CAEL 2022 IMPACT REPORT

Equity in action

“I have always been interested in computer networking, and now with both a bachelor’s and master’s degree from a respected institution, I can pursue a new career track within Verizon in network security.” **CARLOS LENS** | ADULT LEARNER

Built on the foundation of equity and innovation, CAEL continues to center equity in our work. Recognizing that many adult learners may face barriers due to racial, ethnic, or gender bias or socioeconomic status, addressing equity is key to achieving CAEL’s impact. Here are a few examples of how we are putting “equity in action” in our projects and initiatives.

Latino adult student success

In 2022, CAEL launched the [second round](#) of our **Latino Adult Student Success (LASS) Academy**, with four Texas-based institutions continuing their implementation of targeted strategies to support adult learners in general, and Latino adult students in particular: Austin Community College, South Texas College, Texas A&M University Corpus Christi, and University of Texas Rio Grande Valley. In partnership with Excelencia in Education, CAEL is helping these institutions invest more deeply in strategies such as advising, credit for prior learning, and strategic outreach and recruitment. See our monograph on the first round of this project and [a short video](#) showcasing Florida International University, one of our partners during the initial phase of the initiative. This continuing work of the LASS Academy is made possible by grants from Greater Texas Foundation and Strada Education Foundation.

Adult Learner and Equity Framework for Community Colleges in a SNAP Network (ALCEF)

Low-income adult learners face multiple barriers to postsecondary and career success. CAEL is leading a national partnership to help states better support participants in the Supplemental Nutrition Assistance Program (SNAP), which provides assistance to job seekers, including upskilling and reskilling resources. Funded by the U.S. Department of Agriculture,¹ ALCEF is creating a national coalition of 80 community colleges exploring, developing best practices for, and connecting to their local SNAP E&T programs. CAEL’s national partners in ALCEF include Seattle Jobs Initiative, a national expert on SNAP E&T programs; Grant Associates, which has helped more than 1 million people advance their careers and over 50,000 businesses connect to skilled workers; and the American Public Human Services Association, a bipartisan, nonprofit association representing state and local health and human services agencies.

Advancing Delta Talent

The Mississippi Delta region encompasses many adult populations who have been historically underrepresented in postsecondary education and employment and who currently face multiple barriers to accessing economic opportunity. **With funding from Delta Regional Authority and the U.S. Department of Labor² CAEL launched the Advancing Delta Talent initiative.** In partnership with two CAEL members, Arkansas State University Mid-South, a primarily Black institution in West Memphis, Arkansas, and Coahoma Community College, a Historically Black College or University (HBCU) in Clarksdale, Mississippi, ADT is addressing the needs of residents in these regions. Both community colleges are engaging economically disadvantaged individuals, people of color, dislocated or under-employed workers, veterans and their spouses, individuals who were formerly incarcerated (or nearing release), and high school students interested in the transportation, health care, or manufacturing career pathways supported through the Advancing Delta Talent initiative. Other regional partners include the Workforce Development Board of Eastern Arkansas and the Delta Workforce Development Area Board, local employers, and community-based organization partners who can provide referrals and supportive services to Delta residents. CAEL is also working with both colleges to enhance institutional policies and practices that expand the access and success of adult learners.

CAEL’s Exponential Pathways program — helping young adults find in-demand careers

How do you help the adult learners of tomorrow prepare for the future of work? One answer to this question is **CAEL’s Exponential Pathways (XP) program.** With funding from the U.S. Department of Education’s Fund for the Improvement of Postsecondary Education (FIPSE), Exponential Pathways encourages holistic solutions for improving access to postsecondary education. Six regional sites (Racine, WI; Indianapolis, IN; Cincinnati, OH; Providence, RI; Maricopa County, AZ; and Prince George’s County, MD) are currently piloting the platform, which surfaces local careers in high demand, highlights formal and informal skill-building experiences to prepare students and jobseekers for those careers, and lifts up success stories of local professionals working in those fields. Geared toward students and jobseekers, Exponential Pathways demonstrates the value and efficacy of providing career exploration and skill-building opportunities for students and young adults — especially young people of color, those from socially and economically disadvantaged communities, and those who face barriers to higher education completion and employment.

ADVANCING ADULT LEARNERS TO CAREER SUCCESS

Carlos Lens



Carlos Lens, an employee of Verizon and a constituent of Communications Workers of America, both of which are NACTEL members, was the 2022 recipient of the National Alliance for Communications, Technology, Education and Learning’s (NACTEL) Founders Award. Students must complete an associate or bachelor’s degree while maintaining a minimum GPA of 3.25 to be considered for the award, which extols perseverance and a passion for lifelong learning. Lens, a 30-year-plus Verizon employee, earned his first degree, a bachelor of science in telecommunications, some 26 years after joining the company, followed three years later by his master of science in information technology.

His initial role was as a customer service representative in a new program for the company. “I was part of the first group of bilingual representatives for the new customer service department to serve the Hispanic community in their own language,” he says. “Being raised in a family with a Puerto Rican mother and Cuban father, I grew up in a bilingual home and was proud to be part of a group serving my Hispanic community in Spanish.”

Lens had always wanted to pursue a college degree. As is the case with so many adult learners, working full-time and raising a child precluded a traditional path to completion. But then several coworkers told Lens about NACTEL-sponsored education programs. The programs are offered through NACTEL’s education partner, Pace University. Not only are the classes 100% online, they are covered by Verizon’s tuition assistance employee benefit. Today, Lens works as a telecommunications tech associate, but he is eyeing new career pathways after completing his latest degree. “I have always been interested in computer networking, and now with both a bachelor’s and master’s degree from a respected institution, I can pursue a new career track within Verizon in network security,” he said.



CAEL 2022 IMPACT REPORT

Research and thought leadership to inform and engage the field

“When I was first getting a job, I wasn’t thinking about something that could pay for my tuition. I wasn’t even thinking about a career. But without one, I wouldn’t be here talking about getting an undergraduate and then a graduate degree.” **ALPHUR WILLOCK** | ADULT LEARNER

CAEL helps to transform postsecondary education, workforce organizations, and systems through research projects, white papers, webinars (both public-facing and exclusive to CAEL members), and blogs that share insights on relevant topics.

THOUGHT LEADERSHIP SPOTLIGHT

Collaborating for Impact: How Workforce Boards Thrive in Unprecedented Times

This report shares the insights and experiences of five workforce board leaders, including their challenges in promoting job training and economic mobility over the last few years and how they are approaching future opportunities.

It’s a Little Stressful When I Think of It

As a companion to our ALLIES framework report, CAEL published a research report on the views of adults who have never enrolled in postsecondary education.

Attracting Adult Learners With Credit for Prior Learning

Findings from this report suggest that CPL can be an important tool for helping to attract adult learners to your institution.

Linking Learning and Work for Workforce Development

Many of our webinars showcase the great work of our members and partners. See this example that elevates the work of several of our workforce board partners.

ADVANCING ADULT LEARNERS TO CAREER SUCCESS

Alphur Willock



Alphur “Slim” Willock, a widowed father of six, has somehow found the time to be a full-time dad and Verizon employee, complete two associate degrees and one bachelor’s degree, mentor others, and win CAEL’s Learner of the Year award. Slim has a special understanding of how difficult it can be to persist through long odds, and the difference truly meaningful advice can make in doing so. The 28-year employee of Verizon and member of Communications Workers of America (both organizations are NACTEL members) took time to speak at a high school career day so students just starting out on their own career paths could gain some insight from his own travels.

It was the encouragement he got years ago from mentors that led him to pursue learning pathways available through Verizon education benefits, which began with an associate degree and continued with a NACTEL-integrated bachelor’s degree. He is currently working on a master of science in information technology degree that is also incorporated within the NACTEL program, a CAEL industry-education initiative.

Not every job comes with such perks, let alone a robust program like NACTEL’s, which enjoys both union and corporate support within the high-growth telecommunications sector. The good news is that they are becoming more common as evidence of their positive impact continues to emerge. For companies, these include reduced attrition, more effective recruiting, and even greater productivity. By creating new pathways to college completion and career advancement for underserved students and employees, they can also support workplace diversification strategies. “When I was first getting a job, I wasn’t thinking about something that could pay for my tuition. I wasn’t even thinking about a career. But without one, I wouldn’t be here talking about getting an undergraduate and then a graduate degree.”

CAEL’s annual conference — the premier networking and learning event for the education-employment ecosystem

FEATURES OF OUR 2022 CONFERENCE



We invite you to attend the 49th annual CAEL Conference

Our annual conference is widely known as the leading place for leaders to connect and network with industry experts from postsecondary education, workforce and economic development, and industry. It is a unique gathering for networking with and learning from educators, employers, and community leaders focused on aligning learning and work so that adults achieve continuous economic advancement. **We hope you will join us!**



CAEL
CONFERENCE 2023

BALTIMORE

NOVEMBER 8-10
Hilton Baltimore, Inner Harbor



The power of partnerships:
thank you to our funders

CAEL’s work is supported and sustained through our valued funding partners. They share in our vision, mission, and goals to improve education and employment outcomes for adult learners. Their support helps CAEL to test new strategies, scale what works, and expand our overall impact.

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|---|---|
| ASCENDIUM EDUCATION GROUP | ROBERT R. MCCORMICK FOUNDATION |
| CHARLES KOCH FOUNDATION | SEMI FOUNDATION |
| DELTA REGIONAL AUTHORITY AND
U.S. DEPARTMENT OF LABOR EMPLOYMENT
AND TRAINING ADMINISTRATION
<i>Workforce Opportunity for Rural Communities
(WORC) Initiative</i> | STRADA EDUCATION FOUNDATION |
| GREATER TEXAS FOUNDATION | THE HEINZ ENDOWMENTS |
| HILLMAN FAMILY FOUNDATIONS/
HENRY L. HILLMAN FOUNDATION | U.S. DEPARTMENT OF AGRICULTURE
<i>Food and Nutrition Service,
SNAP Employment and Training</i> |
| MELLON FOUNDATION | U.S. DEPARTMENT OF EDUCATION
<i>Fund for the Improvement of
Postsecondary Education (FIPSE)</i> |

Moving forward in 2023

CAEL’s vision is for a world in which every adult can navigate lifelong learning and career pathways that fuel economic mobility and community prosperity. **Getting there requires us all to work together in new ways.** 2022 saw CAEL growing our reach to new institutions, systems, workforce agencies, members, and other partners — and moving the needle toward our vision. We are excited for the opportunities ahead and look forward to sharing our impact with you — our allies and partners in this work — along the way.

Acknowledgments

CAEL would like to thank Strada Education Foundation, our community of members, and our numerous funding providers and partners. Your ongoing support makes it possible for us to advance our mission and help create lasting, sustainable impact for the adult learners and workers we serve. We also want to acknowledge the dedication and efforts of our team members, and **we offer particular thanks to the members of CAEL’s Advisory Council**, listed below, for their inspiration, guidance, and support.

CAEL Advisory Council Chairperson
DR. ANNETTE PARKER
President
South Central College

LEWIS BROWN
*Vice President, Talent Management,
Talent Acquisition and DEI*
Comcast

DR. CHRIS BUSTAMANTE
Executive Director
Arizona Community College
Coordinating Council

TAMARA CLUNIS
Vice President of Academic Affairs
Amarillo College

DR. ALAN DAVIS
President and Vice Chancellor
Kwantlen Polytechnic University

MIKE D’AUSILIO
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New Joiner Experience*
JPMorgan Chase

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Chancellor
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Whatcom Community College

DR. CHRISTINE JOHNSON
Chancellor (Retired)
Community Colleges of Spokane

KIMO KIPPEN
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Aloha Learning Advisors

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Indiana Commission for Higher Education

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ELICIA WILSON
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GitLab Foundation

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Link Learning and Work

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; and 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. Equity is at the center of all our work; CAEL is DEI Workplace Certified by Diversity for Social Impact. A national membership organization established in 1974, CAEL is a part of Strada Collaborative, a mission-driven nonprofit. Learn more at cael.org and stradacollaborative.org.