A Framework for Employer Engagement

**The “What”**

**Partnership outcomes & impact**
- **Input** into specific programs and curriculum
- **Employer advising** informs programmatic decisions
- **Employers contribute to programs**, supporting individual institutions
- Employer engagement is **time-limited** and program-focused

- **Understanding of** critical needs & priorities for the sector overall
- **Employer leadership** informs strategic priorities across partners, encouraging cross-system alignment and coordination
- **Employers co-invest in career pathway systems-building**, supporting multiple programs and organizations with long-term investments
- Employer engagement is **long-term** and sustainable

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**The “How”**

**Partnership Structure & Design**
- **One-on-one business engagement** or program-specific advisory boards
- **Outreach by individual** organizations
- HR leaders engaged
- Agenda focused on **specific training programs**
- Large companies tend to be over-represented

- **Regional sector partnerships**
- **Coordinated outreach** among multiple education, training & workforce development partners
- C-Suite executives engaged
- Agenda focused on broad industry competitiveness priorities
- Small and medium-sized businesses engaged along with large firms, allowing for at-scale solutions and accurate understanding of sector needs

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**Advisor**

**Strategic Partner**