

THE BIG 3 TOOLS OF CHANGE

AWARENESS

Raising awareness to make the gaps known and lift up what works.



What You Can Do:

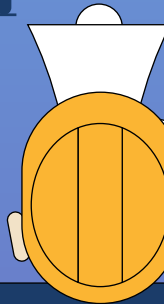
Use your voice, backed by SHRM data and insights, to help others understand the disconnect between education and workforce readiness and its consequences.

Spotlight programs, employers, or community partnerships that are successfully preparing workers for today's workforce.

Share best practices for how organizations can connect workplaces with the talent they need—especially from often-overlooked communities—and identify the public investments required to support these efforts.

ADVOCACY

Advocating with bold purpose to promote policies that drive outcomes.



What You Can Do:

Subscribe to SHRM's HR Policy Briefing to stay informed and be on the lookout for opportunities to engage with federal, state and local officials.

Encourage your organization to support public policy priorities that improve access to education and upskilling, such as supporting direct investment and competitive grants that help businesses create Career and Technical Education programs.

Elevate the voice of HR in policy discussions by joining or organizing a Capitol Hill Day to speak with policymakers, participating in a grassroots campaign, or speaking to civic groups about the need for stronger education-to-employment pathways.

ACTION

Acting through sustained, cross-sector efforts to create a better world of work for all.



What You Can Do:

Partner with local schools, community colleges, or join a workforce development board to strengthen your community's talent pipeline.

Launch or expand work-based learning programs—like internships, apprenticeships, or on-the-job training—and bring untapped talent into your workplace.

Share your success with SHRM so we can amplify your efforts and help scale what works nationwide.

Awareness. Advocacy. Action. The Tools of E²



Visit [SHRM.org/E2](https://www.shrm.org/E2) to explore how SHRM is driving national change through the education-to-employment pipeline. Partner with us: governmentaffairs@shrm.org