

# SHRM E<sup>2</sup> INITIATIVE

## The Education-to-Employment Pipeline

Presented to the Minnesota House Workforce, Labor, and  
Economic Development Committee

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# The Workforce Is Changing Faster Than Talent Pathways

## THREE MAIN PIPELINES



### Pipeline 1: K-12

**The Challenge:** Students graduate unprepared for the world of work.



### Pipeline 2: Higher Education

**The Challenge:** Graduates of higher education possess skills that do not match job market needs.



### Pipeline 3: Untapped Talent

**The Challenge:** Millions of skilled U.S. workers who are ready for employment are being overlooked.

*We don't just have open jobs—we have evolving jobs.*

**28%** of organizations report that filling roles now **requires new skills.**

# What Employers Are Already Doing

SHRM RESEARCH FINDS

22%

of organizations currently operate  
apprenticeship programs



82%

report they are effective at  
addressing talent shortages

Similarly, **nearly 7 in 10 organizations** now offer internship programs, and **78%** **report they are effective** at *strengthening talent pipelines*.

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The U.S. talent pipeline — from classrooms to careers — is broken, leaky, and busted. Our education and talent development systems are not keeping up with the demands of rapid innovation.

## 3 BIG TOOLS OF CHANGE



### AWARENESS

helping educators better understand the evolving expectations of the workplace and the **power skills employers consistently identify as essential.**



### ADVOCACY

working with policymakers to modernize workforce and education policies so they **reflect the realities of today's labor market.**



### ACTION

building partnerships between employers, schools, and community organizations to **expand work-based learning opportunities.**

# MINNESOTA'S PIPELINE:

## STRENGTHENING CONNECTION AND EXPANDING OPPORTUNITY

### WHERE WE ARE TODAY

- Despite gaining almost **20%** of a grade level in **math** between 2022-2024, students remain almost **three quarters** of a grade level COVID levels.
- Only **25%** of housing-insecure high school students who enrolled in college completed their degrees.
- In March 2025, there was **one unemployed worker** for every **two job openings** in Minnesota.



### WHERE WE CAN GO TOGETHER

- E<sup>2</sup> partners with educators to **accelerate learning recovery** and **strengthen foundational workplace skills**.
- E<sup>2</sup> builds pathways that help housing-insecure and **opportunity youth transition from school into education and careers**.
- E<sup>2</sup> expands employer partnerships to **connect Minnesota's job demand with real workforce entry points**.

# ***CONNECT WITH US***

## **Contact Information**

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***AWARENESS. ADVOCACY. ACTION***

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