Showcase: Alabama Talent Triad

Credential Engine and the Alabama Talent Triad, the state's new workforce development system, are working together to make information about credentials in the state more transparent and help job seekers and employers better connect during the talent crisis.

In 2021, state agencies in Alabama set out to create a one-stop shop in the hiring ecosystem — a place where job seekers, employers, and education and training providers can find a standardized language about the skills signified by credentials and the competencies needed for specific jobs. The Alabama Talent Triad describes occupations, credentials, and student learning records in a common language, which helps students make better short-term and long-term decisions about educational and training opportunities.

The new Alabama Talent Triad has three components:

- Alabama Credential Registry, which makes each credential awarded to Alabamians transparent. Using the common language of the Credential Transparency Description Language (CTDL), Credential Engine's common language that describes the skills, competencies, and learning outcomes signified by a credential. The registry tags credentials to those competencies, making it easier for job seekers and hiring managers to decide if the job is the right fit.
- Alabama Skills-Based Job Description Generator and Employer Portal, which allows employers to create customized job descriptions based on the "DNA" of jobs in their firms.
- Alabama College and Career Exploration Tool, a learning and employment record that lets job-seekers develop verified resumes and link directly to skills-based job descriptions generated by employers.

The Talent Triad offers resources to all three roles in the hiring ecosystem. It connects students and job seekers to educational opportunities by identifying the competencies needed for jobs and the training programs that can help prepare someone for those jobs. It connects job seekers to employers by matching an individual's learning and employment record to skill-based job descriptions. And it translates the needs of employers into education and training programs designed to prepare people to master the specific competencies needed for the job. Talent Triad development and maintenance is provided by EBSCO Information Services.

Pairing the Alabama Credential Registry and Credential Engine's Credential Registry will increase the scope of each, allowing for deeper accessibility and availability of training opportunities for job seekers. The result is an ecosystem that job seekers need to make confident, informed choices in Alabama's talent marketplace.