



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



Eric G. Mackey, Ed.D.
State Superintendent of Education

September 6, 2024

MEMORANDUM

TO: City and County Superintendents of Education
FROM: Eric G. Mackey *EGM*
 State Superintendent of Education
RE: Alabama Talent Triad System

The state of Alabama is providing access to the Alabama Talent Triad, the nation’s first full-scale talent marketplace, to all Alabamians at no cost, including K-12 students. Students will need parental consent to participate in the Alabama Talent Triad. Consent can be provided by signing a consent form to allow student credential and other relevant data to be synced with the Alabama Talent Triad. Parents must sign the consent to allow the student to access career exploration opportunities in the Alabama Talent Triad. Please visit alabamatalenttriad.com for additional information on the Alabama Talent Triad.

In 2018, Governor Kay Ivey established the Success Plus postsecondary education attainment goal of adding 500,000 credentialed workers to the potential workforce by 2025. As a result, the state of Alabama, in partnership with Alabama’s business and industry community and education and training providers, built the Alabama Talent Triad to help make all learning count and to allow the following:

- Jobseekers and students to translate, transact, and transcribe all forms of learning, including non-degree credentials in a portable wallet.
- Employers to be matched with talented Alabamians.
- Education and training providers to utilize insights from the Talent Triad to develop customized programs aligned to employer demand.

Governor Ivey officially launched the Alabama Talent Triad on December 6, 2023. The Alabama Talent Triad is a skills-based, learner-centered, and demand-driven education and workforce ecosystem that will expand competency-based education and skills-based hiring statewide. It is a single-sign-on system with user experiences for employers, students and jobseekers, and education and training providers. The Alabama Talent Triad, as the name suggested, is composed of three distinct, yet integrated, technology solutions.

The **Alabama Credential Registry** enables Alabama’s education and training providers to register the credentials they issue, including certificates, licenses, degrees, and non-degree credentials, creating a real-time outlook for the full array of credentials available to learners in the state. It will be used to make each credential awarded to Alabamians transparent; will tag skills to credentials; and will support verification of credential issuer and program by education and training providers. It will help make skills the “DNA” for in-demand jobs and will help to make credentials the wrapper that contains those skills.

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The **Alabama Skills-Based Job Description Generator** will allow employers to create customized job descriptions based on the skills “DNA” of the jobs in their firms that will allow employers to be matched directly with students and jobseekers who possess those skills.

The **Alabama Learning and Employment Record** will allow job seekers to create and share verified resumes and to link directly to recommended skills-based job descriptions generated by employers within a personal Digital Wallet. The Digital Wallet includes multiple tools: user profiles; Learning and Employment Records (LERs) that support both verified and self-attested skills, credentials, and experiences; digital resumes; and recommended jobs and learning opportunities. Jobseekers can tailor their digital resumes to include the skills, credentials, and experiences to specific roles and fields, and they are always in full control of their own credential and competency data.

Each local education agency will provide a consent form to their schools. Parents will receive this form and can choose to opt-in to allow their child to participate in the Alabama Talent Triad beginning in eighth grade.

The parent’s consent will state: *“As a legally authorized parent and/or guardian I consent and grant permission for my child’s academic and demographic data with the Alabama State Department of Education (ALSDE) to be utilized by the Alabama Talent Triad, for the purpose of allowing my child to access their learning and achievement data. I understand that the Alabama Talent Triad is authorized, managed, and maintained by the Alabama Governor’s Office of Education and Workforce Transformation.”*

If you have any data-related questions, please contact Mr. Srinivas Javangula, Director of Data and Research at the ALSDE, by email at srinivas.javangula@alsde.edu. If you have any program-related questions, please contact Mr. Nick Moore, Education Policy Advisor and Director, at the Alabama Governor’s Office of Education and Workforce Transformation, by email at nick.moore@governor.alabama.gov.

EGM/SJ

Attachment

cc: Mr. Nick Moore
Mrs. Angela Martin
Dr. Brandon Payne
Mr. Srinivas Javangula

FY24-3057

REVISED

PARENTAL CONSENT TO SHARE VALIDATED LEARNING AND EMPLOYMENT RECORDS WITH THE ALABAMA STATE DEPARTMENT OF EDUCATION (ALSDE) TO BE USED BY THE ALABAMA TALENT TRIAD

Dear Parent:

In today's information age, it is important to know the skills your child is acquiring in school and the skills that are in demand in the rapidly evolving labor market.

Governor Kay Ivey officially launched the Alabama Talent Triad on December 6, 2023, as the nation's first full-scale talent marketplace, which enables education and training providers and employers to publish the credentials they award; employers to create and post job descriptions that focus on the skills needed for the open positions in their firms; and for students and jobseekers to demonstrate their skills, education, and employment experience to employers in a completely portable, interoperable, and self-sovereign format. The Alabama Talent Triad, as the name suggested, is composed of three distinct, yet integrated, technology solutions.

1. The **Alabama Credential Registry** enables Alabama education and training providers to register the credentials they issue, including certificates, licenses, degrees, and non-degree credentials, creating a real-time outlook for the full array of credentials available to learners in the state. It will be used to make each credential awarded to Alabamians transparent; will tag skills to credentials; and will support verification of credential issuer and program by education and training providers. It will help make skills the "DNA" for in-demand jobs and will help to make credentials the wrapper that contains those skills.
2. The **Alabama Skills-Based Job Description Generator** will allow employers to create customized job descriptions based on the skills "DNA" of the jobs in their firms that will allow employers to be matched directly with students and jobseekers who possess those skills.
3. The **Alabama Learning and Employment Record** will allow job seekers to create and share verified resumes and to link directly to recommended skills-based job descriptions generated by employers within a personal Digital Wallet. The Digital Wallet includes multiple tools: user profiles; Learning and Employment Records (LERs) that support both verified and self-attested skills, credentials, and experiences; digital resumes; and recommended jobs and learning opportunities. Jobseekers can tailor their digital resumes to include the skills, credentials, and experiences to specific roles and fields, and they are always in full control of their own credential and competency data.

The Alabama Talent Triad allows students to create a Digital Wallet to manage credentials and skills in one place that is completely controlled by you, as the parent. With the collection of skills, credentials, and experiences, your child will be provided with better and more relevant education and workforce opportunities. I understand that the Alabama Talent Triad is authorized, managed, and maintained by the Alabama Governor's Office of Education and Workforce Transformation.

The Alabama Talent Triad enables:

- Students to explore in-demand jobs and learning opportunities in Alabama.
- Parents and students to make informed decisions about their future by showing them the skills and knowledge required for different jobs and industries and the education and training providers that offer relevant programs.
- Schools to align their programs with the current and future needs of employers and the labor market

We encourage you to explore the Alabama Talent Triad by visiting the website at <https://alabamatalenttriad.com>.

As a legally authorized parent and/or guardian I consent and grant permission for my child's academic and demographic data with the ALSDE to be utilized by the Alabama Talent Triad, for the purpose of allowing my child to access their learning and achievement data. I understand that the Alabama Talent Triad is authorized, managed, and maintained by the Alabama Governor's Office of Education and Workforce Transformation.

Date: _____

Student Name: _____

Parent Signature: _____

Print Parent Name: _____