“Building A Strong Statewide Workforce”
Milton Davis, Vice Chairman, Alabama Community College System Board of Trustees

Susan Yvette Price, Vice Chancellor, System Development and Strategic Advancement

Jeff Lynn, Vice Chancellor, Workforce and Economic Development
Who we are.....

- 24 Community Colleges
- 106 instructional sites
WHO WE SERVE......

- More than 250,000 students
- 7 Workforce Regions
FOCUS AREAS:

- Workforce Development
- Adult Education
- Health Sciences and Nursing
- Career and Technical Education
- Academic and Student Affairs
- Alabama Technology Network (ATN)

Alabama Community College System
24 Community Colleges
MISSION, VISION AND WORKFORCE GOAL
Alabama Community College System

System Mission and Vision

• **Our Mission:** To provide a unified system of institutions dedicated to excellence in delivering academic education, adult education, and workforce development.

• **Our Vision:** To develop an educated, prosperous population by providing an affordable pathway to help citizens of any walk or stage of life succeed through quality education and training – a community college system where education works for all.
Goal 1: Build a Unified and Collaborative System

- Develop/Complete Board of Trustees policies
- Hire permanent, innovative, qualified leaders for all ACCS colleges
- Develop strong ACCS resource teams to provide functional and overall guidance for the ACCS institutions
- Evaluate administrative system software and processes to facilitate reporting of common data across the ACCS
Goal 1: Build a Unified and Collaborative System (continued)

- Create an internal and external communication and marketing plan for the ACCS to enhance communication and transparency
- Provide relevant professional development opportunities for ACCS employees
- Review compensation to attract, hire, and retain qualified faculty and staff
- Create a capital plan to identify assets and to assess and address gaps and needs
Alabama Community College System

Key Performance Goals – Workforce Development

The ACCS is building a World-class Community College System that responds to current, expanding and aspirational companies throughout the State. We work with our State and Local K-12 partners and with Adult Education programs to best optimize student access to educational attainment opportunities and success in employment.

- Workforce and Economic Development
- Increase Dual Enrollment
- Increase Short and long term Certificates and Degrees
- College Readiness
- Access
- Retention
- Increase the number of transfers to a four-year institution with a community college degree
Defining the State’s Workforce Needs
Steps to define workforce needs:

• Collaborative efforts across the State - Universities, Chambers, Regional Workforce groups, Commerce

• Establish a solid occupational forecast model: Drill down to each zip code

• Meet companies across the State

• Meet with Industry Clusters across the State

• Utilize your own System to use – Chmura – JobsEQ

• Forecast occupational forecast based on high wage high demand jobs
IT Jobs are growing significantly across the State and Nation
ALABAMA’S HIGH TECH CLUSTER IS ATTRACTING A TALENTED IT WORKFORCE
“Software is eating the world,” said venture capitalist Marc Andreessen in a 2011 Wall Street Journal essay (paywall). It’s also invading every other profession....“Software developer” has already become the most common job title in several US states.

Ask A Developer – Quartz 2016
ALABAMA HAS AN ABUNDANT AND GROWING IT WORKFORCE

According to a 2015 report from Burning Glass; there were almost 7 million job openings that required coding skills, and programming jobs are growing 12% quicker than average.


Statewide IT Workforce:

42,823

Source: JobsEQ, Chmura Economics and Analytics, April 4, 2017
ALABAMA HAS AN ABUNDANT AND GROWING IT WORKFORCE

Worldwide mobile app revenues jumped from $8.32B in 2011 to and estimated $76.52B in 2017.

IT Job Vacancies:

4,700

Source: Code.org, 2017
IT CERTIFICATIONS

- CompTIA Security+ Certified
- CISSP
- CEH Certified Ethical Hacker
- Cisco Certified CCNA
- CISM Certified Information Security Manager

An ISACA® Certification
STACKABLE INDUSTRY DRIVEN PATHWAYS

Information Technology Career Pathway

- A+
- Network +
- Security +
- CCNA
- CEH
- CISSP
- CISM

Foundational
App Development with Swift

Alabama Community College System Launches Apple Swift Programming Course

4 System Colleges in “Phase I” pilot beginning Fall 2017

- Dual Enrollment
- Boot Camp Style
- Credit
- Continuing Education

Apple’s Swift language is a great way for students to learn core programming concepts. This will help us build a larger pipeline of workers to fill those open computing jobs as well as attract other IT companies to our state.
App Development with Swift

- 11 additional colleges will offer the course in Spring 2018
  - Statewide implementation

- Full System implementation by Fall 2018

Apple’s Swift language is a great way for students to learn core programming concepts. This will help us build a larger pipeline of workers to fill those open computing jobs as well as attract other IT companies to our state.
Swift is an innovative, open source programming language developed by Apple to make software everywhere safer, faster, and more fun to create.
Introducing new App Development with Swift course using curriculum from Apple at an Alabama Community College near you.

How many times in the course of your day do you use apps on your mobile device? 5? 10? 50? Have you ever wanted to learn to create your own? The Alabama Community College System is now offering a brand new course designed to teach you how to develop iOS apps with Swift.

In the App Development with Swift course, students will learn to code and design fully functional apps, gaining critical job skills in software development and information technology. The curriculum is designed by Apple engineers and educators and uses Swift, one of the world’s most popular programming languages. Don’t miss your opportunity to learn to code with curriculum from the company who invented Swift and defined the App Economy. Sign-up today!

APP DEVELOPMENT WITH SWIFT IS NOW OFFERED AT:
- Trenholm State Community College
- Bishop State Community College
- Drake State Technical and Community College
- George C. Wallace Community College-Selma

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SPOTLIGHT ON CORRECTIONAL AND POST-INCARCERATION EDUCATION
Alabama Community College System
CORRECTIONAL EDUCATION

Building a Strong Prison to Employment Pipeline

Comprehensive Review of Current Educational Services to the Incarcerated Provided by ACCS. Review includes discussions/meetings with:

- Legislators
- Alabama Department of Corrections
- Alabama Board of Pardons & Paroles
- Alabama Sentencing Commission
- Alabama Sheriff’s Association
- Alabama District Attorneys Association
- Judges Association
- Business and Industry
Alabama Community College System

POST-INCARCERATION EDUCATION

Strengthening ACCS Partnership with the Alabama Department of Pardons And Paroles (P&P)

• Approximately 34,000 individuals under the supervision of P&P
  • Includes probationers and parolees
  • P&P estimates more than 50% unemployed, underemployed

• Partnership Agreement
  • Collaboration needed to create a robust referral system
  • Local agreements

• Working with Commissioners to place greater emphasis on education and work skills attainment as a determining factor for early release
Alabama’s Strong Manufacturing State
GROSS DOMESTIC PRODUCT

Top Five State Industries as a percent of Total GDP, 2015

Alabama
- Durable goods manufacturing: 17%
- Finance, insurance, real estate, rental, and leasing: 8%
- Professional and business services: 9%
- Educational services, health care, and social assistance: 16%
- All others: 39%

United States
- Durable goods manufacturing: 12%
- Finance, insurance, real estate, rental, and leasing: 8%
- Professional and business services: 8%
- Educational services, health care, and social assistance: 12%
- Government: 20%
- All others: 7%

*Source: Bureau of Economic Analysis, U.S. Department of Commerce
MANUFACTURING ECONOMIC IMPACT

454,610 Industrial Manufacturing - Transportation Workers in the State of Alabama, accounting for 22 percent of the workforce.

* Source Alabama DOL
ALABAMA ANNUAL AVERAGE JOB OPENINGS:

14,485 estimated Industrial Manufacturing and Transportation Jobs Openings per year

*Source: Wage information is provided by the Alabama Department of Labor, Labor Market Information Division in cooperation with the U.S. Bureau of Labor Statistics. The data is based on May 2014 Occupation Employment Survey employment and wage estimate file.
65 percent of all American jobs will require some form of post-secondary degree or credential,…

* Source Georgetown Center on Education and the Workforce
OUR FOCUS: CUSTOMIZED SOLUTIONS
OUR FOCUS: NATIONALLY RECOGNIZED INDUSTRY CERTIFICATION PROGRAMS DRIVEN BY INDUSTRY

• Ready to Work (RTW)

• Manufacturing Skills Standards Council (MSSC)
  – Certified Production Technician (CPT)
  – Certified Logistics Associate (CLA)
  – Certified Logistics Technician (CLT)

• The National Center for Construction Education and Research (NCCER)

• National Institute for Metalworking Skills, Inc. (NIMS)

• American Welding Society (AWS)
STACKABLE INDUSTRY DRIVEN PATHWAYS

Manufacturing Career Pathway
- RTW
- MSSC CPT
- AWS
- NIMS
- SME

Foundational

Supply Chain Career Pathway
- RTW
- MSSC CLT
- APICS
- ISM

Foundational

- Aligns well with NAM System partners
- Aligns well with Industry Sector credentials
INDUSTRY CERTIFICATIONS: EMPLOYER BENEFITS

- Pipeline of skilled workers by embedding MSSC certification training into schools
- Decreased recruitment costs by preferring job candidates with industry-recognized credentials
- Elimination of company remedial training costs & time
- Attract, motivate and retain qualified employees
- Agile workers capable of keeping pace with technological change
CAREER AND TECHNICAL EDUCATION

• Supports Alabama’s business and Industry
• Curriculum developed in partnership with business and industry
• Provides a skilled workforce for new and existing companies

www.accs.cc/index.cfm/workforce-development/career-technical-education/
DUAL ENROLLMENT

• Credit earned for both high school and college classes
• Students graduate better prepared to start their careers
• There are 8,000+ and growing High School students enrolled in dual enrollment
CALHOUN’S ADVANCED MANUFACTURING TECHNICIAN PROGRAM (AMT)

Benefits for the Student

• Earn an A.A.S. degree in Advanced Manufacturing
• Students earn as much as $33,000+ while in school to help reduce the need for student loans
• Two years of related work experience to accompany their education

Benefits for the Employer

• Opportunity to create an employment pipeline for industrial maintenance technicians
• Minimal monetary investment
• Mentor students and educate them on company culture

www.Calhoun.edu/AMT
CALHOUN CO-OP

100% Growth in Placements Since September 2016

17 2016-17 Graduates

100% In-Field Placement Rates for Co-Op Graduates

24 Employer Partners

Co-Op Students Make $10+ Per Hour

New Co-Op Programs
• A.S. General Studies in Various Concentrations
• Pre-Engineering
• Education
• Machine Tool Technology
• Design Drafting
ALABAMA TECHNOLOGY NETWORK (ATN)

- ATN has served Alabama since 1995
- **MISSION:** To provide Business and Industry with the tools, resources, and training to excel
- Conducts assessments and delivers services in:
  - Lean Manufacturing
  - Quality Systems
  - Environmental Safety and Health
  - Industrial Maintenance
  - Organizational Development and Leadership
  - Engineering Services
  - Workforce Training
LEADING THE NATION: ADULT EDUCATION

Basic Skills, Pathways, Bridge
Integration & Acceleration

High School Equivalency

Postsecondary Education & Training

Skilled worker
Alabama Community College System

Workforce and Economic Development

Innovative Solutions:

• Competency based curriculum
• National certifications = College Credit
• Military Occupational Specialty (MOS) = College Credit
• Prior Learning Assessment (PLA) = College Credit
• ACCS system must be nimble and agile
• 24/7 – to meet the demands of our industries
System Marketing
App Development with Swift

Promotional Material: Poster

Introducing new App Development with Swift course using curriculum from Apple, here at: DRAKE STATE COMMUNITY COLLEGE

How many times in the course of your day do you use apps on your mobile device? 50? 500? Have you ever wanted to learn to create your own? The Alabama Community College System is now offering a brand new course designed to teach you how to develop iOS apps with Swift.

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Sign-Up Today!
App Development with Swift

Promotional Material: Website in Development
Want a Job in Manufacturing?

LEARN THE LANGUAGE. MSSC CERTIFICATIONS.

The Alabama Community College System is preparing and certifying a world-class workforce!
Mission: Dream It. Do It. is all about your changing perceptions.

Today's modern manufacturing is all about technology and how to utilize it to make processes and products faster, safer, and more efficiently. As these new technologies are applied to manufacturing they create a need for a new type of workforce. A workforce that is better trained and prepared for the modern
Don’t just look for a job.
LOOK FOR A CAREER.

We know what you want.
What every parent, grandparent, aunt, uncle, or just a family friend wants for the next generation of kids: a better future. To get that better future they need a career. Not a job, but a career. A career that will grow.
CPT and CLT are both accredited under ANSI-ISO 17024 (Personnel Certification).

Certificates are awarded in Safety, Quality Practices & Measurement, Manufacturing Processes & Production, and Maintenance Awareness.

CPT Certification Training Options

- **SUMMER BOOT CAMP**
- **DUAL ENROLLMENT**
- **2-YEAR DEGREE**
- **4-YEAR DEGREE**
REAL ALABAMA JOBS

Careers in Manufacturing

WELDER

MACHINIST

CAD DESIGN
DUAL WEBSITE

REAL ALABAMA JOBS

Careers in Manufacturing

WELDER

**Description:** A sure-handed craftsman who uses flame and electricity to fuse metals

**Duties:** Seal pipes, create metal framework, build everything from boats to aerospace vehicles

**Talents:** Knowledge of raw metals, read and understand blue prints, artistry, attention to detail, independence

**Industries:** Transportation from rail to rockets, oil and gas, construction, green energy industries, and more.

**Average Wages:** $19 / hour