

**ALABAMA COMMUNITY  
COLLEGE SYSTEM**

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# **Building a Workforce Pipeline Are You Workforce Ready**

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**Jeff Lynn**  
Vice Chancellor  
Workforce & Economic Development

12.03.2018





# ACCS WORKFORCE REGIONS

- 7 Workforce Regions
- 24 Community Colleges
- 106 instructional sites
- Serving over 200,000 students



# ACCS DEGREES

## Traditional 2-year Degrees and Certificates



# WORLD CLASS EXPERIENCE

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International & Domestic, Fortune 500 & Start-Ups

- Proven
- Wide-Ranging
- World-Class
- Unmatched
- Extensive

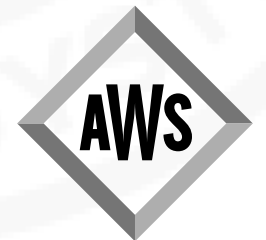


# OUR FOCUS

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## 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 & Research
- National Institute for Metalworking Skills, Inc. (NIMS)
- American Welding Society (AWS)



# ACCS CAPABILITIES

## World-Class Experience in Manufacturing Start-Ups



- OEM Start-Ups
- Instructional Designers
- Subject Matter Experts
- Curriculum Designers
- Technical/Leadership Instructors
- Automotive Sector Experts
- Innovative Recruitment
- Relocation Assistance
- Project Management
- Social Media Campaigns
- Web Designers
- 2D/3D Graphic Artist
- Videography/Photography
- Digital Media Support
- Talent Management

# ALABAMA'S WORKFORCE FUTURE

- Strong Work Ethics
- Sound Reading and Math Skills
- Good Manufacturing Knowledge
- Multi-skilled
- Flexible and Adaptable to Change
- Adept Problem Solver
- Good Communicator
- Team Player
- Creative and Inventive





# WORKFORCE SOURCES

 Dual Enrollment

 Adult Education

 Military

 Traditional Student

 Existing Workforce

 Corrections Training



**Certified Workforce**



# ACCS NON-TRADITIONAL DEGREES

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## Certifications



### **Advanced:**

Mechatronics, F.A.M.E., Siemens, Allen Bradley, Maintenance, NIMS, AWS, Etc.

### **Core:**

MSSC (CPT)(CLA)(CLT), OSHA 10  
NCCER, NCRC, Etc.

### **Feeder System:**

Ready-To-Work, Adult Education,  
Dual Enrollment, Military,  
Traditional Students and Existing  
Workforce

# ADULT EDUCATION

HirEd | Alabama Adult Education  
HIRED EDUCATION

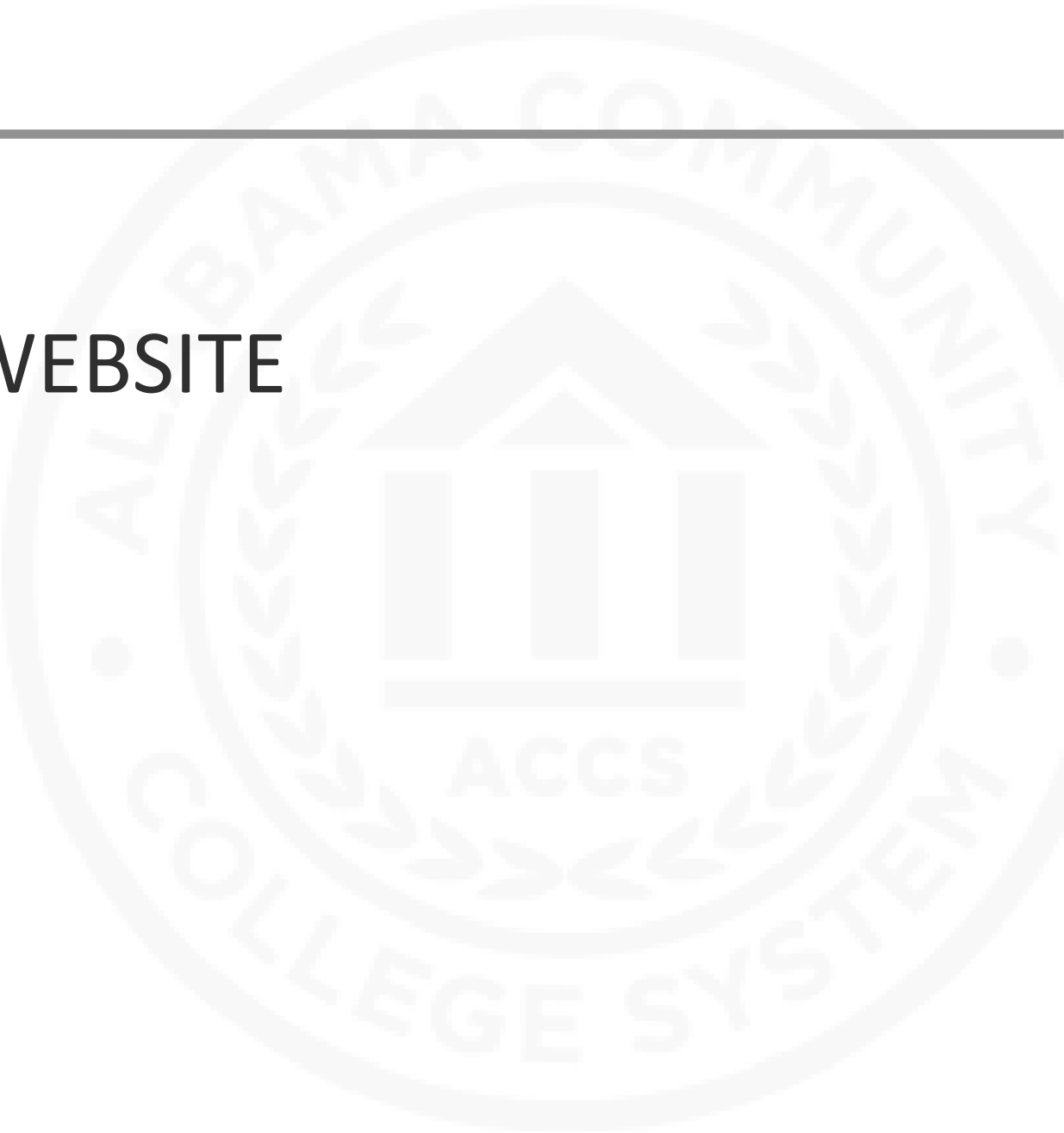
HOME | ABOUT | GED | MSSC | CONTACT

GET YOUR  
**GED**  
FOR  
**FREE!**

HirEd  
HIRED EDUCATION

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← WEBSITE



# DUAL ENROLLMENT



**LIFE DOESN'T START AFTER GRADUATION**

Jump Start Your Future with  
**Dual Enrollment.**

By the time the class of 2018 graduates, the majority of jobs available in Alabama will require education beyond high school. Whether you're college bound or ready to join the workforce, dual enrollment will get you there faster. Take college level courses while still in high school and earn credit hours, certifications, and/or a degree before you even walk across the stage. Scholarships are available based on program and institution.

Save Money. Save Time. Start Your Future.  
[WWW.ACCS.EDU](http://WWW.ACCS.EDU)



“The results are tremendous. By the time a dual enrollment student graduates high school, it is possible that he or she will have earned enough credit hours to also receive a two-year degree. The credit hours can be applied towards a two-year degree, a four-year university, or even Industry-recognized certifications which qualify students to enter the workforce immediately.”

**George Clark** - *President of Manufacture Alabama*

# MSSC



## CPT (Certified Production Technician)

The CPT Certification addresses the core technical competencies of higher skilled production workers in all sectors of manufacturing. MSSC awards certificates to individuals who pass any of its Production Modules: Safety, Maintenance Awareness, Manufacturing Processes & Production, and Quality Practices & Measurement; and a full Certified Production Technician (CPT) Certificate to those who pass all four original modules.

### CPT Modules:

- Safety
- Quality Practices & Measurement
- Manufacturing Processes & Production
- Maintenance Awareness



# APPRENTICESHIP BENEFITS

## Students

- A paycheck from day one.
- Hands-on career training in a wide selection of programs, such as health care, construction, advanced manufacturing, information technology, distribution, transportation, logistics and industrial maintenance.
- An education and the potential to earn college credit, even an associate or bachelor's degree.
- A career once you complete your apprenticeship with little or no educational debt.
- National industry certification upon graduation from a career training program that can be taken anywhere in the United States.

## Employers

- **Helps recruit and develop a highly skilled workforce.**
- **Improves productivity and the bottom-line.**
- **Provides opportunities for tax credits and employee tuition benefits.**
- **Reduces turnover costs and increases employee retention.**
- **Creates industry driven and flexible training solutions to meet national and local needs.**





“ I went into the program really green, I didn't really know much about even what tools were called and now, I mean I'm down there working on equipment and troubleshooting, replacing motors, parts...”

**- Diana Kendrick**





# BROSE-LAWSON STATE MECHATRONIC PROGRAM

## Program Outline

- Began Fall 2017
- 3 year program
- Rotation of theoretical and work experience
- Program to be officially mapped and IHK accredited

## Student/Company Relationship

### Student Receives:

- Brose uniform
- Stipend during school rotation
- Hourly wage during work rotation
- Associate's Degree
- GACC Certification
- Practical training in B.E.S.T. Center
- Brose mentor and projects during work rotations



# ALABAMA F.A.M.E

ALABAMA FEDERATION FOR ADVANCED MANUFACTURING EDUCATION

## Calhoun's Advanced Manufacturing Technician Program (AMT)

Mechatronics is the integration of mechanics, electronics and computer science in the manufacturing of products.

### 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

AsahiKASEI

TOYOTA  
MOTOR MANUFACTURING ALABAMA



**SUCCESS+**

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**SUCCESS+**

PREPARING ALABAMA'S WORKFORCE FOR  
OPPORTUNITY & GROWTH

# SUCCESS+

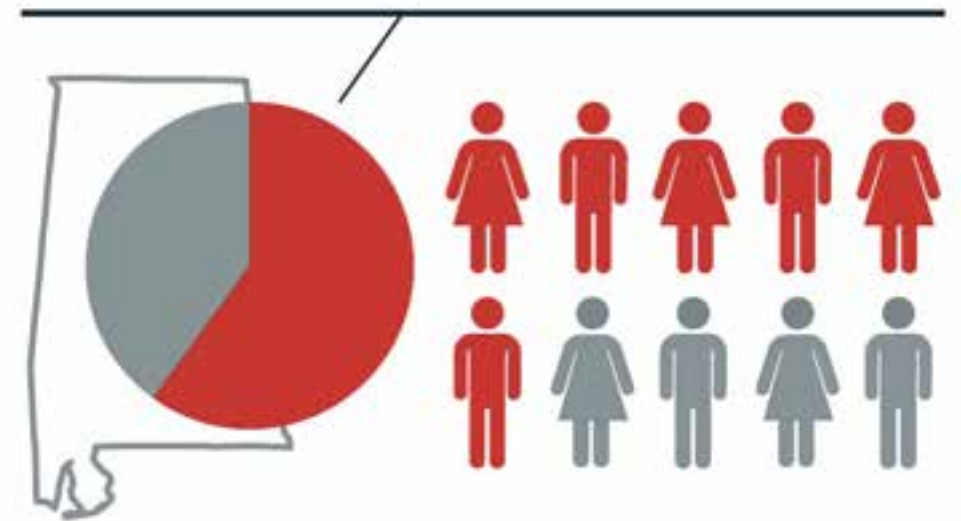
- There is growing demand for education, skills, and training in addition to a high school diploma.
- By 2020, **65 percent** of all jobs in the United States **will require post-secondary education and training** in addition to a high school diploma.

## Attainment goal

**+500,000**

**high-skilled employees to  
Alabama's workforce by 2025**

**= 60%** of the state's working age population holding some type of certificate, credential, or degree of value



# SUCCESS+

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## The Success Plus Plan: Five Priorities for Reaching the Education Attainment Goal

- Awareness
- Access and Success
- Pathways
- Leadership and Collaboration
- Assessment and Continuous Improvement



**SUCCESS+**

# ACWED PROGRAM OVERVIEW

ALABAMA CERTIFIED WORKFORCE & ECONOMIC DEVELOPER

First Session Cohort Begins 7/9 – 7/11

**Provide Participants With:**

- Awareness of Workforce Programs Across the State
- Skills in Assessing their Communities Workforce Needs
- Knowledge of How to Develop Solutions to a Communities Workforce Needs
- Skills to Deliver Workforce Solutions to Clients

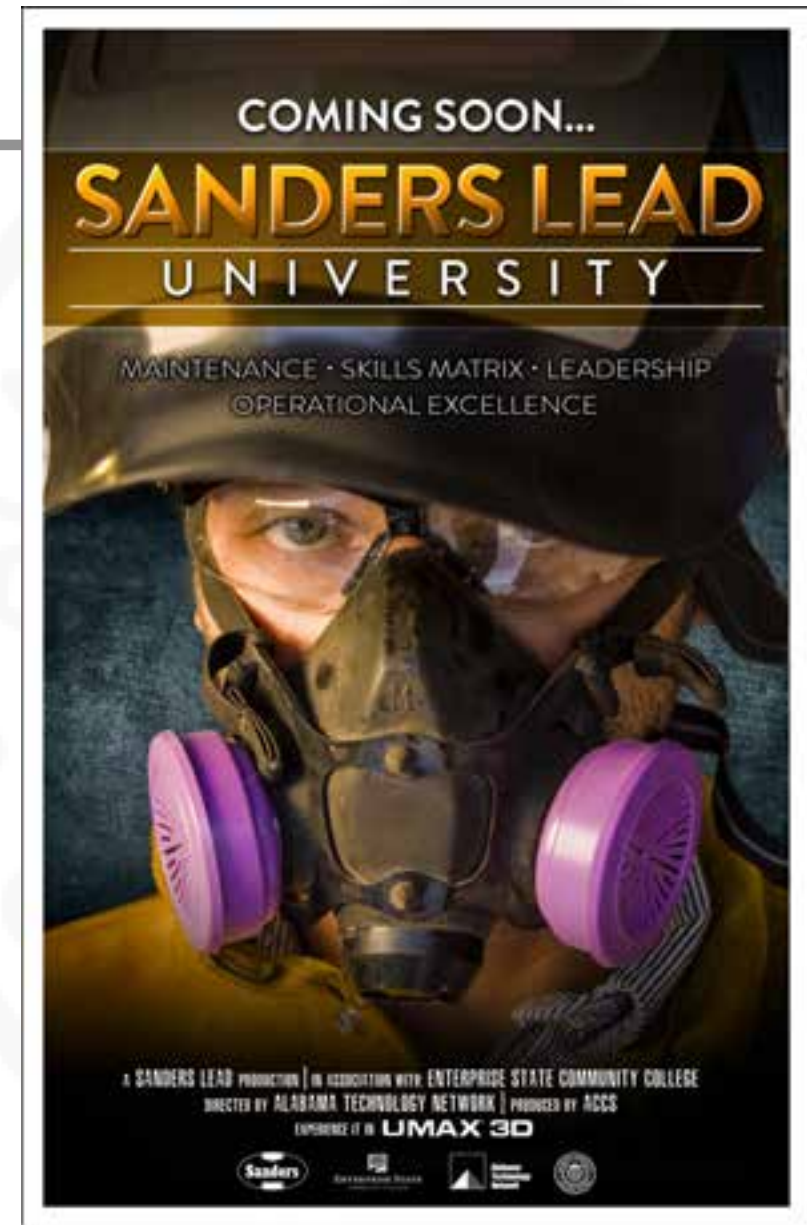


# CUSTOMIZED TRAINING

SANDERS LEAD • ENTERPRISE STATE • ATN

## Sanders Lead Maintenance Training

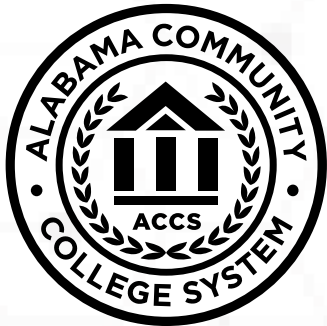
- Industrial Safety & Equipment
- Quality Systems & Measurement
- Mechanical Systems
- Lubrication
- Pipefitting
- Seals
- Welding and Fabrication
- Fluid Power
- Industrial Electricity
- PLC Programming & Troubleshooting
- Teamwork and Leadership



TEASER POSTER

# ALABAMA HIRES CAMPAIGN

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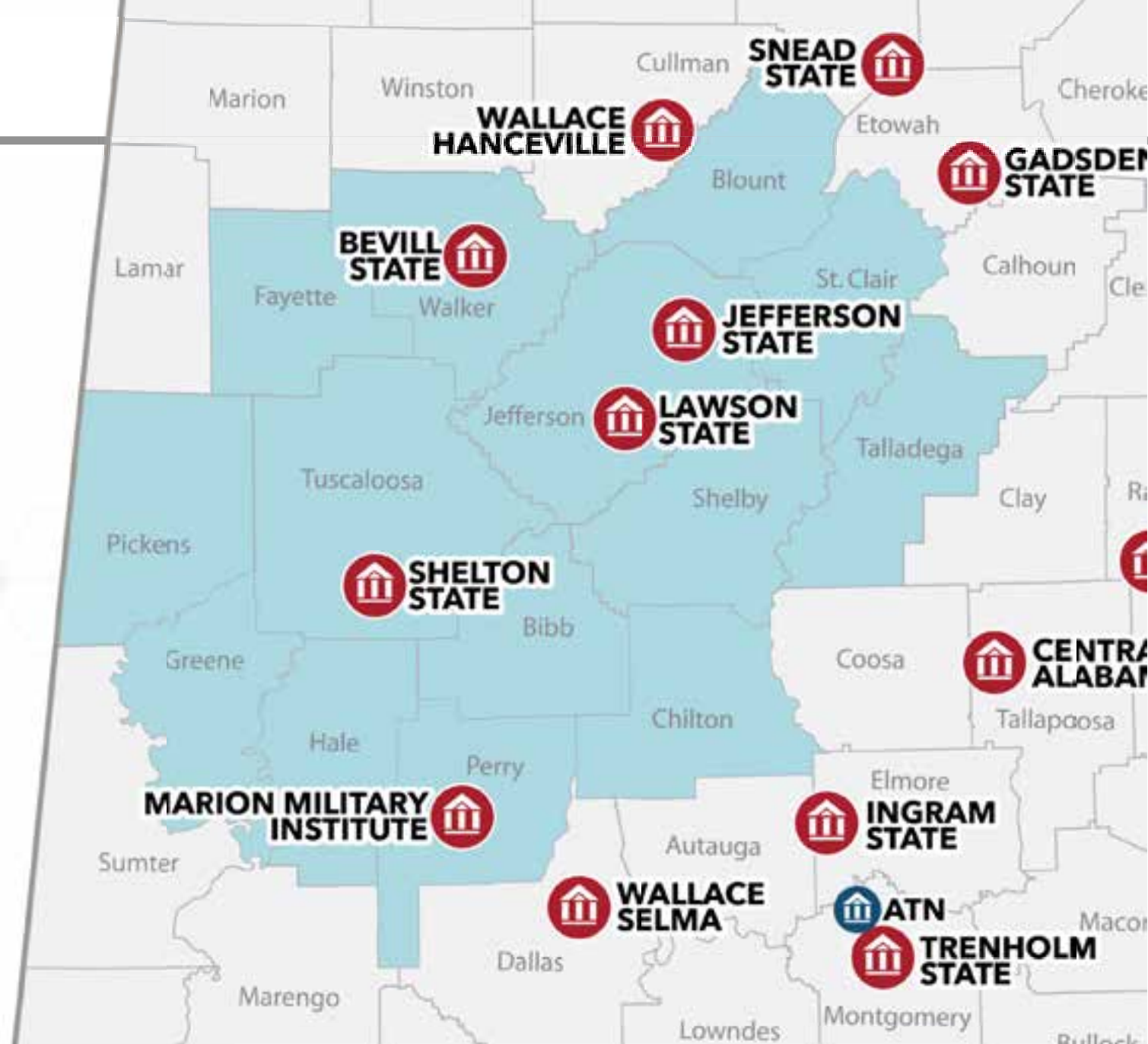
Alabama**Hires**



# MARKETING

➤ Start Date: 04.11.18

- Social Media: Facebook/Instagram, Snapchat and YouTube
- Billboards: Birmingham and Tuscaloosa
- Radio
- Email Blast
- Brochures, Flyers and Posters for Military Bases in the South
- Brochures, Flyers and Posters for all K12 schools



# APPLE SWIFT CAMPAIGN

## FACE BOOK ADS



 **Swift**  
App Development  
with **Swift** now  
being offered!

Unit 1  
Getting Started with App Development

Learn how to develop an app with Swift, building on the foundation of Objective-C. This course is designed for developers who are new to Swift and want to learn the basics of app development with Swift.

- Swift Language
- Introduction to Swift and Xcode
- Constants, Variables, and Class Types
- Control Flow



```
let incorrectMovesAllowed = 7
totalWins = 0 {
    refresh()
}
var totalLosses = 0
totalLosses {
    refresh()
}
private let currentGame: Game!

func newRound() {
    listOfWords.isEmpty {
        let newWord = listOfWords
        currentGame = Game(word: newWord,
            incorrectMovesAllowed:
            incorrectMovesAllowed,
            enableLetterButtons:true)
        updateUI()
    } else {
        enableLetterButtons(false)
    }
}
```

 **Swift**

App Development with Swift  
Now Being Offered!

# TECH PAYS CAMPAIGN: SOUTHERN UNION



**SOUTHERN UNION**  
STATE COMMUNITY COLLEGE

# TECHPAYS CAMPAIGN: SOUTHERN UNION

## FACE BOOK ADS



# ACCS WORKFORCE MARKETING

## POSTERS



**CERTIFIED CPT<sup>®</sup> PRODUCTION TECHNICIAN**

The Certified Production Technician (CPT) program addresses the core technical competencies of higher skilled production workers in all sectors of manufacturing.

The CPT certification program consists of the following stackable credentials:

**Safety Module**

- Lockout/Tagout
- Communication and Leadership
- Tool, Working and Personal Safety
- Safety Inspections
- Minimum Personal Equipment

**Five and Electrical Skills**

- Precision Measuring Safety
- Measure with Accuracy

**Quality Module**

- Quality Basics
- Root Cause Analysis
- Process Improvement
- Continuous Learning
- 5S and Lean Thinking
- Customer Satisfaction
- Measure and Control
- Documentation

**Manufacturing Processes and Production Module**

- Material Flow
- Materials and Material Handling
- Process Planning
- Material Planning and Control
- Production Planning and Control
- Packaging and Distribution

**Maintenance Awareness**

- Basic Electrical Concepts
- Safety and Personal Protective Equipment
- Lubrication
- Assembly and Joining
- Milling and Drilling Operations
- Machining Concepts
- Machine Maintenance
- High Speed Turning
- Fluid Systems

**CERTIFIED & QUALIFIED TO WORK.**

[www.almssc.com](http://www.almssc.com)



**CERTIFIED CLT<sup>®</sup> LOGISTICS TECHNICIAN**

The Certified Logistics Technician (CLT) program addresses the core technical competencies of higher skilled, frontline material handling workers in all supply chain facilities, including factories, warehouses, distribution centers and transportation companies.

Certifications are awarded for two credentials: the foundational level Certified Logistics Associate (CLA) certificate and mid-level Certified Logistics Technician (CLT) Certification.

**CERTIFIED LOGISTICS ASSOCIATE (CLA)**


- Global Supply Chain Logistics Life Cycle
- General Warehousing
- Material Handling Equipment
- Safety Principles
- Basic Material Handling & Equipment Operation
- Quality Control Principles
- Warehouse Communications
- Technical & Material Storage & Inventory Problems
- Using Computers

**CERTIFIED LOGISTICS TECHNICIAN (CLT)**

- Product Recovery
- Product Storage
- Order Processing
- Packaging & Shipment
- Inventory Control
- Order Handling of Special Materials
- Evaluation of Transportation Modes
- Dispatch & Scheduling
- Measurements & Metric Conversions

**CERTIFIED & QUALIFIED TO WORK.**

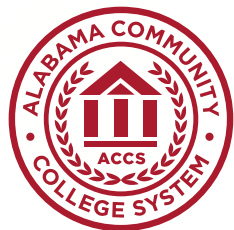
[www.almssc.com](http://www.almssc.com)



**CERTIFIED CPT<sup>®</sup> PRODUCTION TECHNICIAN**

IT'S YOUR FUTURE...  
**'CRAFT' IT!**

**TOOL & DIE**  
[WWW.SUSCC.EDU/TECHPAYS](http://WWW.SUSCC.EDU/TECHPAYS)



# ALABAMA COMMUNITY COLLEGE SYSTEM

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**Jeff Lynn**

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Workforce & Economic Development

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