

**ALABAMA COMMUNITY
COLLEGE SYSTEM**

Workforce & Economic Development Update

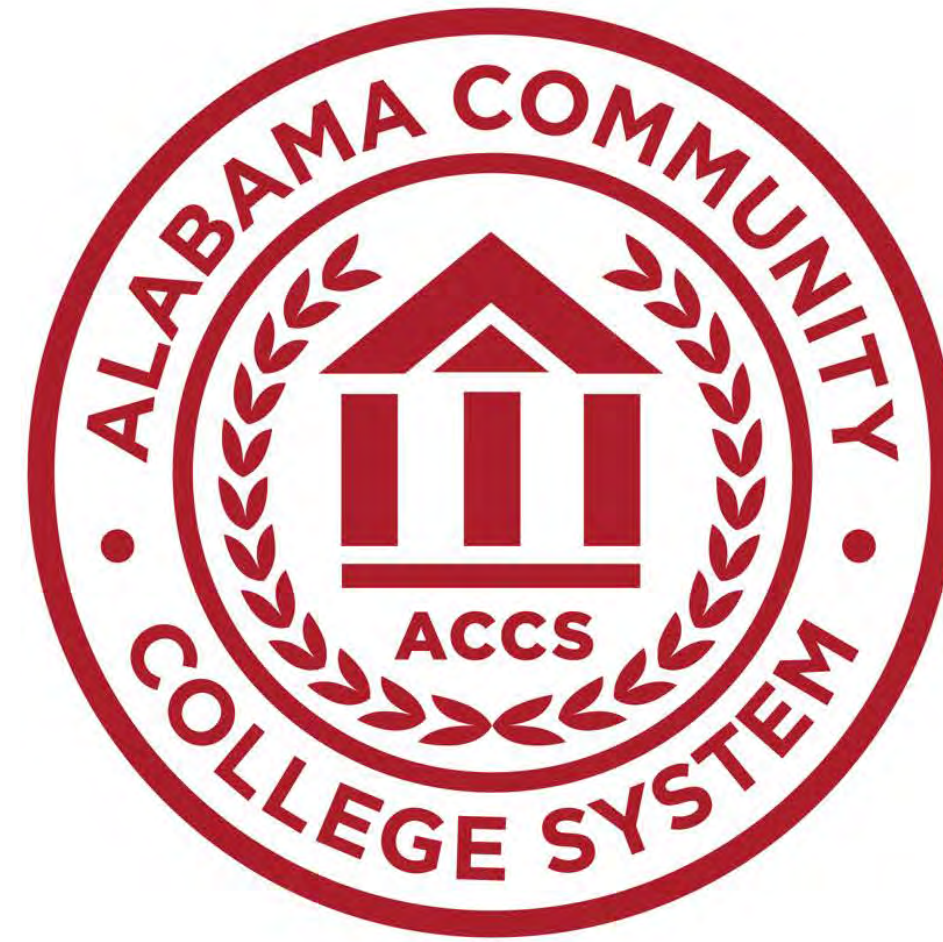
**PREPARING ALABAMA'S WORKFORCE FOR
OPPORTUNITY & GROWTH - Conway FDI Seminar**

Jeff Lynn

Vice Chancellor

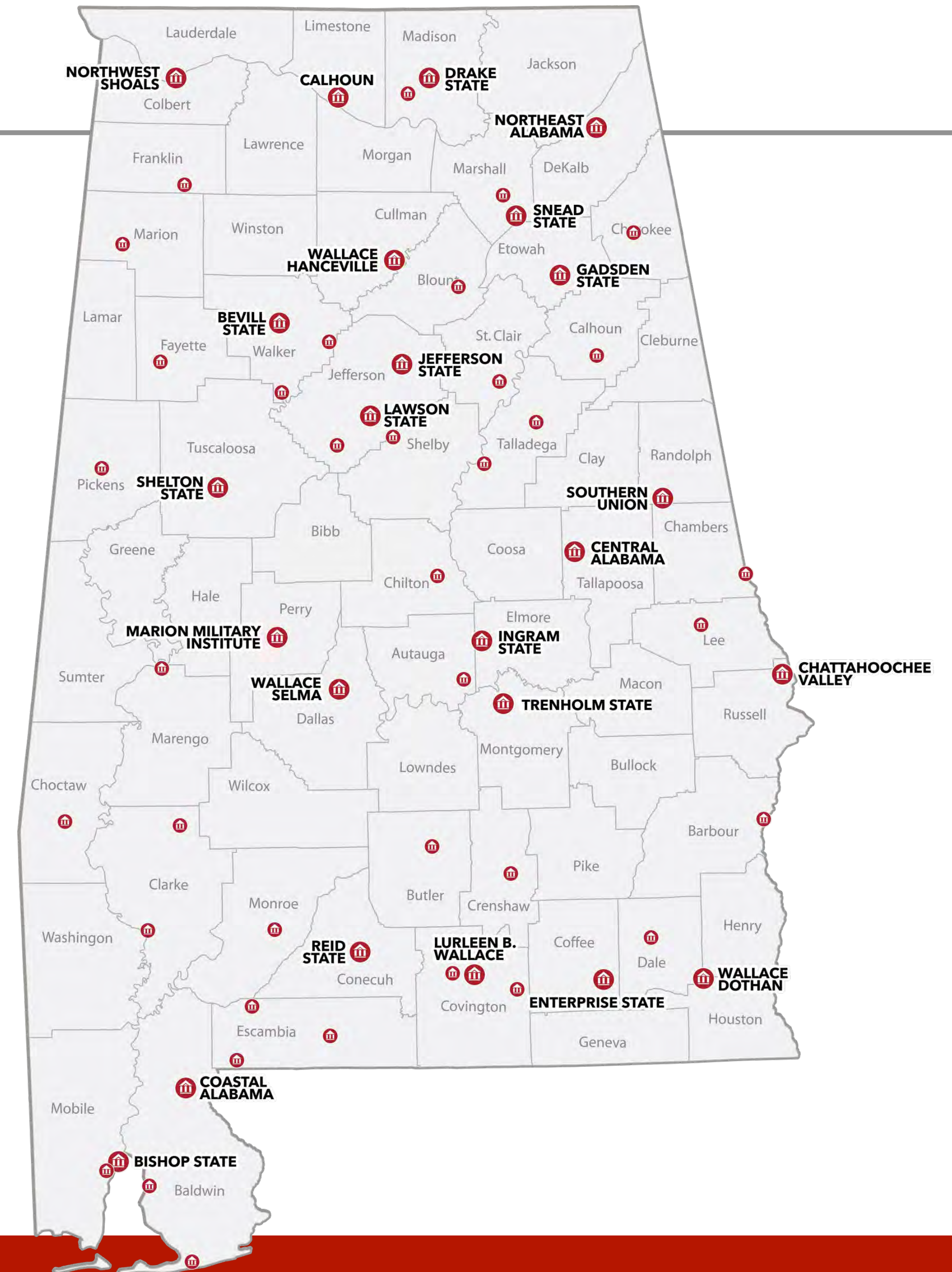
Workforce & Economic Development

04.02.2019



ACCS REACH – ONE SYSTEM

- 24 Community Colleges
- More than 130 Locations
- Serving Over 168,000 Students
- Focused on Industry
- Student Success!



SUCCESS+

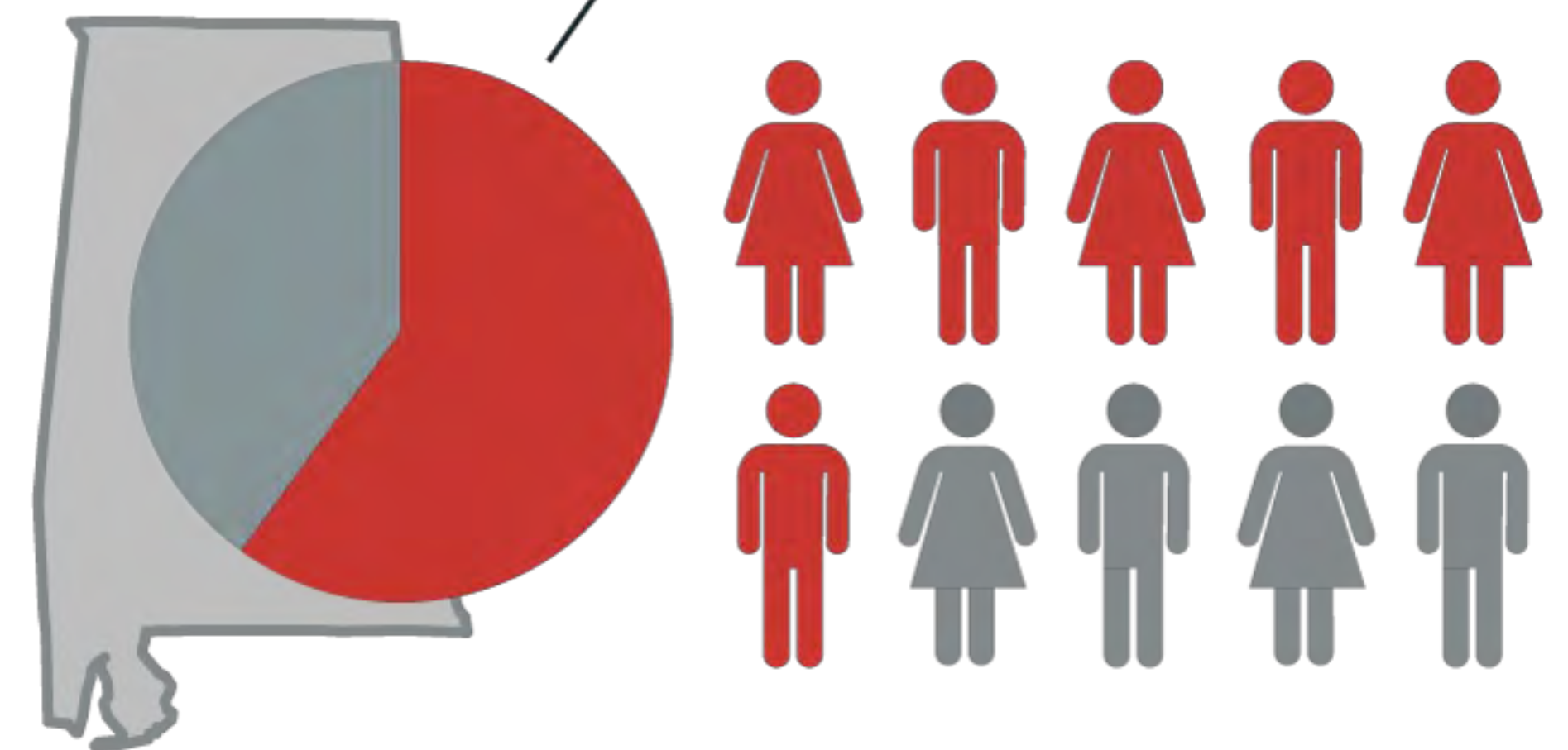
- There is growing demand for education, skills, and training in addition to a high school diploma.
- By 2020, **65 percent** of all jobs in the United States **will require post-secondary education and training** in addition to a high school diploma.

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



WORKFORCE SOURCES

 **Dual Enrollment**

 **Adult Education**

 **Military**

 **Traditional Student**

 **Existing Workforce**

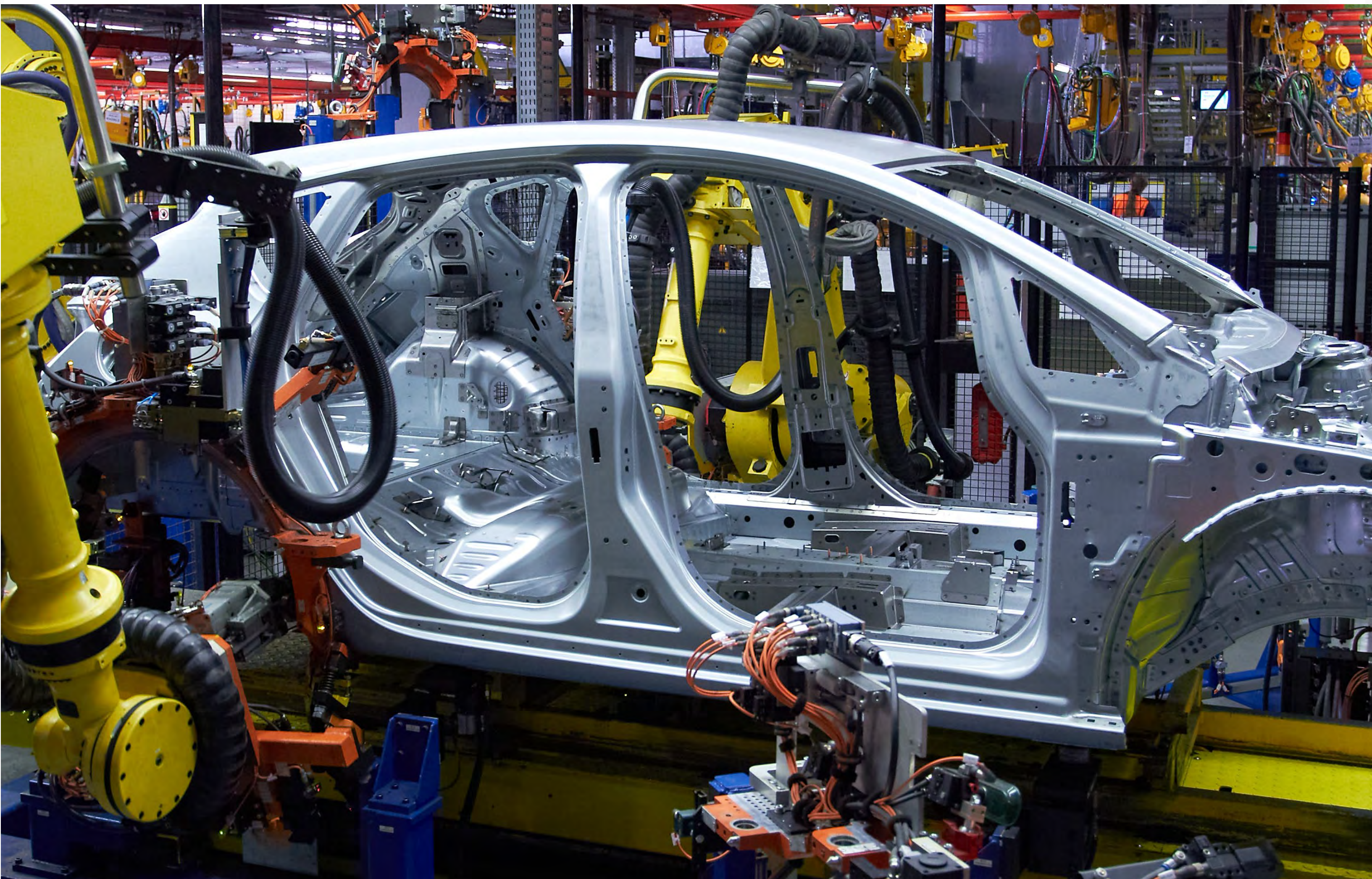
 **Corrections Training**



Certified Workforce

ACCS CAPABILITIES – World-Class TEAM

World-Class Experience in Manufacturing Start-Ups

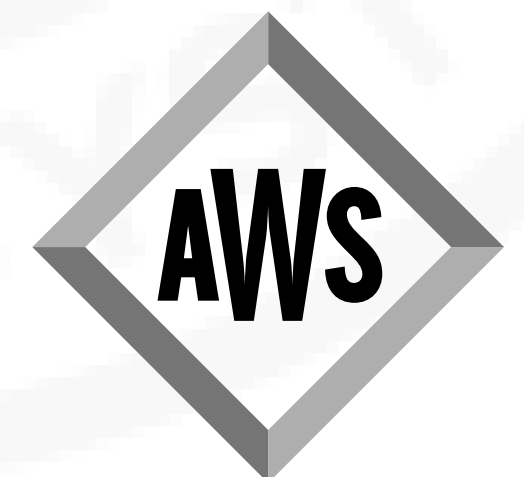


- OEM Start-Ups
- Instructional Designers
- Subject Matter Experts
- Curriculum Designers
- Technical/Leadership Instructors
- Sector Experts
- Innovative Recruitment
- Social Media Campaigns
- Web Designers
- 2D/3D Graphic Artist
- Videography/Photography
- Digital Talent Management
- Media Support

OUR FOCUS

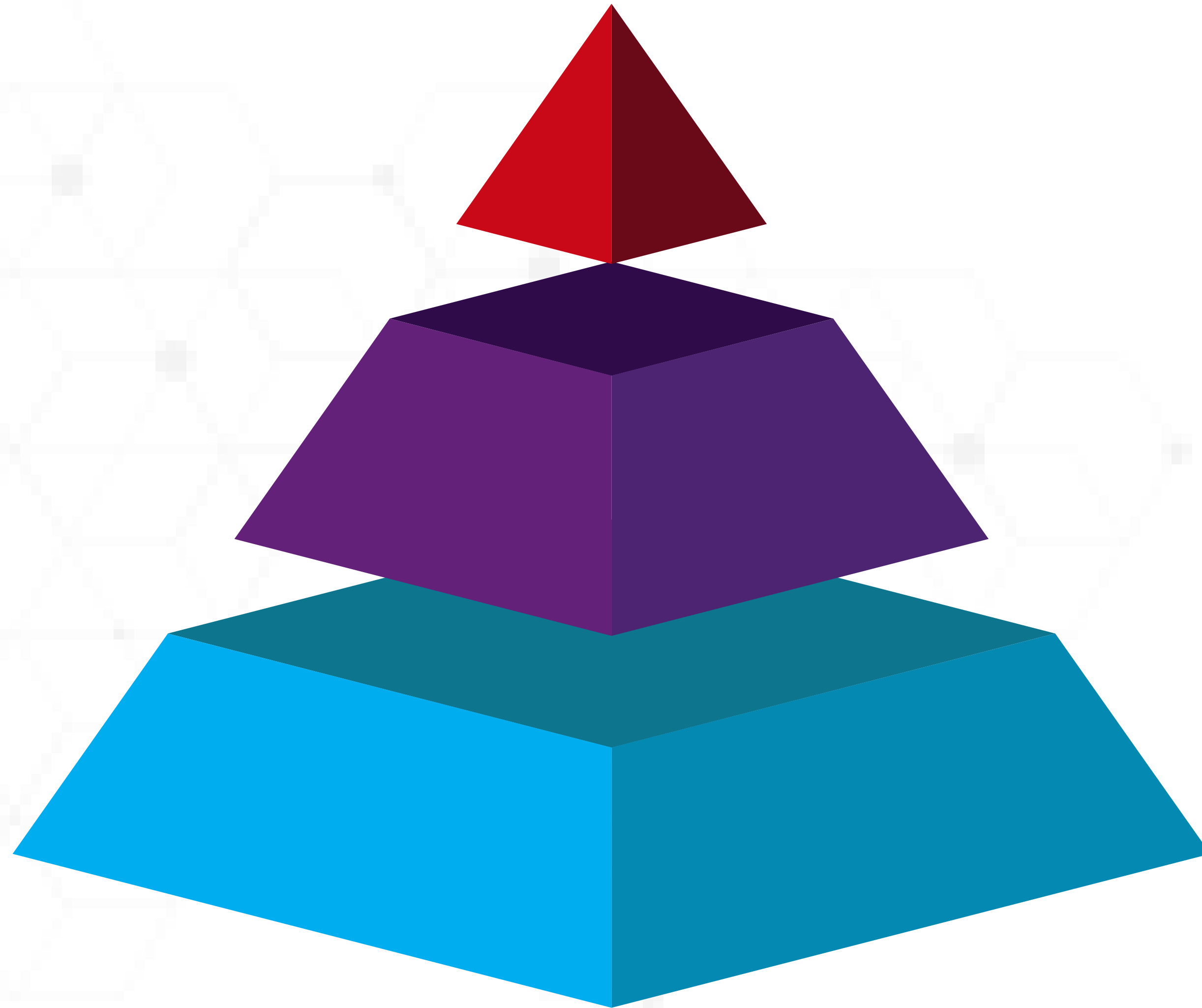
Nationally Recognized Industry Certification Programs Driven by Industry

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



ACCS NON-TRADITIONAL DEGREES

Certifications



Advanced:

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

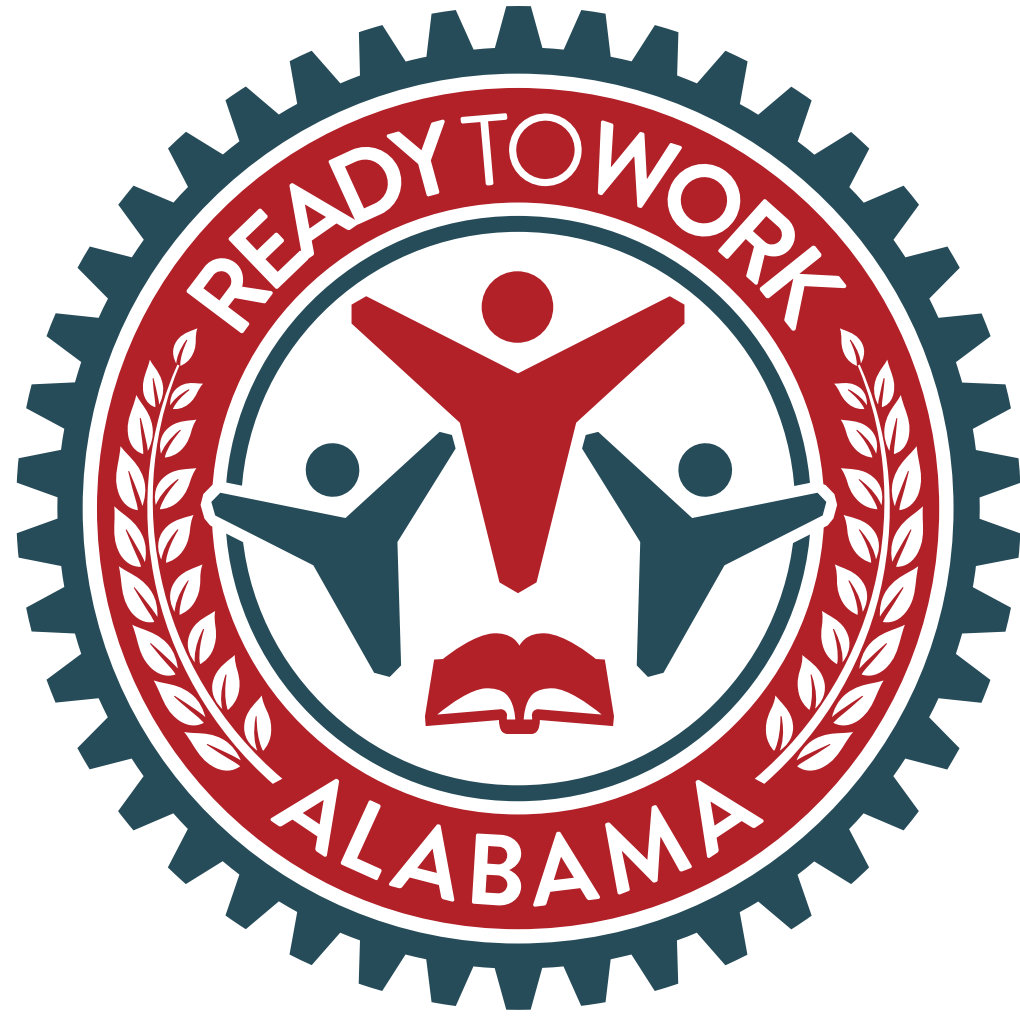
Core:

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

Feeder System:

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

READY TO WORK



Alabama's Ready to Work program provides a career pathway for individuals with limited education and employment experience. Ready to Work's workplace environment provides trainees the entry-level skills required for employment with most businesses and industries in Alabama.

The curriculum is set to standards cited by business and industry employers throughout the state, and the skills cited in the U.S. Department of Labor's Secretary's Commission on Achieving Necessary Skills (SCANS) Reports.

Upon successful completion of the RTW program, graduates will receive two industry recognized credentials:

- National Career Readiness Certificate
- Alabama Certified Work Certificate

DUAL ENROLLMENT

MSSC DUAL ENROLLMENT EVENT

- 14,409 career tech and academic students last year
- 44% Increase – last 5 years
- 87% success in completion
- Demand exceeds funding
- Industry Focused



“ We expect a higher level of performance and skills coming into entry-level manufacturing jobs and employers have assurance in knowing that those hired with a CPT certification have the tools to succeed in their organization. ”

- **Scott Russo, Mazda Toyota Manufacturing US**

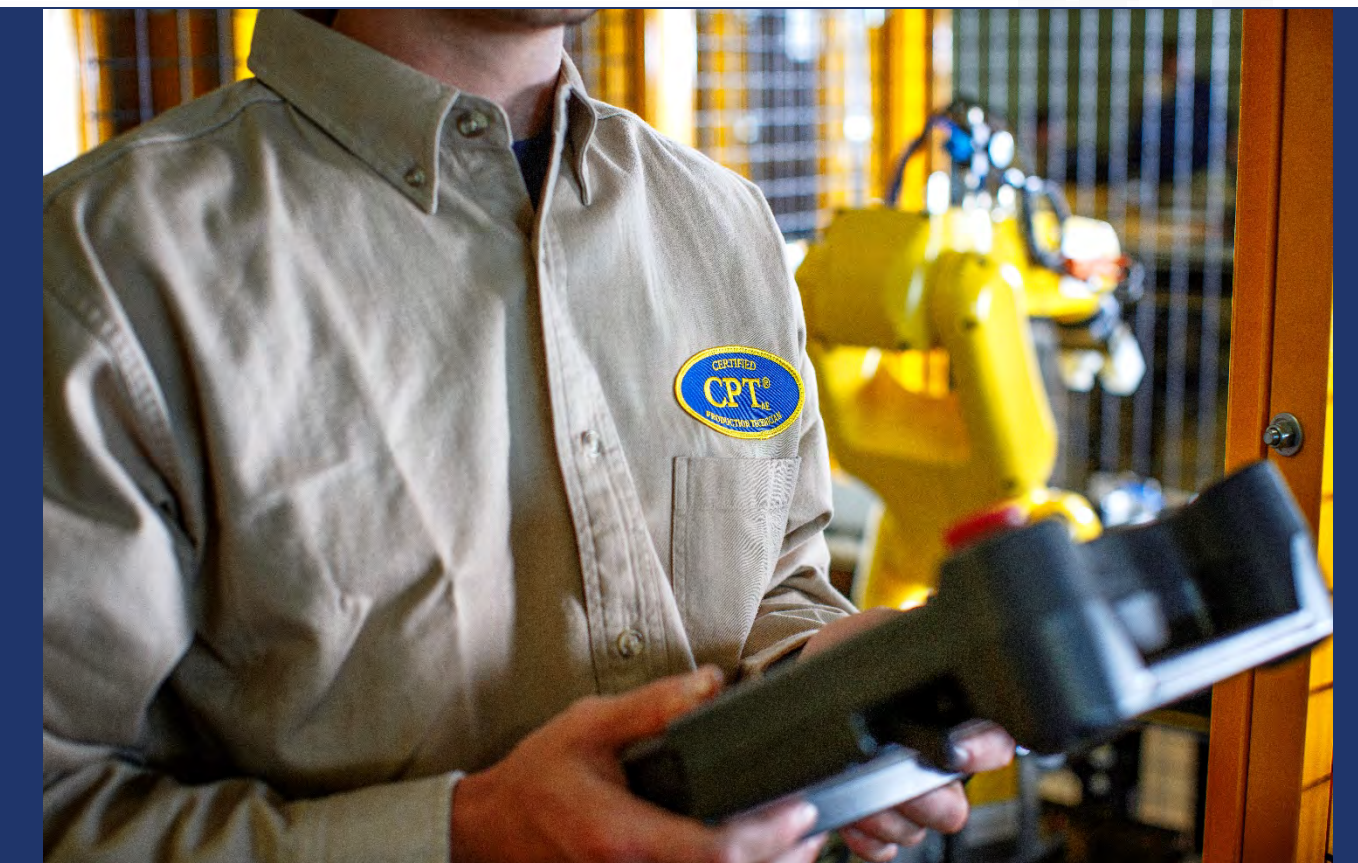


CPT (Certified Production Technician)

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



COMPANY 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
- **Increase Profit** with improved safety performance and increased quality & productivity

MAXIMIZE FEDERAL RESOURCES

ARC Grant

Received a **\$1.75M** ARC (Appalachian Regional Commission) Grant – Focused on the Coal impacted Counties of the State – will dovetail with our current Automotive workforce plan with these Colleges and create unique wrap-around service:

- **Shelton State**
- **Bevill State**
- **Lawson State**
- **Jefferson State**

MAXIMIZE FEDERAL RESOURCES

Department of Labor Grant Application

Working with the National Association of Manufacturers and the Manufacturing Institute on a **\$12M** Grant to increase FAME– Maintenance Programs across the State. NAM partnering with only one Community College System across the Nation. Together we will create a turnkey diverse program(s) that NAM will implement across the Nation. Would be focused on the following Colleges:

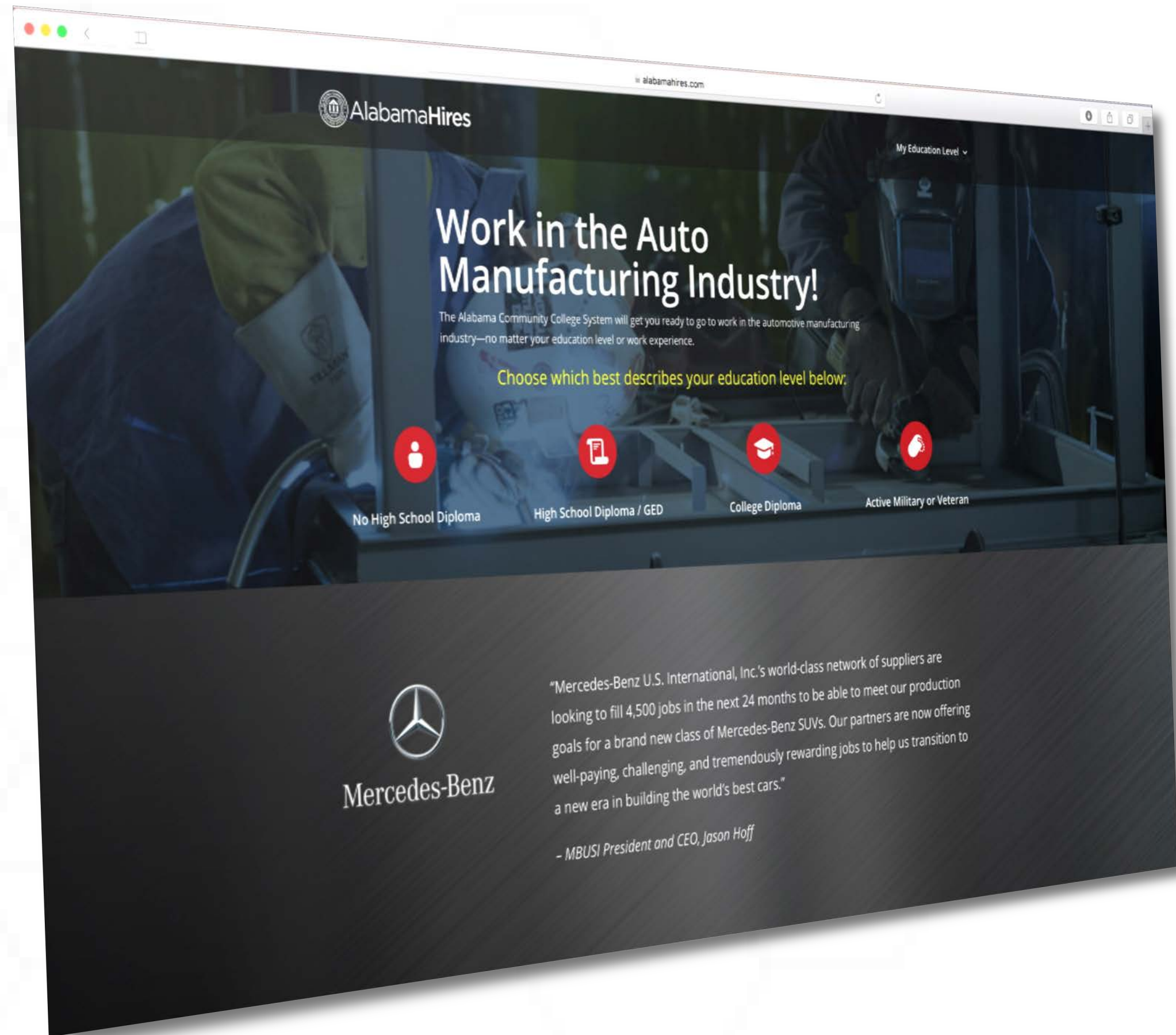
- **Northwest-Shoals**
- **Wallace-Hanceville**
- **Bishop State**
- **Calhoun**

INCREASING PROGRAMS/CERTIFICATIONS TO MEET DEMAND

Based on Workforce demands working with the local colleges and high schools on the following Industry Sectors to create the natural workforce pipeline:

- **Manufacturing**
- **Healthcare**
- **Logistics**
- **IT – Cyber Security**
- **Industrial Maintenance**
- **Truck Driving**

INCREASED MARKETING FOR TECHNICAL CAREERS & PROGRAMS



NOW HIRING COMPANIES... THAT NEED QUALITY EMPLOYEES!

- ✓ Precision Measurement Training
- ✓ OSHA 10 Training
- ✓ Follows Written Instructions
- ✓ Good Communicator
- ✓ Team Player
- ✓ Problem Solver

MSSC

MSSC graduates have all of these skills and much more. With nationally recognized certifications and training in production or logistics, individuals that complete the MSSC program are ready to work on day one. Learn more about MSSC and what the Alabama Community College System has to offer at:

www.accs.edu/mssc

ALFAME

ALABAMA FEDERATION for ADVANCED MANUFACTURING EDUCATION

ADVANCED MANUFACTURING TECHNICIAN PROGRAM

- ASSOCIATE DEGREE
- PAID WORK EXPERIENCE
- CUTTING-EDGE CURRICULUM

ALABAMA COMMUNITY COLLEGE SYSTEM

INCREASED MARKETING FOR TECHNICAL CAREERS & PROGRAMS





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 four following stackable credentials:

Safety Module

- Customer Needs
- Communication and Leadership
- Team Building and Decision Making
- Safety Organization
- Personal Protective Equipment
- Fire and Electrical Safety
- Hazardous Material Safety
- Aligned with OSHA 10

Quality Module

- Blueprint Reading
- Basic Measurement
- Precision Measurement
- Dimensional Gauging
- SPC and Control Charts
- Continuous Improvement
- Inspections and Audits
- Prevention and Correction
- Documentation

Manufacturing Processes and Production Module

- Mechanical Principles
- Materials and Material Testing
- Production Processes
- Machining Processes and Tooling
- Procedures & Process Documentation
- Production Planning and Work-flow
- Packaging and Distribution

Maintenance Awareness

- Basic Electrical Circuits
- Pneumatic & Hydraulic Power Systems
- Lubrication
- Bearings and Couplings
- Belt and Chain Drives
- Machine Control Concepts
- Machine Automation
- High Vacuum Systems
- Laser Systems

CERTIFIED & QUALIFIED TO WORK.

www.almssc.com



CERTIFICATIONS

APPRENTICESHIPS

WORK-BASED LEARNING

We Train. You Hire. It's that Simple.


Job ready, day one – that's our goal at the ACCS. Working hand in hand with the automotive industry across the state, our colleges develop the curriculum and on-the-job training your current and future employees need. Through certifications like MSSC, apprenticeships with industry partners and other work-based learning opportunities like Alabama F.A.M.E. programs, our students enter your doors with the education and skills they need to be successful.

Start a partnership today with your local community college.

www.accs.edu



Real. Life. Education.



ALABAMA AVIATION COLLEGE

PUTTING PLANES IN THE AIR STARTS ON THE GROUND.

The best way to jump-start your career in this industry is in the hands-on classrooms of the Alabama Aviation College. With two-year campuses and sites across Alabama, you'll learn from experienced aviation professionals and choose from top-flight programs in aircraft maintenance and avionics technology.

From Here, the Sky's the Limit...

ENTERPRISE STATE
www.escc.edu

SNEAD STATE
www.snead.edu

COASTAL ALABAMA
www.coastalalabama.edu

FREE GED

HirEd | Alabama
HIRED EDUCATION | Adult Education

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GET YOUR
GED
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DON'T STOP AT A GED. GET JOB READY, GET **HirED!**

READYTOWORK

Alabama's Ready to Work program provides a career pathway for individuals with limited education and employment experience. Ready to Work's workplace environment provides trainees the entry-level skills required for employment with most businesses and industries in Alabama.

The curriculum is delivered through both online and classroom instruction.

Upon successful completion of the program and earning 70 percent or higher on comprehensive assessments, graduates will receive the Alabama Certified Worker (ACW) Certificate.

MSSC CERTIFICATIONS

HirED has partnered with The Manufacturing Skill Standards Council (MSSC) to provide the only nationally recognized manufacturing certifications in manufacturing production and logistics. These industry-defined and federally-endorsed standards, offers both entry-level and incumbent workers the opportunity to demonstrate that they have acquired the skills increasingly needed in the technology-intensive jobs of the 21st century.

ALABAMA HIRES

www.alabamahires.com

“Mercedes-Benz U.S. International, Inc.’s world-class network of suppliers are looking to fill 4,500 jobs in the next 24 months to be able to meet our production goals for a brand new class of Mercedes-Benz SUVs.”

- MBUSI President and CEO, Jason Hoff

- **ACCS** Marketing and awareness campaign highlighting training available to help gain employment at Mercedes tier-one suppliers
- **11,990+** Leads from campaign utilizing billboards, radio, and online/social media
- Partnership with Beville State, Jefferson State, Lawson State and Shelton State

MSSC FASTRACK

MILITARY

5 WEEK FASTRACK:

- 4 Weeks Online
- 1 Week Hands-on

UPON COMPLETION:

- CPT CERTIFICATION
 - SAFETY
 - MAINTENANCE
 - PRODUCTION
 - QUALITY
- CPT+ CERTIFICATION
- OSHA 10 CARD



LOOKING FOR A NEW CAREER?

THE OPPORTUNITY IN ALABAMA IS
MANUFACTURING.

And the shortest path to that manufacturing job is the Alabama Community College System's **Certified Production Technician Fast-Track** training.

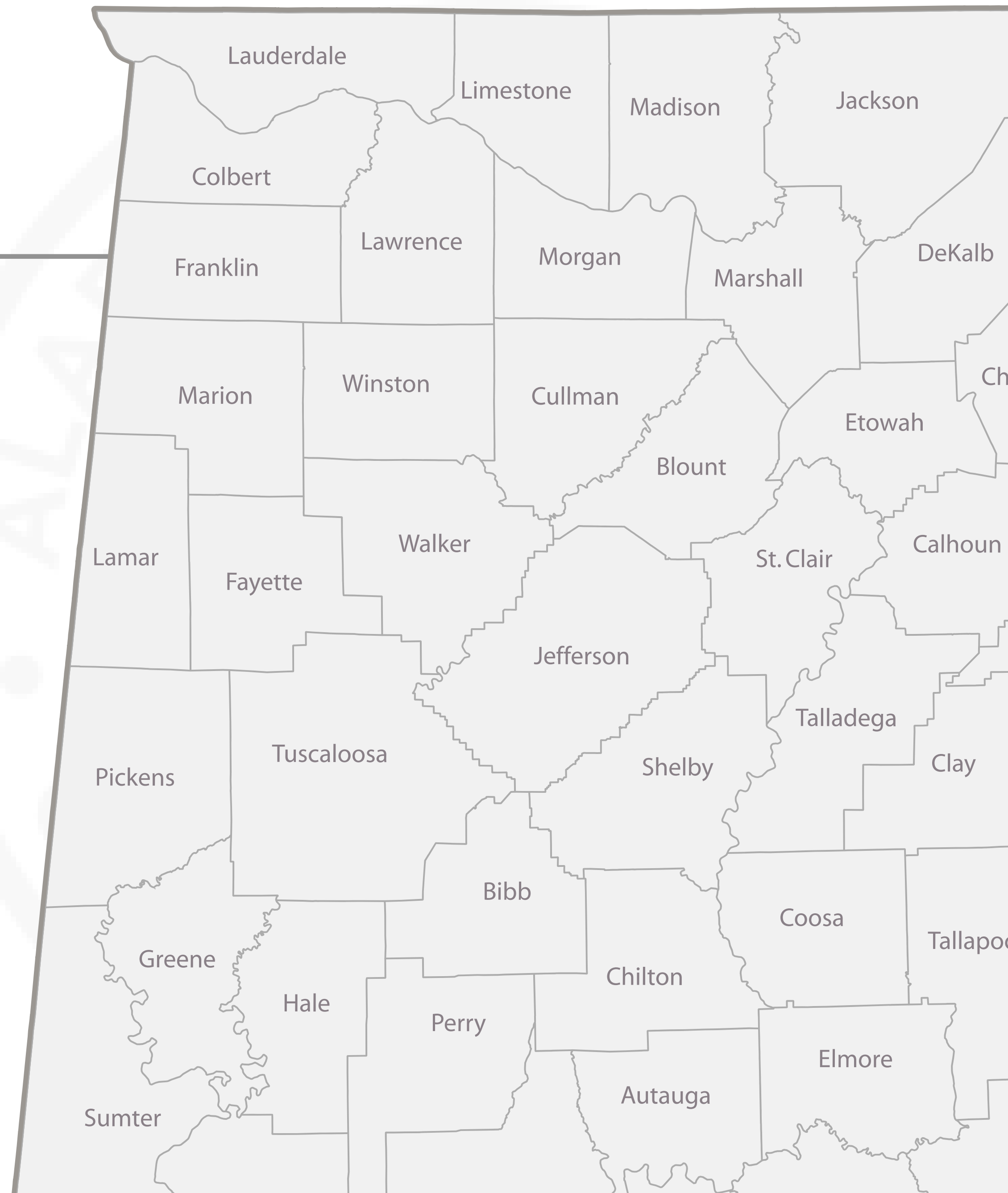
CPT Fast-Track training is specifically set-up for the military. Work online at your own pace, get online support from instructors at ACCS, and certification testing at local Community Colleges across the state.

Get certified and be ready for the first interview in a matter of weeks. Take the first step at:

AlabamaHires.com

REACH EVERY PERSON IN EVERY COUNTY

- Rural County Initiative
- North Huntsville Program
- West Alabama Reach for Mercedes Tier 1 Suppliers



ATN (ALABAMA TECHNOLOGY NETWORK)

Solving the needs of industry and business through innovative, sustainable, cost-effective solutions

- ROI **\$131:\$1**
- Helped increase or retain **1,464** Alabama Jobs
- Helped clients increase or retain sales by **\$112.9M**
- **\$37.7M** in new client investments

WORK-BASED LEARNING

- Focused on Industry
- Grow our Apprenticeship Programs
- Best way to create solid career pathways to industry



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.



MECHATRONICS

Shelton State Training Partnership - Mercedes-Benz Mechatronics

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

Covers Multiple Areas of Study

- Mechanical
- Electrical
- Computer
- Control Engineering

During 18-Month Training at MBUSI, students are compensated for 40 hours per week. Students are trained on the job and also take courses at the Mercedes-Benz Training Center located at MBUSI.



SHELTON STATE
COMMUNITY COLLEGE



Mercedes-Benz

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

POLARIS

GP
Georgia-Pacific

EFI
AUTOMOTIVE

BRUDERER+

BP
BROWN PRECISION, INC.

Snap-on

shape
CORP

SONOCO

ALABAMA F.A.M.E. PROGRAM

CURRENT

- Calhoun

EXPANSION

- Wallace State – Hanceville
- Northwest Shoals
- Gadsden State



ALABAMA FEDERATION *for* ADVANCED
MANUFACTURING EDUCATION



“Work-based learning programs, such as F.A.M.E.’s Advanced Manufacturing Technician program, allows students to gain the fundamental skills needed in technical trades and to immediately apply those skills in real-world work environments.”

- **Scott Russo, Mazda Toyota Manufacturing US**

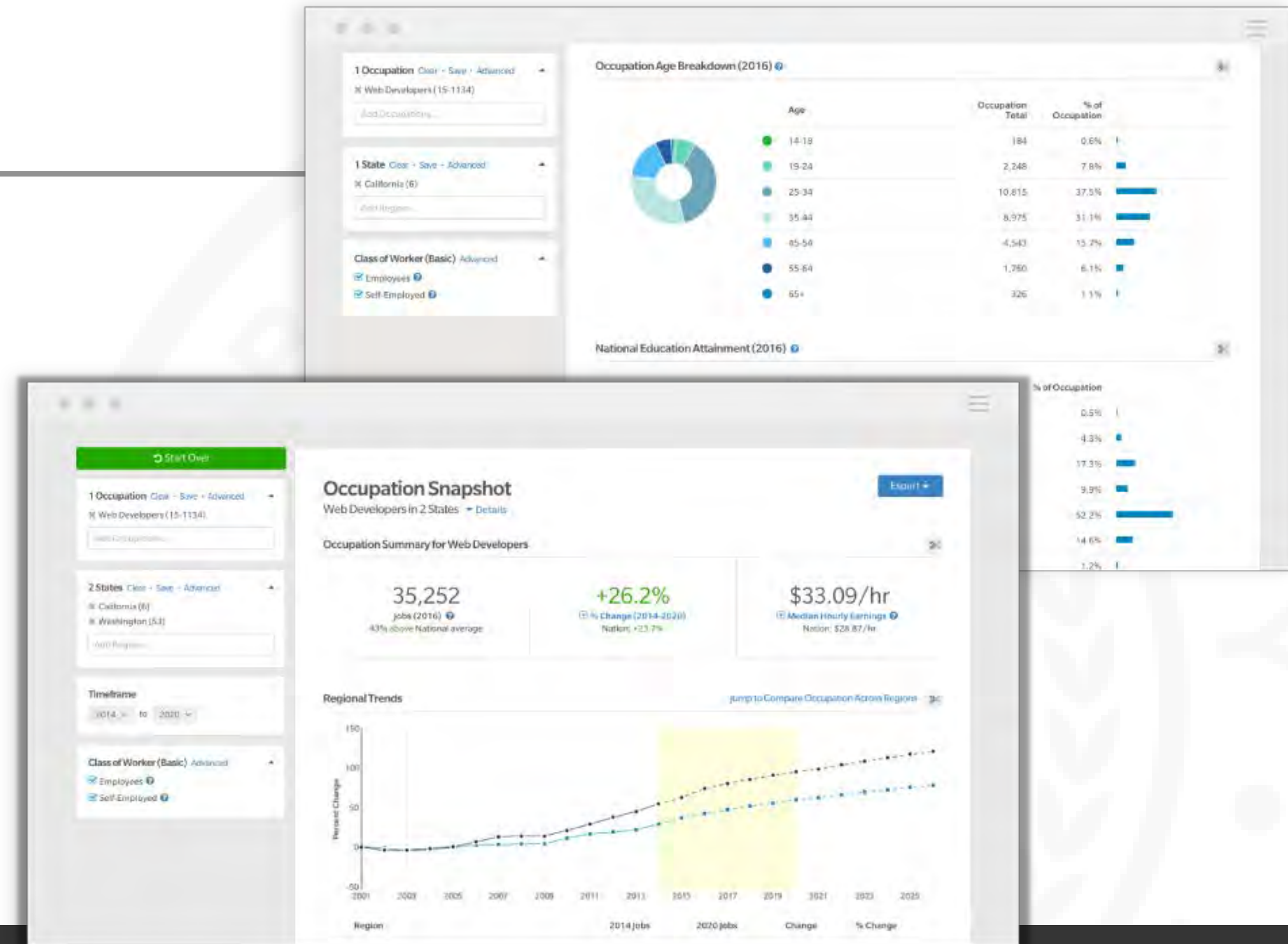
UTILIZATION OF DATA FOR OUR COLLEGES

- **Analyst – Labor Market Demands**
- **Career Coach – Student profiles, careers matched to our programs based on demands**
- **Alumni Programs Outcome – Analyze graduate employment trends**

ANALYST

LABOR MARKET RESEARCH SOFTWARE

- Hiring & Employment Data
- Easy-to-use Interface
- Do-it-yourself Program Review
- Employer-demand by Title, Skill, Occupation, or Company



“Our college relies heavily on Emsi Analyst to assist us in understanding the technical training needs of our region. Utilizing data to understand past, current and future occupation needs in our area precipitates decisions regarding the creation, expansion or suspension of technical programming that truly meets the needs of our business partners and local constituents.”

~Ann Hetherington, Director of Marketing & Student Recruitment, St. Clair College

OCCUPATIONAL FORECAST

REGION 1

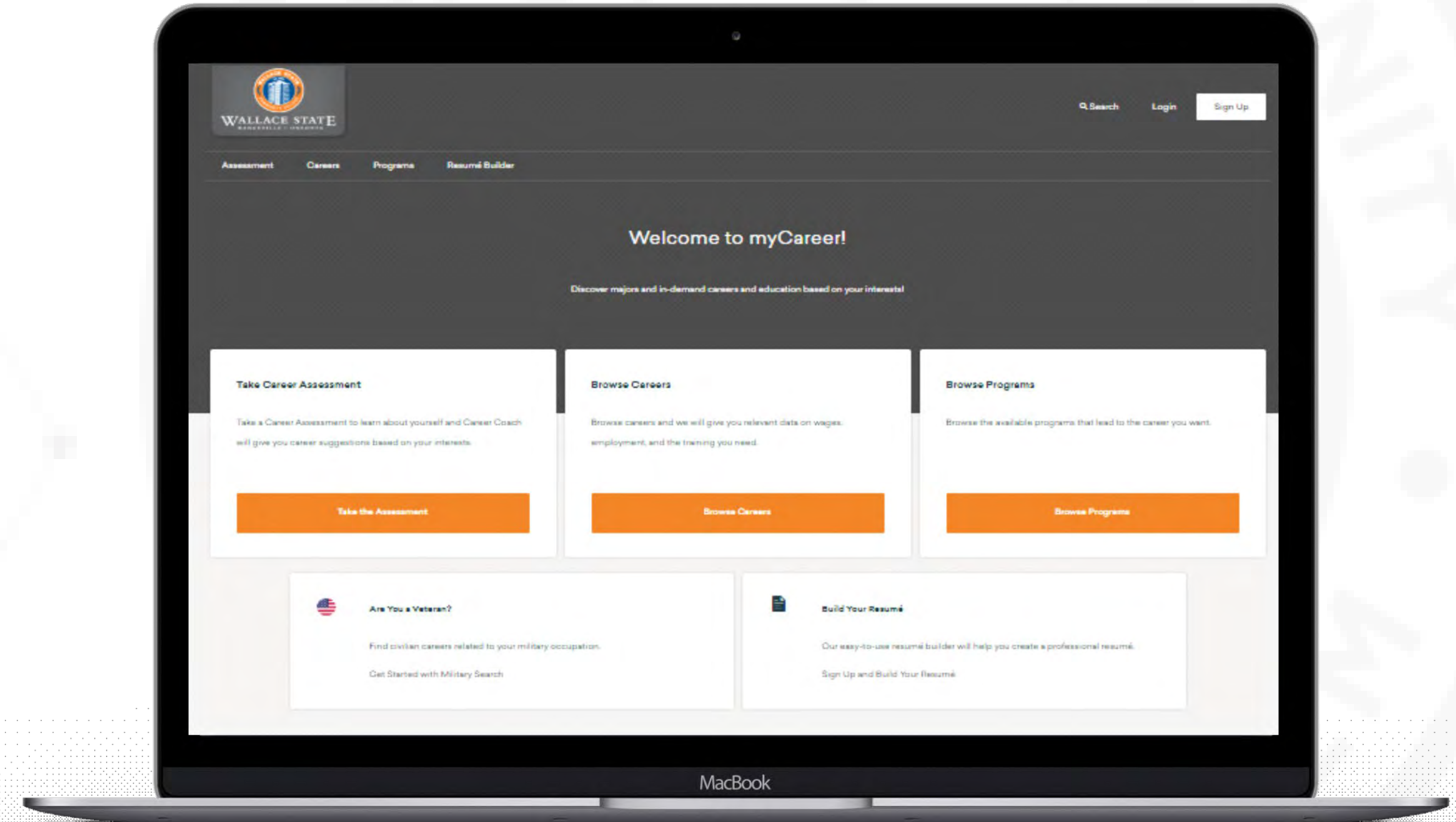
- Registered Nurses
- Welders, Cutters, Solderers, and Brazers
- Maintenance and Repair Workers
- Medical Secretaries
- Heavy and Tractor Trailer Truck Drivers
- Machinists
- Electrical Power Line Installers and Repairers
- Computer User Support Specialists
- Licensed Practical and Licensed Vocational Nurses
- Operating Engineers and Other Construction Equipment Operators
- Pharmacy Technicians



CAREER COACH

A CAREER PATHWAYS SOLUTION

- Career information on your website
- Occupations mapped to your programs
- From career assessment to job postings
- Branded as a part of your website
- Position your college as the “Career Resource”



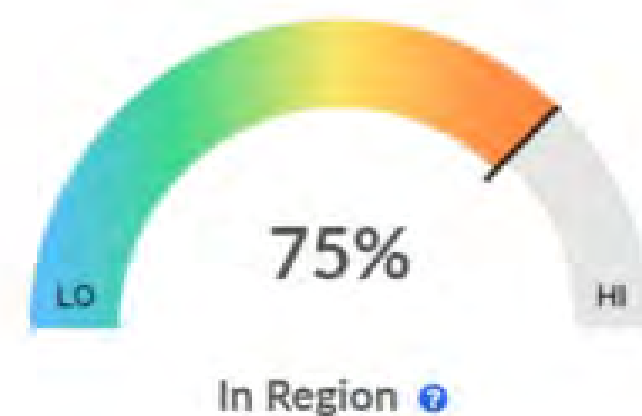
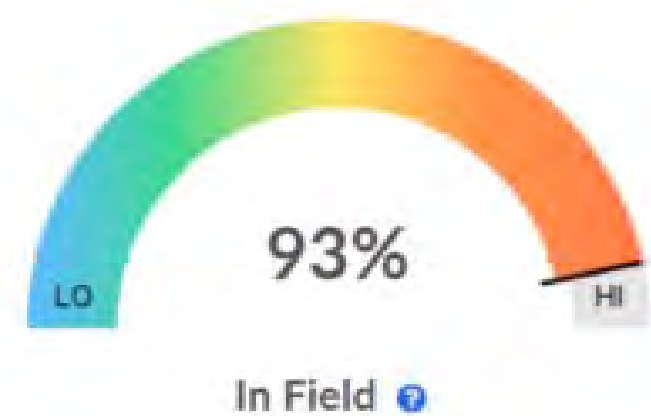
ALUMNI PROGRAM OUTCOMES ANALYSIS

QUICKLY ANALYZE GRADUATE EMPLOYMENT TRENDS

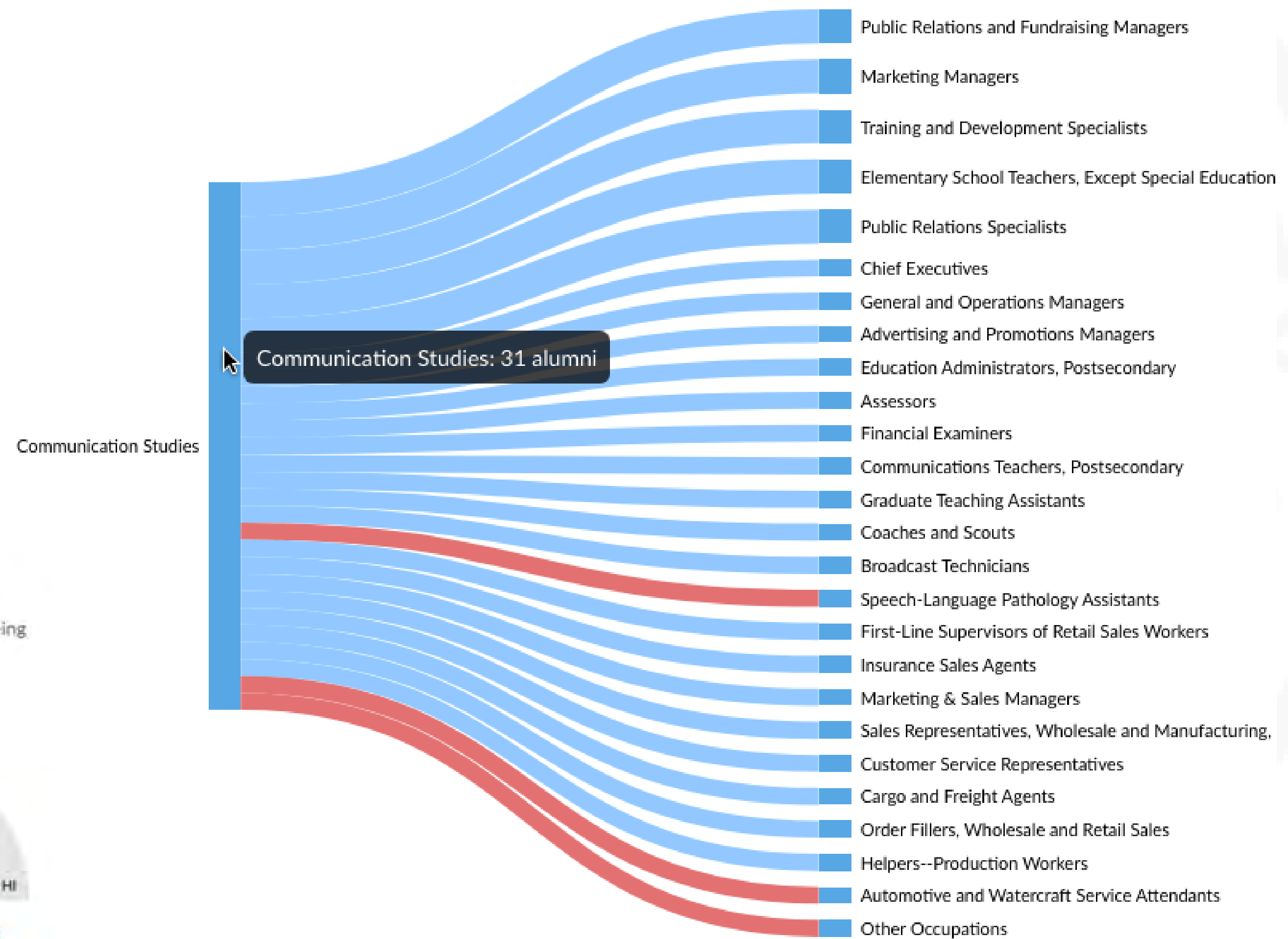
- Where are your alumni located?
- Who are they working for?
- What is their current job title?
- What skills do they have?

Executive Summary

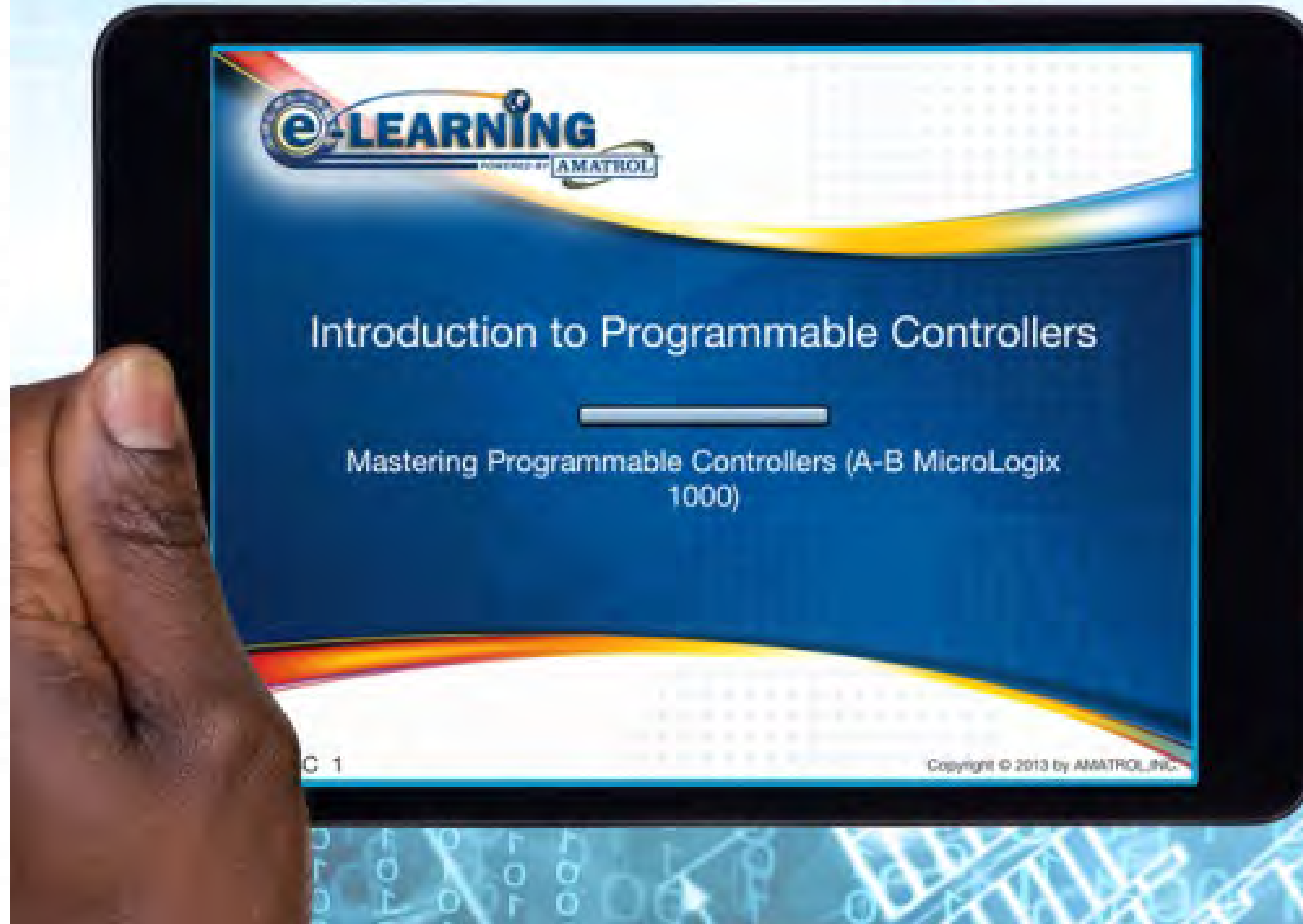
Generally, alumni from your Computer Science program are working locally, in a field related to their program of study, and are being compensated more than your institution's average alum.



● In-field ● Out-of-field



AMATROL E-LEARNING



Now available on tablets

**Anytime/anywhere learning
at your fingertips!**

AMATROL'S INTERACTIVE E-LEARNING CURRICULUM

Over 1117 Modules and Growing in the Following Areas:

- Automation
- Electrical
- Electronics
- Fluid Power
- Green Technology
- Lean Manufacturing Machining
- Manufacturing Processes
- Materials
- Mechanical
- Process Control
- Quality Assurance
- Safety
- Thermal
- Workplace Effectiveness
- MSSC CPT Training

ADULT EDUCATION

- Over **28,000** students served at more than **400** locations
- Tying courses to a career through Career Pathways
- Awarded **3,321** GED or High School Diplomas and **2,656** National Career Readiness Certificates
- Adult Education is the largest singular program in the **ACCS**

ADULT EDUCATION CAREER PATHWAYS

VALUED INDUSTRIAL WORKFORCE CERTIFICATIONS



Machining & Metalworking, Electrical, Aviation, Welding, Automation, Construction & Millwright, Die Casting, Fabrication, Fluid Power, Lean, Mechatronics, Quality, Transportation, Distribution & Logistics and Technology & Engineering

Additional NAM-Endorsed Certifications

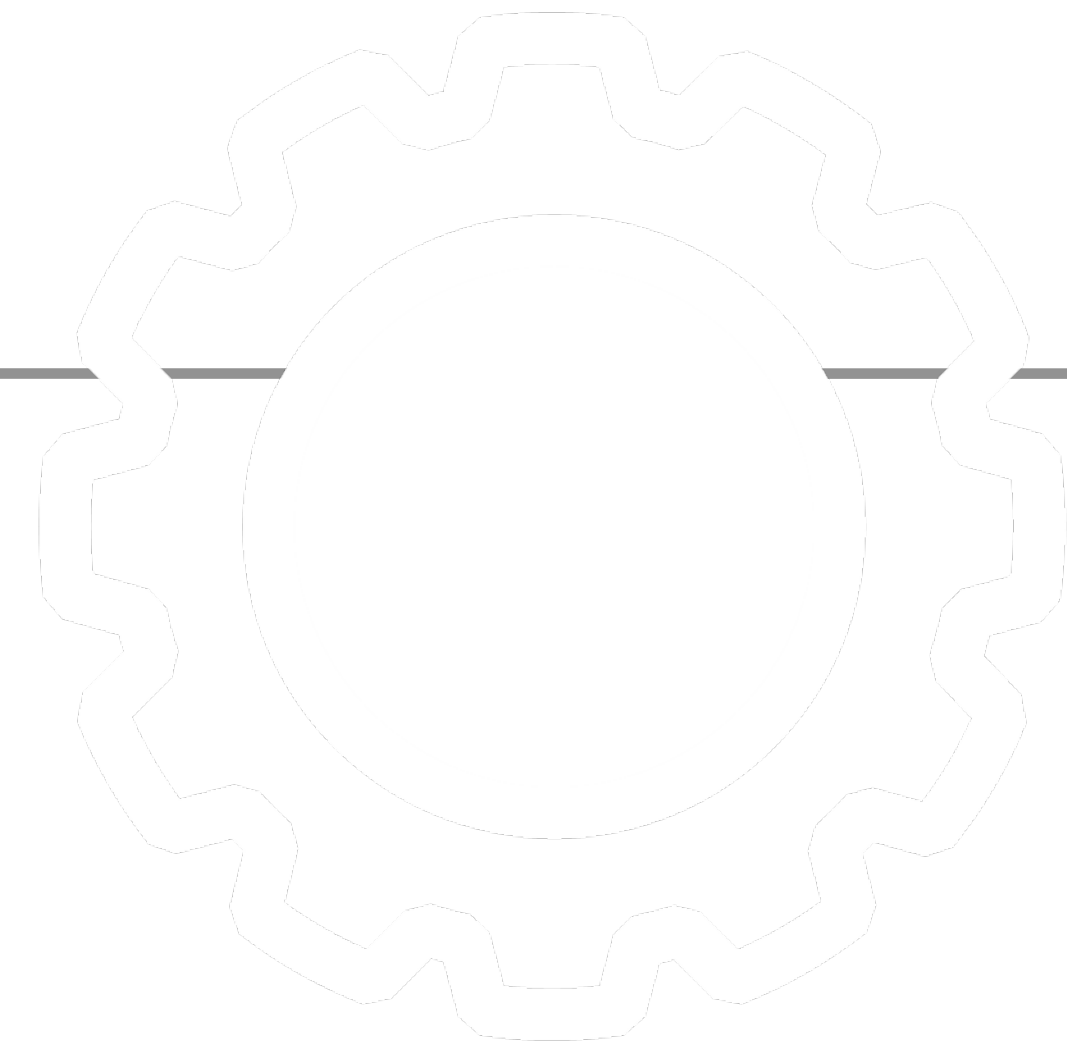
ACWED PROGRAM OVERVIEW

ALABAMA CERTIFIED WORKFORCE & ECONOMIC DEVELOPER

First Session Cohort Began in July


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**



ACCS WORKFORCE APPROACH

- **Data-based Decision Making**
- **Be Best in Class/Nation**
- **Drive Change with Innovation**
- **Earn Respect – DAILY**
- **Continuous Improvement – DAILY**
- **Maximize Federal Resources**
- **Aggressively Meet with Business & Industry**
- **Deliver Exceptionable and Meaningful Results**
- **Market Careers and Programs**
- **Increase Enrollment, Retention, Completion and Placement**
- **Re-organize Career Coaches to Success Coaches**
- **Lead Workforce & Economic Development**
- **Continually Strengthen our Partnership with K-12**

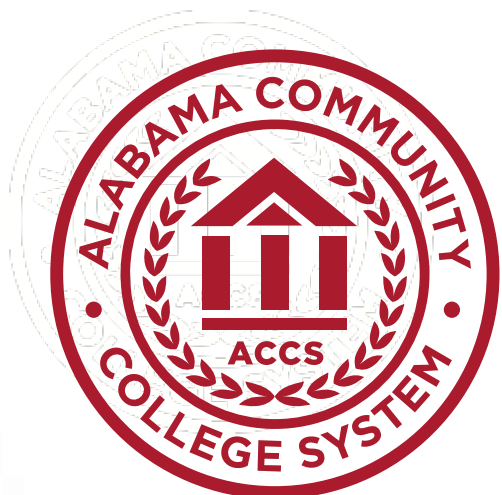


“ I went into the program really green, I didn’t really know much about even what tools were called and now, I mean I’m down there working on equipment and troubleshooting, replacing motors, parts...”

- Diana Kendrick

Baxter





ALABAMA COMMUNITY COLLEGE SYSTEM

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Vice Chancellor

Workforce & Economic Development

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