Learning that works for Alabama CTE
Learning that works for Alabama

• Facilities That Work
• Instruction That Works
• Credentials That Work
But Most Importantly, Learning that Works for Alabama Students
The New Accountability Model

Alabama PLAN 2020
Calculation of College and Career Readiness

The College or Career Indicator is a percentage calculated by dividing the number of high school graduates who have successfully met an indicator of readiness for college or career with the total number of graduates.

The College or Career Indicator measures the preparedness of students for college or careers upon exiting Alabama’s K-12 school system. Possible consideration for College and/or Career Readiness may consist of one of the following:

- Benchmark scores on the reading and math sections of the ACT test.
- Qualifying score on an AP or IB exam.
- Approved transcripted college or postsecondary credit while in high school.
- Benchmark level on the ACT WorkKeys.
- Approved industry credential.
- Entrance into military
Facilities That Work

21st Century Workforce Act

- Passed by Alabama Legislature in 2013 to allow funds that school systems could use to update CTE equipment to industry standards and to expand CTE programs.

- Total of $50 million:
  - $10 million allocated to local school systems in proportion to number of CTE teachers employed.
  - $20 million allocated to local school systems in proportion to number of CTE students enrolled.
  - $20 million placed in 21st Century Workforce Fund for Innovative Program Grants available to schools implementing new programs.
Facilities That Work
21st Century Workforce Act

• Innovative Programs had to address industry needs, gaps, and future workforce demands.

• Act required that systems requesting grant funds collaborate with industry and post-secondary partners in obtaining equipment and implementing programs.

• Systems were given 2 years to have budgets approved, purchase equipment, implement programs, and request reimbursement from the state.

• Bond funding ended in June 2015 – but it facilitated a complete renewal of secondary CTE across the state.
Alabama Simulated Workplace

- Real-world learning environment within the traditional Career Tech Center.
- Each CTE program is organized into a business or corporation and run just as a business would run.
- Students serve in a variety of roles within the “business” – learning important work-based behaviors.
- Business-industry members are “hands-on” with CTE programs through roles as “Board Members”.
- Teacher facilitates running of the “company”.
Instruction That Works
Collaboration is the Key!

• In Plan 2020, new emphasis was placed on opportunities for students to attempt and gain college credit while still in high school.

• Dual Enrollment gained attention like never before – from 2013-2015 the Alabama Community College System and the Alabama State Department of Education worked closely to align courses in key workforce areas and adopt common course codes to make it easier for students to enroll and receive credit for CTE dual-enrollment work.

• Dual enrollment scholarship grants are awarded to local Community Colleges through the 10 Regional Workforce Councils to fund their dual enrollment programs. Cost should not block students from participating.
Instruction That Works
Collaboration is the Key!

• In 2013-2014, almost 4,000 students in Alabama received dual-enrollment scholarships through the Governor’s Office for Workforce Development.

• In Governor Bentley’s “State of the State” address in January of 2015, he vowed to increase dual enrollment opportunities throughout the state.

• The number of students participating in CTE dual-enrollment is expected to double that of 2013-2014 this year.

• In March of 2014, Governor Bentley signed House Bill 384 which established an Alabama income tax credit to companies donating to the Alabama CTE Dual Enrollment Program. It began in January 2015.
Instruction Outside the “Box”

In an effort to provide the most innovative and current instruction – partnerships between the local schools, business & industry, and post-secondary institutions are fostering a learning environment that looks nothing like “old school”!

• “Fast Track” at Wallace State Community College in Cullman County

• “12 For Life” program – Partnership between Southwire and Florence City Schools

• New program in Logistics Technology – BLG Logistics, Shelton State Community College, and Tuscaloosa City, Tuscaloosa County, Bessemer City, and Bibb County Schools
Career Coach Initiative

42 Additional Career Coaches hired to (78 total):

- Provide career development guidance for high school students with emphasis on technical programs
- Plan and implement student recruitment activities for technical programs
- Assist students with career exploration activities and career assessments
- Assist students with admissions, financial aid, and registration procedures for college
- Conduct public relations efforts to promote CTE
Career Coach Initiative

42 Additional Career Coaches hired (78 total):

- Legislature provided funding through the state’s foundation program because of Business & Industry demand.
- There will be a Career Coach in every Alabama high school at least 1 day per week during the school year.
- All are going through intensive training program this year so that quality is assured throughout the state.
- Secondary Career Coaches will continue to work closely with those employed by post-secondary institutions.
Welcome!

The Alabama Career Planning System provides education and career planning resources to help you build a successful future. Whether you're searching for higher education or training, exploring career options, or creating a professional portfolio of materials for the job search, the system can provide you with the tools you need.

www.alcareerinfo.org
Career and Technical Education (CTE) programs have become a rigorous, progressive, and vital part of the total educational system and are committed to providing students with rewarding opportunities to learn valuable academic, career, and life skills.

Career and Technical Education programs are continually providing students with great opportunities to gain invaluable hands-on experience—preparing students to be college and career ready.
GETTING THE RIGHT STUDENTS IN THE RIGHT PROGRAMS

Workforce Development and Employment Projections
Alabama, Region IV, and St. Clair County
2012-2022

**ACCELERATE ALABAMA**
Emerging and Sustainable Areas of Focus

<table>
<thead>
<tr>
<th>Industry Sector</th>
<th>Target Focus Areas</th>
<th>Corresponding CTE Program(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Automotive Manufacturing</td>
<td>Automotive</td>
<td>Automotive Technologies, Collision Repair, Diesel Technology, Automated Manufacturing, Industrial Maintenance</td>
</tr>
<tr>
<td>Aerospace/Defense</td>
<td>Engineering, Aviation Technology, Project Lead the Way, ITEC.</td>
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<tr>
<td>Agriculture/Forestry</td>
<td>Animal Science</td>
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<tr>
<td>Forestry</td>
<td>Agricultural Production, Food Production</td>
<td></td>
</tr>
</tbody>
</table>
| Manufacturing          | Metalworking, Precision Machining, Industrial Systems |}

**30 Highest Earning Occupations:**
- Management
- Health
- Engineering
- Science
- Legal
- Minimum salary of $84,187. 9% of these are health occupations.

**Top 5 high-demand occupations:**
- Registered Nurses
- Sales Representatives, Wholesale and Manufacturing
- Home Health Aides
- Personal and Home Care Aides
- Lawyers

**Top 5 fast-growing occupations:**
- Personal and Home Care Aides
- Home Health Aides
- Occupational Therapist Assistants
- Helpers – Pipefitters, Plumbers, Pipers, and Steamfitters
- Physical Therapist Assistants

**12 fast-growing and high-demand occupations:**
- Personal and Home Care Aides
- Home Health Aides
- Occupational Therapist Assistants
- Physical Therapist Assistants
- Rehabilitation Counselors
- Occupational Therapists
- Dental Hygienists
- Software Developers, Systems Software
- Diagnostic Medical Sonographers
- Social and Community Service Managers
- Medical and Public Health Social Workers
- Medical Secretaries

**9 high-demand, high-wage occupations:**
- General Internists
- Family and General Practitioners
- Optometrists
- Lawyers
- Computer and Information Systems Managers
- Personal Financial Advisors
- Management Analysts
- Medical and Health Services Managers
- Software Developers, Applications Developers
GETTING THE RIGHT STUDENTS IN THE RIGHT PROGRAMS

Workforce Development and Employment Projections
Alabama, Region IV, and St. Clair County, 2012-2022

Kuder Navigator Interest Assessment Results
St. Clair County

Kuder Navigator Skills Confidence Results
St. Clair County

2012 Industry Employment

Total Industry Trend

Total Industry Trend

Alabama Labor Market Information

*http://www.madeinalabams.com/
**https://www.accs.sc/default/assets/File/dps_gov/dacca/region4/reports/SONR008_Region_4_brochure.pdf
For Additional Workforce Development Data:
http://www2.labor.alabama.gov/OES/default.aspx - Occupational Statistics
http://www4.labor.alabama.gov/workforcedev/default.aspx - Additional data specific to Workforce Region IV
Career Exploration in the “Real World”

Business/Industry Partners

Career Fairs
World of Opportunity
Alabama Joint Leadership Development Conference 2015

Over 6,000 Alabama students learning about Careers and Leadership together!
Career Readiness Indicators
Credentialing/Certifications That Work
What is WorkKeys?

• WorkKeys® is a job skills assessment system that helps employers select, hire, train, develop, and retain a high-performance workforce.
Career Readiness Certificate Levels & Employability Skills

- **Bronze**
  - AM 3
  - RI 3
  - LI 3
  - Core employability skills for approximately 30% of the jobs

- **Silver**
  - AM 4
  - RI 4
  - LI 4
  - Core employability skills for approximately 65% of the jobs

- **Gold**
  - AM 5
  - RI 5
  - LI 5
  - Core employability skills for approximately 90% of the jobs

- **Platinum**
  - AM 6
  - RI 6
  - LI 6
  - Core employability skills for nearly 100% of the jobs
**Career Readiness Certificate**

**CAREER READINESS CERTIFICATE**

WorkKeys® is a national workforce development system that permits a direct comparison of the skills and levels of skills needed to perform a job with the skills and levels of skills an individual currently possesses. This certificate reports an individual’s Applied Mathematics, Locating Information, and Reading for Information levels of skills in relation to the level of skills needed in 60% of the jobs and occupations contained in the ACT’s WorkKeys® national database. The ACT job profile database now contains thousands of job profiles. The Bronze certificate is only awarded to individuals whose lowest assessment score on any one of the three assessments is three. The Silver certificate is only awarded to individuals whose lowest assessment score on any one of the three assessments is four. The Gold certificate is only awarded to individuals whose lowest assessment score on any one of the three assessments is five.

The individual holding this certificate performs at the following levels and has the following skill proficiencies:

### Applied Mathematics

**Skills Level 5**

- Use fractions, negative numbers, ratios, percentages, or mixed numbers
- Rearrange a formula before solving a problem
- Use two formulas to change from one unit in one system of measurement to a unit in another system of measurement
- Find relative in items that belong at levels 3, 4, and 5
- Find the best deal and use the result for another calculation
- Find areas of basic shapes when it may be necessary to rearrange the formula, convert units of measure in the calculations, or use the result in further calculations
- Find the volume of rectangular solids
- Calculate multiple rates

### Locating Information

**Skills Level 5**

- Sort through distracting information
- Summarize information from one or more detailed graphics
- Identify trends shown in one or more detailed or complicated graphics
- Compare information and trends from one or more complicated graphics

### Reading for Information

**Skills Level 5**

- Figure out the correct meaning of a word based on how the word is used
- Identify the correct meaning of an acronym that is defined in the document
- Identify the paraphrased definition of a technical term or jargon that is defined in the document
- Apply technical terms and jargon and relate them to stated situations
- Apply straightforward instructions to a new situation that is similar to the one described in the materials
- Apply complex instructions that include conditions to situations described in the materials

WorkKeys® is a comprehensive system from ACT™ designed to help individuals develop better career skills.

This certificate of career skills attainment is supported by the following organizations:

- Alabama Office of Workforce Development
- Alabama Community College System
- Manufacture Alabama
- Business Council of Alabama
- Alabama AFL-CIO
CREDENTIALS AND CRI’s

- An integral part to Superintendent Bice’s Plan 2020 and a measure of College and Career Readiness for School & System Accountability

- A major focus area for Alabama’s Deputy Superintendent of CTE & Workforce Development Department.

- Increasingly demanded by Alabama Business & Industry
CREDENTIALS AND CRI’s

- Thoroughly vetted through an on-going evaluation process that involves state CTE staff, local CTE directors, members of Business & Industry, and the assessment community.

- New Credentials and CRI’s will be added to the list ongoing so that workforce needs are met.

- Alabama awarded 4725 CRI’s to seniors in 2014-2015 and that number continues to go up.
Alabama has provided funding for approved CRI’s that is awarded in a grant format. Provides equity to all school districts around states.

Ongoing efforts ensure that teachers receive the resources and help they need to obtain credentials so they can credential students.
Credentials

AWS - The American Welding Society
ServSafe
Adobe
IC³
MASTER Service Technician
ASE
NIMS - National Institute for Metalworking Skills
Brainbench
NCCTI - Measuring What Matters!
Microsoft Office Specialist
NCCER
“Soft-skills are needed in today’s work environments”

- Motivated
- Optimistic
- Articulate
- Resourceful
EVERY CHILD A GRADUATE, EVERY CHILD PREPARED FOR COLLEGE/WORK/ADULTHOOD IN 21ST CENTURY