

# Alabama Workforce Professional Development Certification

Final Project

Region 9

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# Current State of the Workforce (Region 9)

## Prime Vertical Markets & Current Training Programs:

- Transportation - Truck Driver Training
- Manufacturing, RTW, Electronics
- Creek Indians Management Supervision
- Health Care
- Machine Tool Technologies, ILT Training
- Banking Industry Customer Service

# Current State of the Workforce (Region 9)

- Strengths of Regional Stakeholders
  - A strong regional council
  - Businesses knowledge of overall plan to execute desired training
  - Multiple position openings
- Perceived Weaknesses Hindering Execution
  - Funding & equipment available to implement proper instruction
  - Skills Gaps & Mismatch

# Business & Industry Reported Skills Gaps and Requested Programs

- Gaps:
- Lack of Math Skills including Measurement
  - Reading Comprehension
  - Critical Thinking Skills
  - Poor Work Ethic
  - Retention
  - Remediation

Programs: Troubleshooting, Millwright

# Other Issues Impacting Business & Industry in Region 9

- Lack of Qualified Applicants
- High Turnover
- Culture Challenges from International Business
- Applicant Failure to Correctly Complete Application
- Interview Etiquette

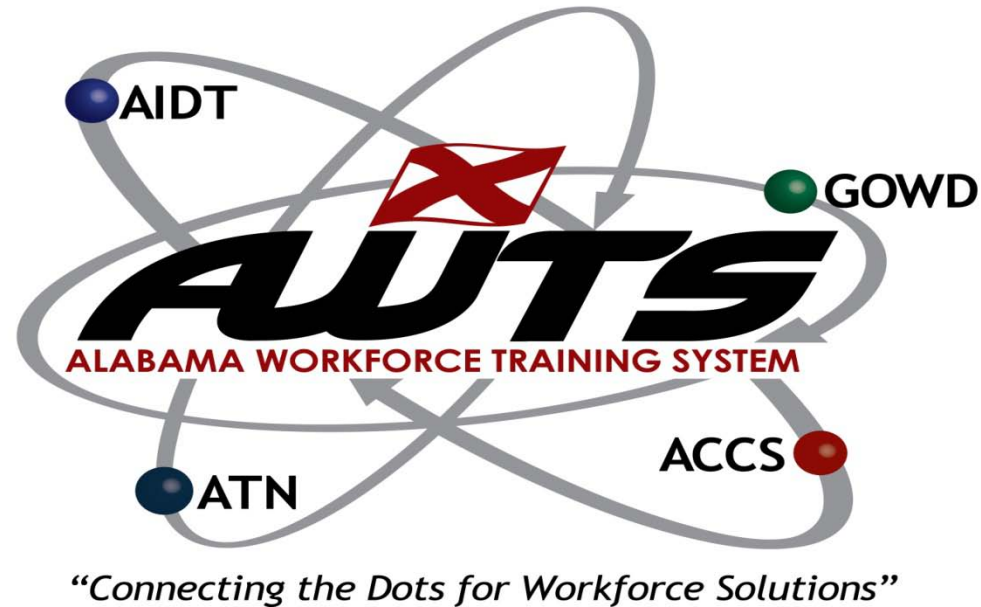
# Alabama Workforce Training System Solutions to Close the Gaps

- ❑ Statewide Retention Plan (ACCS)
- ❑ Exit Orientation for ACCS Students
  - Address Employability Skills
  - Implement Ready To Work Modules
  - Incorporate Work Keys Testing Credential
- ❑ Career Transition Coaches Throughout Alabama
- ❑ Pilot Career Technical Offerings on 8 week schedule
- ❑ Alabama Regional Approach to Training
  - (Minimum of 3 Regions; N, Mid, S)
  - Target Approach to Training
  - Incorporate AIDT, ATN, ACCS to meet industry need

# Processes and Findings Summary

- Regions not consistent in management and outreach; inclusion of industry & leaders
- Limited # of Qualified Applicants (2% to 17%)
- Basic work skills listed as major deficiency
- High school graduates lack prior work experience, basic skills, attendance
- Basic application skills lacking regardless of degree

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## Questions?