It Takes a Village:

High School Equivalency to High-Tech Programs

Gwendolyn Ekundayo
Lorenza Thomas
Nancy Wilson

Succeed With Adult Education &
Career Technical Education

Lawson State Community College
Career Pathways

- Programs are High Wage
- Programs are High Demand
- Programs are WIOA Eligible
- Programs require Short Term Training
Industrial Maintenance
Established Pathway Within the College

Alabama Department of Labor
Region 4 High Demand Occupations

<table>
<thead>
<tr>
<th>Factors</th>
<th>Percent of Growth</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Wage</td>
<td>23.58%</td>
<td>$45,553</td>
</tr>
<tr>
<td>High Demand</td>
<td></td>
<td></td>
</tr>
<tr>
<td>WIOA Approved</td>
<td>52 Weeks</td>
<td></td>
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</tbody>
</table>
Student Testimonial 1

• “What impacts me about this program is the fact that not only am I getting a higher education, I am in a place where I feel comfortable with trying to get my GED and getting an almost guaranteed job afterwards.”
Student Testimonial 2

• “This has changed my life. Making me apply skills I never thought I had, much less would use. I almost dropped out of my original GED class because I felt it wasn’t getting me anywhere, and then my teacher introduced me to this program. I am glad he did. I can actually see a future now!”
Overview

• Trial
• 5 students
• 1 Campus
• Students prepare for GED and Career Pathway simultaneously
• Course work in a high tech, high demand field
• The students were recommended by their GED instructor to join the program based on their commitment, high test scores, and work ethic
Career Pathways: Career Technical Education Programs and Adult Education

- Industrial Maintenance
- Home Health Aide
- Nursing Assistant
- Plumbing
- Geographic Informational System
- Electrical
- All will include Essential Skills
### Alabama Department of Labor
Region 4 High Demand Occupations

<table>
<thead>
<tr>
<th>Factors</th>
<th>Percent of Growth</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Wage</td>
<td>50.76%</td>
<td>$18,264</td>
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<td>High Demand</td>
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<td>WIOA Approved</td>
<td>16 Weeks</td>
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</table>
Nursing Assistant

Nursing Assistant

**Alabama Department of Labor Region 4 High Demand Occupations**

<table>
<thead>
<tr>
<th>Factors</th>
<th>Percent of Growth</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Wage</td>
<td>30.29%</td>
<td>$28,441</td>
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<td>High Demand</td>
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<td>WIOA Approved</td>
<td>16 Weeks</td>
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Plumbing

Alabama Department of Labor
Region 4 High Demand Occupations and
US Wage.com for Birmingham and Hoover, AL

<table>
<thead>
<tr>
<th>Factors</th>
<th>Percent of Growth</th>
<th>Salary</th>
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</thead>
<tbody>
<tr>
<td>High Wage</td>
<td>12%</td>
<td>$42,810</td>
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<tr>
<td>High Demand</td>
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<tr>
<td>WIOA Approved</td>
<td>52 Weeks</td>
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</table>
Electrical

Alabama Department of Labor Region 4 High Demand Occupations

<table>
<thead>
<tr>
<th>Factors</th>
<th>Percent of Growth</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Wage</td>
<td>21.15%</td>
<td>$62,464</td>
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<tr>
<td>High Demand</td>
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</tr>
<tr>
<td>WIOA Approved</td>
<td>52 Weeks</td>
<td></td>
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</table>
Geographic Information System (GIS)

GIS Is Being Applied Around the World
Across Many Disciplines, Professions, and Organizations

Becoming an instrument of Evolution

Alabama Department of Labor
Region 4 High Demand and Employment of Survey and Mapping Technicians

<table>
<thead>
<tr>
<th>Factors</th>
<th>Percent of Growth</th>
<th>Salary</th>
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<tbody>
<tr>
<td>High Wage</td>
<td>14%</td>
<td>$39,670</td>
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<td>High Demand</td>
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<td>WIOA Approval Pending</td>
<td>52 Weeks</td>
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**Workforce Essential Skills**

**Essential Skills to Getting a Job**

**...........and Keeping It**

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**Alabama Career and Technical Education Curriculum Framework**
**Alabama Workforce Training Center (AIDT)**

<table>
<thead>
<tr>
<th>Factors</th>
<th>Job Readiness WKO</th>
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</thead>
<tbody>
<tr>
<td>Essential Skills</td>
<td></td>
</tr>
<tr>
<td>Problem Solving</td>
<td>Essential Skills</td>
</tr>
<tr>
<td>Critical Thinking</td>
<td>are the skills needed for work, learning and life. They provide the foundation for learning all other skills and enable people to evolve with their jobs and adapt to workplace change.</td>
</tr>
<tr>
<td>12 Weeks</td>
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</table>

**Literacy Link South Central**
How To Start A Program

1. Build Team
2. Determine Minimum Qualification
3. Identify Funding Opportunities
4. Meet with College Representatives
5. Identify Possible Participants
6. Meet With the Group of Potential Participants & Interview Individually
7. Help Students with Funding Applications
Building A Program Team

- All Member Must have a Vested Interest
- Identify Career Technical Program
- Members
  - Select Career Technical Instructor / Chair
  - Adult Education Director
  - GED Instructor
  - Student Service
  - Workforce Representative
  - Success Coach
  - Lead Teacher / Coordinator
All Parts Work Independently

Adult Education

Career Technical Education

Student Service

Workforce Development

BUT....... WE WORK BETTER AS A TEAM
Career Pathway Partners and Resource Contribution

Alabama Career Center Birmingham will provide job placement.
Jefferson County WIOA Center will provide financial assistance for eligible individuals.
Temporary Assistance for Needy Families (TANF) will provide referrals.
Vocational Rehabilitation will provide assistance for individuals with disabilities.
Dannon Project will provide training.
Lawson State Community College (CTE, Nursing Program and Student Services) will provide technical training and recruitment services.

CARCAM - The CARCAM consortium is one of 42 regional National Science Foundation ATE Center’s With the skills learned at CARCAM colleges, students are ready for today's top manufacturing technology careers.
Instructional Design

- The instructional design will prepare adult participants for high tech high demand occupations while preparing for the General Education Diploma and or attaining essential skills.

- Participants will choose a career pathway and apply for WIOA assistance. Participation in the CTE career pathway program requires an educational functioning level of 10.0. Students who are below 10.0 will participate in a remedial course to strengthen basic skills.

- All participants will take part in the essential skills for getting and keeping a job, earn a National Career Ready Certificate (NCRC), learn basic computer skills, and earn an industry recognized credential. The duration of career pathway programs will vary.
Target Population

- high school dropouts
- holders of GEDS
- high school graduates with no college,
- foreign-born residents
- ex-offenders
- re-entering workers
- employed persons who seek to upgrade their skills and
- any person testing below 12.9 on the TABE.
Value of Student Completion Certifications and Stackable Credentials
(Students Should Earn 2 or more)

National Career Ready Certificate (NCRC)
General Education Diploma (GED®)
National Nursing Aide Assessment Program (NNAAP)
Manufacturing Skills and Standards Council (MSSC-CPT)
National Center for Construction Education and Research (NCCER)
Other Industry Recognized Credentials
Thank You!

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