



## Florence High School LAUNCH Career Development Program





#### Awards:

CLAS Banner Program of Distinction 2018







### Mission

To provide students with career internapprenticeship experiences which promote knowledge-skill elevation while maximizing development.





## Components

- On the Job/Career Placement
- Ready to Work Skill Elevation Classes (Partner with NWSCC)
- Performance Accountability Evaluation (Employer)
- Personal Development Plan
- Self-Reflection Exercises
- Mentoring





#### **Student Selection Process**

- Students will be carefully identified for this opportunity based on a variety of factors.
  - Examples: school attendance, discipline, academic status, and character references of current and previous teachers, counselors, and administrators.
- Additionally, student needs and completion of a career inventory sheet is utilized as well.

A diligent effort will be made to ensure appropriate students are selected. Additionally, a strategic plan is implemented to track the student's progress in all settings throughout the year.



# Business/Employer Partnerships

- ECM Hospital
- International Fertilizer Development Center (IFDC)
- Northwest Alabama Regional Airport
- Geo Source Environmental
- Sycamore Group
- North Alabama Animal Hospital
- Fisher/Smith Animal Clinic

- Village Shoppe
- Marriott Hotel & Spa
- Weeden Elementary School
- Forest Hills Elementary School
- Harlan Elementary School
- ▶ Elite Medical
- The Assurance Group
- City of Florence -Information Technology



# Business/Employer Partnerships

- Nutt Recording Studio
- Alabama Chanin
- Law Office of Heath Trousdale & Nathan Hunt
- Parker Bingham Jewelers
- SEDA
- ESPN
- NWSCC Ready to Work Program

- City of FlorenceArts & Museums
- FCS Digital Media
- ► IP Watch
- Massey Pharmacy
- N Side Inc.
- "Create"
  Architects
- Inkwell Films
- United Treating



#### **Work Skills Elevation Class**

- Communication Employee Adaptability
- Managing Emotions Conflict Resolution
- Creating Independently Productive Work Ethic
- Money Management
- Personal Accountability
- Maximizing your Employee Reputation

- Understanding the Business-Employee Partnership
- Creating Opportunities through Performance -Self-Investment
- Productive vs. Non-Productive Employee Behaviors
- Accepting Employer
   Feedback





### Intended Outcome

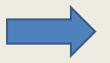
- ➤ To enhance the effectiveness of each student employee`s level of functioning directed toward an outcome of becoming increasingly marketable for future college/career related opportunities.
- ➤ This is an immense benefit for the school system, the business, the community, and ultimately the student as we strive toward strengthening the quality of the workforce in our area.



### **Economic Impact**



FHS students participating in workforce development programs earn in excess of \$1,000,000.00 each year in wages.



The Launch program specifically has resulted in generating \$250,000.00 annually due to student paid internships/apprenticeships.

