



Succeed With Adult Education  
&  
Career Technical Education

# It Takes a Village:

High School Equivalency to High-Tech  
Programs

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# 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

Factors		Percent of Growth	Salary
High Wage		23.58%	\$45,553
High Demand	52 Weeks		
WIOA Approved			

# 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

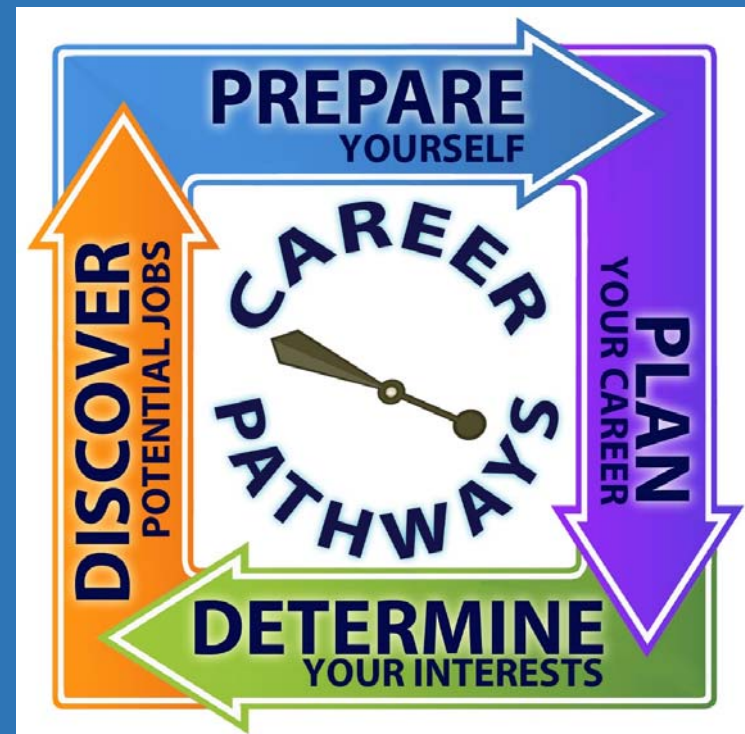
- “This has changed my life. Making me apply skills I never thought I had, much less would use. I almost dropped out of my original GED class because I felt it wasn’t getting me anywhere, and then my teacher introduced me to this program. I am glad he did. I can actually see a future now!”

# 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



# Home Health Aide



## Alabama Department of Labor Region 4 High Demand Occupations

Factors		Percent of Growth	Salary
High Wage		50.76%	\$18,264
High Demand	16 Weeks		
WIOA Approved			



# Nursing Assistant



## Alabama Department of Labor Region 4 High Demand Occupations

Factors		Percent of Growth	Salary
High Wage		30.29%	\$28,441
High Demand	16 Weeks		
WIOA Approved			

# Plumbing



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

Factors	Percent of Growth	Salary
High Wage	12%	\$42,810
High Demand	52 Weeks	
WIOA Approved		

# Electrical

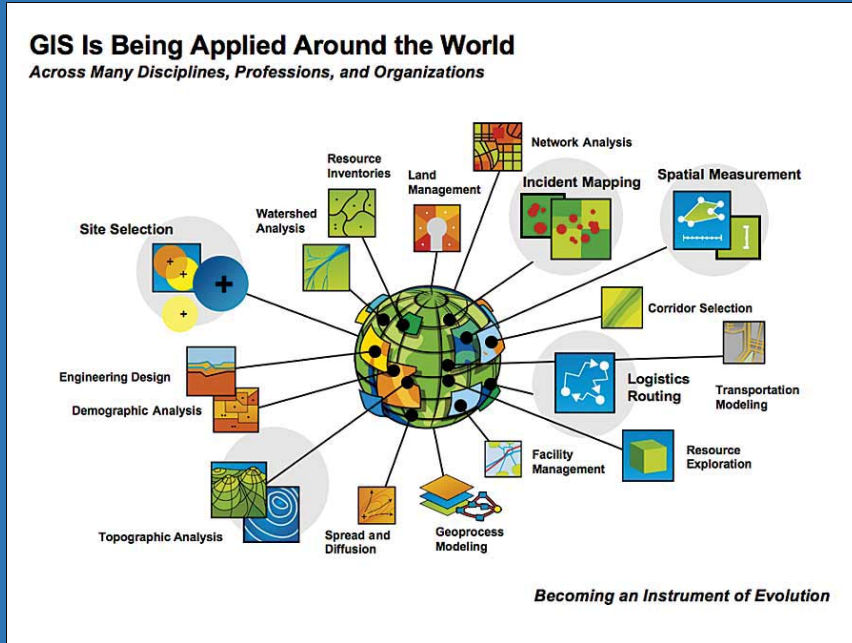


## Alabama Department of Labor Region 4 High Demand Occupations

Factors		Percent of Growth	Salary
High Wage		21.15%	\$62,464
High Demand	52 Weeks		
WIOA Approved			

# Geographic Information System (GIS)

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



Factors	Percent of Growth	Salary
High Wage	14%	\$39,670
High Demand	52 Weeks	
WIOA Approval Pending		

## Workforce Essential Skills



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

Factors	Job Readiness WKO
Essential Skills	
Problem Solving	<p><b>Essential Skills</b> 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.</p> <p>Literacy Link South Central</p>
Critical Thinking	
12 Weeks	

# How To Start A Program

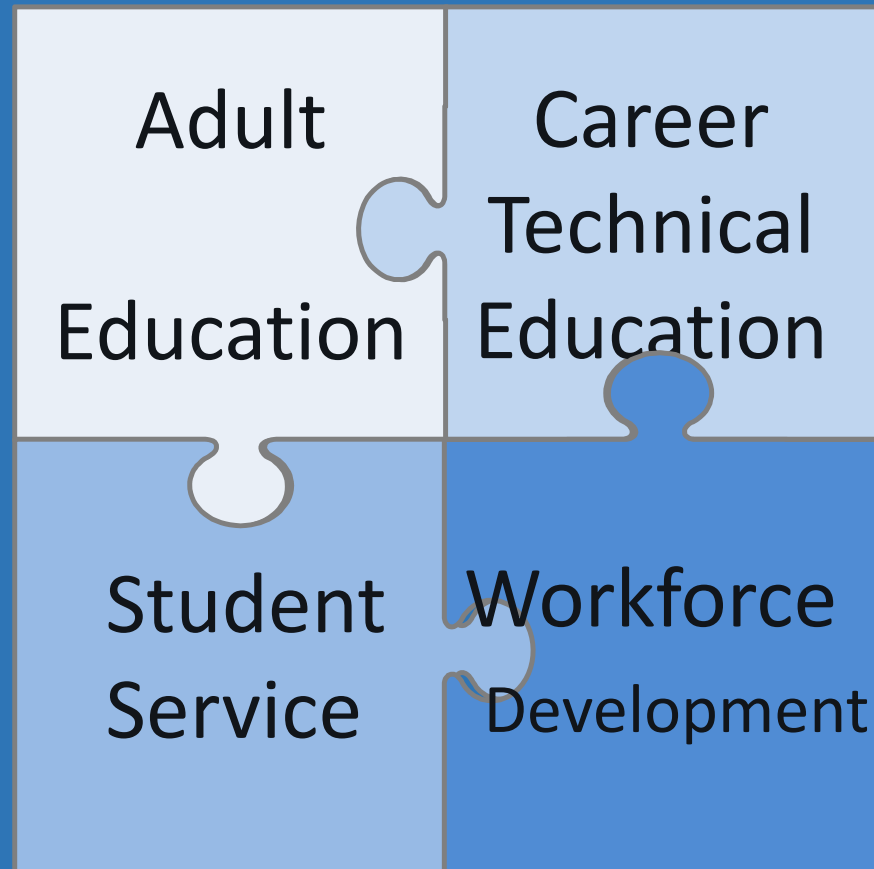
1. Build Team
2. Determine Minimum Qualification
3. Identify Funding Opportunities
4. Meet with College Representatives
5. Identify Possible Participants
6. Meet With the Group of Potential Participants & Interview Individually
7. Help Students with Funding Applications

# 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



**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)

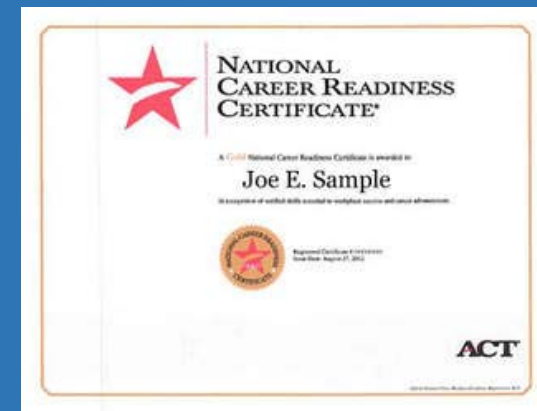
General Education Diploma (GED®)

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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