



launching Falcons into careers



Florence High School LAUNCH Career Development Program



Awards:

**CLAS Banner
Program of
Distinction
2018**



Mission

To provide students with career intern-apprenticeship 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 Florence Arts & 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.

