



WORKFORCE SUMMIT

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Workforce: Alabama



WORKFORCE DEVELOPMENT COUNCIL OF ALABAMA
Region 2 Report

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Overview

- **College and Career Readiness**
- **Statewide Labor Force Industry and Occupation Trends**
- **Demographics**
- **Industry Projections v. College Majors (Middle Skills Gap)**
- **Understanding the Challenges**
- **What Solutions?**
- **Questions**



*Note - "Hidden" Slides

College and Career Readiness

What You Should Know



Graduation Rate (Statewide)



- 2011 72%
- 2012 75%
- 2013 80%
- 2014 86%
- 600 additional students graduate for every 1% increase
- 90% Grad Rate by 2020 is the Goal

Obstacles Into Opportunities

- By 2020, assuming the 90-percent goal is reached, economic output would be \$430 million higher than it otherwise would have been, and Education Trust Fund revenues would be up by \$22 million.



Obstacles Into Opportunities

- By year 2020, the impact of higher high school graduation rates on the State's economy resembles that of recruiting a Mercedes or Airbus type investment every year.



Source: www.beaalabama.com

Obstacles Into Opportunities: A report prepared for the Business Education Alliance by the Public Affairs Research Council of Alabama

College Going



Five Year Totals - Alabama

	High School Graduates	College Going	Percent Attending
2008	37,389	22,821	61.04%
2009	41,869	25,363	60.58%
2010	42,742	25,646	60.00%
2011	44,086	25,324	57.44%
2012	43,911	24,679	56.20%
2013	44,751	24,355	54.42%
Total	254,748	148,188	58.17%

College & Career Readiness

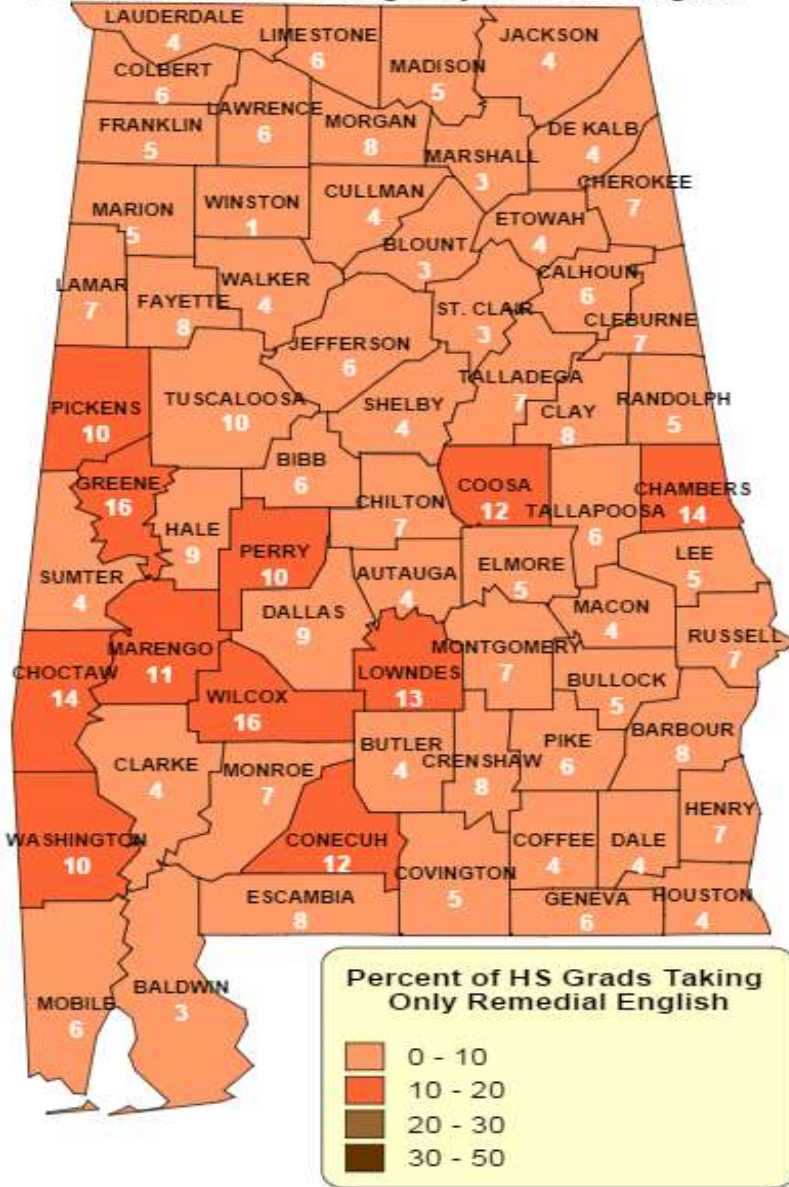
Basis for Change – The Disconnect

Alabama High School Graduation Exam	
Language	97%
Math	97%
Reading	97%
Science	97%
Social Studies	97%

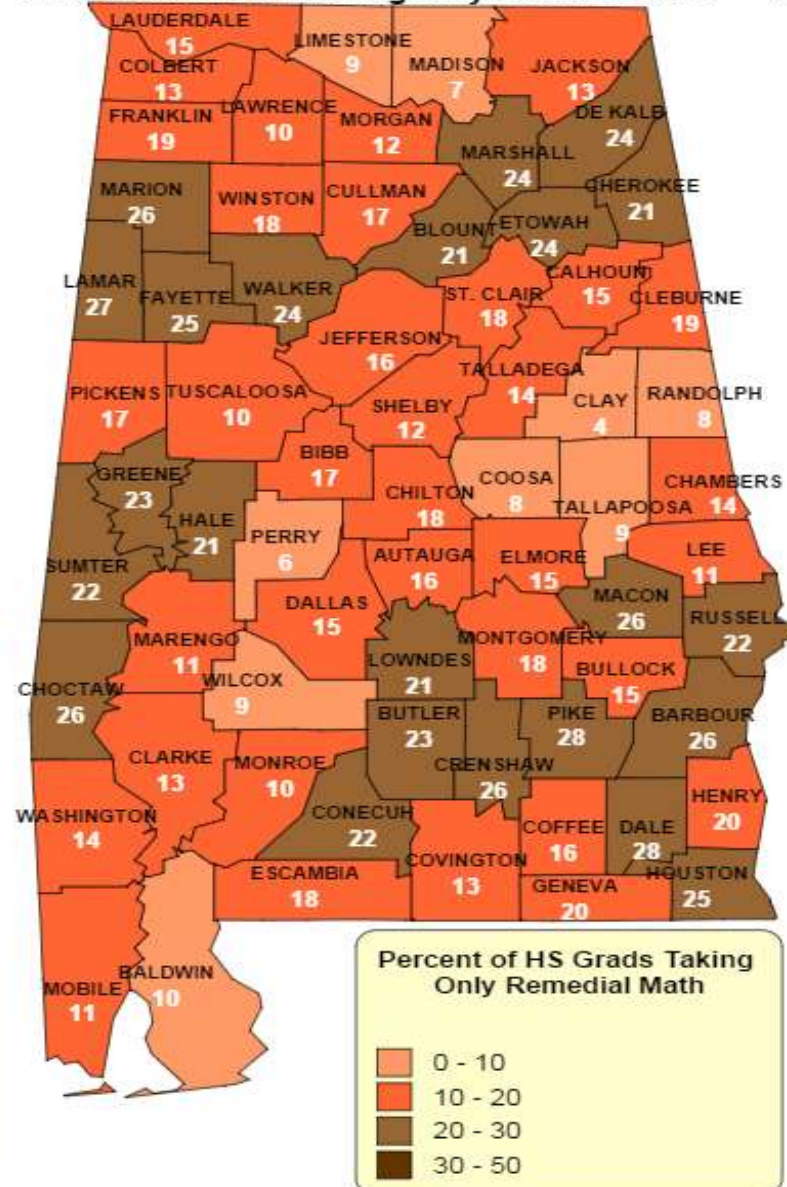
The ACT	
English (18)	66%
Math (22)	31%
Reading (22)	41%
Science (23)	30%
All Four Sections	20%

Summary of 2013-2014 Alabama Public High School Graduates Who Enrolled in Alabama Public Institutions Fall 2014 (23,379 Students)

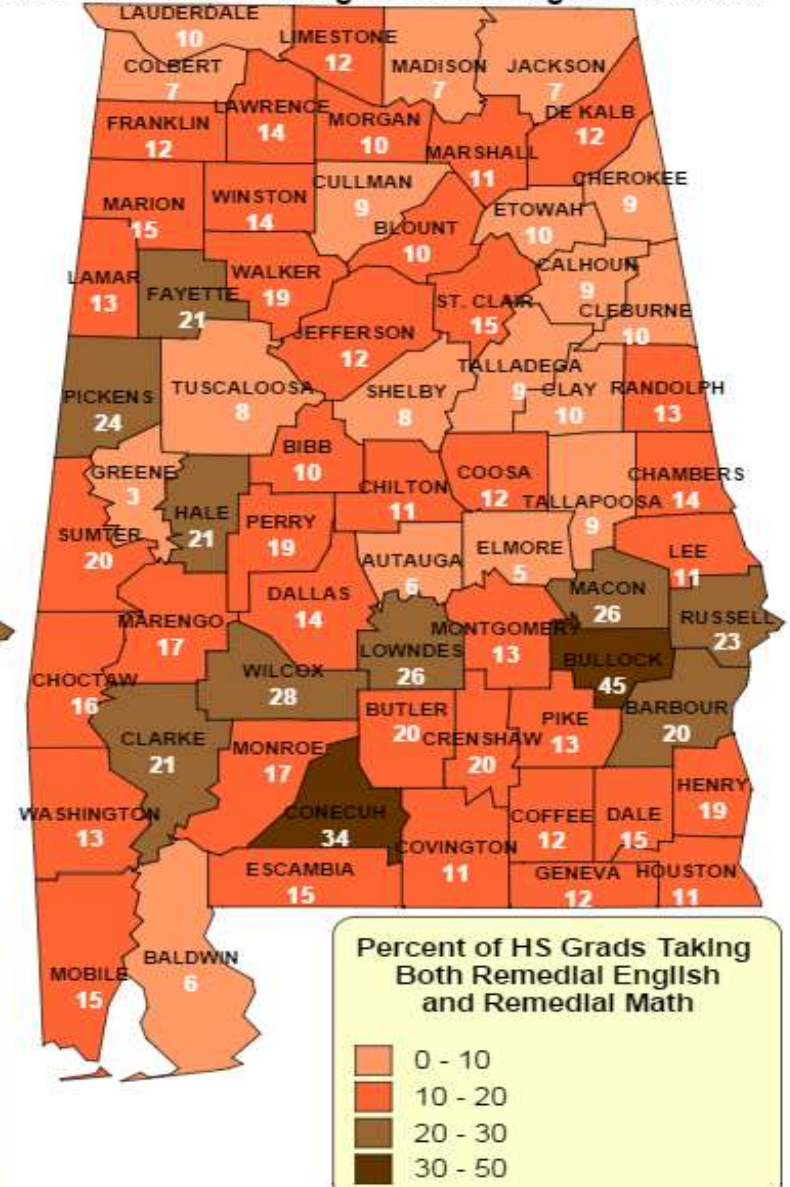
Percent HS Grads Taking Only Remedial English



Percent HS Grads Taking Only Remedial Math



Percent HS Grads Taking Remedial English and Math



Source: Alabama Statewide Student Database; Percentages are based on the number of HS Graduates who attended a HS in that county in 2013-2014. Revised April 2015.

Figure A.4 High School Graduate or Higher, 2009-2013

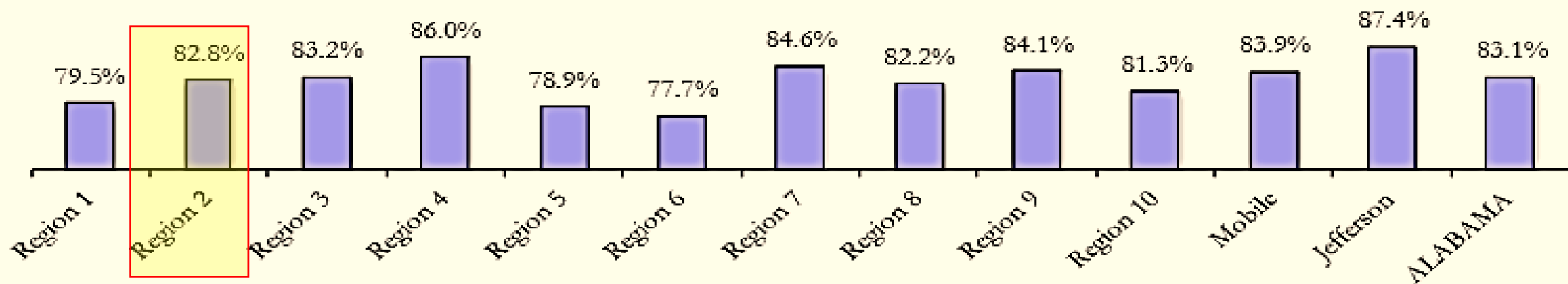
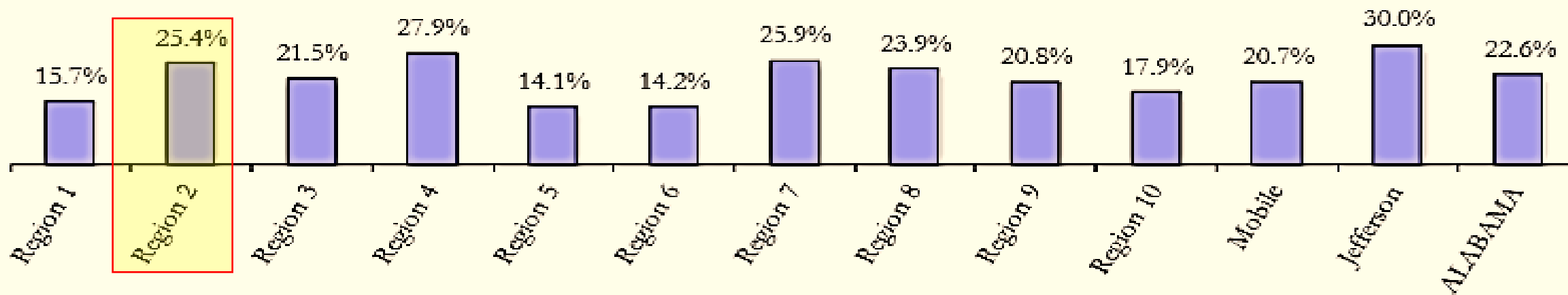


Figure A.5 Bachelor's Degree or Higher, 2009-2013



Educational Attainment of Population 25 Years and Over 2009-2013

	Region 2	Alabama
Total	566,591	3,193,338
No schooling completed	7,974	40,711
Nursery to 4th grade	4,716	17,551
5th and 6th grade	8,422	39,058
7th and 8th grade	15,591	83,351
9th grade	14,488	79,804
10th grade	19,668	108,517
11th grade	17,385	111,838
12th grade, no diploma	9,274	58,370
High school graduate/equivalent	159,875	991,730
Some college, less than 1 year	34,507	191,413
Some college, 1+ years, no degree	87,208	511,830
Associate degree	43,824	236,473
Bachelor's degree	91,087	458,393
Master's degree	39,918	187,852
Professional school degree	7,352	45,646
Doctorate degree	5,302	30,801

Statewide Labor Force, Industries, and Occupations

A Snapshot



Alabama Labor Force Information

April 2015

	Labor Force	Employed	Unemployed	Rate (%)
WDR 1	114,502	107,137	7,365	6.4
WDR 2	391,223	371,730	19,493	5.0
WDR 3	135,728	128,689	7,039	5.2
WDR 4	527,608	502,227	25,381	4.8
WDR 5	179,786	169,665	10,121	5.6
WDR 6	34,742	31,855	2,887	8.3
WDR 7	186,485	176,617	9,868	5.3
WDR 8	124,231	118,173	6,058	4.9
WDR 9	316,005	297,201	18,804	6.0
WDR 10	141,250	133,190	8,060	5.7
Jefferson County	312,665	296,729	15,936	5.1
Mobile County	184,056	172,983	11,073	6.0
Alabama	2,151,559	2,036,483	115,076	5.3
United States	156,554,000	148,587,000	7,966,000	5.1

Source: Alabama Department of Labor and U.S. Bureau of Labor Statistics.

Table A.7 Underemployed and Available Labor by WDR

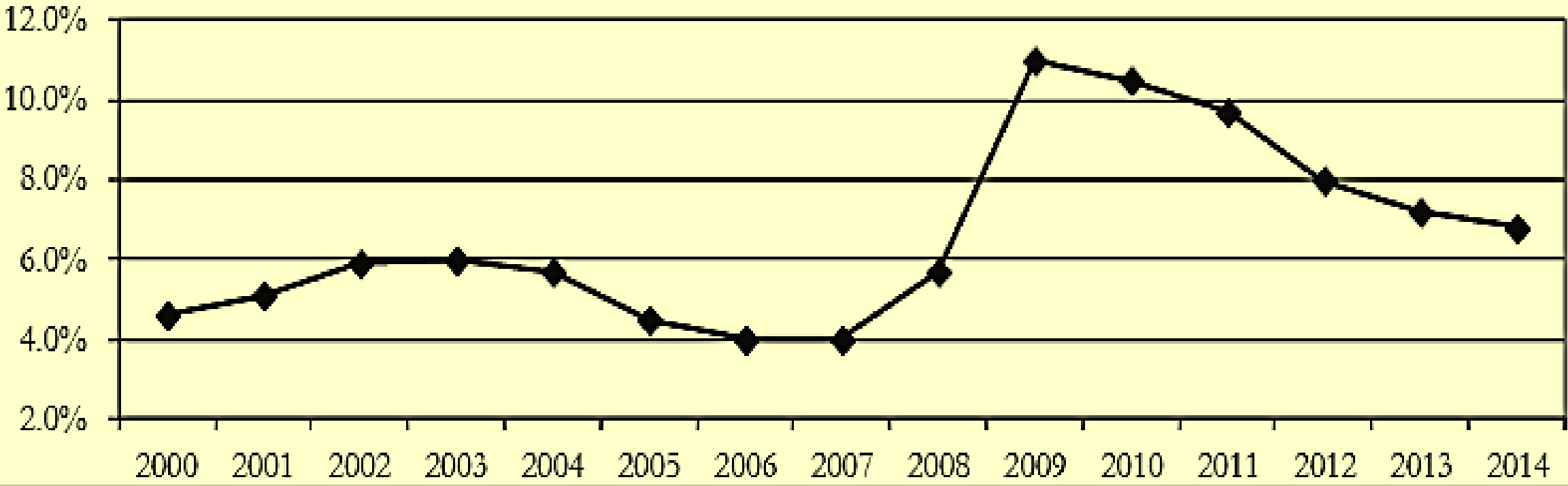
	Alabama	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
Labor force	2,151,559	114,502	391,223	135,728	527,608	179,786	34,742
Employed	2,036,483	107,137	371,730	128,689	502,227	169,665	31,855
Underemployment rate	25.2%	24.0%	23.2%	28.1%	25.1%	22.2%	27.6%
Underemployed workers	513,397	25,713	86,204	36,136	126,210	37,615	8,798
Unemployed	115,076	7,365	19,493	7,039	25,381	10,121	2,887
Available labor pool	628,473	33,078	105,697	43,175	151,591	47,736	11,685
	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile	
Labor force	186,485	124,231	316,005	141,250	312,665	184,056	
Employed	176,617	118,173	297,201	133,190	296,729	172,983	
Underemployment rate	28.7%	30.6%	24.5%	22.2%	24.0%	25.2%	
Underemployed workers	50,671	36,208	72,725	29,595	71,215	43,540	
Unemployed	9,868	6,058	18,804	8,060	15,936	11,073	
Available labor pool	60,539	42,266	91,529	37,655	87,151	54,613	

Note: Rounding errors may be present. Based on April 2015 labor force data and 2014 underemployment rates.

Source: Center for Business and Economic Research, The University of Alabama and Alabama Department of Labor.

Alabama Unemployment Rate

Figure A.1 Alabama Unemployment Rate



Source: Alabama Department of Labor.

Table A.9 Industry Mix (Second Quarter 2014)

Industry by 2-digit NAICS Code	Total Employment	Share	Rank	Average Monthly Wage	Average Monthly New Hire Earnings
11 Agriculture, Forestry, Fishing and Hunting	11,492	0.64%	19	\$2,807	\$2,365
21 Mining	7,236	0.40%	20	\$6,196	\$5,173
22 Utilities	20,858	1.15%	16	\$5,725	\$3,610
23 Construction	76,485	4.23%	9	\$3,546	\$3,286
31-33 Manufacturing	254,575	14.08%	1	\$4,185	\$2,932
42 Wholesale Trade	73,009	4.04%	10	\$4,420	\$3,559
44-45 Retail Trade	230,206	12.74%	3	\$2,085	\$1,532
48-49 Transportation and Warehousing	59,268	3.28%	12	\$3,344	\$2,829
51 Information	23,393	1.29%	15	\$4,212	\$3,132
52 Finance and Insurance	71,062	3.93%	11	\$4,725	\$3,339
53 Real Estate and Rental and Leasing	23,557	1.30%	14	\$3,082	\$2,367
54 Professional, Scientific, and Technical Services	95,340	5.27%	7	\$5,299	\$4,273
55 Management of Companies and Enterprises	16,518	0.91%	18	\$4,211	\$3,074
56 Administrative and Support and Waste Management and Remediation Services	111,037	6.14%	6	\$2,013	\$1,917
61 Educational Services	167,087	9.24%	5	\$3,132	\$1,621
62 Health Care and Social Assistance	242,009	13.39%	2	\$3,195	\$2,349
71 Arts, Entertainment, and Recreation	18,616	1.03%	17	\$1,692	\$1,235
72 Accommodation and Food Services	169,235	9.36%	4	\$1,216	\$1,031
81 Other Services (Except Public Administration)	45,494	2.52%	13	\$2,622	\$1,959
92 Public Administration	90,983	5.03%	8	\$3,255	\$2,007
ALL INDUSTRIES	1,807,460	100.00%		\$3,204	\$2,196

Note: Rounding errors may be present.

Source: Alabama Department of Labor and U.S. Census Bureau.

Alabama Employment Distribution

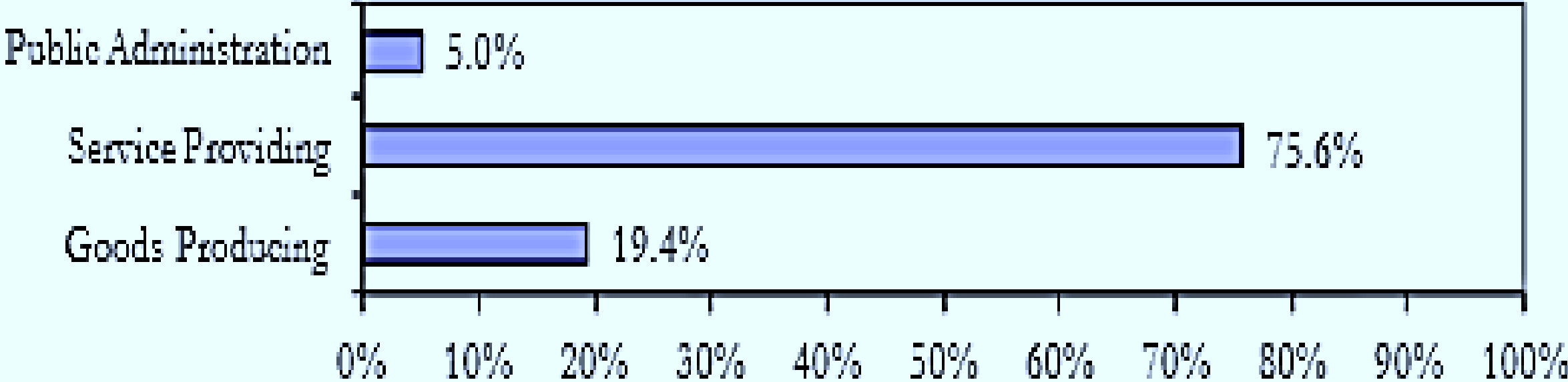


Table A.13 Selected Sharp-Declining Occupations (Base Year 2012 and Projected Year 2022)

Occupation	Employment		Net Change	Percent Change
	2012	2022		
Farmers, Ranchers, and Other Agricultural Managers	31220	26250	-4970	-16
Meat, Poultry, and Fish Cutters and Trimmers	13140	11750	-1390	-11
Postal Service Mail Carriers	4910	3600	-1310	-27
Sewing Machine Operators	3740	2740	-1000	-27
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	2430	1840	-590	-24
Data Entry Keyers	2210	1710	-500	-22
Postal Service Mail Sorters, Processors, and Processing Machine Operators	1320	930	-390	-30
Postal Service Clerks	1020	700	-320	-32
Paper Goods Machine Setters, Operators, and Tenders	2340	2060	-280	-12
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	1030	780	-250	-24
Switchboard Operators, Including Answering Service	1730	1490	-240	-14
Textile Bleaching and Dyeing Machine Operators and Tenders	520	320	-200	-39
Fallers	480	290	-190	-40
Computer Operators	1060	890	-170	-16
Slaughterers and Meat Packers	700	560	-140	-19
Word Processors and Typists	590	450	-140	-23
Office Machine Operators, Except Computer	1220	1090	-130	-11
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	730	600	-130	-17
Meter Readers, Utilities	770	660	-110	-14
Roof Bolters, Mining	530	420	-110	-21

Note: Employment data are rounded to the nearest 10.

Source: Alabama Department of Labor and Center for Business and Economic Research, The University of Alabama.

Workforce Development Region 2

Demographic Trends



Table A.4 Population by Workforce Development Region

	1990 Census	2000 Census	2010 Census	2014 Estimate	Change 2000-2010	Percent Change	Change 2010-2014	Percent Change
WDR 1	242,537	265,033	268,440	267,138	3,407	1.3	-1,302	-0.5
WDR 2	633,982	731,532	834,844	860,348	103,312	14.1	25,504	3.1
WDR 3	247,125	268,208	293,927	299,780	25,719	9.6	5,853	2.0
WDR 4	940,268	1,031,412	1,105,132	1,121,266	73,720	7.1	16,134	1.5
WDR 5	405,276	424,451	436,254	430,028	11,803	2.8	-6,226	-1.4
WDR 6	113,715	108,746	100,871	95,911	-7,875	-7.2	-4,960	-4.9
WDR 7	340,702	381,592	409,389	407,414	27,797	7.3	-1,975	-0.5
WDR 8	206,852	237,250	259,775	278,128	22,525	9.5	18,353	7.1
WDR 9	610,415	678,997	727,145	742,686	48,148	7.1	15,541	2.1
WDR 10	299,715	319,879	343,959	346,678	24,080	7.5	2,719	0.8
Jefferson County	651,525	662,047	658,466	660,793	-3,581	-0.5	2,327	0.4
Mobile County	378,643	399,843	412,992	415,123	13,149	3.3	2,131	0.5
Alabama	4,040,587	4,447,100	4,779,736	4,849,377	332,636	7.5	69,641	1.5
United States	248,709,873	281,421,906	308,745,538	318,857,056	27,323,632	9.7	10,111,518	3.3

Source: Center for Business and Economic Research, The University of Alabama and U.S. Census Bureau.

Racial Makeup – WDR 2

Race/Ethnicity	2014 Population	2019 Population	Change	% Change	2014 % of Cohort
White, Non-Hispanic	651,406	663,673	12,267	2%	74.97%
Black, Non-Hispanic	118,222	125,491	7,269	6%	13.61%
White, Hispanic	53,611	61,423	7,812	15%	6.17%
Two or More Races, Non-Hispanic	16,466	18,426	1,960	12%	1.89%
Asian, Non-Hispanic	12,314	13,749	1,435	12%	1.42%
American Indian or Alaskan Native, Non-Hispanic	6,590	6,893	303	5%	0.76%
Black, Hispanic	3,335	3,848	513	15%	0.38%
American Indian or Alaskan Native, Hispanic	2,813	3,272	459	16%	0.32%
Two or More Races, Hispanic	1,941	2,324	383	20%	0.22%
Native Hawaiian or Pacific Islander, Hispanic	1,164	1,353	189	16%	0.13%
Native Hawaiian or Pacific Islander, Non-Hispanic	610	697	87	14%	0.07%
Asian, Hispanic	475	543	68	14%	0.05%
Total	868,947	901,692	32,745	4%	100.00%

Age Cohorts – WDR 2

Age Cohort	2014 Population	2019 Population	Change	% Change	2014 % of Cohort
Under 5 years	53,908	58,223	4,315	8%	6.20%
5 to 9 years	55,626	54,770	-856	-2%	6.40%
10 to 14 years	58,381	59,075	694	1%	6.72%
15 to 19 years	56,493	60,379	3,886	7%	6.50%
20 to 24 years	55,852	55,025	-827	-1%	6.43%
25 to 29 years	56,582	59,084	2,502	4%	6.51%
30 to 34 years	56,196	58,376	2,180	4%	6.47%
35 to 39 years	52,225	56,980	4,755	9%	6.01%
40 to 44 years	55,563	51,950	-3,613	-7%	6.39%
45 to 49 years	61,893	56,344	-5,549	-9%	7.12%
50 to 54 years	64,977	61,304	-3,673	-6%	7.48%
55 to 59 years	60,276	63,820	3,544	6%	6.94%
60 to 64 years	52,042	58,949	6,907	13%	5.99%
65 to 69 years	43,396	49,295	5,899	14%	4.99%
70 to 74 years	32,824	38,986	6,162	19%	3.78%
75 to 79 years	23,742	27,498	3,756	16%	2.73%
80 to 84 years	15,862	17,452	1,590	10%	1.83%
85 years and over	13,109	14,182	1,073	8%	1.51%
Total	868,947	901,692	32,745	4%	100.00%

Region 2 Industry Projections vs. College Major Choices

Largest, Highest Paying, & Fastest Growing
Industries



Career Readiness – Middle Skills Gap

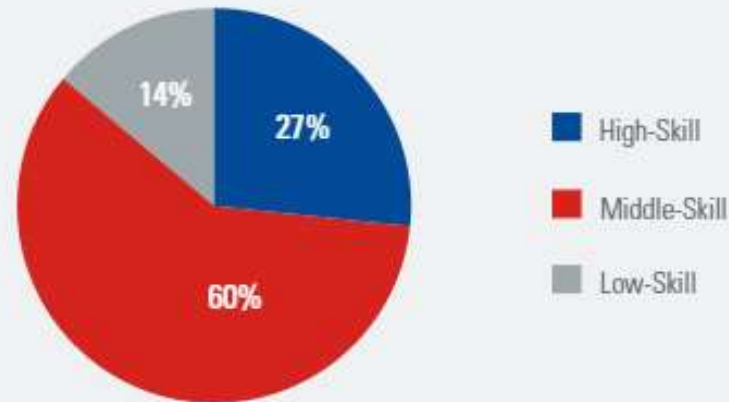
Alabama's Forgotten Middle

Middle-skill jobs, which require education beyond high school but not a four-year degree, make up the largest part of America's and Alabama's labor market. Key industries in Alabama are unable to find enough sufficiently trained workers to fill these jobs.

Demand for Middle-Skill Jobs is Strong

Sixty percent of all jobs in 2012 were middle-skill.

Jobs by Skill Level, Alabama, 2012



Source: NSC analysis of Bureau of Labor Statistics Occupational Employment Statistics by State, May 2012.



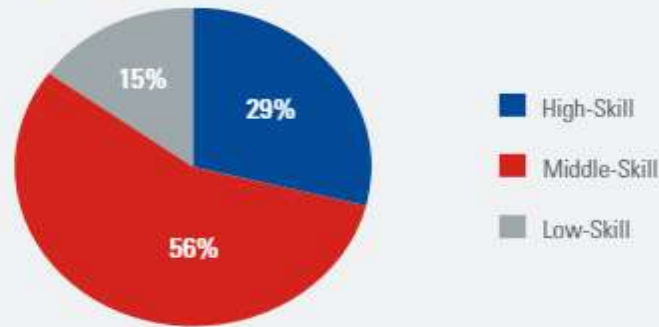
NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy.

Career Readiness – Middle Skills Gap

Demand for Middle-Skill Jobs Will Remain Strong

Between 2010-2020, 56 percent of job openings will be middle-skill.

Job Openings by Skill Level, Alabama, 2010-20

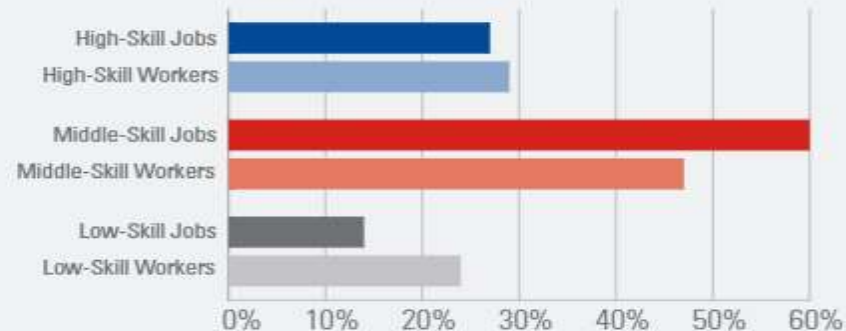


Source: NSC analysis of long-term occupational projections from state labor/employment agency.

A Middle-Skill Gap

Middle-skill jobs account for 60 percent of Alabama's labor market, but only 47 percent of the state's workers are trained to the middle-skill level.

Jobs and Workers by Skill Level, Alabama, 2012



Source: NSC analysis of Bureau of Labor Statistics Occupational Employment Statistics by State, May 2012 and American Community Survey data, 2012.



NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy.

What are they taking?

Choices of All Undergrads enrolled in AL Public 2YR Colleges

Rank	Occupation	Change in Jobs (2013-2023)
1	Computer Occupations	3,101
2	Food and Beverage Serving Workers	2,393
3	Health Diagnosing and Treating Practitioners	2,367
4	Information and Record Clerks	2,156
5	Retail Sales Workers	2,021
6	Health Technologists and Technicians	1,934
7	Construction Trades Workers	1,839
8	Other Personal Care and Service Workers	1,767
9	Secretaries and Administrative Assistants	1,543
10	Nursing, Psychiatric, and Home Health Aides	1,445
11	Preschool, Primary, Secondary, and Special Education School Teachers	1,263
12	Building Cleaning and Pest Control Workers	1,258
13	Business Operations Specialists	1,214
14	Material Moving Workers	1,201
15	Other Installation, Maintenance, and Repair Occupations	1,182
16	Engineers	1,078
17	Other Healthcare Support Occupations	1,045
18	Financial Clerks	914
19	Cooks and Food Preparation Workers	876
20	Assemblers and Fabricators	869
21	Other Production Occupations	832
22	Metal Workers and Plastic Workers	823
23	Motor Vehicle Operators	758
24	Top Executives	732
25	Other Management Occupations	681
26	Other Office and Administrative Support Workers	679
27	Sales Representatives, Services	672
28	Counselors, Social Workers, and Other Community and Social Service Specialists	609
29	Financial Specialists	541
30	Supervisors of Sales Workers	520

Rank	Workforce Development Region 2 - 2YR Colleges	# Undergrads
1	General Studies.	8,350
2	Undeclared/Not Reported.	2,191
3	Registered Nursing/Registered Nurse.	1,114
4	Business Administration and Management, General.	738
5	Manufacturing Engineering Technology/Technician.	621
6	Computer and Information Sciences, General.	517
7	Liberal Arts and Sciences/Liberal Studies.	386
8	Physical Therapy Technician/Assistant.	300
9	Child Care and Support Services Management.	242
10	Medical/Clinical Assistant.	222
11	Administrative Assistant and Secretarial Science, General.	192
12	Emergency Medical Technology/Technician (EMT Paramedic).	184
13	Licensed Practical/Vocational Nurse Training.	165
14	Industrial Mechanics and Maintenance Technology.	157
15	Salon/Beauty Salon Management/Manager.	138
16	Welding Technology/Welder.	130
17	Design and Visual Communications, General.	124
18	Culinary Arts/Chef Training.	105
19	Dental Assisting/Assistant.	105
20	Tool and Die Technology/Technician.	104
21	Criminal Justice/Police Science.	93
22	Industrial Electronics Technology/Technician.	83
23	Diagnostic Medical Sonography/Sonographer and Ultrasound Technician.	82
24	Clinical/Medical Laboratory Technician.	77
25	Radiologic Technology/Science - Radiographer.	76
26	Drafting and Design Technology/Technician, General.	76
27	Dental Hygiene/Hygienist.	75
28	Health Information/Medical Records Technology/Technician.	73
29	Business/Commerce, General.	72
30	Engineering Technology, General.	69
31	Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician.	65
32	Automotive Engineering Technology/Technician.	65
33	Surgical Technology/Technologist.	63
34	Music, Other.	53
35	Office Management and Supervision.	52



SOURCE: Alabama Statewide Student Database

Workforce Dev. Region 2 includes: Cullman, DeKalb, Jackson, Limestone, Madison, Marshall, and Morgan.

What are they taking?

Choices of All Undergrads enrolled in AL Public 4YR Colleges

Rank	Occupation	Change in Jobs (2013-2023)
1	Computer Occupations	3,101
2	Food and Beverage Serving Workers	2,393
3	Health Diagnosing and Treating Practitioners	2,367
4	Information and Record Clerks	2,156
5	Retail Sales Workers	2,021
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9	Secretaries and Administrative Assistants	1,543
10	Nursing, Psychiatric, and Home Health Aides	1,445
11	Preschool, Primary, Secondary, and Special Education School Teachers	1,263
12	Building Cleaning and Pest Control Workers	1,258
13	Business Operations Specialists	1,214
14	Material Moving Workers	1,201
15	Other Installation, Maintenance, and Repair Occupations	1,182
16	Engineers	1,078
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Rank	Workforce Development Region 2 - 4YR Colleges	# Undergra
1	Undeclared/Not Reported.	1,959
2	Business Administration and Management, General.	1,132
3	Registered Nursing/Registered Nurse.	842
4	Biology/Biological Sciences, General.	810
5	Computer and Information Sciences, General.	726
6	Elementary Education and Teaching.	672
9	Mechanical Engineering.	437
10	General Studies.	412
16	Electrical and Electronics Engineering	231
26	Civil Engineering, General.	167
30	Biomedical Sciences, General.	143
39	Industrial Engineering.	79
41	Computer Engineering, General.	78
42	Sociology.	76
46	Health/Health Care Administration/Management.	73
48	Health/Medical Preparatory Programs, Other.	71

SOURCE: Alabama Statewide Student Database Workforce Development Region 2 includes: Cullman, DeKalb, Jackson, Limestone, Madison, Marshall, and Morgan counties.

Projected (2013-2023) Fastest Growing Occupations vs. Degree Choices of All Undergrads enrolled in AL Public 2YR Colleges

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1	Computer Occupations	3,101
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Bachelor

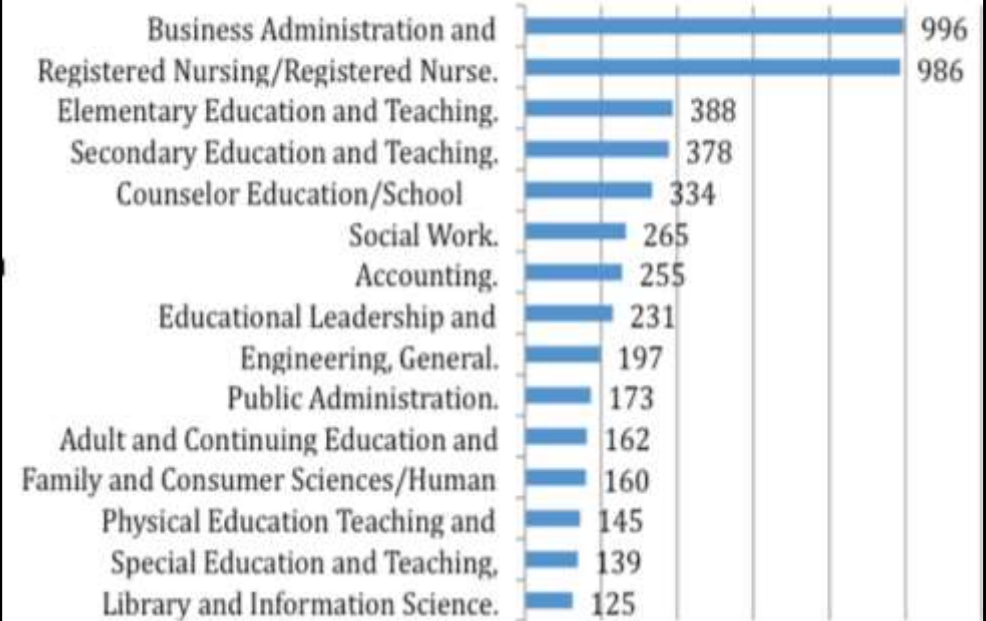


Completed Degrees

4 Year Institutions

2012-2013

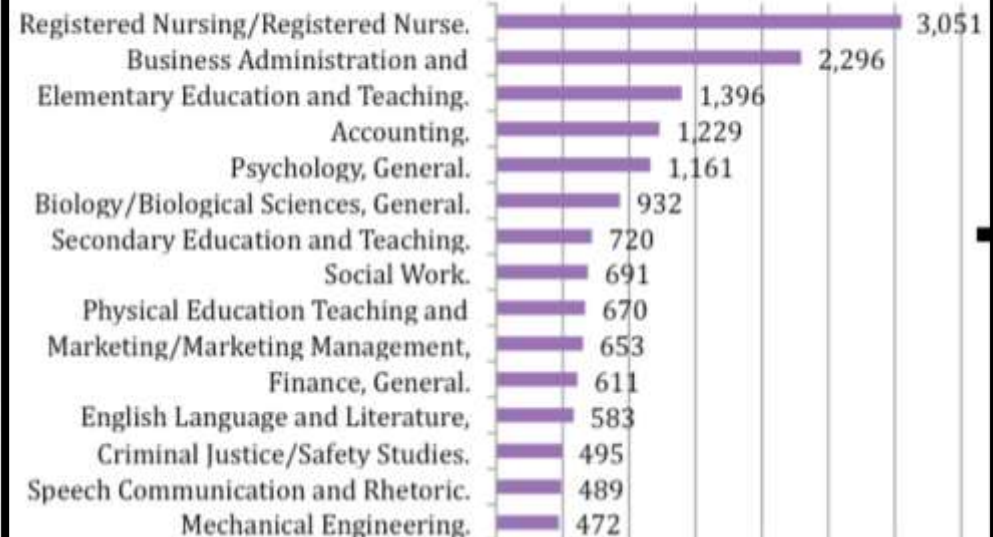
Master



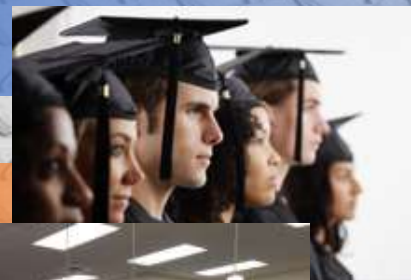
Doctoral



State Totals



Understand the Challenges



Understand the Challenges

- More than 1 in 6 Alabamians live in poverty. 17.5 percent of Alabamians live below the federal poverty line, which is \$21,954 in household earnings for a family of four
- 1 in 4 children in Alabama live in poverty
- The gap between Alabama's richest and poorest is the second largest in the nation.

<http://alabamapossible.org>



Understand the Challenges

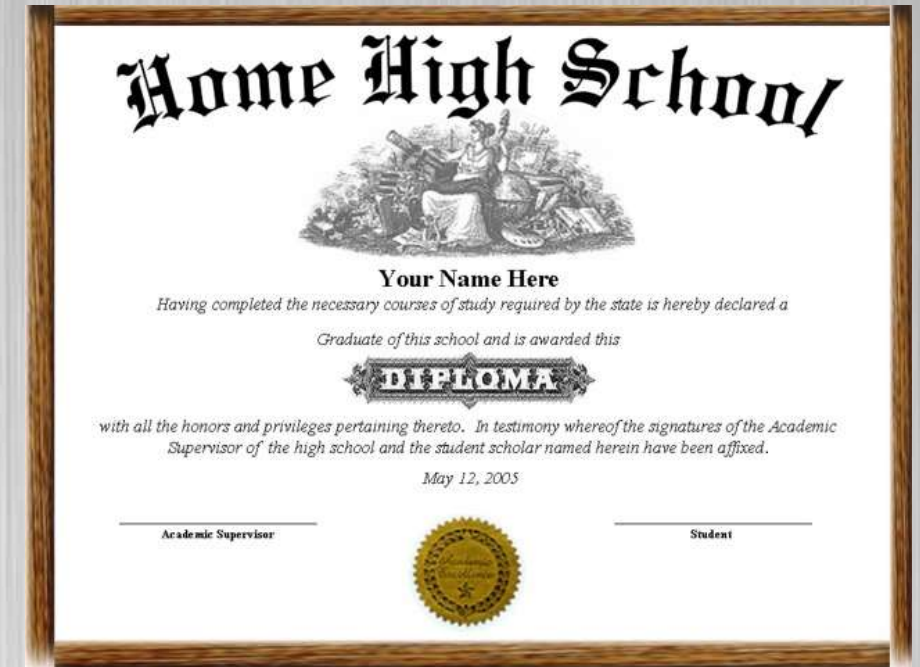
- Alabama ranks 42nd in the nation in per capita income. Nearly 60 percent of that wage gap can be attributed to our high school drop out rate, which was 41.4 percent in 2007
- Alabama is the second most obese state in the country and has the fourth highest rate of diabetes among adults.
- 2nd hungriest state in the nation and 25 percent of Alabamians experienced food hardship in 2010.

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Understand the Challenges

- Alabama Public School Students in Poverty (qualify for reduced or free lunches): 72%
- Individuals with a high school diploma: 82.1%



Understand the Challenges

- Individuals with a four year college degree: 23.3%
- Teens ages 16 to 19 not attending school and not working: 10%
- Percent of college students with debt: 54%



Understand the Challenges

- 4.8 million – Alabama's population
- 32,500 – Alabama citizens currently incarcerated in the State Prison System
- 479,000 - Working age adults in Alabama without high school credentials



Understand the Challenges

- 459,000 - Underemployed Alabamians
- 790,000 – Job openings in Alabama between now and 2020
- 50% - Workers eligible to retire TODAY!
- 114,533 / 2020; 218,904 / 2030 – projected worker shortfall in Alabama



Understand the Challenges

- Skills Gap
- Retirement Bubble
- Need Skilled Trades People
- Need Workers with Soft Skills



Skills Gap Indexes (2008-2018)

Skill	Total Openings (Projected Demand)	Replacement Index	Skills Gap Index
Reading Comprehension	36,815	61	100
Active Listening	36,730	62	97
Critical Thinking	33,390	61	94
Active Learning	29,920	61	91
Speaking	29,290	61	89
Coordination	28,650	61	86
Monitoring	26,490	61	83
Instructing	26,285	61	80
Writing	25,955	61	77
Time Management	24,730	60	74
Learning Strategies	23,790	61	71
Social Perceptiveness	21,990	60	69
Service Orientation	19,375	59	66
Persuasion	18,055	62	63
Judgment and Decision Making	17,540	62	60
Complex Problem Identification	16,520	60	57
Mathematics	15,015	61	54
Equipment Selection	12,735	61	51

Skills Gap Indexes (2008-2018)

Skill	Total Openings (Projected Demand)	Replacement Index	Skills Gap Index
Equipment Selection	12,735	61	51
Troubleshooting	8,805	61	49
Negotiation	9,320	67	46
Equipment Maintenance	7,755	61	43
Management of Personnel Resources	8,835	69	40
Installation	6,285	59	37
Repairing	4,675	60	34
Operations Analysis	4,410	61	31
Quality Control	4,385	62	29
Management of Financial Resources	5,230	70	26
Operation Monitoring	5,210	69	23
Systems Evaluation	3,535	58	20
Operation and Control	4,585	64	17
Science	3,245	61	14
Systems Analysis	2,620	53	11
Technology Design	2,430	58	9
Management of Material Resources	2,950	73	6
Programming	605	50	3

Expected Worker Shortfall

Alabama's job growth is projected to be faster than labor force growth. From a 2012 base, worker shortfalls of 147,460 and 215,844 for 2022 and 2030 respectively are expected (Table A.18). The state must therefore focus on worker skills and the projected shortfalls as the top priorities through 2030. Worker shortfalls for critical occupations will also need to be addressed through 2030.

Table A.18 Expected Worker Shortfall

	2012-2022	2012-2030
Total population growth (percent)	6.9	11.4
Age 20-64 population growth (percent)	2.0	2.6
Job growth (percent)	9.8	14.1
Worker shortfall (percent)	7.8	11.4
Worker shortfall (number)	147,460	215,844

Source: Center for Business and Economic Research, The University of Alabama.

What are the Solutions?

K-12, 2-Year Community Colleges, 4-Year Colleges,
Training....



What K-12 Solutions?

- K-12 Strategic Plan 2020 which seeks to increase the Quantity and Quality of our graduates
- Promote CTE, Industry Credentials, Leadership, Career Awareness
- Steer students to make smart decisions about college and career
- Collaboration between Business and Industry and Education



What 2-Year College Solutions?



- Dual Enrollment, Apprenticeships, Internships
- Promote CTE, Industry Credentials, Leadership, Career Awareness
- Steer students to make smart decisions about college and career
- Collaboration between Business and Industry and Education

What 4-Year College Solutions?

- Hands-on opportunities
- Internships
- Change student interests / Promote available job opportunities
- Deal with skyrocketing costs



What Training Solutions?

- Ready To Work (ACCS)
- Workforce Skills (Soft Skills/AIDT)
- Manufacturing Fundamentals (AIDT)
- AIDT Preemployment Training
- Adult Education (ACCS)





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- *Werner Von Braun*

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QUESTIONS?

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