

Alabama Workforce Professional Development Certification

Final Project

Region 10

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Current State of the Workforce (Region 10)

- Within Region 10 there are two primary vertical markets:
 - Healthcare
 - Manufacturing
- Courses available through the Alabama Community College System within Region 10 that address the Healthcare & Manufacturing vertical markets include:
 - **Healthcare (credit)**: Associate Degree Nursing (ADN), Diagnostic Medical Sonography, Emergency Medical Services, Practical Nursing, Medical Assisting, Medical Transcription, Phlebotomy, Physical Therapy Assistant (PTA), Radiologic Technology (RAD), Respiratory Therapist (RPT), Surgical Technology, Therapeutic Massage Therapy.
 - **Healthcare (noncredit/con-ed)**: Advanced Cardiac Life Support, Certified Nurse Assistant (CNA), Dental Assistant, ECG, Ophthalmic Assistant, Pediatric Advanced Life Support, Professional Medical Coding.

Current State of the Workforce (Region 10) (cont.)

- **Manufacturing (credit)**: Air Conditioning/Refrigeration (ACR), Automotive Technology (ASE), Aviation (A&P, electronics, etc.), Business Technologies (accounting, business computer applications, office administration, supervisory management), Cabinetmaking, Carpentry, Computer Information Science (CIS), Drafting and Design Technology, Electrical Technology (residential, commercial, electronics), Industrial Systems Technology, Nuclear Technology, Plumbing, Welding.
- **Manufacturing (noncredit/con-ed)**: Business Services/Strategic Management, Customized Courses (customer specific), Engineering and Technical Services, Environmental Safety and Health, Human Resources and Organizational Development, Industrial Maintenance, Information Technology (IT), Lean Manufacturing, Manufacturing Systems, Plumbing, Quality Systems.

Current State of the Workforce (Region 10)

- Strengths of Regional Stakeholders
 - Strong ties to the community
 - Accessibility of decision makers
 - Diversity (size, markets, products, processes, etc.)
- Perceived Weaknesses Hindering Execution
 - Economic factors
 - Small pool of skilled potential employees (region)
 - Lack of diversity (cultural, management, experience)

Business & Industry Reported Skills Gaps and Requested Programs

Soft Skills Gaps (always found) 31 Businesses Responded	Hard Skills Gaps (always found) 31 Businesses Responded
52% effective communications & conflict resolution	37% programmable logic controllers (PLCS) and electrical system installation and maintenance
48% problem solving and leadership skills	33% basic electricity and electronics
44% basic supervisory skills and EHS	28% electronic and mechanical drive systems (speed and torque control)

Business & Industry Reported Skills Gaps and Requested Programs

Soft Skills Training Suggested	Hard Skills Training Suggested
<ul style="list-style-type: none">• Supervisory training• Lean manufacturing training• Communication and problem solving• Work ethics• Customer service training• Time management• Teamwork/team building• Math skills• Basic computer skills (keyboarding)	<ul style="list-style-type: none">• CAD/CAM design and development• Robotics• Class A driver training• PLC/automation• Office administration• Electronics, hydraulics, and pneumatics• Tool and die• Sterile procedures• ACLS

Other Issues Impacting Business & Industry in Region 10

Respondents indicated the following issues that impact their ability to find and hire qualified workers:

- Economy
- High turnover rates
- Extended Unemployment Compensation (UC)
- Governmental entitlement programs
- Lack of skilled welders
- K-12 not being involved in CTE
- Lack of computer skills

Alabama Workforce Training System Solutions to Close the Gaps

- It is clear after analysis that employers within Region 10 are unaware of current offerings from the Alabama Community College System.
- Partners within the Region will have to do a better job in informing existing business and industry of programs that are currently available to meet their needs.

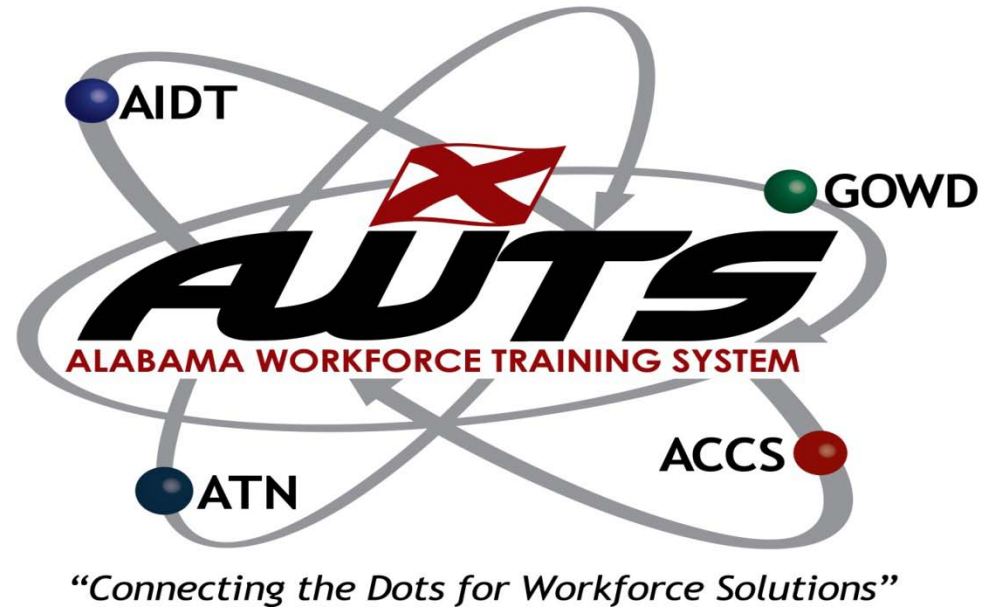
Processes and Findings Summary

Partners within Region 10 currently offer programs and training to cover most of what the employers are requesting.

Over the past year, we have learned, through professional development and first-hand experience, that increased partnerships between the community colleges and the Alabama Technology Network can more effectively meet the local demands of our two primary vertical markets as well as other business sectors.

It is incumbent on the partners to effectively communicate our abilities to the regional stakeholders.

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Questions?