

Alabama Workforce Professional Development Certification

Final Project

Region 3

Presented by: David Cooper, Margie
Falls, and Dave Rodgers

Current State of the Workforce (Region 3)

- ❑ Prime Vertical Markets
 - Manufacturing

- ❑ ATN/Bevill State/Shelton State Current Training Programs:
 - Industrial Maintenance
 - Lean
 - Quality
 - Environmental, Health, and Safety
 - Information Technology
 - Engineering Services
 - Leadership/Supervisory Development
 - Human Resources and Business Services
 - Customer Service
 - Business Communication
 - ServSafe® Food Safety Training
 - Calibration Awareness
 - Computer Applications
 - Truck Driver Training
 - Ready To Work
 - Geographical Information Systems (GIS)

Current State of the Workforce (Region 3)

- Strengths of Regional Stakeholders
 - Experienced individuals/teams who serve as the training providers in TEBI/ATN
 - Strong Manufacturing Segment
 - Great Educational Assets
 - Leadership
 - Good representation from a variety of business and industry
 - Diverse workforce with good work ethics
- Perceived Weaknesses Hindering Execution
 - Equipment & Lab Space for customized training (Shelton State) –Resources
 - Companies lack training funds
 - Business not aware of training offered or can be customized
 - Better understanding within the college of the role of workforce development (Corporate Training/TEBI/ATN) and how they serve the college and community
 - Communication and outreach and more effective collaboration between business and industry, secondary, and post-secondary.
 - Funding to expand existing programs and develop new programs in more areas of the region
 - Multiple organizations competing for workforce dollars, not enough public relations to let businesses know about the availability of different types of training.

Business & Industry Reported Skills Gaps and Requested Programs

- Skilled Workforce – Precision measurements, Reading, Computer skills, Basic Math Skills, Technical Math, Technical Certifications
- Hiring Gaps – matching skill sets of the potential hire to the skill sets of those needed for the job.
- Multi-craft Maintenance Technicians & Welders/Fitters
- Internships
- Ready To Work +
- Customer Service
- Career Tech Instructors
- Limited Specialized Training
- Leadership & Supervisory Skills

Other Issues Impacting Business & Industry in Region 3

- Rural areas- not enough available workforce
- Not enough skilled workers and maintenance technicians
- Demand from Mississippi companies
- High turnover due to skills gap and demand and skill to job match (WorkKeys[®])
- Drug Testing/Background Screening
- Lack of Transportation
- Lack of Affordable Childcare

Alabama Workforce Training System

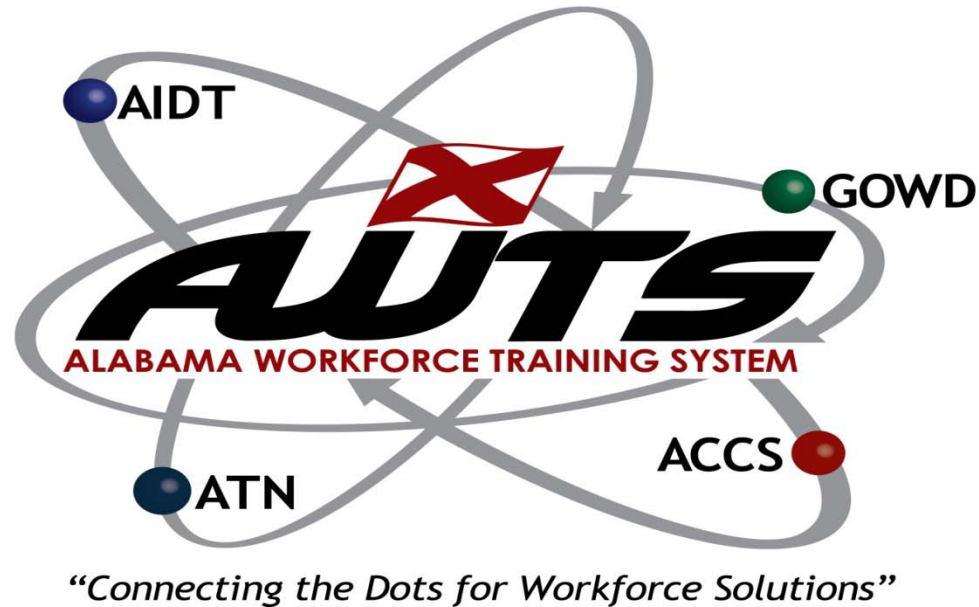
Solutions to Close the Gaps

- Need to provide background checks/drug screening (remediation before training)
- Need to build on and promote Ready To Work programs with workforce and industry
- Need to market industrial maintenance programs and the high demand for workers in secondary schools
- Need to develop and market skilled production operator programs beyond Ready To Work
- Profiling and WorkKeys® for jobs to identify skills gaps & better match skills of candidate to job

Processes and Findings Summary

- High Demand for Skilled workers and Maintenance technicians
- Shelton State – available resources and space
- Improve alignment and communication with Ready To Work, Business and Industry, Career Readiness Certificates and Career Centers, and TEBI programs

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Questions?