

Alabama Workforce Professional Development Certification

Final Project

Region 2, Group 2

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Current State of the Workforce (Region 2, Group 2)

Prime Vertical Markets

- Manufacturing
- Poultry/Food

Current Training Programs

- Industrial Electricity
- Programmable Logic Controllers
- Hydraulics/Pneumatics
- Servo Motors
- Welding
- Industrial Refrigeration
- Project Management
- MS Office Suite
- Customer Service
- Diversity/Harassment
- Workplace Spanish
- Quickbooks
- CPR, CPRO, Adult & Pediatric First Aid, AED
- Emergency Responder
- Industrial Maintenance
- Testing
- Machine Tool Technology
- Forklift Training
- Fiber Optics Basic Training

Current State of the Workforce (Region 2, Group 2)

- Strengths of Regional Stakeholders
 - President and community presence
 - Heritage-oldest community college
 - Campus improvements, buildings and grounds
- Perceived Weaknesses Hindering Execution
 - Lack of qualified instructors or SME's
 - Current full time faculty teaching overload so not a resource for help
 - Competition with free or low cost training
 - State funding

Business & Industry Reported Skills Gaps and Requested Programs

- Basic reading and math, geometry and trig for one company
- Maintenance
 - Electrical, hydraulics, PLC, 2-year degree, prefer experience
- Welding and grinding
- CNC, lathe, wire & plunge, metal finishing, chrome
- Computer literacy (basic understanding)
- Blue print and tape measure reading
- Stable work history
- Work Ethic, willingness to work, accountability, time management
- Leadership for management
- Engineers with automotive experience
- Textile industry closings leaving large non-skilled labor force to retrain

Other Issues Impacting Business & Industry in Region 2

- Industries are so diverse, training needs are very different
- Employee turnover
- Some low paying
- People not interested in manufacturing jobs and many hire through temp agency
- Lack of high school education or GED
- Lack of people that can pass a drug screen
- Employees retiring with needed skills and none to replace them
- Applicant pool lacks skills

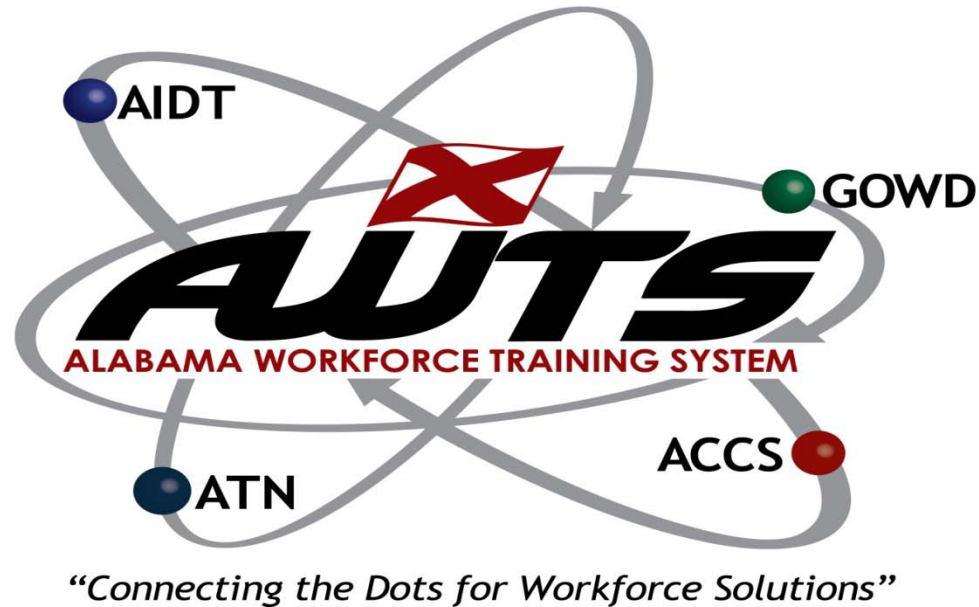
Alabama Workforce Training System Solutions to Close the Gaps

- Ready to Work
- More hands on curriculum, or applied learning
- Shared curriculum and instructors
- Additional staff to sell, deliver and talk shop
- Continue workforce development grants, very helpful, sometimes lack of understanding at the regional level
- More expert marketing strategies
- More info from business/industry on what programs/degrees to offer
- More dual enrollment with local high vocational schools

Processes and Findings Summary

- College capacity in the region are deficient in training Industrial Maintenance Technicians
- Work ethic is a huge issue
- Staffing needs at the college
- Expense of career tech programs and/or what to add
- Funding cuts/decreases to add new programs that have high start up costs unless there are grants available

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Questions?