



West Alabama uses ready-to-work program to develop long- and short-term talent pipeline

To address both long- and short-term workforce development plans, the West Alabama region came together to develop a holistic approach supported by ACT WorkKeys® solutions.

RESULTS:



82%

success rate

of ready-to-work graduates entering the workforce or college



Increase in enrollments

Career Technical Education students in City of Tuscaloosa Schools
900 in the 2014-15 school year to 1600 in the 2016-17 school year

WORKFORCE SOLUTIONS USED:



Ensuring a skilled workforce for thousands of job openings

THE BUSINESS CHALLENGE

Over the next 24 months, there will be 2,400 automotive jobs to be filled in West Alabama Workforce Region 3 — and that number is expected to grow to 21,000 jobs in manufacturing by 2030.

That is coupled with additional workforce data showing that 50% of the current workforce is eligible to retire.

The challenge lies in developing a skilled workforce to fill professional engineering, technician, and supervisory positions associated with the manufacturing cluster.

“

We are a proud participant in ACT Work Ready Communities along with our education, workforce and other employers. Together, we are united in leveraging our resources to a common problem and are all seeing the successful outcome of what we can accomplish working together.”

Nicole DuBose

Director of Training for Business and Industry, Shelton State Community College

WorkKeys® + NCRC® = Ready to Work

THE SOLUTION

Shelton State Community College had already seen success with their Ready to Work (RTW) program supported by ACT WorkKeys solutions.

A partnership between the high school, community college, chamber of commerce, and economic development chose to build on this five-week “boot camp” for training individuals by adding a quantitative system for predicting their long-term work readiness pipeline, building capacity in local high schools.

They also launched a series of hiring fairs, where individuals who had earned RTW completion certificates and ACT National Career Readiness Certificates (NCRCs) could be interviewed and hired. Finally, they developed an industry cluster approach in which groups of related industries collaborated to develop a shared workforce. skills that employers value.

Successful students

OUTCOMES

 **82% SUCCESS RATE OF READY-TO-WORK GRADUATES ENTERED THE WORKFORCE OR COLLEGE**

In the West Alabama region, 120 employers now recognize or recommend the ACT NCRC. During this period, five hiring fairs were held resulting in 900 new hires. This has led to reductions in training costs and time for both new and incumbent employees.

 **INCREASE IN ENROLLMENTS**

Increase of Career Technical Education students in City of Tuscaloosa Schools 900 in the 2014-15 school year to 1600 in the 2016-17 school year.

Increased student engagement leads to a better understanding of high-wage career opportunities and provides hands-on experience while addressing workforce needs in the region.

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Work Ready Communities helped us build an effective team that moved the needle in the right direction for West Alabama workforce development.”

Donny Jones

Chief Operating Officer for the West Alabama Chamber of Commerce

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Most of our students are focused on entering the workforce and earning family-sustaining wages. As area employers begin to better recognize and value the NCRC, our graduates are positioned for success.”

Nicole DuBose

Director of Training for Business and Industry, Shelton State Community College of Public Instruction

SEGMENT OVERVIEW

West Alabama Works is the primary workforce development organization in West Alabama Workforce Region 3. Together with partners throughout the region, they focus on three key strategies — long-term talent pipeline development, immediate hiring needs, and retooling and retraining.

“After I completed the Ready to Work program and my NCRC, I had four job offers. I took the one as Team Leader in Training with Phifer. I would recommend to others looking for career opportunities to earn an ACT NCRC.”

Shawn Anthony

Team Leader in Training, Phifer

ACT WORK READY COMMUNITIES



Alabama is proud to have numerous ACT Work Ready Communities, a collection of counties leveraging the NCRC to close the skills gap and strengthen their region's economy.

See what other counties are work ready at www.workreadycommunities.org.