Alignment Toolkit

Overview

September 19, 2019
What is alignment? What does alignment look like?
What is in this resource document?

Section 1: What is Alignment
Section 2: Alignment Partners
Section 3: Needs Assessment
Section 4: Alignment in Practice
Section 5: Conclusion
Section 6: Appendices
What is alignment?

- Coordinating education and workforce needs
- Multiple entry and exit points
- Seamless transition between one level and the next
- Efficiently move students from education to career
- An ongoing process to meet the demands of a changing economy
“Ensuring appropriate alignment with postsecondary and business and industry needs requires collaboration”

P. 8
Who needs to be at the table?

Figure 2 Key Alignment Partners

- K-12 Education
- Postsecondary Education (2-year and 4-year)
- Community and Economic Development
- State Government Agencies
- Business and Industry
- Trade Associations
Where to begin?? Needs Assessment

Figure 3 Needs Assessment Flowchart

- Needs Assessment
  - Need for New Program
    - Capacity to Add Now
    - Build Capacity to Add Later
  - Existing Program
    - Keep
    - Enhance/Revise
    - End
    - Overhaul
Needs Assessment Approaches

1) Needs Assessment Meeting
2) Needs Assessment Survey
3) Needs Assessment Interviews
Labor Market Information

Terminology

Where to find LMI and Education Data

How to Use the Data / Key Questions

• What are the largest industries in my region?
• What are the fastest growing jobs in my region?
• What are the highest paying jobs in my region?
• Where are people in my region commuting to and from for work?
• What are the current training and education levels of my community’s workforce?
• Where do the students from our high school(s) go after graduation?
In Practice

Multiple ways to put alignment into practice

• Aligned Strategy
• Dual enrollment
• Articulation
• Local pathways
• Building the interest pipeline

One pathway or initiative may involve several strategies.
Timber companies approached Costal Pines about starting a timber program but Costal Pines needed to ensure there were interested students to enter the program so they worked with local high schools to create a dual enrollment program that connects to summer hands-on experience and a technical degree in timber or a bachelors degree in forestry for those looking to continue on.
Dual Enrollment: Health Care at Fayette County Schools (p. 5-6)

Driving forces: industry partnerships, growing student interest, labor market information, and simplify process for employer to take on more students

Increase capacity by involving Southern Crescent to teach third level class
  - Third level course enrollment
    - 2015 – 52 students
    - 2019 – 333 students (registered)

Upon completion: high school credit, TCC, health care credential (CNA & other allied health)
Local Pathway: International Business in Troup County (p.39)

Driving force: nearly 40 international business in LaGrange / Troup County
No matter what part of the business students enter, knowledge of international concepts will impact their work
Infuse global awareness into all courses, but also a direct effort through local pathway
Worked with DOE to create pathway with the following 3 courses
  • Introduction to international business
  • Global awareness and Cultural Competency
  • International Business Concepts
Building the Pipeline: Roswell High School Construction (p. 16-17)

Driving force: booming construction industry in Metro Atlanta but limited interest in the pathway

Build interest in construction careers, increase enrollment in the construction pathway, and decrease the stigma of the career pathways by introducing the opportunities at a younger age. Students in the Roswell cluster start learning about construction careers in elementary school.
How to Use the Alignment Toolkit

✓ Perkins V
✓ Creating new programs
✓ Reviewing existing programs
✓ Strengthening career pathway efforts with post-secondary and employers
✓ Share the document, cases, charts, and appendices with partners
Appendices

A. Partner Worksheet
B. Sample Needs Assessment Meeting Agenda
C. Sample Needs Assessment Meeting Guide
D. Needs Assessment Evaluation Criteria
E. Exit Point
F. Labor Market Information Analyst Guide
G. Georgia Department of Education CTAE Division Industry Certification Checklist
H. Additional Articulation Information
Thanks!