

TALENT RETENTION &
20 | *The Alabama Summit* | 24
WORK-BASED LEARNING

Agenda

APRIL 8TH-10TH *Regions Field*



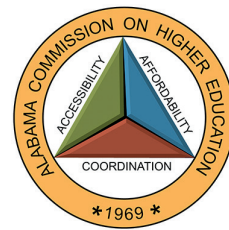
This year, I am continuing my commitment to make education and workforce participation top priorities in my administration, and I am reaffirming my dedication to advancing initiatives in support of these goals. Significant strides have been made, and we are pushing ahead to not just maintain the course, but to keep increasing our momentum. This conference highlights the progress of two initiatives that I am particularly proud of as they continue to flourish. The Alabama Office of Apprenticeship has spearheaded efforts to broaden the utilization of work-based learning opportunities and showcase the innovative programs already operating in our state. Meanwhile, the Fuel Alabama initiative is diligently promoting avenues to retain Alabama's post-secondary talent within our borders. Together, these initiatives are bolstering our workforce pipeline and strategically addressing the economic demands of our state. We are equipping our citizens with the tools to acquire essential skills while working to highlight Alabama as a prime location to work, live, and grow.

Kay Ivey

PRESENTING ORGANIZATIONS



SPONSORING ORGANIZATIONS



WBL PARTNERING ORGANIZATIONS



2024 Agenda

MONDAY, APRIL 8

12:00-12:30 PM	Lunch Buffet Served
12:30-2:00 PM	Presentation of the Colors Welcome EDPA AOA/WBL Seal of Excellence Panel
2:00-2:10 PM	Transition Break
2:10-2:50 PM	Breakout A
2:50-3:05 PM	Coffee Break
3:05-3:45 PM	Breakout B
3:45-3:55 PM	Transition Break
3:55-4:35 PM	Plenary: How to Succeed at Career Fairs Brandon Wright, UAB Audrey Ferguson, EDPA
4:35-4:45 PM	Wrap Up and Door Prizes

Breakout A

2:10-2:50 PM

Nick Moore
Ballroom

A Deeper Dive into Alabama's Talent Triad

Explore how the Alabama Talent Triad is connecting employers to job seekers through skills-based hiring.

Mia Toole
Pearl River

Alabama WBL Seal of Excellence Winner: The Birmingham Promise

Learn more about a successful high school, paid internship, facilitated by the city of Birmingham, connecting students to employers for real-world experience and connections.

Mary Ila Ward
Media Work Room

Horizon Point Consulting: Workforce Challenges and Solutions

This session will help agencies and employers re-think workforce needs and innovative solutions for the modern workplace.

Maria Underwood
Conference Room

Birmingham Bound: Selling a City to Already Established Professionals

Birmingham Bound is a program to retain founders who are currently operating in Birmingham, as well as founders who move to Birmingham and are in need of assistance with their transition over their first year in operation.

Dr. Ira Phillips
Party Suite 1

Ask the Experts: Ingram State Technical College

Share in open dialogue with the ISTC team about their registered apprenticeship for incarcerated individuals.

Stephanie Dolan
Party Suite 2

ACHE: Employment Outcomes from the Higher Education Perspective

Discussion with the Alabama Commission on Higher Education (ACHE) about the Employment Outcomes Report findings, demonstrating the value of public higher education in the state of Alabama.

Breakout B

3:05-3:45 PM

**Megan Carter and
Claire Williamson**
Ballroom

BMSS and Brasfield & Gorrie: Campus Recruiting, Retention & Beyond

Hear from successful company recruiters and how they engage - from start to finish - with interns and potential employees, measure successful retention and contribute to the growth of the employee.

Jeremy Knox
Pearl River

Alabama WBL Seal of Excellence Winner: Troy City Schools and Pike County Schools

Learn more about Alabama's first public school systems implementing an ADECE registered apprenticeship in First Class Pre-K, starting with dual enrollment and going all the way through a bachelor's degree certified teacher.

Hayley White
Media Work Room

Auburn University Facilities Management

Discover how Auburn University is training its own facilities management staff and meeting its workforce needs through registered apprenticeships, summer internships and outside-the-box campus tours.

**Kelsey Rush, Justice Smyth,
Kyle South and Liz Moore**
Conference Room

Value of Partnerships in Marketing a Vibrant Community for Students & Young Professionals

Learn from the Tuscaloosa-area experts the elements that make a community attractive to young professionals, including access to affordable housing, cultural amenities, recreational opportunities, and a thriving social scene.

Lindsay Jordan
Party Suite 1

Elmore County Technical Center

Catch a glimpse of career expos done right! Learn how ECTC's Employer Showcase connects students with employers in a targeted format that ties 15-minute sessions with employers to the students' CTE pathways.

**Kelli Morris and
Rachel Reid**
Party Suite 2

Ask the Experts: Calhoun Community College

Share in open dialogue with the Calhoun Community College team about their CoOp that has a huge employer reach and "articulation" agreements for the students to continue in the same CoOp with local universities.

2024 Agenda

TUESDAY, APRIL 9 / MORNING

8:00-9:00 AM

Breakfast Buffet

9:00-9:55 AM

Plenary: Youth Apprenticeship: Views from Other States

Glen Disque, Montana Registered Apprenticeship
Ryan Gensler, CareerWise USA
David Polk, Wisconsin Department of Workforce Development
Josh Laney, Alabama Office of Apprenticeship

9:55-10:05 AM

Transition Break

10:05-10:45 AM

Breakout C

10:45-11:00 AM

Coffee Break

11:00-11:40 AM

Breakout D

11:40-11:50 AM

Transition Break

Agenda continues on page 8

Breakout C

10:05-10:45 AM

Jay Brandrup
Ballroom

Kinetic: Building Culture and Perks to Align with the Needs of Young Professionals

This session explores tailoring employee benefits and perks to align with the preferences and priorities of young professionals that contribute to their long-term retention.

Nancy Messer
Pearl River

Bloom's Café

Explore a school-based enterprise, including practical experience for future educators teaching employability skills to their coworkers with special needs, in a restaurant built by CTE construction students.

Andy Roberts
Media Work Room

Gadsden State Community College

Hear from GSCC FAME students about how industry tours impacted their career pathways and informed their career choices.

Nathan Lombard
Conference Room

Redstone Federal Credit Union

Explore a school-based enterprise with high school students running operational branches of Redstone Federal Credit Union inside their schools.

Jessie Lynn
Party Suite 1

Dirt to Diva

Hear more about paid work experience for university students in the equine and entertainment industries--tied to their field of study, including marketing, business and music production.

**John Peinhardt and
Brandon Cummings**
Party Suite 2

Engaging Young Professionals in Civic Leadership

Hear from Rotaract Birmingham's Founder and its current President, discussing the "then and now" of engaging young professionals in civic engagement, leadership roles and community development projects, and how it contributes to their sense of belonging and investment in the local community.

Breakout D

11:00-11:40 AM

**Tom McNeal and
Jason Watters**
Ballroom

Alabama Power: How Being an 'Employer of Choice' Drives Success

The quest for exceptional employees goes beyond mere recruitment—it's about becoming an "employer of choice." Come learn what that means, why it matters and how your company or those you consult with can become one.

**Kelli Morris and
Rachel Reid**
Pearl River

Alabama WBL Seal of Excellence Winner: Calhoun Community College

Explore cooperative education that has a huge employer reach and "articulation" agreements for the students to continue in the same CoOp if they transfer to a local university.

Cindy Martin
Media Work Room

Bham Now: Leveraging Technology & Social Media to Connect Employers & Young Professionals

Explore the use of technology, such as digital platforms and networking apps, to connect employers with young professionals and recent graduates, facilitating talent retention and recruitment efforts across Alabama.

Juwan Withers
Conference Room

Chickasaw City Schools

Learn more about a K-12 school system using a youth apprenticeship to meet their own internal hiring needs for IT support specialists.

Brantley Fry
Party Suite 1

Southern Research: Building a Culture of Excellence in Recruiting and Retention

Explore strategies to innovate recruiting and increase employee retention for your organization. Learn how Southern Research reduced voluntary attrition from over 25% to less than 10% over the course of about two years.

Jeremy Knox
Party Suite 2

Ask the Experts: Troy City Schools and Pike County Schools

Share in an open dialogue with Alabama's first public schools implementing an ADECE registered apprenticeship in First Class Pre-K, starting with dual enrollment and going all the way through a certified BS degree.

2024 Agenda

TUESDAY, APRIL 9 / AFTERNOON

- 11:50 AM- 12:30 PM **Breakout E**
- 12:30-1:15 PM **Lunch Break**
- 1:15-2:00 PM **Plenary: The Role of Higher Education in Workforce Development**
William Filmore, Troy University
Dr. Allen Parrish, The University of Alabama
Steve Pelham, Auburn University
Miller Girvin, Economic Development Partnership of Alabama
- 2:00-2:30 PM **Presentation of Alabama Work-Based Learning Seal of Excellence by Governor Kay Ivey**
- 2:30-2:40 PM **Transition Break**
- 2:40-3:20 PM **Breakout F**
- 3:20-3:40 PM **Coffee Break**
- 3:40-4:20 PM **Plenary: National Advocacy Campaigns Around Workforce Development**
Danny Markstein, Markstein
- 4:20-4:30 PM **Wrap Up and Door Prizes**
- 6:00-9:00 PM **Networking Reception at The Fennec**
Heavy hors d'oeuvres, cocktails and live music

Breakout E

11:50 AM-12:30 PM

Corey Thomaston
Ballroom

Bank Independent: Encouraging Loyalty Through Clear Advancement Opportunities
Examine the role of succession planning and career progression frameworks in encouraging loyalty and long-term commitment among young professionals.

Anna Beard
Pearl River

Wallace State Community College Hanceville
"A Day in the Life": Diesel technology students exploring career pathways through job shadowing experiences within their industry.

Jeremy Doggette
Media Work Room

AM/NS Calvert
Learn more about an employer-run, registered apprenticeship that is growing and retaining their own talent, in partnership with Coastal Alabama Community College, where participants earn post-secondary credit.

Kim Newell
Conference Room

Huntsville Utilities
Hear more about an employer-run registered apprenticeship that is growing and retaining their own talent in six different occupations, while also utilizing high school CoOp and summer internships.

Kathryn Lanier
Party Suite 1

Southern Research: Leadership Initiative for Future Teachers (LIFT)
Hear more about an internship for undergraduate aspiring STEM teachers that exposes them to diverse student groups and STEM content, cultivates extensive leadership and provides non-profit experience.

Destiny Smith
Party Suite 2

Alabama Community College System: Innovation Center
Learn about the Innovation Center's swift, industry focused, non-credit career exploration programs.

Breakout F

2:40-3:20 PM

Kelsey Bickett and Emily Jerkins Hall
Ballroom

QuantHub: Building a Data Literate Workforce
Hear about QuantHub efforts to promote K12 data literacy education and how the new Data Scholars internship initiative will connect top Alabama students with employers to explore high-need careers in data science and AI.

Dr. Ira Phillips
Pearl River

Alabama WBL Seal of Excellence Winner: Ingram State Technical College
In this registered apprenticeship for diesel mechanics, participants earn real wages and work for a free-world employer, get their education from the college, and leave prison with a high paying permanent job.

Chris Busby and Shannon Allen
Media Work Room

Innovative Talent Attraction Strategies for Rural Areas
Explore innovative approaches to attract and retain talent in rural areas of Alabama, including remote work initiatives, community development projects and partnerships with local educational institutions.

Lauren Rast
Conference Room

UAB School of Physics: Magic City Data Collective
Learn more about a public-private partnership that equips students with the skills needed to excel in the data industry through a two-semester data workforce training program.

Mia Toole
Party Suite 1

Ask the Experts: The Birmingham Promise
Share in an open dialogue with The Birmingham Promise, a high school paid internship facilitated by the city of Birmingham, connecting students to employers for real world experience and connections.

Boyd Reid
Party Suite 2

Hop-In Technologies: Building Technology to Solve Systemic Workforce Problems
Using logistics software we address workforce challenges that impact recruitment and retention, Hop-In Technologies is all about making things easier for businesses and workers alike.

2024 Agenda

WEDNESDAY, APRIL 10

7:30-8:30 AM

Breakfast Buffet

8:30-9:15 AM

Plenary: The Value of Kindness at Work

Lawrence Sheffield, Manufacture Good

9:15-10:00 AM

Plenary: Outdoor Recreation as a Talent Attraction and Retention Tool

Scott Shipley, S20 Design
Charisse Stokes, Tidal IT Solutions

10:00-10:15 AM

Coffee Break

10:15-11:00 AM

Plenary: Emotional Intelligence in the Workplace

Olivia Childers Fons, Blankenship & Seay

11:00-11:45 AM

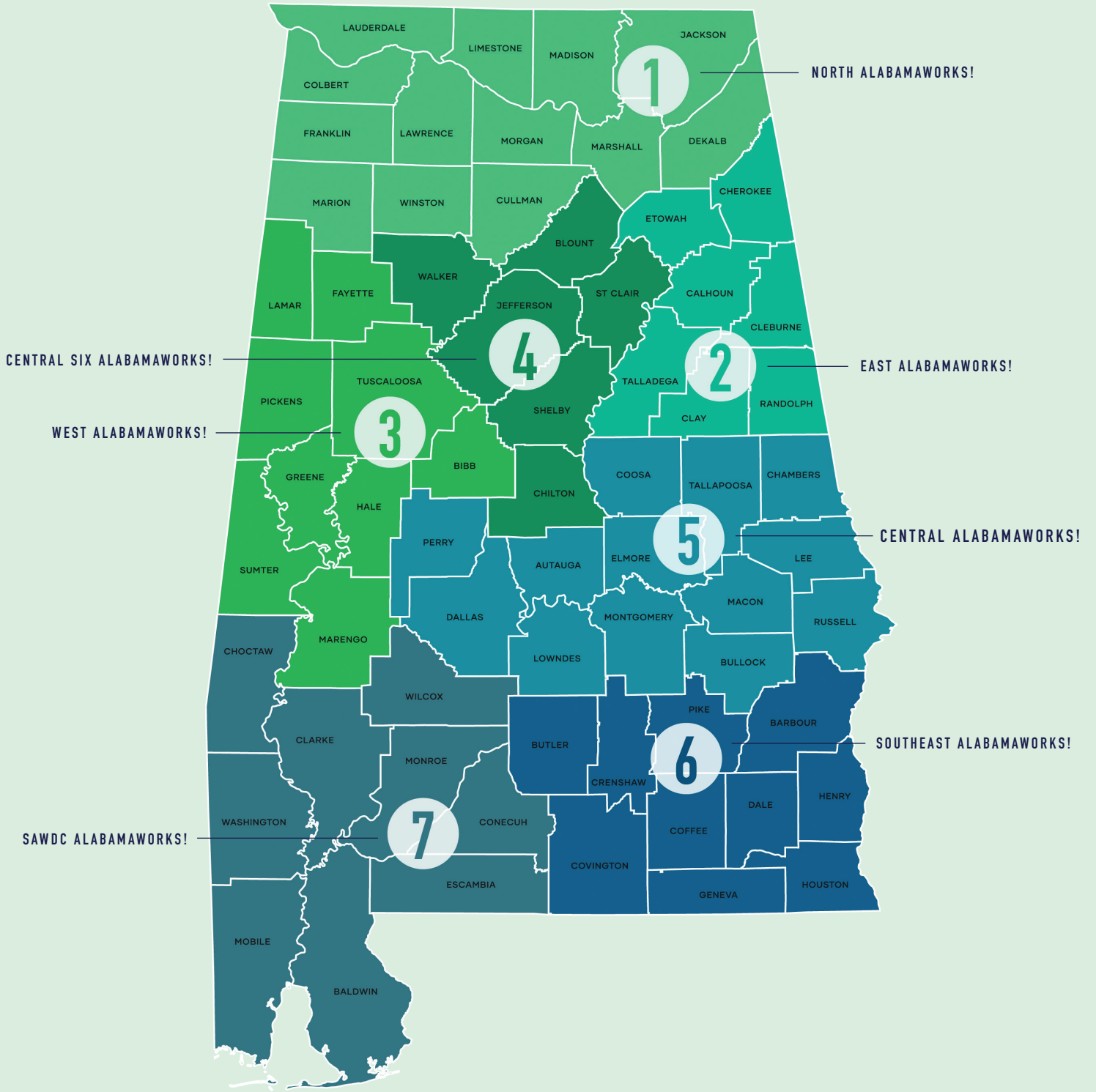
Plenary: Mentorship and Professional Development for Young Talent

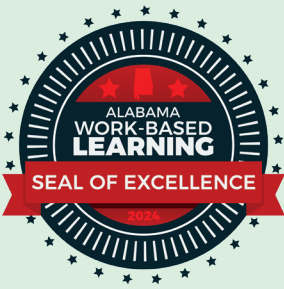
Carolyn Williams, EDPA

11:45 AM-12:00 PM

Wrap Up and Door Prizes

REGIONAL WORKFORCE MAP





WORK-BASED LEARNING SEAL OF EXCELLENCE WINNERS



The Pike County and Troy City School Systems collaborated with the Alabama Department of Early Childhood Education (ADECE) to establish Alabama's inaugural Early Childhood Apprenticeship in public education, fostering a comprehensive partnership with Enterprise State Community College (ESCC) and Troy University. Through this program, both high school students and adults can transfer 64 college credits from ESCC to Troy University for an AS or AA with a focus on Child Development.

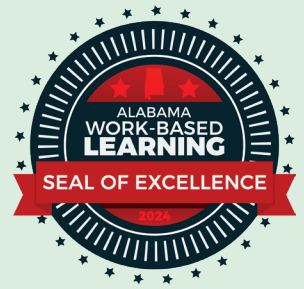
High school students attend Dual Enrollment Early Childhood classes at the Hank Jones Early Childhood Center, earning an Associate Degree in Child Development or the Auxiliary Teaching Short-Term Certificate (STC), qualifying them to work as auxiliary teachers in First-Class Pre-K classrooms statewide. Graduates with an AA or AS can become lead teacher apprentices in Pike County or Troy City School Systems, with the opportunity to pursue a B.S. in Early Childhood Education at Troy University, at no cost to the apprentice.

The ECE apprenticeship model offers opportunities across three stackable levels. ECE 1 apprentices earn a short term certificate and complete 30 OJL competencies as auxiliary teachers, progressing to ECE 2 for an AA or AS in Child Development and additional competencies, and finally to ECE 3 for a B.S. in Early Childhood. Apprentices receive pay raises upon successful completion of half of the coursework and competencies and again upon completion of the level. Apprentices also receive mentorship from experienced educators. The ADECE supports apprentices by covering their educational expenses, eliminating financial barriers.

Troy City Schools and Pike County Schools

Registered Apprenticeship
Jeremy Knox
(334) 804-8638
jknox@pikecountyschools.com

WORK-BASED LEARNING SEAL OF EXCELLENCE WINNERS



Through a partnership with Alabama Department of Corrections (ADOC), Alabama Office of Apprenticeship, and Montgomery-based Four Star Freightliner, J. F. Ingram State Technical College is offering students a unique training opportunity through the inaugural Diesel Mechanic apprenticeship program. The apprenticeship is one part of a comprehensive program designed to prepare students for the transition from classroom to workforce. Participants, housed at Frank Lee Community-Based Facility, complete credit courses and earn select lab credit hours as apprentices through Four Star Freightliner.

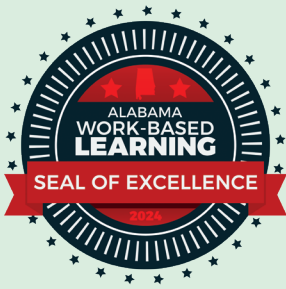
During the in-field training, students work with skilled professionals to maintain and repair diesel engines, as they would on the job. As they progress in the program, their in-field hours will increase, enhancing their experience. Students who complete both the program of study and the apprenticeship will then become full-time employees at Four Star Freightliner through the ADOC work release program.

Ingram's 60-credit hour Diesel Mechanic program includes training in preventative maintenance, troubleshooting and repair of engines, brake, suspension and drive train systems. In addition to college credit, students can earn OSHA safety and forklift certifications. Students participating in the program are required to have a high school diploma or GED and must maintain minimum-community custody level in accordance with the ADOC Classification Manual.

JF Ingram State Technical College

J. F. Ingram State Technical College is a fully accredited member of the Alabama Community College System serving justice-involved students exclusively. The College offers training in 21 career and technical programs.

Registered Apprenticeship
Dr. Ira Phillips
(334) 514-4016
ira.phillips@istc.edu



WORK-BASED LEARNING SEAL OF EXCELLENCE WINNERS



Since its inception in 2016, Calhoun Community College's Cooperative Learning Program has seen active engagement from over 300 students and 100 employers. The program's unique parallel format, combined with its accessible application process, empowers students to apply for CoOp positions and secure paid, relevant placements year-round.

Calhoun's CoOp Course Enrollment stands out as a dynamic platform, offering both one-credit and zero-credit courses tailored to the 8 NACE Core Career Competencies, emphasizing professional conduct and workplace expectations. This innovative program extends its impact through a CoOp Transfer Agreement with four local universities, streamlining the transition for Calhoun graduates transferring to these institutions while maintaining their current CoOp positions, allowing them to seamlessly join the new college's CoOp program without undergoing additional onboarding requirements.

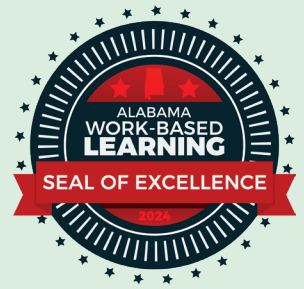
To ensure the program's relevance and excellence, Calhoun has established a seasoned CoOp Advisory Board composed of industry representatives, convening 2-3 times annually to provide valuable insights, updates, and feedback. Recognition plays a pivotal role in the CoOp program, with annual nominations for Calhoun's CoOp Student and CoOp Employer of the Year, culminating in a special acknowledgment at the CoOp Appreciation Breakfast. Starting in spring 2022, CoOp Graduates have the added honor of receiving a graduation cord, symbolizing their achievement and dedication, to be proudly worn during the graduation ceremony.

Calhoun Community College

Cooperative Education
Kelli Morris
(256) 306-2602
kelli.morris@calhoun.edu

This multifaceted approach underscores Calhoun's commitment to fostering a robust CoOp experience and preparing students for the challenges and triumphs of their future careers.

WORK-BASED LEARNING SEAL OF EXCELLENCE WINNERS



Birmingham Promise's mission is to support and prepare every Birmingham City School student to achieve economic security, mobility, and prosperity. Birmingham Promise's internship program has placed over 200 Birmingham City Schools' students with over 100 businesses and organizations since 2021.

They work to directly address barriers for students in the Birmingham City School District. Students primarily work during the school day while earning academic credit, and benefit from transportation to and from work sites, paid work experience at \$15 per hour, and access to a student support fund if a student is in need of professional clothing. By providing these services, students are able to participate in the program regardless of personal transportation or financial ability, and do not have to give up existing after-school jobs or extracurricular activities.

Students are matched with a variety of businesses and organizations representing industries including architecture, communications, information technology, engineering, health and medicine, and law and public policy. Internship experiences span over the course of 12 weeks, with students working an average of 15 hours per week. Students receive professional development and career assessments and end the experience with a professional resume and headshot.

The Birmingham Promise

Internship
Mia Toole
(205) 873-1819
mia@birminghampromise.org

92% of internship students from spring 2023 went on to become Birmingham Promise scholarship recipients, and they are currently attending an in-state college or university to further their education.

Agenda At-A-Glance

MONDAY, APRIL 8

9:00 AM-12:00 PM	Registration	11:40-11:50 AM	Transition Break
12:00-12:30 PM	Lunch Buffet Served	11:50 AM-12:30 PM	Breakout E
12:30-2:00 PM	Conference Opening	12:30-1:15 PM	Lunch Break
2:00-2:10 PM	Transition Break	1:15-2:00 PM	Plenary
2:10-2:50 PM	Breakout A	2:00-2:30 PM	Governor Kay Ivey
2:50-3:05 PM	Coffee Break	2:30-2:40 PM	Transition Break
3:05-3:45 PM	Breakout B	2:40-3:20 PM	Breakout F
3:45-3:55 PM	Transition Break	3:20-3:40 PM	Coffee Break
3:55-4:35 PM	Plenary	3:40-4:20 PM	Plenary
4:35-4:45 PM	Wrap Up and Door Prizes	4:20-4:30 PM	Wrap Up and Door Prizes
		6:00-9:00 PM	Reception at the Fennec

TUESDAY, APRIL 9

8:00-9:00 AM	Breakfast Buffet	7:30-8:30 AM	Breakfast Buffet
9:00-9:55 AM	Plenary	8:30-9:15 AM	Plenary
9:55-10:05 AM	Transition Break	9:15-10:00 AM	Plenary
10:05-10:45 AM	Breakout C	10:00-10:15 AM	Coffee Break
10:45-11:00 AM	Coffee Break	10:15-11:00 AM	Plenary
11:00-11:40 AM	Breakout D	11:00-11:45 AM	Plenary
		11:45 AM-12:00 PM	Wrap Up and Door Prizes

WEDNESDAY, APRIL 10

8:00-9:00 AM	Breakfast Buffet	7:30-8:30 AM	Breakfast Buffet
9:00-9:55 AM	Plenary	8:30-9:15 AM	Plenary
9:55-10:05 AM	Transition Break	9:15-10:00 AM	Plenary
10:05-10:45 AM	Breakout C	10:00-10:15 AM	Coffee Break
10:45-11:00 AM	Coffee Break	10:15-11:00 AM	Plenary
11:00-11:40 AM	Breakout D	11:00-11:45 AM	Plenary
		11:45 AM-12:00 PM	Wrap Up and Door Prizes

Coach'em up &
Wave'em Home

presented by

fuel^{AL} AOA