

ACCS
INNOVATION
CENTER

ACCS INNOVATION CENTER | FY23

ANNUAL REPORT

OCTOBER 2022 - SEPTEMBER 2023

CHANGING OUR STATE FOR THE BETTER



The ACCS Innovation Center has partnered with Alabama’s businesses, industries, and municipalities to deliver Skills for Success rapid training to help sustain Alabama’s economic vitality, build the workforce we need and change our state for the better.

By delivering rapid training, Skills for Success quickly provides the trained workforce employers need to fill in-demand jobs. The Alabama Community College System’s Innovation Center started the Skills for Success rapid training program in January 2022. Over 4,300 Alabamians registered during FY23. At the time of publication, over 12,000 Alabamians have registered overall for in-demand jobs in the construction, food and beverage, retail, telecommunications, and transportation industries.

The training is offered at no cost, thanks to legislative appropriations that allow for the development and deployment of training statewide. A unique feature of Skills for Success training is how quickly it can be completed. Part of the training is

offered online, with self-paced interactive learning. Upon completing the online portion of the course, students then complete hands-on training with qualified instructors at any of the 24 community colleges around the state. The in-person labs simulate real work experience and test students for mastery of skills.

Participants who complete training also earn an ACCS Credential, which signals to businesses that the individual has mastered the skills taught in the program and is immediately ready for employment. Once the curriculum for each program is created by the Innovation Center and tested at each pilot college, it can be replicated by other colleges in other parts of the state rapidly.

With numerous valuable partners and supporters to help ACCS get this concept off the ground, the demand for training assistance from business and industry partners throughout the state continues to grow.



“Skills for Success is a testament to the Alabama Community College System’s commitment to helping residents reach success, no matter with a certification that takes days or a degree that takes two years.”

—CHANCELLOR JIMMY H. BAKER

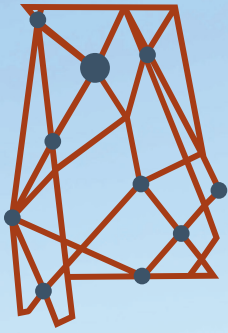


ABOUT ACCS INNOVATION CENTER AND SKILLS FOR SUCCESS

PURPOSE

As identified in Governor Ivey's SuccessPlus initiative, Alabama companies are expanding and hiring. There is an increased demand for new individuals in the workforce with education and skills training beyond a high school diploma.

The ACCS Innovation Center develops training curriculum in conjunction with Alabama business and industry that is then delivered to Alabamians through the Community Colleges. With the ACCS Innovation Center model of training delivery and credentialing, Alabama's workforce can be expanded to meet the state's highest in-demand jobs.



ACCS INNOVATION CENTER

We are renowned for our skilled workforce in Alabama and our commitment to developing it. Education and state-of-the-art training are the keys to a strong workforce.

The quality of education available at Alabama's two-year colleges demonstrates this commitment.

We are all working together on workforce development in Alabama. Our state's nationally recognized training and recruiting result from hard work and skilled citizens.

Investing in Alabama businesses and workers is what the Innovation Center's all about.

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Skills for Success

The Innovation Center develops Skills for Success courses to help workers get the skills employers want by connecting them with job skills improvement programs, education, and training.

The Innovation Center is leading the way in developing Alabama's workforce through a customized training approach.



This approach includes K-12 education, Alabama Community Colleges, and countless agencies and industries that partner together toward a common goal.

IMPLEMENTATION

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CUSTOMIZED TRAINING LOOP



WHAT SETS SKILLS FOR SUCCESS APART



Course curriculum developed in partnership with relevant business and industry associations.



Completers receive the ACCS credential which could articulate to credit for future academic progression at Alabama's community colleges.



Curriculum features Alabama companies and promotes job potential in the state.



Course reviews and job market assessments will be performed annually to ensure Alabama's employer needs are met.



Course theory delivered online with in-person labs and training scheduled regionally.

COURSE OFFERINGS

CURRENT COURSES

AGRICULTURE

Skid Steer Operator

Bull Dozer Operator

Roller Operator

Meat Cutter

Fiber Optic Technician
& Installer

CDL A

CDL B

ARCHITECTURE

Skid Steer Operator

Bull Dozer Operator

Roller Operator

Fiber Optic Technician
& Installer

CDL A

CDL B

BUSINESS

Fiber Optic Technician
& Installer

GOVERNMENT

Skid Steer Operator

Bull Dozer Operator

Roller Operator

Fiber Optic Technician
& Installer

HEALTH

Nursing Support Technician

Ambulance Operator

Community Health Worker

HOSPITALITY & TOURISM

Meat Cutter

Food & Beverage

Hotel Operations

HUMAN SERVICES

Meat Cutter

Food & Beverage

Hotel Operations

MANUFACTURING

Fiber Optic Technician
& Installer

STEM

Fiber Optic Technician
& Installer

TRANSPORTATION

Skid Steer Operator

Bull Dozer Operator

Roller Operator

CDL A

CDL B

Passenger Endorsement

Hazmat

FUTURE COURSE OFFERINGS

IN PILOT PLANNING

- Manufactured Housing
- Land Survey Helper
- Excavator
- Mental Health Worker
- Ambulance Operator

IN DEVELOPMENT

- Carpentry Helper
- Community Health Worker
- Electrical Helper
- Motor Grader Operator
- Inside Fiber Tech Installer
- Veterinarian Assistant

IN PLANNING

- Skidder
- Flooring Install Tech
- Customer Service
- Skid Steer Attachments
- Traffic Control
- Barista
- Customer Experience

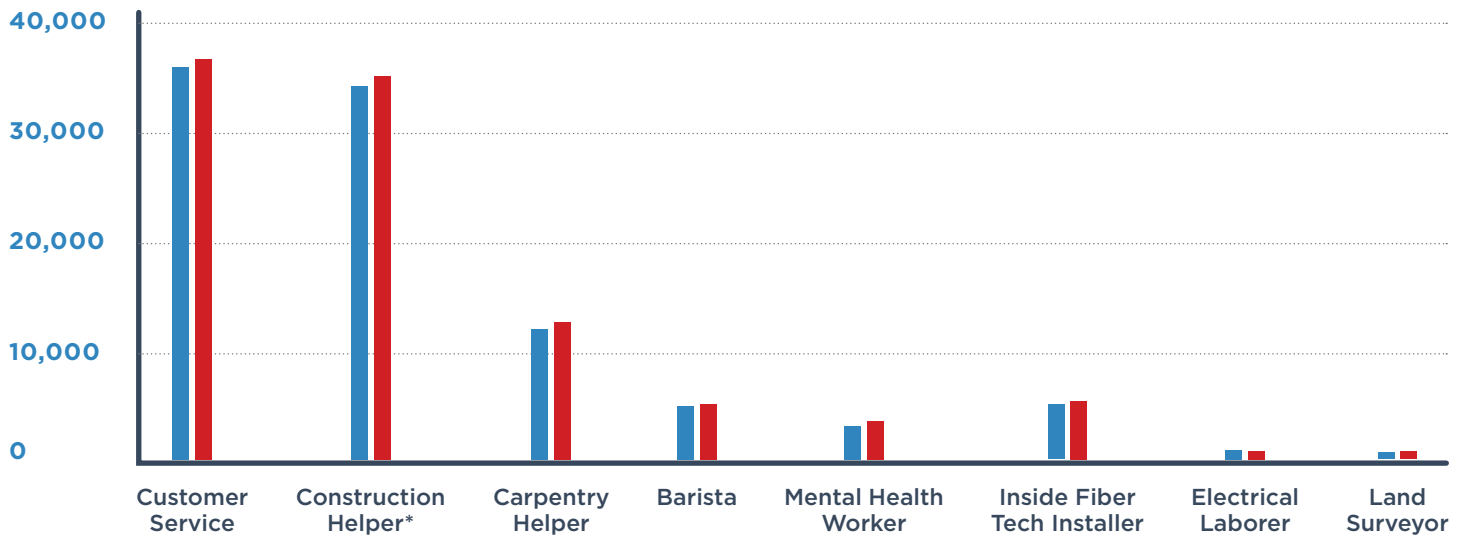


ALABAMA EMPLOYMENT OPPORTUNITIES

TOP 8 JOB OPPORTUNITIES IN ALABAMA | 2023

Source: Occupation Table, Lightcast Alabama Occupations Q32023 Data Set

■ 2023 ■ 2028

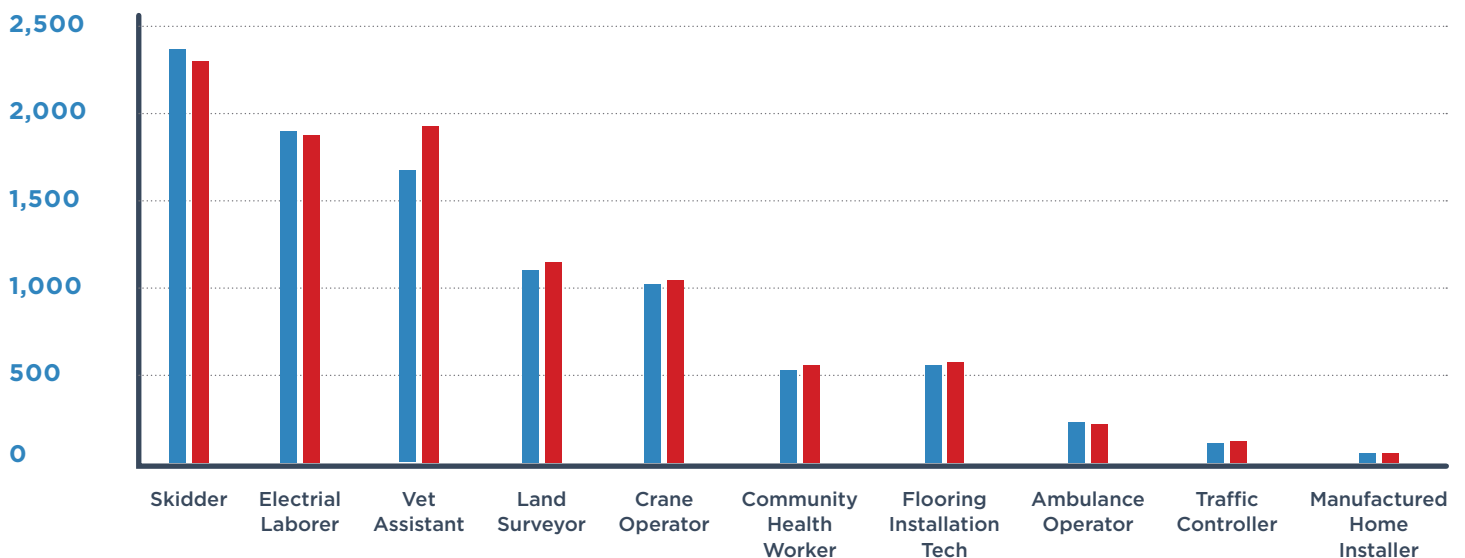


*includes Excavator, Motor Grader, and Skid Steer Attachments

<3000 JOB OPPORTUNITIES IN ALABAMA | 2023

Source: Occupation Table, Lightcast Alabama Occupations Q32023 Data Set

■ 2023 ■ 2028

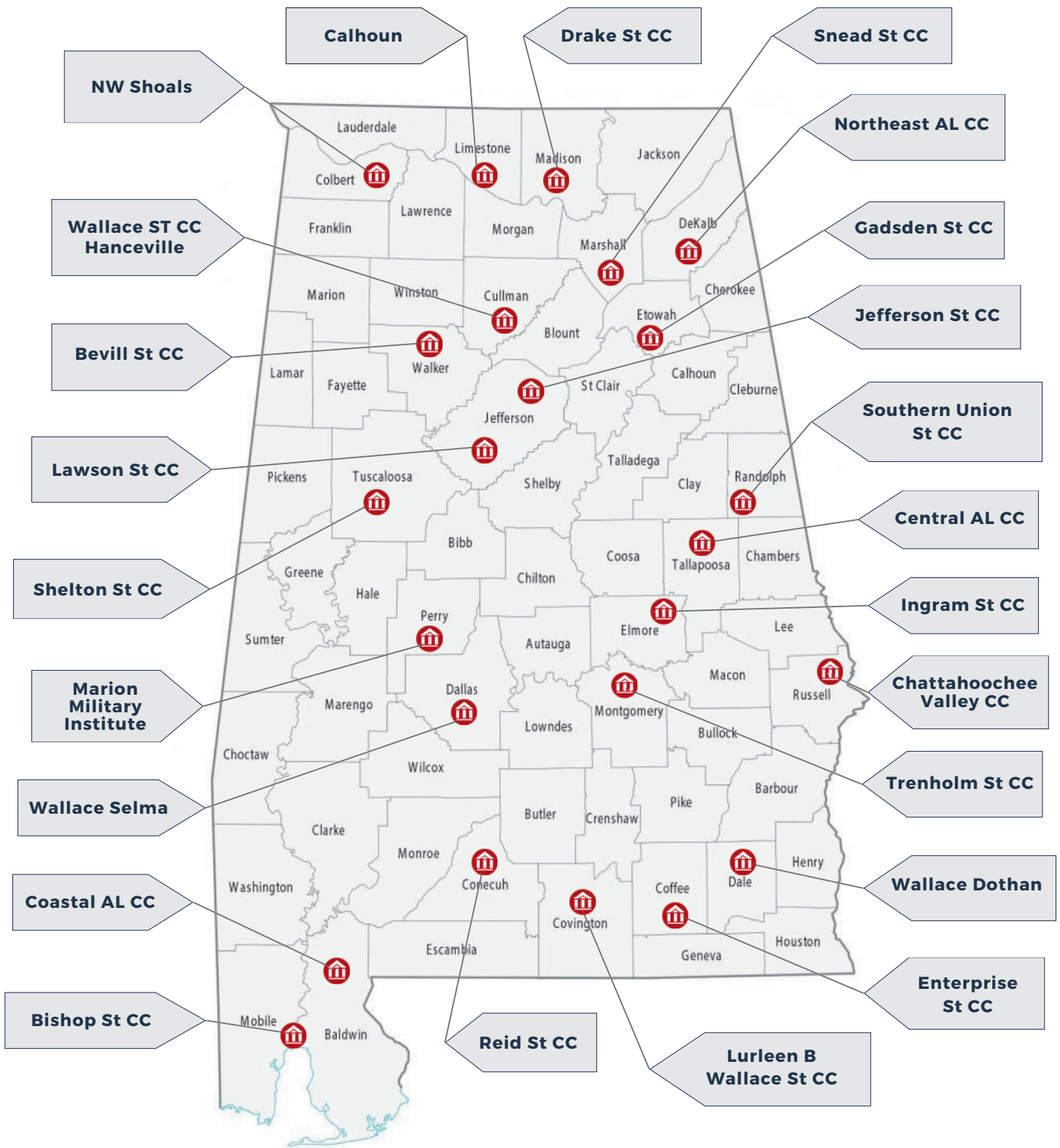


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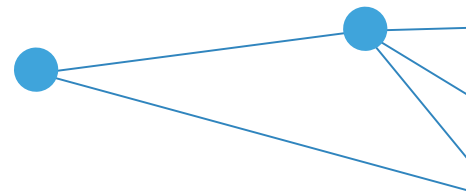
STATEWIDE IMPACT

EVERY SKILLS FOR SUCCESS COURSE IS AVAILABLE TO EACH COMMUNITY COLLEGE IN THE STATE.





COLLEGE AND CAREER READINESS INDICATOR (CCRI) APPROVED



The Alabama State Department of Education has approved the Skills for Success rapid training courses as career readiness indicators aligning with the state's new high school graduation requirement.

SKILLS FOR SUCCESS RECOGNITION:

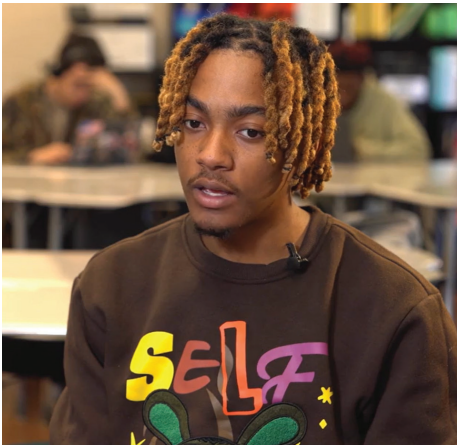
- ACCS Innovation Center announces approval of no-cost Skills for Success rapid training courses as college and career readiness indicators for Alabama high schoolers.
- Skills for Success courses align with the Alabama State Department of Education's career readiness indicators, becoming a graduation requirement by 2026.
- Pike Road High School is the first to offer Skills for Success, with nine students earning a skid-steer training credential in May.
- Dr. Jimmy Hull acknowledges the importance of career readiness indicators in preparing students for success beyond high school.
- Emphasis on postsecondary technical training and work-based learning opportunities for high school students.
- Chancellor Jimmy H. Baker highlights Skills for Success as a testament to ACCS's commitment to residents' success, whether through short-term certification or a two-year degree.

HIGH SCHOOL SUCCESS STORIES



“I liked the whole course, it wasn’t too complicated, but also wasn’t too dumbed down, and it was easy to understand. The instructors were not afraid to point out mistakes and they would help you fix them. I am very confident in my new skills, and it feels good to know how to do something that helps so many people. It was an easy yes!”

—FRED BEASLEY — SKID STEER



“I heard about this course through my teacher, and I thought it would be cool to learn something new. By the end of the course, I mastered how to drive properly and move the machine correctly. I would recommend it to people who are trying to learn something new and find a new skill. This could be one of the skills to help them out and make them more successful.”

—JEREMIAH THUMPKIN — SKID STEER



HIGH SCHOOLS SERVED

- Alabama Institute for Deaf/Blind
- Albertville City Schools
- Andalusia High School
- Aubun High School
- Brantley High School
- Brewer High School
- Butler County Career Academy
- Carroll High School Career Center
- CATA - Cullman Area Technology Academy
- Chambers County Career Technical Education (Inspire Academy)
- Chilton County Schools - LeCroy Career Technical Center
- Columbia High School
- Cullman County Fast Track Academy
- Danville High School
- Edward Bell Career Tech Center
- Enterprise High School
- Eufaula High School
- Falkville High School
- Florala High School
- Florence City High School
- Guntersville High Career Technical Center
- Hartselle City Schools
- Highland Home High School
- Houston County Career Academy
- Huntsville City Schools
- Huntsville High School
- Kevin Dukes Innovation and Career Academy, Jackson County Schools
- LeCroy Technical Center - Chilton County Schools
- Lee High School
- Limestone County Career Technical Center
- Luverne High School
- Madison County Career Technical Center
- Murphy High School
- Mobile County Public Schools- Faulkner Career/ Technical School
- MPACT
- Opelika High School
- Opp High School
- Pike Road High School
- Pleasant Home High School
- Priceville High School
- Red Level
- Saraland High School
- Shelby County Schools
- Shelby County Schools Career Tech (C-Tech)
- Straughn High School
- Sylacauga High School
- Technology Park
- Thompson High School
- West Morgan High School
- Westbrook Christian School
- Alexander City Schools
- Arab City Schools
- Athens City Schools
- Attalla City Schools
- Autauga County Schools
- Blount County BOE
- Boaz City Schools
- Brewton City Schools
- Bullock County Schools
- Calhoun County Schools
- Chambers County Schools
- Cherokee County Schools
- Clarke County Schools
- Clay County Schools
- Cleburne County Schools
- Coffee County Schools
- Colbert County Schools
- Conecuh County Schools
- Coosa County Schools
- Covington County Schools
- Crenshaw County Schools
- Dale County Schools
- Dallas County Schools
- Dekalb County Schools
- Elmore County Schools
- Escambia County Schools
- Etowah County Schools
- Eufaula City Schools
- Fayette County Schools
- Fort Payne City Schools
- Gadsden City Schools
- Greene County Schools
- Gulf Shores BOE
- Hale County Schools
- Haleyville City Schools
- Hartselle City Schools
- Henry County Schools
- Jackson County Schools
- Jasper City Schools
- Lamar County Schools
- Lauderdale County Schools
- Lawrence County Schools
- Lee County Schools
- Leeds City Schools
- Limestone County Schools
- Lowndes County Schools
- Madison City Schools
- Madison County Schools
- Marengo County Schools
- Marion County Schools
- Mars Hill Bible School
- Marshall County Schools
- Midfield City Schools
- Montgomery Public Schools
- Morgan County Schools
- Muscle Shoals City Schools
- Opelika City Schools
- Opp City Schools
- Oxford City Schools
- Ozark City Schools
- Pelham City Schools
- Pell City Schools
- Perry County Schools
- Phenix City Schools
- Pickens County Schools
- Piedmont City Schools
- Pike Road Schools
- Randolph county Schools
- Roanoke City Schools
- Russell County Schools
- Saint Clair County Schools
- Saraland City Schools
- Satsuma City Schools
- Scottsboro City Schools
- Seasons Hospitality Group
- Selma City Schools
- Sheffield City Schools
- Shelby County Schools
- St Clair County Schools
- Talladega County Schools
- Tallapoosa County Schools
- Tarrant City Schools
- The Horizons School
- The Pennington Market
- Thomasville City Schools
- Trussville City Schools
- Tuscaloosa City Schools
- University Charter School
- Walker County Schools
- Washington County Schools
- Wilcox County Schools
- Winston County Schools

IMPACT BENEFITS



71

BUSINESSES
SERVED

6

INDUSTRIES
SERVED

139

SCHOOL SYSTEMS
SERVED

26

ASSOCIATIONS
SERVED



CONSTRUCTION



HEALTHCARE



HOSPITALITY



RETAIL



TELECOMMUNICATIONS



TRANSPORTATION

THANK YOU!

The ACCS Innovation Center appreciates our business, industry, and community partners for their vital role in developing quick, industry-recognized non-credit training in high-demand career fields across the state.

- A & R Super Markets
- ACCS
- Action Enterprise
- ADECA
- ADMH - Harper Center
- Alabama Manufactured Housing Association
- Alabama Apartment Association
- Alabama Asphalt Paving Assoc
- Alabama Cattleman's Association
- Alabama Concrete Association
- Alabama Construction Alliance, Auburn University
- Alabama Council for Behavioral Healthcare
- Alabama Department of Agriculture
- Alabama Department of Education
- Alabama Department of Mental Health
- Alabama Emergency Medical Services Association, Inc.
- Alabama Fire College
- Alabama General Contractor Association
- Alabama Grocers Assoc
- Alabama Law Enforcement Agency
- Alabama Office of Emergency Medical Services
- Alabama Power
- Alabama Roadbuilders Association
- Alabama Rural Electric Association
- Alabama Technology Network
- Alabama Travel Council
- Alabama Trucking Association
- Ammons & Blackmon Construction LLC
- APAC ALABAMA
- Arnold Construction, Inc.
- ATN
- B&W Foods, Inc.
- Bailey Land Group, Inc.
- Bama Concrete Products Co
- Baptist Hospital
- BD Welch Construction LLC
- Behavioral Healthcare Alliance of Alabama
- Ben E. Keith Co., Kelley Foods
- Bethsadia Volunteer Fire Department
- Bibb Medical Center
- Brittain Mobile Home Services, LLC
- C & I Plumbing & Electric
- C Spire
- Carpet One, Huntsville
- Caterpillar
- CDG, Inc
- Central Alabama Flooring
- Charter Communications
- City of Andalusia
- City of Millbrook
- City of Northport
- City of Prattville, AL
- Clayton Homes
- Clearwater Solutions - CWS
- Clendenning Land Surveying
- Conecuh Sausage
- Creekside Lodge
- CTE Director
- Cullman Electric
- Deep South Freight
- Dunn Companies
- Dunn University
- Elite flooring
- Embassy Suites
- Embassy Suites Tuscaloosa
- EnSiteUSA
- Farley's Forest Products
- First Presbyterian Church Opelika
- Food Valu
- Fourth Ave Supermarket
- Gadsden Holiday Inn
- Greenbush Logistics
- Harvest Sherwood Food Distributors
- Hornady Transportation
- Hyatt Regency Birmingham — The Wynfrey Hotel
- J&M Tank Lines
- Jack's Foodland
- Joe Wheeler Electric Cooperative
- Johnny Kynard Logging Inc
- Kelley Foods, A Division of Ben E. Keith
- Kerry Inc
- Kirkpatrick Concrete
- Mi-Pueblo Supermarket
- Midlands Paving
- Mitchell Grocery Corp.
- Morgan Animal Hospital
- North Alabama AHEC
- North Baldwin Utilities
- Northstar Engineering Services
- Panini Pete's
- Perdido Beach Resort
- Piggly Wiggly
- Posey- Kilcrease
- Possible SME
- Regional Paramedical Services
- Reid State CC
- Renaissance Birmingham Ross Bridge Golf Resort and Spa
- Riverside Family Medicine
- Riviera Utilities
- Royal Foods
- S&M Transportation
- Saiaa Construction
- Self
- Shelby Concrete
- Snead
- South Baldwin Chamber of Commerce
- South Central Alabama Mental Health Center
- South Huntsville Veterinary Hospital
- Southeast Alabama Rural Health Associates
- Spectrum
- Subject Matter Expert (SME)
- Superior Carpets & Floor Coverings, Inc
- The ComTran Group
- Thompson tractor
- Towne Park Animal Care Center
- Troy Cable Company
- Tuscaloosa City Schools
- Tuscaloosa County Commission
- VOA Southeast
- Vonzell Traylor
- W.G. Yates & Sons Construction
- West Alabama Mental Health Center
- White Oak Garden
- Whitfield Regional Hospital
- Wind Creek State Park
- Wiregrass Construction Company

OUR SUPPORTERS



“Skills for Success allowed us to streamline CDL certification for our construction crew in just one week’s time, free to us. This invaluable partnership is imperative for our success at Southeast Gas.”

— SHANNON JACKSON, DIRECTOR OF CORPORATE SERVICES AT SOUTHEAST GAS



“Over 125,000 workers in the state of Alabama work in the trucking industry, representing 1 in 13 jobs in the state. Eighty-six percent of our communities rely on trucking exclusively to access goods they need to survive and thrive in these local communities... The ACCS Innovation Center has done a tremendous job at providing education programs for various in-demand industries and education programs helping ensure we have well-prepared and skilled workers going into the workforce and into our businesses. The Innovation Center, the Alabama Trucking Association, and the Alabama Law Enforcement Agency have put together and developed a great program.”

— TIM FRAZIER, VICE PRESIDENT OF SAFETY AND COMPLIANCE FOR THE ALABAMA TRUCKING ASSOCIATION



“This training is very important. It will provide opportunity. When I think about what our Community College System is trying to do it is providing the opportunity to improve your life through improved employment or compensation to help your family be able to provide for yourself and your family. Free of charge...there’s no excuse that it costs too much or can’t afford... it is provided by the taxpayers of Alabama.”

— SENATOR ARTHUR ORR

SUCCESS STORIES



“The Skills for Success program is a really valuable resource for people looking to start a new career. The program exceeded my expectations, it prepared me. After the completion of the course, I waited about a week, walked into the store and after 30 minutes, I was hired. If it wasn’t for the Skills for Success program, I don’t know what direction I would be taking my life...meaningless job, after meaningless job. This program gave me a job I look forward to every day and that I can see a future in.”

—WILL WHATLEY — FRESH MARKET TEAM MEMBER, MEAT CUTTER



“What I liked about the program the most is that it helps airport compliance. By taking this course, I am saving the airport cost of hiring operators to fill in holes and address drainage issues we may have. We are now able to save money and help with airport revenue.”

— ANTHONY TARVER
NORTHEAST REGIONAL AIRPORT MANAGER, SKID STEER



“It was convenient, I didn’t have to miss a long period of work, didn’t have to leave our crew shorthanded, and we were in and out in a week. It was a big help in obtaining a CDL. Without a CDL we would have a hard time getting in and out of jobs with the equipment we need. It has benefitted me tremendously; I have received a pay increase and a little bit of a promotion. I am thankful for the opportunity to not have to pay out of pocket and getting the CDL helps me in this job and future jobs I may acquire.

—RIVER DAY — SOUTHEAST GAS, CDL

SUCCESS STORIES



“Courses like this are perfect if you are interested in moving into pieces of equipment because if you spent all your time on one piece of equipment you haven’t had time to train on other pieces of equipment. Training like this helps you get seat time on other pieces of equipment. Being able to off training programs like this will help advance your career.”

**— DARRYN STEVENSON
TALENT MANAGEMENT DEVELOPMENT SPECIALIST, EXCAVATOR**



“It was always the goal to get a CDL. Before getting my CDL I was operating smaller equipment, but after getting my CDL and skid steer training I was able to operate larger equipment like a bulldozer and pull a trailer of equipment and then operate that equipment. My employer trusts me and it’s opened additional doors of opportunity.”

**— TREY MOORE
EQUIPMENT OPERATOR FOR THE CITY OF FOLEY,
CDL & AMP, SKID STEER**



OUTREACH EFFORT RESULTS



4,342

STUDENTS
ENROLLED



1,842

RECEIVED
CREDENTIALS



31

EVENTS
HELD



42%

COMPLETION
RATE

OUTREACH EVENTS, CONVENTIONS & SPEAKING OPPORTUNITIES: FY23 OCT '22-SEPT '23

- Governor's Summit on Talent Retention and Work-Based Learning
- Alabama League of Municipalities Convention
- EDAA Leadership Institute
- Alabama Rural Electric Association
- Alabama Department of Mental Health
- ACCS Bootcamp - Southern Union, Wadley Campus
- Local Governments Showcase
- Adult Education Conference
- East AL CTE Regional Training for High School Instructors
- MEGA Conference Mobile Convention Center
- Region 6 Career Coach Meeting, Houston County Career Academy
- CACC Career Fair
- WOA Conference
- ALACTE Conference
- EDAA Summer Conference
- Governor's Broadband Announcement with Skills for Success Fiber
- ACCS Public Relations Association Annual Conference -
- ALWKS 2023 Conference
- ACAE Lunch & Learn
- River Region United Way/WSFA Resource Awareness Day of Action
- Elmore County Career Fair
- Green Industry Equipment Rodeos
- FFA Career in Agriculture Expo
- ACAE Annual Convention
- Alabama Chamber Association Professional Development
- Bio Alabama Conference
- CDL Professional Development
- Rural Economic Developer's Summit CACC

THE FUTURE OF THE INNOVATION CENTER





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