



The Innovation Center team recently came together for a Professional Development session at the Synergic Center. Centered around the theme "Let's Talk," the sessions encouraged open conversations on conflict, problem-solving, process improvement, and the challenges and opportunities that shape our work.

As we close out the year, we're proud of the impact made across Alabama — from new courses developed to strengthened partnerships and thousands of learners supported statewide. This work is driven by collaboration, shared goals, and a continued commitment to workforce training through Alabama's community colleges.

We wish everyone a Merry Christmas, happy holidays, and a safe and restful end to 2025.

We look forward to carrying this momentum into 2026 and continuing the work together in the new year.

# 2025 Innovation Center Wrapped

*A year of impact, growth, and what's ahead*

## 24,000+

students registered for Skills for Success courses this year with a lifetime enrollment of 55,000+

## 453

trainings occurred for business and industry

## 402

High Schools & CTE centers engaged

## 34

courses developed in 2025

## 4

National events featuring Skills for Success

## From Design to Delivery

*Curriculum Development and Workforce Training Across Alabama*



### CURRICULUM

BUILDING WHAT ALABAMA NEEDS



### WORKFORCE

TRAINING THAT CONNECTS TO JOBS

- 8 industries served through ACCS Innovation Center courses
  - Public Sector and Community Services
  - Energy, Utilities & Environmental
  - Healthcare & Life Sciences
  - Hospitality & Tourism
  - Information Technology & Telecommunications
  - Transportation & Logistics
  - Construction & Skilled Trades
  - Manufacturing & Automation
- Collaborated with Alabama Board of Nursing (ABN) to develop the nation's first Nursing Support Technician-Certified (NST-C) course
- Partnered with Floor Covering Education Foundation (FCEF), a national organization to develop the Skills for Success Flooring Installation Technician course
- Partnership with ATN (Skills for Success Operator Tech Automotive and Forklift Operator)
- Developed and hosted statewide online leadership training through a formal partnership between ACCS and the Alabama League of Municipalities (ALM)
- 8,000+ students supported from registration through theory completion and hands-on lab training
- First industry-led pilot with Wiregrass Construction Company
- Academy-based training supported across Residential, Facilities, and HEO pathways that led to interviews and employment
- 72% of Skills for Success participants secured quality jobs after course completion; 48% reported increased earnings
- Embedded employer engagement into Skills for Success design to close the gap between certificates and direct job placement
- Collaborated with Career Connect to connect Skills for Success completers with employers and hiring opportunities
- Successfully launched courses in three new industries statewide
  - Biotechnology
  - Manufacturing
  - Public Sector

# Building the Pipeline

*Strengthening Career Readiness Across Alabama*



## CAREER READINESS REACHING STUDENTS EARLIER

- Statewide reach across 130 of Alabama's 143 school systems
- 14,154 high school students registered for Skills for Success courses
- Statewide alignment with ALSDE CTE, ensuring Skills for Success courses support every career cluster
- Piloted Alabama's first-ever SkillsUSA Heavy Equipment Operator competition
- Piloted three Skills for Success courses with high school students
- Expanded industry-driven course request bundles



## WHAT'S AHEAD IN 2026 ALIGNMENT & ACCESS

- Dual enrollment and articulation alignment for Skills for Success courses
- 16 courses already in development for 2026
- High-demand pathway focus, including:
  - Heavy Equipment
  - Fiber & Broadband
  - Hospitality & Tourism
- Statewide launch of Skills for Success Tenstar simulators
- Expanded partnerships to highlight Skills for Success training across Alabama's community colleges

## From the Field

*Feedback from Education and Industry*

"Skills for Success courses represent a vital investment in Alabama's future workforce. As an approved Career Readiness Indicator for multiple Career and Technical Education Programs, these courses equip high school students with the foundational skills, technical knowledge, and hands-on experience essential for success in the workplace. Skills for Success ensures that Alabama's learners are not only prepared for today's job opportunities but also positioned for long-term career growth."

**DODD HAWTHORNE, ALABAMA STATE DEPARTMENT OF EDUCATION**

"The Skills for Success CDL course has been especially valuable for onboarding and up-skilling new employees. The structure of the training allows new team members to acclimate quickly, learn necessary procedures, and build essential skills before stepping fully into their responsibilities. It has also supported continued development for existing staff, helping them grow, adapt, and stay current in their field."

**CHRISTY FARMER, CORBITT POWER AND LIGHT LLC**

"With the knowledge and confidence gained from the Skills for Success Mental Health Worker course, individuals can advance more quickly within the facility. They become more knowledgeable about what to do and what not to do, which helps them move up in their roles."

**ALICIA HOWELL, ALABAMA DEPARTMENT OF MENTAL HEALTH**

# Real Stories of Impact

*Selected Stories from 2025*



## ANITA LIPSCOMB

### Bishop State Community College | CDL Class A

When other CDL programs did not work out, Anita turned to Skills for Success for hands on, job ready training. She earned her CDL and is now building a more stable future for herself and her son, confident in her path forward.



## RYAN ALES

### Coastal Alabama Community College | Fiber Optics Technician and Installer

Ryan struggled to secure an interview in the tech field until completing the Skills for Success Fiber Optic Technician and Installer course. The credential helped him land an interview and ultimately a job as a Network Change Control Analyst.



## RASHUAN WALKER

### Wallace Community College | Electrical Helper

Rashuan completed the Skills for Success Electrical Helper course through Wallace Community College's Residential Construction Academy to gain hands on experience in construction. After the on site interviews, he was hired and began working in the field.



## WILL ELLARD

### Wallace State Community College | Heavy Equipment Operator Bundle

Will used Skills for Success courses to articulate credit toward an associate degree in Engineering Technology. He completed his degree and is now employed in the field, showing how short term training can support long term career growth.



## DEMITO THOMAS

### Central Alabama Community College | Skid Steer

Facing barriers to employment due to a lack of experience, Demito completed the Skills for Success Skid Steer course to gain specialized, hands on training. His skills led to a job and promotion.

*With more stories still being written, these examples represent just a fraction of the individuals building new futures through Skills for Success.*

# Training Our State for the better



The ACCS Innovation Center partners with colleges, businesses, and industries to offer rapid, no-cost Skills for Success training programs that blend online learning with hands-on labs to prepare workers with in-demand skills.

## Available Courses

*Any community college can offer these courses.*

- CDL A
- CDL B
- CDL B Passenger/School Bus
- CDL B + Passenger
- Passenger + School Bus
- Passenger Endorsement
- School Bus Endorsement
- Hazmat Endorsement
- Excavator Operator
- Skid Steer Operator
- Bulldozer Operator
- Asphalt Roller Operator
- Fiber Optics Technician and Installer
- Manufactured Home Installer Helper
- Food & Beverage
- Hotel Operations
- Retail Meat Cutter
- Mental Health Worker
- Carpentry Helper
- Electrical Helper
- Land Survey Technician
- Community Health Worker
- Customer Service
- Ambulance Operator/EVOC
- Forklift Operator
- Nursing Support Technician (NST)
- Barista
- Motor Grader Operator
- Propane Technician
- Flooring Installation Technician
- Concrete Mixer Truck Driver
- Plumbing Assistant
- Nursery Landscape Worker
- Machine Operator

### Courses Available in Spanish:

- Skid Steer Operator
- Bulldozer Operator
- Asphalt Roller Operator
- Fiber Optics Technician and Installer
- Food & Beverage
- Hotel Operations
- Retail Meat Cutter

## Courses In-Development

*These courses are still in a phase of development, whether that be the development of a task force, filming, or pilot phase.*

- Veterinary Assistant
- Asphalt Lab Technician
- Operator Tech Automotive
- Roof Framing
- Shuttle Buggy Operator
- Heavy Equipment Mechanic
- Water Treatment Operator Grade 2
- Screed Operator
- Paver Operator
- Biotechnician
- Drone Operator
- Mastering the Customer Experience
- Backhoe Operator
- Wood Products - Machine Operator
- Onsite Wastewater Treatment Operator
- Interior Fiber Optics Technician and Installer
- Dementia Care
- Concrete Form and Finishing Carpenter
- Traffic Control and Flagger

## Take the Next Step!

Are you interested in taking a Skills for Success course? Are you an employer looking to offer training to your workforce? Or are you a partner wanting to promote these valuable programs?

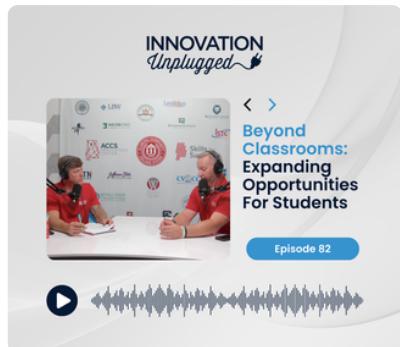
Submit your interest today and let's work together to build a stronger workforce!

[TrainForAlabama.com](http://TrainForAlabama.com)



View Our  
Available  
Trainings

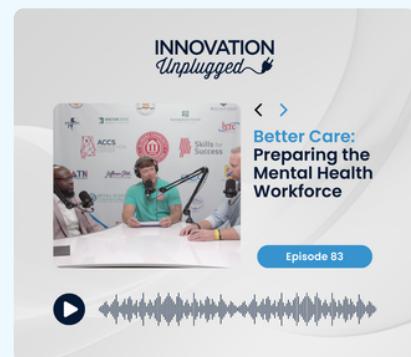


INNOVATION UNPLUGGED **Episode 82****BEYOND CLASSROOMS: EXPANDING OPPORTUNITIES FOR STUDENTS**

Matt Heaton, Career Readiness Manager  
ACCS Innovation Center

**Episode 83****BETTER CARE: PREPARING THE MENTAL HEALTH WORKFORCE**

Perry Goins, Staff Development Manager  
Alabama Department of Mental Health

**Episode 84****NEW GROUND: REBUILDING THROUGH HARD WORK AND TRAINING**

Doug Layton  
Jeffreson State Community College CDL Student

**Episode 85 – Coming December 29th****CREATING OPPORTUNITY: WORKFORCE TRAINING THAT MATTERS**

Joseph Metz, Skills for Success Coordinator  
Coastal Alabama Community College

