

Talent Development in Alabama

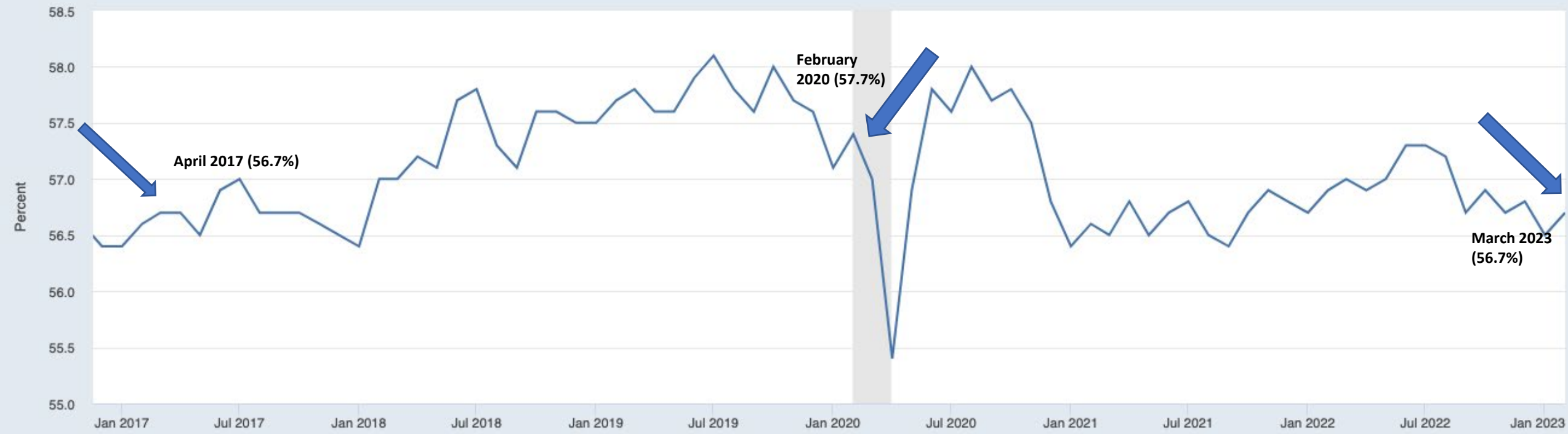
Competency-Based | Demand-Driven | Sector-Based

Nick Moore

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May 2023



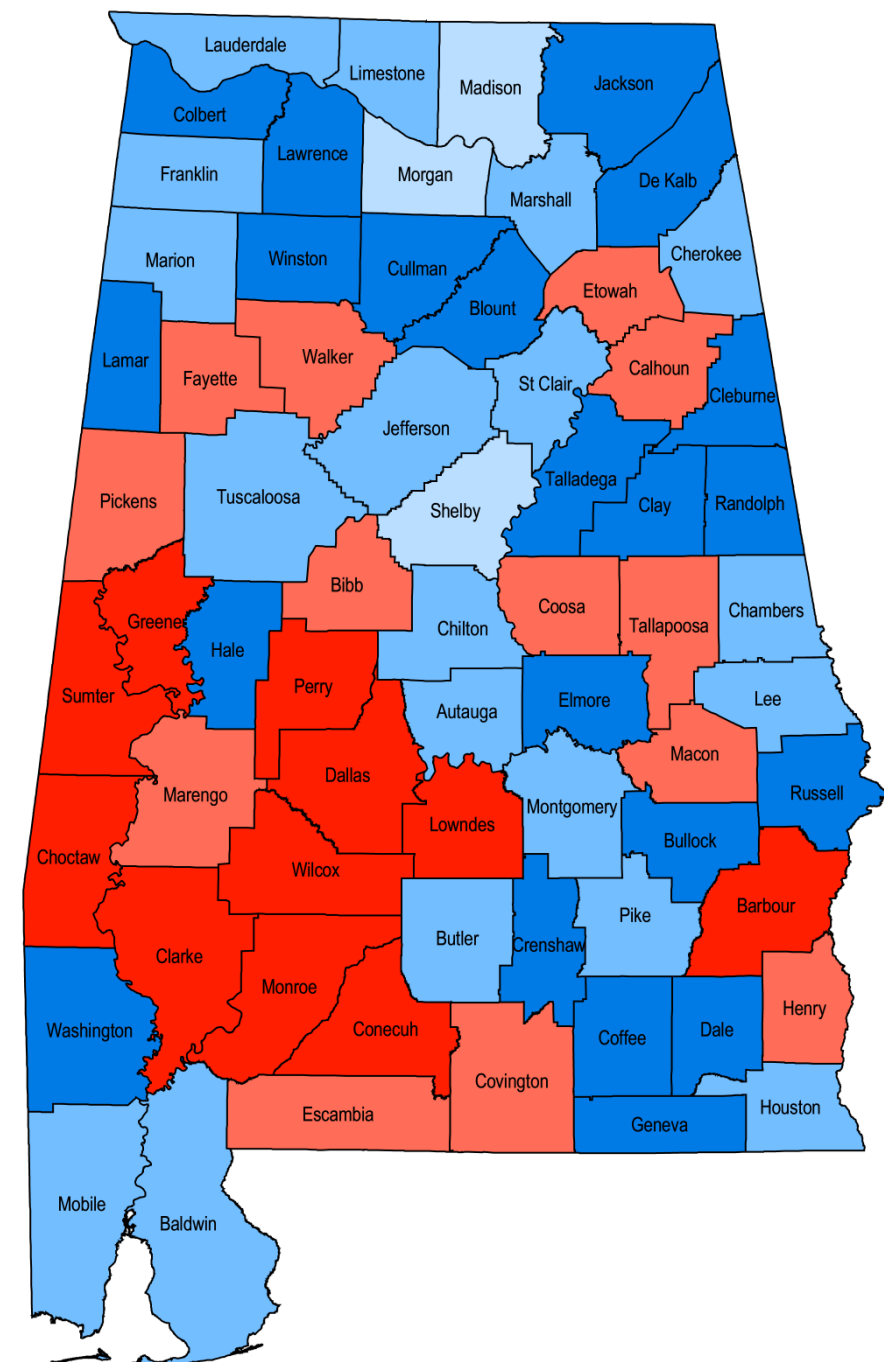
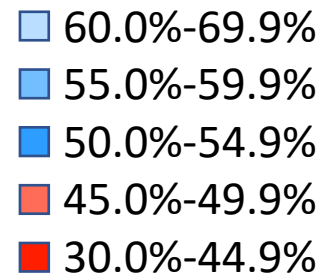


Shaded areas indicate U.S. recessions.

Source: U.S. Bureau of Labor Statistics

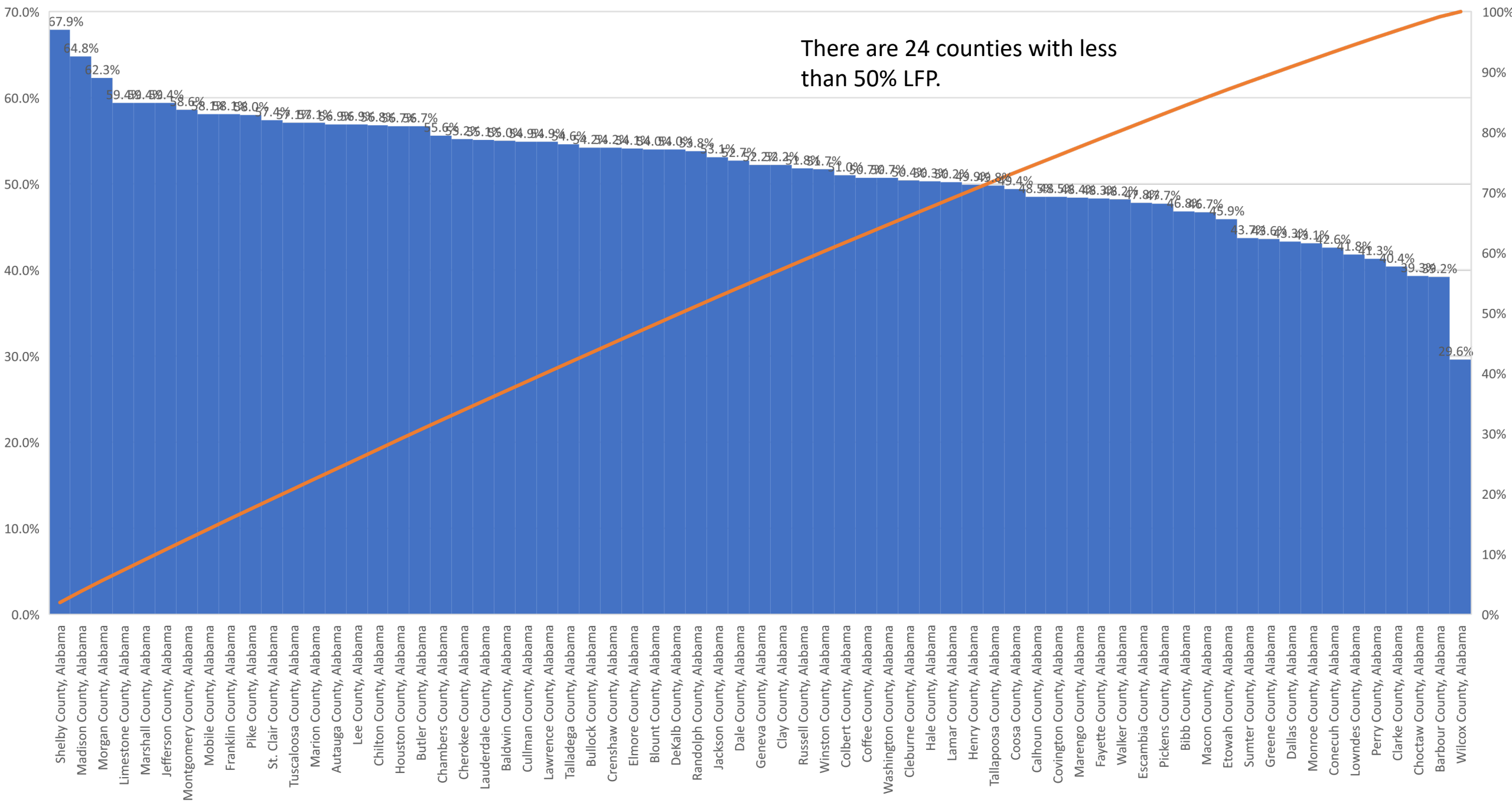
fred.stlouisfed.org

Labor Force Participation Rate by County

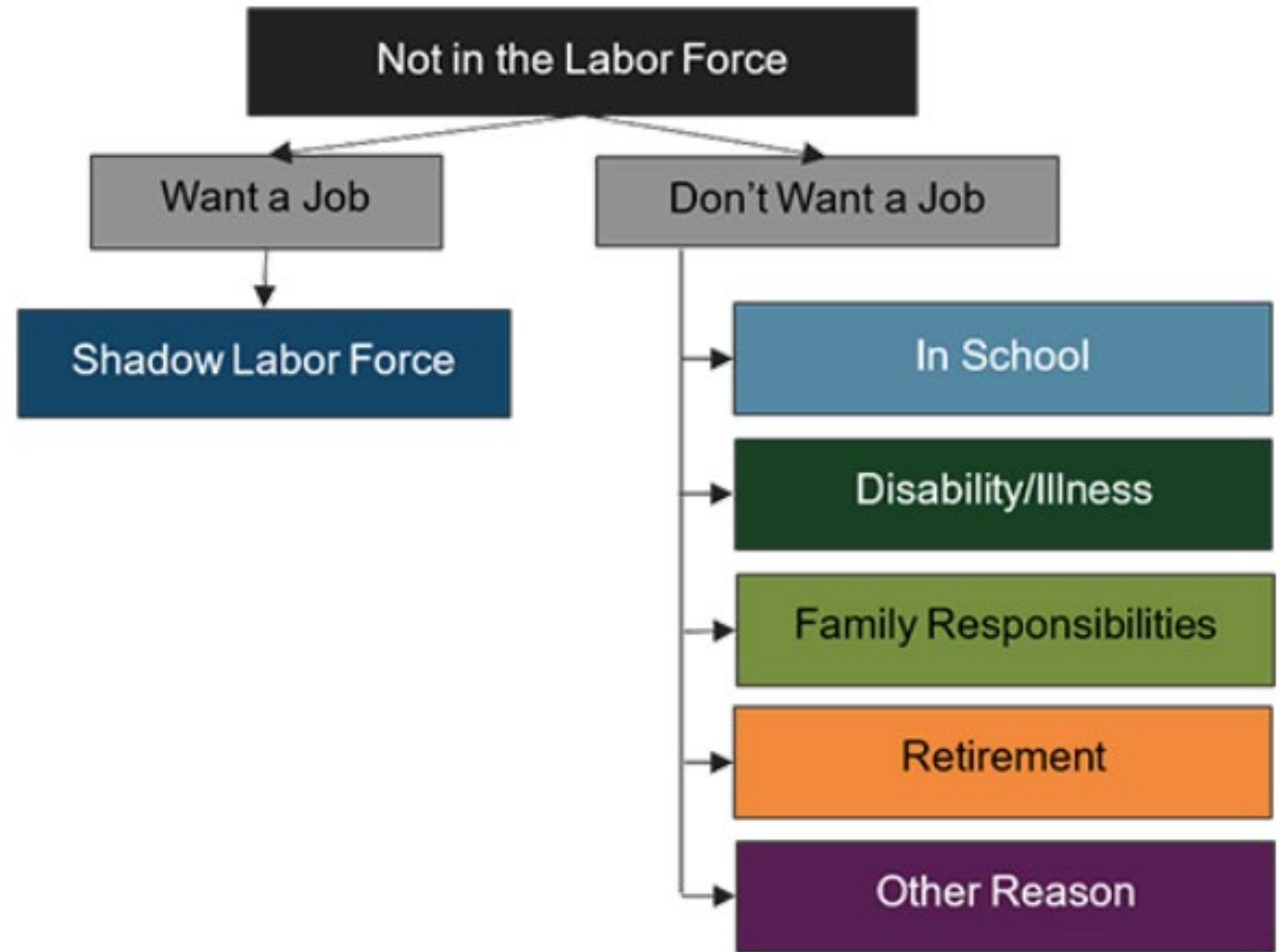


Source: Alabama Department of Labor in cooperation with the US Department of Labor, Bureau of Labor Statistics. Data ratios are adjusted to reflect monthly labor force changes. January 2023 Preliminary.

Labor Force Participation by County, January 2023

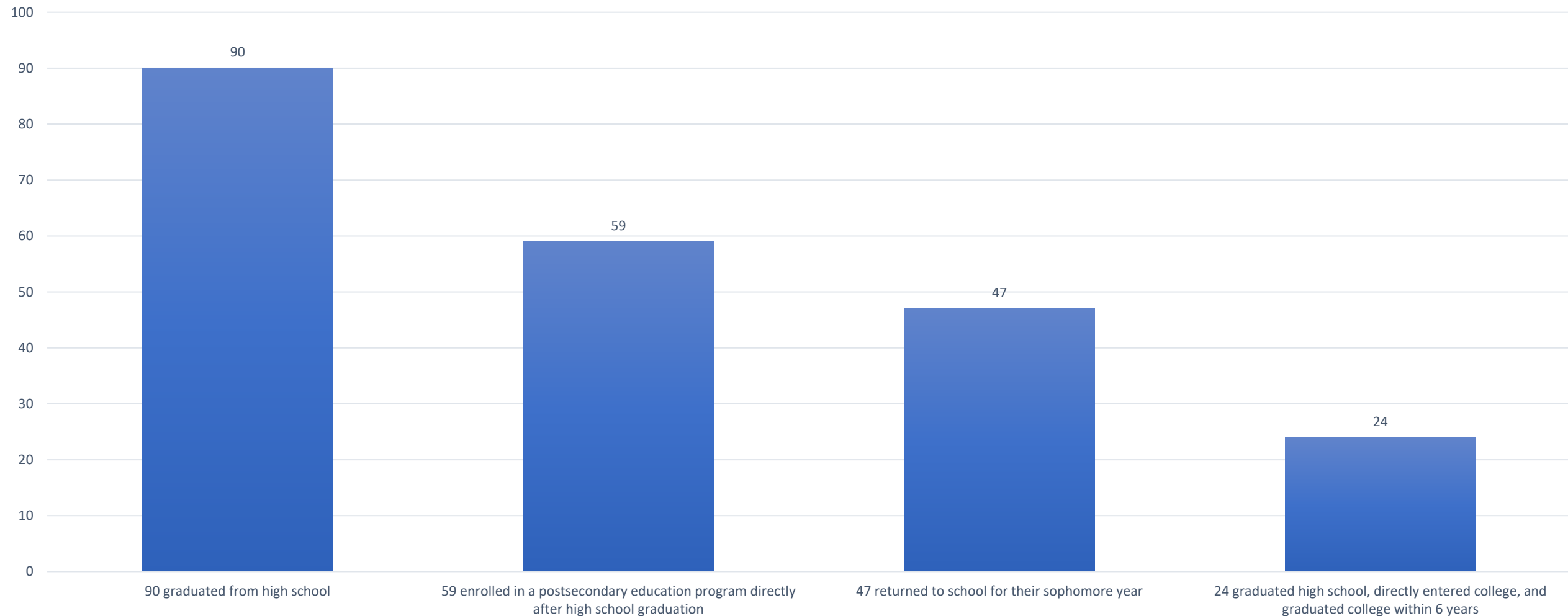


Why are
individuals not in
the labor force?



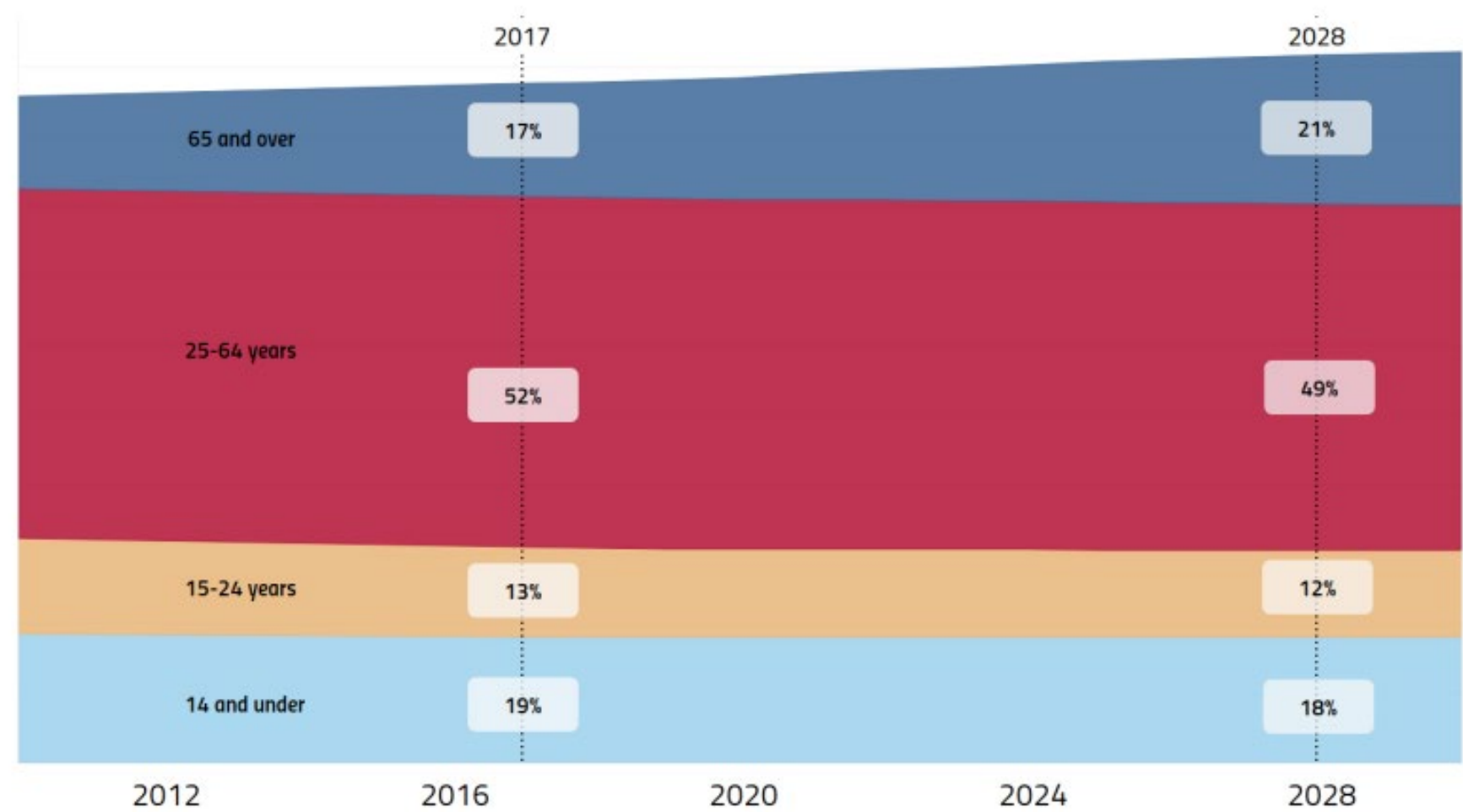
Source: Atlanta Fed Labor Force Participation Dynamics
Source: Dr. Alex Ruder and Dr. Pearse Haley

Out of 100 9th graders who became the class of 2018...



Source: NCHEMS, August 2022 <http://www.higheredinfo.org/dbrowser/?year=2010&level=nation&mode=%20data&state=&submeasure=63>

Alabama population change, 2010-2030, with detail in 2017 and 2028 Source: U.S. Census Bureau, 2022



Source: Credential Engine. (2022). Alabama's Success Plus Attainment Goal Progress. Washington, DC: Credential Engine.

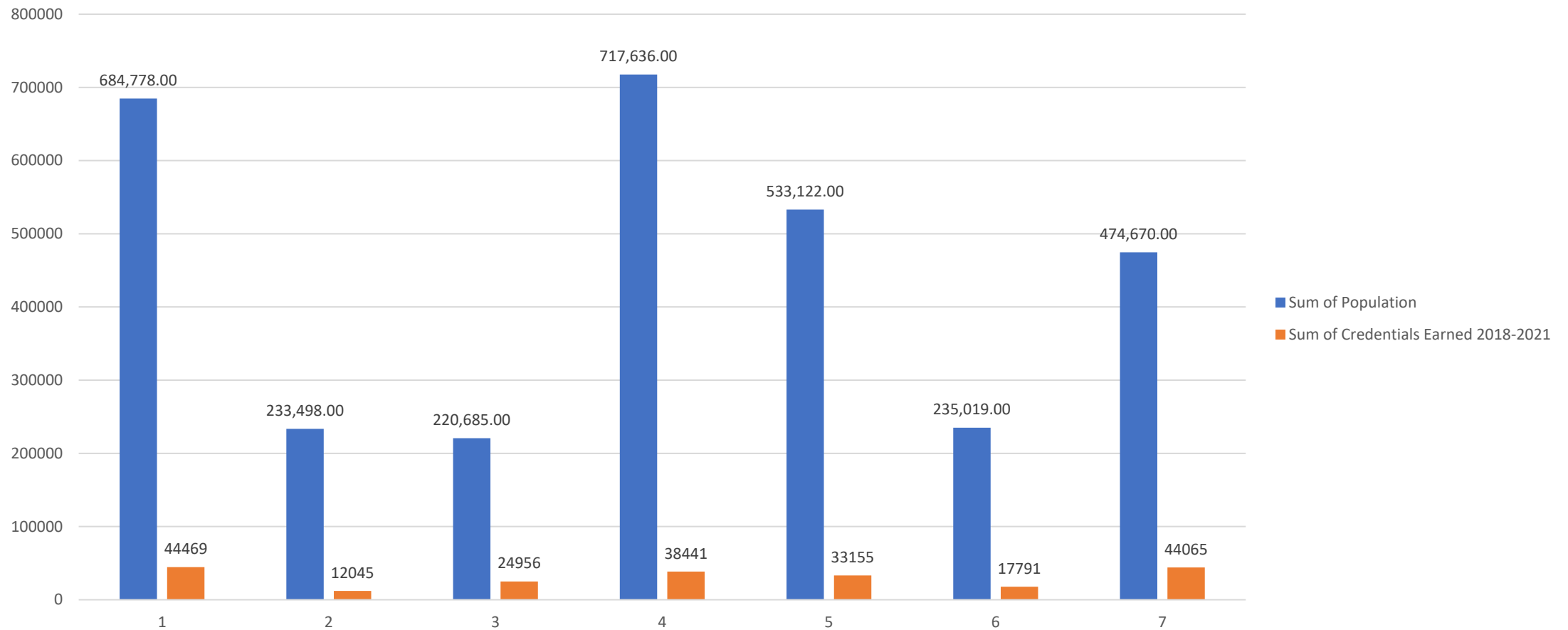
Special Populations Goals

Special Population Groups	AL GOAL	WDR1	WDR2	WDR3	WDR4	WDR5	WDR6	WDR7
Displaced Homemaker	9,254	1,988	599	726	2,396	1,573	577	1,395
Low-Income	80,864	18,684	4,644	7,103	20,331	13,120	4,922	12,060
Indians, Alaskan Natives, Native Hawaiians	2,756	1,083	94	82	471	145	135	746
People with Disabilities	10,572	2,603	780	810	2,742	1,580	640	1,417
Older Individuals	8,231	2,151	470	518	2,355	1,061	423	1,253
Ex-Offenders	35,249	8,370	3,120	2,230	8,960	4,440	2,511	5,618
Homeless Individuals	1,543	380	120	30	480	140	73	320
Youth Aged Out of Foster System	190	41	21	9	46	29	17	27
English Language Learners/Low Levels of Literacy/Substantial Cultural Barriers	10,786	4,250	360	480	3,330	1,206	280	880
Migrant and Seasonal Farmworkers	2,694	878	204	204	281	433	288	406
Individuals Nearing TANF Exhaustion	519	32	17	40	176	146	43	65
Single Parent	56,316	13,180	3,290	3,836	15,940	9,190	3,140	7,740
Youth with parents in active duty military	1,678	430	50	36	370	380	140	272
Unemployed or Underemployed	18,301	4,030	1,011	1,300	5,150	2,730	910	3,170
Long-Term Unemployed	16,726	4,651	841	995	3,992	2,732	1,076	2,439
Veterans	44,321	12,249	2,379	2,601	10,980	6,095	2,825	7,192
TOTAL	300,000	75,000	18,000	21,000	78,000	45,000	18,000	45,000

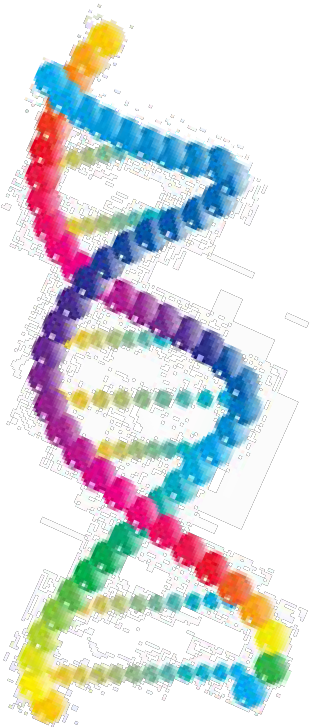
Sources for special populations estimates for 2021 include US Census Data, Alabama Dept. of Corrections (DOC), Alabama Dept. of Labor (ADOL), Alabama Dept. of Human Resources (DHR), and Alabama State Dept. of Education (ALSDE).

Population and Credentials Earned in Alabama's Seven Workforce Regions (2018-2021)

- 214,725 estimated First-Time Credentials Earned since 2018 (43% to Goal)



Alabama's Occupational Ontology



- Provides a **new foundation** for demand and competency-based education and workforce training in Alabama.
- Provides the “**occupational DNA**” or “skills shape” for each occupation and career pathway in the state.
- Operationalizes **skills-based hiring** and **skills-based job descriptions**.
- Provides the basis of creating an **organic talent** exchange and **credential currency**.

Alabama Committee on Credentialling and Career Pathways (ACCCP)

- The **ACCCP was codified by Act 2019-506**, which passed the Legislature unanimously during the 2019 session.
- The ACCCP has a two-fold mission: (1) to **identify** Alabama's regional and **statewide in-demand occupations** and (2) to identify **competency models, career pathways, and credentials of value** linked to those in-demand occupations.
- The ACCCP includes **16 Technical Advisory Committees (TACs)** each composed of seven **gubernatorially-appointed members of business and industry**.
- Each TAC is supported by subject-matter experts from state education and workforce agencies are trained to assist the TACs with developing competency models and career pathways.

Criteria I	Criteria II	Criteria III	Criteria IV	Criteria V
Occupation Must be at least 70% of Regional Median Wage	Positive projected growth	Occupation is projected to have a minimum of 15 openings a year	Occupation median wage exceeds the current lower living standard income level (LLSIL) at 70%.	Occupation Requires a post-secondary credential, certificate or degree for initial employment

Regional In-Demand Occupations must meet a minimum of 4 criteria

- Criteria 1-3 are required
- Must meet either criteria 4 or 5

Alabama In- Demand Occupations

- Occupations that are in demand in 3 or more regions qualify for the state demand list

The Evolution of the Alabama Occupational Ontology

Critical Thinking Informs Our Foundational Alabama Occupational Competency Ontology



- Theoretical Model from 2020 -

Common Language

Competency (Skills) Statements* Pre-loaded for Use in Creating & Maintaining Skills-Based Jobs & Credentials:

- Three Levels of Ready to Work Statements from ACCCP
 - Personal Effectiveness
 - Academic
 - Workplace
- Learning Outcomes from Education/Training Providers
- Occupation-Specific Statements from CSW
 - 365 In-demand Occupations (236 Statewide & 129 Regional)

NDC Quality Assurance Process

10 Characteristics of a Quality Non-Degree Credential

- ☐ Classified as required by law, mandated by industry, or preferred by industry (**industry relevance**)
- ☐ Determined to be required to obtain a job; part of a stackable sequence; or complementary, but not directly aligned, to an occupation or career pathway (**job or career relevance**)
- ☐ **Accredited or recognized** by a statewide or national industry-recognized accrediting body
- ☐ Aligned to an occupation on a regional or statewide list of **in-demand occupations**
- ☐ Achievable by students in a **secondary and/or the postsecondary** level of study
- ☐ Earned after a minimum number of hours of **instruction time**
- ☐ **Stackable** in a sequence of aligned competencies
- ☐ Valuable as determined by leading to at least a **20 percent wage premium** over a high school diploma
- ☐ Traceable and **trackable** by the ATLAS on Career Pathways
- ☐ **Portable** across or within an industry sector



The Applications: Alabama's Talent Triad

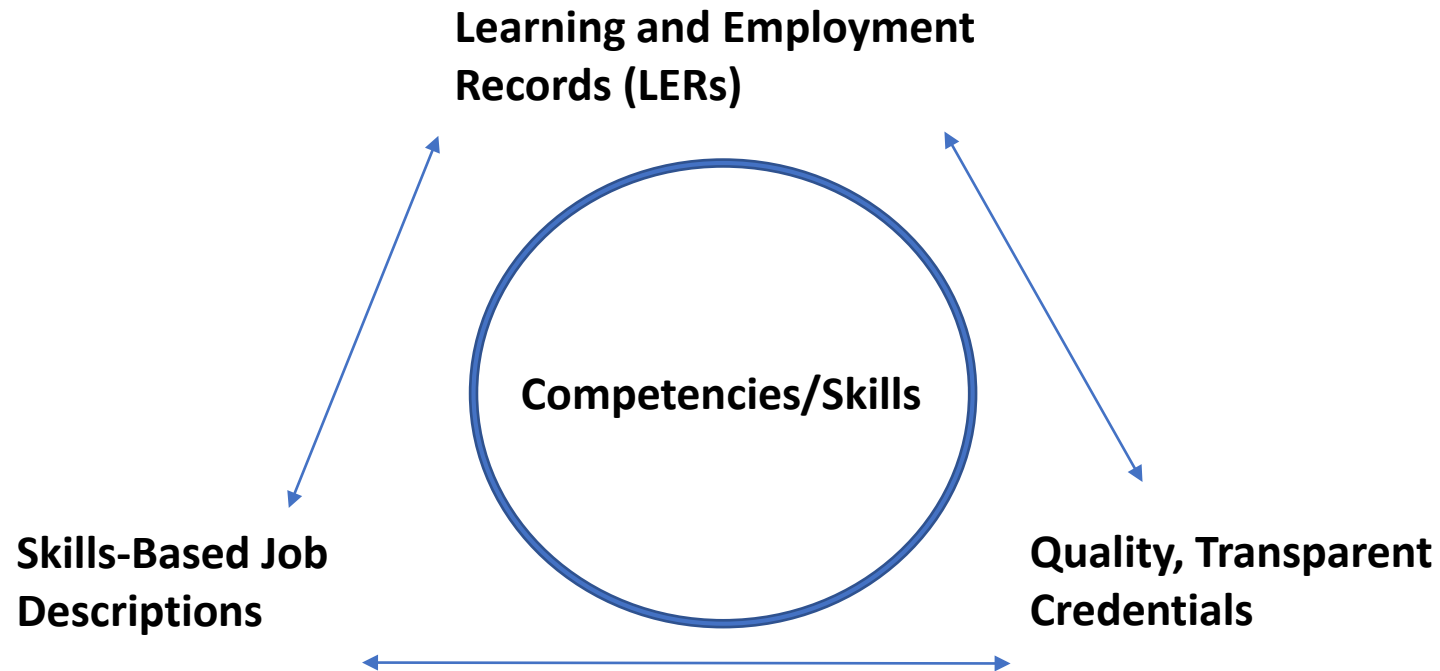
Formerly known as Alabama College and Career Exploration Tool (ACCET)

Credential Registry | *Explore Credentialed Learning of all types in Alabama*

Skills based Job Description Generator | *Explore Skills-Based Jobs in Alabama*

Alabama Learning & Employment Record (LER) | *Within a personal Digital Learner Wallet provided by EBSCOed*

The Alabama Talent Triad: The Nation's First Full-Scale Talent Marketplace



Talent Triad

In Support of a Skills-Based Economy

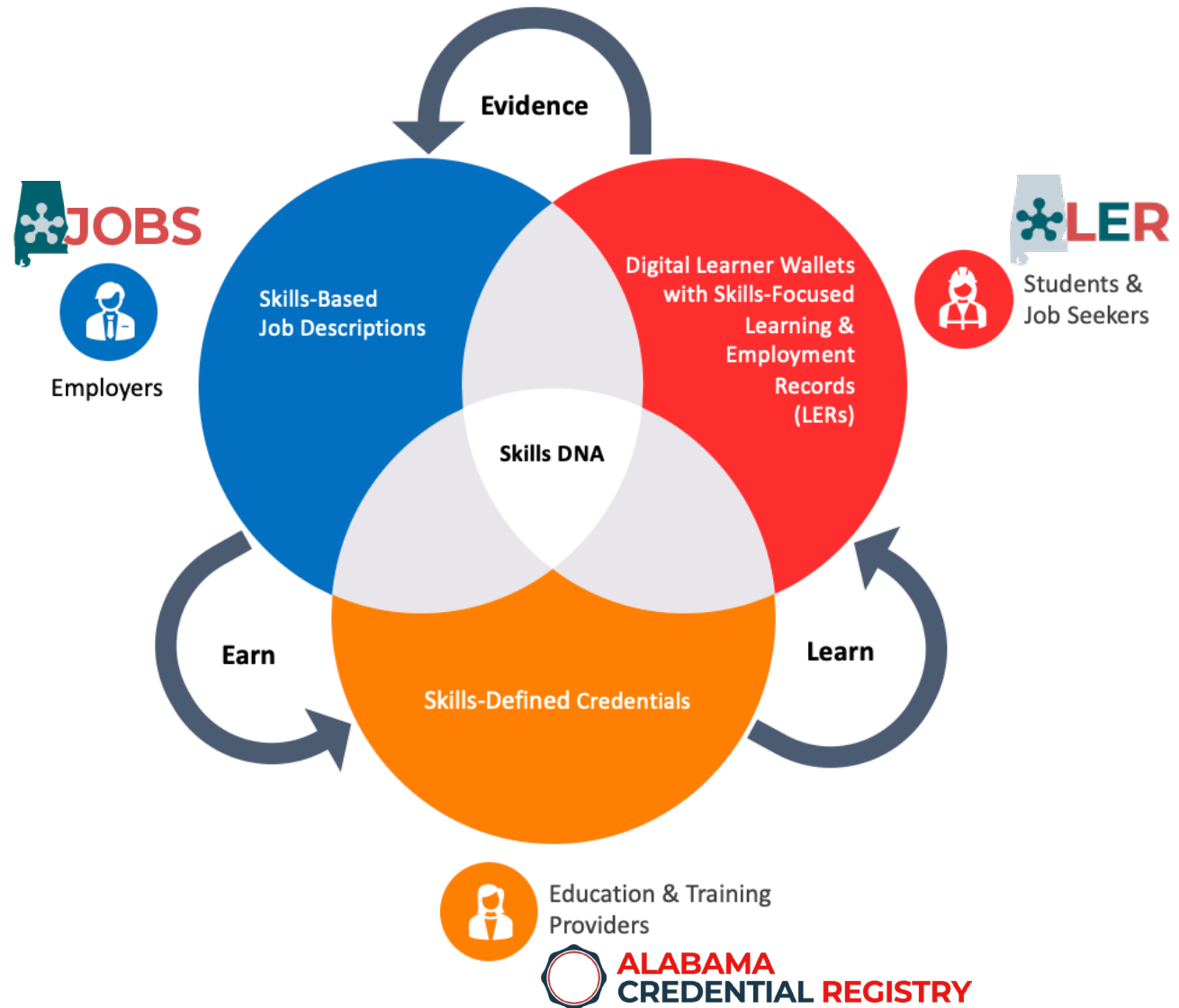
Connecting Learners, Earners, Employers and Education & Training Providers through **EBSCOed Technology & Skills DNA**

Skills-Based Jobs modeled to support JEDx format.

CLR LERs supporting Alabama-verified credentials including those in-process to define a talent pipeline for employers alongside **personal digital learner wallets** supporting self-attested skills, credentials & partners like Milgears.

Credential Registry to support all types and levels of (stackable) credentials available in Alabama. Compatible with CTDL.

Pilot launching March 2023



Key Takeaways

- Alabama has a plan to use competency-based education and skills-based hiring to increase Alabama's postsecondary education attainment and labor force participation rates, which is essential for future economic growth.
- Alabama is launching the nation's first full-scale talent marketplace, which connects talent to opportunity by using competencies as a currency to transact and translate all forms of learning.
- Alabama is seeking state partners to join the Alabama Talent Triad system.

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