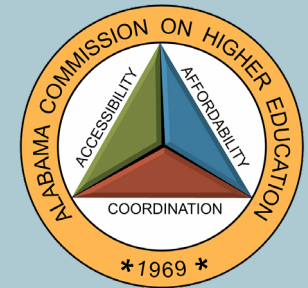


ALL IN AL

Alabama Commission on Higher Education



Dr. Jim Purcell, Executive Director

All in Alabama is a statewide initiative developed by the Alabama Commission on Higher Education (ACHE) to help retain current and former Alabama graduates in the state's workforce, resulting in a better economy and quality of life for all Alabamians.

**ALL
IN AL**



THE NEW ALABAMA.

Embracing Change and Unleashing Potential!

LEARN MORE

<https://allinal.org>

Retain Alabama focuses encouraging current college students to remain in Alabama to live and work following graduation.

Recall Alabama identifies former graduates who have left the state and encourages them to return to Alabama by making them aware of job opportunities in their major and also by helping their alma mater communicate to them about campus activities including additional education opportunities.

(Re)Engage Alabama concentrates on individuals aged 25 and above by providing support services and financial aid.

CAPTIVATING CITIES.

Unforgettable Experiences.

We believe our work speaks for itself. Browse our most recent projects below and enjoy our handmade work with love for every detail.

[ALL CITIES](#)[HUNTSVILLE](#)[MOBILE](#)[MONTGOMERY](#)[BIRMINGHAM](#)



ALABAMA IS CALLING.

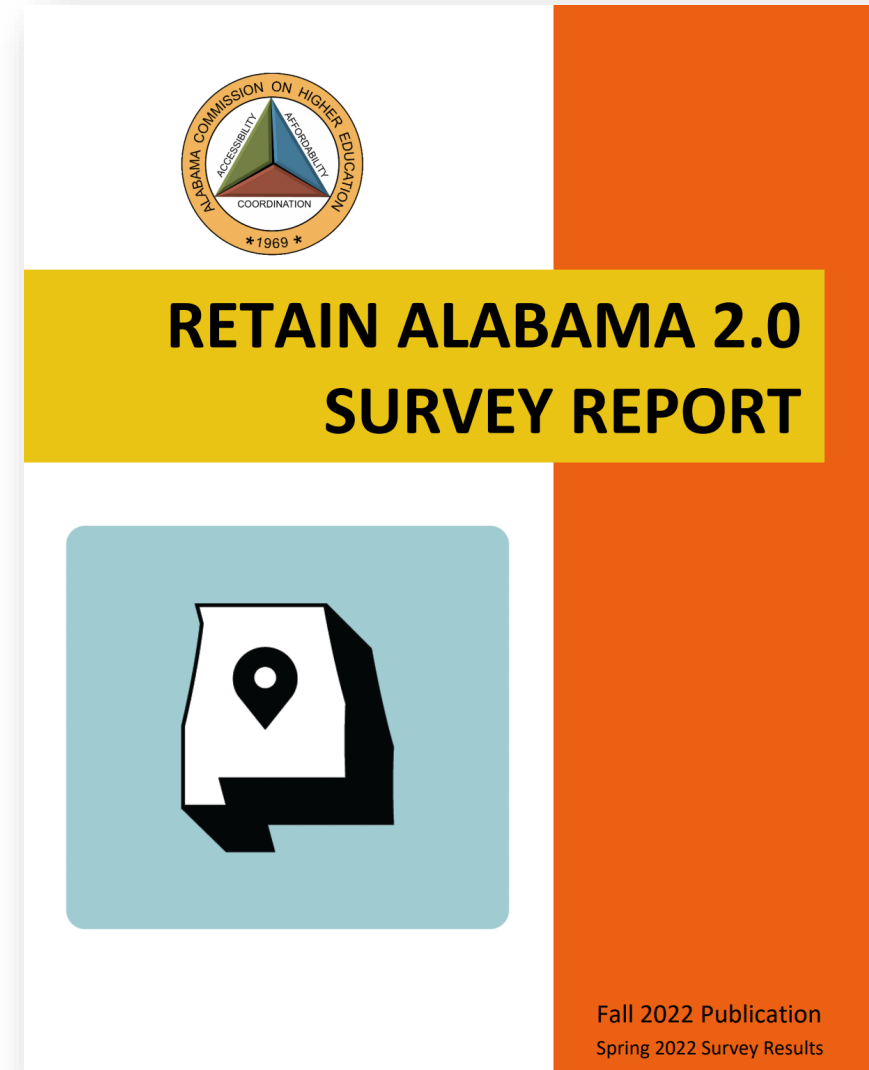
Experience limitless opportunities All In One State!



RETAIN ALABAMA SURVEY 2.0

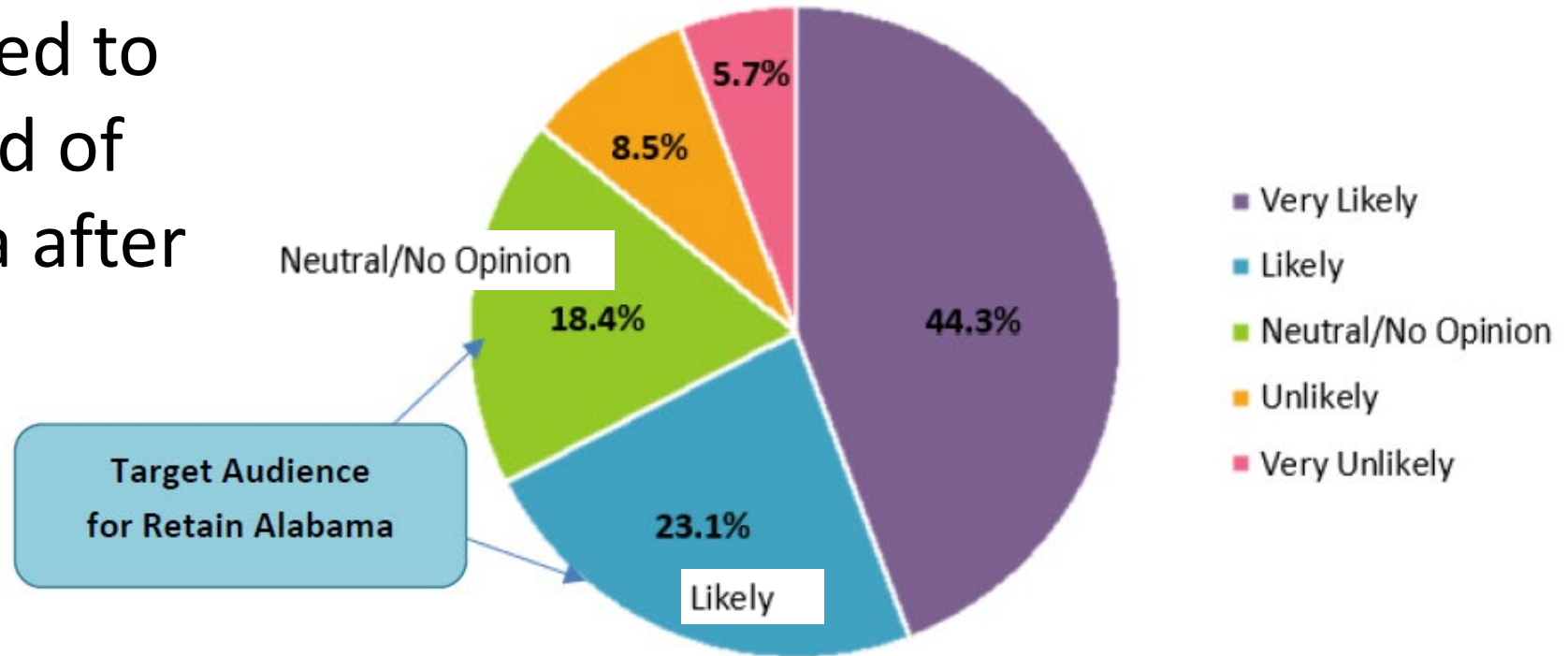
In Spring 2022, ACHE coordinated a survey of undergraduates to find out more about their future plans, job prospects, and impressions of Alabama.

ACHE collected over 6,800 responses from across the 13 participating institutions.



INTEREST IN STAYING

Students were asked to rate their likelihood of staying in Alabama after graduation.



DECISION-MAKING FACTORS

Importance	
Response Items	Importance Mean Rating (Max = 5)
Job opportunities in my prospective field of study (major)	4.63
Potential salary and employer-provided benefits	4.55
Cost of living	4.55
Overall Public safety	4.49
Potential for career advancement	4.45
Acceptance towards people of diverse backgrounds	4.39
Friendliness of the people	4.32
Quality of K-12 Education	4.29
Access to healthy/outdoor activities	4.27
The state's natural environment	4.25
Opportunities to continue education	4.17

Career and economic factors were most important for future plans.

Recall Alabama: *Purpose*

- **Identify degree completers** who left the state (key high demand areas).
- **Encourage** those completers to **return to Alabama!** ...and back in state workforce.
- **Create a geographical representation** of where graduates currently live to strategically focus recruiting efforts.
- **Update alumni database** with most recent contact information.
- **Enhance alumni database** by adding income and lifestyle elements.



Recall Alabama: *Implementation*

- ACHE solicited universities for **graduate data for the last ten years**. (Why did we not include community colleges?)
- Data included full names along with permanent and current address information.
- **Ten universities** elected to participate.
- **161,761 former students** were originally submitted for the study.
- Number **dropped to 125,709** after various exclusions (duplications, deceased, do not mail, etc.)
- **ACHE contracted with USADATA** to utilize their data mining services to locate these former students.



Recall Alabama: *Geographic Areas of Focus*

Georgia

(Atlanta Metro Area)

Florida (Panhandle, Central Metro Areas)

Mississippi

(Gulf Coast Region)

Tennessee

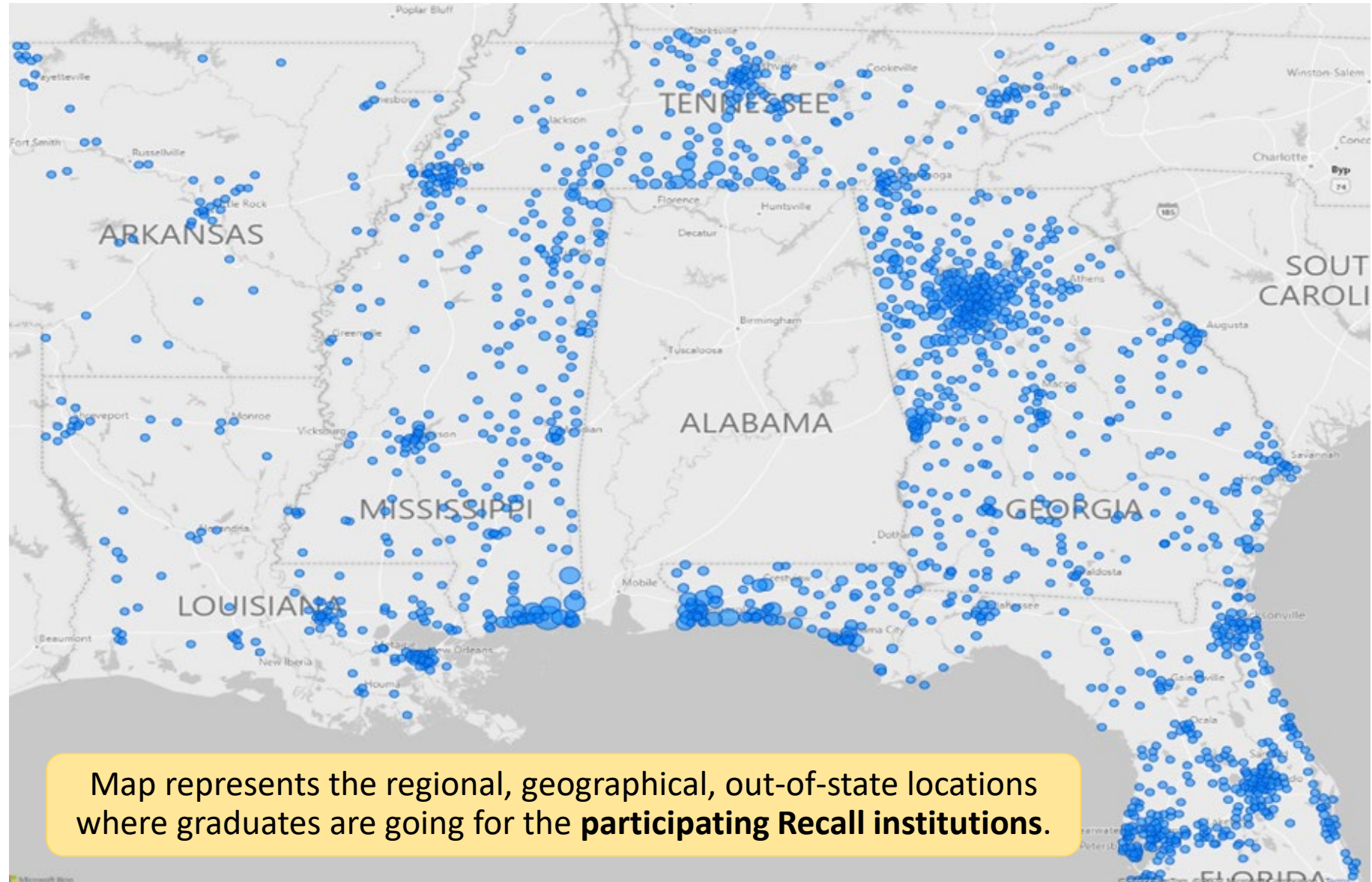
(Memphis, Nashville, Major Metro Areas)

Louisiana

(New Orleans, Baton Rouge)

Texas

(Dallas, Houston)



The letter 'A' in '(Re)Engage' is replaced by a light blue outline map of Alabama, showing its county boundaries.

(Re)Engage

ALABAMA

SB175: Senators Orr, Albritton, Livingston, Butler, Allen, Waggoner, Roberts, and Jones

SB 175 Purpose

- Establish (Re)Engage Alabama Grant Program

- Encourage adults with college credit to return;
- Increase the number of AL adults with a college degree;
- Provide grant award payments to eligible adults;
- Provide eligibility standards;
- Provide ACHE resource for administration (5%)



\$4.5 million

- Establish the Alabama Short-term Credential Program

- Help Alabamians earn short-term credentials;
- Determine eligible standards;
- Establish procedures for administration (ACCS);
- Set forth the process for funding;
- Repeal the Alabama Apprenticeship Tax Credit Act.

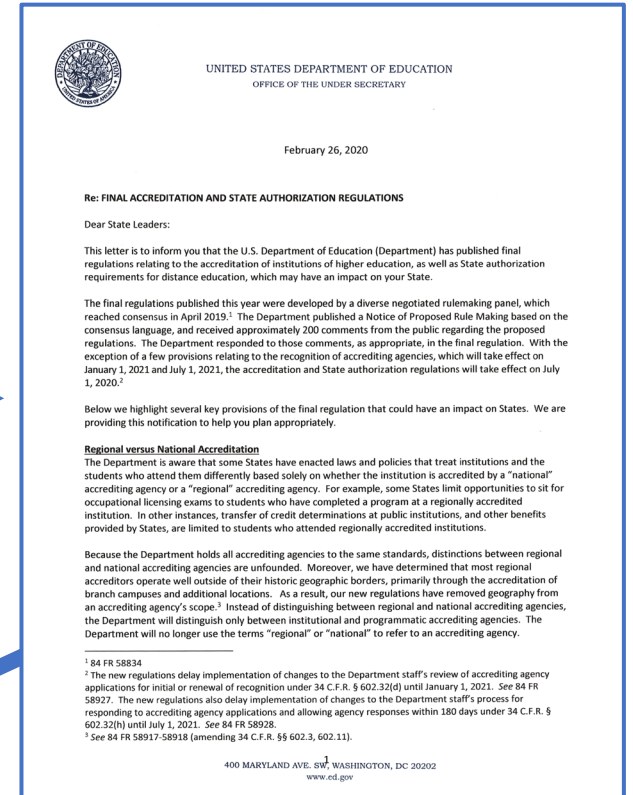


Establish a Short-Term Credential Scholarship Fund
\$TBD

Requirements for Colleges and Universities to Participate per Bill

Dear Colleague Letter

- State-supported or private nonprofit colleges and universities
- SACSCOC or Council on Occupational Education
- Eligible to receive Title IV federal student aid program funds
- Maintains its primary headquarters in Alabama



• Regional versus National Accreditation

- The Department is aware that some States have enacted laws and policies that treat institutions and the students who attend them differently based solely on whether the institution is accredited by a "national" accrediting agency or a "regional" accrediting agency....
- Because the Department holds all accrediting agencies to the same standards, distinctions between regional and national accrediting agencies are unfounded.

“Approved” Colleges and Universities

43 (4) APPROVED INSTITUTION. A state-supported institution
44 of higher education or a private nonprofit institution of
45 higher education that satisfies all of the following:

46 a. Is accredited by the Southern Association of
47 Colleges and Schools Commission on Colleges, or the Council on
48 Occupational Education.

49 b. Is eligible to receive Title IV federal student aid
50 program funds.

51 c. Maintains its primary headquarters in Alabama.

“Approved” Colleges and Universities

Alabama A&M University

Alabama State University

Athens State University

Auburn University

Auburn University at Montgomery

Jacksonville State University

Troy University

University of Alabama

UA in Birmingham

UA in Huntsville

University of Montevallo

University of North Alabama

University of South Alabama

University of West Alabama

Amridge University

Birmingham-Southern College

Faulkner University

Huntingdon College

Miles College

Oakwood University

Samford University

South University-Montgomery

Spring Hill College

Stillman College

Talladega College

Tuskegee University

United States Sports Academy

University of Mobile

Bevill State Community College

Bishop State Community College

Coastal Alabama Community College

Calhoun Community College

Central Alabama Community College

Chattahoochee Valley Community College

Drake State Community College

Enterprise State Community College

Gadsden State Community College

Jefferson State Community College

Lawson State Community College

LB Wallace Community College

Northeast Alabama Community College

Northwest-Shoals Community College

Reid State Community College

Shelton State Community College

Snead State Community College

Southern Union State Community College

Trenholm State Community College

Ingram State Community College

Marion Military Institute

Wallace State Community College-Dothan

Wallace State Community College-Hanceville

Wallace State Community College-Selma

“Authorized Institution”



An “approved” institution that files a signed agreement with ACHE indicating that it will comply with all rules and procedures provided by ACHE.

Eligible Student per Act 2023-539

- Is an **Alabama Resident**
 - Proof includes a current valid Alabama driver license (front and back), a current valid Alabama vehicle registration, or a current valid Alabama voter registration card
- Is **25 years of age or older** at time of current enrollment
- Has been out of college for **two years prior** to current enrollment
- Has a **completed** FAFSA
 - FAFSA must be completed, but individuals do not have to qualify for Pell grant and do not have to take out a Federal loan to receive (Re)Engage. Individuals should accept a Pell Grant if they qualify.
- Is pursuing their **first** associate or baccalaureate **degree**.
 - Only can pursue their first degree but having earned a certificate is acceptable



Eligible Student per Act 2023-539

- Has earned **36 credits toward an associate degree** or **72 hours toward a baccalaureate degree** of the approved program
- Has been accepted, admitted, or enrolled in an approved program
- Is **enrolled in six hours or more per semester**
- Is in good academic standing by college and/or program
- Is enrolled in courses of study directly leading to a **degree identified in alignment with a job on the ACCCP list of high demand programs**



Award Amounts per Act 2023-539

- **Full-time Students (at least 12 hours; maximum amount)**
 - **\$1,500** per semester for students pursuing an **associate**
 - **\$3,000** per semester for students pursuing a **bachelor's**
- **Part-time Students**
 - **Prorated for 6-11 hours** (\$125 per credit hour for associate; \$250 per credit hour for bachelor's)
 - Prorated for quarter terms: 3 semester credit hours is equivalent to 4.5 quarter credit hours
- A student grant recipient who elects to transfer from the original awarding institution to another educational institution will automatically become **ineligible** for the grant as this program **award is not transferable** from one educational institution to another.



Occupations and Their Programs of 2023-2024

- Careers requiring an associate or bachelor's degree identified within the upper quartile based on high demand and high wage (HDHW)
- Program CIPs were aligned with the [ACCCP high demand job list](#)
- Program CIPs offered at the institutions were identified
- Graduate counts of the CIPs were collected to make production and cost projections



Alabama ACCCP Demand Occupations 2023-2024

Alabama Demand Occupations
ACCCP 2023-2024

SOC Code	Occupation Title	2022 Employment	Avg Annual Openings	Median Annual Salary	Median Applied Math	Median Workplace Documents	Workforce Literacy Scores
37-2021	Pest Control Technicians						
53-7081	Refuse and Garbage Collectors						
37-3013	Tree Trimmers and Trainers						
45-2091	Agriculture, Forestry, and Fishing Workers						
49-3041	Farm Equipment Operators and Mechanics						
11-9021	Construction Laborers						
47-1011	Supervisors of Construction Workers						
17-2051	Civil Engineers						
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers						
47-2061	Construction Trades Helpers						
47-2111	Electricians						
47-2031	Carpenters						
47-2152	Plumbers, Pipefitters, and Steamfitters						
37-3011	Landscapers						
49-9051	Electrical, Electronic, and Telecommunications Equipment Repairers						
47-2073	Operating Engineers and Other Construction Equipment Operators						
13-1051	Cost Estimators						
47-2141	Painters						
37-1012	Supervisors of Grounds Maintenance Workers						
17-1011	Architects						
17-3022	Civil Engineers						
49-9044	Millwrights						
53-7021	Crane and Hoist Operators						
47-2211	Sheet Metal Workers						
47-2181	Roofers						
49-9098	Helpers - Electric, Electronic, and Telecommunications Equipment						
17-3011	Architectural Drafters and Detailers						
47-2051	Cement Masons and Bricklayers						
47-2221	Structural Iron and Steel Workers						
47-4051	Highway Maintenance Workers						
47-2151	Pipelayers						
47-3013	Helpers - Construction Trades						
47-2121	Glaziers						
47-3015	Helpers - Steamfitters, Pipefitters, and Welders						
47-2071	Construction Trades Helpers						
47-2072	Construction Trades Helpers						
47-2073	Construction Trades Helpers						
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47-2200	Construction Trades Helpers						

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.
 ** Data Suppressed Due to Confidentiality.
 Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (https://www.act.org), ACT Job Profiling.
 The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCPC).

<https://www.ache.edu/wp-content/uploads/2022/12/2023-Statewide-List-of-In-Demand-Occupations.pdf>

Source: Alabama Department of Labor
 Wages now reflect Median Annual Salary
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 The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCPC).

Step 1. Determine HDHW Workforce Shortages to Target

Upper quartile of jobs requiring associate or baccalaureate degrees

Occupation Title in ACCCP List	Degree	Employed 2020	Average Annual Openings	Openings Weights Rank 1-4	Median Annual Salary	Salary Weights Rank 1-4	Openings + Salary (1-8)
Medical & Health Services Managers	A/B	6,950	830	4	\$82,608	4	8
Industrial Engineers	B	6,320	605	4	\$87,837	4	8
Construction Managers	A/B	6,580	585	4	\$87,915	4	8
Management Analysts	B	5,500	615	4	\$90,377	4	8
Software Developers & Software Quality Assurance Analysts & Testers	B	17,220	1,710	4	\$98,524	4	8
Registered Nurses	A/B	51,280	3,185	4	\$58,631	3	7
Human Resources Specialists	B	6,800	725	4	\$59,119	3	7
Accountants & Auditors	A/B	20,900	2,025	4	\$64,035	3	7
Civil Engineers	B	4,820	410	3	\$85,954	4	7
Logisticians	A/B	4,390	545	3	\$87,230	4	7
Computer Systems Analysts	B	5,170	390	3	\$88,552	4	7
Mechanical Engineers	B	3,940	300	3	\$89,136	4	7
Electrical Engineers	B	4,500	355	3	\$100,026	4	7
Financial Managers	B	5,810	555	3	\$116,927	4	7
Computer & Information Systems Managers	A/B	4,190	365	3	\$123,215	4	7

Step 2. Identify Potential CIPs Aligned with Top HDHW Jobs

11.0101 Computer and Information Sciences	14.2701 Systems Engineering	51.0717 Medical Staff Services Technology/Technician
11.0102 Artificial Intelligence	14.3301 Construction Engineering	51.0718 Long Term Care Administration/Management
11.0103 Information Technology	14.3501 Industrial Engineering	51.0719 Clinical Research Coordinator
11.0104 Infomatics	14.3601 Manufacturing Engineering	51.0720 Regulatory Science/Affairs
11.0105 Human-Centered Technology Design	14.3701 Operations Research	51.0721 Disease Registry Data Management
11.0199 Computer and Information Sciences, Other	14.4101 Electromechanical Engineering	51.0722 Healthcare Innovation
11.0201 Computer Programming/Programmer, General	14.4201 Mechatronics, Robotics, and Automation Engineering	51.0723 Healthcare Information Privacy Assurance and Security
11.0202 Computer Programming/Specific Applications	14.4701 Electrical and Computer Engineering	51.0799 Health and Medical Administrative Services, Other
11.0203 Computer Programming, Vendor/Product Certification	14.4801 Energy Systems Engineering, General	51.2706 Medical Informatics
11.0204 Computer Game Programming	14.4802 Power Plant Engineering	51.3801 Registered Nursing/Registered Nurse
11.0205 Computer Programming, Specific Platforms	14.4899 Energy Systems Engineering, Other	52.0203 Logistics, Materials, and Supply Chain Management
11.0299 Computer Programming, Other	15.1001 Construction Engineering Technology/Technicians	52.0205 Operations Management and Supervision
11.0401 Information Science/Studies	15.1201 Computer Engineering Technology/Technicians	52.0215 Risk Management
11.0501 Computer Systems Analysis/Analyst	15.1202 Computer/Computer Systems Technology/Technicians	52.0216 Science/Technology Management
11.0701 Computer Science	15.1203 Computer Hardware Technology/Technicians	52.0301 Accounting
11.0801 Web Page, Digital/Multimedia and Information Resources Design	15.1204 Computer Software Technology/Technicians	52.0302 Accounting Technology/Technician and Bookkeeping
11.0802 Data Modeling/Warehousing and Database Administration	15.1299 Computer Engineering Technologies/Technicians, Other	52.0303 Auditing
11.0803 Computer Graphics	30.7001 Data Science, General	52.0304 Accounting and Finance
11.0804 Modeling, Virtual Environments and Simulation	30.7099 Data Science, Other	52.0305 Accounting and Business/Management
11.0899 Computer Software and Media Applications, Other	30.7101 Data Analytics, General	52.0399 Accounting and Related Services, Other
11.0901 Computer Systems Networking and Telecommunications	30.7102 Business Analytics	52.0601 Business/Managerial Economics
11.0902 Cloud Computing	30.7103 Data Visualization	52.0801 Finance, General
11.0999 Computer Systems Networking and Telecommunications, Other	30.7104 Financial Analytics	52.0803 Banking and Financial Support Services
11.1003 Computer and Information Systems Security/Auditing, Information Assurance	30.7199 Data Analytics, Other	52.0804 Financial Planning and Services
14.0401 Architectural Engineering	45.0602 Applied Economics	52.0806 International Finance
14.0801 Civil Engineering, General	45.0603 Econometrics and Quantitative Economics	52.0807 Investments and Securities
14.0802 Geotechnical and Geoenvironmental Engineering	46.0412 Building/Construction Site Management/Manager	52.0808 Public Finance
14.0803 Structural Engineering	51.0701 Health/Health Care Administration/Management	52.0809 Credit Management
14.0804 Transportation and Highway Engineering	51.0702 Hospital and Health Care Facilities Administration/Management	52.0810 Financial Risk Management
14.0805 Water Resources Engineering	51.0703 Health Unit Coordinator/Ward Clerk	52.0899 Finance and Financial Management Services, Other
14.0899 Civil Engineering, Other	51.0704 Health Unit Manager/Ward Supervisor	52.1001 Human Resources Management/Personnel Administration, General
14.0901 Computer Engineering, General	51.0705 Medical Office Management/Administration	52.1201 Management Information Systems, General
14.0902 Computer Hardware Engineering	51.0706 Health Information/Medical Records Administration/Administrator	52.1206 Information Resources Management
14.0903 Computer Software Engineering	51.0707 Health Information/Medical Records Technology/Technician	52.1207 Knowledge Management
14.0999 Computer Engineering, Other	51.0708 Medical Transcription/Transcriptionist	52.1299 Management Information Systems and Services, Other
14.1001 Electrical, Electronics, and Communications Engineering	51.0709 Medical Office Computer Specialist/Assistant	52.1301 Management Science
14.1003 Laser and Optical Engineering	51.0710 Medical Office Assistant/Specialist	52.1302 Business Statistics
14.1004 Telecommunication Engineering	51.0711 Medical/Health Management and Clinical Assistant/Specialist	52.1304 Actuarial Science
14.1099 Electrical, Electronics, and Communications Engineering, Other	51.0712 Medical Reception/Receptionist	52.1399 Management Sciences and Quantitative Methods, Other
14.1901 Mechanical Engineering	51.0713 Medical Insurance Coding Specialist/Coder	52.2001 Construction Management, General
	51.0714 Medical Insurance Specialist/Medical Biller	52.2002 Construction Project Management
	51.0715 Health/Medical Claims Examiner	52.2099 Construction Management, Other
	51.0716 Medical Administrative/Executive Assistant and Medical Secretary	

Step 3. Determine the Majors for Targeted HDHW Jobs

Identify CIPs of baccalaureate and associate degrees offered at 4-year public institutions

Occupation Title	Degree	Eligible CIPs Offered	AAM Region 1	ASU Region 5	ATSU Region 1	AU Region 5	AUM Region 5	JSU Region 2	Troy Region 6	UA Region 3	UAB Region 4	UAH Region 1	UM Region 4	UNA Region 1	USA Region 7	UWA Region 3
Medical & Health Services Managers	A/B	51.0701, 51.0702, 51.0706, 51.0707, 51.0799, 51.2706		51.0706	51.0701	51.0701					51.0701			51.0799	51.2706	
Industrial Engineers	B	14.3501				14.3501						14.3501				
Construction Managers	A/B	14.0401, 14.3301, 15.1001, 52.2001	15.1001			14.0401				14.0401 14.3301						
Management Analysts	B	45.0603, 52.0601, 52.1301				52.1301	45.0603 52.0601	52.0601	52.0601 52.1301	52.0601 52.1301	52.0601	52.0601 52.1301	52.1301	52.1301		45.0603
Software Developers & Software Quality Assurance Analysts & Testers	B	11.0201, 14.0901, 14.0903, 14.0999				14.0901 14.0903				14.0901		14.0901 14.0999			14.0901	
Registered Nurses	A/B	51.3801			51.3801	51.3801	51.3801	51.3801	51.3801	51.3801	51.3801	51.3801	51.3801	51.3801	51.3801	51.3801
Human Resources Specialists	B	52.1001			52.1001	52.1001	52.1001				52.1001					
Accountants & Auditors	A/B	52.0301, 52.0302	52.0301	52.0301	52.0301	52.0301	52.0301	52.0301	52.0301	52.0301	52.0301	52.0301	52.0301	52.0301	52.0301	52.0301
Civil Engineers	B	14.0801	14.0801			14.0801				14.0801	14.0801	14.0801			14.0801	
Logisticians	A/B	52.0203, 52.0205	52.0203		52.0203 52.0205	52.0203									52.0203	
Computer Systems Analysts	B	11.0401, 11.0501, 11.0701, 11.0901, 11.1003, 52.1201, 52.1206		11.0401 11.0701	52.1201 52.1206	11.0701	11.0701 52.1201	11.0401	11.1003	11.1003 52.1201 52.1206	52.1201	11.1003 52.1201	11.0701	52.1201	11.0401 11.0701	15.1201 52.1201
Mechanical Engineers	B	14.1901	14.1901			14.1901				14.1901	14.1901	14.1901			14.1901	
Electrical Engineers	B	14.1001, 14.1099	14.1001			14.1001				14.1001 14.1099	14.1001	14.1001			14.1001	
Financial Managers	A/B	52.0801	52.0801	52.0801		52.0801	52.0801	52.0801	52.0801	52.0801	52.0801	52.0801	52.0801	52.0801	52.0801	52.0801
Computer & Information Systems Managers	A/B	11.0101, 11.0103, 11.0104, 11.0199, 52.0216	11.0101		11.0101 11.0103	11.0101	11.0103	11.0101	11.0101 52.0216	11.0101	11.0101	11.0101	11.0104	11.0101 11.0103	11.0103	
		Program CIP Count	8	5	10	16	9	6	8	17	11	14	6	8	12	6

Step 3. Determine the Majors for Targeted HDHW Jobs

Identify CIPs of associate degrees offered at 2-year public institutions

Occupation Title	BEV Region 3	BIS Region 7	CACC Region 5	CAL Region 1	CEN Region 2	CVC Region 5	DRA Region 1	ENT Region 6	GAD Region 2	JSC Region 4	LAW Region 4	LBW Region 6	NEC Region 1	NWS Region 1	REI Region 7	SHC Region 3	SND Region 1	SOU Region 2	TRE Region 5	ING Region 5	MMI Region 5	WSD Region 6	WSH Region	WSS Region 5	
Medical & Health Services Managers		51.0707						51.0707								51.0707		51.0707					51.0707	51.0707	
Industrial Engineers																									
Construction Managers									15.1001	15.1001															
Management Analysts																									
Software Developers & Software Quality Assurance Analysts & Testers																									
Registered Nurses	51.3801	51.3801	51.3801	51.3801	51.3801	51.3801	51.3801		51.3801	51.3801	51.3801	51.3801	51.3801	51.3801		51.3801	51.3801	51.3801	51.3801				51.3801	51.3801	51.3801
Human Resources Specialists																									
Accountants & Auditors	52.0302	52.0302	52.0302			52.0301	52.0302		52.0302	52.0302	52.0302	52.0302							52.0302				52.0302	52.0302	52.0302
Civil Engineers																									
Logisticians																52.0203									
Computer Systems Analysts																									
Mechanical Engineers																									
Electrical Engineers																									
Financial Managers	52.0803		52.0803			52.0803		52.0803	52.0803	52.0803			52.0803					52.0803							
Computer & Information Systems Managers	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101	11.0101		11.0101	11.0101	11.0101	
Program CIP Count	4	4	4	2	2	4	3	3	5	5	3	3	3	2	0	4	2	4	3	0	0	3	4	4	

Step 3. Determine the Majors for Targeted HDHW Jobs

Identify CIPs of baccalaureate and associate degrees offered at other eligible institutions

Occupation Title	Degree	Eligible CIPs Offered	Amridge University	Birmingham-Southern College	Faulkner University	Huntingdon College	Miles College	Oakwood University	Samford University	South University-Montgomery	Spring Hill College	Stillman College	Talladega College	Tuskegee University	United States Sports Academy	University of Mobile
Medical & Health Services Managers	A/B	51.0701, 51.0702, 51.0706, 51.0707, 51.0799, 51.2706						51.0701	51.0701	51.0701						
Industrial Engineers	B	14.3501														
Construction Managers	A/B	14.0401, 14.3301, 15.1001, 52.2001												52.2001		
Management Analysts	B	45.0603, 52.0601, 52.1301			52.1301				52.0601					52.1301		
Software Developers & Software Quality Assurance Analysts & Testers	B	11.0201, 14.0901, 14.0903, 14.0999														
Registered Nurses	A/B	51.3801						51.3801	51.3801	51.3801	51.3801			51.3801		51.3801
Human Resources Specialists	B	52.1001	52.1001		52.1001											
Accountants & Auditors	A/B	52.0301, 52.0302		52.0301	52.0301	52.0301	52.0301	52.0301	52.0301	52.0301				52.0301		52.0301
Civil Engineers	B	14.0801														
Logisticians	A/B	52.0203, 52.0205									52.0203			52.0203		
Computer Systems Analysts	B	11.0401, 11.0501, 11.0701, 11.0901, 11.1003, 52.1201,	52.1201 52.1206		11.0701		11.0901 52.1201	11.0701 52.1201	11.0701	11.0401			11.0701	11.0701		
Mechanical Engineers	B	14.1901												14.1901		
Electrical Engineers	B	14.1001, 14.1099												14.1001		
Financial Managers	A/B	52.0801						52.0801	52.0801					52.0801		
Computer & Information Systems Managers	A/B	11.0101, 11.0103, 11.0104, 11.0199, 52.0216		11.0199	11.0101 11.0104			11.0103	11.0101				11.0101	11.0101		11.0101
		Program CIP Count	3	2	6	1	3	7	7	4	2	0	2	10	0	3

Step 4. Determine How to Distribute Funding

A plan for 52 qualifying institutions and 41 offered CIPs was developed to determine the distribution of funds.

- *The allocation is based on the proportional share of Alabama-resident graduates in the approved programs divided by available funds.*
- The following data sources were used for projection calculation:
 - Using ACHE data files and IPEDS reports via NCES, determined the average of **in-state** graduates for ACHE and ACCS colleges and universities in qualifying majors since 2015 by degree level and approved majors
 - Similar calculation for private, nonprofit institutions using IPEDS and institutional data requests
- Develop funding per institution for which the calculation yields ample funding for student(s) to complete a degree in one of the qualifying programs *

Results

- Funding distributed in a 26% ± to 74% ± split between associate and baccalaureate degrees based on the average count of **in-state** graduates since 2015. **Baccalaureate students will receive a higher award because of greater enrollment cost as prescribed in the bill.**
 - [Projection of 359 associate and 252 baccalaureate scholarships available to eligible students](#)

Step 4. Determine How to Distribute Funding

Determine current in-state baccalaureate degree production

Occupation Title	Medical & Health Services Managers	Industrial Engineers	Construction Managers	Management Analysts	Software Developers & Software Quality Assurance Analysts & Testers	Registered Nurses	Human Resources Specialists	Accountants & Auditors	Civil Engineers	Logisticians	Computer Systems Analysts	Mechanical Engineers	Electrical Engineers	Financial Managers	Computer & Information Systems Managers		
Degree	A/B	B	A/B	B	B	A/B	B	A/B	B	A/B	A/B	B	B	A/B	A/B		
Eligible CIPs Offered	51.0701, 51.0702, 51.0706, 51.0707, 51.0799, 51.2706	14.3501	14.0401, 14.3301, 15.1001, 52.2001	45.0603, 52.0601, 52.1301	11.0201, 14.0901, 14.0903, 14.0999	51.3801	52.1001	52.0301, 52.0302	14.0801	52.0203, 52.0205	11.0401, 11.0501, 11.0701, 11.0901, 11.1003, 52.1201, 52.1206	14.1901	14.1001, 14.1099	52.0801	11.0101, 11.0103, 11.0104, 11.0199, 52.0216	Total In-State Degrees 2015-22	7Yr Avg In-State Degrees
AAM			60					83	41	89		155	148	43	160	779	111
ASU	71							108			203			30		412	59
ATSU	7						194	564		242	43				288	1338	191
AU	231	490	575	141	550	908	104	868	596	766	30	1108	508	864	374	8113	1159
AUM				5		1080	86	197			137			129	208	1842	263
JSU						2250		354			17			226	259	3106	444
Troy				159		816		437			32			28	721	2193	313
UA			67	652	26	1720		1118	513		630	926	322	1076	265	7315	1045
UAB	859			72		2337	97	724	233		438	235	206	268	324	5793	828
UAH		207		48	266	1378		285	174		419	662	457	173	575	4644	663
UM								125						62	10	197	28
UNA	34			23		838		299			156			173	129	1652	236
USA	50				73	1516		359	183		304	370	169	237	163	3424	489
UWA				1		5		79			33			6		124	18
Amridge University							16				7						23
Birmingham-Southern College								54							15	69	12
Faulkner University				297			308	31			9				17	663	110
Huntingdon College								37								37	6
Miles College								49			64					113	19
Oakwood University	34					69		35			36			24	9	206	34
Samford University	17			36		505		139			17			170	34	918	153
South University-Montgomery	25					99		0			25					149	25
Spring Hill College						85				1						86	14
Stillman College																0	0
Talladega College											13				21	34	6
Tuskegee University			31	0		98		56		38	27	161	90	36	29	569	95
United States Sports Academy																0	0
University of Mobile						194		38							15	247	41
6,366 Bachelor's Degrees																	6366

Step 4. Determine How to Distribute Funding

Determine current in-state associate degree production

Occupation Title	Medical & Health Services Managers	Industrial Engineers	Construction Managers	Management Analysts	Software Developers & Software Quality Assurance Analysts & Testers	Registered Nurses	Human Resources Specialists	Accountants & Auditors	Civil Engineers	Logisticians	Computer Systems Analysts	Mechanical Engineers	Electrical Engineers	Financial Managers	Computer & Information Systems Managers		
Degree	A/B	B	A/B	B	B	A/B	B	A/B	B	A/B	A/B	B	B	A/B	A/B		
Eligible CIPs Offered	51.0701, 51.0702, 51.0706, 51.0707, 51.0799, 51.2706	14.3501	14.0401, 14.3301, 15.1001, 52.2001	45.0603, 52.0601, 52.1301	11.0201, 14.0901, 14.0903, 14.0999	51.3801	52.1001	52.0301, 52.0302	14.0801	52.0203, 52.0205	11.0401, 11.0501, 11.0701, 11.0901, 11.1003, 52.1201, 52.1206	14.1901	14.1001, 14.1099	52.0801	11.0101, 11.0103, 11.0104, 11.0199, 52.0216	Total In-State Degrees 2015-22	7Yr Avg In-State Degrees
BEVILL						1107									101	1208	173
BISHOP	108					474		39							89	710	101
COASTAL						931									82	1013	145
CALHOUN						1169									275	1444	206
CENTRAL						317									34	351	50
CHATTAVALLEY						179									49	228	33
DRAKE						71		9							51	131	19
ENTERPRISE															27	27	4
GADSDEN						768		83							70	921	132
JEFFERSON			78			1622		84							178	1962	280
LAWSON						256		24							75	355	51
LBWALLACE						268									39	307	44
NE						303									87	390	56
NWS						467									64	531	76
REID														6	0	6	1
SHELTON	17					661									13	691	99
SNEAD						324									80	404	58
SUNION						678									27	705	101
TRENHOLM						19		28							181	228	33
INGRAM															0	0	0
MMI															0	0	0
W-DOTHAN						905									88	993	142
W-HANCEVILLE	202					1359									133	1694	242
W-SELMA						326									41	367	52
Troy						478										478	68
UWA						213										213	30
Amridge University							18									18	3
Faulkner University															4	4	1
South University-Montgomery											5					5	1
University of Mobile						7										7	1
<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="border: 1px solid blue; padding: 5px; background-color: #e0f0e0;"> <p>6,366 Bachelor's 74.32%</p> <p>2,200 Associate 25.68%</p> <p>8,566 Total Degrees</p> </div> <div style="border: 1px solid green; padding: 5px; background-color: #e0ffe0;"> <p>2,200 Associate Degrees</p> </div> </div>																2200	

Step 5. Projection of (Re)Engage Graduates Based on Graduate Average Since 2015 4-Year Programs

Institutions	Total In-State Degrees 2015-22	Average In-State Degrees 2015-22	Eligible Programs by CIP	Maximum per Academic Year (FT)	Per Credit Hour	Maximum Per Term	Projected Distribution	Projected Funds	Projected Graduates
4-Year Programs									
ALABAMA A&M UNIVERSITY	779	111	8	\$12,000	\$250	\$3,000	2%	\$ 48,000	4
ALABAMA STATE UNIVERSITY	412	59	5	\$12,000	\$250	\$3,000	1%	\$ 24,000	2
ATHENS STATE UNIVERSITY	1338	191	10	\$12,000	\$250	\$3,000	3%	\$ 96,000	8
AUBURN UNIVERSITY	8113	1159	16	\$12,000	\$250	\$3,000	18%	\$ 552,000	46
AUBURN UNIVERSITY AT MONTGOMERY	1842	263	9	\$12,000	\$250	\$3,000	4%	\$ 132,000	11
JACKSONVILLE STATE UNIVERSITY	3106	444	6	\$12,000	\$250	\$3,000	7%	\$ 216,000	18
TROY UNIVERSITY*	2193	313	7	\$12,000	\$250	\$3,000	5%	\$ 156,000	13
UNIVERSITY OF ALABAMA	7315	1045	17	\$12,000	\$250	\$3,000	17%	\$ 516,000	43
UA IN BIRMINGHAM	5793	828	11	\$12,000	\$250	\$3,000	13%	\$ 408,000	34
UA IN HUNTSVILLE	4644	663	14	\$12,000	\$250	\$3,000	10%	\$ 324,000	27
UNIVERSITY OF MONTEVALLO	197	28	6	\$12,000	\$250	\$3,000	0%	\$ 12,000	1
UNIVERSITY OF NORTH ALABAMA	1652	236	8	\$12,000	\$250	\$3,000	4%	\$ 108,000	9
UNIVERSITY OF SOUTH ALABAMA	3424	489	12	\$12,000	\$250	\$3,000	8%	\$ 240,000	20
UNIVERSITY OF WEST ALABAMA*	124	18	6	\$12,000	\$250	\$3,000	0%	\$ -	0
Amridge University	23	4	2	\$12,000	\$250	\$3,000	0%	\$ -	0
Birmingham-Southern College	69	12	2	\$12,000	\$250	\$3,000	0%	\$ -	0
Faulkner University	663	110	7	\$12,000	\$250	\$3,000	2%	\$ 48,000	4
Huntingdon College	37	6	1	\$12,000	\$250	\$3,000	0%	\$ -	0
Miles College	113	19	3	\$12,000	\$250	\$3,000	0%	\$ -	0
Oakwood University	206	34	8	\$12,000	\$250	\$3,000	1%	\$ 12,000	1
Samford University	918	153	7	\$12,000	\$250	\$3,000	2%	\$ 72,000	6
South University-Montgomery	149	25	4	\$12,000	\$250	\$3,000	0%	\$ 12,000	1
Spring Hill College	86	14	2	\$12,000	\$250	\$3,000	0%	\$ -	0
Stillman College	0	0	0	\$12,000	\$250	\$3,000	0%	\$ -	0
Talladega College	34	6	2	\$12,000	\$250	\$3,000	0%	\$ -	0
Tuskegee University	569	95	11	\$12,000	\$250	\$3,000	1%	\$ 36,000	3
United States Sports Academy	0	0	0	\$12,000	\$250	\$3,000	0%	\$ -	0
University of Mobile	247	41	3	\$12,000	\$250	\$3,000	1%	\$ 12,000	1
								\$3,024,000	252

Projected 252 Graduates of 4-Year Programs

Step 5. Projection of (Re)Engage Graduates Based on Graduate Average Since 2015

2-Year Programs

Institutions	Total In-State Degrees 2015-22	Average In-State Degrees 2015-22	Eligible Programs by CIP	Maximum per Academic Year (FT)	Per Credit Hour	Maximum Per Term	Projected Distribution	Projected Funds	Projected Graduates
2-Year Programs									
BEVILL STATE	1208	173	4	3000	125	1500	8%	\$ 87,000	29
BISHOP STATE	710	101	4	3000	125	1500	5%	\$ 51,000	17
COASTAL ALABAMA	1013	145	4	3000	125	1500	7%	\$ 72,000	24
CALHOUN	1444	206	2	3000	125	1500	9%	\$ 102,000	34
CENTRAL ALABAMA	351	50	2	3000	125	1500	2%	\$ 24,000	8
CHATTAHOOCHEE VALLEY	228	33	4	3000	125	1500	1%	\$ 15,000	5
DRAKE STATE	131	19	3	3000	125	1500	1%	\$ 9,000	3
ENTERPRISE STATE	27	4	3	3000	125	1500	0%	\$ -	0
GADSDEN STATE	921	132	5	3000	125	1500	6%	\$ 66,000	22
JEFFERSON STATE	1962	280	5	3000	125	1500	13%	\$ 141,000	47
LAWSON STATE	355	51	3	3000	125	1500	2%	\$ 24,000	8
LBWALLACE	307	44	3	3000	125	1500	2%	\$ 21,000	7
NORTHEAST ALABAMA	390	56	3	3000	125	1500	3%	\$ 27,000	9
NORTHWEST-SHOALS	531	76	2	3000	125	1500	3%	\$ 36,000	12
REID STATE	6	1	2	3000	125	1500	0%	\$ -	0
SHELTON STATE	691	99	4	3000	125	1500	4%	\$ 48,000	16
SNEAD STATE	404	58	2	3000	125	1500	3%	\$ 27,000	9
SOUTHERN UNION STATE	705	101	4	3000	125	1500	5%	\$ 51,000	17
TRENHOLM STATE	228	33	3	3000	125	1500	1%	\$ 15,000	5
INGRAM STATE	0	0	0	3000	125	1500	0%	\$ -	0
MARION MILITARY INSTITUTE	0	0	0	3000	125	1500	0%	\$ -	0
WALLACE STATE-DOTHAN	993	142	3	3000	125	1500	6%	\$ 69,000	23
WALLACE STATE-HANCEVILLE	1694	242	4	3000	125	1500	11%	\$ 120,000	40
WALLACE STATE-SELMA	367	52	4	3000	125	1500	2%	\$ 24,000	8
TROY UNIVERSITY*	478	68	1	3000	125	1500	3%	\$ 33,000	11
UNIVERSITY OF WEST ALABAMA*	213	30	1	3000	125	1500	1%	\$ 15,000	5
Amridge University	18	3	1	3000	125	1500	0%	\$ -	0
Faulkner University	4	1	1	3000	125	1500	0%	\$ -	0
South University-Montgomery	5	1	1	3000	125	1500	0%	\$ -	0
University of Mobile	7	1	1	3000	125	1500	0%	\$ -	0
								\$1,077,000	359

Projected 359
Graduates of
2-Year
Programs

Projection of Potential Students Eligible for (Re)Engage from Public Institutions Based on ACHE Data

Student data from Fall 2015 to Summer 2021 was collected from ACHE records with the following parameters:

- Alabama resident
- 25 years or older as of Fall 2023
- No degree earned (associate or baccalaureate) according to ACHE
- Institution identified by last enrollment (full-time status)
- Enrolled in one of the ACCCP CIPs identified for the program
- Earned at least 36 if last enrolled at 2-year institution and 72 if last enrolled at 4-year institution

4-Year Public Institutions

Institution (Baccalaureate)	In-State Potential Slots	In-State Potential Students
AAM	4	46
ASU	2	8
ATSU	8	24
AU	46	84
AUM	11	43
JSU	18	20
Troy*	13	85
Troy (ADN)	11	0
UA	43	97
UAB	34	56
UAH	27	112
UM	1	9
UNA	9	32
USA	20	75
UWA*	0	14
UWA (ADN)	5	0
	252	705

2-Year Public Institutions

Institution (Associate)	In-State Potential Slots	In-State Potential Students
BEVILL	29	16
BISHOP	17	27
COASTAL	24	15
CALHOUN	34	27
CENTRAL	8	2
CHATVAL	5	4
DRAKE	3	11
ENTERPRISE	0	0
GADSDEN	22	20
JEFFERSON	47	34
LAWSON	8	17
LBWALLACE	7	0
NE	9	11
NWS	12	14
REID	0	0
SHELTON	16	9
SNEAD	9	2
SUNION	17	4
TRENHOLM	5	24
INGRAM	0	0
MMI	0	0
WDOOTHAN	23	11
WHNCVILLE	40	41
WSELMA	8	5
	343	294

Approximately 1,000 In-State Students who could be Potential Recipients

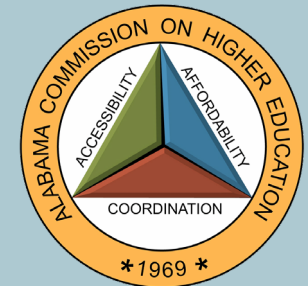
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Alabama Commission on Higher Education