

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.





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.

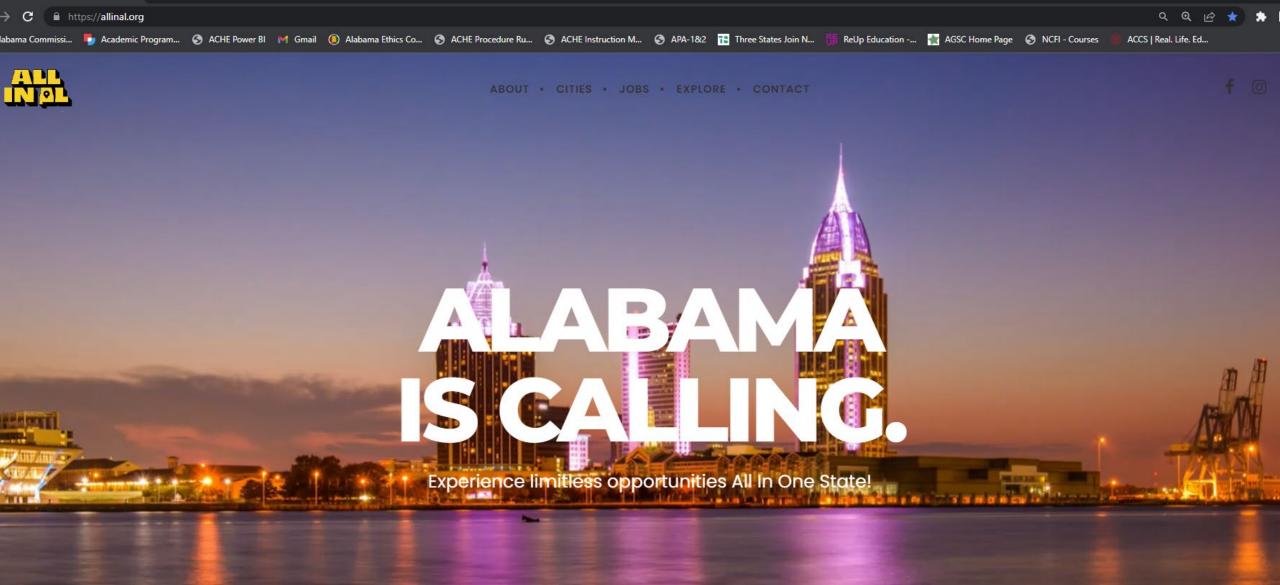
CAPTIVATING CITIES.

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.



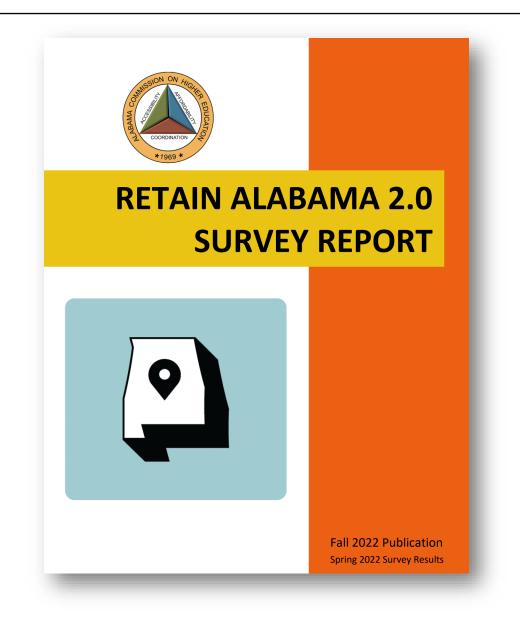




RETAIN ALABAMA SURVEY 2.0

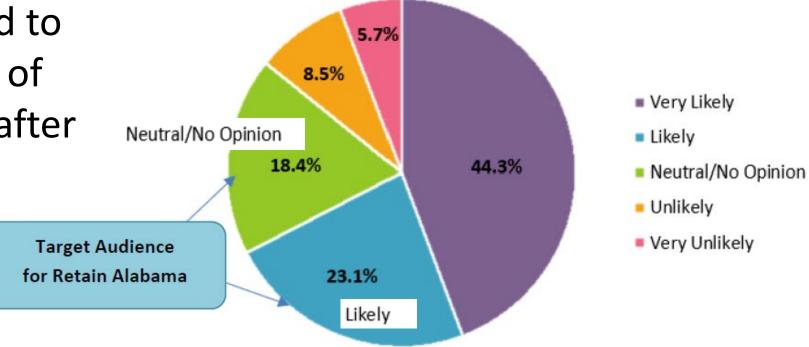
In Spring 2022, ACHE coordinated a survey of undergraduates to find out more about their future plans, job prospects, and impressions of Alabama.

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

Import	tance						
Response Items	Importance Mean Rating (Max = 5)						
Job opportunities in my prospective field of study (maj		4.63					
Potential salary and employer-provided benefits			4.55				
Cost of living			4.55				
Overall Public safety	Career a	nd economic	4.49				
Potential for career advancement		were most	4.45				
Acceptance towards people of diverse backgrounds		nt for future	4.39				
Friendliness of the people	ľ	plans.	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						

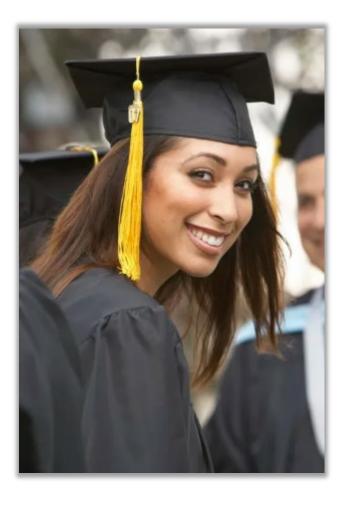
Recall Alabama: *Purpose*

- 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)

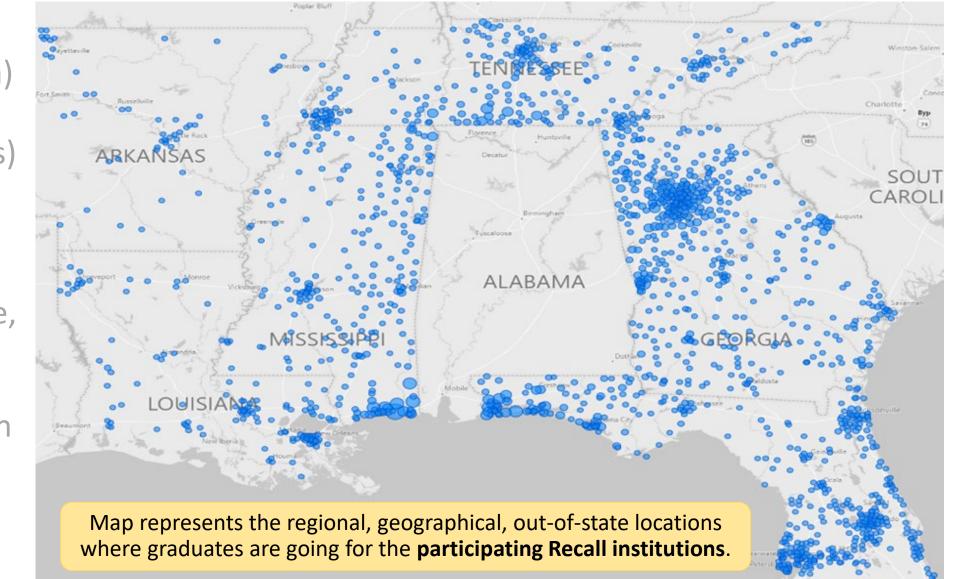
Tennessee

(Memphis, Nashville, Major Metro Areas)

Louisiana

(New Orleans, Baton Rouge)

Texas (Dallas, Houston)





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%)
- 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

- 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.

Dear Colleague Letter



The final regulations published this year were developed by a diverse negotiated rulemaking panel, which reached consensus in April 2019.¹ The Department published a Notice of Proposed Rule Making based on the consensus language, and received approximately 200 comments from the public regarding the proposed regulations. The Department responded to those comments, as appropriate, in the final regulation. With the exception of a few provisions relating to the recognition of accrediting agained, swith in Mill take effect on January 2, 2021 and July 1, 2021, the accreditation and State authorization regulations will take effect on July 1. 2020.²

Below we highlight several key provisions of the final regulation that could have an impact on States. We are providing this notification to help you plan appropriately.

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 up 4 "national" accrediting agency or a "regional" accrediting agency. For example, some States limit opportunities to sit for occupational licensing examts to students who have completed a program at a regionally accredited institution. In other instances, transfer of credit determinations at public institutions, and other benefits provided by States, are limited to students who have confider regionally accredited institutions.

Because the Department holds all accrediting agencies to the same standards, distinctions between regional and national accrediting agencies are unfounded. Moreover, we have determined that most regional accreditors operate well outside of their historic geographic borders, primarily through the accreditation of branch campuses and additional locations. As a result, our new regulations have removed geography from an accrediting agencies are dod distinguishing between regional and national accrediting agencies. The Department will distinguish only between institutional and programmatic accrediting agencies. The Department will no longer use the terms "regional" or "anisonal" to refer to an accrediting agencies.

¹ 84 FR 58834

¹ The new regulations delay implementation of changes to the Department staff's review of accrediting agency applications for initial or renewal of recognition under 34 C.F. 8, 960.232(1) until January, 1, 2021. See 84 FR 58927. The new regulations also delay implementation of changes to the Department staff's process for responding to accrediting agency applications and allowing agency responses within 180 days under 34 C.F.R. § 60.23(1), until July 1, 2022. See 84 FR 58928.

400 MARYLAND AVE. SW, WASHINGTON, DC 20202 www.ed.gov

"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 <u>completed</u> 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 <u>or</u> 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 <u>ACCCP high demand job list</u>
- Program CIPs offered at the institutions were identified
- Graduate counts of the CIPs were collected to make production and cost projections



Alabama Demand Occupations ACCC. 20 2 2020 P. Demand

49-9071 Maintenan

49-9041 Industrial

43-5061 Production 51-2090 Miscellane

51-4121 Welders, (51-4041 Machinists

17-3023 Electrical &

17-3026 Industrial I

49-2098 Security 8

19-4031 Chemical

51-3021 Butchers &

51-3022 Meat Poul

17-3027 Mechanica 51-9111 Packaging

51-4111 Tool & Die

51-4031

51-9124

51-2028

51-4081

51-4072

51-9041

51-9023

43-5111

49-2094

51-4033

Cutting, Pu

Operators

Coating, P

Operators

Electrical

Assemble

Multiple M

Metal & Pla

Moldina, C

Operators

Extruding,

Setters, Or

Mixing & E

Tenders

Weighers,

Recordkee

Electrical

Industrial I

Grinding,

Setters, Or

49-9062 Medical Ed

53-7063 Machine F

49-9043 Maintenan

	37-2021 Pest Cor	Arch	47-2071 Paving, Surfa		13-2052 Personal Fin
Agriculture, Food	53-7081 Refuse 8	÷	49-9052 Telecommur		Securities, C
Food	37-3013 Tree Trir	Lec	27-1024 Graphic Des	Finance	41-3031 Agents
ji gi	45-2091 Agricultu	Arts, A/V Tech	27-4021 Photographe	E.	43-4131 Loan Intervie
◄	49-3041 Farm Eq	s,	27-4011 Audio & Vide		13-2082 Tax Prepare
	11-9021 Construc	¥.	27-2041 Music Direct		13-1041 Compliance
	Supervis	-	11-1021 General & O	<u>i</u> :	19-5011 Occupationa
	47-1011 Workers	tio	13-1111 Managemen	Gov & Public Admin	43-4061 Eligibility Inte
	17-2051 Civil Eng	stra	13-1071 Human Reso	v & Pub Admin	13-2081 Tax Examine
	Heating	ini	43-4051 Customer Se	6	13-2020 Property App
	49-9021 & Installe	Adh	11-3051 Industrial Pro		43-4031 Court, Munic
	47-2061 Construc	č.	11-3021 Computer &		29-1141 Registered N
	47-2111 Electricia	Jen	53-7065 Stockers & C		11-9111 Medical & H
	47-2031 Carpente	gen	13-1151 Training & D		29-1171 Nurse Practi
	47-2152 Plumber	Business Management & Administration	11-3121 Human Reso		29-2061 Licensed Pra
	37-3011 Landsca	S S	11-3010 Administrativ		29-1051 Pharmacists
	49-9051 Electrica	les	43-4171 Receptionist		29-2010 Clinical Labo
	Operatin	usi	13-1121 Meeting, Cor		43-6013 Medical Sec
io	47-2073 Operator	•	13-1131 Fundraisers		29-1123 Physical The
gd	13-1051 Cost Est		25-1000 Postseconda		31-1131 Nursing Assi
nst	47-2141 Painters		11-9033 Education A		31-9092 Medical Assi
Architecture & Construction	Supervis		21-1012 Educational,		31-2021 Physical The
e 8	37-1012 Grounds		Counselors		29-2052 Pharmacy Te
ctri	17-1011 Architect		25-2021 Elementary	LC	29-1127 Speech-Lan
hite	17-3022 Civil Eng	Bu	Education	Health Science	29-2034 Radiologic T
Arcl	49-9044 Millwrigh	aini	25-2022 Middle Scho	h S	31-9097 Phlebotomis
	53-7021 Crane &	Ē	Career/Tech	ealt	29-1126 Respiratory
	47-2211 Sheet M	Education & Training	25-2031 Secondary S	Ŧ	31-9091 Dental Assis
	47-2181 Roofers	atic	Career/Tech		29-1122 Occupationa
	49-9098 Helpers-	duc	11-9032 Education A		29-1151 Nurse Anest
	17-3011 Architect		School		29-2032 Diagnostic N
	47-2051 Cement		27-2022 Coaches & S		29-1292 Dental Hygie
	47-2221 Structura		25-9031 Instructional		29-2055 Surgical Tec
	47-4051 Highway		25-4022 Librarians &		31-2011 Occupationa
	47-2151 Pipelaye		25-3021 Self-Enrichm		31-9093 Medical Equ
	47-3013 Helpers-		25-2012 Kindergarten		29-2053 Psychiatric T
	47-2121 Glaziers	9	13-2011 Accountants		31-9096 Veterinary A
	Helpers	Finance	11-3031 Financial Ma		29-2057 Ophthalmic I
	47-3015 Steamfitt	Ë	41-3021 Insurance Sa		29-2056 Veterinary T
	labama Department of I	Courses A	13-2072 Loan Officer:	Source: A	29-2081 Opticians, D Jabama Department of Labo

Wages now reflect Median Annua Source: Alabama Department of ** Data Suppressed Due to Confi Wages now reflect Median Annua Median Work Keys Scores repres ** Data Suppressed Due to Confi Keys Scores scale is from one (k Median Work Keys Scores repre-The Demand occupations publis! Keys Scores scale is from one (lo Alabama Committee on Credenti: The Demand occupations publish Alabama Committee on Credentialing

		31-9092 Medical Assi
onal,		31-2021 Physical The
lors		29-2052 Pharmacy T
tary (8	29-1127 Speech-Lan
on	lien	29-2034 Radiologic T
Scho	1 Sc	31-9097 Phlebotomis
Tech	Health Science	29-1126 Respiratory
ary S	Ť	31-9091 Dental Assis
Tech		29-1122 Occupationa
on A		29-1151 Nurse Anest
		29-2032 Diagnostic N
s & S		29-1292 Dental Hygie
onal		29-2055 Surgical Tec
ns &		31-2011 Occupationa
ichm		31-9093 Medical Equ
arten		29-2053 Psychiatric T
tants		31-9096 Veterinary A
al Ma		29-2057 Ophthalmic I
ce Sa		29-2056 Veterinary T
ficer		29-2081 Opticians, D
Labo	Source: A	labama Department of Labo
al Sal	Wages no	w reflect Median Annual Sal
identi:		ppressed Due to Confidentia
sent e		ork Keys Scores represent e
low sk		es scale is from one (low sk
hed b		nd occupations published b
ialing	Alabama (Committee on Credentialing

	Code		
	11-9051	Food Servi	
λ <u>a</u> ε	35-1012	Supervisor	
ital uris	37-1011	Supervisor	
ds ₽	35-1011	Chefs & H	
Ŧ	27-2021	Athletes &	
	21-2011	Clergy	
	21-2021	Directors,	
	21-1018	Substance	
	21-1010	Health Cou	
sec	21-1021	Child, Fam	
Š	11-9151	Social & C	
S	21-1022	Healthcare	
mar	39-9031	Fitness Tra	
로	39-1098	Supervisor	
	28-1080	Recreation	
	21-1093	Social & H	
	31-9011	Massage 1	
	21-1023	Mental He	j
	15-1256	Software D	Į
B	10-1200	Analysts &	- fa
2	15-1211	Computer	Man
ech	15-1232	Computer	-
E E	15-1244	Network &	
atic	15-1212	Information	
Lo	15-1245	Database	
la f	15-1257	Web Deve	
	15-1231	Computer	
ంర	23-1011	Lawyers	
Suo	33-9032	Security G	
ecti	23-2011	Paralegals	
LO LO	33-3051	Police & S	
it, o	33-2011	Firefighter	
afet	33-3021	Detectives	
S	29-2040	Emergenc	
- In the second	43-5031	Police, Fire	
۲ ۲	33-1021	Supervisor	
Lav	21-1092	Probation	
-	54 4044	Specialists	
lanı	51-1011	Supervisor	
≥ Source: A	49-1011 abama Der	Supervisor partment of La	Source Wage
Wages no	w reflect M	edian Annual S	** Dat
" Data Su	ppressed D	ue to Confide	Media

Median Work Keys Scores represer

Keys Scores scale is from one (low

The Demand occupations publisher

Alabama Committee on Credentialin

rce: Alabama Department of Lab es now reflect Median Annual S ta Suppressed Due to Confiden Median Work Keys Scores represent Keys Scores scale is from one (low : The Demand occupations published Alabama Committee on Credentialin

Si-7011 Cabinetmal 51-7011 Cabinetmal 51-9081 Dental Labo 51-7041 Sawing Ma 51-7042 Except Saw 51-9032 Cutting & S 51-9035 Molders, S1 51-9051 Metal-Refin 49-9053 Outdoor Po 41-4012 Sales Repr 41-9022 Sales Repr 41-9022 Real Estate 41-9022 Real Estate 41-9022 Real Estate 41-9021 Marketing 1 41-2031 Retail Sales 11-9141 Property, R 27-1026 Merchandis 41-2021 Counter & F 41-2021 Parts Sales 17-2112 Industrial E 19-2041 Environmer 53-3032 Heavy & Tr 13-1081 Logisticians		Code	
51-7041 Sawing Ma 51-7042 Woodworki 51-7043 Sales 51-7043 Sales 741-7021 Metal-Refin 441-7022 Sales 741-7022 Sales 741-7022 Sales 741-7022 Sales 741-7022 Sales 741-7022 Sales 741-7022 Real Estate 71-7021 Marketing M 71-7021 Rechandis 71-7021 Rechandis 71-7026 Merchandis 71-7026 Merchandis 71-70271 Electrical E 71-7021 Industrial E 71-7021 Industrial E 71-7021 Industrial E <th></th> <td>51-7011</td> <td>Cabinetmal</td>		51-7011	Cabinetmal
Big Diagonal Big Diagonal Si-7042 Woodworki Except Saw Si-8032 Si-7042 Except Saw Si-8032 Woodworki Except Saw Si-8032 Si-8032 Si-8032 Cutting & Si- Si-8032 Si- Si-8032 Si- Si-8032 Si- Si-8032 Si- Si-8032 Si- Si-8032 Si- Si- Si-1052 Si- Si- Si-1052 Si- Si- Si-1052 Si- Si- Si- Si- Si- Si- Si- Si- Si- Si-		51-9081	Dental Labo
Big Diagonal Big Diagonal Si-7042 Woodworki Except Saw Si-8032 Si-7042 Except Saw Si-8032 Woodworki Except Saw Si-8032 Si-8032 Si-8032 Cutting & Si- Si-8032 Si- Si-8032 Si- Si-8032 Si- Si-8032 Si- Si-8032 Si- Si-8032 Si- Si- Si-1052 Si- Si- Si-1052 Si- Si- Si-1052 Si- Si- Si- Si- Si- Si- Si- Si- Si- Si-		51-7041	Sawing Ma
	cturing	51-7042	Woodworki
Bit 51-3092 Food Batch 51-9195 Molders, Si 51-9195 Molders, Si 51-9195 Molders, Si 51-4051 Metal-Refin 49-3053 Outdoor Po 41-4012 Sales Repr Except Tec 11-2022 11-2022 Sales Repr 41-3091 Sales Repr 41-3091 Sales Repr 41-3092 Real Estate 41-4011 Sales Repr 13-1161 Market Res 41-4013 Sales Repr 13-1161 Market Res 41-4011 Sales Repr 13-1161 Marketing M 41-2021 Real Estate 41-4011 Relatil Sale: 11-2021 Marketing M 41-2021 Counter & I 41-2021 Counter & I 41-2021 Counter & I 17-2011 Electrical E 17-2012 Industrial E 17-2014 Mechanical 17-2012 Industrial E <th>ufac</th> <td>51-9032</td> <td></td>	ufac	51-9032	
S1-9195 Molders, SI 51-4051 51-4051 Metal-Refin 49-3053 Outdoor Po 49-3053 Outdoor Po Except Tec 11-2022 Sales Repr Except Tec 11-2022 11-2022 Sales Repr Advertising 13-1161 13-1161 Market Res 41-9022 41-9022 Real Estate 41-4011 41-2021 Marketing N 41-2031 Retail Sales 11-2021 Marketing N 41-2031 Retail Sales 27-3031 Public Rela 17-2014 Mechanical 17-2112 Industrial E 11-9041 Architectura 19-2041 Environmer 53-30	Van		
51-4051 Metal-Refin 49-3053 Outdoor Po 49-3053 Outdoor Po 11-2022 Sales Repr Except Tec 11-2022 Sales Repr Advertising 13-1161 Market Res 41-8022 Real Estate 41-4011 Sales Repr Advertising 13-1161 Market Res 41-8022 Real Estate 41-2021 Marketing M 41-2031 Retail Sales 27-3031 Public Rela 27-1026 Merchandis 41-2021 Counter & F 17-2111 Industrial E 11-9041 Architectura 19-2041 Environmer 53-3032 Heavy & Tr 13-1041 Logisticians 53-3033 Light Truck 53-3033 <t< td=""><th>~</th><td></td><td></td></t<>	~		
49:3053 Outdoor Po 41:4012 Sales Repr Except Tec 11:2022 Sales Mana 41:3091 Sales Repr Advertising 13:1161 Market Res 41:4012 Sales Repr Advertising 13:1161 Market Res 41:0022 Real Estate 41:011 Retail Sales 11:2021 Marketing M 41:2031 Retail Sales 27:026 Merchandis 41:2021 Counter & F 41:2022 Parts Sales 17:2014 Mechandisa 41:2022 Parts Sales 17:2014 Mechanical 17:2112 Industrial E 11:9041 Architectura 19:2041 Environmer 53:3032 Heavy & Tr 13:1081 Logisticians 53:3033 Light Truck 53:3033 Light Truck 53:3033 Light Truck 53:3031 Bus & Truck			
41.4012 Sales Repr Except Tec 11-2022 Sales Repr Advertising 13.1161 Market Res 41.4012 Real Estate 41.4011 Sales Repr Advertising 13.1161 Market Res 41.4012 Real Estate 41.4011 Sales Repr Technical & 41-2021 Marketing M 41-2021 Marketing M 41-2031 Retail Sales 27-1026 Merchandis 41-2021 Counter & F 41-2022 Parts Sales 17-2011 Electrical E 17-2012 Industrial E 17-2014 Mechanical 17-2112 Industrial E 11-3041 Architectura 19-2041 Environmer 53-3032 Heavy & Tr 13-1041 Logisticians 53-1047 Supervisors 53-3033 Light Truck 53-3033 Light Truck 53-3031 Bus & Truck			
41-3091 Sales Repr Advertising 13-1161 Market Res 41-9022 Real Estate 41-9022 Real Estate 41-001 Sales Repr Technical & 11-2021 Marketing N 41-2031 Retail Sales 27-3031 Public Rela 27-1026 Merchandis 41-2021 Counter & F 41-2022 Parts Sales 17-2014 Mechandis 17-2014 Mechanical 17-2112 Industrial E 11-9041 Architectura 19-2041 Environmer 53-3032 Heavy & Tr 13-1081 Logisticians 53-1047 Supervisors Workers, E 53-7062 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truck		41-4012	Sales Repr
41-3091 Advertising 13-1161 Market Res 41-9022 Real Estate 41-4011 Sales Repr 12022 Real Estate 41-4011 Sales Repr 11-2021 Marketing M 41-2031 Retail Sale: 11-9141 Property, R 27-3031 Public Rela 27-1026 Merchandis 41-2021 Counter & I 41-2022 Parts Sales 17-2071 Electrical E 17-2121 Industrial E 17-2014 Mechanical 17-2121 Industrial E 19-2041 Environmer 53-3032 Heavy & Tr 13-1081 Logisticians 53-1047 Supervisors Workers, E 53-3033 53-3033 Light Truck 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truck		11-2022	Sales Mana
Image: 13-1161 Market Res 41-9022 Real Estate 41-9022 Real Estate 41-9022 Real Estate 41-4011 Sales Repn Technical & 11-2021 Marketing M 41-2031 Retail Sales 11-9141 Property, R 27-3031 Public Rela 27-1026 Merchandis 41-2021 Counter & F 41-2022 Parts Sales 17-2011 Electrical E 17-2112 Industrial E 17-2014 Mechanical 17-2112 Industrial E 11-9041 Architectura 19-2041 Environmer 53-3032 Heavy & Tr 13-1081 Logisticians 53-1047 Supervisors Workers, E 53-7062 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truck		41-3091	
41-9022 Real Estate 41-4011 Sales Repr 11-2021 Marketing M 41-2031 Retail Sales 11-2021 Marketing M 41-2031 Retail Sales 11-9141 Property, R 27-1026 Merchandis 41-2021 Counter & F 41-2022 Parts Sales 17-2071 Electrical E 17-2071 Electrical E 17-21712 Industrial E 19-2041 Environmer 93032 Heavy & Tr 13-1081 Logisticians 53-1047 Supervisors Workers, E 53-3033 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truck		13-1161	
Image: second	-		
41-2031 Retail Sale: 11-9141 Property, R 27-3031 Public Rela 27-1026 Merchandis 41-2021 Counter & F 41-2022 Parts Sales 17-2071 Electrical E 17-2171 Industrial E 17-21712 Industrial E 11-9041 Architectura 19-2041 Environmer 53-3032 Heavy & Tr 13-1081 Logisticians 53-1047 Supervisors Workers, E 53-7062 Laborers & 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truck	arketin		Sales Repr
41-2031 Retail Sale: 11-9141 Property, R 27-3031 Public Rela 27-1026 Merchandis 41-2021 Counter & F 41-2022 Parts Sales 17-2071 Electrical E 17-2171 Electrical E 17-2171 Industrial E 11-9041 Architectura 19-2041 Environmer 53-3032 Heavy & Tr 13-1081 Logisticians 53-1047 Supervisors Workers, E 53-7062 Laborers & 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truck	Σ	11-2021	Marketing M
27.3031 Public Rela 27.1026 Merchandis 41.2021 Counter & F 41.2022 Parts Sales 17.2071 Electrical E 17.2171 Mechanical 17.2171 Industrial E 11.9041 Architectura 19.2041 Environmer 53.3032 Heavy & Tr 13.1081 Logisticians 53.1047 Supervisors Workers, E 53.3033 Light Truck 53.3031 Bus & Truck 53.7051 Industrial T		41-2031	<u> </u>
27.3031 Public Rela 27.1026 Merchandis 41.2021 Counter & F 41.2022 Parts Sales 17.2071 Electrical E 17.2171 Mechanical 17.2171 Industrial E 11.9041 Architectura 19.2041 Environmer 53.3032 Heavy & Tr 13.1081 Logisticians 53.1047 Supervisors Workers, E 53.3033 Light Truck 53.3031 Bus & Truck 53.7051 Industrial T		11-9141	Property, R
41-2021 Counter & F 41-2022 Parts Sales 17-2071 Electrical E 17-2141 Mechanical 17-2112 Industrial E 11-9041 Architectura 19-2041 Environmer 53-3032 Heavy & Tr 13-1081 Logisticians 53-1047 Supervisors Workers, E 53-3033 Light Truck 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truck		27-3031	
41-2022 Parts Sales 17-2071 Electrical E 17-2141 Mechanical 17-2141 Mechanical 17-2112 Industrial E 11-3041 Architectura 19-2041 Environmer 53-3032 Heavy & Tr 13-1081 Logisticians 53-1047 Supervisors Workers, E 53-7062 Laborers & 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truck		27-1026	Merchandis
17-2071 Electrical E 17-2141 Mechanical 17-2141 Mechanical 17-2112 Industrial E 11-9041 Architectura 19-2041 Environmer 53-3032 Heavy & Tr 13-1081 Logisticians 53-1047 Supervisors 53-3033 Light Truck 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truck		41-2021	Counter & F
Signal 17-2141 Mechanical 17-2112 Industrial E 11-9041 Architectura 19-2041 Environmer 53-3032 Heavy & Tr 13-1081 Logisticians 53-1047 Supervisors 53-7062 Laborers & 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truck		41-2022	Parts Sales
Signal 17-2112 Industrial E 11-9041 Architectura 19-2041 Environmer 19-2041 Environmer 53-3032 Heavy & Tr 13-1081 Logisticians 53-1047 Supervisors 53-7062 Laborers & 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truck		17-2071	Electrical E
11:3041 Architectura 19:2041 Environmer 53:3032 Heavy & Tr 13:1081 Logisticians 53:1047 Supervisors Workers, E 53:7062 Laborers & 53:3033 Light Truck 53:7051 Industrial T 49:3031 Bus & Truck	Σ	17-2141	Mechanical
11:3041 Architectura 19:2041 Environmer 53:3032 Heavy & Tr 13:1081 Logisticians 53:1047 Supervisors Workers, E 53:7062 Laborers & 53:3033 Light Truck 53:7051 Industrial T 49:3031 Bus & Truck	E	17-2112	Industrial E
49-3031 Bus & Truck 53-1047 Supervisors 53-1047 Supervisors 53-1047 Workers, E 53-7062 Laborers & 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truck	S	11-9041	Architectura
13-1081 Logisticians 53-1047 Supervisors Workers, E 53-7062 Laborers & 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truc		19-2041	Environmer
53-1047 Supervisors 53-1047 Workers, E 53-7062 Laborers & 53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truc		53-3032	Heavy & Tr
53-7062 Laborers & 53-7062 Laborers & 53-7061 Lindustrial T 49-3031 Bus & Truck	-	13-1081	Logisticians
53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truc	ortation	53-1047	
53-3033 Light Truck 53-7051 Industrial T 49-3031 Bus & Truc	Transpo	53-7062	Laborers &
53-7051 Industrial T 49-3031 Bus & Truc		53-3033	
49-3031 Bus & Truc		53-7051	
Source: Alabama Department of Lab		49-3031	
	Source: A		

Wages now reflect Median Annual S: ** Data Suppressed Due to Confiden Median Work Keys Scores represent Keys Scores scale is from one (low a The Demand occupations published Alabama Committee on Credentialing

S C e	Occupation Tive	J2 Employment	Annual Openings	Annuar Salary		•	-
11-3071	Transportation, Storage, & Distribution Managers	1,330	115	\$91,183	4	4	4
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	3,600	400	\$52,089	3	3	3
49-3011	Aircraft Mechanics & Service Technicians	3,440	355	\$65,576	4	5	5
53-7061	Cleaners of Vehicles & Equipment	5,020	755	\$24,180	3	4	3
43-3021	Billing & Posting Clerks	3,980	425	\$35,041	4	4	4
49-3021	Automotive Body & Related Repairers	2,690	260	\$42,692	3	4	3
53-7064	Packers & Packagers, Hand	9,130	1,310	\$25,019	3	3	4
53-2012	Commercial Pilots	1,030	115	\$97,105	5	6	6
49-2091	Avionics Technicians	1,060	100	\$69,149	4	4	5
43-5032	Dispatchers, Except Police, Fire, & Ambulance	2,220	210	\$36,407	3	4	4
49-3093	Tire Repairers & Changers	3,240	375	\$26,138	3	3	4
53-7199	Material Moving Workers, All Other	100	15	\$42,613	3	3	4
53-3052	Bus Drivers, Transit & Intercity	1,480	180	\$27,945	3	4	3
53-7121	Tank Car, Truck, & Ship Loaders	660	80	\$40,580	3	4	4
	49-3042 49-3011 53-7061 43-3021 49-3021 53-7064 53-2012 49-2091 43-5032 49-3093 53-7199 53-3052	Solution Tine Occupation Tine Occupation Tine In 3071 Transportation, Storage, & Distribution Managers 49-3042 Mobile Heavy Equipment Mechanics, Except Engines 49-3041 Aircraft Mechanics & Service Technicians 53-7061 Cleaners of Vehicles & Equipment 43-3021 Billing & Posting Clerks 49-3021 Automotive Body & Related Repairers 53-7064 Packers & Packagers, Hand 53-2012 Commercial Pilots 49-2091 Avionics Technicians 43-5032 Dispatchers, Except Police, Fire, & Ambulance 49-3093 Tire Repairers & Changers 53-7199 Material Moving Workers, All Other 53-3052 Bus Drivers, Transit & Intercity 53-7121 Tank Car, Truck, & Ship Loaders	C leOccupation TiveEmployment11-3071Transportation, Storage, & Distribution Managers1,33049-3042Mobile Heavy Equipment Mechanics, Except Engines3,60049-3011Aircraft Mechanics & Service Technicians3,44053-7061Cleaners of Vehicles & Equipment5,02043-3021Billing & Posting Clerks3,98049-3021Automotive Body & Related Repairers2,69053-7064Packers & Packagers, Hand9,13053-2012Commercial Pilots1,03049-2091Avionics Technicians1,06043-5032Dispatchers, Except Police, Fire, & Ambulance2,22049-3093Tire Repairers & Changers3,24053-7199Material Moving Workers, All Other10053-3052Bus Drivers, Transit & Intercity1,480	SolutionOccupation TimeEmploymentAunual Openings11-3071Transportation, Storage, & Distribution Managers1,33011549-3042Mobile Heavy Equipment Mechanics, Except Engines3,60040049-3011Aircraft Mechanics & Service Technicians3,44035553-7061Cleaners of Vehicles & Equipment5,02075543-3021Billing & Posting Clerks3,98042549-3021Automotive Body & Related Repairers2,69026053-7064Packers & Packagers, Hand9,1301,31053-2012Commercial Pilots1,03011549-2091Avionics Technicians1,06010043-5032Dispatchers, Except Police, Fire, & Ambulance2,22021049-3093Tire Repairers & Changers3,24037553-7199Material Moving Workers, All Other1001553-3052Bus Drivers, Transit & Intercity1,480180	S Occupation Titue Manual Openings Annual Salary 11-3071 Transportation, Storage, & Distribution Managers 1,330 115 \$91,183 49-3042 Mobile Heavy Equipment Mechanics, Except Engines 3,600 400 \$52,089 49-3011 Aircraft Mechanics & Service Technicians 3,440 355 \$65,576 53-7061 Cleaners of Vehicles & Equipment 5,020 755 \$24,180 43-3021 Billing & Posting Clerks 3,980 425 \$35,041 49-3021 Automotive Body & Related Repairers 2,690 260 \$42,692 53-7064 Packers & Packagers, Hand 9,130 1,310 \$25,019 53-2012 Commercial Pilots 1,030 115 \$97,105 49-2091 Avionics Technicians 1,060 100 \$69,149 43-5032 Dispatchers, Except Police, Fire, & Ambulance 2,220 210 \$36,407 49-3093 Tire Repairers & Changers 3,240 375 \$26,138 53-7199 Material Moving Workers, All Other 100	Solution Occupation Time Occupation Time Occupation Annuar Applied Math 11-3071 Transportation, Storage, & Distribution Managers 1,330 115 \$91,183 4 49-3042 Mobile Heavy Equipment Mechanics, Except Engines 3,600 400 \$52,089 3 49-3011 Aircraft Mechanics & Service Technicians 3,440 355 \$665,576 4 53-7061 Cleaners of Vehicles & Equipment 5,020 755 \$24,180 3 43-3021 Billing & Posting Clerks 3,980 425 \$35,041 4 49-3021 Automotive Body & Related Repairers 2,690 260 \$42,692 3 53-7064 Packers & Packagers, Hand 9,130 1,310 \$25,019 3 53-2012 Commercial Pilots 1,030 115 \$97,105 5 49-2091 Avionics Technicians 1,060 100 \$69,149 4 43-5032 Dispatchers, Except Police, Fire, & Ambulance 2,220 210 \$36,407 3 49-3093 <td>Solution Occupation Time Y2 Annual Openings Annual Salary Applied Math Vocuments 11-3071 Transportation, Storage, & Distribution Managers 1,330 115 \$91,183 4 4 49-3042 Mobile Heavy Equipment Mechanics, Except Engines 3,600 400 \$52,089 3 3 49-3011 Aircraft Mechanics & Service Technicians 3,440 355 \$65,576 4 5 53-7061 Cleaners of Vehicles & Equipment 5,020 755 \$24,180 3 4 43-3021 Billing & Posting Clerks 3,980 425 \$35,041 4 4 49-3021 Automotive Body & Related Repairers 2,690 260 \$42,692 3 4 53-7064 Packers & Packagers, Hand 9,130 1,310 \$25,019 3 3 53-2012 Commercial Pilots 1,030 115 \$97,105 5 6 49-2091 Avionics Technicians 1,060 100 \$69,149 4 4</td>	Solution Occupation Time Y2 Annual Openings Annual Salary Applied Math Vocuments 11-3071 Transportation, Storage, & Distribution Managers 1,330 115 \$91,183 4 4 49-3042 Mobile Heavy Equipment Mechanics, Except Engines 3,600 400 \$52,089 3 3 49-3011 Aircraft Mechanics & Service Technicians 3,440 355 \$65,576 4 5 53-7061 Cleaners of Vehicles & Equipment 5,020 755 \$24,180 3 4 43-3021 Billing & Posting Clerks 3,980 425 \$35,041 4 4 49-3021 Automotive Body & Related Repairers 2,690 260 \$42,692 3 4 53-7064 Packers & Packagers, Hand 9,130 1,310 \$25,019 3 3 53-2012 Commercial Pilots 1,030 115 \$97,105 5 6 49-2091 Avionics Technicians 1,060 100 \$69,149 4 4

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 (ACCCP).

https://www.ache.edu/wpcontent/uploads/2022/12/2023-Statewide-List-of-In-Demand-**Occupations.pdf**

Step 1. Determine HDHW Workforce Shortages to Target <u>Upper quartile of jobs requiring associate or baccalaureate degrees</u>

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	В	6,320	605	4	\$87 <i>,</i> 837	4	8
Construction Managers	A/B	6,580	585	4	\$87,915	4	8
Management Analysts	В	5,500	615	4	\$90,377	4	8
Software Developers & Software Quality Assurance Analysts & Testers	В	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	В	6,800	725	4	\$59,119	3	7
Accountants & Auditors	A/B	20,900	2,025	4	\$64,035	3	7
Civil Engineers	В	4,820	410	3	\$85 <i>,</i> 954	4	7
Logisticians	A/B	4,390	545	3	\$87,230	4	7
Computer Systems Analysts	В	5,170	390	3	\$88,552	4	7
Mechanical Engineers	В	3,940	300	3	\$89,136	4	7
Electrical Engineers	В	4,500	355	3	\$100,026	4	7
Financial Managers	В	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 11.0102 Artificial Intelligence 11.0103 Information Technology 11.0104 Infomatics 11.0105 Human-Centered Technology Design 11.0199 Computer and Information Sciences, Other 11.0201 Computer Programming/Programmer, General 11.0202 Computer Programming/Specific Applications 11.0203 Computer Programming, Vendor/Product Certification 11.0204 Computer Game Programming 11.0205 Computer Programming, Specific Platforms 11.0299 Computer Programming, Other 11.0401 Information Science/Studies 11.0501 Computer Systems Analysis/Analyst 11.0701 Computer Science 11.0801 Web Page, Digital/Multimedia and Information Resources Design 11.0802 Data Modeling/Warehousing and Database Administration 11.0803 Computer Graphics 11.0804 Modeling, Virtual Environments and Simulation 11.0899 Computer Software and Media Applications, Other 11.0901 Computer Systems Networking and Telecommunications 11.0902 Cloud Computing 11.0999 Computer Systems Networking and Telecommunications, Other 11.1003 Computer and Information Systems Security/Auditing, Information Assurance 14.0401 Architectural Engineering 14.0801 Civil Engineering, General 14.0802 Geotechnical and Geoenvironmental Engineering 14.0803 Structural Engineering 14.0804 Transportation and Highway Engineering 14.0805 Water Resources Engineering 14.0899 Civil Engineering, Other 14.0901 Computer Engineering, General 14.0902 Computer Hardware Engineering 14.0903 Computer Software Engineering 14.0999 Computer Engineering, Other 14.1001 Electrical, Electronics, and Communications Engineering 14.1003 Laser and Optical Engineering 14.1004 Telecommunication Engineering 14.1099 Electrical, Electronics, and Communications Engineering, Other 14.1901 Mechanical Engineering

14.2701 Systems Engineering 14.3301 Construction Engineering 14.3501 Industrial Engineering 14.3601 Manufacturing Engineering 14.3701 Operations Research 14.4101 Electromechanical Engineering 14.4201 Mechatronics, Robotics, and Automation Engineering 14.4701 Electrical and Computer Engineering 14.4801 Energy Systems Engineering, General 14.4802 Power Plant Engineering 14.4899 Energy Systems Engineering, Other 15.1001 Construction Engineering Technology/Technicians 15.1201 Computer Engineering Technology/Technicians 15.1202 Computer/Computer Systems Technology/Technicians 15.1203 Computer Hardware Technology/Technicians 15.1204 Computer Software Technology/Technicians 15.1299 Computer Engineering Technologies/Technicians, Other 30.7001 Data Science, General 30.7099 Data Science. Other 30.7101 Data Analytics, General 30.7102 Business Analytics 30.7103 Data Visualization 30.7104 Financial Analytics 30.7199 Data Analytics, Other 45.0602 Applied Economics 45.0603 Econometrics and Quantitative Economics 46.0412 Building/Construction Site Management/Manager 51.0701 Health/Health Care Administration/Management 51.0702 Hospital and Health Care Facilities Administration/Management 51.0703 Health Unit Coordinator/Ward Clerk 51.0704 Health Unit Manager/Ward Supervisor 51.0705 Medical Office Management/Administration 51.0706 Health Information/Medical Records Administration/Administrator 51.0707 Health Information/Medical Records Technology/Technician 51.0708 Medical Transcription/Transcriptionist 51.0709 Medical Office Computer Specialist/Assistant 51.0710 Medical Office Assistant/Specialist 51.0711 Medical/Health Management and Clinical Assistant/Specialist 51.0712 Medical Reception/Receptionist 51.0713 Medical Insurance Coding Specialist/Coder 51.0714 Medical Insurance Specialist/Medical Biller 51.0715 Health/Medical Claims Examiner 51.0716 Medical Administrative/Executive Assistant and Medical Secretary

51.0717 Medical Staff Services Technology/Technician 51.0718 Long Term Care Administration/Management 51.0719 Clinical Research Coordinator 51.0720 Regulatory Science/Affairs 51.0721 Disease Registry Data Management 51.0722 Healthcare Innovation 51.0723 Healthcare Information Privacy Assurance and Security 51.0799 Health and Medical Administrative Services. Other 51.2706 Medical Informatics 51.3801 Registered Nursing/Registered Nurse 52.0203 Logistics, Materials, and Supply Chain Management 52.0205 Operations Management and Supervision 52.0215 Risk Management 52.0216 Science/Technology Management 52.0301 Accounting 52.0302 Accounting Technology/Technician and Bookkeeping 52.0303 Auditing 52.0304 Accounting and Finance 52.0305 Accounting and Business/Management 52.0399 Accounting and Related Services. Other 52.0601 Business/Managerial Economics 52.0801 Finance, General 52.0803 Banking and Financial Support Services 52.0804 Financial Planning and Services 52.0806 International Finance 52.0807 Investments and Securities 52,0808 Public Finance 52.0809 Credit Management 52.0810 Financial Risk Management 52.0899 Finance and Financial Management Services, Other 52.1001 Human Resources Management/Personnel Administration, General 52.1201 Management Information Systems, General 52.1206 Information Resources Management 52.1207 Knowledge Management 52.1299 Management Information Systems and Services, Other 52.1301 Management Science 52.1302 Business Statistics 52.1304 Actuarial Science 52.1399 Management Sciences and Quantitative Methods, Other 52.2001 Construction Management, General 52.2002 Construction Project Management 52.2099 Construction Management, Other

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	В	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	В	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	В	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	В	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	В	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	В	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	В	14.1901	14.1901			14.1901				14.1901	14.1901	14.1901			14.1901	
Electrical Engineers	В	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	В	14.3501														
Construction Managers	A/B	14.0401, 14.3301, 15.1001, 52.2001												52.2001		
Management Analysts	В	45.0603, 52.0601, 52.1301			52.1301				52.0601					52.1301		
Software Developers & Software Quality Assurance Analysts & Testers	В	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	В	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	В	14.0801														
Logisticians	A/B	52.0203, 52.0205									52.0203			52.0203		
Computer Systems Analysts	В	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	В	14.1901												14.1901		
Electrical Engineers	В	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	В	A/B	В	В	A/B	В	A/B	В	A/B	A/B	В	В	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	
ASU	71		L	L				108			203			30		412	
ATSU	7						194	564		242	43				288	1338	-
AU	231	490	575	141	550	908	104	868	596	766	30	1108	508	864	374	8113	
AUM JSU				5		1080 2250	86	197 354			137 17			129 226	208 259	1842 3106	
Troy			<u> </u>	159		816		437			32			226	721	2193	
UA			67	652	26	1720		1118	513		630	926	322	1076	265	7315	
UAB	859		6/	72	20	2337	97	724	233		438	235	206	268	324	5793	
UAH	055	207		48	266	1378	57	285	174		430	662	457	173	575	4644	
UM								125						62	10	197	
UNA	34			23		838		299			156			173	129	1652	
USA	50				73	1516		359	183		304	370	169	237	163	3424	
UWA				1		5		79			33			6		124	
Amridge University							16				7					23	4
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	
Samford University	17			36		505		139			17			170	34	918	
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	В	A/B	В	В	A/B	В	A/B	В	A/B	A/B	В	В	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	
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	-
SHELTON	17					661									13	691	99
SNEAD						324									80	404	58
SUNION						678									27	705	101
TRENHOLM						19		28							181	228	
INGRAM															0	0	-
MMI															0	0	
W-DOTHAN						905									88	993	142
W-HANCEVILLE	202					1359									133	1694	242
W-SELMA						326			-		-				41	367	52
Troy	- 6	5 366 F	Bachelo	r'c 7/	37%	478										478	68
UWA	-	J, 300 L	Jachen	JI 3 74	1.32/0	213										213	
Amridge University			Accodio	+- 25	CO0/		18									18	3
Faulkner University		2,200 A	ASSOCIS	ite 25	0.00%				-						4	4	1
South University-Montgomery	2,200 Associate 25.68%							-		5					5	1	
University of Mobile	8,566 Total Degrees 7 Image: Constraint of the second sec						1 2200										

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

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	

Average Since 2015 4-Year Programs

> Projected 252 Graduates of 4-Year Programs

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

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 Pi	rograms					
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

Average Since 2015 2-Year Programs

> Projected 359 Graduates of 2-Year Programs

Projection of Potential Students Eligible for (Re)Engage from <u>Public Institutions</u> 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 Potental 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				

1 Voor Dublic Institutions

2-Year Public Institutions

Institution (Associate)	In-State Potental 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
WDOTHAN	23	11
WHNCVLLE	40	41
WSELMA	8	5
	343	294

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



For more information, contact

Dr. Stephanie C. Dolan

stephanie.dolan@ache.edu

(334)353-9053



Alabama Commission on Higher Education