



Alabama's Committee on Credentialing and Career Pathways (ACCCP) Comprehensive Review and Orientation

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The Two-Pronged Mission of the ACCCP

**1. Create a list of
in-demand
occupations, both
regional and
state-wide**

**2. Develop the
annual
compendium of
valuable
credentials**

Membership of the Alabama Committee on Credentialing and Career Pathways

Chairman:

- Chancellor (ACCS)
- Superintendent of Education (DOE)

Members:

- Governor
- Chair of Alabama Workforce Council
- Chair of Alabama State Workforce Development Board
- Secretary of Labor
- Deputy Secretary of Alabama Commission on Higher Education
- President of Alabama Council of College and University Faculty Presidents
- Deputy Secretary of Commerce
- One gubernatorial appointment for each of the seven workforce regions

ACCCP Leadership

- Alabama Workforce Council
- Structure and Alignment Committee (Cleve Poole, Chair)
- Subject-Matter Experts (SMEs) consisting of representatives from ACCS, ALSDE, Commerce, ACHE, ADOL, and others

The ACCCP Technical Advisory Committees

- The ACCCP shall appoint a TAC for each of the 16 career clusters:
 - TACs are composed of 7 members with experience in:
 - Education
 - Workforce
 - Economic Development
 - Each TAC will maintain a majority of workforce and economic development representatives
- The ACCCP makes recommendations to the Governor for TAC appointments

Organizational Structure of the Technical Advisory Committee (TAC) Subject-Matter Experts (SMEs)

	Secondary	Post-Secondary
Cluster TACs		
1. Agriculture, Food, & Natural Resources		
2. Hospitality & Tourism		
3. Architecture & Construction		
4. Human Services		
5. Arts, A/V Technology, & Communications		
6. Information Technology		
7. Business Management & Administration		
8. Law, Public Safety, Correction, & Security		
9. Education and Training		
10. Manufacturing		
11. Finance		
12. Marketing		
13. Government & Public Administration		
14. Science, Technology, Engineering, & Mathematics		
15. Health Science		
16. Transportation, Distribution, & Logistics		

Analyze Labor Market Information to Determine In-Demand Occupations

All occupations are ranked by using the five-star rubric

Five-Star Rubric:

(one star awarded for each category)

1. At Least 70% of mean regional wage
2. Ranked within top 8 for annual regional Success Plus attainment goal
3. Shows annual positive growth for ten years
4. On the Regional Top 40 in-demand jobs list or is at least in the 75th percentile of the average regional wage
5. Requires a post-secondary degree, certificate, or credential for initial employment

Five Star Rubric Test for Identifying In-Demand Occupations

	Criteria 1	Criteria 2	Criteria 3	Criteria 4	Criteria 5
Characteristic:	Occupation must be at least 70% of mean regional wage	The occupation belongs within a career cluster that is ranked in the top eight for the annual regional Success Plus attainment goal	Positive annual growth and positive projected growth over decade	Occupation is on the regional “top 40 in-demand jobs” list, or occupation is at least in the 75 th percentile of the average regional wage	The occupation requires a post-secondary degree, certificate, or credential for initial employment

Earning a star for three of the criteria is mandatory. For the first two required criteria, earning a star for criteria (1) and criteria (3) is mandatory, and an occupation must possess one or both of criteria (4) or (5) to be included on a regional or statewide compendium of valuable credentials.

Competency Models for Each Occupation Will Include:

Personal
Effectiveness

Academic
Competencies

Workplace
Competencies

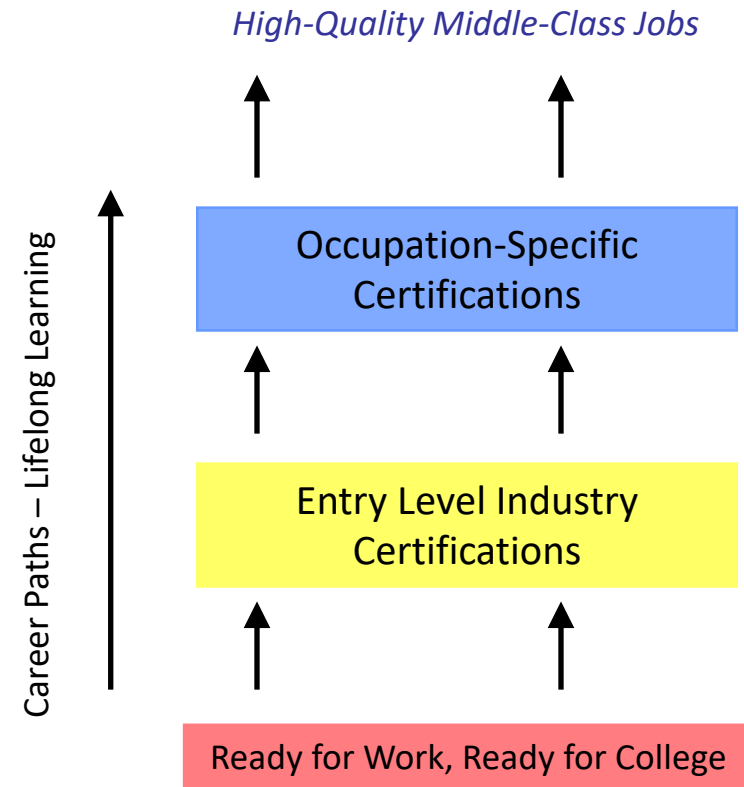
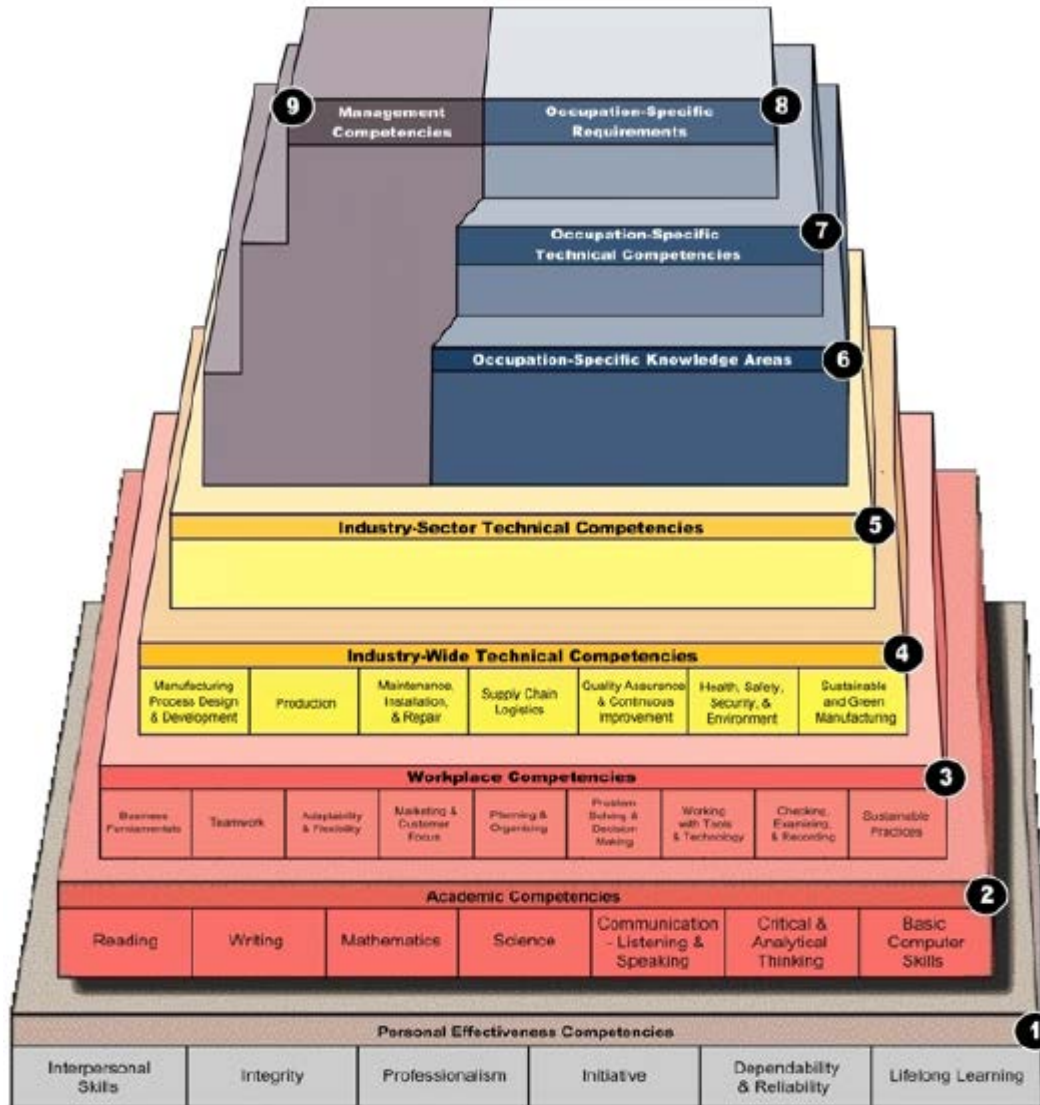
Industry-
Specific
Competencies

Sector-
Specific
Competencies

Occupation-
Specific
Competencies

Management
Competencies

Advanced Manufacturing Competency Model



Alabama Credential Competency Taxonomy

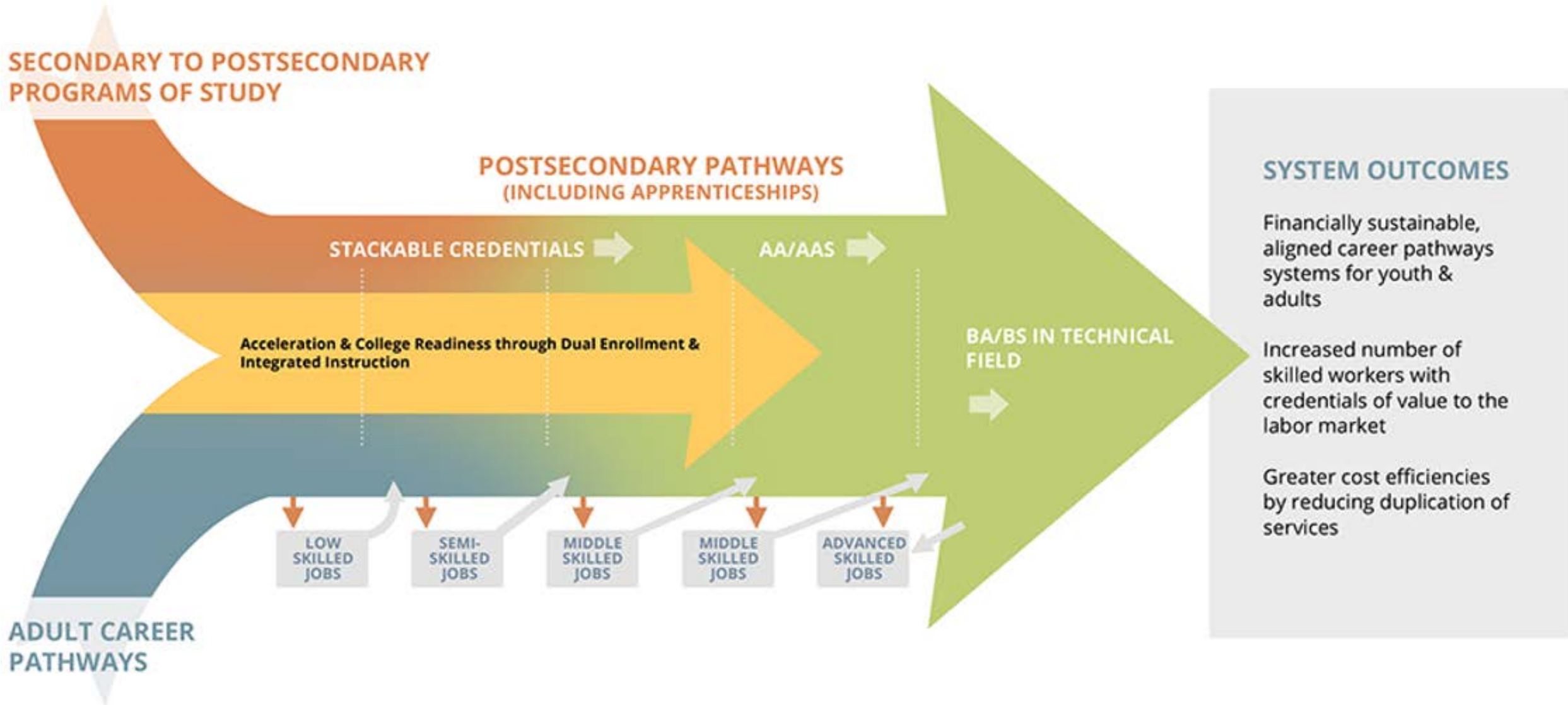
2342:	KNO:	06:	08:	20190817:	E:	094161258:
<ul style="list-style-type: none"> Career Cluster Career Pathway Occupation-Competency 	<ul style="list-style-type: none"> KNO-Knowledge SPE-Specialized Skill PER-Personal Skill SOC-Social Skill COM-Competency 	Rate of Decay (in months)	Level of Proficiency	Date of Current Assessment	Summative Assessment Format A: Artifact E: Exam P: Performance	D-U-N-S Number

Developing Career Pathways and Career Lattices

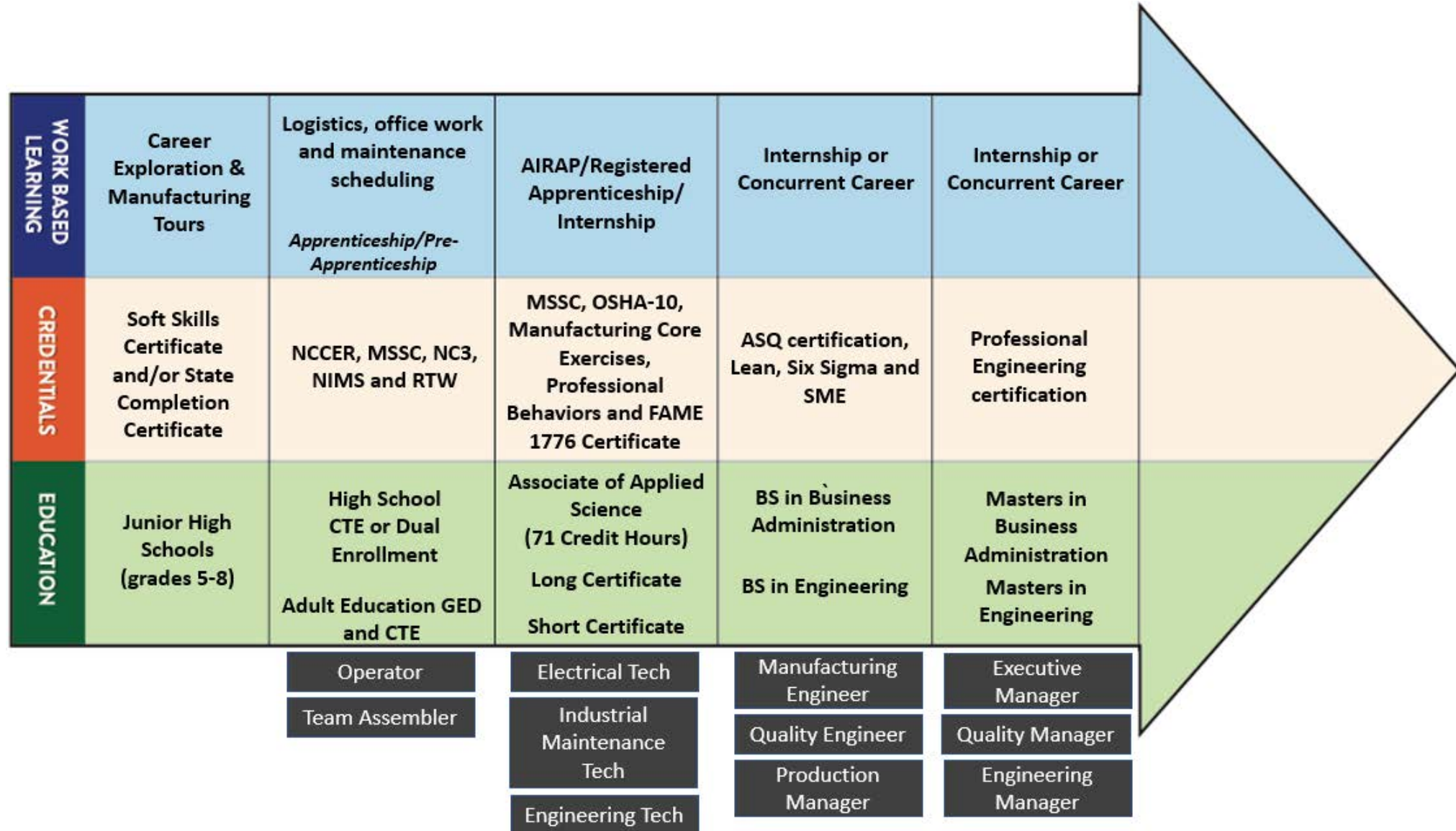
1. Review the “List of Occupations” for each region to identify occupations that pass the 5-star rubric test
2. Determine how occupations in each cluster fit into a progressive career pathway
 - Entry Level Occupations
 - Middle Skills Occupations
 - Advanced Level Occupations

Note: TACs may choose to include an occupation that form part of a career pathway sequence but did not pass the 5-star rubric test on the final list of regional or statewide in-demand occupations

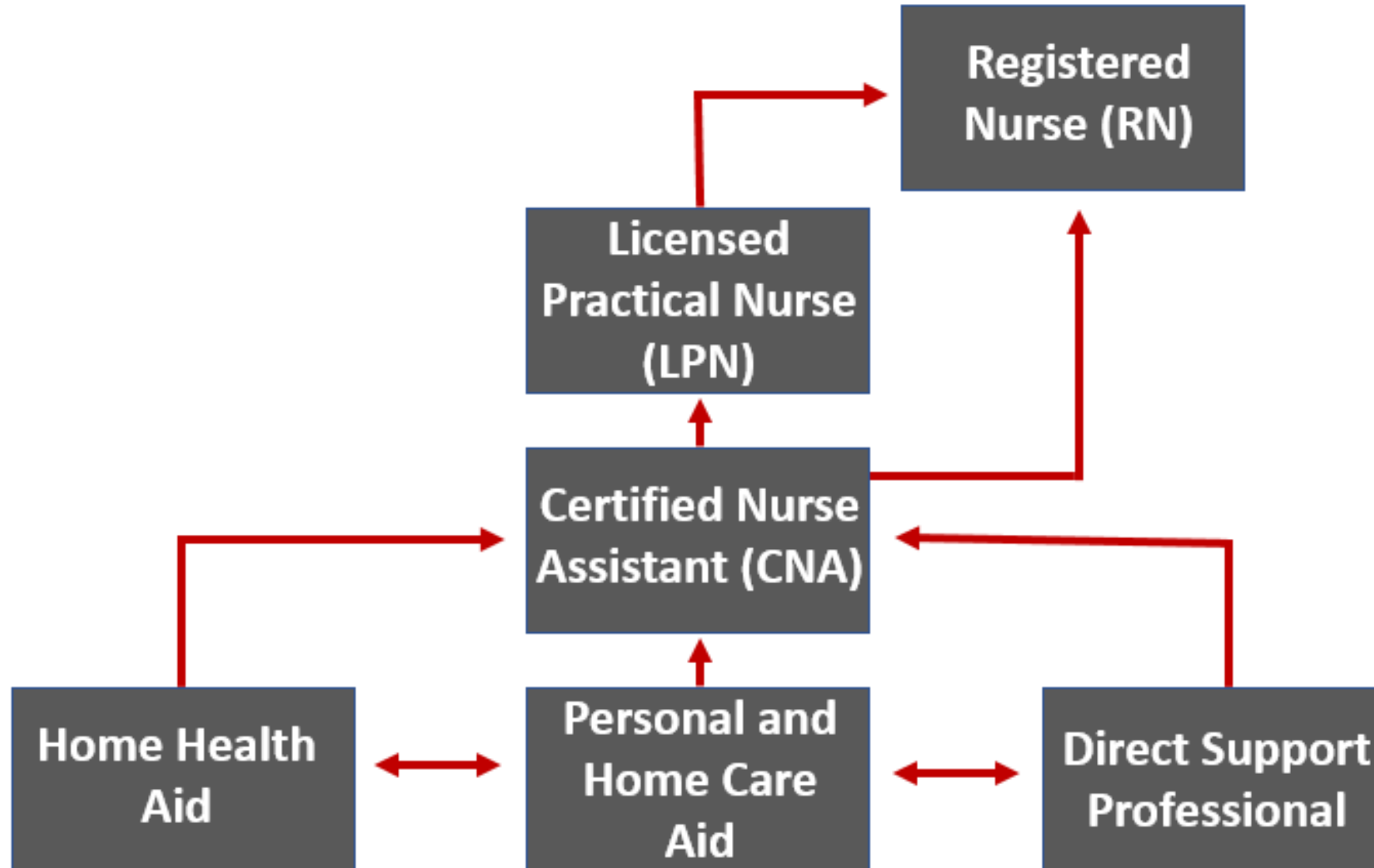
Two-Pronged Career Pathway Model



Career Pathway: Advanced Manufacturing



Example of Career Lattice for Registered Nurse



Creating the Compendium of Valuable Credentials: Stage One Review

1. The TAC will classify the underlying credential referenced in the application as either: a. Required by law; b. Mandated by industry; c. Preferred by industry	2. The TAC will determine whether the credential is: a. Required to obtain a job; b. Part of a stackable sequence; or c. Complementary, but not directly aligned, to an occupation or career pathway
3. Accredited or recognized by a statewide or national industry-recognized accrediting body	4. Credential is aligned to an occupation on a regional or statewide list of in-demand occupations
5. Achievable by students in a secondary and/or the postsecondary level of study	6. Earned after a minimum number of hours of instruction time
7. Stackable in a sequence of aligned competencies	8. Valuable as determined by leading to at least a twenty 20% wage premium over a high school diploma
9. Traceable and trackable by the ATLAS on Career Pathways	10. Portable across or within an industry sector

Stage Two Review: Career Cluster Code

Alabama Credential Taxonomy will include a classification code based on the following:

1. Career Pathway Code	2. Division Code <ul style="list-style-type: none">• Secondary• Postsecondary
3. Category <ul style="list-style-type: none">• Basic• Advanced	4. Classification <ul style="list-style-type: none">• Complimentary• Regional• Statewide

Final Thoughts and Questions

Thank you!