A MESSAGE FROM THE GOVERNOR

As I’ve said on many occasions, our people are Alabama’s greatest strength, especially our young people, who hold the state’s future in their hands. As the guardians of our state’s future, students deserve every possible tool to help them—and Alabama—succeed in all areas.

To achieve this, we have created the Alabama SUCCESS Guides, which are designed to assist students in identifying resources regarding careers, postsecondary education and financial literacy. Through our students, we are positioning our state for even greater accomplishments. They will be well-equipped for careers in Alabama’s workforce which will allow them to compete—and excel—in our global economy.

This Alabama SUCCESS Guide is an excellent tool in helping our students of today become our leaders of tomorrow.

Kay Ivey, Governor of Alabama

ATTENTION PARENTS!

This guide is part of a series created to help students in Alabama learn more about high-demand careers, salaries, the steps they need to take to reach their goals, and the resources that can help them get there.

The workforce has changed since you entered it. Many of the jobs that exist today were not even created when you graduated from high school, and the pace of change is faster than ever! However, since work skills are transferable to many jobs, by helping your student connect with what they learn in the classroom to real jobs that interest them, they will graduate better equipped for life after high school.

Thank you for talking with your child about what careers interest them—and why. You can help them by sharing your own work experiences with your child. Ask people in your community who work in jobs that interest your child to share about their careers or let your child visit their workplace. And last, but not least, go with your child to meet with their school counselor or career coach to get them moving in the right direction. Help them prepare for their future...today.
NOT ALL ARCHITECTURE & CONSTRUCTION JOBS ARE CONNECTED TO NEW BUILDING PROJECTS. The construction industry in Alabama is running over with opportunities for people interested in this career path. Employers are seeking individuals that are willing to work hard, make safety a priority, show initiative on the job site, and make a difference in their communities. Some of the skills that are important to construction employers are problem solving, attention to detail, and the ability to effectively communicate ideas to others. Also, math skills are very important and used daily by every occupation across the industry, from the architect to the welder.

Alabama students have an exciting opportunity to begin learning and using the skills that construction employers are looking for by enrolling in a Career and Technical Education course. These courses provide the opportunity to apply their academic skills in real work situations while developing new career skills which will be beneficial to them whether they plan to attend a university, enter an apprenticeship program, or go straight to work after they graduate. The opportunities are there for anyone willing to work for it. Get ready to start a construction career path and Go Build Alabama!

JASON PHEOLPS
EXECUTIVE DIRECTOR
ALABAMA CONSTRUCTION RECRUITMENT INSTITUTE

WHAT’S INSIDE

Think Again 3
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Four Year Plan 9
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SAMPLE OCCUPATIONS

Architect
Carpenter
Mason

Construction Laborer
Electrician
Plumber

Cabinetmaker
HVACR Installer
Welder

CLUSTER: ARCHITECTURE & CONSTRUCTION

Drafting Design Technology Program
Carpentry
Plumbing

Building Construction
Masonry
HVACR

Cabinetmaking
Electrical
Utility Line Worker

SREB AC Clean Energy
Welding
THINK AGAIN

Now is the time to take a fresh look at Architecture & Construction careers you may not have considered before.

MYTH: Architecture & Construction jobs are only available when there is new construction going on.

FACTS: Not all Architecture & Construction jobs are connected to new building projects. At a given time, any number of companies and individuals are renovating or adding on to existing structures in their businesses or at their homes. Owners of everything from office buildings to schools are constantly seeking new life for their buildings: a great opportunity for young professionals in this career cluster to specialize in renovation and restorations. Plus, as more and more companies look to “Go Green” with their building projects, an entire new sector of jobs is opening up in the Architecture & Construction cluster.

REALITY CHECK

WHAT IT COSTS TO LIVE ON YOUR OWN IN ALABAMA
Estimated 2017-2018 monthly expenses for a 22 year-old living in Birmingham.

Groceries: $350-$400
Mobile Phone: $55
Cable and Internet: $80
Gasoline: $100
(1,000 miles @ $3.00 per gallon, 30 mpg)

Rent and Utilities: $700-$850
(1 Bedroom)
Car Payment: $350-$450
(Used 2016)
Car Insurance: $60-$125
(6-Month Policy)

NOTE: Keep in mind that your paycheck will be reduced by about 30 percent to cover taxes, retirement, and insurance. What's left is known as your "take-home pay." Subtract 30 percent from the salaries shown on pages 5 and 6 to get a more accurate take-home amount.

Sources:
- RENT: rentbits.com/rb/t/rental-rates/birmingham-al
- CAR: carsdirect.com
- MOBILE PHONE: att.com, verizon.com
- GROCERIES: bestplaces.net
- CABLE AND INTERNET: birmingham.mybrighthouse.com
- CAR INSURANCE: progressive.com
- GAS: gasbuddy.com
YOU DECIDE

Does the Architecture & Construction Career Cluster fit you, your talents, and your dreams?
Take this quick quiz to find out.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you like building things or drawing?</td>
<td>Do you enjoy working with tools?</td>
<td>Do you make good grades in math and science?</td>
<td>Do you like working with others?</td>
<td>Do you have a strong attention to detail?</td>
</tr>
</tbody>
</table>

### WHY IT MATTERS:

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<thead>
<tr>
<th>1</th>
<th>2</th>
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<tbody>
<tr>
<td>In the Architecture &amp; Construction career cluster, you can either be a designer or a builder.</td>
<td>Whether you work on the creative design of buildings, or the hands-on side, you will need to be skilled at using a multitude of different tools.</td>
<td>Math and science are integral to Architecture &amp; Construction because they serve as the basis for design principles.</td>
<td>Creative work gets judged by audiences, critics, editors, and clients, so dealing with criticism is part of most jobs.</td>
<td>The key to working in Architecture &amp; Construction is accuracy. No matter your job, employers will expect you to manage many details, both large and small.</td>
</tr>
</tbody>
</table>

If you answered “yes” to most of these questions, Architecture & Construction could be right for you.

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CAREER IDEAS

### What Job Works for YOU?

On the next two pages you will find job descriptions for this career cluster that are projected to be the “Hot Jobs” in the state of Alabama from now through the year 2024. The jobs are listed in order of projected demand.*

On pages 7 and 8 you will see short bios of people who live and work in this career cluster right here in Alabama. As you read their stories, pay attention to their pathway to the job they are in currently and the lessons they learned along the way. What can you learn from these real-life stories that might help you along your own career path? ►►►►►►►►►►

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*This information is provided by the Alabama Department of Labor, Labor Market Information Division in cooperation with the U.S. Bureau of Labor Statistics. The wage data is based on the May 2015 Occupation Employment Survey employment and wage estimate file. The wages have been aged using the most current Employment Cost Index (ECI) factors reflecting wages as of September 2016.
ELECTRICIAN

**Job Description:** Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems.

**Education:** High school diploma or equivalent

**Salary Range:** $32,975 – $53,545

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HEATING, AIR CONDITIONING & REFRIGERATION MECHANIC & INSTALLER

**Job Description:** Install or repair heating, central air conditioning, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves.

**Education:** Postsecondary non-degree award, license

**Salary Range:** $29,459 – $45,285

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ELECTRICAL POWER-LINE INSTALLER AND REPAIRER

**Job Description:** Install or repair cables or wires used in electrical power or distribution systems. May erect poles and light or heavy duty transmission towers.

**Education:** High school diploma or equivalent

**Salary Range:** $46,893 – $75,441

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CONSTRUCTION LABORER

**Job Description:** Perform tasks involving physical labor at construction sites. May operate hand/power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying/measuring equipment, and a variety of other equipment and instruments. May clean/prepare sites, dig trenches, set braces to support excavations, erect scaffolding, clean up rubble/debris and other waste materials. May assist other craft workers.

**Education:** No formal education credential

**Salary Range:** $20,662 – $32,079

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PLUMBER, PIPEFITTER, OR STEAMFITTER

**Job Description:** Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems. Includes sprinklerfitters.

**Education:** High school diploma or equivalent

**Salary Range:** $30,453 – $47,975

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MAINTENANCE AND REPAIR WORKER, GENERAL

**Job Description:** Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing equipment; installing, & aligning/balancing new equipment; and repairing buildings.

**Education:** High school diploma or equivalent

**Salary Range:** $25,003 – $45,111
OPERATING ENGINEER OR OTHER CONSTRUCTION EQUIPMENT OPERATOR

Job Description: Operate one or several types of power construction equipment, such as motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, or front-end loaders to excavate, move, and grade earth, erect structures, or pour concrete or other hard surface pavement. May repair and maintain equipment in addition to other duties.

Education: High school diploma or equivalent

Salary Range: $28,456 – $43,456

ARCHITECTURAL AND ENGINEERING MANAGER

Job Description: Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields.

Education: Bachelor’s Degree

Salary Range: $99,980 – $162,568

CARPENTER

Job Description: Construct, erect, install, or repair structures and fixtures made of wood, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways.

Education: High school diploma or equivalent

Salary Range: $24,955 – $41,510

HELPER–ELECTRICIAN

Job Description: Help electricians by performing duties requiring less skill. Duties include using, supplying or holding materials or tools, and cleaning work area and equipment.

Education: High school diploma or equivalent

Salary Range: $20,775 – $31,626

HELPER–INSTALLATION, MAINTENANCE & REPAIR WORKER

Job Description: Help installation, maintenance, and repair workers in maintenance, parts replacement, and repair of vehicles, industrial machinery, and electrical and electronic equipment. Perform duties such as furnishing tools, materials, and supplies to other workers; cleaning work area, machines, and tools; and holding materials or tools for other workers.

Education: High school diploma or equivalent

Salary Range: $17,639 – $29,029

CONSTRUCTION MANAGER

Job Description: Plan, direct, or coordinate activities concerned with the construction and maintenance of structures, facilities, and systems. Assist in the design of a construction project and oversee its organization, scheduling, budgeting, and implementation.

Education: Bachelor’s degree

Salary Range: $61,305 – $108,416
Today, I control the day-to-day management of an Electrical Contracting and Service company. My primary focus is growing my business. I was always intrigued by electricity and the sciences. I wanted to be an Electrical Engineer, but did not make wise early choices about my career path. I went straight to work and started a family after a brief stint in the Navy instead of continuing my education. I soon realized that I needed to further educate myself thru apprenticeship training so that I could advance my career and earning potential. I spent four years attending apprenticeship classes at night while raising twin sons, then took the state certification test and received my Alabama Master Electrician License. I continued taking college classes at night but had to stop due to lack of local engineering courses offered at night. I also realized that it was not going to be economically feasible for me to quit working full time and to go back to school full time to pursue an Engineering degree with a family to provide for. So I decided to go into the Electrical Contracting business and started my own company. I haven't looked back since. I love building electrical systems from the ground up and seeing my hard work come to life when a facility I worked on goes in operation or is lit up at night. This trade is challenging; it's hard work, and its not a quick way to instant success. But it feels good being dedicated to do the job right, and I enjoy what I do for a living. I would not change a thing!

“I...continue to improve myself doing whatever the job requires!”

I provide preventative maintenance and repair on transmission power lines and substation equipment. I see myself continuing to develop and hone my skills and eventually earn a leadership role within the company and becoming a crew leader/foreman. Growing up working on the family farm I always thought I wanted to be a farmer. Through grade school and high school I was always a part of 4-H and Future Farmers of America as well as career tech programs. I loved working with my hands and accomplishing the challenges that were given to me. After graduating, I realized farming wasn't going to provide what I wanted for the future. So with the help of family and friends I made the hardest decision of my life and began a career in the electrical industry. At first I didn't know if this was what I wanted to do for the rest of my career. Turns out I love the work and the challenges. It provides a good life for me and my family, plus now also the ability to venture into farming again. In life you need to set personal goals. I wanted to farm, but it just didn't happen for me overnight like I wanted. I chose a skill and learned the trade, and now I consider myself successful and am accomplishing my goals. Technical careers give people like me who didn't want to go to college an opportunity to learn a trade, apply it, and be successful. Learning and gaining the knowledge necessary to do your job comes easy if you show that you're going to put the effort in and work hard to achieve your goals.

“I chose a skill and learned the trade, and now I consider myself successful and am accomplishing my goals.”

I work for Facility Maintenance for the City of Gadsden. I maintain and repair all city-owned buildings. I learn something new every day and continue to improve myself doing whatever the job requires!

From when I was young I knew I would end up working with my hands instead of behind a desk. I have memories with my dad building and maintaining houses from when I was seven, and he's still doing it. He sparked my interest by having me with him a majority of the time while he worked. So by the time I was in high school I was very interested in their technical program. I ended up taking all of the HVAC/R classes they offered, and graduated with a HVAC/R diploma. The instructor was great. He was very hands on and made it easy for a young kid to understand. So without the influence of my dad and my instructor, I really don't see how I would have ended up making the living that I do now!

I began working for the City of Gadsden after I graduated high school with every intention to get into the Facility Maintenance department, but I had to work my way up to get there. Whether it's electrical, HVAC/R, or construction, I am willing to do whatever it takes to get the job done and to do it right. I put in the long hours, pay attention to detail, and am always learning from others. Being punctual, trustworthy, and always trying to be the hardest worker in the room has gotten me far!

“...continue to improve myself doing whatever the job requires!”

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“...continue to improve myself doing whatever the job requires!”
Thornton Ratliff
Development Manager
Dobbins Group

Our firm builds apartment communities all across the South. My role is to plan and coordinate the predevelopment and design work and then see the project through to construction and lease up.

Like many high school students, a full-time career was something far from my mind. But my teachers introduced us to real world professionals – one of which sparked my interest in real estate. I worked with contractors, mortgage bankers, and brokers before I realized that real estate development was where my heart was. After my junior year and an internship with a local real estate developer, I worked each summer in the real estate field. Upon graduation, I accepted a job with a Real Estate Investment Trust (REIT) in Birmingham. After two years there, I knew if I wanted to fulfill my dream to be a developer I had to get my master's degree. I enrolled at Auburn University, and upon the completion of my master's program, I was hired by my current employer.

Real estate development and construction management is very demanding but amazingly satisfying; you take an idea and ultimately create a multi-million dollar community. Seeing a project through from initial concept to its eventual completion is an unbelievable experience. Many jobs require you to be a self-starter and real estate development is no exception. Additionally you cannot be afraid to fail or take risks – so long as you learn from them. Work is no different from life; you get exactly what you put into it. Maintaining a balance is key to long-term career success and happiness in life.

“If I wanted to fulfill my dream to be a developer I had to get my master's degree.”

John Garrison
President
Garrison Steel

I am the owner and President of a $30M steel construction business I started 25 years ago. I am proof that you don’t have to have a college degree to be successful. Choosing something you are passionate about, putting in the hard work, and staying committed to your dream can be a path to success. The key is to stay focused and work harder than everyone around you.

“When Construction is not a dead-end career! It is in high demand, especially today!”

Jackie Blakley
Director, Project Implementation
Southern Company

My role is to oversee the construction of all of Southern Power’s wind, solar, gas, and battery storage projects across the country.

One important attribute to any leader’s success is that your role is not about you, it is about building a strong team that ultimately doesn’t need you to get their job done. I make sure my team knows that when they run into problems, I am here to support them and help them be successful. I do, however, expect them to bring solutions or ideas on how the problem can be solved.

When I was a young child, I always wondered about how things work. I had a wonderful math teacher that inspired me and made me want to become one, too. When I was in high school, I took an interest survey, and it said I would make a great electrical engineer. So I enrolled as an electrical engineering student at the University of Alabama. I found out that I didn’t like the basic circuits classes you needed to be an electrical engineer, but I did like many other courses that were more for mechanical engineers. Once I graduated, I decided to interview with other companies in different industries and ended up working with Exxon in their offshore construction division. Then I came to work for Southern Company eleven years ago. I have been working in construction projects my whole career, and I can say that all of the various experiences I have had during the changes in my career have helped me have a more successful career today. It takes lots of changes sometimes to finally know when you’ve found your passion!

“I always wondered about how things work.”

Graduate of Mountain Brook High School
Mountain Brook, AL

Graduate of Hewitt-Trussville High School
Trussville, AL

Graduate of Baker High School
Mobile, AL
### MAKE A PLAN

**SIT DOWN WITH YOUR PARENTS AND COUNSELOR AND CREATE A PLAN**

Map out an Alabama Education Plan (sample below) based on your interests, strengths, and possible career goals. Your plan outlines the courses and electives you’ll take in high school, plus related co-curricular organization and career preparation experiences. Your school counselor or career coach will work with you to determine the learning experiences needed for you to complete your plan, such as using distance learning or earning college credit from your local community college. Below is a sample Alabama Education Plan for you to use as a guide.

### SAMPLE EDUCATION PLAN FOR THIS CAREER CLUSTER

<table>
<thead>
<tr>
<th>FRESHMAN YEAR</th>
<th>SOPHOMORE YEAR</th>
<th>JUNIOR YEAR</th>
<th>SENIOR YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>English 9</td>
<td>English 10</td>
<td>English 11</td>
<td>English 12</td>
</tr>
<tr>
<td>Algebra I</td>
<td>Geometry</td>
<td>Algebra II with Trig</td>
<td>Pre-Calculus</td>
</tr>
<tr>
<td>Physical Science</td>
<td>Biology</td>
<td>Chemistry</td>
<td>Physics</td>
</tr>
<tr>
<td>World History</td>
<td>United States History 10</td>
<td>United States History 11</td>
<td>US Government/Economics</td>
</tr>
<tr>
<td><em>Career Preparedness</em></td>
<td><em>Health/Elective</em></td>
<td><strong>Elective</strong></td>
<td><strong>Elective</strong></td>
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<tr>
<td><em>LIFE PE</em></td>
<td><strong>Elective</strong></td>
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</tbody>
</table>

*Other Required Courses

**Career & Technical Education and/or Foreign Language and/or Arts Education (3 Credits)

### ARCHITECTURE & CONSTRUCTION CLUSTER COURSES

- Advanced Architectural Design
- Advanced Drafting Design
- Cabinetmaking I
- Cabinetmaking II
- Cabinetmaking III
- Clean Energy Applications
- Clean Energy Innovations
- Clean Energy Strategies
- Clean Energy Systems
- CNC Wood Technology I
- CNC Wood Technology II
- Intermediate Architectural Design
- Intermediate Drafting Design
- Introduction to Architectural Design
- Introduction to Drafting
- NCCE Carpentery I
- NCCE Carpentery II
- NCCE Carpentery III
- NCCE Electrical Technologies I
- NCCE Electrical Technologies II
- NCCE Electrical Technologies III
- NCCE HVAC I
- NCCE HVAC II
- NCCE HVAC III
- NCCE Masonry I
- NCCE Masonry II
- NCCE Masonry III
- NCCE Welding I
- NCCE Welding II
- NCCE Welding III
- NCCE Welding IV
- Plumbing and Pipefitting I
- Plumbing and Pipefitting II
- Plumbing and Pipefitting III
- Safety and Health Regulations
- Senior Career Pathway Project
- Structural Drafting
- 3D Solid Model Design I
- 3D Solid Model Design II
- Utility Line Workers Foundation
- Utility Line Workers Level I
- Utility Line Workers Level II

### CO-CURRICULAR

- SkillsUSA
- FFA

### WORK-BASED LEARNING

- Job Shadowing
- Internship
- Work Experience
- Career Day/Fair
- Field Trips
- Guest Speakers
The college admissions process can be stressful and a bit scary, especially if you are the first in your family to apply. Give yourself the best shot at getting into a college program that matches your goals by following these five steps:

1. **MAKE THE GRADE**
   Your grade point average really does count, so do your best work on every assignment, pay attention in class, and participate in group discussions.

2. **MAKE A LIST**
   Before you can apply to college, you have to do your best work in all your classes. Course selection and grades really do count when you are applying to colleges and training programs.

3. **GET INVOLVED**
   Build teamwork and leadership skills by joining career technical student organizations, clubs, and teams at your school, volunteering for service projects, and participating in church or community activities.

4. **PLAN FOR TEST**
   Most colleges want scores from the ACT, SAT, or SAT II tests. See what tests the schools on your list require, sign up to take them in time to include the scores on your application, and then practice the free SAT sample questions at collegeboard.org or sample ACT tests at actstudent.org.

5. **BE NEAT AND COMPLETE**
   Before you send in a college application, double-check your spelling, make sure nothing is missing, and save a copy just in case you have to submit it again.

Every Alabama student can afford to go to college. It just takes a little planning. Put your college dreams within financial reach by taking these five steps:

1. **CONSIDER A COMMUNITY COLLEGE**
   Alabama’s public and private two-year colleges offer an affordable way to earn an associate’s degree or complete enough credits to transfer into a four-year school as a junior. Learn more at accs.cc.

2. **WEIGH YOUR OPTIONS**
   Attending one of Alabama’s four-year public or private schools cuts travel costs and other living expenses, as compared to attending schools out of state. In addition, public schools offer reduced in-state tuition, and, if there’s a college nearby, you can save even more by living at home.

3. **RISE TO THE TOP**
   Apply to a couple of schools at which your grades and accomplishments put you near the top of the typical applicant pool.

4. **DO A LITTLE DIGGING**
   More than one million local, national, and college-specific scholarships are available each year. Ask your school counselor or career coach for help finding printed scholarship resource guides. To find and apply for scholarships online, sign up for the free college scholarship search source achievealabama.org.

5. **APPLY FOR AID**
   Fill out the Free Application for Federal Student Aid (FAFSA) beginning on October 1 of your Senior year. FAFSA forms and instruction booklets are available at your school counselor’s office and online at studentaid.ed.gov. Some schools also require the CSS/Financial Aid Profile form (profileonline.collegeboard.org), and others have their own financial aid forms. Carefully read each college’s application to know what forms you need to submit and when.
The Alabama State Board of Education and the Alabama State Department of Education do not discriminate on the basis of race, color, disability, sex, religion, national origin, or age in its programs, activities, or employment and provides equal access to the Boys Scouts and other designated youth groups. The following person is responsible for handling inquiries regarding the non-discrimination policies: Title IX Coordinator, Alabama State Department of Education, P.O. Box 302101, Montgomery, Alabama 36130-2101 or call (334) 242-8165.

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sstevens@alsde.edu

ALABAMAWORKS.COM/SUCCESSGUIDES