

ACCCP Update – January 2021

Cleve Poole – Alabama Workforce Council

ACCCP:

Alabama Committee on Credentialing and Career Pathways

1. Created in 2019 in the act that created the Alabama Office of Apprenticeship
2. The Alabama Office of Apprenticeship is to use the work product created by ACCCP to build apprenticeship frameworks

ACCCP:

1. Create a list of in-demand occupations (regional and state-wide)
2. Develop the annual compendium of valuable credentials

Analyze Labor Market Information to Determine In-Demand Occupations

For 2020-21 year, there are **238** identified occupations that are considered **“in demand”** by the ACCCP, using data collected by the Alabama Department of Labor.

The 16 Career Clusters

Agriculture, Food, Natural Resources

Architecture and Construction

Arts, Audio/Video Technology, and Communications

Business, Management, and Administration
Security

Education and Training

Finance

Government and Public Administration

Health Science

Hospitality and Tourism

Human Services

Information Technology

Law, Public Safety, Corrections and

Manufacturing

Marketing, Sales and Service

Science, Technology, Engineering and
Mathematics

Transportation, Distribution and
Logistics

Create a Competency Models for Each Occupation which will include:

Personal Effectiveness Competencies

Academic Competencies

Workplace Competencies

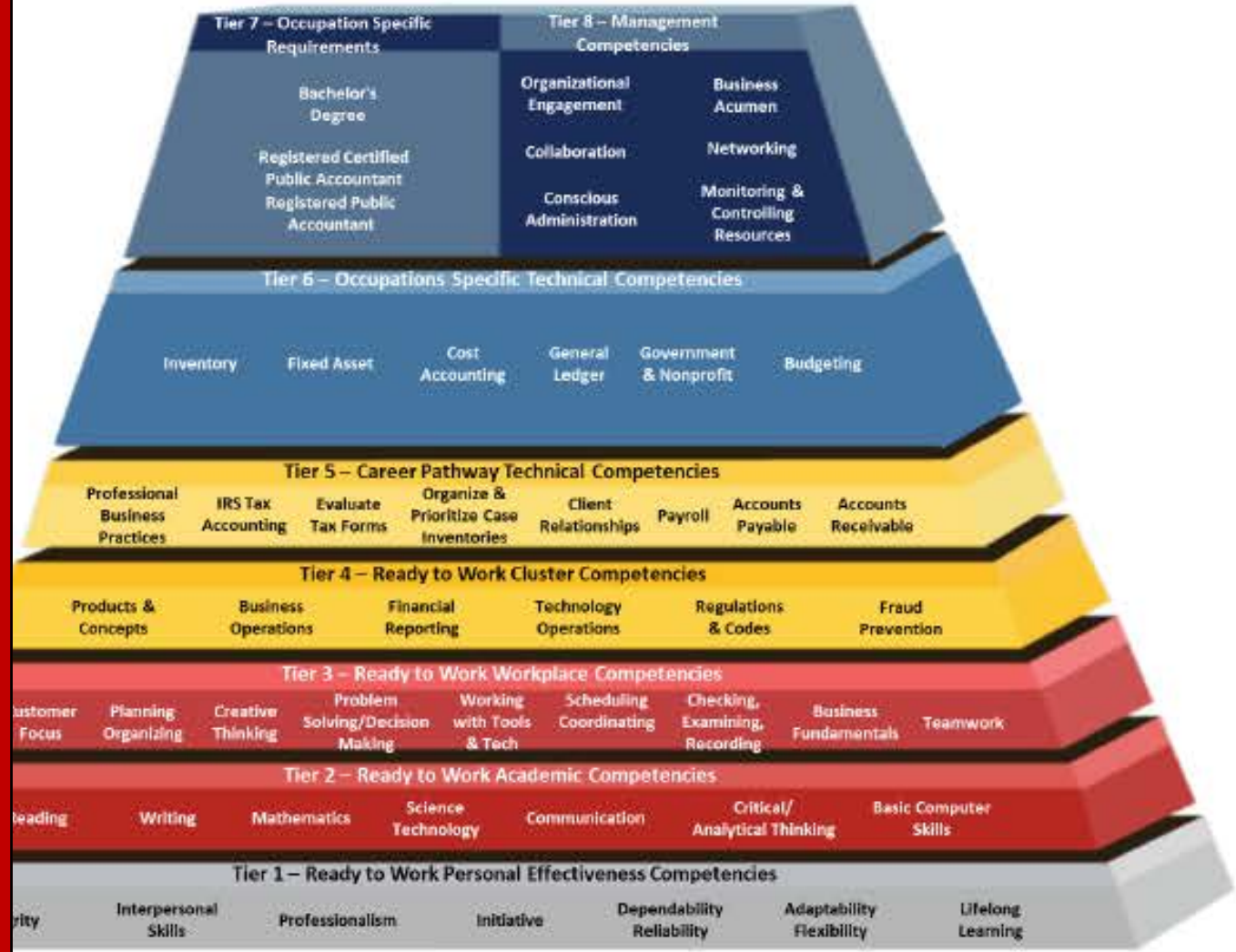
Industry-specific Competencies

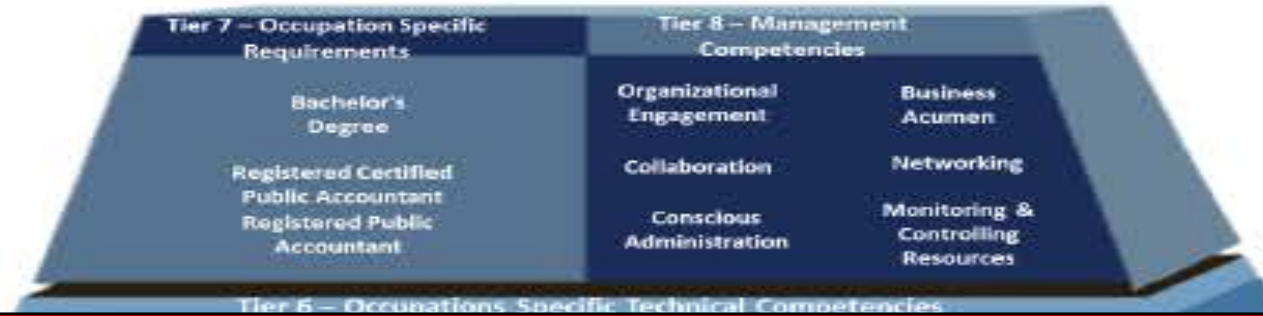
Sector-specific Competencies

Occupation-specific Competencies

Management Competencies

Typical Competency Model: Accounting





Note: the bottom 3 competencies are Ready To Work related competencies



Alabama Credential Registry

A list of ALL of the certificates, licenses, traditional degrees, and non-degree credentials offered in Alabama

The Alabama Skills-Based Hiring Initiative

Skills-based hiring is an approach to talent management that starts with identifying the particular skills required in a role and recruiting candidates who have passed competency, or performance-based assessments. Skills-based hiring promises to empower employers to align recruitment around business results, rather than around résumés.

Skills-Based Job Description Generator and Employer Portal

Will connect employers to the Alabama Credential Registry and the Alabama Competency Taxonomy to enable them to create customized, skills-based job descriptions that are based on the in-demand occupations

Alabama College and Career Exploration Tool (ACCET)

The ACCET will Allow users to create a verified, digital resume to display industry-recognized credentials and progress toward established competency models.

- signal to employers that a worker or student possess the requisite skills for a job (digital resume)
- allow students to compare and contrast prerequisite training for careers
- Free FASFA and college application portal
- Framework for CTE providers to create industry designed programs based on needed skills

Benefits of Registering Credentials and Using Skills-Based Job Descriptions

- **Eligibility for Federal Training Funds**—Registering a credential to the Alabama Credential Registry is required for the credential to be eligible for WIOA funds and for counting the credential as a WIOA recognized postsecondary credential.
- **Eligibility for the State’s List of Valuable Credentials**—Registering credentials to the registry will make them eligible for the annual compendium of valuable credentials, which is the list of credentials aligned to the ACCCP's in-demand jobs list. Not all credentials that are registered will make the compendium but registering is the required to have a chance for inclusion.
- **Adding to the Body of Knowledge**—Registering credentials to the compendium will help the ACCCP match the credential to the skills and competencies for which the credentials denotes mastery.
- **Saving Time and Money**—Skills-based hiring will save money in the HR process by eliminating paper resumes and the need to verify credentials and references (the ACCET is a verified digital resume) and will provide a more transparent process into the workforce for people by reducing degree inflation (the practice of putting degrees as job requirements in job descriptions when even the incumbent workforce do not possess those degrees.)

Next Steps...

Start all over again –

As employer's needs change, so will our list of jobs and credentials!