



Labor Market Data Use Cases



Carl Vinson
Institute of Government
UNIVERSITY OF GEORGIA

Labor Market Data Use Cases

So you have learned about LMI or know where to go...

2022 Conference Session on LMI Sources

- Institute of Government, GOSA, Georgia Power

Webinars through Federal Agencies and vendors (Census, BLS, Lightcast, etc)

Self taught

Open Enrollment LMI – Spring 2023

SNEAK PEAK: Open Enrollment LMI – Spring 2024
(email Rebecca if interested)



Using Data for Community & Economic Development

Marion Phillips

Research Manager

Georgia Power Community & Economic Development



Who We Are



Jennifer Zeller >

Strategic Solutions Manager



Marion Phillips >

Research Manager



Mike Mainzer >

Data Scientist



Shani Johnson >

Research Analyst



Chelsea Tucker >

Customer Relationship Management
Administrator

Types of Data We Have Available



Workforce Analytics

Workforce Projections for Industries and Occupations
Wage Analysis
Skills Transferability
Pipeline of Talent
Community or Site-Specific Workforce One Pagers
Industry-Specific Research & In-Depth Reports
Economic Impact Analysis



Business Data

Top Employers by Employment
Employers by Industry
International Companies



Demographics

Population
Income
Projections
Tapestry Segments



Retail Analysis

Retail Leakage Reports
Gap Analysis
Traffic Counts
Void Analysis
Spending Patterns



Visualization

Custom PowerPoint Presentations for Prospect Visits
Custom Maps – PDF & Web-Based
Infographics
Interactive Dashboards
ESRI StoryMap

Self Service Tools



Target Industries

Explore the state's target industries and associated workforce in your area



International Companies Profile

View companies with an international headquarters



City Comparison

Choose metropolitan areas to compare across a variety of data points



Labor Force Report

Capture trends in your community's labor force

I have my data (yay!) so now what?

Use data to tell your story.



Data Use Cases

- Understanding Your Strengths & Challenges
- Your Website
- Strategic Planning
- Economic Development Projects (RFIs)
- CCA Program Alignment
- Promotion/Marketing



Questions to Consider

Who's your **audience**?

What **problem** are you trying to solve, and how can data help?

What **questions** are you trying to answer, and what data do you need?

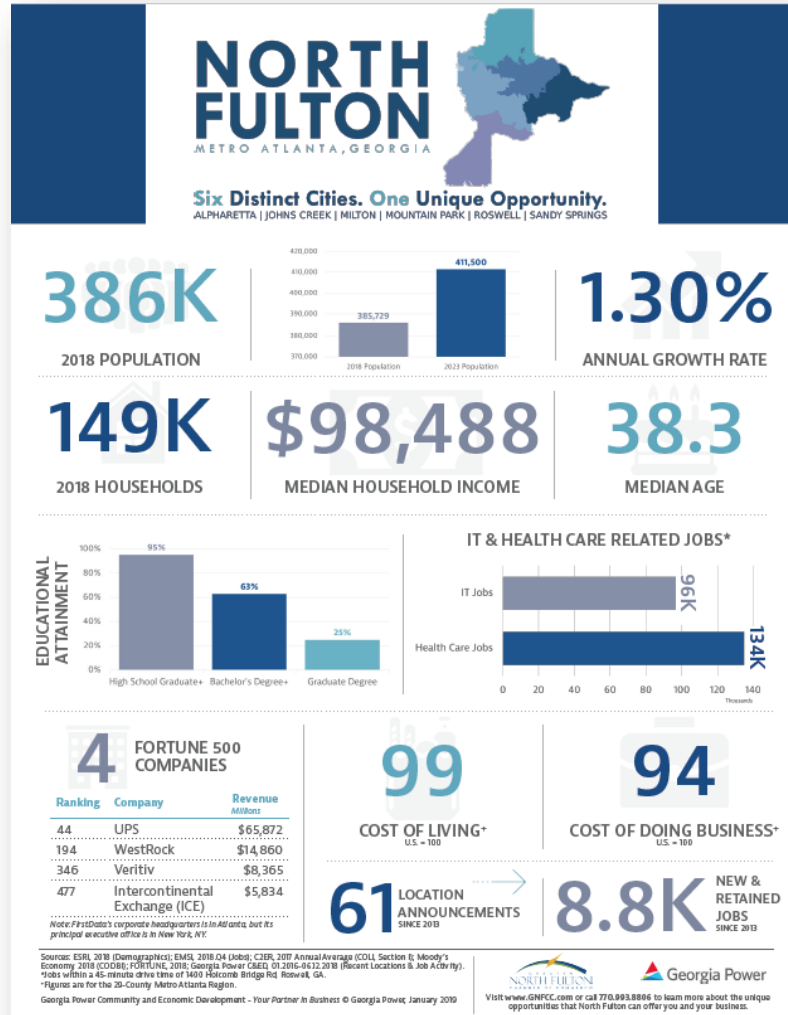
What do you want your audience to leave **knowing** about your organization or your community?

How do you want to display it?

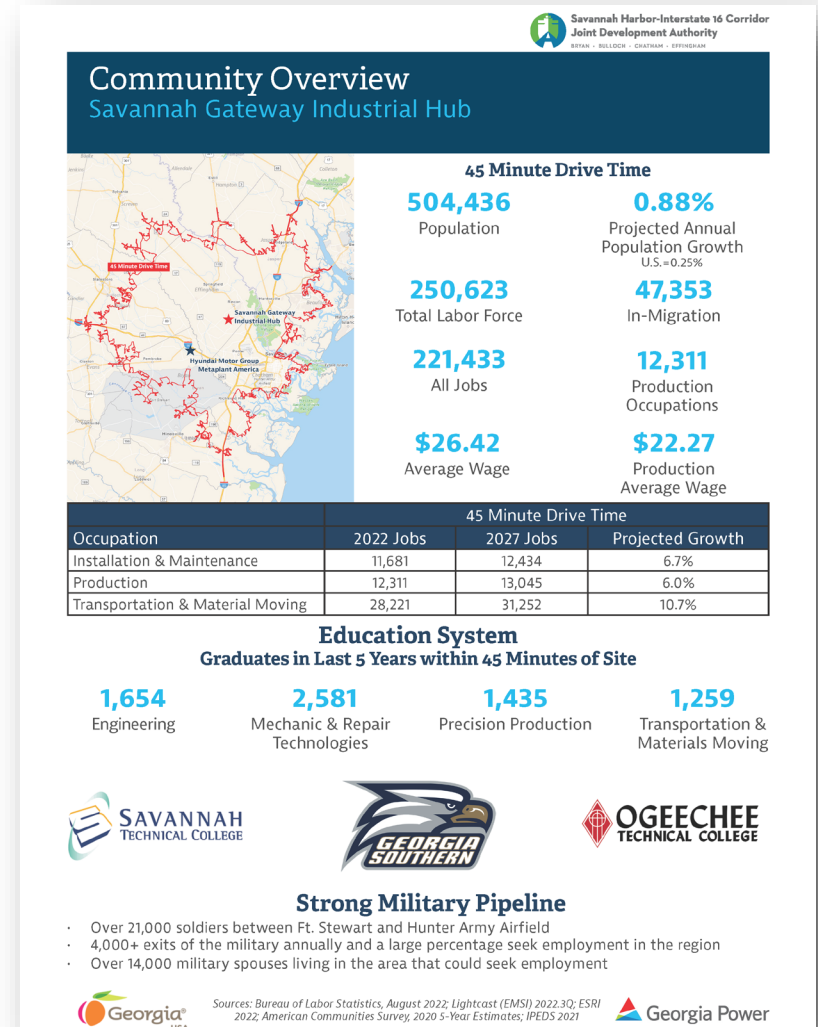
- Digital or Printable?
- Static or Interactive?
- Does someone need to explain it, or can it stand alone?
- Does it need to include a map?
- How much time do I have?
- Do I have the resources I need?

Static & Eye-Catching

Infographic



One-Pager

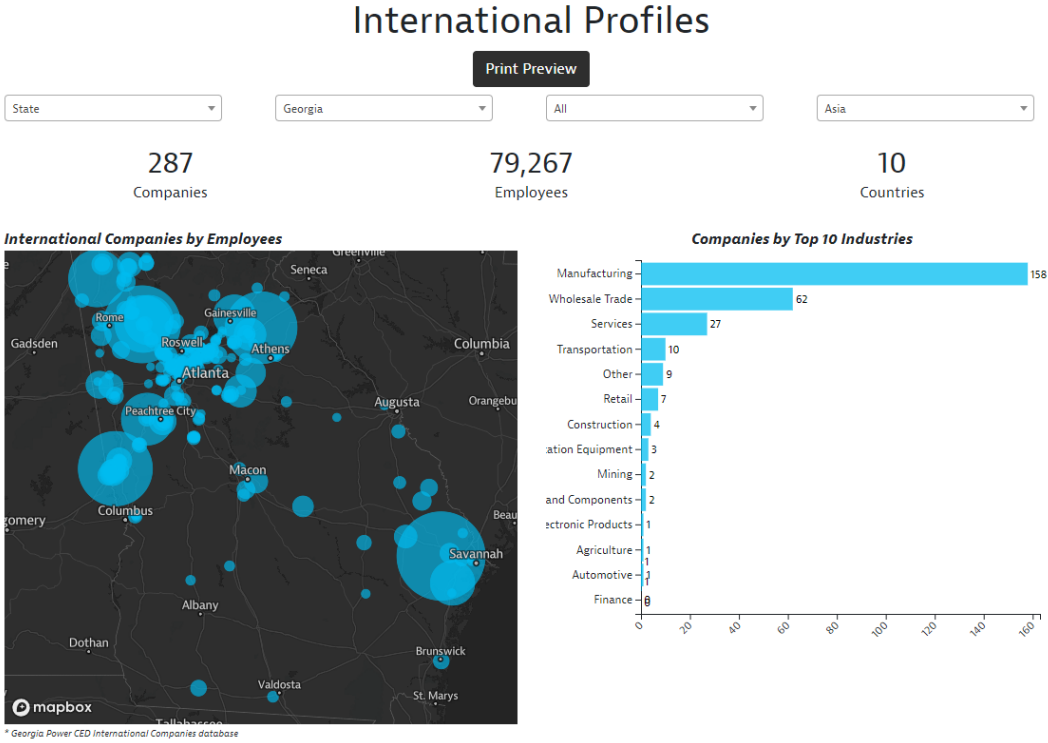


Interactive & Multifaceted

ESRI StoryMap



Dashboard (Tableau or PowerBI)



Thank you!

Marion Phillips

Georgia Power Community & Economic Development

selectgeorgia.com

mophilli@southernco.com





**Carl Vinson
Institute of Government**
UNIVERSITY OF GEORGIA

Using Data to Drive your Workforce Strategy

Rebecca Hunt

Public Service Faculty – Workforce Development

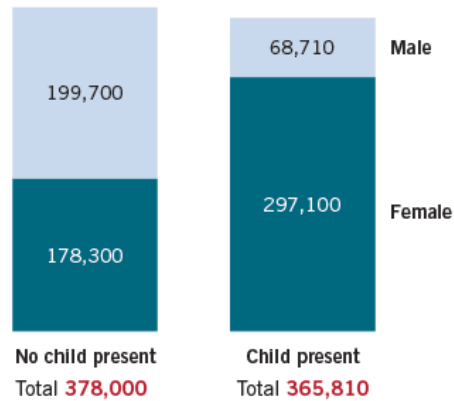
Two Data Use Cases in Workforce Development

- Expanding existing labor force
 - Upskilling existing employees
 - Disconnected individuals or those with barriers
- Educational Program Development
 - CTAE Local Pathway
 - USG New Program

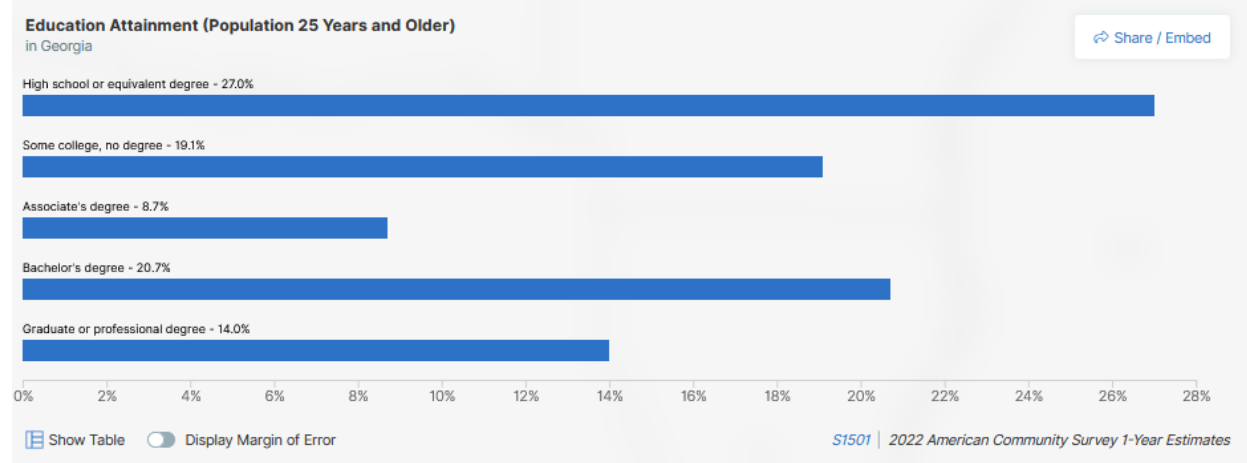


Existing Labor Force

- Current educational attainment
 - Upskilling
- Increasing labor force participation
 - Programs to address barriers




Source: U. S. Census Bureau, 2016-2020.



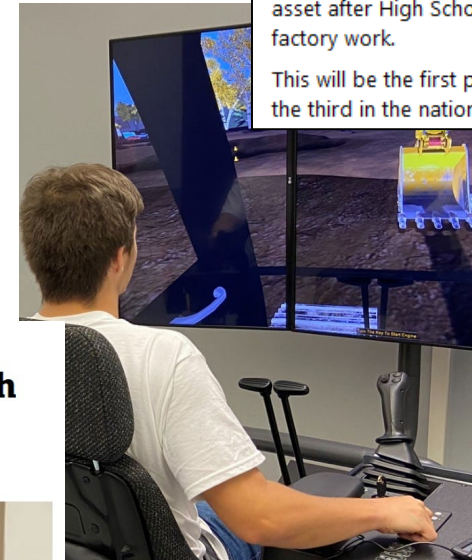
Educational Program Development

- CTAE Local Pathway
 - Heavy Equipment Operations – Toombs County
- USG New Program
 - ASN at Georgia Southwestern

 **McLendon Enterprises Inc**
August 27, 2021 · 🌐

Starting this semester Toombs County High School will be offering a new CTAE (Career, Technical, and Agricultural Education) pathway in heavy equipment operating. This program will help students get more acquainted with heavy equipment and allow them to be more of an asset after High School in farming, construction, logging, and even factory work.

This will be the first program of its kind in the state of Georgia and only the third in the nation! This truly is a once in a li... [See more](#)



The new Heavy Equipment Operator (HEO) Simulator Training Program has created a brand-new construction pathway for Georgia high schools. Each Career Technical & Agricultural Education (CTAE) pathway consists of the following three classes:

1. Industry Fundamentals & Occupational Safety (NCCER Industry Credential)
2. Intro to Heavy Equipment: Excavator (Cat® Simulators, SimScholars™ Curriculum & Industry Partner Credentials)
3. Heavy Equipment 1: Bulldozer (Cat Simulators, SimScholars™ & Industry Partner Credentials)

Georgia Southwestern to address nursing shortage with new nursing program

Published 3:42 pm Tuesday, December 7, 2021

By Ken Gustafson

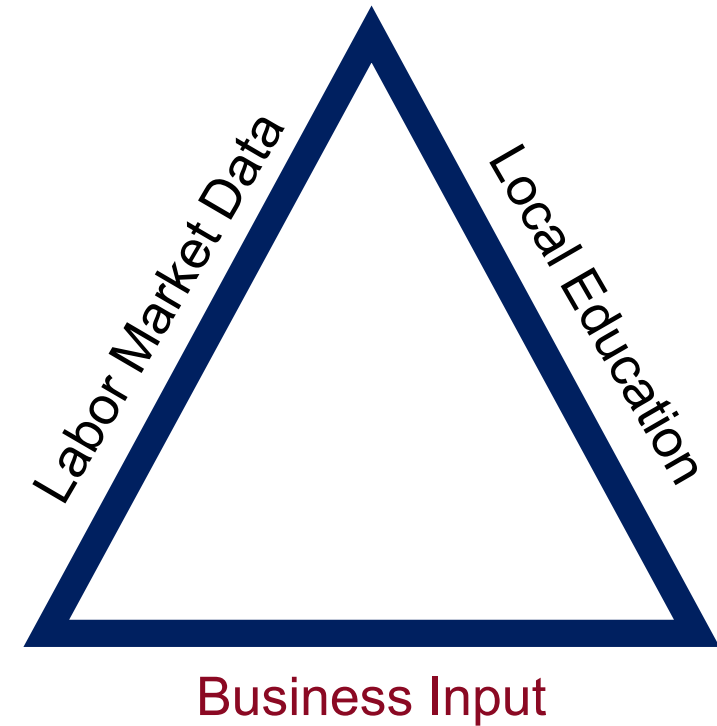


This is a picture of a GSW nursing student taking care of a patient. GSW is launching an Associate of Science in Nursing (ASN) program, which will begin in the fall of 2022. Submitted Photo



Where traditional LMI falls short

- Timeliness
- Wages
- Contract workers
- Skills and credentials
- Very small populations or areas



November 15, 2023

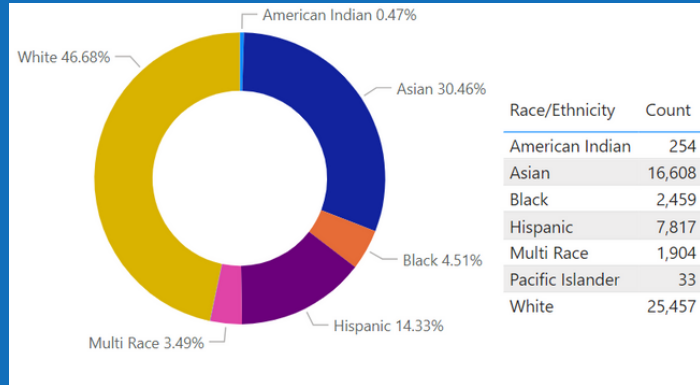
Forsyth County Schools

COLLEGE
& *Career*
DEVELOPMENT



Labor Market Data Uses in K - 12 Education

FORSYTH COUNTY SCHOOLS



English Language Learners	7.2%
Economically Disadvantaged	15.3%
Students with Disabilities	14.8%

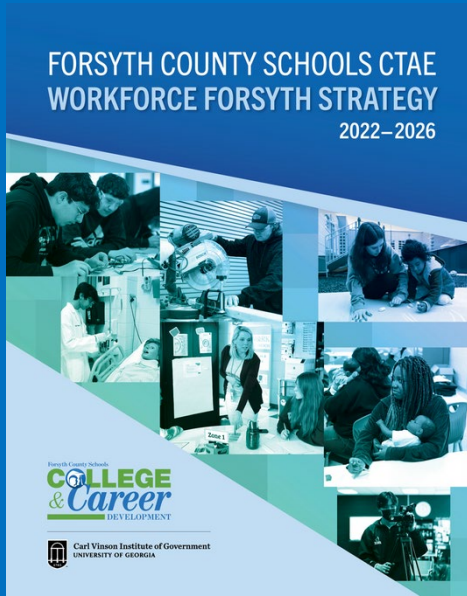
Note: The subgroup data seen here represents the most recent count (Spring 2023). Updated subgroup data will be available in the Spring after FTE sign-off.

- 54,532 students
- 5th largest school district in GA
- Enrollment has increased by 44% in the last decade
- 23 elementary schools
- 11 middle schools
- 7 high schools
- 1 college & career academy
- Largest employer in the county
 - 8,000+ employees and subs
- 5/5 star financial efficiency rating
- Largest Industries
 - Retail, Healthcare, Manufacturing, Food Services



Workforce Forsyth Strategy

Priorities 2022 -2026



- Priority Area 1 – In Demand Jobs
- Priority Area 2 – Continuous Quality Improvement
- Priority Area 3 – Grow and Enhance CTAE Partnerships
- Priority Area 4 – Outreach and Marketing

#CTAEDelivers

PERKINS V STATE PLAN

Career *Pathways*. College and Career *Ready*. Credentials of *Value*. Solid *Foundation*

CLNA required components



Student indicator performance, including
disaggregated by special and sub populations



Size, Scope, and Quality for all CTAE programs



Labor market alignment for all CTAE programs



Career Counseling and Guidance



Recruitment, Retention & Professional learning



Equity and Access

Labor Market Alignment in Education

Alignment of Pathway Offerings & Stakeholder Involvement with CLNA

Work-Based Learning Opportunities for Educators

Importance of Hiring & Credentialing of Teachers and Students - Professional Certifications

Professional Development for K-12 Educators

PURPOSE OF ADVISORY COUNCILS

Primary Purpose

Advisory councils create partnerships between CTAE programs and businesses and industries in the communities they serve. Advisory Council members provide support and advice to the CTAE programs in an effort to assist in providing guidance prepared to enter post-secondary training and/or the workforce. Advisory councils historically have been a very effective means of making the educational delivery system respond to the needs of a constantly changing labor market. The functions of CTAE advisory councils are to:

- Encourage high school students to pursue career/postsecondary education after graduation.
- Provide the means to ensure that the curriculum is relevant to business and industry.
- Create partnerships between pathways and industry.
- Promote public awareness of career and technical education programs.

Purposes

The federal legislation that funds CTAE is the Perkins Vocational and Technical Education Act. This legislation fully supports CTAE advisory councils.

Industry Certification

Each pathway area is mandated by specific industry requirements to work with an advisory council. The council member and function will reflect the appropriate program requirements dictated by industry certification standards. Industry certification standards may necessitate additional requirements for a specific CTAE program area. Always check industry certification standards for advisory councils and cross-reference them with Forsyth County's CTAE advisory council requirements.

Forsyth County requires:

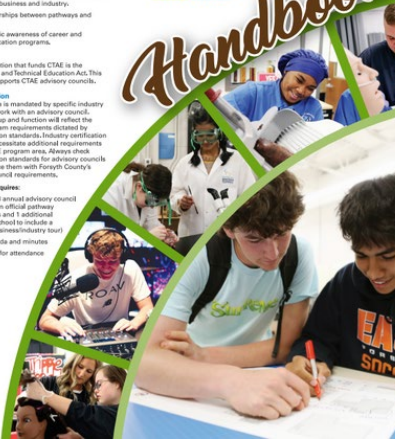
- Minimum of 2 annual advisory council meetings (2 on official pathway planning day and 1 additional before/after school to include a lab tour or business/industry tour)
- Detailed agenda and minutes
- Sign in sheet for attendance

Forsyth County Schools

ADVISORY COUNCIL

COLLEGE & Career

Handbook



Find Your Passion!

High School Career Pathway Options

We Began Discussions
 with Local Employers

Around:

What industry sectors are projected to grow the most in our local area?

What are the emerging jobs for which we should be preparing students?

What skills will students need in the future?

What one thing could we change about our school system that would increase your capacity to generate revenue?

 ALLIANCE ACADEMY FOR INNOVATION	 DENMARK High School	 EAST FORSYTH High School	 FORSYTH CENTRAL High School	 LAMBERT High School	 NORTH FORSYTH High School	 SOUTH FORSYTH High School	 WEST FORSYTH High School
Aerospace/Flight Operations Computer Science Cybersecurity Drone/Unmanned Aircraft Systems Financial Technology (FinTech) Fire and Emergency Services/ Emergency Medical Responder Game Design Graphic Design Healthcare/Clinical Lab Healthcare/Emergency Medical Responder Healthcare/Emergency Medical Technician Hospitality, Recreation, & Tourism International Business Law Enforcement/ Forensic Science Legal Services/ Application of Law Mechatronics Teaching as a Profession	Artificial Intelligence Cloud Computing Companion Animal Systems Computer Science Culinary Arts Engineering & Technology Entrepreneurship Fashion Marketing Financial Services Marketing & Management Sports & Entertainment Marketing Teaching as a Profession Veterinary Science	A/V Technology & Film Architecture/Drafting & Design Computer Science Construction/Carpentry Culinary Arts Early Childhood Education Engineering & Technology Entrepreneurship Interiors, Fashion, & Textiles Heavy Equipment Operations Marketing & Management Teaching as a Profession	A/V Technology & Film Automotive Technology Cloud Computing Computer Science Cosmetology Engineering & Technology Film Production Healthcare/Biotechnology Marketing & Management Marketing Communications & Promotions Nutrition & Food Science Sports & Entertainment Marketing Teaching as a Profession Veterinary Science Workforce Ready	A/V Technology & Film Business Accounting Cloud Computing Computer Science Culinary Arts Engineering & Technology Financial Services Healthcare/Biotechnology Healthcare/Phlebotomy Healthcare/Sports Medicine Marketing Communication & Promotions Marketing & Management Nutrition & Food Science Sports & Entertainment Marketing Teaching as a Profession	A/V Technology & Film Computer Science Engineering & Technology Healthcare/ Public Health Healthcare/ Sports Medicine JROTC Marines Marketing Communications & Promotions Marketing & Management Nutrition & Food Science Teaching as a Profession Veterinary Science Web Development	Advanced Accounting A/V Technology & Film Computer Science Culinary Arts Engineering & Technology Entrepreneurship Fashion Marketing Healthcare/Biotechnology Human Resources Management Landscape Management Systems Marketing Communications & Promotions Marketing & Management Programming Sports & Entertainment Marketing Teaching as a Profession	A/V Technology & Film Computer Science Cosmetology Culinary Arts Engineering & Technology Fashion Marketing Healthcare/ Allied Health and Medicine Junior Achievement 3DE Leadership Academy Marketing & Management Nutrition & Food Science Sports & Entertainment Marketing Teaching as a Profession Web Development
 FORSYTH VIRTUAL Academy		Business Accounting Computer Science Game Design Financial Services	Marketing & Management Sports & Entertainment Web Development				

All students enrolled in career and technical education have the opportunity to apply for Internship Forsyth (work-based learning) or Mentorship Forsyth (job shadowing) within their pathway. Visit www.forsyth.k12.ga.us/ctae for more information or contact a Career Development Coordinator.

Perkins Overarching Need #1

Stronger career guidance efforts and stakeholder education are needed to ensure CTAE opportunities are intentional, aligned, and focused on ensuring successful student transition. There is a need for K-12 pathway alignment as the district grows, as well as counselor training and understanding on **current industry trends and local industry needs**.

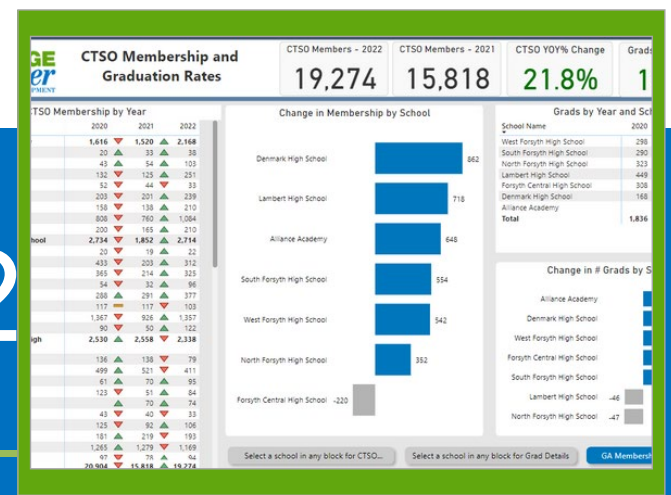
Goal: By the end of the 2023-24 school year, the district will implement a career guidance framework that will include suggested career-exploration activities for all grade levels, stronger involvement in K-12 pathway vertical alignment, develop career guidance resources for students, and **provide education for counselors, parents/guardians, and students about the changing composition of the workforce**.

Action Steps:

- Implement CTAE District Guidance Committee (focus on Employability Skills/Standard 1)
- Develop Teacher Training/Resource Guidance (Career Trees and K12 CTAE Awareness)
- Develop Career Exploration Instructional Materials K-12; Lead Vertical K-12 Pathway Alignment Conversations
- Facilitate **Parent, Teacher, and Counselor Professional Development Around the Changing Composition of the Workforce**
- Establish College & Career Centers on high school campuses for students seeking career guidance and assistance with career-related research.
- Host Trade Talks event with **business and industry that focuses on in-demand, high-wage industries focusing on skilled trades**.



Perkins Overarching Need #2



The district must continue to focus efforts around CTAE program quality, which includes teacher recruitment, retention, and professional development. This also includes increased strategies around ensuring CTAE programs are meeting expectations of business and industry in our economic development region. CTAE recruitment and retention were identified as issues with teachers and students throughout the CLNA process. There are ongoing concerns with recruiting qualified CTAE teachers who have industry-experience, reflect the diversity of our school system, and are willing to stay up to date with pathway and CTSO professional development requirements. In addition, teacher resources, labs, and equipment must be reflective of industry standards to ensure student pathway recruitment, pathway retention, CTSO membership involvement, and work-based learning participation. This factors into all Perkins indicator outcomes which was a concern for some Perkins subgroups over the past two years.

Goal: By the end of the 2023-24 school year, the district will implement a CTAE Excellence Review process at 75% of our high schools that will effectively monitor program quality that includes teacher recruitment, retention, professional development and other areas such as resources, labs, and equipment must be reflective of industry standards. This process must also evaluate student pathway enrollment, pathway completion, workbased learning, and CTSO membership tracked by special population sub-groups.

Action Steps:

- Retention/Recruitment Data Collection System to Monitor Indicator Data
- Develop Review Process for Indicator Data
- Lead CTAE Excellence Reviews
- Increase **Teacher Professional Development Attendance to support best practices, business/industry knowledge, and CTSO involvement.**
- Partner with Human Resources and Forsyth County Chamber's Director of Workforce Development to recruit industry professionals into teaching.

Perkins Overarching Need



Due to impacts of Covid-19 and a decline in consistent participation, the district needs to strengthen the CTAE Career Development Partner program in order to increase participation in advisory councils, classroom experiences, industry field trips, workbased learning opportunities, mock interviews, teacher externships, and other CTAE-related partnership opportunities.

Goal: By the 2023-24 school year, the district will grow partnership participation by 5% in all pathway areas, fully implement a Career Development Partner engagement platform to monitor community participation, define a partnership structure with the Forsyth County Chamber, and have **at least 25% of teachers participating in industry tours and external experiences.**

Action Steps:

- Host Annual CTAE Stakeholder Summit
- Develop a Career Development Partner System (Salesforce)
- Update/Maintain Equipment and Software Needs for Pathways; Add New Pathways in Areas Considered HighSkill, High-Wage, and In-Demand Occupations

Professional Development for Educators



Understanding of the Community
History of Forsyth County
Local Economic Landscape



Data Resources Training for
Educators : O*Net, JobsEQ,
Bureau of Labor Statistics



Develop Student Activities and
Implement Local, Industry -Based
Case Studies



Industry-Based Experiences for
Teachers

Building Relationships with
Classroom Opportunities



Professional Development - Industry Trends, Labor Market and Graduate Outcomes

CTAE Delivers (Cluster reports)

- For your cluster (or cluster of interest), what level of education do the majority of jobs require?
- For the same cluster, are there any occupations that appear on both the top 10 in-demand and high-wage list? If so, what are they? If not, what jobs in the high-demand list also have relatively high wages?

Georgia Degrees Pay (GA Earnings after Graduation)

- Explore some majors that may align with a cluster of interest and see which have the most growth potential in salary (may start low 1 year after graduation but shows significant increase in 5/10 year)

GOSA High School Graduate Outcomes

- For class of 2017 in Forsyth County Schools (or a particular high school of interest), what percentage of students enroll in post-secondary education the first year after graduation? Go straight to work?
- For class of 2017 in Forsyth County Schools (or a particular high school of interest), what percentage complete a credential after 5 years? And what is the most common type of credential?

Georgia Power Target Industries/ Labor Market

- Of the listed target industries, which has the most jobs in Forsyth County? Who are the largest employers?
- Any there any surprising data points in the Forsyth County Labor Market Profile?

Professional Development - Industry Trends, Labor Market and Graduate Outcomes

Information Technology Occupations and Opportunities for Advanced Training		
Occupations by Typical Entry-Level Education		Opportunities for Postsecondary Training
Opportunities for High School Graduates and Individuals with Some Postsecondary Training or an Associates Degree	Opportunities for Those Holding Bachelor's Degree	Credential (C) and Associates (A) Programs
Computer Network Support Specialists \$76,100 Computer User Support Specialists \$64,400	Database Architects \$139,200 Computer Network Architects \$133,600 Software Developers \$125,400 Information Security Analysts \$117,400 Computer Programmers \$114,200 Computer Systems Analysts \$108,700 Web Developers \$103,700 Network and Computer Systems Administrators \$102,600 Software Quality Assurance Analysts and Testers \$101,400 Computer Occupations, All Other \$97,800 Database Administrators \$95,300 Web and Digital Interface Designers \$92,000	<ul style="list-style-type: none"> • A+ -C • Net+ -C • Productivity Software Specialist -C • CISCO Networking -C • Web Administrator-C • Information Technology -A • Computer Technology, Cybersecurity Concentration -A
		Bachelor's Degree Programs
		<ul style="list-style-type: none"> • Computer Information Systems • Integrated Information Technology • Computer Engineering • Applied Computer Science, Cyber Security
Listed occupations reflect 10-year projections for the region. Included salaries reflect median salaries for the occupation for Forsyth 50 Mile Commuter Region.		
		Forsyth CTAE -February 21, 2023 47



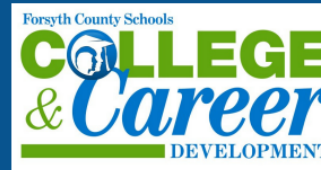
INFORMATION TECHNOLOGY				
Pathway Name	Course 1	Course 2	Course 3	Acceleration Opportunities
3. CYBERSECURITY PATHWAY	Introduction to Hardware Technology	Introduction of Cybersecurity	Advanced Cybersecurity	
Partnerships	IBM UNG – Bryson Payne, Lindsey Linsky Rubrik Data Sec – Carl Norwich Siemens Automation Direct National Cyber Scholarship Fdn	IBM UNG – Bryson Payne, Lindsey Linsky Aruba Networks – Jim Vaught Rubrik Data Sec – Carl Norwich Siemens Automation Direct National Cyber Scholarship Fdn	IBM UNG – Bryson Payne, Lindsey Linsky Aruba Networks – Jim Vaught Rubrik Data Sec – Carl Norwich Siemens Automation Direct National Cyber Scholarship Fdn	Guest Speakers Hardware Donations Cybersecurity Internships SANS Certification Scholarships
4. GAME DESIGN PATHWAY	Introduction to Software Technology	Computer Science Principles or AP Computer Science Principles	Gaming Design: Animation and Simulation	
Partnerships	Cox Communications Dragon Army	Motion Recruitment Tripwire	Hi-Rez Studios Thrust Interactive Scientific Games	

Educator Partnership

Assessment



CTAE PARTNERSHIP ASSESSMENT



ONBOARDING AND PLACEMENT

- We have researched potential partners.
- We have defined a process for recruiting potential partners and working leads.
- We have developed partnership characteristics.
- We have tools to recruit new partners (e.g. brochures, PowerPoint, videos, talking points).
- We have conducted a needs assessment to determine how partnerships would specifically benefit the model.
- We have community leaders ready to be advocates in the community.
- Partnership recruitment efforts include diverse organizations, government, non-profits, civic organizations, and other high-level decision makers.
- We have developed a list of partner engagement opportunities.
- All partners have identified a primary and secondary employee to lead the partnership effort.

ENGAGE

- We have a plan to engage partners within 30 days of being on-boarded.
- We have developed a partnership planning tool.

MANAGE

- We have designated a school person / role to own all partnership conversations and plans.
- We have developed a communication plan to inform all partners.
- We have identified a partner to chair each program advisory board.
- Partners understand the alignment of activities and student success outcomes.
- Partners are providing real-world experiences for students.

MEASURE

- We have a tool to measure the time, talent, and in-kind donations from partners.
- We have a process and tool to measure the strength of the partnership.
- Data is shared with all stakeholders (e.g. value of community investment, number of experiential learning activities, etc.).
- Partners are involved in an ongoing evaluation process.
- Partner surveys are important in the evaluation and assessment process.

CELEBRATE

- We celebrate partnerships with annual recognition (i.e. event, press release, etc.).
- We have a process to communicate and recognize daily partnership work and share inspiring stories.

Hello
MY NAME IS

EDUCATION

Hello
MY NAME IS

BUSINESS, INDUSTRY
& COMMUNITY

Hello
MY NAME IS

PARENT OR
STUDENT

Hello
MY NAME IS

COMMUNITY
AGENCIES

Industry Tours for Educators

Forsyth County Schools



Forsyth Central HS Project Next

August 1, 2017 (8:30 AM – 3 PM)

Bus #1 (# of Teachers: 25)

8:30 AM	Bus Pickup at Forsyth Central HS Main Entrance
9:00 AM	Tour #1: Forsyth County 911 Command Center (3520 Settingdown Road – Cumming)
10:00 AM	Tour #2: Northside Hospital Forsyth (1200 Northside Forsyth Drive – Cumming)
11:00 AM	Tour #3: Hansgrohe (1490 Bluegrass Lakes Parkway – Alpharetta)
12 PM – 1:30 PM	Lunch at City of Cumming Park and Recreation Center Panel (moderated by Georgia Power – Lauren Lambiase)
2:00 PM	Tour #4: Scientific Games (1500 Bluegrass Lakes Parkway - Alpharetta)
2:45 PM	Depart for Forsyth Central HS

Bus #2 (# of Teachers: 25)

8:30 AM	Bus Pickup at Forsyth Central HS Main Entrance
9:00 AM	Tour #1: Northside Hospital Forsyth (1200 Northside Forsyth Drive – Cumming)
10:00 AM	Tour #2: S & S Technical (1900 Grasslands Parkway – Alpharetta)
11:00 AM	Tour #3: Convergent Media (190 Bluegrass Valley Parkway - Alpharetta)
12 PM – 1:30 PM	Lunch at City of Cumming Park and Recreation Center Panel (moderated by Georgia Power – Lauren Lambiase)
2:00 PM	Tour #4: Forsyth County 911 Command Center (3520 Settingdown Road – Cumming)
2:45 PM	Depart for Forsyth Central HS

Bus #3 (# of Teachers: 25)

8:30 AM	Bus Pickup at Forsyth Central HS Main Entrance
9:00 AM	Tour #1: Lou Sobh Honda (1105 Buford Road – Cumming)
10:00 AM	Tour #2: Scientific Games (1500 Bluegrass Lakes Parkway - Alpharetta)
11:00 AM	Tour #3: S & S Technical (1900 Grasslands Parkway – Alpharetta)
12 PM – 1:30 PM	Lunch at City of Cumming Park and Recreation Center Panel (moderated by Georgia Power – Lauren Lambiase)
2:00 PM	Tour #4: Northside Hospital Forsyth (1200 Northside Forsyth Drive – Cumming)
2:45 PM	Depart for Forsyth Central HS

Bus #4 (# of Teachers: 25)

8:30 AM	Bus Pickup at Forsyth Central HS Main Entrance
9:00 AM	Tour #1: Convergent Media (190 Bluegrass Valley Parkway - Alpharetta)
10:00 AM	Tour #2: Hansgrohe (1490 Bluegrass Lakes Parkway – Alpharetta)
11:00 AM	Tour #3: Northside Hospital Forsyth (1200 Northside Forsyth Drive – Cumming)
12 PM – 1:30 PM	Lunch at City of Cumming Park and Recreation Center Panel (moderated by Georgia Power – Lauren Lambiase)
2:00 PM	Tour #4: S & S Technical (1900 Grasslands Parkway – Alpharetta)
2:45 PM	Depart for Forsyth Central HS

Bus #5 (# of Teachers: 25)

8:30 AM	Bus Pickup at Forsyth Central HS Main Entrance
9:00 AM	Tour #1: Hansgrohe (1490 Bluegrass Lakes Parkway – Alpharetta)
10:00 AM	Tour #2: Lou Sobh Honda (1105 Buford Road – Cumming)
11:00 AM	Tour #3: Forsyth County 911 Command Center (3520 Settingdown Road – Cumming)
12 PM – 1:30 PM	Lunch at City of Cumming Park and Recreation Center Panel (moderated by Georgia Power – Lauren Lambiase)
2:00 PM	Tour #4: Convergent Media (190 Bluegrass Valley Parkway)
2:45 PM	Depart for Forsyth Central HS

**National
Manufacturing
Day**
October 6, 2023

Sponsored by:

- AUTOMATIONDIRECT
- ASBECO
- SMITH+HOWARD
- GAF
- COLLEGE & Career
- FOCO
- P&C

Forsyth County Schools

PATHWAY Partner



FORSYTH COUNTY SCHOOLS CAREER, TECHNICAL, AND AGRICULTURAL EDUCATION

A Guide for Business and Industry Involvement

Forsyth County Schools is committed to building a strong base of business, industry, and community support that can help provide career development opportunities for our students! By becoming a Career Development Partner, you allow students to go beyond the classroom and into the community to consider different career fields, learn basic workplace behavior, and develop specific skills within an industry. Through these experiences, students can apply what they are learning in the classroom as they prepare to transition into post-secondary education and training.

Community Partnership Opportunities:

- Advisory Council
- Curriculum Development
- Teacher Externships
- Facilities/Equipment
- College & Career Fair Participation
- Mock Interviews
- Career Transitions for Students with Special Needs and/or At-Risk Students
- CTSO Support
- Mentorship
- Classroom Speaker
- Internship/Mentorship Placement
- Competitive Event Judging
- Awards/Recognition Support



FORSYTH COUNTY SCHOOLS CAREER, TECHNICAL, AND AGRICULTURAL EDUCATION

A Guide for Business and Industry Involvement

SCAN HERE!



Forsyth County Schools
COLLEGE & Career
CTAE Connect
WWW.FORSYTHCTAE.ORG

Industry &
Education
Working
Together



Career Exploration &
Pathway Discovery
for 8th graders



College & Career
Development Stakeholder
Summit
Educators, Business, & Industry



Mock Interviews
Forsyth County Schools

Mock Interviews
Pathway Completers & Student Interns

CTAE



Celebrating HS and MS CTAE
Students of the Year

AWARDS PROGRAM



Industry &
Education
Working
Together



K-12 Vertical Alignment &
Educators Understanding
Economic Development



TradeTalks®



AUNCH
Work Ready Program



Developing Success
Stories of
CTAE Graduates in
Business & Industry





Stakeholder Summit

October 20, 2023 • 8:30 AM – 10:30 AM
Denmark High School

645 Mullinax Road
Alpharetta, GA 30004



We are inviting local business and industry, parents, and other community stakeholders to learn more about our current focus on workforce development efforts and how local professionals can share their expertise with our programs!

PRIORITIES FOR 2023-2026:

- Priority Area 1*
In Demand Jobs
- Priority Area 2*
Continuous Quality Improvement
- Priority Area 3*
Grow and Enhance CTAE Partnerships
- Priority Area 4*
Outreach and Marketing

Learn More About:

- CTAE State of the Program
- Workforce Forsyth Workforce Development Strategy
- Understanding Forsyth County Industry and Pathway Alignment to the Labor Market
- Current Federal Indicator Performance
- Overview of Career Pathway Programs of Study
- Teacher Externships and Other Professional Development Needs
- CTAE Teacher Recruitment and Retention
- Volunteer Opportunities – Advisory Boards, Mock Interviews, Internship, CTSOs, Guest Speaking, & CTAE Excellence Reviews
- FoCo Works
- Advisory Board Planning Time by Pathway Area

RSVP to

vlowe@forsyth.k12.ga.us or
bcannizzaro@forsyth.k12.ga.us
770-887-2461 • forsyth.k12.ga.us/ctae



Forsyth Priority Areas

- Demand Jobs
- Continuous Quality Improvement
- Grow and Enhance CTAE Partnerships
- Outreach and Marketing

By the end of the 2023-24 school year, the district will implement a process that will include suggested career-exploration activities, student involvement in K-12 pathway vertical alignment, and resources for students, and provide education for counselors, parents about the changing composition of the workforce.

By the end of the 2023-24 school year, the district will implement a CTAE process at 75% of our high schools that will effectively monitor and evaluate the process that includes teacher recruitment, retention, professional development such as resources, labs, and equipment must be reflective of industry needs. The process must also evaluate student pathway enrollment, pathway completion, work-based learning, and CTSO membership tracked by special population groups.

By the end of the 2023-24 school year, the district will grow partnership participation to 75% in all pathway areas, fully implement a Career Development Partner engagement system to monitor community participation, define a partnership structure with the Forsyth County Chamber, and have at least 25% of teachers participating in industry tours and external experiences.

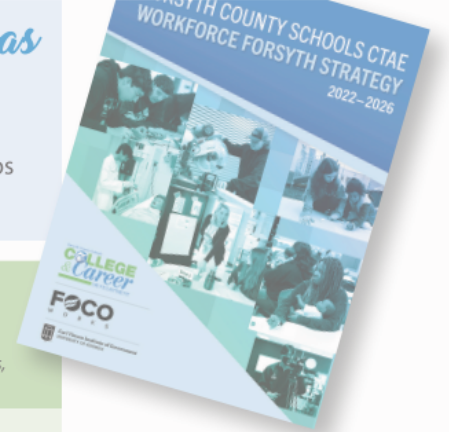
Steps:

- Implement a Career Development Partner Recruitment Data Collection System to Monitor Indicator Data
- Implement a Career Development Partner Review Process for Indicator Data
- Implement a Career Development Partner CTAE Excellence Reviews
- Increase Teacher Professional Development Attendance to support best practices, business/industry knowledge, and CTSO involvement.
- Partner with Human Resources and Forsyth County Chamber's Director of Workforce Development to recruit industry professionals into teaching

Goal #3: By the 2023-24 school year, the district will grow partnership participation to 75% in all pathway areas, fully implement a Career Development Partner engagement system to monitor community participation, define a partnership structure with the Forsyth County Chamber, and have at least 25% of teachers participating in industry tours and external experiences.

Action Steps:

- Host Annual CTAE Stakeholder Summit
- Develop a Career Development Partner System (Salesforce)
- Update/Maintain Equipment and Software Needs for Pathways; Add New Pathways in Areas Considered High Skill, High Wage, and In-Demand Occupations



Teacher Meet and Greet Session Locations

PATHWAY	LOCATION
A/V Technology & Film	1493
Agriculture	1510
Architecture & Construction	1533
Automotive	1493
Business/Finance/IT	1496
Cosmetology	1493
Culinary Arts & Nutrition and Food Science	1505
Early Childhood & Teaching as a Profession	1503
Energy/Engineering/Mechanics	1531
Flight Operations & Drone Technology	1515
Graphic Design	1515
Healthcare	1490
Interior Design	1533
Law, Public Safety, Corrections, & Security	1515
Marketing/Hospitality & Tourism	1029

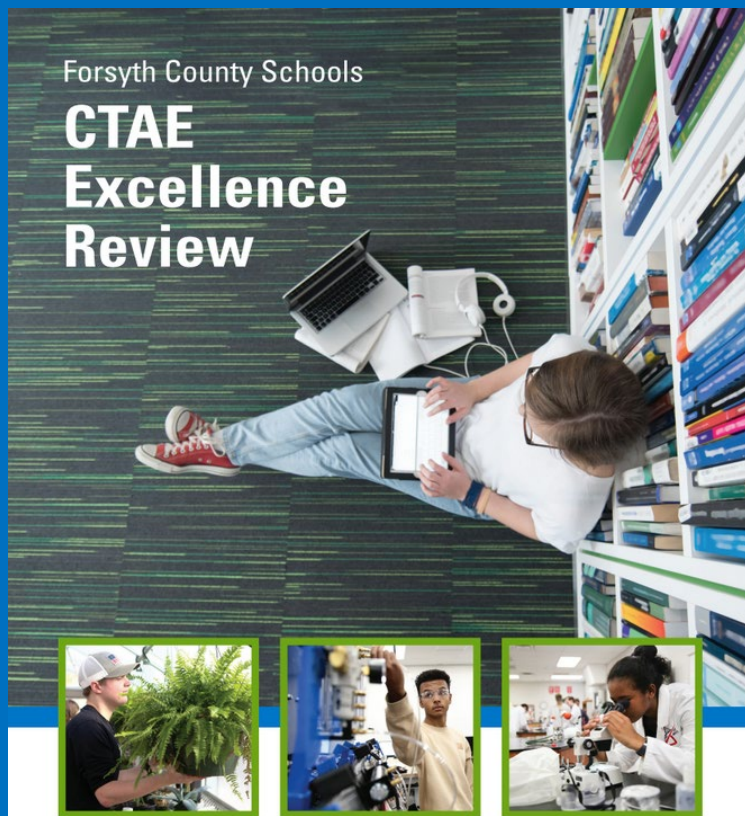


Stakeholder Summit

@fccollegecareer
www.forsyth.k12.ga.us/ctae



CTAE Excellence Reviews



Forsyth County Schools
CTAE Excellence Review



Forsyth County Schools
COLLEGE & Career DEVELOPMENT



Forsyth County Schools CTAE Excellence Review TEAM REPORT



Alliance Academy for Innovation
MARCH 23, 2022

The purpose of Forsyth County's Career, Technical and Agricultural Education (CTAE) Excellence Review is to provide a review of practices and provide feedback on career and technical education programs in Forsyth County. This process should help teachers, administrators, and leaders better understand the current state of CTAE programs in Forsyth County and areas of improvements. The results of this process should identify excellent practices currently in place and provide recommendations for program improvement, as well as identify specific recommendations that will advance student achievement in career and technical education. This summary report should help the district in achieve long-term and short-term goal that tie into its local workforce plan, Workforce Forsyth. This endeavor supports how Forsyth County career and technical education programs align with regional workforce needs, produces high school graduates ready for post-secondary experiences, supports student achievement, and engages students in CTAE classrooms and labs.

Benefits of the CTAE Excellence Review

- Ensures students in Forsyth County are completing career pathways, becoming college and career ready, earning credentials of value, and developing a solid foundation for career fields through pathways.



Thank You,
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Thank You,
Review Team!



CTAE Excellence

	Needs Improvement 1	Meets Expectations 2	Excellence 3	Evidence of Attainment	
1	% of 3rd Year Students Earning Career Pathway Medallion and/or State Career Diploma Seals	<50%	50-75%	>75%	CTAE Diploma Seal Documentation in Infinite Campus
2	Industry Certified Program	No	N/A	Yes	State Industry Certification Letter/Email
3	CTSO Student Membership	<49%	50-89%	90-100%	Student Membership Roster Uploaded to CRATE
4	CTSO Active Student Participation	<49%	50-75%	>75%	Student Participation Logs
5	CTSO Competition Involvement	Region Only	State	Nationals	CTSO Report by Competition Upload to CRATE
6	Credentials of Value (EOPA) Pass Rate	<69%	70-84%	>85%	EOPA Report from CTAE API/District
7	Advisory Council Meetings	0-1	2	3+	Sign-In Sheets/Agendas/Minutes
8	CTAE Equipment Inventory Checks	No	N/A	Yes	District Inventory Review/Sign-Off
9	Professional CTAE Teacher Organization Memberships	No	Yes	Yes+ Committee/Board Member	Proof of Membership from CTE Organizations
10	Budget Requests Submitted by District Deadlines	No	N/A	Yes	Internal Requests Form Complete in CTAE Purchasing/Inventory System
11	Purchasing/Receiving Documentation Submitted in a Timely Manner	Over 10 days	6-10 days	Within 5 days	Photo/Packing Slip Uploaded in CTAE Inventory System; Emails to CTAE Bookkeeper
12	CTAE Focused Teacher Professional Development	<29 Hrs	30-45 Hrs	>45 Hrs	CTAERN Records/Local Records in CRATE
13	Teacher with Industry Standard Licensing/Certifications	No	N/A	Yes	Valid Certificate/Report in CRATE
14	Complete OSHA 10-Hour Safety Course	No	N/A	Yes	OSHA Certificate in CRATE
15	Active Teacher Involvement in IEP Process and Working with CTI Coordinator	No	N/A	Yes	Relationship with CTI Coordinator and Other Staff in Special Education
16	Days Spent with MS Pathway Teachers in Cluster Area	0	1	2+	Agenda/Minutes
17	Safe, Well-Managed, and Orderly Lab Environment and Safety Training with Students	No	N/A	Yes	Safety Lessons/Photos in CRATE
18	Beginning of Year Parent Pathway Letter and Student Safety Agreement in Handbook	No	N/A	Yes	CTAE Pathway Introduction Letter in CRATE
19	Updated Pacing/Scope and Sequence for Each Course	0-1	2	3	CTAE Landing Pages
20	Career Fair Participation	No	N/A	Yes	FCS College & Career Discovery/Other Job Fairs
21	Host CDC Presentations for Internship Forsyth and Mentorship Forsyth (Work-Based Learning)	No	N/A	Yes	Career Development Coordinator Documentation
22	YouScience Activity Per Pathway	0-2	3	4+	YouScience Activity Evidence/Results
23	Business/Industry Tours and Field Trips	0	1	2+	Roster of Students Attending/Photos in CRATE
24	Guest Speakers (In-Person or Virtual - Industry Affiliate or College Admissions Related, Non-Traditional Careers)	1	2	3+	Photos of Guest Speakers in CRATE
25	Teacher Externships (In-Person or Virtual)	No	N/A	Yes	Externship Documentation
26	Local Business/Industry Incorporation into Classroom Projects (In-Person or Virtual - Case Studies, Real-World Scenarios, Training, Handbooks, etc.)	No	N/A	Yes	Photos/Press Release, Documentation of Case Studies, Real-World Scenarios, Training Handbooks, etc. in CRATE
27	Board of Education/Community/Civic Group Presentations (In-Person or Virtual)	0	1	2+	Photos/Press-Release, Documentation in CRATE of Presentation/Demonstrations
28	Parent Involvement Opportunities (In-Person or Virtual)	0	1	2+	Flyer or Letter Showing Parents Invited and Pictures of Involvement
29	Post-Secondary Tours in Pathway Area (In-Person or Virtual)	0	1	2+	Roster of Students Attending/Photos
30	Pathway Community Involvement and/or Organized Volunteering Opportunities (In-Person or Virtual)	0	1	2+	Photos/Press Release

CTAE Data

CTAE Instruction

CTAE Career Development

Overall Program Designation for CTAE Excellence

Questions?

Dr. Valery Lowe



DIRECTOR OF COLLEGE & CAREER DEVELOPMENT

- 770-887-2461 ext. 202247
- vlowe@forsyth.k12.ga.us
- www.forsyth.k12.ga.us/ctae

Forsyth County Schools

COLLEGE
& *Career*
DEVELOPMENT

Brandi Cannizzaro



ASSISTANT DIRECTOR OF COLLEGE & CAREER DEVELOPMENT

- 770-887-2461 ext. 570205
- bcannizzaro@forsyth.k12.ga.us
- www.forsyth.k12.ga.us/ctae

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Discussion

