

Industry Roundtable Questions

1. **How does Alabama's 3.8% unemployment rate affect your workforce needs/enrollment rates?**
 - *What are some of the biggest challenges moving forward in meeting your needs?*
 - Only 1% of high school students are interested in Manufacturing
 - Aging workforce/baby boomers leaving
 - Soft skills lacking
 - Skills gap widening
 - Community college #'s drop in unemployment
 - Lack of communication between stakeholders
 - How to get the apprenticeship message out to candidates
 - Regional Workforce Councils (RWC) need to have an education sub-committee
 - How to communicate to schools (teacher, counselors, students & parents)
 - Disconnect between ADOL job orders and employers
 - Lack of applications for youth Programs
 - Facebook notoriety
 - Unable to pass drug test
 - No show for interviews
2. **How are you upgrading the skills of your employees?**
 - Skilled workers mentoring
 - OJT/Registered Apprentice/After hrs. Training
 - Online training
 - Internal apprentices (selecting apprentices from incumbent workers)
 - Providing College tuition
3. **Does the concept or idea of Apprenticeships meet your needs?**
 - The feedback from the group - In order for Apprenticeships to work, we must utilize CTE/Dual Enrollment. It should be centered on industry needs. It must have credentials. Some say that ASSC/MSSC should be utilized in applicable programs. The need for soft-skills was emphasized. WorkKeys and Ready to Work (RTW) should be apart of CTE programs.
4. **If there was a way for Apprenticeship Alabama to facilitate a meeting to ensure programs that feed your businesses are aligned with your current and changing needs, would you be interested?**
 - The consensus - Some of the businesses are interested in aligning their needs with K-12 and Post Secondary Education. To utilize our education systems to support business and industry provides a cost-effective way to successfully build Alabama's workforce pipeline.
 - "Employers Education Summit" – Employers inform educators & stakeholders, service providers what skills are needed
5. **Are you apart of an Industry Cluster?**
 - Some of the businesses are aware of the Regional Workforce Councils, but they are not participating in industry clusters.
 - There is an opportunity to join the Regional Workforce Councils as they work diligently to develop and expand these industry clusters.
 - i. Some clusters are already created, but there's an opportunity to more create industry clusters.