

# CASE STUDY: ALABAMA



## AT A GLANCE

Alabama launched the Alabama Space Roundtable in September 2023. Tapping into an integrated workforce development ecosystem, this solution connects the dots across existing programs to improve effectiveness and better measure outcomes and impact for all stakeholders.

## STEPS TO SUCCESS

- Utilize existing integrated workforce development system
- Establish baseline perception on careers in the space industry for data collection
- Build excitement
  - educate on industry and pathways
  - develop space boot camps
  - create video highlights
- Collaborate with College Systems to support accelerated training programs
- Tap into underutilized workforce

## OBJECTIVE

To enhance discovery, growth, and retention of STEM space talent by tapping into an integrated workforce development ecosystem. The holistic approach is built around three pillars: Inspire, Prepare, and Employ.

## SOLUTION

### INSPIRE

- Establish baseline student perceptions and use engaging industry and pathway content to shift perceptions and measure student/family impact.
- Build space boot camps, and modules, for middle/high school students to excite them about the space industry and seamlessly integrate them into the 19 high-demand pathways and relevant 2-year and 4-year programs.
- Create short videos highlighting employee success stories in space careers with local employers to post on websites, and social media, and send to school systems.

### PREPARE

- Alabama Community College System (ACCS) Innovation Center is collaborating with North AlabamaWorks, Futures Inc., and leading space employers to create fast-track training programs to support 11 pathways with the fastest training for entry-level employment.
- Fast-track programs will be piloted with regional high schools, job seekers, and incumbent workers to train students and integrate them into space pathways at Drake and Calhoun.

### EMPLOY

- The military represents the highest concentration of job-ready talent for the U.S. space industry.
- Employers struggle to crosswalk job requirements to the 15,000+ military occupation codes (MOCs) and rank structure of the military.
- Alabama is collaborating with Futures Inc. to match and connect transitioning service members and Alabama National Guard members with space employers and their job openings.
- Army (Fort Liberty), Navy (Norfolk), and the Alabama National Guard represent more than 29,500 candidates, within the next 12 months.