Alabama State Department of Education
Career & Technical Education/Workforce Development
Alabama Career Information Network
(ACIN)

Willietta Ellis Conner
Education Specialist
Objectives

- Career Planning
- Financial Aid
- Life After High School
- Resources
- Alabama Career Planning System (Kuder)
**Note: For best results, use Adobe Reader when filling out forms. You can download Adobe Reader for free here:**
https://get.adobe.com/reader/

**Business and Industry Apprenticeship RFP**
View details here

**2015 College Application Week - Nov. 2-6**
View details of how your school can participate!

**Upcoming Event: 2015 Joint Leadership Development Conference**
October 19-20, Birmingham, AL.
See more details here.

**Career Readiness Indicators (Credentials/Certifications)**
The most current document can be found here.

**21st Century Workforce Bonds and Innovative Grant Awards**
View here.

**Career Preparedness Course**
Information can be found here.

**Career Planning System**
View information about training opportunities for Teachers, Counselors, and other educators on the use of the ACPS - Kuder System.
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<th>Select Language</th>
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Career Planning

In today’s competitive, fast-paced work environment, it is important to start thinking about your career future now! Every Alabama student deserves a chance to participate and excel in the global workplace. These resources can help you discover the career that best fits your interests and talents.

On The Job TV is designed to give Alabama citizens a look at jobs available to them.
Alabama SUCCESS Guides will help you map out a successful education plan.
Sample Four-Year Education Plans outline courses for careers within each cluster.
Career Discovery Activities include career-related lesson plans.
Career Interest Inventory can help people discover work activities and occupations they like.
Colleges and Universities in Alabama
Career Forward is an online course that will help students choose a career.
Affording Higher Education

Affording Higher Education is a book of financial aid programs for Alabama students pursuing a higher education.

Exploring Careers

This site is designed to give a quick introduction to careers for students.

Making the Difference Video

NASDCTEc recently has created a video, CTE: Making the Difference, which underscores CTE’s achievements and potential to help our nation in this global economy.

Go Build Alabama

Created by the Alabama Construction Recruitment Institute, the Go Build campaign is designed to educate young people on the value of learning a trade, dispel their misconceptions about the construction industry and inspire them to consider building a career as a skilled construction tradesman. Through this advertising, public relations and social media campaign, ACRI aims to provide better opportunities for construction tradesmen, more highly skilled employees for construction businesses and enhanced economic development for Alabama and the nation.

The Futures Channel

The Futures Channel provides great videos and information that links scientists, engineers, explorers and visionaries with today’s students.

State Scholars Initiative

A new pilot program “State Scholars Initiative” will begin this fall. Pilot programs will be conducted in Dothan, Jefferson County, and Winston County. Approximately 6 schools will be targeted in these areas. The program partners business people with 8th grade students and will follow the students until graduation. The purpose of the program is for students to obtain an advanced diploma (academic and career tech) and be college and career ready by graduation. Business partners in the community will mentor these students in hopes that they will be able to give them scholarships and hire them when they graduate from college, especially in areas where industry has shortages such as engineering. They are hoping to expand the program during the next grant round.

Learn about Careers with NASA

INSPIRE is a year-round program for high school students who are interested in careers in science, technology, engineering, and math.

Become a Firefighter in Alabama

Monster.com FireLink contains information about fire academies in the state of Alabama and across the United States.

CareerOneStop Pathways to Career Success

CareerOneStop.org will allow you to explore careers and search for jobs.

Federal Government Student Aid

StudentAid.ed.gov is a Student Aid website sponsored by the Federal Government. It contains information about paying for college, college admission, selecting the right school for you and much more.

First Choice

First Choice strives to enable every high school student to reach his/her full potential.
### Colleges and Universities

**Select institution by type:**
- All institutions

<table>
<thead>
<tr>
<th>Institution</th>
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<td>Alabama A and M University</td>
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<td>Alabama Southern Community College</td>
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# Colleges and Universities

This listing includes only institutions that are non-profit private institutions that are accredited by regional accrediting bodies.

Select institution by type:

- Non-Profit Independent Institutions

## List of Institutions:

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<td>United States Sports Academy</td>
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<td>University of Mobile</td>
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## Colleges and Universities

**Select institution by type:** Public 2-Year Colleges

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<td>Mobile Aviation Center</td>
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<td>Gadsden State Community College</td>
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<td>East Broad Street Campus</td>
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Click on map for details
Financial Aid

With college costs rising, many students need financial aid to pay for college. These valuable resources will guide you throughout the search for financing.

* Note: Please read the Important Changes for 2017-2018 FAFSA

- **FAFSA** is the Free Application for Federal Student Aid.
- **Financial Aid Links** are websites that help you find money for college.
- **FAFSA Tutorials** provide assistance in completing the FAFSA.
- **Financial Aid Departments** of Alabama Colleges and Universities are linked.
- **Alabama Financial Aid Programs** are listed with information on who is eligible and how to apply.
- **Types of College Loans** available to students and their parents are listed.
- **Scholarships** available to students are listed.

**Financial Aid Toolkit**

- **Financial Aid Toolkit**: This toolkit consolidates Federal Student Aid resources into one easily accessible website.

**Student Aid on the Web**

- **This portal** is your source for free information from the US Department of Education on preparing for and funding education beyond high school.

**Learn Practical Financial Skills with Football**

- **Financial Football** helps teach financial concepts with a fast-paced, interactive game that engages students while teaching them money management skills.

**7 Easy Steps to the FAFSA**

- **A student’s guide** to the free application for federal student aid. This site includes a great video tutorial.

**Mapping Your Future.org**

- **MappingYourFuture.org** is a free resource for career, college, financial aid, and money information.

**Federal Government Student Aid**

- **StudentAid.ed.gov** is a Student Aid website sponsored by the Federal Government. It contains information about paying for college, college admission, selecting the right school for you and much more.

**Cost Calculator**

- **Scholarship.com’s Cost Calculator** helps you figure out the cost of college.

**National Application Center**

- **National Application Center** - Plan, explore, and apply to college using these great tools.
FAFSA Changes for 2017-18

On Sept. 14, 2015, President Obama will announce significant changes to the Free Application for Federal Student Aid (FAFSA®) process that will impact millions of students. We want to inform you—our partners in the college access, planning, and funding process—about these changes and provide you with tools and information you can use.

Changes for the 2017–18 FAFSA®

1. The 2016–17 FAFSA® will be the final FAFSA to launch on January 1. Beginning with the 2017–18 application, the FAFSA will be available to students and families October 1 of the previous year. This means students who need to complete the 2017–18 FAFSA will be able to access and submit the form anytime from Oct. 1, 2016, through June 30, 2018.
2. In addition to changing the launch date for the application cycle, beginning with the 2017–18 FAFSA, we also will change the requirements for reporting income information. Currently, FAFSA applicants are required to provide income information from the “prior year.” For example, 2016–17 applicants must report 2015 income information. Beginning with the 2017–18 FAFSA, applicants will be required to provide “prior-prior” year income information. This means that the 2017–18 FAFSA will collect 2015 income information.

The following table provides a summary of key dates as we transition to using the early FAFSA submission timeframe and earlier tax information.

<table>
<thead>
<tr>
<th>When a Student Is Attending College (School Year)</th>
<th>When a Student Can Submit a FAFSA</th>
<th>Which Year's Income Information Is Required</th>
</tr>
</thead>
</table>

Resources for You and Your Students

To assist you and your students in learning about these changes, the U.S. Department of Education and the White House have prepared several informational pieces (a fact sheet, FAQ, etc.). You can access some of them at FinancialAidToolkit.ed.gov/ffas-changes now; and others will be added later today. We will update the Financial Aid Toolkit and StudentAid.gov sites as the 2017–18 FAFSA launch approaches. Keep an eye out in spring 2016 for further resources such as talking points, suggested tweets and Facebook posts, etc.

Please know the President’s remarks which will be streamed live from Des Moines beginning at 4:40 p.m. ET at whitehouse.gov/live. As always, we thank you for everything you do to advance equity in access to higher education for the nation’s students.
After High School

Whether Alabama students pursue additional education after high school or take advantage of the many workforce opportunities in the computer, manufacturing, industry, health, or other fields - a solid educational foundation is essential. Post-high school education is becoming more and more important as the job market changes. More jobs require training beyond high school. Consider these useful resources as you make your transition to life after high school!

- [Alabama Commission on Higher Education](#) plans and coordinates higher education in Alabama.
- [Alabama Community College System](#) (Postsecondary) delivers academic education, adult education, and workforce development.
- [Colleges & Universities](#) in Alabama
- [Financial Aid Departments](#) of Alabama Colleges and Universities are linked.

**KnowHow2Go**

[KnowHow2Go](#) is a step-by-step guide to the college admission process.

**Federal Government Student Aid**

[StudentAid.ed.gov](#) is a Student Aid website sponsored by the Federal Government. It contains information about paying for college, college admission, selecting the right school for you and much more.

**eCampusTours.com**

[eCampusTours.com](#) provides college planning featuring virtual campus tours of college campuses.

**EducationQuest**

[EducationQuest](#) provides free college planning services.

**Colleges and Universities Nationwide**

[Colleges and Universities Nationwide](#)
Resources

The following resources will provide you with information on career options, financial aid, and life after high school.

- **Student Corner** helps students choose the right career path.
- **Parent Corner** helps in the college and financial aid search.
- **Counselor Corner** includes four year education plans
- **Educator Corner** includes plans of instructions
- **Podcasts & Photos** of Conferences and CACG Events

Paying for College

The [Alabama Commission on Higher Education](https://www.ahed.state.al.us) has a great list of financial aid resources to help pay for college.

Federal Government Student Aid

[StudentAid.ed.gov](https://studentaid.gov) is a Student Aid website sponsored by the Federal Government. It contains information about paying for college, college admission, selecting the right school for you and much more.

Cost Calculator

Scholarship.com's [Cost Calculator](https://www.scholarship.com/cost-calculator) helps you figure out the cost of college.

Career Builder

[Career Builder](https://www.careerbuilder.com) will provide a snapshot of careers and potential for employment geographically.
These valuable links will help students choose the right career path and develop the supporting education plan. Students can assess their career interests, learn about colleges, and learn how to develop life skills.

- **Students, get started** by finding out what path to follow for your ultimate success!
- **Four Year Education Plans** outline courses for careers within each cluster.
- **Career Forward** is an online course that will help students choose a career.

**ACT’s COMPASS Sample Test Questions**

COMPASS is an untimed, computerized test that helps your college evaluate your skills and place you into appropriate courses. COMPASS offers tests in reading, writing, math, writing essay, and English as a Second Language (ESL).

**Making the Difference Video**

NASDCTEc recently has created a video, *CTE: Making the Difference*, which underscores CTE’s achievements and potential to help our nation in this global economy.

**Youth Explore Career Information From the Bureau of Labor Statistics**

Exploring Career Information provides introductory career information for students. Students can learn about job duties, working conditions, and training requirements.

**The Futures Channel**

The Futures Channel provides great videos and information that links scientists, engineers, explorers and visionaries with today’s students.

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**Student Aid Forgiveness Through Public Service**

StudentAid.ed.gov shows how students can have their aid forgiven through public service.

**First Choice**

First Choice strives to enable every high school student to reach his/her full potential.

**EducationQuest**

EducationQuest provides free college planning services.

**Student Organizations**

Student Organizations can help you prepare and develop skills for life.

**KnowHow2Go**

KnowHow2Go is a multimedia effort that encourages 8th through 10th graders to prepare for college.
Parent Corner

These valuable links will help parents start planning their child's future. Parents can learn about colleges, careers, the education and training for careers, the cost of education beyond high school, and financial aid.

Parents, plan your child's future by helping your child find their path to ultimate success!

- **FAFSA** is the Free Application for Federal Student Aid.
- **Financial Aid Links** are websites that help you find money for college.
- **FAFSA Tutorials** provide assistance in completing the FAFSA.
- **Financial Aid Departments** of Alabama Colleges and Universities are linked.
- **Alabama Financial Aid Programs** are listed with information on who is eligible and how to apply.
- **Types of College Loans** available to students and their parents are listed.
- **Scholarships** available to students are listed.

Paying for College

The [Alabama Commission on Higher Education](http://www.acha.org) has a great list of financial aid resources to help pay for college.

SayStudent.com

[SayStudent.com](http://www.saystudent.com) is a guide for making smart college student aid decisions.

Federal Government Student Aid

[StudentAid.ed.gov](http://www.studentaid.ed.gov) is a Student Aid website sponsored by the Federal Government. It contains information about paying for college, college admission, selecting the right school for you and much more.

Student Aid Forgiveness Through Public Service

[StudentAid.ed.gov](http://www.studentaid.ed.gov) shows how students can have their aid forgiven through public service.

Cost Calculator

Scholarship.com's [Cost Calculator](http://www.scholarship.com) helps you figure out the cost of college.
**Educator Corner**

These valuable links will assist educators in helping their students. Educators can help students pick careers that fit their interests and guide them on their educational path.

- Cluster Program Equipment Needs Assessment Form and CTE Program Equipment List
- Educators, help your students find the path they should follow for their ultimate success!
- 2010-11 Qualifying Courses for Cooperative Education
- FAFSA is the Free Application for Federal Student Aid.
- CTE Reporting Instructions via STI Office (PDF)
- Credentialing Guide
- Draft Cluster Program Grids
- Plans of Instruction
- 16 Career Clusters: Pathways to College and Career Readiness
- Technical Writing Assessments

**AACTE 2012 Summer Conference**

Download conference information.

**Stop Bullying in Alabama**

The Alabama Department of Education portal for Anti-Bullying resources for Alabama Educators, Parents and Students

**SREB**

Worthy of Note is a weekly collection of articles on educational technology. Find information on the cost of college in the August 24, 2011 issue and information about online and blended learning in the August 10, 2011 issue.

**Student Aid on the Web**

This portal is your source for free information from the US Department of Education on preparing for and funding education beyond high school.

**Free US Department of Education Publications**

This is the order page for free publications for middle and high school levels on College Preparation from the US Department of Education.

**Federal Government Student Aid**

StudentAid.ed.gov is a Student Aid website sponsored by the Federal Government. It contains information about paying for college, college admission, selecting the right school for you and much more.

**Alabama Learning Exchange (ALEX) Resources**

Commerce & Information Technology Lesson Plans contain career planning information.
Counselor Corner

This valuable information will assist counselors in helping students plan their education and career paths. Counselors can help students identify their interests, provide information to parents about colleges and financial aid, and share tips for success in school.

- Counselors, guide your students in planning their education and career paths for ultimate success!
- Sample Four Year Education Plans (Class of 2016) [PDF] [DOC] [DOCX] - Outlines courses for careers within each cluster.
- Sample Four Year Education Plans (Class of 2017+) - Outlines courses for careers within each cluster.
- Alabama Financial Aid Toolkit 2013
- Counselor Brochures
- Alabama SUCCESS Guides
  - Education & Career Planner and Counselor’s Guide
- EDUCATEAlabama Guidance Counselor Continuum 2010 [PDF]
- Alabama College Application Campaign
- Counselors and career development professionals are encouraged to apply for the ACTE Career Guidance Award.
- A Student’s Education Plan: The Why, When, What and How of Its Development
- Financial Aid & FAFSA Podcasts
- FERPA: This document outlines the latest ruling and interpretation on the Family Educational Rights and Privacy Act. [PDF]
- School Counseling Programs in Alabama: An Overview of Program Support and Updates for the ALSDE – Meg Smith, ALCA Fall Conference 2014 [PPTX]
- Alabama College Application Campaign
Financial Aid Toolkit: This toolkit consolidates Federal Student Aid resources into one easily accessible website.

Dr. Kit
This is a website always under development for use with students exploring careers. There are brief 4 to 7 minute videos of people demonstrating and discussing their careers. If a career is not there let the website developer at the link know and they will get that career video as soon as possible.

Character Counts
Character Counts website includes lesson plans for both elementary and secondary levels, tips for parents (in both English and Spanish), and tips for sustaining your momentum. Keep your commitment to character alive 52 weeks a year!

ACT’s New Registration Requirements
Important information for school counselors.

Occupational Videos
This link is to the occupational videos developed by the Alabama Department of Industrial Relations. These short videos feature real people talking about real jobs in Alabama.

Occupational Posters and Guides
This link connects to the Alabama Department of Industrial Relations website to order occupation posters and occupational guides to download and share with students.

Careers in Occupational Safety
The Career Guide to the Safety Profession is a great resource for those who want to make a real difference in safety in the United States and around the world. The guide provides an excellent overview of the challenging careers available to safety professionals.

Stop Bullying in Alabama
The Alabama Department of Education portal for Anti-Bullying resources for Alabama Educators, Parents and Students

Affording Higher Education
Affording Higher Education is a book of financial aid programs for Alabama students pursuing a higher education.

Getting In
A great resource for information about Alabama colleges and universities at a glance.

Youth Explore Career Information From the Bureau of Labor Statistics
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This portal is your source for free information from the US Department of Education on preparing for and funding education beyond high school.

Free US Department of Education Publications
This is the order page for free publications for middle and high school levels on College Preparation from the US Department of Education.

7 Easy Steps to the FAFSA
A student’s guide to the free application for federal student aid. This site includes a great video tutorial.

Federal Government Student Aid
StudentAid.ed.gov is a Student Aid website sponsored by the Federal Government. It contains information about paying for college, college admission, selecting the right school for you and much more.
Counselor Brochures

16 Career Clusters: Pathways to College and Career Readiness
What Should My Child Do After High School?
Career Awareness in Elementary School
Help Your Child Make Career Decisions
Why Should My Child Explore Careers?
Financial Aid Resources for Post-High School Education
Helping Your Child Identify Interests
Helping Your Child Succeed in School
Homework Tips and Study Skills
Discovering Your Child's Preferred Learning Style
Parent Involvement = Student Success
Is Your Child Ready for High School?
What Classes Should My Child Take in Middle and High School?
Work Experience Options for High School Students
Finding the Right College
Welcome!
The Alabama Career Planning System provides education and career planning resources to help you build a successful future. Whether you're searching for higher education or training, exploring career options, or creating a professional portfolio of materials for the job search, the system can provide you with the tools you need.

Students
With the Alabama Career Planning System you can plan for education and prepare for careers by learning about your interests, skills, and work values and exploring your options using a variety of interactive tools.

Counselors/Educators
The Alabama Career Planning System provides the Kuder Administrative Database Management System to assist educators with connecting directly with students and making informed, real-time educational program decisions.

If your organization has not already registered for the Alabama Career Planning System, please complete the Site Information Form. Following completion of this form, we will contact you with implementation instructions for establishing your account and accessing your database.
Welcome to Kuder Navigator!

Ready to explore your education and career options? Begin making decisions about your future by choosing one of the menu items at the top of the page. You can start wherever you want to - take an assessment, explore occupations, or manage your career goals in My Portfolio.

Keep an eye on your Assessments and any Recommended Links below. These will help you keep on track with your career planning.

recommended links

My Profile
User Name: williettaEllis
E-mail: wconner@alsde.edu
User Type: High school student
Edit

Messages
New Messages: 0
Received Messages: 0
Check Messages

complete my profile
Click on any of the following options to quickly and easily complete your profile:
+ Parent E-mail

career planning timeline
Completed tasks: 0 %
Check out the tasks on your Career Planning Timeline for high school.

note taker
Keep track of dates, meetings, and events important to your education and career planning.
Go
Learn About Myself

Learn about your interests and skills by taking assessments. Once you've taken an assessment, you can look at some occupations that may interest you based on your results.

Assessment Activities

- **Take an Assessment**
  It's important to understand your interests, skills, and work values. Knowing what you like and what you're good at will help you find a satisfying career.

- **View Assessment Results**
  Look over your assessment results here. You'll also find a list of all of the careers your results have suggested for you.

- **Enter Assessment Scores**
  Have you already taken an assessment somewhere else? You can enter those scores here. Remember to bring your score report.

Consider Careers that Interest You

Learning about yourself helps you find career options that really fit your needs and interests. Take a look at this section. It suggests careers that you may be skilled at or enjoy based on your assessment results.

View Careers
Welcome to Kuder Navigator!

Ready to explore your education and career options? Begin making decisions about your future by choosing one of the menu items at the top of the page. You can start wherever you want to - take an assessment, explore occupations, or manage your career goals in My Portfolio.

Keep an eye on your Assessments and any Recommended Links below. These will help you keep on track with your career planning.

assessments

Kuder® Career Interests Assessment
Connect your top interests with career clusters.

Kuder® Skills Confidence Assessment
What do you believe you're good at doing?

Kuder® Work Values Assessment
Learn what's most important to you.

recommended links

complete my profile

Click on any of the following options to quickly and easily complete your profile:

Parent E-mail

career planning timeline

Completed tasks: 0%

Check out the tasks on your Career Planning Timeline for high school.

note taker

Keep track of dates, meetings, and events important to your education and career planning.
Take an Assessment

These are the three assessments that you can take inside of the system. Take a look at the descriptions and then start with whatever one works best for you. Afraid that you won’t have the time to finish? Don’t worry – you can save your progress and come back later.

**kuder** Career Interests Assessment™

Connect your top interests with career clusters.

Choose what activity you like to do the most, the next most, and the least. When you’re finished, your highest interests will be matched with careers that you may enjoy.

**kuder** Skills Confidence Assessment™

What do you believe you’re good at doing?

Rate how confident you are that you can accomplish each activity. When you’re finished, review the skills you have and explore careers that need those skills.

**kuder** Work Values Assessment

Learn what’s most important to you.

Rate how important work-related values are to you. When you’re finished, your values will be matched with careers that you may enjoy.
Print Report

Review Your Interests Results

Williett Ellis, this is a report that, based on your interests, suggests occupations that you should seriously consider. Now you are seeing the titles of small groups of occupations (called pathways) that are the closest match for your interests.

Top Career Pathways
If you click on the title of the pathway you can get its definition and find out which occupations belong to it.

If you hover over the icon at the end of each bar, you can find out which cluster the pathway belongs to. If you click on that icon, you can learn more about the cluster and all of its pathways and occupations.

1. Network Systems
2. Health, Safety, and Environmental Assurance
3. Quality Assurance
4. Web and Digital Communications
5. Health Informatics

See Results Key
National cluster Results
Share
Review Your Skills Results

Williett Ellis, this is a report that, based on the skills you believe you have or can acquire, suggests occupations that you should seriously consider. Now you are seeing titles of small groups of occupations (called pathways) that are the closest match for your skills.

Top Career Pathways

If you click on the title of the pathway you can get its definition and find out which occupations belong to it.

If you hover over the icon at the end of each bar, you can find out which cluster the pathway belongs to. If you click on that icon, you can learn more about the cluster and all of its pathways and occupations.

1. Correction Services
2. Business Information Management
3. Travel and Tourism
4. Information Support and Services
5. Marketing Management

See Results Key
National cluster Results
Share

Sponsored By
View Assessment Results

If you have taken both Kuder interests and skills assessments, be sure to look at the Composite Report and the One-Page Summary Report.

The Composite Report will show you how your interests and skills match up. The One-Page Summary Report is something you may want to print and take home to your parents as well as show to your counselor.

Online Assessment Results

Click on the View Results icon under Actions column to see the results of the assessments you have taken. You can Take or Retake an Online Assessment.

<table>
<thead>
<tr>
<th>TITLE</th>
<th>COMPLETED</th>
<th>ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kuder® Career Interests Assessment</td>
<td>8/12/2013</td>
<td></td>
</tr>
<tr>
<td>Kuder® Skills Confidence Assessment</td>
<td>8/12/2013</td>
<td></td>
</tr>
<tr>
<td>Kuder® Work Values Assessment</td>
<td>8/12/2013</td>
<td></td>
</tr>
<tr>
<td>One-Page Summary Report</td>
<td>8/12/2013</td>
<td></td>
</tr>
<tr>
<td>Kuder Interests and Skills Composite Report</td>
<td>8/12/2013</td>
<td></td>
</tr>
</tbody>
</table>

Offline Assessment Results

Click on the View Results icon under Actions column to see the results of the assessments you have entered. To enter scores from any assessment, go to Enter Assessment Scores page.

<table>
<thead>
<tr>
<th>NAME</th>
<th>ENTERED</th>
<th>ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACT</td>
<td>1/4/2011</td>
<td></td>
</tr>
</tbody>
</table>
Occupational Exploration by 16 National career clusters & Pathways

All occupations are divided into career clusters, or groups. Explore the clusters by clicking on their icons below, or rotate them by using the slider bar. When you see a title that interests you, click on its icon in order to see a description, a video, and a sample high school plan. If you like the cluster, click on the star above its description to save it in your portfolio.

Explore National clusters

Video

Business Management and Administration

People who work in Business Management and Administration work as business executives, secretaries, bank tellers, financial advisors, office managers and in other jobs that make businesses run smoothly at all levels. They do tasks such as managing business affairs and people, helping people with their finances, filing, answering the phone, and keyboarding on the computer.

Career Pathways for: Business Management and Administration

Occupations that belong to this cluster are listed below by their typical educational level. Click on the plus (+) sign in front of an educational level to see the titles of occupations. Click on the title of an occupation to see its description. You may explore additional clusters in this career field, or change the career field listed above in order to see different clusters.

- Administrative Support
- Business Information Management
- General Management
- Human Resources Management
- Operations Management

Information about each of the 16 National career clusters, their pathways, and the titles of their related occupations and majors is provided by the National Association of Career Technical Education Consortium (NASCCTEC), with support from the National Career Technical Education Foundation (NCTEF) to support the National Career Clusters™ Framework. Information included in this database is updated as soon as refinements are made by this organization. The last review of this information was completed July 2012.
Review Your Work Values Results

Williett Ellis, this is your report from the Kuder® Work Values Assessment, which measures the values you want to attain in your work. Based on the results of this inventory, your two highest values are Income and Innovation.

Work Values Results

Place your cursor over the title of a value to see its definition. Click on the title to get further information. You may also click on the tab Related Occupations to get a list of occupations that may allow you to attain your highest values.

- Income
- Innovation
- Workplace
- Prestige
- Accomplishment

See Results Key

Share

Sponsored By
Income

Having the desire to achieve earnings and rewards that strongly support my economic and financial advancement.

Questions to Consider

As you consider occupations, try to find the answers to the following questions. You might get these answers:

- by reading the descriptions of the occupations carefully.
- by having what is called an "information interview" with someone who works in the occupation.
- by spending a day (job shadowing) with someone who works in this occupation.

What can I reasonably expect as an annual salary in this occupation in the state where I expect to live – at the beginning, after 5 years, and after 10 years?

Besides salary, what other employer benefits might I expect in this occupation – such as insurance, bonuses, stock options, and contributions to a pension plan, etc.?

If there is a pull between the amount of income the occupation offers and my interest in the work tasks, which is more important?
Innovation

Having the challenge and opportunity to do my work in new ways and with independence and variety.

Questions to Consider
As you consider occupations, try to find the answers to the following questions. You might get these answers
- by reading the descriptions of the occupations carefully.
- by having what is called an "information interview" with someone who works in the occupation.
- by spending a day (job shadowing) with someone who works in this occupation.

1. Would I have the opportunity to suggest and develop new ways of doing things or of making a product?
2. Would I have a lot of independence in my work so that I am not closely supervised?
3. Would my work assignments vary so that I would not be doing exactly the same things every day?
Kuder® Career Interests Assessment
Data Completed: 5/12/2013

Pathway Results

1. Network Systems
2. Health, Safety, and Environmental Assurance
3. Quality Assurance
4. Web and Digital Communications
5. Health Informatics

Network Systems: People who work in this group of occupations design, install, and maintain computer networks. They first find out what the needs of a facility or organization are for computer services. Then they create a detailed plan, purchase the equipment, and install it. They also make sure that the system continues to work properly and meets the needs of the organization.

Health, Safety, and Environmental Assurance: People who work in this group of occupations are focused on making our environment safe. They apply methods to control contaminated land and reduce pollution. They monitor pollution levels and ensure that the health and physical well-being of workers are protected. Some design safety equipment that will cause the least amount of wind and tear on the human body.

Quality Assurance: People who work in this group of occupations are responsible for ensuring that whatever a company delivers is of good quality. They check the quality of the materials and make the product to meet the highest standards. Others test the product after production to make sure it looks and operates correctly. Some also test products against legal requirements to make sure they conform.

Web and Digital Communications: People who work in this group of occupations communicate to others via the Web, DVDs, and other digital means. Some design the appearance of websites and digital products. Others produce the graphics, videos, images, and audio that are included in those sites and products. Still others write the programs to bring the pieces together into a product.

Health Informatics: People who work in this group of occupations manage health-related information and facilities. The group includes those who manage hospitals, health centers, nursing homes, and other medical care facilities. It also includes those who collect information about clients, record it, and make it available to those who need to know it.

Kuder® Skills Confidence Assessment
Data Completed: 5/12/2013

Pathway Results

1. Correction Services
2. Business Information Management
3. Travel and Tourism
4. Information Support and Services
5. Marketing Management

Correction Services: People who work in this group of occupations are concerned with youth or adults who have broken the law. Some investigate and solve crimes. Some guard criminals after they have been placed in jail or prison. Others work with offenders who will soon leave prison or have already left to help them find and keep work. Still others monitor prisoners for a period of time after they have been released.

Business Information Management: People who work in this group help managers and computer technical people to understand each other's business needs. They assist managers to describe their needs for data processing in logical ways that can be translated into computer programs that will meet those needs.

Travel and Tourism: People who work in this group of occupations help people have a pleasant traveling experience. They may book flights, hotel reservations, cruises, and tours. Some design tours, and others write guide books to describe them. Still others go with travelers and guide them on a tour.

Information Support and Services: Many who work in this group of occupations collect, enter, and analyze data by computer. Some organize computer databases. Others write computer programs. Still others design the logic of computer systems and oversee their operation.

Marketing Management: Those who work in this group plan and carry out marketing plans for a company's products or services. This task may include advertising, sales promotions, and public relations. They work closely with those who sell the products or services and with customers.

Kuder® Work Values Assessment
Data Completed: 5/12/2013

Pathway Results

Low | Medium | High
---|---|---
Income
Innovation

Composite Report
Data completed Interests Assessment: 5/12/2013
Data completed Skills Assessment: 5/12/2013

Pathway Results

Low | Medium | High
---|---|---

Prepared For: Willett Skills
Date Printed: 5/14/2014 9:22 AM
Composite Report: Pathways

The occupations of your highest interest are contained in the five pathways listed below. The degree of interest measured by the Kuder® Career Interests Assessment is shown by the green bar. The degree of skill as measured by the Kuder® Skills Confidence Assessment in these same pathways is shown by the blue bar. You can compare your top five clusters in the same way by clicking on the tab titled Clusters.

1. Network Systems
2. Health, Safety, and Environmental Assurance
3. Quality Assurance
4. Web and Digital Communications
5. Health Informatics

Key
- Interests
- Skills
Enter Assessment Scores

Have you taken any of the assessments listed below? They measure characteristics important to different kinds of work. To view occupations suggested by these assessments, click Assessment Results on the left-hand navigation. Click on the name of an assessment for a description.

Your Scores

Click on the icons under the Actions column to add, view, edit, and remove scores. To enter scores from an assessment not listed below, please click on + (Add New Scores) icon next to Other.

<table>
<thead>
<tr>
<th>NAME</th>
<th>ENTERED</th>
<th>ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACT EXPLOREs &amp; PLANs</td>
<td></td>
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<tr>
<td>Career Decision Making System</td>
<td></td>
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<tr>
<td>Self-Directed Search</td>
<td></td>
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<tr>
<td>ASVAB (Armed Services Vocational Aptitude Battery)</td>
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<tr>
<td>WorkKeys Assessment</td>
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<tr>
<td>ACT</td>
<td>1/4/2011</td>
<td></td>
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<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Occupations Suggested by Assessment Results

View a list of occupations suggested by your interests, skills, and work values assessment results. This list could be very long so you may narrow the results using the filter options below. As you do so, only occupations fitting your selection will appear on the list.

Filter Options

- Education Level
  - Doctorate or professional degree (ex: Ph.D., J.D., M.D.)

- Cluster

- Expected Job Growth

- Median Annual Salary in Your State

(28) Occupations Match Your Criteria

Search  Reset

List of Occupations

Click on the title of any occupation below to see its description. The x’s indicate which assessment(s) suggested the occupation. Explore the occupations suggested by all three assessments first, then two, and finally one. Click on the star next to the occupation to save it to your favorite occupations list in your portfolio.

<table>
<thead>
<tr>
<th>OCCUPATION</th>
<th>INTERESTS</th>
<th>SKILLS</th>
<th>VALUES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer and Information Research Scientists</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer Science Teachers, Postsecondary</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Epidemiologists</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Architectural and Engineering Managers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Teachers, Postsecondary</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chief Executives</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clinical Psychologists</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications Teachers, Postsecondary</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Criminal Justice and Law Enforcement Teachers,</td>
<td></td>
<td></td>
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<tr>
<td>Postsecondary</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engineering Teachers, Postsecondary</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Displaying 1 - 10 of 28 items
Explore Careers

There are hundreds of careers waiting for you to explore them. Here, you'll be able to find, save, and compare some of the careers that interest you.

Career Exploration Activities

**Occupations Suggested by Assessment Results**

Ready to start exploring careers? Now that you've taken an online assessment, or entered scores into the system, you can do just that. This section will help you take a look at careers that your assessment results have suggested.

**Explore Careers by 16 National Career Clusters & Pathways**

One way to learn about work is by exploring career clusters and pathways. Learn about the clusters and the occupations that are sorted under them here. Start with the clusters that your assessments suggested first for the best results.

**Title Search**

You can search for careers by entering a job title or a keyword, like "computer". You can also choose careers from an alphabetical list. Explore and save your favorite options for the future.

My Favorite Occupations

After you've explored and saved careers that interest you, it's time to finish up your list. Take a look at all of the occupations you've saved. Then, you can narrow down the list or put them in an order of favorite to least favorite career options. This finished list is stored in your portfolio.

View List
Plan for Education

At this point, you've probably made a tentative choice about your future. Next, you'll want to decide what to do after high school to get there. Now is the best time to make plans to get the education or training you need for your career choice. Explore some of these resources and update your education plan below.

Options After High School

Do you know what you'd like to do after high school? Take a look at some of your options below.
- Get a Job
- Military Training
- On-the-Job Training or Apprenticeship
- Community College or Technical School
- Four-Year College or University

After high school, I plan to pursue the following:

Four-Year College or University

Create an Education Plan

Start building a four-year education plan to achieve your high school goals. You can create plans based on careers you'd like to try, graduation requirements, and more.

College Prep

Search for colleges and universities across the nation.
- National Schools

Test Prep

It's important to plan and prepare for your college entrance exams, like the ACT or the SAT.

Scholarship Search

Search a database of scholarships and grants to help pay for college.

Extended Learning Opportunities

You can get real-life experience in the world of work through Extended Learning Opportunities (ELOs). Look for internships, job shadows, and more.

How much education do I need?

Take another look at your favorite careers. What type of education do they require?
Education Plans

Select the highest level of education that you expect to achieve.

Doctorate or professional degree (ex: Ph.D., J.D., M.D.)

Selected Option After High School
Four-Year College or University

Education Plans

Education Plans that you have made for any cluster are listed below. Click on the title to view the plan.

<table>
<thead>
<tr>
<th>NAME</th>
<th>MODIFIED</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 years</td>
<td>Remove</td>
</tr>
<tr>
<td>Creating the BEST</td>
<td>Remove</td>
</tr>
<tr>
<td>senior 2014</td>
<td>Remove</td>
</tr>
<tr>
<td>2014 Plan</td>
<td>Remove</td>
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<tr>
<td></td>
<td>12/6/2012</td>
</tr>
<tr>
<td></td>
<td>12/7/2012</td>
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<tr>
<td></td>
<td>8/12/2013</td>
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<tr>
<td></td>
<td>8/12/2013</td>
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</tbody>
</table>

Favorite Postsecondary Majors

Find schools that offer each major by clicking on its title. You may delete individual titles or reprioritize the list.

<table>
<thead>
<tr>
<th>NAME</th>
<th>ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>There are no favorites to display.</td>
<td></td>
</tr>
</tbody>
</table>

Notes

Below are notes that you’ve created. To manage all your notes, go to Note Taker.

<table>
<thead>
<tr>
<th>TITLE</th>
<th>TYPE</th>
<th>ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACT Test</td>
<td>Schools</td>
<td></td>
</tr>
</tbody>
</table>

Add New Note
Plan for Work

Before you begin searching for work, there are many resources you can prepare to help you secure the best possible job. These documents – things like résumés, cover letters, and references – should be updated often. Use the tools below to create these resources. You’ll want to keep them in your portfolio during the job search.

Job Planning Activities

- **Create a Résumé**
- **Write a Cover Letter**

**Manage My Documents**
Upload and manage documents for your job search. These documents could include résumés, cover letters, work samples, and more.

**Collect References**
Create a list of references to give employers. Enter the names, addresses, phone numbers, and e-mail addresses from past employers or friends that can support your skills and objectives.

**Complete a Sample Job Application**
Review tips on how to complete a job application. You may also fill out a sample job application online. Pass it on to employers or use it to fill out other job applications quickly and easily.

Review Interview Skills

Before you go to a job interview, make sure you’ve looked at all of the information below. These links will take you through each stage of the interview and give you some tips on how to succeed.

- **Objectives**
- **Getting Ready**
- **Common Questions**
- **Stages**
- **Follow Up**

Check out the tasks on your [Career Planning Timeline](#) for high school.
Find a Job

After all of that preparation, it’s time to find the job you want. In this section, you’ll learn about ways to find job openings and begin searching for them.

Find a Job Activities

Search Favorite Jobs
Search for your favorite careers on websites.
Search

How to Find Job Openings

Search for Employers
Discover how you can learn more about employers in your area. You may also search for nearby businesses.
Search

How to Research Employers

National Jobs

Search National Jobs
Search for jobs across the nation.
National Jobs

Manage My e-Portfolio
Put together an e-Portfolio to share with employers or schools you’d like to attend. You can create one by selecting pieces from your system portfolio and uploading new resources. It’s a valuable part of the job search.

Other Job Search Engines

These search engines are commonly used, trusted resources to help you find a job. Search for positions that are open in your community.

CareerBuilder
Start your job search at CareerBuilder, and access hundreds of thousands of jobs today.

Dice.com
Search Dice.com for positions in the information technology industry.

Monster.com
Monster’s new job search is easier than ever! Find the job
My Portfolio

Your portfolio is made up of all of the information you’ve stored while exploring the site. Your portfolio can be seen by you, some school personnel, and your parents. These people can help you make decisions about your education plans and career goals.

Review Your Progress

**Assessment Results**

**Education Plans**

View

View

Review Your Favorites

**Clusters, Pathways, & Careers**

Review the career clusters, pathways, and careers that you’ve saved as favorites. You can use these favorites to build education plans or create career goals. You can compare occupations side by side.

**Schools**

Take a look at the postsecondary schools and programs you’ve marked as favorites. You can compare schools side by side.

**Job Seeking Tools**

Revisit the job-seeking tools you’ve saved to your portfolio such as your résumé. By managing your documents and information you’ve saved for its usefulness, you can be prepared for the job search.

**Job Opportunities**

Access to your favorite companies, jobs and notes about your job hunt progress.

My Profile

User Name: williettaEllis

E-mail: wconnor@alsde.edu

Messages

New Messages: (0)

Received Messages: (0)

Check Messages

Review My e-Portfolio

Portfolio Summary

View a print preview of your portfolio.
A Students Educational Plan

Why, When, What, and How
Development of the 4-year Education Plan
Why Do an Educational Plan?
Individual Student Plan

- Ensures that grades 8-12 Counselor guides students in the development and annual revision of high school four-year educational plan
- Requires students to maintain an educational/career planning portfolio of study based on legislative and other graduation requirements
- 4-year educational plan shall be approved in writing by the parents or guardians and become part of the educational/career planning portfolio.
Alabama’s 2020 Learners

- All students perform at or above proficiency and show continuous improvement

- All students succeed (gap closure).

- Every student graduates from high school (grad rate).

- Every student graduates high school prepared (college and career readiness).
Plan 2020: A Prepared Graduate

- Possesses the knowledge and skills needed to enroll and succeed in credit bearing, first-year courses at a two or four-year college, trade school, technical school, without the need for remediation.

- Possesses the ability to apply core academic skills to real-world situations through collaboration with peers in problem solving, precision, and punctuality in delivery of a product, and has a desire to be a life-long learner.
When

Should an Educational Plan be created?
2020 Support Systems

- All students attend school daily and be engaged in rigorous and relevant learning environments.
- All students develop a sense of personal and civic responsibility to ensure a learning environment that is safe and civil.
- All students will be provided with individual and group counseling services.
- All students will enter 9th grade prepared with a 4-year plan that addresses their individual academic and career interest needs.
- All students will be prepared with healthy meal, physical education, and health instruction support with needed medical and related services.
Individual Student Planning

- The individual planning component consists of school counselors' coordination of ongoing systematic activities designed to assist the individual student in establishing personal goals and developing future plans.
What is an Educational Plan?
## High School and Postsecondary Educational Plan

**Student's Name:**

**Birth Date:**

**Graduation Date:**

**Diploma:**

**Postsecondary Plan:**

### Career Goals

<table>
<thead>
<tr>
<th>Career Goal:</th>
<th>Grade 9</th>
<th>Career Goal:</th>
<th>Grade 10</th>
<th>Career Goal:</th>
<th>Grade 11</th>
<th>Career Goal:</th>
<th>Grade 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credits Earned</td>
<td>Credits Earned</td>
<td>Credits Earned</td>
<td>Credits Earned</td>
<td>Credits Earned</td>
<td>Credits Earned</td>
<td>Credits Earned</td>
<td>Credits Earned</td>
</tr>
</tbody>
</table>

### Parent's Signatures

<table>
<thead>
<tr>
<th>Parent's Signature</th>
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### Student Signatures

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<tr>
<th>Student Signature</th>
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### Counselor's Signatures

<table>
<thead>
<tr>
<th>Counselor's Signature</th>
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</table>

### Dates

<table>
<thead>
<tr>
<th>Date:</th>
<th>Date:</th>
<th>Date:</th>
<th>Date:</th>
</tr>
</thead>
</table>

### AHSGE Sections Passed

<table>
<thead>
<tr>
<th>Reading</th>
<th>ACT Composite:</th>
<th>Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mathematics</td>
<td>ACT Composite:</td>
<td>Date:</td>
</tr>
<tr>
<td>Language</td>
<td>ACT Composite:</td>
<td>Date:</td>
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<tr>
<td>Science</td>
<td>ACT Composite:</td>
<td>Date:</td>
</tr>
<tr>
<td>Social Studies</td>
<td>ACT Composite:</td>
<td>Date:</td>
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</tbody>
</table>

### Articulated Credit Earned

<table>
<thead>
<tr>
<th>Course Specific Requirements for Graduation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fine Arts:</td>
</tr>
<tr>
<td>Physical Education:</td>
</tr>
</tbody>
</table>
Exploration

- Grades K-6
  - Large Group Guidance
  - Character Education and Careers
  - “You cannot dream what you do not know”
  - Alabama Career Planning System (ACPS) has an Interest Checklist for use with 6th Graders
Assessment and Planning

- Grades 7-8
  - Career Interest Assessment
  - Establishing a Career Goal
  - Choosing a diploma/exit document
  - Developing a Four Year + Plan
  - Knowing the postsecondary training options of the career
Implementation

- Grades 9-12
  - Annual Review of Four-Year Plan
  - Postsecondary Planning and Actions
  - Employment Readiness Skills
A Student’s Educational Plan

- Is based on a career goal. This may be a cluster, pathway, or specific occupation.

- Outlines high school courses needed/suggested to reach their career goal.

- Outlines postsecondary education requirements to reach their career goal.
How

To do an Educational Plan?
New Educational Plan Format

- Is electronic.
- Is available 24/7 to student, parents and school personnel.
- Requires “approval” to be complete.
- Reflects the courses that a student will have access to through their high school, ACCESS, Dual Enrollment, a CTE Center and Articulation.
- Reflects the student’s postsecondary options.
The Alabama Career Planning System - Kuder

www.alcareerinfo.org
Step 1

- A student participates in assessments of personal interest, skills and abilities.

- A student analyzes his/her individual results of the assessments of personal interests, skills and abilities.
Step 2

- A student researches the connections from the analysis of personal skills, interests and abilities to the workforce.
  - By Cluster
  - By Pathway
  - By Occupation
Step 3

- A student correlates personal preferences, education and training with Workforce requirements to determine postsecondary needs
Step 4

- A student determines the available secondary educational course requirements and opportunities that will enhance his/her success in postsecondary education and in the workforce
Contact Kuder Tech Support for the following issues/problems:

- Registration of a school in Kuder
- School access codes
- Not knowing what to do next
- Getting summary reports
- Getting individual student reports

877-999-6227 or support@kuder.com
Why, When, What, and How
Student’s Educational Plan

- **Why:** Career Exploration and long range planning for students, K-PS
- **When:** Career Development K-12; Education Plan 8th grade and beyond reviewed annually Grades 9-12.
- **What:** Outline of high school courses from a variety of sources that support the student’s career goal.
- **How:** Electronic format-Alabama Career Planning System (currently ACPS-Kuder)
Career Preparedness Course

All students College & Career Ready
Course focuses on 3 integrated areas:

- Academic Planning & Career Development
- Financial literacy
- Technology
Course Content

- College & Career Preparation
- Computer Literacy skills
- Manage Personal Finances
- Reduce Personal Risk
- Business & Industry Skills
- Continuing Education
- Lifelong learning
Students will be able to understand:

- Personal Decision Making
- Academic Planning and Career Development
- Technology Skill Applications
- Managing Finances and Budgeting
- Saving and Investing
- Banking and Financial Institutions
- Credit and Debt
- Risk Management and Insurance
Demonstrate knowledge of a systematic approach to a decision-making process.

Understand the effect of workplace behaviors.

Analyze personal skills, interests, and abilities and relate them to current career opportunities.

Determine the correlation of personal preference, education, and training to the demands of the workforce.

Investigate the postsecondary/higher education admissions process, including completing admission and financial aid applications.

Examine the employment process, including searching for a job, filling out a job application, writing a résumé, developing and practicing interview skills, and completing required employment forms (e.g., W-4, I-9).
› Generate an electronic portfolio using digital tools, including a cover letter; a current résumé; a completed job application; interest, aptitude, and achievement assessment results.

› Diagnose problems with hardware, software, and advanced network systems.

› Demonstrate advanced technology skills, including compressing, converting, importing, exporting, backing up files, and transferring data among applications.

› Compare functions of various operating systems.

› Analyze cultural, social, economic, environmental, and political effects, and trends of technology to assess emerging technologies and forecast innovations.

› Demonstrate appropriate digital citizenship through safe, ethical, and legal use of technology systems and digital content.
Utilize an online learning-management system to engage in collaborative learning projects, discussions, and assessments beyond the traditional classroom that are goal-oriented, focused, project-based, and inquiry-oriented.

Explain specific steps that consumers can take to minimize exposure to identity theft, fraudulent schemes, unethical sales practices, and exorbitant service fees.

Develop a plan for managing earning, spending, saving, and giving using spreadsheets, online resources, or commercial software.

Evaluate the effect of personal preferences, advertising, marketing, peer pressure, and family history on consumer choices and decision making in the marketplace.

Distinguish differences between the purpose of saving and the objectives associated with investing.
• Analyze various types of financial institutions.

• Demonstrate how to manage checking and savings accounts, balance bank statements, and use online financial services.

• Determine advantages and disadvantages of using credit.

• Examine why credit ratings and credit reports are important to consumers.

• Determine the type of insurance associated with different types of risks, including automobile, personal and professional liability, home, apartment, property, health, life, long-term care, and disability.

• Develop a plan for financial security in the event of disaster, including secure storage of financial records and personal documents, available cash reserve, household inventory list, and medical records retention.
Thank you

Willietta Ellis Conner
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Education Specialist
Career & Technical Education
Workforce Development
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wconner@alsde.edu