



Alamo Academies

An Industry-Driven, Higher Education Program of Studies, Workforce and Economic Development Partnership: Solving the School-to-Careers Pipeline!

The Alamo Academies is a national award winning, innovative, Science, Technology, Engineering and Mathematics (STEM) based instructional model operated by the Alamo Area Academies Inc., a non-profit organization, in partnership with industry, the Alamo Colleges, area high schools and cities providing America’s youth with tuition-free career pathways into critical demand technical STEM occupations. Since inception in 2001, nearly 1,000 graduates received training utilizing contextualized industry-driven curricula resulting in 94% of graduates entering higher education or high-wage careers in Aerospace, Advanced Manufacturing, IT & Security, Nursing and Heavy Equipment. The San Antonio Express-News reported the Alamo Academies is, **“Perhaps the biggest education success story of the past decade in San Antonio....”**

San Antonio was one of the first communities in the country to address the “skills-gap” issue through this unique partnership by founding the Alamo Academies – a model recognized and commended by the U.S. Department of Labor, Manufacturing Skill Standards Council (MSSC), Texas Higher Education Coordinating Board (THECB), Texas Governor’s Office and the Federal Reserve Bank of Dallas. The *National Journal* cited the Alamo Academies as one of the top workforce innovations in the country. The Academies provide the region a high-tech, high-skilled labor force by developing a pipeline of skilled technicians to staff new jobs and replace a retiring workforce in our targeted industry clusters. The program provides a college pathway for high school juniors and seniors to attain industry and academic certificates that lead to high-wage jobs or to further higher education while addressing critical workforce industry needs. Joe Wilson, Lockheed Martin, stated that **“We were trying to develop a strategy to replace a retiring workforce. We wanted to make sure we transferred the knowledge and experience employees had before they retired. We partnered with the Alamo Colleges to develop a pipeline of young workers prepared to take jobs in our industry. The rest is history.”**

Conceptual Model:

The Academies is a demand based education model. The process is triggered by industry engagement when they set target enrollment levels based on projected/quantifiable workforce demand. This is followed by a collaborative process identifying the curriculum pathway, recruitment, matriculation, and support systems utilizing a dual credit career academy model that allows students to complete high school and college graduation requirements in one of the demand occupations (Aerospace, Advanced Manufacturing, IT & Security, Nursing and Heavy Equipment).

Students are bussed to the Alamo Colleges campus daily where they engage in 2 ½ hours of instruction needed to complete a one year technical college program of studies, as part of the Associate of Applied Science (AAS) degree pathway. During the 2 year program, students earn 31-34 college credits at **no personal cost** allowing them to receive both a college degree and high school diploma and in addition are paid almost \$3,000 through an industry internship. The program is universal so the only eligibility criteria is for students to be in good standing, be college ready, and desire to participate in target occupational pathways. To enrich their high school experience and build teamwork skills, students retain University Interscholastic League eligibility and many participate in extra-curricular athletic or academic activities. Upon graduation, students can either attain a high-wage/high-skill career in a demand occupation or continue with their higher education pathway.

Partnerships:

ALAMO ACADEMIES: An Industry-Driven, Higher Education Program of Studies, Workforce and Economic Development Partnership: Solving the School-to-Careers Pipeline!	
<ul style="list-style-type: none"> • The Alamo Colleges • The Cities: <ul style="list-style-type: none"> · San Antonio, New Braunfels, Seguin • School Districts: <ul style="list-style-type: none"> · All greater San Antonio area school districts · Many private and charter schools • Bexar County • Port San Antonio • Workforce Solutions Alamo • Aerospace Companies • Information Technology Firms 	<ul style="list-style-type: none"> • Advanced Technology and Manufacturing Companies <ul style="list-style-type: none"> · The San Antonio Manufacturers Association · The New Braunfels Manufacturers Association · The Seguin Economic Development Council • Health Care Industry and Local Hospitals • Heavy Equipment Companies • Chambers of Commerce <ul style="list-style-type: none"> · The Greater San Antonio Chamber of Commerce · San Antonio Hispanic Chamber of Commerce · New Braunfels Chamber of Commerce · Seguin Area Chamber of Commerce

Each partner brings a unique contribution to the Academies. Alamo Colleges provide facilities, equipment and instruction; ISDs provide textbooks and round trip transportation; employers pay their intern’s salaries; and cities fund operating

costs. Testament to the community support is the City of San Antonio-Alamo Colleges Interlocal Agreement that provides funds annually for Academies operations. The city council ordinance notes that *"The Academies represent a cost-effective economic development investment for the City and also reinforces the stated goals of the City's Strategic Plan for Enhanced Economic Development."* Academies students are preparing for careers in five of the six industry clusters identified by Workforce Solutions Alamo as high-wage, high-skill growth industries essential to the region's prosperity.

Industry-Paid Internships:

The Alamo Academies offer students an industry-paid internship in the summer between their junior and senior years. Students work full time for 8 weeks for a participating employer, earning approximately \$3,000 for the summer. Local industries have agreed to provide hiring preference to successful interns after graduation and the majority of our industry partners have tuition reimbursement programs for our graduates. The following chart identifies just a few of the partners.

Companies Providing Paid Internships to Alamo Academies				
Boeing*	Rackspace*	Toyota*	Lockheed Martin*	City of San Antonio*
ITM*	Valero	Holt Cat*	24 th Air Force	Martin Marietta Materials
CPS Energy	HEB	Chromalloy	Gore Design	DPT Laboratories
PSI	Chism Co.	Standard Aero	ASCO	Alamo Industrial
Hexcel Corp.	Minigrip	CMC Steel	ROMCO	Star Manufacturing
<small>*Alamo Area Academies Inc. Board Members</small>				

Program Results: Several Major State and National Awards and Recognition:

- THECB Star Award for exceptional contributions meeting the state's higher education goals
- 2012 Cyber Patriot National Champions, the premier cyber competition created inspiring high school students toward careers in cyber security or other STEM disciplines
- MSSC "Best Practices": *"The Alamo Academies program has developed one of the most successful models in the U.S. in integrating the courses and industry-recognized credentials offered by the national [MSSC] into their academic, for-credit curriculum. The Alamo Academies program is a model of the kind of community-wide strategy that, in MSSC's experience, provides the best framework for successful MSSC implementation."*
- NSF-Automotive Manufacturing Training and Education Consortium selected the Academies one of five exemplary career pathway programs in the nation, stating in their report, *"The Alamo Academies model is the best program...seen worldwide executing all major characteristics of a pathway model."*
- U.S. Secretary of Labor Hilda Solis visited the Academies last year tweeting to her followers: *"Success stories at Alamo Academies...today! Good hi-tech jobs await the students."*
- The Community College Futures Assembly 2013 Bellwether and 2014 Legacy Award finalist.
- Over 1,000 industry certificates awarded.

Data on Academies Graduates:

- 862 graduates. 94% continued:
 - Higher education [community college/4-year institution]
 - Obtained jobs with the Aerospace, Advanced Technology and Manufacturing or IT Industries
 - Joined the Military
- Class 2013 earned over \$420,000 scholarships to date. Last 4 classes over \$2.0 Million in Scholarships.
- Graduates starting pay approximately \$42,700: Salary: \$30,500 (\$14.65 x 2080 hrs) plus ~ \$12,200 benefits
- Ethnicity:
 - Hispanic: 67%
 - African-American: 5%
 - Caucasian: 26%
 - Asian: 2%
- Gender:
 - Males: 81%
 - Female: 19%

Immediate Post-Graduation Placements: 2003-2013					
Academies (Year of Founding in Parenthesis)	Graduates	Targeted Industry Careers	Other/ Moved	Military	Higher Ed
Aerospace Academy (2001)	351	191	9	21	130
Information Technology & Security Academy (2002)	321	10	10	12	289
Advanced Technology & Manufacturing Academy (2004)	165	50	38	6	71
Health Professions Academy (2009)	25	0	0	0	25
Heavy Equipment Academy (Starting Fall 2014)	N/A	N/A	N/A	N/A	N/A
Total	862	251	57	39	515
Percentage		29%	7%	5%	59%

Visit the Academies website: www.alamoacademies.com.