



UNIVERSITY OF
GEORGIA
Carl Vinson
Institute of Government
*Georgia Workforce and
Economic Resilience Center*

**GEORGIA'S
WORKFORCE
CONFERENCE**

Accelerating the Workforce Pipeline

Supporting TCSG Students in Career Development

Delivering Seamless Transitions to Meet Workforce Needs: Technical College System of Georgia

November 13, 2024

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Dr. Ray Perren, Deputy Commissioner for Technical Education

Workforce Development

The left side of the diagram is a light blue wavy-edged box containing four logos. At the top is the Georgia Department of Education (GaDOE) logo, featuring a stylized 'G' with a leaf and a person with a torch, with the text 'GaDOE' and 'Georgia Department of Education' below it. Below that is the Technical College System of Georgia logo, which includes a blue map of Georgia and the text 'Technical College System of Georgia'. In the center is the seal of the Board of Regents of the University System of Georgia, showing a classical building with columns and the text 'BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA'. At the bottom is the GICA logo, featuring a blue and yellow square with a white pattern and the text 'GICA' and 'GEORGIA INDEPENDENT COLLEGE ASSOCIATION'.



The right side of the diagram is a light blue wavy-edged box containing the text 'GEORGIA EMPLOYERS' in a bold, dark blue, sans-serif font, centered within the box.

Mission

To recruit and grow a globally competitive workforce through education, training, and career services for Georgia businesses and industries.

Vision

The Technical College System of Georgia will enhance the economic opportunity and prosperity of Georgia's citizens, employers and communities.

WORKFORCE DEVELOPMENT

FIVE PILLARS



**TECHNICAL
EDUCATION
CREDIT
PROGRAMS**



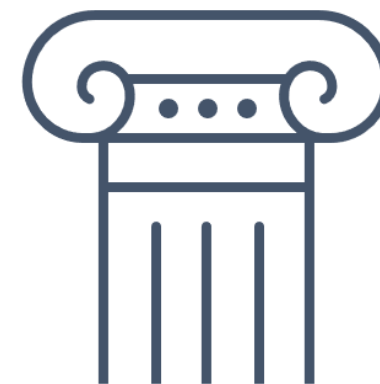
**ADULT
EDUCATION**



**CONTINUING
EDUCATION/
CUSTOMIZED
NON-CREDIT
PROGRAMS**



**GEORGIA
QUICKSTART**



**WORKSOURCE
GEORGIA**

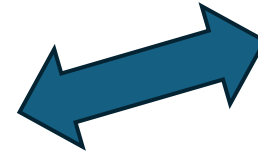
Historically High Placement

- Relevant Programs
 - Focus on Workforce Needs
- Employer Partnerships
 - Industry Advisory Board
- Practitioner-Based Faculty
- Hands-On, Lab-Based Instruction
- Industry Focused
 - Institution and Program Accreditations
- Graduate Guarantee

Transition Strategies

- Articulations
- Innovative Programs
 - Dual Enrollment
 - Dual Achievement Program
 - Career Plus High School
 - Accelerated Career Diploma
 - Georgia College and Career Academies
 - Apprenticeships
 - High Demand Career List

Seamless Transitions- Articulations



What is Articulation?

- An articulation agreement is a partnership that formalizes procedures for students transferring credits from one institution to another.
 - Articulation is the process of comparing and equating the content of courses from one institution to courses completed at another institution.
 - Courses determined to be equivalent through the process of articulation may be accepted for transfer credit.

TCSG- Georgia DOE- Articulation Pathways

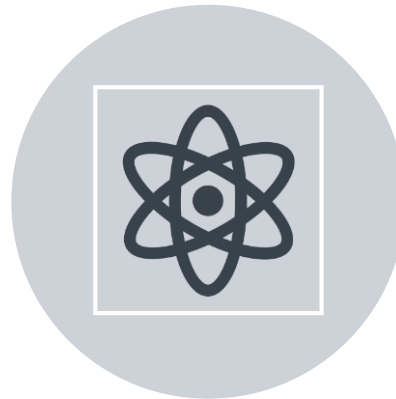
- Accounting
- Architectural Drafting
- Automotive Technician
- Cloud Computing
- Construction (NCCER)
- Cosmetology
- Criminal Justice
- Cybersecurity
- Drafting
- Early Childhood Education
- Electrical Construction
- Hospitality, Recreation and Tourism
- Marketing and Communication
- Networking Specialist
- Patient Care Technician
- Pharmacy Technician
- Welding
- Welding (NCCER)



Building statewide articulation agreements to help students move seamlessly from secondary to postsecondary education.



**GENERAL EDUCATION
COURSE TRANSFER**



**ASSOCIATE OF APPLIED
SCIENCE DEGREES AND
ASSOCIATE OF SCIENCE
DEGREES**



**ARTICULATION AGREEMENTS
BETWEEN INDIVIDUAL
INSTITUTIONS**



General Education Course Transfer List

“The 28”

ARTS 1101 Art Appreciation	BIOL 1111/L Biology I	BIOL 1112/L Biology II	CHEM 1151/L Inorganic Chemistry	CHEM 1152/L Organic Chemistry	ECON 1101 Principles of Economics	ECON 2105 Macroeconomics
ECON 2106 Microeconomics	ENGL 1101 Composition and Rhetoric	ENGL 1102 Literature and Composition	ENGL 2130 American Literature	HIST 1111 World History I	HIST 1112 World History II	HIST 2111 U.S. History I
HIST 2112 U.S. History II	HUMN 1101 Introduction to Humanities	MATH 1101 Mathematical Modeling	MATH 1102 Quantitative Skills and Reasoning	MATH 1111- College Algebra	MATH 1113 Precalculus	MATH 1127 Introduction to Statistics
MATH 1131 Calculus I	PHYS 1111/L Introductory Physics I	PHYS 1112/L Introductory Physics I	POLS 1101 American Government	PSYC 1101 Introductory Psychology	SOCI 1101 Introduction to Sociology	SPCH 1101 Public Speaking

Associate of Science Degrees



A.S.
Consumer
Economics (2)

A.S.
Supply Chain
Management (2)

A.S.
General Studies
(11)

A.S.
General
Business (6)

A.S.
Health Sciences
(1)

A.S.
Biology (1)

A.S.
Criminal Justice
(6)

A.S.
Dental Hygienist
(1)

A.S.
Logistics
Management (2)

A.S.
Information
Technology (1)

A.S.
Social Work (1)

894 Articulations!

TCSG Sending Institution

- Albany Technical College
- Athens Technical College
- Atlanta Technical College
- Augusta Technical College
- Central Georgia Technical College
- Chattahoochee Technical College
- Coastal Pines Technical College
- Columbus Technical College
- Georgia Northwestern Technical College
- Georgia Piedmont Technical College
- Gwinnett Technical College
- Lanier Technical College
- North Georgia Technical College
- Oconee Fall Line Technical College
- Ogeechee Technical College
- Savannah Technical College
- South Georgia Technical College
- Southeastern Technical College
- Southern Crescent Technical College
- Southern Regional Technical College
- West Georgia Technical College
- Wiregrass Georgia Technical College

USG Receiving Institution

- Abraham Baldwin Agricultural College
- Albany State University
- Atlanta Metropolitan State College
- Augusta University
- Clayton State University
- College of Coastal Georgia
- Columbus State University
- Dalton State College
- East Georgia State College
- Fort Valley State University
- Georgia College and State University
- Georgia Gwinnett College
- Georgia Highlands College
- Georgia Southern University
- Georgia Southwestern State University
- Georgia State University
- Gordon State College
- Kennesaw State University
- Middle Georgia State University
- Savannah State University
- South Georgia State College
- University of Georgia
- University of North Georgia
- University of West Georgia
- Valdosta State University





AGREEMENT OF ADMISSION



**AGREEMENT ON
ARTICULATED COURSES**



Agreement of Admission: Participating Institutions

- Agnes Scott College- Women's College
 - 3.0 GPA Required
- Andrew College
- Berry College
 - 3.0 GPA Required
- Brenau University
- Brewton-Parker College
- Clark Atlanta University
- Covenant College
 - Faith Commitment Required- No Automatic Admission
- Emmanuel College
- LaGrange College
- Life University
- Mercer University
- Oglethorpe University
- Paine College
- Piedmont College
- Point University
- Reinhardt University
- Shorter University
 - Faith Commitment Required
- Spelman College- Women's College
- Thomas University
- Toccoa Falls College
 - Faith Commitment Required
- Wesleyan College- Women's College
- Young Harris College



GICA-TCSG Course Transfer List

“The 59”

ACCT 1100 Principles of Accounting I	ACCT 1105 Principles of Accounting II	ACCT 2000 Managerial Accounting	ACCT 2140 Legal Environment of Business	ALHS 1060 Diet and Nutrition for Allied Health	ALHS 1090 Medical Terminology for Allied Health	ARTS 1101 Art Appreciation	BIOC 2310/L Biochemistry	BIOL 1111/L Biology I	BIOL 1112/L Biology II
BIOL 2107/L Biological Principles I	BIOL 2108/L Biological Principles II	BIOL 2113/L Anatomy and Physiology I	BIOL 2114/L Anatomy and Physiology II	BIOL 2117/L Introductory Microbiology	CHEM 1151/L Inorganic Chemistry	CHEM 1152/L Organic Chemistry	CHEM 1211/L Chemistry I	CHEM 1212/L Chemistry I	CHEM 2211/L Organic Chemistry I
CHEM 2212/L Organic Chemistry II	CHEM 2300/L Quantitative Analysis	COMM 1100 Human Communication	COMP 1000 Introduction to Computers	ECCE 1105 Health, Safety, and Nutrition	ECON 1101 Principles of Economics	ECON 2105 Macroeconomics	ECON 2106 Microeconomics	ENGL 1101 Composition and Rhetoric	ENGL 1102 Literature and Composition
ENGL 2110 World Literature	ENGL 2130 American Literature	ENGL 2310 English Literature to 1700	HIST 1111 World History I	HIST 1112 World History II	HIST 2111 U.S. History I	HIST 2112 U.S. History II	HUMN 2111 Introduction to Humanities	MATH 1101 Mathematical Modeling	MATH 1103 Quantitative Skills and Reasoning
MATH 1111 College Algebra	MATH 1113 Precalculus	MATH 1127 Introduction to Statistics	MATH 1131 Calculus I	MATH 1132 Calculus II	MGMT 1120 Introduction to Business	MUSC 1101 Music Appreciation	PHYS 1111/L Introductory Physics I	PHYS 1112/L Introductory Physics I	POLS 1101 American Government
POLS 2401 Global Issues	PSYC 1101 Introductory Psychology	PSYC 2250 Abnormal Psychology	SOCI 1101 Introduction to Sociology	SOCI 2600 Introduction to Social Problems	SPAN 1101 Elementary Spanish I	SPAN 1102 Elementary Spanish II	SPCH 1101 Public Speaking	THEA 1101 Theater Appreciation	

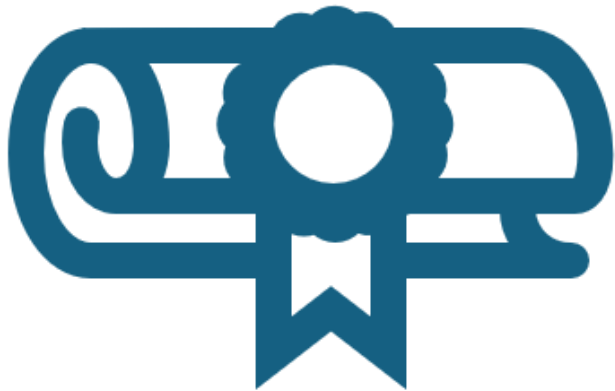
* Not every course listed is articulated to every GICA participating institution.

Innovative Programs

- Dual Enrollment
- Dual Achievement Program
- Career Plus High School
- Accelerated Career Diploma
- Georgia College and Career Academies
- Apprenticeships
- High Demand Career List

Dual Enrollment

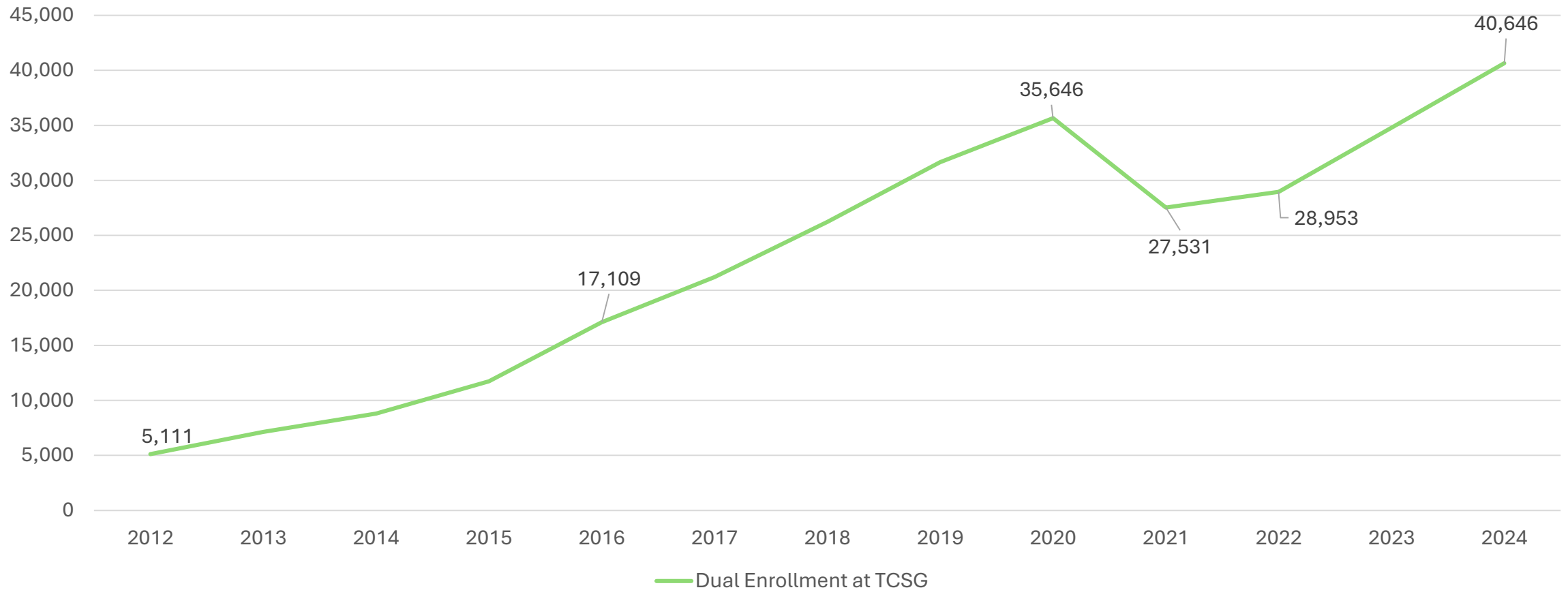
40,646 Dual Enrollment students in AY 2024



- 10th, 11th, and 12th grade students are eligible
- Up to 30 credit hours paid through State Dual Enrollment Funding
- Students may also use HOPE or self-pay
- 59% of all Dual Enrollment students are taking at least one technical course
- 48% of all Dual Enrollment credit hours are from technical courses

TCSG Enrollment Trends- Since Q2S

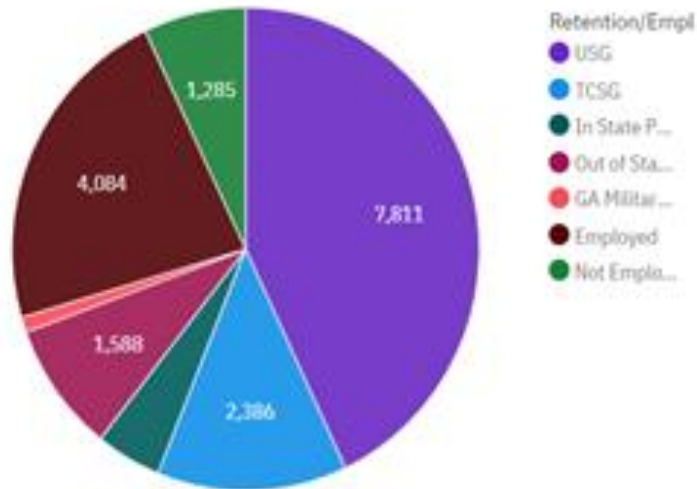
Dual Enrollment Headcount by Academic Year



Source: TCSG KMS Report TES0224

What Becomes of our Dual Enrollment Graduates?

Student Count by Outcome



High School Class of 2022

- Continued Education- **70.4%**
 - USG enrollment- 43.0%
 - TCSG enrollment- 13.1%
 - Out of State enrollment- 8.7%
 - In-State Private enrollment- 4.6%
 - Georgia Military enrollment- 1.0%
- Employed but Not NSC Enrolled- **22.5%**
- Not Employed or NSC Enrolled- **7.1%**

Dual Achievement Program

- High School Diploma Program
 - Cognia Accredited High School Academies
 - Albany Technical College
 - Athens Technical College
 - Atlanta Technical College
 - Central Georgia Technical College
 - Chattahoochee Technical College
 - Students complete both high school (if needed) and college course work at a TCSG High School Academy
 - Prepare graduates to enter workforce
 - <https://www.youtube.com/watch?v=FlGJ9iXS5aU>

Career Plus High School Diploma

- High School Diploma Completion Program for Adults
 - Sister program to Dual Achievement
 - Cognia Accredited High School Academies
 - Albany Technical College
 - Atlanta Technical College
 - Athens Technical College
 - Central Georgia Technical College
 - Columbus Technical College
 - Georgia Piedmont Technical College
 - Gwinnett Technical College
 - Savannah Technical College
 - Southern Crescent Technical College
 - Southeastern Technical College
 - Wiregrass Georgia Technical College

Accelerated Career Diploma

- Dual enrollment program that provides students with another path to a high school diploma
- Students take a reduced academic course load to focus on completing two Technical Certificates of Credit at the college level
- Students graduate from high school ready to enter their chosen career field

Georgia College and Career Academies

- A specialized school representing a partnership between secondary, post-secondary, and business/industry
- Course offerings are designed to meet the needs of workforce development in the community
- FY23 HIGHLIGHTS
 - 58 Active CCAs serving approximately 50,000 students
 - 3,000+ Business partners statewide
 - 5,500+ students participated in Work Based Learning
 - GA CCAs offer both High School and Dual Enrollment Programs
 - 45,000+ DE credits earned and 3,000+ Technical Certificates awarded

CCA Name	CTAE Pathway	Dual Enrollment Pathway (yes/no)	Internship Field	Business/Industry Partner (Internship Provider)	TCSG Partner
W. S. Hutchings CCA	Fire and Emergency Services/Firefighting	Yes	Firefighter/911 Center	Bibb County Fire Department	Central Georgia TC
	Manufacturing/ Industrial Maintenance	Yes	Industrial Maintenance Tech	Purdue Farms (Perry)	
	Transportation, Distribution and Logistics/Certified Warehouse	Yes	Certified Warehouse	Coca-Cola	
Paulding CCA	Energy	No	Energy-Lineman	GreyStone Power, Carroll EMC, Cobb EMC	Chattahoochee TC
	Healthcare	Yes	CNA & PCT (Clinicals)	WellStar Health System	
	Mechatronics	Yes	Industrial Electrician	Hewett Electrical, Excel Electrical, (potential partnership with Lockheed for 25-26 school year)	

Combining Dual Enrollment and Work Based Learning

- Several College and Career Academies have partnered with their Technical College and a local business to create a direct path from high school to employment

Apprentice Georgia

TCSG's Apprenticeship Team
and Network

- Apprentice Georgia helps Small to Medium Sized Businesses & government entities with Starting and Expanding Registered Apprenticeships through
 - Identifying apprenticeable occupations and training models
 - Serving as the apprenticeship sponsor and training provider
 - Administering apprenticeship-funding and resources
 - Providing hands-on assistance with developing apprenticeships and making valuable connections

High Demand Career List

- HB982 (2024) Requires the State Workforce Development Board to develop, approve, and annually publish a High Demand Career List
 - Identify careers that are most critical to current and future workforce needs
- TCSG use of High Demand List
 - Use Standard Occupational Classification (SOC) codes from the new high demand list to create a list of programs that match to those careers
 - Determine program eligibility for HOPE Career Grant List
 - Determine program eligibility for Accelerated Career Diploma



Workforce Transitions

- One of TCSG's Many Career Transitions Success Stories
 - Roberto's Story-
 - <https://www.youtube.com/watch?v=zZnMgp1sAsg>

Thank you!

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