



### **Program Description:**

The Alamo Area Academies, an innovative training and educational partnership, provide education, experience and job opportunities for high school students seeking to jump-start their futures and make a seamless transition from high school to college and/or to the workplace. Qualified students receive training in high-wage demand occupations during their junior and senior years of high school. They earn one year of college credits and enjoy paid internships introducing them to careers in key local industries. Participating employers benefit through access to a continuous pipeline of skilled entry-level workers trained to their specifications.

This part-time program was designed so that all students remain enrolled in their home high schools. During their junior and senior years these students take approximately half of their classes at their high school and the remainder at the community college. They retain their UIL eligibility and many participate in extra-curricular athletic or academic activities. The academy program provides enough flexibility to offer its programs in the morning or afternoon according to the needs of the home high school.

Graduates from the two-year program earn 24-35 college semester hours **at no personal cost**. They earn a Level I Certificate of Completion through a community college along with their high school diploma. Sophomore students from all the Independent School Districts, charter schools and private high schools in the Bexar County area are eligible to apply to the program.

The one-of-a-kind, nationally recognized, award-winning Academies program is an innovative training and educational partnership of:

- The cities of San Antonio, New Braunfels, and Seguin
- The Alamo Colleges
- All greater San Antonio area school districts and many private and charter schools
- Aerospace companies
- Information technology firms
- Manufacturing companies, the San Antonio Manufacturers Association, the New Braunfels Manufacturers Association and the Seguin Economic Development Council
- Health Care industry and local hospitals
- Port San Antonio
- The Greater San Antonio Chamber of Commerce and the Chambers of Commerce of New Braunfels and Seguin, and
- Workforce Solutions Alamo.

Each partner brings a unique contribution to the Academies. The Alamo Colleges provide facilities, equipment and instruction; the school districts provide textbooks and round trip transportation from students' home campuses to the college sites; employers pay the salaries of their summer interns; and the cities fund staff salaries and operating costs. The Academies are also supported by Workforce Solutions Alamo, and have received grants from the U. S. Department of Labor and the Texas Governor's Office. Students from the Academies use community college instructors, classrooms, equipment and laboratories to prepare for careers in the aerospace, information technology and security, manufacturing and healthcare industries. These careers match four of the six industry clusters identified by Workforce Solutions Alamo as high-wage, high-skill growth industries essential to the prosperity of San Antonio and surrounding region.

### Conceptual Model:

The Academies provide a bridge between the K-12 and post-secondary systems, creating a path to life-long learning for the participating students. The Bureau of Labor Statistics states that “80% of the fastest growing jobs in the US require some education past high school.” The Academies pipeline supports the graduation initiatives outlined in the Texas Higher Education Coordinating Board’s “Closing the Gaps” higher education plans. Moreover, the Academies support the San Antonio region’s economic development efforts by helping to recruit, train and retain qualified employees in the Aerospace, Advanced Technology and Manufacturing, Information Technology and Health Care sectors. The successful Academies model is ready to respond to new industry demands for education pipelines. Indeed, the new Health Professions Academy, starting with a nursing program and eventually expanding to other allied health fields, opened in 2009. Expansion to additional driver industries, possibly including construction and finance, is anticipated in the future.

The Academies are evolving into a regional workforce development system, starting with a new Advanced Technology and Manufacturing Academy that opened in 2007 at the Central Texas Technology Center (CTTC) in New Braunfels. In 2008 an Information Technology and Security Academy at the CTTC and a new Advanced Technology and Manufacturing Academy at Sam Houston High School on the East Side of San Antonio joined the Academies system. In 2009 an Aerospace Academy and the new Health Professions Academy opened in Floresville.

### 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 \$2,800 for the summer. Local industries have agreed to provide hiring preference to successful interns after they graduate. The industry partners providing summer internships in recent years have included Lockheed Martin, Boeing, Rackspace, HEB, Karta Technologies, AT&T, Broadway Bank, Chromalloy, UTSA, Pratt & Whitney, KLN Steel, Cox Manufacturing and Kinetic Concepts. In the summer of 2010, the Methodist Healthcare System, the CHRISTUS Santa Rosa system, Morningside Ministries and Connolly Memorial Medical Center will become the first employers to host nursing interns. In addition, the majority of our industry partners have tuition reimbursement programs for our graduates.

### Data on Academies Graduates:

- 503 graduates (95% continued higher education [community college/4-year institution], obtained jobs with the Aerospace, Manufacturing or IT Industries, or joined the Military)
- Last 4 graduating classes (258) awarded over \$550,000 in Scholarships
- Gender: Males: 83% Female: 17%
- Ethnicity: Hispanic: 62% Caucasian: 32% African-American: 4% Asian: 2%
- Average starting hourly wage all graduates: \$10.58 per hour
- Average starting pay \$30,810: Salary: \$22,007 (\$10.58 x 2080 hrs) plus ~ \$8,803 in benefits

### GRADUATION PLACEMENTS (2002-2009)

Academies	Graduates	Targeted Industry Jobs	Other Jobs	Military	Higher Ed	Moved/Unknown
Aerospace 02-08	247	175	12	8	46	6
IT 04-08	197	8	0	8	176	5
Manufacturing 05-08	59	42	1	0	11	5
<b>Total</b>	<b>503</b>	<b>225</b>	<b>13</b>	<b>16</b>	<b>233</b>	<b>16</b>
<b>Percentage</b>		<b>45%</b>	<b>2%</b>	<b>3%</b>	<b>47%</b>	<b>3%</b>

For further information: Visit the Academies website at [www.alamo.edu/academies](http://www.alamo.edu/academies).