COUNTY AGENDA REQUEST

Department:	Administration	Presenter(s):	Kim Learnard
Meeting Date:	Thursday, August 23, 2012	Type of Request:	New Business

Wording for the Agenda:

Peachtree City Council Member Kim Learnard would like to provide the Board with a briefing on a new initiative for Fayette County known as the "Fayette College and Career Academy."

Background/History/Details:

Over the past several months, Peachtree City Council Member Kim Learnard has chaired a group of local leaders consisting of elected officials, business and industry leaders, and educators on the need for a College and Career Academy in Fayette County.

Recently, the Fayette County Board of Education has provided initial funding to institute a formal process consisting of a needs assessment for further development of this initiative. Council Member Learnard would like to present the Board of Commissioners with an overview of the program and the next steps to be taken in order to bring this vision to fruition.

What action are you seeking from the Board of Commissioners?

No action is required. This request is for informational purposes only.

If this item requires funding, please describe:

No Applicable.

Has this request been considered within the past two years?	No	If so, when?	
Is Audio-Visual Equipment Required for this Request?*	No	Backup Provided with Request?	No

**** All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.***

Approved by Finance	Not Applicable	Reviewed by Legal	
Approved by Purchasing	Not Applicable	County Clerk's Approval	Yes
Administrator's Approval	Yes		

Staff Notes:

Fayette College and Career Academy: A Roadmap

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What is a College and Career Academy?

A College and Career Academy is a location where efforts of the public K12 school system, the local technical college, and the local four year college are combined to create educational programs for students. Many of the educational programs are designed to meet the needs of local businesses and industries. High school students are typically bussed to the centralized location so they can take coursework for part of their day. Traditional adult college students also take coursework in the same facility.

Here in Fayette County, a College and Career Academy would serve students from all five high schools in a centralized location. Local businesses and industries would be engaged in designing curricula and identifying career paths based on their technical needs. These career paths might include healthcare, the hospitality industry, culinary arts, aviation electronics, broadcasting, auto, machining, welding, printing and graphics, law enforcement, engineering, vet tech, cosmetology, and more.

A College and Career Academy is typically a community hub where organizations such as the Chamber of Commerce and the Development Authority can conduct meetings. Here in Fayette County, the College and Career Academy could serve as a practice facility for middle schoolers participating in Science Olympiad. It would allow the current Southern Crescent Technical College programs including GED, ESOL, and Citizenship classes to expand as more programs are introduced. It would provide a facility for expansion of Clayton State University programs. Industry roundtable meetings and Quick Start training could be conducted here. It would facilitate career fairs for local industries.

A "charter" is a document that sets up the parameters for the College and Career Academy. Having an approved charter means that while the College and Career Academy must still adhere to achievement standards, it also has flexibility in some aspects such as hiring and methodology. A College and Career Academy is a public school. Charter approval comes from the local school board and all control remains local.

Finally, a College and Career Academy is a public/private partnership. Community-wide support comes from involving business leaders, educational leaders, political leaders, students and parents.

A College and Career Academy is not in competition with the public high schools; rather, it vastly increases opportunity for students in all of the high schools. Students at a College and Career Academy become more motivated to learn. Dropout rates are reduced. Achievement improves. Students are able to participate in the global economy as world-class workers and citizens while having the option to remain employed in their local community.

A College and Career Academy is a place where learning is put into action. There is no doubt that this concept is fabulous for students. It is great for business and industry. But it also makes government – the school system – more efficient. It's a win-win-win.

Learning for a Career

The unique purpose of a College and Career Academy is to provide learning in the context of jobs. Students in a College and Career Academy learn that everything they do counts, everything works together, and everything is connected. A student in engineering knows why not only algebra but also speech and writing classes are important in their field of study.

Work-based learning is heavily emphasized; students are encouraged to pursue opportunities to job shadow or intern in local businesses so they can learn the practical aspects of their field. The workplace becomes an alternative classroom setting.

A College and Career Academy is driven by industry needs. Course offerings and curriculum, and even facilities and equipment, are based on the needs of local businesses and industries. Many of the instructors come from industry.

A College and Career Academy means changing the way we think about preparing high school students for college or for a career. For example, last year 52% of Georgia students taking AP courses scored a 3, 4, or 5 on their AP exams (58% nationally), indicating potential for success in college courses and a possibility they will earn college credit (depending on the college). By contrast, 95% of Georgia students in Dual Enrollment earned college credit.

- A public education system serves high school students by preparing them for college. A College and Career Academy puts them *in* college.

- A public education system serves high school students by preparing them for a career. A College and Career Academy puts them *into* the workplace so they can begin their career.

Offering students exposure to real world applications for their classroom learning boosts engagement, provides students a realistic look at potential careers, and offers opportunity to begin practical learning earlier.

The very mission of education is to make sure our students are trained and ready for college or the workplace. At a College and Career Academy:

- ✓ Learning is relevant and students are highly engaged and motivated.
- ✓ Instructors have industry experience.
- ✓ The curriculum teaches work ethic. Students in work-based learning programs are evaluated on average four times per semester.
- ✓ Curriculum is industry-driven.
- ✓ The disconnect between classroom and workplace is eliminated.
- ✓ Students don't waste time – they start early in working toward diplomas, certificates, degrees or jobs.
- ✓ Students have an opportunity to discover what they don't like!
- ✓ Students get to see what the work opportunities are and what the careers are really like.

Course Offerings at a College and Career Academy

For high school students, the focus of a College and Career Academy is twofold: 1) integrating academics with career and technical education, and 2) integrating secondary and postsecondary education by emphasizing dual enrollment opportunities.

Fayette County has five high schools. The Fayette County public K12 school system offers a wide variety of career-track courses, but they vary depending on the high school. For example, Fayette County High School offers Plant Science/Horticulture but none of the other high schools does. Sandy Creek and Whitewater offer Business Marketing. McIntosh is the only high school offering Construction. Only Starr's Mill offers Early Childhood Education. McIntosh and Sandy Creek offer Graphic Arts.

A College and Career Academy means these courses could be offered at a central location so that interested students can bus in from any of the five high schools. This vastly improves course offerings to all students.

Consolidation also saves money. When the Central Educational Center (CEC) in Newnan opened in 2000, they added no net new teachers even as they added the career programs. Centralizing many of their course offerings freed up space in the existing high schools; consequently they have not built any new high schools in the 12 years since the CEC opened. A College and Career Academy essentially involves relocating some classrooms to the central location.

College and Career Academies also provide a centralized location where high school students can take specialized high school courses. For example, in Newton County there were not enough students at any one of the three high schools to fill an AP Latin class. So AP Latin is offered at the College and Career Academy; they have a full class of students that feed in from all three high schools. Same for AP Statistics.

Some career-track facilities are costly to build, install and maintain. For example, several of Georgia's College and Career Academies have a state-of-the-art kitchen to facilitate a culinary arts program. Another example is an auto shop. Another is an electronics lab. Another is a CAD system. Building one such facility for an entire school system saves money and allows the school system to offer a wider variety of educational opportunities in multiple careers.

Dual enrollment means high school students take college courses as part of their high school day. The credit they receive counts toward high school graduation; it also means college credit for the student. These college courses may be from Southern Crescent Technical College or Clayton State University. These college credits are earned at no charge to the student.

K12 Public School System Engagement

As a charter program, a College and Career Academy is not autonomous; it is approved and supported by the local school board.

Typically the public school system provides bussing and logistics to transport students from high schools to the College and Career Academy. The school system may decide that teachers for some courses should be physically located in a classroom at the College and Career Academy, where their classrooms will include students from all of the high schools. Existing school system personnel in areas of work-based learning, alternative school, and other specialized arenas are valuable resources at the College and Career Academy.

It is important to note that high school students taking courses at the College and Career Academy still belong to their 'base' schools. They can still participate in sports, band, and other after-school activities. They graduate from their base schools.

Technical College Engagement

The Technical College System of Georgia (TCSG) is second to none. Fayette County is served by Southern Crescent Technical College (SCTC), which is based in Griffin. SCTC is a public, accredited two-year postsecondary college with two main campuses located in Griffin and Thomaston.

Traditionally, technical colleges offer a wide variety of Diploma, Certificate, and 2-Year Degree programs in business, healthcare, personal services, public safety, and technical fields. But the hallmark of technical colleges is their flexibility. SCTC also provides industry-specific programs and services. At a College and Career Academy, SCTC serves as the interface for many of the educational programs, offering a seamless college connection that bridges the gap between high school and a career.

At a College and Career Academy, many high school students graduate from high school with a Diploma, a Certificate, or credits toward an Associate's Degree from the local technical college. This dual participation is called Dual Enrollment. In the state of Georgia, tuition for high schoolers taking college courses in the dual enrollment program is free.

The TCSG currently offers 27 courses in a wide range of disciplines, ranging from Art Appreciation to Economics to Physics to World History, for which credit transfers seamlessly into the Regents System of Georgia – University of Georgia, Georgia Tech, Georgia State, Georgia Southern, etc. Any number of these courses could be offered at the College and Career Academy.

Four-Year College Engagement

Clayton State University, based in Morrow, currently offers eight master's degree programs and 40 baccalaureate degree majors. Clayton State's Fayette location currently involves adult students in traditional four-year-degree, degree completion, and continuing education programs.

At a College and Career Academy, high school students may take college courses at Clayton State University through Dual Enrollment. Courses are fully accredited and widely accepted as transferable college credit. In the state of Georgia, tuition for high schoolers taking college courses in the dual enrollment program is free.

Industry Engagement

Fayette County is home to hundreds of quality national and international businesses and industries, an industrial park, a world class hospital system, and a local airport. College and Career Academies are founded in large part on the principle of educating students to be technically ready to perform job functions needed by industries in the community.

Success at a College and Career Academy comes from a strong partnership between the Fayette County public school system and the Fayette business community. The school system is engaged from the very beginning; yet it is the industries that drive the programs. Many of the CCA's across the state formalized this agreement in a Memorandum of Understanding.

An important feature of the partnership is the ability for business representatives to inform, design, and help deliver the curriculum. To ensure that classrooms are adequately equipped, discussions with employer partners include identification and acquisition of state-of-the-art equipment and technology. This flexibility means the CCA can help the Development Authority recruit industries to this community.

National and international companies in the industrial park include Cooper, Sany, Hella, Gerresheimer, Hoshizaki, and dozens more – all with a need for a technically ready workforce. Many Fayette industries report they have jobs available that they cannot fill; the lack of a skilled workforce is now being felt not only in our community and in Georgia, but across the nation.

Many industry needs overlap. For example, several Fayette industries have expressed a need for workers with knowledge and experience in drafting; small hand tools; math and metric measurement; blueprint reading; programming and operating CNC machines; welding and brazing; safe work practices; teamwork and communication skills; quality control; data analysis in Excel; and written communications in MSWord and Outlook. A College and Career Academy has the flexibility to create educational curricula that not only presents these disciplines in a classroom setting, but also facilitates opportunity for hands-on experience either in a lab or in the industry setting.

Fayette County is unique in that we have a local airport. This means we could conceivably support a program in aviation electronics or related fields. Fayette County also has a thriving hospitality industry. A healthcare feeder program would provide technicians to the Piedmont Fayette hospital system. We also host important television filming endeavors with Drop Dead Diva and a number of projects in nearby Senoia; a robust film industry plan is in the works. The list of possibilities is endless.

Industry Engagement at the CEC

Work-based learning
For the 2011-2012 school year, 216 Coweta County employer sites were interning or apprenticing Central Educational Center (CEC) students. Counting job shadowing and clinical rotations and interning and apprenticing, 773 CEC students did some kind of work-based learning last year. That represents 58.3% of the 1326 different high school students that were served by CEC last year.

Yamaha, who helped originate the CEC, has been hiring from the college welding program for years. Piedmont Newnan Hospital has been hiring from the college CNA and other programs. High-tech entrepreneurs like GT Virtual Concepts have recently begun specific hires of CEC grads from pre-engineering and other programs.

Technical college certificates
Almost 130 students earned at least a Technical College Certificate of Credit last year. Another nearly 100 students earned a Construction Certificate, or more, sanctioned by the National Center for Construction Education and Research. Given that 636 of the 1326 students at the CEC were seniors, that means 230 of the 636, or 36%, graduated with a Certificate.

College credit
166 students earned college credit for at least one college course while in high school last year. 166 of the 636 seniors is 26%. (Interestingly, one of Henry County's goals is that by 2021, 45% of their graduating seniors will have college credit.)

Economic Development
Since the initial Needs Assessment, manufacturing was easily recognized as a critical area. Meeting the needs of companies like Yamaha, Yokogawa, Grenzebach, Georgia Power, Bonnell and other manufacturers was part of the original emphasis.

In addition, the largest area of need was the healthcare industry. In Coweta County, Newnan Hospital and Emory Peachtree Regional are now merged and were acquired by Piedmont, which just opened the first new hospital facility in the area in 50 years. The CEC was a part of the team that recruited Piedmont to acquire the merged local hospitals. The CEC was also part of the team that recruited Cancer Treatment Centers of America-CTCA to Newnan. CTCA will open their fifth US hospital on August 15, 2012.

College and Career Academies in Georgia

More than 25 College and Career Academies are already underway in Georgia, with an additional ten in the works. The first to be established was the Central Educational Center (CEC) in Newnan, in 2000.

Every College and Career Academy is unique because it serves the needs of the local business community. The CEC was established largely because Yamaha was planning to leave Coweta County due in large part to a lack of a technically trained workforce; the CEC created technical programs that met their needs. Yamaha has not only stayed in the community, but has added manufacturing production lines for additional vehicles.

The Newton College and Career Academy includes a business incubator where local volunteers and SCORE executives counsel budding entrepreneurs in incorporating, tax issues, and business law. At the Southwest Georgia Tech P.R.E.P. Career Academy, graduates are placed into waiting jobs at John Deere, in Forestry and Wildlife Management positions, and in local veterinary offices – local businesses and industries that helped to design the educational programs. Lanier Charter Career Academy centers around culinary arts and the hospitality industry. Students there operate a catering and restaurant business called The Oaks.

College and Career Academies are actively promoted by Lieutenant Governor Casey Cagle through the GCCAP program. The State of Georgia offers (approximately) a $3Million grant to districts that perform the Needs Assessment, establish and approve their charter, and follow a certain sequence of steps in assessing industry needs, getting established, and applying for the grant.

The state of Georgia is strongly encouraging every high school to establish affiliation with a College and Career Academy.

GCAP1 (2007-08) Awardees:

1. P.R.E.P. Career Academy (Southwest GA Tech, Thomas County Schools)
2. Effingham Career Academy (Savannah Tech, Effingham County Schools)
3. Floyd County College & Career Academy (GA Northwestern Tech, Floyd County Schools)
4. Golden Isles Career Academy (Altamaha Tech, Glynn County Schools)
5. Hapeville Charter Career Academy (Atlanta Tech, Fulton County Schools)
6. Tech High (Atlanta Tech, Atlanta Public Schools)

GCAP2 (2008-09) Awardees:

1. Athens Community & Career Academy (Athens Tech, Clarke County Schools)
2. Lanier Charter Career Academy (Lanier Tech, Hall County Schools)
3. Douglas County College & Career Academy (West GA Tech, Douglas County Schools)
4. Warren County Career Academy (Sandersville Tech, Warren County Schools)
5. Houston County Career Academy (Middle GA Tech, Houston County Schools)
6. Southeastern Early College & Career Academy (Southeastern Tech, Toombs, Montgomery, Treutlen County, and Vidalia City Schools)

GCAP3 (2009-10) Awardees:

1. Newton College & Career Academy (DeKalb Tech, Newton County Schools)
2. Carroll County College & Career Academy (West GA Tech, Carroll County Schools)
3. Decatur Career Academy (DeKalb Tech, City of Decatur City Schools)
4. Liberty College & Career Academy (Savannah Tech, Liberty County Schools)
5. Rockdale Career Academy (DeKalb Tech, Rockdale County Schools)
6. Central Educational Center (West GA Tech, Coweta County Schools)

GCAP4 (2010-11) Awardees:

1. Gordon County Schools College & Career Academy (GA Northwestern Tech, Gordon County Schools)
2. Baldwin County Career Academy (Central GA Tech, Baldwin County Schools)
3. Heart of GA College & Career Academy (Oconee Fall Line Tech, Dodge, Laurens and Wheeler County and the City of Dublin Schools)

GCAP5 (2011-12) Awardees:

1. Barrow College & Career Academy (Lanier Tech, Barrow County Schools)
2. Lamar County College & Career Academy (Southern Crescent Tech, Lamar County Schools)
3. Northwest Georgia College & Career Academy (GA Northwestern Tech, Whitfield, Murray Counties & Dalton City Schools)
4. Putnam County College & Career Academy (Central GA Tech, Putnam County Charter School System)

College and Career Academies In the works

These CCA's are in the process of applying for the GCAP grant (2012-2013):

1. Henry County Center for Advanced Studies
2. Greene County (Athens Tech)
3. Bartow County (Chattahoochee Tech)
4. North Springs High School
5. Forsyth County
6. Polk County
7. Haralson County
8. Madison County
9. Grady County
10. Troop County

Why This, Why Now?

- The President of the Fayette County Development Authority reports that the number one priority for companies considering locating in Fayette County is a technically ready workforce.
- Fayette County businesses and industries report candidates are unprepared for the workforce, both technically and in terms of work ethic. They have jobs they cannot fill.
- Manufacturing is returning to the U.S.
- Automotive manufacturing is now heavily focused in the Southeast. (BMW in South Carolina; Mercedes in Alabama; Volkswagen in Chattanooga; Kia in LaGrange, Georgia; Hyundai in Montgomery, Alabama; Porsche North American Headquarters soon to locate in Hapeville, Georgia.)
- Skills Gap – Two great concerns of employers today are finding good workers, and training them. The difference between the skills needed on the job and those possessed by the applicants, called the skills gap, is of real concern to human resource managers and business owners looking to hire competent employees.
- The U.S. is experiencing a work ethic crisis. Georgia is implementing "Georgia's BEST" and incorporating work ethic and soft skills into curricula. College and Career Academies typically include soft skills as part of course curricula, and address work ethic as part of the grading system.
- 40% of all students who start college need some kind of academic remediation. (*The Global Achievement Gap*, Tony Wagner, 2008, p. 54)
- We observe a nation of college graduates with debt and no job even as technical jobs remain unfilled. 52% of the students at Gwinnett Tech have a four-year degree.
- European-based companies in Fayette County and surrounding areas are unaccustomed to the lack of apprenticeship programs that prepare young workers for careers.
- Educational goals are changing from obtaining a four-year degree, to obtaining the necessary skills that will land a good job.
- No Child Left Behind has, by many accounts, run its course. Georgia has opted out. It will be replaced with a CCRPI index that moves performance metrics away from standardized tests and toward career readiness.
- The state of Georgia is legislating plans to make sure every high school student has opportunity to take Dual Enrollment courses (HB186 section 1(7)).
- Q: Who is the ultimate consumer of education? A: Business and industry. And an educated, ready workforce is the #1 economic priority in today's global economy. The College and Career Academy partnership paves a seamless highway from education to employment.

Getting Established: A Sample Timeline of Events

July, 2012	Establish Steering Committee. Establish subcommittees for needs assessment; fundraising; buildings and facilities; operations; and marketing.
Aug-Oct, 2012	Conduct Needs Assessment.
December, 2012	School Superintendent sends a non-binding Letter of Intent to the State Board of Education advising that Fayette County is pursuing a College and Career Academy.
January, 2013	Establish 501(c)3.
May, 2013	Charter is written and is provided to the FCBOE for approval. (This is called an 'application.')
August, 2013	The FCBOE-approved Charter is submitted to the State DOE. (This is called an 'application.')
September, 2013	GCCAP Grant application is submitted to the State. (This year's deadline is 9/24/12.)*
December, 2013	GCCAP Grant is awarded.
January, 2014	Charter is approved by the state DOE.
February 2014	Complete facilities, staffing, and curriculum planning and begin registration.
Summer/Fall 2014	Fayette College and Career Academy is underway.

* The requirements for the GCCAP Grant application are massive. The 14-part application involves numerous weighted criteria, attending a Capstone presentation and interview, documenting Dual Enrollment plans, legitimizing the participation of SCTC and Clayton State, and much more.

Strategic Plan

1. On July 17th we informally established a Steering Committee that would be directly accountable to the Board of Education and the Superintendent. The Steering Committee is a short-term entity that will make decisions on evaluating results of the Needs Assessment; fundraising; buildings and facilities; operations; and marketing.

2. We will also begin to establish a non-profit 501c(3) that will actually run the FCCA and hire the CEO. (The only employee of the non-profit is one CEO.) Board members can all come from the private sector. The name of the non-profit could be, for example, Fayette College and Career Academy, Inc. The non-profit manages the private assets that come in. The non-profit can also sign a contract with the Consultant, and take in money from foundations such as Clayton State University, SCTC, Fayette Chamber of Commerce, or the Development Authority. The non-profit can also donate money to the school system. Private donations to the non-profit may have 'charitable contribution' status.

Steering Committee meetings can double as Board meetings of the non-profit.

Either the school board or the non-profit will need to cover two funding imperatives, the Consultant and the Needs Assessment. For the consultant, this is a two-year process that can begin anytime.

The Needs Assessment is a comprehensive, three-month process. It involves surveying area businesses that represent more than 50% of Fayette County's workforce (state mandate if we want the $3M GCCAP grant). It involves compiling the data and doing a statistical analysis. Cost is estimated at $20,000.

Funding the Consultant
On August 6th, 2012, the Fayette County Board of Education approved funds for one year of the Consultant's time plus $5000 toward the Needs Assessment.

The second year of the Consultant's time will most likely be paid for by the non-profit 501c(3). This assumes enough private donations will come in during the coming year to cover the cost.

Funding the Needs Assessment
Anything is possible. Additional funding could come from the Development Authority, Fayette Chamber, SCTC, the County, cities, industries, or any combination.

Sustainability

As a public/private partnership, a College and Career Academy is both publicly and privately funded. Public funding means state dollars related to enrollment pay for teachers. Sufficient enrollment means sufficient funds. A portion of each student's Full Time Equivalent (FTE) dollars that historically go to the high school, go to the College and Career Academy. (Generally, 52% of funding comes from state FTE dollars while 48% comes from local property taxes. Those percentages apply to each student.)

A teacher's salary is customarily paid from the state portion; benefits are customarily paid from the county portion. Generally, state dollars sustain the salary of the College and Career Academy teachers. (Initially, the CEC did not hire staff until they knew what the enrollment would be.)

Private dollars often come in the form of labs, equipment, materials and facilities. Private donations and support may mean construction and implementation of an electronics lab, CAD stations, an auto shop, a kitchen, or other facility with equipment to support the needs of a local industry. Both initially and for the long run, the programs will be determined by the Needs Assessment. (This is a very important effort, done at the beginning!)

A College and Career Academy student typically spends one third to one half of their day at the College and Career Academy. They will take both academic and career courses with that portion of their day. So if a student spends 1/3 of her day at College and Career Academy then 1/3 of the FTE dollars are set aside at the district level to serve the child at the College and Career Academy. Generally, academic classes with 20 students, and Career Tech classes with 15 students, draw sufficient funding. The Fayette County school system is on a 6-period day; career classes are likely to be two of those.

(As an added consideration, most College and Career Academies have teachers with vast industry experience. That's part of a great concept, but it also calls for more funding. At the CEC, the average salary is $55-60,000 vs. the school district average which is $10,000 less.)

Dual enrollment classes involve college teachers, not school district teachers. Yet high school students who participate in dual enrollment do not mean reduced dollars to the school district. (There is no reduction in FTE dollars.)

Just by having the College and Career Academy and offering career-oriented courses, high school dropout rates and loss of students due to families leaving the area are reduced. Over time, a positive impact on economic development throughout the community is realized as local industries flourish and job opportunities improve.

Case Study: Henry County Center for Advanced Studies

Henry County has ten high schools. They are establishing their CCA, called the "Center for Advanced Studies," under the roof of the recently renovated Henry County High School which is centrally located in the county. Leadership has come from the school system and the business community.

They already offered a fairly wide variety of career track course options, but establishing a CCA will provide several advantages:

- Coursework will be driven by industry. Their Needs Assessment indicates their first priority will be Logistics and Healthcare. Their second priority will be Advanced Manufacturing, and Professional Business Services such as call centers and IT support. Their third priority will be the Service Industry and Tourism.
- The facility is designed to house SCTC, Clayton State, and Gordon College. This facilitates dual enrollment courses.
- $3Million GCCAP grant application will be submitted to the state by September of 2012.
- SCTC has decided to build an 8-building campus adjacent to the Henry County High School, on 25 acres of land that was donated by the public school system. They will break ground on the first building in fall of 2012.

Origins

The CCA was originally the brainchild of two people, Superintendent of Schools Dr. Ethan Hildreth, and the Henry County Chamber of Commerce President Kay Pippin. They identified a trained and ready workforce as crucial to economic development countywide. Their mutual effort is called "E^2: Economics in Education." They engaged industry and educational leaders in creating an "Action Plan for Education & Workforce Development."

Funding

Their effort involved no initial private funding or grant dollars. The school system hired and paid the Consultant, Russ Moore of Seamless Education, Inc. for 18 months of service. The cost of the Needs Assessment was shared by the school system, the Henry County Development Authority, and SCTC.

(The Needs Assessment was a very streamlined process because they already had a strong industry roundtable group with widespread support and good communication.)

Goals

Their "Action Plan" document spells out their goals, which include:

- ✓ Increase the graduation rate
- ✓ Improve academic rank among top Georgia school systems
- ✓ Secure a Technical College
- ✓ Increase dual enrollment
- ✓ Survey the local business community to identify the technical and academic skills and educational credentials needed in the workplace.

Additionally, by 2021, Henry County wants 45% of all high school seniors to have college credit in hand upon graduation.

Additional Resources

Southern Crescent Technical College – www.sctech.edu
Clayton State University – www.csu.edu

Central Educational Center (CEC) – A "Charter College and Career Academy" located in Newnan, serving Coweta County. From the website: "CEC is a unique partnership, a "joint venture" among business and industry, the Coweta County School System, and West Georgia Technical College… A charter school designed to meet the needs of a 21st century economy by seamlessly blending secondary and post secondary education and training with business and industry." www.gacec.com

CEC Replication Document – "Strengthening Education to Drive Economic Development" is a 210-page guide that spells out exactly how to replicate the CCA model in your own community. http://www.gacec.com/Resources/repmanual.html

Institute of Education Sciences – a federal study of the CEC and four replication sites in Georgia. http://ies.ed.gov/ncee/edlabs/regions/southeast/pdf/rel_2011101.pdf

Georgia Career Academies Project (GCCAP) – from the website, as stated by Lt. Governor Casey Cagle: "The Georgia Career Academy Project provides a vital link between high schools, technical colleges or universities, and local businesses… We are already seeing very special results through Career Academies, and we have only begun to see their true potential in the lives of Georgia's students. Graduation rates are exceeding all expectations and students who graduate move on to well-paying jobs. Now more than ever, Georgia needs talented individuals who are ready to go to work. Career Academies prepare students for the workforce."

Go Build Georgia – this is a result of the Georgia Competitiveness Initiative of 2011. Promoted by Governor Deal, the program refers to reestablishing the importance of skilled trades as part of a ready workforce. This is a public/private partnership between state government, the Technical College System, apprenticeship programs and industry. www.gobuildgeorgia.com

Construction Education Foundation of Georgia (CEFGA) partners construction companies, trade associations, the Technical College System of Georgia, and the Georgia Department of Education to support training programs and encourage students to pursue careers in construction. The national career expo was held at the Georgia International Convention Center on March 15th. www.CEFGA.org