



ALAMO  
COLLEGES



***Aerospace • Information Technology • Advanced Technology & Manufacturing • Health Professions***



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# Pathway to a Career and High Paying Job!

**Texas Career Education Conference  
July 14, 2010**

Gene Bowman, Executive Director, Alamo Area Academies @ Texas Career Ed. Conf., Dallas, TX, [obowman@alamo.edu](mailto:obowman@alamo.edu),  
[www.alamo.edu/academies](http://www.alamo.edu/academies), Klaus Weiswurm, Board Chair, CEO ITM, Joe Wilson, Board member, Lockheed Martin Mgr Workforce Development,  
Don Kenton, Sc. D., LLC, Vice Chair and Chair, Education Committee, San Antonio Manufacturers Association

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- Alamo Area Academies: Why Created?
- Desired Results
- Alamo Area Academies Cooperative
- How We Function
- How We Are Doing
- Meeting Community Needs
- Our Industry Participants
- CEO Perspective
- Lockheed Martin Apprenticeship Training Program
- Next Steps



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## Why Created?

- Lack of Pipeline for Growth Industries
- Community Need for High-Paying Jobs
- Transform Economy to One Dominated by Industries Emphasizing
  - High-skills
  - Well-paid employment
- Increase Opportunities for Young People
  - Pathway to rewarding, well-paid professional careers
  - Remain in the community



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## Desired Results

- Academies Provide Talent Pipeline that Industries Need to Thrive
- Preparing Students for Multiple Options:
  - Higher Education
  - Pathway to Career and High Paying Job
- Through Industry-Driven Dual-Credit Programs
- Preparing Students for Skilled Employment in the Participating Industries
- Graduates are College Proven and Job-Ready!



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## Alamo Area Academies Cooperative

- The Alamo Colleges
- Industry Partners
- Independent School Districts, Charter and Private Schools
- Multiple Cities: San Antonio, New Braunfels, Seguin, Floresville, Boerne
- Chamber's of Commerce
- Local Universities
- Many More Partners



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## How We Function

- High School Juniors and Seniors Region-Wide
- Students Enrolled in Their Home High School
- 2½ Hours at an Academy Each Day, Multiple Sites
- Industry-Driven Curriculum Developing Work Ready Skills
- Dual Credit
  - 26-35 college credit hours
  - No personal cost** to student or parents
- Industry Paid Internships
- Graduate to a Job, Further Education, or Both
  - Proven ability to be successful in a college program
  - Pathway to career, high paying job and beyond



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## How We Are Doing

- 608 Graduates
  - 98% continued higher education (community college/4-year institution) or
  - Obtained jobs within aerospace/manufacturing industries or joined military
  - Graduates proud of their skills and earning good wages
  - Recent graduating class awarded scholarships over \$505,000
  - Over \$1,026,000 in scholarships awarded total
- Employers Satisfied
  - They prefer someone with proven skills and solid work ethics
  - They are willing to invest in that type of employee
- Student Success Stories (Andrew, Ruby, Daniel, Amanda)



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## Meeting Community Needs

- Meet Community Economic Development Opportunities
- Pathways to Careers and High Paying Jobs!
- For New Demand/Emerging Occupations
  - Nurses: new Health Professions Academy last fall
  - Construction
  - Business Finance
- Academies cover 80% of the Demand/Growth Industries For Our Community
- You Can Adjust to Your Community Needs



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## Over 70 Industry Participants

Lockheed Martin

Boeing

Chromalloy

M-7

433rd Airlift Wing

12th Flying Training Wing

Cessna

Frost Bank

Kinetic Concepts Inc.

San Antonio Aerospace

Danbury Aerospace

TWANG

Pressure Systems Int.

Star Manufacturing

Engine Components

ITM

Cox Manufacturing

Chism Co.

AT&T

CMC Steel

Texas Machining

SW Business Corp.

Southwest Research Inst.

Dahill Industries

Christus Santa Rosa

Methodist Healthcare System

Etc.



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## CEO Perspective

- ❑ What I am Looking for in an Employee
- ❑ Future Growth and Sustainability Requires Skilled and Educated Workforce
- ❑ Why the Nation Needs More Academies

*Don Kenton:* [djkenton@satx.rr.com](mailto:djkenton@satx.rr.com)

Principal, Donald J. Kenton, Sc. D., LLC

Chair, Education Committee, San Antonio Manufacturers Association

Vice Chairman of the Board, Alamo Area Academies Inc.

*Klaus Weiswurm:* [kweiswurm@itm-texas.com](mailto:kweiswurm@itm-texas.com)

CEO/Owner, ITM (Innovation Technology Machinery)

Chairman of the Board, Alamo Area Academies Inc.



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## Lockheed Martin Apprenticeship Training Program

- ❑ Natural follow-on to Aerospace Academy & for entry-level power plant technicians w/ limited experience
- ❑ Recognized by Dept. of Labor & received registration June 2004
- ❑ 18 month program includes 220 hrs formal academic instruction & 3,000 hrs OJT
- ❑ Highly structured training program & addresses engine MRO activity from disassembly to test cell
- ❑ Over 60 current employees (approx 16% direct hire workforce)

Joseph Wilson: [joe.a.wilson@lmco.com](mailto:joe.a.wilson@lmco.com)

Lockheed Martin Kelly Aviation Center

Manager, Workforce Development



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## Next Steps

- Aerospace
  - Articulation to Bachelor of Science Degree
- Advanced Technology and Manufacturing
  - Articulation to Bachelor of Science Degree
- Health Professions
  - Include health services programs
- Information Technology
  - Strengthen security program