



JAG

JOBS FOR ALABAMA'S GRADUATES





LET'S DO THE MATH:

Solving the Dropout Equation in Alabama

WHAT IS THE COST OF ZERO?

What price do Alabama's communities, workforce, and youth pay if we do not act and wisely invest in proven solutions to fill every seat at graduation?

Taxpayer Costs: Lifetime Cost to Taxpayers When Students Dropout

2,500
X \$292,000

\$730 Million

Each year in Alabama, approximately **2,500 students will drop out** of school and fail to reach graduation.

Source: ALSDE Cohort Graduation Rate

A single dropout will end up **costing taxpayers an average of \$292,000** over a lifetime due to the price tag associated with incarceration and other factors such as how much less they pay in taxes.

Source: PBS Frontline Report according to Northeastern University report "The Consequences of Dropping Out of High School"

One year of drop outs will cost Alabama \$730 million. Just 5 years of students failing to reach graduation will **cost Alabama \$3.65 billion** dollars.

BUSINESSES DROPOUT TOO

Higher dropout rates discourage economic investment in communities.

AWK
X100

NFIB: 87% OF HIRING EMPLOYERS
CAN'T FIND QUALIFIED WORKERS

GOLD (DEC)
SILVER (SEP)
COPPER (SEP)

91 NVIDIA (NVDA) 168.15 ▲ 0.94

Credit Suisse Asset (CIK) 3.39

The Life of a High School Dropout

What happens to our students who don't graduate?



2,500 x 30%

750 of the 2,500 Dropouts are likely to live in poverty.

Source: U.S. Department of Education



2,500 x 63%

1,575 of the 2,500 Dropouts are likely to be incarcerated.

Source: PBS Frontline Report according to Northeastern University report "The Consequences of Dropping Out of High School"



2,500 x 99%

2,475 of the 2,500 Dropouts are ineligible for military service—even if they obtain a GED.

Source: TheBalanceCareers "Can You Enroll in the U.S. Army with a GED Diploma?"



2,500 x 12%

300 of 2,500 Dropouts will be unable to find any job.

Lacking a diploma is a barrier to 88% of career options.

Source: PBS Frontline Report "The Consequences of Dropping Out of High School"

GIRLS WHO DROPOUT

What happens to young ladies who are unable to graduate?

Girls Who Dropout: A Leading Cause of Single Young Motherhood

9X

Young women who give up on high school are **nine times** more likely to become young single mothers.

55% of young moms receive no child support and are raising babies alone. **40%** of young single moms live in poverty. **31%** of young single moms (and their babies) are “food insecure”

If a single mother is able to work, her **earning power** lags significantly compared with men’s, about **79¢ to a \$1** for the same job—leaving a .21 cent pay gap (and its even higher for young minority moms)

BREAKING THE CYCLE: Children of teen mothers perform worse on many measures of school readiness, are 50 percent more likely to repeat a grade, and are more likely than children born to older mothers to **drop out of high school.**





BARRIERS TO BRIGHT FUTURES

Solving for X:

What are the variables that inhibit graduation for Alabama students?

33

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**JAG has identified
33 Barriers to Success.**

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Solving for X: Understanding Inhibitors to Graduation

Academic | Personal | Environmental | Income & Work Related

Academic Barriers



- One or more modal grades behind peers.
- Has repeated a grade in high school.
- Low academic performance (a grade point of C or below or basic academic skills in the bottom quartile of the class).
- Basic skills deficient (reading and math in particular).
- Limited English proficiency.
- Failed state proficiency exam.
- Past record of excessive absences as verified by school officials.
- Has been suspended, expelled, or put on probation during high school.
- Has dropped out of school previously.

Personal Barriers



- Special education certified (verified by school district or agency).
- Lacks motivation or maturity to pursue education or career goals.
- Emotional disorder that impairs education or career goals.
- Has a disability (documented disabilities only).
- Health problems that impair education or career goals.

Environmental Barriers



- Family environment is not conducive to education or career goals.
- Mother did not graduate from high school.
- Father did not graduate from high school.
- Mother does not work.
- Father does not work.
- Is pregnant (when admitted to the program).
- Has dependent child or children in the home.
- Is parenting.
- Has documented alcohol and/or substance abuse.
- Convicted of a criminal offense other than a traffic violation.
- Has a record of violent behavior.
- Is homeless.
- Is a runaway.
- Requires child care during work or school.
- Needs transportation to and from work or school.
- Is in foster care.
- Child of incarcerated parent.
- Child of a migrant worker.

Income and Work Related Barriers



- Is an economically disadvantaged student as defined by public assistance, AFDC, or free lunch.
- Is a member of a race/ethnic group with a low family income.
- Has inadequate or no work experience.
- Lacks marketable occupational skills that are in demand in the local labor market.

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When 5 or more of these barriers are present in the life of a student, graduation prospects greatly diminish.

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Solving for X: Understanding Inhibitors to Graduation

Academic | Personal | Environmental | Income & Work Related



**JAG HAS DONE THE MATH:
SOLUTIONS TO GRADUATION**



Jobs for Alabama's Graduates

Successfully solving Alabama's dropout equation for over 20 years!

Just one hour per day with a caring adult professional educator with **community support leads to 9 out of 10 dropout-bound students successfully reaching graduation with a job**, becoming eligible for post-secondary education, or qualifying for military service.



JAG's Proven Equation

Turning dropout-bound students into workforce and post-secondary ready graduates!

1 Hour Per Day

1 Caring Adult

87 Competencies

35-45 Students

- JAG includes 87 Curriculum Competencies
- Multi-Year and Senior Year program formats
- JAG concentrates on students facing 5 or more of the 33 Barriers to Success
- An array of services including:
 - School year and summer programs
 - Specialized classroom instruction
 - Individual and group counseling
 - Employability skills development
 - Career association
 - Leadership experiences
 - Job placement services lead to on-time graduation and a brighter future for students.



Jobs for Alabama's Graduates did the math.

JAG's Proven Equation

National Success

38 Years

1,250 Communities

**1.2 million at-risk
youth served**

**90%+ graduation
rate**

Jobs for America's Graduates was founded by America's Governors in 1980.

JAG students are employed at a full-time rate **230% higher** than 18-20 year olds who were not in the program.

For young women, that number jumps to **260%!**

For African American youth, that number jumps to **290%!**



Jobs for America's Graduates did the math.

JAG's Proven Equation

Alabama Success

22 Years

27+ Communities

**20,000 at-risk youth
served**

**99%+ graduation
rate**

Jobs for Alabama's Graduates was established in 1996.

JAG currently operates in **27** schools across Alabama serving over **800** formerly dropout-bound students.

Return to school rate of 95-100%

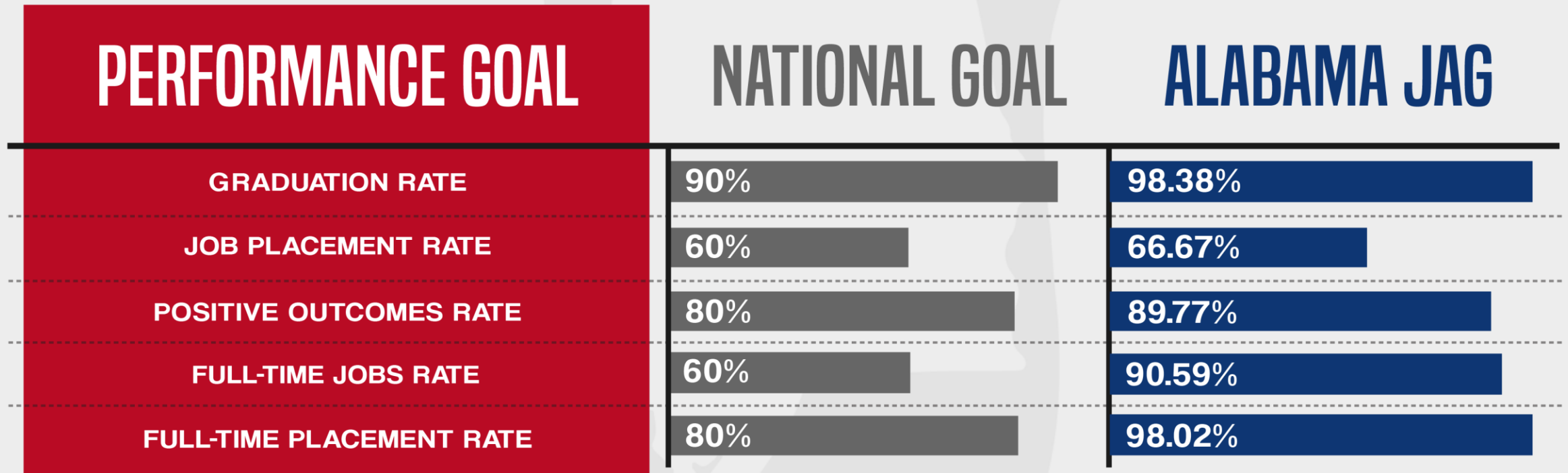
JAG helped **332 out of 333** at-risk students facing 5 or more Success Barriers graduate last year with a job, eligible for post-secondary education, military service (or combination) – **99.7 graduation rate!**



Jobs for Alabama's Graduates did the math.

SURPASSING THE NATIONAL AVERAGE

Alabama Sets the Pace



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Jobs for Alabama's Graduate Cost

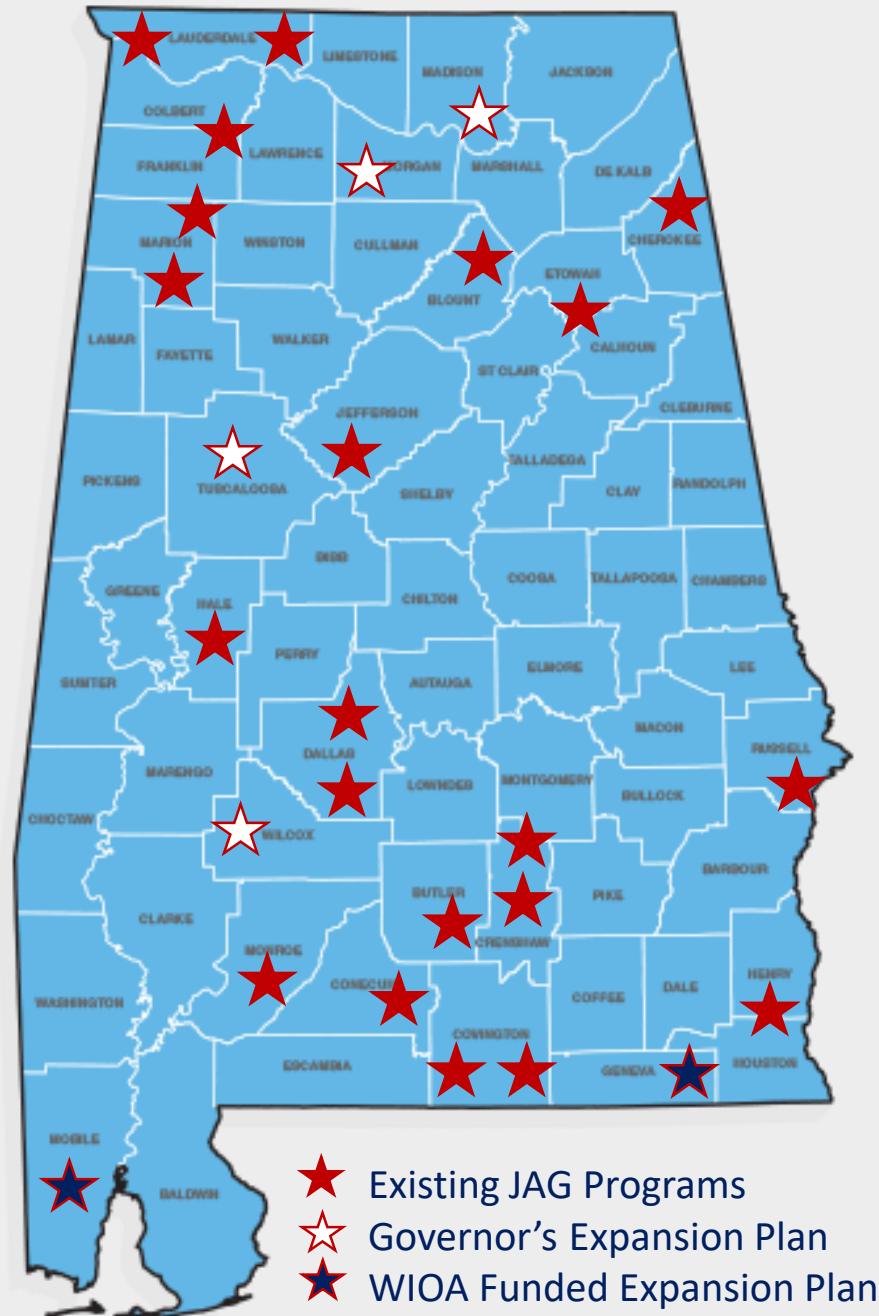
\$55,000-\$65,000

Per Program

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INVESTING IN ALABAMA

Jobs for Alabama's Graduates Program Map



1. Attalla City – Etowah High School
2. Blount County – Blount County Career Tech Center
3. Butler County – Butler County Career Academy
4. Cherokee County – Cherokee County Career Tech Center
5. Conecuh County – Conecuh County Schools Workforce Development Center
6. Covington County – Red Level High School
7. Covington County – Straughn High School
8. Crenshaw County – Brantley High School
9. Crenshaw County – Highland Home High School
10. Dallas County – Keith High School
11. Dallas County – Southside High School
12. Fairfield City – Fairfield Preparatory High School
13. Franklin County – Phil Campbell High School
14. Geneva County – Geneva Regional Career Technical Center
15. Hale County – Hale County College and Career Academy
16. Henry County – Headline High School
17. Lauderdale County – Central High School
18. Lauderdale County – Lauderdale County High School
19. Lauderdale County – Wilson High School
20. Madison County – Madison County Career Technical Center
21. Marion County – Phillips High School
22. Mobile County – Faulkner Career Tech Center
23. Monroe County – Monroe County Career/Technical Center
24. Morgan County – Morgan County Schools Technology Park
25. Russel County – Russel County High School
26. Tuscaloosa City – Tuscaloosa Career and Technology Academy
27. Wilcox County – Wilcox Central High School

JAG PROGRAM REACH

High Schools Served

Atalla City
Etowah High School

Blount County Career Academy
Cleveland High School
Hayden High School
J. B. Pennington High School
Locust Fork High School
Susan Moore High School

Butler Area Vocational School
Greenville High School
McKenzie High School
Georgiana School

Cherokee County Career & Technical Center
Cedar Bluff High School
Cherokee County High School
Gaylesville High School
Sand Rock High School
Spring Garden High School

Conecuh County Schools Workforce Development Center
Conecuh County Schools Workforce Development Center

Covington County
Red Level High School

Covington County
Straughn High School

Crenshaw County
Brantley High School

Crenshaw County
Highland Home High School

Dallas County
Keith High School

Dallas County
Southside High School

Fairfield City
Fairfield Preparatory High School

Franklin County
Phil Campbell High School

Geneva Regional Career Technical Center
Geneva County High School
Samson High School
Slocomb High School

Hale County
Greensboro High School
Hale County High School

Henry County
Headline High School

Lauderdale County
Central High School

Lauderdale County
Lauderdale County High School

Lauderdale County
Wilson High School

Madison County
Buckhorn High School
Hazel Green High School
Madison County High School
New Hope High School
Sparkman High School

Marion County
Phillips High School

Mobile County (Faulkner Career Tech Center)
Mary Montgomery High School
Blount High School
Vigor High School
Leflore High School
Williamson High School
Murphy High Schools

Monroe County Career Technical Center
Excel High School
J. F. Shields High School
J. U. Blacksher School
Monroe County High School

Morgan County
A. P. Brewer High School
Danville High School
Falkville High School
Priceville High School
West Morgan High School

Russel County
Russel County High School

Tuscaloosa Career and Technology Academy
Paul W. Bryant High School
Northridge High School
Central High School

Wilcox County
Wilcox Central High School



MULTIPLYING SUCCESS

JAG Expansion Plan



STRONG START, STRONG FINISH

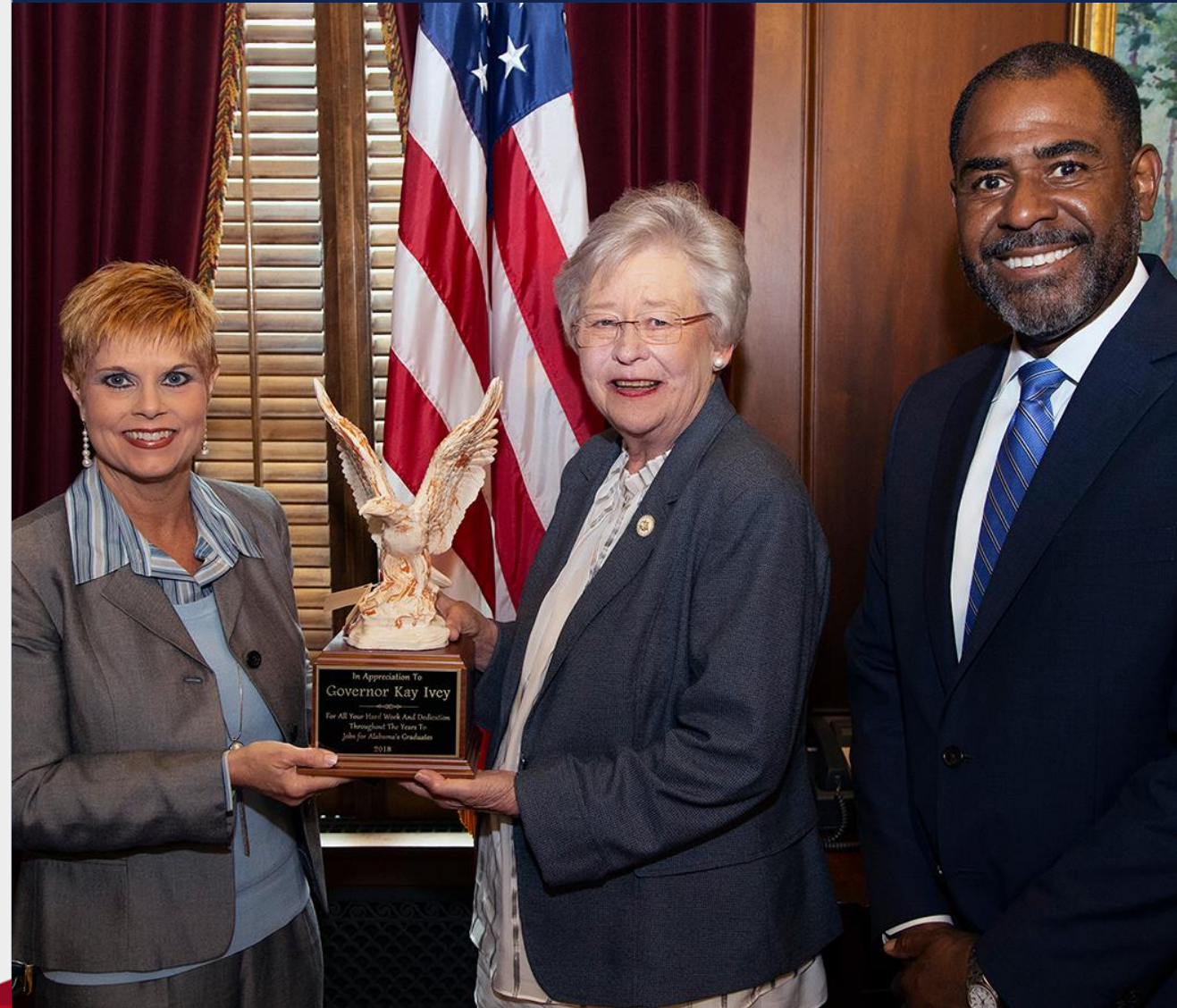
Education Initiative

Governor Ivey's education priorities include:

Advanced Training, Better Jobs Policy

Addresses the educational attainment gap through drop-out prevention programs like Jobs for Alabama Graduates (JAG)

Source:
<https://governor.alabama.gov/priorities/education/>



Governor Kay Ivey, Alabama JAG Screaming Eagle



**Our goal is for every high school
in Alabama that wishes to
participate will have access to
the JAG program by 2022.**

Governor Kay Ivey

Governor Ivey's **STRONG START, STRONG FINISH**

- According to research by the Alabama Workforce Council, they predict we will need 500,000 more post-secondary degrees and credentials to meet our workforce needs by 2025 to build the competitive, high-skilled workforce required to fill industry's labor needs.
- Governor Ivey will address the education-attainment gap by developing policies and promoting programs that equip citizens with the skills and education needed to fill high-demand jobs. This initiative generates synergies between agencies and helps align investments with state priorities and student needs. By addressing the gap, we will ensure the success of Alabama citizens, keep Alabama competitive among other states, and meet the needs of business and industry.

MULTIPLYING SUCCESS

GOVERNOR'S JAG EXPANSION PLAN

- Governor Ivey requested a \$1 million increase for the JAG program, and the Alabama Legislature provided a \$250,000 increase in the FY2019 Education Trust Fund (ETF) budget, bringing the total JAG allocation to \$1,050,742.00.
- We are establishing WIOA funded JAG sites at Career and Technical Education Centers. This will maximize the return on investment so that all high schools in the school district have access to the program. It also provides participants with a seamless connection to Workforce Development, Dual Enrollment, Career Coaches, Apprenticeships, and Industry Credentials that lead to employment.
- The Governor's Office is working with the State Department of Education to fully-fund four newly-established JAG programs, with the FY2019 budget increase, in schools identified in the lowest 6 percent of schools on the Alabama A-F report card.
- The six newly-established JAG sites will be located at Career and Technical Education Centers, which will provide participants with a seamless connection to CTE programs, dual enrollment opportunities, career coaches, and industry-recognized credentials that lead to employment.
- This expansion plan will allow students from 23 high schools to be served by the JAG Model at six fully-funded sites.

KEY Decision Points ESSA

Jobs for Alabama's Graduates PROGRAM SYNERGY WITH ESSA

Contained in JAG
Program Already

- ✓ States must decide what the exit criteria will be for schools identified as in need of comprehensive support and improvement.
- ✓ For targeted schools, states must determine the number of years after which such schools will instead be identified for comprehensive support and improvement.
- ✓ States must develop a process to periodically review resource allocation for supporting school improvement in each district that serves a significant number of schools identified for comprehensive support and improvement and schools identified for targeted support. The state must also determine how it will provide technical assistance to each such district.
- ✓ States must decide if they will take actions to initiate additional improvement in districts where a significant number of schools are consistently identified by the state for comprehensive school improvement and are not meeting the state's exit criteria or have a significant number of schools implementing targeted support and improvement plans.
- ✓ States must decide if they will establish alternative, evidence based strategies that can be used by districts to assist a school that is identified for comprehensive school improvement and, if so, what these strategies will be
- ✓ States will need to decide if they want to use state set-aside funds to provide recognition and rewards to LEAs that have significantly improved the achievement and progress of ELs.

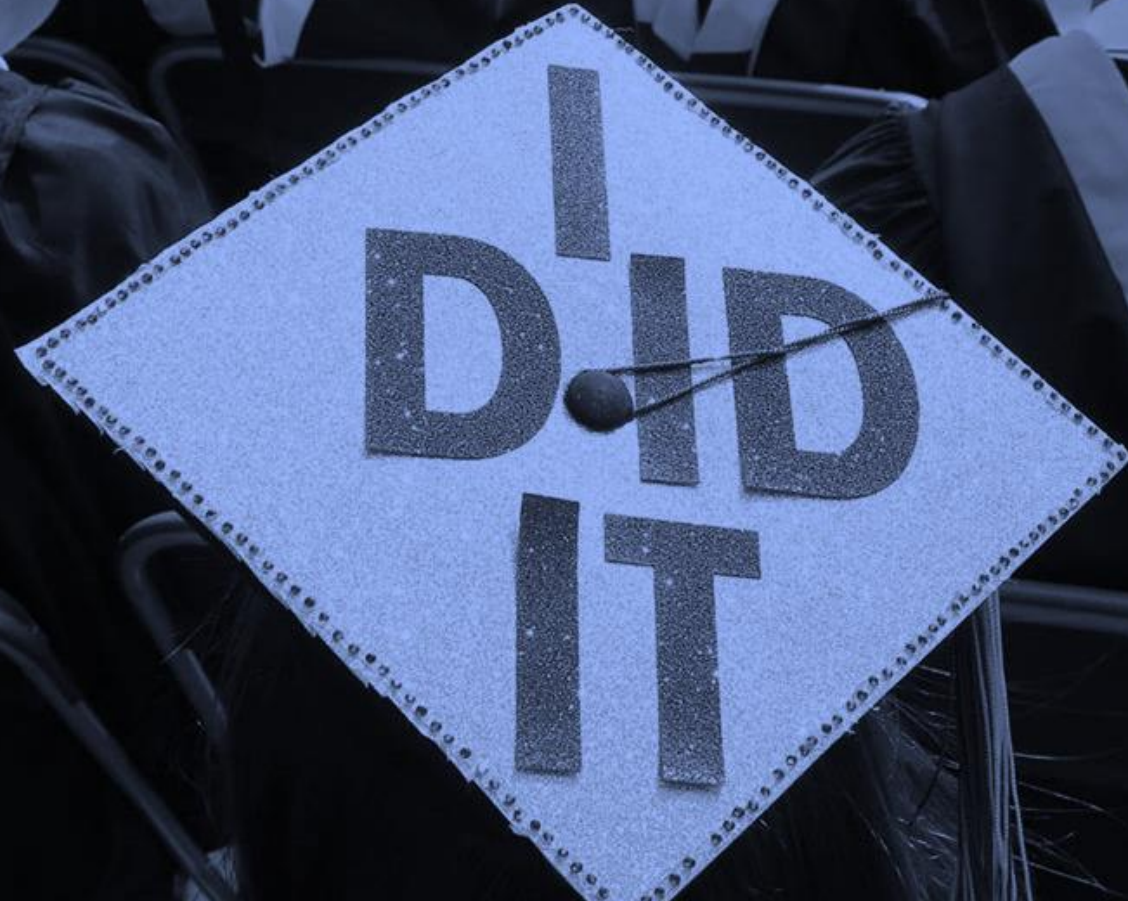
Jobs for Alabama's Graduates Works

"Youth leadership opportunities are important for students to be able to share their passions and enthusiasm, hear encouraging stories from national leaders and bring back lessons that are applicable to future projects and most importantly, an individual's dreams. You are preparing for a world that is constantly changing, and the future is incredibly bright for Alabama's students."



Governor Kay Ivey with Alabama JAG Students

Jobs for Alabama's Graduates



Craig Collins

Alabama State Department of Education
Jobs For Alabama's Graduates
Program Administrator

Mandy Nichols

Alabama State Department of Education
Jobs For Alabama's Graduates
State Manager