

Georgia Tech LEAP

Career Advancement Program Profile

CHALLENGES

- Introducing the cohort model
 - Tracking students into the workforce
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SUCSESSES

- Many students completed the program and entered the supply chain and logistics industry.
- Outreach was successfully conducted in high schools to recruit young adults to the program.

The Georgia Institute of Technology (Georgia Tech) is a four-year, public technology-focused institution in Atlanta, Georgia. The Georgia Tech Supply Chain & Logistics Institute (SCL) created the Logistics Education And Pathways (LEAP) program, an online certificate program that offers courses to students to help them enter and advance in the supply chain and logistics industry.

CAREER ADVANCEMENT GOAL, STRATEGIES, AND STATUS

Goal: The LEAP program aims to prepare participants for competitive jobs and high-growth careers in supply chain and logistics.

Strategies: Once accepted into the program, students are able to take courses that cover a range of topic areas including in inventory management, supply management and procurement, demand planning, and manufacturing and service operations.

All courses are offered online, but the program uses a cohort model, which allows students to support and encourage one another as they complete the program. Each course is a total of 40 hours of instruction and assesses student progress throughout the program. Upon completion of a course, students receive an industry-recognized certificate. In addition to the courses, the program offers supply chain gaming simulations and on-site lectures and student supports like résumé and career advising.

Status: The program started in 2015 with a grant from JPMorgan Chase and will continue to grow with additional funding from JPMorgan Chase awarded in fall 2018. Program leaders are developing advanced courses that combine career pathways and upskilling strategies with employer partners so it can reengage former students who are employed in the supply chain and logistics industry.

PROGRAM PARTICIPANTS

Initially only for metro-Atlanta residents, the LEAP program now serves 16- to 24-year-olds and veterans in Georgia who are interested in the supply chain and logistics industry. The program also strongly encourages underrepresented minorities and women to apply. From September 2015 through September 2018, the program achieved an 87 percent completion rate, with 431 students completing 535 courses. Of those enrolled, 13 percent did not complete a course because of life events.

PARTNERS

In developing the curriculum for the online courses, program leaders have collaborated with industry representatives and subject matter experts. They also partner with employers so that students gain on-the-job training experience. Leadership stressed the importance of partnership with local workforce agencies for recruitment purposes.

KEY TAKEAWAYS

Challenges: The program leadership recognizes the need for students to grow in their current positions. The implementation of more-advanced courses is expected to better support advancement. The cohort model has been a critical part of the success of the program, but it was a challenge to introduce. It required a lot of input from partners to develop the model for the students they planned to serve. Another challenge has been tracking students into the workforce, a step they plan to take in this next phase of the program.

Successes: The completion of the program and entry of many students into the supply chain and logistics industry has been a major accomplishment. Another major success of the program was conducting outreach in high schools to recruit young adults to the program.

CONTACT INFORMATION

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ADDITIONAL READING

This profile provides detailed information on the career advancement programs highlighted in the brief, **“Fulfilling the Promise of Career Pathways: Strategies that Support Career Advancement,”** by Lauren Eyster and Semhar Gebrekristos, urban.is/2CAZnsC