JIMMY H. BAKER
Chancellor

Proposal for a New Degree Program

I. Information and Rationale

A. Primary Contact Information

Institution: Calhoun Community College

Contact: Shea Glenn

Title: Instructor of Theatre

Email: shea.glenn@calhoun.edu

Telephone: 256.306.2693

B. Program Information

Date of Proposal Submission: 10/10/2024

Award Level: Associate's Degree

Award Nomenclature (e.g., BS, MBA): AAS

Field of Study/Program Title: Theatre Design and Technology

CIP Code (6-digit): 50.0502

C. Implementation Information

Proposed Program Implementation Date: 8/1/2025

Anticipated Date of Approval from Institutional Governing Board: 5/1/2025

Anticipated Date of ACHE Meeting to Vote on Proposal: 5/1/2025

SACSCOC Sub Change Requirement (Notification, Approval, or NA): NA

Other Considerations for Timing and Approval (e.g., upcoming SACSCOC review):

D. Specific Rationale (Strengths) for the Program

List 3 – 5 strengths of the proposed program as specific rationale for recommending approval of this proposal.

1. Making this degree and coursework specific in the technical field will make students more hirable to professional theatre companies.

2. Encourages enrollment from students who know they want to pursue the technical arts and who are often deterred by performance heavy programs

3. Allows students to be better prepared to seamlessly transfer into Bachelor programs that specifically train students in technical theatre.

List external entities (more may be added) that may have supplied letters of support attesting to the program's strengths and attach letters with the proposal at the end of this document.

1. Dreamweaver's Children's Theatre
2. The Princess Theatre
3. Red Mountain Theatre

II. Background with Context

A. Concise Program Description

Students will participate in course work related to the technical and design elements of theatre. The courses are predominantly hands-on and work-based courses to prepare them for the field and to give them portfolio pieces to highlight their areas of expertise. While the program is setup to allow students to transfer to another institution if desired, the focus of this degree is work-place readiness up graduation with an associate degree.

B. Student Learning Outcomes

List four (4) to seven (7) of the student learning outcomes of the program.

1. Students will effectively articulate design and technical needs of a production.
2. Students will professionally critique design work and engage in self-evaluation to perfect their design and technical process.
3. Students will display collaborative skills with other students in multiple design areas to develop a cohesive and unified design for a production.
4. Students will execute professional level scenery construction, lighting installation, makeup application, and engage in other hands-on assignments to prepare them for the work force.
5. Students will apply studio art and drafting skills to make and modify design drafts for scenery, lighting, costuming, sound, and makeup.
6. Students will demonstrate a knowledge of theatre management through the creation of a fictional theatre company and learn to problem solve as an administrator.
7. Students will engage in other areas of theatre to appreciate all parts of the collaborative process.

C. Administration of the Program

Name of Dean and College: Calhoun Community College; Dean – Kimberly Parker

Name of Department/Division: Fine and Performing Arts - Theatre

Name of Chairperson: Jacki Vadney

D. Similar Programs at Other Alabama Public Institutions

List programs at other Alabama public institutions of the same degree level and the same (or similar) CIP codes. If no similar programs exist within Alabama, list similar programs offered within the 16 SREB states. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, provide justification for any potential duplication.

CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
50.0502	AS Theatre and Entertainment Technology	Chipola College (FL)	
50.0502	AS Theatre Technology	St. John's River State College (FL)	
50.0502	AS Live Entertainment Design and Production	Valencia College (FL)	

E. Relationship to Existing Programs within the Institution

1. Is the proposed program associated with any existing offerings within the institution, including options within current degree programs? **Yes ☒ No ☐**

   (Note: Most new programs have some relationship to existing offerings, *e.g.*, through shared courses or resources). If yes, complete the following table. If this is a graduate program, list any existing undergraduate programs which are directly or indirectly related. If this is a doctoral program, also list related master's programs.

Related Degree Program Level	Related Degree Program Title	Explanation of the Relationship Between the Programs
Associates	AS General Studies -Theatre	Shared courses that make up the base of both degrees

2. Will this program replace any existing programs or specializations, options, or concentrations? **Yes ☐ No ☒**

   If yes, please explain.

3. Will the program compete with any current internal offerings? **Yes ☐ No ☒**

   If yes, please explain.

F. Collaboration

Have collaborations with other institutions or external entities been explored? **Yes ☒ No ☐**

We have an ongoing partnership with Athens State University who recently acquired a BFA in Production Design.

Have any collaborations within your institution been explored? **Yes ☒ No ☐**

Students will have the opportunity to take courses in Visual Communications, Art, and Music Technology as electives depending on their areas of concentration.

G. Specialized Accreditation

1. Will this program have any external accreditation requirements in addition to the institution's SACSCOC program requirements? **Yes ☐ No ☒**

2. Does your institution intend to pursue any other non-required accrediting organizations for the program?* **Yes ☐ No ☒**

H. Admissions

Will this program have any additional admissions requirements beyond the institution's standard admissions process/policies for this degree level? **Yes ☐ No ☒**

I. Mode of Delivery

Most of the course work will be delivered in the traditional face to face method, because of the emphasis on active and hands-on learning experience. Some courses like Theatre Appreciation and select electives could be taken as hybrid or online courses.

J. Projected Program Demand (Student Demand)

Our student enrollment in the technical courses is picking up each year by 1-2 students per course. In conversations with students who are touring the building, we are losing a lot of students who would take these courses to larger universities because they desire a program that is specifically geared towards the technical arts. Because our only degree offering is a general degree and the current electives being offered are largely performance based, these students are choosing to go to 4-year colleges instead, despite commenting on how many other things they like about our facilities, affordability, etc.

III. Program Resource Requirements

A. Proposed Program Faculty*

Current Faculty and Faculty to Be Hired

Complete the following **New Academic Degree Proposal Faculty Roster** to provide a brief summary and qualifications of current faculty and potential new hires specific to the program.

*Note: Institutions must maintain and have current as well as additional faculty curriculum vitae available upon ACHE request for as long as the program is active, but CVs are **not** to be submitted with this proposal.

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Shea Glenn (FT)	-THR 120 Theatre Appreciation (3 hours) (All Terms) -THR 113 Theatre Workshop 1 (1 hour) (All Terms) -THR 114 Theatre Workshop 2 (1 hour) (All Terms) -THR 115 Theatre Workshop 3 (1 hour) (All Terms) -THR 213 Theatre Workshop 4 (1 hour) (All Terms) -THR 124 Theatre Technology Scenery and Lighting (3 Hours) (Fall) -THR 221 Scenographic Techniques (3 Hours) (Every Other Fall) -THR 210 Intro to Theatrical Design (3 Hours) (Spring) -THR 224 Scenic Painting (3 Hours) (Every Other Spring) -THR 216 Theatrical Makeup (2 Hours) (Summer) -THR 296 Directed Studies in Theatre (2 Hours) (Every Other Spring) -THR 131 Acting Techniques 1 (3 Hours) (As Needed)	-MFA Theatre Design and Technology University of Alabama Coursework Included: Lighting Design, Scenic Design, Sound Design, Projection Design, Props Design, Electricity, Automation, Technical Direction, Scenic Painting, Theatre History, Lighting Technology, Hand Drafting, Vectorworks, Presentation for Designers, and Theatre Practicum -MFA Candidate in Lighting Design University of Georgia Coursework Included: Lighting Design, Architectural Lighting Design, History of Costume and Décor, Drafting, and Studio Art -BA Musical Theatre Birmingham Southern College Coursework Included: Lighting Design, Intermediate Acting, Advanced Acting, Musical Theatre, Stage Movement, Ballet, Jazz Dance, Modern Dance, Voice, Piano, Music Theory, Classic and Modern Playwrights, Makeup Design, and Theatre Practicum	-OSHA 10 Certification -Maritime Security Certification (related to working with cruise ship entertainment) -Currently in ILA training through ACCS -Coursework at University of Alabama included a Teaching in Higher Education course that covered teaching strategies across all modalities

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Current Faculty			
1	**2**	**3**	**4**
CURRENT FACULTY NAME (FT, PT)	**COURSES TAUGHT** including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	**ACADEMIC DEGREES and COURSEWORK** Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	**OTHER QUALIFICATIONS and COMMENTS** Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Lauren Cantrell (FT)	-THR 120 Theatre Appreciation (3 Hours) (All Terms) -THR 131 Acting Techniques 1 (3 Hours) (Fall) -THR 241 Voice and Speech for the Performer (3 Hours) (Fall)	-Ed. D. Higher Education Administration (In Progress) University of Alabama -MFA Theatre – Acting and Directing Sarah Lawrence College -Additional Graduate Coursework University of North Alabama -Additional Graduate Coursework University of Montevallo -BA Theatre Birmingham Southern College	-Actors Equity Association -Stage Directors and Choreographers Society
Angela Green (PT)	-THR 120 Theatre Appreciation (3 Hours) (All Terms)	-MFA Acting University of North Carolina Greensboro -BS Theatre Minors: Speech and Dance Troy State University	

Additional Faculty (To Be Hired)			
1	**2**	**3**	**4**
FACULTY POSITION (FT, PT)	**COURSES TO BE TAUGHT** including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	**ACADEMIC DEGREES and COURSEWORK** Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	**OTHER QUALIFICATIONS and COMMENTS** Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
PT	THR 120 Theatre Appreciation		

Abbreviations: (FT, PT): Full-Time, Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment
Course Modality: (IP, OL, HY, OCIS): In-Person, Online, Hybrid, Off-Campus Instructional Site
Courses Taught/To be Taught – For a substantive change prospectus/application, list the courses *to be taught*, not historical teaching assignments.

B. All Proposed Program Personnel

Provide all personnel counts for the proposed program.

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty	2		2
	Part-Time Faculty	1		1
	Administration			
	Support Staff	2		2
**New To Be Hired	Full-Time Faculty			
	Part-Time Faculty	1		1
	Administration			
	Support Staff			
			Personnel Total	**6**

Note: **Any new funds designated for compensation costs (Faculty (FT/PT), Administration, and/or Support Staff to be Hired) **should be included** in the **New Academic Degree Program Business Plan Excel file**. Current personnel salary/benefits (Faculty (FT/PT), Administration, and/or Support Staff) **should not be included** in the **Business Plan**.

Provide justification that the institution has proposed a sufficient number of faculty (full-time and part-time) for the proposed program to ensure curriculum and program quality, integrity, and review.

C. Equipment

Will any special equipment be needed specifically for this program?   **Yes ☐ No ☒**

D. Facilities

Will any new facilities be required specifically for the program?   **Yes ☐ No ☒**

Will any renovations to any existing infrastructure be required specifically for the program?   **Yes ☐ No ☒**

E. Assistantships/Fellowships

Will the institution offer any assistantships specifically for this program?   **Yes ☐ No ☒**

F. Library

Will additional library resources be required to support the program?   **Yes ☐ No ☒**

G. Accreditation Expenses

Will the proposed program require accreditation expenses?   **Yes ☐ No ☒**

H. Other Costs

No other costs foreseeable at the time.

I. Revenues for Program Support

Will the proposed program require budget reallocation?   **Yes ☐ No ☒**

Will the proposed program require external funding (*e.g.*, Perkins, Foundation, Federal Grants, Sponsored Research, etc.)?   **Yes ☐ No ☒**

1)   Employment Outcomes and Program Demand (Industry Need)

A. Standard Occupational Code System

Using the federal Standard Occupational Code (SOC) System, indicate the top three occupational codes related to post-graduation employment from the program. A full list of SOCs can be found at https://www.onetcodeconnector.org/find/family/title#17.

A list of Alabama's *In-Demand Occupations* is available at https://www.ache.edu/index.php/policy-guidance/.

SOC 1 (**required**): 27-2012.05 Media Technical Directors/Managers

SOC 2 (*optional*): 27-4015.00 Lighting Technicians

SOC 3 (*optional*): 27-4011.00 Audio & Video Technicians

Briefly describe how the program fulfills a specific industry or employment need for the State of Alabama. As appropriate, discuss alignment with Alabama's Statewide or Regional Lists of In-Demand Occupations (https://www.ache.edu/index.php/policy-guidance/) or with emerging industries as identified by Innovate Alabama or the Economic Development Partnership of Alabama (EDPA).

According to the ACHE website, Alabama is currently in high demand for Audio and Visual Technicians. The labor statistics gathered by most of these organizations and other similar programs only gathers data related to full and part time jobs. They do not account for an extremely high demand of freelance designers and technicians. As a working designer and technician in the field who has been working in Alabama for the last five years, I can attest that I am constantly turning down work because there is just too much of it and not enough qualified individuals to take it. I also field calls and emails weekly of local people looking to hire technicians and designers for upcoming events. Our four-year institutions are training people, but they are leaving the state after graduation. The community college system has an opportunity to educate individuals who are more likely to remain in Alabama and service their local communities after receiving a degree.

B. Employment Preparation

By providing hands-on training, we will prepare students to immediately leave the facility and be able to seamlessly transition into the workforce. We operate our current facilities with industry standard equipment, including but not limited to an ETC Eos Family lighting console, moving lighting fixtures, LED lighting fixtures, a Yahama QL5 Sound Board, a complete set of Shure Wireless headset microphone, and a large venue projector. The most sought-after jobs in our area deal directly with all this equipment and employers are hard pressed to find hirable individuals who have experience with these specific brands since most of the larger state institutions have not invested in keeping their equipment up to date.

Additionally, as our productions migrate to becoming more student-led, students can gain valuable experience as Technical Directors, Production Managers, and Stage Managers. These positions are also very hard to fill in the Alabama job market, mostly due to the lack of realized leadership experience. With our major university system programs being so large, students are often unable to specialize in a particular area. While it's important that students are exposed to all elements of technical theatre, the intimacy of the community college program allows students more consistent opportunities to gain production experience in their area of desired expertise. Therefore, instead of graduating with 2 production credits as a Stage Manager or Technical Director, they have a greater probability of graduating with 4-6 credits.

C. Professional Licensure/Certification

Students should graduate with their OSHA 10 Certification. Occupational Safety and Health Administration provides this certification through designated instructors. Calhoun Theatre Instructor, Shea Glenn, is in process of becoming certified to teach the OSHA 10 course.

D. Additional Education/Training

No further instruction or training would be needed for an entry-level position.

2) Curriculum Information for Proposed Degree Program

A. Program Completion Requirements: Enter the credit hour value for all applicable components (enter N/A if not applicable).

Curriculum Overview of Proposed Program	
Credit hours required in **general education**	30
Credit hours required in **program courses**	26
Credit hours in **program electives/concentrations/tracks**	9
Credit hours in **free electives**	NA
Credit hours in **required research/thesis**	NA
Total Credit Hours Required for Completion	**65**

Note: The above credit hours **MUST** match the credit hours in the *Curriculum Components of Proposed Program* table in Section V.G.

B. Maximum number of credits that can be transferred in from another institution and applied to the program: 30 hours

C. Intended program duration in semesters for full-time students: 2-3 years

D. Intended program duration in semesters for part-time students: 4-5 years

E. Does the program require students to demonstrate industry-validated skills, **Yes** ☒ **No** ☐ specifically through an embedded industry-recognized certification, structured work-based learning with an employer partner, or alignment with nationally recognized industry standards?

Students are required to complete OSHA 10 as part of the Scenery and Lighting coursework. OSHA 10 Certification is an industry-recognized certification for all technical areas of theatre. Students who wish to sit for the ETCP Entertainment Electrician Examination would automatically be award 3 points toward the eligibility requirements if their degree is specifically in Entertainment (Theatre) Technology instead of a general theatre degree.

F. Does the program include any concentrations? **Yes** ☐ **No** ☒

If yes, provide an overview and identify these courses in the *Electives/Concentrations/Tracks* section in the Curriculum Components of Proposed Program Table in Section V.G.

G. Please provide all course information as indicated in the following table. Indicate new courses with "Y" in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a "Y" in the WBL column.

Program Name:	Theatre Design and Technology			
Program Level:	AAS			
Curriculum Components of Proposed Program				
Course Number	Course Title	Credit Hours	New? (Y)	WBL? (Y)
General Education Courses *(Undergraduate Only)*				
ORI 110	Freshmen Orientation	1		
ENG 101	English Composition 1	3		
ENG 102	English Composition 2	3		
	Literature Elective	3		
MTH 110	Finite Mathematics (or MTH 112 – Precal Algebra)	3		
THR 120	Theatre Appreciation	3		
	Natural Science Electives (2)	8		
	History Elective Sequence (2)	6		
Program Courses				
THR 113	Theatre Workshop 1	1		Y
THR 114	Theatre Workshop 2	1		Y
THR 115	Theatre Workshop 3	1		Y
THR 213	Theatre Workshop 4	1		Y
THR 124	Theatre Technology Scenery and Lighting	3		
THR 131	Acting Techniques 1	3		
THR 210	Introduction to Theatrical Design	3		
THR 241	Voice and Speech for the Performer	3		
THR 221	Scenographic Techniques	3		
THR 224	Scenic Painting	3		Y
THR 216	Theatrical Makeup	2		
THR 296	Directed Studies in Theatre	2		
Program Electives/Concentrations/Tracks				
THR 266	Fundamentals of Directing	3		
THR 141	Introduction the Dance in Theatre 1	2		
THR 251	Theatre for Children 1	3		
THR 252	Theatre for Children 2	3		
MIC 153	Audio Engineering Fundamentals	3		
MIC 253	Digital Audio Workstation Fundamentals	3		
RTV 119	Video Production 1	3		
VCM 172	Digital Illustration 1	3		
ART 283	Graphic Animation 1	3		
ART 126	Color	3		
ART 113	Drawing 1	3		

Research/Thesis			
*Total Credit Hours Required for Completion	**65**		

*Note: The total credit hours should equal the total credit hours in the Curriculum Overview table (V.B, p. 9).

New Academic Degree Program Summary/Business Plan

Use the Excel form from ACHE's Academic Program webpage located at https://www.ache.edu/index.php/forms/, named **New Academic Degree Program Business Plan**, to complete the New Academic Program Degree Proposal.

Instructions and definitions are provided in the Excel file. **The New Academic Degree Program Business Plan should be uploaded as an Excel file (.xlsx) in the Academic Program Review (APR) Portal.**

Steps for Submitting the New Academic Degree Proposal

1. Complete the **New Academic Degree Proposal** document.

2. Attach the letters of support from external entities listed in *Section I.D.* at the end of the **New Academic Degree Proposal** document.

3. Save the **New Academic Degree Proposal** document as a **.pdf file**.

4. Complete the **New Academic Degree Program Business Plan** and save as an **.xlsx file.**

5. Login to the Academic Program Review (APR) Portal at apr.ache.edu using your ACHE-provided login information. If you are not a designated user for your institution, contact your designated user.

6. Provide responses to questions in the APR Portal.

7. Upload the **New Academic Degree Proposal .pdf file** in the APR Portal.

8. Upload the **New Academic Degree Program Business Plan .xlsx file** in the APR Portal.

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9. Click to "Validate" the proposal and then address any issues with your submission.

10. Once validation is clear, click "Review" to check your responses before submitting. If all looks good, click "Submit" at the bottom of the review screen.

11. The system will then prompt you to "Lock" the submission. Your proposal is considered submitted only once it has been locked within the APR Portal.

➔ **Note: Proposals that have not been locked by the deadline will not be reviewed for inclusion on the next Commission agenda.**

ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY

INSTITUTION:	Calhoun Community College		
PROGRAM NAME:	Theatre Design and Technology	CIP CODE:	50.0502
SELECT LEVEL:	UNDERGRADUATE (ASSOCIATE)		

ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
FACULTY			$4,500	$4,500	$9,000	$9,000	$9,000	$36,000
ADMINISTRATION/STAFF								$0
EQUIPMENT								$0
FACILITIES								$0
ASSISTANTSHIPS/FELLOWSHIPS								$0
LIBRARY								$0
ACCREDITATION AND OTHER COSTS								$0
TOTAL EXPENSES	$0	$0	$4,500	$4,500	$9,000	$9,000	$9,000	**$36,000**

NEW REVENUES AVAILABLE FOR PROGRAM SUPPORT

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
REALLOCATIONS								$0
EXTERNAL FUNDING								$0
TUITION + FEES		$12,500	$17,500	$20,000	$25,000	$25,000	$37,500	$137,500
TOTAL REVENUES	$0	$12,500	$17,500	$20,000	$25,000	$25,000	$37,500	**$137,500**

ENROLLMENT PROJECTIONS
Note: "New Enrollment Headcount" is defined as unduplicated counts across years.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
FULL-TIME ENROLLMENT HEADCOUNT	No data reporting	3	6	7	8	9	9	**7.00**
PART-TIME ENROLLMENT HEADCOUNT		2	2	3	3	4	3	**2.83**
TOTAL ENROLLMENT HEADCOUNT		5	8	10	11	13	12	**9.83**
NEW ENROLLMENT HEADCOUNT		5	7	8	10	10	15	**9.17**
Validation of Enrollment			YES	YES	YES	YES	YES	

DEGREE COMPLETION PROJECTIONS
Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
DEGREE COMPLETION PROJECTIONS	No data reporting	2	5	7	8	11	12	**7.50**

Dream Weavers

To whom it may concern,

I am writing on behalf of DreamWeavers Children's Theatre - Decatur, AL. Our organization is a non-profit entity with a mission of bringing education, opportunity and creativity to our community through theatre and performing arts. We have a rich history, dating back to the late 80's. We have grown signifigantly since our inception and find that the demand for more learning and working opportunities grows bigger every year. We attribute much of this growth to the Calhoun Theatre Department, and their infusion of new creatives and artists into the city. Not only has their program been beneficial for the local economy, but also increasing the quality of life. By providing a new bustling energy into the downtown area, we have seen a rise in attendance of the residential arts groups productions.

Dreamweavers has been fortunate to provide opportunities to performers studying and participating in Calhoun's theatre program. Since they moved the program to our downtown area, Calhoun students and Educators have participated in over 25 shows and live performance opportunities. With the theatre community growing as well as the support for the local arts, we have realized we need more individuals who are going into technical roles and trades. We believe that an even more beneficial synergy could be achieved if Calhoun could offer a technical theatre degree program. It would draw in students wishing to master the arts of lights, sound and design. The graduates of this new program would then be able to go into Decatur and surrounding arts communities to fill Part-time & Full-time needs, as well as Freelance and Contracted work.

Thank you for investing in them, and by extention, Dreamweavers. We are so excited about the future and what lies ahead for our organization and our support of and by Calhoun's theatre department. Our board hopes that you know the impact the arts has on community well-being on many levels; And we hope that you will consider investing your resources into strengthing what is sure to be one of the best educational arts program in the Southeast.

With much thanks,

Drew Sybert
Artistic Director

drewsybert@gmail.com
(321)402-6674

Jen DiCarlo-Watts
Executive Director
md@princesstheatre.org
P.O. Box 335
Decatur, AL 35602

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To Whom It May Concern,

I am writing to express my support for the new Associate of Applied Science (AAS) degree in Theatre Design and Technology at Calhoun Community College. As The Executive Director at The Princess Theatre, I have seen firsthand the increasing demand for skilled technicians and designers in the theatre industry, and this program directly addresses a significant gap in the training and preparation of future theatre professionals.

The introduction of this degree will be a tremendous asset to both students and the industry at large. By offering comprehensive training in carpentry, lighting, sound, and all major design areas, along with technical direction, this program will equip students with the practical skills and knowledge necessary to succeed in today's rapidly evolving theatre landscape. These skills are essential to every production, and the opportunity to learn them in a structured academic environment will give graduates a distinct advantage in their careers.

In my experience, finding professionals with hands-on technical theatre skills is a growing challenge. We frequently seek individuals who are not only passionate about theatre but also have the technical expertise to manage the intricacies of modern production design, from sound engineering to set construction. The AAS in Theatre Design and Technology will help develop a new generation of professionals who can confidently enter these roles and fill crucial positions in the industry.

Furthermore, this degree's focus on both the technical and design aspects of theatre will create well-rounded graduates capable of working in a variety of settings, from small community theatres to large regional and national venues. The inclusion of technical direction training is particularly valuable, as leadership in this area is often required to ensure smooth, efficient, and safe productions.

I firmly believe that the students graduating from this program will be in high demand and will play a vital role in the growth and sustainability of the theatre arts. The hands-on experience and mentorship they receive will position them to become the next generation of innovators and leaders in the technical theatre field.

Thank you for considering this letter of support for the AAS in Theatre Design and Technology. I am excited to see the positive impact this program will have on the theatre industry.

Sincerely,

Jen DiCarlo-Watts
Executive Director
The Princess Theatre

October 19, 2024

To Whom It May Concern:

It is my pleasure write a letter in support of the AAS in Theatre Design and Technology in Alabama's Community Colleges.

On an annual basis, Red Mountain Theatre produces 5 Mainstage Productions, 3 Young Artist Productions, 1 Human Rights New Works Festival, and numerous events. Red Mountain Theatre has 41 full time employees. Of those – 19 directly work in Production capacities, which directly interact with individuals who have backgrounds in Theatre Design and Technology.

In my capacity as Production Stage Manager at Red Mountain Theatre, I oversee the hiring of part time/freelance positions in the roles of Stage Manager, Assistant Stage Manager, Deck Chief, and Run Crew. Over the course of a production season, that includes 41 part time/freelance positions. Additionally, I oversee a full time Resident Stage Manager at Red Mountain Theatre.

Beyond that, Red Mountain Theatre hires part time/freelance positions including roles of Scenic Designers, Lighting Designers, Carpenters, Props Craftspeople, Dressers, Electricians, Wig & Makeup Crew, Sound Technicians, Lighting Board Operators, and Spot Light Operators. Over the course of a production season, that includes more than 80 additional part time/freelance positions.

I fully support the efforts of the AAS in Theatre Design and Technology in Alabama's Community Colleges. We need more people with this training in our area. Any programs that can further the training and education of students in Theatre Design and Technology is a tremendous benefit to the state of Alabama.

Sincerely,

Brian Haven
Production Stage Manager, Red Mountain Theatre
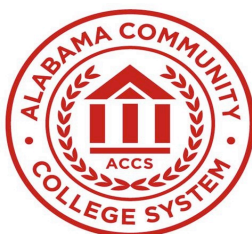
Alabama Community College System
Intent to Submit a Program Application (ISPA)

A.   General Information:

1.   Name of Institution: Calhoun Community College

2.   Program Title: Theatre Design and Technology   Prefix:

3.   Date of Application Submission: 10/24/24

4.   Proposed Program Implementation Date: Fall 2025

5.   AAS   X   CER   STC   CIP Code   50.0502

6.   Marketing Name: AAS in Technical Theatre

7.   Options (List proposed options under appropriate award):

Short-Term Certificate		Certificate		Associate in Science/Technology	
CIP Code	Option	CIP Code	Option		
				50.0502	

8.   Location: Campus   ACA   Instructional Site
                Off-Campus Site   Clinical/Industrial Site
                Agencies

B.   Institutional Contacts:

Shea Glenn   Telephone   256.306.2693   E-mail   shea.glenn@calhoun.edu
Program Director or Department Head

Kimberly Parker   Telephone   256.306.2701   E-mail   kimberly.parker@calhoun.edu
Instructional Dean

Melissa Creasy   Telephone   256.306.2628   E-mail   melissa.creasy@calhoun.edu
Financial Aid Director

Dr. Jimmy Hodges   Telephone   256.306.2555   E-mail   jimmy.hodges@calhoun.edu
President

C.   Description of program content and objectives:

      1.   Program Description. (*You may use program descriptions from the NCES Classification of CIP Codes http://nces.ed.gov/ipeds/cipcode/Default.aspx?y=55*)

      2.   List objectives of the program as precisely as possible. The objectives should address specific needs the program will meet (institutional, societal, and employability) contiguous with expected learning outcomes and achievements. **Objectives must lend themselves to subsequent review and assessment of program accomplishments**.

      3.   Method of program delivery (traditional classroom, online, hybrid):

D.   Employer need, student demand, and program justification:

      1.   BRIEF preliminary documented demand to justify and sustain the program.

      2.   BRIEF preliminary indicators of employer need in high-wage high demand CTE occupations or training and re-training in multi-functional skills fields of employment.

      3.   Identify similar programs with other colleges/universities that could justify collaboration.

E.   Resources to support the program:

      1.   BRIEF estimate of the availability of sufficient funds to implement and sustain the program. Indicate if outside funding is available (grants, Perkins, WIOA, etc.).

F.   Institutional context:

      1.   Address programmatic relationships.

            a.   Does this program relate to other programs within the institution?

            b.   Will it replace an existing program?

G.   Program Accreditation/Certification and Nationally Recognized Business and Industry Credentials:

      1.   Identify any programmatic conditions.

            a.   Pre-accreditation

            b.   Accreditation/Certification

            c.   Business and Industry Credentials

            d.   Licensing

Please note: Nationally recognized business and industry credentials for students may be a requirement for financial aid.

C. Description of program content and objectives:

1. Program Description.
   a. A program that prepares individuals to apply artistic, technical and dramatic principles and techniques to the communication of dramatic information, ideas, moods, and feelings through technical theatre methods. Includes instruction in set design, lighting design, sound effects, theatre acoustics, scene painting, property management, costume design, and technical direction and production and use of computer applications to support these functions.
2. Objectives of the Program.
   a. Students will effectively articulate design and technical needs of a production.
   b. Students will professionally critique design work and engage in self-evaluation to perfect their design and technical process.
   c. Students will display collaborative skills with other students in multiple design areas to develop a cohesive and unified design for a production.
   d. Students will execute professional level scenery construction, lighting installation, makeup application, and engage in other hands-on assignments to prepare them for the work force.
   e. Students will apply studio art and drafting skills to make and modify design drafts for scenery, lighting, costuming, sound, and makeup.
   f. Students will demonstrate a knowledge of theatre management through the creation of a fictional theatre company and learn to problem solve as an administrator.
   g. Students will engage in other areas of theatre to appreciate all parts of the collaborative process.
3. Method of Program Delivery
   a. Most of the course work will be delivered in the traditional face to face method, because of the emphasis on active and hands-on learning experience. Some courses like Theatre Appreciation and select electives could be taken as hybrid or online courses.

D. Employer need, student demand, and program justification:

1. Lightcast reports show there is a high demand for Stage Technicians, Makeup Technicians, and Lighting Technicians in the areas surrounding Calhoun Community College.
2. Several local theatres have indicated support for the new program in letters, and have supported the part of the technical theatre industry that is based around contract labor.

3. Our closest partner is Athens State University. The current degree is setup to allow students to have the choice to transfer directly into their BFA program in technical theatre, but also to immediately enter the workforce if that is a better fit for their lifestyle. Other institutions we hope to partner with could include University of Alabama, University of Alabama at Birmingham, University of Montevallo, Auburn University, and Jacksonville State University.

E. Resources to support the program:

1. No additional funds are needed to support the program currently. Our facility was constructed less than ten years ago and contains industry standard equipment for all areas of technical theatre including but not limited to a Yamaha QL5 sound board, EOS family lighting console, and an Epson large venue projector. Additionally, we have the current faculty/staff to support the potential courseload for incoming students.

F. Institutional context:

1. Address programmatic relationships.
    a. This program relates to our AS in General Studies- Theatre program. It specifically supports the performance aspects of coursework that occurs within that program.
    b. It does not replace an existing program.

G. Program Accreditation/Certification and Nationally Recognized Business and Industry Credentials:

1. Identify any programmatic conditions.

    a. No Pre-accreditation needed.

    b. No Accreditation/Certification needed.

    c. Students will be required to complete OSHA 10 training to graduate.

    d. No Licensing needed.

Stage Technicians*
in 24 Counties

*Job titles used in government data sources are slightly different from the one you've chosen. This report uses data from the closest matching official classifications (listed below) as a proxy for Stage Technicians data.

Audio and Video Technicians

Contents

What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.

Report Parameters

1 Occupation

Audio and Video Technicians

24 Counties

1009	Blount County, AL		1055	Etowah County, AL
1019	Cherokee County, AL		1057	Fayette County, AL
1033	Colbert County, AL		1059	Franklin County, AL
1043	Cullman County, AL		1071	Jackson County, AL
1049	DeKalb County, AL			*See Appendix B for all 24 Counties*

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen occupation and geographical areas.

Executive Summary

Aggressive Job Posting Demand Over a Thin Supply of Regional Jobs

405
Jobs (2024)

Your area is not a hotspot for this kind of job. The national average for an area this size is 573* employees, while there are 405 here.
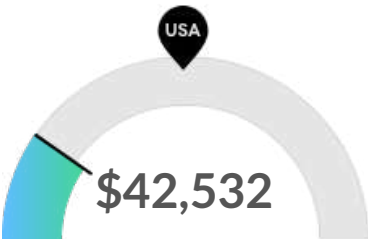
$42,532
Compensation

Earnings are low in your area. The national median salary for Stage Technicians is $51,035, compared to $42,532 here.
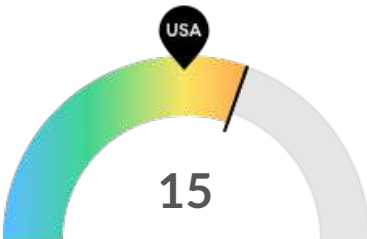
15
Job Posting Demand

Job posting activity is high in your area. The national average for an area this size is 11* job postings/mo, while there are 15 here.

*National average values are derived by taking the national value for Stage Technicians and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Lower Than the National Average

An average area of this size typically has 573* jobs, while there are 405 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.
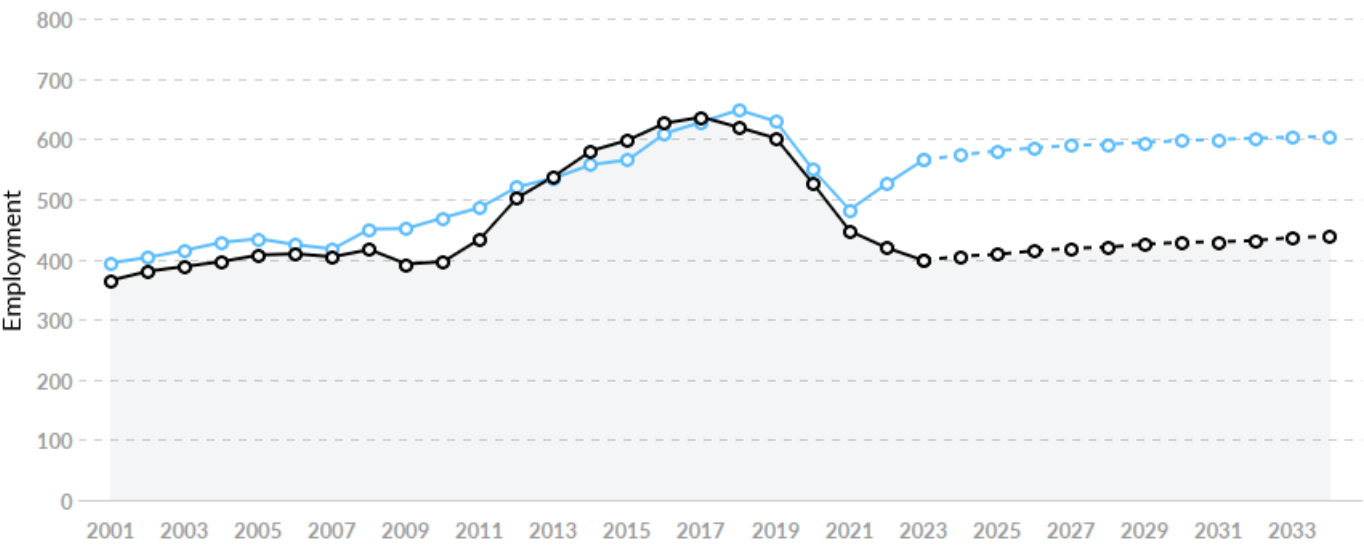
	Region	2024 Jobs	2034 Jobs	Change	% Change
●	24 Counties	405	438	33	8.0%
●	National Average	573	604	31	5.4%

*National average values are derived by taking the national value for Stage Technicians and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown
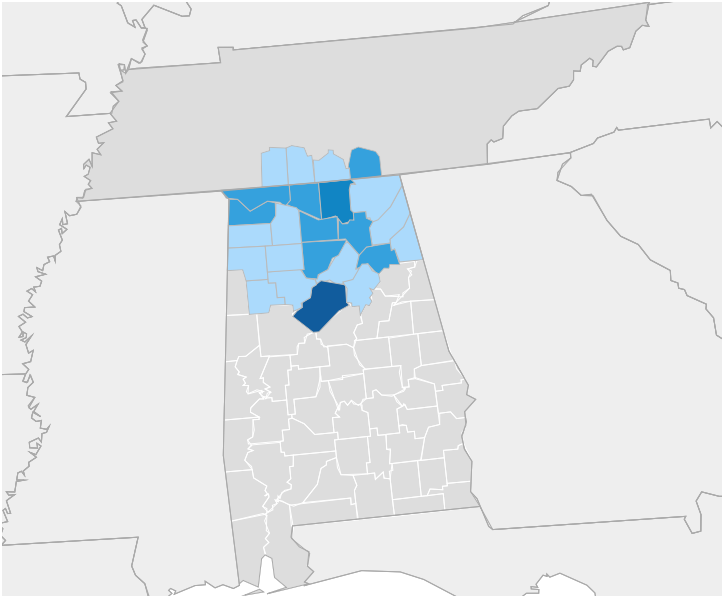
County	2024 Jobs
Jefferson County, AL	141
Madison County, AL	109
Morgan County, AL	22
Lauderdale County, AL	18
Marshall County, AL	17

Most Jobs are Found in the Religious Organizations Industry Sector

Industry	% of Occupation in Industry (2024)
● Religious Organizations	32.5%
● Education and Hospitals (State Government)	8.2%
● Commercial and Industrial Machinery and Equipment Rental and Leasing	6.3%
● Motion Picture and Video Industries	5.7%
● Consumer Goods Rental	5.7%
● Radio and Television Broadcasting Stations	5.4%
● Other	36.2%

Compensation

Regional Compensation Is 17% Lower Than National Compensation

For Stage Technicians, the 2023 median wage in your area is $20.45/hr, while the national median wage is $24.54/hr.
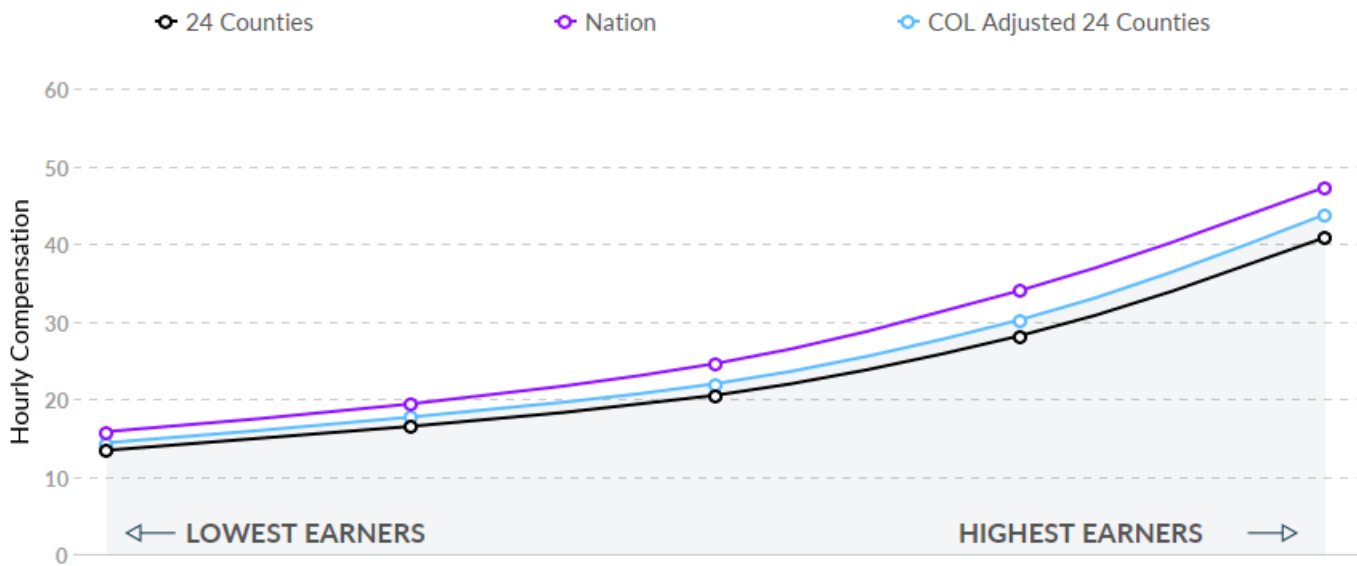
Job Posting Activity

133 Unique Job Postings

The number of unique postings for this job from Jan 2024 to Sep 2024.

37 Employers Competing

All employers in the region who posted for this job from Jan 2024 to Sep 2024.

21 Day Median Duration

Posting duration is 3 days shorter than what's typical in the region.

● Monthly Unique Postings   ● Estimated Hires Per Month*
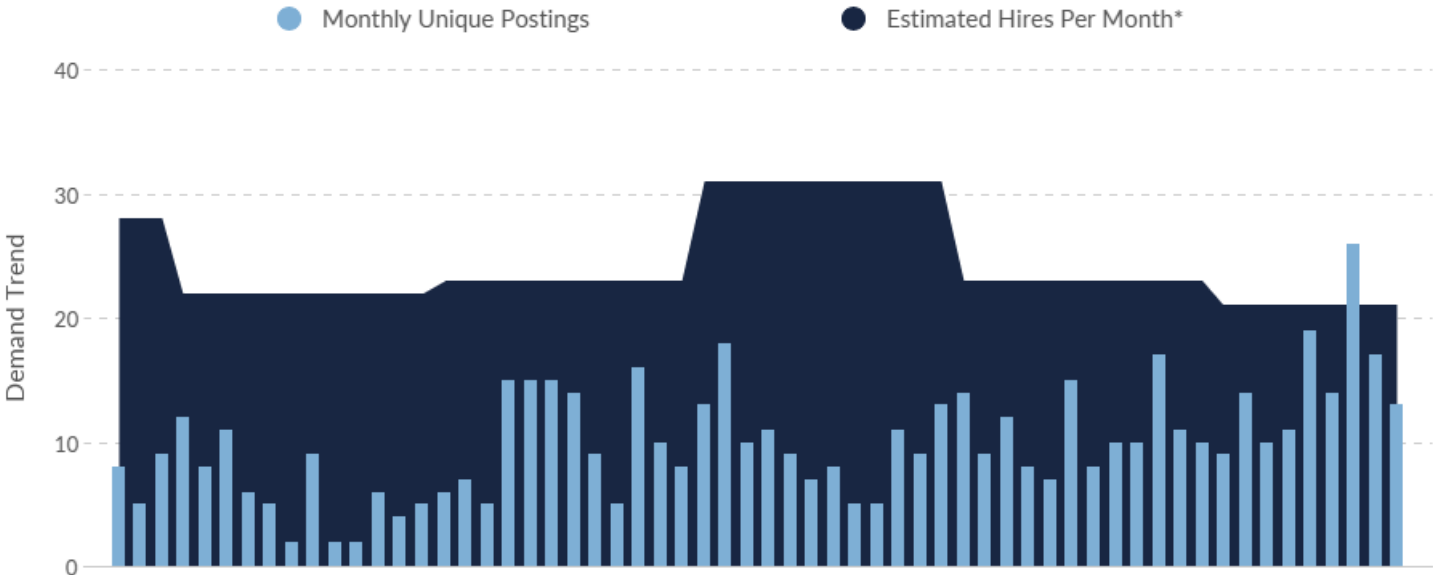
Occupation	Avg Monthly Postings (Jan 2024 - Sep 2024)	Avg Monthly Hires (Jan 2024 - Sep 2024)
Audio and Video Technicians	15	21

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings		Top Job Titles	Unique Postings	
Reliant International Media	21	▬▬▬	Audiovisual Technicians	34	▬▬▬▬
Walmart	17	▬▬▬	Low Voltage Technicians	15	▬▬
Allegis Group	10	▬▬	Service Technicians	12	▬▬
Diversified Agency	9	▬▬	Audiovisual Installation Technici...	7	▬
Encore	6	▬	Remodel Associates	6	▬
TEKsystems	5	▬	ATM Specialists	5	▬
At Home	4	▬	Zone Leaders	5	▬
Cadence Bank	4	▬	Low Voltage Installers	4	▬
Hiresparks Av Recruiting	3	▬	Audiovisual Specialists	3	▬
The University of Alabama at Bir...	3	▬	Team Associates	3	▬

Top Distinguishing Skills by Demand

An occupation's Distinguishing Skills are the advanced skills that are called for occasionally. An employee with these skills is likely more specialized and able to differentiate themselves from others in the same role.

Distinguishing Skills

Defining Skills

Necessary Skills
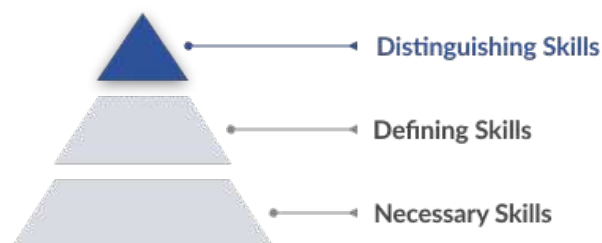
Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Digital Signage	✅	16	+8.7%	Growing
Audio Systems	❌	6	+21.3%	Rapidly Growing
Polycom (Video Conferencing)	✅	0	+4.9%	Stable
Sound Systems	✅	0	+9.1%	Growing

Top Defining Skills by Demand

An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.

Distinguishing Skills

Defining Skills

Necessary Skills
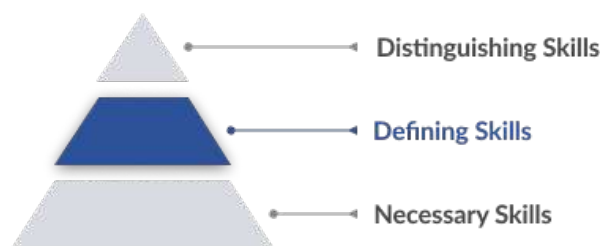
Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Valid Driver's License	❌	60	+7.5%	Stable
Crestron (A/V Systems)	❌	31	+14.1%	Growing
AVIXA Certified Technology Specialist	❌	28	+4.7%	Stable
Audiovisual Equipment	❌	13	+22.6%	Rapidly Growing
Visual Systems	✅	13	+6.6%	Stable
Audio-Visual Technology	❌	10	+15.2%	Growing

Top Necessary Skills by Demand

An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.

Distinguishing Skills

Defining Skills

Necessary Skills
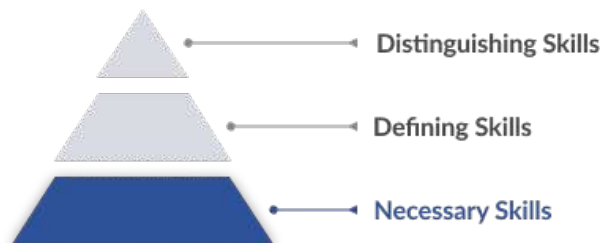
Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Low Voltage	❌	34	+13.2%	Growing
Power Tool Operation	❌	30	+7.4%	Stable
Control Systems	❌	27	+17.6%	Growing
Electrical Wiring	❌	18	+20.1%	Rapidly Growing
Project Management	❌	14	+19.8%	Rapidly Growing
Effective Communication	❌	10	0.0%	
Equipment Operation	❌	9	+11.1%	Growing
Electronic Components	❌	8	+14.2%	Growing
Invoicing	❌	8	+16.2%	Growing
Operations Management	❌	8	+20.6%	Rapidly Growing

Demographics

Retirement Risk Is Low, While Overall Diversity Is About Average
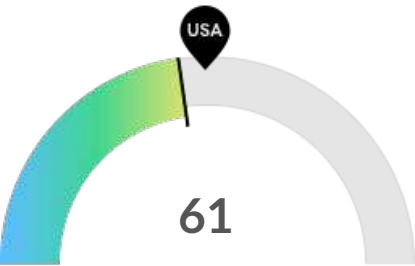
61

Retiring Soon

Retirement risk is low in your area. The national average for an area this size is 69* employees 55 or older, while there are 61 here.
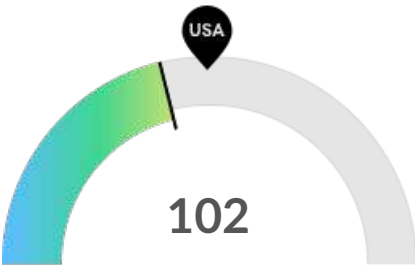
102

Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 129* racially diverse employees, while there are 102 here.
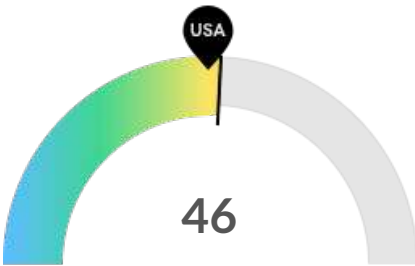
46

Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 44* female employees, while there are 46 here.

*National average values are derived by taking the national value for Stage Technicians and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown

	% of Jobs	Jobs
14-18	5.5%	22
19-24	15.8%	63
25-34	28.8%	114
35-44	20.2%	80
45-54	14.4%	57
55-64	11.2%	44
65+	4.1%	16
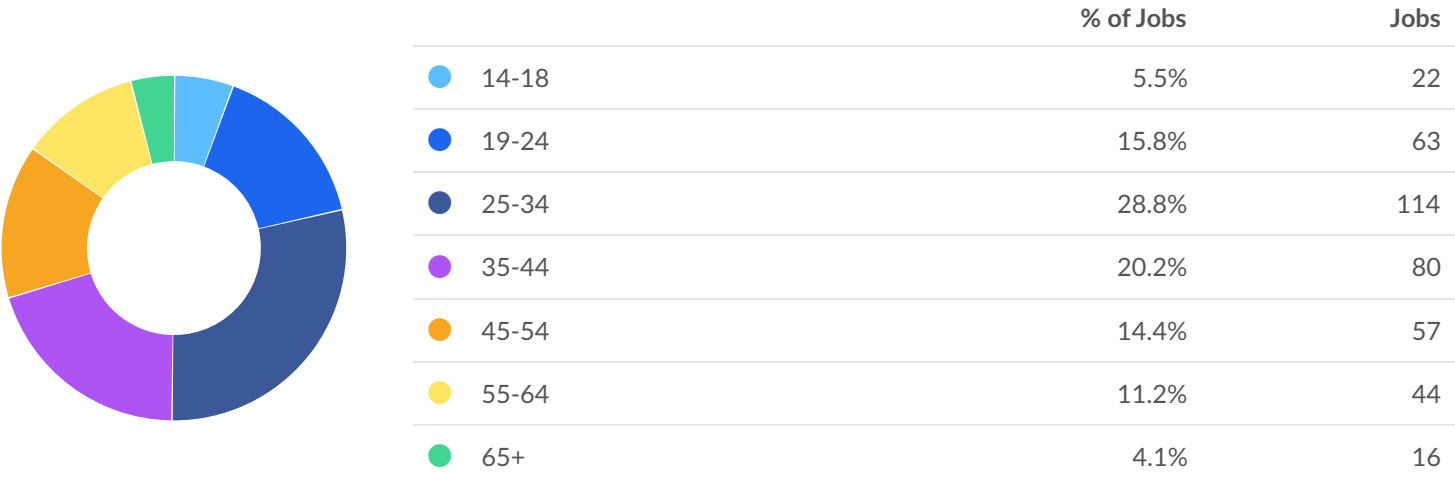
Occupation Race/Ethnicity Breakdown
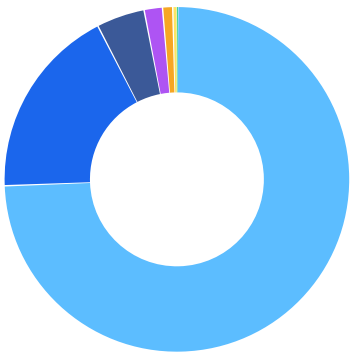
	% of Jobs	Jobs
● White	74.3%	296
● Black or African American	18.0%	72
● Hispanic or Latino	4.5%	18
● Two or More Races	1.7%	7
● Asian	0.9%	4
● American Indian or Alaska Native	0.4%	2
● Native Hawaiian or Other Pacific Islander	0.0%	0

Occupation Gender Breakdown
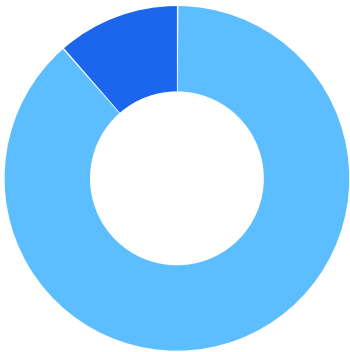
	% of Jobs	Jobs
● Males	88.5%	352
● Females	11.5%	46

National Educational Attainment
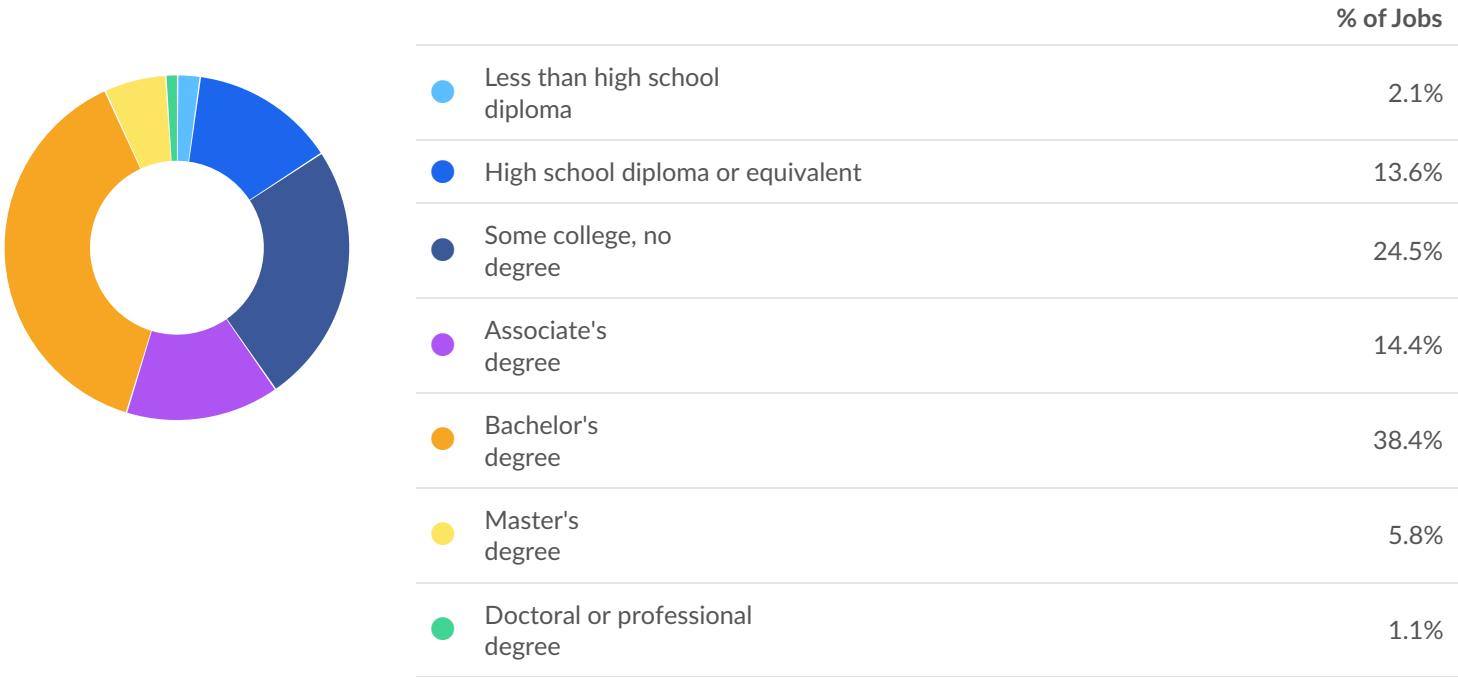
	% of Jobs
● Less than high school diploma	2.1%
● High school diploma or equivalent	13.6%
● Some college, no degree	24.5%
● Associate's degree	14.4%
● Bachelor's degree	38.4%
● Master's degree	5.8%
● Doctoral or professional degree	1.1%

Occupational Programs

3 Programs

Of the programs that can train for this job, 3 have produced completions in the last 5 years.

111 Completions (2023)

The completions from all regional institutions for all degree types.

44 Openings (2023)

The average number of openings for an occupation in the region is 177.

CIP Code	Top Programs	Completions (2023)	
50.0901	Music, General	49	
50.0401	Design and Visual Communications, General	32	
10.0202	Radio and Television Broadcasting Technology/Technician	30	

Top Schools	Completions (2023)	
Alabama A & M University	27	
John C Calhoun State Community College	19	
University of North Alabama	16	
University of Alabama at Birmingham	15	
George C Wallace State Community College-Hanceville	13	
Lawson State Community College	6	
University of Alabama in Huntsville	3	
Miles College	3	
The University of the South	3	
Birmingham-Southern College	2	

Appendix A

Audio and Video Technicians (SOC 27-4011):

Set up, maintain, and dismantle audio and video equipment, such as microphones, sound speakers, connecting wires and cables, sound and mixing boards, video cameras, video monitors and servers, and related electronic equipment for live or recorded events, such as concerts, meetings, conventions, presentations, podcasts, news conferences, and sporting events. Excludes Sound Engineering Technicians (27-4014), Lighting Technicians (27-4015), and Audiovisual Equipment Installers and Repairers (49-2097).

Sample of Reported Job Titles:
AV Tech (Audio Visual Technician)
Video Technician
Media Technician
Audio Visual Specialist (AV Specialist)
Audio Technician
Stagehand
Operations Technician
Video Operator
Video Control Operator
Projector Operator
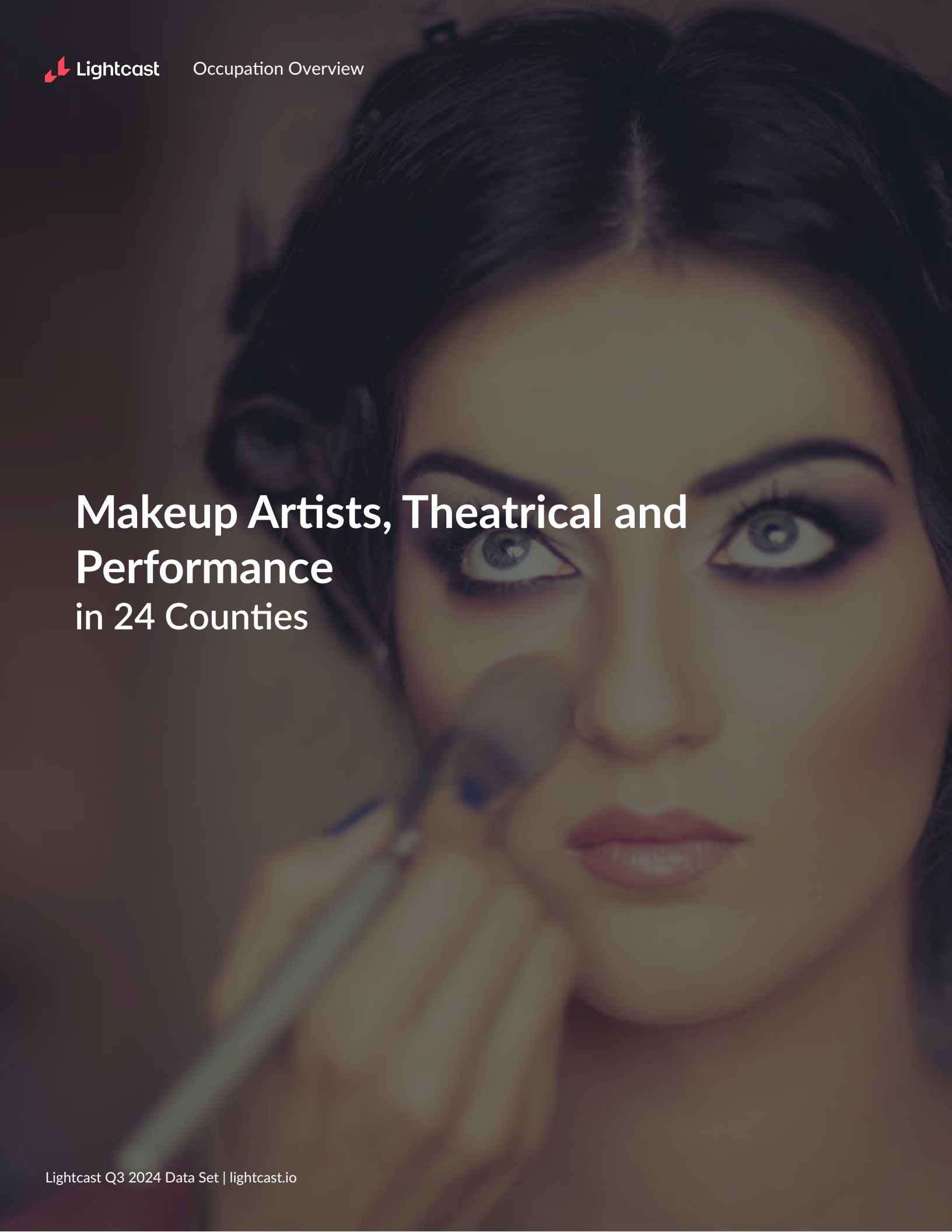
Related O*NET Occupation:
Audio and Video Technicians (27-4011.00)

Appendix B (Geographies)

Code	Description	Code	Description
1009	Blount County, AL	1083	Limestone County, AL
1019	Cherokee County, AL	1089	Madison County, AL
1033	Colbert County, AL	1093	Marion County, AL
1043	Cullman County, AL	1095	Marshall County, AL
1049	DeKalb County, AL	1103	Morgan County, AL
1055	Etowah County, AL	1115	St. Clair County, AL
1057	Fayette County, AL	1127	Walker County, AL
1059	Franklin County, AL	1133	Winston County, AL
1071	Jackson County, AL	47051	Franklin County, TN
1073	Jefferson County, AL	47055	Giles County, TN
1077	Lauderdale County, AL	47099	Lawrence County, TN
1079	Lawrence County, AL	47103	Lincoln County, TN

Makeup Artists, Theatrical and Performance
in 24 Counties

Contents

What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.

Report Parameters

1 Occupation

39-5091	Makeup Artists, Theatrical and Performance

24 Counties

1009	Blount County, AL		1055	Etowah County, AL
1019	Cherokee County, AL		1057	Fayette County, AL
1033	Colbert County, AL		1059	Franklin County, AL
1043	Cullman County, AL		1071	Jackson County, AL
1049	DeKalb County, AL		*See Appendix B for all 24 Counties*	

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen occupation and geographical areas.

Executive Summary

Aggressive Job Posting Demand Over a Thin Supply of Regional Jobs

27

Jobs (2024)

Your area is not a hotspot for this kind of job. The national average for an area this size is 65* employees, while there are 27 here.

$66,727

Compensation

Earnings are about average in your area. The national median salary for Makeup Artists, Theatrical and Performance is $62,751, compared to $66,727 here.
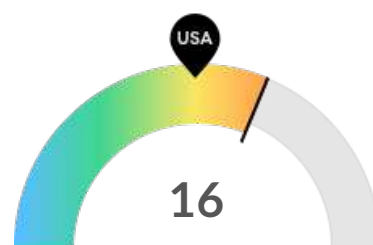
16

Job Posting Demand

Job posting activity is high in your area. The national average for an area this size is 11* job postings/mo, while there are 16 here.

*National average values are derived by taking the national value for Makeup Artists, Theatrical and Performance and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Lower Than the National Average

An average area of this size typically has 65* jobs, while there are 27 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.

Region	2024 Jobs	2034 Jobs	Change	% Change
● 24 Counties	27	37	11	39.2%
● National Average	65	79	14	21.9%

*National average values are derived by taking the national value for Makeup Artists, Theatrical and Performance and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown
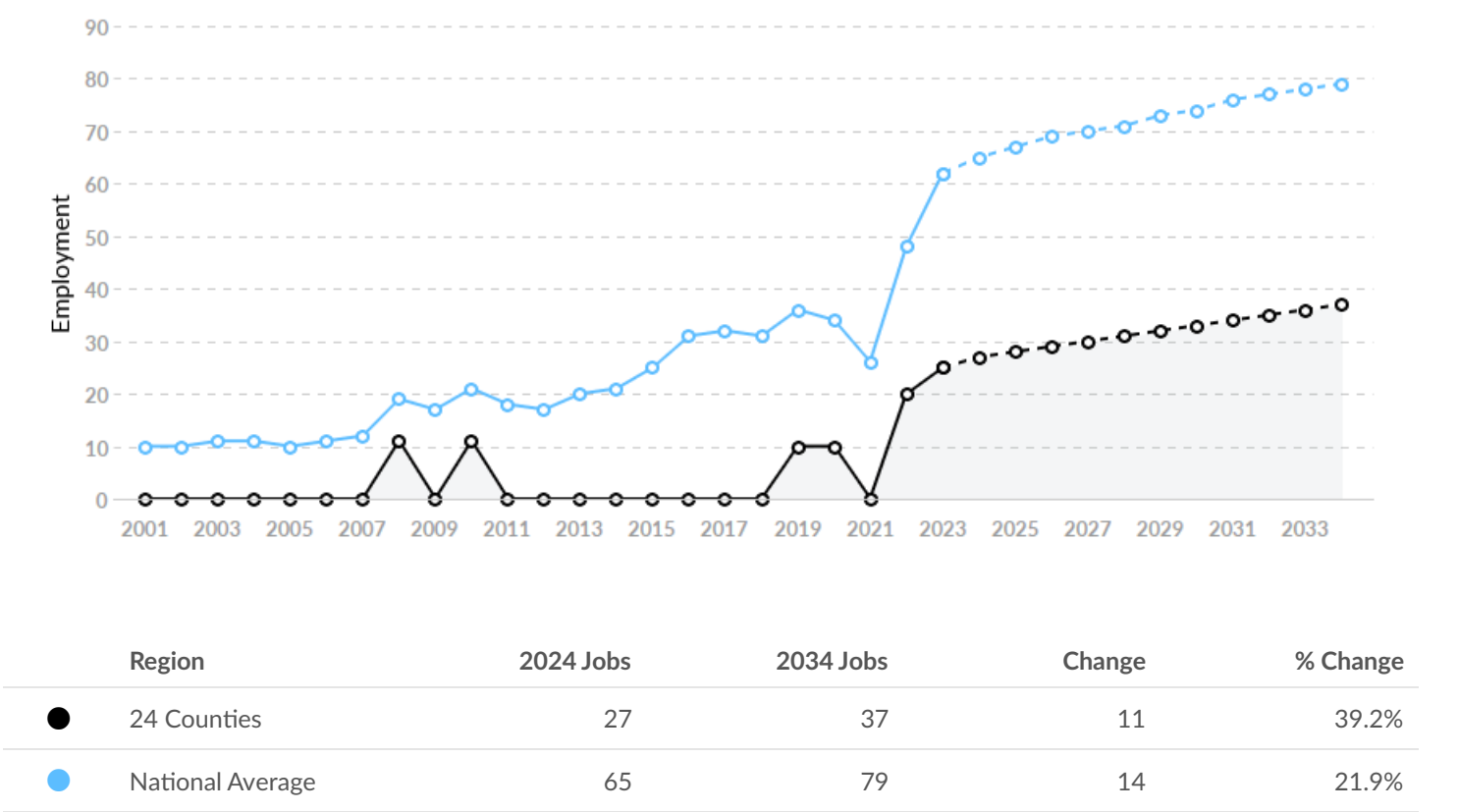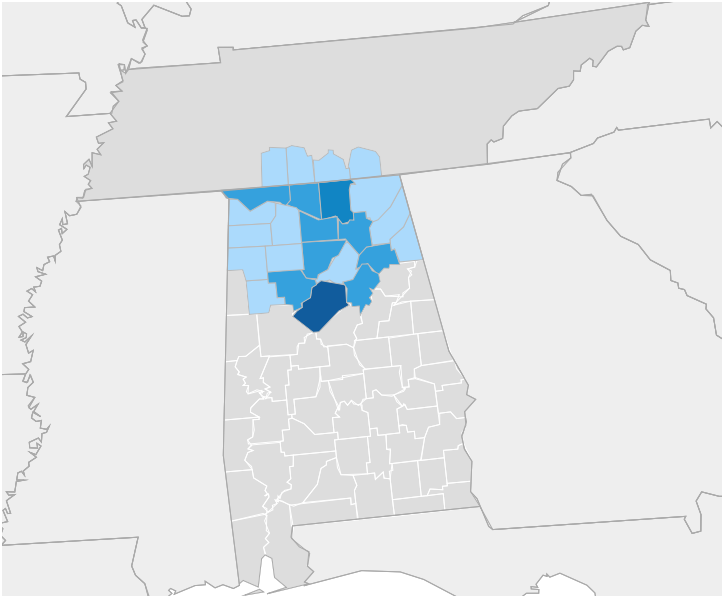
County	2024 Jobs
Jefferson County, AL	10
Madison County, AL	<10
Limestone County, AL	<10
St. Clair County, AL	<10
Etowah County, AL	<10

Most Jobs are Found in the Other Personal Services Industry Sector
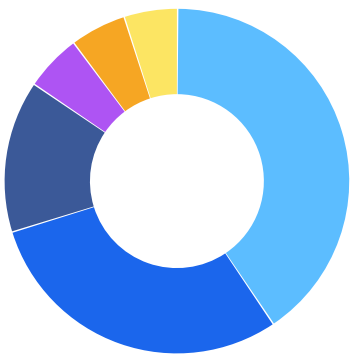
Industry	% of Occupation in Industry (2024)
⬤ Other Personal Services	40.5%
⬤ Personal Care Services	29.7%
⬤ Independent Artists, Writers, and Performers	14.3%
⬤ Motion Picture and Video Industries	5.3%
⬤ Health and Personal Care Retailers	5.3%
⬤ Other	5.0%

Compensation

Regional Compensation Is 6% Higher Than National Compensation

For Makeup Artists, Theatrical and Performance, the 2023 median wage in your area is $32.08/hr, while the national median wage is $30.17/hr.
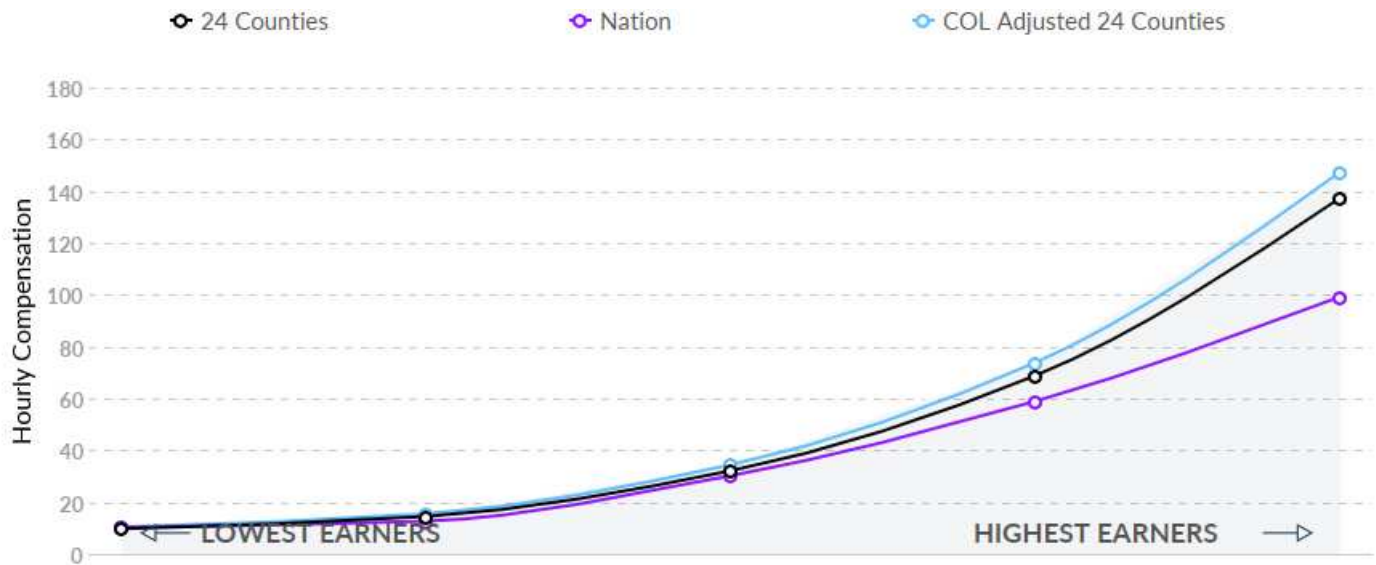
Job Posting Activity

141 Unique Job Postings

The number of unique postings for this job from Jan 2024 to Sep 2024.

15 Employers Competing

All employers in the region who posted for this job from Jan 2024 to Sep 2024.

29 Day Median Duration

Posting duration is 5 days longer than what's typical in the region.

● Monthly Unique Postings   ● Estimated Hires Per Month*
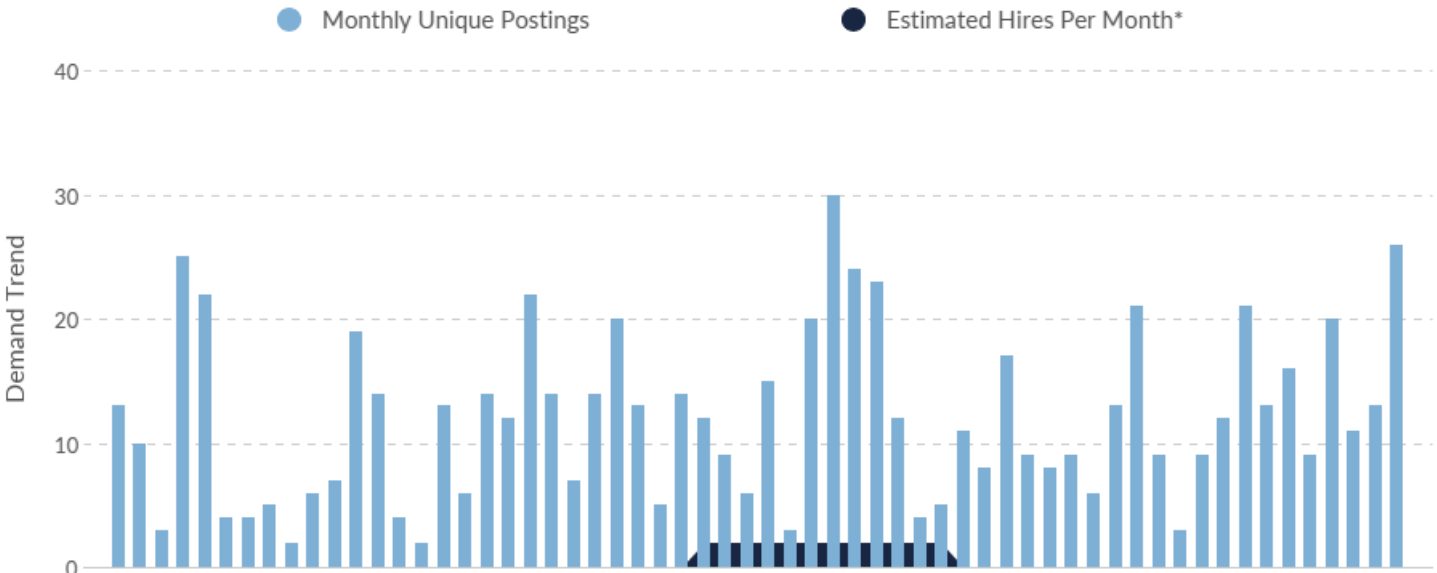
Occupation	Avg Monthly Postings (Jan 2024 - Sep 2024)	Avg Monthly Hires (Jan 2024 - Sep 2024)
Makeup Artists, Theatrical and Performance	16	0

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings		Top Job Titles	Unique Postings	
Belk	46	▬▬▬	Beauty Advisors	65	▬▬▬
Yellowhammer Salon Group	24	▬▬	Health and Beauty Clerks	24	▬
Target	16	▬	Beauty Specialists	15	▬
Kohl's	15	▬	Beauty Stylists	11	▪
Saks Fifth Avenue	7	▪	Makeup Artists	11	▪
Barneys New York	6	▪	Eyelash Technicians	4	▏
L'Oréal	5	▪	Flex Associates	3	▏
Sephora	5	▪	Bridge Engineers	2	▏
Ulta Beauty	3	▏	Retail Sales Beauty Advisors	2	▏
Disability Solutions	1	▏	Research Aides	1	▏

Top Distinguishing Skills by Demand

An occupation's Distinguishing Skills are the advanced skills that are called for occasionally. An employee with these skills is likely more specialized and able to differentiate themselves from others in the same role.

Distinguishing Skills

Defining Skills

Necessary Skills
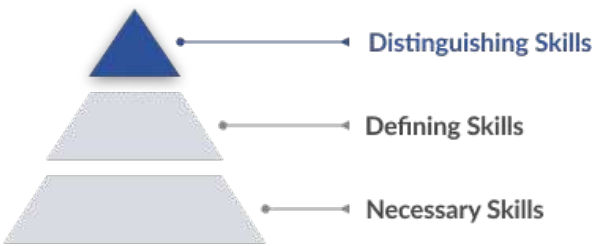
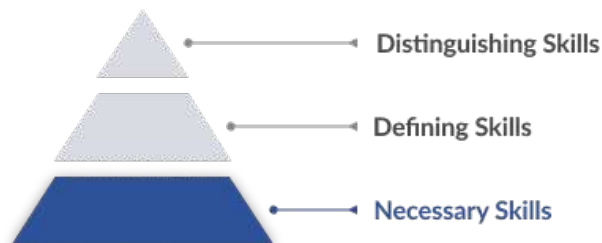| Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Personal Branding	❌	7	+18.1%	Growing
Eyelash Extensions	❌	1	+4.1%	Lagging

Top Defining Skills by Demand

An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.

Distinguishing Skills

Defining Skills

Necessary Skills
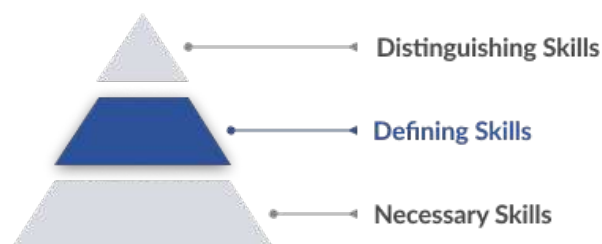
Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Merchandising	✓	82	+15.0%	Growing
Inventory Management	✗	31	+12.6%	Growing
Product Knowledge	✗	22	+17.6%	Growing
Visual Merchandising	✗	22	+12.9%	Growing
Product Demonstration	✗	19	+8.5%	Growing
Information Technology Audits	✗	8	+12.9%	Growing
Radio-Frequency Identification	✗	8	+0.5%	Lagging

Top Necessary Skills by Demand

An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.

Distinguishing Skills

Defining Skills

Necessary Skills

Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Selling Techniques	❌	50	-1.2%	Lagging
Planogram	❌	18	+19.5%	Rapidly Growing
Product Assortment	❌	16	+11.1%	Growing
Promotional Strategies	❌	16	+11.5%	Growing
New Product Development	❌	16	+24.1%	Rapidly Growing
Balancing (Ledger/Billing)	❌	16	+9.0%	Growing
Effective Communication	❌	15	0.0%	
Service Industries	❌	15	+12.6%	Growing
Upselling	❌	15	+14.1%	Growing
Cash Register	❌	14	+21.4%	Rapidly Growing

Demographics

Reliable Retirement Information Is Not Available, While Overall Diversity Is Low
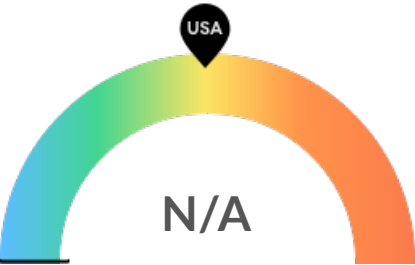
Retiring Soon

Reliable retirement information is not available in your area, because there are too few employees.

N/A
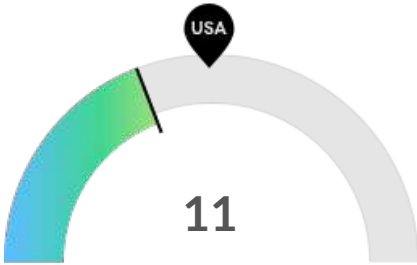
Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 15* racially diverse employees, while there are 11 here.
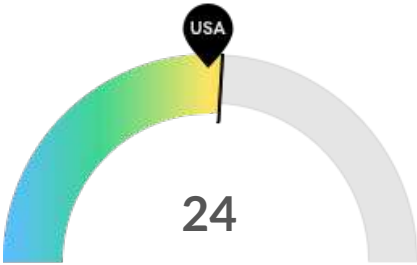
11

Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 23* female employees, while there are 24 here.

24

*National average values are derived by taking the national value for Makeup Artists, Theatrical and Performance and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.
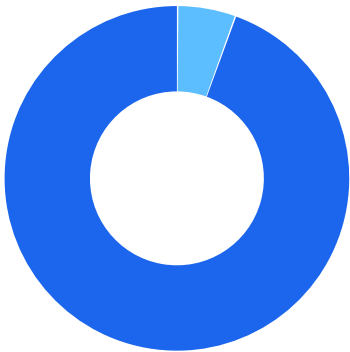
Occupation Age Breakdown
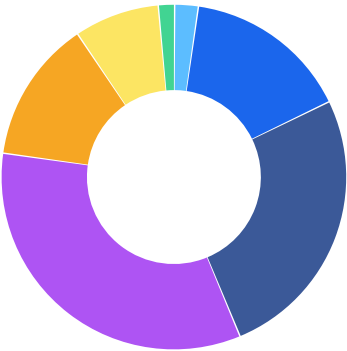
		% of Jobs	Jobs
●	14-18	2.2%	1
●	19-24	15.5%	4
●	25-34	25.9%	7
●	35-44	33.5%	9
●	45-54	13.3%	3
●	55-64	8.0%	2
●	65+	1.5%	0

Occupation Race/Ethnicity Breakdown
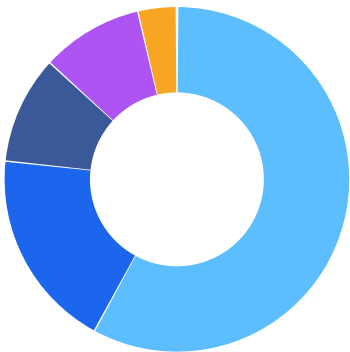
	% of Jobs	Jobs
● White	57.9%	15
● Asian	18.8%	5
● Hispanic or Latino	10.1%	3
● Black or African American	9.5%	2
● Two or More Races	3.6%	1
● American Indian or Alaska Native	0.1%	0
● Native Hawaiian or Other Pacific Islander	0.0%	0

Occupation Gender Breakdown

	% of Jobs	Jobs
● Males	5.5%	1
● Females	94.5%	24

National Educational Attainment
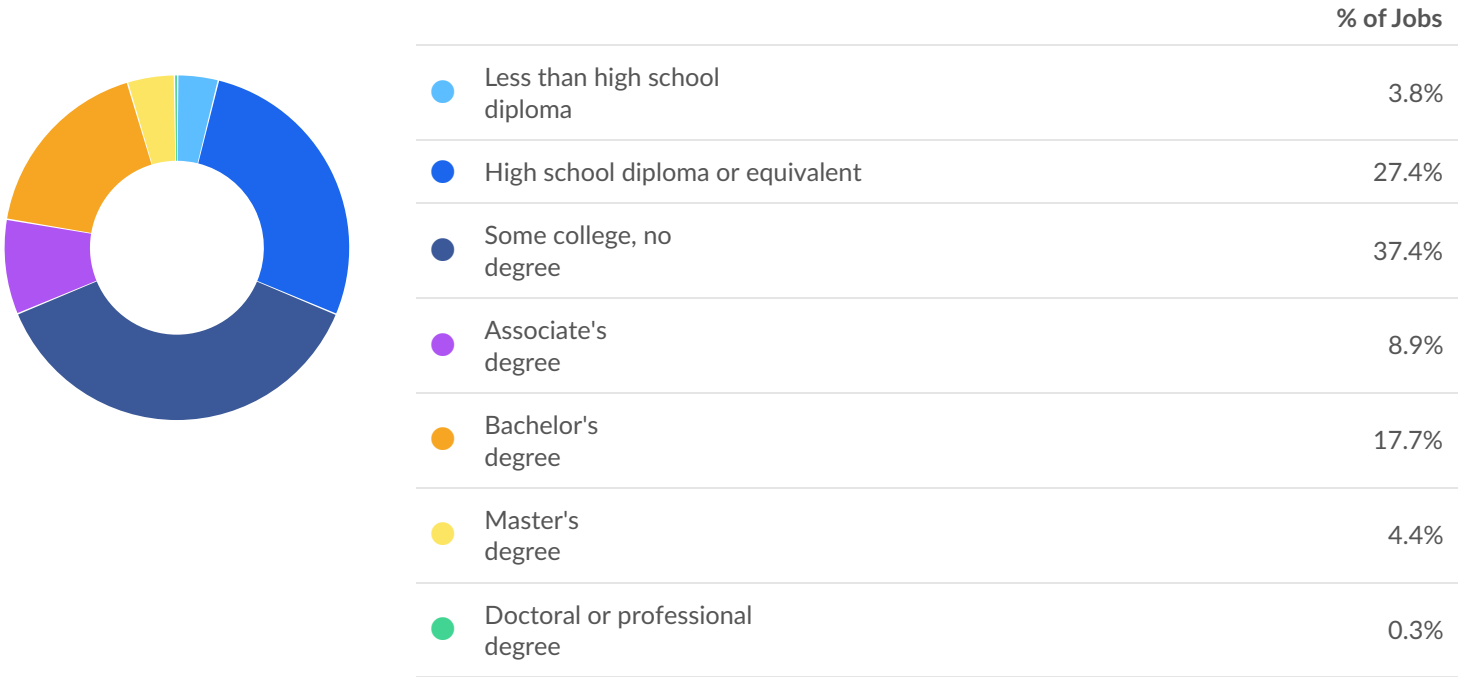
	% of Jobs
● Less than high school diploma	3.8%
● High school diploma or equivalent	27.4%
● Some college, no degree	37.4%
● Associate's degree	8.9%
● Bachelor's degree	17.7%
● Master's degree	4.4%
● Doctoral or professional degree	0.3%

Occupational Programs

3 Programs

Of the programs that can train for this job, 3 have produced completions in the last 5 years.

376 Completions (2023)

The completions from all regional institutions for all degree types.

6 Openings (2023)

The average number of openings for an occupation in the region is 177.

CIP Code	Top Programs	Completions (2023)	
12.0401	Cosmetology/Cosmetologist, General	324	
50.0501	Drama and Dramatics/Theatre Arts, General	44	
12.0499	Cosmetology and Related Personal Grooming Arts, Other	8	

Top Schools	Completions (2023)	
Paul Mitchell the School-Birmingham	65	
Paul Mitchell the School-Huntsville	49	
Gadsden State Community College	48	
New Beginning College of Cosmetology	36	
The Salon Professional Academy-Huntsville	30	
Brown Beauty Barber School	24	
Winonah's International School of Cosmetology	22	
Career Beauty College	17	
University of Alabama at Birmingham	14	
The Hair Academy LLC	13	

Appendix A

Makeup Artists, Theatrical and Performance (SOC 39-5091):
Apply makeup to performers to reflect period, setting, and situation of their role.

Sample of Reported Job Titles:
Special Effects Makeup Artist
Makeup Artist
Special Makeup Effects Artist
Prosthetic Makeup Designer
Hair and Makeup Designer
Commercial Makeup Artist
Special Effects Designer
Makeup Worker
Makeup Technician
Hair and Makeup Artist

Related O*NET Occupation:
Makeup Artists, Theatrical and Performance (39-5091.00)

Appendix B (Geographies)

Code	Description	Code	Description
1009	Blount County, AL	1083	Limestone County, AL
1019	Cherokee County, AL	1089	Madison County, AL
1033	Colbert County, AL	1093	Marion County, AL
1043	Cullman County, AL	1095	Marshall County, AL
1049	DeKalb County, AL	1103	Morgan County, AL
1055	Etowah County, AL	1115	St. Clair County, AL
1057	Fayette County, AL	1127	Walker County, AL
1059	Franklin County, AL	1133	Winston County, AL
1071	Jackson County, AL	47051	Franklin County, TN
1073	Jefferson County, AL	47055	Giles County, TN
1077	Lauderdale County, AL	47099	Lawrence County, TN
1079	Lawrence County, AL	47103	Lincoln County, TN

Lighting Technicians*
in 24 Counties

*Job titles used in government data sources are slightly different from the one you've chosen. This report uses data from the closest matching official classifications (listed below) as a proxy for Lighting Technicians data.

Lighting Technicians

Contents

What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.

Report Parameters

1 Occupation

Lighting Technicians

24 Counties

1009	Blount County, AL		1055	Etowah County, AL
1019	Cherokee County, AL		1057	Fayette County, AL
1033	Colbert County, AL		1059	Franklin County, AL
1043	Cullman County, AL		1071	Jackson County, AL
1049	DeKalb County, AL			*See Appendix B for all 24 Counties*

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen occupation and geographical areas.

Executive Summary

Aggressive Job Posting Demand Over a Thin Supply of Regional Jobs

18

Jobs (2024)

Your area is not a hotspot for this kind of job. The national average for an area this size is 77* employees, while there are 18 here.

$54,263

Compensation

Earnings are low in your area. The national median salary for Lighting Technicians is $61,321, compared to $54,263 here.
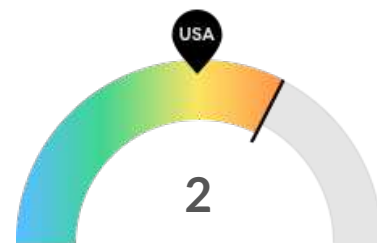
2

Job Posting Demand

Job posting activity is high in your area. The national average for an area this size is 1* job posting/mo, while there are 2 here.

*National average values are derived by taking the national value for Lighting Technicians and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

## Regional Employment Is Lower Than the National Average

An average area of this size typically has 77* jobs, while there are 18 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.
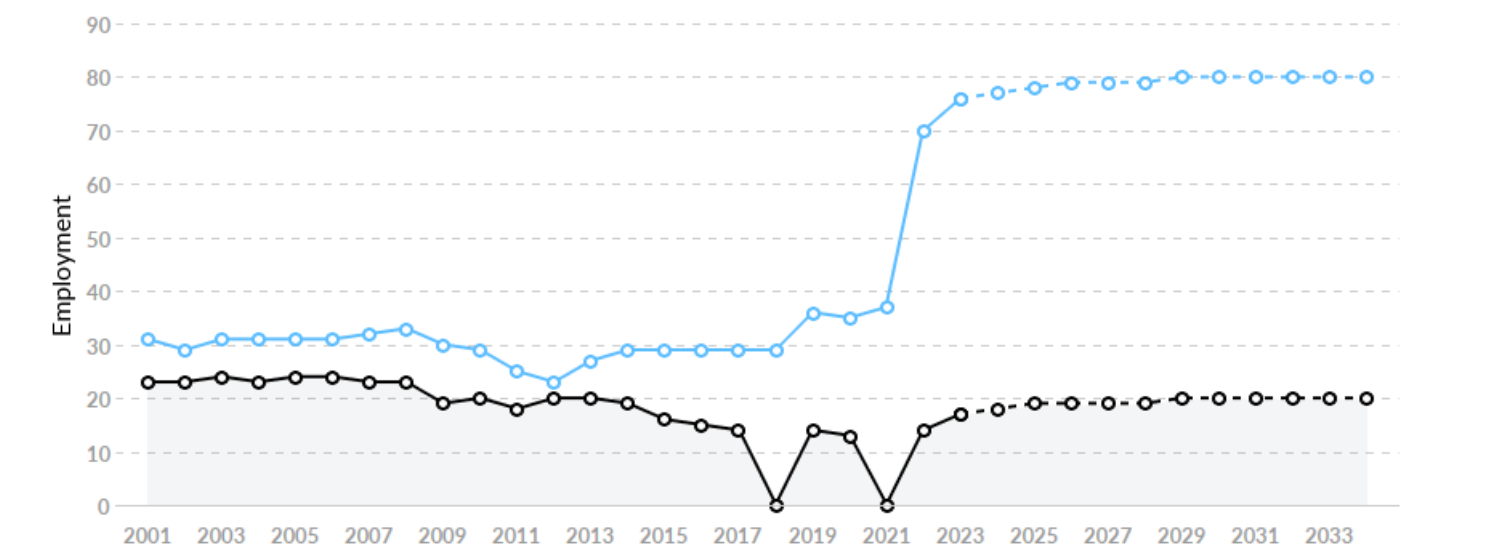
	Region	2024 Jobs	2034 Jobs	Change	% Change
●	24 Counties	18	20	3	14.6%
●	National Average	77	80	3	3.6%

*National average values are derived by taking the national value for Lighting Technicians and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown
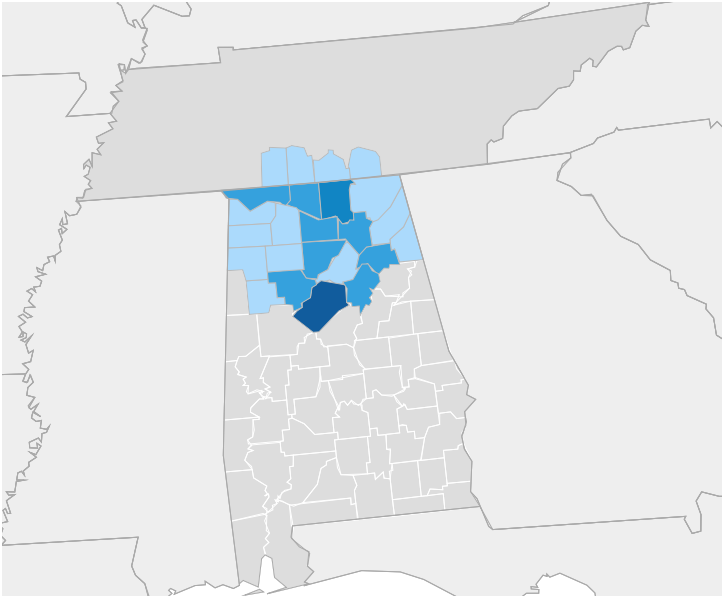
County	2024 Jobs
Jefferson County, AL	11
Madison County, AL	<10
Limestone County, AL	<10
St. Clair County, AL	<10
Etowah County, AL	<10

Most Jobs are Found in the Motion Picture and Video Industries Industry Sector
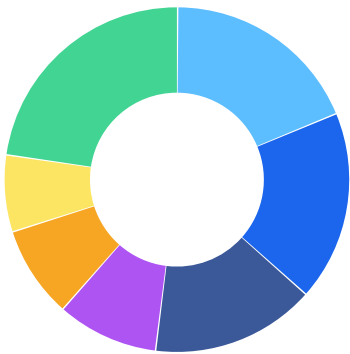

Industry	% of Occupation in Industry (2024)
● Motion Picture and Video Industries	18.7%
● Religious Organizations	17.8%
● Restaurants and Other Eating Places	15.4%
● Performing Arts Companies	9.5%
● Independent Artists, Writers, and Performers	8.6%
● Promoters of Performing Arts, Sports, and Similar Events	7.2%
● Other	22.8%

Compensation

Regional Compensation Is 12% Lower Than National Compensation

For Lighting Technicians, the 2023 median wage in your area is $26.09/hr, while the national median wage is $29.48/hr.
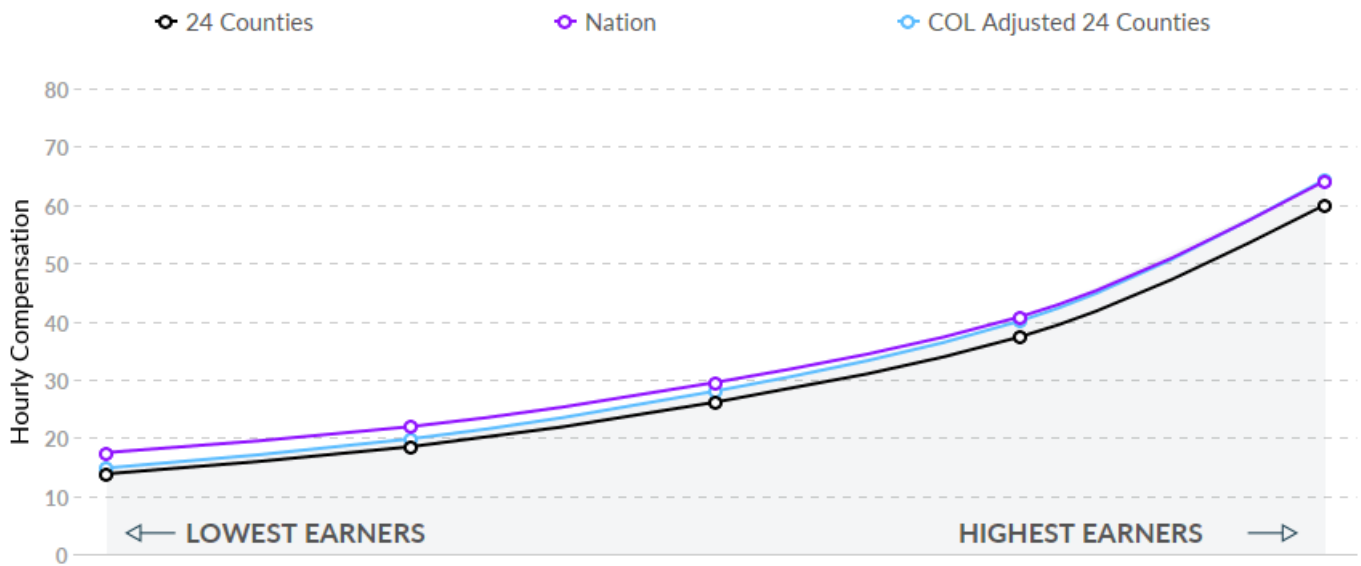
Job Posting Activity

19 Unique Job Postings

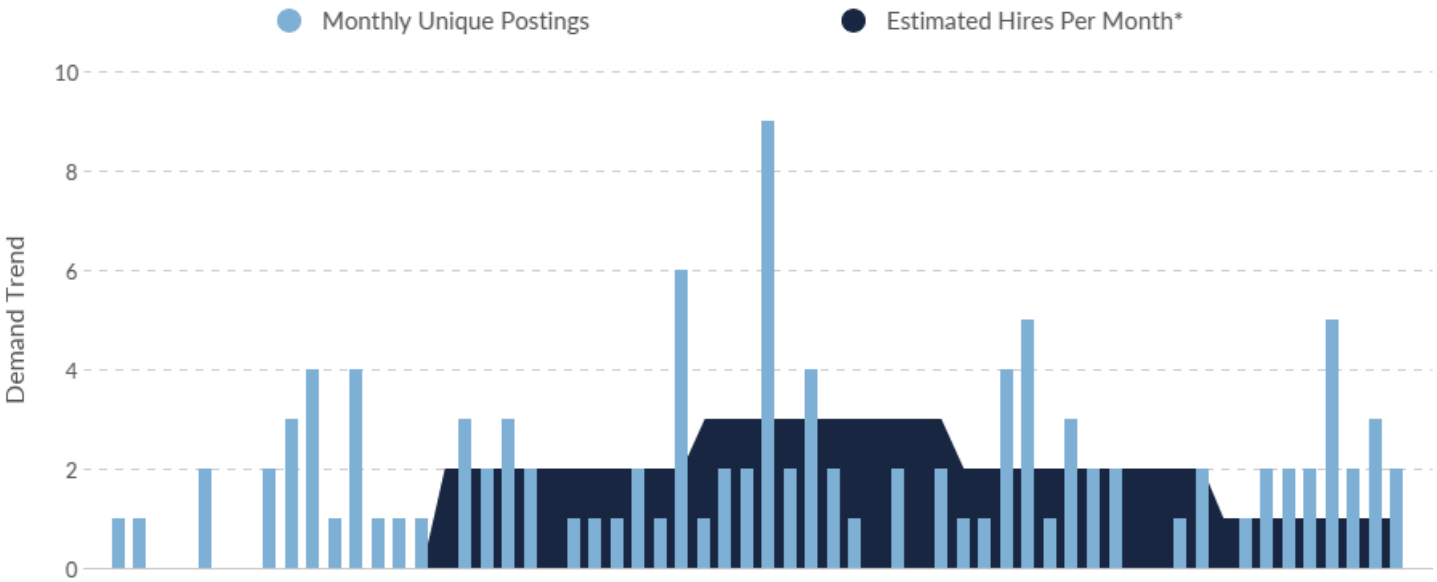The number of unique postings for this job from Jan 2024 to Sep 2024.

12 Employers Competing

All employers in the region who posted for this job from Jan 2024 to Sep 2024.

32 Day Median Duration

Posting duration is 8 days longer than what's typical in the region.

Occupation	Avg Monthly Postings (Jan 2024 - Sep 2024)	Avg Monthly Hires (Jan 2024 - Sep 2024)
Lighting Technicians	2	1

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings		Top Job Titles	Unique Postings	
Jones Sign	4		Lighting Technicians	6	
Huntsville Botanical Garden	2		Lighting Service Technicians	5	
M.C. Dean	2		Lighting Interns	3	
4P Consulting	1		Set-Lighting Technicians	2	
Actalent	1		Lighting Specialists	1	
Consumers Energy	1		Sound and Lighting Technicians	1	
Led Solutions	1		Warranty Technicians	1	
Nextech Sarl	1				
Rayne Staffing	1				
Talent Recruiting Partners	1				

Top Distinguishing Skills by Demand

Not enough data to display Distinguishing Skills for this occupation.

## Top Defining Skills by Demand

An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.

Distinguishing Skills

Defining Skills
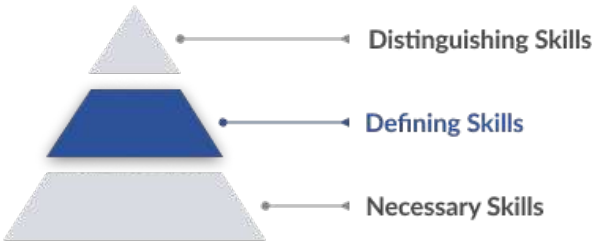
Necessary Skills

Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Lighting Systems	❌	8	+0.7%	Lagging
Valid Driver's License	❌	3	+7.5%	Stable

## Top Necessary Skills by Demand

An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.

Distinguishing Skills

Defining Skills

Necessary Skills
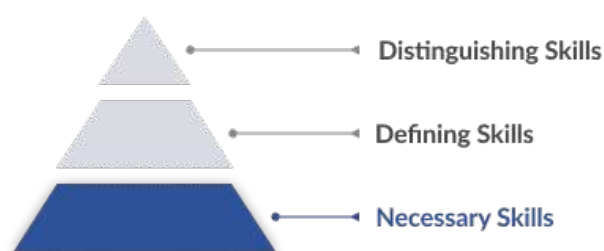
| Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Electrical Wiring	❌	9	+20.1%	Rapidly Growing
Hand Tools	❌	5	+6.2%	Stable
Lighting Design	❌	5	+19.4%	Growing
Power Tool Operation	❌	2	+7.4%	Stable
Rigging	❌	2	+7.1%	Stable
Project Management	❌	0	+19.8%	Rapidly Growing
Stage Lighting	❌	0	+9.9%	Growing

Demographics

Reliable Retirement and Diversity Information Is Not Available
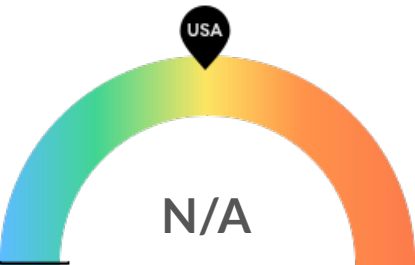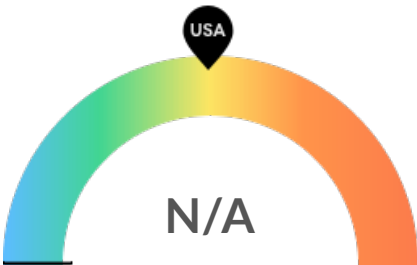

N/A

Retiring Soon

Reliable retirement information is not available in your area, because there are too few employees.
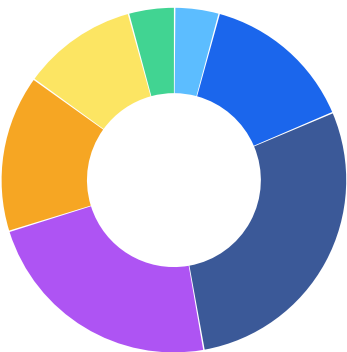

N/A
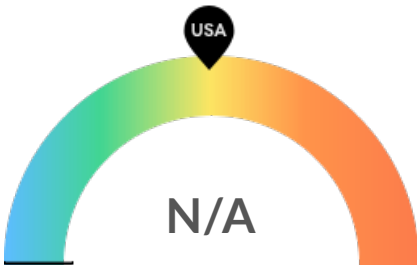
Racial Diversity

Reliable racial diversity information is not available in your area, because there are too few employees.
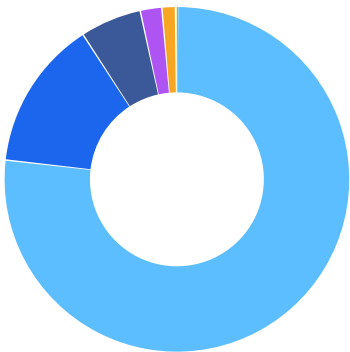

N/A

Gender Diversity

Reliable gender diversity information is not available in your area, because there are too few employees.
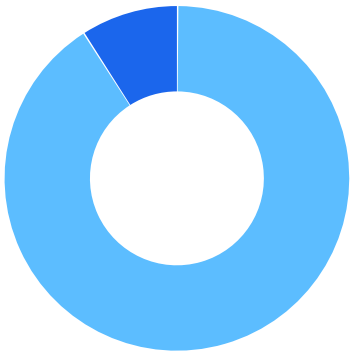
Occupation Age Breakdown

	% of Jobs	Jobs
14-18	4.2%	1
19-24	14.4%	2
25-34	28.6%	5
35-44	23.0%	4
45-54	14.7%	2
55-64	10.8%	2
65+	4.3%	1

Occupation Race/Ethnicity Breakdown

	% of Jobs	Jobs
● White	76.7%	13
● Black or African American	14.0%	2
● Hispanic or Latino	5.7%	1
● Two or More Races	2.0%	0
● Asian	1.3%	0
● American Indian or Alaska Native	0.2%	0
● Native Hawaiian or Other Pacific Islander	0.0%	0

Occupation Gender Breakdown

	% of Jobs	Jobs
● Males	90.9%	15
● Females	9.1%	2

National Educational Attainment

	% of Jobs
● Less than high school diploma	2.1%
● High school diploma or equivalent	13.6%
● Some college, no degree	24.5%
● Associate's degree	14.4%
● Bachelor's degree	38.4%
● Master's degree	5.8%
● Doctoral or professional degree	1.1%

Lightcast
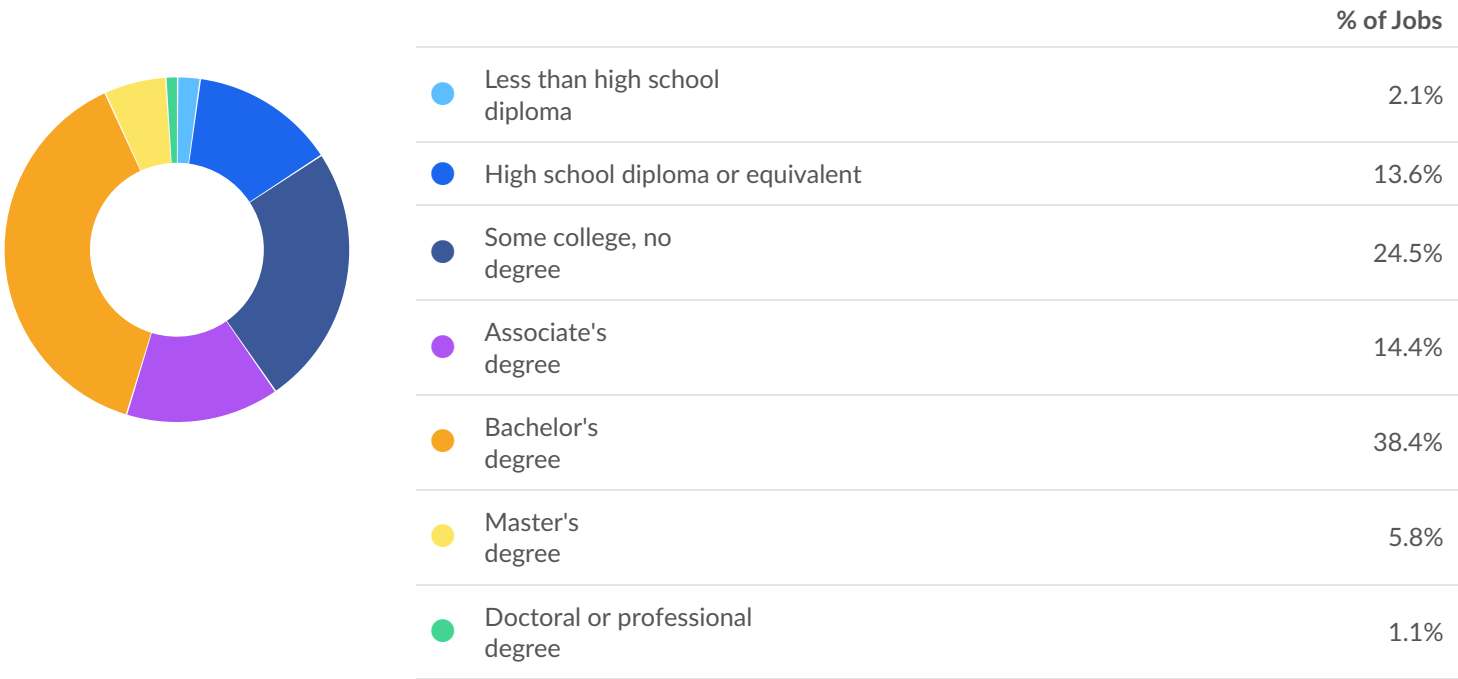
Occupational Programs

0 Programs

Of the programs that can train for this job, 0 have produced completions in the last 5 years.

0 Completions (2023)

The completions from all regional institutions for all degree types.

3 Openings (2023)

The average number of openings for an occupation in the region is 177.

Not enough data to show the Top Programs section.

Not enough data to show the Top Schools section.

Appendix A

Lighting Technicians (SOC 27-4015):

Set up, maintain, and dismantle light fixtures, lighting control devices, and the associated lighting electrical and rigging equipment used for photography, television, film, video, and live productions. May focus or operate light fixtures, or attach color filters or other lighting accessories. Excludes Audio and Video Technicians (27-4011).

Sample of Reported Job Titles:

Spotlight Operator
Set Lighting Technician (Set Lighting Tech)
Lamp Operator
Gaffer
Dimmer Board Operator
Video Lighting Technician
Theater Technician
Stage Lighting Technician
Stage Electrician
Sound and Lighting Technician (Sound and Lighting Tech)

Related O*NET Occupation:

Lighting Technicians (27-4015.00)

Appendix B (Geographies)

Code	Description	Code	Description
1009	Blount County, AL	1083	Limestone County, AL
1019	Cherokee County, AL	1089	Madison County, AL
1033	Colbert County, AL	1093	Marion County, AL
1043	Cullman County, AL	1095	Marshall County, AL
1049	DeKalb County, AL	1103	Morgan County, AL
1055	Etowah County, AL	1115	St. Clair County, AL
1057	Fayette County, AL	1127	Walker County, AL
1059	Franklin County, AL	1133	Winston County, AL
1071	Jackson County, AL	47051	Franklin County, TN
1073	Jefferson County, AL	47055	Giles County, TN
1077	Lauderdale County, AL	47099	Lawrence County, TN
1079	Lawrence County, AL	47103	Lincoln County, TN

Stage Managers*
in 24 Counties

*Job titles used in government data sources are slightly different from the one you've chosen. This report uses data from the closest matching official classifications (listed below) as a proxy for Stage Managers data.

Entertainment and Recreation Managers, Except Gambling

Contents

What is Lightcast Data?

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Report Parameters

1 Occupation

Entertainment and Recreation Managers, Except Gambling

24 Counties

|				
1009	Blount County, AL		1055	Etowah County, AL
1019	Cherokee County, AL		1057	Fayette County, AL
1033	Colbert County, AL		1059	Franklin County, AL
1043	Cullman County, AL		1071	Jackson County, AL
1049	DeKalb County, AL		*See Appendix B for all 24 Counties*	

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

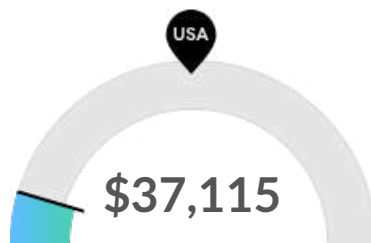The information in this report pertains to the chosen occupation and geographical areas.

Executive Summary

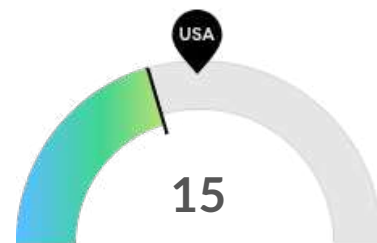## Light Job Posting Demand Over a Thin Supply of Regional Jobs
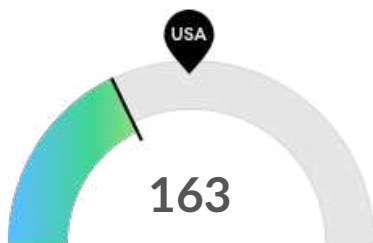
163
Jobs (2024)

Your area is not a hotspot for this kind of job. The national average for an area this size is 256* employees, while there are 163 here.

$37,115
Compensation

Earnings are low in your area. The national median salary for Stage Managers is $71,186, compared to $37,115 here.

15
Job Posting Demand

Job posting activity is low in your area. The national average for an area this size is 20* job postings/mo, while there are 15 here.

*National average values are derived by taking the national value for Stage Managers and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

## Regional Employment Is Lower Than the National Average

An average area of this size typically has 256* jobs, while there are 163 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.
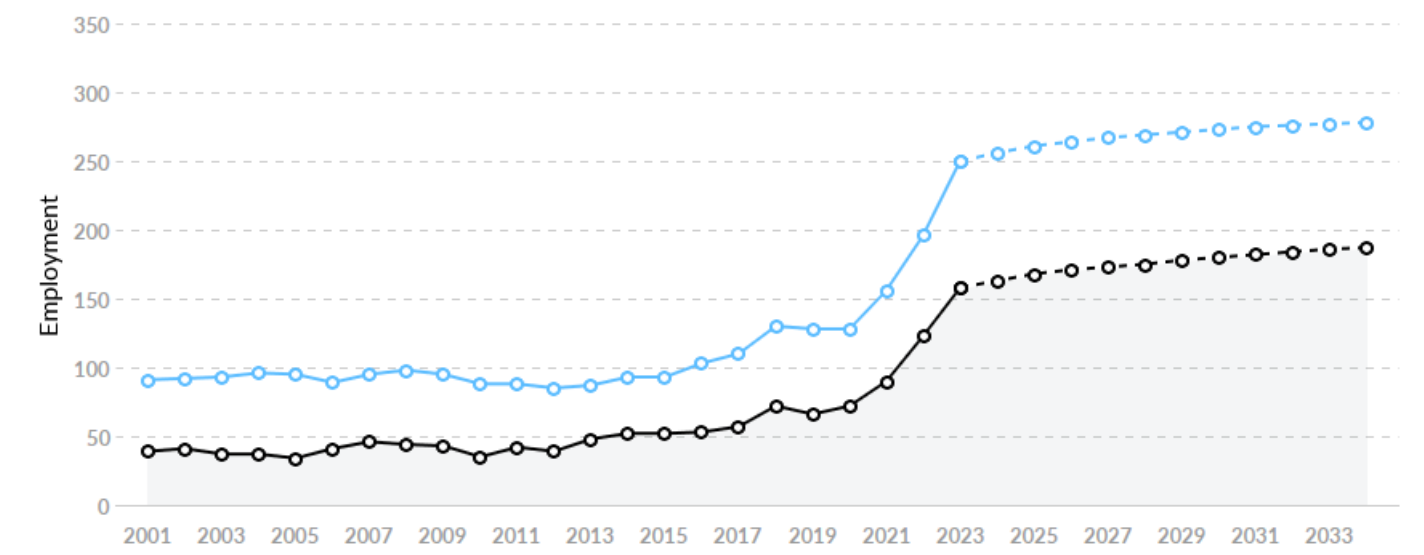
|	Region	2024 Jobs	2034 Jobs	Change	% Change
●	24 Counties	163	187	24	14.9%
●	National Average	256	278	22	8.8%

*National average values are derived by taking the national value for Stage Managers and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown
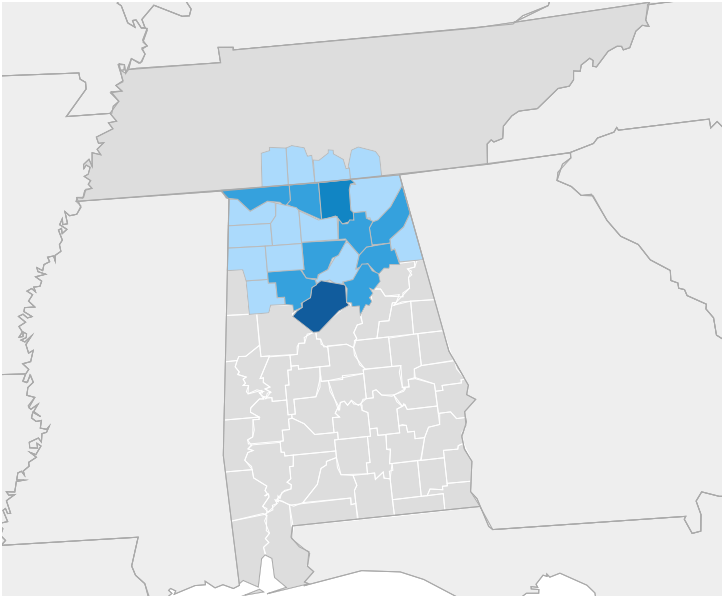
County	2024 Jobs
Jefferson County, AL	80
Madison County, AL	35
Marshall County, AL	<10
Lauderdale County, AL	<10
Limestone County, AL	<10

Most Jobs are Found in the Other Amusement and Recreation Industries Industry Sector
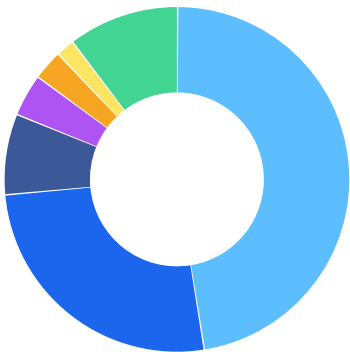
Industry	% of Occupation in Industry (2024)
🔵 Other Amusement and Recreation Industries	47.4%
🔵 Local Government, Excluding Education and Hospitals	26.1%
🔵 Education and Hospitals (State Government)	7.6%
🟣 Religious Organizations	4.0%
🟠 RV (Recreational Vehicle) Parks and Recreational Camps	2.8%
🟡 Other Schools and Instruction	1.7%
🟢 Other	10.4%

Compensation

Regional Compensation Is 48% Lower Than National Compensation

For Stage Managers, the 2023 median wage in your area is $17.84/hr, while the national median wage is $34.22/hr.
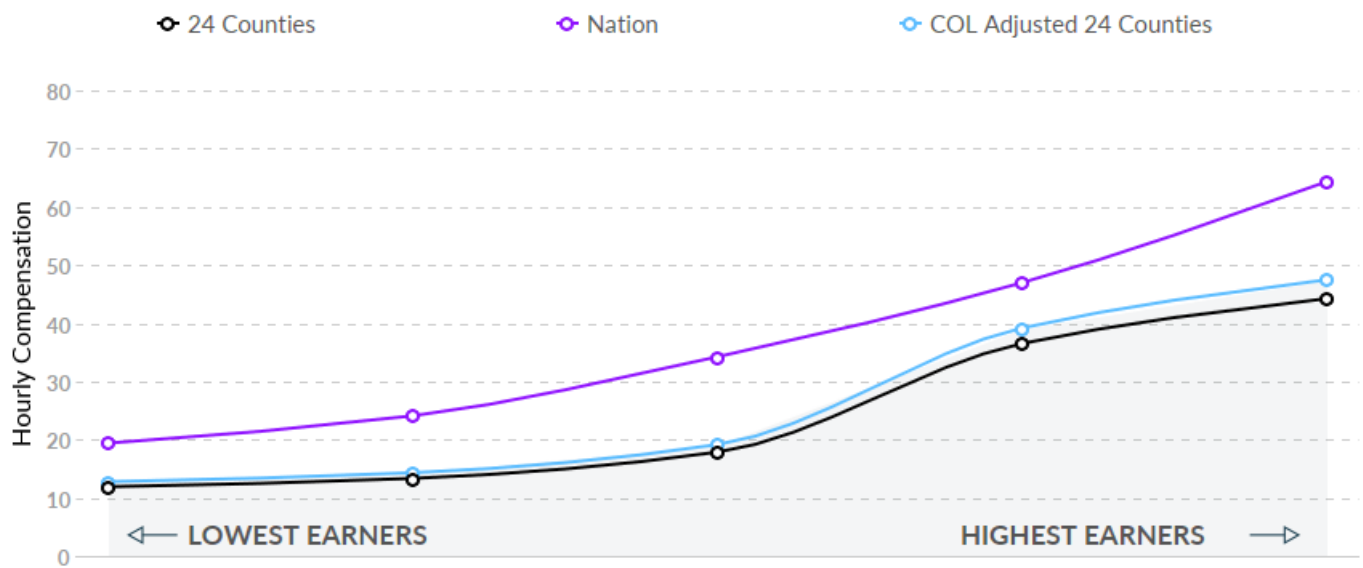
Job Posting Activity

135 Unique Job Postings

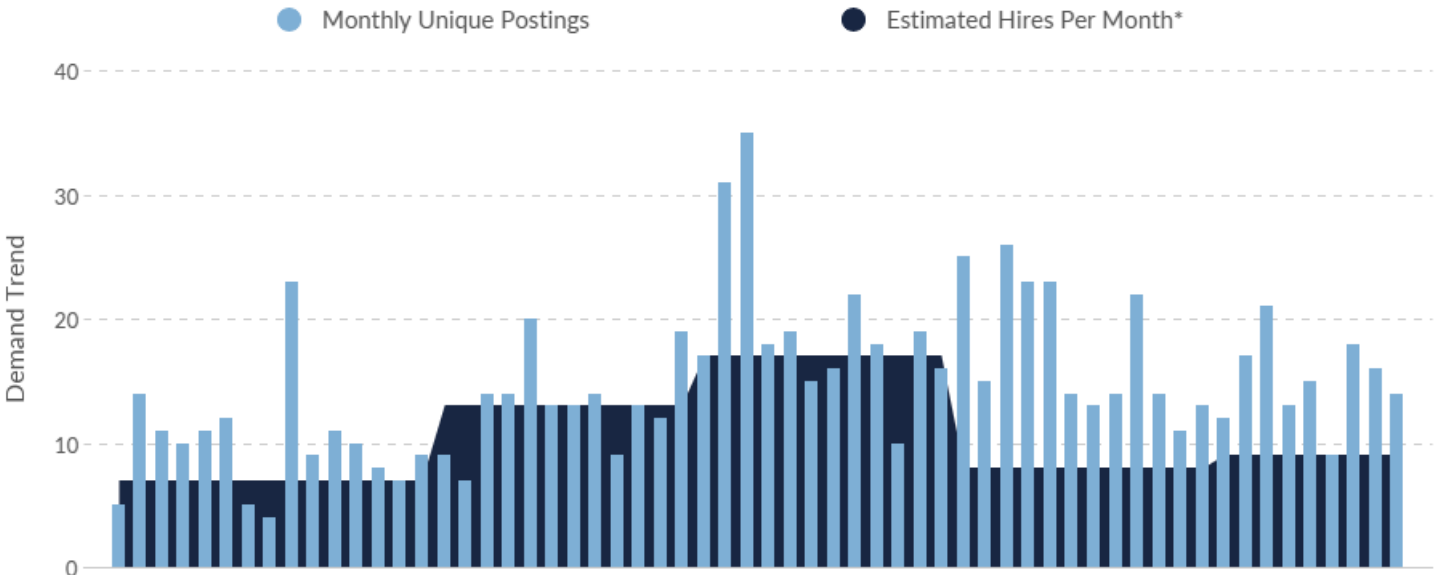The number of unique postings for this job from Jan 2024 to Sep 2024.

72 Employers Competing

All employers in the region who posted for this job from Jan 2024 to Sep 2024.

32 Day Median Duration

Posting duration is 8 days longer than what's typical in the region.

● Monthly Unique Postings   ● Estimated Hires Per Month*

Occupation	Avg Monthly Postings (Jan 2024 - Sep 2024)	Avg Monthly Hires (Jan 2024 - Sep 2024)
Entertainment and Recreation Managers, Except Gambling	15	9

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

| Top Companies	Unique Postings		Top Job Titles	Unique Postings	
YMCA	5		Pool Managers	8	
Dollar General	4		Pool Operators	7	
Modern Technology Solutions	4		Aquatics Directors	6	
The University of Alabama at Bir...	4		Football Managers	6	
U.S. Space & Rocket Center	4		Assistant Managers	5	
Boys & Girls Clubs Of America	3		Directors of Parks and Recreation	4	
City Of Ardmore	3		Directors of Proposal Developm...	4	
Planet Fitness	3		Planetarium Directors	4	
Birmingham Barons	2		Amusements Managers	3	
Crescent Hotels & Resorts	2		Aquatics Managers	3	

Top Distinguishing Skills by Demand

Not enough data to display Distinguishing Skills for this occupation.

Top Defining Skills by Demand

Not enough data to display Defining Skills for this occupation.

Top Necessary Skills by Demand

An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.
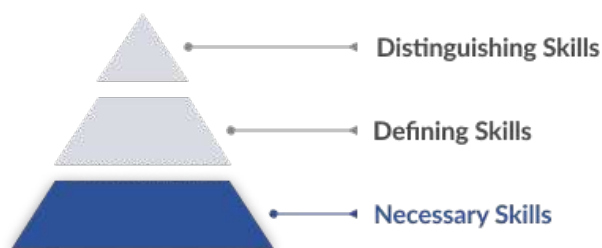
Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Cardiopulmonary Resuscitation (CPR) Certification	✖	20	+14.8%	Growing
Marketing	✖	19	+23.0%	Rapidly Growing
First Aid Certification	✖	16	+13.5%	Growing
Valid Driver's License	✖	15	+7.5%	Stable
Merchandising	✖	10	+15.0%	Growing

Demographics
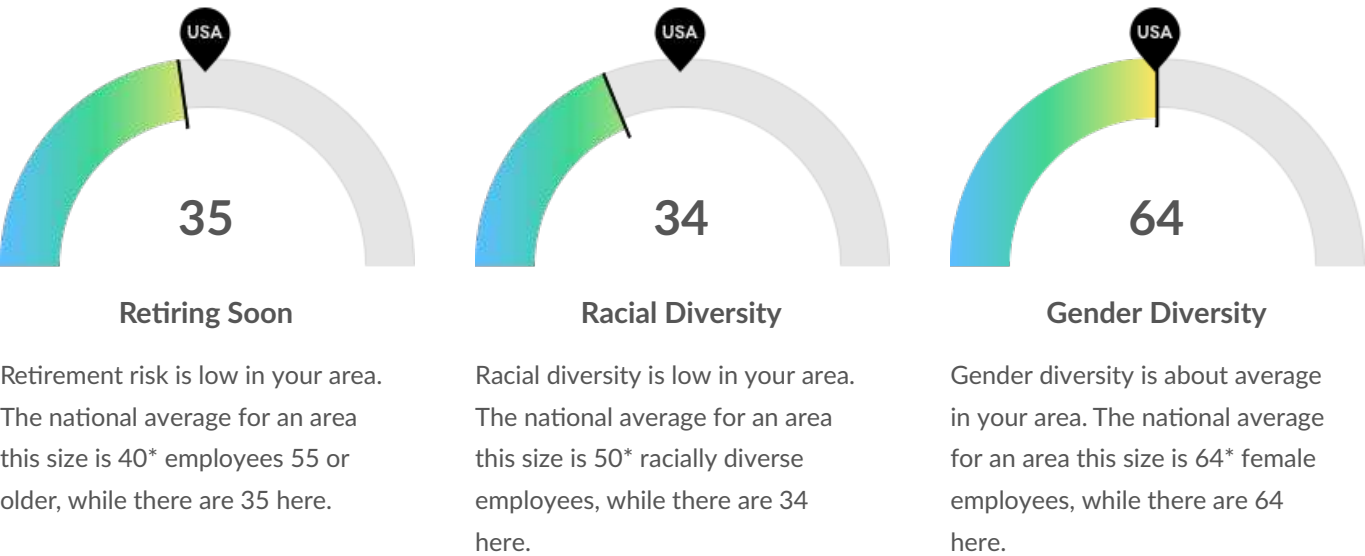
Retirement Risk Is Low, While Overall Diversity Is Low

35
Retiring Soon

Retirement risk is low in your area. The national average for an area this size is 40* employees 55 or older, while there are 35 here.

34
Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 50* racially diverse employees, while there are 34 here.

64
Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 64* female employees, while there are 64 here.
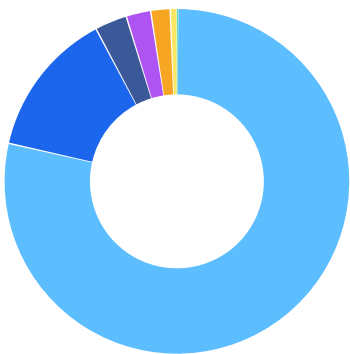
*National average values are derived by taking the national value for Stage Managers and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.
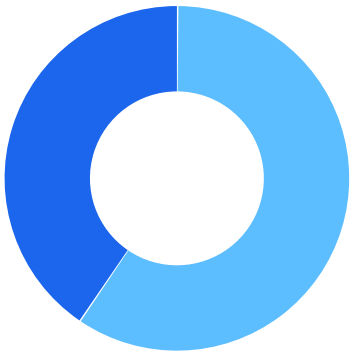
Occupation Age Breakdown

	% of Jobs	Jobs
14-18	2.3%	4
19-24	9.7%	15
25-34	23.7%	38
35-44	24.7%	39
45-54	17.7%	28
55-64	14.3%	23
65+	7.7%	12
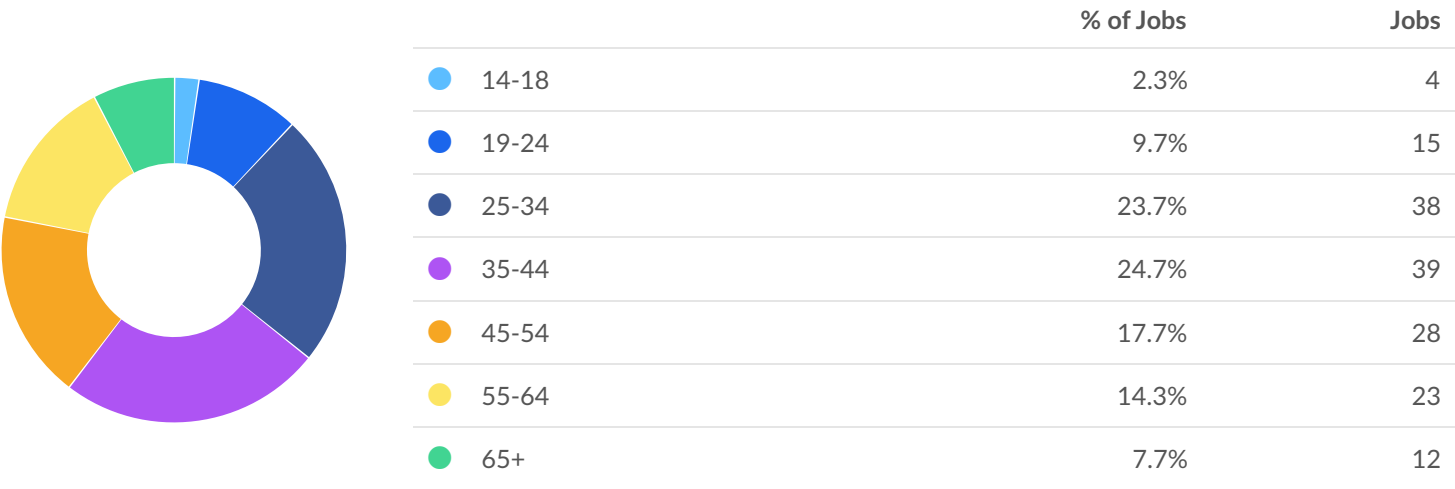
Occupation Race/Ethnicity Breakdown

	% of Jobs	Jobs
● White	78.5%	124
● Black or African American	13.7%	22
● Two or More Races	3.0%	5
● Hispanic or Latino	2.3%	4
● Asian	1.8%	3
● American Indian or Alaska Native	0.6%	1
● Native Hawaiian or Other Pacific Islander	0.0%	0

Occupation Gender Breakdown

	% of Jobs	Jobs
● Males	59.4%	94
● Females	40.6%	64

National Educational Attainment

	% of Jobs
● Less than high school diploma	2.7%
● High school diploma or equivalent	16.1%
● Some college, no degree	25.5%
● Associate's degree	9.1%
● Bachelor's degree	33.4%
● Master's degree	12.4%
● Doctoral or professional degree	0.8%
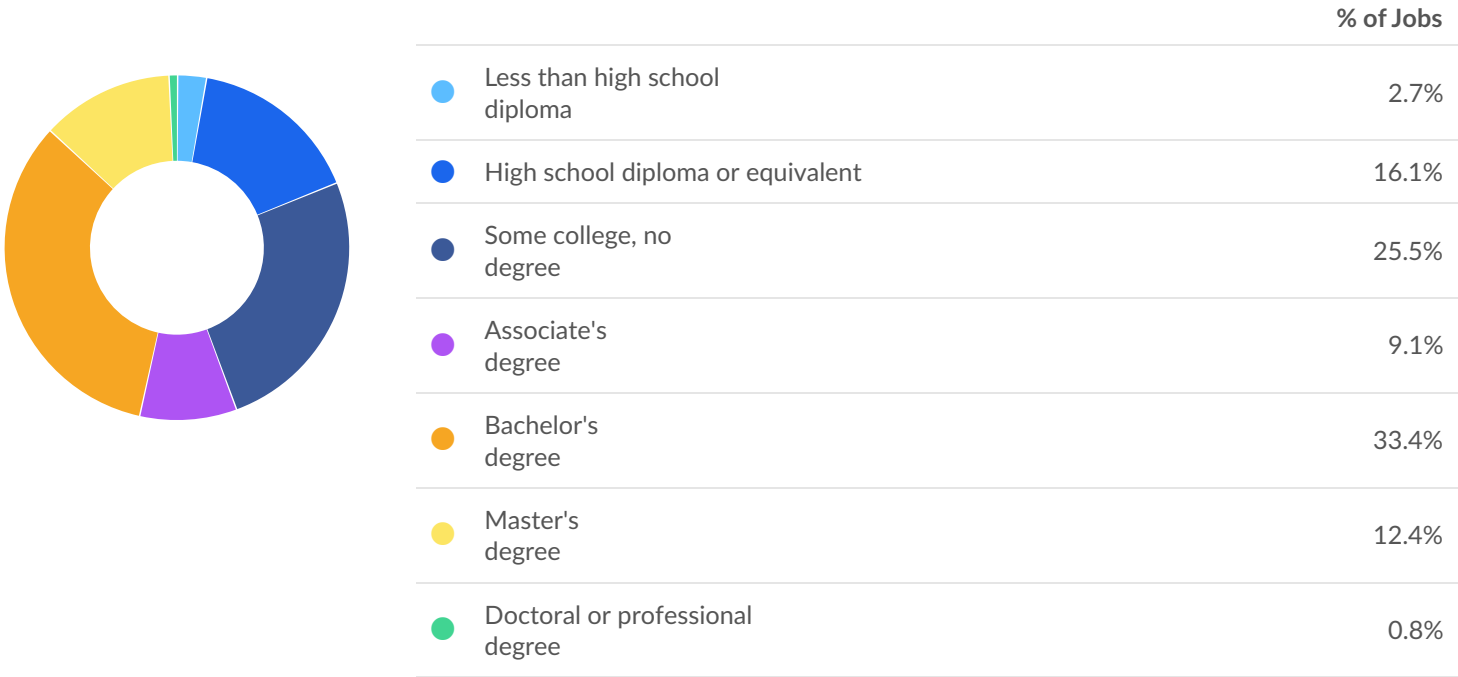
Occupational Programs

5 Programs

Of the programs that can train for this job, 5 have produced completions in the last 5 years.

982 Completions (2023)

The completions from all regional institutions for all degree types.

21 Openings (2023)

The average number of openings for an occupation in the region is 177.

CIP Code	Top Programs	Completions (2023)	
30.9999	Multi-/Interdisciplinary Studies, Other	870	
52.0901	Hospitality Administration/Management, General	64	
50.1001	Arts, Entertainment, and Media Management, General	27	
52.9999	Business, Management, Marketing, and Related Support Ser…	18	
52.0999	Hospitality Administration/Management, Other	3	

Top Schools	Completions (2023)	
George C Wallace State Community College-Hanceville	369	
Northeast Alabama Community College	301	
University of North Alabama	108	
Jefferson State Community College	58	
Northwest-Shoals Community College	43	
University of Alabama in Huntsville	36	
University of Alabama at Birmingham	24	
Lawson State Community College	21	
Miles College	18	
Birmingham-Southern College	4	

Appendix A

Entertainment and Recreation Managers, Except Gambling (SOC 11-9072):
Plan, direct, or coordinate entertainment and recreational activities and operations of a recreational facility, including cruise ships and parks.

Sample of Reported Job Titles:
Theme Park Manager
Amusement Park Manager
Venue Manager
Tennis Club Manager
Ski Resort Manager
Skating Rink Manager
Rides Supervisor
Recreation Supervisor
Recreation Specialist
Recreation Programmer

Related O*NET Occupation:
Entertainment and Recreation Managers, Except Gambling (11-9072.00)

Appendix B (Geographies)

Code	Description	Code	Description
1009	Blount County, AL	1083	Limestone County, AL
1019	Cherokee County, AL	1089	Madison County, AL
1033	Colbert County, AL	1093	Marion County, AL
1043	Cullman County, AL	1095	Marshall County, AL
1049	DeKalb County, AL	1103	Morgan County, AL
1055	Etowah County, AL	1115	St. Clair County, AL
1057	Fayette County, AL	1127	Walker County, AL
1059	Franklin County, AL	1133	Winston County, AL
1071	Jackson County, AL	47051	Franklin County, TN
1073	Jefferson County, AL	47055	Giles County, TN
1077	Lauderdale County, AL	47099	Lawrence County, TN
1079	Lawrence County, AL	47103	Lincoln County, TN