

ALABAMA OFFICE OF APPRENTICESHIP | STRATEGIC PLAN 2020

MISSION

GOALS

STRATEGIES

INITIATIVES

The mission of the Alabama Office of Apprenticeship is to expand the use of registered apprenticeships (RAs) and Alabama industry recognized apprenticeships programs (AIRAPs) for providing high-quality career training which will enable workers and employers to prosper in pursuit of the continued economic development of our state.

1 Expand apprenticeships by building a collaborative environment with state agencies, workforce groups, business entities, and employee representatives.

2 Ensure the quality and effectiveness of apprenticeships to serve the needs of employers and employees.

3 Build an effective and efficient infrastructure to administer apprenticeship programs while maximizing the utilization of incentives and supports.

A Communicate the value of apprenticeships to stakeholders.

B Utilize a sector strategy approach to meet employer needs.

C Create and promote innovative apprenticeship implementation models. AA

D Identify and promote the key indicators of quality apprenticeships.

E Specifically engage and facilitate inclusion of workers from special populations.

F Monitor apprenticeship implementations for continuous quality.

G Administer the provision of tax credits and grant funds supporting apprenticeships.

H Provide responsive, timely, and effective employer support during all stages of apprenticeships.

I Assume the role of state apprenticeship agency to migrate responsibility and oversight from the USDOL to the AOA.

- 1 AOA will conduct information and training sessions at gatherings of employers, educators, and workforce groups.
- 2 AOA will conduct marketing activities to promote high quality apprenticeships.
- 3 AOA will actively participate in state workforce plan development.

- 4 AOA will engage the Technical Advisory Committees of the ACCCP for industry specific guidance on training needs.
- 5 AOA will utilize current and relevant labor market data from ATLAS to make decisions on priorities for sector development.
- 6 AOA will collaborate with Regional Workforce Councils to tailor apprenticeship programs to the needs of each region.
- 7 AOA collaborate with the ACCS as the preferred intermediary to provide related technical instruction.

- 8 AOA will work with employers to customize apprenticeships to their unique needs.
- 9 AOA will seek out and replicate national and global best practices to accelerate innovation.
- 10 AOA will work to scale up and replicate high performing programs in the state.

- 11 AOA will establish readily identifiable and replicable indicators of high-quality apprenticeships.
- 12 AOA will recognize and award apprenticeships and work-based learning programs demonstrating high-quality outcomes.
- 13 AOA will support the two-prong career pathway model for in-school youth and adults.

- 14 AOA will lead and participate in outreach activities to engage under-served and youth populations.
- 15 AOA will ensure the development of career pathways which can be accessed by all Alabamians.

- 16 AOA will establish a monitoring and compliance protocol to ensure equal opportunity, safety, and supervision of participants.
- 17 AOA will establish a certification program for apprenticeships with nationally recognized portable credentials.

- 18 AOA will monitor and report on the utilization of available tax credits and training incentives for employers.
- 19 AOA will facilitate integration of all available workforce supports working in concert with apprenticeships.
- 20 AOA will provide ROI and performance data on apprenticeship programs.

- 21 AOA will develop clear and accessible resources about apprenticeships.
- 22 AOA will actively seek to simplify and streamline paperwork and reporting requirements.
- 23 AOA will ensure small businesses are represented and able to capitalize on the benefits of apprenticeships.

- 24 AOA will implement regulations promulgated by the Alabama Apprenticeship Council.
- 25 AOA will develop a records management system integrated with the RAPIDS program.
- 26 AOA will participate in on-going high-quality professional development to stay abreast of laws, regulations, and best practices.