

AOA OFFICE

The AOA registers apprenticeship programs, offers technical assistance for the creation of programs, provides support for accessing state and federal assistance with programs, and conducts ongoing monitoring of program quality and compliance with state and federal law.

The Alabama Office of Apprenticeship works closely with the Alabama Workforce Council and the Alabama Committee on Credentialing and Career Pathways to identify apprenticeable, in-demand occupations where apprenticeships can help meet the workforce goals of the state.

HOW TO GET STARTED

Sponsors and employers can begin the conversation about establishing apprenticeships by contacting the Alabama Office of Apprenticeship at www.alapprentice.org or by phone 334-280-4414.

WHAT IS AN APPRENTICESHIP

Apprenticeships are training opportunities where apprentices earn money while they learn in an applied classroom setting.

Apprenticeships typically have five components:

- Employer Involvement
- On-the-Job Training
- Related Technical Training
- Rewards for skill improvement
- Portable, Nationally Recognized Industry Credentials



Get In Touch



334-280-4414



1 Technology Court
Montgomery, AL 36116



www.alapprentice.org

Disclaimer

It is the policy of the Alabama Office of Apprenticeship (AOA) that no person shall ever be excluded from participation in, denied the benefits of, or subjected to discrimination under any program activity, employment, or service administered by the AOA, on the basis of race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, and disability. The AOA likewise prohibits such discrimination in any registered and approved apprenticeship program.

Alabama Office of Apprenticeship *Business and Industry Guide*



ALABAMA
OFFICE OF
APPRENTICESHIP



TYPES OF APPRENTICESHIP

Registered apprenticeships are nationally recognized and flexible.

On-the-job training models include:

- Time-Based
- Competency-Based
- Hybrid Approach

Youth apprenticeships are registered apprenticeships with a youth participating in it.

Pre-Apprenticeships are any training program that will later be useful in the completion of a registered apprenticeship.

Alabama has many long-established and successful apprenticeships in building trades as well as a growing number of manufacturing occupations. Alabama also has new apprenticeships in information technology, healthcare, hospitality and tourism, and an ever-expanding variety of other occupational clusters.

COMMON MYTHS

The following is a list of common myths surrounding Apprenticeships and the facts that disprove them:

Myth: Apprenticeships take a long time to complete

Fact: Apprenticeships can be as short as 1 year. Time will vary depending on skill required and personal performance.

Myth: Apprenticeships are no different than a part-time job

Fact: Apprenticeships offer long-term employment and progressive wages.

Myth: Apprentices must be 18 years old to begin work.

Fact: There is no law requiring an apprentice to be 18.

Myth: Apprenticeships are only for occupations such as manufacturing and construction.

Fact: There are over 1000 occupations available through apprenticeship.

Myth: Creating an apprenticeship in my company means my employees will become affiliated with a union

Fact: No

Myth: Having a registered apprenticeship involves the US Department of Labor in the daily operation of my business

Fact: The AOA will provide technical assistance and support

Myth: Apprenticeship programs are for large employers who need a lot of workers

Fact: An apprenticeship program can be useful for small businesses



WHY APPRENTICESHIP

For Employers

- A proven systematic approach to training
- Excellent recruiting tool to build talent pipeline
- 91% of participants who complete apprenticeship programs stay with the employer
- Customized training
- Increased knowledge transfer through on-the-job learning
- A safer workplace
- Apprenticeships work for large and small employers
- State tax credits and access to federal training dollars

For Employees

- Paycheck that increases as skills improve
- Practical on-the-job training in a wide variety of occupations and industries
- Potential to earn college credit toward an associates or bachelor's degree
- Certified, portable credential accepted by industries and employers across the U.S.

