

Apprenticeship Report for Q4 2023
October 9, 2023

Good morning,

As decided at our last meeting, we will be gathering on a semi-annual basis going forward. To keep you abreast in the interim, I am attaching the Q4 quarterly report. The team has been working hard and the results are showing. You will see, we continue to grow the number of programs, occupations, and apprentices we are serving. Of special note is Hartselle City Schools getting on board as an apprenticeship sponsor and Jefferson County Schools participating in the program with Southland Transportation. As you know, we are particularly focusing on youth apprenticeship and are glad to see movement in this arena.

There are far too many to list all, but here are a few other updates of interest:

- In September, we hosted the annual conference for the National Association Of State and Territorial Apprenticeship Directors in Gulf Shores. More than 100 representatives from around the nation (as far away as Hawaii) came to Alabama to share best practices and discuss common challenges. I want to thank Representative Bracy for an EXCELLENT job of presenting about AUSTAL's youth apprenticeship program. His energy and passion about the program was evident and helped set the perfect tone for the ongoing discussion of the topic.

- The team is staying in the mix connecting to employers through participation in industry association meetings. We made excellent contacts at this year's Alabama Forestry Association annual conference and at the Manufacture Alabama annual conference.
 - If you know of an industry or trade association in the state with whom we should be connecting, please let us know. We can only promote apprenticeship when we can connect to the employers and any help you can provide is greatly appreciated.

- The teacher apprenticeship is still progressing according to plan with Jacksonville State University, Auburn University Montgomery, Troy University, and University of West Alabama as participating sponsors. The next step will be to sign up interested employers for an August 2024 launch.

- Nursing apprenticeships are continuing to grow like wildfire and Alabama continues to serve as a national role model for this occupation.

- The clarifying guidance you helped us create about training repayment agreements at our last meeting has driven much needed conversations about balancing our obligation to protect apprentices with our mandate to meet the needs of employers. The Federal Trade Commission’s Notice of Proposed Rule Making on the topic of non-compete clauses is still open. I am glad to report, our guidance appears to be very closely aligned with what will most likely become the rules the entire nation must soon follow.
- The incentive funds are serving their purpose and are proving to be very helpful getting employers to give apprenticeship a try. Employers report the process is simple and efficient.
- Tax credit applications will be available soon for the ’23 tax year. We are notifying sponsors and employers that the credit is due to sunset in 2024 so they have time to take appropriate actions.
- Regional best practices in work-based learning presentations are kicking off this month and will continue through the beginning of 2024. We have an exciting cohort this year and we hope you can attend some of the sessions to hear about the outstanding work going on across the state. Keep your eyes on your regional workforce council newsletters for more dates and opportunities to participate. The first two are:
 - October 17 from 9:00-12:00 - Region 2 – Anniston Regional Fire Training Center
 - October 24 from 8:30-12:00 – Region 1 – Calhoun Community College

Please, let me know if you have any questions or suggestions.
Thank you for your support.

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