
**Alabama Apprenticeship Council
Minutes of the Last Meeting
Wednesday, July 26, 2023 – 2:00pm**

MEETING HELD VIRTUAL
AIDT Training Center, 15 Technology Court, Montgomery, AL
The meeting was recorded by audio and video.

Council Members Present: Ms. Mary Kate Hillis for Governor Ivey, Ms. Audrey Webb for Chancellor Jimmy Baker, Dr. Eric Mackey, Ms. Mary Albritten, Ms. Bregitte Braddock, Mr. Daniel Flippo, Mr. Jerry Grissom, Ms. Kellie Hope, Mr. Casey Shelton, Ms. Amber Turner

AOA Staff Present: Josh Laney, Sophia Guan, Tawanna Robinson, Meredith Smith, Jamie Crouch, Amy Brown & Katanga Mants

Documents provided to the Council: Agenda for July 26, 2023; 3rd Quarterly Report – April 1 -June 30, 2023; Policy requiring legal name for official records (draft); Policies and Procedures of the Alabama Apprenticeship Council (To modify meeting schedule)

The meeting was called to order by Ms. Mary Kate Hillis on behalf of Governor Ivey. The roll was called, and a quorum established. Ms. Hillis called for the approval of the meeting agenda. There was a motion by Ms. Turner and a second by Ms. Braddock and the agenda was approved. There were no minutes of the last meeting.

Director’s Report

Quarterly Report – Director Laney provided an update on the staff realignment; Ms. Sophia Guan is now the project manager in Regions 5 & 6 and Ms. Tawanna Robinson is the project manager in Regions 2 & 4. Jamie Crouch is the project manager in Regions 3 & 7. The regional map and AOA website were updated to reflect the changes.

Mr. Laney provided an update on the newest Registered Apprenticeship program, newly registered occupations and program cancellations or suspensions in the state. Included in the report were the most recent number of tax credits issued and claimed, active and new apprentices, number of apprentices completing, or being cancelled or suspended. The AOA tax credit will sunset in December 2024.

He discussed the \$2,000,000 that would be used to incentivize employers to try a registered apprenticeship program. Twenty employers totaling 123 apprentices had encumbered nearly \$600,000 of the funds at the beginning of the program. He mentioned that the eighteen occupations had an average wage of \$19.68 per hour.

Director Laney discussed the different professional development programs the staff had been a part of, whether participating as a presenter or attending to bring new program ideas to the team. He also

discussed the new Teacher Apprenticeship that is to be developed and launched in Fall 2024. The program is being built to be sustainable and designed for paraprofessionals or teacher aides.

There were over 400 people at the AOA Fuel 2023 conference which received positive feedback from participants. The 2024 conference will be held in Birmingham in April. Applications will be accepted for the 2024 Alabama Work-Based Learning regional best practices.

New Business

Policy regarding legal name for official records – Director Laney explained the need to have a policy in place with legal names for official records consistency. The draft memo was provided to the members prior to the meeting. The council was asked for a vote of support for the policy. Ms. Turner made a motion, and it was seconded by Mr. Flippo. The motion was voted on and passed by the council.

Discussion of Training Repayment Agreement Provisions (TRAPs) – Director Laney explained that the TRAPs were loans between an employer and an apprentice. This agreement would hold apprentices financially accountable for the repayment of the cost of training, salary, etc. if the apprentice were to resign or be terminated. This provision is a clear violation of the AOA “last dollar scholarship” which states that apprentices will not incur student debt. Students signing these types of agreements will not be allowed to continue. AOA is working with the Alabama Hospital Association to set up some parameters about the commitments agreements that do not violate the AOA “last dollar scholarship” policy. The proposed carve outs would allow employers to recoup training amounts equal to those paid out to colleges or universities. Dr. Mackey recommended adding the possibility of prorating the amount in order to give credit for time committed to the employer.

Discussion of bylaws change to modify meeting schedule – Director Laney proposed two changes to the bylaws:

1. ***Attendance (in-person/virtual-electronic) at council meetings*** - the current law allows for meetings to be virtual and in-person. However, a physical meeting location with at least three voting and/or ex-officio members must meet physically present to allow for public attendance. Mr. Flippo made a motion, and it was seconded by Ms. Turner. The council members voted, and the recommendation was passed.

2. ***Meeting semi-annually*** – the current bylaws state the council shall meet quarterly. A recommendation from a council member was to meet twice a year - once in the winter/January and once in the summer. At the January meeting, the council would review the annual report that would be going to the legislature. Call meetings can be called at anytime (with 10 days notice) to discuss issues matters of importance. Ms. Turner made the motion and Dr. Mackey seconded. The proposal was put to vote and passed.

The meeting was adjourned by motion Ms. Turner and seconded by Dr. Mackey at 2:43pm.

Upcoming Meeting

Wednesday, January 18, 2024 – Hybrid
