

**Alabama Apprenticeship Council
Minutes of the Last Meeting
Wednesday, July 21, 2021 – 2:00pm**

*****MEETING HELD VIA MICROSOFT TEAMS & IN-PERSON*****

The meeting was recorded by audio and video.

Council Members Present In-person: *Mr. Ed Castile for Governor Kay Ivey, Mr. Rob Green for Representative Mac McCutchen, Ms. Audrey Webb for Chancellor Jimmy Baker, Dr. Jimmy Hull for Superintendent Eric Mackey, Ms. Mary Albritton, Ms. Robin Ricks, Ms. Amber Turner*

Council Members Present Virtual: *Representative Napoleon Bracy, Jr., Mr. Casey Shelton, Mr. Jerry Grissom*

Others Present: *Ms. Julie Phillips, Dixie Electric (Guest Presenter), Mr. Andrew Cortez – State Apprenticeship Councils & Mr. Nick Moore*

AOA Staff Present: *Josh Laney, Katanga Mants, Sophia Guan, Tawanna Robinson, Meredith Smith, Kristen Holder, Michael Bridier*

Documents provided to the Council: *Agenda for July 21, 2021, Minutes of the Last Meeting from April 7, 2021, Apprenticeship Council Quarterly Report, Letter from the State Apprenticeship Council Alliance & Memorandum of Agreement to Council from State Apprenticeship Council Alliance*

The meeting was called to order at 2pm by Mr. Castile. He welcomed everyone and gave words of appreciation for the apprenticeship work being done throughout the State of Alabama through the partnerships of the companies, community colleges & AOA. Mr. Castile expressed the importance of the Council as an integral partner in the process.

Mr. Castile called for the roll call to establish a quorum. The roll was called, and a quorum reached. Ten members were present or represented.

Mr. Castile called for a motion to approve the minutes of the last meeting for April 7, 2021. He asked for any corrections or additional items to be added to the minutes; there were none. The motion was made by Ms. Ricks and seconded by Ms. Turner. A vote was taken, and the minutes were approved. He asked for any corrections or additional items to be added to the agenda; there were none. The motion was made by Ms. Webb and seconded by Ms. Ricks. A vote was taken, and the agenda was approved.

New Business

- Director Laney introduced Mr. Andrew Cortez. Mr. Cortez with the State Apprenticeship Council Alliance discussed the history and need for state apprenticeship council alliances. He discussed the State Apprenticeship Council Alliance’s Memorandum of Agreement (which is non-binding)

and asked the AOA council to consider becoming a part of the Alliance. The Alliance would serve to lift issues of advocacy for the state apprenticeship programs to the federal level. The Alliance is an associate member of the National Association of State and Territory Apprenticeship Directors which allows for council to partner with states and share best practices. Mr. Cortez asked for questions or comments. Director Laney called for a vote to accept the invitation to join the Alliance. Mr. Castile stated that the item would be put to a vote pending no opposition and the review of the AIDT legal counsel. Mr. Castile asked for a motion to vote on the invitation. Mr. Laney asked if there was a fee to join the Alliance. Mr. Cortez responded with there is not a fee to join. Representative Bracy made the motion (via Teams) to accept the invitation and Ms. Ricks seconded the motion. Mr. Castile asked for any discussion before the vote. The motion was put to a vote and passed unanimously. Mr. Cortez thanked the group and stated he looked forward to working with the “Great State of Alabama”.

Director’s Report

- **Quarterly Report** - Director Laney provided an AOA fact sheet with the most recent information on apprenticeship registrations, cancellations, suspensions & demographics.
- Between April 1 and July 1, 2021, there were no new program registrations, but programs were expanded with several new occupations during the quarter. Specifically,
 - Hotel Associate with South Baldwin Chamber of Commerce
 - HVAC Service & Installer with Coastal Alabama Community College
 - Protective Signal Installer with S&S Sprinkler Company
 - Automobile Body Repairer with Dallas County/Selma City Schools
 - Industrial Manufacturing Technician with Shelton State Community College

Director Laney highlighted the diversity of the occupations over the different industries. In addition, he highlighted the new process for certifying pre-apprenticeship programs in the state. He also highlighted Innovate Birmingham which received certification as a pre-apprenticeship program. There was one program cancellation which was Waytech Industrial Academy, LLC. Director Laney emphasized the need to build an apprenticeship program around the needs of the employer.

Other AOA Projects & Grants

- **National Governor’s Association – Work-Based Learning Policy Academy** – was developed into a best practices program. A call was put out for best practices in all forms of work-based learning. Director Laney discussed how the different forms of work-based learning feeds into a registered apprenticeship program. Through this grant, all the state agencies have 1) adopted the common definition of work-based learning, 2) specified the meaning and distinction between each of the work-based learning opportunities and 3) determine where the work-based learning opportunities are throughout the state. Many things were learned as result of gathering this information. The K12 system will have the ability to track

the specifics of the work-based learning opportunities for their students. The community colleges and universities will have knowledge of what other work-based learning is happening throughout the college system and the non-school based work-based learning programs were revealed. A competition was developed to highlight the exemplary programs and bring them the attention they need – for more employer engagement or more people to apply to participate or have information for grant applications – to keep the program going. From the state perspective, the programs could be held up for others to learn from the successes and failures they have already had. Director Laney provided the list of the 28 nominees (one in each category) that would be featured during the regional work-based learning summit that were being held in August through September and hosted by the Community Colleges. Four nominees would present their program at each summit. Core partners will watch and rank each presentation and make recommendations to the Governor. One Seal of Excellence winner will be selected from each category and the awards presented in November.

- **Providing Technical Assistance throughout the State** – Director Laney talked about the AOA staff providing technical assistance training to several state agencies and to registered apprenticeship sponsors.
 - *Career Center Staff in each region* – AOA staff provided information about the things being done with registered apprenticeship programs employers to improve the communications between the AOA staff and the Career Centers staff. Employers would need the assistance of the Business Service Representatives to take advantage of the services available to them through the centers. These trainings provided opportunities for the AOA staff to make connections in the community. Seventy-eight people participated in these trainings.
 - *Department of Vocational Rehabilitation* - AOA staff and Business Relations Consultants were able to learn more about each program and how we can assist with getting job ready employees connected with a hiring employer.
 - *Individual Sponsor Trainings* – held in Birmingham (AWTC) and Tanner (RTP) AOA staff provided technical assistance to registered apprenticeship sponsors to provide them with best practices to better implement their programs. Thirty individuals participated in these trainings.
- **RAVE Program** – discussed during the last council meeting, was postponed due to the USDOL releasing a new compliance review document. The new document is being reviewed and the new compliance review timeline will be January – February 2022.
- **Best Practice Presentation**
 - Ms. Julie Phillips (HR Manager) with Dixie Electric was the best practices guest presenter. Dixie Electric was established in 1908 by Peter Crump and was the first electrical contracting company in the city of Montgomery. Dixie Electric & Plumbing was born in 2012, followed by Dixie Electric, Plumbing & Air in 2014. The company has several (residential, a

commercial, an industrial, a construction and overhead & garage doors) divisions. Dixie Electric's apprenticeship program began in 2017 with a discussion. They were registered with USDOL and started classes in 2018. The apprenticeship is a four-year program and classes are held once a week for 4 hours. The apprentice is paired with a seasoned technician. The program is designed so that apprentices can obtain a State of Alabama certification as a journeyman electrician at the end of the training. There were 28 participants in the program. The program is free to Dixie employees. As apprentices excel in the program and based on their grades, they are given raises and Dixie pays for the journeyman electrical exams.

- **Information for Upcoming Meeting**
 - November 17th as a part the Apprenticeship and WBL Convening – Montgomery Renaissance
- **STEM Externship** – Representative Bracy thanked Mr. Laney for his leadership with the STEM Externship for Science and Math Teachers. Mr. Laney provided information on the program. In partnership with the STEM Council, he helped to place two teachers in each region with three companies. Employers and teachers are excited about the program. A suggestion was to have Career Coaches and Counselors participate with companies with apprenticeship programs next year.
- **Adjournment** - Mr. Castile asked for a motion to adjourn. The meeting was adjourned at 3:10pm.