

**Alabama Apprenticeship Council  
Minutes of the Last Meeting  
Wednesday, November 17, 2021 – 2:00pm**

**\*\*\*MEETING HELD VIA MICROSOFT TEAMS\*\*\*  
*The meeting was recorded by audio and video.***

**Council Members Present Virtual:** *Mr. Nick Moore for Governor Kay Ivey, Dr. Jimmy Hull for Superintendent Eric Mackey, Ms. Audrey Webb for Chancellor Jimmy Baker, Ms. Robin Ricks, Mr. Tim McCartney, Ms. Mary Albritten, Mr. Jerry Grissom, Representative Napoleon Bracy, Jr., & Ms. Amber Turner & Mr. Casey Shelton (by phone).*

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

**Documents provided to the Council:** Agenda for November 17, 2021, Minutes of Last Meeting for July 21, 2021, Apprenticeship Council Quarterly Report & Policy on Completion Wages

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The meeting was called to attention at 2pm by Mr. Moore. Mr. Moore welcomed everyone to the meeting and asked for the roll to be called. The roll was called, and a quorum was established. Six of the voting members were present.

Mr. Moore asked for any additional items to be added to the agenda; there were none. He called for a motion to approve the agenda. The motion was made by Ms. Ricks and seconded by Mr. Grissom. A vote was taken, and the agenda was approved.

Mr. Moore asked if there were any corrections to the minutes of the last meeting; there were none. He called for a motion to approve the minutes from July 21, 2021. The motion was made by Ms. Turner and seconded by Ms. Ricks. The vote was taken, and the minutes were approved.

Mr. Moore presented the proclamation from Governor Ivey declaring November 15-19, 2021 as National Apprenticeship Week in Alabama. Through a video presentation, Governor Ivey addressed the Council acknowledging the need for registered apprenticeships to create opportunities for citizens to gain the skills and advantage to the high wage jobs that employers need to fill. Governor Ivey also acknowledged that the Alabama Office of Apprenticeship provided great customer service to the employers and that new apprenticeships were being created in fields where apprenticeships had not been used before. Moreover, Governor Ivey provided information on the series of technology solutions that will focus on increasing

Alabama’s workforce participation rate. The Alabama Talent Triad consists of the Alabama Credential Registry, the Skills-Based Job Description Generator, and the Alabama College & Career Exploration Tool.

### **New Business**

On the agenda for discussion and vote was the policy regarding a living wage requirement. The document was provided to the Council members prior to the meeting for review. Mr. Moore asked for a motion to adopt the new policy. The motion was made by Mr. McCartney and seconded by Ms. Turner. Mr. Moore ask for opposing discussion; there was none. The policy was adopted.

Director Laney addressed the issue for the need to pay higher wages to recruit and maintain employees. One of the success stories for the AOA was higher average starting wage, \$16.76 per hour, for new apprenticeship programs/occupations/sponsors.

### **Director’s Report**

A. **Quarterly Report** - Director Laney provided the quarterly AOA fact sheet with the most recent information on apprenticeship registrations, cancellations, suspensions & demographics.

- He highlighted the following registered programs added July 1 through November 5, 2021:

#### **New Program Registrations**

- Big River - Electrician
- Snead State Community College – Maintenance Technician
- University of Alabama – Opioid Peer Support Specialist
- All American Ford – Ford Master Service Technician
- Alabama Department of Early Childhood Education – Early Childhood Educator (3 Levels)

#### **Newly Registered Occupations**

- Industrial Maintenance Tech and Computer Support Specialist – Coastal AL Community College
- Heating & Air Mechanic, Plumber, and Alarm Installer – Skilled Trades of West Alabama
- Tool and Die Maker and Truck Mechanic – Wallace Hanceville

#### **Program Cancellations or Suspension**

- Moller Tech

- Director Laney provided an update on the tax credits issued: 15 employers claimed \$96,250 in claims which equated to 77 apprentices and an average of 5.1 apprentices per employer.
- There were 3191 active apprentices. There are 538 new apprentices in 31 occupations. There were 132 completions in 21 occupations. There were 279 cancellations and 0 suspensions.
- **Cumulative Updates since 2019**
  - 24 new programs
  - 350+ participating employers
  - 110 occupations
  - 125 active programs
  - 991 completed apprentices
- The demographics remains basically unchanged. The majority of apprentices are male, white, and 16-24 years old. Director Laney stressed the need to continue to diversify the kinds of apprenticeships as well as the people in those occupations. He also would like to see apprenticeships in every county.

**B. Other AOA Projects & Grants** – Director Laney provided an update on the:

- Work-Based Learning Best Practices – Dates and locations were highlighted. The meetings will showcase WBL Best Practices in each region.
- Mentor Training is a partnership Wallace State Hanceville through an Expanding Community College Apprenticeship grant to expand apprenticeships at the college. Twenty-eight mentors from 15 companies, serving 103 apprentices have been trained. The AOA will continue the program after the grant ends. The training has been well received.
- Certified Pre-Apprenticeships are growing in the state. Lockheed Martin is reaching out to the high schools in their area. They have developed another more rigorous program at Calhoun Community College which college students can gain more certifications while participating in the program. Wallace State Hanceville, Innovate Birmingham, Skilled Trades of West Alabama – Jump Start, & Wallace Dothan – Adult Ed are other programs providing a Certified Pre-Apprenticeship Program. Pre-Apprenticeships are becoming

more to the forefront on the national stage and become a part of more apprenticeship programs more often. AOA programs are aligned with the National Quality Standards for Pre-apprenticeships.

- Apprenticeship State Expansion (ASE) 2019 – Reimbursement of Wages up to 50% of 480 hours for employers with apprenticeship programs. The funds for this program were used to serve 157 apprentices. These dollars also purchased the AOA dashboard on the AOA website. The dashboard identifies where registered apprenticeship programs are throughout the state and provides information about in-demand occupations. The website will expand to include other WBL programs.
- Apprenticeship State Expansion (ASE) 2020 – The Return-on-Investment (ROI) calculator was purchased with this grant. The Alabama Supercomputer Authority is building this program. This ROI tool helps employers understand the value of doing a registered apprenticeship program and how quickly they can recover that investment.

### **C. National Apprenticeship Week Video Presentations**

- In celebration of National Apprenticeship Week, AOA introduced a new Twitter handle: @AOA\_Works. Registered Apprenticeship sponsors/employers/apprentices were asked to participate in 15 second videos answering the question, “What Does Success in Apprenticeship Look Like?” Employers and sponsors provided the videos that were uploaded to the new AOA Twitter account. A two-minute presentation that included some of the video content was played for the Council.

Mr. Moore asked for a motion to adjourn. Motion was provided by Ms. Webb and seconded by Dr. Hull. The meeting was adjourned at 2:45pm.

**Next Meeting** – Wednesday, January 19, 2022 at 2:00pm