
**Alabama Apprenticeship Council
Minutes of the Last Meeting
Wednesday, July 13, 2022 – 2:00pm**

MEETING HELD IN PERSON
George Howard Training Center/Joseph Self Auditorium
15 Technology Court, Montgomery, AL
The meeting was recorded by audio

Council Members Present: Mr. Nick Moore for Governor Ivey, Ms. Audrey Webb for Chancellor Jimmy Baker, Ms. Mary Albritten, Mr. Jerry Grissom, Ms. Amber Turner and Ms. Bregitte Braddock* - **newly appointed by Governor but not approved by legislature at time of meeting.*

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

Documents provided to the Council: Agenda for July 13, 2022, Minutes of Last Meeting for April 12, 2022, Apprenticeship Council Quarterly Report, Incentive Funding Program (Draft) Document.

The meeting was called to order by Mr. Nick Moore. The roll was called however there was not a quorum established. Mr. Moore called for the approval of the meeting agenda. There was a motion by Ms. Turner and a second by Mr. Grissom and the agenda was approved. There were not items to be vote on during this meeting. Mr. Moore called for a motion to approve the minutes of the January 19, 2022 meeting. The motion was made by Ms. Turner and seconded and the vote was carried.

New Business

Mr. Laney introduced the newly appointed member of the AOA Council, Ms. Bregitte Braddock. Ms. Braddock was recommended by Mr. Ron Davis with Alabama Automotive Manufacturers Association. Ms. Braddock has years of experienced in the automotive manufacturing industry. At the time of this meeting, Ms. Braddock was waiting approval of appointment by the legislature.

The Council members were provided with a draft of the Incentive Program document for review and input before it was finalized and published. Director Laney discussed the potential ways companies could qualify and maintain eligibility for the incentive program. After some discussion, the Council agreed: 1.) that for the first year new programs (established after October 1, 2022) would receive the incentive funds and the program would be revisited to determine eligibility of established programs; 2.) that a new program is considered “new” for a total of three fiscal years and can apply for reimbursement each year for up to three years and 3.) that companies would have to select one of the two related technical instruction options for reimbursement i.e. 50% of the amount expended to cover related technical instruction or a one-time setup grant for internal training expenses up to \$10,000. Employers will be required to submit a follow-up report 12 months after the contract reimbursement is completed.

The new AOA employee will be tasked with develop the process for employers to access the funds.

Director's Report

Director Laney provided the quarterly update of new programs, newly registered occupations and program suspensions. Director Laney discussed the need to suspend one of the programs for noncompliance and the need to have legal counsel prepared in the event the program requested a hearing. Additionally, he provided the latest figures for the tax credit, and new apprentices, new completions, new cancellations and demographic data. He emphasized the increase in the number of female apprentices in the history of Alabama apprenticeship. He credited the increase to the number of females in the newly established Nursing apprenticeship programs statewide.

The Brookings Institute will be meeting in Mobile in September to learning about what the State of Alabama is doing with competency based education, skills based hiring and how that works with credential quality and transparency data and work based learning.

The AOA staff will be attending EDAA to meet economic developers and trying to identify opportunities to expand registered apprenticeship programs in the counties or regions.

Meredith Smith and Kristen Holder were invited to Alabama Building Trades to present. Members of the staff will also attend Manufacture Alabama and Alabama Forestry Association conferences in September.

Best Practice Presentation

Mr. Laney presented on the Demopolis Fire Department's (DFD) registered apprenticeship program. DFD is the state's only registered fire department apprenticeship sponsor.

Other Information

Applications for the Work Based Learning Best Practices were being accepted. Council members were encouraged to recruit or suggest employers or organizations that provided work-based learning to apply.

Upcoming Meeting

Tentatively November 16, 2022

The meeting was adjourned at 2:45pm.
