

**Alabama Apprenticeship Council  
Minutes of the Last Meeting  
Tuesday, April 12, 2022 – 2:00pm**

**MEETING HELD IN PERSON DURING THE  
STATEWIDE WORK-BASED LEARNING SUMMIT  
Yorkshire Room – Hyatt Regency Hotel  
1000 Riverchase Galleria, Birmingham, AL 35244  
*The meeting was recorded by audio***

**Council Members Present:** *Mr. Ed Castile for Governor Kay Ivey, Ms. Audrey Webb for Chancellor Jimmy Baker, Superintendent Eric Mackey, Mr. Daniel Flippo, Ms. Mary Albritten, Mr. Jerry Grissom & Ms. Amber Turner*

Other Guests: Rachel Hirsh

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

**Documents provided to the Council:** Agenda for April 12, 2022, Minutes of Last Meeting for January 19, Apprenticeship Council Quarterly Report

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The meeting was called to order by Mr. Ed Castile. The roll was called however there was not a quorum and therefore the meeting agenda and minutes from the last meeting were not approved. There were not items to be voted on during this meeting.

Mr. Castile thanked and welcomed everyone to the meeting. He recognized Ms. Rachel Hirsch with the National Governor's Association.

Director Laney and Mr. Castile discussed the vacancy on the Apprenticeship Council. Ms. Bridget Broddick, Region 3, has agreed to serve on the council. She provided her information, and it has been submitted to the Governor for approval.

Mr. Castile asked the council to thank the legislators for their support of the Alabama Office of Apprenticeship and the increase in funding for the coming fiscal year. The Alabama Legislature approved a new incentive for businesses to become a registered apprenticeship program. The new incentive would use \$2million to assist companies by paying half of the cost for related instruction and half of wages for an established period of time. The rules for participation in the program are being established. The tax credit program will continue until it sunsets. The

additional funds in the operations budget for AOA will allow for the hiring of a new staff person to handle the new incentive program and other duties.

Mr. Castile also acknowledged the work of Senator Arthur Orr and others who helped to bring a greater awareness for the need of apprenticeship programs to the state.

### **Director's Report**

Director Laney provided information on the development of the rules for the new tax incentive program for businesses, stating the rules would be developed using the best practices of other tax incentive programs. Draft rules would be provided and presented at the next quarterly meeting for council input.

Mr. Laney presented the new program registrations, newly registered occupations and program cancellations or suspensions. During the period between January and April, 2022, there were 9 new programs, 2 new occupations added and no suspensions or cancellations. He further discussed the tax credits, and the apprentices update with demographic information. Additional details were provided about the new statewide nursing apprenticeship program and diesel mechanic program with Ingram State.

### **Other Activities**

RAVE – the AOA staff is in the process of reviewing 10 registered apprenticeship programs for compliance as required by federal statute. The first review was conducted with a company in North Alabama. The results can be made available for public review but will not be posted publicly.

Members of the AOA have or will participate in various programs or conferences discussing innovative Alabama registered programs or ways to expand registered apprenticeships.

Ms. Rachel Hirsh, National Governor's Association provided information and updates on the programs to promote apprenticeships. Director Laney and Mr. Nick Moore will be providing input into national legislation regarding apprenticeships.

Mr. Laney provided an update on the Apprenticeship Dashboard with the new features. Plans are to include the Work-Based Learning programs from around the state on the dashboard.

Mr. Castile provide additional remarks about apprenticeships in other countries and the need for more, diverse types of apprenticeships in the state.

The meeting was adjourned.

