**Apprenticeship Alabama (AA) Public-Private Partnership**

02/15/2017

10am - 11:50am

Meeting Minutes

**Partners:**

**ACCS** (Alabama Community College System) **–** Jason Hurt, Nancy Griggs (NACC)

**ADOL** (Alabama Department of Labor) Ruby Beezley (CCS), Bob Brantley (CCS), Jim Cook (CCS), Jim Ramsey (CCS),

**ALSDE** (Alabama State Department of Education) **–** Josh Laney

**WDD** (Workforce Development Division) **–** Mickey Hutto, Tammy Wilkinson

**AA** (Apprenticeship Alabama) – Sherry DeLoach, Patsy Richards

Greetings – Patsy

**Apprenticeship Alabama Update**

* AA Policy and Procedures
  + Patsy: Reiterated that the Income Tax Credit (SB90) can only be used for new apprentices starting on or after January 1st through May31st
    - Tammy stated, “According to the bill, the tax credit can be prorated. Are we going to prorate the tax credit? Patsy, responded, “No.”
  + AA Expansion Goals discussed - Patsy
    - Currently at 3900
    - Plans to expand to 6000 in 5 years
  + Patsy: Apprenticeship Alabama’s core objective is to expand Registered Apprenticeships.
    - SB90 (Tax Credit) is one of the incentives AA has to accomplish its core objective

**Regional Assignments**

* AA Staff New Regional Assignments
  + Frank – Region 1
  + Sherry DeLoach – Region 3 & 7
  + Jessica Falls – Region 2 & 4
  + Patsy Richards – Region 5 & 6

**Work with RWCs**

* Strategic Planning
* Get to know local businesses in each region
* How can we engage ACCS, ALSDE, & Businesses in each region to utilize Apprenticeships?
  + Engage in community events (Career Expos, Industry Days, etc.) in each region to increase visibility and awareness
    - Region 1 Event – February 16th (9th & 12th Graders)
    - Region 2 Event – March 8th -10th
    - Region 3 Event – October 12th -13th
    - Region 5 Career Expo - September 14th -15th (8th Graders)
    - Region 7 SAWDC Event – September
  + Work with Kamtek, ACCS and ALSDE to build a pilot program to engage youth 16-17 in Registered Apprenticeships
    - Josh is working to set a meeting up with all Stakeholders
    - Josh stated, “A copy of Georgia’s bill has been provided and it details what the state of Georgia did to offset the cost employers will incur when they hire underage workers.”
  + Work with Nancy Griggs to pilot a program at Northeast Alabama CC.

**WIOA Discussion:**

* Eligibility
* The process to determine eligibility can be completed in a week if all required documentation is submitted
  + - * Some of the requirements:
        + Proof of Residency
        + Birth Certificate
        + Even with an economic qualifier, you must have a barrier (Pregnant, Parenting Teen, Offenders, etc.)

10 Counties that are economically qualified to access WIOA funds:

Bullock

Conecuh

Dallas

Greene

Lowdnes

Macon

Marengo

Perry

Sumter

Wilcox

* Ruby: It is rare that someone comes in with all of the required paperwork.
  + - * + Question: Can we get a list of what is required? Is this list accessible on the website?
        + Ruby: You can get this list from any Career Center. The BSRs provide a copy to the employers they work with. The list is not available on the website, but we will look into seeing if we can place it on the website.
        + Ruby: Showed group a list of items that must be in each file.
* Jason: Can this list be condensed? That’s a lot.

Ruby: The list is required by the Feds (USDOL)

* Mickey: Clarified that the Federal list cannot be changed, but we do have state requirements for the OJT contracts.
* Jason: Can the list be condensed?
* Mickey: It would require legislative action.
* Group Consensus: Let’s see if anything can be done.

Question: Are ITAs more difficult to do than OJTs?

* Ruby: No, they use fairly the same process.

Question: Can the Career advertise Apprenticeships?

* Ruby: Yes, employer submits Job Order to Career Center

**Items from previous Agenda/Questions**

* Remaining Items
* AA Strategic Plan Development
* Encouraged group to review plan
* USDOL Partnership Update
* Ron Dixon registers apprenticeships in the state. Apprenticeship Alabama is available to assist companies.
* Review AA Checklists
* Sherry discussed:
  + Income Tax Credit Signing Checklist
  + Registering your Apprenticeship Checklist
* Question: Can we track information from Apprentice Agreement?

Tammy: Once information is submitted, it will be loaded into the database in Alaworks. Reports can be generated by any of the categories in the system

* Question: How many large companies are interested in the tax credit?

Sherry: The tax credit in addition to region grants and WIOA funds can add up. This could be very valuable to a company.

Patsy: Most large companies are really looking at the benefit a Registered Apprenticeship provides to meet their workforce needs. They are not really focusing on the Tax Credit.

* Question: Do you think ACCS would be interested in Registered Apprenticeship College Consortium (RACC)
* Jason: I am still trying to figure out how this would be beneficial to the colleges.
* Patsy: College would provide the training for each program it sponsors. Colleges would do the paperwork for the company removing the hurdles that most businesses shy away from doing Registered Apprenticeships.
* Nancy: NACC has a RACC, but it is so new. They are still working out the ins and outs of the RACC.
* Region 4 (Central 6) Pilot Program Development
* Update will be provided in March
* Next Meeting Dates:
* March 15th
* Location – ACCS (Downtown Montgomery)
* April 19th
* May 17th

**Action Items for Next Meeting (March)**

* Work with Josh to set-up meeting with Kamtec to pilot program to hire 16-17 in Registered Apprenticeship program
* Work Jason and others to see if any adjustments can be made to state requirements for WIOA funds
* Work with Nancy Griggs to pilot a program at NACC
* Work with ADOL to see if list of requirements for eligibility can be placed online
* Work with Alabama Works website group to provide information about Apprenticeship Alabama on Website