



ADA

ALABAMA

OFFICE OF

APPRENTICESHIP





Two part presentation:

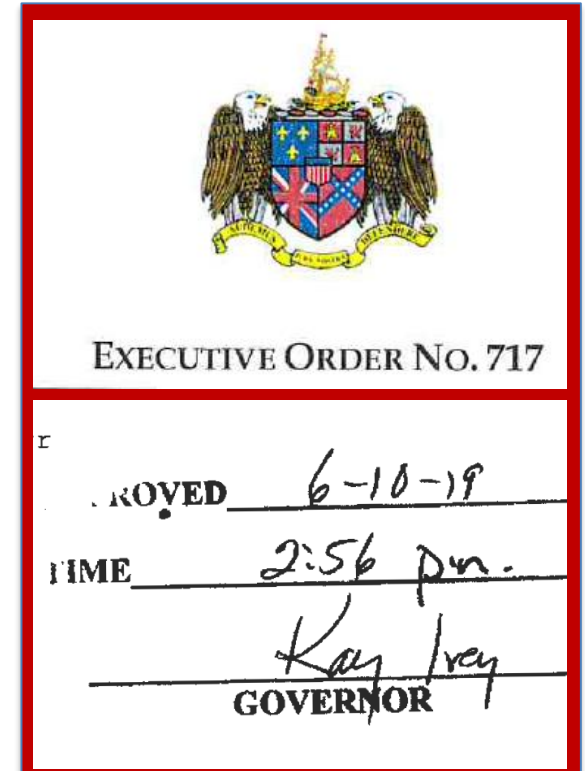
1. Structure and function of AOA
2. Foundational knowledge about apprenticeships

Part1: Structure and function of AOA

- Creation of the new office
- Current activities and responsibilities
- Coming expansions
- What does this mean for you?
- What can you do?

What's new?

- Established by executive order 717 and Act 2019-506
- Workforce activity of the Department of Commerce incubated in AIDT
- Governed by AL Apprenticeship Council
 - Mix of 9 employer and employee representatives appointed by Governor & confirmed by Senate



What's now?

AOA will continue to:

- promote RAs to reach attainment goal
- assist companies with developing and registering apprenticeships with the USDOL



SUCCESS+
Adding 500,000 new
certified skilled
workers by 2025



What's now?

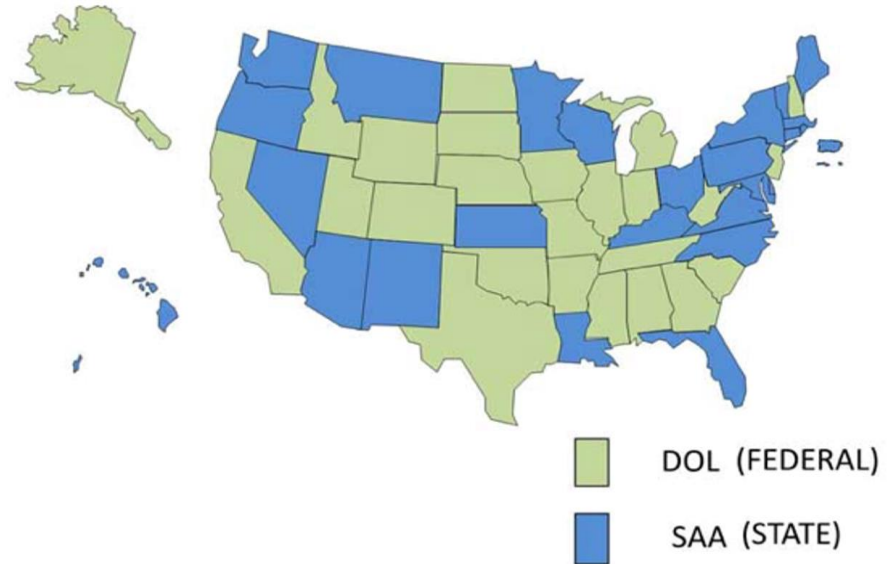
- Administer tax credits (increasing in 2020)
 - 2020 increase (\$1250)
 - 2020 increase total available(10)
 - 2020 new youth (\$500)
- Develop the AOA identity
- Develop policies and guidelines for program implementation under AOA
- Working through separation process with USDOL



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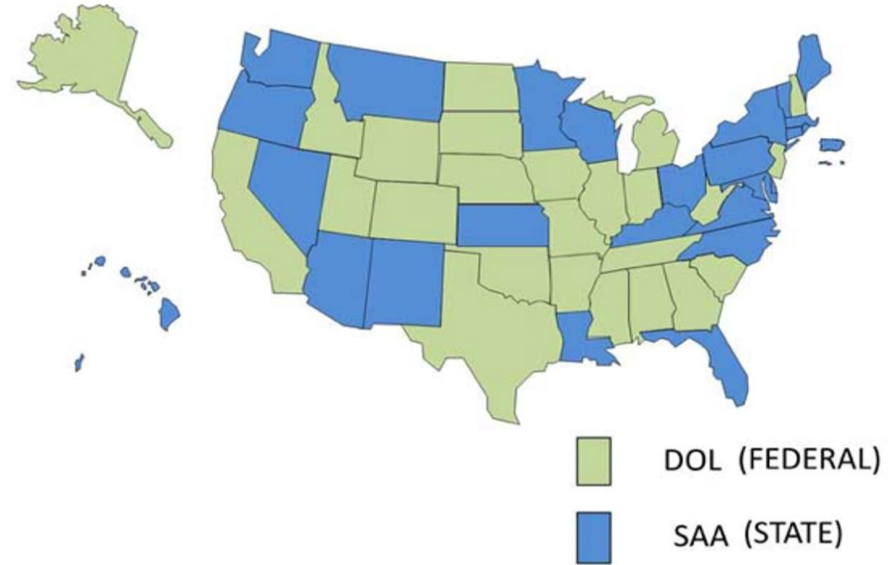
What's next?

- Assume responsibilities from USDOL for
 - Promotion
 - Registration
 - Technical Assistance
 - Monitoring

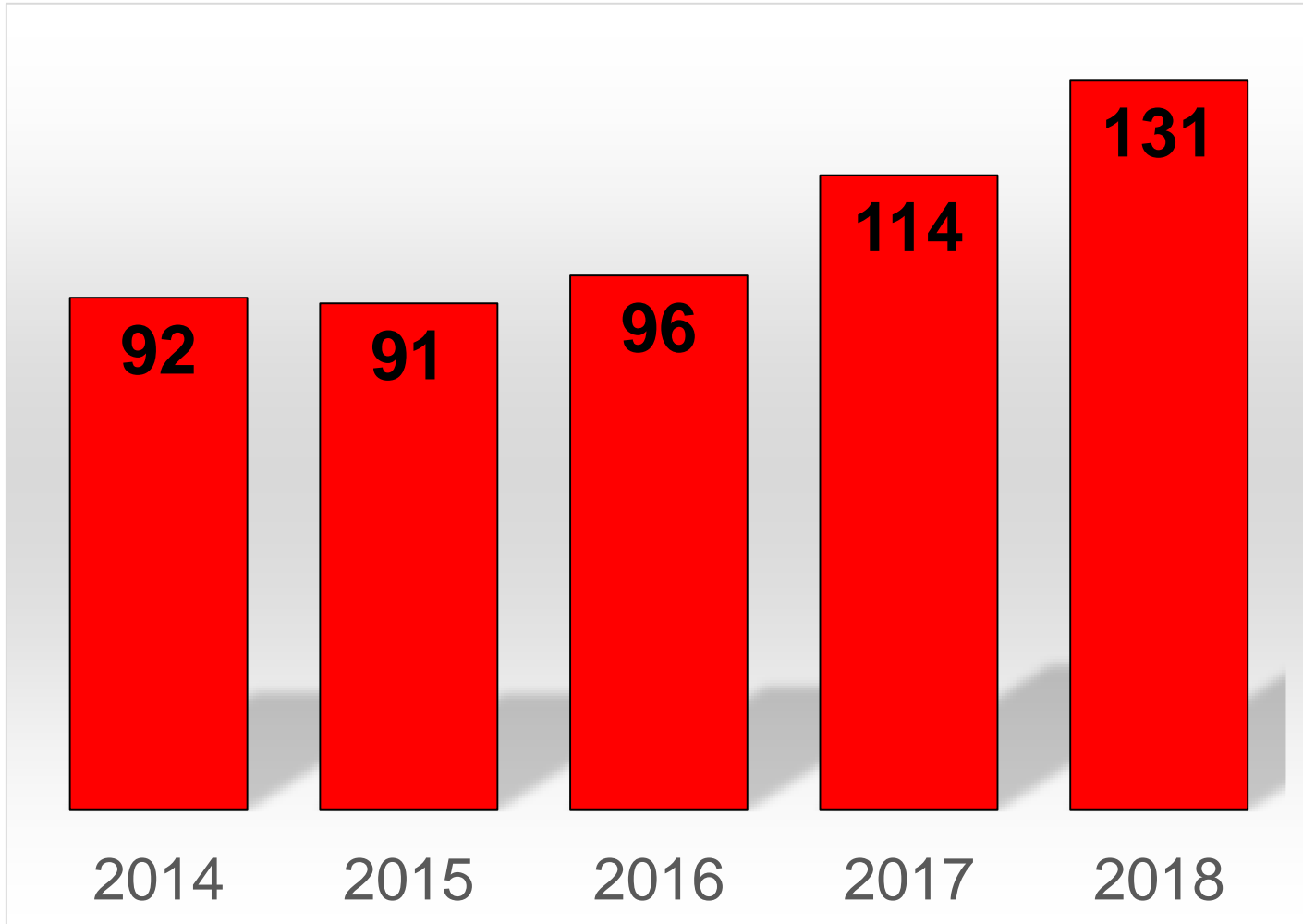


What's next?

- Improve flexibility and customer service for employers
- Develop flexible new apprenticeship models
- Grow the variety of occupations being trained
- Increase diversity of Alabamians becoming apprentices

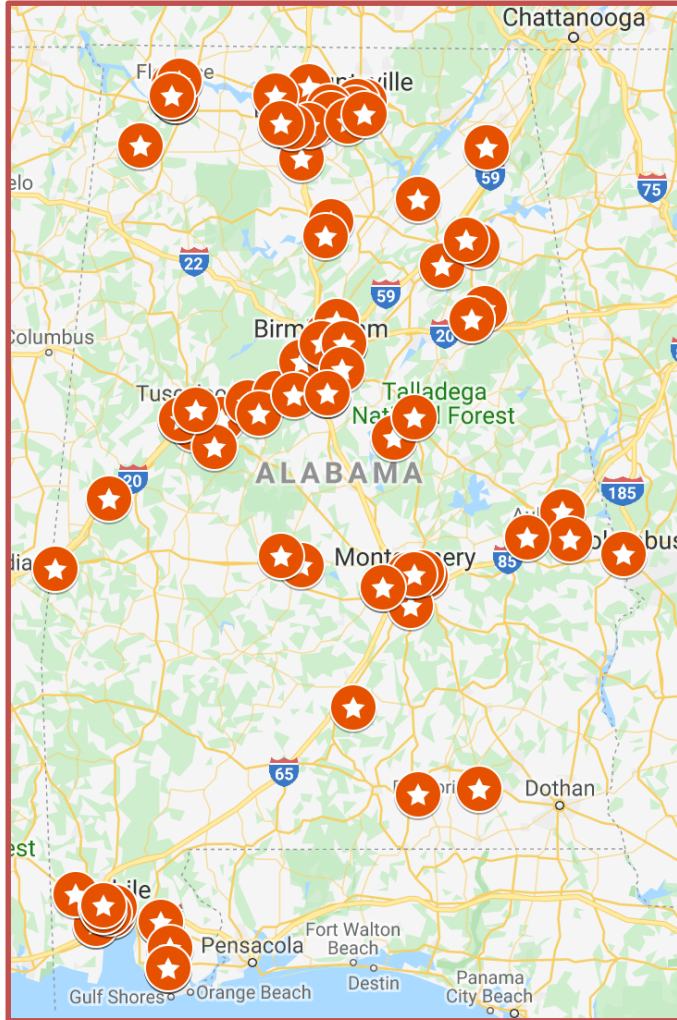


ACTIVE PROGRAMS



This data sourced from USDOL reports for 2018 https://www.doleta.gov/OA/data_statistics.cfm
The Alabama Office of Apprenticeship cannot independently validate this data.

ACTIVE PROGRAMS



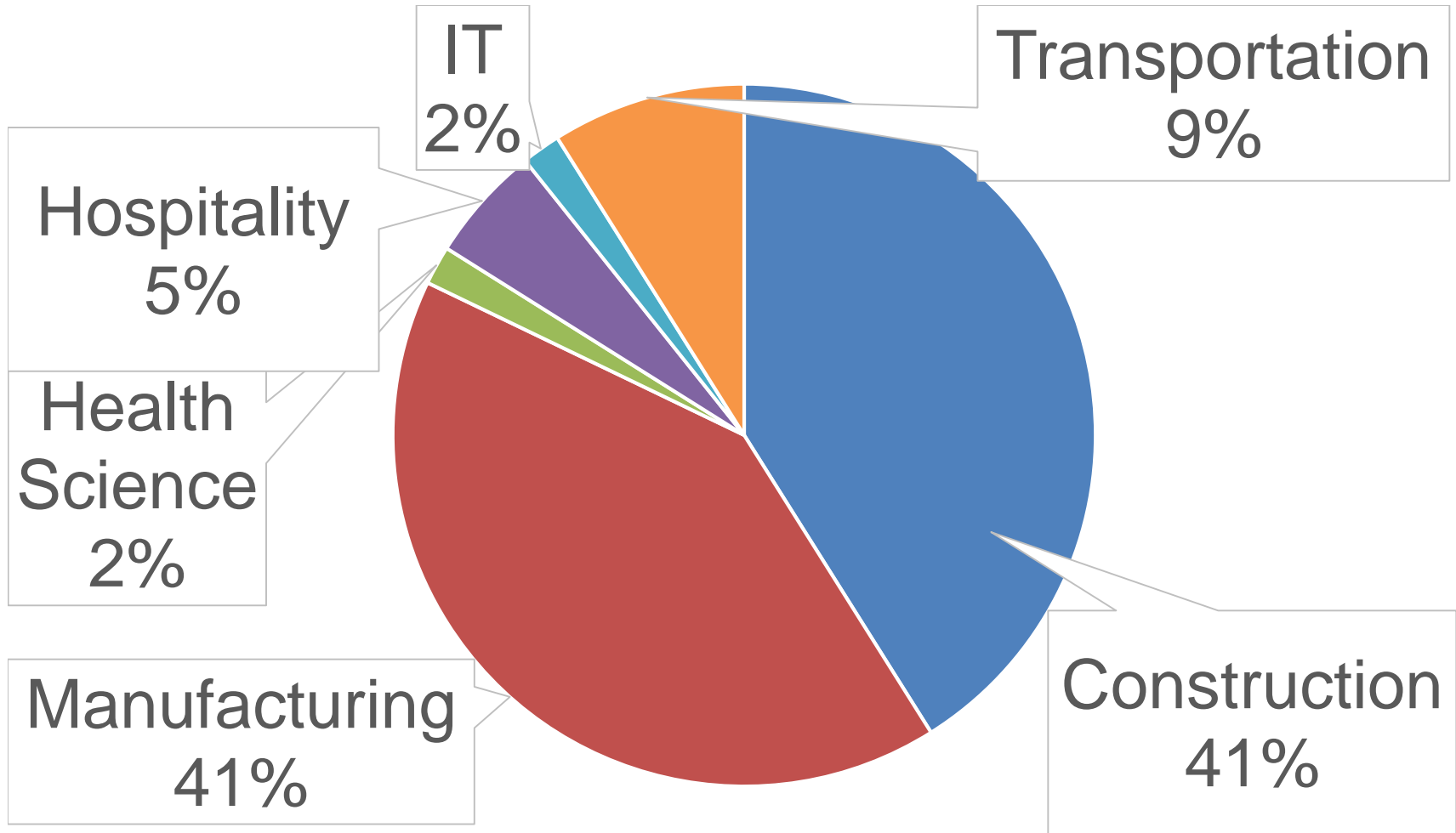
New map of apprenticeship sponsors at www.alapprentice.org

Shows occupations trained IF the available data includes that information.

Note: This does not show all of the **EMPLOYERS**.

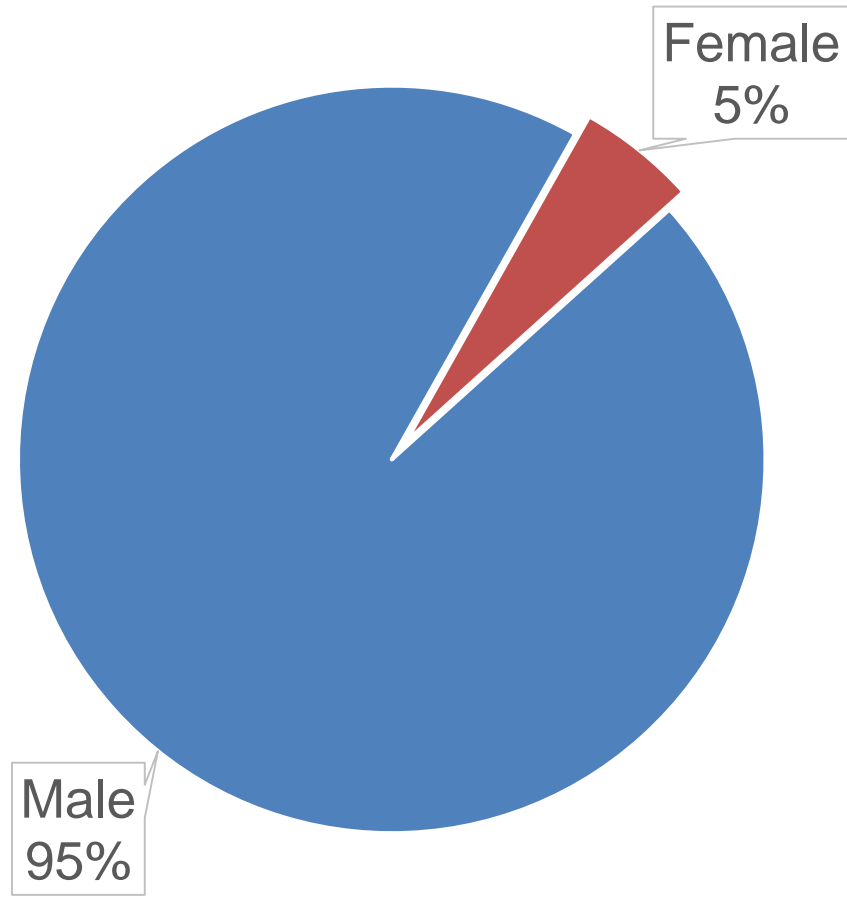
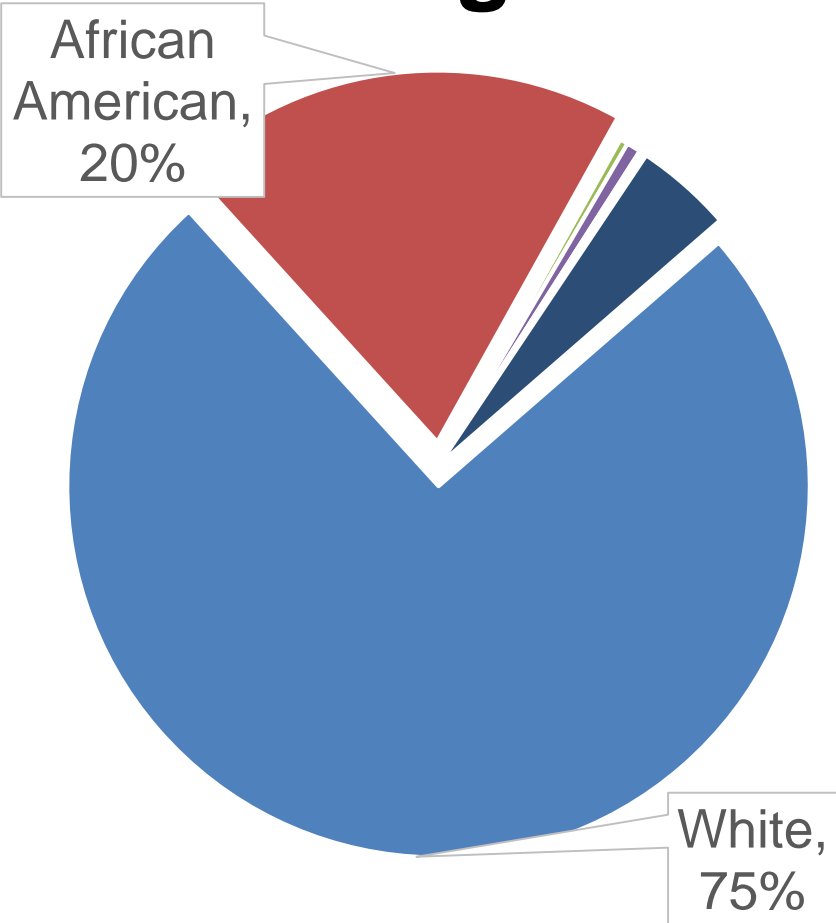
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ACTIVE TRAINING PROGRAMS



This data sourced from USDOL reports for 2018 https://www.doleta.gov/OA/data_statistics.cfm
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Current Alabama Apprenticeship Program Demographic Stats



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What does this mean for you?

Existing sponsors will be kept up to date in order to convey timely and accurate information to employers in their programs.

Prospective sponsors should connect with the AOA to receive one on one assistance and advice.



What does this mean for you?

Educators should promote apprenticeships with business partners, students, parents, and peers.

Career Center and other “Job-Seeker Support” should seek out the employers and sponsors in your area offering RAs and guide job-seekers to them.



What can you do?

- Become a sponsor
- Communicate with the AOA as you see areas for improvement in the expansion of partnerships with your colleges
- Investigate utilizing apprenticeships for training inside your own agencies and circles of influence





Part 2: Foundational knowledge about apprenticeships

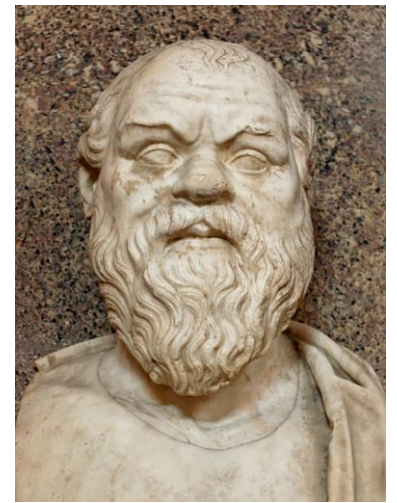
- Components of a registered apprenticeship (RA)
- Structure of an RA
- Types of RA models
- Commonly confused apprenticeship related terms

Why are we spending time on terms?

“If names be not correct, language is not in accordance with the truth of things.” – Confucius, 551-479 BC



“The beginning of wisdom is the definition of terms.” – Socrates, 470-399 BC



5 COMPONENTS OF AN RA

1. Business Involvement
2. On-the-job Training (OJT)
3. Related Technical Instruction (RTI)
4. Progressive Wages
5. Nationally Recognized Credential



STRUCTURE OF AN RA

Registration Agency

Sponsor

Employer

RTI Provider

Apprentice



TYPES OF RA MODELS

Time Based Most traditional model

- Apprentices complete defined hours of OJT and RTI.

Competency Relies heavily on industry credentials

- Apprentices pass certification exams along with RTI and OJT to move through stages of the RA.

Hybrid Blends time and credentials

- Apprentices complete OJT and earn credentials to progress through stages of RA while taking RTI.



COMMONLY CONFUSED APPRENTICESHIP RELATED TERMS

Industry Recognized Apprenticeship Programs

- “Recognized” versus “Registered”
- Established and overseen by approved Standards Recognition Entities (SREs)
- Intended for non-traditional industries
- Stay tuned. Rules are still being written



COMMONLY CONFUSED APPRENTICESHIP RELATED TERMS

Youth Apprenticeship

- State law defines a youth apprentice as “under 18.”
- The youth is fully participating in a registered apprenticeship.
- Alabama doesn’t separately register apprenticeships as “Youth” versus any other RA.



COMMONLY CONFUSED APPRENTICESHIP RELATED TERMS

Pre-Apprenticeship Programs

- Any training program tied directly to an RA where the participant completes OJT, RTI, or credentials which will be credited toward completion of the RA upon entry.



The logo for the Alabama Office of Apprenticeship. It features the letters 'A O A' in a large, bold, red font. The letter 'O' is replaced by a dark blue circle containing a white outline of the state of Alabama. Below this, the word 'ALABAMA' is written in a large, black, sans-serif font. Underneath 'ALABAMA', the words 'OFFICE OF' are written in a smaller, black, sans-serif font, flanked by two horizontal red lines. Below that, the word 'APPRENTICESHIP' is written in a large, black, sans-serif font.

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