

# Public – Private Partnership Meeting Minutes

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June 21<sup>st</sup> at 10am  
AIDT Training Center  
Training Room 108

**Partners:** Eddie Lard, Suzanne Anderson, Mikki Ruttan, Dana Wilson, Adrienne Lee, Nancy, Griggs, Tim Berry, Micah Bullard, Stephanie McCulloch, Ryan Richards, Lisa Morales, Brooks McClendon, Tonya Lee, Phillip Mallory, Frank Chestnut, Ron Dixon, Roger Fortner, Jessica Falls, Brenda Tuck, Melody Whitten, Darlene Thompson, Sherry DeLoach, and Patricia Richards

## Apprenticeship Alabama Updates

- Sherry DeLoach
  - Region 3 - Awareness is key. DCH Hospital needs 500 employees. 4 companies have signed on.
  - Region 7 - Working Community Colleges to sign students as Apprentices to front-load their education. Employers may or may not pay while they're in class. Some companies may offer tuition reimbursement. One student has been trained, they will go to work and receive pay
- Frank Chestnut
  - Region 1 - I will send out a list of currently registered apprenticeship programs. I have visited all of the career centers in Region 1 except the one in Sheffield, which I plan to visit soon.
  - Region 4 - IBEW just signed on
- Patricia Richards
  - Region 5 - 1<sup>st</sup> Healthcare company registered with USDOL
  - Region 6 - Key Safety Systems (KSS) is interested in registering their company.
  - 200K Grant Update

- K-12 and CTE - Creating a pipeline from K-12 to industry. Working on a plan to bring Executive Directors and CTE Directors together for meeting to discuss how to engage our youth
  - Stephanie McCulloch - I would like to accompany you (Frank) when you visit the Career Center in Sheffield
  - Micah Bullard - I would like to have an updated list of registered apprenticeship programs
- Program Update
  - 20-25 Companies have signed-up
  - 70 apprentices (past and current)
  - Related Technical Instruction – 144 hours of education per 2000 hours of On-the-Job-Training
  - Work with Alabama Career Centers and Department of Vocational Rehab
  - Work to create partnerships between K-12, Community College, and Business & Industry
  - Registered Apprenticeship Duration – 1-6 years
  - 20% of WIOA allocated for each Region have to get Youth Funds
    - Can be utilized for Summer Programs, Pre-Apprenticeships, Job Shadowing, Industry Tours

*Current Registered Apprenticeship Experience*

- Nancy Griggs (Northeast Alabama Community College) - Business & Industry & companies with Apprentice in our consortium and who we are working with have said that a tax credit for 5 apprentices is good but they would like to see the number increased for the next tax credit years. Also they have stated that they would like to see the dollar amount increased for the apprentices for the next tax credit years as well. Newman Technologies needed help training and maintaining Tool & Die workers. I listened to their needs and developed a curriculum for them
- Tim Berry (Newman Technologies) - Nancy helped us get by doing all the legwork. We didn't have to go through the registration process with USDOL and our curriculum was customized for specifically for us. We currently have 5 apprentices and we select our apprentices from within our company

- Plans are to expand to add 20 people
- There is a Southeast issue with skilled trades
- In 7-10 years, most skilled labor will be retiring
- Help fix the shortage around him to provide for future workforce needs
- Plans to do 5 apprentices a year for as long as needed
- Frank Chestnut - Keep in mind when you promote from within an entry level position becomes available. Therefore, it's a win win for everyone involved including the career centers
- Nancy Griggs - A tax credit for 5 apprentices is good but we would like to have more. If we could see the dollar amount for the apprentices increased that would also be great
- Tim Berry- 5 is just not enough to meet our needs. I would like to have at least 20 apprentices in our RA program. Our goal is to not only fix our issues but also address the statewide lack of skilled tradesmen.
- Registered Apprenticeship Details
  - 4-year RA program
    - Newman Technology - Provides On-the-Job-Training, progressive Wages and Mentors for Apprentices
    - NACC Consortium (RA Sponsor) - Offsets administrative cost for companies by, completing paperwork and keeping a record of apprentices. Also, provides Related Technical Instruction (RTI).
    - Machinist and Tool & Die Positions - 17 employees applied for 3 open slots of the 5. Two employees were already selected.
    - Provides 2-year degree
    - 8000 OJT hours
    - 32 hours a week as an apprentices, but work 40 hours
    - Company pays tuition and fees. Apprentices are not paid a wage to attend classes
    - Approximately 10k fro 2-year degree at Northeast Alabama Community College (NACC)
    - Looking into Incumbent Worker Training program

### K-12 Discussion

- Stephanie McCulloch - We need to hold an event where the educators (teachers, superintendents, etc.) and directors (Economic Developers, RWC, etc.) meet in one setting. In order to succeed we will need to have buy-in from the superintendents.
- Ryan Richards - Preparations must be taken at the 8<sup>th</sup> and 9<sup>th</sup> grade level. Only a small number of students enrolling in "Ready to Work" are graduating
- Adrienne Lee - "Career Essentials" are only available to certain students. I would like to know more about the Ready to Work program. I am planning to attend the upcoming summer conference in Birmingham.