

# Public – Private Partnership Meeting Minutes

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July 19<sup>th</sup> at 10am

Montgomery Preparatory Academy for Career Technologies (MPACT)  
Training Room

**Partners:** Shalyndrea Jones (Ready to Work - RTW), Lorilei Sanders (Incumbent Worker Training Program - IWTP), Josh Laney (ALSDE), Bryan Upton (ALSDE), Dawn Morrision (ALSDE), Brenda Tuck (RWC), Mikki Ruttan, (RWC), Darlene Thompson (RWC), Lisa Morales (RWC), Suzanne Anderson (Direct Communications, Nancy Griggs (Northeast Alabama Community College), Sheron Rose (Montgomery Chamber), Roger Fortner (Commerce), Jessica Falls (Apprenticeship Alabama) Sherry DeLoach (Apprenticeship Alabama), Patsy Richards (Apprenticeship Alabama)

## Apprenticeship Alabama Updates & Discussion

- Sherry DeLoach – Choctaw County Job Fair in collaboration with Alabama Career Center. In talks with Partners in Region 7 to discuss creating a Registered Apprenticeship Program that allow Front-loading their Related Technical Instruction for 2 years to allow participants. A 300 stipend will be given to participants weekly paid for by employers.
- Patsy Richards – Work-based learning initiative is generating interest in several regions (Regions 5 & 6). WIOA provided money for in and out of school youth. The in-school youth money is new to the state. Other states have been utilizing it. Invited to speak to Career Technical Educator at their Summer Conference (Aug 1<sup>st</sup>-3<sup>rd</sup>). Facilitating a conversation with East Alabama Medical and Chambers County to align Chambers County CTE Health & Science Program with East Alabama Medical's Registered Apprenticeship Program.
- Lorilei Sanders – Incumbent Worker's Program can help with tuition but not wages. Companies can apply for up to \$30,000 at one time. There is a \$60,000 lifetime limit. Funds are currently available

- Patsy Richards – said soft skills are being requested by a lot of companies she visited
- Sherry – One of her regions is embedding soft skills on the front end. Some employers are using Ready to Work as a screening tool. By committing to Ready to Work and learning soft skills they can earn creditably and become candidates for an apprenticeship program
- Shalyndrea Jones (RTW Coordinator) – gave a brief update on the revamped/upgraded RTW program. The new program should be released in August. The 1<sup>st</sup> phase will encompass the soft skills that are in high demand. The 2<sup>nd</sup> phase will encompass a specialized focus. Training dates will be going out soon to as they roll out the upgraded RTW.
- Patsy – Wallace Dothan and Alabama, Auburn, & A&M Cooperative Extension Service (ACES) are discussing a partnership to provide RTW. Wallace Dothan CC will continue to provide the Work-Keys portion of RTW while the ACES aims to provide the Soft Skills. They are waiting for the release of the updated RTW program to flesh out how this will work for the community.
- Rosalind James (ACES) – expressed their excitement in being able to provide this service for Region 6.
- Patsy – We are looking at possibly seeing how utilizing ACES to provide soft skills could work in other Regions as well.
- Josh Laney (ALSDE) – is aiming to pilot at least 10 school systems. The schools will select seniors who desire to work or go into an apprenticeship after graduating for an 18-week elective in workforce essentials. According to Josh, every kid in the program usually ends up with a job through the meet and greet process with guest speakers
- Patsy – recommended that Josh select Dallas County High School as one of the schools in his pilot program. Dallas County is piloting a program to connect in and out of school youth to business and industry through Registered Apprenticeships/Youth Apprenticeships
- Josh – will suggest printing numbers on high school transcripts so companies can have the freedom to look up scores
- Nancy Griggs (Northeast Alabama Community College/ Registered Apprenticeship Consortium) – recommended that Josh choose one school from each region and select Fort Payne High School for Region 1

- Sherry – suggested Wilcox County High School.
- Josh – said he would select schools that have the support to implement the programs. He doesn't want the program to flop therefore he is looking for high flyers
- Josh – said K-12 is now aiming for the silver level of achievement because 63% of jobs require silver.
- Nancy – congratulated Josh for aiming for the silver level.
- Sherry – asked Nancy how long does it takes start to finish for an apprenticeship
- Nancy – said the timeframe depends on schedules of those involved. Newman was done in a week an and half but she already had the apprenticeship program approved so she didn't have to start from scratch
- Sherry – told Josh an apprenticeship can be done in one to two weeks. When she does the standards and meet with the company sign it she pushes the tax credit and get it signed during the same meeting
- Patsy- said Nancy writes the standards. She has done them since 2013
- Nancy- said union companies take a lot longer
- Darlene - Companies are complaining there is too much paperwork before and after the company register with USDOL.
- Nancy - The Company will keep a personnel file as with any employee. The apprentice enrollment, cancel or completion date must be entered in RAPIDS and wages must be kept up-to-date and entered as well. Very little additional paperwork.

#### Child Labor Law/Youth Apprenticeship Consortium Discussion

- How do we deal with employer's reluctance in employing a 16-17 year old?
  - Josh – The child labor law has many exceptions. This will have to be dealt with on a case-by-case basis. It not as cut and dry as previously thought.
  - Sherry – Austal was able to work this out to continue their program with the youth. A letter was drafted between the state and federal to allow this exception.

- Would this group be interested in creating a youth apprenticeship consortium?
  - Nancy expressed interest
  - Bryan Upton and Dawn Morrison (ALSDE) was asked to be apart of the committee to flesh it out.
  - Josh was asked to be apart of the committee as well
  - Upcoming dates will be coordinated via email

**Next Meeting Date:** August 16<sup>th</sup> at 10am (Location TBD)