



ALABAMA

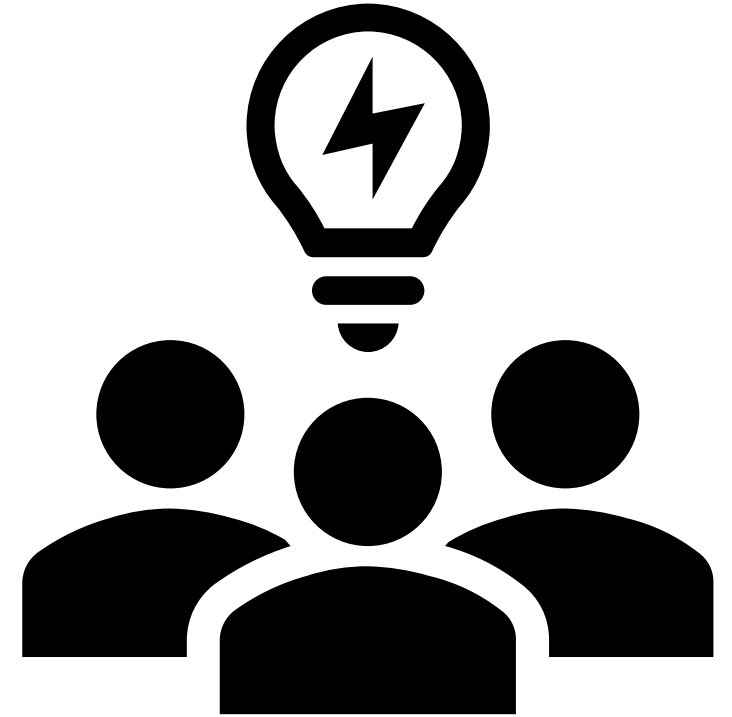
OFFICE OF

APPRENTICESHIP

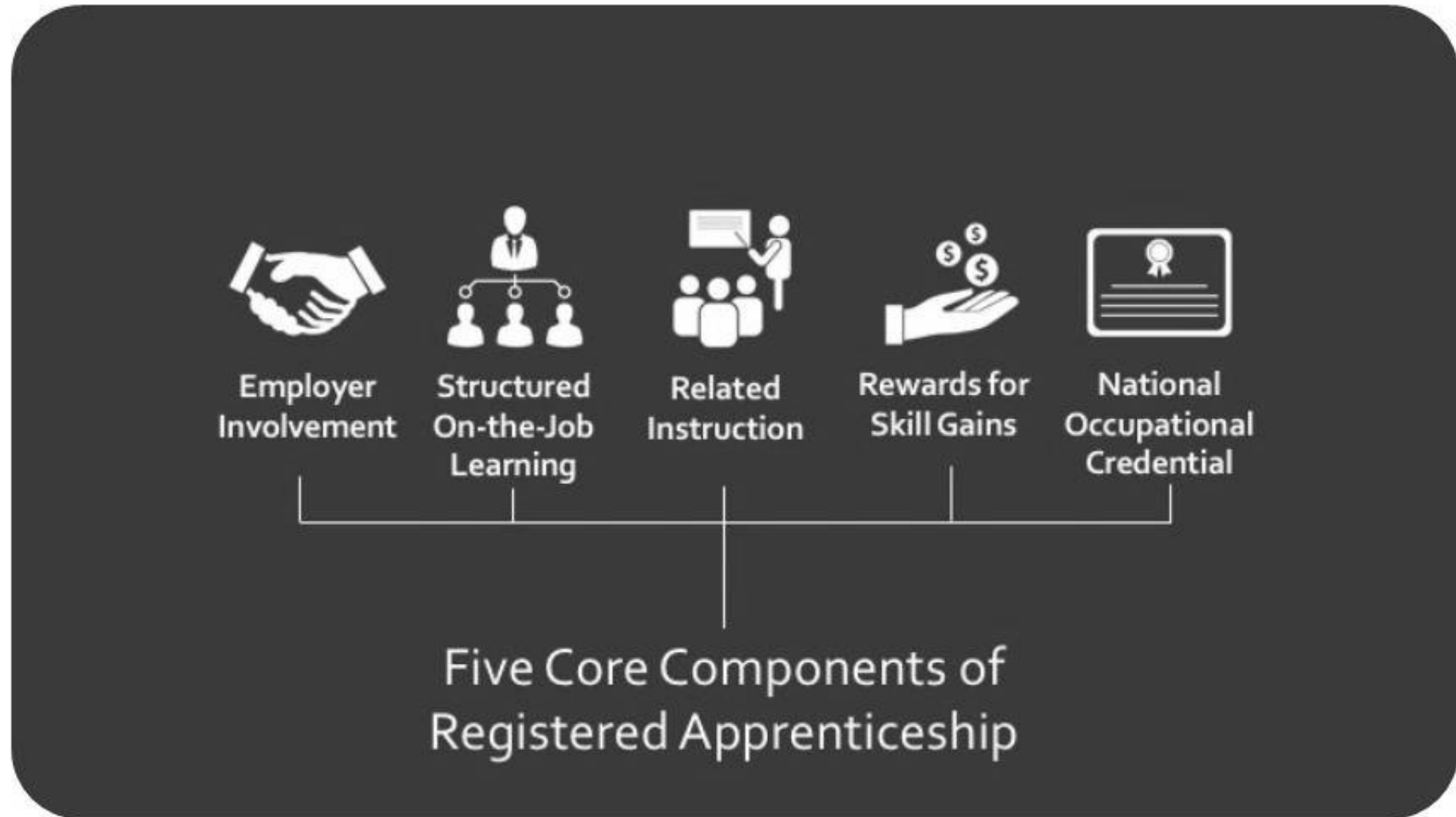
- AOA Strategies for Expansion of RA
- Characteristics of an RA
- RA Development Process
- RA as Economic Development Tool

AOA Strategies for Expanding Apprenticeship

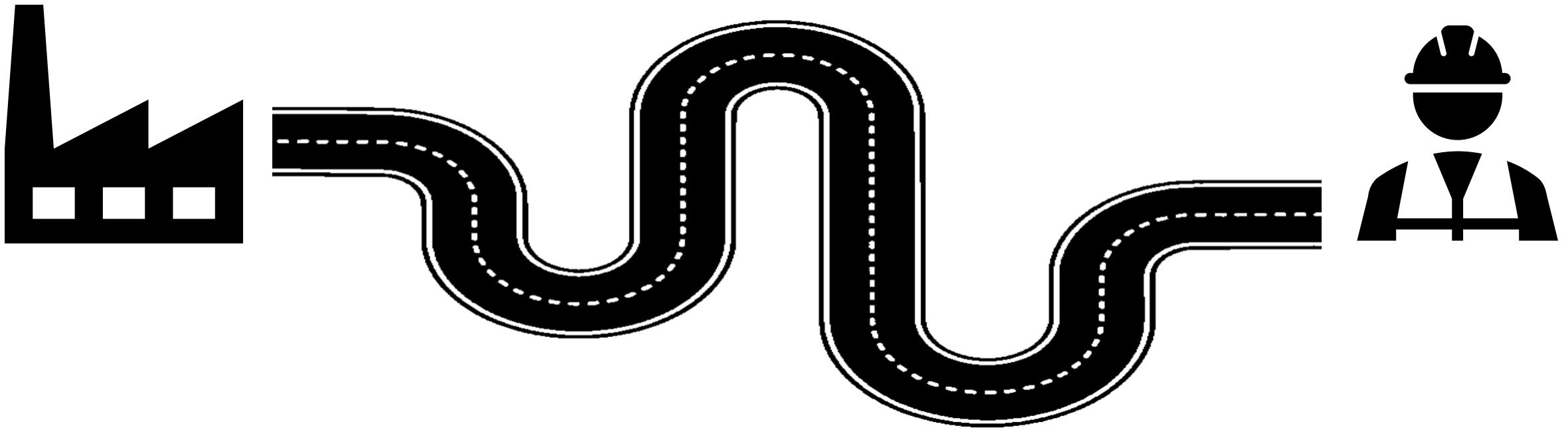
- Improve flexibility and customer service for employers
- Develop responsive new apprenticeship models
- Grow the variety of occupations being trained
- Increase diversity of Alabamians becoming apprentices



Characteristics and Benefits of RA



RA Development Process: Non-Linear



RA Development Process: Employer Identification

Recruit

- Attract more diverse talent pool
- Paths to high-demand occupations
- Potential to earn college credit


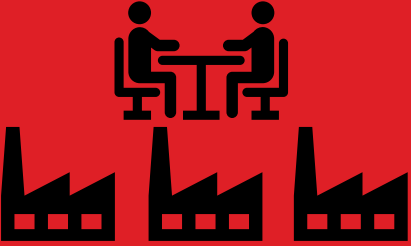

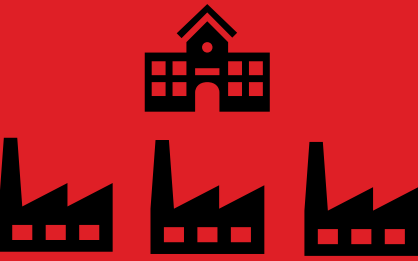
Train

- Customized training
- On-the-Job learning
- Systematic approach to training

Retain

- Develop employee loyalty
- Progressive wages reduce job hopping
- Create clear pathways to career development

RA Development Process: Sponsor Arrangement

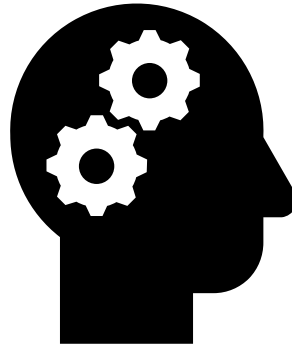
Individual Employer 	Group Joint 	Individual Employer Joint 	Group Non-Joint 
<p>One employer managing their own program.</p>	<p>Program managed by a labor organization serving multiple employers</p>	<p>One employer jointly managing a program with a labor organization inside their facility.</p>	<p>Program managed by any entity (other than a labor group) and serving multiple employers</p>

RA Development Process: Defining Program



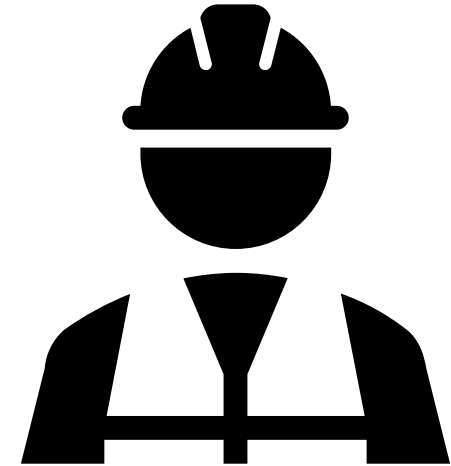
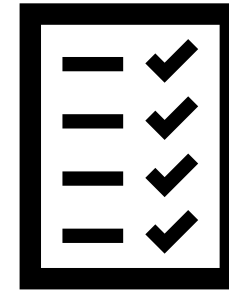
On the Job Learning
(OJL) Competencies

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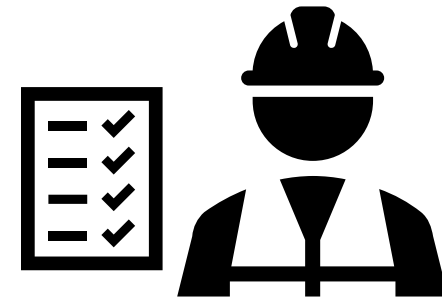
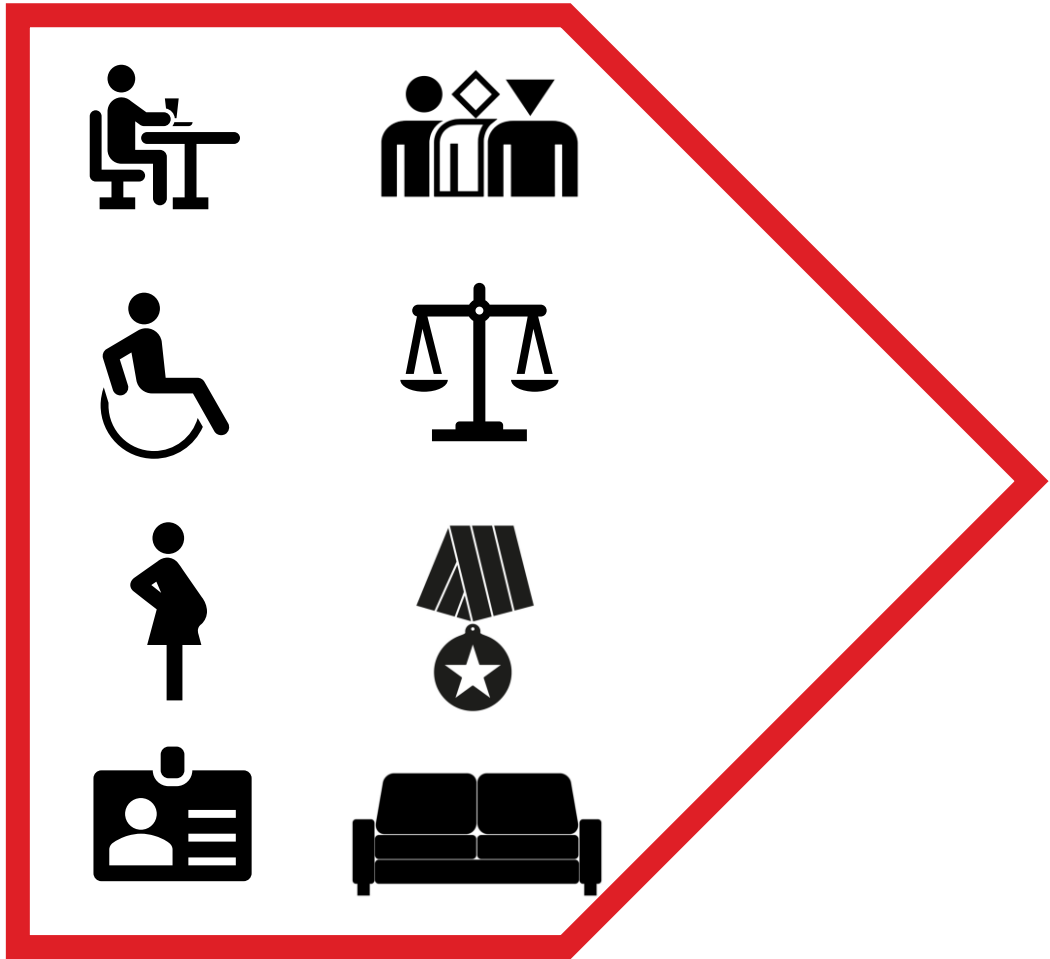
Related Technical
Instruction (RTI)

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“Work Process” defining the
training plan

Talent Pipeline Management



Making Connections: Coupon Hunting



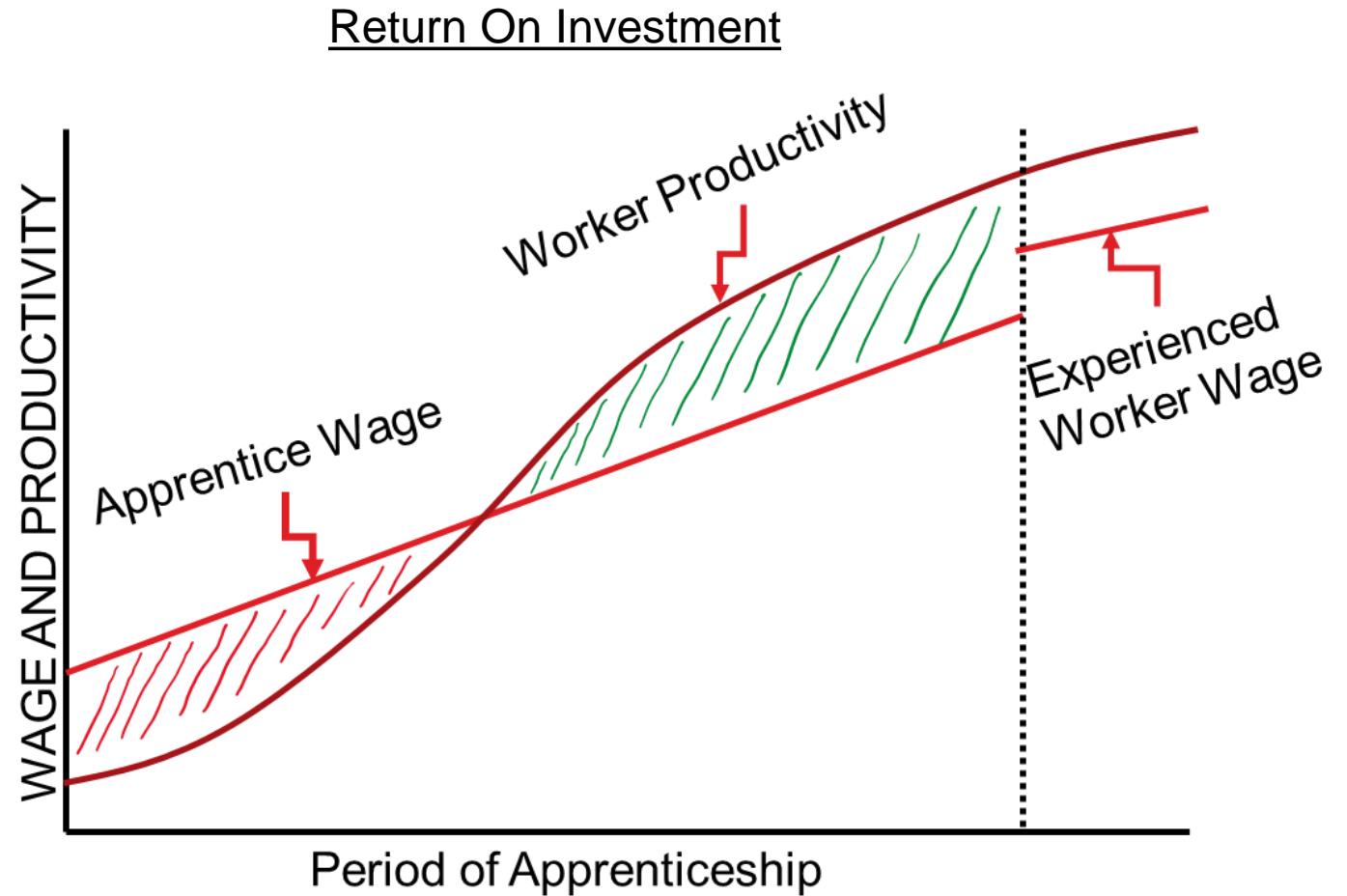
Apprenticeship programs are an employer's investment in their people. Reducing the cost of that investment incentivizes employers to give apprenticeships a try by lowering the initial barrier to entry and making the operation of a program more sustainable.

ROI for Apprenticeship

Apprenticeships represent the employer's investment in their people.

Every hire has costs:

- recruitment
- onboarding
- wages
- training



The AOA Team

Michael Bridier
Region 1 Project Manager
(256) 321-4794
michael.bridier@commerce.alabama.gov

Kristen Holder
Region 2 & 4 Project Manager
(205) 215-4626
kristen.holder@commerce.alabama.gov

Sophia Guan
Region 3 & 7 Project Manager
(334) 274-8020
sophia.guan@commerce.alabama.gov

Tawanna Robinson
Region 5 & 6 Project Manager
(334) 467-8820
tawanna.robinson@commerce.alabama.gov

Josh Laney
Director
(706) 326-1324
josh.laney@commerce.alabama.gov

Katanga Mants
Operations Manager
(334) 280-4414
katanga.mants@commerce.alabama.gov

Meredith Smith
Statewide/K12/IRAP Project Manager
(205) 335-2923
meredith.smith@commerce.alabama.gov



VISIT: alapprentice.org



Josh.Laney@Commerce.Alabama.gov

706-326-1324

Twitter: @ LaneyWorks