

What is an Registered Apprenticeship?

A USDOL approved industry-driven structured training program that allows an apprentice to *earn while they learn*.

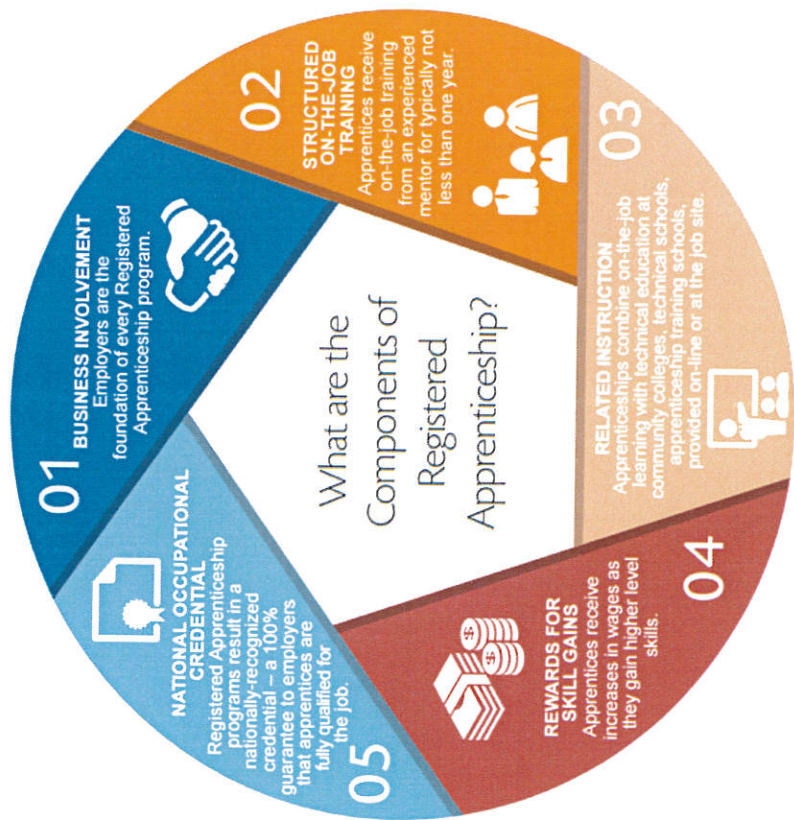
*"Earn While
You Learn"*

Who is an Apprentice?

An apprentice is an individual/trainee who is **employed** by the company earning progressive wages and receiving related instruction.



Registered Apprenticeship Components



- Business Involvement
- Structured On-the-Job Training
- Related Instruction
- Rewards for Skill Gains
- National Occupational Credentials

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Apprenticeship Alabama

has partnered with the
U.S. Department of Labor (USDOL)
to expand Registered Apprenticeship programs in the
State of Alabama.



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AA Staff Responsibilities

REGIONAL WORKFORCE COUNCILS



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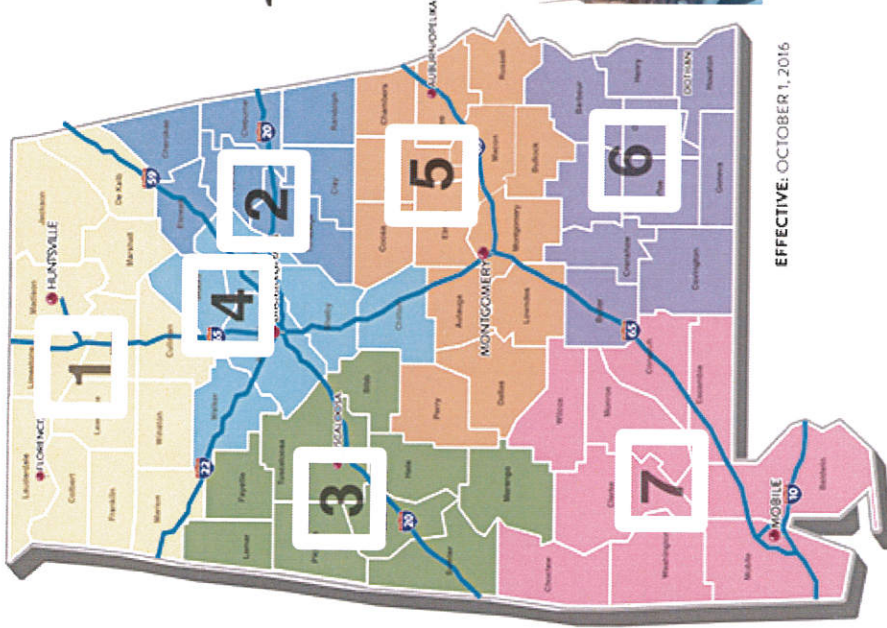
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Mission

Our mission is two-fold



Expand USDOL Registered Apprenticeships

- **5 Targeted Industry Sectors**
 - Advanced Manufacturing, Construction, Healthcare, Information Technology, Transportation & Logistics



Administer Tax Credit

- **Alabama Department of Revenue**



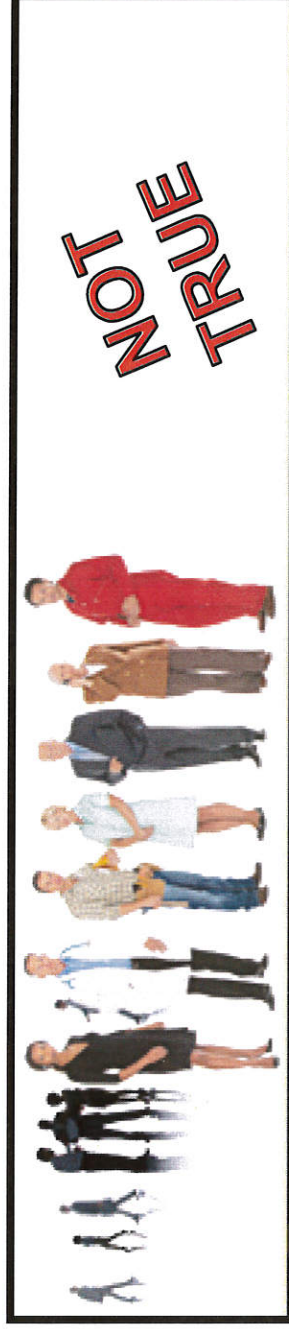
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Registered Apprenticeship Myths

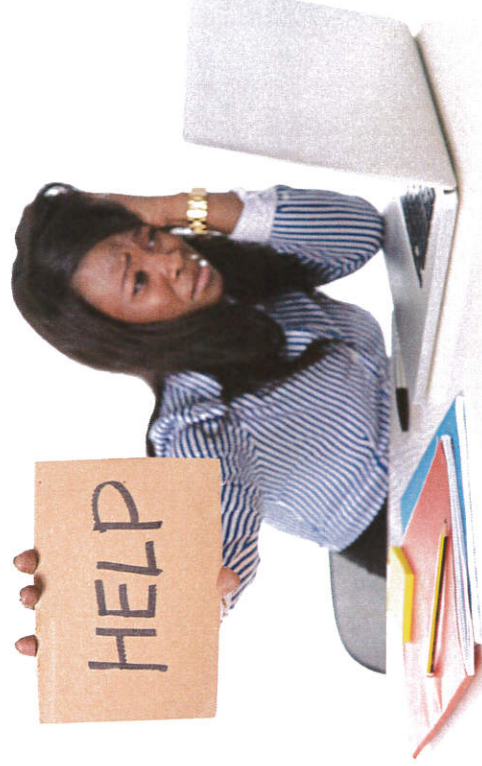


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Myth #1

Registering an apprentice program
is too bureaucratic and difficult.



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Myth #2

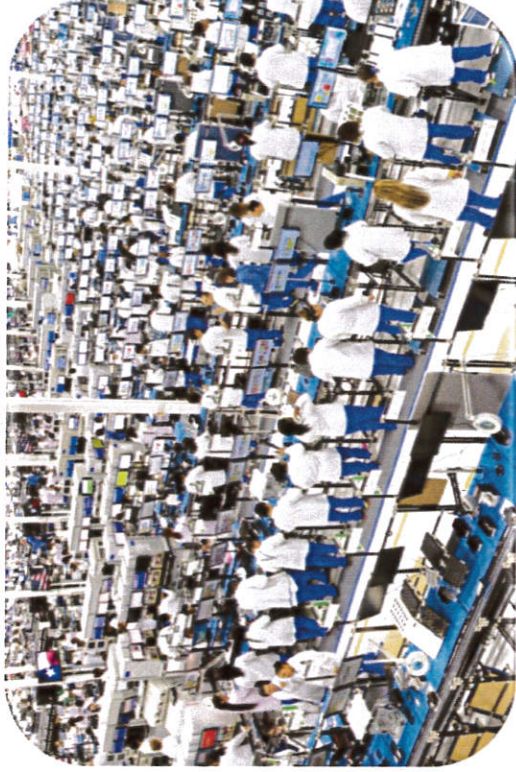
Apprenticeship programs are just for the construction and skilled craft occupations.



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Myth #3

Apprenticeships are just for big companies and require a large number of apprentices.



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Myth #4

If I train apprentices, they will just leave.



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Myth #5

If I become an apprentice, I will have to make a choice between work and college.



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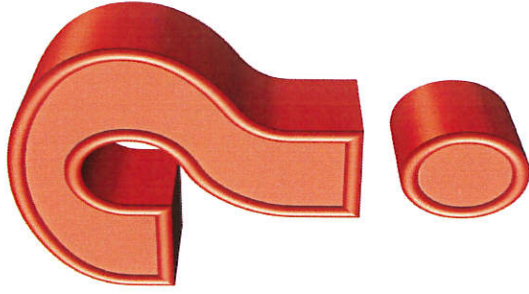
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Myth #6

Apprenticeships are for newly hired employees.



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Employers

- Is it difficult to find qualified workers?
- Who trains the new hires?
- What is the length of On-the-Job Training to become proficient?
- What is the starting wage versus the wage in 2 years?



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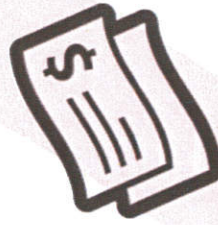
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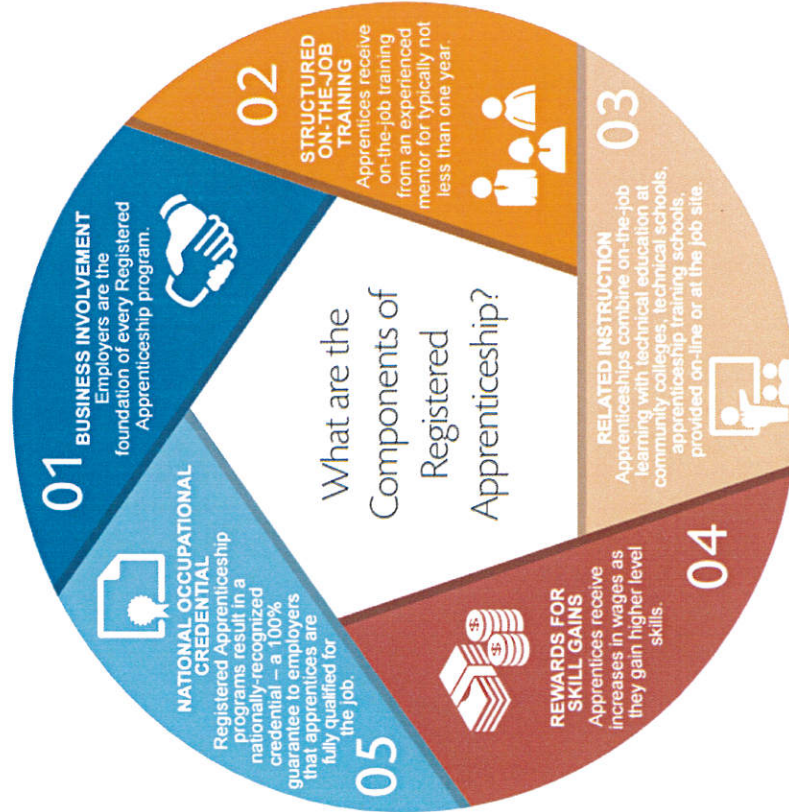




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Registered Apprenticeship Components



- Business Involvement

- Structured On-the-Job Training

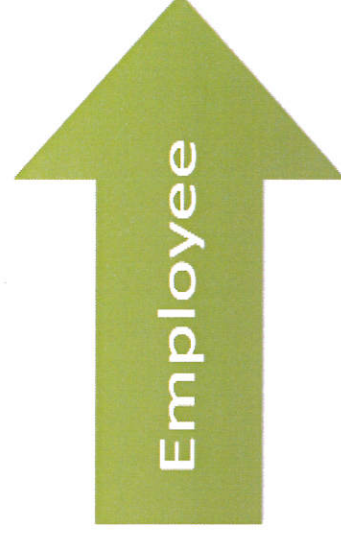
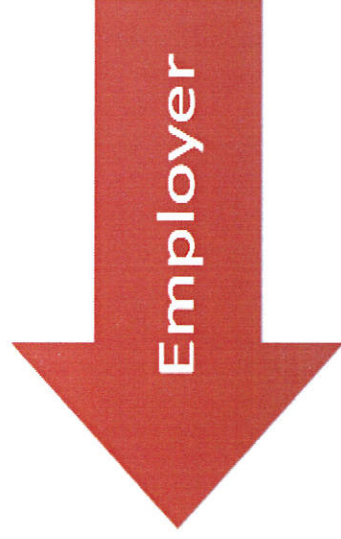
- Related Instruction

- Rewards for Skill Gains

- National Occupational Credentials



What are the Benefits?



- Structured training model
- Promote current employees
- ★ Pipeline for skilled workers
- Reduced turnover
- Increased skills
- Career advancement
- Safer workplace
- National credentials

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Registration Process

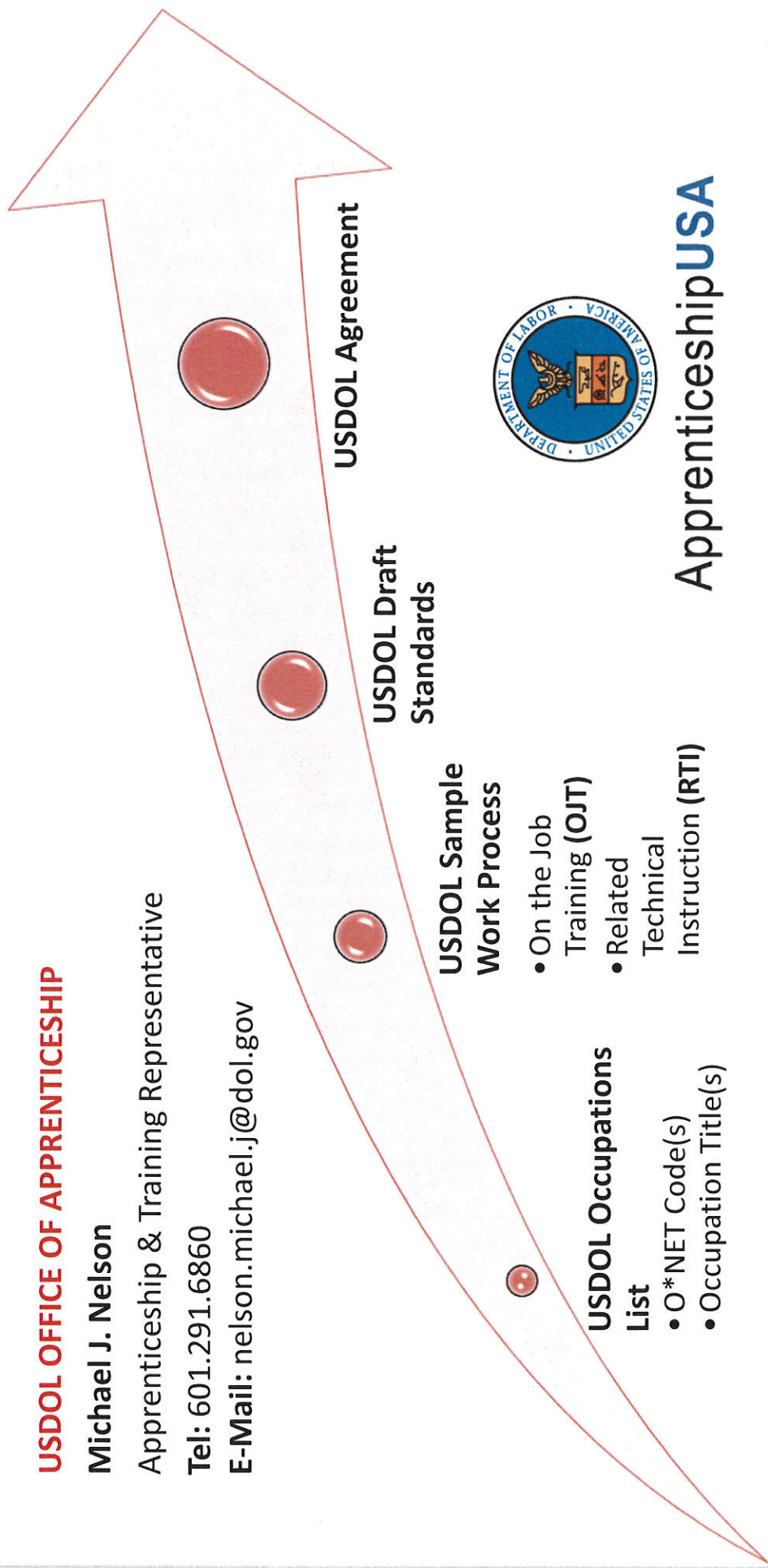
USDOL OFFICE OF APPRENTICESHIP

Michael J. Nelson

Apprenticeship & Training Representative

Tel: 601.291.6860

E-Mail: nelson.michael.j@dol.gov



USDOL Occupations List

- O*NET Code(s)
- Occupation Title(s)

USDOL Sample Work Process

- On the Job Training (OJT)
- Related Technical Instruction (RTI)

USDOL Draft Standards

USDOL Agreement



ApprenticeshipUSA



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Tax Credit

Guidelines

- Registered with USDOL
- \$1000 tax credit per apprentice
- Up to 5 apprentices beginning 2017
- Apprentice must be active 7 months of the taxable year



Apprenticeship Alabama Intent Form

Alabama Department of Commerce | Apprenticeship Alabama
1 Technology Court Montgomery, Alabama 36116 | Phone: 334.280.4469

Date (mm/dd/yyyy): _____ Federal EIN: _____ O'NET Code: _____
USDOL Registration Date: _____ RAPIDS Code: _____
Name of Company: _____ RAPIDS Registration # _____
Mailing Address: _____ County: _____
Physical Address: _____ County: _____
Contact person: _____ Job Title: _____
Email: _____ Office Phone: _____ Cell Phone: _____
Please complete the area below if your training is provided by a third party; (i.e. two-year college system, training provider)
Academic/Eligible Training Provider Location: _____
Mailing Address: _____
Physical Address: _____
Contact Person: _____ Job Title: _____
Email: _____ Office Phone: _____ Cell Phone: _____

Apprenticeship Tax Credit Program

ABOUT THE PROGRAM:

An employer is allowed up to a \$1,000 tax credit for each qualifying apprentice. An employer can claim a tax credit for up to five (5) apprentices annually, not to exceed \$5,000. The credit can be applied against any income tax or financial institution excise tax imposed under Chapters 17 or 18 of Title 40. The credit is not refundable, non-transferable, and cannot be carried forward. The credit can be claimed for an individual apprentice for more than four calendar years, regardless of employer, if applicable. Apprenticeship Alabama can verify previous credit with another employer.

TO BE ELIGIBLE FOR THE TAX CREDIT, THE EMPLOYER:

Must add apprentices on or after January 2, 2017
Must apply for the tax credit annually by submitting an "Intent Form" to the Alabama Department of Commerce, Apprenticeship Alabama by or before May 31st of the calendar year
Must have a registered apprenticeship agreement with the U.S. Department of Labor
Must verify the apprentice was employed with the employer at least seven (7) full months of the prior year

As a condition of Senate Bill 90 (SB90), Apprenticeship Alabama is authorized to obtain a copy of USDOL Appendix B (ETA-671), I have carefully read and understand this request. By my signature below, I consent to release a copy of Appendix B (ETA-671) to Apprenticeship Alabama. Also, I do understand Apprenticeship Alabama will administer a compliance review via phone or a site visit at a later date. This information will be part of an Apprenticeship Alabama database and will be used for audit purposes in order to effectively administer tax credit.

Sponsor Signature: _____ Date: _____
AA Staff Signature: _____ Date: _____

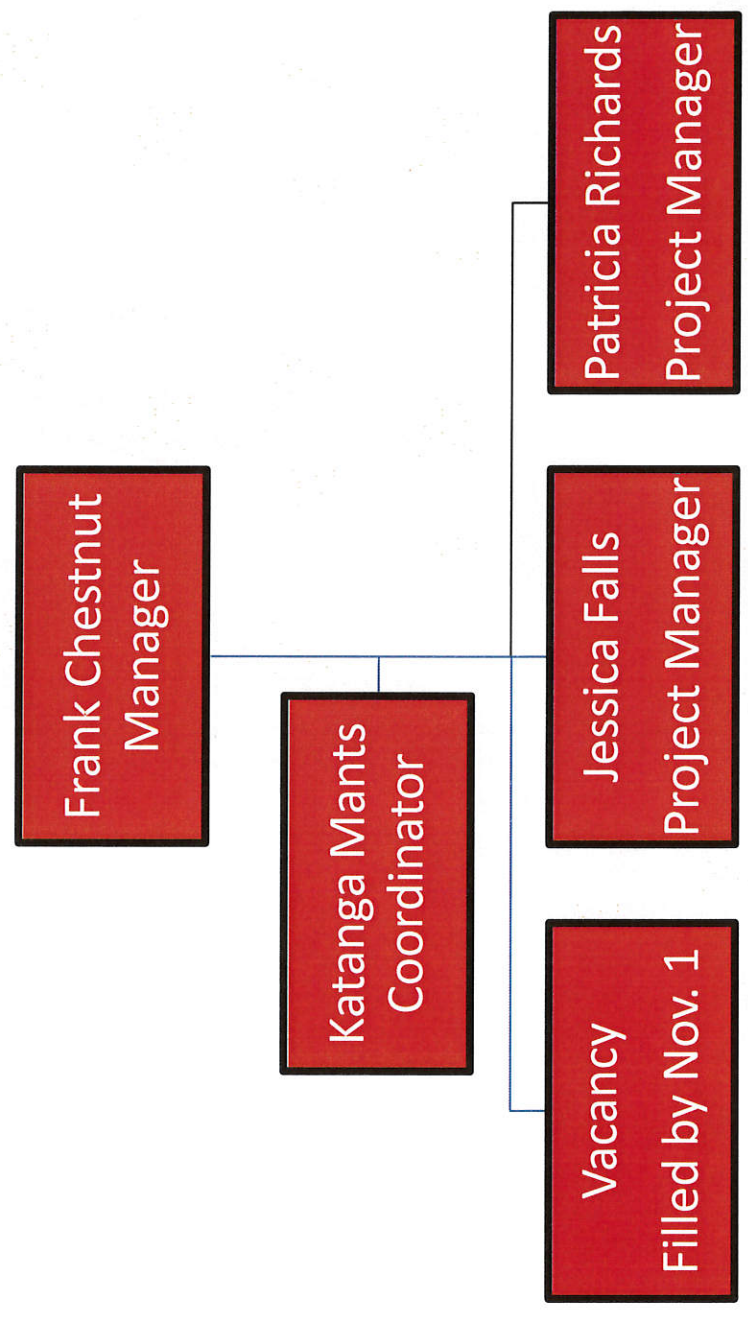
Registered Apprenticeship status will be verified with USDOL. Upon receipt of signed tax credit intent form, Apprenticeship Alabama Staff will issue confirmation within 14 business days.

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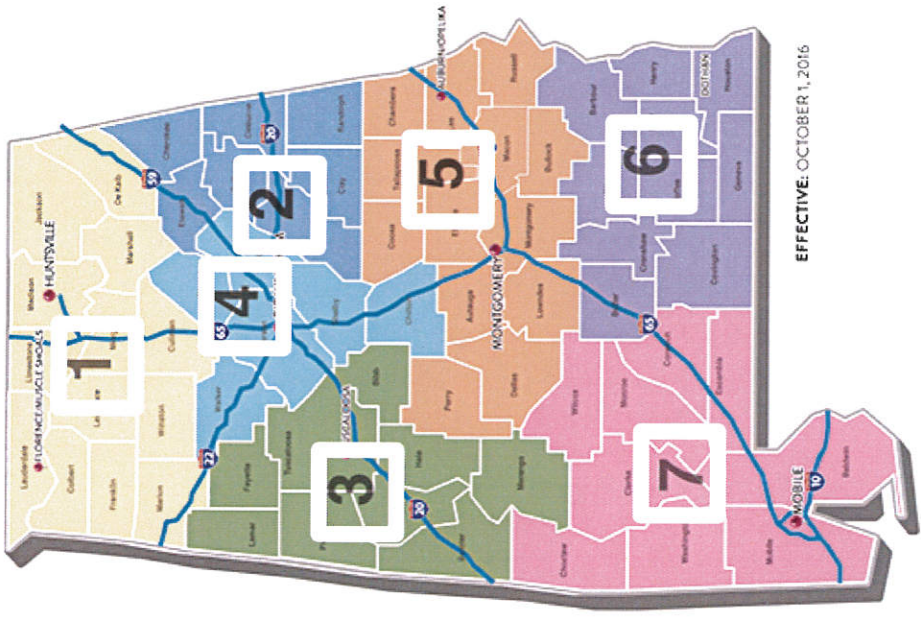
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Katanga Mants



EFFECTIVE: OCTOBER 1, 2016



Jessica Falls



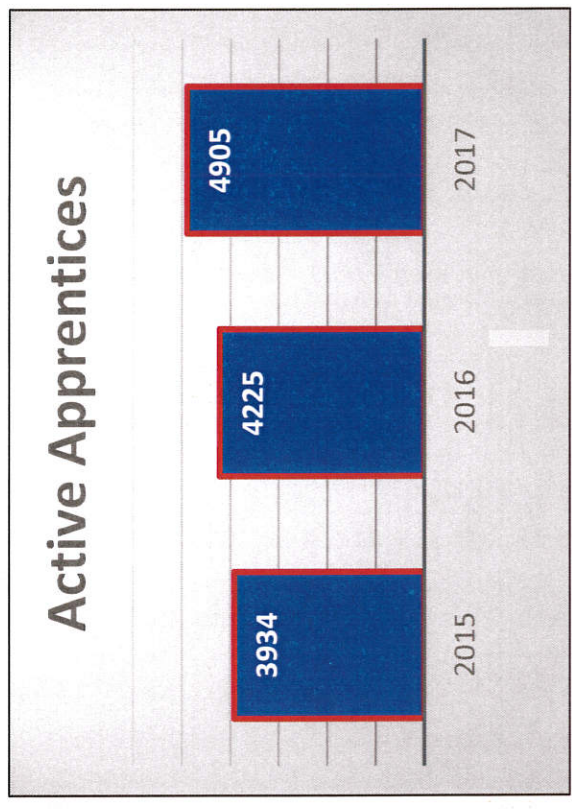
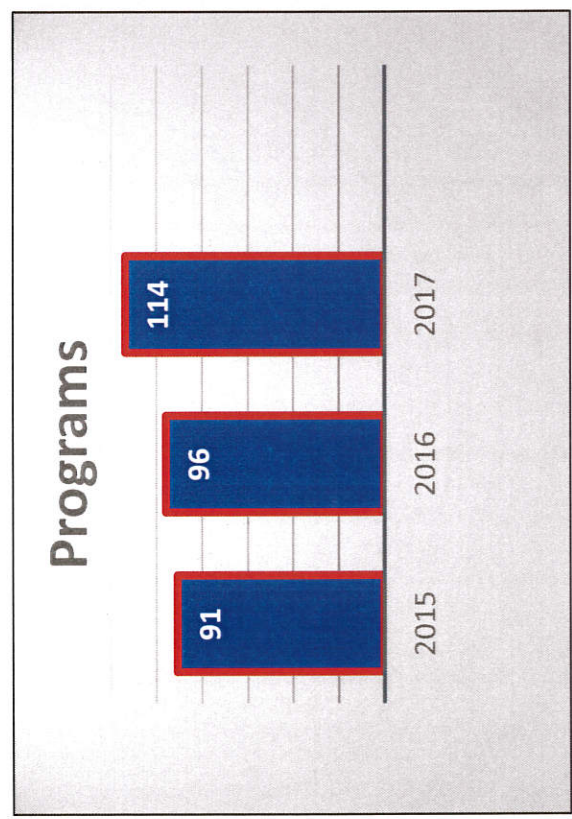
Patricia Richards





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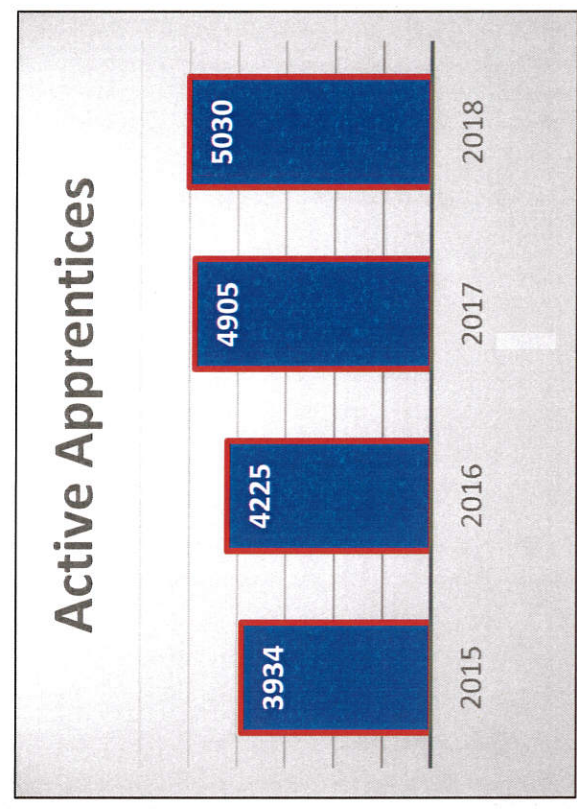
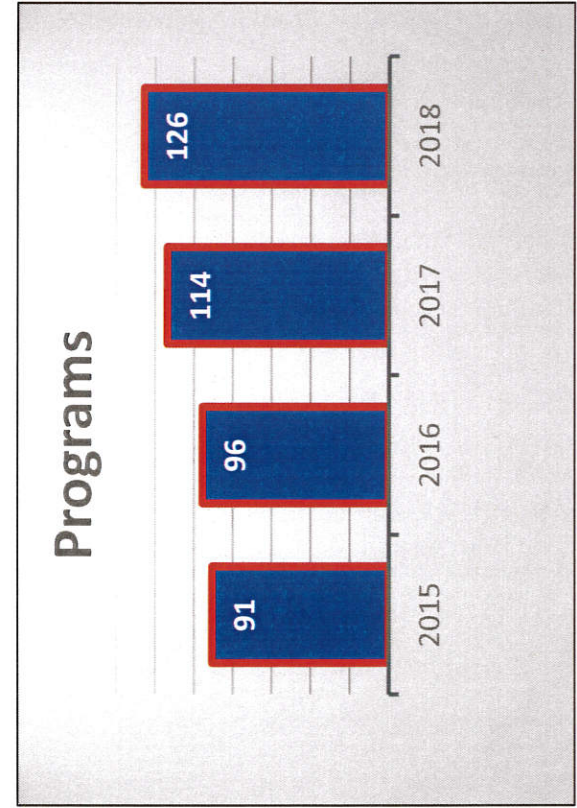
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Data



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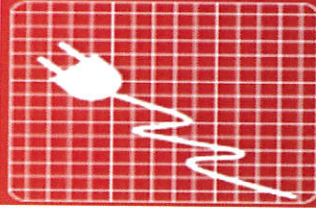
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Please visit our website for more information
www.apprenticeshipalabama.org

