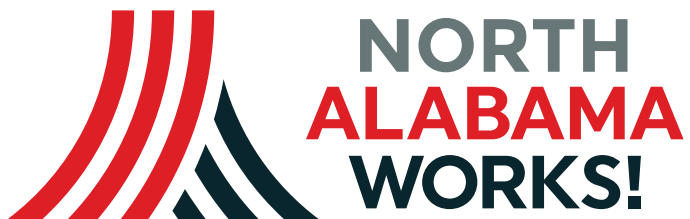


WORKFORCE TRAINING RESOURCES

for North Alabama companies

FALL 2021 UPDATE



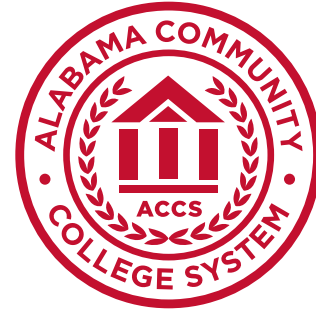
FUNDING FOR WORKFORCE TRAINING

Subject to requirements, approval, and availability of funds

EITP

Existing Industry Training Program

Funding through Alabama Community College System (ACCS)



WHO IS ELIGIBLE: Companies

PURPOSE: To train and provide skills upgrades to existing full-time, permanent employees

APPLICATION PROCESS: Local community college or Alabama Technology Network (ATN) submits to Regional Workforce Council (RWC) for approval and ranking, then submits to ACCS; ACCS submits to AL Dept. of Commerce, whose RWC liaisons score and submit recommendations to ACCS; ACCS provides final approval. Approximately 30 day approval process once submitted to ACCS from Community College.

MAX FUNDING: \$15,000 per Company per project; Alliances of multiple companies can qualify for more per training project. \$60,000 10 year maximum benefit.

TERMS & CONDITIONS: \$1 for \$1 match; can be in-kind (employee wages and benefits, facilities, materials, etc).

CONTACT: ATN, local community college, or Regional Workforce Council

EXAMPLES OF PAST TRAINING PROGRAMS FUNDED BY EITP:

- *customized leadership training*
- *upper-level leadership training*
- *customized equipment training*
- *front-line customer service*
- *medication aide certification*
- *Health Connect certification*
- *operations management*
- *electrical standards & hydraulics*

AWSP

Alabama Workforce Stabilization Program

Funding provided through the U.S. Department of Education
RWP CARES Act – CFDA84-425G & AL Dept. of Commerce



ALABAMA WORKFORCE
STABILIZATION PROGRAM

WHO IS ELIGIBLE: Companies

PURPOSE: Help Alabama businesses avoid layoffs, upskill current employees, and develop talent pipelines

- Provide entry level employment for “new to the workforce” participants
- Hire new talent with On the Job Training assistance
- Incentivize workers to stay with the company by providing upskilling through Incumbent Worker Training programs
- Train supervisors and managers to identify mental health issues that affect the production and efficiency of the employee. The University of Alabama VitAL program will provide all AWSP employers Mental Health First Aid Training

APPLICATION PROCESS:

- Download and complete the [Training Assistance Request Form](#)
- Contact Regional Workforce Council representatives
- Work with regional team to define training needs
- RWC submits to AWSP panel for approval

MAX FUNDING: To be determined through application process

TERMS & CONDITIONS: Company must pay \$12/hour minimum

CONTACT:

Stephanie McCulloch, North AlabamaWorks
smcculloch@northalabamaworks.com
256-436-0411

Eddie Martin, Alabama Department of Commerce
emartin@aidt.edu
256-550-0030

AWSP WEB PAGE: <https://alabamaworks.com/awsp>

EXAMPLES OF PAST TRAINING PROGRAMS FUNDED BY AWSP:

- EMT training
- CNA training
- Lean Manufacturing training



WOTC

Work Opportunity Tax Credit

WHO IS ELIGIBLE: Employee/Applicant completes Page 1 of IRS Form 8850, Employer completes Page 2 of IRS Form 8850. ETA Form 9061 may be completed by either employee or employer.

PURPOSE: Federal tax credit available to companies that hire individuals from eligible target groups with significant barriers to employment.

APPLICATION PROCESS: Completed IRS form 8850 & ETA Form 9061 must be submitted within 28 calendar days of the employee's start date to Alabama Department of Labor WOTC. The application can be mailed to Alabama Department of Labor, WOTC, 649 Monroe Street, Montgomery, AL 36131 or submitted online on Alabama WOTC's secure database. If the application is certified, the company is notified and may file for the tax credit with the IRS. Employees must work at least 120 hours in the first year of employment to receive the tax credit.

MAX FUNDING: Employers can earn a tax credit of between \$2,400 and \$9,600 per employee, depending on the target group of the new employee and the number of hours worked in the first year.

TERMS & CONDITIONS: Eligible individuals include Veterans; TANF recipients; Food Stamp recipients; Designated Community Residents; Vocational Rehabilitation referral; Ex-Felons; Supplemental Security Income recipients and Long Term Unemployment Recipients.

CONTACT:

- Email address:
wotc@alcc.alabama.gov or gay.vines@alcc.alabama.gov
- 334-353-1278
- State of Alabama WOTC website: <http://wotc.alabama.gov>
- US Department of Labor website: <https://www.dol.gov/agencies/eta/wotc>

WORKFORCE SERVICES:

AIDT & TRAINING FACILITIES

AIDT

Alabama Industrial Development & Training

The State's Workforce
Development Agency



citizen | company | aidt
together we create workforce

WHO IS ELIGIBLE: Companies

DESCRIPTION: Provides quality workforce development for Alabama's new and expanding businesses and to expand the opportunities of its citizens through the jobs these businesses create.

SERVICES: Provides pre-employment screening and company specific training for new and expanding Alabama industries.

COST: N/A for qualifying Alabama companies

TERMS & CONDITIONS: Must be hiring at least 10 employees and be paying at least \$12 - \$13.50 hourly (depending on location)

CONTACT:

- Website: www.aidt.edu
- Email: info@aidt.edu
- Phone: 334-242-4158

AIDT STATISTICS

+5,265

Companies Assisted
by AIDT Since 1971

963,901

Trained
Alabamians

\$7.1B

Economic Impact
(2020)

\$57,764

Average Yearly Earning Per Job
(2020)

Note about AIDT training facilities:

All AIDT facilities are open to all applicable Alabama employers, regardless of location. Subject to approval and site availability.

AIDT TRAINING FACILITY:

Alabama Robotics Technology Park (RTP)



WHO IS ELIGIBLE: Companies

DESCRIPTION: A collaboration between the State of Alabama, Alabama Community College System, AIDT and robotics industry leaders across the nation formed to provide a technically trained, highly skilled and educated workforce for automation & robotics, to assist public & private entities in developing new robotics systems and technologies and to promote the creation, growth or expansion of companies through innovative technology solutions.

SERVICES: Provides industry-specific training. Click for full [course catalog](#).

COST: N/A for Alabama companies

TERMS & CONDITIONS: Must be an Alabama company engaged in manufacturing within the State. Only Plant Mgr, Superintendent, HR Manager, Training Mgr or Maintenance Mgr may register the company and students for training. RTP confirmation of successful registration will be provided via email or phone call within 5 working days.

CONTACT:

- Address: 6505 US 31, Tanner, AL 35671
- Website: www.alabamartp.org
- Email: info@alabamartp.org
- Phone: 256-642-2600

AIDT TRAINING FACILITY:

Maritime Training Center (MTC)



WHO IS ELIGIBLE: Companies

DESCRIPTION: Provides entry level training for maritime crafts, related industries, and future employee for the shipyards in south Alabama. The AIDT Maritime Training Center's mission is to train a highly skilled and educated workforce for the Maritime industry or other steel industries in Alabama. Individuals can apply or companies can register their employees to attend the classes we offer.

SERVICES: Industry specific basic structural maritime craft training: in AutoCad, Maritime design, ShipConstructor, Structural fitting, Structural welding, Pipe fitting, & Pipe welding, OSHA Maritime, OSHA General industry, OSHA Construction, Forklift, Man-lift, Interview Skills, Fire Watch, Rigging, & Maritime Foundation. AIDT Maritime Training Center is an NCCER Training Unit using NCCER curriculum under the sponsorship of Gulf State Shipbuilding Consortium.

COST: N/A for Alabama companies

TERMS & CONDITIONS: Alabama residents are preferred for individual training opportunity. Alabama companies can register their employee to attend training.

CONTACT:

- Address: 360 Addsc0 Road, Mobile, AL 36602
- Website: <https://maritime.aidt.edu/>
- Email: maritimeinfo@aidt.edu
- Phone: 251-405-8698

AIDT TRAINING FACILITY:

Alabama Workforce Training Center (AWTC)



WHO IS ELIGIBLE: Companies

DESCRIPTION: Provides specific skill training to the existing employees of **manufacturing** and **construction** firms

SERVICES: Offers training in OSHA 30 & 10 hour; Forklift; Overhead Crane; Basic Electrical; Basic PLC; Basic Robot Operations; Basic Welding; ARC Flash Welding; Handling Tool Operation & Programming; Manufacturing Fundamentals; PLC Basic Course; Rockwell CLX5000 Basic; and a variety of Workforce Skills & Leadership Development courses.

COST: N/A for Alabama companies

TERMS & CONDITIONS: Must be an Alabama company engaged in the industries targeted by the AWTC. Only Plant Manager, Superintendent, HR Manager, Training Manger or Maintenance Manager may register the company and students for training. Once registration is approved, company will be notified indicating ability to enroll students

CONTACT:

- Address:
3500 6th Avenue South
Birmingham, AL 35222
- Website: www.awtc.aidt.edu
- Email: awtcinfo@aidt.edu
- Phone: 205-719-3220

AIDT TRAINING FACILITY:

Montgomery Regional Workforce Training Center (MRWTC)



WHO IS ELIGIBLE: Companies

DESCRIPTION: MRWTC was created to assist existing industry with immediate and future training needs; as well as creating a workforce pipeline to address the workforce needs of the companies

SERVICES: A company must register as a Client on the MRWTC website: www.mrwtc.org. After registering as a Client, a company can register its employees for any training offered on the website training calendar. Citizens (General public not tied to any particular company) interested in participating in the training should contact the MGM Career Center or Hope Inspired Ministries (www.hopeinspiredministries.org).

COST: N/A for Alabama companies

TERMS & CONDITIONS: Must be an Alabama company engaged in the industries targeted by the MRWTC. Only Plant Manager, Superintendent, HR Manager, Training Manager or Maintenance Manager may register the company or students for training. Once registration is approved, company will be notified indicating ability to enroll students.

CONTACT:

- Nona Johnson
MRWTC Project Manager
njohnson@aidt.edu
www.mrwtc.org

WORKFORCE SERVICES:

ALABAMA OFFICE OF APPRENTICESHIP & ALABAMA TECHNOLOGY NETWORK

AOA

Alabama Office of Apprenticeship



WHO IS ELIGIBLE: Companies

DESCRIPTION: Assists with the expansion of registered and industry-recognized apprenticeships

SERVICES: AOA staff will assist employers with developing and registering a customized apprenticeship program to suit their training needs

INCENTIVES: Employers can earn a \$1250 tax credit per new apprentice for up to 10 apprentices annually. There is an additional \$500 tax credit available for apprentices under 18 years of age.

TERMS & CONDITIONS: Apprentices must complete 7 months of employment prior to the end of the calendar year for the tax credit to be claimed. Contact AOA for more details.

CONTACT:

- Josh Laney
- Phone: 334-280-4409
- Website: www.alapprentice.org

ATN

Alabama Technology Network



WHO IS ELIGIBLE: Companies

DESCRIPTION: Provides innovative technical assistance and training to continually improve existing Alabama businesses and industries.

SERVICES: ATN conducts detailed needs assessments, outlines potential solutions based on the results, and then provides hands-on technical assistance, training and employee skill enhancement. Experts are brought to the company for on-site, customized training and technical assistance. Delivery of services, subject to content, ranges from 4 hours to 5 days.

TERMS & CONDITIONS: Companies may utilize EITP grants for fees associated with ATN

CONTACT:

Website: www.atn.org

WORKFORCE PARTNERS:

POTENTIAL TALENT PIPELINES & WAGE COVERAGE

ADRS

Alabama Department of Rehabilitation Services Pre-Hire & Post-Hire Wage Coverage



APPLICANT: Company

OBJECTIVE: Training programs related to disability issues in the workplace offered at no-cost to Alabama businesses and their staff. The training is provided by an experienced trainer from the state Vocational Rehabilitation Business Relations program, READI-NET, and comes with the necessary training materials to deliver results.

REQUIREMENTS/PROCESS: Customized staff training addressing diversity & inclusion; retaining valued workers whose job is affected by illness, injury, disability, or legislative/compliance issues. Training sessions range from 30 minutes to 2 hours

MAX FUNDING: Training programs are provided at no cost to the company.

TERMS & CONDITIONS: Provided by local Business Relations Consultants at no cost to the business. Demonstrates "good faith effort" by the employer.

CONTACT:

- Website: <https://www.rehab.alabama.gov/services/business-relations>

- Administrator of Business Relations:
205-290-4457

Website provides info on target audience, learning objectives, training materials and local points of contact

APPLICANT: Depending on the skills set of the ADRS candidate and needs of the business, a match is made that is mutually beneficial.

OBJECTIVE: Wage coverage may be provided by ADRS for its job candidates for both pre-hire work experience/tryouts (PWE) and post-hire on-the-job (OJT training) at an employer site.

REQUIREMENTS/PROCESS: ADRS pre-screens and refers the candidates after reviewing job demands; the employer makes the selection decision. Timelines and wage coverage amounts are negotiated together. ADRS makes arrangements for PWE payments through a local community partner of staffing company directly to the PWE candidate. For OJT, ADRS reimburses a percent of the wages directly to the employer who must be on the state vendor list.

MAX FUNDING: For PWE, full wage coverage is provided with time limits & limits on hourly rate, in accordance with Wage and Hour Guidelines. PWE Accident Coverage is available if desired. For OJT, up to 50% wage reimbursement is available with the length of coverage and hourly rate negotiated.

TERMS & CONDITIONS: Candidates must be eligible for ADRS Vocational Rehabilitation Services. For PWE there is no obligation to hire, but the intent is to improve work skills of the candidate so they are ready for hire. With OJT, the business employs the candidate and provides needed training at the job site to upgrade skills to meet performance expectations of the job. Obligations for both PWE and OJT include supervised training and submission of time sheets by the employer.

DHR

Alabama Department of Human Resources



JOBS PROGRAM (DHR's Welfare to Work Program)

Work and Job Training Services - The JOBS Program provides work and training services to all parents receiving cash assistance to help find and retain employment.

The JOBS Program which is DHR's welfare to work program is operational in all 67 Alabama counties. The Program provides services and work supports to parents receiving cash assistance to help them find and retain employment. These services and supports seek to address barriers such as lack of adequate child care, poor access to transportation, domestic violence and substance abuse, all which greatly limit the ability to obtain and retain employment.

Services also include employability assessments, job readiness and job skills training, disability assessments and adult education. Following an initial interview which involves individual and family assessments, JOBS case managers provide services directly or by referral to other agencies.

Website:

<https://dhr.alabama.gov/family-assistance/jobs-program/>

CONTACT:

Colbert County
(256) 314-4900

Cullman County
(256) 737-5363

DeKalb County
(256) 844-2700

Franklin County
(256) 331-5900

Jackson County
(256) 575-6100

Lauderdale County
(256) 765-4065

Lawrence County
(256) 905-3126

Limestone County
(256) 216-6479

Madison County
(256) 427-6110

Marion County
(205) 921-6018

Marshall County
(256) 582-7100

Morgan County
(256) 301-8800

Winston County
(205) 489-1507

CONTACTS

NORTH ALABAMA CAREER CENTERS



Albertville Career Center

(256) 878-3031 • albertville@alcc.alabama.gov
BSR: vacant

Athens Career Center

(256) 230-0880 • huntsville@alcc.alabama.gov

Cullman Career Center

(256) 734-5580 • cullman@alcc.alabama.gov
BSR: Lisa Dickinson

Decatur Career Center

(256) 355-0142 • decatur@alcc.alabama.gov
BSR: James "Todd" Bender

Fort Payne Career Center

(256) 845-2900 • fortpayne@alcc.alabama.gov
BSR: Les Hill

Haleyville Career Center

(205) 486-4154 • hamilton@alcc.alabama.gov

Hamilton Career Center

(205) 921-5672 • hamilton@alcc.alabama.gov
BSR: Tyler Hargett

Huntsville Career Center

(256) 851-0537 • huntsville@alcc.alabama.gov
BSR: Randy Hinshaw
BSR: Debra McGee

Phil Campbell Center

(256) 331-6285 • hamilton@alcc.alabama.gov

Scottsboro Career Center

(256) 672-6030
scottsboro@alcc.alabama.gov
BSR: Jeff Helton

Sheffield Career Center

(256) 383-5610
sheffield@alcc.alabama.gov
BSR: Sherry Burdett

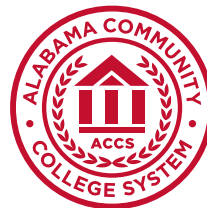
Career Center Business Services Representatives (BSRs) are dedicated to serving businesses and will spend most their work time marketing and serving employers.

Services for businesses may include: screening job seekers to establish a qualified candidate pool, electronic résumé search, individualized job fairs for businesses, electronic interviews, providing interviewing space, access to computers, copiers, telephones, fax machines, scanners, etc., Equal Employment Opportunity (EEO) Information, Labor Market Information (LMI) and Business Recruitment Presentations.

Alabama's statewide job portal and employment services website for employers and job seekers:

alabamaworks.alabama.gov

COMMUNITY COLLEGES



Workforce Solutions

Bevill State Community College

Contact: Al Moore
Email: al.moore@bscc.edu
Phone: 800.648.3271, ext. 5713
Web: <https://www.bscc.edu/programs/workforce-solutions>

Calhoun Community College

Contact: Houston Blackwood
Email: houston.blackwood@calhoun.edu
Phone: (256) 306-2664
Web: <https://calhoun.edu/workforce-solutions/>

Drake State Community & Technical College

Contact: Karen Ray
Email: wfd@drakestate.edu
Phone: (256) 539-8161
Web: <https://www.drakestate.edu/workforce-development>

Northeast Alabama Community College

Contact: Mike Kennamer
Email: kennamer@nacc.edu
Phone: 256-638-4418 ext. 2291
Web: <https://www.nacc.edu/about-nacc/college-offices/workforce-development>

Northwest-Shoals Community College

Contact: Leslie Tomlinson
Email: ltomlinson@nwsc.edu
Phone: 256-331-8040
Web: <https://www.nwsc.edu/workforce-training>

Snead State Community College

Contact: Teresa Walker
Email: Teresa.Walker@snead.edu
Phone: 256.840.4211
Web: <https://snead.edu/>

Wallace State Community College

Contact: Ashley Baker
Email: ashley.baker@adjunct.wallacestate.edu
Phone: 256.352.8386
Web: <https://www.wallacestate.edu/programs/workforce-development/continuing-education>

Adult Education: Ready to Work & MSSC programs

Adult education information:
www.accs.edu/adult-education

Alabama Community College System

accs.edu
email: dana.wolfe@accs.edu

Bevill State Community College - Hamilton

bscc.edu
email: stephanie.maddox@bscc.edu

Calhoun Community College - Decatur & Huntsville

calhoun.edu
email: mindi.russell@calhoun.edu

Drake State Community & Technical College - Huntsville

drakestate.edu
email: docquinn.taylor@drakestate.edu

Northeast Alabama Community College - Rainsville

nacc.edu
email: popej@nacc.edu

Northwest-Shoals Community College - Muscle Shoals & Phil Campbell

nwsc.edu
email: tbranscome@nwsc.edu

Snead State Community College - Boaz

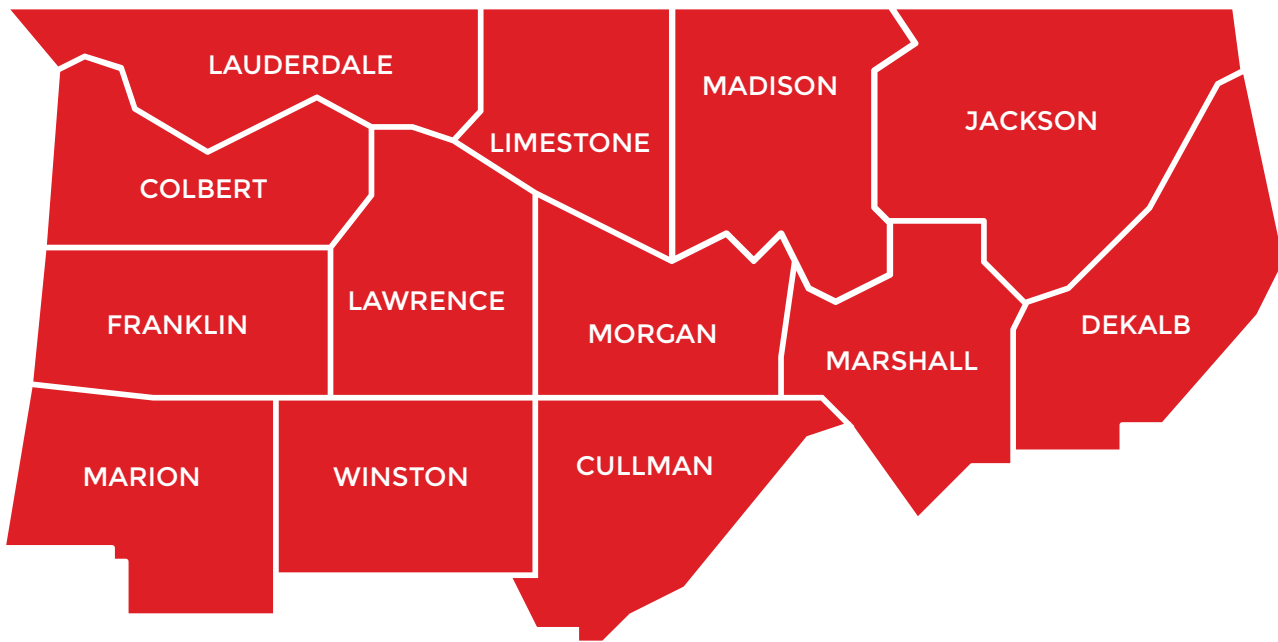
snead.edu
email: teresa.walker@snead.edu, popej@nacc.edu

Wallace State Community College - Hanceville

wallacestate.edu
email: suzanne.harbin@wallacestate.edu

NORTH ALABAMAWORKS!

Workforce Development Region 1



REGION 1 CONTACTS:

Stephanie McCulloch

North AlabamaWorks
Executive Director
smcculloch@northalabamaworks.com
256-436-0411

Eddie Martin

Alabama Department of Commerce
Regional Workforce Council Liaison
emartin@aidt.edu
256-550-0030

northalabamaworks.com

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Muscle Shoals, AL 35661

2208 Ringold Street, Suite 102
Guntersville, AL 35976