AIDT - Alabama's State-Sponsored Workforce Training Program

AIDT was established to help new and expanding Alabama companies recruit and train an outstanding workforce. AIDT is consistently recognized for its excellence. Most recently, the program was ranked number one in the U.S. in a 2004 *Expansion Management* site consultant survey. AIDT provides a total workforce management system, **at no cost to the employers or trainees,** for:

- *recruiting, assessing and training potential employees*
- *developing and producing training materials*
- *providing training facilities*
- *delivering customized services*

AIDT provides pre-employment, skills upgrading and on-the-job training programs. AIDT also offers management and supervisory training programs (including ISO 9000 training support), and services featuring supervisory and team leadership skills. These services are available at no cost as well. Training is conducted by AIDT staff or contracted instructors.

International Certification

AIDT is the first state workforce training organization in the United States to earn international certification for its quality management system. SRI Quality System Registrar auditors certified AIDT's conformity to requirements specified in ISO 9001:2000 standards developed by the International Organization for Standardization (ISO). ISO is the source of quality and environmental management standards and some 15,000 international standards for business, government and society. ISO is a network of national standards institutes from 146 countries working in partnership with international organizations, governments, industry, business and consumer representatives. SRI is an internationally accredited registrar for quality management systems standards.

Services Offered:

Total Training System

Quality workforce development requires a quick and complete response. AIDT training is specifically designed for each company's job requirements and start-up schedule. AIDT provides on-the-spot training even before a company has a place to provide on-the-job training. Instruction can be conducted at a plant, at one of AIDT's three training centers located in Huntsville, Montgomery and Mobile, at leased facilities, or in one of AIDT's mobile training units that can be trucked to a plant site. Any of these locations, including the mobile units, can be customized with the equipment and training materials needed to meet a client's needs for classroom and hands-on training. Currently, project based facilities are located at Boeing in Decatur, Honda in Lincoln, Hyundai in Hope Hull and Mercedes-Benz in Tuscaloosa.

Training Mobility

AIDT's fleet of mobile training units brings training to any company site. Additional space is leased when training needs require it. Mobile Training Units, usually referred to as MTUs, are the primary means for providing quick response when training demands must be met immediately.

When a large set-up of specialized equipment is required, temporary leases offer the opportunity to establish model-manufacturing settings. Appropriate hardware is deployed from existing inventory, developed and built by AIDT or bid and purchased as required. The MTUs are customized to meet the particular needs of a company, such as:

- programmable logic controllers
- distributive process control
- CNC machine tool programming
- precision electronics and assembly
- electro-mechanical maintenance
- machine shop skills

- welding
- computer technology
- classroom instruction

Management Training
AIDT offers a comprehensive array of internally developed training programs as well as internationally recognized management, quality and leadership training. The Concepts of Management seminars complement AIDT's technical skills training programs by providing supervisors and managers training in basic human relations and leadership skills.

AIDT provides consultation and training to assist in ISO 9000 implementation and auditing. Several two-year colleges also provide AIDT's ISO 9000 Internal Auditor training program to support companies seeking international recognition for a consistent quality management system.

Industry/Education Alliances
Many Alabama businesses and industries need help building workforce skills, but lack the time and the money to provide instructors, equipment, facilities and materials to educate their workers. Often, an organization needs only two or three employees trained in a particular skill. Training providers must fill classes usually with 10 students or more to break even on training development and delivery costs.

Industry/Education Alliances provide a way to solve those problems through cooperation among employers and training providers. The employers provide the problem, employees who need training; training providers deliver the solution. The same or similar training needs usually exist at several businesses and industries in a community. Training may already exist or can be quickly developed to meet those needs when they are identified.

Alliances directly link those who need the training and those who provide it.

- Employers complete a survey to identify specific training their employees need, such as basic skills, computers, office skills, quality improvement, regulatory, management, ISO 9000 and industrial technology, and to estimate how many employees need training in each skill.

- Local training providers are recruited to deliver quality training designed to meet specific needs. These providers usually include personnel from local high schools, vocational/technical schools, community colleges, local universities, and local and state government agencies that can address training needs, such as AIDT, as well as others. Providers concentrate on quick responses and minimum costs so that the training can be delivered immediately and affordably.

- Training is designed and scheduled to meet immediate needs. The alliance continues to provide direct communication between employers and training providers, usually through monthly meetings to plan and evaluate training sessions.

AIDT Workforce Development Process

Company commits to create jobs in Alabama

AIDT assigns Project Coordinator

Company training needs assessed

Company recruits, screens and hires workforce; AIDT assists in OJT development

Pre-employment training program developed

Staffing schedule developed
Required skills/criteria defined
Instructors selected/trained
Training location secured
Materials/Equipment/Tools identified
Recruitment ad placed
Applications collected

Applicants screened and interviewed

Rejected trainees notified

Accepted trainees invited to training

Training begins

Trainee performance assessed

Unsatisfactory trainees dropped from program

Successful trainees complete training

Company offers

Trainee declines offer

Trainee accepts job offer

Trainee becomes employee