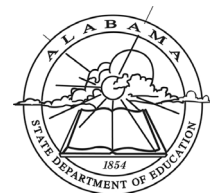




STATE OF ALABAMA
DEPARTMENT OF EDUCATION



Eric G. Mackey, Ed.D.
State Superintendent of Education

July 8, 2026

MEMORANDUM

TO: City and County Superintendents of Education

FROM: Eric G. Mackey 
State Superintendent of Education

SUBJECT: ACT 2026-606 – *Talent Readiness and Industry Needs (TRAIN) Act*

Pursuant to [Act #2026-606](#), the TRAIN Act is designed to strengthen Career and Technical Education (CTE) in Alabama by fostering partnerships between Local Education Agencies (LEAs) and private-sector employers. The Act enables businesses to collaborate with LEAs by providing instruction within CTE programs, utilizing their own employees as instructors in approved cluster areas.

The Act establishes a Workforce Teaching Certificate (WTC), enabling qualified professionals to teach CTE courses. To encourage participation, the Act creates a tax credit for private sector employers that loan qualified employees to teach.

The Act requires LEAs and private-sector employers to enter into a memorandum of understanding (MOU) that outlines the conditions under which a qualified employee with a WTC or other valid Alabama teaching certificate would be authorized to participate in a teaching assignment in a designated CTE program. It is recommended that you work with your local board attorney to comply with the approval process and contents of your MOU as provided by the law.

For further guidance, please contact Mr. Mark McGhee, Education Administrator, by telephone at 334-694-4760 or by email at mark.mcgee@alsde.edu.

EGM:MM

cc: Mrs. Angela Martin
Mr. Dodd Hawthorne
Mr. Jason Swann
Ms. Dawn Morrison
Mrs. Shavon Harris
Dr. Kelly Stanton
Mr. Mark McGhee

FY26-2067

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