

October 1, 2004

Honorable Elaine Chao
U.S. Department of Labor
200 Constitution Avenue
Washington, D.C. 20310

Dear Secretary Chao:

We are pleased to submit the attached State of Alabama Program Year (PY) 2003 Workforce Investment Act (WIA) Annual Report. This Report contains the Alabama PY 2003 WIA program performance data required under USDOL Training and Guidance Letter No. 14-00, Attachment G. Additionally, this Report details other WIA activities conducted in Alabama during PY 2003.

Considerable progress has been made in Alabama's Career Center System during Alabama's third full year of WIA workforce development operations. We are confident that PY 2004 will mark the continued advancement of Alabama WIA programs, and that WIA will continue its active participation in Alabama's economic growth.

Please direct any questions regarding the Alabama Workforce Investment Act PY 2003 Annual Report to Steve Walkley at (334) 242-5300, or Ray Clenney at (334) 242-1421.

Sincerely,

John D. Harrison, Director
Alabama Department of Economic and Community Affairs

Tim Alford, Director
Office of Workforce Development

STATE OF ALABAMA

PROGRAM YEAR 2003

WORKFORCE INVESTMENT ACT, TITLE IB

ANNUAL REPORT to the SECRETARY of LABOR

OCTOBER 1, 2004

Prepared in Accordance with WIA Sections 136(d)(1), 185(d) Specifications

Table of Contents

OVERVIEW	1
Alabama: An Economic Profile	2
The Workforce Investment Partnership.....	4
Workforce Investment Boards	5
State-Level Coordination	6
Alabama Career Center System.....	8
Workforce Investment Activity Resource Allocation.....	13
PY 2003 Programs	15
WIA Section 136(e) Process Evaluations	23
A Look Ahead	24
PY 2003 WIA Program Activity Summary	26
PY 2003 Customer Satisfaction, Other Required Information	31
PY 2003 Special Population Outcomes	32
PY 2003 Other Outcome Information Summary.....	34
WIA Costs Relative to Effectiveness	35
PY 2003 WIA Participant Characteristics	38
PY 2003 Cost of Program Activities.....	39
Participant Success Stories	45

Attachments

- A) Local Area WIA Planning Allocations for PY 2003/ FY 2004**
- B) Statewide Monthly One-Stop Customers**
- C) State - Level PY03 Performance Incentive Analysis (7/1/03 - 6/30/04)**

State Workforce Investment Board
(as of June 30, 2004)

Governor Bob Riley

Members of the Legislature

Senator Pat Lindsey
Senator Hank Sanders
Representative Terry Spicer
Representative Elwyn Thomas

Organized Labor

D. Stewart Burkhalter, *Alabama AFL-CIO*
Sammy Dodson, *Operating Engineers*
Mike Morgan, *Retail Clerks*

Youth - Oriented Organizations

Mary S. Zoghby, *Boys and Girls Club*

Community College and Community-Based Organizations

Ed Castile, *Alabama Industrial Development Training*
Judy Merritt, *Jefferson State Community College*
Denny Smith, *Calhoun Community College*

WIA Partner Representatives

Tim Alford, *Office of Workforce Development*
John Harrison, *Department of Economic and Community Affairs*
Phyllis Kennedy, *Department of Industrial Relations*
Joe Morton, *State Department of Education*
Page Walley, *Department of Human Resources*
Irene Collins, *Department of Senior Services*
Steve Shivers, *Department of Rehabilitation Services*
Roy Johnson, *Department of Postsecondary Education*

Economic Development Agencies

Ted VonCannon, Metropolitan Development Board
Neal Wade, Alabama Development Office
Ed Gardner, St. Clair County Economic Development Authority

Other Representatives, Head Agency Officials

Elaine Jackson, Birmingham Urban League
Bill Johnson, Alabama Department of Economic and Community Affairs
Linwood Bragan, Alabama Banking Department
Jimmy Holley, Troy University
Paul Hubbert, Alabama Education Association

Local Area Chief Local Elected Officials

Jerry Cochran, Mayor, Warrior, AL
William Ryan, District Judge, Greensboro, AL

Private Sector Representatives

Patricia Barnes, Sister Schubert's Rolls, Andalusia, AL
Bill Bates, Bates Turkey, Ft. Deposit, AL
Michelle Bishop, Rehab Associates, Glencoe, AL
Fred Blackwell, Uniroyal-Goodrich Tire, Opelika, AL
James Brooks, Phifer Wire Products, Tuscaloosa, AL
Russell Brown, DP Associates, Huntsville, AL
Glen Camp, HB&G Building Products, Troy, AL
Bill Canary, Business Council of Alabama, Montgomery, AL
Stan Chavis, Stan Chavis Insurance, Mobile, AL
J. Ab Conner, Connor Brothers Construction, Opelika, AL
Jim Cunningham, Mercedes-Benz US, Vance, AL
Patrick Denney, Dillon Financial Services, Birmingham, AL
Lacy Gibson, Alabama Hospital Association, Montgomery, AL
Bob Johnson, Skilstaf, Inc., Alexander City, AL
Jimmy Junkins, Meyer Real Estate, Gulf Shores, AL
Phillip Kelly, Michelin Tire, Dothan, AL
Y.S. Kim, Hyundai Motor Manufacturing Alabama, Montgomery, AL
Jimmy Lee, Alabama Electric Cooperative, Andalusia, AL
Charles McDonald, Alabama Retail Association, Montgomery, AL
(Represented by Alison Wingate)
Bill O'Connor, Consultant, Montgomery, AL
Matt Parker, Dothan Area Chamber of Commerce, Dothan, AL
Mike Reynolds, BroadSouth Communications, Selma, AL

Private Sector Representatives (cont'd)

Pete Ritch, Adtran Incorporated, Huntsville, AL

Gilbert Sellers, Sellers, Inc., Troy, AL

Barry Singletary, Sony Magnetic Products, Dothan, AL

Sandy Snyder, Home Depot, Dothan, AL

Sherman Suitts, Vulcan Materials, Birmingham, AL

William Taylor, Mercedes-Benz US, Vance, AL

Jim Tolbert, Virginia College, Birmingham, AL

Kenneth Tucker, The Boeing Company, Huntsville, AL

Jason Upton, Domino's Pizza, Guntersville, AL

Mike Westbrook, Winfield, AL

Tim Woodard, BP, Decatur, AL

Bruce Windham, Drummond Company, Jasper, AL

OVERVIEW

The Alabama Career Center System, through its network of fifty-seven Career Centers, effects Statewide delivery of comprehensive, yet seamless, workforce development services to employers and employees eligible for and in need of these services.

Each Career Center System location is positioned to provide customers education, job training, employment referral, and other workforce development services. Prospective employees may obtain career counseling and individual case manager assessment services. Those with marketable occupational and employability skills may not require Career Center services beyond direct placement assistance; individuals whose existing skills require some degree of honing to render these workers more attractive to employers will receive the training, or other services, they require.

Alabama's Career Center System clearly benefits from the Career Centers' centralized focus on customer satisfaction. Moreover, the emerging spirit of interagency coordination which has come to characterize the Career Centers has helped provide employers statewide with a steady flow of quality employees.

We continue to work toward full achievement of the Statewide, employee/employer needs-focused, streamlined workforce development delivery system which is our common goal. This Annual Report documents Alabama's record of achievement in its third full year under the Workforce Investment Act (WIA).

The Alabama workforce development system works to answer the challenge presented us by WIA mandates by fashioning new and innovative strategies for providing customers with the services they need. During Program Year 2003, newly appointed WIA local area youth councils continued with the design and implementation of specifically-targeted youth workforce development programs. WIA Adult and Dislocated Worker program development has similarly progressed. Individual Training Accounts have emerged as the primary delivery vehicle for Adult and Dislocated Worker participant training services.

Our Incumbent Worker training program continues to expand, reaching out to more and more employers and employees alike. The provision to targeted employers of funding assistance to facilitate the equipping of their workers with new and/or upgraded occupational skills training has been very well received. Such employee skill upgrades are often critical to the affected employers continuing competitive viability.

Alabama is particularly pleased to acknowledge the State's recognition by the Department of Labor for outstanding Program Year 2002 Workforce Investment Act, Vocational Education, and Adult Education program performance. Some \$809,399 of Workforce Investment Act Title V Incentive funds was awarded the State.

We propose to utilize these funds to enhance Workforce Development Partner Agency system-building efforts, and to further spur the development of a more responsive, demand-driven network of employer/employee workforce development services..

Alabama: An Economic Profile

The trend in Alabama employment towards the services industry and away from the goods - producing industry is not unlike that seen in the rest of the nation. The services sector should account for about 85 percent of all new jobs within Alabama in the coming years. About 70 percent of the “services” segment job growth is expected to be in the business, health, and education areas. The largest numbers of new jobs will be found in the health care services sector. High technology occupations will post the largest growth rates within the broader services category. In particular, computer and data processing services employment is projected to increase by 108 percent in the near term.

Services and trade output are forecast to rise by almost five percent in 2003. Manufacturing output will increase 4.1 percent, a growth largely spurred by motor vehicle manufacturing, which is expected to remain one of the strongest industries in the State. Employment in motor vehicle manufacturing should jump 4.5 percent, or better.

Overall, Alabama’s economy is expected to grow 3.8 percent in 2004. Gross State Product, the value of total good and services, should reach \$121.6 billion. With the exception of apparel, real output is forecast to increase for all industries.

Five of the State’s metro areas (Huntsville/Madison County, Birmingham/Jefferson County, Tuscaloosa/Tuscaloosa County, Mobile/Mobile County, and Dothan/Houston County) exhibited positive job growth during Program Year 2003.

Residential construction remained strong, particularly in the State’s metropolitan areas. Despite a noted weakness in apparel and accessory retail employment, there has been a steady growth in retail jobs throughout the State.

Industry job growth trends are strongly linked with the demand for the goods and services produced by those industries. Steady advances in automation, a movement which itself stems from advancing wage costs, has sharply reduced or entirely eliminated many of the entry-level manufacturing jobs formerly characteristic of this sector.

Alabama’s booming automotive industry is becoming increasingly capital intensive. Mercedes, Toyota, Honda, and Hyundai manufacturing facilities are increasingly characterized by higher levels of automation, and are therefore less labor-intensive. As a result, goods-producing activities, for example, manufacturing, continue to account for a smaller and smaller share of the total employment picture. Statistically, manufacturing employment nationwide dropped from 26 percent of the workforce in 1969 to 15 percent in 1996. Over this same time frame, employment in the less capital-intensive services/retail trade sector rose from 21 percent in 1969 to 36 percent in 1996. These observations lend further credence to projections that a greater number of future employment opportunities will be found in the services sector than in the manufacturing sector.

Manufacturing facilities are likely to become even more capital-intensive. Increased levels of production will be achieved with fewer workers. The “new” technology spurs heightened levels of worker efficiency and productivity. To this extent, measured output per hour in the nonfarm business sector has increased by six percent.

Recent job growth associated with North Alabama’s high-technology corridor should continue. This particular growth trend encompasses both the services and the technology/goods - producing sectors. Redstone Arsenal (Huntsville) contractors have recently announced plans to expand their facilities, which will result in an expanded number of high-skill, high-wage jobs. Services employment, particularly in Redstone Arsenal - related and support industries, should also see continued growth. The Port of Mobile, acknowledged as the finest natural harbor on the Gulf Coast, has recently announced plans for new container construction activity. This will increase both import and export-related tonnage, and employment, capacity.

East Alabama is marked by intensified economic activity. Several manufacturing and services firms, many with direct ties to Montgomery County-based Hyundai production facilities, have located in the Auburn-Opelika corridor. Plans are underway to greatly expand several West Alabama transportation arteries, enhancing the prospects for greater economic prosperity.

A good mix of businesses is at the heart of economic stability. Such a blending of larger and smaller employers, of cutting edge, high-tech employment opportunities, together with a growing number of more functional, lesser skilled jobs, works to help ensure there will be a job for all those who want to work.

Information-based, high technology service industries principally drive both the Alabama and national economies. How successful we are in efforts to attract such industrial catalysts to Alabama will largely hinge upon the State’s efforts to develop a highly trained, educated, versatile work force, and in effectively communicating that availability to potential employers.

Total Alabama employment is forecast to increase by one percent in 2004.

Source: The University of Alabama Center for Business and Economic Research

The Workforce Investment Partnership

The Workforce Investment Act (WIA) , Title I, prescribes methodologies for the delivery of a wide array of skill training, job placement, educational, and other workforce development services. Job seekers and employers alike access WIA workforce development services through Alabama's Career Center System. These Career Centers serve as employee/employer gateways to a broad array of workforce development services and resources. Many of these services are available at the Career Center physical location. Other services are made available through various other agencies, both directly and indirectly affiliated with the Career Center System network.

This network is principally designed to facilitate customer awareness of and access to the workforce development services they require.

Workforce Investment Act funds allotted to the State are, in turn, allocated to local areas within the State. These local areas, which are charged with administrative responsibility for Workforce Investment Act program operation, render their respective allocations available to the several Career Centers operating within their boundaries. Alabama currently has 57 Career Center System sites, including both comprehensive and satellite centers.

A Career Center operations template issued by the State Workforce Investment Board in November, 2002, formalized operational guidance and minimum expectations for Alabama's Career Center System.

Groups targeted for WIA services include Adult (aged 22 years and over), Older Youth (aged 19 to 21 years), Younger Youth (aged 14 to 18 years), and Dislocated Workers (laid off, job lost due to plant closings, layoffs). There is greater focus on providing Adults, Older Youth, and Dislocated Workers with skills leading directly to employment. With the Younger Youth, more attention is given to achievement of long-term educational milestones than to shorter-term employment opportunities.

Specific strategies have been developed to ease the transition of Dislocated Workers from unemployment to reemployment. These measures include establishment of a Dislocated Worker Rapid Response Team, which brings information of available workforce development services directly to the affected dislocated workers, and, further, advises these workers regarding other available support services for which they may be eligible. Among these 'other' services are health insurance program information and strategies to help protect dislocated workers' pension funds.

The National Emergency Grant (NEG) program provides states an opportunity to secure additional WIA dislocated worker activity funding. Although the State did not apply for any new NEG funds during Program Year 2003, NEG-funded activity continued on several NEG projects for which funding was awarded in previous program years.

Workforce Investment Boards

Workforce Investment Boards, as provided under Section 111 of the Workforce Investment Act, are charged with the design, implementation, and ongoing operation of state-level/substate-level workforce development programs and activities. In order to better ensure that membership on the Boards is reasonably representative of the various public and private sector principals actively engaged in local area workforce development activity, the legislation requires that the structuring of Boards correspond to fairly specific membership composition criteria. Each of Alabama's three local workforce investment areas is represented by a local workforce investment board.

Members of the State Workforce Investment Board are appointed by the Governor. Local Board members are appointed by each local area's designated chief local elected official. The Governor is the Chief Local Elected Official for the Alabama Workforce Investment Area, the sixty-five county balance-of-state local area.

The State Board, which works to achieve ongoing, cohesive, and mutually reinforcing working relationships among the several workforce development partner agency "stakeholders", is at the center of statewide interagency workforce development coordination efforts.

The breadth of workforce development knowledge and experience reflected in State Board membership helps ensure maintenance of an equally broad and encompassing perspective, and accompanying insight, regarding the State's particular workforce development system needs. Similarly, local boards' primary focus is tailored toward specific needs of their respective local workforce investment areas. State and Local Boards seek to safeguard against giving a disproportionate amount of time and attention to any one program under their purview, such as WIA title I Adult, Youth, or Dislocated Worker operations, lest they lose an appropriate perspective on the overall State/local area system they are charged to oversee.

State and Local Workforce Investment Boards are the operational settings for much of the Workforce Investment Act - mandated coordination activities described in the following pages.

State - Level Coordination

The State agencies partnering with the Alabama Department of Economic and Community Affairs' Workforce Development Division and the Office of Workforce Development in Statewide delivery of Workforce Investment Act-sponsored services and programs include:

Primary partners:

Department of Economic & Community Affairs	Department of Industrial Relations
-State-level WIA Programs	- Unemployment Compensation
-Local Area WIA Programs	- Employment Service
- National Emergency Grants (NEGs)	- Labor Market Information
- Career Information Network System	-Trade Adjustment Assistance
- Customized Employment Program	
Department of (Secondary) Education	Department of Postsecondary Education
- Career/Technical Education	- 57 Career Link Centers (Three skills training consortia run local programs for the 65 county local area)
	- Alabama Industrial Development Training
	- Two-Year Colleges System
.	-Adult Basic Education
Department of Rehabilitation Services	Department of Human Resources (JOBS/Welfare)

Secondary partners:

Department of Public Health	Alabama Development Office
Mental Health & Retardation	-Industrial Recruitment
Department of Senior Services	-Aid to Existing Industries
-Title V of the Older Americans Act	Alabama Cooperative Extension Service
	Department of Veterans' Affairs

Specific interagency coordination activities include:

- ! A continuous exchange of customer information among: the Jefferson County, Mobile County, and Alabama (Balance-of-State) Local Workforce Investment Areas, the Office of Workforce Development, the Department of Economic and Community Affairs, Trade Act Programs, Employment Service/Unemployment Compensation/Labor Market Information Divisions, the Trade Act program, Postsecondary Education, Adult Education, and the Alabama Department of Rehabilitation Services. This exchange better ensures case managers' continuing access to a broad range of locally available workforce development program and services information.
- ! Regular on-site monitoring/assessment of the progress achieved by Workforce Investment Act program participants, from their date of application through post program follow-up, by Office of Workforce Development Program Integrity Section staff. This action helps determine both the level and quality of the workforce development services provided to these individuals.
- ! Each local area will undertake to ensure its service providers provide program applicants and/or participants with information regarding the full complement of available training/educational opportunities, support services, and other benefits to which they are entitled.
- ! The establishment by each local area of appropriate linkages, where feasible, with programs operated under the following legislation:
 - the Adult Education and Literacy Act.
 - the Carl D. Perkins Vocational and Technical Education Act of 1998.
 - Title IV, part F, of the Social Security Act.
 - the Food Stamps employment program.
 - the National Apprenticeship Act.
 - the Rehabilitation Act of 1973.
 - Title II, Chapter 2, of the Trade Act of 1974.
 - the Stewart B. McKinney Homeless Assistance Act.
 - the United States Housing Act of 1957.
 - the National Literacy Act of 1991.
 - the Head Start Act.
 - the Older Americans Act.
 - the Trade Act.
 - Labor Market Information/Employment Statistics

Alabama's Career Center System

Alabama's Career Center System works to consolidate the delivery of intake/assessment/ case management services, occupational/educational training referrals, labor market information/job development services, vocational rehabilitation/unemployment insurance information, veterans' programs, and other services presently offered to the eligible public through several different state agencies, into a single, localized, delivery point.



The Dothan Career Center

A central feature of each Career Center is the Resource Area, where workforce development service seekers may enjoy ready access to computerized databases providing detail of available educational, occupational training, supportive, and other services. This information resource may also provide employers with listings of prospective employees possessing the skills and work experience these employers seek. Internet access is available for customers at all Alabama Career Center locations.

Individual job seekers assessed to require additional occupational skills training in order to better pursue their vocational objectives may be provided with an individual training account voucher, redeemable through any of several eligible training providers.

As referenced above, Alabama's comprehensive network of 57 Alabama Career Center System

locations is the primary mechanism for delivery of Workforce Investment Act Title I Core/Intensive services to individuals eligible for and in need of these services. These centers are strategically located throughout the State. Area employers may direct inquiries regarding the availability of appropriately skilled prospective employees to these local centers. Employers may also communicate their specific labor market skill needs to these centers.

Twenty-seven of the 57 Centers are termed “comprehensive centers”. These locations offer their “customers”, local area job-seekers and employers, a full array of One-Stop services, to include information regarding Employment Service, Unemployment Compensation, Vocational Rehabilitation, and other Partner Agency program services for which they are eligible. Within the twenty-seven Comprehensive Centers, the several partner representatives are actually **collocated**. The remaining, “satellite” Career Centers are not full service offices, but they do provide many of the same employment assistance services as do the Comprehensive Centers, to include job information services and available resource information.

Each comprehensive/satellite Career Center has negotiated cooperative agreements for on-site services delivery with local representatives of the several Workforce Investment Act Partner Agencies, including the local employment service and human resources agencies, Adult Education, postsecondary education (two-year colleges), and vocational rehabilitation.

Local employers are provided space to conduct employee candidate interviews at most Alabama Career Center System locations. Additionally, case managers at many Alabama Career Center System sites provide job seekers and employers alike with additional assistance, as required, in order to better satisfy their workforce development needs.

Of significant note is local area employers’ growing satisfaction with the quality of Alabama Career Center output. In evidence of this trend, many employers across the State are channeling more and more of their recruitment activities through the Career Center network, thereby providing Workforce Investment Act program exiters with a greater array of employment opportunities, and the State with a higher-quality labor pool.



**Career Center Resource Areas Computers Provide Customers Internet Access to
Locally Available Workforce Development Resources.**

At the local level, Career Center System staff work to greatly reduce, if not entirely eliminate, any incidence of services redundancy or overlap among workforce development partner agencies. Achievement of One-Stop services integration, rather than **duplication**, is the key.

The Career Center Operations Template, developed by the State Workforce Board in PY 2002, established a uniform services baseline associated with all Career Center locations, including the Career Center System logo, the availability of resource areas, children's play area, and other features. The "brand recognition will help those who move from one area to another to be able to access workforce services.

Monthly career center tracking reports indicate **1,301,566** One-Stop customer "hits" were recorded during the PY 2003 reference period (July 1, 2003- June 30, 2004).

Alabama Comprehensive Career Centers (27):

- | | | |
|----------------------|-------------------------|----------------------|
| 1) Alabaster | 10) Fayette | 19) Monroeville |
| 2) Albertville | 11) Foley | 20) Montgomery |
| 3) Bay Minette | 12) Fort Payne | 21) Pike Area (Troy) |
| 4) Cheaha (Anniston) | 13) Gadsden | 22) Russellville |
| 5) Cullman | 14) Hamilton | 23) St. Clair |
| 6) Decatur | 15) Huntsville | 24) Scottsboro |
| 7) Demopolis | 16) Jackson | 25) Shoals |
| 8) Dothan | 17) Lake Area (Eufaula) | 26) Talladega |
| 9) Enterprise | 18) Mobile | 27) Walker |

Alabama Satellite Career Centers (30):

- | | | |
|--------------------------|---------------------|-----------------|
| 1) Alexander City | 11) Brewton | 21) Oneonta |
| 2) Andalusia | 12) Butler | 22) Ozark |
| 3) Arab | 13) Centre | 23) Phenix City |
| 4) Athens | 14) Clanton | 24) Prattville |
| 5) Bessemer State | 15) Greenville | 25) Roanoke |
| 6) Birmingham Downtown | 16) Haleyville | 26) Selma |
| 7) Birmingham Homewood | 17) Jefferson State | 27) Sylacauga |
| 8) Birmingham Trussville | 18) Lanett | 28) Tuscaloosa |

- | | | | | | |
|-----|------------------------|-----|--------------|-----|----------|
| 9) | Blountsville | 19) | Lawson State | 29) | Tuskegee |
| 10) | Boaz (Marshall County) | 20) | Lee County | 30) | Vernon |

Alabama Career Information Network

The Alabama Career Information Network (ACIN) centralizes, in a single, web-based system, user access to labor market statistics, occupational wage data, and relevant career education information. The ready availability of ACIN data to State and SubState-level Workforce Investment Act (WIA) Adult, Dislocated Worker, and Youth information users works to better achieve enhanced resource coordination and related task collaboration/cooperation. Available ACIN program funds have helped defray WIA staff training costs and WIA program participant career guidance and counseling expenses.

An additional resource delivered through ACIN is *Alabama Career Pathways*, a reference guide providing useful detail regarding various individual career options. Included in *Pathways* is advice regarding high school courses with specific vocational design application, high school diploma options, college and university curricula information, and a directory of websites linking prospective applicants to financial aid resources.

The ACIN program is funded under grant from the U.S. Department of Labor.

Alabama Customized Employment (ACE) Program

Ongoing efforts to better ensure the workforce development service options available through Alabama's Career Center System are adequately tailored to meet the special needs of the moderate to severely disabled have led to development of the Alabama Customized Employment (ACE) Program, an emerging partnership between workforce development agencies and community-based organizations. ACE is designed to facilitate provision of a range of services to individuals with disabilities

Basic workplace skills orientation, general workplace conditioning, and entrepreneurial skills training curricula are appropriately aligned to more closely match the specific learning, vocational, and occupational skill acquisition requirements of this special needs population.

Client referrals to specific agencies and services most appropriate to meeting their specific support services needs is an important facet of the ACE program. Comprehensive service delivery entails a commitment to the full range of clients' needs.

Alabama's Customized Employment program has the singular goal of achieving the more effective integration of workforce development services delivery systems appropriately structured along the requirements of special needs customers into existing Career Center System mechanisms. To this end, efforts continue to more closely involve ACE program managers in Career Center System long-range strategic planning activities.

ACE program funding is provided under annually renewable grants from the U.S. Department of Labor.

America's Service Locator/Workforce Network Toll-Free Help Line

America's web-based Service Locator/Workforce Network Toll-Free Help Line (ASL/WNTFHL) information services have emerged as an integral component of our workforce development system. Internet linkages at Alabama Career Center System locations afford customers ready access to information detailing locally-available workforce development services. This same information is available through the Network's Toll-Free Hot Line should Internet service not be available.

America's Service Locator is an Internet resource designed to provide job seekers and employers with access to occupational, resume preparation, labor market, and training information. America's Service Locator is an Internet-based "front door" for customers seeking the nearest Career Center that actively provides the workforce development services they require. America's Service Locator also directs system users to various other training sites.

The Business Relations Group (BRG), a demand-driven labor force information system tailored to meet the needs of employers, is another feature of the Workforce Network. Labor market resources available through the BRG are the direct result of a dynamic partnering of the public workforce system, business and industry, education and training providers, and economic development organizations.

The Toll-Free Help Line provides basic information regarding available dislocated worker services, to include unemployment insurance claims procedures, employer Worker Adjustment and Retraining Notification Act provisions, and eligible adult/youth employment and training service providers. Additionally, Toll-Free Help Line operators provide callers with Internet addresses of training providers and user assistance in accessing relevant federal and state web sites.

These services, consistent with the principles of the Workforce Investment Act, help ensure that citizens have reasonably comprehensive awareness of and access to available workforce development services. Both America's Workforce Network Toll-Free Help line and America's Service Locator provide the information necessary to connect workforce development system customers to State and local providers of these services. This partnership better ensures system users' telephone or Internet access to information regarding America's Workforce Network services.

Several businesses across the State have formed action-oriented partnerships with the ASL/WNTFL network.

Workforce Investment Activity Resource Allocation

Funds are annually provided the State by the U.S. Department of Labor for the provision of Workforce Investment Act, title I, Adult, Youth, and Dislocated Worker programs. Additional Workforce Investment Act program funding is available from the Federal government in the form of National Emergency Grants.

The Workforce Investment Act provides that up to **fifteen percent** of the total Adult, Youth, and Dislocated Worker funds annually allotted the State may be reserved for Workforce Investment Act State-level setaside activities, which include a) State-level program administration (**five percent**), b) providing local areas which demonstrate superior program performance with incentive grants or providing local areas needed technical assistance/capacity building services (**three percent**), c) activities directly and indirectly supporting the ongoing development and operation of the State's One-Stop system, d) activities supporting the compilation and statewide dissemination of listings of eligible providers of training services, e) evaluations of program development strategies which support continuous system improvement, and f) the development of a Statewide fiscal management system.

Additionally, up to **twenty-five percent** of Dislocated Worker funds may be reserved for the Statewide provision of mass layoff/employer dislocation rapid response services.

Of the **three percent** of Adult, Youth, and Dislocated Worker allotments reserved for local area incentives/capacity building, sixty-seven percent is designated for incentive awards, and thirty-three percent is withheld for statewide technical assistance/capacity building. The specific amounts of the local area's PY 2003 incentive awards/capacity building grant awards, determined by their respective PY 2002 program performance outcomes, is depicted in Attachment A.

PY 2003/FY 2004 Federal Allocation Levels

	Amount
State-Level Workforce Investment Activities	\$7,835,933
Statewide Rapid Response Activities	\$2,947,265
Local Area Adult Programs	\$13,375,592
Local Area Youth Programs	\$14,326,862
Local Area Dislocated Worker Programs	\$13,831,393
TOTAL	\$52,317,045

Additional specifics regarding Alabama PY 2003/FY 2003 Workforce Investment Act program

funding levels are found at Annual Report Attachment A.

Annual Report Attachment C is the State-level PY 2003 Adult, Youth, Dislocated Worker, and Customer Satisfaction performance goal vs. actual performance information. This data indicates Alabama exceeded **twelve** of fifteen PY 2003 program measures and **two** of two PY 2003 customer satisfaction measures.

Alabama PY 1996 - PY 2003 performance trend analysis charts, which are found in Annual Report Attachment D, contrast Adult, Dislocated Worker, Older Youth, and Younger Youth programs along common performance measures. This analysis indicates the apparent strengths of these programs relative to one another. As might be expected, it is apparent that Dislocated Worker program completers generally exhibit collectively stronger employment and earnings performance than do their counterparts in the Adult and Older Youth programs. However, Adult employment credential attainment rates appear consistently above those of Dislocated Workers. Younger Youth outperform Older Youth in the credential attainment category as well.

These comparisons of participant performance trends better enable Workforce Investment Act program managers to analyze which programs are more effective for various segments of our clients.

PY 2003 Participants / Exiters (4th quarter - cumm.)

Three Local Area Summary:	Total Participants Served	Total Exiters	Positive Program Exits	Average Wage at Placement
Adults	8,508	1,918	553	\$10.32/hr.
Dislocated Workers	4,307	1,466	404	\$10.75/hr.
Older Youth	1,380	458	92	\$7.40/hr.
Younger Youth	5,320	3,154	4,142*	n.a.
TOTAL	19,515	6,996	5,191	\$10.22/hr.

* - Several Younger Youth exit with multiple positive terminations.

Total Number of Youth Served: 6,700 (100.00%)
Out-of-School Youth: 3,117 (47.42%)
In-School Youth: 3,523 (52.58%)

PY 2003 Programs

Statewide Rapid Response Programs

- ! The ADECA Workforce Development Division, designated as Alabama's Dislocated Worker Unit, is responsible for coordinating WIA Dislocated Worker program services statewide. These responsibilities include development of Dislocated Worker program policy and delivery of Rapid Response services.

- ! The Dislocated Worker Service Coordinating Agency Information Network is comprised of representatives from the:

- Office of Workforce Development
- ADECA Workforce Development Division
- ADECA Community Services Division
- Department of Industrial Relations
- Alabama Development Office
- Department of Postsecondary Education
- Department of Human Resources
- Alabama Department of Public Health
- Alabama Medicaid Agency
- Alabama Cooperative Extension Service
- Department of Mental Health and Mental Retardation
- Department of Senior Services
- Alabama Department of Labor
- Alabama Department of Rehabilitation Services
- Alabama Department of Education (Adult Education programs)

The planning, execution, and oversight of Network activities is closely coordinated with several Federal agencies, including the U.S. Department of Labor's Employment and Training Administration, Employee Benefits Security Administration, Employment Standards Administration, the U.S. Bankruptcy Court, and with small business and organized labor representatives.

The Dislocated Worker Unit Rapid Response Team is comprised of ADECA Workforce Development Division Dislocated Worker specialists, appropriate Department of Industrial Relations staff, and, in situations where Rapid Response Team activities involve unionized companies, AFL-CIO Labor Institute for Training (L.I.F.T.) representatives. The Rapid Response Team generally receives advance notification of worker dislocation events, under requirements of the federal Worker Adjustment and Retraining Notification (WARN) Act. This advance notification better enables the Team's effective coordination of the several direct assistance and agency referral services provided to both employers and workers affected by such dislocation events (i.e., substantial layoffs or plant closings). The Rapid Response Team may also provide these services to employers and workers affected by smaller scale dislocation events, i.e., those not triggering WARN notification, but which are expected to have a substantial impact on the local community. These smaller scale dislocation events may come to the attention of Rapid Response Team staff through the news media, through contacts initiated by affected employers, through union representatives, or through various other state and local service agencies.

Activities of the Rapid Response Team fuel dislocated workers' awareness and utilization of the broad range of services and information, available through a variety of Federal, State, and local sources, to which they are entitled. The Team's overriding objective is to ease the trauma associated with job loss, and better enable dislocated workers' return to today's workforce. Attempts are made to maximize each individuals' fullest potential.

A strong effort is made to appropriately tailor Rapid Response services to the unique circumstances and requirements associated with each individual dislocation event. On learning of an anticipated plant closing or substantial layoff, Rapid Response staff schedule on-site meetings with company management and labor representatives to discuss their available assistance options. After consultation with the appropriate Dislocated Worker Network partner representatives, joint employee - local service agency meetings are usually organized at the local employer's worksite. Where necessary, meetings may be held at union halls or other local area community centers.



Goodyear Dunlop Tire NA, Ltd. employees review information concerning programs, services and benefits, e.g. Unemployment Compensation Benefits, during a Rapid Response group employee meeting conducted on-site in the Huntsville, Alabama plant's Training Center.

During these meetings, affected workers are provided details regarding their eligibility for and the availability of retraining services, unemployment compensation benefits, job search and placement services, interviewing techniques instruction, health insurance continuance, pension benefits/counseling, entrepreneurial assistance, and more.

The following is a percentage breakout, by industry, of the number of workers affected by those plant closings and/or layoffs to which the Rapid Response Team provided assistance during PY 2003 (July 1, 2003 - June 30, 2004):

Manufacturing (Miscellaneous)	37%
Manufacturing (Apparel/Textile)	25%
Manufacturing (Lumber & Wood Products)	12%
Retail Trade.....	08%
Services	07%
Transportation & Communication	06%
Other	05%
 Total	 100%

Rapid Response records indicate approximately **8,613** workers throughout the State were impacted by the **82** dislocation events serviced by the Rapid Response Team during PY 2003.



Rapid Response Team and One-Stop Partner staff map out strategy.

Eligible Training Provider List

The Workforce Development Division (WDD) uses an Internet-based system to better ensure that the customers of local Career Centers have appropriate access to the State's Eligible Training Provider List. Development and maintenance of this system requires a great deal of cooperation between the WIA Title I Career Center Partner Agencies and various training providers. Alabama Career Center staff have been trained in the use of the Eligible Training Provider List.

USDOL has provided guidance regarding methods for the certification of four-year colleges, the gathering and reporting of performance information, re-certification of in-state/out-of-state providers, and initial certification of out-of-state providers. A requested waiver of WIA Section 122 (c) subsequent training provider eligibility requirements has been granted by USDOL, effective through June 30, 2005. The added local flexibility enabled by this waiver has proven invaluable to both local area and State-level training provider procurement staff.

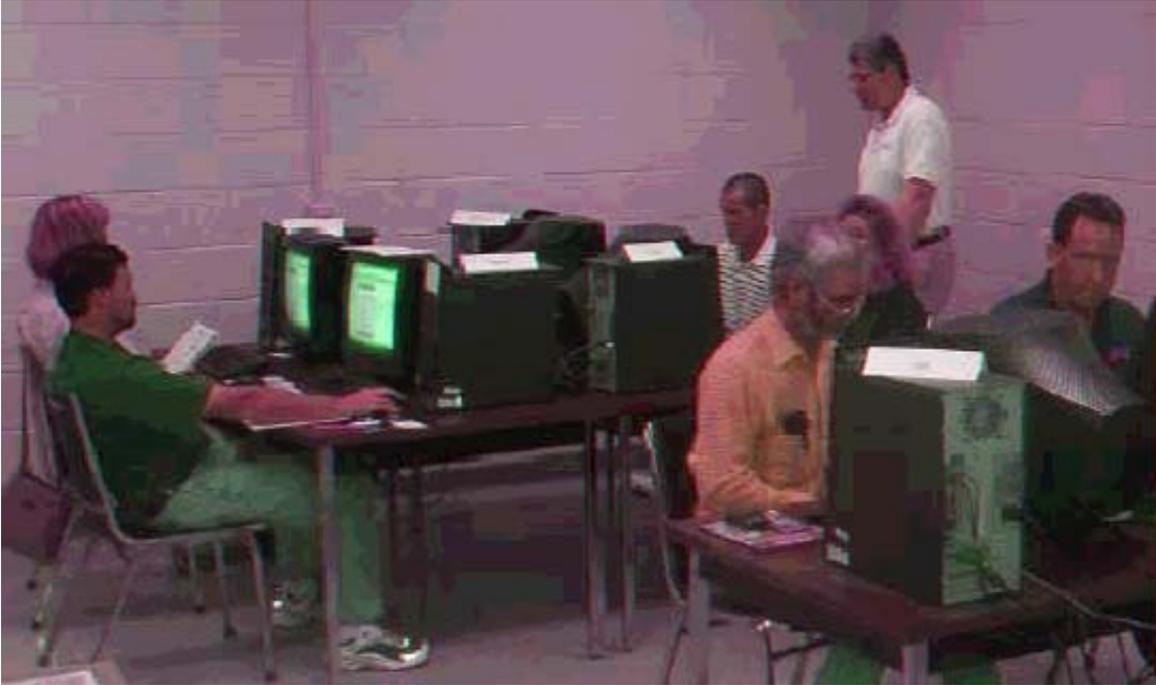
Incumbent Worker Program

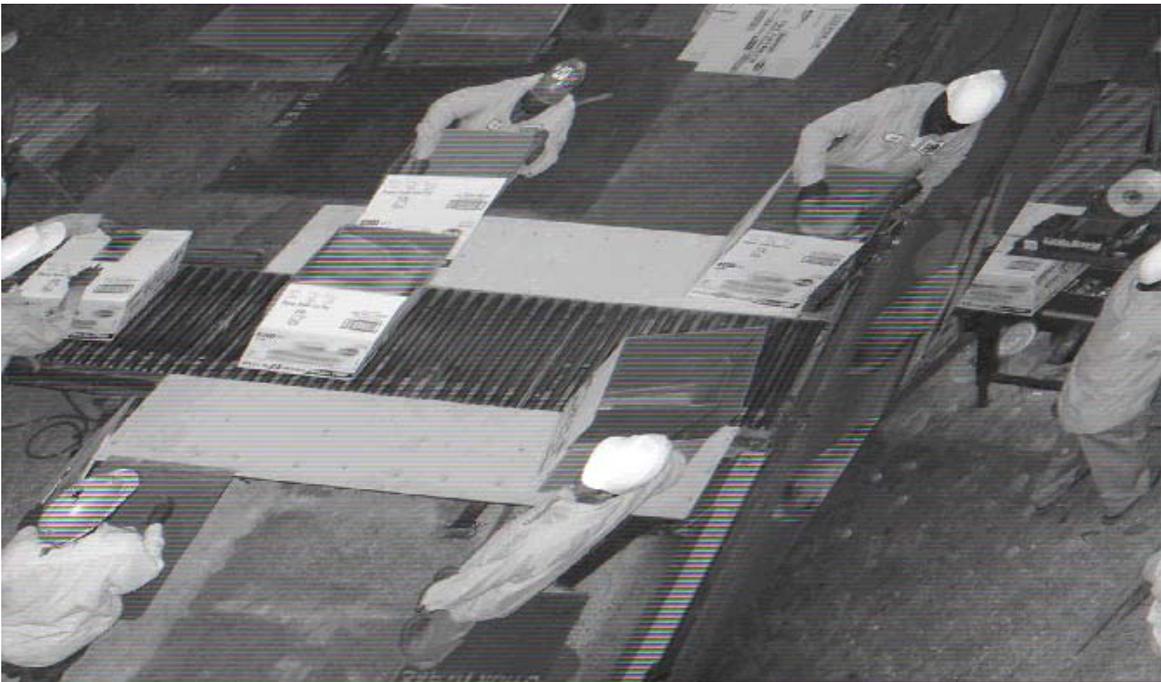
One of the allowable statewide workforce investment activities, authorized under Workforce Investment Act (WIA) Section 134(a)(3)(iv)(I), is incumbent worker training. This training may be funded from State-level fifteen (15) percent set aside funds.

Employers who have been doing business in Alabama for at least two years, and who demonstrate that their employees are in need of additional skills training in order for that employer to remain competitive, may apply for Incumbent Worker Training grant funds. The technical and professional skills training provided affected employees with these funds is structured to better equip them with those specific workplace skills required in the optimal performance of both their existing jobs, and which may eventually enable them to broaden the scope of their workplace task responsibilities. With new or upgraded skills, workers whose jobs might otherwise be lost due to layoff and/or plant closings not only retain their employment, but frequently realize increased future earnings potential as well. Successful training completion must be coupled with employer assurances of continued employee retention (layoff avoidance), and the workers' expanded earning potential should support their greater economic self-sufficiency. Incumbent Worker funds must be matched by the employers on at least a dollar-for-dollar basis.

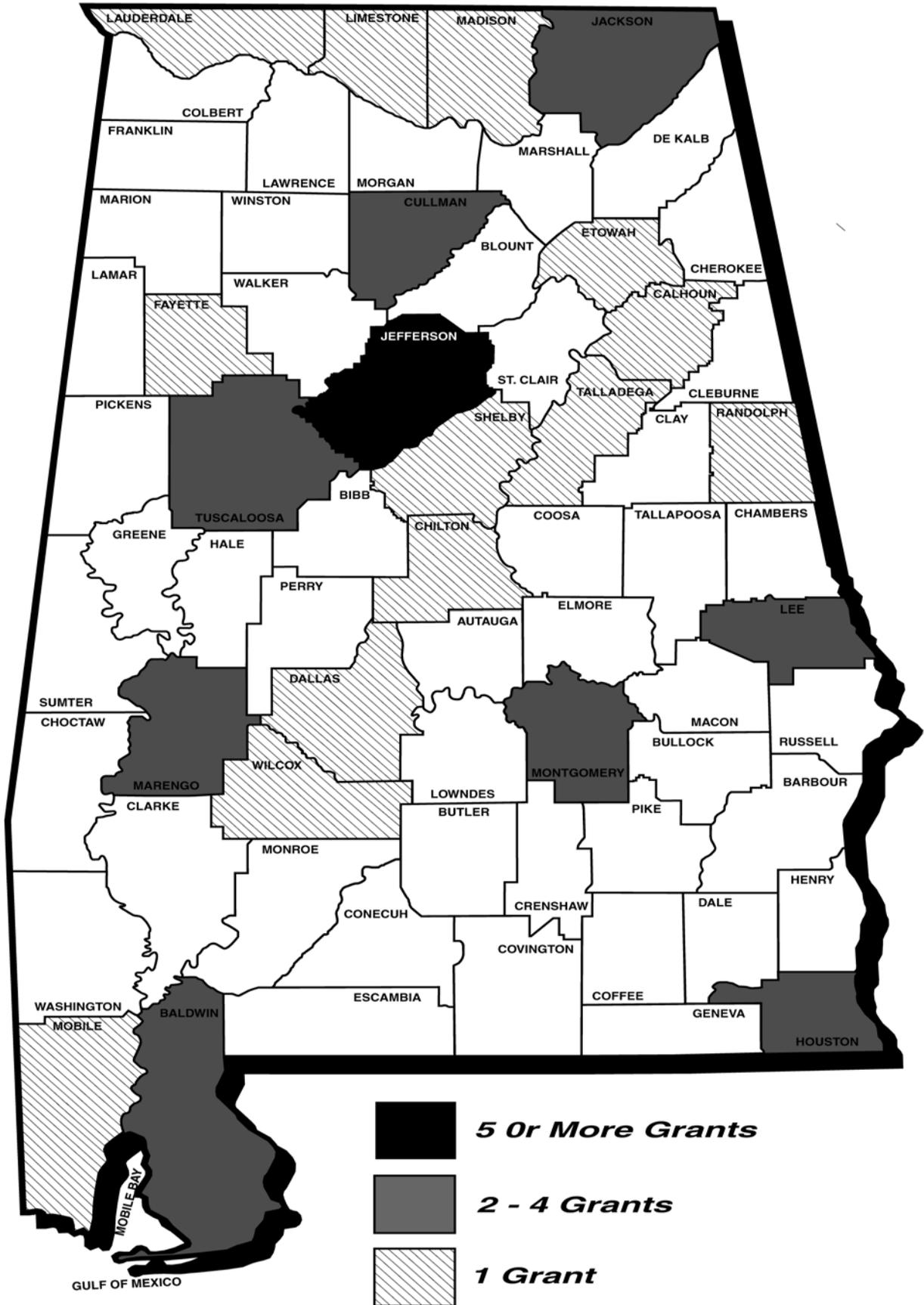
Alabama implemented a statewide Incumbent Worker Training Program in September 2001. Approximately **\$1,708,999.80** was made available for incumbent worker program funding during PY 2003, and Incumbent Worker program services were provided to **2,559** individual workers through subrecipient agreements with **forty-four** different businesses. The Incumbent Worker program has enjoyed success and has been credited with saving jobs from layoffs, as well as adding jobs in some companies. Information on the Incumbent Worker Training Program, including an employer application to express interest in the program, is available through the Alabama Career Center System. Early in Program Year 2004, this same information will be available online at the ADECA web site.

Incumbent Worker Training is “Hands-On” !





Incumbent Worker Training Delivery: A Statewide Focus



Adult / Dislocated Worker Program Services

Individual Training Account (ITA)

The Individual Training Account (ITA), a specific agreement for the extension of educational or occupational skill training services, is the primary medium for Workforce Investment Act training services delivery. Individual Training Account services may only be provided to Workforce Investment Act participants by those training providers who have applied to and been placed on the Eligible Training Provider List.

Prospective education and/or occupational skills training providers must meet specific criteria in order to initially obtain and subsequently retain Workforce Investment Act training provider status (see Eligible Training Provider List discussion).

Postsecondary education institutions, which offer instruction leading to generally recognized certification in high-demand occupational skills, and other institutions providing similar vocational instruction services, are among the several entities which may apply for inclusion on the Eligible Training Provider List.

On-the-Job Training

Under the Workforce Investment Act, On-The-Job Training participants' employers may seek reimbursement of up to fifty percent of these participants' wages in compensation for the extraordinary costs in additional time and attention generally associated with the provision of such training, and in recognition of the lesser workplace productivity of these trainees. Negotiations with the employer will establish the maximum length of participants' On-The-Job Training period. The maximum length of such training, however, is not to exceed six months..

Stand-Alone Classroom Training (offered in sparsely populated areas, or for special-needs populations)

This program provides classroom instruction in areas such as truck driving, computer technology, automobile mechanics, welding, and child care to WIA-eligible adults/dislocated workers who reside in sparsely-populated areas of the State, that is, areas with limited access to approved Individual Training Account service providers.

Youth Program Services

Younger Youth (14 - 18) - Total Served: 17,749

Youth program services/activities include the following:

Assessment/Employability Plan Development

Younger youth receive individual assessment and vocational guidance services. Youth assessed to be in need of academic reinforcement, job readiness/workplace skills, world-of-work transition services, and other available services are directed to area providers of these services. Participants may be provided either intermediate or longer-term career planning services.

Basic Educational Skills Achievement

Classroom instruction aimed at reinforcing basic skills learning is provided to both in-school and out-of-school youth. Out-of-school youth receive assistance with General Equivalency Degree (GED) examination preparation; in-school youth are provided needed educational skills reinforcement, and receive encouragement to remain in school until graduation. Training sites include local two-year colleges, community centers, and/or other public or private facilities.

Summer Program/Work Experience

PY 2003 summer program/work experience program services were provided to **88** eligible youth. These programs afford participating youth with valuable learning opportunities, addressing, in part, individual work place responsibilities and employer/employee expectations.

Older Youth (19 - 21) - Total Served: 3,477

Academic / Basic Skills Reinforcement

Older youth are provided supplemental academic exposure, enabling their achievement of basic learning skills, culminating in General Equivalency Degree certification.

Individual Referral Services

This is enrollment in area vocational or two-year college occupational skill training classes. Training is generally restricted to vocational/occupational fields of demonstrated local labor market demand. Program participants are provided the appropriate supportive services which may encourage them to remain in their respective training programs through completion. Participants receive job placement assistance upon receipt of occupational skills achievement certification.

WIA Section 136(e) Process Evaluations

Alabama's Workforce Investment Act Section 136(e) **process evaluation** activities involve the development and provision of information products which may assist front-line program managers' decision-making. Central to this effort is the identification of Workforce Investment Act Adult, Dislocated Worker, and/or Youth program services which appear more effective in spurring individual participants' achievement of their respective workforce development goals. Additionally, process evaluations seek to identify which Workforce Investment Act service or services seem most cost-effective across identifiable demographic segments within the broader category of Workforce Investment Act participants - Adults, Dislocated Workers, and Youth.

A constraining factor inhibiting the timely execution of the several projected Alabama Workforce Investment Act process evaluations is the limited availability of "real time" Workforce Investment Act program data. In order for these evaluations to have the greatest relevance to existing and future Alabama Workforce Investment Act programs, the studies must utilize actual program outcome data.

State-level evaluation studies have included a longitudinal review of selected economic data series trends, aggregated at the local area and sub - local area level. This effort involved the plotting of actual and relative growth FY 1995 - FY 2003 civilian labor force, unemployment, unemployment insurance exhaustee, unemployment insurance beneficiary, and mass layoff data. These trends were plotted and analyzed at the intra-local area and inter-local area levels.

Such information may provide insight regarding any association between local, regional, or State-level economic or demographic circumstances and observed directional trends in local area-level WIA program performance outcomes. There may or may not be potential for WIA program design innovations directly resulting from this and/or other evaluation study efforts.

Absolute and proportional monthly customer traffic at all fifty-seven Career Centers is tracked longitudinally in order to help identify any significant trends in the number of Career Center customer "hits". Where any such trends are indicated, further analysis may help suggest any causal factors behind such month-to-month variation. Application of such causal information may enable One-Stop Career Center managers to better serve their ever - expanding customer base.

Additionally, efforts to identify specific higher growth, high-employment industries and occupations within the State are underway. Alabama is an active participant in the Local Employment Dynamics program, which is developing systems to provide users an array of industry-specific labor market information. This industry-specific data is expected to greatly facilitate workforce development program planning and program execution efforts.

Specifics regarding this evaluation study are available upon request.

A Look Ahead

Alabama workforce development programs have achieved real progress. State-level and local area-level Workforce Investment Act program performance continues to generally exceed their associated employment and earnings performance goals. Alabama welfare rolls have declined dramatically in recent years.

Our most fundamental goal is the design and implementation of a maximally effective workforce development **system** which provides past, present, and future **employees** with education and labor skills supportive of their individual goals, and furnishes **employers** with the highly-skilled labor pool they require to appropriately fuel Alabama's surging economic engine. An assessment of where we are, coupled with a vision of where we can be, principally drive Alabama's growing workforce development partnerships.

Efforts are underway to further streamline the Workforce Development System through Reauthorization of the Workforce Investment Act, thereby enabling workforce development professionals to better serve their employer and employee clients, through the provision of improved and expanded workforce development services.

Nationwide implementation of the Workforce Investment Act Reauthorization is expected to begin with Program Year 2005, July 1, 2005. Governor Bob Riley, in anticipation of impending changes to the workforce delivery system precipitated by Reauthorization, has created via Executive Order the Alabama Office of Workforce Development, which has among its goals 1) consolidation of the administration of federal and state workforce development activities, 2) improvement of the utilization of existing resources in support of workforce and economic development, and 3) reduction in the fragmentation and duplication of efforts.

Alabama has reviewed, with great interest, key provisions of the House-passed version of the Reauthorization Bill, H.R. 1261, and, pursuant to Workforce Investment Act Section 189(I)(4), has requested selected provisions of the still-current Act be waived in favor of these new, innovative measures. The first of these waiver requests has already received USDOL approval, and local program policies have been modified accordingly.

The State has received USDOL indication that another of these waiver requests, involving the use of local area funds to provide local area incumbent worker services, is allowable within the existing legislative framework.

We look forward to Program Year 2004 implementation of the balance of these Workforce Investment Act waiver requests.

Alabama WIA Waiver Request Activity

Waiver Request	Action	Date of USDOL Action
Request for flexibility to set rules at State rather than Federal level.	Waiver request presented to State Board May 2003. Submitted to USDOL June 2003.	Pending
Allow local funds to be used for Incumbent Worker training.	Waiver request presented to State Board May 2003. Waiver request submitted to USDOL June 2003.	Pending.
Waive board membership requirements in favor of the State and local board membership requirements proposed in H.R. 1261.	Waiver request presented to State Board May 2003. Waiver request submitted to USDOL June 2003.	Pending
Waive Section twenty percent cap on local board Adult Program-Dislocated Worker Program funds transfer authority; increase transfer authority to fifty percent.	Waiver request submitted to USDOL April 2003.	Approved, per USDOL correspondence of January 14, 2004.
Per TEGL No. 21-03, request extension two approved regulatory waivers: 1) extension of WIA service providers initial eligibility through June 30, 2005, and 2) Adult- Dislocated Worker program transfer authority expanded from twenty percent to fifty percent of funds.	Waiver extension request transmitted to USDOL May 7, 2004.	Approved, per USDOL correspondence of June 27, 2004.

WIA Costs Relative to Effectiveness

Annual Report instructions provided the States by USDOL indicate that these Reports should include "...A discussion of the costs of workforce investment activities relative to the effects of the activities on the performance of the participants...."

These instructions further indicate that States "...may want to include information ... about the mix of services selected and the outcomes expected from these activities ...States may indicate actual Federal outlays for selected activities...."

This Report does indicate, at "PY 2003/FY 2004 Programs", the several State- and local area-level WIA participant programs operated during PY 2003. The Report further details, at "PY 2003 Cost of Program Activities", outlays of Federal funds made in support of these several programs. An application of Cost/Effect analytical constructs to these "mismatched" data fields would not seem entirely appropriate.

A limited, independent examination of PY 2003 WIA expenditures relative to fund availability, utilizing allocation and expenditure data provided within this Report, may however, be relevant.

PY/FY 2003/04 Cumulative WIA Fund Usage (as of June 30,2004)

	PY/FY2003/04 Available (Program) Funds	PY/FY2003/04 Expenditures (Program Funds)	Usage Ratio
State Rapid Response	\$2,947,265	\$0	00.00%
Local Area Adults	\$18,836,488	\$10,820,153	57.44%
Local Area Youth	\$12,894,177	\$10,669,685	82.75%
Local Area Dislocated Workers	\$6,227,349	\$1,791,353	28.77%

PY/FY 2002/03 Cumulative WIA Fund Usage (as of June 30,2004)

	PY/FY2002/03 Available (Program) Funds	PY/FY2002/03 Expenditures (Program Funds)	Usage Ratio
State Rapid Response	\$3,422,139	\$2,177,317	63.62%
Local Area Adults	\$14,601,449	\$14,601,449	100.00%
Local Area Youth	\$16,569,209	\$16,569,209	100.00%
Local Area Dislocated Workers	\$12,645,654	\$12,645,654	100.00%

The highest PY/FY 2003/04 WIA fund Usage Ratio, as indicated above, is in the Youth program. The increased rate of PY 2003 Youth program fund usage reflect accelerated PY 2003 Youth program participant outreach and Youth program management efforts.

States have three years in which to expend allotted WIA funds. Note that PY/FY 2002/2003 WIA funds are virtually entirely expended at the close of PY 2003/FY 2004, the second full year of these funds' availability.

Workforce Investment Act program "costs" and these costs' attendant "effectiveness" must be viewed separately. Under the existing Workforce Investment Act information gathering structure, the State 15% Activity, Rapid Response, Adult, Dislocated Worker, and Youth costs included in both Workforce Investment Act Quarterly Reports and in this Annual Report are "real time". That is, these are the costs **actually incurred** over the reference period, i.e., July 1, 2003 - June 30, 2004. However, WIA participants' program outcomes, the most tangible measures of WIA "effects", are based upon **lagged U.I. Wage record data**. The participant program outcomes associated with a given Program/Fiscal Year do not "line up" with corresponding cost figures.

We therefore suggest that any program performance-related inference made or conclusions drawn from comparing available WIA cost information with WIA participant/program performance information may not be entirely valid.

PY 2003 Adult, Dislocated Worker, and Youth program 7/1/03-6/30/04 expenditure data may be further analyzed by contrasting this data against the associated number of 7/1/03-6/30/04 Adult and Dislocated Worker participants entering employment, and the number of Youth program exiters achieving employment, skill attainment, or high school diplomas. This participant placement data is not gleaned from U.I. Wage data, but rather from Alabama Career Center System management information system records.

Such "real time" participant outcome data is presented on the following page, along with a cursory Return on Investment model. Allowing that this model may be of questionable validity with regard to attendant parametric implications, as noted above, the positive ROI trend across State of Alabama WIA participant programs is indicative of steady improvements in their respective levels of performance.

WIA Costs Relative to Effectiveness

1) Cost Efficiency by WIA Program

Fund Source	7/1/03 - 6/30/04 Local Area Expenditures (Program Costs)	PY2003 Program Participants	Expenditures per Participant
Local Area Adults	\$20,290,670	8,508	\$2,384.89
State / Local Area Youth	\$15,459,052	6,700	\$2,307.32
Local Area Dislocated Workers	\$11,184,568	4,307	\$2,596.83
Total	\$46,934,290	19,515	\$2,405.04

This expanded analysis suggests that PY 2003 WIA Youth programs, despite their start-up difficulties, achieved a cost efficiency record superior to that of prior year Adult and Dislocated Worker programs. Note that the above ‘expenditures’ include both PY 2003/FY 2004 funds and funds carried over into PY 2003/FY2004 from prior program years. This measure provides an accurate assessment of PY 2003 WIA participant program “efficiency”.

2) Return (Earnings Change) on Investment (Federal Spending) Models

Program	PY 2001	PY 2002	PY 2003	PY2001-PY2003 Percentage Growth
Adults	\$0.20:\$1	\$0.83:\$1	\$0.42:\$1	207.51%
Dislocated Workers	\$0.49:\$1	\$0.50:\$1	\$0.45:\$1	91.11%
Youth	\$0.46:\$1	\$0.49:\$1	\$1.16:\$1	252.52%
	\$0.35:\$1	\$0.57:\$1	\$.67:\$1	189.24%

As indicated above, the Alabama WIA program Return on Investment (ROI) has increased dramatically over the past three Program Years.

Considering that the **Investment**, or WIA outlays associated with a given Program Year, are generally one-time in nature, whereas the attendant **Return**, that is, WIA program participants’ enhanced potential for greater employment and earnings opportunities, may actually grow over time, in relative perpetuity, the above ROI numbers may in fact **understate** the long-term economic impact of WIA programs.

Participant Characteristics

CHARACTERISTICS	ADULTS	DISLOC. WORKERS	YOUTH		TOTAL
			In School	Out of School	
Female	5,187	2,483	1,878	1,874	11,426
Male	3,321	1,824	1,645	1,303	8,089
White	3,703	3,018	1,112	1,320	9,160
Black	4,623	1,183	2,316	1,784	9,899
Hispanic	32	19	27	13	90
Other	150	87	68	60	366
14 - 18	156	6	3,293	1,842	5,272
19 - 21	890	86	217	1,266	2,483
22 - 54	7,271	3,839	13	69	11,193
55 and Over	191	376	-	-	567
Veterans	39	49	-	2	90
Welfare Recipient	493	3	22	38	556
Offender	8	-	-	12	20
Displaced Homemaker	13	13	1	4	31
High School Graduate	5,754	3,076	39	1,072	9,941
Total Participants	8,508	4,307	3,523	3,177	19,515
Total Exiters	1,918	1,466	1,862	1,750	6,996

Success Stories

- ! WIA basic skills and GED preparation training, together with her determination to fashion a better life for herself and her young son, provided a single parent with a jump start on a new and promising career.

The challenges she faced, the hardships she bore, were not insignificant. Her WIA case manager provided educational and vocational guidance, and WIA resources provided the funds to enable her to undertake the needed education and occupational training. She, however, provided the drive, the energy, to “put the pieces of the puzzle together.”

The first step, earning her GED, was tough. She had been out of school for a time, and her academic skills were rusty, to say the least. With that hurdle behind her, she was directed by her case manager in work readiness and keyboarding skills training. Her performance there earned her selection as an Alabama Senate page, a distinction not afforded all program participants.

As she neared completion of her WIA training, she achieved placement with a local credit union as a part-time teller, a position entailing not insignificant job responsibilities. After a short time there, she was promoted to full-time teller. Additionally, this young lady has won acceptance to Troy University, where she plans to major in Banking and Finance.

Hers has been quite a voyage indeed!

- ! An individual who had traveled to Texas from Mobile in pursuit of a better job opportunity, only to lose his new job due to a plant closing, was directed to new employment, and a new future, through the Mobile Works, Inc. WIA On-the-Job Training Program for industrial work.

Although he was interested in the industrial position, he still had some concerns about starting all over again. He had no past work experience relevant to the position, nor did he possess the required technical skills. Active counseling with his Case Manager, however, did indicate this dislocated worker had extensive work experience in the printing industry. An on-the-job training contract was negotiated on his behalf with a local commercial engraving and printing company.

The printing company’s president, who interviewed this Dislocated Worker prior to contract finalization, was so impressed with his professionalism and expertise that he not only awarded him the on-the-job contract, but amended the agreement to provide him the opportunity for management training.

Upon completion of his on-the-job training contract, this **former** Dislocated Worker won permanent hire by the printing company as the binder supervisor. His own words best articulate his WIA experience: “I didn’t think that I would be able to find a position like this in Mobile - it’s the reason I went away in the first place. But, I was proved wrong because there are good jobs in Mobile and the Mobile Works program can help you get one too.”

- ! The effective combination of a severely handicapped youth's fierce determination to succeed in spite of his physical limitations, coupled with WIA youth development and internship learning opportunities, opened new career doors for this very special person.

Working within the WIA Youth Development program, he was motivated to complete his high school degree. His case manager helped him land a job with an area supermarket, where his job responsibilities include greeting customers, bagging groceries, and working in the stockroom.

His spirit and enthusiasm are an inspiration to co-workers and store customers alike. His job performance, his attitude toward today, and his outlook on tomorrow reflect a bright optimism.

- ! For this third generation teen-aged welfare mother and former high school drop out, with no high school credentials and little meaningful work history, future prospects looked bleak. She had little interest in seeking better living conditions for herself or for her children.

Her case worker saw potential in this young woman she did not see in herself. She was placed in an OJT slot and matched with a Job Coach. After experiencing initial learning difficulties, she was counseled by her case worker regarding proper employee etiquette and job performance attitudes. She was also provided self help strategies designed to minimize her perceived learning difficulties.

The young woman's drive paid off. She was offered full-time work by her contract employer following expiration of the OJT, and she has since done well. Today, this former welfare mother is becoming increasingly self reliant and productive. She has shown herself and her children that there is much more to life than continued "welfare" dependence.

- ! A young woman's focused determination to succeed and clarity of vision helped her overcome the dual handicap of debilitating health problems and the lack of a high school degree.

The weight of her medical treatments alone, which include periodic transfusions and chemotherapy treatments, might deter many youth from the vigorous pursuit of success, but not this young lady. She knew that without a high school degree, very few career paths would be open to her. However, her efforts at achieving high school credentials through home schooling went astray. A friend recommended she investigate Workforce Investment Act program-sponsored learning opportunities, and this "tip" proved to be the start of something big.

Career Link staff enrolled her in a General Equivalency Degree skills, basic computer skills, and job readiness skills learning program. Displaying a level of energy and enthusiasm that belied any obstacles presented by her physical barriers, she completed the requirements for her General Equivalency Degree in record time, posting a score of 2,680 out of a possible 3,000 points of the qualifying examination. With this credential in hand, she was further awarded a full financial scholarship to pursue a Business Information Systems degree program at an area college. She is reported to be doing very well in her studies.

Attachments

- A) Local Area WIA Planning Allocation for PY 2003/ FY 2004*
- B) Statewide Monthly One-Stop Customers*
- C) State - Level PY03 Performance Incentive Analysis (7/1/03 - 6/30/04)*

A) LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2003
(July 1, 2003-June 30, 2004)

	PY 2003 Allotment	FY 2004 Allotment	Full PY Allotment
1 SEC. 133(b)(2)(A) ADULT PROGRAMS	\$3,285,504	\$12,450,487	\$15,735,991
a. GOVERNOR's 15% SET ASIDES:	\$492,826	\$1,867,573	\$2,360,399
Administration (5%)	\$164,275	\$622,525	\$786,800
Other WIA Activities (7%)	\$229,985	\$871,534	\$1,101,519
Incentive Awards/Capacity Building (3%)	\$98,566	\$373,514	\$472,080
Local Area Grants (67%)	\$66,039	\$250,254	\$316,293
State-level (33%)	\$32,527	\$123,260	\$155,787
b. LOCAL AREA ADULT PROGRAMS (85%)	\$2,792,678	\$10,582,914	\$13,375,592
AWIA	\$2,367,635	\$8,972,203	\$11,339,838
Jefferson	\$175,815	\$666,256	\$842,071
Mobile	\$249,228	\$944,455	\$1,193,683
2 SEC. 128(b)(2) YOUTH ALLOTMENT	\$16,855,132	\$0	\$16,855,132
a. GOVERNOR's 15% SET ASIDES:	\$2,528,270	\$0	\$2,528,270
Administration (5%)	\$842,757	\$0	\$842,757
Other WIA Activities (7%)	\$1,179,859	\$0	\$1,179,859
Incentive Awards/Capacity Building (3%)	\$505,654	\$0	\$505,654
Local Area Grants (67%)	\$338,788	\$0	\$338,788
State-level (33%)	\$166,866	\$0	\$166,866
b. LOCAL AREA YOUTH PROGRAMS (85%)	\$14,326,862	\$0	\$14,326,862
AWIA	\$12,183,516	\$0	\$12,183,516
Jefferson	\$857,166	\$0	\$857,166
Mobile	\$1,286,180	\$0	\$1,286,180

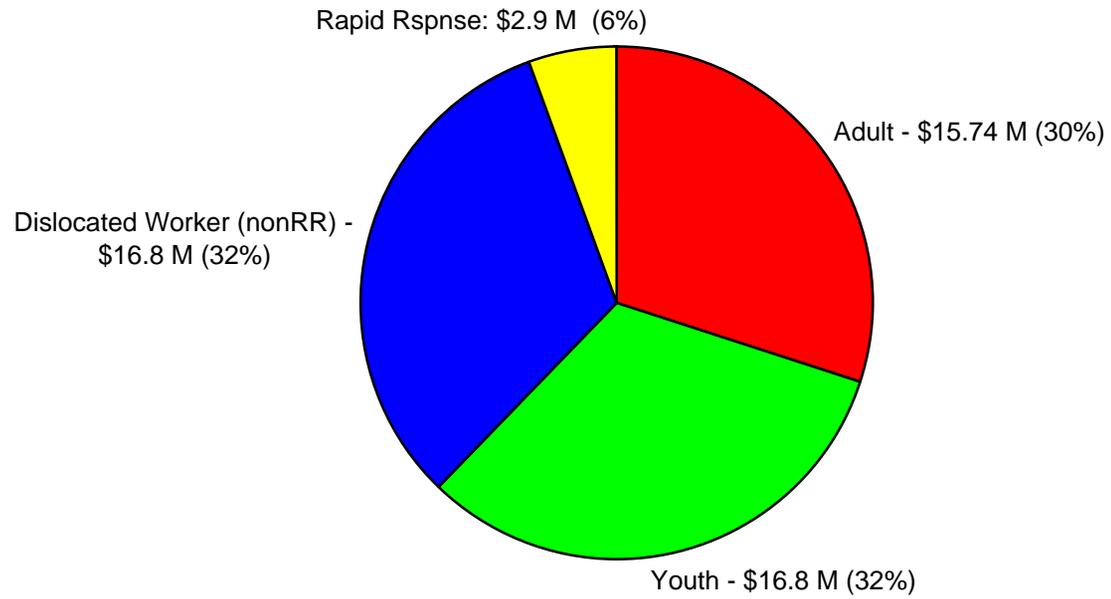
	PY 2003 Allotment	FY 2004 Allotment	Full PY/FY Allotment
3 SEC. 133(b)(2)(B) DISLOCATED WORKERS	\$5,247,201	\$14,478,721	\$19,725,922
a. RAPID RESPONSE PROGRAMS (15%)	\$787,080	\$2,160,185	\$2,947,265
b. GOVERNOR's 15% SET ASIDES:	\$787,080	\$2,160,184	\$2,947,264
Administration (5%)	\$262,360	\$720,061	\$982,421
Other WIA Activities (7%)	\$367,304	\$1,008,086	\$1,375,390
Incentive Awards/Capacity Building (3%)	\$157,416	\$432,037	\$589,453
Local Area Grants (67%)	\$105,469	\$289,465	\$394,934
State-level (33%)	\$51,947	\$142,572	\$194,519
c. LOCAL AREA PROGRAMS (70%)	\$3,673,041	\$10,158,352	\$13,831,393
AWIA	\$3,050,344	\$8,436,189	\$11,486,533
Jefferson	\$300,506	\$831,094	\$1,131,600
Mobile	\$322,191	\$891,069	\$1,213,260
4 TOTAL PROGRAM YEAR 2003 ALLOTMENT	\$25,387,837	\$26,929,208	\$52,317,045
5 POOLED SET ASIDES			
Rapid Response (15%)	\$787,080	\$2,160,185	\$2,947,265
Administration (5%)	\$1,269,392	\$1,342,586	\$2,611,978
Other WIA Activities (7%)	\$1,777,148	\$1,879,620	\$3,656,768
Incentive Awards/Capacity Building (3%)	\$761,636	\$805,551	\$1,567,187
Local Area grants (67%)	\$510,296	\$539,719	\$1,050,015
AWIA	\$416,205	\$355,196	\$771,401
Jefferson	\$28,559	\$92,543	\$121,102
Mobile	\$65,532	\$91,980	\$157,512
State-level activities (33%)	\$251,340	\$265,832	\$517,172

ATTACHMENT 1 (con't.)

6 PY 03 / FY 04 Local Area Incentive Awards by CFDA / Funding Category

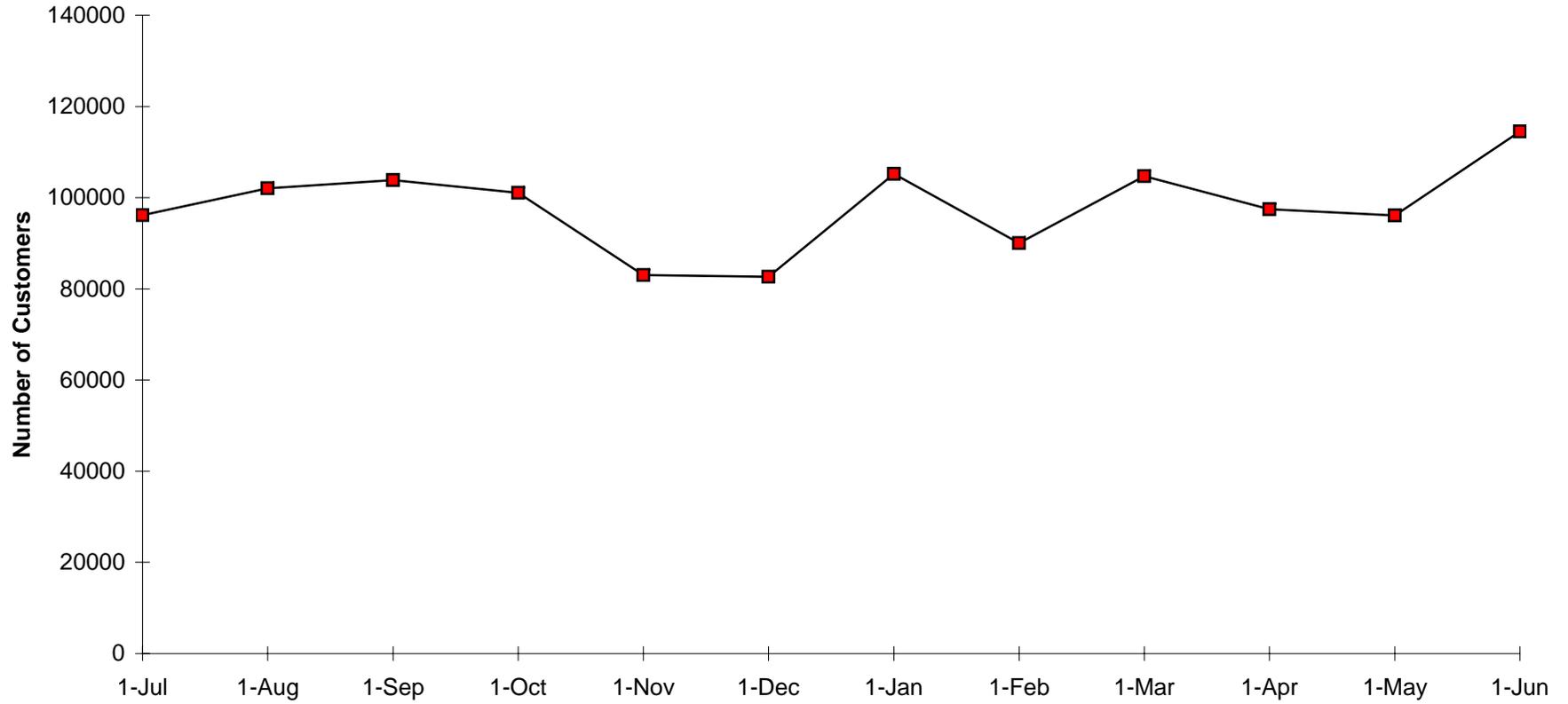
	PY 2003	FY 2004	Total
AWIA			
Fund Source			
Adult	\$38,497	\$145,885	\$184,382
Youth	\$301,443	\$0	\$301,443
Disc. Wkr.	\$76,265	\$209,311	\$285,576
	<u>\$416,205</u>	<u>\$355,196</u>	<u>\$771,401</u>
Jefferson			
Fund Source			
Adult	\$13,553	\$51,357	\$64,910
Youth	\$0	\$0	\$0
Disc. Wkr.	\$15,006	\$41,186	\$56,192
	<u>\$28,559</u>	<u>\$92,543</u>	<u>\$121,102</u>
Mobile			
Fund Source			
Adult	\$13,989	\$53,012	\$67,001
Youth	\$37,345	\$0	\$37,345
Disc. Wkr.	\$14,198	\$38,968	\$53,166
	<u>\$65,532</u>	<u>\$91,980</u>	<u>\$157,512</u>
State			
Fund Source			
Adult	\$66,039	\$250,254	\$316,293
Youth	\$338,788	\$0	\$338,788
Disc. Wkr.	\$105,469	\$289,465	\$394,934
	<u>\$510,296</u>	<u>\$539,719</u>	<u>\$1,050,015</u>

PY 2003 / FY 2004 WIA Planning Allocations



One-Stop Monthly Customers - PY 2003

PY 2003 Monthly One-Stop Customer Trends Indicate Statewide Service Levels Remain Strong..



WORKFORCE INVESTMENT ACT

C) STATE - LEVEL PY03 PERFORMANCE INCENTIVE ANALYSIS (7/01/03 - 6/30/04) - Final

<u>MEASURES</u>	NEGOTIATED GOAL	ACTUAL PRFRMCE	Num/Denom	ACHVMNT INDEX (Actual/Goal)
ADULTS:				
Entered Employment Rate (10/1/02-9/30/03)	66.13%	82.16% *	1151/1401	124.23%
Employment Retention Rate (4/1/02-3/31/03)	80.25%	84.05% *	1244/1480	104.74%
Earnings Chng in Six Months (4/1/02-3/31/03)	\$2,561.76	\$4,456.07 *	\$6,314,252/1417	173.95%
Employment/Credential Rate (10/1/02-9/30/03)	45.89%	49.86% *	701/1406	108.65%
				127.89%
DISLOCATED WORKERS:				
Entered Employment Rate (10/1/02-9/30/03)	79.30%	89.79% *	1249/1391	113.23%
Employment Retention Rate (4/1/02-3/31/03)	82.02%	90.07% *	1089/1209	109.82%
Earnings Replacement Rate (4/1/02-3/31/03)	96.49%	130.05% *	\$11,980,682/\$9,212,299	134.78%
Employment/Credential Rate (10/1/02-9/30/03)	46.13%	60.52% *	742/1226	131.19%
				122.26%
YOUTH (19-21)				
Entered Employment Rate (10/1/02-9/30/03)	66.24%	73.61% *	106/144	111.13%
Employment Retention Rate (4/1/02-3/31/03)	71.76%	79.35% *	73/92	110.57%
Earnings Chng in Six Months (4/1/02-3/31/03)	\$2,228.31	\$2,871.95 *	\$224,012/78	128.88%
Credential Rate (10/1/02-9/30/03)	38.39%	35.12%	210/598	91.47%
YOUTH (14-18)				
Skill Attainment Rate (4/1/03-3/31/04)	77.19%	92.81% *	4142/4463	120.23%
Dip./Equiv. Att. Rate (4/1/03-3/31/04)	47.34%	54.94% *	389/708	116.06%
Retention Rate (4/1/02-3/31/03)	51.16%	64.91% *	13/39	126.89%
				115.03%
CUSTOMER SATISFACTION			Respondents	
Participants (1/1/03-12/31/03)	75.18	82.56 *	586	109.83%
Employers (1/1/03-12/31/03)	72.07	86.53 *	1050	120.06%
				114.95%
OVERALL AVERAGE				119.75%

* - Exceeded Goal

FOR PROGRAM YEAR 2003(FY Alloc.)
(July 1, 2003 - June 30, 2004
 (.15 Rapid Response)

Total Sec 133(b)(2)(A) Adult Allotment		12450487
Governor's 15% Setasides		1867573
Administration	622524.35	
One-Stop Coord./Srv/ Prdr. Sup	373514.61	
Evaluation/Fiscal Mgmnt.	124504.87	
Incumbent Worker/Non Traditional Training	373514.61	
Incentives/Cap.Bldg.	373514.61	
Incentve	250255	
Cap Bldg/T.A.	123260	
Adult Programs		10582913.95
AWIA	8972203.29	
JEFF	666256.03	
MOBILE	944454.63	
Total Sec 128(b)(2) Youth Allotment		0
Governor's 15% Setaside		0
Adminstration	0.00	
One-Stop Coord./Srv Prdr Sup	0.00	
Evaluation/Fiscal Mgmnt.	0.00	
Incumbent Worker/Non Traditional Training	0.00	
Incentive/Cap Bldg	0.00	
Incent	0	
Cap. Bldg/T.A.	0	
Youth Programs		0
AWIA	0.00	
JEFF	0.00	
Mobile	0.00	

Total Sec 133(b)(2)(B) Dislocated Worker Allotment			14401230
Rapid Response			2160184.50
Governor's Setaside			2160184.50
Adminstration		720061.50	
One-Stop Coord./Srv Prdr Sup		432036.90	
Evaluation/Fiscal Mgmnt.		144012.30	
Incumbent Worker/Non Traditional Training		432036.90	
Incentive/Cap Bldg		432036.90	
Incent	289465		
Cap. Bldg/T.A.	142572		
Local Area Programs			10080861.00
AWIA		8371834.84	
JEFF		824754.13	
Mobile		884272.03	
POOLED Sec. 128(b)/133(b)(2)(A)/(B) Setasides			
Rapid Response		2160185	
Administration		1342586	
One-Stop Coord.		805552	1879620
Evaluation/Fiscal Mgmnt.		268517	
Incumbent Worker/Non Traditional Training		805552	
Incentive Awards		805552	
Incent	539719.51		
AWIA	396508.8		
JEFF	62247.79		
MOBILE	80962.94		
Cap Bldg/T.A.	265832.00		
Rapid Response		2160185	
WIA Activities		4027758	

TOTAL SETASIDES		6187942
WIA Activities	4027758	
Rapid Response	2160185	
		6187942
Set Asides	4027758	
Rapid Response	2160185	
Local Areas	20663775	
TOAL FUNDS		26851717

**FOR PROGRAM YEAR 2003(FY Alloc.)
 (July 1, 2003 - June 30, 2004
 (.15 Rapid Response)**

Total Sec 133(b)(2)(A) Adult Allotment		3285504
Governor's 15% Setasides		492826
Administration	164275.20	
One-Stop Coord./Srv/ Prdr. Sup	98565.12	
Evaluation/Fiscal Mgmnt.	32855.04	
Incumbent Worker/Non Traditional Training	98565.12	
Incentives/Cap.Bldg.	98565.12	
Incentve	66039	
Cap Bldg/T.A.	32526	
Adult Programs		2792678.40
AWIA	2367635.08	
JEFF	175815.36	
MOBILE	249227.96	
Total Sec 128(b)(2) Youth Allotment		16855132
Governor's 15% Setaside		2528270
Adminstration	842756.60	
One-Stop Coord./Srv Prdr Sup	505653.96	
Evaluation/Fiscal Mgmnt.	168551.32	
Incumbent Worker/Non Traditional Training	505653.96	
Incentive/Cap Bldg	505653.96	
Incent	338788	
Cap. Bldg/T.A.	166866	
Youth Programs		14326862
AWIA	12183515.91	
JEFF	857165.78	
Mobile	1286180.51	

Total Sec 133(b)(2)(B) Dislocated Worker Allotment			5247201
Rapid Response			787080.15
Governor's Setaside			787080.15
Adminstration		262360.05	
One-Stop Coord./Srv Prdr Sup		157416.03	
Evaluation/Fiscal Mgmnt.		52472.01	
Incumbent Worker/Non Traditional Training		157416.03	
Incentive/Cap Bldg		157416.03	
Incent	105469		
Cap. Bldg/T.A.	51947		
Local Area Programs			3673040.70
AWIA		3050343.63	
JEFF		300505.63	
Mobile		322191.44	
POOLED Sec. 128(b)/133(b)(2)(A)/(B) Setasides			
Rapid Response		787080	
Administration		1269392	
One-Stop Coord.		761635	1777149
Evaluation/Fiscal Mgmnt.		253878	
Incumbent Worker/Non Traditional Training		761635	
Incentive Awards		761635	
Incent	510295.52		
AWIA	374892.2		
JEFF	58854.21		
MOBILE	76549.07		
Cap Bldg/T.A.	251339.59		
Rapid Response		787080	
WIA Activities		3808176	

TOTAL SETASIDES		4595256
WIA Activities	3808176	
Rapid Response	787080	
		4595256
Set Asides	3808176	
Rapid Response	787080	
Local Areas	20792581	
TOAL FUNDS		25387837

STATE OF ALABAMA

WIA ANNUAL REPORT

for

PROGRAM YEAR 2000

Prepared in Accordance With WIA Section 136(d)(1) Specifications

December 1, 2001

Table of Contents

	Page No.
Preface	ii
I. State - Level Performance Goals / Actual Performance	1
II. Local Area Performance Goals / Actual Performance	20
III. State - Level Section 136(e) WIA Process Evaluation Activities	28
IV. Additional State - Level Performance Data	
A. Training - Related Employment	
B. Wages at Entry to Employment	
C. Cost Relative to Effect	
D. 12 Month Retention	
E. Results Comparison: Those Receiving Training vs . Other Services	
F. Outcomes for Special Populations	
G. Overall Participation Levels	
H. Cost of Activities	
I. Assurances of Provision of Annual Reports to State / Local Boards	
V. Success Stories	

Performance Overview

The Workforce Development Act in Alabama has proved a resounding success. The several State agencies actively partnering in WIA collectively achieved greater advances through active resource, planning, and activity collaboration under the WIA "umbrella" than any would have likely realized operating independently.

The effective marshalling of workforce development service delivery under WIA enabled both more individuals and employers in need of such services to obtain assistance from a single service outlet - Alabama's Career Center System, featuring a network of One-Stop Centers strategically located throughout the State. The revived spirit interagency coordination that continues to emanate from these Centers spills over to the Centers' customers. There is a feeling of common purpose, shared goals, even pride in playing a key role in a very large production - the pursuit of a better way of life for all Alabamians.

These Annual Report documents Alabama's solid record of achievement in its first year under WIA. Many strong performance trends carried over from the JTPA program were sustained or strengthened. Within the area of services to youth, new performance inroads were achieved, new ground was broken. The expanded focus WIA brings to the development of innovative youth programs reflects the due emphasis placed upon effectively equipping tomorrow's workforce to reach an even higher level of economic achievement .

Any questions concerning the information contained in this Report should be directed to Ray Clenney, ADECA Workforce Development Division, at 334/242-1421.

I. State-Level Performance Goals / Actual Performance

A. Adult Program:

Measure:

	Goal	Actual	
1) Entered Employment Rate	64.54%	#DIV/0!	
Numerator			810
Denominator			1225
2) Employment Retention Rate	83.22%	#DIV/0!	
Numerator			857
Denominator			1086
3) Earnings Change in Six Months Employed at Exit, 6 Month Ffup	\$2,645.35		877
4) Employment and Credential Rate	45.90%	#DIV/0!	
Numerator			460
Denominator			636

B. Dislocated Worker Program:

Measure:

	Goal	Actual	
1) Entered Employment Rate	62.62%	#DIV/0!	
Numerator			605
Denominator			829
2) Employment Retention Rate	80.80%	#DIV/0!	
Numerator			634
Denominator			727
3) Earnings Replacement Rate	105.02%		
Employed at Exit, 6 Month Ffup			634
4) Employment and Credential Rate	45.45%	#DIV/0!	
Numerator			456
Denominator			822

C. Youth Program:

Measure:

	Goal	Actual	
Older Youth:			
1) Entered Employment Rate	67.70%	#DIV/0!	
Numerator			219
Denominator			310
2) Employment Retention Rate	78.80%	#DIV/0!	
Numerator			210
Denominator			279
3) Earnings Change in Six Months	\$2,050.46		
Employed at Exit, 6 Month Ffup			210
4) Credential Rate	38.72%	#DIV/0!	
Numerator			180
Denominator			310
Younger Youth			
1) Skill Attainment Rate	60.61%	80.45%	
Numerator			659
Denominator			903
2) Diploma or Equivalency Attainment Rate	40.40%	36.67%	
Numerator			114
Denominator			188
3) Retention Rate	48.26%	84.09%	
Numerator			319
Denominator			523

D. Customer Satisfaction

	Goal	Actual
a. Individuals	69.36	82.52
Population Size:	_____	
Adults:	_____	
Dislocated Workers:	_____	
Youth:	_____	
Sample Size:	_____	
Adults:	_____	
Dislocated Workers:	_____	
Youth:	_____	
Completed Surveys:	_____	
Adults:	_____	
Dislocated Workers:	_____	
Youth:	_____	
Response Rate:	#DIV/0!	
Adults:	#DIV/0!	
Dislocated Workers:	#DIV/0!	
Youth:	#DIV/0!	
	Goal	Actual
b. Employers	67.32	#VALUE!
Population Size:	_____	
Sample Size:	_____	
Completed Surveys:	_____	
Response Rate:	_____	

II. Local Area Performance Goals / Actual Performance

Alabama Workforce Investment Area

A. Adult Program:			
Measure:	Goal	Actual	
1) Entered Employment Rate	65.48%	#DIV/0!	
Numerator			646
Denominator			972
2) Employment Retention Rate	83.01%	#DIV/0!	
Numerator			703
Denominator			887
3) Earnings Change in Six Months Employed at Exit, 6 Month Ffup	\$2,575.81		720
4) Employment and Credential Rate	45.90%	#DIV/0!	
Numerator			392
Denominator			551

B. Dislocated Worker Program:

Measure:

	Goal	Actual	
1) Entered Employment Rate	63.75%	#DIV/0!	
Numerator			516
Denominator			712
2) Employment Retention Rate	79.64%	#DIV/0!	
Numerator			544
Denominator			628
3) Earnings Replacement Rate	114.36%		
Employed at Exit, 6 Month Ffup			544
4) Employment and Credential Rate	45.45%	#DIV/0!	
Numerator			396
Denominator			709

C. Youth Program:

Measure:

	Goal	Actual	
Older Youth:			
1) Entered Employment Rate	69.21%	#DIV/0!	
Numerator			196
Denominator			281
2) Employment Retention Rate	80.37%	#DIV/0!	
Numerator			194
Denominator			254
3) Earnings Change in Six Months	\$2,161.67		
Employed at Exit, 6 Month Ffup			194
4) Credential Rate	34.73%	#DIV/0!	
Numerator			165
Denominator			281
Younger Youth			
1) Skill Attainment Rate	56.34%	78.52%	
Numerator			745
Denominator			887
2) Diploma or Equivalency Attainment Rate	40.40%	46.88%	
Numerator			163
Denominator			182
3) Retention Rate	58.01%	84.09%	
Numerator			264
Denominator			380

Jefferson County Workforce Investment Area

A. Adult Program:

Measure:

	Goal	Actual	
1) Entered Employment Rate	72.53%	#DIV/0!	
Numerator			53
Denominator			75
2) Employment Retention Rate	92.00%	#DIV/0!	
Numerator			57
Denominator			68
3) Earnings Change in Six Months Employed at Exit, 6 Month Ffup	\$3,464.78		61
4) Employment and Credential Rate	45.90%	#DIV/0!	
Numerator			12
Denominator			14

B. Dislocated Worker Program:

Measure:

	Goal	Actual	
1) Entered Employment Rate	69.97%	#DIV/0!	
Numerator			49
Denominator			60
2) Employment Retention Rate	89.02%	#DIV/0!	
Numerator			53
Denominator			59
3) Earnings Replacement Rate	99.55%		
Employed at Exit, 6 Month Ffup			53
4) Employment and Credential Rate	45.45%	#DIV/0!	
Numerator			25
Denominator			56

C. Youth Program:

Measure:

	Goal	Actual	
Older Youth:			
1) Entered Employment Rate	60.04%	#DIV/0!	
Numerator			4
Denominator			5
2) Employment Retention Rate	74.42%	#DIV/0!	
Numerator			1
Denominator			4
3) Earnings Change in Six Months	\$1,977.09		
Employed at Exit, 6 Month Ffup			1
4) Credential Rate	38.34%	#DIV/0!	
Numerator			2
Denominator			5
Younger Youth			
1) Skill Attainment Rate	72.19%	84.21%	
Numerator			8
Denominator			8
2) Diploma or Equivalency Attainment Rate	40.40%		
Numerator			
Denominator			1
3) Retention Rate	5.05%	#DIV/0!	
Numerator			55
Denominator			142

Mobile County Workforce Investment Area

A. Adult Program:

Measure:

	Goal	Actual	
1) Entered Employment Rate	54.03%	#DIV/0!	
Numerator			111
Denominator			178
2) Employment Retention Rate	77.37%	#DIV/0!	
Numerator			97
Denominator			131
3) Earnings Change in Six Months Employed at Exit, 6 Month Ffup	\$2,455.27		96
4) Employment and Credential Rate	45.90%	#DIV/0!	
Numerator			56
Denominator			71

B. Dislocated Worker Program:

Measure:

	Goal	Actual	
1) Entered Employment Rate	58.94%	#DIV/0!	
Numerator			40
Denominator			57
2) Employment Retention Rate	77.29%	#DIV/0!	
Numerator			37
Denominator			40
3) Earnings Replacement Rate	94.80%		
Employed at Exit, 6 Month Ffup			37
4) Employment and Credential Rate	45.45%	#DIV/0!	
Numerator			35
Denominator			57

C. Youth Program:

Measure:

	Goal	Actual	
Older Youth:			
1) Entered Employment Rate	63.04%	#DIV/0!	
Numerator			4
Denominator			5
2) Employment Retention Rate	70.04%	#DIV/0!	
Numerator			1
Denominator			4
3) Earnings Change in Six Months	\$1,257.92		
Employed at Exit, 6 Month Ffup			1
4) Credential Rate	78.41%	#DIV/0!	
Numerator			2
Denominator			5
Younger Youth			
1) Skill Attainment Rate	68.01%	83.97%	
Numerator			118
Denominator			161
2) Diploma or Equivalency Attainment Rate	40.40%	31.58%	
Numerator			19
Denominator			45
3) Retention Rate	46.24%	#DIV/0!	
Numerator			
Denominator			1

III. State - Level Section 136(e) WIA Process Evaluation Activities

A. Outcome by Activity

Entered Employments by Intensive, Training Services

Intensive Services

	Adult	proprtion	Disc Wrk	proprtion	Oldr Youth	proprtion	Overall	porprtion
Exiters	255		350		225		830	
Entr Employments	200	78.43%	200	57.14%	100	44.44%	500	60.24%

Inference: Adults most likely to achieve placement through Core/Intensive Services.

Training Services (Overall)

	Adult	proprtion	Disc Wrk	proprtion	Oldr Youth	proprtion	Overall	porprtion
Exiters	550		650		300		1500	
Entr Employments	375	68.18%	475	73.08%	150	50.00%	1000	66.67%

Inference: Adults, Dislocated Workers more likely to achieve placement through Training Services.

Training Services (Discrete Activities)

ITA Programs

	Adult	proprtion	Disc Wrk	proprtion	Oldr Youth	proprtion	Overall	porprtion
Exiters	255		350		225		830	
Entr Employments	185	72.55%	195	55.71%	150	66.67%	530	63.86%

OJT/Customized Training Programs

	Adult	proprtion	Disc Wrk	proprtion	Oldr Youth	proprtion	Overall	porprtion
Exiters	550		650		300		1500	
Entr Employments	425	77.27%	525	80.77%	185	61.67%	1135	75.67%

CBO - Operated Training Programs

	Adult	proprtion	Disc Wrk	proprtion	Oldr Youth	proprtion	Overall	porprtion
Exiters	125		60		150		335	
Entr Employments	75	60.00%	45	75.00%	75	50.00%	195	58.21%

TOTAL

	Adult	proprtion	Disc Wrk	proprtion	Oldr Youth	proprtion	Overall	porprtion
Exiters	930		1060		675		2665	
Entr Employments	685	73.66%	765	72.17%	410	60.74%	1860	69.79%

Inference: OJT/Customized Training participants most likely to attain entered employment upon program exit..

B. Employment Retention by Activity

Retained Employment Six Months by Intensive, Training Services

Intensive Services

	Adult	proprtion	Disc Wrk	proprtion	Oldr Youth	proprtion	Overall	porprtion
Exiters	255		350		225		830	
Employed at Six Months	185	72.55%	195	55.71%	80	35.56%	460	55.42%

Inference: Adults most likely to still be employed six months following initial placement.

Training Services

	Adult	proprtion	Disc Wrk	proprtion	Oldr Youth	proprtion	Overall	porprtion
Exiters	550		650		300		1500	
Employed at Six Months	365	66.36%	480	73.85%	135	45.00%	980	65.33%

Inference: Adults, Dislocated Workers most likely to still be employed six months after placement.

Training Services (Discrete Activities)

ITA Programs

	Adult	proprtion	Disc Wrk	proprtion	Oldr Youth	proprtion	Overall	porprtion
Exiters	255		350		225		830	
Employed at Six Months	185	72.55%	195	55.71%	150	66.67%	530	63.86%

OJT/Customized Training Programs

	Adult	proprtion	Disc Wrk	proprtion	Oldr Youth	proprtion	Overall	porprtion
Exiters	550		650		300		1500	
Employed at Six Months	425	77.27%	525	80.77%	185	61.67%	1135	75.67%

CBO - Operated Training Programs

	Adult	proprtion	Disc Wrk	proprtion	Oldr Youth	proprtion	Overall	porprtion
Exiters	125		60		150		335	
Employed at Six Months	75	60.00%	45	75.00%	75	50.00%	195	58.21%

TOTAL

	Adult	proprtion	Disc Wrk	proprtion	Oldr Youth	proprtion	Overall	porprtion
Exiters	930		1060		675		2665	
Employed at Six Months	685	73.66%	765	72.17%	410	60.74%	1860	69.79%

Inference: OJT/Customized Training participants most likely to retain employment six months following exit..

IV. Additional State - Level Performance Data

A. Training - Related Employment		Total Exiters	Total Plcmnts	Trng-Rel Plcmnts	Overall Placmnt Rate	Trng-Rel Plcmt Rate
	AWIA	650	400	285	61.54%	43.85%
	JEFFSN	200	110	95	55.00%	47.50%
	MOBILE	350	225	180	64.29%	51.43%
	STATE	1200	735	560	61.25%	46.67%

Inference: Mobile programs produce training-related placements above the State average.

B. Wages at Entry to Employment		INTSVE Plcmnts	INTSVE Wge/Plmt	TRAIING Plcmnts	TRAIING Wge/Plmt	STATE AVERGE
	AWIA	275	\$6.75	400	\$7.15	\$6.99
	JEFFSN	45	\$7.65	85	\$7.55	\$7.58
	MOBILE	115	\$6.35	150	\$6.50	\$6.43
	STATE	435	\$6.74	635	\$7.05	\$6.92

Inference: Training services placement wages are above the State average for WIA placement wages.

C. Cost Related to Effect

1 Return on Investment Models

	Return - Earnings Change	Investment - Program Costs			
	ADULT	DISLOCATED WORKERS	OLDER YOUTH	OVERALL	
AWIA	\$1.43:1	\$1.76:1	\$.95:1	\$1.55:1	
JEFFSN	\$1.57:1	\$1.85:1	\$.85:1	\$1.60:1	
MOBILE	\$1.35:1	\$1.56:1	\$1.05:1	\$1.44:1	
STATE	\$1.46:1	\$1.73:1	\$.96:1	\$1.55:1	

D. 12 Month Retention (as of 6/30/01)

	ADULT	DSCWKR	OLDER YOUTH	TOTAL
AWIA				
Entered Emp.	400	550	350	1300
Empld at 12 Mnths	300	466	200	966
Rate	75.00%	84.73%	57.14%	74.31%
JEFFSN				
Entered Emp.	125	147	25	297
Empld at 12 Mnths	86	120	20	226
Rate	68.80%	81.63%	80.00%	76.09%

D. 12 Month Retention (con't.)

(as of 6/30/01)

	ADULT	DSCWKR	OLDER YOUTH	TOTAL
MOBILE				
Entered Emp.	140	165	45	350
Emplyd at 12 Mnths	120	135	35	290
Rate	85.71%	81.82%	77.78%	82.86%
STATE				
Entered Emp.	665	862	420	1947
Emplyd at 12 Mnths	506	721	255	1482
Rate	76.09%	83.64%	60.71%	76.12%

E. Results Comparison: Those Receiving Training vs. Other Services

	INTENSIVE SERVICES	TRAINING SERVICES		TOTAL
Exiters	455	655		1110
Entered Emp.	400	515		915
Rate		87.91%	78.63%	82.43%
Employed at 6 Mnths.	315	465		780
Rate		78.75%	90.29%	85.25%
Employed w/ Credential	275	450		725
Rate		60.44%	68.70%	65.32%

Inference: Training services exiters evidence higher placement, retention rates.

F. Outcomes for Special Populations

	Older Indvls	Displaced Hmemkers	Welfare Recipients	Ot/Sci Youth	Veterans	Disabld	Total
Participants	450	550	300	700	150	250	1000
Exiters	350	450	250	500	100	175	800
Entered Employment	325	325	225	425	55	115	650
Employed at Six Months	300	300	250	350	60	100	600
Earnings Change at Six Months	\$3,000	\$3,000	\$3,000	\$3,000	\$2,500	\$2,500	\$3,000
Employment and Credential	250	350	175	250	50	75	600

G. Overall Participation Levels

	Participants Served	Program Exiters
Adults	1200	945
Dislocated Workers	1450	1150
Older Youth	1200	1100
Younger Youth	900	750
TOTAL	4750	3945

H. Cost of Activities

AWIA	JEFFERSON	MOBILE	STATE
-------------	------------------	---------------	--------------

Local Area Programs				
Adult	10000000	850000	1100000	11950000
Dislocated Worker	7500000	500000	450000	8450000
Youth	10000000	750000	1000000	11750000
Rapid Response Activities				3000000
Statewide Activities/Required				1000000
Statewide Activities/Allwble.				
Administration				2000000
TOTAL FEDERAL SPENDING				38150000

I. ASSURANCES

The State of Alabama certifies that copies of this PY 2000 WIA Annual Report have been provided to each of the three Alabama WIA local areas: the Alabama Workforce Investment Area, the Jefferson County Workforce Investment Area, and the Mobile County Workforce Investment Area.

V. SUCCESS STORIES

PY 2003 One-Stop Career Center Monthly Customers

	Jul-03	Aug-03	Sep-03	Oct-03	Nov-03	Dec-03	Jan-04	Feb-04	Mar-04	Apr-04	May-04	Jun-04
North Alabama Skills Center												
Albertville	3831	4899	4966	5102	4562	4322	5633	5810	6742	6145	5109	6158
Anniston	3341	4546	4086	3967	2587	2860	3094	3075	4157	3824	3858	4243
Cullman	2835	2610	3239	4922	2787	2666	3269	2313	2748	2679	2715	2721
Decatur	2963	2513	2728	2694	2025	3702	4629	4445	2935	2633	2375	2563
Gadsden	2495	2464	3544	3036	2260	2660	3565	3207	4564	2775	3092	3657
Huntsville	4866	4423	4006	3849	2698	3018	3915	4260	4701	4209	3818	4397
Jasper	1897	1766	1707	2368	1626	1333	1746	1406	1387	1151	1386	1225
Pell City	2224	2054	2539	1949	1660	1770	2108	2341	3054	3075	2521	3093
Hmln/Rusll	1649	1556	1546	1500	1579	1555	2323	1953	1998	1665	1564	1804
Scottsboro	1138	970	1195	1215	865	702	1336	1868	1706	1867	1139	950
Sheffield	0	1325	1580	1676	1494	1597	1966	1294	2655	2257	2325	2362
Total	27239	29126	31136	32278	24143	26185	5507	4692	4898	3095	3189	3926
Central Alabama Skills Center												
Alabaster	2487	2770	3825	3652	2654	1754	2546	2230	2670	2701	2728	3220
Montgmry	8096	11861	9000	7007	6759	6092	8422	7401	9607	11246	11603	13172
Opelika	7555	8179	5421	5683	3961	7098	5578	4669	4046	5184	4513	6288
Selma	3590	3499	2983	3150	3084	2714	3223	2634	1978	2410	2847	3291
Talladega	4172	4944	3296	3723	2715	2918	3228	2576	3086	3247	2753	3575
Tuscaloosa	1745	1702	2995	1689	1474	1190	1300	1499	2337	2104	2074	2528
Total	27645	32955	27520	24904	20647	21766	24297	21009	23724	26892	26518	32074
South Alabama Skills Center												
Bay Minett	2984	2656	3306	2410	2034	2075	3066	2224	2376	2178	2070	2333
Dothan	981	884	1129	1089	903	780	1017	669	870	827	931	1136
Enterprise	4567	3267	3407	3618	3394	3264	3492	2192	3461	2584	2889	2976
Eufaula	2410	2432	2197	1954	2348	2181	2453	1810	2278	2580	2340	2805
Monrville	1509	1546	1489	1398	1277	1238	1250	1284	1418	1596	1713	1846
Troy	2084	1647	4889	2809	1867	1801	2615	2259	2036	1884	1980	1830
West Ala.	3697	3383	3068	3049	2358	2647	3406	2606	3556	2917	3455	3634
Total	2597	1784	1825	1815	5364	2200	2088	2082	2575	2361	1828	2460
Jeferson	8399	8298	10835	11676	7712	6800	12857	10338	11727	10640	11897	17726
Mobile	5353	6399	5381	5751	4327	4906	6303	4244	5782	4865	4843	5937
TOTAL	96168	102074	103880	101045	83051	82642	105215	90048	104751	97436	96112	114523

**PY02
Actual**

75.47%	num	1077
	denom	1427
81.62%	num	1110
	denom	1360
\$4,591.56	EEFU	6019535.36 1311
48.52%	num	542
	denom	1117

**Baseline Measurement Period: 10/1/97 - 9/30/98
(JTPA Data)**

**PY02
Actual**

78.13%	num	25
	denom	32
81.25%	num	26
	denom	32
\$5,207.04	EEFU	161418.14 31
42.50%	num	17
	denom	40

**Baseline Measurement Period: 10/1/97 - 9/30/98
(JTPA Data)**

**PY02
Actual**

83.54%	num	137
	denom	164
78.85%	num	164
	denom	208
\$3,332.75	EEFU	636555.82 191
67.29%	num	144
	denom	214

**Baseline Measurement Period: 10/1/97 - 9/30/98
(JTPA Data)**

**PY02
Actual**

CHECK

76.34%	num	1239	1239
	denom	1623	1623
81.25%	num	1300	1300
	denom	1600	1600
\$4,447.17	EEFU	6817509.32 1533	6817509.32 1533
51.28%	num	703	703
	denom	1371	1371

**LOCAL AREA PERFORMANCE STANDARDS:
10/1/97 - 9/30/98**

Sec. 133(b)(2)(B) DISLOCATED WORKERS

Local Area:		AWIA	PY97/ PY98	PY97	PY98	PY99	PY00	Perfmnce DepPt./ Goal	97-99 PctChg	PY00 Actual
1 ERT	EEs		1244	1335	1011	872	74.67%			
	Terms		1666	1828	1568	1230	63.12%	-2.93%	72.47%	
2 ERFU	EmpFllw		1072	1249	1011	730	86.17%			
	#SmpId		1244	1631	1420	992	78.85%	-3.90%	86.62%	
3 ErnRtFU	PstPgErng		8596684.6	8486.92	8352.5	9722.96				
	PrPgErng		6074150.38	8073.39	8401.77	8763.56	141.53%			
	Rate		1.415290051	1.0512214	0.9941358	1.109476	113.22%	-5.43%	114.78%	
	EmpFllw		1227	1249	1011	730				
4 EmEnh	EEw/Enh		106	108	80	76	8.58%			
	Ttl EEs		1236	1335	1011	872	45.00%	7.73%	55.85%	

**LOCAL AREA PERFORMANCE STANDARDS:
10/1/97 - 9/30/98**

Sec. 133(b)(2)(B) DISLOCATED WORKERS

Local Area:		BHAM					Perfmnce	97-99	PY00
		PY97/ PY98	PY97	PY98	PY99	PY00	DepPt./ Goal	PctChg	Actual
1 ERT	EES	109	71	116	68		81.95%		
	Terms	133	113	167	93		69.28%	16.37%	81.67%
2 ERFU	EmpFllw	105	73	76	65		96.33%		
	#SmpId	109	97	107	86		88.14%	0.43%	89.83%
3 ErnRtFU	PstPgErng	926811.13	9115.08	8475.74	8712.6				
	PrPgErng	752274.66	8379.51	8117.2	8807.76		123.20%		
	Rate	1.23201163	1.087782	1.0441704	0.989196		98.56%	-9.06%	136.97%
	EmpFllw	63	73	76	63				
4 EmEnh	EEw/Enh	8	7	7	2		9.41%		
	Ttl EEs	85	71	116	68		45.00%	-70.17%	44.64%

**LOCAL AREA PERFORMANCE STANDARDS:
10/1/97 - 9/30/98**

Sec. 133(b)(2)(B) DISLOCATED WORKERS

Local Area:		MOBILE	PY97/ PY98	PY97	PY98	PY99	PY00	Perfmnce DepPt/ Goal	97-99 PctChg	PY00 Actual
1 ERT	EES		165	159	120	59	69.04%			
	Terms		239	217	154	86	58.36%	-6.37%	70.18%	
2 ERFU	EmpFllw		138	139	100	60	83.64%			
	#Smpld		165	191	148	88	76.53%	-6.31%	92.50%	
3 ErnRtFU	PstPgErng		936324.85	8001.24	7743.06	7985.12				
	PrPgErng		798026.73	7501.26	7090.9	8602.46	117.33%			
	Rate		1.17330011	1.0666528	1.0919714	0.928237	93.86%	2.37%	176.74%	
	EmpFllw		133	139	100	58				
4 EmEnh	EEw/Enh		0	0	0	0	0.00%			
	Ttl EEs		152	159	120	59	45.00%	#DIV/0!	61.40%	

**STATE-LEVEL AREA PERFORMANCE STANDARDS:
10/1/97 - 9/30/98**

Sec. 133(b)(2)(B) DISLOCATED WORKERS

		PY97/ PY98	PY97	PY98	PY99	PY00	Perfmnce DepPt./ Goal	97-99 PctChg	PY00 Actual
1 ERT	EES	1869	1565	1247	999		73.35%		
	Terms	2548	2158	1889	1409		62.00%	-2.23%	71.79%
2 ERFU	EmpFllw	1634	1461	1187	855		87.43%		
	#Smpld	1869	1919	1675	1166		80.00%	-3.69%	87.76%
3 ErnRtFU	PstPgErng	13721890.72	8472.10	8309.05	9529.72				
	PrPgErng	10557264.55	8034.25	8273.11	8755.85		129.98%		
	Rate	1.299758158	1.0544974	1.0043434	1.088383		103.98%	3.21%	111.13%
	EmpFllw	1423	1461	1187	851				
4 EmEnh	EEw/Enh	114	115	87	78		7.74%		
	Ttl EEs	1473	1565	1247	999		45.00%	6.25%	56.05%

**LOCAL AREA PERFORMANCE STANDARDS:
10/1/97 - 9/30/98**

Sec. 128(b)(2) YOUTH - 19-21 YRS.

Local Area:		AWIA	PY97/ PY98	PY97	PY98	PY99	PY00	Perfmnce DepPt/ Goal	97-99 PctChg	PY00 Actual
1 ERT	EES		251	281	479	311		65.88%		
	Terms		381	447	693	480		67.53%	3.07%	69.75%
2 ERFU	EmpFllw		192	281	479	311		76.49%		
	#SmpId		251	447	693	480		78.41%	3.07%	76.38%
3 WEFU	PstPgErng			\$5,709.99	\$5,680.58	5611.84				
	PrPgErng			\$2,607.38	\$3,043.17	2814.24		\$2,279.94		
	Gain	\$572,265.40	\$3,102.61	\$2,637.41	#####		\$2,108.95	-9.83%	\$2,962.63	
	EmpFllw		251	281	479	310				
4 EmEnh	EEw/Enh		118	117	185	105		39.86%		
	Ttl EEs		296	281	479	311		33.89%	-18.91%	58.72%

**LOCAL AREA PERFORMANCE STANDARDS:
10/1/97 - 9/30/98**

Sec. 128(b)(2) YOUTH - 19-21 YRS.

Local Area:		BHAM					Perfmnce	97-99	PY00
		PY97/ PY98	PY97	PY98	PY99	PY00	DepPt/ Goal	PctChg	Actual
1 ERT	EEs	24	26	8	1		57.14%		
	Terms	42	59	20	9		58.57%	-74.79%	80.00%
2 ERFU	EmpFllw	17	26	8	1		70.83%		
	#SmpId	24	59	20	9		72.60%	-74.79%	25.00%
3 WEFU	PstPgErng		\$5,256.89	\$6,542.25	4724.2				
	PrPgErng		\$1,830.97	\$1,231.78	140.14		\$2,085.27		
	Gain	\$50,046.39	\$3,425.92	\$5,310.47	#####		\$1,928.87	33.81%	\$7,959.64
	EmpFllw	24	26	8	1				
4 EmEnh	EEw/Enh	11	14	3	0		44.00%		
	Ttl EEs	25	26	8	1		37.40%	-100.00%	40.00%

**LOCAL AREA PERFORMANCE STANDARDS:
10/1/97 - 9/30/98**

Sec. 128(b)(2) YOUTH - 19-21 YRS.

Local Area:		MOBILE	PY97/ PY98	PY97	PY98	PY99	PY00	Perfmnce DepPt/ Goal	97-99 PctChg	PY00 Actual
1 ERT	EES		33	33	38	13		60.00%		
	Terms		55	67	60	28		61.50%	-5.74%	79.17%
2 ERFU	EmpFllw		22	33	38	13		66.67%		
	#Smpld		33	67	60	28		68.33%	-5.74%	71.43%
3 WEFU	PstPgErng			\$4,472.99	\$4,988.25	6726.174				
	PrPgErng			\$999.05	\$947.49	1445.496		\$1,326.74		
	Gain	\$43,782.53	\$3,473.94	\$4,040.76	#####		\$1,227.24	52.01%	\$2,321.80	
	EmpFllw		33	33	38	12				
4 EmEnh	EEw/Enh		27	29	29	8		90.00%		
	Ttl EEs		30	33	38	13		76.50%	-29.97%	54.17%

**STATE - LEVEL PERFORMANCE STANDARDS:
10/1/97 - 9/30/98**

Sec. 128(b)(2) YOUTH - 19-21 YRS.

		PY97/ PY98	PY97	PY98	PY99	PY00	Perfmnce Dep Pt/ Goal	97-99 PctChg	PY00 Actual
1 ERT	EES	308	340	525	325		64.44%		
	Terms	478	573	773	517		66.05%	5.94%	70.65%
2 ERFU	EmpFllw	231	340	525	325		75.00%		
	#Smpld	308	573	773	517		76.88%	5.94%	75.27%
3 WEFU	PstPgErng		\$5,555.28	\$5,643.60	#####				
	PrPgErng		\$2,391.91	\$2,863.88	#####		\$2,162.64		
	Gain	\$666,094.32	\$3,163.37	\$2,779.72	#####		\$2,000	-8.47%	\$2,940.65
	EmpFllw	308	340	525	323				
4 EmEnh	EEw/Enh	156	160	217	113		44.44%		
	Ttl EEs	351	340	525	325		37.78%	-26.12%	58.06%

WIA Annual Report Data

State Name: AL

Program Year: 2003

Table A: Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	75.18	82.6	586	3,698	789	74.3
Employers	72.07	86.5	1,050	5,073	1,065	98.6

Table B: Adult Program Results At-A-Glan

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	66.13	82.2	1,151
			1,401
Employment Retention Rate	80.25	84.1	1,244
			1,480
Earnings Change in Six Month	2,561.76	4,456	6,314,252
			1,417
Employment and Credential Rate	45.89	49.9	701
			1,406

Table C: Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	50	1	76.9	10	67.6	25	75.6	31
		2		13		37		41
Employment Retention Rate	50	1	100	14	74.1	20	94.7	36
		2		14		27		38
Earnings Change in Six Months	4,347	8,694	4,347	60,862	3,935	102,299	6,817	245,407
		2		14		26		36
Employment and Credential Rate	0	0	66.7	8	53.8	21	55	22
		3		12		39		40

Table D: Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	82.2	917	81.8	234
		1,115		286
Employment Retention Rate	84.8	918	81.9	326
		1,082		398
Earnings Change in Six Months	4,697	4,851,928	3,808	1,462,324
		1,033		384

Table E: Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	79.3	89.8	1,249
			1,391
Employment Retention Rate	82	90.1	1,089
			1,209
Earnings Replacement in Six Months	96.5	130.1	11,980,682
			9,212,299
Employment and Credential Rate	46.1	60.5	742
			1,226

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	100	9	87.5	7	84.5	93	100	1
		9		8		110		1
Employment Retention Rate	100	10	100	7	89.9	80	100	1
		10		7		89		1
Earnings Replacement Rate	115.4	112,695	111.1	63,271	104.1	908,146	0	0
		97,676		56,936		872,108		2,675
Employment And Credential Rate	100	9	44.4	4	56	51	0	0
		9		9		91		1

Table G: Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	90.1	1,107	87.1
1,228			163	
Employment Retention Rate	90	900	90.4	189
		1,000		209
Earnings Replacement Rate	130.5	9,893,249	128.1	2,087,433
		7,582,284		1,630,015

Table H: Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	66.2
Employment Retention Rate	72	79.3	73
			92
Earnings Change in Six Months	2,228.31	2,872	224,012
			78
Credential Rate	38.4	35.1	210
			598

Table I: Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	0	0	0	0	25	1	76.2
1			1		4		130	
Employment Retention Rate	0	0	0	0	100	2	78.6	66
		1		1		2		84
Earnings Change in Six Months	0	0	0	0	5,606	11,212	2,306	161,416
		1		1		2		70
Credential Rate	0	0	0	0	20	3	35.1	130
		1		1		15		370

Table J: Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	77.2
			4,463
Diploma or Equivalent Attainment Rate	47.3	54.9	389
			708
Retention Rate	51.2	64.9	185
			285

Table K: Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
	Skill Attainment Rate	0	0	87.5	496	93.4
1			567		1,384	
Diploma or Equivalent Attainment Rate	0	0	0	0	0	0
		1		1		1
Retention Rate	0	0	100	3	100	8
		1		3		8

Table L: Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
	Adults	80.6	1,277	4,638	7,040,425	2.4	28	8,992	9,963,102	74.5
1,585			1,518		1,151		1,108		1,151	
Dislocated Workers	89	1,110	137.5	12,409,958	1.8	23	11,399	12,196,461	65.7	820
		1,247		9,026,731		1,249		1,070		1,249
Older Youth	65.6	61	2,964	249,008	1.9	2	4,374	419,948		
		93		84		105		96		

Table M: Participation Levels

	Total Participants Served	Total Exiters
Adults	8,508	1,918
Dislocated Workers	4,307	1,466
Older Youth	1,380	458
Younger Youth	5,320	3,154

Table N: Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$39,293,222.00
Local Dislocated Workers		\$23,160,038.00
Local Youth		\$42,005,192.00
Rapid Response (up to 25%) 134 (a) (2) (A)		\$5,806,088.00
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$19,273,308.00
Statewide Allowable Activities 134 (a) (3)	State/Contract Admin	\$3,263,294.00
	State Capacity Bldg	\$906,486.00
	Local Area Incentive/Bldg	\$2,158,676.00
	Other Expenditures	\$2,412,168.00
	Assess/Case Mgt	\$2,862,267.00
	ITA Dis Wkr	\$4,061,992.00
	Recaptured ITAs	\$771,110.00
	Jobs AL Grads	\$562,338.00
	Incumb Wkr	\$1,857,577.00
	Setaside	\$375,000.00
	Supportive Services	\$42,400.00
Total of All Federal Spending Listed Above		\$148,811,156.00

WIA Annual Report Data

State Name: AL

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Alabama Workforce Investment Area	Total Participants Served	Adults	6,930
		Dislocated Workers	3,756
		Older Youth	1,134
		Younger Youth	3,779
	Total Exiters	Adults	1,505
		Dislocated Workers	1,261
		Older Youth	346
		Younger Youth	2,699

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	75.2	81.2
	Employers	72.1	86.6
Entered Employment Rate	Adults	66.1	82.5
	Dislocated Workers	79.3	89.6
	Older Youth	66.2	77.4
Retention Rate	Adults	80.3	84.3
	Dislocated Workers	82	90
	Older Youth	71.8	81.2
	Younger Youth	51.2	60.6
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,561.76	4,520
	Dislocated Workers	96.5	136.5
	Older Youth (\$)	2,228.31	3,388
Credential / Diploma Rate	Adults	45.9	50
	Dislocated Workers	46.1	61.5
	Older Youth	38.4	32.4
	Younger Youth	47.3	49.7
Skill Attainment Rate	Younger Youth	77.2	92.8
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

WIA Annual Report Data

State Name: AL

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Jefferson County Workforce Investment Board	Total Participants Served	Adults	616
		Dislocated Workers	266
		Older Youth	86
		Younger Youth	201
	Total Exiters	Adults	124
		Dislocated Workers	75
		Older Youth	42
		Younger Youth	94

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	75.2	84.7
	Employers	72.1	85.7
Entered Employment Rate	Adults	66.1	70.9
	Dislocated Workers	79.3	89.3
	Older Youth	66.2	68.2
Retention Rate	Adults	80.3	81.1
	Dislocated Workers	82	94.4
	Older Youth	71.8	100
	Younger Youth	51.2	56.7
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,561.76	4,529
	Dislocated Workers	96.5	118.1
	Older Youth (\$)	2,228.31	-668
Credential / Diploma Rate	Adults	45.9	22.1
	Dislocated Workers	46.1	38.7
	Older Youth	38.4	30.3
	Younger Youth	47.3	69.1
Skill Attainment Rate	Younger Youth	77.2	93.9
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

WIA Annual Report Data

State Name: AL

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Mobile Works, Inc.	Total Participants Served	Adults	962
		Dislocated Workers	285
		Older Youth	160
		Younger Youth	1,340
	Total Exiters	Adults	289
		Dislocated Workers	130
		Older Youth	70
		Younger Youth	361

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	75.2	82
	Employers	72.1	86.3
Entered Employment Rate	Adults	66.1	85
	Dislocated Workers	79.3	92.3
	Older Youth	66.2	68.4
Retention Rate	Adults	80.3	83
	Dislocated Workers	82	89
	Older Youth	71.8	68.4
	Younger Youth	51.2	100
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,561.76	4,018
	Dislocated Workers	96.5	83
	Older Youth (\$)	2,228.31	1,785
Credential / Diploma Rate	Adults	45.9	60.4
	Dislocated Workers	46.1	67
	Older Youth	38.4	49
	Younger Youth	47.3	88
Skill Attainment Rate	Younger Youth	77.2	92.4
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Exceeded
		X	