

OFFICE OF THE GOVERNOR

**BOB RILEY**  
GOVERNOR



**State of Alabama**

ALABAMA DEPARTMENT OF ECONOMIC  
AND COMMUNITY AFFAIRS

**DONI M. INGRAM**  
DIRECTOR

October 1, 2009

Honorable Hilda L. Solis  
U.S. Department of Labor  
200 Constitution Avenue  
Washington, D.C. 20310

Dear Secretary Solis:

I am pleased to submit the attached State of Alabama Program Year (PY) 2008 Workforce Investment Act (WIA) Annual Report. This Report contains the Alabama PY 2008 WIA program performance data required under USDOL Training and Guidance Letter No. 14-00, Change 3. Additionally, this Report details other WIA activities conducted in Alabama during PY 2008.

We are continuing development of an increasingly demand-driven workforce development system. We are confident that PY 2009 will bring continued advancement of Alabama's 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 2008 Annual Report to Steve Walkley at (334) 242-5300, or Bill Hornsby at (334) 242-5847.

Sincerely,

Handwritten signature of Doni M. Ingram in black ink.

Doni M. Ingram, Director  
Alabama Department of Economic and Community Affairs

Handwritten signature of Matthew Hughes in black ink.

Matthew Hughes, Director  
Governor's Office of Workforce Development

Enclosure

**State of Alabama  
Workforce Investment Act, Title IB  
Program Year 2008 Annual Report**



**Submitted by**

**Alabama Department of  
Economic and Community Affairs  
and  
Governor's Office of Workforce Development**

**Prepared for  
Hilda L. Solis  
Secretary of Labor  
U.S. Department of Labor**

**October 1, 2009**

Prepared in Accordance with WIA Sections 129(c)(2), 136(d), 136(e), & 185(d) Specifications

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## Overview

Alabama continues to work toward full achievement of the demand-driven workforce development delivery system. A continuous evaluation of industry needs and programs that support those needs enables the State to provide the most up-to-date and innovative training available with the funding provided through the Workforce Investment Act.

The Alabama Career Center System, through its network of forty-three (43) Career Centers, greatly expedites 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 provides customers with needed 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 employable skills may not require Center services beyond direct placement assistance. Individuals whose existing skills require some degree of honing to render these workers more attractive will receive the required training.

Our Incumbent Worker training program, which provides eligible employers with funding assistance toward new and/or upgraded occupational skills training for their existing workforce, continues to be a mainstay. Such employee skill upgrades are often critical to employers' continuing competitive viability.

The principal focus of Alabama's Workforce Development System remains directed toward the fashioning of action strategies appropriate to the ongoing workforce development needs of all Alabamians. We have taken steps to expand our capacity for effective delivery of worker displacement-relief services through the acquisition of a mobile career center. Packed with many of the features offered by standing Career Centers, including learning needs/skills assessment tools, computerized job bank services, and academic and occupational skill training referral services. The mobile career center has helped render needed workforce development services to many persons previously unable to effectively access these services. Its highest priority will be providing workforce development assistance to those impacted by disasters such as hurricanes. It will be moved to the appropriate location as quickly as allowed by the situation.

On February 17, 2009 the President signed into law the American Recovery and Reinvestment Act (ARRA) of 2009. In regard to the Workforce Investment Act, Alabama received a formula allocation of \$29,944,089 for workforce training. Since that time, funds have been used to train dislocated workers, economically disadvantaged adults, and youth. One of the objectives of the ARRA is to get people retrained and back into the labor market. Another objective is to get the economy restarted by getting people to spend money, and a summer youth employment and training program is one way to get money back into the economy. Therefore, one of the activities allowed under the Recovery Act is summer youth employment and training programs. As of today, there have been 3,753 eligible youth who have been in summer work experience programs at 1,131 public and non-profit worksites across Alabama.

In regard to adult programs, funds are being used for On-the-Job Training where up to 50 percent of a person's salary (considered a training cost) for up to six (6) months can be reimbursed to an employer. There are also agreements with 20 private-for-profit employers for incumbent worker training to get current employees up to speed on the latest manufacturing techniques, etc. Funds are also being used to pay for tuition and book costs for dislocated workers, adults, and youth to attend a two-year college or other postsecondary institution to learn new skills in order to re-enter the workforce. Short-term training is also being provided for dislocated workers and adults to help them acquire the skills necessary to re-enter the workforce.

The funding agency for ADECA's Workforce Investment Act funds is the U.S. Department of Labor, and states have until June 30, 2011 to spend all of the workforce funds.

The tenacity of State leaders, coupled with the resources and programs available, has helped lessen the effects of our ailing economy. This Annual Report documents Alabama's record of achievement in its ninth full year under the Workforce Investment Act (WIA).

## 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.

Despite the economic downturn, Alabama remains a national leader in aligning workforce development and economic development. ThyssenKrupp AG, which is building a \$3.9 billion steel fabrication plant near the Port of Mobile, joins Hyundai, AustalUSA, Honda, Mercedes, Toyota, and other industrial giants in having manufacturing operations in Alabama. For PY09, Alabama's output and employment is expected to begin an upswing as the state's economy rebounds. In addition to robust automotive, steel, and maritime industries, the state has growing aviation/aerospace, biotechnology, and healthcare industries. Additionally, major influxes of people and jobs will begin in PY09 as a result of Base Realignment And Closure Commission decisions pertaining to Fort Benning and Redstone Arsenal. Paving the way for continued economic expansion is a strong system of regional workforce development councils comprised of private sector employers, economic developers, and elected officials. Regional councils identify local priority needs and work with training providers to secure funds to address those needs.

An enabling mechanism supportive of this end is the design and implementation of a maximally effective workforce development system, providing Alabama workers with educational and occupational skill acquisition opportunities conducive to achievement of their individual career goals, and providing employers with the highly-skilled labor pool they require to appropriately fuel Alabama's surging economic engine. A shared vision of where we are today, set against where we can be tomorrow, is the impetus driving Alabama's growing workforce development partnerships.

Recognizing the inextricable link between economic prosperity and workforce development, Governor Bob Riley created, via Executive Order, the Governor's Office of Workforce Development, which 1) consolidates the administration of federal and state workforce development activities, 2) initiates the more effective utilization of available workforce development resources, and 3) effectively reduces resource overlap and duplication of effort. The Governor's Office of Workforce Development is continuing to implement positive strategies to maximize efficiency, effectiveness, and responsiveness of the State's workforce development system.

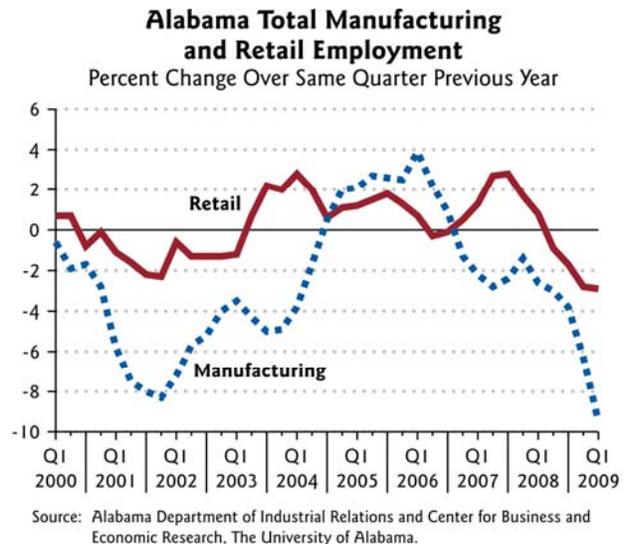
## Alabama: An Economic Profile

While Alabama fell into recession much later than the official U.S. date of December 2007, the State is facing the same challenges as the rest of the nation. Slowdowns in consumer and business spending, tightened lending conditions, and a weak housing sector are negatively impacting both output and employment across Alabama. That is the latest update from the Center for Business and Economic Research (CBER) at The University of Alabama.

The job picture in the state began to dim in June 2008 and has continued to darken. Non-farm jobs averaged 1,920,230 for the first quarter of 2009, down 74,170 (-3.7 percent) from the same period in 2008. However, the decline seems to have stabilized in March, with jobs just 400 below their January level. CBER analysts expect employment to average 2.0 to 3.0 percent below year-ago levels in 2009, with the loss of around 40,000 to 60,000 jobs.

The national and global nature of the current recession makes it likely that workers who lose their jobs will continue to live and look for work in their current location. While total employment of Alabama residents fell by about 20,000 from January to March 2009, the civilian labor force dropped by fewer than 3,000. Unemployment jumped to 9.0 percent, more than double the 4.2 percent rate seen in March 2008.

Alabama's manufacturing sector has been hit hard by the recession, shedding 12,600 jobs since the start of the year and 30,100 since March 2008. The automotive industry is suffering as consumers postpone purchases of new vehicles; motor vehicle and parts manufacturing employment is down 3,400 over the past year, with Honda and its suppliers laying off about 800 temporary employees in late March and early April. Jobs in textiles continue to decline, falling by 6,400 during the 12-month period.



Service providing businesses are also feeling the pain, losing 35,100 jobs between March 2008 and March 2009. The largest impact in services has been on administrative and support jobs, where companies have cut 15,500 positions as they try to rein in costs. Mass layoff announcements indicate further deterioration of retail jobs in the second quarter.<sup>1</sup>

Program Year 2008 has been a difficult time for the Alabama economy, with unemployment rising more rapidly across the state than the nation. The state has been hit hard by job losses totaling 96,100 for the twelve (12) months ending in June 2009. Unemployment more than doubled to 9.8

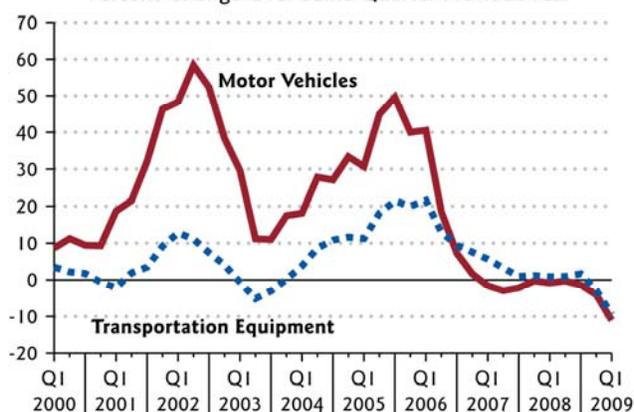
<sup>1</sup> "UA Economists See State's Economy Continuing to Contract in Second Quarter," *University of Alabama Center for Business and Economic Research*, [http://cber.cba.ua.edu/rbriefs/AB\\_release\\_Q2\\_2009.html](http://cber.cba.ua.edu/rbriefs/AB_release_Q2_2009.html) (09/09/09)

percent during that time; manufacturing, construction, and business services posted the largest job losses.<sup>2</sup>

Thirty-seven (37) of the state’s 67 counties reported unemployment rates of 10 percent or higher in February 2009. Large job losses in textiles pushed unemployment in Chambers County to 13.2 percent, the highest in the state; unemployment was lowest in Shelby County in the Birmingham-Hoover metro area at 6.1 percent.

Educational and healthcare services and government were the bright spots over the last year, adding 2,800 and 400 workers, respectively, since February 2008. In healthcare, physician’s offices added 1,600 workers while nursing and residential care facilities gained 800. Leisure and hospitality employment was flat. Every other sector of the economy experienced a decline in payrolls. The drop in employment was particularly sizeable in construction, manufacturing, and professional and business services. From February 2008 to February 2009, the construction sector shed 16,700 jobs while manufacturing lost 26,700. Surprisingly, durable goods manufacturing, which is relatively more capital intensive, let 17,100 workers go while nondurable goods manufacturers lost 9,600 jobs. Payroll losses were spread across every manufacturing industry. Industries shedding the largest number of workers included textiles and apparel (6,500), wood products manufacturing (3,100), furniture and related products manufacturing (2,300), transportation equipment manufacturing (4,000), and primary and fabricated metals (1,800).

**Alabama Total Transportation Equipment and Motor Vehicle Manufacturing Employment**  
Percent Change Over Same Quarter Previous Year



Source: Alabama Department of Industrial Relations and Center for Business and Economic Research, The University of Alabama.

Transportation equipment manufacturing, which includes motor vehicles and parts as well as aerospace products and parts, is facing some of the toughest economic conditions in decades. Among auto manufacturers with a presence in Alabama, Hyundai fared the best on a year over basis in March, with sales of 40,721 vehicles down just 5.0 percent. Mercedes-Benz USI sold 15,602 vehicles during the month, 25.0 percent below a year ago. Honda’s March 2008 U.S. sales volume of 79,374 was down 34.2 percent over the year. Toyota, which builds engines in the state, saw sales drop 39.0 percent. Kia Motors America, which is

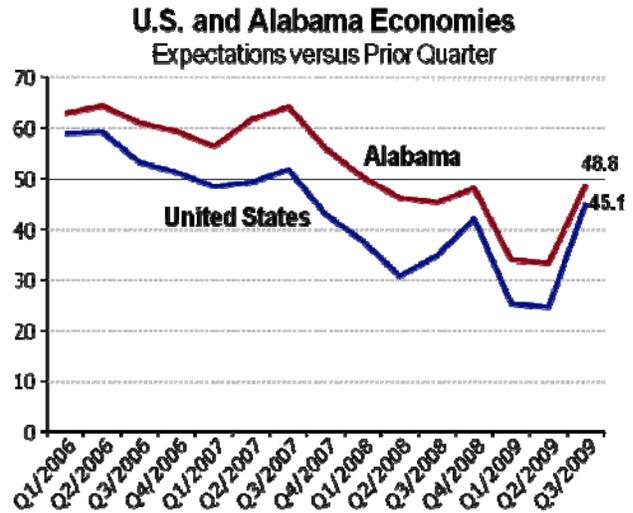
close to completing a plant just over the Alabama line in Georgia, reported March sales down just 0.5 percent at 24,724 units. While Alabama’s motor vehicle and parts manufacturers are facing the same challenges as their counterparts in other states, to some extent they are in a better strategic position for a rebound, primarily due to their product mix and to newer and relatively more

<sup>2</sup> “UA Forecast Has State’s Economy Declining at Slower Pace in Third Quarter,” *University of Alabama Center for Business and Economic Research*, <http://cber.cba.ua.edu/index.html> (09/09/09)

efficient plants. Despite that, given the current economic environment, these plants and their suppliers are in the process of cutting production and payrolls.

The most pronounced effects of the ongoing recession are being felt in Alabama’s 40 non-metro counties. These areas absorbed more than half of the state’s job losses over the year ending in February—the 40,200 jobs that disappeared amounted to 8.5 percent of all payroll jobs in these counties. Layoffs in wood products, textiles, and apparel manufacturing have hit these areas particularly hard.

Alabama’s at least \$3.0 billion in fiscal stimulus and stabilization funding allocated by the American Recovery and Reinvestment Act of 2009 should begin to gradually revive the state’s economy by mid- to third quarter 2009.<sup>3</sup> Economic Development agencies have been required to shift focus slightly from luring new industry to protecting existing industry and jobs. Alabama’s success in years past indicates a thorough understanding of economic development; therefore, success will return.<sup>4</sup>



<sup>3</sup> “Economic Outlook: Second Quarter 2009,” *University of Alabama Center for Business and Economic Research*, <http://cber.cba.ua.edu/pdf/ab2009q2.pdf> (09/09/09)

<sup>4</sup> Cosby Woodruff, “Economic Development,” *Montgomery Advertiser*, September 6, 2009, p. 6D, col. 2.

## **The Workforce Investment Partnership**

The Workforce Investment Act (WIA), Title I, prescribes the delivery of a wide array of skill training, job placement, educational opportunities, and other workforce development services. Job seekers and employers alike may 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 to overcome barriers to employment.

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 Career Centers operating within their boundaries. Alabama currently has 40 Career Center System sites (September 2009), including both comprehensive non-comprehensive, and itinerant 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 Adults (aged 22 years and over), Older Youth (aged 19 to 21 years), Younger Youth (aged 14 to 18 years), and Dislocated Workers (job lost due to plant closings, layoffs). There is a greater focus on providing Adults, Older Youth, and Dislocated Workers with skills leading directly to employment. More attention is given to achievement of long-term educational milestones for the Younger Youth group. For this population, more importance is placed on basic literacy training and GED and ACT preparation rather than 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 workers Rapid Response Team, which brings information of available workforce development services directly to the affected individuals, and advises these workers regarding other available support services for which they may be eligible to access. Among these services are health insurance program information and strategies to help protect dislocated workers' pension funds.

Priority of Service has also been established, through policy from the State Workforce Investment Board, for public assistance recipients and other individuals with low incomes to receive the highest priority for WIA services after all eligible veterans and eligible spouses of veterans have been considered for services.

## **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/sub state-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 specific membership composition criteria. The three (3) Alabama local workforce investment areas are represented by a Local Workforce Investment Board. The State Workforce Investment Board works to achieve ongoing, cohesive, and mutually reinforcing working relationships among the workforce development partner agency stakeholders.

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 (65) county balance-of-state local area.

The State Board's collective workforce development-related knowledge and experience helps ensure that the Board maintains a broad and encompassing perspective, and accompanying insight, regarding Alabama workforce development system needs. Similarly, the primary focus of the local boards is tailored towards the 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 WIA mandated coordination activities described in the following pages.

One (1) local areas' Workforce Investment Board has been adjusting services and resources to address the economic slowdown and the resulting changes to the employment picture in their area. The passage of the American Recovery and Reinvestment Act of 2009 provided much needed funding that has allowed for an increase in the number of training enrollments and was instrumental to a successful Summer Youth Employment Program. Business and community leaders have expressed very clearly the need for more skilled workers and more efficient and effective training programs. Local areas continue to proactively address these issues through a variety of initiatives summarized in this report.

## **State Workforce Investment Board Members (as of 5/14/09):**

### **Governor**

Bob Riley

### **Members of the Legislature**

Senator Quinton Ross

Senator Hank Sanders

Representative Terry Spicer

Representative Elwyn Thomas

### **Organized Labor**

Stewart Burkhalter – AFL-CIO – Montgomery

Sammy Dodson – Retired – Operating Engineers – Sylacauga

Leroy Nicholson – AFL-CIO - Montgomery

### **Youth - Oriented Organizations**

Frank Coiro – Montgomery Job Corps Center – Montgomery

Mary Zoghby – Boys & Girls Clubs of South Alabama – Mobile

### **Community College and Community-Based Organizations**

Daniel Boyd – Lowndes County Public Schools – Hayneville

Ed Castile – Alabama Industrial Development Training – Montgomery

Cary Cox – Auburn Training Connection – Auburn

Elaine Jackson – Birmingham Urban League – Birmingham

Vicki Johnson – Inter-Tribal Council of Alabama – Millbrook

Douglas Littles – Reid State Technical College – Evergreen

Susan Price – Alabama Department of Postsecondary Education – Montgomery

Sydney Raine – Mobile Works, Inc. – Mobile

Denny Smith – Calhoun Community College – Athens

Pamela Barnes-Trammell – Telamon Corporation – Millbrook

### **WIA Partner Representatives/Economic Development Agencies**

Nancy Buckner – Alabama Department of Human Resources - Montgomery

Bradley Byrne – Alabama Department of Postsecondary Education - Montgomery

Irene Collins – Alabama Department of Senior Services – Montgomery

Matthew Hughes – Governor’s Office of Workforce Development - Montgomery

Bill Johnson – Alabama Department of Economic & Community Affairs – Montgomery

Joe Morton – Alabama Department of Education - Montgomery

Cary Boswell – Alabama Department of Rehabilitation Services – Montgomery NOT APPOINTED

Tom Surtees – Alabama Department of Industrial Relations - Montgomery

### **Other Representatives, Head Agency Officials**

Grady Batchelor – Winston County Industrial Development Authority – Haleyville

Judy Crowley – Coffee County Family Services Center – Enterprise  
Don Fisher – Alabama Department of Industrial Relations – Montgomery  
Bob Higgins – Baldwin County Economic Development Alliance – Robertsdale  
Don Hopper – Development Council – Anniston  
Doni Ingram – Alabama Department of Economic and Community Affairs - Montgomery  
John Clyde Riggs – Alabama-Tombigbee Regional Commission – Camden  
Tucson Roberts – Covington County Economic Development Commission – Dothan  
Ron Scott – Economic Development Association of Alabama – Prattville  
Peggy Smith – Cullman Economic Development Agency – Cullman  
Joe Thomas – Governor’s Office – Pell City  
Ted VonCannon – Metropolitan Development Board – Birmingham  
Neal Wade – Alabama Development Office – Montgomery

**Local Area Chief Local Elected Officials**

Samuel Jones – Mayor – Mobile  
Judge William Ryan – District Judge – Moundville  
Todd Strange – Mayor - Montgomery

**Private Sector Representatives**

Linda Bailey – Honda Manufacturing of Alabama, LLC – Lincoln  
Tim Beasley – Briggs and Stratton – Auburn  
Thomas Bender – Bender Shipbuilding and Repair – Mobile  
April Bishop – Alabama State Nurses Association – Montgomery  
Fred Blackwell – Michelin North America – Opelika  
Ronald Boles – General & Automotive Machine Shop, Inc. – Huntsville  
Ed Brown – Army Fleet Services – Fort Rucker  
Ralph Buffkin – Mobile Works, Inc. – Mobile  
Ruth Burchfield – BE & K – Birmingham  
Glenn Camp – HB & G Building Products, Inc. – Daleville  
Bill Canary – Business Council of Alabama – Montgomery  
Stan Chavis – Stan Chavis Insurance Agency – Mobile  
George Clark – Manufacture Alabama – Montgomery  
J. Ab Conner – Conner Brothers Construction Company, Inc. – Auburn  
Nancy Dennis – Alabama Retail Association – Montgomery  
Mark Farmer – Sony Electronics, Inc. – Dothan  
Bernell Fowler – Kinro Corporation– Double Springs  
Lacy Gibson – Alabama Hospital Association – Montgomery  
Jackie Wuska Hurt – Tuscaloosa  
Walter Jacobson – AbitibiBowater – Sylacauga  
Bob Johnson – Skilstaf Incorporated – Alexander City  
Phillip Kelley – Michelin North America – Dothan  
Lester Killebrew – SunSouth, LLC – Abbeville  
Greg Kimble – Hyundai Motor Manufacturing Alabama, LLC – Montgomery  
Skip Layne – Rust Constructors, Inc. – Birmingham

Linda Lewis – Chamber of Commerce of Walker County – Jasper  
Juliette Locke – Atlantic Marine – Mobile  
David Middlebrooks – Bush Hog, LLC – Selma  
Linda Miller – Mercedes-Benz U.S. International, Inc. – Vance  
Tipi Miller – Opelika Chamber of Commerce – Opelika  
Jim Neill – Motion Industries – Birmingham  
Jeff O’Dell – Austal – Mobile  
Marty Parker – Boise Paper – Alabama Operations – Jackson  
Suzanne Respass – Children’s Hospital of Alabama – Birmingham  
Mike Reynolds – BroadSouth Communications, Inc. – Selma  
Andy Ritter – Thyssenkrup Steel USA, LLC – Saraland  
Christie Sellers – Workforce Development Consultant – Montgomery  
Bill Sisson – Mobile Airport Authority – Mobile  
Dalton Smith – Region 2020 – Birmingham  
Ronnelle Stewart – Jefferson County Workforce Investment Board – Birmingham  
Ken Tucker – The Boeing Company – Huntsville  
Steve Turkoski – Dothan Area Chamber of Commerce – Dothan  
Robert Vann – Alabama River Pulp – Perdue Hill  
Victor Vernon – Business Council of Alabama – Montgomery  
Gina Warren – Alabama Power Company – Anniston  
Terry Waters – Alabama Power Company – Tuscaloosa  
Mark Weaver – MidSouth Industries, Inc. – Gadsden  
Paul Wellborn – Wellborn Cabinet, Inc. – Ashland  
Bob Woods – Alabama Power Company – Jasper

## State Level Coordination

The Governor’s Office of Workforce Development, a multi-agency staffed office, coordinates the State’s workforce development system in which services and programs are delivered by State agencies. Following is a list of services/programs and agencies charged with delivery responsibilities. In addition to overall system coordination and leadership functions, the Governor’s Office of Workforce Development has responsibility for the Workforce Investment Act, including Rapid Response, and operations of the One-Stop Career Center system.

<b>Partners</b>	
<b>Department of Economic and Community Affairs – Workforce Development Division (WIA fiscal agent)</b>	<b>Department of Industrial Relations</b>
	Unemployment Compensation
State-level WIA (compliance, monitoring and reporting)	Employment Service
Local Area WIA (compliance, monitoring and reporting)	Labor Market Information
National Emergency Grants (NEGs)	Trade Adjustment Assistance
<b>Department of (Secondary) Education</b>	WIA Business Functions
Career/Technical Education	Mobile Career Center
Incentive Grant	WIA Warehouse
<b>Department of Postsecondary Education</b>	<b>Department of Rehabilitation Services</b>
Alabama Industrial Development Training	<b>Alabama Development Office</b>
Two-Year College System	Industrial Recruitment
Adult Basic Education	<b>Department of Senior Services</b>
Alabama Technology Network	<b>Department of Veterans Affairs</b>
Incentive Grant	<b>Department of Human Resources</b>
Hosts Governor’s Office of Workforce Development	Subsidized Employment Program (SEP)

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 Workforce Development Division, the Department of Economic and Community Affairs, Trade Act Programs, Employment Service/Unemployment Compensation/Labor Market Information Divisions, 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 Workforce Development Division 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 undertakes measures to ensure its service providers make available to program applicants and/or participants 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 Supplemental Nutrition Assistance Program (SNAP) 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
  - American Recovery and Reinvestment Act
  - Personal Responsibility and Work Opportunity Reconciliation Act of 1996

## Alabama's Career Center System



Alabama's Career Center System works to consolidate the delivery of services presently offered to the eligible public through different state agencies, into a single, localized, delivery station. Services include:

- Intake
- Assessment
- Case management services
- Occupational training
- Educational training referrals
- Labor market information
- Job development services
- Vocational rehabilitation
- Unemployment insurance information
- Veterans' programs

A central feature of each Career Center is the Resource Area, where workforce development service seekers may enjoy ready access to computerized databases providing details of available educational and occupational training as well as supportive and other services. This information resource also provides employers with listings of prospective employees possessing the desired skills and work experience. Internet access is available for customers at all Alabama Career Center locations including the mobile career center vehicle.

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 eligible training providers.

As referenced above, a network of Alabama Career Centers (strategically located throughout the State) is the primary mechanism for delivery of Workforce Investment Act Title I Core/Intensive services to individuals and employers eligible for and in need of these services. 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.

Thirty of these Centers are termed "comprehensive." These locations offer both 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 thirty comprehensive Centers, the represented partners are actually collocated. The nine (9) non-comprehensive Career Centers are not full service offices; but they do provide many of the same employment assistance services as the comprehensive Centers, to include job information services and available resource information. Alabama also operates four (4) itinerant Centers which are open only one (1) day a week and report directly to a comprehensive Career Center.

Each Career Center has negotiated cooperative agreements for on-site delivery of services with local representatives of the 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 Career Center locations. Additionally, case managers at many Career Centers provide job seekers and employers with additional assistance to better satisfy their workforce development needs.

At the local level, Career Center staff work to greatly reduce, if not entirely eliminate, any incidence of service 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 PY02, 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 helps clients (who move from one area of the State to another) to be able to recognize and access workforce services.

Monthly career center tracking reports indicate **1,031,478** Career Center customer hits were recorded during the PY08 reference period (July 1, 2008- June 30, 2009).

**Comprehensive Career Centers (30\*):**

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1) Alabaster	9) Demopolis	17) Hamilton	25) Pell City
2) Albertville	10) Dothan	18) Hanceville	26) Selma
3) Alexander City	11) Enterprise	19) Huntsville	27) Sheffield
4) Anniston	12) Eufuala	20) Jackson	28) Talladega
5) Bay Minette	13) Foley	21) Jasper	29) Troy
6) Birmingham ES	14) Fort Payne	22) Mobile	30) Tuscaloosa
7) Brewton	15) Gadsden	23) Montgomery	
8) Decatur	16) Greenville	24) Opelika	

**Non-Comprehensive Career Centers (9\*):**

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1) Blountsville	6) Rainsville
2) Center Point	7) Roanoke
3) Fayette	8) Scottsboro
4) Monroeville	9) Valley
5) Phenix City	

**Itinerant Career Centers (4\*):**

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1) Andalusia
2) Haleyville
3) Luverne
4) Phil Campbell

\* Career Center numbers are subject to change. Does not include the mobile career center vehicle.

## **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. The WIA program cost efficiency study can be found in Attachment F.

A constraining factor inhibiting the timely execution of the 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-area level. This effort involved the plotting of actual and relative growth, covering civilian labor force, unemployment, unemployment insurance exhaustees, unemployment insurance beneficiaries, and mass layoff data.

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.

Monthly customer traffic at all 43 Career Centers is tracked 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 high-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.

## Workforce Investment Activity Resource Allocation

Funds are provided annually to the State by the U.S. Department of Labor for the provision of Workforce Investment Act, Title I, Adult, Youth, and Dislocated Worker programs. According to the Workforce Investment Act, up to fifteen (15) percent of the total Adult, Youth, and Dislocated Worker funds allotted to the State may be reserved for State-level setaside activities, which include: a) State-level program administration, b) Incentive Awards for local areas which demonstrate superior program performance, c) Technical assistance/capacity building services, d) Activities directly and indirectly supporting the ongoing development and operation of the State's One-Stop system, e) Activities supporting the compilation and statewide dissemination of listings of eligible training providers, f) Evaluations of program development strategies which support continuous system improvement, and g) The development of a Statewide fiscal management system. Additionally, up to twenty-five (25) percent of Dislocated Worker funds may be reserved for provision of statewide rapid response services for dislocated workers.

Of the Adult, Youth, and Dislocated Worker allotments reserved for local area incentives/capacity building, sixty-seven (67) percent is designated for local area incentive awards, and thirty-three (33) percent is withheld for State-wide technical assistance/capacity building. The specific amounts of the local area's PY08 incentive awards, determined by their respective PY07 program performance outcomes, are depicted in Attachment B.

As a result of the American Recovery and Reinvestment Act of 2009 (ARRA), the State was awarded additional funding totaling almost \$30,000,000. This additional funding was provided to enhance services and/or increase the number of individuals served in order to jump-start the ailing economy.

### PY08/FY09 Federal Allocation Levels

WIA Activity/Program	Initial WIA Allocations	ARRA Allocations
State-Level Activities	\$4,364,967	\$4,491,612
Statewide Rapid Response Activities	\$1,374,715	\$0
Local Area Adult Programs	\$8,388,317	\$4,337,575
Local Area Youth Programs	\$8,556,452	\$9,900,293
Local Area Dislocated Worker Programs	\$6,415,345	\$11,214,609
<b>TOTAL</b>	<b>\$29,099,796</b>	<b>\$29,944,089</b>

Additional specifics regarding Alabama PY08/FY09 Workforce Investment Act program funding levels are found in Attachments A, B, and C.

State-level PY08 Adult, Youth, Dislocated Worker, and Customer Satisfaction actual performance measures are compared to the negotiated performance goals in Attachment E. This data indicates Alabama met or exceeded thirteen (13) of the fifteen (15) PY08 program measures and both of the PY08 customer satisfaction measures. Because of the required timeframes for reporting each performance measure, activities funded with ARRA funds are not reflected in these results.

An analysis (three (3) year average) of Alabama’s performance trend contrasts 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. Younger Youth outperform Older Youth in the credential attainment category. 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.

**Performance Trend Comparison**

Three Year (PY06-PY08) Statewide Average	Adult	Dislocated Worker	19-21 Youth	14-18 Youth
Entered Employment Rate	73.14%	76.54%	68.60%	N/A
Employment Retention Rate	82.05%	89.71%	81.63%	N/A
Average Six-Month Earnings	\$11,090	\$14,059	N/A	N/A
Employment/Credential Rate	48.59%	52.95%	29.37%	N/A
Earnings Change	N/A	N/A	\$4,163	N/A
Skill Attainment Rate	N/A	N/A	N/A	81.49%
Diploma/Equivalent Rate	N/A	N/A	N/A	37.66%
Retention Rate	N/A	N/A	N/A	58.52%

## **PY08 Programs**

### Rapid Response

The Governor's Office of Workforce Development (GOWD) 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 Agency Information Network is comprised of representatives from the:

- Alabama Department of Economic and Community Affairs
  - Workforce Development Division
  - Workforce Investment Act
  - Office of the Director
  - Community Services Development Block Grant
  - Low Income Energy Assistance Program
- Department of Industrial Relations
  - Unemployment Compensation
  - Employment Service
  - Trade Adjustment Assistance
- Alabama Development Office
  - Office of Small Business Advocacy
  - Project Assistance
- Alabama College System
- Department of Human Resources
- Alabama Department of Public Health
  - Alabama All Kids Program (Insurance for Children Under 19)
  - Women Infants & Children Program
- Alabama Medicaid Agency
  - SOBRA - Medical Services
- Alabama Cooperative Extension Service
- Department of Mental Health and Retardation
- Alabama Department of Senior Services
- Alabama Department of Labor
- Alabama Department of Rehabilitation Services
- AFL-CIO Labor Institute for Training (L.I.F.T.)

Alabama's Rapid Response activities are coordinated with Federal agencies such as the U.S. Department of Labor's Employment and Training Administration and the Employee Benefits Security Administration. Activities are also coordinated with State of Alabama insurance programs such as the Alabama Health Insurance Plan and Children's Health Insurance Programs (All-Kids and SOBRA). Agencies such as the Alabama Small Business Development Consortium are also involved.

The Dislocated Worker Unit Rapid Response Team is comprised of GOWD Dislocated Worker Specialists and appropriate Department of Industrial Relations staff. In situations where Rapid Response Team activities involve unionized companies, AFL-CIO Labor Institute for Training (L.I.F.T.) representatives are also included. 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 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, contacts initiated by affected employers, union representatives, or other State and local service agencies.

Activities of the Rapid Response Team facilitate dislocated workers' awareness and utilization of the broad range of programs, services, and benefits 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 the workforce. Attempts are made to maximize each individual's 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 available assistance options. After consultation with the appropriate Dislocated Worker Network partner representatives, group employee/local service agency meetings are usually organized at the local employer's worksite. When necessary, meetings may be held at union halls or other local area community centers.

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, health insurance continuance, pension benefits/counseling, entrepreneurial training assistance, and more.

The following is a percentage breakout, by industry, of the number of workers affected by those plant closings and/or layoffs reported to the Rapid Response Team during PY07/PY08 (July 1, 2007 - June 30, 2009):

### Total Individuals Laid Off by Sector

Sector	PY07		PY08	
Coal Mining	0	0.00%	47	0.30%
Food & Kindred Products	57	0.47%	361	2.31%
Tobacco Products	0	0.00%	213	1.36%
Textile Mill Products	3,641	29.74%	1,447	9.24%
Apparel & Other Finished Fabric Products	537	4.39%	462	2.95%
Lumber & Wood Products	1,071	8.75%	2,110	13.48%
Furniture & Fixtures	505	4.12%	0	0.00%
Paper & Allied Products	237	1.94%	307	1.96%
Printing, Publishing, & Allied Industries	93	0.76%	353	2.25%
Chemicals & Allied Products	179	1.46%	348	2.22%
Petroleum Refining & Related Industries	97	0.79%	50	0.32%
Rubber & Miscellaneous Plastics Products	0	0.00%	120	0.77%
Stone, Clay, Glass & Concrete Products	181	1.48%	172	1.10%
Primary Metal Industries	1,084	8.85%	100	0.64%
Fabricated Metal Products, except Machinery	35	0.29%	2,256	14.41%
Industrial Commercial Machinery & Computer Equip.	240	1.96%	0	0.00%
Electronic & Other Electrical Equip. & Component	52	0.42%	0	0.00%
Transportation Equipment	2,302	18.80%	197	1.26%
Measuring, Analyzing, & Controlling Instruments	0	0.00%	194	1.24%
Railroad Transportation	0	0.00%	53	0.34%
Motor Freight Transportation & Warehousing	30	0.25%	110	0.70%
Transportation Services	23	0.19%	0	0.00%
Communications	98	0.80%	0	0.00%
Wholesale Trade – durable goods	58	0.47%	0	0.00%
Wholesale Trade – nondurable goods	0	0.00%	51	0.33%
General Merchandise Stores	0	0.00%	71	0.45%
Food Stores	0	0.00%	3,016	19.26%
Automotive Dealers & Gasoline Service Stations	0	0.00%	158	1.01%
Apparel & Accessory Stores	130	1.06%	0	0.00%
Miscellaneous Retail	47	0.38%	89	0.57%
Depository Institutions	703	5.74%	76	0.49%
Insurance Agents, Brokers, & Services	87	0.71%	0	0.00%
Hotels, Rooming Houses, Camps & Other Lodging	0	0.00%	69	0.44%
Business Services	484	3.95%	540	3.45%
Miscellaneous Repair Services	0	0.00%	130	0.83%
Health Services	0	0.00%	1,230	7.86%
Educational Services	0	0.00%	530	3.39%
Engineering, Accounting, Research Management	272	2.22%	0	0.00%
Administration of Human Resource Programs	0	0.00%	706	4.51%
National Security & International Affairs	0	0.00%	90	0.57%
<b>Total</b>	<b>12,243</b>	<b>100.00%</b>	<b>15,656</b>	<b>100.00%</b>

Rapid Response records indicate 15,656 workers throughout the State were impacted by 130 dislocation events serviced by the Rapid Response Team during PY08. By comparison, 12,243

workers were impacted by 68 dislocation events serviced by the Rapid Response Team during PY07. Rapid Response Team staff conducted at least 96 group employee/local service agency meetings during PY08.

### 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, the gathering and reporting of performance information, initial certification of out-of-state providers, and recertification of in-state and out-of-state providers. WDD strives to keep training program information as current and up-to-date as possible. The State has requested USDOL extend, through June 30, 2010, the previously-granted waiver of WIA Section 122 (c) subsequent training provider eligibility requirements. The added local flexibility enabled by this waiver has proven invaluable to both local area and State-level training provider procurement staff.

Presently, there are approximately 104 different training providers, covering 1,257 separate programs, on Alabama's WIA Eligible Training Provider List. The Alabama Eligible Training Provider List may be accessed at <http://www2.dir.state.al.us/alcrs>.

### Incumbent Worker Training Program

One of the 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.

Companies eligible to apply for Program funding assistance include for-profit companies that have been conducting business in Alabama for at least two (2) years and that can demonstrate a need for upgraded skill levels for their existing employees. The skill upgrade training should assist with lay-off avoidance or help companies to remain competitive in their industry. The technical and professional skills training provided with these funds is structured to better equip incumbent workers with specific workplace skills required for the optimal performance of their existing jobs, and may enable them to broaden the scope of their workplace responsibilities. With new or upgraded skills, workers whose jobs might otherwise be lost due to layoffs and/or plant closings, not only retain their employment but frequently realize increased earnings as well. Successful training completion should be coupled with employee retention and increased earnings potential. Incumbent Worker Training Program funds must be matched by the employers at least on a dollar-for-dollar basis. (Wages/benefits of employees while in training may be used as well as cash payments to vendors.)

In September 2001 Alabama implemented a statewide Incumbent Worker Training Program. Since the program's inception, services have grown to provide \$1,393,735 for Incumbent Worker Training Programs during PY08 of which nearly \$900,000 thousand was obligated with ARRA funding. These funds have enabled twenty-nine (29) businesses throughout Alabama to provide training opportunities to over 1,300 individual workers through sub-recipient agreements. The ARRA funds alone were able to provide nearly \$900,000 in assistance to eighteen (18) companies and over seven hundred fifty (750) program participants. The Incumbent Worker Training Program and ARRA funding have been instrumental in helping to save Alabama jobs, as well as enabling the employers to increase the number of jobs available to the workforce. Information on the Incumbent Worker Training Program, including an application for funding assistance, is available through the Alabama Career Center system. This information is also available online at the ADECA website ([www.adeca.alabama.gov](http://www.adeca.alabama.gov)).

Contributing Incumbent Worker Training Program companies include:

Advanced Federal Services Corporation, which specializes in providing public works and facility operations and maintenance support to Federal agencies, logistical support to include: transportation, travel, household goods, shipping and receiving, warehousing, material disposition, furnishings management and fleet management, and administration services such as: reception, document control and destruction, library and research functions, desktop publishing and records



management. In June 2009, the company was awarded an Incumbent Worker training grant to provide ISO skills training to provide the company with policies, procedures, and forms that will greatly assist in organization, improving marketability, competitiveness, efficiency, cost effectiveness, and management of future growth.

International Enterprises, Inc. (IEI) is an avionic manufacturer, repairer, and tester of electronic systems/components and related support equipment for the Department of Defense as well as for the commercial avionic market. In October 2008, the



company was awarded Incumbent Worker Training Program funds to improve employee's skill levels in Alternate Current, Direct Current, Solid State Devise, and Analog Circuit Analysis. As a supplier to the aerospace and defense industry IEI must manufacture products faster, cheaper, and with improved quality to remain globally competitive. To accomplish these goals, the company focused on increasing the



technical skills of their current electronic technician staff members. The Alternate Current, Direct Current, Solid State Device, and Analog Circuit Analysis training has increased the employees' job skill levels and capabilities enabling them to work on and repair more advanced military hardware.

Talladega Castings and Machine Company (TCMC) produces iron, steel, stainless steel, and chrome iron sand castings up to 4000 lbs. The company manufactures replacement parts and OEM components for a variety of industries including Railroad, Mining, Transportation, Aluminum Reduction, Power Generation, Pulp & Paper, Wire Manufacturing, Food Products, Construction Equipment, and Wood Processing. To produce the castings and molds required by their customers TCMC operates four (4) coreless electric induction furnaces, Spectrometer-controlled alloy analysis, and a 'no-bake'



floor and loop molding operation. Constant chemical and structural analyses are gathered to ensure their castings are meeting the quality and dependability requirements of their customers. The company received Incumbent Worker Training Program funding in December 2008 to provide employees with skills training in technology, which will positively affect the competitive level of TCMC in the molding industry. The training will help to improve communications, resulting in better planning and production efficiency and is anticipated will result in cost reductions and lower turnover rates.

### Contracts per County

County	Contracts Awarded	Planned Participants	Agreement Amount
Butler	1	46	\$49,970.00
Chilton	1	45	\$50,000.00
Etowah	2	88	\$99,282.00
Franklin	1	30	\$49,950.00
Houston	1	130	\$50,000.00
Lamar	2	190	\$99,800.00
Lee	1	30	\$50,000.00
Limestone	1	32	\$49,628.00
Madison	8	255	\$398,806.00
Mobile	1	25	\$49,700.00
Montgomery	4	206	\$248,110.00
Shelby	2	55	\$100,000.00
Talladega	3	303	\$149,749.00
Tallapoosa	1	90	\$48,690.00
	<b>29</b>	<b>1,365</b>	<b>\$1,393,735.00</b>

## Individual Training Account (ITA)

The Individual Training Account (ITA), a specific agreement which provides educational or occupational skills training services, is the primary medium to deliver Workforce Investment Act training services. Individual Training Account services may only be provided to Workforce Investment Act participants by those training providers who have applied for placement and been placed on the Eligible Training Provider List. State and local areas budget for ITAs using ARRA funds. State and local areas limit enrollment in training to twelve (12) months or less. ITAs have been greatly advanced through the funds from the American Recovery and Reinvestment Act of 2009.

Prospective education and/or occupational skills training providers must meet specific criteria in order to obtain and subsequently retain Workforce Investment Act training provider status.

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 entities which may apply for inclusion on the Eligible Training Provider List.

The ITA service delivery model continues to be monitored, revised and implemented with ongoing success. Based on the principle of customer choice, the ITA is designed to allow each participant to develop a career strategy and to pursue training based on the most effective track for his or her individual interests and skills. During PY08, 3,653 individuals were enrolled in training.

One (1) local area has expended \$121,095 of ARRA funds to expand enrollment in current ITA programs. Ongoing evaluation of additional training needs in the areas related to High Demand, High Growth occupations will determine the strategy of securing classroom-training contracts with current WIA training providers and will drive the local area's decision making about how best to invest their dollars for maximum impact. The ARRA funds will continue to allow for the maximum number of enrollments during this economic downturn.

Another local area leverages available funds in addressing the challenges of unemployment and under-employment by maximizing funds so that Adults and Dislocated Workers can access skills training to help them acquire employment with a future. Approximately one hundred twenty-seven (127) courses were offered to WIA eligible participants at eight (8) Eligible Training Provider agencies. Over one hundred twenty (120) adults and thirty (30) dislocated workers were enrolled in various skills training programs funded with WIA monies during PY08 utilizing formula and ARRA funds.

## On-the-Job Training

Under the Workforce Investment Act, On-The-Job Training participants' employers may seek reimbursement of up to fifty percent of the 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 the 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 (6) months.

For one (1) local area, OJT was not prioritized as a training option in previous program years. With limited new hiring in the local market, funds were allocated to support those interested in pursuing longer-term training options. ARRA funds have enabled this local area to extend commitments to a limited number of local industries including one (1) newly recruited company which picked the local area for its expansion efforts. The company is working with the local area to find one hundred (100) eligible individuals to hire through the OJT program as they add over seven hundred (700) new employees to their staff. As of June 30, 2009, thirty-three (33) individuals were enrolled in this local area's OJT program.

#### Youth: 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.

#### Youth: 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.

#### Youth: Summer Program/Work Experience

PY08 summer work experience program services were provided to eligible youth. Financed with ARRA funds, these programs afforded participating youth with valuable learning opportunities, addressing in part, individual work place responsibilities and employer/employee expectations.

#### Youth: Academic/Basic Skills Reinforcement

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

#### Youth: Individual Referral Services

This is enrollment in area vocational, two-year college, or other eligible training provider occupational skills 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.

### Youth: Local Area Accounts

During PY08 one (1) local area enrolled one hundred ninety-nine (199) area youth in the WIA formula funded program where the participants were provided training and support services through contracts with youth service providers.

The local area Youth Council supervises the delivery of existing programs to area youth with great success. Area providers covered a variety of training, job readiness, and academic remediation programs for PY08 in an effort to better reach difficult-to-serve youth. A Request for Proposals for renewal of youth programs was issued in January 2009 and provider applications were reviewed by the council in preparation for the 2009-2010 program year. Four (4) providers were identified for funding, expanding the list of available resources for out-of-school youth.

In May of 2006 one (1) local area awarded scholarships to eleven (11) area high school students who were interested in enrolling the at Aviation College. As of July 2008, five (5) students remained successfully enrolled. As of June 2009, nine (9) students had completed their studies and all but one (1) had secured jobs in the aviation industry.

In one (1) local area, the Summer Jobs Initiatives provided work experience and career exploration opportunities for approximately two hundred eighty-nine (289) area youth. These initiatives included programs that partnered with the County Public School System and with local community based organizations and government agencies.

For one (1) program, Career Smart, there were internships for ninety (90) younger youth ages 14-16 at Career Technical school campuses in the Public School System. These youth participated in an eight (8) week "sampler" of hands on career technical skills activities that gave them exposure to three (3) areas of training and provided them with job readiness skills.

A Paid Work Experience program provided one hundred ninety-nine (199) jobs at area public and non-profit organizations for youth ages 17-24 who worked forty (40) hour weeks for eight (8) weeks. Local non-profit and government agencies provided work sites and supervision to give these young people real work experience. Each youth was evaluated at the end of their work with 95% of those who enrolled showing substantial improvement in their workplace readiness skills.

Through ARRA funding one hundred ninety-seven (197) youth experienced workforce services by connecting academic and occupational learning thus ensuring participants were prepared with essential life skills, leadership skills, and preparation needed for future training and employment. Each eligible youth participated in a five (5) day workforce orientation and occupational skills training activity at a community college before commencing their six (6) week supervised work experience. The local area provided WIA Youth Program activities to include:

- Educational assessments
- Dropout prevention
- Alternative school services
- Summer employment opportunities
- Paid and unpaid work experience
  - Job shadow and internships
  - Occupation skills training
    - Medical
    - Hospitality
    - Administration
  - Supportive services
    - Transportation assistance
    - Child care assistance
    - Life skills
    - Fiscal literacy
    - Mentoring
    - Twelve (12) month follow-up services

Out-of-School Youth Program skills training included:

- Healthcare
  - Patient Care Assistance/Phlebotomy
  - Unit Secretary
  - Medical Billing & Coding
  - Unit Coordinator
  - CPR
  - Pharmacy Technician
- Life skills
  - Job Readiness
  - Fiscal literacy
- Tourism & Hospitality
  - Four (4) week training course with nationally recognized professional industry certification for completers

## Local Area Program Success Stories

### Adult

- Cynthia Whitlow was a Workforce program participant during Program Year 2008-2009. She enrolled in a Microsoft computer course at Diverse Community Networks, Inc. an Eligible Training Provider for a local area. After completing the course and earning the Microsoft Certified Professional (MCP) certification, she applied and was employed with Diverse Community Networks as a Microsoft Instructor/Administrator. Since her employment, she has also enrolled at Herzing University and is working towards a degree in Telecommunications. As a mother of a disabled child, transportation was a major issue in attending classes. Because of her dedication and perseverance, Diverse Community Networks donated a vehicle to Ms. Whitlow.
- Feeling discouraged and not sure where to turn, Zakiyyah Jones found it increasingly difficult to pay for her education and keep a roof over her head. Jones seriously began debating whether she should delay her studies at the University of Mobile until a few of her classmates mentioned the WIA Training Program. “This program was the answer to my prayers,” states Jones. “The staff was very professional, and they treated me with respect. There was no delay in getting the funds needed and [the] process was very streamlined. Mobile Works bridged the gap, so I didn’t have to choose *between* work and school.”

Prior to receiving her bachelor’s degree in nursing, Jones worked as a security guard at the mall and then as a nursing assistant with Mobile Infirmary. Jones credits her father’s illness as the catalyst for her passion to pursue the nursing profession. “I wanted to become a nurse, help take care of people, and treat them with care when they needed it most,” states Jones.

Jones currently works as a Registered Nurse with Mobile Infirmary. “Thanks to Mobile Works’ WIA Training Program, my future looks bright, and I am so thankful that I have obtained the skills needed so that I can take care of myself,” Jones exclaimed. She encourages all individuals to explore all options before abandoning their dreams of getting a college education, which could lead to their dream job. “There is money out there, you just have to be persistent and look. Explore all options before giving up,” states Jones.

### Dislocated Worker

- Rhonda Barrett, a local area dislocated worker enrolled in training at New Horizons Computer Learning Center, a training provider for workforce investment programs. She is studying an Internet Programmer Curriculum. Here’s the story she posted on FaceBook to inform others about the program.

I posted several weeks ago out of concern for friends who have been employed with Jefferson County for many, many years. Because of the trials that our family went through with the declining health of my husband and

subsequent close of our business...I learned many things. One, was how to apply for UEC (which I had never had to do before) and the other was to look for a job and at 47 years old, I had never even had a resume. Then, I became labeled "overqualified and undereducated." What does that really mean? Fast forward nearly two years and I found an educational grant and am now enrolled in school. I knew a lot of things about a lot of things but knew very little about one specific thing except for the thing I was doing. It's been a blessing. Still unemployed, but going to school on my own schedule, able to work part-time which leaves me open to care for my husband at home. The real blessing is what it did for my soul. Had I found the grant sooner, my family would have been much better off today. Where I go to school, everybody is equal...most of us had supported our families for years and now are facing a different set of facts. New friends, networking and more importantly, doing something worthwhile for yourself while you get through this. My name is Rhonda Brantley. I was a home builder, a developer, a lumber broker, a political activist...now I am a mother, a wife and a student. I only wish someone would have told me sooner about the grants available to dislocated workers as every day I leave school I walk away with something for ME. Even if you have a degree, you still may qualify, your non-working spouse may qualify. If you'll contact me at [REDACTED] [REDACTED] I will walk you through the process. Good luck guys!

- Susan Mullins would travel to her job as an administrative assistant. Her daily routine meant getting dressed for work and hitting the road for her morning drive to the office. Today her routine still includes getting dressed for work but her *morning* drive is no more; she has turned driving into a full-time job.

About two (2) years ago Mullins was laid off of work and her husband encouraged her to consider becoming a truck driver. Given the economic downturn, Mullins decided to give it a try. She was able to enroll in Bishop State Community College with financial assistance from Mobile Works. "The staff at Bishop State Community College and Mobile Works were very professional and accommodating. My instructors were awesome!" stated Mullins.

When asked about her experience compared to office work, Mullins stated that she really enjoyed traveling to various states and cities verses being confined to an office all day. "I've learned to drive in all types of weather," states Susan. "I've driven in rain, fog, ice, and snow." Mullins is employed as an over-the-road driver with Wiley-Sanders Truck line. She further stated that she really enjoys her job and encourages others to consider skills training if they are suddenly faced with being laid-off. "You can turn misfortune into a golden opportunity," stated Mullins.

## Youth

- "You're not going to make it...You may not even finish high school". These comments were

told to Ms. Cetondra Taylor early in life by her family after becoming a teenage mother at the age of 16 while attending Carver High School. But thanks to the a local area in partnership with St. Vincent’s Hospital – Jeremiah’s Hope Academy, she was able to receive employment training and start a successful career in the medical field.

Taylor had a dream early in life to become a doctor, and decided to enroll at Lawson State Community College. Unfortunately, she was forced to leave prior to earning a degree due to a lack of transportation and other personal obstacles. Determined to obtain a better life for herself and her two (2) children, she took a job at a local car dealership as an accounts payable clerk. Despite working hard she had minimal success and remained personally unfulfilled. Her job did not allow advancement opportunities.

As the past negative comments of “give up” and “you’re not going to make it,” rang louder, she became more determined than ever to start a career in the medical field. She persevered by continuing to apply for several jobs in area hospitals, but was not hired due to a having lack of experience and training. She stated, “I called a friend in human resources and asked why am I not able to get hired? I have applied for employment for over six (6) months with no luck.” Her friend responded, “To get involved with nursing you really need to be certified.”

Taylor contacted the St. Vincent’s Hospital – Jeremiah’s Hope Academy and was referred to the local area’s - WIA Youth Program for assistance. She successfully enrolled in the WIA program, and within five (5) months, completed training in Patient Care Assistance / Phlebotomy. She passed her national certification exam and is currently employed in the emergency room at St. Vincent’s Hospital East. When asked where she credits the source of her determination, she replied, “Everyone counted me out, but I was able to prove them wrong.”

Currently at the age of 21, she continues to strive for her goal of becoming a doctor and has enrolled into the Nursing Program at Jefferson State Community College. After completion, she plans to attend UAB to become a Nurse Practitioner. This success would not have occurred without the WIA Youth Program and its provider!

### Summer Youth Employment Program – ARRA

One (1) local area has a longstanding partnership with the Alabama Department of Rehabilitation Services (ADRS) to provide job readiness and work experience to severely disabled youth with visual and hearing impairments. This partnership brings ADRH funding for staff, workplace adaptation and job coaches together with the local area funding for wages and soft skills support. Together we are able to reach young people who are working to overcome substantial disabilities. Their success is an inspiration to all of us, and their stories are exemplified by Wei Mein. This young man has learned many of the skills needed to work with the staff at WHIL, a public radio station. The manager there says, “I have to keep an eye on him, because if I get lazy he will be the one to take my job!”

**WIA Waiver Requests** (Effective July 1, 2009 - June 30, 2010)

The waivers shown below were requested by the State to help administer programs to eligible recipients in the most effective and flexible means possible. Alabama gratefully acknowledges the opportunity for expanded WIA systems operational flexibility and the considerable benefits extended to the State through the WIA regulatory waiver process. We have requested these waivers to be extended through June 30, 2010.

<b>Waiver Request, as Originally Submitted</b>	<b>Action</b>	<b>Date of USDOL Action</b>
<p>WIA Section 123 and 20 CFR 664.610, stating the providers of summer youth employment activities must be selected by awarding a grant or contract on a competitive basis. Alabama seeks the waiver to allow the Jefferson County Workforce Investment Board to use local procedures to contract directly with the state workforce agency (SWA), the Alabama Department of Economic and Community Affairs Workforce Development Division (ADECA-WDD), to provide summer youth employment activities. ADECA-WDD is the State’s grantee for WIA title 1 funds, and operates summer youth employment activities for a 65-county balance-of-state area.</p>	<p>Waiver approved by USDOL, effective through September 30, 2009 to allow the local area to contract with the SWA – ADECA-WDD to administer and run 2009 summer youth employment activities in the Jefferson County local workforce area.</p>	<p>June 15, 2009</p>
<p>WIA Section 122(d) requires the annual submission by training providers of program information on all individuals participating in an applicable training program. This has proven to be an overly burdensome requirement. If performance information were required only for WIA-funded program participants, the collection of information would be much less burdensome and compliance would be manageable.</p>	<p>Pending approval from DOL</p>	
<p>WIA requires progression through a series of core, intensive, and training activities. The requirements for intensive services include, from WIA Section 134(d)(3)(A), being “...unemployed and are unable to obtain employment through core services...”, “...been determined by a One-Stop operator to be in need of more intensive services in order to obtain or retain employment that allows for self-sufficiency.” WIA Section 134(d)(4)(A)(i) requires a person to have “...met eligibility requirements for intensive</p>	<p>Pending approval from DOL</p>	

<p>services...” and to be “...unable to obtain or retain employment through such services.” These requirements effectively block the use of local funds for Incumbent Worker Training.</p> <p>Alabama has run an Incumbent Worker Training Program using state-level funds. This program has become very popular and very worthwhile. Local areas have used the waiver to a limited extent, but the waiver is a valuable tool for training incumbent workers. A state policy requires a dollar-for-dollar employer match.</p> <p>This waiver increases local flexibility to address the needs of the labor market.</p>		
<p>The State of Alabama requests that its waiver of WIA Section 134(a)(3)(A)(iv)(I) be extended. This waiver allows the transfer on up to 50 percent of Rapid Response funds to WIA Statewide Activities in order that we may provide additional Incumbent Worker Training.</p>	<p>Pending approval from DOL</p>	
<p>A waiver of the limits on transfers between adult and dislocated worker programs is requested. This limit is found in Section 133(b)(4) of WIA. This waiver would result in the ability to transfer up to 100 percent of funds from one (1) of these programs to the other.</p>	<p>Pending Approval from DOL</p>	

**Alabama Workforce Investment Area Local Area Performance Summary**

ETA Assigned Number: 01015

<b>Total Participants Served</b>	Adults	2,304	<b>Total Exiters</b>	Adults	1,320
	Dislocated Workers	1,543		Dislocated Workers	752
	Older Youth	814		Older Youth	332
	Younger Youth	825		Younger Youth	373
<b>Program Year 2008 Local Area Performance Outcomes</b>			<b>Negotiated</b>	<b>Actual</b>	
<b>Customer Satisfaction</b>	Program Participants		82	80	
	Employers		87	0	
<b>Entered Employment Rate</b>	Adults		73	71	
	Dislocated Workers		80	75	
	Older Youth		70	62	
<b>Retention Rate</b>	Adults		83	81	
	Dislocated Workers		91	91	
	Older Youth		84	82	
	Younger Youth		63	59	
<b>Average Earnings Average Earnings Six Month Earnings Increase</b>	Adults		\$9,919	\$11,206	
	Dislocated Workers		\$12,790	\$13,861	
	Older Youth		\$4,524	\$4,603	
<b>Credential/Diploma Rate</b>	Adults		48	44	
	Dislocated Workers		56	46	
	Older Youth		41	18	
	Younger Youth		48	32	
<b>Skill Attainment Rate</b>	Younger Youth		76	88	
<b>Placed in Employment/Edu.</b>	Youth (14-21)		0	54	
<b>Degree/Certificate Attainment</b>	Youth (14-21)		0	40	
<b>Literacy/Numeracy Gains</b>	Youth (14-21)		0	16	

Note: Data is rounded to whole numbers.

**Jefferson Workforce Investment Area Local Area Performance Summary**

ETA Assigned Number: 01005

<b>Total Participants Served</b>	Adults	653	<b>Total Exiters</b>	Adults	289
	Dislocated Workers	173		Dislocated Workers	44
	Older Youth	71		Older Youth	16
	Younger Youth	23		Younger Youth	36
<b>Program Year 2008 Local Area Performance Outcomes</b>				<b>Negotiated</b>	<b>Actual</b>
<b>Customer Satisfaction</b>	Program Participants		82	80	
	Employers		89	0	
<b>Entered Employment Rate</b>	Adults		72	65	
	Dislocated Workers		78	79	
	Older Youth		62	55	
<b>Retention Rate</b>	Adults		84	80	
	Dislocated Workers		90	87	
	Older Youth		78	71	
	Younger Youth		53	50	
<b>Average Earnings Average Earnings Six Months Earnings Increase</b>	Adults		\$8,342	\$8,812	
	Dislocated Workers		\$13,605	\$13,091	
	Older Youth		\$2,630	\$2,366	
<b>Credential/Diploma Rate</b>	Adults		43	51	
	Dislocated Workers		49	58	
	Older Youth		35	4	
	Younger Youth		30	18	
<b>Skill Attainment Rate</b>	Younger Youth		64	94	
<b>Placed in Employment/Edu.</b>	Youth (14-21)		0	38	
<b>Degree/Certificate Attainment</b>	Youth (14-21)		0	8	
<b>Literacy/Numeracy Gains</b>	Youth (14-21)		0	17	

Note: Data is rounded to whole numbers.

**Mobile Local Workforce Investment Area Local Area Performance Summary**

ETA Assigned Number: 01010

<b>Total Participants Served</b>	Adults	484	<b>Total Exiters</b>	Adults	238
	Dislocated Workers	69		Dislocated Workers	22
	Older Youth	76		Older Youth	70
	Younger Youth	98		Younger Youth	73
<b>Program Year 2008 Local Area Performance Outcomes</b>			<b>Negotiated</b>	<b>Actual</b>	
<b>Customer Satisfaction</b>	Program Participants		82	90	
	Employers		88	0	
<b>Entered Employment Rate</b>	Adults		93	77	
	Dislocated Workers		89	83	
	Older Youth		87	74	
<b>Retention Rate</b>	Adults		86	89	
	Dislocated Workers		91	91	
	Older Youth		80	67	
	Younger Youth		82	60	
<b>Average Earnings Average Earnings Six Months Earnings Increase</b>	Adults		\$11,449	\$13,549	
	Dislocated Workers		\$13,241	\$19,147	
	Older Youth		\$2,166	\$1,182	
<b>Credential/Diploma Rate</b>	Adults		53	43	
	Dislocated Workers		48	56	
	Older Youth		36	26	
	Younger Youth		78	36	
<b>Skill Attainment Rate</b>	Younger Youth		70	85	
<b>Placed in Employment/Edu.</b>	Younger Youth (14-21)		0	67	
<b>Degree/Certificate Attainment</b>	Younger Youth (14-21)		0	41	
<b>Literacy/Numeracy Gains</b>	Younger Youth (14-21)		0	64	

Note: Data is rounded to whole numbers.

**WIA Program Performance Summary**

	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Adult</b>			
Entered Employment Rate	74.50%	70.30%	1,207
			1,716
Employment Retention Rate	83.00%	82.00%	1,853
			2,261
Average Earnings	\$9,800	\$11,101	\$20,570,455
			1,853
Employment and Credential Rate	48.00%	45.10%	744
			1,650
<b>Dislocated Worker</b>			
Entered Employment Rate	80.50%	75.60%	706
			934
Employment Retention Rate	91.00%	90.60%	771
			851
Average Earnings	\$13,500	\$14,005	\$10,798,044
			771
Employment and Credential Rate	55.00%	47.50%	329
			692
<b>Older Youth (19-21) Results</b>			
Entered Employment Rate	72.00%	63.70%	207
			325
Employment Retention Rate	83.00%	78.30%	275
			351
Average Earnings	\$4,000.00	\$3,818	\$1,340,251
			351
Employment and Credential Rate	40.00%	18.50%	79
			427
<b>Younger Youth (14-18) Results</b>			
Skill Attainment Rate	73.00%	88.00%	552
			627
Youth Diploma or Equivalent Rate	52.00%	32.00%	108
			337
Retention Rate	65.00%	59.00%	288
			488
<b>Youth Common Measures</b>			
Placement in Employment / Education	N/A	54.8%	396
			722
Attainment of Degree / Certificate	N/A	37.4%	156
			417
Literacy / Numeracy Gains	N/A	25.6%	127
			496

**PY08 Participants/Exited (4th quarter – cumulative)**

<b>Statewide Summary:</b>	<b>Total Participants Served</b>	<b>Participants Exited</b>
Adults	3,465	1,862
Dislocated Workers	2,037	956
Older Youth	965	419
Younger Youth	956	484
<b>TOTAL</b>	<b>7,423</b>	<b>3,721</b>

**Total Number of Youth Served:** 1,921 (100.00%)  
**Out-of-School Youth:** 1,591 (82.82%)  
**In-School Youth:** 330 (17.18%)

**WIA Customer Satisfaction**

<b>Customer Satisfaction</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level (ACSI)</b>	<b>Number of Customers Surveyed</b>	<b>Number of Surveys Completed</b>	<b>Number of Customers Eligible for Survey</b>	<b>Response Rate</b>
Program Participants	82.00%	81.00%	550	2,477	639	86.10%
Employers	87.00%	95.00%	1,454	7,321	1,454	100.00%

**Other Reported Information**

	Employment Retention Rate		Earnings increase (Adult & Older Youth) or Earnings replacement (D.W.)		Placement in Non-traditional Employment		Wages at Entry in Employment for Individuals entering unsubsidized employment		Entry into Unsubsidized Employment Related to the Training Received of those who Completed Training Services	
Adults	82.4%	1,536		\$9,564,597		7		\$5,246,962	24.4%	216
		1,863	\$5,134	1,863	0.6%	1,207	\$4,347	1,207		886
Dislocated Workers	89.7%	620		\$ 8,824,884		0		\$4,316,304	23.6%	120
		691	\$12,771	691	0%	706	\$6,114	706		509
Older Youth	72.4%	220		\$1,136,215		0		\$553,381		
		304	\$3,738	304	0%	207	\$2,673	207		

## Special Populations Outcomes Summary

### Adults Program

Rates	Public Assistance Recipients		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment	63.80%	37	72.70%	32	45.00%	27	63.80%	30
		58		44		60		47
Employment Retention	77.30%	51	80.40%	37	74.40%	29	84.00%	42
		66		46		39		50
Average Earnings	\$9,171	\$467,704	\$9,917	\$366,912	\$9,015	\$261,449	\$7,873	\$330,669
		51		37		29		42
Employment & Credential	42.10%	24	40.50%	17	26.30%	10	39.30%	11
		57		42		38		28

### Dislocated Workers

Rates	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment	78.60%	22	71.40%	10	66.70%	64	77.80%	7
		28		14		96		9
Employment Retention	91.70%	22	90.90%	10	86.9%	73	83.30%	5
		24		11		84		6
Average Earnings	\$18,645	\$410,199	\$11,620	\$116,204	\$14,717	\$1,074,372	\$13,780	\$68,898
		22		10		73		5
Employment & Credential	56.00%	14	36.40%	4	50.80%	31	75.00%	6
		25		11		61		8

### Older Youth Program

Rates	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment	35.00%	7	0.00%	0	30.00%	6	65.60%	189
		20		1		20		288
Employment Retention	80.00%	12	100.00%	4	63.60%	7	79.10%	242
		15		4		11		306
Average Earnings	\$5,304	\$79,564	\$5,520	\$22,080	\$4,105	\$45,159	\$5,746	\$1,758,357
		15		4		11		306
Credential	19.00%	4	0.00%	0	12.50%	3	17.20%	63
		21		1		24		366

### Younger Youth Programs

Rates	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment	90.90%	30	94.50%	52	88.80%	475
		33		55		535
Diploma or Equivalent Attainment	8.30%	1	26.90%	7	28.90%	85
		12		26		294
Retention	61.90%	13	57.60%	19	57.90%	237
		21		33		409

### Other Outcome Information Summary

	Individuals Who Receive Training Services		Individuals Who Receive Only Core & Intensive Services	
<b>Adults</b>				
Entered Employment Rate	72.90%	886	64.30%	322
		1,216		501
Employment Retention Rate	85.10%	1,337	74.70%	516
		1,571		691
Average Earnings	\$12,231	\$16,352,464	\$8,174	\$4,217,991
		1,337		516
<b>Dislocated Workers</b>				
Entered Employment Rate	77.70%	509	70.60%	197
		655		279
Employment Retention Rate	90.00%	570	92.20%	201
		633		218
Average Earnings	\$14,571	\$8,305,314	\$12,402	\$2,492,730
		570		201

### Participant Demographic Profile

Characteristics	Adults	Dislocated Workers	Youth		Total
			In School	Out of School	
Female	2,114	760	293	1,118	4,285
Male	1,296	824	138	810	3,068
White	1,500	998	91	790	3,379
Black	1,876	554	332	1,130	3,892
Hispanic	4	5	4	4	17
Other	30	27	4	4	65
14 – 18	34	3	156	863	1,056
19 – 21	251	42	275	1,065	1,633
22 – 54	3,043	1,409	0	0	4,452
55 and Over	82	130	0	0	212
Veterans	66	35	0	5	106
Welfare Recipient	2,659	634	414	1,465	5,172
Offender	24	2	3	59	88
Displaced Homemaker	4	17	0	5	26
High School Graduate	3,112	1,466	275	1,018	5,871

### Alabama Metropolitan Areas: Employment Growth Non-Agricultural (in thousands)

Metropolitan Areas	June 2007	June 2008	% Change
Anniston-Oxford	53.9	54.1	0.37%
Auburn-Opelika	55.2	54.7	-0.91%
Birmingham-Hoover	534.5	532.0	-0.47%
Decatur	59.4	58.7	-1.18%
Dothan	63.5	61.5	-3.15%
Florence-Muscle Shoals	57.8	56.7	-1.90%
Gadsden	38.2	38.4	0.52%
Huntsville	211.1	215.0	1.85%
Mobile	183.5	186.2	1.47%
Montgomery	180.7	180.4	-0.17%
Tuscaloosa	98.3	98.1	-0.20%

Note: Nonagricultural employment is by place of work. Numbers have been rounded.  
Source: Alabama Department of Industrial Relations

**PY08 Cost of Program Activities – ARRA Funds**

<b>Program Activity</b>		<b>Total Federal Spending</b>
Local Adults		\$303,339.89
Local Dislocated Workers		\$225,938.46
Local Youth		\$2,605,752.75
Local Administration		\$279,421.24
Rapid Response (up to 25%) Sec. 134(a)(2)(A) *		0.00
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/09)		\$223,672.38
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5% Funds	\$117,087.90
	Contractor Administration 5% Funds	\$1,721.23
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	0.00
	Other Expenditures	\$61,447.10
	Incumbent Worker Training	0.00
	Recaptured Funds	0.00
	Assessment/Case Management	0.00
ITAs for Dislocated Workers		\$43,416.15
<b>Total of All Federal Spending Listed Above</b>		<b>\$3,638,124.72</b>

\* No ARRA funds were allocated for Rapid Response, as regular WIA Rapid Response funds were sufficient to support required Rapid Response activities.

**PY08 Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
Local Adults		\$1,231,044.57
Local Dislocated Workers		\$1,308,318.05
Local Youth		\$6,904,983.40
Local Administration		\$1,083,166.67
Rapid Response (up to 25%) Sec. 134(a)(2)(A) *		\$225,498.76
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/09)		\$1,496,806.43
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5% Funds	\$360,815.70
	Contractor Administration 5% Funds **	\$71,279.18
	Statewide Capacity Building	\$20,489.21
	Local Area Incentive Awards	\$42,951.00
	Other Expenditures	\$44,721.34
	Incumbent Worker Training	0.00
	Recaptured Funds	0.00
	Assessment/Case Management	\$600,000.00
ITAs for Dislocated Workers		\$356,550.00
<b>Total of All Federal Spending Listed Above</b>		<b>\$12,249,817.88</b>

\* \$37,919.26 of Rapid Response funds were used for incumbent worker training projects not included elsewhere in the report.

\*\* In regard to Contract Administration 5% Funds, \$40,771 was used for program costs (training) for ITAs.

### FY09 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$3,640,603.15
Local Dislocated Workers		\$2,213,750.72
Local Youth		0.00
Local Administration		\$934,798.27
Rapid Response (up to 25%) Sec. 134(a)(2)(A) *		\$474,714.33
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/09)		\$1,122,067.55
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	\$428,454.73
	Contractor Administration 5% Funds	0.00
	Statewide Capacity Building	\$70,338.32
	Local Area Incentive Awards	\$21,489.95
	Other Expenditures	0.00
	Incumbent Worker Training	\$131,783.44
	Recaptured Funds	0.00
	Assessment/Case Management	\$200,000.00
ITAs for Dislocated Workers		\$270,001.11
<b>Total of All Federal Spending Listed Above</b>		<b>\$8,385,934.02</b>

\* \$162,000 of the Rapid Response expenditures were spent by one (1) local area to serve dislocated workers and \$62,689.68 of the Rapid Response Funds were used for incumbent worker training projects not shown elsewhere in the report

### PY07 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$54,785.89
Local Dislocated Workers		\$588,053.84
Local Youth		\$2,032,606.87
Local Administration		\$88,395.26
Rapid Response (up to 25%) Sec. 134(a)(2)(A) *		0.00
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/09)		\$416,337.38
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	\$196,882.76
	Contractor Administration 5% Funds	0.00
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	\$130,182.00
	Other Expenditures	\$53,976.86
	Incumbent Worker Training	0.00
	Recaptured Funds	0.00
	Assessment/Case Management	0.00
ITAs for Dislocated Workers		\$35,295.76
<b>Total of All Federal Spending Listed Above</b>		<b>\$3,180,179.24</b>

\* No Program Year 2007 Rapid Response Funds were retained, as there were sufficient prior year funds to provide Rapid Response services.

**FY08 Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
Local Adults		\$2,016,412.32
Local Dislocated Workers		\$2,518,506.53
Local Youth		0.00
Local Administration		\$498,091.38
Rapid Response (up to 25%) Sec. 134(a)(2)(A) *		0.00
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/09)		\$1,226,096.13
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5% Funds	\$265,916.32
	Contractor Administration 5% Funds	0.00
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	\$280,082.00
	Other Expenditures	\$320,200.52
	Incumbent Worker Training	\$72,934.65
	Recaptured Funds	0.00
	Assessment/Case Management	0.00
ITAs for Dislocated Workers		\$286,962.64
<b>Total of All Federal Spending Listed Above</b>		<b>\$6,259,106.36</b>

\* No Fiscal Year 2008 Rapid Response funds were retained as there were sufficient prior year funds to provide the required Rapid Response services.

**PY06 Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
Local Adults		0.00
Local Dislocated Workers		0.00
Local Youth		0.00
Local Administration		0.00
Rapid Response (up to 25%) Sec. 134(a)(2)(A)		\$37,828.77
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/09)		\$105,859.96
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5% Funds	0.00
	Contractor Administration 5% Funds	0.00
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	0.00
	Other Expenditures	\$22,359.00
	Incumbent Worker Training	\$60,556.33
	Recaptured Funds	\$391.00
	Assessment/Case Management	0.00
ITAs for Dislocated Workers		\$22,553.63
<b>Total of All Federal Spending Listed Above</b>		<b>\$143,688.73</b>

**FY07 Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
Local Adults		0.00
Local Dislocated Workers *		\$108,526.04
Local Youth		0.00
Local Administration		0.00
Rapid Response (up to 25%) Sec. 134(a)(2)(A)		\$60,753.49
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/09)		\$1,051.65
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5% Funds	0.00
	Contractor Administration 5% Funds	0.00
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	0.00
	Other Expenditures	0.00
	Incumbent Worker Training	0.00
	Recaptured Funds	\$1,051.65
	Assessment/Case Management	0.00
	ITAs for Dislocated Workers	0.00
<b>Total of All Federal Spending Listed Above</b>		<b>\$170,331.18</b>

\* Recaptured funds reallocated to other local workforce investment areas, which were in compliance with the time limitation for spending local workforce investment area funds.

## Attachments

<b>Local Area WIA Planning Allocations .....</b>	<b>A-1</b>
<b>WIA Local Area Incentive Awards .....</b>	<b>B-1</b>
<b>American Recovery and Reinvestment Act of 2009 Local Area Planning Allocation .....</b>	<b>C-1</b>
<b>Statewide Monthly Career Center Customer Tracking .....</b>	<b>D-1</b>
<b>WIA Statewide Performance Incentive Analysis .....</b>	<b>E-1</b>
<b>WIA Cost per Participant Analysis.....</b>	<b>F-1</b>

**Local Area WIA Planning Allocation  
Program Year 2008  
(July 1, 2008-June 30, 2009)**

	PY08 Allotment	FY09 Allotment	Full PY Allotment
<b>SEC. 133(b)(2)(A) ADULT PROGRAMS</b>	<b>\$1,712,924</b>	<b>\$8,155,683</b>	<b>\$9,868,607</b>
<b>a. GOVERNOR's 15% SET ASIDES:</b>	<b>\$256,938</b>	<b>\$1,223,352</b>	<b>\$1,480,290</b>
Administration (5%)	\$85,646	\$407,784	\$493,430
Other WIA Activities (7%)	\$119,905	\$570,898	\$690,803
Incentive/Capacity Building (3%)	\$51,387	\$244,670	\$296,057
Local Area Grants (67%)	\$34,429	\$163,929	\$198,358
State-level (33%)	\$16,958	\$80,741	\$97,699
<b>b. LOCAL AREA ADULT PROGRAMS (85%)</b>	<b>\$1,455,986</b>	<b>\$6,932,331</b>	<b>\$8,388,317</b>
AWIA	\$1,200,535	\$5,716,060	\$6,916,595
Jefferson	\$79,856	\$380,216	\$460,072
Mobile	\$175,595	\$836,055	\$1,011,650
<b>SEC. 128(b)(2) YOUTH ALLOTMENT</b>	<b>\$10,066,414</b>	<b>\$0</b>	<b>\$10,066,414</b>
<b>a. GOVERNOR's 15% SET ASIDES:</b>	<b>\$1,509,962</b>	<b>\$0</b>	<b>\$1,509,962</b>
Administration (5%)	\$503,320	\$0	\$503,320
Other WIA Activities (7%)	\$704,650	\$0	\$704,650
Incentive/Capacity Building (3%)	\$301,992	\$0	\$301,992
Local Area Grants (67%)	\$202,335	\$0	\$202,335
State-level (33%)	\$99,657	\$0	\$99,657
<b>b. LOCAL AREA YOUTH PROGRAMS (85%)</b>	<b>\$8,556,452</b>	<b>\$0</b>	<b>\$8,556,452</b>
AWIA	\$7,081,491	\$0	\$7,081,491
Jefferson	\$448,202	\$0	\$448,202
Mobile	\$1,026,759	\$0	\$1,026,759

**Local Area WIA Planning Allocation  
Program Year 2008  
(July 1, 2008-June 30, 2009)**

	PY08 Allotment	FY09 Allotment	Full PY/FY Allotment
<b>SEC. 133(b)(2)(B) DISLOCATED WORKERS</b>	<b>\$2,599,925</b>	<b>\$6,564,850</b>	<b>\$9,164,775</b>
<b>a. RAPID RESPONSE PROGRAMS (15%)</b>	<b>\$389,988</b>	<b>\$984,727</b>	<b>\$1,374,715</b>
<b>b. GOVERNOR'S 15% SET ASIDES:</b>	<b>\$389,988</b>	<b>\$984,727</b>	<b>\$1,374,715</b>
Administration (5%)	\$129,996	\$328,242	\$458,238
Other WIA Activities (7%)	\$181,995	\$459,540	\$641,535
Incentive/Capacity Building (3%)	\$77,997	\$196,945	\$274,942
Local Area Grants (67%)	\$52,258	\$131,953	\$184,211
State-level (33%)	\$25,739	\$64,992	\$90,731
<b>c. LOCAL AREA D.W. PROGRAMS (70%)</b>	<b>\$1,819,949</b>	<b>\$4,595,396</b>	<b>\$6,415,345</b>
AWIA	\$1,561,142	\$3,941,905	\$5,503,047
Jefferson	\$180,308	\$455,280	\$635,588
Mobile	\$78,499	\$198,211	\$276,710
<b>4 TOTAL PROGRAM YEAR 2008 ALLOTMENT</b>	<b>\$14,379,263</b>	<b>\$14,720,533</b>	<b>\$29,099,796</b>
<b>5 POOLED SET ASIDES</b>			
Rapid Response (15%)	\$389,988	\$984,727	\$1,374,715
Administration (5%)	\$718,962	\$736,026	\$1,454,988
Other WIA Activities (7%)	\$1,006,550	\$1,030,438	\$2,036,988
Incentive Awards/Capacity Building (3%)	\$431,376	\$441,615	\$872,991
Local Area grants (67%)	\$289,022	\$295,882	\$584,904
AWIA	\$160,446	\$154,446	\$314,892
Jefferson	\$71,384	\$61,061	\$132,445
Mobile	\$57,192	\$80,375	\$137,567
State-Level Activities (33%)	\$142,354	\$145,733	\$288,087

**WIA Local Area Incentive Awards  
PY08 / FY09**

		PY08	FY09	Total
<b>AWIA</b>	<b>Fund Source</b>			
	Adult	\$19,679	\$93,702	\$113,381
	Youth	\$116,710	\$0	\$116,710
	Dislocated Worker	\$24,057	\$60,744	\$84,801
		<hr/>		
		\$160,446	\$154,446	\$314,892
		<hr/>		
<b>Jefferson</b>	<b>Fund Source</b>			
	Adult	\$5,124	\$24,395	\$29,519
	Youth	\$51,739	\$0	\$51,739
	Dislocated Worker	\$14,521	\$36,666	\$51,187
		<hr/>		
		\$71,384	\$61,061	\$132,445
		<hr/>		
<b>Mobile</b>	<b>Fund Source</b>			
	Adult	\$9,626	\$45,832	\$55,458
	Youth	\$33,886	\$0	\$33,886
	Dislocated Worker	\$13,680	\$34,543	\$48,223
		<hr/>		
		\$57,192	\$80,375	\$137,567
		<hr/>		
<b>State</b>	<b>Fund Source</b>			
	Adult	\$34,429	\$163,929	\$198,358
	Youth	\$202,335	\$0	\$202,335
	Dislocated Worker	\$52,258	\$131,953	\$184,211
		<hr/>		
		\$289,022	\$295,882	\$584,904
		<hr/>		

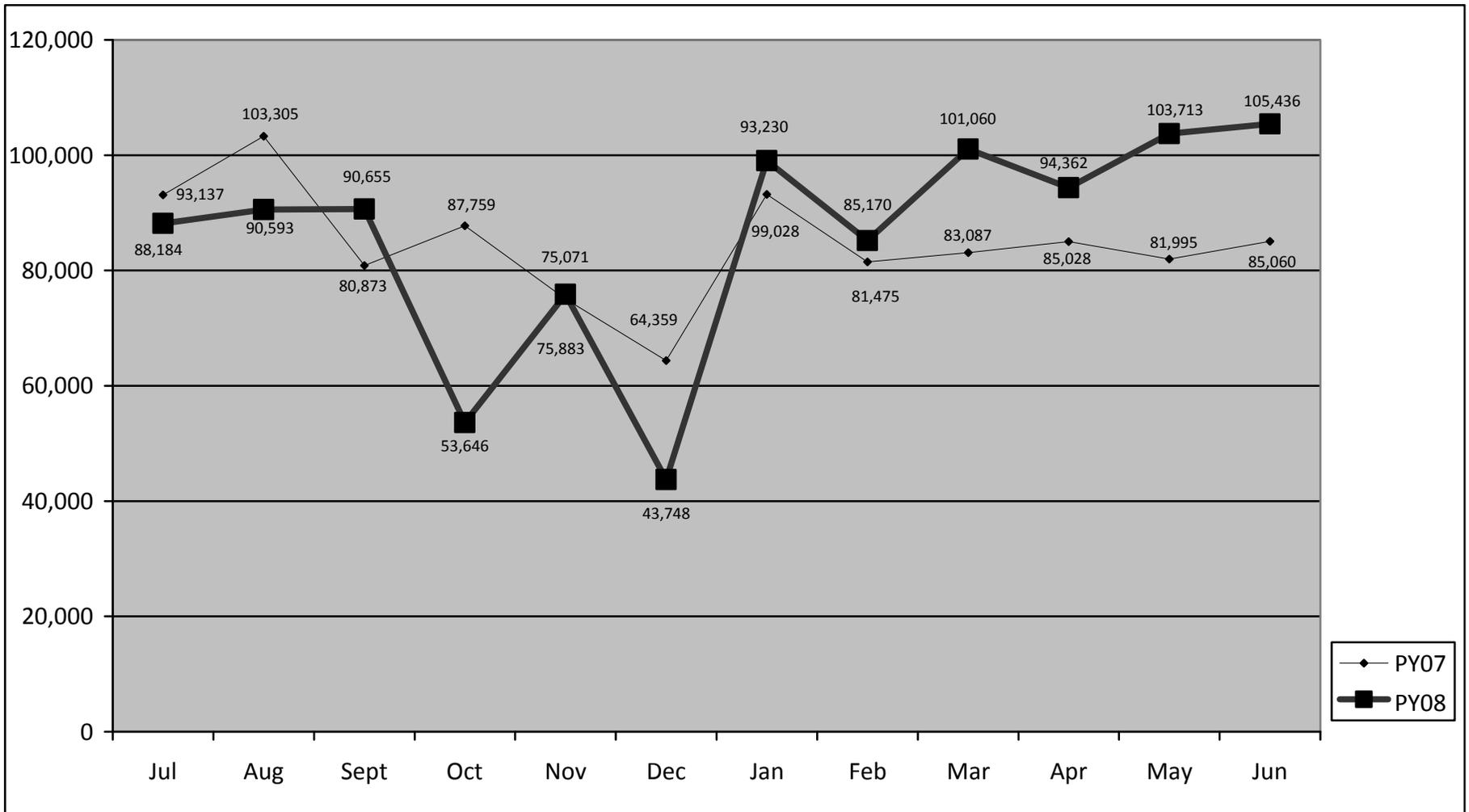
**American Recovery and Reinvestment Act of 2009  
Local Area Planning Allocation**

		ARRA PY08 Allotment	ARRA FY09 Allotment	ARRA Full Allotment
<b>1</b>	<b>SEC. 133(b)(2)(A) ADULT PROGRAMS</b>	<b>\$5,103,029</b>	<b>\$0</b>	<b>\$5,103,029</b>
	<b>a. GOVERNOR's 15% SET ASIDES:</b>	<b>\$765,454</b>	<b>\$0</b>	<b>\$765,454</b>
	Administration (5%)	\$255,151	\$0	\$255,151
	Other WIA Activities (10%)	\$510,303	\$0	\$510,303
	Incent/Cap. Bldng.	\$0	\$0	\$0
	Local Area Grants	\$0	\$0	\$0
	State-level	\$0	\$0	\$0
	<b>b. LOCAL AREA ADULT PROGRAMS (85%)</b>	<b>4,337,575</b>	<b>0</b>	<b>4,337,575</b>
	AWIA	\$3,576,788	\$0	\$3,576,788
	Jefferson	\$237,666	\$0	\$237,666
	Mobile	\$523,121	\$0	\$523,121
<b>2</b>	<b>SEC. 128(b)(2) YOUTH ALLOTMENT</b>	<b>\$11,647,403</b>	<b>\$0</b>	<b>\$11,647,403</b>
	<b>a. GOVERNOR's 15% SET ASIDES:</b>	<b>\$1,747,110</b>	<b>\$0</b>	<b>\$1,747,110</b>
	Administration (5%)	\$582,370	\$0	\$582,370
	Other WIA Activities (10%)	\$1,164,740	\$0	\$1,164,740
	Incent/Cap. Bldng.	\$0	\$0	\$0
	Local Area Grants	\$0	\$0	\$0
	State-level	\$0	\$0	\$0
	<b>b. LOCAL AREA YOUTH PROGRAMS (85%)</b>	<b>\$9,900,293</b>	<b>\$0</b>	<b>\$9,900,293</b>
	AWIA	\$8,194,219	\$0	\$8,194,219
	Jefferson	\$518,056	\$0	\$518,056
	Mobile	\$1,188,018	\$0	\$1,188,018

**American Recovery and Reinvestment Act of 2009  
Local Area Planning Allocation**

	ARRA PY08 Allotment	ARRA FY09 Allotment	ARRA Full Allotment
<b>3 SEC. 133(b)(2)(B) DISLOCATED WORKERS</b>	<b>\$13,193,657</b>	<b>\$0</b>	<b>\$13,193,657</b>
<b>a. RAPID RESPONSE PROGRAMS</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>b. GOVERNOR's 15% SET ASIDES:</b>	<b>\$1,979,048</b>	<b>\$0</b>	<b>\$1,979,048</b>
Administration (5%)	\$659,682	\$0	\$659,682
Other WIA Activities (10%)	\$1,319,366	\$0	\$1,319,366
Incent/Cap. Bldng.	\$0	\$0	\$0
Local Area Grants	\$0	\$0	\$0
State-level	\$0	\$0	\$0
<b>c. LOCAL AREA D.W. PROGRAMS (85%)</b>	<b>\$11,214,609</b>	<b>\$0</b>	<b>\$11,214,609</b>
AWIA	\$9,619,830	\$0	\$9,619,830
Jefferson	\$1,111,066	\$0	\$1,111,066
Mobile	\$483,713	\$0	\$483,713
<b>4 TOTAL PROGRAM YEAR 2008 ALLOTMENT</b>	<b>\$29,944,089</b>	<b>\$0</b>	<b>\$29,944,089</b>
<b>5 POOLED SET ASIDES</b>			
Rapid Response	\$0	\$0	\$0
Administration (5%)	\$1,497,203	\$0	\$1,497,203
Other WIA Activities (10%)	\$2,994,409	\$0	\$2,994,409
Local Area Totals (Adult, Youth, & Dislocated Worker)			
AWIA	\$21,390,837	\$0	\$21,390,837
Jefferson	\$1,866,788	\$0	\$1,866,788
Mobile	\$2,194,852	\$0	\$2,194,852

Statewide Monthly Career Center Customer Tracking



**WIA Statewide Performance Incentive Analysis**  
**07/01/08 - 06/30/09**

MEASURES		NEGOTIATED		NUMERATOR/ DENOMINATOR		ACHIEVEMENT INDEX (Actual/Goal)
		GOAL	ACTUAL			
<b>ADULTS</b>						
Entered Employment Rate	(10/01/07-09/30/08)	74.50%	70.34%	1207	/ 1716	94.41%
Employment Retention Rate	(04/01/07-03/31/08)	83.00%	81.95%	1853	/ 2261	98.74%
				\$20,570,45		
Average Six-Month Earnings	(04/01/07-03/31/08)	\$9,800	\$11,101 *	5	/ 1853	113.28%
Employment/Credential Rate	(10/01/07-09/30/08)	48.00%	45.09%	744	/ 1650	93.94%
<b>DISLOCATED WORKERS</b>						
Entered Employment Rate	(10/01/07-09/30/08)	80.50%	75.59%	706	/ 934	93.90%
Employment Retention Rate	(04/01/07-03/31/08)	91.00%	90.60%	771	/ 851	99.56%
				\$10,798,04		
Average Six-Month Earnings	(04/01/07-03/31/08)	\$13,500	\$14,005 *	4	/ 771	103.74%
Employment/Credential Rate	(10/01/07-09/30/08)	55.00%	47.54%	329	/ 692	86.44%
<b>YOUTH (19-21)</b>						
Entered Employment Rate	(10/01/07-09/30/08)	72.00%	63.69%	207	/ 325	88.46%
Employment Retention Rate	(04/01/07-03/31/08)	83.00%	78.35%	275	/ 351	94.39%
Earnings Change	(04/01/07-03/31/08)	\$4,000	\$3,818	1,340,251	/ 351	95.46%
Employment/Credential Rate	(10/01/07-09/30/08)	40.00%	18.50%	79	/ 427	46.25%
<b>YOUTH (14-18)</b>						
Skill Attainment Rate	(04/01/08- 03/31/09)	73.00%	88.04% *	552	/ 627	120.60%
Diploma/Equivalent Rate	(04/01/08- 03/31/09)	52.00%	32.05%	108	/ 337	61.63%
Retention Rate	(04/01/07-03/31/08)	65.00%	59.02%	288	/ 488	90.79%
<b>YOUTH COMMON MEASURES (14-21)</b>						
Literacy/Numeracy Gains	(07/01/08 - 06/30/09)	N/A	25.60%	127	/ 496	N/A
Placement in Education/Employment	(10/01/07-09/30/08)	N/A	54.85%	396	/ 722	N/A
Attainment of Degree/Certificate	(10/01/07-09/30/08)	N/A	37.41%	156	/ 417	N/A
<b>CUSTOMER SATISFACTION</b>						
Participants		82.00	80.99			98.77%
Employers		87.00	94.84 *			109.01%

\* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

**WIA Cost per Participant Analysis**  
**Program Year 2008**  
**(July 1, 2008-June 30, 2009)**

**PY08 Expenditures by Fund**

Fund Source	PY08/FY09	PY07/FY08	PY06/FY07	TOTAL
Adult	6,902,031.50	3,168,394.31	0.00	<b>10,070,425.81</b>
Youth	11,433,693.52	2,425,869.47	207,108.30	<b>14,066,671.29</b>
Dislocated Worker	5,938,151.60	3,845,021.82	106,911.61	<b>9,890,085.03</b>
<b>Total</b>	<b><u>\$24,273,877</u></b>	<b><u>\$9,439,286</u></b>	<b><u>\$314,020</u></b>	<b><u>\$34,027,182</u></b>

**Participant Cost Analysis**

	Participants	Expenditures per Participant
Adult	3,465	\$2,906.33
Youth	1,921	\$7,323
Dislocated Worker	<u>2,037</u>	<u>\$4,855</u>
<b>Overall</b>	<b><u>7,423</u></b>	<b><u>\$4,584</u></b>