

OFFICE OF THE GOVERNOR

**BOB RILEY**  
GOVERNOR



**State of Alabama**

ALABAMA DEPARTMENT OF ECONOMIC  
AND COMMUNITY AFFAIRS

**DONI M. INGRAM**  
DIRECTOR

October 1, 2010

The 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 enclosed State of Alabama Program Year (PY) 2009 Workforce Investment Act (WIA) Annual Report. This Report contains the Alabama PY 2009 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 2009.

Alabama continues to focus on collaboration and integration of workforce development resources throughout the state. Throughout PY 2009, and as we progress through PY 2010, Alabama will continue to provide WIA funded workforce development programs as the State strives for economic stability and employment re-growth.

Please direct any questions regarding the Alabama Workforce Investment Act PY 2009 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 2009 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, 2010**

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

## Contents

Overview.....	1
Alabama: An Economic Profile.....	3
The Workforce Investment Partnership .....	5
Workforce Investment Boards .....	6
State Workforce Investment Board Members .....	7
State-Level Coordination .....	10
Alabama’s Career Center System .....	12
WIA Section 136(e) Process Evaluations.....	14
Workforce Investment Activity Resource Allocation .....	15
PY09/FY10 Federal Allocation Levels .....	15
Performance Trend Comparison .....	16
<b>PY09 Programs</b>	
Rapid Response.....	17
Total Individuals Laid Off by Sector .....	19
Eligible Training Provider List.....	20
Incumbent Worker Training Program .....	20
Contracts per County .....	21
Individual Training Account.....	22
On-the-Job Training.....	22
Youth: Assessment/Employability Plan Development.....	23
Youth: Basic Educational Skills Achievement .....	23
Youth: Summer Program/Work Experience .....	23
Youth: Academic/Basic Skills Reinforcement .....	23
Youth: Individual Referral Services .....	23
Youth: Local Area Accounts .....	23
<b>Local Area Program Success Stories</b>	
Adult.....	25
Dislocated Worker .....	25
Youth .....	26
WIA Waiver Requests .....	27

<b>Alabama Workforce Investment Area Local Area Performance Summary .....</b>	<b>28</b>
<b>Jefferson County Investment Area Local Area Performance Summary .....</b>	<b>29</b>
<b>Mobile Local Workforce Investment Area Local Area Performance Summary .....</b>	<b>30</b>
<b>WIA Program Performance Summary .....</b>	<b>31</b>
<b>PY09 Participants/Exited .....</b>	<b>32</b>
<b>WIA Customer Satisfaction .....</b>	<b>32</b>
<b>Other Reported Information.....</b>	<b>32</b>
<b>Special Population Outcomes Summary</b>	
<b>Adult Program.....</b>	<b>33</b>
<b>Dislocated Worker .....</b>	<b>33</b>
<b>Older Youth Program .....</b>	<b>33</b>
<b>Younger Youth Program .....</b>	<b>34</b>
<b>Other Outcome Information Summary .....</b>	<b>34</b>
<b>Participant Demographic Profile .....</b>	<b>35</b>
<b>Alabama Metropolitan Areas: Employment Growth Non-Agricultural.....</b>	<b>35</b>
<b>Federal Spending Per Program Year</b>	
<b>PY07 Cost of Program Activities.....</b>	<b>36</b>
<b>FY08 Cost of Program Activities .....</b>	<b>36</b>
<b>PY08 Cost of Program Activities.....</b>	<b>37</b>
<b>FY09 Cost of Program Activities .....</b>	<b>37</b>
<b>PY09 Cost of Program Activities.....</b>	<b>38</b>
<b>FY10 Cost of Program Activities .....</b>	<b>38</b>
<b>PY08 Cost of Program Activities - ARRA Funds .....</b>	<b>39</b>
<b>A Look Ahead .....</b>	<b>40</b>
<b>Attachments .....</b>	<b>41</b>

## Overview

Alabama continues to focus on collaboration and integration of workforce development resources throughout the state. 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-five (45) Career Centers, delivers 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 Career Center system 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 and avoiding layoffs.

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 took steps in 2007 to expand our capacity for effective delivery of worker displacement-relief services through the acquisition of a mobile career center through a purchase with WIA Title V, Incentive Funds. 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 is 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. To date, there have been 5,136 eligible youth who have been in summer work experience programs at 1,598 public and non-profit worksites across Alabama, including a limited Summer Youth 2010 program.

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 23 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, 2012 to spend all of the PY09 workforce funds.

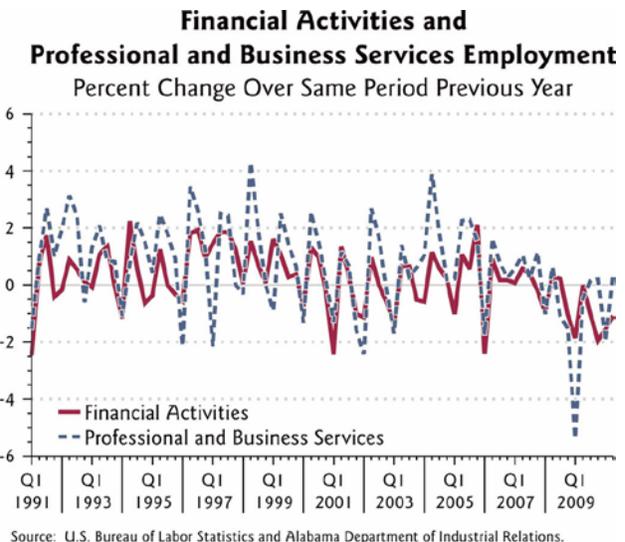
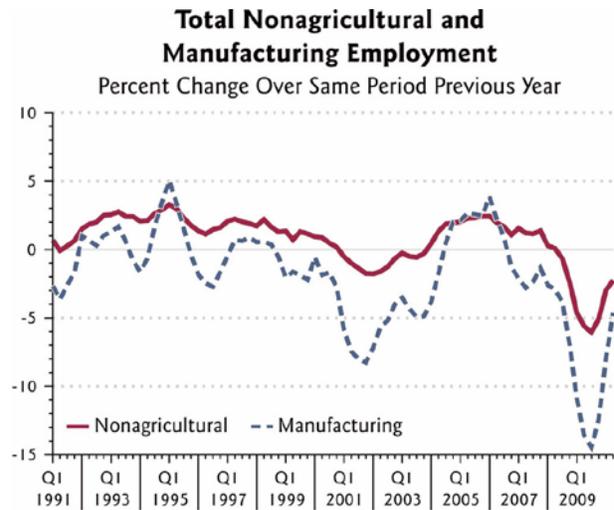
The tenacity of State leaders, coupled with the resources and programs available, has helped lessen the effects of our ailing economy. This Annual Report documents Alabama's record of achievement in its tenth full year under the Workforce Investment Act (WIA).

## Alabama: An Economic Profile

Although Alabama has experienced some economic recovery during the past year, the job market remains problematic as a number of discouraged workers have dropped out of the labor force; and a significant number of workers who would like a full-time position can only find part-time employment. Forty-three of the state's 67 counties reported unemployment rates of 10.0 percent or above in May, 2010. That is the latest update from the Center for Business and Economic Research (CBER) at The University of Alabama.

Employment activities are gradually beginning to improve. In 2010 the state added 13,700 new jobs in May and nearly 14,200 in April. With job losses subsiding in the recent months, nonfarm employment of 1,883,800 in May was just 16,700 below May 2009; however, this is still 121,900 less jobs than Alabama experienced during a decade high of 2,005,700 in 2007, approximately a 6.5 percent decline<sup>1</sup>.

Improvements have been made in the service-providing industries in recent months with job losses dropping to less than 0.1 percent. Educational services gained 3,800 employees and the leisure and hospitality sector added 1,600 over the course of a year. Professional and business services added 900 in May 2010, putting employment above year-ago levels for the first time since the start of the recession. The financial activities sector saw the largest losses over the past year, dropping 5,600 jobs for a decline of 5.6 percent. In addition, while state governments shed 1,400 job and local governments lost 1,600 in a year, federal government employment grew by almost 11,000 workers, largely due to temporary census-related jobs<sup>2</sup>.

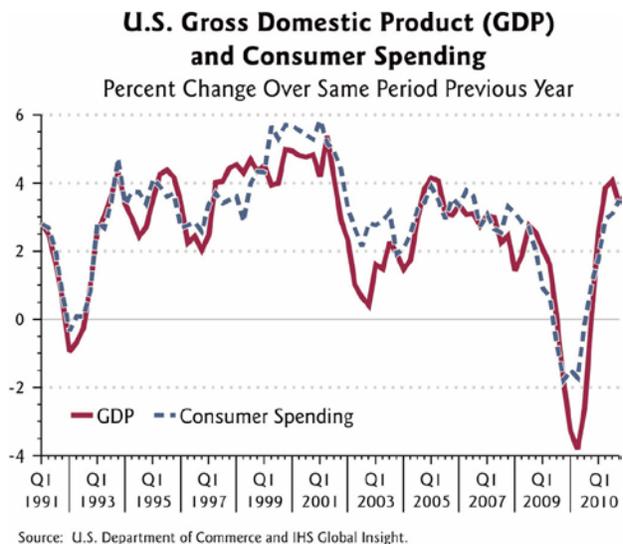


1 Samuel Addy, Ph.D and Ahmad Ijaz, Alabama Business "Economic Outlook: Third Quarter 2010," *University of Alabama Center for Business and Economic Research*, July – September 2010, pp. 1  
<<http://cber.cba.ua.edu/pdf/ab2010q3.pdf>>.

2 Samuel Addy, Ph.D and Ahmad Ijaz, Alabama Business "Economic Outlook: Third Quarter 2010," *University of Alabama Center for Business and Economic Research*, July – September 2010, pp. 2  
<<http://cber.cba.ua.edu/pdf/ab2010q3.pdf>>.

All of the state's 11 metro areas added jobs in May 2010, however the past year's employment activities have fluctuated. Birmingham-Hoover's net loss of 13,900 jobs between May 2009 and 2010 was the largest hit. Mobile followed with 3,400 in job losses and Montgomery, Dothan, Huntsville and Anniston-Oxford trailing with 2,800, 1,200 and 300, and 100 respectively. However, 4 of the metro areas were able to increase new jobs over the same period. Tuscaloosa saw 900 new jobs, Auburn-Opelika and Florence-Muscle Shoals each gained 400, and Decatur added 300. As of May 2010, Huntsville reported the lowest unemployment rate at 7.7 percent; unemployment was worst in Mobile at 11.0 percent. Several other metros also saw double-digit unemployment, including Decatur (10.5 percent) and Anniston-Oxford and Gadsden, both with 10.0 percent rates<sup>3</sup>. Although these metro areas experienced significant unemployment obstacles both Huntsville and Birmingham-Hoover these metro areas' gross metropolitan product (GMP) have managed to remain in the top 100 of U.S. Metro Economies with GMP increases of 2.4 to 3 billion dollars, respectively, from 2006 – 2009<sup>4</sup>.

Alabama's \$30 million in fiscal stimulus funding allocated by the American Recovery and Reinvestment Act of 2009 was intended to help revive the state's economy; however, the PY09/PY10 economy has turned out to be weaker than anticipated. The pace of the economic growth has slowed considerably from mid PY09, as the impact of the stimulus package faded during the transition into PY10. Many economists are increasingly pessimistic that private companies throughout the nation will provide adequate hiring to encourage spending equal to the impact the stimulus funds created<sup>5</sup>. Without more jobs, consumers will remain cautious with non-essential spending, which will continue to impact the economic recovery in Alabama and through the nation.



3 Samuel Addy, Ph.D and Ahmad Ijaz, Alabama Business "Economic Outlook: Third Quarter 2010," *University of Alabama Center for Business and Economic Research*, July – September 2010, pp. 2  
<<http://cber.cba.ua.edu/pdf/ab2010q3.pdf>>.

4 U.S. Metro Economies "Pace of Economic Recovery: GMP and Jobs" IHS Global Insight (USA), Inc., January 18, 2010, Table 1, pp. 2-3 <<http://www.usmayors.org/metroeconomies/0110/report.pdf>>.

5 Christopher S. Rugaber, "Recessions Talk Quieted by Improving Economic Data," *The Associated Press*, <<http://www.montgomeryadvertiser.com/fdcp/?1284058511191>> accessed on September 9, 2010.

## **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. Both job seekers and employers may access WIA workforce development services through the Alabama Career Center System. Career centers serve as employee/employer gateways to 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 required 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 programs and services, use these allocations for career centers operations within their boundaries. Alabama currently has 44 Career Center System sites (June 2010), including comprehensive, non-comprehensive, and itinerant Centers. A Career Center Operations template issued by the State Workforce Investment Board in November 2002 and revised January 2010, formalized operational guidance and expectations for the Alabama Career Center System.

Groups targeted for WIA services include Adults (aged 18 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 emphasis is given to basic literacy training, and GED and ACT preparation than to short-term employment opportunities. Funding through the 2009 American Recovery and Reinvestment Act (ARRA) applied to all age groups, with Older Youth encompassing persons aged 19 to 24 years.

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. 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 adapting its resources to address the economic slowdown and the resulting changes to the employment picture. The February of 2009, passage of the American recovery and reinvestment Act (ARRA) provided much needed funding, which has continued to be a key resource in addressing the rising unemployment rate. The local area has continued to facilitate improved communication between key stakeholders as regionalized efforts to mobilize workforce have been initiated. Business and community leaders have expressed very clearly, the need for more skilled workers and more efficient and effective training programs. The local area continues to proactively address these issues through a variety of initiatives.

## **State Workforce Investment Board Members (as of 06/30/10):**

### **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

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 One-Stop Partner Representatives/Economic Development Agencies**

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

Nancy Buckner – Alabama Department of Human Resources - Montgomery

Irene Collins – Alabama Department of Senior Services – Montgomery

Frieda Hill – Alabama Department of Postsecondary Education - Montgomery

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

Doni M. Ingram – Alabama Department of Economic & Community Affairs – Montgomery

Joe Morton – Alabama Department of Education - Montgomery

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 – Governor’s Office of Workforce Development – Montgomery

Bob Higgins – Baldwin County Economic Development Alliance – Robertsdale  
Don Hopper – Development Council – Anniston  
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  
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

#### **Business/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 several 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 managing the Workforce Investment Act programs and services, including Rapid Response, operations of the one-stop career center system, On-The-Job Training, and Incumbent Worker Training.

<b>Partners</b>	
<b>Department of Economic and Community Affairs – Workforce Development Division (WIA fiscal agent)</b>	<b>Department of Human Resources</b>
	Subsidized Employment Program (SEP)
State-level WIA (compliance, monitoring and reporting)	Food Stamp Training
Local Area WIA (compliance, monitoring and reporting)	JOBS Program
National Emergency Grants (NEGs)	<b>Alabama Development Office</b>
<b>Department of Education (Secondary)</b>	Industrial Recruitment
Career/Technical Education	Aid to Existing Industries
Incentive Grant	<b>Department of Industrial Relations</b>
<b>Department of Postsecondary Education</b>	Unemployment Compensation
Alabama Industrial Development Training (pre-employment services, Ready-to-Work Program)	Employment Service
	Labor Market Information
Two-Year College System ( workforce training programs)	Trade Adjustment Assistance
Adult Basic Education	Veterans Services
Alabama Technology Network	WIA Business Functions
Career Ready Alabama (Career Readiness Certificate Program)	Mobile Career Center
	WIA Warehouse
Community Colleges: Bishop State, Southern Union, Beville State - provide staff for one-stop centers	<b>Department of Senior Services</b>
	<b>Department of Rehabilitation Services</b>
Governor’s Office of Workforce Development	

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, the Department of Senior Services, the Department of Human Resources, 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 ensures 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 Food Stamps employment program
  - the National Apprenticeship Act
  - the Rehabilitation Act of 1973
  - Title II, Chapter 2, of the Trade Act of 1974
  - the Stewart B. McKinney Homeless Assistance Act
  - the United States Housing Act of 1957
  - the National Literacy Act of 1991
  - the Head Start Act
  - the Older Americans Act
  - the Trade Act
  - Labor Market Information/Employment Statistics
  - American Recovery and Reinvestment Act
  - Work Opportunity and Reconciliation Act

## 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 twenty-eight (28) comprehensive Centers, the represented partners are actually collocated. The eleven (11) 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 six (6) 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 655,999 Career Center customer hits were recorded during October 2009 – June 2010.

**Comprehensive Career Centers (28\*):**

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

**Non-Comprehensive Career Centers (11\*):**

1) Alexander City	7) Phenix City
2) Blountsville	8) Rainsville
3) Center Point	9) Roanoke
4) Fayette	10) Scottsboro
5) Monroeville	11) Valley
6) Pell City	

**Itinerant Career Centers (6\*):**

1) Andalusia
2) Camden
3) Haleyville
4) Luverne
5) Phil Campbell
6) Vernon

\* Career Center numbers are subject to change; the mobile career center vehicle is not included.

## **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 E.

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 set-a-side 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 PY09 incentive awards, determined by their respective PY08 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.

**PY09/FY10 Federal Allocation Levels**

<b>WIA Activity/Program</b>	<b>Initial WIA Allocations</b>	<b>ARRA Allocations</b>
<b>State-Level Activities</b>	\$4,584,458	\$4,491,612
<b>Statewide Rapid Response Activities</b>	\$1,893,232	\$0
<b>Local Area Adult Programs</b>	\$7,549,484	\$4,337,575
<b>Local Area Youth Programs</b>	\$7,700,803	\$9,900,293
<b>Local Area Dislocated Worker Programs</b>	\$8,835,094	\$11,214,609
<b>TOTAL</b>	<b>\$30,563,071</b>	<b>\$29,944,089</b>

Additional specifics regarding Alabama PY09/FY10 Workforce Investment Act program funding levels are found in Attachments A, B, and C.

State-level PY09 Adult, Youth, Dislocated Worker, and Customer Satisfaction actual performance measures are compared to the negotiated performance goals in Attachment D. This data indicates Alabama met or exceeded thirteen (13) of the fifteen (15) PY09 program measures and both of the PY09 customer satisfaction measures.

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 (PY07-PY09) Statewide Average	Adult	Dislocated Worker	19-21 Youth	14-18 Youth
Entered Employment Rate	70.83%	76.14%	62.27%	N/A
Employment Retention Rate	81.75%	89.37%	80.08%	N/A
Average Six-Month Earnings	\$11,159	\$14,327	N/A	N/A
Employment/Credential Rate	43.87%	48.80%	24.66%	N/A
Earnings Change	N/A	N/A	\$4,269	N/A
Skill Attainment Rate	N/A	N/A	N/A	82.82%
Diploma/Equivalent Rate	N/A	N/A	N/A	41.56%
Retention Rate	N/A	N/A	N/A	58.68%

## **PY09 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 who are employees of the Alabama Department of Economic and Community Affairs, but are assigned to work for the GOWD 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 at no cost to the WIA program. 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 PY08/PY09 (July 1, 2008 - June 30, 2010):

### Total Individuals Laid Off by Sector

Sector	PY08		PY09	
	Count	Percentage	Count	Percentage
Administration of human resource programs	0	0.0%	706	4.4%
Apparel & accessory stores	130	1.1%	0	0.0%
Apparel & other finished products	537	4.4%	462	2.9%
Automotive dealers & gasoline service stations	0	0.0%	158	1.0%
Business services	484	4.0%	540	3.4%
Chemicals & allied products	179	1.5%	348	2.2%
Coal mining	0	0.0%	47	0.3%
Communications	98	0.8%	0	0.0%
Depository institutions	703	5.7%	76	0.5%
Educational services	0	0.0%	530	3.3%
Electronic & other electrical equipment & components	52	0.4%	0	0.0%
Engineering, accounting, research, & management	272	2.2%	0	0.0%
Fabricated metal products, except machinery	35	0.3%	2256	14.1%
Food & kindred products	57	0.5%	361	2.3%
Food stores	0	0.0%	3016	18.8%
Furniture & fixtures	505	4.1%	0	0.0%
General merchandise stores	0	0.0%	71	0.4%
Health services	0	0.0%	1230	7.7%
Hotels, rooming houses, camps, & other lodging places	0	0.0%	69	0.4%
Industrial & commercial machinery & computer equip.	240	2.0%	0	0.0%
Insurance agents, brokers, & service	87	0.7%	0	0.0%
Lumber & wood products, except furniture	1071	8.7%	2110	13.2%
Measuring, analyzing, & controlling instruments	0	0.0%	194	1.2%
Miscellaneous repair services	0	0.0%	130	0.8%
Miscellaneous retail	47	0.4%	89	0.6%
Motor freight transportation & warehousing	30	0.2%	110	0.7%
National security & international affairs	0	0.0%	90	0.6%
Paper & allied products	237	1.9%	307	1.9%
Petroleum refining & related industries	97	0.8%	50	0.3%
Primary metal industries	1084	8.9%	100	0.6%
Printing, publishing, & allied industries	93	0.8%	566	3.5%
Railroad transportation	0	0.0%	53	0.3%
Rubber & miscellaneous plastic products	0	0.0%	120	0.7%
Stone, clay, glass, & concrete products	181	1.5%	172	1.1%
Textile mill products	3641	29.7%	1517	9.5%
Tobacco products	0	0.0%	213	1.3%
Transportation equipment	2302	18.8%	292	1.8%
Transportation services	23	0.2%	0	0.0%
Wholesale trade--durable goods	58	0.5%	0	0.0%
Wholesale trade--nondurable goods	0	0.0%	51	0.3%
<b>Total</b>	<b>12,243</b>	<b>100.0%</b>	<b>16,034</b>	<b>100.0%</b>

Rapid Response records indicate 16,034 workers throughout the State were impacted by 130 dislocation events serviced by the Rapid Response Team during PY09. By comparison, 12,243 workers were impacted by 68 dislocation events serviced by the Rapid Response Team during PY08. Rapid Response Team staff conducted at least 130 group employee/local service agency meetings during PY09.

### 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 that the USDOL extend, through June 30, 2011, 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 108 different training providers, covering 1,379 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

The Incumbent Worker Training Program (IWTP) is cooperatively administered through the Governor's Office of Workforce Development (GOWD) and the Alabama Department of Economic and Community Affairs (ADECA). Section 134(A)(3)(iv) (I) of the Workforce Investment Act (WIA) authorizes Incumbent Worker Training (IWTP) as a statewide workforce development activity. Alabama's Incumbent Worker Training Program (IWTP) is funded through state-level fifteen (15) percent set aside-funds.

The IWTP provides assistance to Alabama employers to help with expenses associated with new or updated skills training of current full-time, permanent employees. For-profit companies in operation in Alabama for at least two (2) years are eligible to apply for IWTP. An interested company must have at least one full-time, permanent employee other than its owner. Companies seeking IWTP funding must also be current on all state and federal tax obligations. Applicants must provide a dollar-for-dollar "soft" match to requested funds. A soft match can include, but is not limited to, employee wages, benefits, meeting space, and cash payments to vendors. Applicants were eligible to apply for up to \$50,000 of IWTP funds in PY09.

Successful IWTP applicant companies contract with outside training providers to provide basic

work skills training to existing employees. Applicants must demonstrate a need for upgraded skill levels for existing employees. Within their applications, IWTP companies anticipate measurable training outcomes. IWTP skills upgrade training should support company efforts to minimize layoffs and/or help the company remain competitive. The technical and professional training programs provided with the assistance of these funds, equip incumbent workers with specific workplace skills required to provide optimal performance within existing jobs, and may enable them to broaden the scope of their workplace responsibilities. Successful training completion should allow greater opportunities for employee retention and increased earnings potential, thus achieving one of the major U.S. Department goals for the IWT Program, which is layoff aversion.

The State of Alabama launched its Incumbent Worker Training Program in September 2001. Through June 30, 2010, Alabama has awarded \$12,109,236 in IWTP funding to Alabama businesses, benefitting nearly 20,000 workers. This includes \$1,066,723 awarded for 23 new and active IWTP contracts for PY09 (07/01/09 – 06/30/10). Within this total, four (4) IWTP contracts totaling \$198,570 were provided through federal American Recovery & Relief Act (ARRA) funds. Statewide, PY09 contracts were awarded to companies of all sizes in fifteen (15) counties, benefitting 1,365 individual workers.

The chart below provides a snapshot for Alabama’s IWTP in PY09:

**Contracts per County**

<b>County</b>	<b>Contracts Awarded</b>	<b>Planned Participants</b>	<b>Agreement Amount</b>
Barbour	1	312	\$50,000
Calhoun	1	80	\$50,000
Clarke	1	25	\$48,802
Cullman	1	32	\$36,900
Jefferson	3	29	\$99,440
Lauderdale	1	73	\$50,000
Limestone	2	138	\$99,990
Lowndes	1	12	\$30,700
Madison	4	242	\$200,000
Marshall	1	68	\$50,000
Mobile	1	98	\$49,970
Montgomery	1	25	\$22,190
Pike	1	14	\$30,131
Shelby	2	32	\$100,000
Talladega	2	115	\$98,600
	<b>23</b>	<b>1,365</b>	<b>\$1,066,723</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. ITA 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 budgeted for ITAs using regular WIA funds as well as ARRA funds. The State and at least one local area limit enrollment in training to twelve (12) months or less for ARRA funded ITAs. The normal limitation on length of training for regular WIA funded ITAs is two years. 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 PY09, 3,208 individuals were enrolled in training through ITAs utilizing general funds and 2,857 were enrolled in ITAs utilizing ARRA funds.

### On-the-Job Training

The Governor Office of Workforce Development and the Workforce Development Division of ADECA administers the On-the-Job Training Program. The OJT program gives individuals an opportunity to learn job skills and allows employers to train new employees while saving money on training costs. A Service Representative and the employer will create a training plan that defines training objectives and goals for the trainee(s). Employers may receive up to a fifty percent reimbursement of hourly wages paid to a trainee. This reimbursement serves as an incentive to encourage employers to hire individuals who do not have all of the required skills for a particular job. A predetermined training period can range from 6 to 26 weeks based on the skill level of the participant(s) and the training occupation. This program is designed to fulfill the employment needs of local employers by providing a trained workforce while increasing productivity and profits.

One local area utilized stimulus funds to extend OJT commitments to a limited number of local industries including Ryla, a newly recruited company that selected the local area for its expansion. Ryla is working with the local area and their OJT program to find one hundred (100) eligible individuals to hire as they add seven hundred (700) new employees to their staff. As of August 31, 2010, seventy-seven (77) individuals were enrolled in this local area's OJT program for PY09/PY10.

### 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

PY09 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 PY09 one (1) local area enrolled one hundred sixty-one (161) 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 oversaw the delivery of existing programs to area youth with great success. Area providers offered a variety of training, job readiness, and academic remediation programs for PY09 in an effort to better reach difficult to serve youth. Four (4) providers were

identified for funding, and programs are in place to make available numerous resources for out-of-school youth.

The Youth programs funded by the local area offer the following services directly or via referral:

- Intake & Registration
- Objective Assessment
- Service Strategy Development
- Case Management & Follow-up
- Training & instruction to enhance secondary school completion
- Alternative secondary schooling opportunities
- Summer employment opportunities
- Paid and unpaid work experiences
- Occupational skills training
- Leadership Development
- Access to Supportive Services
- Adult mentoring
- Comprehensive guidance and counseling

A local area concluded the ARRA funded Summer Job Initiatives that provided work experience and career exploration opportunities for approximately 289 area youth. These initiatives included programs that partners with the Public School System and with local community based organizations and government agencies. Additionally the local area partnered with the county's Department of Human Resources to utilize ARRA funding for the temporary Assistance to Needy Families (TANF) program to make summer jobs available to low income youth. Although the initiative was organized on a short time line, staff worked hard to identify job sites and eligible youth who could be matched for a successful work experience program. The local area was able to facilitate placement for 57 TANF eligible youth who were assigned a variety of work responsibilities at the nineteen (19) various locations who stepped forward and agreed to provide supervision and support.

Another local area partnered with four (4) area youth eligible training providers to provide green job training, youth health career programs, occupational and skills training, and summer youth work experience programs. The green jobs training offers a twelve (12) week training program for 19-21 year old Out-of-School youth and provides GED classes, occupational and skills training in energy efficiency and conservation as well as hands on training experience that includes weatherizing homes for homeless families. The Youth Health Career program targets WIA eligible youth between the ages of 18 and 21 who are pregnant, parenting, or have had a parent incarcerated. These youth are able to complete a 5-week Certified Nursing Assistant course to obtain a license as a Certified Nursing Assistant. The program also provides job placement assistance. The Dannon Project encourages young adults to pursue other health career training to become an EKG Technician, Phlebotomist, or other graduated career certifications where they can earn more money. The Influencing to Provoke Empowerment for Change (IPEC) program targets 18 to 21 year olds who are juvenile offenders and/or who are currently in the court system. IPEC provides occupation and skills training, basic computer training, GED preparation classes and work readiness skill training, plus A+ Certification and EKG training.

## Local Area Program Success Stories

### Adult

- Kaniेशia Mitchell: “Dreams can come true!”  
“Taking care of others is something I love to do,” sates Kaniेशia Mitchell. “I have a passion for helping people and bring out their best with a little TLC.” Mitchell is a registered nurse at Select Specialty Hospital in Jackson Mississippi. “Never in a million years would I have thought that I would be a nurse,” Mitchell said. “I am so thankful for the WIA program and I am living my dreams.”

Mitchell was in her final year as a nursing student and the University of South Alabama when she was informed by the financial aid office that her funds were depleted. Mitchell didn’t know where to turn for funding and thought she would have to drop out of school. She’d heard about the WIA program through her advisor and qualified for the training. “The WIA process wasn’t hard. I provided the necessary documentation and was approved for the program,” Mitchell stated. In fact, she states that everyone was very helpful; and my overall experience was great.

Furthermore, Mitchell believes that anyone facing obstacles should explore any available avenues to continue on the road to success. “Don’t let money be a hindrance when it comes to fulfilling your dreams. You’ve got to put in the work and time to find any available resources. It won’t be easy, but it’s worth it in the long run.”

- Cornelius Henderson was a Veteran who was taking Nursing training at Lawson State Community College. He needed assistance during his last semester at Lawson and accessed the WIA system. Upon completing his training in Nursing in December of 2009, he found employment in March of 2010 with Naphcare making a salary in the \$65,000 range. He encourages others to find an occupation they are interested in, to set a goal, and to seek training to become proficient.

### Dislocated Worker

- John Brouillette: “I was able to go to school and get training for a field that I love.”  
John Brouillette was living the American dream. He had a family, a home, and a job that he loved working as an entry-level machinist. Then suddenly happiness turned to heartbreak and despair. After numerous years on the job, Brouillette got the news that he was being laid-off. With limited skills obtained on the job, Brouillette needed employment. He wanted to find work as an machinist, but realized he needed formal training in order to increase his opportunity for employment. With encouragement from a friend, Brouillette decided to enroll in the Machine Tool Technology Program at Bishop State Community College. Since being laid off, John hesitated about his decision to pursue training because money was tight. Then he heard about the WIA program and decided to apply for funding. Brouillette states that the WIA application process went well and he was approved. “I am appreciative of the program that’s available to dislocated workers.” Brouillette said. “I was able to go to school and get training for a field that I love. I learned so much about how

simple machines work and they taught me the complicated stuff, too.” Brouillette states that his training has put him in a position to earn a great salary and his credentials qualify him to work at any shop, anywhere in the U.S. Brouillette is currently working as a machinist at Mack Manufacturing.

- Russell Stover Jr. previously worked at Stevens Graphics as a Purchasing Supervisor. When several management positions were abolished, Stover was left without employment. He enrolled in Lawson State and studied Heat/Ventilation/Air-Conditioning/Refrigeration (HVACR) repair. While in school, a classmate informed him about the WIA programs. Stover applied for assistance and has since received his short-term certification, his long-term certification, and is on the track to completing his Associate Degree in December 2010.

### Youth

- The Dannon Project has impacted over twenty-five (25) children of convicted individuals with assistance in completing their GED preparation classes and over twenty-five (25) individuals received Certified Nursing Assistant training, which has been helpful in securing employment at various locations in the healthcare industry.

Shannon Flannigan, “I have really enjoyed the Dannon Project Certified Nursing Assistance Program (CNA). We did a lot of different skills and had different speakers to come to class to discuss different topics. I really loved the Pathways Out of Poverty lady that came. She talked to us about the different levels and aspects of poverty and how we see it in everyday life. I also liked Integrity in the Work Place. We talked out how to show integrity wherever you go at work or home - just have some type of integrity about yourself. We attended Nursing Assistant Solutions for the CNA training, which was a lot of fun for me because I have always wanted to work in a hospital. I learned how to check blood pressure, tell time in military time, change a patient, weigh a patient, and so on. We even had clinical training at Cherry Hill Nursing home, and I really liked that because we got a change to interact with the elderly and to help them out as if I was really a CNA. I took my certification test and passed. I was so happy and excited because I had finally finished something that I had always wanted to do. Once I received my certification, the Dannon Project helped me get a job at East Glen Center for Nursing and Rehabilitation as a Certified Nursing Assistant, and I have been there ever since. I love what I do! Thanks Dannon Project!”

**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, 2011.

<b>Waiver Request, as Originally Submitted</b>	<b>Action</b>	<b>Date of USDOL Action</b>
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.	Waiver approved by USDOL, effective through June 30, 2011	04/15/10 via TEGL 21-09
WIA Section 134(d)(3)(A), requires progression through a series of core, intensive, and training activities. WIA Section 134(d)(4)(A)(i) requires a person to have "...met eligibility requirements for intensive 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. A waiver to permit the use of a portion of local area formula allocation funds to provide incumbent worker training would increase local area flexibility to address the needs of the labor market.	Waiver approved by USDOL, effective through June 30, 2011	04/15/10 via TEGL 21-09
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.	Waiver approved by USDOL, at 50% for PY09 and 20% for PY10, effective through June 30, 2011	04/15/10 via TEGL 21-09
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.	Waiver approved by USDOL, at 100% for PY09 and 50% for PY10 funds, effective through June 30, 2011	04/15/10 via TEGL 21-09
Waiver to permit implementation of (and reporting only) common measures in place of current 17 state and local performance measures under WIA in order to implement the 9 common measures defined in TEGL 17-05, including Changes 1 & 2.	Waiver approved by USDOL, effective through June 30, 2011	
Waiver of the requirement for competitive selection of youth service providers to provide flexibility in selecting providers for summer youth employment opportunities	Waiver approved by USDOL, effective through June 30, 2011	
Waiver of performance measures for older, out-of-school youth who participate in work experience only to allow the use of the work readiness indicator as the only indicator of performance for such youth.	Waiver approved by USDOL, effective through June 30, 2011	

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

ETA Assigned Number: 01015

<b>Total Participants Served</b>	Adults	4,244	<b>Total Exiters</b>	Adults	1,347
	Dislocated Workers	3,646		Dislocated Workers	744
	Older Youth	829		Older Youth	328
	Younger Youth	745		Younger Youth	297
<b>Program Year 2008 Local Area Performance Outcomes</b>				<b>Negotiated</b>	<b>Actual</b>
<b>Customer Satisfaction</b>		Program Participants		82.00	84.30
		Employers		87.00	95.00
<b>Entered Employment Rate</b>		Adults		72.70	62.00
		Dislocated Workers		80.27	72.90
		Older Youth		69.80	53.80
<b>Retention Rate</b>		Adults		82.43	79.30
		Dislocated Workers		90.83	85.50
		Older Youth		83.62	79.80
		Younger Youth		62.52	54.10
<b>Average Earnings Average Earnings Six Month Earnings Increase</b>		Adults		\$9,825.00	\$11,611.00
		Dislocated Workers		\$12,860.00	\$14,172.00
		Older Youth		\$4,465.00	\$2,436.00
<b>Credential/Diploma Rate</b>		Adults		47.71	38.50
		Dislocated Workers		55.57	46.00
		Older Youth		41.46	26.00
		Younger Youth		48.41	41.50
<b>Skill Attainment Rate</b>		Younger Youth		77.46	74.40
<b>Placed in Employment/Edu.</b>		Youth (14-21)		0.00	47.00
<b>Degree/Certificate Attainment</b>		Youth (14-21)		0.00	32.00
<b>Literacy/Numeracy Gains</b>		Youth (14-21)		0.00	17.00

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

ETA Assigned Number: 01005

<b>Total Participants Served</b>	Adults	789	<b>Total Exiters</b>	Adults	302
	Dislocated Workers	276		Dislocated Workers	89
	Older Youth	132		Older Youth	28
	Younger Youth	50		Younger Youth	4
<b>Program Year 2008 Local Area Performance Outcomes</b>				<b>Negotiated</b>	<b>Actual</b>
<b>Customer Satisfaction</b>		Program Participants		82.40	70.90
		Employers		88.80	94.40
<b>Entered Employment Rate</b>		Adults		72.20	54.00
		Dislocated Workers		77.10	60.00
		Older Youth		62.40	91.3
<b>Retention Rate</b>		Adults		85.00	75.90
		Dislocated Workers		90.10	90.50
		Older Youth		77.40	57.10
		Younger Youth		54.20	33.30
<b>Average Earnings Average Earnings Six Months Earnings Increase</b>		Adults		\$8,718.00	\$9,240.00
		Dislocated Workers		\$13,560.00	\$12,529.00
		Older Youth		\$2,495.00	(\$2,199.00)
<b>Credential/Diploma Rate</b>		Adults		42.20	47.70
		Dislocated Workers		48.70	40.00
		Older Youth		35.50	26.10
		Younger Youth		28.60	100.00
<b>Skill Attainment Rate</b>		Younger Youth		75.40	100.00
<b>Placed in Employment/Edu.</b>		Youth (14-21)		0.00	75.00
<b>Degree/Certificate Attainment</b>		Youth (14-21)		0.00	0.00
<b>Literacy/Numeracy Gains</b>		Youth (14-21)		0.00	0.00

## Mobile Local Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01010

<b>Total Participants Served</b>	Adults	467	<b>Total Exiters</b>	Adults	235
	Dislocated Workers	154		Dislocated Workers	43
	Older Youth	91		Older Youth	50
	Younger Youth	104		Younger Youth	70
<b>Program Year 2008 Local Area Performance Outcomes</b>				<b>Negotiated</b>	<b>Actual</b>
<b>Customer Satisfaction</b>		Program Participants		81.64	93.70
		Employers		87.72	98.20
<b>Entered Employment Rate</b>		Adults		87.46	61.10
		Dislocated Workers		88.05	66.70
		Older Youth		72.00	61.10
<b>Retention Rate</b>		Adults		85.28	78.20
		Dislocated Workers		89.83	88.20
		Older Youth		82.77	63.90
		Younger Youth		78.10	53.90
<b>Average Earnings Average Earnings Six Months Earnings Increase</b>		Adults		\$10,938.00	\$13,114.00
		Dislocated Workers		\$12,945.00	\$16,234.00
		Older Youth		\$2,396.00	\$821.00
<b>Credential/Diploma Rate</b>		Adults		52.27	38.40
		Dislocated Workers		48.17	48.20
		Older Youth		34.94	34.00
		Younger Youth		67.11	49.00
<b>Skill Attainment Rate</b>		Younger Youth		73.00	78.10
<b>Placed in Employment/Edu.</b>		Younger Youth (14-21)		0.00	57.00
<b>Degree/Certificate Attainment</b>		Younger Youth (14-21)		0.00	58.00
<b>Literacy/Numeracy Gains</b>		Younger Youth (14-21)		0.00	69.00

**WIA Program Performance Summary**

	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Adult</b>			
Entered Employment Rate	74.50%	60.60%	810
			1,336
Employment Retention Rate	83.00%	78.70%	1,082
			1,375
Average Earnings	\$9,800	\$11,659	\$12,614,685
			1,082
Employment and Credential Rate	48.00%	38.80%	474
			1,223
<b>Dislocated Worker</b>			
Entered Employment Rate	80.50%	70.90%	637
			898
Employment Retention Rate	91.00%	86.10%	547
			635
Average Earnings	\$13,500	\$13,847	\$7,574,578
			547
Employment and Credential Rate	55.00%	47.60%	379
			796
<b>Older Youth (19-21) Results</b>			
Entered Employment Rate	72.00%	57.60%	166
			288
Employment Retention Rate	83.00%	76.70%	201
			262
Six Month Earnings Increase	\$4,000	\$2,094	\$301,464
			144
Credential Rate	40.00%	26.70%	108
			404
<b>Younger Youth (14-18) Results</b>			
Skill Attainment Rate	73.00%	75.20%	611
			812
Youth Diploma or Equivalent Rate	52.00%	43.10%	110
			255
Retention Rate	65.00%	52.80%	233
			441
<b>Youth Common Measures (14-21) Results</b>			
Placement in Employment or Education	0.00%	49.50%	312
			630
Attainment of Degree or Certification	0.00%	36.80%	123
			334
Literacy and Numeracy Gains	0.00%	28.50%	107
			376

Note: Percentages have been rounded to the nearest tenth.

**PY09 Participants/Exited (4th quarter – cumulative)**

<b>Statewide Summary:</b>	<b>Total Participants Served</b>	<b>Participants Exited</b>
Adults	6,108	2,098
Dislocated Workers	5,079	1,122
Older Youth	1,057	409
Younger Youth	903	375
<b>TOTAL</b>		

**Total Number of Youth Served:** 1,960 (100.00%)  
**Out-of-School Youth:** 1,665 (84.95%)  
**In-School Youth:** 295 (15.05%)

**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%	84.00%	502	2,122	657	76.40%
Employers	87.00%	95.00%	1,741	9,716	1,742	99.90%

**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	80.05	956	\$1,380	\$924,665	0.20	2	\$4,561	\$3,676,123	38.00	209
		1,188		670		810		806		550
Dislocated Workers	86.00	447	80.80	\$4,488,236	0.50	3	\$5,881	\$3,745,896	37.20	205
		520		\$5,552,973		636		637		551
Older Youth	70.30	154	\$1,989	\$224,727	0.60	1	\$2,846	\$472,366		
		219		113		166		166		

## Special Populations Outcomes Summary

### Adults Program

Rates	Public Assistance Recipients		Veterans		Individuals with Disabilities		Older Individuals	
	Entered Employment	60.20	74 123	57.40	27 47	40.60	13 32	44.20
Employment Retention	73.70	42 57	85.20	23 27	60.00	15 25	71.40	30 42
Average Earnings	\$9,283	\$389,885 42	\$15,779	\$362,916 23	\$10,546	\$158,191 15	\$9,962	\$298,849 30
Employment & Credential	33.30	40 120	34.30	12 35	25.90	7 27	37.50	6 16

### Dislocated Worker

Rates	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment	69.20	27 39	72.70	8 11	60.90	42 69	55.60
Employment Retention	87.50	21 24	63.60	7 11	88.10	37 42	100.00	6 6
Average Earnings	\$13,224	\$277,714 21	\$14,306	\$100,142 7	\$14,675	\$542,981 37	\$16,572	\$99,434 6
Employment & Credential	52.90	18 34	33.30	2 6	43.60	24 55	50.00	4 8

### Older Youth Program

Rates	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment	53.30	16 30	0.00	0 1	53.30	8 15	59.20
Employment Retention	60.00	3 5	0.00	0 1	54.50	6 11	74.20	167 225
Average Earnings	\$654	\$1,963 3	\$0.00	\$0 1	\$2,237	\$6,711 3	\$1,253	\$157,898 126
Credential	16.70	6 36	0.00	0 1	16.70	18 19	23.00	85 369

**Younger Youth Program**

Rates	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment	79.00	274	85.00	51	80.30	562
		347		60		700
Diploma or Equivalent Attainment	58.70	27	35.00	7	42.20	106
		46		20		251
Retention	45.00	9	38.90	14	50.30	216
		20		36		429

**Other Outcome Information Summary**

	Individuals Who Receive Training Services		Individuals Who Receive Only Core & Intensive Services	
<b>Adults</b>				
Entered Employment Rate	63.40	572	54.80	238
		902		434
Employment Retention Rate	79.00	838	77.70	244
		1,061		314
Average Earnings	\$12,034	\$9,844,146	\$10,146	\$2,475,701
		818		244
<b>Dislocated Workers</b>				
Entered Employment Rate	72.70	552	61.20	85
		759		139
Employment Retention Rate	85.90	477	87.50	70
		555		80
Average Earnings	\$13,843	\$6,602,926	\$14,028	\$981,954
		477		70

### Participant Demographic Profile

Characteristics	
Female	5,847
Male	6,594
American Indian/Alaska Native	124
Asian	87
Black/African American	5,101
Hispanic/Latino	174
Native Hawaiian/Pacific Islander	25
White	6,967

Note: Male/Female totals will not calculate with Ethnic totals as participants may indicate multiple ethnic groups at eligibility.

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

Metropolitan Areas	June 2009	June 2010	% Change
Anniston-Oxford	50.0	49.8	-0.40%
Auburn-Opelika	52.3	51.1	-2.35%
Birmingham-Hoover	499.5	486.9	-2.59%
Decatur	54.4	53.9	-0.93%
Dothan	58.3	57.4	-1.57%
Florence-Muscle Shoals	54.7	54.8	0.18%
Gadsden	36.0	35.5	-1.41%
Huntsville	210.0	210.6	0.28%
Mobile	175.2	171.8	-1.98%
Montgomery	171.0	167.7	-1.97%
Tuscaloosa	90.6	93.9	3.51%

Note: Nonagricultural employment is by place of work. Numbers have been rounded.

Source: Alabama Department of Industrial Relations

**PY07 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) *		0.00
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/10 less FSR of 06/30/09)		279,236.30
<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	0.00
	Assessment/Case Management	0.00
ITAs for Dislocated Workers		279,236.30
<b>Total of All Federal Spending Listed Above</b>		<b>\$279,236.30</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		0.00
Local Dislocated Workers*		292,795.00
Local Youth		0.00
Local Administration		0.00
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 06/30/10 less FSR of 06/30/09)		59,065.06
<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*	32,532.29
	Assessment/Case Management	0.00
ITAs for Dislocated Workers		26,532.77
<b>Total of All Federal Spending Listed Above</b>		<b>\$351,860.06</b>

\* Recaptured funds reallocated to the State and to the LWIAs, which were in compliance with the spending limitation of two years for LWIAs.

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

**PY08 Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
Local Adults		79,344.43
Local Dislocated Workers		329,637.95
Local Youth		795,824.60
Local Administration		100,067.33
Rapid Response (up to 25%) Sec. 134(a)(2)(A)*		118,289.14
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/10 less FSR of 06/30/09)		660,081.57
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5% Funds	246,096.12
	Contractor Administration 5% Funds	0.00
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	246,071.00
	Other Expenditures	55,062.00
	Incumbent Worker Training	0.00
	Recaptured Funds	0.00
	Assessment/Case Management	0.00
ITAs for Dislocated Workers		112,852.45
<b>Total of All Federal Spending Listed Above</b>		<b>\$2,083,245.02</b>

\* \$118,175.50 of the Rapid Response funds were used for incumbent worker training projects not included elsewhere in the report.

**FY09 Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
Local Adults		5,598,495.85
Local Dislocated Workers		1,922,106.28
Local Youth		0.00
Local Administration		217,972.73
Rapid Response (up to 25%) Sec. 134(a)(2)(A)*		252,742.18
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/10 less FSR of 06/30/09)		1,043,796.83
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5% Funds	307,571.27
	Contractor Administration 5% Funds	0.00
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	274,392.05
	Other Expenditures	91,259.05
	Incumbent Worker Training	66,485.00
	Recaptured Funds	0.00
	Assessment/Case Management	0.00
ITAs for Dislocated Workers		304,089.46
<b>Total of All Federal Spending Listed Above</b>		<b>\$9,035,113.87</b>

\* \$206,371.14 of Rapid Response funds were used for incumbent worker training projects not shown elsewhere in the report.

### PY09 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		1,148,399.00
Local Dislocated Workers		2,157,346.00
Local Youth		5,357,463.69
Local Administration		871,724.07
Rapid Response (up to 25%) Sec. 134(a)(2)(A) *		364,872.27
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/10 less FSR of 06/30/09)		11,381,420.95
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5% Funds	257,989.23
	Contractor Administration 5% Funds**	84,291.85
	Statewide Capacity Building	105,621.35
	Local Area Incentive Awards	85,272.10
	Other Expenditures	289,064.23
	Incumbent Worker Training	0.00
	Recaptured Funds	0.00
	Assessment/Case Management	544,001.00
ITAs for Dislocated Workers		15,181.19
<b>Total of All Federal Spending Listed Above</b>		<b>\$11,281,225.98</b>

\* \$204,609 of Rapid Response expenditures were spent by one local area to serve dislocated workers, and \$53,745.35 was spent for incumbent worker training projects (per USDOL approved waiver) not included elsewhere in the Annual Report.

\*\* \$49,295.47 was used for Program Costs (Training) for ITAs.

### FY10 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		2,813,242.36
Local Dislocated Workers		2,927,536.42
Local Youth		0.00
Local Administration		169,416.39
Rapid Response (up to 25%) Sec. 134(a)(2)(A)*		1,060,449.55
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/10 less FSR of 06/30/09)		1,583,043.12
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5% Funds	514,503.72
	Contractor Administration 5% Funds	0.00
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	26,708.40
	Other Expenditures	0.00
	Incumbent Worker Training	45,155.00
	Recaptured Funds	0.00
	Assessment/Case Management	363,808.00
ITAs for Dislocated Workers		632,868.00
<b>Total of All Federal Spending Listed Above</b>		<b>\$78,553,687.84</b>

\* \$784,918 of Rapid Response expenditures were spent by one local area to serve dislocated workers, and \$135,272 was spent for incumbent worker training projects (per USDOL approved waiver) not included elsewhere in the Annual Report.

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

<b>Program Activity</b>		<b>Total Federal Spending</b>
Local Adults		2,736,238.39
Local Dislocated Workers		4,636,455.29
Local Youth		4,677,380.30
Local Administration		1,159,858.58
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 06/30/10 less FSR of 06/30/09)		2,164,789.52
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5% Funds	452,223.17
	Contractor Administration 5% Funds	14,756.95
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	0.00
	Other Expenditures	4,124.16
	Incumbent Worker Training	718,137.27
	Recaptured Funds	0.00
	Assessment/Case Management	278,108.06
	ITAs for Dislocated Workers	697,439.91
<b>Total of All Federal Spending Listed Above</b>		<b>\$15,374,772.08</b>

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

This is a non-cumulative report on a one-time allocation, which expires on 06/30/11.

## Look Ahead

Despite the economic downturn, Alabama remains a national leader in aligning workforce development and economic development. Alabama's state-level and local area-level Workforce Investment Act program performance continues to generally exceed their associated employment and earnings performance goals.

Alabama's output and employment is expected to improve in PY10 as the state's economy rebounds. The state's diverse industry base includes nationally and internationally recognized companies in the automotive, steel, maritime, and aviation/aerospace sectors. The biotechnology and healthcare industry sectors are also experiencing growth. The addition of people and jobs is expected to continue in PY10 due to the Base Realignment And Closure Commission (BRAC) decisions pertaining to Fort Benning and Redstone Arsenal, as well as business openings and expansions.

The Governor's Office of Workforce Development, created through an Executive Order by Governor Bob Riley, continues to implement positive strategies to maximize efficiency, effectiveness, and responsiveness of the State's workforce development system. Overseeing this system is a State Workforce Planning Council composed of the directors of those state agencies plus a two-year college president and two industry representatives.

A strong system of 10 regional workforce development councils comprised of private sector employers, economic developers, and elected officials, continues to be a major factor in Alabama's continued economic success. To ensure that decisions are market driven and address local priorities, service providers work with regional councils to develop and submit proposals for funding to the Governor's Office of Workforce Development.

The Incumbent Worker Training Program, which is designed to help existing businesses avert layoffs, reduce turnover, and become more competitive by providing skills upgrade training for employees, is administered through the Governor's Office of Workforce Development and the Alabama Department of Economic and Community Affairs. Revisions in the application and award process have been developed for PY10, which will enable more companies to participate in this WIA program.

Funding received from four federal grants, (state-wide On-The-Job-Training National Emergency Grant, Region 9-specific On-The-Job-Training National Emergency Grant, State Energy Sector Partnership Grant, and Gulf Oil Spill National Emergency Grant) will assist more Alabamians return to work and will benefit businesses of all sizes in PY10.

**Attachments**

**Local Area WIA Planning Allocations..... A-1**

**WIA Local Area Incentive Awards ..... B-1**

**American Recovery and Reinvestment Act of 2009 Local Area Planning Allocation..... C-1**

**WIA Statewide Performance Incentive Analysis ..... D-1**

**WIA Cost per Participant Analysis..... E-1**

**Local Area Planning Allocation  
Program Year 2009  
(July 1, 2009-June 30, 2010)**

		PY 2009 Allotment	FY 2010 Allotment	Full PY Allotment
<b>SEC. 133(b)(2)(A) ADULT PROGRAMS</b>		<b>\$1,541,630</b>	<b>\$7,340,115</b>	<b>\$8,881,745</b>
<b>a. GOVERNOR's SET ASIDES:</b>	<b>15%</b>	<b>\$231,244</b>	<b>\$1,101,017</b>	<b>\$1,332,261</b>
Administration (5%)		\$77,081	\$367,005	\$444,086
Other WIA Activities (7%)		\$107,914	\$513,808	\$621,722
Incent/Cap. Bldng. (3%)		\$46,249	\$220,204	\$266,453
Local Area Grants (67%)		\$30,987	\$147,537	\$178,524
State-level (33%)		\$15,262	\$72,667	\$87,929
<b>b. LOCAL AREA ADULT PROGRAMS</b>	<b>85%</b>	<b>\$1,310,386</b>	<b>\$6,239,098</b>	<b>\$7,549,484</b>
AWIA		\$1,089,944	\$5,189,516	\$6,279,460
Jefferson		\$72,338	\$344,421	\$416,759
Mobile		\$148,104	\$705,161	\$853,265
<b>SEC. 128(b)(2) YOUTH ALLOTMENT</b>		<b>\$9,059,768</b>	<b>\$0</b>	<b>\$9,059,768</b>
<b>a. GOVERNOR's SET ASIDES:</b>	<b>15%</b>	<b>\$1,358,965</b>	<b>\$0</b>	<b>\$1,358,965</b>
Administration (5%)		\$452,988	\$0	\$452,988
Other WIA Activities (7%)		\$634,184	\$0	\$634,184
Incent/Cap. Bldng. (3%)		\$271,793	\$0	\$271,793
Local Area Grants (67%)		\$182,101	\$0	\$182,101
State-level (33%)		\$89,692	\$0	\$89,692
<b>b. LOCAL AREA YOUTH PROGRAMS</b>	<b>85%</b>	<b>\$7,700,803</b>	<b>\$0</b>	<b>\$7,700,803</b>
AWIA		\$6,425,647	\$0	\$6,425,647
Jefferson		\$409,365	\$0	\$409,365
Mobile		\$865,791	\$0	\$865,791

**Local Area Planning Allocation (cont.)**  
**Program Year 2009**  
**(July 1, 2009-June 30, 2010)**

		PY 2009 Allotment	FY 2010 Allotment	Full PY Allotment
<b>SEC. 133(b)(2)(B) DISLOCATED WORKERS</b>		<b>\$3,580,572</b>	<b>\$9,040,986</b>	<b>\$12,621,558</b>
<b>a. RAPID RESPONSE PROGRAMS</b>	<b>15%</b>	<b>\$537,085</b>	<b>\$1,356,147</b>	<b>\$1,893,232</b>
State Level Programs		\$332,476	\$571,229	\$903,705
Local Area Grants		\$204,609	\$784,918	\$989,527
AWIA		\$204,609	\$784,918	\$989,527
<b>b. GOVERNOR'S SET ASIDES:</b>	<b>15%</b>	<b>\$537,085</b>	<b>\$1,356,147</b>	<b>\$1,893,232</b>
Administration (5%)		\$179,028	\$452,049	\$631,077
Other WIA Activities (7%)		\$250,640	\$632,868	\$883,508
Incent/Cap. Bldng. (3%)		\$107,417	\$271,230	\$378,647
Local Area Grants (67%)		\$71,969	\$181,724	\$253,693
State-level (33%)		\$35,448	\$89,506	\$124,954
<b>c. LOCAL AREA D.W. PROGRAMS</b>	<b>70%</b>	<b>\$2,506,402</b>	<b>\$6,328,692</b>	<b>\$8,835,094</b>
AWIA		\$2,050,100	\$5,176,525	\$7,226,625
Jefferson		\$346,951	\$876,055	\$1,223,006
Mobile		\$109,351	\$276,112	\$385,463
<b>TOTAL PROGRAM YEAR 2009 ALLOTMENT</b>		<b>\$14,181,970</b>	<b>\$16,381,101</b>	<b>\$30,563,071</b>
<b>POOLED SET ASIDES</b>				
<b>RAPID RESPONSE PROGRAMS</b>	<b>15%</b>	<b>\$537,085</b>	<b>\$1,356,147</b>	<b>\$1,893,232</b>
Administration (5%)		\$709,097	\$819,054	\$1,528,151
Other WIA Activities (7%)		\$992,738	\$1,146,676	\$2,139,414
Incentive Awards/Capacity Building (3%)		\$425,459	\$491,434	\$916,893
Local Area grants (67%)		\$285,057	\$329,261	\$614,318
AWIA		\$118,021	\$112,760	\$230,781
Jefferson		\$56,126	\$85,243	\$141,369
Mobile		\$110,910	\$131,258	\$242,168
State-level activities (33%)		\$140,402	\$162,173	\$302,575

**Local Area Incentive Awards by CFDA / Funding Category**  
**Program Year 2009/ Fiscal Year 2010**  
**July 1, 2009 – June 30, 2010**

**AWIA**

Fund Source	PY 2009	FY 2010	Total
Adult	\$11,014	\$52,438	\$63,452
Youth	\$83,117	\$0	\$83,117
Dislocated Worker	\$23,890	\$60,322	\$84,212
	<u>\$118,021</u>	<u>\$112,760</u>	<u>\$230,781</u>

**Jefferson**

Fund Source	PY 2009	FY 2010	Total
Adult	\$9,579	\$45,609	\$55,188
Youth	\$30,851	\$0	\$30,851
Dislocated Worker	\$15,696	\$39,634	\$55,330
	<u>\$56,126</u>	<u>\$85,243</u>	<u>\$141,369</u>

**Mobile**

Fund Source	PY 2009	FY 2010	Total
Adult	\$10,394	\$49,490	\$59,884
Youth	\$68,133	\$0	\$68,133
Dislocated Worker	\$32,383	\$81,768	\$114,151
	<u>\$110,910</u>	<u>\$131,258</u>	<u>\$242,168</u>

**Local Areas' Summary Totals**

Adult	\$30,987	\$147,537	\$178,524
Youth	\$182,101	\$0	\$182,101
Dislocated Worker	\$71,969	\$181,724	\$253,693
	<u>\$285,057</u>	<u>\$329,261</u>	<u>\$614,318</u>

**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 (cont.)  
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

**WIA Statewide Performance Incentive Analysis  
July 1, 2009 – June 30, 2010**

<b>MEASURES</b>		<b>NEGOTIATED GOAL</b>	<b>ACTUAL</b>	<b>NUMERATOR/ DENOMINATOR</b>	<b>INDEX (Actual/Goal)</b>
<b>ADULTS</b>					
Entered Employment Rate	(10/01/08 - 09/30/09)	74.50%	60.63%	810 / 1336	81.38%
Employment Retention Rate	(04/01/08 - 03/31/09)	83.00%	78.69%	1082 / 1375	94.81%
Average Six Months Earnings	(04/01/08 - 03/31/09)	\$9,800	\$11,659*	\$12,614,685 / 1082	118.97%
Employment and Credential Rate	(10/01/08 - 09/30/09)	48.00%	38.76%	474 / 1223	80.74%
<b>DISLOCATED WORKERS:</b>					
Entered Employment Rate	(10/01/08 - 09/30/09)	80.50%	70.94%	637 / 898	88.12%
Employment Retention Rate	(04/01/08 - 03/31/09)	91.00%	86.14%	547 / 635	94.66%
Average Six Months Earnings	(04/01/08 - 03/31/09)	\$13,500	\$13,847*	\$7,574,578 / 547	102.57%
Employment and Credential Rate	(10/01/08 - 09/30/09)	55.00%	47.61%	379 / 796	86.57%
<b>YOUTH (19-21)</b>					
Entered Employment Rate	(10/01/08 - 09/30/09)	72.00%	57.64%	166 / 288	80.05%
Employment Retention Rate	(04/01/08 - 03/31/09)	83.00%	76.72%	201 / 262	92.43%
Earnings Change	(04/01/08 - 03/31/09)	\$4,000	\$2,094	\$301,464 / 144	52.34%
Employment and Credential Rate	(10/01/08 - 09/30/09)	40.00%	26.73%	108 / 404	66.83%
<b>YOUTH (14-18)</b>					
Skill Attainment Rate	(04/01/09 - 03/31/10)	73.00%	75.25%*	611 / 812	103.08%
Diploma or Equivalent Rate	(04/01/09 - 03/31/10)	52.00%	43.14%	110 / 255	82.96%
Retention Rate	(04/01/08 - 03/31/09)	65.00%	52.83%	233 / 441	81.28%
<b>YOUTH COMMON MEASURES (14-21)</b>					
Literacy and Numeracy Gains	(07/01/09 - 06/30/10)	N/A	28.46%	107 / 376	N/A
Placement in Employment or Education	(10/01/08 - 09/30/09)	N/A	49.52%	312 / 630	N/A
Attainment of Degree or Certificate	(10/01/08 - 09/30/09)	N/A	36.83%	123 / 334	N/A
<b>CUSTOMER SATISFACTION</b>					
Participants		82.00	83.69*		102.06%
Employers		87.00	94.96*		109.15%

\* Exceeded Goal

Highlighted – Failed to Achieve 80% of Negotiated Goal

**WIA Cost per Participant Analysis**  
**Program Year 2009**  
**(July 1, 2009-June 30, 2010)**

**PY09 Expenditures by Fund\***

Fund Source	PY09/FY10	PY08/FY09	FY08	TOTAL
Adult	\$3,961,641	\$5,414,079	\$0	\$9,375,720
Youth	\$5,357,464	\$5,473,205	\$0	\$10,830,669
Dislocated Worker	\$5,084,882	\$6,888,200	\$292,795 **	\$12,265,877
<b>Total</b>	<b><u>\$14,403,987</u></b>	<b><u>\$17,775,484</u></b>	<b><u>\$292,795</u></b>	<b><u>\$32,472,266</u></b>

**Participant Cost Analysis**

	Participants	Expenditures per Participant
Adult	5,500	\$1,705
Youth	1,951	\$5,551
Dislocated Worker	<u>4,076</u>	<u>\$3,009</u>
<b>Overall</b>	<b>11,527</b>	<b><u>\$2,817</u></b>

\* Expenditures have been rounded to the nearest dollar.

\*\* Recaptured funds reallocated to the LWIAs.