OFFICE OF THE GOVERNOR

ROBERT BENTLEY
GOVERNOR

STATE OF ALABAMA

ALABAMA DEPARTMENT OF ECONOMIC AND COMMUNITY AFFAIRS

JIM BYARD, JR.
DIRECTOR

September 27, 2013

The Honorable Thomas E. Perez
U.S. Department of Labor
200 Constitution Avenue
Washington, D.C. 20310

Dear Secretary Perez:

RE: State of Alabama Program Year 2012 WIA Annual Report

I am pleased to submit the enclosed State of Alabama's *Program Year (PY) 2012 Workforce Investment Act (WIA) Annual Report*. This *Report* contains the Alabama PY 2012 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 2012.

Alabama continues to focus on collaboration and integration of workforce development resources throughout the state. Throughout PY 2012, and as we progress through PY 2013, 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 2012 Annual Report* to Steve Walkley at (334) 242-5300, or Bill Hornsby at (334) 242-5847.

Sincerely,

Jim Byard, Jr.
Director

JB:BEH:kcs

Enclosure

c: Gene Caso

State of Alabama
Workforce Investment Act, Title IB
Program Year 2012 Annual Report

Submitted by

Alabama Department of
Economic and Community Affairs

Prepared for
Thomas E. Perez
Secretary of Labor
U.S. Department of Labor

October 1, 2013

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

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Overview

Alabama is at a pivotal point in time where workforce development is critical to the success and continued growth of our citizens and our businesses. Job skills, education, and relevant occupational skills training are the tools individuals need to obtain a job and enjoy the quality of life they desire.

Workforce development is preparing individuals with the occupational skills necessary for work. It is recruiting, placing, mentoring, and counseling potential employees; and it is combining education, employment, and job training efforts.

Alabama's workforce development system is working to manage persistent labor shortages for skilled workers, increase the business community's satisfaction with education and training, ensure that workforce development is equivalent to economic development, and to integrate special populations into the economic mainstream.

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 (WIA). An evaluation of the reporting system revealed the need to implement (and report only) common measures in place of the seventeen (17) state and local performance measures under WIA. The State sought and was granted a waiver by the U.S. Department of Labor (USDOL) in order to implement the nine (9) common measures defined in TEGL 17-05, including Changes 1 & 2. This waiver has allowed Alabama to renew its performance focus and to facilitate system integration across partner programs. The common measures have provided a simplified and streamlined performance measurement system that is more cost effective and understandable to business-led boards. The quality and quantity of services to participants has been enhanced by focusing on fewer targeted outcomes. State and local program administrators have benefited as Alabama progresses toward a fully integrated workforce system that concentrates on demand-driven accountability measures.

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.

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. In 2007 the acquisition (with WIA Incentive Funds awarded to Alabama) of the state's Mobile Career Center Vehicle (MCCV) expanded our capacity for effective delivery of worker displacement-relief services. The MCCV is 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 skills training referral services. The MCCV has helped render needed workforce development services to many persons previously unable to effectively access these services. The highest priority for the vehicle is providing workforce development assistance to those impacted by disasters such as hurricanes and tornados. It is moved to the appropriate location as quickly as allowed by the situation. During PY 2012, the Mobile Career Center Vehicle (MCCV) was dispatched on twenty-eight (28) occasions throughout the state to provide workforce related assistance. These events included Career Days at schools, Job Fairs with community agencies, Employer recruitment assistance, Rapid Response service to dislocated workers, and assistance to Veterans returning home.

In regard to adult programs, funds are being used for On-the-Job Training (OJT) where up to fifty (50) percent of a person's salary (considered a training cost) for up to six (6) months can be reimbursed to an employer. (Beginning with Program Year 2013, the State has an approved waiver to pay up to 90 percent of an OJT's training costs based on the number of employees for each company.) There were also active agreements with eighteen (18) private-for-profit employers for incumbent worker training (funded with Governor's Five (5) Percent Administrative Set Aside funds or with Rapid Response funds per approved USDOL waiver) to get current employees up-to-speed on the latest manufacturing techniques, etc. Funds continue to be used to pay for tuition and cost of books 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. Additionally, short-term training is provided for dislocated workers and adults to help them acquire the skills necessary to re-enter the workforce as quickly as possible. These services were made more accessible due to the ability to transfer funds up to 50 percent between the adult and dislocated worker programs (per approved USDOL waiver). Through the use of this waiver, the local areas have the flexibility necessary to move the funds to the target group where the need is greatest, benefiting both adults and dislocated worker participants.

Our Incumbent Worker Training Program (IWTP), which provides eligible employers with funding assistance toward new and/or upgraded occupational skills training for their existing workforce, continues to be viable even though the State received no Governor's 10 Percent Set Aside funds beginning with Program Year 2011 and continuing through Program Year 2012. Limited 5 Percent Administrative funds have been used as well as Rapid Response funds (via approved waiver) to keep this important program from becoming dormant due to actions detrimental to the IWTP in Washington, D.C. Such employee skill upgrades are often critical to employers' continuing competitive viability and to avoid layoffs.

The funding agency for ADECA's WIA funds is the U.S. Department of Labor (USDOL), and states have until June 30, 2015 to spend all of the PY12 workforce funds.

The work of state leaders, coupled with the resources and programs available, has helped lessen the effects of the rescession. This Annual Report documents Alabama's record of achievement in its 13th full year under the Workforce Investment Act.

Alabama: An Economic Profile

Nonfarm jobs totaled 1,909,700 in June 2013, 117,000 below the prerecession peak of 2,026,700 reached in December 2007. According to the establishment survey, over the 12-month period ending in June 2013 the state gained a total of 14,400 jobs. Goods producing businesses added 5,300 workers while the service providing sector saw a net gain of 9,100. Among goods producing industries, manufacturing added 3,600 workers, and construction had a net increase of 1,700. Construction-related businesses experienced job growth across the board. Specialty trade contractors added 1,200 workers, while heavy and civil engineering construction gained 400 jobs and building construction added 100.

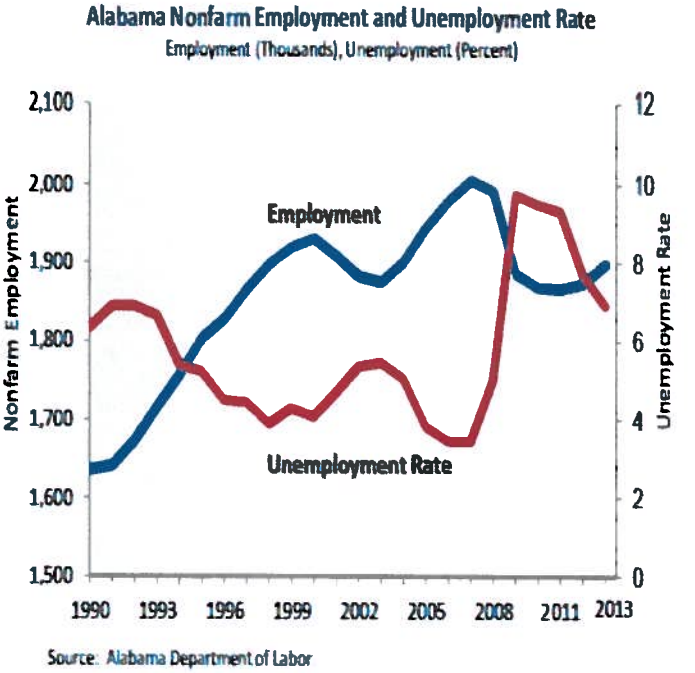
Two industries accounted for all of the net manufacturing job growth during the past year—transportation equipment manufacturers

Alabama Nonfarm Employment

Change in Number of Jobs

	June 2011 to June 2012	June 2012 to June 2013
Total Nonfarm Employment	17,100	14,400
Natural Resources and Mining	100	0
Construction	-1,800	1,700
Manufacturing	5,900	3,600
Durable Goods Manufacturing	6,400	2,200
Nondurable Goods Manufacturing	-500	1,400
Trade, Transportation, and Utilities	2,500	300
Wholesale Trade	1,100	500
Retail Trade	-300	400
Transportation, Warehousing, Utilities	1,700	-600
Information	-500	-1,100
Financial Activities	200	-900
Professional and Business Services	6,100	3,100
Educational and Health Services	3,300	1,300
Leisure and Hospitality	6,100	9,500
Other Services	1,800	-300
Government	-6,200	-2,800
Federal Government	-1,700	-900
State Government	-4,100	-2,500
Local Government	-400	600

Source: Alabama Department of Labor and Center for Business and Economic Research



Source: Alabama Department of Labor

created 4,900 positions, while plastics and rubber products manufacturers added 500. Payrolls in the remaining industries either declined or were flat during the 12-month period ending in June 2013. Sizeable job losses were reported in textiles and apparel and primary and fabricated metals manufacturing (1,000 each); computer and electronic products (800); wood products and food manufacturing (500 each); and in aerospace products and parts and furniture and related products manufacturing (400 each).

Among service providing firms, employment gains between June 2012 and June 2013 were primarily associated with leisure and hospitality (9,500), professional and business services (3,100), health care and social assistance (2,100), and trade (500 in wholesale and 400 in retail). Many of the jobs added were in accommodation and food services (5,900) and in administrative support, waste management, and remediation services (3,800), sectors that pay relatively lower wages, offer limited benefits, and tend to hire temporary or part-time workers. Growth in these types of jobs put downward pressure on wages, thereby restricting consumer and business demand.

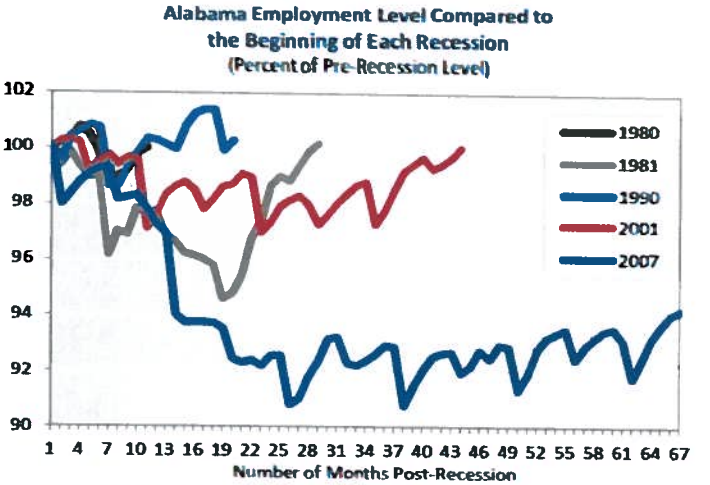
Samuel Addy, Ph.D and Ahmad Ijaz, Alabama Business "Economic Outlook: Third Quarter 2013," *University of Alabama Center for Business and Economic Research*, July – September 2013, pp. 1-4

Over the same 12-month period, a number of service providing sectors saw significant job losses, with the largest in state government institutions (2,500) and the information sector including telecommunications (1,100). Financial services; professional, scientific, and technical services; and federal government entities shed 900 jobs each, while firms in educational services and in truck transportation services both lost 800 employees. Relatively sluggish consumer and business spending growth continues to hamper demand for these services.

During the year ending in June 2013, six Alabama metro areas experienced job gains. Nonfarm employment increased in Mobile (2,100), Tuscaloosa (1,900), Montgomery (1,500), Auburn-Opelika (800), Florence-Muscle Shoals (500), and Birmingham-Hoover (100). Metro areas that lost jobs over the same period included Anniston-Oxford (300), Dothan (200), and Huntsville (100), while payrolls in Decatur and Gadsden were flat. Despite relatively strong growth in payrolls, Mobile had the highest metro unemployment rate in June at 7.8 percent—still a considerable improvement over 9.5 percent unemployment a year earlier. Unemployment was the lowest in the Auburn-Opelika area at 5.8 percent, followed closely by Birmingham-Hoover and Huntsville with 5.9 percent unemployment.

While all of Alabama's 67 counties experienced a significant decline in unemployment compared to year ago levels, 12 counties still saw rates of 10.0 percent and over. Wilcox County had the highest unemployment at 15.8 percent while Shelby County's rate of 4.5 percent was the lowest. Over the past three years, all Alabama counties and metro areas have shown significant improvement in unemployment rates.

Looking at not seasonally-adjusted data, the recent improvement in Alabama's unemployment rate has been due to moderate employment growth coupled with a slightly larger decrease in the civilian labor force. The



Source: Alabama Department of Labor.

loss of almost 16,000 labor force participants over the 12 months ending in June 2013 likely results from a number of factors, including discouraged workers who have given up looking for a job, workers who have retired, and/or workers who have moved out of state for employment opportunities. Sluggish consumer and business spending growth, coupled with uncertainties concerning federal fiscal policies and upcoming implementation of the healthcare legislation, will keep many of the state's employers cautious about new hiring and capital investment during the remainder of this year.

Business sentiment, measured quarterly by the Center for Business and Economic Research's *Alabama Business Confidence Index*™ (ABCI), rose 5.2 points to 52.9 on the third quarter 2013 survey. That's the first time the state's business community has had a positive outlook overall since the third quarter of last year. However, business sentiment has not yet regained the pre-recession level of 56.8 recorded in the third quarter of 2007. Business executives are much more optimistic about prospects for the state than the national economy. An Alabama economy index reading of 55.2 forecasts moderate expansion in the third quarter, while the U.S. economy could perform slightly better than last quarter with the index at 50.6.

Articles reflect the opinions of the authors but not necessarily those of the staff of the Center, the faculty of the Culverhouse College of Commerce, or the administrative officials of The University of Alabama.

The Workforce Investment Partnership

The Workforce Investment Act (WIA), *Title I*, prescribes the delivery of a wide array of skills 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 centers' physical locations. Other services are made available through various other agencies, both directly and indirectly affiliated with the Alabama 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.

WIA funds allotted to the state are, in turn, allocated to local workforce investment areas within the state. These local workforce investment areas, which are charged with administrative responsibility for WIA programs and services, use these allocations for career center operations within their boundaries. Alabama currently has 45 Career Center System sites (as of August 2013), including comprehensive, non-comprehensive, and itinerant Centers. A Career Center Operations template issued by the State Workforce Investment Board (WIB) 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 loss due to plant closings and 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.

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 as dislocated workers. Among these services are health insurance program information and strategies to help protect dislocated workers' pension funds.

Priority of Services has also been established, through policy from the State WIB, 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 (WIBs), as provided under *Section 111* of the WIA, 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 WIBs 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 WIBs correspond to specific membership composition criteria. The three (3) Alabama local workforce investment areas are represented by a Local WIB. The State WIB works to achieve ongoing, cohesive, and mutually reinforcing working relationships among the workforce development partner agency stakeholders.

Members of the State WIB are appointed by the Governor. Local WIB 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 (AWIA), the sixty-five (65) county balance-of-state local area. The administrative entity for the Mobile County Local Workforce Investment area is Mobile Works, Inc. The designated Chief Local Elected Official is the Mayor, City of Mobile and President of the Mobile County Commission. For the Jefferson County Local Workforce Investment Area, the Chief Local Elected Official is the President of the Jefferson County Commission, and the local administrative entity is the Jefferson County Center for Workforce Development (JCCWD).

The State WIB'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 WIBs is tailored toward the specific needs of their respective local workforce investment areas. State and Local WIBs 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 WIBs are the operational settings for much of the WIA mandated coordination activities described in the following pages.

State Workforce Investment Board Members appointed for the period 02/15/12 – 01/20/15 and updated to reflect changes since the initial appointments on 02/15/12:

Governor
Robert Bentley

Members of the Legislature
Senator Shadrack McGill
Senator Clay Scofield
Representative Terri Collins
Representative Ed Henry

Organized Labor
Al Henley – Alabama AFL-CIO
Mary Allbritten – Alabama AFL-CIO

Youth - Oriented Organizations
Frank Coiro – Montgomery Job Corps Center
Jenna Ross – Alabama Department of Children's Affairs

Community College and Community-Based Organizations
Ed Castile – AIDT
Gregory Fitch – Alabama Commission on Higher Education
Frederick Hamilton – Jefferson County Community & Economic Development – JCWIA
Judy Merritt – Jefferson State Community College
Sydney Raine – Mobile Works, Inc. - MCWIA

WIA One-Stop Partner Representatives/Economic Development Agencies
Jim Byard, Jr. – Director, AL Dept. of Economic & Community Affairs, Montgomery, AL
Tom Surtees – Director, AL Dept. of Labor, Montgomery, AL
Tommy Bice – Superintendent, AL Dept. of Education, Montgomery, AL
Nancy Buckner – Commissioner, AL Dept. of Human Resources, Montgomery, AL
Neal Morrison – Commissioner, AL Dept. of Senior Services, Montgomery, AL
Cary Boswell – Commissioner, AL Dept. of Rehabilitation Services, Montgomery, AL
Mark Heinrich – Chancellor, AL Dept. of Postsecondary Edu., Montgomery, AL

Other Representatives, Head Agency Officials
Kib McKibbens – Governor's Office of Small Business Development
Jim Searcy – Economic Development Association of Alabama
Goodrich "Dus" Rogers – Jackson County Economic Development Authority

Local Area Chief Local Elected Officials
Mayor Wayne Silas – City of Winfield
Commissioner Don Stisher – Morgan County Commission

Business/Private Sector Representatives

Patricia Adams – Hyundai Motor Manufacturing Alabama, LLC
Tim Alford – Alabama Construction Recruitment Institute
Jeff Bayer – Bayer Properties
Ronnie Boles** – General & Automotive Machine Shop, Inc.
Joseph Brown – Alabama Power Company
Glenn Camp – H B & G Building Products, Inc.
John Carroll – Phifer, Inc.
Stan Chavis – Stan Chavis Insurance Agency
George Clark* – Manufacture Alabama
Jeff Coleman – Coleman World Group
J. Ab Conner – Conner Brothers Construction Co., Inc.
A.J. Cooper – Cooper Law
Wayne Daugherty – Raycom Media
John Downs – Qualico Steel Company
Perry Hand – Volkert, Inc.
John Harper – Wiregrass Construction Co., Inc.
Bobby Humphrey – Bryant Bank
Susan Johnston – East Alabama Medical Center
Jason Long – Brasfield & Gorrie
Bartley McCorquodale – McCorquodale Transfer, Inc.
Ken McPherson, Jr. – The McPherson Companies
Anne Payne – Bethel Farms
David Pearce – Alabama Catfish Feedmill, LLC
Ashley Ramsay-Naile – CrowderGulf
Mike Reynolds – BroadSouth Communications, Inc.
Quentin Riggins – Alabama Power Company
Doug Sellers – Merchant Capital, LLC
Steve Sloan – North American Lighting, Inc.
Dan Stracener – Tractor and Equipment Company
Sherry Vest – West Corporation
Cheryl Williams – The Coleman Group dba Spherion

* State Workforce Investment Board Chairperson
** State Workforce Investment Board Vice Chairperson

LOCAL BOARD ACHIEVEMENTS

Alabama Workforce Investment Area:

Program Year 2012 included the issuance of two requests for proposals for youth training services. The first request garnered twenty-one (21) responses. Evaluation by the Youth Council membership resulted in twelve (12) proposals being recommended for funding. The AWIA Board approved the Youth Council's recommendations.

The second request for proposal was issued to obligate the remainder of youth program funds. The Youth Council had requested and received approval from the AWIA Board to target the second request to the twenty-one (21) counties in the local area with a poverty rate of 24% or higher. Forty-six responses were received. The Youth Council again evaluated the proposals and recommended eight (8) for funding. These additional youth programs and proposals were recommended to the AWIA Board, which approved the Youth Council's recommendations.

Jefferson County Center for Workforce Development:

In Program Year 2012 the Center for Workforce Development (CWD) continued its close interaction with the Birmingham Career Center in offering seamless customer service. Together these offices comprise the Alabama Career Center System. Working cohesively with other agencies and programs such as Positive Maturity's AWARE Program, the Office of Senior Citizens Services' Hispanic Interpreter Program, Lawson State's Adult Basic Education Program (on site GED), the City of Birmingham in their BirminghamBuilds Initiative and Vocational Rehabilitation Services, and the One Stop Center at Jefferson State Community College has resulted in partnerships, which avail services to a wider community of stakeholders. The programs initiated in the 2012 program year will continue to yield an increase in the customer base for the Center through the next program year and beyond.

With sufficient staff in place, CWD has increased intensive services by providing assistance with resume writing, developing interview skills and job search and employment retention skills.

CWD staff promoted our programs in a variety of community and corporate events. Such events included: Birmingham Business Alliance Forum for Business Leaders, Congresswoman Terri Sewell's "Project READY"-a workforce development initiative to promote job skill training, work skills, and resources for improving employability skills; South Region Minority Supplier Development Council's Business Connections Conference and Expo; and numerous job fairs sponsored by entities such as the Department of Human Resources, Children's Aid Society, Alabama Department of Rehabilitation Services, local neighborhood associations, Birmingham City Schools, the City of Birmingham, and elected officials. Through the attendance of such events, we were able to connect with potential program participants as well as possible participant employers. Staff continues to utilize these events to highlight opportunities that are available to residents as well as employers.

CWD staff also promoted programs at local high schools and made several campus visits to the two year colleges we are partnered with to inform students they may be eligible for WIA funding to pay for their certification or associates degree.

Mobile Works, Incorporated:

PY 2012 Review: During the last 12 months, Mobile Works has realigned its resources to address the economic slowdown and the resulting changes to the employment picture in Mobile County. In addition, Mobile Works has pursued and added to our WIA funding National Emergency Grant resources, which have enabled us to expand our On-the-Job Training. Business and community leaders have expressed very clearly the need for more skilled workers and more efficient and effective training programs. Mobile Works continues to proactively address these issues through a variety of initiatives summarized in this report.

Marketing:

Mobile Works in the News: Mobile Works is frequently featured in local newspaper articles and on TV. Programs and events supported by Mobile Works are also featured in the news on a regular basis as we work to expand the community's awareness of our services.

E-News: Mobile Works provides a weekly E-News letter to over 18,000 individuals who subscribe to receive the timeliest information about the Workforce Development system. Focused on current job listings via Joblink and area job fairs, the E-news is a key resource for area agencies seeking to link customers to jobs. The list of recipients has grown consistently during the program year, and we anticipate ongoing growth as the local economy expands. This service allows people to link to both our Web site and to other resources that are accessible online and to keep up-to-date on training and employment opportunities in the area.

Web Site: The Mobile Works Web Site is constantly updated to reflect current information about WIA services, provide links to Labor Market Information and offer details about WIA resources available to area businesses and job seekers. In addition, it includes information about resources available at the Alabama Career Center in Mobile. The site also makes linking to job search resources (including the Alabama Joblink site) quick and easy. Links including industry web sites used to recruit workers are provided and updated regularly to assist job seekers, who are interested in submitting applications and resumes electronically to those companies.

Job Fairs and Community Outreach: Mobile Works routinely participates in area job fairs to reach jobseekers throughout our area. Community outreach, through presentations on services and resources, is also provided throughout the year at area high schools, college campuses, district meetings, regional expos and informational presentations to churches and community based organizations.

State Level Coordination

Several State agencies partner with the Alabama Department of Economic and Community Affairs, Workforce Development Division to deliver WIA sponsored services and programs, including:

Partners	
Department of Economic and Community Affairs – Workforce Development Division	**Department of Human Resources**
	Subsidized Employment Program (SEP)
State-level WIA (WIA Grant Administration)	Food Stamp Training Program
Local Area WIA (Local WIA Grant Administration)	JOBS Program
National Emergency Grants (NEGs)	**Alabama Department of Commerce**
Department of Education (Secondary)	Alabama Industrial Development Training (pre-employment services, Ready-to-Work Program)
	Industrial Recruitment
Career/Technical Education	Aid to Existing Industries
Department of Postsecondary Education	**Department of Labor**
Two-Year College System (workforce training programs)	Unemployment Compensation
Adult Basic Education	Employment Service
	Labor Market Information
Alabama Technology Network	Trade Adjustment Assistance
Career Ready Alabama (Career Readiness Certificate Program)	Veterans Services
Community Colleges: Bishop State, Southern Union, Bevill State - provide staff for one-stop centers	WIA Business Outreach
Department of Rehabilitation Services	Mobile Career Center Vehicle (MCCV)
	Staff for Career Centers
	Department of Senior Services

Specific interagency coordination activities include:

- A continuous exchange of customer information among: Jefferson County, Mobile County, and the Alabama (Balance-of-State) Local Workforce Investment Area, the Workforce Development Division, the Alabama Department of Economic and Community Affairs (ADECA), Alabama Department of Labor, 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 WIA 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 that 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 to receive.

- 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, a proud partner of the American Job Center Network, 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

Alabama's network of forty-five (45) Career Centers, strategically located throughout the state, is the primary mechanism for delivery of WIA *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.

Twenty-five (25) of these Centers are "comprehensive" offering 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. Fifteen (15) Centers are "satellites" and while not full service offices, 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 five (5) "itinerant" Centers, which are open less than full time and are staffed 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 WIA partner agencies, including the local employment service and human resources agencies, Adult Education, postsecondary education (two-year colleges), and vocational rehabilitation.

A central feature of each Career Center is the Resource Area, where workforce development service seekers enjoy ready access to computerized databases providing details of available educational and occupational training, job openings, 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 (MCCV).

Individual job seekers, assessed to require additional occupational skills training in order to better pursue their vocational objectives, may be provided training through the individual training account program, with eligible training providers.

Local employers are provided space to conduct employee candidate interviews at most Career Center locations. Additionally, case managers provide job seekers and employers with additional assistance to better satisfy their workforce development needs.

At the local level, Career Center staff members 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, and leveraging of resources rather than duplication, is the goal.

The Career Center Operations Template, developed by the State Workforce Investment Board in PY2002, 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. With 12 years of "brand recognition," there is a reluctance to change the name and logo without substantial funding from the U.S. Department of Labor, Employment and Training Administration, for this purpose. However, as appropriate we will include "a proud partner of the American Job Center Network" into the branding of the Career Centers.

Monthly Career Center tracking reports indicate 723,192 career center customer hits were recorded during Program Year 2012 (July 2012 – June 2013).

Comprehensive Career Centers (25*):

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

Non-Comprehensive Career Centers (15*):

1)	Alexander City	9)	Monroeville
2)	Andalusia	10)	Pell City
3)	Bay Minette	11)	Phenix City
4)	Blountsville	12)	Rainsville
5)	Center Point	13)	Roanoke
6)	Fayette	14)	Scottsboro
7)	Greenville	15)	Valley
8)	Hamilton		

Itinerant Career Centers (5*):

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

* Career Center numbers are subject to change; the Mobile Career Center vehicle is not included.

WIA Section 136(e) Process Evaluations

Alabama's WIA *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 WIA 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 WIA service or services seem most cost-effective across identifiable demographic segments within the broader category of WIA participants - Adults, Dislocated Workers, and Youth.

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

State-level evaluation studies in past years 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. With the loss of Governor's 10 Percent Set Aside funds, the State sought and acquired a waiver of formal evaluations as required under WIA Section 136.

Monthly customer traffic at all 45 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.

Efforts to identify high demand, high growth, and high wage occupations have been increased with the access of additional resources that provide insight into occupational demand month-to-month by area. This information is being relayed to career counselors, educators, and training programs to help them gain sustainable employment for their students. A growing response from employers has been they cannot find applicants with the skills they need for the job. There has been some ambiguity regarding skills demand in the state and various regions of the state. Via agreement (funded with State General funds), The University of Alabama was selected to conduct a skills gap analysis in the state to get a more specific idea of the types of skills they need in new and existing employees. This is a two-year project (starting on May 1, 2012) funded by the Alabama Department of Economic and Community Affairs, Alabama Department of Labor, and the Alabama Department of Postsecondary Education. These results should give educators and trainers verification of skills they need to emphasize with their students to meet the needs of employers and needs of job seekers. These projects will certainly continue to facilitate workforce development planning and execution.

Workforce Investment Activity Resource Allocation

Funds are provided annually to the state by the USDOL for the provision of WIA, *Title I*, Adult, Youth, and Dislocated Worker programs. According to the WIA, 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.

However, for Program Year 2012, Congress and the administration in Washington, D.C. made a decision to require that the Program Year 2012 Ten Percent funds be allocated to the local workforce investment areas as part of their normally- allocated formula funds. The Ten (10) Percent funds would have been available to fund many of the previously listed activities beginning on July 1, 2012. Due to these actions, the State sought and received approval to forgo the awarding of incentive awards and other required activities because there was no allocation for these activities, functions, etc. Only Five (5) Percent Administrative funds were awarded to the states for grant administration, reporting, etc. Additionally, up to twenty-five (25) percent of Dislocated Worker funds may be reserved for the provision of statewide rapid response services for dislocated workers.

PY12/FY13 Federal WIA Allocation Levels

Activity/Program	WIA Allocations
State-Level Activities*	$1,931,781
Statewide Rapid Response Activities	$773,493
Local Area Adult Programs	$10,861,645
Local Area Youth Programs	$11,125,906
Local Area Dislocated Worker Programs	$13,922,893
TOTAL	**$38,615,718**

*Includes $1,050 Reallocation by ETA.

Additional specifics regarding Alabama PY12/FY13 WIA program funding levels are found in Attachment A.

Statewide PY12 Adult, Youth, and Dislocated Worker actual performance measures are compared to the negotiated performance goals in Attachment B. This data indicates Alabama met or exceeded all negotiated goals for the Adult and Dislocated Worker programs and met two of the three negotiated goals for the Youth program.

An analysis (three (3) year average) of Alabama's performance trend contrasts Adult, Dislocated Worker, and 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 their counterparts in the Adult programs.

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

Performance Trend Comparison

Three Year (PY10-PY12) Statewide Average	Adult	Dislocated Worker	14-21 Youth
Entered Employment Rate	65.4%	71.3%	
Employment Retention Rate	83.9%	89.3%	
Average Earnings	$12,153.00	$15,227	
Employment/Credential Rate	-----	-----	
Placement in Employment or Education			53.9%
Attainment of Degree or Certification			50.0%
Literacy and Numeracy Gains			41.2%

PY12 Programs

Rapid Response

The ADECA, Workforce Development Division is responsible for coordinating WIA Dislocated Worker program services statewide. These responsibilities include the 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
- Alabama Department of Labor
  - Unemployment Compensation
  - Employment Service
  - Trade Adjustment Assistance
- Alabama Department of Commerce
  - 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
- Alabama Department of Senior Services
- 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 USDOL'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 two (2) Dislocated Worker Specialists who are employees of the ADECA and appropriate Alabama Department of Labor 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. In Alabama, the ADECA's Workforce Development Division is designated as the State's Dislocated Worker Unit. The Rapid Response Team, as part of Alabama's State Dislocated Worker Unit (DWU), 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 direct assistance and/or referral of various other agency 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/employees, 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 PY12 (July 1, 2012 - June 30, 2013):

Total Individuals Laid Off by Sector

Sector	PY11		PY12	
Agriculture production--livestock & animal specialties	0	0.0%	150	2.5%
Administration of human resource programs	450	8.3%	0	0.0%
Apparel & accessory stores	0	0.0%	207	3.4%
Apparel & other finished products	181	3.3%	1400	23.0%
Business services	191	3.5%	884	14.5%
Chemicals & allied products	119	2.2%	0	0.0%
Coal Mining	0	0.0%	430	7.1%
Communications	0	0.0%	67	1.1%
Educational services	0	0.0%	74	1.2%
Electric, gas, & sanitary services	0	0.0%	83	1.4%
Electronic & other electrical equipment & components	0	0.0%	0	0.0%
Engineering, accounting, research, & management	965	17.7%	84	1.4%
Food & kindred products	855	15.7%	87	1.4%
Furniture & fixtures	117	2.2%	157	2.6%
General merchandise stores	0	0.0%	52	0.9%
Health services	184	3.4%	845	13.9%
Industrial & commercial machinery & computer equip.	250	4.6%	63	1.0%
Insurance agents, brokers, & service	0	0.0%	84	1.4%
Justice, public order, & safety	191	3.5%	0	0.0%
Lumber & wood products, except furniture	0	0.0%	70	1.1%
Miscellaneous manufacturing services	0	0.0%	21	0.3%
Miscellaneous repair services	155	2.8%	125	2.0%
Motor freight transportation & warehousing	0	0.0%	282	4.6%
National security & international affairs	600	11.0%	13	0.2%
Primary metal industries	15	0.3%	826	13.5%
Printing, publishing, & allied industries	393	7.2%	0	0.0%
Railroad transportation	181	3.3%	0	0.0%
Rubber & miscellaneous plastic products	31	0.6%	60	1.0%
Stone, clay, glass, & concrete products	0	0.0%	35	0.6%
Textile mill products	89	1.6%	0	0.0%
Transportation equipment	395	7.3%	0	0.0%
Wholesale trade--nondurable goods	78	1.4%	0	0.0%
Total	5,440	100.0%	6,099	100.0%

Rapid Response records indicate 6,099 workers throughout the state were impacted by forty-nine (49) dislocation events serviced by the Rapid Response Team during PY12. By comparison, 5,440 workers were impacted by 30 dislocation events served by the Rapid Response Team during PY11. Rapid Response Team staff conducted 93 group employee/local service agency meetings during PY12. This is an increase of 46 as compared to Program Year 2011.

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 staffs have been trained in the use of the Eligible Training Provider List.

The 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 requested updated performance and program information on October 31, 2012 from the training providers listed on the Eligible Training Provider List.

Presently, there are approximately 115 different training providers, covering 307 different occupations and approximately 1,300 separate programs, on Alabama's WIA Eligible Training Provider List. The Alabama Eligible Training Provider List may be accessed at http://www.etpl.alabama.gov.

Incumbent Worker Training Program (IWTP)

The IWTP is administered through the ADECA WDD. *Section 134(A)(3)(iv) (I)* of the WIA authorizes Incumbent Worker Training as a statewide workforce development activity. Alabama's IWTP had limited funding in Program Year 2012. Only state-level Five (5) Percent administrative funds as well as up to twenty (20) percent (per USDOL approved waiver) of the Rapid Response funds (that are not necessary for provision of required Rapid Response activities) were available for a limited number of IWTP projects due to the non-availability of Governor's Ten (10) Percent funds.

The IWTP provides assistance to Alabama employers to help with expenses associated with new or updated skills training of current, full-time, employees. For-profit companies in operation in Alabama for at least two (2) years are eligible to apply for IWTP funds. 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. Each applicant was eligible to apply for up to $30,000 of IWTP funds in PY12 subject to not exceeding the lifetime award of $60,000.00.

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 lay-offs (lay-off aversion) 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 USDOL 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, 2013, Alabama has awarded nearly $13,843,000 in IWTP funding to Alabama businesses, benefitting over 21,700 workers. This includes twenty-four (24) IWTP contracts totaling $1,058,988 through federal American Recovery & Reinvestment Act (ARRA) and $330,565 awarded for thirteen (13) new IWTP contracts for PY12 (07/01/12 – 06/30/13). Statewide, PY12 contracts were awarded to companies of all sizes in eight (8) counties, benefitting two hundred and eighty (280) individual workers. Although local areas did not utilize Adult or Dislocated Worker monies to fund local IWTP activities (per approved USDOL waiver) during PY12, it is anticipated (with the loss of State level 10 percent funds for this program) that the local areas are much more likely to utilize local funds for IWTP activities in the future.

The chart below provides a snapshot for Alabama's IWTP in PY12:

Contracts per County

County	Contracts Awarded	Planned Participants	Agreement Amounts
Cullman	3	61	$71,420.00
Chambers	1	27	$30,000.00
Baldwin	1	15	$24,950.00
Marshall	1	16	$20,000.00
Jackson	2	58	$52,695.00
Lee	1	13	$26,400.00
Madison	2	22	$45,100.00
Talladega	2	68	$60,000.00
Totals	**13**	**280**	**$330,565.00**

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 WIA training services. ITA services may only be provided to WIA participants by those training providers who have applied for placement and been placed on the Eligible Training Provider List. The State began a wind down of its statewide ITA program during Program Year 2011 and continued the wind down throughout Program Year 2012 due to the loss of Governor's Ten (10) Percent Set-Aside funds. The state will not have funds for this statewide activity until Congress restores the Governor's Ten (10) Percent Set-Aside funds to states. Local workforce areas were not affected and continue to fund their local ITA programs. The normal limitation on length of training for regular WIA funded ITAs is two years.

Prospective education and/or occupational skills training providers must meet specific criteria in order to obtain and subsequently retain WIA 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 PY12, approximately 4,262 individuals were enrolled in training through ITAs utilizing regular formula WIA funds.

On-the-Job Training (OJT)

The Workforce Development Division of ADECA administers the OJT Program for the Alabama Workforce Investment Area, and the other two (2) local workforce investment areas (Jefferson and Mobile) administer their local programs of which OJT is an allowable training option. 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 Business Service Representative from the local career center or WIA administrative entity 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 (50) 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 negotiated predetermined training period can range from six (6) to twenty-six (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.

There are three (3) OJT programs: New Hire, National Emergency Grant (one ended and one started), and Performance-Based training. The ultimate goal of the three (3) OJT training programs is permanent employment upon successful completion of training.

The **New Hire** OJT program may allow an employer to receive up to fifty (50) percent reimbursement of hourly wages paid to a trainee. The reimbursement serves as an incentive to encourage employers to hire individuals who do not have all of the required skills for a particular job. This OJT training program places trainees in occupations that enhance long-term employment opportunities.

The **National Emergency Grant (NEG)** was a specifically designed OJT training program for a limited time period, January 1, 2008 – September 30, 2012. Trainees eligible for this program were unemployed for a period longer than 17.87 weeks. The NEG OJT training was provided under a contract with an employer in the private non-profit or private-for-profit sector. NEG OJT contracts could not be negotiated with public sector employers. Percentage of wages to be reimbursed was based on the total number of full time employees, before hiring OJT NEG

participant(s); 1-50 employees – the employer could receive ninety (90) percent reimbursement; 51-250 employees – the employer could receive seventy-five (75) percent reimbursement; and more than 250 employees – the employer could receive fifty (50) percent reimbursement. (This grant ended one quarter into Program Year 2012.)

On June 26, 2013, the State was awarded National Emergency Grant (NEG) funds to serve dislocated workers, who have been unemployed for at least 27 consecutive weeks. This Dislocated Worker Training/National Emergency Grant (DWT/NEG) provides funds to address the training needs of dislocated workers, especially the long-term unemployed and Unemployment Insurance (UI) recipients who have been profiled as likely to exhaust their benefits. One of the approved training components is On-the-Job Training. Veterans' priority of service provisions will be granted on a case-by-case basis. Under DWT/NEG OJT, employers (hiring eligible dislocated workers) will qualify for wage reimbursements for up to six (6) months maximum. Percent of wages to be reimbursed is based on the total number of full-time employees before hiring DWT/NEG OJT participants(s):

1-50 employees – up to 90% reimbursement
51-250 employees – up to 75% reimbursement
More than 250 employees – 50% reimbursement

The minimum wage rate is $9.00 per hour and maximum wage rate is $19.01 per hour.

The **Performance-Based** training program is designed to offer training to employers for a large number of employees for a short period of training time. The training hours, training plans, number of trainees, cost, and wages are negotiated through the Workforce Development Division (WDD). This program may allow an employer to receive up to fifty (50) percent reimbursement of hourly wages paid to a trainee. Employers are eligible for training cost reimbursement only if the trainee completes the training plus one day and is retained on the employer's payroll. All Performance-Based agreements are different, based on the employer's needs at that time.

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 school systems, two-year colleges, community centers, and/or other public or private facilities.

Youth: Summer Program/Work Experience

Mobile Works, Inc. has a long standing partnership with the Alabama Department of Rehabilitation Services to provide select in-school youth with the opportunity to gain work experience via a summer jobs program. This program can accommodate up to 20 participants who are substantially impaired by lost vision or hearing. Special job development is done to identify areas where these young people can be productive and receive real world experience in the elements of having and maintaining employment. During the most recent summer, Mobile Works served 16 youth through this initiative.

The Alabama Workforce Investment Area (AWIA) Youth Work Experience Program is designed to provide employability and work maturity skills for participants who have already achieved academic success and to provide job skills that can be added to a resume' and assist the youth in obtaining unsubsidized employment. Youth ages 18 – 21 years of age who were currently receiving Youth Services were eligible to participate in the program. Work Experience was the final service provided for youth participants prior to assistance with job placement. Program slots were distributed to the Career Centers according to the percentage of economically disadvantaged youth residing in the service area. Youth earned $7.25 per hour and worked 30 hours per week for 13 weeks or a maximum of 390 Hours. The worksites were non-profit or government agencies. Eighty three (83) youth participated in the program.

The Jefferson County Center for Workforce Development provided Summer Youth Employment to over 300 young people during Program Year 2012 via contracts with The Dannon Project and the Jefferson County Committee for Economic Opportunity.

Youth: Academic/Basic Skills Reinforcement

Older youth are provided supplemental academic exposure, which enables their achievement of basic learning skills, and culminates 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 class. Training is generally restricted to vocational/occupational fields of demonstrated local labor market demand. 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.

The three local area's Youth Councils oversaw the delivery of existing programs to area youth with great success. Local area providers offered a variety of training, job readiness, and academic remediation programs for PY12 in an effort to better reach difficult to serve youth. Thirty (30) providers were identified by the three local areas for funding, and programs were implemented to make available numerous resources for out-of-school youth.

The Youth programs funded by the local areas offered the following services. (Some activities may not have been offered by all local boards.) directly or via referral during PY12.

- 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

The services provided through the WIA system are evaluated based on specific criteria set forth by the USDOL and by ADECA. Youth are expected to earn a credential such as their GED or High School Diploma. Programs must also pre-test participants and offer them assistance in math or reading if needed. Youth enrollees are prepared for the workplace and assisted with job placement or supported in their pursuit of continuing education.

Local Areas' Program Success Stories

Adult

Gwendolyn's Success Story: Gwendolyn waited tables to earn a living. She wasn't sure what she wanted to do in life, but she wanted a career that would be meaningful and fed her passion. She finally found her calling amongst the most trying circumstances. During that time her mother became very ill and subsequently passed away. "I never knew my calling until the year of 2004," Gwendolyn said, as she reflected on the quality care provided by the hospital nursing staff when her mother was ill. "That day I found my calling; I knew that nursing was the profession for me." Today, Gwendolyn is living out her dream as a nurse working in the neurological/medical-surgical unit at Mobile Infirmary Hospital. "WIA helped me achieve my goals and for that I'll be forever grateful," Gwendolyn said. She credits the program for motivating her to maintain her grades because participants must provide their grade report in order to receive funding for the upcoming semester. "Submitting my grades was validation that my hard work was paying off and I was closer to my goals. Nursing school is not easy, but WIA was the vessel and I would not have made it through without the funding," Gwendolyn said.

Jessica's Success Story: Jessica was a single Mom of one receiving food stamps. She had approximately five years experience working as a Certified Nursing Assistant (CNA), but she wanted something more for herself and her son. The Alexander City Career Center was able to assist her with WIA Adult funding to go to nursing school at the local community college. She began training in August 2011, graduated in May 2013, and obtained her Registered Nurse (RN) license in July 2013. She went to work as an RN at a local hospital and is very happy in her job. She is grateful for the assistance she received from WIA to help her achieve her goal.

Brittney's Success Story: Brittney entered the Jefferson County Center for Workforce Development office in September of 2012. Due to family problems, she was somewhat unsure as to what her future held. She had attended UAB for a time, but was not able to complete her education there. She decided she wanted to receive her certification as a nursing assistant so that she could find a job quickly as she was homeless and was moving around staying with different friends and family members for periods of time.

Brittney attended Nursing Assistant Solutions to become a CNA. While receiving training, she finally decided that this was the career path she was destined to take. She wanted to continue training as a Patient Care Technician once her CNA training was completed. Brittney graduated in March of 2013, and was hired as a Patient Care Technician at St. Vincent's hospital. She now wants to continue training in the healthcare field and is interested in becoming an RN. Brittney has also signed a lease for her own apartment and has completely turned her life around.

Youth

Wayne's Success Story: After his mother went to prison, Wayne was left to care for himself, on his own at age fourteen. After two years of trying to provide for himself, he realized that he could get a lot further in life if he had the help of trustworthy adults. He did not have family, education, or sufficient income, but he did have a plan. With the help of these trustworthy adults, he was placed at St. Mary's Group Home who helped him enroll into Dearborn YMCA's Pathway to Employment G.E.D. Program.

While at Dearborn's Pathway Program Wayne was able to accomplish his primary goal rather quickly. He enrolled into the program with above level scores and received his G.E.D. less than two months after he started. The staff describes him as dedicated, hardworking, disciplined, and health conscious. His peers describe him as friendly and hardworking.

Wayne continued to attend the program after he received his G.E.D. He worked on finding himself and overcoming the obstacles and disadvantages that he'd endured. He also learned to recognize his existing strengths and potential. Wayne explored many career options, learned how to write a resume, the value of a good reference, and how to interview with an employer. He also continued to increase his academic levels in his core subject areas.

Now, less than five months later, Wayne is a freshman at the University of South Alabama, majoring in computer information sciences, and has enrolled in R.O.T.C. with a military science minor. He lives on campus and is working toward higher goals for himself. He plans on enlisting with the U.S. Army at the beginning of the next school year. Wayne is motivated to become a better person than what he was and focusing on being all he can be.

Carisa's Success Story: Carisa entered a WIA funded youth program at age 19 as a high school dropout and single mom, working part-time at a gas station. Through the program she received valuable services including individual and group counseling as well as career development activities, which she wholeheartedly embraced. Carisa received her GED in December 2012, and with WIA Individual Referral scholarship assistance, she enrolled in the Criminal Justice program at the local community college. In support of her career goals, the Fort Payne Career Center provided a temporary work experience at the County Sheriff's office. Carisa worked hard at the Sheriff's office, proving to be a valuable employee. After completing the hours allowed under the temporary work program, she was hired at the Sheriff's office and is now doing work that she loves!

D'Andrea's Success Story: D'Andrea participated in Jefferson County Workforce Investment Area (JCWIA) Youth Program as a student in Jeremiah's Hope Academy Patient Care Assistant Program. When she began this program, she had been employed at a local grocer as a cashier for a period of 3 years. Desperate for a change, D'Andrea entered JCWIA wanting a career in the health field. Unsure of the risk she was taking by leaving her source of income, she decided to take a leap of faith. Now a graduate of Jeremiah's Hope Academy Patient Care Technician Program, D'Andrea has gained full-time employment and has decided to enroll in the nursing program at Lawson State Community College.

Dislocated Worker

James' Success Story: To many, the number 37 could mean someone's age, waist size or miles per gallon for a car. However, for James the number 37 represents his career as a commercial press operator. In July, 2012 James lost his job with a local printing company. "My company switched from offset printing to digital output," states James. Digital printing, according to James streamlined print preparation. As a result of this new technology, his job was eliminated.

While job searching he was introduced to a training program for dislocated workers sponsored by Mobile Works. James attended an information fair and learned about instrumentation training at TriNova. "I loved being a press operator and had no idea that my trade was going away," James elaborated. "I attended the training fair and became open to learning a new set of skills. I decided to use this experience as an opportunity to grow."

James is optimistic about the future and enthusiastic about what he is learning. "The instructors are awesome. They are very supportive and teach me the comprehensive aspects of instrumentation," states James. He is also appreciative that TriNova is assisting with finding jobs, helping with resumes and providing interview tips to help land a job. His future looks bright as he tackles his new career path. In fact, he recently landed a job with a local carpet company and his training at TriNova is a skill needed with his new employer. He's now in a prime position for advancement opportunities.

James is optimistic about his future and thankful for the help and the support he's received while unemployed. He states that persistence pays off. " I am so appreciative of Mobile Works, the Career Center, the Alabama JobLink website for displaying current job openings, unemployment benefits and all the resources that were available to me while unemployed. I owe everyone a debt of gratitude from Governor Bentley to Mobile Works and beyond."

Matthew's Success Story: Matthew was a recently-relocated Navy Veteran and Dislocated Worker when he applied for and received WIA assistance. An Individual Training Account allowed him to attend Certified Driver's License (CDL) Training at a local Truck Driver training school. Matthew successfully completed his training and graduated in May 2013, and the Demopolis Career Center assisted in finding him a position with a local trucking company. He is currently on the road, and his employer is very happy with his performance.

Shannon's Success Story: Shannon was part of a certified worker group under the petition TAW 73833 and enrolled in WIA assistance as an Adult. He was employed at a local manufacturing company for 13 years prior to being laid-off in April 2010. As a Merchandise Processor, at a rate of pay of $12.53, he was responsible for maintaining, receiving, and adequately storing inventory for the distribution center.

Through the Trade Adjustment Assistance Program and WIA, he was able to attend and complete a 2-year program at the local community college. He entered training in August 2011 and completed it in August 2013, receiving an Associate in Applied Science in the Occupational Therapy Assistant program.

Upon completion of his training, he immediately went to work with a rehabilitation hospital. His starting wage as an Occupational Therapy Assistant (without the certification) is $21.00 per hour with a full benefit package. Once he passes the O.T.A. certification exam, his rate of pay will increase.

Marjorie's Success Story: After 10 years with a local distribution center, Marjorie found herself out of work due to the closing of the distribution center. A single mother of 3 children, Marjorie's world was turned upside down. She received food stamps and unemployment benefits, but that did not help her make ends meet. After a few months, Marjorie decided it was time to make a change to find a job in a high demand occupation to stabilize her future and the future of her children.

Marjorie entered the Jefferson County Center for Workforce Development office in June of 2011. She enrolled and began the Diagnostic Medical Sonography program at Virginia College. Marjorie completed training this year and now has an Associate's Degree in Diagnostic Medical Sonography. She graduated with a 3.5 GPA, all while continuing to raise her children.

Upon completion of her training, Marjorie became employed at Shelby Baptist Medical Center as a Diagnostic Medical Sonographer. "My life has changed for the better, and I could not have done it without the assistance of the Center for Workforce Development," said Marjorie. She truly is an example of how rewarding and beneficial our program is, and how one can overcome obstacles, even at the lowest point of their life.

Waiver Requests

The waivers shown below were requested by the state to help administer programs to eligible recipients in the most effective and flexible means possible to alleviate unnecessary restrictions to efficient grant administration and service delivery. 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 by the U.S. Department of Labor (USDOL).

Increase the Allowable Transfer Rate between Adult and Dislocated Worker Programs

A waiver of the limits on transfers between adult and dislocated worker programs was approved by USDOL through June 30, 2017. This limit is found in Section 133(b)(4) of WIA. This waiver will result in the ability to transfer up to 50 percent of funds from one of these programs to the other.

The primary goal of this waiver is to gain the flexibility needed to effectively use the funds allocated to the state under the Workforce Investment Act. By allowing the funds to be transferred as needed, based on the needs determined within each local area within the state, the funds will be more effectively used to provide services.

The individuals impacted are adults and dislocated workers who are in need of training and re-employment services. By having the flexibility to move the funds to the target group where the need is greatest, program participants, both adults and dislocated workers, will benefit from the waiver.

Common Measures

The State of Alabama received a waiver, from USDOL through June 30, 2017, for the provision of WIA Section 136(b) and (c) and accompanying Regulations §666.100(a) and §666.300(a) that specify the state and local performance measures currently required for WIA Title I programs

This waiver allows Alabama to renew its performance focus and facilitate system integration across partner programs. The common measures provide a simplified and streamlined performance measurement system that is more cost effective and understandable to business-led boards. It is believed that case management, customer service, and operational effectiveness will be enhanced through implementation of this waiver.

The waiver is viewed as a continuous improvement measure that will have the following far-reaching benefits and outcomes:

- Facilitate the goal of a fully integrated workforce system;
- Provide clear and understandable information to stakeholders concerning the use of public funds and return on investment;
- Improve case management integration, service coordination, and information sharing;
- Assist in the realignment of youth program designs to better implement the USDOL's vision for targeting out-of-school youth;
- Use a single set of measures for youth, thus eliminating the need to track younger and older youth through separate silos; and
- Reduce labor intensive data collection.

All customers of the workforce system will benefit from this waiver. The quality and quantity of services to participants will be enhanced by focusing on fewer targeted outcomes. State and local program administrators will benefit as Alabama progresses towards a fully integrated workforce system that concentrates on demand-driven accountability measures.

Conduct Evaluations, Local Incentive Grants, and Disseminating Training Provider Performance and Cost Information using Governor's Reserve

The State of Alabama received a waiver, from USDOL through June 30, 2013:

- Waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(d) requiring the conduct of evaluations of workforce investment activities for adults, dislocated workers, and youth.
- Waiver of WIA Section 134(a)(2)(B)(iii) and 20 CFR 665.200(e) requiring provision of incentive grants to local areas.
- Waiver of 20 CFR 665.200(b)(3) requiring dissemination of training provider performance and cost information.

The reduction to five percent in the WIA allotment for PY 2012 Governor's Reserve funds restricts the state's ability to effectively fund and carry out all of the required statewide workforce investment activities. The current funding level in the Governor's Reserve is insufficient to cover the cost of evaluations, incentive grants to local areas, and dissemination of training provider performance and cost information. The state's reduced funds are being used to cover the following required activities:

§ 665.200

(b) Disseminating:
(1) The State list of eligible providers of training services (including those providing non-traditional training services), for adults and dislocated workers;
(2) Information identifying eligible providers of on-the-job training (OJT) and customized training;
(4) A list of eligible providers of youth activities as described in WIA section 123;
(f) Providing technical assistance to local areas that fail to meet local performance measures.
(g) Assisting in the establishment and operation of One-Stop delivery systems, in accordance with the strategy described in the State workforce investment plan. (WIA sec. 112(b)(14))
(i) Operating a fiscal and management accountability information system, based on guidelines established by the Secretary after consultation with the Governor, chief elected officials, and One-Stop partners, as required by WIA section 136(f). (WIA secs. 129(b)(2), 134(a)(2), and 136(e)(2))

Funds are being used by the state in regard to WIA grant administration, oversight and monitoring, reporting to the USDOL, and for State WIB support as necessary.

Our goal with this waiver is to ensure that the state may prioritize the use of Governor's Reserve funds for the required activities we deem most essential to the basic functions of the workforce investment system.

This waiver has provided the state agency with more flexibility in directing Governor's Reserve funds to those activities that best preserve basic functions of the statewide workforce investment system.

Eligible Training Provider List

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. The State of Alabama has received a waiver, from the USDOL through June 30, 2013.

This waiver makes provision of consumer information less burdensome and still provides information that is valuable to the consumer. This waiver also allows the provision of helpful information to potential trainees without being overly burdensome.

This waiver impacts those customers who are eligible for WIA training services in that it would provide them with information about performance results for WIA-funded individuals in a given training program. This information is very valuable to the consumer in making critical career decisions. Information about the entire group that has gone through training, regardless of funding, would also be valuable; but it has been extremely difficult to acquire. Confidentiality issues come into play when acquiring information about non-WIA students because Social Security Numbers are involved. Two-year colleges have been unable to overcome this issue.

Incumbent Worker Training at the Local Area Level

The Alabama Department of Economic and Community Affairs (ADECA), as the State Administrative Entity for the Workforce Investment Act (WIA), has received a waiver, from the USDOL through June 30, 2017, of the restrictions on the use of local area WIA funds for incumbent worker training at the local area level.

WIA requires progression through a series of core, intensive, and training activities. The requirements for intensive services include, from WIA Section 134(d)(3)(A), being "...unemployed and are unable to obtain employment through core services...", "...been determined by a one-stop operator to be in need of more intensive services in order to obtain or retain employment that allows for self-sufficiency." WIA Section 134(d)(4)(A)(i) requires a person to have "...met eligibility requirements for intensive 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.

This waiver allows Local Workforce Investment Boards, at their discretion, to spend up to 10 percent of local Dislocated Worker funds and up to 10 percent of local Adult funds for incumbent worker training only as part of a lay-off aversion strategy. Use of Adult funds must be restricted to serving low-income adults under this waiver. All training delivered under this waiver is restricted to skill attainment activities. Local areas must continue to conduct the required local employment and training activities at WIA section 134(d), and the State is required to report performance outcomes for any individual served under this waiver in the Workforce Investment Act Standardized Record Data System (WISARD). This waiver will help to

prevent layoffs and closures by assisting companies in becoming more competitive through provision of needed training.

Alabama has run an incumbent worker training program using state-level funds. This program has become very popular and very worthwhile. Local areas have used the waiver to a limited extent, but the waiver is a valuable tool for training incumbent workers. A state policy requires a dollar-for-dollar match of WIA funds by the employer. This waiver increases local flexibility to address the needs of the labor market.

This waiver provides Local Workforce Investment Boards the option to spend a portion of their WIA funding on incumbent worker training. The incumbent worker training program is very popular with employers as industry competition is constantly increasing. Employers are required not only to work harder but also to work smarter, and this requires employee training. Incumbent worker training provides skill upgrade training to employees of companies that need the assistance, thereby assisting in retaining jobs and even in creating jobs. In addition to these benefits, incumbent worker training is spreading the word about WIA funded programs and resources in a very positive way.

The potential impact of this waiver is on employers and employees in businesses in which employees need training in order to remain competitive in the marketplace. Without the training, the business may have to lay off employees or to close. The training makes the employees more valuable to the current employer and to other future employers.

Transfer of Funds from Rapid Response to Statewide Activities

The State of Alabama has received a waiver of WIA Section 134(a)(3)(A)(iv)(I) from the USDOL through June 30, 2017. This waiver allows the transfer on up to 20 percent of Rapid Response funds to WIA Statewide Activities in order that we may provide additional incumbent worker training.

This waiver gives the state the flexibility to move funds from the Rapid Response program to incumbent worker training, which greatly enhances the state's ability to adapt as situations dictate. Incumbent worker training has proven to be our best available tool to assist with layoff avoidance.

Individuals impacted by this waiver are those workers whose companies are in need of employee training to meet the competitive demands of the marketplace. Provision of the training to these individuals helps the competitiveness of the company and helps the trainee by providing the worker with additional skills which are valuable at the current job and any future job.

Alabama Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01015

Total Participants Served	Adults	3574	**Total Exiters**	Adults	2250
	Dislocated Workers	2027		Dislocated Workers	1420
	Older Youth	1276		Older Youth	620
	Younger Youth	1137		Younger Youth	423
Program Year 2010 Local Area Performance Outcomes				**Negotiated**	**Actual**
Entered Employment Rate	Adults			67.0	67.7
	Dislocated Workers			75.0	73.2
Retention Rate	Adults			84.5	83.4
	Dislocated Workers			91.0	88.0
Average Earnings	Adults			$12,000	$12,219
	Dislocated Workers			$15,632	$15,074
Placed in Employment/Edu.	Youth (14-21)			56.0	56.0
Degree/Certificate Attainment	Youth (14-21)			50.5	47.3
Literacy/Numeracy Gains	Youth (14-21)			58.0	46.6

Jefferson Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01005

Total Participants Served	Adults	829	**Total Exiters**	Adults	226
	Dislocated Workers	140		Dislocated Workers	62
	Older Youth	104		Older Youth	43
	Younger Youth	25		Younger Youth	7
Program Year 2010 Local Area Performance Outcomes				**Negotiated**	**Actual**
Entered Employment Rate	Adults			67.0	69.9
	Dislocated Workers			75.0	67.1
Retention Rate	Adults			84.5	87.1
	Dislocated Workers			91.0	88.1
Average Earnings	Adults			$12,000	$12,190
	Dislocated Workers			$15,632	$15,490
Placed in Employment/Edu.	Youth (14-21)			56.0	53.3
Degree/Certificate Attainment	Youth (14-21)			50.5	66.7
Literacy/Numeracy Gains	Youth (14-21)			58.0	11.9

Mobile Local Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01010

Total Participants Served	Adults	724	**Total Exiters**	Adults	239
	Dislocated Workers	150		Dislocated Workers	50
	Older Youth	84		Older Youth	61
	Younger Youth	90		Younger Youth	77

Program Year 2010 Local Area Performance Outcomes		**Negotiated**	**Actual**
Entered Employment Rate	Adults	67.0	67.6
	Dislocated Workers	75.0	80.0
Retention Rate	Adults	84.5	79.5
	Dislocated Workers	91.0	82.9
Average Earnings	Adults	$12,000	$14,220
	Dislocated Workers	$15,632	$16,448
Placed in Employment/Edu.	Younger Youth (14-21)	56.0	56.1
Degree/Certificate Attainment	Younger Youth (14-21)	50.5	61.0
Literacy/Numeracy Gains	Younger Youth (14-21)	58.0	72.1

Program Performance Summary

	Negotiated Performance Level	**Actual Performance Level**	
Adult			
Entered Employment Rate	67.0%	67.3%	1,614 2,399
Employment Retention Rate	84.5%	84.1%	1,690 2,009
Average Earnings	$12,000	$12,536	$21,174,042 1,689
Employment and Credential Rate			
Dislocated Worker			
Entered Employment Rate	75.0%	71.6%	1,559 2,178
Employment Retention Rate	91.0%	89.5%	1,383 1,545
Average Earnings	$15,632	$15,276	$21,127,121 1,383
Employment and Credential Rate			
Youth Common Measures (14-21) Results			
Placement in Employment or Education	56.0%	56.0%	493 880
Attainment of Degree or Certification	50.5%	49.4%	461 934
Literacy and Numeracy Gains	58.0%	49.0%	282 576

Note: Percentages have been rounded to the nearest tenth.

PY12 Participants/Exited (4th quarter – cumulative)

Statewide Summary:	Total Participants Served	Participants Exited
Adults	5,423	2,953
Dislocated Workers	3,027	2,035
Older Youth	1,464	724
Younger Youth	1,252	507
TOTAL		

Total Number of Youth Served: 2,716 **(100.0%)**
Out-of-School Youth: 2,057 **(75.7%)**
In-School Youth: 659 **(24.3%)**

Customer Satisfaction

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level (ACSI)	Number of Customers Surveyed	Number of Surveys Completed	Number of Customers Eligible for Survey	Response Rate
Program Participants	82.0%	86.4%	695	530	2,248	76.3%

Other Reported Information

	Employment Retention Rate		Earnings increase Adult or Earnings Replacement Dislocated Worker		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	84.5	1,589 / 1,881	$1,724	$1,580,943 / 917	1.1	17 / 1,614	$5,098	$8,172,086 / 1,603	50.1	741 / 1,479
Dislocated Workers	90.4	1,296 / 1,434	92.3	$12,438,792 / $13,470,974	0.8	13 / 1,559	$6,459	$9,984,875 / 1,546	52.7	768 / 1,458

Special Populations Outcomes Summary

Adult Program

Rates	Public Assistance Recipients		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment	65.6	657	62.6	87	34.0	17	50.0	56
		1,001		139		50		112
Employment Retention	82.0	653	80.0	96	76.5	26	74.4	58
		796		120		34		78
Average Earnings	$11,227	$7,331,198	$14,299	$1,372,685	$11,988	$311,676	$11,456	$664,451
		653		96		26		58

Dislocated Worker Program

Rates	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment	72.1	119	64.3	90	53.4	119	64.3	18
		165		14		223		28
Employment Retention	86.4	114	80.0	8	87.1	108	73.9	17
		132		10		124		23
Average Earnings	$18,412	$2,098,985	$20,587	$164,692	$14,760	$1,594,058	$13,587	$230,972
		114		8		108		17

Other Outcome Information Summary

	Individuals Who Receive Training Services		Individuals Who Receive Only Core & Intensive Services	
Adults				
Entered Employment Rate	68.7	1,481	54.5	133
		2,155		244
Employment Retention Rate	84.5	1,487	81.2	203
		1,759		250
Average Earnings	$12,750	$18,947,200	$10,970	$2,226,842
		1,486		203
Dislocated Workers				
Entered Employment Rate	71.9	1,460	67.8	99
		2,032		146
Employment Retention Rate	89.7	1,279	87.4	104
		1,426		119
Average Earnings	$15,201	$19,442,082	$16,202	$1,685,039
		1,279		104

Participant Demographic Profile

Characteristics	
Female	5592
Male	4107
American Indian/Alaska Native	103
Asian	64
Black/African American	4392
Hispanic/Latino	56
Native Hawaiian/Pacific Islander	13
White	5071

Note: Male/Female totals will not calculate with Ethnic totals as participants may indicate multiple ethic groups at eligibility. Also, the Participant Demographic Profile will not add to the total number of participants served Table because a single participant may be counted in two or more categories such as both in the Adult and Dislocated Worker categories, etc.

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

Metropolitan Areas	June 2012	June 2013	Change from June 2012	
			Number	Percent
Alabama	**1,895.3**	**1,906.8**	11.5	.06
Anniston-Oxford	48.1	47.8	-.03	-.06
Auburn-Opelika	55.9	56.5	.06	1.1
Birmingham-Hoover	506.2	504.4	-1.8	-0.4
Decatur	55.0	55.0	0.0	0.0
Dothan	57.0	56.8	-0.2	-0.4
Florence-Muscle Shoals	55.4	55.7	0.3	0.5
Gadsden	36.8	37.0	0.2	0.5
Huntsville	210.2	209.9	-0.3	-0.1
Mobile	173.6	175.5	1.9	1.1
Montgomery	167.7	169.4	1.7	1.0
Tuscaloosa	95.9	97.7	1.8	1.9

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

PY13 Cost of Program Activites

Program Activity		Total Federal Spending
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 06/30/13)		$0.00
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5%	$0.00
	Contractor Administration 5% Funds	$0.00
	Apprenticeship Program	$0.00
	Relocation Services	$0.00
	Other Expenditures	$0.00
	Incumbent Worker Training	$0.00
	Recaptured Funds	$0.00
	Assessment/Case Management	$0.00
	ITAs for Dislocated Workers	$0.00
Total of All Federal Spending Listed Above		**$0.00**

* - Only PY13 Youth Funds were available (on 04/01/13) for expenditure prior to 06/30/13.

PY12 Cost of Program Activites

Program Activity		Total Federal Spending
Local Adults		$566,749.60
Local Dislocated Workers		$1,092,743.76
Local Youth		$4,477,734.80
Local Administration		$616,280.29
Rapid Response (up to 25%) Sec. 134(a)(2)(A)		$74,980.04
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/13 less FSR 06/30/12)		$303,422.24
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5%	$269,583.64
	Contractor Administration 5% Funds	$11,634.04
	Apprenticeship Program	$0.00
	Relocation Services	$5,697.63
	Other Expenditures	$16,506.93
	Incumbent Worker Training	$0.00
	Recaptured Funds	$0.00
	Assessment/Case Management	$0.00
	ITAs for Dislocated Workers	$0.00
Total of All Federal Spending Listed Above		**$7,131,910.73**

Note: 5% Administrative funds were also used for program expenses as noted and for programmatic functions related to state administration of the WIA program as well as administrative expenses related to state level WIA grant administration.

FY13 Cost of Program Activites

Program Activity		Total Federal Spending
Local Adults		$5,174,529.56
Local Dislocated Workers		$438,486.45
Local Youth		$0.00
Local Administration		$137,537.00
Rapid Response (up to 25%) Sec. 134(a)(2)(A)		$116,901.31
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/13 less FSR 06/30/12)		$29,615.37
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5%	$14,315.37
	Contractor Administration 5% Funds	$0.00
	Apprenticeship Program	$0.00
	Relocation Services	$0.00
	Other Expenditures	$0.00
	Incumbent Worker Training	$15,300.00
	Recaptured Funds	$0.00
	Assessment/Case Management	$0.00
	ITAs for Dislocated Workers	$0.00
Total of All Federal Spending Listed Above		**$5,897,069.69**

Note: 5% Administrative funds were also used for program expenses as noted and for programmatic functions related to state administration of the WIA program as well as administrative expenses related to state level WIA grant administration.

PY11 Cost of Program Activites

Program Activity		Total Federal Spending
Local Adults		$210,304.51
Local Dislocated Workers		$305,101.80
Local Youth		$6,102,828.90
Local Administration		$1,160,255.81
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 06/30/13 less FSR 06/30/12)**		$483,272.08
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5%	$437,392.74
	Contractor Administration 5% Funds	$119.21
	Apprenticeship Program	$6,303.66
	Relocation Services	$0.00
	Other Expenditures	$13,056.47
	Incumbent Worker Training	$26,400.00
	Recaptured Funds	$0.00
	Assessment/Case Management	$0.00
	ITAs for Dislocated Workers	$0.00
Total of All Federal Spending Listed Above		**$8,261,763.10**

* - No Rapid Response funds were retained as the State had sufficient carryover Rapid Response funds. The funds were allocated to the local workforce areas as part of their Dislocated Worker funds allocation.

** - The current administration (in D.C.) and Congress only allowed the retention of 5% Administrative funds by the states. The 10% Governor's Set Aside funds were retained by the Employment and Training Administration for Workforce Innovation Grants.

Note: 5% Administrative funds were also used for program expenses as noted and for programmatic functions related to state administration of the WIA program as well as administrative expenses related to state level WIA grant administration.

09/25/13

FY12 Cost of Program Activites

Program Activity		Total Federal Spending
Local Adults		$5,848,846.83
Local Dislocated Workers		$8,352,555.99
Local Youth		$0.00
Local Administration		$1,320,413.32
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 06/30/13 less FSR 06/30/12)**		$893,001.43
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5%	$428,640.50
	Contractor Administration 5% Funds	$82,339.67
	Apprenticeship Program	$102,263.18
	Relocation Services	$0.00
	Other Expenditures	$65,011.33
	Incumbent Worker Training	$197,264.09
	Recaptured Funds	$0.00
	Assessment/Case Management	$0.00
	ITAs for Dislocated Workers	$17,482.66
Total of All Federal Spending Listed Above		**$16,414,817.57**

* - No Rapid Response funds were retained as the State had sufficient carryover Rapid Response funds. The funds were allocated to the local workforce areas as part of their Dislocated Worker funds allocation.

** - The current administration (in D.C.) and Congress only allowed the retention of 5% Administrative funds by the states. The 10% Governor's Set Aside program funds were allocated to the local workforce areas as part of their normal Adult, and Dislocated Worker fiscal year allocations.

Note: 5% Administrative funds were also used for program expenses as noted and for programmatic functions related to state administration of the WIA program as well as administrative expenses related to state level WIA grant administration.

09/25/13

PY10 Cost of Program Activites

Program Activity		Total Federal Spending
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)*		$53,635.86
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/13 less FSR 06/30/12)		$141,831.06
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds & 10 % Funds	$134,754.72
	Contractor Administration 5% Funds	$0.00
	Apprenticeship Program	$0.00
	Relocation Services	$0.00
	Other Expenditures	$0.00
	Incumbent Worker Training	$0.00
	Recaptured Funds	$95.00
	Assessment/Case Management	$6,981.34
	ITAs for Dislocated Workers	$0.00
Total of All Federal Spending Listed Above		**$195,466.92**

* - $21,089.74 of Rapid Response funds were spent for Incumbent Worker Training Projects (per USDOL approved waiver) not included elsewhere in the Annual Report.

FY11 Cost of Program Activites

Program Activity		Total Federal Spending
Local Adults		$0.00
Local Dislocated Workers		$294,955.41
Local Youth		$0.00
Local Administration		$0.00
Rapid Response (up to 25%) Sec. 134(a)(2)(A)		$92,209.95
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/13 less FSR 06/30/12)		$1,075,512.97
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds & 10 % Funds	$420,393.64
	Contractor Administration 5% Funds	$0.00
	Apprenticeship Program	$0.00
	Relocation Services	$0.00
	Other Expenditures	$3,378.72
	Incumbent Worker Training	$0.00
	Recaptured Funds	$388.00
	Assessment/Case Management	$588,677.90
	ITAs for Dislocated Workers	$62,674.71
Total of All Federal Spending Listed Above		**$1,462,678.33**

Outlook for 2013

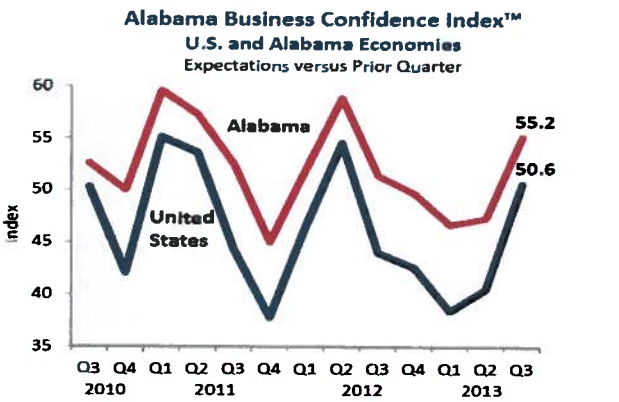
Inflation-adjusted Alabama GDP should grow by about 2.2 percent in 2013, close to the pace of expansion seen in 2012. Transportation equipment manufacturing will continue to be one of the fastest growing industries. Relatively strong demand for vehicles produced in Alabama is expected to keep production at current levels for the remainder of this year. Nonfarm employment is forecasted to rise 0.8 to 1.2 percent, with the state adding between 15,000 and 20,000 jobs in 2013. Most job gains will be in transportation equipment manufacturing; food services and drinking places; administrative support,
waste management, and remediation services; educational services; healthcare and social assistance; and finance and insurance-related services.

Gradually improving residential and commercial real estate markets are expected to help the state regain some of the construction jobs that were lost during recent years. However, given still relatively sluggish consumer spending growth, the pace of payroll gains in the leisure and hospitality sector, including restaurants and other food service establishments, is expected to slow in the second half of this year.

Looking at not seasonally-adjusted data, the recent improvement in Alabama's unemployment rate has been due to moderate employment growth coupled with a slightly larger decrease in the civilian labor force. The loss of almost 16,000 labor force participants over the 12 months ending in June 2013 likely results from a number of factors, including discouraged workers who have given up looking for a job, workers who have retired, and/or workers who have moved out of state for employment opportunities. Sluggish consumer and business spending growth, coupled with uncertainties concerning federal fiscal policies and upcoming implementation of the healthcare legislation, will keep many of the state's employers cautious about new hiring and capital investment during the remainder of this year.

Business sentiment, measured quarterly by the Center for Business and Economic Research's Alabama Business Confidence Index™ (ABCI),rose 5.2 points to 52.9 on the third quarter 2013 survey. That's the first time the state's business community has had a positive outlook overall since the third quarter of last year. However, business sentiment has not yet regained the pre-recession level of 56.8 recorded in the third quarter of 2007. Business executives are much more optimistic about prospects for the state than the national economy. An Alabama economy index reading of 55.2 forecasts moderate expansion in the third quarter, while the U.S. economy could perform slightly better than last quarter with the index at 50.6.

The financial activities sector showed the most optimism looking ahead to the third quarter, while firms in construction; transportation, information, and utilities; wholesale trade; and other services were moderately optimistic. Among the metro areas tracked by the ABCI survey, Mobile had the highest confidence index of 59.0 this quarter, followed by Montgomery at 56.6 and Birmingham-Hoover with 54.4. Although confidence rose in every metro, Huntsville area business executives have a moderately negative outlook with a third quarter ABCI of 45.7.



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

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Articles reflect the opinions of the authors but not necessarily those of the staff of the Center, the faculty of the Culverhouse College of Commerce, or the administrative officials of The University of Alabama.

Samuel Addy, Ph.D and Ahmad Ljaz, Alabama Business "Economic Outlook: Third Quarter 2013," *University of Alabama Center for Business and Economic Research*, July – September 2013, pp. 1-4

Attachments

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

Statewide Performance Incentive Analysis **B-1**

Cost per Participant Analysis **C-1**

STATE OF ALABAMA Attachment A
LOCAL AREA PLANNING ALLOCATIONS
FOR PROGRAM YEAR 2013
(July 1, 2012 - June 30, 2013)

			PY2012 ALLOTMENT	FY2013 ALLOTMENT	Total PY Allotment
SEC. 133(b)(2)(A) ADULT PROGRAMS			**$ 872,329**	**$ 10,560,981**	**$ 11,433,310**
a.	GOVERNOR'S SET ASIDES:	5%	$ 43,616	$ 528,049	$ 571,665
	Administration (5%)		$ 43,616	$ 528,049	$ 571,665
	Other WIA Activities (7%)		$ -	$ -	$ -
	Incentive/Cap. Bldg. (3%)		$ -	$ -	$ -
	Local Area Grants (67%)		$ -	$ -	$ -
	State-level (33%)		$ -	$ -	$ -
b.	LOCAL AREA ADULT PROGRAMS	95%	$ 828,713	$ 10,032,932	$ 10,861,645
	AWIA		$ 637,817	$ 7,721,829	$ 8,359,646
	Jefferson		$ 102,070	$ 1,235,727	$ 1,337,797
	Mobile		$ 88,826	$ 1,075,376	$ 1,164,202
SEC. 128(b)(2) YOUTH PROGRAMS			**$ 11,711,479**	**$ -**	**$ 11,711,479**
a.	GOVERNOR'S SET ASIDES:	5%	$ 585,573	$ -	$ 585,573
	Administration (5%)		$ 585,573	$ -	$ 585,573
	Other WIA Activities (7%)		$ -	$ -	$ -
	Incentive/Cap. Bldg. (3%)		$ -	$ -	$ -
	Local Area Grants (67%)		$ -	$ -	$ -
	State-level (33%)		$ -	$ -	$ -
b.	LOCAL AREA YOUTH PROGRAMS	95%	$ 11,125,906	$ -	$ 11,125,906
	AWIA		$ 8,637,154	$ -	$ 8,637,154
	Jefferson		$ 1,338,290	$ -	$ 1,338,290
	Mobile		$ 1,150,462	$ -	$ 1,150,462
SEC. 133(b)(2)(B) DISLOCATED WORKER PROGRAMS			**$ 2,273,354**	**$ 13,196,525**	**$ 15,469,879**
	ETA Reallocated D.W. Funds (100%)		**$ -**	**$ 1,050**	**$ 1,050**
	Total Allocation		**$ 2,273,354**	**$ 13,197,575**	**$ 15,470,929**
a.	RAPID RESPONSE PROGRAMS	5%	$ 113,667	$ 659,826	$ 773,493
b.	GOVERNOR'S SET ASIDES:				
	Administration (5%)	5%	$ 113,667	$ 659,826	$ 773,493
	100% of ETA Reallocated D.W. Funds		$ -	$ 1,050	$ 1,050
	TOTAL GOVERNOR'S SET ASIDES:		$ 113,667	$ 660,876	$ 774,543
	Other WIA Activities (7%)		$ -	$ -	$ -
	Incentive/Cap. Bldg. (3%)		$ -	$ -	
	Local Area Grants (67%)		$ -	$ -	$ -
	State-level (33%)		$ -	$ -	$ -
c.	LOCAL AREA D.W. PROGRAMS	95%	$ 2,046,020	$ 11,876,874	$ 13,922,893
	AWIA		$ 1,514,926	$ 8,793,940	$ 10,308,866
	Jefferson		$ 385,153	$ 2,235,763	$ 2,620,916
	Mobile		$ 145,941	$ 847,170	$ 993,111
TOTAL PROGRAM YEAR ALLOTMENT (PY12/FY13)			**$ 14,857,162**	**$ 23,758,556**	**$ 38,615,718**
	POOLED SET ASIDES:				
	RAPID RESPONSE	5%	$ 113,667	659,826	$ 773,493
	ETA Reallocated D.W. Funds (100%)			1,050	$ 1,050
	Administration (5%)		$ 742,856	1,187,875	$ 1,930,731
	Other WIA Activities (7%)		$ -	-	$ -
	Incentive/Cap. Bldg. (3%)		$ -	-	$ -
	Local Area Grants (67%)		$ -	-	$ -
	AWIA		N/A	N/A	N/A
	Jefferson		N/A	N/A	N/A
	Mobile		N/A	N/A	N/A
	State-level (33%)		$ -	-	$ -

ALABAMA STATEWIDE
PY12 Quarter 4 Performance
FINAL PY12
Reporting Period through 6/30/2013
Workforce Investment Act

MEASURES	GOAL	80% Threshold (minimum)	Most Recent Quarter (Parameters)		CUMULATIVE 4-QTR--Reported (Parameters)	
ADULT						
Entered Employment Rate	67.0%	53.6%	**70.3%**	[7/1/12-9/30/12]	**67.3%**	[10/1/11-9/30/12]
Employment Retention Rate	84.5%	67.6%	84.0%	[1/1/12-3/31/12]	84.1%	[4/1/11-3/31/12]
Average Earnings	$12,000	$9,600	**$13,132**	[1/1/12-3/31/12]	**$12,536**	[4/1/11-3/31/12]
DISLOCATED WORKER						
Entered Employment Rate	75.0%	60.0%	72.1%	[7/1/12-9/30/12]	71.6%	[10/1/11-9/30/12]
Employment Retention Rate	91.0%	72.8%	89.9%	[1/1/12-3/31/12]	89.5%	[4/1/11-3/31/12]
Average Earnings	$15,632	$12,506	$15,540	[1/1/12-3/31/12]	$15,276	[4/1/11-3/31/12]
YOUTH COMMON MEASURES (14-21)						
Literacy/Numeracy Gains	58.0%	46.4%	49.1%	[4/1/13-6/30/13]	49.0%	[7/1/12-6/30/13]
Placement in Ed/Employment	56.0%	44.8%	**65.6%**	[7/1/12-9/30/12]	56.0%	[10/1/11-9/30/12]
Attainment of Degree/Certificate	50.5%	40.4%	45.8%	[7/1/12-9/30/12]	49.4%	[10/1/11-9/30/12]

BOLD: Exceeded Goal

[8/13/13] bcb

Cost per Participant Analysis
Program Year 2012
(July 1, 2012-June 30, 2013)

PY12 Expenditures by Fund*

Fund Source		PY12/FY13	PY11/FY12	PY10/FY11	TOTAL
Adult		$5,082,422	$4,805,929	$0	**$9,888,351**
Youth		$4,785,529	$4,707,886	$0	**$9,493,415**
Dislocated Worker		$4,546,689	$4,010,996	$0	**$8,557,685**
	Total	**$14,414,640**	**$13,524,811**	**$0**	**$27,939,451**

C-1

Participant Cost Analysis

	Participants	Expenditures per Participant
Adult	5,152	$1,919
Youth	3,089	$3,073
Dislocated Worker	2,369	$3,612
Overall	**10,610**	**$2,633**

* Expenditures have been rounded to the nearest dollar and represent only Program Costs at local workforce areas by fund source.