

November 14, 2014

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 2013 WIA Annual Report

I am pleased to submit the enclosed State of Alabama's *Program Year (PY) 2013 Workforce Investment Act (WIA) Annual Report*. This *Report* contains the Alabama PY 2013 WIA program performance data required under USDOL Training and Guidance Letter 9-14, dated October 8, 2014. Additionally, this *Report* details other WIA activities conducted in Alabama during PY 2013.

Alabama continues to focus on collaboration and integration of workforce development resources throughout the state. Throughout PY 2013, and as we progress through PY 2014 and move toward implementation of the Workforce Innovation and Opportunity Act on July 1, 2015, Alabama will continue to provide WIA funded workforce development programs as the State strives for economic stability and employment re-growth largely through job-driven workforce training.

Please direct any questions regarding the Alabama Workforce Investment Act *PY2013 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: Les Range

**State of Alabama  
Workforce Investment Act, Title IB  
Program Year 2013 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, 2014**

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, a proud partner of the American Job Center Network, 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 2013, the Mobile Career Center Vehicle (MCCV) was dispatched on thirty-nine (39) occasions throughout the state to provide workforce related assistance. These events included Career Days at schools, Job Fairs in conjunction with community agencies, Business recruitment assistance, Rapid Response services to dislocated workers, assistance to Veterans returning home, and assistance to those affected by natural disasters.

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 twenty-six (26) 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 help current employees get 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 job-driven 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 2013. Limited 5 Percent Administrative funds have been used as well as Rapid Response funds (via approved waiver) to keep this important job-driven training 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, 2016 to spend all of the PY13 workforce funds.

The work of state leaders, coupled with the resources and programs available, has helped lessen the lingering effects of the recession. This Annual Report documents Alabama's record of achievement in its 14<sup>th</sup> full year under the Workforce Investment Act.

## Alabama: An Economic Profile

Nonfarm jobs totaled 1,920,400 in June 2014, 106,300 below the prerecession peak of 2,026,700 reached in December 2007. Over the 12-month period ending in June 2014 the state gained a total of 5,200 jobs. Goods producing businesses added 2,800 workers while the service providing sector saw a net gain of 2,400. Among goods producing industries, manufacturing added 3,900 workers, and construction had a net decrease of 1,100. Specialty trade contractors lost 2,100 workers, while heavy and civil engineering construction gained 500 jobs and building construction added 500.

On the goods producing side, Alabama's construction industry lost 1,100 workers during the past year. Building construction and heavy and civil engineering construction firms added 500 workers each, but specialty trade contractors lost 2,100 jobs. Manufacturing industries gained 3,900 workers overall and payrolls in the mining sector were unchanged. From June 2013 to June 2014, durable goods industries added 3,200 workers. Job gains were associated with motor vehicle parts manufacturing (2,300), primary and fabricated metals (800), and furniture and related products manufacturing (200). Payrolls in the remaining durable goods industries were flat or declined slightly. Nondurable goods manufacturers added 700 jobs—food manufacturing gained 300 workers, and employment in plastics and rubber products manufacturing rose by 200. Textile mills, textile product mills, and apparel manufacturers continued to lose jobs, with employment down by 1,200 during the 12-month period ending in June. Companies in the paper manufacturing sector also lost 1,200 jobs during the past year.

Among service providing firms, job gains were predominantly associated with food services and drinking places (3,700); administrative support, waste management, and remediation services (2,200); social assistance (1,900); and wholesale trade (700). Sectors experiencing a decline in payrolls over the 12-month period ending in June included government (1,800); physician's offices (1,700); architectural and engineering services (600); retail trade (400), and transportation and warehousing (400). The state's information industry and financial activity-related businesses each lost about 300 jobs. Within the retailing sector, motor vehicle and parts dealers added 1,200 jobs while general merchandise stores shed 900 workers, including 500 from department stores. Six of the state's 11 metropolitan areas added jobs between June 2013 and June 2014, including Tuscaloosa (3,100), Birmingham-Hoover (2,300), Huntsville (1,900), Auburn-Opelika (1,500), Gadsden (700), and Florence-Muscle Shoals (700). Metro areas that lost jobs during the past year were Anniston-Oxford (1,600), Decatur (700), Mobile (700), Dothan (500), and Montgomery (500). Mobile had the highest metro unemployment rate at 8.1 percent in June, while Birmingham-Hoover had the lowest at 6.2 percent. Among major cities in the state, Selma's unemployment rate of 13.9 percent was the highest and Homewood's 4.3 percent was the lowest. County unemployment rates ranged from 17.2 percent in Wilcox County down to 5.0 percent in Shelby.

## **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 2014), 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's 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  
Jeana 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  
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  
Fitzgerald Washington – Commissioner, 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  
Greg Canfield – Secretary, AL Dept. of Commerce

**Local Area Chief Local Elected Officials:**

Commissioner Don Stisher – Morgan County Commission

**Business/Private Sector Representatives:**

Patricia Adams – Hyundai Motor Manufacturing Alabama, LLC  
Tim Alford – Alabama Construction Recruitment Institute (Retired)  
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  
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  
Wayne Silas, Silas Electric and Tree Service, LLC  
Steve Sloan – North American Lighting, Inc.  
Dan Stracener – Tractor and Equipment Company  
Wade Taylor, Taylor Enterprises  
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:**

In Program Year 2013 the Alabama Workforce Investment Area (AWIA) continued to emphasize Alabama Career Center services to the business sector within the 65 county areas. Extensive training was provided to Business Service Representatives (BSRs) during the year to increase the number of job openings and on-the-job training contracts for low income adults, youth, and dislocated workers.

The Alabama Workforce Investment Area received a National Emergency Grant (NEG) in the amount of \$1,101,701 to provide occupational skills training to long-term dislocated workers within the 65-county area. The training activities include Individual Training Accounts (Scholarships) and On-the-Job Training (OJT) or other work based training, such as apprenticeships, for at least 140 individuals during the grant period.

The AWIA also received a National Emergency Grant in the amount of \$823,755 to provide assistance to 1,100 workers dislocated by the closure of International Paper Company's facility in Courtland, Alabama. These wraparound services such as assessment and case management will be provided in conjunction with training services provided by Trade Act funds already approved for these workers.

In October of 2013, the State of Alabama was awarded a \$3,000,000 Disability Employment Initiative grant to provide targeted employment assistance to individuals with physical, mental, and intellectual disabilities. All services funded via this grant are being provided in Career Centers located in the AWIA. This grant will operate through 2016.

For Program Year 2013, AWIA met or exceeded the 80 percent threshold for all performance goals for adult, dislocated worker and youth programs.

### **Jefferson County Center for Workforce Development:**

In Program Year 2013 the Jefferson County Center for Workforce Development (CWD) maintained its close interaction with the Birmingham Career Center to offer seamless customer service. Together these offices comprise the Birmingham One Stop. Working closely with other agencies and programs such as: Positive Maturity's AWARE Program; the Office of Senior Citizens Services; Department of Human Resources; Lawson State's Adult Basic Education Program (on site GED); United Way of Central Alabama; the City of Birmingham Office of Economic Development; Vocational Rehabilitation Services; and the Jefferson State Community College's One Stop, we are able to avail our services to a wider community of stakeholders. CWD also initiated new programs and adjusted old programs in 2013 in an effort to better assist Jefferson County job seekers.

The CWD staff promoted the Workforce Development programs by participating in a variety of community and corporate events. Those events included various job fairs, veteran events, local government events, neighborhood associations, etc. While attending such events, we were able to expose a large number of potential program participants and well as employers to our services. CWD will continue to utilize these types of events to highlight opportunities available to local residents and employers.

CWD has also been assisting the Department of Labor, Office of Federal Contract Compliance Programs with outreach and identifying valuable partner organizations to help them and their contractor meet their employment needs for the Northern Beltway Project. This project is expected to last as many as 30 years, cost billions of dollars and employ tens of thousands of local residents.

We continued to visit local secondary and postsecondary educational partner facilities to inform students and faculty of the programs available through WIA.

Jefferson County has a very active and involved Workforce Development Board. In an effort to further that involvement, members of the Board also met to draft the Annual Plan for 2014. Their input and ideas are reflected in the 2014 Annual Plan.

The Board also participated in a “field trip” to Engalls Steel to explore the great need that exists for welders in the shipbuilding and other industries that have grown along the gulf coast. This demand is compounded by the immediate need for welders in the steel sector in Jefferson County. The next step is to develop strategies to help meet the needs of those industries. This has led to more meetings with steel industry employers and eventually to a working group to advise the Board on these issues.

**Mobile Works, Incorporated:**

**PY 2013 Review:** During the last twelve months, Mobile Works has realigned its resources to address the recent increase in the demand for manufacturing skills and the resulting changes to the employment picture in Mobile County. 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 including the use of employer designed pre-employment training for dislocated and long-term unemployed individuals.

**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. These are all positive media events.

**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. Plans are also in the works to create a new website that would be more accessible thanks to resources that will be made available through the Job Driven National Emergency Grant.

**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. New efforts to expand our interaction with job seekers and business include the use of social media including Facebook and Twitter. Plans are also underway to reach out to current business partners with surveys to find areas where improvement in services is possible.

**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:

<b>Partners</b>	
<b>Department of Economic and Community Affairs – Workforce Development Division</b>	<b>Department of Human Resources</b>
	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)	<b>Alabama Department of Commerce</b>
<b>Department of Education (Secondary)</b>	Alabama Industrial Development Training (pre-employment services, Ready-to-Work Program)
	Industrial Recruitment

Career/Technical Education	Aid to Existing Industries
<b>Department of Postsecondary Education</b>	<b>Alabama Department of Labor</b>
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
<b>Department of Rehabilitation Services</b>	Mobile Career Center Vehicle (MCCV)
	Staff for Career Centers
	<b>Department of Senior Services</b>

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
- 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 one-stop. 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 delivery system for WIA *Title I* Core/Intensive services to individuals and employers eligible for and in need of these services. Self-help service for job seekers and employers is available 24/7 through the automated workforce system. Professional staffs are also available in Centers to assist both job seekers and employers regarding the availability of jobs, training, and skilled prospective employees to meet labor market needs. 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. Fourteen (14) Centers are "satellites" and while not full-service offices, are open full-time, providing many of the same employment assistance services as the comprehensive Centers, to include job information, labor/skills availability and available resource information. Alabama also operates six (6) "itinerant" Centers, in rural areas, which are open less than full-time and are staffed and report directly to a comprehensive Career Center.

Career Centers operate under negotiated cooperative agreements for on-site delivery of services with local representatives of the WIA partner agencies, including 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 service seekers, including job seekers and businesses, 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 businesses 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.

Career Center staff work to 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 “Career Center” brand recognition helps clients (who move from one area of the state to another) to be able to recognize and access workforce services. With 13 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 640,600 Career Center customer hits were recorded during Program Year 2013 (July 2013 – June 2014).

**Comprehensive Career Centers (25\*):**

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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 (14\*):**

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1) Alexander City	9) Monroeville
2) Andalusia	10) Pell City
3) Bay Minette	11) Phenix City
4) Blountsville	12) Roanoke
5) Center Point	13) Scottsboro

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

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

- 6) Fayette
- 7) Greenville
- 8) Hamilton
- 14) Valley
- 6) Rainsville

\* 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 demands 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 was a two-year project (starting on May 1, 2012) funded by the Alabama Department of Economic and Community Affairs, Alabama Department of Labor, Alabama Department of Postsecondary Education, Alabama Industrial Development Training, and The University of Alabama. These results (issued in March 2014) should give educators and trainers verification of job-driven 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 2013, Congress and the administration in Washington, D.C. made a decision to require that the Program Year 2013 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, 2013. Due to these actions, the State sought and received approval to forgo the awarding of incentive awards and certain 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.

**PY13/FY14 Federal WIA Allocation Levels**

<b>Activity/Program</b>	<b>WIA Allocations</b>
<b>State-Level Activities</b>	\$1,659,241
<b>Statewide Rapid Response Activities</b>	\$225,977
<b>Local Area Adult Programs</b>	\$9,713,059
<b>Local Area Youth Programs</b>	\$9,979,528
<b>Local Area Dislocated Worker Programs</b>	\$11,607,047
<b>TOTAL</b>	<b>\$33,184,852</b>

Additional specifics regarding Alabama PY13/FY14 WIA program funding levels are found in Attachment A.

Statewide PY13 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 program, but did not meet the negotiated goals for the Dislocated Worker and Youth programs.

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**

<b>Three Year (PY11-PY13) Statewide Average</b>	<b>Adult</b>	<b>Dislocated Worker</b>	<b>14-21 Youth</b>
Entered Employment Rate	66.5%	72.2%	
Employment Retention Rate	84.4%	89.6%	
Average Earnings	\$12,213.00	\$15,002	
Employment/Credential Rate	-----	-----	
Placement in Employment or Education			53.6%
Attainment of Degree or Certification			46.1%
Literacy and Numeracy Gains			42.5%

## **PY13 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
  - Affordable Care Act - 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 Program (All-Kids). 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, an AFL-CIO Labor Institute for Training (L.I.F.T.) representative is 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 PY13 (July 1, 2013 - June 30, 2014):

### Total Individuals Laid Off by Sector

Sector	PY12		PY13	
	Count	Percentage	Count	Percentage
Agriculture production--livestock & animal specialties	150	2.5%	0	0.0%
Apparel & accessory stores	207	3.4%	41	0.5%
Apparel & other finished products	1400	23.0%	21	0.1%
Business services	884	14.5%	138	1.6%
Coal Mining	430	7.1%	538	6.3%
Communications	67	1.1%	0	0.0%
Depository institutions	0	0.0%	90	1.0%
Educational services	74	1.2%	42	0.5%
Electric, gas, & sanitary services	83	1.4%	0	0.0%
Engineering, accounting, research, & management	84	1.4%	0	0.0%
Fabricated metal products, except machinery & computer equipment	0	0.0%	62	0.7%
Food & kindred products	87	1.4%	2814	33.0%
Food stores	0	0.0%	1315	15.4%
Furniture & fixtures	157	2.6%	188	2.2%
General merchandise stores	52	0.9%	50	0.6%
Health services	845	13.9%	221	2.6%
Industrial & commercial machinery & computer equip.	63	1.0%	293	3.4%
Insurance agents, brokers, & service	84	1.4%	63	0.7%
Lumber & wood products, except furniture	70	1.1%	0	0.0%
Miscellaneous manufacturing services	21	0.3%	0	0.0%
Miscellaneous repair services	125	2.0%	0	0.0%
Miscellaneous services	0	0.0%	50	0.6%
Motor freight transportation & warehousing	282	4.6%	203	2.9%
National security & international affairs	13	0.2%	0	0.0%
Non-depository credit institutions	0	0.0%	841	9.9%
Paper and allied products	0	0.0%	1100	12.9%
Primary metal industries	826	13.5%	146	1.7%
Rubber & miscellaneous plastic products	60	1.0%	116	1.4%
Stone, clay, glass, & concrete products	35	0.5%	0	0.0%
Transportation equipment	0	0.0%	161	1.9%
Wholesale trade-durable goods	0	0.0%	26	0.1%
<b>Total</b>	<b>6,099</b>	<b>100.0%</b>	<b>8,519</b>	<b>100.0%</b>

Rapid Response records indicate 8,519 workers throughout the state were impacted by thirty-four (34) dislocation events serviced by the Rapid Response Team during PY13. By comparison, 6,099 workers were impacted by forty-nine (49) dislocation events served by the Rapid Response Team during PY12. Rapid Response Team staff conducted 112 group employee/local service agency meetings during PY13. This is an increase of 19 (20%) as compared to Program Year 2012.

### **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.

Presently, there are approximately 82 different training providers at 115 different locations and approximately 1,366 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 2013. 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 PY13 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, 2014, Alabama has awarded nearly \$14,150,000 in IWTP funding to Alabama businesses, benefitting over 22,660 workers. This includes twenty-four (24) IWTP contracts totaling \$1,058,988 through federal American Recovery & Reinvestment Act (ARRA) and \$307,038 awarded for fourteen (14) new IWTP contracts for PY13 (07/01/13 – 06/30/14). Statewide, PY13 contracts were awarded to companies of all sizes in ten (10) counties, benefitting nine hundred and sixty-two (962) individual workers. Although local areas did not utilize Adult or Dislocated Worker monies to fund local IWTP activities (per approved USDOL waiver) during PY13, it is anticipated (with the reduction 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 PY13:

**Contracts per County**

<b>County</b>	<b>Contracts Awarded</b>	<b>Planned Participants</b>	<b>Agreement Amounts</b>
<b>Baldwin</b>	2	30	\$24,568
<b>Elmore</b>	1	13	\$30,000
<b>Jackson</b>	2	10	\$47,400
<b>Jefferson</b>	1	11	\$14,325
<b>Limestone</b>	1	6	\$16,880
<b>Madison</b>	1	125	\$30,000
<b>Mobile</b>	1	581	\$30,000
<b>Morgan</b>	3	125	\$70,265
<b>Pike</b>	1	8	\$13,600
<b>Tuscaloosa</b>	1	53	\$30,000
<b>Totals</b>	<b>14</b>	<b>962</b>	<b>\$307,038</b>

**Individual Training Account (ITA)**

The Individual Training Account (ITA), a specific agreement, which provides educational or occupational skills training services, is the primary medium to deliver 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 2013 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 fully 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 PY13, approximately 4,035 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 job-driven 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. Note that the State requested and received approval (from the Employment and Training Administration) of a waiver, which allows reimbursements, to employers as follows:

(1.) Up to 90 percent for employers with 50 or fewer employees; (2.) up to 75 percent for employers with 51-250 employees; and (3.) retains the current statutory maximum reimbursement at 50 percent for employers with more than 250 employees. This waiver is meant to be a vital tool in recruiting small employers into continuing to work with the workforce system to provide job-driven training to Workforce Investment Act participants.

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 job-driven 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.

### **National Emergency Grants (NEGs)**

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 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.

On April 16, 2014, the State of Alabama was awarded a National Emergency Grant - International Paper Company - Dual Enrollment to provide "wrap-around" services to dislocated workers due to the closure of International Paper Company's Facility in Courtland, Alabama. Training for these dislocated workers is being provided by the Trade Act.

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 20 youth through this initiative.

In partnership with the Mobile County Commission, Mobile Works, Inc. also undertook providing resources to give WIA eligible youth access to summer jobs through an existing summer jobs program that is sponsored annually by County Commissioner Merceria Ludgood. Youth identified for this program completed a rigorous screening program and were placed in private business settings. This experience provides each youth contact with staff inside major industries in our region. This program served 14 youth this summer.

### **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 PY13 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 PY13.

- 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 on specific criteria set forth by the USDOL and by ADECA. Youth are expected to earn a credential such 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.

## **Implementation of the Gold Card initiative in Alabama and services provided to Post 9/11 Veterans and follow-up in Program Year (PY) 2013**

Orientation was provided to career center staff members on the Gold Card initiative using the information provided by USDOL at <http://www.dol.gov/vets/goldcard/revisegoldcard5.pdf> and the provisions of TEN 15-11, VPL 01-12, and the PowerPoint and webcast presentations available at [https://veterans.workforce3one.org/find/gold\\_card](https://veterans.workforce3one.org/find/gold_card). Links are available on our Alabama Job Link (AJL) to train new customer service employees. Disabled Veterans Outreach Program (DVOP) specialists funded under the Jobs for Veterans State Grant from USDOL/VETS were provided special training covering the services to be provided to Gold Card-Post 9/11 Veterans. The following message was added to the Alabama Department of Labor's Unemployment Compensation (UC) web page and provided to UC applicants applying by telephone to alert Post 9/11 Veterans of eligibility for Gold Card services and describe the special assistance:

### **Gold Card Services for Post-9/11 Veterans**

- Help veterans identify military skills transferable to civilian jobs in high demand occupations.
- Career coaching.
- Local and national job search assistance.
- Personalized intensive services and access to resources and other assistance that can help veterans successfully navigate today's complex and challenging job market.

The Gold Card initiative is a joint effort of the United States Department of Labor's Employment and Training Administration, the Department of Labor's Veterans' Employment and Training Service, and the Alabama Career Center System.

For more information about Gold Card services for Post-9/11 veterans visit the website at: <http://www.dol.gov/vets/goldcard.html> or contact and Alabama Career Center to learn about Gold Card job search assistance and training opportunities for veterans.

To locate and Alabama Career Center near you visit the Alabama Job Link on line at: <https://joblink.alabama.gov/ada/>

Post 9/11 Veterans who may be eligible for Gold Card services are offered up to six months case management or until they obtain suitable employment. Post 9/11 Veterans receiving Gold Card services are registered under a Co-enrollment feature of the Alabama Job Link which enables tracking of Gold Card services and follow-up. AJL reports identify Post 9/11 Veterans enrolled in Gold Card to ensure that assigned DVOP Specialists or Career Center Representatives provide specific intensive services, such as an Individual Employment Plan.

At the beginning of PY 2013, there were 92 Post 9/11 Veterans out of 7,618 Veterans with active registrations who were receiving Gold Card services under a strategy of case management, of which 8 were placed into employment. Currently there are 39,000 Post 9/11 Veterans in the Alabama labor force, of which 5.7 percent, or 2,000, are unemployed. However, at the close of PY 2013 there were 7,881 Post 9/11 Veterans using the Alabama Job Link, of which 4,036 received staff assisted services. Of that number nearly half were provided intensive services. DVOP specialists provided intensive services to 807 Post 9/11 Veterans. At the close of PY 2013, the Entered Employment Rate (EER) for Post 9/11 Veterans was 72 percent.

## Local Areas' Program Success Stories

### Adult

**Wanda's Success Story:** For over eight years Wanda worked as a central receiving clerk at a distribution center. Her days consisted of processing packages, organizing distribution orders and entering data into the system. "It was a lot of paperwork," states Wanda. However, Wanda wanted something different. She got the opportunity when she relocated to Mobile to be closer to her family.

As she began looking for work, she heard about the training programs through Mobile Works and decided to enroll in Premier Truck Driving Academy. Within months she had successfully completed the training. "I had some tough moments. Alley docking was hard. But, my love for trucks gave me the motivation to push through the tough spots," Wanda said. She credits the training staff at Premier for constantly pushing her to succeed. "Mr. Danny was awesome," she said. "He believes in you and he gave me the motivation to keep going. If I didn't grasp a task, he would have me repeat it. "

Prior to graduation, Wanda was offered a job with Stevens Transport as an over-the-road driver. She now travels the U.S. and Canada. "I get to travel to places I've never seen and get paid to do it, she states. Wanda is most proud that her family is supportive of her new career. She encourages others to follow their dreams.

**Willie's Success Story:** Willie is a husband and father of 3 young children. Willie had grown accustomed to working low wage (usually minimum wage) jobs with little to no opportunity for advancement. He had always been interested in a career rather than working job to job with no real direction. A Jefferson County Workforce Development employee had been encouraging him to stop by the office to inquire about the services offered. After several months of dialog, Willie paid a visit to the Birmingham One Stop Office. While there he crossed paths with the director of one of the training agencies, and they had an opportunity to talk. Before Willie left the office that day, he was extremely encouraged. He continued through the eligibility and case management process and eventually enrolled in the electrical training program at the Construction Education Foundation of Alabama. He completed Level I and is finalizing Level II Electrical Training. He has gained employment with a local electric company and is well on his way to fulfilling his new dream of becoming a master electrician.

**Darrius' Success Story:** Darrius came to the Sheffield Career Center seeking assistance from WIA after working several outages as a laborer at local power plants. He decided based on what he had observed from working outages that he would like to pursue a program of study that would enable him to find a permanent job in a nuclear facility. The only program of this type was offered through Chattanooga State Community College in Tennessee. After gaining permission for him to attend an out of state institution, Darrius began his studies at Chattanooga State in the Fall Semester of 2012. His program of study was the Engineering Technology Program- Nuclear Power Option.

Darrius quickly made a name for himself on campus. He was interviewed by the Times Free Press of Chattanooga during his first month on campus. Later on in his college career he was elected as President of the American Nuclear Society. He traveled to the American Nuclear Society Conference at Penn State as a representative for Chattanooga State. He was also inducted into Phi Theta Kappa and was asked to serve as President of this organization. He was responsible for organizing events on campus for Phi Theta Kappa. He was also selected to travel to Orlando for a Leadership Conference to represent Phi Theta Kappa.

Throughout his time at Chattanooga State, Darrius continued to work outages and had the opportunity to complete an internship with the Tennessee Valley Authority (TVA). He was able to balance all of his activities on campus, work, and still graduated with a cumulative GPA of 3.415. Darrius also received the Presidential Award. This award is the most prestigious award on campus. Candidates for this award are personally reviewed and selected by the President of Chattanooga State. Darrius also received a Leadership Award during his time at Chattanooga State. In addition to his academic success on campus, he took and passed the Edison Electric Institute (EEI) exam while still balancing his class load and a work schedule. Darrius graduated on May 10, 2014 and obtained employment at TVA's Sequoyah Nuclear Plant just north of Chattanooga, Tennessee.

## **Youth**

**Vanessa's Success Story:** "DESI Career Training Center was not only a great opportunity, but an awesome experience," stated Vanessa a recent graduate of DESI Career Training Center, a project funded through a Mobile Works, Inc. WIA grant.

Vanessa became a mother in high school and found that it was impossible to try to work part-time and go to school full time. "Things were hard and I couldn't fit high school into my schedule with being a mom and working," Vanessa said.

Vanessa decided to leave high school and enroll in DESI Career Training Center. She described DESI as a regular high school but with a twist. Class met 5 days a week. However, she had the option of taking day or evening classes. Her schedule allowed her to complete her class work in the evening and hold down a part time job at the animal shelter.

She is most appreciative of the job readiness classes offered through DESI. The classes helped prepare her for job interviews. "They taught us how to talk, how to dress for an interview and just how to be formal, Kelly said. "In this program, we were given the opportunity to experience more, and the opportunity to be more!"

She credits DESI for changing her life and preparing her for the next step. "The staff was patient and motivating and treated us like family. After completing a test, if a person didn't pass, (the staff would say) it was okay and we were given another chance!"

Vanessa has bright future ahead now that she has her GED. After graduation, she accepted a position with Renaissance Riverview Plaza Hotel and has started the enrollment process to enter Bishop State Community College. She plans to study nursing.

She will always remember the things learned at DESI- giving second chances, working hard and believing in yourself. "We were taught that giving up is not an option," Vanessa said. "We are successful graduates. We are the DESI class of 2014, who chose not to give up!"

**ChaQunta's Success Story:** ChaQunta Bonner entered the Jefferson County Workforce Development Office as a parenting youth who wanted to earn her Patient Care Technician (PCT) Certification. Her initial assessment indicated that she was basic skills deficient in Math. After working hard and attending tutoring classes, ChaQunta overcame her deficiency and enrolled in the Dannon Project's PCT Certification Program, a WIA funded project. Just as ChaQunta was scheduled to start training, she became ill and had to be hospitalized. Because doctors experienced difficulty in determining what was making her ill, she experienced an extensive hospital stay. Once ChaQunta was released from the hospital, she began her training and earned her PCT Certification. ChaQunta experienced numerous hardships but remained undeterred. The Dannon Project not only helped her earn her certification, but also assisted her with utility bills, transportation, and obtaining medical insurance. One month after completing her PCT training and certification, ChaQunta enrolled at Lawson State Community College. Because she feels so passionate about helping others and enjoyed everything she learned during her WIA training, ChaQunta is now working to become a Registered Nurse to provide a better life for her and her daughter.

**Demetrius' Success Story:** When Demetrius first applied for WIA assistance at the Jasper Career Center, he was an unemployed youth receiving food assistance with very little work history and no marketable skills. After enrolling in WIA, he started participating in the Second Opportunity System Program (SOS) for youth. At SOS he attended several seminars, explored career options and learned valuable job seeking and job retention skills. He decided to enroll in the Welding Program at Beville State Community College Sumiton Campus. He graduated in December 2013 and used the job seeking skills he had learned at SOS, immediately landing a job at Ox Bodies in Fayette, Alabama making \$12.00 an hour. Today he remains a valued employee.

### **Dislocated Worker**

**Andrew's Success Story:** Andrew always wanted a job that would allow him to work with his hands and provide a decent wage. He thought going to a four year college was the answer. Reeves enrolled in the University of West Florida and found that it was not for him. "The classroom work and time involved to obtain a degree was not conducive to my goal of seeking a challenging and action filled career. My goal was stable employment that provided income to support my family," said Andrew. "I researched several welding programs and determined that Bishop's welding program was the best."

Prior to entering the welding program, Andrew worked various odd jobs in labor and construction for a temporary agency. He was pleased that Bishop seemed interested in his success and thankful that Mobile Works' WIA training scholarship provided him the opportunity to get the skills needed to position him for employment in the shipbuilding industry.

Andrew did extremely well with his studies and in fact graduated in the top of his class. He was inducted in the National Technical Honor Society and now works for Ingalls Shipbuilding making over \$40,000 yearly with benefits. He's happy with his career choice and being able to provide for his two year old son.

**James' Success Story:** James, who is married with one child, was recently laid off as a pastry chef. Despite his best efforts, he could not find work as a pastry chef in the Birmingham area. After meeting with his case manager and completing his own research, he determined that a degree as a Heating, Air Conditioning and Refrigeration Mechanic Repairer was the most expeditious way for him to gain employment in a career oriented profession. He decided to pursue this degree at Lawson State Community College. Faced with mounting bills, James took a part-time job while training.

Through it all, James' perseverance paid off. After graduation, he was immediately employed by the University of Alabama-Birmingham (UAB) in its Campus Maintenance Department. James has now completed his 90 day probation period and is eligible for promotions.

James expressed satisfaction with his current employment situation and future opportunities. He credits the Jefferson County Workforce Development Office with helping him find success.

**Christopher's Success Story:** Christopher came into the Jackson Career Center in April 2013 after losing his job with the local Sheriff's Department. He was desperate to enter short term training in order to provide for his family since he was engaged and expecting a child. At the time he came to the Career Center, he was relying on his father to provide for all of his basic and financial needs, and he wanted to find employment quickly. He decided to train to become a welder, and enrolled in training at Alabama Southern Community College in Thomasville, Alabama. Christopher was very motivated and completed his training ahead of schedule. He was hired as a Structural Welder at Superior Environmental Contracting earning \$20 an hour. He and his fiancé married and were blessed with a healthy baby boy. Christopher was appreciated of all of the help he received through WIA and the career center.

## **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.

This waiver was effectively used by all three of Alabama's local workforce investment areas during Program Year 2013. Based on the average PY 2013 cost-per-participant for Adults, it appears that approximately 2,168 Adults were served via Dislocated Worker funds transferred to the Adult program.

### **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 and Grants**

The State of Alabama received a waiver, from USDOL through June 30, 2014:

- 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.

The reduction to five percent in the WIA allotment for PY 2013 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 and incentive grants to local areas. 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.

#### **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. No local workforce investment utilized this waiver during Program Year 2013.

#### **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.

(This waiver has been utilized for Incumbent Worker Training Projects that were deemed necessary for "lay-off aversion," which is the criteria are under the currently approved waiver.)

#### **Increase the Employer Reimbursement for On-the-Job Training (OJT).**

The State of Alabama has received (beginning with Program Year 2013) a waiver through June 30, 2017 of WIA Section 101 (31) (B) to increase the employer reimbursement for OJT using a sliding scale based on the size of the business. Under the waiver, the following reimbursement amounts will be permitted: 1) up to 90 percent for employers with 50 or fewer employees, and 2) up to 75 percent for employers with 51-250 employees. For employers with more than 250 employees, the current statutory requirements (50 percent reimbursement) will continue to apply. No local workforce investment areas utilized this waiver during Program Year 2013.

## Alabama Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01015

Total Participants Served	Adults	2933	Total Exitters	Adults	1783
	Dislocated Workers	1723		Dislocated Workers	932
	Older Youth	1025		Older Youth	720
	Younger Youth	1169		Younger Youth	729
Program Year 2013 Local Area Performance Outcomes				Negotiated	Actual
Entered Employment Rate	Adults			67.0	68.2
	Dislocated Workers			75.0	74.4
Retention Rate	Adults			84.5	84.4
	Dislocated Workers			91.0	90.9
Average Earnings	Adults			\$12,000	\$11,854
	Dislocated Workers			\$15,632	\$14,453
Placed in Employment/Edu.	Youth (14-21)			56.0	55.9
Degree/Certificate Attainment	Youth (14-21)			50.5	48.2
Literacy/Numeracy Gains	Youth (14-21)			58.0	55.4

## Jefferson County Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01005

Total Participants Served	Adults	892	Total Exitters	Adults	334
	Dislocated Workers	135		Dislocated Workers	135
	Older Youth	245		Older Youth	160
	Younger Youth	232		Younger Youth	211
Program Year 2013 Local Area Performance Outcomes				Negotiated	Actual
Entered Employment Rate	Adults			67.0	69.6
	Dislocated Workers			75.0	70.8
Retention Rate	Adults			84.5	82.6
	Dislocated Workers			91.0	80.0
Average Earnings	Adults			\$12,000	\$11,138
	Dislocated Workers			\$15,632	\$13,061
Placed in Employment/Edu.	Youth (14-21)			56.0	31.5
Degree/Certificate Attainment	Youth (14-21)			50.5	9.9
Literacy/Numeracy Gains	Youth (14-21)			58.0	21.7

## Mobile Local Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01010

<b>Total Participants Served</b>	Adults	544	<b>Total Exitters</b>	Adults	322
	Dislocated Workers	177		Dislocated Workers	125
	Older Youth	105		Older Youth	105
	Younger Youth	107		Younger Youth	98
<b>Program Year 2013 Local Area Performance Outcomes</b>			<b>Negotiated</b>	<b>Actual</b>	
<b>Entered Employment Rate</b>	Adults		67.0	59.3	
	Dislocated Workers		75.0	72.9	
<b>Retention Rate</b>	Adults		84.5	86.6	
	Dislocated Workers		91.0	94.0	
<b>Average Earnings</b>	Adults		\$12,000	\$14,031	
	Dislocated Workers		\$15,632	\$17,125	
<b>Placed in Employment/Edu.</b>	Younger Youth (14-21)		56.0	51.4	
<b>Degree/Certificate Attainment</b>	Younger Youth (14-21)		50.5	45.6	
<b>Literacy/Numeracy Gains</b>	Younger Youth (14-21)		58.0	70.9	

### Program Performance Summary

	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Adult</b>			
Entered Employment Rate	67.0%	67.4%	1,396
			2,072
Employment Retention Rate	84.5%	84.9%	1,841
			2,169
Average Earnings	\$12,000	\$12,179	\$22,385,259
			1,838
Employment and Credential Rate			
<b>Dislocated Worker</b>			
Entered Employment Rate	75.0%	73.9%	1,098
			1,485
Employment Retention Rate	91.0%	90.6%	1,351
			1,491
Average Earnings	\$15,632	\$14,378	\$19,423,997
			1,351
Employment and Credential Rate			
<b>Youth Common Measures (14-21) Results</b>			
Placement in Employment or Education	56.0%	50.6%	669
			1,321
Attainment of Degree or Certification	50.5%	40.4%	662
			1,637
Literacy and Numeracy Gains	52.0%	51.4%	435
			846

Note: Percentages have been rounded to the nearest tenth.

**PY13 Participants/Exited (4th quarter – cumulative)**

<b>Statewide Summary:</b>	<b>Total Participants Served</b>	<b>Participants Exited</b>
Adults	4,510	2,517
Dislocated Workers	2,318	1,338
Older Youth	1,378	985
Younger Youth	1,510	1,038
<b>TOTAL</b>		

**Total Number of Youth Served: 2,888 (100.0%)**  
**Out-of-School Youth: 1,886 (65.3%)**  
**In-School Youth: 1,002 (34.7%)**

**Customer Satisfaction**

<b>Customer Satisfaction</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level (ACSI)</b>	<b>Number of Customers Surveyed</b>	<b>Number of Surveys Completed</b>	<b>Number of Customers Eligible for Survey</b>	<b>Response Rate</b>
Program Participants	82.0%	86.4%	615	515	1,850	83.7%

**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	87.1	1,922	\$2,775	\$1,884,329	0.7	10	\$4,872	\$6,786,859	47.2	594
		2,206		679		1,396		1,393		1,259
Dislocated Workers	91.1	1,496	87.7	\$7,157,547	1.0	11	\$6,127	\$6,703,230	44.3	454
		1,642		\$8,158,539		1,098		1,094		1,025

## Special Populations Outcomes Summary

### Adult Program

Rates	Public Assistance Recipients		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment	67.5	652	66.9	85	40.0	22	40.4	42
		966		127		55		104
Employment Retention	82.6	758	82.3	93	86.4	19	79.6	43
		918		113		22		54
Average Earnings	\$10,886	\$8,251,954	\$13,597	\$1,264,534	\$13,321	\$253,102	\$12,017	\$516,712
		758		93		19		43

### Dislocated Worker Program

Rates	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment	72.7	96	70.0	7	58.2	107	65.0	13
		132		10		184		20
Employment Retention	90.0	108	85.7	6	87.9	102	93.3	14
		120		7		116		15
Average Earnings	\$15,415	\$1,664,857	\$18,001	\$108,004	\$14,506	\$1,479,590	\$13,927	\$194,973
		108		6		102		14

### Other Outcome Information Summary

	Individuals Who Receive Training Services		Individuals Who Receive Only Core & Intensive Services	
<b>Adults</b>				
Entered Employment Rate	68.1	1,259	59.6	121
		1,848		203
Employment Retention Rate	85.1	1,679	82.7	153
		1,973		185
Average Earnings	\$12,367	\$20,727,422	\$10,426	\$1,595,105
		1,676		153
<b>Dislocated Workers</b>				
Entered Employment Rate	74.4	1,025	67.9	72
		1,378		106
Employment Retention Rate	90.9	1,269	86.2	81
		1,396		94
Average Earnings	\$14,246	\$18,078,673	\$16,480	\$1,334,843
		1,269		81

### Participant Demographic Profile

Characteristics	
Female	4599
Male	3506
American Indian/Alaska Native	77
Asian	61
Black/African American	4016
Hispanic/Latino	8
Native Hawaiian/Pacific Islander	0
White	3881

Note: Male/Female totals will not calculate with Ethnic totals as participants may indicate multiple ethnic 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 2013	June 2014	Change from June 2013	
			Number	Percent
<b>Alabama</b>	<b>1,915.2</b>	<b>1,923.9</b>	8.7	0.45
Anniston-Oxford	46.4	44.9	-1.5	-3.23
Auburn-Opelika	57.8	59.3	1.5	2.60
Birmingham-Hoover	510.1	512.3	2.2	0.43
Decatur	54.9	54.3	-0.6	-1.09
Dothan	57.2	57.0	-0.2	-0.35
Florence-Muscle Shoals	55.3	55.9	0.6	1.08
Gadsden	36.6	37.2	0.6	1.64
Huntsville	215.3	216.7	1.4	0.65
Mobile	174.0	173.2	-0.8	-0.46
Montgomery	169.6	168.9	-0.7	-0.41
Tuscaloosa	96.1	99.5	3.4	3.54

Note: Nonagricultural employment is by place of work. Numbers have been rounded. Employment is not seasonally adjusted.

Source: Estimates prepared by the U.S. Department of Labor, Bureau of Labor Statistics

**Workforce Investment Act Customer Satisfaction Results for PY13**

<b>Customer Satisfaction</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level (ACSI)</b>	<b>Number of Customers Completed</b>	<b>Number of customers Eligible for the Survey</b>	<b>Number of Customers Included in the Sample</b>	<b>Response Rate</b>
Participants	82.0%	81.7%	515	1,850	615	83.7%
Employers	87.0%	93.6%	500	1,500	675	74.1%

**Approach** - All contact attempts are via telephone contact (no mail surveys). Five attempts are made to reach the selected customer. If after the fifth attempt no contact has been made, another customer is randomly selected in its place.

**Process for Feedback** - Any negative customer feedback received is provided to Management for further review.

## PY11 Cost of Program Activities

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 06/30/14 less FSR 06/30/13)**		\$0.00
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	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
<b>Total of All Federal Spending Listed Above</b>		<b>\$0.00</b>

\* - 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.

## FY12 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$0.00
Local Dislocated Workers*		\$325,718.55
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 06/30/14 less FSR 06/30/13)***		\$299,715.82
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5%	\$250,265.44
	Contractor Administration 5% Funds	\$0.00
	Apprenticeship Program	\$8,465.63
	Relocation Services	\$0.00
	Other Expenditures	-\$3,950.00
	Incumbent Worker Training	\$43,085.13
	Recaptured Funds	\$0.00
	Assessment/Case Management	\$0.00
	ITAs for Dislocated Workers	\$1,849.62
<b>Total of All Federal Spending Listed Above</b>		<b>\$625,434.37</b>

\* - Reallocated funds from two local workforce investment areas to another local workforce investment area, which was in compliance with the expenditure requirements for WIA funds.

\*\* - 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.

## PY12 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$179,093.40
Local Dislocated Workers		\$748,675.24
Local Youth		\$5,535,581.20
Local Administration		\$783,780.71
Rapid Response (up to 25%) Sec. 134(a)(2)(A)		\$38,686.96
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/14 less FSR 06/30/13)		\$392,207.91
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5%	\$298,953.67
	Contractor Administration 5% Funds	\$4,674.06
	Apprenticeship Program	\$0.00
	Relocation Services	\$12,274.92
	Other Expenditures	\$0.00
	Incumbent Worker Training	\$0.00
	Recaptured Funds	\$0.00
	Mobile Career Center Vehicle-Ops/Driver	\$73,957.75
	ITAs for Dislocated Workers	\$2,347.51
<b>Total of All Federal Spending Listed Above</b>		<b>\$7,678,025.42</b>

Note: 5% Administrative funds were also used for program expenses as noted, which would have normally been funded with Governor's 10 Percent Funds had Congress and the Administration made the these funds available to Governors.

## FY13 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$3,855,111.44
Local Dislocated Workers		\$10,100,754.38
Local Youth		\$0.00
Local Administration		\$2,053,441.00
Rapid Response (up to 25%) Sec. 134(a)(2)(A)		\$370,177.20
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/14 less FSR 06/30/13)		\$1,025,680.06
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5%	\$703,551.63
	Contractor Administration 5% Funds	\$428.68
	Apprenticeship Program	\$109,461.26
	Relocation Services	\$0.00
	Other Expenditures	\$5,938.00
	Incumbent Worker Training	\$166,084.52
	Recaptured Funds	\$0.00
	Mobile Career Center Vehicle - Ops/Drive	\$15,763.97
	State Veterans' Conference-Staff Trng.	\$24,452.00
<b>Total of All Federal Spending Listed Above</b>		<b>\$17,405,164.08</b>

Note: 5% Administrative funds were also used for program expenses as noted, which would have normally been funded with Governor's 10 Percent funds had Congress and the Administration made these funds available to Governors.

## PY13 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$44,545.00
Local Dislocated Workers		\$565,394.00
Local Youth		\$5,398,833.44
Local Administration		\$855,845.65
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 06/30/14 less FSR 06/30/13)		\$452,555.92
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5% Funds & 10 % Funds	\$452,555.92
	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
<b>Total of All Federal Spending Listed Above</b>		<b>\$7,317,174.01</b>

\* - \$85,861.67 of Rapid Response funds were spent for Incumbent Worker Training Projects (per USDOL approved waiver) not included elsewhere in the Annual Report.

## FY14 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$2,287,580.32
Local Dislocated Workers		\$1,864,289.37
Local Youth		\$0.00
Local Administration		\$200,950.90
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 06/30/14 less FSR 06/30/13)		\$314,966.30
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	State Administration 5% Funds	\$314,966.30
	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
<b>Total of All Federal Spending Listed Above</b>		<b>\$4,667,786.89</b>

Note: Administrative Expenditures include programmatic expenditures associated with WIA Grant administration, which would have been funded with Governor's 10 Percent Program funds had Congress and the Administration made the funds available to Governors.

## PY14 Cost of Program Activities

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 06/30/14 less FSR 06/30/13)		\$0.00
<b>Statewide Allowable Activities Sec. 134(a)(3)</b>	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
	Mobile Career Center Vehicle-Ops/Driver	\$0.00
	State Veterans' Conference	\$0.00
<b>Total of All Federal Spending Listed Above</b>		<b>\$0.00</b>

\* - Only PY14 Youth Funds were available (on 04/01/14) for expenditure prior to 06/30/14.

## Alabama Outlook for 2014

Automobile and parts manufacturing and certain segments of the services sector will continue as the state's major economic drivers during 2014. These include firms in industries such as automotive manufacturing, aerospace, tourism, healthcare, biotechnology, and leisure and hospitality (particularly food services). Real Alabama gross domestic product (GDP, or the value of total goods and services produced in the state) should grow at a slightly faster pace in 2014, increasing by a forecasted 1.5 percent to around \$184 billion. Gains in output could be substantially higher than this average for manufacturers of motor vehicles and parts, and for primary and fabricated metals producers. Among service providing sectors, output gains will be strongest among professional and business services firms, particularly those engaged in administrative support, waste management, and remedial services. The healthcare and social assistance sector of Alabama's economy is also expected to expand at a relatively faster pace.

Nonfarm employment is forecasted to rise by 0.6 percent during 2014, with about 11,500 jobs added across the state. The strongest percentage increases in employment are likely to be with motor vehicle and parts and other transportation equipment manufacturers. Overall, manufacturers could add about 3,000 jobs this year. Still, most new jobs will be in services where broad based gains could result in around 8,000 additional jobs, providing the state's economy expands at a relatively faster pace in the second half of the year. Most of the job growth is expected to be in the private sector, with state government-related entities only forecasted to add a modest number of workers. However, if the economy begins to accelerate at a much faster pace, a larger number of currently-discouraged workers could decide to enter the labor market, resulting in a higher rather than lower unemployment rate by the end of the year. Alabama tax revenues are forecasted to increase by 0.5 to 1.0 percent for FY2014.

Overall, the state's economy is expected to gradually improve during the second half of this year compared to the first half, as indicated by business sentiment for the third quarter of 2014, measured by the Center for Business and Economic Research's *Alabama Business Confidence Index*<sup>TM</sup> (ABCI). The broad ABCI index was about the same as last quarter at 55.5—above the reading of 52.9 a year ago. Most survey panelists were relatively more optimistic about the state's economy than the U.S. economy. The index for Alabama increased 1.0 point to 59.4, while the national economy index rose 1.1 points to 51.4. An index reading above 50 reflects expansion and a reading below 50 signals a weaker economy.

*Samuel Addy, Ph.D and Ahmad Ijaz, Alabama Business "Economic Outlook: Third Quarter 2014," University of Alabama Center for Business and Economic Research, Volume 82, Number 3/Third Quarter 2014*

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.

## Attachments

Local Area WIA Planning Allocations.....	A-1
Statewide Performance Incentive Analysis.....	B-1
Cost per Participant Analysis .....	C-1

**LOCAL AREA PLANNING ALLOCATION  
FOR PROGRAM YEAR 2013  
(July 1, 2013 - June 30, 2014)**

**ATTACHMENT A**

		<u>PY 2013 Allotment</u>		<u>FY 2014 Allotment</u>		<u>Full PY Allotment</u>
<b>SEC. 133(b)(2)(A) ADULT PROGRAMS</b>		<b>\$231,746</b>		<b>\$9,992,526</b>		<b>\$10,224,272</b>
a.	<b>GOVERNOR's SET ASIDES:</b>	<b>5%</b>	<b>\$11,587</b>	<b>5%</b>	<b>\$499,626</b>	<b>\$511,213</b>
	Administration (5%)		\$11,587		\$499,626	\$511,213
	Other WIA Activities (7%)		\$0		\$0	\$0
	Incent/Cap. Bldg. (3%)		\$0		\$0	\$0
	Local Area Grants (67%)		\$0		\$0	\$0
	State-level (33%)		\$0		\$0	\$0
b.	<b>LOCAL AREA ADULT PROGRAMS</b>	<b>95%</b>	<b>220,159</b>	<b>95%</b>	<b>9,492,900</b>	<b>9,713,059</b>
	AWIA		\$170,666		\$7,358,849	\$7,529,515
	Jefferson		\$25,478		\$1,098,541	\$1,124,019
	Mobile		\$24,015		\$1,035,510	\$1,059,525
<b>SEC. 128(b)(2) YOUTH ALLOTMENT</b>		<b>\$10,504,766</b>		<b>\$0</b>		<b>\$10,504,766</b>
a.	<b>GOVERNOR's SET ASIDES:</b>	<b>5%</b>	<b>\$525,238</b>	<b>\$0</b>		<b>\$525,238</b>
	Administration (5%)		\$525,238		\$0	\$525,238
	Other WIA Activities (7%)		\$0		\$0	\$0
	Incent/Cap. Bldg. (3%)		\$0		\$0	\$0
	Local Area Grants (67%)		\$0		\$0	\$0
	State-level (33%)		\$0		\$0	\$0
b.	<b>LOCAL AREA YOUTH PROGRAMS</b>	<b>95%</b>	<b>\$9,979,528</b>	<b>\$0</b>		<b>\$9,979,528</b>
	AWIA		\$7,833,201		\$0	\$7,833,201
	Jefferson		\$1,124,656		\$0	\$1,124,656
	Mobile		\$1,021,671		\$0	\$1,021,671
<b>SEC. 133(b)(2)(B) DISLOCATED WORKERS</b>		<b>\$1,156,963</b>		<b>\$11,298,851</b>		<b>\$12,455,814</b>
a.	<b>RAPID RESPONSE PROGRAMS</b>	<b>0%</b>	<b>\$0</b>	<b>2%</b>	<b>\$225,977</b>	<b>\$225,977</b>
b.	<b>GOVERNOR's SET ASIDES:</b>	<b>5%</b>	<b>\$57,848</b>	<b>5%</b>	<b>\$564,942</b>	<b>\$622,790</b>
	Administration (5%)		\$57,848		\$564,942	\$622,790
	Other WIA Activities (7%)		\$0		\$0	\$0
	Incent/Cap. Bldg. (3%)		\$0		\$0	\$0
	Local Area Grants (67%)		\$0		\$0	\$0
	State-level (33%)		\$0		\$0	\$0
c.	<b>LOCAL AREA D.W. PROGRAMS</b>	<b>95%</b>	<b>\$1,099,115</b>	<b>93%</b>	<b>\$10,507,932</b>	<b>\$11,607,047</b>
	AWIA		\$881,488		\$8,427,344	\$9,308,832
	Jefferson		\$128,100		\$1,224,676	\$1,352,776
	Mobile		\$89,527		\$855,912	\$945,439
<b>TOTAL PROGRAM YEAR ALLOTMENT</b>		<b>\$11,893,475</b>		<b>\$21,291,377</b>		<b>\$33,184,852</b>
	<b>POOLED SET ASIDES</b>					
	<b>RAPID RESPONSE PROGRAMS</b>		<b>\$0</b>		<b>\$225,977</b>	<b>\$225,977</b>
	Administration (5%)		\$594,673		\$1,064,568	\$1,659,241
	Other WIA Activities (7%)		\$0		\$0	\$0
	Incentive Awards/Capacity Building (3%)		\$0		\$0	\$0
	Local Area grants (67%)		\$0		\$0	\$0
	AWIA		N/A		N/A	N/A
	Jefferson		N/A		N/A	N/A
	Mobile		N/A		N/A	N/A
	State-level activities (33%)		\$0		\$0	\$0

**STATEWIDE  
PY13 Quarter 4 Performance  
Reporting Period through 6/30/2014  
Workforce Investment Act**

MEASURES	GOAL	80% Threshold	Most Recent Quarter (num/den)	CUMULATIVE 4-QTR (num/den)
<b><u>ADULT</u></b>				
Entered Employment Rate	67.0%	53.6%	66.1% [292/442]	<b>67.4%</b> [1396/2072]
Employment Retention Rate	84.5%	67.6%	82.7% [330/399]	<b>84.9%</b> [1841/2169]
Average 6-Month Earnings	\$12,000	\$9,600	\$11,551 [\$3,800,156/329]	<b>\$12,179</b> [\$22,385,259/1838]
<hr/>				
<b><u>DISLOCATED WORKER</u></b>				
Entered Employment Rate	75.0%	60.0%	<b>76.0%</b> [269/354]	73.9% [1098/1485]
Employment Retention Rate	91.0%	72.8%	90.3% [187/207]	90.6% [1351/1491]
Average 6-Month Earnings	\$15,632	\$12,506	\$14,514 [\$2,714,188/187]	\$14,377 [\$19,423,997/1351]
<hr/>				
<b><u>YOUTH COMMON MEASURES (14-21)</u></b>				
Literacy/Numeracy Gains	52.0%	41.6%	<b>54.3%</b> [95/175]	51.4% [435/846]
Placement in Ed/Employment	56.0%	44.8%	<b>40.7%</b> [199/489]	50.6% [669/1321]
Attainment of Degree/Certificate	50.5%	40.4%	<b>28.3%</b> [182/643]	40.4% [662/1637]

**BOLD: Exceeded Goal****Highlighted: Failed to Meet****B-1**

**COST PER PARTICIPANT ANALYSIS**  
**PROGRAM YEAR 2013**  
**(July 1, 2013 - June 30, 2014)**

**Program Year 2013 Expenditures by Fund\***

<u>Fund Source:</u>	<u>PY13/FY14</u>	<u>PY12/FY13</u>	<u>PY11/FY12</u>	<u>Transfers To Adult From D.W.**</u>	<u>TOTALS</u>
Adult	\$ 2,489,506	\$ 4,932,523	\$ -	\$ 6,867,883	\$ 14,289,912
Youth	\$ 6,122,755	\$ 6,267,772	\$ -		\$ 12,390,527
Dislocated Worker	\$ 2,605,178	\$ 12,056,142	\$ 325,719	\$ (6,867,883)	\$ 8,119,156
Totals	<u>\$ 11,217,439</u>	<u>\$ 23,256,437</u>	<u>\$ 325,719</u>	<u>\$ -</u>	<u>\$ 34,799,595</u>

**Participant Cost Analysis**

<u>Category:</u>	<u>Participants</u>	<u>Average Expenditures per Participant</u>
Adult	4,510	\$ 3,168
Youth	2,888	\$ 4,290
Dislocated Worker	2,318	\$ 3,503
Overall	<u>9,716</u>	<u>\$ 3,582</u>

\*Expenditures have been rounded to the nearest dollar and represent Administrative and Program Costs for the local workforce investment areas by fund source.

\*\*Expenditures During PY2013 of D.W. Funds Transferred to the Adult Program:

FY12 D.W.	\$ 325,719
FY13 D.W.	\$ 5,896,077
FY14 D.W.	\$ 185,985
PY12 D.W.	\$ 419,815
PY13 D.W.	<u>\$ 40,287</u>
Total	<u>\$ 6,867,883</u>

21 Oct. 2014