

OFFICE OF THE GOVERNOR

ROBERT BENTLEY
GOVERNOR



STATE OF ALABAMA

DEPARTMENT OF COMMERCE

GREG CANFIELD
SECRETARY OF COMMERCE

December 15, 2015

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

Dear Secretary Perez:

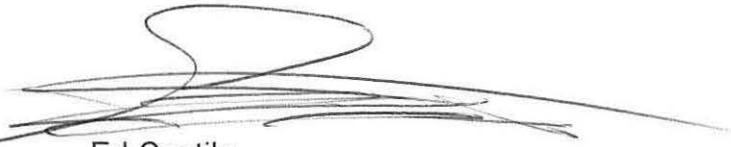
RE: State of Alabama Program Year 2014 WIA Annual Report

I am pleased to submit the enclosed State of Alabama's *Program Year (PY) 2014 Workforce Investment Act (WIA) Annual Report*. This *Report* contains the Alabama PY 2014 WIA program performance data required under USDOL Training and Guidance Letter 7-15 dated November 4, 2015. Additionally, this *Report* details other WIA activities conducted in Alabama during PY 2014.

Alabama continues to focus on collaboration and integration of workforce development resources throughout the state. Throughout PY 2014, we worked toward implementation of the Workforce Innovation and Opportunity Act on July 1, 2015. Alabama looks forward to providing Workforce Innovation and Opportunity Act 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 *PY 2014 Annual Report* to Steve Walkley at (334) 242-5300, or Bill Hornsby at (334) 242-5847.

Sincerely,



Ed Castile
Acting Deputy Secretary for Workforce Development
& AIDT Director

EC:BEH:kcs

Enclosure

c: Les Range

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



Submitted by

Alabama Department of Commerce

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

December 15, 2015

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-eight (48) 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 2014, the Mobile Career Center Vehicle (MCCV) was dispatched on fifty-six (56) occasions throughout the state to provide workforce related assistance. These events included Career Days at schools, Job Fairs in conjunction with sponsoring government and community agencies, Business recruitment assistance, Rapid Response services to dislocated workers, assistance to Veterans returning home, and Career Center service outages.

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-four (24) private-for-profit employers for incumbent worker training (funded with Governor's Five (5) Percent Administrative Set Aside funds, Governor's 10 Percent (3.75 Percent) 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. During Program Year 2014, the greatest need has been for the adult Program.

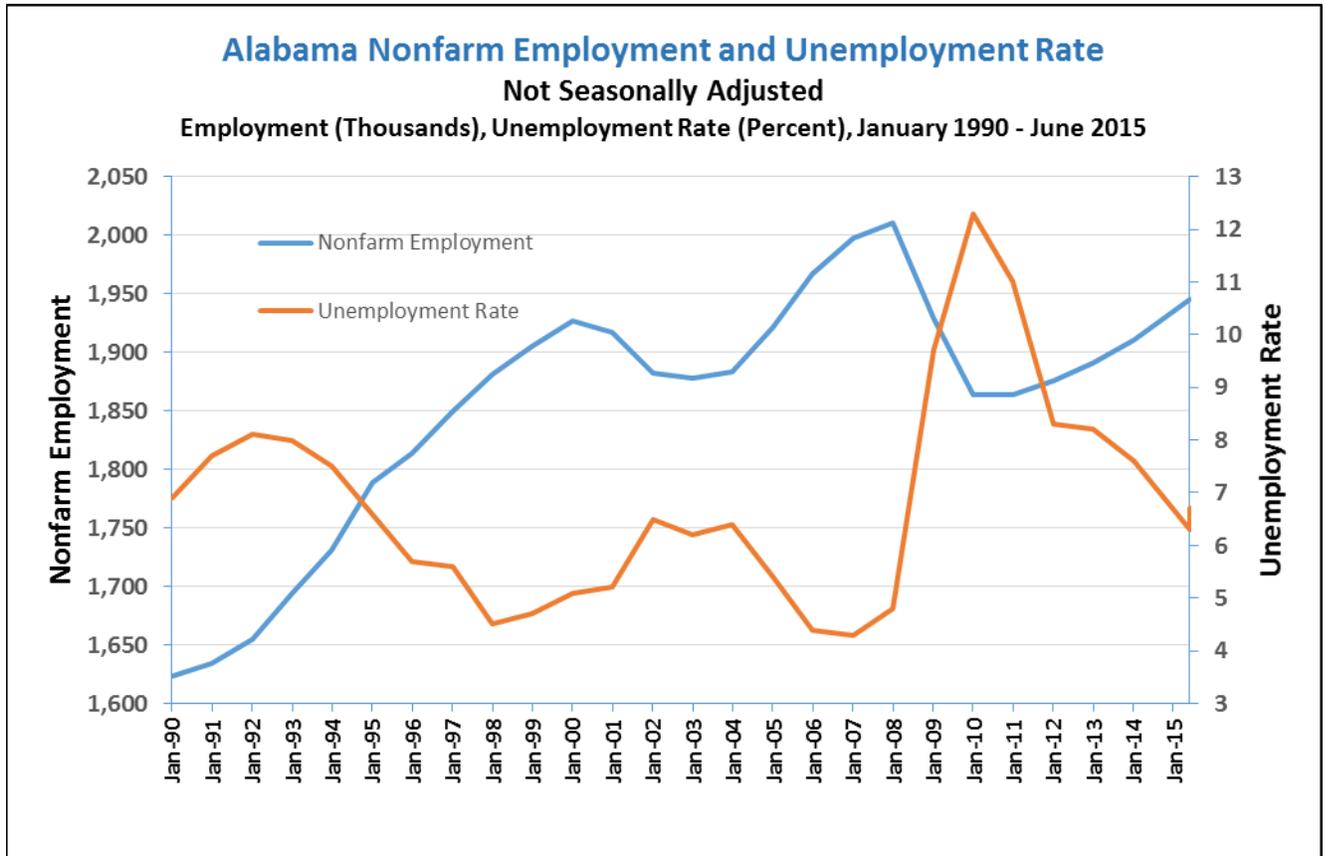
Our Incumbent Worker Training Program (IWTP), which provides eligible employers with funding assistance toward new and/or upgraded occupational skills training for their existing workforce, continues to be viable even though the State received no Governor's 10 Percent Set Aside funds beginning with Program 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. Beginning with Program Year 2014, Congress restored 3.75 percent of the "10 Percent" Set Aside Funds. Some of these were budgeted for the Incumbent Worker Training Program. 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, 2017 to spend all of the PY14 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 15th full year and last program year under the Workforce Investment Act.

Alabama: An Economic Profile

Nonfarm jobs totaled 1,953,100 in June 2015, 73,600 below the prerecession peak of 2,026,700 reached in December 2007. Over the 12-month period ending in June 2015, the state gained a total of 23,900 jobs. Goods producing business added 3,300 workers while the service providing sector saw a net gain of 20,600. Among goods producing industries, manufacturing added 100 workers, construction added 4,000 workers, and mining and logging had a decrease of 800. Gains in the construction industry were a result of gains in specialty trade contractors (1,600), heavy and civil engineering construction (900), and building construction (1,500).

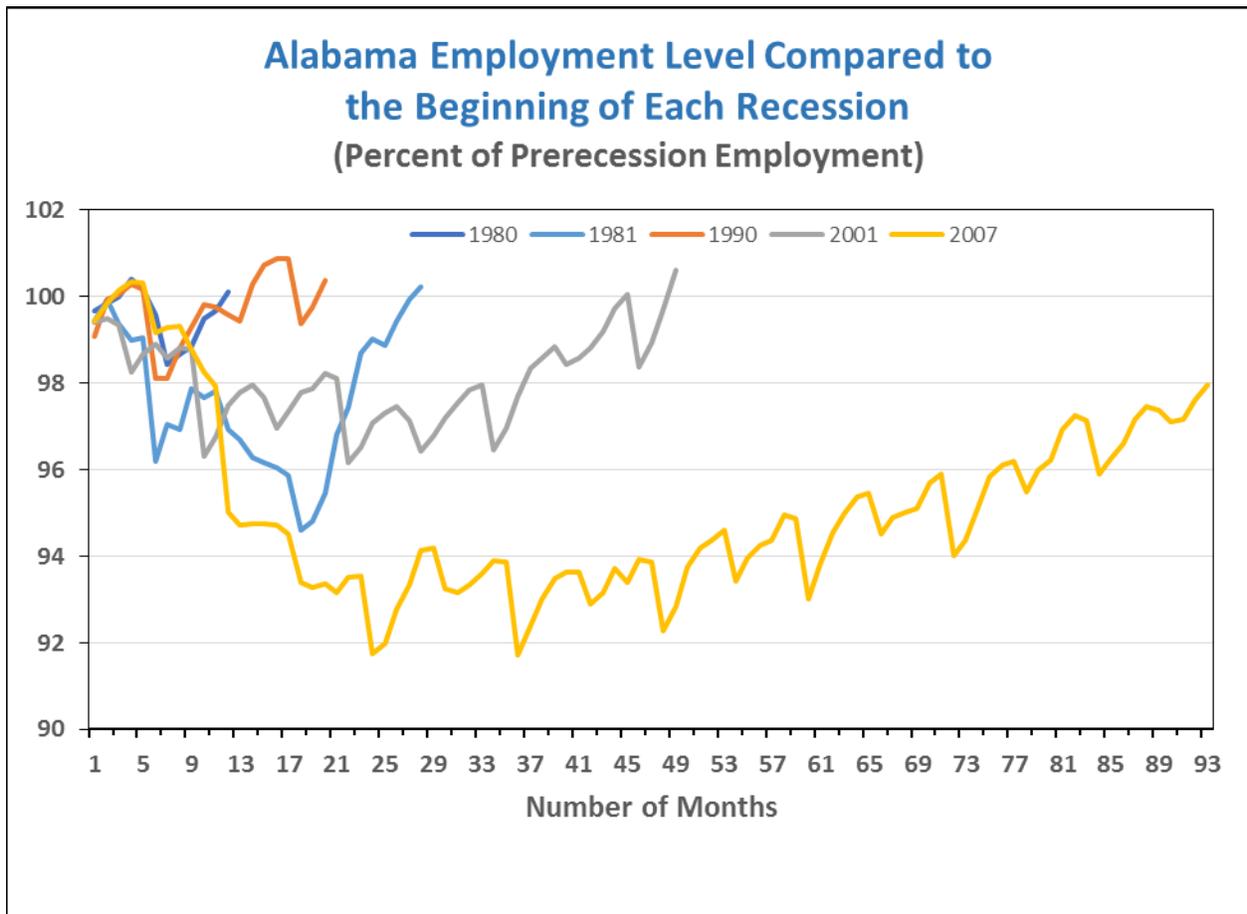


Source: Alabama Department of Labor

Manufacturing added 100 workers to the workforce. From June 2014 to June 2015, durable goods industries added 1,400 jobs. Job gains were primarily associated with motor vehicle manufacturing (700), and motor vehicle parts manufacturing (1,300). Payrolls in the remaining durable goods industries had small gains or declined slightly. Nondurable goods manufacturers lost 1,300 from June 2014 to June 2015. Most of the job losses occurred in animal slaughtering

and processing (1,500), and apparel manufacturing (500). There were slight gains occurring in plastics and rubber manufacturing which added 200 jobs over the year.

In the service providing sector, job gains were primarily associated with food services and drinking places (4,000), ambulatory health care services (3,800), administrative support and waste management and remediation services (3,800), motor vehicle and parts dealers (2,400), other merchandise stores (1,000), and social assistance (900). Sectors experiencing a decline over the last twelve months ending in June were merchant wholesalers, nondurable goods (1,600); other services (500); computer systems design and related services (400); merchant wholesalers, durable goods (300); wholesale electronic markets and agents and brokers (300); general freight trucking (400), telecommunications (200); and insurance carriers (200).



Source: Alabama Department of Labor

Nine of the state’s 12 metropolitan areas added jobs between June 2014 and June 2015. The nine metro areas were Anniston-Oxford (300), Auburn-Opelika (1,500), Birmingham-Hoover (7,800), Daphne-Fairhope-Foley (1,700), Dothan (1,000), Gadsden (900), Huntsville (3,000), Montgomery (1,500), and Tuscaloosa (2,500). The metro areas that lost jobs during the past year were Decatur (200), Florence-Muscle Shoals (1,500), and Mobile (100). Florence-Muscle Shoals had the highest metro unemployment rate at 8.1 percent in June, while Daphne-

Fairhope-Foley had the lowest with 5.5 percent. Among the major cities in the state, Selma's unemployment rate of 13.1 percent was the highest and Vestavia Hills at 4.0 percent was the lowest. County unemployment rates ranged from 16.1 percent in Wilcox County down to 4.6 percent in Shelby County.

**Alabama Nonfarm Employment
Change in the Number of Jobs**

Industry	June 2013 to June 2014	June 2014 to June 2015
Total Nonfarm Employment	14,400	23,900
Natural Resources and Mining	-600	-800
Construction	100	4,000
Manufacturing	3,100	100
Durable Goods Manufacturing	5,300	1,400
Nondurable Goods Manufacturing	-2,200	-1,300
Trade, Transportation, and Utilities	3,500	2,000
Wholesale Trade	200	-1,600
Retail Trade	2,200	3,300
Transportation, Warehousing, and Utilities	1,100	300
Information	-800	500
Financial Activities	1,000	1,200
Professional and Business Services	2,500	3,600
Educational and Health Services	1,100	7,300
Leisure and Hospitality	5,000	5,200
Other Services	200	-500
Government	-700	1,300
Federal Government	-1,000	300
State Government	600	700
Local Government	-300	300

Source: Alabama Department of Labor.

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 48 Career Center System sites 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 – 06/30/15 and updated to reflect changes since the initial appointments on 02/15/12:

Governor:

Robert Bentley

Members of the Legislature:

Vacant

Senator Clay Scofield

Representative Terri Collins

Representative Ed Henry

Organized Labor:

Vacant

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

Vacant

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
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
David Pearce – Alabama Catfish Feedmill, LLC
Ashley Ramsay-Naile – CrowderGulf
Mike Reynolds – BroadSouth Communications, Inc.
Quentin Riggins – Alabama Power Company
Wayne Silas, Silas Electric and Tree Service, LLC
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 2014 the Alabama Workforce Investment Area (AWIA) conducted a statewide Youth training session for all Workforce Investment Act (WIA) funded Youth Providers within the 65-county AWIA. In addition to staff of Youth Providers, all WIA funded Youth Specialists and Career Center Site managers were included in this training. Extensive training was also 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 AWIA once again co-hosted a Statewide Veterans Conference for all Career Center Site managers, Business Service Representatives, and Veterans staff (LVER's/DVOP's) providing an array of training topics to better prepare our Career Center staff to provide services to returning Veterans.

The Alabama Workforce Investment Area continued to operate a National Emergency Grant (NEG) in the amount of \$1,101,701 which provides 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. Total enrollment under this Grant during Program Year 2014 was 161, with 159 enrolled in Grant funded Training. Ninety-one received funding for up to two years training in high demand occupations, while another 68 were placed in On-the-Job Training contracts with Alabama employers who hire first, then train the employees on the job.

The AWIA also operated a National Emergency Grant in the amount of \$823,755 to provide assistance to 1100 workers dislocated by the closure of International Paper Company's facility in Courtland, Alabama, during the previous Program Year. These wraparound services, such as assessment and case management, were provided in conjunction with training services provided by Trade Act funds already approved for these workers. A total of 140 individuals have been served via these Grant funded services during the Program year.

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 continue to be provided in Career Centers located in the AWIA. This grant will operate through 2016.

For Program Year 2014, AWIA met or exceeded all WIA performance goals for Adult, Dislocated Worker and Youth programs.

Jefferson County Center for Workforce Development:

In Program Year 2014 the Jefferson County Center for Workforce Development (CWD) maintained its interagency coordination with the Birmingham Career Center to ensure that the workforce development program is readily available to our customers in the Jefferson County Area. Jefferson County is the most populous county in the State of Alabama. As of the 2010 census, the population was 658,466, making it the most populous county in Alabama. Jefferson County served participants throughout Workforce Development Region (WDR) 4 areas which included Jefferson, Blount, Chilton, Shelby, St. Clair, and Walker counties. Working cooperatively with the Birmingham Career Center, job search, training, counseling, job placement and other services were provided.

In addition, Jefferson County continues to connect with agencies and programs that assist with community outreach such as, Positive Maturity's AWARE Program; the Office of Senior Citizens Services, Jefferson County Department of Human Resources, Jefferson State Community College's One Stop and Adult Basic Education Program, Lawson State Community College One Stop and Adult Basic Education Program, United Way of Central Alabama; the City of Birmingham Office of Economic Development, and Vocational Rehabilitation Services. Referrals were received from Disability Rights & Resources, which is a free and voluntary program. The Ticket to Work Program helps Social Security beneficiaries obtain employment that may lead to a career. The participants may also become financially independent, all while maintaining their Medicare or Medicaid benefits. Jefferson County continues to avail itself to a wider community of stakeholders.

In May 2014 the new **Alabama Workforce Training Center** (AWTC) was opened in Birmingham, Alabama, and in the same vicinity of the One Stop Office. This one-of-a-kind training center will also focus on meeting the employment demand from construction and manufacturing employers in the Birmingham region. The center is operated by Alabama Industrial Development Training (**AIDT**), Alabama's Workforce Training agency. It received enormous support from local legislators, the Alabama Chapter of Associated Builders & Contractors, Manufacture Alabama, the Alabama Community College System, the State Department of Education and the Birmingham Business Alliance. Their mission is to provide quality workforce development for Alabama's new and expanding businesses, and to expand the opportunities of its citizens through the jobs these businesses create.

Jefferson County has assisted the Department of Labor, Office of Federal Contract Compliance Programs with outreach and identifying valuable partner organizations to help contractors meet their employment needs for the Northern Beltway Project. This project is expected to last a many as 30 years, cost billions of dollars and employ tens of thousands of local citizens.

In addition, Jefferson County has participated in the "Bold Goals Initiative" sponsored by United Way of Central Alabama, in partnership with the Community Foundation of Greater Birmingham. The Bold Goals Initiative is a collaborative effort that tackles poverty from various angles in a comprehensive effort to reduce poverty substantially. Jefferson County also partnered with the Financial Education Outreach Program of Birmingham to promote and implement Money Expo 2014. It was heavily attended by local area residents and many of the One Stop clients.

Mobile Works, Incorporated:

PY 2014 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 summarized in this report including the use of employer designed pre-employment training for dislocated and long-term unemployed individuals.

Mobile Works, Inc. was a key partner in the submission of a proposal by the Chamber of Commerce and the University of South Alabama to have Southwest Alabama designated as an Investing in Manufacturing Community Partnership site. The proposal was accepted by the Department of Commerce and Southwest Alabama is now one of 12 areas in the United States that have been awarded this designation. The benefits of this designation include special consideration when applying for federal funding along with technical assistance from federal program staff to assist local organizations in maximizing the success of new initiatives to enhance the regions ability to expand manufacturing capacity.

Mobile Works was approved for a National Emergency Grant to provide short term training directly linked to employment opportunities for 170 long term unemployed and/or dislocated workers. As of the end of this program year, we have served 81 job seekers. We have partnered with Bishop State Community College and other short term training providers to implement this initiative that moves trainees from short term training to jobs.

Marketing:

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

E-News: Mobile Works provides a weekly E-News letter to over 20,000 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.

State Level Coordination

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

Partners	
Department of Economic and Community Affairs – Workforce Development Division	Department of Human Resources
	Subsidized Employment Program (SEP)
State-level WIA (WIA Grant Administration)	Food Stamp Training Program
Local Area WIA (Local WIA Grant Administration)	JOBS Program
National Emergency Grants (NEGs)	Alabama Department of Commerce
Department of Education (Secondary)	Alabama Industrial Development Training (pre-employment services, Ready-to-Work Program)
	Industrial Recruitment
Career/Technical Education	Aid to Existing Industries
Department of Postsecondary Education	Alabama Department of Labor
Two-Year College System (workforce training programs)	Unemployment Compensation
Adult Basic Education	Employment Service
	Labor Market Information

Alabama Technology Network	Trade Adjustment Assistance
Career Ready Alabama (Career Readiness Certificate Program)	Veterans Services
Community Colleges: Bishop State, Southern Union, Beville State - provide staff for one-stop centers	WIA Business Outreach
Department of Rehabilitation Services	Mobile Career Center Vehicle (MCCV)
	Staff for Career Centers
	Department of Senior Services

Specific interagency coordination activities include:

- A continuous exchange of customer information among: Jefferson County, Mobile County, and the Alabama (Balance-of-State) Local Workforce Investment Area, the Workforce Development Division, the Alabama Department of Economic and Community Affairs (ADECA), Alabama Department of Labor, Trade Act Programs, Employment Service/Unemployment Compensation/Labor Market Information Divisions, Postsecondary Education, Adult Education, the Department of Senior Services, the Department of Human Resources, and the Alabama Department of Rehabilitation Services. This exchange better ensures case managers' continuing access to a broad range of locally available workforce development program and services information.
- Regular on-site monitoring/assessment of the progress achieved by WIA program participants, from their date of application through post program follow-up, by Workforce Development Division Program Integrity Section staff. This action helps determine both the level and quality of the workforce development services provided to these individuals.
- Each local area ensures that its service providers make available to program applicants and/or participants information regarding the full complement of available training/educational opportunities, support services, and other benefits to which they are entitled to receive.
- The establishment by each local area of appropriate linkages, where feasible, with programs operated under the following legislation:
 - the Adult Education and Literacy Act
 - the Carl D. Perkins Vocational and Technical Education Act of 1998
 - Title IV, part F, of the Social Security Act
 - the Food Stamps employment program
 - the National Apprenticeship Act

- the Rehabilitation Act of 1973
- Title II, Chapter 2, of the Trade Act of 1974
- the Stewart B. McKinney Homeless Assistance Act
- the United States Housing Act of 1957
- the National Literacy Act of 1991
- the Head Start Act
- the Older Americans Act
- the Trade Act
- Labor Market Information/Employment Statistics
- 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, seamless 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
- Adult Education

Alabama's network of forty-eight (48) Career Centers, points of service, 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. Professional staff are 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. Self-help service for job seekers and employers is also available 24/7 through the automated workforce system. 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 Training, Employment Service, Unemployment Compensation, Vocational Rehabilitation, and other partner agency program services for which they are eligible. Thirteen (13) 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 ten (10) "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 area 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), which brings portable workforce services to those needing them and lacking access to a Career Center.

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 (ITA) program, with eligible training providers.

Employers are provided space to conduct employee candidate interviews at most Career Center locations. Additionally, case managers provide job seekers and employers with additional intensive 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 fourteen (14) 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 570,800 Career Center customer visits were recorded during Program Year 2014 (July 2014 – June 2015).

Comprehensive Career Centers (25*):

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

Non-Comprehensive Career Centers (13*):

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

Itinerant Career Centers (10*):

- | |
|------------------|
| 1) Camden |
| 2) Haleyville |
| 3) Luverne |
| 4) Phil Campbell |
| 5) Vernon |
| 6) Blountsville |
| 7) Fort Deposit |
| 8) Hayneville |
| 9) Athens |
| 10) 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. This waiver was approved for Program Year 2014 and utilized by the State.

Monthly customer traffic at all 48 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 four-year project (starting on May 1, 2012 and ending on April 30, 2016) 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. The results for the first two years (issued in March 2014) gave 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. In June 2015, The University of Alabama released the 2014 report, which addressed the workforce supply, workforce demand, and implications for workforce development as well as strategies to address skill needs and worker shortfalls.

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-aside 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 2014, Congress and the administration in Washington, D.C. made a decision to require that 25 percent of the Program Year 2014 Ten Percent funds be allocated to the local workforce investment areas as part of their normally- allocated formula funds. The full Ten (10) Percent funds would have been available to fund many of the previously listed activities beginning on July 1, 2014. 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 only 3.75 percent of the total state allocation for these activities, functions, etc. Note, however, that the State did budget some of the 3.75 percent funds for incentive awards at the local workforce investment areas for superior program performance in accordance with the Incentive Awards Policy. 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.

PY14/FY15 Federal WIA Allocation Levels

Activity/Program	WIA Allocations
State-Level Activities	\$2,761,605.26
Statewide Rapid Response Activities	\$227,241.28
State Level WIOA Transition	\$320,798.05
Local Area Adult Programs	\$9,052,249.52
Local Area Youth Programs	\$9,267,232.58
Local Area Dislocated Worker Programs	\$10,140,642.26
Local Area WIOA Transition	\$320,798.05
TOTAL	\$32,090,567.00

Additional specifics regarding Alabama PY14/FY15 WIA program funding levels are found in Attachment A.

Statewide PY14 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

Three Year (PY12-PY14) Statewide Average	Adult	Dislocated Worker	14-21 Youth
Entered Employment Rate	68.3%	72.6%	
Employment Retention Rate	85.1%	89.9%	
Average Earnings	\$12,403.00	\$14,899.00	
Employment/Credential Rate	-----	-----	
Placement in Employment or Education			54.7%
Attainment of Degree or Certification			46.8%
Literacy and Numeracy Gains			51.8%

PY2014 WIA Annual Report / Three-Year Trend Analysis

Adult	PY12		Performance
Entered Employment Rate	1,614	2,399	67.3%
Employment Retention Rate	1,690	2,009	84.1%
Average Earnings	\$21,174,042	1,689	\$12,536.44

Adult	PY13		Performance
Entered Employment Rate	1,396	2,072	67.4%
Employment Retention Rate	1,841	2,169	84.9%
Average Earnings	\$22,385,260	1,838	\$12,179.14

Adult	PY14		Performance
Entered Employment Rate	1,321	1,868	70.7%
Employment Retention Rate	1,577	1,826	86.4%
Average Earnings	\$19,721,443	1,575	\$12,521.55

Adult	Three-Year Trend		Performance
Entered Employment Rate	4,331	6,339	68.3%
Employment Retention Rate	5,108	6,004	85.1%
Average Earnings	\$63,280,745	5,102	\$12,403.13

Dislocated Worker	PY12		Performance
Entered Employment Rate	1,559	2,178	71.6%
Employment Retention Rate	1,383	1,545	89.5%
Average Earnings	\$21,127,121	1,383	\$15,276.30

Dislocated Worker	PY13		Performance
Entered Employment Rate	1,098	1,485	73.9%
Employment Retention Rate	1,351	1,491	90.6%
Average Earnings	\$19,423,997	1,351	\$14,377.50

Dislocated Worker	PY14		Performance
Entered Employment Rate	830	1,141	72.7%
Employment Retention Rate	864	967	89.3%
Average Earnings	\$13,010,755	861	\$15,111.21

Dislocated Worker	Three-Year Trend		Performance
Entered Employment Rate	3,487	4,804	72.6%
Employment Retention Rate	3,598	4,003	89.9%
Average Earnings	\$53,561,873	3,595	\$14,898.99

Youth	PY12		Performance
Placement in Employment or Education	493	880	56.0%
Attainment of Degree or Certification	461	934	49.4%
Literacy & Numeracy Gains	282	576	49.0%

Youth	PY13		Performance
Placement in Employment or Education	669	1,321	50.6%
Attainment of Degree or Certification	662	1,637	40.4%
Literacy & Numeracy Gains	435	846	51.4%

Youth	PY14		Performance
Placement in Employment or Education	683	1,170	58.4%
Attainment of Degree or Certification	718	1,362	52.7%
Literacy & Numeracy Gains	345	629	54.8%

Youth	Three-Year Trend		Performance
Placement in Employment or Education	1,845	3,371	54.7%
Attainment of Degree or Certification	1,841	3,933	46.8%
Literacy & Numeracy Gains	1,062	2,051	51.8%

PY14 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 program such as the Alabama 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) fulltime (and one backup) 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 PY14 (July 1, 2014 - June 30, 2015):

Total Individuals Laid Off by Sector

Sector	PY13		PY14	
	Count	Percentage	Count	Percentage
Adm. Of human resource programs	0	0%	131	2.6%
Apparel & accessory stores	41	0.5%	0	0%
Apparel & other finished products	21	0.1%	30	0.6%
Business services	138	1.6%	355	6.9%
Coal Mining	538	6.3%	300	5.9%
Depository institutions	90	1.0%	0	0%
Educational services	42	0.5%	0	0%
Electronic & other electrical equipment, except computer equipment	0	0%	100	1.9%
Executive, legislative, & general gov'n't except finance	0	0%	96	1.8%
Fabricated metal products, except machinery & computer equipment	62	0.7%	16	0.3%
Food & kindred products	2814	33.0%	42	0.8%
Food stores	1315	15.4%	0	0%
Furniture & fixtures	188	2.2%	204	4.1%
General merchandise	50	0.6%	0	0%
Health services	221	2.6%	357	6.9%
Industrial & commercial machinery	293	3.4%	0	0%
Insurance agents, brokers, & service	63	0.7%	0	0%
Miscellaneous manufacturing services	0	0%	110	2.1%
Miscellaneous services	50	0.6%	0	0%
Motor freight transportation & warehousing	203	2.9%	0	0%
National security & international affairs	0	0%	190	3.7%
Non-depository credit institutions	841	9.9%	31	0.6%
Paper and allied products	1100	12.9%	0	0%
Primary metal industries	146	1.7%	2,541	49.4%
Rubber & miscellaneous plastic products	116	1.4%	188	3.7%
Textile mill products	0	0%	300	5.9%
Transportation equipment	161	1.9%	58	1.1%
Transportation services	0	0%	85	1.7%
Wholesale trade-durable goods	26	0.1%	0	0%
Total	8,519	100.0%	5,134	100.0%

Rapid Response records indicate 5,134 workers throughout the state were impacted by thirty-three (33) dislocation events serviced by the Rapid Response Team during PY14. By comparison, 8,519 workers were impacted by thirty-four (34) dislocation events served by the Rapid Response Team during PY13. Rapid Response Team staff conducted 83 group employee/local service agency meetings during PY14. This is a decrease of 29 (26%) as compared to Program Year 2013.

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 2014. Only state-level Five (5) Percent administrative funds and up to 3.75 percent of the 10 percent 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 the entire amount 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 PY14 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, 2015, Alabama has awarded nearly \$14,441,000 in IWTP funding to Alabama businesses, benefitting over 23,040 workers. This includes twenty-four (24) IWTP contracts totaling \$1,058,988 through federal American Recovery & Reinvestment Act (ARRA) and \$291,050 awarded for thirteen (13) new IWTP contracts for PY14 (07/01/14 – 06/30/15). Statewide, PY14 contracts were awarded to companies of all sizes in ten (10) counties benefitting five hundred and seventy-one (571) individual workers. Although local areas did not utilize Adult or Dislocated Worker monies to fund local IWTP activities (per approved USDOL waiver) during PY14, 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 PY14:

Contracts per County

County	Contracts Awarded	Planned Participants	Agreement Amounts
Baldwin	1	82	\$25,000
Jackson	1	6	\$24,100
Jefferson	4	114	\$83,015
Lee	1	13	\$13,840
Madison	3	19	\$58,055
Morgan	1	150	\$30,000
Talladega	1	24	\$27,050
Wilcox	1	163	\$30,000
Totals	13	571	\$291,060

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 (with a total close-down prior to the beginning of Program Year

2014) 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. The local workforce investment areas provide all ITA services for dislocated workers served by the State's Rapid Response Team, which were previously served with Ten (10) Percent funds.

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 PY14, approximately 4,194 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 continues through June 30, 2016), 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. This NEG was extended until June 30, 2016.

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.

Job-Driven NEG – The State of Alabama was awarded a "Job-Driven" National Emergency Grant for the period of July 1, 2014 through September 30, 2016. The Project Operator for this NEG is one of the local workforce investment areas, Mobile Works, Inc. The focus of this NEG is to provide allowable training and services to the long-term unemployed (unemployed for at least 27 weeks in aggregate since the recession of December 2007 – June 2009). Also, U.I. recipients that have been profiled as likely to exhaust their benefits as well as foreign-trained immigrant workers who qualify as dislocated workers, and have faced barriers to obtaining employment in their trained field or profession may be served by this Grant Award. The training should be work-based for occupations that are in-demand and provide good pay and benefits. The

Project Operator has targeted training for the shipbuilding sector, aviation, and highway construction. This Grant Award also includes funds to update and upgrade the local workforce system to increase access to training information, employment tools, and enhanced customer satisfaction and employer engagement.

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. Twenty-four (24) 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 PY14.

- 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) 2014

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/revisedgoldcard5.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. 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.

As of PY 2014, there were 215 Post 9/11 Veterans out of 7,744 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 2014 there were 7,881 Post 9/11 Veterans using the Alabama Job Link, of which 56 received staff assisted or intensive services. At the close of PY 2014, the Entered Employment Rate (EER) or Post 9/11 Veterans was 67 percent.

Best Practices and Lessons Learned

During Program Year 2014 the local workforce investment areas of the state continued to experience success in serving participants and employers as well as learned how to address various challenges. Best Practices and Lessons learned from the Mobile County, Jefferson County and AWIA Local Workforce Investment Areas are shared below.

Mobile County Local Workforce Investment Area

During this program year Mobile Works, Inc. has worked hard to provide ongoing follow-up and support to individuals receiving training via our Individual Training accounts and through our On-the-Job Training. Follow-up has been challenging at times and staff have learned from experience that more intensive contact with participants is required in order to determine in real time what the outcomes for those students are. Best practices to impact this challenge include follow-up letters that provide the participant with an easy way to respond to questions regarding placement or the need they may have for ongoing assistance with job searches. We also have begun reaching out via e-mail to individuals to provide an additional channel for communication with students who are enrolled in or who have completed training.

Our new partnership with Austal Shipbuilding represents a best practice added this program year. In order to increase the number of WIA eligible participants enrolled in the Austal Shipbuilding apprenticeship program, we held several meetings with their Human Resources department to determine how best to partner with this major employer. Austal has an apprenticeship program that routinely generates over 8,000 applications for enrollment. This number is reduced to 80 individuals who are then trained while being paid as apprentices. These individuals have very strong retention rates and see their income grow over the course of their training. Mobile Works determined that we would provide funding to Austal for two years of apprenticeship training based on the same reimbursement rate used for our ITA program. This incentive motivated Austal to add WIA eligibility screening as a final step in the selection of enrollees which has increased the number of low income and dislocated workers who are participating in the apprenticeship program.

Jefferson County Local Workforce Investment Area

One problem that has persisted throughout the workforce development system and indeed many other programs that are designed to support each other through shared resources and common goals is the propensity to duplicate services that have become even more fragmented. There are countless stories of participants in various programs that have received service from one program and then referred to another, without either program having the benefit of knowing of the previous services that may have already been provided. This breed's frustration by everyone involved, particularly the participant seeking services.

For the past several months, Jefferson County has initiated *The Jefferson County Workforce Collaborative Network*. This collaboration of core workforce development partners and other agencies with like missions, meet regularly to discuss service duplication, learn about each other's programs and how we can work together to provide better, more efficient services to the citizens of Jefferson County.

Thus far, the effort has resulted in a greater knowledge of the services available from the participating agencies. There is synergy among our workforce development partners and improvement in the sharing of resources which will result in a limited duplication of services.

Future plans call for a database that will allow for the posting of work readiness and employment services offered by various agencies; a wider utilization of a universal referral form; and an expanded network.

Equally important we have learned that our training and development programs need to be aligned with our local areas overall strategic goals. We have learned that we need to more closely interact with our participants to ensure that the designed and implemented programs help to achieve self-sufficiency and success by overcoming their barriers in life. Also, that we should align training objectives so that they are more immediately responsive to local businesses.

Alabama Workforce Investment Area (AWIA)

The Alabama Workforce Investment Area (AWIA) has partnered with nearly one hundred (100) local businesses to offer OJT training to assist those businesses with the extraordinary costs of training employees. The AWIA utilized a business approach, which facilitates strong relationships with employers. Over 181 contracts were negotiated for training 285 participants in Program Year 2014. The OJT unit staff conducted numerous employer workshops and seminars promoting the On-the-Job training program. Presentations were made at Chamber of Commerce luncheons and Business Network International networking meetings. OJT information is disseminated through the use of brochures, fact sheets, and sample contract packages. The Business Service Representatives at the Alabama Career Centers complete all of the paperwork for the employers. This alleviates the fear that employers may have of "government paperwork".

During Program Year 2014, the AWIA has learned to take employers' suggestions into serious consideration. Also, paperwork for the training program should be continuously reviewed and streamlined.

Local Areas' Program Success Stories

Adult

Mr. Brown's Success Story: **Mr. Brown** was determined eligible as an Adult under the Workforce Investment Act (WIA) at the Demopolis Career Center. He elected to train for the Commercial Driver Licensing (CDL) program attending ESD Schools satellite location in Bessemer, Alabama. After receiving training during the period December 8, 2014 through January 9, 2015 he successfully passed his State of Alabama CDL skills testing and received his Class-A CDL. Mr. Brown was recruited and accepted a driver position with a national trucking company. After completing his employer's training program, he continues to drive local runs supporting an automobile assembly plant in northwest Alabama with materials from Tier-1 and Tier-2 suppliers in both Alabama and Mississippi.

Ms. Eby's Success Story: **Ms. Eby** came to the Brewton Career Center in hopes of training and obtaining employment due to the fact she was a single parent and had never held full time employment. She showed an interest in the Design and Drafting program at Jefferson Davis Community College in Brewton, Alabama. With the assistance of an Individual Training Account funded through the Workforce Investment Act (WIA), she began training in January 2014 in Design and Drafting at the college. She never received a grade below an A and graduated Magna Cum Laude. Prior to graduation Ms. Eby obtained employment at the local iron works as a Design and Drafter at a beginning salary of \$13.00 per hour.

Mr. Pearson's Success Story: For years, Mr. Pearson, a WIA participant had a successful career in the food and beverage industry. "I thought it was my dream career, Mr. Pearson said. Despite the long hours and my unpredictable schedule, I made good money. Yet, there was something missing." He realized he wanted a different challenge.

Mr. Pearson wanted something more out of life. He enrolled in the Cardiac and Vascular Institute of Ultrasound program. He was told about the WIA program at Mobile Works and made contact with WIA case manager, Shawanda Andrews. "It was truly a blessing to be accepted into the Cardiac and Vascular Institute of Ultrasound (CVIU) and get financial assistance to pursue my dream career," Mr. Pearson said. The assistance from Mobile Works couldn't have come at a better time, Mr. Pearson mentioned. He worked second and third shifts in the restaurant industry while completing the intense program at CVIU. "The training scholarship eased the financial strain and allowed me to devote more time to my studies," Mr. Pearson remarked.

In fact, Mr. Pearson described the cardiac program as intense and detailed. "We were tested often, sometimes three or four times a week," he said. Mr. Pearson further mentioned how they looked at the heart valves and vessels to see how the heart if functioning." In fact, the CVIU website states the cardiac program prepares the student to perform quality, diagnostic echocardiograms that can be interpreted by the reading cardiologist.

“I would not be where I am today if it wasn’t for Mobile Works and the CVIU,” a thankful Mr. Pearson said. “I challenged myself to complete the training because I wanted more for my family and myself.” Additionally, he encouraged job seekers to not take the easy way out when deciding on their career. “Think outside the box, challenge yourself and take advantage of the opportunities afforded to you,” Mr. Pearson said. He also encouraged job seekers to do research before deciding on a career. The work environment, salary and education and training needed should also be considered.

Mr. Pearson now works for Crestwood Medical Center in Huntsville, Alabama as a cardiac non-invasive technician.

Mr. Stewart’s Success Story: Mr. Stewart started with CWD in the youth program at the age of 18. He completed Electrical I as a youth with Construction Education Foundation of Alabama (CEFA), then came back to the program as an adult and is now enrolled in Electrical II and III at CEFA. CEFA helped Mr. Stewart gain employment while he studies at M & A Electrical. He reports that the project to which he is assigned is an old building that is being re-wiring from the ground up. This is providing an enormous learning experience. He recently received a \$2.00 per hour raise on his job, moving his hourly wage from \$10 to \$12 per hour. His goal is to complete Level 4 electrical and work enough hours to become a journeyman. The electrical journeyman’s starting salary, offered by his current employer, is around \$20 per hour. After he has gained the experience he needs, he plans start his own business. He and his mother are grateful to the One Stop Center and CEFA for allowing him this opportunity to gain valuable training that should ensure his employment for years to come. He constantly refers people he meets to the program.

Ms. Carter’s Success Story: Ms. Carter came to the CWD office for assistance when she was 20 years of age, single and seeking employment in the medical field. Ms. Carter was working for St. Vincent’s Hospital as a Nursing Assistant making \$9 per hour. She stated that she was interested in pursuing the nursing program at Jefferson State Community College (JSCC) and her goal was to become a Registered Nurse. Ms. Carter applied to, and was accepted, into the nursing program. She obtained her Associate’s Degree in Nursing and gained employment as a Registered Nurse at the University of Alabama Hospital in Birmingham, Alabama. Ms. Carter’s starting salary was approximately \$21 per hour.

Youth

Ms. Robertson’s Success Story: Ms. Robertson was a youth participant enrolled in the LPN Practical Nursing Program at Chattahoochee Valley Community College during the Program Year 2014. As a single parent, she was a disciplined student who effectively balanced family obligations, educational activities, and professional responsibilities consistently. She was able to complete her curriculum on time. Ms. Robertson passed her State Board for LPN on the first attempt and obtained full-time employment with a local health care facility. She is currently enrolled at Columbus State University in the Pre-med curriculum and continues to work a full-time job.

S' Success Story: "S" was a 21 year old single mother when she was determined eligible as a youth at the Demopolis Career Center. She entered the Career Pathways youth provider program. She completed the Certified Nursing Assistant (CNA) training, received state certification, and began working at a nursing home in the county. She plans to return to school next year and finish basic classes at Shelton State Community College and apply for the RN program.

Mr. Cazalas' Success Story: Mr. Cazalas was a bright student- positive and wanted success out of life. Unfortunately, he began to hang out with the wrong crowd. He exhibited a disrespectful attitude towards his teachers and elders. His actions eventually led to incarceration after being accused of a home invasion.

Following his release on bond, Mr. Cazalas decided to take this opportunity to make a change in his life. He decided to get his GED. He enrolled in a local program and quickly realized he needed additional help to prepare himself to test for the GED. He was referred to Pathway to Employment Program. The small class sizes and enthusiastic attitude exhibited by the staff made him feel welcome. Their support, motivated Mr. Cazalas to achieve success in the classroom and on the job. "I will never forget the excitement I felt when I received passing scores on the GED Ready test. I knew I was ready to take and pass the GED test."

Furthermore, Mr. Cazalas encourages others to achieve in the classroom and in life. "Get your education because there is nothing you can do without it. You have to have some motivation whether it's family, independence, or wanting to be a better you," Mr. Cazalas said.

Mr. Cazalas has his GED and now works for a local construction company as a roofer. He is also learning plumbing and other trades. "I am most thankful to be productive and provide financial support to my mom and grandmom," said Mr. Cazalas. His future plan includes enlisting in the Navy and becoming a real estate investor.

Mr. Barnhart's Success Story: Mr. Barnhart came into the CWD office on September 3, 2014. He was interested in receiving training in the electrical field at Construction Education Foundation of Alabama (CEFA). He began his Electrical Level 1 training under the Youth Program on October 13, 2014. From the start, Mr. Barnhart surpassed his classmates, and upon completion of the program on February 9, 2015, he not only earned his certification, but received an incentive for perfect attendance as well. Mr. Barnhart requested to continue his training and because of his dedication and enthusiasm, he was enrolled into the Adult Program to earn additional certifications at CEFA. Because of his excellent performance and dedication, Mr. Barnhart has been hired by Marathon Electric, one of Alabama's most prominent electrical contractors. After completion of all of his certifications, Marathon has advised that he will be promoted, resulting in an increase in pay. All of these achievements are due to Mr. Barnhart's hard work ethic and determination.

Ms. Bonner's Success Story: Ms. Bonner was a 20 year old single mother of 3 children determined to experience success both personally and professionally. Prior to applying for the Out-of-School Youth Program (OSY) she worked several low wage jobs, but encountered health issues that caused her to face many challenges. Ms. Bonner revealed during the application and prescreening process that there were times she wanted to give up because she felt as though she had no guidance in improving her situation. The Jefferson County Center for Workforce Development in conjunction with career input from Ms. Bonner was able to successfully enroll her in The Dannon Project's (TDP) Youth Careers Program (contract partner). She completed Phase I on 5/12/14 where she learned various life skills to build a healthier lifestyle. On 7/25/14 she entered Phase II, where she passed the Patient Care Tech exam and obtained her certification. After having completed the majority of the goals identified on the Individual Service Strategy (ISS) and after earning her PCT certification she stated that she was grateful for the educational tools and occupational training provided by TDP and the JCCWD. Ms. Bonner's determination to reach her goals along with the motivation she received from TDP staff and monthly from Mr. Marshall (JCCWD) impacted her life tremendously. TDP's Career Development Team worked to support career placement for Ms. Bonner and on November 10, 2014 the career placement services paid off when she was offered an opportunity as a Patient Care Tech at Walker Baptist Health Hospital at \$10 an hour. One of the many blessings for her is that she has a caring, supportive family who reside in Jasper, AL; which is why she chose to work in the area. Ms. Bonner stated, "Since enrolling with The Dannon Project, I have increased my interpersonal skills by learning how important it is to budget my money, along with starting and completing goals and how to prepare for a prosperous future for me and my children". One final piece of good news is that at the time of this report, Ms. Bonner now resides in her own home and stated she will continue to strive for success.

Dislocated Worker

Mr. Sanders' Success Story: Mr. Sanders, an Iraq war veteran, was assisted by the Bay Minette Career Center with training for truck driving. He was honorably discharged from the army after serving seven years and earning Iraq Campaign Medal with two Campaign Stars. He was determined eligible as a Dislocated Worker due to his unemployment since his military discharge. He was also homeless and long-term unemployed. He began truck driving training in February 2015, completed in March 2015, and was employed in April 2015 by a transportation company in Iowa. He continues to be happy with his new profession.

Mr. Williamson's Success Story: Mr. Williamson was determined eligible as a Dislocated Worker under the Workforce Investment Act (WIA) at the Demopolis Career Center. After expressing an interest in truck driving he attended Affordable Truck Driver Training School in Moulton, Alabama from August 19, 2014 through September 19, 2014. He successfully passed his State of Alabama CDL skills testing and received his Class-A CDL. Mr. Williamson accepted a driver position with a trucking company and after completing the employer training program is now driving cross-country.

Ms. Fairley's Success Story: Ms. Fairley is not like most females. She loves planes- not to ride in them, but to work on them. She decided to follow her passion and enroll in the Alabama Aviation School of Mobile, Alabama and study avionics. "I've learned so much about the avionics industry," Ms. Fairley said. "My training on the electrical system of the plane was a challenge but well worth it. I learned about the plane's electronic instruments, radios, navigation radar system, wiring, etc." She further stated that her training will allow her to work on boats as a marine electrician because their electrical systems are similar to an airplane. The support of Mobile Works and her instructors mad a difference in Ms. Fairley successfully completing the program. "I strived for academic excellence and was determined to make the most of my education and career," Ms. Fairley reiterated. "I plan to use my conventional strengths in the field to develop and build positive relationships in the industry," she said. Ms. Fairley graduated in August of 2015 with a degree in avionics. She received a job at the Aviation School of Mobile.

Mr. Yeatman's Success Story: Mr. Yeatman visited the CWD office seeking assistance with training. He was previously laid-off. He was looking to find a training program that would put him back into the workforce. While researching his career options, Mr. Yeatman decided he wanted to train with ESD Truck Driving School located in Bessemer, Alabama. He saw this as a short term training program that would afford him the opportunity to gain employment in a great field quickly. Mr. Yeatman received his Commercial Driver License and obtained employment with Piggly Wiggly Distributing Co. in Bessemer, Alabama. He is working forty (40) hours per week and his starting pay was \$15 per hour. After on-job-the-training, his salary will increase to \$19 per hour. Mr. Yeatman's previous employment pay rate was \$17.50 per hour. Because of Mr. Yeatman's participation in the Dislocated Worker Program, his income has increased and he has gained employment in high demand field.

Mr. Goodson's Success Story: Mr. Goodson came to CWD office seeking employment and new training skills. He was married and unemployed. He stated that at the age of 53, he needed to be trained in a new career that would help him find his way back into the workforce. He had been laid-off from American Helping Hands, an Operator in the call center. Mr. Goodson stated after discussions with his wife about his desire to drive trucks, he decided to visit Bevill State Community College and attend its Truck Driving School. Prior to Mr. Goodson being laid-off his salary was about \$8 per hour. Now, due to his new career, and employment with Schneider Trucking Company, he is making a higher salary and working in an in-demand field.

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 2014. Based on the average PY 2014 cost-per-participant for Adults, it appears that approximately 989 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, 2015:

- 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.

Although the WIA allotment for PY 2014 Governor's Reserve funds increased over previous years to eight and three-fourth percent, the persisting overall decrease continued to restrict 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. 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;
- (e) Providing incentive grants:
 - (1) To local areas for regional cooperation among Local Boards (including Local Boards for a designated region, as described in 20 CFR 661.290);
 - (2) For local coordination of activities carried out under WIA; and
 - (3) For exemplary performance by local areas on the performance measures.
- (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 2014.

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. One of the three local workforce investment areas utilized this waiver during Program Year 2014.

Alabama Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01015

Total Participants Served	Adults	3445	Total Exitters	Adults	2148
	Dislocated Workers	1164		Dislocated Workers	852
	Older Youth	752		Older Youth	472
	Younger Youth	1004		Younger Youth	493
Program Year 2014 Local Area Performance Outcomes				Negotiated	Actual
Entered Employment Rate	Adults			68.3	69.8
	Dislocated Workers			75.0	73.7
Retention Rate	Adults			86.0	86.3
	Dislocated Workers			91.8	89.5
Average Earnings	Adults			\$12,750	\$12,326
	Dislocated Workers			\$15,632	\$15,557
Placed in Employment/Edu.	Youth (14-21)			56.4	58.8
Degree/Certificate Attainment	Youth (14-21)			50.5	53.3
Literacy/Numeracy Gains	Youth (14-21)			53.5	56.5

Jefferson County Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01005

Total Participants Served	Adults	609	Total Exitters	Adults	398
	Dislocated Workers	76		Dislocated Workers	57
	Older Youth	90		Older Youth	108
	Younger Youth	27		Younger Youth	29
Program Year 2014 Local Area Performance Outcomes				Negotiated	Actual
Entered Employment Rate	Adults			68.3	73.5
	Dislocated Workers			75.0	77.6
Retention Rate	Adults			86.0	87.4
	Dislocated Workers			91.8	84.2
Average Earnings	Adults			\$12,750	\$11,722
	Dislocated Workers			\$15,632	\$12,616
Placed in Employment/Edu.	Youth (14-21)			56.4	65.2
Degree/Certificate Attainment	Youth (14-21)			50.5	65.7
Literacy/Numeracy Gains	Youth (14-21)			53.5	52.9

Mobile Local Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01010

Total Participants Served	Adults	390	Total Exitters	Adults	252
	Dislocated Workers	61		Dislocated Workers	54
	Older Youth	88		Older Youth	73
	Younger Youth	151		Younger Youth	103
Program Year 2014 Local Area Performance Outcomes				Negotiated	Actual
Entered Employment Rate		Adults		68.3	71.6
		Dislocated Workers		75.0	67.0
Retention Rate		Adults		86.0	83.5
		Dislocated Workers		91.8	85.7
Average Earnings		Adults		\$12,750	\$14,135
		Dislocated Workers		\$15,632	\$14,680
Placed in Employment/Edu.		Younger Youth (14-21)		56.4	50.9
Degree/Certificate Attainment		Younger Youth (14-21)		50.5	40.9
Literacy/Numeracy Gains		Younger Youth (14-21)		53.5	59.1

Program Performance Summary

	Negotiated Performance Level	Actual Performance Level	
Adult			
Entered Employment Rate	68.3%	70.7%	1,321
			1,868
Employment Retention Rate	86.0%	86.4%	1,577
			1,826
Average Earnings	\$12,750	\$12,522	\$19,721,443
			1,575
Employment and Credential Rate			
Dislocated Worker			
Entered Employment Rate	75.0%	72.7%	830
			1,141
Employment Retention Rate	91.8%	89.4%	864
			967
Average Earnings	\$15,632	\$15,111	\$13,010,755
			861
Employment and Credential Rate			
Youth Common Measures (14-21) Results			
Placement in Employment or Education	56.4%	58.4%	683
			1,170
Attainment of Degree or Certification	50.5%	52.7%	718
			1,362
Literacy and Numeracy Gains	53.5%	54.9%	345
			629

Note: Percentages have been rounded to the nearest tenth.

PY14 Participants/Exited (4th quarter – cumulative)

Statewide Summary:	Total Participants Served	Participants Exited
Adults	4,457	2,816
Dislocated Workers	1,316	1,001
Older Youth	930	653
Younger Youth	1,182	625
TOTAL		

Total Number of Youth Served: 2,112 (100.0%)
Out-of-School Youth: 1,578 (74.7%)
In-School Youth: 534 (25.3%)

Customer Satisfaction

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level (ACSI)	Number of Customers Surveyed	Number of Surveys Completed	Number of Customers Eligible for Survey	Response Rate
Program Participants	82.0%	84.7%	465	380	1,550	81.7%

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	86.5%	1,637	\$3,483	\$3,423,662	1.6%	21	\$4,818	\$6,365,129	45.0%	542
		1,892		983		1,321		1,321		1,205
Dislocated Workers	89.5%	920	97.0%	\$8,178,937	2.2%	18	\$6,429	\$5,335,956	43.0%	336
		1,028		\$8,472,266		830		830		764

Special Populations Outcomes Summary

Adult Program

Rates	Public Assistance Recipients		Veterans		Individuals with Disabilities		Older Individuals	
	Entered Employment	68.3%	617 904	60.9%	92 151	38.1%	16 42	48.3%
Employment Retention	85.5%	689 806	85.0%	79 93	64.7%	11 17	81.3%	39 48
Average Earnings	\$11,566	\$7,957,678 688	\$12,715	\$1,004,483 79	\$8,931	\$98,244 11	\$10,939	\$426,629 39

Dislocated Worker Program

Rates	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment	69.1%	85 123	66.7%	6 9	52.0%	65 125	66.7%
Employment Retention	86.6%	71 82	100%	7 7	90.1%	91 101	83.3%	12 10
Average Earnings	\$16,403	\$1,164,610 71	\$18,394	\$128,758 7	\$14,398	\$1,310,228 91	\$9,923	\$99,234 10

Other Outcome Information Summary

	Individuals Who Receive Training Services		Individuals Who Receive Only Core & Intensive Services	
Adults				
Entered Employment Rate	71.6%	1,205 1,684	63.0%	116 184
Employment Retention Rate	86.8%	1,430 1,647	82.0%	146 178
Average Earnings	\$12,878	\$18,390,352 1,428	\$9,097	\$1,328,186 146
Dislocated Workers				
Entered Employment Rate	72.5%	764 1,054	75.9%	66 87
Employment Retention Rate	88.9%	793 892	94.7%	71 75
Average Earnings	\$15,141	\$11,961,348 790	\$14,780	\$1,049,407 71

Participant Demographic Profile

Characteristics	
Female	4,403
Male	3,636
American Indian/Alaska Native	76
Asian	57
Black/African American	4,069
Hispanic/Latino	11
Native Hawaiian/Pacific Islander	8
White	3,701

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 2014	June 2015	Change from June 2014	
			Number	Percent
Statewide	1,929.2	1,953.1	23.9	1.24
Anniston-Oxford-Jacksonville	46.4	46.7	0.3	0.65
Auburn-Opelika	59.2	60.7	1.5	2.53
Birmingham-Hoover	513.9	521.7	7.8	1.52
Daphne-Fairhope-Foley	70.8	72.5	1.7	2.40
Decatur	54.5	54.3	-0.2	-0.37
Dothan	56.4	57.4	1	1.77
Florence-Muscle Shoals	56.7	55.2	-1.5	-2.65
Gadsden	37.1	38	0.9	2.43
Huntsville	215.6	218.6	3	1.39
Mobile	176.4	176.3	-.01	-0.06
Montgomery	170.3	171.8	1.5	0.88
Tuscaloosa	101.2	103.7	2.5	2.47

Note: Numbers have been rounded. Employment is not seasonally adjusted.

Source: Alabama Department of Labor

Workforce Investment Act Customer Satisfaction Results for PY14

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level (ACSI)	Number of Customers Completed	Number of customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	82.0%	84.7%	380	1,550	465	81.7%
Employers	87.0%	91.4%	235	840	335	70.1%

Approach – A random sample is selected utilizing the WIA participant data collection system AlaWorks. This database contains all participants who have received services; with the sample taken of those who have exited within given parameters. The number appearing in a monthly sample is based on the number of exiters for the stated month. The response rate is calculated by dividing the number of completed surveys into the number who have been included in the sample. 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 and follow-up. An overall satisfaction summary for each Career Center is provided to Management.

Looking Ahead – Waiting for the new WIOA performance measure ‘Indicators of Effectiveness of Serving Employers’ specifications before developing a strategy moving forward.

PY12 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 06/30/15 less FSR 06/30/14)		\$47,225.85
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	\$47,225.85
	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
	ITAs for Dislocated Workers	\$0.00
Total of All Federal Spending Listed Above		\$47,225.85

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		\$0.00
Local Dislocated Workers		\$149,945.17
Local Youth		\$0.00
Local Administration		\$0.00
Rapid Response (up to 25%) Sec. 134(a)(2)(A)		\$172,747.49
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/15 less FSR 06/30/14)		\$133,629.57
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	\$70,144.31
	Contractor Administration 5% Funds	\$0.00
	Apprenticeship Program	\$9,033.09
	Relocation Services	\$0.00
	Other Expenditures	\$6,041.60
	Incumbent Worker Training	\$48,410.57
	Recaptured Funds	\$0.00
	Mobile Career Center Vehicle - Ops/Drive	\$0.00
	State Veterans' Conference-Staff Trng.	\$0.00
Total of All Federal Spending Listed Above		\$456,322.23

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		\$153,600.00
Local Dislocated Workers		\$423,811.00
Local Youth		\$3,582,742.56
Local Administration		\$274,030.35
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 06/30/15 less FSR 06/30/14)		\$142,117.08
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds & 10 % Funds	\$142,117.08
	Contractor Administration 5% Funds	\$0.00
	Apprenticeship Program	\$0.00
	Relocation Services	\$0.00
	Other Expenditures	\$0.00
	Incumbent Worker Training	\$0.00
	Recaptured Funds	\$0.00
	Assessment/Case Management	\$0.00
	ITAs for Dislocated Workers	\$0.00
Total of All Federal Spending Listed Above		\$4,576,300.99

* - No PY2013 Dislocated Worker Funds were retained by the State for Rapid Response.

FY14 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$6,256,030.68
Local Dislocated Workers		\$7,238,216.31
Local Youth		\$0.00
Local Administration		\$1,799,130.10
Rapid Response (up to 25%) Sec. 134(a)(2)(A)		\$132,343.97
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/15 less FSR 06/30/14)		\$659,342.53
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	\$599,601.70
	Contractor Administration 5% Funds	\$0.00
	Apprenticeship Program	\$0.00
	Relocation Services	\$0.00
	Other Expenditures	\$0.00
	Incumbent Worker Training	\$59,740.83
	Recaptured Funds	\$0.00
	Assessment/Case Management	\$0.00
	ITAs for Dislocated Workers	\$0.00
Total of All Federal Spending Listed Above		\$16,085,063.59

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		\$512,723.53
Local Dislocated Workers		\$229,008.52
Local Youth*		\$6,381,606.53
Local Administration		\$875,470.97
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 06/30/15 less FSR 06/30/14)		\$1,058,759.78
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	\$599,853.91
	Contractor Administration 5% Funds	\$7,937.40
	Apprenticeship Program	\$109,826.46
	Relocation Services	\$3,500.00
	Other Expenditures	\$3,120.98
	Incumbent Worker Training	\$103,854.03
	Local Area Incentive Awards	\$68,205.66
	Mobile Career Center Vehicle-Ops/Driver	\$91,449.96
	State Level Grants Management Program Costs	\$71,011.38
Total of All Federal Spending Listed Above		\$9,057,569.33

* - The Administration and Congress returned 3.75 percent of the "10 Percent Program Funds" to the states for Program Year 2014 funds and FY2015 funds.

FY15 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$5,027,938.39
Local Dislocated Workers*		\$1,186,676.96
Local Youth		\$0.00
Local Administration		\$296,137.89
Rapid Response (up to 25%) Sec. 134(a)(2)(A)**		\$54,490.32
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/15 less FSR 06/30/14)		\$488,061.50
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	\$297,743.84
	Contractor Administration 5% Funds	\$0.00
	Apprenticeship Program	\$0.00
	Relocation Services	\$0.00
	Other Expenditures	\$0.00
	Incumbent Worker Training	\$74,092.26
	Local Area Incentive Awards	\$19,647.04
	Mobile Career Center Vehicle-Ops/Driver	\$0.00
	State Level Grants Management Program Costs	\$1,849.62
Total of All Federal Spending Listed Above		\$7,053,305.06

Note: The Administration and Congress returned 3.75 percent of the "10 Percent Program Funds" to the states for Program Year 2014 funds and FY2015 funds.

PY15 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 06/30/15 less FSR 06/30/14)		\$0.00
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	\$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
Total of All Federal Spending Listed Above		\$0.00

* - Only PY15 Youth Funds were available (on 04/01/15) for expenditure prior to 06/30/15.

Alabama Outlook for 2015

Payroll gains in transportation equipment manufacturing along with professional and business services; education and health services; and leisure and hospitality related services will continue to remain the state's major economic drivers for the remainder of 2015 and at least through the first quarter 2016. Above average growth is expected in motor vehicle parts manufacturing, motor vehicle and parts dealerships, administrative support services, real estate and rental and leasing services, administrative support and waste management, educational services, healthcare and social assistance, and accommodation and food services.

Alabama's gross domestic product (GDP) — the total value of goods and services produced in the state — should grow at a slightly faster pace in 2015 compared to 2014, increasing by a forecasted 2.2 percent to around \$189 billion. Relative output gains could be substantially higher for manufacturers of motor vehicles and parts and other transportation equipment related industries. Among service providing sectors, output gains will be strongest among professional and business services firms, particularly those engaged in administrative support, waste management services and remedial services. The healthcare and social assistance sector of the economy is also expected to grow at a relatively faster pace.

Nonfarm employment is forecasted to rise by 1.3 percent, adding 28,000 to 30,000 jobs for the year. Employment in service providing industries is expected to rise by over 24,000 for the year. Most job growth is expected to be in the private sector of the economy, however, local government related entities will also show substantially higher gains than seen in recent years. If the economy begins to accelerate at a much faster pace than we have seen in recent months, it could encourage even more currently discouraged workers to enter the labor market, which could serve to push the unemployment rate slightly higher. At this stage of the recovery, however, the probability of such a scenario is fairly low. State revenues for the first quarter of FY2016 are forecasted to rise by 3.0 percent.

Overall, the state's economy will continue to expand at its current annual pace (around 1.5 to 2.0 percent) at least through the first quarter 2016. Overall business sentiment for the fourth quarter of 2015 as measured by the Center for Business and Economic Research's quarterly Alabama Business Confidence Index™ (ABCI), was down 3.6 points to 51.2 below the 54.2 index reading of a year ago. Most of the survey panelists were relatively more optimistic about the state's economy than the U.S. economy, despite a drop in the Alabama index of 4.6 points to 52.0. The index for the national economy declined 1.4 points to 49.3. An index reading above 50.0 indicates expansion while a reading below 50.0 signals a contracting economy. All of the indexes included in the most recent survey fell. The indexes for industry sales and profits were down 5.0 and 5.1

to 53.3 and 50.6, respectively. The index for hiring also declined 2.3 points to 50.9 while the index for expected business investment registered 50.9 for the fourth quarter, 5.7 points below the previous quarter. For the detailed results of the index please go to (http://cber.cba.ua.edu/abci/results/ABCI_Q4_2015.pdf). The state's economy will continue to grow at a moderate pace over the next few months. Although payroll growth has shown some slowdown, we are most likely seeing some seasonal affects and it is highly unlikely that it will dip into negative territory over the next few quarters. The state's economy will grow by 2.0 percent in the fourth quarter 2015 and most likely at the same pace in the first quarter 2016.

Samuel Addy, Ph.D and Ahmad Ijaz, Alabama Business "Economic Outlook: Fourth Quarter 2015," University of Alabama Center for Business and

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.

Economic Research, Volume 85, Number 4/Fourth Quarter 2015

Attachments

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

Statewide Performance Incentive AnalysisB-1

Cost per Participant AnalysisC-1

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2014
(July 1, 2014 - June 30, 2015)**

Attachment A

		PY 2014 Allotment	FY 2015 Allotment	Full PY Allotment
SEC. 133(b)(2)(A) ADULT PROGRAMS		\$716,940.00	\$9,405,788.00	\$10,122,728.00
Fnding Increase per USDOL			\$5,229.00	\$5,229.00
		\$716,940.00	\$9,411,017.00	\$10,127,957.00
Transition Setaside for WIOA	2%	\$14,338.80	\$188,115.76	\$202,454.56
Local Area Transition Setaside 1/2 of 2%		\$7,169.40	\$94,057.88	\$101,227.28
Total Adult Allocation for WIA		\$702,601.20	\$9,217,672.24	\$9,920,273.44
a. Governor's Setaside	8.75%	\$61,477.60	\$806,546.32	\$868,023.92
Funding increase from USDOL			\$5,229.00	\$5,229.00
		\$61,477.60	\$811,775.32	\$873,252.92
Administration (5%)		\$35,130.06	\$461,145.06	\$496,275.12
Other WIA Activities (2.75%)		\$19,321.53	\$258,453.54	\$277,775.07
Incent/Cap. Bldng. (1%)		\$7,026.01	\$92,176.72	\$99,202.73
Local Area Grants (1%)		\$7,026.01	\$92,176.72	\$99,202.73
		\$0.00	\$0.00	\$0.00
Transition to WIOA (50% of State 2%)		\$7,169.40	\$94,057.88	\$101,227.28
b. LOCAL AREA ADULT PROGRAMS	91.25%	\$641,123.60	\$8,411,125.92	\$9,052,249.52
AWIA		\$499,001.62	\$6,546,577.63	\$7,045,579.25
Jefferson		\$71,430.78	\$937,125.54	\$1,008,556.32
Mobile		\$70,691.20	\$927,422.75	\$998,113.95

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2014
(July 1, 2014 - June 30, 2015)**

Attachment A

		PY 2014 Allotment	FY 2015 Allotment	Full PY Allotment
SEC. 128(b)(2) YOUTH ALLOTMENT		\$10,363,134.00	\$0.00	\$10,363,134.00
Transition Setaside for WIOA	2%	\$207,262.68	\$0.00	\$207,262.68
Local Area Transition Setaside 1/2 of 2%		\$103,631.34		\$103,631.34
 Total Youth Allocation for WIA		 \$10,155,871.32	 \$0.00	 \$10,155,871.32
 a. Governor's Setaside	 8.75%	 \$888,638.74	 \$0.00	 \$888,638.74
Administration (5%)		\$507,793.56	\$0.00	\$507,793.56
Other WIA Activities (2.75%)		\$279,286.47	\$0.00	\$279,286.47
Incent/Cap. Bldng. (1%)		\$101,558.71	\$0.00	\$101,558.71
Local Area Grants (1%)		\$101,558.71	\$0.00	\$101,558.71
State-level (0.00%)		\$0.00	\$0.00	\$0.00
 b. LOCAL AREA YOUTH PROGRAMS	 91.25%	 \$9,267,232.58	 \$0.00	 \$9,267,232.58
AWIA		\$7,303,094.98	\$0.00	\$7,303,094.98
Jefferson*		\$954,241.96	\$0.00	\$954,241.96
Mobile**		\$1,009,895.64	\$0.00	\$1,009,895.64

*Jeffeson Countty WIA decreased by \$50,223

**Mobile Works increased by \$50223.

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2014
(July 1, 2014 - June 30, 2015)**

Attachment A

		PY 2014 Allotment	FY 2015 Allotment	Full PY Allotment
TOTAL PROGRAM YEAR ALLOTMENT		\$12,724,447.00	\$19,366,120.00	\$32,090,567.00
POOLED SET ASIDES				
RAPID RESPONSE PROGRAMS	2%	\$32,229.71	\$195,011.57	\$227,241.28
Administration (5%)		\$623,497.89	\$948,950.64	\$1,572,448.53
Other WIA Activities (2.75%)		\$342,923.85	\$355,959.32	\$698,883.17
Incentive Awards/Capacity Building (1%)		\$124,699.58	\$189,682.50	\$314,382.08
Local Area grants (0.00%)		\$124,699.58	\$189,682.50	\$314,382.08
AWIA		N/A	N/A	N/A
Jefferson		N/A	N/A	N/A
Mobile		N/A	N/A	N/A
State-level activities (0.00%)		\$0.00	\$0.00	\$0.00
Transition to WIOA setaside	2%	\$254,488.94	\$387,107.16	\$641,596.10
Local Areas				
AWIA		\$97,676.95	\$142,415.82	\$240,092.77
Jefferson		\$15,489.47	\$29,506.46	\$44,995.93
Mobile		\$14,078.05	\$21,631.30	\$35,709.35

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2014
(July 1, 2014 - June 30, 2015)**

Attachment A

	PY 2014 Allotment	FY 2015 Allotment	Full PY Allotment
AWIA			
ADULT	\$499,001.62	\$6,546,577.63	\$7,045,579.25
YOUTH	\$7,303,094.98	\$0.00	\$7,303,094.98
DISLOCATED WORKER	\$1,000,434.93	\$6,053,308.65	\$7,053,743.58
WIOA Transition	\$97,676.95	\$142,415.82	\$240,092.77
TOTAL LOCAL AREA FUNDS	<u>\$8,900,208.48</u>	<u>\$12,742,302.10</u>	<u>\$21,642,510.58</u>
JEFFERSON			
ADULT	\$71,430.78	\$937,125.54	\$1,008,556.32
YOUTH	\$954,241.96	\$0.00	\$954,241.96
DISLOCATED WORKER	\$275,043.04	\$1,664,196.59	\$1,939,239.63
WIOA Transition	\$15,489.47	\$29,506.46	\$44,995.93
TOTAL LOCAL AREA FUNDS	<u>\$1,316,205.25</u>	<u>\$2,630,828.59</u>	<u>\$3,947,033.84</u>
MOBILE			
ADULT	\$70,691.20	\$927,422.75	\$998,113.95
YOUTH	\$1,009,895.64	\$0.00	\$1,009,895.64
DISLOCATED WORKER	\$162,772.88	\$984,886.17	\$1,147,659.05
WIOA Transition	\$14,078.05	\$21,631.30	\$35,709.35
TOTAL LOCAL AREA FUNDS	<u>\$1,257,437.77</u>	<u>\$1,933,940.22</u>	<u>\$3,191,377.99</u>
STATE-LEVEL			
ADULT	\$61,477.60	\$811,775.32	\$873,252.92
YOUTH	\$888,638.74	\$0.00	\$888,638.74
DISLOCATED WORKER	\$141,004.98	\$858,708.62	\$999,713.60
RAPID RESPONSE	\$32,229.71	\$195,011.57	\$227,241.28
WIOA Transition	\$127,244.47	\$193,553.58	\$320,798.05
TOTAL STATE-LEVEL FUNDS	<u>\$1,250,595.50</u>	<u>\$2,059,049.09</u>	<u>\$3,309,644.59</u>
TOTAL ALL FUNDS	<u>\$12,724,447.00</u>	<u>\$19,366,120.00</u>	<u>\$32,090,567.00</u>

**STATEWIDE
PY14 Final 4 Performance
Reporting Period through 6/30/2015
Workforce Investment Act**

MEASURES	GOAL	80% Threshold	CUMULATIVE 4-QTR--Reported (Parameters)	[Num/Den]
<u>ADULT</u>				
Entered Employment Rate	68.3%	54.6%	70.7% [10/1/13-9/30/14]	1320/1867
Employment Retention Rate	86.0%	68.8%	86.3% [4/1/13-3/31/14]	1574/1823
Average 6-Month Earnings	\$12,750	\$10,200	\$12,532 [4/1/13-3/31/14]	\$19,699,732/1572
<hr/>				
<u>DISLOCATED WORKER</u>				
Entered Employment Rate	75.0%	60.0%	72.7% [10/1/13-9/30/14]	830/1141
Employment Retention Rate	91.8%	73.4%	89.3% [4/1/13-3/31/14]	862/965
Average 6-Month Earnings	\$15,632	\$12,506	\$15,117 [4/1/13-3/31/14]	\$12,985,905/859
<hr/>				
<u>YOUTH COMMON MEASURES (14-21)</u>				
Literacy/Numeracy Gains	53.5%	42.8%	54.9% [7/1/14-6/30/15]	345/629
Placement in Ed/Employment	56.4%	45.1%	58.4% [10/1/13-9/30/14]	679/1163
Attainment of Degree/Certificate	50.5%	40.4%	52.7% [10/1/13-9/30/14]	714/1355

BOLD: Exceeded Goal

[as of 08/06/15] bcb

**COST PER PARTICIPANT ANALYSIS
PROGRAM YEAR 2014
(July 1, 2014 - June 30, 2015)**

Program Year 2014 Expenditures by Fund*

<u>Fund Source:</u>	<u>PY14/FY15</u>	<u>PY13/FY14</u>	<u>PY12/FY13</u>	<u>Transfers To Adult From D.W.**</u>	<u>TOTALS</u>
Adult	\$ 5,791,228	\$ 7,223,554	\$ -	\$ 4,491,680	\$ 17,506,462
Youth	\$ 7,049,141	\$ 3,856,773	\$ -		\$ 10,905,914
Dislocated Worker	\$ 1,669,193	\$ 8,647,235	\$ 149,945	\$ (4,491,680)	\$ 5,974,693
Totals	<u>\$ 14,509,562</u>	<u>\$ 19,727,562</u>	<u>\$ 149,945</u>	<u>\$ -</u>	<u>\$ 34,387,069</u>

Participant Cost Analysis

<u>Category:</u>	<u>Participants</u>	<u>Average Expenditures per Participant</u>
Adult	4,457	\$ 3,928
Youth	2,112	\$ 5,164
Dislocated Worker	1,316	\$ 4,540
Overall	<u>7,885</u>	<u>\$ 4,361</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 PY2014 of D.W. Funds Transferred to the Adult Program:

PY14 D.W.	\$ 155,761
FY15 D.W.	\$ 472,221
FY14 D.W.	\$ 3,516,747
PY13 D.W.	\$ 346,951
	\$ -
Total	<u>\$ 4,491,680</u>