

October 1, 2008

Honorable Elaine Chao  
U.S. Department of Labor  
200 Constitution Avenue  
Washington, D.C. 20310

Dear Secretary Chao:

I am pleased to submit the attached State of Alabama Program Year (PY) 2007 Workforce Investment Act (WIA) Annual Report. This Report contains the Alabama PY 2007 WIA program performance data required under USDOL Training and Guidance Letter No. 14-00, Attachment G. Additionally, this Report details other WIA activities conducted in Alabama during PY 2007.

We are continuing development of an increasingly demand-driven workforce development system. We are confident that PY 2008 will bring the continued advancement of Alabama WIA programs and that WIA will continue its active participation in Alabama's economic growth.

Please direct any questions regarding the Alabama Workforce Investment Act PY 2007 Annual Report to Steve Walkley at (334) 242-5300, or Ray Clenney at (334) 242-1421.

Sincerely,

Bill Johnson, Director  
Alabama Department of Economic and Community Affairs

Matthew Hughes  
Governor's Office of Workforce Development

***STATE OF ALABAMA***

***PROGRAM YEAR 2007***

***WORKFORCE INVESTMENT ACT, TITLE IB***  
***ANNUAL REPORT to the SECRETARY of LABOR***

***OCTOBER 1, 2008***

**Prepared in Accordance with WIA Sections 136(d)(1), 185(d) Specifications**

# *Table of Contents*

<b>OVERVIEW</b>	<b>3</b>
<b>Alabama: An Economic Profile</b>	<b>4</b>
<b>The Workforce Investment Partnership</b>	<b>6</b>
<b>Workforce Investment Boards</b>	<b>7</b>
<b>State-Level Coordination</b>	<b>8</b>
<b>Alabama Career Center System</b>	<b>10</b>
<b>Workforce Investment Activity Resource Allocation</b>	<b>14</b>
<b>PY 2007 Programs</b>	<b>16</b>
<b>WIA Section 136(e) Process Evaluations</b>	<b>25</b>
<b>A Look Ahead</b>	<b>26</b>
<b>PY 2007 WIA Program Performance Summary</b>	<b>28</b>
<b>PY 2007 Customer Satisfaction, Other Required Information</b>	<b>33</b>
<b>PY 2007 Special Population Outcomes</b>	<b>34</b>
<b>PY 2007 Other Outcome Information Summary</b>	<b>36</b>
<b>PY 2007 WIA Participant Demographic Profile</b>	<b>37</b>
<b>PY 2007 Cost of Program Activities</b>	<b>38</b>
<b>Participant Success Stories</b>	<b>44</b>
<b>Attachments</b>	<b>46</b>

## *Attachments*

- A) Local Area WIA Planning Allocations for PY 2007/ FY 2008**
- B) Statewide Monthly Career Center Customers**
- C) State - Level PY07 Performance Incentive Analysis (7/1/07 - 6/30/08)**
- D) Cumulative Annual (Program Fund) Expenditures, Participants Served**
- E) Alabama Community Colleges/Alabama Counties Partnering in (2) WIRED Grants**
- F) Alabama Metropolitan Areas: Employment Growth**

***State Workforce Investment Board***  
***(as of August 18, 2008)***

**Governor Bob Riley**

***Members of the Legislature***

**Senator Pat Lindsey**  
**Senator Hank Sanders**  
**Representative Terry Spicer**  
**Representative Elwyn Thomas**

***Organized Labor***

**D. Stewart Burkhalter, *Alabama AFL-CIO***  
**Sammy Dodson, *Operating Engineers***

***Youth - Oriented Organizations***

**Mary S. Zoghby, *Boys and Girls Club***

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

**Ed Castile, *Alabama Industrial Development Training***  
**Douglas Littles, *Reid State Technical College***  
**Denny Smith, *Calhoun Community College***

***WIA Partner Representatives***

**Bradley Byrne, *Department of Postsecondary Education***  
**Irene Collins, *Department of Senior Services***  
**Matthew Hughes, *Governor's Office of Workforce Development***  
**Bill Johnson, *Department of Economic and Community Affairs***  
**Joe Morton, *State Department of Education***  
**Steve Shivers, *Department of Rehabilitation Services***  
**Tom Surtees, *Department of Industrial Relations***  
**Page Walley, *Department of Human Resources***

*Economic Development Agencies*

**Don Hopper, Calhoun County Economic Development Council**  
**Ron Scott, Economic Development Association of Alabama**  
**Ted Von Cannon, Metropolitan Development Board**  
**Neal Wade, Alabama Development Office**

*Other Representatives, Head Agency Officials*

**April Bishop, Alabama Nurses Association**  
**George Clark, Manufacture Alabama**  
**Elaine Jackson, Birmingham Urban League**

*Local Area Chief Local Elected Officials*

**Samuel Jones, Mayor, City of Mobile**  
**William Ryan, District Judge, Greensboro, AL**  
**Todd Strange, Chair, Montgomery County Commission**

*Private Sector Representatives*

**Fred Blackwell, Michelin North America, Opelika, AL**  
**Glenn Camp, HB&G Building Products, Troy, AL**  
**Bill Canary, Business Council of Alabama, Montgomery, AL**  
**Stan Chavis, Stan Chavis Agency, Mobile, AL**  
**J. Ab Conner, Connor Brothers Construction, Opelika, AL**  
**Bernell Fowler, Kinro Corporation, Double Springs, AL**  
**Lacy Gibson, Alabama Hospital Association, Montgomery, AL**  
**Bob Johnson, Skilstaf, Inc., Alexander City, AL**  
**Phillip Kelly, Michelin North America, Dothan, AL**  
**Greg Kimble, Hyundai Motor Manufacturing Alabama, Montgomery, AL**  
**Linda Miller, Mercedes-Benz USA, Vance, AL**  
**Mike Reynolds, BroadSouth Communications, Selma, AL**  
**Ken Tucker, Boeing Corporation, Huntsville, AL, Chairman**  
**Linda Bailey, Honda of North America, Lincoln, AL**  
**Ruth Burchfield, BE&K, Birmingham, AL**  
**Nancy Dennis, Alabama Retail Association, Montgomery, AL**  
**Mark Farmer, Sony Electronics, Dothan, AL**  
**Skip Layne, Rust Contractors, Birmingham, AL**  
**Juliette Locke, Atlantic Marine, Mobile, AL**  
**David Middlebrooks, Bush Hog LLC, Selma, AL**  
**Tipi Miller, Chamber of Commerce, Opelika, AL**  
**Jim Neil, Motion Industries, Birmingham, AL**  
**Jeff O'Dell, Austal, Mobile, AL**  
**Marty Parker, Boise Paper, Jackson, AL**  
**Suzanne Repress, Childrens Hospital, Birmingham, AL**  
**Andy Ritter, ThyssenKrupp Steel, Saraland, AL**

**Christie Sellers, *Chamber of Commerce, Montgomery, AL***  
**Bill Sisson, *Chamber of Commerce, Mobile, AL***  
**Steve Turkoski, *Chamber of Commerce, Dothan, AL***  
**Robert Vann, *Alabama River Pulp, Perdue Hill, AL***  
**Mark Weaver, *MidSouth Industries, Gadsden, AL***  
**Paul Wellborn, *Wellborn Cabinets, Ashland, AL***

## **OVERVIEW**

**A**labama's workforce development partners continue to work toward full achievement of the demand-driven workforce development delivery system which is our common goal. This Annual Report documents Alabama's record of achievement in its eighth year under the Workforce Investment Act (WIA).

The Alabama Career Center System, through its network of forty Career Centers, greatly expedites Statewide delivery of comprehensive, yet seamless, workforce development services to employers and employees eligible for and in need of these services.

Each Career Center System location provides our 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 employability skills may not require Center services beyond direct placement assistance; individuals whose existing skills require some degree of honing to render these workers more attractive to employers will receive the training they require.

Our Incumbent Worker training program, which provides targeted employers with funding assistance toward the equipping of their workers with new and/or upgraded occupational skills training, continues to be a mainstay. Such employee skill upgrades are often critical to the affected employers continuing competitive viability.

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

## **Alabama: An Economic Profile**



The Alabama employment trend towards the services sector and away from the goods - producing sector is not unlike that seen in the rest of the nation. Continued expansion in an exceptionally strong services sector should account for the majority of all new Alabama jobs in the coming years. Almost half of the “services” segment job growth is expected to be in professional and business services. Education and health services are also quite strong. Leisure and hospitality services will also experience new job growth.

Overall, the Alabama economy is forecast to grow by 2.2 percent in 2008, slowing somewhat from the posted 2007 growth rate of 2.3 percent. Rising interest rates will drive the modest anticipated downturn. Alabama’s inflation rate experienced a change of 2.9 percent in 2007, and it is expected to change by 2.8 percent in 2008. In 2007, the manufacturing sector output increased by 2.8 percent. This increase was largely due to a 9.4 percent increase in motor vehicle manufacturing. It is anticipated that motor vehicle manufacturing output growth will result in a 2.2 percent increase in 2008. Motor vehicle and transportation equipment manufacturing is expected to drive a 3.4 percent rise in the state’s manufacturing sector in 2008. Alabama’s construction sector also experienced output growth in 2007 of 0.6 percent. Although residential and commercial construction has slowed, industrial construction has remained stable due to automotive and transportation equipment manufacturing firms both new and expanding.

Industry job growth trends are strongly linked with the demand for the goods and services produced by those industries. Steady advances in robotics/automation, a movement largely fueled by accelerating wage costs, has sharply reduced or entirely eliminated many of the entry-level manufacturing jobs formerly characteristic of this sector. For 2007, unemployment in Alabama showed 3.7 percent which was significantly lower than the national rate of 4.7 percent.

Federal Reserve economists do indicate that new contracts for oil and gas products and the military will stimulate Alabama’s shipbuilding industry, but “sluggishness” in the housing industry could slow the wood industry. However, the state’s housing market is performing better than the nation’s. The Fed initiated cuts in short term interest rates that should reduce pressure on long term interest rates, therefore increasing stability in the financial and housing markets. The Federal Reserve also warned that the textile industry probably would probably continue to shed workers. Textile mill output fell 3.2 percent in 2007 and is expected to drop 2.7 percent in 2008.

The Alabama automotive industry continues to boom. Auto manufacturers and suppliers will continue to expand their presence throughout the State as a result of Kia Motor’s west Georgia plant opening. Mercedes, Toyota, Honda, and Hyundai manufacturing facilities are increasingly characterized by higher levels of automation, and are therefore less labor-intensive. As a result, goods-producing activities, i.e., manufacturing, continue to account for a smaller and smaller share of the total employment picture. Statistically, manufacturing employment’s share of the national workforce continues to fall, as employment in the less capital-intensive services/retail trade sector rises. These observations suggest that a greater number of future employment opportunities will be found in the services sector

A surge of high technology employment and reemployment activity in the Huntsville area traceable to favorable action by the Base Realignment and Closing Activity (BRAC) program proved beneficial to the area's economy in 2007. Accompanying the new jobs coming to this area due to BRAC are millions of direct investment dollars, the benefit of which will spill over into virtually all facets of the regional economy. Moreover, recent job growth associated with North Alabama's high-technology corridor should continue, a growth trend encompassing both the services and the technology/goods - producing sectors. Redstone Arsenal (Huntsville) contractors have recently announced plans to expand their facilities, which will result in an expanded number of high-skill, high-wage jobs. Services employment, particularly in Redstone Arsenal - related and support industries, should also see continued growth. The Port of Mobile, acknowledged as the finest natural harbor on the Gulf Coast, has new container construction activity. The result is increased import and export-related services tonnage capacity, with a commensurate growth in area employment. Mobile also made development news in 2007 with the decision by ThyssenKrupp AG to locate a \$3.7 billion steel and stainless steel manufacturing plant in northern Mobile County.

East Alabama is marked by intensified economic activity. Several manufacturing and services firms, many with direct ties to Montgomery County-based Hyundai production facilities, have located in the Auburn-Opelika corridor. 2007 saw the announcement of four new supplier plants and two expansions which will provide another boost to the Auburn-Opelika metro area automotive industry. Plans are underway to greatly expand several West Alabama transportation arteries, enhancing the prospects for greater economic prosperity.

A good mix of businesses is at the heart of economic stability. Such a blending of larger and smaller employers, of cutting edge, high-tech employment opportunities, together with a growing number of more functional, lesser skilled jobs, works to help ensure there will be a job for all those who want to work. Information-based, high technology service industries principally drive both the Alabama and national economies.

Alabama has worked to promote our State to such industrial catalysts, and, as noted above, we have to date enjoyed considerable success. We believe the "key" to the door of economic opportunity lies in the ongoing development of a highly trained, well educated, and versatile labor force, and the effective communication of this availability to both present and potential employers.

The most striking economic news, however, was Alabama's gross domestic product, which rose 2.3 percent to \$141.1 billion. In sum, 2007 was a good year for all 11 of Alabama's metropolitan areas. The economic rebound that began in 2005 gained strength over the year. Total Alabama nonagricultural employment increased as the state gained 25,099 new jobs over the 12-month period ending in September 2007.

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

## **The Workforce Investment Partnership**

**T**he Workforce Investment Act (WIA), Title I, prescribes the delivery of a wide array of skill training, job placement, educational, and other workforce development services. Job seekers and employers alike may access WIA workforce development services through Alabama's Career Center System. These Career Centers serve as employee/employer gateways to a broad array of workforce development services and resources. Many of these services are available at the Career Center physical location. Other services are made available through various other agencies, both directly and indirectly affiliated with the Career Center System network. This network is principally designed to facilitate customer awareness of and access to the workforce development services they require.

Workforce Investment Act funds allotted to the State are, in turn, allocated to local areas within the State. These local areas, which are charged with administrative responsibility for Workforce Investment Act program operation, render their respective allocations available to the several Career Centers operating within their boundaries. Alabama currently has 40 Career Center System sites (June, 2008), including both comprehensive and satellite centers. A Career Center Operations template issued by the State Workforce Investment Board in November, 2002, formalized operational guidance and minimum expectations for Alabama's Career Center System.

Groups targeted for WIA services include Adults (aged 22 years and over), Older Youth (aged 19 to 21 years), Younger Youth (aged 14 to 18 years), and Dislocated Workers (laid off, job lost due to plant closings, layoffs). There is a greater focus on providing Adults, Older Youth, and Dislocated Workers with skills leading directly to employment. With the Younger Youth, more attention is given to achievement of long-term educational milestones than to shorter-term employment opportunities.

Specific strategies have been developed to ease the transition of Dislocated Workers from unemployment to reemployment. These measures include establishment of a dislocated workers Rapid Response Team, which brings information of available workforce development services directly to the affected individuals, and, advises these workers regarding other available support services for which they may be eligible. Among these 'other' services are health insurance program information and strategies to help protect dislocated workers' pension funds.

## Workforce Investment Boards

**W**orkforce Investment Boards, as provided under Section 111 of the Workforce Investment Act, are charged with the design, implementation, and ongoing operation of state-level/substate-level workforce development programs and activities. In order to better ensure that membership on the Boards is reasonably representative of the various public and private sector principals actively engaged in local area workforce development activity, the legislation requires that the structuring of Boards correspond to fairly specific membership composition criteria. Each of Alabama's three local workforce investment areas is represented by a local workforce investment board. The State Board works to achieve an ongoing, cohesive, and mutually reinforcing working relationships among the several workforce development partner agency "stakeholders".

Members of the State Workforce Investment Board are appointed by the Governor. Local Board members are appointed by each local area's designated chief local elected official. The Governor is the Chief Local Elected Official for the Alabama Workforce Investment Area, the sixty-five county balance-of-state local area.

The State Board's collective workforce development-related knowledge and experience helps ensure that the Board maintains a broad and encompassing perspective, and accompanying insight, regarding Alabama workforce development system needs. Similarly, the primary focus of the local boards is tailored towards the specific needs of their respective local workforce investment areas. State and Local Boards seek to safeguard against giving a disproportionate amount of time and attention to any one program under their purview, such as WIA title I Adult, Youth, or Dislocated Worker operations, lest they lose an appropriate perspective on the overall State/local area system they are charged to oversee.

State and Local Workforce Investment Boards are the operational settings for much of the Workforce Investment Act - mandated coordination activities described in the following pages.

## State - Level Coordination

The State agencies partnering with the Governor’s Office of Workforce Development in Statewide delivery of Workforce Investment Act-sponsored services and programs include:

### Primary partners:

<b>ADECA Workforce Development Division</b>	<b>Department of Industrial Relations</b>
-State-level WIA Programs	- Unemployment Compensation
-Local Area WIA Programs	- Employment Service
- National Emergency Grants (NEGs)	- Labor Market Information
- Career Information Network System	-Trade Adjustment Assistance
- Customized Employment Program	
<ul style="list-style-type: none"> <li>- Rapid Response</li> <li>- Navigator Program</li> </ul>	
<b>Department of (Secondary) Education</b>	<b>Department of Postsecondary Education</b>
- Career/Technical Education - Incentive Grant	- WIA Staff in Career Centers in the Alabama Workforce Investment Area are Postsecondary Education employees.
	- Alabama Industrial Development Training
	- Two-Year Colleges System
.	-Adult Basic Education
<b>Department of Rehabilitation Services</b>	<b>Department of Human Resources</b>
<ul style="list-style-type: none"> <li>- Reintegration Counselor Program</li> <li>- Ala. Customized Employment (ACE) Grant</li> </ul>	

### Secondary partners:

<b>Department of Public Health</b>	<b>Alabama Development Office</b>
<b>Mental Health &amp; Retardation</b>	-Industrial Recruitment
<b>Department of Senior Services</b>	-Aid to Existing Industries
-Title V of the Older Americans Act	<b>Alabama Cooperative Extension Service</b>
	<b>Department of Veterans’ Affairs</b>

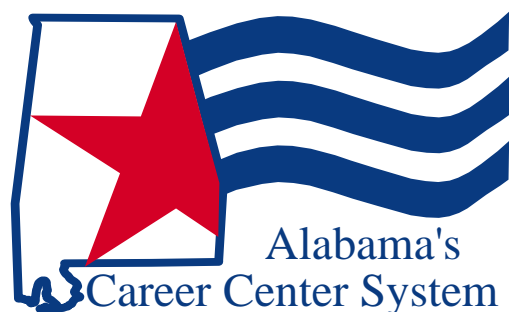
Specific interagency coordination activities include:

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

## Alabama's Career Center System

**A**labama's Career Center System works to consolidate the delivery of intake/assessment/ case management services, occupational/educational training referrals, labor market information/job development services, vocational rehabilitation/unemployment insurance information, veterans' programs, and other services presently offered to the eligible public through several different state agencies, into a single, localized, delivery station.

A central feature of each Career Center is the Resource Area, where workforce development service seekers may enjoy ready access to computerized databases providing detail of available educational, occupational training, supportive, and other services. This information resource may also provide employers with listings of prospective employees possessing the skills and work experience these employers seek. Internet access is available for customers at all Alabama Career Center locations.



Individual job seekers assessed to require additional occupational skills training in order to better pursue their vocational objectives may be provided with an individual training account voucher, redeemable through any of several eligible training providers.

As referenced above, a network of Alabama Career Centers strategically located throughout the State is the primary mechanism for delivery of Workforce Investment Act Title I Core/Intensive services to individuals and employers eligible for and in need of these services. Area employers may direct inquiries regarding the availability of appropriately skilled prospective employees to these local centers. Employers may also communicate their specific labor market skill needs to these centers.

Twenty-one of these Centers are termed “comprehensive centers.” These locations offer both their job seeker and employer customers a full array of one-stop services, to include information regarding Employment Service, Unemployment Compensation, Vocational Rehabilitation, and other partner agency program services for which they are eligible. Within the twenty-one comprehensive centers, the several partner representatives are actually collocated. The “non-comprehensive” Career Centers are not full service offices, but they do provide many of the same employment assistance services as do the comprehensive centers, to include job information services and available resource information.

Each comprehensive/non-comprehensive Career Center has negotiated cooperative agreements for on-site delivery of services with local representatives of the several Workforce Investment Act partner agencies, including the local employment service and human resources agencies, Adult Education, postsecondary education (two-year colleges), and vocational rehabilitation.

Local employers are provided space to conduct employee candidate interviews at most Alabama Career Center System locations. Additionally, case managers at many Alabama Career Center System sites provide job seekers and employers alike with any additional assistance required in order to better satisfy their workforce development needs.

The potential of the Career Center System has been damaged by cuts in Federal funding. The commensurate reductions in Career Center staffing levels and reduced number of Career Center operational locations place a severe strain on the Career Center System's ability to coordinate fully with the employer community and to provide services needed by job seekers.

At the local level, Career Center System staff work to greatly reduce, if not entirely eliminate, any incidence of services redundancy or overlap among workforce development partner agencies. Achievement of one-stop services integration, rather than duplication, is the key.

The Career Center Operations Template, developed by the State Workforce Board in PY 2002, established a uniform services baseline associated with all Career Center locations, including the Career Center System logo, the availability of resource areas, children's play area, and other features. The "brand recognition will help those who move from one area to another to be able to access workforce services.

Monthly career center tracking reports indicate **1,014,379** Career Center customer hits were recorded during the PY 2007 reference period (July 1, 2007- June 30, 2008).

**Alabama Comprehensive Career Centers (21): \***

- |                  |                |                 |
|------------------|----------------|-----------------|
| 1) Alabaster     | 8) Enterprise  | 15) Monroeville |
| 2) Albertville   | 9) Fort Payne  | 16) Montgomery  |
| 3) Anniston      | 10) Gadsden    | 17) Scottsboro  |
| 4) Birmingham CC | 11) Hamilton   | 18) Sheffield   |
| 5) Cullman       | 12) Huntsville | 19) Talladega   |
| 6) Decatur       | 13) Jasper     | 20) Troy        |
| 7) Dothan        | 14) Mobile     | 21) Tuscaloosa  |

**Alabama Non-Comprehensive Career Centers (19): \***

- |                   |                     |                   |
|-------------------|---------------------|-------------------|
| 1) Alexander City | 9) Foley            | 17) Phil Campbell |
| 2) Andalusia      | 10) Greenville      | 18) Selma         |
| 3) Bay Minette    | 11) Haleyville      | 19) Trussville    |
| 4) Bessemer State | 12) Jackson         |                   |
| 5) Brewton        | 13) Jefferson State |                   |
| 6) Demopolis      | 14) Lawson State    |                   |
| 7) Eufaula        | 15) Luverne         |                   |
| 8) Fayette        | 16) Opelika         |                   |

\* - Career Center numbers are subject to change



## **Disability Program Navigator (DPN)**

Ongoing efforts to better ensure that workforce development services available through Alabama's Career Center System are adequately tailored to meet the special needs of the moderate to severely disabled spurred initial development of the Disability Program Navigator (DPN) which represents a partnership between workforce development agencies and community-based organizations. DPN is designed to provide a range of services to individuals with disabilities.

Basic workplace skills orientation, general workplace conditioning, and entrepreneurial skills training curricula are appropriately aligned to more closely match the specific vocational and occupational skill acquisition requirements of this special needs population. Client referrals to specific agencies and services most appropriate to meeting their specific support services needs is an important facet of the DPN. Comprehensive service delivery entails a commitment to the full range of clients' needs.

The primary goal of Disability Program Navigator is the more effective integration into existing Career Center systems of workforce development services delivery methods specifically structured to meet the unique requirements of special needs customers. To this end, efforts continue to more closely involve Navigators in Career Center System long-range strategic planning activities. DPN funding is provided under a grant from the U.S. Department of Labor.

## **Workforce Innovation in Regional Economic Development (WIRED) Grant Initiatives**

**A** consortium of West Alabama and Eastern Mississippi counties successfully competed for a three-year, \$15 million, Workforce Innovation in Regional Economic Development grant award during PY 2005. A subsequent, Second Generation WIRED grant, amounting to some \$5 million, was awarded in January, 2008. These Second Generation funds serve designated Tennessee Valley (Northern Alabama and Southern Tennessee) counties. Both WIRED initiatives will support regional efforts to foster economic development through promotion of new high-growth, high skill job opportunities.

Key expectations of the West Alabama East Mississippi (WAEM) WIRED initiative include a regional consortium of community and junior colleges providing innovative access to national skill standards-based modern manufacturing training, a growing identity for the WAEM as a globally competitive “enterprise-ready” region, with most communities in the region connecting existing and potential entrepreneurs to innovative and widespread support services, and the focusing of communities’ inherent strengths and resources to fashion collaborative workforce systems with a clear forward vision, and equally clear commitments to the achievement of these visions. The Alabama counties and the community colleges which are active players in both WIRED grants are listed in Annual Report Attachment E.

The Tennessee Valley Alliance (VIA) WIRED Generation II project is a partnership among nine Tennessee counties and fourteen Alabama counties to promote regionalism by connecting workforce development, economic development, education and entrepreneurship to utilize the prosperity-creating power of innovation. The three major goals of this consortium are to promote collaboration and create partnership; support talent development, especially around STEM (Science, Technology, Engineering, and Math) skills; and use entrepreneurship and technology transformation to create and support high tech-high wage careers.

The expected outcomes include a workforce that is better informed and better prepared to enter high wage/high-skill STEM careers, enhanced educational systems to provide training needed for upwardly-competitive jobs, a regional synergy that expands opportunities in high skill/high wage careers, and strengthened connections between research, business development, investment and entrepreneurial strategies and a more efficient utilization of resources across the region.

Successful implementation of WIRED will transform regional economies by enlisting the skills of the various players in those economies to research and produce long-term strategic plans which better prepare workers for the high-skill, high-wage opportunities associated with the emerging 21<sup>st</sup> century workplace. The focus of these grants is on economic development at the regional level.

Task development/fund disbursement activity strategies related to design and execution of the Alabama-Mississippi and Alabama-Tennessee WIRED grants are closely aligned with regional economic needs, and with regional economic potential. Maximum leveraging of available workforce development resources is key in the WIRED program workforce development solution.

## Workforce Investment Activity Resource Allocation

Funds are annually provided the State by the U.S. Department of Labor for the provision of Workforce Investment Act, title I, Adult, Youth, and Dislocated Worker programs. Additional Workforce Investment Act program funding is available from the Federal government in the form of National Emergency Grants.

The Workforce Investment Act provides that up to fifteen percent of the total Adult, Youth, and Dislocated Worker funds annually allotted the State may be reserved for Workforce Investment Act State-level setaside activities, which include: a) State-level program administration (five percent), b) providing local areas which demonstrate superior program performance with incentive grants or providing local areas needed technical assistance/capacity building services (three percent), c) activities directly and indirectly supporting the ongoing development and operation of the State's One-Stop system, d) activities supporting the compilation and statewide dissemination of listings of eligible providers of training services, e) evaluations of program development strategies which support continuous system improvement, and f) the development of a Statewide fiscal management system. Additionally, up to twenty-five percent of Dislocated Worker funds may be reserved for provision of statewide rapid response services for dislocated workers.

Of the three percent of Adult, Youth, and Dislocated Worker allotments reserved for local area incentives/capacity building, sixty-seven percent is designated for incentive awards, and thirty-three percent is withheld for statewide technical assistance/capacity building. The specific amounts of the local area's PY 2007 incentive awards/capacity building grant awards, determined by their respective PY 2006 program performance outcomes, are depicted in Attachment A.

### PY 2007/FY 2008 Federal Allocation Levels

		<b>Amount</b>
<b>State-Level Workforce Investment Activities</b>		\$4,412,461.97
<b>Statewide Rapid Response Activities</b>		\$0
<b>Local Area Adult Programs</b>		\$8,969,245.98
<b>Local Area Youth Programs</b>		\$9,234,276.00
<b>Local Area Dislocated Worker Programs</b>		\$8,036,293.00
<b>TOTAL</b>		<b>\$30,652,276.95</b>

Additional specifics regarding Alabama PY 2007/FY 2008 Workforce Investment Act program funding levels are found at Annual Report Attachment A.

State-level PY 2007 Adult, Youth, Dislocated Worker, and Customer Satisfaction performance goal vs. actual performance information is found at Annual Report Attachment C. This data indicates Alabama met or exceeded fifteen of fifteen PY 2007 program measures and two of two PY 2007 customer satisfaction measures.

Alabama PY 1996 - PY 2007 performance trend analysis contrasts Adult, Dislocated Worker, Older Youth, and Younger Youth programs along common performance measures. This analysis indicates the apparent strengths of these programs relative to one another. As might be expected, it is apparent that Dislocated Worker program completers generally exhibit collectively stronger employment and earnings performance than do their counterparts in the Adult and Older Youth programs. However, Adult employment credential attainment rates appear consistently above those of Dislocated Workers. Younger Youth outperform Older Youth in the credential attainment category as well.

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

**PY 2007 Participants / Exiters (4th quarter - cumulative.)**

<b>Three Local Area Summary:</b>	<b>Total Participants Served</b>	<b>Total Exiters</b>
<b>Adults</b>	6,511	4,157
<b>Dislocated Workers</b>	2,467	1,294
<b>Older Youth</b>	892	510
<b>Younger Youth</b>	1,191	773
<b>TOTAL</b>	<b>11,061</b>	<b>6,734</b>

\* - Several Younger Youth exit with multiple positive terminations.

<b>Total Number of Youth Served:</b>	2,083	<b>(100.00%)</b>
<b>Out-of-School Youth:</b>	1,575	<b>( 75.62%)</b>
<b>In-School Youth:</b>	511	<b>( 24.38%)</b>

## **PY 2007 Programs**

### **Statewide Rapid Response Programs**

- The Workforce Development Division, designated as Alabama's Dislocated Worker Unit, is responsible for coordinating WIA Dislocated Worker program services statewide. These responsibilities include development of Dislocated Worker program policy and delivery of Rapid Response services.
- The Dislocated Worker Service Agency Information Network is comprised of representatives from the:

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

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

The Dislocated Worker Unit Rapid Response Team is comprised of ADECA Workforce Development Division Dislocated Worker Specialists and appropriate Department of Industrial

Relations staff. In situations where Rapid Response Team activities involve unionized companies, AFL-CIO Labor Institute for Training (L.I.F.T.) representatives are also included. The Rapid Response Team generally receives advance notification of worker dislocation events, under requirements of the federal Worker Adjustment and Retraining Notification (WARN) Act. This advance notification better enables the Team's effective coordination of the several direct assistance and agency referral services provided to both employers and workers affected by such dislocation events (i.e., substantial layoffs or plant closings). The Rapid Response Team may also provide these services to employers and workers affected by smaller scale dislocation events, i.e., those not triggering WARN notification, but which are expected to have a substantial impact on the local community. These smaller scale dislocation events may come to the attention of Rapid Response Team staff through the news media, through contacts initiated by affected employers, through union representatives, or through various 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 today's 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 PY 2007 (July 1, 2007 - June 30, 2008):

Total Individuals Affected by Layoffs by Industry

Industry	PY 2007	PY 2006
Manufacturing (Apparel/Textile)	4,078 31.9%	3,489 36.2 %
Manufacturing (Transportation)	1,587 12.4%	151 < 1 %
Manufacturing (Primary Metals Industry)	1,072 8.4%	112 < 1 %
Manufacturing (Lumber and Wood Products)	969 7.6%	199 < 1 %
Manufacturing (Miscellaneous)	1,649 12.9%	3,747 38 %
Depository Institutions	703 5.5%	54 < 1 %
Business Services	484 3.7%	570 5.5 %
Other Miscellaneous	2,203 17.2%	1,093 17 %
Total	12,745 100%	9,638 100 %

\*Rapid Response records indicate approximately 12,745 workers throughout the State were impacted by 72 dislocation events serviced by the Rapid Response Team during PY 2007. By comparison, 9,638 workers were impacted by 62 dislocation events serviced by the Rapid Response Team during PY 2006. Rapid Response Team staff conducted 204 group employee/local service agency meetings during PY 2007.

### **Eligible Training Provider List**

**T**he 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.

USDOL has provided guidance regarding methods for the certification, the gathering and reporting of performance information, initial certification of out-of-state providers, and recertification of in-state and out-of-state providers. WDD strives to keep training program information as current and up-to-date as possible. The State has requested USDOL extend, through June 30, 2009, the previously-granted waiver of WIA Section 122 (c) subsequent training provider eligibility requirements. The added local flexibility enabled by this waiver has proven invaluable to both local area and State-level training provider procurement staff.

Presently, there are approximately 103 different training providers, covering approximately 1,219 separate programs, on Alabama's WIA Eligible Training Provider List. The Alabama Eligible Training Provider List may be accessed at <http://www2.dir.state.al.us/alcrs>.

### **Incumbent Worker Program**

One of the statewide workforce investment activities authorized under Workforce Investment Act (WIA) Section 134(a) (3) (iv) (I), is incumbent worker training. This training may be funded from State-level fifteen (15) percent set aside funds.

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

In September 2001 Alabama implemented a statewide Incumbent Worker Training Program. Since the program's inception, services have grown to provide over \$1,161,941 for Incumbent Worker Training Programs during PY 2007. These funds have enabled 28 businesses throughout Alabama to provide training opportunities to over 1,600 individual workers through sub-recipient agreements. The Incumbent Worker Training Program has been instrumental with helping to save Alabama jobs, as well as enabling the employers to increase the number of jobs available to the workforce. Information on the Incumbent Worker Training Program, including an application for funding assistance, is available through the Alabama Career Center system. This information is also available online at the ADECA website ([www.adeca.alabama.gov](http://www.adeca.alabama.gov)).





Multi-Manufacturing is a custom fabrication machine shop located in Lacey's Spring, Alabama that specializes in the manufacture of parts, components and assemblies for both commercial and military customers. The company, a GE preferred supplier, manufactures, inspects, and ships the highest quality close-tolerance machined parts, components, and assemblies. In December 2007 they were honored with the GE Fanuc Supplier of the Year Award for exceptional quality and on-time deliveries. The company has recently received ISO certification, added 2000 sq ft of shop floor, and purchased two new Haas CNC mills. Multi-Manufacturing received funding assistance from the WIA Incumbent Worker Training Program to provide ISO 9001:2000 Certification training, Surface Cam Basic, and Surface Cam Advance training to five (5) team employees.

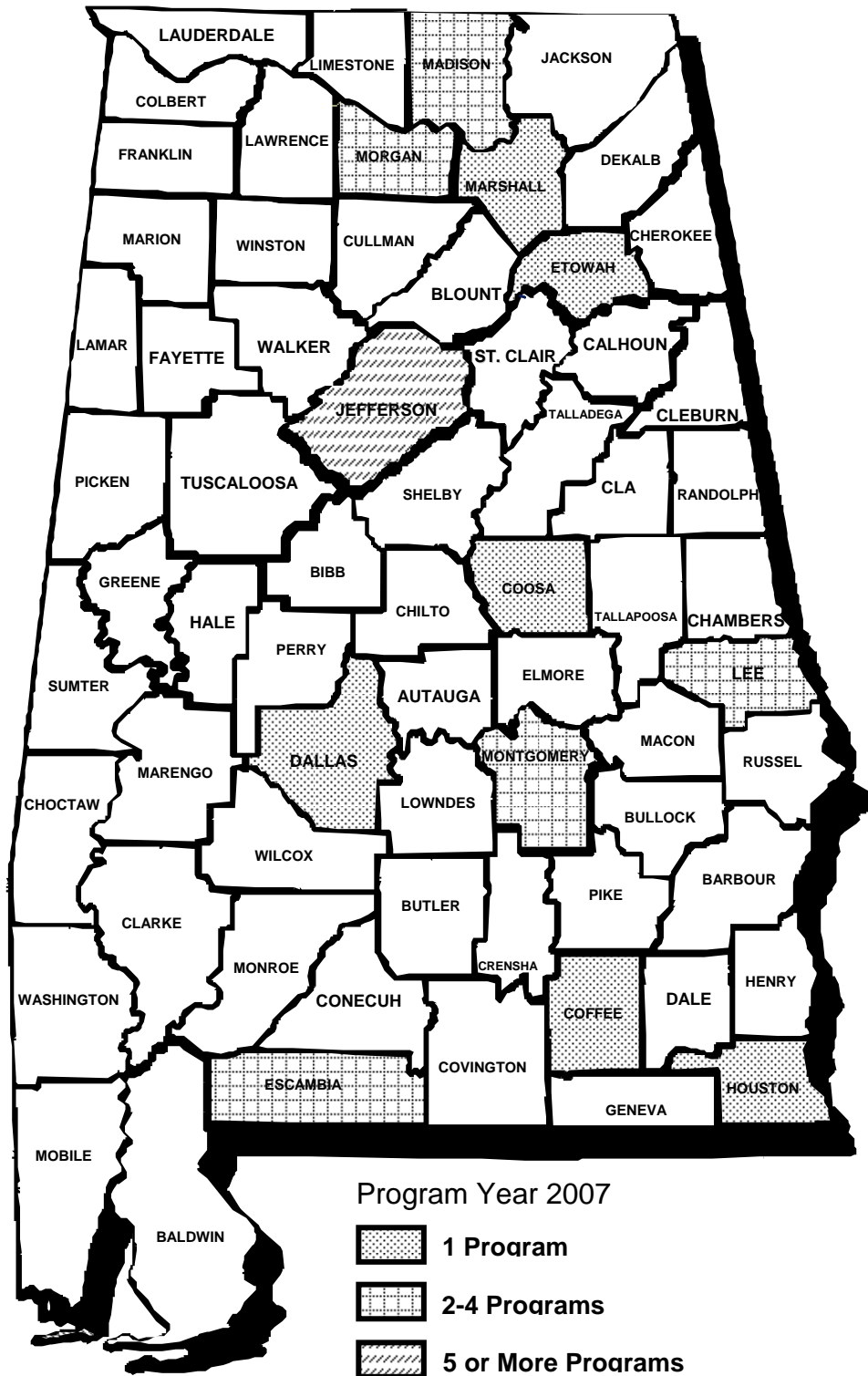


Tricon Metals & Services, founded in 1968, is a complete service center providing material processing, custom fabrications, and technical services in Birmingham, Alabama. Tricon has grown into the nation's leading supplier of



proprietary abrasion resistant plate materials, alloy shafting, and specialty steels. Tricon's custom processing facilities house the most advanced technology for material processing, fabricating, machining, and heat-treating. Tricon received funding assistance from the WIA Incumbent Worker Training Program to provide Lean Manufacturing training to sixty-one (61) team employees.

## Incumbent Worker Training Program: A Statewide Focus



# Incumbent Worker Training Program

## PY07 Contracts per County

County	Contracts Awarded	Planned Participants	Agreement Amount
Coffee	1	65	\$20,850.00
Coosa	1	88	\$49,500.00
Dallas	1	40	\$50,000.00
Escambia	2	52	\$100,000.00
Etowah	1	312	\$50,000.00
Houston	1	12	\$43,880.00
Jefferson	10	588	\$434,830.00
Lee	3	206	\$150,000.00
Madison	3	62	\$125,195.00
Marshall	1	10	\$29,700.00
Montgomery	2	97	\$38,803.00
Morgan	2	70	\$69,183.00
<b>Totals</b>	<b>28</b>	<b>1,602</b>	<b>\$1,161,941.00</b>

## **Adult / Dislocated Worker Program Services**

### **Individual Training Account (ITA)**

**T**he Individual Training Account (ITA), a specific agreement which provides educational or occupational skill training services, is the primary medium for Workforce Investment Act training services delivery. Individual Training Account services may only be provided to Workforce Investment Act participants by those training providers who have applied to and been placed on the Eligible Training Provider List.

Prospective education and/or occupational skills training providers must meet specific criteria in order to initially obtain and subsequently retain Workforce Investment Act training provider status (see Eligible Training Provider List discussion).

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

### **On-the-Job Training**

**U**nder the Workforce Investment Act, On-The-Job Training participants' employers may seek reimbursement of up to fifty percent of these participants' wages in compensation for the extraordinary costs in additional time and attention generally associated with the provision of such training, and in recognition of the lesser workplace productivity of these trainees. Negotiations with the employer will establish the maximum length of participants' On-The-Job Training period. The maximum length of such training, however, is not to exceed six months.

### **Ready-to-Work Program**

**T**he Ready-to-Work program was developed by several state agencies to train workers for existing jobs that become vacant when workers leave their previous employers for new employment within Alabama's growing automotive and automotive-related industries. There are approximately 36 Ready-to-Work Program sites throughout the state, however, the number of sites fluctuates as the need dictates. The mission of the Ready-to-Work program is to help ensure that Alabama employers enjoy ongoing proximate access to a labor pool of the well educated, highly-skilled, and driven men and women needed to fuel Alabama's rapidly accelerating economic engine.

## **Youth Program Services**

Younger Youth (14 - 18) - Total Served: 1,191

Youth program services/activities include the following:

#### 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.

#### Basic Educational Skills Achievement

Classroom instruction aimed at reinforcing basic skills learning is provided to both in-school and out-of-school youth. Out-of-school youth receive assistance with General Equivalency Degree (GED) examination preparation; in-school youth are provided needed educational skills reinforcement, and receive encouragement to remain in school until graduation. Training sites include local two-year colleges, community centers, and/or other public or private facilities.

#### Summer Program/Work Experience

PY 2007 summer program/work experience program services were provided to eligible youth. These programs afford participating youth with valuable learning opportunities, addressing, in part, individual work place responsibilities and employer/employee expectations.

Older Youth (19 - 21) - Total Served: 892

#### Academic / Basic Skills Reinforcement

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

#### Individual Referral Services

This is enrollment in area vocational or two-year college occupational skill training classes. Training is generally restricted to vocational/occupational fields of demonstrated local labor market demand. Program participants are provided the appropriate supportive services which may encourage them to remain in their respective training programs through completion. Participants receive job placement assistance upon receipt of occupational skills achievement certification.

## WIA Section 136(e) Process Evaluations

Alabama's Workforce Investment Act Section 136(e) process evaluation activities involve the development and provision of information products which may assist front-line program managers' decision-making. Central to this effort is the identification of Workforce Investment Act Adult, Dislocated Worker, and/or Youth program services which appear more effective in spurring individual participants' achievement of their respective workforce development goals. Additionally, process evaluations seek to identify which Workforce Investment Act service or services seem most cost-effective across identifiable demographic segments within the broader category of Workforce Investment Act participants - Adults, Dislocated Workers, and Youth. Note the five-year Alabama WIA program cost efficiency study at Attachment D to this Annual Report.

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

State-level evaluation studies have included a longitudinal review of selected economic data series trends, aggregated at the local area and sub-area level. This effort involved the plotting of actual and relative growth, covering applicable FY 1995 - FY 2007 civilian labor force, unemployment, unemployment insurance exhaustee, unemployment insurance beneficiary, 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.

Absolute and proportional monthly customer traffic at all forty Career Centers is tracked longitudinally in order to help identify any significant trends in the number of Career Center customer "hits." Where any such trends are indicated, further analysis may help suggest any causal factors behind such month-to-month variation. Application of such causal information may enable One-Stop Career Center managers to better serve their ever - expanding customer base.

Additionally, efforts to identify specific higher growth, high-employment industries and occupations within the State are underway. Alabama is an active participant in the Local Employment Dynamics program, which is developing systems to provide users an array of industry-specific labor market information. This industry-specific data is expected to greatly facilitate workforce development program planning and program execution efforts.

Specifics regarding the above-cited evaluation activities are available upon request.

## A Look Ahead

**A**labama workforce development programs have achieved real progress. State-level and local area-level Workforce Investment Act program performance continues to generally exceed their associated employment and earnings performance goals.

Alabama is rapidly emerging as a national leader in fashioning premium workforce development opportunities. ThyssenKrupp AG is building a \$3.9 billion steel fabrication plant near the Port of Mobile, joining Hyundai, Mercedes, Toyota, and other industrial giants in having manufacturing operations in Alabama. For 2008, Alabama's output and employment growth are expected to continue to rise in both motor vehicle manufacturing and other transportation equipment manufacturing. Through active coordination with contiguous States, we are bringing together the very best from the public sector and the private sector. We are vigorously pursuing all available means to seize our future, to control our destiny.

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

Governor Bob Riley, in anticipation of impending changes to the workforce delivery system precipitated by WIA Reauthorization, created via Executive Order the Governor's Office of Workforce Development, which 1) consolidates the administration of federal and state workforce development activities, 2) initiates the more effective utilization of available workforce development resources, and 3) effectively reduces resource overlap and duplication of effort.

Alabama has reviewed, with great interest, key provisions of the House and Senate versions of WIA Reauthorization legislation. Pursuant to Workforce Investment Act Section 189(I)(4), Alabama has requested selected provisions of the still-current Act be waived in favor of these new, innovative measures. Several of these waiver requests have already received USDOL approval, and the affected WIA programs and polices have been modified accordingly.

We look forward to Program Year 2008 implementation of the balance of these Workforce Investment Act waiver requests.

**WIA Waiver Requests Effective Through July 1, 2007 - June 30, 2008 (PY 2007)**

<b>Waiver Request, as Originally Submitted</b>	<b>Action</b>	<b>Date of USDOL Action</b>
Request waiver of 20 CFR 661.420(c) of the funds transfer limitation at WIA Section 133(b)(4). The waiver allows the State to approve local area requests to transfer up to 100 percent of local area allocations between WIA Adult and Dislocated funding streams.	<b>Waiver approved by USDOL, effective through June 30, 2009. State may approve requests to transfer up to 100 percent of local area allocations between WIA Adult and Dislocated Worker funding streams.</b>	<b>July 1, 2007</b>
Request waiver of 20 CFR 661.420(c) to allow the transfer of up to fifty percent of Section 133(a)(2) Rapid Response funds to WIA Statewide Activities, i.e., provide additional Incumbent Worker program funding.	<b>Waiver request approved by USDOL, effective through June 30, 2009. Rapid Response funds used for Incumbent Worker training must be separately identified and tracked.</b>	<b>July 1, 2007</b>
Request an extension, through June 30, 2009, of three approved regulatory waivers: 1) WIA service providers' period of initial eligibility, 2) allowing local areas to use up to 10% of their annual fund allocations for Statewide Workforce Investment Activities, and 3) the restructuring of State Board member composition requirements at WIA Section 111 (b).	<b>Three waiver requests extended through June 30, 2009: 1.) training providers period of initial eligibility, 2.) allowing local areas to use up to 10% of annual allocations for statewide Workforce Activities, 3.) restructuring of State Board composition requirements at Section 111 (b).</b>	<b>July 01, 2007</b>



## PY 2007 WIA Program Performance Summary

### Adult Program Results

	Negotiated Performance Level	Actual Performance Level	
<b>Entered Employment Rate</b>	73.50%	76.6%	1,891
			2,468
<b>Employment Retention Rate</b>	82.00	83.4%	2,442
			2,927
<b>Average Earnings</b>	\$9,5000	\$11,092	\$27,085,789
			2,442
<b>Employment and Credential Rate</b>	48.00%	45.9%	1,194
			2,601

### Dislocated Worker Program Results

	Negotiated Performance Level	Actual Performance Level	
<b>Entered Employment Rate</b>	79.50%	79.4%	1,061
			1,336
<b>Employment Retention Rate</b>	90.00%	90.4%	1,203
			1,331
<b>Average Earnings</b>	\$13,200	\$14,805	\$17,810,714
			1,203
<b>Employment and Credential Rate</b>	53.00%	50.5%	573
			1,135

### Older Youth (19-21) Results

	Negotiated Performance Level	Actual Performance Level	
<b>Entered Employment Rate</b>	71.00%	66.4%	245
			369
<b>Employment Retention Rate</b>	82.00%	84.5%	288
			341
<b>Six Months Earnings Increase</b>	\$3,864.00	\$5,069	\$1,728,459
			341
<b>Credential Rate</b>	40.00%	26.8%	132
			492

### Younger Youth (14-18) Results

	Negotiated Performance Level	Actual Performance Level	
<b>Skill Attainment Rate</b>	72.00%	87.2%	764
			876
<b>Youth Diploma or Equivalent Rate</b>	49.00%	39.1%	145
			371
<b>Retention Rate</b>	62.00%	60.8%	374
			615

<b>Placement in Employment or Education</b>	n.a.	57.93%
<b>Attainment of Degree or Certificate</b>	n.a.	41.3%
<b>Literacy or Numeracy Gains</b>	n.a.	39.1%

<b>Local Area Performance Summary:</b>	<b>Total Participants Served</b>	Adults	3,028
		Dislocated Workers	1,696
Older Youth		741	
Younger Youth		800	
<b>Alabama Workforce Investment Area</b>	<b>Total Exitters</b>	Adults	2,156
<b>ETA Assigned Number:</b>		Dislocated Workers	934
<b>01015</b>		Older Youth	377
		Younger Youth	368
<b>Program Year 2007 Local Area Performance Outcomes</b>		<b>Negotiated</b>	<b>Actual</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>	81.02	84.4
	<b>Employers</b>	86.00	89.8
<b>Entered Employment Rate</b>	<b>Adults</b>	71.72%	74%
	<b>Dislocated Workers</b>	79.27%	81.2%
	<b>Older Youth</b>	68.83%	64.2%
<b>Retention Rate</b>	<b>Adults</b>	81.44%	82.9%
	<b>Dislocated Workers</b>	89.83%	89.6%
	<b>Older Youth</b>	82.61%	85%
	<b>Younger Youth</b>	59.63%	61.7%
<b>Average Earnings Average Earnings Six Month Earnings Increase</b>	<b>Adults</b>	\$9,524.68	\$10,480
	<b>Dislocated Workers</b>	\$12,573.88	\$13,773
	<b>Older Youth</b>	\$4,311.82	\$6,020
<b>Credential/Diploma Rate</b>	<b>Adults</b>	47.71%	46.5%
	<b>Dislocated Workers</b>	53.55%	49.5%
	<b>Older Youth</b>	41.46%	27.4%
	<b>Younger Youth</b>	45.62%	35.8%
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	76.40%	82%
<b>Placed in Emplmnt./Educatn</b>	<b>Youth (14-21)</b>	n.a.	59.5%
<b>Degree/Certificate Attainment</b>	<b>Youth (14-21)</b>	n.a.	35.8%
<b>Literacy/Numeracy Gains</b>	<b>Youth (14-21)</b>	n.a.	26.5%
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			<b>X</b>

<b>Local Area Performance Summary:</b>	<b>Total Participants Served</b>	Adults	615
		Dislocated Workers	112
Older Youth		52	
Younger Youth		75	
<b>Jefferson Workforce Investment Area</b>			
<b>ETA Assigned Number:</b>	<b>Total Exiters</b>	Adults	389
		Dislocated Workers	66
Older Youth		36	
Younger Youth		92	
<b>01007</b>			
<b>Program Year 2007 Local Area Performance Outcomes</b>		<b>Negotiated</b>	<b>Actual</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>	81.44	83.3
	<b>Employers</b>	87.79	90.9
<b>Entered Employment Rate</b>	<b>Adults</b>	71.21%	70.4%
	<b>Dislocated Workers</b>	76.13%	78.2%
	<b>Older Youth</b>	61.49%	72.4%
<b>Retention Rate</b>	<b>Adults</b>	84.02%	80.8%
	<b>Dislocated Workers</b>	89.13%	97.9%
	<b>Older Youth</b>	76.49%	89.5%
	<b>Younger Youth</b>	51.69%	42.3%
<b>Average Earnings Average Earnings Six Months Earnings Increase</b>	<b>Adults</b>	\$8,451.20	\$8,587
	<b>Dislocated Workers</b>	\$13,258.73	\$16,850
	<b>Older Youth</b>	\$2,410.03	\$3,518
<b>Credential/Diploma Rate</b>	<b>Adults</b>	42.20%	22.4%
	<b>Dislocated Workers</b>	46.93%	38.9%
	<b>Older Youth</b>	35.45%	11.4%
	<b>Younger Youth</b>	26.95%	8.3%
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	74.40%	90.3%
<b>Placed in Emplmnt./Educatn</b>	<b>Youth (14-21)</b>	n.a.	50.4%
<b>Degree/Certificate Attainment</b>	<b>Youth (14-21)</b>	n.a.	40.7%
<b>Literacy/Numeracy Gains</b>	<b>Youth (14-21)</b>	n.a.	25.9%
<b>Overall Status of Local Performance</b>	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		X	

<b>Local Area Performance Summary:</b>	<b>Total Participants Served</b>	Adults	383
		Dislocated Workers	40
Older Youth		93	
Younger Youth		316	
<b>Mobile Local Workforce Investment Area</b>			
<b>ETA Assigned Number:</b>	<b>Total Exiters</b>	Adults	307
		Dislocated Workers	26
		Older Youth	93
<b>01007</b>		Younger Youth	313
<b>Program Year 2007 Local Area Performance Outcomes</b>		<b>Negotiated</b>	<b>Actual</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>	80.67	81.1
	<b>Employers</b>	86.71	91.4
<b>Entered Employment Rate</b>	<b>Adults</b>	86.29%	88.4%
	<b>Dislocated Workers</b>	86.96%	82.4%
	<b>Older Youth</b>	71.00%	71.7%
<b>Retention Rate</b>	<b>Adults</b>	84.25%	85.6%
	<b>Dislocated Workers</b>	88.84%	92.7%
	<b>Older Youth</b>	81.77%	81.3%
	<b>Younger Youth</b>	74.50%	61.4%
<b>Average Earnings Average Earnings Six Months Earnings Increase</b>	<b>Adults</b>	\$10,603.63	\$13,150
	<b>Dislocated Workers</b>	\$12,657.51	\$16,261
	<b>Older Youth</b>	\$2,314.75	\$2,330
<b>Credential/Diploma Rate</b>	<b>Adults</b>	52.27%	49.1%
	<b>Dislocated Workers</b>	46.42%	58.8%
	<b>Older Youth</b>	34.94%	31.1%
	<b>Younger Youth</b>	63.24%	48%
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	72.00%	93.7%
<b>Placed in Emplmnt./Educatn</b>	<b>Younger Youth (14-21)</b>	n.a.	63.9%
<b>Degree/Certificate Attainment</b>	<b>Younger Youth (14-21)</b>	n.a.	47.4%
<b>Literacy/Numeracy Gains</b>	<b>Younger Youth (14-21)</b>	n.a.	64.9%
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			X

**PY 2007 WIA Customer Satisfaction**

<b>Customer Satisfaction</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level (ACSI)</b>	<b>Number of Customers Surveyed</b>	<b>Number of Surveys Completed</b>	<b>Number of Customers Eligible for Survey</b>	<b>Response Rate</b>
<b>Program Participants</b>	<b>81.00</b>	<b>84</b>	<b>630</b>	<b>550</b>	<b>3,551</b>	<b>87.3%</b>
<b>Employers</b>	<b>86.00</b>	<b>90</b>	<b>1,683</b>	<b>1,683</b>	<b>8,459</b>	<b>100.0%</b>

**PY 2007 Other Required Information**

	<b>Employment Retention Rate</b>		<b>Average Earnings</b>		<b>Entered Employment Rate</b>		<b>Employment and Credential Rate</b>	
<b>Adults</b>	83.4%	2442	\$11,092	\$27085789	76.6%	1891	1194	
		2927		2442		2468	45.9	2601
<b>Dislocated Workers</b>	90.4	1203	\$14,805	\$17810714	79.4%	1061	573	
		1331		1203		1336	50.5	1135
<b>Older Youth</b>	84.5	288	*\$5069	\$1728459	66.4	245	132	
		341		341		369	26.8	492

\*For Older Youth-Six Months Earnings Increase

## PY 2007 Special Populations Outcomes Summary

### Adults Program

	Public Assistance Recipients		Veterans		Individuals with Disabilities		Older Individuals	
<b>Entered Employment Rate</b>	73.3%	11	72.7%	40	52.9%	37	68.1%	49
		15		55		70		72
<b>Employment Retention Rate</b>	83.3%	10	80.7%	46	72%	36	77.3%	51
		12		57		50		66
<b>Average Earnings</b>	\$7,299	\$72989	\$12023	\$553044	\$11094	\$399371	\$11359	\$579300
		10		46		36		51
<b>Employment and Credential Rate</b>	25%	3	46.8%	22	34.5%	20	49.1%	26
		12		47		58		53

### Dislocated Workers

	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
<b>Entered Employment Rate</b>	77.6%	38	73.9%	17	70.3%	104	40.0%	4
		49		23		148		10
<b>Employment Retention Rate</b>	88.2%	45	80.0%	16	91.9%	114	70.0%	7
		51		20		124		10
<b>Average Earnings</b>	\$14,814	\$666647	\$13,467	\$215466	\$14,554	\$1659179	\$11,482	\$80372
		45		16		114		7
<b>Employment and Credential Rate</b>	57.1%	24	47.6%	10	46.3%	57	25.0%	2
		42		21		123		8

### Older Youth Program

	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
<b>Entered Employment Rate</b>	12.5%	1	75%	3	66.7%	8	65.6%	219
		8		4		12		334
<b>Employment Retention Rate</b>	60.0%	3	100%	2	44.4%	8	83.3%	255
		5		2		18		306
<b>Average Earnings</b>	\$3,911	\$19557	-\$915	-\$1830	\$4,376	\$43761	\$4,772	\$1460260
		5		2		10		306
<b>Credential Rate</b>	22.2%	2	40.0%	2	15.8%	3	26.0%	113
		9		5		19		435

### Younger Youth Programs

	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
<b>Skill Attainment Rate</b>	100%	7	86.6%	58	83.2%	459
		7		67		552
<b>Diploma or Equivalent Attainment Rate</b>	60%	3	26.1%	6	19%	16
		5		23		84
<b>Retention Rate</b>	42.9%	3	48.3%	14	74.5%	366
		7		29		491



## PY 2007 WIA Other Outcome Information Summary

### Adults Program

	Individuals Who Receive Training Services		Individuals Who Receive Only Core and Intensive Services	
<b>Entered Employment Rate</b>	77.4%	1475	74%	416
		1906		562
<b>Employment Retention Rate</b>	83.7%	2135	81.6%	307
		2551		376
<b>Average Earnings</b>	\$11,459	\$24465346	\$8536	\$2620443
		2135		307

### Dislocated Workers Program

	Individuals Who Receive Training Services		Individuals Who Receive Only Core and Intensive Services	
<b>Entered Employment Rate</b>	80.5%	862	75.1%	199
		1071		265
<b>Employment Retention Rate</b>	90.7%	1003	88.9%	200
		1106		225
<b>Average Earnings</b>	\$14,824	\$14868617	\$14,710	\$2942097
		1003		200

## PY 2007 Participant Demographic Profile

CHARACTERISTICS	ADULTS	DISLOC. WORKERS	YOUTH		Total
			In School	Out of School	
<b>Female</b>	1452	557	220	357	<b>2586</b>
<b>Male</b>	877	596	103	254	<b>1830</b>
<b>White</b>	1014	728	67	248	<b>2057</b>
<b>Black</b>	1270	402	250	359	<b>2281</b>
<b>Hispanic</b>	4	2	3	2	<b>11</b>
<b>Other</b>	29	13	3	5	<b>50</b>
<b>14 – 18</b>	28		265	297	<b>590</b>
<b>19 – 21</b>	208	25	58	316	<b>607</b>
<b>22 – 54</b>	2035	1006			<b>3041</b>
<b>55 and Over</b>	63	122			<b>185</b>
<b>Veterans</b>	37	34		2	<b>73</b>
<b>Welfare Recipient</b>	1814	463	310	573	<b>3160</b>
<b>Offender</b>	14	1	5	24	<b>44</b>
<b>Displaced Homemaker</b>	2	9	1		<b>12</b>
<b>High School Graduate</b>	2008	1027	61	268	<b>3364</b>

## FY 2008 Cost of Programs

Program Activity	Total Federal Spending
Local Adult	6,182,977.55
Local Dislocated Workers	679,708.29
Local Youth	0.00
Local Administration	833,862.62
Rapid Response (up to 25%)	0.00
Sec.134 (a) (2) (A)	0.00
Statewide Activities (up to 15%)	0.00
Sec. 134 (a)(2)(B) (Per FSR of 6/30/08)	\$835,497.07
	State Administration 5% Funds
	\$239,858.50
	Contract Administration 5% Funds
	0.00
	Statewide Capacity Building
	0.00
	Local Area Incentive Awards
	\$34,948.00
	Other Expenditures
	\$51,623.65
	Incumbent Worker Training
	\$100,363.32
	Recaptured Funds
	0.00
	Assessment/Case Management
	\$408,703.60
	ITAs for Dislocated Workers
	0.00
<b>Total of All Federal Spending Listed Above</b>	<b>\$8,532,045.53</b>

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

\*\*Capacity Building funds were awarded to the LWIAs, which were reported as expended per the 06/30/08 FSRs.

**PY 2007 Cost of Programs**

<b>Program Activity</b>		<b>Total Federal Spending</b>
Local Adult		\$1,945,460.98
Local Dislocated Workers		\$961,640.29
Local Youth		\$5,919,951.13
Local Administration		\$1,245,037.74
Rapid Response (up to 25%)		0.00
Sec.134 (a) (2) (A)		0.00
Statewide Activities (up to 15%)		0.00
Sec. 134 (a)(2)(B) (Per FSR of 6/30/08)		\$1,628,762.32
	State Administration 5% Funds	\$542,937.39
	Contract Administration 5% Funds	\$62,688.32
	Statewide Capacity Building	\$84,939.56
	Local Area Incentive Awards	\$193,390.00
	Other Expenditures	\$105,380.05
	Incumbent Worker Training	0.00
	Recaptured Funds	0.00
	Assessment/Case Management	\$391,269.00
	ITAs for Dislocated Workers	\$248,158.00
<b>Total of All Federal Spending Listed Above</b>		<b>11,700,852.46</b>

## FY 2007 Cost of Programs

<b>Program Activity</b>	<b>Total Federal Spending</b>
Local Adult	\$1,926,442.21
Local Dislocated Workers	\$933,741.18
Local Youth	0.00
Local Administration	\$1,375,700.40
Rapid Response (up to 25%)*	0.00
Sec.134 (a) (2) (A)	\$594,214.77
Statewide Activities (up to 15%)	0.00
Sec. 134 (a)(2)(B) (Per FSR of 6/30/08)	\$1,545,230.60
State Administration 5% Funds	\$817,304.73
Contract Administration 5% Funds	0.00
Statewide Capacity Building	0.00
Local Area Incentive Awards**	\$268,270.00
Other Expenditures	\$149,064.92
Incumbent Worker Training	0.00
Recaptured Funds	0.00
Assessment/Case Management	0.00
ITAs for Dislocated Workers	\$310,590.95
<b>Total of All Federal Spending Listed Above</b>	<b>\$6,375,329.16</b>

\*Rapid Response expenditures of \$317,703.25 were expended for Incumbent Worker Training Programs and not reflected elsewhere in this report.

\*\*Capacity Building funds awarded to the LWIAs, which were reported as expended per the 06/30/08 FSRs.

## PY 2006 Cost of Programs

Program Activity	Total Federal Spending
Local Adult	\$5,081.17
Local Dislocated Workers	\$41,512.88
Local Youth	\$3,948,021.59
Local Administration	\$30,388.22
Rapid Response (up to 25%)	0.00
Sec.134 (a) (2) (A)*	\$291,663.89
Statewide Activities (up to 15%)	0.00
Sec. 134 (a)(2)(B) (Per FSR of 6/30/05)	\$997,205.38
State Administration 5% Funds	\$292,787.74
Contract Administration 5% Funds	0.00
Statewide Capacity Building	0.00
Local Area Incentive Awards**	\$221,575.00
Other Expenditures	\$57,730.94
Incumbent Worker Training	\$387,050.15
Recaptured Funds	0.00
Assessment/Case Management	0.00
ITAs for Dislocated Workers	\$38,061.55
<b>Total of All Federal Spending Listed Above</b>	<b>5,313,873.13</b>

\*Rapid Response expenditures of \$141,429.35 were expended for Incumbent Worker Training Programs and not reflected elsewhere in this report.

\*\*Capacity Building funds awarded to the LWIAs, which were reported as expended per the 6/30/08 FSRs.

## FY 2006 Cost of Programs

<b>Program Activity</b>	<b>Total Federal Spending</b>
Local Adult	0.00
Local Dislocated Workers	0.00
Local Youth	0.00
Local Administration	0.00
Rapid Response (up to 25%)	0.00
Sec.134 (a) (2) (A)*	\$1,448,338.15
Statewide Activities (up to 15%)	0.00
Sec. 134 (a)(2)(B) (Per FSR of 6/30/05)	\$224,522.32
State Administration 5% Funds	0.00
Contract Administration 5% Funds	0.00
Statewide Capacity Building	0.00
Local Area Incentive Awards	0.00
Other Expenditures	\$85,671.00
Incumbent Worker Training	\$38,555.56
Recaptured Funds	0.00
Assessment/Case Management	0.00
ITAs for Dislocated Workers	\$100,295.76
<b>Total of All Federal Spending Listed Above</b>	<b>\$1,672,860.47</b>

\*\$636,121 of the Rapid Response expenditures were spent by two local areas to serve dislocated workers and \$683,390.43 was used for incumbent worker training projects not shown elsewhere in the report.

## PY 2005 Cost of Programs

<b>Program Activity</b>	<b>Total Federal Spending</b>
Local Adult	(4.34)
Local Dislocated Workers	(2.12)
Local Youth	(3.65)
Local Administration	0.00
Rapid Response (up to 25%) Sec.134 (a) (2) (A)	\$81,243.97
Statewide Activities (up to 15%) Sec. 134 (a)(2)(B) (Per FSR of 6/30/05)	\$2.12
	0.00
State Administration 5% Funds	0.00
Contract Administration 5% Funds	0.00
Statewide Capacity Building	0.00
Local Area Incentive Awards	0.00
Other Expenditures	\$2.12
Incumbent Worker Training	0.00
Recaptured Funds	0.00
Assessment/Case Management	0.00
ITAs for Dislocated Workers	0.00
<b>Total of All Federal Spending Listed Above</b>	<b>\$81,235.98</b>



## Success Stories

- Marcus came to WIA orientation in April of 2007. He was enrolled into the WIA Youth Program, Adult Education and Launch Program at age 20. On May 17, 2007, he earned his GED with the highest score of the year. Marcus also received the Academic Achievement Award from the local Out-of-School Youth Provider (LAUNCH). He excelled at the Neighborhood ROPES Course and attended LAUNCH's Annual Leadership Day Program. After some consideration, Marcus decided that he wanted to be a lineman. He was awarded an Individual Training Account from the Huntsville Career Center in September of 2007. The class lasted 15 weeks and he completed ranking third in his class in December of 2007. In January, Marcus left Huntsville for his new career as an Apprentice Lineman in Florida. His beginning salary is \$15.00 and he will also receive annual incremental raises and benefits.
- Arthunia was a single, teenage mother of two living with various family members because she was not making enough money to support her family. She put her life on hold and sometimes held two and three jobs in order to send her children to school. In 2007, Arthunia found a job paying \$8.75 per hour (the highest wage she had ever made.) However, upon becoming frustrated with her work environment, wage and hours, she took the advice of a friend and came to the CWD office in Jefferson County to explore career training opportunities. Through her research she found that truck drivers make between \$35,000 and \$40,000 a year. This seemed to be a great career opportunity and something she had always wanted to do. As an underemployed WIA eligible adult, she used her Individual Training Account (ITA) to enroll in classes at Magic City Truck Driving. Upon completion of training she scored 93 out of 105 on the CDL examination on her first attempt! She was offered jobs from 30 different trucking companies and is currently employed as a truck driver.
- Seventeen year old Pedro attended the About Face program in October of 2007. Before beginning the program he was not passing his classes at Carver High School because of his bad temper. The time and effort taken with Pedro by the gentlemen in the About Face program helped him to formulate some life goals. Pedro has learned self-discipline and is now self-motivated. He has expressed an interest in military school and eventually college.
- Reneta came to Mobile Works to get assistance via the Individual Training Account program, to pursue her goal of becoming a nurse. After meeting with Mobile Works Case Management staff, she was enrolled in the nursing program at Bishop State Community College. Currently, Reneta is working as a Specialized Care Nurse at Alta Pointe Health Systems. As a new graduate from the BSCC Registered Nursing program, she stands as a perfect example of the impact that the resources we invest in the community are paying off as we assist individuals with accessing and completing the training they need to find jobs. In a letter Reneta wrote to her Case Management Coordinator, she said, "Thank you for allowing me to be part of program that gave me the opportunity to be an asset to the company I work for and to the consumers I serve. As a result of participating in your program, I am an independent, self-directed person who is able to communicate effectively and meet even the most demanding challenges."
- Antwan found himself on a road to destruction. He had become caught up in a cycle

of skipping school, smoking marijuana, and “just chillin”. His life was going nowhere. Two days after his eighteenth birthday, he was arrested on school property, charged with a felony for possession of drugs in a drug free zone and taken to the Mobile Metro Jail where he remained until his hearing. Two weeks later, Antwan went to court. Everything seemed to be working against him and it seemed that all hope was lost. “By God’s grace, I was given another chance.” Antwan knew that this was not just fate. He recognized that this was his chance to get his life together. As a result of his arrest, Antwan was suspended from school for almost one month. When he returned, he quickly forgot about his plan to change and went back to his lifestyle of trouble. He soon found himself expelled for the remainder of the year for fighting. “That was my second warning that destruction was ahead,” he says. His school counselor referred him to the Pathway to Employment Program at Dearborn YMCA. Antwan knew his future was at stake and he knew he had better do better. He enrolled in the program and discovered that the staff really cared about him and wanted to see him succeed. With their help he studied and passed the GED and succeeded in getting a job as a longshoreman making \$20.00 per hour. Antwan now aspires to write a book that will help others overcome obstacles and achieve the impossible. He also plans to continue working and to enroll in college in the fall of 2010.

## *Attachments*

- A) Local Area WIA Planning Allocation for PY 2007/ FY 2008*
- B) Statewide Career Center Monthly Customer Tracking*
- C) State - Level PY2007 Performance Incentive Analysis 7/1/07 - 6/30/08*
- D) Cumulative Annual (Program Fund) Expenditures, Participants Served*
- E) Alabama Community Colleges/Alabama Counties Partnering in (2) WIRED Grants*
- F) Alabama Metropolitan Areas: Employment Growth*

**LOCAL AREA PLANNING ALLOCATION**  
**FOR PROGRAM YEAR 2007**  
**(July 1, 2007-June 30, 2008)**

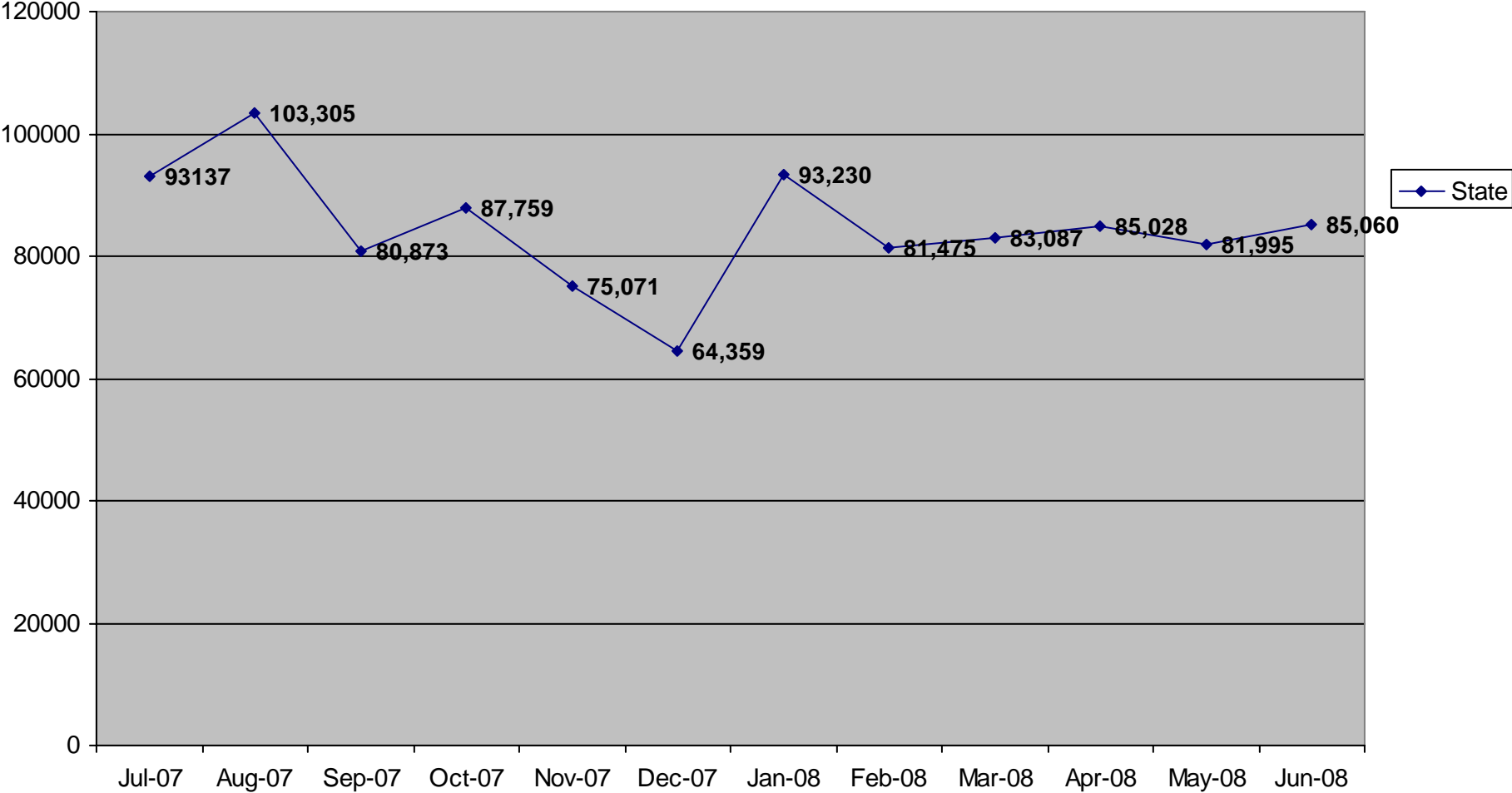
	PY 2007 Allotment	FY 2008 Allotment	Full PY Allotment
<b>1 SEC. 133(b)(2)(A) ADULT PROGRAMS</b>	<b>\$1,880,595</b>	<b>\$8,582,050.05</b>	<b>\$10,462,645.05</b>
<b>a. GOVERNOR's 15% SET ASIDES:</b>	<b>\$290,563</b>	<b>\$1,202,836.07</b>	<b>\$1,493,399.07</b>
Administration (5%)	\$96,854	\$314,311.07	\$411,165.07
Other WIA Activities (7%)	\$135,596	\$709,564	\$845,160
Incent/Cap. Bldng. (3%)	\$58,113	\$178,961	\$237,074
Local Area Grants (67%)	\$38,936	\$178,961	\$217,897
State-level (33%)	\$19,177	\$0.00	\$19,177
<b>b. LOCAL AREA ADULT PROGRAMS (85%)</b>	<b>\$1,590,032</b>	<b>\$7,379,213.98</b>	<b>\$8,969,245.98</b>
AWIA	\$1,337,400	\$5,966,505.98	\$7,303,905.98
Jefferson	\$37,662	\$432,777	\$470,439
Mobile	\$214,970	\$979,931	\$1,194,901
<b>2 SEC. 128(b)(2) YOUTH ALLOTMENT</b>	<b>\$10,851,469</b>	<b>\$0</b>	<b>\$10,851,469</b>
<b>a. GOVERNOR's 15% SET ASIDES:</b>	<b>\$1,617,193</b>	<b>\$0</b>	<b>\$1,617,193</b>
Administration (5%)	\$569,188	\$0	\$569,188
Other WIA Activities (7%)	\$706,492	\$0	\$706,492
Incent/Cap. Bldng. (3%)	\$341,513	\$0	\$341,513
Local Area Grants (67%)	\$228,814	\$0	\$228,814
State-level (33%)	\$112,699	\$0	\$112,699
<b>b. LOCAL AREA YOUTH PROGRAMS (85%)</b>	<b>\$9,234,276</b>	<b>\$0</b>	<b>\$9,234,276</b>
AWIA	\$7,466,223	\$0	\$7,466,223
Jefferson	\$511,663	\$0	\$511,663
Mobile	\$1,256,390	\$0	\$1,256,390

	PY 2007 Allotment	FY 2008 Allotment	Full PY/FY Allotment
<b>3 SEC. 133(b)(2)(B) DISLOCATED WORKERS</b>	<b>\$2,777,201</b>	<b>\$6,560,961.90</b>	<b>\$9,338,162.90</b>
<b>a. RAPID RESPONSE PROGRAMS (0%)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>b. GOVERNOR'S 15% SET ASIDES:</b>	<b>\$416,580</b>	<b>\$885,289.90</b>	<b>\$1,301,869.90</b>
Administration (5%)	\$138,860	\$209,722.90	\$348,582.90
Other WIA Activities (7%)	\$218,834.44	\$539,498	\$758,332.44
Incent/Cap. Bldng. (3%)	\$58,885.56	\$136,069	\$194,954.56
Local Area Grants (67%)	\$55,822	\$136,069	\$191,891
State-level (33%)	\$3,063.56	\$0.00	\$3,063.56
<b>c. LOCAL AREA PROGRAMS (75%)</b>	<b>\$2,360,621</b>	<b>\$5,675,672</b>	<b>\$8,036,293</b>
AWIA	\$1,977,353	\$4,747,432	\$6,724,785
Jefferson	\$239,759	\$584,426	\$824,185
Mobile	\$143,509	\$343,814	\$487,323
<b>4 TOTAL PROGRAM YEAR 2007 ALLOTMENT</b>	<b>\$15,509,265</b>	<b>\$15,143,011.95</b>	<b>\$30,652,276.95</b>
<b>5 POOLED SET ASIDES</b>			
<b>Rapid Response (10%)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Administration (5%)	\$804,902	\$524,033.97	\$1,328,935.97
Other WIA Activities (7%)	\$1,060,922.44	\$1,249,062	\$2,309,984.44
Incentive Awards/Capacity Building (3%)	\$458,511.56	\$315,030	\$773,541.56
Local Area grants (67%)	\$323,572	\$315,030	\$638,602
AWIA	\$120,530	\$169,166	\$289,696
Jefferson	\$17,256	\$58,476	\$75,732
Mobile	\$185,786	\$87,388	\$273,174
State-level activities (33%)	\$134,939.56	\$0.00	\$134,939.56

6 PY 07 / FY 08 Local Area Incentive Awards by CFDA / Funding Category

		PY 2007	FY 2008	Total
<b>AWIA</b>	<b>Fund Source</b>			
	Adult	\$18,092	\$83,156	\$101,248
	Youth	\$67,153	\$0	\$67,153
	Disc. Wkr.	\$35,285	\$86,010	\$121,295
		<u>\$120,530</u>	<u>\$169,166</u>	<u>\$289,696</u>
<b>Jefferson</b>	<b>Fund Source</b>			
	Adult	\$7,604	\$34,948	\$42,552
	Youth	\$0	\$0	\$0
	Disc. Wkr.	\$9,652	\$23,528	\$33,180
		<u>\$17,256</u>	<u>\$58,476</u>	<u>\$75,732</u>
<b>Mobile</b>	<b>Fund Source</b>			
	Adult	\$13,240	\$60,857	\$74,097
	Youth	\$161,661	\$0	\$161,661
	Disc. Wkr.	\$10,885	\$26,531	\$37,416
		<u>\$185,786</u>	<u>\$87,388</u>	<u>\$273,174</u>
<b>State</b>	<b>Fund Source</b>			
	Adult	\$38,936	\$178,961	\$217,897
	Youth	\$228,814	\$0	\$228,814
	Disc. Wkr.	\$55,822	\$136,069	\$191,891
		<u>\$323,572</u>	<u>\$315,030</u>	<u>\$638,602</u>

PY 07 Monthly Career Center Customer Tracking



**STATEWIDE  
PY07 FINAL Performance  
Reporting Period through 06/30/08  
Workforce Investment Act**

MEASURES	Parameters	GOAL	CUMULATIVE 4-QTR	[Num/Den]	Index
<b><u>ADULT</u></b>					
Entered Employment Rate	(10/01/06-09/30/07)	73.5%	<b>77.0%</b>	[1899/2469]	104.8%
Employment Retention Rate	(04/01/06-03/31/07)	82.0%	<b>83.5%</b>	[2447/2932]	101.9%
Average 6-Month Earnings	(04/01/06-03/31/07)	\$9,500	<b>\$11,088</b>	[\$27,132,143/2447]	116.8%
Employment/Credential Rate	(10/01/06-09/30/07)	48.0%	45.9%	[1194/2602]	95.7%
					<b>104.8%</b>
<b><u>DISLOCATED WORKER</u></b>					
Entered Employment Rate	(10/01/06-09/30/07)	79.5%	<b>80.1%</b>	[1066/1332]	100.8%
Employment Retention Rate	(04/01/06-03/31/07)	90.0%	<b>90.4%</b>	[1205/1333]	100.5%
Average 6-Month Earnings	(04/01/06-03/31/07)	\$13,200	<b>\$14,797</b>	[\$17,830,355/1205]	112.1%
Employment/Credential Rate	(10/01/06-09/30/07)	53.0%	50.5%	[573/1136]	95.3%
					<b>102.2%</b>
<b><u>OLDER YOUTH (19-21)</u></b>					
Entered Employment Rate	(10/01/06-09/30/07)	71.0%	66.8%	[247/370]	94.1%
Employment Retention Rate	(04/01/06-03/31/07)	82.0%	<b>84.5%</b>	[288/341]	103.1%
Earnings Change	(04/01/06-03/31/07)	\$3,864	<b>\$5,002</b>	[\$1,725,583/345]	129.5%
Employment/Credential Rate	(10/01/06-09/30/07)	40.0%	<b>26.8%</b>	[132/493]	67.0%
					<b>98.4%</b>
<b><u>YOUNGER YOUTH (14-18)</u></b>					
Skill Attainment Rate	(04/01/07-03/31/08)	72.0%	<b>87.1%</b>	[751/863]	121.0%
Diploma/Equivalent Rate	(04/01/07-03/31/08)	49.0%	40.4%	[146/362]	82.5%
Retention Rate	(04/01/06-03/31/07)	62.0%	60.9%	[374/615]	98.3%
					<b>100.6%</b>
<b>BOLD: Exceeded Goal</b>	<b>highlighted: Failed to Meet</b>				
<b><u>YOUTH COMMON MEASURES (14-21)</u></b>					
Literacy/Numeracy Gains	(07/01/07-06/30/08)	N/A	41.5%	[121/292]	
Placement in Education/Employment	(10/01/06-09/30/07)	N/A	60.4%	[645/1069]	
Attainment of Degree/Certificate	(10/01/06-09/30/07)	N/A	41.4%	[278/672]	
<b><u>CUSTOMER SATISFACTION</u></b>					
	<b>Goal</b>	<b>Actual</b>	<b>Respondents</b>	<b>Index</b>	
Participants	(01/01/07-12/31/07)	81.0	84.4	550	104.2%
Employers	(01/01/07-12/31/07)	86.0	90.2	1683	104.9%
					<b>104.6%</b>



**WORKFORCE INVESTMENT ACT  
ANNUAL WIA ALLOCATIONS STATEWIDE  
PROGRAM YEARS 2002 – 2007**

	<b>Adult</b>	<b>Dislocated Worker</b>	<b>Youth</b>	<b>Overall</b>
<b>Annual Allocations (Program Funds)</b>				
<b>PY 2007</b>	9,835,405.28	8,260,971.40	9,575,964.02	27,672,340.70
<b>PY 2006</b>	10,462,349.95	9,682,485.00	10,941,078.00	31,085,912.95
<b>PY 2005</b>	12,415,770.49	12,792,951.04	13,136,596.00	38,345,317.53
<b>PY 2004</b>	12,821,557.00	14,084,984.00	13,131,132.00	40,037,673.00
<b>PY 2003</b>	14,185,961.00	14,416,318.00	14,579,690.00	43,181,969.00
<b>PY 2002</b>	16,056,237.00	16,822,489.00	18,659,369.51	51,538,095.51
<b>6 Year Total</b>	<b>75,777,280.72</b>	<b>76,060,198.44</b>	<b>80,023,829.53</b>	<b>231,861,308.69</b>

**ALABAMA WORKFORCE INVESTMENT ACT PROGRAM  
CUMULATIVE ANNUAL EXPENDITURES  
PROGRAM YEARS 2002 – 2007**

	<b>Adult</b>	<b>Dislocated Worker</b>	<b>Youth</b>	<b>Overall</b>
<b>Expenditures (Program Costs)</b>				
<b>PY 2007</b>	6,658,232.23	4,072,868.26	6,870,858.25	17,601,958.74
<b>PY 2006</b>	10,462,349.95	9,573,958.96	10,829,020.32	30,865,329.23
<b>PY 2005</b>	12,415,766.15	12,792,951.04	13,136,592.35	38,345,309.54
<b>PY 2004</b>	12,821,557.00	14,084,984.00	13,131,132.00	40,037,673.00
<b>PY 2003</b>	14,185,961.00	14,416,318.00	14,579,690.00	43,181,969.00
<b>PY 2002</b>	16,056,237.00	16,822,489.00	18,659,369.51	51,538,095.51
<b>6 Year Total</b>	<b>72,600,103.33</b>	<b>71,763,569.26</b>	<b>77,206,662.43</b>	<b>221,570,335.02</b>

**ALABAMA WORKFORCE INVESTMENT ACT PROGRAM  
EXPENDITURES PER PARTICIPANT  
PROGRAM YEARS 2002 – 2007**

	<b>Adult</b>	<b>Dislocated Worker</b>	<b>Youth</b>	<b>Overall</b>
<b>Participants</b>				
<b>PY 2007</b>	4,044	2,467	2,083	8,594
<b>PY 2006</b>	6,011	3,049	2,869	11,929
<b>PY 2005</b>	6,119	2,789	3,518	12,426
<b>PY 2004</b>	10,723	4,326	5,057	20,106
<b>PY 2003</b>	8,508	4,307	6,700	19,515
<b>PY 2002</b>	3,422	2,106	4,721	10,249
<b>6 Year Total</b>	<b>38,827</b>	<b>19,044</b>	<b>24,948</b>	<b>82,819</b>
<b>Expenditures per Participant</b>				
<b>PY 2007</b>	1,646.45	1,650.94	3,298.54	2,048.17
<b>PY 2006</b>	1,740.53	3,140.03	3,774.49	2,587.42
<b>PY 2005</b>	2,029.05	4,586.93	3,734.11	3,085.89
<b>PY 2004</b>	1,195.71	3,255.89	2,596.62	1,991.33
<b>PY 2003</b>	1,667.37	3,347.18	2,176.07	2,212.76
<b>PY 2002</b>	4,692.06	7,987.89	3,952.42	5,028.60
<b>6 Year Total</b>	<b>1,869.84</b>	<b>3,768.30</b>	<b>3,094.70</b>	<b>2,675.36</b>

Source: Available Program Funds by Program Year, Associated Expenditures from USDOL Financial Reports.

Note: Each Program Year amount includes both PY Fund Allotment and FY Fund Allotment.

**WORKFORCE INVESTMENT ACT  
STATEWIDE WIA FUNDS COMBINED  
FUNDS AVAILABLE/EXPENDED 07/01/2002--06/30/08**

	PY2002	FY2003	PY2003	FY2004	PY2004	FY2005	PY2005	FY2006	PY2006	FY2007	PY2007	FY2008	TOTALS
	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS
<b><u>Total Federal Funds Authorized</u></b>													
Statewide Adult	697,880.58	2,110,494.37	492,826.00	1,867,573.00	443,811.00	1,677,265.00	435,129.00	1,661,343.00	308,814.30	1,495,174.63	290,563.00	1,202,836.07	12,683,709.95
Local Adult	3,953,808.42	11,715,030.63	2,792,678.00	10,582,914.00	2,514,928.00	9,504,502.00	2,465,734.00	9,414,277.00	1,829,470.00	8,460,085.02	1,590,032.00	7,379,213.98	72,202,673.05
Statewide Adult (Admin)	-232,584.00	-691,277.00	-164,275.00	-622,525.00	-147,937.00	-559,088.00	-324.51	-553,781.00	-107,615.00	-488,334.00	-96,854.00	-48,754.15	-3,713,348.66
Local Adult (Admin)	-395,393.00	-1,101,723.00	-126,749.00	-636,481.00	-251,491.00	-360,433.00	-208,924.00	-797,683.00	-182,946.00	-852,299.00	-164,652.00	-316,979.62	-5,395,753.62
	4,023,712.00	12,032,525.00	2,994,480.00	11,191,481.00	2,559,311.00	10,262,246.00	2,691,614.49	9,724,156.00	1,847,723.30	8,614,626.65	1,619,089.00	8,216,316.28	75,777,280.72
		<b>16,056,237.00</b>		<b>14,185,961.00</b>		<b>12,821,557.00</b>		<b>12,415,770.49</b>		<b>10,462,349.95</b>		<b>9,835,405.28</b>	<b>75,777,280.72</b>
Statewide Youth	3,145,663.37	0.00	2,528,270.00	0.00	2,277,075.00	0.00	2,210,740.00	0.00	1,897,296.00	0.00	1,617,193.00	0.00	13,676,237.37
Local Youth	17,755,949.63	0.00	14,326,862.00	0.00	12,903,422.00	0.00	12,527,526.00	0.00	10,751,347.00	0.00	9,234,276.00	0.00	77,499,382.63
Statewide Youth(Admin)	-1,045,081.00	0.00	-842,757.00	0.00	-759,024.00	0.00	-468,393.00	0.00	-632,432.00	0.00	-372,305.24	0.00	-4,119,992.24
Local Youth (Admin)	-1,197,162.49	0.00	-1,432,685.00	0.00	-1,290,341.00	0.00	-1,133,277.00	0.00	-1,075,133.00	0.00	-903,199.74	0.00	-7,031,798.23
	<b>18,659,369.51</b>	<b>0.00</b>	<b>14,579,690.00</b>	<b>0.00</b>	<b>13,131,132.00</b>	<b>0.00</b>	<b>13,136,596.00</b>	<b>0.00</b>	<b>10,941,078.00</b>	<b>0.00</b>	<b>9,575,964.02</b>	<b>0.00</b>	<b>80,023,829.53</b>
Statewide Dislocated Worker	1,084,661.67	3,850,412.45	787,080.00	2,160,184.00	669,045.00	1,704,496.00	794,294.12	1,931,025.61	574,487.00	922,140.09	416,580.00	885,289.90	15,779,695.84
Local Dislocated Worker	5,059,373.33	9,418,721.55	3,673,041.00	10,158,352.00	3,791,257.00	9,658,812.00	3,441,930.88	8,372,516.00	2,872,437.00	6,860,461.00	2,360,621.00	5,675,672.00	71,343,194.76
Statewide Dislocated Worker(Admin)	-361,414.00	-780,537.00	-262,360.00	-720,061.00	-223,015.00	-568,165.00	-264,764.00	-397,911.57	-191,495.00	-362,595.09	-138,860.00	-209,363.50	-4,480,541.16
Local Dislocated Worker(Admin)	-505,978.00	-942,751.00	-367,303.00	-1,012,615.00	-379,124.00	-568,322.00	-314,539.00	-769,601.00	-287,242.00	-705,708.00	-212,085.00	-516,883.00	-6,582,151.00
	5,276,643.00	11,545,846.00	3,830,458.00	10,585,860.00	3,858,163.00	10,226,821.00	3,656,922.00	9,136,029.04	2,968,187.00	6,714,298.00	2,426,256.00	5,834,715.40	76,060,198.44
		<b>16,822,489.00</b>		<b>14,416,318.00</b>		<b>14,084,984.00</b>		<b>12,792,951.04</b>		<b>9,682,485.00</b>		<b>8,260,971.40</b>	<b>76,060,198.44</b>
<b>TOTALS</b>	<b>27,959,724.51</b>	<b>23,578,371.00</b>	<b>21,404,628.00</b>	<b>21,777,341.00</b>	<b>19,548,606.00</b>	<b>20,489,067.00</b>	<b>19,485,132.49</b>	<b>18,860,185.04</b>	<b>15,756,988.30</b>	<b>15,328,924.65</b>	<b>13,621,309.02</b>	<b>14,051,031.68</b>	<b>231,861,308.69</b>
Total Statewide Adult	4,023,712.00	12,032,525.00	2,994,480.00	11,191,481.00	2,559,311.00	10,262,246.00	2,691,614.49	9,724,156.00	1,847,723.30	8,614,626.65	1,619,089.00	8,216,316.28	75,777,280.72
Total Statewide youth	18,659,369.51	0.00	14,579,690.00	0.00	13,131,132.00	0.00	13,136,596.00	0.00	10,941,078.00	0.00	9,575,964.02	0.00	80,023,829.53
Total Statewide Dislocated wkr	5,276,643.00	11,545,846.00	3,830,458.00	10,585,860.00	3,858,163.00	10,226,821.00	3,656,922.00	9,136,029.04	2,968,187.00	6,714,298.00	2,426,256.00	5,834,715.40	76,060,198.44
Total All WIA Funds	<b>27,959,724.51</b>	<b>23,578,371.00</b>	<b>21,404,628.00</b>	<b>21,777,341.00</b>	<b>19,548,606.00</b>	<b>20,489,067.00</b>	<b>19,485,132.49</b>	<b>18,860,185.04</b>	<b>15,756,988.30</b>	<b>15,328,924.65</b>	<b>13,621,309.02</b>	<b>14,051,031.68</b>	<b>231,861,308.69</b>

**WORKFORCE INVESTMENT ACT  
STATEWIDE WIA FUNDS COMBINED  
FUNDS AVAILABLE/EXPENDED 07/01/2002--06/30/08**

	PY2002	FY2003	PY2003	FY2004	PY2004	FY2005	PY2005	FY2006	PY2006	FY2007	PY2007	FY2008	TOTALS
	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS	FUNDS
<b>Federal Share of Expenditures</b>													
Statewide Adult	697,880.58	2,110,494.37	492,826.00	1,867,573.00	443,811.00	1,677,265.00	435,129.00	1,661,343.00	308,814.30	1,495,174.63	272,471.00	554,662.61	12,017,444.49
Local Adult	3,953,808.42	11,715,030.63	2,792,678.00	10,582,914.00	2,514,928.00	9,504,502.00	2,465,729.66	9,414,277.00	1,829,470.00	8,460,085.02	1,535,246.11	4,923,092.28	69,691,761.12
Statewide Adult (Admin)	-232,584.00	-691,277.00	-164,275.00	-622,525.00	-147,937.00	-559,088.00	-324.51	-553,781.00	-107,615.00	-488,334.00	-96,854.00	-48,754.15	-3,713,348.66
Local Adult (Admin)	-395,393.00	-1,101,723.00	-126,749.00	-636,481.00	-251,491.00	-360,433.00	-208,924.00	-797,683.00	-182,946.00	-852,299.00	-164,652.00	-316,979.62	-5,395,753.62
	4,023,712.00	12,032,525.00	2,994,480.00	11,191,481.00	2,559,311.00	10,262,246.00	2,691,610.15	9,724,156.00	1,847,723.30	8,614,626.65	1,546,211.11	5,112,021.12	72,600,103.33
		<b>16,056,237.00</b>		<b>14,185,961.00</b>		<b>12,821,557.00</b>		<b>12,415,766.15</b>		<b>10,462,349.95</b>		<b>6,658,232.23</b>	<b>72,600,103.33</b>
Statewide Youth	3,145,663.37	0.00	2,528,270.00	0.00	2,277,075.00	0.00	2,210,740.00	0.00	1,791,436.04	0.00	1,009,114.36	0.00	12,962,298.77
Local Youth	17,755,949.63	0.00	14,326,862.00	0.00	12,903,422.00	0.00	12,527,522.35	0.00	10,745,149.28	0.00	7,137,248.87	0.00	75,396,154.13
Statewide Youth(Admin)	-1,045,081.00	0.00	-842,757.00	0.00	-759,024.00	0.00	-468,393.00	0.00	-632,432.00	0.00	-372,305.24	0.00	-4,119,992.24
Local Youth (Admin)	-1,197,162.49	0.00	-1,432,685.00	0.00	-1,290,341.00	0.00	-1,133,277.00	0.00	-1,075,133.00	0.00	-903,199.74	0.00	-7,031,798.23
	<b>18,659,369.51</b>	0.00	<b>14,579,690.00</b>	0.00	<b>13,131,132.00</b>	0.00	<b>13,136,592.35</b>	0.00	<b>10,829,020.32</b>	0.00	<b>6,870,858.25</b>	0.00	<b>77,206,662.43</b>
Statewide Dislocated Worker	1,084,661.67	3,850,412.45	787,080.00	2,160,184.00	669,045.00	1,704,496.00	794,294.12	1,931,025.61	574,487.00	922,140.09	347,176.96	280,834.46	15,105,837.36
Local Dislocated Worker	5,059,373.33	9,418,721.55	3,673,041.00	10,158,352.00	3,791,257.00	9,658,812.00	3,441,930.88	8,372,516.00	2,872,437.00	6,751,934.96	1,748,592.16	2,773,456.18	67,720,424.06
Statewide Dislocated Worker(Admin)	-361,414.00	-780,537.00	-262,360.00	-720,061.00	-223,015.00	-568,165.00	-264,764.00	-397,911.57	-191,495.00	-362,595.09	-138,860.00	-209,363.50	-4,480,541.16
Local Dislocated Worker(Admin)	-505,978.00	-942,751.00	-367,303.00	-1,012,615.00	-379,124.00	-568,322.00	-314,539.00	-769,601.00	-287,242.00	-705,708.00	-212,085.00	-516,883.00	-6,582,151.00
	5,276,643.00	11,545,846.00	3,830,458.00	10,585,860.00	3,858,163.00	10,226,821.00	3,656,922.00	9,136,029.04	2,968,187.00	6,605,771.96	1,744,824.12	2,328,044.14	71,763,569.26
		<b>16,822,489.00</b>		<b>14,416,318.00</b>		<b>14,084,984.00</b>		<b>12,792,951.04</b>		<b>9,573,958.96</b>		<b>4,072,868.26</b>	<b>71,763,569.26</b>
	27,959,724.51	23,578,371.00	21,404,628.00	21,777,341.00	19,548,606.00	20,489,067.00	19,485,124.50	18,860,185.04	15,644,930.62	15,220,398.61	10,161,893.48	7,440,065.26	221,570,335.02
Total Statewide Adult	4,023,712.00	12,032,525.00	2,994,480.00	11,191,481.00	2,559,311.00	10,262,246.00	2,691,610.15	9,724,156.00	1,847,723.30	8,614,626.65	1,546,211.11	5,112,021.12	72,600,103.33
Total Statewide youth	18,659,369.51	0.00	14,579,690.00	0.00	13,131,132.00	0.00	13,136,592.35	0.00	10,829,020.32	0.00	6,870,858.25	0.00	77,206,662.43
Total Statewide Dislocated wkr	5,276,643.00	11,545,846.00	3,830,458.00	10,585,860.00	3,858,163.00	10,226,821.00	3,656,922.00	9,136,029.04	2,968,187.00	6,605,771.96	1,744,824.12	2,328,044.14	71,763,569.26
Total All WIA Funds	27,959,724.51	23,578,371.00	21,404,628.00	21,777,341.00	19,548,606.00	20,489,067.00	19,485,124.50	18,860,185.04	15,644,930.62	15,220,398.61	10,161,893.48	7,440,065.26	221,570,335.02

**Alabama Community Colleges/Counties Served Partnering in (2) WIRED Grants**

**1): West Alabama-East Mississippi WIRED Generation I Grant**

**Alabama Community Colleges & Counties In the Wired Regions**

**Alabama Southern Community College**

(Choctaw, Clarke, Conecuh, Marengo,  
Monroe, Wilcox counties).

**Shelton State Community College**

(Greene, Hale, Sumter, Tuscaloosa counties)

**Bevill State Community College**

(Fayette, Lamar, Marion, Pickens, Walker counties).

**Wallace Community College**

(Dallas, Lowndes, Perry counties).

**Alabama Universities**

The University of Alabama-Tuscaloosa

**2) Tennessee Valley Alliance WIRED Generation II Grant**

**Alabama Counties**

Blount  
Colbert  
Cullman  
DeKalb  
Franklin  
Jackson  
Lauderdale  
Lawrence  
Limestone  
Madison  
Marion  
Marshall  
Morgan  
Winston

**Alabama Community Colleges**

**Bevill State Community College**  
**Calhoun Community College**  
**Drake State Community College**  
**Northwest-Shoals Community College**  
**Snead Community College**

**Alabama Universities**

**University of Alabama - Huntsville**

**Partners but no WIRED Funds**

Alabama A&M University  
Northeast Community College  
Wallace Community College-Hanceville

## Alabama Metropolitan Areas: Employment Growth

<b>Metro Areas</b>	<b>September 2007</b>	<b>Change from September 2006 Number</b>	<b>Percent</b>
Anniston-Oxford	52,751	-138	-0.3%
Auburn-Opelika	64,323	-291	-0.5%
Birmingham-Hoover	527,960	576	0.1%
Decatur	70,582	-15	0.0%
Dothan	64,978	-409	-0.6%
Florence-Muscle Shoals	68,072	186	0.3%
Gadsden	45,108	-210	-0.5%
Huntsville	197,748	2,095	1.1%
Mobile	180, 544	2,005	1.1%
Montgomery	168,609	1,860	1.1%
Tuscaloosa	97,464	839	0.9%

Note: Total employment is by place of residence; nonagricultural employment is by place of work.

Source: Alabama Department of Industrial Relations