

OFFICE OF THE GOVERNOR

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ALABAMA DEPARTMENT OF ECONOMIC
AND COMMUNITY AFFAIRS

Bill JOHNSON
DIRECTOR

STATE OF ALABAMA

October 1, 2007

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) 2006 Workforce Investment Act (WIA) Annual Report. This Report contains the Alabama PY 2006 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 2006.

We are continuing development of an increasingly demand-driven workforce development system. We are confident that PY 2007 will herald the continued advancement of WIA programs in Alabama and that WIA will continue its active participation in Alabama's economic growth.

Please direct any questions regarding the Alabama Workforce Investment Act PY 2006 Annual Report to Steve Walkley at (334) 242-5300, or Ray Clenney at (334) 242-1421.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bill Johnson".

Bill Johnson
Director

STATE OF ALABAMA

PROGRAM YEAR 2006

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

OCTOBER 1, 2007

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

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State Workforce Investment Board
(as of June 30, 2007)

Governor Bob Riley

Members of the Legislature

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

Organized Labor

Stewart Burkhalter, *Alabama AFL-CIO*
Sammy Dodson, *Operating Engineers*
Mike Morgan, *Retail Clerks*

Youth - Oriented Organizations

Mary S. Zoghby, *Boys and Girls Club*

Community College and Community-Based Organizations

Ed Castile, *Alabama Industrial Development Training*
Judy Merritt, *Jefferson State Community College*
Denny Smith, *Calhoun Community College*

WIA Partner Representatives

Bill Johnson, *Department of Economic and Community Affairs*
Phyllis Kennedy, *Department of Industrial Relations*
Joe Morton, *State Department of Education*
Page Walley, *Department of Human Resources*
Irene Collins, *Department of Senior Services*
Steve Shivers, *Department of Rehabilitation Services*
Thomas Corts, *Department of Postsecondary Education*

Economic Development Agencies

Ted Von Cannon, *Metropolitan Development Board*
Neal Wade, *Alabama Development Office*
Ed Gardner, *St. Clair County Economic Development Authority*

Other Representatives

Elaine Jackson, *Birmingham Urban League*
Senator Jimmy Holley, *Troy University*
Paul Hubbert, *Alabama Education Association*
John Harrison, *Alabama Banking Department*

Local Area Chief Local Elected Officials

William Ryan, *District Judge, Greensboro, AL*

Private Sector Representatives

Steve Adams, *Saint-GoblenVetrotex America, Russellville, AL*
Patricia Barnes, *Sister Schubert's Rolls, Luverne, AL*
Bill Bates, *Bates Turkey, Ft. Deposit, AL*
Michelle Bishop, *Rehab Associates, Gadsden, AL*
Fred Blackwell, *Uniroyal-Goodrich Tire, Opelika, AL*
James Brooks, *Phifer Wire Products, Tuscaloosa, AL*
Russell Brown, *DP Associates. Huntsville, AL*
Glenn Camp, *HB&G Building Products, Daleville, AL*
Bill Canary, *Business Council of Alabama, Montgomery, AL*
Stan Chavis, *Stan Chavis Insurance, Mobile, AL*
Jerry Cochran, *Warrior, AL*
J. Ab Conner, *Connor Brothers Construction, Auburn, AL*
Patrick Denney, *Dillon Financial Services, Birmingham, AL*
Bernell Fowler, *Kinro Corporation, Double Springs, AL*
Lacy Gibson, *Alabama Hospital Association, Montgomery, AL*
Bob Johnson, *Skilstaf, Inc., Alexander City, AL*
Grover Johnson, *Pettus Mechanical Services, Muscle Shoals, AL*
Marguerite Kelley, *3-M Corporation, Guin, AL*
Phillip Kelley, *Michelin Tire, Dothan, AL*
Allen Knight, *Door Components, Haleyville, AL*
Vicki Keys, *Coffee Health Group, Florence, AL*
Joo-Soo Ahn, *Hyundai Motor Manufacturing Alabama, Montgomery, AL*
(Represented by Greg Kimble)

Private Sector Representatives (cont'd)

Private Sector Representatives (cont'd)

Linda Miller, Mercedes-Benz U.S. International, Inc., Tuscaloosa, AL
Bill O'Connor, Consultant, Montgomery, AL
Matt Parker, Dothan Area Chamber of Commerce, Dothan, AL
Mike Reynolds, BroadSouth Communications, Selma, AL
Pete Ritch, Adtran Incorporated, Huntsville, AL
Gilbert Sellers, Sellers, Inc., Troy, AL
Barry Singletary, Sony Magnetic Products, Dothan, AL
Sandy Snyder, Home Depot, Dothan, AL
Sherman Suitts, Vulcan Materials, Birmingham, AL
William Taylor, Mercedes-Benz US, Vance, AL
Jim Tolbert, Virginia College, Birmingham, AL
Kenneth Tucker, The Boeing Company, Huntsville, AL, Chairman
Jason Upton, Domino's Pizza, Guntersville, AL
Bruce Windham, Drummond Company, Jasper, AL
Alison Wingate, Alabama Retail Association, Montgomery, AL

OVERVIEW

We 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 seventh full year under the Workforce Investment Act (WIA).

The Alabama Career Center System, through its network of forty-two 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 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. The clarity of operational vision driven by this focus was underscored following the devastation wrought by Hurricanes Katrina and Rita.

Alabama workforce development professionals reacted quickly and decisively to this crisis, providing both immediate and longer-term economic assistance to those who needed it most. USDOL grant funds were procured. Disaster recovery strategies were engineered and implemented. Callers to a statewide toll-free hot line were provided direct referrals to relief services centers.

Alabama has 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, we expect the mobile Career Center to help render 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. Although the economic impact of Alabama's traditionally strong banking/financial services sector has been somewhat diminished by recent shutdowns or the out-of-state relocations of several Birmingham-based institutions, continued expansion in an exceptionally strong services sector should account for about 85 percent of all new Alabama jobs in the coming years. About 45 percent of the "services" segment job growth is expected to be in professional and business services. Education and health services are also quite strong, and should account for approximately 40 percent of new "services" employment. High technology occupations will post solid growth. In particular, computer and data processing services employment is projected to increase by 108 percent in the near term.

Overall, the Alabama economy is forecast to grow by 2.9 percent in 2007, slowing somewhat from the posted 2006 growth rate of 3.1 percent. Rising interest rates and a sluggish housing market will drive the modest anticipated downturn. Economic growth should again accelerate in 2008, rebounding to 3.3%. For 2007, manufacturing sector output will rise 2.7 percent. This growth will be fueled by the accelerating pace of automobile production, with output expected to jump 16 percent or more in 2007, compared to its 3.7 percent growth in 2006. This notable automotive-related surge is expected to spark 6,000 new manufacturing jobs in 2007 in Alabama. Services and trade output are forecast to rise by 2.5 percent in 2007. Industrial construction should grow by 1.2 percent, and retail trade is expected to grow as well.

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.

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. The Federal Reserve also warned that the textile industry may continue to shed workers. Thousands of textile workers were so affected in 2006 when Avondale Mills shut down factories across the state.

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 projected 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 is very promising. Accompanying the new jobs coming to this area due to BRAC will be 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.

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. 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 posted growth in real per capita income, which increased at a rate of 3.4 percent in the first six months of 2006. In sum, 2006 was a good year for all 11 of Alabama's metropolitan areas. The economic rebound that began in 2004 gained strength over the year. Total Alabama nonagricultural employment increased by more than 27,410, a growth rate of one point four (1.4) percent.

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

The Workforce Investment Partnership

The 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 42 Career Center System sites (June, 2007), 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.

The National Emergency Grant (NEG) program provides States an opportunity to secure additional WIA dislocated worker activity funding. Hurricane Katrina disaster relief efforts conducted during Program Year 2006 received NEG funding. Additionally, NEG-funded activity continued on several projects for which funding was initially awarded in previous program years.

Workforce Investment Boards

Workforce Investment Boards, as provided under Section 111 of the Workforce Investment Act, are charged with the design, implementation, and ongoing operation of state-level/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 to 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 Workforce Development Division in Statewide delivery of Workforce Investment Act-sponsored services and programs include:

Primary partners:

Office of Workforce Development	Department of Industrial Relations
-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	
- Navigator Program	
Department of (Secondary) Education	Department of Postsecondary Education
- Career/Technical Education - Incentive Grant	- 18 Comprehensive Career Centers organizationally located under the Department of Postsecondary Education.
	- Alabama Industrial Development Training
	- Two-Year Colleges System
	-Adult Basic Education - Incentive Grant
Department of Rehabilitation Services - Reintegration Counselor Program - Ala. Customized Employment (ACE) Grant	Department of Human Resources

Secondary partners:

Department of Public Health	Alabama Development Office
Mental Health & Retardation	-Industrial Recruitment
Department of Senior Services	-Aid to Existing Industries
-Title V of the Older Americans Act	Alabama Cooperative Extension Service
	Department of Veterans' Affairs

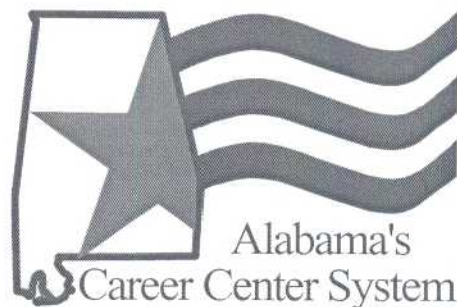
Specific interagency coordination activities include:

- 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

Alabama'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. 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 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 comprehensive centers, the several partner representatives are actually collocated. The "satellite" 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/satellite Career Center has negotiated 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 full potential of the Career Center System has been restricted 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 **997,834** Career Center customer hits were recorded during the PY 2006 reference period (July 1, 2006- June 30, 2007).

Alabama Comprehensive Career Centers (20): *

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

Alabama Satellite Career Centers (22): *

- | | | |
|-------------------|---------------------|-------------------|
| 1) Alexander City | 9) Foley | 17) Opp |
| 2) Andalusia | 10) Greenville | 18) Pell City |
| 3) Bay Minette | 11) Jackson | 19) Phenix City |
| 4) Bessemer State | 12) Jasper | 20) Phil Campbell |
| 5) Brewton | 13) Jefferson State | 21) Selma |
| 6) Demopolis | 14) Lawson State | 22) Trussville |
| 7) Eufuala | 15) Luverne | |
| 8) Fayette | 16) Opelika | |

* - Career Center numbers are subject to change

Alabama Customized Employment (ACE) Program

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 Alabama Customized Employment (ACE) Program, which represents a partnership between workforce development agencies and community-based organizations. ACE 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 learning, 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 ACE program. Comprehensive service delivery entails a commitment to the full range of clients' needs.

The primary goal of Alabama's Customized Employment Program is the more effective integration of workforce development services delivery systems which are specifically structured to meet the unique requirements of special needs customers into the existing Career Center system. To this end, efforts continue to more closely involve ACE program managers in Career Center System long-range strategic planning activities.

ACE program funding is provided under grants from the U.S. Department of Labor. The ACE funding agreement continued through March 31, 2007.

America's Service Locator (ASL) Workforce Network Toll-Free Help Line (TFHL)

America's Service Locator affords job seekers and employers access to occupational, resume preparation, labor market, and training information. Additionally, ASL serves as an Internet-based "front door" for customers seeking the nearest Career Center that provides the workforce development services they require. ASL may also direct system users to various other training sites.

Alabama may utilize the ASL website and the services of the TFHL National Call Center during emergency situations. In such times of need, Alabama has provided the National Call Center with a specific 'script' outlining assistance available to State residents who may be adversely affected by natural disasters. ASL/TFHL services have also been made available to affected persons from neighboring States. In addition to providing general information and contacts for disaster victims via the Alabama Career Centers, the Alabama 'script' may further provide information regarding job finding assistance, disaster unemployment/UI claims filing, and Red Cross shelter locations.

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, 2007. 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 21st 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 2006 incentive awards/capacity building grant awards, determined by their respective PY 2005 program performance outcomes, are depicted in Attachment A.

PY 2006/FY 2007 Federal Allocation Levels

	Amount
State-Level Workforce Investment Activities	\$5,730,186
Statewide Rapid Response Activities	\$1,333,155
Local Area Adult Programs	\$10,387,904
Local Area Youth Programs	\$10,751,347
Local Area Dislocated Worker Programs	\$9,998,666
TOTAL	\$38,201,258

Additional specifics regarding Alabama PY 2006/FY 2006 Workforce Investment Act program funding levels are found at Annual Report Attachment A.

State-level PY 2006 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 2006 program measures and two of two PY 2006 customer satisfaction measures.

Alabama PY 1996 - PY 2006 performance trend analyses 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 2006 Participants / Exiters (4th quarter - cumulative.)

Three Local Area Summary:	Total Participants Served	Total Exiters
Adults	6,011	3,672
Dislocated Workers	3,496	2,155
Older Youth	964	464
Younger Youth *	1,905	1,061
TOTAL	12,376	7,352

* - Several Younger Youth exit with multiple positive terminations.

Total Number of Youth Served:	2,869	(100.00%)
Out-of-School Youth:	1,887	(65.77%)
In-School Youth:	982	(34.23%)

PY 2006 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

Department of Industrial Relations
Alabama Development Office
Department of Postsecondary Education
Department of Human Resources
Alabama Department of Public Health
Alabama Medicaid Agency
Alabama Cooperative Extension Service
Department of Mental Health and Mental Retardation
Department of Senior Services
Alabama Department of Labor
Alabama Department of Rehabilitation Services
Alabama Department of Education (Adult Education programs)
AFL-CIO 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 ALLKids (Alabama Children's Health Insurance Plan). 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 2006 (July 1, 2006 - June 30, 2007):

Total Individuals Laid Off by Sector

Manufacturing (Apparel/Textiles)	3,489	(36.2 %)
Manufacturing (Miscellaneous)	2,763	(28.7 %)
Food & Kindred Products	913	(9.5 %)
Rubber & Plastic Products	810	(8.4 %)
Business Services	570	(5.9 %)
Other	1,093	(11.3%)
Total	9,638	(100.0%)

Rapid Response records indicate approximately 9,638 workers throughout the State were impacted by the 62 dislocation events serviced by the Rapid Response Team during PY 2006.

Eligible Training Provider List

The Workforce Development Division (WDD) uses an Internet-based system to better ensure that the customers of local Career Centers have appropriate access to the State's Eligible Training Provider List. Development and maintenance of this system requires a great deal of cooperation between the WIA Title I Career Center Partner Agencies and various training providers. Alabama Career Center staff has 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 128 different training providers, covering approximately 1,517 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>.

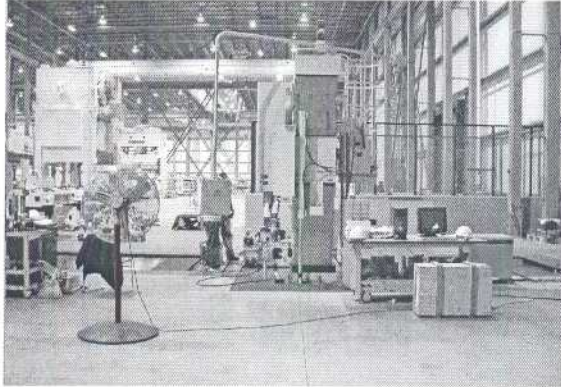
Incumbent Worker Program

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 \$1,745,000 for Incumbent Worker Training Programs during PY 2006. These funds have enabled 49 businesses throughout Alabama to provide training opportunities to over 2,300 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).

Incumbent Worker Training is “Hands-On”!



Stamped Metal American Research Technology, Inc. (SMART Alabama) is the principal body frame and metal parts supplier for the vehicles built at the Montgomery Hyundai plant. SMART Alabama is Crenshaw County's largest employer with roughly 700 workers in their 500,000 square-foot manufacturing plant residing on 100 acres of land. The plant includes a stamping facility, a Sonata and Santa Fe assembly facility, and an administration and production office. SMART has the capacity to produce 285,000 vehicle parts per year. SMART Alabama received funding assistance from the WIA Incumbent Worker Training Program to provide basic Electricity, Programmable Logic Controllers, and SMAW-GMA Welding training, as well as Hydraulics and Pneumatics training to twenty (20) maintenance team employees.

Incumbent Worker Training Program: A Statewide Focus



Incumbent Worker Training Program

PY06 Contracts per County

County	Contracts Awarded	Planned Participants	Agreement Amount
Baldwin	4	208	\$ 157,032.00
Cherokee	1	25	\$ 50,000.00
Chilton	1	68	\$ 50,000.00
Clarke	1	16	\$ 15,575.00
Colbert	2	125	\$ 76,051.00
Crenshaw	1	20	\$ 50,000.00
* Dale	1	100	\$ 50,000.00
DeKalb	1	38	\$ 49,190.00
Elmore	1	50	\$ 37,509.00
Etowah	1	200	\$ 49,920.00
* Houston	1	16	\$ 15,525.00
Jefferson	5	380	\$ 234,539.00
Lee	1	80	\$ 39,400.00
Lowndes	1	20	\$ 50,000.00
* Madison	6	96	\$ 187,295.00
Mobile	7	104	\$ 99,460.00
* Montgomery	3	142	\$ 100,925.00
Morgan	3	100	\$ 142,664.00
Randolph	1	80	\$ 50,000.00
Talladega	3	300	\$ 122,000.00
Tuscaloosa	1	55	\$ 49,986.00
Winston	2	132	\$ 68,275.00
Totals (to date)	49	2,355	\$1,745,346.00 **

* At least one company trained via funding from a \$170,500.00 master agreement with Alabama Technology Network.

** Data accurate as of August 24, 2007.

Adult / Dislocated Worker Program Services

Individual Training Account (ITA)

The 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

Under 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..

Focused Industry Training (FIT) Program

The Focused Industry Training (FIT) 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 currently over 36 FIT Program sites throughout the state, primarily concentrated in areas around Alabama's automotive manufacturing plants. The mission of the FIT 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: 1,905

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 2006 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: 964

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 - local area level. This effort involved the plotting of actual and relative growth, covering applicable FY 1995 - FY 2006 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-two 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

Alabama 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 welfare rolls have declined dramatically in recent years.

Alabama is rapidly emerging as a national leader in fashioning premium workforce development opportunities. ThyssenKrupp AG has recently announced plans to build \$3.9 billion steel fabrication plant near the Port of Mobile, joining Hyundai, Mercedes, Toyota, and other industrial giants basing their operations in Alabama. Growth opportunities are virtually exploding. There are more jobs, and better jobs. We are actively partnering with contiguous States. We are bringing together the very best from the public and private sector. We are vigorously pursuing all available means to seize our future, to control our destiny.

A principal, fundamental goal towards this end is the design and implementation of a maximally effective workforce development system which provides Alabama workers with educational and occupational skills supportive of their individual goals, and provides employers with the highly-skilled labor pool they require to appropriately fuel Alabama's surging economic engine. An assessment of where we are, coupled with a vision of where we can be, principally drive Alabama's growing workforce development partnerships.

Efforts are underway to further streamline the Workforce Development system through Reauthorization of the Workforce Investment Act, thereby enabling workforce development professionals to better serve their employer and employee clients, through the provision of improved and expanded workforce development services.

Governor Bob Riley, in anticipation of impending changes to the workforce delivery system precipitated by Reauthorization, created via Executive Order the Alabama Office of Workforce Development, which 1) consolidates the administration of federal and state workforce development activities 2) effects the more efficient and effective utilization of available workforce development and economic development resources, and 3) works to sharply reduce 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 2007 implementation of the balance of these Workforce Investment Act waiver requests.

Alabama WIA Waiver Request Activity

Waiver Request	Action	Date of USDOL Action
Request waiver of 20 CFR 661.320(d)(2) 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.	Waiver request presented to March SWIB meeting. Waiver request transmitted to USDOL March 18, 2005. Waiver request approved by USDOL, effective through June 30, 2007. Rapid Response funds used for Incumbent Worker training must be separately identified and tracked.	October 30, 2006
Request waiver of 20 CFR 661.320(d)(2) 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.	Waiver request presented to March SWIB meeting. Waiver request transmitted to USDOL March 18, 2005. Waiver request approved by USDOL, effective through June 30, 2007. Rapid Response funds used for Incumbent Worker training must be separately identified and tracked.	October 30, 2006
Per TEGL No. 14-04, request an extension, through June 30, 2007, of four approved regulatory waivers: 1) WIA service providers' period of initial eligibility, 2) the expansion of Adult-Dislocated Worker program transfer authority from twenty percent to fifty percent of funds, 3) allowing local areas to use up to ten percent of their annual fund allocations for Statewide Workforce Investment Activities, and 4) the restructuring of State Board member composition requirements along H.R. 1261 specifications.	Waiver extension request transmitted to USDOL January 26, 2005. Three of four waiver requests (service providers period of initial eligibility, local areas use of 10 percent of funds for Statewide activities, and state workforce investment board composition) approved by USDOL, effective through June 30, 2007. The January 26, 2005 request to increase transfer authority to fifty percent of funds is supplanted by the April 14, 2005 request to increase Adult-Dislocated Worker transfer authority to one hundred percent.	June 30, 2005

PY 2006 WIA Program Performance Summary

Adult Program Results (Table B)

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.00%	71.29%	1,788
			2,508
Employment Retention Rate	80.00	80.80%	2,592
			3,208
Average Earnings	\$10,5000	\$9,859.03	\$25,554,617
			2,592
Employment and Credential Rate	48.50%	53.39%	1,440
			2,697

Dislocated Worker Program Results (Table E)

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	79.70%	74.09%	1,144
			1,544
Employment Retention Rate	87.00%	88.67%	1,440
			1,624
Average Earnings	\$11,000	\$13,470.58	\$19,397,636
			1,440
Employment and Credential Rate	53.00%	57.52%	830
			1,443

Older Youth (19-21) Results (Table H.2)

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	67.00%	75.29%	256
			340
Employment Retention Rate	78.00%	82.07%	357
			435
Six Months Earnings Increase	\$2,600.00	\$3,775.13	\$1,642,182
			435
Credential Rate	38.00%	41.81%	199
			476

**Younger Youth (14-18) Results
(Table J)**

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	81.40%	75.63%	1,145
			1,514
Youth Diploma or Equivalent Rate	49.00%	36.65%	184
			464
Retention Rate	65.00%	56.75%	530
			934

(Table H.1.)

Placement in Employment or Education	n.a.	51.47%	685
			1,331
Attainment of Degree or Certificate	n.a.	23.26%	177
			761
Literacy or Numeracy Gains	n.a.	8.75%	26
			297

WIA Costs Relative to Effectiveness

Annual Report instructions provided the States by USDOL indicate a desire to see a discussion of workforce investment activities relative the effects on participants. This Report does indicate, at “PY 2006/FY 2007 Programs,” the several State- level and local area-level WIA participant programs operated during PY 2006. The Report further details, at “PY 2006 Cost of Program Activities,” outlays of Federal funds made in support of these several programs. An application of Cost/Effect analytical constructs to these mismatched data fields would not seem entirely appropriate. A limited, independent examination of PY 2006 WIA expenditures relative to fund availability, utilizing allocation and expenditure data provided within this Report, may however, be relevant.

PY/FY 2006/07 Cumulative WIA Fund Usage (as of June 30, 2007)

	PY/FY2006/07 Available (Program) Funds	PY/FY2006/07 Expenditures (Program Funds)	Usage Ratio
State Rapid Response	\$1,333,155	\$167,022	12.53%
Local Area Adults	\$ 12,427,308	\$10,928,279	87.94%
Local Area Youth	\$9,676,214	\$5,971,396	61.71%
Local Area Dislocated Workers	\$5,920,611	\$4,647,983	78.51%

PY/FY 2005/06 Cumulative WIA Fund Usage (as of June 30, 2007)

	PY/FY2005/06 Available (Program) Funds	PY/FY2005/06 Expenditures (Program Funds)	Usage Ratio
Statewide Rapid Response*	\$3,634,188	\$1,250,843	34.42%
Local Area Adults	\$14,803,949	\$14,803,949	100.00%
Local Area Youth	\$11,394,249	\$11,394,249	100.00%
Local Area Dislocated Workers	\$6,799,764	\$6,799,764	100.00

* Per USDOL waiver, up to fifty percent of Rapid Response funds may be used for Statewide Activities, i.e., to fund the Alabama Incumbent Workers Training Program.

The highest PY/FY 2006/07 WIA fund Usage Ratio, as indicated above, is in the Adults program. The increased rate of PY 2006 Adults program fund usage reflects accelerated PY 2006 Adults program participant outreach and program management efforts.

States have three years in which to expend allotted WIA funds. However, note that PY/FY 2005/2007 WIA funds are virtually entirely expended at the close of PY 2006/FY 2007, the second full year of these funds' availability.

Workforce Investment Act program "costs" and these costs' attendant "effectiveness" must be viewed separately. Under the existing Workforce Investment Act information gathering structure, the State 15% Activity, Rapid Response, Adult, Dislocated Worker, and Youth costs included in both Workforce Investment Act Quarterly Reports and in this Annual Report are "real time". That is, these are the costs actually incurred over the reference period, i.e., July 1, 2006 - June 30, 2007. However, WIA participants' program outcomes, the most tangible measures of WIA "effects," are based upon time-lagged U.I. Wage record data. The participant program outcomes associated with a given Program/Fiscal Year do not "line up" with corresponding cost figures.

We therefore suggest that any program performance-related inference made or conclusions drawn from comparing available WIA expenditures data with WIA participant/program performance information may not be entirely valid.

PY 2006 Adult, Dislocated Worker, and Youth Program 7/1/06-6/30/07 expenditures data may be further analyzed by contrasting this information against the associated number of 7/1/06-6/30/07 Adult and Dislocated Worker participants entering employment, and the number of Youth program exiters achieving employment, skill attainment, or high school diplomas. This participant positive outcome data is not gleaned from U.I. Wage data, but rather from Alabama Career Center System management information system records.

Such "real time" participant outcome data is presented on the following page, along with a cursory Return on Investment model. Allowing that this model may be of questionable validity with regard to attendant parametric implications, as noted above, the ROI positive growth trends noted across the various Alabama WIA participant programs may yet be viewed as indicative of steady improvements in these programs' respective levels of performance.

1) Cost Efficiency by WIA Program

Fund Source	7/1/06 - 6/30/07 Local Area Expenditures (Program Costs)	PY2006 Program Participants	Expenditures per Participant
Local Area Adults	\$13,780,961	6,011	\$2,292.62
State / Local Area Youth	\$8,775,247	2,869	\$3,058.64
Local Area Dislocated Workers	\$6,986,670	3,049	\$2,291.46
Total	\$29,542,878	11,929	\$2,476.56

This expanded analysis suggests that PY 2006 WIA Adults and WIA Youth programs achieved a roughly comparable record of cost efficiency, superior to that of the PY 2006 Dislocated Worker program. Not here reflected, however, are costs incurred for those WIA participants who failed to achieve program objectives and realize positive program exit during PY 2006. Additional Alabama WIA program cost efficiency data is available at Annual Report Attachment D.

2) Return (Participant Earnings Change) on Investment (Federal Spending) Models

Program	PY 2004	PY 2005	PY 2006	PY2004-PY2006 Percentage Growth
Adults	\$0.54:\$1	\$2.57:\$1	\$1.44:\$1	266.27%
Dislocated Workers	\$1.30:\$1	\$1.78:\$1	\$1.01:\$1	77.27%
Youth	\$1.22:\$1	\$1.92:\$1	\$1.34:\$1	109.66%
	\$.85:\$1	\$2.21:\$1	\$1.31:\$1	153.80%

As indicated above, the Alabama WIA program Return on Investment (ROI) performance has remained strong over the past three Program Years.

Considering that the Investment, or WIA outlays associated with a given Program Year, is generally one-time in nature, whereas the attendant Return, that is, WIA program participants' enhanced potential for greater employment and earnings opportunities, may actually grow over time, in relative perpetuity, the above ROI numbers may in fact understate the long-term economic impact of the subject WIA programs.

PY 2006 Participant Demographic Profile

CHARACTERISTICS	ADULTS	DISLOC. WORKERS	YOUTH		
			In School	Out of School	
Female	59.65%	50.98%	56.65%	58.28%	
Male	40.35%	49.02%	43.35%	41.72%	
White	46.58%	68.93%	20.69%	49.60%	
Black	51.45%	28.62%	78.22%	49.94%	
Hispanic	0.62%	0.48%	0.73%	0.11%	
Other	1.35%	1.97%	0.36%	0.34%	
14 – 18	1.85%	.12%	90.35%	56.19%	
19 – 21	10.75%	3.57%	9.65%	43.81%	
22 – 54	84.86%	85.14%	0.00%	0.11%	
55 and Over	2.51%	11.18%	0.00%	0.00%	
Veterans	2.01%	4.10%	0.00%	0.00%	
Welfare Recipient	4.61%	.12%	1.36%	0.45%	
Offender	0.22%	0.00%	6.19%	5.78%	
Displaced Homemaker	0.14%	1.01%	0.00%	0.00%	
High School Graduate	89.97%	89.36%	8.38%	39.00%	
PY 2006 Participants	6,011	3,496	982	1,887	12,376
PY 2006 Exiters	3,672	2,155	575	950	7,352

WHO ARE WE SERVING? THREE-YEAR DEMOGRAPHIC PROFILING SUMMARY

ADULT PROGRAMS: PY04 - PY06

	PY04	PY05	PY06	3 Year Average
Females	64.86%	52.30%	59.65%	58.94%
Male	35.14%	47.70%	40.35%	41.06%
White	40.62%	58.32%	46.58%	48.51%
Black	57.31%	39.17%	51.45%	49.31%
Hispanic	0.55%	0.55%	0.62%	0.57%
Other	1.52%	1.96%	1.35%	1.61%
14-18	2.15%	1.53%	1.85%	1.84%
19-21	11.63%	7.51%	10.75%	9.96%
22-54	83.64%	84.69%	84.86%	84.39%
55over	2.59%	6.28%	2.55%	3.80%
Veteran	2.10%	4.67%	2.01%	2.93%
Welfare	4.61%	58.10%	74.61%	45.77%
Offender	0.04%	0.00%	0.22%	0.09%
DispHmkr	0.08%	0.13%	0.14%	0.12%
HSGrad	68.72%	64.73%	86.97%	73.47%

DISLOCATED WORKER PROGRAMS: PY04 - PY06

	PY04	PY05	PY06	3 Year Average
Females	56.68%	57.53%	50.98%	55.07%
Male	43.32%	42.47%	49.02%	44.93%
White	71.06%	70.98%	68.93%	70.33%
Black	26.75%	27.46%	28.62%	27.61%
Hispanic	0.46%	0.26%	0.48%	0.40%
Other	1.73%	1.30%	1.97%	1.66%
14-18	0.18%	0.52%	0.12%	0.27%
19-21	2.42%	2.75%	3.57%	2.91%
22-54	88.31%	88.67%	85.14%	87.37%
55over	9.09%	8.07%	11.18%	9.44%
Veteran	3.47%	3.00%	4.10%	3.52%
Welfare	0.12%	40.58%	41.06%	27.25%
Offender	0.02%	0.00%	0.00%	0.01%
DispHmkr	0.39%	1.03%	1.01%	0.81%
HSGrad	77.51%	89.90%	89.36%	85.59%

IN-SCHOOL YOUTH: PY04 - PY06

	PY04	PY05	PY06	3 Year Average
Females	56.00%	56.88%	56.65%	56.51%
Male	44.00%	43.12%	43.35%	43.49%
White	46.65%	28.61%	20.69%	31.98%
Black	51.87%	69.07%	78.22%	66.39%
Hispanic	0.51%	1.76%	0.73%	1.00%
Other	0.98%	0.56%	0.36%	0.63%
14-18	56.27%	96.47%	90.35%	81.03%
19-21	43.73%	3.53%	9.65%	18.97%
22-54	0.00%	0.00%	0.00%	0.00%
55over	0.00%	0.00%	0.00%	0.00%
Veteran	0.10%	0.00%	0.00%	0.03%
Welfare	1.36%	95.82%	84.88%	60.69%
Offender	0.31%	0.00%	6.19%	2.17%
DispHmkr	0.03%	0.00%	0.00%	0.01%
HSGrad	31.45%	1.77%	8.38%	13.86%

OUT-OF-SCHOOL YOUTH: PY04 - PY06

	PY04	PY05	PY06	3 Year Average
Females	55.54%	53.68%	58.28%	55.83%
Male	44.46%	46.32%	41.72%	44.17%
White	21.42%	53.77%	49.60%	41.60%
Black	75.72%	45.19%	49.94%	56.95%
Hispanic	1.43%	0.12%	0.11%	0.55%
Other	1.43%	0.93%	0.34%	0.90%
14-18	96.35%	49.36%	56.19%	67.30%
19-21	3.65%	50.64%	43.81%	32.70%
22-54	0.00%	0.00%	0.11%	0.04%
55over	0.00%	0.00%	0.00%	0.00%
Veteran	0.08%	0.12%	0.34%	0.18%
Welfare	0.45%	97.20%	91.50%	63.05%
Offender	0.00%	0.00%	5.78%	1.93%
DispHmkr	0.00%	0.12%	0.00%	0.04%
HSGrad	0.74%	45.39%	39.00%	28.38%

Success Stories

- WIA basic skills and GED preparation training, coupled with a single parent's determination to fashion a better life for herself and her young son, provided a jump start on a new and promising career.

The challenges she faced and the hardships she bore were not insignificant. Her WIA case manager provided educational and vocational guidance, and WIA resources provided financial resources to help cover education and occupational training costs. She, however, provided the drive, the energy, to "put the pieces of the puzzle together."

The first step, earning her GED, was tough. She had been out of school for a time, and her academic skills were rusty, to say the least. With that hurdle behind her, she was placed by her case manager in work readiness and keyboarding skills training. Her performance there earned her selection as an Alabama Senate page, a distinction not afforded all program participants.

As she neared completion of her WIA training, she achieved placement with a local credit union as a part-time teller, a position entailing significant job responsibilities. After a short time there, she was promoted to full-time teller. Additionally, this young lady has won acceptance to Troy University, where she plans to major in Banking and Finance.

WIA helped open the door to a brighter future.

- A thirty-eight year old single parent, laid off from her Barbour County job, was referred to the Job Search Planning and Skills Training program operated through the Eufaula Career Center. Funding for this activity is provided through the WIA Dislocated Workers program. Counselors at the Eufaula Career Center assisted in evaluating her interests and aptitudes, helping her choose a career that would provide her with financial support and stability.

She was subsequently enrolled in the Nursing Program at Wallace State Community College/Sparks Campus, where she excelled, graduating with full academic honors. She is currently employed as a Licensed Practical Nurse with two Eufaula health care providers.

This young lady's determination to overcome significant life impediments, coupled with WIA career guidance, financial support, and emotional counseling, enabled her to bounce back from adversity, and stake her claim to life's rewards. A brighter future looms.

- A severely handicapped youth's fierce determination to succeed in spite of his physical limitations, coupled with WIA youth development and internship learning opportunities, opened new career doors for this very special person.

Initially, his WIA Youth Development program case manager helped motivate him to complete his high school degree. On the heels of this accomplishment, his case manager helped him land a job with an area supermarket, where his job responsibilities include greeting customers, bagging groceries, and working in the stockroom.

His spirit and enthusiasm are an inspiration to co-workers and store customers alike. His job performance, his attitude toward today, and his outlook on tomorrow reflect a bright optimism.

- For this third generation teen-aged welfare mother and former high school drop out, with no high school credentials and little meaningful work history, future prospects looked bleak. Discouraged by life's turns, she had little interest in seeking better living conditions for herself or for her children.

Her case worker saw potential in this young woman she did not see in herself. She was placed in an OJT slot and matched with a Job Coach. After experiencing initial learning difficulties, she was counseled by her case worker regarding proper employee etiquette and job performance attitudes. She was also provided self help strategies designed to minimize her perceived learning difficulties.

The young woman's drive paid off. She was offered full-time work by her contract employer following expiration of the OJT, and she has since done well. Today, this former welfare mother is becoming increasingly self reliant and productive. She has shown herself and her children that there is much more to life than continued "welfare" dependence.

- A young woman's focused determination to succeed and clarity of vision helped her overcome the dual handicap of debilitating health problems and the lack of a high school degree.

The weight of her medical treatments alone, which include periodic transfusions and chemotherapy treatments, might deter many youth from the vigorous pursuit of success, but not this young lady. She knew that without a high school degree, very few career paths would be open to her. However, her efforts at achieving high school credentials through home schooling went astray. A friend recommended she investigate Workforce Investment Act program-sponsored learning opportunities, and this "tip" proved to be the start of something big.

Career Link staff enrolled her in a General Equivalency Degree skills, basic computer skills, and job readiness skills learning program. Displaying a level of energy and enthusiasm that belied any obstacles presented by her physical barriers, she completed the requirements for her General Equivalency Degree in record time, posting a score of 2,680 out of a possible 3,000 points of the qualifying examination. With this credential in hand, she was further awarded a full financial scholarship to pursue a Business Information Systems degree program at an area college. She is doing very well in her studies.

LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2006
(July 1, 2006-June 30, 2007)

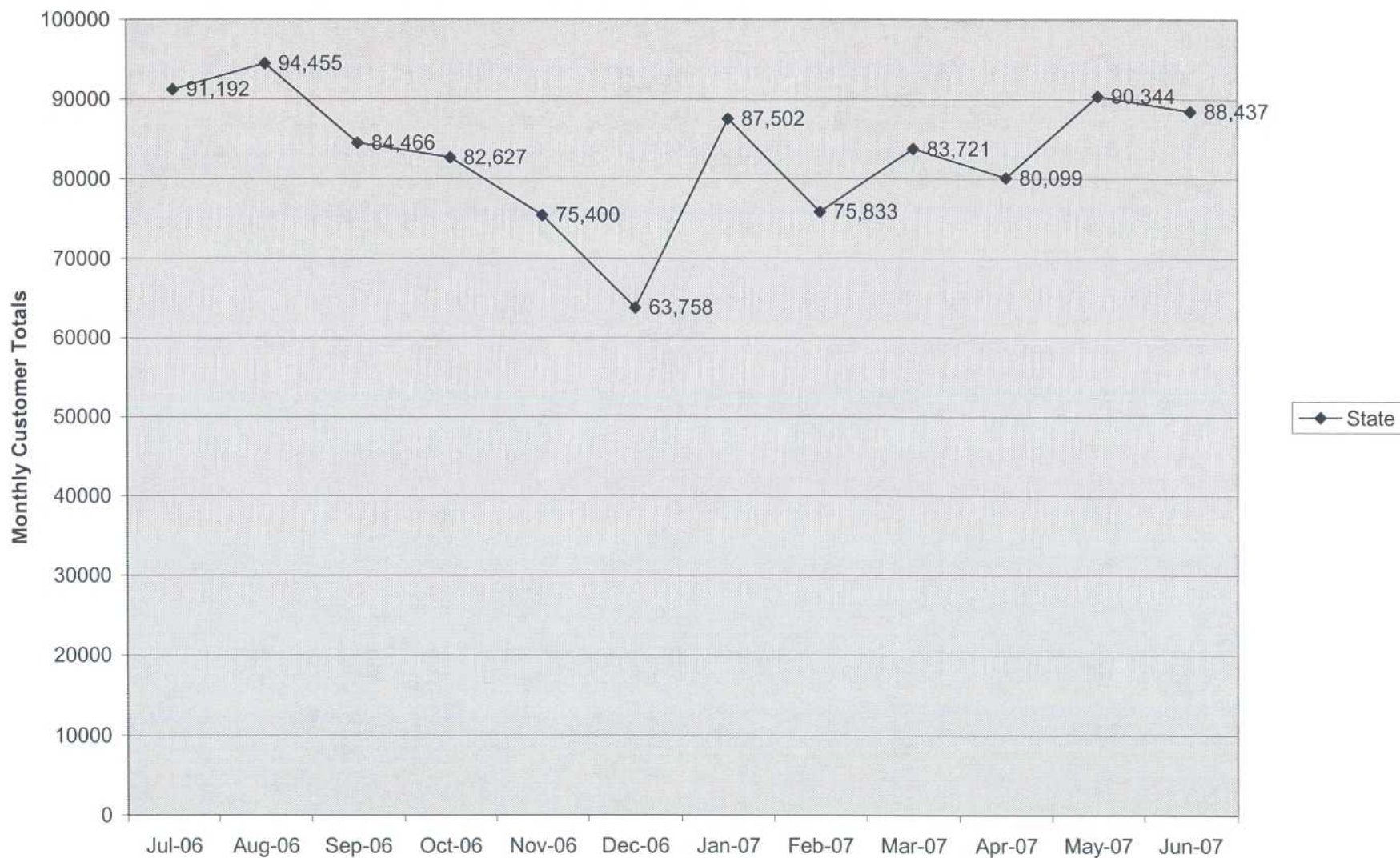
		PY 2006 Allotment	FY 2007 Allotment	Full PY/FY Allotment
1	SEC. 133(b)(2)(A) ADULT PROGRAMS	\$2,152,317	\$10,068,745	\$12,221,062
	a. GOVERNOR's 15% SET ASIDES:	\$322,847	\$1,510,311	\$1,833,158
	Administration (5%)	\$107,615	\$503,437	\$611,052
	Other State-Level Activities	\$150,663	\$704,812	\$855,475
	Incent/Cap. Bldng. (3%)	\$64,569	\$302,062	\$366,631
	Local Area Grants (67%)	\$43,262	\$202,382	\$245,644
	State-level (33%)	\$21,307	\$99,680	\$120,987
	b. LOCAL AREA ADULT PROGRAMS (85%)	\$1,829,470	\$8,558,434	\$10,387,904
	AWIA	\$1,455,442	\$6,808,695	\$8,264,137
	Jefferson	\$122,576	\$573,421	\$695,997
	Mobile	\$251,452	\$1,176,318	\$1,427,770
2	SEC. 128(b)(2) YOUTH ALLOTMENT	\$12,648,643	\$0	\$12,648,643
	a. GOVERNOR's 15% SET ASIDES:	\$1,897,296	\$0	\$1,897,296
	Administration (5%)	\$632,432	\$0	\$632,432
	Other State-Level Activities	\$885,405	\$0	\$885,405
	Incent/Cap. Bldng. (3%)	\$379,459	\$0	\$379,459
	Local Area Grants (67%)	\$254,238	\$0	\$254,238
	State-level (33%)	\$125,221	\$0	\$125,221
	b. LOCAL AREA YOUTH PROGRAMS (85%)	\$10,751,347	\$0	\$10,751,347
	AWIA	\$8,587,287	\$0	\$8,587,287
	Jefferson	\$693,064	\$0	\$693,064
	Mobile	\$1,470,996	\$0	\$1,470,996

		PY 2006 Allotment	FY 2007 Allotment	Full PY/FY Allotment
3	SEC. 133(b)(2)(B) DISLOCATED WORKERS	\$3,829,915	\$9,501,638	\$13,331,553
	a. RAPID RESPONSE PROGRAMS (10%)	\$382,991	\$950,164	\$1,333,155
	b. GOVERNOR'S 15% SET ASIDES:	\$574,487	\$1,425,245	\$1,999,732
	Administration (5%)	\$191,495	\$475,081	\$666,576
	Other State-Level Activities	\$268,095	\$665,115	\$933,210
	Incent/Cap. Bldng. (3%)	\$114,897	\$285,049	\$399,946
	Local Area Grants (67%)	\$76,981	\$190,983	\$267,964
	State-level (33%)	\$37,916	\$94,066	\$131,982
	c. LOCAL AREA PROGRAMS (65%)	\$2,872,437	\$7,126,229	\$9,998,666
	AWIA	\$2,303,127	\$5,713,827	\$8,016,954
	Jefferson	\$290,666	\$721,113	\$1,011,779
	Mobile	\$278,644	\$691,289	\$969,933
4	TOTAL PROGRAM YEAR 2006 ALLOTMENT	\$18,630,875	\$19,570,383	\$38,201,258
5	POOLED SET ASIDES			
	Rapid Response (10%)	\$382,991	\$950,164	\$1,333,155
	Administration (5%)	\$931,542	\$978,518	\$1,910,060
	Other State-Level Activities	\$1,304,163	\$1,369,927	\$2,674,090
	Incentive Awards/Capacity Building (3%)	\$558,925	\$587,111	\$1,146,036
	Local Area grants (67%)	\$374,481	\$393,365	\$767,846
	AWIA	\$221,575	\$222,957	\$444,532
	Jefferson	\$24,518	\$86,464	\$110,982
	Mobile	\$128,388	\$83,944	\$212,332
	State-level activities (33%)	\$184,444	\$193,746	\$378,190

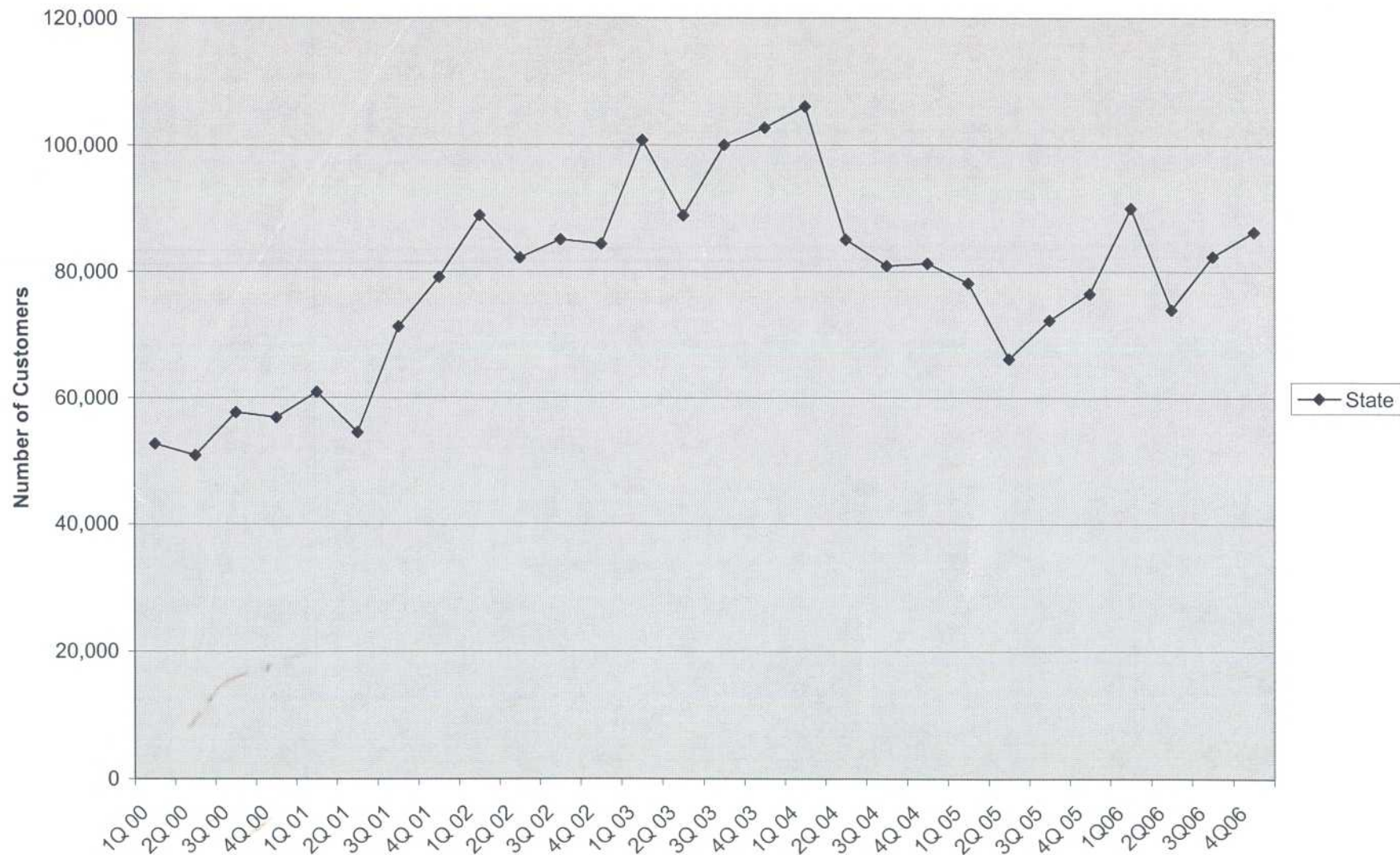
6 PY 06 / FY 07 Local Area Incentive Awards by CFDA / Funding Category

	PY 2006	FY 2007	Total
AWIA			
Adult	\$18,802	\$87,958	\$106,760
Youth	\$148,358	\$0	\$148,358
Disc. Wkr.	\$54,415	\$134,999	\$189,414
	<u>\$221,575</u>	<u>\$222,957</u>	<u>\$444,532</u>
Jefferson			
Fund Source			
Adult	\$11,669	\$54,586	\$66,255
Youth	\$0	\$0	\$0
Disc. Wkr.	\$12,849	\$31,878	\$44,727
	<u>\$24,518</u>	<u>\$86,464</u>	<u>\$110,982</u>
Mobile			
Fund Source			
Adult	\$12,791	\$59,838	\$72,629
Youth	\$105,880	\$0	\$105,880
Disc. Wkr.	\$9,717	\$24,106	\$33,823
	<u>\$128,388</u>	<u>\$83,944</u>	<u>\$212,332</u>
State			
Fund Source			
Adult	\$43,262	\$202,382	\$245,644
Youth	\$254,238	\$0	\$254,238
Disc. Wkr.	\$76,981	\$190,983	\$267,964
	<u>\$374,481</u>	<u>\$393,365</u>	<u>\$767,846</u>

PY 2006 Monthly Career Center Customer Tracking



Career Center Customers: Long-Term Trends



WORKFORCE INVESTMENT ACT

STATE - LEVEL PY06 PERFORMANCE ANALYSIS (7/01/06 - 6/30/07) - FINAL

<u>MEASURES</u>	<u>NEGOTIATED GOAL</u>	<u>ACTUAL PRFRMCE</u>	<u>Num/Denom</u>	<u>ACHVMNT INDEX (Actual/Goal)</u>
ADULTS:				
Entered Employment Rate (10/1/05-9/30/06)	73.00%	71.29%	1790/2509	97.66%
Employment Retention Rate (4/1/05-3/31/06)	80.00%	80.80% *	2592/3208	100.99%
Six Month Earnings (4/1/05-3/31/06)	\$10,500.00	\$9,859.03	\$25,554,617/2592	93.90%
Employment/Credential Rate (10/1/05-9/30/06)	48.50%	53.39% *	1435/2702	110.08%
				100.66%
DISLOCATED WORKERS:				
Entered Employment Rate (10/1/05-9/30/06)	79.70%	74.09%	1145/1550	92.97%
Employment Retention Rate (4/1/05-3/31/06)	87.00%	88.67% *	1441/1625	101.92%
Six Month Earnings (4/1/05-3/31/06)	\$11,000.00	\$13,470.58 *	\$19,409,185/1441	122.46%
Employment/Credential Rate (10/1/05-9/30/06)	53.00%	57.52% *	830/1448	108.52%
				106.47%
YOUTH (19-21)				
Entered Employment Rate (10/1/05-9/30/06)	67.00%	75.29% *	256/340	112.38%
Employment Retention Rate (4/1/05-3/31/06)	78.00%	82.07% *	357/435	105.21%
Six Month Earnings Increase (4/1/05-3/31/06)	\$2,600.00	\$3,775.13 *	\$1,642,182/435	145.20%
Credential Rate (10/1/05-9/30/06)	38.00%	41.81% *	199/478	110.01%
YOUTH (14-18)				
Skill Attainment Rate (4/1/06-3/31/07)	81.40%	75.63%	1134/1509	92.91%
Dip./Equiv. Att. Rate (4/1/06-3/31/07)	49.00%	39.66%	190/475	80.94%
Retention Rate (4/1/05-3/31/06)	65.00%	56.75%	530/932	87.29%
				104.85%
CUSTOMER SATISFACTION			Respondents	
Participants (1/1/06-12/31/06)	80.00	82.72 *	519	103.41%
Employers (1/1/06-12/31/06)	81.00	91.45 *	1403	112.91%
				108.16%
OVERALL AVERAGE				104.63%

WORKFORCE INVESTMENT ACT

STATE – LEVEL PY06 SUPPLEMENTAL PERFORMANCE REPORT

<u>MEASURES</u>	GOAL	ACTUAL PRFRMCE	Num/Denom
YOUTH (14-21)			
Placement in Employment or Education (10/1/05-9/30/06)	n.a.	51.47%	685/1,331
Attainment of a Degree or Certificate (10/1/05-9/30/06)	n.a.	23.26%	177/761
Literacy or Numeracy Gain (7/1/05-6/30/06)	n.a.	36.80%	99/263

National Emergency Grant Activity

	contract no.	amount	duration
AWIA	4F206001	\$2,203,957	09/23/04-6/30/06
AWIA	5V206001	\$540,108	08/30/05-06/30/06
Mobile	5X406001	\$3,457,728	08/30/05-06/30/07

**ALABAMA WORKFORCE INVESTMENT ACT PROGRAM
CUMULATIVE ANNUAL (PROGRAM FUND) EXPENDITURES, PARTICIPANTS SERVED
PROGRAM YEARS 2001-2006**

Four-year Alabama WIA program data indicates a significant overall improvement in program 'efficiency', measured both in terms of annual program fund expenditures and annually program funds availability.

PY 2006 data, measured in terms of both total available fund and against actual annual fund expenditures, suggest the Adult program has achieved the greatest cost efficiencies, followed by the Youth program, and the Dislocated Worker program.

It may be useful to note that, while the measurement of funds tracks easily against specific program years, the flow of participants is much more fluid. Many participants carry over from one Program Year to the next, rendering somewhat vague the association of specific participant activity with discrete program years.

This analysis minimally indicates that Alabama WIA program "cost efficiencies" remain strong.

ALABAMA WORKFORCE INVESTMENT ACT PROGRAM
 CUMULATIVE ANNUAL (PROGRAM FUND) EXPENDITURES, PARTICIPANTS SERVED
 PROGRAM YEARS 2001 - 2006

	Adults	Dislocated Worker	Youth	Overall
Expenditures (Program Costs)				
PY 2006	\$13,780,961	\$6,986,670	\$9,024,648	\$29,792,279
PY 2005	\$14,668,627	\$5,940,554	\$9,535,517	\$30,144,698
PY 2004	\$25,257,778	\$6,907,845	\$12,643,053	\$44,808,676
PY 2003	\$20,290,670	\$11,184,568	\$15,459,052	\$46,934,290
PY 2002	\$10,717,904	\$8,324,582	\$24,375,143	\$43,417,629
PY 2001	\$10,597,150	\$4,350,015	\$9,612,423	\$24,559,588
6 Year Total	\$95,313,090	\$43,694,234	\$80,649,836	\$219,657,160
Participants				
PY 2006	6,011	3,049	2,869	11,929
PY 2005	6,119	2,789	3,518	12,426
PY 2004	10,723	4,326	5,057	20,106
PY 2003	8,508	4,307	6,700	19,515
PY 2002	3,422	2,106	4,883	10,411
PY 2001	4,926	3,687	3,398	12,011
6 Year Total	39,709	20,264	26,425	86,398
Expenditures per Participant				
PY 2006	\$2,292.62	\$2,291.46	\$3,145.57	\$2,497.47
PY 2005	\$2,397.23	\$2,129.99	\$2,710.49	\$2,425.94
PY 2004	\$2,355.48	\$1,596.82	\$2,500.11	\$2,228.62
PY 2003	\$2,384.89	\$2,596.83	\$2,307.32	\$2,405.04
PY 2002	\$3,132.06	\$3,952.79	\$4,991.84	\$4,170.36
PY 2001	\$2,151.27	\$1,179.83	\$2,828.85	\$2,044.76
6 Year Total	\$2,400.29	\$2,156.25	\$3,052.03	\$2,542.39

Source: Available Program funds by Program Year, Associated Expenditures from FSRs
 Participant information from WIASRD PY 2006 th Quarter reports.

**ALABAMA WORKFORCE INVESTMENT ACT PROGRAM
ANNUAL (PROGRAM FUND) ALLOCATION, PARTICIPANTS SERVED
PROGRAM YEARS 2001 - 2006**

	Adults	Dislocated Worker	Youth	Overall
Annual Allocation				
(Program Funds)				
PY 2006	\$12,427,308	\$5,920,611	\$9,676,214	\$28,024,133
PY 2005	\$14,525,256	\$6,799,764	\$11,274,775	\$32,599,795
PY 2004	\$19,888,899	\$4,021,230	\$11,612,453	\$35,522,582
PY 2003	\$18,904,280	\$6,157,445	\$12,892,937	\$37,954,662
PY 2002	\$14,564,655	\$12,645,654	\$12,636,432	\$39,846,741
PY 2001	\$13,871,620	\$8,723,031	\$14,769,133	\$37,363,784
6 Year Total	\$94,182,018	\$44,267,735	\$72,861,944	\$115,165,187
Participants				
PY 2006	6,011	3,049	2,869	11,929
PY 2005	6,119	2,789	3,518	12,426
PY 2004	10,723	4,326	5,057	20,106
PY 2003	8,508	4,307	6,700	19,515
PY 2002	3,422	2,106	4,883	10,411
PY 2001	4,926	3,687	3,398	12,011
6 Year Total	39,709	20,264	26,425	41,937
Program Efficiency Measure				
PY 2006	\$2,067.43	\$1,941.82	\$3,372.68	\$2,349.24
PY 2005	\$2,373.80	\$2,438.07	\$3,204.88	\$2,623.51
PY 2004	\$1,854.79	\$929.55	\$2,296.31	\$1,766.77
PY 2003	\$2,221.94	\$1,429.64	\$1,924.32	\$1,944.90
PY 2002	\$4,256.18	\$6,004.58	\$2,587.84	\$3,827.37
PY 2001	\$2,816.00	\$2,365.89	\$4,346.42	\$3,110.80
6 Year Average	\$2,371.81	\$2,184.55	\$2,757.31	\$2,746.15

Source: Available Program funds by Program Year, Associated Expenditures from FSRs
Participant information from WIASRD PY 2006 4th Quarter reports.

EXPENDITURES PER PARTICIPANT-FOUR YEAR SUMMARY

	PY 2003	PY 2004	PY 2005	PY 2006	4 Year Average
ADULTS	\$2,384.89	\$2,355.48	\$2,397.23	\$2,292.62	\$2,357.55
DISLOCATED WORKERS	\$2,596.83	\$1,596.82	\$2,129.99	\$2,291.46	\$2,153.78
YOUTH	\$2,307.32	\$2,500.11	\$2,710.49	\$3,145.57	\$2,665.87
COMBINED PROGRAMS	\$4,170.36	\$2,405.04	\$2,228.62	\$2,497.47	\$2,825.37

PROGRAM EFFICIENCY (AVAILABLE FUNDS/PARTICIPANT)- FOUR YEAR SUMMARY

	PY 2003	PY 2004	PY 2005	PY 2006	4 Year Average
ADULTS	\$2,221.94	\$1,854.79	\$2,373.80	\$2,067.43	\$2,129.49
DISLOCATED WORKERS	\$1,429.64	\$929.55	\$2,438.07	\$1,941.82	\$1,684.77
YOUTH	\$1,924.32	\$2,296.31	\$3,204.88	\$3,372.68	\$2,699.55
COMBINED PROGRAMS	\$1,944.90	\$1,766.77	\$2,623.51	\$2,349.24	\$2,171.11

**ALABAMA WORKFORCE INVESTMENT ACT PROGRAM
CUMULATIVE ANNUAL (PROGRAM FUND) EXPENDITURES, PARTICIPANTS SERVED**

INDIVIDUAL TRAINING ACCOUNTS	PY 2004	PY 2005	PY 2006	3 Year Average
Number of Participants Receiving Training	7462	4501	4696	5553
Total Expenditures	\$17,183,240	\$10,395,784	\$10,158,558	\$12,579,194
 INCUMBENT WORKERS PROGRAM	 PY 2004	 PY 2005	 PY 2006	 3 Year Average
Number or Workers Receiving Training	2118	2500	2355	2324
Number of Companies Served	41	42	49	44
Total Expenditures/Obligations	\$1,196,366	\$1,379,235	\$1,745,346	\$1,440,316
 ON-THE-JOB TRAINING PROGRAM	 PY 2004	 PY 2005	 PY 2006	 3 Year Average
Number or Workers Receiving Training	1153	1244	1165	1187
Number of Companies Served	529	420	521	490
Total Expenditures	\$1,888,158.37	\$2,098,271.09	\$3,019,619.08	\$2,335,350
 ALL PROGRAMS	 PY 2004	 PY 2005	 PY 2006	 3 Year Average
Number or Participants Receiving Training	10733	8245	8216	9065
Number of Inc. Wkr./OJT Companies	570	462	570	534
Total Expenditures	\$20,267,765	\$13,873,290	\$14,923,523	\$16,354,860

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

1): West Alabama East Mississippi WIRED Generation I Grant

Alabama Community Colleges/Counties Served

Alabama Southern Community College
(Choctaw, Clarke, Conecuh, Marengo,
Monroe counties).

Shelton State Community College
(Bibb, Greene, Hale, Sumter,
Tuscaloosa counties)

Bevill State Community College
(Fayette, Lamar, Marion, Pickens, Walker counties).

Wallace Community College
(Dallas, Lowndes, Perry counties).

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

Calhoun Community College
Drake State Community College
Northeast Community College
Northwest-Shoals Community College
Snead Community College
Wallace-Hanceville Community College

Alabama Universities

Alabama A&M University
University of Alabama - Huntsville

Metropolitan Area Employment Growth

	Employment 2000	Employment 2006	Percent Growth	
Huntsville MA				
Limestone	28,500	34,655	21.60%	
Madison	141,790	157,774	11.27%	
Total	170,290	192,429	13.00%	*
Auburn-Opelika MA				
Lee	48,230	63,468	31.59%	
Total	48,230	63,468	31.59%	*
Dothan MA				
Geneva	10,050	11,524	14.67%	
Henry	6,140	7,449	21.32%	
Houston	44,840	45,332	1.10%	
Total	61,030	64,305	5.37%	*
Birmingham-Hoover MA				
Bibb	6,770	8,626	27.42%	
Blount	23,700	25,878	9.19%	
Chilton	18,240	19,317	5.90%	
Jefferson	335,770	312,596	-6.90%	
Saint Clair	30,750	32,379	5.30%	
Shelby	81,420	91,240	12.06%	
Walker	27,090	29,228	7.89%	
Total	523,740	519,264	-0.85%	
Montgomery MA				
Autauga	21,860	22,931	4.90%	
Elmore	29,900	32,887	9.99%	
Lowndes	3,740	4,690	25.40%	
Montgomery	111,060	102,712	-7.52%	
Total	166,560	163,220	-2.01%	
Tuscaloosa MA				
Greene	2,730	3,336	22.20%	
Hale	6,690	6,823	1.99%	
Tuscaloosa	83,250	82,811	-0.53%	
Total	92,670	92,970	0.32%	
Decatur MA				
Lawrence	15,910	15,347	-3.54%	
Morgan	55,670	54,147	-2.74%	
Total	71,580	69,494	-2.91%	

Mobile MA			
Mobile	192,850	176,560	-8.45%
Total	192,850	176,560	-8.45%
Columbus, Ga. MA			
Russell	25,490	21,022	17.53%
Total	25,490	21,022	-17.53%
Anniston-Oxford MA			
Calhoun	52,200	52,084	-0.22%
Total	52,200	52,084	-0.22%
Florence-Muscle Shoals MA			
Colbert	24,330	24,374	0.18%
Lauderdale	39,480	40,990	3.82%
Total	63,810	65,364	2.44%
Gadsden MA			
Etowah	47,150	45,979	-2.48%
Total	47,150	45,979	-2.48%
Alabama			
All Metro Areas	1,422,979	1,433,238	0.72%
All Non-Metro Areas	663,821	664,962	0.17%
Total	2,086,800	2,098,200	0.55%

- - Indicates 2000-2006 MSA Population Growth Above the State Average