

**State of Alabama
Workforce Investment Act, Title IB
Program Year 2010 Annual Report**



Submitted by

**Alabama Department of
Economic and Community Affairs**

**Prepared for
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Secretary of Labor
U.S. Department of Labor**

September 30, 2011

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Overview

Alabama is at a pivotal point in time where workforce development is critical to the success and continued growth of our citizens and our businesses. Job skills, education, and relevant occupational skills training are the tools individuals need to obtain a job and enjoy the quality of life they desire. Workforce development is preparing individuals with the occupational skills necessary for work. It is recruiting, placing, mentoring, and counseling potential employees; and it is combining education, employment, and job training efforts.

Alabama's workforce development system is working to manage persistent labor shortages for skilled workers, increase the business community's satisfaction with education and training, ensure that workforce development is equivalent to economic development, and to integrate special populations into the economic mainstream. A continuous evaluation of industry needs and programs that support those needs enables the state to provide the most up-to-date and innovative training available with the funding provided through the Workforce Investment Act (WIA). An evaluation of the reporting system revealed the need to implement (and report only) common measures in place of the seventeen (17) state and local performance measures under WIA. The State sought and was granted a waiver by the U.S. Department of Labor (USDOL) in order to implement the 9 common measures defined in TEGL 17-05, including Changes 1 & 2. This waiver has allowed Alabama to renew its performance focus and to facilitate system integration across partner programs. The common measures have provided a simplified and streamlined performance measurement system that is more cost effective and understandable to business-led boards. The quality and quantity of services to participants has been enhanced by focusing on fewer targeted outcomes. State and local program administrators have benefited as Alabama progresses toward a fully integrated workforce system that concentrates on demand-driven accountability measures.

The Alabama Career Center System, through its network of forty-five (45) career centers, delivers workforce development services to employers and employees eligible for and in need of these services. Each career center System location provides customers with needed education, job training, employment referral, and other workforce development services. Prospective employees may obtain career counseling and individual case manager assessment services. Those with marketable occupational and employable skills may not require career center system services beyond direct placement assistance. Individuals, whose existing skills require some degree of honing to render these workers more attractive, will receive the required training.

The principal focus of Alabama's Workforce Development System remains directed toward the fashioning of action strategies appropriate to the ongoing workforce development needs of all Alabamians. In 2007 the acquisition of the state's mobile career center (MCC) expanded our capacity for effective delivery of worker displacement-relief services. Packed with many of the features offered by standing career centers, including learning needs/skills assessment tools, computerized job bank services, and academic and occupational skills training referral services. The MCC has helped render needed workforce development services to many persons previously unable to effectively access these services. The highest priority for the vehicle is providing workforce development assistance to those impacted by disasters such as hurricanes and tornados. It is moved to the appropriate location as quickly as allowed by the situation. During PY10 the mobile career center was dispatched on twenty-four (24) occasions throughout the state to provide workforce related assistance. These events included Career Days at schools, Job Fairs with community agencies, Employer recruitment assistance, Rapid Response service to dislocated workers, and assistance to those affected by natural disasters. The MCC was dispatched to Hanceville on Monday May 2, 2011 to provide services to the citizens of hard-hit North

Alabama when the Career Center located on the Wallace Community College campus was damaged and without power. The MCC remained there until power was restored and the Hanceville Career Center became operational on May 16, 2011.

In regard to adult programs, funds are being used for On-the-Job Training (OJT) where up to fifty (50) percent of a person's salary (considered a training cost) for up to six (6) months can be reimbursed to an employer. There are also agreements with 33 private-for-profit employers for incumbent worker training (funded with Governor's fifteen (15) percent Set Aside funds or with Rapid Response funds per approved USDOL waiver) to get current employees up to speed on the latest manufacturing techniques, etc. Funds continue to be used to pay for tuition and cost of book for dislocated workers, adults, and youth to attend a two-year college or other postsecondary institution to learn new skills in order to re-enter the workforce. Additionally, short-term training is provided for dislocated workers and adults to help them acquire the skills necessary to re-enter the workforce as quickly as possible. These services were made more accessible due to the ability to transfer funds between the adult and dislocated worker programs (per approved USDOL waiver). Through the use of this waiver, the local areas have the flexibility necessary to move the funds to the target group where the need is greatest, benefiting both adults and dislocated worker participants.

Our Incumbent Worker Training Program (IWTP), which provides eligible employers with funding assistance toward new and/or upgraded occupational skills training for their existing workforce, continues to be a mainstay. Such employee skill upgrades are often critical to employers' continuing competitive viability and avoiding layoffs.

On February 17, 2009 the President signed into law the American Recovery and Reinvestment Act (ARRA) of 2009. In regard to the WIA, Alabama received a formula allocation of \$29,944,089 for workforce training. Since that time, funds have been used to train dislocated workers, economically disadvantaged adults, and youth. One of the objectives of the ARRA is to get these citizens retrained and back into the labor market. Another objective is to get the economy restarted with consumer spending, and a summer youth employment and training program is one way to get money back into the economy. Therefore, one of the activities allowed under the Recovery Act summer youth employment and training programs. There were 5,422 eligible youth who were enrolled in summer work experience programs at 1,617 public and non-profit worksites across Alabama, including a limited Summer Youth 2010 program.

The funding agency for ADECA's WIA funds is the USDOL, and states have until June 30, 2013 to spend all of the PY10 workforce funds. ARREA formula funds expired on June 30, 2011.

The tenacity of state leaders, coupled with the resources and programs available, has helped lessen the effects of our ailing economy. This Annual Report documents Alabama's record of achievement in its 11th full year under the WIA.

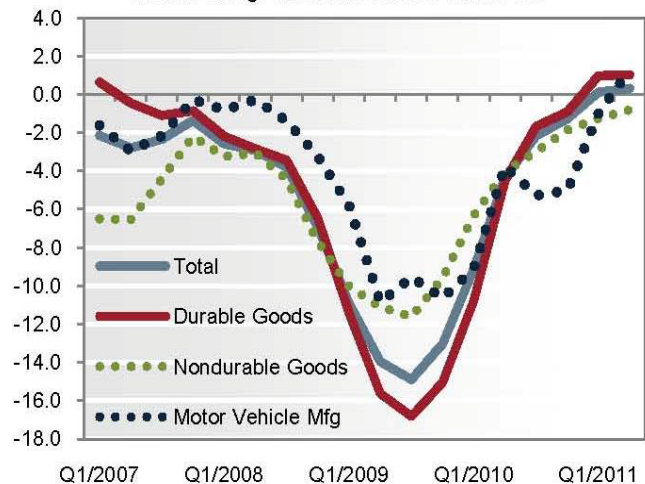
Alabama: An Economic Profile

In the past year Alabama has continued to make economic recoveries, all be it at a sluggish pace. Although nonfarm employment dropped by 9,500, with 3,300 being in the field of construction there has been a slight recovery with construction employment rising by 500 in June. These numbers should increase as the tornado recovery process continues. During the twelve (12) months ending in June 2011, sixty-nine (69) percent of all job losses were within the twenty-seven (27) counties that comprise the state's eleven (11) metro areas (latest update from the Center for Business and Economic Research at The University of Alabama).

During PY10 durable goods producing industries added 2,400 workers in transportation equipment, and 400 jobs were filled in primary and fabricated metals. Professional and business services also netted employment gains of 4,200 and administrative support, waste management, and remediation service firms gained 4,300 positions. Professional, scientific, and technical services also grew by 1,200 in June alone and 1,900 jobs were secured in the normally declining retail industry. However, job losses continue to plague the state as 600 job losses were reported in both computer/electronic production and in furniture-related industries, and 500 job losses in machinery manufacturing. Non-durable goods industries also faced losses of 800 workers; these numbers were only offset by 100 jobs added in plastics and rubber products. The apparel/textile industry continues to struggle with nearly 3,000 jobs lost during PY10. Service firms experienced a decline of over 7,000 jobs while the government sector lost 5,000 in state, 4,700 in local, and 3,800 in federal positions.¹

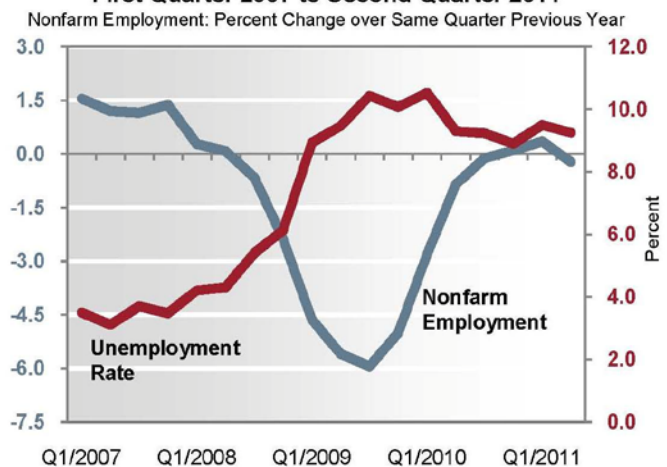
Of the state's eleven (11) metro areas only Tuscaloosa has seen positive employment growth from 2009-2011, while the remaining ten (10) have experienced an average growth rate between -0.17 (Huntsville) and -2.67 (Birmingham). Respectively, the average unemployment rate in these metro areas, over the same three year period, ranges from 7.8 (Huntsville) to 10.33 (Mobile). However, all eleven (11) areas have managed to reduce their employment rates to single digits in 2011.²

Alabama Manufacturing Employment
First Quarter 2007 to Second Quarter 2011
Percent Change over Same Quarter Previous Year



Source: Alabama Department of Industrial Relations.

Alabama Nonfarm Employment and Unemployment Rate
First Quarter 2007 to Second Quarter 2011



Source: Alabama Department of Industrial Relations.

1 Samuel Addy, Ph.D and Ahmad Ijaz, Alabama Business "Economic Outlook: Third Quarter 2011," *University of Alabama Center for Business and Economic Research*, July – September 2011, pp. 2

2 IHS Global Insight "Summary of U.S. Metro Unemployment/Employment Forecasts" IHS Global Insight (USA), Inc.,

Significant employment variations were experienced throughout PY10. Sixty-nine (69) percent of all job losses were among the 27 counties that comprise the 11 metro areas. Leading the metro areas in job creations was Birmingham-Hoover, which added 1,900 jobs followed by Auburn-Opelika's gain of 1,200, Florence-Muscle Shoals, and Tuscaloosa had an addition of 500, and Anniston-Oxford an increase of 200 positions. However, heavy losses were experienced in the Montgomery metro area with a decline of 3,300 jobs, mainly among government and professional/business services. Mobile suffered with 1,400 job losses, Dothan experienced 1,300 in losses, Huntsville faced a decline of 300, Decatur lost 200, and Gadsden coped with 100 losses.³

Some economist believe Alabama's economy is rebounding more quickly than other states; with the continued diversification into biotechnology, aerospace, automotive, national defense, steel, shipbuilding, and other high-paying manufacturing and white-collar jobs. Still, unemployment is a major concern; without more jobs, consumers will remain cautious with non-essential spending, which will continue to impact the economic recovery in Alabama and throughout the nation.

However, the state has seen the benefits of these industries in job growth. Specifically, the aerospace industry has added 150 new jobs in Andalusia and 300 jobs in Huntsville. The Mobile area has experienced 800 new jobs from the shipbuilding industry with plans for an additional 1,200 and the steel industry has hired over 1,000 team members with future expectations of an additional 800 workers for a new plant. The Cullman community has welcomed back a metal casting company, which anticipates rehiring 120 former employees. Additionally, the Montgomery area has already begun the construction phase of a transformer manufacturing facility that is projected to create 1,000 new jobs when completed.

Alabama Nonfarm Employment Change in Number of Jobs

	June 2009 to June 2010	June 2010 to June 2011
Total Nonfarm Employment	-14,500	-9,500
Natural Resources and Mining	-500	600
Construction	-5,000	-3,300
Manufacturing	-6,600	300
Durable Goods Manufacturing	-3,800	1,100
Nondurable Goods Manufacturing	-2,800	-800
Trade, Transportation, and Utilities	-3,500	2,800
Wholesale Trade	-2,000	-1,000
Retail Trade	-1,700	1,900
Transportation, Warehousing, Utilities	200	1,900
Information	-2,000	-900
Financial Activities	-5,300	-200
Professional and Business Services	1,300	4,200
Educational and Health Services	1,800	-800
Leisure and Hospitality	2,200	1,600
Other Services	-1,300	-300
Government	4,400	-13,500
Federal Government	6,800	-3,800
State Government	-700	-5,000
Local Government	-1,700	-4,700

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

January 19, 2011, Tables 1&2, pp. 7-20 < <http://www.usmayors.org/79thWinterMeeting/documents/201101a-metroeconomies.pdf>>.

³ Samuel Addy, Ph.D and Ahmad Ijaz, Alabama Business "Economic Outlook: Third Quarter 2011," *University of Alabama Center for Business and Economic Research*, July – September 2011, pp. 2

The Workforce Investment Partnership

The WIA, *Title I*, prescribes the delivery of a wide array of skills training, job placement, educational opportunities, and other workforce development services. Both job seekers and employers may access WIA workforce development services through the Alabama Career Center System. Career centers serve as employee/employer gateways to workforce development services and resources. Many of these services are available at the career 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 required to overcome barriers to employment.

WIA 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 WIA programs and services, use these allocations for career center operations within their boundaries. Alabama currently has 44 career center System sites (as of September 2011), including comprehensive, non-comprehensive, and itinerant Centers. A Career Center Operations template issued by the State Workforce Investment Board (WIB) in November 2002 and revised January 2010, formalized operational guidance and expectations for the Alabama Career Center System.

Groups targeted for WIA services include Adults (aged 18 years and over), Older Youth (aged 19 to 21 years), Younger Youth (aged 14 to 18 years), and Dislocated Workers (job loss due to plant closings, layoffs). There is a greater focus on providing Adults, Older Youth, and Dislocated Workers with skills leading directly to employment. More attention is given to achievement of long-term educational milestones for the Younger Youth group. For this population, more emphasis is given to basic literacy training, and GED and ACT preparation than to short-term employment opportunities. Funding through the 2009 American Recovery and Reinvestment Act (ARRA) applied to all age groups, with Older Youth encompassing persons aged 19 to 24 years.

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

Priority of Service has also been established, through policy from the State WIB, for public assistance recipients and other individuals with low incomes to receive the highest priority for WIA services after all eligible veterans and eligible spouses of veterans have been considered for services.

Workforce Investment Boards

Workforce Investment Boards (WIBs), as provided under *Section 111* of the WIA, are charged with the design, implementation, and ongoing operation of state-level/sub state-level workforce development programs and activities. In order to better ensure that membership on the WIBs is reasonably representative of the various public and private sector principals actively engaged in local area workforce development activity, the legislation requires that the structuring of WIBs correspond to specific membership composition criteria. The three (3) Alabama local workforce investment areas are represented by a Local WIB. The State WIB works to achieve ongoing, cohesive, and mutually reinforcing working relationships among the workforce development partner agency stakeholders.

Members of the State WIB are appointed by the Governor. Local WIB members are appointed by each local area's designated chief local elected official. The Governor is the Chief Local Elected Official for the Alabama Workforce Investment Area (AWIA), the sixty-five (65) county balance-of-state local area.

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

State and Local WIBs are the operational settings for much of the WIA mandated coordination activities described in the following pages.

One (1) local area's WIB has been adapting its resources to address the economic slowdown and the resulting changes to the employment picture. The February of 2009, passage of the American Recovery and Reinvestment Act (ARRA) provided much needed funding, which has continued to be a key resource in addressing the rising unemployment rate. The local area has continued to facilitate improved communication between key stakeholders as regionalized efforts to mobilize the workforce have been initiated. Business and community leaders have expressed very clearly, the need for more skilled workers and more efficient and effective training programs. The three local areas continue to proactively address these issues through a variety of initiatives.

State Workforce Investment Board Members (07/01/10 - 01/17/11)*:

Governor

Bob Riley*

Members of the Legislature

Senator Quinton Ross

Senator Hank Sanders

Representative Terry Spicer

Representative Elwyn Thomas

Organized Labor

Stewart Burkhalter – AFL-CIO – Montgomery

Sammy Dodson – Retired – Operating Engineers – Sylacauga

Leroy Nicholson – AFL-CIO - Montgomery

Youth - Oriented Organizations

Frank Coiro – Montgomery Job Corps Center – Montgomery

Mary Zoghby – Boys & Girls Clubs of South Alabama – Mobile

Community College and Community-Based Organizations

Daniel Boyd – Lowndes County Public Schools – Hayneville

Ed Castile – Alabama Industrial Development Training – Montgomery

Cary Cox – Auburn Training Connection – Auburn

Elaine Jackson – Birmingham Urban League – Birmingham

Douglas Littles – Reid State Technical College – Evergreen

Susan Price – Alabama Department of Postsecondary Education – Montgomery

Sydney Raine – Mobile Works, Inc. – Mobile

Denny Smith – Calhoun Community College – Athens

Pamela Barnes-Trammell – Telamon Corporation – Millbrook

WIA One-Stop Partner Representatives/Economic Development Agencies

Cary Boswell – Alabama Department of Rehabilitation Services – Montgomery NOT APPOINTED

Nancy Buckner – Alabama Department of Human Resources - Montgomery

Irene Collins – Alabama Department of Senior Services – Montgomery

Frieda Hill – Alabama Department of Postsecondary Education - Montgomery

Matthew Hughes – Governor’s Office of Workforce Development - Montgomery

Doni M. Ingram – Alabama Department of Economic & Community Affairs – Montgomery

Joe Morton – Alabama Department of Education - Montgomery

Tom Surtees – Alabama Department of Industrial Relations - Montgomery

Other Representatives, Head Agency Officials

Grady Batchelor – Winston County Industrial Development Authority – Haleyville

Judy Crowley – Coffee County Family Services Center – Enterprise

Don Fisher – Governor’s Office of Workforce Development – Montgomery

Bob Higgins – Baldwin County Economic Development Alliance – Robertsedale

Don Hopper – Development Council – Anniston

John Clyde Riggs – Alabama-Tombigbee Regional Commission – Camden

Tucson Roberts – Covington County Economic Development Commission – Dothan

Ron Scott – Economic Development Association of Alabama – Prattville

Peggy Smith – Cullman Economic Development Agency – Cullman

Neal Wade – Alabama Development Office – Montgomery

Local Area Chief Local Elected Officials

Samuel Jones – Mayor – Mobile

Judge William Ryan – District Judge – Moundville

Todd Strange – Mayor - Montgomery

Business/Private Sector Representatives

Linda Bailey – Honda Manufacturing of Alabama, LLC – Lincoln
Tim Beasley – Briggs and Stratton – Auburn
Thomas Bender – Bender Shipbuilding and Repair – Mobile
Fred Blackwell – Michelin North America – Opelika
Ronald Boles – General & Automotive Machine Shop, Inc. – Huntsville
Ralph Buffkin – Mobile Works, Inc. – Mobile
Ruth Burchfield – BE & K – Birmingham
Glenn Camp – HB & G Building Products, Inc. – Daleville
Bill Canary – Business Council of Alabama – Montgomery
Stan Chavis – Stan Chavis Insurance Agency – Mobile
George Clark – Manufacture Alabama – Montgomery
J. Ab Conner – Conner Brothers Construction Company, Inc. – Auburn
Nancy Dennis – Alabama Retail Association – Montgomery
Mark Farmer – Sony Electronics, Inc. – Dothan
Bernell Fowler – Kinro Corporation– Double Springs
Lacy Gibson – Alabama Hospital Association – Montgomery
Jackie Wuska Hurt – Tuscaloosa
Walter Jacobson – AbitibiBowater – Sylacauga
Bob Johnson – Skilstaf Incorporated – Alexander City
Phillip Kelley – Michelin North America – Dothan
Lester Killebrew – SunSouth, LLC – Abbeville
Skip Layne – Rust Constructors, Inc. – Birmingham
Linda Lewis – Chamber of Commerce of Walker County – Jasper
Juliette Locke – Atlantic Marine – Mobile
David Middlebrooks – Bush Hog, LLC – Selma
Linda Miller – Mercedes-Benz U.S. International, Inc. – Vance
Tipi Miller – Opelika Chamber of Commerce – Opelika
Marty Parker – Boise Paper – Alabama Operations – Jackson
Suzanne Respass – Children’s Hospital of Alabama – Birmingham
Mike Reynolds – BroadSouth Communications, Inc. – Selma
Andy Ritter – Thyssenkrup Steel USA, LLC – Saraland
Bill Sisson – Mobile Airport Authority – Mobile
Ronnelle Stewart – Jefferson County Workforce Investment Board – Birmingham
Ken Tucker – The Boeing Company – Huntsville
Steve Turkoski – Dothan Area Chamber of Commerce – Dothan
Robert Vann – Alabama River Pulp – Perdue Hill
Victor Vernon – Business Council of Alabama – Montgomery
Gina Warren – Alabama Power Company – Anniston
Terry Waters – Alabama Power Company – Tuscaloosa
Mark Weaver – MidSouth Industries, Inc. – Gadsden
Paul Wellborn – Wellborn Cabinet, Inc. – Ashland
Bob Woods – Alabama Power Company – Jasper

* Board Members listed are through the term of office for outgoing Governor Bob Riley, who left office in January 2011. New Board Members are pending appointment by the current Governor, Robert Bentley.

State Level Coordination

The Governor’s Office of Workforce Development* (GOWD), a multi-agency staffed office, has coordinated the state’s workforce development system in which services and programs are delivered by several state agencies. Following is a list of services/programs and agencies charged with delivery responsibilities. In addition to overall system coordination and leadership functions, the GOWD had responsibility for managing the WIA programs and services, including Rapid Response, operations of the one-stop career center system, OJT, and IWTP.

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

* The Governor’s Office of Workforce Development was abolished by Governor’s *Executive Order 14*, May 10, 2011.

Specific interagency coordination activities include:

- A continuous exchange of customer information among: Jefferson County, Mobile County, and Alabama (Balance-of-State) Local Workforce Investment Areas, the Workforce Development Division, the Alabama Department of Economic and Community Affairs (ADECA), Trade Act Programs, Employment Service/Unemployment Compensation/ Labor Market Information Divisions, Postsecondary Education, Adult Education, the Department of Senior Services, the Department of Human Resources, and the Alabama Department of Rehabilitation Services. This exchange better ensures case managers’ continuing access to a broad range of locally available workforce development program and services information.

- Regular on-site monitoring/assessment of the progress achieved by WIA program participants, from their date of application through post program follow-up, by Workforce Development Division Program Integrity Section staff. This action helps determine both the level and quality of the workforce development services provided to these individuals.

- Each local area ensures 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
 - American Recovery and Reinvestment Act
 - Work Opportunity and Reconciliation Act

Alabama's Career Center System

Alabama's Career Center System works to consolidate the delivery of services presently offered to the eligible public through different state agencies, into a single, localized, delivery station. Services include:



- Intake
- Assessment
- Case management services
- Occupational training
- Educational training referrals
- Labor market information
- Job development services
- Vocational rehabilitation
- Unemployment insurance information
- Veterans' programs

A central feature of each career center is the Resource Area, where workforce development service seekers may enjoy ready access to computerized databases providing details of available educational and occupational training as well as supportive and other services. This information resource also provides employers with listings of prospective employees possessing the desired skills and work experience. Internet access is available for customers at all Alabama career center locations including the mobile career center vehicle.

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

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

Thirty of these Centers are termed "comprehensive." These locations offer both job seekers and employers a full array of One-Stop services, to include information regarding Employment Service, Unemployment Compensation, Vocational Rehabilitation, and other partner agency program services for which they are eligible. Within the twenty-six (26) comprehensive Centers, the represented partners are actually collocated. The thirteen (13) non-comprehensive career centers are not full service offices; but they do provide many of the same employment assistance services as the comprehensive Centers, to include job information services and available resource information. Alabama also operates six (6) itinerant Centers, which are open only one (1) day a week and report directly to a comprehensive career center.

Each career center has negotiated cooperative agreements for on-site delivery of services with local representatives of the WIA partner agencies, including the local employment service and human resources agencies, Adult Education, postsecondary education (two-year colleges), and vocational rehabilitation.

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

At the local level, career center staff members work to greatly reduce, if not entirely eliminate, any

incidence of service redundancy or overlap among workforce development partner agencies. Achievement of One-Stop services integration, rather than duplication, is the key.

The Career Center Operations Template, developed by the State WIB in PY02, established a uniform services baseline associated with all career center locations, including the Career Center System logo, the availability of resource areas, children’s play area, and other features. The brand recognition helps clients (who move from one area of the state to another) to be able to recognize and access workforce services.

Monthly career center tracking reports indicate 820,707 career center customer hits were recorded during July 2010 – June 2011.

Comprehensive Career Centers (26*):

1) Alabaster	8) Dothan	15) Hanceville	22) Selma
2) Albertville	9) Enterprise	16) Huntsville	23) Sheffield
3) Anniston -	10) Eufaula	17) Jackson	24) Talladega
4) Birmingham ES	11) Foley	18) Jasper	25) Troy
5) Brewton	12) Fort Payne	19) Mobile	26) Tuscaloosa
6) Decatur	13) Gadsden	20) Montgomery	
7) Demopolis	14) Hamilton	21) Opelika	

Non-Comprehensive Career Centers (13*):

1) Alexander City
2) Bay Minette
3) Blountsville
4) Center Point
5) Fayette
6) Greenville
7) Monroeville

Itinerant Career Centers (6*):

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

* Career center numbers are subject to change; the mobile career center vehicle is not included.

** Career center was not open during the entire PY10 period.

WIA Section 136(e) Process Evaluations

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

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

State-level evaluation studies have included a longitudinal review of selected economic data series trends, aggregated at the local area and sub-area level. This effort involved the plotting of actual and relative growth, covering civilian labor force, unemployment, unemployment insurance exhaustees, unemployment insurance beneficiaries, and mass layoff data.

Such information may provide insight regarding any association between local, regional, or state-level economic or demographic circumstances and observed directional trends in local area-level WIA program performance outcomes. There may or may not be potential for WIA program design innovations directly resulting from this and/or other evaluation study efforts.

Monthly customer traffic at all 45 career centers is tracked in order to help identify any significant trends in the number of career center customer "hits." Where any such trends are indicated, further analysis may help suggest any causal factors behind such month-to-month variation. Application of such causal information may enable One-Stop Career Center managers to better serve their ever-expanding customer base.

Additionally, efforts to identify specific high-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.

Workforce Investment Activity Resource Allocation

Funds are provided annually to the state by the USDOL for the provision of WIA, *Title I*, Adult, Youth, and Dislocated Worker programs. According to the WIA, up to fifteen (15) percent of the total Adult, Youth, and Dislocated Worker funds allotted to the state may be reserved for state-level set-a-side activities, which include: a) state-level program administration, b) incentive awards for local areas, which demonstrate superior program performance, c) technical assistance/capacity building services, d) activities directly and indirectly supporting the ongoing development and operation of the state's One-Stop system, e) activities supporting the compilation and statewide dissemination of listings of eligible training providers, f) evaluations of program development strategies, which support continuous system improvement, and g) the development of a statewide fiscal management system. Additionally, up to twenty-five (25) percent of Dislocated Worker funds may be reserved for provision of statewide rapid response services for dislocated workers.

Of the Adult, Youth, and Dislocated Worker allotments reserved for local area incentives/capacity building, sixty-seven (67) percent is designated for local area incentive awards, and thirty-three (33) percent is withheld for statewide technical assistance/capacity building. The specific amounts of the local area's PY10 incentive awards, determined by their respective PY09 program performance outcomes, are depicted in Attachment B.

As a result of the American Recovery and Reinvestment Act of 2009 (ARRA), the state was awarded additional funding totaling almost \$30,000,000. This additional funding was provided to enhance services and/or increase the number of individuals served in order to jump-start the ailing economy.

PY10/FY11 Federal WIA Allocation Levels - PY09/FY10 Federal ARRA Allocation Levels

Activity/Program	WIA Allocations	ARRA Allocations
State-Level Activities	\$6,153,501	\$4,491,612
Statewide Rapid Response Activities	\$883,466	\$0
Local Area Adult Programs	\$9,814,330	\$4,337,575
Local Area Youth Programs	\$10,011,044	\$9,900,293
Local Area Dislocated Worker Programs	\$14,135,469	\$11,214,609
TOTAL	\$40,997,810	\$29,944,089

Additional specifics regarding Alabama PY10/FY11 WIA program funding levels are found in Attachments A & B. Additional specifics regarding Alabama PY09/FY10 WIA ARRA program funding levels are found in Attachment C.

State-level PY10 Adult, Youth, and Dislocated Worker actual performance measures are compared to the negotiated performance goals in Attachment D. This data indicates Alabama met or exceeded all nine (9) PY10 program measures.

An analysis (three (3) year average) of Alabama's performance trend contrasts Adult, Dislocated Worker,

and Youth programs along common performance measures. This analysis indicates the apparent strengths of these programs relative to one another. As might be expected, it is apparent that Dislocated Worker program completers generally exhibit collectively stronger employment and earnings performance than their counterparts in the Adult programs.

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

Performance Trend Comparison

Three Year (PY08-PY10) Statewide Average	Adult	Dislocated Worker	14-21 Youth
Entered Employment Rate	65.25%	70.59%	
Employment Retention Rate	81.45%	89.05%	
Average Six-Month Earnings	\$11,489	\$14,276	
Employment/Credential Rate	42.39%	47.58%	
Placement in Employment or Education			51.82%
Attainment of Degree or Certification			40.95%
Literacy and Numeracy Gains			35.00%

PY10 Programs

Rapid Response

The GOWD was responsible for coordinating WIA Dislocated Worker program services statewide. These responsibilities included the development of Dislocated Worker program policy and delivery of Rapid Response services. (As of May 10, 2011, those responsibilities reverted back to ADECA, Workforce Development Division.)

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
- 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 USDOL's Employment and Training Administration and the Employee Benefits Security Administration. Activities are also coordinated with state of Alabama insurance programs such as the Alabama Health Insurance Plan and Children's Health Insurance Programs (All-Kids and SOBRA). Agencies such as the Alabama Small Business Development Consortium are also involved.

The Dislocated Worker Unit Rapid Response Team was comprised of GOWD Dislocated Worker Specialists who are employees of the ADECA, but were assigned to work for the GOWD 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 were also included at

no cost to the WIA program. 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 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, contacts initiated by affected employers, union representatives, or other state and local service agencies.

Activities of the Rapid Response Team facilitate dislocated workers' awareness and utilization of the broad range of programs, services, and benefits available through a variety of federal, state, and local sources to which they are entitled. The Team's overriding objective is to ease the trauma associated with job loss and better enable dislocated workers' return to the workforce. Attempts are made to maximize each individual's fullest potential.

A strong effort is made to appropriately tailor Rapid Response services to the unique circumstances and requirements associated with each individual dislocation event. On learning of an anticipated plant closing or substantial layoff, Rapid Response staff schedule on-site meetings with company management and labor representatives to discuss available assistance options. After consultation with the appropriate Dislocated Worker Network partner representatives, group employee/local service agency meetings are usually organized at the local employer's worksite. When necessary, meetings may be held at union halls or other local area community centers.

During these meetings, affected workers are provided details regarding their eligibility for and the availability of retraining services, unemployment compensation benefits, job search and placement services, health insurance continuance, pension benefits/counseling, entrepreneurial training assistance, and more.

The following is a percentage breakout, by industry, of the number of workers affected by those plant closings and/or layoffs reported to the Rapid Response Team during PY10 (July 1, 2010 - June 30, 2011):

Total Individuals Laid Off by Sector

Sector	PY09		PY10	
	Count	Percentage	Count	Percentage
Agriculture production--livestock & animal specialties	0	0.0%	200	3.1%
Administration of human resource programs	706	4.4%	0	0.0%
Apparel & accessory stores	0	0.0%	71	1.1%
Apparel & other finished products	462	2.9%	320	5.0%
Automotive dealers & gasoline service stations	158	1.0%	0	0.0%
Business services	540	3.4%	1950	30.6%
Chemicals & allied products	348	2.2%	0	0.0%
Coal mining	47	0.3%	0	0.0%
Communications	0	0.0%	0	0.0%
Depository institutions	76	0.5%	0	0.0%
Educational services	530	3.3%	19	0.3%
Electronic & other electrical equipment & components	0	0.0%	50	0.8%
Engineering, accounting, research, & management	0	0.0%	145	2.3%
Executive, legislative, & general gov., except finance	0	0.0%	60	0.9%
Fabricated metal products, except machinery	2256	14.1%	69	1.1%
Food & kindred products	361	2.3%	0	0.0%
Food stores	3016	18.8%	17	0.3%
Furniture & fixtures	0	0.0%	0	0.0%
General merchandise stores	71	0.4%	0	0.0%
Health services	1230	7.7%	127	2.0%
Hotels, rooming houses, camps, & other lodging places	69	0.4%	0	0.0%
Industrial & commercial machinery & computer equip.	0	0.0%	66	1.0%
Insurance agents, brokers, & service	0	0.0%	0	0.0%
Lumber & wood products, except furniture	2110	13.2%	201	3.2%
Measuring, analyzing, & controlling instruments	194	1.2%	0	0.0%
Miscellaneous repair services	130	0.8%	0	0.0%
Miscellaneous retail	89	0.6%	369	5.8%
Miscellaneous services	0	0.0%	150	2.4%
Motor freight transportation & warehousing	110	0.7%	186	2.9%
National security & international affairs	90	0.6%	0	0.0%
Paper & allied products	307	1.9%	147	2.3%
Petroleum refining & related industries	50	0.3%	61	1.0%
Primary metal industries	100	0.6%	759	11.9%
Printing, publishing, & allied industries	566	3.5%	0	0.0%
Railroad transportation	53	0.3%	0	0.0%
Rubber & miscellaneous plastic products	120	0.7%	50	0.8%
Stone, clay, glass, & concrete products	172	1.1%	146	2.3%
Textile mill products	1517	9.5%	632	9.9%
Tobacco products	213	1.3%	0	0.0%
Transportation equipment	292	1.8%	495	7.8%
Transportation services	0	0.0%	0	0.0%
Wholesale trade--durable goods	0	0.0%	0	0.0%
Wholesale trade--nondurable goods	51	0.3%	75	1.2%
Total	16,034	100.0%	6,365	100.0%

Rapid Response records indicate 6,365 workers throughout the state were impacted by fifty-two (52) dislocation events serviced by the Rapid Response Team during PY10. By comparison, 16,034 workers were impacted by 130 dislocation events serviced by the Rapid Response Team during PY09. Rapid Response Team staff conducted 83 group employee/local service agency meetings during PY10.

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 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 requested that the USDOL extend, through June 30, 2011, 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 120 different training providers, covering 307 different occupations and approximately 1,400 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 Training Program

The IWTP was cooperatively administered through the GOWD and the ADECA during PY10. *Section 134(A)(3)(iv) (I)* of the WIA authorizes IWTP as a statewide workforce development activity. Alabama's IWTP is funded through state-level fifteen (15) percent set aside-funds as well as up to twenty (20) percent (per USDOL approved waiver) of the Rapid Response funds that are not necessary for provision of required Rapid Response activities.

The IWTP provides assistance to Alabama employers to help with expenses associated with new or updated skills training of current full-time, permanent employees. For-profit companies in operation in Alabama for at least two (2) years are eligible to apply for IWTP funds. An interested company must have at least one full-time, permanent employee other than its owner. Companies seeking IWTP funding must also be current on all state and federal tax obligations. Applicants must provide a dollar-for-dollar "soft" match to requested funds. A soft match can include, but is not limited to, employee wages, benefits, meeting space, and cash payments to vendors. Applicants were eligible to apply for up to \$30,000 of IWTP funds in PY10.

Successful IWTP applicant companies contract with outside training providers to provide basic work skills training to existing employees. Applicants must demonstrate a need for upgraded skill levels for existing employees. Within their applications, IWTP companies anticipate measurable training outcomes. IWTP skills upgrade training should support company efforts to minimize lay-offs (lay-off aversion) and/or help the company remain competitive. The technical and professional training programs provided with the assistance of these funds, equip incumbent workers with specific workplace skills required to provide optimal performance within existing jobs, and may enable them to broaden the scope of their workplace responsibilities. Successful training completion should allow greater opportunities for employee retention and increased earnings potential, thus achieving one of the major USDOL goals for the IWT Program, which is layoff aversion.

The state of Alabama launched its Incumbent Worker Training Program in September 2001. Through June 30, 2011, Alabama has awarded nearly \$13,309,000 in IWTP funding to Alabama businesses, benefitting over 21,000 workers. This includes twenty-four (24) IWTP contracts totaling \$1,058,988 through federal American Recovery & Reinvestment Act (ARRA) and \$825,343 awarded for thirty-three (33) new and active IWTP contracts for PY10 (07/01/10 – 06/30/11). Statewide, PY10 contracts were awarded to companies of all sizes in nineteen (19) counties, benefitting nearly 1,000 individual workers. Although local areas did not utilize Adult or Dislocated Worker monies to fund local IWTP activities (per approved USDOL waiver) during PY10, it is anticipated (with the probable loss of State level funds for this program) that the local areas are much more likely to utilize local funds for IWTP activities in the future.

The chart below provides a snapshot for Alabama’s IWTP in PY10:

Contracts per County

County	Contracts Awarded	Planned Participants	Agreement Amounts
Butler	1	20	\$16,640.00
Calhoun	1	36	\$24,050.00
Colbert	1	16	\$15,000.00
Cullman	1	6	\$24,200.00
Etowah	1	66	\$24,500.00
Fayette	1	12	\$12,000.00
Geneva	1	25	\$29,993.00
Jefferson	3	79	\$64,260.00
Lee	2	77	\$60,000.00
Macon	1	10	\$30,000.00
Madison	5	35	\$95,562.00
Mobile	4	114	\$99,340.00
Montgomery	1	18	\$13,900.00
Morgan	4	80	\$96,798.00
Pike	1	144	\$75,000.00
Talladega	2	101	\$59,100.00
Tuscaloosa	1	25	\$30,000.00
Walker	1	40	\$25,000.00
Washington	1	50	\$30,000.00
	33	954	825,343.00

Individual Training Account (ITA)

The Individual Training Account (ITA), a specific agreement, which provides educational or occupational skills training services, is the primary medium to deliver WIA training services. ITA services may only be provided to WIA participants by those training providers who have applied for placement and been placed on the Eligible Training Provider List. State and local areas budgeted for ITAs using regular WIA funds as well as ARRA funds, which expired on June 30, 2011. The state and at least one local area limited enrollment in training to twelve (12) months or less for ARRA funded ITAs. The normal limitation on length of training for regular WIA funded ITAs is two years. ITAs were greatly advanced through the funds from the American Recovery and Reinvestment Act of 2009.

Prospective education and/or occupational skills training providers must meet specific criteria in order to obtain and subsequently retain WIA training provider status.

Postsecondary education institutions, which offer instruction leading to generally recognized certification in high-demand occupational skills, and other institutions providing similar vocational instruction services, are among the entities, which may apply for inclusion on the Eligible Training Provider List.

The ITA service delivery model continues to be monitored, revised and implemented with ongoing success. Based on the principle of customer choice, the ITA is designed to allow each participant to develop a career strategy and to pursue training based on the most effective track for his or her individual interests and skills. During PY10, 899 individuals were enrolled in training through ITAs utilizing regular formula WIA funds and 6,231 were enrolled in ITAs utilizing ARRA funds.

On-the-Job Training

The Workforce Development Division of ADECA administers the OJT Program. The OJT program gives individuals an opportunity to learn job skills and allows employers to train new employees while saving money on training costs. A Service Representative and the employer will create a training plan that defines training objectives and goals for the trainee(s). Employers may receive up to a fifty (50) percent reimbursement of hourly wages paid to a trainee. This reimbursement serves as an incentive to encourage employers to hire individuals who do not have all of the required skills for a particular job. A predetermined training period can range from 6 to 26 weeks based on the skill level of the participant(s) and the training occupation. This program is designed to fulfill the employment needs of local employers by providing a trained workforce while increasing productivity and profits.

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

The new hire OJT program may allow an employer to receive up to fifty (50) percent reimbursement of hourly wages paid to a trainee. The reimbursement invoices are submitted monthly for the training hours worked. This OJT training program places trainees in occupations that enhance long-term employment opportunities.

The National Emergency Grant (NEG) is a newly designed OJT training program for a limited time January 1, 2008 – June 30, 2012. Trainees eligible for this program have been unemployed for a period longer than 17.87 weeks. The NEG OJT training is provided under a contract with an employer in the

private non-profit or private-for-profit sector. NEG OJT contracts may not be negotiated with public sector employers. Percentage of wages to be reimbursed is based on the total number of full time employees, before hiring OJT NEG participant(s); 1-50 employees – the employer may receive ninety (90) percent reimbursement; 51-250 employees – the employer may receive seventy-five (75) percent reimbursement; and more than 250 employees – the employer may receive fifty (50) reimbursement.

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

Youth: Assessment/Employability Plan Development

Younger youth receive individual assessment and vocational guidance services. Youth assessed to be in need of academic reinforcement, job readiness/workplace skills, world-of-work transition services, and other available services are directed to area providers of these services. Participants may be provided either intermediate or longer-term career planning services.

Youth: Basic Educational Skills Achievement

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

Youth: Summer Program/Work Experience

PY10 summer work experience program services were provided to eligible youth. Financed with ARRA funds, these programs afforded participating youth with valuable learning opportunities, addressing in part, individual work place responsibilities and employer/employee expectations. The AWIA served a total of 1,688 youth with both a summer program (May - August 2010) and a work experience program (October 2010 - March 2011).

Older, out-of-school youth (who participated in work experience only) were allowed the use of the work readiness indicator as the only indicator of performance (per approved USDOL waiver). This has allowed the local areas to not only expand their services to serve additional youth, but it has made the process much more expedient as additional assessments are not required that would limit the applicant numbers or penalize the local area for failure to meet all of the Youth Common Measures. Work experience qualified the youth and made the program much more accessible to a wider range of participants.

Youth: Academic/Basic Skills Reinforcement

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

Youth: Individual Referral Services

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

Youth: Local Area Accounts

During PY10, the AWIA enrolled nine hundred thirteen (913) area youth in the WIA formula funded program where the participants were provided training and support services through contracts with youth service providers.

The local area Youth Council oversaw the delivery of existing programs to area youth with great success. Area providers offered a variety of training, job readiness, and academic remediation programs for PY10 in an effort to better reach difficult to serve youth. Eight (8) providers were identified for funding, and programs are in place to make available numerous resources for out-of-school youth.

The Youth programs funded by the local area offer the following services directly or via referral:

- Intake & Registration
- Objective Assessment
- Service Strategy Development
- Case Management & Follow-up
- Training & instruction to enhance secondary school completion
- Alternative secondary schooling opportunities
- Summer employment opportunities
- Paid and unpaid work experiences
- Occupational skills training
- Leadership Development
- Access to Supportive Services
- Adult mentoring
- Comprehensive guidance and counseling

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

Local Area Program Success Stories

Adult

- A series of bad choices, tragic circumstances, and persistence have brought her from a destitute and paltry beginning to a life full of promise and hope. “I never thought in my wildest dreams that I would be working as a nurse”, states Zobeida Bacallas. “I grew up very poor in a small town in Mississippi and always knew that my options were limited.” She always thought that she would find a job and settle for the small town life style with little opportunity like her parents.

In fact, she was on track to do just that when she became pregnant at 15 years of age and dropped out of school. “I knew I was destined for a life of hard times with no education and decent job opportunities,” Bacallas said. Unfortunately, the child died shortly after birth, and Bacallas vowed to do something different with her life. Bacallas went back to school and decided to be a better person. “I got a second chance, and I wanted to honor my child’s memory and be a better person. Fortunately for me, I went back to school. I went from being a C / D student to an A student. I made the honor roll and began to take accelerated classes,” explained Bacallas.

After high school, Bacallas enrolled at a local junior college in Mississippi and eventually received an associate’s degree with honors. She decided to further her education after being accepted into the nursing program at the University of South Alabama. Bacallas admitted that the nursing program was extremely difficult. She explained that the program was expensive, and she needed to find work to help offset additional costs for her training and support her family. Thanks to a referral from a friend, Bacallas inquired and was eventually accepted into Mobile Works’ WIA Training program. “This program was a God send,” states Bacallas.

She stated, “The program afforded me the opportunity to stay in nursing school. I didn’t have to worry about school expenses and providing for my family. Also, the staff was very friendly and supportive.” Bacallas is married with a son and excited about life. She works as a registered nurse at Mobile Infirmery Hospital. “I love my life, my job, and am excited about the future,” she said.

Dislocated Worker

- Andrea Nemesszeghy and Alisha Coleman have different work backgrounds. Andrea was a residential supervisor for a local boarding school and Alisha was a unit secretary for a local hospital. Unfortunately their promising careers ended when they were laid off from their respective jobs. “After years with the school, I was laid off,” states Nemesszeghy. “I feared getting out of my comfort zone and trying something new.” Likewise, Alicia voiced that she frequently looked for work, and no one seemed to be hiring. “I became discouraged, but I continued to submit my résumé and apply for jobs.

I kept pushing and hoping for a break,” states Coleman. That break came when they heard about the OJT program offered through Mobile Works and the owner of Wonderland Express, Barry Wyatt.

Not only were they introduced to a different genre of work, but Wyatt was introduced to workers, who didn't have a background in the trucking industry. "Wonderland Express typically recruits workers, who have some experience in the trucking industry due to the complexity of the work load," said Wyatt. "However, the OJT Program allowed me the flexibility to step out of my comfort zone and bring on people who didn't have the skills, but had a strong work ethic and a desire to succeed." Through the OJT program, businesses can receive wage subsidies that range from fifty (50) to ninety (90) percent. Subsidy amounts are based upon the size of the business, period of unemployment of the trainee and availability of federal funds. Nemesszeghy, Coleman, and Wyatt admitted that, on any given day, they wouldn't have considered working for a trucking company and he wouldn't have considered hiring someone with no experience.

"As a business owner, I highly recommend this program to the business community. There is no way that I would have considered training people without this assistance and grow. There is minimal paperwork, and the staff is very professional and personable," said Wyatt. Wonderland Express offers experienced, reliable transportation of intermodal, flatbed, and over-dimensional freight. They specialize in the movement of freight that is time-sensitive or requires other special attention and serve 48 states and Canada. Wonderland has operated in Mobile County for over 26 years.

- Mr. Berry, an information technology professional of thirty years, has been unemployed for 10 months as a result in the downturn in the economy. He received training from a technical college some thirty years ago in COBOL and RPG II.

Mr. Berry began training at New Horizons Computer Learning Center in April of 2010. He obtained credentials in Web Design and Graphics to expand his marketability in the technology field. The training also exposed him to .NET programming, HTML, SQL, JavaScript, Dreamweaver, Microsoft Expressions Web, and other architectural programming solutions.

Mr. Berry is now employed by a major local hospital utilizing the additional skills learned at New Horizons.

- Priscilla came to JCWIA seeking housing and career assistance. After researching the programs provided by the Youth Program she expressed interest in The Dannon Project's Certified Nursing Assistant (CNA) Program. Through this program, Priscilla earned her certification as a CNA and also received housing assistance. She later participated in D.R.E.A.M., Inc. Summer Youth Employment Program (SYEP). Through this program, she gained valuable work experience at Arlington Clinic. Nearing the completion of the SYEP, she secured fulltime employment as a CNA at Mount Royal Towers Nursing Home.

Youth

- Savannah Marschke was your typical high school teen full of life, promise, and opportunity. Although, a bright student, Savannah began to lose interest in her studies and eventually dropped out of school. Within years, Marschke became a young wife and mother. She had low self esteem, no education, and no job opportunities.

Marschke states that she wanted to do something with her life and help her son. "My son motivated me to do something with myself," Marschke said. "I wanted to make life better for

him and I wanted to achieve something.”

Thanks to encouragement from a friend, this new wife and mother decided to get her GED. Marschke enrolled in Goodwill Easter Seals’ Youth Excelling for Success Program funded by Mobile Works.

She acknowledged that she was afraid to enter the program for fear that she would struggle and not remember anything from her first two years of high school, but noted that, “Because of the support from the teachers and the staff, I achieved my GED in record time. They also provided me with my childcare and assisted me in finding a job. I went from low self-esteem to high esteem.”

After receiving her GED, Savannah enlisted the services of Goodwill Easter Seals again. The staff helped her study for the ACT, and now she is a student at the University of South Alabama majoring in nursing. “This program has changed my life, and I am excited about the future,” states Marschke. “If I can do it, anybody can do it.”

Waiver Requests

The waivers shown below were requested by the state to help administer programs to eligible recipients in the most effective and flexible means possible. Alabama gratefully acknowledges the opportunity for expanded WIA systems operational flexibility and the considerable benefits extended to the state through the WIA regulatory waiver process by the USDOL.

Waiver Request, as Originally Submitted	Action	Date of USDOL Action
WIA Section 122(d) requires the annual submission by training providers of program information on all individuals participating in an applicable training program. This has proven to be an overly burdensome requirement. If performance information were required only for WIA-funded program participants, the collection of information would be much less burdensome and compliance would be manageable.	Waiver approved by USDOL, effective through June 30, 2011	06/29/10
The state of Alabama requests that its waiver of WIA Section 134(a)(3)(A)(iv)(I) be extended. This waiver allows the transfer on up to twenty (20) percent of Rapid Response funds to WIA statewide activities in order that we may provide additional Incumbent Worker Training.	Waiver approved by USDOL, effective through June 30, 2011	06/29/10
A waiver of the limits on transfers between adult and dislocated worker programs is requested. This limit is found in Section 133(b)(4) of WIA. This waiver would result in the ability to transfer up to one hundred (100) percent of funds from one (1) of these programs to the other.	Waiver approved by USDOL, at 50% for PY10 funds, effective through June 30, 2011	06/29/10
Waiver to permit implementation of (and reporting only) common measures in place of current 17 state and local performance measures under WIA in order to implement the 9 common measures defined in TEGL 17-05, including Changes 1 & 2.	Waiver approved by USDOL, effective through June 30, 2011	06/29/10
Waiver to permit local areas to use a portion of local Adult and Dislocated Worker funds for IWT.	Waiver approved by USDOL, effective through June 30, 2011	06/29/10
Waiver of performance measures for older, out-of-school youth who participate in work experience only to allow the use of the work readiness indicator as the only indicator of performance for such youth.	Waiver approved by USDOL, effective through March 31, 2011	12/06/10

Alabama Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01015

Total Participants Served	Adults	4,172	Total Exitters	Adults	2,320
	Dislocated Workers	3,511		Dislocated Workers	1,691
	Older Youth	1,022		Older Youth	333
	Younger Youth	822		Younger Youth	293
Program Year 2010 Local Area Performance Outcomes				Negotiated	Actual
Entered Employment Rate		Adults		74.50	63.70
		Dislocated Workers		80.50	70.90
Retention Rate		Adults		83.00	82.40
		Dislocated Workers		91.00	89.50
Average Earnings		Adults		\$9,800.00	\$11,482.00
		Dislocated Workers		\$13,500.00	\$14,440.00
Placed in Employment/Edu.		Youth (14-21)		57.00	47.00
Degree/Certificate Attainment		Youth (14-21)		49.00	45.00
Literacy/Numeracy Gains		Youth (14-21)		35.00	54.00

Jefferson Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01005

Total Participants Served	Adults	788	Total Exitters	Adults	125
	Dislocated Workers	270		Dislocated Workers	47
	Older Youth	227		Older Youth	61
	Younger Youth	33		Younger Youth	6
Program Year 2010 Local Area Performance Outcomes				Negotiated	Actual
Entered Employment Rate		Adults		74.50	67.70
		Dislocated Workers		80.50	66.70
Retention Rate		Adults		83.00	81.60
		Dislocated Workers		91.00	88.00
Average Earnings		Adults		\$9,800.00	\$10,010.00
		Dislocated Workers		\$13,500.00	15,386.00
Placed in Employment/Edu.		Youth (14-21)		57.00	64.00
Degree/Certificate Attainment		Youth (14-21)		49.00	76.00
Literacy/Numeracy Gains		Youth (14-21)		35.00	0.00

Mobile Local Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01010

Total Participants Served	Adults	403	Total Exitters	Adults	169
	Dislocated Workers	135		Dislocated Workers	82
	Older Youth	108		Older Youth	102
	Younger Youth	83		Younger Youth	69
Program Year 2010 Local Area Performance Outcomes				Negotiated	Actual
Entered Employment Rate		Adults	75.00	73.60	
		Dislocated Workers	80.50	79.20	
Retention Rate		Adults	83.00	83.80	
		Dislocated Workers	91.00	88.10	
Average Earnings		Adults	\$9,800.00	\$11,978.00	
		Dislocated Workers	\$13,500.00	\$14,540.00	
Placed in Employment/Edu.		Younger Youth (14-21)	60.00	60.00	
Degree/Certificate Attainment		Younger Youth (14-21)	49.00	85.00	
Literacy/Numeracy Gains		Younger Youth (14-21)	40.00	69.00	

Program Performance Summary

	Negotiated Performance Level	Actual Performance Level	
Adult			
Entered Employment Rate	74.5%	64.3%	1,718
			2,672
Employment Retention Rate	83.0%	83.4%	1,152
			1,382
Average Earnings	\$9,800	\$11,953	\$13,769,697
			1,152
Employment and Credential Rate			
Dislocated Worker			
Entered Employment Rate	80.5%	71.3%	1,473
			2,066
Employment Retention Rate	91.0%	89.7%	740
			825
Average Earnings	\$13,500	\$14,874	\$11,007,038
			740
Employment and Credential Rate			
Youth Common Measures (14-21) Results			
Placement in Employment or Education	57.0%	50.6%	305
			603
Attainment of Degree or Certification	49.0%	59.4%	92
			155
Literacy and Numeracy Gains	35.0%	56.7%	186
			328

Note: Percentages have been rounded to the nearest tenth.

PY10 Participants/Exited (4th quarter – cumulative)

Statewide Summary:	Total Participants Served	Participants Exited
Adults	6,054	2,849
Dislocated Workers	5,504	2,223
Older Youth	1,361	497
Younger Youth	940	369
TOTAL		

Total Number of Youth Served: 2,301 (100.00%)
Out-of-School Youth: 1,996 (87.75%)
In-School Youth: 305 (13.25%)

Customer Satisfaction

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level (ACSI)	Number of Customers Surveyed	Number of Surveys Completed	Number of Customers Eligible for Survey	Response Rate
Program Participants	82.00%	80.73%	663	501	2,218	75.57%

Other Reported Information

	Employment Retention Rate		Earnings increase (Adult & Older Youth) or Earnings Replacement (D.W.)		Placement in Non-traditional Employment		Wages at Entry in Employment for Individuals Entering Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of those who Completed Training Services	
Adults	81.8	820	\$406	\$231,327	0.8	13	\$4,879	\$8,328,771	62.6	767
		1,003		570		1,718		1,707		1,225
Dislocated Workers	91.5	527	89.1	\$5,534,297	0.7	11	\$6,676	\$9,693,517	61.4	800
		576		\$6,209,188		1,473		1,452		1,303

Special Populations Outcomes Summary

Adult Program

Rates	Public Assistance Recipients		Veterans		Individuals with Disabilities		Older Individuals	
	Entered Employment	61.9	498	65.4	106	43.2	19	48.9
	804		162		44		137	
Employment Retention	82.8	222	78.6	44	87.5	7	75.0	30
		268		56		8		40
Average Earnings	\$10,581	\$2,349,086	\$12,500	\$549,979	\$6,301	\$44,108	\$13,460	\$403,790
		222		44		7		30

Dislocated Worker Program

Rates	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment	78.2	129	62.5	10	63.3	131	55.6
	165		16		207		27	
Employment Retention	74.6	47	75.0	6	67.0	61	80.0	8
		63		8		91		10
Average Earnings	\$16,009	\$672,374	\$15,450	\$77,251	\$16,968	\$967,158	\$16,425	\$114,973
		42		5		57		7

Other Outcome Information Summary

	Individuals Who Receive Training Services		Individuals Who Receive Only Core & Intensive Services	
Adults				
Entered Employment Rate	66.2	1,313	58.7	404
		1,983		688
Employment Retention Rate	82.9	813	84.5	338
		981		400
Average Earnings	\$11,705	\$9,515,921	\$12,551	\$4,242,242
		813		338
Dislocated Workers				
Entered Employment Rate	71.6	1,309	69.2	164
		1,828		237
Employment Retention Rate	89.0	637	94.5	103
		716		109
Average Earnings	\$14,790	\$9,421,119	\$15,397	\$1,585,919
		637		103

Participant Demographic Profile

Characteristics	
Female	6,426
Male	5,154
American Indian/Alaska Native	117
Asian	161
Black/African American	4,683
Hispanic/Latino	111
Native Hawaiian/Pacific Islander	19
White	6,468

Note: Male/Female totals will not calculate with Ethnic totals as participants may indicate multiple ethnic groups at eligibility.

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

Metropolitan Areas	June 2009	June 2010	% Change
Anniston-Oxford	49.8	49.0	-1.63%
Auburn-Opelika	51.1	53.4	4.31%
Birmingham-Hoover	486.9	493.9	1.42%
Decatur	53.9	53.9	0.00%
Dothan	57.4	56.0	-2.50%
Florence-Muscle Shoals	54.8	55.4	1.08%
Gadsden	35.5	35.3	-0.57%
Huntsville	210.6	210.3	-0.14%
Mobile	171.8	176.3	2.55%
Montgomery	167.7	168.1	0.24%
Tuscaloosa	93.9	91.4	-2.74%

Note: Nonagricultural employment is by place of work. Numbers have been rounded.

Source: Alabama Department of Industrial Relations

PY08 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		0.00
Local Dislocated Workers		0.00
Local Youth		0.00
Local Administration		0.00
Rapid Response (up to 25%) Sec. 134(a)(2)(A)		46,200.10
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/11 less FSR of 06/30/10)		0.00
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	0.00
	Contractor Administration 5% Funds	0.00
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	0.00
	Other Expenditures	0.00
	Incumbent Worker Training	0.00
	Recaptured Funds	0.00
	Assessment/Case Management	0.00
ITAs for Dislocated Workers	0.00	
Total of All Federal Spending Listed Above		\$46,200.10

FY09 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		0.00
Local Dislocated Workers		0.00
Local Youth		0.00
Local Administration		0.00
Rapid Response (up to 25%) Sec. 134(a)(2)(A)*		257,270.49
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/11 less FSR of 06/30/10)		42,214.62
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	0.00
	Contractor Administration 5% Funds	0.00
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	0.00
	Other Expenditures	42,214.62
	Incumbent Worker Training	0.00
	Recaptured Funds	0.00
	Assessment/Case Management	0.00
ITAs for Dislocated Workers	0.00	
Total of All Federal Spending Listed Above		\$299,485.11

* \$110,536.78 of Rapid Response funds were used for incumbent worker training projects not shown elsewhere in the Annual Report.

PY09 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		30,950.00
Local Dislocated Workers		98,416.00
Local Youth		1,573,260.31
Local Administration		280,031.93
Rapid Response (up to 25%) Sec. 134(a)(2)(A)*		22,726.74
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/11 less FSR of 06/30/10)		440,718.23
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	170,922.63
	Contractor Administration 5% Funds	0.00
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	199,784.90
	Other Expenditures	70,010.70
	Incumbent Worker Training	0.00
	Recaptured Funds	0.00
	Assessment/Case Management	0.00
ITAs for Dislocated Workers		0.00
Total of All Federal Spending Listed Above		\$2,446,103.21

* In regard to Rapid Response funds, \$22,726.74 was spent for incumbent worker training projects (per USDOL approved waiver) not included elsewhere in the Annual Report.

FY10 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		2,801,946.64
Local Dislocated Workers		2,768,287.58
Local Youth		0.00
Local Administration		1,087,360.61
Rapid Response (up to 25%) Sec. 134(a)(2)(A)*		174,208.78
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/11 less FSR of 06/30/10)		710,364.70
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	304,550.28
	Contractor Administration 5% Funds	0.00
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	302,552.60
	Other Expenditures	20,389.46
	Incumbent Worker Training	82,872.36
	Recaptured Funds	0.00
	Assessment/Case Management	0.00
ITAs for Dislocated Workers		0.00
Total of All Federal Spending Listed Above		\$7,542,168.31

* Rapid Response funds in the amount of \$125,363.67 were spent for incumbent worker training projects (per USDOL approved waiver) not included elsewhere in the Annual Report.

PY10 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		1,533,153.00
Local Dislocated Workers		2,666,440.94
Local Youth		4,998,944.85
Local Administration		511,986.18
Rapid Response (up to 25%) Sec. 134(a)(2)(A)		24,008.25
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/11 less FSR of 06/30/10)		1,504,254.97
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	15,268.75
	Contractor Administration 5% Funds*	22,319.25
	Statewide Capacity Building	144,488.82
	Local Area Incentive Awards	67,117.69
	Other Expenditures	90,706.46
	Incumbent Worker Training	0.00
	Recaptured Funds	150,000.00
	Assessment/Case Management	301,488.00
ITAs for Dislocated Workers		712,866.00
Total of All Federal Spending Listed Above		\$11,238,788.19

* In regard to Contractor Administration 5% funds, \$1,815.00 was used for Program Costs in the Pre Apprenticeship Program.

FY11 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		3,118,869.86
Local Dislocated Workers		5,277,588.21
Local Youth		0.00
Local Administration		42,381.44
Rapid Response (up to 25%) Sec. 134(a)(2)(A)		0.00
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/11 less FSR of 06/30/10)		911,804.10
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	0.00
	Contractor Administration 5% Funds*	128,940.53
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	51,029.84
	Other Expenditures	0.00
	Incumbent Worker Training	37,125.00
	Recaptured Funds	0.00
	Assessment/Case Management	325,065.20
ITAs for Dislocated Workers		369,643.53
Total of All Federal Spending Listed Above		\$9,350,643.61

* In regard to Contractor Administration 5% funds, \$95,589.49 was spent in the Incumbent Worker Training program; and \$33,351.04 was spent in the Pre Apprenticeship Program.

PY08 Cost of Program Activities – ARRA Funds

Program Activity		Total Federal Spending
Local Adults		864,240.72
Local Dislocated Workers		5,351,944.41
Local Youth		1,627,132.95
Local Administration		855,963.18
Rapid Response (up to 25%) Sec. 134(a)(2)(A) *		0.00
Statewide Activities (up to 15%) Sec. 134(a)(2)(B) (Per FSR of 06/30/11 less FSR of 06/30/10)		2,103,150.10
Statewide Allowable Activities Sec. 134(a)(3)	State Administration 5% Funds	913,134.98
	Contractor Administration 5% Funds	7,896.05
	Statewide Capacity Building	0.00
	Local Area Incentive Awards	0.00
	Other Expenditures	0.00
	Incumbent Worker Training	171,283.78
	Recaptured Funds	0.00
	Assessment/Case Management	796,689.84
	ITAs for Dislocated Workers	214,145.45
Total of All Federal Spending Listed Above		\$10,802,431.36

* No ARRA funds were allocated for Rapid Response as regular WIA Rapid Response funds were sufficient to support required Rapid Response activities.

This is a non-cumulative report on a one-time allocation, which expired on 06/30/11.

Look Ahead

Regardless of the slow economic recovery, Alabama remains a national leader in aligning workforce and economic development. Although Alabama continues to struggle with high unemployment rates, improvements in output and employment are being made and relief is anticipated to continue in PY11 and beyond.

The state's diverse industry base includes nationally and internationally recognized companies in the automotive, steel, maritime, and aviation/aerospace sectors. The biotechnology and healthcare industry sectors are also experiencing growth. The addition of people and jobs is expected to continue in PY11 due to new openings and expansions of such business as BAE Systems Southeast Shipyards, ThyssenKrupp, Dollar General, Hyundai-Kai, and Lakeside Steel.

Alabama's state and local area-level WIA program performance continues to exceed their earnings performance goals. A system of 10 regional workforce development councils comprised of private sector employers, economic developers, and elected officials, were a factor in Alabama's continued economic success.

The IWTP, which is designed to help existing businesses avert layoffs, reduce turnover, and become more competitive by providing skills upgrade training for employees, is administered through the GOWD (until it was abolished by Governor's *Executive Order 14*, May 10, 2011) and the ADECA. Revisions in the application and award process were developed for PY10, which reduced the award maximum to \$30,000 and required a committee to review and approve all applications for this WIA program.

Funding received from four federal grants; statewide On-The-Job-Training National Emergency Grant, Region 9-specific On-The-Job-Training Regional Economic Initiatives (REI) Grant, State Energy Sector Partnership and Training Grant, and Gulf Oil Spill National Emergency Grant will continue to assist more Alabamians return to work and to benefit businesses of all sizes into PY11.

These WIA-funded programs provide Alabama workers with educational and occupational skill acquisition opportunities necessary to achieve their individual career goals, and provide 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.

Attachments

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

Local Area Incentive Awards.....B-1

American Recovery and Reinvestment Act of 2009 Local Area Planning Allocation.....C-1

Statewide Performance Incentive AnalysisD-1

Cost per Participant AnalysisE-1

**Local Area Planning Allocation
Program Year 2010
(July 1, 2010-June 30, 2011)**

		PY 2010 Allotment	FY 2011 Allotment	Full PY Allotment
SEC. 133(b)(2)(A) ADULT PROGRAMS		\$2,004,119	\$9,542,150	\$11,546,269
a. GOVERNOR's SET ASIDES:	15%	\$300,617	\$1,431,322	\$1,731,939
Administration (5%)		\$100,205	\$477,107	\$577,312
Other WIA Activities (7%)		\$140,288	\$667,951	\$808,239
Incent/Cap. Bldng. (3%)		\$60,124	\$286,264	\$346,388
Local Area Grants (67%)		\$40,283	\$191,797	\$232,080
State-level (33%)		\$19,841	\$94,467	\$114,308
b. LOCAL AREA ADULT PROGRAMS	85%	\$1,703,502	\$8,110,828	\$9,814,330
AWIA		\$1,312,788	\$6,250,534	\$7,563,322
Jefferson		\$211,623	\$1,007,592	\$1,219,215
Mobile		\$179,091	\$852,702	\$1,031,793
SEC. 128(b)(2) YOUTH ALLOTMENT		\$11,777,698	\$0	\$11,777,698
a. GOVERNOR's SET ASIDES:	15%	\$1,176,654	\$0	\$1,766,654
Administration (5%)		\$588,884	\$0	\$588,884
Other WIA Activities (7%)		\$824,439	\$0	\$824,439
Non-Awarded Incentive Funds (2%)		\$236,732	\$0	\$236,732
Incent/Cap. Bldng. (1%)		\$116,599	\$0	\$116,599
Local Area Grants (0%)		\$0	\$0	\$0
State-level (100%)		\$116,599	\$0	\$116,599
b. LOCAL AREA YOUTH PROGRAMS	85%	\$10,011,044	\$0	\$10,011,044
AWIA		\$7,752,992	\$0	\$7,752,992
Jefferson		\$4,210,976	\$0	\$1,210,976
Mobile		\$1,047,076	\$0	\$1,047,076

**Local Area Planning Allocation (cont.)
Program Year 2010
(July 1, 2010-June 30, 2011)**

			PY 2010 Allotment	FY 2011 Allotment	Full PY Allotment
SEC. 133(b)(2)(B) DISLOCATED WORKERS			\$4,833,455	\$12,840,388	\$17,673,843
a. RAPID RESPONSE PROGRAMS	5%		\$241,672	\$641,794	\$883,466
b. GOVERNOR'S SET ASIDES:	15%		\$725,018	\$1,929,890	\$2,654,908
Administration (5%) Re-allotment*			\$241,672	\$641,794	\$883,466
Other WIA Activities (7%) Re-allotment*		\$338,342	\$0	\$225	\$225
Incent/Cap. Bldng. (3%) Local Area Grants (67%) State-level (33%)			\$0	\$4,283	\$4,283
Local Area Grants (67%) State-level (33%)			\$145,004	\$385,076	\$530,080
State-level (33%)			\$97,152	\$258,001	\$355,153
c. LOCAL AREA D.W. PROGRAMS	80%		\$3,866,765	\$10,268,704	\$14,135,469
AWIA			\$3,101,542	\$8,236,551	\$11,338,093
Jefferson			\$545,626	\$1,448,983	\$1,994,609
Mobile			\$219,597	\$583,170	\$802,767
TOTAL PROGRAM YEAR 2010 ALLOTMENT			\$18,615,272	\$22,382,538	\$40,997,810
POOLED SET ASIDES					
RAPID RESPONSE PROGRAMS	5%		\$241,672	\$641,794	\$883,466
Administration *			\$930,761	\$1,119,126	\$2,049,887
Other WIA Activities *			\$1,303,069	\$1,570,746	\$2,873,815
Non-Awarded Incentive Funds			\$236,732	\$0	\$236,732
Incentive Awards/Capacity Building			\$321,727	\$671,340	\$993,067
Local Area grants			\$137,435	\$449,798	\$587,233
AWIA			\$62,333	\$204,261	\$266,594
Jefferson			\$45,888	\$167,955	\$213,843
Mobile			\$29,214	\$77,582	\$106,796
State-level activities			\$184,292	\$225,825	\$405,834

Local Area Incentive Awards by CFDA / Funding Category
Program Year 2010/ Fiscal Year 2011
July 1, 2010 – June 30, 2011

AWIA

Fund Source	PY 2010	FY 2011	Total
Adult	\$18,392	\$87,569	\$105,961
Youth	\$0	\$0	\$0
Dislocated Worker	\$43,941	\$116,692	\$160,633
	<u>\$62,333</u>	<u>\$204,261</u>	<u>\$266,594</u>

Jefferson

Fund Source	PY 2010	FY 2011	Total
Adult	\$21,891	\$104,228	\$126,119
Youth	\$0	\$0	\$0
Dislocated Worker	\$23,997	\$63,727	\$87,724
	<u>\$45,888</u>	<u>\$167,955</u>	<u>\$213,843</u>

Mobile

Fund Source	PY 2010	FY 2011	Total
Adult	\$0	\$0	\$0
Youth	\$0	\$0	\$0
Dislocated Worker	\$29,214	\$77,582	\$106,796
	<u>\$29,214</u>	<u>\$77,582</u>	<u>\$106,796</u>

Local Areas' Summary Totals

Adult	\$40,283	\$191,797	\$232,080
Youth	\$0	\$0	\$0
Dislocated Worker	\$97,152	\$258,001	\$355,153
	<u>\$137,435</u>	<u>\$449,798</u>	<u>\$587,233</u>

**American Recovery and Reinvestment Act of 2009
Local Area Planning Allocation**

		ARRA PY08 Allotment	ARRA FY09 Allotment	ARRA Full Allotment
1	SEC. 133(b)(2)(A) ADULT PROGRAMS	\$5,103,029	\$0	\$5,103,029
	a. GOVERNOR's 15% SET ASIDES:	\$765,454	\$0	\$765,454
	Administration (5%)	\$255,151	\$0	\$255,151
	Other WIA Activities (10%)	\$510,303	\$0	\$510,303
	Incent/Cap. Bldng.	\$0	\$0	\$0
	Local Area Grants	\$0	\$0	\$0
	State-level	\$0	\$0	\$0
	b. LOCAL AREA ADULT PROGRAMS (85%)	4,337,575	0	4,337,575
	AWIA	\$3,576,788	\$0	\$3,576,788
	Jefferson	\$237,666	\$0	\$237,666
	Mobile	\$523,121	\$0	\$523,121
2	SEC. 128(b)(2) YOUTH ALLOTMENT	\$11,647,403	\$0	\$11,647,403
	a. GOVERNOR's 15% SET ASIDES:	\$1,747,110	\$0	\$1,747,110
	Administration (5%)	\$582,370	\$0	\$582,370
	Other WIA Activities (10%)	\$1,164,740	\$0	\$1,164,740
	Incent/Cap. Bldng.	\$0	\$0	\$0
	Local Area Grants	\$0	\$0	\$0
	State-level	\$0	\$0	\$0
	b. LOCAL AREA YOUTH PROGRAMS (85%)	\$9,900,293	\$0	\$9,900,293
	AWIA	\$8,194,219	\$0	\$8,194,219
	Jefferson	\$518,056	\$0	\$518,056
	Mobile	\$1,188,018	\$0	\$1,188,018

**American Recovery and Reinvestment Act of 2009 (cont.)
Local Area Planning Allocation**

	ARRA PY08 Allotment	ARRA FY09 Allotment	ARRA Full Allotment
3 SEC. 133(b)(2)(B) DISLOCATED WORKERS	\$13,193,657	\$0	\$13,193,657
a. RAPID RESPONSE PROGRAMS	\$0	\$0	\$0
b. GOVERNOR's 15% SET ASIDES:	\$1,979,048	\$0	\$1,979,048
Administration (5%)	\$659,682	\$0	\$659,682
Other WIA Activities (10%)	\$1,319,366	\$0	\$1,319,366
Incent/Cap. Bldng.	\$0	\$0	\$0
Local Area Grants	\$0	\$0	\$0
State-level	\$0	\$0	\$0
c. LOCAL AREA D.W. PROGRAMS (85%)	\$11,214,609	\$0	\$11,214,609
AWIA	\$9,619,830	\$0	\$9,619,830
Jefferson	\$1,111,066	\$0	\$1,111,066
Mobile	\$483,713	\$0	\$483,713
4 TOTAL PROGRAM YEAR 2008 ALLOTMENT	\$29,944,089	\$0	\$29,944,089
5 POOLED SET ASIDES			
Rapid Response	\$0	\$0	\$0
Administration (5%)	\$1,497,203	\$0	\$1,497,203
Other WIA Activities (10%)	\$2,994,409	\$0	\$2,994,409
Local Area Totals (Adult, Youth, & Dislocated Worker)			
AWIA	\$21,390,837	\$0	\$21,390,837
Jefferson	\$1,866,788	\$0	\$1,866,788
Mobile	\$2,194,852	\$0	\$2,194,852

**Statewide Performance Incentive Analysis
July 1, 2010 – June 30, 2011**

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/09-09/30/10)	74.50%	64.30%	1718 / 2672	86.31%
Employment Retention Rate	(04/01/09-03/31/10)	83.00%	83.40%*	1152 / 1382	100.48%
Average Six Months Earnings	(04/01/09-03/31/10)	\$9,800	\$11,953*	\$13,769,697 / 1152	121.97%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/09-09/30/10)	80.50%	71.30%	1473 / 2066	88.57%
Employment Retention Rate	(04/01/09-03/31/10)	91.00%	89.70%	740 / 825	98.57%
Average Six Months Earnings	(04/01/09-03/31/10)	\$13,500	\$14,874*	\$11,007,038 / 740	110.18%
YOUTH COMMON MEASURES (14-21)					
Literacy and Numeracy Gains	(07/01/10 - 06/30/11)	35.00%	56.70%*	186 / 328	162.00%
Placement in Employment or Education	(10/01/09-09/30/10)	57.00%	50.60%	305 / 603	88.77%
Attainment of Degree or Certificate	(10/01/09-09/30/10)	49.00%	59.40%*	92 / 155	121.22%

* Exceeded Goal

Highlighted – Failed to Achieve 80% of Negotiated Goal

Cost per Participant Analysis
Program Year 2010
(July 1, 2010-June 30, 2011)

PY10 Expenditures by Fund*

Fund Source	PY10/FY11	PY09/FY10	PY08/FY09	TOTAL
Adult	\$4,444,612	\$2,832,897	\$1,167,581	\$8,445,090
Youth	\$4,933,916	\$1,573,260	\$5,577,883	\$12,085,059
Dislocated Worker	\$7,703,144	\$2,866,704	\$4,232,886	\$14,802,734
Total	<u>\$17,081,672</u>	<u>\$7,272,861</u>	<u>\$10,978,350</u>	<u>\$35,332,883</u>

Participant Cost Analysis

	Participants	Expenditures per Participant
Adult	5,363	\$1,575
Youth	2,295	\$5,266
Dislocated Worker	<u>3,916</u>	<u>\$3,780</u>
Overall	11,574	<u>\$3,053</u>

* Expenditures have been rounded to the nearest dollar.