



Robert Bentley
Governor

STATE OF ALABAMA
DEPARTMENT OF INDUSTRIAL RELATIONS



G. Thomas Surtees
Director

August 31, 2011

Dr. Helen N. Parker
Regional Administrator
U.S. Department of Labor
Employment and Training Administration
61 Forsyth Street, SW
6M-12
Atlanta, GA 30303-3104

Attention: Brad Sickles

Dear Dr. Parker,

Enclosed is Alabama's One Stop Grant Labor Market Information Progress Report for Program Year 2010-2011. A pdf of this report will be submitted through email. Additionally, pdf documents of the work that the LMI Division has accomplished through PY 2010 will also be submitted on a cd in this package.

Sincerely,

G. Thomas Surtees, Director
Alabama Department of Industrial Relations
SWA Administrator

Governor Robert Bentley



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STATE OF ALABAMA
DEPARTMENT OF INDUSTRIAL RELATIONS
LABOR MARKET INFORMATION DIVISION

WORKFORCE INFORMATION GRANT REPORT PY 2010-2011

The Alabama Department of Industrial Relations, Labor Market Information (LMI) Division makes every effort to make use of the established methodologies provided by the U.S. Department of Labor, Bureau of Labor Statistics and Employment and Training Administration in a cost-effective, yet superior manner to collaboratively fulfill responsibilities as the State of Alabama's official Statistical data collection and analysis manager for the Alabama Workforce Investment System. Customers of Labor Market Information have had access to quality information, data and resources to help with better informed decision making at local, regional and state levels.

In 2009 President Obama announced the American Recovery and Reinvestment Act (ARRA), which offered funding for research and job training in areas of renewable energy, alternative fuels, and environmental protection. In August of 2009, the Alabama Department of Industrial Relations, Labor Market Information submitted a proposal to apply for the ARRA LMI Improvement Grant, to do an analysis of the presence of a green economy in the state and provide an outlook for the future in this area. Prior to the time in which this grant was announced, the Alabama Labor Market Information Division had the foresight to do a survey of employers in the state to find out how many green jobs presently existed. This survey was conducted between September and November of 2009, using One Stop Grant funds. In December of 2009, the Alabama Labor Market Information Division was awarded the ARRA LMI Improvement Grant. In April of 2011, the LMI Division received a no cost extension through December of 2011 to complete the deliverables of this grant.

In addition during PY 2010, Alabama LMI has worked closely with economic development factions and regional workforce development boards in the state to provide them with information that will enhance their goals of bringing new industry into the state and creating sustainable jobs for the people of Alabama. LMI has attended several meetings throughout the year with local and state economic development partners and also regional workforce development planning boards to present to them the vast amount of data available from LMI. As a result, the LMI division has had the opportunity to assist in several potential industry projects by providing data and specialized reports that can assist industries in their decisions to locate in the area. The Department of Industrial Relations, LMI Division wishes to continue to broaden this partnership with economic development through the new Program Year to build additional partnerships throughout the state.

The LMI Division has also worked to create a closer relationship with various education factions across the state. The division has provided LMI information and training to Career Technical Education, Rehabilitation Services, Postsecondary Education, Youth Services, Career Centers and others. The Division also has attempted to work with The Alabama Commission on Higher Education and the Alabama Department of Education to share data to provide a broader look at students who enter the workplace after training. The LMI Division hopes to pursue this avenue further during the next program year.

Federal grant funds have been used for the delivery of products and services as part of the state's workforce information system. Enhancement of products and services above and beyond those discussed in this report has incorporated other partner funds.

ACCOMPLISHMENTS

1) Populated the Workforce Information Database with state and local data.

A) Outcomes for this objective

The Workforce Information Database (WID) version 2.4 was used, Core ALMIS tables were populated according to Consortium guidelines and database content have been maintained and updated to reflect the most current AL publications and data releases. Also, crosswalks to associated database have been maintained as updates have been available in addition to participation in WID training opportunities.

B) Extent to which activities conformed to schedule

The WID was maintained and populated as planned with no variance from anticipated milestones. There has been new staff assigned to populating the WID database, so there have been some adjustments while the people are learning while updating the database.

C) Aggregated expenditures and variance

There was no significant variance from the original estimated aggregate expenditures.

2) Produced and disseminated industry and occupational projections.

A) Outcomes for this objective

Short-term industry and occupational statewide projections for 2010-2012 were completed by June 30, 2011. These were delivered to Projections Managing Partnership on June 30, 2011 for national publication, and were made available in the LMI division in July 2011.

Long-term industry and occupational projections for the State of Alabama were developed for 2008-2018 in June of 2010, and made available through the WID on the Labor Market Information website, and also in hard copy publications to libraries, schools, and anyone else who requested them. Statewide projections are used extensively in education and career development. The LMI Division produces Long Term Regional Projections at the same time as the Statewide projections to ensure that the regional data adds up to the state data. We do not normally have the regional projections ready to be published by the Program Year End for the statewide projections, but normally have them ready shortly after that. During this year we did have some delays in getting our statewide projections finalized. During analysis of the final outputs we found some errors in the data, and had to fix these problems. This put us a couple of months behind schedule. Basically we had to send the Projections Managing Partnership a revision to our original statewide data a couple of months after we sent the initial data. These problems are due to new staff working on projections. There has been a large amount of turnover and shifting of positions due to retirements in the division. At this point we have completed publication of the 2008-2018 Statewide Industry and Occupational Projections, and the 2008-2018

Workforce Development Region Industry and Occupational Projections. They are also available on our website. <http://www2.dir.alabama.gov/projections/default.aspx>

Due to costs of postage, the staff has moved toward making information available through pdf files instead of mailing hard copy publications. Additionally, staff recognized that mailing out these publications to all schools and libraries in the state may not be necessary. When new publications are available, staff sends an announcement to all schools, colleges, libraries, and others on our mailing list through email, and asks that anyone who wishes to receive copies of these publications notify us by phone or email. The division prints hard copies of publications to provide to customers with specific requests, take to various meetings across the state to provide new customers with examples of the data we produce, and present at conferences where the division has the opportunity to display its materials in an exhibit atmosphere.

This data has also been submitted for the WID for publication via internet. Staff has participated in all Long-Term Projections training opportunities offered by the Projections Workgroup and Managing Partnership. During this program year the staff met with the Projections Managing Partnership team that was developing new software for Projections. The Alabama LMI staff participated in beta testing for the Occupational Projections module of the software, and also the help documentation for the long term industry projections software.

B) Extent to which activities conformed to schedule

Short-Term Projections for 2010-2012 were sent to the Projections Managing Partnership by the end of the program year. Statewide Long-term Industry and Occupational projections for the period of 2008-2018 were sent to the Projections Managing Partnership by June 30, 2010 also, but we did have to send a revision of data about two months after due to some errors that we found in the data. Alabama Labor Market Information Division makes it a practice to do statewide and regional projections at the same time, to ensure that the regional data properly add up to the statewide data. As a result, some errors were found in the statewide industry and occupational projections after the program year ended. Due to the importance of this information for career planning and also for economic development in the state, the division thought it necessary to do a careful analysis of the statewide and regional projections to ensure the most accurate data possible. This extensive analysis forced the division to resubmit a new statewide projections file to the Projections Managing Partnership, and the WID at the end of October, 2010. However, the Regional Projections for 2008-2018 were completed by December of 2010, way ahead of schedule. These delays are primarily due to a shift of responsibilities within staff because of several people in the division retiring. We are still in a period of adjustment, for we expect several other key people to retire during the next program year.

C) Expenditures and variance

There was no significant variance from the original estimated aggregate expenditures.

3) Publish economic analyses, special workforce information and economic studies

A) Outcomes for this objective

In October, 2007 the Alabama Department of Industrial Relations, Labor Market Information Division, along with several other public and private partners, such as The Alabama Department of Economic and Community Affairs, Alabama Department of Postsecondary Education, Alabama Industrial Development Training, Alabama

Power, and the Alabama Office of Workforce Development, entered into a partnership with the University of Alabama, Center for Business and Economic Research (CBER) to produce a State of the Workforce Report to include the state as a whole, the ten workforce development planning regions, and the two separate WIA regions of Jefferson and Mobile counties. This report includes an updated survey on underemployment in the state to complement the demographic, economic, and labor market information available in the report. The Labor Market Information Division provided a large amount of data to make this report possible. The report includes labor force data, commuting patterns, industry data, occupational data, wage data, skills projections information, etc., all analyzed and provided to CBER by the Labor Market Information Division. Specifically, the report includes labor force data, workforce by age group, derived from the Longitudinal Employer-Household Dynamics Program, commuting patterns, combination of decennial census data and the On The Map application of the Longitudinal Employer-Household Dynamics Program, Industry data, combination of Labor Market Information Division data and the Longitudinal Employer-Household Dynamics Program, Occupational Projections, and Skills Projections, developed by the Labor Market Information Division. The analysis of the report will be summed up in basic points and suggestions for moving the economy in a positive direction in the coming year.

The very first report prepared by CBER was published in December of 2005. At that time, DIR's LMI division did not provide funding for this report, but did provide the bulk of the data used in this report. The second report published by CBER in November, 2006, was partly funded by DIR's LMI division through the One-Stop LMI grant to meet the deliverables for an economic analysis report for the governor, even though the report did not list our agency on the cover as a partner. The report did include the LMI division on its acknowledgement page. Again, a majority of the data published in the report was provided to CBER by the Alabama LMI office. The next report was published September 2008, and another was published in October of 2009. Both of the latest reports clearly display DIR on the cover as a partner in the publications.

These reports were made available to all partner agencies for review and analysis. They were displayed on the Alabama Workforce Development website. The Alabama LMI Division also posted a link to the publications on its website under Workforce Development tab. Currently, on the LMI website there is a copy of the latest report, published in August of 2011, at www.dir.alabama.gov/lmi under the workforce development link, with the title, "2010 Alabama State of the Workforce Report." Unfortunately this ran into our next Program year. Furthermore, this report was made available to the Governor's Office of the State of Alabama for their review and analysis. As in the past, CBER and LMI plans to partner to visit the Regional Workforce Development Boards across the state to expand on the information in the report to assist them in their training and planning efforts for their local areas, during PY 2011.

The Labor Market Information Division has also been diligently working to complete the deliverables for the ARRA Labor Market Improvement Grant to research the presence of Green Jobs in the state. The deadline for this grant was May 30, 2011, but we requested, and were granted an extension through December 2011 to complete the project. At this point we are working on skills analysis and projections of green jobs with the information we have. We also have a website for green job openings to be posted, but this site has not been publicized yet due to some data issues that we are trying to resolve between the vendor and the statewide Job search system that was already in place in the state.

Through the money received from the ARRA LMI Improvement Grant, the LMI Division also contracted to conduct an Employer Benefits Survey. This survey was intended to not only provide information about

employer benefit packages and costs, but to analyze the possible differences in employers that conduct green business activities as opposed to those that do not. Again, we have contracted with CBER at the University of Alabama to conduct this survey. This is behind schedule due to the devastating storm damage in the City of Tuscaloosa back in April of this year.

In addition, the LMI unit has realized the importance of commuting pattern information to the Economic Development community. With the new version of the On The Map Software, released in December of 2010, the division quickly began taking advantage of the excellent information provided through this software. As of June of 2011, the division has Commuting Pattern Reports for all counties in the State of Alabama. They are posted on our website, and downloadable in pdf format. They are available at <http://www2.dir.alabama.gov/workforcedev/Default.aspx> at Commuting Pattern Reports. Currently the Workforce Development Region Commuting Pattern Reports are also available, but they were finished shortly after the end of Program Year 2010 and into Program Year 2011. The Unit is currently working on Metropolitan area commuting reports, and city commuting pattern reports.

Also during program year 2010, the High Tech in Alabama Report was updated to include the most recent data available.

<http://www2.dir.alabama.gov/workforcedev/High%20Tech%20in%20Alabama%20Report%202011.pdf> The Business Employment Dynamics (BED) Newsletters were updated on a quarterly basis.

<http://www2.dir.alabama.gov/workforcedev/BEDPR.pdf> We also added thematic maps displaying quarterly workforce indicators from the LED data for every indicator. We did these for both all industries, and did a set of maps of indicators for just manufacturing. <http://www2.dir.alabama.gov/workforcedev/QWI/Default.aspx> We intend to update these every quarter when new data is released.

B) Extent to which activities conformed to schedule

Due to the schedule of the Center for Business and Economic Research, and the involvement of updating the Underemployment Survey for the State and regions, the delivery schedule for the State of the Workforce reports did not always align well with the program years of the One Stop Grant. CBER strives to provide the latest occupational projections and wage data, and because the industry and occupational projections require so much time to complete, the LMI division often does not complete them until the deadline for the end of the program year. As a result, when the division provided CBER with the projections information, they would in turn need another couple of months to update the report and get it published for all the areas. As soon as CBER has a new report, they immediately send the LMI division all the files, and allow the division to publish them and make them available to our customers.

The ARRA LMI Improvement Grant is making progress. It has been a struggle to weed through the survey data and come up with viable analysis for skills and also employment estimates and projections based on the data that we received in the survey. We hope to have our entire Green report ready by the end of September, along with our Green Jobs Portal publicized and ready for use. Then we plan to educate our stakeholders on the information we found during this analysis.

Again, the benefits survey has run into a severe delay due to the unfortunate weather disaster in the City of Tuscaloosa. We are in constant contact with CBER and its research entity to keep abreast of the progress on this project. We have been notified that the response for this project so far has been much lower than we

anticipated. Unfortunately with all of the other projects we have going on in the LMI unit during this program year, we have not had the staff resources to make employer contacts to encourage them to respond to the survey.

C) Expenditures and variance

The Alabama Department of Industrial Relations, Labor Market Information Division contracted to spend \$50,000 during this program year to partner in the development of this report to meet the grant guidelines for an annual economic analysis report for the governor and state workforce development board. As soon as a new report is published, the LMI division will make it available on the website, and send a copy to the Governor, all the Workforce Development Regional Boards, and also to the ETA Regional Office for review and analysis.

4) Post products, information, and reports on the Internet

A) Outcomes for this objective

An internet link to the ACINet homepage was maintained as part of Alabama's information delivery. Supplemental wage information was continuously published online as it was released.

As a response to a meeting with Human Resource Managers from companies around the state, the wage data that was released in May 2011 was published by major industry sector, along with the other information we usually publish. This information is made available on the website

<http://www2.dir.alabama.gov/OES/Wage/wagesbyindustrysector1.aspx> .

Staffing patterns for industries using Occupational Projections software have been developed. These staffing patterns are not published, but are being used to answer data requests and for internal data analysis. Furthermore, Industry and Occupational projections for the State and all Workforce Development Regions are available on the website. In addition, special tables are also available for users, such as high demand, fast growing, declining, projections by major groups, and one can search for occupations alphabetically instead of by industry or occupational group. They can get this information by clicking on their appropriate region number, or they can use an interactive map if they do not know which region their local area belongs in.

<http://www2.dir.alabama.gov/projections/default.aspx>

Career videos continue to be available online and distributed on CD as requested by customers.

<http://www2.dir.state.al.us/video/>

Commuting pattern reports were developed for each county in the state, and for every workforce development region in the state.

(<http://www2.dir.alabama.gov/workforcedev/Commuting%20Patterns%20Pres/MapSelection.aspx>)

The Supply in Alabama and the Alabama Benefits Survey reports are still available for download on the LMI website, although it has been several years since these reports were developed. A new Benefits survey is in the works and should be published by the end of PY 2011.

LED Quarterly Workforce Indicators and Mapping data continue to be updated in partnership with the US Census Bureau, and used in reports to respond to information requests. Using the Quarterly Workforce Indicators, the division produced thematic maps showing the difference in county distribution for each of these indicators. Maps were produced for the major indicators across all industries, and indicators for just the manufacturing industry (<http://www2.dir.alabama.gov/workforcedev/QWI/Default.aspx>)

Business Employment Dynamics quarterly reports continue to be updated with relevant Alabama data and made available on the website (<http://www2.dir.alabama.gov/workforcedev/BEDPR.pdf>) .

New to the website is The Alabama Older Worker Report, which was originally produced and published by the U.S. Census Bureau. This report was delivered to Alabama in the fall of 2008. The data included in the report was 2004 data, so the Alabama LMI Division updated the data to reflect the latest data available, 2007, and have made both reports available in a downloadable format on the LMI website (<http://www2.dir.alabama.gov/workforcedev/OlderWorker2008.pdf>). This report will be updated with 2010 data during PY 2011.

The High Tech in Alabama Report was updated to include the most recent data and placed on the website at <http://www2.dir.alabama.gov/workforcedev/High%20Tech%20in%20Alabama%20Report%202011.pdf> .

The Alabama Hot 40 jobs posters were updated with new projections and skills, knowledge, and abilities data http://www2.dir.alabama.gov/OES/OES_Posters/hotjobs.pdf and the Presidents High Growth Job Initiative Posters were updated with the most current wage information http://www2.dir.alabama.gov/OES/OES_Posters/posters.aspx .

The Career Exploration Guide was updated with current employment projections and wage information. <http://www2.dir.alabama.gov/OES/CAREER/DEFAULT.aspx> . The Licensed Occupations Guide which is also available on the site, is currently being updated, and the new publication will probably be available in October 2011, during PY 2011.

The 2010 Alabama State of the Workforce Report, and all of the reports for the Workforce Development Regions are also available on the website <http://www2.dir.alabama.gov/workforcedev/Default.aspx> under Workforce Development. The division also continues to update its Comprehensive interactive LMI System ACLMIS <http://216.226.191.114/vlmi/> .

In addition to internet availability, these products have been distributed in training opportunities, emailed to customers in pdf formats, and mailed in hard copies where possible. The LMI Division makes certain that every report that is put on the website has some capability to be downloaded by its users, whether in a pdf format or in an excel spreadsheet for analysis.

B) Extent to which activities conformed to schedule

A majority of the activities for this deliverable were produced, delivered or maintained in a timely fashion.

The Benefits survey has been delayed due to unforeseen delays of the contractors doing the survey. The Licensed Occupations Guide has been delayed due to lack of staff that could be trained and dedicated to this

project. This project should be complete by October 2011. We had hoped to update the Older Worker Report in PY 2010, but due to our responsibilities in the Green Grant, and experiencing several changes in staff in the unit, there was little time to train the new staff to complete these new projects by the end of the program year.

C) Expenditures and variance

There was no significant variance from the original estimated aggregate expenditures.

5) Partner and consult with workforce investment boards.

A) Outcomes for this objective

The Labor Market Information Division has worked closely with Workforce Development statewide and regionally to provide data that is vital to presenting well informed comprehensive plans for enhancing training and developing industry both regionally and statewide. LMI has presented at statewide workforce development meetings, regional workforce planning meetings, and even city workforce planning meetings. LMI staff has also begun to be involved in planning consortiums with the Alabama Commission on Higher Education and the Alabama Department of Education to explore the benefits of combing data to not only improve the potential supply of workers data, but also to explore means of determining whether students who graduate from specified training actually work in the field they received degrees in. The division has begun working with the Birmingham Business Alliance, providing them with data that assists them in planning for the Birmingham Metropolitan Area. The division has also begun meeting with various chapters of the Society for Human Resource Managers (SHRM) across the state, not only to educate them about the surveys they are asked to respond to from the LMI Division, but to also find out what kinds of data the division can supply them and to help make it easier for them to respond to our surveys.

Workforce Development has been stressing supply gaps, training issues, and high wage high demand occupations and industries. To coincide with these goals, the LMI division continues to provide high demand occupations, but has also included high demand occupations for lower trained workers, providing a high demand list for occupations requiring associate degree and under. The division has also developed commuting pattern reports statewide and for workforce development regions to stress the fact that workers commute many miles for jobs with competitive wages. These commuting patterns also show that many people commute in from adjoining states to work for employers in Alabama. Statewide maps were also produced showing the locations of industry clusters across the state, one map for each of the President's High Growth Job Training Initiative industries. These assist economic developers in attracting new industry to the state. Current program data is regularly analyzed using GIS, administrative records and other data mining sources to bring greater depth to LMI informational materials. Continuation of LED program (cooperative program with U.S. Census Bureau) and Quarterly updates to LED are ongoing. The LED Mapping application version 6.0 is due to be made available in December of 2011, and will provide additional analysis options and include data for 2010. LED reports also make information available on workers by age and stratification within industry. Industry and occupational analysis of workforce advisory areas and exploration continue as data becomes available.

The division will continue to form closer relationships with SHRM groups, regional workforce development boards, and industry groups across the state. During this particular program year, the division has spoken at

several conferences and meetings hosted by the Alabama Department of Rehab Services. An important goal of the division over the next year is to try to become involved in both the SHRM annual conferences and the Economic Development of Alabama annual conferences.

B) Extent to which activities conformed to schedule

Activities of this nature are based on the demand of Workforce Development in the state and the workforce development regional planning councils. To this extent data was provided within the scope of the schedule in which it was requested. LED reports are being produced on a continuous basis to answer customer requests in a timely manner.

C) Expenditures and variance

There was no significant variance from the original estimated aggregate expenditures.

Consultation and Customer Satisfaction Assessment

Customer consultation and satisfaction in Alabama have continued to be evaluated using employer groups, workforce investment partner reviews, customer satisfaction surveys, requests for publications, training events, and anecdotal information received from customers. LMI staff in Alabama will continue during the coming program year to extend the public's knowledge of labor market information and its benefits to the workforce and economy of the state.

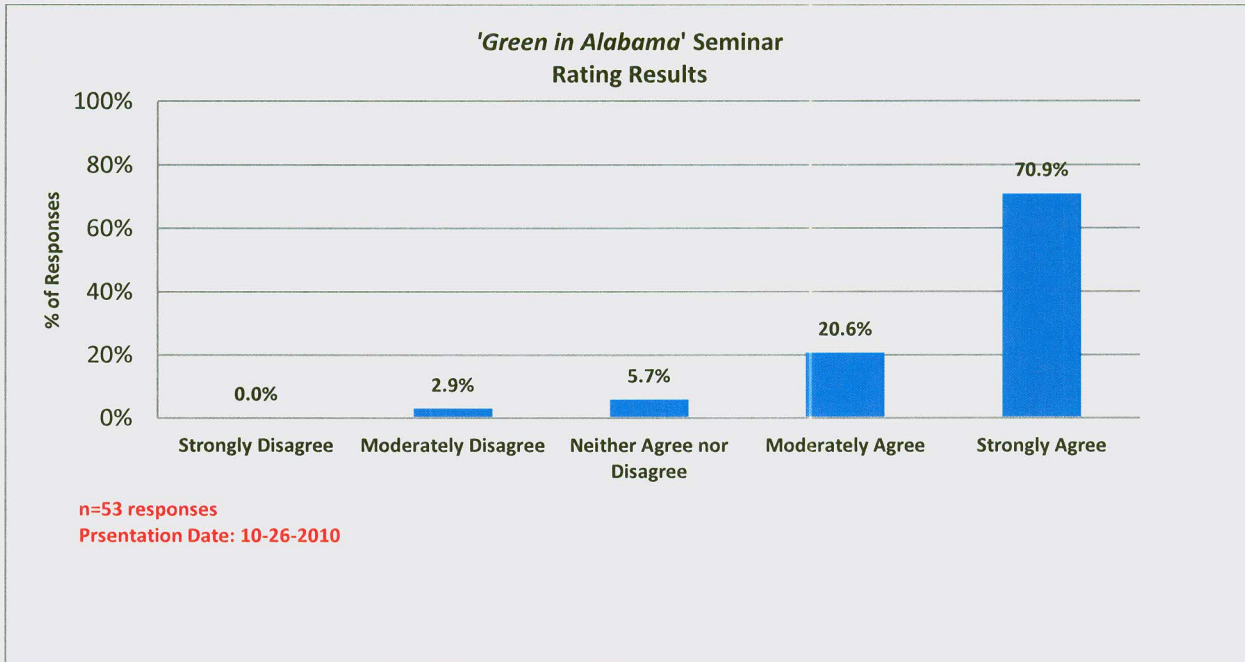
There was continued interest in information and training provided by the Labor Market Information Division. Customers asked for speakers and/or trainers at respective conferences and meetings. LMI staff conducted training at high schools, employer meetings, economic development meetings, career technical education training, and industry association meetings. Information requests came from a wide range of customers such as workforce development, researchers, economic developers, employers, secondary education, postsecondary education, etc. During PY 2008, LMI staff answered several hundred requests for information made by phone, fax and email. Many of these phone calls involved technical assistance and customer service with online callers looking for reports, data, and asking for navigational directions of our online resources.

In PY 2010-2011 the division began to develop a new method of compiling data from customer satisfaction surveys distributed at meetings where LMI has presented information. This is still in infant stages, so only four of these have been completed at this time. But we intend to make sure to do these charts for all meetings where we present information. The information for the four meetings is below:

Alabama Workforce Development Conference 10-26-2010

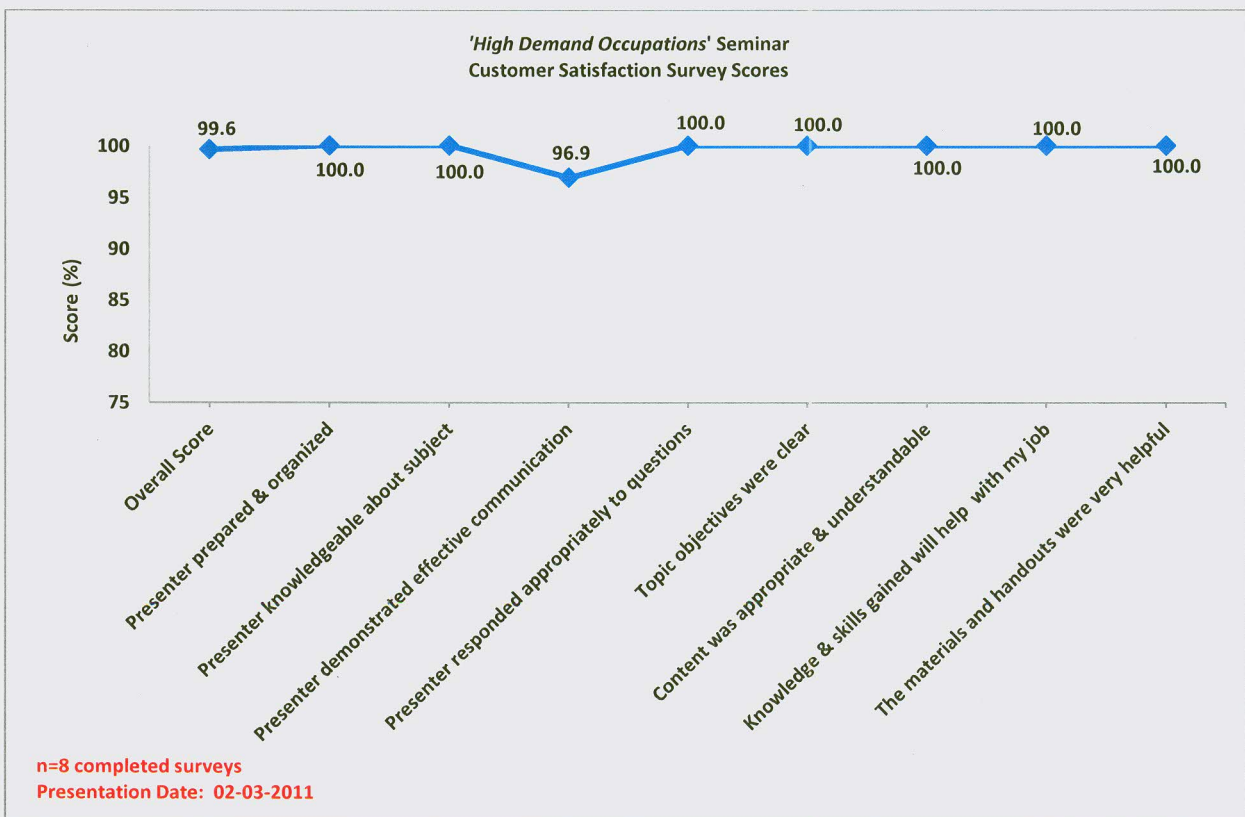
Presentation on Green Grant and Green Survey in Alabama

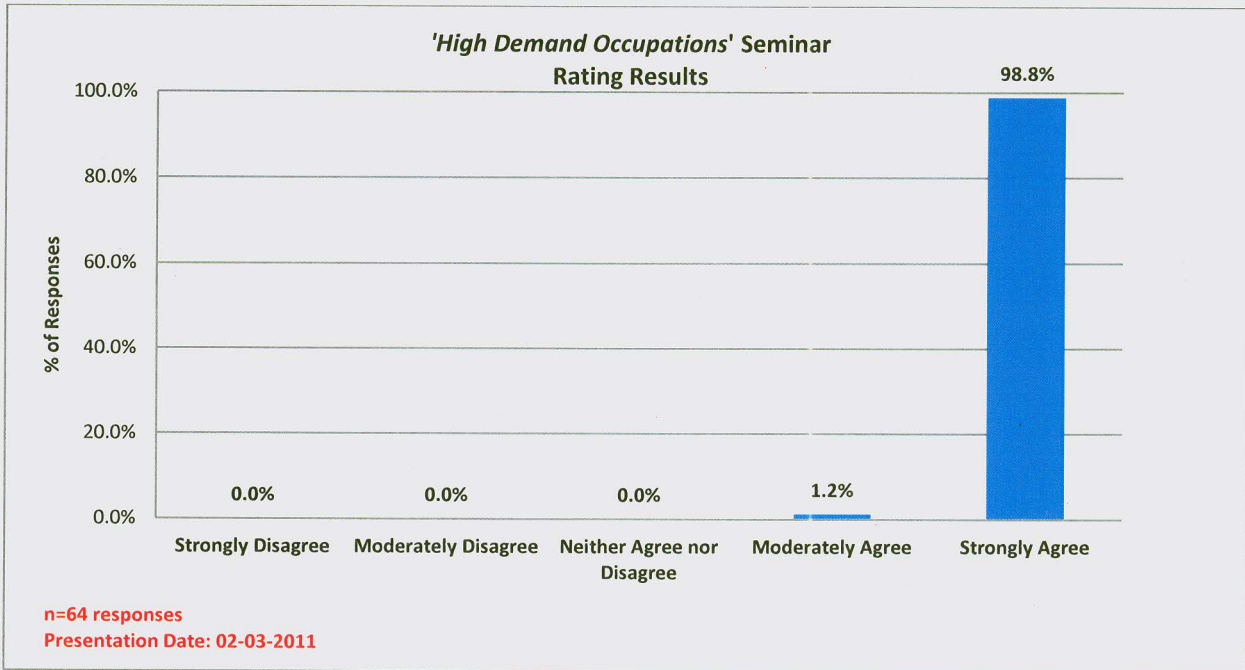




Alabama Area Career Center Site Managers Meeting, Montgomery, AL 2-3-2011

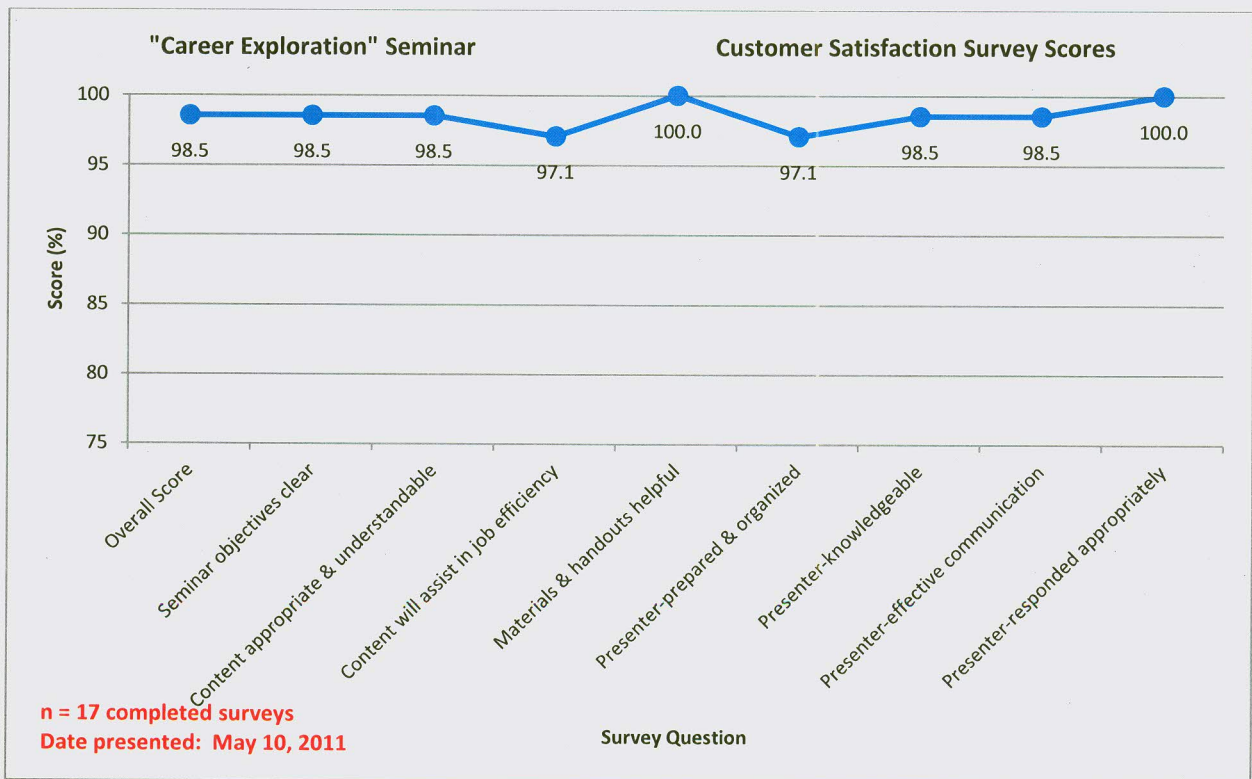
Presentation on High Demand Occupations

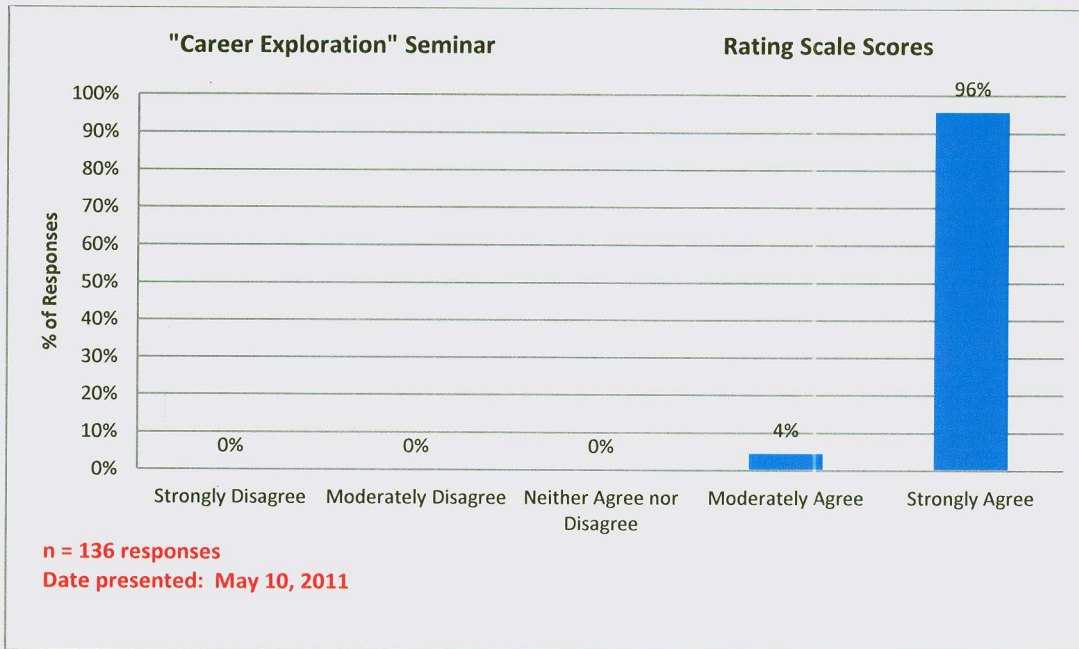




Alabama Dept. of Rehab Services Staff Training Conference May 9-10

Career Exploration

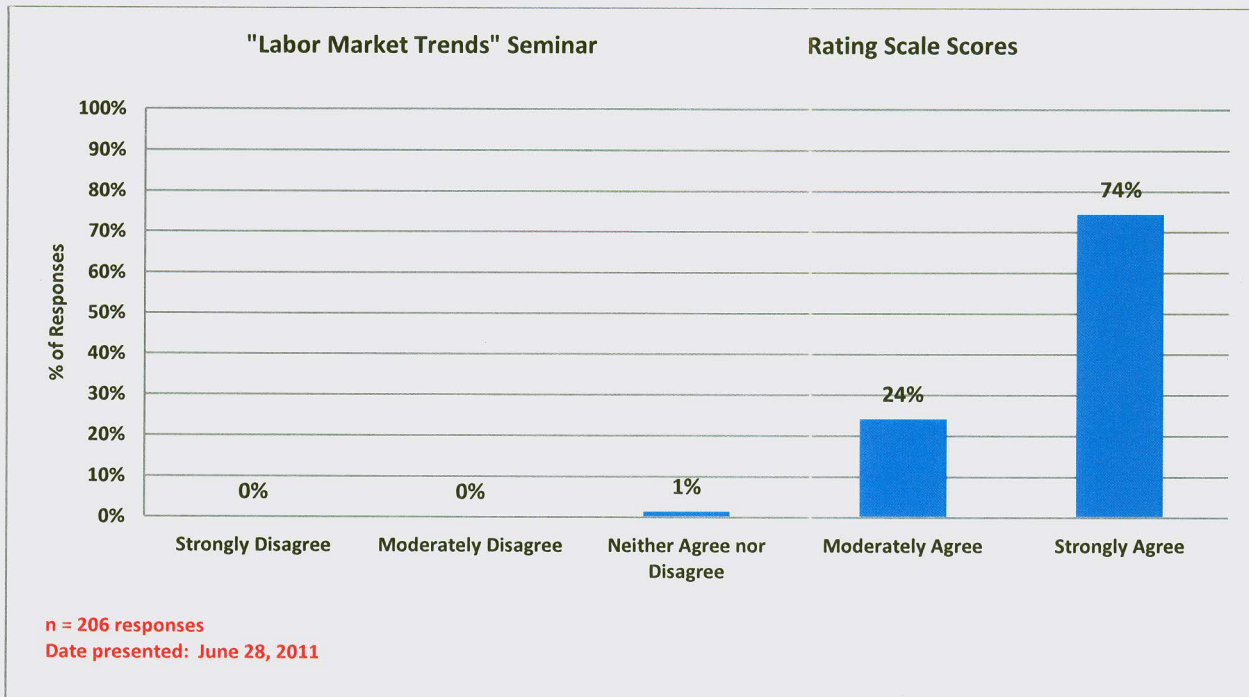




Alabama Association of Rehab Services Training Conference, Opelika, AL 6-28-2011

Presentation on Labor Market Trends





Level of Demand for Online Labor Market Information Products and Services, PY 2010-2011

Web Site Name and URL	Target Groups					Web Metrics		
	Job Seekers, Job Counselors	Businesses, Business Service Representatives	Researchers, Economists, Economic Developers	WIA Administrators, Planners, Policy Makers	Students, Teachers, Counselors	Number of visitor sessions	Number of unique visitors	Number of unique visitors, monthly average
AL Virtual LMI (www.dir.alabama.gov/lmi/vlmi)	X	X	X	X	X	156,909	2,129	177
AL LMI Homepage (www.dir.alabama.gov/lmi)	X	X	X	X	X	1,448,938	74,271	13,050
Consumer Report (www.dir.alabama.gov/lmi/crs)	X	X	X	X	X	1,239,718	13,050	1,088

During PY 2010 the LMI staff attended various meetings to become more knowledgeable in labor market trends in the areas and to gain information to assist us to provide better information to our users. We also gave several presentations to different groups, such as adult education, Workforce Development, Rehab, and others. Finally we participated in some planning consortiums. The following outlines the majority of the meetings that we attended during the year:

Consortium Participation

Served on the Department of Youth Services District 210 Committee and Career Technical Advisory Council.
Attended meetings every other month.

Meetings Attended

- Green Building Focus and Expo, Birmingham, AL
- Annual Alabama Workforce Development Conference, Birmingham, AL
- 2010 Census Meeting State Data Center, Anniston, AL
- ARRA Grantees Technical Meeting, Leesburg, VA
- Alabama Economic Outlook Meeting, Montgomery, AL
- National LED Conference US Census Bureau, Arlington, VA
- LMI Improvement Grant Meeting, Washington, DC
- ETA Regional Meeting

Meetings Where LMI made Presentations

- Adult Education Conference - Career Exploration Tools for Adult Educ. - 60 attendees
- Alabama Workforce Development Conference – Green Grant and Deliverables – 45 attendees
- 2010 Census Meeting State Data Center – Presentation on LED – 35 attendees
- Alabama SHRM Council Meeting – Presentation on Benefits Survey and OES Survey – 40 attendees
- Career Center Site Managers Training – High Demand Occupations – 30 attendees
- Region 7 Workforce Development Board – Region 7 Occupations in Demand, and potential Supply – 10 attendees
- AL Dept. of Rehab. Services Staff Training Conference – LMI Career Exploration – 50 attendees
- Army National Guard Research and Planning Team – LMI Employment and Industry Data Tools – 10 attendees
- AL Assoc. of Rehabilitation Facilities Training Conference – LMI Tools – 45 attendees

Conference Exhibits

- Alabama Annual Workforce Development Conference – Displayed Publications, and Website Tools Available to users
- Alabama Department of Rehab Services Staff Training Conference – Displayed Website Tools Available to users

CUSTOMER QUOTES

Yea it worked! Thank you! The report looks great and is exactly what I think that they are looking for. Thanks again!

Heather Holladay, AIDT

Tonya and Jim, Thanks again for meeting with us on Friday. It was quite valuable and very much appreciated. I hope we get a chance to work together in the future. So much great info out there.

Sam Eskildsen, Managing Director, McKinney Capital

Thank you all - so much. This is great info.

Linda Swann, Director, Alabama Development Office

I have enjoyed your presentation at 2010 ASDC Annual Meeting in Anniston, AL on 11-16-2010. It was very informative. This is the guy who asked you to get a copy of your presentation to share with our faculty and students. Our faculty and students are using the labor force data for grant writing, class projects, theses and Ph.D. Dissertations.

Teshome Gabre, Dept of Community Planning and Urban Studies, Alabama A & M University

Thank you. This is a big help. Yes, the references have also been beneficial. Thank you for bringing these to my attention.

Al Ruffin, Research Manager, Mobile Area Chamber of Commerce

Thank you very much for such a timely response. We will review the data shortly and contact Mr. Henry with any questions. Thank you again for all your help.

Ashley Taylor, CPA, Jackson Thornton

Teresa, this is great info for us to have. We really appreciate it!

Ben McGhee, City of Auburn Economic Development

Thank you so much, this is helpful. When will average monthly earning for 2010 be available? I would like to be able to get this data as soon as it is available. I appreciate you taking the time to compile this data for us.

Lori La Voy, McGhee, Human Resources, Thermalex, Inc.

You guys are awesome. A good leader like you can really get things done even if you are out of the office. I have nothing but praise for your work and your immediate support to our needs! Welcome back home... the EADS decision will result in renewed commitment to bring additional industries to Alabama!!!

Leida Javier-Ferrell, Ph.D., Director, Center for Workforce Development, Mobile Area Chamber of Commerce

Thank you so much. This information is extremely helpful to us in planning. I will put this information to immediate use in a grant application.

Peggy Linton, Dean of Instruction, Lurleen B. Wallace Community College

Thanks for supplying us with the labor market information books. It is really appreciated and will be most helpful to our staff and consumer s we serve.

Jim Harris III, Alabama Department of Rehabilitation Services

I love the reports! There is so much good information! I spent hours on the LEHD on the map website last night and could not find a thimble full of the information that you all have! Thank you all so much!!!

Pam Clay, Dekalb County Economic Development

Recommendations for Improvements or Changes to the Deliverables

The Alabama Labor Market Information Division will continue to place emphasis on making all products and reports available on the website, allowing customers easy access and printing capability.

The Division will continue to focus its efforts on getting a handle on the employment and specific skills required for green jobs in Alabama, in order to encourage present industries to learn new methods to produce goods and services in this growing area of the economy. The division looks forward to completing this Green Grant and delivering the results of this grant so that it can pursue several new projects that are vital to the success of the use of labor market information.

One of the major activities that LMI must do in the near future is training. Plans are underway to conduct specialized training for various types of stakeholders, such as career centers, economic developers who can benefit from training so that they can pull data from Alabama's LMI Website to present to potential industry representatives, other economic developers and local chamber employees who need to know all of the information that LMI has to offer, especially new data that wasn't offered the last time massive training was conducted, and employers to educate them on the importance of responding to the Occupational Employment Statistics Employment and Wage Survey and providing them with possible alternatives to handwriting their responses on the surveys that are mailed to them. Additionally, the division will continue to meet with regional workforce development planners to provide them with necessary labor market data to aid them in their planning efforts. The division has gotten access to Go To Meeting and Webinar training software and hopes to use this to increase the training opportunities and access to more customers.

Electronic means of capturing customer satisfaction have to be developed for use in measuring customer satisfaction. There are plans to use the electronic and traditional hardcopy format as we continue to alter presentations of data, develop data, and training based on this customer feedback. The division has produced a better measure of compiling the customer satisfaction data in a valid statistical manner, so that the division can respond better to customer feedback. At this point, the division is just beginning to use this method regularly to measure customer feedback.

The division will continue to look at new ways to analyze and report information from the partnership with the US Census Bureau through the LED Program. It will also seek to form new relationship with partner agencies to share data so that more detailed data can be gained. The division continuously seeks input from career centers, workforce development, industry representatives, job seekers, and all its users to allow us to make our information not only available to them, but also useable for them. We continue to speak at various conferences and meetings across the state to convey the current state of jobs in Alabama, and inform people how labor market information can help them make well informed decisions, or help others make well informed decisions.

The LMI Division is currently analyzing resources allocated in the division, and how they are being used, to meet the deliverables of the current One Stop Grant to ensure that the division has enough staff to meet these deliverables in an efficient and effective manner. Currently, staff is limited, due to various retirements and the shift of staff to other sections. An analysis will be conducted during the next program year to closely outline the deliverables of the One Stop grant, allocating time expected to meet those deliverables, so that the division can make sure to have enough professional staff to get this information out to its customers. We will attempt to leverage funds from partner agencies, such as the Office of Workforce Development, but we have yet to be successful at obtaining any extra support from other agencies in the state to work on new projects.