

**ALABAMA WORKFORCE INVESTMENT AREA YOUTH COUNCIL
MEETING MINUTES
October 22, 2014
Alabama Center for Commerce, Room 342
Montgomery, Alabama**

A meeting of the Alabama Workforce Investment Area Youth Council convened on October 22, 2014 at 10:05 am (CDT) in Room 342 at the Center for Commerce Building in Montgomery, Alabama.

Members Present: (7)

Steve Turkoski, Chair
Daniel Boyd
Joseph Brown
Philip Cleveland
Frank Coiro
Anne Payne, AWIA Chair
Carolyn Sutley

Absent: (4)

James Ford
Lawrence Lavender
Bev Leigh, III
Susan McKim

Others Present: (11)

Phee Friend	WDD	Jan Dame	WDD
Steve Walkley	WDD	Dennis Hopper	WDD
Tammy Wilkinson	WDD	Mickey Hutto	WDD
Tracey Smith	WDD	Chrissie Boyd	WDD
Bill Greene	Region 5 Workforce Development Council Chair		
Beverli Williams	Gadsden/Etowah County IDA		
Terrie Reid	DHR – Representing Nancy Buckner, AWIA Board Member		

Dr. Steve Turkoski, Youth Council Chair, called the meeting to order at 10:05 am (CDT). A quorum was established.

Guests introduced themselves as Mr. Bill Greene, Chair of the Region 5 Workforce Development Regional Council Chair and Ms. Beverli Williams also from Region 5.

The first item of business was to approve the minutes from the previous Council meeting held on April 23, 2014. Members were sent a copy via email for review.

**MOTION: Dr. Daniel Boyd made a motion to approve the minutes from the April 23, 2014 meeting as submitted.
Mr. Joseph Brown seconded the motion.
MOTION APPROVED.**

Mr. Mickey Hutto, Supervisor of the Alabama Workforce Investment Area (AWIA) provided a report on the youth programs in the local area. All Youth providers were mandated to attend a Youth Forum in Atlanta conducted by the US Department of Labor. The AWIA staff then provided two separate two-day training sessions with Career Center staff and youth provider staff on youth issues. Several programs provided "best practices".

Mr. Hutto also provided updates on the status of the Youth Providers which were on probation for lack of performance. Only one provider, Central Alabama Opportunities Industrialization Center, Inc. met the goals of their probationary period and are no longer on probation. Butler County Board of Education originally was a very successful out-of-school program that made the decision to add an in-school component. They are now refocusing their program on out-of-school youth and drop-outs. The funding was reduced by \$80,000 due to this change. There were also some staff changes. Monitoring / technical assistance visits will be conducted approximately every ten days. The program will continue on probation until December 31, 2014. The program operated by the Dallas County Commission / Children's Policy Council had several issues with the Career Center. The program has been placed directly under the supervision of juvenile court Judge Robert Armstrong who has replaced all the program staff. A Youth Specialist on the Career Center staff has been assigned to work directly with this program and the Judge. The program will continue on probation until December 31, 2014. The program operated by the Lowndes County Public Schools also had significant staff turnover. There are now two satellite Career Centers in the county which will allow greater access for eligibility determination. There was also a tracking issue in the computer system concerning number of participants enrolled that has been corrected. The program will continue on probation until December 31, 2014. The program operated by Perry County Schools continued to have low performance due to non-participation in the CAR-CAM automotive program with Lawson State Community College as initially planned. The program will continue on probation until December 31, 2014.

The Circle of Care Center for Families program has also had problems with recruiting participants. Career Center staff has been providing orientation sessions and has been working with their staff weekly. The first quarter reports received by AWIA indicated that most of the youth providers are having difficulties with recruitment. An email is being sent requesting explanations and asking what technical assistance is needed from AWIA staff.

The new legislation replacing WIA, the Workforce Innovation and Opportunity Act (WIOA), mandates 75% of youth funds are spent on out-of-school youth. AWIA is already focusing on this change and have notified the current youth contractors to begin phasing out their in-school programs. The remaining funds for in-school youth will be dedicated to dual enrollment and assisting those students who need additional assistance to complete a two-year degree with an ITA (Individual Training Account). A question was raised concerning using youth funds for soft skills trainings. Mr. Hutto stated that discussions had already been held with representatives from Adult Education concerning this and incorporating components of the "Ready to Work" curriculum with safety skills to develop training classes.

Ms. Tammy Wilkinson, Supervisor of State Reporting / Technical Assistance for the Workforce Development Division (WDD) gave a brief overview of the Program Year 2013 Youth Performance for AWIA and the negotiated performance goals for Program Year 2014.

YOUTH COMMON MEASURES (14-21)

	<u>GOAL</u>	<u>80% THRESHOLD</u>	<u>AWIA</u>	<u>STATEWIDE ACTUAL</u>
Literacy/Numeracy Gains	52.0%	41.6%	55.4%	51.4%
Placement in Ed/Employment	56.0%	44.8%	55.9%	50.6%
Attainment of Degree/Certificate	50.5%	40.4%	48.2%	40.4%

The AWIA exceeded the goal on one measure and exceeded the 80% threshold on the other two measures.

PROGRAM YEAR 2014 YOUTH PERFORMANCE MEASURES

	<u>NEGOTIATED GOAL</u>	<u>80% THRESHOLD</u>
Literacy/Numeracy Gains	53.5%	42.8%
Placement in Ed/Employment	56.4%	45.1%
Attainment of Degree/Certificate	50.5%	40.4%

Dr. Philip Cleveland offered congratulations and a thank you to Career Center staff and all staff for the hard work done to achieve these successes. Mr. Steve Walkley, Division Chief of the Workforce Development Division, stated that the Department of Labor frequently cites the AWIA and Alabama for choosing to serve the “hardest to serve” populations with WIA funds. Ms. Anne Payne agreed that the job is not to make us look good on paper but to serve those youth. Every life touched was a life changed. The Youth Council specifically targeted high poverty counties with the most recent RFP and has had successes even as some difficulties were worked through. This performance was achieved through the partnership between the Career Centers and Adult Education to serve these youth. Dr. Daniel Boyd agreed that data and numbers are great to have but don’t always tell the whole story. The program in Lowndes County provided GED services to three incarcerated youth who were over the age limit to count in their program’s performance; however, all three now have their GEDs and have hope for jobs in the future. In fact, one has been released and has found employment.

Mr. Hutto next provided an update on the status of Youth Program Waivers. The State Workforce Board approved the waivers which were then requested from the Department of Labor. One waiver was to change a technicality in wording for youth program participants. Individual Training Accounts (ITAs) or scholarships are used to describe funds provided to Adults and Dislocated Workers, not Youth. Alabama uses the term Individual Referrals (IRs). This waiver requested that all these training funds also be referred to as ITAs. **This waiver was granted.**

The second waiver being sought was a waiver of the requirement to competitively procure Youth Program Elements. Specifically, this waiver was to allow the Alabama Career Centers and/or partner agencies to directly provide the youth program elements of supportive services, follow-up services, and work experience. **This waiver was granted.**

The final waiver was seeking to waive the requirement that businesses receiving Youth funded On-the-Job Training (OJT) services under WIA receive a maximum reimbursement of 50% of the newly hired employee's wages during OJT. The state currently has an approved waiver of this requirement for Adult and Dislocated Worker funded OJT, but the waiver does not cover Youth funded OJT. (The State currently provides Youth funded OJT on a limited basis to serve older, out-of-school youth ages 18 – 21 as part of its Occupational Skill Training strategy.)

Alabama is requesting a graduated scale for OJT reimbursement as follows:

1. Up to 90% for businesses with 50 or fewer employees
2. Up to 75% for businesses with 51 – 250 employees; and
3. Up to 50% (current statutory requirement) for businesses with 251 or more employees.

This waiver was granted.

These waivers are only effective until June 30, 2015 until WIOA goes into effect July 1, 2015. WIOA states that On-the-Job (OJT) reimbursements can be up to 75% with local board or Governor's approval. To avoid confusion in the operation of the OJT programs for Career Center staff and employers with the phasing out of WIA and phasing in of WIOA, Mr. Hutto requested a motion from the Council to immediately begin using the 75% reimbursement to comply with WIOA.

MOTION: Ms. Anne Payne made a motion to approve the use of the 75% reimbursement in On-the-Job Training (OJT) programs to begin immediately. Dr. Philip Cleveland seconded the motion. MOTION APPROVED.

Mr. Dennis Hopper, Supervisor of Workforce Boards / Rapid Response presented the Program Year 2014 Youth Allocations and Funding / Obligation Summary which now has actual amounts instead of estimated. The estimated carry-in from Program Year 2013 was \$3 million. The actual carry-in was \$2.6 million resulting in a total of approximately \$9.3 million. Program costs include: Career Center Operations at \$4 million; Individual Training Accounts (ITAs) including \$500,000 for in-school youth at \$2.4 million; \$100,000 for On-the-Job Training; approximately \$3 million for 15 youth provider projects; and funds for stipends and paid internships yet to be determined; balancing back to \$9.5 million. The estimated amount over budget should not be an issue with career center operations changing monthly and ITA costs also being fluid due to numbers of participants and scholarships awarded.

Mr. Phee Friend, Youth Program Specialist, presented an overview of the Workforce Innovation and Opportunity Act (WIOA) youth program changes. The most notable changes under WIOA include:

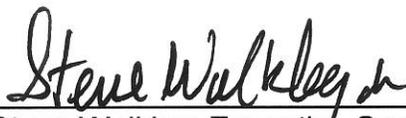
- A minimum of 75% of youth funds must be spent on out-of-school youth
- Required program elements now include Financial Literacy and specific emphasis on pre-apprenticeships, OJT, and internships

- Out-of-school youth is defined as aged 16 – 24 and not attending any school with a defined barrier
 - Income eligibility is removed for out-of-school youth without a degree or GED
 - Out-of-school youth with a degree or GED must have major barriers to employment and also low-income
- In-School youth is defined as aged 14 – 21 and attending school and low-income with a defined barrier
 - “Low Income includes Free/Reduced Lunch, Living in High Poverty Area, Homeless, Foster and Disabled youth as well as SNAP or TANF recipients from within the last six months
- WIOA has changed the definition of “Individual with Barrier to Employment”
- WIOA has changed performance measures from three to five
- WIOA does not require a mandatory Youth Council but does require standing committees for the local board. A Youth Committee is highly suggested.

Ms. Tracey Smith, Youth Coordinator for the Alabama Workforce Investment Area, provided information on the Program Year 2015 Youth Request for Proposals process and proposed timeline. The Request for Proposals (RFP) will be in accordance with WIOA and the programs funded will begin July 1, 2015. It will focus on Out-of-School youth aged 16 to 24 placing priority on high school dropouts.

There being no further business brought before the Board, the meeting was adjourned at 11:40 a.m. (CDT).

Respectfully submitted,



 Mr. Steve Walkley, Executive Secretary Date 11/10/14

Approved:



 Dr. Steve Turkoski, Chair Date 4/24/15
 Alabama Workforce Investment Area Youth Council