

Alabama Workforce Investment Area Annual Report

**Program Year 2013
July 1, 2013 - June 30, 2014**

Alabama Workforce Investment Area
401 Adams Avenue
Montgomery, Alabama 36104

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Alabama Workforce Investment Area Board
46 Members (1 vacant)
(2 non-voting Members)

1. Representatives of Business Sector (Majority) (25)

Anne Payne – Chair	Bethel Farms	Ramer
Patricia Adams	Hyundai	Montgomery
Tim Alford	Retired – AL Construction Recruitment Institute	Pelham
Ronnie Boles	General & Automotive Machine Shop, Inc.	Huntsville
Joseph Brown	Alabama Power Company	Tuscaloosa
James Ford	Ford Meter Box	Pell City
Burt Hankins	Goodwyn, Mills, & Cawood, Inc.	Vernon
Allen Harris	Bailey-Harris Construction Co., Inc.	Auburn
Tim Harrison	Harrison Construction	Tuscaloosa
Phillip Kelley	Michelin North America	Dothan
Bill Lamar	Warrior Tractor and Equipment Co., Inc.	Monroeville
Lawrence Lavender	Lavender, Inc.	Aliceville
Bev Leigh, III.	Retired - West AL Chapter, American Red Cross	Tuscaloosa
Grace Lo	Majestic Solutions, Inc.	Madison
Tim McCartney	McCartney Construction Co., Inc.	Gadsden
Jim McClellan	SPAR, Inc.	Jacksonville
Marty Parker	Boise Paper, Inc.	Jackson
Tim Parker, III.	Parker Towing Company	Tuscaloosa

Larry Puckett	Larry Puckett Chevrolet	Prattville
Mike Reynolds	BroadSouth Communications, Inc.	Selma
Stinson Slawson	Southeast Wood Treating	Montgomery
Melody Stewart	Apex Design Technology of Alabama, LLC	Decatur
Steve Turkoski	Dothan Area Chamber of Commerce	Dothan
Mark Weaver	Stamped Products, Inc.	Gadsden
Bruce Willingham	Mach III, Inc.	Vinemont

2. Representatives of Local Education (2 required)

Daniel Boyd	Lowndes County Public Schools	Hayneville
Ed Castile	AIDT	Montgomery
Amelia Pearson	Central Alabama Community College	Alexander City

3. Labor Organization Representative(s) nominated by state or local labor organizations (2 required)

Brandon Cardwell	Montgomery Electrical JATC	Montgomery
Al Henley	Alabama AFL-CIO	Montgomery

4. Community Based Organization Representatives (2 required)

Graham Sisson, Jr.	Gov's Office on Disability	Montgomery
Susan McKim	Department of Children's Affairs	Montgomery

5. Economic Development Representatives (2 required)

Kib McKibbens	Gov's Office of Small Business Development	Tuscaloosa
vacant		

6. One-Stop Partner Representatives (10)

Economic and Community Affairs

Director Jim Byard, Jr.

Montgomery Job Corps Center

Center Director Frank Coiro

AL Department of Labor/ Employment Service

Commissioner Tom Surtees

Rehabilitation Services

Commissioner Cary Boswell

Post Secondary Education

Chancellor Mark Heinrich

Human Resources

Commissioner Nancy Buckner

Senior Services

Commissioner Neal Morrison

Intertribal Council of Alabama

Sharon Keith

National Farmworker Programs

Linda Grisham

State Director for Alabama Operations,
Telamon Corporation

Department of Education

Superintendent Dr. Tommy Bice

Other Category (1)

Walter Wood

Executive Director,
Department of Youth Services

Mt. Meigs

Non-Voting (2) (Youth Council Members)

Carolyn Sutley

Enterprise Housing Authority

Enterprise

Philip Cleveland

Director, Career & Technical Education /
Workforce Development

Montgomery

CAREER CENTER LIST

ALABAMA CAREER CENTERS
(C=Comprehensive, S=Satellite, I=Itinerant)

<p>Alabaster Career Center C Albert Jones/Susan Koziowski-- (205) 663-2542 ext 24 Alabaster@alcc.alabama.gov 109 Plaza Circle Alabaster, AL 35007 Phone: (205) 663-2542 FAX: (205) 664-9229</p>	<p>Camden Career Center – Camden City Hall I Clifford Hunter --Wednesday 8:00 -- 4:00 Selma@alcc.alabama.gov 223-A Claiborne Street Camden , AL 36726 Phone: (334) 68-9428 FAX: (334) 682-9613</p>
<p>Albertville Career Center C Kevin Kidd (256) 878-3031 ext 223 Albertville@alcc.alabama.gov 5920 U S Highway 431 North Albertville, AL 35950 Phone: (256) 878-3031 FAX: (256) 878-7728</p>	<p>Center Point Career Center - Jeff State CC S Tracy Campbell (205) 856-8024 Birmingham@dir.alabama.gov 2601 Carson Road Birmingham, AL 35215 Phone: (205) 856-8024 FAX: (205) 856-6033</p>
<p>Alex City Career Center – Central Alabama CC S Julie Wood (334) 749-5065 ext 215 AlexanderCity@alcc.alabama.gov 1375 Jr. College Drive Alexander City, AL 35010 Phone: (256) 215-4494 FAX: (256) 215-4516</p>	<p>Decatur Career Center C Robert Gossett (256) 355-0142 ext 263 Decatur@alcc.alabama.gov 1819 Bassett Avenue SE Decatur, AL 35601 Phone: (256) 355-0142 FAX: (256) 355-0174</p>
<p>Andalusia Career Center - L B Wallace CC S James Mitchell--Monday—Thursday 7:30 – 4:30 Enterprise@alcc.alabama.gov 1000 Dannelly Boulevard Andalusia, AL 36420 Phone: (334) 881-2304 FAX: (334) 881-2201</p>	<p>Demopolis Career Center C Larry Jowers (334) 289-0202 Demopolis@alcc.alabama.gov 1074 Bailey Drive Demopolis, AL 36732 Phone: (334) 289-0202 FAX: (334) 289-8024</p>
<p>Anniston Career Center - Gadsden State CC C Ruby Beezley (256) 832-5191 ext 288 Anniston@alcc.alabama.gov 1731 Coleman Road Anniston, AL 36207 Phone: (256) 832-0147 FAX: (256) 832-1183</p>	<p>Dothan Career Center C Pam Cutchens (334) 792-2121 ext 222 Dothan@alcc.alabama.gov 795 Ross Clark Circle, Suite 1 Dothan, AL 36303 Phone: (334) 792-2121 FAX: (334) 792-2124</p>
<p>Athens Career Center I Zack Harding -- Tues & Wed 8:00 – 5:00, Friday 8:00-12:00 Decatur@alcc.alabama.gov 406 South Jefferson Street Athens, AL 35611 Phone: (256) 230-0880 FAX: (256) 230-0848</p>	<p>Enterprise Career Center C Anita Fulford (334) 347-0044 ext 251 Enterprise@alcc.dir.alabama.gov 2021 Boll Weevil Circle Enterprise, AL 36330 Phone: (334) 347-0044 FAX: (334) 393-0958</p>
<p>Bay Minette Career Center S Vivian Havel (251) 937-4161 ext 326 BayMinette@alcc.alabama.gov 201 Faulkner Drive Bay Minette, AL 36507 Phone: (251) 937-4161 FAX: (251) 937-2859</p>	<p>Eufaula Career Center C Ann Blondheim (334) 687-3551 ext 241 Eufaula@alcc.alabama.gov 511 State Docks Road Eufaula, AL 36027 Phone: (334) 687-3551 FAX: (334) 687-9964</p>
<p>Birmingham Career Center C Yvette Fields (205) 254-1313 Birmingham@alcc.alabama.gov 3440 3rd Avenue South Birmingham, AL 35222 Phone: (205) 254-1300 FAX: (205) 254-1387</p>	<p>Fayette Career Center - Bevill State CC S Sharon M. Owens (205) 932-3221 ext 5171 Fayette@alcc.alabama.gov 2631 Temple Avenue N, Tom Bevill Center Room B-37 Fayette, AL 35555 Phone: (205) 932-3221 FAX: (205) 932-8821</p>
<p>Blountsville Career Center S Joel Pass (256) 352-5538 ext 203 Hanceville@alcc.alabama.gov 68644 Main Street, Suite 5 Blountsville, AL 35031 Phone: (205) 429-4311 FAX: (205) 429-5402</p>	<p>Foley Career Center C Deborah Walters (251) 943-1575 ext 222 Foley@alcc.alabama.gov 200 West Michigan Avenue Foley, AL 36535 Phone: (251) 943-1575 FAX: (251) 943-8867</p>
<p>Brewton Career Center C Hal Clements (251) 867-3247 ext 33 Brewton@alcc.alabama.gov 1023 Douglas Avenue Suite 314 Brewton, AL 36426 Phone: (251) 867-4376 FAX: (251) 867-5798</p>	<p>Fort Deposit Career Center I Deidre Prevo -- First and Third Wednesday each month 8:00-5:00 Public Library 24 South Pollard Street Fort Deposit, AL 36032 Phone: (334)404-4400 FAX: (334)382-9066</p>

Fort Payne Career Center C Linda McCain (256) 845-2900 ext 224 FortPayne@alcc.alabama.gov 2100 Jordan Road SW Fort Payne, AL 35968 Phone: (256) 845-2900 FAX: (256) 845-5139	Luverne Career Center I Tara Jones--Tuesday & Wednesday 7:30a.m. – 4:00p.m. Troy@alcc.alabama.gov 886 Glenwood Road Luverne, AL 36049 Phone: (334) 335-2300 FAX: (334) 335-2306
Gadsden Career Center C Larry Foster (256) 546-4667 ext 230 Gadsden@alcc.alabama.gov 216 North 5th Street Gadsden, AL 35901 Phone: (256) 546-4667 FAX: (256) 546-6603	Mobile Career Center C Derrick Turner (251) 461-4440 Mobile@alcc.alabama.gov 515 Springhill Plaza Court Mobile, AL 36608 Phone: (251) 461-4146 FAX: (251) 461-4443
Greenville Career Center S Janice Grayson (334) 382-3128 ext 221 Greenville@alcc.alabama.gov 117 West Commerce Street Greenville, AL 36037 Phone: (334) 382-3128 FAX: (334) 382-9066	Monroeville Career Center S Tammy Smith (251) 867-3247 ext 333 Monroeville@alcc.alabama.gov 33 Outlet Drive Monroeville, AL 36460 Phone: (251) 575-3894 FAX: (251) 575-3351
Haleyville Career Center I Dan Raburn--First and Third Monday each month 8:00 – 4:30 Sheffield@alcc.alabama.gov 2010 9th Avenue North Haleyville, AL 35565 Phone: (205) 486-4154 FAX: (205) 486-4154	Montgomery Career Center C James Ramsey (334) 286-1746 ext 324 Montgomery@alcc.alabama.gov 1060 East South Boulevard Montgomery, AL 36116 Phone: (334) 286-1746 FAX: (334) 288-7286
Hamilton Career Center - Beville State CC S Connie Jones (205) 921-5672 ext 22 Sheffield@alcc.alabama.gov 1481 Military Street South Hamilton, AL 35570 Phone: (205) 921-7657 FAX: (205) 921-0438	Opelika Career Center C Mike Grier (334) 749-5065 ext 215 Opelika@alcc.alabama.gov 2300 Frederick Road Opelika, AL 36801 Phone: (334) 749-5065 FAX: (334) 749-5031
Hanceville Career Center - Wallace State CC C Sandra Rhodes (256) 352-5538 ext 203 Hanceville@alcc.alabama.gov Center for Economic & Workforce Development 801 Main St NW/PO Box 1087 Hanceville, AL 35077 Phone: (256) 352-5538 FAX: (256) 352-8640	Pell City Career Center S LaTonya Williams (256) 832-5191 ext 288 Anniston@alcc.com.alabama.gov 311 Miles Pkwy Pell City, AL 35125 Phone: (205) 338-5440 FAX: (205) 338-5443
Hayneville Career Center I Deidre Prevo -- Second and Fourth Wednesday each month 8:00-5:00 Family Guidance Center 22 Washington Street N Hayneville, AL 36040 Phone: (334) 548-6307 FAX: (334) 382-9066	Phenix City Career Center – Chattahoochee Valley CC S Dorothy Haynes (334) 749-5065 ext 215 Opelika@alcc.alabama.gov 2602 College Drive Phenix City, AL 36869 Phone: (334) 214-4828 FAX: (334) 749-5031
Huntsville Career Center C Mike Fowler (256) 851-0537 ext 230 Huntsville@alcc.alabama.gov 2535 Sparkman Drive NW Huntsville, AL 35810 Phone: (256) 851-0537 FAX: (256) 851-8278	Phil Campbell Career Center - Northwest Shoals CC I Alissa Brown--First Wednesday of each month 8:00 - 4:30 Sheffield@alcc.alabama.gov 2080 College Rd Phil Campbell, AL 35581 Phone: (256) 331-6285 FAX: (205) 921-0438
Jackson Career Center C Beverly Walker (251) 246-2453 ext 230 Jackson@alcc.alabama.gov 3090 Highway 43 Jackson, AL 36545 Phone: (251) 246-2453 FAX: (251) 246-4797	Rainsville Career Center - Northeast Alabama CC I Rhonda Dyar (256) 638-2239 FortPayne@alcc.alabama.gov Lowell Barron Highway, Alabama Highway 35 Rainsville, AL 35986 Phone: (256) 638-2239 FAX: (256) 638-2520
Jasper Career Center C Gina Nichols (205) 221-2576 ext 222 Jasper@alcc.alabama.gov 2604 Viking Drive Jasper, AL 35501 Phone: (205) 221-2576 FAX: (205) 221-4595/384-0260	Roanoke Career Center S Kathy Sellers (256) 480-2114 Opelika@alcc.alabama.gov 3924 Highway 431 Roanoke, AL 36274 Phone: (334) 863-8114 FAX: (334) 863-8412

Scottsboro Career Center	S
<p>Teresa Mattox (256) 574-1720 ext 223 Huntsville@alcc.alabama.gov 23123 John T. Reid Parkway Scottsboro, AL 35769 Phone: (256) 574-1720 FAX: (256) 574-4512</p>	
Selma Career Center	C
<p>Clifford Hunter (334) 872-0471 ext 25 Selma@alcc.alabama.gov 1112 Water Avenue Selma, AL 36703 Phone: (334) 872-0471 FAX: (334) 872-4355</p>	
Sheffield Career Center	C
<p>Jim Cook (256) 383-5610 ext 261 Sheffield@alcc.alabama.gov 500 South Montgomery Avenue Suite 102 Sheffield, AL 35660 Phone: (256) 383-5610 FAX: (256) 383-4983</p>	
Talladega Career Center - Central Alabama CC	C
<p>Gwen Taylor (256) 480-2114 Talladega@alcc.alabama.gov 1005 South Street East Talladega, AL 35160 Phone: (256) 480-2109 FAX: (256) 362-7219</p>	
Troy Career Center	C
<p>Wendy Collins/Cindy Mitchell-- (334) 566-9030 Troy@alcc.alabama.gov 1023 South Brundidge Street Troy, AL 36081 Phone: (334) 566-3920 FAX: (334) 566-9450</p>	
Tuscaloosa Career Center	C
<p>Richard Crawford (205) 758-7591 ext 231 Tuscaloosa@alcc.alabama.gov 202 Skyland Drive Tuscaloosa, AL 35405 Toll Free: (866) 835-2216 Phone: (205) 758-7591 FAX: (205) 758-1925</p>	
Valley Career Center – Southern Union CC	S
<p>Donna Edwards (334) 756-0024 Opelika@alcc.alabama.gov 321 Fob James Drive Valley, AL 36854 Phone: (334) 756-0024 FAX (334) 756-0026</p>	
Vernon Career Center – Lamar Co. Center for Technology I	
<p>Sharron Owens-- Second Tuesday of each month, 8:00 – 12:00 Fayette@alcc.alabama.gov Lamar County Vocational School, Adult Ed Wing Vernon, AL 35592 Phone: (205)-695-8224 FAX: (205) 932-8821</p>	

Program Year (PY) 2013 Achievements
Alabama Workforce Investment Area (AWIA)
Alabama Workforce Investment Area Workforce Board

The majority of Board members for the Alabama Workforce Investment Area (AWIA) were appointed by Governor Robert Bentley on February 15, 2012. Ms. Anne Payne of Bethel Farms is Board Chair, Mr. Marty Parker of Boise Paper is Vice Chair, and the Chair of the AWIA Youth Council is Dr. Steve Turkoski with the Dothan Area Chamber of Commerce.

The membership of the AWIA Board includes the mandatory partners as listed in the AWIA One-Stop Operator Agreement (Alabama Department of Economic and Community Affairs (ADECA), Alabama Department of Labor (ADOL), Alabama Department of Rehabilitation Services (ADRS), and Alabama Department of Postsecondary Education (ADPE) with other partner entities also represented including Native Americans through the Intertribal Council of Alabama, Job Corps, Migrant and Seasonal Farmworkers through Telamon Corporation, the State Department of Education, Department of Senior Services, Department of Children's Affairs, Department of Youth Services, and the Governor's Office of Small Business Development.

The Alabama Department of Commerce is a major influence in the entire workforce system. Cooperation and coordination is required between those who work in the economic development fields and those who work in the workforce development fields to coordinate the supply and demand of skilled labor.

ALABAMA WORKFORCE INVESTMENT AREA
CAREER CENTER OPERATIONS

In AWIA, the Alabama Workforce Investment Area Section manages Career Center operations in conjunction with the Employment Service Division of ADOL. All Career Centers now have single site managers. Cross training of staff rather than cross awareness is taking place at the career centers. Monthly reporting has become more standardized and efficient with the issuance of guidance by the Local Area. There are currently twenty-five (25) comprehensive Career Centers, fourteen (14) satellite centers, nine (9) Itinerant point locations, and a mobil career center in AWIA. Comprehensive centers are full-time centers which have all WIA partner agencies either on-site or have their services available to customers. Satellite centers are also operated full-time but do not have the full contingent of partner agencies located at the center. Itinerant point centers are only staffed part-time when customer demand has indicated a need in these mainly rural locations. The mobil career center or "bus" is used on-site for Rapid Response events in cases of mass layoffs, job / career fairs, in natural disasters when large numbers of individuals are left unemployed, and numerous other workforce related activities.

Monthly, integrated staff meetings are required in addition to any single agency staff meetings that may occur. Bringing all staff in a center together to discuss common concerns, issues, and opportunities fosters a much greater opportunity for the collaboration and coordination of service provisions. Lean office principles have been implemented to improve Career Center operations in several offices.

In Program Year (PY) 2013, AWIA continued to emphasize an aggressive business services strategy and communication with employers by Career Center staff. Additional training was conducted for Business Services staff located in the AWIA Career Centers. Training continues to be focused on making employers and businesses aware of services available through the Career Centers but also on how to access the pool of job seekers available with skills to fill job openings.

The Alabama Workforce Investment Area's Memorandum of Understanding (MOU) describes in detail the roles and responsibilities of each of the mandated (one-stop) partners in the delivery of service which ensures that all adults, youth, and dislocated workers have universal access to the required core services as described in Section 134(d)(2) of WIA. Specifics regarding the provision of core, intensive, and training services by each Career Center partner are available for review in the AWIA MOU revised May 24, 2012.

BOARD ACHIEVEMENTS

In Program Year 2013 the Alabama Workforce Investment Area (AWIA) continued to emphasize Alabama Career Center services to the business sector within the 65 county area. Extensive training was provided to Business Service Representatives (BSRs) during the year to increase the number of job openings and on-the-job training contracts for low income adults, youth, and dislocated workers.

The Alabama Workforce Investment Area received a National Emergency Grant (NEG) in the amount of \$1,101,701 to provide occupational skills training to long-term dislocated workers within the 65-county area. The training activities include Individual Training Accounts (Scholarships) and On-the-Job Training (OJT) or other work based training, such as apprenticeships, for at least 140 individuals during the grant period.

The AWIA also received a National Emergency Grant in the amount of \$823,755 to provide assistance to 1100 workers dislocated by the closure of International Paper Company's facility in Courtland, Alabama. These wraparound services, such as assessment and case management, will be provided in conjunction with training services provided by Trade Act funds already approved for these workers.

In October of 2013, the State of Alabama was awarded a \$3,000,000 Disability Employment Initiative grant to provide targeted employment assistance to individuals with physical, mental, and intellectual disabilities. All services funded via this grant are being provided in Career Centers located in the AWIA. This grant will operate through 2016.

For Program Year 2013, AWIA met or exceeded all performance goals for adult, dislocated worker and youth programs.

ACTIVITIES / SERVICES FOR VETERANS

The Alabama Workforce Investment Area (AWIA) continues to emphasize giving priority of services to veterans and eligible spouses for WIA funded activities. Once again, the AWIA cosponsored an annual veteran's conference where all Career Center Managers, Business Service Representatives, and Veterans staff received training targeted to providing more and better services to veterans and their eligible spouses. Staff from the National Veteran's Training Institute at the University of Colorado, conducted workshops including job development, case management, resume' preparation, and other topics to strengthen our Career Center staffs skills in delivering services.

ACTIVITIES / SERVICES FOR ADULTS, DISLOCATED WORKERS, AND YOUTH

The Alabama Workforce Investment Area's (AWIA) goal is to provide workforce investment activities that increase the employment, occupational attainment, and retention and earnings of participants, which will improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of Alabama's economy.

Targeted industries for workforce development services in the AWIA include automotive, aerospace, maritime, biomedical, healthcare, advanced manufacturing, and energy efficiency related industries.

During Program Year 2013, the Alabama Workforce Investment Area (AWIA) continued its efforts to implement a redesigned service delivery system in order to meet the mandates of the Workforce Investment Act (WIA). Required elements of the service delivery system included the provision of core, intensive and training services.

Core services were available through Alabama's Career Center System and included, at a minimum, the following:

- ❖ Outreach, intake and orientation to available services;
- ❖ Job search, job placement and career counseling as needed via Alabama Joblink;
- ❖ Labor market information;

- ❖ Self-directed initial assessment;
- ❖ Provision of performance and cost information on training providers; and
- ❖ Follow-up services.

Intensive services were provided for adults and dislocated workers who were determined eligible for WIA and are registered in the program. Intensive services provided were for job seekers that were determined to be unable to obtain a job through core services alone. Intensive services included, but were not limited to, the following:

- ❖ A comprehensive and specialized assessment of skills levels, aptitudes, abilities and needs;
- ❖ Development of an Individual Employment Plan (IEP/ISS);
- ❖ Case Management activities;
- ❖ Individual career counseling;
- ❖ Referral to training services; and
- ❖ Out-of-area job search assistance.

Training services were provided for adults and dislocated workers who were unable to obtain employment through assistance received in core and intensive services. Training services included the following:

- ❖ Occupational skills training;
- ❖ On-the-Job Training;
- ❖ Programs that provided workplace training with related instructions;
- ❖ Programs operated by the private sector;
- ❖ Skills upgrading and retraining;
- ❖ Entrepreneurial training;
- ❖ Job readiness training;
- ❖ Adult education and literacy training; and
- ❖ Customized training conducted with a commitment by an employer or a group of employers to employ an individual upon successful completion of training.

The primary means of providing training services for adults and dislocated workers in Program Year 2013 was through the utilization of Individual Training Accounts (ITAs) and On-the-Job Training (OJT).

ITAs were available at both public and private training facilities throughout the state in Program Year 2013 with up to \$12,000 available to assist adults and dislocated workers with the cost of books, supplies and tuition associated with the cost of attending for up to two years. The AWIA targets occupations that are identified as High Growth/High Demand/High Wage and that support the on-going economic development efforts of the state.

Program Year 2013 Top Ten Training Occupations for AWIA

The top ten training occupations in AWIA for PY13, ranked in order, include:

1.Truck Driver; 2.Registered Nurse; 3.Certified Nursing Assistant and Patient Care; 4.Licensed Practical Nurse; 5.Welding; 6.Medical Assistant; 7.Office Administration; 8.Computer Information Systems, Computer Science, and Computer Graphics; 9.Air Conditioning, Refrigeration, Heating, Ventilation; 10.Electrical Lineworker.

The Top Ten training occupations reflect the targeting of training to support sector strategies included in both the AWIA Annual Plan and the *Accelerate Alabama* five year plan of Governor Bentley. These include Transportation, Health Care, Advanced Manufacturing, Information Technology, and Avionics.

The OJT program provided reimbursement to employers for the extra costs associated with training WIA participants. The reimbursement rate and length of training were negotiated and made a part of the OJT contract. Reimbursement was established at fifty percent (50%) of the participant's hourly wage rate for up to twenty-six (26) weeks.

AWIA Youth Services

The following Services were provided for youth in Program Year 2013 in accordance with WIA Regulations:

- ❖ Paid and unpaid work experiences, including internships and job shadowing as appropriate;
- ❖ Remedial Education and GED Preparation;
- ❖ Occupational skills training as appropriate;
- ❖ Leadership development opportunities, which include community service and peer-centered activities encouraging responsibility and other positive social behaviors as appropriate;
- ❖ Supportive services;
- ❖ Adult mentoring;
- ❖ Follow-up services; and
- ❖ Comprehensive guidance and counseling.

The primary means of providing occupational skills training opportunities for youth was through the utilization of the Individual Referral (IR) program, which is similar to the ITA program. Enrollments in the OJT program were also used as a means of providing youth with training services.

Also, WIA youth services were provided by a network of twenty (20) youth program providers recommended by the AWIA Youth Council and approved by the AWIA Local Board based on a competitive procurement process which occurred during the previous Program Year. The focus of these youth program providers was services to low income out of school youth without a high school diploma or GED. In Program Year 2013,

approximately 2077 youth were provided services within the AWIA. These services include assessments, career counseling, and referrals to OJT and Individual Referrals (scholarships). Of the total number of youth served, 1289 were referred to youth program providers who provided various services including remedial education, GED preparation, and soft skills training to prepare them to successfully enter the workforce or postsecondary education.

Adult/Dislocated Worker Program Services

Individual Training Account (ITA)

Individual Training Accounts (ITAs), a specific agreement which provides educational or occupational skills training services, are the primary means for Workforce Investment Act training services delivery. Individual Training Account services may only be provided to Workforce Investment Act participants by those training providers who have applied to and been placed on the State's Eligible Provider List.

Prospective education and/or occupational skills training providers must meet specific criteria in order to initially and subsequently retain Workforce Investment Act 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 several entities which may apply for inclusion on the Eligible Training Provider List.

The Alabama Workforce Investment Area served 3119 adults, dislocated workers, and youth in Program Year 2013 in the ITA activity.

The AWIA strives to maximize the number of clients in training through the efficient use of local area funds. In order to maximize the number of participants, the AWIA Local Board approved new cost limitations on Individual Training Accounts (ITAs) (effective July 1, 2012). The maximum amount allowable for ITAs was adopted as follows:

Short term training of 13 weeks or less	up to \$3,500
52 weeks training or less	up to \$6,500
17 months or less	up to \$8,000
(greater than 12 months but less than 17)	
17 to 24 months	up to \$12,000
(greater than 17 months but no longer than 24)	

On-the-Job Training (OJT)

Under the Workforce Investment Act, On-the-Job Training participants' employers may seek reimbursement of up to fifty-percent (50%) of these participants' wages in compensation for the extraordinary costs in additional time and attention generally

associated with the provision of such training, and in recognition of the lesser workplace productivity of these trainees. Negotiations with the employer establish the maximum length of participants' training period. The maximum length of such training, however, is not to exceed six months.

This program is designed to fulfill the employment needs of local employers by providing a trained workforce while increasing productivity and profits.

The goals of the OJT program are permanent employment upon successful completion of training; placement into occupations that are long-term; and to build a skilled workforce for a growing Alabama economy. The OJT program is a highly successful training program for employers and their participant's. There were 226 OJT contracts initiated which provided training and employment to 567 participants during Program Year 2013. Forty-two (42) of these contracts were funded via AWIA's National Emergency Grant to assist long-term unemployed individuals re-enter the workforce.

**ALABAMA WORKFORCE INVESTMENT AREA
Program Year 2013 FINAL Performance
Reporting Period through 06/30/14**

**ALABAMA WORKFORCE INVESTMENT AREA
FINAL PROGRAM YEAR 2013
Reporting Period through 6/30/2014**

MEASURES	GOAL	80% Threshold (minimum)	CUMULATIVE 4-QTR (Parameters)
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ADULT

Entered Employment Rate	67.0%	53.6%	68.2%	[10/01/12-09/30/13]
Employment Retention Rate	84.5%	67.6%	84.4%	[04/01/12-03/31/13]
Average 6-Month Earnings	\$12,000	\$9,600	\$11,854	[04/01/12-03/31/13]

DISLOCATED WORKER

Entered Employment Rate	75.0%	60.0%	74.4 %	[10/01/12-09/30/13]
Employment Retention Rate	91.0%	72.8%	90.9%	[04/01/12-03/31/13]
Average Earnings	\$15,632	\$12,506	\$14,453	[04/01/12-03/31/13]

YOUTH MEASURES (14-21)

Literacy/Numeracy Gains	52.0%	41.6%	55.4%	[07/01/13-06/30/14]
Placement in Ed/Employment	56.0%	44.8%	55.9%	[10/01/12-09/30/13]
Attainment of Degree/Certificate	50.5%	40.4%	48.2%	[10/01/12-09/30/13]

Bold: Exceeded Goal

**Alabama Workforce Investment Area
Program Year 2013
Participants by Activity/Fund Source**

Total Participants Served 7-1-13 Through 6-30-14	
	Formula (AWIA Local Area 2)
Adult	3685
Dislocated Worker	1450
Youth	2077

Total ITA Participants Served 7-1-13 Through 6-30-14	
	Formula (AWIA Local Area 2)
Adult	1992
Dislocated Worker	649
Youth	478

Total OJT Participants Served 7-1-13 Through 6-30-14	
	Formula (AWIA Local Area 2)
Adult	375
Dislocated Worker	186
Youth	6

**Program Year 2013
Local Area Adult, Dislocated Worker and
Youth Program Expenditures**

**Alabama Workforce Investment Area
Local Area Program Year 2013 Adult, Dislocated Worker, and Youth
Program Expenditures**

	Program Year 2013
Local Area Adult	\$9,621,715.14
Local Area Dislocated Worker	\$6,072,435.59
Local Area Youth	\$9,762,535.59
Total PY 2013 Expenditures	\$25,456,686.32

**Alabama Workforce Investment Area (AWIA)
Success Stories**

Adult Success Stories

Michael is currently a Heavy Equipment Operator at a local gravel company in Jackson. He is truly a success story. Michael was a Veteran with a prior felony conviction. He had been released from prison seven months earlier, was rehabilitated and living at home with his wife and children, but met rejection at every turn. “No one will give me a chance because of my past,” he said. An employer looking for a WIA eligible candidate was contacted on Michael’s behalf and agreed to look at his resume. Michael was granted an interview and impressed the employer. Michael’s employer has been consistently pleased with his work performance. Michael completed his training on March 17, 2014. He remains with the employer and is very happy with his job. Thanks to On-the-Job Training, and Michael’s hard work and perseverance, his visit to Jackson Career Center was a life changing experience.

Nathan received an honorable discharge from the Navy in 2007 and tried unsuccessfully to find permanent employment. When he first came into the Foley Career Center the case manager felt he would be a great candidate to train in the IT field; even though there were not any current IT openings posted. He was sent anyway to a local business specializing in IT services in hopes the company would interview him. He and his wife had a child with another soon on the way and Nathan desperately needed employment. Unfortunately the company did not interview him, so Nathan had to go to Mississippi in order to secure employment.

Through the persistence of the case manager, Nathan’s name was kept at the forefront of the IT business and finally Nathan was called in for an interview. The hiring manager liked Nathan and after interviewing other applicants contacted the Career Center to see if Nathan was still eligible for WIA training. An On-the-Job Training agreement was written and approved and this allowed him to be able to move back to Alabama to be with his family.

In Nathan’s own words, “I must say, the experience and training I have received will qualify me to work in the IT field for the rest of my life.”

Mr. Evans was a flustered job-seeker who suffered from multiple lay-offs in a severely depressed labor market in West-Central Alabama. His work history was affected by multiple short-term, temporary positions which adversely affected his resume’ in the eyes of potential employers. In addition, he had not completed his high school education nor had he received his General Education Diploma (G.E.D.) which further put him behind the “power curve”.

Mr. Evans attended the Adult Basic Education (ABE) Program offered by Shelton State Community College in Livingston, AL which allowed him to successfully assess for qualification for Commercial Driver License (CDL) training under the Workforce Investment Act (WIA) Program as an “Adult” based on low-income qualifications.

Evans attended CDL training at ESD Truck Driver School in Decatur, AL from March 17 – April 15, 2014 and was tendered a Pre-Hire offer from a local truck line. Evans started his training program on April 23, 2014 and was released for “solo” operations July 22nd. At last contact, Mr. Evans had traveled to over 17 states and is enjoying his new career. He is also pursuing his G.E.D. through the new on-line program that went into effect in January, 2014.

Dislocated Worker Success Stories

Marshall was laid-off unexpectedly due to a reduction in work force within an air system component company. He had a very young child and was understandably concerned about securing new employment and about the future of his family. His goal was to attend Gadsden State Community College and complete the Civil Engineering program. He qualified for WIA funding and was diligent about meeting all the requirements of the program. He maintained an “A” average and graduated with a 4.0 GPA. He also took an apprenticeship while in school in order to gain experience in the Civil Engineering field. After he graduated, he immediately secured employment as a Survey Technician with a company in the energy field and is very happy that he can now support his family.

Mr. Clark came into the Demopolis Career Center expressing utter frustration in an unsuccessful job search process covering nearly 2 years. He was laid off from an educational institution when they down-sized the school’s Information Technology (IT) Department after working with them for over four (4) years. Prior to that position, he managed the X-Ray Department at the local hospital. Mr. Clark’s on-line job search process covered over two years despite his possessing a Bachelor’s of Arts Degree in Business Administration.

Qualifying Mr. Clark as a long-term Dislocated Worker under the National Emergency Grant (NEG) and Workforce Investment Act Programs, the Demopolis Career Center sent him to ESD Truck Driving School in Decatur, AL where he completed his training and received his Commercial Driver License (CDL) on May 16, 2014. He was tendered a Pre-Hire job offer from a local truck line and began his training on May 30, 2014. After completing the stringent training program, Mr. Clark was assigned his own company-owned truck and went “solo” on August 18, 2014. At last contact, Mr. Clark has traveled to over 15 different states and is enjoying his new career and the freedom it offers him thanks to WIA.

Sharron came to WIA well before her \$90,000 plus per year job was scheduled to end. She had been given notice of her layoff date, but didn’t want to waste any time. She already knew she wanted to get her CDL and buy her own truck. For the four years prior, the employees of her company were warned about the layoff, so Sharron had been saving money to help meet her goal of owner/operator. She successfully completed Beville State Community College’s six week truck driver training class in May of 2014, quickly obtained her CDL, and was training to lease her truck to a local truck line by the end of the month. Sharron is a person that doesn’t mess around.

Youth Success Stories

A youth client that graduated in May 2014, **Laci**, is what would be considered a WIA success story. She was eligible for the program as a youth due to her family's low-income and the fact that her home environment was not conducive to her career goals. Her goal was to become a Registered Nurse. She attended Gadsden State Community College and kept in close contact with the staff at the Gadsden Career Center, meeting all of the requirements of the program. Many times she found the program to be quite difficult; however, she continued on to completion. She is now employed in the Cardiac Unit as a Registered Nurse in a local hospital. She was able to secure employment right away and is very happy in her new position.

Demetrius successfully graduated from the Welding Program at Beville State Community College Sumiton Campus in December 2013 and immediately began working in Fayette, Alabama as a welder making \$12.00 per hour. When he applied for WIA he was an unemployed youth with very little work history, no marketable skills and was included in the household food stamp budget. He started out his WIA experience as a part of the Second Opportunity System Program (SOS) where he attended several seminars, explored career options and learned valuable job seeking / keeping skills which he applied to his job search efforts upon graduating. Demetrius remains a valued employee of a truck body manufacturer in Fayette.

Ambrosha was an unemployed youth with no marketable skills when she began University of West Alabama's Career Pathways, which is a WIA funded youth program. She received nursing assistant skills training along with soft skills training. Upon completion of the program in June, she passed her state board examination in July and is now gainfully employed at a local nursing home.