OFFICE OF THE GOVERNOR

ROBERT BENTLEY
GOVERNOR

STATE OF ALABAMA

DEPARTMENT OF COMMERCE

GREG CANFIELD
SECRETARY OF COMMERCE

October 3, 2016

The Honorable Thomas E. Perez
U.S. Department of Labor
200 Constitution Avenue
Washington, D.C. 20310

Dear Secretary Perez:

RE: State of Alabama Program Year 2015 WIOA Annual Report

I am pleased to submit the enclosed State of Alabama's *Program Year (PY) 2015 Workforce Innovation and Opportunity Act (WIOA) Annual Report*. This *Report* contains the Alabama PY 2015 program performance data required under USDOL Training and Employment Guidance Letter 7-15 dated November 4, 2015, which states were instructed to use for the PY 2015 WIOA *Annual Report*. Additionally, this *Report* details other WIOA activities conducted in Alabama during PY 2015.

Alabama continues to focus on collaboration and integration of workforce development resources throughout the state. Throughout PY 2015, we worked toward continuing the implementation of the Workforce Innovation and Opportunity Act. Alabama looks forward to providing Workforce Innovation and Opportunity Act funded workforce development programs as the State strives for economic stability and employment re-growth largely though job-driven workforce training.

Please direct any questions regarding the Alabama Workforce Innovation and Opportunity Act *PY 2015 Annual Report* to Steve Walkley at (334) 242-5300, or Bill Hornsby at (334) 242-5847.

Sincerely,

Ed Castile
Acting Deputy Secretary for Workforce Development
& AIDT Director

EC:BEH:kcs

Enclosure

c: Les Range

State of Alabama
Workforce Innovation and Opportunity Act, *Title IB*
Program Year 2015 Annual Report

Submitted by

Alabama Department of Commerce

Prepared for
Thomas E. Perez
Secretary of Labor
U.S. Department of Labor

October 3, 2016

Prepared in Accordance with WIOA Section 185(d) Specifications

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Overview

Program Year 2015 was a transitional year for workforce development in Alabama. The state not only transitioned its Adult, Youth, and Dislocated Worker Programs from operation under the Workforce Innovation and Opportunity Act (WIOA) to operation under the Workforce Innovation and Opportunity Act (WIOA), but it also reorganized these programs at the state level and placed them under the administration of the Alabama Department of Commerce as of October 1, 2015. During this transitional year, however, Alabama continued to focus on job skills, education, and relevant occupational skills training to give individuals need to obtain a job and enjoy the quality of life they desire.

Workforce development is preparing individuals with the occupational skills necessary for work. It is recruiting, placing, mentoring, and counseling potential employees; and it is combining education, employment, and job training efforts.

Alabama's workforce development system is working to manage persistent labor shortages for skilled workers, increase the business community's satisfaction with education and training, ensure that workforce development is equivalent to economic development, and to integrate special populations into the economic mainstream.

A continuous evaluation of industry needs and programs that support those needs enables the state to provide the most up-to-date and innovative training available with the funding provided through the Workforce Innovation and Opportunity Act (WIOA). For Program Year 2015 common measures were used in place of the seventeen (17) state and local performance measures implemented under WIA and used under the first year of WIOA. The State sought and was granted a waiver under WIA by the U.S. Department of Labor (USDOL) in order to implement the nine (9) common measures defined in TEGL 17-05, including Changes 1 & 2, and these common measures have continued to be used for the first year of WIOA. This waiver has allowed Alabama to focus positively on performance and to facilitate system integration across partner programs. The common measures have provided a simplified and streamlined performance measurement system that is more cost effective and understandable to business-led boards. The quality and quantity of services to participants has been enhanced by focusing on fewer targeted outcomes. State and local program administrators have benefited as Alabama progresses toward a fully integrated workforce system that concentrates on demand-driven accountability measures.

The Alabama Career Center System, a proud partner of the American Job Center Network, through its network of forty-seven (47) career centers, delivers workforce development services to employers and employees eligible for and in need of these services. Each Career Center System location provides customers with needed education, job training, employment referral, and other workforce development services. Prospective employees may obtain career counseling and individual case manager assessment services. Those with marketable occupational and employable skills may not require Career Center System services beyond direct placement assistance. Individuals, whose existing skills require some degree of honing to render these workers more attractive, will receive the required training.

The principal focus of Alabama's Workforce Development System remains directed toward the fashioning of action strategies appropriate to the ongoing workforce development needs of all Alabamians. In 2007 the acquisition (with WIOA Incentive Funds awarded to Alabama) of the state's Mobile Career Center Vehicle (MCCV) expanded our capacity for effective delivery of worker displacement-relief services. The MCCV is packed with many of the features offered by standing career centers, including learning needs/skills assessment tools, computerized job- bank services, and academic and occupational skills training referral services. The MCCV has helped render needed workforce development services to many persons previously unable to effectively access these services. The highest priority for the vehicle is providing workforce development assistance to those impacted by disasters such as hurricanes and tornados. It is moved to the appropriate location as quickly as allowed by the situation. During PY 2015, the Mobile Career Center Vehicle (MCCV) was dispatched on sixty-two (62) occasions throughout the state to provide workforce related assistance. These events included Job Fairs in conjunction with sponsoring government media and community agencies, Business recruitment assistance, Rapid Response services to dislocated workers, assistance to Veterans returning home, and Career Days at Schools.

In regard to adult programs, funds are being used for On-the-Job Training (OJT) where up to seventy-five (75) percent of a person's salary (considered a training cost) for up to six (6) months can be reimbursed to an employer. There were also active agreements with twenty-two (22) private-for-profit employers for incumbent worker training (funded with Governor's 10 Percent funds to help current employees get up-to-speed on the latest manufacturing techniques, etc.) Funds continue to be used to pay for tuition and cost of books for dislocated workers, adults, and youth to attend a two-year college or other postsecondary institution to learn new skills in order to re-enter the workforce. Additionally, short-term job-driven training is provided for dislocated workers and adults to help them acquire the skills necessary to re-enter the workforce as quickly as possible. These services were made more accessible due to the ability to

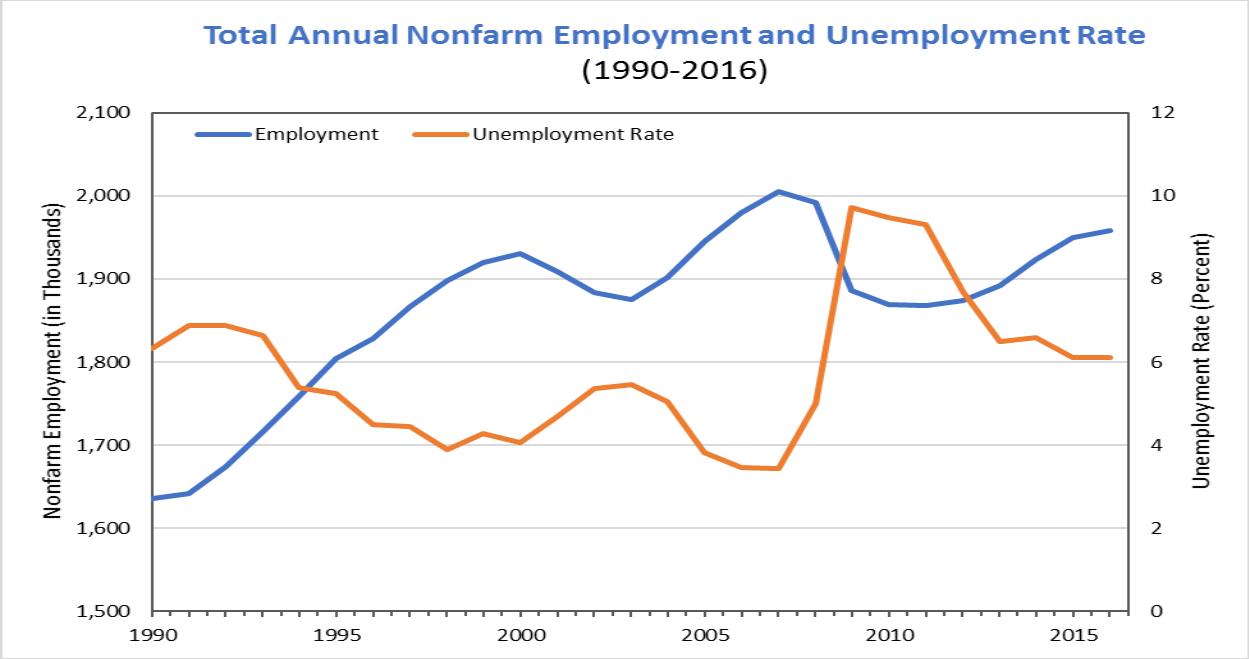
transfer funds up to 100 percent between the adult and dislocated worker programs. During Program Year 2015, the greatest need has been for the adult Program.

The funding agency for Commerce's WIOA funds is the U.S. Department of Labor (USDOL), and states have until June 30, 2018 to spend all of the PY15 workforce funds.

The work of state leaders, coupled with the resources and programs available, has helped lessen the lingering effects of the rescession. This Annual Report documents Alabama's record of achievement in its 16th full year of these programs and its first program year under the Workforce Innovation and Opportunity Act.

Alabama: An Economic Profile

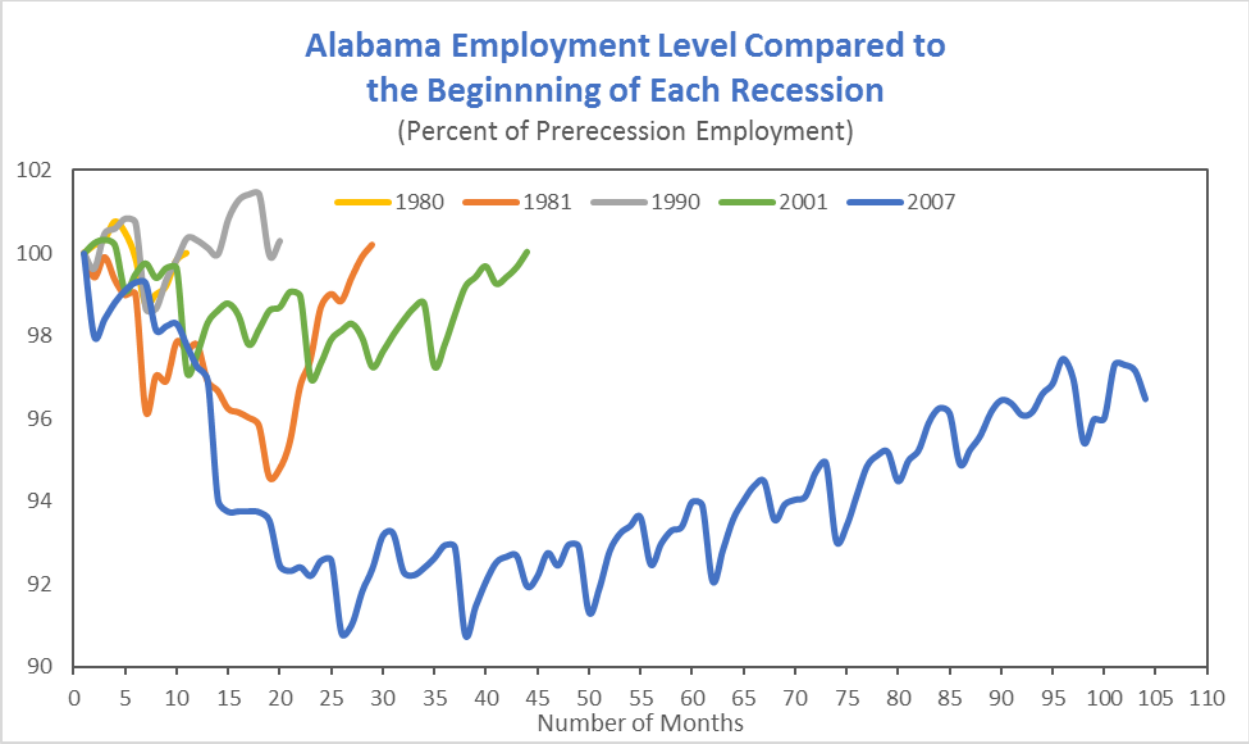
Nonfarm jobs totaled 1,955,300 in June 2016, 71,400 below the prerecession peak of 2,026,700 reached in December 2007. Over the 12-month period ending in June 2016, the state gained a total of 23,900 jobs. Goods producing business decreased by 400 jobs while the service providing sector gained 10,400 jobs. Among goods producing industries, manufacturing added 3,000 workers, construction had a decrease of 2,500 workers, and mining and logging had a decrease of 900. Gains in manufacturing were a result of increased employment in motor vehicle parts manufacturing (800), food manufacturing (800), and plastics and rubber products manufacturing (800).



Source: Alabama Department of Labor

Manufacturing added 3,000 workers to the workforce. From June 2015 to June 2016, durable goods industries added 200 jobs. Job gains were primarily associated with wood product manufacturing (600) and motor vehicle parts manufacturing (800). Primary and fabricated metal manufacturers last 1,300 jobs from June 2015 to June 2016. Payrolls in the remaining durable goods industries had small gains or declined slightly. Nondurable goods manufacturers gained 2,800 from June 2015 to June 2016. Most of the job losses occurred in animal slaughtering and processing (700), and apparel manufacturing and pulp, paper, and paperboard mills each decreased employment by 100 to 200 workers.

In the service providing sector, job gains were primarily associated with food services and drinking places (4,700), professional, scientific and technical services (3,600), finance and insurance (2,100), health care and social assistance (1,900), and real estate and rental and leasing (1,000). Several sectors experienced a decline in employment over the last twelve months ending in June 2016, including department stores (500), transportation and warehousing (300), limited-services eating places (400). More significant job losses were seen in wholesale trade (1,700) and administration, support, and waste management and remediation services (3,700) between July 2015 and July 2016.



Source: Alabama Department of Labor

Eight out of the state's 12 metropolitan areas added jobs between June 2015 and June 2016. These gains were seen in Auburn-Opelika (1,800), Birmingham-Hoover (5,400), Daphne-Fairhope-Foley (2,300), Florence-Muscle Shoals (1,400), Gadsden (600), Mobile (1,000), Montgomery (1,800), and Tuscaloosa (300). The four metro areas that lost jobs during the past year were Anniston-Oxford-Jackson (300), Decatur (200), Dothan (600), and Huntsville (300). In June 2016, Mobile had the highest metro unemployment rate at 6.7 percent, while Daphne-Fairhope-Foley had the lowest with 4.8 percent. Among all the major cities in the state, unemployment was lower in June 2016 than it was in June 2015. The lowest metro unemployment rate was in Vestavia Hills at 3.4 percent, and the highest was in Selma at 11.4 percent. County unemployment rates ranged from 14.3 percent in Wilcox County down to 4.2 percent in Shelby County.

Industry	June 2014 to June 2015	June 2015 to June 2016
Total Nonagricultural	23,900	10,000
Natural Resources and Mining	-800	-900
Construction	4,000	-2,500
Manufacturing	100	3,000
Durable Goods Manufacturing	1,400	200
Nondurable Goods Manufacturing	-1,300	2,800
Trade, Transportation and Utilities	2,000	3,200
Wholesale Trade	-1,600	-1,700
Retail Trade	3,300	4,800
Transportation, Warehousing and Utilities	300	100
Information	500	0
Financial Activities	1,200	3,100
Professional and Business Services	3,600	200
Educational and Health Services	7,300	3,000
Leisure and Hospitality	5,200	3,300
Other Services	-500	1,100
Government	1,300	-3,500
Federal Government	300	500
State Government	700	-2,900
Local Government	300	-1,100

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

The Workforce Investment Partnership

The Workforce Innovation and Opportunity Act (WIOA), *Title I*, prescribes the delivery of a wide array of skills training, job placement, educational opportunities, and other workforce development services. Both job seekers and employers may access WIOA workforce development services through the Alabama Career Center System. Career centers serve as employee/employer gateways to workforce development services and resources. Many of these services are available at the career centers' physical locations. Other services are made available through various other agencies, both directly and indirectly affiliated with the Alabama Career Center System network. This network is principally designed to facilitate customer awareness of and access to the workforce development services required to overcome barriers to employment.

WIOA funds allotted to the state are, in turn, allocated to local workforce development areas within the state. These local workforce development areas, which are charged with administrative responsibility for WIOA programs and services, use these allocations for career center operations within their boundaries. Alabama currently has 47 Career Center System sites including comprehensive, non-comprehensive, and itinerant Centers. A Career Center Operations template issued by the State Workforce Investment Board (WIB) in November 2002 and revised January 2010, formalized operational guidance and expectations for the Alabama Career Center System.

Groups targeted for WIOA services include Adults (aged 18 years and over), Youth (aged 14 to 24 years), and Dislocated Workers (job loss due to plant closings and layoffs). There is a greater focus on providing Adults, older Youth, and Dislocated Workers with skills leading directly to employment. More attention is given to achievement of long-term educational milestones for the younger Youth group. For this population, more emphasis is given to basic literacy training, and GED and ACT preparation than to short-term employment opportunities.

Specific strategies have been developed to ease the transition of Dislocated Workers from unemployment to reemployment. These measures include establishment of a dislocated workers Rapid Response Team, which brings information of available workforce development services directly to the affected individuals and advises these workers regarding other available support services for which they may be eligible as dislocated workers. Among these services are health insurance program information and strategies to help protect dislocated workers' pension funds.

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

Workforce Development Boards

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

Members of the State WDB are appointed by the Governor. Local WDB members are appointed by each local area's designated chief local elected official. The Governor is the Chief Local Elected Official for the Alabama Workforce Development Area (AWDA), the sixty-five (65) county balance-of-state local area. The administrative entity for the Mobile County Local Workforce Investment area is Mobile Works, Inc. The designated Chief Local Elected Official is the Mayor, City of Mobile and President of the Mobile County Commission. For the Jefferson County Local Workforce Development Area, the Chief Local Elected Official is the President of the Jefferson County Commission, and the local administrative entity is the Jefferson County Office of Human-Community Services and Economic Development.

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

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

State Workforce Development Board Members appointed as of Program Year 2015:

	Alabama Workforce Development Board Membership
	WIOA SECTION 101
48	The State board shall include -
The Governor WIOA Sec 101(b)(1)(A) 1	The Governor; <u>Robert Bentley</u>
Representatives of State Legislature WIOA Sec 101(b)(1)(B) 2	A member of each chamber of the State legislature (to the extent consistent with State law), appointed by the appropriate presiding officers of such chamber; <u>Terri Collins</u> Alabama House <u>Clay Scofield</u> Alabama Senate
Representatives of Business WIOA Sec 101(b)(1)(C)(i) 26	Members appointed by the Governor, of which – A majority shall be representatives of businesses in the State, who – **I.** are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority, and who, in addition, may be members of a local board described in Section 107(b)(2)(A)(i); **II.** represent businesses (including small businesses), or organizations representing businesses described in this subclause, that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the State; and **III.** are appointed from among individuals nominated by State business organizations and business trade associations; <u>George Clark – Board Chair</u> Manufacture Alabama <u>Ronnie Boles</u> General & Automotive Machine Shop, Inc.

	Joseph Brown Alabama Power Company Glenn Camp HB&G Building John Carroll Phifer, Inc. AJ Cooper Cooper Law Bobby Humphrey Bryant Bank Jason Long Thompson Tractor Company, Inc. Mike Reynolds BroadSouth Communications, Inc. Wayne Silas Silas Electric and Tree Service, LLC Perry Hand Volkert, Inc. Sandra Koblas Austal U.S.A. Patrick Cagle Jobkeeper Alliance Cleveland Poole Pioneer Electric Cooperative, Inc. Kasey Myers CSP Technologies Jessica Horsley Montgomery Area Chamber of Commerce Donny Jones Chamber of Commerce of West Alabama Sherry Vest Self-employed Ashley Ramsay-Naile CrowderGulf Bruce Willingham Mach III, Inc. Ronnelle Stewart Brookwood Medical Center Tony Wojciechowski Hyundai Power Transformers USA Steve Hildebrant Alabama Power Company Anne Savage American Buildings Company Jim Searcy Economic Development Association of AL Ken Tucker The Boeing Company

Representatives of Workforce WIOA 101(b)(1)(C)(ii) 9	Not less than 20 percent (20%) shall be representatives of the workforce within the State, who – I. shall include representatives of labor organizations, who have been nominated by State labor federations; II. shall include a representative, who shall be a member of a labor organization or a training director, from a joint labor-management apprenticeship program, or if no such joint program exists in the State, such a representative of an apprenticeship program in the State; III. may include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive, integrated employment for individuals with disabilities; and IV. may include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth; and Mike Fields AL AFL-CIO Executive Board William Webb Still Serving Veterans Bren Riley AL AFL-CIO Jason Phelps AL Construction Recruitment Institute Mary Allbritten AL AFL-CIO Lynne Stokley Easter Seals Alabama Donnie Stanley Alabama State Building and Construction Trades Sydney Raine Mobile Works, Inc. Frank Coiro Montgomery Job Corps

Representatives of Government WIOA Sec 101(b)(1)(C)(iii) 10	the balance – I. shall include representatives of government who – **aa.** shall include the lead State officials with primary responsibility for the core programs; and **bb.** shall include chief elected officials (collectively representing both cities and counties, where appropriate); and II. may include such other representatives and officials as the Governor may designate, such as – **aa.** the State agency officials from agencies that are one-stop partners not specified in subclause (I) (including additional one-stop partners whose programs are covered by the State plan, if any); **bb.** State agency officials responsible for economic development or juvenile justice programs in the State; **cc.** individuals who represent an Indian tribe or tribal organization, as such terms are defined in Section 166(b); and **dd.** State agency officials responsible for education programs in the State, including chief executive officers of community colleges and other institutions of higher education. Required WIOA Core Partners: Fitzgerald Washington, Secretary Alabama Department of Labor, *Title III* Ed Castile, Deputy Secretary of Commerce for Workforce Development Alabama Department of Commerce, *Title I* Cary Boswell Alabama Department of Rehabilitation Services, *Title IV*

	Mark Heinrich, Chancellor Alabama Community College System *Title II* ********** Required County Elected Official: Merceria Ludgood Mobile County Commission ********** Required City Elected Official: Mayor Alberto (Butch) Zaragoza, Jr. City of Vestavia Hills ********** Other Nancy Buckner Alabama Department of Human Resources Gregory Fitch Alabama Commission on Higher Education Philip Cleveland Alabama Department of Education Alan Baker Alabama House of Representatives

Alabama Workforce Development Area:

Governor Bentley appointed Alabama Workforce Development Area board members on May 9, 2016, with a total of 25 members including a majority being representatives of business. At the initial Board meeting on June 13, 2016, the Board elected Dr. Steve Turkoski as the Board Chair.

The AWDA continued to operate a National Emergency Grant (NEG) in the amount of $1,101,701 which provides 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. Total enrollment under this Grant during Program Year 2015 was 161, with 159 enrolled in Grant funded Training. Ninety-one received funding for up to two years training in high demand occupations, while another 68 were placed in On-the-Job Training contracts with Alabama employers who hire first, then train the employees on the job. NOTE: This Grant ended on June 30, 2016.

The AWDA also operated 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, during the previous Program Year. These wraparound services, such as assessment and case management, were provided in conjunction with training services provided by Trade Act funds already approved for these workers. A total of 140 individuals have been served via these Grant funded services during the Program year. (NOTE: This Grant ended on March 31, 2016.)

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 continue to be provided in Career Centers located in the AWDA. This grant will operate through 2016.

For Program Year 2015, AWDA met or exceeded all WIOA performance goals for Adult, Dislocated Worker and Youth programs.

Jefferson County Center for Workforce Development:

Program Year 2015 has been a year of transition for workforce development in Jefferson County. In addition to transitioning from the Workforce Investment Act (WIA) to the Workforce Innovation and Opportunity Act (WIO), Jefferson County has been searching for and preparing to relocate its operations to an integrated One Stop Facility. Progress has been made on that front as a new facility has been located and steps have made to secure the building. The Alabama Department of Labor is leading this effort, and it is anticipated that it will conclude soon with an agreement signed by all of the participating entities.

Jefferson County Center for Workforce Development (CWD) maintained its interagency coordination with the Birmingham Career Center to ensure that the workforce development program is readily available to our customers in the Jefferson County Area. Jefferson County is the most populous county in the State of Alabama. As of the 2010 Census, the population was 658,466, making it the most populous county in Alabama. Jefferson County served participants throughout Workforce Development Region (WDR) 4 areas which included Jefferson, Blount, Chilton, Shelby, St. Clair, and Walker counties. Working cooperatively with the Birmingham Career Center, job search, training, counseling, job placement and other services were provided.

Beginning July 2017, and as part of the implementation strategy for WIOA, it is proposed that Jefferson County become a part of a 6-county Regional Workforce Development area. In terms of population the chart below shows how this Region might be represented. With a Regional population of over 1.1 million persons, this would make this Region one (1) of the most populace of the seven (7) proposed new regions.

Proposed Region 4 Workforce Development Area *(According to 2012 population estimates)*	
County	**Population**
Jefferson	658,327
Shelby	200,983
Blount	57,807
Chilton	43,800
St. Clair	84,167
Walker	66,169
Total estimated population Region 4	1,111,253

Source: ***http://www.us-places.com/Alabama/population-by-County.htm***

As this Regional concept continues to develop, it will become increasingly important that Jefferson County continue to connect with agencies and programs that assist with community outreach such as, Positive Maturity's AWARE Program; the Office of Senior Citizens Services, Jefferson County Department of Human Resources, Jefferson State Community College's One Stop and Adult Basic Education Program, Lawson State Community College One Stop and Adult Basic Education Program, United Way of Central Alabama; the City of Birmingham Office of Economic Development, and Vocational Rehabilitation Services. Jefferson County has to think regionally to identify similar resources for counties in the new region. Although it has not occurred as of yet, meetings will be scheduled with cohorts in other counties to have those discussions. Jefferson County has met with Job Corps of Gadsden to discuss greater cooperation with clients in Jefferson County. This renewed partnership will be even more important in the future. Jefferson County will continue to receive referrals from Disability Rights & Resources, which is a free and voluntary program. The Ticket to Work Program helps Social Security beneficiaries obtain employment that may lead to a career. The participants may also become financially independent, all while maintaining their Medicare or Medicaid benefits. Jefferson County continues to avail itself to a wider community of stakeholders.

The new **Alabama Workforce Training Center** (AWTC) has opened and Jefferson County has established an excellent collaborative relationship with AWTC. Although Jefferson County and AWTC are in very close proximity to each other, we don't necessarily serve the same clients. Nor do we serve them in the same manner. AWTC, as with its other affiliated offices, is one-of-a-kind training center that focuses on meeting the employment demand from construction and manufacturing employers in the Birmingham region. The center is operated by **AIDT**, one (1) of Alabama's Workforce Training agencies. It received enormous support from local legislators; the Alabama Chapter of Associated Builders & Contractors; Manufacture Alabama; the Alabama Community College System; the State Department of Education; and the Birmingham Business Alliance. Their mission is to provide quality workforce development for Alabama's new and expanding businesses, and to expand the opportunities of its citizens through the jobs these businesses create.

Jefferson County continues to assist the Department of Labor, Office of Federal Contract Compliance Programs with outreach and identifying valuable partner organizations to help contractors meet their employment needs for the Northern Beltway Project. This project is expected to last a many as 30 years, cost billions of dollars and employ tens of thousands of local citizens.

The CWD Staff continues to provide assistance to the Alabama Department of Commerce with the Incumbent Worker Eligibility Process. Assistance includes interviewing and assisting applicants with the completion of eligibility applications and verifying documents.

The CWD staff continues to participate in various job fairs, veteran events, local government events, neighborhood association meetings, etc. This allows us to meet new businesses and community contacts to let them know about our services. Moreover, we continued to visit local secondary and postsecondary educational partner facilities to inform students and faculty of the programs available through the One Stop.

Mobile Works, Incorporated:

PY 2015 Review: During the last 12 months, Mobile Works has focused its resources to address the recent increase in the demand for manufacturing skills and the resulting changes to the employment picture in Mobile County. Business and community leaders have expressed very clearly, the need for more skilled workers and more efficient and effective training programs. Mobile Works continues to proactively address these issues through a variety of initiatives summarized in this report including the use of employer designed pre-employment training for dislocated and long term unemployed individuals.

In 2014, Mobile Works was approved for a National Emergency Grant to provide short term training directly linked to employment opportunities for 170 long term unemployed and/or dislocated workers. As of the end of this program year, we have cumulatively served 137 job seekers. We have partnered with Bishop State Community College and other short term training providers to implement this initiative that moves trainees from short term training to jobs. Our newest partnership with MAAS Aviation is an example of the success of this approach. As a key vendor for Airbus and for VT Mobile Aerospace Engineering MAAS provides airplane painting and refinishing services. Mobile Works is providing On-the-Job Training and National Emergency Grant resources to link job seekers with the opportunity to train for a career in this growing industry.

Marketing:

Mobile Works in the News: Mobile Works is frequently featured in local newspaper articles and on TV. Programs and events supported by Mobile Works are also featured in the news on a regular basis as we work to expand the community's awareness of our services.

E-News: Mobile Works provides a weekly E-News letter to over 25,000 individuals who subscribe to receive the timeliest information about the Workforce Development system. Focused on current job listings via Joblink and area job fairs, the E-news is a key resource for area agencies seeking to link customers to jobs. The list of recipients has grown consistently during the program year and we anticipate ongoing growth as the local economy expands. This service allows people to link to both our Web site and to other resources that are accessible online and to keep up to date on training and employment opportunities in the area.

Web Site: The Mobile Works Web Site has been completely updated to reflect current information about WIOA services, provide links to Labor Market Information and offer details about WIOA resources available to area businesses and job seekers. The site includes information about resources available at the Alabama Career Center Mobile. The site also makes linking to job search resources including the Alabama Joblink site quick and easy. Links including industry web sites used to recruit workers are provided and updated regularly to assist job seekers who are interested in submitting applications and resumes electronically to those companies.

Social Media: By creating and updating our Facebook page, Mobile Works provides regular updates to followers regarding job opportunities and training resources in the area. We also provide an information email address that gives individuals a method for asking questions about our programs and services which we can respond to individually.

Job Fairs and Community Outreach: Mobile Works routinely participates in area job fairs to reach jobseekers throughout our area. Community outreach, through presentations on services and resources, is also provided throughout the year at area high schools, college campuses, district meetings, regional expos and informational presentations to churches and community based organizations. New efforts to expand our interaction with job seekers and business include the use of social media including Facebook and Twitter.

State Level Coordination

Several State agencies partner with the Alabama Department of Commerce, Workforce Development Division to deliver WIOA sponsored services and programs, including:

Partners	
Alabama Department of Commerce Workforce Development Division	**Department of Human Resources**
	Subsidized Employment Program (SEP)
State-level WIOA (WIOA Grant Administration)	Food Stamp Training Program
Local Area WIOA (Local WIOA Grant Administration)	JOBS Program
National Emergency Grants (NEGs)	**Alabama Department of Commerce Business Division**
Department of Education (Secondary)	Alabama Industrial Development Training (pre-employment services, Ready-to-Work Program)
	Industrial Recruitment
Career/Technical Education	Aid to Existing Industries
Alabama Community College System	**Alabama Department of Labor**
Two-Year College System (workforce training programs)	Unemployment Compensation
Adult Basic Education	Employment Service
	Labor Market Information
Alabama Technology Network	Trade Adjustment Assistance
Career Ready Alabama (Career Readiness Certificate Program)	Veterans Services
Community Colleges: Bishop State, Southern Union, Bevill State - provide staff for one-stop centers	WIOA Business Outreach
Department of Rehabilitation Services	Mobile Career Center Vehicle (MCCV)
	Staff for Career Centers
	Department of Senior Services

Specific interagency coordination activities include:

- A continuous exchange of customer information among: Jefferson County, Mobile County, and the Alabama (Balance-of-State) Local Workforce Development Area, the Workforce Development Division, the Alabama Department of Commerce, Alabama Department of Labor, Trade Act Programs, Employment Service/Unemployment Compensation/Labor Market Information

Divisions, Postsecondary Education, Adult Education, the Department of Senior Services, the Department of Human Resources, and the Alabama Department of Rehabilitation Services. This exchange better ensures case managers' continuing access to a broad range of locally available workforce development program and services information.

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

- Each local area ensures that its service providers make available to program applicants and/or participants information regarding the full complement of available training/educational opportunities, support services, and other benefits to which they are entitled to receive.

- The establishment by each local area of appropriate linkages, where feasible, with programs operated under the following legislation:

  - the Adult Education and Literacy Act
  - the Carl D. Perkins Vocational and Technical Education Act of 1998
  - *Title IV*, part F, of the Social Security Act
  - the Food Stamps employment program
  - the National Apprenticeship Act
  - the Rehabilitation Act of 1973
  - *Title II*, Chapter 2, of the Trade Act of 1974
  - the Stewart B. McKinney Homeless Assistance Act
  - the United States Housing Act of 1957
  - the National Literacy Act of 1991
  - the Head Start Act
  - the Older Americans Act
  - the Trade Act
  - Labor Market Information/Employment Statistics
  - Work Opportunity and Reconciliation Act

Alabama's Career Center System

Alabama's Career Center System, a proud partner of the American Job Center Network, works to consolidate the delivery of services presently offered to the eligible public through different state agencies, into a single, localized, seamless delivery one-stop. Services include:

- Career Services
  - Basic Services
  - Individualized Services
  - Follow-up Services
- Youth Services
- Job Training Services
- Supportive Services

Alabama's network of forty-seven (47) Career Centers, points of service, strategically located throughout the state, is the delivery system for WIOA *Title I* Career Basic services, Follow-up services, Youth services, Job Training services, and Supportive services to individuals and employers eligible for and in need of these services. Professional staff are available in Centers to assist both job seekers and employers regarding the availability of jobs, training, and skilled prospective employees to meet labor market needs. Self-help service for job seekers and employers is also available 24/7 through the automated workforce system. Employers may also communicate their specific labor market skill needs to these Centers.

A central feature of each Career Center is the Resource Area, where workforce service seekers, including job seekers and businesses, enjoy ready access to computerized databases providing details of available educational and occupational training, job openings, as well as supportive and other services. This information Resource Area also provides businesses with listings of prospective employees possessing the desired skills and work experience. Internet access is available for customers at all Alabama Career Center locations, including the Mobile Career Center Vehicle (MCCV), which brings portable workforce services to those needing them and lacking access to a career center.

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

Employers are provided space to conduct employee candidate interviews at most Career Center locations. Additionally, case managers provide job seekers and employers with additional intensive assistance to better satisfy their workforce development needs.

Career Center staff work to reduce, if not entirely eliminate, any incidence of service redundancy or overlap among workforce development partner agencies. Achievement of one-stop services integration, and leveraging of resources rather than duplication, is the goal.

The Career Center Operations Template, developed by the State Workforce Development Board in PY2002, established a uniform services baseline associated with all Career Center locations, including the Career Center System logo, the availability of resource areas, children's play area, and other features. The "Career Center" brand recognition helps clients, who move from one area of the state to another, to be able to recognize and access workforce services. With fourteen (14) years of "brand recognition," there is a reluctance to change the name and logo without substantial funding from the U.S. Department of Labor, Employment and Training Administration, for this purpose. However, as appropriate we will include "a proud partner of the American Job Center Network" into the branding of the Career Centers.

Monthly Career Center tracking reports indicate 570,800 Career Center customer visits were recorded during Program Year 2015 (July 2015 – June 2016).

Comprehensive Career Centers (25*):

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

Non-Comprehensive Career Centers (13*):

1) Alexander City
2) Andalusia
3) Bay Minette
4) Center Point
5) Fayette
6) Greenville
7) Hamilton
8) Monroeville
9) Pell City
10) Phenix City
11) Roanoke
12) Scottsboro
13) Valley

Itinerant Career Centers (9*):

1) Camden
2) Haleyville
3) Luverne
4) Phil Campbell
5) Vernon
6) Blountsville
7) Fort Deposit
8) Hayneville
9) Athens

** Career Center numbers are subject to change; the Mobile Career Center vehicle is not included.*

WIOA Section 116(e) Process Evaluations

Alabama's WIOA *Section 116(e)* process evaluation activities involve the development and provision of information products, which may assist front-line program managers' decision-making. Central to this effort is the identification of WIOA Adult, Dislocated Worker, and/or Youth program services, which appear more effective in spurring individual participants' achievement of their respective workforce development goals. Additionally, process evaluations seek to identify which WIOA service or services seem most cost-effective across identifiable demographic segments within the broader category of WIOA participants - Adults, Dislocated Workers, and Youth.

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

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

Such information may provide insight regarding any association between local, regional, or state-level economic or demographic circumstances and observed directional trends in local area-level WIOA program performance outcomes. There may or may not be potential for WIOA program design innovations directly resulting from this and/or other evaluation study efforts. In addition, the state is in the process of planning how to conduct other more formal evaluations that are relevant and helpful to planning these programs. Development of universal management reports has been discussed with one

of our computer system development contractors in regard to the development reports for evaluation of programs similar to the report for the Governor's Set Aside funded incumbent worker training program.

Monthly customer traffic at all 47 career centers is tracked in order to help identify any significant trends in the number of career center customer "hits." Where any such trends are indicated, further analysis may help suggest any causal factors behind such month-to-month variation. Application of such causal information may enable One-Stop Career Center managers to better serve their ever-expanding customer base.

Efforts to identify high demand, high growth, and high wage occupations have been increased with the access of additional resources that provide insight into occupational demands month-to-month by area. This information is being relayed to career counselors, educators, and training programs to help them gain sustainable employment for their students. A growing response from employers has been they cannot find applicants with the skills they need for the job. There has been some ambiguity regarding skills demand in the state and various regions of the state. Via agreement (funded with State General funds), The University of Alabama was selected to conduct a skills gap analysis in the state to get a more specific idea of the types of skills they need in new and existing employees. This was a four-year project (starting on May 1, 2012 and ending on April 30, 2016) funded by the Alabama Department of Commerce / Workforce Development Division, Alabama Department of Labor, Alabama Department of Postsecondary Education, Alabama Industrial Development Training, and The University of Alabama. The final results for the first four years (issued in April 2016) gave educators and trainers verification of job-driven skills they need to emphasize with their students to meet the needs of employers and needs of job seekers. These projects will certainly continue to facilitate workforce development planning and execution.

Workforce Innovation and Opportunity Activity Resource Allocation

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

PY15/FY16 Federal WIOA Allocation Levels

Activity/Program	WIOA Allocations
State-Level Activities	$3,668,691.00
Statewide Rapid Response Activities	$2,251,831.00
Local Area Adult Programs	$9,630,977.00
Local Area Youth Programs	$9,876,272.00
Local Area Dislocated Worker Programs	$11,259,167.00
TOTAL	**$36,686,938.00**

Additional specifics regarding Alabama PY15/FY16 WIOA program funding levels are found in Attachment A.

Statewide PY15 Adult, Youth, and Dislocated Worker actual performance measures are compared to the negotiated performance goals in Attachment B. This data indicates Alabama met or exceeded all negotiated goals for the Adult program, but did not meet the negotiated goals for the Dislocated Worker and Youth programs.

An analysis (three (3) year average) of Alabama's performance trend contrasts Adult, Dislocated Worker, and Youth programs along common performance measures, which were continued for the first full program year of WIOA. This analysis indicates the apparent strengths of these programs relative to one another. As might be expected, it is apparent that Dislocated Worker program completers generally exhibit collectively stronger employment and earnings performance than their counterparts in the Adult programs.

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

Performance Trend Comparison

Three Year (PY13-PY15) Statewide Average	Adult	Dislocated Worker	Youth
Entered Employment Rate	68.3%	72.6%	
Employment Retention Rate	85.1%	89.9%	
Average Earnings	$12,403.00	$14,899.00	
Employment/Credential Rate	-----	-----	
Placement in Employment or Education			54.7%
Attainment of Degree or Certification			46.8%
Literacy and Numeracy Gains			51.8%

PY2015 WIOA Annual Report / Three-Year Trend Analysis

Adult	PY13		Performance
Entered Employment Rate	**1,396**	**2,072**	**67.4%**
Employment Retention Rate	**1,841**	**2,169**	**84.9%**
Average Earnings	**$22,385,260**	**1,838**	**$12,179**

Adult	PY14		Performance
Entered Employment Rate	**1,321**	**1,868**	**70.7%**
Employment Retention Rate	**1,577**	**1,826**	**86.4%**
Average Earnings	**$19,721,443**	**1,575**	**$12,522**

Adult	PY15		Performance
Entered Employment Rate	**1,378**	**1,919**	**71.8%**
Employment Retention Rate	**1,787**	**2,052**	**87.1%**
Average Earnings	**$2,777,753**	**1,784**	**$12,768**

Adult	Three-Year Trend		Performance
Entered Employment Rate	**4,095**	**5,859**	**69.9%**
Employment Retention Rate	**5,205**	**6,047**	**86.1%**
Average Earnings	**$44,884,456**	**5,197**	**$8,636.61**

Dislocated Worker	PY13		Performance
Entered Employment Rate	1,098	1,485	73.9%
Employment Retention Rate	1,351	1,491	90.6%
Average Earnings	$19,423,997	1,351	$14,378.30

Dislocated Worker	PY14		Performance
Entered Employment Rate	830	1,141	72.7%
Employment Retention Rate	864	967	89.3%
Average Earnings	$13,010,755	861	$15,111

Dislocated Worker	PY15		Performance
Entered Employment Rate	509	666	76.4%
Employment Retention Rate	619	705	87.8%
Average Earnings	$9,428,536	619	$15,232

Dislocated Worker	Three-Year Trend		Performance
Entered Employment Rate	2,437	3,292	74.0%
Employment Retention Rate	2,834	3,163	89.6%
Average Earnings	$41,863,288	2,831	$14,787.47

Youth	PY13		Performance
Placement in Employment or Education	669	1321	50.6%
Attainment of Degree or Certification	662	1637	40.4%
Literacy & Numeracy Gains	435	846	51.4%

Youth	PY14		Performance
Placement in Employment or Education	683	1,170	58.4%
Attainment of Degree or Certification	718	1,362	52.7%
Literacy & Numeracy Gains	34	629	54.8%

Youth	PY15		Performance
Placement in Employment or Education	563	1,031	54.6%
Attainment of Degree or Certification	553	1,253	44.1%
Literacy & Numeracy Gains	318	666	47.8%

Youth	Three-Year Trend		Performance
Placement in Employment or Education	1,915	3,522	54.4%
Attainment of Degree or Certification	1,933	4,252	45.5%
Literacy & Numeracy Gains	787	2,141	36.8%

Rapid Response

The Alabama Department of Commerce, Workforce Development Division is responsible for coordinating WIOA Dislocated Worker program services statewide. These responsibilities include the development of Dislocated Worker program policy and delivery of Rapid Response services.

The Dislocated Worker Service Agency Information Network is comprised of representatives from the:

- Alabama Department of Commerce
  - Workforce Development Division
    - Workforce Innovation and Opportunity Act
    - Office of Small Business Advocacy
    - Project Assistance
- Alabama Department of Labor
  - Unemployment Compensation
  - Employment Service
  - Trade Adjustment Assistance
- Alabama Department of Economic and Community Affairs
  - Office of the Director
  - Community Services Development Block Grant
  - Low Income
- Alabama College System
- Department of Human Resources
- Alabama Department of Public Health
  - Alabama All Kids Program (Insurance for Children Under 19)
  - Women Infants & Children Program
- Alabama Medicaid Agency
  - Affordable Care Act - Medical Services
- Alabama Cooperative Extension Service
- Department of Mental Health
- Alabama Department of Senior Services
- Alabama Department of Rehabilitation Services
- AFL-CIO Labor Institute for Training (L.I.F.T.)

Alabama's Rapid Response activities are coordinated with federal agencies such as the USDOL's Employment and Training Administration and the Employee Benefits Security Administration. Activities are also coordinated with state of Alabama insurance program such as the Alabama Children's Health Insurance Program (All-Kids). Agencies such as the Alabama Small Business Development Consortium are also involved.

The Dislocated Worker Unit Rapid Response Team is comprised of two (2) fulltime (and one backup) Dislocated Worker Specialists, who are employees of the Alabama Department of Commerce and appropriate Alabama Department of Labor staff. In situations where Rapid Response Team activities involve unionized companies, an AFL-CIO Labor Institute for Training (L.I.F.T.) representative is also included. In Alabama, the Alabama Department of Commerce's' Workforce Development Division is designated as the State's Dislocated Worker Unit. The Rapid Response Team, as part of Alabama's State Dislocated Worker Unit (DWU), receives advance notification of worker dislocation events, under requirements of the federal Worker Adjustment and Retraining Notification (WARN) Act. This advance notification better enables the Team's effective coordination of direct assistance and/or referral of various other agency services provided to both employers and workers affected by such dislocation events (i.e., substantial layoffs or plant closings). The Rapid Response Team may also provide these services to employers and workers affected by smaller scale dislocation events, i.e., those not triggering WARN notification, but which are expected to have a substantial impact on the local community. These smaller scale dislocation events may come to the attention of Rapid Response Team staff through the news media, contacts initiated by affected employers/employees, union representatives, or other state and local service agencies.

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

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

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

The following is a percentage breakout, by industry, of the number of workers affected by those plant closings and/or layoffs reported to the Rapid Response Team during PY15 (July 1, 2015 - June 30, 2016):

Total Individuals Laid Off by Sector

Sector	PY14		PY15	
Adm. Of human resource programs	131	2.6%	191	2.8%
Apparel & accessory stores	0	0%	86	1.20%
Apparel & other finished products	30	0.6%	0	0.0%
Building Materials, hardware, & garden supply	0	0%	41	0.6%
Business services	355	6.9%	13	.01%
Coal Mining	300	5.9%	1103	16.1%
Depository institutions	0	0%	95	1.3%
Electronic & other electrical equipment, except computer equipment	100	1.9%	21	.01%
Engineering, accounting, research, management services	0	0%	339	4.9%
Executive, legislative, & general gov't except finance	96	1.8%	0	0%
Fabricated metal products, except machinery & computer equipment	16	0.3%	146	2.1%
Food & kindred products	42	0.8%	122	1.7%
Food stores	0	0%	63	.01%
Furniture & fixtures	204	4.1%	35	.01%
General merchandise	0	0%	264	3.8%
Health services	357	6.9%	419	6.2%
Industrial & commercial machinery	0	0%	155	2.3%
Insurance agents, brokers, & service	0	0%	96	1.4%
Lumber & Wood Products, except furniture	0	0%	90	1.3%
Miscellaneous manufacturing services	110	2.1%	1764	25.9%
Miscellaneous services	0	0%	90	1.3%
Motor freight transportation & warehousing	0	0%	420	6.1%
National security & international affairs	190	3.7%	303	4.4%
Non-depository credit institutions	31	0.6%	0	0%
Primary metal industries	2541	49.4%	419	6.2%
Rubber & miscellaneous plastic products	188	3.7%	0	0%
Stone, clay, glass & concrete products	0	0%	242	3.6%
Textile mill products	300	5.9%	0	0%
Transportation equipment	58	1.1%	294	4.3%
Wholesale trade-durable goods	0	0%	0	0%
Total	5,134	100.0%	6,811	100.0%

Rapid Response records indicate 6,811 workers throughout the state were impacted by forty-five (45) dislocation events serviced by the Rapid Response Team during PY15. By comparison, 5,134 workers were impacted by thirty-three (33) dislocation events served by the Rapid Response Team during PY14. Rapid Response Team staff conducted 82 group employee/local service agency meetings during PY15. This is a decrease of one employee meeting as compared to Program Year 2014.

Eligible Training Provider List

The Workforce Development Division (WDD) uses an Internet-based system to better ensure that the customers of local career centers have appropriate access to the state's Eligible Training Provider List. Development and maintenance of this system requires a great deal of cooperation between the WIOA *Title I* career center partner agencies and various training providers. Alabama career center staffs have been trained in the use of the Eligible Training Provider List.

The USDOL has provided guidance regarding methods for the certification, the gathering and reporting of performance information, initial certification of out-of-state providers, and recertification of in-state and out-of-state providers. WDD strives to keep training program information as current and up-to-date as possible.

Presently, there are approximately 83 different training providers and approximately 913 separate programs on Alabama's WIOA Eligible Training Provider List. Fourteen of these providers offer apprenticeship. The Alabama Eligible Training Provider List may be accessed at http://www.etpl.alabama.gov.

Incumbent Worker Training Program (IWTP)

The IWTP is administered through the Alabama Department of Commerce, Workforce Development Division (WDD). *Section 134(a)(3)(A)(i)* of the WIOA authorizes Incumbent Worker Training as a statewide workforce development activity. Alabama's IWTP was funded through Governor's Ten (10) Percent funds in Program Year 2015. The IWTP provides assistance to Alabama employers to help with expenses associated with new or updated skills training of current, full-time, employees. For-profit companies in operation in Alabama for at least two (2) years are eligible to apply for IWTP funds. An interested company must have at least one full-time, permanent employee other than its owner. Companies seeking IWTP funding must also be current on all state and federal tax obligations. Applicants must provide a dollar-for-dollar "soft" match to requested funds. A soft match can include, but is not limited to, employee wages, benefits,

meeting space, and cash payments to vendors. Each applicant was eligible to apply for up to $30,000 of IWTP funds in PY15 subject to not exceeding the lifetime award of $60,000.00.

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

The state of Alabama launched its Incumbent Worker Training Program in September 2001. Through June 30, 2016, Alabama has awarded nearly $14,867,836 in IWTP funding to Alabama businesses, benefitting over 23,526 workers. This includes twenty-four (24) IWTP contracts totaling $1,058,988 through federal American Recovery & Reinvestment Act (ARRA) and $426,836 awarded for seventeen (17) new IWTP contracts for PY15 (07/01/15 – 06/30/16). Statewide, PY15 contracts were awarded to companies of all sizes in nine (9) counties benefitting four hundred and eighty-six (486) individual workers.

The chart below provides a snapshot for Alabama's IWTP in PY15:

Contracts per County

County	Contracts Awarded	Planned Participants	Agreement Amounts
Jackson	1	100	$30,000
Lee	1	63	$29,460
Limestone	2	83	$40,982
Madison	6	82	$161,215
Marshall	1	25	$29,050
Montgomery	1	18	$30,000
Morgan	3	45	$81,760
Pike	1	25	$9,369
St. Clair	1	45	$15,000
Totals	**17**	**486**	**$426,836**

Individual Training Account (ITA)

The Individual Training Account (ITA), a specific agreement, which provides educational or occupational skills training services, is the primary medium to deliver WIOA training services. ITA services may only be provided to WIOA participants by those training providers who have applied for placement and been placed on the Eligible Training Provider List. The State began a wind down of its statewide ITA program during Program Year 2011 and continued the wind down throughout Program Year 2013 (with a total close-down prior to the beginning of Program Year 2014) due to the loss of Governor's Ten (10) Percent Set-Aside funds during those years. Local workforce areas were not affected and continue to fund their local ITA programs. The normal limitation on length of training for regular WIOA funded ITAs is two years. The local workforce investment areas provide all ITA services for dislocated workers served by the State's Rapid Response Team, which were previously served with statewide Ten (10) Percent funds.

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

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

The ITA service delivery model continues to be monitored, revised, and implemented with ongoing success. Based on the principle of customer choice, the ITA is designed to allow each participant to develop a career strategy and to pursue training based on the most effective track for his or her individual interests and skills. During PY15, approximately 4,094 individuals were enrolled in training through ITAs utilizing regular formula WIOA funds.

On-the-Job Training (OJT)

The Workforce Development Division of the Alabama Department of Commerce administers the OJT Program for the Alabama Workforce Development Area, and the other two (2) local workforce investment areas (Jefferson and Mobile) administer their local programs of which OJT is an allowable job-driven training option. The OJT program gives individuals an opportunity to learn job skills and allows employers to train new employees while saving money on training costs. A Business Service Representative (BSR) from the local career center or WIOA administrative entity and the employer will create a training plan that defines training objectives and goals for the trainee(s).

Employers may receive up to a seventy-five (75) percent reimbursement of hourly wages paid to a trainee. This reimbursement serves as an incentive to encourage employers to hire individuals who do not have all of the required skills for a particular job. A negotiated predetermined training period can range from six (6) to twenty-six (26) weeks based on the skill level of the participant(s) and the training occupation. This program is designed to fulfill the employment needs of local employers by providing a trained workforce while increasing productivity and profits.

There are three (3) OJT programs: New Hire, National Emergency Grant (ended June 30, 2016 – see NEGs section), and Performance-Based training. The ultimate goal of the three (3) OJT training programs is permanent employment upon successful completion of job-driven training.

The **New Hire** OJT program may allow an employer to receive up to seventy-five (75) percent reimbursement of hourly wages paid to a trainee. The reimbursement serves as an incentive to encourage employers to hire individuals who do not have all of the required skills for a particular job. This OJT training program places trainees in occupations that enhance long-term employment opportunities.

The **Performance-Based** training program is designed to offer training to employers for a large number of employees for a short period of training time. The training hours, training plans, number of trainees, cost, and wages are negotiated through the Workforce Development Division (WDD). This program may allow an employer to receive up to seventy-five (75) percent reimbursement of hourly wages paid to a trainee. Employers are eligible for training cost reimbursement only if the trainee completes the training plus one day and is retained on the employer's payroll. All Performance-Based agreements are different, based on the employer's needs at that time.

National Emergency Grants (NEGs)

Dislocated Worker Training NEG - On June 26, 2013, the State was awarded National Emergency Grant (NEG) funds to serve dislocated workers, who have been unemployed for at least 27 weeks. This Dislocated Worker Training/National Emergency Grant (DWT/NEG) provides funds to address the training needs of dislocated workers, especially the long-term unemployed and Unemployment Insurance (UI) recipients who have been profiled as likely to exhaust their benefits. One of the approved training components was On-the-Job Training. Veterans' priority of service provisions was granted on a case-by-case basis. Under DWT/NEG OJT, employers (hiring eligible dislocated workers) qualified for wage reimbursements for up to six (6) months maximum. Percent of wages to be reimbursed was based on the total number of full-time employees before hiring DWT/NEG OJT participants(s):

1-50 employees – up to 90% reimbursement
51-250 employees – up to 75% reimbursement
More than 250 employees – 50% reimbursement

The minimum wage rate was $9.00 per hour and maximum wage rate was $19.01 per hour. This NEG ended June 30, 2016.

International Paper Company – Dual Enrollment NEG - On April 16, 2014, the State of Alabama was awarded a National Emergency Grant - International Paper Company - Dual Enrollment to provide "wrap-around" services to dislocated workers due to the closure of International Paper Company's Facility in Courtland, Alabama. Training for these dislocated workers was provided through the Trade Act. This grant concluded on March 31, 2016.

Job-Driven NEG – The State of Alabama was awarded a "Job-Driven" National Emergency Grant starting July 1, 2014, and it was recently extended until June 30, 2017. The Project Operator for this NEG is one of the local workforce development areas, Mobile Works, Inc. The focus of this NEG is to provide allowable training and services to the long-term unemployed (unemployed for at least 27 weeks in aggregate since the recession of December 2007 – June 2009). Also, U.I. recipients that have been profiled as likely to exhaust their benefits as well as foreign-trained immigrant workers who qualify as dislocated workers, and have faced barriers to obtaining employment in their trained field or profession may be served by this Grant Award. The training should be for occupations that are in-demand and provide good pay and benefits. The Project Operator has targeted training for the shipbuilding sector, aviation, and highway construction. This Grant Award also includes funds to update and upgrade the local workforce system to increase access to training information, employment tools, and enhanced customer satisfaction and employer engagement.

Youth: Assessment/Employability Plan Development

Youth receive individual assessment for academic achievement skills assessment of occupational skills, employability, aptitudes and interests and prior work history guidance services, and services that prepare for post-secondary education and training. Youth assessed to be in need of academic reinforcement, job readiness/workplace skills, world-of-work transition services, and other available services are directed to area providers of these services. Participants may be provided either intermediate or longer-term career planning services.

Youth: Basic Educational Skills Achievement

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

Youth: Summer Program/Work Experience

Mobile Works, Inc. has a long standing partnership with the Alabama Department of Rehabilitation Services to provide select in-school youth with the opportunity to gain work experience via a summer jobs program. This program can accommodate up to 20 participants who are substantially impaired by lost vision or hearing. Special job development is done to identify areas where these young people can be productive and receive real world experience in the elements of having and maintaining employment. During the most recent summer, Mobile Works served 20 youth through this initiative.

Effective October 1, 2015, the Alabama Workforce Development Area's (AWDA) services for out-of-school youth ages 18 - 24 included a Work-Based Learning Activity offered through the AWDA Career Centers. This activity included work experience in public nonprofit businesses and paid internships in private for profit businesses. The goal of the program is to promote the development of good work habits and basic work skills by participation in a structured paid work-based learning activity. Objectives included: improving a participant's work maturity skills through meaningful work-based learning assignments and proper supervision; and/or enhancing a participant's academic and other basic skills through relevant worksite experience. Work-Based Learning participants may work up to 30 hours per week for up to 13 weeks, or a maximum of 390 hours. Participants earned $7.25 per hour of work.

Four of the AWDA Youth Providers included paid work-based learning services as a component of their youth programs. The work-based learning jobs and internships increased the volume of On-the-Job training activities for youth.

Youth: Academic/Basic Skills Reinforcement

Youth are also provided supplemental academic exposure, which enables their achievement of basic learning skills, and culminates in high school diploma or General Equivalency Degree certification.

Youth: Individual Training Services

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

The three local area's Workforce Development Boards oversaw the delivery of existing programs to area youth with great success. Local area providers offered a variety of training, job readiness, and academic remediation programs for PY15 in an effort to better reach difficult to serve youth. Twenty-nine (29) providers were identified by the three local areas for funding, and programs were implemented to make available numerous resources for out-of-school youth.

The Youth programs funded by the local areas offered the following services (Some activities may not have been offered by all local boards.) directly or via referral during PY15.

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

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

Implementation of the Gold Card initiative in Alabama and services provided to Post 9/11 Veterans and follow-up in Program Year (PY) 2015

Orientation was provided to career center staff members on the Gold Card initiative using the information provided by USDOL at http://www.dol.gov/vets/goldcard/revisedgoldcard5.pdf and the provisions of TEN 15-11, VPL 01-12, and the PowerPoint and webcast presentations available at https://veterans.workforce3one.org/find/gold_card. Links are available on our Alabama Job Link (AJL) to train new customer service employees. Disabled Veterans Outreach Program (DVOP) specialists funded under the Jobs for Veterans State Grant from USDOL/VETS were provided special training covering the services to be provided to Gold Card-Post 9/11 Veterans. The following message was added to the Alabama Department of Labor's Unemployment Compensation (UC) web page and provided to UC applicants applying by telephone to alert Post 9/11 Veterans of eligibility for Gold Card services and describe the special assistance:

Gold Card Services for Post-9/11 Veterans

- Help veterans identify military skills transferable to civilian jobs in high demand occupations
- Career coaching
- Local and national job search assistance
- Personalized intensive services and access to resources and other assistance that can help veterans successfully navigate today's complex and challenging job market

The Gold Card initiative is a joint effort of the United States Department of Labor's Employment and Training Administration, the Department of Labor's Veterans' Employment and Training Service, and the Alabama Career Center System.

For more information about Gold Card services for Post-9/11 veterans visit the website at:

http://www.dol.gov/vets/goldcard.html or contact and Alabama Career Center to learn about Gold Card job search assistance and training opportunities for veterans.

To locate and Alabama Career Center near you visit the Alabama Job Link on line at: https://joblink.alabama.gov/ada/

Post 9/11 Veterans who may be eligible for Gold Card services are offered up to six-months case management or until they obtain suitable employment. Post 9/11 Veterans receiving Gold Card services are registered under a Co-enrollment feature of the Alabama Job Link which enables tracking of Gold Card services and follow-up. AJL reports identify Post 9/11 Veterans enrolled in Gold Card to ensure that assigned DVOP Specialists or Career Center Representatives provide specific intensive services, such as an Individual Employment Plan.

As of PY 2015, there were 7,388 Post 9/11 Veterans out of 18,675 Veterans with active registrations who were receiving Gold Card services under a strategy of case management, of which 3,642 were placed into employment. Currently there are 39,000 Post 9/11 Veterans in the Alabama labor force, of which 3.1 percent are unemployed. However, at the close of PY 2015 there were 18,675 Post 9/11 Veterans using the Alabama Job Link, of which 1,733 received staff assisted or intensive services. At the close of PY 2015, the Entered Employment Rate (EER) or Post 9/11 Veterans was 62 percent.

Best Practices and Lessons Learned

During Program Year 2015 the local workforce investment areas of the state continued to experience success in serving participants and employers as well as learned how to address various challenges. Best Practices and Lessons learned from the Mobile County, Jefferson County and AWDA Local Workforce Investment Areas are shared below.

Mobile County Local Workforce Development Area – Best Practices

During this program year Mobile Works has worked hard to provide ongoing follow-up and support to individuals receiving training via our Individual Training accounts and through our On-the-Job Training. Follow-up continues to be challenging at times and staff have learned from experience that more intensive contact with participants is required in order to determine in real time what the outcomes for those students are.

Best practices to impact this challenge include follow-up letters that provide the participant with an easy way to respond to questions regarding placement or the need they may have for ongoing assistance with job searches. We also have begun reaching out via e-mail to individuals to provide an additional channel for communication with students who are enrolled in or who have completed training.

Our new partnership with MAAS Aviation has provided us with a template for developing a multi-faceted approach to new and existing industry. MAAS began operations in Mobile with a small crew that were trained in the company plant in Germany. These Mobilians then opened the local painting facility and demand for their services immediately grew. By adding VT Mobile Aviation Engineering as a customer, MAAS increased the number of individuals they planned to hire. Mobile Works immediately provided support with OJT and began planning local classroom and hands on training in partnership with Bishop State Community College along with support from Southwest Alabama Workforce Development Council (SAWDC). As of year-end, over 25 trainees have been enrolled, many of which are already successfully employed.

Jefferson County Local Workforce Development Area – Best Practices

This program year has been a year of transition. As a result, Jefferson County Workforce Development Area has not implemented any new best practices. However, the Jefferson County Workforce Development Collaborative Network continues to prove itself to be a valuable initiative. It continues to result in greater collaborations and reduced levels of redundancy for all of the partner's clients.

Jefferson County has committed to monthly meetings once again and the partnership has grown to include new agencies. Strategically, we continue to only target agencies that are able to provide services that assist individuals with becoming gainfully employed. Of course, this can be any aspect of that process, from basic education, to occupational skills training, supportive services, etc.

One lesson we have learned is that in order to keep the agencies engaged, we must continue to communicate through meetings, emails, etc. Doing so also allows for information to flow between agencies and we are able to reach a greater number of individuals.

Equally important, we have learned that training and development programs need to be aligned with a local areas overall strategic goals. We have learned that we need to more closely interact with participants to ensure that the designed and implemented programs help to achieve self-sufficiency and success by overcoming their barriers in life. Also, we should align training objectives so that they are more immediately responsive to local businesses.

Alabama Workforce Development Area (AWDA) – Best Practices

One of the career centers in the AWDA, the Albertville Career Center, was involved in the Alabama Department of Rehabilitation Services Marshall County Support Team, and this team was recognized as the winner of the Etowah, Marshall, and St. Clair Counties Collaboration Award at the Governor's Committee on Employment of People with Disabilities 2015 awards program. The team also includes the Gadsden Alabama Department of Rehabilitation Services office, the North Alabama Family Services Milestone Supported Employment Program, the Boaz-Marshall Darden Rehab Center, and all the supervisors and staff who participated as part of this team.

This most deserving team was also declared by the State Governor's Committee as the overall State winner of the collaboration Award. The collaboration and teamwork pursued and successfully achieved through true partnership is evident by this team and their nomination and subsequent winning of these awards. Below is a description of how they collaborated and their best practices:

The Alabama Department of Rehabilitation Services (ADRS) had an incredible 2015 year in Marshall County due to outstanding collaboration and teamwork of all members of the ADRS Marshall County Support Team. This team worked together to make sure that all consumers with disabilities were identified and provided maximum services to obtain the needed training and / or suitable jobs for successful employment. Each member makes a sincere effort to become knowledgeable about each team member's roles and resources available to enhance the consumer with disabilities progress toward successful employment. In addition, it should be noted that all this would not be possible if all team members did not have the support, encouragement, and trust of the individuals that serve in supervisor positions that each team member were giving their best effort to assist others in need.

For example:

...ongoing ADRS referrals and job opportunities were available at the Albertville Career Center.

…ongoing emails, telephone calls and person-to-person contact are actively part of the entire team whether staff of the Albertville Career Center, job developers at the Boaz-Marshal Rehab Center, the Business Relations Consultant at the Gadsden ADRS office or the SE-Milestone Job Coach at North Alabama Family Services Supported Employment Program. This communication remains critical as we constantly share information regarding consumers with disabilities and / or job opportunities.

…adult education testing, initial rehab technology assessments, vocational evaluation testing, psychological assessments, and SE Milestone Assessments provided critical information for the entire team as we make progress from initial involvement to successful employment with each consumer with disabilities.

…weekly meetings are conducted at the Boaz-Marshall Rehab Center to review current status of ADRS consumers referred to the Darden Steps Program which provided an opportunity for feedback and ongoing brainstorming regarding employment issues and suggestions / ideas for job searches.

…Quarterly Partner's Meetings are conducted at the Albertville Career Center where all partners of the Albertville Career Center are invited to share information with each other about upcoming or new changes to programs and provide an opportunity to meeting other community agency resources.

…all members of the ADRS Marshall County support team and the Career Center Mobile Unit work together in the Annual Marshall County Employment Fair in April of each year at Snead State Community College to inform the public and employers regarding services and opportunities available for all individuals in Marshall County and surrounding counties, including individuals with disabilities.

Local Areas' Program Success Stories

Adult

Ladarius' Success Story: Ladarius is a WIOA graduate in Registered Nursing from Bevill State College. He is employed at Princeton Hospital in the Neuro Intensive Care Department. His salary is $21.00 per hour. When he came to Workforce Development Office for assistance, he was employed at St. Vincent Hospital as a Patient Care Assistant at $11.46 per hour.

Ladarius initially approached Jefferson County seeing assistance starting a new career as a Licensed Practical Nurse (LPN). His paperwork arrived too late to complete the assessment for the current semester. He had no other source of funding to cover the cost, so he could not start school that semester. Since he did not meet the initial deadline, he was encouraged to reapply to school and for WIOA assistance. He was also encouraged to apply for the Registered Nursing (RN) program.

Ladarius showed determination and persistence. He applied and was accepted into the RN program at Bevill State. He maintained his schedule and grades and graduated without a hitch.

JaQuese's Success Story: JaQuese came to WIOA office requesting assistance for training. She was a divorced, low-income, 22-year-old single parent and looking for a career in the medical field. Employed at Lowe's, JaQuese was making $8.90 per hour.

After an extensive assessment and with the assistance of WIOA funding, JaQuese earned a degree in Registered Nursing from Jefferson State Community College. She is currently working for the University of Alabama at Birmingham as a Registered Nurse and earning a starting wage of $21 per hour. This new wage more than doubled her wage prior to training.

Souleymane's Success Story: Souleymane was born in Niger in West Africa. Thousands of miles away he decided to enter this country to study. "I love helping and caring for people, and it has been my dream to become a doctor since I was little boy." Souleymane was admitted to medical school in his home country, but he couldn't transition his status from Africa.

He decided to attend the University of South Alabama and enroll in the Cardiorespiratory Care program. After many long days and hours of study, strenuous clinicals and more studying, he is now a registered respiratory therapist. He received his Bachelors of Science degree in Cardiorespiratory Science.

"I am so grateful for the help from Mobile Works. It was really hard for me to work more hours per week and study hard for grades and be successful," states Souleymane. "I had the peace of mind of not worrying too much about how I am going to pay for school, which allowed me to focus more on my studies and graduate with more knowledge to serve my community."

Now, Souleymane plans to work locally at Mobile Infirmary Medical Center as a respiratory therapist and someday hopes to get into medical school at the University of South Alabama and fulfill his childhood dream.

Caitlin's Success Story: Caitlin was certified eligible as an Adult under the Workforce Innovation and Opportunity Act (WIOA) at the Fayette Career Center. She was 22, a single mother of two, unemployed, and receiving Food Stamps when she applied for assistance with college. She had been accepted to begin the Nursing Program, but without WIOA assistance could not afford the tuition. She was enrolled in an Individual Training Account (ITA) and completed her A.D.N. (Associates Degree in Nursing) in May 2016 and was immediately employed with DCH in Tuscaloosa as a Registered Nurse.

Tom's Success Story: Tom**,** age 45, had not worked in five years when he came to the Fayette Career Center for assistance. The only income for his family of four was his SSDI benefits. He was certified eligible under WIOA as an Adult with a disability and enrolled in an ITA. Tom had dreamed of returning to school to complete his degree and in May of 2016 he completed his AAS (Associate of Applied Science) in Drafting and Design. He was immediately hired by the Alabama Department of Transportation where he had interned as a student.

Youth

Brittany's Success Story: Brittany is a youth who came to Jefferson County Workforce Development seeking to earn her Patient Care Technician (PCT) certification and gain employment in the medical field. Lacking the needed occupational skills that were in demand in the local labor market, she was referred to The Dannon Project. During the course of her training, two of her relatives were killed in separate fatal car accidents. Brittany wanted to give up training as it was difficult losing two family members in such a short amount of time. With some counseling and encouragement from the workforce development staff and The Dannon Project, Brittany completed her certification January 22, 2016. She gained employment at Kentucky Fried Chicken to support herself while she secured a job in her field. Then on February 2, 2016, Brittany attended a job fair at the Birmingham Career Center and interviewed with Southern Hospitality. She was hired on the spot and began working as a PCT three days later. She is now well on her way to a career in the medical field.

Janaye's Success Story: Janaye, a Mobile Works youth participant and recent GED graduate, was recently selected as a recipient for the Pete Turnham GED Merit Scholarship by the Alabama Association for Public and Continuing Adult Education (ALAPCAE). The scholarship award is $500 to pay for tuition and/ or books at the college of the recipient's choice. Janaye is enrolled in Certified Nursing Assistant training and will begin on July 11, 2016. She will continue her education this fall at Bishop State Community College. She traveled to Birmingham, Alabama on June 23, 2016 to receive her scholarship at the ALAPCAE Awards Luncheon. Below is her scholarship submission expressing both her financial need and her educational plan. We are proud of Janaye and applaud her efforts in pursuing her career goals.

"Financially, I have endured tremendously over the past few years. After abruptly leaving high school to become my mother's care taker, I struggled several years to find ways to provide for my family. I finally decided to enroll in the GED program at the Dearborn YMCA's Pathway to Employment Program (a Mobile Works WIOA supported program). I have struggled to care for my mother who was diagnosed with clinical depression as well as my daughter who was born two years ago.

The cost of living and trying to improve myself has been very challenging. I have enrolled in a Certified Nurse's Assistant program at Bishop State Community College to make a better life for myself and to give my daughter a reason to look up to me. I am constantly spending money to provide for my family, which makes it difficult to save for school. Any additional help makes things go more smoothly for me.

I know that the road ahead will have more challenges, but I believe that I will be able to reach my goals with the help of scholarships and financial aid. I chose the field of nursing because I am a lover of people. I naturally have the heart of a caretaker. I have always wanted to nurture people and save lives, even as a little girl. Helping to make people feel better comes naturally for me. I have already enrolled in a Certified Nurse's Assistant program and after graduating with my associates from Bishop State, I hope to continue working towards my goal of becoming a registered nurse in the next few years. I would love to eventually become a traveling nurse and help people all over the country. My dreams are becoming true right before my eyes and this is just the first step."

JoMorris' Success Story: JoMorris lived in a rural area of Clarke County with a lack of work history and was also a food stamp recipient. He was certified eligible for WIOA services by the Jackson Career Center and met the requirements for the Work-Based Learning (WBL) Program. JoMorris had taken some night welding courses at Alabama Southern Community College but was not interested in enrolling full time. His goal was to gain employment in the welding field. Jackson Metalworks, Inc., a metal machine shop in Jackson, AL was contacted about participating in the Work-Based Learning Program since the company was familiar with the On-the-Job Training (OJT) Programs. They interviewed JoMorris and offered him an internship in the position of a Machine Shop Attendant. If he showed interest, dependability, and a good work ethic, they would then offer him an OJT in the position of a Welder. The work-based learning internship began in mid-November 2015. In January 2016, JoMorris successfully completed the WBL internship, and an OJT contract was signed for JoMorris to be trained as a Welder with comparable pay.

He said, "I got the Job! I just wanted to call and say thank you so much for giving me this opportunity." Now JoMorris through the OJT program will be trained as a Welder with comparable pay.

Jaquana's Success Story: Jaquana learned of the Work-Based Learning (WBL) Program after attending a job shop at the Selma Career Center. She completed initial intake and met the requirements to be served under WIOA. Jaquana was prescreened at Warren Manor Rehabilitation and was notified to report for work at their facility on February 22,

2016 in housekeeping. She received excellent reviews and with 153 hours left to complete the WBL program, she was hired as a full time employee in April 2016. The facility administrator stated she had done a great job and was a team player. He said regular employees had been complimenting her and advised him that they had to keep her. During her work-based learning training, Jaquana also attained her GED from Wallace Community College Adult Education Program and hopes to return to college at some point to pursue nursing.

Dislocated Worker

Roy's Success Story: Roy came to the Jefferson County Workforce Development office requesting training for the Construction & Building Science program at Jefferson State Community College. Roy was a Dislocated Worker at the time of his application. Before being laid-off, he was a contractor for Combat Support Associates earning $14/hrs. After Roy received his Associates Degree, with the assistance of WIOA funding, he gained employment with Wilcox Building Company as a Project Manager and is now earning $40,000 annually.

Carnesha's Success Story: Carnesha has become a believer in Dr. Maya Angelou's statement - "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." Angelou believed your actions towards someone could impact the course of their life. In Carnesha's case, interaction with nurses turned a negative experience into a life altering event.

Carnesha remembered telling her mother she wanted to become a model. She envisioned walking the runway and living the dream of a model. In 2007, she found her true passion- her true calling. Her path was forever changed when her father was involved in a car accident. "I saw how the nurses treated my dad in the hospital," Carnesha stated. "They encouraged him with their kind words, cared for wounds and ensured he received the prescribed medications." The nurses' treatment of her dad was a turning point for Carnesha. Their actions inspired her to become a nurse.

Years later she followed her dream. She enrolled at USA and was eventually accepted into the nursing program. Carnesha learned to adjust to her rigorous schedule and coursework. "Typical days consisted of going to class, twelve hour clinicals, going to work, studying from sun up to sun down, paperwork, taking exams, more studying and little sleep," Carnesha said.

Also, she elaborated on how the stress and time commitment for school was worth it. "It wasn't easy, but it was worth it. Nursing school was hard," Carnesha said.

Now she's working at a hospital as a registered nurse. When asked was the stress and rigorous training in nursing school worth it, she boldly declared YES. "I love my job. It was worth it. Every tear I shed was worth it." Carnesha said.

She's thankful for the training scholarship from Mobile Works. "Nursing school was expensive, tuition and books were expensive," said Carnesha. "Without the help of Mobile Works, it would've taken longer to complete the program. Without the training scholarship I would've worked overtime and cut back on school hours."

Bernice's Success Story: Bernice qualified as a Dislocated Worker after her separation from her employer in Russellville. The Sheffield Career Center certified her eligibility and enrolled her in an ITA to pursue an Associate's Degree in Computer Information Systems at Northwest- Shoals Community College. Bernice consistently earned A's and B's and graduated in December 2015 with her degree. She was hired by the Computer Laboratory at Northwest-Shoals to work part-time as a Computer Lab Assistant in January of 2016. In March of 2016, she was hired full-time by Freight Car America as a PC Technician Specialist.

She sent the following email to the Sheffield Career Center: 5/25/16 "Before I go any further, I want to say, THANK YOU and the program that allowed me a second opportunity to further my education and I'm blessed and thankful for being able to complete my courses and become a 2015 graduate. Once again, Thanks so, so much. Bernice"

Janette's Success Story: Janette came to the Decatur Career Center after the closure of International Paper in Courtland. She was certified eligible for WIOA services as a Dislocated Worker as well as the Trade Adjustment Assistance Program. When she took the required assessments during the enrollment process and it was determined that she would need some remedial training, she doubted her abilities to complete the training. However, Janette successfully completed her remediation, and was enrolled into a TAA funded ITA at Northwest-Shoals Community College in the Medical Assisting Technology program. As she worked through the program, she maintained high grades. Janette was offered the position of Medical Assistant with OB/GYN Associates in Decatur, upon her graduation. She graduated in May of 2016 with an Associate's Degree in Medical Assisting Technology.

Waiver Requests

No waiver requests were made for Program Year 2015. However, the waiver allowing the use of common measures continued to apply since WIA performance goals carried forward for the first year of WIOA program operations.

Common Measures

The State of Alabama received a waiver, from USDOL through June 30, 2017, for the provision of WIOA *Section 136(b)* and *(c)* and accompanying Regulations §666.100(a) and §666.300(a) that specify the state and local performance measures currently required for WIOA *Title I* programs. Common measures continued to be used in Program Year 2015, the first year of WIOA.

This waiver allows Alabama to renew its performance focus and facilitate system integration across partner programs. The common measures provide a simplified and streamlined performance measurement system that is more cost effective and understandable to business-led boards. It is believed that case management, customer service, and operational effectiveness will be enhanced through implementation of this waiver.

The waiver is viewed as a continuous improvement measure that will have the following far-reaching benefits and outcomes:

- Facilitate the goal of a fully integrated workforce system;
- Provide clear and understandable information to stakeholders concerning the use of public funds and return on investment;
- Improve case management integration, service coordination, and information sharing;
- Assist in the realignment of youth program designs to better implement the USDOL's vision for targeting out-of-school youth;
- Use a single set of measures for youth, thus eliminating the need to track younger and older youth through separate silos; and
- Reduce labor intensive data collection.

All customers of the workforce system will benefit from this waiver. The quality and quantity of services to participants will be enhanced by focusing on fewer targeted outcomes. State and local program administrators will benefit as Alabama progresses towards a fully integrated workforce system that concentrates on demand-driven accountability measures.

Alabama Workforce Development Area Local Area Performance Summary

ETA Assigned Number: 01015

Total Participants Served	Adults	3961	**Total Exiters**	Adults	2427
	Dislocated Workers	878		Dislocated Workers	614
	Older Youth	893		Older Youth	438
	Younger Youth	899		Younger Youth	617
Program Year 2015 Local Area Performance Outcomes				**Negotiated**	**Actual**
Entered Employment Rate	Adults			68.3	72.0
	Dislocated Workers			75.0	78.0
Retention Rate	Adults			86.0	86.0
	Dislocated Workers			91.8	88.0
Average Earnings	Adults			$12,750	$12,472
	Dislocated Workers			$15,632	$15,445
Placed in Employment/Edu.	Youth (14-21)			56.4	57.0
Degree/Certificate Attainment	Youth (14-21)			50.5	40.0
Literacy/Numeracy Gains	Youth (14-21)			53.5	41.0

Jefferson County Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01005

Total Participants Served	Adults	322	**Total Exiters**	Adults	233
	Dislocated Workers	38		Dislocated Workers	24
	Older Youth	46		Older Youth	44
	Younger Youth	14		Younger Youth	15
Program Year 2015 Local Area Performance Outcomes				**Negotiated**	**Actual**
Entered Employment Rate	Adults			68.3	73.0
	Dislocated Workers			75.0	70.0
Retention Rate	Adults			86.0	88.0
	Dislocated Workers			91.8	86.0
Average Earnings	Adults			$12,750	$12,734
	Dislocated Workers			$15,632	$13,598
Placed in Employment/Edu.	Youth (14-21)			56.4	54.0
Degree/Certificate Attainment	Youth (14-21)			50.5	85.0
Literacy/Numeracy Gains	Youth (14-21)			53.5	85.0

Mobile Local Workforce Investment Area Local Area Performance Summary

ETA Assigned Number: 01010

Total Participants Served	Adults	523	**Total Exiters**	Adults	279
	Dislocated Workers	61		Dislocated Workers	28
	Older Youth	82		Older Youth	83
	Younger Youth	121		Younger Youth	126

Program Year 2015 Local Area Performance Outcomes		**Negotiated**	**Actual**
Entered Employment Rate	Adults	68.3	70.0
	Dislocated Workers	75.0	71.0
Retention Rate	Adults	86.0	90.0
	Dislocated Workers	91.8	88.0
Average Earnings	Adults	$12,750	$14,964
	Dislocated Workers	$15,632	$14,334
Placed in Employment/Edu.	Younger Youth (14-21)	56.4	46.0
Degree/Certificate Attainment	Younger Youth (14-21)	50.5	46.0
Literacy/Numeracy Gains	Younger Youth (14-21)	53.5	60.0

Program Performance Summary

	Negotiated Performance Level	Actual Performance Level	
Adult			
Entered Employment Rate	68.3%	71.8%	1,378 1,1919
Employment Retention Rate	86.0%	87.1%	1,787 2,052
Average Earnings	$12,750	$12,768	$22,777,753 1,784
Employment and Credential Rate			
Dislocated Worker			
Entered Employment Rate	75.0%	76.4%	509 666
Employment Retention Rate	91.8%	87.8%	619 705
Average Earnings	$15,632	$15,232	$9,428,536 619
Employment and Credential Rate			
Youth Common Measures (14-21) Results			
Placement in Employment or Education	56.4%	54.6%	563 1,031
Attainment of Degree or Certification	50.5%	44.1%	553 1,253
Literacy and Numeracy Gains	53.5%	47.8%	318 666

Note: Percentages have been rounded to the nearest tenth.

PY15 Participants/Exited (4th quarter – cumulative)

Statewide Summary:	Total Participants Served	Participants Exited
Adults	4,807	2,943
Dislocated Workers	977	668
Older Youth	1,027	566
Younger Youth	1,034	758
TOTAL		

Total Number of Youth Served: 2,061 **(100.0%)**
Out-of-School Youth: 1,811 **(87.9%)**
In-School Youth: 250 **(12.1%)**

Customer Satisfaction

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level (ACSI)	Number of Customers Surveyed	Number of Surveys Completed	Number of Customers Eligible for Survey	Response Rate
Program Participants	N/A	83.6%	425	340	1,240	80.0%

Other Reported Information

	Employment Retention Rate		Earnings increase Adult or Earnings Replacement Dislocated Worker		Placement in Non-traditional Employment		Wages at Entry in Employment for Individuals Entering Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of those who Completed Training Services	
Adults	87.0%	1,733	$3,986	$4,345,108	1.3%	18	$4,689	$6,452,543	49.0%	634
		1,992		1,090		1,378		1,376		1,293
Dislocated Workers	87.1%	643	85.0%	$6,247,422	1.4%	7	$6,528	$3,316,251	55.6%	265
		738		$7,369,698		509		508		477

Special Populations Outcomes Summary

Adult Programs

Rate	Public Assistance Recipients		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment	70.6%	703	60.3%	76	42.3%	22	59.7%	43
		996		126		52		72
Employment Retention	88.2%	888	82.5%	85	87.5%	21	88.5%	46
		1007		103		24		52
Average Earnings	$11,641	$10,325,271	$14,577	$1,239,056	$7,840	$164,643	$10,839	$498,583
		887		85		21		46

Dislocated Worker Program

Rate	Public Assistance Recipients		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment	76.9%	60	80.0%	8	69.6%	48	50.0%	4
		78		10		69		8
Employment Retention	83.5%	66	71.4%	5	86.0%	43	83.3%	10
		79		7		50		12
Average Earnings	$15,885	$1,048,429	$12,004	$60,022	$16,756	$720,528	$13,729	$137,288
		66		5		43		10

Other Outcome Information Summary

	Individuals Who Receive Training Services		Individuals Who Receive Only Core & Intensive Services	
Adult				
Entered Employment Rate	72.6%	1293	61.6%	85
		1781		138
Employment Retention Rate	87.1%	1674	86.3%	113
		1921		131
Average Earnings	$12,988	$21,702,759	$9,513	$1,074,995
		1671		113
Dislocated Worker				
Entered Employment Rate	76.3%	477	78.1%	32
		625		41
Employment Retention Rate	88.4%	585	79.1%	34
		662		43
Average Earnings	$15,158	$8,867,472	$16,502	$561,064
		585		34

Participant Demographic Profile

Characteristics	
Female	4579
Male	3747
American Indian / Alaska Native	74
Asian	52
Black / African American	4383
Hispanic / Latino	44
Native Hawaiian / Pacific Islander	7
White / Caucasian	3766

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

Metropolitan Areas	June 2015	June 2016	Change from June 2015	
			Number	Percent
Statewide	**1,957,500**	**1,969,100**	**11,600**	**0.6%**
Anniston / Oxford / Jacksonville	46,300	46,400	100	0.2%
Auburn / Opelika	60,900	62,700	1,800	3.0%
Birmingham / Hoover	518,500	524,300	5,800	1.1%
Daphne / Fairhope / Foley	73,500	75,800	2,300	3.1%
Decatur	54,500	54,200	-300	-0.6%
Dothan	57,800	57,300	-500	-0.9%
Florence / Muscle Shoals	56,100	57,000	900	1.6%
Gadsden	37,700	38,500	800	2.1%
Huntsville	220,300	223,000	2,700	1.2%
Mobile	177,200	178,500	1,300	0.7%
Montgomery	170,700	172,500	1,800	1.1%
Tuscaloosa	104,300	105,900	1,600	1.5%

Note: Numbers have been rounded. Employment is not seasonally adjusted.

Source: Alabama Department of Labor

Workforce Innovation and Opportunity Act Customer Satisfaction Results for PY15

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level (ACSI)	Number of Customers Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	N/A	83.6%	340	1240	425	80.0%
Employers	N/A	89.4%	165	165	250	66.0%

Approach - A random sample is selected utilizing the WIOA participant data collection system AlaWorks. This database contains all participants who have received services; with the sample taken of those who have exited within given parameters. The number appearing in a monthly sample is based on the number of exiters for the stated month. The response rate is calculated by dividing the number of completed surveys into the number who have been included in the sample. All contact attempts are via telephone contact (no mail surveys). Five attempts are made to reach the selected customer. If after the fifth attempt no contact has been made, another customer is randomly selected in its place.

Process for Feedback - Any negative customer feedback received is provided to Management for further review and follow-up. An overall satisfaction summary for each Career Center is provided to Management.

Looking Ahead - A strategy will be developed along with our Wagner-Peyser partner in order to calculate Effectiveness in Serving Employers.

FY14 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		$0.00
Local Dislocated Workers		$354,634.32
Local Youth		$0.00
Local Administration		$0.00
Rapid Response (up to 25%) Sec. 134(a)(1)(A)		$93,633.03
Statewide Activities (up to 15%) Sec. 134(a)(3)(B) (Per FSR of 06/30/16 less FSR 06/30/15)*		$114,645.72
Statewide Allowable Activities Sec. 134(a)(3)(A)	State Administration 5% Funds	$65,920.32
	Contractor Administration 5% Funds	$0.00
	Apprenticeship Program	$0.00
	Relocation Services	$0.00
	Other Expenditures	$47,857.40
	Incumbent Worker Training	$0.00
	Recaptured Funds	$868.00
Total of All Federal Spending Listed Above		**$562,913.07**

*Note: No Governor's 10 Percent Program funds were available for FY14 to Governors.

PY14 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		$71,457.18
Local Dislocated Workers		$1,073,638.99
Local Youth		$2,062,534.34
Local Administration		$259,189.13
Rapid Response (up to 25%) Sec. 134(a)(1)(A)		$0.00
Statewide Activities (up to 15%) Sec. 134(a)(3)(B) (Per FSR of 06/30/16 less FSR 06/30/15)*		$159,606.01
Statewide Allowable Activities Sec. 134(a)(3)(A)	State Administration 5% Funds	$42,348.61
	Contractor Administration 5% Funds	$0.00
	Apprenticeship Program	$0.00
	Relocation Services	$0.00
	State Level 2% Transition Expenditures	$21,578.42
	Other Expenditures	$0.00
	Incumbent Worker Training	$0.00
	Local Area Incentive Awards	$56,493.92
	Mobile Career Center Vehicle-Ops/Driver	$0.00
	State Level Grants Management Program Costs	$39,185.06
Total of All Federal Spending Listed Above		**$3,626,425.65**

*Note: The Administration and Congress returned 3.75 percent of the "10 Percent Program Funds" to the states for Program Year 2014 funds and FY2015 funds.

FY15 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		$2,627,053.52
Local Dislocated Workers		$5,515,754.47
Local Youth		$0.00
Local Administration		$1,333,535.67
Rapid Response (up to 25%) Sec. 134(a)(1)(A)		$127,625.26
Statewide Activities (up to 15%) Sec. 134(a)(3)(B) (Per FSR of 06/30/16 less FSR 06/30/15)*		$1,213,622.58
Statewide Allowable Activities Sec. 134(a)(3)(A)	State Administration 5% Funds	$639,274.54
	Contractor Administration 5% Funds	$0.00
	Apprenticeship Program	$0.00
	Relocation Services	$0.00
	Other Expenditures	$139,225.66
	Incumbent Worker Training	$105,937.21
	Recaptured Funds	$10,223.90
	State Level 2% Transition Expenditures	$193,553.58
	Local Area Incentive Awards	$29,547.20
	Mobile Career Center Vehicle-Ops/Driver	$0.00
	State Level Grants Management Program Costs	$95,860.49
Total of All Federal Spending Listed Above		**$10,817,591.50**

*Note: The Administration and Congress returned 3.75 percent of the "10 Percent Program Funds" to the states for Program Year 2014 funds and FY2015 funds.

PY15 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		$620,199.52
Local Dislocated Workers		$666,236.28
Local Youth		$6,319,915.52
Local Administration		$714,243.54
Rapid Response (up to 25%) Sec. 134(a)(1)(A)		$85,953.83
Statewide Activities (up to 15%) Sec. 134(a)(3)(B) (Per FSR of 06/30/16 less FSR 06/30/15)*		$1,165,597.43
Statewide Allowable Activities Sec. 134(a)(3)(A)	State Administration 5% Funds	$672,767.40
	State WIOA Board & Contractor 5% Admin. Funds	$18,005.27
	Apprenticeship Program	$124,671.98
	Relocation Services	$1,752.53
	LWDA Incentive Funds Expenditures	$28,526.01
	Other Expenditures	$0.00
	Incumbent Worker Training	$178,402.27
	Recaptured Funds	$0.00
	Mobile Career Center Vehicle-Ops/Driver	$128,610.99
	State Level Grants Management Program Expenditures	$12,860.98
Total of All Federal Spending Listed Above		**$9,572,146.12**

*Note: The Administration and Congress returned 5.00 percent of the "10 Percent Program Funds" to the states for Program Year 2015 funds and Fiscal Year 2016 funds.

FY16 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		$7,026,145.28
Local Dislocated Workers		$5,116,129.89
Local Youth		$0.00
Local Administration		$306,379.69
Rapid Response (up to 25%) Sec. 134(a)(1)(A)		$0.00
Statewide Activities (up to 15%) Sec. 134(a)(3)(B) (Per FSR of 06/30/16 less FSR 06/30/15)*		$61,164.05
Statewide Allowable Activities Sec. 134(a)(3)(A)	State Administration 5% Funds	$29,733.16
	Contractor Administration 5% Funds	$0.00
	Apprenticeship Program	$0.00
	Relocation Services	$0.00
	Other Expenditures	$31,430.89
	Incumbent Worker Training	$0.00
	Recaptured Funds	$0.00
	Mobile Career Center Vehicle - Ops/Drive	$0.00
	State Veterans' Conference-Staff Trng.	$0.00
Total of All Federal Spending Listed Above		**$12,509,818.91**

*Note: The Administration and Congress returned 5.00 percent of the "10 Percent Program Funds" to the states for Program Year 2015 funds and Fiscal Year 2016 funds.

PY16 Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		$0.00
Local Dislocated Workers		$0.00
Local Youth*		$0.00
Local Administration		$0.00
Rapid Response (up to 25%) Sec. 134(a)(1)(A)		$0.00
Statewide Activities (up to 15%) Sec. 134(a)(3)(B) (Per FSR of 06/30/16 less FSR 06/30/15)*		$0.00
Statewide Allowable Activities Sec. 134(a)(3)(A)	State Administration 5% Funds	$0.00
	Contractor Administration 5% Funds	$0.00
	Apprenticeship Program	$0.00
	Relocation Services	$0.00
	Other Expenditures	$0.00
	Incumbent Worker Training	$0.00
	Recaptured Funds	$0.00
	Mobile Career Center Vehicle-Ops/Driver	$0.00
	State Veterans' Conference	$0.00
Total of All Federal Spending Listed Above		**$0.00**

* Note: Only PY16 Youth Funds were available (on 04/01/16) for expenditure prior to 06/30/16. There were no expenditures reported as of June 30, 2016.

Alabama Outlook for 2016

Transportation equipment and wood products related manufacturing, and services providing employers will continue to remain the state's major economic drivers in 2016. These include firms in industries such as automotive manufacturing, aerospace, tourism, healthcare, real estate rental and leasing, administrative support and remediation services, and biotechnology. Alabama's real gross domestic product - GDP or the real value of total goods and services produced in the state - should grow at a slightly slower pace in 2016, increasing by a forecasted 1.9 percent to around $190.0 billion. Gains in output are expected to be much higher for motor vehicle and parts and other transportation equipment manufacturers, the rate of output growth in these industries could exceed 5.0 percent. Among service providing sectors, output gains will be strongest among professional and business services firms, particularly those engaged in administrative support, waste management and remedial services. Another sector that has shown relatively fast growth in recent months is professional, scientific and technical services. These firms, together with the healthcare and social assistance sector of the economy, are also expected to continue to grow at a relatively rapid pace, primarily due to changing demographics and general ageing of the population.

Nonfarm employment is forecasted to rise by approximately 1.0 percent during 2016, with 20,000 to 25,000 jobs added across the state, below the pace of payroll growth seen in 2015. The strongest percentage increases in employment are likely to be in motor vehicle and parts and other transportation equipment manufacturers. Most new jobs, however, will be in services providing business firms, where broad-based gains could result in around 15,000 to 18,000 additional jobs, provided the state's economy continues to grow at its current pace, with some improvement in the second half of the year. Most of the job growth is expected to be in the private sector of the economy with state government related entities also forecasted to add a modest number of workers. If the economy continues to grow at its current pace, this could encourage more currently discouraged workers to enter the labor market, which could result in keeping the unemployment rate at its current rate or a slight increase.

With the state's economy expected to grow at a slightly slower pace in 2016 than in 2015, expected overall tax revenues are estimated to increase by 2.7 percent in FY2016. The current forecast calls for a 4.0 percent increase in sales tax revenues and about 3.7 percent increase in individual income tax revenues.

A slight slowdown in economic conditions are also reflected by the business sentiment for the third quarter 2016, measured quarterly by the Center for Business and Economic Research's Alabama Business Confidence Index™ (ABCI). The overall index dropped 2.8 points to 52.4 from the second quarter and is below the index reading level of 54.8 a year ago. Most of the survey panelists were more optimistic about the state's economy than the U.S. economy; still, the index for Alabama fell 3.6 points to 52.8 while that for the national economy dropped 1.9 points to 49.0. An index reading above 50.0 reflects expansion and a reading below 50.0 signals a contracting economy as compared to last quarter. Indexes for industry sales and profits were also down 4.9 and 3.3 points each to still positive 54.9 and 53.0, respectively. Alabama businesses remain relatively cautious about hiring. The hiring index was down 3.2 points to 51.3 while the index for capital expenditures was up 0.4 points to 53.4.

Overall the state's economy will continue to grow at a slightly slower pace in 2016 compared to 2015, at least through the first half of the year; growth should pick up modestly in the second half. Despite the rapid increase in payrolls seen in some sectors of the economy, overall job growth is expected to remain sluggish for some industries, specifically those with higher exposure to international trade, mirroring a national trend.

Attachments

Local Area WIOA Planning Allocations……..……. A

Statewide Performance Incentive Analysis.……. B

Local Area WIOA Planning Allocations……..……. C

LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2015
(July 1, 2015-June 30, 2016)

		PY 2015 Allotment	FY 2016 Allotment	Full PY Allotment
SEC. 133(b)(2)(A) ADULT PROGRAMS		$894,335	$9,806,749	$10,701,084
a. GOVERNOR's SET ASIDES:	10%	$89,433	$980,674	$1,070,107
Administration (5%)		$44,716	$490,337	$535,053
Other WIA Activities (4%)		$35,773	$392,270	$428,043
IncentlCap. Bldng. (1%)		$8,944	$98,067	$107,011
Local Area Grants (100%)		$8,944	$98,067	$107,011
State-level (0%)		$0	$0	$0
b. LOCAL AREA ADULT PROGRAMS	**90%**	$804,902	$8,826,075	$9,630,977
AWIA		$614.322	$6,620,196	$7,234.518
Jefferson		$83,812	$970.085	$1.053.897
Mobile		$106,768	$1.235,794	$1.342.562
SEC. 128(b)(2) YOUTH ALLOTMENT		$10,973,635	$0	$10,973,635
a. GOVERNOR's SET ASIDES:	10%	$1,097,363	$0	$1,097,363
Administration (5%)		$548,681	$0	$548,681
Other WIA Activities (4%)		$438,945	$0	$438,945
IncentlCap. Bldng. (1%)		$109,737	$0	$109,737
Local Area Grants (100%)		$109,737	$0	$109,737
State-level (0%)		$0	$0	$0
b. LOCAL AREA YOUTH PROGRAMS	**90%**	$9,876,272	$0	$9,876,272
AWIA		$7,645,815	$0	$7.645,815
Jefferson		$978,465	$0	$978,465
Mobile		$1,251,992	$0	$1.251,992

LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2015
(July 1, 2015-June 30, 2016)

		PY 2015 Allotment	FY 2016 Allotment	Full PY Allotment
SEC. 133(b)(2)(B) DISLOCATED WORKERS		$2,305,506	$12,706,713	515,012,219
a. RAPID RESPONSE PROGRAMS	15%	$345,825	$1,906,006	$2,251,831
b. GOVERNOR's SET ASIDES:	10%	$230,550	51,270,671	51,501,221
Administration (5%)		5115,275	$635,335	$750,610
Other WIA Activities (4%)		592,220	5508,269	$600,489
IncenUCap. Bldng. (1%)		$23,055	5127,067	5150,122
Local Area Grants (100%)		$23,055	$127.067	$150.122
State-level (0%)		$0	$0	$0
c. LOCAL AREA D.W. PROGRAMS	**75%**	$1,729,131	$9,530,036	$11,259,167
AWIA		$1,371,775	$7,560,484	$8.932.259
Jefferson		$195,805	$1,079,172	$1,274,977
Mobile		$161,551	$890,380	$1,051,931
TOTAL PROGRAM YEAR ALLOTMENT		$14,173,476	522,513,462	$36,686,938
5 POOLED SET ASIDES				
RAPID RESPONSE PROGRAMS	15%	$345,825	$1,906,006	$2,251,831
Administration (5%)		5708,672	$1,125,672	51,834,344
Other WIA Activities (4%)		$566,938	$900,539	51,467,477
Incentive Awards/Capacity Building (1%)		$141,736	$225,134	$366,870
Local Area grants (100%)		$10,224	5225,134	$366,870
AWIA		$69,465	$56,968	$126,434
Jefferson		$57,412	$145,476	$202.888
Mobile		$14,859	$22.690	537,549
State-level activities (0%)		$0	$0	$0

PY20151 FY2016 Local Area Incentive Awards by CFDA / Funding Category

AWIA

Fund Source	PY 2015	FY 2016	Total
Adult	S5,255	S56,968	$62,223
Youth	S64,210	SO	$64,210
Dislocated Worker	SO	SO	$0
	$69,465	S56,968	$126,433

Jefferson

Fund Source			
Adult	51,658	518,409	$20,067
Youth	S32,699	$0	$32,699
Dislocated Worker	523,055	5127,067	$150,122
	$57,412	5145,476	$202,888

Mobile

Fund Source			
Adult	52,031	522,690	$24,721
Youth	$12,828	50	$12,828
Dislocated Worker	50	SO	$0
	514,859	$22,690	$37,549

Local Areas' Summary Totals

Adult	$8,944	598,067	5107,011
Youth	$109,737	$0	$109,737
Dislocated Worker	$23,055	$127,067	$150,122
	$141,736	$225,134	$366,870

Attachment B

Statewide
Final PY15 Performance

Reporting Period through June 30, 2016

Measures	Goal	Cumulative 4-Quarter (Parameters)		Num/Den	80% Threshold
Adult					
Entered Employment Rate	68.3%	**71.8%**	10/01/14 - 09/30/15	1378/1919	54.6%
Employment Retention Rate	86.0%	**87.1%**	04/01/14 - 03/31/15	1782/2047	68.8%
Average 6-Month Earnings	$12,750	**$12,766**	04/01/14 - 03/31/15	$22,710,255/1779	$10,200
Dislocated Worker					
Entered Employment Rate	75.0%	**76.4%**	10/01/14 - 09/30/15	508/665	60.0%
Employment Retention Rate	91.8%	87.8%	04/01/14 - 03/31/15	619/705	73.4%
Average 6-Month Earnings	$15,632	$15,232	04/01/14 - 03/31/15	$9,428,536/619	$12,506
Youth Common Measures (14-21)					
Literacy / Numeracy Gains	53.5%	47.8%	07/01/15 - 06/30/16	323/658	42.8%
Placement in Ed / Employment	56.4%	54.7%	10/01/14 - 09/30/15	563/1030	45.1%
Attainment of Degree / Certificate	50.5%	44.2%	10/01/14 - 09/30/15	553/1252	40.4%

BOLD/BLUE: Exceeded Goal

Revised 10/03/16

Attachment C

LOCAL WORKFORCE DEVELOPMENT AREAS
COST PER PARTICIPANT ANALYSIS
PROGRAM YEAR 2015
(July 1, 2015 - June 30, 2016)

Program Year 2015 Expenditures by Fund*

Fund Source:	PY14/FY15	PY13/FY14	PY15/FY16	Transfers To Adult From D.W.**	TOTALS
Adult	$ 3,353,169	$ -	$ 7,933,499	$ 8,895,328	$ 20,181,996
Youth	$ 2,321,723	$ -	$ 6,827,169		$ 9,148,892
Dislocated Worker	$ 7,268,272	$ 354,634	$ 6,008,581	$ (8,895,328)	$ 4,736,159
Totals	$ 12,943,164	$ 354,634	$ 20,769,249	$ -	$ 34,067,047

Participant Cost Analysis

Category:	Participants	Average Expenditures per Participant
Adult	4,807	$ 4,198
Youth	2,061	$ 4,439
Dislocated Worker	977	$ 4,848
Overall	7,845	$ 4,343

*Expenditures have been rounded to the nearest dollar and represent Administrative and Program Costs for the local workforce development areas by fund source.

**Expenditures During PY2015 of D.W. Funds Transferred to the Adult Program:

PY14 D.W.	$ 450,196
FY15 D.W.	$ 3,286,228
FY14 D.W.	$ 321,937
PY15 D.W.	$ 480,121
FY16 D.W.	$ 4,356,846
Total	$ 8,895,328

03 Oct. 2016