

RWC INFO SHEET

What is a Regional Workforce Council (RWC)?

- Established formally in 2015 by the Alabama state legislature (Act 2015-450)
- Transferred to the Alabama Department of Commerce, as a key part of a comprehensive Workforce Development (WFD) plan
- Business-driven and Business-led
- Maintains a regional strategic plan to support the Accelerate Alabama economic development plan
- Establishes a feedback loop for critical WFD information to the Alabama Workforce Council
- Monitors Business & Industry (B&I) satisfaction with Federal & State funded projects, and are the change agent if not satisfied



What is the Value of a RWC?

- Creates a collaborative atmosphere of workforce partners for Business & Industry (B&I), Postsecondary, K-12, DOL, Career Centers, Non-Profits, Economic Developers and local municipal governments
- Provides rapid response to short-term training and job placement needs of Alabama Business & Industry (B&I)
- Provides long-term solutions for closing skills gaps - by listening to local B&I leaders and delivering solutions
- Ensures high quality training services are provided in the Region
- Ensures Federal & State fiscal resources are wisely allocated for WFD activities

That Sounds Great! What is the Cost?

- The outcomes will be much higher than the cost of investment!
- The model would be phased in, **IF** the region meets pre-set accountability metrics:

Year 1 - Program Development

(Includes: Salary and Benefits for a RWC Director, Basic operational funds: Rent, Phone, PC)



\$100,000
x 10 Regions
\$1,000,000

Year 2 - Program Development

(Includes: Salary and Benefits for a RWC Director
IF metrics are met, add the Salary for Case Manager, additional operating funds)



\$175,000
x 10 Regions
\$1,750,000

Year 3 - Program Development

(Salary and Benefits for a RWC Director & Case Manager
IF metrics are met, add a Part-Time Admin Assistant)



\$200,000
x 10 Regions
\$2,000,000

What's the ROI of a RWC?

- Improves response time to B&I immediate workforce needs
- Employability (Soft) Skills training will be the cornerstone of their efforts
- B&I will be able to hire a well trained and skilled workforce
- Skilled workforce = An improved bottom line for businesses
 - ▶ Increases production
 - ▶ Reduces layoffs
 - ▶ Precipitates job creation through expansion
- Makes Alabama more attractive for industry recruitment
- Helps Alabama citizens earn a livable wage and increases quality of life
- Reports of outcomes and ROI provided routinely



Examples of what can Result by Wisely Investing in the RWC Model



REGION 3

- West Alabama Works, Tuscaloosa area, has 200+ companies engaged in their workforce model
- Received an urgent request from the tier suppliers of Mercedes-Benz for the immediate need of 400 employees to meet production demand
 - ▶ Responded by planning and hosting an “Automotive Hiring Fair”
 - ▶ 10 companies interviewed 2,100 people in one day! Result: 610 job offers made
- Received an urgent request from Bama Dining needing 200 employees
 - ▶ Planned and hosted a Hiring Fair, Interviewed 600 people! Result: 200 placed in jobs
- Developed a mobile Ready-To-Work Unit taking soft-skills training to rural communities
- Since 2014, navigated 2,600+ jobseekers and placed 1,300+ in meaningful employment

REGION 9

- Southwest Alabama Workforce Development Council (SAWDC), Mobile area, serves their industry partners via the 4 major Industry Cluster model: Aviation, Healthcare, Construction/Manufacturing, and Maritime
- These clusters represent 67 companies and nearly 100,000 employees
- Services include project management, case management, and tracking
- Convenes key stakeholders, and provides constant attention to their workforce needs
- Since 2011, SAWDC has served:
 - ▶ 1,339 jobseekers - of those they have managed 925 into targeted industry jobs
 - ▶ 181 incumbent workers – all received wage increase upon completion of training
 - ▶ A documented 90% retention rate for 24 months of the incumbent workers trained
- Just completed its 6th annual “Worlds of Opportunity”
 - ▶ This is a hands-on career expo for 8th grade students (a critical year for career pathways) of the eight counties of Southwest Alabama spotlighting the numerous career choices they have
 - ▶ The event saw over 9,300 students, 930 teachers, counselors and parents
 - ▶ The event exposes students to local careers available in Aerospace, Automotive, IT, Construction, Energy, Engineering, Healthcare, Manufacturing, and more



There are many other examples! For more information, contact:

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