

Alabama Workforce Investment Area Annual Report

**Program Year 2012
July 1, 2012 - June 30, 2013**

Alabama Workforce Investment Area
401 Adams Avenue
Montgomery, Alabama 36104

Table of Contents

PROGRAM YEAR 2012 LOCAL BOARD MEMBERS.....	3
ALABAMA CAREER CENTER LIST.....	6
AWIA LOCAL BOARD ACHIEVEMENTS.....	9
ACTIVITIES/SERVICES TO ADULTS, DISLOCATED WORKERS AND YOUTH.....	12
ACTUAL PERFORMANCE/GOALS	17
PY 2012 PARTICIPANTS BY ACTIVITY/FUND SOURCE	19
ADULT, DISLOCATED WORKER & YOUTH EXPENDITURES.....	21
SUCCESS STORIES.....	23

Alabama Workforce Investment Area Board
43 Members (1 non-voting Member)

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

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

Stinson Slawson	Southeast Wood Treating	Montgomery
Melody Stewart	Apex Design Technology of Alabama, LLC	Decatur
Steve Turkoski	Dothan Area Chamber of Commerce	Dothan
Mark Weaver	Mid-South Industries, Inc.	Gadsden
Bruce Willingham	Mach III, Inc.	Vinemont

2. Representatives of Local Education (2 required)

Daniel Boyd	Lowndes County Public Schools	Hayneville
Ed Castile	AIDT	Montgomery
Amelia Pearson	Southern Union State Community College	Wadley

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

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

4. Community Based Organization Representatives (2 required)

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

5. Economic Development Representatives (2 required)

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

6. One-Stop Partner Representatives (9)

Economic and Community Affairs

Director Jim Byard, Jr.

AL Department of Labor/ Employment Service

Director Tom Surtees

Rehabilitation Services

Commissioner Cary Boswell

Post Secondary Education

Deputy Chancellor Susan Price

Human Resources

Commissioner Nancy Buckner

Senior Services

Commissioner Neal Morrison

Alabama Intertribal Council

Sharon Keith

National Farmworker Programs

State Director for Alabama Operations
vacant, Telamon Corporation

Department of Education

Superintendent Dr. Tommy Bice

Montgomery Job Corps Center

Center Director Frank Coiro

Other Category (1)

Walter Wood

Executive Director,
Department of Youth Services

Mt. Meigs

Non-Voting (1) (Youth Council Members)

Carolyn Sutley

Enterprise Housing Authority

Enterprise

Alabama Career Centers

(C = Comprehensive, S = Satellite, I = Itinerant)

<p>Alabaster Career Center C Albert Jones/Susan Koziowski-- (205)663-2542 ext 24 Alabaster@alcc.alabama.gov 109 Plaza Circle Alabaster, AL 35007 Phone: (205) 663-2542 FAX: (205) 664-9229</p>	<p>Camden Career Center – Camden City Hall I Clifford Hunter --Wednesday 8:00 a. m. to 4:00 p.m. Selma@alcc.alabama.gov 223-A Claiborne Street Camden , AL 36726 Phone: (334) 68-9428 FAX: (334) 682-9613</p>
<p>Albertville Career Center C Kevin Kidd (256) 878-3031 ext 223 Albertville@alcc.alabama.gov 5920 U S Highway 431 North Albertville, AL 35950 Phone: (256) 878-3031 FAX: (256) 878-7728</p>	<p>Center Point Career Center - Jeff State CC S Tracy Campbell (205)856-8024 Birmingham@dir.alabama.gov 2601 Carson Road Birmingham, AL 35215 Phone: (205) 856-8024 FAX: (205) 856-6033</p>
<p>Alex City Career Center – Central Alabama CC S Julie Wood (334)749-5065 ext 215 AlexanderCity@alcc.alabama.gov 1375 Jr. College Drive Alexander City, AL 35010 Phone: (256) 215-4494 FAX: (256) 215-4516</p>	<p>Decatur Career Center C Reba Hall (256)355-0142 ext 263 Decatur@alcc.alabama.gov 1819 Bassett Avenue SE Decatur, AL 35601 Phone: (256) 355-0142 FAX: (256) 355-0174</p>
<p>Andalusia Career Center - L B Wallace CC S James Mitchell--Monday—Thursday 7:30a.m. – 4:30p.m. Enterprise@alcc.alabama.gov 1000 Dannelly Boulevard Andalusia, AL 36420 Phone: (334) 881-2304 FAX: (334) 881-2201</p>	<p>Demopolis Career Center C Larry Jowers (334)289-0202 Demopolis@alcc.alabama.gov 1074 Bailey Drive Demopolis, AL 36732 Phone: (334) 289-0202 FAX: (334) 289-8024</p>
<p>Anniston Career Center - Gadsden State CC C Ruby Beezley (256)832-5191 ext 288 Anniston@alcc.alabama.gov 1731 Coleman Road Anniston, AL 36207 Phone: (256) 832-0147 FAX: (256) 832-1183</p>	<p>Dothan Career Center C Pam Cutchens (334)792-2121 ext 222 Dothan@alcc.alabama.gov 795 Ross Clark Circle, Suite 1 Dothan, AL 36303 Phone: (334) 792-2121 FAX: (334) 792-2124</p>
<p>Bay Minette Career Center C Vivian Havel (251)937-4161 ext 326 BayMinette@alcc.alabama.gov 201 Faulkner Drive Bay Minette, AL 36507 Phone: (251) 937-4161 FAX: (251) 937-2859</p>	<p>Enterprise Career Center C Anita Fulford (334)347-0044 ext 251 Enterprise@alcc.dir.alabama.gov 2021 Boll Weevil Circle Enterprise, AL 36330 Phone: (334) 347-0044 FAX: (334) 393-0958</p>
<p>Birmingham Career Center C Yvette Fields (205)254-1313 Birmingham@alcc.alabama.gov 3440 3rd Avenue South Birmingham, AL 35222 Phone: (205) 254-1300 FAX: (205) 254-1387</p>	<p>Eufaula Career Center C Ann Blondheim (334)687-3551 ext 241 Eufaula@alcc.alabama.gov 511 State Docks Road Eufaula, AL 36027 Phone: (334) 687-3551 FAX: (334) 687-9964</p>
<p>Blountsville Career Center S Joel Pass (256)352-5538 ext 203 Hanceville@alcc.alabama.gov 68644 Main Street, Suite 5 Blountsville, AL 35031 Phone: (205) 429-4311 FAX: (205) 429-5402</p>	<p>Fayette Career Center - Beville State CC S Sharon M. Owens (205)932-3221 ext 5171 Fayette@alcc.alabama.gov 2631 Temple Avenue N, Tom Beville Center Room B-37 Fayette, AL 35555 Phone: (205) 932-3221 FAX: (205) 932-8821</p>
<p>Brewton Career Center C Hal Clements (251)867-3247 ext 33 Brewton@alcc.alabama.gov 1023 Douglas Avenue Suite 314 Brewton, AL 36426 Phone: (251) 867-4376 FAX: (251) 867-5798</p>	<p>Foley Career Center C Deborah Walters (251) 943-1575 ext 222 Foley@alcc.alabama.gov 200 West Michigan Avenue Foley, AL 36535 Phone: (251) 943-1575 FAX: (251) 943-8867</p>
<p>Fort Payne Career Center C Linda McCain (256)845-2900 ext 224 FortPayne@alcc.alabama.gov 2100 Jordan Road SW Fort Payne, AL 35968 Phone: (256) 845-2900 FAX: (256) 845-5139</p>	

Alabama Career Centers

(C = Comprehensive, S = Satellite, I = Itinerant)

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

Alabama Career Centers

(C = Comprehensive, S = Satellite, I = Itinerant)

Scottsboro Career Center	S
<p>Teresa Mattox (256)574-1720 ext 223 Huntsville@alcc.alabama.gov 23123 John T. Reid Parkway Scottsboro, AL 35769 Phone: (256) 574-1720 FAX: (256) 574-4512</p>	
Selma Career Center	C
<p>Clifford Hunter (334) 872-0471 ext 25 Selma@alcc.alabama.gov 1112 Water Avenue Selma, AL 36703 Phone: (334) 872-0471 FAX: (334) 872-4355</p>	
Sheffield Career Center	C
<p>Jim Cook (256)383-5610 ext 261 Sheffield@alcc.alabama.gov 500 South Montgomery Avenue Suite 102 Sheffield, AL 35660 Phone: (256) 383-5610 FAX: (256) 383-4983</p>	
Talladega Career Center - Central Alabama CC	C
<p>Gwen Taylor (256)480-2114 Talladega@alcc.alabama.gov 1005 South Street East Talladega, AL 35160 Phone: (256) 480-2109 FAX: (256) 362-7219</p>	
Troy Career Center	C
<p>Wendy Collins/Cindy Mitchell-- (334)566-9030 Troy@alcc.alabama.gov 1023 South Brundidge Street Troy, AL 36081 Phone: (334) 566-3920 FAX: (334) 566-9450</p>	
Tuscaloosa Career Center	C
<p>Richard Crawford (205)758-7591 ext 231 Tuscaloosa@alcc.alabama.gov 202 Skyland Drive Tuscaloosa, AL 35405 Toll Free: (866) 835-2216 Phone: (205) 758-7591 FAX: (205) 758-1925</p>	
Valley Career Center – Southern Union CC	S
<p>Donna Edwards (334)756-0024 Opelika@alcc.alabama.gov 321 Fob James Drive Valley, AL 36854 Phone: (334) 756-0024 FAX (334) 756-0026</p>	
Vernon Career Center – Lamar Co. Center for Technology	I
<p>Sharron Owens--2nd Tuesday of the month, 8:00 a.m. – 12:00 noon Fayette@alcc.alabama.gov Lamar County Vocational School, Adult Ed Wing Vernon, AL 35592 Phone: (205)-695-8224 FAX: (205) 932-8821</p>	

Program Year (PY) 2012 Achievements
Alabama Workforce Investment Area (AWIA)
Alabama Workforce Investment Area Workforce Board

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

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

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

NATIONAL EMERGENCY GRANTS

During Program Year (PY) 2012 AWIA continued to administer a National Emergency Grant (NEG) from Department of Labor (DOL) to provide temporary workers for disaster clean up in areas affected by the devastating tornados in April 2011. Over \$4,000,000 was provided to twenty-two counties and cities to hire approximately 690 temporary workers for disaster clean up. These workers were also provided additional intensive services at the conclusion of the temporary work assignments to assist them in obtaining a full time job or further their skills training opportunities. This grant ended on June 30, 2013.

AWIA also administered a NEG stimulus funded grant to provide additional On-the-Job Training (OJT) contracts that would reimburse employers with 50 or fewer employees up to 90% of the trainees wage and employers with less than 250 employees up to 75% reimbursement of their wages. In PY2012 AWIA approved a total of 49 OJT contracts with these funds serving 81 participants. The total amount of funds obligated throughout the Grant period was \$670,000. This NEG ended September 30, 2012.

A third NEG administered by the AWIA during PY12 was the Gulf Oil Spill NEG which targeted ten counties in Southwest Alabama providing \$1,163,790 in funding for OJT and Individual Training Accounts (ITAs) for dislocated workers who resided in any of the ten identified counties. Thirteen (13) OJT contracts provided employment for a total of 28 dislocated workers utilizing these funds. In addition 499 individuals received intensive services and 297 were enrolled in NEG-funded training. This Grant ended June 30, 2013.

ALABAMA WORKFORCE INVESTMENT AREA CAREER CENTER OPERATIONS

In AWIA, the Alabama Workforce Investment Area Section manages Career Center operations in conjunction with the Employment Service Division of ADOL. All Career Centers now have single site managers. Cross training of staff rather than cross awareness is taking place at the career centers. Monthly reporting has become more standardized and efficient with the issuance of guidance by the Local Area. There are currently twenty-five (25) comprehensive Career Centers, twelve (12) satellite centers, five (5) Itinerant point locations, and a mobile career center in AWIA. Comprehensive centers are full-time centers which have all WIA partner agencies either on-site or have their services available to customers, satellite centers are also operated full-time but do not have the full contingent of partner agencies located at the center, and itinerant point centers are only staffed part-time when customer demand has indicated a need in these mainly rural locations. The mobile career center or “bus” is used on-site for Rapid Response events in cases of mass layoffs, job / career fairs, in natural disasters when large numbers of individuals are left unemployed, and numerous other workforce related activities.

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

In Program Year (PY) 2012, AWIA continued to emphasize an aggressive business services strategy and communication with employers by Career Center staff. Additional training was conducted for Business Services staff located in the AWIA Career Centers. Training was focused on making employers and businesses aware of services available through the Career Centers but also on how to access the pool of job seekers available with skills to fill job openings.

The Alabama Workforce Investment Area’s Memorandum of Understanding (MOU) describes in detail the roles and responsibilities of each of the mandated (one-stop) partners in the delivery of service which ensures that all adults, youth, and dislocated workers have universal access to the required core services as described in Section 134(d)(2) of WIA. Specifics regarding the provision of core, intensive, and training

services by each Career Center partner are available for review in the AWIA MOU revised May 24, 2012.

BOARD ACHIEVEMENTS

Program Year 2012 included the issuance of two requests for proposals for youth training services. The first request garnered twenty-one (21) responses. Evaluation by the Youth Council membership resulted in twelve (12) proposals being recommended for funding. The AWIA Board approved the Youth Council's recommendations.

The second request for proposal was issued to obligate the remainder of youth program funds. The Youth Council had requested and received approval from the AWIA Board to target the second request to the twenty-one (21) counties in the local area with a poverty rate of 24% or higher. Forty-six responses were received. The Youth Council again evaluated the proposals and recommended eight (8) for funding. These additional youth programs and proposals were recommended to the AWIA Board which approved the Youth Council's recommendations.

ACTIVITIES / SERVICES FOR ADULTS, DISLOCATED WORKERS, AND YOUTH

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

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

During Program Year 2012, the Alabama Workforce Investment Area (AWIA) continued its efforts to implement a redesigned service delivery system in order to meet the mandates of the Workforce Investment Act (WIA). Required elements of the service delivery system included the provision of core, intensive and training services.

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

- ❖ Outreach, intake and orientation to available services;
- ❖ Job search, job placement and career counseling as needed via Alabama Joblink;
- ❖ Labor market information;
- ❖ Self-directed initial assessment;
- ❖ Provision of performance and cost information on training providers; and
- ❖ Follow-up services.

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

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

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

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

The primary means of providing training services for adults and dislocated workers in Program Year 2012 was through the utilization of Individual Training Accounts (ITAs) and On-the-Job Training (OJT).

ITAs were available at both public and private training facilities throughout the state in Program Year 2012 with up to \$12,000 available to assist adults and dislocated workers with the cost of books, supplies and tuition associated with the cost of attending for up to two years. The AWIA targets occupations that are identified as High Growth/High Demand/High Wage and that support the on-going economic development efforts of the state.

Program Year 2012 Top Ten Training Occupations for AWIA

The top ten training occupations in AWIA for PY12, ranked in order, include:

- 1.Truck Driver;
- 2.Registered Nurse;
- 3.Licensed Practical Nurse;
- 4.Certified Nursing Assistant, Patient Care, Health Aide;
- 5.Office Administration;
- 6.Air Frame and Power Plant, Avionics, Aviation Maintenance, Air Frame Mechanic, Air Craft Structures;
- 7.Welding;
- 8.Medical Assistant;
- 9.Computer Information System, Computer Science;
- 10.Air Conditioning, Refrigeration, Heating (HVAC).

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

AWIA Youth Services

The following Services were provided for youth in Program Year 2012 in accordance with WIA Regulations:

- ❖ Paid and unpaid work experiences, including internships and job shadowing as appropriate;
- ❖ Remedial Education and GED Preparation;

- ❖ Occupational skills training as appropriate;
- ❖ Leadership development opportunities, which include community service and peer-centered activities encouraging responsibility and other positive social behaviors as appropriate;
- ❖ Supportive services;
- ❖ Adult mentoring;
- ❖ Follow-up services; and
- ❖ Comprehensive guidance and counseling.

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

Also, WIA youth services were provided by a network of twenty (20) youth program providers recommended by the AWIA Youth Council and approved by the AWIA Local Board based on a competitive procurement process which occurred during the previous Program Year. The focus of these youth program providers was services to low income out of school youth without a high school diploma or GED. In PY 2012, approximately 2957 youth were provided services within the AWIA. These services include assessments, career counseling, and referrals to OJT and Individual Referrals (scholarships). Over half of youth served were referred to youth providers who provided various services including remedial education, GED preparation, and soft skills training to prepare them to successfully enter the workforce.

Adult/Dislocated Worker Program Services

Individual Training Account (ITA)

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

Prospective education and/or occupational skills training providers must meet specific criteria in order to initially and subsequently retain Workforce Investment Act training provider status.

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

The Alabama Workforce Investment Area served 5107 adults, dislocated workers, and youth in PY2012 in the ITA activity.

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

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

On-the-Job Training (OJT)

Under the Workforce Investment Act, On-the-Job Training participants' employers may seek reimbursement of up to fifty-percent (50%) of these participants' wages in compensation for the extraordinary costs in additional time and attention generally associated with the provision of such training, and in recognition of the lesser workplace productivity of these trainees. Negotiations with the employer establish the maximum length of participants' training period. The maximum length of such training, however, is not to exceed six months.

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

The goals of the OJT program are permanent employment upon successful completion of training; placement into occupations that are long-term; and to build a skilled workforce for a growing Alabama economy. The OJT program is a highly successful training program for employers and their participant's. There were 134 OJT contracts initiated which provided training and employment to 236 participants during PY12.

**ALABAMA WORKFORCE INVESTMENT AREA
Program Year 2012 FINAL Performance
Reporting Period through 06/30/13**

**ALABAMA WORKFORCE INVESTMENT AREA
FINAL PROGRAM YEAR 2012
Reporting Period through 6/30/2013**

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

ADULT

Entered Employment Rate	67.0%	53.6%	67.7% [10/01/11-09/30/12]
Employment Retention Rate	84.5%	67.6%	83.4% [04/01/11-03/31/12]
Average 6-Month Earnings	\$12,000	\$9,600	\$12,219 [04/01/11-03/31/12]

DISLOCATED WORKER

Entered Employment Rate	75.0%	60.0%	73.2 % [10/01/11-09/30/12]
Employment Retention Rate	91.0%	72.8%	88.0% [04/01/11-03/31/12]
Average Earnings	\$15,632	\$12,506	\$15,074 [04/01/11-03/31/12]

YOUTH MEASURES (14-21)

Literacy/Numeracy Gains	58.0%	46.4%	46.6% [07/01/12-06/30/13]
Placement in Ed/Employment	56.0%	44.8%	56.2% [10/01/11-09/30/12]
Attainment of Degree/Certificate	50.5%	40.4%	47.3% [10/01/11-09/30/12]

Bold: Exceeded Goal

**Alabama Workforce Investment Area
Program Year 2012
Participants by Activity/Fund Source**

Total Participants Served 7-1-12 Through 6-30-13	
	Formula (AWIA Local Area 2)
Adult	4540
Dislocated Worker	1893
Youth	2957

Total ITA Participants Served 7-1-12 Through 6-30-13	
	Formula (AWIA Local Area 2)
Adult	3624
Dislocated Worker	1483
Youth	790

Total OJT Participants Served 7-1-12 Through 6-30-13	
	Formula (AWIA Local Area 2)
Adult	149
Dislocated Worker	83
Youth	4

**Program Year 2012
Local Area Adult, Dislocated Worker and
Youth Program Expenditures**

**Alabama Workforce Investment Area
Local Area Program Year 2012 Adult, Dislocated Worker, and Youth
Program Expenditures**

	Program Year 2011
Local Area Adult	\$11,886,207.99
Local Area Dislocated Worker	\$6,475,608.70
Local Area Youth	\$9,410,010.43
Total PY 2012 Expenditures	\$27,771,827.12

Alabama Workforce Investment Area (AWIA) Success Stories

Adult Success Stories

Robert was a 50 year old male when he came into the Anniston Career Center in October of 2011. He was unemployed, discouraged and stated he was about broke and needed a change in his life as far as careers go. Robert had given up a job at the Anniston Army Depot to care for his ailing father. He was caring for him and working, but gave up his job to care for his dad until his death.

At the career center Robert had WIA explained to him. He revealed that he did not have his GED but had been studying on his own. He was given instruction on the Adult Education classes and what help was available to him. He set a goal to get his GED, look for work, and try to get enrolled in spring semester either with a Pell grant or WIA funding. Robert did not get his GED until February of 2012, but he did get it! He enrolled in the May mini semester, 2012 and took some remedial classes on a Pell grant. Computer Science was his first thought and he was given instructions on how to research the web for labor market information. He suddenly decided Electronic Engineering was his goal and the earning potential was what he wanted to pursue. Robert completed his ITA packet, found some part time work, and could now begin his goal of school by May 30, 2012!

Robert began his degree program and has been a model student ever since, maintaining a great grade point average. He stated that two of his proudest moments were (1) when he entered school with a plan in mind and (2) when he told his 17 year old daughter he received his GED. He stated that she cried!

Robert has progressed within two semesters of finishing his degree. He also has been selected to enter into an internship at Honda Motor Manufacturing of Lincoln Alabama. He is working there this fall (2013). Robert is definitely a success story and he stated how grateful he was to the State of Alabama and the WIA program.

When **Eric** was first certified for WIA by the Hanceville Career Center he had been working labor jobs that never lasted very long and he was basic skills deficient. He worked with Adult Education, passed all the necessary prerequisites, and applied to the Diagnostic Imaging program at Wallace State Community College. His case manager said he was absolutely devastated when he missed the ACT score requirement by two points and felt there was nothing else in the world he was interested in. She convinced him to do more research and develop a secondary plan. When he was accepted into Respiratory Therapy, he said he was floored to discover that this is what he wanted all along. He was now certain he ended up in the right program. He received WIA funding from August 2011 through May 2013 and graduated with an AAS degree in May 2013. He works as a Respiratory Therapist at Jackson Hospital in Montgomery making \$20 per hour.

Dislocated Worker Success Stories

Shannon was employed at V.F. Jeanswear, Inc. for 13 years prior to being laid-off in April 2010. As a Merchandise Processor, at a rate of pay of \$12.53, he was responsible for maintaining, receiving, and adequately storing inventory for the distribution center.

Through the Trade Adjustment Assistance Program, he was able to attend and complete a 2-year program at Wallace State Community College in Hanceville. Shannon received an Associate in Applied Science in the Occupational Therapy Assistant program. He entered training in August 2011 and completed it in August 2013.

In August 2013, he went to work with HealthSouth Rehabilitation of North Alabama in Huntsville. His starting wage as an Occupational Therapy Assistant (without the certification) will be \$21.00 per hour (with a full benefit package). Once he passes the O.T.A. certification exam, his rate of pay will be adjusted.

Matthew was a recently-relocated Navy Veteran/Dislocated Worker who received Certified Driver's License (CDL) Training through WIA at ESD Truck Driver Training School in Decatur. Matthew successfully completed his training and graduated in May 2013. The Demopolis Career Center assisted in finding him a position with Blackbelt Haulers, LLC. located in Demopolis. He is currently on the road and the employer is already very happy with his performance.

Adam came to the Jasper Career Center as a Dislocated Worker after being laid off from Covenant Fire Protection in September 2011. He began the Welding Certification curriculum in January 2012 at Beville State Community College in Sumiton, and successfully completed the program in December 2012. He quickly went to work full time with the Local 91 Union out of Birmingham. Adam says, "The WIA program assisted me with receiving the training I needed to obtain several Welding certification plates which were required for consideration with the Local 91 Union." Adam is now making close to \$30 per hour.

Youth Success Stories

On December 13, 2012, a tall slender young man entered the GED office at Central Alabama OIC, Inc. **Willie** had a slight smile on his face, but he never made eye contact as the receptionist greeted him. He expressed an interest in obtaining his GED. During his entrance interview, he informed the staff that he was not interested in attending (traditional) school any longer. Additionally, he was assisting his family with caring for his younger siblings. After further conversation, the staff noticed a slight stutter in his speech and a lack of confidence.

Over the next month, staff members worked intensely with Willie to build his confidence and prepare him for the official GED test. He attended class daily, sometimes walking to and from class from a local housing project in the cold and rain. He worked diligently and often served as a tutor to other students in the class.

In January 2013, Willie took the official GED test for the first time and passed with an outstanding score of 2860, scoring above average in Math and Science. However, he did not stop there. He continued to attend class daily to work on resume writing, completing employment applications at Montgomery Career Center and preparing for the ACT. In June of 2013, Willie took the ACT and scored a 19, scoring above average in Reading.

Willie's academic drive and success has been parallel to his personal success. He has obtained his driver's permit and license. Willie plans to attend Trenholm State Technical College for Carpentry in the spring and plans to open his own business when he finishes college.

Now, when Willie enters the office, he has a full smile and he exudes confidence. He feels empowered by the support OIC has given him with the tools and financial help of Alabama Department of Economic and Community Affairs. Soon, he will be able to support himself and possibly help his family and others.

As a young African American man, from the housing projects on the Westside of Montgomery, Willie refuses to let his circumstances and his upbringing hold him back. He sets goals, meets and exceeds them! He is proof that determination and hard work pays off. He is truly determined not to be a statistic.

Kelly is a 19 year old single mother of two young children who lives in Lamar County. She dropped out of high school during her senior year. Kelly was informed about the Second Opportunity Systems program by a friend. She met with a SOS career coach who told her about the benefits and incentives offered by the SOS program to young people who wanted a second opportunity to pursue their education. Kelly decided to start attending her local GED class and become a SOS participant. She attended GED classes faithfully where she met regularly with the SOS career coach. Kelly wanted a brighter future for her family. She said she was tired of working minimal wage jobs. She would state frequently that she wanted more from life and a better quality of life! Kelly passed the GED exam in March of 2013. Since she obtained

her GED, Kelly was able to obtain a full time job at Wal-mart and also enroll full time at Beville State Community College for the fall 2013 semester.

The SOS program has continued to be there for Kelly, coaching her through the process of entering college. Kelly is a business major. She is currently commuting to college three days a week. She requested and was given a SOS scholarship for the fall 2013 semester. The SOS career coach also assisted Kelly in obtaining pre-school services for her four year old son. The SOS program is here to inspire young people like Kelly and give them a second opportunity to obtain the skills they need to have a successful life. Kelly now feels that she can serve as an inspiration to others and she is determined to continue setting goals for her life and to achieve those goals.

A seventeen-year old male came to the Regional Alliance 4 Children's Youth Enrichment Services Program in May 2012 after withdrawing from public school. Due to absences caused by illnesses and hospitalization, he would have been held back a year and did not want to repeat a grade.

He tested non-Basic Skills Deficient on the TABE and had Pre-GED scores averaging 568. He was placed on the fast track. While in public school, he was dually enrolled in diesel mechanics classes at Lurleen B. Wallace Community College, MacArthur Campus.

He went to work on May 29, 2012, for Dorsey Trailer in Elba as a welder making \$12.00 an hour - 40 hours a week while still coming to class. On June 6, 2012, he took the WorkKeys test and scored 6 in Math, 5 in Reading, and 4 in Locating Information. He took the GED on June 7 and scored an average of 526 (600 in Reading).

He continued receiving WIA services through an ITA awarded for the Fall 2012 semester. While studying diesel mechanics, he also worked at Ford and Wiley Sanders Trucking Company part time.

He was the youngest (eighteen years old) candidate of 60 individuals recently interviewed for approximately 12 positions with Exterran, a global company that maintains and repairs oil rig equipment.

He was hired at the Houma, Louisiana, site with a base pay of \$49,000 and time and a half when actually on the rig. He has the potential of earning \$100,000 his first year. Exterran is training him with the expectation of hiring him as plant manager at their Alabama facility upon the retirement of the present manager.