

December 28, 2018

The Honorable Alexander Acosta
U.S. Department of Labor
200 Constitution Avenue
Washington, D.C. 20310

Dear Secretary Acosta:

RE: State of Alabama Program Year 2017 WIOA Titles I and III Annual Report

We are pleased to submit the enclosed State of Alabama's *Program Year (PY) 2017 Workforce Innovation and Opportunity Act (WIOA) Annual Report*. This *Report* contains the Alabama PY 2017 program performance data required under USDOL Training and Employment Guidance Letter 5-18 dated November 7, 2018, which states were instructed to use for the PY 2017 WIOA *Annual Report*. Additionally, this *Report* details other WIOA activities conducted in Alabama during PY 2017.

Alabama continues to focus on collaboration and integration of workforce development resources throughout the state. Throughout PY 2017, we worked toward continuing the implementation of the Workforce Innovation and Opportunity Act. Also, we moved from three local workforce development areas to seven effective July 1, 2017. Alabama looks forward to providing Workforce Innovation and Opportunity Act funded workforce development programs as the State strives to meet the demands of employers for skilled people during this period of low unemployment.

Please direct any questions regarding the Alabama Workforce Innovation and Opportunity Act *PY 2017 Annual Report* to Steve Walkley at (334) 242-5300, or Bill Hornsby at (334) 242-5847.

Sincerely,



Greg Canfield, Secretary
Alabama Department of Commerce



Fitzgerald Washington, Secretary
Alabama Department of Labor

GC:FW:BEH:db

Enclosure

c: Les Range
Arthur Brooks

State of Alabama
Workforce Innovation and Opportunity Act, *Titles I & III*
Program Year 2017 Annual Report

Submitted by

Alabama Department of Commerce
Alabama Department of Labor

Prepared for
Alexander Acosta
Secretary of Labor
U.S. Department of Labor

December 28, 2018

Prepared in Accordance with WIOA Section 185(d) Specifications

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Overview

Program Year (PY) 2017 continued to be a transitional year for workforce development in Alabama. The state reorganized from three Local Workforce Development Areas (LWDAs) to seven LWDAs, which also align with the State's regional economic development areas. During this transitional year, however, Alabama continued to focus on job skills, education, and relevant occupational skills training to give individuals skills needed 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 PY 2017, the state continued to collect data for the new WIOA performance measures. The state reported on all measures put into place under WIOA except for Youth Median Earnings (2nd Quarter post-exit); Adult, Youth, and Dislocated Worker Measurable Skills Gains (Current Quarter); and Employer Services. The state continued to collect baseline data for these measures. State and local program administrators have benefited as Alabama progresses toward a fully integrated workforce system that concentrates on these demand-driven accountability measures.

The Alabama Career Center System, a proud partner of the American Job Center Network, through its network of forty-nine (49) 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 WIA 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 2017 the MCCV was scheduled and participated in forty-two (42) events throughout the state to provide

workforce related assistance to the residents of Alabama. These included Job Fairs, both Local and Regional, as ADOL and Career Centers collaborated with television stations, local governments and community agencies to sponsor these Mega-events. The MCCV also engaged in Business recruitment assistance, Rapid Response services to dislocated workers, Outreach to communities with Workforce Development Services, 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 thirty-one (31) private-for-profit, non-profit and governmental 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 2017, 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, 2020 to spend all of the PY 2017 workforce funds.

The work of state leaders, coupled with the resources and programs available, has helped increase the economic prosperity and educational attainment of its citizens. This *Annual Report* documents Alabama's record of achievement in its 18th full year of these programs.

Waiver Requests

The State of Alabama did not request and did not receive any waivers for PY 2017.

Effectiveness in Serving Employers Performance Measure

On August 31, 2017 the Alabama State Workforce Development Board approved Approaches 1 and 2, which are Retention with the same employer and Repeat Business Customer and recommended we research a state specific approach.

- Approach 1 Retention with the same employer — addresses the programs' efforts to provide employers with skilled workers;
 - This approach is useful in determining whether the core programs are serving employers effectively by improving the skills of their workforce and decreasing employee turnover.
 - Number of participants who exited who were employed by the same employer during 2nd quarter and 4th quarter after exit/number of participants who exited during the reporting period

- Captured by UI and WRIS wage records
- Approach 2 Repeat Business Customers — addresses the programs' efforts to provide quality engagement and services to employers and sectors and establish productive relationships with employers and sectors over extended periods of time; and
- This approach is useful in determining whether employers, who receive services from the core programs, are satisfied with those services and become repeat customers. This approach also assesses the workforce system's ability to develop and maintain strong relationships with employers over extended periods of time.
 - Number of establishments that received an employer service or continues to receive and received an employer service anytime with the previous 3 program years/ number of establishments that received an employer service anytime within the previous 3 program years
 - Captured by department data systems

The Alabama Department of Commerce (*Title I*) is in the process of developing data sharing agreements with each of the partner agencies including the Alabama Department of Labor (*Title III*) to glean this information so that the data collection can be centralized and reported to USDOL on this performance measure.

WIOA Section 116(e) Process Evaluations

Alabama is in the process of reviewing current evaluation requirements and developing new evaluation strategies. The state is currently gathering information and has attended the webinars provided by the U.S. Department of Labor on the subject. One possibility that is being considered is for the Governor's Office of Education and Workforce Transformation (GOEWT) to conduct evaluation and provide data, reports, and suggestions to the State Board (see Attachment A).

In PY 2017 WIOA *Section 116(e)* process evaluation activities involved 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 has considered how to conduct other more formal evaluations that are relevant and helpful to planning these programs. The State plans to develop additional universal management reports as we transition to a new centralized data management system shared by multiple workforce partners beginning in January 2019.

Monthly customer traffic at all 49 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 continues to be relayed to career counselors, educators, and training programs to help them gain sustainable employment for their students. A common 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 businesses need in new and existing employees. This was a two-year project (starting on June 1, 2016 and ending on May 31, 2018) funded by the Alabama Department of Commerce / Workforce Development Division, Alabama Department of Labor, Alabama Industrial Development Training, and The University of Alabama. The final results for the two years (issued in May 2018) gave trainers verification of job-driven skills they need to emphasize with their clients to meet the needs of employers and needs of job seekers. These projects will certainly continue to facilitate workforce development planning and execution. At this time, these reports are provided directly to WIOA staff, board, partners and public via email. However, the Alabama Department of Commerce/Workforce Development Division is currently in the process of updating its website dedicated to WIOA activities and evaluation reports will be available there. The website should be updated by February 2019.

Customer Satisfaction

Alabama's Career Centers launched a formal standardized Customer Satisfaction Survey for job seekers (Attachment B) and employers (Attachment C) in PY 2017. While not in place the entire Program Year, 604 job seekers responded with 88.1% stating the service was exceptional (63.3%) or good (24.8%). Only 10.3% indicated "disappointment" with the service with 89% of those isolated in a single Center which experienced internet problems for a brief period. Eighty percent (80%) of the 232 employers responding to the survey said service "met expectations." Again, all of the employers expressing dissatisfaction were from the center experiencing internet problems.

Survey results through the first five months of PY 2018, with the survey process fully implemented, reflect a truer picture of Customer Satisfaction. Of the 1,328 job seekers responding, 97.0% consider the service exceptional (76.1%) or good (20.9%). One hundred percent (100.0%) of the 196 employers responding to the survey said service “met expectations.”

Feedback from the surveys is considered in each Career Center and changes are made in response and as part of the Career Center’s continuous improvement plan. Additionally, as part of each LWDA’s Career Center certification process, goals have been set for each Career Center. When those goals are met, new goals are set in an effort to continually improve.

In addition to the Customer Satisfaction Survey, the Alabama Job Link (AJL) system serving customers online has a feedback option. AJL is maintained by the Alabama Department of Labor as part of its Wagner-Peyser Employment Service activities. AJL provides reports, which track complaints, participant usage, and additional metrics. These reports are distributed and discussed with staff during meetings for improvements and corrections. The State of Alabama will also begin implementation of a new combined data information system for Title I and Title III programs in February 2019, which will replace AJL (current Title III data system) and the AlaWorks system (current Title I data system). The state is considering incorporating a customer satisfaction survey into the system. This would allow customers to easily provide feedback and encourage a higher response rate as well as allow the State to sort the data for use in continuous improvement efforts.

Achievements

Sector Strategies and Career Pathways

In PY 2017 the State of Alabama’s LWDA’s with the support of the State Board made efforts in the application of industry focused sector strategies and career pathways. In partnership with the Regional Workforce Council for each area, targeted Industry was engaged throughout the process and provided valuable feedback on the strategic plans. The success of the LWDA’s workforce models was built on cluster engagement and direction. LWDA’s met regularly to focus on employment and training needs in their respective regions. Some of the clusters the LWDA’s focused on include Advanced/Modern Manufacturing, Automotive, Agriculture & Forestry, Aviation, Construction, Health Care, IT/Cyber Security, and Logistics/Transportation, Services – Education, Retail, Lodging, and Food Service. LWDA’s focused on three to seven of these clusters depending on the industries located in the area. Through these clusters, needs were assessed and working groups were formed to work on projects or initiatives. Even though the strategic work was industry driven, the local area also had tremendous engagement with education partners and service providers, who were also engaged at all levels of the process. This work continues today.

The increased focus on sector strategies and career pathways can be seen in the Requests for Proposals (RFP) for WIOA programs by various local areas. Requests for Proposals (RFPs) for WIOA Youth program providers were released by many areas in Spring 2018, and many of them also planned PY18 RFPs for Occupational Skills Training Programs. All potential proposals must align with the main industry clusters of the local area. Both RFPs also require potential proposals to provide training that allows program participants to enter into a career pathway and be able to advance within that industry cluster.

In addition to making plans to offer Occupational Skills Training Programs directly, all seven LWDA’s have an Individual Training Account (ITA) Program. Participants in the program are required to choose training

in line with high demand occupations in line with the industry sectors in the state. ITAs provide educational or occupational skills training services, and they are currently 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 have been placed on the Eligible Training Provider List. The normal limitation on length of training for regular WIOA funded ITAs is two years. The local workforce development areas provide all ITA services for adults and dislocated workers.

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.

Youth, especially Youth who are out of school and older, are eligible for ITAs through each LWDA's youth program. This program offers enrollment in two-year colleges, or other eligible training provider's occupational skills training class. Training is generally restricted to 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 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 PY17, approximately 2,858 individuals were enrolled in training through ITAs utilizing regular formula WIOA funds.

Work-Based Learning

Apprenticeship - The State of Alabama through its Incumbent Worker Training Program (funded through the Governor's Set Aside funds) also funded an apprenticeship pilot project with Newman Technology of Alabama, Inc. located in Albertville, Alabama. This project began in PY 2017 and is expected to last for four years. During the first year, five apprentices received on the job training at Newman Technology and classroom training at Northeast Alabama Community College. During PY 2017 the apprentices had several measurable skills gains, and at the end of the four years, apprentices will have earned several credentials including an associates degree in either Multi-Skilled Maintenance Technician or Tool and Die and the related apprenticeship national credential. This pilot project was funded to address employers' need for employees with these skills and a shortage of individuals with these skills in the state. If the project is successful, the State of Alabama will consider funding additional apprenticeship projects.

On-the-Job Training - The LWDA's (throughout the state) also offer On-the-Job (OJT) training programs. The OJT program gives individuals an opportunity to learn new job skills and allows employers to train new employees while saving money on training costs. A Business Services Representative (BSR) from the local career center or WIOA administrative entity and the employer 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 two (2) OJT programs: New Hire, and Performance-Based training. The ultimate goal of the two (2) OJT training programs is permanent employment upon successful completion of 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 costs, and wages are negotiated through the Workforce Development Division (WDD) for five of the local workforce development areas. 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 particular time.

Youth: Summer Program/Work Experience

The Southwest Alabama Partnership for Training and Employment, Inc. (SWAPTE) Local Workforce Development Area 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 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, SWAPTE served 32 youth through this initiative.

The five Governor's Workforce Development Area's (GWDA) services for out-of-school youth ages 18 - 24 included a Work-Based Learning Activity offered through the Career Centers located in the LWDA's. 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.

Other Youth Services

The seven local areas' 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 PY17 in an effort to better reach difficult to serve youth. Twenty-nine (29) providers were identified by the seven 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 PY 2017.

- Tutoring, study skills training, instruction and recovery strategies that lead to completion of the requirements for a secondary school diploma or a recognized postsecondary credential
- Alternative secondary school services or dropout recovery services
- Activities that help youth prepare for and transition to postsecondary education and training
- Work-based learning programs that include paid and unpaid work experiences, including internships, apprenticeships and job shadowing as appropriate
- Education, offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster
- Entrepreneurial skills training
- Labor market and employment information about in-demand industry sectors or occupations available in the local area
- Leadership development opportunities, which include community service and peer-centered activities encouraging responsibility and other positive social behaviors as appropriate
- 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 the 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.

In order to meet these goals, 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.

State Funded Activities (Governor's Fifteen Percent)

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. The WDD strives to keep training program information as current and up-to-date as possible.

Presently, there are approximately seventy-seven (77) different training providers and approximately four hundred and forty-seven (447) separate programs on Alabama's WIOA Eligible Training Provider List. Nineteen (19) of these providers offer apprenticeship. The Alabama Eligible Training Provider List may be accessed at <http://www.etpl.alabama.gov>.

Incumbent Worker Training Program

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 2017. 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, non-profits and governmental organizations 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, and cash payments to vendors. Each applicant was eligible to apply for up to \$30,000 of IWTP funds in PY17 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, 2018, Alabama has awarded nearly \$16,006,321 in IWTP funding to Alabama businesses, benefitting over 24,852 workers. This includes \$393,281 awarded for eighteen (18) new IWTP contracts for PY17 (07/01/17 – 06/30/18). Statewide, PY17 contracts were awarded to companies of all sizes in eleven (11) counties benefitting three hundred and twenty-five (325) individual workers.

The chart below provides a snapshot for Alabama's IWTP in PY17:

Contracts per County

County	Contracts Awarded	Planned Participants	Agreement Amounts
Baldwin	1	8	\$29,600
Elmore	1	15	\$19,500
Escambia	1	5	\$25,600
Jackson	3	22	\$72,274
Limestone	2	48	\$38,159
Madison	4	65	\$73,158
Marshall	2	16	\$37,446
Mobile	1	28	\$30,000
Shelby	1	29	\$29,050
St. Clair	1	75	\$30,000
Tallapoosa	1	14	\$8,494
Totals	18	325	\$393,281

Relocation Assistance

The State of Alabama through WIOA Governor's Set Aside funds provides relocation assistance to participants in need of assistance to accept employment in another location. It is intended to serve eligible adults and dislocated workers, who are unable to find suitable employment in their local area and who have secured employment outside of their commuting area (more than 75 miles) necessitating a move. This service is available statewide through the Alabama Career Center System, and information about the program is provided to Dislocated Workers by the State's Rapid Response Team when responding to mass layoffs. Due to the good economy in the State of Alabama with few layoffs, only two individuals were provided this service during PY 2017.

Rapid Response

The Alabama Department of Commerce's Workforce Development Division is designated as the State's Dislocated Worker Unit and 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 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 a 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 the Rapid Response Team staff through the news media, contacts initiated by affected employers/employees, union representatives, or other state and local service agencies.

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. In addition, the State Dislocated Worker Unit coordinates an Information Network of available resources and representatives to provide additional transition assistance, such as; Alabama Children's Health Insurance Program (All-Kids), Alabama Industrial Training, The Governor's Alabama Workforce Council, the Regional Workforce Councils and the Alabama Community College System. 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
 - Regional Workforce Councils
- 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 Program
- 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
- Alabama Department of Senior Services

- Alabama Department of Rehabilitation Services
- AFL-CIO Labor Institute for Training (L.I.F.T.)

The Dislocated Worker Unit Rapid Response Team is comprised of one (1) full time Dislocated Worker Specialist, who is an employee of the Alabama Department of Commerce and one (1) Supervisor to assist when needed with Group Employee Meetings and to manage the overall program. 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 on the Rapid Response Team.

The Rapid Response Team facilitates Group Employee Meetings to increase 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 as dislocated workers. 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. Upon learning of an anticipated plant closing or substantial layoff, Rapid Response staff schedule on-site meetings with company management and labor representatives (if employees are so represented) 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 breakout, by industry, of the number of workers affected by plant closings and/or layoffs reported to the Rapid Response Team during PY17 (July 1, 2017 - June 30, 2018):

Total Individuals Laid Off by Sector

Alabama Department of Commerce	
Workforce Development Division - Rapid Response	
ANNUAL REPORT: July 1, 2017 - June 30, 2018	
Industry	Workers Affected
All Other Miscellaneous Ambulatory Health Care Services	924
Aircraft Manufacturing	832
Other Motor Vehicle Parts Manufacturing	668
Finish Carpentry Contractors	445

General Medical and Surgical Hospitals	351
Offices of Physicians, Mental Health Specialists	207
All Other Support Services	195
All Other Plastics Product Manufacturing	188
Offices of Other Holding Companies	181
Toilet Preparation Manufacturing	150
Supermarkets and Other Grocery (except Convenience) Stores	136
Offices of Physicians (except Mental Health Specialists)	118
Other Electronic Component Manufacturing	104
Child and Youth Services	103
Ship Building and Repairing	80
Other Miscellaneous Durable Goods Merchant Wholesalers	75
Other Grocery and Related Products Merchant Wholesalers	73
Warehouse Clubs and Supercenters	70
Insurance Agencies and Brokerages	68
Specialty Canning	66
Automotive Parts and Accessories Stores	65
Research and Development in the Physical, Engineering, and Life Sciences	57
Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System	56
Sawmill, Woodworking, and Paper Machinery Manufacturing	51
Lessors of Residential Buildings and Dwellings	44
Industrial Supplies Merchant Wholesalers	41
Other Building Equipment Contractors	40
Laminated Plastics Plate, Sheet (except Packaging), and Shape Manufacturing	31
Other Clothing Stores	30
Sporting Goods Stores	30
Clothing Accessories Stores	15
	5,494

Rapid Response records indicate 5,494 workers throughout the state were impacted by forty-two (42) dislocation events (companies) serviced by the Rapid Response Team during PY17. Rapid Response Team staff conducted 88 group employee/local service agency meetings during PY17.

The Rapid Response Team works closely with and encourages the Alabama Career Centers to participate in the Group Employee Meetings (GEMs) at every event and actively participates in the group employee meetings. Each dislocated worker is encouraged to visit one of our many Alabama Career Centers to activate their benefits through the WIOA. If the company may qualify as TRAA, then the process for intake or co-enrollment in the Trade Adjustment Assistance (TRAA) and the Dislocated Worker programs is covered in each GEM. When the TRAA is approved, the dislocated worker receives a letter in the mail telling them how to apply for TRAA benefits online or through one of our Alabama Career Centers.

The Rapid Response Team provides initial meetings with the companies to discuss our services through Group Employee Meetings and Layoff Aversion. During the initial meeting, the Rapid Response Team inquires about the company's position on closing and offers Layoff Aversion strategies to keep the company open. Strategies can include the Incumbent Worker Training Program, which provides up to \$30,000 dollars in training to upgrade existing permanent full-time employees per project and up to \$60,000 in lifetime maximum benefits as well as, the benefits of the other partner organizations. In January of 2018 DWU held a series of Layoff Aversion Planning Meetings to determine the appropriate activities and resources that are available to affected companies and individuals. Shortly thereafter through an Executive Order establishing the Regional Workforce Councils (RWCs) was signed by the Governor. The DWU utilizes the resources of the councils to develop and finalize all layoff aversion resources. The primary objective for the new Regions is to provide a direct link to the workforce needs of business and industry (B&I) at the local level. The RWCs are business driven and business led and follow the newly created comprehensive workforce development system that supports their local economy and job development activities. All counties are served with specific focus on rural counties who typically are underserved.

If the company is adamant on closing, the Rapid Response Team asks if the reason for the closing is related to foreign trade. The Rapid Response Team encourages each company to apply for TRAA benefits during each initial meeting. During the initial meeting, the Team also schedules a date and time to hold Group Employee Meetings. During these meetings, the Rapid Response Team meets with the affected workers to discuss benefits afforded to them as dislocated workers, such as the WIOA programs, Unemployment Compensation, Introduction to our Alabama Career Center System, Mortgage Payment Assistance (Up to \$30,000), Veteran Services, Vocational Rehabilitation, the Alabama Department of Human Resources, etc. The program usually last about an hour per Group Employee Meeting.



Alabama's Career Center System Including Wagner-Peyser Act
Employment Service Activities

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-nine (49) Career Centers (points of service) strategically located throughout the state, is the delivery system for WIOA Title I Career Basic services, Individualized service, Follow-up services, Youth services, Job Training services, and Supportive services to individuals and employers eligible for and in need of these services. WIOA Title III services for individuals and business are also available through the Career Centers. 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 local 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 has been in place for sixteen (16) years and helps clients, who move from one area of the state to another, to be able to recognize and access workforce services. The state recently adopted "Alabama Works" as its brand for all things workforce, and this has been incorporated into the Alabama Career Center System as was the inclusion of "a proud partner of the American Job Center Network" into the branding of the career centers.

Monthly Career Center tracking reports indicate 447,029 Career Center customer visits were recorded during Program Year 2017 (July 2017 – June 2018).

Comprehensive Career Centers (30*)

1) Alabaster, 2) Albertville, 3) Alexander City, 4) Anniston, 5) Bay Minette, 6) Birmingham, 7) Brewton, 8) Decatur, 9) Demopolis, 10) Dothan, 11) Enterprise, 12) Eufaula, 13) Foley, 14) Fort Payne, 15) Gadsden, 16) Greenville, 17) Cullman, 18) Huntsville, 19) Jackson, 20) Jasper, 21) Mobile, 22) Montgomery, 23) Monroeville, 24) Opelika, 25) Pell City, 26) Selma, 27) Sheffield, 28) Talladega, 29) Troy, and 30) Tuscaloosa

Non-Comprehensive Career Centers (8*)

1) Andalusia, 2) Center Point, 3) Fayette, 4) Hamilton, 5) Phenix City, 6) Roanoke, 7) Scottsboro, and 8) Valley

Itinerant Career Center (11*)

1) Athens, 2) Camden, 3) Haleyville, 4) Luverne, 5) Phil Campbell, 6) Vernon, 7) Blountsville, 8) Fort Deposit, 9) Hayneville, 10) Livingston, and 11) Ozark

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

National Dislocated Worker Grants (NDWGs)

The State of Alabama had one NDWG during PY 2017, the Reemployment and System Integration Dislocated Worker Grant (RSI-DWG) to support the purchase and implementation costs for a Title I and Title III Integrated Data System for the Alabama Department of Commerce, Workforce Development Division, and the Alabama Department of Labor.

Technical Assistance

The State of Alabama recently requested technical assistance from the USDOL/ETA Region 3 for its local workforce development boards in PY 2017. PY 2017 was the first year the seven new LWDAs were in operation; and while a lot has been accomplished during this transition year, there are still challenges. Maher and Maher provided the technical assistance in three locations in Alabama during PY 2017. The State has requested technical assistance during PY 2018 customized to each LWDA since each area is unique and has different needs from the others.

The State of Alabama also needs technical assistance in developing sound evaluations methodologies, including evaluation of customer satisfaction.

Success Stories

Adult Success Stories

Deana came to the CAPTE/WIOA office seeking a better life. She was 44 years old, a single parent, unemployed and receiving food stamps. During her case management interview, Deana expressed a desire to train in the medical field as a medical assistant. Deana decided to train with Nursing Assistant Solutions, in Midfield, Alabama. Deana successfully completed her training and became certified as a medical assistant. When Deana first came to the Central Alabama Partnership for Training and Employment (CAPTE)/WIOA she was making an hourly wage of \$12.75. Since completing training and becoming certified, Deana is now working as a medical assistant, with an hourly wage of \$16.

Jeremy contacted the career center in search of training assistance to re-enter the workforce. He was a past offender and felt his background and not having marketable skills was hindering his chances of finding employment. Jeremy had spoken with a representative at "A Cut Above the Rest" training facility, who stated they could provide training as well as place the client in employment upon completion of training. The company also stated that they worked with individuals, who had a less than a perfect background. He was very interested in training at this facility because of the success stories of other previously enrolled individuals, who had completed training and found employment. Through the WIOA program, he was able to enroll in training as a Construction Equipment Operator. Jeremy was offered employment during training and is still currently employed with the company. He successfully completed the program and is currently in the process of finding his own home.

Dislocated Worker Success Stories

Terry is a Veteran with an Honorable Discharge from the United States Navy. He came into the Cullman Career Center in March of 2015 to talk about the impending shutdown of Fritz Enterprises, where he was a Machine Maintenance Technician for 11 years. After the shutdown, Terry felt like he needed a change in his occupational field. Machine Maintenance was not fulfilling his purpose, but the field of Nursing seemed to be more suited for his ability to help people be whole again. We discussed his options for the future. He completed his Prerequisite Studies prior to entering the Associate Degree Nursing Program (ADN). Under his Trade Act Petition, his Trade Act Training Program covered the books and tuition of his prerequisites and his ADN training at Wallace State Community College in Hanceville, Alabama.

Terry was a little rough around the edges to start, but soon came to realize that the Cullman Career Center was trying to help him meet his goals. Terry began his ADN Training in earnest in May 2015, making satisfactory progress as he continued his studies. He will graduate from the ADN Program in August 2018 from Wallace State Community College in Hanceville, Alabama. Terry is preparing for the NCLEX-RN Exam.

Alvin, a dislocated worker who had been employed with Winn-Dixie the last 26 years, learned of the WIOA program from a former participant. Alvin, who had been shifted from one store location to another due to company downsizing and store closures, opted out of relocating this last time and decided he wanted a career change.

Alvin completed the necessary paperwork and requirements to be certified eligible for WIOA/ITA funding. He attended the Tractor Trailer Truck Driving Training Program through Trenholm State Community College – Montgomery and earned his Class A, Commercial Driver's License.

Alvin has been offered employment with companies in Tuscaloosa and with Werner Enterprises, a logistics and transportation company.

Youth Success Stories

Wesley was introduced to WIOA as a GED participant. Wesley, who is autistic, was severely introverted. One of his greatest challenges was communicating with strangers and engaging in unfamiliar settings. Through determination and WIOA support, he earned his GED and overcame his dropout status.

Next, he agreed to address his lack of soft skills and work experience by participating in the Work Based Learning program. The position: Community Career Center Aide. His duties: answering phones, greeting visitors, assisting customers with online applications, and developing resumes. His transformation was incredible and inspirational. The introverted GED student was now an "extroverted" support person to many job seekers. His customer service abilities and wonderful sense of humor put job seekers at ease and made the Community Career Center a welcoming place for those needing assistance.

After completing the Work Based Learning assignment, Wesley applied for and was accepted into the AmeriCorps program. He accepted the challenge of making a year-long, full-time commitment to serve on a specific project at a nonprofit organization or public agency. No longer an introvert, Wesley continued serving job seekers at the Community Career Center as well as participate in specific tasks for AmeriCorps, such as AmeriCorps conference calls, data entry, and document completion.

Wesley completed his commitment to AmeriCorps and is now enrolled in post-secondary education as a Business Major.

Jino was a bright student, positive, and wanted success out of life. Unfortunately, he began to hang out with the wrong crowd. He exhibited a disrespectful attitude towards his teachers and elders. His actions eventually led to incarceration after being accused of a home invasion.

Following his release on bond, Jino decided to take this opportunity to make a change in his life. He decided to get his GED. He enrolled in a local program and quickly realized he needed additional help to prepare himself to test for the GED. He was referred to the Pathway to Employment Program. The small class sizes and enthusiastic attitude exhibited by the staff made him feel welcome. Their support, motivated Jino to achieve success in the classroom and on the job. "I will never forget the excitement I felt when I received passing scores on the GED Ready test. I knew I was ready to take and pass the GED test."

Furthermore, Jino encourages others to achieve in the classroom and in life. "Get your education because there is nothing you can do without it. You have to have some motivation whether it's family, independence, or wanting to be a better you," he said.

Jino has his GED and now works for a local construction company as a roofer. He is also learning plumbing and other trades. "I am most thankful to be productive and provide financial support to my mom and grand mom, said Jino. His future plans include enlisting in the Navy and becoming a real estate investor.

Challenges

In PY 2017 the largest challenge for the State of Alabama also resulted in the its greatest achievement. The state successfully implemented the establishment of seven new local workforce areas and seven new local workforce boards while continuing to provide quality services to both individuals and business. The new local areas are configured to better meet the needs of each region.

Other challenges that have been noted by workforce staff in the state are customers' transportation needs in rural areas and providing follow-up services. Many customers lack transportation to go to work or attend training, and most rural areas in the state do not have any public transportation available. Local areas are looking into ways to address this challenge such as existing resources in their areas. Also, concerning follow-up services staffs have learned that intensive contact with participants is required in order to determine (in real time) the outcomes for those participants. Some strategies (that have been put into place in some areas) are to contact the person multiple times using different kinds of methods such as letters and emails to ask them if they need assistance with job searches or placement. Providing an easy way to respond such as email has increased the response rate.

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 some of these allocations for career center operations within their boundaries. Alabama currently has 49 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) (State and Local), as provided under *Sections 101 and 107* 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 seven (7) Alabama local workforce development areas are represented by seven Local WDBs. 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 five (5) Governor's Workforce Development Areas. They are North Alabama Works!, East Alabama Works!, West Alabama Works!, Central Alabama Works!, and Southeast Alabama Works! The other two areas are the Central Alabama Partnership for Training and Employment (CAPTE) and the Southwest Alabama Partnership for Training and Employment (SWAPTE). The Chief Local Elected Official for CAPTE is the President of the Jefferson County Commission. The Chief Local Elected Official for SWAPTE is the Chair of the Chief Elected Officials Council established for the LWDA.

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 development 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 2017:

Governor:

Honorable Kay Ivey

Representatives of State Legislature:

Alabama House – Terri Collins

Alabama Senate – Clay Scofield

Representatives of Business:

Alabama Power Company – Joseph Brown
Alabama Power Company – Steve Hildebrant
American Buildings Company – Anne Savage
Austal U.S.A. – Sandra Koblas
BroadSouth Communications, Inc. – Mike Reynolds
Bryant Bank – Bobby Humphrey
Chamber of Commerce of West Alabama – Donny Jones
Cooper Law – AJ Cooper
CrowderGulf – Ashley Ramsay-Naile
CSP Technologies – Kasey Myers
Economic Development Association of AL – Jim Searcy
General & Automotive Machine Shop, Inc – Ronnie Boles
Hyundai Power Transformers USA – Tony Wojciechowski
Jobkeeper Alliance – Patrick Cagle
Lavender, Inc. – Lawrence Lavender
Mach III, Inc. – Bruce Willingham
Manufacture Alabama – George Clark, Board Chair
Montgomery Area Chamber of Commerce – Jessica Horsley
Phifer, Inc. – Russell Dubose
Pioneer Electric Cooperative, Inc. – Cleveland Poole
Self-Employed – Sherry Vest
Silas Electric and Tree Service, LLC – Wayne Silas
The Boeing Company – Ken Tucker
Thompson Tractor Company, Inc. – Jason Long
Volkert, Inc. – Perry Hand

Representatives of Workforce:

AL Construction Recruitment Institute – Jason Phelps
Alabama AFL-CIO – Bren Riley
Alabama AFL-CIO – Mary Allbritten
Alabama AFL-CIO – Mike Fields, Executive Board
Easter Seals Alabama – Lynne Stokley
Montgomery Job Corps – Frank Coiro
Southwest Alabama Partnership for Training & Employment – Sydney Raine
Still Serving Veterans – William Webb

Representatives of Government:

Required WIOA Core Partners:

Ed Castile, Deputy Secretary of Commerce for Workforce Development
Alabama Department of Commerce, *Title I*

Jimmy Baker, Chancellor, Alabama Community College System (ACCS), *Title II*

Fitzgerald Washington, Secretary, Alabama Department of Labor, *Title III*

Jane Elizabeth Burdeshaw, Commissioner
Alabama Department of Rehabilitation Services, *Title IV*

Required County Elected Official:
Merceria Ludgood, Commissioner
Mobile County Commission

Required City Elected Official:
Mayor Tony Haygood
City of Tuskegee, Alabama

Other:
Nancy Buckner, Commissioner
Alabama Department of Human Resources

Dr. Jim Purcell, Executive Director
Alabama Commission on Higher Education

Josh Laney, Career & Technical Education
Alabama Department of Education

Alan Baker, State Representative for State House District No. 66
Alabama House of Representatives

Jeff Lynn, Vice Chancellor for Workforce and Economic Development
Alabama Community College System (ACCS)

State Level Coordination

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

- Alabama Department of Commerce, Workforce Development Division - State-level WIOA (WIOA Grant Administration); Local Area WIOA (Local WIOA Grant Administration for LWDA 1, 2, 3, 5, and 6), National Dislocated Worker Grants, and Rapid Response Services
- Alabama Department of Commerce, Business Division - Alabama Industrial Development Training (pre-employment services, Ready-to-Work Program), Industrial Recruitment, Aid to Existing Industries
- Alabama Department of Education (Secondary) - Career/Technical Education
- Alabama Community College System - Two-Year College System (workforce training programs), Adult Basic Education, and Alabama Technology Network
- Alabama Department of Rehabilitation Services
- Alabama Department of Human Resources - Subsidized Employment Program (SEP), Food Stamp Training Program (SNAP E&T), JOBS Program (TANF)
- Alabama Department of Senior Services
- Alabama Department of Labor - Unemployment Compensation, Employment Service, Labor Market Information, Trade Adjustment Assistance, Veterans Services, WIOA Business Outreach, Mobile Career Center Vehicle (MCCV), Staff for Career Centers

Specific interagency coordination activities include:

- A continuous exchange of customer information among: LWDA 4 (CAPTE), LWDA 7 (SWAPTE), and the Alabama Governors Local Workforce Development Areas (LWDAs 1, 2, 3, 5 and 6), 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

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.

PY17/FY18 Federal WIOA Allocation Levels

Activity/Program	WIOA Allocations
State-Level Activities	\$ 6,309,509.00
Statewide Rapid Response Activities	\$ 0.00
Local Area Adult Programs	\$ 13,619,724.00
Local Area Youth Programs	\$ 14,095,276.00
Local Area Dislocated Worker Programs	\$ 18,554,734.00
TOTAL	\$52,579,243.00

Please note that funds were not set aside for Rapid Response in PY 2017 because there were sufficient funds available from the PY 2015 allocation to fund Rapid Response activities during the year. Additional specifics regarding Alabama PY17/FY18 WIOA program funding levels are found in Attachment D.

Attachments

Governor's Office of Education and Workforce Transformation (GOEWT)	A
Alabama Career Center Customer Satisfaction Survey	B
Alabama Career Center Employer Survey	C
Local Area WIOA Planning Allocations	D
Alabama: An Economic Profile	E
Alabama Outlook for 2019	F
Cost of Program Activities	G
Cost per Participant Analysis	H

SUBJECT: Governor's Office of Education and Workforce Transformation (GOEWT)

The Mission, Goals, Objectives, and Strategies of the GOEWT

The Governor's Office of Education and Workforce Transformation (GOEWT) was established to implement Governor Ivey's Strong Start, Strong Finish education initiative and workforce development strategic plan by coordinating workforce development and education for the State of Alabama.

- The GOEWT is housed within the Office of the Governor, is led by the Coordinator of the GOEWT, and is charged with three goals:
 - to increase the labor force participation and decrease the unemployment and underemployment rates;
 - to surpass the Alabama post-secondary attainment goal; and
 - to create career pathways in all 16 career clusters for in-school youth, out-of-school youth, adults, and disconnected populations.
- The GOEWT will focus on three primary objectives to achieve each of the three goals:
 - braid Alabama's federal education and workforce development funding streams to support an education-to-workforce pipeline;
 - create and manage the state longitudinal database system (SLDS); and
 - create the Alabama Industry-Recognized and Registered Apprenticeship (AIRRAP) program.
- The GOEWT will employ the following strategies to make progress against the three primary objectives:
 - braid Alabama's federal education and workforce funding streams;
 - modify Alabama's ESSA, CTE, and WIOA state plans to focus on in-demand career pathways, industry-recognized credentials, and work-based learning;
 - oversee the Governor's P20W Council that will govern the SLDS;
 - manage the development of the SLDS;
 - develop the Alabama College and Career Exploration Tool (ACCET);
 - align Alabama's Workforce Development, Secondary and Post-Secondary CTE, and Adult Education Programs;
 - identify valuable credentials and career pathways aligned to secondary, post-secondary, and adult education programs of study;
 - coordinate the establishment of the Alabama Office of Apprenticeship and the establishment of the AIRRAP; and
 - create a unified workforce marketing, outreach, and incentive strategy.

Braiding Alabama's federal Education and Workforce Funding Streams

- Three federal laws—the Every Student Succeeds Act (ESSA), the Carl D. Perkins Career and Technical Education Act (Perkins V), and the Workforce Innovation and Opportunity Act (WIOA)—provide federal support for state education and workforce activities.
 - ESSA (reauthorized in 2015), Perkins V (reauthorized in 2018), and WIOA (reauthorized in 2014) were aligned by design to create an education-to-workforce pipeline linking students to in-demand career pathways.

Attachment A

- ESSA provides funding for public education from kindergarten to 12th grade. Perkins provides states funding to improve both secondary and postsecondary career and technical education (CTE) programs. WIOA funds the public workforce development system for youth and adults looking for meaningful employment.

Modifying Alabama's ESSA, CTE, and WIOA State Plans to Focus on In-Demand Career Pathways, Industry-Recognized Credentials, and Work-Based Learning

- The GOEWT will work to braid Alabama's WIOA and CTE funding streams to support apprenticeships for in-school youth.
 - The GOEWT will direct the state and local WIOA boards, the ACCS, and the ALSDE to work together to ensure that WIOA and CTE funds are used to provide complementary services for programs aligned to in-demand career pathways.
 - The GOEWT will request waivers from the U.S. Department of Labor to allow in-school youth to access ITAs funded by WIOA Title I.
 - The GOEWT will work to get Perkins CTE Included as a partner in the consolidated state WIOA plan.
 - Ensure that the Perkins CTE state plan includes performance indicators focused on attaining industry-recognized credentials, dual enrollment, and work-based learning.

Overseeing the Governor's P20W Council that will govern the SLDS

- The GOEWT will manage the development of the state longitudinal database system (SLDS).
 - The SLDS will serve as an integrated workforce and education database that will provide the data needed to identify in-demand careers and credentials.
 - The P20W Council ("P" is preschool, "20" represents kindergarten through graduate school, and "W" represents entry into the workforce) will govern the use of data collected by the SLDS.
 - The P20W Council will consist of the agency heads who are a partner to the SLDS. The SLDS will be staffed by OIT and managed by the P20W council. The P20W Council will be chaired by the Governor or her designee.
 - Creating The SLDS, governed by the P20W council, will help the Governor establish a process for regularly adjusting Alabama's workforce and economic development programs to meet the needs of Alabama's economy.
 - The GOEWT will use WIOA set-aside and reserve funds to create a data-driven accountability system.

Aligning Alabama's Workforce Development, Secondary and Post-Secondary CTE, and Adult Education Programs

- The GOEWT will work to align high school and community college CTE coursework to valuable credentials and career pathways.
 - The GOEWT will work with the Alabama Workforce Council (AWC), the Alabama State Department of Education (ALSDE), and the Alabama Community College System (ACCS) to align CTE program offerings with the credentials in the Alabama Compendium of Valuable Credentials.

Attachment A

- The GOEWT will develop career pathways for all 16 CTE career clusters and map them to secondary and postsecondary CTE courses of study. The GOEWT will develop articulation agreements for all 16 CTE career pathway clusters.
- The GOEWT will develop a statewide definition of college and career readiness and will promote innovative partnerships between ALSDE and ACCS to remediate students in basic skills before they graduate high school.
- The GOEWT will work with the ALSDE and the ACCS to promote co-enrollment in WIOA Title II adult education programs, postsecondary CTE programs, and WIOA title I adult programs.
- The GOEWT will articulation agreements, and dual-enrollment courses which lead to seamless matriculation from secondary to postsecondary CTE coursework.
- The GOEWT will target skills gaps, unemployment, and labor force participation by subgroups with a focus on equity.

Identify Valuable Credentials and Career Pathways

- Using labor market and data from the SLDS, the GOEWT will create regional and state lists of high-value, industry-recognized credentials and high-demand, fast-growing career pathways.
 - The Regional Workforce Councils will use the SLDS to determine each region's share of the 500,000 additional degrees, certificates, and credentials required to meet Alabama's postsecondary education attainment goal by 2025.
 - Next, each region will determine how many degrees, certificates, and credentials must be earned in each career sector to meet its share of the attainment goal.
 - The regional workforce councils will, in collaboration with the Alabama State Department of Education (ALSDE) and the Alabama Community College System (ACCS), produce a list of regional in-demand credentials of value.
 - The GOEWT, in consultation with the Alabama Workforce Council, will promulgate an Alabama Compendium of Valuable Credentials, which will include all credentials that appear on at least one of the regional lists of in-demand credentials.
 - The GOEWT use data from the SLDS to align the goals of the state and local Workforce Development Boards and the Alabama Workforce Council to create a unified workforce brand and marketing strategy.
 - The GOEWT will review, and provide recommendations for reforming, occupational licensing requirements.

Using the SLDS to Create the Alabama College and Career Exploration Tool (ACCET)

- The GOEWT will use data from the SLDS to create an online dashboard that allows students to compare educational and career options.
 - The Alabama Office of Information Technology (OIT) will use the SLDS to create the Alabama College and Career Exploration Tool (ACCET).
 - The GOEWT, through the P20W Council, will govern the ACCET and will direct its development.
 - The ACCET will allow students to compare and contrast myriad all of their college and career options by offering head-to-head comparisons of program prerequisites, expenses, and employment statistics.

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- Jobseekers will use the ACCET to seek training and open positions, and employers will be able to post jobs;
- The GOEWT will integrate the ETPL; a FAFSA completion tool; a college admissions tool; and the WIOA one stop system into the ACCET.

Establishing the Alabama Office of Apprenticeship (AOA)

- The U.S. Department of Labor allows registered apprenticeship programs to be approved by either the federal Office of Apprenticeship or a federally-recognized state apprenticeship agency.
 - Alabama currently used the federal Office of Apprenticeship to certify its registered apprenticeships. The GOEWT will work with the Department of Commerce Workforce Development Division to request permission from the U.S. Department of Labor to establish the Alabama Office of Apprenticeship (AOA), which will be housed within the Department of Commerce Workforce Development Division.
 - The AOA will create a federally-recognized state apprenticeship credential, equivalent to the Department of Labor's Registered Apprenticeship credential.
 - The Alabama Office of Apprenticeship will certify Alabama's industry-recognized apprentice programs (IRAPs) and registered apprenticeships (RAs).
 - IRAPs will not be automatically eligible for WIOA funds; however, creating the AOA and allowing it to certify IRAPs will enable IRAP participants to receive WIOA funding for training services.

Creating the Alabama Industry-Recognized and Registered Apprenticeship Program (AIRRAP)

- Aligning ESSA, CTE, and WIOA funds to focus on in-demand career pathways and using the SLDS to identify the state and regional credentials of value will allow Alabama to develop a first-of-its-kind apprenticeship model.
 - The GOEWT will manage the Governor's Advisory Council for Excellence in STEM, the Campaign for Grade-Level Reading, and promote the use of Perkins for 5th grade and up and WIOA for 14 and 15-year olds to encourage career exploration and discovery.
 - The GOEWT will collaborate with the ALSDE, ACCS, and the Department of Commerce to establish the Alabama Industry-Recognized and Registered Apprenticeship Program (AIRRAP).
 - Under the AIRRAP, beginning in 7th and 8th grade, students will be given the opportunity to participate in career exploration activities.
 - Beginning in 9th grade, students may participate in pre-apprenticeship programs aligned to career pathways and credentials designated as valuable by the Alabama Compendium of Valuable Credentials.
 - During 10th, 11th, and 12th grade, students will participate in youth registered apprenticeships and the industry-recognized apprenticeships (IRAPs). AIRRAP graduates may earn their high school diploma, associate's degree, industry-recognized credentials, and an apprenticeship credential at the time of high school graduation.
 - Students participating in youth apprenticeships will also participate in dual

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enrollment courses at a community college. The ALSDE and the ACCS will collaborate to streamline articulation agreements among career pathways participating in the AIRRAP to ensure a seamless transition between high school and community college.

- The GOEWT will promote dual-enrollment, post-secondary graduation credit for work-based learning credits earned while participating in secondary in-school youth AIRRAP programs.
- The GOEWT will cultivate a consortium of state agency and private sector partners who will employ in-school youth apprentices.
- The GOEWT will work with higher education partners to sponsor apprenticeship programs for students who require advanced study.

Creating a Unified Workforce Marketing, Outreach, and Incentive Strategy

- The GOEWT will solidify the brand AlabamaWorks! as the unified workforce brand for the state and will unify marketing strategies and budgets to target disconnected individuals.
- The GOEWT will target the underemployed and disconnected populations (long-term unemployed, ex-felons, SSI recipients, TANF/SNAP recipients for integration into adult education and career pathways through the AIRRAP and promote WOTCs to hire them as apprentices.
- The GOEWT will establish awards and recognition programs for employers who employ in-school and out-of-school AIRRAP participants.
- Targeting skills gaps, unemployment, and labor force participation by subgroups with a focus on equity.
- The GOEWT will develop WIOA Title I strategies for opioid response, add workforce representatives to the Alabama Opioid Response Task Force, and will add workforce strategies to the opioid state plan to make the state more competitive for federal grants.

Structure of the Governor's Office of Education and Workforce Transformation (GOEWT)

The GOEWT shall be housed within the Office of the Governor, and it shall be led by the Coordinator of the GOEWT. The coordinator of the GOEWT shall be responsible for the implementation of the Governor's Consolidated Workforce Development Strategic Plan and achieving the enumerated goals and objectives of the GOEWT by employing the strategies outlined herein. The GOEWT Coordinator shall synthesize the advice and recommendations provided by the constituents of the GOEWT and shall thereby advise the Governor on transforming the education and workforce systems of Alabama and to sustain that transformation through empirical evaluation.

The GOEWT Advisory Council

The Governor may appoint a GOEWT Advisory Council, consisting of 22-member agencies, who shall provide, advice and consent on the recommendations of the Coordinator of the GOEWT. The Coordinator of the GOEWT shall present recommendations to implement the goals and objectives of the GOEWT, through the strategies contained herein, to the GOEWT Advisory Council. The GOEWT Advisory Council shall be chaired by the Chief Advisor to the

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GOEWT, who shall be a voting member of the GOEWT Advisory Council in the event of a tie vote. The Council may elect from among its members a president pro tempore, who shall preside over the Council absence of Chief Advisor on Workforce Development. The Council shall conduct its business in accordance with *Roberts Rules of Order Newly Revised* bylaws adopted by the Council.

The Council may approve bylaws affecting its own governance, elements contrary to the contents contained herein notwithstanding, with a majority vote of a quorum of the Council during an official meeting. The Coordinator of the GOEWT may veto bylaws within 30 days of passage. The Council may override the Coordinator's veto with a two-thirds majority vote of a quorum present during an official meeting within 30 days of the veto. The Coordinator shall call an official meeting to consider a veto override within 30 days of vetoing a bylaw, or the veto is nullified. Veto override votes are not subject to the work session requirement before the Council may vote to move the question. The Council may vote to submit policy suggestions to the Coordinator by a majority vote of a present quorum. A policy recommendation moved by recommendation of the Council shall be signed or vetoed by the Coordinator. If signed, or if the veto of the Coordinator is overridden, then the Coordinator will present the recommendation to the Governor. The Governor or the Coordinator of the GOEWT may call meetings of the GOEWT Advisory Council. An affirmative vote of the majority of a quorum of the GOEWT Advisory Council shall be required before the Coordinator of the GOEWT shall present the aforesaid recommendations the Governor. During each called meeting of the GOEWT Advisory Council, there shall be an official meeting followed by a work session. During the official meeting, the Council may vote to confirm or disapprove of recommendations presented by the Coordinator of the GOEWT at the previous called work session. The Chief Advisor on Workforce Development shall preside over the work sessions and the Coordinator of the GOEWT shall hold the floor during the work sessions, and the Coordinator may present and describe recommendations to the Council during the work sessions. The Council may not vote during work sessions.

The Governor may appoint liaisons to serve on the GOEWT Advisory Council from the following agencies:

Alabama Medicaid Agency	Mental Health	ADECA
DHR	Commerce	Senior Services
Corrections	GOMA	OIT
Labor	DYS	Alabama Senate
Alabama House	ALSDE	ACCS
ACHE	State WDB	AWC
ADRS	Veterans Affairs	DECE
Child Abuse and Neglect Prevention		

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GOEWT Advisory Council Committees

To ensure that the GOEWT is implemented to fidelity and that the GOEWT's recommendations to the Governor reflect the will of most of the constituent agencies, the Coordinator of the GOEWT will form GOEWT Advisory Council Committees that will facilitate providing advice and consent on the myriad issues under the purview of the GOEWT. The following committees shall serve as the GOEWT Advisory Council standing committees: the Committee on Economic and Workforce Projects; the Committee on Pathways to Career; the Committee on Excellence and Opportunity; the Committee on Research and Evaluation; the Committee on Innovation and Alignment.

GOEWT Staff and Description of Staff Duties

The Coordinator of the GOEWT shall appoint (with the advice of consent of the GOEWT Advisory Council, the consent of employing agencies and supervisors, and the consent of the Governor) a chief advisor on workforce development, who must be an employee of the Department of Commerce Workforce Development Division at the time of appointment; an advisor on Pre-K – 12 Education, who must be an employee of the Alabama Department of Early Childhood Education at the time of appointment; an advisor on secondary career and technical education, who shall be an employee of the Alabama State Department of Education at the time of employment; an advisor on postsecondary career and technical education, who shall be an employee of the Alabama Community College System at the time of employment. The Coordinator of the GOEWT may delegate to the advisors the duties herein enumerated, and all such duties assigned to the Coordinator of the GOEWT henceforth, viz:

- Chief Advisor on Workforce Development
 - Director of the Office of Governor's Office of Workforce Statistics
 - Support the P-20W Council
 - Manage the Combined State WIOA Plan (all core and partner programs)
 - Director of the Alabama Office of Apprenticeship
 - Project Developer and Manager of the ACCET
 - Director of Unified Workforce Marketing, Outreach, and Branding Strategy
- Advisor on Pre-K – 12 Education
 - Director of the Alabama Campaign for Grade-Level Reading
 - Director of the Governor's Advisory Council on STEM Education (ACES)
 - Director of the Governor's Advisory Council on Computer Science Education
 - Manage the combined ESSA state plan and provide modifications thereto
 - Direct the implementation of Strong, Start, Strong Finish
 - Manage the development of essential skills and character
- Advisor on Secondary Career and Technical Education
 - Co-leads the Alabama Compendium of Valuable Credentials
 - Directs the development of secondary level of the AIRRAP secondary-to-postsecondary education pipeline in valuable career pathways
 - Directs expansion of work-based learning and dual enrollment
 - Director of the JAG network
 - Directs career discovery and exploration
- Advisor on Post-Secondary Career and Technical Education
 - Co-leads the Alabama Compendium of Valuable Credentials
 - Directs the development of the postsecondary and adult levels of the AIRRAP

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- secondary-to-postsecondary education pipeline in valuable career pathways
- o Directs the Alabama Registered Apprenticeship College Consortium (ARACC)
- o Directs development of secondary-to-postsecondary and adult-to-postsecondary CTE dual enrollment and articulation pathways
- o Directs career pathways for disconnected and incumbent populations

The Coordinator of the GOEWT shall appoint, with the approval of the GOEWT Advisory Council and the Governor, a Staff Director, who shall provide administrative, technical, research, and logistical support to the Coordinator of the GOEWT, GOEWT advisors. The Staff Director shall report to the Coordinator of the GOEWT. The Staff Director may, with the consent of the Coordinator, with the advice and consent of the Council, and with the consent of the Governor's Chief of Staff, hire no more than five staff members to provide administrative, research, evaluation, technical support to the GOEWT and its partner agencies and to manage the Governor's Office of Education and Workforce Statistics. The Governor's Office of Education and Workforce Statistics will provide program evaluation for core and partner WIOA programs and will house and manage the state longitudinal database system, which will be staffed by an OIT detachment. The Coordinator of the GOEWT shall provide recommendations for the establishment of a competency-based, competitive GOEWT apprenticeship program, mapped to the Government and Public Administration Career Cluster. The GOEWT apprenticeship program competition shall be made available to students in Alabama's public and private two- and four-year postsecondary education institutions. A common application shall be made available to applicants that will outline an application process and interview process. The GOEWT apprenticeship program will hold three competitive rounds annually to place five apprentices in the fall, spring, and summer semesters. The GOEWT shall collaborate with the Apprenticeship Alabama, ACCS, and ACHE to develop a competency-based, registered-apprenticeship model for the GOEWT Apprenticeship Program with progressive wage increases aligned to the mastery of evaluated competencies. Of the five apprentices selected each semester, the apprentice who receives the highest score shall be designated the research assistant to the Chief Advisor for Workforce Policy. The remaining four apprentices shall be assigned randomly as staff assistants to the four advisors.

Funding the GOEWT

The Carl D. Perkins Career and Technical Education (CTE) Act and the Workforce Innovation and Opportunity Act (WIOA) provide for state leadership activities to align secondary, postsecondary, and adult workforce development programs to career in-demand pathways. The Perkins CTE provides for a 10 percent state leadership set-aside and a 5-percent administration set-aside, which do not require a state match. WIOA Title I (the adult, youth, and dislocated worker programs) provides for a 15-percent Governor's leadership set-aside fund for statewide workforce activities, which does not require a state match. Five percent of the Governor's set-aside may be used for administration and 10 percent may be used for statewide leadership activities.¹ WIOA Title II (programs funded under the Adult Education and Family Literacy Act) provides for a 12.5 percent state leadership set-aside, which requires a 12.5 percent state match

¹ The Congressional Research Service, The Workforce Innovation and Opportunity Act and the One-Stop Delivery System, 27 October 2015, accessed on 15 October 2018 <<https://www.everycrsreport.com/reports/R44252.html>>.

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(the state match may be cash or in-kind).² The required and permissible uses of state leadership and administrative funds under CTE and WIOA Title I and II are directly aligned to the goals, objectives, and strategies identified by the GOEWT.

The WIOA Title I Governor's 15-percent set-aside has seven required uses: dissemination of the state list of eligible providers of training services; evaluations of state workforce investment programs; assistance to local areas for local and regional planning; technical assistance to local areas not meeting required performance accountability measures; assistance to local areas in establishing One-Stop delivery systems; assistance to local areas with high concentrations of eligible youth; and operation of a fiscal and management accountability system in order to report on and monitor the use of WIOA funds. Allowable uses for the Governor's 15-percent set-aside include: administration of state activities; provision of incentive grants to local areas for performance; research and demonstration projects; supporting financial literacy; implementation of innovative training programs, such as layoff aversion strategies and sector and industry partnerships; and technical assistance to local areas implementing pay-for-performance strategies.³ WIOA II permits the use of state leadership funds to align adult education programs to other core and partner WIOA programs, to provide technical assistance to adult education providers, and to align adult education programs to career pathways.⁴

Under Perkins V, the 10-percent state leadership set aside must be used for five required activities: support for programs for special populations, and other activities that expose students, including special populations, to high skill, high wage and in-demand occupations; individuals in state institutions; recruiting, preparing, or retaining of CTE teachers; providing technical assistance to eligible recipients; and reporting on the effectiveness of this funding stream in achieving the state's strategic vision. Perkins also includes 25 permissible uses for the 10-percent leadership set-aside, including developing statewide programs of study; establishing statewide articulation agreements; establishing statewide sector or industry partnerships; awarding incentive grants to eligible recipients; supporting the adoption and integration of recognized postsecondary credentials and work-based learning into programs of study, and for increasing data collection associated recognized postsecondary credentials and employment outcomes or consultation with other state agencies on licenses or certifications.⁵

The Governor's Office may enter into an MOU with the Alabama Department of Commerce (the fiscal agent for WIOA Title I), the Alabama Community College System (the fiscal agent for WIOA Title II), and the Alabama State Department of Education (the fiscal agent for Perkins CTE) to transfer state leadership and administration funds to the GOEWT for the purposes of implementing the required and permissible activities for state leadership activities under WIOA Title I, WIOA Title II, and Perkins CTE. Due to the close alignment between the required and permissible activities under WIOA and Perkins and the goals and objectives of the GOEWT, implementing the required and permitted for statewide leadership under Perkins and WIOA will

² U.S. Department of Education, Overview of WIOA Title II, Adult Education, 22 July 2014, accessed 15 October 2018 <<https://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-overview.pdf>>.

³ The Congressional Research Service, The Workforce Innovation and Opportunity Act and the One-Stop Delivery System, 27 October 2015, accessed on 15 October 2018 <<https://www.everycrsreport.com/reports/R44252.html>>.

⁴ 29 U.S. Code § 3303

⁵ Association for Career and Technical Education (ACTE), Strengthening Career and Technical Education for the Twenty-First Century Act Public Law 115-222, Connecting Education and Careers, accessed on 15 October 2018 <https://www.acteonline.org/wp-content/uploads/2018/08/Perkins_Webinar_Slides.pdf>.

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permit the GOEWT to achieve its goals and objectives. For program year (PY) 2017, the Department of Commerce carried-over \$2,735,708.96 of the 5-percent of the administration set-aside and \$4,704,057.91 of the 10-percent set-aside for state leadership activities. For PY 2018, the Alabama Community College System carried-over \$304,000 in WIOA Title II leadership funds. The Alabama State Department of Education carried-over \$115,000 state leadership funds and over \$600,000 in administrative funds for Perkins. The Alabama is the only state in the Union to fund Perkins and WIOA on the fiscal year system year system rather than the program year; therefore, there is a lag between the receipt of the federal grant on July 1 (the beginning of the program year) and the dispersal of funds on October 1 (the beginning of the fiscal year). Thus, there is a narrow window of opportunity to take advantage of the lag-time to transfer a portion of the carried-over WIOA and Perkins funds to the GOEWT before those funds are repurposed now that the 2018 fiscal year has begun (carried-over funds are set to a 27-month program period; thus, carrying-over funds year-to-year will lead to funds reverting to the grantor at the end of the 27-month program period). Transferring carried-over state leadership funds will allow the GOEWT to provide administrative, research, evaluation, and technical support, authorized by the required and permissible uses of WIOA and Perkins leadership funds, to achieve its goals and objectives.

Program Year 2018 Carry-Over Levels for Perkins CTE and WIOA Title I and Title II Administration and Statewide Leadership Activities

Commerce

WIOA Title I Administration	\$2,735,708.96
WIOA Title I State Leadership	\$4,704,057.91

Alabama State Department of Education

Perkins CTE Administration	\$600,000
Perkins CTE	\$115,000

Alabama Community College System

WIOA Title II State Leadership	\$304,000
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Proposed State Leadership and Administration Funding Transfer Levels

Perkins CTE (ALSDE)

Administration	\$100,000
State Leadership	\$100,000

WIOA Title I (Commerce)

Administration	\$200,000
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WIOA Title II (ACCS)

State Leadership	\$100,000 ⁶
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Total	\$500,000⁷
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⁶ The state appropriates over \$12 million in Education Trust Fund dollars for adult education programs, which will cover the required state match for WIOA Title II state leadership funds.

⁷ It is recommended that the Governor's Office enter into a contract with the Brustein and Manasevit, PLLC, to provide technical legal assistance to the Governor's Office for transferring WIOA and Perkins leadership and administrative funds to the GOEWT.

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The Governor's Office of Education and Workforce Transformation (GOEWT) Action Items

GOEWT Administrative Action Items

1. October 2018—transfer Perkins and WIOA Title I and II funds to the Governor's Office to support the research, evaluation, and administrative functions of the GOEWT.
2. October 2018—Appoint the Advisors to the GOEWT on Pre-K – 12 Education, Secondary CTE, Postsecondary CTE, and Workforce.
3. November 2018—Develop the GOEWT Registered Apprenticeship Program, which will include a statewide competition among 2- and 4-year college students for five apprentice slots in the GOEWT.

Perkins CTE and WIOA State Plan Modification Action Items

1. October-December 2018—Seek approval from the state workforce development board to allow 25 percent of Title I WIOA youth funds to be spent in support of in-school youth. Seek a waiver to allow 14- and 15-year olds to participate in WIOA-funded programs for in-school youth.
2. October-February 2018-19—Submit a Perkins CTE transition plan that includes Perkins CTE as a partner in the combined state WIOA plan.
3. October-February 2018-19—As indicators of program quality, select work-based learning, earning post-secondary credit, and earning post-secondary credentials for the fourth Perkins CTE accountability indicator.
4. October-February 2019-19—Seek waivers from the state WIOA board to allow in-school youth participating in registered or industry-recognized apprenticeships to receive an individual training account (ITA) for wrap-around services, such as career coaching and counseling.

State Longitudinal Database System, the P20W Council, and the ACCET

1. October-December 2018—Develop a SLDS development plan to create the SLDS using the two federal grants currently managed by ADOL and Commerce.
2. October-December 2018—Establish the P20W Council and assist the P20W Council is developing the guidelines for privacy and generating reports using SLDS data.
3. October-December 2018—Establish the Governor's Office of Education and Workforce Statistics, which will manage the SLDS and be housed at the GOEWT. An OIT attaché will develop SLDS reports.

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4. October-December 2018—Require the Department of Commerce to develop a workforce database system accountability tool to evaluate the WIOA core programs (currently there is no evaluation of WIOA programs, which is not in compliance with the statute).
5. January 2018-January 2019—Establish a committee of P20W Council representatives and GOEWT liaisons to develop the ACCET tool.

Identifying In-Demand Credentials and Career Pathways

1. October-December 2018—Using existing labor market information, determine each regional workforce council's share of the of 500,000 postsecondary attainment goal. Break the regional goals down by each of the 16 career clusters.
2. October-December 2018—Establish a credential commission, composed of members of the Alabama Workforce Council, GOEWT liaisons, and the P20W Council to determine the Alabama Compendium of valuable credentials.
3. October-December 2018—Develop the 2018 workforce legislative package to support enhanced apprenticeships, aligned career pathways, and data-informed decisions.

Aligning Workforce Development, Secondary and Post-Secondary CTE, and Adult Education Programs

1. October-February 2018-19—Working with ALSDE and ACCS, fully-develop career pathways in all 16 career clusters and map them to secondary and postsecondary CTE courses of study. The GOEWT will develop articulation agreements for all 16 CTE career pathway clusters. The GOEWT will work ALSDE and the ACCS to align CTE program offerings with the credentials in the Alabama Compendium of Valuable Credentials. The GOEWT will develop career pathways for all 16 CTE career clusters
2. January-June 2018—The GOEWT will develop a statewide definition of college and career readiness and will promote innovative partnerships between ALSDE and ACCS to remediate students in basic skills before they graduate high school. The GOEWT will work with the ALSDE and the ACCS to promote co-enrollment in WIOA Title II adult education programs, postsecondary CTE programs, and WIOA title I adult programs.

Creating the Alabama Industry-Recognized and Registered Apprenticeship Program (AIRRAP)

1. October-December 2018--Establish the Alabama Office of Apprenticeship (AOA), and develop a federally-recognized state apprenticeship credential, equivalent to the Department of Labor's Registered Apprenticeship credential.
2. October-December 2018--Integrate the Governor's Advisory Council for Excellence in STEM and the Campaign for Grade-Level Reading into the early phase of the AIRRAP model focused on basic skills development.

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3. October-December 2018--promote the use of Perkins for 5th grade and up and WIOA for 14 and 15-year olds to encourage career exploration and discovery in STEM-specific career pathways.
4. October-March 2018-19—Establish the AIRRAP apprenticeship model, beginning in middle school and culminating with a high school student earning their diploma, industry-recognized credentials, an associate's degree. The GOEWT will develop an AIRRAP pathway for out-of-school youth, adults, and dislocated workers through co-enrollment in WIOA Title II adult education programs and post-secondary CTE programs.

Creating a Unified Workforce Marketing, Outreach, and Incentive Strategy

1. October-December 2018--The GOEWT will solidify the brand AlabamaWorks! as the unified workforce brand for the state and will unify marketing strategies and budgets to target disconnected individuals.
2. October-December 2018—The GOEWT will establish awards and recognition programs for employers who employ in-school and out-of-school AIRRAP participants.
3. October-December 2018—The GOEWT will develop WIOA Title I strategies for opioid response, add workforce representatives to the Alabama Opioid Response Task Force, and will add workforce strategies to the opioid state plan to make the state more competitive for federal grants.

Legislation

- Create a statutory definition of career pathways, industry-recognized credentials, in-demand careers and credentials,
- Create statutorily defined AIRRAP pathways that begin with numeracy and literacy, progresses to career exploration, diverges into a youth pre-apprenticeship in a chosen career pathway, and culminates in the completion of a registered or industry-recognized apprenticeship program. AIRRAP pathways must be competency-based and a clear alignment and progression
- Create an incentive program for employers who hire AIRRAP participants
- Develop a statewide definition of career readiness, which will require a baseline level of proficiency on a battery of competencies: including the ACT WorkKeys, earning two or more stackable industry-recognized credentials in an AIRRAP pathway, completing work-based learning experience in an AIRRAP pathway, and earning post-secondary credit through academic and work-based learning dual enrollment.
- Create an accountability framework for career coaches that requires a minimum number of in-demand co-op placements for their students. Merge the role of work-based learning instructors and career coaches.
- Amend the apprenticeship Alabama tax credit to include a regional cap instead a state cap and allow non-registered apprenticeships become eligible for the credit so long as they are certified by Apprenticeship Alabama. Allow employers to receive half of the credit when the apprentice is hired and the other half when the apprentice completes the apprenticeship.

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- Codifying the Alabama Credentialing Commission;
- The Alabama College and Career Exploration Tool (ACCET);
- The Alabama Office of Apprenticeship that will certify all registered and industry-recognized apprenticeships;
- The Alabama Compendium of Valuable Credentials;
- The Alabama State Longitudinal Database System;
- Strong Start, Strong Finish apprenticeship incentive programs that awards employers for in several categories, such as small business, large firm, regional awards, awards for safety and high persistence rates, providing supports.

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ALABAMA DEPARTMENT OF LABOR ANNISTON CAREER CENTER



Customer Satisfaction Survey

We are committed to providing you with the best Career Center experience possible, so we welcome your comments. Please fill out this questionnaire and place it in the box located in our lobby. Thank you.

What services do you typically receive?

- Job Search/Resume/Registration
- Employee Search
- Veteran Services
- Unemployment Assistance
- Tuition Assistance
- Job Training
- GED/Remediation
- Resource Room

Was your greeter...

- | | |
|-----------------------|--|
| Courteous? | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Informative? | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Prompt and efficient? | <input type="checkbox"/> Yes <input type="checkbox"/> No |

How was the quality of service(s) you received today?

- Disappointing
- Okay
- Good
- Exceptional

Was our facility clean and welcoming?

- Yes No

Please rate your overall experience today

- Disappointing
- Okay
- Good
- Exceptional

Do you plan to return to our facility?

- Yes | No

Would you recommend our facility to a friend?

- Yes | No

Why or why not?

If your visit was not successful, how could we have made it more beneficial to you?

What services would you like added to our facility?

Please share any additional comments or suggestions.

ALABAMA DEPARTMENT OF LABOR
ANNISTON CAREER CENTER

1731 Coleman Road
Anniston, AL 36207
(256) 832-0147
anniston@alcc.alabama.gov

If you would like to speak with us regarding this survey, please leave your contact information below.



Name:

Email:

Phone: (_____) _____

Thank you for participating!

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	<p>Alabama Career Center 649 Monroe Street Montgomery, Alabama 35570 205-921-5672 email@alcc.alabama.gov</p>	
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Please help us improve our service to you: Check as appropriate

Statement	Strongly Agree	Agree	Disagree	Strongly Disagree	No Comment
Staff was courteous and respectful					
Staff provided accurate and helpful information					
Staff was timely with responses					
I received quality referrals that matched my job descriptions					
I was able to find a suitable candidate from your from referrals					

Name of any staff member/s providing service

--	--

Did we meet your expectations? Comment below

Do you have any suggestions that would help us to improve?

Your Company Name / Representative

--	--

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LOCAL AREA PLANNING ALLOCATION FOR PROGRAM YEAR 2017 (July 1, 2017 - June 30, 2018)

		PY 2017 Allotment	FY 2018 Allotment	Full PY Allotment
SEC 133(b)(2)(A) ADULT PROGRAMS		\$1,970,815	\$13,506,144	\$15,476,959
a. GOVERNOR's SET ASIDES:	12%	\$236,498	\$1,620,737	\$1,857,235
Administration (5%)		\$98,540	\$675,307	\$773,847
Other WIOA Activities (7%)		\$137,958	\$945,430	\$1,083,388
Incent/Cap. Bldng. (0%)		\$0	\$0	\$0
Local Area Grants (0%)		\$0	\$0	\$0
State-level (0%)		\$0	\$0	\$0
b. LOCAL AREA ADULT PROGRAMS	88%	1,734,317	11,885,407	13,619,724
REGION 1		\$466,012	\$3,193,620	\$3,659,632
REGION 2		\$156,861	\$1,074,978	\$1,231,839
REGION 3		\$136,652	\$936,484	\$1,073,136
REGION 4		\$219,279	\$1,502,738	\$1,722,017
REGION 5		\$228,707	\$1,567,346	\$1,796,053
REGION 6		\$129,194	\$885,376	\$1,014,570
REGION 7		\$397,612	\$2,724,865	\$3,122,477
SEC. 128(b)(2) YOUTH ALLOTMENT		\$16,017,359	\$0	\$16,017,359
a. GOVERNOR's SET ASIDES:	12%	\$1,922,083	\$0	\$1,922,083
Administration (5%)		\$800,867	\$0	\$800,867
Other WIOA Activities (7%)		\$1,121,216	\$0	\$1,121,216
Incent/Cap. Bldng. (0%)		\$0	\$0	\$0
Local Area Grants (0%)		\$0	\$0	\$0
State-level (0%)		\$0	\$0	\$0
b. LOCAL AREA YOUTH PROGRAMS	88%	\$14,095,276	\$0	\$14,095,276
REGION 1		\$3,679,732	\$0	\$3,679,732
REGION 2		\$1,201,765	\$0	\$1,201,765
REGION 3		\$1,366,507	\$0	\$1,366,507
REGION 4		\$1,718,378	\$0	\$1,718,378
REGION 5		\$1,967,041	\$0	\$1,967,041
REGION 6		\$1,036,135	\$0	\$1,036,135
REGION 7		\$3,125,718	\$0	\$3,125,718
SEC. 133(b)(2)(B) DISLOCATED WORKERS		\$3,331,907	\$17,753,018	\$21,084,925
		\$0	\$0	\$0
		\$3,331,907	\$17,753,018	\$21,084,925
a. RAPID RESPONSE PROGRAMS	0%	\$0	\$0	\$0
b. GOVERNOR's SET ASIDES:	12%	\$399,829	\$2,130,362	\$2,530,191
Administration (5%)		\$166,595	\$887,650	\$1,054,245
Other WIOA Activities (7%)		\$233,234	\$1,242,712	\$1,475,946
Incent/Cap. Bldng. (0%)		\$0	\$0	\$0
Local Area Grants (0%)		\$0	\$0	\$0
State-level (0%)		\$0	\$0	\$0
c. LOCAL AREA D.W. PROGRAMS	88%	\$2,932,078	\$15,622,656	\$18,554,734
REGION 1		\$639,518	\$3,407,470	\$4,046,988
REGION 2		\$465,213	\$2,478,741	\$2,943,954
REGION 3		\$149,036	\$794,086	\$943,122
REGION 4		\$393,427	\$2,096,254	\$2,489,681
REGION 5		\$442,228	\$2,356,274	\$2,798,502
REGION 6		\$366,134	\$1,950,832	\$2,316,966
REGION 7		\$476,522	\$2,538,999	\$3,015,521
TOTAL PROGRAM YEAR ALLOTMENT		\$21,320,081	\$31,259,162	\$52,579,243

Attachment D

LOCAL AREA PLANNING ALLOCATION FOR PROGRAM YEAR 2017 (July 1, 2017 - June 30, 2018)

POOLED SET ASIDES				
RAPID RESPONSE PROGRAMS	0%	\$0	\$0	\$0
Administration (5%)		\$1,066,002	\$1,562,957	\$2,628,959
Other WIOA Activities (7%)		\$1,492,408	\$2,188,142	\$3,680,550
Incentive Awards/Capacity Building (0%)		\$0	\$0	\$0
Local Area grants (0%)		\$0	\$0	\$0
REGION 1	N/A		N/A	N/A
REGION 2	N/A		N/A	N/A
REGION 3	N/A		N/A	N/A
REGION 4	N/A		N/A	N/A
REGION 5	N/A		N/A	N/A
REGION 6	N/A		N/A	N/A
REGION 7	N/A		N/A	N/A
State-level activities (0%)		\$0	\$0	\$0
REGION 1				
ADULT		\$466,012	\$3,193,620	\$3,659,632
YOUTH		\$3,679,732	\$0	\$3,679,732
DISLOCATED WORKER		\$639,518	\$3,407,470	\$4,046,988
TOTAL LOCAL AREA FUNDS		\$4,785,262	\$6,601,090	\$11,386,352
REGION 2				
ADULT		\$156,861	\$1,074,978	\$1,231,839
YOUTH		\$1,201,765	\$0	\$1,201,765
DISLOCATED WORKER		\$465,213	\$2,478,741	\$2,943,954
TOTAL LOCAL AREA FUNDS		\$1,823,839	\$3,553,719	\$5,377,558
REGION 3				
ADULT		\$136,652	\$936,484	\$1,073,136
YOUTH		\$1,366,507	\$0	\$1,366,507
DISLOCATED WORKER		\$149,036	\$794,086	\$943,122
TOTAL LOCAL AREA FUNDS		\$1,652,195	\$1,730,570	\$3,382,765
REGION 4				
ADULT		\$219,279	\$1,502,738	\$1,722,017
YOUTH		\$1,718,378	\$0	\$1,718,378
DISLOCATED WORKER		\$393,427	\$2,096,254	\$2,489,681
TOTAL STATE-LEVEL FUNDS		\$2,331,084	\$3,598,992	\$5,930,076
REGION 5				
ADULT		\$228,707	\$1,567,346	\$1,796,053
YOUTH		\$1,967,041	\$0	\$1,967,041
DISLOCATED WORKER		\$442,228	\$2,356,274	\$2,798,502
TOTAL LOCAL AREA FUNDS		\$2,637,976	\$3,923,620	\$6,561,596
REGION 6				
ADULT		\$129,194	\$885,376	\$1,014,570
YOUTH		\$1,036,135	\$0	\$1,036,135
DISLOCATED WORKER		\$366,134	\$1,950,832	\$2,316,966
TOTAL LOCAL AREA FUNDS		\$1,531,463	\$2,836,208	\$4,367,671
REGION 7				
ADULT		\$397,612	\$2,724,865	\$3,122,477
YOUTH		\$3,125,718	\$0	\$3,125,718
DISLOCATED WORKER		\$476,522	\$2,538,999	\$3,015,521
TOTAL LOCAL AREA FUNDS		\$3,999,852	\$5,263,864	\$9,263,716
STATEWIDE				
ADULT		\$236,498	\$1,620,737	\$1,857,235
YOUTH		\$1,922,083	\$0	\$1,922,083
DISLOCATED WORKER		\$399,829	\$2,130,362	\$2,530,191
RAPID RESPONSE		\$0	\$0	\$0
TOTAL STATE-LEVEL FUNDS		\$2,558,410	\$3,751,099	\$6,309,509
TOTAL ALL FUNDS		\$21,320,081	\$31,259,162	\$52,579,243

Attachment E

Alabama: An Economic Profile

Nonfarm jobs totaled 2,021,200 in October 2017, 5,500 below the prerecession peak of 2,026,700 reached in December 2007. Over the 12-month period ending in October 2017, the state gained a total of 29,400 jobs. Goods producing business increased by 10,600 jobs while the service providing sector gained 18,800 jobs. Among goods producing industries, manufacturing added 6,100 workers, construction added 4,600 workers, and mining had a decrease of 100. Gains in manufacturing were a result of increased employment in fabricated metal products manufacturing (1,300) and wood products manufacturing (1,200).

Manufacturing payrolls rose with a net gain of 6,100 jobs over the year, with 3,600 in durable goods and 2,500 in nondurable goods. From October 2016 to October 2017, durable goods producers added 3,600 jobs. Job gains were primarily associated with fabricated metal products manufacturing (1,300) and wood products manufacturing (1,200). Nondurable goods manufacturers gained 2,500 jobs from October 2016 to October 2017. Most of the job losses occurred in apparel manufacturers (-300), textile mills (-200), and textile product mills (-200).

In the service sector that posted significant job gains included healthcare and social assistance (6,700); accommodation and food services (6,600); professional, scientific and technical service (5,200); other services (2,500); and financial services (1,400). Despite a relatively strong year for consumer and business spending, retailers in the state had a net loss of 4,300 jobs over the 12-month period ending in October 2017, primarily due to an intensely competitive environment, from both discount stores and the online marketplace.

Job gains in the state's metro areas (28 counties) totaled 21,200 while non-metro areas (39 counties) had a net gain of 8,200 jobs. Among the state's 12 metropolitan areas, job gains were experienced in Huntsville (5,600); Daphne-Fairhope-Foley (4,000); Auburn-Opelika (3,300); Birmingham-Hoover (3,100); Tuscaloosa (2,400); Montgomery (1,000); Gadsden (900); Anniston-Oxford-Jacksonville (900); Decatur (600); Dothan (500); and Florence-Muscle Shoals (200). Only the Mobile metro area experienced a net loss of jobs (1,300). None of the state's 67 counties had a double-digit unemployment rate, compared to five counties the previous year. County unemployment rates ranged from 8.9 percent in Wilcox County, to 2.6 percent in Shelby County.

Industry	Oct. 2015 to Oct. 2016	Oct. 2016 to Oct. 2017
Total Nonagricultural	29,700	29,400
Mining & Logging	-1,100	-100
Construction	3,200	4,600
Manufacturing	2,900	6,100
Durable Goods	1,200	3,600
Nondurable Goods	1,700	2,500
Trade, Transportation, and Utilities	2,800	-5,200
Wholesale Trade	100	600
Retail Trade	2,500	-4,300
Transportation, Warehousing, and Utilities	200	-1,500

Information	-700	-500
Financial Activities	2,200	1,400
Professional and Business Services	2,800	6,400
Education and Health Services	5,800	5,900
Leisure and Hospitality	6,100	7,100
Other Services	200	2,500
Government	5,500	1,200
Federal Government	600	-200
State Government	2,000	1,400
Local Government	2,900	0

Source: Alabama Department of Labor, Labor Market Information Division. Note: October 2017 is preliminary not revised data.

Alabama Metropolitan Areas: Nonagricultural Employment Growth

	October 2017	Change from October 2016 Number	Change from October 2016 Percent
Alabama	2,102,222	45,071	2.2
Anniston-Oxford-Jacksonville	43,947	1,216	2.8
Auburn-Opelika	73,477	3,427	4.9
Birmingham-Hoover	515,882	8,107	1.6
Daphne-Fairhope-Foley	89,684	4,268	5.0
Decatur	66,873	1,689	2.6
Dothan	60,570	989	1.7
Florence-Muscle Shoals	64,009	940	1.5
Gadsden	42,531	1,193	2.9
Huntsville	212,424	7,013	3.4
Mobile	174,421	641	0.4
Montgomery	164,680	2,384	1.5
Tuscaloosa	111,166	3,695	3.4

Source: Alabama Department of Labor and U.S. Bureau of Labor Statistics. Note: Total employment is by place of residence. October 2017 preliminary, not seasonally adjusted data.

Attachment F

Alabama Outlook for 2019

Durable goods manufacturing and services providing employers will continue to remain the state's major economic drivers in 2019. These include firms in industries such as motor vehicle and parts manufacturing; wood products manufacturing; aerospace products and parts manufacturing; plastics and rubber products manufacturing; tourism related services; professional, scientific and technical services; healthcare and social assistance related services; physician's offices; real estate rental and leasing; administrative support and remediation services; and biotechnology. Alabama's inflation adjusted gross domestic product - GDP or the real value of total goods and services produced in the state – will grow at a slightly slower pace in 2019, increasing by a forecasted rate of 2.0 percent to around \$191 billion. Output gains in some of the above mentioned industries are expected to be much higher than the overall average, specifically motor vehicle and parts related manufacturing; aerospace products and parts manufacturing; professional, scientific and technical services; and healthcare related services. Some of these sectors of the economy will continue to show rapid growth due to changing demographics and general ageing of the population. From 2000 to 2017, population under 15 years of age has declined by 3.0 percent while 65 years and over has increased by 38.6 percent.

Nonfarm employment is forecasted to increase by approximately 0.9 percent during 2019 with about 25,000 jobs added across the state, just slightly below the pace of growth seen in 2018. The strongest percent increase in payrolls are likely to be in motor vehicle and parts manufacturing, aerospace related industries. However, majority of job gains are expected to be in services related firms like professional and business services, healthcare related services and food services. As the state's economy continues to grow and the unemployment rate continues to fall, more and more of the so called discouraged workers, who previously were not actively looking for work, continue to enter the workforce, which in turn shows some of the existing slack in the labor markets, which is one of the primary reasons why the wages have not grown as rapidly despite a low unemployment rate and the economy being very close to a full employment level.

For the fiscal year ending in September 2018 (FY2018), overall state's tax revenues increased by 6.5 percent, with the state's economy expected to grow by a slightly slower pace in 2019. Alabama's tax receipts will most likely rise by 4.5 to 5.0 percent. The current forecasts calls for a 6.0 percent increase in individual income tax revenues while sales tax revenues are expected to rise by 2.5 to 3.0 percent.

A slight slowdown in economic growth is also being reflected in the business sentiment and expectation index for the fourth quarter, measured quarterly by the Center for Business and Economic Research's Alabama Business Confidence Index™ (ABCI). After showing consistently rising index values, fell to 3.3 points to 62.5 in the fourth quarter albeit still a very optimistic reading. Alabama businesses' confidence in the statewide economy decreased 4.1 points to register at a confident 65.9 in the fourth quarter 2018 survey. Expectations for the national economic outlook also decreased but remained positive, dropping 6.3 points to reach 62.9 this quarter. This is the eighth consecutive quarter that the two indexes have been above 60, indicating sustained expectations for improved economic conditions. In Q4 2018, confidence in industry growth also decreased but remained strong with all ABCI industry component indexes registering at or above 60.3. The highest Q4 2018 industry index is capital expenditure with an index of 62.5, followed by hiring at 61.8 and sales at 61.7. Even the lowest index this quarter, profits, still registered at 60.3, signaling continued confidence in increased profits compared to the previous quarter. When broken up into specific industries, overall, indexes decreased compared to Q3 2018. However, five of the nine industry categories still registered above 60, signaling strong confidence in growth. Panelists in healthcare and social assistance have the highest ABCI at 70.2, followed by professional and scientific services with an index of 67.7. Retail trade had the lowest industry ABCI at 50.7, which indicates expectations for a continuation of the third quarter's levels of growth.

Overall, the state's economy will continue to grow in 2019, and if it does begin to slowdown, it will most likely be in the second half of the year.

ATTACHMENT G

PY15 Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$0.00
Local Dislocated Workers	-\$12,732.63
Local Youth	\$0.00
Local Administration	\$14,685.00
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 06/30/18 less FSR 06/30/17)	\$80,349.31
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	\$67,060.24
Incumbent Worker Training	\$0.00
Local Area Incentive Awards	\$13,289.07
Mobile Career Center Vehicle-Ops/Driver	\$0.00
State Level Grants Management Program Expenditures	\$0.00
Total of All Federal Spending Listed Above	\$82,301.68

11/6/2018

ATTACHMENT G

FY16 Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$0.00
Local Dislocated Workers	\$162,994.73
Local Youth	\$0.00
Local Administration	\$26,979.00
Rapid Response (up to 25%) Sec. 134(a)(1)(A)*	\$809,863.31
Statewide Activities (up to 15%) Sec. 134(a)(3)(B) (Per FSR of 06/30/18 less FSR 06/30/17)	\$490,442.45
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
LWDA Incentive Funds Expenditures	\$127,067.00
Other Expenditures	\$29,991.20
Incumbent Worker Training	\$212,889.81
State Level Grants Management Program Costs	\$120,494.44
Total of All Federal Spending Listed Above	\$1,490,279.49

*Note: Rapid Response funds in the amount of \$480,000 were provided to three local areas (North Alabama Works! LWDA, West Alabama Works! LWDA, and Southeast Alabama Works! LWDA) as "additional assistance" to serve dislocated workers.

11/6/2018

ATTACHMENT G

PY16 Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$0.00
Local Dislocated Workers	\$786,000.57
Local Youth	\$1,558,209.49
Local Administration	\$828,090.53
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 06/30/18 less FSR 06/30/17)	\$881,896.47
Statewide Allowable Activities Sec. 134(a)(3)(A)Statewide	
State Administration 5% Funds	\$272,211.53
Contractor Administration 5% Funds	\$12,285.17
Apprenticeship Program	\$0.00
Relocation Services	\$0.00
LWDA Incentive Funds Expenditures	\$325,310.00
Other Expenditures	\$420.79
Incumbent Worker Training	\$212,050.65
Recaptured Funds	\$0.00
Mobile Career Center Vehicle-Ops/Driver	\$41,564.92
State Level Grants Management Program Expenditures	\$0.00
Outreach and Recruitment	\$18,053.41
Total of All Federal Spending Listed Above	\$4,054,197.06

11/6/2018

ATTACHMENT G

FY17 Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$4,243,958.55
Local Dislocated Workers	\$6,440,583.21
Local Youth	\$0.00
Local Administration	\$1,454,909.12
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 06/30/18 less FSR 06/30/17)	\$2,278,145.61
Statewide Allowable Activities Sec. 134(a)(3)(A)	
State Administration 5% Funds	\$1,055,013.56
Contractor Administration 5% Funds	\$0.00
Apprenticeship Program	\$0.00
Relocation Services	\$0.00
Other Expenditures	\$867,297.87
Incumbent Worker Training	\$0.00
Recaptured Funds	\$0.00
Outreach and Recruitment	\$298,449.32
Local Area Incentive Awards	\$57,384.86
Mobile Career Center Vehicle-Ops/Driver	\$0.00
State Level Grants Management Program Costs	\$0.00
Total of All Federal Spending Listed Above	\$14,417,596.49

11/6/2018

ATTACHMENT G

PY17 Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$764,262.03
Local Dislocated Workers	\$832,962.44
Local Youth	\$6,340,396.30
Local Administration	\$362,443.53
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 06/30/18 less FSR 06/30/17)	\$172,070.98
Statewide Allowable Activities Sec. 134(a)(3)(A)	
State Administration 5% Funds	\$272.71
Contractor Administration 5% Funds	\$57,228.03
Apprenticeship Program	\$108,612.92
Relocation Services	\$4,692.58
Other Expenditures	\$0.00
Incumbent Worker Training	\$1,264.74
Recaptured Funds	\$0.00
Mobile Career Center Vehicle-Ops/Driver	\$0.00
Outreach and Recruitment	\$0.00
Total of All Federal Spending Listed Above	\$8,472,135.28

11/6/2018

ATTACHMENT G

FY18 Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$1,668,674.40
Local Dislocated Workers	\$627,051.26
Local Youth	\$0.00
Local Administration	\$11,211.82
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 06/30/18 less FSR 06/30/17)	\$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
Outreach and Recruitment	\$0.00
Local Area Incentive Awards	\$0.00
Mobile Career Center Vehicle-Ops/Driver	\$0.00
State Level Grants Management Program Costs	\$0.00
Total of All Federal Spending Listed Above	\$2,306,937.48

11/6/2018

ATTACHMENT G

PY18 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 06/30/17 less FSR 06/30/18)	\$0.00
Statewide Allowable Activities Sec. 134(a)(3)(4)	
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
Outreach and Recruitment	\$0.00
Total of All Federal Spending Listed Above	\$0.00

* Note: Only PY18 Youth Funds were available (on 04/01/18) for expenditure prior to 06/30/18. There were no expenditures reported as of June 30, 2018.

11/6/2018

**Statewide Expenditures & Local Area Expenditures
OVERALL COST PER PARTICIPANT ANALYSIS
PROGRAM YEAR 2017
(July 1, 2017 - June 30, 2018)**

Program Year 2017 Expenditures by Fund*

<u>Fund Source:</u>	<u>PY15/FY16</u>	<u>PY16/FY17</u>	<u>PY17/FY18</u>	<u>Transfers To Adult From D.W.***</u>	<u>TOTALS</u>
Adult	\$ 117,979.45	\$ 6,002,133.85	\$ 2,488,202.16	\$ 6,899,056.62	\$ 15,507,372.08
Youth	\$ 63,147.24	\$ 3,139,876.42	\$ 6,785,816.41		\$ 9,988,840.07
Dislocated Worker	\$ 1,391,454.48 **	\$ 9,329,783.28	\$ 1,505,054.19	\$ (6,899,056.62)	\$ 5,327,235.33
Totals	\$ 1,572,581.17	\$ 18,471,793.55	\$ 10,779,072.76	\$ -	\$ 30,823,447.48

Participant Cost Analysis

<u>Category:</u>	<u>PY2017 Participants</u>	<u>Average Expenditures per Participant</u>
Adult	3,263	\$ 4,752.49
Youth	1,902	\$ 5,251.76
Dislocated Worker	524	\$ 10,166.48
Overall	5,689	\$ 5,418.08

*Expenditures represent Administrative and Program Costs State Level and Local Areas - All Expenditures.
Based on Initial 9130s as submitted in August 2018 and Revisions thereto in September 2018.

**Includes \$809,863.31 of Rapid Response Response Expenditures.

***Expenditures During PY2017 of D.W. Funds Transferred to the Adult Program:

FY16 D.W.	\$ 114,634.07
PY15 D.W.	\$ 15,593.27
PY16 D.W.	\$ 552,793.61
FY17 D.W.	\$ 5,088,318.86
PY17 D.W.	\$ 585,328.16
FY18 D.W.	\$ 542,388.65
Total	\$ 6,899,056.62

11-Dec-18