

**ALABAMA WORKFORCE INVESTMENT BOARD
MEETING MINUTES
December 3, 2014
Renaissance Montgomery Hotel
Montgomery, Alabama**

A meeting of the Alabama Workforce Investment (State) Board convened on December 3, 2014 at 10:10 am (CST) at the Renaissance Montgomery Hotel in Montgomery, Alabama.

Members Present: (22)

Tim Alford	Mary Allbritten	Ronald Boles	Cary Boswell
Joseph Brown	Jim Byard, Jr.	Glenn Camp	John Carroll
George Clark	Frank Coiro	Gregory Fitch	Frederick Hamilton
Perry Hand	Bartley McCorquodale	Ashley Ramsay-Naile	Mike Reynolds
Jim Searcy	Wayne Silas	Wade Taylor	Sherry Vest
Fitzgerald Washington	Cheryl Williams		

Members Represented: (7)

Tommy Bice	by: Collie Wells	Nancy Buckner	by: Terrie Reid
Greg Canfield	by: Angela Till	Ed Castile	by: Heather Holladay
Rep. Terri Collins	by: Kathy Evans	Mark Heinrich	by: Terry Waters
Al Henley	by: Mary Allbritten		

Members Absent: (24)

Patricia Adams	Jeff Bayer	Governor Robert Bentley	Stan Chavis
J. Ab Conner	A.J. Cooper	John Downs	John Harper
Rep. Ed Henry	Bobby Humphrey	Susan Johnston	Jason Long
Kib McKibbens	Ken McPherson, Jr.	Neal Morrison	Anne Payne
David Pearce	Sydney Raine	Quentin Riggins	Goodrich "Dus" Rogers
Jeana Ross	Sen. Clay Scofield	Don Stisher	Dan Stracener

Guests: (21)

Steve Walkley, ADECA/WDD	Chrissie Boyd, ADECA/WDD
Patricia Hill, ADECA/WDD	Dennis Hopper, ADECA/WDD
Tammy Wilkinson, ADECA/WDD	Bill Hornsby, ADECA/WDD
Jan Dame, ADECA/WDD	Lorilei Sanders, ADECA/WDD
Mike Malandro, Dept of Senior Services	Brinda Barrett, Alabama Career Center System
Gina Smith, Assistant Director, ADECA	Bob Brantley, ADOL
Ruby Beezley, Alabama Career Center System	Curtis Glisson, ADRS
Anna Catherine Roberson, Alabama Power	James Myrick, ADRS
Lathesia Saulsberry, ADHR	Tracey Smith, ADECA/WDD
Linda Grisham, Telamon	David Laton, DPE
Jerry Morris, Montgomery Job Corp Center	

Chairman George Clark called the meeting to order at 10:10 am (CST) and stated that a quorum had been established. Chairman Clark introduced Mr. Fitzgerald Washington, the new Commissioner of the Alabama Department of Labor, as a newly appointed board member. He also welcomed Ms. Angela Till, the Deputy Secretary of Commerce, who was representing Secretary of Commerce Greg Canfield and Mr. Terry Waters, Senior Executive Director of Workforce Development at the Department of Postsecondary Education, who was representing Chancellor Mark Heinrich.

The first order of business was to approve the minutes from the previous meeting held on June 25, 2014.

**MOTION: Dr. Frederick Hamilton made a motion to approve the minutes from the June 25, 2014 State Workforce Board meeting as submitted.
Mr. Wayne Silas seconded the motion.
MOTION APPROVED**

Mr. Clark called on Mr. Bill Hornsby, Supervisor of State Programs / Budget Management of the Workforce Development Division to address the highlights of the State Workforce Investment Act Annual Report for Program Year 2013. The report provides programmatic and statistical data on programs operated under the Workforce Investment Act through the Alabama Career Center System and the network of forty-five career centers located throughout the state. The full report is available on the ADECA website.

The next presentation was by Mr. Dennis Hopper, Supervisor of Workforce Boards / Rapid Response of the Workforce Development Division who provided an overview and summary of the Workforce Innovation and Opportunity Act (WIOA) of 2014. WIOA was signed into law on July 22, 2014. It supersedes the Workforce Investment Act of 1998 and retains and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973. Provisions of WIOA take effect July 1, 2015. WIOA requires a single unified strategic plan to prepare an educated and skilled workforce and meet the workforce needs of employers. This plan must be approved by both the Secretaries of Labor and Education. Workforce Boards are still required to be employer led but the requirements for membership are more flexible. State and local workforce boards must coordinate and align workforce programs to provide coordinated, complementary, and consistent services to job seekers and employers. Boards will promote use of industry and sector partnerships to address workforce needs of multiple employers within an industry.

Department of Labor WIOA Resource Page -- www.doleta.gov/WIOA

Department of Education Office of Career, Technical, and Adult Education's WIOA Resource Page -- www.ed.gov/AEFLA

Rehabilitation Services Administration's WIOA Resource Page --

<http://www2.ed.gov/about/offices/list/osers/rsa/wioa-reauthorization.html>

The next two agenda items were presented by Board Chair George Clark. He stated that the State Workforce Board and the Alabama Workforce Council have the same goals for the State of Alabama; to increase the labor participation rate, improve and turn around the high school drop-out rate, and improve the median income. To meet these goals will require communication, feedback, and strategic alignment to develop a system that is functional to employers and potential employees.

He first presented information on the newly created WIOA Transition and Implementation Committee of the State Board. In order to assist in the implementation process of the new legislation, several private sector board members were asked to serve on this committee. Any other member interested in participating should contact Chairman Clark. His vision for this committee is to assist the Governor, the State Board, and the WIOA partner agencies in recommending policy and guidance for WIOA implementation.

Advisement duties include the following functions:

- Aligning core and other programs to support comprehensive workforce development system
- Strategy development for meeting needs of employers, workers, and job seekers through partnerships related to in-demand industry sectors and occupations
- Statewide policies regarding coordination of services through state's One-Stop Career Center delivery system
- Aligning technology and data systems across one-stop partner programs
- Other policies that promote statewide objectives for and enhance the workforce development system in the state

Other State Board working committees will include: the Executive Committee, already in existence; the new Workforce Strategic Planning and Initiatives Committee; and the new Communications and Marketing Committee. Additional information will be sent to members after the board meeting and volunteers are needed for these committees.

Chairman Clark also provided an update on the activities of the Alabama Workforce Council which was formed through the work of the College and Career Ready Task Force established by Governor Bentley in 2013. The goals of the Council are: higher levels of skill attainment and educational achievement overall; higher workforce participation rates; increases in average per capita income; and greater economic growth (GDP). The Council established four subcommittees; Education and Industry Collaboration, Marketing and Promotion, Private/Public Partnerships, and Workforce Structure and Alignment.

The status of the ten Regional Workforce Councils was discussed by Chairman Clark. The Workforce Structure and Alignment Committee of the Alabama Workforce Council (AWC) is reviewing the councils to determine the status of each and find funding solutions to make each one viable. He stated the councils "are essential to achieving the goals that we want to achieve". He added that the AWC is, "not going to make recommendations that turn everything upside down" but would make minor adjustments to make the councils work.

Dr. Tim Alford added that these councils were originally established under the leadership of the State Workforce Board with no funds allocated but a small amount of discretionary money available for development. Mr. Terry Waters from the Department of Postsecondary Education added that three of these councils are now National Fund sites receiving national grant funds.

The "Core Partners" as designated by WIOA were asked to make a short presentation on their agency and any plans that may be under way for the transition from WIA to WIOA.

The first presentation was from the newly appointed Commissioner of the Alabama Department of Labor (ADOL), Mr. Fitzgerald Washington. In his travels around the state since his appointment, he noted a disconnect between the branding of the Career Centers and the old perception of the unemployment office. One method ADOL is using to try and change that perception is, providing call-in phone banks for information

on local jobs in the largest television markets in the state. They have also used the mobile career center at more locations to promote jobs available on Alabama's Job Link, the state's database of job listings. ADOL is committed to partnering with the other agencies to develop the strategic and unified plan required under WIOA.

Dr. Cary Boswell, Commissioner of the Alabama Department of Rehabilitation Services (ADRS), echoed the comments of Commissioner Washington concerning partnering under the new legislation. Challenges facing (ADRS) include funding available from the State. These state funds are required to "bring down" matching federal funds. One dollar in state funds results in three dollars in federal funds. These continuing reductions in funding from the State and the resulting Federal reductions will result in providing services based on "order of selection", i.e. those individuals with the most significant disabilities are served first, and others are then placed on a waiting list. Where will these disabled individuals go for workforce services and training when they cannot be served by ADRS? This situation may place a significant challenge on the State's workforce system.

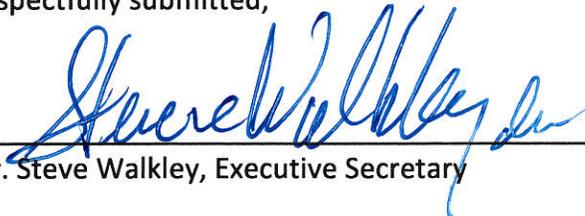
Vice Chancellor of Adult Education David Walters was not present but was represented by Mr. Terry Waters from the Department of Postsecondary Education. He provided some interesting statistics on the workforce in Alabama. The current population is 4.8 million but is growing very slowly. The civilian workforce is 2.1 million. A national study indicated that between the years 2010 and 2020, there will be approximately 790,000 job openings in Alabama. Currently there are 479,000 working age adults with no high school credentials. In a good year 25,000 students complete an Adult Education program and receive credentials. Studies indicate that 2/3 of the new jobs will require education and training beyond a high school level. These are the challenges that face not only the Adult Education system but the workforce system as a whole. Mr. Waters read a statement from Vice Chancellor Walters which confirmed the department's willingness to partner under the new legislation and face these challenges as one unified workforce system.

The next State Board meeting is tentatively scheduled for March 2015. Additional information will be sent to members when the date, time, and place are determined.

State Board Committees should begin meeting after the first of the year once members are in place.

There being no further business brought before the Board, the meeting was adjourned at 12:15 p.m. (CST).

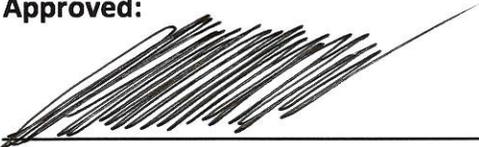
Respectfully submitted,



Mr. Steve Walkley, Executive Secretary

Date 12/18/14

Approved:



Mr. George Clark, Chair
Alabama Workforce Investment Board

Date 5/21/15