

PROPOSED AGENDA

Atlanta Regional Workforce Board

Kerry Armstrong and Randy Hayes, Co-Chairs

Thursday, February 28, 2013, 11:30 a.m.

Welcome new ARWB Members

Current Board vacancies: 2 Clayton County Business Representatives, 1 Gwinnett County Business Representative, 1 Henry County Business Representative, 1 Regional Dept. of Family & Children Services Representative

I. Consent agenda, Approval of December 4, 2012 Meeting Minutes

II. Action Items:

- A. Approval of Financial Status Report
- B. Update on Status of State/Local Plans
- C. Update on Status of OJT Program
- D. Update on Mobile Unit Services

III. Program Updates:

- A. Program and Financial Reports
- B. Youth Council Update

NEXT MEETING: May 23, 2013



ARC COMMITTEE MEETING FOLLOW-UP

ATLANTA REGIONAL WORKFORCE BOARD

February 28, 2013 Meeting Notes

Members Present

Ms. Henrietta Archie
Mr. Kerry Armstrong
Ms. Cheryl Board
Ms. Sonia Carruthers
Mr. Benny Carter
Ms. Jennifer DeNyse
Mayor Eric Dial
Mr. Randy Hayes
Mr. James Jackson
Ms. Julie Keeton Arnold

Mr. Shaun McGraw
Mr. Chris Moder
Mr. Gene O'Kelley
Ms. Lisa Phillips
Ms. Karen Rene
Mr. Mark Rowe
Mr. Mohammad Saleem
Mr. Ron Shipman
Ms. Angela Thomas-Anderson
Ms. Janet Winkler

Members Absent

Ms. Diane Adoma – Ad hoc
Mr. Eddie Ausband
Mr. Phil Eberly
Ms. Marcella Hardin
Mr. Craig Hudson
Ms. Maureen Kelly

Mr. Frederick Perry – Ad hoc
Ms. Julie Post
Ms. Vivian Richardson
Commissioner Jeff Turner

Guests

Mr. Emerson Bryan, Director, Support Services, Atlanta Regional Commission
Ms. Melrobin Cothran, GA Dept of Labor
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch Manager
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch Manager
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch Manager

ARC Board Co-Chair, Randy Hayes, called the Board Meeting to order at 12:00 p.m.

1. Ms. Julie Keeton-Arnold made the following motion:

MOTION: To approve the minutes of the December 4, 2012 meeting.

The motion was seconded by Cheryl Board and unanimously approved.

2. Ms. Jennifer DeNyse made the following motion:

MOTION: To approve the Budget and Contractual items recommended by the Youth Council and revisions to the PY12 Revenues and Obligations as shown on pgs. 3-6 of the meeting packet.

The motion was seconded by Cheryl Board and unanimously approved.
Sonia Carruthers and Janet Winkler abstained from voting.

Kerry Armstrong reviewed House Bill 393 relating to the Georgia Workforce Investment Board (pgs. 7-18 of the meeting packet).

Mary Margaret Garrett showed a synopsis of the WIA Local Area Overview which gives actual data on WIA services and average costs per person (meeting handout).

Mary Margaret Garrett reviewed findings from GOWD's Program Year 2011 monitoring report (pgs. 26-28 of the meeting packet).

Due to lack of performance outcomes, the moratorium on training in the occupational areas of C.N.A., Medical Assistant and Medical Office/Secretary remains in place and has been extended through June 30, 2013 (pg. 29 of meeting packet).

Mary Margaret Garrett told about a new workshop "Becoming Job Smart" that is a required part of the training plan for WIA customers and about the ARWB Mobile Unit's weekly schedule at libraries in each of our seven counties (pg. 31 of meeting packet).

Response has been very positive, with many follow-up appointments with businesses, from presentations to local Chambers on the OJT (On-the-Job Training) Program.

The meeting was adjourned at 1:00 p.m.

Next Board meeting: May 23, 2013



ARC COMMITTEE MEETING FOLLOW-UP

ATLANTA REGIONAL WORKFORCE BOARD

February 28, 2013 Meeting Notes

Members Present

Ms. Henrietta Archie
Mr. Kerry Armstrong
Ms. Cheryl Board
Ms. Sonia Carruthers
Mr. Benny Carter
Ms. Jennifer DeNyse
Mayor Eric Dial
Mr. Randy Hayes
Mr. James Jackson
Ms. Julie Keeton Arnold

Mr. Shaun McGraw
Mr. Chris Moder
Mr. Gene O'Kelley
Ms. Lisa Phillips
Ms. Karen Rene
Mr. Mark Rowe
Mr. Mohammad Saleem
Mr. Ron Shipman
Ms. Angela Thomas-Anderson
Ms. Janet Winkler

Members Absent

Ms. Diane Adoma – Ad hoc
Mr. Eddie Ausband
Mr. Phil Eberly
Ms. Marcella Hardin
Mr. Craig Hudson

Ms. Maureen Kelly
Mr. Frederick Perry – Ad hoc
Ms. Julie Post
Ms. Vivian Richardson
Commissioner Jeff Turner

Guests

Mr. Emerson Bryan, Deputy Executive Director, Atlanta Regional Commission
Ms. Melrobin Cothran, GA Dept of Labor
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch Manager
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch Manager
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch Manager

ARC Board Co-Chair, Randy Hayes, called the Board Meeting to order at 12:00 p.m.

1. Ms. Julie Keeton-Arnold made the following motion:

MOTION: To approve the minutes of the December 4, 2012 meeting.

The motion was seconded by Cheryl Board and unanimously approved.

2. Ms. Jennifer DeNyse made the following motion:

MOTION: To approve the Budget and Contractual items recommended by the Youth Council and revisions to the PY12 Revenues and Obligations as shown on pgs. 3-6 of the meeting packet.

The motion was seconded by Cheryl Board and unanimously approved.
Sonia Carruthers, Cherokee FOCUS, and Janet Winkler, Clayton State University, abstained from discussion and voting.

Brief Reviews

Kerry Armstrong reviewed House Bill 393 relating to the Georgia Workforce Investment Board original bill on pgs. 7-18 of the meeting packet, stating that the bill has sweeping changes to how Workforce is operated throughout the State with a higher level of oversight and is part of initiative to accomplish a larger vision to advance job creation. ARC/WFD staff have been working with the Governor's Office of Workforce Development (GOWD) to incorporate some changes to the bill.

Q: Mayor Eric Dial asked if we have a "wish list" of potential tweets to the legislation.

A: Issues were presented to GOWD.

Q: Mohammad Saleem inquired about the status of the State WIA Plan.

A: The plan was withdrawn and will be re-submitted April 15th.

Q: Julie Keeton-Arnold asked how soon the bill would be enacted if approved.

A: Mayor Eric Dial read that the bill states "effective on approval".

Mary Margaret Garrett showed a synopsis of the WIA Local Area Overview which gives actual data on WIA services and average costs per person (meeting handout).

Mary Margaret Garrett reviewed findings from GOWD's Program Year 2011 monitoring report (pgs. 26-28 of the meeting packet).

Q: Jennifer DeNyse asked if a warning was issued or follow-up planned to the findings.

A: We have not received feedback from our response to the findings.

Q: Mohammad Saleem asked of the consequences for noncompliance regarding contracts not listing a provision to comply with the Federal Water Pollution Control Act.

A: No, as the Water Act has no bearing on WIA-funded contracts.

GOWD has selected Geographic Solutions to replace the current Georgia Workforce System, the current tracking system for all WIA program and financial data. This will be a massive transition of data. Mary Margaret Garrett is on the transition team to insure all local areas will have what is needed within the tracking system for performance and financial reporting.

Due to lack of performance outcomes, the moratorium on training in the occupational areas of C.N.A., Medical Assistant and Medical Office/Secretary remains in place and has been extended through June 30, 2013 (pg. 29 of meeting packet).



The USDOL/Mathematica Evaluation Gold Standard Study was completed in October 2012. ARWB was the last Board to complete arrangements to participate in the study, the first Board to actually begin the Gold Standard project, and the second, behind Florida by a few hours, to complete the study activities. A full report will be completed in 2015.

Mary Margaret Garrett told about a new workshop “Becoming Job Smart” that is a required part of the training plan for WIA customers and about the ARWB Mobile Unit’s weekly schedule at libraries in each of our seven counties (pg. 31 of meeting packet).

Angela Thomas-Anderson gave an update from the January 23rd Youth Council Meeting and invited ARWB to attend a future Youth Council meeting for the opportunity to hear about the successful youth providers and the programs they offer to youth.

Response has been very positive, with many follow-up appointments with businesses, from presentations to local Chambers and Industry Groups on the OJT (On-the-Job Training) Program.

Mohammad Saleem (President and CEO of Partners for Community Action, Inc.) told about President Obama’s recent visit to College Heights Early Learning Center, which offers early learning programs through a partnership with City Schools of Decatur and Partners for Community Action, Inc.

The meeting was adjourned at 1:00 p.m.

Next Board meeting: May 23, 2013





MEMORANDUM

DATE: February 20, 2013

TO: Atlanta Regional Workforce Board

FROM: Mary Margaret Garrett

RE: **Board Meeting**

Please mark your calendars for the next meeting of the Atlanta Regional Workforce Board scheduled for **Thursday, February 28th at 11:30 a.m.** in the **Level B Mark Pope Room** at the Loudermilk Center/Atlanta Regional Commission, 40 Courtland Street.

The Executive Committee will meet at 10:30 a.m. in the Level C Executive Conference Room.

The Connecting to Business Committee, the Lifelong Learning Committee, and the One Stop Partners Committee will not meet this month.

To order a sufficient number of lunches, please call Debbie Lanham at 404.463.3326 or dlanham@atlantaregional.com to confirm your attendance as soon as possible.

I look forward to seeing you there.

C: Commissioners Buzz Ahrens, Jeff Turner, Steve Brown, Tommy Smith, Charlotte Nash, Richard Oden and Tom Worthan

PROPOSED AGENDA

Atlanta Regional Workforce Board

Kerry Armstrong and Randy Hayes, Co-Chairs

Thursday, February 28, 2013, 11:30 a.m.

Congratulations to Angela Thomas Anderson – The Little Pink Book’s Top Woman for February

Welcome new ARWB Members: Honorable Jeff Turner, Clayton County Commission Chairman; Ms. Julie Post, Vice President of Student Affairs, Gwinnett Technical College; Mr. Shaun McGraw, Owner, Framing Excellence (Douglas business); Mr. Mark Rowe, Director of Recruitment, Kaiser-Permanente (Regional business); and Ms. Diane Adoma, H&R Block Franchise Owner (ad hoc Rockdale business).

Current Board vacancies: 2 Clayton County Business Representatives, 1 Gwinnett County Business Representative, 1 Henry County Business Representative, 1 Regional Dept. of Family & Children Services Representative

I. Consent agenda, Approval of December 4, 2012 Meeting Minutes

II. Action Items:

A. Approval of Revenues and Obligations PY 2012-2013 including recommendations by the ARWB Youth Council on 1/23/2013

III. Program Updates:

- A. Discussion - House Bill 393, introduced February 19, 2013
- B. Washington Update – Comparison of states in Region
- C. Update on Status of State/Local Plans – Revised State Plan due to USDOL April 15
- D. GOWD Monitoring Review Findings and Corrective Action
- E. Update on Georgia Workforce System transition to Geographic Solutions
- F. Update on Mobile Unit Services and Job Smart Workshops
- G. Update on status of Health Care Support Training moratorium
- H. Update on Status of OJT Program and staff activities report
- I. Youth Council Update
- J. Programmatic and Financial Monitoring
- K. Program and Financial Reports

NEXT MEETING: May 23, 2013



ARC COMMITTEE MEETING FOLLOW-UP

ATLANTA REGIONAL WORKFORCE BOARD

December 4, 2012 Meeting Notes

Members Present

Mr. Kerry Armstrong
Ms. Cheryl Board
Ms. Sonia Carruthers
Mr. Benny Carter
Ms. Jennifer DeNyse
Mr. Randy Hayes
Mr. Craig Hudson

Ms. Julie Keeton Arnold
Mr. Gene O'Kelley
Ms. Lisa Phillips
Ms. Julie Post
Ms. Vivian Richardson
Ms. Janet Winkler

Members Absent

Ms. Henrietta Archie
Mr. Eddie Ausband
Mr. Eric Dial
Mr. Phil Eberly
Ms. Marcella Hardin
Mr. James Jackson
Ms. Maureen Kelly
Mr. Shaun McGraw

Mr. Chris Moder
Ms. Rhonda Neal
Mr. Frederick Perry – Ad hoc
Ms. Karen Rene
Mr. Mohammad Saleem
Mr. Ron Shipman
Ms. Angela Thomas-Anderson

Guests

Mr. Doug Hooker, Executive Director, Atlanta Regional Commission
Mr. Emerson Bryan, Director, Support Services, Atlanta Regional Commission
Ms. Tricia Pridemore, Executive Director, Governor's Office of Workforce Development
Ms. Catie Campbell, Communications Manager, Governor's Office of Workforce Development
Mr. Asante Bradford, GA Dept. of Economic Development
Mr. Jonathan Warner, Chattahoochee Technical College
Ms. Melissa Nikolic, Georgia Bio
Mr. Chuck Meadows, Metro Atlanta Chamber of Commerce
Ms. Nicole Wright, Gwinnett Chamber of Commerce
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch Manager
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch Manager
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch Manager
Ms. Ellen Mayer, Career Resource Center, Cherokee Branch Manager
Mr. Barry Golivesky, Atlanta Regional Commission Communications



ARC Board Co-Chair, Kerry Armstrong, called the Board Meeting to order at 11:55 a.m.

1. Mr. Randy Hayes made the following motion:

MOTION: To approve the minutes of the October 18, 2012 meeting.

The motion was seconded by Janet Winkler and unanimously approved.

Kerry noted that the ARWB Plan was submitted to the GOWD on November 26th with no public comments received. It was also noted that the meeting packet included Program and Financial reports, including a summary of 2012 accomplishments. The Board also received a copy of the ARC Action article on the OJT Program and a copy of the Atlanta Business Chronicle article on the digital media and film industry which includes ARWB OJT contracts with two companies.

2. Mr. Randy Hayes made the following motion:

MOTION: To adjourn the business portion of the meeting and begin recognition of the ARWB partners and customers.

The motion was seconded by Benny Carter and unanimously approved.

The meeting was adjourned at 12:00 p.m.

ARC Board Co-Chairs, Kerry Armstrong and Randy Hayes, recognized business and community partners who further the mission of the workforce board by expanding opportunities for job seekers and applauded the accomplishments of WIA customers and youth participants who demonstrated extraordinary commitment to enhancing their job skills.

Next Board meeting: February 28, 2013



**PY 12 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS
FROM JULY 1, 2012 - JUNE 30, 2013**

| | Adult | Youth | Disloc. Worker | Total |
|---|------------------|------------------|------------------|-------------------|
| Revenues | | | | |
| WIA Formula Grant Admin PY 11 - FY 12 Carryover | 154,000 | 90,000 | 142,000 | 386,000 |
| WIA Formula Grant Prog PY 11 - FY 12 Carryover | 928,000 | 577,000 | 1,360,000 | 2,865,000 |
| WIA Formula Grant Admin PY 12 - FY 13 | 331,272 | 340,752 | 429,286 | 1,101,310 |
| WIA Formula Grant Prog PY 12 - FY 13 | 2,981,449 | 3,066,765 | 3,863,570 | 9,911,784 |
| Other | | | | - |
| Other | | | | - |
| Other | | | | - |
| Other | | | | - |
| Other | | | | - |
| Other | | | | - |
| Total Revenues | 4,394,721 | 4,074,517 | 5,794,856 | 14,264,094 |
| Planned Expenditures/Obligations | | | | |
| ARC/CRC Costs | | | | |
| ARC Administration Costs | 447,390 | 418,438 | 512,762 | 1,378,590 |
| ARC Facilities/Operations/Program Costs | 241,826 | 231,368 | 511,079 | 984,273 |
| Career Resource Center Facilities/ Operations Costs/Mobile Unit | 129,296 | 38,220 | 203,498 | 371,014 |
| Other | | | | - |
| Total ARC/CRC Costs | 818,511 | 688,026 | 1,227,339 | 2,733,877 |
| Training Services | | | | |
| Individual Training Accounts (ITAs) | 1,940,000 | 75,000 | 2,150,000 | 4,165,000 |
| On-The-Job Training (OJT)* | 400,000 | 10,000 | 600,000 | 1,010,000 |
| Sub-Grantees (Contract) Services | | | | |
| Chattahoochee Technical College | 51,502 | | 77,252 | 128,754 |
| Clayton College and State University | 184,494 | | 342,633 | 527,127 |
| Corvel Healthcare, Inc. | 270,419 | | 502,207 | 772,626 |
| - Corvel WIA and ITA Participant Support | 274,000 | | 286,000 | 560,000 |
| Gwinnett Corrections - Services to Offenders | 115,272 | | | 115,272 |
| Gwinnett Technical College | 90,975 | | 136,462 | 227,437 |
| - Gwinnett Tech WIA and ITA Participant Support | 108,000 | | 72,000 | 180,000 |
| Hearts to Nourish Hope | | 519,879 | | 519,879 |
| Clayton Board of Education - WORKTEC | | 131,600 | | 131,600 |
| Prevention Plus, Inc. | | 227,000 | | 227,000 |
| Corvel Healthcare, Inc. - Youth | | 354,363 | | 354,363 |
| Gwinnett Technical College - Youth | | 355,535 | | 355,535 |
| PEPP, Inc. | | 293,984 | | 293,984 |
| City of Holly Springs/Cherokee FOCUS | | 322,434 | | 322,434 |
| Creek to Fulfill, Inc. | | 202,311 | | 202,311 |
| Boat People S.O.S. | | 215,500 | | 215,500 |
| Connecting Henry | | 257,950 | | 257,950 |
| Crossroads | | 136,116 | | 136,116 |
| CPACS | | 140,000 | | 140,000 |
| Specific County Projects/Tuitions/WE Wages | | 60,000 | | 60,000 |
| Gwinnett - 2nd RFP or Other Specific Projects | | - | | - |
| Total Sub-Grantees (Contract) Services Costs | 1,094,662 | 3,216,672 | 1,416,554 | 5,727,888 |
| Total Planned Expenditures/Obligations | 4,253,173 | 3,989,698 | 5,393,893 | 13,636,765 |
| Total Planned Un-Obligated Admin Funding | 37,882 | 12,314 | 58,524 | 108,720 |
| Total Planned Un-Obligated Program Funding | 103,665 | 72,505 | 342,439 | \$518,609 |
| % Planned Availability of Unobligated Funding | 3.2% | 2.1% | 6.9% | 4.4% |

Revision Date: 01/23/2013

Notes:

*Please note that all changes to the Youth Revenues and Obligations was recommended for board approval on January 23, 2013 by the Youth Council.

**PY 12 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS
FROM JULY 1, 2012 - JUNE 30, 2013**

| | Adult | Youth | Disloc. Worker | Total |
|---|------------------|------------------|------------------|-------------------|
| Revenues | | | | |
| WIA Formula Grant Admin PY 11 - FY 12 Carryover | 154,000 | 90,000 | 142,000 | 386,000 |
| WIA Formula Grant Prog PY 11 - FY 12 Carryover | 928,000 | 577,000 | 1,360,000 | 2,865,000 |
| WIA Formula Grant Admin PY 12 - FY 13 | 331,272 | 340,752 | 429,286 | 1,101,310 |
| WIA Formula Grant Prog PY 12 - FY 13 | 2,981,449 | 3,066,765 | 3,863,570 | 9,911,784 |
| Other | | | | - |
| Other | | | | - |
| Other | | | | - |
| Other | | | | - |
| Other | | | | - |
| Total Revenues | 4,394,721 | 4,074,517 | 5,794,856 | 14,264,094 |
| Planned Expenditures/Obligations | | | | |
| ARC/CRC Costs | | | | |
| ARC Administration Costs | 362,499 | 415,579 | 436,777 | 1,214,855 |
| ARC Facilities/Operations/Program Costs | 315,440 | 263,300 | 574,465 | 1,153,205 |
| Career Resource Center Facilities/ Operations Costs/Mobile Unit | 129,296 | 38,220 | 203,498 | 371,014 |
| Other | | | | - |
| Total ARC/CRC Costs | 807,235 | 717,099 | 1,214,741 | 2,739,075 |
| Training Services | | | | |
| Individual Training Accounts (ITAs) | 1,800,000 | 50,000 | 2,150,000 | 4,000,000 |
| On-The-Job Training (OJT)* | 400,000 | 10,000 | 600,000 | 1,010,000 |
| Sub-Grantees (Contract) Services | | | | |
| Chattahoochee Technical College | 51,502 | | 77,252 | 128,754 |
| Clayton College and State University | 184,494 | | 342,633 | 527,127 |
| Corvel Healthcare, Inc. | 270,419 | | 502,207 | 772,626 |
| - Corvel WIA and ITA Participant Support | 274,000 | | 286,000 | 560,000 |
| Gwinnett Corrections - Services to Offenders | 115,272 | | | 115,272 |
| Gwinnett Technical College | 90,975 | | 136,462 | 227,437 |
| - Gwinnett Tech WIA and ITA Participant Support | 108,000 | | 72,000 | 180,000 |
| Hearts to Nourish Hope | | 454,879 | | 454,879 |
| Clayton Board of Education - WORKTEC | | 131,600 | | 131,600 |
| Prevention Plus, Inc. | | 227,000 | | 227,000 |
| Corvel Healthcare, Inc. - Youth | | 354,363 | | 354,363 |
| Gwinnett Technical College - Youth | | 355,535 | | 355,535 |
| PEPP, Inc. | | 293,984 | | 293,984 |
| City of Holly Springs/Cherokee FOCUS | | 322,434 | | 322,434 |
| Seek to Fulfill, Inc. | | 202,311 | | 202,311 |
| Boat People S.O.S. | | 215,500 | | 215,500 |
| Connecting Henry | | 257,950 | | 257,950 |
| Crossroads | | 136,116 | | 136,116 |
| CPACS | | 140,000 | | 140,000 |
| Specific County Projects/Tuitions/AWE Wages | | 100,000 | | 100,000 |
| Gwinnett - 2nd RFP or Other Specific Projects | | 29,442 | | 29,442 |
| Total Sub-Grantees (Contract) Services Costs | 1,094,662 | 3,221,114 | 1,416,554 | 5,732,330 |
| Total Planned Expenditures/Obligations | 4,101,897 | 3,998,213 | 5,381,295 | 13,381,405 |
| Total Planned Un-Obligated Admin Funding | 122,773 | 15,173 | 134,509 | 272,455 |
| Total Planned Un-Obligated Program Funding | 170,051 | 61,131 | 279,052 | \$610,235 |
| % Planned Availability of Unobligated Funding | 6.7% | 1.9% | 7.1% | 6.2% |

Revision Date: 07/29/2012 (*Youth Budget was revised and approved by Board on October 20, 2012)

Notes:

*New budget line item added: On-The-Job Training (OJT). OJT budgeted amount was segregated from the total Individual Training Account (ITA) budget..

PY 12 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS
FROM JULY 1, 2012 - JUNE 30, 2013
VARIANCES FROM CURRENT BUDGET TO PRIOR APPROVED BUDGET

| | Adult | Youth | Disloc. Worker | Total |
|---|----------------|-----------------|----------------|----------------|
| Revenues | | | | |
| WIA Formula Grant Admin PY 11 - FY 12 Carryover | - | - | - | - |
| WIA Formula Grant Prog PY 11 - FY 12 Carryover | - | - | - | - |
| WIA Formula Grant Admin PY 12 - FY 13 | - | - | - | - |
| WIA Formula Grant Prog PY 12 - FY 13 | - | - | - | - |
| Other | - | - | - | - |
| Other | - | - | - | - |
| Other | - | - | - | - |
| Other | - | - | - | - |
| Other | - | - | - | - |
| Other | - | - | - | - |
| Total Revenues | - | - | - | - |
| Planned Expenditures/Obligations | | | | |
| ARC/CRC Costs | | | | |
| ARC Administration Costs | 84,891 | 2,859 | 75,985 | 163,735 |
| ARC Facilities/Operations/Program Costs | (73,614) | (31,932) | (63,386) | (168,932) |
| Career Resource Center Facilities/ Operations Costs/Mobile Unit | (0) | - | 0 | - |
| Other | - | - | - | - |
| Total ARC/CRC Costs | 11,276 | (29,073) | 12,599 | (5,197) |
| Training Services | | | | |
| Individual Training Accounts (ITAs) | 140,000 | 25,000 | - | 165,000 |
| On-The-Job Training (OJT)* | - | - | - | - |
| Sub-Grantees (Contract) Services | | | | |
| Chattahoochee Technical College | - | - | - | - |
| Clayton College and State University | - | - | - | - |
| Corvel Healthcare, Inc. | - | - | - | - |
| - Corvel WIA and ITA Participant Support | - | - | - | - |
| Gwinnett Corrections - Services to Offenders | - | - | - | - |
| Gwinnett Technical College | - | - | - | - |
| - Gwinnett Tech WIA and ITA Participant Support | - | - | - | - |
| Hearts to Nourish Hope | - | 65,000 | - | 65,000 |
| Clayton Board of Education - WORKTEC | - | - | - | - |
| Prevention Plus, Inc. | - | - | - | - |
| Corvel Healthcare, Inc. - Youth | - | - | - | - |
| Gwinnett Technical College - Youth | - | - | - | - |
| PEPP, Inc. | - | - | - | - |
| City of Holly Springs/Cherokee FOCUS | - | - | - | - |
| Creek to Fulfill, Inc. | - | - | - | - |
| Boat People S.O.S. | - | - | - | - |
| Connecting Henry | - | - | - | - |
| Crossroads | - | - | - | - |
| CPACS | - | - | - | - |
| Specific County Projects/Tuitions/WE Wages | - | (40,000) | - | (40,000) |
| Gwinnett - 2nd RFP or Other Specific Projects | - | (29,442) | - | (29,442) |
| Total Sub-Grantees (Contract) Services Costs | - | (4,442) | - | (4,442) |
| Total Planned Expenditures/Obligations | 151,276 | (8,515) | 12,599 | 155,361 |
| | | | | |
| | | | | |
| | | | | |

Revision Date: 01/23/2013

Notes:

BUDGET/CONTRACTUAL ITEMS FOR BOARD ACTION 02/28/13:

I. RECOMMENDED FOR BOARD APPROVAL BY THE YOUTH COUNCIL ON 1/23/2013.

1. Approve an increase of \$25,000 to the Youth ITA budget. The funds will be taken from the \$100,000 Youth budget for Specific County Projects/Tuitions/WE Wages. This will be available to four different service providers (primarily) in Clayton County
2. Approve a \$65,000 increase to the Hearts to Nourish Hope Youth Contract budget.
 - i. \$15,000 will be funded by the now remaining \$75,000 Youth budget for Specific County Projects/Tuitions/WE Wages. This will be used for Hearts to Nourish Hope Work Experience subsidized wages.
 - ii. \$29,442 will be funded by the Youth budget for Gwinnett – 2nd RFP or Other Specific Projects, which will zero-out out that budget line item. It will be part of \$50,000 funding that will be used by Hearts to Nourish Hope for a Special Gwinnett Project requested by Gwinnett Juvenile Courts.
 - iii. \$20,558 will be funded by the \$93,063 Unobligated Youth Program funding. It will be used for the Special Gwinnett Project mentioned above on paragraph (I)(2)(ii).
3. Approve decrease in Youth Total ARC/CRC costs from \$717,099 to \$688,026. This \$29,073 reduction was primarily due to reductions in costs charged by ARC, and re-allocation of staff time.

II. RECOMMENDED FOR BOARD APPROVAL BY ARC/ARWB STAFF

1. Approve an increase in Adult Total ARC/CRC Costs from \$807,235 to \$818,511. This \$11,276 increase was primarily due to re-allocation of ARC staff time.
2. Approve an increase in Dislocated Worker Total ARC/CRC Costs from \$1,214,741 to \$1,227,339. This \$12,599 increase was primarily due to the re-allocation of ARC staff time.
3. Approve an increase in Adult ITA budget line item from \$1,800,000 to \$1,940,000. The \$140,000 increase is due to the increased demand for Adult funded ITAs. It will be funded by the Unobligated Adult Program funding balance of \$170,051.

A BILL TO BE ENTITLED
AN ACT

1 To amend Chapter 14 of Title 34 of the Official Code of Georgia Annotated, relating to the
2 Georgia Workforce Investment Board, so as to provide a short title; to provide definitions;
3 to provide for powers and duties of the Georgia Workforce Investment Board; to provide for
4 its meetings and chairperson; to provide for the powers of the chairperson; to provide for
5 staffing; to provide for funding methods; to provide for certain priorities of service; to
6 provide for local workforce investment areas; to provide for local workforce investment
7 boards and their composition, officers, meetings, powers, duties, and immunities; to prohibit
8 certain conflicts of interest; to provide for the removal of board members under certain
9 circumstances; to provide for certification and funding and budgets; to provide for contracts
10 and limitations with regard thereto; to provide for sanctions for nonperformance and lack of
11 fiscal responsibility; to provide for the delivery of certain services and limitations thereon;
12 to provide for related matters; to provide an effective date; to repeal conflicting laws; and for
13 other purposes.

14 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

15 **SECTION 1.**

16 This Act shall be known as and may be cited as the "Local Workforce Investment Good
17 Governance Act for Georgia."

18 **SECTION 2.**

19 Chapter 14 of Title 34 of the Official Code of Georgia Annotated, relating to the Georgia
20 Workforce Investment Board, is amended by revising the chapter as follows:

"CHAPTER 14

ARTICLE 1

34-14-1.

As used in this chapter, the term:

(1) 'Board' means the Georgia Workforce Investment Board.

(2) 'Director' means the executive director of the Governor's Office of Workforce Development.

(3) 'Federal law' means the Workforce Investment Act of 1998, Public Law 105-220.

(4) 'Local labor market' means an economically integrated geographical area within which individuals may reside and find employment within a reasonable distance.

~~(4)~~(5) 'Office' means the Governor's Office of Workforce Development.

(6) 'Workforce development' includes workforce education and workforce training and services.

34-14-2.

(a) Pursuant to the Workforce Investment Act of 1998, Public Law 105-220, there is created the Georgia Workforce Investment Board.

(b) The board shall consist of members to be selected by the Governor consistent with federal law requirements, two members of the House of Representatives, appointed by the Speaker of the House, and two members of the Senate, appointed by the Lieutenant Governor. A majority of the members of the board shall be representatives of businesses in this state. Other members may include, but shall not be limited to, representatives of individuals and organizations that have experience and expertise in education, the economy, the workforce, and labor and who meet federal requirements for a broad composition of the board.

(c) The chairperson and vice chairperson of the board shall be appointed by the Governor. Other officers shall be elected or otherwise selected as determined by the Governor.

(d) The members of the board shall serve such terms as established by the Governor, and the members shall continue at the discretion of the Governor, except for the members of the House of Representatives and the Senate, who shall continue at the discretion of the Speaker of the House and the Lieutenant Governor, respectively.

(e) The board shall have such powers and duties as specified by the Governor and as provided by federal law. Without limiting the powers and duties of the board, the board shall:

(1) Promote the development of a well-educated, highly skilled workforce in this state;

- 55 (2) Advocate the development of an integrated workforce development system to provide
- 56 quality services addressing the needs of business and workers in this state;
- 57 (3) Recommend to the Governor the designation or redesignation of local workforce
- 58 investment areas for the local planning and delivery of workforce development;
- 59 (4) Identify and recommend to the Governor incentives to encourage the consolidation,
- 60 on a regional labor market basis, of:
- 61 (A) Local boards and committees; and
- 62 (B) Service delivery areas authorized under federal workforce legislation;
- 63 (5) Review plans for local workforce development and make recommendations to the
- 64 Governor for approval;
- 65 (6) Evaluate the effectiveness of the workforce development system;
- 66 (7) Use the administrative records of the state's unemployment compensation program
- 67 and other sources as appropriate in evaluating the workforce development program;
- 68 (8) Encourage, support, or develop research and demonstration projects designed to
- 69 develop new programs and approaches to service delivery;
- 70 (9) Recommend measures to ensure that occupational skills training is:
- 71 (A) Provided in occupations that are state wide or locally in demand; and
- 72 (B) Directed toward high-skill and high-wage jobs;
- 73 (10) Monitor the operation of the state's workforce development system to assess the
- 74 degree to which the system is effective in achieving state and local goals and objectives;
- 75 (11) Develop and recommend to the Governor criteria for the establishment of local
- 76 workforce development boards;
- 77 (12) Carry out the federal and state duties and responsibilities of advisory boards under
- 78 applicable federal and state workforce development laws or regulations; and
- 79 (13) Report not less than once per year to the Governor and the legislature.
- 80 (f) The board shall adopt bylaws to guide its proceedings.
- 81 (g) The board shall be funded by federal law as provided in this chapter which shall be
- 82 allocated according to federal requirements.
- 83 (h) The board shall be attached to the Office of Planning and Budget for administrative
- 84 purposes only.
- 85 (i) Each member of the board who is not otherwise a state officer or employee shall be
- 86 authorized to receive reimbursement for reasonably necessary travel expenses incurred in
- 87 the performance of his or her duties as a member of the board, provided that such funds are
- 88 available and such reimbursements are allowable under federal law. Should funds not be
- 89 available or allowable for this purpose, such members shall serve without compensation.
- 90 Each member of the board who is otherwise a state officer or employee shall be reimbursed
- 91 by the agency of which he or she is an officer or employee for reasonably necessary travel

expenses actually incurred in the performance of his or her duties as a member of the board, provided that such funds are available and such reimbursements are allowable under federal law. Except as otherwise provided in this subsection, members of the board shall receive no compensation for their services.

(j) The board shall be authorized to consult with and form committees with members and persons knowledgeable on the subject matter at issue in order to carry out effectively its duties. Such consultants shall serve without compensation but shall be reimbursed for travel and other reasonable and necessary expenses incurred while attending meetings of or on behalf of the board, provided that such travel and other expenses are approved by the director and such reimbursements are allowable under federal law.

(k) The Governor's Office of Workforce Development shall be authorized to employ and contract with other individuals and organizations as needed to assist in executing the board's responsibilities, provided that funds are available for such expenditures and such expenditures are allowable under federal law.

(l) All state departments, institutions, agencies, commissions, councils, authorities, boards, bureaus, or other entities of the state shall provide all information and support as required by the board to perform its duties.

(m) The board is authorized to promulgate rules and regulations for purposes of implementing the provisions of this chapter.

(n) The members of the board shall develop and implement policies that:

(1) Clearly separate the policy-making responsibilities of the members of the board; and

(2) Provide the public with a reasonable opportunity to appear before the board and to speak on any issue under the jurisdiction of the board.

(o) To facilitate the seamless delivery of integrated workforce programs in this state, the board shall:

(1) Evaluate programs administered by agencies represented on the board to identify:

(A) Any duplication of or gaps in the services provided by those programs; and

(B) Any other problems that adversely affect the seamless delivery of those services;
and

(2) Develop and implement immediate and long-range strategies to address problems identified by the board.

(p) The board may:

(1) Adopt rules essential to the internal functions and duties of the board; and

(2) Make expenditures, enter into contracts with public, private, and nonprofit organizations or agencies, require reports to be made, conduct investigations, and take other actions necessary or suitable to fulfill the board's duties under this chapter.

(q) The Governor, with the board and the local workforce development boards, shall:

- 129 (1) Identify specific barriers to integrated service delivery at the local level; and
 130 (2) Request waivers from federal and state regulations.

131 34-14-3.

132 (a)(1) The Governor's Office of Workforce Development is hereby established to
 133 implement state workforce development policy as directed by the Governor and to serve
 134 as staff to the board.

135 (2) The office is authorized and encouraged to work with the state's emerging workforce,
 136 including rising and graduating high school students, with the goal that, upon graduation,
 137 high school students have both a diploma and certification in soft skills and work
 138 readiness to enable them to be successful in postsecondary education, a career pathway,
 139 or both. The office may collaborate with the Department of Education and the State
 140 Board of the Technical College System of Georgia to facilitate coordination with high
 141 schools so that high school students can attain certification in soft skills. The office is
 142 authorized to explore local, national, and international soft skills programs for the
 143 purpose of developing a soft skills certification system.

144 (b) The Governor's Office of Workforce Development shall have an executive director
 145 appointed by the Governor whose duties are to implement state-wide workforce
 146 development policy as directed by the Governor, to serve as workforce development policy
 147 advisor to the Governor, and to serve as executive director to the board.

148 (c) The Governor's Office of Workforce Development shall be attached to the Office of
 149 Planning and Budget for administrative purposes only.

150 34-14-4.

151 (a) The Georgia Workforce Investment Board shall meet at least quarterly and at such
 152 other times at the call of the presiding officer or as provided by the rules of the board.

153 (b) A member of the board may designate another person to attend meetings of the board
 154 on such person's behalf. Such designee may participate in the activities and discussions of
 155 the board, but shall not have a vote in matters before the board.

156 (c) The chairperson of the board may appoint subcommittees consisting of members of the
 157 board for any purpose consistent with the duties and responsibilities of the board under this
 158 chapter.

159 (d) The chairperson of the board may appoint technical advisory committees composed
 160 of board members, persons who are not board members, or a combination of board and
 161 nonboard members.

162 34-14-5.

163 (a) The board shall have an independent staff with expertise sufficient to perform all duties
 164 and responsibilities of the board.

165 (b) The staff of the board may be supplemented by staff from other state agencies who are
 166 temporarily assigned to assist with special projects.

167 34-14-6.

168 Workforce services in Georgia, which shall include, but not be limited to, the federal
 169 Workforce Investment Act, Wagner-Peyser Act, the Trade Adjustment Assistance Act, and
 170 related federal labor programs under the management of the Governor's Office of
 171 Workforce Development and the Georgia Department of Labor, shall require a priority of
 172 service designation for United States veterans of the United States military and their
 173 spouses and Georgia citizens receiving unemployment insurance benefits.

174 34-14-7.

175 This chapter shall not restrict a person's authority to contract for the provision of workforce
 176 development without state or federal funds.

177 34-14-8.

178 Under this chapter, a program year shall begin on July 1 and end on June 30 of the
 179 following calendar year unless otherwise specified under appropriate state or federal law.

180 ARTICLE 2

181 34-14-20.

182 As used in this article, the term:

183 (1) 'Board' means a local workforce investment board.

184 (2) 'Fiscal agent/grant recipient' means a city or county government, or regional
 185 commission.

186 (3) 'Local workforce investment area' means an area that is:

187 (A) Composed of one or more contiguous units of general local government;

188 (B) Consistent with either a local labor market area or a metropolitan statistical area;

189 and

190 (C) Of a size sufficient to have the administrative resources necessary to provide for
 191 the effective planning, management, and delivery of workforce development, as defined
 192 by the Georgia Workforce Investment Board.

193 (4) 'Veteran' means a person who:

194 (A) Has served in:
 195 (i) The Army, Navy, Air Force, Coast Guard, or Marine Corps of the United States;
 196 or
 197 (ii) A reserve or guard component of one of those branches of the armed forces; and
 198 (B) Has received an honorable or general discharge or an entry level separation from
 199 the branch of the service in which the person served, but shall not be a person who
 200 received an other than honorable discharge, a bad conduct discharge, or a dishonorable
 201 discharge.

202 34-14-21.

203 (a) The Governor shall, after receiving the recommendations of the Georgia Workforce
 204 Investment Board, publish a proposed designation of local workforce investment areas for
 205 the planning and delivery of workforce development.
 206 (b) Units of general local government, business and labor organizations, and other affected
 207 persons and organizations shall be given an opportunity to comment on and request
 208 revisions to the proposed designation of a local workforce investment area.
 209 (c) After considering all comments and requests for changes, the Governor shall make the
 210 final designation of local workforce investment areas in accordance with the federal
 211 Workforce Investment Act.

212 34-14-22.

213 (a) In accordance with federal law, the elected officials within each local workforce
 214 investment area shall select a chief local elected official to represent the area. The elected
 215 officials for each local workforce investment area shall be the mayors and county
 216 commission chairpersons within the designated local workforce investment area. No more
 217 than one mayor shall represent a county in the local workforce investment area.
 218 Three-quarters of the elected officials within the local workforce investment area must be
 219 present to vote on the chief local elected official. The chief local elected official shall serve
 220 for a term of no more than two years and shall serve no more than two terms. *2-consecutive term*
 221 (b) Meeting minutes must be submitted to the Governor's Office of Workforce
 222 Development within five business days of the election of a chief local elected official.
 223 (c) The chief local elected official shall designate a fiscal agent/grant recipient.
 224 (d)(1) The chief local elected official in a local workforce investment area shall form, in
 225 accordance with rules established by the Governor's Office of Workforce Development,
 226 a local workforce investment board to:
 227 (A) Plan and oversee the delivery of workforce training and services; and
 228 (B) Evaluate workforce development in the local workforce investment area.

229 (2) This authority shall not give a local workforce investment board any direct authority
 230 or control over workforce funds and programs in its workforce investment area, other
 231 than programs approved through that board. An agreement on the formation of a board
 232 shall be in writing, be submitted to the Governor's Office of Workforce Development,
 233 and include:

- 234 (A) The purpose for the agreement;
- 235 (B) The process to be used to select the chief local elected official who will act on
 236 behalf of the other elected officials;
- 237 (C) The process to be used to keep the elected officials informed regarding local
 238 workforce investment area activities;
- 239 (D) The initial size of the board;
- 240 (E) The process, consistent with applicable federal and state law, for the appointment
 241 of the board members; and
- 242 (F) The terms of office of the board members.

243 (3) The Governor's Office of Workforce Development shall assign staff to meet with
 244 each local workforce investment board annually to review the board's performance and
 245 adherence to state and federal law regulating board activities.

246 (e) Local boards shall set policy, to be included in their by-laws, establishing what
 247 constitutes a quorum necessary for voting. At a minimum, the standard for a quorum shall
 248 include over 50 percent of board membership being present for meetings.

249 (f) A power or duty granted to a board shall not be exercised in a workforce investment
 250 area until:

251 (1) The elected officials in that local workforce investment area agree on the
 252 establishment of a board; and

253 (2) The board is certified by the Governor.

254 (g) The chief local elected official shall appoint the board. Such appointments shall:

255 (1) Be consistent with the local government agreement and applicable federal and state
 256 law and federal Workforce Investment Act regulations; and

257 (2) Reflect the ethnic and geographic diversity of the local workforce investment area.
 258 To provide continuity, the chief local elected official shall consider appointing persons with
 259 management or direct hiring authority responsibility to the board who are serving or who
 260 have served previously on a private industry board, a workforce planning committee, a job
 261 service employer committee, and any other entity affected by this chapter. Local boards
 262 shall also include one staff member from the Department of Economic Development and
 263 one staff member from each Technical College System of Georgia school within the local
 264 workforce investment area.

265 (h) Proxy voting shall not be permitted on a local workforce investment board or in the
 266 election of a chief local elected official.

267 (i) A member or former member of a board shall not be held personally liable for a claim,
 268 damage, loss, or repayment obligation of federal or state funds that arises under this chapter
 269 unless the act or omission that causes the claim, damage, loss, or repayment obligation
 270 constitutes, on the part of the board member or former board member:

271 (1) Official misconduct;
 272 (2) Willful disregard of the requirements of this chapter; or
 273 (3) Gross negligence.

274 (j) To prevent conflicts of interest, chief local elected officials, local board members, and
 275 executive directors shall sign a conflict of interest statement upon accepting a position on
 276 a local board, disclosing any and all potential conflicts. The Governor's Office of
 277 Workforce Development may request any local board member to file a personal financial
 278 statement without cause.

279 (k) The Georgia Workforce Investment Board may remove a fiscal agent/grant recipient,
 280 a member of the local board, the executive director for the local board, or the designated
 281 person responsible for the operational and administrative functions of the local board for
 282 cause. As used in this paragraph, the term 'cause' includes, but is not limited to, engaging
 283 in fraud or other criminal acts, incapacity, unfitness, neglect of duty, official incompetence
 284 and irresponsibility, misfeasance, malfeasance, nonfeasance, or lack of performance.

285 (l) The chairperson of a board shall be selected from the members of the board who
 286 represent the private sector. The chairperson shall serve for a term of no more than two
 287 years and shall serve no more than two terms.

288 (m) A board may create committees as needed to carry out its duties and responsibilities.

289 (n) The Governor shall certify a board on determining that the board's composition is
 290 consistent with applicable federal and state law and requirements and meets established
 291 state criteria as determined by the Georgia Workforce Investment Board.

292 (o) A board shall adopt a budget for the board that shall be included in the local workforce
 293 investment area plan submitted to the Governor's Office of Workforce Development no
 294 later than two weeks after the chief local elected official approves the budget. The chief
 295 local elected official shall approve in writing the budget submitted by the board.

296 (p) Any purchase or expenditure over \$5,000.00 by a board shall require approval by the
 297 Governor's Office of Workforce Development except for training provider expenditures
 298 approved on the eligible training provider list and approved operational expenditures which
 299 shall include salaries and benefits.

300 34-14-23.

301 (a) The Governor's Office of Workforce Development shall approve the fiscal agent/grant
302 recipient selected by a chief local elected official before any federal or state workforce
303 development funds shall be disbursed by the state.

304 (b) The Governor's Office of Workforce Development shall base its approval on an audit
305 of the financial capability of the fiscal agent to ensure that fiscal controls and fund
306 accounting procedures necessary to guarantee the proper disbursement of and accounting for
307 federal and state funds are in place.

308 34-14-24.

309 (a) Except as otherwise provided in this Code section, a board shall not directly provide
310 workforce training or one-stop workforce services.

311 (b) A board may request a waiver from the Governor's Office of Workforce Development
312 to directly provide workforce training or one-stop workforce services. The request for a
313 waiver shall include a detailed justification based on the lack of an existing qualified
314 alternative for delivery of workforce training or services in the local workforce investment
315 area.

316 (c) If a board receives a waiver to provide workforce training or one-stop workforce
317 services, the evaluation of results and outcomes shall be provided by the Governor's Office
318 of Workforce Development.

319 (d) In consultation with boards, the Governor's Office of Workforce Development by rule
320 shall establish contracting guidelines for boards, including guidelines designed to:

321 (1) Ensure that each independent contractor that contracts to provide one-stop workforce
322 services has sufficient insurance, bonding, and liability coverage for the overall financial
323 security of one-stop workforce services funds and operations; and

324 (2) Prevent potential conflicts of interest between board members and entities that
325 contract with boards.

326 (e) The Governor's Office of Workforce Development shall ensure that each board
327 complies with this Code section and shall approve a local plan only if the plan complies
328 with this Code section.

329 (f) Boards shall not contract with, directly or through a business entity, a member of the
330 board, a relative of a board member, or an employee of the board.

331 (g) Board members who have potential conflicts or contracts may remain on their
332 respective boards until the board's next certification period.

333 34-14-25.

334 (a) A board certified by the Governor shall be eligible for incentives and program waivers
 335 to promote and support integrated planning and evaluation of workforce development.

336 (b) To the extent feasible under federal and state workforce development law, incentives
 337 include priority for discretionary funding, including financial incentives for the
 338 consolidation of service delivery areas authorized under federal law.

339 34-14-26.

340 (a) The Georgia Workforce Investment Board shall provide technical assistance to local
 341 workforce investment areas that do not meet performance standards established by the
 342 Georgia Workforce Investment Board and other applicable federal and state laws.

343 (b) The Georgia Workforce Investment Board shall set sanctions policies and procedures
 344 for failing or nonperforming local workforce investment areas in accordance with federal
 345 law.

346 (c) If a local workforce investment area does not meet performance standards, the Georgia
 347 Workforce Investment Board shall develop and impose a reorganization plan that may
 348 include, but not be limited to:

349 (1) Restructuring the board;

350 (2) Prohibiting the use of designated service providers, including state agencies; and

351 (3) Merging the local workforce investment area with another area.

352 (d) A local workforce investment area that is the subject of a reorganization plan may
 353 appeal to the Governor to rescind or revise the plan not later than the thirtieth day after the
 354 date of receiving notice of the plan.

355 34-14-27.

356 If, as a result of financial and compliance audits or for another reason, the Georgia
 357 Workforce Investment Board finds a substantial violation of a specific provision of this
 358 chapter or another federal or state law or regulation and corrective action has not been
 359 taken, the Georgia Workforce Investment Board shall:

360 (1) Issue a notice of intent to revoke all or part of the affected local plan;

361 (2) Issue a notice of intent to cease immediately reimbursement of local program costs;

362 or

363 (3) Impose a reorganization plan for the local workforce investment area.

364 34-14-28.

365 (a) As used in this Code section, the term 'supportive services' means services such as
 366 transportation, child care, dependent care, housing, and needs-related payments that are

367 necessary to enable an individual to participate in activities authorized under this Code
 368 section, consistent with the provisions of this Code section, and consistent with criteria
 369 established by the Georgia Workforce Investment Board.
 370 (b) The Georgia Workforce Investment Board shall set a cap on supportive service
 371 payments as a percentage of total allotment provided to each local workforce investment
 372 area. Supportive service payments shall have full documentation on each expenditure for
 373 each participant."

374 **SECTION 3.**

375 This Act shall become effective upon its approval by the Governor or upon its becoming law
 376 without such approval.

377 **SECTION 4.**

378 All laws and parts of laws in conflict with this Act are repealed.

State Outcomes on the WIA Performance Measures Over the Previous 12 Months Compared to GPRA Goals and National Results First Quarter of Program Year 2012

| Participation Summary ¹ | Region | Alabama | Florida | Georgia | Kentucky | Mississippi | North Carolina | South Carolina | Tennessee |
|---------------------------------------|---------|---------|---------|---------|----------|-------------|----------------|----------------|-----------|
| Adult Participants (Incl. Self-Serve) | 686,093 | 6,068 | 31,439 | 246,827 | 265,669 | 16,231 | 6,616 | 94,774 | 18,469 |
| Received Training | 52,018 | 4,414 | 16,468 | 11,383 | 1,854 | 3,582 | 4,549 | 3,908 | 5,860 |
| Dislocated Worker Participants | 76,478 | 4,118 | 20,827 | 9,387 | 7,766 | 13,385 | 6,958 | 5,646 | 8,391 |
| Received Training | 34,287 | 2,662 | 9,754 | 5,610 | 2,319 | 2,432 | 4,728 | 2,422 | 4,360 |
| Older Youth Participants | 18,111 | 1,574 | 5,529 | 2,292 | 1,426 | 1,233 | 2,222 | 1,869 | 1,966 |
| Younger Youth Participants | 31,411 | 1,039 | 9,319 | 6,222 | 2,668 | 1,923 | 3,476 | 1,805 | 4,959 |
| Total Participants | 812,093 | 12,799 | 67,114 | 264,728 | 277,529 | 32,772 | 19,272 | 104,094 | 33,785 |

Exceeded Negotiated Level
Negotiated Level - 80% of Negotiated Level
Below 80% of Negotiated Level

| Performance Measure Groups ² | GPRA Goal | Actual | Neg. Level | Actual Perf. | Neg. Level | Actual Perf. | Neg. Level | Actual Perf. | Neg. Level | Actual Perf. |
|---|-----------|----------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|
| Adult Measures ¹ | | | | | | | | | | |
| Entered Employment Rate | 56.7 | 68.8 | 67.0 | 65.8 | 71.5 | 73.2 | 81.8 | 84.1 | 59.0 | 59.4 |
| Employment Retention Rate | 80.1 | 86.9 | 84.5 | 81.7 | 82.4 | 84.4 | 90.7 | 89.2 | 82.0 | 82.2 |
| Avg. Six Month Earnings | \$14,450 | \$15,227 | \$12,000 | \$11,936 | \$12,500 | \$12,254 | \$15,500 | \$15,813 | \$11,600 | \$11,470 |
| Dislocated Worker Measures ¹ | | | | | | | | | | |
| Entered Employment Rate | 58.6 | 73.6 | 75.0 | 71.3 | 77.5 | 80.0 | 86.0 | 86.1 | 59.0 | 58.1 |
| Employment Retention Rate | 82.0 | 88.7 | 91.0 | 87.6 | 88.3 | 91.1 | 91.3 | 91.7 | 82.0 | 82.9 |
| Avg. Six Month Earnings | \$18,346 | \$15,381 | \$15,632 | \$15,517 | \$16,250 | \$16,695 | \$16,838 | \$16,458 | \$13,000 | \$12,783 |
| Youth Measures ¹ | | | | | | | | | | |
| Placement in Emp. Or Education | 59.7 | 56.1 | 56.0 | 53.4 | 60.0 | 63.8 | 70.0 | 69.7 | 70.0 | 68.5 |
| Attainment of Degree or Certificate | 59.6 | 73.2 | 50.5 | 50.3 | 70.0 | 68.8 | 70.0 | 70.2 | 80.8 | 84.6 |
| Literacy or Numeracy Gains | 40.8 | 48.6 | 58.0 | 29.3 | 40.0 | 40.2 | 61.9 | 59.2 | 69.0 | 68.2 |

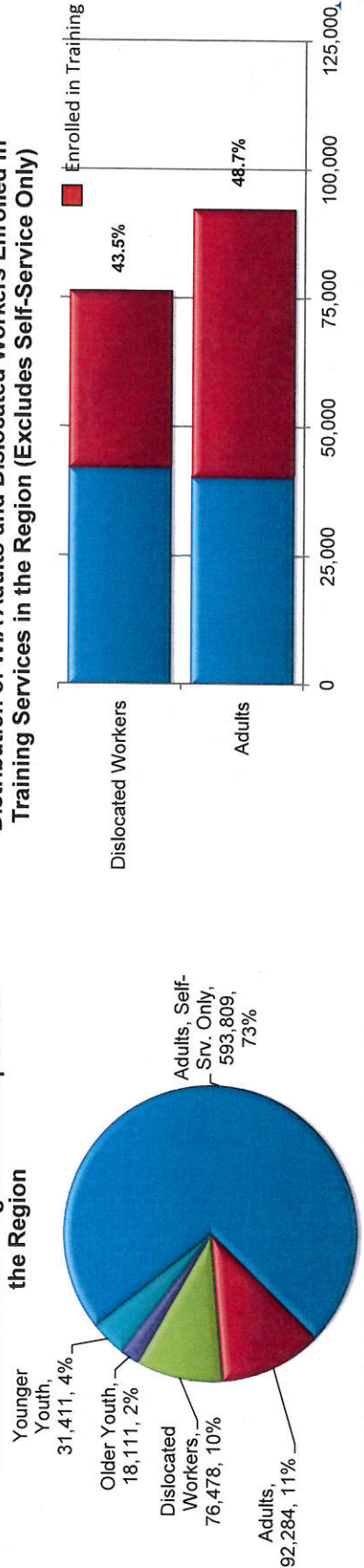
¹ Actual performance is based on PY 2012 quarterly reports as of December 4, 2012.

² All eight states in the region implemented only the common measures for this reporting period.

Produced on 12/4/2012

Distribution of WIA Program Participants in the Region

Distribution of WIA Adults and Dislocated Workers Enrolled in Training Services in the Region (Excludes Self-Serve Only)



WORKFORCE ALERT

February & March are looking to be extraordinarily complex and potentially dangerous for domestic programs. Clearly finances will be at center stage for Congress and the White House but other legislative issues are on the horizon as well.

Departures:

1) Secretary Hilda Solis surprised Washington with her announcement that she would leave the administration. NAWB salutes her passion and her actions on behalf of the nation's workforce and wish her well. While there are rumored names to replace her, we'll leave the speculation to others and wait to report the actual nominee.

2) In another major surprise, Senator Tom Harkin (D-IA) Chair of both the Senate HELP Committee and Labor-HHS Appropriations Subcommittee announced he would not be a candidate for re-election to the Senate in 2014. Senator Harkin has championed issues critical to workforce and we will miss him, but welcome his continued support in the 113th Congress

While the choice of who will succeed Senator Harkin as Chairman of both of these Committees is two years away, the next in line seniority is Senator Barbara Mikulski (D-MD), who recently assumed the Chair of the full Appropriations Committee and is unlikely to leave that slot. She is followed by Senator Patty Murray (D-WA) who was just named Chair of the Budget Committee this Congress and will have to choose between leading the Budget and the HELP Committee (as well as Labor-HHS appropriations) next Congress.

Other Congressional News:

1) The House Labor-HHS Appropriations Subcommittee has a new Chair, Jack Kingston (R-GA), a long time appropriator who is weighing a bid for the Senate next Congress, as the incumbent Senator Saxby Chambliss (R-GA) has chosen to retire. The leading Democrat on the Labor-HHS Subcommittee continues to be Rosa DeLauro (D-CT), but there is a new Ranking Member at the full committee level Nita Lowey (D-NY), a senior appropriator who is familiar with our issues due to extensive prior service on the Labor-HHS Subcommittee.

2) On the Senate-Labor HHS Subcommittee, Jerry Moran (R-KS) will be the new Ranking Member on the Subcommittee, replacing Richard Shelby (R-AL). Moran is relatively new to the Senate and the Labor-HHS Subcommittee, having only served two years previously.

3) On the Senate HELP Committee, there is a new Ranking member, Lamar Alexander (R-TN), a former Governor and Secretary of Education. He replaces Mike Enzi (R-WY) whose tenure as a Ranking Member was term limited.

Financial Issues:

- 1) The debt limit showdown has been postponed by the House Republican leadership by extending the debt limit until at least May 19th by passage of a bill that requires each chamber to pass a FY 14 budget or lose their pay until a Budget is ultimately passed. Senate leaders expect to pass the bill in their chamber and the President has indicated he will sign the bill.
- 2) We are hearing from senior House Republicans that sequestration is likely to happen - the deadline for substitution of these cuts is end of February. NAWB estimates that it would mean a 5% cut to current funding levels if enacted. Office of Management and Budget has yet to explain how these cuts would occur, but we will likely see them begin at the start of FY 13.
- 3) Congressional Republicans are expected to use the cuts in sequestration as leverage to press for a broader budget cutting deal that would include entitlement reform, where we have seen the largest growth in spending. We will most likely see this strategy to come a head in the debate over the FY 13 Continuing Resolution that will expire March 27th. We are hearing that it is looking less likely that FY 13 appropriations bills will be successfully completed this year, we may see CR ultimately extend through the rest of FY 13.
- 4) Senator Patty Murray (D-WA) is the new budget Chair and she is proactively working on passing a budget this year. The Senator has said that the focus should be on investments we should make, rather than just on cuts. NAWB is thrilled to have her leading this effort.
- 5) NAWB has signed on to a letter objecting to additional budget cuts to nondefense discretionary (NDD) programs. Signed by numerous national and local organizations, the letter rightly points out the NDD programs have already sustained cuts and has shrunk from 3.4 to 2.5 percent of GDP.
- 6) We also expect that the House will turn to WIA reauthorization early in the new Congress, but a timetable for Senate action is unclear at this time.

Congressional Committees:

While not all of the key Congressional Subcommittee memberships have been made public at this point, here are the Members of the key Committees that have been unveiled to date:

House

Education and Workforce Committee:

Chairman John Kline, MN Ranking Member George Miller, CA

Subcommittee on Higher Education and Workforce Training:

Republicans Democrats

Virginia Foxx, NC Rubén Hinojosa, TX
(Chairwoman) (Ranking)

Thomas E. Petri, WI John Tierney, MA

Howard P. "Buck" McKeon, CA Timothy H. Bishop, NY

Glenn Thompson, PA John Yarmuth, KY

Tim Walberg, MI Suzanne Bonamici, OR
Matt Salmon, AZ Carolyn McCarthy, NY
Brett Guthrie, KY Rush Holt, NJ
Lou Barletta, PA Susan A. Davis, CA
Joseph J. Heck, NV David Loebsack, IA
Susan W. Brooks, IN
Richard Hudson, NC
Luke Messer, IN

Senate

Health, Education, Labor & Pension - Full Committee

Democrats Republicans

Tom Harkin, Chair Lamar Alexander (TN)
Barbara Mikulski (MD) Mike Enzi (WY)
Patty Murray (WA) Richard Burr (NC)
Bernie Sanders (I-VT) Johnny Isakson (GA)
Robert Casey (PA) Rand Paul (KY)
Kay Hagan (NC) Pat Roberts (KS)
Al Franken (MN) Lisa Murkowski (AK)
Michael Bennett (CO) Mark Kirk (IL)
Sheldon Whitehouse (RI) Tim Scott (SC)
Tammy Baldwin (WI)
Chris Murphy (CT)
Elizabeth Warren (MA)

Workforce Investment Act (WIA) of 2013

Introduced 2/13/2013

The Workforce Investment Act of 2013 – introduced by Reps. John Tierney (D-MA), Ruben Hinojosa (D-TX) and George Miller (D-CA) – will improve the nation's workforce investment infrastructure, focusing on finding workers jobs and careers through strategic partnerships with in-demand sector employers, community colleges, labor organizations, and non-profits. The Democratic approach to WIA reauthorization is driven by three core principles:

- **Streamlining and improving workforce investment system programs.**
- **Strengthening workforce investment system accountability.**
- **Promoting innovation and best practices within the workforce investment system.**

The Workforce Investment Act of 2013 will do this by making critical improvements to the current system, including:

Streamlining and Improving Workforce Program Services:

- Requires states to establish unified state plans that streamline and coordinate the operation of job training, adult education, and postsecondary education programs.
- Requires state and local workforce investment boards to implement career pathways strategies and initiatives that offer career advancement to workers.
- Expands use of on-the-job training, incumbent worker training, transitional jobs, and paid work experience so that individuals can learn and work and enter or reenter the labor market more quickly.
- The bill improves access to training by making clear that individuals can immediately access services in any sequence.
- Requires training programs to offer multiple exit and entry points for workers at various skill levels and career stages.
- Allows local areas the flexibility to contract directly with community colleges to provide specialized group training classes that are designed for employers who are looking to hire many workers with a particular skill.
- Codifies the co-location of Employment Service and One-Stop Centers offices and clarifies the Employment Service role in assisting unemployed individuals.

Improving Accountability and Transparency through Performance Measures and Reporting Across Programs:

- Establishes common reporting and performance measures across all job training, adult education, Wagner-Peyser, and Vocational Rehabilitation programs.
- Provides workers and employers with easy access to performance outcome information for past participants and programs so that they can make informed decisions about which programs most likely will meet their needs.
- Adjusts performance measurement for areas that serve hard-to-serve populations.
- Measures system performance not just on how many individuals are placed into jobs, but also by how many individuals gain recognized postsecondary credentials for employment.
- Establishes an additional performance measure for employer satisfaction.
- Ensures that more individuals receive training by requiring states to designate a portion of funding specifically for training.
- Authorizes separate funding for infrastructure spending thereby reserving all other funds for worker and employer services.

- Creates a national WIA identifier so that workers and employers know when they are using WIA funded services.

Promoting Innovation and Promising Practices:

- Codifies the Workforce Innovation Fund, a competitive grant program to support the development and expansion of new and promising strategies including career pathways, sector partnerships and regional approaches.
- Provides additional capacity and incentives for states and local areas to implement and expand sector initiatives through industry or labor-management partnerships and increases opportunities for collaboration, regional planning, and resource alignment in key growth sectors, such as advanced manufacturing.
- Encourages states and businesses to invest in America through the availability of training to quickly provide skilled local workforces.
- Expands information sharing between the Department of Labor, states and local areas.

Expanding the Role of Community Colleges in Job Training:

- Authorizes funding for **President Obama's Community College to Career Fund** to expand capacity to train workers in high-growth industries, such as health care, transportation, and advanced manufacturing.
- Supports pathways to entrepreneurship by providing training in starting a small business.
- Allows community colleges to contract for class-size training (not just student-by-student payments).
- Moves the workforce investment system towards a common system of recognized credentials.

Developing a 21st Century Delivery System for Adult Education Literacy and Workplace Skills Services:

- Expands access to adult education, literacy services, and workplace skills training.
- Expands access to postsecondary education and credentials to achieve and maintain economic self-sufficiency for adult learners.
- Supports integrated adult education and training.
- Provides support for English-literacy services and integrated English-literacy and civics education programs for adult learners.
- Authorizes increased investments in technology (such as online education) and digital literacy, providing needed training and education resources to rural and urban areas.
- Enhances support for research on innovative methods and policies that help accelerate progress for basic skills students, improving the likelihood that they will receive postsecondary credentials.

Engaging Youth through Multiple Pathways to Success:

- Expands access to work experience programs, including summer employment, internships, pre-apprenticeship programs, on-the-job training, and service activities.
- Amends the definition of disadvantaged youth to include youth through age 24.
- Increases income eligibility to 150 percent of poverty.
- Requires states to assess the needs of and serve youth with disabilities, including through job exploration and mentoring.
- Requires that, at minimum, 60 percent of youth formula funds should be spent on out-of-school youth.
- Authorizes the competitive Youth Innovation Fund focused on areas of high youth unemployment and poverty to spur the development of innovative strategies.

- Requires all Job Corps Centers to meet and upgrade their standards of performance.

Creates Competitive Employment Services and Opportunities for Individuals With Disabilities

- Establishes competitive integrated employment as the goal for vocational rehabilitation services.
- Expands services for supported employment and customized employment for individuals with disabilities.
- Requires states to provide pre-employment transition services for youth with disabilities and establishes national and local transition coordinators to facilitate those services.
- Increases outreach to employers for hiring individuals with disabilities.
- Codifies the Office of Disability Employment Policy at the Department of Labor.

**GOWD Program Year 2011 Monitoring Report *On-site Period Review:*
December 10, 2012-December 14, 2012**

Atlanta Regional Commission Response to Findings/Observations

Finding # LWIA 07-2011-12-001

Internal Control Environment - Improper Management of Inventory

Finding/Condition: The LWIA's property inventory list does not contain all federally required elements. The list does not include ultimate disposition information.

Criteria: *OMB Circular A-no (§-34(f)(i))* states, "Equipment records shall be maintained accurately and shall include the following information (i) Ultimate disposition data, including date of disposal and sales price or the method used to determine current fair market value where a recipient compensates the Federal awarding agency for its share".

Cause: The LWIA demonstrates a lack of understanding of federal requirements for property management. The LWIA did not see ultimate disposition information as necessary on the required inventory records.

Effect: The LWIA failed to comply with federal requirements. Noncompliance with federal statutes could lead to questioned costs.

Required Action(s): GOWD requires that the LWIA complete tasks that include, but are not limited to, the following:

- Review all property records and revise as necessary to include federally required information.
- Revise policies and procedures for property management to include all federally required information in property records. At minimum, property records should include the funding source for the property (including the CFDA number), calculation of the percentage of federal participation in the cost of equipment, disposition data, and with whom the property title is vested.
- Conduct staff training to ensure adherence to revised policies and procedures.

Corrective Action Plan: The LWIA has revised property records, policies and procedures to include federally required information, attachments included. Staff will be informed of the changes at the next staff meeting. The LWIA does not agree with the Cause statement of this report. The absence of the disposition information on the report reviewed by GOWD was due to an oversight by the LWIA, not based on any decision of the LWIA to exclude or deny importance.

Finding # LWIA 07-2011-12-002

Contracting - Missing Required Contract Provisions

Finding/Condition: In three of three contracts tested, the LWIA did not include provisions for the Clean Air Act and the Federal Water Pollution Control Act.

Contract Name: CorVel Corporation, **Contract Number:** WD1101, **Date:** July 1, 2010 through June 30, 2012, **Amount:** of \$2,020,019

Contract Name: Gwinnett Technical College, **Contract Number:** WD1106, **Date:** July 1, 2010 through June 30, 2012, **Amount:** \$645,000

Contract Name: Hearts to Nourish Hope, Inc., **Contract Number:** WD1107, **Date:** July 1, 2010 through June 30, 2012, **Amount:** \$915,876

Criteria: 29 *CFR* 95 *Appendix A* Contract Provisions states, "All contracts, awarded by a recipient including simplified acquisitions, shall contain the following provisions as applicable:" (6) "Clean Air Act (42 U.S.C. § 7401 et seq.) and the Federal Water Pollution Control Act (33 U.S.C. § 1251 et seq.), as amended — Contracts and subgrants of amounts in excess of \$100,000 shall contain a provision that requires the recipient to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. § 7401 et seq.) and the Federal Water Pollution Control Act as amended (33 U.S.C. § 1251 et seq.). Violations shall be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA)."

Cause: The LWIA demonstrates a lack of understanding of federal requirements for contract provisions.

Effect: The LWIA failed to comply with federal requirements. Noncompliance with federal statutes could lead to questioned costs and mismanagement of contracted services.

Required Action(s): GOWD requires the LWIA to review contracts and amend, as applicable, to include provisions for the Clean Air Act and the Federal Water Pollution Control Act.

Corrective Action Plan: The LWIA will amend all of its current contracts to include provisions for the Clean Air Act and the Federal Water Pollution Control Act. The LWIA does not agree with the Cause statement of this report. Considering the number of provisions required in WIA funded contracts, the omission of the Clean Air Act and Federal Water Pollution Control act does not demonstrate a lack of understanding of federal requirements for contract provisions. All other provisions were noted in the contracts. In November 2012, GOWD was asked to provide a listing of provisions for contract purposes but this local area has not received a listing.

Finding # LWIA 07-2011-12-003

Programmatic Administration - Improper Reporting in GWS

Finding/Condition: The LWIA failed to enter required participant information for supportive services

into GWS for three out of 20 Adult and Dislocated Worker participants.

Criteria: 20 CFR 667.300 *Reporting Requirements* states, "All States and other direct grant recipients must report financial, participant, and performance data in accordance with instructions issued by DOL".

Cause: The LWIA demonstrates a lack of understanding for federal requirements regarding participant reporting.

Effect: The LWIA failed to comply with federal requirements for accurate reporting. Entities are required by WIA regulations to report program content to GOWD. Therefore, when data is not entered into GWS, it is not accurately reported to the GOWD, resulting in inaccurate reports submitted to the federal government.

Required Actions): GOWD requires the LWIA develop and implement a policy requiring supportive services to be entered into the required field in GWS. Conduct staff training as necessary to ensure compliance with the new policy.

Corrective Action Plan: The LWIA conducted training with career advisors and center managers on January 30, 2013 to discuss the consistent recording of support services under the service activity (example, skills training) for the customer. The checkbox will be marked for each support service that the customer is receiving during the activity. The LWIA does not agree with the Cause and Effect statements of this report. A finding utilizing a sample of 20 files with 3 inconsistencies does not demonstrate "a lack of understanding for federal requirements regarding participant reporting."

Observation #4

In 17 out of 20 Adult and Dislocated Worker case files, follow up services were not entered into GWS.

GOWD requires the LWIA develop and implement a policy requiring follow up services to be entered into the required field in GWS. Conduct staff training as necessary to ensure adherence to the policy.

Correction Action Plan: Training was conducted on January 30, 2013 with LWIA career advisors and center managers regarding the notation of follow-up activities for adults and dislocated workers in GWS in the counseling notes section. As there is no field that tracks and reports follow-up in GWS, the LWIA is assuming that a notation in the counseling records will be sufficient. If this is not the case, please advise the field GOWD requires that follow-up activities be noted.

Moratorium on Training in the following occupational Areas due to lack of performance outcomes:

Certified Nursing Assistant/Home Health Care
Medical Assistant
Medical Office/Secretary

The Atlanta Regional Workforce Board (ARWB) called a special emergency meeting to discuss the state of the Certified Nursing Assistant (CNA) program and other health care support occupations. **As of Thursday, October 4, 2012, the ARWB placed a temporary suspension on new CNA enrollments. The hold is for ARWB (Clayton, Cherokee, Douglas, Gwinnett, Fayette, Henry and Rockdale) counties only.**

The reason for the temporary hold is the lack of training related job placements in these fields. The October meeting discussed measures that training providers could take to get the numbers up to acceptable performance, including refresher training, more contacts with employers, etc. Staff also discussed the new program year (2013) performance measures and how they will affect training program decisions.

On October 14, 2012 a hold was added for Medical Assistant and Medical Office/Secretary training due to lack of performance. Performance reviews continue to determine progress on performance; however, no substantial performance increase is noted. The moratorium has now been extended through June 30, 2013.

Performance Monitoring of Health Care and Medical Office Training Programs

Reporting period July 1, 2011 - September 30, 2012

| Home Health/Nursing Aids/PCTs/Personal Care | | | | | | | | | | Medical Assistants | | | | | Medical Office | | | | | |
|---|-----------------|---------------|-----------|--------------------|---------------------------|--|--|--|--|--------------------|---------------|-----------|--------------------|---------------------------|----------------|-----------------|---------------|-----------|--------------------|---------------------------|
| | | | | | | | | | | | | | | | | | | | | |
| | Number enrolled | Left training | Completed | Employed in TR job | % of completers in TR job | | | | | Number enrolled | Left training | Completed | Employed in TR job | % of completers in TR job | | Number enrolled | Left training | Completed | Employed in TR job | % of completers in TR job |
| City of Atlanta | 75 | 74 | 62 | 3 | 5% | | | | | 75 | 51 | 39 | 6 | 15% | | 11 | 11 | 8 | 1 | 13% |
| Cobb | 184 | 138 | 116 | 46 | 40% | | | | | 36 | 31 | 23 | 12 | 52% | | 16 | 8 | 8 | 0 | 0% |
| DeKalb | 191 | 126 | 111 | 28 | 25% | | | | | 356 | 333 | 300 | 99 | 33% | | 27 | 19 | 19 | 8 | 42% |
| Fulton | 82 | 52 | 40 | 12 | 30% | | | | | 33 | 20 | 19 | 6 | 32% | | 23 | 19 | 16 | 3 | 19% |
| Atlanta Regional | 495 | 404 | 358 | 116 | 32% | | | | | 207 | 173 | 144 | 34 | 24% | | 110 | 87 | 81 | 15 | 19% |

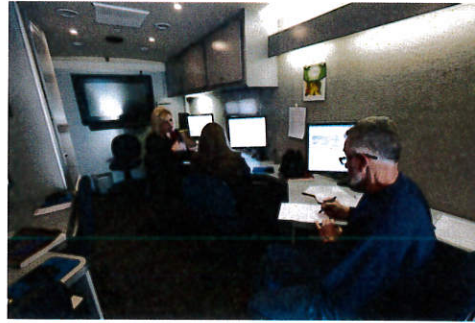
Reporting Period July 1, 2011 through January 25, 2013

| Home Health/Nursing Aids/PCTs/Personal Care | | | | | | | | | | Medical Assistants | | | | | Medical Office | | | | |
|---|-----------------|---------------|-----------|--------------------|---------------------------|--|-----------------|---------------|-----------|--------------------|---------------------------|--|-----------------|---------------|----------------|--------------------|---------------------------|-----|---------|
| | Number enrolled | Left training | Completed | Employed in TR job | % of completers in TR job | | Number enrolled | Left training | Completed | Employed in TR job | % of completers in TR job | | Number enrolled | Left training | Completed | Employed in TR job | % of completers in TR job | | |
| City of Atlanta | 75 | 74 | 62 | 3 | 5% | | 75 | 51 | 38 | 6 | 16% | | 11 | 11 | 8 | 1 | 13% | | |
| Cobb | 199 | 138 | 116 | 50 | 43% | | 38 | 31 | 23 | 12 | 52% | | 16 | 8 | 8 | 1 | 13% | | |
| DeKalb | 209 | 126 | 111 | 37 | 33% | | 362 | 333 | 300 | 153 | 51% | | 28 | 19 | 19 | 10 | 53% | | |
| Fulton | 82 | 52 | 40 | 17 | 43% | | 34 | 20 | 19 | 6 | 32% | | 23 | 19 | 16 | 3 | 19% | | |
| Atlanta Regional | 507 | 414 | 366 | 140 | 38% | | 209 | 177 | 148 | 42 | 28% | | \$10.92 | 112 | 90 | 84 | 19 | 23% | \$12.53 |

Reporting Period July 1, 2011 through February 18, 2013

| Home Health/Nursing Aids/PCTs/Personal Care | | | | | | | | | | Medical Assistants | | | | | Medical Office | | | | | |
|---|-----------------|---------------|-----------|--------------------|---------------------------|--|--|--|--|--------------------|---------------|-----------|--------------------|---------------------------|----------------|-----------------|---------------|-----------|--------------------|---------------------------|
| | Number enrolled | Left training | Completed | Employed in TR job | % of completers in TR job | | | | | Number enrolled | Left training | Completed | Employed in TR job | % of completers in TR job | | Number enrolled | Left training | Completed | Employed in TR job | % of completers in TR job |
| | | | | | | | | | | | | | | | | | | | | |
| City of Atlanta | 75 | 74 | 62 | 3 | 5% | | | | | 75 | 52 | 38 | 6 | 16% | | 11 | 11 | 8 | 1 | 13% |
| Cobb | 224 | 149 | 133 | 55 | 41% | | | | | 42 | 31 | 23 | 12 | 52% | | 19 | 11 | 8 | 1 | 13% |
| DeKalb | 211 | 132 | 117 | 38 | 32% | | | | | 365 | 335 | 302 | 155 | 51% | | 28 | 20 | 20 | 10 | 50% |
| Fulton | 87 | 57 | 26 | 11 | 42% | | | | | 38 | 21 | 20 | 6 | 30% | | 23 | 20 | 17 | 4 | 24% |
| Atlanta Regional | 518 | 420 | 369 | 146 | 40% | | | | | 209 | 180 | 149 | 44 | 30% | \$10.93 | 113 | 91 | 85 | 20 | 24% |
| | | | | | | | | | | | | | | | | | | | | \$12.49 |

ARWB Mobile Unit Libraries Outreach



With the closure of the BRAC grant activities, utilization of the mobile unit shifted to community outreach to all of the counties served by ARWB. Discussion with various library directors in the counties indicated a critical need for job search assistance by their customers and a lack of staff expertise in this area. Most libraries operate at full capacity for internet access by customers and often have wait lists to utilize computers. Additionally, with the reduction in library budgets and hours the services are more limited.

Partnerships were initially formed with Clayton, Cherokee, and Douglas county library systems and mobile unit activity at the libraries began in January 2012 supported by ARC and ARWB staff. While partnerships were being finalized, job coach contract positions were developed to enhance the delivery of job search/job readiness services on the mobile unit and to create job coaching opportunities at the full service Career Resource Centers. In February 2012, services were expanded to Henry and Fayette County and the mobile unit, staffed by two professional job coaches, was committed to library outreach Tuesday, Wednesday and Thursday of every week. Expansion into Rockdale and Gwinnett counties was developed in September as a pilot and the schedule was adjusted to incorporate all seven counties in December 2012. Currently the mobile unit is on site at nine library locations.

Utilization of the unit at any one library can vary from serving as few as 4 or 5 in a 2.5 to 3 hours period to serving over 20. Customers are provided with tools to develop or enhance their resumes, job search support on how to utilize resources, job leads posted daily by GDOL, hard and electronic copies of their resumes, coaching on the realities of today's labor market, career assessments and online tutorials for job search and job retention. Introduction to WIA services is also provided as well as assistance in completing WIA applications.

Over 1600 customers were served on the mobile unit library outreach in 2012 and the number is growing with over 250 served in just the first 6 weeks of 2013.

NEW WORKSHOP OPPORTUNITY FOR CUSTOMERS - "Becoming JOB SMART"

- The reality of the job search – what employers want, top grading, limitations on the internet
- Set goals, plan. Manage the job of job search
- Don't take No from someone who is unable to say Yes
- Knowing and showing your value
- Taking control and making things happen for you instead of to you
- Networking forever
- Creating interviews and offers
- Accepting position and exceeding expectations

Empowering participants to be **JOB SMART** at the beginning of their training process sets the stage for them to be successful in job placement at the end of their training. The 2-day, 6 hour workshop is delivered by professional job coaches with a real time focus on current labor market trends and hiring practices. Workshop provides for group exercises/discussions, on line videos, lecture, and resource sharing. It also set the stage for regular follow up on job placement tips and ongoing discussions via phone and email with the job coaches.

The Job Smart workshop is currently in place in Clayton Career Resource Center and is scheduled to be rolled out to Gwinnett, Cherokee, Rockdale and Douglas CRCs in February and early March. The workshop is part of the approval process for training plan and is coupled with current resume review so that job search tools are in place at the start of training.



Month-At-A-Glance Schedule for the ARWB Mobile Unit

| ~ February 2013 ~ | | | | | | |
|-------------------|-----|--|--|--|--|-----|
| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
| | | | | | 1 | 2 |
| 3 | 4 | 5 Clayton Library, 420 Valley Hill Rd, Riverdale 9:00-noon Cochran Library, 174 Burke St, Stockbridge 1:30-4:00 | 6 Nancy Guinn Memorial Library, 864 Green Street Conyers, GA 10:00-3:00 | 7 Lithia Springs Library, 7100 Turner Dr, Lithia Springs 9:00-noon Dog River Library, 6100 GA Hwy 5, Douglasville 1:30-4:00 | 8 | 9 |
| 10 | 11 | 12 Clayton Library, 420 Valley Hill Rd, Riverdale 9:00-noon Fayette Library, 1821 Heritage Park Way, Fayetteville 1:30-4:00 | 13 RT Jones Library, 116 Brown Industrial Pkwy, Canton 10:00-3:00 | 14 Centerville Library, 3025 Bethany Church Rd Snellville, GA 9:30-noon Gwinnett Library, 1001 Lawrenceville Hwy, Lawrenceville 1:30-4:00 | 15 AFFES Rapid Response 9 – 3 Morrow, GA | |
| 17 | 18 | 19 Clayton Library, 420 Valley Hill Rd, Riverdale 9:00-noon Cochran Library, 174 Burke St, Stockbridge 1:30-4:00 | 20 Nancy Guinn Memorial Library, 864 Green Street Conyers, GA 10:00-3:00 | 21 Lithia Springs Library, 7100 Turner Dr, Lithia Springs 9:00-noon Dog River Library, 6100 GA Hwy 5, Douglasville 1:30-4:00 | 22 | 23 |
| 24 | 25 | 26 Clayton Library, 420 Valley Hill Rd, Riverdale 9:00-noon Fayette Library, 1821 Heritage Park Way, Fayetteville 1:30-4:00 | 27 RT Jones Library, 116 Brown Industrial Pkwy, Canton 10:00-3:00 | 28 Centerville Library, 3025 Bethany Church Rd Snellville, GA 9:30-noon Gwinnett Library, 1001 Lawrenceville Hwy, Lawrenceville 1:30-4:00 | | |

PAGEVIEW SUMMARY

| Item | 2013 | 2012 |
|-----------------------|--------|--------|
| Total Visits | 27,977 | 20,908 |
| Total Unique Visitors | 21,370 | 14,243 |
| Total Pageviews | 66,936 | 65,993 |
| New Visitors | 19,437 | 11,977 |
| Returning Visitors | 8,540 | 8,931 |

TRAFFIC SOURCES SUMMARY

| Item | 2013 | 2012 |
|-----------------|--------|-------|
| Direct Traffic | 13,633 | 5,157 |
| Search Engines | 10,486 | 9,793 |
| Referring Sites | 3,858 | 5,957 |

TOP PAGES

| Page Title | Pageviews |
|--------------------------------------|-----------|
| ARC Homepage | 15,609 |
| Training and Education Services | 4,560 |
| ARC Job Listings | 2,796 |
| Employment at ARC | 2,087 |
| Search Results | 1,220 |
| Local Government Jobs | 1,215 |
| Career Resource Centers | 1,084 |
| GIS Data and Maps | 886 |
| Georgia Stormwater Management Manual | 879 |
| GIS Data | 780 |

TOP LANDING PAGES

| Page Title | Visits |
|---------------------------------|--------|
| Homepage | 13,650 |
| Training and Education Services | 2,682 |
| Georgia Stormwater Manual | 757 |
| ARC Job Listings | 617 |
| Employment | 595 |
| Aging Resources | 462 |
| Tri-State Water Wars | 461 |
| Career Resource Centers | 408 |
| The Region | 324 |
| RFPs and RFQs | 279 |

TOP SEARCH TERMS TYPED IN OUR INTERNAL SITE SEARCH

| Search Term | Total Unique Searches |
|----------------|-----------------------|
| wia | 19 |
| employment | 9 |
| intern | 6 |
| wia training | 6 |
| dan reuter | 5 |
| Allison Duncan | 4 |
| buford highway | 4 |
| careers | 4 |
| cathy berger | 4 |
| DRI | 4 |

TOP KEYWORDS - WORDS/PHRASES TYPED IN MAJOR SEARCH ENGINES THAT LED VISITORS TO OUR SITE

| Keywords (Search terms) | Visits |
|--------------------------------------|--------|
| atlanta regional commission | 1,332 |
| arc | 316 |
| atlantaregional.com/wiatraining | 112 |
| georgia stormwater management manual | 105 |
| wia | 90 |
| atlanta regional | 80 |
| arc atlanta | 72 |
| atlanta regional workforce board | 53 |
| atlanta regional workforce board | 60 |
| atlanta regional wia training | 49 |

TOP PAGES - WORKFORCE SOLUTIONS

| Page Name | Pageviews |
|---------------------------------------|-----------|
| Training and Education Services | 4,560 |
| Career Resource Centers | 1,084 |
| Atlanta Regional Workforce Board | 433 |
| Training and Youth Provider Resources | 279 |
| Workforce Solutions Overview | 245 |
| ARC EPL Breakdown | 241 |
| Work Ready Initiatives | 212 |
| WIA Application | 208 |
| Youth Services | 204 |
| Mobile Career Unit | 143 |

TOP PAGES - PLAN 2040

| Page Name | Pageviews |
|----------------------|-----------|
| Documents and Tools | 546 |
| Mobility | 34 |
| Community | 26 |
| Environment | 22 |
| Economy | 21 |
| Implementation Tools | 19 |
| Resources | 19 |
| Public Outreach | 17 |
| Strategies | 15 |
| People | 13 |

Samples of the Activities Calendar of the Workforce Solutions Division

12/06/12 Presented Career Exploration Workshop to 50 Senior Citizens graduating from “Re-Entering the Workforce” Project at Jewish Family and Career Services.

12/10 – 12/15/2012 GOWD Monitoring of ARC/ARWB (programmatic and financial monitoring)

1/9/2013 Meeting with all currently approved Truck Driver Training Schools to discuss issues with new regulations regarding licensing, issues with lack of placement and credential of students

1/14/13 and 1/28/13 Meeting with Atlanta University Center staff, Sherry Turner and Pete Hadley, (after meeting with college Presidents) to discuss involvement in BioScience and Digital Media with follow-up meeting with Georgia Department of Economic Development staff to partner in state efforts.

1/15/2013 Meeting with Biscardi Creative Media on OJT

1/16/2013 WIA comprehensive training (Part-One) for Youth Service Provider for Clayton County (Crossroads Youth Development Center).

1/23/2013 WIA comprehensive training (Part-One) for Youth Service Provider for Clayton County (Crossroads Youth Development Center).

1/24/2013 Meeting with Continental Case Company, Cherokee County regarding OJT

1/31/2013 TAG Innovation Economics meeting

1/29/2013 Meeting with the Gwinnett Chamber of Commerce Manufacturing and Supply Chain and Information Technology representatives, the Georgia Department of Labor, Gwinnett Technical College, Gwinnett Corrections to discuss OJT and marketing to employers.

1/29/2013 Initial workshop for Job Smart Series @ Clayton CRC

1/30-31/2013 Georgia Workforce Leadership Association at Lake Blackshear including area directors and Board Chairs (Randy Hayes attending).

2/7/2013 Presentation to the Manufacturing and Supply Chain Council of the Gwinnett Chamber of Commerce on the OJT program. - Response was overwhelming and there are follow-up appointments with Tara Materials, E2E Resources, Hettich America L.P, Bold Controls, Delta Driving Force, SCS Unloading, Emergency Vehicle Restoration, and NAECO Materials Technology Solutions.

2/8/2013 Logistics Workforce Development Planning Meeting

Clayton County Dept. of Economic Development

Presentation of the Atlanta Career Rise workforce industry sector model and opportunity for funding for the Southern Crescent regional partnership

Presentation of On-the-Job Training Opportunities for Supply Chain/Logistics Companies

1. Established a team to develop a draft employer engagement strategy, including defining the industry subsectors, company size, staffing trends, and outreach/engagement plan in order to identify which firms would be the most receptive to incumbent employee and job seeker services.

2. Employer engagement strategy and initial list of targets will be distributed to group for review and input, especially additional company targets and contacts
3. Workgroup will meet, review strategy and employer meeting agenda, and plan next steps, March 8

2/11/2013 Meeting with Head Mistress and Vocational Counselor at Lighthouse School In Fayetteville reference mobile unit engagement for career development day for 11 and 12th grade students.

2/11/2013 WIA comprehensive training (Part-Two) for Youth Service Provider for the following counties:

- Cherokee – Cherokee Focus
- Clayton – Crossroads Youth Development Center
- Clayton – Hearts to Nourish Hope
- Douglas – Parents Educating Parents & Professionals (PEPP), Inc.
- Gwinnett – Center for Pan Asian Community (CPACS)
- Gwinnett – CorVel Inc.
- Gwinnett – Gwinnett Advancement Center (GAP)
- Henry – Connecting Henry

2/12/2013 WIA comprehensive training (Part-Two) for Youth Service Provider for the following counties:

- Cherokee – Cherokee Focus
- Clayton – Clayton County Public Schools (formerly WorkTec).
- Clayton – Hearts to Nourish Hope
- Douglas – Parents Educating Parents & Professionals (PEPP), Inc.
- Gwinnett – Center for Pan Asian Community (CPACS)
- Gwinnett – CorVel Inc.
- Gwinnett – Gwinnett Advancement Center (GAP)
- Henry – Connecting Henry

2/14/2013 Coordinated meeting between AUC staff and GDEcD, Asante Bradford, on developing innovative curriculum to collaborate with new business coming to Georgia.

2/15/2013 Rapid Response for AFFES- Mobile Unit onsite for career transition/ job search assistance.

2/19/2013 Meeting with Georgia Department of Economic Development Project Managers responsible for Digital Media, Information Technology and Health Care IT projects including the new GM Technology Center to discuss OJT program.

2/19/2013 Meeting with Delta Driving Force of Gwinnett County regarding OJT.

2/20/2013 Meeting with Wellstar Education Department regarding expanding Career Rise partnership for Douglas hospital and the Douglas CRC.

2/20/2013 Meeting with Jason Chernock, Georgia Tech Enterprise Innovation Institute, regarding Clayton County strategic plan

2/21/2013 Meeting with SCS Unloading regarding OJT Program

2/21/2013 Presentation on ARC/WFD programs for Fayette Factor, including Fayette County Commissioners

2/25/2013 Career Day at Lighthouse School, Fayette County

2/26/2013 Meeting with E2E Resources and Hettich America on OJT and Gwinnett Technical College on leveraging collaborative opportunities.

2/26/2013 Joining ARC Area Agency on Aging for region-wide staff cross training on workforce resources available for senior citizens. Staff from ARWB and other Metro WIBs, Georgia Department of Labor Career Centers, Senior Community Service Employment Programs (SCEP) and AARP are included. The training session is planned for The Loudermilk Center; it will simultaneously be presented online for those who cannot attend. ARWB Clayton Career Resource Center Manager will present WIA services and resources.

2/28/2013 Meeting with Emergency Vehicle Restoration in Fayette County on OJT

2/28/2013 **2013 ITA Committee** meeting to review Training Provider Applications/Evaluations in conjunction with DeKalb County and Fulton County

3/5/2013 Georgia Bio Education and Workforce Committee – collaboration with partners on bioscience initiatives

2nd week in March Presentation to Georgia Bio Human Resources Executives on OJT and Customized Training.

3/7/2013 Presentation to ARC Arts and Culture Advisory Council on creative industries and Workforce Solutions program objectives.

3/7/2013 Meeting with Toon Boom (President and Education Director) and AUC Presidents to be held at ARC on developing creative industry curriculum at AUC.

3/13/2013 Presentation for the Gwinnett Employer Committee on OJT opportunities

3/15/2013 Rapid Response for AFFES- Mobile Unit onsite for career transition/ job search assistance.

3/21/2013 Digital Media Entertainment Day at the Capitol – partnering with Georgia Department of Economic Development on presentation and students to attend

April 2013 (tentative date) – Programmatic Monitoring for Clayton County's Youth Service Providers (Clayton County Public Schools and Prevention Plus).

4/19/2013 Rapid Response for AFFES- Mobile Unit onsite for career transition/ job search assistance.

May 2013 (tentative date) Programmatic Monitoring for Gwinnett County's Youth Service Providers (BPSOS and Center for Pan Asian Community).

5/10/2013 Partnering with Cherokee Chamber of Commerce, Georgia Department of Labor, Chattahoochee Tech and Reinhardt College in a Resume Day Event for local residents. Mini-workshops scheduled throughout the day on polishing interview skills and job search tips. One-on-one sessions to create or critique resumes and mock interview sessions with local Human Resource/Hiring Manager volunteers. ARWB Mobile Unit onsite.

Daily distribute to ARWB Career Resource Centers new job postings from all regions, Georgia Department of Labor Career Centers.

**PROGRAM
AND
FINANCIAL
REPORTS**



Adult and Dislocated Worker Activity Totals for Program Year 2012/2013: July 1, 2012 - January 31, 2013

| Service | Cherokee | Clayton | Douglas | Fayette | Henry | Gwinnett Tech ** | Gwinnett | Rockdale | Gwinnett Corrections | Total |
|---|----------|---------|---------|---------|---------|------------------|----------|----------|----------------------|--------------|
| Basic Services (Core) | | | | | | | | | | |
| Visits | 1,307 | 10,676 | 3,098 | 48 | 340 | 4,035 | 14,387 | 1,531 | | 35,422 |
| Computer Lab Visits | 129 | 6,750 | 2,578 | 0 | 59 | 0 | 12,475 | 354 | | 22,345 |
| Resume Writing | 32 | 845 | 340 | 0 | 8 | 12 | 1,059 | 51 | | 2,347 |
| Job Search Assistance | 89 | 5,725 | 1,574 | 0 | 21 | 1,122 | 6,452 | 51 | | 15,034 |
| Other Workshop Attendance | 3 | 2,083 | 0 | 0 | 0 | 194 | 258 | 0 | | 2,538 |
| Orientation Attendance (# of participants) | | | | | | | | | | |
| WIA Training Application Workshops | 10 | 0 | 0 | 0 | 0 | 252 | 0 | 4 | | 266 |
| Basic Skills & Assessment | 83 | 1,597 | 245 | 38 | 83 | 31 | 967 | 122 | | 3,166 |
| Business Recruitment Events | 0 | 546 | 0 | 0 | 0 | 0 | 17 | 0 | | 563 |
| Group Workshops & Sessions (# of sessions) | | | | | | | | | | |
| WIA Training Application Workshops | 12 | 0 | 0 | 0 | 0 | 32 | 0 | 6 | | 50 |
| Business Recruitment Events | 0 | 29 | 0 | 0 | 1 | 0 | 1 | 0 | | 31 |
| Company Rapid Response | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | 0 |
| Training Applications | | | | | | | | | | |
| # of Applications Taken | 92 | 775 | 210 | 52 | 113 | 20 | 1,203 | 171 | | 2,636 |
| # of Applicants Determined Eligible (of above #) | 32 | 593 | 140 | 44 | 101 | 20 | 126 | 144 | | 1,200 |
| Registered WIA services | | | | | | | | | | Total |
| Registered Customers | 127 | 570 | 146 | 55 | 115 | 517 | 634 | 181 | 32 | 2,377 |
| New Registered Customers since July 1, 2012 | 26 | 127 | 43 | 13 | 22 | 112 | 172 | 35 | 12 | 562 |
| Customers Enrolled into Training | 107 | 541 | 130 | 50 | 105 | 512 | 602 | 172 | 0 | 2,219 |
| New Training Enrollments since July 1, 2012 | 25 | 122 | 34 | 13 | 20 | 112 | 164 | 32 | 0 | 522 |
| Active Customers | 84 | 467 | 110 | 48 | 88 | 422 | 425 | 118 | 20 | 1,782 |
| Customers who left training services | 43 | 103 | 36 | 7 | 27 | 95 | 210 | 63 | 12 | 596 |
| Credentials Attained | 30 | 65 | 28 | 5 | 18 | 73 | 152 | 49 | 0 | 420 |
| Credential Rate | 71% | 63% | 78% | 71% | 67% | 77% | 72% | 78% | 0% | 71% |
| Employed Customers at Exit | 35 | 86 | 34 | 6 | 20 | 65 | 176 | 58 | 11 | 491 |
| Employment Rate at Exit | 90% | 84% | 94% | 86% | 74% | 68% | 84% | 92% | 92% | 82% |
| Average Starting Wage at Exit | \$21.99 | \$14.19 | \$14.56 | \$16.99 | \$15.74 | \$14.77 | \$17.15 | \$13.68 | \$10.16 | \$15.52 |

** Includes customers served at the Gwinnett Department of Labor Career Center.

REGISTERED WIA CUSTOMERS
FOR PERIOD FROM JULY 01 2012 THROUGH FEBRUARY 18 2013
(DOES NOT INCLUDE CAA CUSTOMERS)

| Fund | Total | # New Regs. | # Rcvd. Trng. | # New Trng Cust | # Act. in Srvcs. | # Ended Srvcs. | # Cred. @ EOS | % EOS Cred | # Emp.@ EOS | % EOS Emp | Avg. Wage @EOS | # Exited | # Emp.@ Exit | % Exit Emp |
|---------------------------------------|-------|----------------|------------------|-----------------------|---------------------|-------------------|------------------|---------------|----------------|--------------|----------------------|-------------|-----------------|---------------|
| <i>For Provider: 1057 CHATT TECH</i> | | | | | | | | | | | | | | |
| A | 34 | 9 | 30 | 9 | 23 | 11 | 9 | 82% | 9 | 82% | 12.00 | 10 | 0 | 0% |
| D | 92 | 17 | 77 | 16 | 61 | 31 | 21 | 68% | 25 | 81% | 18.92 | 25 | 0 | 0% |
| Total 1057 | 126 | 26 | 107 | 25 | 84 | 42 | 30 | 71% | 34 | 81% | 17.09 | 35 | 0 | 0% |
| <i>For Provider: 1056 CLAY STATE</i> | | | | | | | | | | | | | | |
| A | 284 | 60 | 274 | 59 | 241 | 43 | 26 | 61% | 31 | 72% | 12.86 | 35 | 0 | 0% |
| D | 286 | 67 | 267 | 63 | 226 | 60 | 39 | 65% | 55 | 92% | 14.93 | 41 | 0 | 0% |
| Total 1056 | 570 | 127 | 541 | 122 | 467 | 103 | 65 | 63% | 86 | 84% | 14.19 | 76 | 0 | 0% |
| <i>For Provider: 1053 DOUG-CORVEL</i> | | | | | | | | | | | | | | |
| A | 80 | 26 | 69 | 18 | 61 | 19 | 16 | 84% | 18 | 95% | 12.14 | 15 | 0 | 0% |
| D | 66 | 17 | 61 | 16 | 49 | 17 | 12 | 71% | 16 | 94% | 17.29 | 9 | 0 | 0% |
| Total 1053 | 146 | 43 | 130 | 34 | 110 | 36 | 28 | 78% | 34 | 94% | 14.56 | 24 | 0 | 0% |
| <i>For Provider: 1055 FAYETTE</i> | | | | | | | | | | | | | | |
| A | 16 | 2 | 16 | 2 | 13 | 3 | 3 | 100% | 3 | 100% | 10.00 | 2 | 0 | 0% |
| D | 39 | 11 | 34 | 11 | 35 | 4 | 2 | 50% | 3 | 75% | 23.99 | 3 | 0 | 0% |
| Total 1055 | 55 | 13 | 50 | 13 | 48 | 7 | 5 | 71% | 6 | 86% | 16.99 | 5 | 0 | 0% |
| <i>For Provider: 0115 GWIN CORR</i> | | | | | | | | | | | | | | |
| A | 32 | 12 | 0 | 0 | 20 | 12 | 0 | 0% | 11 | 92% | 10.16 | 10 | 0 | 0% |
| Total 0115 | 32 | 12 | 0 | 0 | 20 | 12 | 0 | 0% | 11 | 92% | 10.16 | 10 | 0 | 0% |
| <i>For Provider: 0116 GWIN TECH</i> | | | | | | | | | | | | | | |
| A | 219 | 62 | 218 | 62 | 181 | 38 | 30 | 79% | 22 | 58% | 12.99 | 31 | 0 | 0% |
| D | 301 | 53 | 297 | 53 | 244 | 57 | 43 | 75% | 43 | 75% | 15.67 | 49 | 0 | 0% |
| Total 0116 | 520 | 115 | 515 | 115 | 425 | 95 | 73 | 77% | 65 | 68% | 14.77 | 80 | 0 | 0% |

[CLICK HERE TO RUN DRILLDOWN DETAILED REPORT](#)

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB MONTHLY BOARD REPORTS: ARWB MONTHLY NEW AND TOTAL REGISTRATIONS BY CRC WITH DRILLDOWN

REGISTERED WIA CUSTOMERS
FOR PERIOD FROM JULY 01 2012 THROUGH FEBRUARY 18 2013
(DOES NOT INCLUDE CAA CUSTOMERS)

| Fund | Total | # New Regs. | # Rcvd. Trng. | # New Trng Cust | # Act. in Srvc. | # Ended Srvc. | # Cred. @ EOS | % EOS Cred | # Emp.@ EOS | % EOS Emp | Avg. Wage @EOS | # Exited | # Emp.@ Exit | % Exit Emp |
|---------------------------------------|-------|----------------|------------------|-----------------------|--------------------|------------------|------------------|---------------|----------------|--------------|----------------------|-------------|--------------------|---------------|
| <i>For Provider: 1054 HENRY</i> | | | | | | | | | | | | | | |
| A | 45 | 8 | 42 | 7 | 32 | 13 | 9 | 69% | 10 | 77% | 13.29 | 11 | 0 | 0% |
| D | 70 | 14 | 63 | 13 | 56 | 14 | 9 | 64% | 10 | 71% | 18.19 | 14 | 0 | 0% |
| Total 1054 | 115 | 22 | 105 | 20 | 88 | 27 | 18 | 67% | 20 | 74% | 15.74 | 25 | 0 | 0% |
| <i>For Provider: 0993 MERG CHATT</i> | | | | | | | | | | | | | | |
| D | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0% | 1 | 100% | 26.88 | 1 | 0 | 0% |
| Total 0993 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0% | 1 | 100% | 26.88 | 1 | 0 | 0% |
| <i>For Provider: 0058 NORCROSS</i> | | | | | | | | | | | | | | |
| A | 353 | 96 | 337 | 94 | 235 | 118 | 92 | 78% | 98 | 83% | 14.38 | 81 | 0 | 0% |
| D | 281 | 76 | 265 | 70 | 190 | 92 | 60 | 65% | 78 | 85% | 20.63 | 63 | 0 | 0% |
| Total 0058 | 634 | 172 | 602 | 164 | 425 | 210 | 152 | 72% | 176 | 84% | 17.15 | 144 | 0 | 0% |
| <i>For Provider: 1052 ROCK-CORVEL</i> | | | | | | | | | | | | | | |
| A | 124 | 27 | 117 | 24 | 86 | 38 | 28 | 74% | 36 | 95% | 13.05 | 32 | 0 | 0% |
| D | 57 | 8 | 55 | 8 | 32 | 25 | 21 | 84% | 22 | 88% | 14.70 | 14 | 0 | 0% |
| Total 1052 | 181 | 35 | 172 | 32 | 118 | 63 | 49 | 78% | 58 | 92% | 13.68 | 46 | 0 | 0% |
| TOTAL | 2380 | 565 | 2222 | 525 | 1785 | 596 | 420 | 71% | 491 | 82% | 15.52 | 446 | 0 | 0% |

[CLICK HERE TO RUN DRILLDOWN DETAILED REPORT](#)

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB MONTHLY BOARD REPORTS: ARWB MONTHLY NEW AND TOTAL REGISTRATIONS BY CRC WITH DRILLDOWN

ATLANTA REGIONAL WORKFORCE BOARD QUARTERLY REPORT SUMMARY BY COUNTY
 ACTIVE AT SOME POINT DURING PERIOD FROM JULY 01 2012 THRU FEBRUARY 18 2013

| COUNTY NAME | FUNDING SOURCE | | YOUTH | TOTAL |
|----------------|----------------|------|-------|-------|
| | ADULT | DW | | |
| BARROW | . | 4 | . | 4 |
| BARTOW | 1 | . | . | 1 |
| BIBB | . | 1 | . | 1 |
| BUTTS | . | 1 | . | 1 |
| CHEROKEE | 34 | 89 | 124 | 247 |
| CLAYTON | 218 | 215 | 288 | 721 |
| COBB | 7 | 4 | . | 11 |
| COWETA | 2 | 1 | . | 3 |
| DEKALB | 7 | 9 | . | 16 |
| DOUGLAS | 78 | 65 | 83 | 226 |
| FAYETTE | 16 | 39 | 9 | 64 |
| FLOYD | 1 | . | . | 1 |
| FULTON | 22 | 29 | . | 51 |
| GILMER | . | 1 | . | 1 |
| GLYNN | . | 1 | . | 1 |
| GWINNETT | 590 | 558 | 359 | 1507 |
| HALL | . | 4 | . | 4 |
| HENRY | 85 | 123 | 76 | 284 |
| MERIWETHER | . | 1 | . | 1 |
| NEWTON | 1 | 7 | 4 | 12 |
| PAULDING | 1 | 1 | . | 2 |
| RICHMOND | 1 | 1 | . | 2 |
| ROCKDALE | 128 | 54 | 45 | 227 |
| SPALDING | 1 | 1 | . | 2 |
| SUMTER | 1 | . | . | 1 |
| TROUP | 1 | . | . | 1 |
| UPSON | . | 1 | . | 1 |
| WALTON | . | 1 | . | 1 |
| TOTAL | 1195 | 1211 | 988 | 3394 |

REPORT RUN DATE: 02/19/13
 FOCEXEC: ARWB QUARTERLY TRACKING REPORTS:ARWB QUARTERLY REPORT SUMMARY BY COUNTY

WIA7001 Count of Veterans/Eligible Spouses with Active Services
From JULY 01 2012 through FEBRUARY 18 2013
ALL FUNDS

Run Date: 02/19/13

| Area | Total AD/DW | Total Vet AD/DW | % Vets A/DWs | WIA or RA Fund Type | | | Dislocated Worker | | | Older Youth | | | Young Youth | | |
|-------|----------------|-----------------------|-----------------|---------------------|-----------|---------------------|-------------------|-----------|---------------------|-------------|-----------|---------------------|-------------|-----------|---------------------|
| | | | | Total # | Veteran # | % Served Veteran | Total # | Veteran # | % Served Veteran | Total # | Veteran # | % Served Veteran | Total # | Veteran # | % Served Veteran |
| 01 | 1299 | 84 | 6% | 407 | 23 | 6% | 892 | 61 | 7% | 114 | 0 | 0% | 245 | 0 | 0% |
| 02 | 502 | 43 | 9% | 201 | 14 | 7% | 301 | 29 | 10% | 41 | 0 | 0% | 144 | 0 | 0% |
| 03 | 648 | 50 | 8% | 422 | 29 | 7% | 226 | 21 | 9% | 133 | 0 | 0% | 680 | 1 | 0% |
| 04 | 677 | 59 | 9% | 293 | 21 | 7% | 384 | 38 | 10% | 165 | 0 | 0% | 300 | 0 | 0% |
| 05 | 1937 | 158 | 8% | 1159 | 98 | 8% | 778 | 60 | 8% | 91 | 1 | 1% | 641 | 1 | 0% |
| 06 | 946 | 80 | 8% | 436 | 38 | 9% | 510 | 42 | 8% | 102 | 1 | 1% | 120 | 1 | 1% |
| 07 | 2412 | 180 | 7% | 1201 | 80 | 7% | 1211 | 100 | 8% | 350 | 2 | 1% | 632 | 0 | 0% |
| 08 | 2343 | 151 | 6% | 1404 | 84 | 6% | 939 | 67 | 7% | 128 | 1 | 1% | 435 | 1 | 0% |
| 09 | 1051 | 79 | 8% | 563 | 36 | 6% | 488 | 43 | 9% | 73 | 0 | 0% | 348 | 0 | 0% |
| 10 | 176 | 12 | 7% | 112 | 7 | 6% | 64 | 5 | 8% | 10 | 0 | 0% | 46 | 0 | 0% |
| 11 | 377 | 42 | 11% | 182 | 14 | 8% | 195 | 28 | 14% | 29 | 0 | 0% | 84 | 0 | 0% |
| 12 | 288 | 19 | 7% | 219 | 8 | 4% | 69 | 11 | 16% | 69 | 0 | 0% | 122 | 0 | 0% |
| 13 | 206 | 19 | 9% | 132 | 9 | 7% | 74 | 10 | 14% | 25 | 0 | 0% | 129 | 0 | 0% |
| 14 | 192 | 20 | 10% | 150 | 15 | 10% | 42 | 5 | 12% | 36 | 0 | 0% | 141 | 0 | 0% |
| 15 | 224 | 16 | 7% | 152 | 5 | 3% | 72 | 11 | 15% | 35 | 0 | 0% | 29 | 0 | 0% |
| 16 | 383 | 23 | 6% | 259 | 15 | 6% | 124 | 8 | 6% | 46 | 0 | 0% | 352 | 0 | 0% |
| 17 | 798 | 90 | 11% | 474 | 41 | 9% | 324 | 49 | 15% | 69 | 0 | 0% | 353 | 0 | 0% |
| 18 | 577 | 40 | 7% | 414 | 24 | 6% | 163 | 16 | 10% | 126 | 0 | 0% | 333 | 1 | 0% |
| 19 | 331 | 19 | 6% | 229 | 11 | 5% | 102 | 8 | 8% | 82 | 0 | 0% | 71 | 0 | 0% |
| 20 | 514 | 53 | 10% | 328 | 21 | 6% | 186 | 32 | 17% | 169 | 0 | 0% | 309 | 0 | 0% |
| TOTAL | 15881 | 1237 | 8% | 8737 | 593 | 7% | 7144 | 644 | 9% | 1893 | 5 | 0% | 5514 | 5 | 0% |

5

CLICK ON THE AREA NUMBER TO RUN A DRILLDOWN REPORT SHOWING DETAIL INFORMATION ON VETERAN CUSTOMERS
NOTE: Some customers may have multiple funding but will be counted in only one funding column to avoid duplicate counts.

ARWB Occupational Training Area Outcomes – July 2012 through February 18, 2012

| Occupation (Major areas of training - not all inclusive) | Total # | Active | Left Training | Completion Rate | Credential Rate | Employment Rate | Average Wage | Training Related Employment |
|---|--------------------|---------------|--------------------------|----------------------------|----------------------------|----------------------------|-------------------------|--|
| Architect/Engineering | 15 | 5 | 10 | 40% | 40% | 40% | \$19.24 | 100% |
| Business/Finance | 62 | 31 | 31 | 81% | 39% | 6% | \$28.06 | 67% |
| Computer (higher level) | 184 | 70 | 114 | 83% | 52% | 79% | \$20.99 | 71% |
| Construction | 15 | 12 | 3 | 67% | 67% | 100% | \$17.00 | 100% |
| Education(K-12) | 40 | 11 | 29 | 55% | 45% | 90% | \$16.72 | 89% |
| | | | | | | | | |
| Health Occupations | 379 | 217 | 162 | 77% | 60% | 86% | \$16.62 | 80% |
| Health Support Occupations | 528 | 143 | 385 | 85% | 54% | 75% | \$10.60 | 77% |
| Installation/Repair | 156 | 61 | 95 | 80% | 57% | 71% | \$13.68 | 76% |
| Management (incl. PM) | 99 | 31 | 68 | 88% | 51% | 76% | \$27.88 | 91% |
| Office Admin(incl. MS Office) | 447 | 179 | 268 | 86% | 55% | 77% | \$13.14 | 71% |
| Production | 50 | 12 | 38 | 76% | 50% | 76% | \$13.54 | 69% |
| Transportation | 236 | 59 | 177 | 85% | 72% | 96% | \$15.22 | 92% |
| TOTAL (All Inclusive) | 2310 | 863 | 1447 | 82% | 57% | 81% | \$15.29 | 80% |

The above summary provides a snapshot of the current customer training mix with completion, employment, salary and training related employment results.

ATLANTA REGIONAL WORKFORCE BOARD OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER
FOR PERIOD FROM JULY 01 2012 THRU FEBRUARY 18 2013

| ONET Title | # | Active In Trng | # Left Trng | # Cmpltd Scsflly | Scsfl Comp Rate | Cred? Rate | # Exited /Ended Srvcs. | # Emp @ EOS /Exit | Emp Rate @ EOS /Exit | Avg Wage @ EOS /Exit | Emp in Trng Rel Job | TR Emp Rate @ EOS/Exit | TR Emp Rate Per Succ Compl |
|--|----|-------------------|----------------|---------------------|-----------------------|---------------|---------------------------------|-------------------------|-------------------------------|-------------------------------|---------------------------|------------------------------|----------------------------------|
| Type of Training: ITA | | | | | | | | | | | | | |
| ONET GROUP: Architect/Eng. Occupations | | | | | | | | | | | | | |
| Architectural and C | 1 | 0 | 1 | 0 | 0% | 0 | 0% | 1 | 100% | \$23.00 | 1 | 100% | 0% |
| Civil Engineering T | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Electrical Drafters | 1 | 0 | 1 | 1 | 100% | 1 | 100% | 1 | 0 | \$0.00 | 0 | 0% | 0% |
| Electrical Engineer | 3 | 1 | 2 | 1 | 50% | 1 | 50% | 1 | 0 | \$0.00 | 0 | 0% | 0% |
| Electrical and Elec | 2 | 1 | 1 | 1 | 100% | 1 | 100% | 1 | 0 | \$0.00 | 0 | 0% | 0% |
| Electronics Engineer | 5 | 2 | 3 | 0 | 0% | 0 | 0% | 1 | 100% | \$15.48 | 1 | 100% | 0% |
| Materials Engineers | 1 | 0 | 1 | 0 | 0% | 0 | 0% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Mechanical Drafters | 1 | 0 | 1 | 1 | 100% | 1 | 100% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Total for Architect/Eng. Occupations | | | | | | | | | | | | | |
| | 15 | 5 | 10 | 4 | 40% | 4 | 40% | 5 | 40% | \$19.24 | 2 | 100% | 50% |

| | | | | | | | | | | | | | |
|---|---|---|---|---|------|---|---|---|----|--------|---|----|----|
| ONET GROUP: Arts/Enter./Sports Occupations | | | | | | | | | | | | | |
| Camera Operators, T | 3 | 2 | 1 | 1 | 100% | 0 | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Interpreters and Tr | 1 | 1 | 0 | 0 | 0% | 0 | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Multi-Media Artists | 3 | 2 | 1 | 1 | 100% | 1 | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Producers | 1 | 1 | 0 | 0 | 0% | 0 | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Total for Arts/Enter./Sports Occupations | 8 | 6 | 2 | 2 | 100% | 1 | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |

| | | | | | | | | | | | | | |
|---|---|---|---|---|------|---|---|---|------|---------|---|------|------|
| ONET GROUP: Bldg. Maint. Occupations | | | | | | | | | | | | | |
| First-Line Supervis | 2 | 1 | 1 | 1 | 100% | 1 | 1 | 1 | 100% | \$13.50 | 1 | 100% | 100% |
| Janitors and Cleane | 6 | 3 | 3 | 3 | 100% | 2 | 2 | 2 | 100% | \$7.75 | 1 | 50% | 33% |
| Landscaping and Gro | 1 | 0 | 1 | 0 | 0% | 0 | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Total for Bldg. Maint. Occupations | 9 | 4 | 5 | 4 | 80% | 3 | 3 | 3 | 100% | \$9.67 | 2 | 67% | 50% |

| | | | | | | | | | | | | | |
|---|----|----|----|---|------|---|---|---|------|---------|---|------|------|
| ONET GROUP: Bus./Finance Occupations | | | | | | | | | | | | | |
| Accountants | 28 | 17 | 11 | 9 | 82% | 7 | 2 | 2 | 100% | \$17.32 | 2 | 100% | 22% |
| Accountants and Aud | 1 | 0 | 1 | 1 | 100% | 1 | 1 | 1 | 100% | \$28.25 | 1 | 100% | 100% |
| Business Operations | 1 | 0 | 1 | 0 | 0% | 0 | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB MONTHLY BOARD REPORTS:ARWB OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER

NOTE: EMPLOYMENT RATE CALCULATED BASED ON #EMPLOYED AT EOS/EXIT OVER # WHO LEFT TRAINING

ATLANTA REGIONAL WORKFORCE BOARD OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER
FOR PERIOD FROM JULY 01 2012 THRU FEBRUARY 18 2013

| ONET Title | # | Active In Trng | # Left Trng | # Cmpltd Scsflly | Scsfl Comp Rate | Cred? Rate | Cred Rate | # Exited /Ended Srvcs. | # Emp @ EOS /Exit | Emp Rate @ EOS /Exit | Avg Wage @ EOS /Exit | Emp in Trng Rel Job | TR Emp Rate @ EOS/Exit | TR Emp Rate Per Succ Compl |
|-----------------------------------|----|-------------------|----------------|---------------------|-----------------------|---------------|--------------|------------------------------|-------------------------|-------------------------------|-------------------------------|---------------------------|------------------------------|----------------------------------|
| Claims Examiners, P | 3 | 1 | 2 | 1 | 50% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Financial Analysts | 1 | 0 | 1 | 1 | 100% | 1 | 100% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Insurance Adjusters | 2 | 0 | 2 | 2 | 100% | 0 | 0% | 1 | 1 | 100% | \$10.00 | 1 | 100% | 50% |
| Logisticians | 2 | 0 | 2 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Management Analysts | 18 | 6 | 12 | 10 | 83% | 3 | 25% | 3 | 2 | 67% | \$47.73 | 2 | 100% | 20% |
| Meeting and Convent | 2 | 2 | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Personal Financial | 3 | 2 | 1 | 1 | 100% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Tax Preparers | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Total for Bus./Finance Operations | 62 | 31 | 31 | 25 | 81% | 12 | 39% | 7 | 6 | 86% | \$28.06 | 6 | 100% | 24% |

| | | | | | | | | | | | | | | |
|--|---|---|---|---|------|---|------|---|---|----|--------|---|----|----|
| ONET GROUP: Community/Social Srv. Occupations | | | | | | | | | | | | | | |
| Medical and Public | 1 | 0 | 1 | 1 | 100% | 1 | 100% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Probation Officers | 3 | 1 | 2 | 2 | 100% | 2 | 100% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Total for Community/Social Srv. Occupations | 4 | 1 | 3 | 3 | 100% | 3 | 100% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |

| | | | | | | | | | | | | | | |
|--|-----|----|-----|----|------|----|------|----|----|------|---------|----|------|-----|
| ONET GROUP: Computer/Math Occupations | | | | | | | | | | | | | | |
| Computer Programmer | 12 | 8 | 4 | 3 | 75% | 1 | 25% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Computer Security S | 10 | 8 | 2 | 2 | 100% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Computer Software E | 22 | 8 | 14 | 14 | 100% | 8 | 57% | 6 | 6 | 100% | \$23.61 | 5 | 83% | 36% |
| Computer Support Sp | 22 | 10 | 12 | 10 | 83% | 8 | 67% | 7 | 5 | 71% | \$15.31 | 3 | 60% | 30% |
| Computer Systems An | 19 | 2 | 17 | 14 | 82% | 6 | 35% | 3 | 2 | 67% | \$32.92 | 2 | 100% | 14% |
| Database Administra | 24 | 7 | 17 | 17 | 100% | 11 | 65% | 8 | 6 | 75% | \$26.39 | 4 | 67% | 24% |
| Network Systems and | 8 | 3 | 5 | 5 | 100% | 5 | 100% | 2 | 2 | 100% | \$12.75 | 1 | 50% | 20% |
| Network and Compute | 38 | 13 | 25 | 23 | 92% | 16 | 64% | 12 | 10 | 83% | \$21.17 | 8 | 80% | 35% |
| Operations Research | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Software Quality As | 3 | 1 | 2 | 2 | 100% | 2 | 100% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Web Developers | 25 | 9 | 16 | 5 | 31% | 2 | 13% | 5 | 3 | 60% | \$11.33 | 1 | 33% | 20% |
| Total for Computer/Math Occupations | 184 | 70 | 114 | 95 | 83% | 59 | 52% | 43 | 34 | 79% | \$20.99 | 24 | 71% | 25% |

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB MONTHLY BOARD REPORTS:ARWB OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER

NOTE: EMPLOYMENT RATE CALCULATED BASED ON #EMPLOYED AT EOS/EXIT OVER # WHO LEFT TRAINING

ATLANTA REGIONAL WORKFORCE BOARD OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER
FOR PERIOD FROM JULY 01 2012 THRU FEBRUARY 18 2013

| ONET Title | # | Active In Trng | # Left Trng | # Cmpltd Scsflly | Scsfl Comp Rate | Cred? Rate | # Exited /Ended Svcs. | # Emp @ EOS /Exit | Avg Wage @ EOS /Exit | Emp in Trng Rel Job | TR Emp Rate @ EOS/Exit | TR Emp Rate Per Succ Compl |
|---|----|-------------------|----------------|---------------------|-----------------------|---------------|--------------------------------|-------------------------|-------------------------------|---------------------------|------------------------------|----------------------------------|
| ONET GROUP: Construction Occupations | | | | | | | | | | | | |
| Construction Carpen | 1 | 1 | 0 | 0 | 0% | 0 | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Electricians | 9 | 6 | 3 | 2 | 67% | 2 | 2 | 2 | \$17.00 | 2 | 100% | 100% |
| First-Line Supervis | 1 | 1 | 0 | 0 | 0% | 0 | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Floor Sanders and F | 1 | 1 | 0 | 0 | 0% | 0 | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Helpers--Electricia | 3 | 3 | 0 | 0 | 0% | 0 | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Total for Construction Occupations | 15 | 12 | 3 | 2 | 67% | 2 | 2 | 2 | \$17.00 | 2 | 100% | 100% |

| | | | | | | | | | | | | |
|--|----|----|----|----|------|----|----|---|---------|---|------|------|
| ONET GROUP: Educ./Trng./Library Occupations | | | | | | | | | | | | |
| Adult Literacy, Rem | 2 | 2 | 0 | 0 | 0% | 0 | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Biological Science | 1 | 1 | 0 | 0 | 0% | 0 | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Education, Training | 1 | 0 | 1 | 1 | 100% | 1 | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Elementary School T | 1 | 1 | 0 | 0 | 0% | 0 | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Mathematical Scienc | 2 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Middle School Teach | 2 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Preschool Teachers, | 5 | 0 | 5 | 5 | 100% | 5 | 2 | 2 | \$8.15 | 2 | 100% | 40% |
| Secondary School Te | 4 | 0 | 4 | 3 | 75% | 2 | 3 | 2 | \$24.15 | 1 | 50% | 33% |
| Special Education T | 14 | 4 | 10 | 2 | 20% | 1 | 10 | 4 | \$18.72 | 4 | 100% | 200% |
| Teacher Assistants | 8 | 1 | 7 | 5 | 71% | 4 | 1 | 1 | \$11.00 | 1 | 100% | 20% |
| Total for Educ./Trng./Library Occupations | 40 | 11 | 29 | 16 | 55% | 13 | 10 | 9 | \$16.72 | 8 | 89% | 50% |

| | | | | | | | | | | | | |
|---|----|----|----|----|------|---|---|---|---------|---|------|------|
| ONET GROUP: Food Prep/Svc. Occupations | | | | | | | | | | | | |
| Chefs and Head Cook | 21 | 8 | 13 | 10 | 77% | 7 | 3 | 3 | \$10.80 | 2 | 67% | 20% |
| Cooks, Institution | 1 | 0 | 1 | 1 | 100% | 1 | 1 | 1 | \$11.50 | 1 | 100% | 100% |
| Cooks, Restaurant | 4 | 3 | 1 | 0 | 0% | 0 | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| First-Line Supervis | 1 | 0 | 1 | 0 | 0% | 0 | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Total for Food Prep/Svc. Occupations | 27 | 11 | 16 | 11 | 69% | 8 | 4 | 4 | \$10.98 | 3 | 75% | 27% |

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB MONTHLY BOARD REPORTS:ARWB OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER

NOTE: EMPLOYMENT RATE CALCULATED BASED ON #EMPLOYED AT EOS/EXIT OVER # WHO LEFT TRAINING

ATLANTA REGIONAL WORKFORCE BOARD OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER
FOR PERIOD FROM JULY 01 2012 THRU FEBRUARY 18 2013

| ONET Title | # | Active In Trng | # Left Trng | # Cmpltd Scsflly | Scsfl Comp Rate | Cred? Rate | # Exited /Ended Svcs. | # Emp @ EOS /Exit | Emp Rate @ EOS /Exit | Avg Wage @ EOS /Exit | Emp in Trng Rel Job | TR Emp Rate @ EOS/Exit | TR Emp Rate Per Succ Compl |
|---------------------------------------|------------|-------------------|----------------|---------------------|-----------------------|---------------|--------------------------------|-------------------------|-------------------------------|-------------------------------|---------------------------|------------------------------|----------------------------------|
| ONET GROUP: Health Occupations | | | | | | | | | | | | | |
| Cardiovascular Tech | 37 | 18 | 19 | 17 | 89% | 17 | 89% | 7 | 100% | \$11.61 | 6 | 86% | 35% |
| Dental Hygienists | 12 | 9 | 3 | 3 | 100% | 1 | 33% | 1 | 100% | \$25.00 | 1 | 100% | 33% |
| Diagnostic Medical | 32 | 18 | 14 | 8 | 57% | 5 | 36% | 1 | 100% | \$12.00 | 0 | 0% | 0% |
| Emergency Medical T | 15 | 6 | 9 | 7 | 78% | 7 | 78% | 3 | 100% | \$12.27 | 2 | 67% | 29% |
| Health Technologist | 17 | 2 | 15 | 8 | 53% | 5 | 33% | 11 | 6 | \$13.50 | 4 | 67% | 50% |
| Licensed Practical | 18 | 10 | 8 | 7 | 88% | 7 | 88% | 6 | 100% | \$16.79 | 5 | 83% | 71% |
| Medical Records and | 40 | 21 | 19 | 17 | 89% | 11 | 58% | 8 | 7 | \$17.62 | 7 | 100% | 41% |
| Medical and Clinica | 12 | 9 | 3 | 3 | 100% | 2 | 67% | 2 | 100% | \$14.90 | 2 | 100% | 67% |
| Occupational Health | 2 | 1 | 1 | 1 | 100% | 0 | 0% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Opticians, Dispensi | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Pharmacy Technician | 32 | 18 | 14 | 11 | 79% | 5 | 36% | 9 | 7 | \$11.70 | 2 | 29% | 18% |
| Radiologic Technici | 8 | 3 | 5 | 4 | 80% | 4 | 80% | 4 | 4 | \$23.75 | 4 | 100% | 100% |
| Radiologic Technolo | 18 | 12 | 6 | 4 | 67% | 4 | 67% | 1 | 1 | \$18.90 | 1 | 100% | 25% |
| Registered Nurses | 97 | 65 | 32 | 25 | 78% | 21 | 66% | 11 | 11 | \$21.85 | 10 | 91% | 40% |
| Respiratory Therapi | 11 | 6 | 5 | 3 | 60% | 2 | 40% | 3 | 1 | \$19.80 | 1 | 100% | 33% |
| Respiratory Therapy | 9 | 6 | 3 | 2 | 67% | 2 | 67% | 1 | 1 | \$20.00 | 1 | 100% | 50% |
| Surgical Technologi | 17 | 11 | 6 | 5 | 83% | 4 | 67% | 1 | 1 | \$15.00 | 1 | 100% | 20% |
| Veterinary Technolo | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Total for Health Occupations | 379 | 217 | 162 | 125 | 77% | 97 | 60% | 69 | 59 | \$16.62 | 47 | 80% | 38% |

| | | | | | | | | | | | | | |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------|-----------|------------|------------|
| ONET GROUP: Health Support Occupations | | | | | | | | | | | | | |
| Dental Assistants | 23 | 10 | 13 | 11 | 85% | 7 | 54% | 4 | 4 | \$12.79 | 1 | 25% | 9% |
| Healthcare Support | 6 | 3 | 3 | 3 | 100% | 2 | 67% | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Home Health Aides | 3 | 0 | 3 | 3 | 100% | 2 | 67% | 3 | 2 | \$11.75 | 2 | 100% | 67% |
| Medical Assistants | 138 | 32 | 106 | 86 | 81% | 43 | 41% | 45 | 28 | \$11.78 | 19 | 68% | 22% |
| Nursing Aides, Orde | 355 | 97 | 258 | 223 | 86% | 155 | 60% | 94 | 76 | \$10.02 | 63 | 83% | 28% |
| Occupational Therap | 1 | 0 | 1 | 0 | 0% | 0 | 0% | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Physical Therapist | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Veterinary Assistan | 1 | 0 | 1 | 0 | 0% | 0 | 0% | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Total for Health Support Occupations | 528 | 143 | 385 | 326 | 85% | 209 | 54% | 146 | 110 | \$10.60 | 85 | 77% | 26% |

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB MONTHLY BOARD REPORTS:ARWB OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER

NOTE: EMPLOYMENT RATE CALCULATED BASED ON #EMPLOYED AT EOS/EXIT OVER # WHO LEFT TRAINING

ATLANTA REGIONAL WORKFORCE BOARD OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER
FOR PERIOD FROM JULY 01 2012 THRU FEBRUARY 18 2013

| ONET Title | # | Active In Trng | # Left Trng | # Cmpltd Scsflly | Scsfl Comp Rate | Cred? Rate | # Exited /Ended Svcs. | # Emp @ EOS /Exit | Emp Rate @ EOS /Exit | Avg Wage @ EOS /Exit | Emp in Trng Rel Job | TR Emp Rate @ EOS/Exit | TR Emp Rate Per Succ Compl |
|--|-----|-------------------|----------------|---------------------|-----------------------|---------------|--------------------------------|-------------------------|-------------------------------|-------------------------------|---------------------------|------------------------------|----------------------------------|
| ONET GROUP: Installation/Repair Occupations | | | | | | | | | | | | | |
| Aircraft Mechanics | 6 | 5 | 1 | 1 | 100% | 0 | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Automotive Body and | 1 | 1 | 0 | 0 | 0% | 0 | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Automotive Master M | 12 | 7 | 5 | 4 | 80% | 3 | 60% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Automotive Service | 10 | 5 | 5 | 4 | 80% | 3 | 60% | 2 | 67% | \$14.00 | 2 | 100% | 50% |
| Automotive Specialt | 4 | 1 | 3 | 1 | 33% | 1 | 33% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Bus and Truck Mecha | 4 | 2 | 2 | 1 | 50% | 1 | 50% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Computer, Automated | 1 | 0 | 1 | 1 | 100% | 0 | 0% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Electrical and Elec | 2 | 0 | 2 | 1 | 50% | 1 | 50% | 1 | 100% | \$24.00 | 1 | 100% | 100% |
| First-Line Supervis | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Heating and Air Con | 54 | 25 | 29 | 24 | 83% | 19 | 66% | 12 | 92% | \$12.80 | 8 | 67% | 33% |
| Heating, Air Condit | 20 | 7 | 13 | 9 | 69% | 8 | 62% | 2 | 50% | \$19.00 | 1 | 100% | 11% |
| Helpers--Installati | 3 | 0 | 3 | 2 | 67% | 2 | 67% | 1 | 50% | \$27.04 | 1 | 100% | 50% |
| Industrial Machiner | 2 | 0 | 2 | 2 | 100% | 1 | 50% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Maintenance and Rep | 31 | 5 | 26 | 23 | 88% | 13 | 50% | 8 | 89% | \$11.28 | 6 | 75% | 26% |
| Refrigeration Mecha | 4 | 2 | 2 | 2 | 100% | 2 | 100% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Telecommunications | 1 | 0 | 1 | 1 | 100% | 0 | 0% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Total for Installation/Repair Occupations | 156 | 61 | 95 | 76 | 80% | 54 | 57% | 35 | 71% | \$13.68 | 19 | 76% | 25% |

11

| | | | | | | | | | | | | | |
|--------------------------------------|---|---|---|---|-----|---|-----|---|---|--------|---|----|----|
| ONET GROUP: Legal Occupations | | | | | | | | | | | | | |
| Paralegals and Lega | 3 | 1 | 2 | 1 | 50% | 1 | 50% | 2 | 0 | \$0.00 | 0 | 0% | 0% |

| | | | | | | | | | | | | | |
|---|----|---|----|----|------|----|------|----|------|---------|----|------|------|
| ONET GROUP: Management Occupations | | | | | | | | | | | | | |
| Administrative Serv | 6 | 3 | 3 | 2 | 67% | 2 | 67% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Computer and Inform | 2 | 0 | 2 | 2 | 100% | 1 | 50% | 1 | 100% | \$21.75 | 1 | 100% | 50% |
| Construction Manage | 12 | 3 | 9 | 6 | 67% | 6 | 67% | 4 | 75% | \$21.99 | 3 | 100% | 50% |
| Education Administr | 1 | 0 | 1 | 1 | 100% | 1 | 100% | 1 | 100% | \$20.00 | 1 | 100% | 100% |
| Financial Managers, | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Food Service Manage | 6 | 1 | 5 | 5 | 100% | 5 | 100% | 2 | 100% | \$9.64 | 1 | 50% | 20% |
| General and Operati | 3 | 2 | 1 | 1 | 100% | 1 | 100% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Human Resources Man | 11 | 3 | 8 | 6 | 75% | 3 | 38% | 4 | 75% | \$26.43 | 3 | 100% | 50% |
| Industrial Producti | 3 | 1 | 2 | 2 | 100% | 1 | 50% | 1 | 100% | \$33.65 | 1 | 100% | 50% |
| Lodging Managers | 4 | 3 | 1 | 1 | 100% | 1 | 100% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Managers, All Other | 37 | 8 | 29 | 29 | 100% | 12 | 41% | 15 | 73% | \$33.95 | 10 | 91% | 34% |

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB MONTHLY BOARD REPORTS:ARWB OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER

NOTE: EMPLOYMENT RATE CALCULATED BASED ON #EMPLOYED AT EOS/EXIT OVER # WHO LEFT TRAINING

ATLANTA REGIONAL WORKFORCE BOARD OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER
FOR PERIOD FROM JULY 01 2012 THRU FEBRUARY 18 2013

| ONET Title | # | Active In Trng | # Left Trng | # Cmpltd Scsflly | Scsfl Comp Rate | Cred? Rate | # Exited /Ended Srvcs. | # Emp @ EOS /Exit | Emp Rate @ EOS /Exit | Avg Wage @ EOS /Exit | Emp in Trng Rel Job | TR Emp Rate @ EOS/Exit | TR Emp Rate Per Succ Compl |
|----------------------------------|----|-------------------|----------------|---------------------|-----------------------|---------------|------------------------------|-------------------------|-------------------------------|-------------------------------|---------------------------|------------------------------|----------------------------------|
| Marketing Managers | 6 | 2 | 4 | 3 | 75% | 1 | 25% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Nursery and Greenho | 2 | 0 | 2 | 1 | 50% | 1 | 50% | 1 | 0% | \$0.00 | 0 | 0% | 0% |
| Storage and Distrib | 4 | 3 | 1 | 1 | 100% | 0 | 0% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Transportation Mana | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Total for Management Occupations | 99 | 31 | 68 | 60 | 88% | 35 | 51% | 29 | 76% | \$27.88 | 20 | 91% | 33% |

ONET GROUP: Office/Admin Occupations

| | | | | | | | | | | | | | |
|------------------------------------|-----|-----|-----|-----|------|-----|------|----|----|---------|----|------|-----|
| Billing, Cost, and | 3 | 2 | 1 | 1 | 100% | 1 | 100% | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Bookkeeping, Accoun | 142 | 62 | 80 | 68 | 85% | 50 | 63% | 24 | 18 | \$13.75 | 14 | 78% | 21% |
| Court, Municipal, a | 1 | 0 | 1 | 0 | 0% | 0 | 0% | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Desktop Publishers | 1 | 0 | 1 | 1 | 100% | 0 | 0% | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Executive Secretari | 100 | 43 | 57 | 50 | 88% | 32 | 56% | 22 | 21 | \$12.97 | 19 | 90% | 38% |
| First-Line Supervis | 8 | 4 | 4 | 2 | 50% | 2 | 50% | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Hotel, Motel, and R | 2 | 0 | 2 | 2 | 100% | 2 | 100% | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Insurance Policy Pr | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Medical Secretaries | 85 | 22 | 63 | 58 | 92% | 32 | 51% | 26 | 18 | \$12.54 | 7 | 39% | 12% |
| Office Clerks, Gene | 74 | 36 | 38 | 30 | 79% | 21 | 55% | 10 | 9 | \$11.69 | 7 | 78% | 23% |
| Office and Administ | 13 | 7 | 6 | 5 | 83% | 1 | 17% | 4 | 2 | \$15.00 | 1 | 50% | 20% |
| Payroll and Timekee | 2 | 1 | 1 | 1 | 0% | 0 | 0% | 1 | 1 | \$13.74 | 1 | 100% | 0% |
| Police, Fire, and A | 1 | 0 | 1 | 0 | 0% | 1 | 100% | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Secretaries, Except | 7 | 1 | 6 | 6 | 100% | 3 | 50% | 1 | 1 | \$35.00 | 1 | 100% | 17% |
| Stock Clerks- Stock | 7 | 0 | 7 | 6 | 86% | 3 | 43% | 5 | 2 | \$8.13 | 1 | 50% | 17% |
| Total for Office/Admin Occupations | 447 | 179 | 268 | 230 | 86% | 148 | 55% | 93 | 72 | \$13.14 | 51 | 71% | 22% |

ONET GROUP: Personal Care/Svc. Occupations

| | | | | | | | | | | | | | |
|--|----|---|---|---|------|---|------|---|---|---------|---|----|----|
| Child Care Workers | 1 | 0 | 1 | 1 | 100% | 1 | 100% | 0 | 0 | \$0.00 | 0 | 0% | 0% |
| Personal and Home C | 9 | 1 | 8 | 6 | 75% | 4 | 50% | 2 | 1 | \$12.85 | 0 | 0% | 0% |
| Total for Personal Care/Svc. Occupations | 10 | 1 | 9 | 7 | 78% | 5 | 56% | 2 | 1 | \$12.85 | 0 | 0% | 0% |

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB MONTHLY BOARD REPORTS:ARWB OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER

NOTE: EMPLOYMENT RATE CALCULATED BASED ON #EMPLOYED AT EOS/EXIT OVER # WHO LEFT TRAINING

ATLANTA REGIONAL WORKFORCE BOARD OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER
FOR PERIOD FROM JULY 01 2012 THRU FEBRUARY 18 2013

| ONET Title | # | Active In Trng | # Left Trng | # Cmpltd Scsflly | Scsfl Comp Rate | Cred? Rate | Cred Rate | # Exited /Ended Srvcs. | # Emp @ EOS /Exit | Emp Rate @ EOS /Exit | Avg Wage @ EOS /Exit | Emp in Trng Rel Job | TR Emp Rate @ EOS/Exit | TR Emp Rate Per Succ Compl |
|---|----|-------------------|----------------|---------------------|-----------------------|---------------|--------------|---------------------------------|-------------------------|-------------------------------|-------------------------------|---------------------------|------------------------------|----------------------------------|
| ONET GROUP: Physical/Soc.Science Occupations | | | | | | | | | | | | | | |
| Biological Scientists | 3 | 2 | 1 | 1 | 100% | 1 | 100% | 1 | 1 | 100% | \$16.00 | 1 | 100% | 100% |
| Biological Technici | 6 | 0 | 6 | 6 | 100% | 4 | 67% | 2 | 2 | 100% | \$10.50 | 1 | 50% | 17% |
| Environmental Scien | 2 | 0 | 2 | 0 | 0% | 0 | 0% | 2 | 1 | 50% | \$14.40 | 0 | 0% | 0% |
| Medical Scientists, | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Total for Physical/Soc.Science Occupations | 12 | 3 | 9 | 7 | 78% | 5 | 56% | 5 | 4 | 80% | \$12.85 | 2 | 50% | 29% |
| ONET GROUP: Production Occupations | | | | | | | | | | | | | | |
| Aircraft Structure, | 4 | 0 | 4 | 4 | 100% | 4 | 100% | 2 | 2 | 100% | \$17.60 | 2 | 100% | 50% |
| Medical Appliance T | 1 | 0 | 1 | 0 | 0% | 0 | 0% | 1 | 1 | 100% | \$14.50 | 1 | 100% | 0% |
| Multiple Machine To | 1 | 0 | 1 | 1 | 100% | 1 | 100% | 1 | 1 | 100% | \$17.00 | 1 | 100% | 100% |
| Printing Machine Op | 1 | 0 | 1 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Solderers and Braze | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Water and Liquid Wa | 1 | 0 | 1 | 1 | 100% | 1 | 100% | 1 | 1 | 100% | \$17.05 | 1 | 100% | 100% |
| Welders, Cutters, a | 36 | 11 | 25 | 19 | 76% | 10 | 40% | 10 | 6 | 60% | \$11.49 | 3 | 50% | 16% |
| Welding, Soldering, | 5 | 0 | 5 | 4 | 80% | 3 | 60% | 2 | 2 | 100% | \$11.63 | 1 | 50% | 25% |
| Total for Production Occupations | 50 | 12 | 38 | 29 | 76% | 19 | 50% | 17 | 13 | 76% | \$13.54 | 9 | 69% | 31% |
| ONET GROUP: Protective Svc. Occupations | | | | | | | | | | | | | | |
| Criminal Investigat | 2 | 1 | 1 | 1 | 100% | 1 | 100% | 1 | 1 | 100% | \$15.00 | 1 | 100% | 100% |
| Detectives and Crim | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Police Patrol Offic | 2 | 0 | 2 | 1 | 50% | 0 | 0% | 1 | 1 | 100% | \$10.00 | 0 | 0% | 0% |
| Police and Sheriff | 1 | 0 | 1 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Security Guards | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Sheriffs and Deputy | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| Total for Protective Svc. Occupations | 8 | 4 | 4 | 2 | 50% | 1 | 25% | 2 | 2 | 100% | \$12.50 | 1 | 50% | 50% |
| ONET GROUP: Transportation Occupations | | | | | | | | | | | | | | |
| Industrial Truck an | 27 | 3 | 24 | 24 | 100% | 18 | 75% | 10 | 10 | 100% | \$11.73 | 9 | 90% | 38% |

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB MONTHLY BOARD REPORTS:ARWB OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER

NOTE: EMPLOYMENT RATE CALCULATED BASED ON #EMPLOYED AT EOS/EXIT OVER # WHO LEFT TRAINING

ATLANTA REGIONAL WORKFORCE BOARD OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER
FOR PERIOD FROM JULY 01 2012 THRU FEBRUARY 18 2013

| ONET Title | # | Active # In Trng | # Left # Trng | # Cmpltd # Scsflly | Scsfl Comp Rate | Cred? Rate | Cred Rate | # Exited /Ended Srvc. | # Emp @ EOS /Exit | Emp Rate @ EOS /Exit | Avg Wage @ EOS /Exit | Emp in Trng Rel Job | TR Emp Rate @ EOS/Exit | TR Emp Rate Per Succ Compl |
|--|-----|---------------------|------------------|-----------------------|-----------------------|---------------|--------------|-----------------------------|-------------------------|-------------------------------|-------------------------------|---------------------------|------------------------------|----------------------------------|
| Laborers and Freigh Truck Drivers, Heav | 1 | 1 | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | \$0.00 | 0 | 0% | 0% |
| | 208 | 55 | 153 | 127 | 83% | 109 | 71% | 87 | 83 | 95% | \$15.64 | 77 | 93% | 61% |
| Total for Transportation Occupations | 236 | 59 | 177 | 151 | 85% | 127 | 72% | 97 | 93 | 96% | \$15.22 | 86 | 92% | 57% |

Type of Training: OJT

| | | | | | | | | | | | | | | |
|---|----|---|----|----|------|----|------|----|----|------|---------|----|------|------|
| <u>ONET GROUP: Arts/Enter./Sports Occupations</u> | | | | | | | | | | | | | | |
| Multi-Media Artists | 15 | 1 | 14 | 14 | 100% | 14 | 100% | 14 | 14 | 100% | \$24.05 | 14 | 100% | 100% |

| | | | | | | | | | | | | | | |
|--|---|---|---|---|------|---|-----|---|---|------|---------|---|------|------|
| <u>ONET GROUP: Computer/Math Occupations</u> | | | | | | | | | | | | | | |
| Computer Software E | 2 | 0 | 2 | 2 | 100% | 1 | 50% | 2 | 2 | 100% | \$20.43 | 2 | 100% | 100% |

| | | | | | | | | | | | | | | |
|---|---|---|---|---|------|---|----|---|---|------|---------|---|------|------|
| <u>ONET GROUP: Management Occupations</u> | | | | | | | | | | | | | | |
| Marketing Managers | 1 | 0 | 1 | 1 | 100% | 0 | 0% | 1 | 1 | 100% | \$23.08 | 1 | 100% | 100% |

| | | | | | | | | | | | | | | |
|-------|------|-----|-------|-------|-----|-----|-----|-----|-----|-----|---------|-----|-----|-----|
| TOTAL | 2310 | 863 | 1,447 | 1,193 | 82% | 821 | 57% | 588 | 478 | 81% | \$15.29 | 384 | 80% | 32% |
|-------|------|-----|-------|-------|-----|-----|-----|-----|-----|-----|---------|-----|-----|-----|

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB MONTHLY BOARD REPORTS:ARWB OCCUPATIONAL SKILLS TRAINING ENROLLMENT SUMMARY BY DOT CLUSTER

NOTE: EMPLOYMENT RATE CALCULATED BASED ON #EMPLOYED AT EOS/EXIT OVER # WHO LEFT TRAINING

METRO ATLANTA OCCUPATIONAL SKILLS TRAINING PROVIDER ENROLLMENT COUNTS
for Period From JULY 01 2012 Thru FEBRUARY 18 2013

| PROVIDER | AREA ATL REGIONAL | ATLANTA | COBB CO. | DEKALB | FULTON |
|--------------------------------|----------------------|---------|----------|--------|--------|
| A HEAVENS HEIGHTS MEDICAL TRAI | 7 | . | . | 2 | . |
| ADVANCE TRAINING CENTERS | 8 | . | . | 2 | . |
| ADVANCED TECHNOLOGY GROUP (ATG | 22 | 1 | 18 | 21 | 16 |
| AFRIA MEDICAL INSTITUTE, INC. | . | . | . | 2 | . |
| ALPHA NURSING TRAINING INSTITU | . | 3 | . | . | . |
| AMERICA'S DRIVING FORCE OF GA, | 40 | 1 | . | 14 | 4 |
| ASSURED & ASSOCIATES | 18 | 1 | 3 | . | . |
| ATGWORK | . | . | . | 1 | . |
| ATHENS TECHNICAL COLLEGE | 2 | . | . | 1 | . |
| ATLANTA HEALTH CAREERS, LLC | 26 | 1 | . | 1 | 2 |
| ATLANTA METROPOLITAN COLLEGE | . | 12 | . | 3 | 2 |
| ATLANTA TECHNICAL COLLEGE | 107 | 397 | 9 | 27 | 51 |
| ATLANTA TRUCK DRIVING SCHOOL, | 11 | . | 2 | 20 | 8 |
| ATLANTIC CDL TRAINING CENTER, | 18 | . | 1 | 9 | . |
| AVIATION INSTITUTE OF MAINTENA | 3 | . | . | . | . |
| AVIONCE MORTGAGE CONSULTING SE | . | . | . | 2 | . |
| AWDA | . | 57 | . | . | . |
| B & W FORKLIFT TRAINING CENTER | 10 | . | . | 4 | 1 |
| CAREGIVER SOLUTIONS TRAINING I | 68 | . | . | 9 | 2 |
| CASEY & SON HORSESHOEING SCHOO | . | . | . | 2 | . |

REPORT RUN DATE: 02/19/13
FOCEXEC: ARWB REGIONAL REPORTS:REGIONAL OCCUPATIONAL SKILLS TRAINING ENROLLMENT COUNTS BY PROVIDER

METRO ATLANTA OCCUPATIONAL SKILLS TRAINING PROVIDER ENROLLMENT COUNTS
for Period From JULY 01 2012 Thru FEBRUARY 18 2013

| PROVIDER | AREA ATL REGIONAL | ATLANTA | COBB CO. | DEKALB | FULTON |
|--------------------------------|----------------------|---------|----------|--------|--------|
| CCME TRAINING SERVICES | 4 | . | . | 3 | 2 |
| CDL OF GA, LLC | 7 | . | . | 1 | . |
| CENTER FOR PROGRESSIVE TRAININ | 68 | . | . | 1 | 3 |
| CENTER OF INDUSTRY & TECHNOLOG | 35 | 1 | 2 | 28 | 9 |
| CENTRAL GEORGIA TECHNICAL COLL | 4 | . | . | . | . |
| CHATTAHOOCHEE TECHNICAL COLLE | 95 | 5 | 137 | 1 | 15 |
| CITY SECURITY INC DBA CITY SEC | . | . | . | . | 1 |
| CLAYTON STATE UNIVERSITY | 58 | . | 2 | 10 | 3 |
| CNU MEDICAL INSTITUTE | 32 | 1 | . | 6 | 5 |
| COBB CNA SCHOOL | 8 | . | 73 | 2 | . |
| COLLEGE OF COASTAL GEORGIA | 1 | . | . | . | . |
| COMMUNITY CONNECTS, INC. | . | . | . | 1 | . |
| COMPLETE GAME BROADCAST DBAATL | . | . | . | 6 | 1 |
| COVENANT C.N.A. SCHOOL | 3 | 2 | 2 | 11 | 10 |
| COVENANT MEDICAL TRAINING INST | 1 | . | . | . | . |
| CPR WITH MICKEY, CNA SCHOOL | 4 | . | 7 | . | . |
| CUMBERLAND HEALTH SERVICES AND | 8 | . | 50 | . | . |
| DALY'S TRUCK DRIVING SCHOOL, I | 60 | . | 1 | 7 | 2 |
| DARTON COLLEGE | 6 | 1 | . | 1 | . |
| DEKALB MEDICAL SCHOOL OF RADIO | 9 | . | . | 5 | . |
| DEKALB WORKFORCE DEVELOPMENT | . | . | . | 340 | . |

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB REGIONAL REPORTS:REGIONAL OCCUPATIONAL SKILLS TRAINING ENROLLMENT COUNTS BY PROVIDER

METRO ATLANTA OCCUPATIONAL SKILLS TRAINING PROVIDER ENROLLMENT COUNTS
for Period From JULY 01 2012 Thru FEBRUARY 18 2013

| PROVIDER | AREA ATL REGIONAL | ATLANTA | COBB CO. | DEKALB | FULTON |
|--------------------------------|----------------------|---------|----------|--------|--------|
| DOAKOLTECH, LLC | 2 | . | . | . | . |
| DOVER TRAINING INSTITUTE | 2 | . | . | 1 | . |
| EAST CENTRAL TECHNICAL COLLEGE | . | . | . | 1 | . |
| EDUCATION & CAREER RESOURCES O | 80 | . | . | . | . |
| ELITE MEDICAL TRAINING CENTER | 3 | . | . | 3 | 1 |
| ELLENWOOD ACADEMY | 2 | . | . | 7 | . |
| EMORY - CONTINUING EDUCATION | 7 | 5 | 17 | 42 | 54 |
| EXELLE MEDICAL TRAINING | 2 | . | . | . | . |
| FAKS ALLIED HEALTH EDUCATION C | 14 | . | 1 | 7 | 29 |
| FOLDEL HEALTHCARE SERVICES, CN | 10 | . | . | . | . |
| FORTIS COLLEGE | 7 | . | 13 | 1 | 8 |
| GAINESVILLE STATE COLLEGE | 3 | . | . | . | . |
| GEORGIA COLLEGE OF CONSTRUCTIO | . | . | . | 12 | 6 |
| GEORGIA DRIVING ACADEMY, INC. | 33 | . | . | 58 | . |
| GEORGIA GWINNETT COLLEGE | 16 | . | . | . | . |
| GEORGIA HEALTH SCIENCES UNIVER | 1 | . | . | . | . |
| GEORGIA HIGHLANDS COLLEGE | 6 | . | 3 | 1 | . |
| GEORGIA INSTITUTE OF TECHNOLOG | 3 | 1 | 2 | 3 | 2 |
| GEORGIA NORTHWESTERN TECHNICAL | 4 | . | . | 1 | . |
| GEORGIA PERIMETER COLLEGE | 30 | 4 | 2 | 40 | 9 |

REPORT RUN DATE: 02/19/13
FOCEXEC: ARWB REGIONAL REPORTS:REGIONAL OCCUPATIONAL SKILLS TRAINING ENROLLMENT COUNTS BY PROVIDER

METRO ATLANTA OCCUPATIONAL SKILLS TRAINING PROVIDER ENROLLMENT COUNTS
for Period From JULY 01 2012 Thru FEBRUARY 18 2013

| PROVIDER | AREA ATL REGIONAL | ATLANTA | COBB CO. | DEKALB | FULTON |
|--------------------------------|----------------------|---------|----------|--------|--------|
| GEORGIA PIEDMONT TECHNICAL COL | 55 | 1 | 2 | 49 | . |
| GEORGIA SOUTHERN UNIVERSITY | 2 | . | 1 | 3 | . |
| GEORGIA STATE UNIVERSITY | 25 | 6 | 6 | 22 | 2 |
| GIVING CARE AT HOME EDUCATION | 4 | . | . | . | . |
| GOLDEN AGE HEALTHCARE TRAINING | 1 | . | . | . | . |
| GOODWILL OF NORTH GEORGIA | 41 | . | 5 | 124 | 16 |
| GORDON STATE COLLEGE | 8 | . | . | . | . |
| GRADY HEALTH SYSTEM-SCHOOL OF | 1 | 1 | . | 5 | 1 |
| GREAT SOUTHERN DRIVING ACADEMY | . | 1 | . | 1 | . |
| GRIFFIN TECHNICAL COLLEGE | . | . | . | 2 | 1 |
| GWINNETT TECHNICAL COLLEGE | 603 | . | 1 | 16 | 6 |
| HEART 2 HEART TRAINING ACADEMY | 1 | . | . | 1 | 1 |
| INDEPENDENT ELECTRICAL CONTRAC | 15 | 4 | 1 | 4 | . |
| INSTITUTE OF MEDICAL ULTRASOUN | 8 | . | 1 | 4 | 13 |
| INTERACTIVE COLLEGE OF TECHNOL | 4 | . | . | 3 | 2 |
| INTERNATIONAL INFORMATION TECH | 1 | . | . | 2 | . |
| IVERSON BUSINESS SCHOOL & COUR | 2 | . | . | 1 | . |
| JAVELIN LEARNING SYSTEMS,INC.D | 13 | . | 5 | 19 | 10 |
| JOHNCO INSTITUTE | 12 | . | . | . | . |
| KATLAW TRUCK DRIVING SCHOOL | 32 | . | 29 | 8 | 8 |
| KENNESAW STATE UNIVERSITY | 33 | 2 | 110 | 12 | 16 |

REPORT RUN DATE: 02/19/13
FOCEXEC: ARWB REGIONAL REPORTS:REGIONAL OCCUPATIONAL SKILLS TRAINING ENROLLMENT COUNTS BY PROVIDER

METRO ATLANTA OCCUPATIONAL SKILLS TRAINING PROVIDER ENROLLMENT COUNTS
for Period From JULY 01 2012 Thru FEBRUARY 18 2013

| PROVIDER | AREA | | | | | COBB CO. | DEKALB | FULTON |
|--------------------------------|--------------|---------|---|----|-----|----------|--------|--------|
| | ATL REGIONAL | ATLANTA | | | | | | |
| LANIER TECHNICAL COLLEGE | 19 | . | . | 1 | . | . | . | . |
| LAURUS TECHNICAL INSTITUTE - D | 4 | . | . | 2 | 20 | . | 7 | . |
| LAW ENFORCEMENT & SECURITY SPE | 1 | . | . | . | . | . | . | . |
| LEARN TO EARN DENTAL STAFF SCH | 13 | . | . | 18 | 4 | . | . | . |
| LEZCANO BENNETT CHOI UNIVERSIT | . | . | . | . | . | . | 1 | . |
| LIFE SOLUTIONS FOR HEALTH | 4 | . | . | . | . | . | . | . |
| LLOYD XAVIER MEDICAL TRAINING | 9 | . | . | . | . | . | . | . |
| LTT ENTERPRISES, DBA, GWINNETT | 8 | . | . | . | . | . | 4 | . |
| MALIK COLLEGE | 18 | 2 | . | 9 | 126 | . | 9 | . |
| MASONRY ASSOCIATION OF GEORGIA | . | . | . | . | 1 | . | . | . |
| MENTEE CAREER AND TRAINING INS | 51 | . | . | . | 3 | . | . | . |
| MERCER UNIVERSITY | 4 | . | . | . | . | . | . | . |
| MIDDLE GEORGIA STATE COLLEGE | 5 | . | . | . | 2 | . | . | . |
| NEW HOPE MEDICAL INSTITUTE | 7 | . | . | . | . | . | . | . |
| NEW HORIZONS MEDICAL INSTITUTE | 39 | . | . | 4 | 12 | . | 9 | . |
| NEW HORIZONS, CLC | 3 | 1 | . | 27 | 108 | . | 14 | . |
| NEW LIFE TECHNICAL ACADEMY | 1 | . | . | . | . | . | . | . |
| NORCROSS INSTITUTE OF ALLIED H | 16 | . | . | . | 1 | . | . | . |
| NORTH GEORGIA COLLEGE & STATE | 6 | . | . | . | . | . | . | . |
| NORTH GEORGIA TECHNICAL COLLEG | 1 | . | . | . | . | . | . | . |

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB REGIONAL REPORTS:REGIONAL OCCUPATIONAL SKILLS TRAINING ENROLLMENT COUNTS BY PROVIDER

METRO ATLANTA OCCUPATIONAL SKILLS TRAINING PROVIDER ENROLLMENT COUNTS
for Period From JULY 01 2012 Thru FEBRUARY 18 2013

| PROVIDER | AREA ATL REGIONAL | ATLANTA | COBB CO. | DEKALB | FULTON |
|--------------------------------|----------------------|---------|----------|--------|--------|
| NORTH METRO TECHNICAL COLLEGE | . | . | 1 | . | . |
| NV ENTERPRISES TRAINING ACADEM | 8 | . | . | . | . |
| OGLETHORPE UNIVERSITY | . | . | . | 5 | . |
| OMNITECH INSTITUTE | . | . | . | 2 | . |
| ON-SITE COMPUTER TRAINING | 50 | . | . | 2 | 2 |
| PACIFIC INSTITUTE OF TECHNOLOG | 5 | . | . | 3 | . |
| PIEDMONT COLLEGE | 1 | . | . | . | . |
| PRO DATA | 23 | 2 | 3 | 8 | 13 |
| PROFESSIONAL MEDICAL INSTITUTE | 17 | . | . | 20 | 3 |
| PROMEDICS EMS ACADEMY | . | . | . | 2 | . |
| R.E.A.D. (RAPID ENHANCED ACTIV | 33 | . | . | . | 1 |
| R.S. THOMAS TRAINING ASSOCIATE | 8 | . | 4 | . | . |
| RADIUMSOFT, INC. | 21 | 3 | 8 | 39 | 8 |
| ROSS MEDICAL EDUCATION CENTER | . | . | . | 1 | . |
| SAVANNAH STATE UNIVERSITY | . | . | . | 1 | . |
| SAVANNAH TECHNICAL COLLEGE | . | . | 1 | . | . |
| SHORTER COLLEGE | 2 | . | . | . | . |
| SLEEP STUDIES, INC. DBA ALLIED | 4 | . | . | . | . |
| SOUTH GEORGIA TECHNICAL COLLEG | . | . | . | 1 | . |
| SOUTHEAST COMMERCIAL DRIVING A | 2 | . | . | . | . |
| SOUTHERN CRESCENT TECHNICAL CO | 71 | . | . | 1 | 3 |

REPORT RUN DATE: 02/19/13

FOCEXEC: ARWB REGIONAL REPORTS:REGIONAL OCCUPATIONAL SKILLS TRAINING ENROLLMENT COUNTS BY PROVIDER

METRO ATLANTA OCCUPATIONAL SKILLS TRAINING PROVIDER ENROLLMENT COUNTS
for Period From JULY 01 2012 Thru FEBRUARY 18 2013

| PROVIDER | AREA ATL REGIONAL | ATLANTA | COBB CO. | DEKALB | FULTON |
|--------------------------------|----------------------|---------|----------|--------|--------|
| SOUTHERN POLYTECHNIC STATE UNI | 10 | 3 | 24 | 13 | . |
| TARGET IT TRAINING | 42 | . | 8 | 25 | 9 |
| TECHNET TRAINING CENTERS | . | . | . | . | 1 |
| TECHNOLOGY CENTER, INC. | 51 | 5 | 7 | 42 | 18 |
| TENSTEP, INC. | . | . | . | 3 | . |
| THE MANAGEMENT ACADEMY, LLC | 10 | . | 1 | 9 | . |
| THE URBAN LEAGUE OF GREATER AT | 2 | 10 | . | 5 | 4 |
| TRIALITY, INC. (DBA TRIALITY S | 12 | . | . | . | . |
| TRIUMPHANT HEALTH CAREER CENTE | 1 | . | . | . | . |
| TRUCK DRIVER INSTITUTE, INC. - | 3 | 1 | 1 | 3 | . |
| UNITED EDUCATION INSTITUTE (UE | 11 | . | . | 1 | 5 |
| UNITED MEDICAL AND BUSINESS IN | 32 | 5 | 1 | 7 | 7 |
| UNIVERSITY OF GEORGIA | 19 | . | . | 4 | . |
| UNIVERSITY OF WEST GEORGIA | 4 | 1 | . | . | . |
| WATERS MANAGEMENT GROUP | 3 | . | 10 | 11 | 31 |
| WEST GEORGIA TECHNICAL COLLEGE | 23 | . | 3 | 1 | 2 |
| WOODRUFF MEDICAL TRAINING AND | 4 | 16 | . | 45 | 3 |
| WORLD OUTREACH MEDICAL INSTITU | . | . | . | 1 | . |
| TOTAL | 2510 | 557 | 639 | 1528 | 476 |

REPORT RUN DATE: 02/19/13
FOCEXEC: ARWB REGIONAL REPORTS: REGIONAL OCCUPATIONAL SKILLS TRAINING ENROLLMENT COUNTS BY PROVIDER

ATLANTA REGIONAL WORKFORCE BOARD

WIA EXPENDITURE REPORT

FOR EXPENDITURES THRU December-2012

| | GRANT AWARD | EXPENDITURES | BALANCE REMAINING | % EXPENDED | WIA OBLIGATIONS | UNOBLIGATED WIA FUNDS REMAINING | % OF UNOBLIGATED WIA FUNDS |
|--------------------------------|-------------------|------------------|----------------------|--------------|-----------------|------------------------------------|-------------------------------|
| PY 2011 FUNDS | | | | | | | |
| ADULT | | | | | | | |
| Administrative | 300,192 | 284,445 | 15,747 | 94.8% | - | 15,747 | 5.2% |
| Program | 2,701,727 | 2,679,590 | 22,137 | 99.2% | 22,137 | - | 0.0% |
| TOTAL ADULT | 3,001,919 | 2,964,035 | 37,884 | 98.7% | 22,137 | 15,747 | 0.5% |
| YOUTH | | | | | | | |
| Administrative | 310,898 | 295,066 | 15,832 | 94.9% | - | 15,832 | 5.1% |
| <i>Program (Out of School)</i> | <i>839,425</i> | <i>1,469,250</i> | <i>(629,825)</i> | | <i>48,093</i> | <i>(677,918)</i> | |
| <i>Program (In-School)</i> | <i>1,958,657</i> | <i>1,212,128</i> | <i>746,529</i> | | <i>68,611</i> | <i>677,918</i> | |
| Program Total | 2,798,082 | 2,681,378 | 116,704 | 95.8% | 116,704 | - | 0.0% |
| TOTAL YOUTH | 3,108,980 | 2,976,444 | 132,536 | 95.7% | 116,704 | 15,832 | 0.5% |
| DISLOCATED WORKER | | | | | | | |
| Administrative | 410,151 | 399,135 | 11,016 | 97.3% | - | 11,016 | 2.7% |
| Program | 3,691,366 | 3,533,227 | 158,139 | 95.7% | 158,139 | - | 0.0% |
| TOTAL DISLOCATED WORKER | 4,101,517 | 3,932,362 | 169,155 | 95.9% | 158,139 | 11,016 | 0.3% |
| TOTAL PY 2011 FUNDS | 10,212,416 | 9,872,841 | 339,575 | 96.7% | 296,980 | 42,595 | 0.4% |

ATLANTA REGIONAL WORKFORCE BOARD

WIA EXPENDITURE REPORT

FOR EXPENDITURES THRU December-2012

| | GRANT AWARD | EXPENDITURES | BALANCE REMAINING | % EXPENDED | WIA OBLIGATIONS | UNOBLIGATED WIA FUNDS REMAINING | % OF UNOBLIGATED WIA FUNDS |
|--------------------------------------|-------------------|-------------------|----------------------|--------------|------------------|------------------------------------|-------------------------------|
| PY 2012 FUNDS | | | | | | | |
| ADULT | | | | | | | |
| Administrative | 331,272 | 28,121 | 303,151 | 8.5% | - | 303,151 | 91.5% |
| Program | 2,981,449 | 651,877 | 2,329,572 | 21.9% | 1,148,888 | 1,180,684 | 39.6% |
| TOTAL ADULT | 3,312,721 | 679,998 | 2,632,723 | 20.5% | 1,148,888 | 1,483,835 | 44.8% |
| YOUTH | | | | | | | |
| Administrative | 340,752 | 156,870 | 183,882 | 46.0% | - | 183,882 | 54.0% |
| <i>Program (Out of School)</i> | <i>920,030</i> | <i>689,803</i> | <i>230,227</i> | | <i>1,009,429</i> | <i>(779,202)</i> | |
| <i>Program (In-School)</i> | <i>2,146,736</i> | <i>384,313</i> | <i>1,762,423</i> | | <i>540,152</i> | <i>1,222,271</i> | |
| Program Total | 3,066,766 | 1,074,116 | 1,992,650 | 35.0% | 1,549,581 | 443,069 | 14.4% |
| TOTAL YOUTH | 3,407,518 | 1,230,986 | 2,176,532 | 36.1% | 1,549,581 | 626,951 | 18.4% |
| DISLOCATED WORKER | | | | | | | |
| Administrative | 429,286 | 44,888 | 384,398 | 10.5% | - | 384,398 | 89.5% |
| Program | 3,863,571 | 609,948 | 3,253,623 | 15.8% | 1,326,757 | 1,926,866 | 49.9% |
| TOTAL DISLOCATED WORKER | 4,292,857 | 654,836 | 3,638,021 | 15.3% | 1,326,757 | 2,311,264 | 53.8% |
| TOTAL PY 2012 FUNDS | 11,013,096 | 2,565,820 | 8,447,276 | 23.3% | 4,025,226 | 4,422,050 | 40.2% |
| TOTAL PY 2011 - PY 2013 FUNDS | 21,225,512 | 12,438,661 | 8,786,851 | 58.6% | 4,322,206 | 4,464,645 | 21.0% |

**PROGRAMMATIC
AND
FINANCIAL
MONITORING**

File Review Visit Report
Cherokee Career Resource Center
November 13 and 15, 2012
GWS/TAA review completed 12-26-12
Anna Thompson

FOCUS was used to randomly select 16 files for review – 4 adult files and 12 dislocated worker files. Fifteen of the files were available on site, and one was scanned into Docufree.

The files were in good order; large sectioned folders are used to separate contents by subject or activity.

Findings were shared with staff and resolved as they were identified. They were:

1. Exit form missing from file of Crystal McClenathen. Staff found the file in the folder; it was out of place.
2. No School Acceptance letter in Pamela Hobbs file. Chattahoochee Technical College does not issue acceptance letters. Rather the school issues the first quarter class schedule.

Observations:

Blanket release of information statements are not signed by all students – only those who will be entering programs which required background checks and drug screens.

Case notes and emails clearly reflect career advisor interactions with customers.

Printouts of GWS screens in the file appear to indicate information is entered timely.

File Review Report
Clayton Career Resource Center – Adult Customers
December 1 – 5, 2012
Mia Pressley and Anna Thompson
Review of GWS/TIA Expenditures December 26, 2012

FOCUS was used to randomly select 17 Adult customer files. All of the files had been scanned into Docufree.

The scanned files are available for reviewing by scrolling with the mouse. The files are in good order; scanned documents are easy to read with the exception of photo ID which appear as silhouettes. Case notes and emails clearly document the amount of interaction between career advisor and customer.

Printouts of specific GWS data entry such as registration date, exit date and EOS date, are included in the files.

The following deficiencies are noted in specific files.

1. Simon Brewer (MP) Family Income Composition Form completed but no document verifying low-income; note: he was self employed
2. Alevia Moore (AT) - difficult to read names of children in child care. Did not see completion, diploma or exit form in file.
3. Tonya Snowden (AT) – Did not see documented grades and class schedule and follow up after exit.

OBSERVATIONS:

Printouts of CareerScope reports are in the files, but no recorded notes regarding review of report results with customers and use of results for guiding customer choice.

In some cases blank documents have been scanned into the files.

File Review Report
Clayton Career Resource Center – Dislocated Worker Files
Reviewed by Mia Pressley and Anna Thompson
December 3 – December 26, 2012
GWS/TIA Review Conducted December 26, 2012

Twenty-Seven files were randomly selected by FOCUS to be reviewed. All files had been scanned into Docufree. Documents are easy to read with the exception of photo id which appear as silhouettes. Case notes and email messages between career advisor and customer document interaction.

Deficiencies were noted in the following files:

1. John Baker – no resume and no acceptance letter
2. Robin Burton – no employment plan (check this)
3. Xenia Fletcher – Grievance form not signed
4. Colleen Johnson (McLachlan-Jo) - county of residence lacks documentation; no individual service plan
5. Barbara McNair – no career advisor summary, no voucher/cost commitment sheet/ no copy MOUS certificate
6. Dee McRae – no social security card
7. Ortega-Boca Salvado Silver WR Certification, no documentation of review with customer
8. Moon Pham – employed @ \$9 from \$10.72
9. Kenneth Seals – lacks comprehensive case notes reflecting customer contact throughout training
10. James Thomas – no evidence of file transfer to job developer
11. Geromett Wade – no evidence of file transfer to job developer
12. Nhon Pham – No cost commitment sheets in GWI/TIA. Customer registered in SW Georgia and at Atlanta Regional.

Observations:

ASSET scores for WorkReady Certificates are in files

No document in files of career advisor review of CareerScope interest and aptitude assessment with customer.

Comprehensive disclosure statement is used in files of all customers for whom background checks and drug screens are required before training referral.

Copies of high schools diplomas or GEDs not in files

Three sets of releases in files: WorkReady, school and employment

File Review Report
Clayton Career Resource Center – Fayette County
November 26 – December 1
GWS/TAA Comparison completed 12-26-12
Anna Thompson

FOCUS was used to randomly select eleven files – 3 Adults and 8 Dislocated Workers. All of the files had been scanned into Docufree.

The scanned files are available for reviewing by scrolling with the mouse. The files are in good order; scanned documents are easy to read with the exception of id photographs, which frequently appear as silhouettes. Case notes and emails document interaction between career advisor and customer.

Printouts of GWS data entry are included in the file.

The following questions about specific files are:

1. Arlevia Gates – a document for Cristina Montalvan is in Arlevia Gates' file.
2. Debra McCaughey – No UI Verification in file
3. Leon Shropshire – No UI confirmation in file

Observations:

Comprehensive disclosure document is in file of those customers for whom background checks and drug screens were done.

There is no documentation by career advisor of reviewing CareerScope assessment with customers.

Roxann Ortman, Shameka Render, Lorene Shropshire are TAA customers; there were no payment sheets in electronic file.

Gwinnett CRC Summary

Reviewed 17 dislocated worker files randomly selected for Gwinnett Tech. All files were scanned into Docufree. Large section folders for each participant were created for case notes, eligibility, training documents, and exit information.

Generally the files were in good order and included all the pertinent data on GWS registration, eligibility and classroom training, background/drug testing information if applicable, exit form and TRS information.

Nevertheless, there were primarily two observations that should be noted and improved upon in case management by career advisors as noted below:

1. Case Notes/Email contact though in the files was consistently underdeveloped. The case notes did not reflect in-depth follow-up of the customer situation throughout the training period but rather much more communication requesting documentation the case manager needed. In some cases it was apparent that the case manager was not aware of issues that arose to respond proactively to customer regarding training issues and personal issues that affected training and job search. It is essential that the career advisor be actively involved with the participant and training facility to help ensure the best successful outcome possible.
2. Exit Information for many of the files were incomplete and did not clearly show the transition from the career advisor to the job developer. Though the exit information was documented it was in many instances incomplete taking considerable time to review other information to get a clear depiction of what happened at the end of the training period. It was noted for the majority in email that the file had been transferred to the job developer without much of an introduction to the participant. Thus, in instances when a participant did not secure immediate employment at the end of training it was difficult for the job developer to secure employment information via response from the participant.
3. No documentation for most files that FAFSA was ever applied for

Monitoring File Review Visit
Gwinnett Tech Career Resource Center
11-14-, 11-15 and 11-19-12

WEB FOCUS was used to randomly select 5% of active files for time period from 7-1-11 to 6-30-12. Twenty eight files, 16 DW and 12 Adult files were reviewed. All files were available at site.

General Observations:

The files were in good order and all were organized in four sections. Some familiarization was required with technical college forms and understanding of Banner reports. The files do not have vouchers in them as they are held separately in large file due to the invoicing processes at the school.

Findings were shared with staff and were mostly resolved as they were identified. They were:

- | | |
|------------------|-------------------------|
| 1. K. Register | credential verification |
| 2. J. St. Sturin | credential |
| 3. S. Strickland | FAFSA |
| 4. K. Davis | Credential |
| 5. J Scott | Credential |

Observations:

Case notes and emails show a lot of interaction while student is in training, which is not surprising as they are getting quarterly /semester approval for classes. The notes sometimes are brief and the career advisors appear to have a lot of supporting knowledge on the clients that doesn't necessarily make it in to the notes. The notes are adequate but the CA knowledge shows a greater depth of involvement.

Verification of degree/certificate obtainment is taken off of Banner report and is not always easy to locate, but generally was in the file.

Suggested Goal:

More active involvement with students nearing the end of training and transitioning into job placement.

Jo Simón
12-4-12

12-7-12

Met with Brenda Beverly and reviewed findings. Received information listed above on all files with exception of Credential on K Davis. This has been requested through technical school and should be forthcoming within the next week. Case activity in job search not always recorded in file as emails are generated with job leads, events at school etc. and these are not copied to file. Discussion will be had on ways to improve this and suggestions provided to me. New procedure to address this issue will be developed and implemented starting next month. JS

File Review Report
Clayton Career Resource Center – Henry County
November 28 – December 6, 2012
GWS/TAA Comparison December 26, 2012

FOCUS was used to randomly select ten files – 3 Adults and 7 Dislocated Workers. One file, Gary Adams, a Trade customer, had not been scanned into Docufree.

The scanned files are available for reviewing by scrolling with the mouse. The files are in good order; scanned documents are easy to read with the exception of photo ID which appear as silhouettes. Case notes and emails document interaction between career advisor and customer.

Printouts of GWS data entry are included in the file.

The following deficiencies in specific files are:

1. Gary Alleyne Exit Form not completely filled out and case notes are not comprehensive
2. Michelle Tice – school release form signed and there is no unemployment insurance letter
3. Rodine Philpot – certificate, exit information form not completely filled out, no cost commitment in file. Case notes. . .

The randomly selected file of Gary B Adams was not scanned because he is a TAA customer.

Mia Pressley
Anna Thompson

Rockdale CRC Summary

Reviewed a total of 12 files, 8 adult and 4 dislocated worker files randomly selected for Rockdale. All files were scanned into Docufree. Large section folders for each participant were created for case notes, eligibility, training documents, TABE and exit information.

Generally the files were in good order and included all the pertinent data on GWS registration, eligibility and classroom training, background/drug testing information if applicable, exit form and TRS information.

Nevertheless, there were primarily two observations that should be noted and improved upon in case management by career advisors as noted below:

1. Case Notes/Email contact though in the files should be more comprehensive. The case notes did reflect follow-up of the customer situation throughout the training period but more detailed information would definitely improve the portrait of career counseling and planning. In some cases it was apparent that the case manager made contact to follow-up on requested information because regular contact was not always consistent. It is essential that the career advisor be actively involved with the participant and training facility to help ensure the best successful outcome possible.
2. Though the Exit Information form was included in most of the files, there were no case notes or email contact that documented the transition to the job developer. There is definite room for improvement for noting in case management the transfer and job search activity of the participant. Closing this gap will give a clearer depiction of how serious job search is being taken and how we might help to develop areas that lack.
3. No documentation for most files that FAFSA was ever applied for

Observations

- Latissa Mckissick –Adult: no copy of exit form in file
- Laxmi Upadhyaya-Adult: voucher not in file with total visible
- Daniel Oglesby-Adult: case notes development need

Youth Service Providers Monitoring Overview

Youth Service Providers (YSP) programmatic monitoring began “Fall 2012” and is currently ongoing. YSP’s files for review were randomly selected. The number of files to be reviewed per YSP was based on the number of youth enrolled in their program. As such, the number of files per YSP varied. The Youth Program Directors/Manager and Career Advisors were interviewed regarding their programs and services provided to youth. Also, the youth participants, Community Partners and Employers were interviewed regarding their experience receiving services and partnering with the YSP (this process was done through random selection as well).

To date, ten (10) of the twelve (12) YSPs have been monitored. The monitoring findings and outcomes are as followed:

1. **Cherokee Focus** – There were minor deficiencies findings to correct and/or update. However, based on observation, interviews and review of participants’ files; it has been determined that their overall performance during this monitoring was very successful.
 2. **CEEK to Fulfill** – There were minor deficiencies findings to correct and/or update. However, based on observation, interviews and review of participants’ files; it has been determined that their overall performance during this monitoring was very successful.
 3. **Crossroads Youth Development Center** – There are many deficiencies findings to correct and/or update. It has been determined that their overall performance during this monitoring was not successful. At this time Crossroads is not meeting the requirements described in their contractual agreement from ARC. This is evident as a result of file review, counseling notes review, managed reports review and discussion with Crossroads staffs. As a result of the findings, **Crossroads has been placed on an indefinite programmatic probation**. ARC Workforce Solution staffs are working very closely with Crossroads in assisting them to meet requirements for ARC and the federal performance guidelines.
 4. **Clayton County Public Schools (formerly WORKTEC)** – Due to unforeseen circumstance, the reviewer was not able to complete the monitoring. The monitoring will reconvene sometime between March and April of 2013.
 5. **Parents Educating Parents & Professionals (PEPP), Inc.** – There were minor deficiencies findings to correct and/or update. However, based on observation, interviews and review of participants’ files; it has been determined that their overall performance during this monitoring was very successful.
 6. **Heart to Nourish Hope** – A formal report has not yet been created. However, a formal report will be created and sent out to the YSP (no tentative date).
 7. **Gwinnett Advancement Program (GAP)** – A formal report has not yet been created. However, a formal report will be created and sent out to the YSP (no tentative date).
 8. **Connecting Henry** – There are many deficiencies findings to correct and/or update. It has been determined that their overall performance during this monitoring was not successful. At this time Crossroads is not meeting the requirements described in their contractual agreement from ARC. This is evident as a result of file review, counseling notes review, managed reports review and discussion with Crossroads staffs. As a result of the findings, **Connecting Henry has been placed on an indefinite programmatic probation**. ARC Workforce Solution staffs are working very closely with Connecting Henry in assisting them to meet requirements for ARC and the federal performance guidelines.
 9. **CorVel, Inc.** – A formal report has not yet been created. However, a formal report will be created and sent out to the YSP (no tentative date).
 10. **Prevention PLUS, Inc.** – Due to unforeseen circumstance, the reviewer was not able to complete the monitoring. The monitoring will reconvene sometime between March and April of 2013.
- ❖ The two remaining YSPs, BPSOS and Center for Pan Asian Community Services (CPACS) programmatic monitoring will be conducted prior to June 2013.

ARC/ARWB FINANCIAL MONITORING LOG
FOR PY 2010 & PY 2011

COMPLETED REPORTS

| Contract No. | Type of Contract | Contractor | Monitoring Scheduled Date | Actual Monitoring Date | Additional Monitoring Date? | Amount of Recommendation? | Amount of Recommendation? | Req. Actions? | Date Notification of Req. Action Sent | Due Date Req. Actions | Extension Date for Req. Actions? | Submission Date of Req. Actions | Date Closure Letter Sent |
|--------------|------------------|---------------------|---------------------------|------------------------|-----------------------------|---------------------------|---------------------------|---------------|---------------------------------------|-----------------------|----------------------------------|---------------------------------|--------------------------|
| WD1101 | Adult/DW | Corvel | 05/15/12 | 05/15/12 | N/A | 0 | 0 | 0 | N/A | N/A | N/A | N/A | 07/06/12 |
| WD1102 | Adult/DW | Clayton State Univ. | 05/08/12 | 05/08/12 | N/A | 0 | 0 | 0 | N/A | N/A | N/A | N/A | 06/22/12 |
| WD1103 | Adult/DW | Gwinnett Tech | 05/03/12 | 05/03/12 | N/A | 0 | 0 | 0 | N/A | N/A | N/A | N/A | 05/25/12 |
| WD1104 | Adult/DW | Chattahoochee Tech | 05/07/12 | 05/07/12 | N/A | 0 | 0 | 0 | N/A | N/A | N/A | N/A | 06/22/12 |
| WD1105 | Youth | Corvel | 05/15/12 | 05/15/12 | N/A | 0 | 1 | 1 | 06/22/12 | 07/22/12 | N/A | 07/05/12 | 07/06/12 |
| WD1106 | Youth | Gwinnett Tech | 05/03/12 | 05/03/12 | N/A | 1 | 0 | 0 | N/A | N/A | N/A | N/A | 05/25/12 |
| WD1107 | Youth | Hearts to Nourish | 04/19/12 | 04/19/12 | N/A | 0 | 0 | 0 | N/A | N/A | N/A | N/A | 06/22/12 |
| WD1108 | Youth | Prevention Plus | 05/09/12 | 05/09/12 | N/A | 0 | 0 | 0 | N/A | N/A | N/A | N/A | 06/22/12 |
| WD1109 | Youth | WORKTEC | 05/02/12 | 05/02/12 | N/A | 0 | 0 | 0 | N/A | N/A | N/A | N/A | 06/22/12 |
| WD1110 | Youth | Youth Villages | 04/16/12 | 04/16/12 | N/A | 0 | 0 | 0 | N/A | N/A | N/A | N/A | 05/15/12 |
| WD1111 | Youth | PEPP | 04/30/12 | 05/23/12 | N/A | 0 | 3 | 3 | 06/22/12 | 07/22/12 | N/A | 07/22/12 | 07/26/12 |
| WD1112 | Youth | Cherokee Focus | 05/10/12 | 05/11/12 | N/A | 1 | 0 | 0 | N/A | N/A | N/A | N/A | 06/22/12 |
| WD1113 | Youth | Creek to Fulfill | 05/01/12 | 05/01/12 | N/A | 1 | 0 | 0 | N/A | N/A | N/A | N/A | 06/22/12 |
| WD1118 | Adult | GBOC | 04/09/12 | 04/09/12 | N/A | 0 | 0 | 0 | N/A | N/A | N/A | N/A | 05/25/12 |

ARC/ARWB FINANCIAL MONITORING LOG
FOR PY 2010 & PY 2011

Open Reports

| Contract No. | Type of Contract | Contractor | Monitoring Scheduled Date | Actual Monitoring Date | Amount of Recommendation | Req. Actions? | Due Date Req. Actions | Extension Date for Req. Actions? | Submission Date for Req. Actions | Date Closure Letter Sent |
|--------------|------------------|------------------|---------------------------|------------------------|--------------------------|---------------|-----------------------|----------------------------------|----------------------------------|--------------------------|
| WD1114 | Youth | BPSOS | 04/10/12 | 04/10/12 | 0 | 4 | 05/08/12 | 06/08/12 | | |
| WD1115 | Youth | Crossroads | 04/20/12 | 04/20/12 | 08/29/12 | 1 | Pending | | | |
| WD1116 | Youth | Connecting Henry | 04/11/12 | 04/11/12 | 10/29/12 | | | | | |

Comments

Explanation for Monitoring Report Still Open

| | | |
|--------|------------|---|
| WD1114 | BPSOS | One of the required actions is still not resolved. We are currently waiting on submission of contractor's approved Indirect Cost Rate/Plan for 2011 |
| | | One of the required actions is still not resolved. We are currently waiting on status and submission of contractor's 2011 Financial Annual Report. Even though the contractor is not required to provide an A-133 Single Audit report, the contract still requires submission of an Comprehensive Annual Financial Report or similar. The 2011 submitted report was unacceptable, and the contractor was in the process of procuring a provider to prepare their reports. Pastor Simpson did finally procure an accountant in November 2012. We allowed the accountant some time to get acquainted with Crossroad's records. On January 9, 2013, ARC gave Pastor Simpson a deadline of January 31, 2013 to submit the 2011 Financial Statements Report. On February 11, 2013, Pastor Simpson was notified by Haydn Brathwaite to inform her that the 2011 Financial Statements Report was not received or any notification as to the status of the report. On February 15, 2013, Pastor Simpson contacted Haydn to request an extension to February 25, 2013, for completion of the report. She also attached an email from the CPA preparing the report in which the CPA cited needing the extension of the date due to the additional review and research of their records to verify certain transactions in question. She also submitted drafted financial documents from the CPA. After a review of the documents by Darrell, it was determined that the CPA did have a valid concern and request, and an extension date to March 1, 2013 was granted. It was also noted to Pastor Simpson that failure to provide the completed and CPA approved report on the deadline, with no prior notification, will result in withholding of invoices. Further delay may result in the suspension or cancellation of the contract. |
| WD1115 | Crossroads | |

Contractor has had difficulties with financial records. While no fraud was detected, the staff lacked the financial knowledge to satisfy the financial monitoring requests. The contractor was given some time to get someone with the financial knowledge to work with us. On August 3, 2012, Haydn Brathwaite and Darrell Devane met with the contractor who introduced us to Ms. Elizabeth Smith, who was brought on to address ARC's monitoring requests. The contractor requested additional time for Ms. Smith to get acquainted with contractor's financial system, and to address ARC's monitoring requests. ARC gave the contractor until September 3, 2012 to address ARC's requests. On August 24, Ms. Smith requested additional time as she was trying to gather and make sense of information. ARC granted them a final date of October 11, to submit the requested financial documentation. Ms. Smith did submit the financial documentation, and on October 29, 2012, a second monitoring visit was conducted. A letter with required actions was sent on November 5, 2012, giving the contractor 30 days to resolve. On November 27, 2012, we were informed that Ms. Smith ended her employment with CIS/Connecting Henry. On November 29th, we were told that Ms. Kelly Bush would be the financial administrator who would be working on the financial reports to be submitted by the deadline of December 11, 2012. Ms. Bush did submit the financials by the deadline date. Further review of the financials raised additional questions and concerns. Darrell Devane and Haydn Brathwaite has been working with Ms. Bush to bring closure to the financials.

Connecting
Henry

WD1116

GEORGIA

WORKFORCE INVESTMENT ACT (WIA) PROGRAM YEAR 2011

LOCAL AREA OVERVIEW

| Workforce Investment Area | # Counties ¹ | # Comprehensive One Stops ² | # Additional Access Locations ³ | 2011 Estimated Population ⁴ | 2011 Civilian Labor Force ⁴ | 2011 Total Unemployed ⁴ | 2011 Unemployment Rate ⁴ | PY2011 # Received WIA Formula Funded Service ⁵ | PY2011 # Receiving WIA Self-Service ⁶ | PY2011 WIA Formula Allocation | Average Cost/Person |
|------------------------------------|-------------------------|--|--|--|--|------------------------------------|-------------------------------------|---|--|-------------------------------|---------------------|
| Area 1 Northwest Georgia | 15 | 7 | 12 | 865,294 | 412,726 | 42,160 | 10.2% | 1,979 | 24,124 | \$6,238,757 | \$3,152 |
| Area 2 Georgia Mountains | 13 | 1 | 6 | 627,333 | 303,654 | 26,015 | 8.6% | 735 | 12,474 | \$3,566,841 | \$4,853 |
| Area 3 City of Atlanta | 0 | 1 | 1 | 420,003 | 175,160 | 21,557 | 12.3% | 2,630 | 16,969 | \$4,917,468 | \$1,870 |
| Area 4 Cobb County | 1 | 1 | 2 | 697,553 | 371,429 | 33,060 | 8.9% | 1,506 | 9,580 | \$4,307,318 | \$2,860 |
| Area 5 DeKalb County | 1 | 1 | 1 | 699,893 | 364,638 | 36,846 | 10.1% | 2,986 | 16,608 | \$5,327,551 | \$1,784 |
| Area 6 Balance of Fulton County | 1 | 2 | 6 | 949,599 | 274,029 | 25,423 | 9.3% | 1,279 | 590 | \$3,266,921 | \$2,554 |
| Area 7 Atlanta Regional Commission | 7 | 2 | 7 | 1,839,023 | 936,267 | 87,028 | 9.3% | 3,950 | 23,459 | \$10,212,416 | \$2,585 |
| Area 8 West Central Georgia | 10 | 4 | 7 | 492,372 | 230,147 | 24,506 | 10.6% | 3,004 | 16,553 | \$3,543,656 | \$1,180 |
| Area 9 Northeast Georgia | 12 | 1 | 7 | 563,892 | 291,433 | 27,006 | 9.3% | 1,640 | 22,642 | \$3,812,013 | \$2,324 |
| Area 10 Macon -Bibb | 1 | 2 | 3 | 156,433 | 73,237 | 7,686 | 10.5% | 386 | 4,996 | \$1,335,661 | \$3,460 |
| Area 11 Middle Georgia | 10 | 3 | 2 | 335,176 | 157,377 | 14,987 | 9.5% | 662 | 5,913 | \$2,195,164 | \$3,316 |
| Area 12 Richmond/Burke | 2 | 1 | 4 | 224,721 | 97,475 | 10,391 | 10.7% | 731 | 6,256 | \$2,089,991 | \$2,859 |
| Area 13 East Central Georgia | 12 | 1 | 3 | 254,315 | 113,697 | 11,152 | 9.8% | 488 | 6,193 | \$1,769,294 | \$3,626 |
| Area 14 Lower Chattahoochee | 8 | 1 | 3 | 263,915 | 114,476 | 10,676 | 9.3% | 479 | 6,388 | \$1,894,282 | \$3,955 |
| Area 15 Middle Flint | 8 | 2 | 3 | 123,196 | 42,429 | 5,468 | 12.9% | 355 | 5,554 | \$1,107,608 | \$3,120 |
| Area 16 Heart of Georgia/Altamaha | 17 | 4 | 13 | 304,231 | 126,838 | 15,185 | 12.0% | 1,023 | 8,930 | \$3,352,417 | \$3,277 |
| Area 17 Southwest Georgia | 14 | 2 | 10 | 356,896 | 162,841 | 16,097 | 9.9% | 1,815 | 15,630 | \$3,588,300 | \$1,977 |
| Area 18 South Georgia | 9 | 1 | 2 | 237,120 | 105,148 | 10,898 | 10.4% | 1,165 | 8,363 | \$1,893,374 | \$1,625 |
| Area 19 Southeast Georgia | 9 | 1 | 1 | 175,662 | 68,347 | 8,240 | 12.1% | 504 | 8,622 | \$1,346,268 | \$2,671 |
| Area 20 Coastal Georgia | 9 | 1 | 4 | 648,586 | 303,771 | 28,555 | 9.4% | 1,203 | 19,770 | \$3,798,564 | \$3,158 |
| Total | 159 | 39 | 97 | 10,235,213 | 4,725,119 | 462,936 | 9.8% | 28,520 | 239,614 | 69,563,864 | \$2,439 |

¹Section 116 of the Workforce Investment Act allows the elected officials of a geographic area which meets the criteria to petition the Governor to designate the requested area as a local workforce area.

² WIA requires each local area to have at least 1 comprehensive one stop in the area

³ WIA allows local areas to establish one or more satellite/affiliate sites to increase customer access to services

⁴ Data Source: US Bureau of Labor Statistics (BLS) Georgia Department of Labor Area Labor Profile (www.dol.state.ga.us) Calendar Year

⁵ # of Adults, Dislocated Workers and Youth Receiving WIA Formula Funded Services between July 1, 2011- June 30, 2012 (Report run 2/20/13). Areas 1, 7, 13, and 16 served additional persons through additional On-the-Job Training National Emergency Grant (NEG) funds

⁶ # of persons utilizing self-service referral (not enrolled in WIA training at time of count)

Program Year 2011 PERFORMANCE FOR USDOL REGION 3 STATES

Exceeded Negotiated Level
Negotiated Level - 80% of Negotiated Level
Below 80% of Negotiated Level

| Performance Measure Groups | Alabama | | Florida | | Georgia | | Kentucky | | Mississippi | | North Carolina | | South Carolina | | Tennessee | |
|---|------------|--------------|------------|--------------|------------|--------------|------------|--------------|-------------|--------------|----------------|--------------|----------------|--------------|------------|--------------|
| | Neg. Level | Actual Perf. | Neg. Level | Actual Perf. | Neg. Level | Actual Perf. | Neg. Level | Actual Perf. | Neg. Level | Actual Perf. | Neg. Level | Actual Perf. | Neg. Level | Actual Perf. | Neg. Level | Actual Perf. |
| Adult Measures ¹ | | | | | | | | | | | | | | | | |
| Entered Employment Rate | 74.5 | 64.8 | 74.0 | 74.2 | 70.5 | 71.9 | 83.5 | 82.8 | 58.0 | 59.0 | 75.0 | 67.1 | 60.0 | 65.4 | 76.0 | 81.2 |
| Employment Retention Rate | 83.0 | 84.1 | 86.0 | 91.8 | 80.0 | 83.7 | 86.0 | 89.4 | 83.0 | 79.7 | 81.0 | 84.1 | 82.0 | 85.4 | 84.0 | 87.0 |
| Avg. Six Month Earnings | \$9,800 | \$41,923 | \$15,500 | \$20,479 | \$11,000 | \$12,229 | \$11,200 | \$16,197 | \$9,200 | \$11,011 | \$10,450 | \$11,014 | \$9,613 | \$10,514 | \$13,800 | \$16,064 |
| Dislocated Worker Measures ¹ | | | | | | | | | | | | | | | | |
| Entered Employment Rate | 80.5 | 71.1 | 80.0 | 84.2 | 73.0 | 79.0 | 84.0 | 86.4 | 58.5 | 58.2 | 82.0 | 77.2 | 64.0 | 72.2 | 83.0 | 89.4 |
| Employment Retention Rate | 91.0 | 88.8 | 86.0 | 90.0 | 87.0 | 89.9 | 89.0 | 91.3 | 85.0 | 79.9 | 86.0 | 90.5 | 87.8 | 91.4 | 86.0 | 92.2 |
| Avg. Six Month Earnings | \$13,500 | \$15,354 | \$15,000 | \$16,835 | \$13,800 | \$17,630 | \$13,200 | \$17,764 | \$11,050 | \$12,436 | \$12,600 | \$15,212 | \$12,400 | \$14,993 | \$13,700 | \$15,289 |
| Youth Measures ¹ | | | | | | | | | | | | | | | | |
| Placement in Emp. Or Education | 57.0 | 54.1 | 58.5 | 47.7 | 59.0 | 62.2 | 65.0 | 68.1 | 67.0 | 67.1 | 51.0 | 60.6 | 61.0 | 65.3 | 61.0 | 73.7 |
| Attainment of Degree or Certificate | 49.0 | 48.4 | 57.5 | 69.8 | 63.0 | 69.2 | 54.0 | 68.8 | 70.0 | 80.1 | 52.0 | 60.7 | 55.0 | 66.4 | 63.0 | 76.3 |
| Literacy or Numeracy Gains | 35.0 | 27.1 | 29.0 | 45.3 | 28.0 | 37.7 | 48.0 | 63.1 | 46.0 | 66.9 | 35.5 | 43.2 | 45.0 | 52.0 | 36.0 | 48.6 |

¹ Actual performance is based on PY 2011 WIA Annual Reports as of October 23, 2012. All eight states in the region implemented only the common measures for this reporting period.
Data provided by US Department of Labor



BILL SUMMARY

EDUCATION & THE WORKFORCE COMMITTEE

The Supporting Knowledge and Investing in Lifelong Skills (SKILLS) Act

- ✓ **Streamlines Federal Workforce Development Programs.** The *SKILLS Act* eliminates and streamlines 35 ineffective and duplicative programs, including 27 identified in a 2011 report by the nonpartisan Government Accountability Office. Additionally, the proposal creates a Workforce Investment Fund to serve as a single source of support for employers, workers, and job seekers. States are required to reserve a certain percentage of funds to specifically target individuals with unique barriers to finding employment, including at-risk youth.
- ✓ **Strengthens a Dynamic, Employer-Driven Job Training System.** The *SKILLS Act* reinforces the role of America's job creators in our workforce investment system by ensuring two-thirds of state and local Workforce Investment Board members are employers.
- ✓ **Expands Decision Making at the Local Level.** The *SKILLS Act* eliminates 19 federal mandates regarding local workforce board representation and empowers locally elected officials to determine the remaining board members. Similar requirements are lifted for state workforce boards, as well. This will help ensure workforce investment boards better reflect the needs and priorities of local communities. The local workforce boards will regularly conduct analyses of area workforce needs, including economic conditions, the knowledge and skills of workers, and existing workforce development activities to enhance support services for local workers and employers.
- ✓ **Improves Accountability and Transparency.** The *SKILLS Act* requires state and local leaders to adhere to "common performance measures" for all workforce development services to help eliminate waste and ensure taxpayer dollars are used effectively. The bill also requires an independent evaluation of training programs every five years.
- ✓ **Creates a Seamless Workforce Development System.** The *SKILLS Act* strengthens the authority of governors to designate the location of workforce areas in their states, which will help ensure resources and support services are more readily available to workers and employers and the system is aligned to regional economic and labor markets.
- ✓ **Empowers Governors to Further Reduce Administrative Burdens.** The *SKILLS Act* allows states to continue submitting a unified statewide workforce development plan to

the federal government for all employment and training services and related programs. The bill also allows governors to consolidate additional programs into their state Workforce Investment Fund for the express purpose of providing greater administrative flexibility and reducing overly burdensome paperwork requirements. If a state decides to consolidate additional programs, it will still be responsible for meeting the goals and requirements of the programs.

- ✓ **Facilitates Greater Collaboration with Community Colleges.** The *SKILLS Act* allows states to determine the standards required for eligible training providers, simplifying the bureaucratic requirements that have forced many community colleges and other providers out of the system. It also allows local boards to contract with community colleges directly to provide training to large groups of participants instead of on an individual basis.
- ✓ **Encourages More Training to Meet In-Demand Job Opportunities.** The *SKILLS Act* eliminates arbitrary provisions under current law that prevent individuals from accessing training immediately by streamlining the delivery of services to help individuals receive the support that best meets their needs. The proposal also requires local boards to designate a portion of resources to spend directly on training. Finally, the bill requires service providers to contribute a portion of their resources to support the infrastructure of the One-Stop Career Centers, providing more resources to training and other efforts that directly serve workers.
- ✓ **Reforms the Job Corps Program.** The *SKILLS Act* reforms Job Corps to ensure that career and technical education and training is geared toward in-demand occupations and that disadvantaged youth receive a regular high school diploma and/or a recognized postsecondary credential that prepares them for employment in the global economy. It establishes a new performance accountability and management system and requires all grantees to re-compete for funding. These reforms will help ensure grantees are high-quality and have expertise in serving disadvantaged youth. Adopting an earlier proposal offered by President Obama, the legislation closes persistently low-performing centers, so that limited taxpayer dollars are invested in a more effective program. These changes will help at-risk youth become more employable, responsible, and productive citizens.
- ✓ **Improves Adult Education and Vocational Rehabilitation.** The *SKILLS Act* also amends the Adult Education and Family Literacy Act and the Rehabilitation Act of 1973. The bill increases the focus on delivery of basic literacy and math skills, and works to build this instruction into employment activities. The legislation also focuses on helping individuals with disabilities transition into employment. Both programs are required to meet the common performance measures outlined in the bill.

PROPOSED AGENDA

Atlanta Regional Workforce Board

Kerry Armstrong and Randy Hayes, Co-Chairs

Work Session*

Wednesday, May 29, 2013

9:30 a.m. – 2:30 p.m.

Current Board vacancies: 2 Clayton County Business Representatives, 1 Gwinnett County Business Representative, 1 Henry County Business Representative, 1 Regional Dept. of Family & Children Services Representative

I. Consent agenda, Approval of February 28, 2013 Meeting Minutes

II. Action Items:

Approval of PY 13-14 Youth Providers (Recommendations from the ARWB Youth Council)

III. WIB Discussion on increasing the Region's Economic Competitiveness, to include Wendell Dallas, State WIB Chair, Chris Clark, Georgia Chamber of Commerce and Lindsay Martin with the Georgia Department of Economic Development

IV. Program Updates and Discussion:

- A. Discussion – House Bill 393, introduced February 19, 2013 and new State Plan; changes to ARWB as a result
- B. Effect of Sequestration on ARWB
- C. WIB Re-certification
- D. Washington Update – WIA Reauthorization
- E. Veterans Licensure Bill
- F. Program and Financial Reports (handout)

V. Discussion on OJT priorities and new project with Coca-Cola

NEXT MEETING: August 22, 2013

***LOCATION CHANGE:** 3630 Peachtree Road, NE, 2nd Floor Conference Room, Atlanta, 30326

ARC COMMITTEE MEETING FOLLOW-UP

ATLANTA REGIONAL WORKFORCE BOARD WORK SESSION

May 29, 2013 Meeting Notes

Members Present

Ms. Diane Adoma – Ad hoc
Mr. Eddie Ausband
Ms. Henrietta Archie
Mr. Kerry Armstrong
Ms. Cheryl Board
Ms. Sonia Carruthers
Mr. Benny Carter
Mayor Eric Dial
Mr. Randy Hayes
Mr. Craig Hudson
Mr. James Jackson

Ms. Maureen Kelly
Mr. Shaun McGraw
Mr. Lindsay Martin
Mr. Chris Moder
Mr. Gene O'Kelley
Ms. Julie Post
Mr. Mark Rowe
Mr. Pete Snell
Mr. Ron Shipman
Ms. Angela Thomas-Anderson
Ms. Janet Winkler

Members Absent

Ms. Jennifer DeNyse
Mr. Phil Eberly
Ms. Marcella Hardin
Ms. Julie Keeton Arnold
Ms. Cheri Mattox

Ms. Lisa Phillips
Mr. Frederick Perry – Ad hoc
Ms. Karen Rene
Mr. Mohammad Saleem
Commissioner Jeff Turner

Guests

Mr. Emerson Bryan, Deputy Executive Director, Atlanta Regional Commission
Chairman Richard Oden, Rockdale County Commission Chair
Mr. Wendell Dallas, State WIB Chair and Vice President of AGL Resources
Mr. Chuck Meadows, Metro Atlanta Chamber of Commerce
Mr. John Krueger, Georgia Chamber of Commerce
Mr. Asante Bradford, Georgia Dept of Economic Development
Colonel Fred Bryant, Forest Park/Fort Gillem Local Redevelopment Authority
Ms. Amanda Bryant, Douglas County CORE
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch Manager
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch Manager
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch Manager

ARC Board Co-Chair, Kerry Armstrong, called the Board Meeting to order at 9:45 a.m.



1. Mr. Randy Hayes made the following motion:

MOTION: To approve the minutes of the February 28, 2013 meeting.

The motion was seconded by Ron Shipman and unanimously approved.

2. Ms. Angela Thomas-Anderson made the following motion:

MOTION: To approve the Budget and Contractual items recommended by the Youth Council and revisions to the PY12 Revenues and Obligations as shown on pgs. 1, 2 of the meeting packet.

The motion was seconded by Janet Winkler and unanimously approved.
Sonia Carruthers, Cherokee FOCUS, abstained from discussion and voting.

3. Ms. Angela Thomas-Anderson made the following motion:

MOTION: To approve the PY 13/14 total revenues and full-year obligations and contractual items including all ARC/WFD operations, CRC and Mobile Unit operations, ITA accounts, OJT and subgrantee (contract) services from July 1, 2013 through June 30, 2014, which incorporates the Youth Council recommendations for Youth Provider Contract Services and approves the continuation of services and funding for one-stop operators and other non-youth funded subgrantees as detailed in the PY 13 Total Revenues and Full-Year Obligations packet.

The motion was seconded by Chris Moder and unanimously approved.
Sonia Carruthers, Cherokee FOCUS, abstained from discussion and voting.

4. Mr. Chris Moder made the following motion:

MOTION: To approve revisions to the ARWB By-Laws for compliance with provisions of House Bill 393.

The motion was seconded by Julie Post and unanimously approved.

5. Mr. Ron Shipman made the following motion:

MOTION: To approve the \$12.00 per hour minimum wage for OJT and Customized Training policies to comply with current WIA performance standards.

The motion was seconded by Janet Winkler and unanimously approved.

6. Mr. Benny Carter made the following motion:

MOTION: To approve the added clauses to the ARWB Support Policy for periods of limited funding as shown in meeting hand-out.



The motion was seconded by Chris Moder and unanimously approved.

Brief Reviews

Mary Margaret Garrett gave an update on changes at the Governor's Office of Workforce Development and reviewed changes that affect ARWB By-Laws as a result from the passage of House Bill 393. Kerry Armstrong noted that the genesis of the ARWB Work Session was due to these changes.

Mary Margaret explained the funding chart showing the 5% sequestration cuts and the .2% rescission. New WIA enrollments were stopped effective April 22 so that funds remain available for currently enrolled WIA students. Customers are encouraged to continue with their application process so they will be ready to begin training when funding is available October 1st. The State is allowing us to transfer funds as needed and has recommended other WIBs to follow ARC's best practices.

A panel discussion on Increasing the Region's Economic Competitiveness was held with guest speakers Wendell Dallas, State WIB Chair and VP of AGL Resources, John Krueger, Georgia Chamber of Commerce, Lindsay Martin, Project Manager for Existing Industry and Regional Recruitment with the Global Commerce Division, Georgia Department of Economic Development and Asante Bradford, Project Manager, Digital Entertainment/Global Commerce, Division, Georgia Department of Economic Development.

Mr. Chuck Meadows, Metro Atlanta Chamber (MAC) of Commerce Workforce Council, spoke about Growth Trends for Metro Atlanta and findings shown in the MAC Workforce Trends Report and the analysis of every job opening within targeted strategic industries over a 12-month period.

Colonel Fred Bryant with the Forest Park/Fort Gillem Local Redevelopment Authority talked about Growth Sector/Logistics Strategy Group in the Southern Crescent.

The meeting was adjourned at 1:35 p.m.

Next Board meeting: August 22, 2013



ARC COMMITTEE MEETING FOLLOW-UP

ATLANTA REGIONAL WORKFORCE BOARD WORK SESSION

May 29, 2013 Meeting Notes

Members Present

| | |
|--------------------------|----------------------------|
| Ms. Diane Adoma – Ad hoc | Ms. Maureen Kelly |
| Mr. Eddie Ausband | Mr. Shaun McGraw |
| Ms. Henrietta Archie | Mr. Lindsay Martin |
| Mr. Kerry Armstrong | Mr. Chris Moder |
| Ms. Cheryl Board | Mr. Gene O’Kelley |
| Ms. Sonia Carruthers | Ms. Julie Post |
| Mr. Benny Carter | Mr. Mark Rowe |
| Mayor Eric Dial | Mr. Pete Snell |
| Mr. Randy Hayes | Mr. Ron Shipman |
| Mr. Craig Hudson | Ms. Angela Thomas-Anderson |
| Mr. James Jackson | Ms. Janet Winkler |

Members Absent

| | |
|-------------------------|------------------------------|
| Ms. Jennifer DeNyse | Ms. Lisa Phillips |
| Mr. Phil Eberly | Mr. Frederick Perry – Ad hoc |
| Ms. Marcella Hardin | Ms. Karen Rene |
| Ms. Julie Keeton Arnold | Mr. Mohammad Saleem |
| Ms. Cheri Mattox | Commissioner Jeff Turner |

Guests

Mr. Emerson Bryan, Deputy Executive Director, Atlanta Regional Commission
Chairman Richard Oden, Rockdale County Commission Chair
Mr. Wendell Dallas, State WIB Chair and Vice President of AGL Resources
Mr. Chuck Meadows, Metro Atlanta Chamber of Commerce
Mr. John Krueger, Georgia Chamber of Commerce
Mr. Asante Bradford, Georgia Dept of Economic Development
Colonel Fred Bryant, Forest Park/Fort Gillem Local Redevelopment Authority
Ms. Amanda Bryant, Douglas County CORE
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch Manager
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch Manager
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch Manager



ARC Board Co-Chair, Kerry Armstrong, called the Board Meeting to order at 9:45 a.m.

1. Mr. Randy Hayes made the following motion:

MOTION: To approve the minutes of the February 28, 2013 meeting.

The motion was seconded by Ron Shipman and unanimously approved.

2. Ms. Angela Thomas-Anderson made the following motion:

MOTION: To approve the Budget and Contractual items recommended by the Youth Council and revisions to the PY12 Revenues and Obligations as shown on pgs. 1, 2 of the meeting packet.

The motion was seconded by Janet Winkler and unanimously approved.
Sonia Carruthers, Cherokee FOCUS, abstained from discussion and voting.

Q: Please explain WE Wages

A: Subsidized employment for youth called Work Experience (WE)

Q: How much is the WE subsidy?

A: Minimum wage

3. Ms. Angela Thomas-Anderson made the following motion:

MOTION: To approve the PY 13/14 total revenues and full-year obligations and contractual items including all ARC/WFD operations, CRC and Mobile Unit operations, ITA accounts, OJT and subgrantee (contract) services from July 1, 2013 through June 30, 2014, which incorporates the Youth Council recommendations for Youth Provider Contract Services and approves the continuation of services and funding for one-stop operators and other non-youth funded subgrantees as detailed in the PY 13 Total Revenues and Full-Year Obligations packet.

The motion was seconded by Chris Moder and unanimously approved.

Sonia Carruthers, Cherokee FOCUS, abstained from discussion and voting.

Q: Please explain line item, Future RFP or other Specific Projects, \$200,000

A: Budgeted for a specific drop-out reduction project

Q: Why the large reduction in support funds?

A: Due to the removal of meals and transportation support. All other WIBs in the metro area do not offer meals and transportation support.

Q: Does ARWB have to approve youth providers that were recently selected through RFP?

A: Approval of the PY 13 Budget includes approval of youth provider contracts as shown in the PY 13 Total Revenues and Full-Year Obligations packet.



4. Mr. Chris Moder made the following motion:

MOTION: To approve revisions to the ARWB By-Laws for compliance with provisions of House Bill 393.

The motion was seconded by Julie Post and unanimously approved.

Q: When will the new terms limitation affect current ARWB Co-chairs' term?

A: We are awaiting response from GOWD of when this would go into effect.

5. Mr. Ron Shipman made the following motion:

MOTION: To approve the \$12.00 per hour minimum wage for OJT and Customized Training policies to comply with current WIA performance standards.

The motion was seconded by Janet Winkler and unanimously approved.

6. Mr. Benny Carter made the following motion:

MOTION: To approve the added clauses to the ARWB Support Policy for periods of limited funding as shown in meeting hand-out.

The motion was seconded by Chris Moder and unanimously approved.

Brief Reviews

Mary Margaret Garrett gave an update on changes at the Governor's Office of Workforce Development and reviewed changes that affect ARWB By-Laws as a result from the passage of House Bill 393. Kerry Armstrong noted that the genesis of the ARWB Work Session was due to these changes.

Mary Margaret explained the funding chart showing the 5% sequestration cuts and the .2% rescission. New WIA enrollments were stopped effective April 22 so that funds remain available for currently enrolled WIA students. Customers are encouraged to continue with their application process so they will be ready to begin training when funding is available October 1st. The State is allowing us to transfer funds as needed and has recommended other WIBs to follow ARC's best practices.

A panel discussion on Increasing the Region's Economic Competitiveness was held with guest speakers Wendell Dallas, State WIB Chair and VP of AGL Resources, John Krueger, Georgia Chamber of Commerce, Lindsay Martin, Project Manager for Existing Industry and Regional Recruitment with the Global Commerce Division, Georgia Department of Economic Development and Asante Bradford, Project Manager, Digital Entertainment/Global Commerce, Division, Georgia Department of Economic Development.



Mr. Chuck Meadows, Metro Atlanta Chamber (MAC) of Commerce Workforce Council, spoke about Growth Trends for Metro Atlanta and findings shown in the MAC Workforce Trends Report and the analysis of every job opening within targeted strategic industries over a 12-month period.

Colonel Fred Bryant with the Forest Park/Fort Gillem Local Redevelopment Authority talked about Growth Sector/Logistics Strategy Group in the Southern Crescent.

The meeting was adjourned at 1:35 p.m.

Next Board meeting: August 22, 2013





Kerry Armstrong and Randy Hayes, Co-Chairs

Work Session • Wednesday, May 29, 2013 • 9:30 a.m. – 2:00 p.m.

LOCATION CHANGE: 3630 Peachtree Road, NE, 2nd Floor Conference Room, Atlanta, 30326

“Joining” the Discussion on Economic Competitiveness of the Region to Keep and Grow a Talented Workforce

Meeting Purpose

- Update and discussion on Economic Competitiveness of the region, including new trends and projects to address workforce shortages

ARWB Discussion and Action Items - 9:30 - 10:30 a.m.

- Consent agenda, Approval of February 28, 2013 Meeting Minutes
- Update on changes at the Governor's Office of Workforce Development
- PY 13-14 Budget Allocations and county fair-share including the sequester effects
- Approval of PY 13-14 Budget including Revenues and Obligations for Adults and Dislocated Workers
- Approval of revisions to PY 12-13 Youth Revenues and Obligations
- Approval of PY 13-14 Youth Providers (Recommendations from the ARWB Youth Council)
- Approval of ARWB By-Law revisions as a result of House Bill 393
- Approval of new OJT/Customized training wage threshold due to increased standards

Presentations/Discussions - 11 - 2:00

- 11:00 - noon - **Increasing the Region's Economic Competitiveness**, Wendell Dallas, State WIB Chair and VP of AGL Resources, John Krueger, Georgia Chamber of Commerce, Lindsay Martin, Project Manager for Existing Industry and Regional Recruitment with the Global Commerce Division, Georgia Department of Economic Development and Asante Bradford, Project Manager, Digital Entertainment/Global Commerce, Division, Georgia Department of Economic Development
- 12:00 - Lunch
- 12:30 - **Growth Trends for Metro Atlanta**, Chuck Meadows, Metro Atlanta Chamber of Commerce Workforce Council. The MAC Workforce Trends Report – the analysis of every job opening within targeted strategic industries over a 12-month period; two industry-specific Workforce Collaboratives (Mobility and Health Information Technology) and an overview of the Workforce Website
- 1:00 - **Growth Sector/Logistics**, Competitiveness of the Southern Crescent, Colonel Fred Bryant, City of Forest Park
- 1:30 - **New opportunities/next steps**
Potential changes in focus for training and OJT based on results of the study
Youth RFP for Drop-out Reduction
National Pilot partnership with Coca-Cola Enterprises, Inc.

NEXT MEETING: August 22, 2013

ARC COMMITTEE MEETING FOLLOW-UP

ATLANTA REGIONAL WORKFORCE BOARD

February 28, 2013 Meeting Notes

Members Present

| | |
|-------------------------|----------------------------|
| Ms. Henrietta Archie | Mr. Shaun McGraw |
| Mr. Kerry Armstrong | Mr. Chris Moder |
| Ms. Cheryl Board | Mr. Gene O'Kelley |
| Ms. Sonia Carruthers | Ms. Lisa Phillips |
| Mr. Benny Carter | Ms. Karen Rene |
| Ms. Jennifer DeNyse | Mr. Mark Rowe |
| Mayor Eric Dial | Mr. Mohammad Saleem |
| Mr. Randy Hayes | Mr. Ron Shipman |
| Mr. James Jackson | Ms. Angela Thomas-Anderson |
| Ms. Julie Keeton Arnold | Ms. Janet Winkler |

Members Absent

| | |
|--------------------------|------------------------------|
| Ms. Diane Adoma – Ad hoc | Ms. Maureen Kelly |
| Mr. Eddie Ausband | Mr. Frederick Perry – Ad hoc |
| Mr. Phil Eberly | Ms. Julie Post |
| Ms. Marcella Hardin | Ms. Vivian Richardson |
| Mr. Craig Hudson | Commissioner Jeff Turner |

Guests

Mr. Emerson Bryan, Deputy Executive Director, Atlanta Regional Commission
Ms. Melrobin Cothran, GA Dept of Labor
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch Manager
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch Manager
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch Manager

ARC Board Co-Chair, Randy Hayes, called the Board Meeting to order at 12:00 p.m.

1. Ms. Julie Keeton-Arnold made the following motion:

MOTION: To approve the minutes of the December 4, 2012 meeting.

The motion was seconded by Cheryl Board and unanimously approved.

2. Ms. Jennifer DeNyse made the following motion:

MOTION: To approve the Budget and Contractual items recommended by the Youth Council and revisions to the PY12 Revenues and Obligations as shown on pgs. 3-6 of the meeting packet.

The motion was seconded by Cheryl Board and unanimously approved.
Sonia Carruthers, Cherokee FOCUS, and Janet Winkler, Clayton State University, abstained from discussion and voting.

Brief Reviews

Kerry Armstrong reviewed House Bill 393 relating to the Georgia Workforce Investment Board original bill on pgs. 7-18 of the meeting packet, stating that the bill has sweeping changes to how Workforce is operated throughout the State with a higher level of oversight and is part of initiative to accomplish a larger vision to advance job creation. ARC/WFD staff have been working with the Governor's Office of Workforce Development (GOWD) to incorporate some changes to the bill.

Q: Mayor Eric Dial asked if we have a "wish list" of potential tweets to the legislation.

A: Issues were presented to GOWD.

Q: Mohammad Saleem inquired about the status of the State WIA Plan.

A: The plan was withdrawn and will be re-submitted April 15th.

Q: Julie Keeton-Arnold asked how soon the bill would be enacted if approved.

A: Mayor Eric Dial read that the bill states "effective on approval".

Mary Margaret Garrett showed a synopsis of the WIA Local Area Overview which gives actual data on WIA services and average costs per person (meeting handout).

Mary Margaret Garrett reviewed findings from GOWD's Program Year 2011 monitoring report (pgs. 26-28 of the meeting packet).

Q: Jennifer DeNyse asked if a warning was issued or follow-up planned to the findings.

A: We have not received feedback from our response to the findings.

Q: Mohammad Saleem asked of the consequences for noncompliance regarding contracts not listing a provision to comply with the Federal Water Pollution Control Act.

A: No, as the Water Act has no bearing on WIA-funded contracts.

GOWD has selected Geographic Solutions to replace the current Georgia Workforce System, the current tracking system for all WIA program and financial data. This will be a massive transition of data. Mary Margaret Garrett is on the transition team to insure all local areas will have what is needed within the tracking system for performance and financial reporting.

Due to lack of performance outcomes, the moratorium on training in the occupational areas of C.N.A., Medical Assistant and Medical Office/Secretary remains in place and has been extended through June 30, 2013 (pg. 29 of meeting packet).



The USDOL/Mathematica Evaluation Gold Standard Study was completed in October 2012. ARWB was the last Board to complete arrangements to participate in the study, the first Board to actually begin the Gold Standard project, and the second, behind Florida by a few hours, to complete the study activities. A full report will be completed in 2015.

Mary Margaret Garrett told about a new workshop “Becoming Job Smart” that is a required part of the training plan for WIA customers and about the ARWB Mobile Unit’s weekly schedule at libraries in each of our seven counties (pg. 31 of meeting packet).

Angela Thomas-Anderson gave an update from the January 23rd Youth Council Meeting and invited ARWB to attend a future Youth Council meeting for the opportunity to hear about the successful youth providers and the programs they offer to youth.

Response has been very positive, with many follow-up appointments with businesses, from presentations to local Chambers and Industry Groups on the OJT (On-the-Job Training) Program.

Mohammad Saleem (President and CEO of Partners for Community Action, Inc.) told about President Obama’s recent visit to College Heights Early Learning Center, which offers early learning programs through a partnership with City Schools of Decatur and Partners for Community Action, Inc.

The meeting was adjourned at 1:00 p.m.

Next Board meeting: May 23, 2013



ATLANTA REGIONAL WORKFORCE BOARD

BY-LAWS

ARTICLE I - NAME

The name of the organization shall be the Atlanta Regional Workforce Board.

ARTICLE II - PURPOSE OF THE WORKFORCE BOARD

The Workforce Board shall be responsible for providing policy guidance for and exercising oversight with respect to, a local workforce investment system conducted under the Workforce Investment Act in partnership with the Chief Elected Officials (CEO). The Workforce Board shall operate in a Workforce Investment Area as designated by the Governor representing Cherokee, Clayton, Douglas, Fayette, Gwinnett, Henry, and Rockdale counties.

The Workforce Board shall in accordance with an agreement with the CEO:

1. Develop and submit a local plan in partnership with the local Chief Elected Official(s).
2. Participate in the development of a regional plan.
3. Designate or certify One Stop operators with the agreement of the local Chief Elected Official(s). Terminate the eligibility of such operators where necessary in accordance with established policies for designation or termination.
4. Identify eligible youth providers through a competitive process.
5. Identify eligible training providers and, where needed, identify providers of intensive services using a competitive process.
6. Conduct program oversight of youth and adult local employment and training activities and the One Stop service delivery system in the local area.
7. Negotiate with the local Chief Elected Official(s) and the Governor on local program performance measures.
8. Assist the Governor in developing statewide employment statistics system.
9. Ensure coordination of the Workforce Investment Activities with the area's economic development strategies and develop employer connections to such activities.
10. Promote the participation of private employers in the statewide workforce development system and assist these employers in meeting hiring needs through the local workforce system.
11. Establish, in cooperation with the local Chief Elected Official(s), a committee that shall be known as a Youth Council. The Youth Council shall include the following:
 - a) Two (2) or more members of the local Workforce Board with special interest or expertise in youth policy. Consideration of business, education and human service agency members is encouraged.
 - b) Two (2) or more representatives of youth services agencies including juvenile justice and local law enforcement agencies.
 - c) Two (2) or more representatives of local public housing authorities.
 - d) Two (2) or more parents of eligible youth seeking assistance under Title I of the WIA.
 - e) Two (2) or more individuals that have experience relating to youth activities including former participants, and representatives of organizations.
 - f) In areas where Job Corps Centers are located (Atlanta, Albany, Brunswick) two (2) or more representatives of Job Corps. In other areas, Job Corps recruiters may be solicited and Job Corps representatives may be appointed as members, as appropriate.
 - g) Optional members may include other appropriate individuals as determined by the Workforce Board in cooperation with the local Chief Elected Officials. Minimum number of members of the Youth Council shall be 12.

ARTICLE III - MEMBERSHIP

The Atlanta Regional Workforce Board will consist of:

1. Representatives of the Private Sector, who shall constitute a majority of the membership of the Council and who shall be owners of business concerns, chief executive or chief operation officers of non-governmental employers or other private sector executives who have substantial management or policy responsibilities in business that reflect the employment opportunities of the local area [a minimum of one (1) Private Sector representative per county will be maintained];
2. A minimum of two (2) representatives of organized labor or other representatives of employees;
3. A minimum of two (2) representatives of local educational agencies, to including school boards, providers of adult education and literacy activities, and post secondary institutions [technical schools, two (2) and four (4) year colleges, and universities];
4. A minimum of two (2) representatives of economic development agencies.
5. A minimum of two (2) representatives of community-based organizations.
6. Representatives of each of the One Stop Partners which shall include: the Georgia Department of Labor, Georgia Department of Human Resources, Division of Family and Children Services and Division of Rehabilitation Services, HUD Employment and Training Programs, Job Corps, DHR Community Services Block Grants (E&T), Georgia Department of Technical & Adult Education and the administrative entity of the Workforce Investment Act/Welfare to Work and Title V of the Older Americans Act (currently The Atlanta Regional Commission).
7. Four Atlanta Regional Commission business representatives, who either reside or work within one of the seven counties or are employed by a business that has a regional presence. The ARC members may also serve as county/regional business representatives.
8. One staff member from the Department of Economic Development and one staff member from each Technical College System of Georgia school within the local workforce investment area.

ARTICLE IV - APPOINTMENT OR REPLACEMENT OF DIRECTORS

Board members shall be appointed or replaced by the CEO in accordance with the procedure used to appoint the member for whom a replacement is needed.

ARTICLE V - TERMS OF OFFICE

The terms of office of the members of the Workforce Board are determined by the CEO as specified in their Memorandum of Agreement to be two (2) year terms initially beginning upon their selection and **may continue for no more than 2 terms**. It shall be the duty of the CEOs to appoint members to fill all vacancies. A position on the Workforce Board is considered vacant on the date the term expires; a member becomes ineligible, is removed, or resigns or dies. In the case of an appointment to fill a vacancy on the Workforce Board, the replacement member's term shall begin on the date of concurrence by the Chief Elected Official as to the member's replacement unless otherwise specified, and shall end on the date designated for the original appointment for which the replacement is selected.

ARTICLE VI - OFFICERS AND DUTIES

The officers of the Workforce Board shall consist of **Co-Chairman** and a Vice-Chairman. The ARC Chair shall appoint a Co-Chair from among the four appointed ARC Board members. The ARWB shall appoint a Co-Chair from the private sector. The Co-Chairmen and Vice-Chairman must be representatives of the private sector. **The Chairman shall serve for a term of 2 years and shall serve no more than 2 terms**. The Workforce Board may fill vacancies for officers at any meeting.

The Co-Chairman shall preside at the meetings of the Workforce Board and shall see that all orders and resolutions of the Workforce Board are communicated to the proper persons or entities for implementation. He/she shall execute all documents on behalf of the Workforce Board.

The Vice-Chairman shall perform the duties of the Co-Chairman in his/her absence and shall assume the

elected Co-Chairman's office should the office be vacated prior to the completion of the 2-year term.

Should the Co-Chairman or Vice-Chairman become inactive in private sector employment, the position(s) shall be declared vacant and the position(s) be filled in accordance with these bylaws.

The Workforce Board may appoint such other officers as the business of the Workforce Board may require, each of whom shall hold office for such period and have such authority to perform duties as are provided by the by-laws or as the Workforce Board may determine.

ARTICLE VII - COMMITTEES

The Workforce Board shall have an Executive Committee which shall be composed of the Co-Chairman, Vice-Chairman, and 5 members to be elected from the Workforce Board. The Chairman shall appoint other members as necessary to provide adequate representation to the Workforce Board. No county shall have more than one (1) representative on the Executive Committee.

The Executive Committee shall be responsible for coordinating and overseeing the activities of the Board and its other Committees to ensure the satisfactory performance of functions stipulated by the Governor, these bylaws, and all pertinent statutes and regulations. The Executive Committee shall also monitor and guide the administrative management of the Board.

The Executive Committee shall have general supervision of the affairs of the Board in the intervals between Board meetings. The Executive Committee may meet as often as it deems necessary. The Executive Committee shall make recommendations to the Board and exercise such powers as may be delegated to it by the Board. The Executive Committee shall act on behalf of the Board between regularly scheduled Board meetings. Actions of the Executive Committee shall be the actions of the Board unless rejected by the Board at its next meeting.

The Executive Committee shall act on behalf of the Board when quorums are not established at a Board meeting. When the Executive Board acts on behalf of the Board in the absence of a Board quorum, the acts of the Executive Board shall be the acts of the Board.

The Workforce Board shall have a Youth Council which shall be composed of members of the Workforce Board with special interest or expertise in youth policy. In addition, it shall include representatives of youth service agencies, local public housing authorities, parents of eligible youth seeking assistance under Title I of WIA, individuals that have experience relating to youth activities including former participants and representatives of organizations; the Job Corps, and other optional members determined by the Workforce Board in cooperation with the Chief Elected Officials. Youth Council members who are not members of the Workforce Board shall be voting members of the Youth Council and non-voting members of the Workforce Board.

The Chairman shall have the authority to appoint standing or special committees for any legitimate purpose, at his/her discretion. A legitimate purpose is defined as one needed to achieve the stated and approved objectives of the Workforce Board. The term of any standing committee will expire at the conclusion of the year in which it is appointed. The term of any special committee shall expire upon the completion of the task for which it was created.

ARTICLE VIII - MEETINGS

The Workforce Board shall meet at least quarterly. The regular meetings shall be held at a location to be designated by the Co-Chairman. Notice of regular meetings, specifying time, date, location and agenda, shall be provided, in writing or electronically, to Board members seven (7) days prior to scheduled meetings. All meetings shall be in compliance with the open meeting requirements of the Official Code of Georgia, Annotated. A record shall be made of all meetings of the Board in accordance

with the aforementioned requirements. The date and frequency of meetings may be revised at the discretion of the Chairman except that meetings will not be held less frequently than quarterly. **Special meetings of the Board may be called by the Co-Chairman or Chief Elected Official**, or by written request of a majority of Board members. Notice of special meetings shall be provided to Board members at least three business days prior to the special meeting and shall state the purpose of the meeting. Public notice of meetings shall be provided pursuant to the provisions of the Georgia "Open and Public Meetings Act". **Proxy voting shall not be permitted.**

ARTICLE IX - QUORUM

Thirty percent of the current members of the Board shall constitute a quorum for the transaction of business at any meeting of the Atlanta Regional Workforce Board.

The members present at a meeting at which a quorum was determined to be present may continue to transact business until adjournment notwithstanding the withdrawal of enough members to have less than a quorum.

ARTICLE X - VOTING

Each member shall be entitled to one (1) vote on each matter brought before the Workforce Board. The member must be present in order to cast a vote. The action of the majority of the quorum present at any meeting shall be the action of the Board.

In all voting matters directors shall adhere to the Workforce Board Code of Conduct relating to Conflict of Interest.

ARTICLE XI – CODE OF CONDUCT

Effective January 1, 2013, ARWB members shall be required to sign and file an affidavit with the Governor's Office of Workforce Development stating that he/she "took no official action which had a material effect on such board members private financial or business interests in the previous certification period." The affidavit must be filed on or before January 31 of each year of recertification and covers the preceding certification period. New ARWB members must file the affidavit by January 31 of their first year in office. Example - For the 2013 certification period, the affidavit will cover October 1, 2012 through December 31, 2012.

Section 117(g) of Workforce Investment Act (WIA) provides that "A member of a local board may not

- (1) Vote on a matter under consideration by the local board:

- a) regarding the provision of services by such member (or by an entity that such member represents); or
- b) That would provide direct financial benefit to such member or the immediate family of such member; or

- (2) Engage in any other activity determined by the Governor to constitute a conflict of interest as specified in the State plan.

Code of Conduct (governs the performance of members or administrative staff in contracting with or procuring services, supplies or equipment with Federal funds under a WIA grant or agreement).

No member of the Workforce Board or staff shall:

1. Solicit or accept gratuities, favor, or anything of monetary value from suppliers or potential suppliers including subcontractors under recipient contracts; or
2. Participate in the selection, award or administration of a procurement supported by WIA funds in any case where the individual is aware that he or she, or any member of his/her immediate family, or his/her partner, or any organization that employs or is about to employ any of those persons, has any financial or material interest in any organization that may be considered for an award.

The extent permitted by laws or regulations, the Workforce Board/Youth Council will enforce penalties, sanctions, or other disciplinary actions (such as suspension, termination, or civil action to recover money damages) for grant or agreement-related violations of law or the Code of Conduct by officers, Workforce Board/Youth Council members, staff, or by (sub) contractors of an agent or their agents.

Per U.S. Dept. of Labor Employment and Training Administration Guidance Letter No. 35-10 dated June 16, 2011, local and state WIBs must make decisions in keeping with several laws and regulations including, but not limited to, the conflict of interest regulation for entities receiving WIA Title I funds (20 CFR 667.200(1)(4)). This part of the WIA regulations indicates that in addition to the uniform administrative requirements, "a local WIB member or a Youth Council member must neither cast a vote, nor participate in decision-making, on the provision of services by that member or any organization which that member directly represents. The WIB member also must not cast a vote, nor participate in decision-making, on any matter which would provide any direct financial benefit to that member or a member of his or her immediate family.

Whenever a potential conflict of interest situation arises in the conduct of business, it shall be handled in the following manner:

- A. Before each vote regarding the award of WIA funding, the Workforce Board/Youth Council Chairman shall ask if a conflict exists. The individual members shall divulge the existence and the reasons for the potential conflict and refrain from voting on or participating in related discussions regarding the award, except as provided in "B" below.
- B. At the direct request of the affected member, the Workforce Board/ Youth Council shall decide if a direct relationship for conflict exists. If it is decided a conflict exists, the affected member shall refrain from voting on the issue creating the conflict of interest. Should the Workforce Board / Youth Council determine a direct conflict of interest does not exist, the Workforce Board/Youth Council shall enter into the Minutes the nature of the alleged conflict and the reasons for determining a conflict did not exist.
- C. Where the potential for conflict of interest exists, a local WIB member will recite (in the minutes) that the member has neither voted on the matter nor participated in the decision-making process. The minutes or other official record of the meeting should leave no question as to the status of the WIB member at issue.**
- D. Recipients of WIA funds are not permitted to hire or contract with anyone who has an immediate family member in a decision making administrative or staff position, if funding or employment decisions involving that person may be affected by virtue of that family relationship. This is not intended to absolutely prevent the hiring of an individual or the awarding of a contract simply because of the existence of a family relationship, nor is it intended to keep any eligible applicant from participating in WIA programs or activities solely because of such a family relationship. This policy is intended to ensure that whenever there is the potential for (or appearance of) nepotism, the situation is brought into the open, allowing all facts, issues and circumstances to surface and be discussed. When a Workforce Board/Youth Council member, local elected official, staff member, or contractor is aware of a possible case of nepotism, they should divulge the existence of the situation to the hiring or contracting authority and remove themselves from the decision making process. This will allow proper assessment of the situation prior to decision making and ensure the selection process provides adequately for equal opportunities and fair and open competition. Additionally, it will assure that family relationships do not affect the hiring or the awarding of the contract.

E. For clarity, definitions are as follows:

Immediate Family - This term applies to the husband, wife, son, son-in-law, daughter, daughter-in-law, mother, mother-in-law, father, father-in-law, brother, brother-in-law, sister, sister-in-law, aunt, uncle, niece, nephew, step-parent, step-child, grandparent, and grandchild.

Administrative or Staff Position - These terms apply to any positions held by persons who have any governing or management responsibilities for a WIA funded program. This would include:

- all elected or appointed officials who have any responsibilities for obtaining or approving any grant funded under the Act;
- other officials who have influence or control over the administration of the program, such as the project director, deputy director, and unit chiefs; and
- individuals (for example, instructors, counselors, and staff personnel involved in administrative, training, or service activities) who are responsible for the selection, hiring, placement, or supervision of Workforce Board/Youth Council staff or participant positions.

The Workforce Board/Youth Council, through the application of this code, determines whether a member or staff member directly represents or will receive direct financial benefit from any proposed provision of services.

ARTICLE XII - RULES OF ORDER

All meetings of the Workforce Board shall follow rules of order established for the conduct of such meetings as set forth in the *Roberts Rules of Order* unless otherwise provided for by these By-Laws.

ARTICLE XIII - INSURANCE

The Workforce Board may direct its administrative entity to purchase and maintain Directors' and Officers' liability insurance on behalf of any person who is and/or was a member, officer, employee or agent of the Workforce Board or its administrative entity, or who is or was serving at the request of the Workforce Board as a member, officer, employee or agent of another Workforce Board partnership, joint venture, trust or other enterprise, against any liability asserted against him/her and incurred by him/her in any such capacity, or arising out of his/her status as such.

ARTICLE IV - AMENDMENTS OF BY-LAWS

The By-Laws may be amended, supplemented, or superseded only by the affirmative vote of not less than a majority of the directors of the Workforce Board present, provided there is a quorum present, and directors were given at least ten (10) days of written notice of such proposed amendments.

Effective August 31, 2000

Revised: April 28, 2005

Revised: October 18, 2012

Revised: May 29, 2013

ARWB On-the-Job-Training Policy

Revised May 2013

Revised May 2012

Reference: Workforce Investment Act Section 101(31) and Workforce Investment Act Final Rule Sections 663.240, 663.245, 663.250, 663.310, 663.700, 663.705, 663.710, 663.730.

Purpose: To provide policies for ARWB On-the-Job Training contracts.

Background: WIA Section 101(31) and WIA regulations Section 663.700 defines On-the- Job Training as training that is provided by an employer in the public, private non-profit, or private sector to a paid participant while engaged in productive work in a job that:

- a) Provides knowledge or skills essential to the full and adequate performance of the job;
- b) Provides reimbursement to the employer of up to 50% of the wage rate of the participant, for the extraordinary costs of providing the training and additional supervision related to the training;
- c) Provides written evaluation of the participant's progress once every 30 days; and
- d) Is limited in duration as appropriate to the occupation for which the participant is being trained, taking into account the content of the training, the prior work experience of the participant, and the OJT training plan and/or service strategy of the participant.

WIA Regulations Section 663.705 OJT contracts may be written for eligible employed workers when:

- (a) The employee is not earning a self-sufficient wage as determined by Local Board policy;
- (b) The requirements in Sec. 663.700 are met; and
- (c) The OJT relates to the introduction of new technologies, introduction to new production or service procedures, upgrading to new jobs that require additional skills, workplace literacy, or other appropriate purposes identified by the Local Board.

Employer Requirements

1. The local program must not contract with an employer who has previously exhibited a pattern of failing to provide OJT participants with continued long-term employment with wages, benefits and working conditions that are equal to those provided to regular employees who have worked a similar length of time and are doing the same type of work. (WIA Regulations Section 663.700)
2. An OJT contract must be limited to the period of time required for a participant to become proficient in the occupation for which the training is being provided. In determining the appropriate length of the contract, consideration should be given to the skill requirements of the occupation, the academic and occupational skill level of the participant, prior work experience and the participant's individual employment plan.
3. The goal is to prepare the participant for long-term, unsubsidized employment based on the new or upgraded skills acquired through training.

4. Priority will be given to OJT contracts which:
 - a) Provide training in one of the target industries: digital media/entertainment, logistics, advanced manufacturing, medical/health care, bioscience technology and information technology
 - b) The participant's hourly wage is no less than \$12/hour and the position provides fringe benefits such as health care, dental care and retirement planning accounts
 - c) The participant has the opportunity for upward mobility into a higher-paying job classification
5. In determining an employer's viability for OJT contracts, the ARWB may consider the employer's past history with OJT or customized contracts, finances, layoffs, relocation and labor disputes, as well as the occupational and industry outlook. All requirements will be detailed in the OJT contract. OJT training contracts will not be written to provide skills for seasonal, temporary or intermittent employment.
6. OJT training is delivery based on a formal, written contract that is negotiated and signed prior to the initiation of training. The OJT training contract will address:
 - (a) The maximum allowable costs of training not to exceed \$12,000 per participant with a minimum reimbursement for wages starting at \$12.00/per hour to address both professional and lower level jobs ;
 - (b) Employer commitment to hire the participant as a full-time employee with the same benefits as existing employees on the first day of the OJT; and
 - (c) The length of training required noting the maximum number of OJT hours is based on USDOL specific vocational preparation codes for occupations;
 - (d) Description of occupations involved, skill(s) and competencies to be provided and learned, formal assessment (TABE, Career Scope, Prove It,) and participant skills match to employer job description;
 - (e) Pre- and Post- Employer Participant Evaluations, performance measures outcome requirements, Quality Assurance Reporting;
 - (g) Define what constitutes successful completion of training;
 - (h) A provision for recapture of overpayments;
 - (i) A provision for termination for lack of funds, lack of participant attendance or failure of employer to comply with initial or upgraded employment requirements;
 - (j) A provision for maintaining and providing records for ARWB, state and federal monitoring and review.

Employer Reimbursements

7. OJT training payments to employers are deemed to be compensation for the extraordinary costs associated with training participants and the costs associated with the lower productivity of the participants. Employers are not required to document such extraordinary costs. (Section 663.710)

8. A contract may be developed between the employer and WIA that provides occupational training for the WIA participant in exchange for the reimbursement according to the Employment Training Administration (ETA) Waiver which expires September 15, 2012. An extension of current reimbursement policies is pending approval by USDOL. Current reimbursement uses a sliding scale based on the size of the employer:
- a) 1-50 employees - up to 90% reimbursement;
 - b) 51-250 employees - up to 75% reimbursement; and
 - c) 251 and more employees - standard 50% reimbursement effective.

If the waiver expires or is revoked, employer reimbursements of the wage rate must return to the current statutory requirements of up to 50% maximum reimbursement and shall not, under any circumstances, exceed up to 50% of the wage rate unless to compensate for the employer's extraordinary costs. (WIA section 101(31)(B)).

9. OJT contracts are granted based upon availability of funding and may be limited or unavailable due to funding constraints.
10. ARWB reserves the right to set a maximum training limit for OJT training activities per employer. A limit on number of OJTs per employer shall be based on the availability of funding.

The following addition was approved by the ARWB in August 2012:

"In no event will the total number of OJT employee reimbursements be paid to the employer under this contract exceed 12 employees, unless otherwise agreed to by ARC. The contract agreement will stipulate the number of employees covered under the contract and the maximum payout per employee."

The total amount to be paid to the Employer under the terms of this contract shall not exceed \$120,000 or 90% percent of gross wages, whichever is less, paid to 12 OJT employee(s) during the Training Period. All payments are contingent upon availability of funding.

ARWB CUSTOMIZED TRAINING POLICY

Revised May 2013

Revised May, 2012

Reference: Workforce Investment Act Section 101(8), and Workforce Investment Act Final Rule Sections 663.715, 663.720, 663.730, 667.268 (a) (2), 667.270, 667.272, 667.274, 667.275.

Purpose: To provide policies for ARWB customized training.

Background: WIA regulations Section 663.715 define Customized Training as training that

- a) That is designed to meet the special needs of an employer (or group of employers),
- b) That is conducted with a commitment by the employer to employ, or in the case of incumbent workers, continue to employ, an individual upon successful completion of the training,
- c) And for which the employer pays not less than 50 percent of the cost of the training.

Customized Training for employed Workers:

- a) May only be provided for employees that are not earning a self-sufficient wage as determined by Local Board policy.
- b) The requirements in Section 663.715 are met, and
- c) Customized training should "relate to the introduction of new technologies, introduction to new production or service providers, upgrading to new jobs that require additional skill, workplace literacy, or other appropriate purposes identified by the local board."

Employer Requirements:

1. Customized training contracts are designed for a particular participant, employer or group of employer and a training provider. Customized training may incorporate work-based, classroom and other training activities approved under WIA to meet employer skill requirements. The costs of a customized training program should be inclusive of all legitimate costs to the business that are necessary to allow for the provision of such customized training program services. The cost of training could include: cost of the instruction, cost of the instructor, cost of curriculum development associated with the training course, training materials and books as needed for the course, etc. The purchase of equipment, administration and the renovation of facilities are not allowable costs. The above list is not intended to be all-inclusive.

The employer must provide written detail of anticipated employer funded training costs to be provided under the customized training program. Per CFR Part 95:23 employer costs must be verifiable from the recipient's records.

If an employer chooses to partner with a training provider to provide customized training for its employees, the Board must:

- evaluate the training provider's ability to provide training that meets the specific skill requirements of the employer or group of employers;
 - ensure that the curriculum is not taken directly from the training provider's catalog; and
 - obtain an attestation from the employer stating that the training offered by the training provider meets the needs of the employer.
2. Customized training shall be limited to the period of time required for the participant(s) to become proficient in the occupation or skills needs of the employer. The goal is to prepare the participant(s) for long-term, unsubsidized employment based on the new or upgraded skills acquired through training. An assessment of the needs of the employer and skills to be learned shall be considered in developing the contract. An assessment of the job description, job competencies, worker skills and skills gaps shall be conducted to determine the length of the training. This information shall be used to develop a participant(s) training plan.

3. Priority will be given to customized training contracts which:
 - a) Provide training in one of the target industries: digital media/entertainment, logistics, advanced manufacturing, medical/health care, bioscience technology and information technology
 - b) The participant's hourly wage is no less than **\$12/hour** and the position provides fringe benefits such as health care, dental care and retirement planning accounts
 - c) The participant has the opportunity for upward mobility into a higher-paying job classification
4. In determining an employer's viability for customized training contracts, the ARWB may consider the employer's past history with OJT or customized contracts, finances, layoffs, relocation and labor disputes, as well as the occupational and industry outlook. All requirements will be detailed in the customized training contract. Customized training contracts will not be written to provide skills for seasonal, temporary or intermittent employment.
5. Customized training is delivery based on a formal, written contract that is negotiated and signed prior to the initiation of training.

The customized training contract will address:

 - a) The maximum allowable costs of training;
 - b) Employer commitment to fund a *minimum* of 50% of training costs (not to include employee wages);
 - c) The length of training required;
 - d) Description of occupations involved, skill(s) and competencies to be provided and learned;
 - e) Performance measures outcome requirements, including for employed workers;
 - f) Define what constitutes successful completion of training;
 - g) A provision for recapture of overpayments;
 - h) A provision for termination for lack of funds, lack of participant attendance or failure of employer to comply with initial or upgraded employment requirements;
 - i) A provision for maintaining and providing records for ARWB, state and federal monitoring and review.
6. **Customized training is limited to an amount per employee no greater than \$8000, the current ITA training account limit. In no event will the total amount of a Customized Training agreement exceed \$100,000, unless otherwise agreed to by ARC/ARWB. The contract agreement will stipulate the number of employees covered under the agreement and the maximum payout.**

Employer Reimbursements

Per the approval of the waiver request from GDOL to USDOL to modify the requirement that employers pay not less than 50% of the costs of customized training, the approved waiver adjusts the contribution requirement on a sliding scale based on employer size, as indicated:

- 1-50 employees – 10% contribution
- 51-250 employees – 25% contribution
- 251 and more employees – standard 50% contribution

If the waiver expires or is revoked, employer reimbursements of the wage rate must return to the current statutory requirements of up to 50% maximum reimbursement.

Customized training contracts are granted based upon availability of funding and may be limited or unavailable due to funding constraints. ARWB reserves the right to set a maximum training limit for customized training activities per employer.



Adult and Dislocated Worker Activity Totals for Program Year 2012/2013: July 1, 2012 - April 30, 2013

| Service | Cherokee | Clayton | Douglas | Fayette | Henry | Gwinnett Tech ** | Gwinnett | Rockdale | Gwinnett Corrections | Total |
|---|----------|---------|---------|---------|---------|------------------|----------|----------|----------------------|--------------|
| Basic Services (Core) | | | | | | | | | | |
| Visits | 1,623 | 15,906 | 4,467 | 74 | 340 | 5,617 | 20,733 | 2,190 | | 50,950 |
| Computer Lab Visits | 146 | 9,721 | 3,746 | 0 | 59 | 0 | 18,000 | 482 | | 32,154 |
| Resume Writing | 62 | 1,354 | 461 | 0 | 8 | 26 | 1,544 | 66 | | 3,521 |
| Job Search Assistance | 105 | 8,303 | 2,125 | 0 | 21 | 1,065 | 9,536 | 66 | | 22,021 |
| Other Workshop Attendance | 3 | 3,287 | 0 | 0 | 0 | 286 | 585 | 0 | | 4,161 |
| Orientation Attendance (# of participants) | | | | | | | | | | |
| WIA Training Application Workshops | 23 | 0 | 0 | 0 | 0 | 331 | 0 | 4 | | 358 |
| Basic Skills & Assessment | 118 | 2,060 | 304 | 57 | 83 | 51 | 1,348 | 179 | | 4,200 |
| Business Recruitment Events | 0 | 810 | 0 | 0 | 0 | 0 | 17 | 0 | | 827 |
| Group Workshops & Sessions (# of sessions) | | | | | | | | | | |
| WIA Training Application Workshops | 16 | 0 | 0 | 0 | 0 | 45 | 0 | 12 | | 73 |
| Business Recruitment Events | 0 | 39 | 0 | 0 | 1 | 0 | 1 | 0 | | 41 |
| Company Rapid Response | 0 | 93 | 0 | 0 | 0 | 0 | 0 | 0 | | 93 |
| Training Applications | | | | | | | | | | |
| # of Applications Taken | 135 | 1,053 | 263 | 73 | 158 | 21 | 1,728 | 233 | | 3,664 |
| # of Applicants Determined Eligible (of above #) | 49 | 825 | 175 | 61 | 133 | 21 | 408 | 206 | | 1,878 |
| Registered WIA services | | | | | | | | | | Total |
| Registered Customers | 131 | 616 | 160 | 59 | 120 | 550 | 723 | 197 | 37 | 2,593 |
| New Registered Customers since July 1, 2012 | 31 | 173 | 57 | 17 | 27 | 147 | 260 | 51 | 17 | 780 |
| Customers Enrolled into Training | 110 | 588 | 149 | 54 | 111 | 547 | 688 | 187 | 0 | 2,432 |
| New Training Enrollments since July 1, 2012 | 28 | 167 | 52 | 17 | 26 | 147 | 249 | 47 | 0 | 733 |
| Active Customers | 73 | 467 | 113 | 48 | 87 | 419 | 443 | 112 | 22 | 1,784 |
| Customers who left training services | 58 | 149 | 47 | 11 | 33 | 131 | 281 | 85 | 15 | 810 |
| Credentials Attained | 45 | 96 | 34 | 7 | 22 | 102 | 203 | 68 | 0 | 577 |
| Credential Rate | 79% | 64% | 72% | 64% | 67% | 78% | 72% | 80% | 0% | 71% |
| Employed Customers at Exit | 49 | 131 | 43 | 10 | 26 | 100 | 229 | 73 | 14 | 675 |
| Employment Rate at Exit | 92% | 86% | 92% | 91% | 79% | 76% | 82% | 86% | 93% | 83% |
| Average Starting Wage at Exit | \$21.71 | \$14.30 | \$14.99 | \$19.15 | \$15.46 | \$15.18 | \$17.86 | \$14.52 | \$10.20 | \$15.92 |

** Includes customers served at the Gwinnett Department of Labor Career Center.

**PY 2012 TOTAL YOUTH REVENUES AND FULL-YEAR OBLIGATIONS
FROM JULY 1, 2012 - JUNE 30, 2013**

29-May-13

| | PY'12 1/23/2013 staff to YC | PY'12 5/15 YC and staff to ARWB |
|--|-----------------------------|---------------------------------|
| Revenues | | |
| WIA Formula Grant (Total: 3,108,980) Admin PY 11 Carryover | 90,000 | 90,000 |
| WIA Formula Grant Prog PY 11 Carryover | 577,000 | 577,000 |
| WIA Formula Grant (Total: 3,407,517) Admin PY 12 | 340,752 | 340,752 |
| WIA Formula Grant Prog PY 12 | 3,066,765 | 3,066,765 |
| Other | | |
| Other | | |
| Other | | |
| Other | | |
| Other | | |
| Total Revenues | 4,074,517 | 4,074,517 |
| Planned Expenditures/Obligations | | |
| ARC/CRC Costs | | |
| ARC Administration Costs | 418,438 | 418,438 |
| ARC Facilities/Operations/Program Costs/Mobile Unit | 231,368 | 231,368 |
| Gwinnett Career Resource Center Facilities/ Operations Costs | 38,220 | 38,220 |
| Other | | |
| Total ARC/CRC Costs | 688,026 | 688,026 |
| Training Services | | |
| Individual Training Accounts (ITAs) | 75,000 | 125,000 |
| On-the-Job Training (OJT)* | 10,000 | 0 |
| Sub-Grantees (Contract) Services | | |
| Chattahoochee Technical College | | |
| Clayton College and State University | | |
| Corvel Healthcare, Inc. | | |
| - Corvel WIA and ITA Participant Support | | |
| Gwinnett Corrections - Services to Offenders | | |
| Gwinnett Technical College | | |
| - Gwinnett Tech WIA and ITA Participant Support | | |
| Hearts to Nourish Hope | 519,879 | 549,879 |
| Clayton Board of Education - former WORKTEC | 131,600 | 131,600 |
| Prevention Plus, Inc. | 227,000 | 227,000 |
| Corvel Healthcare, Inc. - Youth | 354,363 | 354,363 |
| Gwinnett Technical College - Youth | 355,535 | 355,535 |
| PEPP, Inc. | 293,984 | 303,984 |
| City of Holly Springs/Cherokee FOCUS | 322,434 | 322,434 |
| Seek to Fulfill, Inc. | 202,311 | 202,311 |
| Boat People S.O.S. | 215,500 | 215,500 |
| Connecting Henry | 257,950 | 257,950 |
| Crossroads | 136,116 | 136,116 |
| CPACS | 140,000 | 140,000 |
| Specific County Projects/Tuitions/WE Wages | 60,000 | 20,000 |
| Gwinnett - 2nd RFP or Other Specific Projects | - | - |
| | - | - |
| Total Sub-Grantees (Contract) Services Costs | 3,216,672 | 3,216,672 |
| Total Planned Expenditures/Obligations | 3,989,698 | 4,029,698 |
| Total Planned Un-Obligated Admin Funding | 12,314 | 12,314 |
| Total Planned Un-Obligated Program Funding | 72,505 | 32,505 |
| % Planned Availability of Unobligated Funding | 2.1% | 1.1% |

Date: 05/29/2013

Notes:

LAST CHANGES TO THE PY'12 R & O (5/15/2013 Youth Council Meeting):

1. Add \$30,000 from the Specific County Projects/Tuitions/WE Wages line to Hearts to Nourish Hope for additional Work Experience (WE) wages in Clayton, Fayette, Gwinnett.
2. Move the \$10,000 amount for OJT into the \$75,000 for Individual Training Accounts (ITAs).
3. Move \$40,000 from Un-Obligated Program Funding to Individual Training Accounts (ITAs).

AN ADDITIONAL "LAST CHANGE" RECOMMENDED BY STAFF (NEED IDENTIFIED AFTER THE YOUTH COUNCIL MEETING):

1. Add \$10,000 from the Specific County Projects/Tuitions/WE Wages line to PEPP, Inc. for additional Work Experience (WE) wages in Douglas county.

PY 2013 TOTAL YOUTH REVENUES AND FULL-YEAR OBLIGATIONS

FROM JULY 1, 2013 - JUNE 30, 2014

STAFF RECOMMENDATIONS TO THE YOUTH COUNCIL

Vers. 5/15/2013

| | PY'12 Funds | Proposals | PY'13 Staff to YC |
|---|-------------|--------------------|-------------------|
| Revenues | | | |
| WIA Formula Grant (Total: 3,407,517) Admin PY 12 Carryover EST. | | | 116,908 |
| WIA Formula Grant Program PY 12 Carryover ESTIMATE | | | 400,000 |
| WIA Formula Grant (Total: 3,642,963) Admin PY 13 | | | 364,296 |
| WIA Formula Grant Program PY 13 | | | 3,278,667 |
| Other | | | |
| Other | | | |
| Other | | | |
| Other | | | |
| Other | | | |
| Other | | | |
| Total Revenues | | - | 4,159,871 |
| Planned Expenditures/Obligations | | | |
| ARC/CRC Costs | | | |
| ARC Administration Costs | | | 481,204 |
| ARC Facilities/Operations/Program Costs/Mobile Unit | | | 266,073 |
| Gwinnett Career Resource Center Facilities/ Operations Costs | | | 40,000 |
| Other | | | |
| Total ARC/CRC Costs | | - | 787,277 |
| Training Services | | | |
| Work Experience (WE) Wages | | | 43,899 |
| Individual Training Accounts (ITAs) | | | 75,000 |
| On-the-Job Training (OJT)* | | | 0 |
| Sub-Grantees (Contract) Services | | | |
| Chattahoochee Technical College | | | |
| Clayton College and State University | | | |
| Corvel Healthcare, Inc. | | | |
| - Corvel WIA and ITA Participant Support | | | |
| Gwinnett Corrections - Services to Offenders | | | |
| Gwinnett Technical College | | | |
| - Gwinnett Tech WIA and ITA Participant Support | | | |
| Hearts to Nourish Hope | 549,879 | 646,931 | 559,024 |
| Clayton Board of Education - former WORKTEC | 131,600 | 139,320 | 130,280 |
| Prevention Plus, Inc. | 227,000 | 195,000 | 195,000 |
| Corvel Healthcare, Inc. - Youth | 354,363 | 334,669 | 314,669 |
| Gwinnett Technical College - Youth | 355,535 | 448,530 | 420,661 |
| PEPP, Inc. | 293,984 | 288,470 | 276,670 |
| City of Holly Springs/Cherokee FOCUS | 322,434 | 432,892 | 293,139 |
| Seek to Fulfill, Inc. | 202,311 | 208,204 | 177,860 |
| Boat People S.O.S. | 215,500 | 189,992 | 189,992 |
| Connecting Henry | 257,950 | 247,946 | - |
| CPACS | 140,000 | 140,000 | 140,000 |
| AVPRIDE (Start 9/1/2013 - 10 months) | NA | 262,000 | 108,454 |
| Place-Hold for Henry County Project | | | 247,946 |
| Future RFP or Other Specific Projects | | | 200,000 |
| | | - | - |
| Total Sub-Grantees (Contract) Services Costs | | 3,533,954 | 3,253,695 |
| Total Planned Expenditures/Obligations | | 3,533,954 | 4,159,871 |
| Total Planned Un-Obligated Admin Funding | | - | - |
| Total Planned Un-Obligated Program Funding | | (3,533,954) | - |
| % Planned Availability of Unobligated Funding | | #DIV/0! | 0.0% |

Date: Vers. 5/15/2013

Notes:

ADDITIONAL STAFF NOTE UPDATING PY'13 APPROVAL AND FUNDING FOR CONNECTING HENRY:

1. Due to unsatisfied financial monitoring issues at the time of the 5/15/2013 Youth Council meeting, the Connecting Henry proposal for PY'13 was placed on the Approved but Not Funded list, pending satisfactory resolution of those issues. The funds for Connecting Henry, if issues were satisfactorily resolved, were "place-held" in a line on the Youth Council-approved Revenues and Obligations (R & O) sheet.

As of 5/22/2013, the financial monitoring issues were satisfactorily resolved, so that the "place-held" amount can now be assigned to Connecting Henry, and Connecting Henry is now changed to be on the fully-approved list of proposers.

STAFF PROPOSAL RECOMMENDATIONS – May 15, 2013

OBLIGATION OF FUNDS: Ten proposals from current providers and one new proposal from a new proposer are recommended for approval by staff. New proposals, generally, are funded at a “starting level” of funding. Two proposals are approved but not funded. Of these, one is a current provider and the approval to fund will be based on financial monitoring-related matters yet to be concluded. This decision might be brought to the ARWB Board or its Executive Committee before it appears again before the Youth Council, given the current June 30, 2013 contract end date. The other is a new proposal that might receive funds in the future if those are available and services are needed.

Each approved for funding proposal contained convincing information to indicate that the organization can provide quality Youth services to ARWB counties. Proposals are recommended to be funded at a level somewhat to slightly different from what each proposed. Exactly how this funding is used in each contract must be determined during contract negotiations. County “Fair Share” considerations are a major factor in determining the level of funding available for a contract that proposes to serve youth of a single county. Appropriate service levels are a combination of the funding amount and the numbers of youth served. Costs are different for each organization. The numbers of youth to be served is also a combination of “carryover” participants from the prior program year and new participants for the new program year. That number is determined at contract negotiation.

Proposals recommended for approval and funded at a specific level:

1. AVPRIDE (New)
2. Boat People SOS, Inc.
3. Ceek to Fulfill, Inc.
4. Center for Pan Asian Community Services, Inc. (CPACS)
5. City of Holly Springs/Cherokee FOCUS
6. Clayton County Board of Education
7. CorVel Corp.
8. Gwinnett Technical College (GAP)
9. Hearts to Nourish Hope
10. PEPP, Inc.
11. Prevention Plus

Proposals recommended for approval but not funded at this time:

1. Connecting Henry
2. Paxen Learning Corp.

Proposals that were scored non-competitive:

1. Georgia Department of Human Services (TeenWork Program)
2. Vietnamese American Community of Georgia

Proposals determined non-responsive:

1. Faith Open Door Community Center, Inc.

ARWB YOUTH ALLOCATION"FAIR SHARE"
HISTORICAL REFERENCE - % OF AREA TOTALING ALL 3 WIA FACTORS

| | Cherokee | Clayton | Douglas | Fayette | Gwinnett | Henry | Rockdale | TOTAL |
|-------------------------------|-------------|--------------|-------------|-------------|--------------|--------------|-------------|---------------|
| 2013 Regular WIA Allocation % | <u>8.9%</u> | <u>21.9%</u> | <u>8.4%</u> | <u>3.9%</u> | <u>40.4%</u> | <u>11.1%</u> | <u>5.4%</u> | <u>100.0%</u> |
| 2012 Regular WIA Allocation % | 10.2% | 24.5% | 9.3% | 3.8% | 35.9% | 9.9% | 6.4% | 100.0% |
| 2011 Regular WIA Allocation % | 9.4% | 22.3% | 8.3% | 4.2% | 40.4% | 9.3% | 6.1% | 100.0% |
| 2010 Regular WIA Allocation % | 9.2% | 23.0% | 8.4% | 4.0% | 40.0% | 9.2% | 6.2% | 100.0% |
| 2009 Regular WIA Allocation % | 7.4% | 25.6% | 12.3% | 3.3% | 36.0% | 8.9% | 6.5% | 100.0% |
| 2008 Regular WIA Allocation % | 5.5% | 33.6% | 12.0% | 2.9% | 34.7% | 4.9% | 6.4% | 100.0% |
| 2007 Regular WIA Allocation % | 4.7% | 32.5% | 13.0% | 3.8% | 35.0% | 4.9% | 6.1% | 100.0% |
| 2006 Regular WIA Allocation % | 2.5% | 49.0% | 10.7% | 1.1% | 21.4% | 7.0% | 8.3% | 100.0% |
| 2005 Regular WIA Allocation % | 5.7% | 47.0% | 7.3% | 1.1% | 34.5% | 2.0% | 2.4% | 100.0% |
| 2004 Regular WIA Allocation % | 2.5% | 56.8% | 8.4% | 1.1% | 26.7% | 2.0% | 2.5% | 100.0% |
| 2003 Regular WIA Allocation % | 3.5% | 78.0% | 3.8% | 0.7% | 9.0% | 2.2% | 2.8% | 100.0% |

OVERVIEW AND STAFF RECOMMENDATIONS:

PROPOSALS SUBMITTED TO THE ARWB YOUTH COUNCIL (YC) IN RESPONSE TO THE APRIL, 2013 REQUEST FOR PROPOSALS (RFP)

For the ARWB Youth Council Meeting
May 15, 2013

At this meeting, the Youth Council should select service providers, based on proposals submitted in response to the open and public, competitive procurement through its Request for Proposals issued on April 9, 2013 and due on May 7, 2013. Key points of the process, references to background information and specific recommendations from staff follow:

Purpose and Process: The purpose, as well as the process is also described in the RFP itself. The process involving the Youth Council was reviewed and confirmed in even more detail by the Council in earlier meetings. The process is virtually the same as that employed during the last several RFP reviews; the last full RFP for services to all target populations Areawide occurred in June, 2010; a small 2011 RFP targeted Gwinnett/Hispanic services. The purpose and process also adheres to Federal and State WIA Youth Program procurement requirements. The key purpose of this RFP is, as stated in the public announcement and elsewhere:

BASIC INFORMATION/LEGAL NOTICE

RFP - With this Request for Proposals (RFP), the Atlanta Regional Commission (ARC), as administrative entity for the Atlanta Regional Workforce Board (ARWB), is accepting proposals from organizations that can provide (see more detailed information below) career planning, education, training and employment services for economically disadvantaged youth who are aged 14-21 (if in school, for Juniors or Seniors primarily, but proposers may offer to serve youth in earlier grades if part of a special project design for dropout prevention), for an initial period of July 1, 2013 (or to start later if a newly-ARWB-funded organization), through June 30, 2014, to be funded by the federal Workforce Investment Act (WIA), or other funding that may become available through state, federal, or other sources. Services are for youth who reside in the ARWB counties of Cherokee, Clayton, Douglas, Fayette, Gwinnett, Henry or Rockdale. Services are for continuous, full-year programs and services, but may include sizable summer (or other) subsidized-employment programs. All proposers are required to recruit WIA-eligible participants for their programs, enter data into a WIA MIS system, and provide a full range of WIA services (see below) until participants leave WIA. Outcomes from services must include combinations of the high school diploma/GED (if applicable), basic skills improvement (if applicable), nationally-recognized occupational certification/credentials, employment and entry into post-secondary/advanced education. There are no limitations to the types of organizations that may propose for funding. Existing ARWB/ARC youth contract organizations are required to apply and will be in competition with all other proposers.

FUNDING - Since 2013 funding levels for WIA youth services are not known, an approximation of the funding available for year one or the numbers of youth to be served through this RFP in year one must be made. Based on recent funding history, at least \$2,800,000 is expected to be

available, which may fund 10-15 organizations in communities throughout the ARWB workforce area. Services are to be for approximately 1,300 youth who reside in ARWB counties.

PERIOD OF SERVICE - Successful programs funded through this RFP may be extended for a following one-year extension period until June 30, 2015, and then for a second extension period until June 30, 2016, based on effective performance during the previous year and the need for the services, as well as the changing requirements of funding sources. This RFP may be the only Youth Services RFP issued by the ARWB/ARC during this three-year period of time, depending on the need for services and levels of funding available. No separate RFPs for funds for summer services-only are planned at this time. Some programs not approved for immediate funding may be approved as eligible for future funding through this RFP; funding for these will depend on the future need for services and funding availability, as well as the changing requirements of funding sources.

LOCAL SUPPORT - Through recent, signed letters or agreements of community collaborative support, which specifically address the activities of the proposal being submitted, proposers must show that related, significant community entities want services being proposed to be provided, that they want the proposing organization to provide those services, and that they believe the proposing organization has the capacity and background to provide those services effectively. Anticipated financial agreements with these funds with community organizations/businesses, do not count as community support letters. These letters/agreements are an essential and important component of all proposals.

RFP AVAILABILITY - RFP packets will be available after 12:00 p.m., Tuesday, April 9, 2013, and may be picked up at ARC, 40 Courtland St., Level C, Atlanta, Georgia, 30303. The RFP will also be available at the same time on the ARC website at www.atlantaregional.com; click on the RFPs/RFQs button at the bottom of the page. Complete instructions for developing and completing proposals are included in the packet.

There will not be a conference for prospective proposers. However, technical questions may be submitted to James Radford at ARC at workforce@atlantaregional.com, or by FAX at (770) 344-5985, through April 19, 2013. Responses to questions received through this date will be posted on the ARC website no later than April 22, 2013.

SUBMISSION DEADLINE - Proposals must be completed and received at ARC on or before Tuesday, May 7, 2013, 5:00 p.m. Electronic submission of proposals will not be available.

DETAILED INFORMATION ON SERVICES TO BE PROVIDED - This RFP seeks comprehensive youth programs which must make available to each participant, if appropriate for the individual, the following ten WIA-required elements or services, offered through WIA-funded activities and/or collaborations with other, non-WIA-funded activities and projects, and especially through collaborations with businesses:

1. Tutoring, study skills training, and instruction, leading to completion of secondary school, including dropout prevention strategies;
2. Alternative secondary school services, as appropriate;

3. *Summer employment opportunities directly linked to academic and occupational learning;*
4. *As appropriate, paid and unpaid work experiences, including internships and job shadowing;*
5. *Occupational skill training, as appropriate;*
6. *Leadership development opportunities, which may include community service and peer-centered activities encouraging responsibility and other positive social behaviors during non-school hours, as appropriate;*
7. *Supportive services;*
8. *Adult mentoring for the period of participation and a subsequent period, for a total of not less than 12 months;*
9. *Follow-up services for not less than 12 months after the completion of participation, as appropriate; and*
10. *Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate.*

In addition, the ARWB/ARC seeks services to dropouts leading to the High School Diploma/GED, transition services for youth from foster care to independence, services for in-school youth to be mostly limited to rising juniors or seniors (proposers may offer to serve youth in earlier grades if part of a special project design for dropout prevention), and services for youth who are in the juvenile justice system, are in immigrant populations, or are youth with disabilities; services for all youth must focus on their transition as the emerging workforce into the world of work and further education.

OTHER INFORMATION – *The current State Plan for WIA funding is not yet final. To the extent that it is known, this RFP does not conflict with and does support both existing and yet-to-be approved State Plans. Required changes related to the State Plan or other instruction from the State Office of Workforce Development may affect emphases and directions expected of proposers under this RFP.*

Staff Recommendations: For the last several RFPs, staff have provided specific recommendations in this emailed packet, and have not waited to provide them at the YC meeting itself. This time, scheduling constraints have made that impossible, so that final staff recommendations will only be made available at the meeting itself. The same constraints effectively gave proposers one month to respond to the RFP. The constraints involved new requirements regarding Board approval of the YC's recommendations, assessment of the expectations of a new State WIA Plan, as well as the more usual late funding level availability (it came a little over a week ago). Thus, there is the need now to manage proposal selection under a limited timeframe. Previously, the YC has adopted review procedures which include asking staff to read, score, summarize and recommend to the YC proposals to become service providers. Before and during the Wednesday meeting, YC members should feel free to review full proposals, which will be available at the meeting itself.

Though staff provides the YC with much of the proposal information, and makes recommendations, the decisions to be made are the Youth Council's, which must be confirmed by the Atlanta Regional Workforce Board (ARWB). The Council must feel free to disagree with

staff, and should come to its own conclusions regarding funding and proposals. Members are encouraged to bring questions to the meeting regarding proposals and recommendations, so that the Council as a whole can be involved in any discussions. Because at least five proposals are from organizations represented on the Youth Council, members should refrain from discussing their own proposals, directly or indirectly; these members include Sonia Carruthers of Cherokee FOCUS, James Bruin of CorVel, Debbie Anglin of Hearts to Nourish Hope, Brenda Beverly of Gwinnett Tech, Dawn Oparah of AVPRIDE or Crystal Culver of TeenWorks. These proposers also may not be allowed to participate in discussions regarding their own or other proposals (see the conflict of interest policy in the By-Laws). These limitations will be restated and confirmed during the meeting.

Contracts will be negotiated after the proposal selection process. Negotiation may include contracting for participant levels of services and funding levels different from those proposed, but within the range of the RFP requirements, and as guided by YC and ARWB directions.

Funding to be Available as of July 1, 2013: The WIA Youth grant amount for Program Year 2013 (begins July 1, 2013) became available a little over a week ago; it is \$3,642,963 and is an increase of \$235,446 or 6.91% over Program Year 2012. This amount, plus an early estimate of “carryover funds” (over \$200,000), will be the only source of funding reflected on the Revenues and Obligations Spread Sheet when that is offered to the Council on Wednesday.

Selecting Service Providers from Proposals:

Proposals are read and scored by at least three assigned staff. Each Proposal’s score is an average of these scores. While the criteria for the staff recommendation includes these scores, other important elements include providing services to the entire ARWB area, especially bringing services to YC-targeted youth populations and/or underserved counties and target groups. Levels of dollars available for services to each county are guided by the Council and Board-adopted “Fair Share.” Fair Share county percentages have changed for PY 2012, based on new allocation factor levels that change yearly and which were received when the actual funding allocation was received recently. Selection includes, therefore, the responsibility to see each proposal within a general plan of services for the entire ARWB area, and through the focusing lens of the “Fair Share.”

Proposal Summary Sheet: This sheet is attached. Average scores will be available at the Wednesday meeting.

Staff Proposal Recommendations: This page will be available at the Wednesday meeting.

Revenues and Obligations – PY 2013: This spreadsheet will illustrate the funding recommendations against the single Youth Grant revenue stream. It will be available at the Wednesday meeting.

Fair Share Reference – PY 2013: This sheet is attached. It illustrates the changes in the county percentages over the last several years. Staff will provide additional information on how this information should and should not be used in discussions during the Wednesday meeting.

ATLANTA REGIONAL WORKFORCE BOARD
YOUTH COUNCIL REVIEW – Responsive Proposals Summary Sheet
May, 2013

| Proposer | Services Proposed | Number of Participants to Serve/Funds Requested/ Cost Per Participant | Counties Proposed to Serve | Average Score/ Staff Recommendation Minimum score 330 |
|--|---|--|-----------------------------------|--|
| AVPRIDE (a community-based, private non-profit organization) | New proposer, first time. A wide-ranging and large partnership, the Fayette Youth Workforce Coalition, supports this comprehensive youth program which targets in-school and out-of-school youth, but with the primary focus on successful completion of high school and preparation for “next steps” of employment and further education. | 200 for \$262,000/\$1,310 per participant | Fayette | 422, Competitive |
| Boat People SOS, Inc. (a community-based, private non-profit organization) | Current Service Provider (since 2010). Comprehensive services to Asian youth, half in-school and half dropouts, through an Asian Youth Empowerment Project (AYEP). Continues to experience challenge of dealing with a sizable population with a small staff, and has yet to achieve an expected level of WIA outcomes. Extensive use of volunteers as support staff. There are outstanding financial issues. | 80 for \$189,992/\$2,375 per participant | Gwinnett, Rockdale, Clayton | 403, Competitive |

| Proposer | Services Proposed | Number of Participants to Serve/Funds Requested/ Cost Per Participant | Counties Proposed to Serve | Average Score/ Staff Recommendation Minimum score 330 |
|---|--|--|----------------------------|---|
| Ceek to Fulfill, Inc. (a community-based, private non-profit organization) | Current service provider (since 2008). Provides services to foster, justice system and other youth; small organization has established an excellent community presence and reputation and is now a dependable service provider in the community. Strength is the close personal relationships that are established, with the needs of youth met from there. Significant recruitment challenges have occurred over the last year. | 75 for \$208,204/\$2,776 per participant | Rockdale | 408, Competitive |
| Center for Pan Asian Community Services, Inc. (CPACS) – community-based, private, non-profit) | Current service provider (since 2011). Still new to WIA service for the ARWB, it is close to meeting goals and so offers to continue its services to the Hispanic population, its exclusive target. Strong ties to the individual youth; well-organized and committed staff; veteran organization providing WIA services to the DeKalb Board. | 70 for \$140,000/\$2,000 per participant | Gwinnett | 413, Competitive |

| Proposer | Services Proposed | Number of Participants to Serve/Funds Requested/ Cost Per Participant | Counties Proposed to Serve | Average Score/ Staff Recommendation Minimum score 330 |
|---|---|--|----------------------------|---|
| City of Holly Springs, subcontracting with Cherokee FOCUS (a Family Connections Partnership organization – community based, private non-profit) | Current service provider (since 2008). Cherokee Youth Works program is an effective collaborative which has established a WIA comprehensive youth program in the county. Focuses on the specific needs of each youth, including foster youth and youth in the justice system; focuses primarily on out-of-school youth dropouts. Includes emphasis on post-secondary education. Operated by staff hired by Cherokee FOCUS and administered through the City of Holly Springs. | 207 for \$432,892/\$2,091 per participant | Cherokee | 449, Competitive |
| Clayton County Board of Education (Clayton County school system, formerly WORKTEC) | Current service provider (since the beginning of WIA). Primarily, school- to-work transition services for in-school youth with disabilities; work readiness instruction and placement into employment (some occupational credentialing and basic skills instruction). Recent success in serving counties other than Clayton has been limited. | 36 for \$139,320/\$1,935 per participant | Clayton, Henry, Fayette | 377, Competitive |

| Proposer | Services Proposed | Number of Participants to Serve/Funds Requested/ Cost Per Participant | Counties Proposed to Serve | Average Score/ Staff Recommendation Minimum score 330 |
|--|--|--|----------------------------|---|
| Connecting Henry (A Family Connections Partnership organization – community-based, private non-profit) | Current service provider (since 2010). Henry county-based organization. Works closely with a large collaborative of youth/family service entities -- courts, schools, other. Change of program leadership in the Fall, 2012 has led to major programmatic improvements and has re-established the program which serves primarily GED-seekers, but expects to connect successfully to Douglas schools and special projects there. There are outstanding financial issues. | 125 for \$247,946/ \$1,984 per participant | Henry | 343, Competitive |
| Corvel Corporation (private, for profit) | Current service provider (since 2004). Comprehensive education – GED and/or advanced education for older graduates through tuition support. Work readiness instruction and other preparation for employment and/or advanced education through a WIA One-Stop in Duluth. Broad community partnerships support youth referrals from numerous organizations as well as independent career-seekers. | 152 for \$334,669/2,202 per participant | Gwinnett | 460, Competitive |

| Proposer | Services Proposed | Number of Participants to Serve/Funds Requested/ Cost Per Participant | Counties Proposed to Serve | Average Score/ Staff Recommendation Minimum score 330 |
|---|---|--|----------------------------|---|
| Georgia Department of Human Services (Teen Work Program) (State DHS program) | New proposer, first time. Primarily describes the state-level Teen Work program integrated within other support programs for the exclusive in-school, foster youth target population. Subsidized work experiences and job/career readiness preparation with employment outcomes expected. Limited description of other aspects and outcomes expected under WIA. | 99 for \$280,000/\$2,828 per participant | | 290, Non-competitive |
| Gwinnett Technical College - Gwinnett Advancement Program (GAP) (State technical college) | Current service provider (since 2007). Continues GED training with additional employment and post-secondary education as outcomes. Course work focuses on GED. May obtain Forklift certification, and Work Ready Certification plus occupational training at GTC. Efficient and effective service delivery. Includes new employment placement relationship with Goodwill and a new Hispanic outreach position. | 168 for \$369,923/\$2,200 per participant | Gwinnett | 461, Competitive |

| Proposer | Services Proposed | Number of Participants to Serve/Funds Requested/ Cost Per Participant | Counties Proposed to Serve | Average Score/ Staff Recommendation Minimum score 330 |
|--|--|--|---|---|
| Hearts to Nourish Hope, Inc., (a community-based, private non-profit organization) | Current service provider (since the beginning of WIA). Broad range of service offerings to in and out-of-school youth; collaborates with all youth-affecting organizations such as courts, schools, DFCS, etc. Frequently developing additional youth resources for the community; ceaseless innovation. Efficient and effective service delivery. | 325 for \$646,931/\$1,990 per participant | Clayton, Fayette, Gwinnett | 455, Competitive |
| Paxen Learning Corp. (private, for profit) | New proposer; has proposed before, though not recently. Well-known youth service provider for several Workforce Boards in Georgia (who provide application support letters) and other states. Offers in and out-of-school youth services, but includes major emphasis on dropout GED prep called Career Pathways which uses a GED Xcelerator. Partnership with national organizations such as the Hotel Educational Institute and Salvation Army, rather than local organizations. | 400 for \$999,508/\$2,499 per participant | Cherokee, Clayton, Douglas, Henry, Rockdale | 338, Competitive |

| Proposer | Services Proposed | Number of Participants to Serve/Funds Requested/ Cost Per Participant | Counties Proposed to Serve | Average Score/ Staff Recommendation Minimum score 330 |
|---|--|--|----------------------------|---|
| Parents Educating Parents and Professionals (PEPP), Inc. (a community-based, private non-profit organization) | Current service provider (since 2008). Provides WorkReady Douglas, a comprehensive youth development resource for target populations; primarily for in-school youth.. Focuses on needs of youth with and without disabilities, though recent special pilot project is for youth with disabilities. Major collaborative participant in county, including with State programs and county schools. | 140 for \$288,470/\$2,061 per participant | Douglas | 400, Competitive |
| Prevention Plus, (a community-based, private non-profit organization) | Current service provider (since 2004). "Alternative" secondary school services for diploma (and GED), work readiness instruction and work experiences, placement into employment and/or advanced education. Significant recruitment challenges have occurred over the last year, possibly due to a move to a new location and a focus on graduation PLUS post-secondary education. Dual enrollments and post-secondary education (Atlanta Tech, Clayton State) emphasized after completion of the diploma/GED. Joint activities with an onsite Youthbuild project. | 100 for \$195,000/\$1,950 per participant | Clayton | 427, Competitive |

| Proposer | Services Proposed | Number of Participants to Serve/Funds Requested/ Cost Per Participant | Counties Proposed to Serve | Average Score/ Staff Recommendation Minimum score 330 |
|--|--|--|----------------------------|---|
| Vietnamese American Community of Georgia | New proposer; first time. Also described as a first time to write a comprehensive service proposal such as this, from an organization with small funding and staffed primarily by volunteers. Modest numbers; expects to serve the broader Asian community, beyond just Vietnamese, focusing on attainment of diploma/GED. | 29 for \$86,795/\$2,993 per participant | Gwinnett | 293, Non-competitive |

Metro Atlanta Chamber

WORKFORCE COUNCIL

2013 WORKFORCE TRENDS REPORT

Timeline: May 2012 – May 2013
Geographic Area: Atlanta Metropolitan Statistical Area
Industry sectors:

- Software development
- Mobility
- Internet security
- Digital media & gaming
- Financial transactions processing
- Health IT
- Supply chain IT/Software
- Logistics & Distribution

The Metro Atlanta Chamber commissioned Burning Glass International, a labor data firm, to review all advertised job openings in our strategic industry areas. Burning Glass uses a sophisticated algorithm to mine electronic data and eliminate duplicates. The goal is to assess demand for talent and determine the skills needed to fill those positions.

In addition to details on a year's worth of job postings in metro Atlanta's most competitive, high-growth industries, the report also includes:

- A quantitative ranking of Atlanta's job postings against other US metro areas
- A listing of the top job titles within each industry
- A listing of the top employers that published the openings
- A record of the education requirements and, where applicable, the certifications and skills listed

SOME OF THE MOST SIGNIFICANT FINDINGS IN THE REPORT:

Signs of overall job recovery: In 2010, there were 247,283 total job openings posted in metro Atlanta (all sectors). In 2012, there were 410,571, 60% increase.

Growth in mobility: Less than 400 mobility jobs were posted for metro Atlanta in 2010. In 2012, that number topped 2,000.

Metro Atlanta as a digital media "super-hub":

- Over 28,000 postings in the last 12 months
- 48% growth in advertised positions from 2010 – 2012
- Atlanta had almost twice as many digital media job postings per capita as the rest of the nation

Health IT continues to surge: 167% growth in health IT job postings from 2010 – 2012

Continued supply chain dominance:



- Supply chain/logistics/distribution job postings grew nationally at a rate of 36% from 2010 – 2012. In metro Atlanta that growth rate was 115% over the same period
- Metro Atlanta ranks 5th in the nation in total job postings in supply chain IT jobs

Workforce Council Chair: Phil Martens, CEO – Novelis

Workforce Council Co-Chair: Scott Burton, President – Whitaker-Taylor

Workforce Council Co-Chair: DeRetta Cole, VP, HR Global Operations/Technology – Turner Broadcasting

Workforce Council Staff: Chuck Meadows, VP Economic Development Policy – Metro Atlanta Chamber



Workforce Trends in Targeted Industries 2013 Update

Metro Atlanta Chamber 
W O R K F O R C E C O U N C I L

5.15.2013

Chuck Meadows
VP Economic Development Policy

cmeadows@macoc.com

 @ChuckMeadows

**Metro
Atlanta
Chamber** 



May 2013

PREPARED BY: Erica Dickinson

For More Information:

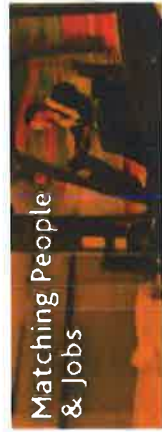
Dan Restuccia

Burning Glass Technologies

One Faneuil Hall Market, 4th Floor | Boston, MA 02109 USA

t +1 (617) 227-4800 x 122 | **m** +1 (617) 794-0726

drestuccia@burning-glass.com | **www.burning-glass.com**



Matching People
& Jobs



Resume Parsing &
Management



Reemployment
& Education
Pathways



Real-Time Jobs
Intelligence

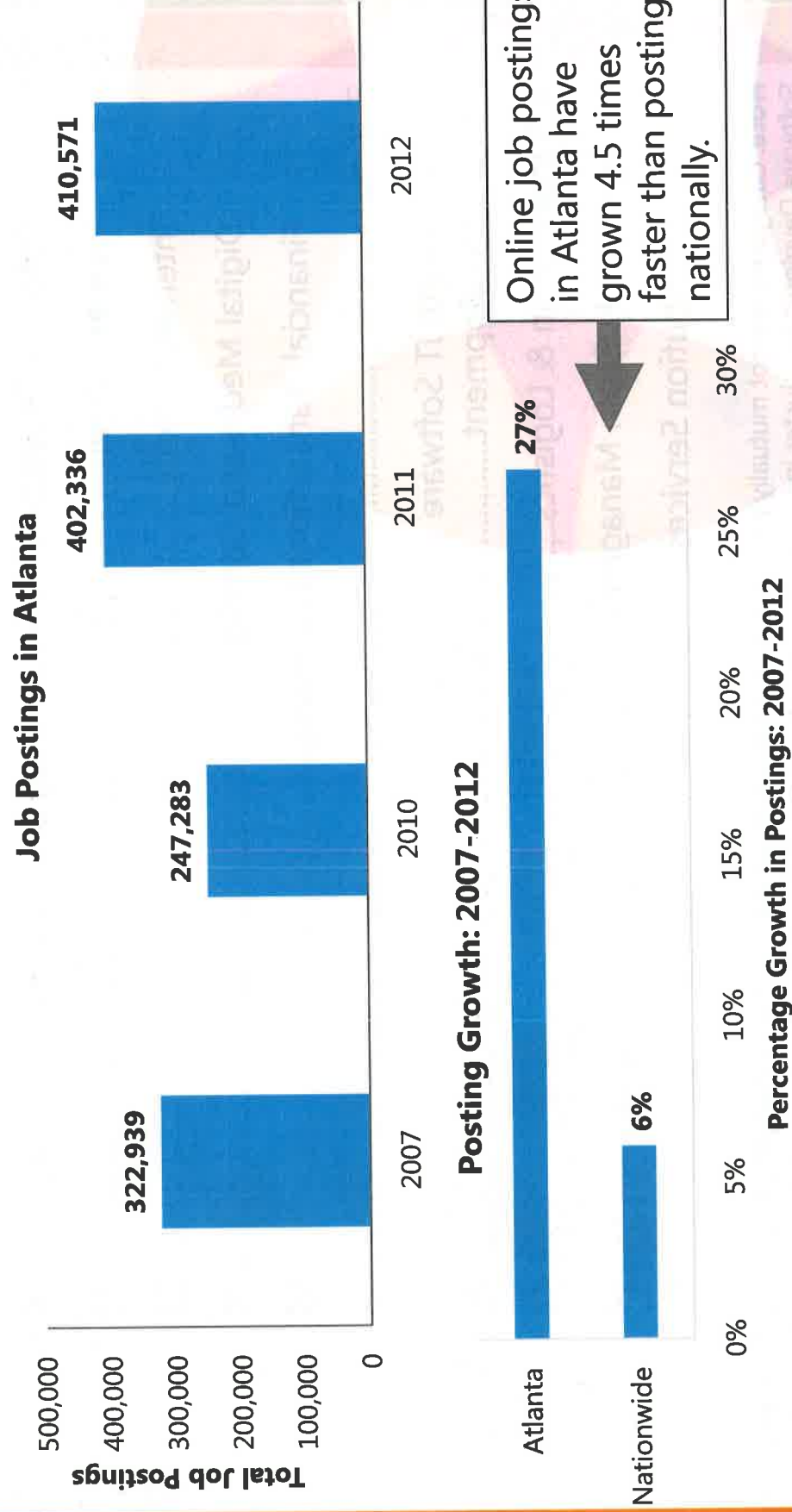
Table of Contents

| | |
|--|----|
| 1. Demand Overview..... | 3 |
| 2. Technology..... | 6 |
| • Software Development..... | 6 |
| • Wireless/Mobility..... | 14 |
| • Internet Security..... | 22 |
| • Digital Media and Gaming..... | 30 |
| • Financial Transactions Processing..... | 38 |
| 3. Bioscience..... | 46 |
| • Health IT Software Development..... | 46 |
| 4. Supply Chain & Logistics..... | 54 |
| • Supply Chain Management..... | 54 |
| • Distribution Services..... | 62 |

Note: Categories are not mutually exclusive, so the same job can be counted in multiple job clusters. For example, the Software Development cluster includes jobs that also fall into the Wireless/Mobility cluster – such as Applications Developers.

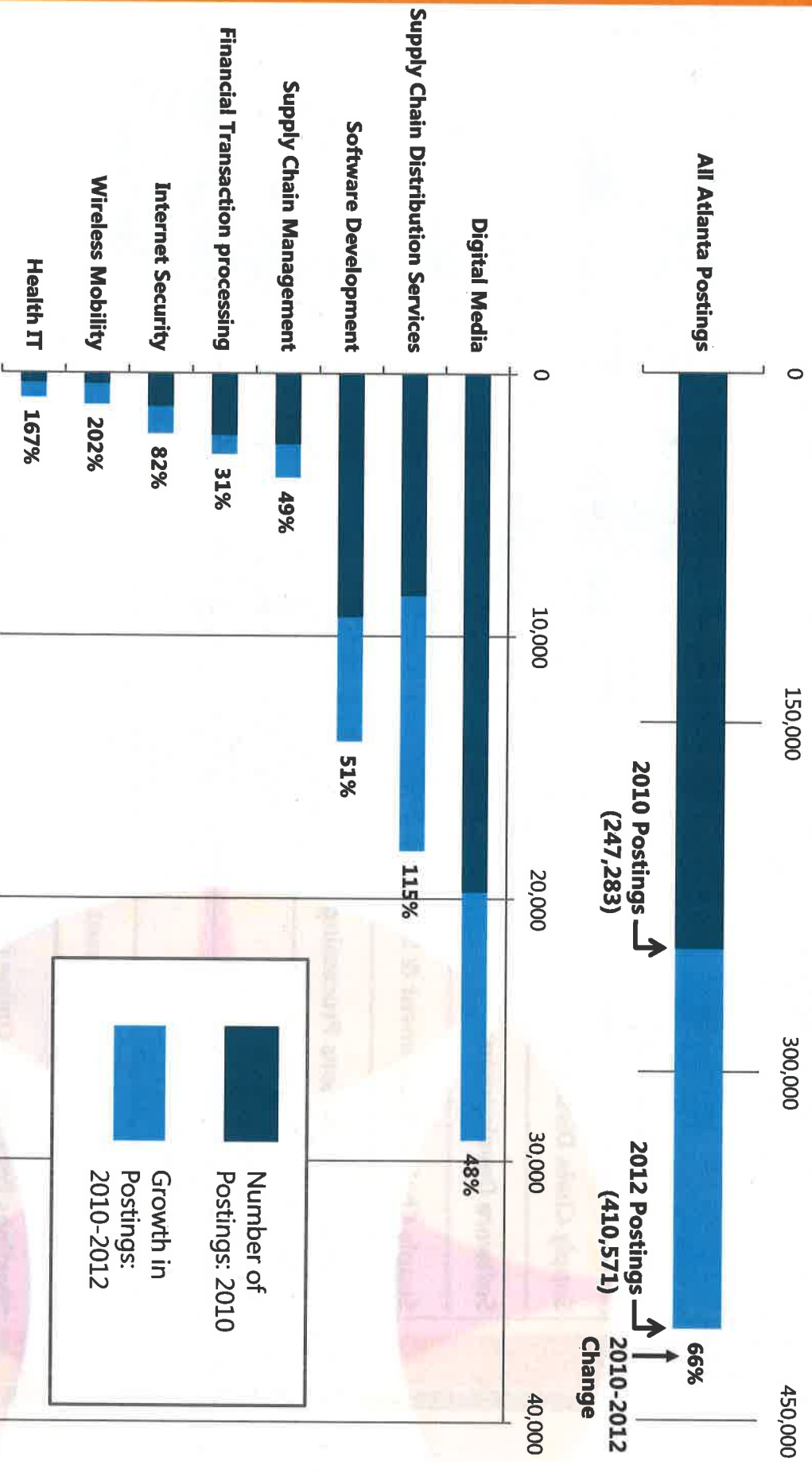
Demand Overview

Online job postings rebounded successfully following the recession, and total job postings in Atlanta increased 27% – 87,600 postings – from 2007 to 2012.



Demand Overview

From 2010 to 2012, employer demand has grown across nearly all job categories in Atlanta.



Demand Overview

Postings per capita in Atlanta are greater than national postings per capita in all job categories. Additionally, employer posting growth in Atlanta outpaced national growth across nearly all job categories from 2010 to 2012.

| Job Family | Location | Postings Per Capita* | Growth: 2010 to 2012 |
|------------------------------------|----------|----------------------|----------------------|
| Digital Media & Gaming | Atlanta | 82.5 | 48% |
| | Nation | 44.6 | 28% |
| Supply Chain Distribution Services | Atlanta | 56.3 | 115% |
| | Nation | 40.9 | 36% |
| Software Development | Atlanta | 39.9 | 51% |
| | Nation | 26.9 | 33% |
| Supply Chain Management & Software | Atlanta | 11.5 | 49% |
| | Nation | 5.7 | 43% |
| Financial Transactions Processing | Atlanta | 10.2 | 31% |
| | Nation | 5.5 | 35% |
| Internet Security | Atlanta | 6.0 | 82% |
| | Nation | 3.9 | 43% |
| Wireless/Mobility | Atlanta | 3.6 | 202% |
| | Nation | 1.7 | 171% |
| Health IT Software Development | Atlanta | 2.5 | 167% |
| | Nation | 1.4 | 61% |

*Postings Per Capita = Online job postings per 10,000 residents age 18-64.

Technology

Technology

- a. **Software Development**
 - b. **Wireless/Mobility**
 - c. **Internet Security**
 - d. **Digital Media and Gaming**
 - e. **Financial Transactions Processing**
- Bioscience**
- a. **Health IT Software Development**
- Supply Chain & Logistics**
- a. **Supply Chain Management & Software**
 - b. **Distribution Services**

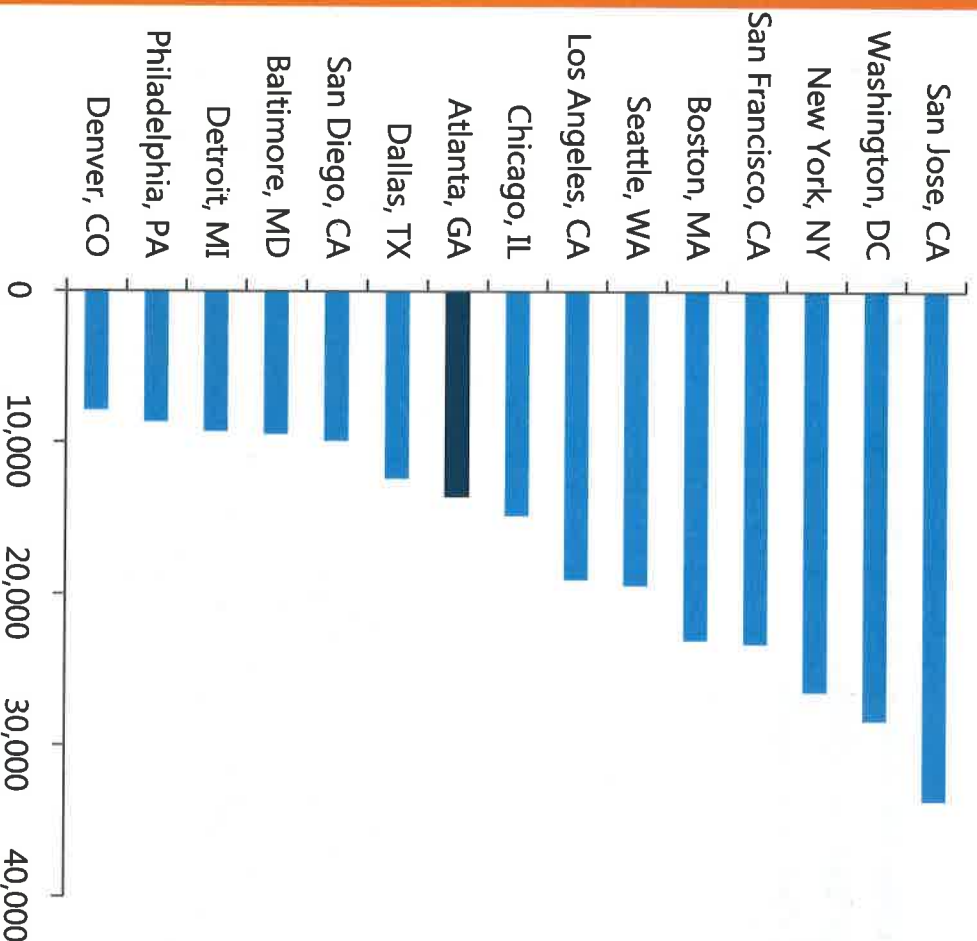
Technology

Software Development

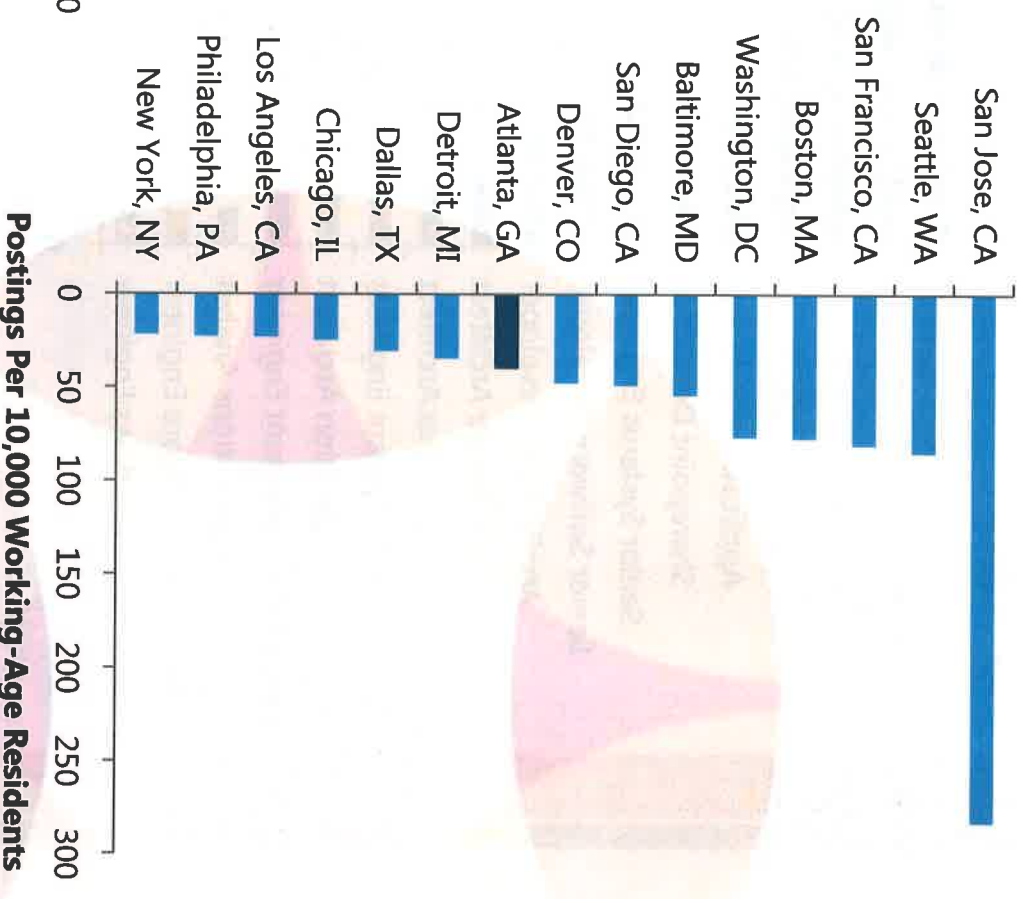
Software development jobs cover the full range of roles that relate to the engineering and development of computer software. They include titles such as Software Engineers, Systems Engineers, Software Developers, and Applications Developers.

Technology: Software Development

Top Locations by Ad Volume



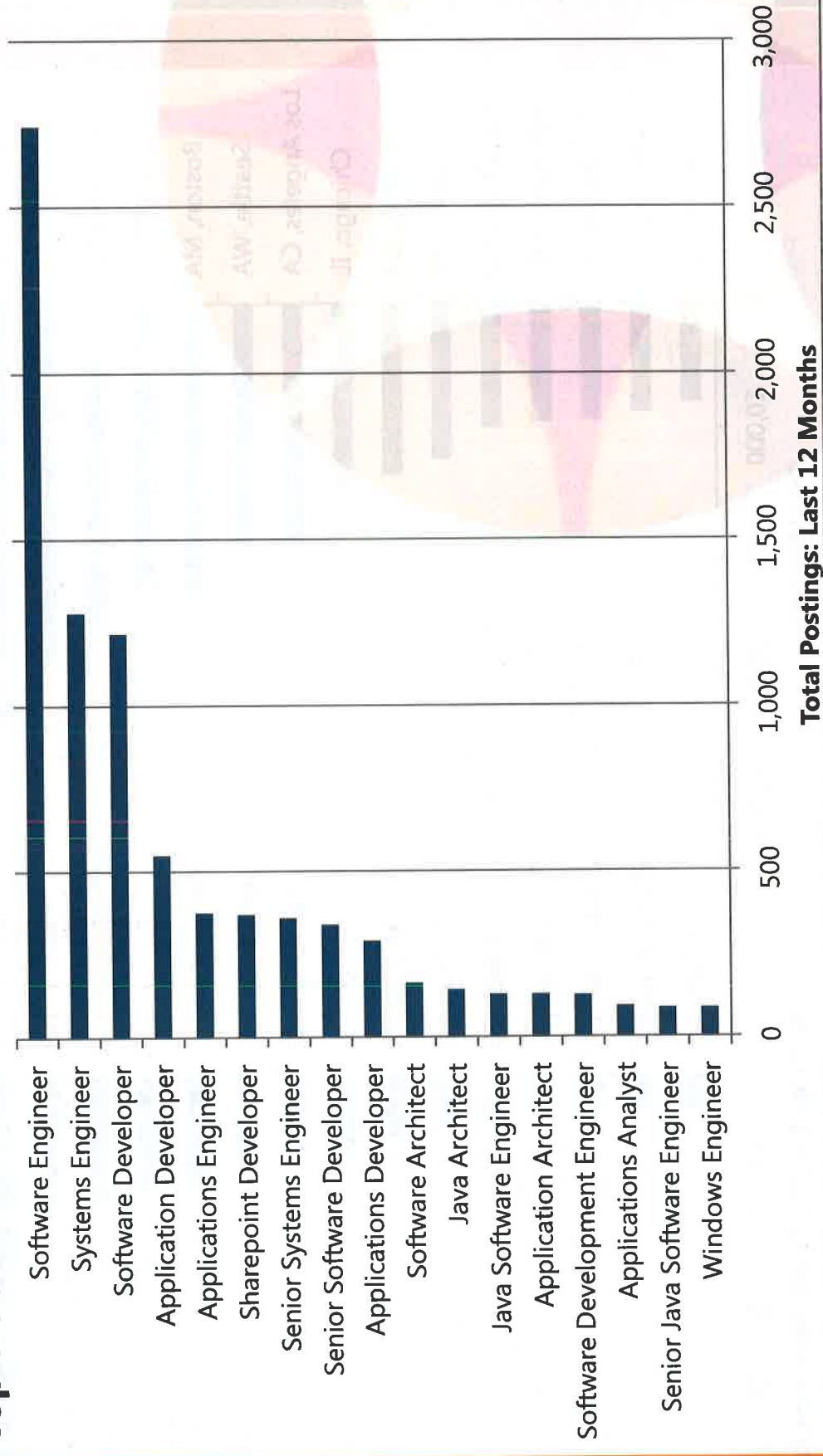
Postings Per Capita



Technology: Software Development

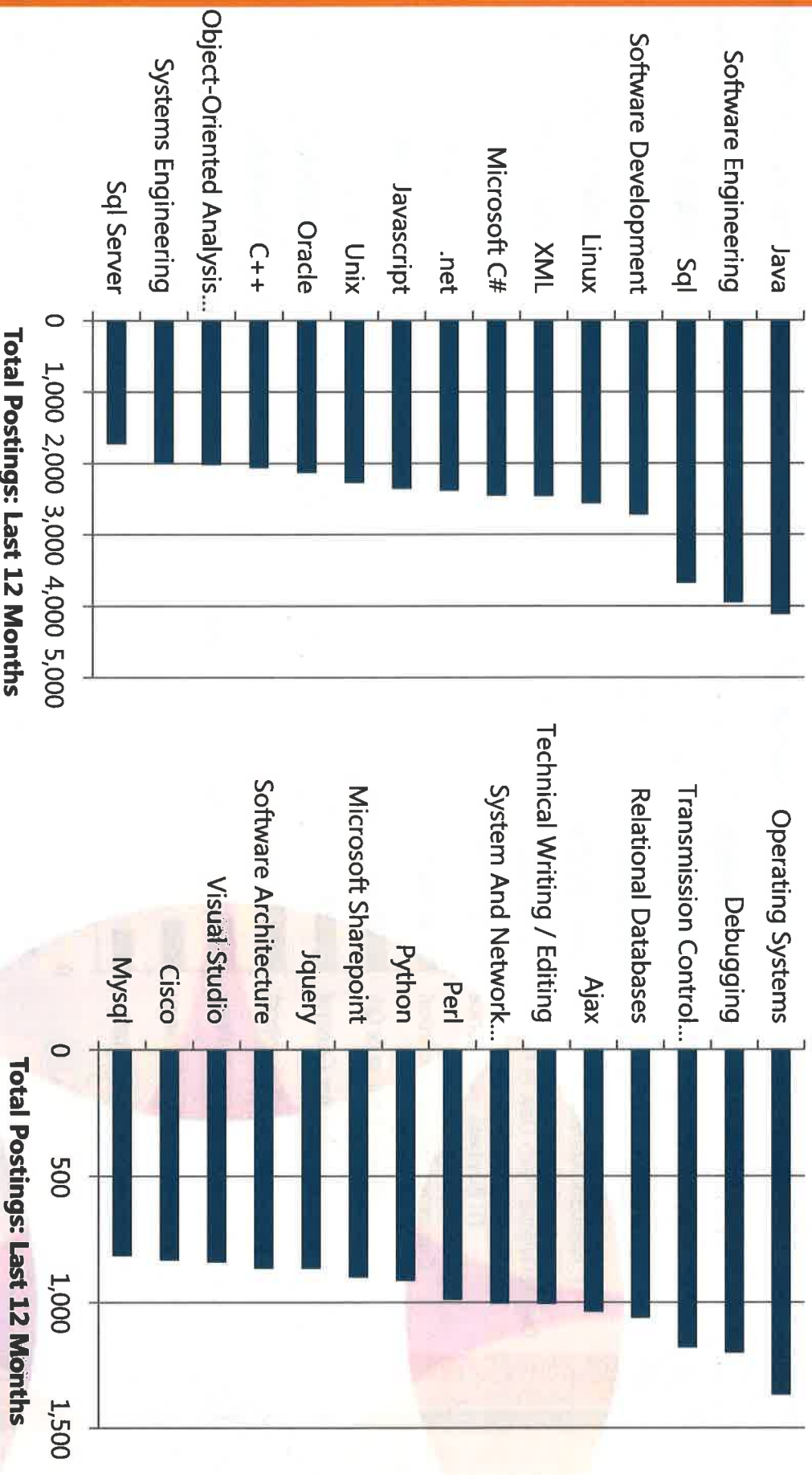
There were 13,575 postings in the last 12 months

Top Titles



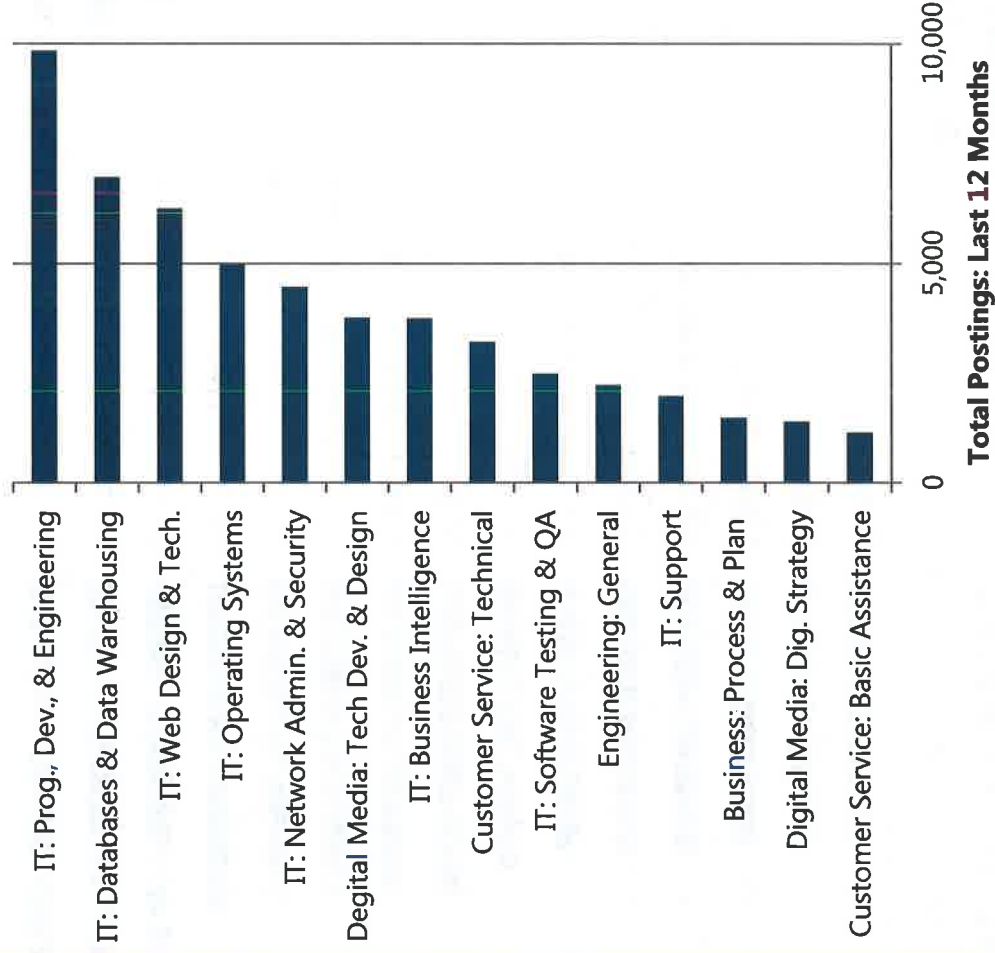
Technology: Software Development

Top Specialized Skills

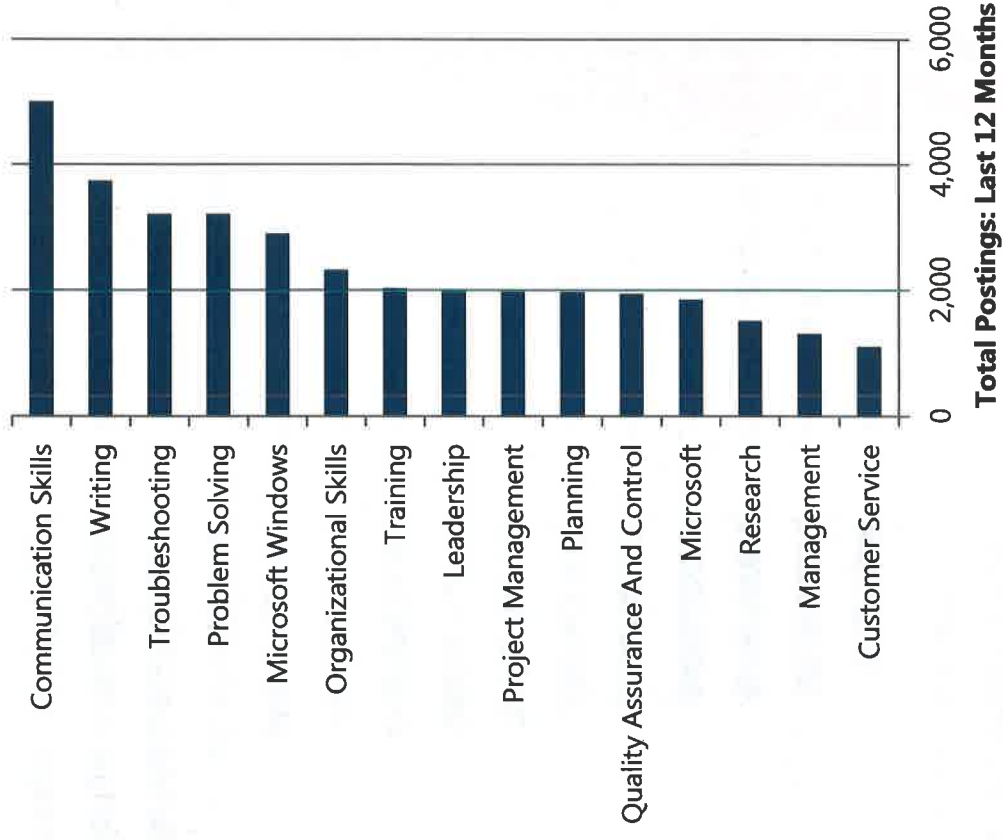


Technology: Software Development

Top Skill Clusters

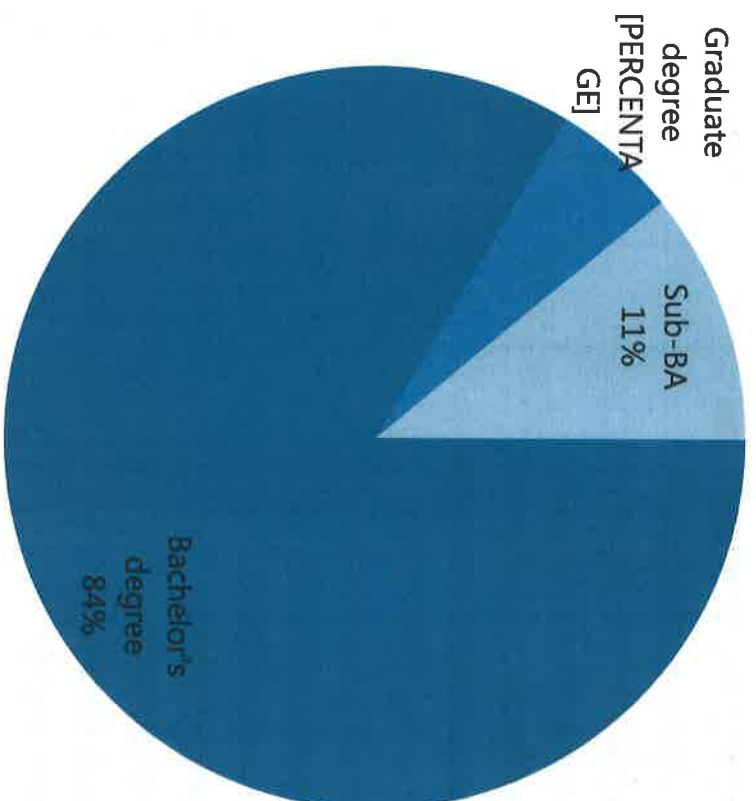


Top Baseline Skills

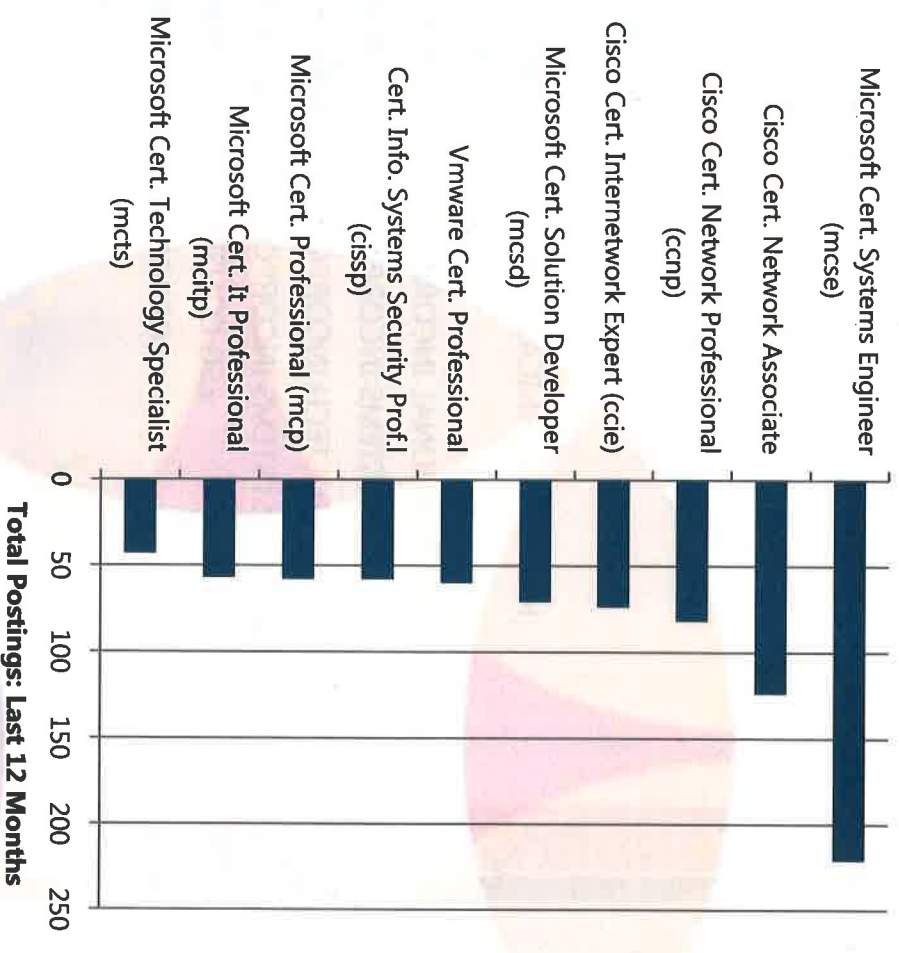


Technology: Software Development

Minimum Educational Requirements

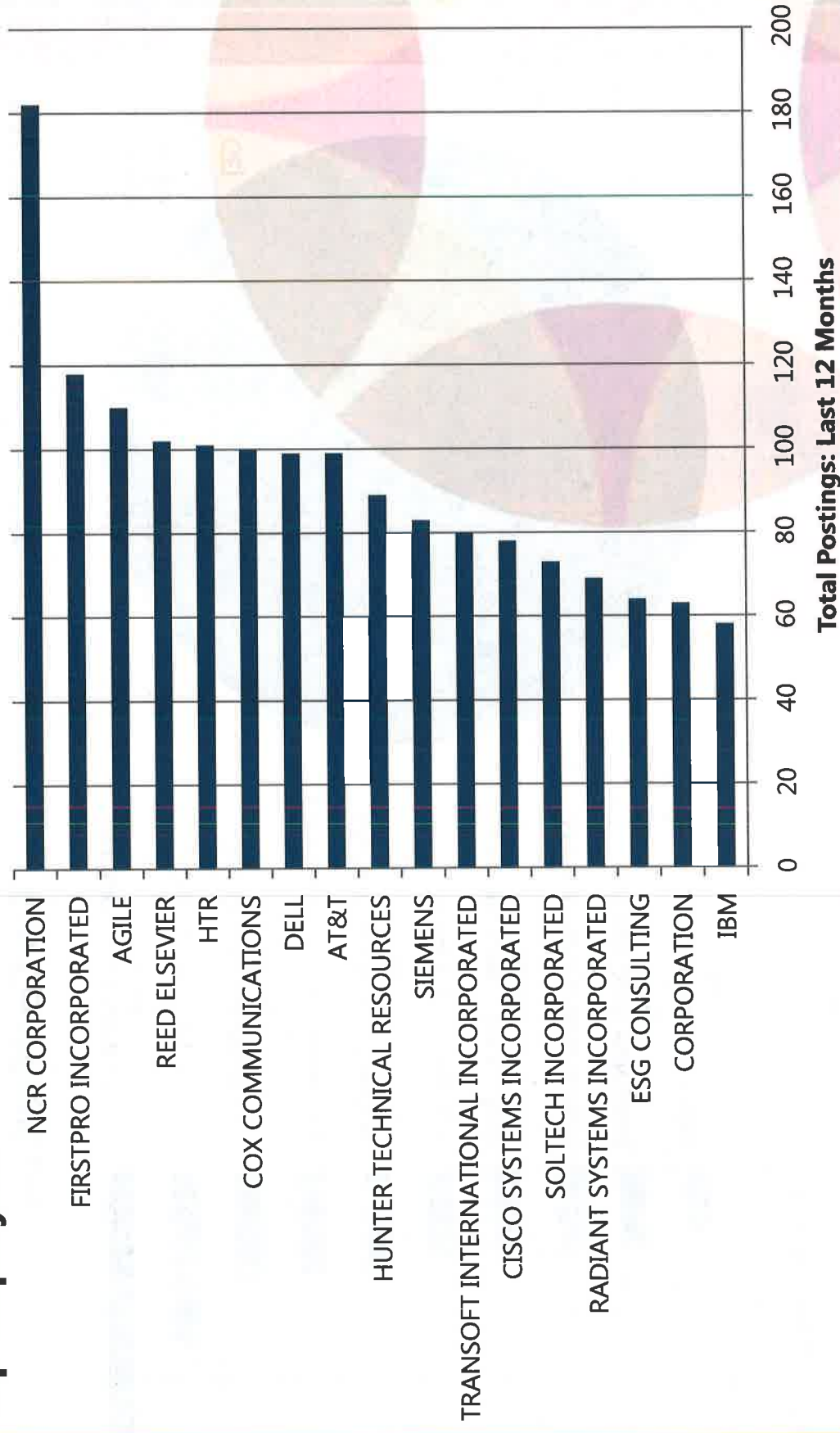


Top Certifications



Technology: Software Development

Top Employers



Technology

Technology

- a. Software Development
 - b. **Wireless/Mobility**
 - c. Internet Security
 - d. Digital Media and Gaming
 - e. Financial Transactions Processing
- Bioscience
- a. Health IT Software Development

Supply Chain & Logistics

- a. Supply Chain Management & Software
- b. Distribution Services

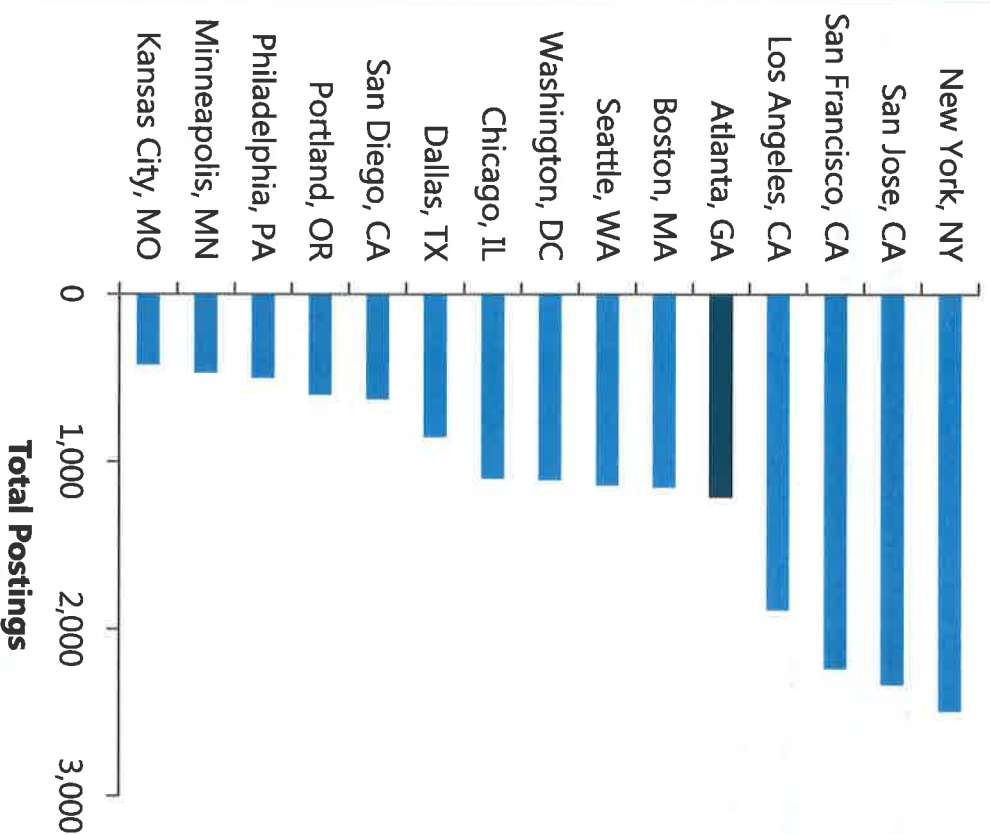
Technology

Wireless/Mobility

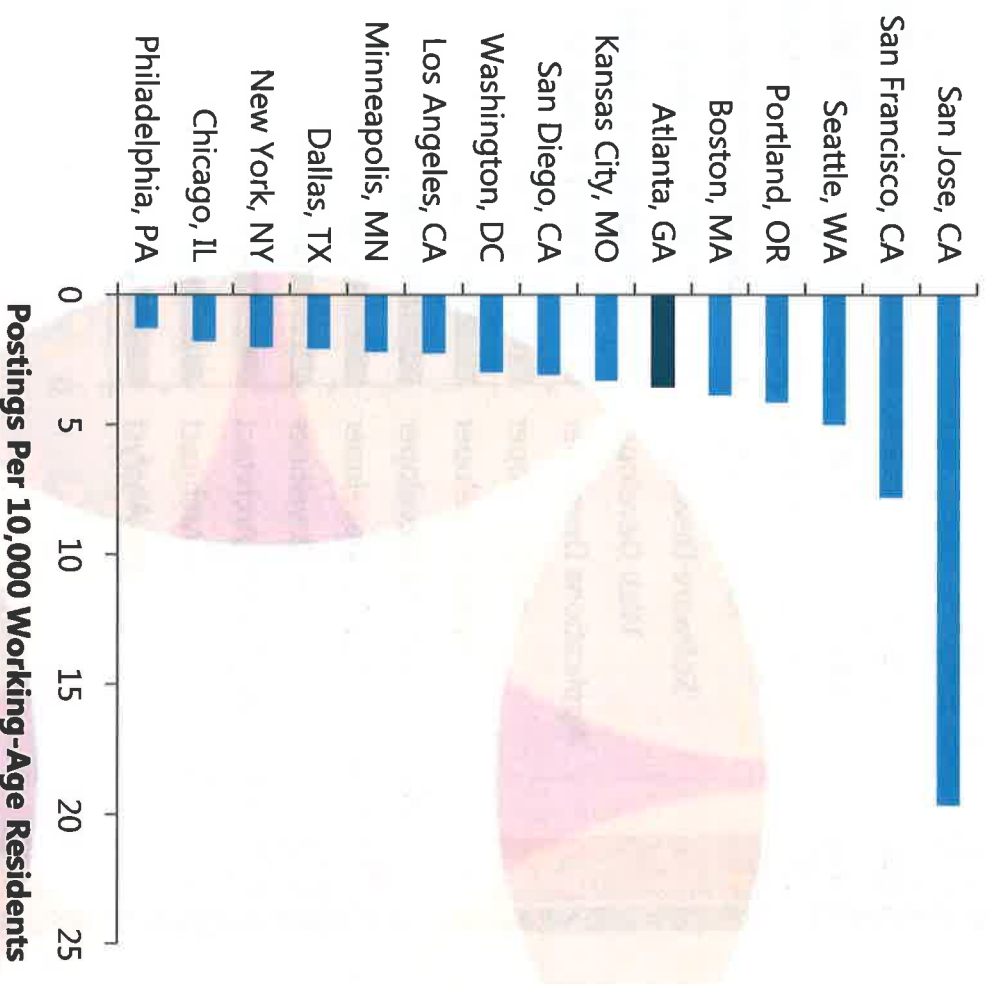
Wireless/Mobility jobs cover the emerging mobile application sector and include jobs developing applications for iOS, Android, and other mobile technologies.

Technology: Wireless/Mobility

Top Locations by Ad Volume



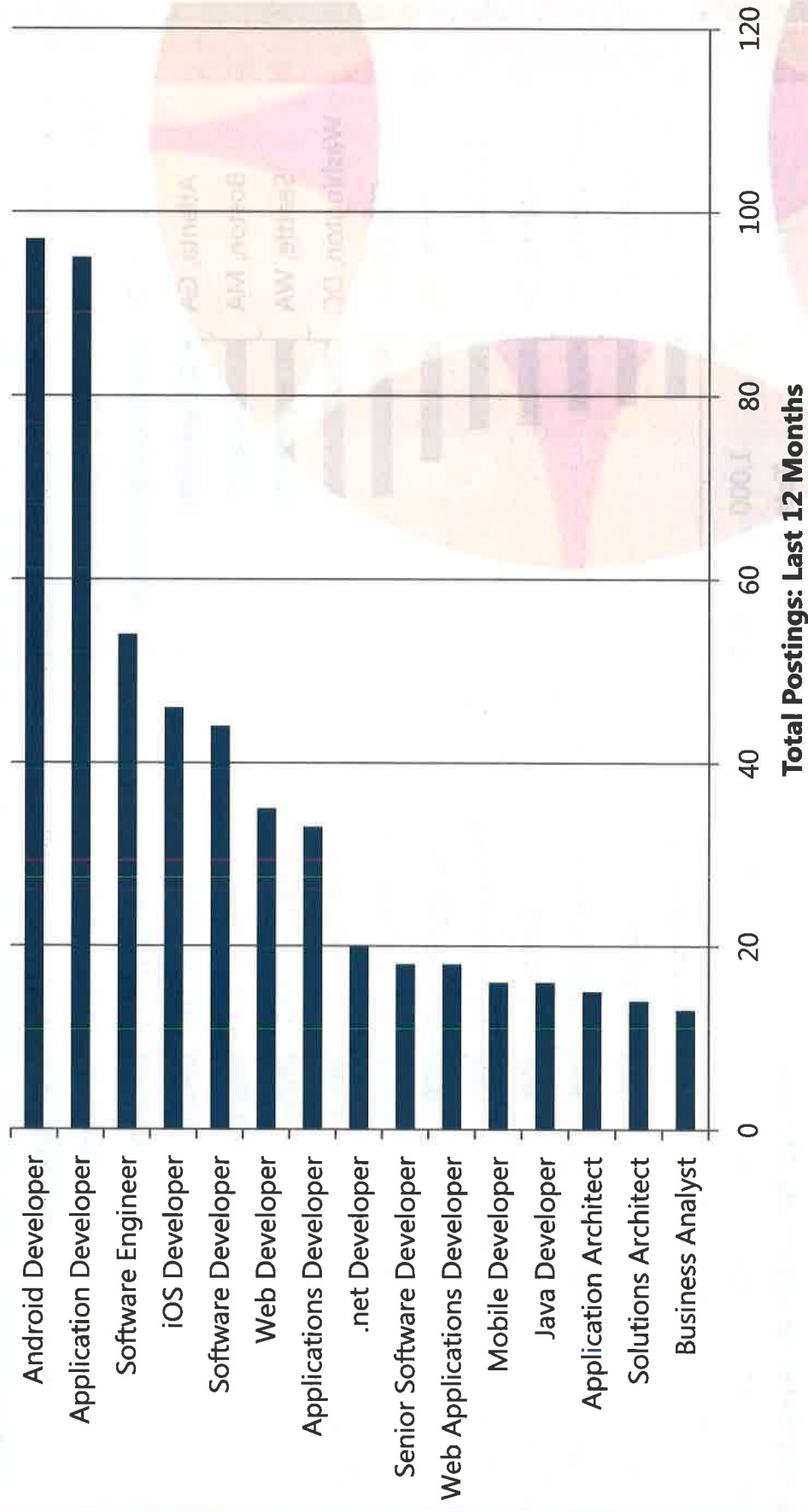
Postings Per Capita



Technology: Wireless/Mobility

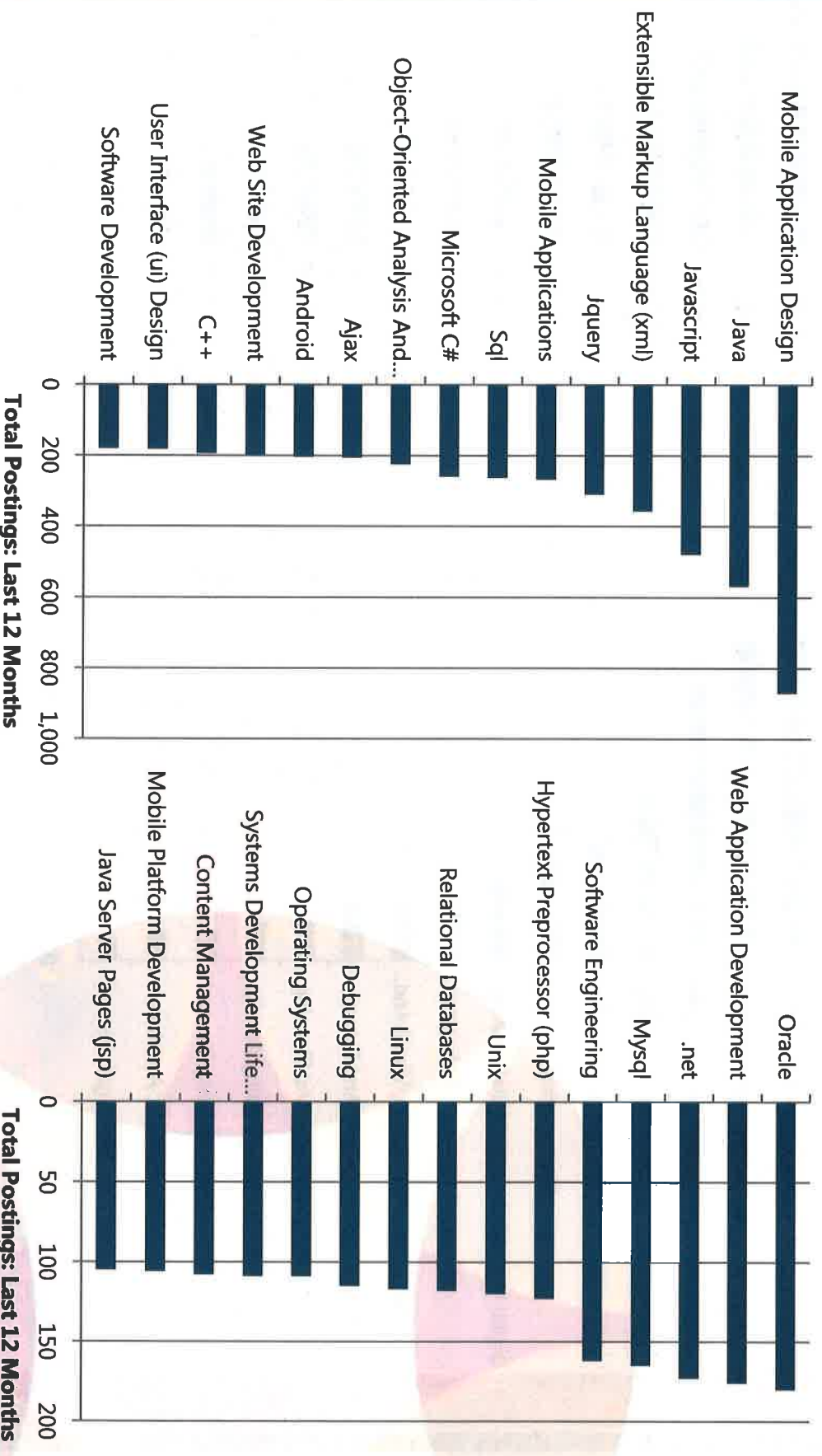
There were 1,213 postings in the last 12 months

Top Titles



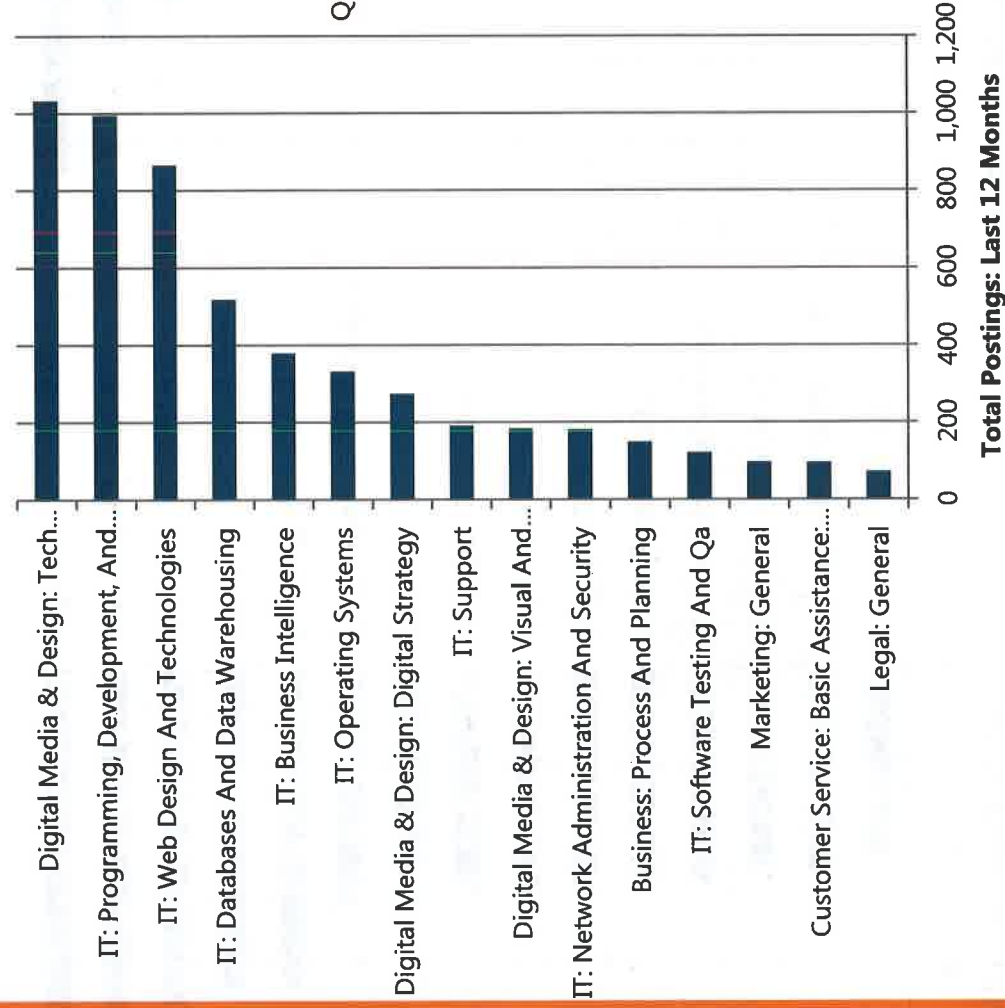
Technology: Wireless/Mobility

Top Specialized Skills

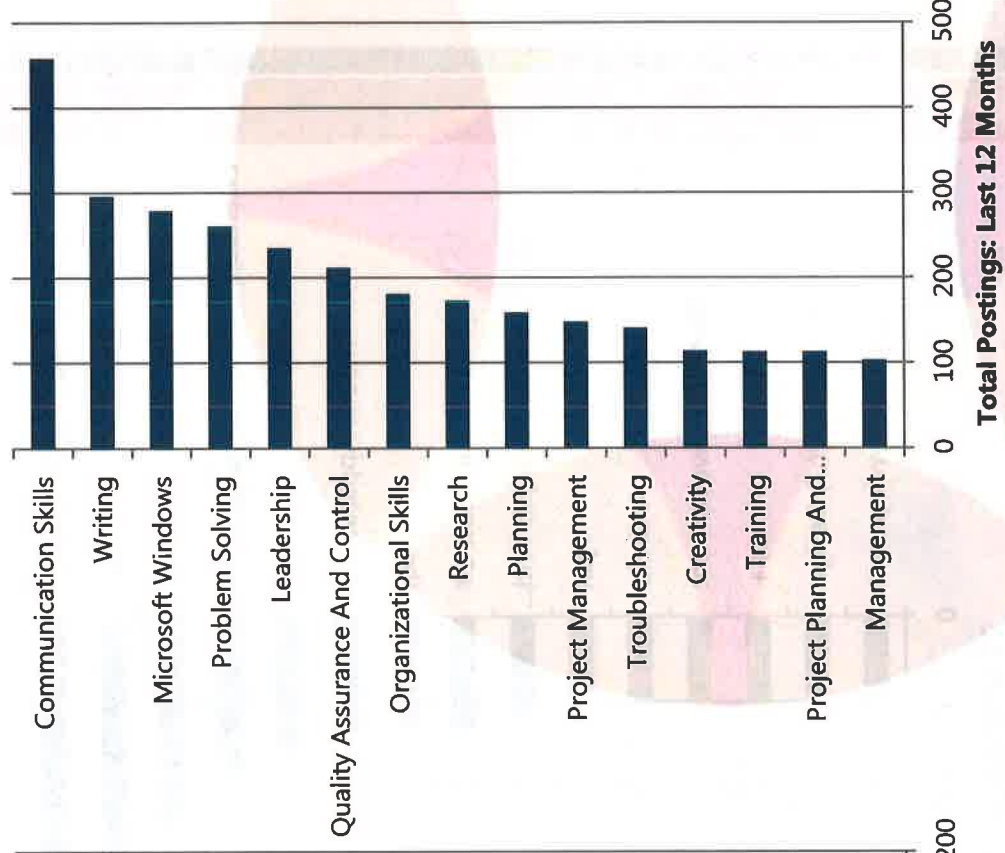


Technology: Wireless/Mobility

Top Skill Clusters

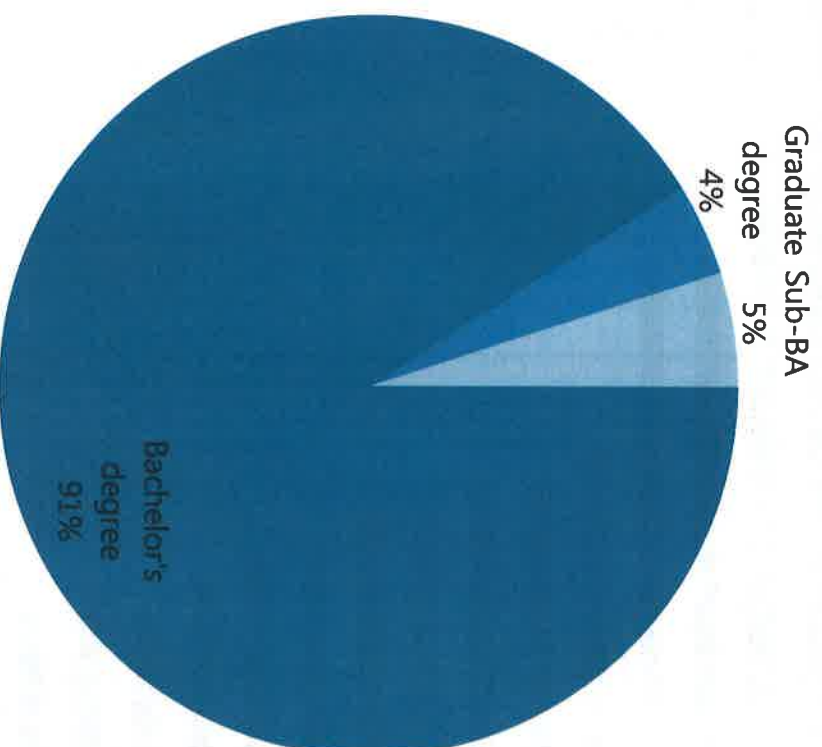


Top Baseline Skills

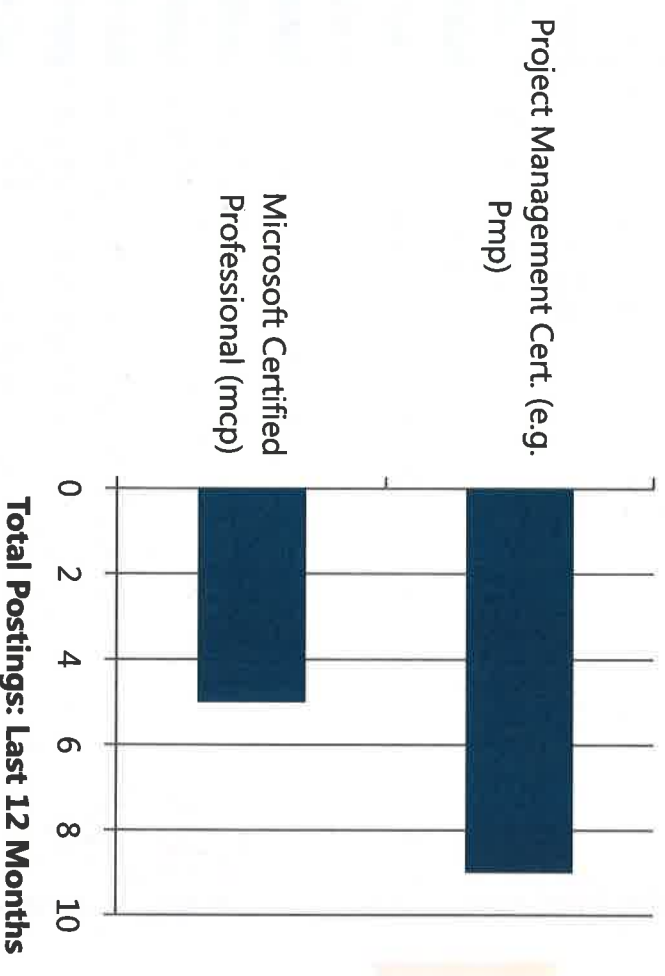


Technology: Wireless/Mobility

Minimum Educational Requirements

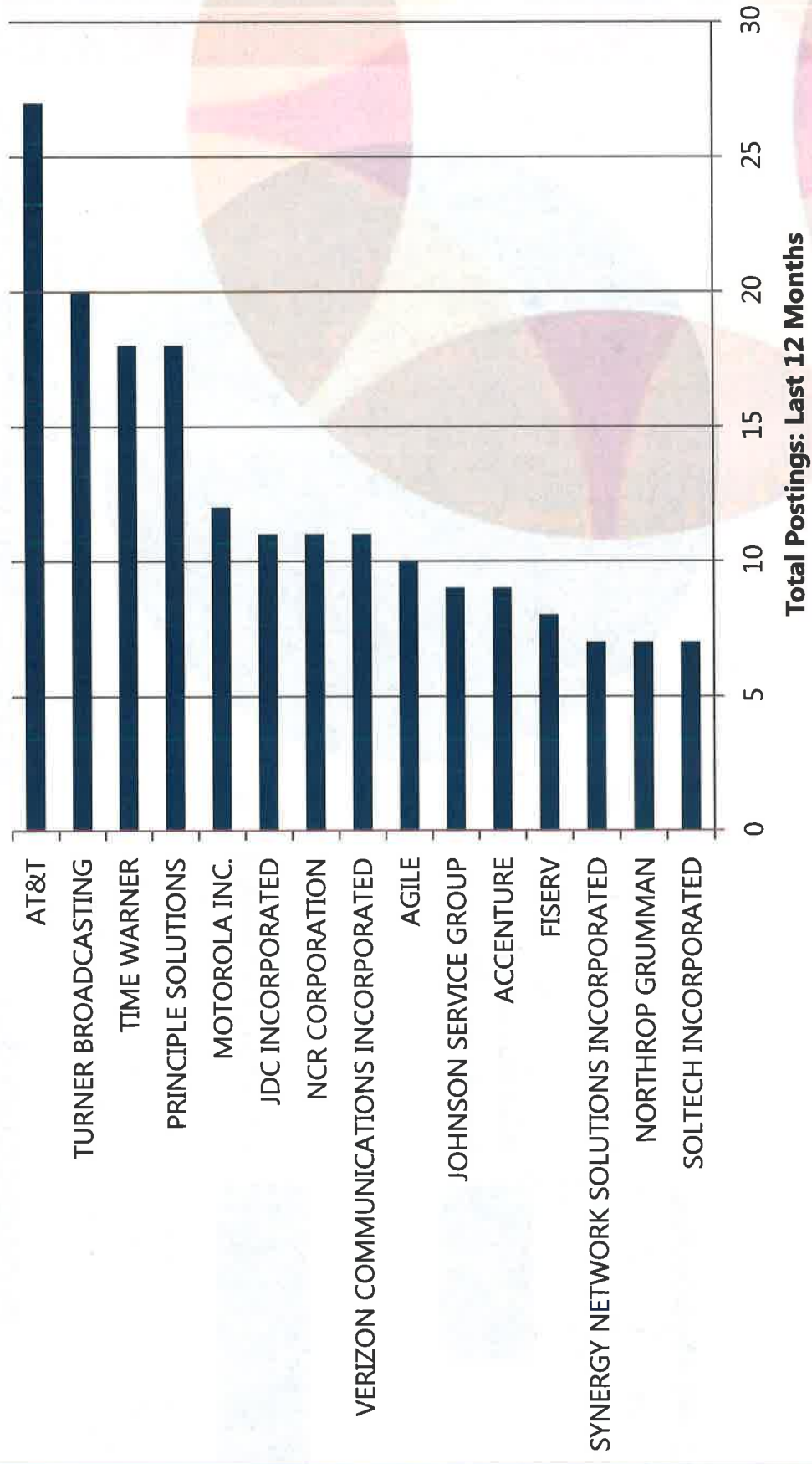


Top Certifications



Technology: Wireless/Mobility

Top Employers



Technology

Technology

- a. Software Development
- b. Wireless/Mobility
- c. **Internet Security**
- d. Digital Media and Gaming
- e. Financial Transactions Processing

Bioscience

- a. Health IT Software Development

Supply Chain & Logistics

- a. Supply Chain Management & Software
- b. Distribution Services

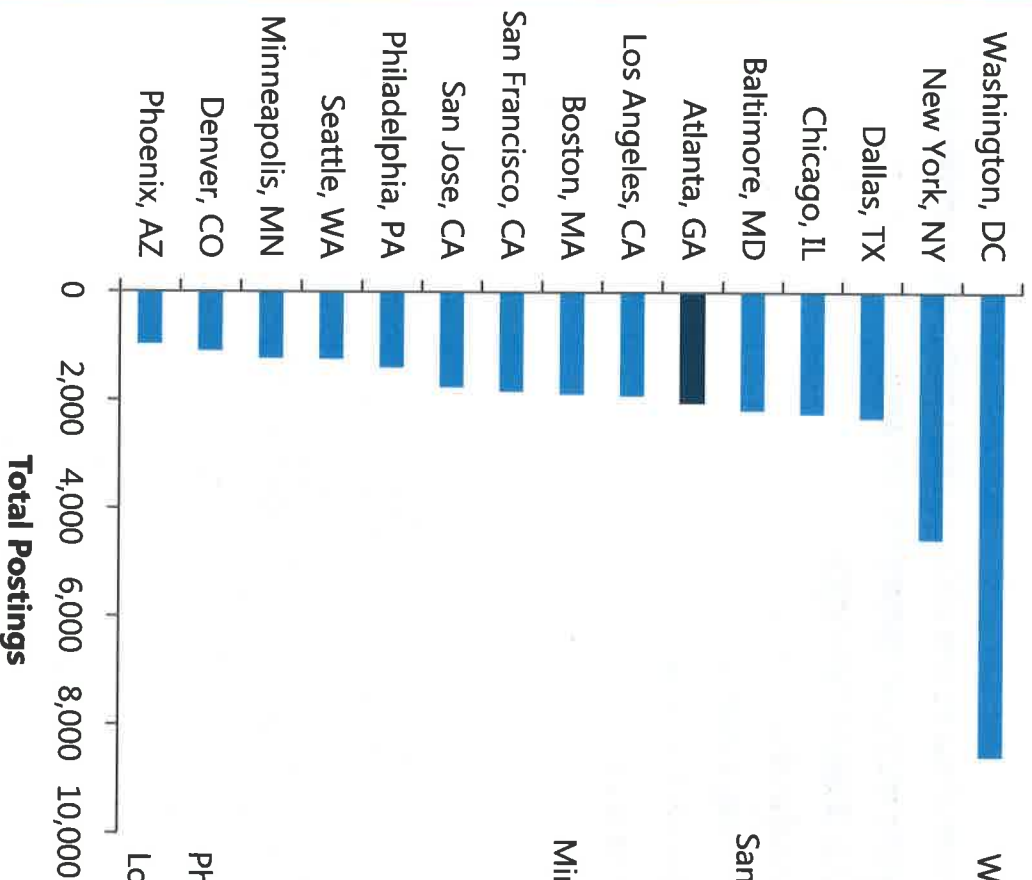
Technology

Internet Security

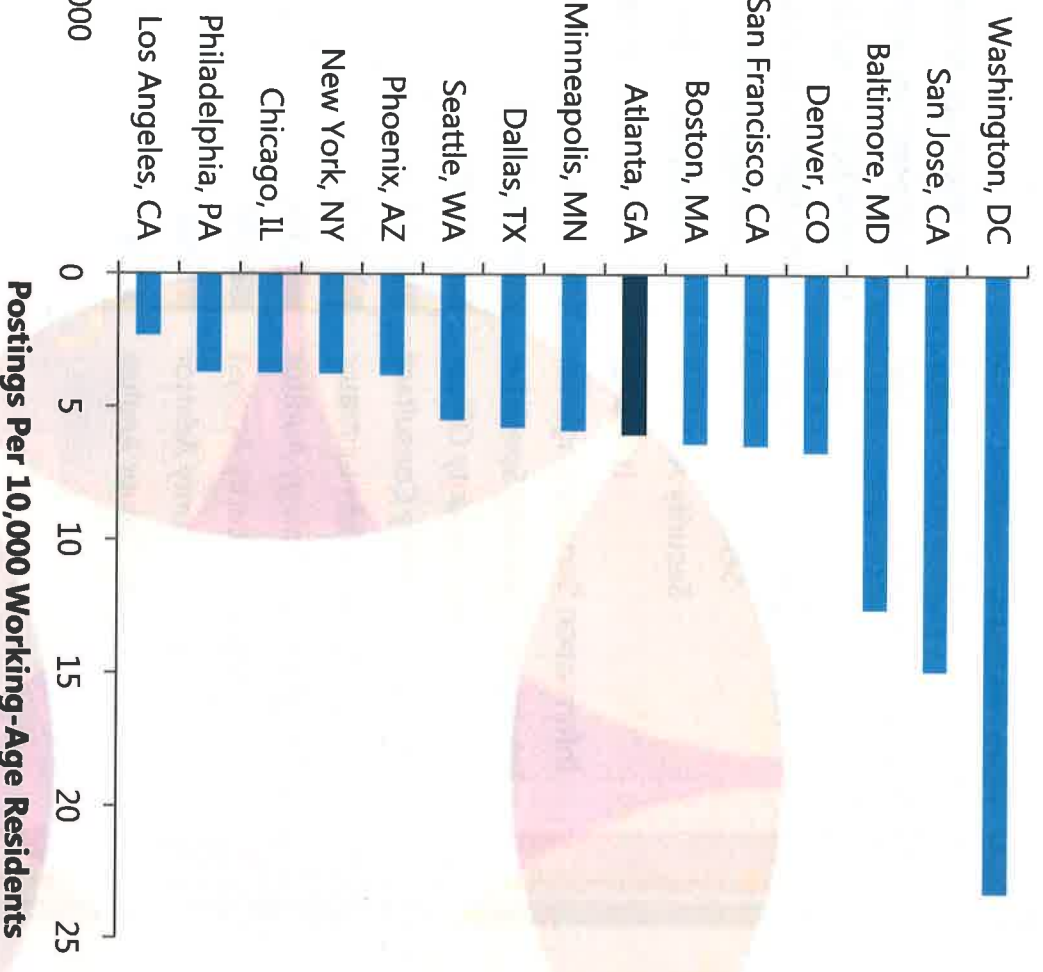
Internet security covers jobs related to protecting computer networks and data from unauthorized intrusion and attacks. Common titles include security engineers, analysts and auditors.

Technology: Internet Security

Top Locations by Ad Volume



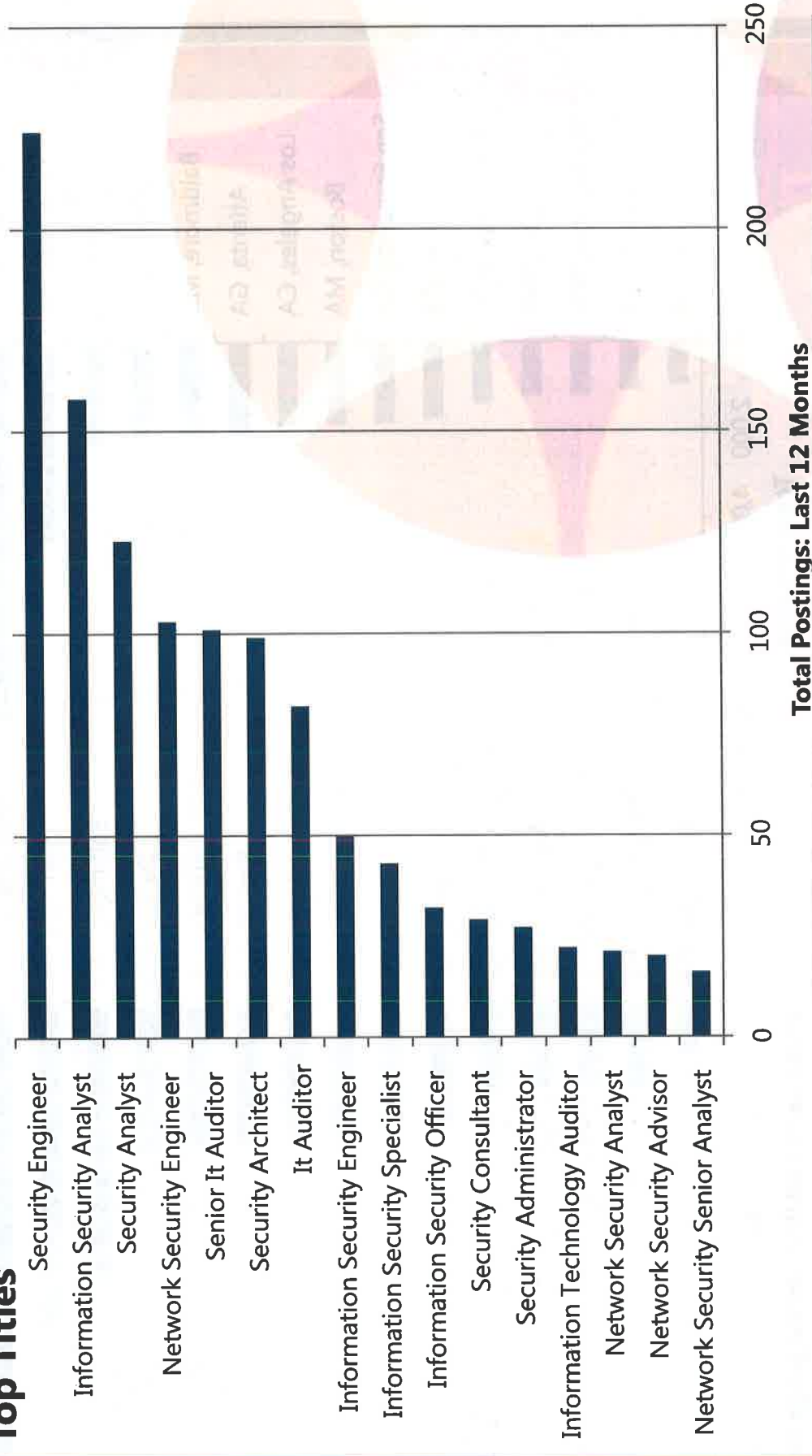
Postings Per Capita



Technology: Internet Security

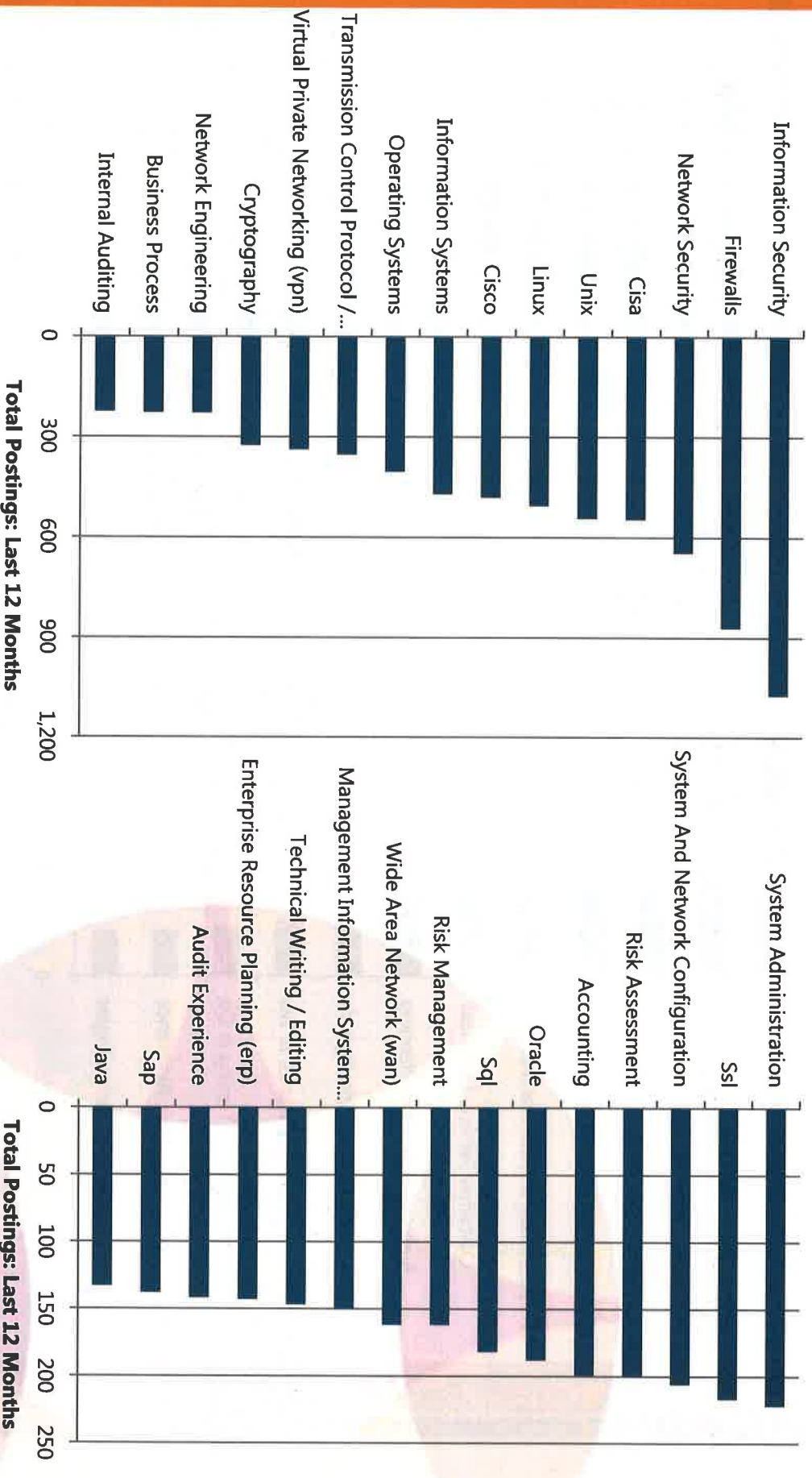
There were 2,043 postings in the last 12 months

Top Titles



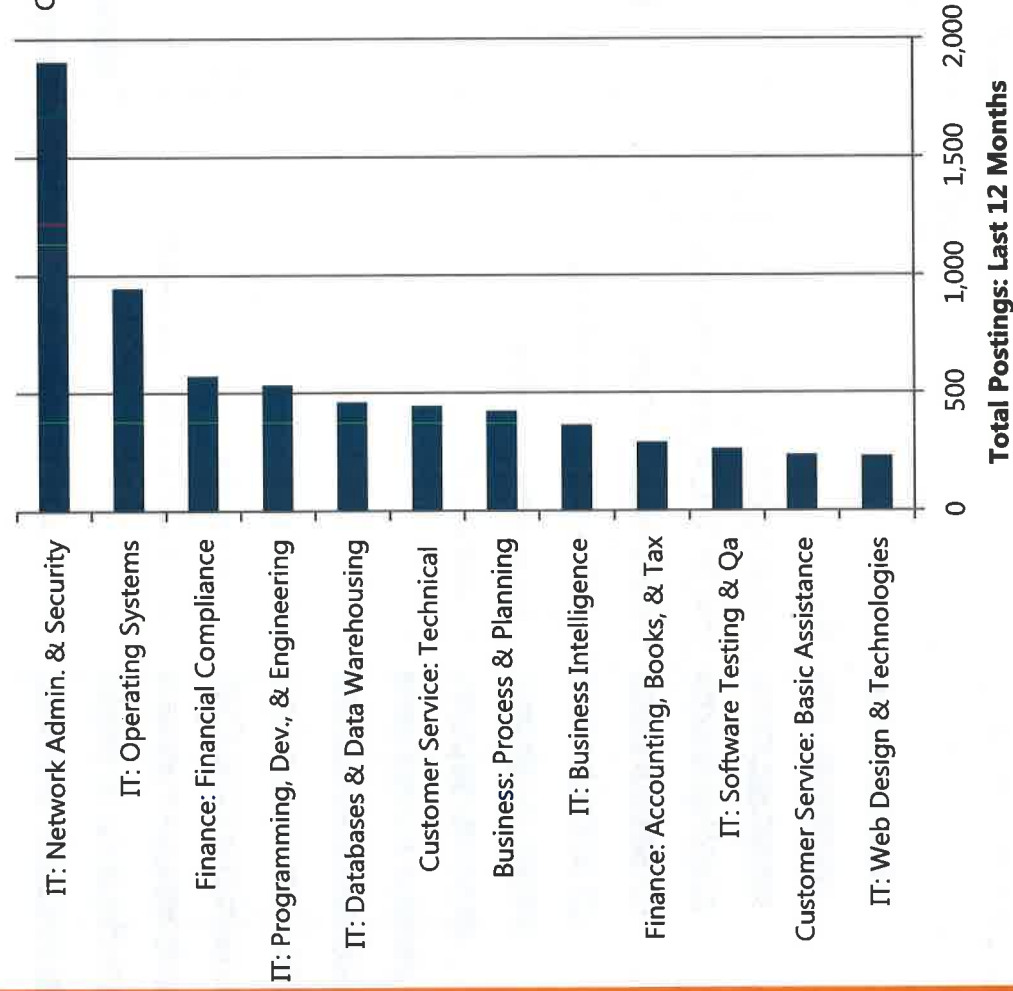
Technology: Internet Security

Top Specialized Skills

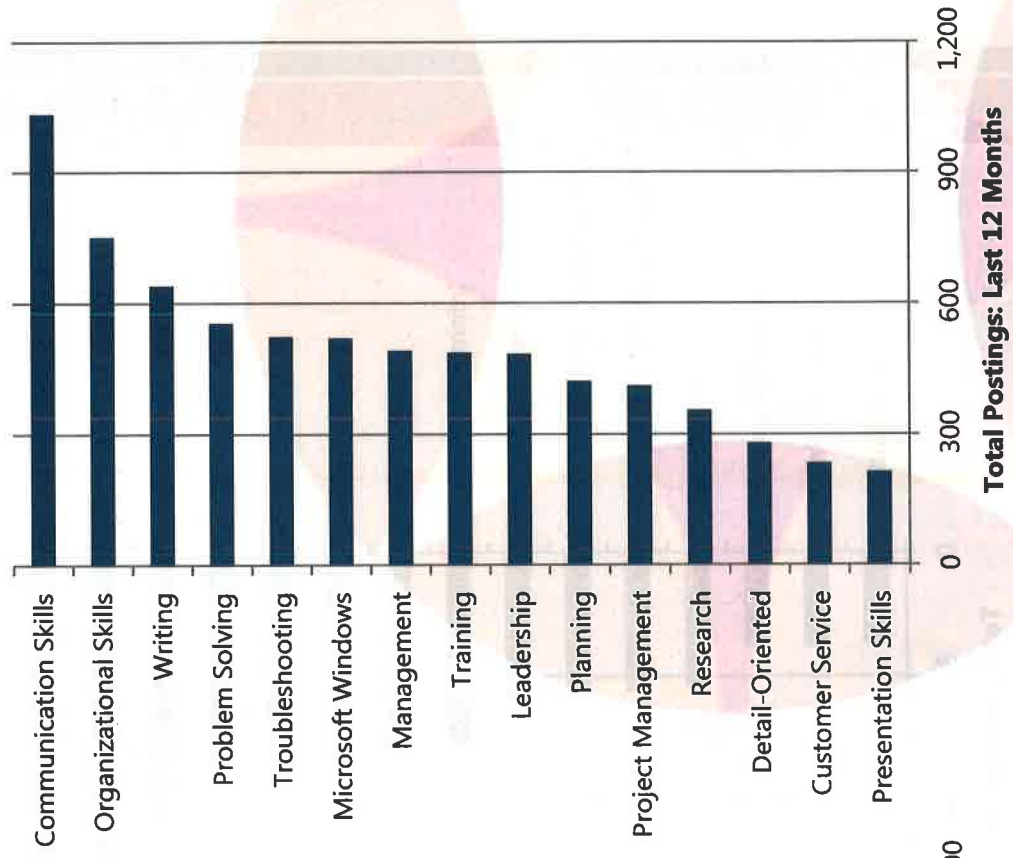


Technology: Internet Security

Top Skill Clusters

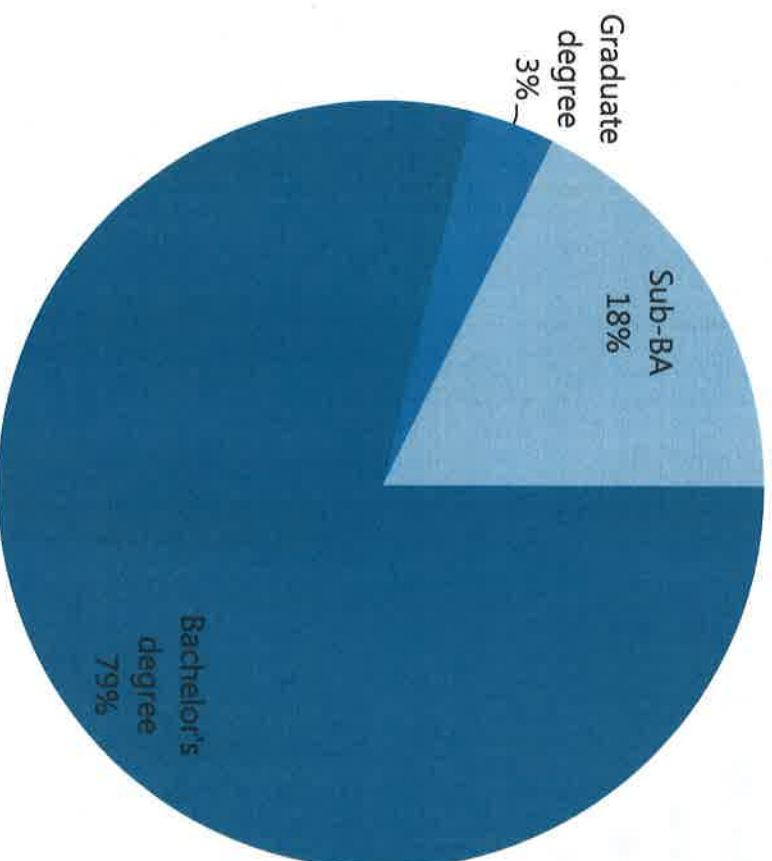


Top Baseline Skills

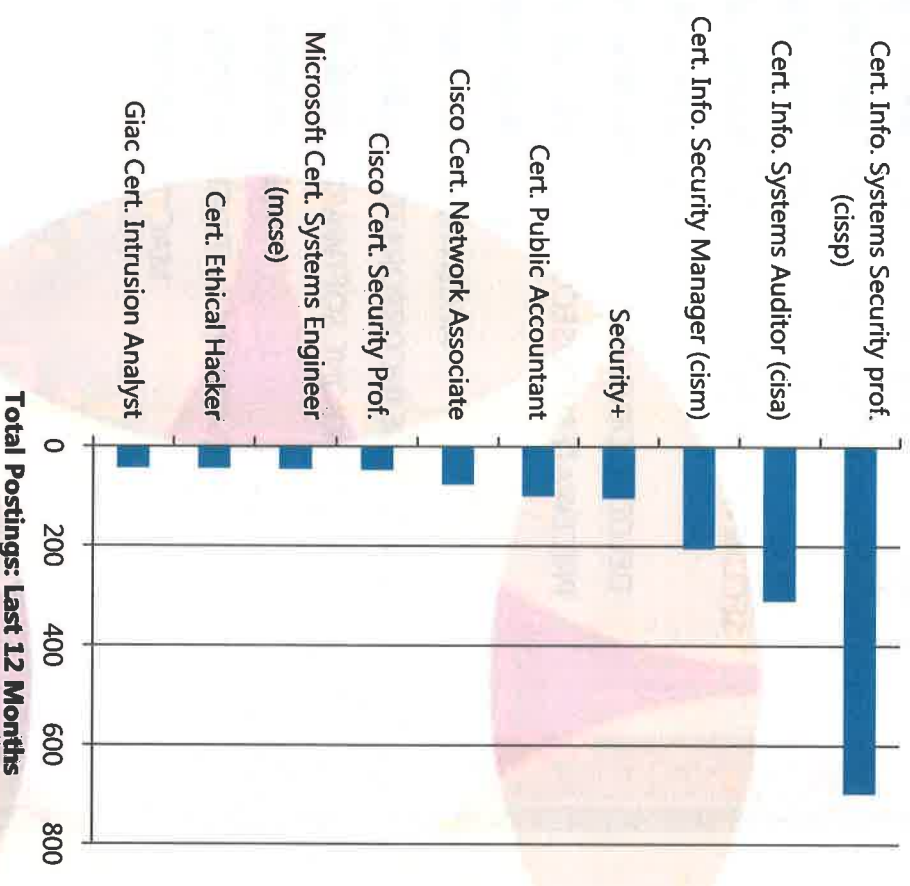


Technology: Internet Security

Minimum Educational Requirements

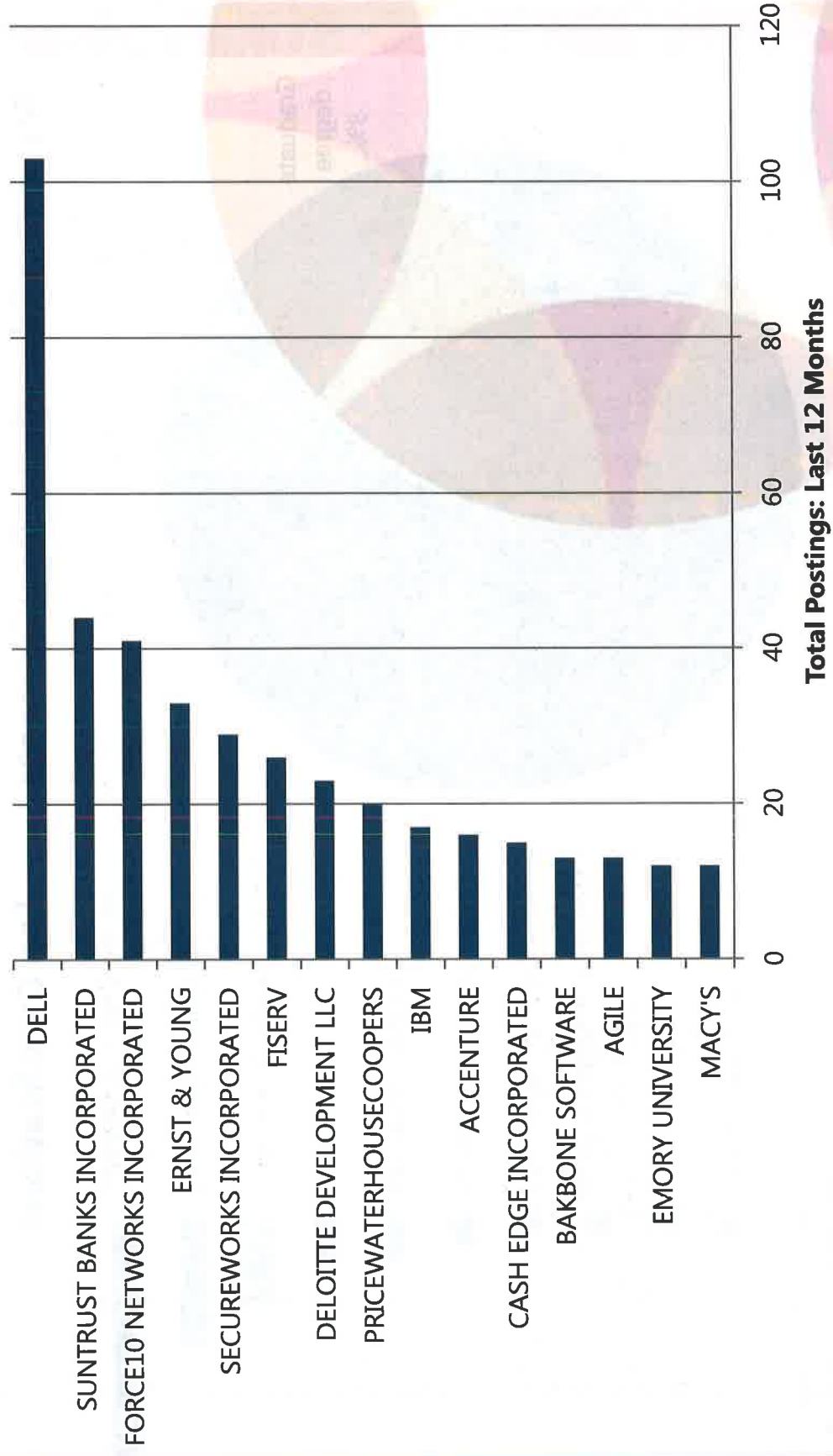


Top Certifications



Technology: Internet Security

Top Employers



Technology

Technology

- a. Software Development
- b. Wireless/Mobility
- c. Internet Security
- d. **Digital Media and Gaming**
- e. Financial Transactions Processing

Bioscience

- a. Health IT Software Development

Supply Chain & Logistics

- a. Supply Chain Management & Software
- b. Distribution Services

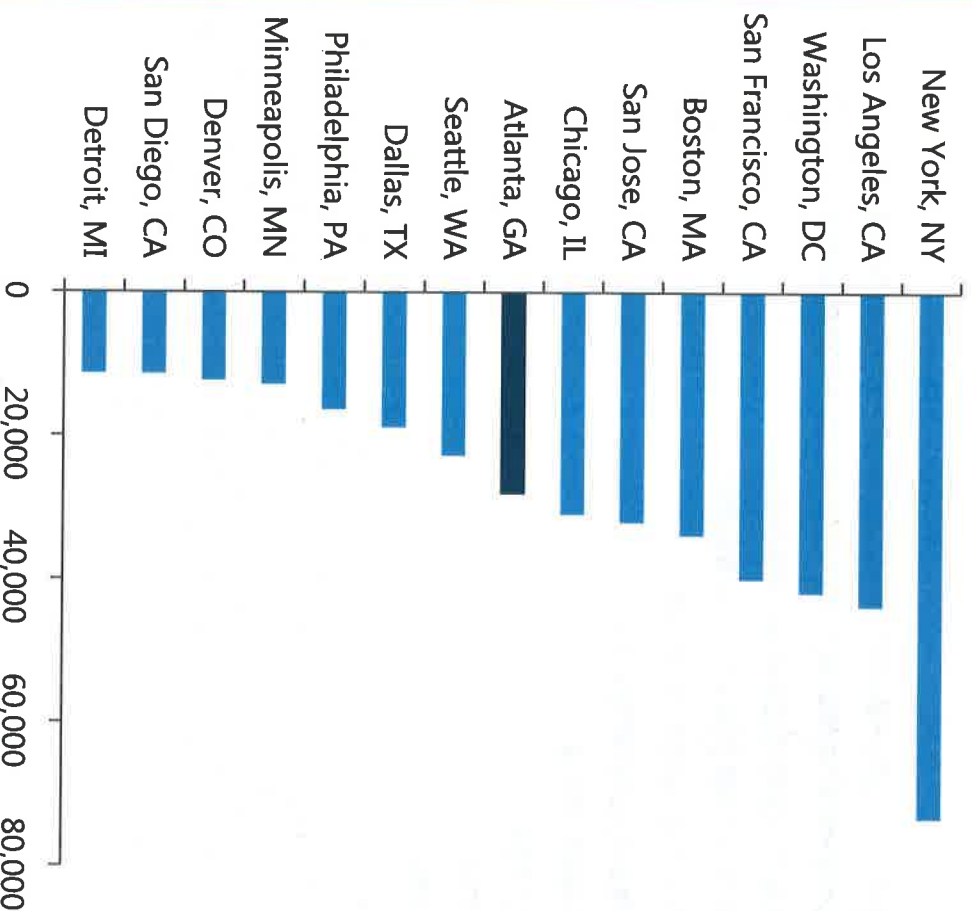
Technology

Digital Media and Gaming

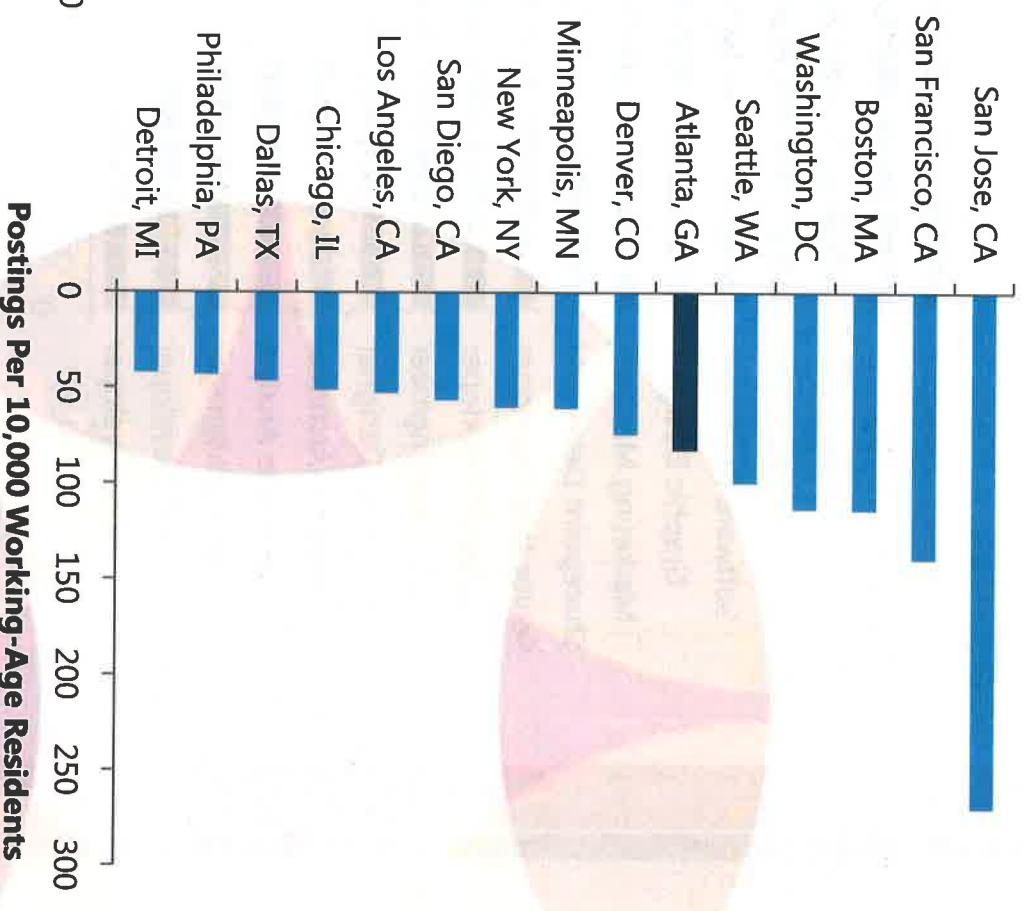
Digital media jobs cover the essential skill sets of the digital design economy including visual design, video production, digital strategy, web journalism and publishing, web production and game design.

Technology: Digital Media

Top Locations by Ad Volume



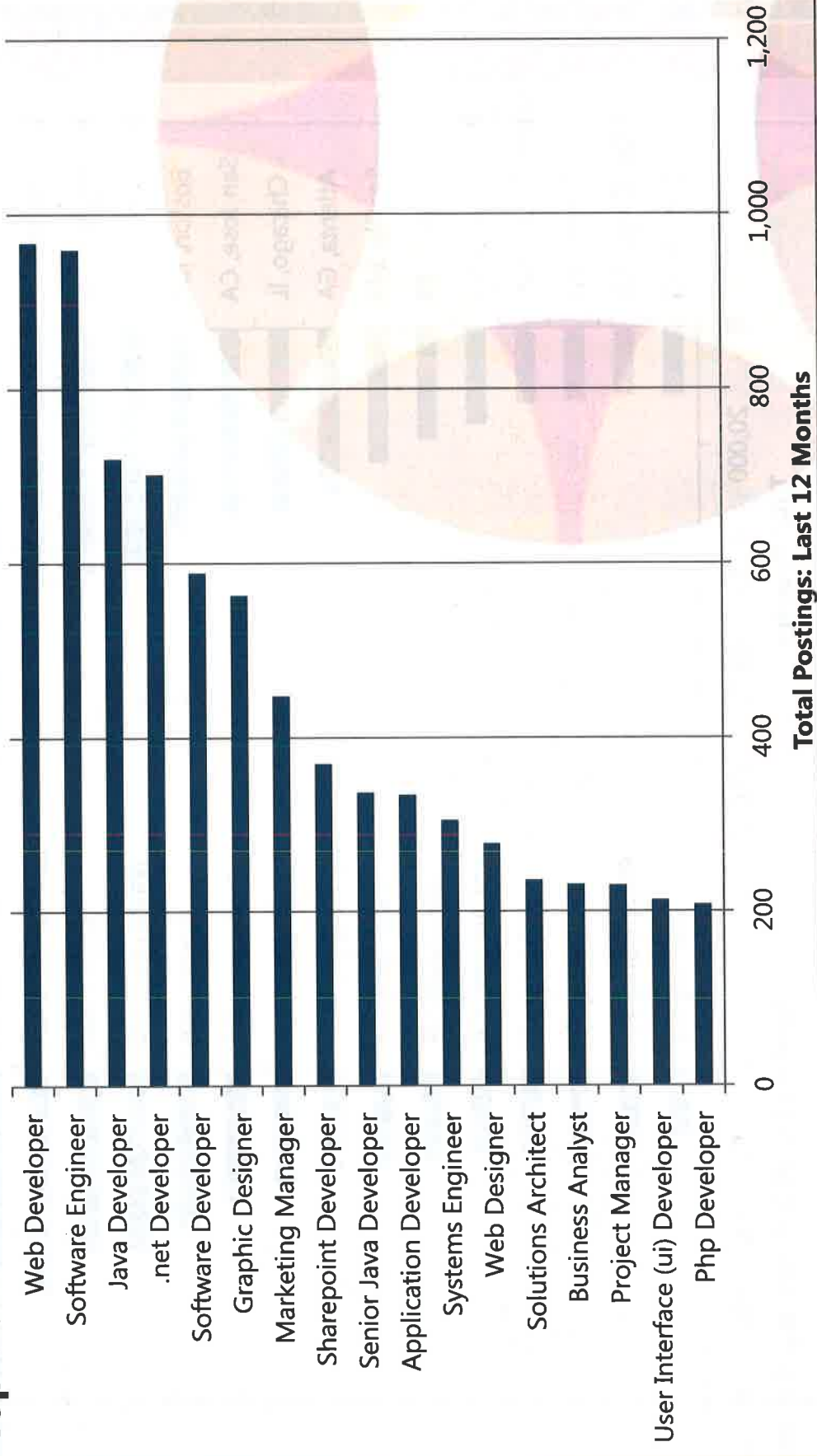
Postings Per Capita



Technology: Digital Media

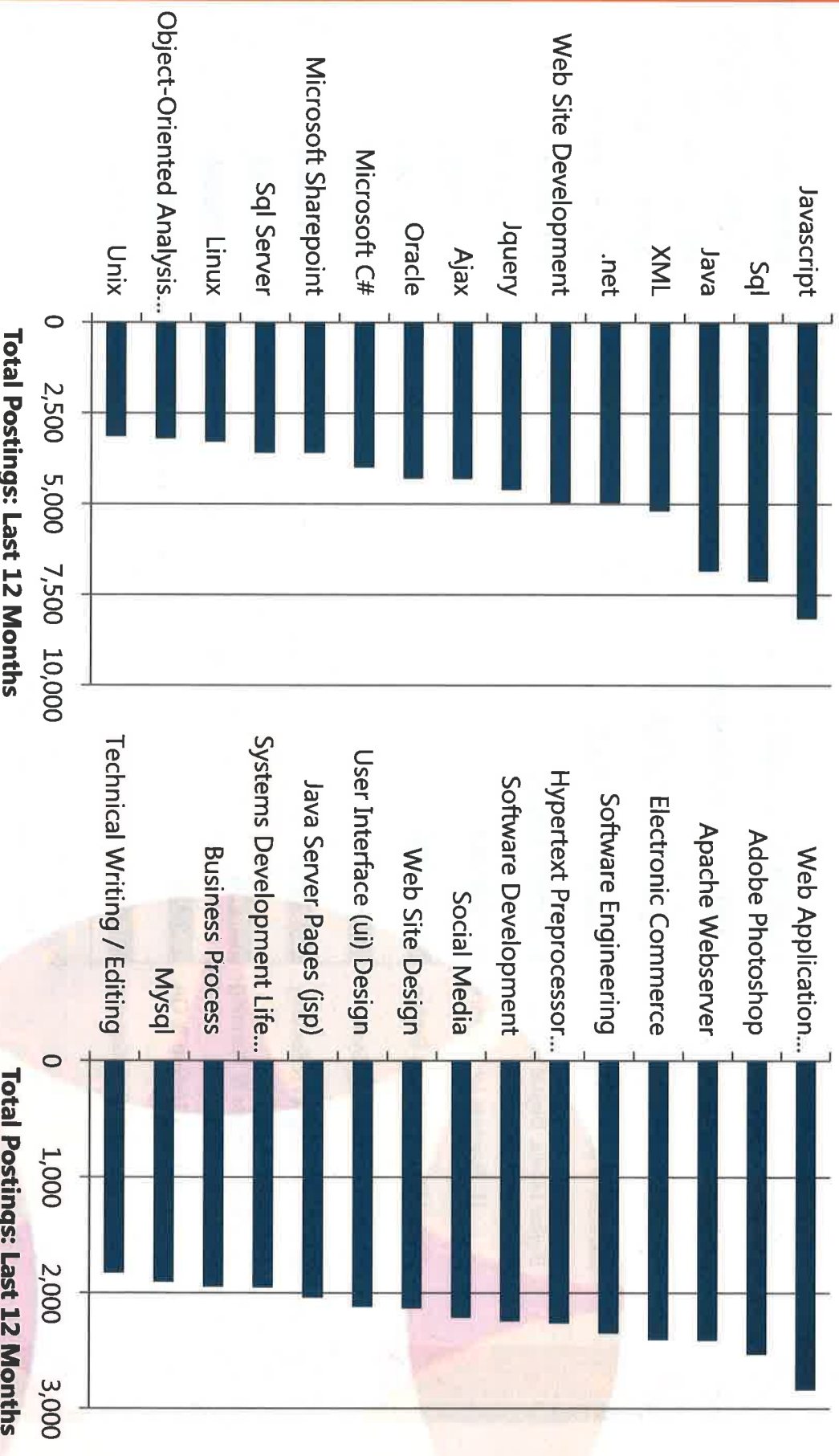
There were 28,071 postings in the last 12 months

Top Titles



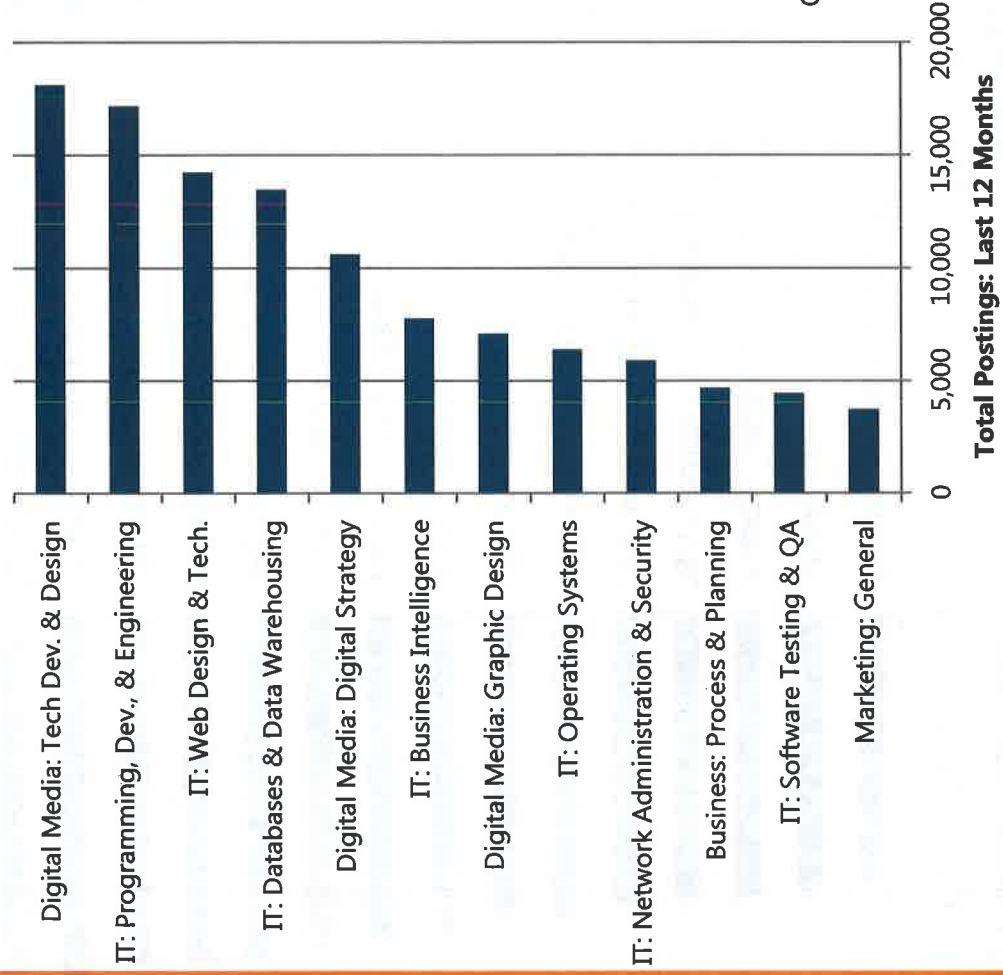
Technology: Digital Media

Top Specialized Skills

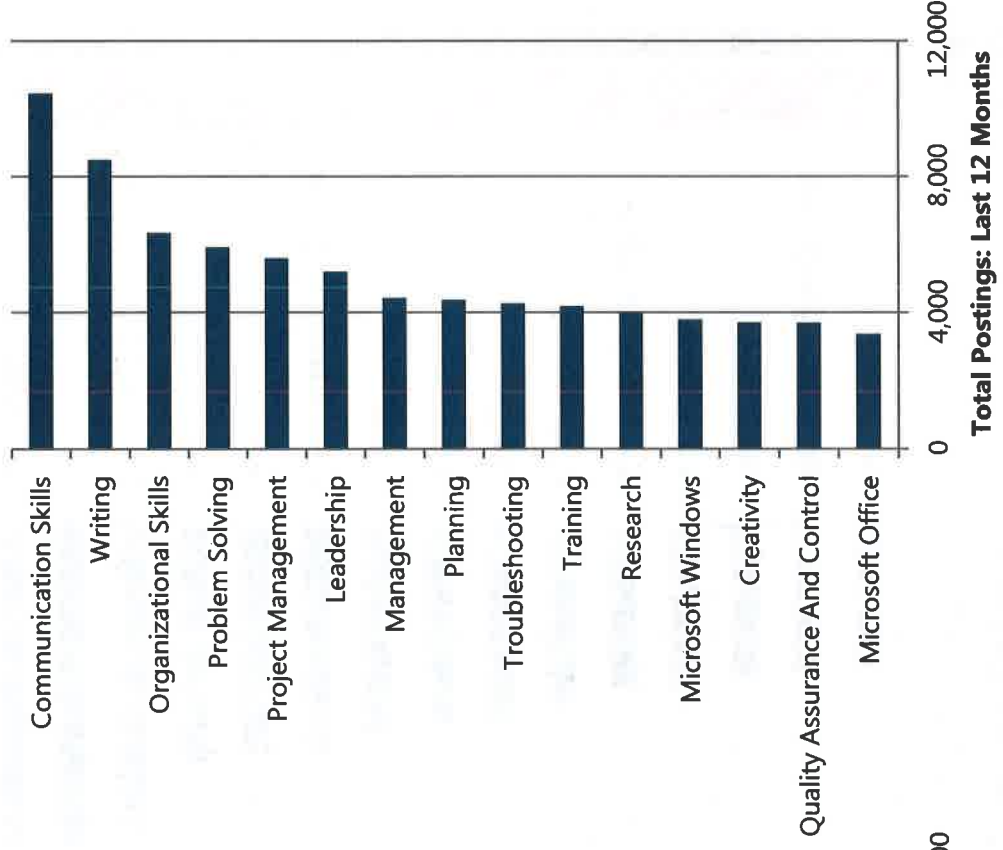


Technology: Digital Media

Top Skill Clusters

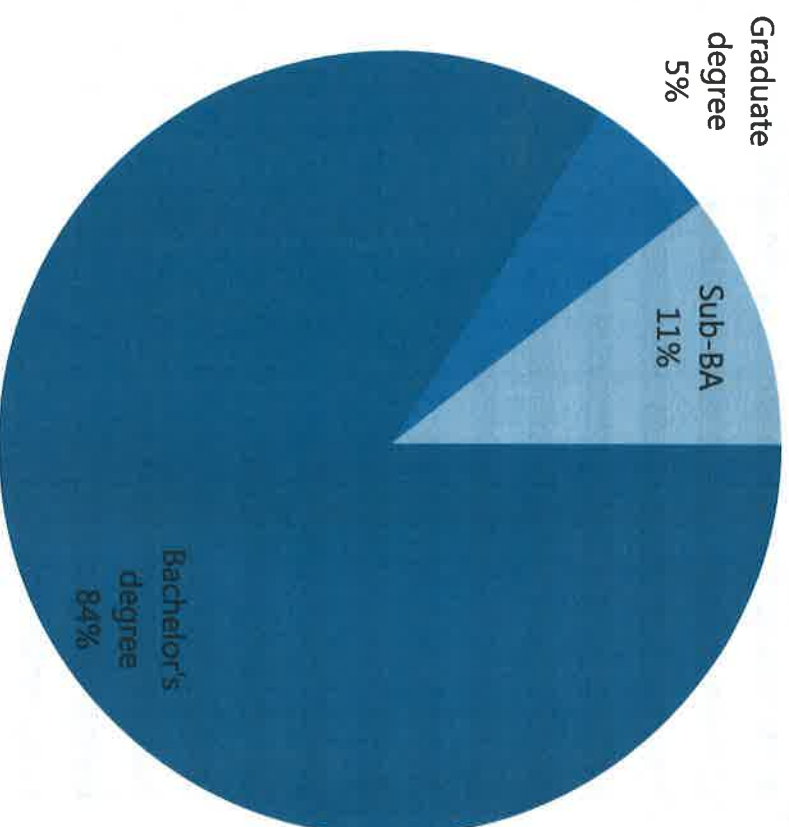


Top Baseline Skills

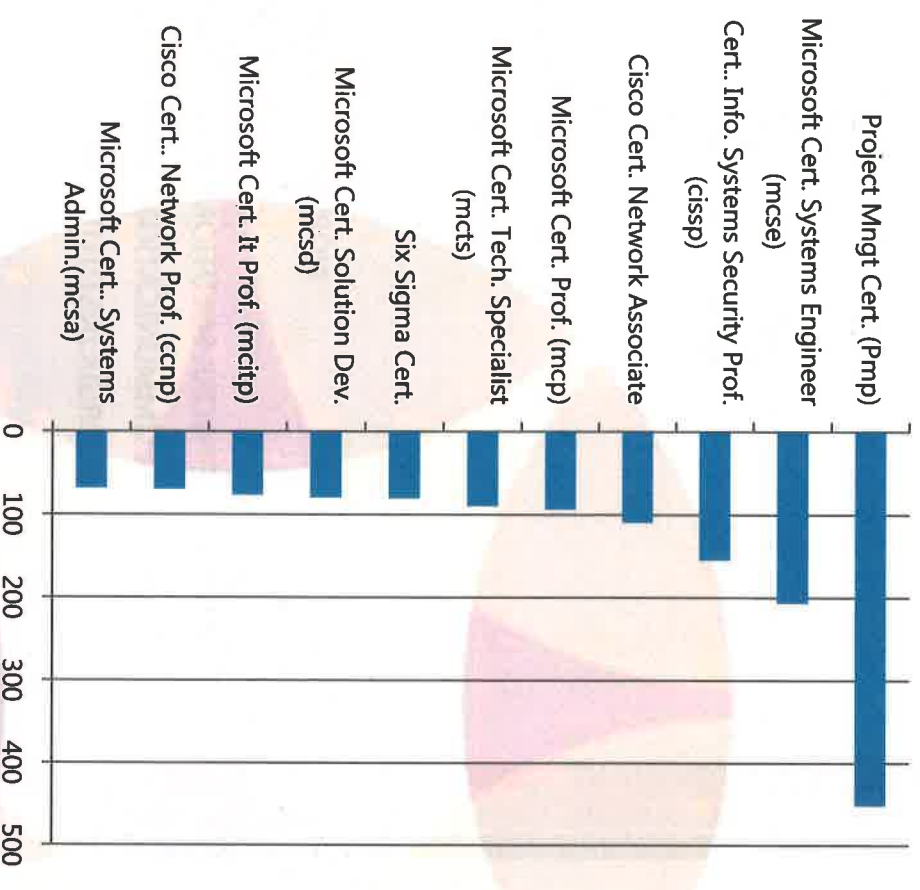


Technology: Digital Media

Minimum Educational Requirements



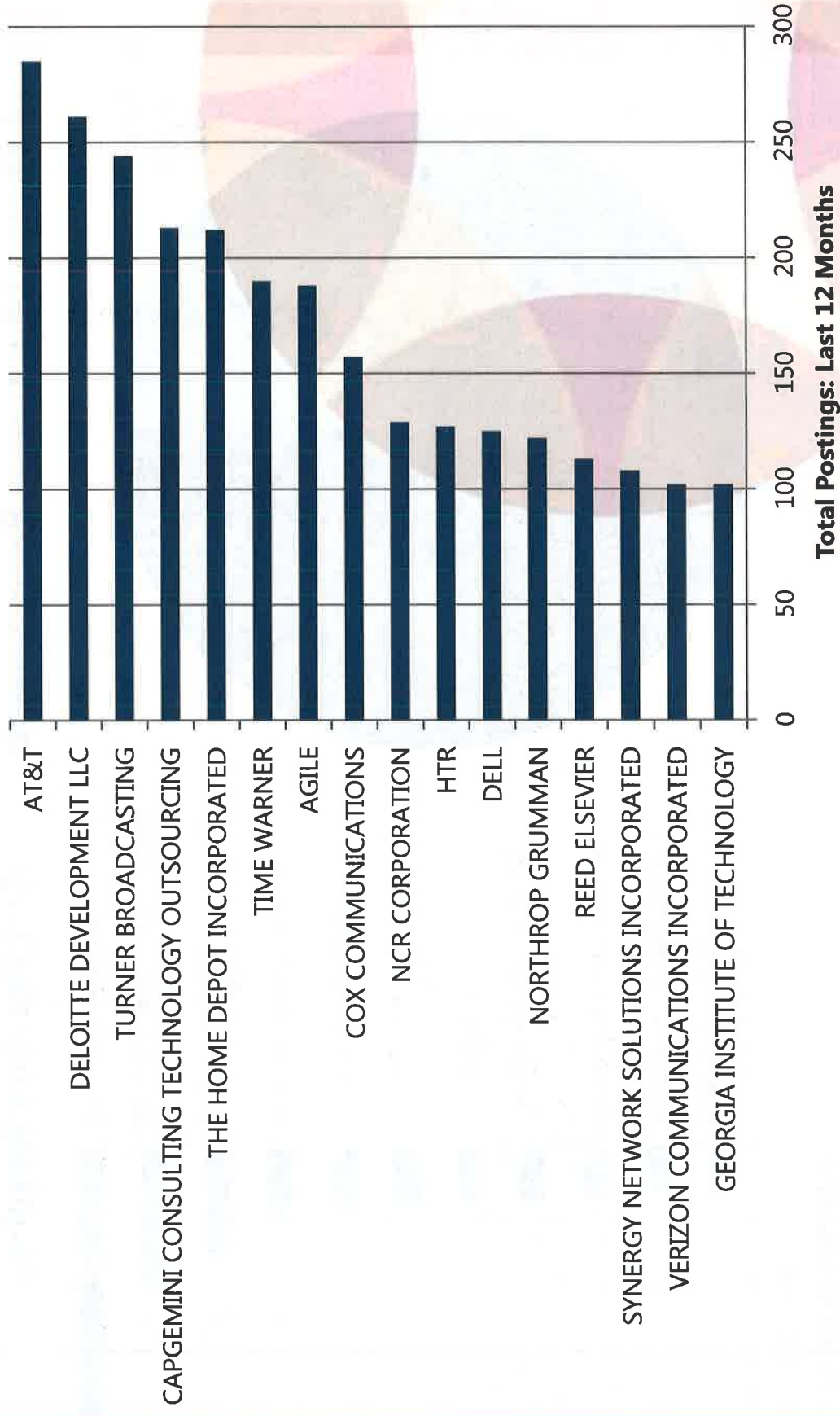
Certifications Required



Total Postings: Last 12 Months

Technology: Digital Media

Top Employers



Technology

Technology

- a. Software Development
- b. Wireless/Mobility
- c. Internet Security
- d. Digital Media and Gaming
- e. **Financial Transactions Processing**

Bioscience

- a. Health IT Software Development

Supply Chain & Logistics

- a. Supply Chain Management & Software
- b. Distribution Services

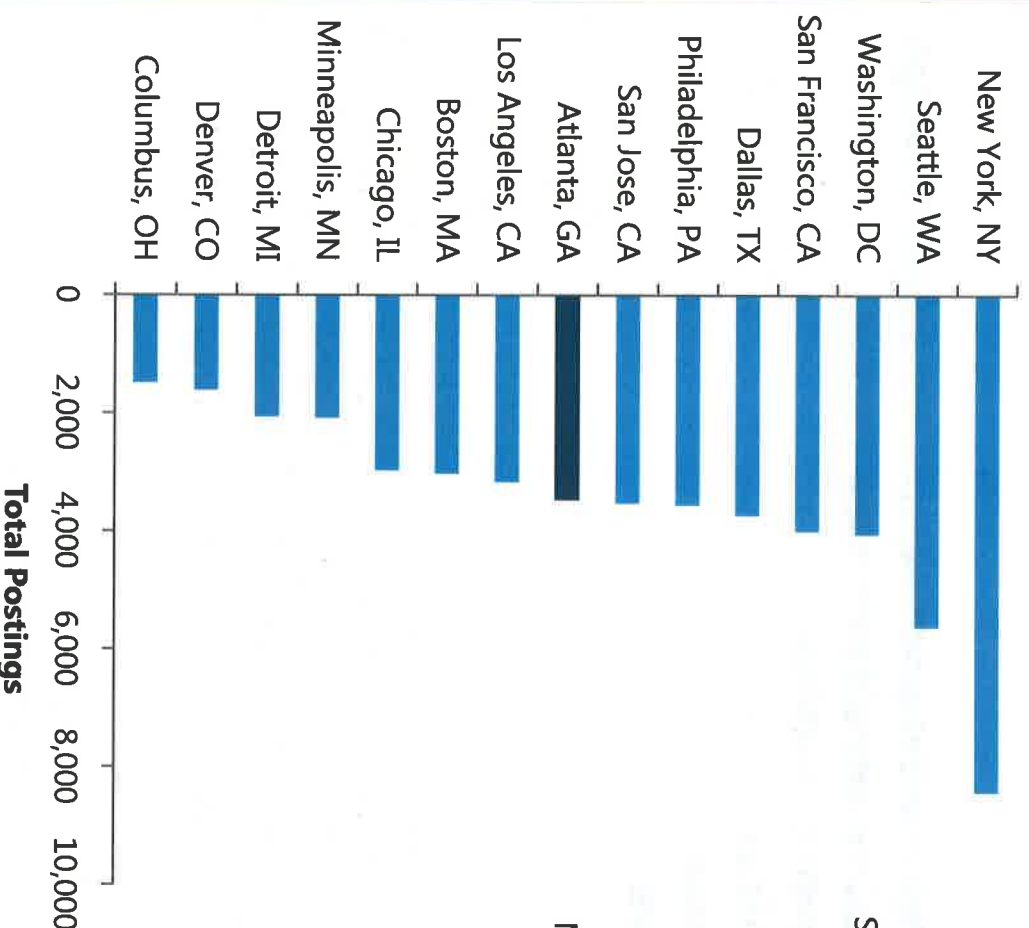
Technology

Financial Transactions Processing

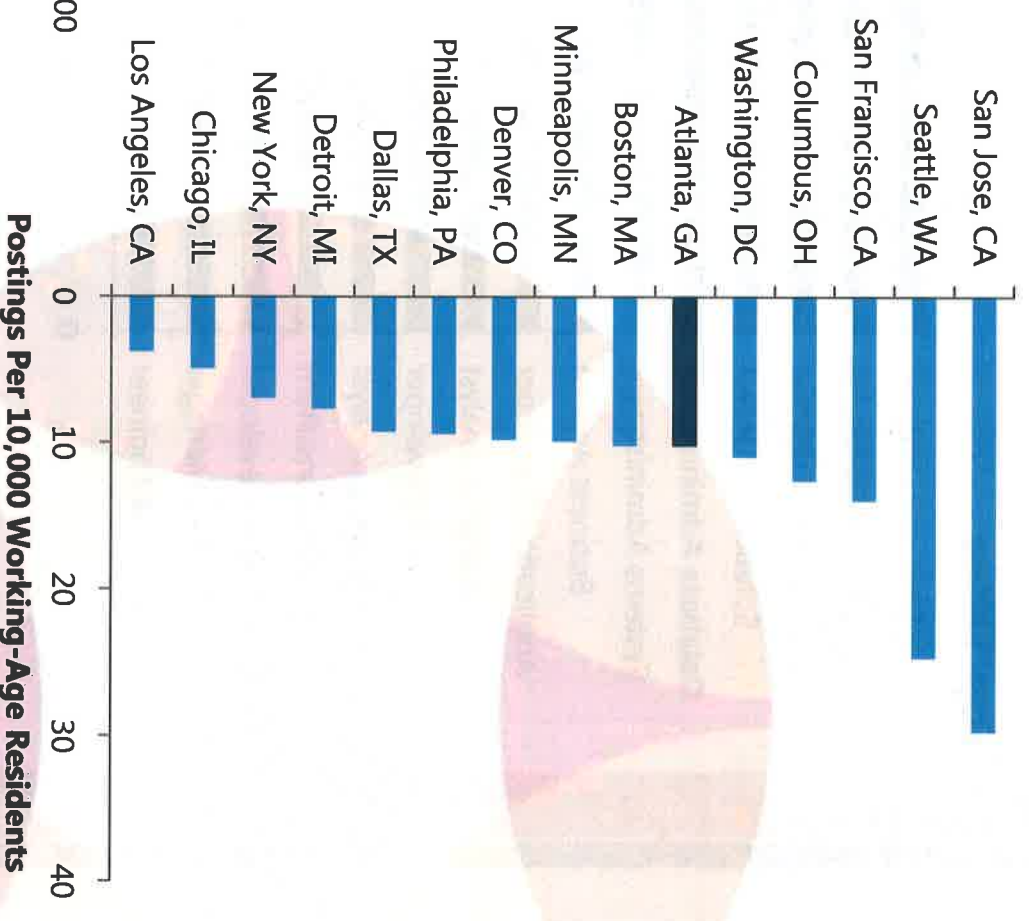
Financial transactions processing jobs cover IT back office jobs such as system administrators, database administrators, software developers, and analysts in the data processing, accounting, finance, and banking industries.

Technology: Financial Transaction Processing

Locations by Ad Volume



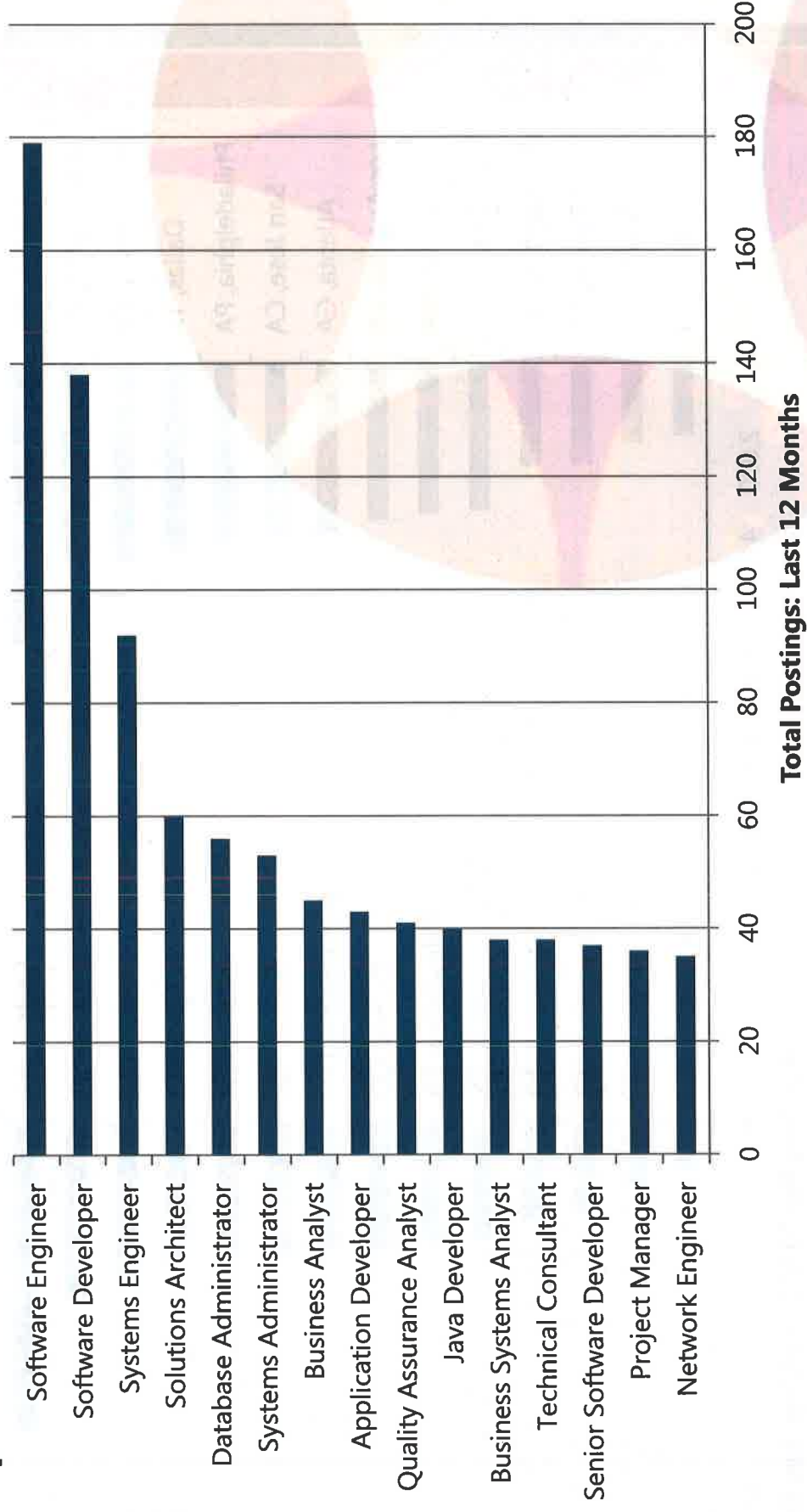
Locations Per Capita



Technology: Financial Transaction Processing

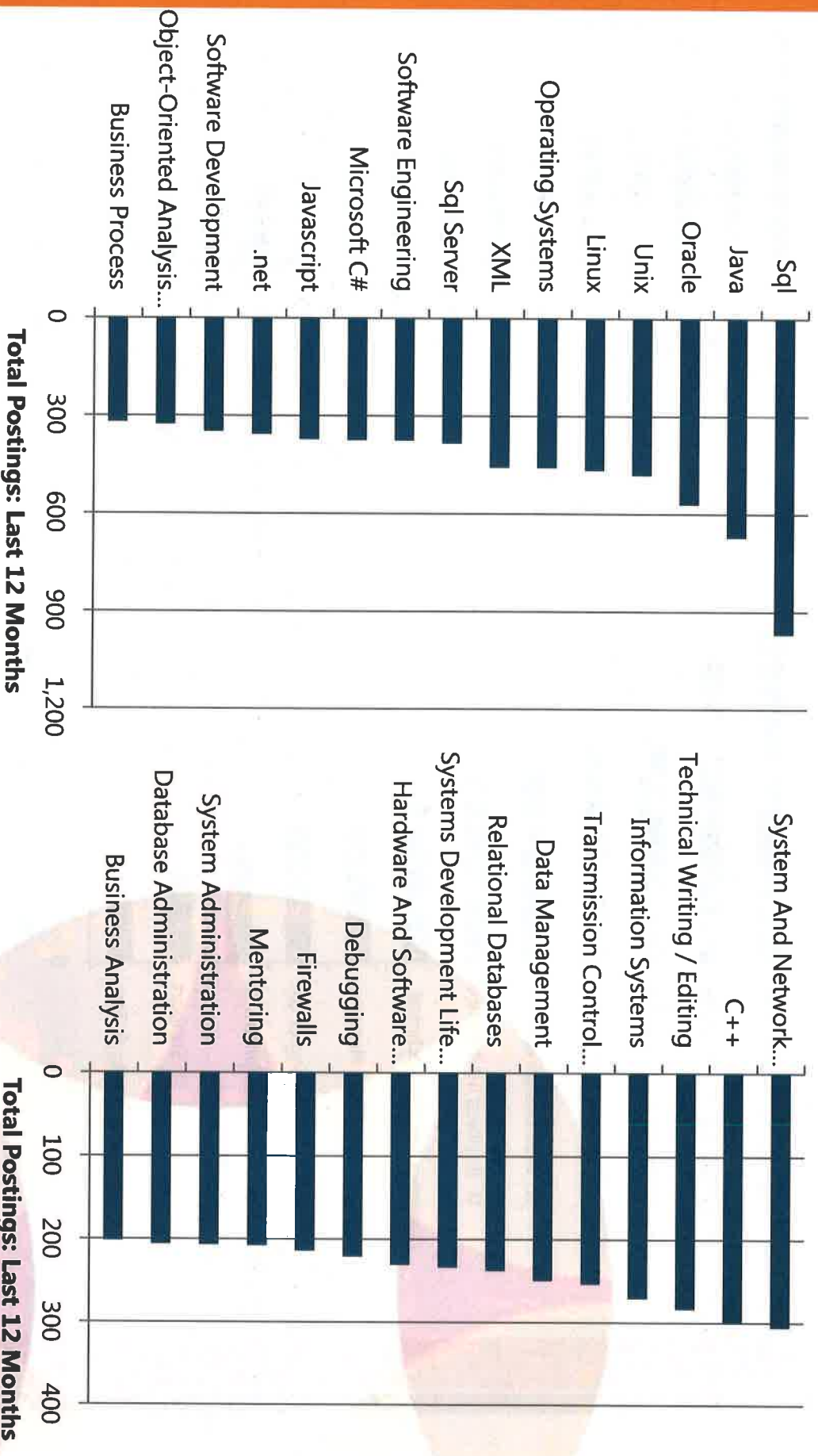
There were 3,472 postings in the last 12 months

Top Titles



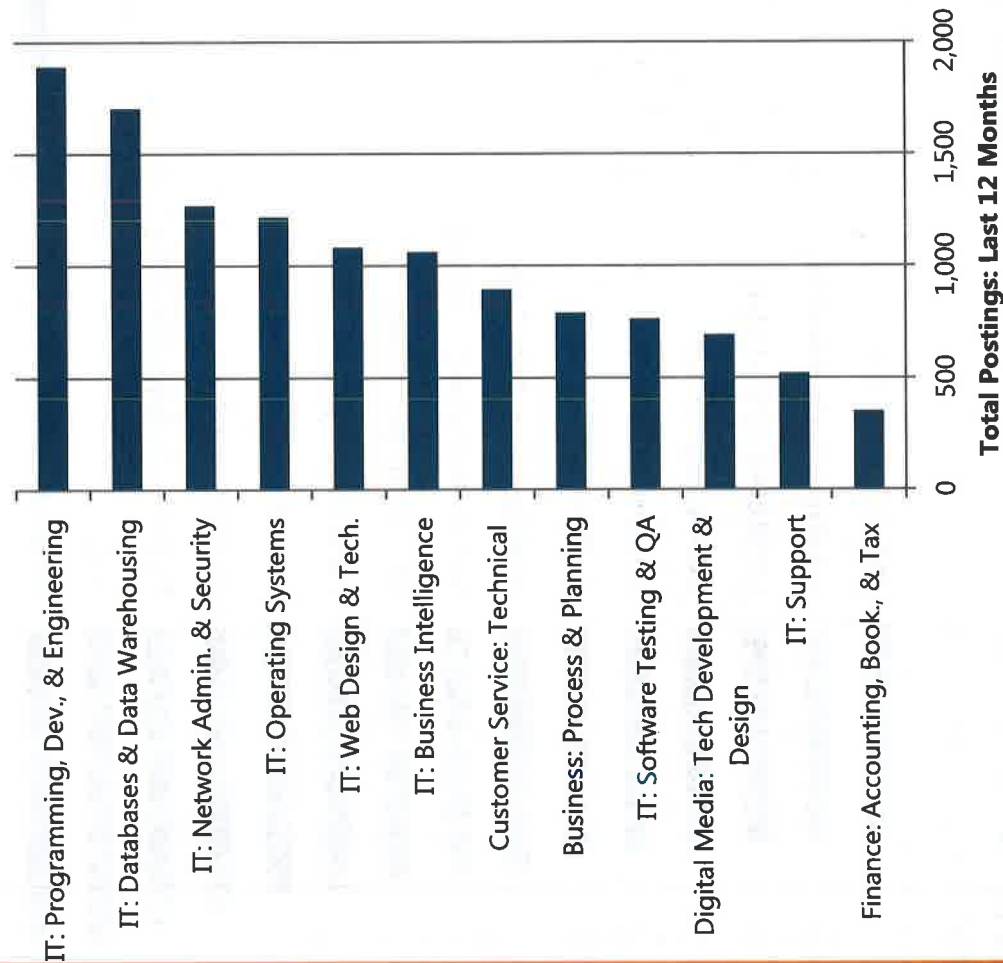
Technology: Financial Transaction Processing

Top Specialized Skills

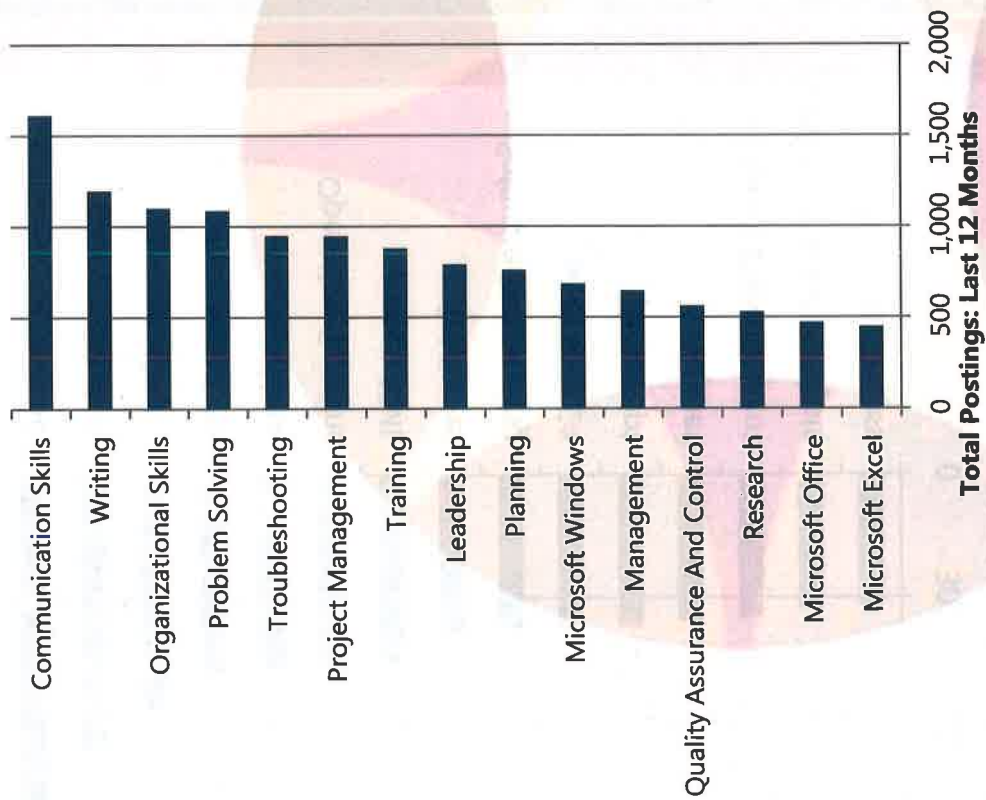


Technology: Financial Transaction Processing

Top Skill Clusters

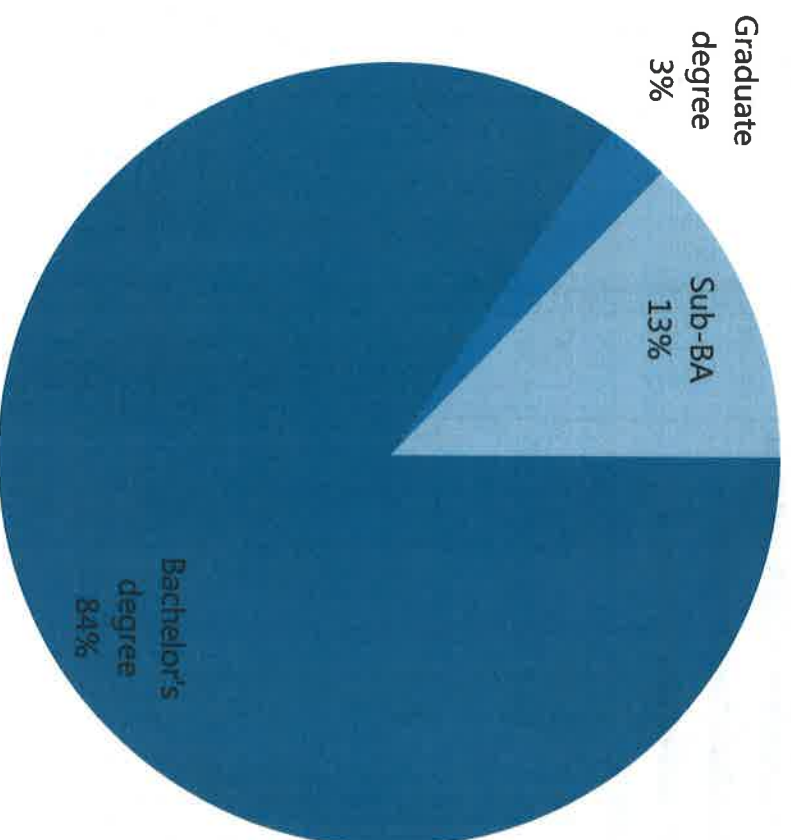


Top Baseline Skills

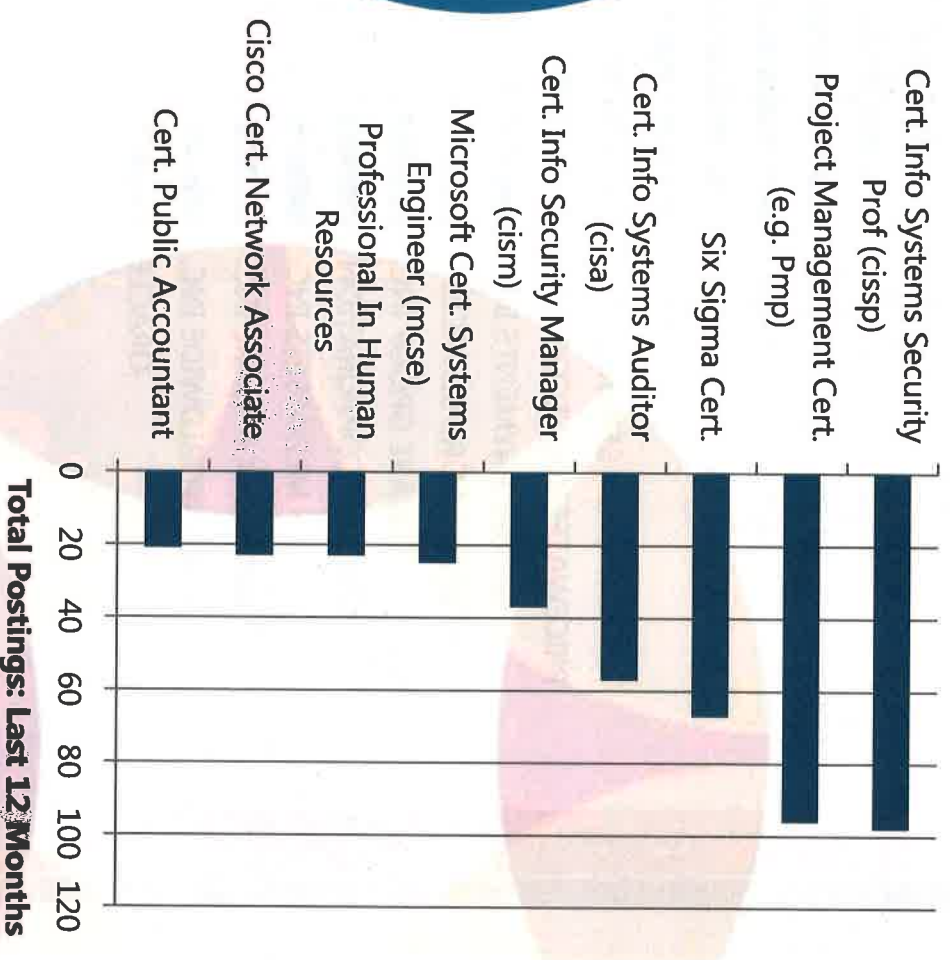


Technology: Financial Transaction Processing

Minimum Educational Requirements

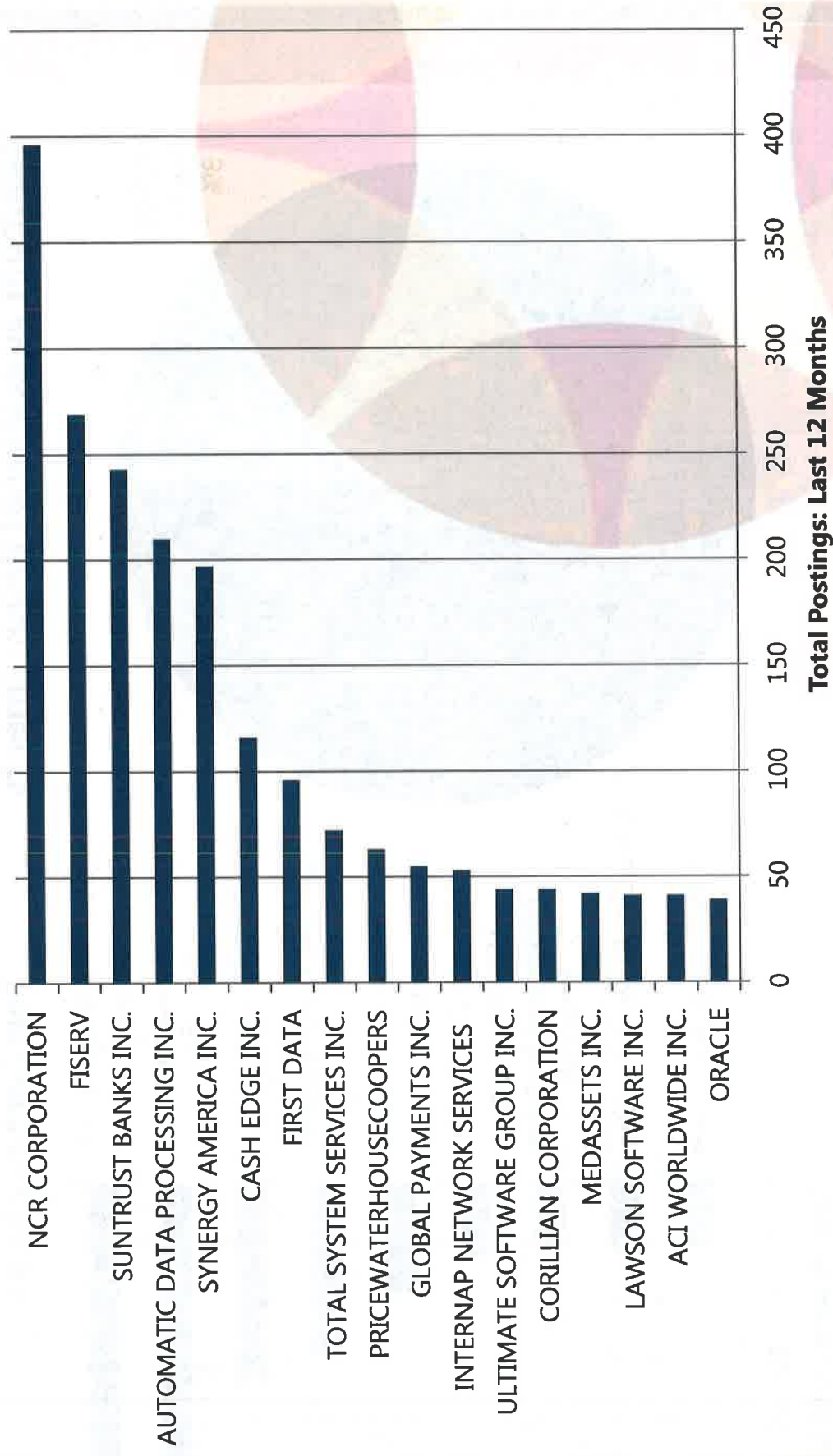


Top Certifications



Technology: Financial Transaction Processing

Top Employers



Bioscience

Technology

- a. Software Development
- b. Wireless/Mobility
- c. Internet Security
- d. Digital Media and Gaming
- e. Financial Transactions Processing

Bioscience

- a. **Health IT Software Development**

Supply Chain & Logistics

- a. Supply Chain Management & Software
- b. Distribution Services

Bioscience

Bioscience

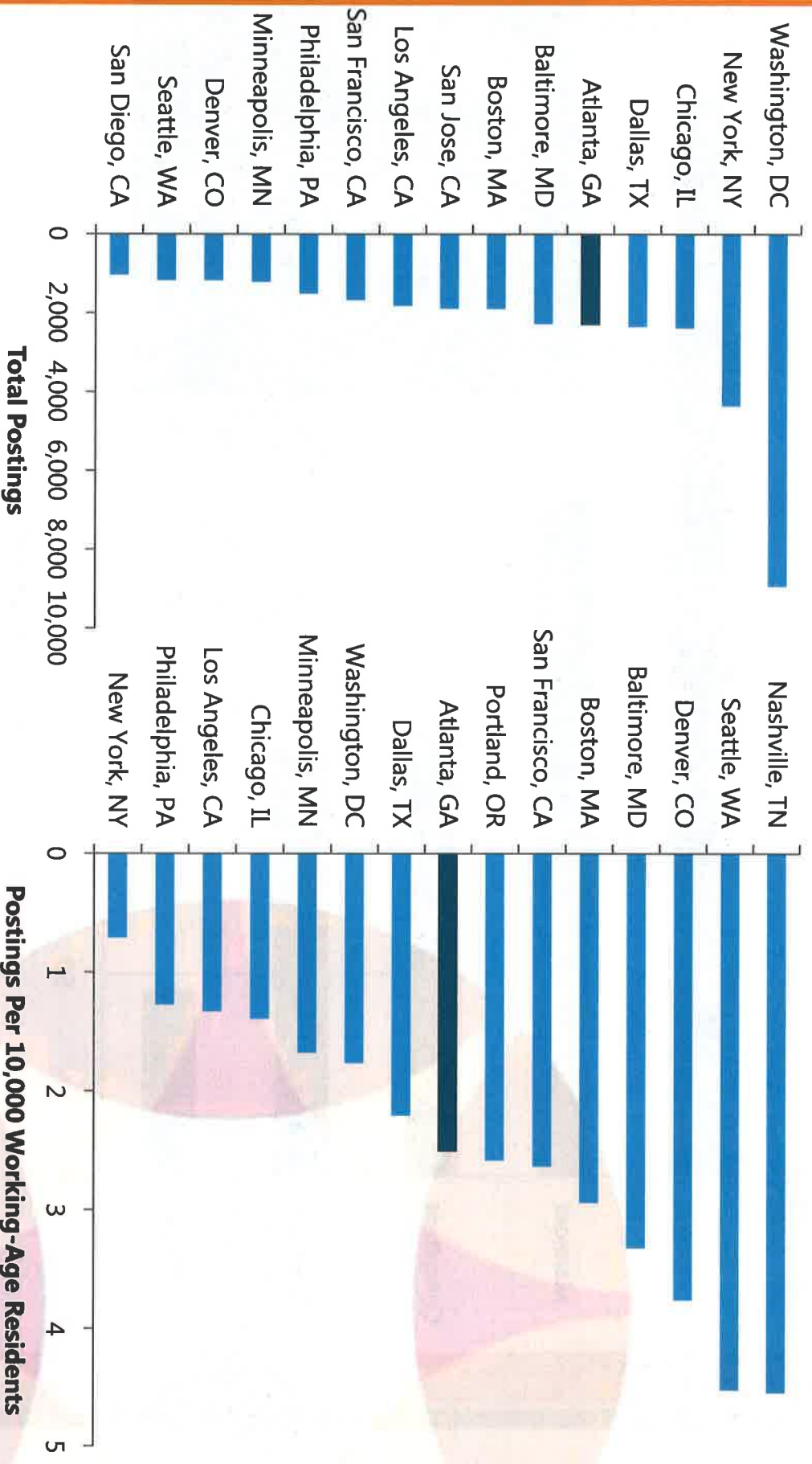
a. Health IT Software Development

The emerging health informatics sector has created a new category of software development roles: producing electronics medical records and clinical decision support software. This field requires a workforce with expertise in both software development and clinical care.

Bioscience: Health IT Software Development

Top Locations by Ad Volume

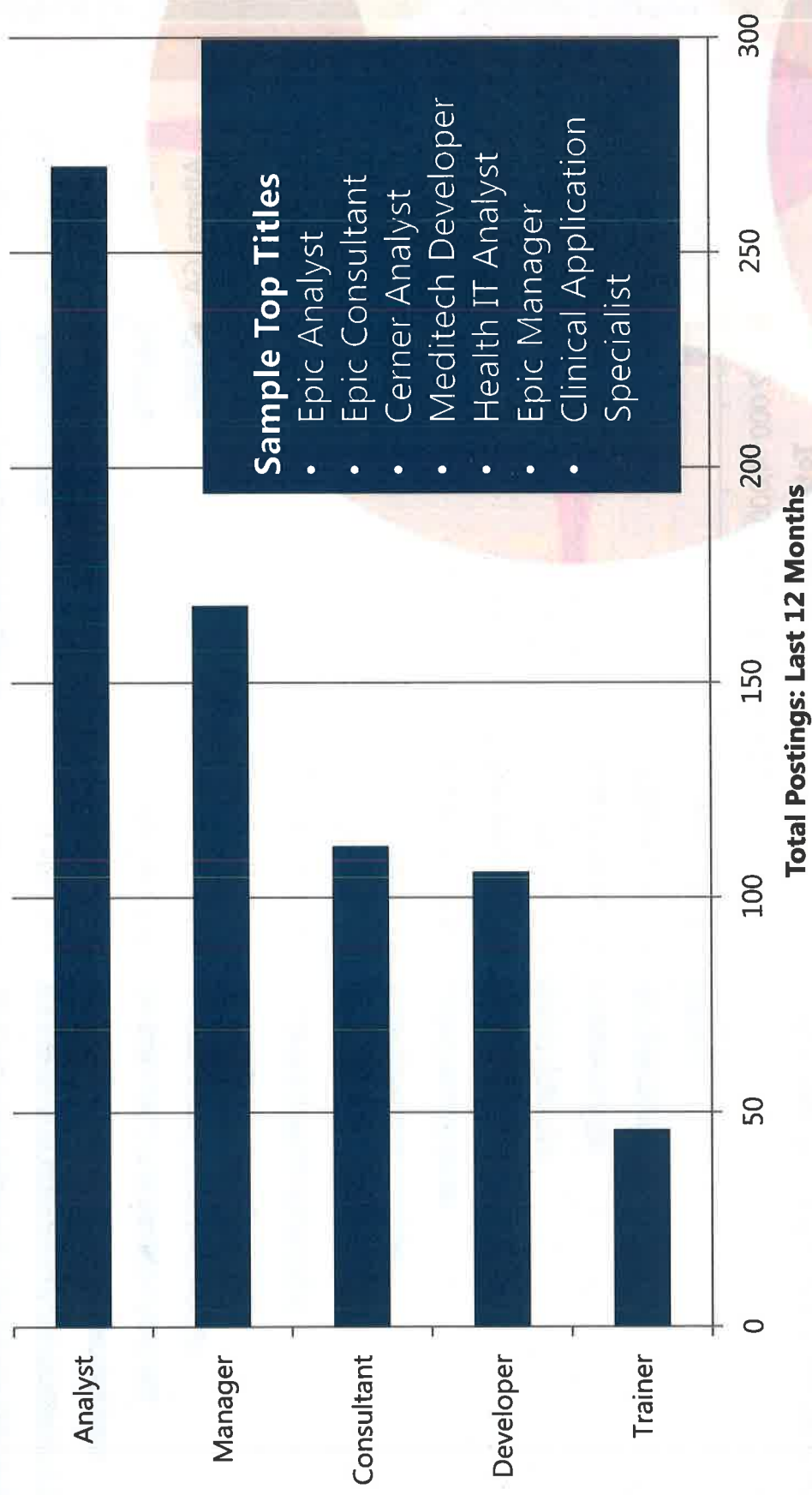
Postings Per Capita



Bioscience: Health IT Software Development

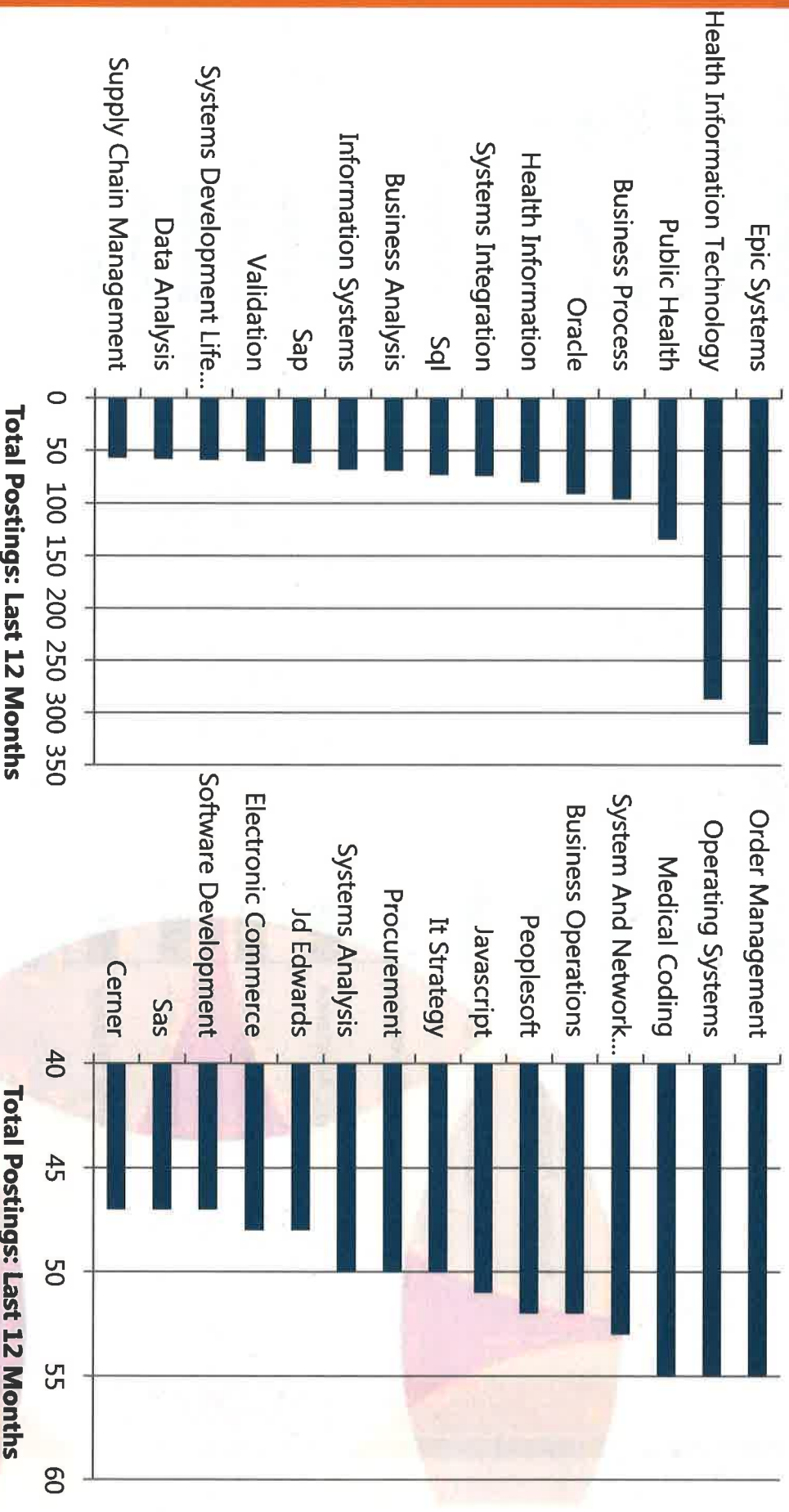
There were 853 postings in the last 12 months

Top Titles



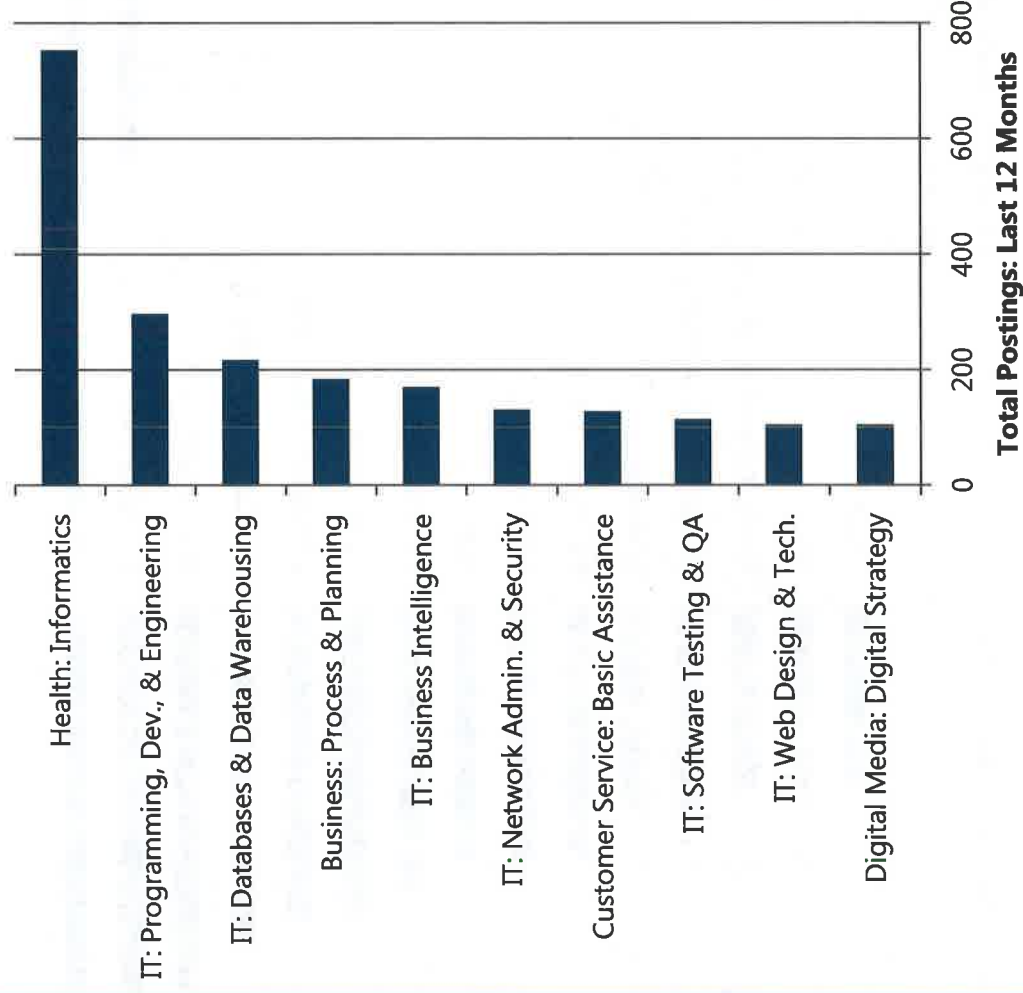
Bioscience: Health IT Software Development

Top Specialized Skills

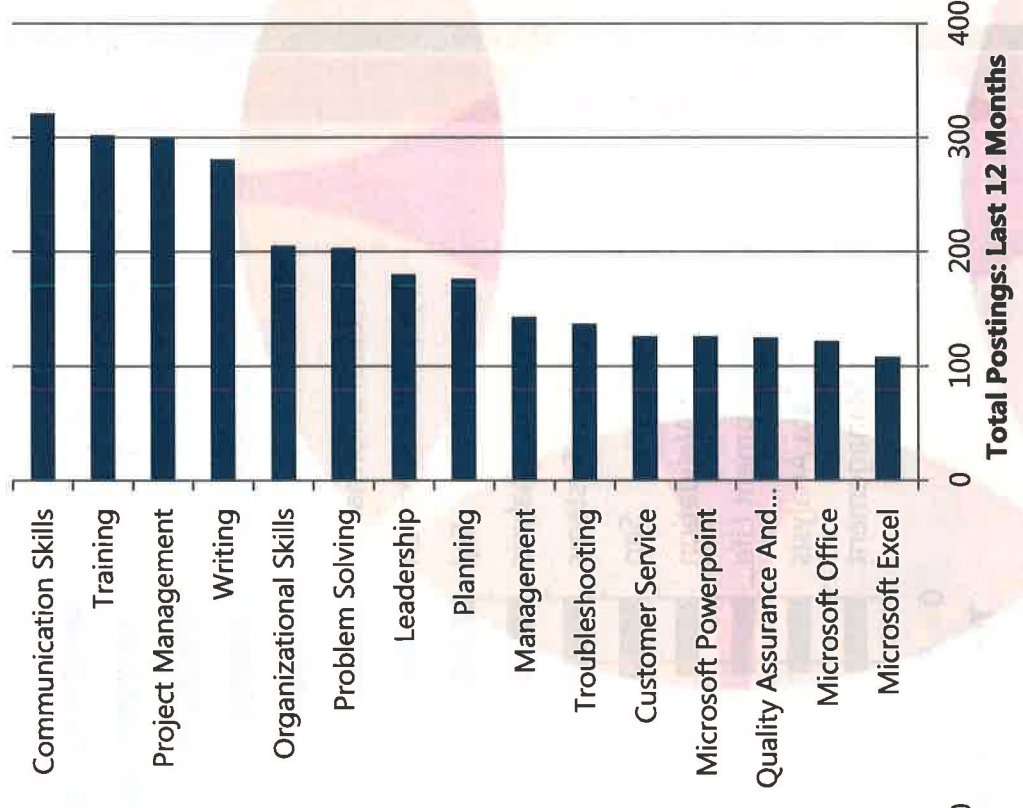


Bioscience: Health IT Software Development

Top Skill Clusters

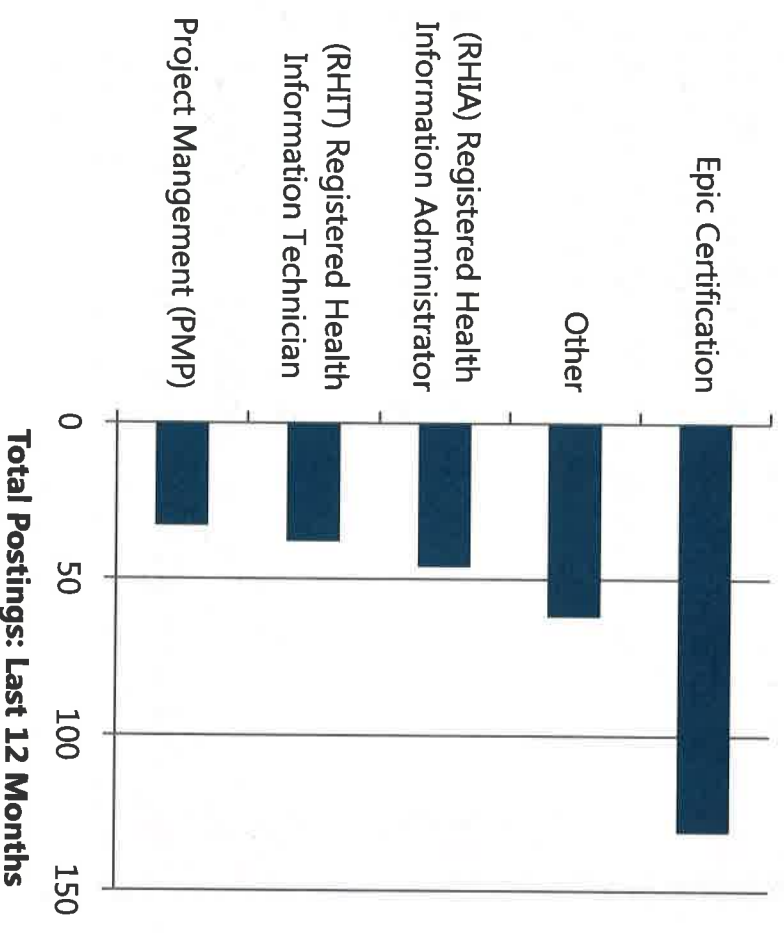
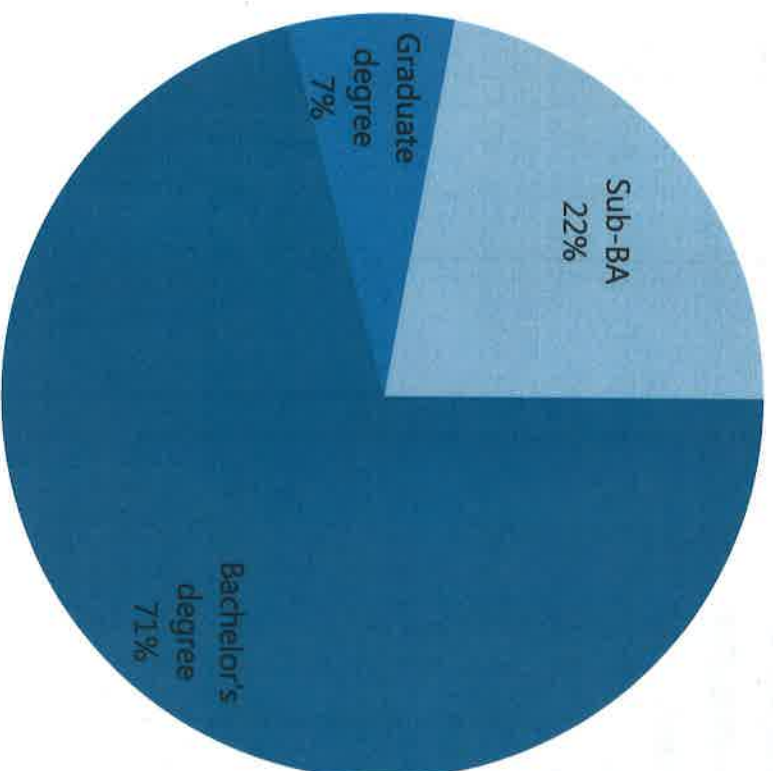


Top Baseline Skills



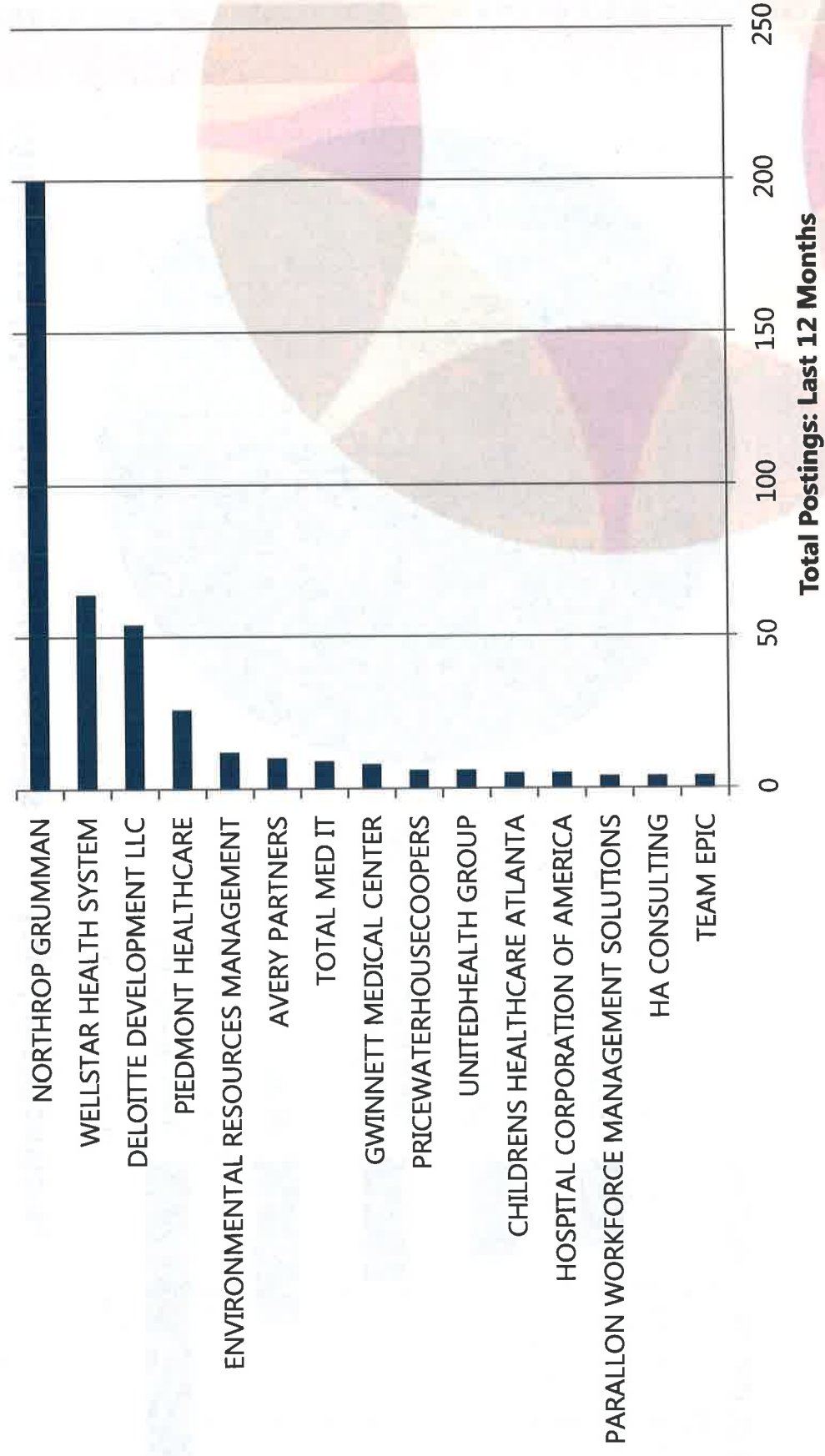
Bioscience: Health IT Software Development

Minimum Educational Requirements Top Certifications



Bioscience: Health IT Software Development

Top Employers



Supply Chain & Logistics

Technology

- a. Software Development
- b. Wireless/Mobility
- c. Internet Security
- d. Digital Media and Gaming
- e. Financial Transactions Processing

Bioscience

- a. Health IT Software Development

Supply Chain & Logistics

- a. **Supply Chain Management & Software**
- b. Distribution Services

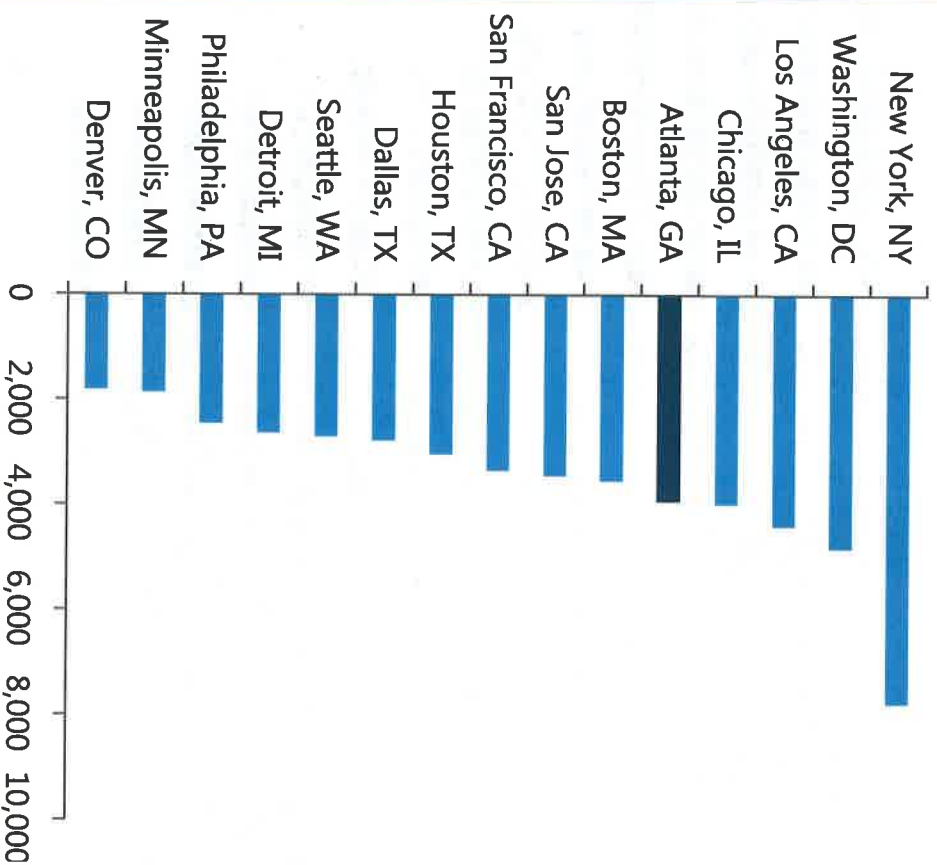
Supply Chain & Logistics

Supply Chain Management & Software

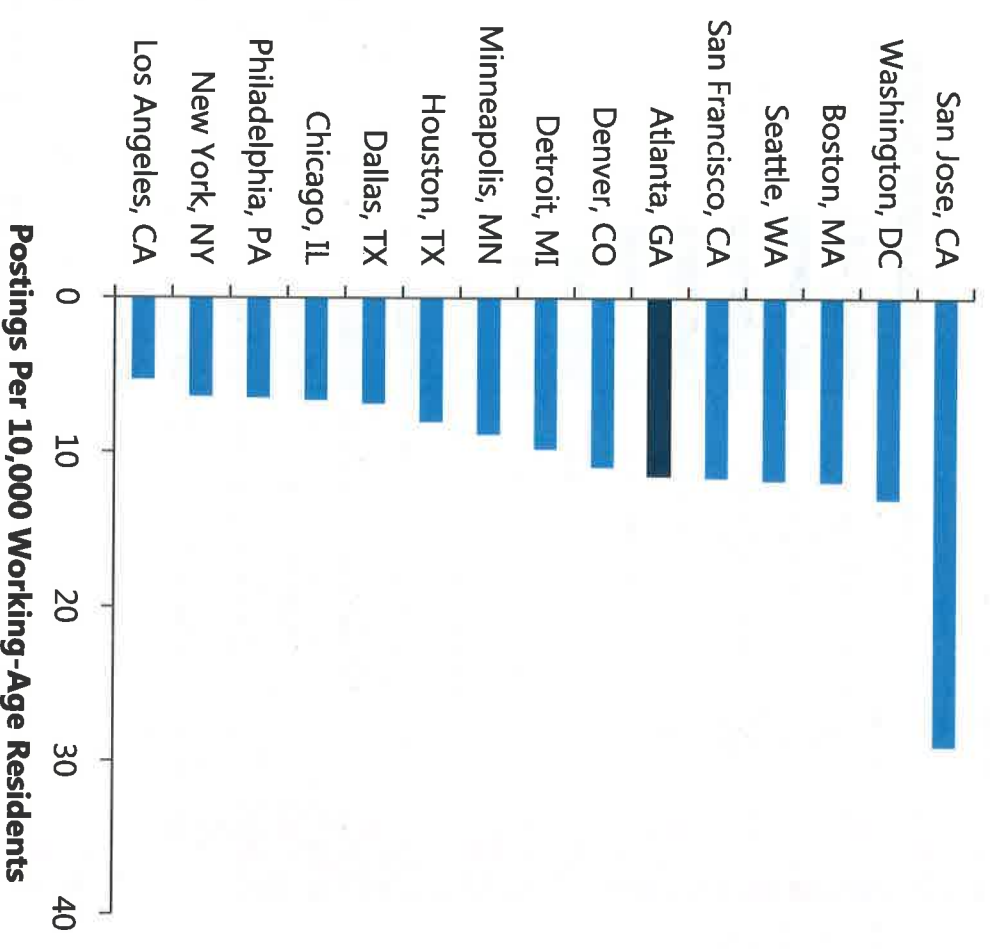
Supply chain management and software jobs cover IT jobs relating to supply chain management, logistics and procurement.

Supply Chain: Management & Software

Top Locations by Ad Volume



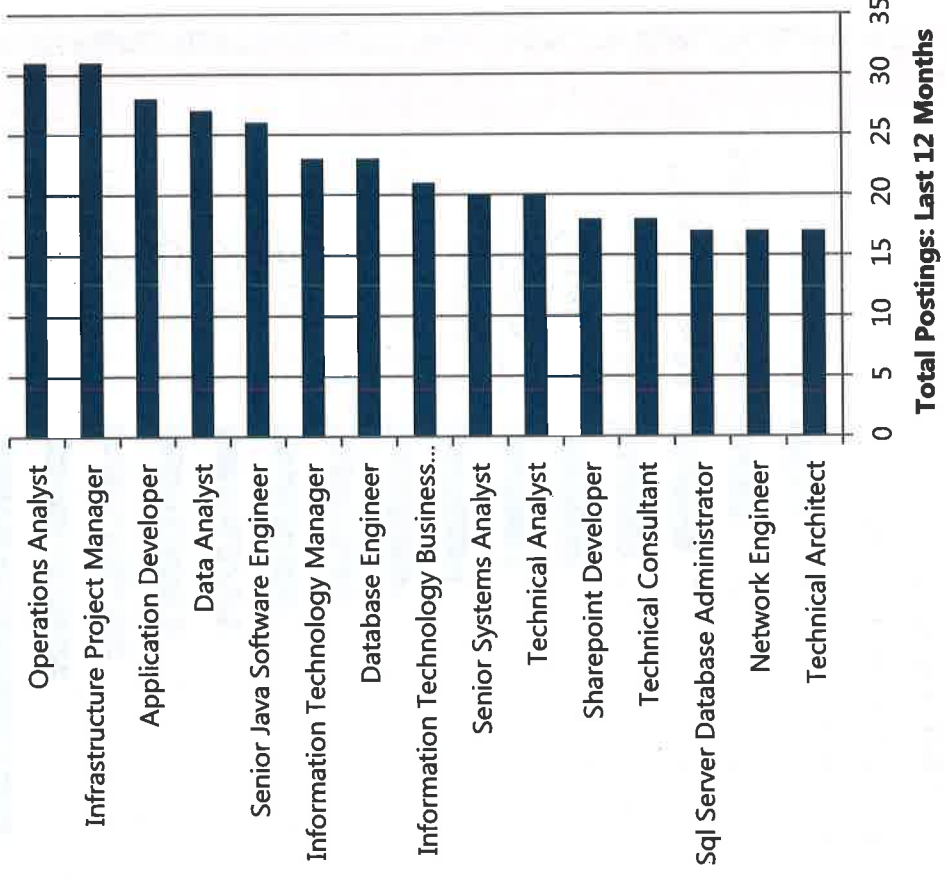
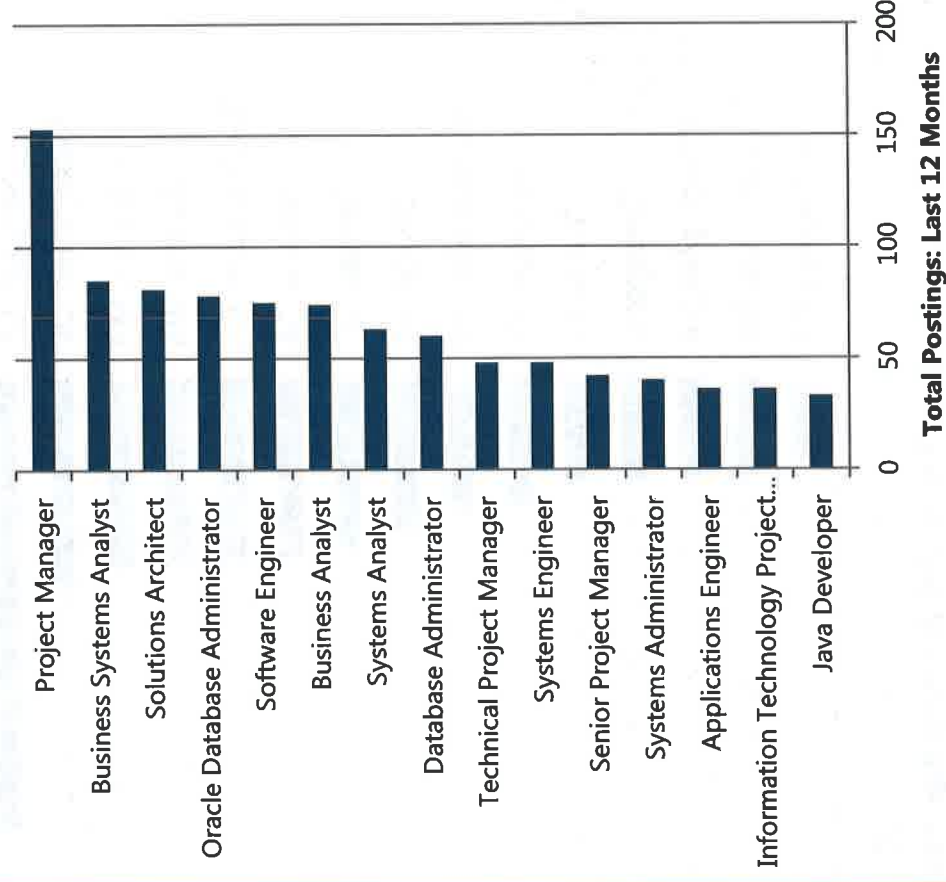
Postings Per Capita



Supply Chain: Management & Software

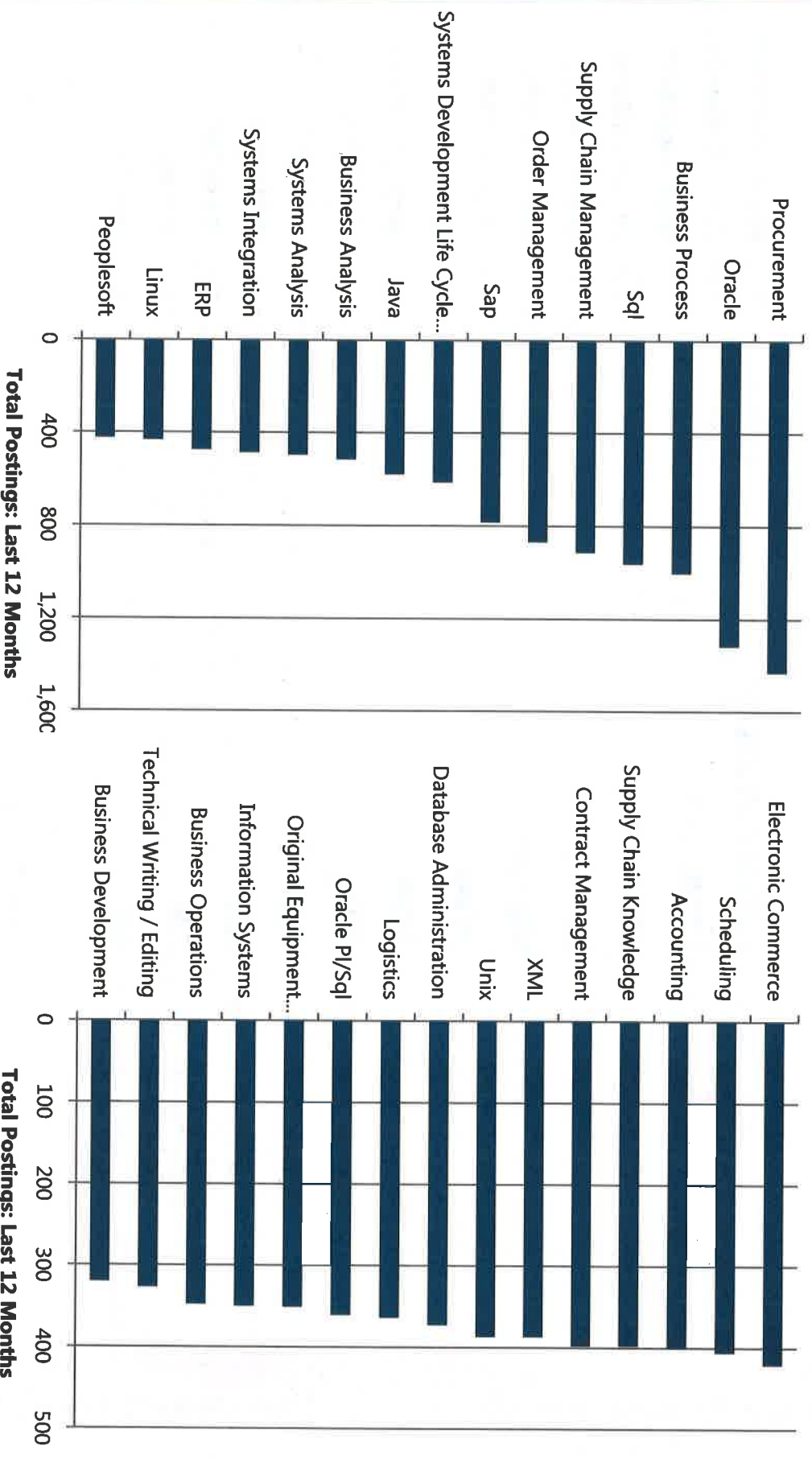
There were 3,924 postings in the last 12 months

Top Titles



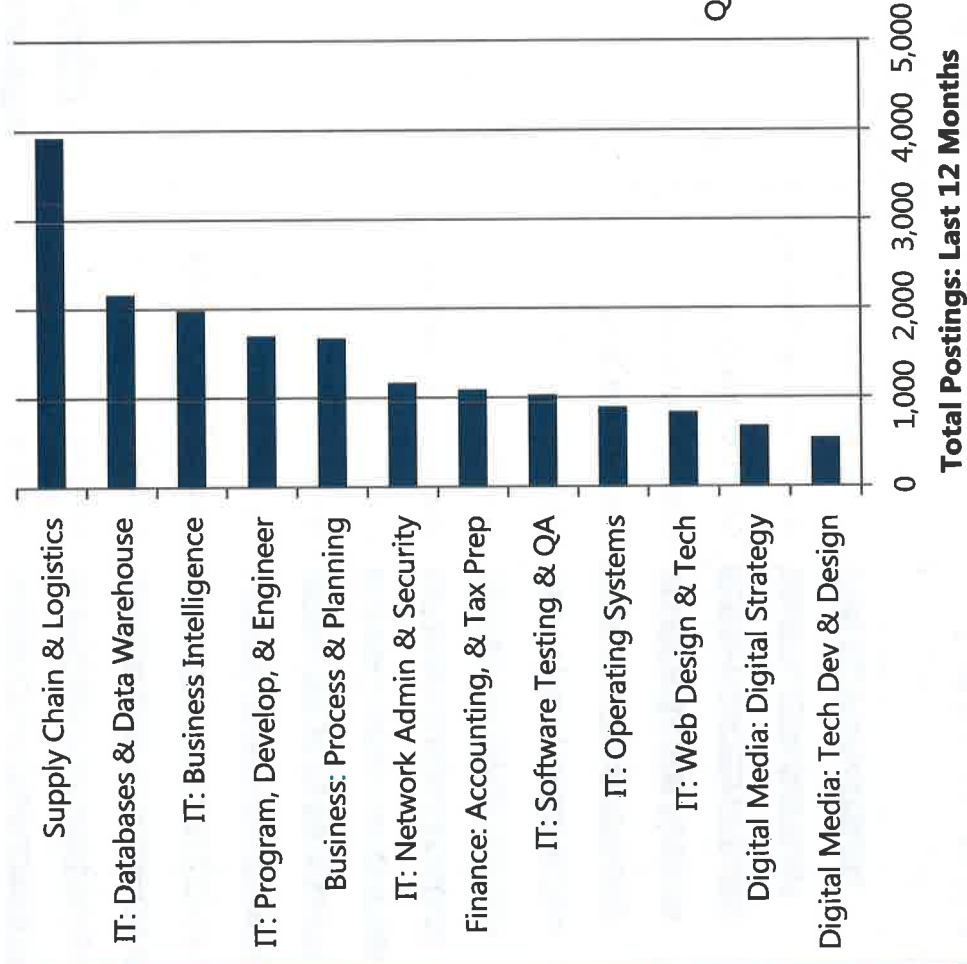
Supply Chain: Management & Software

Top Specialized Skills

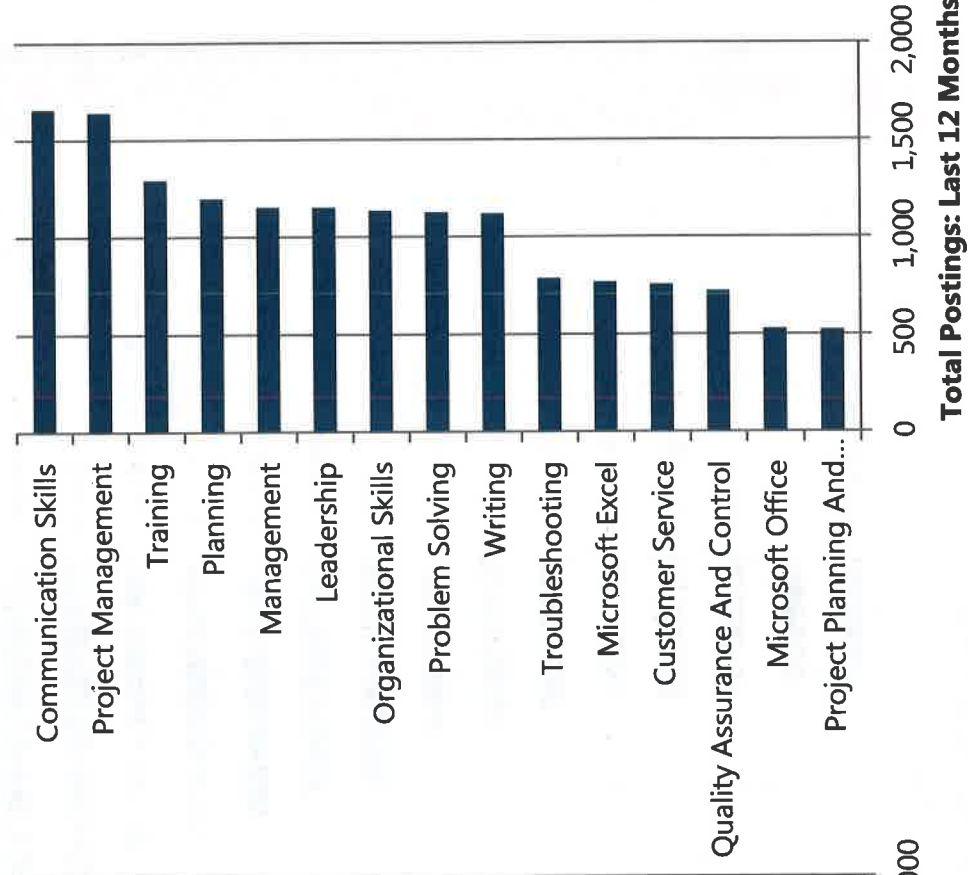


Supply Chain: Management & Software

Top Skill Clusters

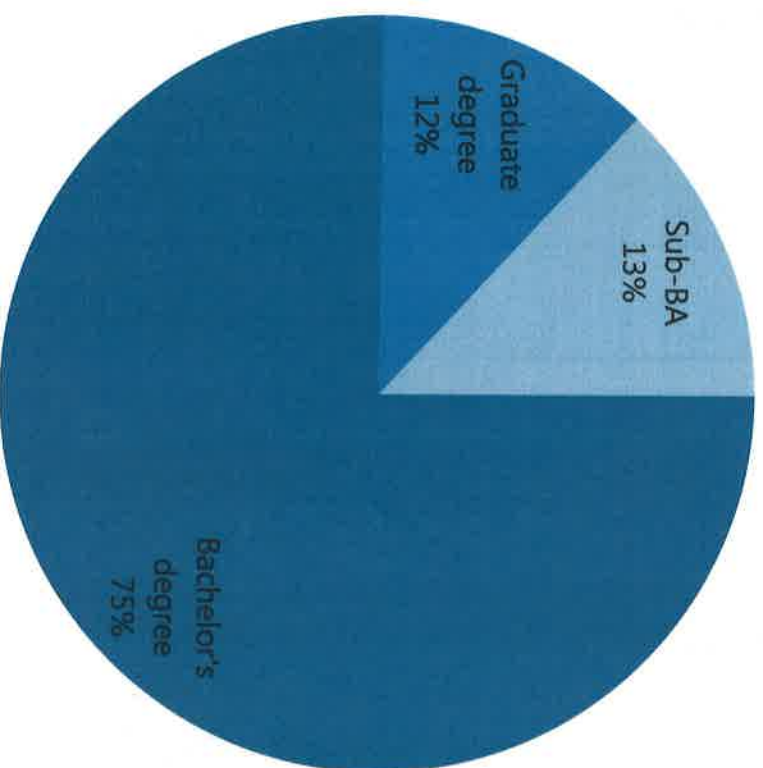


Top Baseline Skills

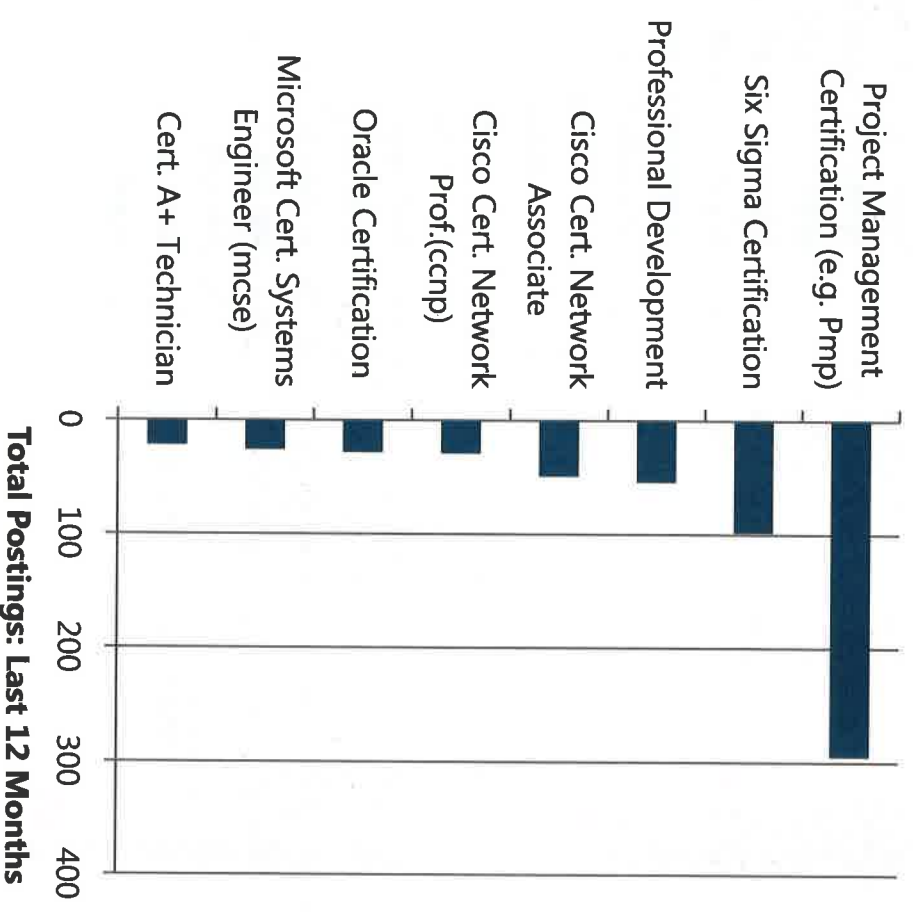


Supply Chain: Management & Software

Minimum Educational Requirements

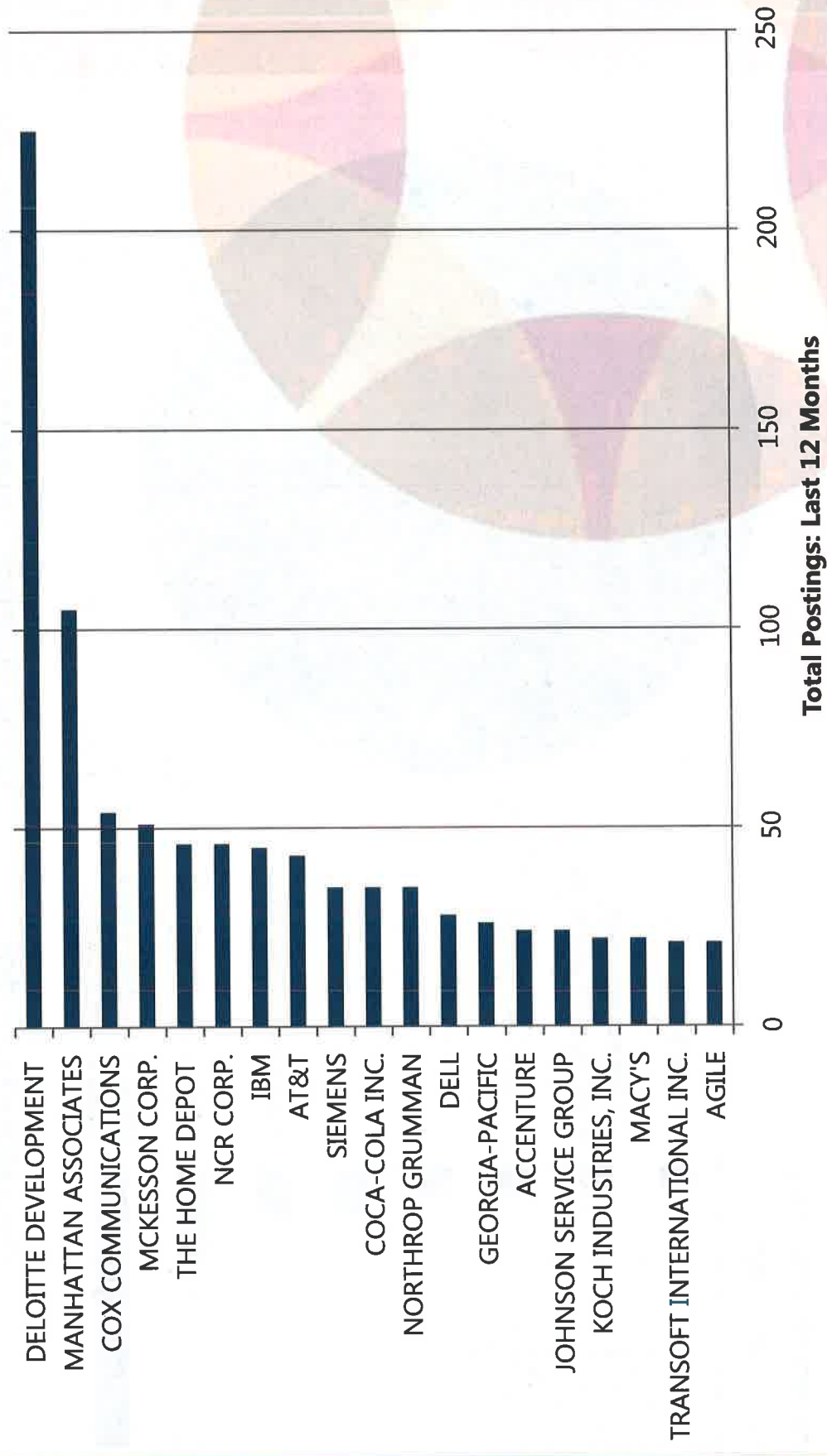


Top Certifications



Supply Chain: Management & Software

Top Employers



Supply Chain & Logistics

Technology

- a. Software Development
- b. Wireless/Mobility
- c. Internet Security
- d. Digital Media and Gaming
- e. Financial Transactions Processing

Bioscience

- a. Health IT Software Development

Supply Chain & Logistics

- a. Supply Chain Management & Software
- b. **Distribution Services**

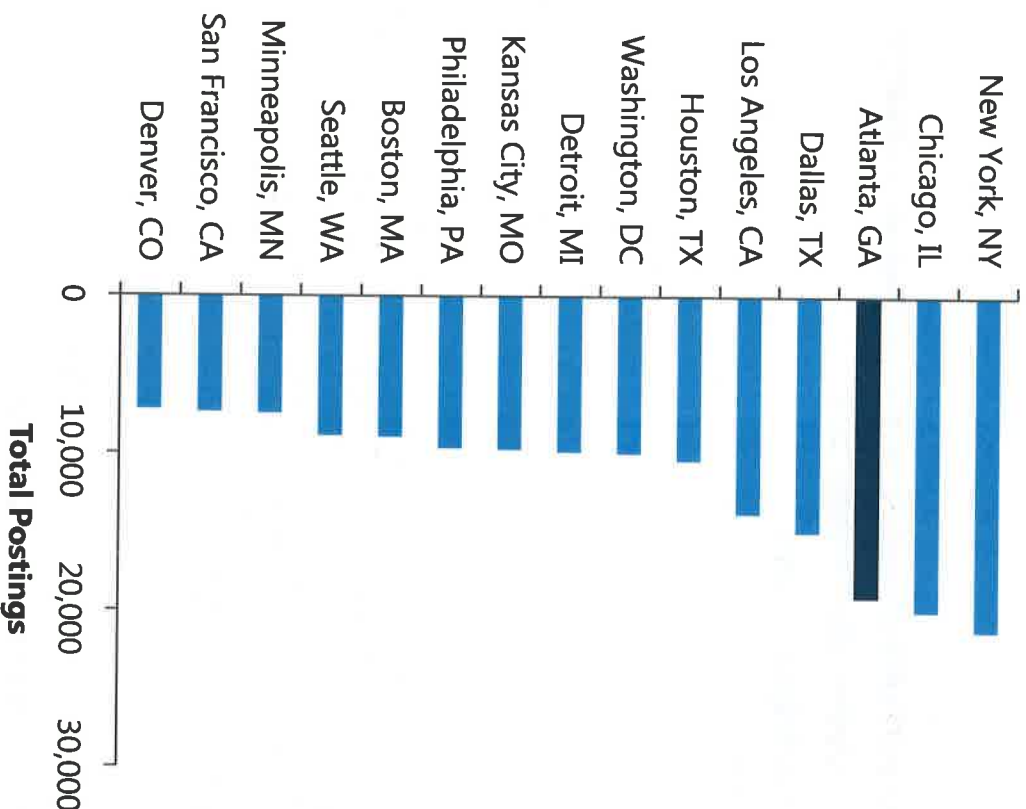
Supply Chain & Logistics

Supply Chain Distribution Services

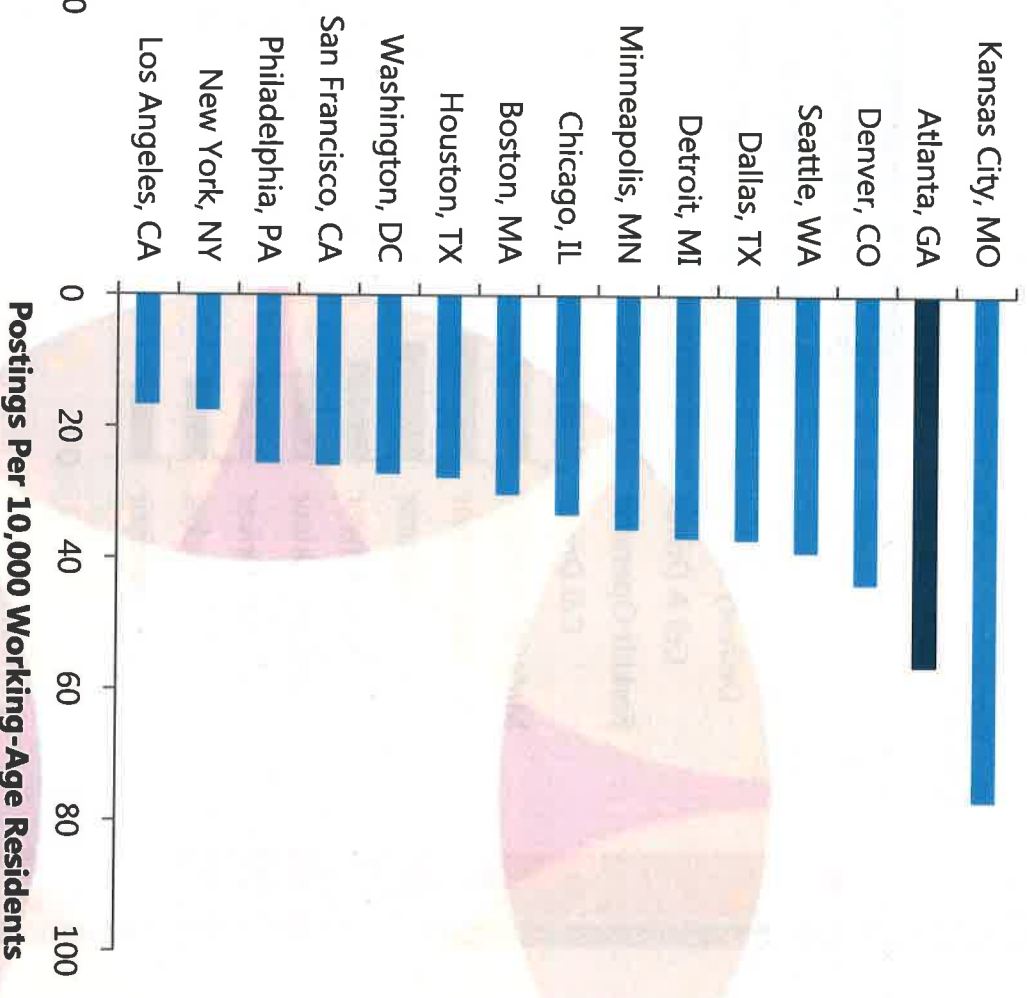
Supply chain distribution services cover jobs requiring knowledge of transportation, storage, distribution, and other supply chain activities.

Supply Chain: Distribution Services

Top Locations by Ad Volume



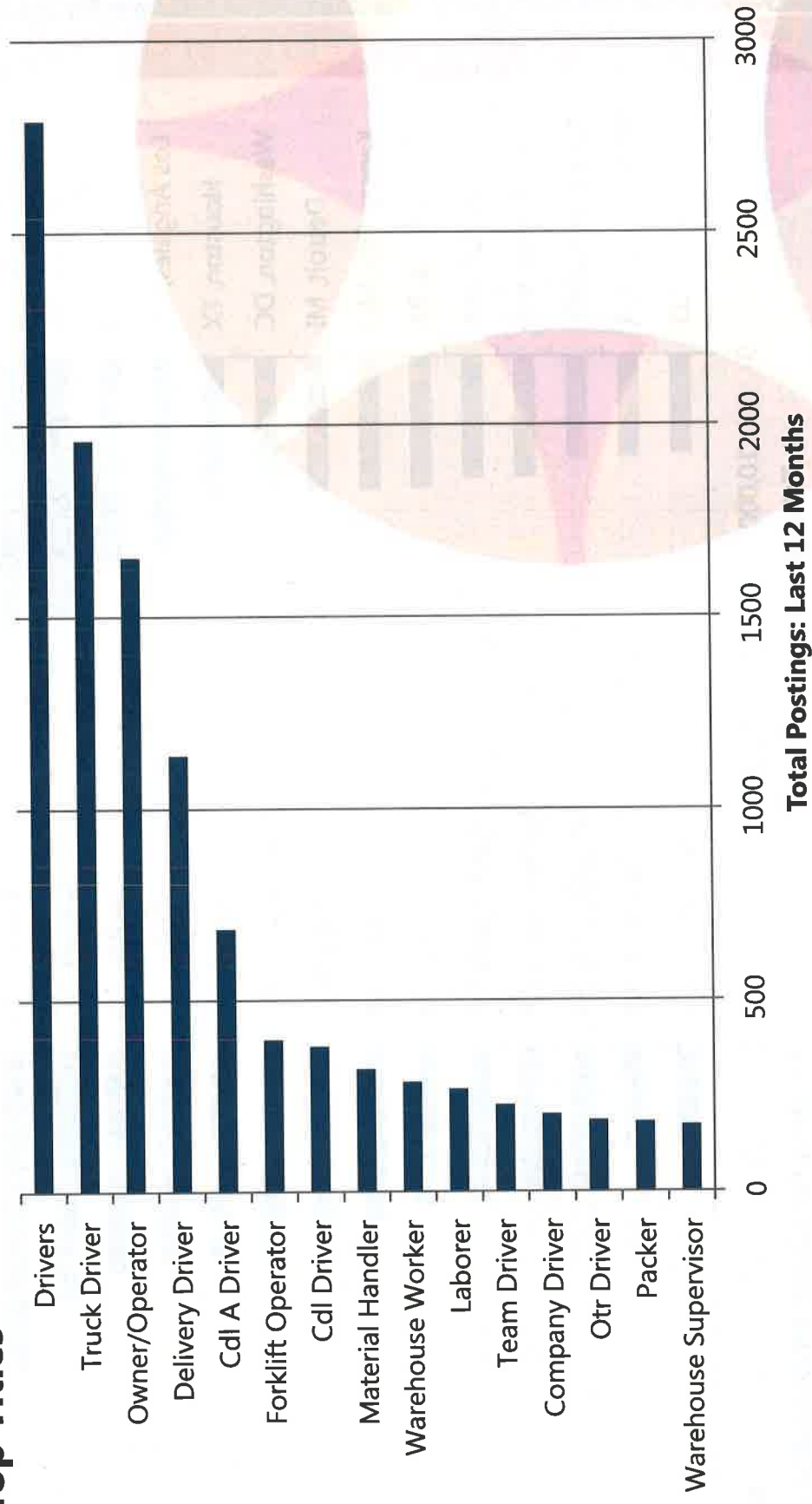
Postings Per Capita



Supply Chain: Distribution Services

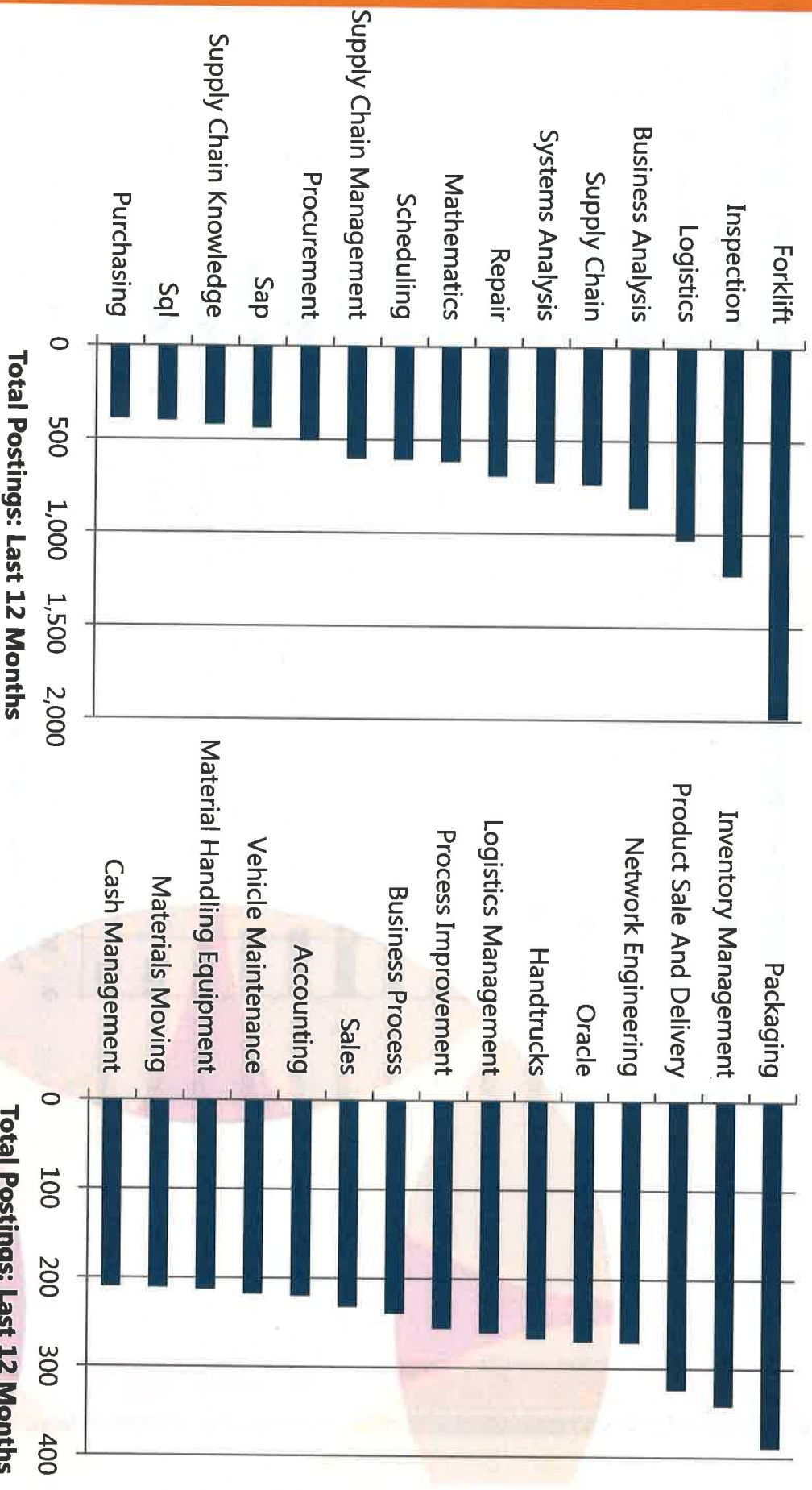
There were 19,131 postings in the last 12 months

Top Titles



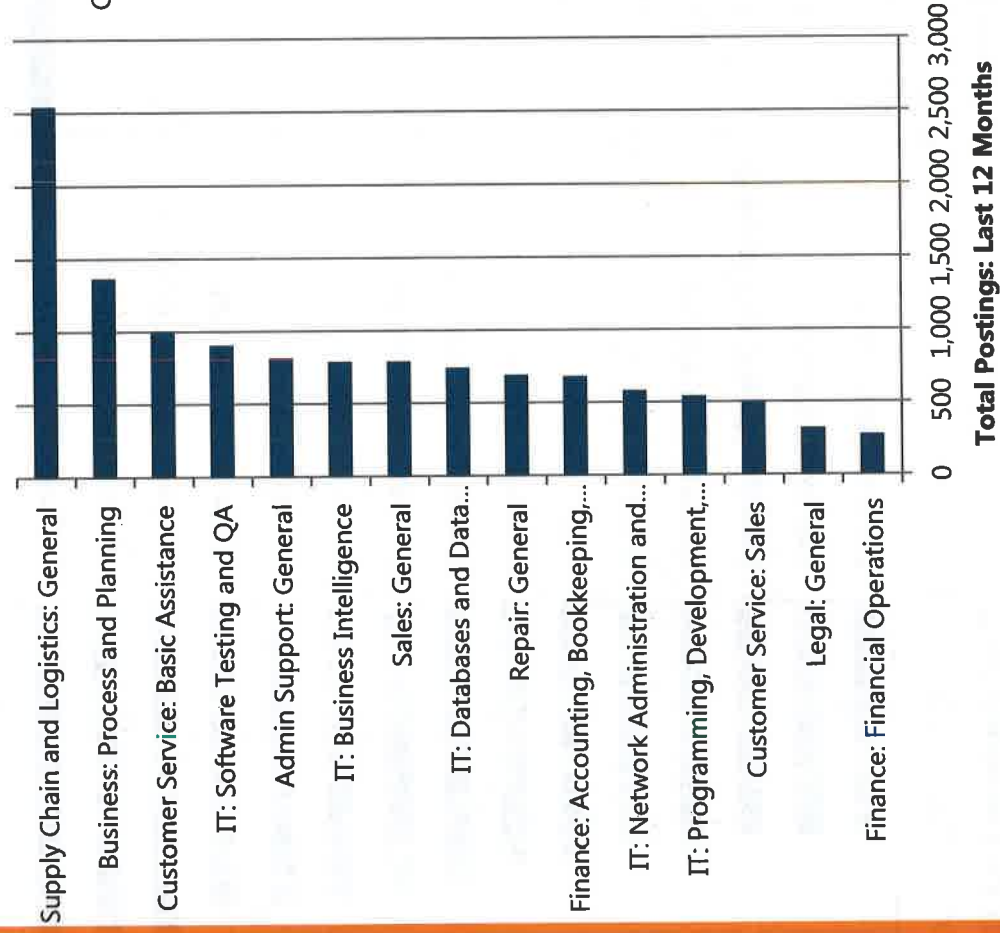
Supply Chain: Distribution Services

Top Specialized Skills

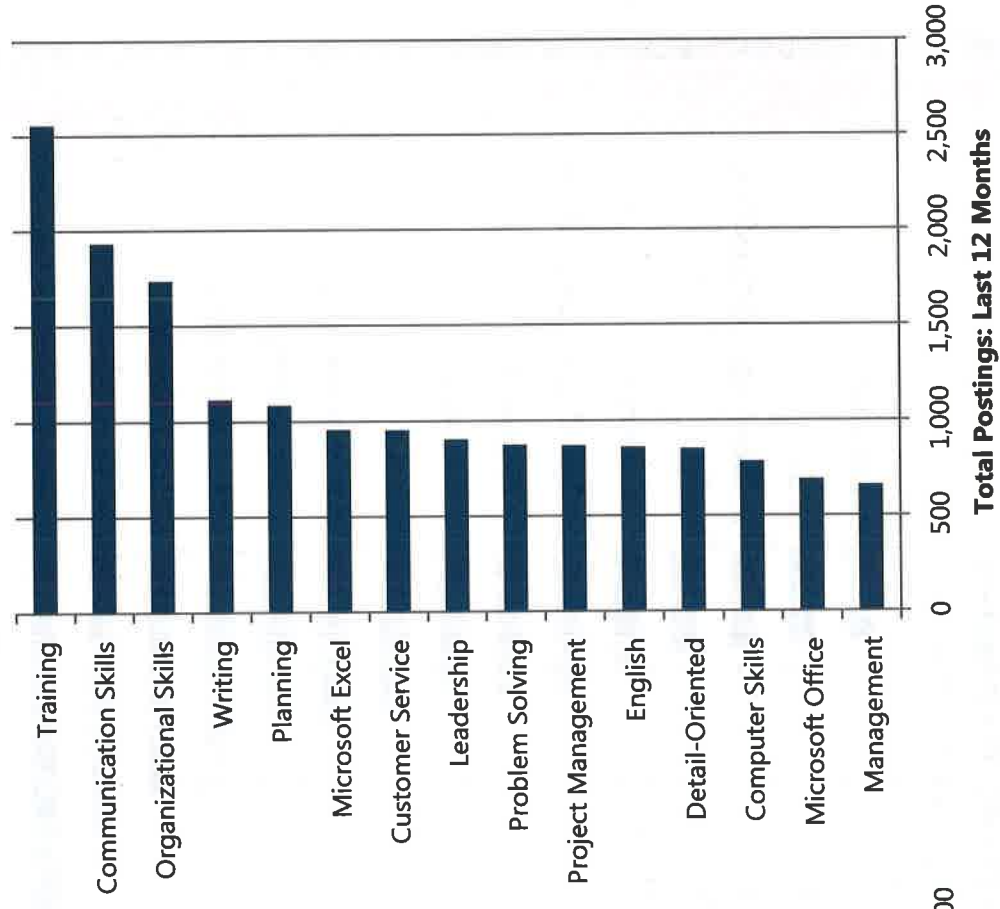


Supply Chain: Distribution Services

Top Skill Clusters

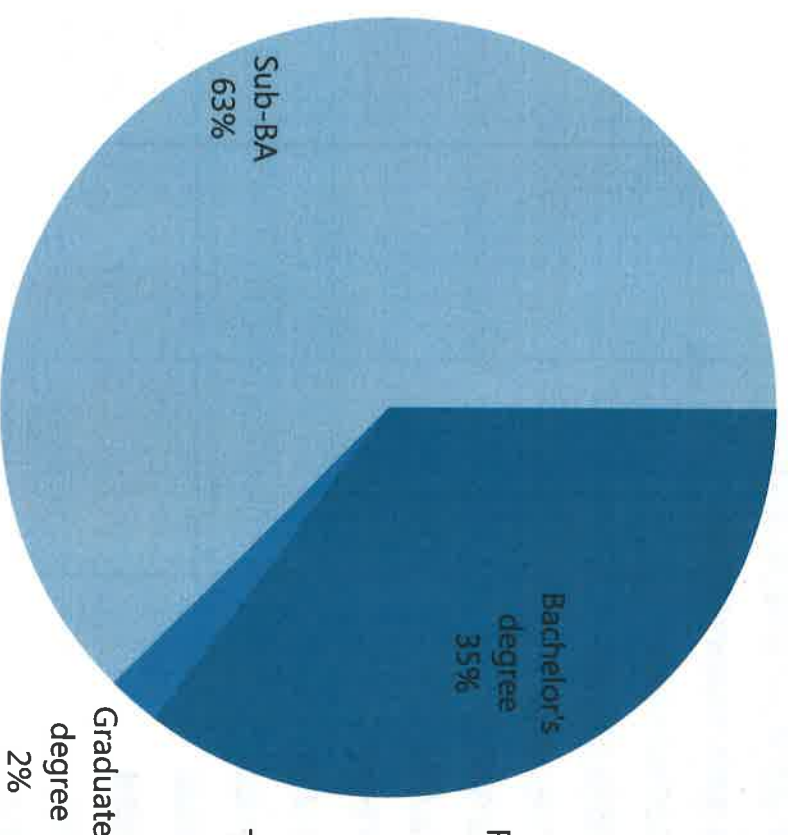


Top Baseline Skills

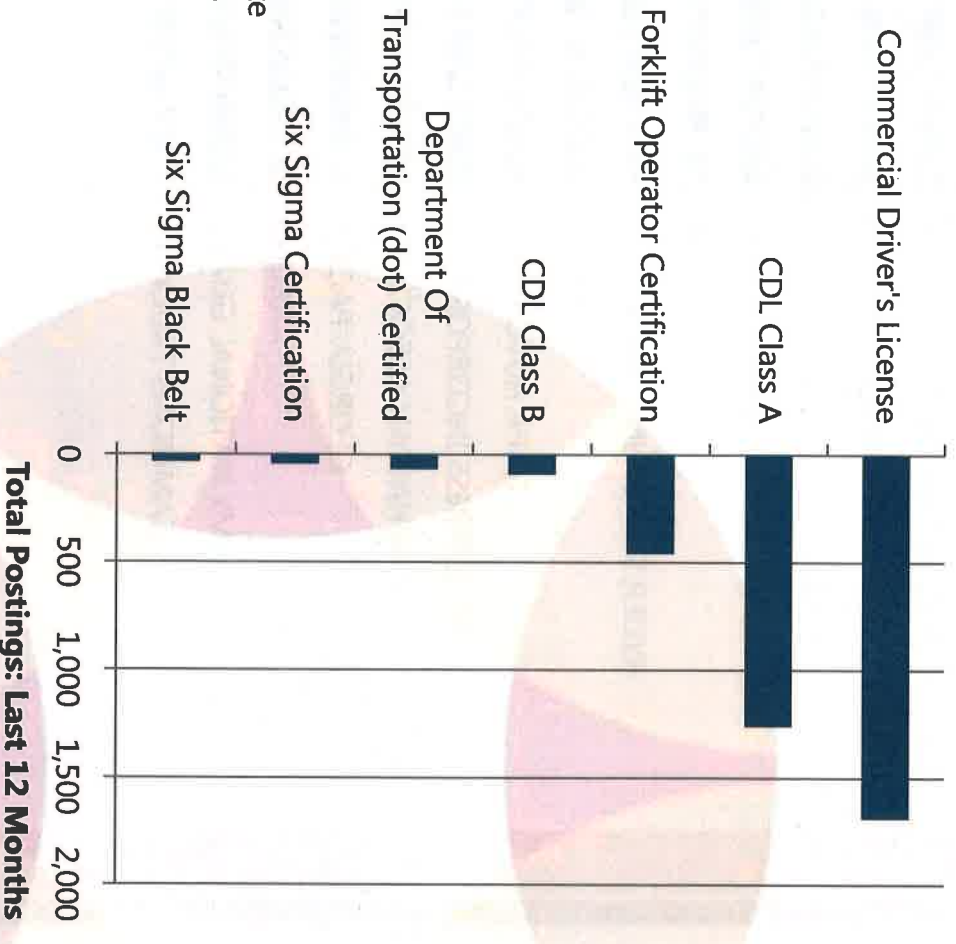


Supply Chain: Distribution Services

Minimum Educational Requirements

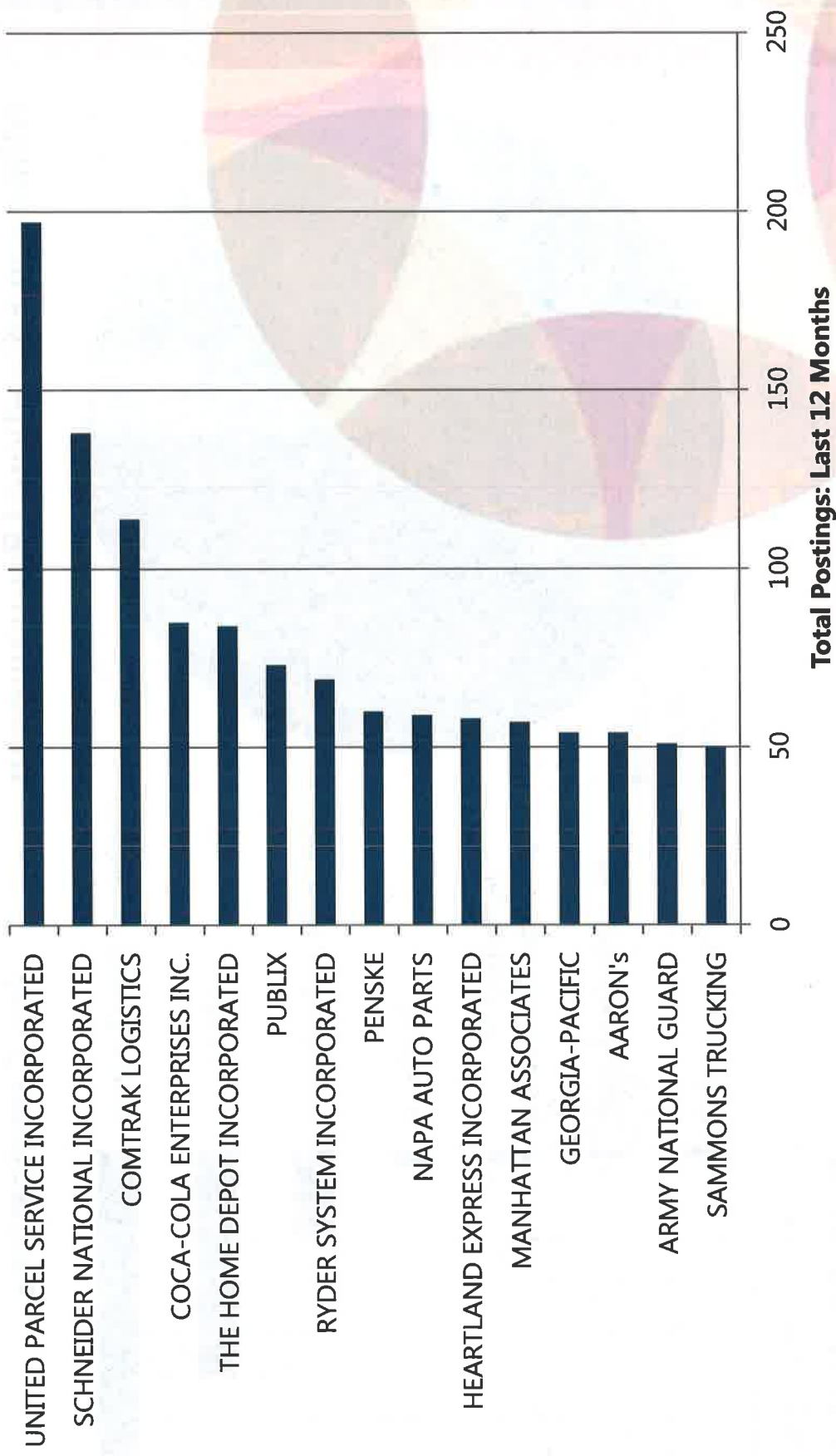


Top Certifications

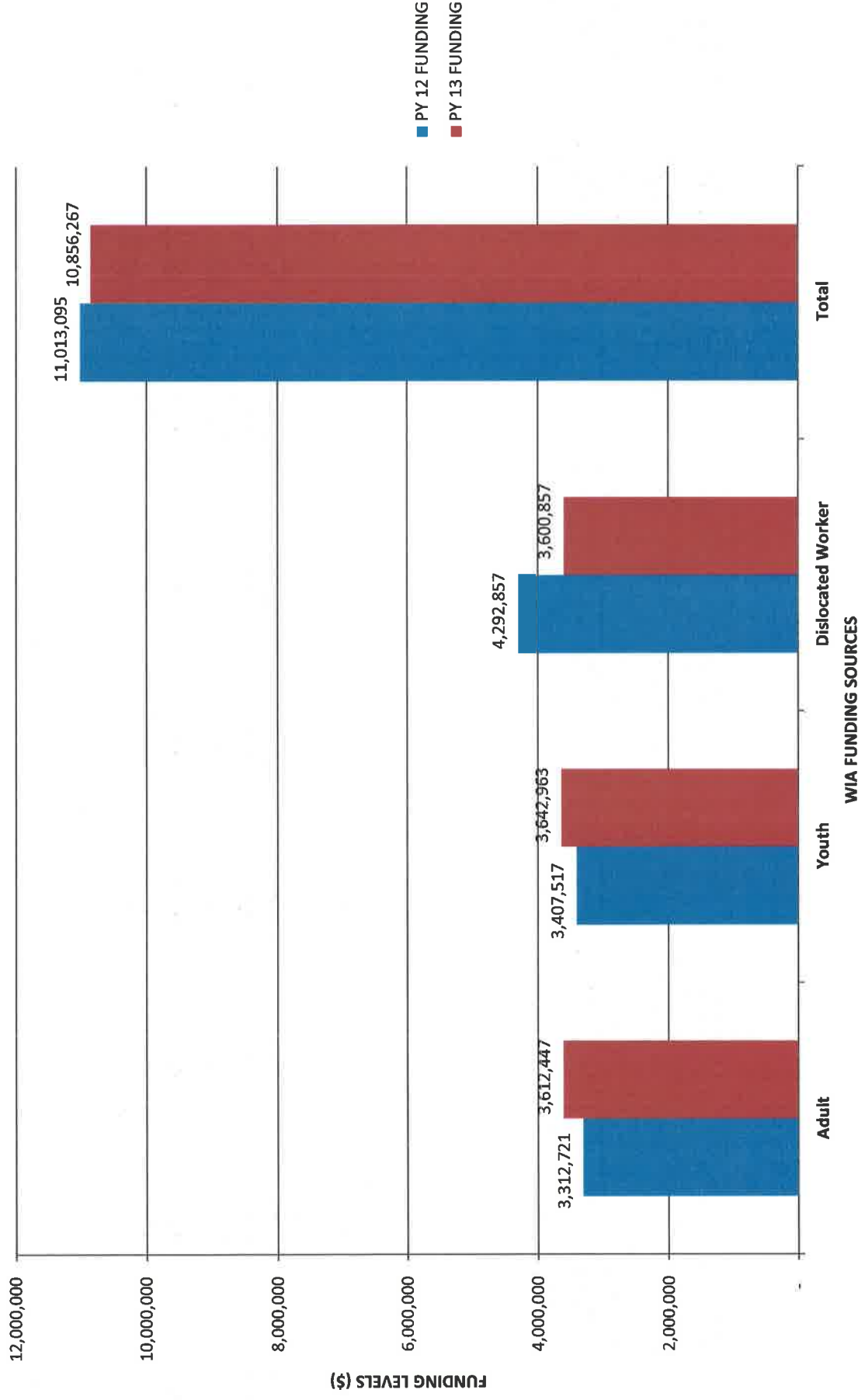


Supply Chain: Distribution Services

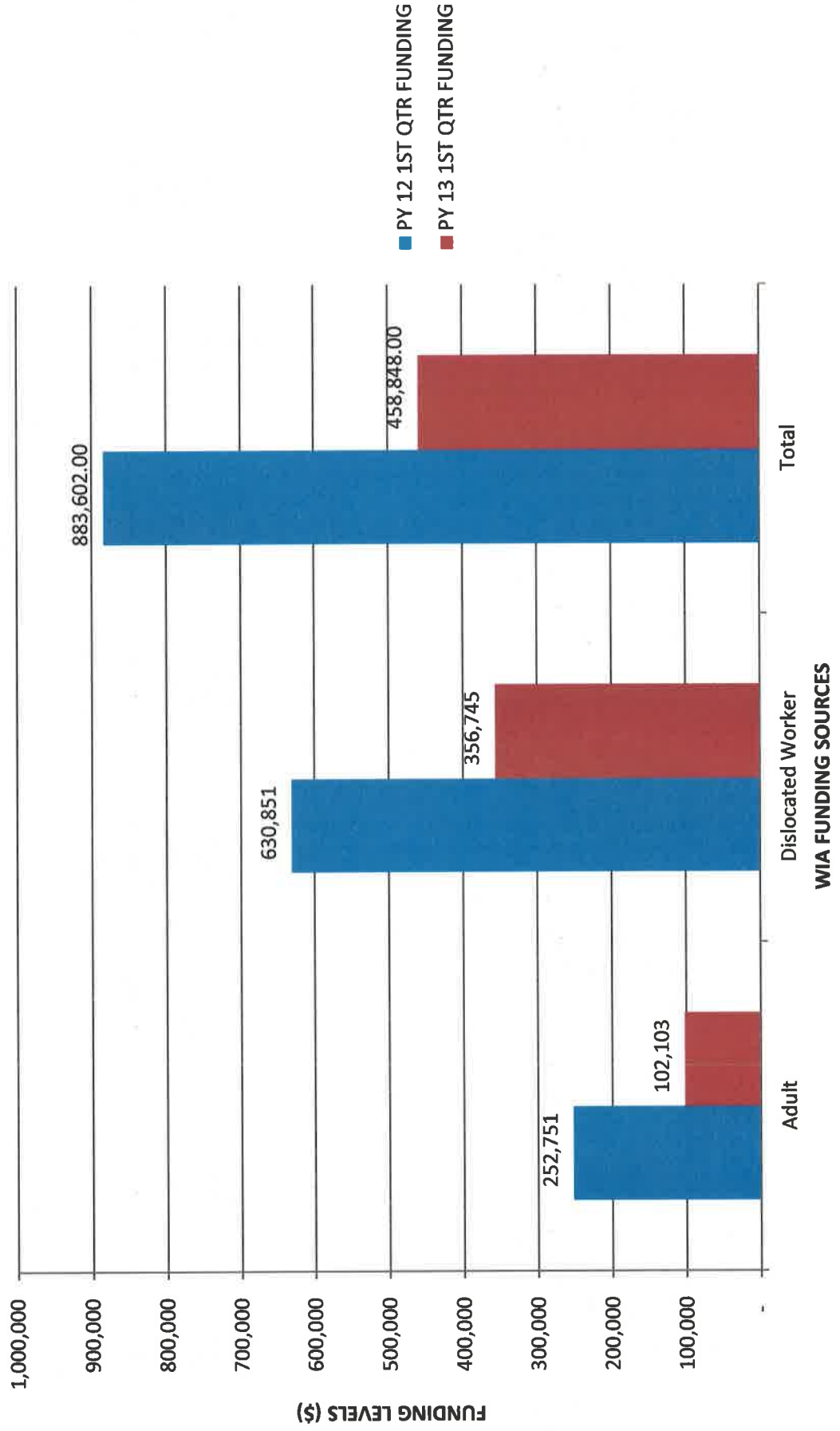
Top Employers



ARWB WIA FULL YEAR FUNDING **(WITH 5% SEQUESTRATION CUTS AND .2% RESCISSION)** **FOR PY 12 & PY 13**



IMPACT OF 5% SEQUESTRATION CUTS AND .2% RESCISSION **WIA FUNDING FOR 1ST QUARTER** **PY 12 & PY 13**



Governor's Office of Workforce Development

PY 2013

Adult Allocations

| WIA Local Areas | PY 2011 Rev. Shares FACTORS | PY 2012 Rev. Shares FACTORS | Hold Harmless PY 2011/2012 Factors Avg. | PY 2013 Allocation Factors | REVISED SHARES | SEQUESTRATION | | | | | % Change |
|-----------------------|-----------------------------------|-----------------------------------|---|----------------------------------|-------------------|--------------------------|--------------|--------------|--------------------------------|--------------------------------|--------------------------|
| | | | | | | LWIA's Factor Weights | Base | Advance | PY 2012 Adult Allocation | PY 2013 Adult Allocation | PY 2013 /2012 Diff |
| Northwest Georgia | 0.08313971 | 0.08326401 | 0.07488167 | 0.083369096 | 0.0860637 | | \$55,969 | \$1,924,225 | \$1,902,185 | 78008 | 4.10% |
| Georgia Mountains | 0.04989643 | 0.05004848 | 0.04497521 | 0.054098114 | 0.05209725 | | \$33,880 | \$1,164,798 | \$1,143,369 | 55309 | 4.84% |
| City of Atlanta | 0.08357710 | 0.07825985 | 0.07282663 | 0.055611876 | 0.07282663 | | \$47,360 | \$1,628,268 | \$1,787,864 | -112235 | -6.28% |
| Cobb County | 0.05504870 | 0.05738964 | 0.05059725 | 0.060540691 | 0.05830154 | | \$37,915 | \$1,303,514 | \$1,311,079 | 30350 | 2.31% |
| DeKalb County | 0.07609363 | 0.072333587 | 0.06679328 | 0.077526148 | 0.07465877 | | \$48,552 | \$1,669,232 | \$1,652,529 | 65255 | 3.95% |
| Fulton County | 0.04220897 | 0.04631754 | 0.03983693 | 0.043216237 | 0.04161785 | | \$27,065 | \$930,498 | \$1,058,135 | -100572 | -9.50% |
| Atlanta Regional | 0.13859121 | 0.14500715 | 0.12761926 | 0.163035137 | 0.15700514 | | \$102,103 | \$3,510,344 | \$3,312,721 | 299726 | 9.05% |
| West Central Georgia | 0.04945263 | 0.05001072 | 0.04475851 | 0.053662067 | 0.05167732 | | \$33,607 | \$1,155,409 | \$1,142,506 | 46510 | 4.07% |
| Northeast Georgia | 0.05157931 | 0.05315487 | 0.04713036 | 0.056622661 | 0.05452842 | | \$35,461 | \$1,219,154 | \$1,214,335 | 40280 | 3.32% |
| Macon-Bibb | 0.02179674 | 0.02061605 | 0.01908576 | 0.018921636 | 0.01908576 | | \$12,412 | \$426,722 | \$470,978 | -31844 | -6.76% |
| Middle Georgia | 0.03170687 | 0.03364315 | 0.02940751 | 0.035002415 | 0.03370782 | | \$21,921 | \$753,644 | \$768,585 | 6980 | 0.91% |
| Richmond-Burke | 0.03464037 | 0.03262451 | 0.0302692 | 0.028665251 | 0.0302692 | | \$19,685 | \$676,763 | \$745,314 | -48866 | -6.56% |
| East Central Georgia | 0.02774841 | 0.02594644 | 0.02416268 | 0.025700552 | 0.02474999 | | \$16,095 | \$553,364 | \$592,752 | -23293 | -3.93% |
| City of Columbus | 0.03068030 | 0.02896154 | 0.02683863 | 0.027130458 | 0.02683863 | | \$17,454 | \$600,066 | \$661,633 | -44113 | -6.67% |
| River Valley | 0.01687401 | 0.01585654 | 0.01472875 | 0.016372385 | 0.01576684 | | \$10,253 | \$352,517 | \$362,246 | 525 | 0.14% |
| Heart of Georgia | 0.05242880 | 0.04888627 | 0.04559176 | 0.043148989 | 0.04559176 | | \$29,649 | \$1,019,348 | \$1,116,818 | -67821 | -6.07% |
| Southwest Georgia | 0.05601142 | 0.05222685 | 0.04870722 | 0.042753749 | 0.04870722 | | \$31,675 | \$1,089,003 | \$1,193,134 | -72456 | -6.07% |
| Southern Georgia 18/1 | 0.04568048 | 0.04719107 | 0.04719107 | 0.048629187 | 0.04719107 | | \$30,689 | \$1,055,105 | \$1,078,090 | 7704 | 0.71% |
| Coastal Georgia | 0.05284500 | 0.05825945 | 0.049997 | 0.061592931 | 0.05931486 | | \$38,574 | \$1,326,170 | \$1,330,950 | 33794 | 2.54% |
| | 1.00000009 | 1.00000000 | 0.900000004 | 0.999999958 | 1.00000000 | | \$23,008,463 | \$22,358,144 | \$22,845,223 | 163240 | 0.0071 |

*Manual override for the merging of 18/19 merged final weights

for 18 and 19. Final hold harmless checks are for 90%

18 and 19 PY 12 allocations- \$970,281

| | PY 13 Sequestration | | PY 12 | | Difference |
|--|---------------------|-----|--------------|--------------|------------|
| | State Allotment | | | | |
| | \$24,219,435 | 95% | \$23,534,890 | \$24,047,603 | \$171,832 |
| | | 95% | | 0.95 | |
| | \$23,008,463 | | \$22,358,146 | \$22,845,223 | \$163,240 |
| | \$23,008,463 | | \$22,358,144 | \$22,845,223 | \$163,240 |

Governor's Office of Workforce Development
PY 2013
Youth Allocations

| WIA Local Areas | PY 2011 Rev. Shares FACTORS | PY 2012 Rev. Shares FACTORS | Hold Harmles. PY 2011/2012 Factors Avg. | PY 2013 Allocation Factors | REVISED SHARES | VERIFY OF 90% | SEQUESTRATION | | | |
|------------------------|-----------------------------------|-----------------------------------|---|----------------------------------|-------------------|-------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------|
| | | | | | | | PY 2013 Youth Allocation | PY 2012 Youth Allocation | PY 2013 /2012 Difference | Percentage Change % |
| | | | | | | | | | | |
| | | | | LWIAs' Factor Weights | | | | | | |
| Northwest Georgia | 0.07853740 | 0.07980152 | 0.07125251 | 0.08586472 | 0.08260852 | 0.08260852 | \$1,947,773 | \$1,898,639 | \$49,134 | 2.59% |
| Georgia Mountains | 0.04833979 | 0.04924529 | 0.04391329 | 0.05237666 | 0.05039041 | 0.05039041 | \$1,190,748 | \$1,171,645 | \$19,103 | 1.63% |
| City of Atlanta | 0.08784257 | 0.07905831 | 0.07510540 | 0.06055105 | 0.07510540 | 0.07510540 | \$1,828,363 | \$1,995,275 | -\$166,912 | -8.37% |
| Cobb County | 0.05317051 | 0.05634951 | 0.04928401 | 0.05883677 | 0.05660553 | 0.05660553 | \$1,327,153 | \$1,340,669 | -\$13,516 | -1.01% |
| DeKalb County | 0.07619187 | 0.07489805 | 0.06799046 | 0.07594071 | 0.07306085 | 0.07306085 | \$1,743,764 | \$1,781,975 | -\$38,211 | -2.14% |
| Fulton County | 0.03991354 | 0.04463290 | 0.03804590 | 0.04197904 | 0.04038709 | 0.04038709 | \$987,797 | \$1,061,906 | -\$74,109 | -6.98% |
| Atlanta Regional | 0.13464655 | 0.14322101 | 0.12504040 | 0.15969003 | 0.15363419 | 0.15363419 | \$3,642,963 | \$3,407,517 | \$235,446 | 6.91% |
| West Central Georgia | 0.04889311 | 0.05025708 | 0.04461759 | 0.05348393 | 0.05145568 | 0.05145568 | \$1,204,240 | \$1,195,717 | \$8,523 | 0.71% |
| Northeast Georgia | 0.05866331 | 0.06152443 | 0.05408448 | 0.06372802 | 0.06131129 | 0.06131129 | \$1,463,334 | \$1,463,790 | -\$456 | -0.03% |
| Macon-Bibb | 0.02123805 | 0.01911425 | 0.01815854 | 0.02155795 | 0.02074042 | 0.02074042 | \$471,150 | \$486,523 | -\$15,373 | -3.16% |
| Middle Georgia | 0.03022964 | 0.03263038 | 0.02828701 | 0.03347260 | 0.03220323 | 0.03220323 | \$768,604 | \$776,343 | -\$7,739 | -1.00% |
| Richmond-Burke | 0.03391246 | 0.03052121 | 0.02899515 | 0.02643835 | 0.02899515 | 0.02899515 | \$727,836 | \$771,937 | -\$44,101 | -5.71% |
| East Central Georgia | 0.02743877 | 0.02469489 | 0.02346015 | 0.02388782 | 0.02346015 | 0.02346015 | \$583,797 | \$619,417 | -\$35,620 | -5.75% |
| City of Columbus | 0.03073062 | 0.02765756 | 0.02827468 | 0.02656729 | 0.02627468 | 0.02627468 | \$662,906 | \$701,243 | -\$38,337 | -5.47% |
| River Valley | 0.01624421 | 0.01461979 | 0.01388880 | 0.01607093 | 0.01546148 | 0.01546148 | \$345,156 | \$368,099 | -\$22,943 | -6.23% |
| Heart of Georgia | 0.05149922 | 0.04634930 | 0.04403183 | 0.03921393 | 0.04403183 | 0.04403183 | \$1,062,854 | \$1,162,459 | -\$99,605 | -8.57% |
| Southwest Georgia | 0.05967137 | 0.05370423 | 0.05101902 | 0.04262095 | 0.05101902 | 0.05101902 | \$1,229,619 | \$1,346,948 | -\$117,329 | -8.71% |
| Southern Georgia 18/19 | 0.04579615 | 0.04809459 | 0.04225083 | 0.04954140 | 0.04766267 | 0.04766267 | \$1,137,578 | \$1,144,268 | -\$6,690 | -0.58% |
| Coastal Georgia | 0.05704086 | 0.06362570 | 0.05429995 | 0.06817787 | 0.06559240 | 0.06559240 | \$1,541,645 | \$1,513,783 | \$27,862 | 1.84% |
| | | | | | | | | | | |
| TOTAL | 1.00000000 | 1.00000000 | 0.90000000 | 1.00000000 | 0.99999999 | 0.99999999 | \$23,867,280 | \$24,208,153 | -\$340,873 | -1.41% |

Governor's Office of Workforce Development
PY 2013

Dislocated Worker Allocations

| WIA Local Areas | Unemployment Data | Unemployment Concentration | Mass Layoff Data | Declining Industries | Farmers/Ranchers | Long-term Unemployed | Manufacture | Wholesale Trd. | PY 2011 Enrollments | PY 13 Allocation Factors | PY 13 Dislocated Worker Allocations | Base | Advance | PY 12 Dislocated Worker Allocations | PY 13/ PY 12 Difference | % Change |
|----------------------|-------------------|----------------------------|------------------|----------------------|------------------|----------------------|-------------|----------------|---------------------|--------------------------|-------------------------------------|-------------|--------------|-------------------------------------|-------------------------|----------|
| | 0.40000000 | 0.05000000 | 0.10000000 | 0.10000000 | 0.02500000 | 0.02500000 | 0.10000000 | 0.10000000 | 0.10000000 | LWMA Factor Weights | | | | | | |
| Northwest Georgia | 5.3390462% | 0.4473355% | 1.3340539% | 0.1752634% | 0.1758037% | 0.1922862% | 1.5821811% | 0.6292209% | 0.9941588% | 11.1653612% | \$2,650,854 | \$263,606 | \$2,388,048 | \$2,848,369 | -\$197,715 | -6.94% |
| Georgia Mountains | 2.4851851% | 0.2604304% | 0.6238052% | 0.5852374% | 0.2384568% | 0.1186806% | 0.9268418% | 0.5186401% | 0.4187773% | 6.2832351% | \$1,491,104 | \$147,727 | \$1,343,377 | \$1,603,558 | -\$112,453 | -7.01% |
| City of Atlanta | 1.2083991% | 0.2350004% | 0.3862274% | 0.9020067% | 0.0282190% | 0.2725085% | 0.8914815% | 1.1047623% | 0.3424476% | 5.1443045% | \$1,220,819 | \$120,949 | \$1,099,870 | \$1,268,561 | -\$47,742 | -3.76% |
| Cobb County | 2.0230755% | 0.3548838% | 0.5058143% | 1.1030923% | 0.0356154% | 0.1771093% | 0.5046872% | 0.7194100% | 0.5591455% | 5.9786433% | \$1,419,129 | \$140,556 | \$1,278,572 | \$1,526,146 | -\$107,018 | -7.01% |
| DeKalb County | 2.6587809% | 0.3952777% | 0.6567184% | 0.5743253% | 0.0261695% | 0.2132488% | 0.3383202% | 0.6193584% | 1.1176002% | 6.8075237% | \$1,568,063 | \$155,351 | \$1,412,711 | \$1,686,832 | -\$121,769 | -7.21% |
| Fulton County | 2.0498999% | 0.2755721% | 0.4473568% | 0.9020067% | 0.0411219% | 0.0077887% | 0.8914815% | 1.1047623% | 0.7585702% | 6.2763701% | \$1,489,475 | \$147,565 | \$1,341,910 | \$1,635,421 | -\$143,546 | -8.81% |
| Atlanta Regional | 5.4867045% | 0.5391325% | 1.4668667% | 1.8513762% | 0.1054822% | 0.2724374% | 1.1388658% | 1.7839009% | 1.3282654% | 15.1733404% | \$3,600,857 | \$355,745 | \$3,244,112 | \$3,930,652 | -\$323,795 | -8.39% |
| West Central Georgia | 2.5939228% | 0.2623805% | 0.6485236% | 0.3654230% | 0.0885586% | 0.1761606% | 0.7281900% | 0.3900095% | 0.6702847% | 6.5851841% | \$1,582,763 | \$154,826 | \$1,427,937 | \$1,663,718 | -\$100,955 | -6.07% |
| Northeast Georgia | 2.2442894% | 0.2874561% | 0.5510859% | 0.5010101% | 0.1836646% | 0.3065878% | 0.8251042% | 0.4481702% | 0.8262883% | 5.8276129% | \$1,382,978 | \$137,015 | \$1,245,964 | \$1,450,941 | -\$67,963 | -4.68% |
| Macon-Bibb | 0.6367142% | 0.0838065% | 0.1591475% | 0.122168% | 0.0165195% | 0.0441525% | 0.1410797% | 0.2362883% | 0.0988841% | 1.5376152% | \$364,947 | \$36,156 | \$328,791 | \$390,425 | -\$25,477 | -6.53% |
| Middle Georgia | 1.2324824% | 0.1632840% | 0.3080570% | 0.2936566% | 0.1329137% | 0.0490121% | 0.2470963% | 0.2058877% | 0.2694452% | 2.8954376% | \$686,823 | \$69,016 | \$627,807 | \$769,618 | -\$72,995 | -9.48% |
| Richmond-Burke | 0.8900237% | 0.1157647% | 0.2475485% | 0.2417712% | 0.0225817% | 0.0546061% | 0.2120606% | 0.1847756% | 0.0968941% | 2.2387118% | \$531,279 | \$52,835 | \$478,444 | \$571,383 | -\$40,104 | -7.02% |
| East Central Georgia | 1.2031451% | 0.1212860% | 0.3007610% | 0.2417712% | 0.0225817% | 0.0546061% | 0.2120606% | 0.1847756% | 0.0968941% | 2.2387118% | \$531,279 | \$52,835 | \$478,444 | \$571,383 | -\$40,104 | -7.02% |
| City of Columbus | 1.0536195% | 0.1181771% | 0.2633730% | 0.2494835% | 0.0526832% | 0.0596466% | 0.1922092% | 0.2355703% | 0.0650985% | 2.2989350% | \$605,839 | \$60,032 | \$545,807 | \$657,859 | -\$51,919 | -7.89% |
| River Valley | 0.6071876% | 0.0596262% | 0.1518417% | 0.0599433% | 0.1187886% | 0.0307719% | 0.1280708% | 0.0713218% | 0.1008760% | 1.3284090% | \$315,251 | \$31,233 | \$284,018 | \$348,120 | -\$32,859 | -9.44% |
| Heart of Georgia | 1.9741800% | 0.1646286% | 0.4935160% | 0.2171757% | 0.3059895% | 0.0823137% | 0.3262816% | 0.2193373% | 0.2358076% | 4.0170281% | \$953,300 | \$94,445 | \$858,854 | \$1,041,157 | -\$87,857 | -8.44% |
| Southwest Georgia | 1.5334895% | 0.1738532% | 0.3833181% | 0.2833723% | 0.3508497% | 0.0940419% | 0.3935077% | 0.3167468% | 0.4632333% | 3.9887125% | \$946,580 | \$93,780 | \$852,800 | \$1,048,733 | -\$102,153 | -9.74% |
| Southern Georgia/018 | 2.105195% | 0.2068086% | 0.5358627% | 0.3095901% | 0.3302382% | 0.0988230% | 0.3872877% | 0.3631464% | 0.3942125% | 4.7552292% | \$1,128,041 | \$111,754 | \$1,016,287 | \$1,236,039 | -\$108,027 | -8.74% |
| Coastal Georgia | 2.1671755% | 0.3139374% | 0.5417352% | 0.5906981% | 0.0939641% | 0.1654595% | 0.552784% | 0.6057257% | 0.2694452% | 5.3005168% | \$1,357,881 | \$124,622 | \$1,233,259 | \$1,352,548 | -\$54,657 | -7.00% |
| Totals | 46.0000000% | 5.0000000% | 10.0000000% | 10.0000000% | 2.5000000% | 2.5000000% | 10.0000000% | 10.0000000% | 10.0000000% | 100.000000% | \$23,731,472 | \$2,351,128 | \$21,380,344 | \$25,621,405 | -\$1,889,933 | -7.38% |

| | PY 13 | PY 12 | Difference |
|------------------------|--------------|--------------|----------------|
| State Allocation | \$33,902,103 | \$35,619,541 | \$ (2,717,438) |
| Local Area Share | 70% | 70% | - |
| Local Area Allocations | \$23,731,472 | \$25,533,679 | \$ (1,902,206) |
| Total Allocations | \$23,731,472 | \$25,621,405 | \$ (1,889,933) |
| Difference | \$0 | \$12,274 | -\$12,274 |

| | | | | |
|-----------------|----------------------|------------|---------------|----------------------------|
| Insured | Declining Industries | 10.0% | Manufacture | 10.0% |
| Unemployment : | 40.0% | Industries | 10.0% | Manufacture |
| Unemployment | Farmers/ Ranchers | 10.0% | Enrollments : | 10.0% |
| Concentration : | 5.0% | Ranchers | 2.5% | Retail and Wholesale Trd : |
| | | | | 10.0% |

Weights as assigned in the original formula. This original formula adds three additional factors to the required six factors and uses the weights determined at some point earlier by the GDOL.

January 2011 - December 2012

[illegible]



STATE OF GEORGIA
GOVERNOR'S OFFICE OF WORKFORCE DEVELOPMENT
ATLANTA 30334-0900

Nathan Deal
GOVERNOR

Blake Ashbee
INTERIM EXECUTIVE DIRECTOR

LWIA PY13 Allocations Conference Call Summary

Allocations Methodology

Adult and Youth funds allocated based on formula set by law. The three factors are Area of Substantial Unemployment (ASU), Excess Unemployment, and Lower Level Standard Income Level (LLSIL). The ASU and Excess Unemployment were calculated with 24 months of data retrieved from GDOL. The LLSIL is provided by USDOL. PY 13 factors were ratably changed to include the Hold Harmless provisions to arrive at the PY 13 Allocation amounts. Adult funds are obligated in two payments- Base Funds on July 1 and Advance Funds on Oct 1. Because sequestration cuts had to be implemented into current fiscal year, all of the cuts occurred in the base funds.

Dislocated Worker funds were dispersed using the same factors and weights as in previous years. There was a change made to the actual definition of the factors. Under advisement by USDOL, we extended the time frame for most factors from six months to 24 months (which matches the time frame of Adult and Youth funds). Dislocated Worker funds are obligated in Base and Advance payments.

Strategies and Best Practices

1) Transfers:

Per WIA, LWIAs are allowed to transfer up to 30% of funds between Adult and Dislocated Worker funding streams. GOWD currently has a waiver (through June 30 2013) which allows LWIAs to transfer up to 50% of funds. GOWD has submitted an application for extension of this waiver, and it is pending approval from USDOL.

GOWD is also aware of TEG 27-12, in which USDOL announced it would consider waivers of up to 75% for states that had a justifiable and documented need to extend this waiver. GOWD is asking any local area that may have need for this expansion to please contact Kate Russell so that GOWD can determine if there is an interest or feasibility in applying for this waiver.



Transfer Request Process: Per the GOWD Policy and Procedures Guide (p. 68) LWIAs must submit a letter to GOWD requesting the transfer. This request should identify the two funding streams being impacted and the amount being requested. If the transfer will only impact the programmatic funds, this should also be clearly identified in the request. This request must also include a narrative statement that documents the need for the transfer. This request should be data-driven. The letter must be signed by the fiscal agent and the LWIB Chair. These requests will be reviewed and approved by the GOWD Executive Director and financial staff. GOWD will do its best to expedite the review and approval process of these requests.

2) Waiting Lists

GOWD appreciates Director Mary Margaret Garrett of LWIA 7 for sharing her best practice. LWIA 7 established a waiting list in late April for new enrollments to allow for funds to cover summer and fall semester tuition for currently enrolled participants. For other areas interested in establishing waiting lists, GOWD is happy to provide technical assistance in developing language to use. As a reminder, all waiting lists must also follow priority of service guidelines. For Georgia, this includes veterans, veteran spouses, and low-income individuals.

3) Carryover Funds and Release of Unneeded Obligations

GOWD strongly encourages every LWIA to look at all potential carryover funding options that they may have going into PY13. Up to 20% of PY12 programmatic funds may be carried over into PY13. WIA has no limitations on the carryover of administrative funds. Each LWIA should evaluate their financials to ensure that they are following FIFO (first in, first out) and making sure that the oldest money is being utilized prior to newer funds.

GOWD also encourages LWIAs to look at ITAs to try and identify funds that may no longer be needed by these participants. Releasing excess funds held under ITAs may free up additional funds to assist other participants.

4) Recapture and Reallocation of Funds

At the end of the first year of availability, LWIAs are expected to have expended or obligated (per definition of obligation found in 20 CFR 660.300) 80% of their programmatic funds. Any amount under 80% may be recaptured by GOWD, allowing the LWIA to carryover up to 20% into year 2. GOWD plans to exercise this recapture right at the end of year one. GOWD will begin evaluating funds eligible for recapture in early August.



GOWD is aware that recapture may adversely affect areas. GOWD is going to make recapture waiver applications available to all LWIAs who may have carryover in excess of the 20%. Waiver criteria and applications will be made available by May 24th. Waivers will be considered only for programmatic costs, and only for participants who are currently enrolled in training and/or other services.

At the end of the second year of LWIA availability, funds not expended by the LWIA will be recaptured by GOWD. GOWD will not know the amount of these recaptured funds until early August, and these funds most likely will not be available until late September to early October. LWIAs should not anticipate these funds being made available for the first quarter of PY13.

5) GOWD Emergency Rapid Response Funds

GOWD is aware of the burden that the base funding cuts place on all LWIAs. Therefore, GOWD is setting up a \$500,000 Rapid Response fund to provide relief funds to LWIAs. The award of these funds will be application-based and specific criteria will have to be met to qualify for these funds. At this time, GOWD has not determined if these funds will be available for transfer between dislocated worker and adult funding streams. These details will be made available in the grant application criteria. These will be made available to LWIAs by May 24th. Grant applications will only be considered for programmatic costs, and only for participants who are currently enrolled in training and/or other services.

6) Reminders & Announcements

GOWD has recently been made aware of issues that some LWIAs are having with TCSG schools failing to invoice the LWIA for participant tuition within a timely fashion. These delays may result in expired period of availability for funds, or other concerns. If an LWIA is having problems of this nature, please contact GOWD with the name of the school and GOWD will work with TCSG to resolve these issues.

Please remember that an LWIA cannot use FY14 (Oct 1 advance funds) to pay for expenditures that were incurred prior to Oct 1. Per Federal regulations, funds cannot be used before they are made available for Federal obligation. Please be very careful when making payments of invoices and expenses incurred prior to October 1.



Proposed Agenda ARWB Meeting • Thursday, October 24, 2013 • 11:30 a.m.

Loudermilk Center, 40 Courtland Street, NE, Level B

Kerry Armstrong and Randy Hayes, Co-Chairs

Meeting Purpose

- Update and inform on entrepreneurial Workforce Solutions programs that improve the economic life of the region with the ARWB providing oversight on budget and action items for approval

Welcome New Members

- Lee Hunter, Regional Economic Coordinator, GA Dept of Labor
- Randy Jenkins, Regional Director, Dept of Family & Children Services

Presentations: Fayette Spotlight

- Presentation by David Bergmann, NAECO President, on OJT partnership in Fayette County
- Presentation by Janet Winkler, Executive Director, Continuing Education, Clayton State University and Lisa Collins, Career, Technical and Agricultural Education (CTAE) Coordinator, Fayette County Schools

ARWB Discussion and Action Items

- Consent agenda, Approval of May 29, 2013 Meeting Minutes
- Review of ARWB Member Survey
- Discussion and Approval of ARWB By Laws, CEO/WIB agreement
- Approval of Proposal for Ex-offender Programs at two transitional centers in Buford/Gwinnett and Clayton counties (selected by GOWD) (Proposal reviewed/Handout at meeting)
- Review and Approval of Recommendations from the Youth Council including funds for Special Projects
- Review and Approval of Revenues and Obligations to include new Rapid Response funds, Recaptured funds, transfer of funds from dislocated worker to adults, Approval of Charter Extension for ARWB One-Stops

Brief Updates

- Results of Government Shutdown on Funding and Services
- Overview of GA Workforce Leadership Assoc Mtg/State Data/Finance System—Geographic System Updates
- Overview of 4th quarter performance
- Early results of GOWD Monitoring (beginning Oct 21st)
- ARWB-CEO and CEO Agreement changes resulting from House Bill 393
- Update from the Georgia Workforce Investment Board Sept 26th Meeting
- Selection of Mary Margaret Garrett to the GA Workforce Investment Board Communication Committee (met Sept 26th) - overview of discussions
- ARWB Local Plan Schedule - Plan due January 2014

NEXT MEETING: Dec 3rd, Annual ARWB Meeting/Customer Recognition Luncheon at Maggiano's Buckhead

ARC COMMITTEE MEETING FOLLOW-UP

ATLANTA REGIONAL WORKFORCE BOARD

October 24, 2013 Meeting Notes

Members Present

Ms. Diane Adoma – Ad hoc
Ms. Henrietta Archie
Mr. Kerry Armstrong
Ms. Cheryl Board
Mr. Benny Carter
Mr. Randy Hayes
Ms. Lee Hunter
Mr. James Jackson
Mr. Randy Jenkins
Ms. Julie Keeton Arnold

Ms. Cheri Mattox
Mr. Chris Moder
Ms. Lisa Phillips
Ms. Julie Post
Mr. Mark Rowe
Mr. Mohammad Saleem
Mr. Pete Snell
Mr. Ron Shipman
Ms. Angela Thomas-Anderson
Commissioner Jeff Turner
Ms. Janet Winkler

Members Absent

Mr. Eddie Ausband
Ms. Sonia Carruthers
Mayor Eric Dial
Mr. Phil Eberly
Ms. Marcella Hardin
Mr. Craig Hudson

Ms. Maureen Kelly
Mr. Shaun McGraw
Mr. Lindsay Martin
Mr. Gene O'Kelley
Mr. Frederick Perry – Ad hoc
Ms. Karen Rene

Guests

Mr. David Bergmann, President, NAECO
Mr. Paul Post, Director of Materials, NAECO
Ms. Lisa Collins, Career, Technical and Agricultural Educ. Coordinator, Fayette County Schools
Ms. Kim Learnard, Peachtree City Councilwoman
Mr. Matt Forshee, President/CEO, Fayette County Development Authority
Ms. Emily Poole, Manager, Business Retention/Expansion, Fayette County Dev. Authority
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch Manager
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch Manager
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch Manager
Ms. Melrobin Cothran, GA Dept. of Labor

ARC Board Co-Chair, Randy Hayes, called the Board Meeting to order at 12:00 p.m.

1. Mr. Kerry Armstrong made the following motion:

MOTION: To approve the minutes of the May 29, 2013 meeting.

The motion was seconded by Janet Winkler and unanimously approved.

2. Mr. Chris Moder made the following motion:

MOTION: To approve changes to the ARWB By-Laws for compliance with provisions of House Bill 393 (Pgs. 12-15 of the meeting packet) as recommended by the Executive Committee.

The motion was seconded by Cheryl Board and unanimously approved.

3. Mr. Ron Shipman made the following motion:

MOTION: To approve the proposal for Ex-offender Programs at two transitional centers in Gwinnett and Clayton counties to be submitted as written to the Governor's Office of Workforce Development (GOWD).

The motion was seconded by Mohammad Saleem and unanimously approved.

4. Mr. Benny Carter made the following motion:

MOTION: To approve the Youth Council's September 18, 2013 meeting recommendation for increased funding for projects with current youth providers to address high school dropout rates (Pgs. 24-27 of meeting packet) as recommended by the Executive Committee.

The motion was seconded by Randy Jenkins and unanimously approved.

5. Ms. Janet Winkler made the following motion:

MOTION: To approve the PY 2013 Total Revenues and Obligations and approval of the charter extensions of the ARWB One-Stops and satellites (outlined on Pg. 23 of the meeting packet) as recommended by the Executive Committee.

The motion was seconded by Ron Shipman and unanimously approved.

The meeting was adjourned at 1:05 p.m.

Next Board meeting: December 3, 2013 - ARWB Meeting and Annual Customer Recognition Luncheon, Maggiano's Buckhead





MEMORANDUM

DATE: October 17, 2013

TO: Atlanta Regional Workforce Board

FROM: Mary Margaret Garrett

RE: **ARWB Board Meeting**

Please mark your calendars for the next meeting of the Atlanta Regional Workforce Board scheduled for **Thursday, October 24th at 11:30 a.m.** in the **Level B Paul Duke Room** at the Loudermilk Center/Atlanta Regional Commission, 40 Courtland Street.

The Executive Committee will meet at 10:30 a.m. in the Level C Executive Conference Room.

To order a sufficient number of lunches, please call Debbie Lanham at 404.463.3326 or dlanham@atlantaregional.com to confirm your attendance as soon as possible.

I look forward to seeing you there.

C: Commissioners Buzz Ahrens, Jeff Turner, Steve Brown, Tommy Smith, Charlotte Nash, Richard Oden and Tom Worthan



Proposed Agenda ARWB Meeting • Thursday, October 24, 2013 • 11:30 a.m.
Loudermilk Center, 40 Courtland Street, NE, Level B
Kerry Armstrong and Randy Hayes, Co-Chairs

Meeting Purpose

- Update and inform on entrepreneurial Workforce Solutions programs that improve the economic life of the region with the ARWB providing oversight on budget and action items for approval

Welcome New Members

- Lee Hunter, Regional Economic Coordinator, GA Dept of Labor
- Randy Jenkins, Regional Director, Dept of Family & Children Services

Presentations: Fayette Spotlight

- Presentation by David Bergmann, NAECO President, on OJT partnership in Fayette County
- Presentation by Janet Winkler, Executive Director, Continuing Education, Clayton State University and Lisa Collins, Career, Technical and Agricultural Education (CTAE) Coordinator, Fayette County Schools

ARWB Discussion and Action Items

- Consent agenda, Approval of May 29, 2013 Meeting Minutes
- Review of ARWB Member Survey
- Discussion and Approval of ARWB By Laws, CEO/WIB agreement
- Approval of Proposal for Ex-offender Programs at two transitional centers in Buford/Gwinnett and Clayton counties (selected by GOWD) (Proposal reviewed/Handout at meeting)
- Review and Approval of Recommendations from the Youth Council including funds for Special Projects
- Review and Approval of Revenues and Obligations to include new Rapid Response funds, Recaptured funds, transfer of funds from dislocated worker to adults, Approval of Charter Extension for ARWB One-Stops

Brief Updates

- Results of Government Shutdown on Funding and Services
- Overview of GA Workforce Leadership Assoc Mtg/State Data/Finance System–Geographic System Updates
- Overview of 4th quarter performance
- Early results of GOWD Monitoring (beginning Oct 21st)
- ARWB-CEO and CEO Agreement changes resulting from House Bill 393
- Update from the Georgia Workforce Investment Board Sept 26th Meeting
- Selection of Mary Margaret Garrett to the GA Workforce Investment Board Communication Committee (met Sept 26th) - overview of discussions
- ARWB Local Plan Schedule - Plan due January 2014

NEXT MEETING: Dec 3rd, Annual ARWB Meeting/Customer Recognition Luncheon at Maggiano's Buckhead

ARC COMMITTEE MEETING FOLLOW-UP

ATLANTA REGIONAL WORKFORCE BOARD WORK SESSION

May 29, 2013 Meeting Notes

Members Present

Ms. Diane Adoma – Ad hoc
Mr. Eddie Ausband
Ms. Henrietta Archie
Mr. Kerry Armstrong
Ms. Cheryl Board
Ms. Sonia Carruthers
Mr. Benny Carter
Mayor Eric Dial
Mr. Randy Hayes
Mr. Craig Hudson
Mr. James Jackson

Ms. Maureen Kelly
Mr. Shaun McGraw
Mr. Lindsay Martin
Mr. Chris Moder
Mr. Gene O’Kelley
Ms. Julie Post
Mr. Mark Rowe
Mr. Pete Snell
Mr. Ron Shipman
Ms. Angela Thomas-Anderson
Ms. Janet Winkler

Members Absent

Ms. Jennifer DeNyse
Mr. Phil Eberly
Ms. Marcella Hardin
Ms. Julie Keeton Arnold
Ms. Cheri Mattox

Ms. Lisa Phillips
Mr. Frederick Perry – Ad hoc
Ms. Karen Rene
Mr. Mohammad Saleem
Commissioner Jeff Turner

Guests

Mr. Emerson Bryan, Deputy Executive Director, Atlanta Regional Commission
Chairman Richard Oden, Rockdale County Commission Chair
Mr. Wendell Dallas, State WIB Chair and Vice President of AGL Resources
Mr. Chuck Meadows, Metro Atlanta Chamber of Commerce
Mr. John Krueger, Georgia Chamber of Commerce
Mr. Asante Bradford, Georgia Dept of Economic Development
Colonel Fred Bryant, Forest Park/Fort Gillem Local Redevelopment Authority
Ms. Amanda Bryant, Douglas County CORE
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch Manager
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch Manager
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch Manager



ARC Board Co-Chair, Kerry Armstrong, called the Board Meeting to order at 9:45 a.m.

1. Mr. Randy Hayes made the following motion:

MOTION: To approve the minutes of the February 28, 2013 meeting.

The motion was seconded by Ron Shipman and unanimously approved.

2. Ms. Angela Thomas-Anderson made the following motion:

MOTION: To approve the Budget and Contractual items recommended by the Youth Council and revisions to the PY12 Revenues and Obligations as shown on pgs. 1, 2 of the meeting packet.

The motion was seconded by Janet Winkler and unanimously approved.
Sonia Carruthers, Cherokee FOCUS, abstained from discussion and voting.

Q: Please explain WE Wages

A: Subsidized employment for youth called Work Experience (WE)

Q: How much is the WE subsidy?

A: Minimum wage

3. Ms. Angela Thomas-Anderson made the following motion:

MOTION: To approve the PY 13/14 total revenues and full-year obligations and contractual items including all ARC/WFD operations, CRC and Mobile Unit operations, ITA accounts, OJT and subgrantee (contract) services from July 1, 2013 through June 30, 2014, which incorporates the Youth Council recommendations for Youth Provider Contract Services and approves the continuation of services and funding for one-stop operators and other non-youth funded subgrantees as detailed in the PY 13 Total Revenues and Full-Year Obligations packet.

The motion was seconded by Chris Moder and unanimously approved.
Sonia Carruthers, Cherokee FOCUS, abstained from discussion and voting.

Q: Please explain line item, Future RFP or other Specific Projects, \$200,000

A: Budgeted for a specific drop-out reduction project

Q: Why the large reduction in support funds?

A: Due to the removal of meals and transportation support. All other WIBs in the metro area do not offer meals and transportation support.

Q: Does ARWB have to approve youth providers that were recently selected through RFP?

A: Approval of the PY 13 Budget includes approval of youth provider contracts as shown in the PY 13 Total Revenues and Full-Year Obligations packet.



4. Mr. Chris Moder made the following motion:

MOTION: To approve revisions to the ARWB By-Laws for compliance with provisions of House Bill 393.

The motion was seconded by Julie Post and unanimously approved.

Q: When will the new terms limitation affect current ARWB Co-chairs' term?

A: We are awaiting response from GOWD of when this would go into effect.

5. Mr. Ron Shipman made the following motion:

MOTION: To approve the \$12.00 per hour minimum wage for OJT and Customized Training policies to comply with current WIA performance standards.

The motion was seconded by Janet Winkler and unanimously approved.

6. Mr. Benny Carter made the following motion:

MOTION: To approve the added clauses to the ARWB Support Policy for periods of limited funding as shown in meeting hand-out.

The motion was seconded by Chris Moder and unanimously approved.

Brief Reviews

Mary Margaret Garrett gave an update on changes at the Governor's Office of Workforce Development and reviewed changes that affect ARWB By-Laws as a result from the passage of House Bill 393. Kerry Armstrong noted that the genesis of the ARWB Work Session was due to these changes.

Mary Margaret explained the funding chart showing the 5% sequestration cuts and the .2% rescission. New WIA enrollments were stopped effective April 22 so that funds remain available for currently enrolled WIA students. Customers are encouraged to continue with their application process so they will be ready to begin training when funding is available October 1st. The State is allowing us to transfer funds as needed and has recommended other WIBs to follow ARC's best practices.

A panel discussion on Increasing the Region's Economic Competitiveness was held with guest speakers Wendell Dallas, State WIB Chair and VP of AGL Resources, John Krueger, Georgia Chamber of Commerce, Lindsay Martin, Project Manager for Existing Industry and Regional Recruitment with the Global Commerce Division, Georgia Department of Economic Development and Asante Bradford, Project Manager, Digital Entertainment/Global Commerce, Division, Georgia Department of Economic Development.



Mr. Chuck Meadows, Metro Atlanta Chamber (MAC) of Commerce Workforce Council, spoke about Growth Trends for Metro Atlanta and findings shown in the MAC Workforce Trends Report and the analysis of every job opening within targeted strategic industries over a 12-month period.

Colonel Fred Bryant with the Forest Park/Fort Gillem Local Redevelopment Authority talked about Growth Sector/Logistics Strategy Group in the Southern Crescent.

The meeting was adjourned at 1:35 p.m.

Next Board meeting: August 22, 2013





Atlanta Regional Workforce Board

2014 Meeting Schedule

**All meetings are held at the
Atlanta Regional Commission/United Way Loudermilk Center
40 Courtland Street, Atlanta, GA**

| Date | Time | Meeting |
|-------------------|---|--|
| February 27, 2014 | 10:30 - 11:30 a.m. 11:30 – 1:00 pm | Executive Committee Workforce Board Meeting |
| May 22, 2014 | 10:30 - 11:30 a.m. 11:30 – 1:00 pm | Executive Committee Workforce Board Meeting |
| August 28, 2014 | 10:30 - 11:30 a.m. 11:30 – 1:00 pm | Executive Committee Workforce Board Meeting |
| October 23, 2014 | 10:30 - 11:30 a.m. 11:30 – 1:00 pm | Executive Committee Workforce Board Meeting |
| December 2014 | 11:30 – 1:00 pm <i>Date/Location to be announced</i> | Workforce Board Meeting/ Annual Awards Luncheon |



ONE STOP PARTNERS COMMITTEE

2014 Meeting Schedule

**All meetings are held at the
Atlanta Regional Commission/United Way Loudermilk Center
40 Courtland Street, Atlanta, GA**

| Date | Time |
|----------------------------|--|
| Tuesday, January 28, 2014 | 11:30 a.m. – 1:30 p.m. Lunch will be provided |
| Tuesday, April 22, 2014 | 11:30 a.m. – 1:30 p.m. Lunch will be provided |
| Tuesday, July 22, 2014 | 11:30 a.m. – 1:30 p.m. Lunch will be provided |
| Tuesday, November 11, 2014 | 11:30 a.m. – 1:30 p.m. Lunch will be provided |



As agreed upon at the May 29, 2013 ARWB Work Session, a survey was sent to those that attended. Of the 22 ARWB attendees, 10 responded to the survey and those responses are shown below.

| 1. Did you find the ARWB Work Session on Wednesday, May 29th of value to you as a board member? | | |
|---|--|--------------------|
| Answer Options | | Response Count: 10 |
| Yes | | 9 |
| No | | 1 |

| 2. What "lessons" were learned from the work session? | | |
|---|--------------------------|-------------------|
| Answer option was to complete a comment box | | Response Count: 9 |
| | <i>answered question</i> | 9 |
| | <i>skipped question</i> | 1 |

Written Responses:

Good insight into the workings of the ARWB and the programs offered.

Hearing from other members and guests are a big help.

Reinforced existing knowledge of the importance of teamwork.

Leveraging the resources of other education / workforce development organizations is important in "moving the needle" on the related issues we face in Metro Atlanta.

What opportunities are available to our clients, learned about the shortage of funding, and how it will impact the program.

Better understanding role of ARWB in community and jobs.

The need to figure out alignment leveraging the cross-functional State entities.

The strengthening of relationships between the Governor's Office and ARWB is encouraging. Several organizations around the ARWB continue to support employment bolstering efforts.

The State is trying to improve their position among southern States to improve the workforce.

The meeting was the most informative one that I've attended and I did leave with a better understanding of how ARWB ties in to various programs in our respective counties.



3. Were there topics in the discussion that you would like to hear more about at the next ARWB meeting?

Answer option was to complete a comment box

Response Count: 9

answered question 9

skipped question 1

Written Responses:

I would love to hear more of the stories of how our efforts impact society. This provides good feedback on the progress of the work of the board as well as a valuable tool for evaluating the effectiveness of our efforts.

How to go about applying for resources.

Need to widen out and take new workforce into consideration.

The 17 career clusters that have been defined by the K-12 / Georgia Department of Education. It would be helpful to know what the Career Center clients will have gone through in preparing to enter the workforce.

The referral process for the clients we serve, and how more programs can become a part of the ARWB.

Maybe not for next ARWB meeting, however, with the proposed new business board members needed, I recommend a new member orientation on ARWB, goals, visits to one stop centers, etc.

The WHAT, HOW and WHEN of partnering with other State entities.

I would like to be updated on the efforts of the Metro Atlanta Chambers "job review" efforts.

Metro Chamber info on strategic jobs.

4. Do you have any questions or requests for more information that you would like addressed?

Answer option was to complete a comment box

Response Count: 7

answered question 7

skipped question 3

Written Responses:

Immigration reform and the workforce and how are we integrating all types of workers into the new 21st century models.



Possibilities for identifying compatible occupations and gap training that would be needed to facilitate effective transitions between industries, and appropriate ways to expose employees to opportunities in higher growth and wage industries.

Not at this time (5 responses)

5. How would you suggest improving the regular ARWB meetings?

Answer option was to complete a comment box

Response Count: 9

answered question 9

skipped question 1

Written Responses:

As this was only my second meeting, I am still absorbing, however, the meetings seem to flow well and the work seems to be getting accomplished.

I think we have a good format now.

A little more interaction and more engaging.

Continue to bring in a presenter on a topic or member of an organization that could be a valuable resource or partner in meeting the ARWB mission.

I believe the meetings are run very well now.

Depends, do you want it to be an oversight board or a working/strategizing board? I am not sure which way this board wants to go.

Provide a few suggested/recommended partnering actions for the boards' consideration to further discuss and/or implement.

Continue the dialogue....

Make reports easier to read and understand.

6. How can we make your service as an ARWB board member more valuable to you and your community?

Answer option was to complete a comment box

Response Count: 7

answered question 7

skipped question 3



Written Responses:

I gain value for my service by seeing the residents of Douglas and other metro communities being improved and seeing residents gain value and grow. Continued efforts to provide value as a board is the best way to increase the value of my services.

Continue to invite County officials to the meetings.

Would like to work on a committee that I am passionate about.

Determine whether there are specific initiatives that board members could help to address and solicit their assistance. Perhaps there could be a defined (and very short) period of time allocated to opening the discussion to anything that a board member would like to share concerning their organization that could contribute to the ARWB mission.

Helping me understand the shortfalls in Rockdale, and how to improve the programs so that they can become a part of ARWB.

Provide updates on how our board work is impacting the community (newsletter, etc.)

Continue to seek qualified vendors to deliver "superior" services.

7. Are there any special projects, initiatives or collaboration that you think Workforce staff should undertake as a result of the information provided by the guest speakers?

Answer option was to complete a comment box

Response Count: 7

answered question 7

skipped question 3

Written Responses:

Yes, discuss the new communication trends and the HR model. More about cyber space and how the internet is impacting the workforce and discuss in depth the increase in teleworkers and remote jobs.

Utilize lobbying resources of the Georgia Chamber, when determined that it can be helpful. I am intrigued by the possibility of working more closely with Family Connections.

Coming out to do Town Hall Meetings to inform residents more about the programs, and the changes in applying.

Connection to Economic Development Councils with businesses to align 'real-life' work experiences and exposure to the Workforce constituency.

None at this time. (3 responses)



8. Do you have suggestions for improvements for the next Work Session?

Answer option was to complete a comment box

Response Count: 6

answered question 6

skipped question 4

Written Responses:

Have some new members share ideas and utilize their skills to enhance the seasoned experienced board members.

Perhaps a facilitator could be engaged to help capture ideas for addressing specific workforce development issues, implementing programs, and/or taking advantage of assets/strengths.

Bring in a few senior corporate leaders in HR to discuss their hiring challenges (which fields, what type of experience needed, etc.).

None at this time. (3 responses)

ATLANTA REGIONAL WORKFORCE BOARD

BY-LAWS

ARTICLE I - NAME

The name of the organization shall be the Atlanta Regional Workforce Board.

ARTICLE II - PURPOSE OF THE WORKFORCE BOARD

The Workforce Board shall be responsible for providing policy guidance for and exercising oversight with respect to, a local workforce investment system conducted under the Workforce Investment Act in partnership with the Chief Elected Officials (CEO). The Workforce Board shall operate in a Workforce Investment Area as designated by the Governor representing Cherokee, Clayton, Douglas, Fayette, Gwinnett, Henry, and Rockdale counties.

The Workforce Board shall in accordance with an agreement with the CEO:

1. Develop and submit a local plan in partnership with the local Chief Elected Official(s). **Per House Bill 393, the board "shall adopt a budget for the board that shall be included in the local workforce investment plan submitted to the GOWD no later than two weeks after the chief local elected official approves the budget. The Chief Local Elected Official shall approve in writing the budget submitted by the board."**
2. Participate in the development of a regional plan.
3. Designate or certify One Stop operators with the agreement of the local Chief Elected Official(s). Terminate the eligibility of such operators where necessary in accordance with established policies for designation or termination.
4. Identify eligible youth providers through a competitive process.
5. Identify eligible training providers and, where needed, identify providers of intensive services using a competitive process.
6. Conduct program oversight of youth and adult local employment and training activities and the One Stop service delivery system in the local area.
7. Negotiate with the local Chief Elected Official(s) and the Governor on local program performance measures.
8. Assist the Governor in developing statewide employment statistics system.
9. Ensure coordination of the Workforce Investment Activities with the area's economic development strategies and develop employer connections to such activities.
10. Promote the participation of private employers in the statewide workforce development system and assist these employers in meeting hiring needs through the local workforce system.
11. Establish, in cooperation with the local Chief Elected Official(s), a committee that shall be known as a Youth Council. The Youth Council shall include the following:
 - a) Two (2) or more members of the local Workforce Board with special interest or expertise in youth policy. Consideration of business, education and human service agency members is encouraged.
 - b) Two (2) or more representatives of youth services agencies including juvenile justice and local law enforcement agencies.
 - c) Two (2) or more representatives of local public housing authorities.
 - d) Two (2) or more parents of eligible youth seeking assistance under Title I of the WIA.
 - e) Two (2) or more individuals that have experience relating to youth activities including former participants, and representatives of organizations.
 - f) In areas where Job Corps Centers are located (Atlanta, Albany, Brunswick) two (2) or more representatives of Job Corps. In other areas, Job Corps recruiters may be solicited and Job Corps representatives may be appointed as members, as appropriate.

- g) Optional members may include other appropriate individuals as determined by the Workforce Board in cooperation with the local Chief Elected Officials. Minimum number of members of the Youth Council shall be 12.

ARTICLE III - MEMBERSHIP

The Atlanta Regional Workforce Board will consist of:

1. Representatives of the Private Sector, who shall constitute a majority of the membership of the Council and who shall be owners of business concerns, chief executive or chief operation officers of non-governmental employers or other private sector executives who have substantial management or policy responsibilities in business that reflect the employment opportunities of the local area [a minimum of one (1) Private Sector representative per county will be maintained];
2. A minimum of two (2) representatives of organized labor or other representatives of employees;
3. A minimum of two (2) representatives of local educational agencies, to including school boards, providers of adult education and literacy activities, and post secondary institutions [technical schools, two (2) and four (4) year colleges, and universities];
4. A minimum of two (2) representatives of economic development agencies.
5. A minimum of two (2) representatives of community-based organizations.
6. Representatives of each of the One Stop Partners which shall include: the Georgia Department of Labor, Georgia Department of Human Resources, Division of Family and Children Services and Division of Rehabilitation Services, HUD Employment and Training Programs, Job Corps, DHR Community Services Block Grants (E&T), Georgia Department of Technical & Adult Education and the administrative entity of the Workforce Investment Act/Welfare to Work and Title V of the Older Americans Act (currently The Atlanta Regional Commission).
7. Four Atlanta Regional Commission business representatives, who either reside or work within one of the seven counties or are employed by a business that has a regional presence. The ARC members may also serve as county/regional business representatives.
8. One staff member from the Department of Economic Development and one staff member from each Technical College System of Georgia school within the local workforce investment area.

ARTICLE IV - APPOINTMENT OR REPLACEMENT OF DIRECTORS

Board members shall be appointed or replaced by the CEO in accordance with the procedure used to appoint the member for whom a replacement is needed.

ARTICLE V - TERMS OF OFFICE

The terms of office of the members of the Workforce Board are determined by the CEO as specified in their Memorandum of Agreement to be two (2) year terms initially beginning upon their selection and **may continue for subsequent terms.** It shall be the duty of the CEOs to appoint members to fill all vacancies. A position on the Workforce Board is considered vacant on the date the term expires; a member becomes ineligible, is removed, or resigns or dies. In the case of an appointment to fill a vacancy on the Workforce Board, the replacement member's term shall begin on the date of concurrence by the Chief Elected Official as to the member's replacement unless otherwise specified, and shall end on the date designated for the original appointment for which the replacement is selected.

ARTICLE VI - OFFICERS AND DUTIES

The officers of the Workforce Board shall consist of **Co-Chairman** and a Vice-Chairman. The ARC Chair shall appoint a Co-Chair from among the four appointed ARC Board members. The ARWB shall appoint a Co-Chair from the private sector. The Co-Chairmen and Vice-Chairman must be representatives of the private sector. **The Chairman shall serve for a term of 2 years and shall serve no more than 2 terms.** The Workforce Board may fill vacancies for officers at any meeting.

The Co-Chairman shall preside at the meetings of the Workforce Board and shall see that all orders and resolutions of the Workforce Board are communicated to the proper persons or entities for

implementation. He/she shall execute all documents on behalf of the Workforce Board.

The Vice-Chairman shall perform the duties of the Co-Chairman in his/her absence and shall assume the elected Co-Chairman's office should the office be vacated prior to the completion of the 2-year term.

Should the Co-Chairman or Vice-Chairman become inactive in private sector employment, the position(s) shall be declared vacant and the position(s) be filled in accordance with these bylaws.

The Workforce Board may appoint such other officers as the business of the Workforce Board may require, each of whom shall hold office for such period and have such authority to perform duties as are provided by the by-laws or as the Workforce Board may determine.

ARTICLE VII - COMMITTEES

The Workforce Board shall have an Executive Committee which shall be composed of the Co-Chairman, Vice-Chairman, and 5 members to be elected from the Workforce Board. The Chairman shall appoint other members as necessary to provide adequate representation to the Workforce Board. No county shall have more than one (1) representative on the Executive Committee.

The Executive Committee shall be responsible for coordinating and overseeing the activities of the Board and its other Committees to ensure the satisfactory performance of functions stipulated by the Governor, these bylaws, and all pertinent statutes and regulations. The Executive Committee shall also monitor and guide the administrative management of the Board.

The Executive Committee shall have general supervision of the affairs of the Board in the intervals between Board meetings. The Executive Committee may meet as often as it deems necessary. The Executive Committee shall make recommendations to the Board and exercise such powers as may be delegated to it by the Board. The Executive Committee shall act on behalf of the Board between regularly scheduled Board meetings. Actions of the Executive Committee shall be the actions of the Board unless rejected by the Board at its next meeting.

The Executive Committee shall act on behalf of the Board when quorums are not established at a Board meeting. When the Executive Board acts on behalf of the Board in the absence of a Board quorum, the acts of the Executive Board shall be the acts of the Board.

The Workforce Board shall have a Youth Council which shall be composed of members of the Workforce Board with special interest or expertise in youth policy. In addition, it shall include representatives of youth service agencies, local public housing authorities, parents of eligible youth seeking assistance under Title I of WIA, individuals that have experience relating to youth activities including former participants and representatives of organizations; the Job Corps, and other optional members determined by the Workforce Board in cooperation with the Chief Elected Officials. Youth Council members who are not members of the Workforce Board shall be voting members of the Youth Council and non-voting members of the Workforce Board.

The Chairman shall have the authority to appoint standing or special committees for any legitimate purpose, at his/her discretion. A legitimate purpose is defined as one needed to achieve the stated and approved objectives of the Workforce Board. The term of any standing committee will expire at the conclusion of the year in which it is appointed. The term of any special committee shall expire upon the completion of the task for which it was created.

ARTICLE VIII - MEETINGS

The Workforce Board shall meet at least quarterly. The regular meetings shall be held at a location to be designated by the Co-Chairman. Notice of regular meetings, specifying time, date, location and agenda, shall be provided, in writing or electronically, to Board members seven (7) days prior to

scheduled meetings. All meetings shall be in compliance with the open meeting requirements of the Official Code of Georgia, Annotated. A record shall be made of all meetings of the Board in accordance with the aforementioned requirements. The date and frequency of meetings may be revised at the discretion of the Chairman except that meetings will not be held less frequently than quarterly. **Special meetings of the Board may be called by the Co-Chairman or Chief Elected Official**, or by written request of a majority of Board members. Notice of special meetings shall be provided to Board members at least three business days prior to the special meeting and shall state the purpose of the meeting. Public notice of meetings shall be provided pursuant to the provisions of the Georgia "Open and Public Meetings Act". **Proxy voting shall not be permitted.**

ARTICLE IX - QUORUM

Thirty percent of the current members of the Board shall constitute a quorum for the transaction of business at any meeting of the Atlanta Regional Workforce Board.

The members present at a meeting at which a quorum was determined to be present may continue to transact business until adjournment notwithstanding the withdrawal of enough members to have less than a quorum.

ARTICLE X - VOTING

Each member shall be entitled to one (1) vote on each matter brought before the Workforce Board. The member must be present in order to cast a vote. The action of the majority of the quorum present at any meeting shall be the action of the Board.

In all voting matters directors shall adhere to the Workforce Board Code of Conduct relating to Conflict of Interest.

ARTICLE XI – CODE OF CONDUCT

Effective January 1, 2013, ARWB members shall be required to sign and file an affidavit with the Governor's Office of Workforce Development stating that he/she "took no official action which had a material effect on such board members private financial or business interests in the previous certification period." The affidavit must be filed on or before January 31 of each year of recertification and covers the preceding certification period. New ARWB members must file the affidavit by January 31 of their first year in office. Example - For the 2013 certification period, the affidavit will cover October 1, 2012 through December 31, 2012.

Additionally, per House Bill 393, effective May 6, 2013, "Boards shall not contract with, directly or through a business entity, a member of the board, a relative of a board member, or an employee of the board. Board members who have potential conflicts or contracts may remain on their respective boards until the board's next certification period as determined in accordance with the federal Workforce Investment Act."

Section 117(g) of Workforce Investment Act (WIA) provides that "A member of a local board may not

- (1) Vote on a matter under consideration by the local board:

- a) regarding the provision of services by such member (or by an entity that such member represents); or
- b) That would provide direct financial benefit to such member or the immediate family of such member; or

- (2) Engage in any other activity determined by the Governor to constitute a conflict of interest as specified in the State plan.

Code of Conduct (governs the performance of members or administrative staff in contracting with or procuring services, supplies or equipment with Federal funds under a WIA grant or agreement).

No member of the Workforce Board or staff shall:

1. Solicit or accept gratuities, favor, or anything of monetary value from suppliers or potential suppliers including subcontractors under recipient contracts; or
2. Participate in the selection, award or administration of a procurement supported by WIA funds in any case where the individual is aware that he or she, or any member of his/her immediate family, or his/her partner, or any organization that employs or is about to employ any of those persons, has any financial or material interest in any organization that may be considered for an award.

The extent permitted by laws or regulations, the Workforce Board/Youth Council will enforce penalties, sanctions, or other disciplinary actions (such as suspension, termination, or civil action to recover money damages) for grant or agreement-related violations of law or the Code of Conduct by officers, Workforce Board/Youth Council members, staff, or by (sub) contractors of an agent or their agents.

Per U.S. Dept. of Labor Employment and Training Administration Guidance Letter No. 35-10 dated June 16, 2011, local and state WIBs must make decisions in keeping with several laws and regulations including, but not limited to, the conflict of interest regulation for entities receiving WIA Title I funds (20 CFR 667.200(1)(4)). This part of the WIA regulations indicates that in addition to the uniform administrative requirements, "a local WIB member or a Youth Council member must neither cast a vote, nor participate in decision-making, on the provision of services by that member or any organization which that member directly represents. The WIB member also must not cast a vote, nor participate in decision-making, on any matter which would provide any direct financial benefit to that member or a member of his or her immediate family.

Whenever a potential conflict of interest situation arises in the conduct of business, it shall be handled in the following manner:

- A. Before each vote regarding the award of WIA funding, the Workforce Board/Youth Council Chairman shall ask if a conflict exists. The individual members shall divulge the existence and the reasons for the potential conflict and refrain from voting on or participating in related discussions regarding the award, except as provided in "B" below.
- B. At the direct request of the affected member, the Workforce Board/ Youth Council shall decide if a direct relationship for conflict exists. If it is decided a conflict exists, the affected member shall refrain from voting on the issue creating the conflict of interest. Should the Workforce Board / Youth Council determine a direct conflict of interest does not exist, the Workforce Board/Youth Council shall enter into the Minutes the nature of the alleged conflict and the reasons for determining a conflict did not exist.
- C. **Where the potential for conflict of interest exists, a local WIB member will recite (in the minutes) that the member has neither voted on the matter nor participated in the decision-making process. The minutes or other official record of the meeting should leave no question as to the status of the WIB member at issue.**
- D. Recipients of WIA funds are not permitted to hire or contract with anyone who has an immediate family member in a decision making administrative or staff position, if funding or employment decisions involving that person may be affected by virtue of that family relationship. This is not intended to absolutely prevent the hiring of an individual or the awarding of a contract simply because of the existence of a family relationship, nor is it intended to keep any eligible applicant from participating in WIA programs or activities solely because of such a family relationship. This policy is intended to ensure that whenever there is the potential for (or appearance of) nepotism, the situation is brought into the open, allowing all facts, issues and circumstances to surface and be discussed. When a Workforce Board/Youth Council member, local elected official, staff member, or contractor is aware of a possible case of

nepotism, they should divulge the existence of the situation to the hiring or contracting authority and remove themselves from the decision making process. This will allow proper assessment of the situation prior to decision making and ensure the selection process provides adequately for equal opportunities and fair and open competition. Additionally, it will assure that family relationships do not affect the hiring or the awarding of the contract.

E. For clarity, definitions are as follows:

Immediate Family - This term applies to the husband, wife, son, son-in-law, daughter, daughter-in-law, mother, mother-in-law, father, father-in-law, brother, brother-in-law, sister, sister-in-law, aunt, uncle, niece, nephew, step-parent, step-child, grandparent, and grandchild.

Administrative or Staff Position - These terms apply to any positions held by persons who have any governing or management responsibilities for a WIA funded program. This would include:

- all elected or appointed officials who have any responsibilities for obtaining or approving any grant funded under the Act;
- other officials who have influence or control over the administration of the program, such as the project director, deputy director, and unit chiefs; and
- individuals (for example, instructors, counselors, and staff personnel involved in administrative, training, or service activities) who are responsible for the selection, hiring, placement, or supervision of Workforce Board/Youth Council staff or participant positions.

The Workforce Board/Youth Council, through the application of this code, determines whether a member or staff member directly represents or will receive direct financial benefit from any proposed provision of services.

ARTICLE XII - RULES OF ORDER

All meetings of the Workforce Board shall follow rules of order established for the conduct of such meetings as set forth in the *Roberts Rules of Order* unless otherwise provided for by these By-Laws.

ARTICLE XIII - INSURANCE

The Workforce Board may direct its administrative entity to purchase and maintain Directors' and Officers' liability insurance on behalf of any person who is and/or was a member, officer, employee or agent of the Workforce Board or its administrative entity, or who is or was serving at the request of the Workforce Board as a member, officer, employee or agent of another Workforce Board partnership, joint venture, trust or other enterprise, against any liability asserted against him/her and incurred by him/her in any such capacity, or arising out of his/her status as such.

ARTICLE IV - AMENDMENTS OF BY-LAWS

The By-Laws may be amended, supplemented, or superseded only by the affirmative vote of not less than a majority of the directors of the Workforce Board present, provided there is a quorum present, and directors were given at least ten (10) days of written notice of such proposed amendments.

Effective August 31, 2000

Revised: April 28, 2005

Revised: October 18, 2012

Revised: May 29, 2013

Revised: October 24, 2013

**REVISION TO AN AGREEMENT BETWEEN THE CHIEF ELECTED OFFICIALS
AND
THE ATLANTA REGIONAL WORKFORCE INVESTMENT BOARD**

This agreement is entered into by the Atlanta Regional Workforce Investment Board and Chief **Local Elected Official (CLEO)** of the service area designated by the Governor as the Atlanta Regional workforce investment area.

The Workforce Investment Board will be governed by a set of By-Laws adopted by the WIB. Said By-Laws will contain a provision that the WIB will operate in compliance with this agreement, the Workforce Investment Act and regulations promulgated hereunder. The WIB By-Laws will provide the WIB Executive Committee with the delegated authority to act on behalf of the full WIB in emergency situations.

The Board Chair/s and the CLEO will serve as signatories for all matters relating to workforce investment in the area.

Local Board responsibilities:

Local Workforce Investment Boards will serve in a policy making, not program operation, role. The primary role of the Local WIB is to ensure that workforce development programs operating within the workforce investment area effectively and efficiently support the labor and job training needs of all job seekers, including discouraged workers, the unemployed, the underemployed, youth, disabled, and senior citizens.

The Local Workforce Investment Board will function as a board of directors, focusing on strategic planning, policy development and oversight of the local workforce development system. The local board will oversee a system of services in a local area, including the connecting of workforce and economic development.

- a. The Local Board, in partnership with the CLEO, will develop and submit a comprehensive local plan consistent with the state plan.
- b. The Local Board, in partnership with the CLEO, will approve a budget for the local workforce area. The budget shall be included in the plan submitted to the GOWD no later than two weeks after the CLEO approves the budget (in writing).**
- c. The Local Board, in partnership with the CLEO, will agree on the designated operator(s) of one-stop centers and may terminate for cause the eligibility of such operators. The Board, in agreement with the CLEO, will develop and enter into MOUs with one-stop partners.
- d. The Local Board, in partnership with the CLEO, will develop and negotiate local performance measures with the State.
- e. The Local Board, in partnership with the CLEO, will conduct oversight of the one-stop delivery system, the youth programs and employment and training activities, in the area.
- f. The Local Board will enter into an agreement with the CLEO that describes respective roles and responsibilities under the Workforce Investment Act of 1998.
- g. The Local Board will identify eligible local area providers of services, including intensive service providers and training services for adults and dislocated workers, award contracts, and maintain an eligible provider listing with program specific performance.
- h. The Local Board will identify providers of youth activities by awarding grants and contracts on a competitive basis, based on the recommendations of the youth council.

- i. The Local Board will assist the Governor in developing the statewide employment statistics system as described in the Wagner-Peyser Act.
- j. The Local Board will coordinate local workforce investment activities authorized under the Act with other workforce and economic development strategies and will promote the participation of private sector employers in the statewide workforce investment system to assist such employers in meeting hiring needs.
- k. The Local Board may solicit and accept grants and donations from sources other than Federal funds made available under the Workforce Investment Act.
- l. The Local Board will make available to the public, on a regular basis through open meetings, information regarding the activities of the Local Board, including: information regarding the local plan prior to submission of the plan, membership, designation of one-stop operators, the award of grants and contracts and on request, minutes of formal meetings of the board.

Youth Council:

The Local Board must establish a Youth Council as a subgroup of the Local Board responsible for recommendations to the full board concerning youth programs/issues. The CLEO will concur with the appointments made by the Chair/s of the Workforce Investment Board in accordance with the provisions of the Workforce Investment Act of 1998. Minimum mandatory membership will include 12 members as follows:

- Two (2) Members of the local board with special interests in youth policy,
- Two (2) Representatives of youth service agencies including juvenile justice and local law enforcement,
- Two (2) Representatives of local public housing authorities,
- Two (2) Representatives of Job Corps, if in local area,
- Two (2) Parents of eligible youth,
- Two (2) Representatives having experience related to youth activities
- Other representatives as the Chair, in cooperation with the CLEO, determines appropriate.

A Workforce Investment Board member should be selected to serve as chair of the Youth Council. Youth Council members who are not members of the local board will be voting members of the Youth Council and non-voting members of the local board. The duties of the Youth Council will include developing the portions of the local plan related to eligible youth, recommending eligible training providers of youth activities in the local area which may or may not be funded through WIA, conducting oversight, coordinating youth activities authorized under Section 129 of WIA and other duties as determined by the Chair/s of the WIB.

Local Board Restrictions:

- 1. The Local Board may not provide training services unless granted a waiver by the Governor due to insufficient number of eligible providers of training services to the local area demand.
- 2. The Local Board may not mandate curricula for schools.
- 3. The Local Board may not vote on a matter under consideration by the Board regarding provision of services by the member of the entity the member represents, matters that would provide direct financial benefit to the member, her/her immediate family; or a business with which the member of his/her immediate family is associated or any other activities that would be in conflict with the conflict of interest prohibitions outlined in the act.

Grant Recipient/Fiscal Agent/Administrative Agent Designation: Grant Recipient/Fiscal

Agent/Administrative Agent Designation: Each of the Chief Elected Officials who are a party hereto are acting in their official capacities as such public officials with respect to the execution and performance of this Agreement, and not individually, and each such Chief Elected Official is acting herein as agent of his or her respective county government. Each of such Chief Elected Officials represents that he or she is authorized by the respective county government represented by such official, to enter into this Agreement as the representative of such county government and to bind such county government to the obligations herein pertaining. The Chief Elected Officials, acting as agents of their respective county governments, shall serve as the grant recipient, and each such county government shall be liable for any misuse of grant funds allocated to the local area under Section 128 and 133 of the Workforce Investment Act as hereinafter provided in Section 9 of this Memorandum of Agreement. Pursuant to 29 U.S.C. §2832(d)(3)(B)(i)(II), the Chief Elected Officials hereby designate The Atlanta Regional Commission as the grant sub-recipient and fiscal agent responsible for the administration of funds under the Act. In conjunction with the Workforce Investment Board, the Chief Elected Officials request that the Atlanta Regional Commission also serve as the administrative agent responsible for day-to-day administration of the workforce investment system. (Section 4 amended July 2000)

All fiscal management, contract development, contractor compliance, fiscal and programmatic monitoring, individual training account systems, customer service hotline, planning and project development, participant tracking, invoicing and payments, etc. will be the responsibility of the Atlanta Regional Commission. All funds available to the ARC will be distributed in a manner consistent with regulations and each entity which receives funds will be liable for the proper use of the funds.

Debts, Liabilities and Obligations: It is understood that the Georgia Department of Labor requires petitioning governments to accept liability that may arise from misuse of Act funds or other erroneous practices. Therefore, it is agreed by the counties represented by the Chief Elected Officials who are party to this agreement, as follows:

- a. With respect to any misuse of grant funds received by the Chief Elected Officials under the Act pursuant to the program established by this Memorandum of Agreement, which funds are required to be repaid pursuant to the Act or regulations implementing the same, and which funds *were* designated for use within any such county, the county in which such funds were designated to be used agrees to repay or reimburse all of such misused funds, in accordance with the Act and regulations implementing the same; and
- b. With respect to any misuse of grant funds received by the Chief Elected Officials under the Act, pursuant to the program established by this Memorandum of Agreement, which funds are required to be repaid pursuant to the Act or regulations implementing the same, and which funds *were not* designated for use within a specific county represented hereunder, each county represented hereunder agrees to repay or reimburse its proportionate share of such misused funds, such proportionate share being based upon such county's share of the total funds designated for expenditure within the counties represented hereunder pursuant to the program established by this Memorandum of Agreement during the fiscal year such misappropriated funds were expended in accordance with Exhibit "A", attached hereto and made a part hereof.

If any costs incurred by the grant recipient or any contractor or service provider are disallowed, the grant sub-recipient will be responsible for taking steps to recoup such costs. (Section 9 amended July 2000)

The original CEO Agreement for WIA was entered into as of May 24, 2000 and was amended July 2000 to fully describe liability issues for individual counties. The agreement is to remain in effect until such time as an amendment was necessary. The signatures of the majority of Chief Elected Officials are necessary to effect changes to this agreement.

This agreement was revised July 2003 due to changes in governance.

This agreement is revised March 2005 due to changes in governance and to further clarify liability issues for included counties.

This agreement is revised July 2012 due to changes in governance.

This agreement is revised October 2013 due to House Bill 393.

Signatory, Chief Local Elected Official
Chairman, County Commission

Signatory, Atlanta Regional Workforce Board
Randy Hayes, Co-Chair

Signatory, Atlanta Regional Workforce Board
Kerry Armstrong, Co-Chair

Dated: _____, 2013

**DISCUSSION AND ACTION REQUESTED RELATED TO \$200,000 IN PY'13 YOUTH FUNDS RESERVED FOR
"FUTURE RFP OR OTHER SPECIFIC PROJECTS" BY THE ARWB AT ITS RETREAT MEETING**

BACKGROUND: These are Youth funds that the Youth Council in May was asked to reserve related to possible future action by the ARWB. Conversations at the ARWB executive level focused primarily on using the funds to "increase the graduation rate" at high schools in the workforce area. Staff and Youth Council discussion over how to approach the use of these funds, over the summer and at the September Youth Council meeting focused on several factors, and concluded with the "ARWB discussion recommendation described below."

1. Currently, approximately half of obligated Youth funds do indeed already address the high school dropout rate in workforce area high schools. Improvement of the high school graduation rate of area high schools has always been a primary objective of the ARWB's youth funds. However, the other half (approximately) of youth funds serves high school dropouts, with a primary goal of achieving the GED (or a high school diploma, if possible).
2. Several of the 12 currently-funded youth contracts serve virtually 100% dropouts (or out-of-school youth), and several serve almost 100% high school youth who are at risk of not completing high school. Other contract services are mixtures. Taken as a whole, this mixture of high school youth and dropouts has been an intentional strategy of Youth Council funding since the beginning of WIA.
3. Current guidance from State in its DRAFT State Plan emphasizes efforts to serve both youth 14-16 years old and to "improve local graduations rates," as well as to improve workforce readiness in Georgia communities by assisting young adults to gain a GED if they do not have a high school diploma. At the same time Federal law and directives for WIA have always required workforce areas to serve older/out-of-school youth with an emphasis on dropouts (typically, in-school youth are to be the focus of Department of Education funding). Recently, proposed WIA re-authorization legislation proposes an even stronger emphasis on older, out-of-school youth of up to 60% to 75% of WIA funds for this youth population (the requirement today in WIA is 30%).
4. Keep in mind other programmatic requirements of WIA that affect how the ARWB can decide to provide services: youth programs must be competitively-procured through an RFP, participants in these programs must meet WIA eligibility requirements (often "groups" of youth, say a class of youth in high school, contain some who are eligible and some who aren't), and there are additional considerations and instances that can complicate the use of WIA funding.

ACTION RECOMMENDED: The Youth Council prefers to use \$150,000 of the reserved \$200,000 to fund 2-3 special "improvement of the high school graduation rate" projects in current contracts, which have the capacity and community opportunities to engage in those special projects. There are some possible examples now of such special projects, but all contractors will be asked to propose special projects to be reviewed and recommended to the Youth Council at its November 13 meeting, to be brought before the ARWB at its December meeting.

The award of this additional funding would be made outside of the usual "Fair Share" guidelines to organizations most ready and able to conduct them. This funding would be for services to be provided during the PY'13, but could be extended to include services into PY'14 (assuming that there are no major funding cuts experienced area wide).

Outcomes in these targeted projects could occur with high school graduation in the Spring of 2014, or the Spring of 2015.

The remaining \$50,000 would be set aside for use either through the existing budget line for subsidized work experiences and/or partial funding of "forum/s" focused on high school completion. Such "forum/s" for the Spring might be developed in conjunction with school systems, CTAE Career Pathways leadership at schools or any combination of community organizations that would participate in them/co-sponsor them. Funds would be guided by WIA as allowable, and as appropriate, and would be significantly limited by actual amounts yet to be determined. Ideally, such "forums" might align with some existing or anticipated initiatives yet to be identified.

BUDGET/CONTRACTUAL ITEMS FOR BOARD ACTION 10/24/13:

RECOMMENDED FOR BOARD APPROVAL BY ARC/ARWB STAFF:

1. APPROVAL OF THE PY 2013 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS (BOARD BUDGET)
 - a. REVENUES AND OBLIGATIONS HAVE BEEN UPDATED TO INLCUDE THE FOLLOWING:
 - i. NEW RAPID RESPONSE FUNDING FROM THE GOVERNOR'S OFFICE OF WORKFORCE DEVELOPMENT (GOWD)
 - ii. EMERGENCY DISLOCATED WORKER FUNDING FROM GOWD. THIS WAS BASED ON OUR REQUEST FOR ADDITIONAL DISLOCATED WORKER FUNDING TO PROVIDE TRAINING FOR WAITING LIST DISLOCATED WORKER PARTICIPANTS.
 - iii. ADDITIONAL FUNDING TO PY 12-13 ADULT, YOUTH AND DISLOCATED WORKER FUNDS FROM THE STATE RECAPTURED FUNDS. THE RECAPTURED FUNDS COMES FROM THE LOCAL AREAS THAT DID NOT MEET THE 80% EXPENDITURES AND OBLIGATIONS FOR THEIR PY 12-13 FUNDS AS OF JUNE 30, 2013.
 - iv. ACTUAL CARRYOVER PY 12-13 FUNDING. THE PRIOR APPROVAL ON MAY 29, 2013 WAS FOR THE ESTIMATED CARRYOVER.
 - b. AS CLARIFICATION, APPROVAL OF THE FOLLOWING PY 13 ONE STOP BUDGETS AT THE **MAY 29, 2013 BOARD MEETING** ALSO SERVED TO APPROVE THE CHARTER EXTENSIONS OF THE FOLLOWING LOCATIONS AS CERTIFIED ARWB ONE-STOP SYSTEMS. THESE CHARTER EXTENSIONS ARE GOOD THROUGH JUNE 30, 2015:
 - i. BUDGET – CORVEL HEALTHCARE, INC.
 1. LOCATION(S) CHARTER EXTENDED
 - a. CAREER RESOURCE CENTER, GWINNETT BRANCH
 - b. CAREER RESOURCE CENTER, ROCKDALE BRANCH
 - c. CAREER RESOURCE CENTER, DOUGLAS BRANCH
 - ii. BUDGET – CLAYTON STATE UNIVERSITY
 1. LOCATION(S) CHARTER EXTENDED
 - a. CAREER RESOURCE CENTER, CLAYTON BRANCH
 - iii. BUDGET – GWINNETT TECHNICAL COLLEGE
 1. LOCATION(S) CHARTER EXTENDED
 - a. CAREER RESOURCE CENTER, GWINNETT TECH BRANCH
 - iv. BUDGET – CHATTAHOOCHEE TECHNICAL COLLEGE
 1. LOCATION(S) CHARTER EXTENDED
 - a. CAREER RESOURCE CENTER, CHEROKEE BRANCH
2. APPROVAL OF ARWB REQUEST TO THE GOVERNOR'S OFFICE OF WORKFORCE DEVELOPMENT TO TRANSFER \$200,000 OF PY12/FY13 FUNDING FROM DISLOCATED WORKER TO ADULT. THIS WOULD ALLOW FOR THE CONTINUANCE OF ADULT ONE-STOP ACTIVITIES AND SUPPORT FOR ADULT PARTICIPANTS.

RECOMMENDED FOR BOARD APPROVAL BY THE YOUTH COUNCIL ON 9/18/2013

1. APPROVAL OF A TOTAL OF **\$38,000** INCREASE IN FUNDING FOR THE FOLLOWING YOUTH CONTRACTS FOR WORK EXPERIENCE WAGES AND OTHER WORK EXPERIENCE RELATED COSTS:
 - a. CHEROKEE FOCUS - \$7,000
 - b. HEARTS TO NOURISH HOPE - \$16,000
 - c. PREVENTION PLUS - \$3,000
 - d. CEEK TO FULFILL - \$5,000
 - e. PEPP, INC. - \$7,000

**PY 13 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS
FROM JULY 1, 2013 - JUNE 30, 2014**

| | Adult | Youth | Disloc. Worker | Total |
|---|------------------|------------------|------------------|-------------------|
| Revenues | | | | |
| WIA Formula Grant Admin PY 11 - FY 12 Carryover | 80,000 | 50,344 | 140,000 | 270,344 |
| WIA Formula Grant Prog PY 11 - FY 12 Carryover | 784,673 | 422,085 | 1,250,000 | 2,456,758 |
| WIA Formula Grant Admin PY 12 - FY 13 | 361,244 | 364,296 | 359,936 | 1,085,476 |
| WIA Formula Grant Prog PY 12 - FY 13 | 3,251,203 | 3,278,667 | 3,239,429 | 9,769,299 |
| Other | | | | - |
| Other | | | | - |
| Other | | | | - |
| Other | | | | - |
| Total Revenues | 4,477,120 | 4,115,392 | 4,989,365 | 13,581,877 |
| Planned Expenditures/Obligations | | | | |
| ARC/CRC Costs | | | | |
| ARC Administration Costs | 407,273 | 403,408 | 478,263 | 1,288,943 |
| ARC Facilities/Operations/Program Costs | 338,568 | 278,298 | 451,920 | 1,068,786 |
| Career Resource Center Facilities/ Operations Costs/Mobile Unit | 155,175 | 49,860 | 235,425 | 440,460 |
| Other | | | | - |
| Total ARC/CRC Costs | 901,016 | 731,566 | 1,165,608 | 2,798,189 |
| Training Services | | | | |
| Work Experience (WE) Wages | | | | |
| Individual Training Accounts (ITAs) | 2,124,133 | 118,899 | 2,184,084 | 4,427,116 |
| On-The-Job Training (OJT) | 500,000 | - | 500,000 | 1,000,000 |
| Sub-Grantees (Contract) Services | | | | |
| Chattahoochee Technical College | 48,000 | | 72,000 | 120,000 |
| Clayton College and State University | 212,000 | | 318,000 | 530,000 |
| Corvel Healthcare, Inc. | 312,000 | | 468,000 | 780,000 |
| - Corvel WIA and ITA Participant Support | 90,000 | | 90,000 | 180,000 |
| Gwinnett Corrections - Services to Offenders | 116,000 | | - | 116,000 |
| Gwinnett Technical College | 80,000 | | 110,000 | 190,000 |
| - Gwinnett Tech WIA and ITA Participant Support | 60,000 | | 60,000 | 120,000 |
| Hearts to Nourish Hope | | 559,024 | | 559,024 |
| Clayton Board of Education - WORKTEC | | 130,280 | | 130,280 |
| Prevention Plus, Inc. | | 195,000 | | 195,000 |
| Corvel Healthcare, Inc. - Youth | | 314,669 | | 314,669 |
| Gwinnett Technical College - Youth | | 420,661 | | 420,661 |
| PEPP, Inc. | | 276,670 | | 276,670 |
| City of Holly Springs/Cherokee FOCUS | | 293,139 | | 293,139 |
| Ceek to Fulfill, Inc. | | 177,860 | | 177,860 |
| Boat People S.O.S. | | 189,992 | | 189,992 |
| Connecting Henry | | 247,946 | | 247,946 |
| CPACS | | 140,000 | | 140,000 |
| AVPRIDE (New) | | 108,454 | | 108,454 |
| Other | | | | - |
| Future RFP or other Specific Projects | | 200,000 | | 200,000 |
| Total Sub-Grantees (Contract) Services Costs | 918,000 | 3,253,695 | 1,118,000 | 5,289,695 |
| Total Planned Expenditures/Obligations | 4,443,149 | 4,104,160 | 4,967,692 | 13,515,000 |
| Total Planned Un-Obligated Admin Funding | 33,971 | 11,232 | 21,673 | 66,877 |
| Total Planned Un-Obligated Program Funding | (0) | (0) | 0 | (0) |
| % Planned Availability of Unobligated Funding | 0.8% | 0.3% | 0.4% | 0.5% |

Revision Date: 05/27/2013

Notes:

**PY 13 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS
FROM JULY 1, 2013 - JUNE 30, 2014**

| | Adult | Youth | Disloc. Worker | Total |
|---|------------------|------------------|------------------|-------------------|
| Revenues | | | | |
| WIA Formula Grant Admin PY 11 - FY 12 Carryover | 68,956 | 50,570 | 143,187 | 262,713 |
| WIA Formula Grant Prog PY 11 - FY 12 Carryover | 720,175 | 463,341 | 1,499,529 | 2,683,045 |
| WIA Formula Grant Admin PY 12 - FY 13 | 361,244 | 364,296 | 359,936 | 1,085,476 |
| WIA Formula Grant Prog PY 12 - FY 13 | 3,251,203 | 3,278,667 | 3,239,429 | 9,769,299 |
| WIA Emergency Dislocated Worker PY 13 | | | 150,000 | 150,000 |
| WIA Rapid Response Admin PY 13 - FY 14 | | | 37,933 | 37,933 |
| WIA Rapid Response Prog PY 13 - FY 14 | | | 340,609 | 340,609 |
| Other | | | | - |
| Total Revenues | 4,401,578 | 4,156,874 | 5,770,623 | 14,329,075 |
| Planned Expenditures/Obligations | | | | |
| ARC/CRC Costs | | | | |
| ARC Administration Costs | 412,847 | 383,603 | 505,884 | 1,302,334 |
| ARC Facilities/Operations/Program Costs | 323,030 | 232,609 | 535,922 | 1,091,561 |
| Career Resource Center Facilities/ Operations Costs/Mobile Unit | 160,195 | 49,860 | 242,955 | 453,010 |
| Other | | | | - |
| Total ARC/CRC Costs | 896,072 | 666,071 | 1,284,761 | 2,846,905 |
| Training Services | | | | |
| Work Experience (WE) Wages | | 67,844 | - | 67,844 |
| Individual Training Accounts (ITAs) | 2,084,336 | 100,000 | 2,832,890 | 5,017,226 |
| On-The-Job Training (OJT) | 500,000 | - | 500,000 | 1,000,000 |
| Sub-Grantees (Contract) Services | | | | |
| Chattahoochee Technical College | 47,898 | | 72,000 | 119,898 |
| Clayton College and State University | 201,670 | | 318,000 | 519,670 |
| Corvel Healthcare, Inc. | 308,249 | | 468,000 | 776,249 |
| - Corvel WIA and ITA Participant Support | 90,000 | | 90,000 | 180,000 |
| Gwinnett Corrections - Services to Offenders | 116,000 | | | 116,000 |
| Gwinnett Technical College | 80,000 | | 110,000 | 190,000 |
| - Gwinnett Tech WIA and ITA Participant Support | 60,000 | | 60,000 | 120,000 |
| Hearts to Nourish Hope | | 575,024 | | 575,024 |
| Clayton Board of Education - WORKTEC | | 130,280 | | 130,280 |
| Prevention Plus, Inc. | | 198,000 | | 198,000 |
| Corvel Healthcare, Inc. - Youth | | 314,669 | | 314,669 |
| Gwinnett Technical College - Youth | | 420,661 | | 420,661 |
| PEPP, Inc. | | 283,670 | | 283,670 |
| City of Holly Springs/Cherokee FOCUS | | 300,139 | | 300,139 |
| Ceek to Fulfill, Inc. | | 182,860 | | 182,860 |
| Boat People S.O.S. | | 189,992 | | 189,992 |
| Connecting Henry | | 247,946 | | 247,946 |
| CPACS | | 140,000 | | 140,000 |
| AVPRIDE (New) | | 108,454 | | 108,454 |
| Other | | | | - |
| Future RFP or other Specific Projects | | 200,000 | | 200,000 |
| Total Sub-Grantees (Contract) Services Costs | 903,817 | 3,291,695 | 1,118,000 | 5,313,512 |
| Total Planned Expenditures/Obligations | 4,384,225 | 4,125,610 | 5,735,451 | 14,245,287 |
| Total Planned Un-Obligated Admin Funding | 17,353 | 31,263 | 35,172 | 83,788 |
| Total Planned Un-Obligated Program Funding | (0) | (0) | 0 | (0) |
| % Planned Availability of Unobligated Funding | 0.4% | 0.8% | 0.6% | 0.6% |

Revision Date: 10/17/2013

Notes:

**PY 13 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS
VARIANCES BETWEEN R&O DATED 5/27/13 & 10/17/13**

| | Adult | Youth | Disloc. Worker | Total |
|---|------------------|------------------|----------------|----------------|
| Revenues | | | | |
| WIA Formula Grant Admin PY 11 - FY 12 Carryover | (11,044) | 226 | 3,187 | (7,631) |
| WIA Formula Grant Prog PY 11 - FY 12 Carryover | (64,498) | 41,256 | 249,529 | 226,287 |
| WIA Formula Grant Admin PY 12 - FY 13 | - | - | - | - |
| WIA Formula Grant Prog PY 12 - FY 13 | - | - | - | - |
| WIA Emergency Dislocated Worker PY 13 | - | - | 150,000 | 150,000 |
| WIA Rapid Response Admin PY 13 - FY 14 | - | - | 37,933 | 37,933 |
| WIA Rapid Response Prog PY 13 - FY 14 | - | - | 340,609 | 340,609 |
| Other | - | - | - | - |
| Total Revenues | (75,542) | 41,482 | 781,258 | 747,198 |
| Planned Expenditures/Obligations | | | | |
| <u>ARC/CRC Costs</u> | | | | |
| ARC Administration Costs | 5,574 | (19,805) | 27,622 | 13,391 |
| ARC Facilities/Operations/Program Costs | (15,538) | (45,689) | 84,002 | 22,775 |
| Career Resource Center Facilities/ Operations Costs/Mobile Unit | 5,020 | - | 7,530 | 12,550 |
| Other | - | - | - | - |
| Total ARC/CRC Costs | (4,944) | (65,494) | 119,154 | 48,716 |
| <u>Training Services</u> | | | | |
| Work Experience (WE) Wages | - | 67,844 | - | - |
| Individual Training Accounts (ITAs) | (39,797) | (18,899) | 648,606 | 589,910 |
| On-The-Job Training (OJT) | - | - | - | - |
| <u>Sub-Grantees (Contract) Services</u> | | | | |
| Chattahoochee Technical College | (102) | - | - | (102) |
| Clayton College and State University | (10,330) | - | - | (10,330) |
| Corvel Healthcare, Inc. | (3,751) | - | - | (3,751) |
| - Corvel WIA and ITA Participant Support | - | - | - | - |
| Gwinnett Corrections - Services to Offenders | - | - | - | - |
| Gwinnett Technical College | - | - | - | - |
| - Gwinnett Tech WIA and ITA Participant Support | - | - | - | - |
| Hearts to Nourish Hope | - | 16,000 | - | 16,000 |
| Clayton Board of Education - WORKTEC | - | - | - | - |
| Prevention Plus, Inc. | - | 3,000 | - | 3,000 |
| Corvel Healthcare, Inc. - Youth | - | - | - | - |
| Gwinnett Technical College - Youth | - | - | - | - |
| PEPP, Inc. | - | 7,000 | - | 7,000 |
| City of Holly Springs/Cherokee FOCUS | - | 7,000 | - | 7,000 |
| Ceek to Fulfill, Inc. | - | 5,000 | - | 5,000 |
| Boat People S.O.S. | - | - | - | - |
| Connecting Henry | - | - | - | - |
| CPACS | - | - | - | - |
| AVPRIDE (New) | - | - | - | - |
| Other | - | - | - | - |
| Future RFP or other Specific Projects | - | - | - | - |
| Total Sub-Grantees (Contract) Services Costs | (14,183) | 38,000 | - | 23,817 |
| Total Planned Expenditures/Obligations | (58,924) | 21,451 | 767,760 | 730,287 |
| Total Planned Un-Obligated Admin Funding | (16,618) | 20,031 | 13,498 | 16,911 |
| Total Planned Un-Obligated Program Funding | (0) | 0 | (0) | 0 |
| % Planned Availability of Unobligated Funding | N/A | N/A | N/A | N/A |

Revision Date: 09/16/2013

Notes:



Adult and Dislocated Worker Activity Totals for Program Year 2013/2014: for period ending September 30, 2013

| Service | Cherokee | Clayton | Douglas | Fayette | Henry | Gwinnett Tech ** | Gwinnett | Rockdale | Gwinnett Corrections | Total |
|---|----------|---------|---------|---------|-------|------------------|----------|----------|----------------------|--------|
| Basic Services (Core) | | | | | | | | | | |
| Visits | 159 | 3,796 | 1,282 | 19 | 0 | 950 | 5,610 | 372 | | 12,188 |
| Computer Lab Visits | 20 | 2,796 | 1,027 | 0 | 0 | 0 | 5,026 | 96 | | 8,965 |
| Resume Writing | 17 | 381 | 114 | 0 | 0 | 3 | 478 | 23 | | 1,016 |
| Job Search Assistance | 25 | 2,273 | 626 | 0 | 0 | 1,290 | 3,096 | 63 | | 7,373 |
| Other Workshop Attendance | 11 | 751 | 48 | 0 | 0 | 56 | 258 | 0 | | 1,124 |
| Orientation Attendance (# of participants) | | | | | | | | | | |
| WIA Training Application Workshops | 10 | 0 | 16 | 0 | 0 | 37 | 0 | 9 | | 72 |
| Basic Skills & Assessment | 7 | 387 | 14 | 13 | 0 | 11 | 208 | 0 | | 640 |
| Business Recruitment Events | 0 | 693 | 0 | 0 | 0 | 0 | 0 | 0 | | 693 |
| | | | | | | | | | | 0 |
| | | | | | | | | | | 0 |
| | | | | | | | | | | 0 |
| | | | | | | | | | | 0 |
| Group Workshops & Sessions (# of sessions) | | | | | | | | | | |
| WIA Training Application Workshops | 5 | 0 | 0 | 0 | 0 | 12 | 0 | 5 | | 22 |
| Business Recruitment Events | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | | 14 |
| Company Rapid Response | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | 0 |
| Training Applications | | | | | | | | | | |
| # of Applications Taken | 15 | 275 | 37 | 27 | 49 | 7 | 351 | 41 | | 802 |
| # of Applicants Determined Eligible (of above #) | 5 | 199 | 8 | 17 | 33 | 7 | 145 | 38 | | 452 |
| Registered WIA services | | | | | | | | | | |
| Registered Customers | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 0 | | 7 |
| New Registered Customers since July 1, 2013 | 0 | 0 | 0 | 0 | 0 | 7 | 21 | 0 | | 28 |
| Customers Enrolled into Training | 2 | 0 | 0 | 0 | 0 | 7 | 11 | 0 | | 20 |
| New Training Enrollments since July 1, 2013 | 2 | 0 | 0 | 0 | 0 | 7 | 20 | 0 | | 29 |
| Active Customers | | | | | | | | | | 0 |
| Customers who left training services | | | | | | | | | | 0 |
| Credentials Attained | | | | | | | | | | 0 |
| Credential Rate | | | | | | | | | | |
| Employed Customers at Exit | | | | | | | | | | 0 |
| Employment Rate at Exit | | | | | | | | | | |
| Average Starting Wage at Exit | | | | | | | | | | |

** Includes customers served at the Gwinnett Department of Labor Career Center.

NOTE: THIS INFORMATION IS NOT AVAILABLE IN THE STATE TRACKING SYSTEM



One Voice for Georgia Workforce Investment Boards

September 11, 2013

Wendell Dallas
Chairman, Georgia Workforce Investment Board
VP Operations
AGL Resources
10 Peachtree Place NE
Atlanta, GA 30309

Blake Ashbee
Executive Director
Governor's Office of Workforce Development
Two Martin Luther King, Jr. Drive, S.W.
1408 West Tower
Atlanta, GA 30334

Dear Wendell and Blake:

The Georgia Workforce Leadership Association comprised of the local WIB Chairs of the 19 Workforce Areas in the state, met August 22-23 in Athens. As part of that meeting, the Board Chairs received an update from the Directors on the status of the transition from the GWS data management system to VOS/Geo Solutions. Although we are aware that in every systems transition there are going to be challenges, from our understanding, there are issues that are taking much longer to resolve than was anticipated. There does not seem to be a good mechanism in place to address issues that may actually be "what is the best way to use the system." Obviously there is the need for further training. Additionally, there is a need for a central GOWD site for sending "how to" questions as too many answers are being sought from different sources.

Many of the issues discussed also reflect a potential lack of data integrity that will affect our performance standards reporting for local areas. For example, with 15 of 19 areas reporting carryover participant numbers, there are approximately 14,700 individuals that transferred into VOS that we are concerned may still not be attached to the correct workforce area or with the correct data elements required for federal reporting. This carryover participant data conversion concern does not address the number of customers who are in the Program Year 12 performance cohort group which began April 1, 2011. The number in the PY12 performance cohort could be an additional 11,000+ exiters. The local areas do not have access to a listing of those customers to attempt to determine the validity and accuracy of those data elements to ensure accurate data for PY 12 performance. As we understand it, many areas are going through the VOS data system participant by participant and checking all data elements within a "customer file". That is a time consuming activity for local staff, but it seems to be the only way to assure accurate data. Local areas approximate that 160+ staff have spent 9000+ hours working on conversion related issues since July 1st with an associated cost of approximately \$375,000. We asked Mary Margaret Garrett, Director of Area 7, to compile a listing of local area

concerns and issues in addition to a listing of open or unresolved OPC reports. Those listings are attached. This listing indicates that there are definitely problems that need to be addressed soon. We are suggesting that a "time out" be instituted so that a status of the system can be assessed. Local areas are concerned that data continues to "disappear" and change.

Of major concern to us is the lack of an Eligible Training Provider System that can be used by customers to access training options. Kristin Laarhoven, who attended the meeting, stated that it could be two+ months before the system was operational. That being said, we are aware that a substitute ETPL document was distributed by Jeff Ledford this week. The lack of an ETPL system is critical for the operation of local areas and subsequently the expenditure of training funds for participants. For areas awaiting the voucher system, which is another VOS component, we understand that is not a functioning system either. Additionally, the reporting system is not functioning possibly due to the data integrity issue.

Another issue that continues to be of concern is the lack of access to UI wage records and other information that resides in the GDOL data base. Nancy Meeden, with GDOL, sent a memo on 8/19/2013 describing local area MOUs with the GDOL with subsequent costs requirements, but areas have not been able to get any idea of the actual costs associated with accessing GDOL data or services. This is problematic as areas utilize UI wage data for eligibility determination and therefore have no credible information for eligibility at this time. It is also problematic in relation to performance as areas utilize the UI wage data to verify wages for the calculation of the performance measures of employment, retention and average wage verification.

From our point of view, many of these issues may be communication issues - in that the two systems are not "talking" to each other. However, we are concerned that Geo Solutions, as a paid vendor, has not taken the responsibility to resolve all the issues in a timely manner. We are aware of continued problems with Geo Solutions in our neighboring states of Florida and South Carolina. In those states, areas have developed their own systems in order to get reports for their WIBs.

On the next page is a summary of our requested actions to the items identified above.

We truly want to assist in any way possible as we are very concerned with these continuing issues and the effect of the conversion on our local area performance standards. We would be happy to meet with you to discuss the specific action items, if you would like.

Sincerely,



B. Amrey Harden
Chair, GWLA

Enclosures

VOS CONVERSION ACTION REQUESTS

1. Additional Local Area Staff Training with a training site with access for all 20 local areas to participate at the same location. This will alleviate system design decisions/business rules being made at one session without the other session being aware.
2. GOWD establish a central site, with access for all areas, for submitting questions as well as establishing a consistent, and at least weekly, method for both questions and answers to be accessible to all areas.
3. Time-Out- We propose that local areas be instructed to cease activity within the VOS system until such time that GOWD/GeoSolutions deem that the conversion kinks are worked out. Once GOWD/GeoSolutions notifies the local areas that the VOS system is stabilized and the conversion is “complete”, local areas will have at least 6 months from that notification date to review carryover participant data (persons who were identified in the GWS data system as being “active” as of June 30, 2013 and who are identified in the VOS system as being “active” as of July 1, 2013) to determine accuracy, correct if administrative rights permit, and/or submit request for correction to GOWD/GeoSolutions.
4. We propose that all business rules/timelines associated with the VOS system for new enrollments be “suspended” for 90 days once GOWD/GeoSolutions notifies local areas that VOS is ready for new enrollees to be entered/services assigned. This is tied in part to the ETPL being functional to allow both external customers/persons seeking training assistance to view as well as local area staff access to select and assign ETPL services from within the VOS system.
5. Until the ETPL is converted and corrected in the VOS, no new enrollments can be entered/assigned services in VOS. Therefore it appears as if no new persons have been enrolled in training since July 1, 2013. That is not the case. We propose suspending, for at least 90 days from the date the local areas are notified by GOWD that the ETPL function of VOS is operational, the VOS business rules/timeframes as they relate to new enrollments.
6. Adhoc Report Function- We propose that GOWD engage the services of a programmer to prepare a library of common reports used by the local areas to manage their programs and provide management reports to their local workforce board. This programmer would work in concert with all the local areas to “write” reports that local areas can generate to meet their daily operational needs as well as generate their board management reports.

| PY'12 GOAL PERFORMANCE/PY'13 GOAL NEGOTIATION SUMMARY | | | | | | | | | | | |
|---|--|-----------------|-----------------|--|-----------------------|--------------------------------------|------------------------|------------------------|--|--|--|
| 10/15/2013 | | PY'09 Actual | PY'10 Actual | 4th Quarter Preliminary PY'12 Performance | Reporting Problems | PY'12 Meet/ Exceed Standard | State Goal PY'12 | State Goal PY'13 | ARWB PY'13 Goal Exceed (100%) | ARWB PY'13 80% of Goal Meet (80%) | ARWB Goal for PY'13 Compared to PY'12 Goal |
| | | | | | | | | | | | |
| A-EER | Actual PY'12 Goal Meet (80%) PY'12 Goal Exceed | 73.8% | 66.7% | 72.7.% 66.7% 83.4% | Known Error | Meet | 71.5% | 72.5% | 80.0% | 64.0% | Lower than '12 by 3.4% Higher than perf. by 9.5% Higher than State by 7.5% |
| A-Ret | Actual PY'12 Goal Meet (80%) PY'12 Goal Exceed | 73.7% | 78.0% | 83.4% 67.4% 84.2% | | Meet | 82.4% | 85.0% | 86.0% | 69.9% | Higher than '12 by 1.4% Higher than perf. by .4% Higher than State by 1% |
| A-Earn | Actual PY'12 Goal Meet (80%) PY'12 Goal Exceed | \$15,556 | \$9,990 | \$11,862 \$10,000 \$12,500 | | Meet | \$12,500 | \$12,750 | \$13,000 | \$10,400 | Higher than '12 by \$500 Higher than perf. by \$799 Higher than State by \$250 |
| DW-EER | Actual PY'12 Goal Meet (80%) PY'12 Goal Exceed | 77.2% | 75.5% | 77.6% 68.0% 85.0% | Known Error | Meet | 77.5% | 79.0% | 85.0% | 68.0% | Same as '12 Higher than perf. By 6.6% Higher than State by 6% |
| DW-Ret | Actual PY'12 Goal Meet (80%) PY'12 Goal Exceed | 86.0% | 84.8% | 89.1% 72.8% 91.0% | | Meet | 88.3% | 90.3% | 91.0% | 72.8% | Same as '12 Higher than perf. by .7% Higher than State by .7% |
| DW-Earn | Actual PY'12 Goal Meet (80%) PY'12 Goal Exceed | \$16,135 | \$17,402 | \$18,476 \$16,400 \$20,500 | | Meet | \$16,250 | \$17,062 | \$20,500 | \$16,400 | Same as '12 Higher than perf. by \$2273 Higher than State by \$3438 |
| Y-Emp/Ed | Actual PY'12 Goal Meet (80%) PY'12 Goal Exceed | 59.2% | 63.2% | 66.6% 52.0% 65.0% | | Exceed | 60.0% | 62.0% | 65.0% | 52.0% | Same as '12 Higher than perf. by 1.2% Higher than State by 3% |
| Y-Cert | Actual PY'12 Goal Meet (80%) PY'12 Goal Exceed | 66.4% | 65.6% | 70.7% 60.0% 75.0% | Known Error | Meet | 70.0% | 71.0% | 76.0% | 60.8% | Higher than '12 by 1% Higher than perf. by 4.2% Higher than State by 5% |
| Y-L/N | Actual PY'12 Goal Meet (80%) PY'12 Goal Exceed | 37.9% | 46.7% | 42.0% 36.0% 45.0% | | Meet | 40.0% | 41.0% | 45.0% | 36.0% | Same as '12 Higher than perf. by .9% Higher than State by 4% |

Career Resource Center Update October 2013

Cherokee Branch

Chattahoochee Technical College Woodstock Campus officially closed on August 15, 2013 for massive renovations beginning in January 2013 and continuing for 12-18 months. This necessitated a relocation of the Career Resource Center, Cherokee Branch. Chattahoochee Technical College initially indicated there may be space for the staff at the Canton campus but this did not materialize.

Outreach to ARWB community partners, county commissioner, city and county managers were initiated in June when notified by Chattahoochee Tech. Due to sequestration, ARWB was not in a position to engage in any monetary agreements at that time. Partnerships were developed for locating staff at the GDOL Cobb Cherokee Resource Center, MUST ministries location in Cherokee County and the Appalachian Campus of Chattahoochee Tech. This has provided a continuum of WIA services to Cherokee County residents but has meant the loss of the resource center for those seeking core services in job preparation and job search. Currently WIA staff is available to residents one day a week at GDOL, two days a week at Appalachian Campus and the Job Coach is available at MUST one day a week and one day every other week on the mobile unit. Staff has been restricted recently due to the medical leave of CRC manager.

ARWB's goal is to develop an alternative site within Cherokee County by the end of first quarter 2014.

ARC COMMITTEE MEETING FOLLOW-UP

ATLANTA REGIONAL WORKFORCE BOARD

October 24, 2013 Meeting Notes

Members Present

| | |
|--------------------------|----------------------------|
| Ms. Diane Adoma – Ad hoc | Ms. Cheri Mattox |
| Ms. Henrietta Archie | Mr. Chris Moder |
| Mr. Kerry Armstrong | Ms. Lisa Phillips |
| Ms. Cheryl Board | Ms. Julie Post |
| Mr. Benny Carter | Mr. Mark Rowe |
| Mr. Randy Hayes | Mr. Mohammad Saleem |
| Ms. Lee Hunter | Mr. Pete Snell |
| Mr. James Jackson | Mr. Ron Shipman |
| Mr. Randy Jenkins | Ms. Angela Thomas-Anderson |
| Ms. Julie Keeton Arnold | Commissioner Jeff Turner |
| | Ms. Janet Winkler |

Members Absent

| | |
|----------------------|------------------------------|
| Mr. Eddie Ausband | Ms. Maureen Kelly |
| Ms. Sonia Carruthers | Mr. Shaun McGraw |
| Mayor Eric Dial | Mr. Lindsay Martin |
| Mr. Phil Eberly | Mr. Gene O’Kelley |
| Ms. Marcella Hardin | Mr. Frederick Perry – Ad hoc |
| Mr. Craig Hudson | Ms. Karen Rene |

Guests

Mr. David Bergmann, President, NAECO
Mr. Paul Post, Director of Materials, NAECO
Ms. Lisa Collins, Career, Technical and Agricultural Educ. Coordinator, Fayette County Schools
Ms. Kim Learnard, Peachtree City Councilwoman
Mr. Matt Forshee, President/CEO, Fayette County Development Authority
Ms. Emily Poole, Manager, Business Retention/Expansion, Fayette County Dev. Authority
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch Manager
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch Manager
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch Manager
Ms. Melrobin Cothran, GA Dept. of Labor

ARC Board Co-Chair, Randy Hayes, called the Board Meeting to order at 12:00 p.m.



1. Mr. Kerry Armstrong made the following motion:

MOTION: To approve the minutes of the May 29, 2013 meeting.

The motion was seconded by Janet Winkler and unanimously approved.

2. Mr. Chris Moder made the following motion:

MOTION: To approve changes to the ARWB By-Laws for compliance with provisions of House Bill 393 (Pgs. 12-15 of the meeting packet) as recommended by the Executive Committee.

The motion was seconded by Cheryl Board and unanimously approved.

3. Mr. Ron Shipman made the following motion:

MOTION: To approve the proposal for Ex-offender Programs at two transitional centers in Gwinnett and Clayton counties to be submitted as written to the Governor's Office of Workforce Development (GOWD). The proposal addresses service to ten individuals at each of the two centers to include a career plan development, job readiness, credentialed job skills training in demand occupations and job placement.

The motion was seconded by Mohammad Saleem and unanimously approved.

Q: Where did the number of 20 come from and why such a small population?

A: The number was suggested by GOWD for a pilot project.

4. Mr. Benny Carter made the following motion:

MOTION: To approve the Youth Council's September 18, 2013 meeting recommendation for increased funding for projects with current youth providers to address high school dropout rates (Pgs. 24-27 of meeting packet) as recommended by the Executive Committee.

The motion was seconded by Randy Jenkins and unanimously approved.

5. Ms. Janet Winkler made the following motion:

MOTION: To approve the PY 2013 Total Revenues and Obligations and approval of the charter extensions of the ARWB One-Stops and satellites (outlined on Pg. 23 of the meeting packet) as recommended by the Executive Committee.

The motion was seconded by Ron Shipman and unanimously approved.



Brief Reviews

Mary Margaret Garrett reviewed the chart of PY12/PY13 performance measures (Pg. 32 of meeting packet) which is incomplete due to reporting issues with the state's new customer management tracking system. A letter was sent to GOWD from the Georgia Workforce Leadership Association addressing concerns and issues with the system (Pgs. 29-31 of the meeting packet).

Q: Have you received any feedback from the letter?

A: No formal feedback has been received

Mr. Mohammad Saleem, President of Partnership for Community Action announced his January 4, 2014 retirement. Mr. Saleem has served on the ARWB since February, 2006.

The meeting was adjourned at 1:05 p.m.

Next Board meeting: December 3, 2013 - ARWB Meeting and Annual Customer Recognition Luncheon, Maggiano's Buckhead





**Proposed Agenda ARWB Meeting
Tuesday, December 3, 2013, 11:30 a.m.
Maggiano's, Buckhead**

Kerry Armstrong and Randy Hayes, Co-Chairs

Meeting Purpose

- To recognize employers, business and community partners who further the mission of the workforce board by expanding opportunities for job seekers and to applaud the accomplishments of job seekers who demonstrated extraordinary commitment to enhancing their job skills.

ARWB Discussion and Action Items

- Consent agenda, Approval of October 24, 2013 Meeting Minutes
- Update of Local Plan Guidelines - Guidance to be issued in January 2014 due to continued delay with USDOL approval of State Workforce Plan
- Approval of Georgia State Workforce Investment Board Support Services Policy dated 11-21-2013, to be effective January 1, 2014
- Approval of Contract Increases for special graduation rate projects for existing Youth Service Providers

NEXT MEETING: February 27, 2014

ARC COMMITTEE MEETING FOLLOW-UP

ATLANTA REGIONAL WORKFORCE BOARD

December 3, 2013 Meeting Notes

Members Present

Ms. Henrietta Archie
Mr. Kerry Armstrong
Ms. Sonia Carruthers
Mr. Benny Carter
Mayor Eric Dial, City of Tyrone
Mr. Randy Hayes
Ms. Lee Hunter
Mr. James Jackson
Mr. Randy Jenkins

Ms. Cheri Mattox
Mr. Chris Moder
Ms. Karen Rene
Mr. Mark Rowe
Mr. Mohammad Saleem
Mr. Pete Snell
Ms. Angela Thomas-Anderson
Chairman Jeff Turner, Clayton County Commission
Ms. Janet Winkler

Members Absent

Ms. Diane Adoma – Ad hoc
Mr. Eddie Ausband
Ms. Cheryl Board
Mr. Phil Eberly
Ms. Marcella Hardin
Mr. Craig Hudson
Ms. Julie Keeton Arnold
Ms. Maureen Kelly

Mr. Shaun McGraw
Mr. Lindsay Martin
Mr. Gene O'Kelley
Mr. Frederick Perry – Ad hoc
Ms. Lisa Phillips
Ms. Julie Post
Mr. Ron Shipman

Guests

Mr. Wendell Dallas, State Workforce Investment Board Chair
Chairman Steve Brown, Fayette County Commission
Mayor Bucky Johnson, City of Norcross
Mr. Emerson Bryan, Executive Deputy Director, ARC
Mr. David Bergmann, President, NAECO
Mr. Paul Post, Director of Materials, NAECO
Mr. David Twite, President, Tara Materials
Ms. Dianne Clark, HR, Tara Materials
Ms. Ashley Kohler, Executive Producer, Awesome, Inc./Bento Box
Dr. Cinda Herndon-King, Director, Atlanta CareerRise
Mr. Troels Adrian, Sr. Project Manager, Gwinnett Chamber of Commerce
Ms. Gloria Kusmik, GA Dept. of Labor
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch Manager



Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch Manager
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch Manager
Mr. Barry Golivesky, Atlanta Regional Commission, Communications
Several invited WIA Customers, Youth Participants, Youth Providers, Business and Community Partners

ARC Board Co-Chair, Randy Hayes, called the Board Meeting to order at 11:55 a.m.

1. Mr. Kerry Armstrong made the following motion:

MOTION: To approve the minutes of the October 24, 2013 meeting.

The motion was seconded by Janet Winkler and unanimously approved.

2. Mr. Chris Moder made the following motion:

MOTION: To approve the Georgia State Workforce Investment Board Support Services Policy to become effective for ARWB WIA programs, January 1, 2014.

The motion was seconded by Janet Winkler and unanimously approved.

3. Mr. Kerry Armstrong made the following motion:

MOTION: To approve contract increases for existing youth service providers for special graduation rate projects.

The motion was seconded by Benny Carter and unanimously approved.

Ms. Sonia Carruthers, Cherokee FOCUS, abstained from discussion and voting.

The meeting was adjourned at 12:10 p.m.

ARC Board Co-Chairs, Kerry Armstrong and Randy Hayes, recognized business and community partners who further the mission of the workforce board by expanding opportunities for job seekers and applauded the accomplishments of WIA customers and youth participants who demonstrated extraordinary commitment to enhancing their job skills.

Next Board meeting: February 27, 2014



ARC COMMITTEE MEETING FOLLOW-UP

ATLANTA REGIONAL WORKFORCE BOARD

December 3, 2013 Meeting Notes

Members Present

| | |
|---------------------------------|---|
| Ms. Henrietta Archie | Ms. Cheri Mattox |
| Mr. Kerry Armstrong | Mr. Chris Moder |
| Ms. Sonia Carruthers | Ms. Karen Rene |
| Mr. Benny Carter | Mr. Mark Rowe |
| Mayor Eric Dial, City of Tyrone | Mr. Mohammad Saleem |
| Mr. Randy Hayes | Mr. Pete Snell |
| Ms. Lee Hunter | Ms. Angela Thomas-Anderson |
| Mr. James Jackson | Chairman Jeff Turner, Clayton County Commission |
| Mr. Randy Jenkins | Ms. Janet Winkler |

Members Absent

| | |
|--------------------------|------------------------------|
| Ms. Diane Adoma – Ad hoc | Mr. Shaun McGraw |
| Mr. Eddie Ausband | Mr. Lindsay Martin |
| Ms. Cheryl Board | Mr. Gene O’Kelley |
| Mr. Phil Eberly | Mr. Frederick Perry – Ad hoc |
| Ms. Marcella Hardin | Ms. Lisa Phillips |
| Mr. Craig Hudson | Ms. Julie Post |
| Ms. Julie Keeton Arnold | Mr. Ron Shipman |
| Ms. Maureen Kelly | |

Guests

Mr. Wendell Dallas, State Workforce Investment Board Chair
Chairman Steve Brown, Fayette County Commission
Mayor Bucky Johnson, City of Norcross
Mr. Emerson Bryan, Executive Deputy Director, ARC
Mr. David Bergmann, President, NAECO
Mr. Paul Post, Director of Materials, NAECO
Mr. David Twite, President, Tara Materials
Ms. Dianne Clark, HR, Tara Materials
Ms. Ashley Kohler, Executive Producer, Awesome, Inc./Bento Box
Dr. Cinda Herndon-King, Director, Atlanta CareerRise
Mr. Troels Adrian, Sr. Project Manager, Gwinnett Chamber of Commerce
Ms. Gloria Kusmik, GA Dept. of Labor
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch Manager
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch Manager



Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch Manager
Mr. Barry Golivesky, Atlanta Regional Commission, Communications
Several invited WIA Customers, Youth Participants, Youth Providers, Business and Community Partners

ARC Board Co-Chair, Randy Hayes, called the Board Meeting to order at 11:55 a.m.

1. Mr. Kerry Armstrong made the following motion:

MOTION: To approve the minutes of the October 24, 2013 meeting.

The motion was seconded by Janet Winkler and unanimously approved.

2. Mr. Chris Moder made the following motion:

MOTION: To approve the Georgia State Workforce Investment Board Support Services Policy to become effective for ARWB WIA programs, January 1, 2014.

The motion was seconded by Janet Winkler and unanimously approved.

3. Mr. Kerry Armstrong made the following motion:

MOTION: To approve contract increases for existing youth service providers for special graduation rate projects.

The motion was seconded by Benny Carter and unanimously approved.

Ms. Sonia Carruthers, Cherokee FOCUS, abstained from discussion and voting.

The meeting was adjourned at 12:10 p.m.

ARC Board Co-Chairs, Kerry Armstrong and Randy Hayes, recognized business and community partners who further the mission of the workforce board by expanding opportunities for job seekers and applauded the accomplishments of WIA customers and youth participants who demonstrated extraordinary commitment to enhancing their job skills.

Next Board meeting: February 27, 2014





**Proposed Agenda ARWB Meeting
Tuesday, December 3, 2013, 11:30 a.m.
Maggiano's, Buckhead**

Kerry Armstrong and Randy Hayes, Co-Chairs

Meeting Purpose

- To recognize employers, business and community partners who further the mission of the workforce board by expanding opportunities for job seekers and to applaud the accomplishments of job seekers who demonstrated extraordinary commitment to enhancing their job skills.

ARWB Discussion and Action Items

- Consent agenda, Approval of October 24, 2013 Meeting Minutes
- Update of Local Plan Guidelines - Guidance to be issued in January 2014 due to continued delay with USDOL approval of State Workforce Plan
- Approval of Georgia State Workforce Investment Board Support Services Policy dated 11-21-2013, to be effective January 1, 2014
- Approval of Contract Increases for special graduation rate projects for existing Youth Service Providers

NEXT MEETING: February 27, 2014

ARC COMMITTEE MEETING FOLLOW-UP

ATLANTA REGIONAL WORKFORCE BOARD

October 24, 2013 Meeting Notes

Members Present

Ms. Diane Adoma – Ad hoc
Ms. Henrietta Archie
Mr. Kerry Armstrong
Ms. Cheryl Board
Mr. Benny Carter
Mr. Randy Hayes
Ms. Lee Hunter
Mr. James Jackson
Mr. Randy Jenkins
Ms. Julie Keeton Arnold

Ms. Cheri Mattox
Mr. Chris Moder
Ms. Lisa Phillips
Ms. Julie Post
Mr. Mark Rowe
Mr. Mohammad Saleem
Mr. Pete Snell
Mr. Ron Shipman
Ms. Angela Thomas-Anderson
Commissioner Jeff Turner
Ms. Janet Winkler

Members Absent

Mr. Eddie Ausband
Ms. Sonia Carruthers
Mayor Eric Dial
Mr. Phil Eberly
Ms. Marcella Hardin
Mr. Craig Hudson

Ms. Maureen Kelly
Mr. Shaun McGraw
Mr. Lindsay Martin
Mr. Gene O'Kelley
Mr. Frederick Perry – Ad hoc
Ms. Karen Rene

Guests

Mr. David Bergmann, President, NAECO
Mr. Paul Post, Director of Materials, NAECO
Ms. Lisa Collins, Career, Technical and Agricultural Educ. Coordinator, Fayette County Schools
Ms. Kim Learnard, Peachtree City Councilwoman
Mr. Matt Forshee, President/CEO, Fayette County Development Authority
Ms. Emily Poole, Manager, Business Retention/Expansion, Fayette County Dev. Authority
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch Manager
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch Manager
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch Manager
Ms. Melrobin Cothran, GA Dept. of Labor

ARC Board Co-Chair, Randy Hayes, called the Board Meeting to order at 12:00 p.m.

1. Mr. Kerry Armstrong made the following motion:

MOTION: To approve the minutes of the May 29, 2013 meeting.

The motion was seconded by Janet Winkler and unanimously approved.

2. Mr. Chris Moder made the following motion:

MOTION: To approve changes to the ARWB By-Laws for compliance with provisions of House Bill 393 (Pgs. 12-15 of the meeting packet) as recommended by the Executive Committee.

The motion was seconded by Cheryl Board and unanimously approved.

3. Mr. Ron Shipman made the following motion:

MOTION: To approve the proposal for Ex-offender Programs at two transitional centers in Gwinnett and Clayton counties to be submitted as written to the Governor's Office of Workforce Development (GOWD). The proposal addresses service to ten individuals at each of the two centers to include a career plan development, job readiness, credentialed job skills training in demand occupations and job placement.

The motion was seconded by Mohammad Saleem and unanimously approved.

Q: Where did the number of 20 come from and why such a small population?

A: The number was suggested by GOWD for a pilot project.

4. Mr. Benny Carter made the following motion:

MOTION: To approve the Youth Council's September 18, 2013 meeting recommendation for increased funding for projects with current youth providers to address high school dropout rates (Pgs. 24-27 of meeting packet) as recommended by the Executive Committee.

The motion was seconded by Randy Jenkins and unanimously approved.

5. Ms. Janet Winkler made the following motion:

MOTION: To approve the PY 2013 Total Revenues and Obligations and approval of the charter extensions of the ARWB One-Stops and satellites (outlined on Pg. 23 of the meeting packet) as recommended by the Executive Committee.

The motion was seconded by Ron Shipman and unanimously approved.



Brief Reviews

Mary Margaret Garrett reviewed the chart of PY12/PY13 performance measures (Pg. 32 of meeting packet) which is incomplete due to reporting issues with the state's new customer management tracking system. A letter was sent to GOWD from the Georgia Workforce Leadership Association addressing concerns and issues with the system (Pgs. 29-31 of the meeting packet).

Q: Have you received any feedback from the letter?

A: No formal feedback has been received

Mr. Mohammad Saleem, President of Partnership for Community Action announced his January 4, 2014 retirement. Mr. Saleem has served on the ARWB since February, 2006.

The meeting was adjourned at 1:05 p.m.

Next Board meeting: December 3, 2013 - ARWB Meeting and Annual Customer Recognition Luncheon, Maggiano's Buckhead



**Approved by the State Workforce Investment Board 11-21-2013,
Effective January 1, 2014
To be included in the ARWB Support Service Policies**

Supportive Service Policy Proposal

In order to ensure that supportive services are provided in the most consistent, effective and efficient manner throughout the state, the Governor's Office of Workforce Development will require each LWIA to develop a comprehensive supportive service policy, and pass through the area's LWIB prior to implementation. Each LWIA will develop a policy that complies not only with all applicable federal regulations, but also meets the requirements mandated by the State Workforce Investment Board and GOWD. This process will provide more consistency in the provision and documentation of supportive services across the state, while allowing the LWIA to develop a policy that takes into account unique situations and circumstances present in their areas. Along with complying with all applicable sections of WIA law, CFR's, and TEGL/TEN's, the LWIB approved policy must meet requirements in each of these categories:

- I. Eligibility and determination of need for supportive services
 - A. The LWIB approved supportive service policy must establish a process by which participants are determined eligible and in need of supportive services.
 - B. Federal Law states that supportive service costs should be **necessary** to enable an individual to participate in activities authorized under WIA Title I.
 - C. Eligibility and determination of need for supportive services should be conducted by a case manager or appropriate LWIA staff on a case-by case-basis to determine if the participant is eligible for and in need of supportive services.
- II. Documentation of eligibility and determination of need for supportive services
 - A. The LWIB approved supportive service policy must establish a process by which documentation of a participant's eligibility and determination of need is collected and included in each participant's case file and/or their Georgia Work Ready Online Participant Portal profile.
 - B. The documentation must cover:
 1. Financial/physical need: There must be documentation in the case file that participants are incapable of providing these services for themselves. Examples: low income status as documented by family/household income determination, receipt of federal or state public assistance, UI benefits, documentation of skill upgrading that would lead to employment in a local or state in-demand occupation, documentation of lack of employment or underemployment, separation notice, birth certificates for children receiving childcare, documentation of transportation distance to attend training, etc.
 2. Resource coordination: There must be documentation supporting that these services or funds for these services were not available from any other state and or federal grant/program/funding stream/agency. There should be an analysis of all federal/state/local resources available in the LWIAs and how they are being coordinated to promote the most efficient use of resources. Examples: UI records, application for applicable state and federal funds (HOPE, PELL, etc.)
 3. Type of supportive service requested and how the supportive service will assist their participation in WIA Title I activities. Examples: LWIA created supportive service request form
 4. Amount requested and justification for the amount being necessary and reasonable to enable participation in qualifying WIA activities. Examples: LWIA created supportive service request form, case notes in the Georgia Work Ready Online Participant Portal.

**PY 13 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS
FROM JULY 1, 2013 - JUNE 30, 2014**

| | Adult | Youth | Disloc. Worker | Total |
|---|------------------|------------------|------------------|-------------------|
| Revenues | | | | |
| WIA Formula Grant Admin PY 11 - FY 12 Carryover | 68,956 | 50,570 | 143,187 | 262,713 |
| WIA Formula Grant Prog PY 11 - FY 12 Carryover | 720,175 | 463,341 | 1,499,529 | 2,683,045 |
| WIA Formula Grant Admin PY 12 - FY 13 | 361,244 | 364,296 | 359,936 | 1,085,476 |
| WIA Formula Grant Prog PY 12 - FY 13 | 3,251,203 | 3,278,667 | 3,239,429 | 9,769,299 |
| WIA Emergency Dislocated Worker PY 13 | | | 150,000 | 150,000 |
| WIA Rapid Response Admin PY 13 - FY 14 | | | 37,933 | 37,933 |
| WIA Rapid Response Prog PY 13 - FY 14 | | | 340,609 | 340,609 |
| Other | | | | |
| Total Revenues | 4,401,578 | 4,156,874 | 5,770,623 | 14,329,075 |
| Planned Expenditures/Obligations | | | | |
| ARC/CRC Costs | | | | |
| ARC Administration Costs | 412,847 | 383,603 | 505,884 | 1,302,334 |
| ARC Facilities/Operations/Program Costs | 323,030 | 232,609 | 535,922 | 1,091,561 |
| Career Resource Center Facilities/ Operations Costs/Mobile Unit | 160,195 | 49,860 | 242,955 | 453,010 |
| Other | | | | |
| Total ARC/CRC Costs | 896,072 | 666,071 | 1,284,761 | 2,846,905 |
| Training Services | | | | |
| Work Experience (WE) Wages | - | 67,844 | - | 67,844 |
| Individual Training Accounts (ITAs) | 2,084,336 | 95,000 | 2,832,690 | 5,012,026 |
| On-The-Job Training (OJT) | 500,000 | - | 500,000 | 1,000,000 |
| Sub-Grantees (Contract) Services | | | | |
| Chattahoochee Technical College | 47,898 | | 72,000 | 119,898 |
| Clayton College and State University | 201,670 | | 318,000 | 519,670 |
| Corvel Healthcare, Inc. | 308,249 | | 468,000 | 776,249 |
| - Corvel WIA and ITA Participant Support | 90,000 | | 90,000 | 180,000 |
| Gwinnett Corrections - Services to Offenders | 116,000 | | | 116,000 |
| Gwinnett Technical College | 80,000 | | 110,000 | 190,000 |
| - Gwinnett Tech WIA and ITA Participant Support | 60,000 | | 60,000 | 120,000 |
| Hearts to Nourish Hope* | | 625,024 | | 625,024 |
| Clayton Board of Education - WORKTEC* | | 135,280 | | 135,280 |
| Prevention Plus, Inc. | | 198,000 | | 198,000 |
| Corvel Healthcare, Inc. - Youth | | 314,669 | | 314,669 |
| Gwinnett Technical College - Youth | | 420,661 | | 420,661 |
| PEPP, Inc.* | | 325,670 | | 325,670 |
| City of Holly Springs/Cherokee FOCUS* | | 345,139 | | 345,139 |
| Seek to Fulfill, Inc. | | 182,860 | | 182,860 |
| Boat People S.O.S. | | 189,992 | | 189,992 |
| Connecting Henry | | 247,946 | | 247,946 |
| CPACS | | 140,000 | | 140,000 |
| AVPRIDE (New) | | 108,454 | | 108,454 |
| Other | | | | |
| Future RFP or other Specific Projects | | 63,000 | | 63,000 |
| Total Sub-Grantees (Contract) Services Costs | 903,817 | 3,296,695 | 1,118,000 | 5,318,512 |
| Total Planned Expenditures/Obligations | 4,384,225 | 4,125,610 | 5,735,451 | 14,245,287 |
| Total Planned Un-Obligated Admin Funding | 17,353 | 31,263 | 35,172 | 83,788 |
| Total Planned Un-Obligated Program Funding | (0) | (0) | 0 | (0) |
| % Planned Availability of Unobligated Funding | 0.4% | 0.8% | 0.6% | 0.6% |

Revision Date: 11/15/2013

*Youth Council recommended increases to contracts for Special Increase Graduation Rates project.

**PY 13 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS
VARIANCES BETWEEN R&O DATED 10/17/13 & 11/15/13**

| | Adult | Youth | Disloc. Worker | Total |
|---|-------|------------|----------------|------------|
| Revenues | | | | |
| WIA Formula Grant Admin PY 11 - FY 12 Carryover | - | - | - | - |
| WIA Formula Grant Prog PY 11 - FY 12 Carryover | - | - | - | - |
| WIA Formula Grant Admin PY 12 - FY 13 | - | - | - | - |
| WIA Formula Grant Prog PY 12 - FY 13 | - | - | - | - |
| WIA Emergency Dislocated Worker PY 13 | - | - | - | - |
| WIA Rapid Response Admin PY 13 - FY 14 | - | - | - | - |
| WIA Rapid Response Prog PY 13 - FY 14 | - | - | - | - |
| Other | - | - | - | - |
| Total Revenues | - | - | - | - |
| Planned Expenditures/Obligations | | | | |
| ARC/CRC Costs | | | | |
| ARC Administration Costs | - | - | - | - |
| ARC Facilities/Operations/Program Costs | - | - | - | - |
| Career Resource Center Facilities/ Operations Costs/Mobile Unit | - | - | - | - |
| Other | - | - | - | - |
| Total ARC/CRC Costs | - | - | - | - |
| Training Services | | | | |
| Work Experience (WE) Wages | - | - | - | - |
| Individual Training Accounts (ITAs) | - | (5,000) | - | (5,000) |
| On-The-Job Training (OJT) | - | - | - | - |
| Sub-Grantees (Contract) Services | | | | |
| Chattahoochee Technical College | - | - | - | - |
| Clayton College and State University | - | - | - | - |
| Corvel Healthcare, Inc. | - | - | - | - |
| - Corvel WIA and ITA Participant Support | - | - | - | - |
| Gwinnett Corrections - Services to Offenders | - | - | - | - |
| Gwinnett Technical College | - | - | - | - |
| - Gwinnett Tech WIA and ITA Participant Support | - | - | - | - |
| Hearts to Nourish Hope* | - | 50,000 | - | 50,000 |
| Clayton Board of Education - WORKTEC* | - | 5,000 | - | 5,000 |
| Prevention Plus, Inc. | - | - | - | - |
| Corvel Healthcare, Inc. - Youth | - | - | - | - |
| Gwinnett Technical College - Youth | - | - | - | - |
| PEPP, Inc.* | - | 42,000 | - | 42,000 |
| City of Holly Springs/Cherokee FOCUS* | - | 45,000 | - | 45,000 |
| Seek to Fulfill, Inc. | - | - | - | - |
| Boat People S.O.S. | - | - | - | - |
| Connecting Henry | - | - | - | - |
| CPACS | - | - | - | - |
| AVPRIDE (New) | - | - | - | - |
| Other | - | - | - | - |
| Future RFP or other Specific Projects | - | (137,000) | - | (137,000) |
| Total Sub-Grantees (Contract) Services Costs | - | 5,000 | - | 5,000 |
| Total Planned Expenditures/Obligations | - | - | - | - |
| Total Planned Un-Obligated Admin Funding | - | - | - | - |
| Total Planned Un-Obligated Program Funding | - | - | - | - |
| % Planned Availability of Unobligated Funding | N/A | N/A | N/A | N/A |

Revision Date: 11/15/2013

*Youth Council recommended increases to contracts for Special Increase Graduation Rates project.

**STAFF RECOMMENDATIONS TO THE YOUTH COUNCIL FOR SPECIAL
"GRADUATION RATE" PROJECTS WITH EXISTING YOUTH SERVICE PROVIDER
CONTRACTORS – 11/13/2013:**

Of the twelve current providers, seven provided their thoughts and project ideas. None were expected to provide a final detailed budget or even final detailed plans. These were to be worked out after today's Youth Council meeting, with projects to begin on/about January 1.

Consideration for these projects is described on the attached page which was considered and approved by the ARWB at its October 17 meeting.

Through asking for proposed projects, several very good potential ideas for in-school projects or general directions have been identified. Evaluation criteria included the current performance of the provider, the current budget and program focus of the provider, readiness of the provider to conduct the project, potential immediacy of effect from the project, as well as other considerations. Several projects are not recommended for additional funding at this time; the potential and ideas for these projects will be discussed with the providers during the next one-two months – this includes BPSOS, Clayton County Board of Education and AVPRIDE. Staff may return to the Youth Council to request budget adjustments for these contracts as well, with possible additional funding coming from the WE or ITA budget lines, or from the remaining Other Specific Projects budget line.

1. Related Staff Recommendations for Current Contract Increases:

| | |
|--|----------|
| City of Holly Springs/Cherokee FOCUS | \$45,000 |
| Hearts to Nourish Hope | \$50,000 |
| PEPP, Inc. | \$42,000 |
| Unobligated from the ARWB-approved \$150,000 | \$13,000 |

2. Additional Staff Recommendations for Current Contract Increases:

For participant activities and materials:

| | |
|-------|---------|
| CCBOE | \$5,000 |
|-------|---------|

3. OTHER REVENUE AND OBLIGATIONS SHEET CHANGES AND ADJUSTMENTS

The actual Carryover Amount for PY'12 Program funds was adjusted by a small amount.

An additional \$83,000 in Program Funds was allocated by the State to the ARWB, using unexpended/unobligated funds for other Workforce Areas (embedded in Carryover Amount line).

There were small adjustments to the ARC/CRC Costs line.