

**ATLANTA REGIONAL WORKFORCE BOARD  
FEBRUARY 16, 2012 MEETING HANDOUTS**

**PY 11 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS  
FROM JULY 1, 2011 - JUNE 30, 2012**

	<b>Adult</b>	<b>Youth</b>	<b>Disloc. Worker</b>	<b>Total</b>
<b>Revenues</b>				
WIA Formula Grant Admin PY 10 - FY 11 Carryover	152,974	124,064	206,879	483,917
WIA Formula Grant Prog PY 10 - FY 11 Carryover	929,754	466,664	1,105,761	2,502,179
WIA Formula Grant Admin PY 11 - FY 12	296,543	310,898	405,786	1,013,227
WIA Formula Grant Prog PY 11 - FY 12	2,668,882	2,798,082	3,652,080	9,119,044
Other				-
Other				-
Other				-
Other				-
Other				-
Other				-
<b>Total Revenues</b>	<b>4,048,153</b>	<b>3,699,708</b>	<b>5,370,506</b>	<b>13,118,367</b>
<b>Planned Expenditures/Obligations</b>				
<b>ARC/CRC Costs</b>				
ARC Administration Costs	368,761	385,928	519,957	1,274,646
ARC Facilities/Operations/Program Costs	231,882	241,395	393,011	866,288
Career Resource Center Facilities/ Operations Costs/Mobile Unit	116,463	31,331	244,020	391,814
Other				-
<b>Total ARC/CRC Costs</b>	<b>717,106</b>	<b>658,654</b>	<b>1,156,988</b>	<b>2,532,748</b>
<b>Training Services</b>				
Individual Training Accounts (ITAs)*	2,080,754	119,180	2,275,761	4,475,695
<b>Sub-Grantees (Contract) Services</b>				
Chattahoochee Technical College	56,280		84,420	140,700
Clayton College and State University	180,946		336,042	516,988
Corvel Healthcare, Inc.	262,006		486,582	748,588
- Corvel WIA and ITA Participant Support	82,425		153,075	235,500
Gwinnett Corrections - Services to Offenders	114,775			114,775
Gwinnett Technical College	76,054		114,081	190,135
- Gwinnett Tech WIA and ITA Participant Support	54,000		36,000	90,000
Hearts to Nourish Hope		428,695		428,695
Clayton Board of Education - WORKTEC		123,630		123,630
Prevention Plus, Inc.		223,285		223,285
Corvel Healthcare, Inc. - Youth		275,000		275,000
Gwinnett Technical College - Youth**		310,000		310,000
PEPP, Inc. (Includes PLC/Douglas Schools)		231,985		231,985
City of Holly Springs/Cherokee FOCUS		262,730		262,730
Ceek to Fulfill, Inc.		170,495		170,495
Boat People S.O.S.		170,000		170,000
Connecting Henry		125,000		125,000
Crossroads		100,000		100,000
Gwinnett County RFP - New Provider CPACS		70,000		70,000
Participant Wages, Support, etc. - All Youth Contracts*		50,000		50,000
<b>Total Sub-Grantees (Contract) Services Costs</b>	<b>826,486</b>	<b>2,540,820</b>	<b>1,210,200</b>	<b>4,577,506</b>
Total Non-Committed ARC Administrative Funding	80,756	49,034	92,708	222,498
<b>Total Planned Expenditures/Obligations</b>	<b>3,705,102</b>	<b>3,367,688</b>	<b>4,735,657</b>	<b>11,808,447</b>
<b>Planned Program Funding Under (Over) Obligation</b>	<b>\$343,051</b>	<b>\$332,020</b>	<b>\$634,849</b>	<b>\$1,309,920</b>
<b>% Planned Under (Over) Obligation</b>	<b>8.5%</b>	<b>9.0%</b>	<b>11.8%</b>	<b>10.0%</b>

Revision Date: 02/08/2012

**Notes:**

\*Reduced ITA Accounts \$50K and added new line item "Participant Wages, Support..." with \$50K budget

\*\*Correction to previously mailed out R&O - Gwinnett Tech Youth reduced from \$360K to 310K





The Atlanta Regional Workforce Board's Mobile Career Lab will be stationed weekly at local libraries to provide assistance in job readiness and job search activities as well as provide information on Workforce Investment Act (WIA) funded training opportunities.

The unit is open to those 16 years and older seeking assistance in career planning, job readiness, job search, and training opportunities. The unit which has 12 computer workstations also has copying, printing and scanning capabilities as well as a host of resource material for job search and career guidance.

Need help in defining a career path? Take the CareerScope and learn about careers and jobs that are a good fit for you based on your interest and aptitude.

The mobile unit will be in the following locations:

**Tuesdays, 9:00 a.m. - Noon**

Riverdale Library, 420 Valley Hill Rd. SW, Riverdale, GA 30274

**Tuesdays, 1:30 p.m. - 4:00 p.m.**

Alternate Weeks:

Fayette County Library, 1821 Heritage Parkway, Fayetteville, 30214 (beginning Feb 21)

Cochran Library, 174 Burke Street, Stockbridge, 30281 (beginning Feb 28)

**Wednesdays, 10:00 a.m. – 2:00 p.m.**

R. T. Jones Memorial Library, 116 Brown Industrial Parkway, Canton, GA 30114

**Thursdays, 9:00 a.m. - Noon**

Lithia Springs Library, 7100 Turner Dr., Lithia Springs, GA 30122

**Thursdays, 1:30 p.m. - 4:00 p.m.**

Dog River Library, 6100 Bill Arp Road (GA Hwy 5), Douglasville, GA 30135

For more information on the mobile unit schedule and services, please call 404-463-3327.

[www.atlantaregional.com/workforcesolutions](http://www.atlantaregional.com/workforcesolutions)



ARWB Occupational Training Area Outcomes – July 2010 through February 2012

Occupation (Major areas of training - not all inclusive)	Total #	Active	Left Training	Completion Rate	Employment Rate	Average Wage	Training Related Employment
Architect/Engineering	34	10	24	71%	94%	\$19.76	82%
Business/Finance	95	20	75	87%	93%	\$30.27	84%
Computer (higher level)	285	50	235	86%	90%	\$23.73	74%
Construction	17	8	10	70%	100%	\$13.52	99%
Education( K-12)	69	16	53	75%	90%	\$12.96	73%
Health Occupations	320	133	186	84%	92%	\$16.51	71%
Health Support Occupations	704	156	548	88%	86%	\$10.49	71%
Installation/Repair	229	47	182	88%	89%	\$14.36	77%
Management (incl. PM)	167	24	143	88%	96%	\$25.60	73%
Office Admin(incl. MS Office)	482	154	328	90%	91%	\$13.39	71%
Production	88	9	79	86%	82%	\$14.02	75%
Transportation	351	32	319	94%	97%	\$15.60	87%
4 Yellow-highlighted occupational areas that have over half of customers.	1791	493	1297	95%	90%	\$14.62	75%
TOTAL (All Inclusive)	3013	706	2306	88%	90%	\$16.14	75%

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

The figures are based on those who have left training.

Largest training area is Health Occupations, including support occupations, with total of 1024 registered students.



## MULTIMODAL:

<b>Dow Jones Transportation Index</b>	Dow Jones Transportation index <b>fell 1.7%</b> in 2011. The Dow Jones Transportation Index reached a low point on October 3, but <b>increased 24%</b> through the end of 2011. <i>(Stock performance of twenty large, well-known U.S. companies in the transportation industry)</i>
<b>NASDAQ Transportation Index</b>	NASDAQ Transportation Index <b>fell 15.17%</b> in 2011. The NASDAQ Transportation Index also reached a low point on October 3, but has not recovered as well as the DJTI, <b>rising 13.7%</b> through the end of the year. <i>(Averaged share weights of NASDAQ-listed companies classified as transportation companies)</i>
<b>DOT Freight Transportation Index</b>	The USDOT's freight transportation services index for 2011 was <b>108.01</b> (2000=100), and was <b>3.8% higher</b> than the average for 2010. (Source: US DOT)
<b>Cass Freight Index</b>	The Cass Freight shipments index in 2011 averaged 1.1 (2000=1), and was <b>7% higher</b> than the 2010 average. The Cass expenditures index averaged 2.25 in 2011, and was <b>24% higher</b> than the 2010 average. <i>(Source: Cass Information Systems   Cassinfo.com)</i> <i>(Based upon transportation dollars and shipments of Cass clients comprised of over 400 shipping companies)</i>
<b>Import Volumes</b>	Through November 2011, the U.S. <b>imported about \$2.44 trillion</b> of cargo. During the first 11 months of 2011, U.S. imports have <b>increased 14.3%</b> in terms of value over the same period in 2010 and <b>grew 37.4%</b> over the same period in 2009. (Source: US Census)
<b>Export Volumes</b>	Through November 2011, the U.S. <b>exported more than \$1.93 trillion</b> of cargo. During the first 11 months of 2011, U.S. exports have <b>increased 15%</b> in terms of value over the same period in 2010 and <b>grew 34.5%</b> over the same period in 2009. (Source: US Census)
<b>Import &amp; Export Price Index</b>	U.S. average import prices in 2011 <b>increased 10.9%</b> from 2010 and <b>rose 18.5%</b> from 2009. The price index average for U.S. exports in 2011 <b>grew 8.1%</b> over the previous year and was <b>13.3% higher</b> than 2009. (Source: Bureau of Labor Statistics)
<b>Logistics Employment</b>	Transportation and warehousing employment <b>increased 2.7%</b> in 2011, with rail employment <b>up 3.6%</b> and trucking employment <b>up 3.25%</b> . The logistics industry added <b>114,200 employees</b> in 2011, accounting for <b>7.3%</b> of the overall net employment gains added last year. (Source: Bureau of Labor Statistics)
<b>Logistics Employment Forecast</b>	In 2012, jobs in the transportation and warehousing sectors are expected to increase at a rate of 0.3% in the U.S. and should <b>increase by 2.4%</b> in Georgia. Logistics industry jobs in the state of Georgia will grow the most in <b>Gainesville with 6.5% growth</b> , and <b>Columbus with 1.8% growth</b> . (Source: Moody's Analytics)
<b>Multimodal News Clips:</b>	<ul style="list-style-type: none"> <li>UPS recorded a net profit of \$4.2 billion in 2011, <b>20.8% higher</b> than the net profit in 2010. Additionally, UPS raised its 2012 earnings outlook, and now expects to earn between <b>9% and 15%</b> more than in 2011.</li> <li>In 2011, Georgia recorded its highest-ever total for the value of goods <b>exported: \$34.7 billion, up 20%</b> over 2010. Total <b>imports jumped 11%</b> totaling \$67 billion. The share of exports to Asia increased by 6% to 39% of the total; 36% went to the Americas; 18% to the EU. <b>Georgia currently ranks 12<sup>th</sup> in the Nation for value of exports; 9<sup>th</sup> for value of imports, and 2<sup>nd</sup> in the Southeast.</b></li> <li>The theft of cargo while in transit <b>rose by 8.8%</b> to record levels in 2011. Though the number of thefts is at its highest, the average value per theft has <b>declined</b>. The average value per theft incident in 2011 was <b>\$319,000</b>. (Source: FreightWatch International   freightwatchintl.com)</li> <li>U.S. agricultural commodities trade <b>increased 21%</b> year-over-year during the first 11 months of 2011, with exports <b>up 20.6%</b> and imports <b>up 21.4%</b>. (Source: US Census)</li> </ul>

## RAIL:

<b>U.S. Freight Rail Traffic</b>	Railroad bulk freight totaled <b>15.2 million carloads</b> in 2011, <b>up 2.2%</b> over 2010 and <b>up 9.7%</b> over 2009. (Source: AAR.org) <i>(Report includes rail car-loadings by 19 different major commodity categories as well as intermodal units)</i>
<b>U.S. Intermodal Rail Traffic</b>	Total U.S. rail intermodal volume in 2011 was <b>11.9 million containers and trailers, up 5.4%</b> over 2010 and <b>up 20.4%</b> over 2009 volumes. (Source: AAR.org) <i>(Report includes rail car-loadings by 19 different major commodity categories as well as intermodal units)</i>
<b>Railroad Fuel Price Index</b>	The index of average railroad fuel prices in 2011 was 607.2, <b>up 36.9%</b> over the previous year. (Source: AAR.org) <i>(Average monthly price for gallons purchased by freight railroads; Includes federal excise taxes, transportation, and handling expenses)</i>
<b>Freight Cars in Storage</b>	At the beginning of 2011, there were 316,271 freight cars ( <b>20.8% of the fleet</b> ) in storage. During the course of the year, <b>42,881 cars came out of storage</b> , leaving only 18% of the fleet in storage. (Source: AAR.org) <i>(A freight car is "in storage" if it has had a loaded revenue move since 2005, but not in the past 60 days. Decrease here = more demand)</i>



## RAIL: (CONTINUED)

### Class 1 Railroad Employment

Railroad employment **increased by 5,077 employees** (up 3.3%) during the first 11 months of 2011. Total Class 1 railroad employment was **160,119 employees** in November 2011. (Source: U.S. STB)

### Short Line Rail Traffic

In 2011, short line railroads across North America saw shipments **rise 6.83%** over 2010. A sampling of about 400 small railroads in the U.S. and Canada loaded more than **6 million** railcars and intermodal units during the year. (Source: RMI RailConnect Index | rmiindemand.com)

### Railroad News Clips:

- Intermodal container volume set a **new record** in 2011 with **12.4 million moves**, beating the former record in 2007 by **3.7%**. The North American intermodal industry increased overall volume by **4.9%** year-over-year. Domestic container growth was **up 9.6%** in 2011. (Source: IANA)
- According to the AAR, **in 2012 the Nation's major freight railroads will invest a record setting \$13B into the U.S. freight rail network**. Over the past few years freight railroad companies have been **investing roughly 17% of annual revenue** on capital expenditures and enhancements. This compares to about the average of 3% that U.S. manufacturers invest in this way.
- **2012 is expected to see the freight railroads hire of over 15,000 employees Nationwide**. The average compensation for a railroad employee is currently **\$100K** per year. (Source: AAR)
- Norfolk Southern earned a 2011 net profit of \$1.9 billion, a **28% gain** over 2010.
- CSX Transportation's 2011 net profit **rose 16.6%** over 2010 to \$1.8 billion.
- Short-line rail operator Genesee & Wyoming has reported net income for 2011 of **\$119.5 million, up 47%** from its 2010 earnings. For the 4Q 2011, the operator reported net income of **\$22.2 million, up 67%** over 4Q 2010 earnings.
- Union Pacific reported net earnings of \$3.3 billion in 2011, an **increase of 18%** over 2010.

## TRUCKING:

### Over-the-Road Trucked Shipments

The number of over-the-road trucked shipments in 2011 **increased 1.4%** over 2010, and was **7.7% higher** than 2009. (Source: Ceridianindex.com)  
*(From the Ceridian-UCLA Pulse of Commerce Index which is based on real-time fuel consumption data for over the road trucking)*

### Trucking Volume

For-hire truck tonnage **rose 5.9%** in 2011, the **largest year-over-year freight gain** for trucking since 1998. (Source: American Trucking Association | Trucking.org)

### Truckload Freight Rates

Average Truckload spot market rates **rose 7.4%** in 2011, while contract rates **increased 6.5%** on average. Truckload rates are expected to **continue climbing** early in 2012. (Source: TransCore Freight Index | www.transcorefreightsolutions.com)

### Diesel Prices

In 2011, on-highway diesel fuel prices averaged **\$3.84, .85 higher** than the average diesel price of \$2.99 in 2010. Diesel prices are expected to average **\$3.85 per gallon** in 2012 and **\$3.93 per gallon** in 2013. (Source: U.S. DOE) *(Reflects the costs and profits of the entire production and distribution chain.)*

### Trucking Employment

The trucking industry **added 40,800 jobs** in 2011, **125% more** than the 18,100 trucking jobs added in 2010. (Source: U.S. DOL)

### Truck Orders

Orders for new Class 8 trucks **rose 68.6%** in 2011 from 2010. North American customers ordered **305,393 new class 8 trucks** last year, compared with 181,181 units in 2010. The commercial vehicle order backlog now stands at **130,000 units**, supporting a forecast of **296,000 units** to be ordered in 2012. (Source: ACT Research | actresearch.net)

### Truck Sales

In 2011, sales of big trucks in the U.S. **rose 40.6%** to 306,189 units from the 217,702 units sold in 2010. Class 8 truck sales experienced the most growth, **up 59.9%** for 2011. Volvo had the highest 2011 gains out of all Class 8 manufacturers with a **108.8% increase**. Daimler remained the Class 8 volume leader, selling **54,367 units** last year. (Source: WardsAuto | wardsauto.com)

### NAFTA Trade

Surface transport-related trade between the U.S. and its NAFTA partners, Canada and Mexico, was **up 14.5%** in 2011 through the month of November compared to the same period in 2010, reaching **\$829.9 billion**. (Source: US DOT)

### Trucking News Clips:

- Saia, the Georgia-based carrier, reported a 2011 revenue of **\$1 billion, a 14% increase** over 2010. The company's net profit for the year shot up more than **470%** to **\$11.4 million** from slightly less than \$2 million in 2010.
- C.H. Robinson's net profit and total revenue both **rose 11.5%** in 2011. The largest U.S. freight broker reported a 2011 profit of **\$431.6 million** on **\$10.3 billion** of revenue.



## AIR FREIGHT:

<b>Air Cargo Traffic</b>	Global air freight in 2011 <b>fell 0.6%</b> from 2010 traffic totals. North American international air freight <b>increased 1.5%</b> in 2011 year-over-year. (Source: IATA.org) <i>(Global air freight covers international scheduled air traffic; domestic traffic is not included.)</i>
<b>Atlanta Air Cargo Traffic</b>	In 2011, Hartsfield-Jackson Atlanta International Airport transported <b>663,162 metric tons</b> of cargo, an <b>increase of 0.61%</b> over 2010. (Source: HJIA)
<b>Airline Earnings</b>	Airline cargo revenue was <b>flat</b> in 2011 after growing by 15% in 2010. Total airline expenses <b>increased by 11.1%</b> last year with fuel now accounting for <b>30%</b> of those expenses, up from 26% in 2010. Airlines are expected to report profits of <b>\$6.9 billion</b> in 2011. In 2012, cargo yields are expected to <b>remain flat</b> and expenses are expected to <b>rise 4.5%</b> . Net profits in 2012 are forecast at <b>\$3.5 billion</b> .
<b>Jet Fuel Prices</b>	In 2011, the global average jet fuel price was <b>\$127.50 per barrel</b> , an <b>increase of 20%</b> over last year's average price for jet fuel. Jet fuel is expected to cost <b>\$129.50 per barrel</b> in 2012, a <b>1.6% increase</b> that could cost the global airline industry an additional \$32 billion. (Source: IATA.org, platts.com) <i>(The weekly index and price data shows the global average price paid at the refinery for aviation jet fuel)</i>
<b>Air Freight News Clips:</b>	<ul style="list-style-type: none"> <li>• Delta Airlines posted a net profit of <b>\$854 million</b> in 2011 after a previous net profit of \$593 million in 2010 and a <b>loss of \$1.24 billion in 2009</b>. Delta's freight operations reported the highest amount of growth for the year, <b>up 21%</b> to reach <b>\$1.2 billion</b> in revenue.</li> <li>• The pharmaceutical logistics segment <b>grew approximately 12%</b> in 2011 to <b>\$63 billion</b>. Biotech and pharmaceutical products represent the <b>highest value per airlifted pound</b> for any cargo. UPS has invested in <b>five new</b> pharmaceutical facilities in the past year and Lufthansa's cargo unit will <b>dedicate six MD-11s</b> by 2015 to handle pharmaceuticals alone.</li> </ul>

## OCEAN FREIGHT:

<b>Import Volumes</b>	In 2011, total traffic for all imports entering U.S. ports <b>increased by 2%</b> . Shipments into U.S. ports increased from 9.38 million in 2010 to <b>9.56 million shipments</b> in 2011. (Source: Zepol Corporation   zepol.com)
<b>Shanghai Containerized Freight Index</b>	The SCFI comprehensive reading ended 2011 at <b>\$947.58 per FEU</b> ; <b>down 15.9%</b> over the course of the year. The average spot rate for shipments to the U.S. East Coast was <b>\$3,000 per FEU</b> in 2011, <b>down 13.3%</b> from the previous year. (Source: Shanghai Shipping Exchange   www1.chineseshipping.com.cn/en) <i>(The Shanghai Containerized Freight Index is a weekly reported average export spot rate from Shanghai for 15 different trade lanes.)</i>
<b>Ocean Bulk Freight Rates</b>	The Baltic Dry Index <b>increased 2.7%</b> in 2011, ending at <b>1,738</b> . The BDI's <b>peak</b> for 2011 occurred in October with an index reading of 2,173. (Source: www.bloomberg.com/quote/BDIY:IND) <i>(The Baltic Dry Index is an index that tracks and averages worldwide international shipping prices of various dry bulk cargoes.)</i>
<b>Bunker Fuel Price Index</b>	Average bunker fuel prices were <b>up 26.1%</b> in 2011 to end the year at \$818.94/MT. (Source: bunkerindex.com) <i>(The Bunker Index is the average global bunker fuel price from individual ports; measure in \$US per MT or megaton)</i>
<b>Port of Savannah</b>	The Port of Savannah moved a record <b>2.95 million TEUs</b> through the port in 2011, a <b>4.3% increase</b> over 2010. Savannah remained the <b>second-highest exporter</b> of American containerized goods, and the <b>4<sup>th</sup> largest container terminal overall</b> in the Nation. In 2011, exports accounted for over <b>15.5 million tons</b> , more than <b>59%</b> of the port's overall trade. (Source: GPA)
<b>Port of Brunswick</b>	The Georgia Ports Authority experienced record volumes in 2011 while handling <b>26.1 million tons</b> of cargo, a <b>4.3% increase</b> year-over-year. The Port of Brunswick moved <b>495,000 auto and machinery units</b> in 2011, <b>up 23%</b> from the previous year. (Source: GPA)
<b>Ocean Freight News Clips:</b>	<ul style="list-style-type: none"> <li>• TEU imports of the top 100 Non-Vessel Operating Common Carriers (NVOs) <b>increased 2.4%</b> in 2011 from the previous year and <b>rose 38.9%</b> over 2009.</li> <li>• U.S. international containerized trade <b>grew by 3.7%</b> in 2011, following an <b>11.8%</b> year-over-year increase in 2010. The improvement in 2011 was led by an estimated <b>5.8%</b> year-over-year gain in export volume. Containerized imports <b>grew 2.2%</b> in 2011. (Source: PIERS)</li> <li>• The number of vessel transits through the Suez Canal <b>decreased 1.1%</b> year-on-year in 2011, while revenue rose by nearly <b>10%</b> due to the increasing sizes of ships moving through the waterway.</li> </ul>



## OCEAN FREIGHT: (CONTINUED)

- Container shipping lines could lose as much as **\$5.2 billion** in 2011 despite a projected **growth** in global demand of **6.5%**. Vessel overcapacity and poor growth on major east-west routes have caused the shipping industry to reverse sharply since 2010, when carriers' earned estimated profits of **\$20 billion**. Carriers are expected to **idle vessels** in 2012 to aid in the recovery of spot rates. As much as **8%** of the global fleet could be idled during the second half of 2012. (Source: Drewry)
- Annual **steel import shipments rose 18.9%** to 23.9 million tons in 2011. Semi-finished imports used by domestic industries **jumped 31.7%** to 6.68 million tons. (Source: USDOC)

## WAREHOUSING & DISTRIBUTION:

### Industrial Vacancy

The U.S. average industrial vacancy rate ended the year at **9.5%**, **1% lower** than the average vacancy rate ending 2010. The vacancy rate is expected to **decline** even further to **8.7%** by the end of 2012. (Source: Grubb & Ellis)

### Warehouse Rent Rates

At the end of 2011, average asking rental rates for warehouse space were **\$4.23 per square foot** annually. Average rental rates are expected to reach **\$4.44 per square foot** by the end of 2012. (Source: Grubb & Ellis)

### Industrial Absorption

Net absorption in the US during 2011 totaled **+110 million square feet**, a **450% improvement** over the +20 million square feet absorbed in 2010. Net absorption is expected to **rise an additional 15%** in 2012 to **+127 million square feet**. (Source: Grubb & Ellis)

*(Absorption is the net change in occupied space between two points in time. Positive absorption means that previously unoccupied space is being occupied.)*

### Purchasing Managers Index

The National PMI **fell 6.9 points** to 53.9 in 2011 but never fell below 50, indicating **expansion** in the manufacturing sector for all 12 months. During the year, the new orders index averaged **56.4** points while the production index averaged **58.4** points. (Source: Institute for Supply Management)  
*(The PMI combines data on new orders, inventory, production, supplier deliveries, and employment. A reading above 50 indicates that the manufacturing economy is generally expanding.)*

### Purchasing Managers Index in Georgia

Georgia's manufacturing sector experienced **growth** during the first half of 2011, but was **down significantly** in the final six months. Georgia's average PMI rating for the first half of 2011 was **62.1 points**, peaking at 67.6 in March. The average PMI during the second half of the year was **50.1**. (Source: Kennesaw State University)  
*(The PMI combines data on new orders, inventory, production, supplier deliveries, and employment. A reading above 50 indicates that the manufacturing economy is generally expanding.)*

### W&D News Clips:

- Material handling equipment orders grew an estimated **15.2%** in 2011. Orders are expected to be **8% higher** in 2012 and **12% higher** in 2013. Shipments of material handling equipment grew an estimated **17.1%** in 2011. Shipments are expected to **grow 9%** in 2012 and should **increase 11%** in 2012.
- **The industrial real estate market returned to pre-recession levels in 2011**. During the recession, 153 million square feet of industrial space was vacated. But, in the last six quarters, **160 million square feet** of space was re-absorbed, and every region in the U.S. saw **positive absorption** in the industrial market. (Source: Grubb & Ellis)
- During 2011, **warehouse and distribution** spaces outperformed other industrial spaces. While logistics accounts for only a quarter of total industrial space, it captured over **70%** of total industrial real estate demand. (Source: Grubb & Ellis)
- Industrial absorption in Atlanta topped **9 million square feet** in 2011, the **best year since 2007**. The largest tenants taking occupancy last year were: **Lowe's** (1.3 million sq. ft.), **Clorox** (1.2 million sq. ft.), **Phillips Van Heusen** (851,349 SF), and **Electrolux** (600,000 SF). Smaller sized tenants accounted for approximately **35%** of total absorption last year. (Source: Colliers International)



## U.S. MARKET:

<b>Gross Domestic Product</b>	The U.S. GDP <b>increased 1.7%</b> in 2011, compared with an increase of 3.0% in 2010. (Source: US BEA)
<b>U.S. Trade Deficit</b>	The U.S. trade deficit <b>increased by 11.6%</b> in 2011 to \$512.8 billion. <b>Exports increased 15%</b> to \$1.93 trillion and <b>imports increased 14.3%</b> to \$2.4 trillion. (Source: US DOC & Census Bureau)
<b>Consumer Confidence</b>	The consumer confidence rating in 2011 <b>increased by 11.1 points</b> to end the year at <b>56.0</b> . The average consumer confidence rating in 2011 was 56.5, <b>5.8% higher</b> than the 2010 average of 53.4. (Source: The Conference Board) <i>(The consumer confidence index is based on a monthly survey of 5,000 U.S. households. It is designed to gauge the financial health, spending power, and confidence of the average U.S. consumer.)</i>
<b>Unemployment Rate</b>	The unemployment rate in America <b>fell from 9.1% to 8.5%</b> in 2011. Approximately <b>1.57 million jobs</b> were created during the year, compared to 979,000 jobs created in 2010. (Source: US DOL)
<b>Housing Starts</b>	In 2011, there were 606,900 housing units started, an <b>increase of 3.4%</b> over 2010 housing starts. The total number of building permits (an indicator of future housing starts) <b>increased 1.2%</b> to 611,900 in 2011. (Source: U.S. DOC)
<b>Retail Sales</b>	Retail and food service sales rose in 2011 to <b>\$4.7 trillion, up 7.7%</b> from 2010. Non-store retailer sales were <b>up 12.5%</b> from last year. (Source: US Census)
<b>Manufacturing &amp; Trade Sales</b>	Total combined sales and manufacturing shipments totaled nearly <b>\$13.1 Trillion</b> through November in 2011, <b>up 11.4%</b> from the same period in 2010. (Source: US Census)
<b>Manufacturing &amp; Trade Inventory</b>	Total value of inventory on hand for the first 11 months in 2011 was estimated at more than <b>\$16.6 Trillion, up 10%</b> from the same period in 2010. (Source: US Census)

**To sign-up to receive these free monthly snapshots, visit: [snapshot.georgialogistics.org](http://snapshot.georgialogistics.org)**

For more information about the **Logistics Market Snapshot** or the many other resources and activities of the **Georgia Center of Innovation for Logistics** please contact:

**Page Siplon, Executive Director – [psiplon@georgia.org](mailto:psiplon@georgia.org) – 912.966.7867**



## MEMORANDUM

**DATE:** February 8, 2012

**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 16<sup>th</sup> 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](mailto:dlanham@atlantaregional.com) to confirm your attendance as soon as possible.

I look forward to seeing you there.

C: Commissioners Buzz Ahrens, Eldrin Bell, Herbert Frady, Elizabeth Mathis, Charlotte Nash, Richard Oden, and Tom Worthan





## PROPOSED AGENDA

### Atlanta Regional Workforce Board

*Kerry Armstrong and Randy Hayes, Co-Chairs*

**Thursday, February 16, 2012**

**11:30 a.m.**

**Presentation on the Transportation Referendum, Mike Alexander, ARC Research Division**

**Discussion on Transportation Providers Workforce Needs and sessions with Transit Providers and Highway Construction groups**

Consent Agenda, Approval of December 13, 2011 Meeting Minutes

#### Action Items:

- A. Approval of Financial Status Report
- B. Approval of changes to the ARWB Supportive Services Policy (Meals and Transportation)

#### Program Updates:

- A. Update on Governor's Executive Order transferring administration of WIA from GDOL to GOWD
- B. Update on proposed move of Rehabilitation Services from GDOL to GDHR
- C. Status of Work Ready – county goals changes – Symposium to be held February 16
- D. Update on the 2012 Georgia Logistics Summit held February 7-8
- E. Discussion items: Proposal submitted to Metro Funders Collaborative in conjunction with Emory University Hospital and Veterans Administration Medical Center
- F. USDOL/Mathematica Evaluation update
- G. Program Reports (see separate packet)
- H. Innovation Crescent updates/ACTION article
- I. Youth Council update

**NEXT MEETING:** May 17, 2012



**ARC COMMITTEE MEETING FOLLOW-UP**

**ATLANTA REGIONAL WORKFORCE BOARD**

*December 13, 2011 Meeting Notes*

**Members Present**

Ms. Beatrice Andrews  
Mr. Kerry Armstrong  
Mr. Eddie Ausband  
Mr. Benny Carter  
Mr. Randy Hayes  
Ms. Julie Keeton Arnold  
Ms. Maureen Kelly  
Mr. Charlie Key

Mr. Chris Moder  
Ms. Rhonda Neal  
Ms. Karen Rene  
Ms. Vivian Richardson  
Mr. Ron Shipman  
Ms. Angela Thomas-Anderson  
Mr. Tom Travis  
Ms. Janet Winkler

**Members Absent**

Mr. C. J. Bland  
Ms. Marcia Blanding  
Ms. Sonia Carruthers  
Mr. Phil Eberly  
Mr. Jack Hollis  
Mr. Rodney Leonard  
Ms. Gail Macrenaris

Ms. Lisa Phillips  
Mr. Frederick Perry – Ad hoc  
Mr. Mohammad Saleem  
Ms. Marcita Scharnhorst  
Mr. Ron Scroggy  
Mr. Jefferson Riley  
Ms. Nancy Ward

**Guests**

Mr. Doug Hooker, Atlanta Regional Commission  
Ms. Andrea Harper, GA Dept of Labor  
Ms. Deidre McDonald, Project Leader for GEM Work Ready Initiative  
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch  
Ms. Sarah Jackson, Career Resource Center, Gwinnett Tech Branch  
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch  
Ms. Karen LaMarsh, Clayton State University  
Several invited WIA Customers, Youth Participants, Youth Providers and Community Partners

-----  
ARC Board Co-Chair, Randy Hayes, called the Board Meeting to order at 11:40 a.m.

1. Mr. Charlie Key made the following motion:

**MOTION: To approve the minutes of the August 18, 2011 meeting.**

The motion was seconded by Benny Carter and unanimously approved.

2. Mr. Benny Carter made the following motion:

**MOTION: To approve three Youth Council Funding Recommendations:**

- 1. Fund the Center for Pan-Asian Community Services (CPACS) at the level requested (\$70,000) for the six-month period remaining in PY'2011. This provider will be eligible for a one-year extension beyond 6/30/2012 .**
- 2. Fund current contract provider CorVel an additional \$50,000 for additional Gwinnett/Hispanic services through 6/30/2012, using another \$50,000 of the original \$325,000 Gwinnett services set-aside.**
- 3. Create line items that are services directly for youth - \$50,000 for tuitions, etc. in the Individual Training Account line that will be paid directly by ARC, and another \$50,000 for subsidized employment wages and related costs, and for support services to be added as needed to contracts for services for youth of any county and contract based on need and opportunity.  
(As outlined in ARWB meeting packet)**

The motion was seconded by Ron Shipman and unanimously approved.

ARC Board Co-Chair, Kerry Armstrong, recognized community partners who further the mission of the workforce board by expanding opportunities for job seekers and applauded the accomplishments of job seekers who demonstrated extraordinary commitment to enhancing their job skills.

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

Next Board meeting: February 16, 2012

**PY 11 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS  
FROM JULY 1, 2011 - JUNE 30, 2012**

	Adult	Youth	Disloc. Worker	Total
<b>Revenues</b>				
WIA Formula Grant Admin PY 10 - FY 11 Carryover	152,974	124,064	206,879	483,917
WIA Formula Grant Prog PY 10 - FY 11 Carryover	929,754	466,664	1,105,761	2,502,179
WIA Formula Grant Admin PY 11 - FY 12	296,543	310,898	405,786	1,013,227
WIA Formula Grant Prog PY 11 - FY 12	2,668,882	2,798,082	3,652,080	9,119,044
Other				-
Other				-
Other				-
Other				-
Other				-
Other				-
<b>Total Revenues</b>	<b>4,048,153</b>	<b>3,699,708</b>	<b>5,370,506</b>	<b>13,118,367</b>
<b>Planned Expenditures/Obligations</b>				
<b>ARC/CRC Costs</b>				
ARC Administration Costs	368,761	385,928	519,957	1,274,646
ARC Facilities/Operations/Program Costs	231,882	241,395	393,011	866,288
Career Resource Center Facilities/ Operations Costs/Mobile Unit	116,463	31,331	244,020	391,814
Other				-
<b>Total ARC/CRC Costs</b>	<b>717,106</b>	<b>658,654</b>	<b>1,156,988</b>	<b>2,532,748</b>
<b>Training Services</b>				
<b>Individual Training Accounts (ITAs)*</b>	<b>2,080,754</b>	<b>119,180</b>	<b>2,275,761</b>	<b>4,475,695</b>
<b>Sub-Grantees (Contract) Services</b>				
Chattahoochee Technical College	56,280		84,420	140,700
Clayton College and State University	180,946		336,042	516,988
Corvel Healthcare, Inc.	262,006		486,582	748,588
- Corvel WIA and ITA Participant Support	82,425		153,075	235,500
Gwinnett Corrections - Services to Offenders	114,775			114,775
Gwinnett Technical College	76,054		114,081	190,135
- Gwinnett Tech WIA and ITA Participant Support	54,000		36,000	90,000
Hearts to Nourish Hope		428,695		428,695
Clayton Board of Education - WORKTEC		123,630		123,630
Prevention Plus, Inc.		223,285		223,285
Corvel Healthcare, Inc. - Youth		275,000		275,000
Gwinnett Technical College - Youth		360,000		360,000
PEPP, Inc. (Includes PLC/Douglas Schools)		231,985		231,985
City of Holly Springs/Cherokee FOCUS		262,730		262,730
Ceek to Fulfill, Inc.		170,495		170,495
Boat People S.O.S.		170,000		170,000
Connecting Henry		125,000		125,000
Crossroads		100,000		100,000
Gwinnett County RFP - New Provider CPACS		70,000		70,000
Participant Wages, Support, etc. - All Youth Contracts*		50,000		50,000
<b>Total Sub-Grantees (Contract) Services Costs</b>	<b>826,486</b>	<b>2,590,820</b>	<b>1,210,200</b>	<b>4,627,506</b>
<b>Total Non-Committed ARC Administrative Funding</b>	<b>80,756</b>	<b>49,034</b>	<b>92,708</b>	<b>222,498</b>
<b>Total Planned Expenditures/Obligations</b>	<b>3,705,102</b>	<b>3,417,688</b>	<b>4,735,657</b>	<b>11,858,447</b>
<b>Planned Program Funding Under (Over) Obligation</b>	<b>\$343,051</b>	<b>\$282,020</b>	<b>\$634,849</b>	<b>\$1,259,920</b>
<b>% Planned Under (Over) Obligation</b>	<b>8.5%</b>	<b>7.6%</b>	<b>11.8%</b>	<b>9.6%</b>

Revision Date: 02/08/2012

**Notes:**

\*Reduced ITA Accounts \$50K and added new line item "Participant Wages, Support..." with \$50K budget



## ITEMS FOR BOARD ACTION:

### SUPPORT SERVICES POLICY - Meals and Transportation

#### SUPPORT POLICY ATLANTA REGIONAL WORKFORCE BOARD

Revised ~~June 17, 2011~~ January 2, 2012

The Atlanta Regional Workforce Board (ARWB) Supportive Services policy is designed to provide assistance necessary for individuals to participate in training activities. Support services are designed to provide assistance with child care and emergency situations that may prevent an individual from participating in training. Due to limited funding, the policies are intended to assist with, but not provide full reimbursement for expenses associated with attending training and/or seeking full-time employment. The following policies apply for out-of-school participants enrolled under adult, youth and dislocated worker programs under the Workforce Investment Act (WIA).

#### Dependent Care

If dependent care is not otherwise available from DFCS or other funding sources, ARWB will reimburse the cost of care for dependent children under age 6 or adult dependents with documented care needs, up to a maximum of \$70 per week per dependent, excluding late fees. This is available while the participant is enrolled in training or pre-vocational skills activities (excluding core and most intensive services). Assistance is available when the individual is scheduled and/or commuting to training activities. Assistance may also be available for children ages 6 through 14 during times when school is not in session. Funds from other sources, such as TANF, may be combined, with written approval from the ARWB/ARC staff. In those instances, WIA funds may only be used for those expenses not covered by the other funding source. For participants receiving TANF benefits, service providers must document that the participant is not receiving dependent care benefits from TANF before providing dependent care assistance through WIA.

A maximum ceiling of \$3000 per participant per program year is allowed regardless of the number of dependent children needing childcare assistance. Service provider staff are responsible for tracking payments, to ensure compliance with the \$3000 limitation. Yearly child care cost must be projected before training services begin. If child care costs are projected to exceed this ceiling, written approval must be obtained from ARC prior to enrollment.

For each dependent child ages 6 through 14, a maximum of \$45 per week per child will be provided to assist with after school care during while an individual attends or commutes to scheduled training activities. A full-time rate of \$70 per week for each dependent child through age 14 will be provided during summer school break.

Participants are encouraged to use licensed dependent care providers whenever possible. If not licensed, the service must be provided by a dependent care provider who cares for children outside of the participant's home. Payments may be made directly to participants, based on receipts from the dependent care provider.

ARWB will reimburse up to \$45 per child for a one time registration fee if this fee is customarily charged by the dependent care provider to all clients. This fee will count toward the \$3000 ceiling. No reimbursements will be made for late fees incurred by the participants.

#### Emergency Assistance

Emergency assistance up to \$500 per individual one time assistance for special needs (i.e., housing assistance, dental/medical care, clothing, car repairs, mental health, etc.) may be provided on an individual basis. The request must be for assistance necessary to successfully continue training activities or to enable the individual to accept employment. The requests are made in writing to ARWB.

#### Meals and transportation

**The meal and transportation assistance is not available to participants enrolled in programs where they receive a wage (e.g. OJT, Work Experience, Limited Internship, etc).**

**For each day a participant attends class for a minimum of 3 hours daily, \$12 will be provided to assist with meals and transportation expenses. No documentation of actual expenses will be required. Meal and travel assistance is not available if provided by another agency such as DFCS.**

**Support Services not available at this time:**

**Meals and transportation**

- Out-of-Area Job Search Assistance
- Relocation Assistance
- Needs-based payments

**Incentives**

Incentives are allowable for WIA Youth activities. Incentives should be tied to program outcomes and may include cash payments, gas cards, etc.

**Other Requirements and Policies**

A participant continues to be eligible for support services only as long as he/she is active in the program. Failure to participate fully, without good cause, will result in termination of assistance.

During the assessment period individual needs are identified and a plan is developed and documented in the participant employment development plan for support provided by ARWB, DFCS or other programs. To maximize the support available, ARWB will actively promote coordination with organizations to provide supportive services at no cost to the program or the participant. These services could include assistance in housing, legal problems, financial planning, dental/medical care, mental health, and other areas.

Participants who were laid off but later recalled and are working for their former employer, but are still attending training, are not eligible to receive support assistance.



# THE STATE OF GEORGIA

## EXECUTIVE ORDER

---

BY THE GOVERNOR:

**WHEREAS:** The Workforce Investment Act of 1998 was enacted by Congress for the purpose of providing "workforce investment systems that increase the employment, retention, and earnings of participants and increase occupational skill attainment by participants, and as a result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the nation;" and

**WHEREAS:** The Governor issued Executive Order 02.02.06.02 designated the Department of Labor as the "administrative entity for the receipt of the funds under the Workforce Investment Act"; and

**WHEREAS:** On May 20, 2010, H.B.1195 was signed into law and established in code "the Governor's Office of Workforce Development to implement state workforce development policy as directed by the Governor and to serve as staff to the State Workforce Investment Board".

**NOW, THEREFORE, PURSUANT TO THE AUTHORITY VESTED IN ME AS GOVERNOR OF THE STATE OF GEORGIA, IT IS HEREBY**

**ORDERED:** That the mission of the State Workforce Investment Board (the "Board") is to assist the Governor in creating an integrated statewide strategic plan for Workforce Development, which links workforce policies and education programs to the economic needs of the state, its regions, and its communities.

That the Governor and the Board develop the statewide strategic plan for the Workforce Investment Act as it relates to Georgia based on a shared vision, guiding principles and goals, coordinated policies and partnerships, and defined priorities that support measurable and meaningful outcomes.

**IT IS FURTHER**

**ORDERED:** That, as of this date, the Governor's Office of Workforce Development will be the administrative entity for implementation of the Workforce

Investment Act and for the receipt of the funds under the Workforce Investment Act.

That all departments, institutions, agencies, commissions, councils, authorities, boards, bureaus or other entities of the State are authorized and directed to provide all information and support as required by the Board to perform its duties.

**IT IS FURTHER**

**ORDERED:** That the Board is authorized to create supporting committees representing state agencies and organizations with interests and expertise that relate to specific areas of Workforce Development, including, but not limited to, the Department of Corrections, the Department of Juvenile Justice, the Department of human Resources, and the Strategic Industries/Competitiveness and Workforce Development Task Force, respectively.

**IT IS FURTHER**

**ORDERED:** That the Workforce Investment Board consider organizing task forces as subcommittees to address topics such as communication and coordination, strategic forecasting and research, educational partnerships and other specific topics essential to a statewide plan.

**IT IS FURTHER**

**ORDERED:** That Executive Order 02.02.06.02 dated February 2, 2006, be rescinded.  
This 12 day of December, 2011.

  
\_\_\_\_\_  
**GOVERNOR**

ATTEST:

  
\_\_\_\_\_  
EXECUTIVE SECRETARY





STATE OF GEORGIA  
OFFICE OF THE GOVERNOR  
ATLANTA 30334-0900

Nathan Deal  
GOVERNOR

Tricia Pridemore  
Executive Director  
GOVERNOR'S OFFICE of  
WORKFORCE DEVELOPMENT

As of February 1, 2012 the Governor's Office of Workforce Development implemented policy changes to the Georgia Work Ready program.

The Work Ready assessment will now be offered only to unemployed individuals or individuals looking to apply for a job listed on [workreadyconnect.org](http://workreadyconnect.org). The Governor's Office of Workforce Development makes [workreadyconnect.org](http://workreadyconnect.org) available free of charge to individuals and companies that recognize Work Ready as part of their hiring process.

Individuals wishing to assess must be able to prove unemployment status or provide the test proctor with the code of the job that they wish to apply. Eligible jobs (and codes) may be found on Work Ready Connect. Jobs that are not listed on Work Ready Connect will not qualify an individual for the GOWD paid assessment.

Accepted verification of unemployment includes:

- Official proof of Department of Labor unemployment benefits within the last year. (Examples: pay stubs or verification of direct deposit of benefits)
- Official notice of TANF benefits for the unemployed within the last year
- A letter of separation from their previous employer dated within the last 12 months

With the changes to federal requirements for WIA, our office has had to take action to preserve the program. Five years of assessing Georgia's workforce lead to development action to steer the program benefits to those most in need, Georgia's unemployed. Thank you for all of your hard work!

A handwritten signature in black ink, appearing to read "Tricia Pridemore".

Tricia Pridemore  
Executive Director  
Governor's Office of Workforce Development

Dear Work Ready Community Initiative Partner,

The Governor's Office of Workforce Development would like to thank you for your dedication to the Certified Work Ready Community program. The Governor's Office of Workforce Development is grateful that the time and effort that so many community leaders have put into making this project a success.

In recent months, this office has evaluated each program that we fund and support to determine if the goals and initiatives set for each program are the most effective in getting Georgians back to work. Given Governor Deal's renewed commitment to focusing on improving graduation rate and preparing the emerging workforce for the skills necessary to compete in today's job market, we believe it is most appropriate that we align our goals and initiatives with that of the Governor. To that end, we have made some changes to the Certified Work Ready Community Initiative.

Pending the receipt of January assessment numbers, all counties that have signed a Certified Work Ready Community Letter of Intent but not yet reached their certification goals will have a modified set of goals. These counties will have until June 30<sup>th</sup>, 2012 to meet these goals. You will receive documentation of your current progress towards your new goals by February 17<sup>th</sup>.

**Goal 1: A county must either have an 80% graduation rate or improved their high school graduation rate by 2% over the past three years, with current high school graduation rate threshold of 70%.**

**Goal 2: Counties must submit a plan to GOWD that details how the school will work to improve the graduation rate and decrease absenteeism rates in their high schools over the next two years.**

These work plans will be reviewed by the Governor's Office of Workforce Development. If the plan is approved, counties will be awarded the status of Certified Work Ready Community. This status will be recognized with a press release from the Governor's Office as well as road signs for posting within the community. In addition, the five most detailed, thorough, and innovative plans will receive an innovation grant from the GOWD to assist in implementing the work plans.

Counties whose graduation rates do not meet the necessary criteria for consideration as a Certified Work Ready Community may apply for Certification status one additional time after the 2011-2012 graduation rates are released. Communities who take this route of certification will not be eligible for the innovation grant. Road signs will be considered on a case-by-case basis.

## **PROPOSED MOVE OF VOCATIONAL REHABILITATION (VR) FROM THE GEORGIA DEPARTMENT OF LABOR (DOL) TO THE GEORGIA DEPARTMENT OF HUMAN SERVICES (DHS)**

The move is embodied in HB 831, which was passed favorably out of Committee yesterday. It is thought that there could be a floor vote within the next few days. News of the proposed move surfaced on January 6. After the first House committee meeting last week, the following article appeared in the MACON TELEGRAPH. It is a good description of the meeting and some of the issues raised:

Posted on Fri, Feb. 03, 2012

### **Residents fight shift in services for disabled**

**By MAGGIE LEE**

ATLANTA -- Two state departments are fighting over which should run a program that gets \$12 million in state dollars and that provides job training and say some ensures the civil rights of people with disabilities.

Alice Ritchhart, a representative of the Georgia Coalition on Blindness, thinks blind people may be shifted onto welfare if the Vocational Rehabilitation program is sent to the state Department of Human Services, which hands out those payments.

"They tell the blind, 'You don't have to go through our work training program. You go home, you're getting benefits, we'll take care of you.' Blind people don't want to be taken care of," Ritchhart testified to a state House committee on Feb. 2.

The program's current home, the state Department of Labor, is not perfect, Ritchhart said, "but things are starting to open up for the blind."

Gov. Nathan Deal's draft budget for 2013 moves the program from the Department of Labor to the Department of Human Services, which oversees child support enforcement, the Departments of Family and Children Services, state foster homes and other programs. DHS Commissioner Clyde Reese described it as Georgia's "social services safety net."

"We felt that there were synergies with the work that we do and the work that vocational rehab does," Reese said, speaking in favor of the move.

He pointed out that his department trains clients such as foster children aging out of the system for good jobs, and that many of them have disabilities. And that DHS and Vocational Rehabilitation already share many clients who do collect short-term welfare payments or long-term disability payments. It would be a simple "lift and shift" operation, he said.

Vocational Rehabilitation client Eugene Sparrow is not convinced.

"There are people who need social services," Sparrow said. "We don't need social services. We need the Department of Labor."

But Reese said his agency also works on placing its clients, such as senior citizens and non-custodial parents in jobs to get them independent and out of the system.

Joe Tedesco, co-chairman of the State Rehabilitation Council, an advisory body to Vocational Rehabilitation, argued against the move because the DHS does not understand civil rights. In a written document, DHS has argued that "Georgians would be better served by a Department of Labor more narrowly focused on assisting non-disabled Georgians."

"That's blatantly discriminatory," he said, asking how it would look if any other minority replaced the word "non-disabled."

But Rep. Tom McCall, R-Elberton, who is carrying the legislation that would mandate the move, said he's looking at numbers.

"The other part of this equation is funds," he said, arguing that DHS will spend the money so that Georgia can draw more federal matching dollars. Under DOL, "dollars are not getting pushed out the door," he said.

If the program moves in with Reese, its money and staff will stay intact, not mixed or shifted into other areas, officials said.

The House Human Relations and Aging Committee is scheduled to vote on the move, House Bill 831, at their next meeting, tentatively Jan. 8 or 9.

Following is a letter sent by the Georgia State Rehabilitation Council (SRC) concerning the proposed move, which also raises numerous important questions and issues. (Disclosure: Jim Radford is a Governor-appointed member of the SRC.) There have been numerous meetings surrounding this subject, ranging from transition meetings led by the DHS, to meetings with the DHS Commissioner, the DOL Commissioner, the Governor's staff, as well as a regularly-scheduled meeting of the SRC.



# Georgia State Rehabilitation Council

## Council Members

## Memorandum

- nda Shepard**, Chairperson  
EPP, Inc.
- oe Tedesco**, Vice Chairperson  
Alternative Media Access Center
- imes Ashworth**  
AirTran Airways
- obin Blount**  
Parent to Parent of Georgia
- exter M. Brown**  
Community Connects
- orothea Cadet**  
Parent/Chick-Fil-A, Inc.
- shley Carraway**  
Georgia Client Assistance  
Program
- nisio Correia**  
Center for the Visually Impaired
- homas W. Dennis**  
Lawman
- ichael G. Hale**  
Synovus
- irginia C. Harris**  
AIA, Inc.
- harles W. Lamb**  
The Lamb Law Firm
- . Lu Nations-Miller, Ph.D.**  
Georgia Department of  
Education
- m Radford**  
Atlanta Regional Commission
- lice Ritchhart**  
Runswick
- heila H. Thomas**  
Master Seals of East GA
- orie Tuggle**  
Earl Training Solutions
- hristina Peggy Venable**  
Lower Muskogee Creek Indian  
Tribes
- harles F. Wells, CRC**  
VR Program

The State Rehabilitation Council (SRC) is a mandatory component of the Vocational Rehabilitation Program as noted in Federal Law, specifically Section 105 of the Rehabilitation Act. The Council is appointed by the Governor to perform its duties related to the program; members are selected based on their experience and knowledge in the area of disability and represent the designated diversity the law dictates. The duties of the SRC include monitoring, making recommendations for VR Program improvements, and acting as a conduit between those receiving VR services and the department administering the VR Program. The Council is expected to provide guidance and oversight related to the administration of the program and to conduct public hearings when significant changes to the program are proposed.

The Governor's office recently proposed that the Georgia Vocational Rehabilitation Program be moved from the Georgia Department of Labor to the Department of Human Services. Based on the absence of any material regarding the rationale for the transfer, the SRC cannot endorse nor oppose moving the VR Program. Therefore, the Georgia SRC is seeking information related to this recommendation, most specifically reasons that illustrate how such a move will directly benefit the VR Program's ability to provide vocational rehabilitation services to individuals with disabilities in the state of Georgia.

It should be noted that ten years ago when the VR Program was moved from the Department of Human Resources to the Department of Labor, significant and appropriate care was given to the process. The move occurred after two years of planning and public input and support. That move was deemed successful as the outcome resulted in uninterrupted services and ultimately resulted in improved support and relationships throughout the disability community. The current July 1 time line to move the VR Program back poses a significant risk to VR clients and staff.

The SRC respectfully suggests that all activities related to the recommended move of the VR Program be temporarily suspended until such time as the SRC can adequately collect the necessary information specific to the proposal to relocate the program and make its recommendation, thereby fulfilling its legal responsibilities to monitor the effective and efficient administering of the VR Program in Georgia.

The SRC requests that the Governor's Office, the Governor's transition committee, the Commissioner of the Department of Labor, the Commissioner of the Department of Human Services and any involved group that is central to the recommendation to move the VR Program, provide the Council with data, fundamental evidence and/or other documentation that support or oppose such a move.

The Council is specifically seeking information that will help it assess:

1. Why the GDOL is not an appropriate department to oversee employment services to persons with disabilities.
2. Why DHS has greater capability to oversee the functions of the VR Program, including any strategic plan developed by DHS for the maintenance or proposed growth of the VR Program once acquired.
3. The fiscal experience of the DHS staff as compared to the DOL staff to administer and navigate the regulatory restrictions of federal VR funds.
4. The amount of projected funds that will be required for the move and how those funds will

be recovered to provide services, including the implementation of an employer-job seeker computer match system, and a new case-tracking system designed to interface with the GDOL tracking system.

5. How relationships related to economic development will be maintained or improved based on the move.
6. How requiring Georgians with disabilities to seek employment support from a non-work focused department will improve the independence of persons with disabilities in their pursuit of gainful employment.
7. How separating the program from the GDOL will improve the statistical monitoring of persons with disabilities entering the workforce as a part of the overall employment initiative of the state. And, conversely, how they will improve by aligning the program with DHS.
8. How the separation of the program from the GDOL will improve integrated employment services in the state and will not have a negative effect on the associated federal funding.
9. How the move does not negatively impact the continuation and connection of services and funding related to the One Stop centers.
10. How the loss of direct contracted relationships with employers will not have a negative effect on the improvements in the levels of employment.
11. How the transfer from a department that focuses on employment to a department that focuses on providing social services is beneficial to qualified persons with disabilities seeking jobs for competitive wages.
12. How the inevitable effects on staff will have a positive effect on their ability to assist clients in finding and securing employment.
13. How the restructuring of the VR Program to streamline staffing and improve recruitment and retention of qualified vocational professionals will be maintained.
14. How the federal regulations related to the use of the VR funds will be managed by the DHS.

The SRC will facilitate comment on the proposed move and publicize to the community at large through such communication avenues as conducting public conference calls, providing a physical address and email address for written comments, as well as designating a dedicated phone number where members of the public can leave their comments.

Once sufficient time (two weeks minimum) has been given to collect the necessary information, the SRC will compile the results and present them to the GDOL and GDHS commissioners for response. Once those responses have been received, a final report with recommendations will be provided to the Governor's office by the SRC, thereby fulfilling its legal responsibilities to monitor the effective and efficient administering of the VR Program in Georgia.

Sincerely,



Linda Shepard, Chairperson  
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Joe Tedesco, Vice Chairperson  
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USDOL/Mathematica Evaluation Update  
Gold Standard Study

On November 1, 2011, ARWB Career Resource Centers started activities for the WIA Adult and Dislocated Worker Programs Gold Standard Evaluation. A video, in both English and Spanish, explaining the study is posted on the training web site, [www.atlantaregional.com/wiatraining](http://www.atlantaregional.com/wiatraining) and is a “must review” for interested customers before they complete the WIA Application. Applicants must agree to be randomly assigned to one of three groups: Core, Core-and-Intensive, and Full WIA Training. The group assignment determines the services each customer will be eligible to receive. At this time we are at the half-way point of randomly assigning customers: 282 are assigned to Full WIA Services, 28 to Core- and- Intensive and 26 to Core only. Customers may call Mathematica directly with questions or concerns regarding their random assignment. Mathematica reports they have received calls from 10 applicants with questions and concerns about the random assignment process in the study, and they have been able to resolve the issues presented by the callers. Career Advisors have been very creative in serving customers assigned to Core and Core-and-Intensive, which means they will not receive WIA training funds, by accessing community resources for financial aid, training, free classes online and job search.

Four groups of customers are exempt from the study: Veterans, Trade Act, BRAC and customers in on-the-job training. The Georgia Department of Labor has worked with ARWB staff to enable our using the GWS customer tracking system for the Study.

Mathematica has been complimentary of ARWB field staff and their handling of the details required for the Gold Standard Study.

2-6-2012

Healthcare Sector Career Pathways  
Proposal Submitted to  
Metropolitan Atlanta Workforce Funders Collaborative (MAWFC)

Atlanta Regional Commission/Atlanta Regional Workforce Board submitted a proposal in response to a solicitation issued by MAWFC for the development and implementation of employer-led or employer-centric workforce partnerships in the healthcare sector to prepare incumbent front line workers for career pathways at their employers. Emory Healthcare and Veterans Administration Medical Center are employer partners, and Corvel Corporation and Midland College are services and training partners.

Twenty Emory allied health professionals (respiratory EKG technicians, radiology technicians, technicians, CNAs and patient account representatives) will enroll in Midland College online Health Information Technology for Economic and Clinical Health (HITECH) program. They will choose from five training tracks designed to improve healthcare quality, prevent medical errors, increase efficiency of care provision and reduce unnecessary healthcare costs. Program completers will be eligible to earn Health Information Technology Professional credential as well as American Health Information Management Association (AHIMA) credential will be available to program completers. All will be considered for raises and promotions at their annual program review.

Twenty Homeless Veterans at the Atlanta VA Medical Center participating in the Compensated Work Therapy program will be assigned a personal individual career coach provided by the VA to increase their chance for success to outweigh the barriers many face transitioning to employment and self-sufficiency. CorVel Corporation brings extensive experience and expertise in assessment, case management, workplace skills development, development of on-the-job training initiatives, job placement, and retention. Experienced CorVel staff, in partnership with ARWB staff, will conduct comprehensive assessments, identify deficiencies to determine which VA compensated work therapy trainees are suited to move into training in order to move into employment and self-sufficiency. Some may be hired by the hospital, and others will transition to outside employment.

Ten entry-level/low-wage employees of Atlanta VA will be identified and recommended by their supervisor for the School-At-Work (SAW) six-month training program designed to improve upward mobility for the entry-level employee and offers tools for mid-level employees with an emphasis on strengthening supervisor, allied health and nursing pipelines. Over six months, the SAW blended learning instructional model helps students refresh essential skills and gain an understanding of healthcare-specific subjects. Students develop a customized Career and Learning Plan to guide advancement after SAW, and they may qualify for an Individual Training Account funded by WIA specified for their career objective. They will be eligible for raises and promotions upon completion of the SAW curriculum.

February 2012



## **BioScience Pathways Leads Young Student to Fish Vaccine**

Health care and bioscience jobs are bright spots in a struggling economy. And, as a result of the work of the ARC's Workforce Development Division, Georgia BIO, partners in the Innovation Crescent Work Ready Region and the Georgia BioScience Technical Institute (GBTI), there is a solid pipeline of talent in place to ensure that bioscience companies in metro Atlanta have the workforce they need.

During the last three years, ARC invested more than \$3.3 million in funding from a variety of state and federal grants to strengthen workforce programs in the Innovation Crescent so that companies like Meril, Immucor, Ciba Vision and others can find the talent they need. These programs allow young people starting out or adults starting over to find the right education and training to work in bioscience. Graduates of Gwinnett, Athens and Atlanta Tech, the three schools that make up the Georgia Bioscience Technical Institute, have found a successful career path thanks to the Atlanta Regional Workforce Board (ARWB), Georgia BIO and the Innovation Crescent Work Ready Initiative. They are now analyzing DNA for the GBI, writing protocols for the use of medical devices and performing other bioscience jobs that offer good salaries and opportunities for advancement.

### **A Chance Meeting Leads to Fish Vaccine Work**

One such graduate is Jenny Hedges. A native of Gwinnett County, Jenny was working toward a degree in marine biology, when she put her aspirations for career in marine research temporarily on hold in order to return to metro Atlanta and care for her young son. But, she never gave up on her dream. With tuition and daycare assistance through the Workforce Investment Act administered by ARWB, she was able to return to school and work toward her associate degree in bioscience at Gwinnett Tech.

A chance meeting with a representative of the Georgia Department of Natural Resources led Jenny to an internship with the Buford Fish Hatchery. While working at the hatchery, she learned to manufacture a vaccine in the Gwinnett Tech labs to protect the fish against a disease that could wipe out the hatchery's entire population of rainbow trout.

The bioscience internship is an essential component of the program, according to Dr. Phil Gibson, GBTI director. "Students must perform 300 hours at an approved site," he said. "Moreover, we look for internships that offer students the opportunity to work six to eight hours at a time. That way interns become a part of the company's workforce. They get experience working, and some will find permanent jobs."

Since completing her internship, Jenny has earned her associate degree and is now enrolled at Georgia Gwinnett College pursuing her undergraduate degree in biology. She also works for Gwinnett Tech as Gibson's lab assistant. Equally important, Jenny serves as an ambassador for the bioscience program. She mentors high school students on the many opportunities that come with careers in bioscience and conducts summer institutes for middle and high school teachers in bioscience.

### **Nearly 2,000 Students in Bioscience Career Pathway**

Jenny's outreach is paying off. According to ARC's Mary Margaret Garrett, who monitors the Innovation Crescent career programs and tracks their progress, interest among middle and high school teachers continues to grow. "The collaboration we created between ARWB, Georgia BIO, GBTI and others continues to pay dividends for the region. We keep adding additional schools as teachers learn about the career pathway and the potential opportunity bioscience offers their students."

Since Georgia BIO and secondary educators developed the bioscience career pathway curriculum for high schools and bioscience tasks for middle schools almost five years ago, nearly 2,000 students from 24 high schools and 13 school districts have enrolled in the program. Gwinnett Tech's biotech enrollment grew from six students in 2007 to 140 in 2011. Athens Tech's biotechnology degrees conferred increased by 87 percent.

GBTI has trained 254 teachers in summer institutes since 2007 and loaned equipment to another 325 teachers in 211 schools. These activities have directly reached more than 25,500 students in the classroom and another 7,700 students through classroom visits, science fairs and career days.

This program is benefiting aspiring students, industries of the future...and of course the trout.



## INNOVATION CRESCENT UPDATE – December 2011

The Innovation Crescent is a unique hub of life science talent that functions as a regional coalition dedicated to supporting the future growth of Georgia's life sciences. The Innovation Crescent spans 13 counties from Atlanta to Athens, and in partnership with economic development entities and chambers of commerce through the region, it seeks to:

- Expand existing life science industries and recruit new life science industries
- Align education and workforce development resources to support the life science industry cluster
- Grow high-wage jobs

### Industry Partnerships:

- Innovation Crescent Industry Partnership helps identify current and future workforce and training needs and assists with career pathway development; member companies include Immucor, Elan, Noramco, Merial Select, CryoLife, Porex
- ACT Job Profiles help understand foundational skill requirements among employers: Strategic industry has completed 32; total for strategic and nonstrategic in the region is 114. 63 additional profiles have been completed by technical colleges in the IC for companies in counties adjoining the IC.
- \$25k grant received in May 2011 for first shared industry training; Basics of Project Management; University of Georgia – 50 students enrolled from six companies; Microsoft Project; Gwinnett Technical College – 45 students enrolled from six companies
- Seven ACT authorized job profilers in the Innovation Crescent

### Workforce:

- 60,513 individuals have earned a National Career Readiness Certificate across the 13 counties in the region, with 18% percent or 10,926 individuals at the gold level or higher
- Of the 49,889 individuals in the available workforce: 17% or 8492 earned a gold or higher certificate
- Six counties are Certified Work Ready Communities: Barrow, Gwinnett, Jackson, Madison, Oglethorpe, Walton
- All certified communities have made the 1/3 increase in recertification goals
- 2011 Life Sciences Workforce Forum held November 18 at the Centers for Disease Control (CDC)
  - Panel on soft skills; employer panel on critical jobs and skills
  - Keynote by director of NSF's nation biotech education center
- "Pathways to a Regulatory Career" program presented with Regulatory Affairs Processional Society on April 12 at Kennesaw State University and September 22 at Georgia State University

### Resources for educators:

- The Georgia Bioscience Technology Institute, a collaborative of Athens and Gwinnett Technical Colleges, has trained 254 teachers in summer institutes since 2007, and loaned equipment to another 325 teachers representing 211 schools. These activities have directly impacted over 25,500 students in the classroom, and another 7,700 students have participated in other forms of outreach such as classroom visits, science fairs and career fairs.
- Over 80 teachers trained summer 2011 in workshops funded by IC. Additional sessions for Cobb teachers were held during a pre-service day.

## **Resources for Students:**

- Georgia Bio and secondary educators developed a bioscience career pathway curriculum for high schools and bioscience tasks for middle schools.
  - More than 1,955 students in 23 high schools and 13 school districts have been enrolled in the program.
  - The middle school tasks have been part of training for all Atlanta Public School middle school life science teachers. In addition, Gwinnett Public Schools is training middle school teachers on these tasks as part of a program with Gwinnett Technical College in the 2011/2012 school year.
  - Gwinnett Tech's biotech program enrollment grew from 6 in 2007 to 140 in 2011
  - Athens Tech's biotechnology degrees conferred increased by 87%
  - Approval of a new bioscience technology program at Atlanta Technical College in addition to award of \$4.8 million USDOL grant for biotechnology
- Gwinnett Tech selected as a beta site for the NSF-funded "Bridge to Biotech" Project. Bridge to Bio, entry level courses for students without scientific background to increase pathway completers; Gwinnett Technical College in first cohort of adopters. The IC supported the development of Bridge to Bio by sending program leaders at Gwinnett Tech, Atlanta Tech and Athens Tech to the Bio-Link national conference for training in summer 2011.
- Supported field trips for 125 high school biotechnology students from four districts to attend Georgia Life Sciences Summit on September 27 in Atlanta
- Supported 15 Therrell School of Health Sciences and Research students to attend the Health Occupations Students of America (HOSA) bioscience competition at Athens Technical College

## **Economic Development Partnerships:**

The 13 county Economic Development entities, including Chambers of Commerce and Development Authorities were instrumental in branding the Innovation Crescent, establishing a website, Facebook page and newsletter. The Innovation Crescent Regional Partnership is now a sustaining 501 (c)(3). Members jointly recruit bioscience companies for the Innovation Crescent 13 county area and attend Bio International Conference representing the Innovation Crescent.

## **History and Funding:**

In 2006, the state, in partnership with the Georgia Chamber of Commerce, initiated the Georgia Work Ready Initiative to link workforce development, economic development, industry and education together and align them to the economic needs of the state and its communities.

With funding through the Governor's Office of Workforce Development, the region's community and economic development leaders coalesced to:

- Develop Certified Work Ready communities
- Establish career pathways to supply trained workers
- Build an Industry Network that would identify occupations in demand in the bioscience and work with education to assure that education was preparing a trained workforce for their companies.

In 2008, the Atlanta Regional Commission (ARC) was awarded the first Innovation Crescent Work Ready Region grant totaling \$500,000. \$800,000 in additional grants were received through 2010 for the Innovation Crescent to expand the Crescent to 13 counties.





Adult and Dislocated Worker Activity Totals for Program Year 2011/2012: July 1, 2011 - January 31, 2012

Service	Cherokee	Clayton	Douglas	Fayette	Henry	Gwinnett Tech **	Gwinnett	Rockdale	Gwinnett Corrections	Total
<b>Basic Services (Core)</b>										
Visits	713	6,397	3,486	28	272	2,144	10,258	1,164		24,462
Computer Lab Visits	70	4,908	3,019	0	39	0	9,126	203		17,365
Resume Writing	36	939	260	1	9	12	763	0		2,020
Job Search Assistance	75	3,780	2,784	1	17	1,379	4,947	0		12,983
Other Workshop Attendance	0	184	0	0	0	296	559	0		1,039
<b>Orientation Attendance (# of participants)</b>										
WIA Training Application Workshops	53	0	0	0	0	231	0	9		293
Basic Skills & Assessment	58	1,274	262	21	68	50	667	116		2,516
Business Recruitment Events	0	445	0	0	0	0	0	0		445
<b>Group Workshops &amp; Sessions (# of sessions)</b>										
WIA Training Application Workshops	9	0	0	0	0	31	0	3		43
Business Recruitment Events	0	23	0	0	0	0	0	1		24
Company Rapid Response	0	4	0	0	0	0	0	0		4
<b>Registered WIA services</b>										
Registered Customers	117	448	84	42	96	461	639	166	41	2,094
New Registered Customers since July 1, 2011	13	103	30	3	14	76	138	46	12	435
Customers Enrolled into Training	94	427	79	34	88	453	612	161	0	1,948
New Training Enrollments since July 1, 2011	12	90	27	3	11	72	126	43	0	384
Active Customers	82	349	68	31	75	397	419	120	21	1,562
Customers who left training services	35	99	16	11	21	64	220	46	20	532
Employed Customers at Exit	29	94	15	11	20	61	189	46	9	474
Employment Rate at Exit	83%	95%	94%	100%	95%	95%	86%	100%	45%	89%
Average Starting Wage at Exit	\$20.18	\$13.74	\$13.54	\$16.61	\$15.22	\$17.28	\$17.06	\$14.00	\$9.04	\$15.98

\* Reflects number of approved training applications

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

REGISTERED WIA CUSTOMERS  
FOR PERIOD FROM JULY 01 2011 THROUGH DECEMBER 31 2011  
(DOES NOT INCLUDE CAA CUSTOMERS)

Fund	Total	# New Regs.	# Rev'd. Trng.	# New Trng Cust	# Act. in Srvc.	# Ended Srvc.	# Emp.@ EOS	% EOS Emp	Avg. Wage @EOS	# Exited	# Emp.@ Exit	% Exit Emp
<i>For Provider: 1057 CHATT TECH</i>												
A	21	5	19	5	17	4	3	75%	15.93	4	0	0%
D	95	8	75	7	65	30	25	83%	20.42	20	0	0%
Total 1057	116	13	94	12	82	34	28	82%	19.94	24	0	0%
<i>For Provider: 1056 CLAY STATE</i>												
A	223	58	217	54	180	43	41	95%	12.77	30	0	0%
D	223	45	208	36	169	54	51	94%	14.74	45	0	0%
RAD	2	0	2	0	0	2	2	100%	8.45	2	0	0%
Total 1056	448	103	427	90	349	99	94	95%	13.74	77	0	0%
<i>For Provider: 1053 DOUG-CORVEL</i>												
A	41	18	37	15	37	4	3	75%	12.75	2	0	0%
D	43	12	42	12	31	12	12	100%	13.74	6	0	0%
Total 1053	84	30	79	27	68	16	15	94%	13.54	8	0	0%
<i>For Provider: 1055 FAYETTE</i>												
A	13	2	13	2	13	0	0	0%	.00	0	0	0%
D	29	1	21	1	18	11	11	100%	16.74	7	0	0%
Total 1055	42	3	34	3	31	11	11	100%	16.74	7	0	0%
<i>For Provider: 0115 GWIN CORR</i>												
A	41	12	0	0	21	20	9	45%	9.04	17	0	0%
Total 0115	41	12	0	0	21	20	9	45%	9.04	17	0	0%
<i>For Provider: 0116 GWIN TECH</i>												
A	160	29	159	28	143	17	15	88%	18.11	11	0	0%
D	301	47	294	44	254	47	46	98%	17.02	35	0	0%
Total 0116	461	76	453	72	397	64	61	95%	17.28	46	0	0%

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

REPORT RUN DATE: 02/07/12

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

REGISTERED WIA CUSTOMERS  
FOR PERIOD FROM JULY 01 2011 THROUGH DECEMBER 31 2011  
(DOES NOT INCLUDE CAA CUSTOMERS)

Fund	Total	# New Regs.	# Rcvd. Trng.	# New Trng Cust	# Act. in Srvcs.	# Ended Srvcs.	# Emp.@ EOS	% EOS Emp	Avg. Wage @EOS	# Exited	# Emp.@ Exit	% Exit Emp
<i>For Provider: 1054 HENRY</i>												
A	39	7	38	6	33	6	6	100%	15.06	5	0	0%
D	57	7	50	5	42	15	14	93%	15.28	12	0	0%
Total 1054	96	14	88	11	75	21	20	95%	15.22	17	0	0%
<i>For Provider: 0993 MERG CHATT</i>												
D	1	0	0	0	0	1	1	100%	26.88	0	0	0%
Total 0993	1	0	0	0	0	1	1	100%	26.88	0	0	0%
<i>For Provider: 0058 NORCROSS</i>												
A	332	74	320	67	229	103	85	83%	13.03	66	0	0%
D	306	64	292	59	190	116	103	89%	20.37	82	0	0%
RAD	1	0	0	0	0	1	1	100%	19.45	1	0	0%
Total 0058	639	138	612	126	419	220	189	86%	17.06	149	0	0%
<i>For Provider: 1052 ROCK-CORVEL</i>												
A	103	35	99	33	78	25	25	100%	12.70	12	0	0%
D	63	11	62	10	42	21	21	100%	15.54	11	0	0%
Total 1052	166	46	161	43	120	46	46	100%	14.00	23	0	0%
TOTAL	2094	435	1948	384	1562	532	474	89%	15.98	368	0	0%

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

REPORT RUN DATE: 02/07/12

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

Economic Development Region 03

Local Area Name	Performance Measure	(Return to Main)														
		1st Perf Qtr			2nd Perf Qtr			3rd Perf Qtr			4th Perf Qtr			PY To Date		Negotiated Level
Atlanta Regional Commission (Area 07)	Entered Employment Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
	Adults	54	74.1%							54	74.1%			54	74.1%	72.0%
	Dislocated Workers	97	89.7%							97	89.7%			97	89.7%	80.6%
	Retention Rate	90	77.8%							90	77.8%			90	77.8%	79.5%
	Adults	124	82.3%							124	82.3%			124	82.3%	87.8%
	Dislocated Workers	70	\$9,886							70	\$9,886			70	\$9,886	\$11,100
	Dislocated Workers	102	\$18,121							102	\$18,121			102	\$18,121	\$15,180
	Youth (14-21)	37	75.7%							37	75.7%			37	75.7%	71.0%
	Youth (14-21)	40	82.5%							40	82.5%			40	82.5%	63.0%
	Attainment of Degree or Certificate	33	39.4%							33	39.4%			33	39.4%	22.0%
	Literacy or Numeracy Gains	Not Meeting														
	Overall Status of Local Performance	Meeting														
		Exceeding														
		X														

Local Area Name	Performance Measure	(Return to Main)														
		1st Perf Qtr			2nd Perf Qtr			3rd Perf Qtr			4th Perf Qtr			PY To Date		Negotiated Level
South Metro Career Center (FSO 3500)	Entered Employment Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
	All Participants	8,475	43.5%							8,475	43.5%			8,475	43.5%	43.0%
	Retention Rate	4,382	75.6%							4,382	75.6%			4,382	75.6%	70.0%
	Average Earnings	3,313	\$10,281							3,313	\$10,281			3,313	\$10,281	\$13,000
	Not Meeting	Not Meeting														

Local Area Name	Performance Measure	(Return to Main)														
		1st Perf Qtr			2nd Perf Qtr			3rd Perf Qtr			4th Perf Qtr			PY To Date		Negotiated Level
Cobb-Cherokee Career Center (FSO 3600)	Entered Employment Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
	All Participants	11,399	42.8%							11,399	42.8%			11,399	42.8%	43.0%
	Retention Rate	6,744	79.5%							6,744	79.5%			6,744	79.5%	70.0%
	Average Earnings	5,362	\$16,494							5,362	\$16,494			5,362	\$16,494	\$13,000
	Not Meeting	Not Meeting														



Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	1209
Atlanta Regional (Area 7)	Total Exitters	Dislocated Workers	1503
ETA Assigned # 13255		Older Youth (19-21)	333
		Younger Youth (14-18)	763
		Adults	477
		Dislocated Workers	588
		Older Youth (19-21)	117
		Younger Youth (14-18)	239
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	Employers	74.0%
	Adults		74.0%
	Dislocated Workers		72.0%
Entered Employment Rate	Older Youth		80.6%
	Adults		66.1%
	Dislocated Workers		79.5%
	Older Youth		87.8%
	Younger Youth		79.0%
Retention Rate	Adults		66.0%
	Dislocated Workers		\$11,100
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Dislocated Workers		\$15,180
	Older Youth		\$3,262
	Adults		66.7%
	Dislocated Workers		73.0%
Credentia/Diploma Rate	Older Youth		45.0%
Skill Attainment Rate	Younger Youth		70.0%
Placement in Employment or Education	Younger Youth		85.4%
Attainment of Degree or Certificate	Youth (14-21)		N/A
Literacy or Numeracy Gains	Youth (14-21)		N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			N/A
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

WIA5001 WIA Grant Expenditures & Obligations

All Grants

Run Date: 02/06/2012

Area: Atlanta Regional -07

For Program Year 2010 Thru Program Year 2011

Title	Grant	Available	Expended	% Expended	Obligated	Total Expended Obligated	% Expended Obligated	
Adult Admin	P2010	50,801	50,801	100%	0	50,801	100%	
	F2011	266,328	228,993	86%	0	228,993	86%	
Adult Program	P2010	457,211	440,800	96%	12,364	453,164	99%	
	F2011	2,396,954	1,981,235	83%	309,997	2,291,232	96%	
<b>Total FORMULA-ADULT</b>		<b>3,171,294</b>	<b>2,701,829</b>	<b>85%</b>	<b>322,361</b>	<b>3,024,190</b>	<b>95%</b>	
DW Admin	P2010	109,932	105,895	96%	0	105,895	96%	
	F2011	267,488	250,015	93%	0	250,015	93%	
DW Program	P2010	989,384	885,033	89%	74,543	959,576	97%	
	F2011	2,407,392	1,911,818	79%	317,847	2,229,665	93%	
<b>Total FORMULA-DW</b>		<b>3,774,196</b>	<b>3,152,761</b>	<b>84%</b>	<b>392,390</b>	<b>3,545,151</b>	<b>94%</b>	
Youth Admin	P2010	303,550	278,505	92%	0	278,505	92%	
Youth Program	P2010	2,731,953	2,592,213	95%	45,497	2,637,710	97%	
<b>Total FORMULA-YOUTH</b>		<b>3,035,503</b>	<b>2,870,718</b>	<b>95%</b>	<b>45,497</b>	<b>2,916,215</b>	<b>96%</b>	
<b>Total PY 2010</b>		<b>9,980,993</b>	<b>8,725,308</b>	<b>87%</b>	<b>760,248</b>	<b>9,485,556</b>	<b>95%</b>	
<i>Out-of-School Youth Funds:</i>		<i>\$819,586</i>						
<i>OSY Exp:</i>		<i>\$1,327,444</i>	<i>% Expend of OSY Available:</i>		<i>162.0%</i>	<i>% of Tot Yth Program Exp:</i>		<i>51.2%</i>
Adult Admin	P2011	22,984	18,608	81%	0	18,608	81%	
	F2012	273,559	18,835	7%	0	18,835	7%	
Adult Program	P2011	206,854	162,008	78%	14,724	176,732	85%	
	F2012	2,462,028	359,698	15%	784,323	1,144,021	46%	
<b>Total FORMULA-ADULT</b>		<b>2,965,425</b>	<b>559,149</b>	<b>19%</b>	<b>799,047</b>	<b>1,358,196</b>	<b>46%</b>	
DW Admin	P2011	78,581	42,123	54%	0	42,123	54%	
	F2012	327,205	20,962	6%	0	20,962	6%	
DW Program	P2011	707,231	471,886	67%	125,339	597,225	84%	
	F2012	2,944,849	273,240	9%	975,743	1,248,983	42%	
<b>Total FORMULA-DW</b>		<b>4,057,866</b>	<b>808,211</b>	<b>20%</b>	<b>1,101,082</b>	<b>1,909,293</b>	<b>47%</b>	
Youth Admin	P2011	310,898	112,905	36%	0	112,905	36%	
Youth Program	P2011	2,798,082	782,862	28%	1,323,906	2,106,768	75%	
<b>Total FORMULA-YOUTH</b>		<b>3,108,980</b>	<b>895,767</b>	<b>29%</b>	<b>1,323,906</b>	<b>2,219,673</b>	<b>71%</b>	
<b>Total PY 2011</b>		<b>10,132,271</b>	<b>2,263,127</b>	<b>22%</b>	<b>3,224,035</b>	<b>5,487,162</b>	<b>54%</b>	
<i>Out-of-School Youth Funds:</i>		<i>\$839,425</i>						
<i>OSY Exp:</i>		<i>\$430,849</i>	<i>% Expend of OSY Available:</i>		<i>51.3%</i>	<i>% of Tot Yth Program Exp:</i>		<i>55.0%</i>

Financial Status Report as of: 12 / 2011

WIA5001 WIA Grant Expenditures & Obligations

All Grants

Run Date:

Area:

For Program Year 2010 Thru Program Year 2011

Title	Grant	Available	Expended	% Expended	Obligated	Total Expended Obligated	% Expended Obligated
TOTAL		20,113,264	10,988,435	55%	3,984,283	14,972,718	74%

Financial Status Report as of: 12 / 2011

WIA5001 WIA Grant Expenditures & Obligations

All Grants

Run Date: 02/06/2012

Area: Atlanta Regional -07

For Program Year 2011 Thru Program Year 2012

Title	Grant	Available	Expended	% Expended	Obligated	Total Expended Obligated	% Expended Obligated
Adult Admin	P2011	22,984	18,608	81%	0	18,608	81%
	F2012	273,559	18,835	7%	0	18,835	7%
Adult Program	P2011	206,854	162,008	78%	14,724	176,732	85%
	F2012	2,462,028	359,698	15%	784,323	1,144,021	46%
<b>Total FORMULA-ADULT</b>		<b>2,965,425</b>	<b>559,149</b>	<b>19%</b>	<b>799,047</b>	<b>1,358,196</b>	<b>46%</b>
DW Admin	P2011	78,581	42,123	54%	0	42,123	54%
	F2012	327,205	20,962	6%	0	20,962	6%
DW Program	P2011	707,231	471,886	67%	125,339	597,225	84%
	F2012	2,944,849	273,240	9%	975,743	1,248,983	42%
<b>Total FORMULA-DW</b>		<b>4,057,866</b>	<b>808,211</b>	<b>20%</b>	<b>1,101,082</b>	<b>1,909,293</b>	<b>47%</b>
Youth Admin	P2011	310,898	112,905	36%	0	112,905	36%
Youth Program	P2011	2,798,082	782,862	28%	1,323,906	2,106,768	75%
<b>Total FORMULA-YOUTH</b>		<b>3,108,980</b>	<b>895,767</b>	<b>29%</b>	<b>1,323,906</b>	<b>2,219,673</b>	<b>71%</b>
<b>Total PY 2011</b>		<b>10,132,271</b>	<b>2,263,127</b>	<b>22%</b>	<b>3,224,035</b>	<b>5,487,162</b>	<b>54%</b>

Out-of-School Youth Funds: \$839,425

OSY Exp: \$430,849 % Expend of OSY Available: 51.3% % of Tot Yth Program Exp: 55.0%

Financial Status Report as of: 12 / 2011

WIA5001 WIA Grant Expenditures & Obligations

All Grants

Run Date:

Area:

For Program Year 2011 Thru Program Year 2012

Title	Grant	Available	Expended	% Expended	Obligated	Total Expended Obligated	% Expended Obligated
TOTAL		10,132,271	2,263,127	22%	3,224,035	5,487,162	54%

Financial Status Report as of: 12 / 2011



**ATLANTA REGIONAL WORKFORCE BOARD**  
**MAY 17, 2012 MEETING HANDOUTS**

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

	Adult	Youth	Disloc. Worker	Total
<b>Revenues</b>				
WIA Formula Grant Admin PY 11 - FY 12 Carryover	130,000	90,000	120,000	340,000
WIA Formula Grant Prog PY 11 - FY 12 Carryover	700,000	450,000	850,000	2,000,000
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				
<b>Total Revenues</b>	<b>4,142,721</b>	<b>3,947,517</b>	<b>5,262,856</b>	<b>13,353,094</b>
<b>Planned Expenditures/Obligations</b>				
<b>ARC/CRC Costs</b>				
ARC Administration Costs	361,054	415,981	417,498	1,194,534
ARC Facilities/Operations/Program Costs	303,442	279,075	556,987	1,139,505
Career Resource Center Facilities/ Operations Costs/Mobile Unit	129,296	38,220	244,020	411,536
Other				
<b>Total ARC/CRC Costs</b>	<b>793,792</b>	<b>733,276</b>	<b>1,218,506</b>	<b>2,745,574</b>
<b>Training Services</b>				
Individual Training Accounts (ITAs)*	2,049,710	10,000	2,111,176	4,170,886
<b>Sub-Grantees (Contract) Services</b>				
Chattahoochee Technical College*	70,000		100,000	170,000
Clayton College and State University*	200,000		370,000	570,000
Corvel Healthcare, Inc.*	280,000		503,000	783,000
- Corvel WIA and ITA Participant Support	100,000		200,000	300,000
Gwinnett Corrections - Services to Offenders*	120,000			120,000
Gwinnett Technical College*	90,000		130,000	220,000
- Gwinnett Tech WIA and ITA Participant Support	60,000		45,000	105,000
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		283,670		283,670
Gwinnett Technical College - Youth		355,535		355,535
PEPP, Inc.		271,985		271,985
City of Holly Springs/Cherokee FOCUS		322,434		322,434
Ceek to Fulfill, Inc.		202,311		202,311
Boat People S.O.S.		215,500		215,500
Connecting Henry		217,884		217,884
Crossroads		136,116		136,116
CPACS		140,000		140,000
Specific County Projects/Tuitions/AWE Wages		62,065		62,065
Gwinnett - 2nd RFP or Other Specific Projects		100,135		100,135
<b>Total Sub-Grantees (Contract) Services Costs</b>	<b>920,000</b>	<b>3,121,114</b>	<b>1,348,000</b>	<b>5,389,114</b>
Total Non-Committed ARC Administrative Funding	100,218	14,771	131,788	246,776
<b>Total Planned Expenditures/Obligations</b>	<b>3,763,502</b>	<b>3,864,390</b>	<b>4,677,682</b>	<b>12,305,574</b>
Total Non-Committed or (Over Committed) Program Funding	\$379,219	\$83,127	\$585,174	\$1,047,520
% Planned Under (Over) Obligation	11.6%	2.5%	13.6%	9.7%

Revision Date: 05/15/2012

**Notes:**

\*Estimated budgets based on prior year budgets. Current budgets are in process and will be forwarded to board for final approval.

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

9-May-12

	PY 11 Actual Amounts	Recommendations to YC
<b>Revenues</b>		
WIA Formula Grant (Total: 3,108,980) Admin PY 11 Carryover	124,064	120,000
WIA Formula Grant Prog PY 11 Carryover	466,664	380,000
WIA Formula Grant (Total: 3,407,517) Admin PY 12	310,898	340,752
WIA Formula Grant Prog PY 12	2,798,082	3,066,765
Other		
Other		
Other		
Other		
Other		
Other		
<b>Total Revenues</b>	<b>3,699,708</b>	<b>3,907,517</b>
<b>Planned Expenditures/Obligations</b>		
<b>ARC/CRC Costs</b>		
ARC Administration Costs	385,928	443,817
ARC Facilities/Operations/Program Costs/Mobile Unit	241,395	277,604
Gwinnett Career Resource Center Facilities/ Operations Costs	31,331	40,000
Other		
<b>Total ARC/CRC Costs</b>	<b>658,654</b>	<b>761,421</b>
<b>Training Services</b>		
Individual Training Accounts (ITAs)*	119,180	8,047
<b>Sub-Grantees (Contract) Services</b>		
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	428,695	454,879
Clayton Board of Education - WORKTEC	123,630	131,600
Prevention Plus, Inc.	223,285	227,000
Corvel Healthcare, Inc. - Youth	275,000	283,670
Gwinnett Technical College - Youth	310,000	355,535
PEPP, Inc.	231,985	271,985
City of Holly Springs/Cherokee FOCUS	262,730	322,434
Ceek to Fulfill, Inc.	170,495	202,311
Boat People S.O.S.	170,000	215,500
Connecting Henry	125,000	217,884
Crossroads	100,000	136,116
CPACS	70,000	140,000
Specific County Projects/Tuitions/WE Wages	0	62,065
Gwinnett - 2nd RFP or Other Specific Projects	0	100,135
Participant Wages, Support, etc. - All Youth Contracts	50,000	-
<b>Total Sub-Grantees (Contract) Services Costs</b>	<b>2,540,820</b>	<b>3,121,114</b>
Total Non-Committed ARC Administrative Funding	49,034	16,935
<b>Total Planned Expenditures/Obligations</b>	<b>3,318,654</b>	<b>3,890,582</b>
Planned Program Funding Under (Over) Obligation	<b>\$332,020</b>	<b>-</b>
% Planned Under (Over) Obligation	<b>10.3%</b>	<b>0.4%</b>

DRAFT Date: 05/09/2012

Notes:



**BUDGET/CONTRACTUAL ITEMS FOR BOARD ACTION 05/17/12:**

TWO BUDGET/CONTRACTUAL ITEMS:

1. APPROVAL OF THE PY 2012 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS (BOARD BUDGET )
  - a. THE BOARD BUDGET **UPDATED MAY 17, 2012**, PROVIDES FUNDING FOR ARC/WFD OPERATIONS, CAREER RESOURCE CENTER AND MOBILE UNIT OPERATIONS, INDIVIDUAL TRAINING ACCOUNTS (ITAs), AND SUBGRANTEES (CONTRACT) SERVICES FROM JULY 1, 2012 THROUGH JUNE 30, 2013. IT IS BASED ON THE ESTIMATED CARRYOVER FUNDING FROM PY 2011, AND NEW FORMULA FUNDING FOR PY 2012, AS PER NOTICE FROM GEORGIA DEPARTMENT OF LABOR (GADOL).
  
2. APPROVAL OF THE CONTINUATION OF SERVICES AND FUNDING FOR ARC YOUTH AND NON YOUTH FUNDED CONTRACTORS LISTED ON THE BOARD BUDGET **UPDATED MAY 17, 2012**, UNDER THE *SUBGRANTEES (CONTRACT) SERVICES* CATEGORY (THREE OF THOSE CONTRACTORS WILL HAVE THEIR FUNDING APPROVED, BUT CONTRACT RENEWAL PLACED ON HOLD AS DESCRIBED IN RECOMMENDATION #3 BELOW). THIS APPROVAL ALLOWS FOR THE CONTINUATION OF SERVICES THROUGH JUNE 30, 2013. THE NAMES AND TOTAL FUNDING FOR APPROVAL FOR EACH CONTRACTOR ARE AS LISTED ON THE REFERENCED BOARD BUDGET.
  
3. RECOMMENDATION TO PLACE A HOLD ON CONTRACT RENEWALS FOR THREE (3) YOUTH CONTRACTORS DUE TO FINANCIAL MONITORING ISSUES. THOSE PROVIDERS AND A BRIEF SUMMARY OF THE ISSUES ARE AS FOLLOWS:
  - a. **BPSOS, INC** – ARC FINANCIAL MONITORING OF THE LOCAL OFFICE FOUND THAT WEAKNESSES IN INTERNAL CONTROLS, ISSUES WITH FINANCIAL RECORDS RECONCILING TO ARC RECORDS, AND ISSUES WITH THEIR OWN FINANCIAL PROCEDURES SUPPORT THE FINDINGS IN THE NATIONAL A-133 AUDIT OF THE ORGANIZATION. RECOMMENDATION FOR HOLD ON CONTRACT RENEWAL HAS BEEN APPROVED BY THE YOUTH COUNCIL.
  - b. **CROSSROADS** – ARC FINANCIAL MONITORING FOUND THAT THE ORGANIZATION'S FINANCIAL RECORDS DID NOT RECONCILE TO ARC RECORDS, AND THEY MAY HAVE PROBLEMS WITH MAKING TIMELY PAYMENTS TO THEIR OWN VENDORS/CREDITORS. RECOMMENDATION FOR HOLD ON CONTRACT RENEWAL HAS BEEN APPROVED BY THE YOUTH COUNCIL.
  - c. **PEPP, INC** – ARC FINANCIAL MONITORING FOUND THAT THE ORGANIZATION'S FINANCIAL RECORDS DID NOT RECONCILE TO ARC RECORDS, AND STATEMENTS MADE BY THE ORGANIZATION ON THEIR FINANCIAL RECORDS DREW CONCERNS ABOUT REIMBURSEMENTS FOR POSSIBLE PREPAID SERVICES, WHICH IS NOT PERMITTED UNDER A COST REIMBURSEMENT CONTRACT. RECOMMENDATION FOR HOLD ON CONTRACT RENEWAL IS BEING MADE BY ARC STAFF.

**FOR THE ARWB: BACKGROUND TO STAFF RECOMMENDATIONS TO THE YOUTH  
COUNCIL FOR YOUTH FUNDING FOR PY 2012 (July 1, 2012 – June 30, 2013)**

**Today's Youth Council recommendations will be made to the Atlanta Regional Workforce Board at its next meeting on May 17.**

This funding is based on the public, competitive Request for Proposals issued in the Spring, 2010 and the Fall, 2012, under which all service providers are now funded. See language below:

*Youth activities requested under this RFP are for the period July 1, 2010, through June 30, 2011, with optional renewal extensions for a second-year period, July 1, 2011 through June 30, 2012, and for a third-year period July 1, 2012-June 30, 2013, depending on funds availability.*

*Initial awards under this RFP will be for the initial one-year period only.*

*The ARWB/ARC reserves the right to extend a contract awarded under this RFP past the initial ending date of June 30, 2011, for the optional renewal extension periods, taking into consideration the following criteria: 1. Satisfactory performance during the first contract period. 2. Availability of funds. 3. Mutual agreement between the two parties by contract amendment. 4. Continued community and ARWB Youth Plan need for the contractor's youth service. 5. Approval of extension by Youth Council and ARWB.*

*The contracting and extension of contracts may involve Program Years 2010, 2011 and 2012 of WIA.*

The same language was in the Fall, 2012 RFP, for a total period of two years.

**GRANT SIZE AND FUNDING AVAILABILITY FOR JULY 1, 2012 - JUNE 30, 2013:** Go to the following PY 2012 (July 1, 2012 – June 30, 2013) Revenue and Obligations Sheet in the handout (Page 4). This sheet summarizes the planned or projected expenditure for PY 2012. The PY 2012 Youth Grant size is known – this is sometimes not the case. The Youth Grant has increased significantly from last year. But, MUCH EXPENDITURE IS BASED ON CURRENT ESTIMATES.

**CARRYOVER ESTIMATES:** The carryover amounts from PY 2011 are estimates. They will change. Billed costs are just now being processed for April, and May and June are yet to come. If carryover amounts are much lower than currently projected, funds available for contracting that begins July 1 will be reduced. Contracts cannot be written for amounts that exceed available funds, so adjustments to lower contracted amounts would be made proportionately for all contracts, to stay within Fair Share guidelines.

**ARC/CRC COST ESTIMATES:** These lines are also best estimates and cannot be known until the end of June. Historically, estimates that are made at this time cover such future costs.

**FUNDS FOR SERVICE PROVIDERS:** The last sheet lists the budget amounts staff is recommending today to the Youth Council for contract service providers, to be negotiated by staff with each contractor if

Youth Council recommendations are approved by the ARWB. It also lists the budget that was requested by each contractor several weeks ago, and the budget as currently approved for Program Year 2011 by the Youth Council and the ARWB. The staff-recommended negotiation amounts, whether or not they correspond to the contractor requested amounts, do not imply that every item on the requested budget will be approved; all items in a requested budget are to be negotiated between staff and contractor. Currently, three organizations are in the midst of financial review questions that are not yet resolved; given that, these amounts are “place holders” and can be negotiated once questions are resolved.

Please see information on the sheet that indicates what the staff-recommended budget is related by percentage to the current, 2011 budget, and by percentage to the requested 2012 budget. No service providers are recommended to receive a reduction in funds from last year. Some service providers are recommended to receive significant increases from their 2011 budget, though only if they are growing and/or have the capacity to grow, and only if Fair Share guidance makes such an increase possible.

**UNOBLIGATED FUNDING FOR SPECIFIC COUNTIES:** Where the Fair Share Guidance allows it, and where contractors are funded to the full amount they have requested, specific set-aside amounts, typically to be negotiated with these existing county-based contractors (and only with approved, procured contractors), are noted. These might be used by contractors to hire specifically-trained staff for specific projects to serve a particular population through skills such staff might possess – speaking another language, for example, or staff with specific training providing employment services to youth with disabilities, or to train youth towards certifications in particular occupations. For the counties involved, it might involve payment of tuitions or subsidized employment wages, where needed and where there is extraordinary opportunity. For Gwinnett county these funds could be used for another RFP, though staff is not recommending such use at this time, since the funds are significantly lower than funds made available in the Fall, 2011 for such an RFP.

**WHAT IS THE FAIR SHARE GUIDANCE:** Another sheet following is the basis for what the ARWB and its Youth Council have adopted as the methodology for equitably spreading Youth funds for services to the seven ARWB counties. The guidance is based on the allocation formula for Workforce Areas as contained in the Workforce Investment Act. It illustrates how county shares can change each year. For the last few years, those shares have been somewhat consistent. Future years could see significant changes between counties, and it is important for the Youth Council to understand such possibilities for the future.

**A CAVEAT TO APPROVAL FOR FUNDING AND CONTRACTING FOR THE NEXT PROGRAM YEAR:** It is impossible to say what new directions might be dictated by a new State Plan that is expected to be created by the new Governor’s Office of Workforce Development and its State Workforce Investment Board during this summer. While such a Plan must conform to WIA law, some believe that it could mandate certain types of youth services, or services to specific youth target populations. At this time, staff is proceeding as if the services and target populations planned by the ARWB and its Youth Council are those to be continued into the 2012 Program Year. However, current and future contracts have

always been guided by Federal Law and its legal directives, and the legal directives of the State's administering agency. Contracts have always contained such language and will in the future, and language in next year's contracts may be rewritten to emphasize the point. If there are to be major changes, then the ARWB and its Youth Council must abide by them, as must its contractors. Language in current contracts states: *The Contractor will actively participate in appropriate community and State-led Comprehensive Youth Development (CYD) strategies and activities when needed. It will also actively participate in special WIA-related projects when those are made available or requested by the GDL or USDOL, based on the USDOL's Shared Youth Vision, A Collaborative Approach to Prepare Youth for Success in a Global, Demand-Driven Economy, and other subsequent directives announcing priority strategies and service directions. As practical, activities will align with and reinforce the Governor's Strategic Plan for the Development of Georgia's Workforce, particularly Goal Number Two. The Contractor will also align itself with, reinforce and support community efforts to rescue dropouts and recover high school credits, so to improve the high school graduation rate.*



**YOUTH ALLOCATION"FAIR SHARE"  
HISTORICAL REFERENCE**

5/7/2012

<u>NEW 2012 Fair Share Allocation in %s</u>	<u>Cherokee</u> <u>10.2%</u>	<u>Clayton</u> <u>24.5%</u>	<u>Douglas</u> <u>9.3%</u>	<u>Fayette</u> <u>3.8%</u>	<u>Gwinnett</u> <u>35.9%</u>	<u>Henry</u> <u>9.9%</u>	<u>Rockdale</u> <u>6.4%</u>	<u>TOTAL</u> <u>100.0%</u>
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%

**5/10/2012 ARWB YOUTH COUNCIL MEETING RECOMMENDATIONS TO THE  
ARWB FOR PY 2012 (July 1, 2012 – June 30, 2013) SERVICE PROVIDER FUNDING:**

<i>Provider</i>	<i>Current Funding</i>	<i>Funding Requested</i>	<i>Funding Recommended</i>	<i>% Current Funding</i>	<i>% Requested Funding</i>
Hearts to Nourish Hope	\$428,695	\$479,995	\$454,879	106%	95%
WORKTEC	\$123,630	\$142,110	\$131,600	106%	93%
Prevention Plus	\$223,285	\$232,113	\$227,000	102%	98%
CorVel	\$275,000	\$283,670	\$283,670	103%	100%
GTC	\$310,000	\$355,535	\$355,535	115%	100%
PEPP	\$231,985	\$271,985	\$271,985 *(Place Holder)	117%	100%
Cherokee FOCUS	\$262,730	\$395,628	\$322,434	123%	82%
Ceek To Fulfill	\$170,495	\$227,582	\$202,311	119%	89%
BPSOS	\$170,000	\$215,500	\$215,500 (Place Holder)	127%	100%
Connecting Henry	\$125,000	\$217,884	\$217,884	174%	100%
Crossroads	\$100,000	\$190,045	\$136,116 (Place Holder)	136%	72%
CPACS	\$70,000	\$140,000	\$140,000	NA	100%
Douglas Projects			\$21,999		
Gwinnett Projects			\$100,135		
Henry Projects			\$40,066		
Gwinnett CRC Costs			\$40,000		
Tuitions			\$8,047		
<b>TOTAL</b>			<b>\$3,169,161</b>		

\*This "Place Holder" designation added by staff subsequent to the earlier Youth Council action due to a later financial review.

## ATLANTA REGIONAL WORKFORCE BOARD QUARTERLY REPORT SUMMARY BY COUNTY

ACTIVE AT SOME POINT DURING PERIOD FROM JULY 01 2011 THRU MAY 16 2012

COUNTY NAME	FUNDING SOURCE		YOUTH	TOTAL
	ADULT	DW		
BARROW	1	3	.	4
BARTOW	.	1	.	1
BUTTS	.	2	.	2
CARROLL	1	.	.	1
CHEROKEE	32	115	130	277
CLAYTON	217	264	356	837
COBB	5	13	1	19
COLUMBIA	.	2	.	2
COWETA	.	13	.	13
DEKALB	7	31	1	39
DOUGLAS	67	59	143	269
FAYETTE	16	43	20	79
FORSYTH	.	4	.	4
FULTON	15	56	2	73
GILMER	.	1	.	1
GREENE	.	.	1	1
GWINNETT	606	667	332	1605
HALL	.	5	.	5
HARALSON	.	1	.	1
HENRY	82	154	102	338
JACKSON	.	1	.	1
MERIWETHER	.	2	.	2
NEWTON	.	8	5	13
PAULDING	1	3	.	4
RICHMOND	1	1	.	2
ROCKDALE	135	73	59	267
SPALDING	1	2	.	3
TROUP	1	.	.	1
UPSON	.	2	.	2
WALTON	.	2	.	2
TOTAL	1188	1528	1152	3868

REPORT RUN DATE: 05/17/12

FOCEXEC: ARWB QUARTERLY TRACKING REPORTS:ARWB QUARTERLY REPORT SUMMARY BY COUNTY



Adult and Dislocated Worker Activity Totals for Program Year 2011/2012: July 1, 2011 - April 30, 2012

Service	Cherokee	Clayton	Douglas	Fayette	Henry	Gwinnett Tech **	Gwinnett	Rockdale	Gwinnett Corrections	Total
<b>Basic Services (Core)</b>										
<b>Visits</b>	1,294	10,862	6,129	63	477	4,011	17,835	1,963		42,634
Computer Lab Visits	113	8,055	5,413	0	85	0	15,688	306		29,660
Resume Writing	49	1,555	425	1	12	23	1,490	0		3,555
Job Search Assistance	104	5,930	5,043	1	30	4,955	8,384	0		24,447
Other Workshop Attendance	2	407	0	0	0	400	898	0		1,707
<b>Orientation Attendance (# of participants)</b>										
WIA Training Application Workshops	81	0	0	0	0	344	0	9		434
Basic Skills & Assessment	103	2,057	415	49	112	83	1,182	214		4,215
Business Recruitment Events	0	1,412	0	0	0	0	25	14		1,451
<b>Group Workshops &amp; Sessions (# of sessions)</b>										
WIA Training Application Workshops	15	0	0	0	0	48	0	3		66
Business Recruitment Events	0	49	0	0	0	0	0	2		51
Company Rapid Response	0	9	0	0	0	0	0	0		9
<b>Training Applications</b>										
# of Applications Taken	0	0	0	0	0	0	0	0		0
# of Applicants Determined Eligible (of )	0	0	0	0	0	0	0	0		0
<b>Registered WIA services</b>										<b>Total</b>
Registered Customers	146	525	109	49	108	515	738	193	46	2,429
New Registered Customers since July 1, 2011	42	180	55	10	26	130	238	73	16	770
Customers Enrolled into Training	115	497	100	41	98	482	700	185	0	2,218
New Training Enrollments since July 1, 2011	32	160	48	10	21	101	214	67	0	653
Active Customers	103	398	77	35	76	420	422	124	22	1,677
Customers who left training services	43	127	32	14	32	95	316	69	24	752
Credentials Attained	29	82	23	8	20	84	251	53	0	550
Credential Rate	69%	65%	72%	57%	63%	88%	79%	73%		71%
Employed Customers at Exit	36	117	28	14	30	90	255	65	11	646
Employment Rate at Exit	84%	92%	88%	100%	94%	95%	81%	94%	46%	86%
Average Starting Wage at Exit	\$19.35	\$13.33	\$12.83	\$16.97	\$16.21	\$16.87	\$16.95	\$13.62	\$9.17	\$15.74

\* Reflects number of approved training applications

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



WIA and W-P PY11 2nd  
Quarterly Performance Report

Economic Development Region 03

Local Area Name Atlanta Regional Commission (Area 07)	Performance Measure	Performance Group	1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level	
			N	Rate	N	Rate	N	Rate	N	Rate	N	Rate		
Entered Employment Rate	Adults	Adults	54	74.1%	127	81.9%			181	79.6%			72.0%	Exceeding
			97	89.7%	176	89.8%			273	89.7%			80.6%	Exceeding
			89	78.7%	84	79.8%			173	79.2%			79.5%	Meeting
			124	82.3%	108	91.7%			232	86.6%			87.8%	Meeting
Average Earnings	Dislocated Workers	Dislocated Workers	70	\$9,734	67	\$12,562			137	\$11,117			\$11,100	Exceeding
			102	\$18,121	99	\$18,811			201	\$18,461			\$15,180	Exceeding
			37	75.7%	93	65.6%			130	68.5%			71.0%	Meeting
Placement in Employment or Education	Youth (14-21)	Youth (14-21)	40	90.0%	106	70.8%			146	76.0%			63.0%	Exceeding
			32	40.6%	25	24.0%			57	33.3%			22.0%	Exceeding
Attainment of Degree or Certificate	Youth (14-21)	Youth (14-21)	Not Meeting			Meeting			Exceeding			X		
			Not Meeting			Meeting			Exceeding			X		
Overall Status of Local Performance														

Local Area Name Clayton County Career Center (FSO 3100)	Performance Measure	Performance Group	1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level	
			N	Rate	N	Rate	N	Rate	N	Rate	N	Rate		
Entered Employment Rate	All Participants	All Participants	8,499	44.1%	6,664	48.3%			15,163	45.9%			43.0%	Exceeding
			4,655	76.4%	4,725	78.0%			9,380	77.2%			70.0%	Exceeding
			3,555	\$11,494	3,686	\$10,935			7,241	\$11,209			\$13,000	Meeting
Overall Status of Local Performance														

Local Area Name DeKalb Career Center (FSO 3200)	Performance Measure	Performance Group	1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level	
			N	Rate	N	Rate	N	Rate	N	Rate	N	Rate		
Entered Employment Rate	All Participants	All Participants	7,411	40.0%	5,623	48.2%			13,034	43.5%			43.0%	Exceeding
			3,946	74.8%	3,836	74.9%			7,782	74.8%			70.0%	Exceeding
			2,950	\$11,616	2,872	\$11,034			5,822	\$11,329			\$13,000	Meeting
Overall Status of Local Performance														

WIA and W-P PY11 2nd  
Quarterly Performance Report

Economic Development Region 03

Gwinnett Career Center (FSO 3300)	(Return to Main)	Performance Group	1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
			N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
			Performance Measure	8,527	43.8%	7,868	47.4%					16,395	
Entered Employment Rate	4,742	79.1%	4,578	78.7%					9,320	78.9%	70.0%	Exceeding	
Retention Rate													Exceeding
Average Earnings	3,751	\$15,672	3,603	\$14,632					7,354	\$15,162	\$13,000	Exceeding	

North Metro Career Center (FSO 3400)	(Return to Main)	Performance Group	1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
			N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
			Performance Measure	6,358	46.7%	5,317	50.0%					11,675	
Entered Employment Rate	2,997	77.4%	3,556	79.6%					6,553	78.6%	70.0%	Exceeding	
Retention Rate													Exceeding
Average Earnings	2,321	\$17,939	2,830	\$16,672					5,151	\$17,243	\$13,000	Exceeding	

South Metro Career Center (FSO 3500)	(Return to Main)	Performance Group	1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
			N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
			Performance Measure	8,475	43.5%	7,541	45.3%					16,016	
Entered Employment Rate	4,382	75.6%	4,384	73.8%					8,766	74.7%	70.0%	Exceeding	
Retention Rate													Exceeding
Average Earnings	3,313	\$10,281	3,236	\$10,075					6,549	\$10,179	\$13,000	Not Meeting	

Cobb-Cherokee Career Center (FSO 3600)	(Return to Main)	Performance Group	1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
			N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
			Performance Measure	11,399	42.8%	9,655	45.2%					21,054	
Entered Employment Rate	6,744	79.5%	6,158	78.1%					12,902	78.8%	70.0%	Exceeding	
Retention Rate													Exceeding
Average Earnings	5,362	\$16,494	4,808	\$15,010					10,170	\$15,792	\$13,000	Exceeding	

## WIA5001 WIA Grant Expenditures &amp; Obligations

## All Grants

Run Date: 05/08/2012

*Area: Atlanta Regional -07*

For Program Year 2011 Thru Program Year 2012

Title	Grant	Available	Expended	% Expended	Obligated	Total Expended Obligated	% Expended Obligated
Adult Admin	P2011	22,984	22,321	97%	0	22,321	97%
	F2012	273,559	56,545	21%	0	56,545	21%
Adult Program	P2011	206,854	185,401	90%	3,956	189,357	92%
	F2012	2,462,028	924,928	38%	683,616	1,608,544	65%
<b>Total FORMULA-ADULT</b>		<b>2,965,425</b>	<b>1,189,195</b>	<b>40%</b>	<b>687,572</b>	<b>1,876,767</b>	<b>63%</b>
DW Admin	P2011	78,581	56,822	72%	0	56,822	72%
	F2012	327,205	109,524	33%	0	109,524	33%
DW Program	P2011	707,231	566,401	80%	69,435	635,836	90%
	F2012	2,944,849	918,174	31%	812,636	1,730,810	59%
<b>Total FORMULA-DW</b>		<b>4,057,866</b>	<b>1,650,921</b>	<b>41%</b>	<b>882,071</b>	<b>2,532,992</b>	<b>62%</b>
Youth Admin	P2011	310,898	175,827	57%	0	175,827	57%
Youth Program	P2011	2,798,082	1,410,735	50%	855,577	2,266,312	81%
<b>Total FORMULA-YOUTH</b>		<b>3,108,980</b>	<b>1,586,562</b>	<b>51%</b>	<b>855,577</b>	<b>2,442,139</b>	<b>79%</b>
<b>Total PY 2011</b>		<b>10,132,271</b>	<b>4,426,678</b>	<b>44%</b>	<b>2,425,220</b>	<b>6,851,898</b>	<b>68%</b>
<i>Out-of-School Youth Funds:</i>		<i>\$839,425</i>					
<i>OSY Exp:</i>		<i>\$775,474</i>	<i>% Expend of OSY Available:</i>	<i>92.4%</i>	<i>% of Tot Yth Program Exp:</i>	<i>55.0%</i>	

*Financial Status Report as of: 03 / 2012*

ARWB Occupational Training Area Outcomes – July 2010 through May 14, 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	35	10	25	68%	56%	95%	\$19.16	78%
Business/Finance	100	25	75	87%	56%	92%	\$28.09	77%
Computer (higher level)	303	63	240	85%	57%	88%	\$23.62	74%
Construction	16	8	8	63%	38%	100%	\$14.38	71%
Education( K-12)	69	14	55	73%	51%	90%	\$12.75	75%
Health Occupations	344	140	203	84%	57%	88%	\$16.33	75%
Health Support Occupations	789	200	589	88%	68%	84%	\$10.48	68%
Installation/Repair	237	49	188	88%	66%	89%	\$14.09	75%
Management (incl. PM)	173	26	147	88%	57%	95%	\$25.86	74%
Office Admin(incl. MS Office)	531	191	340	90%	63%	88%	\$13.29	71%
Production	89	8	81	86%	65%	81%	\$14.63	80%
Transportation	406	50	356	94%	85%	97%	\$15.52	87%
TOTAL (All Inclusive)	3222	815	2406	88%	66%	89%	\$15.82	75%

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

The figures are based on those who have left training.

Largest training area is Health Occupations, including support occupations, with total of 1133 registered students.





## Frequently Asked Questions

### **1. Why is the State of Georgia receiving these funds?**

The United States Department of Treasury (Treasury) established the Hardest Hit Fund (HHF) program in February 2010 and approved the HHF plans for Georgia on September 23, 2010. The purpose of the program is to help Georgia homeowners who have experienced a substantial decrease in income due to job loss or underemployment by providing a mortgage payment bridge while they seek new or better employment. The Georgia Department of Community Affairs (DCA), under contract with Georgia Housing and Finance Authority's GHFA Affordable Housing Inc. will administer Georgia's HHF program, as HomeSafe Georgia. For more information about Treasury's Hardest Hit Fund (HHF), visit <http://www.financialstability.gov/roadtostability/hardesthitfund.html>.

### **2. When will the assistance be available in Georgia?**

DCA's HHF pilot program began December 15, 2010, during which DCA reviewed procedures to ensure completeness, accuracy, and compliance with Treasury's requirements. The full program launched on April 1, 2011. The Georgia HHF program, HomeSafe Georgia, will end on December 31, 2017 or when funds are depleted, whichever comes first.

### **3. How does HomeSafe Georgia determine who receives help?**

First and foremost, this Program provides assistance for homeowners who have become or were unemployed or underemployed through no fault of their own. For those who qualify, HomeSafe Georgia loans will be funded on a first come, first served basis. Loan application packages are worked in the date order of receipt. Once the HHF program funds are depleted, HomeSafe Georgia will cease accepting applications.

### **4. What assistance is available?**

Eligible homeowners approved for the program will close on a subordinate 0% interest rate loan similar to a home equity line of credit. These funds will be used to make mortgage payments for up to a maximum of 18 months under Payment Assistance or to reinstate an existing mortgage that is up to 6 months delinquent under Reinstatement Assistance. Following the assistance period, the loan will be forgiven at a rate of 20% per year for five years. Assistance is only available once per homeowner or property address.

### **5. What is Reinstatement Assistance?**

HHF Reinstatement Assistance was designed to help homeowners whose mortgage payments became delinquent due to unemployment or underemployment, but who have since become employed and are now making timely payments. HomeSafe Georgia will make a one-time payment of up to 6 months delinquent mortgage payments and fees directly to the homeowner's lender. The homeowner must meet the eligibility requirements listed AND have proven the ability to continue making mortgage payments by having made three mortgage payments since employment.

### **6. What is Payment Assistance program?**

HHF Payment Assistance was designed to provide temporary assistance to unemployed, underemployed, or self employed homeowners who made timely mortgage payments until they became unemployed, or became significantly underemployed, or had significantly decreased self employed income. HomeSafe Georgia will pay up to 18 monthly mortgage payments directly to the lender for approved eligible homeowners. Payments to the lender will start with the month due after closing, depending on closing date. Borrower's remaining loan

## Frequently Asked Questions

proceeds after assistance is no longer needed may be used for any delinquent mortgage payments or lender fees.

### **7. Who is eligible for assistance?**

Georgia homeowners who are...

- ▶ Currently unemployed, or
- ▶ Currently substantially underemployed, or
- ▶ Currently able to make their mortgage payment, but got behind while unemployed or underemployed.

Unemployment or underemployment must have been involuntarily and occurred due to the recent economic downturn.

The applicant must first be eligible for assistance due to unemployment or underemployment and additionally meet this all other eligibility requirements listed. Additional underwriting criteria may apply and the lender must be participating in the Program. More information and an applicant eligibility checklist are provided under the tab "Eligibility Requirements"

### **8. What are the eligibility requirements for applicants?**

- ▶ Must be the owner of the property;
- ▶ Must be a legal resident;
- ▶ Unemployment or underemployment must have been involuntary (self-employed will be required to document loss of income);
- ▶ Must have been current on mortgage payments prior to the period of unemployment or underemployment;
- ▶ Cannot be more than 6 months behind in mortgage;
- ▶ Monthly mortgage payment(s) must be greater than 31% (including escrow payments) of current monthly household income (for reinstatement assistance, the ratio applies to time of unemployment/underemployment);
- ▶ Cannot have an IRS or Georgia tax lien;
- ▶ Cannot have an active bankruptcy;
- ▶ Cannot have liquid assets exceeding \$5,000; and
- ▶ Cannot have been convicted of a mortgage related felony in the last 10 years.

### **9. What are the eligibility requirements for the Georgia property?**

- ▶ Must be owned by the applicant;
- ▶ Must be occupied as the primary residence of applicant;
- ▶ Must be a single-family home, condominium, or townhome; or a two, three, or four family dwelling unit (in which the applicant resides in one unit);
- ▶ Must be classified as real estate and affixed to a permanent foundation if manufactured or mobile home; and
- ▶ The total unpaid principal balance of all mortgages and lines of credit cannot exceed \$417,000.00.

### **10. How is unemployment or underemployment defined?**

The HomeSafe Georgia Program provides assistance to eligible homeowners who became unemployed or underemployed through no fault of their own and as a result of the economic downturn.

Unemployment:

- Person was laid off
- Person was terminated for a reason that the Dept. of Labor would normally allow benefits

Underemployed:

- Person had to take a lesser job due to unemployment (as defined above)



## Frequently Asked Questions

- Person suffered a significant pay cut and/or hours cut
- Self employed person able to prove a substantial loss of business income

In either case, the person must be able and willing to work, and in most cases should be looking for new or better employment. A person looking for work may consider himself unemployed, but would not necessarily be eligible under this program. Any person who meets all other eligibility requirements but is currently unable to work due to medical problems would not be considered eligible until medically cleared for work. Refer to Eligibility Requirements (see tab at top of the page) for more information.

### **11. What if my hardship is due to a substantial decrease in income for reasons other than unemployment or underemployment?**

The substantial loss of income must be tied to unemployment or underemployment to be eligible for this program. Other situations, while unfortunate, do not qualify.

### **12. What if I do not meet the eligibility requirements or my lender is not participating, but I need help now?**

First, contact your lender's Loss Mitigation department and ask what type of assistance they offer. If you are unemployed, ask your servicer about forbearance plans that are available for unemployed homeowners. Visit the Making Home Affordable website for information on programs that may be available to you at <http://www.makinghomeaffordable.gov>. You may also want to speak with a HUD approved housing counselor to determine if there are other assistance programs for which you may qualify; find a list of counselors at [www.dca.ga.gov/housing/homeownership/programs/downloads/HBed.pdf](http://www.dca.ga.gov/housing/homeownership/programs/downloads/HBed.pdf). Applicants who are suffering with severe financial hardship may also want to contact United Way by dialing **211** for referral to available local assistance.

### **13. I'm not sure if I'm eligible. Who can I talk to?**

Please first review all eligibility requirement details (see "Eligibility Requirements" tab at the top of the page). An applicant checklist has been provided to assist you in determining your eligibility. Customer Service will be happy to answer general questions, but will not be able to tell you if you are eligible for the program. If you are uncertain if you meet the eligibility requirements, you are welcome to apply. Eligibility is determined as part of the application review and we will let you know.

### **14. What happens if I apply and am not eligible?**

Your application and supporting documents will be reviewed to determine eligibility. A Statement of Ineligibility or Denial will be issued upon a determination of ineligibility.

### **15. What is the cost for me to apply?**

There are **NO** fees associated with the application or funding process; however, you may be required to make partial mortgage payments with Payment Assistance during your participation in the program.

### **16. How does applying for a HomeSafe Georgia loan affect my mortgage payment now?**

Your current mortgage payment arrangements are between you and your lender, and you should contact your lender's Loss Mitigation department if you are struggling or cannot make your payments. Keep in mind that applying for a HomeSafe Georgia loan does not guarantee approval. If you are approved for HomeSafe Georgia assistance, we will notify your lender of the approval. Your lender has the option to deny the assistance.

### **17. Will all loans qualify?**

No. The type of loan, loan payments, amount of default, and lender participation in the program are determining factors.



## Frequently Asked Questions

### **18. My lender is not participating in the HomeSafe Georgia program. What can I do?**

Contact your lender's Loss Mitigation department for direct help from one of their own programs. Most lenders should be participating within 60 days of our April 1, 2011 launch. If your lender is not participating, you may want to ask them if and when they will be participating in the "Hardest Hit Fund" HomeSafe Georgia Program. A contract or agreement is required to allow both DCA and the lender to set conditions and make arrangements for payments. Not all lenders will participate in this program. Please read the application information under the "Lender Participation" tab and continue to check the participation list which will be updated as the Program progresses.

### **19. What if my loan is in foreclosure?**

Most loans in foreclosure are **not** eligible for this program. Your loan cannot be more than 6 months delinquent at the time of receipt of your application package, and other applicant and property requirements must be met. Additionally, your lender must be participating in the program and be willing to stop the foreclosure. The foreclosure process in Georgia is non-judicial, which means a lender may begin foreclosure proceedings without going to court if you are at least 90 days behind on your mortgage. The lender or the lender's attorney must advertise the intended date of foreclosure for 30 days in a legal publication in your county of residence. If you need help or have questions regarding foreclosure, please contact a home counselor at this link who can provide foreclosure counseling:

<http://www.dca.state.ga.us/housing/homeownership/programs/downloads/HBed.pdf>

### **20. What if I have a first and second or even third mortgage loan?**

All loans must meet eligibility requirements and the first and second lenders for the loans must be participating in the Program. Additional mortgages are reviewed. The total of all outstanding mortgage loan balances on the subject property cannot exceed \$417,000.00.

### **21. What determines the amount of the HomeSafe Georgia loan and how it is used?**

The HomeSafe Georgia Reinstatement Assistance loan is based on 6 times your current monthly mortgage payment (or payments for 1<sup>st</sup> and 2<sup>nd</sup> mortgages) plus estimated lender fees. (Example: \$1,000 mortgage payment x 6 = \$6,000.00 + \$1,500.00 lender fees = \$7,500.00) The maximum loan amount cannot exceed the equivalent of 18 months of your mortgage payments. The loan amount is the amount reserved in our system, but not necessarily used. Your Promissory Note may indicate up to the equivalent of 18 months payments, but the loan balance will be adjusted to reflect the actual monetary assistance used. We will contact your lender after closing for a specific one-time payoff amount in an attempt to bring your loan current. HomeSafe Georgia is not responsible for any fees not reported by the lender. The homeowner is responsible for continuing to make timely monthly payments.

The HomeSafe Georgia Mortgage Payment Assistance loan is similar to a Home Equity loan, equal to 18 times the amount of your current monthly mortgage payment (or payments for 1<sup>st</sup> and 2<sup>nd</sup> mortgages). (Example: \$1,000 mortgage payment x 18 = \$18,000.00 maximum loan amount.) The maximum loan amount is the amount that would be reserved, but not necessarily used, and the HomeSafe Georgia loan does not guarantee that your mortgage will be current at Program termination. Payment Assistance can continue up to two months after employment, or until the loan funds are exhausted, whichever occurs first. If you do not need assistance for the full 18 months, your remaining loan proceeds can be used to pay any delinquent mortgage payments or lender fees. Unused loan proceeds will be returned to HHF to be made available to other borrowers. Conversely, even if your payments increase during the assistance period, the maximum loan amount reserved remains the same. This means that your loan proceeds may be exhausted prior to 18 months. If you are required to make partial mortgage payments, they are combined with the assistance payments to your lender and would decrease the amount of your HomeSafe Georgia assistance. Your HomeSafe Georgia loan balance will be adjusted to reflect only the monetary amount you used during the assistance period.



## Frequently Asked Questions

### **22. What will happen if I am approved for monthly Payment Assistance?**

Your gross household income will be evaluated to determine if partial mortgage payments will be required during the 18 month assistance period. HomeSafe Georgia will notify you via email of the approval and of any monthly amount for which you will be responsible. If partial payments are required, the payments will be withdrawn via an ACH draft from your checking or savings account. These partial payments will be combined with the assistance payment and the full payment will be sent to your servicer. Partial mortgage payments are based on an underwriting net income formula and may range from 0 to 20% of that income during the first 6 months; 0 to 40% during the second 6 months, and 0 to 60% during the remaining 6 months. Depending on your income, the partial payment can be the equivalent of your full payment after 6 months.

### **23. I am scheduled to close on a HomeSafe Georgia loan. Will I get a check at closing?**

No loan proceeds are ever given to the borrower. All Program assistance transactions are directly from GHFA Affordable Housing Inc./HomeSafe Georgia to the borrower's lender. Any unused borrower proceeds that remain after termination of participation will be returned to HHF to assist other borrowers.

### **24. What are the requirements if I close the loan?**

A Closing Attorney will contact you to schedule a closing at an office near you. You must bring a photo ID (GA issued driver's license or ID, or passport), and you will be required to sign several documents, just as you did when you purchased the home. Documents may include the Borrower's Certification, Obligations, Eligibility Requirements, Promissory Note and Security Deed. A lien will be placed against your property and will remain until paid or forgiven (complete forgiveness is at five years and 30 days after assistance ends). At 6 months and again at 12 months after your assistance ends, you may be contacted by HomeSafe Georgia and asked to answer a few questions, so that the success of the HHF program can be reviewed.

If you are approved for Payment Assistance, you will be required to certify eligibility each month on the monthly anniversary of your closing, beginning the month immediately following closing. If you are required to make partial mortgage payments, you will set up ACH drafting authority at closing.

### **25. If approved, do I have to accept the HomeSafe Georgia loan?**

No. You may choose not to accept the loan by withdrawing for any reason, such as receiving a better plan from your lender to deciding to move. We request that you notify us as soon as you make the decision, but you can withdraw any time prior to receiving assistance.

### **26. How is my employment status viewed, and what happens if my employment status changes during the program?**

If you were unemployed and become employed while receiving Payment Assistance, you must notify us immediately. HomeSafe Georgia will pay up to two additional mortgage payments if your loan proceeds have not been depleted. If listed as underemployed, you must actively be seeking new employment during the assistance period, with the same stipulations once employed. Self employed homeowners will be reviewed on a case by case basis. All participants in the Payment Assistance program must certify eligibility monthly, and provide supporting documents every other month or as otherwise instructed.

### **27. Can I be terminated from the program?**

Yes. The HomeSafe Georgia loan does not guarantee that the maximum loan amount will be used for assistance. Program termination can be of two types:

- Regular: You remained eligible but termination was due to exhaustion of the loan proceeds; termination was due to not requiring the entire loan proceeds (new job); or self termination for other reasons (i.e. moving). The HomeSafe Georgia loan is forgiven at 20% per year.



## Frequently Asked Questions

- Termination for cause: We can terminate you from the program for reasons which include but are not limited to, fraud (false or misleading statements or documents), failure to timely recertify or correspond, and failure to make partial mortgage payments (if applicable). If the HomeSafe Georgia loan is in default as outlined in the Promissory Note and Security Deed, repayment plus costs may be demanded.

### **28. What happens if I need help after participating in this program?**

DCA's HHF Program goal is to prevent foreclosures. We encourage homeowners who receive assistance to plan ahead. The Reinstatement Assistance loan will cover delinquent payments, and will prevent foreclosure as long as the borrower continues to make timely mortgage payments. Once current, the borrower may qualify for a loan modification through their lender. The Payment Assistance loan offers borrowers a break from their monthly mortgage payment, or reduction in the amount of their monthly mortgage payment, for up to 18 months. Once the borrower's loan proceeds are depleted or the borrower is no longer eligible, no further HomeSafe Georgia assistance will be available.

### **29. How do I complete an application?**

You must have or establish an email account in order to apply. If you do not currently have an email account, you may obtain one via public sites such as [www.google.com](http://www.google.com) or [www.hotmail.com](http://www.hotmail.com) (please write your email down and remember your password to access your email account; you will need it for correspondence). The application is on-line at [www.HomeSafeGeorgia.com](http://www.HomeSafeGeorgia.com); click the "Start Now" button. Once the on-line portion is completed, you must download and print the documents, complete and sign where indicated, collect the supporting documentation on the checklist, and fax the application package to HomeSafe Georgia. Your local Department of Labor Career Center offers free use of a computer, printer, and fax machine.

### **30. Why do I need an email?**

HomeSafe Georgia uses email as our primary means of communication. The applicant/borrower is responsible for establishing and maintaining an email address from application until the end of participation in the program, and checking the email on a regular basis. Failure to respond timely to correspondence can result in delay or denial of assistance. If you do not have access to a computer at home, computer access may be available at your local library, community center, or unemployment office. If you forget your email or need to change your email, please notify Customer Service or your HomeSafe Georgia contact. You will be asked to provide enough information so we may identify you as the applicant or borrower. We can help you in accessing your application, however, only your email provider can help you if you forget your password needed to access your email.

### **31. How does the HomeSafe Georgia loan affect my credit score?**

The HomeSafe Georgia loan should have little if any affect on your credit score. We pull a limited credit report which contains your mortgage activity and public records as part of the application review. We do not see or use any credit score for eligibility. There are no monthly payments for the HomeSafe Georgia loan, so we do not report any activity to the credit bureaus. GHFA Affordable Housing Inc. is the lender only for the HomeSafe Georgia loan and has no reporting authority or control for your other mortgage loan(s).

### **32. What if I have questions regarding this program or while applying?**

Please review the information in the "Eligibility Requirements" tab and all the Frequently Asked Questions. If your question has not been addressed, general questions may be directed to Customer Service toll free 1-877-519-4443 or via email at [hhf@dca.ga.gov](mailto:hhf@dca.ga.gov).

### **33. Why can't I apply now?**

There are reasons that the application process may not be available at a certain time:

- The application system may be taken down due to application volume, to allow the HomeSafe Georgia staff to work on the applications on hand



## Frequently Asked Questions

- The system in whole or in part may require system updates or maintenance
- You received error messages. The system only allows one profile/application per applicant. If you previously entered a profile, whether or not you started the application, you must go back to that profile.
  - If you forgot your password, enter your email at the login and select “Forgot password”
  - If you forgot your email (User ID) or had to change your email, contact Customer Service. You will be required to provide enough information to us so that we may determine that you are the applicant. We can help you in accessing your application, however, only your email provider can help you if you forget your password needed to access your email.

### **34. I've completed my application on-line and have not heard anything. What can I do?**

You may have stopped before you completed the process. After you complete the application on-line, you will be asked by the program to download and print your documents. You must print, complete, and sign these documents, gather your supporting documents, and fax or mail everything to HomeSafe Georgia. Please do not send the application package via email, as it is insecure and unless in a zipped format, may be too large for us to receive. Your local Department of Labor Career Center offers free access to a computer, printer, and fax machine.

### **35. I've submitted my application package and have not heard anything. What can I do?**

An acknowledgement of receipt of the application package is sent via email. Customer Service can confirm that we have received your application package if you did not receive the acknowledgement (make sure our emails are not being caught by your spam filter) and offer an estimated timeframe for applications in general. Further status, such as where your application is in the queue, is not available. After we receive your application package, there will be a wait until a processor is assigned and able to work your application, which may be several weeks later. The processor will send you an email once processing begins. Applications are worked in date order of application package receipt. If you have confirmation that we received your application package but have not heard anything 8 weeks after the confirmation, Customer Service can review the situation to determine if the application is in review or if you have missed our notification of application disposition.

### **36. I received a Statement of Ineligibility and I don't understand why. What should I do?**

First and foremost, your hardship must have been the result of unemployment or underemployment through no fault of your own. Additional ineligibility reasons may apply. Please review the information in the “Eligibility Requirements” tab at the top of the homepage. All of the Eligibility Requirements listed must be met. Additional underwriting criteria can also be a factor.

If you have reviewed all the information and believe the ineligibility finding is in error, there are two options.

- ➡ You may request the processor provide you with a more detailed explanation so that you can understand the reason for ineligibility.
- ➡ You may dispute the ineligibility finding. This does not mean that you may dispute the eligibility requirements themselves. First, you need to state in writing to the processor within 30 days after statement notice that you would like to dispute the finding. You must state that you were eligible at application and are currently eligible, and show how the finding was in error. Your information will first be reviewed by the processor; if the ineligibility finding was in error, you will be notified and the application review will continue. There are several stopping points where the processor will cease to review your application once an ineligibility factor is found, and other ineligibility factors may have not been discovered or listed at the initial notice. A dispute does not relieve the applicant of any requirement; a second ineligibility notice may be issued. If the disputed ineligibility appears to have been properly assessed, the processor will forward the information to an underwriter to review for a final determination. If the underwriter agrees with the ineligibility finding or finds other ineligibility factors during the review, you will be sent a Statement of Denial.

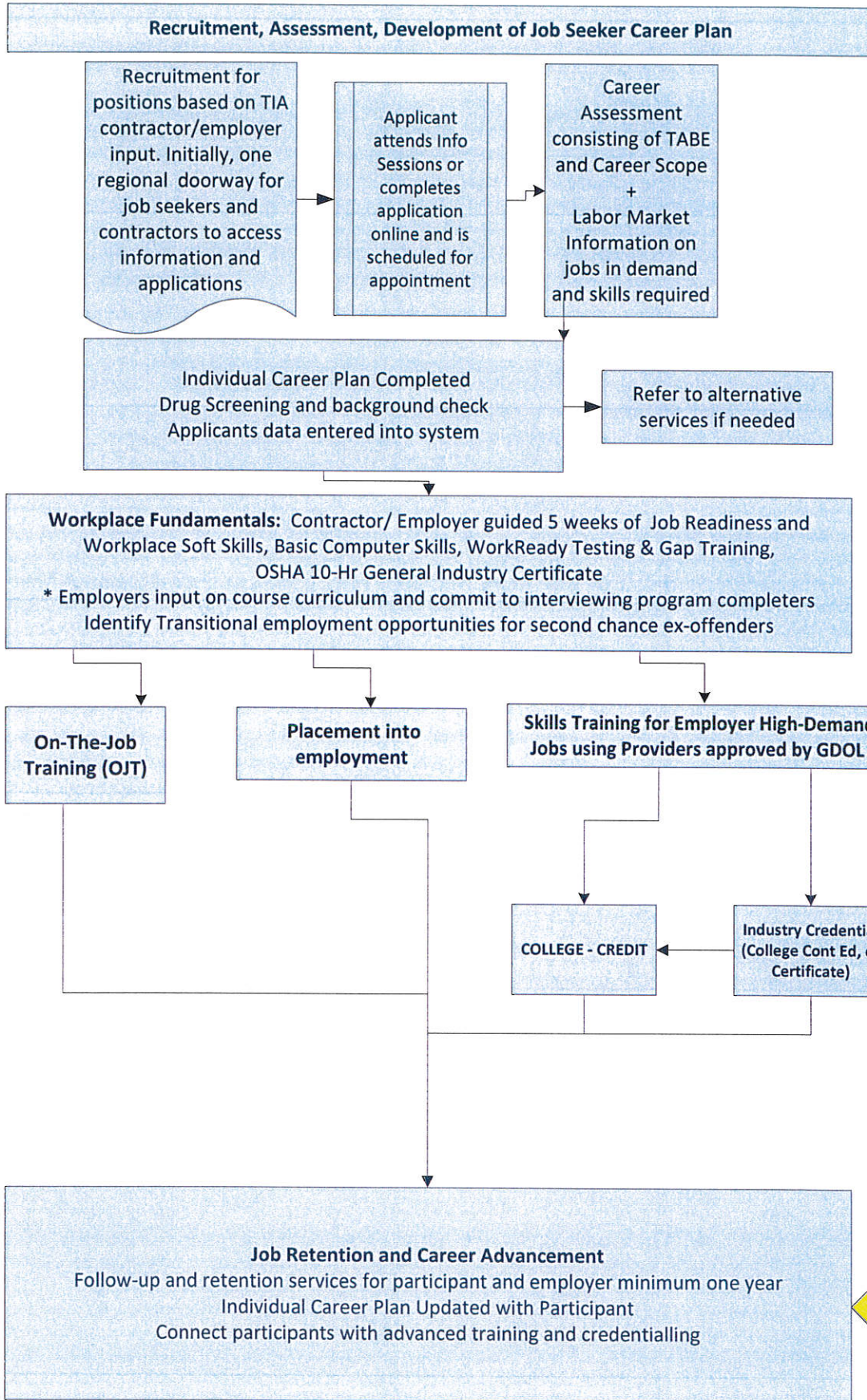
## Frequently Asked Questions

### 37. Where might I find other assistance?

- Contact your lender or servicer's Loss Mitigation department and ask what type of assistance they offer. Ask about forbearance plans that are available for unemployed homeowners.
- Visit the Making Home Affordable website for information on programs that may be available to you- <http://www.makinghomeaffordable.gov>.
- Contact a HUD approved housing counselor to determine if there are other assistance programs for which you may qualify -[www.dca.ga.gov/housing/homeownership/programs/downloads/HBed.pdf](http://www.dca.ga.gov/housing/homeownership/programs/downloads/HBed.pdf).
- Contact United Way by dialing 211 for referral to available local assistance.



# Regional TIA Workforce Plan



Career Navigator assigned for Career Mapping, Supportive Services, & Financial Strengthening

Ongoing: Business Engagement: Curriculum Review, Labor Market Trends, Training Sites, Hiring

GEORGIA DEPARTMENT OF LABOR  
 PY 2012 DISLOCATED WORKER ALLOCATIONS  
 (Using PY 11 Funding)

WIA Local Areas	Insured Unemployment Data	Unemployment Concentration	Mass Layoff Data	Declining Industries	Farmers/Ranchers	Long-term Unemployed	Mfg. Mining and Agric.	Retail and Wholesale Trd.	PY 2011 Enrollments	PY 2012 Allocation Factors	PY 2012 Dislocated Worker Allocations	WIA Local Area	PY 2011 WIA Dislocated Worker Allocations	PY 2012/ PY 2011 Difference	Percentage Change %
1 Northwest Georgia	3.783938%	0.4679244%	3.4849174%	0.2137011%	0.1620679%	0.2148960%	1.6376138%	0.6575064%	1.2073416%	11.8299620%	\$3,032,454	1	\$2,624,505	\$407,949	15.54%
2 Georgia Mountains	2.0115057%	0.2007768%	0.1985751%	0.6810144%	0.2409639%	0.1192855%	0.9302518%	0.5787842%	0.4234777%	5.3846452%	\$1,080,283	2	\$1,369,909	\$10,374	0.76%
3 City of Atlanta	1.5705906%	0.3180123%	0.2864939%	0.5824987%	0.0293432%	0.1195825%	0.2984645%	0.6476516%	0.3756811%	4.2283194%	\$1,003,874	3	\$1,078,888	\$4,966	0.46%
4 Cobb County	2.8206047%	0.2917168%	0.3395483%	1.2150147%	0.0246794%	0.1839857%	0.5164012%	0.9164910%	0.6137081%	6.9221497%	\$1,774,402	4	\$1,887,244	\$112,842	-5.98%
5 DeKalb County	3.4521003%	0.4299763%	0.4365621%	0.3622310%	0.0138943%	0.2184625%	0.3390480%	0.7136090%	1.2589618%	7.2248453%	\$1,851,994	5	\$1,920,078	\$68,084	-3.55%
6 Fulton County	2.6741611%	0.2587009%	0.3494012%	0.7719511%	0.0222503%	0.1461473%	0.3956093%	0.8585200%	0.3785489%	5.8552902%	\$1,500,926	6	\$1,431,063	\$69,863	4.88%
7 Atlanta Regional	7.6201973%	0.8927526%	0.9678642%	2.0425381%	0.0833857%	0.4964908%	1.1445135%	2.113146%	1.3861008%	16.7469376%	\$4,292,856	7	\$4,101,517	\$191,339	4.67%
8 West Central Georgia	2.1445951%	0.3117544%	0.3797181%	0.2980701%	0.0758842%	0.1213863%	0.7173747%	0.3909488%	0.4406844%	4.8804162%	\$1,251,030	8	\$1,343,562	\$92,532	-6.89%
9 Northeast Georgia	2.2093291%	0.2673325%	0.4403517%	1.0371830%	0.1957831%	0.1393011%	0.6619586%	0.4631233%	0.5955454%	6.0099077%	\$1,540,560	9	\$1,340,260	\$200,300	14.94%
10 Macon-Bibb	0.6303636%	0.0878880%	0.0227376%	0.0394059%	0.0034979%	0.0377974%	0.1469688%	0.2318345%	0.1013287%	1.3018226%	\$333,705	10	\$373,152	-\$39,447	-10.57%
11 Middle Georgia	1.0301601%	0.1419588%	0.2890617%	0.3940589%	0.0343979%	0.0719053%	0.3168922%	0.2150847%	0.5487047%	3.2742896%	\$839,321	11	\$810,385	\$28,936	3.57%
12 Richmond-Burke	1.302788%	0.1270076%	0.3152948%	0.2207740%	0.0102993%	0.0683359%	0.2225436%	0.2109510%	0.1634643%	2.3588306%	\$604,655	12	\$556,634	\$48,021	8.63%
13 East Central Georgia	0.9661052%	0.1209039%	0.5638927%	0.1475195%	0.0839487%	0.0610006%	0.2468830%	0.1716974%	0.2361151%	2.5980660%	\$665,980	13	\$534,697	\$131,283	24.55%
14 City of Columbus	0.9178943%	0.0992632%	0.1690162%	0.3885016%	0.0571318%	0.0578850%	0.2062195%	0.2306938%	0.1175796%	2.2441848%	\$576,267	14	\$520,171	\$56,096	10.59%
15 River Valley	0.4651338%	0.0812910%	0.1819009%	0.0186925%	0.0960941%	0.0318351%	0.1672871%	0.0751837%	0.1663321%	1.2838504%	\$329,098	15	\$367,034	-\$37,936	-10.34%
16 Heart of Georgia	1.302788%	0.2174543%	0.7238139%	0.2960493%	0.4020599%	0.0748979%	0.4170461%	0.2188050%	0.3919319%	4.0493371%	\$1,037,994	16	\$1,027,681	\$10,313	1.00%
21 Southwest Georgia	1.2620103%	0.1758994%	0.1167197%	0.3324240%	0.3715507%	0.0814981%	0.5341099%	0.3465198%	0.6328267%	3.8535586%	\$987,809	17	\$997,271	-\$9,462	-0.95%
18 Southern Georgia/018	0.8352035%	0.1212738%	0.3077156%	0.2419925%	0.1924795%	0.0539085%	0.2730333%	0.2314872%	0.3450913%	2.6021856%	\$667,036	18	\$707,284	-\$40,248	-5.69%
19 Southern Georgia/019	0.6520927%	0.1124881%	0.0742762%	0.2424977%	0.2118150%	0.0478822%	0.2703969%	0.1348744%	0.1663321%	1.9126553%	\$490,284	19	\$485,478	\$4,806	0.99%
20 Coastal Georgia	2.4684158%	0.2756250%	0.3721389%	0.4738810%	0.0845317%	0.1634082%	0.5573841%	0.5931199%	0.4502438%	5.4387463%	\$1,394,151	20	\$1,336,858	\$57,293	4.29%
<b>Totals</b>	<b>40.000000%</b>	<b>5.000000%</b>	<b>10.000000%</b>	<b>10.000000%</b>	<b>2.500000%</b>	<b>2.500000%</b>	<b>10.000000%</b>	<b>10.000000%</b>	<b>10.000000%</b>	<b>100.000000%</b>	<b>\$25,633,679</b>		<b>\$24,813,671</b>	<b>\$820,008</b>	<b>3.30%</b>

\* LWIA 002 has changed administrative entities, and is now LWIA 022.  
 \* LWIA 017 has changed administrative entities, and is now LWIA 021.

PY 11		PY 12		Difference	
State Allocation	\$35,448,102.00	\$36,619,541.00		\$	1,171,439.00
Local Area Share	70%	70%			
Local Area Alloc	\$24,813,671	\$25,633,679		\$	820,008
Total Allocations	\$24,813,671	\$25,633,679		\$	820,008
Difference	\$	\$		\$	\$

\$10,634,431

\$10,985,862



All	Excess		MLS		Emp in		Farmers		Long Term		Emp in		Emp in
	Claimants	Unemp	Claimants	Unemp	Decline Ind.	Ranchers	Ranchers	Claimants	Claimants	Ag & Mining	Trade	Total	
WIA #7-Metro Atlanta	101000	28960	1277	4043	858	12111	42979	12798					
Cherokee	9469	1996	93	307	147	1166	3813	8891					
Clayton	2197	749	357	308	146	2517	4319	14647					
Douglas	8493	2747	217	341	25	976	3056	8092					
Fayette	4005	1140	81	440	23	676	2467	8428					
Gwinnett	4037	9566	287	1781	411	4693	22841	72253					
Henry	12127	3856	153	141	96	1450	2598	10511					
Rockdale	5362	1915	89	725	10	634	3785	4976					

All	Excess		MLS		Emp in		Farmers		Long Term		Emp in		Weighted	
	Claimants	Unemp	Claimants	Unemp	Decline Ind.	Ranchers	Ranchers	Claimants	Claimants	Ag & Mining	Trade	Total	Total	
WIA #7-Metro Atlanta	0.191498129	0.1844534766	0.084834589	0.191797093	0.073033708	0.188538817	0.114038013	0.209763161					0.168598647	
Cherokee	0.018970665	0.014249402	0.007697347	0.016699273	0.01642855	0.019870308	0.009718687	0.014718728					0.015313482	
Clayton	0.039237053	0.048201295	0.024566001	0.01655895	0.010170834	0.038143536	0.012082618	0.024842862					0.038989361	
Douglas	0.016002575	0.01753002	0.00687848	0.012576859	0.005441957	0.018802061	0.00853403	0.014914131					0.013246387	
Fayette	0.002114402	0.005784927	0.00540452	0.012367244	0.0031977	0.008395061	0.013770737						0.008113388	
Gwinnett	0.078464448	0.064886117	0.025876187	0.113610956	0.027884531	0.0652366	0.009794999	0.117437508					0.07777006	
Henry	0.071499096	0.021511839	0.008843767	0.009782003	0.0052366	0.021217213	0.007596028	0.016332059					0.015772365	
Rockdale	0.010249889	0.003180556	0.005568293	0.01020123	0.004664535	0.010275352	0.009916585	0.00824703					0.008933975	
													0.937274406	



## MEMORANDUM

**DATE:** May 8, 2012

**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, May 17<sup>th</sup> 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](mailto:dlanham@atlantaregional.com) to confirm your attendance as soon as possible.

I look forward to seeing you there.

C: Commissioners Buzz Ahrens, Eldrin Bell, Herbert Frady, Elizabeth Mathis, Charlotte Nash, Richard Oden, and Tom Worthan





## PROPOSED AGENDA

### Atlanta Regional Workforce Board

*Kerry Armstrong and Randy Hayes, Co-Chairs*

**Thursday, May 17, 2012, 11:30 a.m.**

Welcome new ARWB members:

Mr. Gene O'Kelley and Mr. James Jackson, III; Organized Labor Representatives

Current Board vacancies: 2 Gwinnett County Business Representatives, 1 Henry County Business Representative, 1 Housing Authority Representative

Consent Agenda, Approval of February 16, 2012 Meeting Minutes

#### Action Items:

- A. Approval of PY2012 Funding and County Fair-Share Guidelines
- B. Approval of Revenues and Obligations (Handout)
- C. Approval of OJT and Customized Training Policies
- D. Approval of changes to the Adult Eligibility and ARWB Priority of Service Guidelines, Changes to ITA policies regarding computer equipment for participants, Approval of Work Ready testing fees for WIA-eligible individuals who do not fit the Technical College state-wide fee structure and Approval of Work Ready profile fees (up to \$2000 per profile)
- E. Approval of PY 2012 Contract Extension Recommendations from Youth Council (Handout) (Recommendations from Youth Council meeting, May 10, 2012)
- F. ITA Committee Board members representative selection

#### Program Updates:

- A. Update on Governor's Executive Order transferring administration of WIA from GDOL to GOWD
- B. Home Safe Georgia/WIB participation (Handout)
- C. Technical Colleges GED rate increases
- D. TIA Workforce Plan (pending approval of Transportation Referendum) (Handout)
- E. USDOL/Mathematica Evaluation update (Review by Mathematica May 7-9)
- F. Youth Services 2012 Plan Highlights
- G. Program and Financial Reports (see separate packet)

**NEXT MEETING:** August 16, 2012



**ARC COMMITTEE MEETING FOLLOW-UP**

**ATLANTA REGIONAL WORKFORCE BOARD**

*February 16, 2012 Meeting Notes*

**Members Present**

Mr. Kerry Armstrong  
Ms. Sonia Carruthers  
Mr. Benny Carter  
Ms. Jennifer DeNyse  
Mr. Eric Dial  
Mr. Phil Eberly  
Ms. Julie Keeton Arnold  
Ms. Maureen Kelly

Mr. Chris Moder  
Ms. Lisa Phillips  
Ms. Vivian Richardson  
Mr. Mohammad Saleem  
Ms. Marcita Scharnhorst  
Mr. Ron Shipman  
Ms. Angela Thomas-Anderson  
Ms. Janet Winkler

**Members Absent**

Mr. Eddie Ausband  
Mr. C. J. Bland  
Ms. Marcia Blanding  
Ms. Beatrice Andrews  
Mr. Randy Hayes  
Mr. Jack Hollis  
Mr. Charlie Key

Mr. Rodney Leonard  
Ms. Rhonda Neal  
Mr. Frederick Perry – Ad hoc  
Mr. Tom Travis  
Ms. Nancy Ward  
Ms. Karen Rene  
Mr. Jefferson Riley

**Guests**

Mr. Doug Hooker, Atlanta Regional Commission  
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch  
Ms. Melrobin Cothran, Georgia Dept. of Labor  
Ms. Kim Learnard, Peachtree City Council Post 3

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ARC Board Co-Chair, Kerry Armstrong, called the Board Meeting to order at 15:50 a.m.

1. Mr. Phil Eberly made the following motion:

**MOTION: To approve the minutes of the December 13, 2011 meeting.**

The motion was seconded by Julie Keeton-Arnold and unanimously approved.

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

**MOTION: To approve the meeting handout of the Revenue and Financial Obligations for Program Year, July 1, 2011 – June 30, 2012 revisions reducing ITA Accounts \$50K, an added new line item for participant wages, support...” with \$50K budget and a correction to R&O (that was included in meeting packet) for Gwinnett Tech Youth - reduction from \$360K to 310K.**

The motion was seconded by Marcita Scharnhorst and unanimously approved.

3. Mr. Mohammad Saleem made the following motion:

**MOTION: To approve reinstatement of a meals and transportation policy of \$12/day to the ARWB Support Services Policy, Pgs. 4, 5 of the meeting packet).**

The motion was seconded by Janet Winkler and unanimously approved.

### **Brief Reviews**

Mike Alexander, ARC Research Division, gave a presentation on the initial economic results of the Transportation Referendum project list for the 10-county area, using the Regional Economic Models, Inc. (REMI) *PI+TranSight*, Economic Impact Model.

Mary Margaret Garrett gave a presentation on the Georgia Logistics Summit that was held February 2012.

Mary Margaret Garrett updated the Board on the Governor's Executive Order transferring administration of WIA from GDOL to GOWD, the proposed move of Rehabilitation Services from GDOL to GDHR, the status of Work Ready and the USDOL/Mathematica Evaluation.

Jo Simón reported on the success of the ARWB Mobile Unit which is stationed weekly at local libraries to provide assistance in job readiness and job search to our WIA customers. The schedule was distributed to ARWB members.

Angela Thomas-Anderson gave a brief summary of the January 18, 2012 Youth Council meeting.

Jo Simón announced that the Career Resource Center, Douglas Branch will move in March 2012 to 8595 Club Drive in Douglasville.

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

Next Board meeting: May 17, 2012

GEORGIA DEPARTMENT OF LABOR

PY 2012  
TOTAL WIA ADULT ALLOCATIONS

WIA Local Areas	PY 2010 Rev. Shares FACTORS	PY 2011 Rev. Shares FACTORS	90% Harmless PY 2010/2011 Rev. Shares Factors Avg.	PY 2012 Allocation Factors	LWIAs' Factor Weights	CRITERION	COMMITTED SHARES	OTHER SHARES	RESCALED OTHER SHARES	REVISED SHARES	VERIFY OF 90%	PY 2012 Adult Allocations (Total)	PY 2011 Adult Allocations (Total)	PY 2012 /2011 Difference	Percentage Change %
001 Northwest Georgia	0.08140668	0.08313971	0.07404588	0.08736076	0.08736076	0.08326401	0.00000000	0.08736076	0.08326401	0.08326401	0.08326401	\$1,902,185	\$1,800,828	\$101,357	5.63%
022 Georgia Mountains	0.04627576	0.04989643	0.04327749	0.05251096	0.05251096	0.05004848	0.00000000	0.05251096	0.05004848	0.05004848	0.05004848	\$1,143,369	\$1,080,769	\$62,600	5.79%
003 City of Atlanta	0.09033368	0.08357710	0.07825985	0.06503662	0.07825985	0.07825985	0.00000000	0.00000000	0.07825985	0.07825985	0.07825985	\$1,787,864	\$1,810,301	-\$22,437	-1.24%
004 Cobb County	0.04992818	0.05504870	0.04723960	0.06021332	0.06021332	0.05738964	0.00000000	0.06021332	0.05738964	0.05738964	0.05738964	\$1,311,079	\$1,192,370	\$118,709	9.96%
005 DeKalb County	0.08193281	0.07609363	0.07111190	0.07589494	0.07589494	0.07233587	0.00000000	0.07589494	0.07233587	0.07233587	0.07233587	\$1,652,529	\$1,648,208	\$4,321	0.26%
006 Fulton County	0.03909903	0.04220897	0.03658880	0.04859645	0.04859645	0.04631754	0.00000000	0.04859645	0.04631754	0.04631754	0.04631754	\$1,058,135	\$914,257	\$143,878	15.74%
007 Atlanta Regional	0.13008889	0.13859121	0.12090605	0.15214179	0.15214179	0.14500715	0.00000000	0.15214179	0.14500715	0.14500715	0.14500715	\$3,312,721	\$3,001,919	\$310,802	10.35%
008 West Central Georgia	0.04895367	0.04945263	0.04428284	0.05247135	0.05247135	0.05001072	0.00000000	0.05247135	0.05001072	0.05001072	0.05001072	\$1,142,506	\$1,071,155	\$71,351	6.66%
009 Northeast Georgia	0.04926850	0.05157931	0.04538151	0.05577019	0.05577019	0.05315487	0.00000000	0.05577019	0.05315487	0.05315487	0.05315487	\$1,214,335	\$1,117,221	\$97,114	8.69%
010 Macon-Bibb	0.02401670	0.02179674	0.02061605	0.02014095	0.02061605	0.02061605	0.00000000	0.00000000	0.02061605	0.02061605	0.02061605	\$470,978	\$472,124	-\$1,146	-0.24%
011 Middle Georgia	0.02935448	0.03170687	0.02747761	0.03529846	0.03529846	0.03364315	0.00000000	0.03529846	0.03364315	0.03364315	0.03364315	\$768,585	\$686,779	\$81,806	11.91%
012 Richmond-Burke	0.03785854	0.03464037	0.03262451	0.02807212	0.03262451	0.02896154	0.00000000	0.03262451	0.02896154	0.02896154	0.02896154	\$745,314	\$750,320	-\$5,006	-0.67%
013 East Central Georgia	0.02991035	0.02774841	0.02594644	0.02524055	0.02594644	0.02594644	0.00000000	0.00000000	0.02594644	0.02594644	0.02594644	\$592,752	\$601,038	-\$8,286	-1.38%
014 City of Columbus	0.03367868	0.03068030	0.02896154	0.02606922	0.02896154	0.02896154	0.00000000	0.00000000	0.02896154	0.02896154	0.02896154	\$661,833	\$664,543	-\$2,710	-0.44%
015 River Valley	0.01836274	0.01687401	0.01585654	0.01546071	0.01585654	0.01585654	0.00000000	0.00000000	0.01585654	0.01585654	0.01585654	\$362,246	\$365,495	-\$3,249	-0.89%
016 Heart of Georgia	0.05620736	0.05242880	0.04888627	0.04297837	0.04888627	0.04888627	0.00000000	0.00000000	0.04888627	0.04888627	0.04888627	\$1,116,818	\$1,135,622	-\$18,804	-1.66%
021 Southwest Georgia	0.06004825	0.05601142	0.05222685	0.04610434	0.05222685	0.05222685	0.00000000	0.00000000	0.05222685	0.05222685	0.05222685	\$1,193,134	\$1,213,221	-\$20,087	-1.66%
018 Southern Georgia/018	0.02624663	0.02555688	0.02331158	0.02788017	0.02788017	0.02657274	0.00000000	0.02657274	0.02657274	0.02657274	0.02657274	\$607,060	\$553,568	\$53,492	9.66%
019 Southern Georgia/019	0.01888918	0.02012360	0.01755575	0.02163279	0.02163279	0.02061833	0.00000000	0.02061833	0.02061833	0.02061833	0.02061833	\$471,030	\$435,882	\$35,148	8.06%
020 Coastal Georgia	0.04813995	0.05284500	0.04544323	0.06112593	0.06112593	0.05825945	0.00000000	0.05825945	0.05825945	0.05825945	0.05825945	\$1,330,950	\$1,144,636	\$186,314	16.28%
	1.00000006	1.00000009	0.90000009	1.00000000	1.03427516	0.30337805	0.73089711	0.69662195	1.00000000	1.00000000	1.00000000	\$22,845,223	\$21,660,256	\$1,184,967	5.47%

	PY 12	PY 11	Difference
State Allotmen #####	\$2,047,603	\$22,800,269	\$ 1,247,334
Local Area Shr 0.60000000	95%	95%	-
Local Area Alic #####	\$22,845,223	\$21,660,256	\$ 1,184,967
Total Allocator #####	0.69662195	1.00000000	



GEORGIA DEPARTMENT OF LABOR

Preliminary

WIA YOUTH ALLOCATIONS

PY 2012

WIA Local Areas	PY 2010 Rev. Shares FACTORS	PY 2011 Rev. Shares FACTORS	90% Hold Harmless PY 2010/2011 Rev. Shares Factors Avg.	PY 2012 Allocation Factors LWIAs' Factor Weights	CRITERION	COMMITTED SHARES	OTHER SHARES	RESCALED OTHER	REVISED SHARES	PY 2012 Youth Allocation	PY 2011 Youth Allocation	PY 2012 /2011 Difference	Percentage Change %
1 Northwest Georgia	0.07704597	0.07853740	0.07001252	0.08311602	0.07842973	0.00000000	0.07842973	0.07842973	0.07842973	\$1,898,639	\$1,813,424	\$85,215	4.70%
22 Georgia Mountains	0.04482495	0.04833979	0.04192413	0.05129066	0.04839876	0.00000000	0.04839876	0.04839876	0.04839876	\$1,171,645	\$1,116,163	\$55,482	4.97%
3 City of Atlanta	0.09531658	0.08784257	0.08242162	0.07300701	0.08242162	0.00000000	0.00000000	0.00000000	0.08242162	\$1,995,275	\$2,028,279	-\$33,004	-1.63%
4 Cobb County	0.04818464	0.05317051	0.04560982	0.05868995	0.05533087	0.00000000	0.05533087	0.05533087	0.05533087	\$1,340,669	\$1,227,704	\$112,965	9.20%
5 DeKalb County	0.08199959	0.07619187	0.07118616	0.07800889	0.07361055	0.00000000	0.07361055	0.07361055	0.07361055	\$1,781,975	\$1,759,265	\$22,710	1.29%
6 Fulton County	0.03694339	0.03991354	0.03458862	0.04648670	0.04386566	0.00000000	0.04386566	0.04386566	0.04386566	\$1,061,906	\$921,601	\$140,305	15.22%
7 Atlanta Regional	0.12640545	0.13464655	0.11747340	0.14916961	0.14075905	0.00000000	0.14075905	0.14075905	0.14075905	\$3,407,517	\$3,108,980	\$298,537	9.60%
8 West Central Georgia	0.04842231	0.04889311	0.04379194	0.05234448	0.00000000	0.00000000	0.00000000	0.00000000	0.00000000	\$1,354,532	\$1,128,939	\$225,593	19.96%
9 Northeast Georgia	0.05600657	0.05866331	0.05160145	0.06407980	0.06046682	0.00000000	0.06046682	0.06046682	0.06046682	\$1,463,790	\$1,486,523	-\$22,733	-1.53%
10 Macon-Bibb	0.02342301	0.02123805	0.02009748	0.01971710	0.02009748	0.00000000	0.00000000	0.00000000	0.02009748	\$771,937	\$771,937	\$0	0.00%
11 Middle Georgia	0.02796982	0.03022964	0.02618976	0.03398567	0.03206947	0.00000000	0.03206947	0.03206947	0.03206947	\$486,523	\$490,385	-\$3,862	-0.79%
12 Richmond-Burke	0.03694857	0.03391246	0.03188746	0.02712778	0.03188746	0.00000000	0.00000000	0.00000000	0.03188746	\$776,343	\$698,000	\$78,343	11.22%
13 East Central Georgia	0.02942154	0.02743877	0.02558714	0.02288958	0.02558714	0.00000000	0.00000000	0.00000000	0.02558714	\$619,417	\$633,559	-\$14,142	-2.23%
14 City of Columbus	0.03364103	0.03073062	0.02896724	0.02621947	0.02896724	0.00000000	0.00000000	0.00000000	0.02896724	\$701,243	\$709,568	-\$8,325	-1.17%
15 River Valley	0.01754602	0.01624421	0.01520560	0.01437416	0.01520560	0.00000000	0.00000000	0.00000000	0.01520560	\$368,099	\$375,079	-\$6,980	-1.86%
16 Heart of Georgia	0.05521036	0.05149922	0.04801931	0.03922598	0.04801931	0.00000000	0.00000000	0.00000000	0.04801931	\$1,162,459	\$1,189,114	-\$26,655	-2.24%
21 Southwest Georgia	0.06397364	0.05967137	0.05564025	0.04390662	0.05564025	0.00000000	0.00000000	0.00000000	0.05564025	\$1,346,948	\$1,377,808	-\$30,860	-2.24%
18 Southern Georgia/018	0.02729490	0.02739383	0.02460993	0.03015543	0.02845519	0.00000000	0.02845519	0.02845519	0.02845519	\$688,848	\$632,522	\$56,326	8.90%
19 Southern Georgia/019	0.01726435	0.01840232	0.01605000	0.01993673	0.01881265	0.00000000	0.01881265	0.01881265	0.01881265	\$455,420	\$424,908	\$30,512	7.18%
20 Coastal Georgia	0.05215730	0.05704086	0.04913917	0.06626836	0.06253198	0.00000000	0.06253198	0.06253198	0.06253198	\$1,513,783	\$1,317,070	\$196,713	14.94%
<b>TOTAL</b>	<b>0.99999999</b>	<b>1.00000000</b>	<b>0.90000000</b>	<b>1.00000000</b>	<b>0.30782610</b>	<b>0.69217390</b>	<b>0.69217390</b>	<b>0.69217390</b>	<b>1.00000000</b>	<b>\$24,208,153</b>	<b>\$23,089,937</b>	<b>\$1,118,216</b>	<b>4.84%</b>

	PY 12	PY 11	Difference
State Allotment	\$25,482,266	\$ 24,305,197	\$ 1,177,069
Local Area Share	95%	95%	-
Local Area Allocations	\$24,208,153	\$23,089,937	\$ 1,118,216
Total Allocations	\$24,208,153	\$23,089,937	\$ 1,118,216
Difference	\$0	\$0	\$0

Allocations Factors for Youth									
WIA Area 7 - Metro Atlanta									
January 2010 - December 2011									
	ASU	Excess Unemp	Econ Disad Youth	Factors ASU	Factors Excess Unemp	Econ Disad Youth	Factors		
<b>7 - Metro Atlanta</b>	<b>88773</b>	<b>48306</b>	<b>14645</b>						
County									
Cherokee	9407	4550	1095	0.1059669	0.094191198	0.106297044			0.102151715
Clayton	16198	10286	4080	0.1824654	0.2129342	0.339269323			0.244889641
Douglas	7046	4164	1215	0.07937098	0.086200472	0.11474206			0.093437837
Fayette	4341	2082	500	0.0489	0.043100236	0.020561777			0.037520672
Gwinnett	37201	18754	5800	0.4190576	0.388233346	0.269322563			0.358871168
Henry	10026	5695	880	0.11293975	0.117894257	0.066091426			0.098975143
Rockdale	4554	2775	1075	0.05129938	0.05744628	0.083715807			0.064153823
	88773	48306	14645	1.0000000	1.0000000	1.0000000			1.0000000

Allocation Factors for Adults									
WIA Area 7 - Metro Atlanta									
January 2010 - December 2011									
	ASU	Excess Unemp	Econ Disad Adult	Factors ASU	Factors Excess Unemp	Econ Disad Adult	Factors		
<b>7 - Metro Atlanta</b>	<b>88773</b>	<b>48306</b>	<b>48270</b>						
County									
Cherokee	9407	4550	4335	0.1059669	0.094191198	0.111717974			0.103958692
Clayton	16198	10286	12065	0.1824654	0.2129342	0.304121152			0.233173584
Douglas	7046	4164	3910	0.07937098	0.086200472	0.097744361			0.087771938
Fayette	4341	2082	1205	0.0489	0.043100236	0.037593985			0.043198075
Gwinnett	37201	18754	20335	0.4190576	0.388233346	0.312313803			0.373201582
Henry	10026	5695	3250	0.11293975	0.117894257	0.07242162			0.101085208
Rockdale	4554	2775	3170	0.05129938	0.05744628	0.064087105			0.057610922
	88773	48306	48270	1.0000000	1.0000000	1.0000000			1.0000000

**Adult Funds "FAIR SHARE" Reference - PY'12**  
**July 1, 2012 - June 30, 2013**

	Cherokee	Clayton	Douglas	Fayette	Gwinnett	Henry	Rockdale	TOTAL
Fair Share Allocation % in \$s	\$273,657	\$613,098	\$231,556	\$113,147	\$981,483	\$265,764	\$152,617	\$2,631,322
2012 Regular WIA Allocation%	10.4%	23.3%	8.8%	4.3%	37.3%	10.1%	5.8%	100.0%
2011 Regular WIA allocation%	9.9%	21.3%	8.3%	3.9%	41.3%	9.5%	5.8%	100.0%
2010 Regular WIA Allocation %	9.7%	22.1%	8.3%	3.7%	40.9%	9.4%	5.9%	100.0%
2009 Regular WIA Allocation %	7.9%	24.7%	12.2%	3.0%	36.9%	9.1%	6.2%	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 %	6.1%	32.6%	11.9%	2.7%	35.5%	5.1%	6.1%	100.0%
2006 Regular WIA Allocation %	5.2%	31.6%	12.9%	3.5%	35.8%	5.2%	5.8%	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 %	3.0%	48.1%	10.6%	0.8%	22.2%	7.2%	8.1%	100.0%
2003 Regular WIA Allocation %	6.2%	46.1%	7.2%	0.8%	35.3%	2.2%	2.2%	100.0%

2631322

Federal formula for fair share is based on numbers of Economically disadvantaged , areas of substantial unemployment (6.5%) and areas of excess unemployment (4.5%).

\*\*\* Fluctuates due to areas of Substantial Unemployment (6.5%) and areas of Excess Unemployment (4.5%)

**YOUTH - FAIR SHARE REFERENCE PY 12 July 1, 2012 - June 30, 2013**

Cherokee Clayton Douglas Fayette Gwinnett Henry Rockdale  
2731159

	Cherokee	Clayton	Douglas	Fayette	Gwinnett	Henry	Rockdale
2012 Fair Share Allocation in \$	\$278,578	\$669,134	\$253,998	\$103,784	\$980,486	\$270,385	\$174,794
2012 Fair Share Allocation in %	10.2%	24.5%	9.3%	3.8%	35.9%	9.9%	6.4%
2011 Fair Share Allocation in %	9.4%	22.3%	8.3%	4.2%	40.4%	9.3%	6.1%
2010 Regular WIA Allocation %	9.2%	23.0%	8.4%	4.0%	40.0%	9.2%	6.2%
2009 Regular WIA Allocation %	7.4%	25.6%	12.3%	3.3%	36.0%	8.9%	6.5%
2008 Regular WIA Allocation %	5.5%	33.6%	12.0%	2.9%	34.7%	4.9%	6.4%
2007 Regular WIA Allocation %	4.7%	32.5%	13.0%	3.8%	35.0%	4.9%	6.1%
2006 Regular WIA Allocation %	2.5%	49.0%	10.7%	1.1%	21.4%	7.0%	8.3%
2005 Regular WIA Allocation %	5.7%	47.0%	7.3%	1.1%	34.5%	2.0%	2.4%
2004 Regular WIA Allocation %	2.5%	56.8%	8.4%	1.1%	26.7%	2.0%	2.5%
2003 Regular WIA Allocation %	3.5%	78.0%	3.8%	0.7%	9.0%	2.2%	2.8%



GEORGIA DEPARTMENT OF LABOR  
PY 2012 DISLOCATED WORKER ALLOCATIONS  
(Using PY 11 Funding)

WIA Local Areas	Insured Unemployment Data		Unemployment Concentration	Mass Layoff Data	Declining Industries	Farmers/Ranchers	Long-term Unemployed	Mfg., Mining and Agric.	Retail and Wholesale Trd.	PY 2011 Enrollments	PY 2012 Allocation Factors	PY 2012 Dislocated Worker Allocations	WIA Local Area	PY 2011 WIA Dislocated Worker Allocations	PY 2012/ PY 2011 Difference	Percentage Change %
	0.40000000	0.05000000														
1 Northwest Georgia	3,783,993.38%	0.4679244%	0.2137011%	0.1620676%	0.16376138%	0.2148960%	0.120734177%	11.8298620%	1	\$2,624,505	\$3,032,454	1	\$2,624,505	\$407,949	15.54%	
2 Georgia Mountains	2,011,505.7%	0.2007768%	0.1985751%	0.2409639%	0.3032518%	0.1192955%	0.4234777%	5.3846452%	2	\$1,369,909	\$1,380,283	2	\$1,369,909	\$10,374	0.76%	
3 City of Atlanta	1,570,990.6%	0.3180123%	0.2864939%	0.0293432%	0.2984645%	0.1938857%	0.3756811%	4.2283194%	3	\$1,078,888	\$1,083,874	3	\$1,078,888	\$4,986	0.46%	
4 Cobb County	2,820,604.7%	0.2917468%	0.3395483%	0.0246794%	0.5164012%	0.1838857%	0.6137081%	6.9221497%	4	\$1,887,244	\$1,774,402	4	\$1,887,244	-\$112,842	-5.98%	
5 DeKalb County	3,452,100.3%	0.4299763%	0.4365621%	0.0138943%	0.3390480%	0.2184625%	1.2589619%	7.2248455%	5	\$1,920,078	\$1,851,994	5	\$1,920,078	-\$68,084	-3.55%	
6 Fulton County	2,674,161.1%	0.2587009%	0.3494012%	0.0222503%	0.1461473%	0.1461473%	0.3785489%	5.8552902%	6	\$1,431,063	\$1,500,926	6	\$1,431,063	\$69,863	4.87%	
7 Atlanta Regional	7,620,197.3%	0.8927526%	0.9678642%	0.0833657%	1.1445135%	0.4964908%	1.3861006%	16.7469376%	7	\$4,101,517	\$4,292,856	7	\$4,101,517	\$191,339	4.67%	
8 West Central Georgia	2,144,595.1%	0.3117544%	0.3797181%	0.0758842%	0.7173747%	0.1218663%	0.4406844%	4.8804162%	8	\$1,345,562	\$1,251,030	8	\$1,345,562	-\$92,532	-6.89%	
9 Northeast Georgia	2,209,329.1%	0.2673324%	0.4403517%	0.1957831%	0.1619586%	0.1393011%	0.4631233%	6.0099077%	9	\$1,340,260	\$1,540,560	9	\$1,340,260	\$200,300	14.94%	
10 Macon-Bibb	0.6303638%	0.0878680%	0.0227376%	0.0034979%	0.1469688%	0.0377974%	0.1469688%	3.2742896%	10	\$373,152	\$333,705	10	\$373,152	-\$39,447	-10.57%	
11 Middle Georgia	1,178,263.6%	0.1419568%	0.2690617%	0.0349599%	0.3168922%	0.0719053%	0.5487047%	2.5883006%	11	\$810,385	\$839,321	11	\$810,385	\$28,936	3.57%	
12 Richmond-Burke	1,030,160.1%	0.1270076%	0.3152948%	0.0102983%	0.1383599%	0.0583359%	0.1634643%	2.5980600%	12	\$556,634	\$604,655	12	\$556,634	\$48,021	8.63%	
13 East Central Georgia	0.9661052%	0.1209039%	0.5638927%	0.0393487%	0.2225436%	0.0610006%	0.1716974%	2.2441848%	13	\$534,697	\$665,980	13	\$534,697	\$131,283	24.55%	
14 City of Columbus	0.9176943%	0.0926322%	0.1690162%	0.0571318%	0.2062196%	0.0578850%	0.2361151%	2.5980600%	14	\$520,171	\$575,267	14	\$520,171	\$55,096	10.59%	
15 River Valley	0.4651338%	0.0812910%	0.1819009%	0.0960941%	0.1672871%	0.0319351%	0.1663321%	1.2838504%	15	\$367,034	\$329,098	15	\$367,034	-\$37,936	-10.34%	
16 Heart of Georgia	1,307,278.8%	0.2174543%	0.7238139%	0.4020598%	0.4170461%	0.0748979%	0.3919319%	4.0493371%	16	\$1,027,681	\$1,037,994	16	\$1,027,681	\$10,313	1.00%	
21 Southwest Georgia	1,262,010.3%	0.1758994%	0.1167197%	0.3715507%	0.5341099%	0.0814981%	0.6328267%	3.8535566%	17	\$997,271	\$987,809	17	\$997,271	-\$9,462	-0.95%	
18 Southern Georgia/018	0.8352038%	0.1212738%	0.3077156%	0.1924796%	0.2730333%	0.0539085%	0.3450913%	2.6021856%	18	\$707,284	\$667,036	18	\$707,284	-\$40,248	-5.69%	
19 Southern Georgia/019	0.6520927%	0.1124881%	0.0742762%	0.2118150%	0.2703969%	0.0478822%	0.1348744%	1.9126553%	19	\$485,478	\$490,284	19	\$485,478	\$4,806	0.99%	
20 Coastal Georgia	2,4684,158%	0.2756250%	0.4738810%	0.0845317%	0.5673841%	0.1634062%	0.4502438%	5.4387463%	20	\$1,336,858	\$1,394,151	20	\$1,336,858	\$57,293	4.29%	
<b>Totals</b>	<b>40,000,000.0%</b>	<b>5,000,000.0%</b>	<b>10,000,000.0%</b>	<b>2,500,000.0%</b>	<b>10,000,000.0%</b>	<b>2,500,000.0%</b>	<b>10,000,000.0%</b>	<b>100,000,000.0%</b>		<b>\$24,813,671</b>	<b>\$25,633,679</b>		<b>\$24,813,671</b>	<b>\$820,008</b>	<b>3.30%</b>	

\* LWIA 002 has changed administrative entities, and is now LWIA 022.  
\* LWIA 017 has changed administrative entities, and is now LWIA 021.

PY 12		PY 11	
State Allotment	\$36,619,541.00	State Allotment	\$35,448,102.00
Local Area Share	70%	Local Area Share	70%
Local Area Alloc	\$25,633,679	Local Area Alloc	\$24,813,671
Total Allocations	\$25,633,679	Total Allocations	\$24,813,671
Difference	\$ -	Difference	\$ -
	<b>\$10,985,862</b>		<b>\$10,634,431</b>

All Claimants	Excess		Emp in Decline Ind.	Farmers Ranchers	Long Term Claimants	Emp in Manfg Ag & Mining	Emp in Trade	
	Unemp	MLS Claimants						
WIA #7-Metro Atlanta	101000	28960	1277	4043	858	12111	42979	127798
Cherokee	9469	1996	93	307	147	1166	3813	8891
Clayton	21397	7749	357	308	146	2517	4319	14647
Douglas	8493	2747	217	341	25	976	3056	8092
Fayette	4065	1150	61	440	33	675	2467	8428
Gwinnett	40037	9566	287	1781	411	4693	22841	72253
Henry	12177	3886	153	341	96	1950	2698	10511
Rockdale	5362	1915	89	725	10	634	3785	4976

All Claimants	Excess		Emp in Decline Ind.	Farmers Ranchers	Long Term Claimants	Emp in Manfg Ag & Mining	Emp in Trade		
	Unemp	MLS Claimants							
WIA #7-Metro Atlanta	0.191498129	0.1844534766	0.084834589	0.191797093	0.0729033708	0.188538817	0.114038013	0.209763161	0.168598647
Cherokee	0.018970665	0.014249402	0.007697347	0.016699273	0.01642855	0.019870308	0.009718687	0.014718728	0.015313482
Clayton	0.039237653	0.044202295	0.024566001	0.016559593	0.010798334	0.039143536	0.012082618	0.024842967	0.028989361
Douglas	0.016002575	0.01753002	0.00687848	0.012576859	0.005441957	0.014802061	0.00853401	0.014914131	0.013246387
Fayette	0.007114402	0.005794907	0.00540452	0.012367244	0.0031977	0.006859492	0.006395086	0.013270737	0.008114386
Gwinnett	0.078464448	0.064886117	0.025876187	0.113610956	0.027884531	0.076370857	0.059794999	0.117437598	0.0777006
Henry	0.021459096	0.021511839	0.00984376	0.009782001	0.0052466	0.021212113	0.007596028	0.016333059	0.015772365
Rockdale	0.010249889	0.003180056	0.000568293	0.01020123	0.004664535	0.010275352	0.009916585	0.00824703	0.008933975
									0.052989602
									0.997274406

DW "FAIR SHARE" REFERENCE - PY'12 (July 1, 2012 - June 30, 2013)

	Cherokee	Clayton	Douglas	Fayette	Gwinnett	Henry	Rockdale	TOTAL
Fair Share Allocation % in \$s	\$302,421	\$565,395	\$259,687	\$157,785	\$1,518,677	\$308,995	\$174,221	\$3,287,180
2012 Regular WIA Allocation %	9.2%	17.2%	7.9%	4.8%	46.2%	9.4%	5.3%	100.0%
2011 Regular WIA Allocation %	9.2%	17.2%	7.9%	4.8%	46.2%	9.4%	5.3%	100.0%
2010 Regular WIA Allocation %	9.6%	18.2%	8.1%	4.3%	45.3%	9.2%	5.3%	100.0%
2009 Regular WIA Allocation %	9.4%	17.6%	8.4%	4.4%	45.3%	9.3%	5.6%	100.0%
2008 Regular WIA Allocation %	8.8%	17.9%	7.8%	4.6%	46.1%	9.4%	5.4%	100.0%
2007 Regular WIA Allocation %	4.1%	11.6%	4.3%	2.9%	55.3%	10.4%	11.4%	100.0%
2006 Regular WIA Allocation %	6.7%	24.1%	7.4%	4.8%	42.2%	9.1%	5.7%	100.0%
2005 Regular WIA Allocation %	7.5%	18.8%	6.7%	4.7%	47.3%	8.5%	6.5%	100.0%
2004 Regular WIA Allocation %	7.9%	20.1%	6.3%	4.7%	47.1%	7.8%	6.1%	100.0%
2003 Regular WIA Allocation %	8.6%	19.4%	6.1%	4.6%	48.6%	7.2%	5.5%	100.0%

## 5-2012 ARWB BOARD ACTION ITEMS:

### I. Approval of changes to the definition of WIA adult eligibility and the ARWB Priority of Service Guidelines.

(Approved by the Executive Committee on April 10, 2012)

**Reason for change:** In order to “open” the pipeline of eligible adult workers, staff propose to change the priority of service guidelines and the definition of adult. This change is proposed due to several factors:

- 1) The Gold Standard study has decreased the number of individuals applying for WIA funding and
- 2) WIA funding is expected to increase program year beginning in July.

**“Adults who are unemployed at the time of application” will be utilized as the basic criteria for WIA adult eligibility.** This eliminates the restriction that adults be low income based on the federal poverty guidelines. This change would allow more “working poor” to be eligible for services. Priority of service including criteria for low income, low wage unemployed, etc. will continue to be utilized in times of limited funding.

### II. Approval of ITA Policy Change Request regarding computer equipment for WIA participants:

The following change to the ITA Policies dated June 2010 is requested:

- (10) ITAs may be utilized for expenses related to training, including but not limited to the following: books, tuition and fees, supplies, tools, uniforms and shoes, certification, licensing, testing fees, drug testing and background testing for entrance into training, medical requirements for training entrance and such items as specifically required for a course or program.

The following items are not provided by ITAs: computers, computer equipment, computer program software, peripherals, electronic and wireless equipment ***unless approved on a case by case basis by ARC/ARWB.***

**Reason for Change:** Specific program curriculum may require some items in the above categories. These items are part of the tuition cost paid by all students and are considered part of the course design/scope.

### III. Approval of Payment to Work Ready Assessment and Job Profile Fees (Approved by Executive Committee on April 10, 2012)

As funding for Work Ready disappears at the state level, there is still a need for customers to be Work Ready certified. Currently, there are only two criteria for payment by the GOWD. The Work Ready assessment will now be offered only to unemployed individuals or individuals looking to apply for a job listed on [workreadyconnect.org](http://workreadyconnect.org). The Governor’s Office of Workforce Development makes [workreadyconnect.org](http://workreadyconnect.org) available free of charge to individuals and companies that recognize Work Ready as part of their hiring process.



In response to these changes, The Technical College state-wide fee structure for the Work Ready assessments has been reset. The assessment fee for people who do not qualify as unemployed, those for a retest or those not interested in a job listed on Work Ready Connect the following fees will apply.

\$15.00 for one standard assessment.

\$25.00 for two standard assessments.

\$35.00 for all three standard assessments.

\*\*The fee for the non-standard assessments that require a video viewing and/or special arrangements with ACT will be \$25.00 each.

**Request for Approval of Work Ready testing fees for those WIA eligible individuals who do not fit the above criteria.**

State funding for Work Ready profiles (assessment of all duties related to a job conducted through utilization of company subject matter experts and job shadowing) conducted by Technical Colleges or contractors will also cease. Currently profiles have to be pre-approved by the GOWD or paid for out of current Work Ready region grants which end June 20, 2012. ARWB has been using Chattahoochee Tech, DeKalb Tech and Robin Roberts, former economic developer for Clayton County and a certified profiler to conduct profiles for the Innovation Crescent. Gwinnett and Atlanta Tech no longer have certified profilers on staff. Several counties have had momentum with Work Ready and would like to continue to offer job profiles. ARWB can legally pay for Work Ready profiles as a business service and discuss other WIA services such as On-the-Job Training during that time.

**Request for approval of Work Ready profile fees (up to \$2000 per profile).**

**Eligibility Requirements and Checklist**  
*Use this form to determine eligibility for WIA Services*



***Under WIA, who are Adults, Dislocated Workers and Displaced Homemakers?***

**Adults** are individuals age 18 and older who are unemployed at time of application. **As of April 2012, there are no income requirements. No income documentation is required.**

**Dislocated Workers** are individuals with significant attachment to the workforce but have lost their employment or income from employment for one or more of the following circumstances:

- Has been terminated through no fault of their own (determined by UI review) or laid off, or received a notice of no fault termination or layoff from employment as a result of any permanent closure of or any substantial layoff at a plant, facility or enterprise.
- Is employed at a facility at which the employer has made a general announcement that such facility will close within 180 days
- Previously self-employed and unemployed due to natural disaster or general economic conditions
- After layoff, have become reemployed in an income maintenance position and meets the definition of a currently employed dislocated worker (underemployed, see below)
- Individuals who have been separated for cause and/or those who voluntarily left who are also eligible for UI.
- Being discharged (under honorable circumstances) either voluntarily or involuntarily from the military and unlikely to return to a previous industry or occupation. TEN 22-04

**Currently employed dislocated workers** may be determined eligible for services if the customer's current employment meets all of the following conditions:

- The individual is currently making less than 85% of former wages, and/or is in employment that uses significantly less skills or abilities than the job of dislocation and is not commensurate with the individual's demonstrated level of educational attainment, **and** the individual's current employment and job of dislocation is not in a field or occupation that is generally known for short term or contract work. In these instances, customers may be assessed for program eligibility at the time they are no longer working.

**Displaced Homemakers (male or female)**

- An individual who has been providing unpaid services to family members in the home and who
- Has been dependent on the income of another family member but is no longer supported by that income and is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment (may include spouses of dislocated workers)

**2012 ARWB Priority of Service Policies – Amended April 2012**

**Priority for training services for adults may be implemented by ARWB direction during periods of limited funding for training services. As of this date, sufficient training funds are available.**

Priority will be given to individuals who have met minimum eligibility requirements, but have **one or more** characteristics that indicate they have low income and/or receive public assistance. These include:

- *Veterans and Eligible Spouses (see 20 CFR Part 1010 for specific definitions) who are also recipients of public assistance or low-income*
- An individual who has a personal or family income that is at or below the 100% of the poverty level (Lower Living Standard Income Level) for metropolitan Atlanta, or

Adult Low-Income Workforce Investment Act (WIA) Guidelines Effective Date: April 13, 2012		
Family Size	Annual Income	Six Month Eligibility Period Income (Must submit proof of income for 6 month period prior to date of training application)
One	\$11,744	\$5,872
Two	\$19,247	\$9,623
Three	\$26,430	\$13,215
Four	\$32,617	\$16,309
Five	\$38,493	\$19,247
Six	\$45,014	\$22,507
Additional family members	\$6,521 for each additional family member	\$3,260 for each additional family member

- An individual who is employed, but in a job earning \$9.00 an hour or less or
- An individual who is employed in health care services earning less than \$12.50 per hour and is suitable for career pathway training in health care high demand occupations
- Food stamp or TANF recipient (current or within last six months), or
- Supplemental Social Security recipient, or
- Is incarcerated in a prison, correctional setting, and/or other court-ordered 24-hour residential facility.

**ARWB target groups** include Individuals that have one or more of the following characteristics that act as barriers to employment or other factors that may limit an individual's ability to seek and maintain employment. These include:

TANF	Lacks a high school diploma or GED
Unemployed, Underemployed or Discouraged Worker	Poor employability skills
Offender	Poor work history
Disabled	Poor basic skills
Older Worker	Limited English proficiency
Dislocated Workers who also meet low-income eligibility	Lacks self-sufficiency (working poor)

**Customers applying for training services with recent training or attainment of a recognized technical school certificate, college degree or diploma (1 year or less) may not be considered for training services.** This is particularly relevant for customers with recent training or education in areas considered to be “in-demand”. Career pathways in healthcare may be approved on a case by case basis. A case-by-case determination will be made in the marketability of a prior degree or certificate.

A 2-year or less policy will apply to those individuals who have completed WIA funded training. An individual who has had WIA funded training but did not complete the training will not be considered for additional training. An



individual who completed prior WIA funded training but was exited without employment will be required to provide information to substantiate extenuating circumstances for lack of successful placement. A person who completed training but has failed to take credentialing exam (especially in the IT field); will be required to provide information to substantiate extenuating circumstances for lack of credential prior to reenrollment.

**Training assistance for individuals seeking four-year College and advanced degrees, college and advanced degree education will only be approved for funding in areas that are occupational specific, and are in current demand areas, and can be completed within the time limits by the ARWB.** General liberal arts degrees will not be approved or funding. Some examples of approved degree programs include: teaching, accounting, nursing and medical related occupations. Please note that additional options are approved for persons considering training in the health care critical shortages occupations.

**Health Care Targeted Industry Training Priority:**

- Eligibility for training of currently employed workers may be waived of income eligibility for adult customers in entry level jobs where training opportunities exist for career paths within high-demand targeted industry sectors and/or clusters.
- An example might include training of currently employed patient care attendants where WIA income eligibility is waived for employees advancing within the health care industry.

**Priority for Dislocated Worker training services.**

**First priority will be given to Veterans and/or eligible spouses (CFR Part 1010).** Additional priority will be given to individuals who have met minimum eligibility requirements, but have lost their employment or income from employment for one or more of the following circumstances:

- Has been laid off, or received a notice of layoff **and** is either eligible for or has exhausted entitlement to UI **or** has been employed for duration sufficient to demonstrate an attachment to the workforce (**6 months, as per UI consideration**), but is not eligible for UI due to insufficient earnings or having performed services for an employer not covered by UI
- Individuals who have been terminated from employment due to no fault of their own (**as determined by UI review**) and **are** eligible for UI
- Previously self-employed and unemployed due to natural disaster or general economic conditions
- Displaced homemaker (may include spouses of dislocated workers)
- After layoff, have become reemployed in an income maintenance position and meets the definition of a currently employed dislocated worker
- Individuals who have separated for cause and/or those who voluntarily left who are also eligible for UI.
- Currently employed dislocated workers (underemployed) (see below)
- Displaced Homemakers (male or female)  
An individual who has been providing unpaid services to family members in the home and who has been dependent on the income of another family member but is no longer supported by that incomes and is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment (may include spouses of dislocated workers)

Individuals who have quit their jobs or have been separated for cause, and not approved for UI, will not be considered for dislocated worker training services. Exceptions may be made when it is determined that an individual was “fired” for not possessing the skills necessary to perform on the job.

Currently employed dislocated workers may be determined eligible for services if the customer’s current employment meets all of the following conditions:

- The individual is currently making less than 85% of former wages, and/or is in employment that uses significantly less skills or abilities than the job of dislocation, and is not commensurate with the individuals demonstrated level of educational attainment; **and**



- The individual's current employment and job of dislocation is not in a field or occupation that is generally known for short term or contract work. In these instances, customers may be assessed for program eligibility at the time they are no longer working.

**All dislocated workers must also be determined to be in need of additional training or services and unlikely to return to their previous occupation or industry without additional training. \***

In need of training will be the summary result of the assessment information, labor market analysis, and review of the desired training course to establish that the participant's likelihood of securing and/or maintaining regular full-time employment will be significantly improved with additional skills obtained from training.

**\*Unlikely to Return to Previous Occupation/Industry and/or limited opportunities for re-employment in the area.** This decision is based on a review and assessment of an individual's work history, skills, training and education. The final determination is the responsibility of the local workforce development professional based on knowledge of the local labor market and an assessment of the customer's abilities. TEGL 38-09 states that "because the recent economic downturn has had such as severe impact on the nation's ability to create and sustain jobs, workers whose layoffs occurred since the onset of the recent recession (1/1/08) may be considered to be unlikely to return to their previous industry or occupation. Considering that the downturn began in 2007 is appropriate for this determination.

The list below is a sample and not intended to be all inclusive.

- Insufficient job openings exist in the customer's occupation or industry within the customer's commuting distance.
- Insufficient job openings on work shifts appropriate for the customer.
- Customer lacks personal transportation or access to public transportation and there are insufficient job openings within walking distance of the customer's residence.
- The customer's occupation is listed as one of the areas or region's declining industries or occupations.
- The customer's occupation has changed such that the customer no longer has the skills needed for that occupation.
- The customer's industry or occupation has been subject to, or is expected to be subject to, repeated layoffs or frequent business closings.
- Recent major layoffs have occurred or been announced during that last twelve months within the customers' industry/occupation and commuting area that significantly reduce re-employment opportunities for the customer.
- The customer's age and/or medical condition is such that the customer can no longer perform his/her previous occupation.
- The customer lacks skills currently in demand in the local labor market.
- The customer lacks appropriate industry and/or national certification or accreditation for re-hire or re-employment in industry/occupation of lay-off.
- The customer is experiencing difficulty in obtain suitable comparable re-employment. Indicators may include: being unemployed for 13 or more weeks, completed an exhausted long-term job search with no appropriate job offers, etc.
- Customer lacks strong basic skills or English speaking/writing skills for employment.

# ARWB On-the-Job-Training Policy

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 \$10/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 \$10.00/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.

**Action: Approve ARWB OJT Training Policies**



## ARWB CUSTOMIZED TRAINING POLICY

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 \$10/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.

### **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.

**ACTION: To approve ARWB Customized Training Policies**

## Press Release

Contact: Mike Light  
TCSG Executive Director  
of Communications  
404-327-6913

**FOR IMMEDIATE RELEASE**  
Thursday, May 3, 2012

### **TCSG State Board Approves New Fee Structure for GED® Test-takers**

ATLANTA – Georgia’s adult learners who want to improve their education have easy access to free programs that offer adult education and GED preparation through the Technical College System of Georgia’s (TCSG) Office of Adult Education.

The only cost that adult learners have to pay is the GED test fee. Now, for the first time since 2007, that fee is set to rise in July to \$32 for each part of the test under a plan approved on May 3, 2012, by the state board that oversees the TCSG.

The total cost for the five-part test will be \$160 and goes into effect on July 1, 2012, after the TCSG, its colleges, and the local testing centers work to inform Georgians about the price change.

The new price structure applies to all current tests and coincides with the nationwide implementation of a computer-based GED test. The TCSG Office of Adult Education is currently piloting the computer-based test at two technical college locations and plans to implement it at all GED testing centers statewide by year-end.

This is the first price increase for the GED test in five years, when the previous cost for each of the five test components rose from \$13 to the current \$19 (or \$95 for the full test battery). The new price factors in the cost of the development, implementation, delivery and use of the test, including the computer-based version.

“The computer-based GED test is being implemented nationwide, and Georgia is one of the first states to use it. This is an important step for our state since the new GED test that’s scheduled for release in 2014 will be only available on computer. Our ability to begin student preparation early will be a plus for our test-takers. We’ve been working in close collaboration with the national GED Testing Service in Washington, D.C. to ensure that Georgia’s adult learners can make an easy and successful transition to the paperless test,” said Beverly Smith, TCSG assistant commissioner for adult education.

Evaluations from over 600 GED test-takers who took the computer-based test at the two pilot test centers at Gwinnett Technical College and Ogeechee Technical College have been positive about the experience. Even students with minimal computer skills found that the experience was easier than they first thought.

Once fully deployed, the computer-based GED test will provide additional benefits to Georgia’s test-takers, including the use of basic technology that’s required for many job applications as well as in training programs and workplaces. From hospitals to construction sites, computer use is a common skill that’s expected in today’s job market. Technology integration in the workforce will continue trending upward, and Georgia’s adult learners will gain from using the basic keyboarding skills required to take the GED test on computer.

According to Nicole M. Chestang, executive vice president of the GED Testing Service, "Georgia's test-takers will also benefit by receiving instant unofficial scores for four of the five subject tests, and in 2014 GED testing on computer will add a significantly enhanced and expanded score report – rather than the current pass/fail approach. Also, in 2014 test-takers will be able to receive not just the traditional high school equivalency, but also a new career- and college-ready endorsement for easier entry into the workforce and college training programs."

Qualified students who cannot afford the fees will be eligible to apply for grants through the TCSG colleges and local community organizations. All of the other essential adult education programs, including Adult Basic Education, GED test preparation classes, college and career advisement, and English as a Second Language classes, remain available free of charge to any Georgian. Last year, almost 80,000 Georgians took advantage of easy access to those programs.

Smith stated that the new cost structure should not deter anyone, regardless of their income, from taking and passing a test that will change their lives for the better, including the potential for a higher-paying job and access to a college education. "Students who think that they won't be able to cover the cost or who need other assistance shouldn't hesitate to get more information from their local GED testing center or the TCSG Office of Adult Education. Individuals who qualify based on need can get help with access to grant money from the TCSG Foundation, TCSG college foundations, and local literacy partners. And we're actively seeking more individual, civic, and corporate donors who are willing to help the more than 1.2 million adult Georgians who need a GED diploma," said Smith.

Smith added, "In FY 2011, almost 28,000 people took the GED test in Georgia and over 19,000 passed it and earned their GED diploma. More than 9,500 people received fee assistance to take the test, and we expect to substantially increase that number in the coming year."

There are added benefits for completing the program and passing the tests. "Once they earn a GED diploma, the state presents graduates who are Georgia residents with a \$500 HOPE voucher that can be used to enroll at a TCSG college, which in turn opens the door to receive the HOPE grant," said Smith.

The HOPE grant, which is separate from the voucher, will pay for a large portion of the state technical college tuition. To keep the HOPE grant, students must maintain at least a 3.0 college grade point average.

A list of all of Georgia's GED testing centers and more information is available at <https://tcsq.edu/forAdultLearners.php>

*More about computer-based GED testing:*

- *Test-takers can register online 24 hours a day, 7 days a week.*
- *They can go online day or night to schedule a test and even schedule on a test day.*
- *Easy choice of a test center location, day and time that's convenient to the test-taker.*
- *Instant unofficial results given at completion of most tests (except for the Language Arts – Writing test).*
- *There's increased time for testing with a substantial reduction of administrative tasks.*
- *Increased security - electronic tests are downloaded/uploaded with no internet connection during testing.*
- *Ability to expand GED test centers in more Georgia counties with the use of existing local computer labs.*

###



**Total Enrollment in Atlanta Regional by Month, through 05/07/2012**

Study Month	Month		Actual Enrollment			Planned Control Rates			Actual Control Rates		
	Calendar Month	Full	C + I	Core		C + I	Core		C + I	Core	
<b>Total</b>		<b>1044</b>	<b>45</b>	<b>46</b>					<b>4.0%</b>	<b>4.1%</b>	
Month 1	Nov 2011	56	9	8		12.0%	12.0%		12.3%	11.0%	
Month 2	Dec 2011	116	13	13		8.6%	8.6%		9.2%	9.2%	
Month 3	Jan 2012	189	8	9		4.0%	4.0%		3.9%	4.4%	
Month 4	Feb 2012	198	10	7		4.0%	4.0%		4.7%	3.3%	
Month 5	Mar 2012	234	2	5		1.8%	1.8%		0.8%	2.1%	
Month 6	Apr 2012	225	3	4		1.4%	1.4%		1.3%	1.7%	
Month 7	May 2012	26	0	0		1.0%	1.0%		0.0%	0.0%	

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

	Adult	Youth	Disloc. Worker	Total
<b>Revenues</b>				
WIA Formula Grant Admin PY 11 - FY 12 Carryover	130,000	90,000	120,000	340,000
WIA Formula Grant Prog PY 11 - FY 12 Carryover	700,000	450,000	850,000	2,000,000
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				
<b>Total Revenues</b>	<b>4,142,721</b>	<b>3,947,517</b>	<b>5,262,856</b>	<b>13,353,094</b>
<b>Planned Expenditures/Obligations</b>				
<b>ARC/CRC Costs</b>				
ARC Administration Costs	361,054	415,981	417,498	1,194,534
ARC Facilities/Operations/Program Costs	303,442	279,075	556,987	1,139,505
Career Resource Center Facilities/ Operations Costs/Mobile Unit	129,296	38,220	244,020	411,536
Other				
<b>Total ARC/CRC Costs</b>	<b>793,792</b>	<b>733,276</b>	<b>1,218,506</b>	<b>2,745,574</b>
<b>Training Services</b>				
Individual Training Accounts (ITAs)*	2,049,710	10,000	2,111,176	4,170,886
<b>Sub-Grantees (Contract) Services</b>				
Chattahoochee Technical College*	70,000		100,000	170,000
Clayton College and State University*	200,000		370,000	570,000
Corvel Healthcare, Inc.*	280,000		503,000	783,000
- Corvel WIA and ITA Participant Support	100,000		200,000	300,000
Gwinnett Corrections - Services to Offenders*	120,000			120,000
Gwinnett Technical College*	90,000		130,000	220,000
- Gwinnett Tech WIA and ITA Participant Support	60,000		45,000	105,000
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		283,670		283,670
Gwinnett Technical College - Youth		355,535		355,535
PEPP, Inc.		271,985		271,985
City of Holly Springs/Cherokee FOCUS		322,434		322,434
Ceek to Fulfill, Inc.		202,311		202,311
Boat People S.O.S.		215,500		215,500
Connecting Henry		217,884		217,884
Crossroads		136,116		136,116
CPACS		140,000		140,000
Specific County Projects/Tuitions/WVE Wages		62,065		62,065
Gwinnett - 2nd RFP or Other Specific Projects		100,135		100,135
<b>Total Sub-Grantees (Contract) Services Costs</b>	<b>920,000</b>	<b>3,121,114</b>	<b>1,348,000</b>	<b>5,389,114</b>
Total Non-Committed ARC Administrative Funding	100,218	14,771	131,788	246,776
<b>Total Planned Expenditures/Obligations</b>	<b>3,763,502</b>	<b>3,864,390</b>	<b>4,677,682</b>	<b>12,305,574</b>
<b>Total Non-Committed or (Over Committed) Program Funding</b>	<b>\$379,219</b>	<b>\$83,127</b>	<b>\$585,174</b>	<b>\$1,047,520</b>
<b>% Planned Under (Over) Obligation</b>	<b>11.6%</b>	<b>2.5%</b>	<b>13.6%</b>	<b>9.7%</b>

Revision Date: 05/15/2012

**Notes:**

\*Estimated budgets based on prior year budgets. Current budgets are in process and will be forwarded to board for final approval.

**BUDGET/CONTRACTUAL ITEMS FOR BOARD ACTION 05/17/12:**

TWO BUDGET/CONTRACTUAL ITEMS:

1. APPROVAL OF THE PY 2012 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS (BOARD BUDGET )
  - a. THE BOARD BUDGET **UPDATED MAY 17, 2012**, PROVIDES FUNDING FOR ARC/WFD OPERATIONS, CAREER RESOURCE CENTER AND MOBILE UNIT OPERATIONS, INDIVIDUAL TRAINING ACCOUNTS (ITAs), AND SUBGRANTEES (CONTRACT) SERVICES FROM JULY 1, 2012 THROUGH JUNE 30, 2013. IT IS BASED ON THE ESTIMATED CARRYOVER FUNDING FROM PY 2011, AND NEW FORMULA FUNDING FOR PY 2012, AS PER NOTICE FROM GEORGIA DEPARTMENT OF LABOR (GADOL).
  
2. APPROVAL OF THE CONTINUATION OF SERVICES AND FUNDING FOR ARC YOUTH AND NON YOUTH FUNDED CONTRACTORS LISTED ON THE BOARD BUDGET **UPDATED MAY 17, 2012**, UNDER THE *SUBGRANTEES (CONTRACT) SERVICES* CATEGORY (THREE OF THOSE CONTRACTORS WILL HAVE THEIR FUNDING APPROVED, BUT CONTRACT RENEWAL PLACED ON HOLD AS DESCRIBED IN RECOMMENDATION #3 BELOW). THIS APPROVAL ALLOWS FOR THE CONTINUATION OF SERVICES THROUGH JUNE 30, 2013. THE NAMES AND TOTAL FUNDING FOR APPROVAL FOR EACH CONTRACTOR ARE AS LISTED ON THE REFERENCED BOARD BUDGET.
  
3. RECOMMENDATION TO PLACE A HOLD ON CONTRACT RENEWALS FOR THREE (3) YOUTH CONTRACTORS DUE TO FINANCIAL MONITORING ISSUES. THOSE PROVIDERS AND A BRIEF SUMMARY OF THE ISSUES ARE AS FOLLOWS:
  - a. **BPSOS, INC** – ARC FINANCIAL MONITORING OF THE LOCAL OFFICE FOUND THAT WEAKNESSES IN INTERNAL CONTROLS, ISSUES WITH FINANCIAL RECORDS RECONCILING TO ARC RECORDS, AND ISSUES WITH THEIR OWN FINANCIAL PROCEDURES SUPPORT THE FINDINGS IN THE NATIONAL A-133 AUDIT OF THE ORGANIZATION. RECOMMENDATION FOR HOLD ON CONTRACT RENEWAL HAS BEEN APPROVED BY THE YOUTH COUNCIL.
  - b. **CROSSROADS** – ARC FINANCIAL MONITORING FOUND THAT THE ORGANIZATION'S FINANCIAL RECORDS DID NOT RECONCILE TO ARC RECORDS, AND THEY MAY HAVE PROBLEMS WITH MAKING TIMELY PAYMENTS TO THEIR OWN VENDORS/CREDITORS. RECOMMENDATION FOR HOLD ON CONTRACT RENEWAL HAS BEEN APPROVED BY THE YOUTH COUNCIL.
  - c. **PEPP, INC** – ARC FINANCIAL MONITORING FOUND THAT THE ORGANIZATION'S FINANCIAL RECORDS DID NOT RECONCILE TO ARC RECORDS, AND STATEMENTS MADE BY THE ORGANIZATION ON THEIR FINANCIAL RECORDS DREW CONCERNS ABOUT REIMBURSEMENTS FOR POSSIBLE PREPAID SERVICES, WHICH IS NOT PERMITTED UNDER A COST REIMBURSEMENT CONTRACT. RECOMMENDATION FOR HOLD ON CONTRACT RENEWAL IS BEING MADE BY ARC STAFF.

**FOR THE ARWB: BACKGROUND TO STAFF RECOMMENDATIONS TO THE YOUTH  
COUNCIL FOR YOUTH FUNDING FOR PY 2012 (July 1, 2012 – June 30, 2013)**

**Today's Youth Council recommendations will be made to the Atlanta Regional Workforce Board at its next meeting on May 17.**

This funding is based on the public, competitive Request for Proposals issued in the Spring, 2010 and the Fall, 2012, under which all service providers are now funded. See language below:

*Youth activities requested under this RFP are for the period July 1, 2010, through June 30, 2011, with optional renewal extensions for a second-year period, July 1, 2011 through June 30, 2012, and for a third-year period July 1, 2012-June 30, 2013, depending on funds availability.*

*Initial awards under this RFP will be for the initial one-year period only.*

*The ARWB/ARC reserves the right to extend a contract awarded under this RFP past the initial ending date of June 30, 2011, for the optional renewal extension periods, taking into consideration the following criteria: 1. Satisfactory performance during the first contract period. 2. Availability of funds. 3. Mutual agreement between the two parties by contract amendment. 4. Continued community and ARWB Youth Plan need for the contractor's youth service. 5. Approval of extension by Youth Council and ARWB.*

*The contracting and extension of contracts may involve Program Years 2010, 2011 and 2012 of WIA.*

The same language was in the Fall, 2012 RFP, for a total period of two years.

**GRANT SIZE AND FUNDING AVAILABILITY FOR JULY 1, 2012 - JUNE 30, 2013:** Go to the following PY 2012 (July 1, 2012 – June 30, 2013) Revenue and Obligations Sheet in the handout (Page 4). This sheet summarizes the planned or projected expenditure for PY 2012. The PY 2012 Youth Grant size is known – this is sometimes not the case. The Youth Grant has increased significantly from last year. But, MUCH EXPENDITURE IS BASED ON CURRENT ESTIMATES.

**CARRYOVER ESTIMATES:** The carryover amounts from PY 2011 are estimates. They will change. Billed costs are just now being processed for April, and May and June are yet to come. If carryover amounts are much lower than currently projected, funds available for contracting that begins July 1 will be reduced. Contracts cannot be written for amounts that exceed available funds, so adjustments to lower contracted amounts would be made proportionately for all contracts, to stay within Fair Share guidelines.

**ARC/CRC COST ESTIMATES:** These lines are also best estimates and cannot be known until the end of June. Historically, estimates that are made at this time cover such future costs.

**FUNDS FOR SERVICE PROVIDERS:** The last sheet lists the budget amounts staff is recommending today to the Youth Council for contract service providers, to be negotiated by staff with each contractor if



Youth Council recommendations are approved by the ARWB. It also lists the budget that was requested by each contractor several weeks ago, and the budget as currently approved for Program Year 2011 by the Youth Council and the ARWB. The staff-recommended negotiation amounts, whether or not they correspond to the contractor requested amounts, do not imply that every item on the requested budget will be approved; all items in a requested budget are to be negotiated between staff and contractor. Currently, three organizations are in the midst of financial review questions that are not yet resolved; given that, these amounts are “place holders” and can be negotiated once questions are resolved.

Please see information on the sheet that indicates what the staff-recommended budget is related by percentage to the current, 2011 budget, and by percentage to the requested 2012 budget. No service providers are recommended to receive a reduction in funds from last year. Some service providers are recommended to receive significant increases from their 2011 budget, though only if they are growing and/or have the capacity to grow, and only if Fair Share guidance makes such an increase possible.

**UNOBLIGATED FUNDING FOR SPECIFIC COUNTIES:** Where the Fair Share Guidance allows it, and where contractors are funded to the full amount they have requested, specific set-aside amounts, typically to be negotiated with these existing county-based contractors (and only with approved, procured contractors), are noted. These might be used by contractors to hire specifically-trained staff for specific projects to serve a particular population through skills such staff might possess – speaking another language, for example, or staff with specific training providing employment services to youth with disabilities, or to train youth towards certifications in particular occupations. For the counties involved, it might involve payment of tuitions or subsidized employment wages, where needed and where there is extraordinary opportunity. For Gwinnett county these funds could be used for another RFP, though staff is not recommending such use at this time, since the funds are significantly lower than funds made available in the Fall, 2011 for such an RFP.

**WHAT IS THE FAIR SHARE GUIDANCE:** Another sheet following is the basis for what the ARWB and its Youth Council have adopted as the methodology for equitably spreading Youth funds for services to the seven ARWB counties. The guidance is based on the allocation formula for Workforce Areas as contained in the Workforce Investment Act. It illustrates how county shares can change each year. For the last few years, those shares have been somewhat consistent. Future years could see significant changes between counties, and it is important for the Youth Council to understand such possibilities for the future.

**A CAVEAT TO APPROVAL FOR FUNDING AND CONTRACTING FOR THE NEXT PROGRAM YEAR:** It is impossible to say what new directions might be dictated by a new State Plan that is expected to be created by the new Governor’s Office of Workforce Development and its State Workforce Investment Board during this summer. While such a Plan must conform to WIA law, some believe that it could mandate certain types of youth services, or services to specific youth target populations. At this time, staff is proceeding as if the services and target populations planned by the ARWB and its Youth Council are those to be continued into the 2012 Program Year. However, current and future contracts have

always been guided by Federal Law and its legal directives, and the legal directives of the State's administering agency. Contracts have always contained such language and will in the future, and language in next year's contracts may be rewritten to emphasize the point. If there are to be major changes, then the ARWB and its Youth Council must abide by them, as must its contractors. Language in current contracts states: *The Contractor will actively participate in appropriate community and State-led Comprehensive Youth Development (CYD) strategies and activities when needed. It will also actively participate in special WIA-related projects when those are made available or requested by the GDL or USDOL, based on the USDOL's Shared Youth Vision, A Collaborative Approach to Prepare Youth for Success in a Global, Demand-Driven Economy, and other subsequent directives announcing priority strategies and service directions. As practical, activities will align with and reinforce the Governor's Strategic Plan for the Development of Georgia's Workforce, particularly Goal Number Two. The Contractor will also align itself with, reinforce and support community efforts to rescue dropouts and recover high school credits, so to improve the high school graduation rate.*

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

9-May-12

	PY 11 Actual Amounts	Recommendations to YC
<b>Revenues</b>		
WIA Formula Grant (Total: 3,108,980) Admin PY 11 Carryover	124,064	120,000
WIA Formula Grant Prog PY 11 Carryover	466,664	380,000
WIA Formula Grant (Total: 3,407,517) Admin PY 12	310,898	340,752
WIA Formula Grant Prog PY 12	2,798,082	3,066,765
Other		
Other		
Other		
Other		
Other		
<b>Total Revenues</b>	<b>3,699,708</b>	<b>3,907,517</b>
<b>Planned Expenditures/Obligations</b>		
<b>ARC/CRC Costs</b>		
ARC Administration Costs	385,928	443,817
ARC Facilities/Operations/Program Costs/Mobile Unit	241,395	277,604
Gwinnett Career Resource Center Facilities/ Operations Costs	31,331	40,000
Other		
<b>Total ARC/CRC Costs</b>	<b>658,654</b>	<b>761,421</b>
<b>Training Services</b>		
Individual Training Accounts (ITAs)*	119,180	8,047
<b>Sub-Grantees (Contract) Services</b>		
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	428,695	454,879
Clayton Board of Education - WORKTEC	123,630	131,600
Prevention Plus, Inc.	223,285	227,000
Corvel Healthcare, Inc. - Youth	275,000	283,670
Gwinnett Technical College - Youth	310,000	355,535
PEPP, Inc.	231,985	271,985
City of Holly Springs/Cherokee FOCUS	262,730	322,434
Ceek to Fulfill, Inc.	170,495	202,311
Boat People S.O.S.	170,000	215,500
Connecting Henry	125,000	217,884
Crossroads	100,000	136,116
CPACS	70,000	140,000
Specific County Projects/Tuitions/WE Wages	0	62,065
Gwinnett - 2nd RFP or Other Specific Projects	0	100,135
Participant Wages, Support, etc. - All Youth Contracts	50,000	-
<b>Total Sub-Grantees (Contract) Services Costs</b>	<b>2,540,820</b>	<b>3,121,114</b>
Total Non-Committed ARC Administrative Funding	49,034	16,935
<b>Total Planned Expenditures/Obligations</b>	<b>3,318,654</b>	<b>3,890,582</b>
Planned Program Funding Under (Over) Obligation	\$332,020	-
% Planned Under (Over) Obligation	10.3%	0.4%

DRAFT Date: 05/09/2012

Notes:

**YOUTH ALLOCATION"FAIR SHARE"  
HISTORICAL REFERENCE**

5/7/2012

<u>NEW 2012 Fair Share Allocation in %s</u>	<u>Cherokee</u> <u>10.2%</u>	<u>Clayton</u> <u>24.5%</u>	<u>Douglas</u> <u>9.3%</u>	<u>Fayette</u> <u>3.8%</u>	<u>Gwinnett</u> <u>35.9%</u>	<u>Henry</u> <u>9.9%</u>	<u>Rockdale</u> <u>6.4%</u>	<u>TOTAL</u> <u>100.0%</u>
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%



**5/10/2012 ARWB YOUTH COUNCIL MEETING RECOMMENDATIONS TO THE  
ARWB FOR PY 2012 (July 1, 2012 – June 30, 2013) SERVICE PROVIDER FUNDING:**

<i>Provider</i>	<i>Current Funding</i>	<i>Funding Requested</i>	<i>Funding Recommended</i>	<i>% Current Funding</i>	<i>% Requested Funding</i>
<b>Hearts to Nourish Hope</b>	\$428,695	\$479,995	\$454,879	106%	95%
<b>WORKTEC</b>	\$123,630	\$142,110	\$131,600	106%	93%
<b>Prevention Plus</b>	\$223,285	\$232,113	\$227,000	102%	98%
<b>CorVel</b>	\$275,000	\$283,670	\$283,670	103%	100%
<b>GTC</b>	\$310,000	\$355,535	\$355,535	115%	100%
<b>PEPP</b>	\$231,985	\$271,985	\$271,985 *(Place Holder)	117%	100%
<b>Cherokee FOCUS</b>	\$262,730	\$395,628	\$322,434	123%	82%
<b>Ceek To Fulfill</b>	\$170,495	\$227,582	\$202,311	119%	89%
<b>BPSOS</b>	\$170,000	\$215,500	\$215,500 (Place Holder)	127%	100%
<b>Connecting Henry</b>	\$125,000	\$217,884	\$217,884	174%	100%
<b>Crossroads</b>	\$100,000	\$190,045	\$136,116 (Place Holder)	136%	72%
<b>CPACS</b>	\$70,000	\$140,000	\$140,000	NA	100%
<b>Douglas Projects</b>			\$21,999		
<b>Gwinnett Projects</b>			\$100,135		
<b>Henry Projects</b>			\$40,066		
<b>Gwinnett CRC Costs</b>			\$40,000		
<b>Tuitions</b>			\$8,047		
<b>TOTAL</b>			<b>\$3,169,161</b>		

\*This "Place Holder" designation added by staff subsequent to the earlier Youth Council action due to a later financial review.

## ATLANTA REGIONAL WORKFORCE BOARD QUARTERLY REPORT SUMMARY BY COUNTY

ACTIVE AT SOME POINT DURING PERIOD FROM JULY 01 2011 THRU MAY 16 2012

COUNTY NAME	FUNDING SOURCE		YOUTH	TOTAL
	ADULT	DW		
BARROW	1	3	.	4
BARTOW	.	1	.	1
BUTTS	.	2	.	2
CARROLL	1	.	.	1
CHEROKEE	32	115	130	277
CLAYTON	217	264	356	837
COBB	5	13	1	19
COLUMBIA	.	2	.	2
COWETA	.	13	.	13
DEKALB	7	31	1	39
DOUGLAS	67	59	143	269
FAYETTE	16	43	20	79
FORSYTH	.	4	.	4
FULTON	15	56	2	73
GILMER	.	1	.	1
GREENE	.	.	1	1
GWINNETT	606	667	332	1605
HALL	.	5	.	5
HARALSON	.	1	.	1
HENRY	82	154	102	338
JACKSON	.	1	.	1
MERIWETHER	.	2	.	2
NEWTON	.	8	5	13
PAULDING	1	3	.	4
RICHMOND	1	1	.	2
ROCKDALE	135	73	59	267
SPALDING	1	2	.	3
TROUP	1	.	.	1
UPSON	.	2	.	2
WALTON	.	2	.	2
TOTAL	1188	1528	1152	3868

REPORT RUN DATE: 05/17/12

FOCEXEC: ARWB QUARTERLY TRACKING REPORTS:ARWB QUARTERLY REPORT SUMMARY BY COUNTY



Adult and Dislocated Worker Activity Totals for Program Year 2011/2012: July 1, 2011 - April 30, 2012

Service	Cherokee	Clayton	Douglas	Fayette	Henry	Gwinnett Tech **	Gwinnett	Rockdale	Gwinnett Corrections	Total
<b>Basic Services (Core)</b>										
Visits	1,294	10,862	6,129	63	477	4,011	17,835	1,963		42,634
Computer Lab Visits	113	8,055	5,413	0	85	0	15,688	306		29,660
Resume Writing	49	1,555	425	1	12	23	1,490	0		3,555
Job Search Assistance	104	5,930	5,043	1	30	4,955	8,384	0		24,447
Other Workshop Attendance	2	407	0	0	0	400	898	0		1,707
<b>Orientation Attendance (# of participants)</b>										
WIA Training Application Workshops	81	0	0	0	0	344	0	9		434
Basic Skills & Assessment	103	2,057	415	49	112	83	1,182	214		4,215
Business Recruitment Events	0	1,412	0	0	0	0	25	14		1,451
<b>Group Workshops &amp; Sessions (# of sessions)</b>										
WIA Training Application Workshops	15	0	0	0	0	48	0	3		66
Business Recruitment Events	0	49	0	0	0	0	0	2		51
Company Rapid Response	0	9	0	0	0	0	0	0		9
<b>Training Applications</b>										
# of Applications Taken	0	0	0	0	0	0	0	0		0
# of Applicants Determined Eligible (of )	0	0	0	0	0	0	0	0		0
<b>Registered WIA services</b>										<b>Total</b>
Registered Customers	146	525	109	49	108	515	738	193	46	2,429
New Registered Customers since July 1, 2011	42	180	55	10	26	130	238	73	16	770
Customers Enrolled into Training	115	497	100	41	98	482	700	185	0	2,218
New Training Enrollments since July 1, 2011	32	160	48	10	21	101	214	67	0	653
Active Customers	103	398	77	35	76	420	422	124	22	1,677
Customers who left training services	43	127	32	14	32	95	316	69	24	752
Credentials Attained	29	82	23	8	20	84	251	53	0	550
Credential Rate	69%	65%	72%	57%	63%	88%	79%	73%		71%
Employed Customers at Exit	36	117	28	14	30	90	255	65	11	646
Employment Rate at Exit	84%	92%	88%	100%	94%	95%	81%	94%	46%	86%
Average Starting Wage at Exit	\$19.35	\$13.33	\$12.83	\$16.97	\$16.21	\$16.87	\$16.95	\$13.62	\$9.17	\$15.74

\* Reflects number of approved training applications

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

WIA and W-P PY11 2nd  
Quarterly Performance Report

Economic Development Region 03

Local Area Name Atlanta Regional Commission (Area 07)	Performance Measure	Performance Group	1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
			N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
	Entered Employment Rate	Adults	54	74.1%	127	81.9%			181	79.6%			72.0%
	Retention Rate	Dislocated Workers	97	89.7%	176	89.8%			273	89.7%			80.6%
	Average Earnings	Dislocated Workers	89	78.7%	84	79.8%			173	79.2%			79.5%
	Placement in Employment or Education	Adults	124	82.3%	108	91.7%			232	86.6%			87.8%
	Attainment of Degree or Certificate	Dislocated Workers	70	\$9,734	67	\$12,562			137	\$11,117			\$11,100
	Literacy or Numeracy Gains	Youth (14-21)	102	\$18,121	99	\$18,811			201	\$18,461			\$15,180
		Youth (14-21)	37	75.7%	93	65.6%			130	68.5%			71.0%
		Youth (14-21)	40	90.0%	106	70.8%			146	76.0%			63.0%
			32	40.6%	25	24.0%			57	33.3%			22.0%
			Not Meeting		Meeting		Meeting		Exceeding				
	Overall Status of Local Performance												X

Local Area Name Clayton County Career Center (FSO 3100)	Performance Measure	Performance Group	1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
			N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
	Entered Employment Rate	All Participants	8,499	44.1%	6,664	48.3%			15,163	45.9%			43.0%
	Retention Rate	All Participants	4,655	76.4%	4,725	78.0%			9,380	77.2%			70.0%
	Average Earnings	All Participants	3,555	\$11,494	3,686	\$10,935			7,241	\$ 11,209			\$13,000

Local Area Name DeKalb Career Center (FSO 3200)	Performance Measure	Performance Group	1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
			N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
	Entered Employment Rate	All Participants	7,411	40.0%	5,623	48.2%			13,034	43.5%			43.0%
	Retention Rate	All Participants	3,946	74.8%	3,836	74.9%			7,782	74.8%			70.0%
	Average Earnings	All Participants	2,950	\$11,616	2,872	\$11,034			5,822	\$ 11,329			\$13,000



**Economic Development Region 03**

Gwinnett Career Center (FSO 3300)		(Return to Main)											
		Performance Group											
Performance Measure		1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level	
Entered Employment Rate		N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate
All Participants		8,527	43.8%	7,868	47.4%					16,395	45.5%	43.0%	Exceeding
Retention Rate		4,742	79.1%	4,578	78.7%					9,320	78.9%	70.0%	Exceeding
Average Earnings		3,751	\$15,672	3,603	\$14,632					7,354	\$ 15,162	\$13,000	Exceeding

North Metro Career Center (FSO 3400)		(Return to Main)											
		Performance Group											
Performance Measure		1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level	
Entered Employment Rate		N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate
All Participants		6,358	46.7%	5,317	50.0%					11,675	48.2%	43.0%	Exceeding
Retention Rate		2,997	77.4%	3,556	79.6%					6,553	78.6%	70.0%	Exceeding
Average Earnings		2,321	\$17,939	2,830	\$16,672					5,151	\$ 17,243	\$13,000	Exceeding

South Metro Career Center (FSO 3500)		(Return to Main)											
		Performance Group											
Performance Measure		1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level	
Entered Employment Rate		N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate
All Participants		8,475	43.5%	7,541	45.3%					16,016	44.3%	43.0%	Exceeding
Retention Rate		4,382	75.6%	4,384	73.8%					8,766	74.7%	70.0%	Exceeding
Average Earnings		3,313	\$10,281	3,236	\$10,075					6,549	\$ 10,179	\$13,000	Not Meeting

Cobb-Cherokee Career Center (FSO 3600)		(Return to Main)											
		Performance Group											
Performance Measure		1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level	
Entered Employment Rate		N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate
All Participants		11,399	42.8%	9,655	45.2%					21,054	43.9%	43.0%	Exceeding
Retention Rate		6,744	79.5%	6,158	78.1%					12,902	78.8%	70.0%	Exceeding
Average Earnings		5,362	\$16,494	4,608	\$15,010					10,170	\$ 15,792	\$13,000	Exceeding

## WIA5001 WIA Grant Expenditures &amp; Obligations

## All Grants

Run Date: 05/08/2012

*Area: Atlanta Regional -07*

For Program Year 2011 Thru Program Year 2012

Title	Grant	Available	Expended	% Expended	Obligated	Total Expended Obligated	% Expended Obligated
Adult Admin	P2011	22,984	22,321	97%	0	22,321	97%
	F2012	273,559	56,545	21%	0	56,545	21%
Adult Program	P2011	206,854	185,401	90%	3,956	189,357	92%
	F2012	2,462,028	924,928	38%	683,616	1,608,544	65%
<b>Total FORMULA-ADULT</b>		<b>2,965,425</b>	<b>1,189,195</b>	<b>40%</b>	<b>687,572</b>	<b>1,876,767</b>	<b>63%</b>
DW Admin	P2011	78,581	56,822	72%	0	56,822	72%
	F2012	327,205	109,524	33%	0	109,524	33%
DW Program	P2011	707,231	566,401	80%	69,435	635,836	90%
	F2012	2,944,849	918,174	31%	812,636	1,730,810	59%
<b>Total FORMULA-DW</b>		<b>4,057,866</b>	<b>1,650,921</b>	<b>41%</b>	<b>882,071</b>	<b>2,532,992</b>	<b>62%</b>
Youth Admin	P2011	310,898	175,827	57%	0	175,827	57%
Youth Program	P2011	2,798,082	1,410,735	50%	855,577	2,266,312	81%
<b>Total FORMULA-YOUTH</b>		<b>3,108,980</b>	<b>1,586,562</b>	<b>51%</b>	<b>855,577</b>	<b>2,442,139</b>	<b>79%</b>
<b>Total PY 2011</b>		<b>10,132,271</b>	<b>4,426,678</b>	<b>44%</b>	<b>2,425,220</b>	<b>6,851,898</b>	<b>68%</b>

*Out-of-School Youth Funds: \$839,425**OSY Exp: \$775,474 % Expend of OSY Available: 92.4% % of Tot Yth Program Exp: 55.0%**Financial Status Report as of: 03 / 2012*



# HomeSafe Georgia

## Frequently Asked Questions

### **1. Why is the State of Georgia receiving these funds?**

The United States Department of Treasury (Treasury) established the Hardest Hit Fund (HHF) program in February 2010 and approved the HHF plans for Georgia on September 23, 2010. The purpose of the program is to help Georgia homeowners who have experienced a substantial decrease in income due to job loss or underemployment by providing a mortgage payment bridge while they seek new or better employment. The Georgia Department of Community Affairs (DCA), under contract with Georgia Housing and Finance Authority's GHFA Affordable Housing Inc. will administer Georgia's HHF program, as HomeSafe Georgia. For more information about Treasury's Hardest Hit Fund (HHF), visit

<http://www.financialstability.gov/roadtostability/hardesthitfund.html>.

### **2. When will the assistance be available in Georgia?**

DCA's HHF pilot program began December 15, 2010, during which DCA reviewed procedures to ensure completeness, accuracy, and compliance with Treasury's requirements. The full program launched on April 1, 2011. The Georgia HHF program, HomeSafe Georgia, will end on December 31, 2017 or when funds are depleted, whichever comes first.

### **3. How does HomeSafe Georgia determine who receives help?**

First and foremost, this Program provides assistance for homeowners who have become or were unemployed or underemployed through no fault of their own. For those who qualify, HomeSafe Georgia loans will be funded on a first come, first served basis. Loan application packages are worked in the date order of receipt. Once the HHF program funds are depleted, HomeSafe Georgia will cease accepting applications.

### **4. What assistance is available?**

Eligible homeowners approved for the program will close on a subordinate 0% interest rate loan similar to a home equity line of credit. These funds will be used to make mortgage payments for up to a maximum of 18 months under Payment Assistance or to reinstate an existing mortgage that is up to 6 months delinquent under Reinstatement Assistance. Following the assistance period, the loan will be forgiven at a rate of 20% per year for five years. Assistance is only available once per homeowner or property address.

### **5. What is Reinstatement Assistance?**

HHF Reinstatement Assistance was designed to help homeowners whose mortgage payments became delinquent due to unemployment or underemployment, but who have since become employed and are now making timely payments. HomeSafe Georgia will make a one-time payment of up to 6 months delinquent mortgage payments and fees directly to the homeowner's lender. The homeowner must meet the eligibility requirements listed AND have proven the ability to continue making mortgage payments by having made three mortgage payments since employment.

### **6. What is Payment Assistance program?**

HHF Payment Assistance was designed to provide temporary assistance to unemployed, underemployed, or self employed homeowners who made timely mortgage payments until they became unemployed, or became significantly underemployed, or had significantly decreased self employed income. HomeSafe Georgia will pay up to 18 monthly mortgage payments directly to the lender for approved eligible homeowners. Payments to the lender will start with the month due after closing, depending on closing date. Borrower's remaining loan



## Frequently Asked Questions

proceeds after assistance is no longer needed may be used for any delinquent mortgage payments or lender fees.

### **7. Who is eligible for assistance?**

Georgia homeowners who are...

- ▶ Currently unemployed, or
- ▶ Currently substantially underemployed, or
- ▶ Currently able to make their mortgage payment, but got behind while unemployed or underemployed.

Unemployment or underemployment must have been involuntarily and occurred due to the recent economic downturn.

The applicant must first be eligible for assistance due to unemployment or underemployment and additionally meet this all other eligibility requirements listed. Additional underwriting criteria may apply and the lender must be participating in the Program. More information and an applicant eligibility checklist are provided under the tab "Eligibility Requirements"

### **8. What are the eligibility requirements for applicants?**

- ▶ Must be the owner of the property;
- ▶ Must be a legal resident;
- ▶ Unemployment or underemployment must have been involuntary (self-employed will be required to document loss of income);
- ▶ Must have been current on mortgage payments prior to the period of unemployment or underemployment;
- ▶ Cannot be more than 6 months behind in mortgage;
- ▶ Monthly mortgage payment(s) must be greater than 31% (including escrow payments) of current monthly household income (for reinstatement assistance, the ratio applies to time of unemployment/underemployment);
- ▶ Cannot have an IRS or Georgia tax lien;
- ▶ Cannot have an active bankruptcy;
- ▶ Cannot have liquid assets exceeding \$5,000; and
- ▶ Cannot have been convicted of a mortgage related felony in the last 10 years.

### **9. What are the eligibility requirements for the Georgia property?**

- ▶ Must be owned by the applicant;
- ▶ Must be occupied as the primary residence of applicant;
- ▶ Must be a single-family home, condominium, or townhome; or a two, three, or four family dwelling unit (in which the applicant resides in one unit);
- ▶ Must be classified as real estate and affixed to a permanent foundation if manufactured or mobile home; and
- ▶ The total unpaid principal balance of all mortgages and lines of credit cannot exceed \$417,000.00.

### **10. How is unemployment or underemployment defined?**

The HomeSafe Georgia Program provides assistance to eligible homeowners who became unemployed or underemployed through no fault of their own and as a result of the economic downturn.

Unemployment:

- Person was laid off
- Person was terminated for a reason that the Dept. of Labor would normally allow benefits

Underemployed:

- Person had to take a lesser job due to unemployment (as defined above)



## Frequently Asked Questions

- Person suffered a significant pay cut and/or hours cut
- Self employed person able to prove a substantial loss of business income

In either case, the person must be able and willing to work, and in most cases should be looking for new or better employment. A person looking for work may consider himself unemployed, but would not necessarily be eligible under this program. Any person who meets all other eligibility requirements but is currently unable to work due to medical problems would not be considered eligible until medically cleared for work. Refer to Eligibility Requirements (see tab at top of the page) for more information.

### **11. What if my hardship is due to a substantial decrease in income for reasons other than unemployment or underemployment?**

The substantial loss of income must be tied to unemployment or underemployment to be eligible for this program. Other situations, while unfortunate, do not qualify.

### **12. What if I do not meet the eligibility requirements or my lender is not participating, but I need help now?**

First, contact your lender's Loss Mitigation department and ask what type of assistance they offer. If you are unemployed, ask your servicer about forbearance plans that are available for unemployed homeowners. Visit the Making Home Affordable website for information on programs that may be available to you at <http://www.makinghomeaffordable.gov>. You may also want to speak with a HUD approved housing counselor to determine if there are other assistance programs for which you may qualify; find a list of counselors at [www.dca.ga.gov/housing/homeownership/programs/downloads/HBed.pdf](http://www.dca.ga.gov/housing/homeownership/programs/downloads/HBed.pdf). Applicants who are suffering with severe financial hardship may also want to contact United Way by dialing **211** for referral to available local assistance.

### **13. I'm not sure if I'm eligible. Who can I talk to?**

Please first review all eligibility requirement details (see "Eligibility Requirements" tab at the top of the page). An applicant checklist has been provided to assist you in determining your eligibility. Customer Service will be happy to answer general questions, but will not be able to tell you if you are eligible for the program. If you are uncertain if you meet the eligibility requirements, you are welcome to apply. Eligibility is determined as part of the application review and we will let you know.

### **14. What happens if I apply and am not eligible?**

Your application and supporting documents will be reviewed to determine eligibility. A Statement of Ineligibility or Denial will be issued upon a determination of ineligibility.

### **15. What is the cost for me to apply?**

There are **NO** fees associated with the application or funding process; however, you may be required to make partial mortgage payments with Payment Assistance during your participation in the program.

### **16. How does applying for a HomeSafe Georgia loan affect my mortgage payment now?**

Your current mortgage payment arrangements are between you and your lender, and you should contact your lender's Loss Mitigation department if you are struggling or cannot make your payments. Keep in mind that applying for a HomeSafe Georgia loan does not guarantee approval. If you are approved for HomeSafe Georgia assistance, we will notify your lender of the approval. Your lender has the option to deny the assistance.

### **17. Will all loans qualify?**

No. The type of loan, loan payments, amount of default, and lender participation in the program are determining factors.



## Frequently Asked Questions

### **18. My lender is not participating in the HomeSafe Georgia program. What can I do?**

Contact your lender's Loss Mitigation department for direct help from one of their own programs. Most lenders should be participating within 60 days of our April 1, 2011 launch. If your lender is not participating, you may want to ask them if and when they will be participating in the "Hardest Hit Fund" HomeSafe Georgia Program. A contract or agreement is required to allow both DCA and the lender to set conditions and make arrangements for payments. Not all lenders will participate in this program. Please read the application information under the "Lender Participation" tab and continue to check the participation list which will be updated as the Program progresses.

### **19. What if my loan is in foreclosure?**

Most loans in foreclosure are **not** eligible for this program. Your loan cannot be more than 6 months delinquent at the time of receipt of your application package, and other applicant and property requirements must be met. Additionally, your lender must be participating in the program and be willing to stop the foreclosure. The foreclosure process in Georgia is non-judicial, which means a lender may begin foreclosure proceedings without going to court if you are at least 90 days behind on your mortgage. The lender or the lender's attorney must advertise the intended date of foreclosure for 30 days in a legal publication in your county of residence. If you need help or have questions regarding foreclosure, please contact a home counselor at this link who can provide foreclosure counseling:

<http://www.dca.state.ga.us/housing/homeownership/programs/downloads/HBed.pdf>

### **20. What if I have a first and second or even third mortgage loan?**

All loans must meet eligibility requirements and the first and second lenders for the loans must be participating in the Program. Additional mortgages are reviewed. The total of all outstanding mortgage loan balances on the subject property cannot exceed \$417,000.00.

### **21. What determines the amount of the HomeSafe Georgia loan and how it is used?**

The HomeSafe Georgia Reinstatement Assistance loan is based on 6 times your current monthly mortgage payment (or payments for 1<sup>st</sup> and 2<sup>nd</sup> mortgages) plus estimated lender fees. (Example: \$1,000 mortgage payment x 6 = \$6,000.00 + \$1,500.00 lender fees = \$7,500.00) The maximum loan amount cannot exceed the equivalent of 18 months of your mortgage payments. The loan amount is the amount reserved in our system, but not necessarily used. Your Promissory Note may indicate up to the equivalent of 18 months payments, but the loan balance will be adjusted to reflect the actual monetary assistance used. We will contact your lender after closing for a specific one-time payoff amount in an attempt to bring your loan current. HomeSafe Georgia is not responsible for any fees not reported by the lender. The homeowner is responsible for continuing to make timely monthly payments.

The HomeSafe Georgia Mortgage Payment Assistance loan is similar to a Home Equity loan, equal to 18 times the amount of your current monthly mortgage payment (or payments for 1<sup>st</sup> and 2<sup>nd</sup> mortgages). (Example: \$1,000 mortgage payment x 18 = \$18,000.00 maximum loan amount.) The maximum loan amount is the amount that would be reserved, but not necessarily used, and the HomeSafe Georgia loan does not guarantee that your mortgage will be current at Program termination. Payment Assistance can continue up to two months after employment, or until the loan funds are exhausted, whichever occurs first. If you do not need assistance for the full 18 months, your remaining loan proceeds can be used to pay any delinquent mortgage payments or lender fees. Unused loan proceeds will be returned to HHF to be made available to other borrowers. Conversely, even if your payments increase during the assistance period, the maximum loan amount reserved remains the same. This means that your loan proceeds may be exhausted prior to 18 months. If you are required to make partial mortgage payments, they are combined with the assistance payments to your lender and would decrease the amount of your HomeSafe Georgia assistance. Your HomeSafe Georgia loan balance will be adjusted to reflect only the monetary amount you used during the assistance period.



## Frequently Asked Questions

### **22. What will happen if I am approved for monthly Payment Assistance?**

Your gross household income will be evaluated to determine if partial mortgage payments will be required during the 18 month assistance period. HomeSafe Georgia will notify you via email of the approval and of any monthly amount for which you will be responsible. If partial payments are required, the payments will be withdrawn via an ACH draft from your checking or savings account. These partial payments will be combined with the assistance payment and the full payment will be sent to your servicer. Partial mortgage payments are based on an underwriting net income formula and may range from 0 to 20% of that income during the first 6 months; 0 to 40% during the second 6 months, and 0 to 60% during the remaining 6 months. Depending on your income, the partial payment can be the equivalent of your full payment after 6 months.

### **23. I am scheduled to close on a HomeSafe Georgia loan. Will I get a check at closing?**

No loan proceeds are ever given to the borrower. All Program assistance transactions are directly from GHFA Affordable Housing Inc./HomeSafe Georgia to the borrower's lender. Any unused borrower proceeds that remain after termination of participation will be returned to HHF to assist other borrowers.

### **24. What are the requirements if I close the loan?**

A Closing Attorney will contact you to schedule a closing at an office near you. You must bring a photo ID (GA issued driver's license or ID, or passport), and you will be required to sign several documents, just as you did when you purchased the home. Documents may include the Borrower's Certification, Obligations, Eligibility Requirements, Promissory Note and Security Deed. A lien will be placed against your property and will remain until paid or forgiven (complete forgiveness is at five years and 30 days after assistance ends). At 6 months and again at 12 months after your assistance ends, you may be contacted by HomeSafe Georgia and asked to answer a few questions, so that the success of the HHF program can be reviewed.

If you are approved for Payment Assistance, you will be required to certify eligibility each month on the monthly anniversary of your closing, beginning the month immediately following closing. If you are required to make partial mortgage payments, you will set up ACH drafting authority at closing.

### **25. If approved, do I have to accept the HomeSafe Georgia loan?**

No. You may choose not to accept the loan by withdrawing for any reason, such as receiving a better plan from your lender to deciding to move. We request that you notify us as soon as you make the decision, but you can withdraw any time prior to receiving assistance.

### **26. How is my employment status viewed, and what happens if my employment status changes during the program?**

If you were unemployed and become employed while receiving Payment Assistance, you must notify us immediately. HomeSafe Georgia will pay up to two additional mortgage payments if your loan proceeds have not been depleted. If listed as underemployed, you must actively be seeking new employment during the assistance period, with the same stipulations once employed. Self employed homeowners will be reviewed on a case by case basis. All participants in the Payment Assistance program must certify eligibility monthly, and provide supporting documents every other month or as otherwise instructed.

### **27. Can I be terminated from the program?**

Yes. The HomeSafe Georgia loan does not guarantee that the maximum loan amount will be used for assistance. Program termination can be of two types:

- Regular: You remained eligible but termination was due to exhaustion of the loan proceeds; termination was due to not requiring the entire loan proceeds (new job); or self termination for other reasons (i.e. moving). The HomeSafe Georgia loan is forgiven at 20% per year.



## Frequently Asked Questions

- Termination for cause: We can terminate you from the program for reasons which include but are not limited to, fraud (false or misleading statements or documents), failure to timely recertify or correspond, and failure to make partial mortgage payments (if applicable). If the HomeSafe Georgia loan is in default as outlined in the Promissory Note and Security Deed, repayment plus costs may be demanded.

### **28. What happens if I need help after participating in this program?**

DCA's HHF Program goal is to prevent foreclosures. We encourage homeowners who receive assistance to plan ahead. The Reinstatement Assistance loan will cover delinquent payments, and will prevent foreclosure as long as the borrower continues to make timely mortgage payments. Once current, the borrower may qualify for a loan modification through their lender. The Payment Assistance loan offers borrowers a break from their monthly mortgage payment, or reduction in the amount of their monthly mortgage payment, for up to 18 months. Once the borrower's loan proceeds are depleted or the borrower is no longer eligible, no further HomeSafe Georgia assistance will be available.

### **29. How do I complete an application?**

You must have or establish an email account in order to apply. If you do not currently have an email account, you may obtain one via public sites such as [www.google.com](http://www.google.com) or [www.hotmail.com](http://www.hotmail.com) (please write your email down and remember your password to access your email account; you will need it for correspondence). The application is on-line at [www.HomeSafeGeorgia.com](http://www.HomeSafeGeorgia.com); click the "Start Now" button. Once the on-line portion is completed, you must download and print the documents, complete and sign where indicated, collect the supporting documentation on the checklist, and fax the application package to HomeSafe Georgia. Your local Department of Labor Career Center offers free use of a computer, printer, and fax machine.

### **30. Why do I need an email?**

HomeSafe Georgia uses email as our primary means of communication. The applicant/borrower is responsible for establishing and maintaining an email address from application until the end of participation in the program, and checking the email on a regular basis. Failure to respond timely to correspondence can result in delay or denial of assistance. If you do not have access to a computer at home, computer access may be available at your local library, community center, or unemployment office. If you forget your email or need to change your email, please notify Customer Service or your HomeSafe Georgia contact. You will be asked to provide enough information so we may identify you as the applicant or borrower. We can help you in accessing your application, however, only your email provider can help you if you forget your password needed to access your email.

### **31. How does the HomeSafe Georgia loan affect my credit score?**

The HomeSafe Georgia loan should have little if any affect on your credit score. We pull a limited credit report which contains your mortgage activity and public records as part of the application review. We do not see or use any credit score for eligibility. There are no monthly payments for the HomeSafe Georgia loan, so we do not report any activity to the credit bureaus. GHFA Affordable Housing Inc. is the lender only for the HomeSafe Georgia loan and has no reporting authority or control for your other mortgage loan(s).

### **32. What if I have questions regarding this program or while applying?**

Please review the information in the "Eligibility Requirements" tab and all the Frequently Asked Questions. If your question has not been addressed, general questions may be directed to Customer Service toll free 1-877-519-4443 or via email at [hfh@dca.ga.gov](mailto:hfh@dca.ga.gov).

### **33. Why can't I apply now?**

There are reasons that the application process may not be available at a certain time:

- The application system may be taken down due to application volume, to allow the HomeSafe Georgia staff to work on the applications on hand



## Frequently Asked Questions

- The system in whole or in part may require system updates or maintenance
- You received error messages. The system only allows one profile/application per applicant. If you previously entered a profile, whether or not you started the application, you must go back to that profile.
  - If you forgot your password, enter your email at the login and select “Forgot password”
  - If you forgot your email (User ID) or had to change your email, contact Customer Service. You will be required to provide enough information to us so that we may determine that you are the applicant. We can help you in accessing your application, however, only your email provider can help you if you forget your password needed to access your email.

### **34. I've completed my application on-line and have not heard anything. What can I do?**

You may have stopped before you completed the process. After you complete the application on-line, you will be asked by the program to download and print your documents. You must print, complete, and sign these documents, gather your supporting documents, and fax or mail everything to HomeSafe Georgia. Please do not send the application package via email, as it is unsecure and unless in a zipped format, may be too large for us to receive. Your local Department of Labor Career Center offers free access to a computer, printer, and fax machine.

### **35. I've submitted my application package and have not heard anything. What can I do?**

An acknowledgement of receipt of the application package is sent via email. Customer Service can confirm that we have received your application package if you did not receive the acknowledgement (make sure our emails are not being caught by your spam filter) and offer an estimated timeframe for applications in general. Further status, such as where your application is in the queue, is not available. After we receive your application package, there will be a wait until a processor is assigned and able to work your application, which may be several weeks later. The processor will send you an email once processing begins. Applications are worked in date order of application package receipt. If you have confirmation that we received your application package but have not heard anything 8 weeks after the confirmation, Customer Service can review the situation to determine if the application is in review or if you have missed our notification of application disposition.

### **36. I received a Statement of Ineligibility and I don't understand why. What should I do?**

First and foremost, your hardship must have been the result of unemployment or underemployment through no fault of your own. Additional ineligibility reasons may apply. Please review the information in the “Eligibility Requirements” tab at the top of the homepage. All of the Eligibility Requirements listed must be met. Additional underwriting criteria can also be a factor.

If you have reviewed all the information and believe the ineligibility finding is in error, there are two options.

- ➡ You may request the processor provide you with a more detailed explanation so that you can understand the reason for ineligibility.
- ➡ You may dispute the ineligibility finding. This does not mean that you may dispute the eligibility requirements themselves. First, you need to state in writing to the processor within 30 days after statement notice that you would like to dispute the finding. You must state that you were eligible at application and are currently eligible, and show how the finding was in error. Your information will first be reviewed by the processor; if the ineligibility finding was in error, you will be notified and the application review will continue. There are several stopping points where the processor will cease to review your application once an ineligibility factor is found, and other ineligibility factors may have not been discovered or listed at the initial notice. A dispute does not relieve the applicant of any requirement; a second ineligibility notice may be issued. If the disputed ineligibility appears to have been properly assessed, the processor will forward the information to an underwriter to review for a final determination. If the underwriter agrees with the ineligibility finding or finds other ineligibility factors during the review, you will be sent a Statement of Denial.

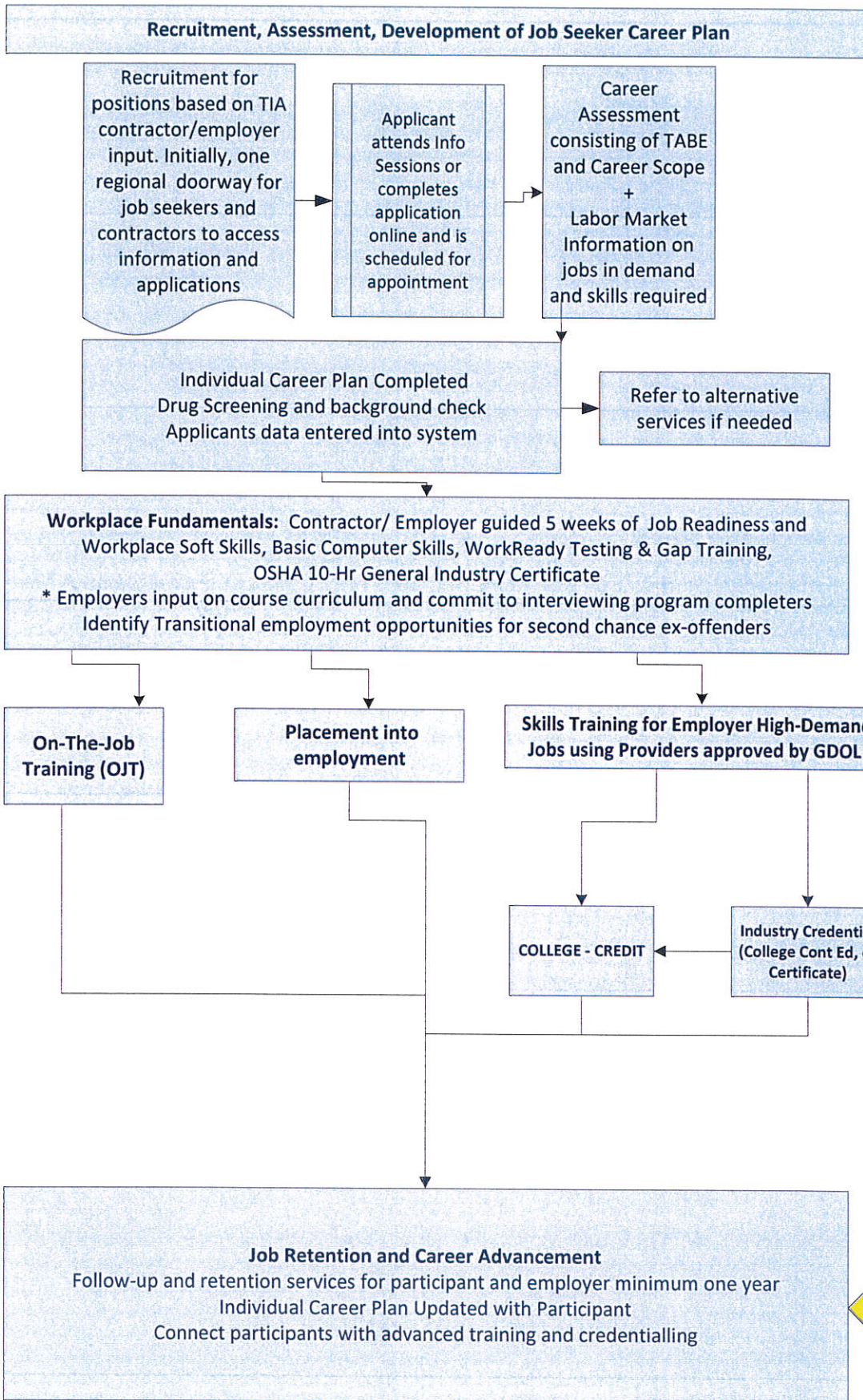
## Frequently Asked Questions

### 37. Where might I find other assistance?

- Contact your lender or servicer's Loss Mitigation department and ask what type of assistance they offer. Ask about forbearance plans that are available for unemployed homeowners.
- Visit the Making Home Affordable website for information on programs that may be available to you- <http://www.makinghomeaffordable.gov>.
- Contact a HUD approved housing counselor to determine if there are other assistance programs for which you may qualify - [www.dca.ga.gov/housing/homeownership/programs/downloads/HBed.pdf](http://www.dca.ga.gov/housing/homeownership/programs/downloads/HBed.pdf).
- Contact United Way by dialing 211 for referral to available local assistance.



# Regional TIA Workforce Plan



Career Navigator assigned for Career Mapping, Supportive Services, & Financial Strengthening

Ongoing: Business Engagement: Curriculum Review, Labor Market Trends, Training Sites, Hiring



## MEMORANDUM

**DATE:** August 8, 2012

**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, August 16<sup>th</sup> 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](mailto:dlanham@atlantaregional.com) to confirm your attendance as soon as possible.

I look forward to seeing you there.

C: Commissioners Buzz Ahrens, Eldrin Bell, Herbert Frady, Elizabeth Mathis, Charlotte Nash, Richard Oden, and Tom Worthan





## PROPOSED AGENDA

### Atlanta Regional Workforce Board

*Kerry Armstrong and Randy Hayes, Co-Chairs*

**Thursday, August 16, 2012, 11:30 a.m.**

Welcome new ARWB members:

Ms. Cheryl Board, Managing Partner with Connection Consultants; Rockdale County Business Representative

Current Board vacancies: 2 Gwinnett County Business Representatives, 1 Henry County Business Representative, 1 Housing Authority Representative

#### **Presentation:**

1. State of the Entertainment Industry in Metro Atlanta – Asante Bradford, Georgia Department of Economic Development – Partnership with ARWB

#### **I. Consent Agenda, Approval of May 17, 2012 Meeting Minutes**

#### **II. Action Items:**

- A. Approval of Revenues and Obligations – Approval of Contract Extensions of One-Stop Operators
- B. Approval of ARWB policies on Drug Screening and Background Checks (Revised due to federal changes)
- C. Approval of limitations on OJT and Customized Training per company
- D. Approval of ARWB policy on OJT Skills Gap Analysis

#### **III. Program Updates:**

- A. State Workforce Plan approved by the State Workforce Investment Board, August 2, 2012 – new state priorities
- B. Local Plan instructions/update (if available)
- C. Update on Regional Economic Development Strategy
- D. Program and Financial Reports (see separate packet)

**NEXT MEETING:** October 18, 2012

**ARC COMMITTEE MEETING FOLLOW-UP****ATLANTA REGIONAL WORKFORCE BOARD***May 17, 2012 Meeting Notes***Members Present**

Ms. Sonia Carruthers  
Mr. Benny Carter  
Ms. Jennifer DeNyse  
Mr. Eric Dial  
Mr. Randy Hayes  
Mr. James Jackson  
Ms. Julie Keeton Arnold

Mr. Chris Moder  
Mr. Gene O'Kelley  
Ms. Lisa Phillips  
Ms. Vivian Richardson  
Mr. Ron Shipman  
Ms. Janet Winkler

**Members Absent**

Mr. Kerry Armstrong  
Mr. Eddie Ausband  
Ms. Marcia Blanding  
Mr. Phil Eberly  
Mr. Jack Hollis  
Ms. Maureen Kelly  
Mr. Rodney Leonard  
Ms. Rhonda Neal

Mr. Frederick Perry – Ad hoc  
Mr. Mohammad Saleem  
Ms. Marcita Scharnhorst  
Mr. Tom Travis  
Ms. Nancy Ward  
Ms. Karen Rene  
Ms. Angela Thomas-Anderson  
Mr. Jefferson Riley

**Guests**

Mr. Gerry Harkins, State Workforce Investment Board  
David McCulloch, Gwinnett Technical College

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ARC Board Co-Chair, Randy Hayes, called the Board Meeting to order at 12:05 p.m.

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

**MOTION: To approve the minutes of the February 16, 2012 meeting.**

The motion was seconded by Ron Shipman and unanimously approved.

*Mary Margaret Garrett explained the PY 12-13 funding allocations and factors used to determine county fair share guidelines. She also explained that this was not a requirement and that most local area workforce boards do not use a fair-share allocation by county as (we) the ARWB do. The guidelines were put in place to assure service to customers of each ARWB county. Co-Chair Randy Hayes stressed that each member be aware of the guidelines so that they could be knowledgeable in talking with their county commission chairs. Mayor Eric Dial requested background information to help understand the process.*

2. Mr. Ron Shipman made the following motion:

**MOTION: To approve the WIA funding allocations and county fair-share guidelines (Pgs. 3-10 of meeting packet).**

The motion was seconded by Eric Dial and unanimously approved.

*Mary Margaret Garrett explained the Revenues and Obligations Sheet for new members indicating changes in revenue including carryover and new allocations. Jim Radford discussed the recommendations from the Youth Council for PY 12-13 Youth Contractors, which are shown in the "youth" column. Detailed information from the Youth Council was provided as a handout. The summary of budget items handout lists three Youth Contractors who, due to financial monitoring issues, will be placed on hold for contract renewals.*

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

**MOTION: To approve the PY 12 Revenues and Obligations and the PY 12 Contract Extension Recommendations from the Youth Council as outlined in the meeting handout and budget narrative.**

The motion was seconded by Benny Carter and unanimously approved. Sonia Carruthers abstained from voting.

*Mary Margaret Garret explained that OJT programs have not been offered since 2004 since contracting requirements were so cumbersome, employers were not interested. Recently, the GDOL wants local areas to become more responsive to employers and have worked with Attorney John Chamberlin to help simplify the contracting process for on-the-job training programs.*

*Q: Julie Keeton-Arnold asked if many companies were interested.*

*A: Yes, we currently have six and we plan to start a marketing strategy. Pg. 18 lists target industries.*

*Q: Chris Moder asked if policies are unique to ARWB or are they state-wide.*

*A: Policies are Federal policies and are the same statewide. It is up to local area boards to use forms "as-is" or to modify as we have done.*

*Q: Lisa Phillips asked how an employer states their interest.*

*A: Requests can come from any avenue – there is no specific process. Vivian Richardson stated that GDOL has thirteen coordinators to work with Economic Development authorities to market the program.*

*Q: Lisa Phillips asked how a person's skill-level will be measured.*

*A: The employer will determine an employee's skill set.*

*Q: James Jackson asked if a group of several contractors in a specific job field were interested in OJT if they could apply as a group.*

*A: They should apply individually.*

*Gerry Harkins applauds ARWB for focusing on small businesses.*

*Q: Jennifer DeNyse asked if we have predictions or a cap on the budget for these programs.*

*A: There is currently no cap as we believe the amounts will be small to begin with.*

4. Ms. Janet Winkler made the following motion:

**MOTION: To approve the OJT policy and the Customized Training Policy conditional upon adding language to the Customized Policy with caps the costs per employee at \$8000 (which is consistent with 2-year ITA policy) (Pgs. 17-21).**

The motion was seconded by Chris Moder and unanimously approved.

*Mary Margaret Garrett explained the rationale for changes to the eligibility requirements and priority of service policy, the ITA Policy Changes and the Payment for Work Ready assessments and Job Profile Fees.*

*Q: Chris Moder asked if this means that anyone in our region could take a Work Ready assessment for free.*

*A: The fee may be paid for those individuals meeting WIA eligibility criteria if they do not meet the other criteria outlined by the GOWD for free assessments.*

*Lisa Phillips thinks that if the job profiles are offered for free, that there will be takers. A \$20,000 limit on profiles was discussed.*

5. Jennifer DeNyse made the following motion:

**MOTION: To approve the Eligibility Requirements and Priority of Service Policy changes and enhancements as outlined on (Pgs. 13, 14); ITA Policy Changes regarding computer equipment (Pg. 11); and Payment of Work Ready assessments and job profile fees.**

The motion was seconded by Julie Keeton-Arnold and unanimously approved.

6. Benny Carter made the following motion:

**MOTION: To approve the TIA Workforce Plan (pending approval of the Transportation Referendum) as outlined in the meeting handout. (ARC Board action item for May 23, 2012 meeting.)**

The motion was seconded by Sonia Carruthers and unanimously approved.

### **Brief Reviews**

Gerry Harkins, State WIB member, invited ARWB members to attend the State Workforce Board Adult committee meeting at 3:00 on May 19<sup>th</sup>.

It was agreed due to time constraints to have an update on youth activities at the next ARWB meeting.

The meeting was adjourned at 1:15 p.m.

Next Board meeting: August 16, 2012



# Strategic Plan

## **Governor's Vision**

*Mission: To meet the needs of Georgia's growing economy by aligning programs and leveraging state resources in order to create an effective and efficient method of workforce development and provide college and career ready students from Georgia's educational systems.*

Through Governor Deal's Competitiveness Initiative, key workforce development opportunities, strategies and actions were set forth. Ten of the 12 service delivery regions in Georgia reported workforce development as their number one priority. With this data it is evident that all efforts involving workforce development must be efficient and effective.

First, Governor Deal would like to see tighter program alignment for all entities involved in Georgia's workforce development efforts. This includes an increased emphasis on skilled trade education, veteran's services, offender re-entry and at-risk youth programs. These programs must operate resourcefully without redundancies in efforts or funding. In the administrative delivery of all workforce programs, an increased emphasis on reducing administrative and overhead costs will allow more participants to be served more efficiently.

Georgia is fortunate to be home to the strong Technical College System of Georgia (TCSG). TCSG is world renowned and nationally recognized for providing skilled trade education leading their students to meaningful employment. With 25 colleges, the technical college system is helping bridge the workforce and skills gap throughout the state. TCSG also houses Quickstart, a workforce training program that has been ranked at the top among the states over the last 10 years.

To increase the importance of skilled trade education, Governor Deal launched Go Build Georgia on January 17, 2012 at the State Capitol. Go Build Georgia, a labor neutral public-private partnership aims to educate young people and the public at large about the skilled trades, and how to pursue a career in these industries.

Georgia is ranked among the top states for number of returning veterans. With a high volume of our troops returning home, the state must provide access to resources and services to ensure a smooth transition back into civilian life.

Georgia also must make a conscious effort to focus attention on at-risk youth. With a graduation rate of approximately 67%, lower than the national average of 75%, there is much room for improvement in servicing Georgia's at-risk youth.

Since taking office, Governor Deal has had a strong focus on criminal justice reform and offender re-entry. With House Bill 1176 signed and active as of July 1, 2012, Georgia will focus on best practices with dealing with these issues.

The State Workforce Investment Board (SWIB) and the Local Workforce Investment Boards are challenged to focus on Georgia's in demand occupations and growth sectors to appropriately designate training funds. This will allow funding to be directed to the most needed and most beneficial sectors for the state.

The work and accomplishments of the Local Workforce Areas should be publicly tracked through on-site monitoring and online transparency tools carried out by the Governor's Office of Workforce Development (GOWD) staff. This will allow for public transparency and impactful service delivery.

Integrating related entities can help the state streamline its workforce development efforts. Governor Deal would like to have representatives from the Technical College System of Georgia (TCSG) and the Georgia Department of Economic Development (GDEcD) sit as members on the Local Workforce Investment Boards. Through collaboration, the State of Georgia is able to further extend resources by experiencing a more integrated workforce system.

Locating WIA service stops at local technical college campuses will also help streamline workforce development services by leveraging the colleges' existing programs and resources to best serve citizens throughout Georgia.

Lastly, the Georgia Department of Economic Development works diligently to attract new companies and industries to Georgia. The Governor's Office of Workforce Development, through their oversight of the Workforce Investment Act Funds, can assist GDEcD in providing potential companies with the resources they need to be successful in our state.

It is important to pull together all available resources as a state. This will ensure that Georgia maintains an effective and efficient government, as well as reduce the chance of any duplication of funds or efforts across the board.

With Georgia's unemployment rate still resting above the national average, it is time to sharpen the focus on Georgia's workforce development. We must work together to move the needle on unemployment and strengthen Georgia's economy.

## ***Economic and Workforce Information Analysis***

### ***Georgia's Economic Base***

After three years of significant decline, current data shows that Georgia is beginning the growth and recovery evident in the total U.S. economy. Georgia added 37,400 jobs in 2011, a 0.96% growth (reflective of 1.13% nationally), reversing the previous three years of decline. Figure 1 compares the national total non-farm employment, not seasonally adjusted, from 2001 through 2011 to the state of Georgia. In cooperation with the Labor Market Information unit at the Georgia Department of Labor, the State Workforce Investment Board and the Governor's Office of Workforce Development have outlined a series of data points and their importance to Georgia upon the guidance of TEG 33-11.

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

	Adult	Youth	Disloc. Worker	Total
<b>Revenues</b>				
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				-
<b>Total Revenues</b>	<b>4,394,721</b>	<b>4,074,517</b>	<b>5,794,856</b>	<b>14,264,094</b>
<b>Planned Expenditures/Obligations</b>				
<b>ARC/CRC Costs</b>				
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				-
<b>Total ARC/CRC Costs</b>	<b>807,235</b>	<b>717,099</b>	<b>1,214,741</b>	<b>2,739,075</b>
<b>Training Services</b>				
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
<b>Sub-Grantees (Contract) Services</b>				
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		283,670		283,670
Gwinnett Technical College - Youth		355,535		355,535
PEPP, Inc.		271,985		271,985
City of Holly Springs/Cherokee FOCUS		322,434		322,434
Ceek to Fulfill, Inc.		202,311		202,311
Boat People S.O.S.		215,500		215,500
Connecting Henry		217,884		217,884
Crossroads		136,116		136,116
CPACS		140,000		140,000
Specific County Projects/Tuitions/WE Wages		62,065		62,065
Gwinnett - 2nd RFP or Other Specific Projects		100,135		100,135
<b>Total Sub-Grantees (Contract) Services Costs</b>	<b>1,094,662</b>	<b>3,121,114</b>	<b>1,416,554</b>	<b>5,632,330</b>
<b>Total Planned Expenditures/Obligations</b>	<b>4,101,897</b>	<b>3,898,213</b>	<b>5,381,295</b>	<b>13,381,405</b>
<b>Total Planned Un-Obligated Admin Funding</b>	<b>122,773</b>	<b>15,173</b>	<b>134,509</b>	<b>272,455</b>
<b>Total Planned Un-Obligated Program Funding</b>	<b>170,051</b>	<b>161,131</b>	<b>279,052</b>	<b>\$610,235</b>
<b>% Planned Availability of Unobligated Funding</b>	<b>6.7%</b>	<b>4.3%</b>	<b>7.1%</b>	<b>6.2%</b>

Revision Date: 07/29/2012

**Notes:**

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

## REVISED 8/14/12

### BUDGET/CONTRACTUAL ITEMS FOR BOARD ACTION 08/16/12:

#### TWO BUDGET/CONTRACTUAL ITEMS:

1. APPROVAL OF THE PY 2012 TOTAL REVENUES AND FULL-YEAR OBLIGATIONS (BOARD BUDGET)
  - a. THE BOARD BUDGET **UPDATED JULY 29, 2012**, PROVIDES **UPDATED** FUNDING FOR **ALL FUNDING STREAMS THAT COVER THE COSTS OF** ARC/WFD OPERATIONS, CAREER RESOURCE CENTER AND MOBILE UNIT OPERATIONS, INDIVIDUAL TRAINING ACCOUNTS (ITAs), **ON-THE-JOB TRAINING (OJT)** AND SUBGRANTEES (CONTRACT) SERVICES FROM JULY 1, 2012 THROUGH JUNE 30, 2013. IT IS BASED ON THE **ACTUAL** CARRYOVER FUNDING FROM PY 2011, AND NEW FORMULA FUNDING FOR PY 2012, AS PER NOTICE FROM GEORGIA DEPARTMENT OF LABOR (GADOL).
  
2. APPROVAL OF THE CONTINUATION OF SERVICES AND FUNDING FOR **ONE-STOP OPERATORS AND OTHER NON YOUTH FUNDED SUBGRANTEES LISTED ON THE BOARD BUDGET UPDATED JULY 29, 2012**, UNDER THE *SUBGRANTEES (CONTRACT) SERVICES* CATEGORY. AS MENTIONED IN LINE ITEM 1 ABOVE, THIS CONTINUES SERVICES THROUGH JUNE 30, 2013. THE NAMES AND TOTAL FUNDING FOR APPROVAL FOR EACH CONTRACTOR ARE AS FOLLOWS (INFORMATION FOR FUNDING BREAKDOWN PER FUNDING SOURCE IS LOCATED ON BOARD BUDGET):
  - a. CHATTAHOOCHEE TECHNICAL COLLEGE - \$128,754
  - b. CLAYTON STATE UNIVERSITY - \$527,127
  - c. CORVEL HEALTHCARE, INC. - \$1,332,626 (\$560,000 OF WHICH FOR PARTICIPANT SUPPORT)
  - d. GWINNETT CORRECTIONS (GWINNETT COUNTY BOARD OF COMMISSIONERS) - \$115,272
  - e. GWINNETT TECHNICAL COLLEGE - \$407,437 (\$180,000 OF WHICH FOR PARTICIPANT SUPPORT)
  
3. APPROVAL OF THE CONTINUATION OF "2.5% FLEXIBILITY POLICY" ENACTED BY THE BOARD ON JULY 26, 2007.
  - a. THE POLICY ALLOWS FOR ARC TO ALLOCATE 2.5% OF THE **TOTAL** CONTRACTUAL/SUBGRANTEE APPROVED BUDGET BALANCES FOR EACH FUNDING STREAM INTO ONE OR MORE OF THE APPROVED CONTRACTS, WITHOUT REQUIRING FURTHER BOARD OR YOUTH COUNCIL APPROVAL. IT IS ALSO UNDERSTOOD THAT THIS POLICY HAS NO EXPIRATION DATE, BUT MAY BE CANCELLED OR ADJUSTED BY BOARD ACTION.



**Action Needed: Approve Amendment to the ARWB Policy on Background Checks and Drug Screening** to Comply With Nondiscrimination Provisions/ Criminal Record Restrictions

**Background and Issue:**

The USDOL Employment and Training Administration, in conjunction with the Civil Rights Center (CRC) has issued Training and Employment Guidance Letter (TEGL) 31-11. The TEGL explains how restrictions based on criminal history records may have a disparate impact on members of a particular race or national origin, in violation of federal antidiscrimination laws. Racial and ethnic disparities are reflected in incarceration rates, and may be reflected in other criminal history records. Agencies in the public workforce system and employers must comply with their nondiscrimination obligations when serving the population of individuals with criminal records and ensure that exclusionary policies are not at cross-purposes with the public workforce system's efforts to promote employment opportunities for such workers.



**The Atlanta Regional Workforce Board may conduct criminal background checks of applicants for employment and training activities funded by the Workforce Investment Act. The purpose is to ensure that applicants can be advised regarding employment opportunities may not be available for certain careers.**

A book containing Georgia codes is available in ARWB Career Resource Centers to applicants who may have questions regarding careers where they would have likelihood for employment consideration after successfully completing a skills training course.

The United States Department of Labor Employment and Training Administration issued Training and Employment Guidance Letter No. 31-11, May 25, 2012. "Update on Complying with Nondiscrimination Provisions: Criminal Record Restrictions and Disparate Impact Based on Race and National Origin."

Training and Employment Guidance Letter (TEGL) 31-11 is issued to provide information about exclusions based on criminal records, and how they are relevant to the existing nondiscrimination obligations for the public workforce system and other entities that receive federal financial assistance to operate Job Banks, to provide assistance to job seekers in locating and obtaining employment, and to assist employers by screening and referring qualified applicants. As explained in this TEGL, restrictions based on criminal history records may have a disparate impact on members of a particular race or national origin, in violation of federal antidiscrimination laws.

Title IV of the Civil Rights Act of 1964, as amended applies to employers with 15 or more employees and prohibits employment discrimination (both disparate treatment and disparate impact) based on race, color, religion, sex, or national origin.

Covered Entities Should Conduct Their Activities Using Safeguards to Prevent Discrimination and Promote Employment Opportunities for Formerly-Incarcerated Individuals and Other Individuals With Criminal Records.

ARWB Career Resource Centers will:

1. Follow EEOC Enforcement Guidance – Dated April 25, 2012 – A Summary and Best Practices from EEOC on Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964 as amended

2. Provide Notice #1 for Employers Regarding Job Bank Nondiscrimination and Criminal Record Exclusion
3. Provide Notice #2 for Employers Regarding Job Postings Continuing Criminal Record Exclusions
4. Provide Notice #3 for Job Postings with Criminal Record Exclusions.
5. Provide Information Regarding Georgia Codes for Entering and Practicing Specific Careers to Applicants and Participants
6. Provide ARWB Statement Regarding CDL Training for Applicants with Felony Conviction
7. Ensure all customers have access to information in this book regarding the following careers:
  - a. Radiology Technologist
  - b. Certified Nurse Assistant
  - c. Respiratory Care – Other Healthcare
  - d. Registered Nurse
  - e. Licensed Practical Nurse
  - f. Medical Assistant
8. Training and Employment Guidance Letter 31-11

## **ARWB POLICY – Background Checks and Drug Screening**

**A background check and drug screen may be required and will be provided prior to training enrollment for individuals enrolling in WIA training programs such as truck driving, healthcare and education.**

### **Background:**

Individual training plans must address other occupational or industry related criteria that may preclude an individual from securing employment. Examples may include: driving record for individuals interested in commercial truck driver training; felony conviction or patterns of arrest or conviction for positions with education, IT, and healthcare; clean criminal background check for positions with the aviation industry etc.

In addition, many employers are asking applicants to submit to a drug screening prior to employment.

Due to several circumstances experienced at the Career Resource Centers, local staff have asked that the Board institute a policy regarding background checks and drug screening. Examples from our Career Center Managers include:

1. Customer indicated on his application that he had a felony conviction. He reported that he had a MBA and had worked for many years in the financial industry and wanted the financial planner program. After he was questioned about the nature of the offense, he told me that he had served time for embezzlement. I informed him that because of his felony conviction, he would not be marketable in the financial industry and we could explore other training programs. He was not interested and refused any other services.
2. Customer provided false information on her application regarding her criminal background. She completed the classroom portion of her training program and when the school placed her on an externship, it was discovered that she had a felony conviction and the school informed her she could not complete her externship. The school had to terminate her from the program and we are attempting to locate her to assist her in finding a job outside of the medical field.
3. Customer completed the Medical Assistant program and relocated to Florida. The school allowed her to complete the externship in Florida. We received a phone call from the school this morning and were informed that she cannot be placed because her background check shows offenses that will prevent her from working in the medical industry
4. Welding student with prior drug abuse history attended first term successfully then stated relapse and entered rehab, current WIA status-hold. Drug screen might have revealed issue prior to enrollment.
5. CNA/PCT student with shoplifting misdemeanor, charge not previously revealed now negatively impacting potential job placement.
6. WIA applicant requested pick-up for Early Childhood enrollment but was terminated from program due to prior simple battery charge revealed from program required background check, is now requesting WIA funding for criminal justice program.

### **Information on requiring background checks and drug screening**

#### Background checks

- The following information can be obtained:  
Verification of social security # and past addresses  
Criminal and civil record searches



Driving and vehicle records  
Credit history  
Verification of education and past employment  
Verification of professional licenses  
Reference checks  
Bankruptcy and workers' comp records  
Military service records

- Information sought should be relevant to the purpose and must be kept confidential
- If requesting more than just general info (which is info concerning payment history, overall indebtedness, and addresses of record), must do the following:
  - have a written disclaimer that a background check will be done and get the individual to sign it
  - must adequately disclose to the individual that the background check may include in-depth information about his or her character, personal characteristics, mode of living, criminal, driving and work history, etc. This must be in writing, be mailed or otherwise delivered to the individual no later than 3 days after the report was first requested and include a statement informing the individual of his or her right to request additional disclosures and to receive a written summary of legal rights
- Before taking any adverse action based on a background check, must provide the individual with:
  - Notice of the adverse action
  - A copy of the report
  - A written statement of the individual's rights under the law
  - Name, address and telephone # of the consumer reporting agency that provided the background check
  - A statement that the consumer reporting agency did not make the adverse decision and cannot provide the individual with the specific reasons supporting the action
  - Notice of the individual's right to obtain a free copy of the consumer report
  - Notice of the individual's right to dispute the accuracy or completeness of the information contained in the report
- Background check cannot include medical information unless the individual specifically consents to disclosure; cannot include individual arrest information that predates the report by more than 7 years.

#### Drug Testing

- Although not required in the public sector, it's best to have a signed consent form
- Should make sure that the lab that will be conducting the testing uses a chain of custody procedure
- Must use testing methods that assure privacy and non-contamination of specimens
- Must confirm positive results with a second test, either the gas chromatography/mass spectrometry (GC/MC) method or an equivalent method
- Results must be kept confidential

## **Commercial Truck Driver Training Customer Background Policy**

**Background:** Commercial Truck Driving programs approved by the ARWB and are eligible providers on the statewide WIA Eligible Provider List offer a variety of training programs that prepare customers for taking and passing the Georgia commercial driving test. This industry has a common set of criteria for taking, passing the exam to obtain the commercial license, as well as general standardized industry criteria for employment within transportation industry as a “commercial driver”.

### **Minimum Program Requirements for Individuals Interested in Commercial Truck Driver Training funded through WIA and/or other grant specific programs:**

1. Customer must be at least 21 years of age.
2. Customer must have a valid driver’s license for twelve (12) consecutive months.
3. The customer must have a DOT physical prior to the beginning of training. The medical facility must be independent of the truck driving school. A copy of the DOT physical form must be included with the request for training enrollment package.
4. A drug test must be conducted for all truck driving candidates before the start of training. A copy of the results must be submitted with the training request package.
5. A Motor Vehicle Record (MVR) report must be completed and included with the request for enrollment. The customer must have a current driving record that does not include any of the follow:
  - a. A DUI/DWI conviction within the last five (5) years. Please note many employers will not hire anyone with DUI/DWI within the last five (5) years.
  - b. A reckless or careless driving conviction within the last three (3) years.
  - c. More than three (3) moving violations within the last three (3) years.
  - d. More than two (2) “at fault” accidents within the last three (3) years.
  - e. More than two (2) moving violations and one (1) “at fault” accident within the last three (3) years.
  - f. A conviction of a felony involving the use of a motor vehicle.
6. The customer may not been convicted of a violent felony within the past ten (10) years and five (5) years non-violent felonies and misdemeanor drug and alcohol convictions. All convictions will be determined on a case by case basis.
7. The customer should have had steady employment for the three years prior to the date of their application for services which can include attending school and searching for employment. If not, they would need to be prepared to provide documentation of their whereabouts during this time.

## **Action Needed: Approval of Limitations on OJT and Customized Training per employer**

The ARWB approved the following OJT policy on May 17, 2012: "The maximum allowable costs of training not to exceed \$12,000 per participant with a minimum reimbursement for wages starting at \$10.00/per hour to address both professional and lower level jobs."

**ARWB approved MOTION on May 17, 2012: To approve the OJT policy and the Customized Training Policy conditional upon adding language to the Customized Policy with caps the costs per employee at \$8000 (which is consistent with 2-year ITA policy) (Pgs. 17-21)."**

Since approval of the policy, we have been in discussion with several employers and quickly came to see that we needed to set limits per employer in addition to per participant. If an employer desired a 40-person OJT contract and it was determined that the participant reimbursement was \$12,000 for each employee, the amount would be \$480,000 for one employer! The following language was added to the current OJT agreement/contract:

***"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.***

*The following limitation was added to the customized training policy.*

**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.**

## Action Needed: Approve ARWB OJT Skills Gap Analysis Policy

### ARWB On-the-Job-Training Skills Gap Analysis Policy

#### Federal OJT Rules and Regulations

**Reference:** Workforce Investment Act (WIA) Section WIA Sections 101(31) and 188 authorize On-the-Job Training (OJT) and provide the statutory foundation for federal OJT rules at 20 CFR 663 and 667.

**Purpose:** To provide policy for ARWB On-the-Job Training Skills Gap Analysis Determination.

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 provides knowledge or skills essential to the full and adequate performance of the job; for the extraordinary costs of providing the training and additional supervision related to the training; and is 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 stipulates OJT contracts may be written for eligible employed workers when 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.

**Background:** Recent USDOL monitoring of NEG OJT grants in the state of Georgia has indicated a lack of formal determination of skills gaps between the applicant and the OJT.

#### USDOL Finding – Participant Files and Training Plans

*“The sub-grantees failed to properly assess and identify participants’ skills gaps. The training plans in the worksite agreements showed no evidence these sub-grantees adjusted the employer-developed training plans for transferable skills disregarding 20 CFR Part 663.700(iii). The lack of determination skills gaps does not comply with the OJT grant agreement, including provisions in the Training and Employment guidance Letter (TEGL) 4-10 and the GDOL implementation plan. The sub-grantee failed to document in each participant record or folder the participant’s skills and qualifications to successfully complete the OJT as required in 20 CFR 663.310(b). An in-depth and comprehensive assessment that includes an evaluation of the participant’s current skills, need for occupational training, match of the referral to the employer’s needs, skill gap analysis, and capacity of the participant to successfully complete the training is not determined and documented.”*

Determining skills deficiency provides a measurable performance standard and integrates the description of occupations involved, skill(s) and competencies to be provided and learned, formal assessment (TABE, Career Scope, Prove It, Employer Work Samples, etc.) and participant skills match to employer job description. Participant training plans, in conjunction with pre- and post-employer evaluations, will constitute what defines successful completion of training for each employer.

ARWB has successfully assessed customers using Prove It! since 2001. Prove It! offers over 1,200 ready-to-use validated assessments for clerical, software, call center, behavioral, financial, healthcare, industrial and technical job classifications, etc. All tests are listed on the web site and each test contains questions for basic, intermediate, and advanced skill levels permitting ARWB staff to verify the depth of knowledge with a single assessment. Though the Prove It! exams are



very effective for evaluating customers in many industries, the current tests do not cover all industries, specifically those artistic occupations in Atlanta Metropolitan Area's rapidly growing digital media/entertainment sector. Because the industry is rapidly changing and highly specialized, there are no commercial assessments at this point to administer to ARWB customers.

In order to accomplish the skills gap for OJT trainees in certain industries where no Prove It! Test exists, ARWB will utilize a customized employer practice work sample. The work sample will illustrate a task(s) to successfully complete in one (1) hour. This task would be expected of a skilled employee who has been employed for the same length of time as the established OJT training period. The employer will develop a project for the OJT trainee (that a current employee presently performs) allowing for employer evaluation of the trainee's analytical, technical, creative skills, etc., thus determining the trainee skills gap. The practice work sample will be a task(s) the trainee will learn during the OJT training period and the employer would expect them capable of functionally performing (with no supervision) at the end of their OJT training.

**Skills Gap Analysis Policy:** ARWB will utilize 1) Prove It! 2) Customized Employer Work Sample or other compatible methodologies to determine the skills gap for OJT trainees.

**PROGRAM  
&  
FINANCIAL  
REPORTS**



Adult and Dislocated Worker Activity Totals for Program Year 2011/2012: July 1, 2011 - June 30, 2012

Service	Cherokee	Clayton	Douglas	Fayette	Henry	Gwinnett Tech **	Gwinnett	Rockdale	Gwinnett Corrections	Total
<b>Basic Services (Core)</b>										
Visits	1,675	14,118	7,686	76	625	5,142	21,847	2,494		53,663
Computer Lab Visits	150	10,121	6,862	0	118	0	19,166	410		36,827
Resume Writing	55	1,835	556	1	14	27	1,892	0		4,380
Job Search Assistance	128	7,683	6,425	1	44	5,035	10,124	0		29,440
Other Workshop Attendance	4	669	1	0	0	450	1,045	0		2,169
<b>Orientation Attendance (# of participants)</b>										
WIA Training Application Workshops	107	0	0	0	0	385	0	9		501
Basic Skills & Assessment	121	2,478	499	58	133	89	1,446	281		5,105
Business Recruitment Events	0	2,162	1	0	0	0	25	14		2,202
<b>Group Workshops &amp; Sessions (# of sessions)</b>										
WIA Training Application Workshops	19	0	0	0	0	58	0	11		88
Business Recruitment Events	0	63	1	0	0	0	0	3		67
Company Rapid Response	0	11	0	0	0	0	0	0		11
<b>Training Applications</b>										
# of Applications Taken	31	241	62	10	32	10	351	26		763
# of Applicants Determined Eligible (of )	2	205	54	11	27	10	203	26		538
<b>Registered WIA services</b>										<b>Total</b>
Registered Customers	151	592	131	58	128	533	814	209	48	2,664
New Registered Customers since July 1, 2011	47	247	77	19	46	148	314	90	18	1,006
Customers Enrolled into Training	119	565	116	50	117	509	773	202	0	2,451
New Training Enrollments since July 1, 2011	36	228	64	19	40	128	288	84	0	887
Active Customers	102	437	96	43	93	410	457	127	19	1,784
Customers who left training services	49	155	35	15	35	123	357	83	29	881
Credentials Attained	35	107	28	9	21	105	28	64	0	397
Credential Rate	73%	69%	80%	60%	60%	85%	78%	77%	0%	65%
Employed Customers at Exit	40	145	31	15	33	116	286	78	13	757
Employment Rate at Exit	90%	94%	89%	100%	94%	94%	80%	94%	45%	87%
Average Starting Wage at Exit	\$22.63	\$13.07	\$12.57	\$16.46	\$16.35	\$17.57	\$17.04	\$14.14	\$9.92	\$15.53

\* Reflects number of approved training applications

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



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

Service	Cherokee	Clayton	Douglas	Fayette	Henry	Gwinnett Tech **	Gwinnett	Rockdale	Gwinnett Corrections	Total
<b>Basic Services (Core)</b>										
Visits	274	1,384	544	8	64	635	2,093	215		5,217
Computer Lab Visits	35	1,001	487	0	1	0	1,823	45		3,392
Resume Writing	5	105	63	0	0	1	145	12		331
Job Search Assistance	22	760	424	0	1	61	878	12		2,158
Other Workshop Attendance	2	220	0	0	0	6	42	0		270
<b>Orientation Attendance (# of participants)</b>										
WIA Training Application Workshops	0	0	0	0	0	57	0	0		57
Basic Skills & Assessment	14	252	43	5	13	6	142	10		485
Business Recruitment Events	0	51	0	0	0	0	17	0		68
<b>Group Workshops &amp; Sessions (# of sessions)</b>										
WIA Training Application Workshops	0	0	0	0	0	7	0	0		7
Business Recruitment Events	0	51	0	0	0	0	1	0		52
Company Rapid Response	0	0	0	0	0	0	0	0		0
<b>Training Applications</b>										
# of Applications Taken	21	126	48	7	19	16	214	21		472
# of Applicants Determined Eligible (of above #)	0	81	25	5	12	16	126	13		278
<b>Registered WIA services</b>										<b>Total</b>
Registered Customers	114	450	113	44	94	481	517	156	21	1,990
New Registered Customers since July 1, 2012	6	1	7	1	0	38	21	5	0	79
Customers Enrolled into Training	91	425	94	37	85	418	483	150	0	1,783
New Training Enrollments since July 1, 2012	6	1	0	0	0	1	19	4	0	31
Active Customers	105	432	106	43	92	452	450	141	15	1,836
Customers who left training services	9	18	7	1	2	29	67	15	6	154
Credentials Attained	6	13	5	0	1	24	51	11	0	111
Credential Rate	87%	72%	71%	0%	50%	83%	76%	73%	0%	57%
Employed Customers at Exit	8	18	7	1	2	27	47	14	6	130
Employment Rate at Exit	94%	100%	100%	100%	100%	93%	70%	93%	100%	94%
Average Starting Wage at Exit	\$24.16	\$12.53	\$12.29	\$20.83	\$20.25	\$18.99	\$17.76	\$12.99	\$11.92	\$16.86

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



## ATLANTA REGIONAL WORKFORCE BOARD QUARTERLY REPORT SUMMARY BY COUNTY

ACTIVE AT SOME POINT DURING PERIOD FROM JULY 01 2011 THRU JUNE 30 2012

COUNTY NAME	FUNDING SOURCE		YOUTH	TOTAL
	ADULT	DW		
BARROW	1	4	.	5
BARTOW	1	1	.	2
BUTTS	.	2	.	2
CARROLL	1	.	.	1
CHEROKEE	33	118	135	286
CLAYTON	240	288	365	893
COBB	5	15	1	21
COLUMBIA	.	2	.	2
COWETA	.	13	.	13
DEKALB	9	33	1	43
DOUGLAS	81	64	143	288
FAYETTE	17	50	22	89
FORSYTH	.	4	.	4
FULTON	22	59	1	82
GILMER	.	1	.	1
GWINNETT	659	698	378	1735
HALL	.	5	.	5
HARALSON	.	1	.	1
HENRY	91	169	106	366
JACKSON	.	1	.	1
MERIWETHER	.	2	.	2
NEWTON	1	9	5	15
PAULDING	2	3	.	5
RICHMOND	1	1	.	2
ROCKDALE	154	82	59	295
SPALDING	1	2	.	3
TROUP	1	.	.	1
UPSON	.	2	.	2
WALTON	.	2	.	2
TOTAL	1320	1631	1216	4167

REPORT RUN DATE: 08/01/12

FOCEXEC: ARWB QUARTERLY TRACKING REPORTS:ARWB QUARTERLY REPORT SUMMARY BY COUNTY

REGISTERED VIA CUSTOMERS  
FOR PERIOD FROM JULY 01 2012 THROUGH AUGUST 01 2012  
(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	27	1	22	1	25	2	2	100%	2	100%	9.00	0	0	0%
D	86	4	69	4	82	4	4	100%	3	75%	15.67	0	0	0%
Total 1057	113	5	91	5	107	6	6	100%	5	83%	13.00	0	0	0%
<i>For Provider: 1056 CLAY STATE</i>														
A	228	0	218	0	220	8	6	75%	8	100%	12.38	0	0	0%
D	220	0	205	0	217	3	3	100%	3	100%	14.33	0	0	0%
Total 1056	448	0	423	0	437	11	9	82%	11	100%	12.91	0	0	0%
<i>For Provider: 0049 CLAYTON</i>														
D	1	0	1	0	1	0	0	0%	0	0%	.00	0	0	0%
Total 0049	1	0	1	0	1	0	0	0%	0	0%	.00	0	0	0%
<i>For Provider: 1053 DOUG-CORVEL</i>														
A	58	1	50	0	56	2	1	50%	2	100%	11.53	0	0	0%
D	54	3	43	0	51	3	3	100%	3	100%	14.33	0	0	0%
Total 1053	112	4	93	0	107	5	4	80%	5	100%	13.21	0	0	0%
<i>For Provider: 1055 FAYETTE</i>														
A	14	0	14	0	14	0	0	0%	0	0%	.00	0	0	0%
D	29	0	23	0	28	1	0	0%	1	100%	20.83	0	0	0%
Total 1055	43	0	37	0	42	1	0	0%	1	100%	20.83	0	0	0%
<i>For Provider: 0115 GWIN CORR</i>														
A	21	0	0	0	17	4	0	0%	4	100%	13.38	0	0	0%
Total 0115	21	0	0	0	17	4	0	0%	4	100%	13.38	0	0	0%

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

REPORT RUN DATE: 08/01/12

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 AUGUST 01 2012  
 (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: 0116 GWIN TECH</i>														
A	181	13	158	1	174	7	6	86%	5	71%	13.24	0	0	0%
D	283	7	261	0	260	23	18	78%	23	100%	20.89	0	0	0%
<b>Total 0116</b>	<b>464</b>	<b>20</b>	<b>419</b>	<b>1</b>	<b>434</b>	<b>30</b>	<b>24</b>	<b>80%</b>	<b>28</b>	<b>93%</b>	<b>19.53</b>	<b>0</b>	<b>0</b>	<b>0%</b>
<i>For Provider: 1054 HENRY</i>														
A	37	0	35	0	37	0	0	0%	0	0%	.00	0	0	0%
D	58	0	51	0	56	2	0	0%	2	100%	16.63	0	0	0%
<b>Total 1054</b>	<b>95</b>	<b>0</b>	<b>86</b>	<b>0</b>	<b>93</b>	<b>2</b>	<b>0</b>	<b>0%</b>	<b>2</b>	<b>100%</b>	<b>16.63</b>	<b>0</b>	<b>0</b>	<b>0%</b>
<i>For Provider: 0993 MERG CHATT</i>														
D	1	0	0	0	0	1	0	0%	1	100%	26.88	0	0	0%
<b>Total 0993</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>100%</b>	<b>26.88</b>	<b>0</b>	<b>0</b>	<b>0%</b>
<i>For Provider: 0058 NORCROSS</i>														
A	289	10	270	10	260	29	22	76%	17	59%	13.81	0	0	0%
D	230	2	215	2	204	26	18	69%	20	77%	22.52	0	0	0%
<b>Total 0058</b>	<b>519</b>	<b>12</b>	<b>485</b>	<b>12</b>	<b>464</b>	<b>55</b>	<b>40</b>	<b>73%</b>	<b>37</b>	<b>67%</b>	<b>18.52</b>	<b>0</b>	<b>0</b>	<b>0%</b>
<i>For Provider: 1052 ROCK-CORVEL</i>														
A	106	1	94	0	95	11	8	73%	10	91%	13.55	0	0	0%
D	53	1	50	0	47	6	4	67%	6	100%	13.14	0	0	0%
<b>Total 1052</b>	<b>159</b>	<b>2</b>	<b>144</b>	<b>0</b>	<b>142</b>	<b>17</b>	<b>12</b>	<b>71%</b>	<b>16</b>	<b>94%</b>	<b>13.39</b>	<b>0</b>	<b>0</b>	<b>0%</b>
<b>TOTAL</b>	<b>1976</b>	<b>43</b>	<b>1779</b>	<b>18</b>	<b>1844</b>	<b>132</b>	<b>95</b>	<b>72%</b>	<b>110</b>	<b>83%</b>	<b>16.85</b>	<b>0</b>	<b>0</b>	<b>0%</b>

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

REPORT RUN DATE: 08/01/12

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

REGISTERED WIA CUSTOMERS  
 FOR PERIOD FROM JULY 01 2011 THROUGH JUNE 30 2012  
 (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	33	17	28	14	24	9	9	100%	7	78%	12.54	7	0	0%
D	117	30	91	22	78	39	26	67%	32	82%	19.65	35	0	0%
Total 1057	150	47	119	36	102	48	35	73%	39	81%	18.38	42	0	0%
<i>For Provider: 1056 CLAY STATE</i>														
A	299	133	289	125	221	78	57	73%	72	92%	12.43	71	0	0%
D	292	115	275	104	217	75	49	65%	71	95%	13.86	72	0	0%
RAD	2	0	2	0	0	2	1	50%	2	100%	8.45	2	0	0%
Total 1056	593	248	566	229	438	155	107	69%	145	94%	13.07	145	0	0%
<i>For Provider: 0049 CLAYTON</i>														
D	1	1	1	1	1	0	0	0%	0	0%	.00	0	0	0%
Total 0049	1	1	1	1	1	0	0	0%	0	0%	.00	0	0	0%
<i>For Provider: 1053 DOUG-CORVEL</i>														
A	76	53	68	46	55	21	16	76%	17	81%	11.41	19	0	0%
D	63	32	55	25	47	16	15	94%	16	100%	13.87	13	0	0%
Total 1053	139	85	123	71	102	37	31	84%	33	89%	12.60	32	0	0%
<i>For Provider: 1055 FAYETTE</i>														
A	17	6	17	6	14	3	3	100%	3	100%	8.61	3	0	0%
D	41	13	33	13	29	12	6	50%	12	100%	18.42	12	0	0%
Total 1055	58	19	50	19	43	15	9	60%	15	100%	16.46	15	0	0%
<i>For Provider: 0115 GWIN CORR</i>														
A	48	18	0	0	17	31	0	0%	15	48%	10.29	27	0	0%
Total 0115	48	18	0	0	17	31	0	0%	15	48%	10.29	27	0	0%

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

REPORT RUN DATE: 08/01/12

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



REGISTERED WIA CUSTOMERS  
FOR PERIOD FROM JULY 01 2011 THROUGH JUNE 30 2012  
(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: 0116 GWIN TECH</i>														
A	201	70	190	59	161	40	36	90%	35	88%	16.50	33	0	0%
D	339	85	322	72	253	86	72	84%	84	98%	17.99	63	0	0%
Total 0116	540	155	512	131	414	126	108	86%	119	94%	17.55	96	0	0%
<i>For Provider: 1054 HENRY</i>														
A	50	18	48	16	37	13	7	54%	13	100%	15.23	13	0	0%
D	78	28	69	24	56	22	14	64%	20	91%	17.08	20	0	0%
Total 1054	128	46	117	40	93	35	21	60%	33	94%	16.35	33	0	0%
<i>For Provider: 0993 MERG CHATT</i>														
D	1	0	0	0	0	1	0	0%	1	100%	26.88	0	0	0%
Total 0993	1	0	0	0	0	1	0	0%	1	100%	26.88	0	0	0%
<i>For Provider: 0058 NORCROSS</i>														
A	439	183	418	166	249	190	154	81%	142	75%	13.30	161	0	0%
D	385	144	365	133	202	184	147	80%	151	82%	20.69	158	0	0%
RAD	1	0	0	0	0	1	0	0%	1	100%	19.45	1	0	0%
Total 0058	825	327	783	299	451	375	301	80%	294	78%	17.11	320	0	0%
<i>For Provider: 1052 ROCK-CORVEL</i>														
A	147	80	135	69	94	54	41	76%	49	91%	13.28	43	0	0%
D	78	26	76	24	46	32	24	75%	32	100%	14.67	26	0	0%
Total 1052	225	106	211	93	140	86	65	76%	81	94%	13.83	69	0	0%
TOTAL	2708	1052	2482	919	1801	909	677	75%	775	85%	15.79	779	0	0%

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

REPORT RUN DATE: 08/01/12

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

## WIA5001 WIA Grant Expenditures &amp; Obligations

## All Grants

Run Date: 08/01/2012

Area: Atlanta Regional -07

For Program Year 2011 Thru Program Year 2012

Title	Grant	Available	Expended	% Expended	Obligated	Total Expended Obligated	% Expended Obligated	
Adult Admin	P2011	22,984	22,984	100%	0	22,984	100%	
	F2012	277,208	122,853	44%	0	122,853	44%	
Adult Program	P2011	206,854	189,358	92%	0	189,358	92%	
	F2012	2,494,873	1,566,254	63%	812,818	2,379,072	95%	
<b>Total FORMULA-ADULT</b>		<b>3,001,919</b>	<b>1,901,449</b>	<b>63%</b>	<b>812,818</b>	<b>2,714,267</b>	<b>90%</b>	
DW Admin	P2011	78,581	62,645	80%	0	62,645	80%	
	F2012	331,570	189,238	57%	0	189,238	57%	
DW Program	P2011	707,231	585,195	83%	42,417	627,612	89%	
	F2012	2,984,135	1,619,043	54%	1,004,010	2,623,053	88%	
<b>Total FORMULA-DW</b>		<b>4,101,517</b>	<b>2,456,121</b>	<b>60%</b>	<b>1,046,427</b>	<b>3,502,548</b>	<b>85%</b>	
Youth Admin	P2011	310,898	220,357	71%	0	220,357	71%	
Youth Program	P2011	2,798,082	2,221,041	79%	194,245	2,415,286	86%	
<b>Total FORMULA-YOUTH</b>		<b>3,108,980</b>	<b>2,441,398</b>	<b>79%</b>	<b>194,245</b>	<b>2,635,643</b>	<b>85%</b>	
<b>Total PY 2011</b>		<b>10,212,416</b>	<b>6,798,968</b>	<b>67%</b>	<b>2,053,490</b>	<b>8,852,458</b>	<b>87%</b>	
<i>Out-of-School Youth Funds:</i>		\$839,425						
<i>OSY Exp:</i>		\$1,240,067	<i>% Expend of OSY Available:</i>		147.7%	<i>% of Tot Yth Program Exp:</i>		55.8%
Youth Admin	P2012	340,752	0	0%	0	0	0%	
Youth Program	P2012	3,066,765	0	0%	0	0	0%	
<b>Total FORMULA-YOUTH</b>		<b>3,407,517</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>	
<b>Total PY 2012</b>		<b>3,407,517</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>	
<i>Out-of-School Youth Funds:</i>		\$920,030						
<i>OSY Exp:</i>		\$0	<i>% Expend of OSY Available:</i>		.0%	<i>% of Tot Yth Program Exp:</i>		.0%

Financial Status Report as of: 06 / 2012

**WIA5001 WIA Grant Expenditures & Obligations**

**All Grants**

Run Date:

*Area:*

For Program Year 2011 Thru Program Year 2012

Title	Grant	Available	Expended	% Expended	Obligated	Total Expended Obligated	% Expended Obligated
TOTAL		13,619,933	6,798,968	50%	2,053,490	8,852,458	65%

*Financial Status Report as of: 06 / 2012*

Economic Development Region 03

Local Area Name City of Atlanta (Area 03)	Performance Measure	Performance Group	1st Perf Qtr			2nd Perf Qtr			3rd Perf Qtr			4th Perf Qtr			PY To Date		Negotiated Level
			N	Rate	%	N	Rate	%	N	Rate	%	N	Rate	%	N	Rate	
	Entered Employment Rate	Adults	217	59.0%	95	61.1%	188	75.0%	500	65.4%	70.5%	Meeting					
		Dislocated Workers	73	60.3%	36	75.0%	44	90.9%	153	72.6%	73.0%	Meeting					
	Retention Rate	Adults	61	73.8%	67	85.1%	139	86.3%	267	83.1%	79.5%	Exceeding					
		Dislocated Workers	18	88.9%	23	100.0%	48	91.7%	89	93.3%	86.5%	Exceeding					
	Average Earnings	Adults	45	\$10,943	57	\$11,896	120	\$10,355	222	\$10,870	\$10,625	Exceeding					
		Dislocated Workers	16	\$16,982	23	\$14,954	44	\$15,976	83	\$15,887	\$13,082	Exceeding					
	Placement in Employment or Education	Youth (14-21)	81	49.4%	36	52.8%	31	41.9%	148	48.6%	71.0%	Not Meeting					
	Attainment of Degree or Certificate	Youth (14-21)	73	37.0%	24	25.0%	14	28.6%	111	33.3%	63.0%	Not Meeting					
	Literacy or Numeracy Gains	Youth (14-21)	5	0.0%	42	2.4%	56	0.0%	103	1.0%	22.0%	Not Meeting					
Overall Status of Local Performance			Not Meeting			Meeting			Exceeding								

Local Area Name Cobb County (Area 04)	Performance Measure	Performance Group	1st Perf Qtr			2nd Perf Qtr			3rd Perf Qtr			4th Perf Qtr			PY To Date		Negotiated Level
			N	Rate	%	N	Rate	%	N	Rate	%	N	Rate	%	N	Rate	
	Entered Employment Rate	Adults	35	57.1%	35	71.4%	36	58.3%	106	62.2%	77.5%	Meeting					
		Dislocated Workers	144	63.9%	98	70.4%	110	69.1%	352	67.3%	73.0%	Meeting					
	Retention Rate	Adults	22	81.8%	28	96.4%	24	87.5%	74	89.2%	79.5%	Exceeding					
		Dislocated Workers	84	86.9%	85	84.7%	101	89.1%	270	87.0%	86.5%	Exceeding					
	Average Earnings	Adults	18	\$14,299	27	\$15,107	21	\$14,163	66	\$14,587	\$12,100	Exceeding					
		Dislocated Workers	73	\$22,965	72	\$22,984	90	\$22,509	235	\$22,796	\$15,180	Exceeding					
	Placement in Employment or Education	Youth (14-21)	32	46.9%	32	65.6%	47	59.6%	111	57.7%	59.0%	Meeting					
	Attainment of Degree or Certificate	Youth (14-21)	21	47.6%	26	23.1%	26	38.5%	73	35.6%	50.0%	Not Meeting					
	Literacy or Numeracy Gains	Youth (14-21)	33	39.4%	8	37.5%	23	52.2%	64	43.8%	22.0%	Exceeding					
Overall Status of Local Performance			Not Meeting			Meeting			Exceeding								



WIA and W-P PY11 3rd  
Quarterly Performance Report

Economic Development Region 03

Local Area Name DeKalb County (Area 05)	Performance Measure	Performance Group	1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
			N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
	Entered Employment Rate	Adults	62	90.3%	58	89.7%	46	91.3%			166	90.4%	Exceeding
		Dislocated Workers	53	90.6%	36	91.7%	61	86.9%			150	89.3%	Exceeding
	Retention Rate	Adults	75	84.0%	50	88.0%	62	83.9%			187	85.0%	Exceeding
		Dislocated Workers	40	87.5%	47	91.5%	336	96.7%			423	95.3%	Exceeding
	Average Earnings	Adults	63	\$11,920	44	\$12,976	52	\$10,610			159	\$11,784	Exceeding
		Dislocated Workers	35	\$16,576	43	\$20,204	325	\$29,944			403	\$27,744	Exceeding
	Placement in Employment or Education	Youth (14-21)	25	72.0%	22	77.3%	15	100.0%			62	80.6%	Exceeding
	Attainment of Degree or Certificate	Youth (14-21)	24	79.2%	21	90.5%	17	64.7%			62	79.0%	Exceeding
	Literacy or Numeracy Gains	Youth (14-21)	11	27.3%	13	53.9%	3	0.0%			27	37.1%	Exceeding
	Overall Status of Local Performance		Not Meeting						Meeting		Exceeding		X

Local Area Name Fulton County (Area 06)	Performance Measure	Performance Group	1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
			N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
	Entered Employment Rate	Adults	55	54.6%	52	73.1%	42	64.3%			149	63.8%	Meeting
		Dislocated Workers	120	70.0%	95	81.1%	122	66.4%			337	71.8%	Meeting
	Retention Rate	Adults	9	88.9%	21	71.4%	36	77.8%			66	77.3%	Meeting
		Dislocated Workers	49	83.7%	54	85.2%	87	89.7%			190	86.9%	Exceeding
	Average Earnings	Adults	8	\$12,361	15	\$7,199	28	\$11,436			51	\$10,335	Meeting
		Dislocated Workers	41	\$21,579	46	\$18,869	78	\$26,255			165	\$23,034	Exceeding
	Placement in Employment or Education	Youth (14-21)	16	56.3%	9	44.4%	34	44.1%			59	47.5%	Meeting
	Attainment of Degree or Certificate	Youth (14-21)	6	66.7%	10	70.0%	23	26.1%			39	43.6%	Meeting
	Literacy or Numeracy Gains	Youth (14-21)	9	0.0%	0	0.0%	11	18.2%			20	10.0%	Not Meeting
	Overall Status of Local Performance		Not Meeting						Meeting		Exceeding		X

**Economic Development Region 03**

Local Area Name Atlanta Regional Commission (Area 07)		(Return to Main)												
Performance Measure		Performance Group		1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
Entered Employment Rate	Adults	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
Retention Rate	Dislocated Workers	54	74.1%	127	81.9%	119	76.5%			300	78.3%			Exceeding
Average Earnings	Adults	97	89.7%	176	90.3%	150	89.3%			423	89.8%			Exceeding
Placement in Employment or Education	Dislocated Workers	89	78.7%	84	81.0%	44	84.1%			217	80.7%			Exceeding
Attainment of Degree or Certificate	Adults	124	82.3%	108	91.7%	87	86.2%			319	86.5%			Meeting
Literacy or Numeracy Gains	Dislocated Workers	70	\$9,734	68	\$12,452	37	\$11,484			175	\$11,156			Exceeding
	Youth (14-21)	102	\$18,121	99	\$18,811	75	\$19,093			276	\$18,633			Exceeding
	Youth (14-21)	37	75.7%	93	65.6%	118	42.4%			248	56.1%			Not Meeting
	Youth (14-21)	40	90.0%	106	71.7%	115	58.3%			261	68.6%			Exceeding
		33	39.4%	25	24.0%	39	25.6%			97	29.9%			Exceeding
Overall Status of Local Performance		Not Meeting										Exceeding		X

Local Area Name Clayton County Career Center (FSO 3100)		(Return to Main)												
Performance Measure		Performance Group		1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
Entered Employment Rate	All Participants	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
Retention Rate	All Participants	8,499	44.1%	6,664	48.3%	7,442	50.5%			22,605	47.4%			Exceeding
Average Earnings	All Participants	4,656	76.4%	4,725	78.0%	4,413	79.1%			13,794	77.8%			Exceeding
		3,556	\$11,497	3,685	\$10,936	3,489	\$11,522			10,730	\$11,312			Meeting

Local Area Name DeKalb Career Center (FSO 3200)		(Return to Main)												
Performance Measure		Performance Group		1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
Entered Employment Rate	All Participants	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	
Retention Rate	All Participants	7,409	40.0%	5,624	48.3%	5,106	49.2%			18,139	45.2%			Exceeding
Average Earnings	All Participants	3,946	74.8%	3,837	74.9%	3,578	76.7%			11,361	75.4%			Exceeding
		2,950	\$11,619	2,873	\$11,045	2,745	\$10,837			8,568	\$11,176			Meeting

**Economic Development Region 03**

Gwinnett Career Center (FSO 3300)	(Return to Main)												
	Performance Measure		1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
Entered Employment Rate	All Participants	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate
	All Participants	8,526	43.8%	7,868	47.5%	8,885	49.7%			25,279	47.0%		43.0%
Retention Rate	All Participants	4,742	79.1%	4,578	78.7%	4,165	81.6%			13,485	79.7%		70.0%
Average Earnings	All Participants	3,752	\$15,685	3,603	\$14,632	3,400	\$15,313			10,755	\$15,215		\$13,000

North Metro Career Center (FSO 3400)	(Return to Main)												
	Performance Measure		1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
Entered Employment Rate	All Participants	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate
	All Participants	6,358	46.7%	5,317	50.0%	4,898	54.6%			16,573	50.1%		43.0%
Retention Rate	All Participants	2,996	77.5%	3,556	79.6%	3,306	80.3%			9,858	79.2%		70.0%
Average Earnings	All Participants	2,321	\$17,947	2,830	\$16,676	2,655	\$17,472			7,806	\$17,325		\$13,000

South Metro Career Center (FSO 3500)	(Return to Main)												
	Performance Measure		1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
Entered Employment Rate	All Participants	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate
	All Participants	8,475	43.5%	7,543	45.4%	7,190	50.5%			23,208	46.3%		43.0%
Retention Rate	All Participants	4,385	75.6%	4,384	73.8%	4,395	79.8%			13,184	76.4%		70.0%
Average Earnings	All Participants	3,315	\$10,282	3,236	\$10,078	3,509	\$10,012			10,060	\$10,122		\$13,000

Cobb-Cherokee Career Center (FSO 3600)	(Return to Main)												
	Performance Measure		1st Perf Qtr		2nd Perf Qtr		3rd Perf Qtr		4th Perf Qtr		PY To Date		Negotiated Level
Entered Employment Rate	All Participants	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate	N	Rate
	All Participants	11,400	42.8%	9,954	45.3%	9,441	48.9%			30,795	45.5%		43.0%
Retention Rate	All Participants	6,743	79.5%	6,158	78.1%	5,328	81.5%			18,229	79.6%		70.0%
Average Earnings	All Participants	5,361	\$16,501	4,808	\$15,012	4,344	\$16,182			14,513	\$15,912		\$13,000

WIA3011 Participant Characteristic Report for WIA Customers Active During PY2011

Fund Source: ADULTS ONLY

Run Date: 08/15/12

Area	#	M	F	Whi	Blk	Asn	Nat Amer	Pac Isl	Oth	Ifisp	14-18	19-21	22-34	35-54	55+	HS Grad	HS DO	HS Stdt	N / A	Low Inc	Emp At Reg	T A N F	F S	Sing Par	Recv PELL	Wrk Lim Dis	Vet/Elig Sp	Off	U I
07	1329	33%	67%	19%	78%	2%	1%	1%	1%	5%	1%	4%	42%	48%	5%	96%	3%	0%	0%	84%	8%	1%	60%	24%	16%	0%	7%	11%	36%
TOTAL	1329	33%	67%	19%	78%	2%	1%	1%	1%	5%	1%	4%	42%	48%	5%	96%	3%	0%	0%	84%	8%	1%	60%	24%	16%	0%	7%	11%	36%

WIA3011 Participant Characteristic Report for WIA Customers Active During PY2011

Fund Source: DISLOCATED WORKERS FORMULA ONLY

Run Date: 08/15/12

Area	#	M	F	Whi	Blk	Asn	Nat Amer	Pac Isl	Oth	Ifisp	14-18	19-21	22-34	35-54	55+	HS Grad	HS DO	HS Stdt	N / A	Low Inc	Emp At Reg	T A N F	F S	Sing Par	Recv PELL	Wrk Lim Dis	Vet/Elig Sp	Off	U I
07	1434	39%	61%	38%	58%	4%	1%	1%	0%	6%	0%	0%	18%	69%	13%	99%	1%	0%	0%	2%	2%	0%	2%	6%	21%	1%	9%	3%	89%
TOTAL	1434	39%	61%	38%	58%	4%	1%	1%	0%	6%	0%	0%	18%	69%	13%	99%	1%	0%	0%	2%	2%	0%	2%	6%	21%	1%	9%	3%	89%

WIA3011 Participant Characteristic Report for WIA Customers Active During PY2011

Fund Source: ALL YOUTH

Run Date: 08/15/12

Area	#	M	F	Whi	Blk	Asn	Nat Amer	Pac Isl	Oth	Ifisp	14-18	19-21	22-34	35-54	55+	HS Grad	HS DO	HS Stdt	N / A	Low Inc	Emp At Reg	T A N F	F S	Sing Par	Recv PELL	Wrk Lim Dis	Vet/Elig Sp	Off	U I
07	1199	49%	51%	24%	66%	7%	0%	0%	3%	9%	66%	34%	0%	0%	0%	16%	40%	44%	0%	96%	11%	8%	42%	12%	2%	9%	0%	19%	3%
TOTAL	1199	49%	51%	24%	66%	7%	0%	0%	3%	9%	66%	34%	0%	0%	0%	16%	40%	44%	0%	96%	11%	8%	42%	12%	2%	9%	0%	19%	3%



***PY'11 Youth Contractor Performance – End-of-Year  
(Preliminary) 8-13-2012***

**WORKTEC (now Clayton County Public Schools) – Clayton,  
Henry, Fayette**

Active since 07/01/11:	84	Total new for PY'11:	32
% of 03/31/12 goal:	112%	Contract goal for 03/31/12:	75
% of 06/30/12 goal:	100%	Contract goal for 06/30/12:	84
Total exits on GWS since 07/01/11:	51	Total positive outcomes at exit:	50
Positive outcome rate at exit:	98%		
PY'11 Budget: \$123,630		PY'11 Expenditures through 06/30/12:	\$115,441
% expended: 93%		Current cost per participant:	\$1,374

**Hearts to Nourish Hope – Clayton, Henry, Fayette**

Active since 07/01/11:	228	Total new for PY'11:	54
% of 03/31/12 goal:	106%	Contract goal for 03/31/12:	215
% of 06/30/12 goal:	104%	Contract goal for 06/30/12:	220
Total exits on GWS since 07/01/11:	124	Total positive outcomes at exit:	114
Positive outcome rate at exit:	92%		
PY'11 Budget: \$478,876		PY'11 Expenditures through 06/30/12:	\$478,876
% expended: 100%		Current cost per participant:	\$2,100

**Gwinnett Technical College - Gwinnett**

Active since 07/01/11:	128	Total new for PY'11:	74
% of 03/31/12 goal:	98%	Contract goal for 03/31/12:	131
% of 06/30/12 goal:	87%	Contract goal for 06/30/12:	148
Total exits on GWS since 07/01/11:	50	Total positive outcomes at exit:	40
Positive outcome rate at exit:	80%		
PY'11 Budget: \$310,000		PY'11 Expenditures through 06/30/12:	\$231,161
% expended: 75%		Current cost per participant:	\$1,806

## Prevention Plus – Clayton, Henry

<b>Active since 07/01/11:</b>	<b>88</b>	<b>Total new for PY'11:</b>	<b>32</b>
<b>% of 03/31/12 goal:</b>	<b>88%</b>	<b>Contract goal for 03/31/12:</b>	<b>100</b>
<b>% of 06/30/12 goal:</b>	<b>77%</b>	<b>Contract goal for 06/30/12:</b>	<b>115</b>
<b>Total exits on GWS since 07/01/11:</b>	<b>36</b>	<b>Total positive outcomes at exit:</b>	<b>22</b>
<b>Positive outcome rate at exit:</b>	<b>61%</b>		
<b>PY'11 Budget: \$223,285</b>		<b>PY'11 Expenditures through 06/30/12:</b>	<b>\$222,562</b>
<b>% expended: 100%</b>		<b>Current cost per participant:</b>	<b>\$2,529</b>

## CorVel – Gwinnett

<b>Active since 07/01/11:</b>	<b>150</b>	<b>Total new for PY'11:</b>	<b>66</b>
<b>% of 03/31/12 goal:</b>	<b>111%</b>	<b>Contract goal for 03/31/12:</b>	<b>135</b>
<b>% of 06/30/12 goal:</b>	<b>94%</b>	<b>Contract goal for 06/30/12:</b>	<b>159</b>
<b>Total exits on GWS since 07/01/11:</b>	<b>52</b>	<b>Total positive outcomes at exit:</b>	<b>39</b>
<b>Positive outcome rate at exit:</b>	<b>75%</b>		
<b>PY'11 Budget: \$262,000</b>		<b>PY'11 Expenditures through 06/30/12:</b>	<b>\$186,929</b>
<b>% expended: 71%</b>		<b>Current cost per participant:</b>	<b>\$1,246</b>

## Ceek-To-Fulfill – Rockdale

<b>Active since 07/01/11:</b>	<b>65</b>	<b>Total new for PY'11:</b>	<b>36</b>
<b>% of 03/31/12 goal:</b>	<b>87%</b>	<b>Contract goal for 03/31/12:</b>	<b>75</b>
<b>% of 06/30/12 goal:</b>	<b>72%</b>	<b>Contract goal for 06/30/12:</b>	<b>90</b>
<b>Total exits on GWS since 07/01/11:</b>	<b>31</b>	<b>Total positive outcomes at exit:</b>	<b>21</b>
<b>Positive outcome rate at exit:</b>	<b>68%</b>		
<b>PY'11 Budget: \$170,495</b>		<b>PY'11 Expenditures through 06/30/12:</b>	<b>\$139,478</b>
<b>% expended: 82%</b>		<b>Current cost per participant:</b>	<b>\$2,146</b>

**Cherokee Youth Works (Cherokee FOCUS and City of Holly Springs) – Cherokee**

Active since 07/01/11:	136	Total new for PY'11:	42
% of 03/31/12 goal:	112%	Contract goal for 03/31/12:	122
% of 06/30/12 goal:	99%	Contract goal for 06/30/12:	138
Total exits on GWS since 07/01/11:	36	Total positive outcomes at exit:	34
Positive outcome rate at exit:	94%		
PY'11 Budget: \$268,565		PY'11 Expenditures through 06/30/12:	\$268,565
% expended: 100%		Current cost per participant:	\$1,975

**Youth Villages (Inner Harbour) – Various Counties**

*This contract has not been continued for PY'11; service and followup is being conducted by CorVel for Youth Villages participants who carried over into PY'11.*

Active since 07/01/11:	16	Total new for PY'11:	NA
% of 03/31/12 goal:	NA	Contract goal for 03/31/12:	NA
% of 06/30/12 goal:	NA	Contract goal for 06/30/12:	NA
Total exits on GWS since 07/01/11:	12	Total positive outcomes at exit:	7
Positive outcome rate at exit:	58%		
<i>4 youth returned to foster care at distant sites and were reported as neutral exits.</i>			
PY'11 Budget: \$NA		PY'11 Expenditures through 07/01/11:	\$NA
% expended: NA%		Current cost per participant:	\$NA

**PEPP, Inc. – Douglas**

Active since 07/01/11:	127	Total new for PY'11:	23
% of 03/31/12 goal:	102%	Contract goal for 03/31/12:	125
% of 06/30/12 goal:	96%	Contract goal for 06/30/12:	133
Total exits on GWS since 07/01/11:	60	Total positive outcomes at exit:	47
Positive outcome rate at exit:	78%		
PY'11 Budget: \$236,722		PY'11 Expenditures through 06/30/12:	\$236,722
% expended: 100%		Current cost per participant:	\$1,864

## BPSOS – Gwinnett

<b>Active since 07/01/11:</b>	<b>73</b>	<b>Total new for PY'11:</b>	<b>27</b>
<b>% of 03/31/12 goal:</b>	<b>106%</b>	<b>Contract goal for 03/31/12:</b>	<b>69</b>
<b>% of 06/30/12 goal:</b>	<b>89%</b>	<b>Contract goal for 06/30/12:</b>	<b>82</b>
<b>Total exits on GWS since 07/01/11:</b>	<b>6</b>	<b>Total positive outcomes at exit:</b>	<b>2</b>
<b>Positive outcome rate at exit:</b>	<b>33%</b>		
<b>PY'11 Budget: \$170,000</b>		<b>PY'11 Expenditures through 06/30/12:</b>	<b>\$159,699</b>
<b>% expended: 94%</b>		<b>Current cost per participant:</b>	<b>\$2,188</b>

## Connecting Henry – Henry

<b>Active since 07/01/11:</b>	<b>49</b>	<b>Total new for PY'11:</b>	<b>27</b>
<b>% of 03/31/12 goal:</b>	<b>98%</b>	<b>Contract goal for 03/31/12:</b>	<b>50</b>
<b>% of 06/30/12 goal:</b>	<b>82%</b>	<b>Contract goal for 06/30/12:</b>	<b>60</b>
<b>Total exits on GWS since 07/01/11:</b>	<b>4</b>	<b>Total positive outcomes at exit:</b>	<b>2</b>
<b>Positive outcome rate at exit:</b>	<b>50%</b>		
<b>PY'11 Budget: \$125,000</b>		<b>PY'11 Expenditures through 06/30/12:</b>	<b>\$125,000</b>
<b>% expended: 100%</b>		<b>Current cost per participant:</b>	<b>\$2,551</b>

## Crossroads – Clayton

<b>Active since 07/01/11:</b>	<b>49</b>	<b>Total new for PY'11:</b>	<b>32</b>
<b>% of 03/31/12 goal:</b>	<b>102%</b>	<b>Contract goal for 03/31/12:</b>	<b>48</b>
<b>% of 06/30/12 goal:</b>	<b>85%</b>	<b>Contract goal for 06/30/12:</b>	<b>58</b>
<b>Total exits on GWS since 07/01/11:</b>	<b>4</b>	<b>Total positive outcomes at exit:</b>	<b>4</b>
<b>Positive outcome rate at exit:</b>	<b>100%</b>		
<b>PY'11 Budget: \$100,000</b>		<b>PY'11 Expenditures through 06/30/12:</b>	<b>\$94,454</b>
<b>% expended: 95%</b>		<b>Current cost per participant:</b>	<b>\$1,928</b>



**CPACS – Gwinnett (began 01/01/2012)**

<b>Active since 07/01/11:</b>	<b>23</b>	<b>Total new for PY'11:</b>	<b>23</b>
<b>% of 03/31/12 goal:</b>	<b>230%</b>	<b>Contract goal for 03/31/12:</b>	<b>10</b>
<b>% of 06/30/12 goal:</b>	<b>77%</b>	<b>Contract goal for 06/30/12:</b>	<b>30</b>
<b>Total exits on GWS since 07/01/11:</b>	<b>NA</b>	<b>Total positive outcomes at exit:</b>	<b>NA</b>
<b>Positive outcome rate at exit:</b>	<b>NA%</b>		
<b>PY'11 Budget: \$70,000</b>		<b>PY'11 Expenditures through 06/30/12:</b>	<b>\$63,830</b>
<b>% expended: 91%</b>		<b>Current cost per participant:</b>	<b>\$2,775</b>

**ATLANTA REGIONAL WORKFORCE BOARD**  
**AUGUST 16, 2012 MEETING HANDOUTS**

## Notes on Draft State Plan – Dated 9/17/2012

### Economic and Workforce Information Analysis – page 4

LMI is still a broad brush view. While vital and important to planning, the overwhelming challenge to the local workforce systems is to get citizens employed now, not five years from now, or whenever the “aging out of the workforce” phenomena begins to hit. Now is the time to employ real-time LMI data, such as that obtainable through BURNING GLASS/etc. Where, right now, are the openings in skilled trades, or logistics, or healthcare, and what are the companies hiring and what are the entry requirements for the openings?

Figure 9 and 10 in the draft plan show the top 20 Occupations, based on Growth Openings, 2012 and 2018 projections.

The plan states that “Skilled labor is defined as those jobs signified by either high skill (postsecondary education, vocational, or long term on-the-job training) or by higher wages. The short term needs will have high demand for nursing (2,262 registered nurses; 1,211 licensed nurses) and medical assistants (374), commercial truck drivers (1,619), and computer systems analysts (354 network analysts, 315 software engineers, 731 systems analysts).”

“Long term needs will be similar to the immediate demand for skilled labor. The health care industry will remain in high demand to fill new positions. Additionally, there will be the need to replace nurses who approach retirement as part of the aging workforce. Information technology will also remain a vital need, with computer systems analysts needing steady growth hires through 2018. Commercial truck drivers reflect another important long term consideration, with demand being driven by replacement openings rather than growth openings.”

Georgia’s Critical Job Needs – page 16: Aerospace, Agribusiness, Energy, Bio and Life Science, Logistics and Transportation, Manufacturing, Telecommunications and Construction.

### Inherent skills gap section – page 17

- Connect out of school and older youth with GED
- Lack of skilled labor - "demand occupations versus growth occupations list" are not the same. Computer and network analysts in demand but plenty of qualified workers.
- “Georgia's skill gaps lie not in demand occupations but in the critical growth industries that require intensive training and skilled labor.” Those are listed as Aerospace, Agribusiness, Energy, Bio and Life Science, Logistics and Transportation, Manufacturing, Telecommunication and Construction.
- Section references top four training programs in WIA are in health care - but are not in a critical growth industry.

### State Identified WD issues – page 17

- Prepare youth for entry to workforce- developing soft skills to succeed
- Maintain and develop skilled labor force
- Skills upgrading with existing manufacturers
- Focus in returning veterans
- Focus on youth 18-24 and re-entry of parolees and ex/offenders

### Georgia’s In Demand Occupations – page 18

- “Local workforce areas must spend 80 percent of their program budgets for Adult and Dislocated Workers specifically on the in-demand occupations in the State of Georgia list. Local workforce investment boards may add to the in-demand occupations list per the needs of each designated local workforce region for the remaining 20 percent of the allocated Adult and Dislocated Worker funds.”
- The SWIB will identify accelerated training courses to meet the immediate demand of these high growth occupations.
- Local workforce investment areas should utilize TCSG resources over other providers for WIA related training (ITA, ISS, OJT, IWT, customized training) when available in a local workforce area.



		Previous Years Performance (Thru Q3 PY11)	Negotiated Performance PY11	Proposed Performance Goal PY12
Adults	Entered Employment Rate	72.2	70.5	70.5
	Employment Retention Rate	83.5	80.0	82.3
	Average 6-Month Earnings	\$12,241	\$11,000	\$11,570
Dislocated Workers	Entered Employment Rate	78.7	73.0	75
	Employment Retention Rate	89.3	87.0	87.0
	Average 6-month Earnings	\$17,439	\$13,800	\$15,639
Youth	Placed in Education and Employment	59.4	59.0	60.0
	Attainment of Degree or Certificate	69.1	63.0	67.1
	Literacy and Numeracy Gains	32.9	28.9	31.5

Local areas section – page 21

- The governor and the SWIB will require each LWIB to include a senior representative from each technical college located in the area.
- Also required to include a representative of the Georgia Department of Economic Development.
- Federal conflict of interest policy for the local board is identical to the policy governing the state board. Each LWIB must sign the same State of Georgia Affidavit of Public Officer as the SWIB to fulfill the state's requirement.
- References that "The one stop operator is the administrative entity responsible for the one stop system" which may only be true in those areas where the administrative entity is the one stop operator, such as DeKalb.
- As a PLAN to increase the efficiency and effectiveness of the workforce "system," and not just WIA-components of the system, where do the GDOL Career Centers fit in all of this? Theirs must be viewed as a major role in the system, as it has not been before in relation to WIA-funded activities.
- What role does the SWIB have in relation to the GDOL resources and components of the "workforce system"?
- What are the implementation schedules/timelines for some significant operational changes described by the PLAN, e.g. LWIB membership expansion, new satellite locations?
- Add to the WIB certification process: SWIB and governor have made it a priority to foster an increased physical presence of the required partners and programs - to consolidate and conserve resources and eliminate duplication. "Satellites lead to a lack of uniformity".
- "Require satellite sites to relocate to a technical college when within reasonable distance"
- Applying for a waiver to use a portion of State discretionary funds to pay for incumbent worker training – question will be documentation of layoff aversion for incumbent worker training.
- The state is currently applying for additional waivers. One such waiver will allow the state to use a portion of Rapid Response funds for incumbent worker training.
- Georgia is also applying for a waiver that would allow the local areas to use a portion of their discretionary funds to pay for incumbent worker training. Both of these waivers will provide resources to Georgia's companies to train current employees with outdated skills in order to avert layoffs and promote job retention.



- In addition to applying for incumbent worker training waivers, the state is seeking to extend two existing waivers that allow a greater reimbursement to employers who provide On-the-Job Training and customized or specialized training. The waivers allow for the modification of the requirements established in WIA Section 101(8) (c) and 20 CFR 663.715(c) which requires employers to pay not less than 50% of the costs of customized training. The modification will allow employers with fewer employees to pay less of the training cost.
  - 1-50 employees – 10% contribution
  - 51-250 employees – 25% contribution
  - 251 and more employees – standard 50% contribution

#### Standardized development of IEP/ISS - page 31

SWIB in partnership with LWIAs will create a standardized IEP and ISS process to "ensure greater mobility of participants across LWIAs

#### Communication with TCSG Vice Presidents of ED – page 32

- LWIAs to assist with funds for training employees after QuickStart and increase the opportunity for OJT
- Communication tools to highlight qualified applicant pool include: participant fact sheets, quarterly workforce reports and newsletters on new training programs at the Technical colleges, labor market trends, LWIB websites and employer services available

#### Service to 18-24 – page 32

- Identify barriers to employment and direct resources to top three barriers
- Collaborations with business stakeholders to assist serving this population
- Post program services are critical for additional service needs
- Credentialing and training for case managers and staff in career coaching, mentoring and employability skills will ensure continued improvement

#### Increase in adult education - page 33

- Goal to increase the numbers of GED takers and persons enrolled in GED
- Use mobile units for GED in remote locations

#### Skilled trades – page 33

- Focus on construction, manufacturing, telecommunications, transportation and energy Incumbent worker training in manufacturing sector - waiver request to use Rapid Response for incumbent worker training
- Explore ways to use skills assessments for workers in current manufacturing jobs
- Collaborate with MEPS
- LWIAs to work with TCSG to provide more quality improvement and safety courses for manufacturing employees

#### Rapid Response – page 35

- GOWD has made strides to increase communication with the Georgia Department of Economic Development (GDEcD) and their regional team who are most in tune with the employee demand for new companies moving to Georgia and existing companies wanting to expand. Enhanced collaboration with GDEcD staff will be an important component in layoff aversion, company retention and recruitment and training. In addition, GOWD is making headway on creating a stronger online presence for outreach targeted to both employers and employees that detail Rapid Response service information and assistance to help alleviate the economic and unemployment distress resulting from a layoff or closing.
- Other new focus areas for PY12 include: the promotion of Incumbent Worker Training to avert layoffs and job retention; the promotion of Go Build Georgia to educate Georgians about employment opportunities available in the skilled trades; structured follow-up with employers to better anticipate future needs through GDEcD; and integration with GDEcD's Regional Coordinators to link dislocated workers with companies moving to Georgia.

### Veterans Priority of Service and Reemployment Strategies – page 36

- Veterans and eligible spouses then
- Public assistance receipts and others with low income are first priority
- State working to facilitate college credit or certifications in high demand occupations
- Possible accepting of military certifications in critical industries
- Working with transportation industry to help entry a- certify military installations as CDL test site
- Creation of a just for veterans portal where employers can find qualified veterans via a hire a Georgia veteran campaign and track through employer tax Id numbers

### Parolee and ex-offender recently programs emphasis- page 38

State to work with business community to solicit feedback on perceived challenges to hiring ex-offenders

A statewide parolee and ex-offender re-entry employment strategy to be developed working with State Board and Paroles to tighten communication and increase access to eligible participants.

### Youth programs – page 40

- Throughout there is an appropriate focus on High School Diploma attainment as well as older youth 18-24 obtaining alternatives.
- Relatedly, the emphasis and 20% 14-15-16 year-old requirement does not support that emphasis. That requirement should be changed to a recommendation. Efforts of several smaller LWIBS with effective programs that serve 100% 17+-youth would be harmed by such a requirement
- Tutoring, lost credit redemption classes and software and mentoring
- Determine at-risk youth before remediation is necessary
- "Compel participants to seek education and employment in skilled trades"- "examine local labor market information on which skilled trades are most needed in the area"
- "Contract with other entities to prepare students to achieve entry scores without remediation"
- "TABE is antiquated and need for moderation is apparent"
- Provide soft skills training for youth

### Youth eligible training provider list – page 45

This section has no mention of the competitive process for youth programs. It states that providers will complete the application process to be placed on the state list. It states that the Youth Eligible Training Provider listing is approved and maintained by the SWIB Youth Committee. This idea would require a waiver, since it appears to remove selection and approval mandate from the LWIBs and transfer it to the SWIB.

**Figure 10. Top 20 Occupations, Based on Growth Openings, 2018 Projections\***

SOC Code	Occupation Title	2,008	2,018	Total Change	Annual Percent Change	Growth Openings	Replace Openings	Annual Openings	Avg Hourly Wage
291111	Registered Nurses	66,606	90,302	23,696	3.1	2,370	1,100	3,470	\$29.49
434051	Customer Service Representatives	97,241	116,343	19,102	1.8	1,910	2,710	4,620	\$15.26
252021	Elementary School Teachers, Except Special Education	46,736	61,676	14,940	2.8	1,490	1,020	2,510	\$25.16
131111	Management Analysts	49,981	60,130	10,149	1.9	1,020	850	1,870	\$40.20
436011	Executive Secretaries and Administrative Assistants	59,545	68,163	8,618	1.4	980	680	1,660	\$19.51
533032	Truck Drivers, Heavy and Tractor-Trailer	57,388	65,913	8,525	1.4	870	1,000	1,870	\$18.80
433031	Bookkeeping, Accounting, and Auditing Clerks	62,915	70,861	7,946	1.2	860	950	1,810	\$15.83
211093	Social and Human Service Assistants	18,127	25,408	7,281	3.4	850	1,020	1,870	
252031	Secondary School Teachers, Except Special and Vocational Ed	31,738	38,953	7,215	2.1	800	990	1,790	\$25.69
319092	Medical Assistants	14,383	21,062	6,679	3.9	730	210	940	\$13.65
252022	Middle School Teachers, Except Special and Vocational Ed	20,360	26,313	5,953	2.6	720	950	1,670	\$24.88
414012	Sales Representatives, Wholesale and Manufacturing, Except T	59,114	65,023	5,909	1	670	180	850	\$27.28
351012	First-Line Supervisors/Managers of Food Preparation and Servers	27,374	32,954	5,580	1.9	600	450	1,050	\$14.45
132011	Accountants and Auditors	35,996	41,426	5,430	1.4	590	1,310	1,900	\$30.36
151051	Computer Systems Analysts	26,450	31,840	5,390	1.9	560	210	770	\$38.24
292061	Licensed Practical and Licensed Vocational Nurses	26,027	31,362	5,335	1.9	540	630	1,170	\$17.46
499042	Maintenance and Repair Workers, General	49,136	54,066	4,930	1	540	700	1,240	\$17.05
411011	First-Line Supervisors/Managers of Retail Sales Workers	57,463	62,218	4,755	0.8	530	710	1,240	\$13.99
151031	Computer Software Engineers, Applications	12,399	16,786	4,387	3.1	490	120	610	\$42.15
253021	Self-Enrichment Education Teachers	14,171	18,303	4,132	2.6	480	1,210	1,690	\$15.33

\* Most recent projections based on 10 year long term projections, base year 2008. Published by GDOL Workforce Statistics and Economic Research Division. <http://explorer.dol.state.ga.us/default.asp>

Some occupations may have high demand for skilled labor without being included in the top twenty of short and long term projections. The need for commercial truck drivers reflects a trend within the manufacturing industry to replace an aging workforce. Georgia is currently facing a skilled labor gap among its advanced manufacturing occupations. A symptom of the systemic problem of Baby Boomers set to retire, Georgia will need to replace almost half of the current workers in the skilled labor occupations. Due to the extensive amount of specialized



knowledge and lengthy training requirements, many of these skilled trade occupations will be in demand for new workers to take their place.

As Georgia attracts new business to the region, there will also be a need to meet the labor requirements of these companies. Georgia has had recent success in attracting manufacturing plants to the state and must be prepared to provide able workers to operate advanced machinery. These new opportunities can create a high demand for new labor skills within a region or across multiple local areas in the state.

### **Georgia's Critical Job Needs**

Georgia's critical jobs are those which have been identified by the Governor and the economic development community as integral to the sustainability and growth of Georgia's economy. The industry clusters identified by the state are:

- Aerospace
- Agribusiness
- Energy
- Bio- & Life Science
- Logistics and Transportation
- Manufacturing
- Telecommunications
- Construction

**Aerospace-** Georgia has several strong ties to the aerospace industry. With a strong veteran population, the state has military bases throughout the state. Some of these bases attract aerospace manufacturers to work closely with these bases and pull from the civilian population nearby. Dobbins and Warner Robins Air Bases are key locations for major aerospace firms such as Lockheed and Boeing, drawing from Marietta and Macon to manufacture defense technology. Additionally, Atlanta's Hartsfield-Jackson International Airport is one of the busiest airports on the eastern seaboard. With the addition of a new international terminal, Atlanta continues to play a key role in transporting goods and people on a global scale. Hartsfield-Jackson is overwhelmingly the largest employer in the Metro-Atlanta area.

**Logistics and Transportation-** The improvements at Hartsfield-Jackson International Airport are just one example of Georgia cementing its role as a key player in the transportation industry. The state has many other resources for participating in the global exchange of goods. The Savannah Harbor is a major port for goods entering and exiting through the Atlantic. Currently, public and private leaders are gathering support to expand the Savannah Harbor, hoping to provide access for larger and a greater volume of vessels to access Georgia's transportation network. Finally, with the addition of new intermodal terminals in the state, Georgia continues to be a key access point for transporting goods over railways throughout the nation.

**Manufacturing-** As the U.S. economy is transitioning to service-based industries, total output by manufacturing as a percentage of GDP has fallen. This has coincided with a decline across the country in manufacturing employment. However, in one area of manufacturing, Georgia is facing a severe labor shortage. Advanced manufacturing and skilled labor jobs are overwhelmingly held by older workers. As population projections have demonstrated, a large portion of Georgia's workforce is on the precipice of retirement. In advanced manufacturing jobs, nearly 49% of workers are Baby Boomers. Georgia is currently only replacing one worker for every four skilled laborers that retire. Manufacturing still plays a vital role in Georgia's economy, and as new companies relocate to take advantage of Georgia's transportation network, there will continue to be a demand for skilled workers to staff these manufacturing plants. Skilled labor is also vital for advanced manufacturing to



build roads, expand the Savannah Harbor, and provide for Georgia's economic needs as the transport of manufactured goods expands.

**Construction-** Although the construction industry has seen rapid decline, current needs and projected long term growth link the industry critically to Georgia's economic interests. Georgia's leadership is committed to maintaining and developing Georgia's infrastructure. In addition, as Georgia continues to attract new firms, industrial construction will be in demand to build their offices and factories. Skilled labor will be vital to achieving these goals. Plant Vogtle has begun construction on its new nuclear energy plant near Augusta, requiring nearly 3,500 workers between 2012 and 2017. Similarly, Caterpillar has begun construction on a new manufacturing facility outside of Athens, requiring workers to build the plant as well as skilled laborers to operate the facility once completed.

### **Inherent Skills Gaps**

The largest inherent gaps in the labor force are the development of skills in two areas. The first is raising the floor of Georgia's education to align with national levels. This can be measured through the number of Georgians with a high school diploma or its equivalent. A high level of the 18-24 year old population without a high school diploma creates a future workforce unable to attract new firms, failing to provide qualified labor pools to meet the needs of these businesses. Georgia needs to develop strategies for increasing both its high school graduation rate, as well as connecting out of school and older youth with programs to complete degree equivalency programs. Georgia must align its educational systems to produce students armed with the tools to be college and career ready.

The second major skill gap is in meeting the demand for skilled labor. As previously noted, Georgia is facing a severe shortage of skilled labor. Many of these occupations require advanced training and on-the-job experience to succeed in the field. Georgia will need to attract younger workers into these occupations to meet the growth and demands of Georgia's industries.

Georgia's current skill gaps are failing to adequately provide critical growth sectors with a large enough skilled labor force. In demand occupations show a need for workers in the health care industry, education, and management capacities. Some of the current in demand occupations are outside of the growth sectors. Computer and network analysts are among the projected top twenty in demand occupations, despite the lack of growth in the information industry. Many of these occupations currently have plenty of potential workers qualified to do these jobs, or are being trained to do these jobs (signified by high volumes of applications). In PY11, the top four training programs for Georgia WIA recipients were all in the healthcare industry. Georgia's skill gaps lie not in these demand occupations, but in the critical growth industries that require intensive training and a high demand for skilled labor.

### **Based upon this economic analysis, what has the state identified as the workforce development issues?**

The Governor and the SWIB have committed the state to addressing the needs of Georgia's citizens by aligning programs in such a way that meets the needs of the state's economy. Governor Deal has made efficiency a top priority, emphasizing the need to develop real skills and career readiness in Georgia's students to ensure the future of Georgia's labor force.

In order to address the needs of the state, Georgia has identified a number of key workforce development issues which will guide the Integrated Workforce Plan:

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ONET Title	#	Active In Trng	# Left Trng	# Cmpltd Sccsfly	Sccsfl 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
<b>ONET GROUP: Architect./Eng. Occupations</b>												
Electrical Drafters	1	0	1	1	100%	1	0	0	0%	\$0.00	0	0%
Electrical Engineering Technic	2	1	1	0	0%	0	0	0	0%	\$0.00	0	0%
Electrical Engineers	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Electrical and Electronics Dra	3	2	1	1	100%	1	0	0	0%	\$0.00	0	0%
Electronics Engineering Techni	5	4	1	0	0%	0	0	0	0%	\$0.00	0	0%
Electronics Engineers, Except	1	0	1	1	100%	1	1	1	100%	\$9.05	0	0%
Materials Engineers	2	1	1	1	100%	0	1	1	100%	\$37.01	1	100%
Mechanical Drafters	2	0	2	1	50%	1	1	1	100%	\$10.50	0	0%
Surveyors	1	0	1	1	100%	1	1	1	100%	\$16.00	1	100%
Total for Architect./Eng. Occupations	18	9	9	6	67%	5	4	4	100%	\$18.14	2	50%

ONET Title	#	Active In Trng	# Left Trng	# Cmpltd Sccsfly	Sccsfl 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
<b>ONET GROUP: Arts/Enter./Sports Occupations</b>												
Camera Operators, Television,	2	1	1	1	100%	0	0	0	0%	\$0.00	0	0%
Multi-Media Artists and Animat	2	1	1	1	100%	1	0	0	0%	\$0.00	0	0%
Producers	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Total for Arts/Enter./Sports Occupations	5	3	2	2	100%	1	0	0	0%	\$0.00	0	0%

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<b>ONET GROUP: Bldg. Maint. Occupations</b>												
First-Line Supervisors/Manager	2	2	0	0	0%	0	0	0	0%	\$0.00	0	0%
Janitors and Cleaners, Except	5	1	4	4	100%	3	3	2	67%	\$10.26	2	100%
Landscaping and Groundskeeping	2	0	2	1	50%	1	1	1	100%	\$13.50	1	100%
Total for Bldg. Maint. Occupations	9	3	6	5	83%	4	4	3	75%	\$11.34	3	100%

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<b>ONET GROUP: Bus./Finance Operations</b>												
Accountants	30	18	12	11	92%	6	7	7	100%	\$17.85	7	100%
Accountants and Auditors	1	0	1	0	0%	0	1	1	100%	\$25.30	1	100%
Business Operations Specialist	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Claims Examiners, Property and	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Cost Estimators	1	0	1	1	100%	1	1	1	100%	\$11.30	0	0%

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Financial Analysts	1	0	1	1	100%	1	100%	0	0	0%	\$0.00	0	0%
Human Resources, Training, and Insurance Adjusters, Examiners	1	0	1	0	0%	0	0%	1	1	100%	\$9.05	0	0%
Management Analysts	3	1	2	2	100%	1	50%	2	2	100%	\$14.02	2	100%
Meeting and Convention Planner	35	9	26	24	92%	15	58%	21	18	86%	\$29.85	10	56%
Personal Financial Advisors	3	1	2	0	0%	0	0%	2	2	100%	\$15.02	0	0%
Tax Preparers	2	1	1	1	100%	0	0%	0	0	0%	\$0.00	0	0%
	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Total for Bus./Finance Operations	80	33	47	40	85%	24	51%	35	32	91%	\$23.94	20	63%

ONET GROUP: Community/Social Srv. Occupations

Medical and Public Health Soci	1	0	1	1	100%	1	100%	0	0	0%	\$0.00	0	0%
Probation Officers and Correct	3	2	1	1	100%	1	100%	0	0	0%	\$0.00	0	0%
Total for Community/Social Srv. Occupations	4	2	2	2	100%	2	100%	0	0	0%	\$0.00	0	0%

ONET GROUP: Computer/Math Occupations

Computer Programmers	12	6	6	4	67%	3	50%	3	3	100%	\$24.25	2	67%
Computer Security Specialists	9	6	3	3	100%	1	33%	1	1	100%	\$40.00	1	100%
Computer Software Engineers, A	9	5	4	4	100%	2	50%	0	0	0%	\$0.00	0	0%
Computer Software Engineers, S	9	5	4	4	100%	3	75%	3	3	100%	\$16.83	2	67%
Computer Support Specialists	25	6	19	16	84%	10	53%	13	8	62%	\$17.03	6	75%
Computer Systems Analysts	31	9	22	18	82%	11	50%	13	10	77%	\$25.41	8	80%
Database Administrators	31	7	24	24	100%	17	71%	13	10	77%	\$25.09	6	60%
Network Systems and Data Commu	16	3	13	12	92%	8	62%	10	9	90%	\$19.79	4	44%
Network and Computer Systems A	50	9	41	39	95%	24	59%	26	23	88%	\$20.15	17	74%
Operations Research Analysts	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Software Quality Assurance Eng	2	2	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Web Developers	38	8	30	15	50%	11	37%	19	18	95%	\$23.81	13	72%
Total for Computer/Math Occupations	233	67	166	139	84%	90	54%	101	85	84%	\$22.06	59	69%

ONET GROUP: Construction Occupations

Construction Carpenters	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
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Construction and Related Work	1	0	1	1	100%	1	100%	1	1	100%	\$16.00	1	100%
Electricians	11	6	5	3	60%	1	20%	4	4	100%	\$14.17	3	75%
First-Line Supervisors/Manager	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Helpers--Electricians	2	2	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Operating Engineers and Other	1	0	1	1	100%	1	100%	1	1	100%	\$10.00	0	0%
Total for Construction Occupations	17	10	7	5	71%	3	43%	6	6	100%	\$13.78	4	67%

ONET GROUP: Educ./Trng./Library Occupations

Biological Science Teachers, P	2	1	1	1	100%	1	100%	1	1	100%	\$23.00	1	100%
Criminal Justice and Law Enfor	1	0	1	0	0%	0	0%	1	1	100%	\$15.15	0	0%
Education, Training, and Libra	2	0	2	2	100%	2	100%	0	0	0%	\$0.00	0	0%
Elementary School Teachers, Ex	3	1	2	2	100%	2	100%	2	2	100%	\$14.36	2	100%
Kindergarten Teachers, Except	1	0	1	1	100%	1	100%	1	1	100%	\$8.80	1	100%
Mathematical Science Teachers,	3	1	2	2	100%	2	100%	2	2	100%	\$14.31	2	100%
Middle School Teachers, Except	4	1	3	2	67%	2	67%	2	2	100%	\$12.46	2	100%
Preschool Teachers, Except Spe	9	1	8	7	88%	6	75%	3	3	100%	\$9.17	2	67%
Secondary School Teachers, Exc	6	0	6	5	83%	3	50%	3	3	100%	\$20.30	2	67%
Special Education Teachers, Mi	5	2	3	2	67%	0	0%	2	1	50%	\$10.06	1	100%
Special Education Teachers, Pr	10	5	5	3	60%	2	40%	2	2	100%	\$17.49	2	100%
Special Education Teachers, Se	3	1	2	1	50%	1	50%	1	1	100%	\$9.24	1	100%
Teacher Assistants	8	1	7	5	71%	1	14%	1	1	100%	\$10.00	0	0%
Total for Educ./Trng./Library Occupations	57	14	43	33	77%	23	53%	21	20	95%	\$14.10	16	80%

ONET GROUP: Food Prep/Svc. Occupations

Chefs and Head Cooks	21	8	13	12	92%	5	38%	4	4	100%	\$12.02	3	75%
Cooks, Institution and Cafeter	1	0	1	1	100%	1	100%	1	1	100%	\$8.50	1	100%
Cooks, Restaurant	2	1	1	0	0%	0	0%	0	0	0%	\$0.00	0	0%
First-Line Supervisors/Manager	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Total for Food Prep/Svc. Occupations	25	10	15	13	87%	6	40%	5	5	100%	\$11.32	4	80%

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<b>ONET GROUP: Health Occupations</b>												
Cardiovascular Technologists a	28	19	9	9	100%	9	4	3	75%	\$10.17	3	100%
Dental Hygienists	7	3	4	4	100%	2	2	2	100%	\$23.50	2	100%
Diagnostic Medical Sonographer	25	13	12	9	75%	2	4	4	100%	\$17.39	2	50%
Emergency Medical Technicians	17	5	12	7	58%	6	6	5	83%	\$16.15	2	40%
Health Technologists and Techn	29	3	26	19	73%	10	16	14	88%	\$11.81	7	50%
Licensed Practical and License	18	8	10	8	80%	8	6	5	83%	\$17.02	5	100%
Medical Records and Health Inf	36	20	16	14	88%	7	8	7	88%	\$13.74	2	29%
Medical and Clinical Laborator	8	3	5	3	60%	0	3	2	67%	\$12.75	1	50%
Occupational Health and Safety	2	0	2	2	100%	1	1	1	100%	\$46.80	1	100%
Opticians, Dispensing	2	1	1	1	100%	1	1	1	100%	\$10.50	1	100%
Pharmacy Technicians	25	10	15	13	87%	7	7	4	57%	\$8.71	4	100%
Radiologic Technicians	6	4	2	1	50%	1	0	0	0%	\$0.00	0	0%
Radiologic Technologists	14	11	3	2	67%	2	2	2	100%	\$22.00	2	100%
Radiologic Technologists and T	2	2	0	0	0%	0	0	0	0%	\$0.00	0	0%
Registered Nurses	80	48	31	26	84%	20	11	11	100%	\$22.34	10	91%
Respiratory Therapists	18	4	14	12	86%	11	9	9	100%	\$19.56	8	89%
Respiratory Therapy Technician	8	3	5	4	80%	3	2	1	50%	\$20.60	1	100%
Surgical Technologists	13	7	6	5	83%	5	6	6	100%	\$14.47	5	83%
Veterinary Technologists and T	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Total for Health Occupations	339	165	173	139	80%	95	88	77	88%	\$16.43	56	73%

**ONET GROUP: Health Support Occupations**

Dental Assistants	15	7	8	7	88%	4	1	1	100%	\$12.00	0	0%
Healthcare Support Workers, Al	4	1	3	2	67%	2	3	1	33%	\$14.00	0	0%
Home Health Aides	4	1	3	2	67%	2	1	0	0%	\$0.00	0	0%
Medical Assistants	197	51	146	123	84%	84	72	51	71%	\$10.66	25	49%
Nursing Aides, Orderlies, and	423	159	264	241	91%	181	147	122	83%	\$10.06	92	75%
Occupational Therapist Assista	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Physical Therapist Assistants	2	1	1	1	100%	1	1	1	100%	\$17.50	1	100%
Veterinary Assistants and Labo	1	0	1	0	0%	0	0	0	0%	\$0.00	0	0%
Total for Health Support Occupations	647	221	426	376	88%	274	225	176	78%	\$10.31	118	67%

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<b>ONET GROUP: Installation/Repair Occupations</b>												
Aircraft Mechanics and Service	4	3	1	1	100%	0	0	0	0%	\$0.00	0	0%
Automotive Body and Related Re	2	1	1	1	100%	1	1	1	100%	\$10.00	1	100%
Automotive Master Mechanics	10	7	3	3	100%	2	1	1	100%	\$11.17	1	100%
Automotive Service Technicians	12	4	8	7	88%	5	4	4	100%	\$13.34	3	75%
Automotive Specialty Technicia	3	2	1	1	100%	0	0	0	0%	\$0.00	0	0%
Bus and Truck Mechanics and Di	6	2	4	3	75%	3	2	2	100%	\$13.15	1	50%
Computer, Automated Teller, an	3	0	3	3	100%	2	2	2	100%	\$8.75	0	0%
Electrical Power-Line Installe	1	0	1	1	100%	1	1	1	100%	\$15.00	0	0%
Electrical and Electronics Ins	1	0	1	0	0%	0	0	0	0%	\$0.00	0	0%
Electrical and Electronics Rep	3	0	3	2	67%	1	1	1	100%	\$15.00	1	100%
First-Line Supervisors/Manager	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Heating and Air Conditioning M	55	17	38	35	92%	30	19	17	89%	\$13.11	13	76%
Heating, Air Conditioning, and	24	6	18	14	78%	12	5	5	100%	\$15.12	5	100%
Helpers--Installation, Mainten	4	2	2	1	50%	1	1	1	100%	\$18.00	1	100%
Industrial Machinery Mechanics	3	0	3	3	100%	2	1	1	100%	\$8.05	0	0%
Maintenance and Repair Workers	44	5	39	36	92%	23	18	14	78%	\$12.40	10	71%
Medical Equipment Repairers	2	0	2	2	100%	1	2	1	50%	\$10.61	0	0%
Refrigeration Mechanics and In	3	1	2	2	100%	1	0	0	0%	\$0.00	0	0%
Telecommunications Line Instal	4	0	4	4	100%	3	3	2	67%	\$12.50	0	0%
Total for Installation/Repair Occupations	185	51	134	119	89%	88	61	53	87%	\$12.87	36	68%

ONET GROUP: Legal Occupations	#	Active In Trng	# Left Trng	# Cmpltd Sccsflly	Sccsfl 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
Court Reporters	1	0	1	1	100%	1	1	0	0%	\$0.00	0	0%
Paralegals and Legal Assistant	4	0	4	3	75%	3	2	1	50%	\$10.00	1	100%
Total for Legal Occupations	5	0	5	4	80%	4	3	1	33%	\$10.00	1	100%

ONET GROUP: Management Occupations	#	Active In Trng	# Left Trng	# Cmpltd Sccsflly	Sccsfl 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
Administrative Services Manage	9	3	6	4	67%	3	4	4	100%	\$16.85	2	50%
Computer and Information Syste	7	1	6	6	100%	5	6	5	83%	\$25.85	4	80%
Construction Managers	14	4	10	6	60%	5	3	3	100%	\$23.68	2	67%
Financial Managers, Branch or	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Food Service Managers	7	1	6	6	100%	6	1	1	100%	\$11.00	1	100%

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General and Operations Manager	4	2	2	2	100%	2	100%	1	1	100%	\$31.25	1	100%
Human Resources Managers	14	0	14	11	79%	5	36%	8	6	75%	\$20.28	6	100%
Industrial Production Managers	4	1	3	3	100%	1	33%	1	1	100%	\$25.00	1	100%
Lodging Managers	2	0	2	2	100%	2	100%	1	0	0%	\$0.00	0	0%
Managers, All Other	56	5	51	51	100%	25	49%	28	28	100%	\$32.71	21	75%
Marketing Managers	5	3	2	2	100%	0	0%	0	0	0%	\$0.00	0	0%
Nursery and Greenhouse Manager	3	0	3	2	67%	2	67%	1	1	100%	\$13.50	0	0%
Storage and Distribution Manag	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Transportation Managers	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
<b>Total for Management Occupations</b>	<b>128</b>	<b>23</b>	<b>105</b>	<b>95</b>	<b>90%</b>	<b>56</b>	<b>53%</b>	<b>54</b>	<b>50</b>	<b>93%</b>	<b>\$27.72</b>	<b>38</b>	<b>76%</b>

ONET GROUP: Office/Admin Occupations

Billing, Cost, and Rate Clerks	2	1	1	1	100%	0	0%	0	0	0%	\$0.00	0	0%
Bookkeeping, Accounting, and A	150	66	84	74	88%	62	74%	33	30	91%	\$14.99	25	83%
Court, Municipal, and License	1	0	1	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Desktop Publishers	1	0	1	1	100%	0	0%	0	0	0%	\$0.00	0	0%
Executive Secretaries and Admi	93	44	49	47	96%	26	53%	20	18	90%	\$11.48	13	72%
First-Line Supervisors/Manager	7	2	5	3	60%	2	40%	1	1	100%	\$15.38	1	100%
Hotel, Motel, and Resort Desk	2	1	1	1	100%	1	100%	0	0	0%	\$0.00	0	0%
Legal Secretaries	1	0	1	1	100%	1	100%	1	1	100%	\$19.00	1	100%
Medical Secretaries	96	35	61	59	97%	39	64%	28	20	71%	\$12.44	13	65%
Office Clerks, General	73	34	39	34	87%	22	56%	24	19	79%	\$11.46	11	58%
Office and Administrative Supp	11	4	7	6	86%	1	14%	2	2	100%	\$15.97	1	50%
Payroll and Timekeeping Clerks	2	1	1	1	100%	0	0%	0	0	0%	\$0.00	0	0%
Police, Fire, and Ambulance Di	1	0	1	1	100%	1	100%	0	0	0%	\$0.00	0	0%
Production, Planning, and Expe	1	0	1	1	100%	1	100%	1	1	100%	\$21.64	1	100%
Secretaries, Except Legal, Med	12	2	10	10	100%	5	50%	6	6	100%	\$12.73	5	83%
Stock Clerks- Stockroom, Wareh	7	7	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
<b>Total for Office/Admin Occupations</b>	<b>460</b>	<b>197</b>	<b>263</b>	<b>240</b>	<b>91%</b>	<b>161</b>	<b>61%</b>	<b>116</b>	<b>98</b>	<b>84%</b>	<b>\$13.13</b>	<b>71</b>	<b>72%</b>

ONET GROUP: Personal Care/Svc. Occupations

Child Care Workers	3	0	3	3	100%	2	67%	1	1	100%	\$13.50	1	100%
Personal and Home Care Aides	21	1	20	18	90%	12	60%	14	10	71%	\$9.34	4	40%

REPORT RUN DATE: 08/15/12

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 2011 THRU AUGUST 13 2012

ONET Title	#	Active In Trng	# Left Trng	# Cmpltd Sccsflly	Sccsfl 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
Total for Personal Care/Svc. Occupations	24	1	23	21	91%	14	15	11	73%	\$9.72	5	45%

ONET GROUP: Physical/Soc.Science Occupations

Biological Scientists, All Oth	2	1	1	1	100%	1	0	0	0%	\$0.00	0	0%
Biological Technicians	11	1	10	9	90%	6	5	5	100%	\$16.08	3	60%
Chemical Technicians	1	0	1	1	100%	1	1	1	100%	\$14.50	1	100%
Environmental Science and Prot	2	0	2	0	0%	0	0	0	0%	\$0.00	0	0%
Life, Physical, and Social Sci	1	0	1	0	0%	0	1	1	100%	\$10.00	0	0%
Total for Physical/Soc.Science Occupations	17	2	15	11	73%	8	7	7	100%	\$14.98	4	57%

ONET GROUP: Production Occupations

Aircraft Structure, Surfaces,	10	1	9	9	100%	9	6	6	100%	\$17.71	4	67%
Bakers	1	0	1	1	100%	1	0	0	0%	\$0.00	0	0%
Computer-Controlled Machine To	1	0	1	1	100%	1	1	1	100%	\$20.00	1	100%
Medical Appliance Technicians	1	0	1	0	0%	0	0	0	0%	\$0.00	0	0%
Multiple Machine Tool Setters,	1	0	1	1	100%	1	1	1	100%	\$17.00	1	100%
Printing Machine Operators	1	0	1	0	0%	0	0	0	0%	\$0.00	0	0%
Water and Liquid Waste Treatme	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Welders, Cutters, and Welder F	48	8	40	35	88%	22	18	13	72%	\$14.25	12	92%
Welding, Soldering, and Brazin	6	0	6	5	83%	4	3	3	100%	\$11.77	2	67%
Total for Production Occupations	70	10	60	52	87%	38	29	24	83%	\$15.16	20	83%

ONET GROUP: Protective Svc. Occupations

Criminal Investigators and Spe	3	1	2	2	100%	1	1	1	100%	\$12.53	1	100%
Detectives and Criminal Invest	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Police Patrol Officers	3	0	3	2	67%	1	1	1	100%	\$16.07	1	100%
Police and Sheriff's Patrol Of	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Sheriffs and Deputy Sheriffs	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Total for Protective Svc. Occupations	9	4	5	4	80%	2	2	2	100%	\$14.30	2	100%

REPORT RUN DATE: 08/15/12

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 2011 THRU AUGUST 13 2012

ONET Title	#	Active # In Trng	# Left # Trng	# Cmpltd # Scsflly	Scsfl Comp Rate	Cred? Cred	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
<b>ONET GROUP: Transportation Occupations</b>													
Bus Drivers, Transit and Inter	1	0	1	1	100%	1	100%	1	1	100%	\$13.68	1	100%
Industrial Truck and Tractor O	23	7	16	16	100%	10	63%	3	3	100%	\$11.67	2	67%
Laborers and Freight, Stock, a	1	0	1	1	100%	1	100%	1	1	100%	\$10.00	1	100%
Truck Drivers, Heavy and Tract	248	58	190	172	91%	145	76%	131	123	94%	\$15.71	105	85%
Total for Transportation Occupations	273	65	208	190	91%	157	75%	136	128	94%	\$15.56	109	85%
TOTAL	2605	890	1,714	1,496	87%	1,055	62%	912	782	86%	\$15.61	568	73%

REPORT RUN DATE: 08/15/12

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

ARWB Occupational Training Area Outcomes – July 2011 through August 13, 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	18	9	9	675	56%	100%	\$18.14	50%
Business/Finance	80	23	47	85%	51%	92%	\$23.94	63%
<b>Computer (higher level)</b>	<b>233</b>	<b>67</b>	<b>166</b>	<b>84%</b>	<b>54%</b>	<b>84%</b>	<b>\$22.06</b>	<b>74%</b>
Construction	17	10	7	71%	43%	100%	\$13.78	67%
Education( K-12)	57	14	63	77%	53%	95%	\$14.10	80%
<b>Health Occupations</b>	<b>339</b>	<b>165</b>	<b>173</b>	<b>80%</b>	<b>55%</b>	<b>88%</b>	<b>\$16.43</b>	<b>73%</b>
<b>Health Support Occupations</b>	<b>647</b>	<b>221</b>	<b>426</b>	<b>88%</b>	<b>64%</b>	<b>78%</b>	<b>\$10.31</b>	<b>67%</b>
<b>Installation/Repair</b>	<b>185</b>	<b>51</b>	<b>188</b>	<b>89%</b>	<b>66%</b>	<b>87%</b>	<b>\$12.87</b>	<b>68%</b>
Management (incl. PM)	128	23	105	90%	53%	93%	\$27.72	76%
<b>Office Admin(incl. MS Office)</b>	<b>460</b>	<b>197</b>	<b>263</b>	<b>91%</b>	<b>61%</b>	<b>84%</b>	<b>\$13.13</b>	<b>72%</b>
Production	70	10	60	87%	63%	83%	\$15.16	83%
<b>Transportation</b>	<b>273</b>	<b>65</b>	<b>208</b>	<b>875</b>	<b>75%</b>	<b>94%</b>	<b>\$15.56</b>	<b>85%</b>
TOTAL (All Inclusive)	2605	890	1714	875	62%	86%	\$15.61	73%

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

The figures are based on those who have left training.

Largest training area is Health Occupations, including support occupations, with total of 1133 registered students.

ARWB Occupational Training Area Outcomes – July 2010 through May 14, 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	35	10	25	68%	56%	95%	\$19.16	78%
Business/Finance	100	25	75	87%	56%	92%	\$28.09	77%
Computer (higher level)	303	63	240	85%	57%	88%	\$23.62	74%
Construction	16	8	8	63%	38%	100%	\$14.38	71%
Education( K-12)	69	14	55	73%	51%	90%	\$12.75	75%
Health Occupations	344	140	203	84%	57%	88%	\$16.33	75%
Health Support Occupations	789	200	589	88%	68%	84%	\$10.48	68%
Installation/Repair	237	49	188	88%	66%	89%	\$14.09	75%
Management (incl. PM)	173	26	147	88%	57%	95%	\$25.86	74%
Office Admin(incl. MS Office)	531	191	340	90%	63%	88%	\$13.29	71%
Production	89	8	81	86%	65%	81%	\$14.63	80%
Transportation	406	50	356	94%	85%	97%	\$15.52	87%
TOTAL (All Inclusive)	3222	815	2406	88%	66%	89%	\$15.82	75%

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

The figures are based on those who have left training.

Largest training area is Health Occupations, including support occupations, with total of 1133 registered students.

**ATLANTA REGIONAL WORKFORCE BOARD**  
**OCTOBER 18, 2012 MEETING HANDOUTS**



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

Youth Council to ARWB

19-Sep-12

	PY'12 5/18 YC to ARWB	PY'12 Staff to 9/19 YC
<b>Revenues</b>		
WIA Formula Grant (Total: 3,108,980) Admin PY 11 Carryover	120,000	90,000
WIA Formula Grant Prog PY 11 Carryover	380,000	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		
Other		
<b>Total Revenues</b>	<b>3,907,517</b>	<b>4,074,517</b>
<b>Planned Expenditures/Obligations</b>		
<b>ARC/CRC Costs</b>		
ARC Administration Costs	443,817	415,579
ARC Facilities/Operations/Program Costs/Mobile Unit	277,604	263,300
Gwinnett Career Resource Center Facilities/ Operations Costs	40,000	38,220
Other		
<b>Total ARC/CRC Costs</b>	<b>761,421</b>	<b>717,099</b>
<b>Training Services</b>		
Individual Training Accounts (ITAs)	8,047	50,000
On-the-Job Training (OJT)*	0	10,000
<b>Sub-Grantees (Contract) Services</b>		
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	454,879	454,879
Clayton Board of Education - former WORKTEC	131,600	131,600
Prevention Plus, Inc.	227,000	227,000
Corvel Healthcare, Inc. - Youth	283,670	354,363
Gwinnett Technical College - Youth	355,535	355,535
PEPP, Inc.	271,985	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	217,884	257,950
Crossroads	136,116	136,116
CPACS	140,000	140,000
Specific County Projects/Tuitions/WE Wages	62,065	100,000
Gwinnett - 2nd RFP or Other Specific Projects	100,135	29,442
<b>Total Sub-Grantees (Contract) Services Costs</b>	<b>3,121,114</b>	<b>3,221,114</b>
<b>Total Planned Expenditures/Obligations</b>	<b>3,890,582</b>	<b>3,998,213</b>
<b>Total Planned Un-Obligated Admin Funding</b>	<b>16,935</b>	<b>15,173</b>
<b>Total Planned Un-Obligated Program Funding</b>	<b>\$0</b>	<b>61,131</b>
<b>% Planned Availability of Unobligated Funding</b>	<b>0.4%</b>	<b>1.9%</b>

Date: 09/19/2012

Notes:

**BUDGET/CONTRACTUAL ITEMS FOR BOARD ACTION 10/18/12:**

**THIS WAS APPROVED FOR RECOMMENDATION TO THE ARWB BY THE YOUTH COUNCIL ON 9/19/2012.**

*From the SPECIFIC COUNTY PROJECTS/TUITIONS/WE WAGES line:*

1. *Approve an increase of \$40,066 to be further negotiated with Connecting Henry for Henry youth, upon satisfactory completion of its financial review, to be used to establish a second GED class, and for establishing more computer-based resources for this and the existing program.*
2. *Approve an increase of \$21,999 to be further negotiated with PEPP to support its Warm Springs pilot project for Douglas county youth.*
3. *From the new, increased amount of \$161,131 in the TOTAL PLANNED UN-OBLIGATED PROGRAM FUNDING line at the bottom of the sheet, place \$100,000, primarily for Work Experience (WE) wages to be assigned as needed for use by various service providers as needed. \$61,131 will remain in the TOTAL PLANNED UN-OBLIGATED PROGRAM FUNDING line.*
4. *From the GWINNETT – 2<sup>ND</sup> RFP OR OTHER SPECIFIC PROJECTS line:*
  - a. *Approve an increase of \$70,693 in the Corvel contract to cover costs it had failed to budget for, related to additional staff hired during the last few months of PY'11, but inadvertently not covered as continuing Gwinnett youth service staff in the budget approved by the YC in May. This staff includes a Hispanic staff person, and will increase services numbers for Hispanic youth as well as Gwinnett county youth. This will leave \$29,442 unobligated in that line for further Gwinnett opportunities during PY'12.*

## ARWB Self-Sufficiency Policy

**Lacks self-sufficiency:** is defined an individual who has one or more of the following characteristics:

1. An individual who has a personal or family income that is at or below 100% of the Lower Living Standard Income Level (LLSIL) for metropolitan Atlanta, **or**
2. Food stamp or TANF recipient (current or within last six months), **or**
3. Supplemental Social Security Income recipient, **or**
4. \*An individual (single family of one) who is employed, but in a job earning \$10.10 an hour or less, **or**
5. Dislocated workers may be considered to lack self-sufficiency if they are employed, but in a job/occupation that is at a wage or skill level that is significantly less than the job of dislocation, **or**
6. Dislocated workers may be considered to lack self-sufficiency if they are employed, but in a job/occupation that is at a wage or skill level that is significantly less than the jobs of dislocation and demonstrated level of educational attainment or they have a baccalaureate degree in a low demand discipline.

*\*In the Metropolitan Atlanta Region the sufficient wage level that a full-time worker would need to provide the necessities and comforts essential to an acceptable standard of living allowing a family to meet its basic needs without resorting to welfare or other public assistance is above federal poverty line, ranging from 100% to 130% of the poverty measurement.*

**Under-employed Adults and Youth:** An individual, who is currently employed, meets the definition of "lacks self-sufficiency" and whose situation or employment has one or more of the following characteristics:

1. Is in need of intensive services to obtain and retain employment that allows for self-sufficiency
2. Is temporary, seasonal or interim in nature
3. Is in an occupation/industry that is subject to or has a history of repeat layoffs
4. Is in an industry/occupation that is listed as declining
5. Is with a company that offers no health insurance benefits
6. Is with a company that offers little or no career advancement opportunities
7. Is working part-time, but desires full-time employment
8. Is working in employment not commensurate with the individual's demonstrated level of education
9. Is employed in a low skill/low wage job

**Dislocated workers:** An individual who is employed in a position that is interim or for the purposes of income maintenance, but is at a wage or skill that is significantly less (**less than 85%**) of the job of dislocation (this may include the job's total compensation such as medical benefits, retirement, etc.);

1. Is working part-time/short-term contract, but desires full-time employment;
2. Is working in employment not commensurate with the individual's demonstrated level of education

**Incumbent Workers:** There is no requirement that incumbent workers must be determined to be in need of training services to obtain or retain employment that allows for self-sufficiency as described in WIA sec. 134(d)(3)(A)(ii) and § 663.230. Frequently, incumbent worker training is an economic development or business retention strategy developed by a State where the employer is involved in the arrangement of the training curricula and usually has a role in selecting the training provider.



# The Poverty In America Living Wage Calculator

In many American communities, families working in low-wage jobs make insufficient income to live locally given the local cost of living. Recently, in a number of high-cost communities, community organizers and citizens have successfully argued that the prevailing wage offered by the public sector and key businesses should reflect a wage rate required to meet minimum standards of living. Therefore we have developed a living wage calculator to estimate the cost of living in your community or region. The calculator lists typical expenses, the living wage and typical wages for the selected location.

The original calculator was modeled after the Economic Policy Institutes's metropolitan living wage tool. Users should know there are many researchers contributing tools and resources to the movement to achieve living wages. Our tool is designed to provide a minimum estimate of the cost of living for low wage families. **The estimates do not reflect a middle class standard of living. The realism of the estimates depends on the type of community under study. Metropolitan counties are typically locations of high cost. In such cases, the calculator is likely to underestimate costs such as housing and child care.** Consider the results a minimum cost threshold that serves as a benchmark, but only that. Users can substitute local data when available to generate more nuanced estimates. Adjustments to account for local conditions will provide greater realism and potentially increase the accuracy of the tool.

## Living Wage Calculation for Atlanta, Georgia

The living wage shown is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. The chart below converts it to an hourly wage for the sake of comparison. Wages that are less than the living wage are shown in red.

Hourly Wages	1 Adult	1 Adult, 1 Child	1 Adult, 2 Children	1 Adult, 3 Children	2 Adults	2 Adults, 1 Child	2 Adults, 2 Children	2 Adults, 3 Children
Living Wage	\$10.10	\$19.00	\$22.63	\$27.37	\$15.15	\$18.14	\$19.52	\$22.41
Poverty Wage	\$5.21	\$7.00	\$8.80	\$10.60	\$7.00	\$8.80	\$10.60	\$12.40
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25



### Typical Expenses

These figures show the individual expenses that went into the living wage estimate. Their values vary by family size, composition, and the current location.

Monthly Expenses	1 Adult	1 Adult, 1 Child	1 Adult, 2 Children	1 Adult, 3 Children	2 Adults	2 Adults, 1 Child	2 Adults, 2 Children	2 Adults, 3 Children
Food	\$242	\$357	\$536	\$749	\$444	\$553	\$713	\$904
Child Care	\$0	\$417	\$633	\$850	\$0	\$0	\$0	\$0
Medical	\$128	\$398	\$415	\$395	\$272	\$394	\$370	\$379
Housing	\$757	\$912	\$912	\$1,110	\$820	\$912	\$912	\$1,110
Transportation	\$318	\$618	\$712	\$764	\$618	\$712	\$764	\$777
Other	\$82	\$172	\$215	\$272	\$137	\$172	\$194	\$219
Required monthly income after taxes	\$1,527	\$2,874	\$3,423	\$4,140	\$2,291	\$2,743	\$2,953	\$3,389
Required annual income after taxes	\$18,324	\$34,488	\$41,076	\$49,680	\$27,492	\$32,916	\$35,436	\$40,668
Annual taxes	\$2,683	\$5,039	\$6,002	\$7,251	\$4,019	\$4,812	\$5,176	\$5,946
Required annual income before taxes	\$21,007	\$39,527	\$47,078	\$56,931	\$31,511	\$37,728	\$40,612	\$46,614

### Typical Hourly Wages

These are the typical hourly rates for various professions in this location. Wages that are below the living wage for one adult supporting one child are marked in red.

Occupational Area	Typical Hourly Wage
Management	\$42.45
Business and Financial Operations	\$29.70
Computer and Mathematical	\$34.05
Architecture and Engineering	\$31.65
Life, Physical and social Science	\$26.91
Community and Social Services	<b>\$17.55</b>
Transportation and Material Moving	<b>\$13.00</b>
Education, Training and Library	\$20.71
Arts, Design, Entertainment, Sports and Media	\$19.89
Healthcare Practitioner and Technical	\$25.82
Healthcare Support	<b>\$11.06</b>
Construction and Extraction	<b>\$15.83</b>
Food Preparation and Serving Related	<b>\$8.65</b>
Building and Grounds Cleaning and maintenance	<b>\$9.96</b>
Personal care and Services	<b>\$8.97</b>
Sales and Related	<b>\$11.10</b>
Office and Administrative Support	<b>\$14.24</b>
Installation, Maintenance and Repair	<b>\$18.64</b>
Production	<b>\$13.16</b>

*\*Poverty In America Living Wage Calculator  
Reference: <http://livingwage.mit.edu>*

**Attachment E1**  
**2012 ARWB Priority of Service Policies**

Priority for training services for adults may be implemented by ARWB direction during periods of limited funding for training services. **As of August 6, 2012, limited-funding status for Adults was declared. When PY2012 grants are received, sufficient funding will be available for PY2012.**

Priority will be given to individuals who have met minimum eligibility requirements, but have **one or more** characteristics that indicate they have low income and/or receive public assistance. These include:

- *Veterans and Eligible Spouses (see 20 CFR Part 1010 for specific definitions) who are also recipients of public assistance or low-income*
- An individual who has a personal or family income that is at or below the 100% of the poverty level (Lower Living Standard Income Level) for metropolitan Atlanta, or

Adult Low-Income Workforce Investment Act (WIA) Guidelines Effective Date: April 13, 2012		
Family Size	Annual Income	Six Month Eligibility Period Income (Must submit proof of income for 6 month period prior to date of training application)
One	\$11,744	\$5,872
Two	\$19,247	\$9,623
Three	\$26,430	\$13,215
Four	\$32,617	\$16,309
Five	\$38,493	\$19,247
Six	\$45,014	\$22,507
Additional family members	\$6,521 for each additional family member	\$3,260 for each additional family member

- An individual (**single family of one**) who is employed, but in a job earning **\$10.10** an hour or less or
- An individual who is employed in health care services earning less than \$12.50 per hour and is suitable for career pathway training in health care high demand occupations
- Food stamp or TANF recipient (current or within last six months), or
- Supplemental Social Security recipient, or
- Is incarcerated in a prison, correctional setting, and/or other court-ordered 24-hour residential facility.

**ARWB target groups** include Individuals that have one or more of the following characteristics that act as barriers to employment or other factors that may limit an individual's ability to seek and maintain employment. These include:

- |   |                                       |
|---|---------------------------------------|
| TANF  | Lacks a high school diploma or GED    |
| Unemployed, Underemployed or Discouraged Worker         | Poor employability skills             |
| Offender  | Poor work history                     |
| Disabled  | Poor basic skills                     |
| Older Worker  | Limited English proficiency           |
| Dislocated Workers who also meet low-income eligibility | Lacks self-sufficiency (working poor) |

**Customers applying for training services with recent training or attainment of a recognized technical school certificate, college degree or diploma (1 year or less) may not be considered for training services.** This is particularly relevant for customers with recent training or education in areas considered to be "in-demand". Career pathways in healthcare may be approved on a case by case basis. A case-by-case determination will be



## OJT and Customized Limitations Discussion

The following OJT and Customized Training per Employer Limitations were approved at the August Board meeting. Since that time, a question has arisen about the discrepancy between assisting an employer with demand occupations over the set limitation – for instance, Bento Box Animation has now reached their contract limit but is still in need of hiring additional employees. Question: Does the Board want to establish flexibility to increase the limitations when working with employers with demand occupations or continue to abide by the limitations as approved.

**Pros:** Workers are getting high wage jobs in demand occupations.

**Cons:** Other employers may not be able to receive OJT funding if one employer exceeds the current limitation. (We are not in that situation at present).

## Approved August 2012

### Limitations on OJT and Customized Training per employer

The ARWB approved the following OJT policy on May 17, 2012: “The maximum allowable costs of training not to exceed \$12,000 per participant with a minimum reimbursement for wages starting at \$10.00/per hour to address both professional and lower level jobs.”

**ARWB approved MOTION on May 17, 2012: To approve the OJT policy and the Customized Training Policy conditional upon adding language to the Customized Policy with caps the costs per employee at \$8000 (which is consistent with 2-year ITA policy) (Pgs. 17-21)."**

Since approval of the policy, we have been in discussion with several employers and quickly came to see that we needed to set limits per employer in addition to per participant. If an employer desired a 40-person OJT contract and it was determined that the participant reimbursement was \$12,000 for each employee, the amount would be \$480,000 for one employer! The following language was added to the current OJT agreement/contract:

***"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.***

*The following limitation was added to the customized training policy.*

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.



**Figure 10. Top 50 In Demand Occupations, Based on Annual Openings, 2018\***

SOC Code	Occupation Title	2008	2018	Total Change	Ann Growth	Growth Openings	Replace Openings	Annual Openings	Avg Hourly Wage
43-4051	Customer Service Representatives	97,240	116,340	19,100	1.8%	1,910	2,710	4,620	\$15.26
29-1111	Registered Nurses	66,610	90,300	23,690	3.1%	2,370	1,100	3,470	\$29.49
53-3032	Truck Drivers, Heavy and Tractor-Trailer	57,390	65,910	8,520	1.4%	850	1,020	1,870	\$18.80
43-3031	Bookkeeping, Accounting, and Auditing Clerks	62,920	70,860	7,940	1.2%	800	990	1,790	\$15.83
29-2061	Licensed Practical and Licensed Vocational Nurses	26,030	31,360	5,330	1.9%	530	710	1,240	\$17.46
53-3033	Truck Drivers, Light or Delivery Services	34,400	38,320	3,920	1.1%	390	610	1,000	\$14.57
21-1093	Social and Human Service Assistants	18,130	25,410	7,280	3.4%	730	210	940	\$13.37
43-6014	Secretaries, Except Legal, Medical, and Executive	48,140	49,570	1,430	0.3%	140	770	910	\$13.06
15-1041	Computer Support Specialists	20,850	23,340	2,490	1.1%	250	640	890	\$22.91
31-9092	Medical Assistants	14,380	21,060	6,680	3.9%	670	180	850	\$13.65
53-7051	Industrial Truck and Tractor Operators	30,640	29,670	-970	-0.3%	0	770	770	\$13.49
33-3012	Correctional Officers and Jailers	18,850	21,810	2,960	1.5%	300	430	730	\$14.64
33-3051	Police and Sheriff's Patrol Officers	19,990	21,700	1,710	0.8%	170	530	700	\$19.24
49-9042	Maintenance and Repair Workers, General	49,140	54,070	4,930	1.0%	490	120	610	\$17.05
47-2031	Carpenters	30,510	32,490	1,980	0.6%	200	410	610	\$14.14
43-6013	Medical Secretaries	14,100	17,830	3,730	2.4%	370	230	600	\$14.32
43-5071	Shipping, Receiving, and Traffic Clerks	21,320	22,260	940	0.4%	90	510	600	\$14.01
43-3011	Bill and Account Collectors	21,700	23,930	2,230	1.0%	220	330	550	\$14.84
49-3023	Automotive Service Technicians and Mechanics	21,080	22,040	960	0.4%	100	420	520	\$15.05
31-9091	Dental Assistants	8,670	11,760	3,090	3.1%	310	150	460	\$16.35
47-2073	Operating Engineers and Other Construction Equipment Operators	16,950	18,160	1,210	0.7%	120	330	450	\$15.49
33-2011	Fire Fighters	9,680	10,530	850	0.9%	90	350	440	\$17.19
51-4121	Welders, Cutters, Solderers, and Brazers	12,660	14,210	1,550	1.2%	160	270	430	\$15.63
43-3021	Billing and Posting Clerks and Machine Operators	16,500	17,980	1,480	0.9%	150	210	360	\$15.83
43-5061	Production, Planning, and Expediting Clerks	10,740	11,480	740	0.7%	70	290	360	\$20.19
29-2021	Dental Hygienists	6,580	8,680	2,100	3.2%	230	120	350	\$20.46
29-2052	Pharmacy Technicians	4,620	6,580	1,960	3.6%	200	140	340	\$13.01
23-2011	Paralegals and Legal Assistants	8,300	10,440	2,140	2.3%	210	110	320	\$25.19
41-3011	Advertising Sales Agents	8,070	9,910	1,840	2.3%	180	110	290	\$25.16
47-2111	Electricians	11,930	11,830	-100	-0.1%	0	310	310	\$18.91
43-5052	Postal Service Mail Carriers	10,550	9,360	-1,190	-1.2%	0	310	310	\$22.88
49-9041	Industrial Machinery Mechanics	9,430	10,790	1,360	1.4%	140	160	300	\$19.53
43-4111	Interviewers, Except Eligibility and Loan	8,200	9,020	820	1.0%	80	220	300	\$14.52
51-9199	Production Workers, All Other	9,710	10,470	760	0.8%	80	200	280	\$13.51
29-2012	Medical and Clinical Laboratory Technicians	6,110	7,850	1,740	2.5%	170	90	260	\$15.60
43-6012	Legal Secretaries	8,020	9,300	1,280	1.5%	130	130	260	\$20.36
41-3021	Insurance Sales Agents	8,590	9,340	750	0.8%	70	190	260	\$24.08
29-2034	Radiologic Technologists and Technicians	6,080	7,710	1,630	2.4%	160	80	240	\$24.22
29-2071	Medical Records and Health Information Technicians	4,530	5,730	1,200	2.4%	120	120	240	\$14.25
13-1031	Claims Adjusters, Examiners, and Investigators	6,670	7,370	700	1.0%	70	170	240	\$27.09
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	7,500	8,180	680	0.9%	70	160	230	\$19.07
29-2055	Surgical Technologists	3,080	4,330	1,250	3.5%	130	90	220	\$17.68
27-2022	Coaches and Scouts	4,570	5,580	1,010	2.0%	100	120	220	\$16.97
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	7,510	7,770	260	0.3%	30	190	220	\$25.74
41-9041	Telemarketers	6,070	5,420	-650	-1.1%	0	210	210	\$13.99
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	13,720	13,160	-560	-0.4%	0	200	200	\$16.17
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	6,940	5,700	-1,240	-2.0%	0	200	200	\$13.29
43-3051	Payroll and Timekeeping Clerks	6,090	6,520	430	0.7%	40	150	190	\$16.91
47-2152	Plumbers, Pipefitters, and Steamfitters	7,550	7,820	270	0.4%	30	160	190	\$17.99
29-2041	Emergency Medical Technicians and Paramedics	5,560	6,780	1,220	2.0%	120	60	180	\$15.40

\* Most recent projections available at time of writing based off of 10 year long term projections, base year 2008. Published by GDOL Workforce Statistics and Economic Research Division. <http://explorer.dol.state.ga.us/default.asp>

Long term needs will be similar to the immediate demand for skilled labor. The health care industry will remain in high demand to fill new positions. Additionally, there will be the need to replace nurses who approach retirement as part of the aging workforce. Information technology will also remain a vital need, with computer systems analysts needing steady growth hires through 2018. Commercial truck drivers reflect another important long term consideration, with demand being driven by replacement openings rather than growth openings.

Figure 10. Top 20 Occupations, Based on Growth Openings, 2018 Projections\*

SOC Code	Occupation Title	2,008	2,018	Total Change	Annual Percent Change	Growth Openings	Replace Openings	Annual Openings	Avg Hourly Wage
291111	Registered Nurses	66,606	90,302	23,696	3.1	2,370	1,100	3,470	\$29.49
434051	Customer Service Representatives	97,241	116,343	19,102	1.8	1,910	2,710	4,620	\$15.26
252021	Elementary School Teachers, Except Special Education	46,736	61,676	14,940	2.8	1,490	1,020	2,510	\$25.16
131111	Management Analysts	49,981	60,130	10,149	1.9	1,020	850	1,870	\$40.20
436011	Executive Secretaries and Administrative Assistants	59,545	68,163	8,618	1.4	980	680	1,660	\$19.51
533032	Truck Drivers, Heavy and Tractor-Trailer	57,388	65,913	8,525	1.4	870	1,000	1,870	\$18.80
433031	Bookkeeping, Accounting, and Auditing Clerks	62,915	70,861	7,946	1.2	860	950	1,810	\$15.83
211093	Social and Human Service Assistants	18,127	25,408	7,281	3.4	850	1,020	1,870	
252031	Secondary School Teachers, Except Special and Vocational Ed	31,738	38,953	7,215	2.1	800	990	1,790	\$25.69
319092	Medical Assistants	14,383	21,662	6,679	3.0	720	210	930	\$18.25
252022	Middle School Teachers, Except Special and Vocational Ed	20,360	26,312	5,952	2.6	720	950	1,670	\$24.88
414012	Sales Representatives, Wholesale and Manufacturing, Except Transportation and Equipment Sales	59,114	65,023	5,909	1.0	670	180	850	\$27.28
351012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	27,374	32,954	5,580	1.9	600	450	1,050	\$14.45
132011	Accountants and Auditors	35,996	41,426	5,430	1.4	590	1,310	1,900	\$30.36
151051	Computer Systems Analysts	26,450	31,840	5,390	1.9	560	210	770	\$38.24
292061	Licensed Practical and Licensed Vocational Nurses	26,027	31,362	5,335	1.9	540	630	1,170	\$17.46
499042	Maintenance and Repair Workers, General	49,136	54,066	4,930	1.0	540	700	1,240	\$17.05
411011	First-Line Supervisors/Managers of Retail Sales Workers	57,463	62,218	4,755	0.8	530	710	1,240	\$13.99
151031	Computer Software Engineers, Applications	12,399	16,786	4,387	3.1	490	120	610	\$42.15
253021	Self-Enrichment Education Teachers	14,171	18,303	4,132	2.6	480	1,210	1,690	\$15.33

\* Most recent projections available at time of writing based off of 10 year long term projections, base year 2008. Published by GDOL Workforce Statistics and Economic Research Division. <http://explorer.dol.state.ga.us/default.asp>

The following report is a result of the MAC Workforce Council's effort to assess the demand for workers in targeted industry areas and determine the education and skills needed to fill those positions. To accomplish this, a review was completed of job postings in metro Atlanta from August 2011 through August 2012 in the following sectors, which are all sub-categories of MAC's economic development focus areas (Bioscience, Technology and Supply Chain/Advanced Manufacturing):

- Healthcare IT
- Wireless/Mobility
- Software Development
- Internet Security
- Digital Media & Gaming
- Financial Transactions Processing
- Logistics/Distribution
- Automotive/Aerospace
- Supply Chain Software

This analysis gives us much of the critical intelligence we need to hone the efforts of the Workforce Council. In addition to details on a year's worth of job postings in growing industries, it 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 for each sector

Here are just a few of the headlines reflected by the data in the report:

- Atlanta ranked among the top-10 US metro areas in job postings in all categories except energy production and energy-related manufacturing
- Certification/proficiency in Epic software is a key factor for Healthcare IT
- Skills in Java and Javascript are primary for most of the technology-oriented positions reviewed in the report
- In the field of financial transactions processing, demand for employees proficient in Oracle was twice as high as the demand for skills in SAP
- Burning Glass recorded almost 30,000 job postings for Digital Media & Gaming in Atlanta in the past 12 months
- SunTrust had the second most internet security job postings in Atlanta last year (Dell was first)
- Atlanta out-ranked economic development competitors Dallas, Denver, Phoenix and San Diego in the number of software development job postings
- Communication, writing, and problem solving skills were important to many high demand positions.

MAC will continue to use this work, and updated versions thereof, to guide the Workforce Council's outreach to employers, to support our effort to promote the resources available to hiring companies, and to inform our conversations with educational institutions and workforce agencies. The analysis was completed by Burning Glass, a national labor data firm.

**Bringing the best together to help Atlanta thrive.**



## MEMORANDUM

**DATE:** October 10, 2012

**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, October 18<sup>th</sup> 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](mailto:dlanham@atlantaregional.com) to confirm your attendance as soon as possible.

I look forward to seeing you there.

C: Commissioners Buzz Ahrens, Eldrin Bell, Herbert Frady, Elizabeth Mathis, Charlotte Nash, Richard Oden and Tom Worthan



## PROPOSED AGENDA

**Atlanta Regional Workforce Board**  
*Kerry Armstrong and Randy Hayes, Co-Chairs*  
**Thursday, October 18, 2012, 11:30 a.m.**

**Welcome new ARWB members:**

Mr. Craig Hudson, Senior Director, Customer Services & Community Relations, Merial, Inc.  
Ms. Henrietta Archie, Unit Manager, GA Dept. of Rehabilitation Services  
Mr. Shaun McGraw, Owner, Framing Excellence

**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

**Presentation:** Update on Regional Economic Development Strategy

I. Consent agenda, Approval of August 16, 2012 Meeting Minutes

**II. Action Items:**

- A. Discussion and Approval of ARWB Workforce Plan/Revisions (separate packet)
- B. Discussion and Approval of ARWB Performance Standards
- C. Discussion and Approval of ARWB By Laws, CEO/WIB agreement
- D. Discussion and Approval of Demand Occupations Listing
- E. Discussion and Approval of Procuring Skills Training in Basic Law Enforcement Policy

**III. Program Updates:**

- A. Program and Financial Reports
- B. Gold Standard Study Completion
- C. Youth Council Update

**Attachments:**

ARWB 2013 Meeting Schedule  
One Stop Committee Meeting Schedule  
Youth Council Member List

**NEXT MEETING:** December 4, 2012 ARWB Meeting and Annual Awards Luncheon at Maggiano's Buckhead location



## ARC COMMITTEE MEETING FOLLOW-UP

### ATLANTA REGIONAL WORKFORCE BOARD

*August 16, 2012 Meeting Notes*

#### Members Present

Mr. Kerry Armstrong  
Ms. Cheryl Board  
Mr. Benny Carter  
Ms. Jennifer DeNyse  
Mr. James Jackson  
Mr. Chris Moder

Ms. Lisa Phillips  
Ms. Vivian Richardson  
Ms. Karen Rene  
Mr. Mohammad Saleem  
Mr. Ron Shipman  
Ms. Janet Winkler

#### Members Absent

Mr. Eddie Ausband  
Ms. Marcia Blanding  
Ms. Sonia Carruthers  
Mr. Eric Dial  
Mr. Phil Eberly  
Mr. Randy Hayes  
Mr. Jack Hollis  
Ms. Julie Keeton Arnold

Ms. Maureen Kelly  
Mr. Rodney Leonard  
Ms. Rhonda Neal  
Mr. Gene O'Kelley  
Mr. Frederick Perry – Ad hoc  
Ms. Nancy Ward  
Ms. Angela Thomas-Anderson

#### Chief Elected Official for WIA

Chairman Charlotte Nash, Gwinnett County Commission

#### Guests

Mr. Asante Bradford, GA Dept. of Economic Development  
Mr. Doug Hooker, Atlanta Regional Commission  
Mr. Jeremy Bennett, Gwinnett Technical College  
Ms. Meredith Phillips, GA Vocational Rehabilitation Services  
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch  
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch  
Ms. Grace Trimble, Atlanta Regional Commission  
Mr. Gregory Burbidge, Atlanta Regional Commission

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

1. Mr. Mohammed Saleem made the following motion:

**MOTION: To approve the minutes of the May 17, 2012 meeting.**

The motion was seconded by Janet Winkler and unanimously approved.



2. Mr. Ron Shipman made the following motion:

**MOTION: To approve the PY2012 total revenues and full-year obligations (Page 6 of meeting packet) and Page 7 contractual items including approval of PY2012 total revenues and full-year obligations including all ARC/WFD operations, CRC and Mobile Unit operations, ITA accounts, OJT and subgrantee (contract) services from July 1, 2012 through June 30, 2013.**

The motion was seconded by Janet Winkler and unanimously approved.

*Kerry Armstrong explained the continuation of services and funding for one-stop operators through June 30, 2013 as detailed on Page 7 of the meeting packet.*

3. Mr. Benny Carter made the following motion:

**MOTION: To approve the continuation of services and funding for one-stop operators and other non-youth funded subgrantees as listed on Page 7 of the meeting packet.**

The motion was seconded by Karen Rene and unanimously approved. Janet Winkler abstained from voting.

*Kerry Armstrong explained the 2.5% flexibility policy was enacted to allow ARC to allocate 2.5% of the total contractual/subgrantee approved budget balances for each funding stream into one of more of the approved contracts without requiring further Board approval if needed. The Executive Committee suggested revised language [defining the process to add that the staff recommendation will be approved by the ARWB Chair/Co-Chair, then forwarded as a contract amendment to the ARC Director and/or ARC Board Chair for approval].*

4. Ms. Janet Winkler made the following motion:

**MOTION: To approve the continuation of the 2.5% Flexibility Policy with language additions as described above.**

The motion was seconded by Vivian Richardson and unanimously approved.

*Mary Margaret presented policies for Board review and approval and detailed the process on how policies were received via U.S. Dept. of Labor or Governor's Office of Workforce Development.*

*Chris Moder questioned why background checks are needed. Mary Margaret Garrett explained the purpose is to ensure that applicants can be advised regarding employment opportunities which may not be available for certain careers without a criminal background check. The amendment requiring board action on the Background Check and Drug Screening Policy is to comply with nondiscrimination provisions as outlined in the USDOL Employment and Training Administration's Training and Employment Guidance Letter (TEGL) 31-11 (Pages 8-13 of meeting packet).*

5. Chris Moder made the following motion:

**MOTION: To approve the amendment to the ARWB Policy on Background Checks and Drug Screening.**

The motion was seconded by Janet Winkler and unanimously approved.





*Mary Margaret reviewed the sections highlighted in yellow which addresses limitations to OJT policy that was approved by the ARWB at the May 2012 meeting (Page 14 of the meeting packet).*

6. Jennifer DeNyse made the following motion:

**MOTION: To approve the refinement of the OJT and Customized Training Policy per employer. The actual OJT and Customized Training Policy were approved May 17, 2012.**

The motion was seconded by Benny Carter and unanimously approved.

*Jo Simón explained the establishment of a Skills Gap Analysis Policy for ARWB On-the-Job-Training plans as a means to determine skills deficiencies of OJT trainees to be addressed so that trainees will be capable of functionally performing tasks by the end of their OJT training (Pages 15, 16 of the meeting packet).*

7. Janet Winkler made the following motion:

**MOTION: To approve the ARWB OJT Skills Gap Analysis Policy.**

The motion was seconded by Cheryl Board and unanimously approved.

### **Brief Reviews**

Asante Bradford, Georgia Dept. of Economic Development gave a presentation on the state of the Entertainment Industry in Metro Atlanta.

Mary Margaret announced that the Draft State Plan is available for review on the Governor's Office of Workforce Development website. Comments can be submitted until September 7<sup>th</sup>.

County reports from the return on investment in ARC's Annual Summary Report were made available to board members.

Mary Margaret requested feedback from board members of topics that would like to discuss in future meetings.

Mohammad Saleem requested an update on future federal funding cuts.

The meeting was adjourned at 1:10 p.m.

Next Board meeting: October 18, 2012





## Atlanta Regional Workforce Board State WIA 2012 Plan Comments

### Comment 1. Labor Market Information Section

The Labor Market Information section is a broad brush view. While vital and important to planning, the overwhelming challenge to local workforce systems is to get citizens employed now, not five years from now, or whenever the “aging out of the workforce” phenomena begins to hit. Now is the time to employ real-time LMI data, such as that obtainable through Burning Glass. Where, right now, are the openings in skilled trades, or logistics, or healthcare, and what are the companies hiring and what are the entry requirements for the openings? ARWB has been working with the Metro Chamber of Commerce in a pilot project with Burning Glass to identify growth occupations and current opening now.

Figure 9 and 10 in the draft plan show the top 20 Occupations, based on Growth Openings, 2012 and 2018 projections. Per additional request for clarification, GOWD has clarified the difference between in demand and growth occupations and has increased the list to 50 occupations. However, a more accurate projection can be done on a regional basis to identify occupations in demand for that particular labor market. Statewide demand occupations do not equate to regional/local demand occupations.

**From the State Plan...Georgia’s in demand Occupation ...” Local workforce areas must spend 80 percent of their program budgets for Adults and Dislocated Workers specifically on the in-demand occupations on the State of Georgia List. Local workforce investment boards may add to the in-demand occupations list per the needs of each designated local workforce region for the remaining 20 percent of the allocated Adult and Dislocated Worker funds.”**

RECOMMENDATION: ARWB is concerned that any statewide mandated demand occupation list severely restricts a local area’s ability to respond to varying local and regional industry sectors, and the businesses/employers of that area and region. Flexibility is critical for local and regional area growth. .

ARWB recommends that the 80/20 “rule” be eliminated and that local areas be responsible for determining the growth occupations relevant to their individual area, through real time labor market information if available.

**If the Requirement is approved by the USDOL, program design changes are mandatory in order to meet the 80% requirement.**

### Comment 2. Customer Choice

**p. 18 From the State Plan...Georgia’s In Demand Occupations -paragraph next to last sentence “...Local workforce investment areas should utilize TCSG resources over other providers for WIA related training.... when available in a local workforce area.”**

A key philosophical foundation of the WIA is “informed customer choice” with the ultimate decision resting with the customer within state and local parameters and policy. It is the responsibility of the local board and local service provider to assist customers in making informed choices regarding career paths and training through the dissemination of information on state and local targeted industry and occupations in demand.

**WIA law CFR Section 134 (d) (4) (F):** The Workforce Investment Act (WIA) states that, “Training services...shall be provided in a manner that maximizes customer choice in the selection of an eligible provider of such services. This is also restated in the WIA final rule regulations CFR Section 663.440. And Section 663.500 ... “In order to maximize customer choice and assure that all significant populations are served, states and local areas should administer the eligible provider process in a manner to assure that significant numbers of competent providers, offering a wide of variety of training programs and occupational choices, are available to customers...”

Currently the ARWB has over 105 training providers with over 2500 students. With the plethora of options to choose from in metro Atlanta that offer short term training to get back to work fast, technical college long term programs are many times not the option of choice.

RECOMMENDATION: The language in the state plan would place inappropriate limits on customer choice as outlined in the WIA law and regulations stated above. ARWB requests that the language in the state plan be amended to be in compliance with the federal law and regulations.

### **Comment 3. Local WIB Membership and Technical College Campuses**

**p. 21 Local Areas... 2<sup>nd</sup> paragraph. "The governor and the SWIB in an effort to increase the coordination of organizations involved in the workforce related activities, require each LWIB to include a senior representative from each technical college governed by TCSG located in the local area. The LWIBs are also required to include a representative of the GDEcD's staff..."**

ARWB is in compliance with the federal law and has representation from the technical college system as well as economic development representation. The additional representation would require that same number of additional business members plus 1 to maintain the federally required 51% private sector membership. ARWB has previously discussed the issue with the technical colleges physically located in the area are not necessarily the technical colleges that serve the most customers. Often a technical college in another area of metro Atlanta has more enrollments. For example the physical locations of West Georgia Tech in Douglasville and the physical location of Chattahoochee Tech in Canton contribute very few training enrollments for ARWB:

Out of the 2458 enrolled in training for the period 7/01/2011 through 7/12/2012:

76 enrolled at Atlanta Tech – 3% of training enrollments

97 enrolled in Chattahoochee Tech – 4% of total training enrollments

478 enrolled at Gwinnett Tech – 19% of training enrollments and one of our largest providers of training

54 enrolled at Georgia Piedmont Tech – 2% of training enrollments

68 enrolled at Southern Crescent – 3% of training enrollments

18 enrolled at West Georgia Tech - .07% of enrollments

RECOMMENDATION: If the desire is for more representation by the Technical Colleges, then why not the technical college/s that provides the most service? Another effective means would be that the technical colleges appoint a representative institution or include those technical colleges which provide more than 10% of the customer enrollments for a local area.

It is recommended that other options for collaboration be utilized or these members be added and encouraged to participate as ex-officio non-voting members, thereby eliminating the hardship of redoing agreements and by-laws and seeing additional business members.

***See Alternative section in ARWB ByLaws, if approved by USDOL.***

### **Comment 4. One Stop Delivery System**

**p. 22 last paragraph One Stop Delivery System: "...Although WIA allows for required partners and services to be accessed electronically, the SWIB and the Governor have made it a priority to foster an increased physical presence of the required partners and programs in comprehensive One-Stop Centers."...WIA, in addition to requiring one comprehensive site per area, allows for an arrangement of satellite or affiliate sites to supplement the one comprehensive center...The Governor and the SWIB, in an effort to help streamline and integrate the local areas' One-Stop Delivery Systems, are developing guidelines to be added to the certification process. The new guidelines will require affiliate sites that do not meet the WIA section 134 requirements to relocate to a TCSG campus when within reasonable distance..."**

RECOMMENDATION: It is not feasible to require one-stop partners to physically locate to the comprehensive one-stop. WIA doesn't require all partners to be physically present and with the limited resources that all entities have, requiring partners (whose funding IS NOT tied to WIA funds) to physically locate will not be feasible, practical or efficient

Affiliate locations should be a local area decision based on service accessibility to customers. ARWB currently has affiliate sites at county based offices, requiring a minimal of funds and in most cases free space, etc. To require the current affiliate sites to move to a technical college campus may not be in the best interest of customer access/service.

#### **Comment 5. 20% Younger Youth Requirement**

**p. 41 from the State Plan... High School Graduation Rate, paragraph 3..."Therefore, of their total number of youth participants local areas shall be required to have at least 20% be youth, ages 14-16, at the time of enrollment."**

WIA Section 129 (c) (4) (a) states "At a minimum, 30% of the funds described in paragraph 1 shall be used provide youth activities to out of school youth." CFR 664.320 "The 30 percent requirement applies to the total amount of all funds allocated to a local area under WIA Section..."

USDOL TEGL 03-04 provides USDOL's new strategic vision for the Delivery of Youth services under WIA. It states: "Visions: out of school youth ... are an important part of the new workforce supply pipeline needed by business to fill job vacancies in the knowledge economy. WIA funded youth programs will provide leadership by serving as a catalyst to connect these youth with quality secondary and post- secondary occupations in high growth opportunities." TEGL 30-10 which provides youth program guidance for PY 2011 states: "ETA encourages WIA Youth program providers to offer and enhance programs and services, including work experience opportunities that effectively meet the needs of older youth."

RECOMMENDATION: With the above law citations and reference to USDOL guidance, GWLA is concerned that a renewed emphasis on younger youth shifts the availability of resources away from out of school youth and contradicts the stated strategic vision and focus on out of school youth articulated by the USDOL. The ARWB recommends that the GA WIA system maintain its strategic emphasis on serving out of school youth. This strategy is consistent with USDOL's stated vision as well as complements and balances the resources available systemically to serve at risk and dropout youth.

#### **Comment 6. Youth Eligible Provider List**

**p. 45 Youth Eligible Provider List. "In order to become a Youth Eligible Training Provider, the entity must first contact the local areas to apply. Once the entity has successfully completed the application process dictated by local board policy, it is eligible to be placed on the Youth Eligible Training Providers List. The Youth Eligible Training Providers List (ETPL) is approved and maintained by the State Workforce Investment Youth Committee...The Youth Committee is responsible for the addition or subtraction of any provider from the ETPL...Changes will be approved or denied by the committee with a simple majority vote."**

WIA Section 123 establishes that ... "the local board for such area shall identify eligible providers of youth activities by awarding grants or contracts on a competitive basis, based on the recommendations of the youth councils..."

RECOMMENDATION: ARWB has concern regarding the wording in the state plan which implies that the SWIB Youth Committee has the authority to approve youth eligible providers and add and or delete youth providers. Per Section 129, the State WIB responsibility is to disseminate the list of eligible youth providers competitively procured by the local areas. There is no authority given to the SWIB to provide any action other than disseminating the list.

#### **Comment 7. Waivers**

RECOMMENDATION: In the Local Areas Section, it is noted that the state is seeking to extend two existing waivers that allow a greater reimbursement to employers who provide OJT and customized training. The plan does give the waiver sliding scale for customized training, but does not address the scale for OJT. The addition of the sliding scale is necessary for waiver approval.

Further, in this section the language does not make it entirely clear that all existing waivers which the Governor's Office of Workforce Development requested be extended in a letter to USDOL in April, 2012 be included in this plan. These include the Adult-Dislocated Worker Funds Transfer, Common Measures, Youth ITAs and possibly others not noted in the plan narrative on page 23 of the plan.

#### **Comment 8. Development of the Allocation Formulas . . . to LWIAs**

On p.20 a "function designated by WIA" is listed as "the development of the allocation formulas for adult, dislocated worker employment and training and youth activities to LWIAs."

RECOMMENDATION: The development of such allocation formulas are required by law to be consistent and within the limitations imposed in Sections 128 and 133 of the WIA. It would be appropriate to note this in this statement.

#### **Comment 9. Compelling Youth to Seek Skilled Trades Education and Employment**

On p.42 in the Youth section the plan states that "local Areas are encouraged to compel participants to seek education and employment within the skilled trades."

RECOMMENDATION: Change the language to "local Areas should encourage participants to . . ." It is possible that this is the actual intent of the sentence. If not, the sentence as written implies that services could or should be withheld for any youth participant who does not seek education and employment in any category except the skilled trades.

#### **Comment 10. Use of the TABE**

On p.42 the plan describes the intent to phase out and replace the use of the TABE.

RECOMMENDATION: There is no acknowledgement in the plan language that whatever replaces the TABE should comply with the list of "approved tests" required by the Common Measures for the Youth Literacy/Numeracy measurement in WIA. It should be a given that such a replacement test comply with this requirement.





STATE OF GEORGIA

OFFICE OF THE GOVERNOR

ATLANTA 30334-0900

Nathan Deal  
GOVERNOR

Tricia Pridemore  
Executive Director,  
Governor's Office of  
Workforce Development

October 4, 2012

Ms. Mary Margaret Garrett  
Atlanta Regional Commission  
40 Courtland Street, NE  
Atlanta, GA 30303

Dear Ms. Garrett,

Please accept this letter as an official confirmation of the agreed upon Program Year (PY) 2012 performance levels for Area 7 (Atlanta Regional Commission) of the Workforce Investment Act (WIA). The agreed upon performance measures are listed in the enclosed table. We look forward to working with your team in achieving these goals as the state of Georgia works towards exceeding its own PY'12 targets. With your help, these measures will provide improved service to businesses and citizens' contributing to Georgia's growing economy.

Additionally, this letter constitutes a modification to your Local Workforce Plan. Local Workforce Investment Areas should ensure that the agreed upon goals are included as part of their official copy of the plan, and that all published copies of this plan include these agreed-upon targets.

Please extend our appreciation to your staff for their hard work, dedication to your local area needs, and knowledge of the workforce investment system; including the local economic conditions, needs, and challenges in serving your area. If you should have any questions regarding the enclosed table, please feel free to contact Brett Lacy at (404) 951-7604, ([blacy@georgia.gov](mailto:blacy@georgia.gov)), or Steven Wilson at (404) 463-0549, ([swilson@georgia.gov](mailto:swilson@georgia.gov)).

Sincerely,

A handwritten signature in black ink, appearing to read "Tricia Pridemore". The signature is fluid and cursive, with a long horizontal line extending to the right.

Tricia Pridemore  
Executive Director  
Governor's Office of Workforce Development

Cc: Mr. Randy Hayes, Chair



<b>WIA Program</b>		<b>PY 2012 Goals</b>
<b>Adult Measures</b>		
Entered Employment Rate		83.4
Employment Retention Rate		84.2
Avg. Six Month Earnings		\$12,500
<b>Dislocated Worker</b>		
Entered Employment Rate		85
Employment Retention Rate		91
Avg. Six Month Earnings		\$20,500
<b>Youth Common Measures</b>		
Placement in Emp. Or Education		65
Attainment of Degree or Certificate		75
Literacy or Numeracy Gains		45

			PY'09	PY'10	1st Qtr PY'11	2nd Qtr PY'11	3rd Qtr PY'11	4thQtr PY'11	Total PY'11	1st OFFER by ARWB PY'12	80% PY'12 Meet Goal ARWB PY'12	PY'12 Goal ARWB PY'12	100% Goal PY'11	100% Goal PY'12
<b>A-EER</b>	Actual Goal	73.8% 77.5%	66.7% 72.0%	74.1%	81.9%	76.5%	82.4%	79.4% 72.0%		75.0%	66.7% ★	83.4%	71.8% 70.5%	71.5%
<b>A-Ret</b>	Actual Goal	73.7% 79.5%	78.0% 79.5%	78.7%	81.0%	84.1%	79.3%	80.2% 79.5%		82.4%	67.4% ★	84.2%	83.6% 80.0%	82.4%
<b>A-Earn</b>	Actual Goal	\$15,556 \$12,100	\$9,990 \$11,100	\$9,734	\$12,452	\$11,464	\$10,870	\$11,057 \$11,100		\$11,500	\$10,000 ★	\$12,500	\$12,240 \$11,000	\$12,500
<b>DW-EER</b>	Actual Goal	77.2% 80.6%	75.5% 80.6%	89.7%	90.9%	89.3%	84.0%	88.3% 80.6%		85.0%	68.0%	85.0% ★	79.0% 73.0%	77.5%
<b>DW-Ret</b>	Actual Goal	86.0% 87.8%	84.8% 87.8%	82.3%	91.7%	86.2%	90.7%	87.9% 87.8%		88.3%	72.8% ★	91.0%	89.9% 87.0%	88.3%
<b>DW-Earn</b>	Actual Goal	\$16,135 \$15,180	\$17,402 \$15,180	\$18,121	\$18,811	\$19,093	\$20,979	\$19,445 \$15,180		\$16,500	\$16,400 ★	\$20,500	\$17,634 \$13,800	\$16,250
<b>Y-Empl/Ed</b>	Actual Goal	59.2% NA	63.2% 71.0%	60.0%	71.8%	56.9%	70.4%	60.7% 62.0%		63.0%	52.0% ★	65.0%	62.0% 59.0%	60.0%
<b>Y-Cert</b>	Actual Goal	66.4% NA	65.6% 63.0%	64.9%	71.3%	61.2%	66.7%	73.0% 63.0%		71.0%	60.0% ★	75.0%	69.0% 63.0%	70.0%
<b>Y-L/N</b>	Actual Goal	37.9% NA	46.7% 22.0%	21.4%	29.6%	34.5%	70.0%	38.9% 22.0%		40.0%	36.0% ★	45.0%	38.5% 28.0%	40.0%

# 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. **Three** 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.

### 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 which 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 at the discretion of the CEOs.

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 Officials 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.

If the member represents a mandated partner and in the development of the Memorandum of Understanding between partners an impasse is reached and the differences cannot be resolved through local and state processes, that partner will not be permitted to serve on the Workforce Board.

### ARTICLE VI - OFFICERS AND DUTIES

The officers of the Workforce Board shall consist of a **Co-Chairmen** and a Vice-Chairman. **The ARC Chair shall appoint a Chair from among the four appointed ARC Board members. The Co-Chairman will be elected by the Workforce Board.** The Chairmen and Vice-Chairman must be representatives of the private sector. The terms of the officers shall be 2 years and may continue at the discretion of the Workforce Board or until their successors are duly elected and qualified. The Workforce Board may fill vacancies for officers at any meeting.

The **Co-Chairmen** 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-Chairmen** 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 **Chairmen** 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 **Chairmen**, 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 Chairman. The Chairman may call a special meeting at his/her discretion. 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 Chairman of the Board, the Council of Chief Elected Officials, 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".

#### ARTICLE IX - QUORUM

Forty 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 files 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. 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:

Solicit or accept gratuities, favor, or anything of monetary value from suppliers or potential suppliers including subcontractors under recipient contracts; or

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.

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. The affected member may, however, participate in any presentation, discussion, or respond to questions regarding the provisions of services only to the extent that competing bidders are afforded the same opportunity. 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. 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.
- D. 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

**October 18, 2012 Addendum to ARWB Membership (if approved by the USDOL as part of the Georgia Integrated State Plan)**

**The following narrative is from the State Plan, dated 9/17/2012:**

**The AWIB and the Governor are responsible for establishing the criteria for the chief elected officials to secure LWIB appointments. LWIB membership requires a majority of each LWIB must be made up of local business representatives. The LWIB must include members from local education entities, local labor organizations, local economic development agencies and representatives of each One-Stop partner. The Governor and the SWIB, in an effort to increase the coordination of organizations involved in workforce related activities, require each LWIB to include a senior representative from each technical college governed by TSCG located in the local area. The LWIBs are also required to include a representative of the GDEcD's staff. These members are then certified, prior to being officially designated as the LWIB, by the Governor and the chief elected official in their area.**

**Discussion:**

ARWB is in compliance with the federal law and has representation from the technical college system as well as economic development representation. The additional representation would require that same number of additional business members plus 1 to maintain the federally required 51% private sector membership. ARWB has previously discussed the issue that the technical colleges physically located in the area are not necessarily the technical colleges that serve the most customers. Often a technical college in another area of metro Atlanta has more enrollments. For example the physical locations of West Georgia Tech in Douglasville and the physical location of Chattahoochee Tech in Canton contribute very few training enrollments for ARWB:

Out of the 2458 enrolled in training for the period 7/01/2011 through 7/12/2012:

76 enrolled at Atlanta Tech – 3% of training enrollments

97 enrolled in Chattahoochee Tech – 4% of total training enrollments

478 enrolled at Gwinnett Tech – 19% of training enrollments and one of our largest providers of training

54 enrolled at Georgia Piedmont Tech – 2% of training enrollments

68 enrolled at Southern Crescent – 3% of training enrollments

18 enrolled at West Georgia Tech - .07% of enrollments

**Alternative 1:** It is recommended that other options for collaboration be utilized or these members be added and encouraged to participate as ex-officio non-voting members, thereby eliminating the hardship of redoing agreements and by-laws and seeking additional business members. The Board approves that the technical college and economic development members be added as ex-officio non-voting members.

**Alternative 2:** If the USDOL approves the State requirement as full membership, the following Board changes will be necessary to include 7 new members:

1. Addition of Chattahoochee Tech senior representative
2. Addition of West Georgia Technical College senior representative
3. Addition of Georgia Department of Economic Development representative
4. 4 additional business representatives – either county or at large representatives



**ARWB Occupational Training Options (Revised 10-12) DRAFT**

<p><b>Occupations in Administrative Specialization Finance</b>                  Accountants &amp; Auditors  <b>Administrative Assistants Financial Analyst/Managers</b></p> <p><b>Occupations in Education**</b>                  Teachers - STEM subject matter only</p> <p><b>Occupations in Green Technology (1)</b>                  Research &amp; Development                  Production, Assembly, Installation                  Construction and Regulatory Assurance</p> <p><b>Occupations in Information Technology/Engineering (2)</b>                  Business/ Data Analyst                  Computer Engineers, Software, Systems                  Computer Programmers/Application Developers                  Computer Security Analysts                  Computer Systems, Networks Administration                  Digital Media/Production                  Electrical &amp; Electronics Engineering Technicians                  Gaming/Entertainment Computer System Design                  Network/Data Analysts                  Systems, <b>Analyst/</b> Information Managers</p> <p><b>Occupations in Machine Trade</b>                  Automotive Mechanic/ Service Technicians                  Diesel and Truck Mechanics                  Maintenance/Machinery Mechanics                  Industrial Maintenance                  Machinists (<b>related to green technology</b>)</p> <p><b>Occupations in Management</b>                  Operations Managers ( Black Belt) (3)                  Entrepreneurial  <b>Financial Managers</b>                  Logistics/Material Management                  Management Analyst                  Project Managers (4)</p>	<p><b>Occupations in Medicine, Health and Life Sciences **</b>                  Biological or Chemical Technicians                  Dental Assistants                  Emergency Medical Technicians                  Health Information Technicians                  Home Health Aides, Personal Care Aides                  Medical &amp; Clinical Laboratory Technicians                  Medical Assistants (5)                  Nursing – <b>CNA, PCT</b>, LPN, RN  <b>Nursing Support - CNA, PCT (5)</b>                  Pharmacy Tech                  Physical Therapists                  Radiological Technicians, Technologist                  Research Technicians                  Regulatory Affairs                  Respiratory Therapists</p> <p><b>Occupations in Office/Business Support</b>                  Accounting/Auditing Clerks                  Office Technology/ Software                  Secretaries (<b>excluding</b> Legal and Medical)</p> <p><b>Occupations in Structural Work (6)</b>                  Carpenters                  Construction (Highway/Road)                  Electricians                  HVAC Technician                  Plumbers, Pipe fitters &amp; Steamfitters                  Welders &amp; Cutters</p> <p><b>Occupations in Transportation **</b>                  Truck Drivers /Tractor Trailer (CDL)                  Truck Drivers/ Delivery &amp; Route</p> <p><b>Service Related Occupations</b>                  Cooks (Fast Food, Institution, Restaurant)                  Landscape/Groundskeepers                  Police/Sheriff Patrol Officers (Excludes Security Guards)</p>
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**\*\* Background check required and results may impact availability of training in these specific areas.**

The Atlanta Regional Workforce Board provides occupational specific skills training for industries that are stable or have projected growth. Skills training will not be provided in declining industries. Skills’ training is only provided for jobs and careers where hourly rates and salaries are paid. Commission and fee based occupations will not be approved (this includes but is not limited to: real estate, cosmetology, massage therapy and nail technicians). Lists of additional sources of financial aid are available for clients who wish to pursue these careers.

This listing serves as a guide, and is not meant to be all-inclusive. There may be additional occupations in which demand occurs based on the job market or specific opportunities within the broad spectrum of occupations. The ARWB may provide training for a job where demand is limited, but current openings exist. **Local bona fide job offers may be required for training in limited demand areas.**

- Green Technology encompasses many occupational categories and may include but is not limited to: research, development and manufacturing of sustainable material/products, installation of eco-friendly and sustainable devises/systems, developing and producing alternative energy sources and products, recycling/reuse technologies. Skills Training involving “green” technology will be assessed and approved on an individual basis and consistent with current labor market demands.**
- Intermediate or higher level IT training requires previous IT related work experience and related “Prove IT” Assessment.**
- Black Belt training will be provided only to those holding Green Belt Certification. Combo Package approved rarely on case by case basis with extensive work history.**
- Project Management Certification training requires extensive previous full scale project management experience, validation of experience required for certification, and Project Management “Prove IT” assessment.**
- Current moratorium on enrollment for Medical Assistant and CNA training based on long term job search data and impact on acquired skills.**
- Due to the continued slowdown in residential and commercial construction, occupational training in Structural Work will be reviewed individually.**

## ARWB Occupational Training Options (Revised 10-12)

Please note that deletions are noted in Red and new information is noted in Blue.

### Occupations in Administrative Specialization -

- Was changed to Finance to more clearly reflect the occupational areas included. Financial Analyst was added. Administrative assistant removed as covered in Occupations in office Support.

### Occupations in IT/Engineering

- Systems Analyst added to more clearly reflect the growth the expense of system management.

### Occupations in Machine Trade

- Clarification of demand for machinist related to green technology.

### Occupations in Medicine, Health, Life Sciences

- Nursing - Removed nursing support from this listing and created occupation area for nursing support.
- Number 5 – Recent review of job search data has resulted in a moratorium on enrollments into Medical Assistant and CNA. While the LMI supports growth in these areas, ARWB data shows that there is an issue with individuals being in job search for an extended time and a lower percentage of training related placements. With the extended time in job search the individuals are compromising their newly acquired skills and then may not be at a level to compete in the labor market. A task group, including representatives from the training providers in these areas, is scheduled to meet to develop solutions for this issue and changes to the Training List will be forwarded as developed..

A review of recent the Burning Glass report completed for Metro Atlanta Chamber Workforce Committee supports our current training efforts in Health Information, IT, Logistics, Digital Media and Gaming and Advanced Manufacturing. The report provides in-depth analysis with regard to skill sets and specific software, languages and platforms. ARWB list provides general occupational areas as opposed to specific industry certification providers.



## Policy for Procuring Skills Training in Basic Law Enforcement

Regional Law Enforcement academies are located throughout the state with several located in close proximity to the ARWB area: The comprehensive website with listings of academies is [www.georgia.gov](http://www.georgia.gov).

Go to Georgia Public Safety Training Center, then Regional Academies to see the listing.

The Police Officer Academies are operated under the auspices of the Georgia Public Safety Training Center in Forsyth and **are the only accepted training for Police Officers certified by the State of Georgia**. Candidates must attend and take training at a certified academy. Participation in the “pre-service candidate” program/Basic Law Enforcement Training supplies the candidate with the skills and certificate of completion necessary to apply for the Georgia Peace Officer Standards and Training Council (GPOSTC) certification once hired by a law enforcement agency.

**As of December 31, 2011, The HOPE grant will no longer be available to Regional Law Enforcement Academies (RLEA) for the Basic Mandate Program. All students starting the Basic Mandate class in 2012 will be responsible for the full amount of \$3093 and an additional \$900 in fees.** Technical College training in law enforcement is not considered a “certified training”, therefore, candidates having attended a technical college would have to attend a police academy to become a certified law enforcement officer. The Basic Law Enforcement Training Course consists of 404 hours of training which satisfies the requirements of O.C.G.A. 35-8-1.

In addition to the standard WIA procedures for orientation and assessment, interested candidates must schedule an orientation appointment with the academy of their choice. After the orientation, the perspective candidate must pay the \$900 fee requirement and complete the required evaluations before a determination of admission is made by the academy. Fees vary by location of academy, but generally consist of the following:

Psychological Exam, Background Check, Physical Training Gear Fee, Finger Print Fee, Post-Application Fee

Candidates must provide proof of medical insurance coverage for the duration of the training course. Candidates must also be responsible for the purchase of firearms necessary for the training. Additional charges for equipment, excluding weapons, may be reimbursed.

After acceptance by the academy, candidates may be enrolled in WIA training and information input in GWS. The additional fees may be reimbursed upon presentation of receipts. The individual would be “tracked” as a regular WIA training participant through placement at a law enforcement agency.

**ATLANTA REGIONAL WORKFORCE BOARD**

**WIA EXPENDITURE REPORT**

**FOR EXPENDITURES THRU August-2012**

	GRANT AWARD	EXPENDITURES	BALANCE REMAINING	% EXPENDED	WIA OBLIGATIONS	UNOBLIGATED WIA FUNDS REMAINING	% OF UNOBLIGATED WIA FUNDS
<b>PY 2012 FUNDS</b>							
<b>ADULT</b>							
Administrative	25,275	-	25,275	0.0%	-	25,275	100.0%
Program	227,476	28,123	199,353	12.4%	80,000	119,353	52.5%
<b>TOTAL ADULT</b>	<b>252,751</b>	<b>28,123</b>	<b>224,628</b>	<b>11.1%</b>	<b>80,000</b>	<b>144,628</b>	<b>57.2%</b>
<b>YOUTH</b>							
Administrative	340,752	34,347	306,405	10.1%	-	306,405	89.9%
Program (Out of School)	920,030	102,114	817,916		1,517,165	(699,249)	
Program (In-School)	2,146,736	69,416	2,077,320		846,972	1,230,348	
Program Total	3,066,766	171,530	2,895,236	5.6%	2,364,137	531,099	17.3%
<b>TOTAL YOUTH</b>	<b>3,407,518</b>	<b>205,877</b>	<b>3,201,641</b>	<b>6.0%</b>	<b>2,364,137</b>	<b>837,504</b>	<b>24.6%</b>
<b>DISLOCATED WORKER</b>							
Administrative	63,085	-	63,085	0.0%	-	63,085	100.0%
Program	567,766	54,879	512,887	9.7%	160,852	352,035	62.0%
<b>TOTAL DISLOCATED WORKER</b>	<b>630,851</b>	<b>54,879</b>	<b>575,972</b>	<b>8.7%</b>	<b>160,852</b>	<b>415,120</b>	<b>65.8%</b>
<b>TOTAL PY 2012 FUNDS</b>	<b>4,291,120</b>	<b>288,879</b>	<b>4,002,241</b>	<b>6.7%</b>	<b>2,604,989</b>	<b>1,397,252</b>	<b>32.6%</b>
<b>TOTAL PY 2012 - PY 2013 FUNDS</b>	<b>14,503,536</b>	<b>7,876,228</b>	<b>6,627,308</b>	<b>54.3%</b>	<b>4,804,507</b>	<b>1,822,801</b>	<b>12.6%</b>

**ATLANTA REGIONAL WORKFORCE BOARD**

**WIA EXPENDITURE REPORT**

**FOR EXPENDITURES THRU August-2012**

PY 2011 FUNDS	GRANT AWARD	EXPENDITURES	BALANCE REMAINING	% EXPENDED	WIA OBLIGATIONS	UNOBLIGATED WIA FUNDS REMAINING	% OF UNOBLIGATED WIA FUNDS
<b>ADULT</b>							
Administrative	300,192	170,843	129,349	56.9%	-	129,349	43.1%
Program	2,701,727	2,034,212	667,515	75.3%	667,515	-	0.0%
<b>TOTAL ADULT</b>	<b>3,001,919</b>	<b>2,205,055</b>	<b>796,864</b>	<b>73.5%</b>	<b>667,515</b>	<b>129,349</b>	<b>4.3%</b>
<b>YOUTH</b>							
Administrative	310,898	261,946	48,952	84.3%	-	48,952	15.7%
<i>Program (Out of School)</i>	<i>839,425</i>	<i>1,294,808</i>	<i>(455,383)</i>		<i>149,563</i>	<i>(604,946)</i>	
<i>Program (In-School)</i>	<i>1,958,657</i>	<i>1,037,125</i>	<i>921,532</i>		<i>191,180</i>	<i>730,352</i>	
Program Total	2,798,082	2,331,933	466,149	83.3%	340,743	125,406	4.5%
<b>TOTAL YOUTH</b>	<b>3,108,980</b>	<b>2,593,879</b>	<b>515,101</b>	<b>83.4%</b>	<b>340,743</b>	<b>174,358</b>	<b>5.6%</b>
<b>DISLOCATED WORKER</b>							
Administrative	410,151	288,309	121,842	70.3%	-	121,842	29.7%
Program	3,691,366	2,500,106	1,191,260	67.7%	1,191,260	-	0.0%
<b>TOTAL DISLOCATED WORKER</b>	<b>4,101,517</b>	<b>2,788,415</b>	<b>1,313,102</b>	<b>68.0%</b>	<b>1,191,260</b>	<b>121,842</b>	<b>3.0%</b>
<b>TOTAL PY 2011 FUNDS</b>	<b>10,212,416</b>	<b>7,587,349</b>	<b>2,625,067</b>	<b>74.3%</b>	<b>2,199,518</b>	<b>425,549</b>	<b>4.2%</b>





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

Service	Cherokee	Clayton	Douglas	Fayette	Henry	Gwinnett Tech **	Gwinnett	Rockdale	Gwinnett Corrections	Total
<b>Basic Services (Core)</b>										
<b>Visits</b>	697	4,812	1,402	24	196	1,853	6,442	741		16,167
Computer Lab Visits	83	3,067	1,196	0	24	0	5,570	170		10,110
Resume Writing	16	363	167	0	5	4	491	22		1,068
Job Search Assistance	62	2,407	951	0	8	189	2,715	22		6,354
Other Workshop Attendance	3	903	0	0	0	57	96	0		1,059
<b>Orientation Attendance (# of participants)</b>										
WIA Training Application Workshops	3	0	0	0	0	158	0	4		165
Basic Skills & Assessment	39	732	144	19	52	9	420	47		1,462
Business Recruitment Events	0	278	0	0	0	0	17	0		295
<b>Group Workshops &amp; Sessions (# of sessions)</b>										
WIA Training Application Workshops	3	0	0	0	0	16	0	2		21
Business Recruitment Events	0	12	0	0	0	0	1	0		13
Company Rapid Response	0	0	0	0	0	0	0	0		0
<b>Training Applications</b>										
# of Applications Taken	52	347	111	23	64	18	593	74		1,282
# of Applicants Determined Eligible (of above #)	13	250	68	19	42	18	126	59		595
<b>Registered WIA services</b>										<b>Total</b>
Registered Customers	117	488	116	48	100	472	532	157	27	2,057
New Registered Customers since July 1, 2012	12	46	12	6	7	56	70	11	7	227
Customers Enrolled into Training	94	464	106	43	92	451	494	149	0	1,893
New Training Enrollments since July 1, 2012	12	46	10	6	7	54	62	8	0	205
Active Customers	100	453	100	46	91	446	440	126	20	1,822
Customers who left training services	17	35	16	2	9	26	92	31	7	235
Credentials Attained	13	22	11	2	7	20	71	24	0	170
Credential Rate	81%	63%	69%	100%	78%	77%	77%	77%	0%	69%
Employed Customers at Exit	16	35	15	2	9	24	77	30	7	215
Employment Rate at Exit	92%	100%	94%	100%	100%	92%	84%	97%	100%	95%
Average Starting Wage at Exit	\$22.52	\$14.46	\$13.41	\$10.50	\$17.96	\$14.96	\$16.77	\$12.62	\$10.39	\$14.84

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



ATLANTA REGIONAL WORKFORCE BOARD QUARTERLY REPORT SUMMARY BY COUNTY  
 ACTIVE AT SOME POINT DURING PERIOD FROM JULY 01 2012 THRU SEPTEMBER 30 2012

COUNTY NAME	FUNDING SOURCE		YOUTH	TOTAL
	ADULT	DW		
BARROW	.	3	.	3
BARTOW	1	.	.	1
BIBB	.	1	.	1
BUTTS	.	1	.	1
CHEROKEE	31	83	105	219
CLAYTON	191	183	237	611
COBB	6	4	.	10
COWETA	1	1	.	2
DEKALB	6	6	.	12
DOUGLAS	58	55	67	180
FAYETTE	15	33	9	57
FLOYD	1	.	.	1
FULTON	19	26	.	45
GILMER	.	1	.	1
GWINNETT	506	490	293	1289
HALL	.	4	.	4
HENRY	67	111	68	246
MERIWETHER	.	1	.	1
NEWTON	1	7	4	12
PAULDING	1	1	.	2
RICHMOND	1	1	.	2
ROCKDALE	111	46	33	190
SPALDING	1	1	.	2
SUMTER	1	.	.	1
TROUP	1	.	.	1
UPSON	.	1	.	1
WALTON	.	1	.	1
TOTAL	1019	1061	816	2896

REPORT RUN DATE: 10/01/12  
 FOCEXEC: ARWB QUARTERLY TRACKING REPORTS:ARWB QUARTERLY REPORT SUMMARY BY COUNTY

**REGISTERED WIA CUSTOMERS**  
**FOR PERIOD FROM JULY 01 2012 THROUGH SEPTEMBER 30 2012**  
**(DOES NOT INCLUDE CAA CUSTOMERS)**

<u>Fund</u>	<u>Total</u>	<u># New Regs.</u>	<u># Rcvd. Trng.</u>	<u># New Trng Cust</u>	<u># Act. in Srvcs.</u>	<u># Ended Srvcs.</u>	<u># Cred. @ EOS</u>	<u>% EOS Cred</u>	<u># Emp.@ EOS</u>	<u>% EOS Emp</u>	<u>Avg. Wage @EOS</u>	<u># Exited</u>	<u># Emp.@ Exit</u>	<u>% Exit Emp</u>
<i>For Provider: 1057 CHATT TECH</i>														
A	31	6	26	6	26	5	5	100%	5	100%	12.50	0	0	0%
D	85	6	68	6	74	11	8	73%	10	91%	20.98	0	0	0%
Total 1057	116	12	94	12	100	16	13	81%	15	94%	18.15	0	0	0%
<i>For Provider: 1056 CLAY STATE</i>														
A	243	20	234	20	228	15	12	80%	15	100%	12.16	8	0	0%
D	245	26	230	26	225	20	10	50%	20	100%	16.18	12	0	0%
Total 1056	488	46	464	46	453	35	22	63%	35	100%	14.46	20	0	0%
<i>For Provider: 1053 DOUG-CORVEL</i>														
A	60	5	55	3	53	7	5	71%	6	86%	12.51	1	0	0%
D	56	7	50	6	50	6	5	83%	6	100%	14.83	0	0	0%
Total 1053	116	12	105	9	103	13	10	77%	12	92%	13.67	1	0	0%
<i>For Provider: 1055 FAYETTE</i>														
A	14	0	14	0	12	2	2	100%	2	100%	10.50	1	0	0%
D	34	6	29	6	34	0	0	0%	0	0%	.00	0	0	0%
Total 1055	48	6	43	6	46	2	2	100%	2	100%	10.50	1	0	0%
<i>For Provider: 0115 GWIN CORR</i>														
A	27	7	0	0	21	6	0	0%	6	100%	10.75	0	0	0%
Total 0115	27	7	0	0	21	6	0	0%	6	100%	10.75	0	0	0%
<i>For Provider: 0116 GWIN TECH</i>														
A	192	29	182	28	183	9	8	89%	8	89%	13.77	1	0	0%
D	280	27	269	26	263	17	12	71%	16	94%	15.56	1	0	0%
Total 0116	472	56	451	54	446	26	20	77%	24	92%	14.96	2	0	0%

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

REPORT RUN DATE: 10/01/12

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 SEPTEMBER 30 2012  
 (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	37	0	35	0	32	5	4	80%	5	100%	15.82	4	0	0%
D	63	7	57	7	59	4	3	75%	4	100%	20.63	3	0	0%
Total 1054														
	100	7	92	7	91	9	7	78%	9	100%	17.96	7	0	0%
<i>For Provider: 0993 MERG CHATT</i>														
D	1	0	0	0	0	1	0	0%	1	100%	26.88	0	0	0%
Total 0993														
	1	0	0	0	0	1	0	0%	1	100%	26.88	0	0	0%
<i>For Provider: 0058 NORCROSS</i>														
A	299	43	278	39	259	40	32	80%	33	83%	13.77	0	0	0%
D	232	26	214	22	196	36	25	69%	29	81%	17.11	3	0	0%
Total 0058														
	531	69	492	61	455	76	57	75%	62	82%	15.33	3	0	0%
<i>For Provider: 1052 ROCK-CORVEL</i>														
A	107	9	100	6	87	20	15	75%	20	100%	12.18	0	0	0%
D	50	2	49	2	41	9	7	78%	8	89%	12.01	0	0	0%
Total 1052														
	157	11	149	8	128	29	22	76%	28	97%	12.13	0	0	0%
TOTAL														
	2056	226	1890	203	1843	213	153	72%	194	91%	14.77	34	0	0%

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

REPORT RUN DATE: 10/01/12

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



USDOL/Mathematica Evaluation Update  
Gold Standard Study Completed!

On October 8, 2012, ARWB Career Resource Centers met the specified goals for randomly assigning WIA Customers to one of the three services: Core, Core-and-Intensive and Full Service for training. 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 total of 2,476 Adult and Dislocated Customers were randomly assigned: 2,358 to Full WIA Training Services and 59 each to Core and Core-and-Intensive services.

The purpose of the WIA Adult and Dislocated Worker Programs Gold Standard Evaluation, mandated by the Workforce Investment Act, is to evaluate the effects of WIA-funded intensive and training services on customers' employment-related outcomes. Rigorous evidence of the effectiveness of WIA-funded services is needed to justify continued funding of WIA. Moreover, findings from evaluations can help policymakers and program administrators improve services.

Even though daily random customer service assignment has ended, ARWB will monitor customer activity and provide Administrative Data on customer activities and outcomes to Mathematica until May 2014.

Mathematica staff have been quite complimentary of ARWB staff who have handled the required details of random customer service assignment and record keeping.

**WIA: Cumulative Enrollment in Atlanta Regional by Center, through  
10/8/2012**

Start Date	Planned End Date	Enrollment Targets (Total)	
		C+I	Core
11/1/2011	10/31/2012	59	59

LWIA	Actual Enrollment To Date		
	Full	C+I	Core
<b>Total</b>	<b>2358</b>	<b>59</b>	<b>59</b>
Gwinnett Tech	2	1	0
Henry County	123	3	4
Cherokee County	91	4	2
Clayton	755	19	19
Douglas	208	3	5
Fayette	56	2	2
Gwinnett	967	22	25
Rockdale	156	5	2





# Atlanta Regional Workforce Board

## 2013 Meeting Schedule

**All meetings are held at the  
Atlanta Regional Commission/United Way Loudermilk Center  
40 Courtland Street, Atlanta, GA**

<b>Date</b>	<b>Time</b>	<b>Meeting</b>
February 28, 2013	10:30 - 11:30 a.m. 11:30 – 1:00 pm	Executive Committee Workforce Board Meeting
May 23, 2013	10:30 - 11:30 a.m. 11:30 – 1:00 pm	Executive Committee Workforce Board Meeting
August 22, 2013	10:30 - 11:30 a.m. 11:30 – 1:00 pm	Executive Committee Workforce Board Meeting
October 24, 2013	10:30 - 11:30 a.m. 11:30 – 1:00 pm	Executive Committee Workforce Board Meeting
December 2013	11:30 – 1:00 pm <i>Date/Location to be announced</i>	Workforce Board Meeting/ Annual Awards Luncheon

The Connecting to Businesses and Lifelong Learning Committees meet on an as-needed basis.



**One Stop Committee Meetings**

for 4<sup>th</sup> Quarter Program Year 2012 to 4<sup>th</sup> Quarter Program Year 2013

**All meetings are held at the  
Atlanta Regional Commission  
40 Courtland Street, Atlanta, GA**

Date	Time
Tuesday, November 6, 2012	11:30 a.m. – 1:30 pm Lunch will be provided
Tuesday, March 19, 2013	11:30 a.m. – 1:30 pm Lunch will be provided
Tuesday, June 25, 2013	11:30 a.m. – 1:30 pm Lunch will be provided
Tuesday, November 12, 2013	11:30 a.m. – 1:30 pm Lunch will be provided

# ARWB Youth Council

## Member Information

COUNTY	ORGANIZATION/ POSITION	NAME/ADDRESS
Cherokee	Cherokee FOCUS Youth Program Executive Director* (Family Connections organization) (ARWB member)	<b>Sonia Carruthers</b> P O Box 1191 Holly Springs, GA 30142
Cherokee	Cherokee County School District Supervisor, Grants Management	<b>Kenneth Owen</b> 110 Academy St. Canton, GA 30114
Cherokee	Youth Program Participant	<b>Chris Aguillon</b>
Clayton	Jonesboro Housing Authority Coordinator, Family Self-Sufficiency Program	<b>Marcella Harden</b> P.O. Box 458 Jonesboro, GA 30237
Clayton	Housing Authority of Clayton County SHIP Program Coordinator	<b>Gwennette Jenkins</b> 732 Main St. Forest Park, GA 30297
Clayton	Youth Program Parent	<b>Tonya Hollington</b>
Clayton	Clayton County System of Care Project Interim Superintendent	<b>Luvenia Jackson</b>
Clayton	Hearts to Nourish Hope Youth Program Executive Director*	<b>Deborah Anglin</b> 345 Scott Rd. Riverdale, GA 30296
Douglas		<b>Open</b>
Douglas	Juvenile Court Director, Juvenile Programs Administration	<b>Jenny McDade</b> 3 <sup>rd</sup> Floor, Douglas County Courthouse 8700 Hospital Dr. Douglasville, GA 30134
Douglas	Douglas CORE (Family Connections organization) Executive Director	<b>Amanda Bryant</b> 3 <sup>rd</sup> Floor, Douglas County Courthouse 8700 Hospital Dr. Douglasville, GA 30134
Fayette	Association of Village Pride, Inc. (AVPRIDE) Resource Development and Compliance Consultant/Alcohol Prevention Initiative Project Coordinator	<b>Dawn Oparah</b> 278 McElroy Fayetteville, GA 30214
Fayette	Fayette Factor (Family Connections Organization) Executive Director	<b>Becky Smith</b> P.O. Box 142518 Fayetteville, GA 30214-6516

# ARWB Youth Council

## Member Information

COUNTY	ORGANIZATION/ POSITION	NAME/ADDRESS
Fayette	Kimberly-Clark (ARWB member) (Youth Council Chair) B@B Global Procurement Leader	<b>Angela Thomas-Anderson</b> 1400 Holcomb Bridge Rd. Roswell, GA 30076
Gwinnett	Gwinnett Technical College (Youth Council Vice-Chair) Adult/Dislocated Worker Career Advisor*	<b>Brenda Beverly</b> P O Box 1505 Lawrenceville,GA 30046-1505
Gwinnett	Goodwill of North Georgia Director of Skills Development	<b>Kim Jones</b> 235 Peachtree St. North Tower, Ste. 2300 Atlanta, GA 30303
Gwinnett	CorVel Corporation / Norcross Career Resource Center Youth Program Career Advisor*	<b>James Bruin</b> 3885 Crestwood Pkwy, Ste 200 Duluth, GA 30096
Gwinnett	Youth Program Parent	<b>Kishia Mitchell</b>
Gwinnett	Youth Program Participant	<b>Aaron Mitchell</b>
Henry	Office of the Mayor of McDonough Assistant to the Mayor of McDonough	<b>Leslie Balog</b> 136 Keys Ferry St. McDonough, GA 30253
Henry	Clayton Career Resource Center Adult/Dislocated Worker Center Manager	<b>Dorothy Herzberg</b> 300 Corporate Center Dr. Ste. 350 Morrow, GA 30260
Henry	Fuller Center – McDonough Branch Business/Youth Program Career Advisor*	<b>Shane Persaud</b> 354 Waterfront Dr. McDonough, GA 30253
Henry	Henry County Communities-in-Schools Board Chair	<b>Denese Rodgers</b>
Rockdale	Metro-Atlanta United Way Rockdale County Director (other southern counties interim)	<b>Claire Cline</b> 1174 Scott St. Conyers, GA 30012
Rockdale		<b>Open</b>
Rockdale		<b>Open</b>



# ARWB Youth Council

## Member Information

COUNTY	ORGANIZATION/ POSITION	NAME/ADDRESS
Metro-Atlanta	Independent Party-Asian-American Organizations UI Claims Administrator	<b>LeDam Doan</b> Georgia Dept. of Labor 1700 Century Cir., Rm. 252 Atlanta, GA 30345
Metro-Atlanta	Department of Human Services – Georgia TeenWork Program Youth Employment Mgr	<b>Crystal Culver</b> Georgia Dept. of Human Services 2 Peachtree St., Ste.26-391 Atlanta, GA 30303
Metro-Atlanta	Department of Human Services – Division of Family & Children Services Program Manager, Educational Programming, Assessment and Consultation (E.P.A.C.)	<b>Kyle Berry</b> GA Dept. of Human Services 2 Peachtree St. ,Ste.26-391 Atlanta, GA 30303
Metro-Atlanta	Atlanta Job Corps School to Career Coordinator (ARWB Member)	<b>Karen Rene</b> 239 West Lake Ave. Atlanta, GA 30314
Metro-Atlanta	Georgia Vocational Rehabilitation Agency Vocational Services Preparation Services Coordinator	<b>Tangye Teague</b> Performance Improvement and Technical Assistance 2 Peachtree St., NW, 6 <sup>th</sup> Fl. Atlanta, GA 30303
Metro-Atlanta	Georgia Vocational Rehabilitation Agency Local Field Office Staff	<b>David Butler</b>
Metro-Atlanta	Minority Professional Network President and CEO	<b>NON-MEMBER PARTNER</b> <b>C.J. Bland</b>
Metro-Atlanta	Division of Family and Children Services Director (former ARWB member and Youth Council Chair)	<b>NON-MEMBER PARTNER</b> <b>Ron Scroggy</b>



## PROPOSED AGENDA

**Atlanta Regional Workforce Board**  
*Kerry Armstrong, Randy Hayes, Co-Chair*

**Tuesday, December 4, 2012**

**11:30 a.m.**

**Maggiano's, Buckhead**

The Atlanta Regional Workforce Board Meeting and Awards Presentation will be held as our regular Board Meeting to recognize employers and 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.

**Action Items:**

- A. Approval of October 18, 2012 Meeting Minutes
- B. Submission of ARWB Plan on November 26<sup>th</sup>, no public comments received during 30-day comment period
- C. Status of Georgia Integrated State Plan (retracted by Governor's Office of Workforce Development; to be resubmitted by April 15, 2013)
- D. Program and Financial Reports



## ARC COMMITTEE MEETING FOLLOW-UP

### ATLANTA REGIONAL WORKFORCE BOARD

*October 18, 2012 Meeting Notes*

#### **Members Present**

Ms. Henrietta Archie	Ms. Maureen Kelly
Mr. Kerry Armstrong	Mr. Chris Moder
Mr. Eddie Ausband	Ms. Rhonda Neal
Ms. Cheryl Board	Mr. Gene O'Kelley
Mr. Benny Carter	Ms. Karen Rene
Mr. Phil Eberly	Mr. Mohammad Saleem
Mr. Craig Hudson	Mr. Ron Shipman
Mr. James Jackson	Ms. Angela Thomas-Anderson
Ms. Julie Keeton Arnold	

#### **Members Absent**

Ms. Jennifer DeNyse	Mr. Shaun McGraw
Mr. Eric Dial	Mr. Frederick Perry – Ad hoc
Ms. Sonia Carruthers	Ms. Lisa Phillips
Ms. Marcella Hardin	Ms. Vivian Richardson
Mr. Randy Hayes	Ms. Janet Winkler

#### **Guests**

Ms. Julie Post, Gwinnett Technical College  
Mr. Mark Connally, GA Dept of Labor, Clayton Center  
Ms. Brenda Beverly, Career Resource Center, Gwinnett Tech Branch  
Ms. Juanita Horsey, Career Resource Center, Gwinnett Branch  
Ms. Dorothy Herzberg, Career Resource Center, Clayton Branch  
Ms. Grace Trimble, Atlanta Regional Commission

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ARC Board Co-Chair, Kerry Armstrong, called the Board Meeting to order at 12:05 p.m.

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

**MOTION: To approve the minutes of the August 16, 2012 meeting.**

The motion was seconded by Benny Carter and unanimously approved.



2. Ms. Julie Keaton-Arnold made the following motion:

**MOTION: To adopt the Comprehensive WIA Plan for the Atlanta Regional Workforce Board, Region 3, Area 7 as presented.**

*As the draft WIA Plan was distributed to the board members for discussion, Co-Chair Kerry Armstrong advised the board that while the regular submission of the board plan to the State is a matter of routine, that the much more dynamic end product is helping people who need the services of our workforce board to afford them the training and help needed in finding stable employment.*

*Mary Margaret reviewed revisions on pages 6-8 that refer to the Metro Atlanta Chamber report commissioned by Burning Glass to develop a robust real-time study on local labor market data, creating a resource inventory for employers of what skills are available in the current market place.*

*Q: Chris Moder asked about an initiative to purchase the software through a group of local businesses.*

*A: Mary Margaret said there is an effort in place to find a group interested in purchasing software.*

*Q: Mohammad Saleem asked about the cost.*

*A: Mary Margaret said between \$90,000-\$300,000.*

*Mary Margaret also reviewed ARWB comments to the 2012 State Plan (Pgs 4-7 of the meeting packet).*

The motion was seconded by Karen Rene and unanimously approved.

3. Mr. Mohammad Saleem made the following motion:

**MOTION: To acknowledge the ARWB WIA Performance Standards as established and to revisit the measures in March, 2013 once performance data is available.**

*Discussion of the October 4, 2012 letter from the Governor's Office of Workforce Development regarding performance levels for Area 7 pointed out to the Board these changes in the new performance levels:*

- All but one of the goals were for participant activity which occurred and ended with exits during a previous time period ending September 30, 2012, and not for a future period that could be affected by program design changes*
- Participant outcomes for the time period will not begin to be available until approximately January, 2013, and will then begin to appear over the next few calendar quarters*
- The goals have increased substantially ranging from 3.6% to 104.5% for adult, dislocated worker and youth performance and from 12.6% – 35% for adult and dislocated worker wage earnings increases*
- Meeting a measure equates to 80% of the performance goal*
- Exceeding the measure equates to performance over the goal*





*The ARWB will strive to achieve these goals for exit activity beginning October 1, 2012, as outcomes, since prior exit performance cannot be affected retroactively, especially given that the goals were increased substantially from the year before. The ARWB plans to look again at these goals once there has been an opportunity to learn the actual results of exits prior to 10/1/2012.*

*Q: Julie Keaton-Arnold asked for a comparison of the performance numbers as they currently stand.*

*A: Mary Margaret referred the Board to the comparison chart on Pg. 10 of the meeting packet.*

*Q: Ron Shipman asked when negotiations took place.*

*A: Mary Margaret replied October 3, 2012.*

The motion was seconded by Julie Keaton-Arnold and unanimously approved.

4. Mr. Mohammad Saleem made the following motion:

**MOTION: To approve revisions to the ARWB By-Laws as outlined in the meeting packet (Pgs. 11-16) and enabling By-Law changes as needed on Pg. 17 if additional representation is mandated by the State once the U.S. Dept. of Labor approves the State Plan.**

*Mary Margaret noted Page 14 of the meeting packet requires that ARWB members file a signed Code of Conduct affidavit with the Governor's Office of Workforce Development if approved by the U.S. Dept. of Labor as shown in the State Plan.*

The motion was seconded by Phil Eberly and unanimously approved.

5. Mr. Benny Carter made the following motion:

**MOTION: To approve the revisions to the ARWB Occupational Training Options List as detailed on Pgs. 18, 19 of the meeting packet.**

The motion was seconded by Cheryl Board and unanimously approved.

6. Mr. Ron Shipman made the following motion:

**MOTION: To approve the revision to the Policy for Procuring Skills Training in Basic Law Enforcement (Pg. 20 of the meeting packet).**

The motion was seconded by Karen Rene and unanimously approved.

7. Ms. Cheryl Board made the following motion:

**MOTION: To approve revisions to the ARWB Self-Sufficiency Policy and Priority of Service Policy as shown in the meeting handout.**

The motion was seconded by Benny Carter and unanimously approved.



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

**MOTION: To approve the Budget and Contractual items recommended by the Youth Council as shown in the meeting handout.**

The motion was seconded by Chris Moder and unanimously approved.

### **Brief Reviews**

As the meeting was called to order, Mr. Kerry Armstrong recommended abbreviating the agenda topics to appropriately focus on key agenda items. The presentation on Regional Economic Development Strategy will be held for a future meeting. Program Updates will be given at the next full Board meeting

Jo Simón informed the Board that the ARWB Mobile Unit is stationed in all seven counties each week at local libraries.

The meeting was adjourned at 1:30 p.m.

Next Board meeting: December 4, 2012, Annual Awards and Board Meeting at Maggiano's Buckhead location



## 2012 Atlanta Regional Workforce Board Accomplishments

Speaking of results, The Atlanta Regional Workforce Board is focusing on the bottom-line by working directly with employers to train workers to address specific business needs, getting people back to work and giving businesses the skilled workforce they need to thrive and grow.

The Board is focused on strategic industries such as digital media/entertainment, transportation and logistics, advanced manufacturing, medical/health care, health care information technology, bioscience technology and information technology. A partnership with the Metro Chamber of Commerce Workforce Council has provided real time labor market information on demand occupations within these sectors. A second phase of the project, underway with assistance from ARWB, is an employer resource inventory of universities, colleges and institutions which teach particular certifications required of employers in these sectors. Another project underway is to work directly with employers of entry level workers in health care and transportation to assure that entry level workers have the skills necessary to compete of the job.

ARWB works directly with the Georgia Department of Economic Development as part of the project team to draw new employers to the region. The partnership is currently focusing on the Digital Media Entertainment sector – with Georgia among the top 5 states in the nation for film and TV production. Digital animation and gaming are prevalent in the region and more growth is expected. On-the-job training – an employer training wage reimbursement program – that currently reimburses up to 90% of a trainee's wages is very attractive to employers and is one of the selling points for economic development. Additionally, as a result of seed funds and opportunities during the Digital Media Entertainment grant (GEM) from the Governor's office two years ago, Toon Boom Animation Software has now partnered with school systems in the region to bring animation software to many middle and high schools in the region and is in discussion with the university system. Additionally as a result of the GEM grant, Clayton State University's Continuing Education Department, headed by ARWB member Janet Winkler, is slated to open a film school, in partnership with the International Alliance of Theatrical Stage Employees (IATSE – Local 479) in Peachtree City in 2013.

The ARWB continues to provide quality job training services, including career advisement, job search and training services to regional citizens and utilizes the ARWB Mobile Unit to provide services in counties that lack transportation. Over 55,000 individuals were assisted last program year. The Mobile Unit is also utilized for career exploration for youth, Career Day at secondary schools, rapid response employer sites and Business and Job Expos. ARWB's professional job and life coaches staff the Mobile Unit and provide job search workshops in addition to working one on one with individuals in preparing professional resumes and preparing for interviews. As of November 2012, there were 2198 individuals attending WIA sponsored training at 108 different training institutions, including technical colleges and universities.

The ARWB continues to provide specialized rapid response services for displaced workers at companies facing closure or downsizing. Since 7/2011, ARWB staff has participated in state Rapid Response meetings at over 30 companies. Many other companies with fewer than 50 employees were affected, but are not required to file WARN notices of layoff. ARWB staff provided pre-layoff assistance with job search, resume preparation, job applications, etc.

ARWB Youth Services - For Program Year 2011, which ended June 30, 2012, WIA funds provided year-round, comprehensive youth services for 1,216 WIA-registered youth. For Program Year 2012, 869 youth, including 413 high school dropouts are enrolled in year round services. For Program Year 2011, over 82% of the youth who left the program left for positive reportable reasons (employment, diploma or GED, advanced education, or a combination of these).





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

Service	Cherokee	Clayton	Douglas	Fayette	Henry	Gwinnett Tech **	Gwinnett	Rockdale	Gwinnett Corrections	Total
<b>Basic Services (Core)</b>										
Visits	881	6,513	1,889	27	278	2,324	8,812	983		21,707
Computer Lab Visits	96	4,134	1,559	0	46	0	7,653	243		13,731
Resume Writing	21	506	223	0	6	4	546	32		1,338
Job Search Assistance	69	3,314	1,144	0	15	224	3,888	32		8,686
Other Workshop Attendance	3	1,241	0	0	0	98	119	0		1,461
<b>Orientation Attendance (# of participants)</b>										
WIA Training Application Workshops	3	0	0	0	0	185	0	4		192
Basic Skills & Assessment	53	1,031	177	21	62	11	577	66		1,998
Business Recruitment Events	0	365	0	0	0	0	17	0		382
<b>Group Workshops &amp; Sessions (# of sessions)</b>										
WIA Training Application Workshops	5	0	0	0	0	21	0	3		29
Business Recruitment Events	0	18	0	0	1	0	1	0		20
Company Rapid Response	0	0	0	0	0	0	0	0		0
<b>Training Applications</b>										
# of Applications Taken	59	476	140	33	83	18	773	101		1,683
# of Applicants Determined Eligible (of above #)	17	357	89	26	54	18	126	85		772
<b>Registered WIA services</b>										<b>Total</b>
Registered Customers	121	488	124	48	100	473	550	155	27	2,086
New Registered Customers since July 1, 2012	16	46	20	6	7	58	87	11	7	258
Customers Enrolled into Training	98	464	110	43	92	456	513	146	0	1,922
New Training Enrollments since July 1, 2012	16	46	14	6	7	58	79	8	0	234
Active Customers	89	429	101	45	84	399	411	111	18	1,687
Customers who left training services	32	59	23	3	16	74	139	44	9	399
Credentials Attained	25	41	16	2	12	55	97	33	0	281
Credential Rate	81%	70%	70%	67%	75%	74%	70%	75%	0%	65%
Employed Customers at Exit	29	59	22	3	16	55	116	41	9	350
Employment Rate at Exit	95%	100%	96%	100%	100%	74%	84%	93%	100%	94%
Average Starting Wage at Exit	\$22.11	\$14.28	\$12.93	\$22.15	\$16.16	\$14.91	\$17.68	\$13.70	\$10.39	\$16.03

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



ATLANTA REGIONAL WORKFORCE BOARD QUARTERLY REPORT SUMMARY BY COUNTY

ACTIVE AT SOME POINT DURING PERIOD FROM JULY 01 2012 THRU NOVEMBER 26 2012

COUNTY NAME	FUNDING SOURCE		YOUTH	TOTAL
	ADULT	DW		
BARROW	.	3	.	3
BARTOW	1	.	.	1
BIBB	.	1	.	1
BUTTS	.	1	.	1
CHEROKEE	33	85	113	231
CLAYTON	191	183	250	624
COBB	6	4	.	10
COWETA	1	1	.	2
DEKALB	6	6	.	12
DOUGLAS	69	57	73	199
FAYETTE	15	33	9	57
FLOYD	1	.	.	1
FULTON	19	27	.	46
GILMER	.	1	.	1
GWINNETT	513	505	318	1336
HALL	.	4	.	4
HENRY	67	111	72	250
MERIWETHER	.	1	.	1
NEWTON	1	7	4	12
PAULDING	1	1	.	2
PULASKI	.	.	1	1
RICHMOND	1	1	.	2
ROCKDALE	110	46	34	190
SPALDING	1	1	.	2
SUMTER	1	.	.	1
TROUP	1	.	.	1
UPSON	.	1	.	1
WALTON	.	1	.	1
TOTAL	1038	1081	874	2993

REPORT RUN DATE: 11/27/12

FOCEXEC: ARWB QUARTERLY TRACKING REPORTS:ARWB QUARTERLY REPORT SUMMARY BY COUNTY

**REGISTERED WIA CUSTOMERS**  
**FOR PERIOD FROM JULY 01 2012 THROUGH NOVEMBER 26 2012**  
**(DOES NOT INCLUDE CAA CUSTOMERS)**

<u>Fund</u>	<u>Total</u>	<u># New Regs.</u>	<u># Rcvd. Trng.</u>	<u># New Trng Cust</u>	<u># Act. in Srvcs.</u>	<u># Ended Srvcs.</u>	<u># Cred. @ EOS</u>	<u>% EOS Cred</u>	<u># Emp.@ EOS</u>	<u>% EOS Emp</u>	<u>Avg. Wage @EOS</u>	<u># Exited</u>	<u># Emp.@ Exit</u>	<u>% Exit Emp</u>
<i>For Provider: 1057 CHATT TECH</i>														
A	33	7	28	7	24	9	8	89%	8	89%	12.19	4	0	0%
D	88	10	71	10	65	23	17	74%	21	91%	19.21	6	0	0%
Total 1057	121	17	99	17	89	32	25	78%	29	91%	17.27	10	0	0%
<i>For Provider: 1056 CLAY STATE</i>														
A	243	20	234	20	219	24	19	79%	24	100%	11.94	10	0	0%
D	245	26	230	26	210	35	22	63%	35	100%	15.88	18	0	0%
Total 1056	488	46	464	46	429	59	41	70%	59	100%	14.28	28	0	0%
<i>For Provider: 1053 DOUG-CORVEL</i>														
A	71	16	59	7	57	14	8	57%	13	93%	12.61	7	0	0%
D	58	9	51	7	49	9	8	89%	9	100%	13.39	5	0	0%
Total 1053	129	25	110	14	106	23	16	70%	22	96%	12.93	12	0	0%
<i>For Provider: 1055 FAYETTE</i>														
A	14	0	14	0	12	2	2	100%	2	100%	10.50	1	0	0%
D	34	6	29	6	33	1	0	0%	1	100%	45.46	0	0	0%
Total 1055	48	6	43	6	45	3	2	67%	3	100%	22.15	1	0	0%
<i>For Provider: 0115 GWIN CORR</i>														
A	27	7	0	0	17	10	0	0%	10	100%	10.18	4	0	0%
Total 0115	27	7	0	0	17	10	0	0%	10	100%	10.18	4	0	0%
<i>For Provider: 0116 GWIN TECH</i>														
A	192	29	184	29	160	32	25	78%	16	50%	13.26	5	0	0%
D	281	29	272	29	228	53	39	74%	39	74%	15.58	10	0	0%
Total 0116	473	58	456	58	388	85	64	75%	55	65%	14.91	15	0	0%

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

REPORT RUN DATE: 11/27/12

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 NOVEMBER 26 2012  
(DOES NOT INCLUDE CAA CUSTOMERS)

<u>Fund</u>	<u>Total</u>	<u># New Regs.</u>	<u># Rcvd. Trng.</u>	<u># New Trng Cust</u>	<u># Act. in Srvcs.</u>	<u># Ended Srvcs.</u>	<u># Cred. @ EOS</u>	<u>% EOS Cred</u>	<u># Emp.@ EOS</u>	<u>% EOS Emp</u>	<u>Avg. Wage @EOS</u>	<u># Exited</u>	<u># Emp.@ Exit</u>	<u>% Exit Emp</u>
<i>For Provider: 1054 HENRY</i>														
A	37	0	35	0	29	8	6	75%	8	100%	13.05	4	0	0%
D	63	7	57	7	55	8	6	75%	8	100%	19.27	3	0	0%
Total 1054	100	7	92	7	84	16	12	75%	16	100%	16.16	7	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	306	51	288	48	225	81	61	75%	69	85%	15.07	32	0	0%
D	246	38	228	34	182	64	38	59%	51	80%	21.33	25	0	0%
Total 0058	552	89	516	82	407	145	99	68%	120	83%	17.73	57	0	0%
<i>For Provider: 1052 ROCK-CORVEL</i>														
A	106	10	98	7	77	29	21	72%	29	100%	13.11	9	0	0%
D	50	2	49	2	34	16	13	81%	13	81%	14.71	2	0	0%
Total 1052	156	12	147	9	111	45	34	76%	42	93%	13.61	11	0	0%
TOTAL	2095	267	1927	239	1676	419	293	70%	357	85%	15.69	146	0	0%

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

REPORT RUN DATE: 11/27/12

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

**WIA7001 Count of Veterans/Eligible Spouses with Active Services  
From JULY 01 2012 through NOVEMBER 26 2012  
ALL FUNDS**

Run Date: 11/27/12

Area	Total Vet AD/DW			WIA or RA Fund Type			Dislocated Worker			Older Youth			Young Youth		
	Total AD/DW	% Vets AD/DWs	Total #	Total #	Veteran #	% Served Veteran	Total #	Veteran #	% Served Veteran	Total #	Veteran #	% Served Veteran	Total #	Veteran #	% Served Veteran
<u>01</u> NW Georgia	1189	78	374	20	58	7%	815	58	7%	85	0	0%	180	0	0%
<u>02</u> GA Mountains	455	38	181	9	29	5%	274	29	11%	35	0	0%	139	0	0%
<u>03</u> City of Atlanta	630	45	409	28	17	7%	221	17	8%	132	0	0%	677	0	0%
<u>04</u> Cobb County	591	54	247	16	38	6%	344	38	11%	155	0	0%	277	0	0%
<u>05</u> DeKalb County	1784	143	1063	87	56	8%	721	56	8%	89	1	1%	628	0	0%
<u>06</u> Fulton County	811	70	367	32	38	9%	444	38	9%	100	1	1%	120	1	1%
<u>07</u> Atlanta Regional	2124	162	1043	68	94	7%	1081	94	9%	310	2	1%	559	0	0%
<u>08</u> West Central GA	2195	141	1297	75	66	6%	898	66	7%	118	1	1%	395	0	0%
<u>09</u> Northeast GA	886	69	461	29	40	6%	425	40	9%	57	0	0%	324	0	0%
<u>10</u> Macon-Bibb	168	11	107	6	5	6%	61	5	8%	7	0	0%	36	0	0%
<u>11</u> Middle Georgia	347	39	164	13	26	8%	183	26	14%	26	0	0%	82	0	0%
<u>12</u> Richmond/Burke Counties	269	19	204	8	11	4%	65	11	17%	60	0	0%	121	0	0%
<u>13</u> East Central GA	183	14	121	9	5	7%	62	5	8%	24	0	0%	112	0	0%
<u>14</u> Lower Chattahoochee	160	17	126	13	4	10%	34	4	12%	33	0	0%	132	0	0%
<u>15</u> Middle Flint	196	15	129	4	11	3%	67	11	16%	32	0	0%	28	0	0%
<u>16</u> Heart of GA, Altamaha	330	20	215	12	8	6%	115	8	7%	45	0	0%	337	0	0%
<u>17</u> Southwest GA	761	88	458	41	47	9%	303	47	16%	58	0	0%	302	0	0%
<u>18</u> South GA	494	35	330	20	15	6%	164	15	9%	115	0	0%	310	0	0%
<u>19</u> Southeast GA	291	16	196	8	8	4%	95	8	8%	68	0	0%	52	0	0%
<u>20</u> Coastal	442	50	259	18	32	7%	183	32	17%	140	0	0%	261	0	0%
TOTAL	14306	1124	7751	516	608	7%	6555	608	9%	1689	5	0%	5072	1	0%

**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 2011 through November 26, 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	19	5	14	50%	43%	75%	\$18.51	67%
Business/Finance	89	36	53	87%	55%	92%	\$24.62	67%
<b>Computer (higher level)</b>	<b>251</b>	<b>73</b>	<b>178</b>	<b>83%</b>	<b>57%</b>	<b>81%</b>	<b>\$22.22</b>	<b>70%</b>
Construction	17	8	9	78%	56%	100%	\$14.59	75%
Education( K-12)	57	10	47	72%	60%	96%	\$14.10	85%
<b>Health Occupations</b>	<b>388</b>	<b>177</b>	<b>211</b>	<b>83%</b>	<b>65%</b>	<b>86%</b>	<b>\$16.80</b>	<b>76%</b>
<b>Health Support Occupations</b>	<b>703</b>	<b>182</b>	<b>455</b>	<b>87%</b>	<b>65%</b>	<b>78%</b>	<b>\$10.35</b>	<b>69%</b>
<b>Installation/Repair</b>	<b>193</b>	<b>45</b>	<b>148</b>	<b>88%</b>	<b>72%</b>	<b>83%</b>	<b>\$13.03</b>	<b>70%</b>
Management (incl. PM)	141	29	112	91%	55%	88%	\$28.00	80%
<b>Office Admin(incl. MS Office)</b>	<b>500</b>	<b>161</b>	<b>304</b>	<b>90%</b>	<b>64%</b>	<b>83%</b>	<b>\$13.15</b>	<b>72%</b>
Production	70	8	62	85%	69%	80%	\$14.97	81%
<b>Transportation</b>	<b>304</b>	<b>35</b>	<b>269</b>	<b>90%</b>	<b>80%</b>	<b>94%</b>	<b>\$15.29</b>	<b>87%</b>
TOTAL (All Inclusive)	2836	792	2043	87%	66%	84%	\$15.58	75%

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 2011 THRU NOVEMBER 26 2012

ONET Title	# In Trng	Active # In Trng	# Left Trng	# Cmpltd Sccsflly	Sccsfl Comp Rate	Cred?	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
<b><u>ONET GROUP: Architect./Eng. Occupations</u></b>													
Architectural and Civil Drafter	0	1	0	0	0%	0	0%	1	1	100%	\$23.00	1	100%
Civil Engineering Technicians	1	0	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Electrical Drafters	1	0	1	1	100%	1	100%	1	0	0%	\$0.00	0	0%
Electrical Engineering Technicians	2	1	1	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Electrical Engineers	1	0	1	1	100%	1	100%	0	0	0%	\$0.00	0	0%
Electrical and Electronics Drafter	2	1	1	1	100%	1	100%	1	0	0%	\$0.00	0	0%
Electronics Engineering Technicians	5	2	3	0	0%	0	0%	1	1	100%	\$15.48	1	100%
Electronics Engineers, Except Drafters	1	0	1	1	100%	1	100%	1	1	100%	\$9.05	0	0%
Materials Engineers	2	0	2	1	50%	0	0%	1	1	100%	\$37.01	1	100%
Mechanical Drafters	2	0	2	1	50%	1	50%	1	1	100%	\$10.50	0	0%
Surveyors	1	0	1	1	100%	1	100%	1	1	100%	\$16.00	1	100%
Total for Architect./Eng. Occupations	19	5	14	7	50%	6	43%	8	6	75%	\$18.51	4	67%

**ONET GROUP: Arts/Enter./Sports Occupations**

Camera Operators, Television, Motion Picture	2	1	1	1	100%	0	0%	0	0	0%	\$0.00	0	0%
Multi-Media Artists and Animators	3	2	1	1	100%	1	100%	0	0	0%	\$0.00	0	0%
Producers	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Total for Arts/Enter./Sports Occupations	6	4	2	2	100%	1	50%	0	0	0%	\$0.00	0	0%

**ONET GROUP: Bldg. Maint. Occupations**

First-Line Supervisors/Managerial Occupations	2	1	1	1	100%	1	100%	1	1	100%	\$13.50	1	100%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	6	1	5	5	100%	4	80%	5	4	80%	\$9.01	3	75%
Landscaping and Groundskeeping	2	0	2	1	50%	1	50%	1	1	100%	\$13.50	1	100%
Total for Bldg. Maint. Occupations	10	2	8	7	88%	6	75%	7	6	86%	\$10.50	5	83%

**ONET GROUP: Bus./Finance Operations**

Accountants	33	19	14	13	93%	10	71%	9	9	100%	\$19.06	9	100%
Accountants and Auditors	2	0	2	1	50%	1	50%	2	2	100%	\$26.77	2	100%
Business Operations Specialist	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%

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Claims Examiners, Property and Cost Estimators	2	2	0	0	0%	0	0	0	0%	\$0.00	0	0%
Financial Analysts	1	0	1	1	100%	1	1	1	100%	\$11.30	0	0%
Human Resources, Training, and Insurance Adjusters, Examiners	1	0	1	1	100%	1	0	0	0%	\$9.05	0	0%
Logisticians	3	0	3	3	100%	1	2	2	100%	\$14.02	2	100%
Management Analysts	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Meeting and Convention Planner	37	9	28	26	93%	15	22	19	86%	\$30.67	11	58%
Personal Financial Advisors	4	2	2	0	0%	0	2	2	100%	\$15.02	0	0%
Tax Preparers	2	1	1	1	100%	0	0	0	0%	\$0.00	0	0%
	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Total for Bus./Finance Operations	89	36	53	46	87%	29	39	36	92%	\$24.62	24	67%

ONET GROUP: Community/Social Srv. Occupations

Medical and Public Health Soci	1	0	1	1	100%	1	0	0	0%	\$0.00	0	0%
Probation Officers and Correct	3	1	2	2	100%	2	0	0	0%	\$0.00	0	0%
Total for Community/Social Srv. Occupations	4	1	3	3	100%	3	0	0	0%	\$0.00	0	0%

ONET GROUP: Computer/Math Occupations

Computer Programmers	13	6	7	5	71%	4	3	3	100%	\$24.25	2	67%
Computer Security Specialists	11	8	3	3	100%	1	1	1	100%	\$40.00	1	100%
Computer Software Engineers, A	12	7	5	5	100%	3	1	1	100%	\$40.00	1	100%
Computer Software Engineers, S	9	5	4	4	100%	3	3	3	100%	\$16.83	2	67%
Computer Support Specialists	28	8	20	16	80%	11	16	9	56%	\$16.70	7	78%
Computer Systems Analysts	31	5	26	21	81%	13	15	11	73%	\$25.38	9	82%
Database Administrators	32	7	25	25	100%	17	18	13	72%	\$27.47	9	69%
Network Systems and Data Commu	16	3	13	12	92%	9	11	10	91%	\$19.51	5	50%
Network and Computer Systems A	57	14	43	40	93%	27	31	27	87%	\$19.96	19	70%
Operations Research Analysts	1	1	0	0	0%	0	0	0	0%	\$0.00	0	0%
Software Quality Assurance Eng	2	1	1	1	100%	1	0	0	0%	\$0.00	0	0%
Web Developers	39	8	31	15	48%	12	22	20	91%	\$22.68	14	70%
Total for Computer/Math Occupations	251	73	178	147	83%	101	121	98	81%	\$22.22	69	70%

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<b>ONET GROUP: Construction Occupations</b>											
Construction Carpenters	1	1	0	0	0%	0	0	0%	\$0.00	0	0%
Construction and Related Worke	1	0	1	1	100%	1	1	100%	\$16.00	1	100%
Electricians	10	4	6	4	67%	3	6	100%	\$15.11	5	83%
First-Line Supervisors/Manager	1	1	0	0	0%	0	0	0%	\$0.00	0	0%
Helpers--Electricians	3	2	1	1	100%	0	0	0%	\$0.00	0	0%
Operating Engineers and Other	1	0	1	1	100%	1	1	100%	\$10.00	0	0%
Total for Construction Occupations	17	8	9	7	78%	5	8	100%	\$14.59	6	75%

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<b>ONET GROUP: Educ./Trng./Library Occupations</b>											
Biological Science Teachers, P	2	1	1	1	100%	1	1	100%	\$23.00	1	100%
Criminal Justice and Law Enfor	1	0	1	0	0%	0	1	100%	\$15.15	0	0%
Education, Training, and Libra	1	0	1	1	100%	1	0	0%	\$0.00	0	0%
Elementary School Teachers, Ex	3	1	2	2	100%	2	2	100%	\$14.36	2	100%
Kindergarten Teachers, Except	1	0	1	1	100%	1	1	100%	\$8.80	1	100%
Mathematical Science Teachers,	3	0	3	2	67%	2	2	100%	\$14.31	2	100%
Middle School Teachers, Except	4	1	3	2	67%	2	2	100%	\$12.46	2	100%
Preschool Teachers, Except Spe	8	0	8	7	88%	5	5	100%	\$8.76	4	80%
Secondary School Teachers, Exc	6	0	6	5	83%	3	4	100%	\$19.77	3	75%
Special Education Teachers, Mi	6	3	3	2	67%	0	2	67%	\$16.60	2	100%
Special Education Teachers, Pr	10	3	7	4	57%	3	3	100%	\$17.01	3	100%
Special Education Teachers, Se	3	0	3	1	33%	1	1	100%	\$9.24	1	100%
Teacher Assistants	9	1	8	6	75%	5	2	100%	\$10.50	1	50%
Total for Educ./Trng./Library Occupations	57	10	47	34	72%	28	26	96%	\$14.10	22	85%

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<b>ONET GROUP: Food Prep/Svc. Occupations</b>											
Chefs and Head Cooks	23	7	16	14	88%	11	7	100%	\$11.50	5	71%
Cooks, Institution and Cafeter	2	0	2	2	100%	2	2	100%	\$10.00	2	100%
Cooks, Restaurant	3	2	1	0	0%	0	0	0%	\$0.00	0	0%
First-Line Supervisors/Manager	1	0	1	0	0%	0	0	0%	\$0.00	0	0%
Total for Food Prep/Svc. Occupations	29	9	20	16	80%	13	9	100%	\$11.17	7	78%

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FOR PERIOD FROM JULY 01 2011 THRU NOVEMBER 26 2012

ONET Title	#	In Trng	Active	# Left Trng	# Cmpltd Sccsflly	Sccsfl Comp Rate	Cred?	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
<b>ONET GROUP: Health Occupations</b>														
Cardiovascular Technologists a	33	16	17	17	17	100%	16	94%	7	6	86%	\$11.88	6	100%
Dental Hygienists	8	3	5	5	5	100%	3	60%	3	3	100%	\$24.00	3	100%
Diagnostic Medical Sonographer	27	14	13	9	9	69%	5	38%	5	5	100%	\$16.31	2	40%
Emergency Medical Technicians	18	6	12	7	7	58%	7	58%	9	8	89%	\$14.69	4	50%
Health Technologists and Techn	29	1	28	21	21	75%	13	46%	23	17	74%	\$12.35	8	47%
Licensed Practical and License	21	9	12	11	11	92%	11	92%	9	8	89%	\$16.59	8	100%
Medical Records and Health Inf	39	14	25	23	23	92%	14	56%	15	13	87%	\$15.63	8	62%
Medical and Clinical Laborator	9	3	6	4	4	67%	2	33%	4	3	75%	\$14.43	2	67%
Occupational Health and Safety	3	1	2	2	2	100%	1	50%	1	1	100%	\$46.80	1	100%
Opticians, Dispensing	2	1	1	1	1	100%	1	100%	1	1	100%	\$10.50	1	100%
Pharmacy Technicians	29	13	16	14	14	88%	10	63%	11	7	64%	\$9.41	5	71%
Radiologic Technicians	6	1	5	4	4	80%	4	80%	3	3	100%	\$23.67	3	100%
Radiologic Technologists	16	12	4	3	3	75%	3	75%	2	2	100%	\$22.00	2	100%
Radiologic Technologists and T	2	2	0	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Registered Nurses	99	61	38	32	32	84%	28	74%	21	21	100%	\$22.07	19	90%
Respiratory Therapists	19	5	14	12	12	86%	11	79%	11	9	82%	\$19.56	8	89%
Respiratory Therapy Technician	9	4	5	4	4	80%	3	60%	2	1	50%	\$20.60	1	100%
Surgical Technologists	18	10	8	7	7	88%	6	75%	7	7	100%	\$14.54	6	86%
Veterinary Technologists and T	1	1	0	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Total for Health Occupations	388	177	211	176	176	83%	138	65%	134	115	86%	\$16.80	87	76%

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<b>ONET GROUP: Health Support Occupations</b>														
Dental Assistants	16	5	11	10	10	91%	7	64%	4	4	100%	\$12.29	0	0%
Healthcare Support Workers, Al	6	1	5	4	4	80%	4	80%	3	1	33%	\$14.00	0	0%
Home Health Aides	4	1	3	2	2	67%	1	33%	2	1	50%	\$9.50	1	100%
Medical Assistants	208	44	164	137	137	84%	94	57%	99	69	70%	\$10.89	39	57%
Nursing Aides, Orderlies, and	465	129	336	301	301	90%	232	69%	185	154	83%	\$9.99	118	77%
Occupational Therapist Assista	1	1	0	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Physical Therapist Assistants	2	1	1	1	1	100%	1	100%	1	1	100%	\$17.50	1	100%
Veterinary Assistants and Labo	1	0	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Total for Health Support Occupations	703	182	521	455	455	87%	339	65%	294	230	78%	\$10.35	159	69%

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<b><u>ONET GROUP: Installation/Repair Occupations</u></b>													
Aircraft Mechanics and Service	4	3	1	1	100%	0	0%	0	0	0%	\$0.00	0	0%
Automotive Body and Related Re	2	1	1	1	100%	1	100%	1	1	100%	\$10.00	1	100%
Automotive Master Mechanics	11	7	4	4	100%	3	75%	2	1	50%	\$11.17	1	100%
Automotive Service Technicians	12	4	8	7	88%	5	63%	5	5	100%	\$12.67	4	80%
Automotive Specialty Technicia	3	1	2	1	50%	0	0%	1	0	0%	\$0.00	0	0%
Bus and Truck Mechanics and Di	6	2	4	3	75%	3	75%	3	2	67%	\$13.15	1	50%
Computer, Automated Teller, an	3	0	3	3	100%	2	67%	3	2	67%	\$8.75	0	0%
Electrical Power-Line Installe	1	0	1	1	100%	1	100%	1	1	100%	\$15.00	0	0%
Electrical and Electronics Ins	1	0	1	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Electrical and Electronics Rep	3	0	3	2	67%	2	67%	2	2	100%	\$19.50	2	100%
First-Line Supervisors/Manager	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Heating and Air Conditioning M	61	17	44	39	89%	35	80%	29	27	93%	\$12.85	20	74%
Heating, Air Conditioning, and	24	6	18	14	78%	13	72%	7	6	86%	\$15.77	6	100%
Helpers--Installation, Mainten	4	0	4	3	75%	3	75%	2	2	100%	\$22.52	2	100%
Industrial Machinery Mechanics	3	0	3	3	100%	2	67%	2	1	50%	\$8.05	0	0%
Maintenance and Repair Workers	45	2	43	40	93%	30	70%	25	21	84%	\$11.99	15	71%
Medical Equipment Repairers	2	0	2	2	100%	1	50%	2	1	50%	\$10.61	0	0%
Refrigeration Mechanics and In	3	1	2	2	100%	2	100%	1	0	0%	\$0.00	0	0%
Telecommunications Line Instal	4	0	4	4	100%	3	75%	3	2	67%	\$12.50	0	0%
Total for Installation/Repair Occupations	193	45	148	130	88%	106	72%	89	74	83%	\$13.03	52	70%

**ONET GROUP: Legal Occupations**

Court Reporters	1	0	1	1	100%	1	100%	1	0	0%	\$0.00	0	0%
Paralegals and Legal Assistant	4	0	4	3	75%	3	75%	3	1	33%	\$10.00	1	100%
Total for Legal Occupations	5	0	5	4	80%	4	80%	4	1	25%	\$10.00	1	100%

**ONET GROUP: Management Occupations**

Administrative Services Manage	10	3	7	5	71%	4	57%	4	4	100%	\$16.85	2	50%
Computer and Information Syste	8	2	6	6	100%	5	83%	6	5	83%	\$25.85	4	80%
Construction Managers	15	5	10	6	60%	6	60%	7	6	86%	\$22.83	5	83%
Education Administrators, Pres	1	0	1	1	100%	1	100%	1	1	100%	\$20.00	1	100%
Financial Managers, Branch or	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%

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Food Service Managers	7	2	5	5	100%	5	100%	3	3	100%	\$10.09	2	67%
General and Operations Manager	4	2	2	2	100%	2	100%	1	1	100%	\$31.25	1	100%
Human Resources Managers	16	2	14	11	79%	5	36%	11	8	73%	\$22.99	8	100%
Industrial Production Managers	4	1	3	3	100%	1	33%	1	1	100%	\$25.00	1	100%
Lodging Managers	4	2	2	2	100%	2	100%	1	0	0%	\$0.00	0	0%
Managers, All Other	60	4	56	56	100%	29	52%	43	40	93%	\$33.06	32	80%
Marketing Managers	5	3	2	2	100%	0	0%	0	0	0%	\$0.00	0	0%
Nursery and Greenhouse Manager	3	0	3	2	67%	2	67%	2	1	50%	\$13.50	0	0%
Storage and Distribution Manag	2	1	1	1	100%	0	0%	0	0	0%	\$0.00	0	0%
Transportation Managers	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Total for Management Occupations	141	29	112	102	91%	62	55%	80	70	88%	\$28.00	56	80%

ONET GROUP: Office/Admin Occupations

Billing, Cost, and Rate Clerks	2	1	1	1	100%	1	100%	0	0	0%	\$0.00	0	0%
Bookkeeping, Accounting, and A	160	61	99	87	88%	74	75%	52	43	83%	\$14.54	36	84%
Court, Municipal, and License	1	0	1	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Desktop Publishers	1	0	1	1	100%	0	0%	0	0	0%	\$0.00	0	0%
Executive Secretaries and Admi	102	36	66	60	91%	40	61%	32	30	94%	\$12.31	24	80%
First-Line Supervisors/Manager	7	2	5	3	60%	3	60%	1	1	100%	\$15.38	1	100%
Hotel, Motel, and Resort Desk	2	0	2	2	100%	2	100%	0	0	0%	\$0.00	0	0%
Legal Secretaries	1	0	1	1	100%	1	100%	1	1	100%	\$19.00	1	100%
Medical Secretaries	110	29	81	76	94%	53	65%	40	31	78%	\$12.57	16	52%
Office Clerks, General	81	29	52	46	88%	30	58%	28	22	79%	\$11.69	14	64%
Office and Administrative Supp	10	2	8	7	88%	2	25%	2	2	100%	\$15.97	1	50%
Payroll and Timekeeping Clerks	2	1	1	0	0%	0	0%	1	1	100%	\$13.74	1	100%
Police, Fire, and Ambulance Di	1	0	1	1	100%	1	100%	0	0	0%	\$0.00	0	0%
Production, Planning, and Expe	1	0	1	1	100%	1	100%	1	1	100%	\$21.64	1	100%
Secretaries, Except Legal, Med	12	0	12	12	100%	6	50%	6	6	100%	\$12.73	5	83%
Stock Clerks- Stockroom, Wareh	7	0	7	6	86%	3	43%	4	1	25%	\$8.25	0	0%
Total for Office/Admin Occupations	500	161	339	304	90%	217	64%	168	139	83%	\$13.15	100	72%

ONET GROUP: Personal Care/Svc. Occupations

Child Care Workers	2	0	2	2	100%	2	100%	1	1	100%	\$13.50	1	100%
Personal and Home Care Aides	22	2	20	18	90%	13	65%	15	10	67%	\$9.34	4	40%

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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 2011 THRU NOVEMBER 26 2012

ONET Title	# In Trng	Active In Trng	# Left Trng	# Cmpltd Sccsflly	Sccsfl Comp Rate	Cred? 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
Total for Personal Care/Svc. Occupations	24	2	22	20	91%	15	68%	16	11	69%	\$9.72	5	45%

ONET GROUP: Physical/Soc.Science Occupations

Biological Scientists, All Oth	2	1	1	1	100%	1	100%	1	1	100%	\$16.00	1	100%
Biological Technicians	10	0	10	9	90%	7	70%	6	6	100%	\$15.40	4	67%
Chemical Technicians	1	0	1	1	100%	1	100%	1	1	100%	\$14.50	1	100%
Environmental Science and Prot	2	0	2	0	0%	0	0%	2	1	50%	\$14.40	0	0%
Life, Physical, and Social Sci	1	0	1	0	0%	0	0%	1	1	100%	\$10.00	0	0%
Medical Scientists, Except Epi	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Total for Physical/Soc.Science Occupations	17	2	15	11	73%	9	60%	11	10	91%	\$14.73	6	60%

ONET GROUP: Production Occupations

Aircraft Structure, Surfaces,	10	0	10	10	100%	10	100%	8	8	100%	\$17.68	6	75%
Computer-Controlled Machine To	1	0	1	1	100%	1	100%	1	1	100%	\$20.00	1	100%
Medical Appliance Technicians	1	0	1	0	0%	0	0%	1	1	100%	\$14.50	1	100%
Multiple Machine Tool Setters,	1	0	1	1	100%	1	100%	1	1	100%	\$17.00	1	100%
Printing Machine Operators	1	0	1	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Water and Liquid Waste Treatme	1	0	1	1	100%	1	100%	1	1	100%	\$17.05	1	100%
Welders, Cutters, and Weider F	49	8	41	35	85%	26	63%	25	17	68%	\$13.75	14	82%
Welding, Soldering, and Brazin	6	0	6	5	83%	4	67%	3	3	100%	\$11.77	2	67%
Total for Production Occupations	70	8	62	53	85%	43	69%	40	32	80%	\$14.97	26	81%

ONET GROUP: Protective Svc. Occupations

Criminal Investigators and Spe	3	1	2	2	100%	2	100%	2	2	100%	\$13.77	2	100%
Detectives and Criminal Invest	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Police Patrol Officers	3	0	3	2	67%	1	33%	2	2	100%	\$13.03	1	50%
Police and Sheriff's Patrol Of	1	0	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Sheriffs and Deputy Sheriffs	1	1	0	0	0%	0	0%	0	0	0%	\$0.00	0	0%
Total for Protective Svc. Occupations	9	3	5	4	80%	3	60%	4	4	100%	\$13.40	3	75%

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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 2011 THRU NOVEMBER 26 2012

ONET Title	#	Active In Trng	# Left Trng	# Cmpltd Scsfully	Scsfl Comp Rate	Cred? Rate	# /Ended Srvcs.	# Emp @ EOS /Exit	Emp Rate @ EOS /Exit	Avg Wage @ EOS /Exit	Emp in Trng Rel Job	TR Emp Rate @ EOS/Exit
<b>ONET GROUP: Transportation Occupations</b>												
Bus Drivers, Transit and Inter	1	0	1	1	100%	1	1	1	100%	\$13.68	1	100%
Industrial Truck and Tractor O	27	3	24	24	100%	17	12	12	100%	\$11.36	11	92%
Laborers and Freight, Stock, a	1	0	1	1	100%	1	1	1	100%	\$10.00	1	100%
Truck Drivers, Heavy and Tract	275	32	243	217	89%	197	181	169	93%	\$15.61	147	87%
Total for Transportation Occupations	304	35	269	243	90%	216	195	183	94%	\$15.29	160	87%
TOTAL	2836	792	2,043	1,771	87%	1,344	1,254	1,058	84%	\$15.58	792	75%

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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 NOVEMBER 27 2012

PROVIDER	AREA					FULTON
	ATL REGIONAL	ATLANTA	COBB CO.	DEKALB	FULTON	
A HEAVENS HEIGHTS MEDICAL TRAI	7	.	.	2	.	
ADVANCE TRAINING CENTERS	6	.	.	1	.	
ADVANCED TECHNOLOGY GROUP (ATG	20	1	17	20	16	
AFRIA MEDICAL INSTITUTE, INC.	.	.	.	2	.	
ALPHA NURSING TRAINING INSTITU	.	3	.	.	.	
AMERICA'S DRIVING FORCE OF GA,	25	1	.	14	3	
ASSURED & ASSOCIATES	18	1	2	.	.	
ATGWORK	.	.	.	1	.	
ATHENS TECHNICAL COLLEGE	2	.	.	1	.	
ATLANTA HEALTH CAREERS, LLC	26	1	.	1	2	
ATLANTA METROPOLITAN COLLEGE	.	12	.	3	2	
ATLANTA TECHNICAL COLLEGE	84	395	6	25	38	
ATLANTA TRUCK DRIVING SCHOOL,	8	.	2	14	8	
ATLANTA URBAN LEAGUE EDUC.,TRN	2	10	.	4	2	
ATLANTIC CDL TRAINING CENTER,	14	.	1	6	.	
AVIATION INSTITUTE OF MAINTENA	2	.	.	.	.	
AVIONCE MORTGAGE CONSULTING SE	.	.	.	2	.	
AWDA	.	57	.	.	.	
B & W FORKLIFT TRAINING CENTER	10	.	.	3	1	
CAREGIVER SOLUTIONS TRAINING I	62	.	.	7	2	

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METRO ATLANTA OCCUPATIONAL SKILLS TRAINING PROVIDER ENROLLMENT COUNTS  
for Period From JULY 01 2012 Thru NOVEMBER 27 2012

PROVIDER	AREA					FULTON
	ATL REGIONAL	ATLANTA	COBB CO.	DEKALB	FULTON	
CASEY & SON HORSESHOEING SCHOO	.	.	.	2	.	
CCME TRAINING SERVICES	.	.	.	1	2	
CDL OF GA, LLC	4	.	.	1	.	
CENTER FOR PROGRESSIVE TRAININ	64	.	.	1	3	
CENTER OF INDUSTRY & TECHNOLOG	35	1	2	27	9	
CENTRAL GEORGIA TECHNICAL COLL	3	.	.	.	.	
CHATTAHOOCHEE TECHNICAL COLLE	84	5	128	1	11	
CITY SECURITY INC DBA CITY SEC	.	.	.	.	1	
CLAYTON STATE UNIVERSITY	53	.	2	10	1	
CNU MEDICAL INSTITUTE	27	1	.	6	5	
COBB CNA SCHOOL	9	.	63	2	.	
COLLEGE OF COASTAL GEORGIA	1	.	.	.	.	
COMMUNITY CONNECTS, INC.	.	.	.	1	.	
COMPLETE GAME BROADCAST DBAATL	.	.	.	6	1	
COVENANT C.N.A. SCHOOL	3	2	2	10	9	
COVENANT MEDICAL TRAINING INST	1	.	.	.	.	
CPR WITH MICKEY, CNA SCHOOL	4	.	6	.	.	
CUMBERLAND HEALTH SERVICES AND	6	.	31	.	.	
DALY'S TRUCK DRIVING SCHOOL,, I	45	.	1	5	2	
DARTON COLLEGE	6	1	.	1	.	
DEKALB MEDICAL SCHOOL OF RADIO	9	.	.	5	.	

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METRO ATLANTA OCCUPATIONAL SKILLS TRAINING PROVIDER ENROLLMENT COUNTS  
for Period From JULY 01 2012 Thru NOVEMBER 27 2012

PROVIDER	AREA				DEKALB	FULTON
	ATL REGIONAL	ATLANTA	COBB CO.	DEKALB		
DEKALB WORKFORCE DEVELOPMENT	.	.	.	320	.	
DOAKOLTECH, LLC	1	.	.	.	.	
EAST CENTRAL TECHNICAL COLLEGE	.	.	.	1	.	
EDUCATION & CAREER RESOURCES O	70	.	.	.	.	
ELITE MEDICAL TRAINING CENTER	3	.	.	3	1	
ELLENWOOD ACADEMY	2	.	.	7	.	
EMORY - CONTINUING EDUCATION	7	5	17	40	51	
EXELLE MEDICAL TRAINING	2	.	.	.	.	
FAKS ALLIED HEALTH EDUCATION C	14	.	1	7	29	
FOLDEL HEALTHCARE SERVICES, CN	5	.	.	.	.	
FORTIS COLLEGE	7	.	12	.	7	
GAINESVILLE STATE COLLEGE	2	.	.	.	.	
GEORGIA COLLEGE OF CONSTRUCTIO	.	.	.	12	6	
GEORGIA DRIVING ACADEMY, INC.	24	.	.	49	.	
GEORGIA GWINNETT COLLEGE	14	.	.	.	.	
GEORGIA HEALTH SCIENCES UNIVER	1	.	.	.	.	
GEORGIA HIGHLANDS COLLEGE	5	.	3	1	.	
GEORGIA INSTITUTE OF TECHNOLOG	3	1	1	2	1	
GEORGIA NORTHWESTERN TECHNICAL	4	.	.	1	.	
GEORGIA PERIMETER COLLEGE	25	4	2	39	8	

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METRO ATLANTA OCCUPATIONAL SKILLS TRAINING PROVIDER ENROLLMENT COUNTS  
for Period From JULY 01 2012 Thru NOVEMBER 27 2012

PROVIDER	AREA				DEKALB	FULTON
	ATL REGIONAL	ATLANTA	COBB CO.	DEKALB		
GEORGIA PIEDMONT TECHNICAL COL	45	1	1	46	.	
GEORGIA SOUTHERN UNIVERSITY	2	.	1	3	.	
GEORGIA STATE UNIVERSITY	25	6	4	21	1	
GIVING CARE AT HOME EDUCATION	4	.	.	.	.	
GOLDEN AGE HEALTHCARE TRAINING	1	.	.	.	.	
GOODWILL OF NORTH GEORGIA	30	.	4	109	15	
GORDON COLLEGE	7	.	.	.	.	
GRADY HEALTH SYSTEM-SCHOOL OF	1	1	.	5	1	
GREAT SOUTHERN DRIVING ACADEMY	.	1	.	1	.	
GRIFFIN TECHNICAL COLLEGE	.	.	.	2	1	
GWINNETT TECHNICAL COLLEGE	545	.	1	16	3	
HEART 2 HEART TRAINING ACADEMY	1	.	.	1	1	
INDEPENDENT ELECTRICAL CONTRAC	13	4	1	3	.	
INSTITUTE OF MEDICAL ULTRASOUN	6	.	1	2	13	
INTERACTIVE COLLEGE OF TECHNOL	3	.	.	3	2	
INTERNATIONAL INFORMATION TECH	.	.	.	1	.	
IVERSON BUSINESS SCHOOL & COUR	2	.	.	1	.	
JAVELIN LEARNING SYSTEMS,INC.D	13	.	5	19	10	
JOHNCO INSTITUTE	12	.	.	.	.	
KATLAW TRUCK DRIVING SCHOOL	27	.	21	4	5	
KENNESAW STATE UNIVERSITY	29	2	91	12	14	

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METRO ATLANTA OCCUPATIONAL SKILLS TRAINING PROVIDER ENROLLMENT COUNTS  
for Period From JULY 01 2012 Thru NOVEMBER 27 2012

PROVIDER	AREA					FULTON
	ATL REGIONAL	ATLANTA	COBB CO.	DEKALB	FULTON	
LANIER TECHNICAL COLLEGE	18	.	1	.	.	.
LAURUS TECHNICAL INSTITUTE - D	2	.	2	18		5
LEARN TO EARN DENTAL STAFF SCH	6	.	17	3		.
LEZCANO BENNETT CHOI UNIVERSIT	.	.	.	.		1
LIFE SOLUTIONS FOR HEALTH	4	.	.	.		.
LLOYD XAVIER MEDICAL TRAINING	9	.	.	.		.
LTT ENTERPRISES, DBA, GWINNETT	8	.	.	.		3
MACON STATE COLLEGE	4	.	.	2		.
MALIK COLLEGE	18	2	8	111		9
MASONRY ASSOCIATION OF GEORGIA	.	.	.	1		.
MENTEE CAREER AND TRAINING INS	49	.	.	3		.
MERCER UNIVERSITY	4	.	.	.		.
NEW HOPE MEDICAL INSTITUTE	7	.	.	.		.
NEW HORIZONS MEDICAL INSTITUTE	36	.	4	12		8
NEW HORIZONS, CLC	3	1	29	96		13
NEW LIFE TECHNICAL ACADEMY	1	.	.	.		.
NORCROSS INSTITUTE OF ALLIED H	16	.	.	1		.
NORTH GEORGIA COLLEGE & STATE	6	.	.	.		.
NORTH GEORGIA TECHNICAL COLLEG	1	.	.	.		.
NORTH METRO TECHNICAL COLLEGE	.	.	1	.		.

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PROVIDER	AREA					FULTON
	ATL REGIONAL	ATLANTA	COBB CO.	DEKALB	FULTON	
NV ENTERPRISES TRAINING ACADEM	8	.	.	.	.	.
OGLETHORPE UNIVERSITY	.	.	.	4	.	.
OMNITECH INSTITUTE	.	.	.	1	.	.
ON-SITE COMPUTER TRAINING	39	.	.	2	2	2
PACIFIC INSTITUTE OF TECHNOLOG	5	.	.	2	.	.
PIEDMONT COLLEGE	1	.	.	.	.	.
PRO DATA	21	2	3	7	9	9
PROFESSIONAL MEDICAL INSTITUTE	17	.	.	17	1	1
PROMEDICS EMS ACADEMY	.	.	.	2	.	.
R.E.A.D. (RAPID ENHANCED ACTIV	29	.	.	.	1	1
R.S. THOMAS TRAINING ASSOCIATE	5	.	4	.	.	.
RADIUMSOFT, INC.	19	3	5	37	5	5
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	61	.	.	1	2	2
SOUTHERN POLYTECHNIC STATE UNI	9	3	22	10	.	.

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METRO ATLANTA OCCUPATIONAL SKILLS TRAINING PROVIDER ENROLLMENT COUNTS  
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PROVIDER	AREA					FULTON
	ATL REGIONAL	ATLANTA	COBB CO.	DEKALB	FULTON	
TARGET IT TRAINING	35	.	6	23	5	
TECHNET TRAINING CENTERS	.	.	.	.	1	
TECHNOLOGY CENTER, INC.	46	5	7	39	14	
THE MANAGEMENT ACADEMY, LLC	7	.	1	3	.	
TRIALITY, INC. (DBA TRIALITY S	12	.	.	.	.	
TRUCK DRIVER INSTITUTE, INC. -	3	1	1	2	.	
UNITED EDUCATION INSTITUTE (UE	11	.	.	1	4	
UNITED MEDICAL AND BUSINESS IN	32	5	1	6	7	
UNIVERSITY OF GEORGIA	15	.	.	4	.	
UNIVERSITY OF WEST GEORGIA	4	1	.	.	.	
WATERS MANAGEMENT GROUP	3	.	7	9	23	
WEST GEORGIA TECHNICAL COLLEGE	17	.	1	1	1	
WOODRUFF MEDICAL TRAINING AND	4	16	.	40	2	
WORLD OUTREACH MEDICAL INSTITU	.	.	.	1	.	
TOTAL	2198	555	550	1378	403	

REPORT RUN DATE: 11/27/12  
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**ATLANTA REGIONAL WORKFORCE BOARD**

**WIA EXPENDITURE REPORT**

**FOR EXPENDITURES THRU October-2012**

PY 2011 FUNDS	GRANT AWARD	EXPENDITURES	BALANCE REMAINING	% EXPENDED	WIA OBLIGATIONS	UNOBLIGATED WIA FUNDS REMAINING	% OF UNOBLIGATED WIA FUNDS
<b>ADULT</b>							
Administrative	300,192	231,685	68,507	77.2%	-	68,507	22.8%
Program	2,701,727	2,572,860	128,867	95.2%	128,867	-	0.0%
<b>TOTAL ADULT</b>	<b>3,001,919</b>	<b>2,804,545</b>	<b>197,374</b>	<b>93.4%</b>	<b>128,867</b>	<b>68,507</b>	<b>2.3%</b>
<b>YOUTH</b>							
Administrative	310,898	295,066	15,832	94.9%	-	15,832	5.1%
<i>Program (Out of School)</i>	<i>839,425</i>	<i>1,409,204</i>	<i>(569,779)</i>		<i>112,254</i>	<i>(682,033)</i>	
<i>Program (In-School)</i>	<i>1,958,657</i>	<i>1,149,880</i>	<i>808,777</i>		<i>126,744</i>	<i>682,033</i>	
Program Total	2,798,082	2,559,084	238,998	91.5%	238,998	-	0.0%
<b>TOTAL YOUTH</b>	<b>3,108,980</b>	<b>2,854,150</b>	<b>254,830</b>	<b>91.8%</b>	<b>238,998</b>	<b>15,832</b>	<b>0.5%</b>
<b>DISLOCATED WORKER</b>							
Administrative	410,151	343,558	66,593	83.8%	-	66,593	16.2%
Program	3,691,366	3,073,175	618,191	83.3%	618,191	-	0.0%
<b>TOTAL DISLOCATED WORKER</b>	<b>4,101,517</b>	<b>3,416,733</b>	<b>684,784</b>	<b>83.3%</b>	<b>618,191</b>	<b>66,593</b>	<b>1.6%</b>
<b>TOTAL PY 2011 FUNDS</b>	<b>10,212,416</b>	<b>9,075,428</b>	<b>1,136,988</b>	<b>88.9%</b>	<b>986,056</b>	<b>150,932</b>	<b>1.5%</b>

**ATLANTA REGIONAL WORKFORCE BOARD**

**WIA EXPENDITURE REPORT**

**FOR EXPENDITURES THRU October-2012**

PY 2012 FUNDS	GRANT AWARD	EXPENDITURES	BALANCE REMAINING	% EXPENDED	WIA OBLIGATIONS	UNOBLIGATED WIA FUNDS REMAINING	% OF UNOBLIGATED WIA FUNDS
<b>ADULT</b>							
Administrative Program	331,272 2,981,449	7,243 200,640	324,029 2,780,809	2.2% 6.7%	- 1,068,713	324,029 1,712,096	97.8% 57.4%
<b>TOTAL ADULT</b>	<b>3,312,721</b>	<b>207,883</b>	<b>3,104,838</b>	<b>6.3%</b>	<b>1,068,713</b>	<b>2,036,125</b>	<b>61.5%</b>
<b>YOUTH</b>							
Administrative Program (Out of School)	340,752 920,030	121,301 465,265	219,451 454,765	35.6%	- 1,189,203	219,451 (734,438)	64.4%
Administrative Program (In-School)	2,146,736	245,160	1,901,576		678,875	1,222,701	
Program Total	3,066,766	710,425	2,356,341	23.2%	1,868,078	488,263	15.9%
<b>TOTAL YOUTH</b>	<b>3,407,518</b>	<b>831,726</b>	<b>2,575,792</b>	<b>24.4%</b>	<b>1,868,078</b>	<b>707,714</b>	<b>20.8%</b>
<b>DISLOCATED WORKER</b>							
Administrative Program	429,286 3,863,571	12,534 281,997	416,752 3,581,574	2.9% 7.3%	- 1,007,476	416,752 2,574,098	97.1% 66.6%
<b>TOTAL DISLOCATED WORKER</b>	<b>4,292,857</b>	<b>294,531</b>	<b>3,998,326</b>	<b>6.9%</b>	<b>1,007,476</b>	<b>2,990,850</b>	<b>69.7%</b>
<b>TOTAL PY 2012 FUNDS</b>	<b>11,013,096</b>	<b>1,334,140</b>	<b>9,678,956</b>	<b>12.1%</b>	<b>3,944,267</b>	<b>5,734,689</b>	<b>52.1%</b>
<b>TOTAL PY 2011 - PY 2013 FUNDS</b>	<b>21,225,512</b>	<b>10,409,568</b>	<b>10,815,944</b>	<b>49.0%</b>	<b>4,930,323</b>	<b>5,885,621</b>	<b>27.7%</b>



August 27, 2012

The following report is a result of the MAC Workforce Council's effort to assess the demand for workers in targeted industry areas and determine the education and skills needed to fill those positions. To accomplish this, a review was completed of job postings in metro Atlanta from August 2011 through August 2012 in the following sectors, which are all sub-categories of MAC's economic development focus areas (Bioscience, Technology and Supply Chain/Advanced Manufacturing):

- Healthcare IT
- Wireless/Mobility
- Software Development
- Internet Security
- Digital Media & Gaming
- Financial Transactions Processing
- Logistics/Distribution
- Automotive/Aerospace
- Supply Chain Software

This analysis gives us much of the critical intelligence we need to hone the efforts of the Workforce Council. In addition to details on a year's worth of job postings in growing industries, it 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 for each sector

Here are just a few of the headlines reflected by the data in the report:

- Atlanta ranked among the **top-10** US metro areas in job postings in all categories except energy production and energy-related manufacturing
- Certification/proficiency in **Epic software** is a key factor for **Healthcare IT**
- Skills in **Java** and **Javascript** are primary for most of the **technology-oriented** positions reviewed in the report
- In the field of **financial transactions processing**, demand for employees proficient in **Oracle** was twice as high as the demand for skills in **SAP**
- **Burning Glass** recorded almost **30,000** job postings for **Digital Media & Gaming** in Atlanta in the past 12 months
- **SunTrust** had the second most **internet security** job postings in Atlanta last year (**Dell** was first)
- **Atlanta** out-ranked economic development competitors **Dallas, Denver, Phoenix** and **San Diego** in the number of **software development** job postings
- **Communication, writing, and problem solving skills** were important to many high demand positions.

MAC will continue to use this work, and updated versions thereof, to guide the Workforce Council's outreach to employers, to support our effort to promote the resources available to hiring companies, and to inform our conversations with educational institutions and workforce agencies. The analysis was completed by Burning Glass, a national labor data firm.

**Bringing the best together to help Atlanta thrive.**





# Workforce Trends in MAC Targeted Industries

PREPARED BY ERICA DICKINSON  
BURNING GLASS INTERNATIONAL, INC

8.27.2012

MAC Workforce Council

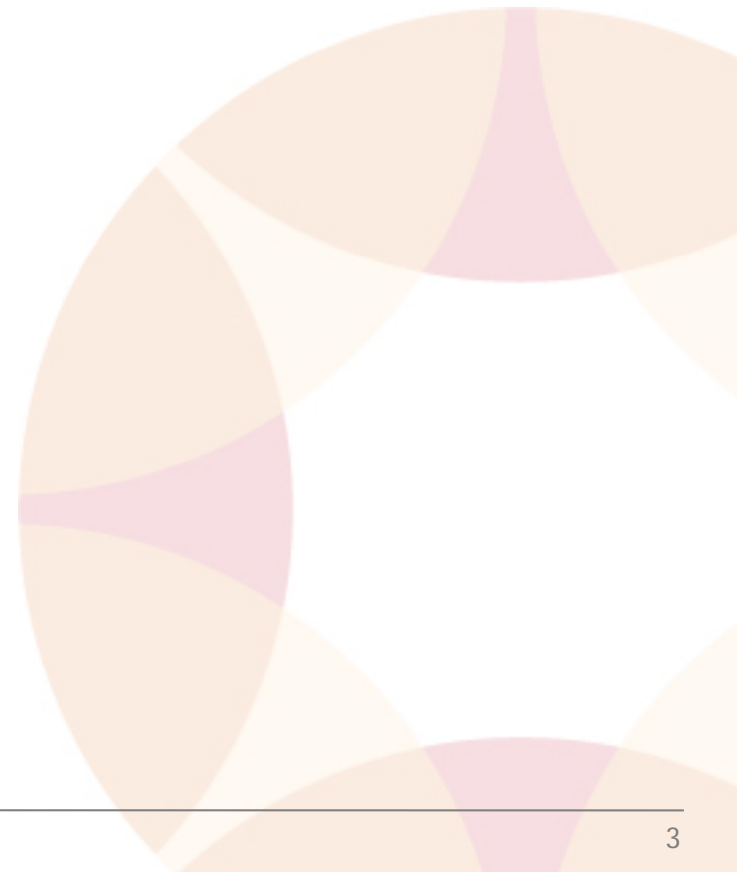




## Emerging Industries

- The following report looks at demand for 12 specific “industries” in the Atlanta-Sandy Springs-Marietta, MSA in Georgia.
- An additional report “The top locations nationwide” is provided for each “industry” as a comparison
- All reports were run using the last 365 days to rule out seasonality and ensure ample data
- An outline of selected filters is provided in Appendix A so that reports can be rerun at a future date

# Bioscience – Health Care IT



# Bioscience Nationwide Demand

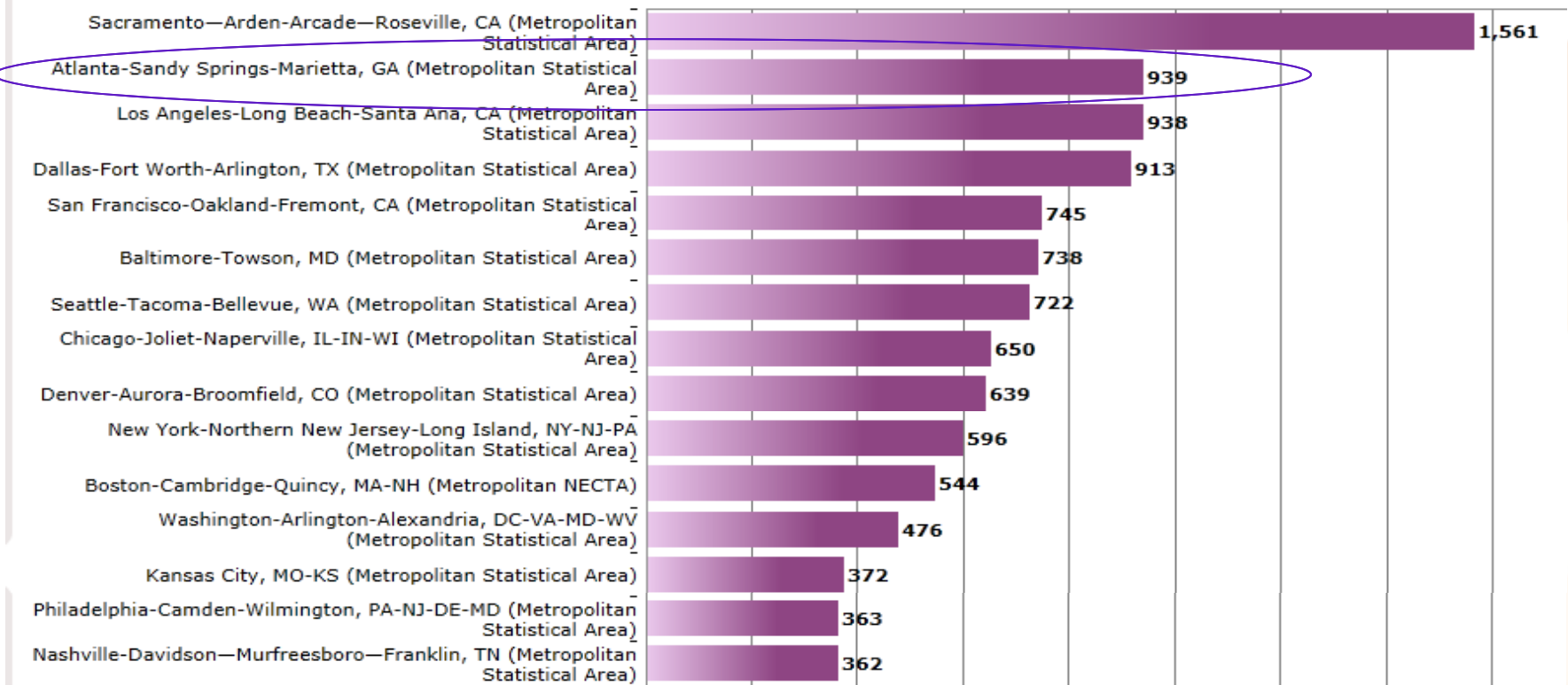
## Health Care IT - Top Locations

### Top MSAs for a title, occupation, or occupation group

08/15/2011 - 08/13/2012 (Data not available after 08/10/2012)

There are 19,548 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.



# Bioscience in Atlanta

## Health Care IT - Top Titles

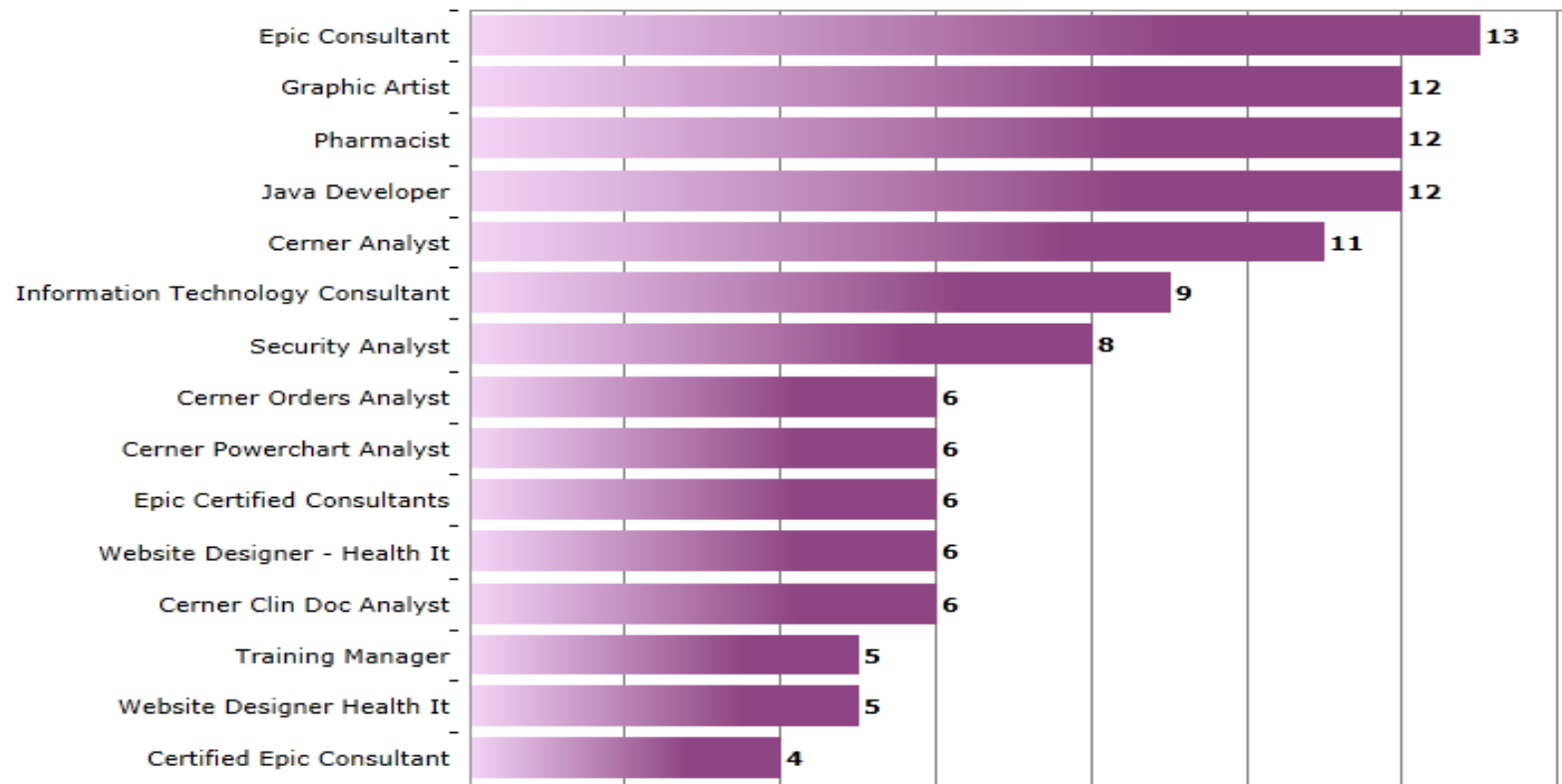
### Top titles

08/16/2011 - 08/14/2012 (Data not available after 08/12/2012)

There are 942 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.

Selected Period   Export





# Bioscience in Atlanta

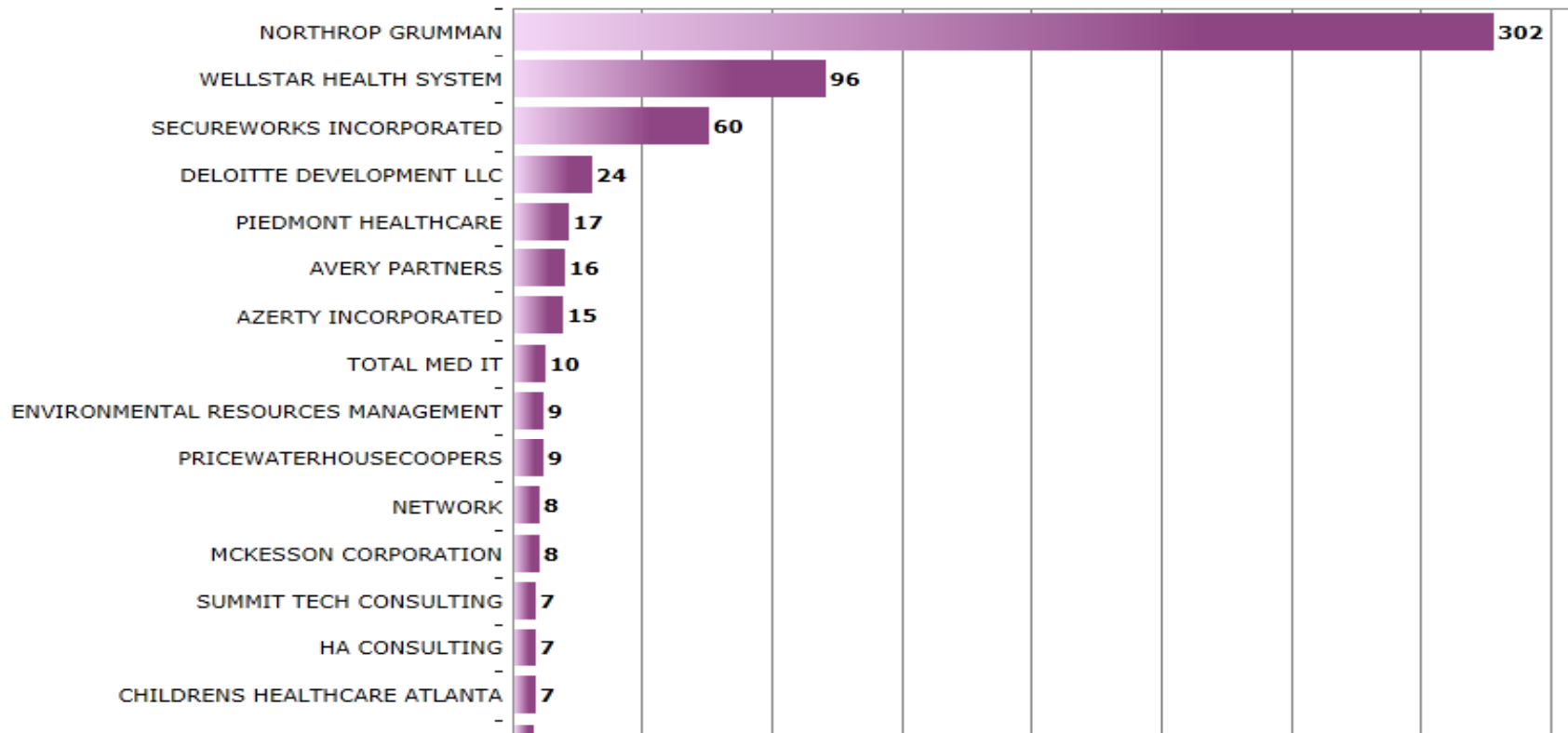
## Health Care IT - Top Employers

### Employers with the most job openings

08/12/2011 - 08/10/2012 (Data not available after 08/08/2012)

There are 941 postings available with the current filters applied.

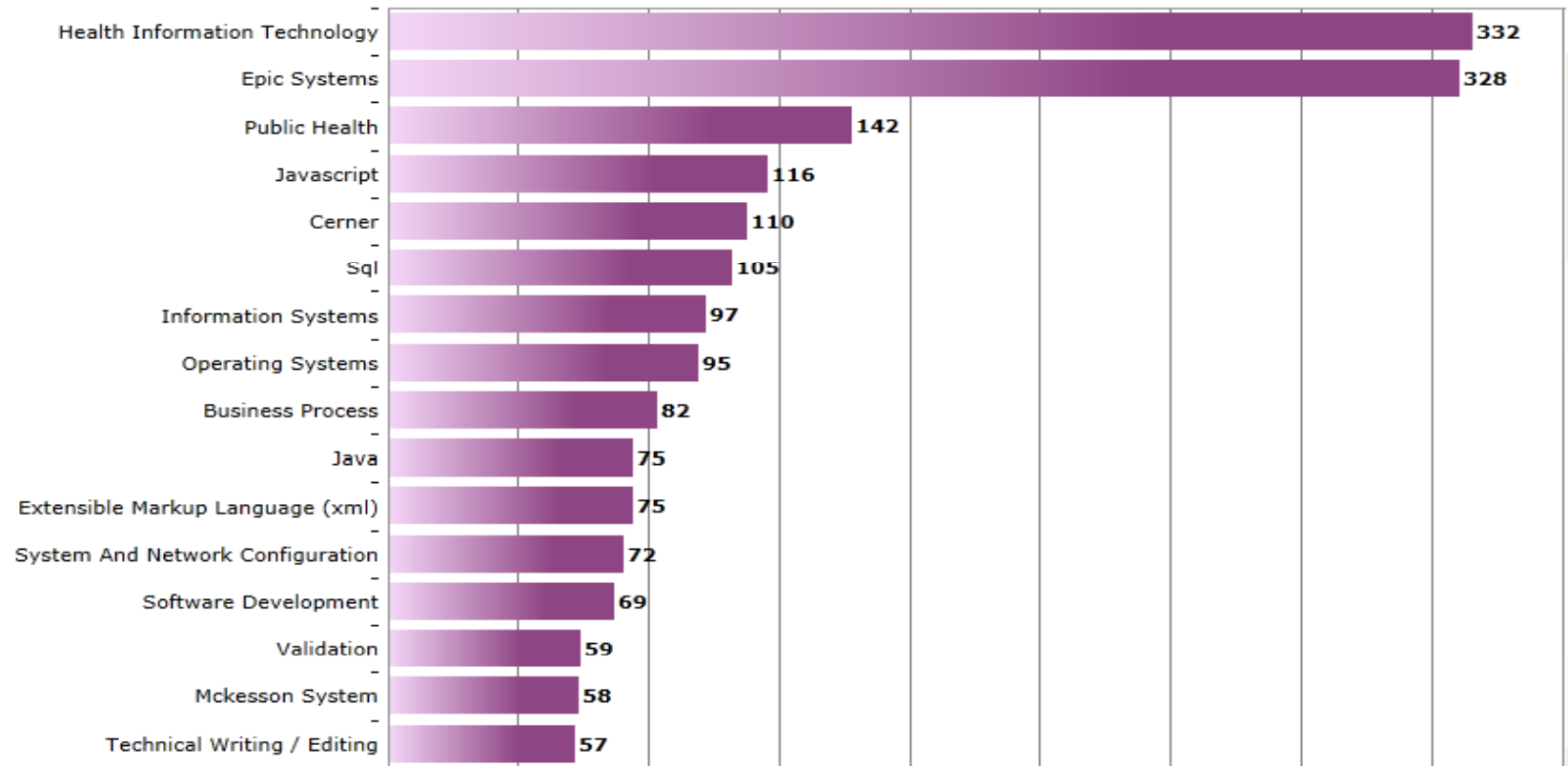
There are 202 unspecified or unclassified postings.



# Bioscience in Atlanta

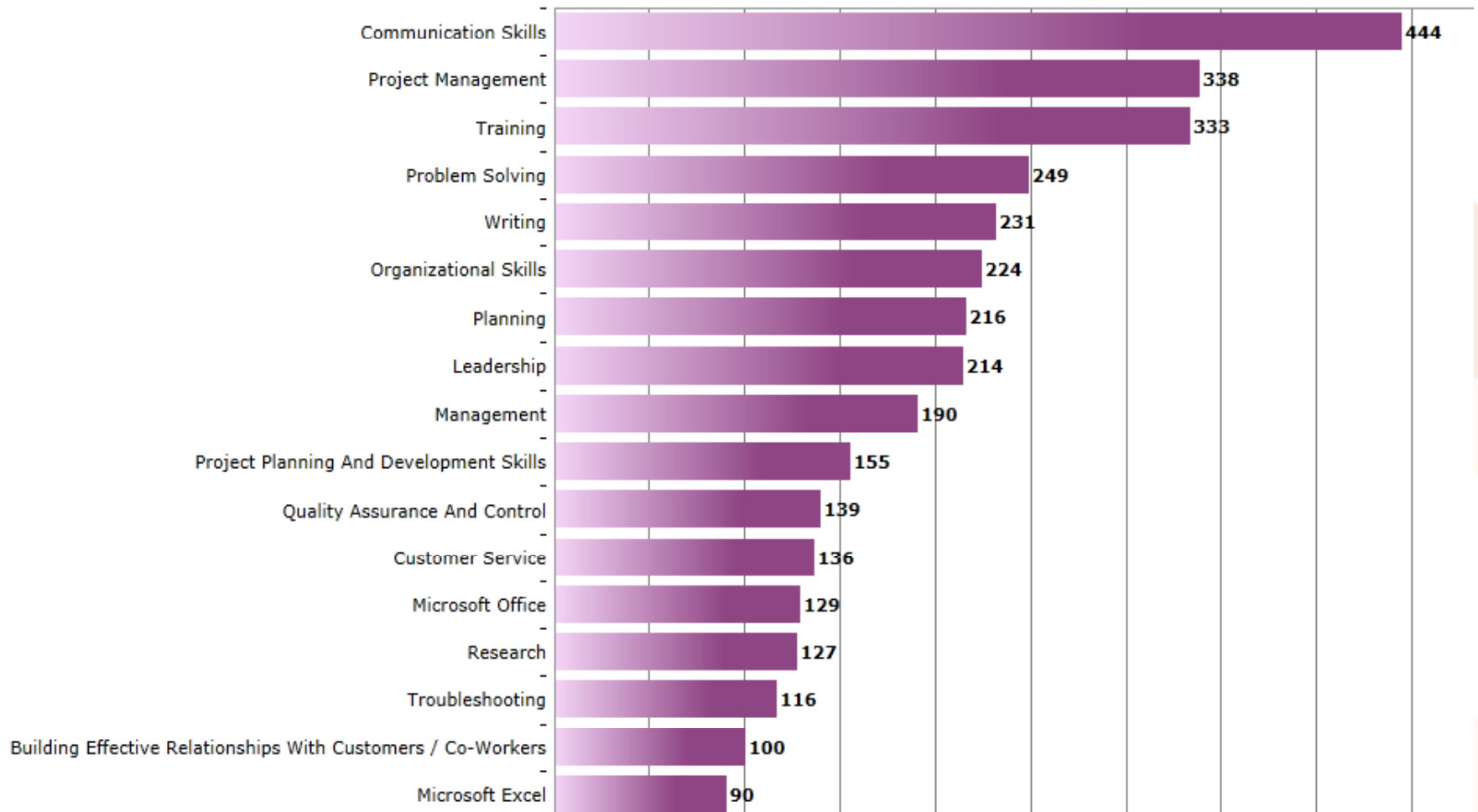
## Health care IT - Top skills

08/12/2011 - 08/10/2012 (Data not available after 08/08/2012)  
 There are 941 postings available with the current filters applied.  
 There are 2 unspecified or unclassified postings.



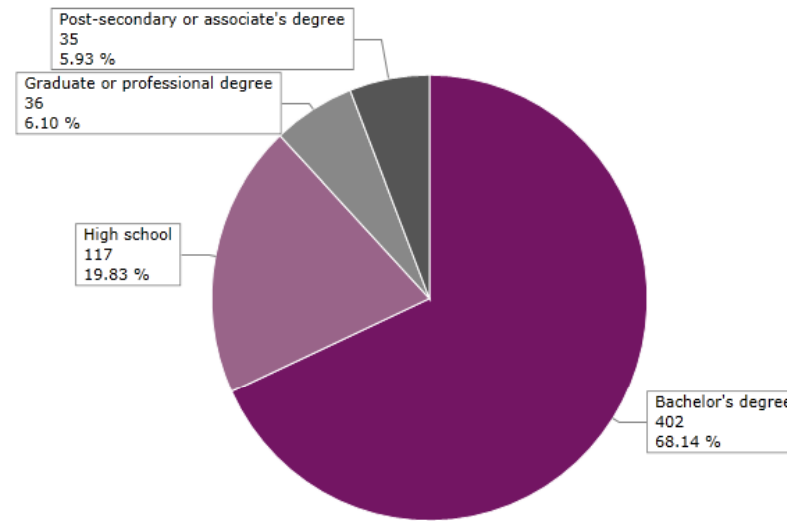
# Bioscience in Atlanta

## Health care IT - Top Baseline Skills



# Bioscience in Atlanta:

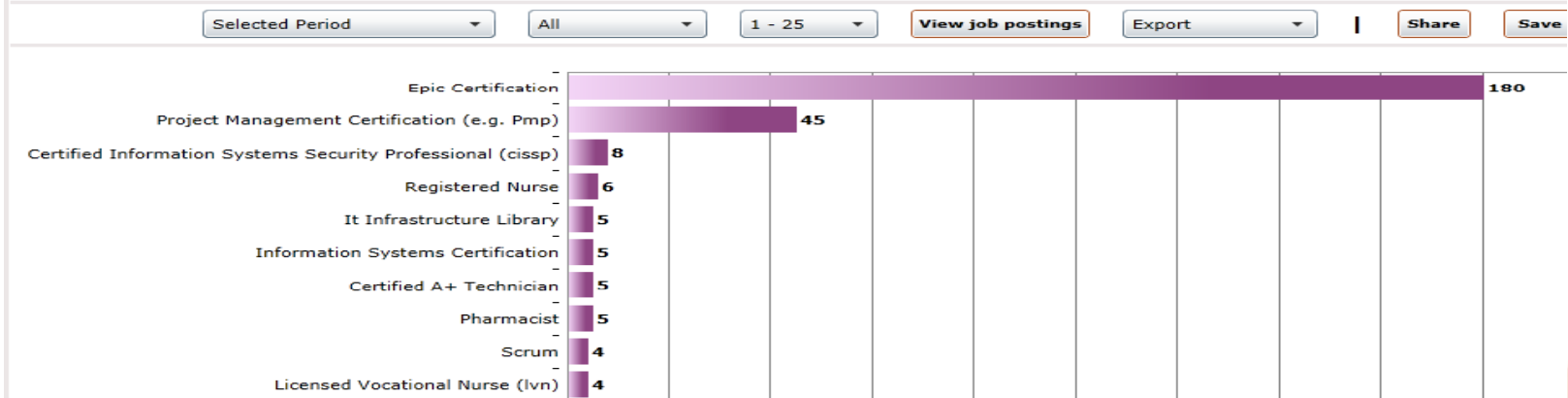
## Health IT – Education & Certifications



### Certifications in greatest demand

Note: 71% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

08/12/2011 - 08/10/2012 (Data not available after 08/08/2012)  
 There are 941 postings available with the current filters applied.  
 There are 677 unspecified or unclassified postings.





# Health care IT in Atlanta

## Sample posting

### Project Manager - Health IT

**Requisition ID: 12013007**

**Business Sector:** Information Systems

**Location:** United States-Georgia-Atlanta

**US Citizenship Required for this Position:** Yes

**Relocation Assistance:** No relocation assistance available

**Clearance Type:** Other

**Number of Openings:** 1

**Shift:** 1st Shift

#### Description

Northrop Grumman is seeking an experienced and PMP-certified Project Manager to manage activities among multiple, concurrent Web application development projects supporting our customers at the Centers for Disease Control and Prevention (CDC) in Atlanta, GA.

The Project Manager will initiate, plan and manage complex projects, in a highly matrixed organization leveraging shared resources (business analysts, application developers, database analysts, user experience designers and testers).

The Project Manager will be required to manage all the day to day tasks associated with the project as well as effectively mitigate all risks to cost, schedule and timelines. They will maintain open and candid lines of communication among all project stakeholders throughout all phases of the SDLC.

The project manager will be required to appropriately close all projects with formal customer acceptance. Additionally, she or he will create appropriate documentation according to CDC guidelines. The Project Manager will also collaborate with peers to optimize best practices and realize process improvements.

#### Basic Qualifications:

- 5 Years with Bachelors in Science; 3 Years with Masters; 0 Years with PhD.
- Project Management Institute's Project Management Professional (PMP) certification. Candidates must have this certification to be considered.
- Ability to expertly track projects in Microsoft Project and Project Server. Create and optimize very detailed project plans using shared resources within specific timeframes. Keen understanding of the effects associated with modifying elements in Project.
- Knowledge of Agile project management methodologies and the Scrum approach to application development.
- Ability to maintain effective business relationships with all stakeholders (customers, managers, developers, end users, etc.)
- Experience in web application development.
- Experience managing solutions throughout the entire systems development lifecycle (SDLC).
- Excellent interpersonal, written, and verbal communication skills.

## Sample posting

#### Position Description

Work with the EIR Senior Sales Executive and EIR Product Management team to build the strategy and plan for creating a successful enterprise archiving business in the North American medical imaging market. This represents a new growth opportunity for EMI.

Develop solid technical knowledge and understanding of all EMI products and services in order to be able to engage in consultative selling with our customers. Work cooperatively with customers and prospects to gain an understanding of their business problems and requirements related to enterprise archiving, and be able to relate these requirements to our product configurations and services offerings.

Perform and/or manage technical product demonstrations, presentations, and webinars on EIR to customers and prospects, and be able to articulate the value proposition of EIR, both to the C-suite and to the IT leadership.

Perform and/or manage internal product training to the broad sales team to leverage their help in developing the EIR business.

Work with Technical Marketing to build configurations and quotes for EIR. Support trade show and other marketing events and activities.

Must be prepared to travel 60% of time.

#### Minimum Requirements

5 years successful Healthcare IT Sales and/or Marketing experience with emphasis on medical imaging (PACS/RIS and/or Cardiology IT) with hospitals & imaging centers.

3 years successful technical sales experience required.

Background in performing and managing technical demonstrations and presentations to customers.

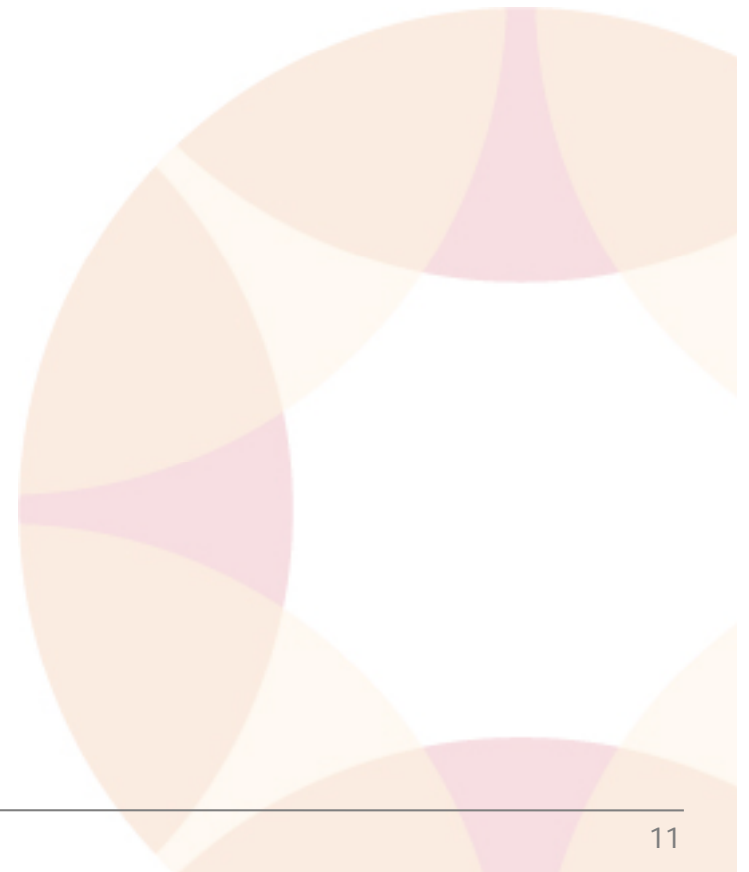
Experience with DICOM and IHE required.

Understanding of HL7 preferred.

Knowledge of [data storage](#) methods and technology preferred.

Experience with information life cycle management desirable.

# Wireless Mobility



# Technology Nationwide Demand

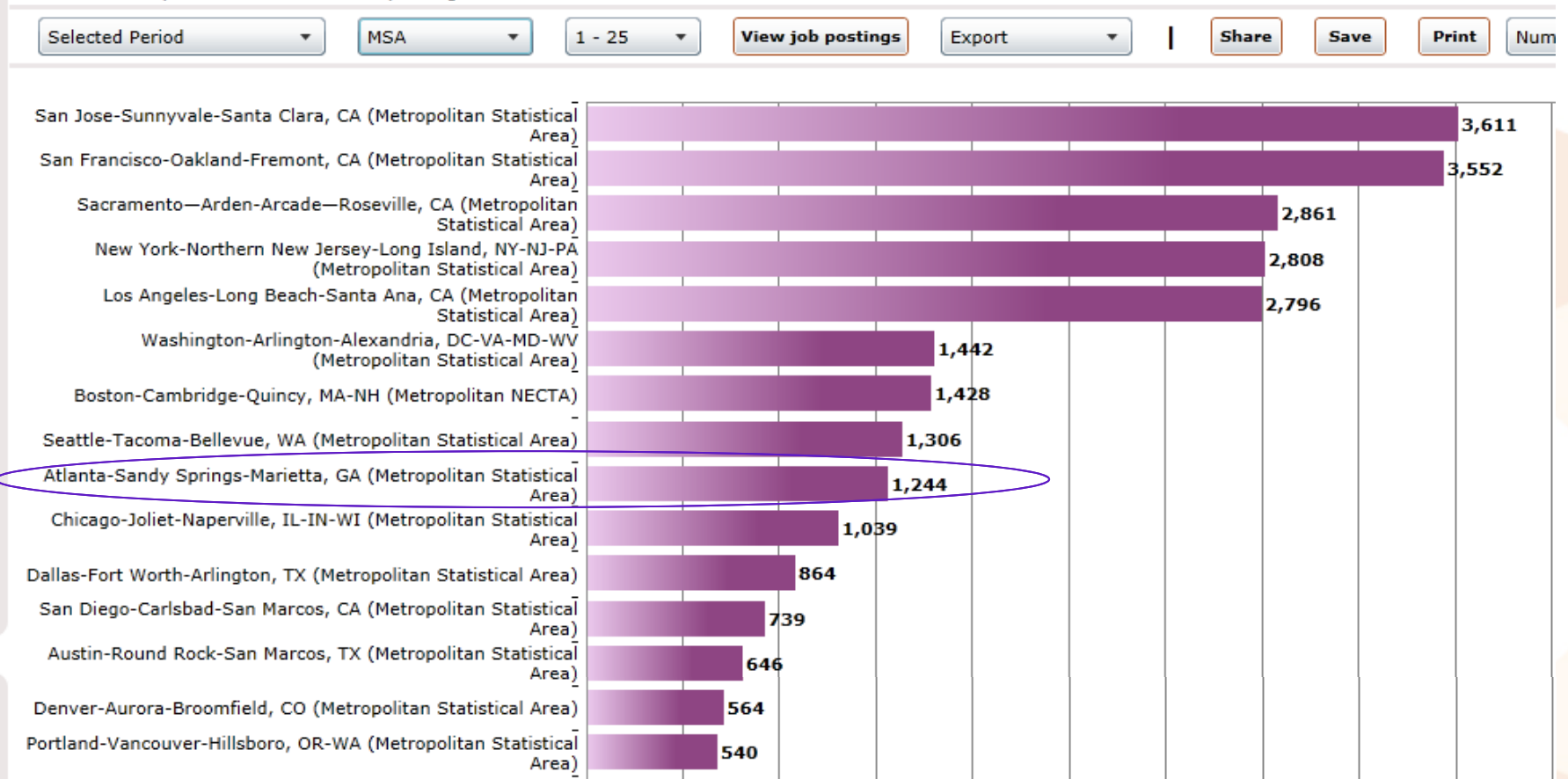
## Wireless Mobility- Top Locations

### Top MSAs for a title, occupation, or occupation group

08/15/2011 - 08/13/2012 (Data not available after 08/10/2012)

There are 37,225 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.

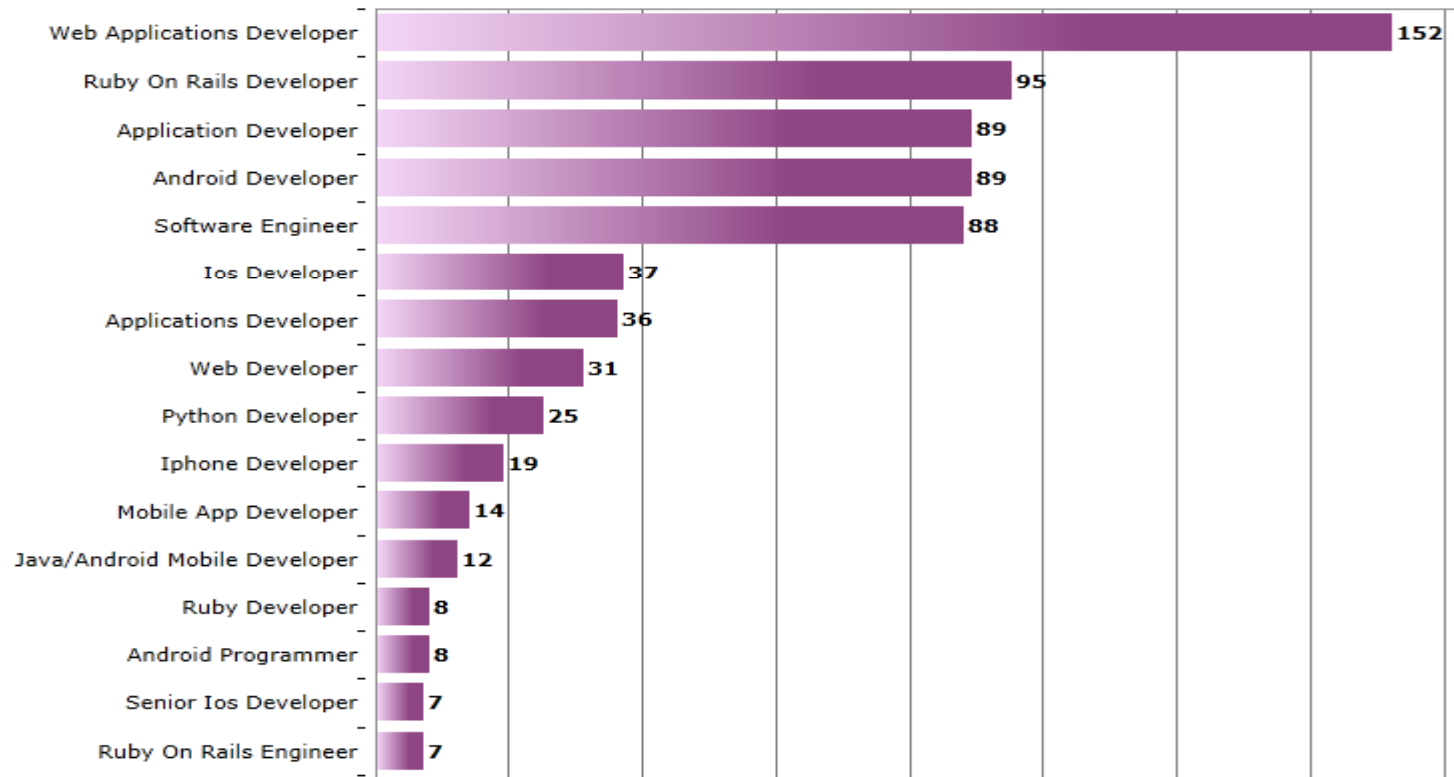


# Technology in Atlanta

## Wireless Mobility- Top Titles

08/15/2011 - 08/13/2012 (Data not available after 08/10/2012)  
 There are 1,244 postings available with the current filters applied.  
 There are 0 unspecified or unclassified postings.

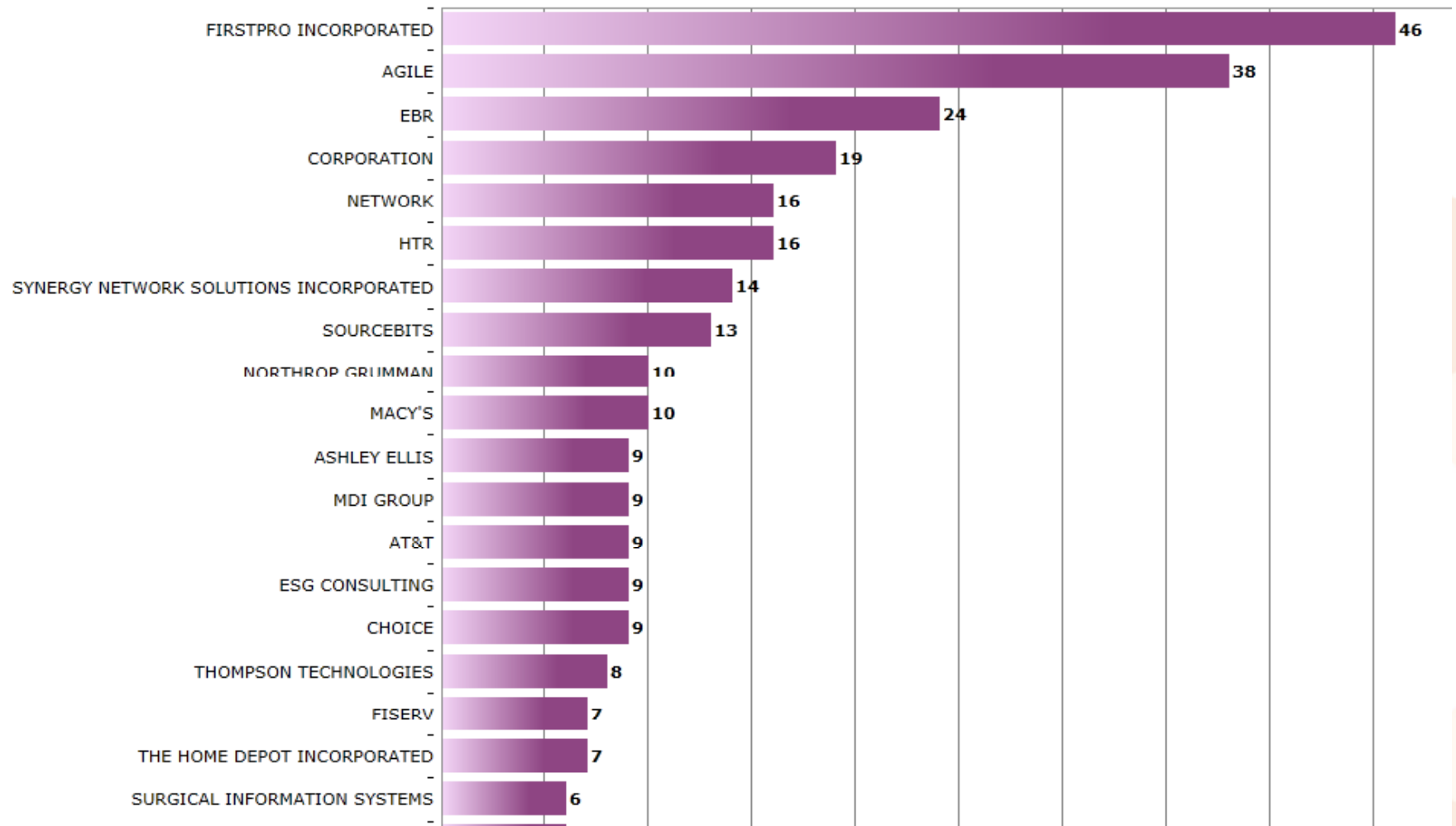
Selected Period    |





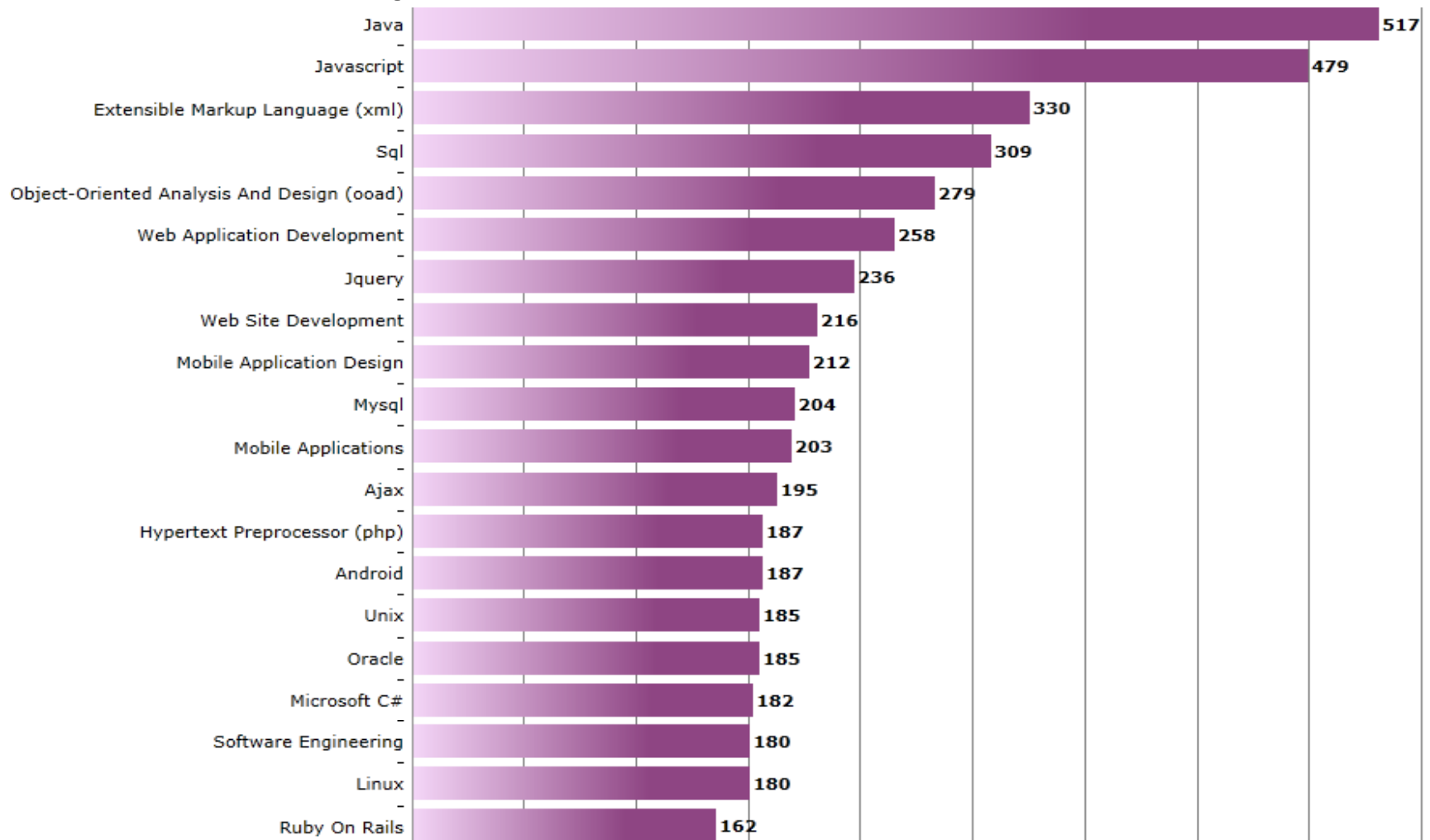
# Technology in Atlanta

## Wireless Mobility- Top Employers



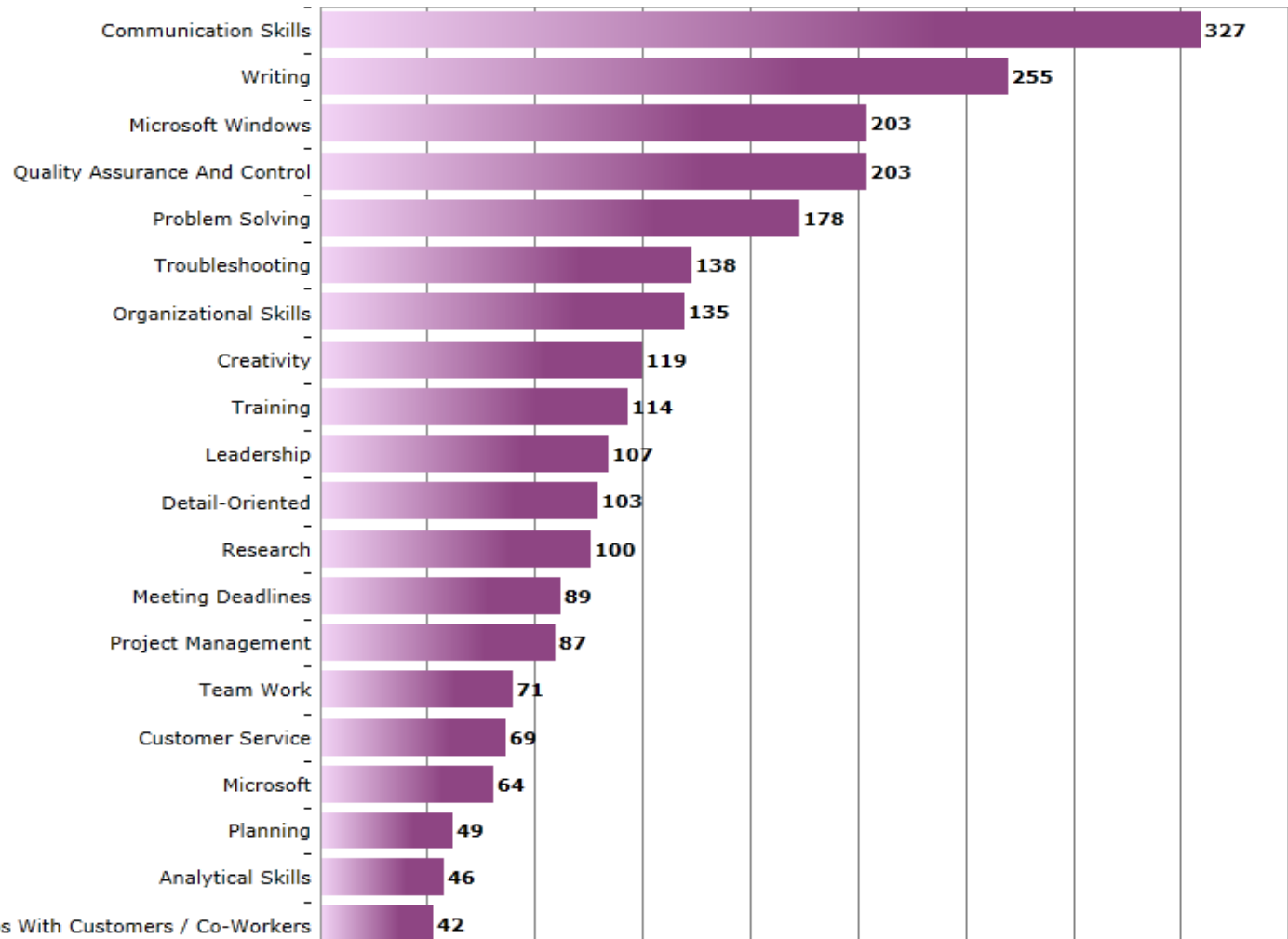
# Technology in Atlanta

## Wireless Mobility – Top Skills



# Technology in Atlanta

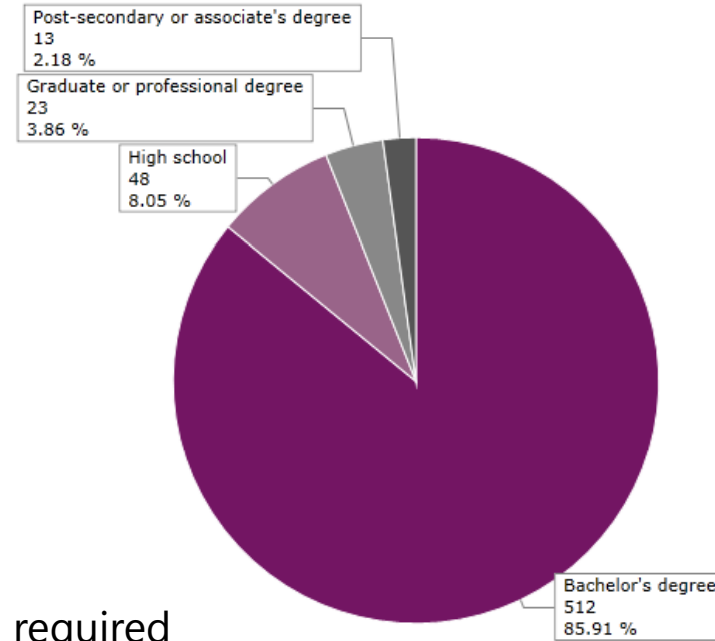
## Wireless Mobility – Top Baseline Skills



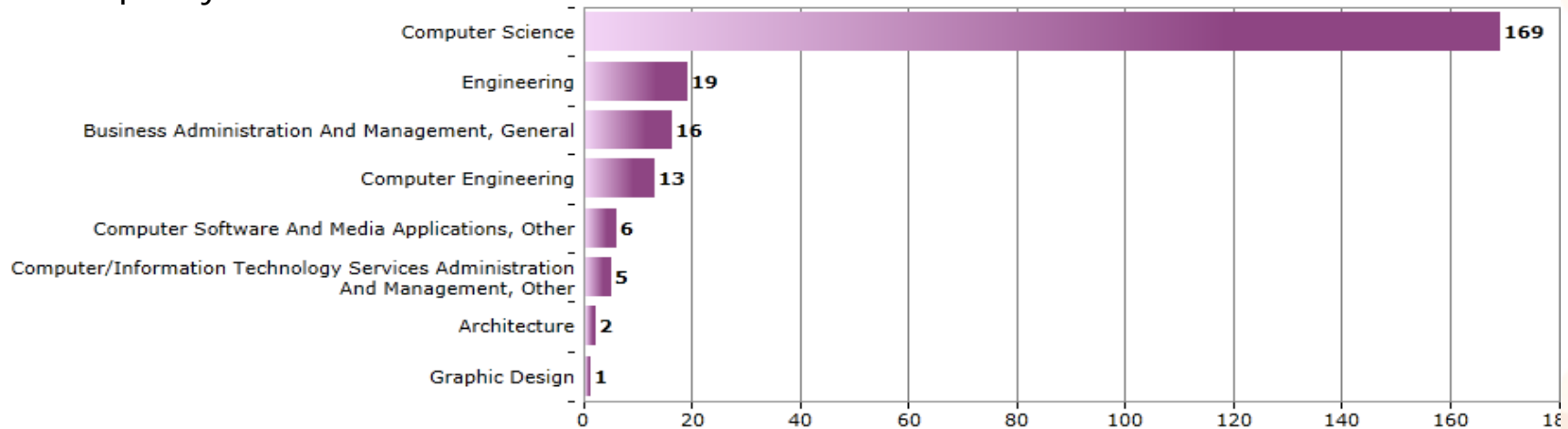
Building Effective Relationships With Customers / Co-Workers

# Technology in Atlanta:

## Wireless Mobility – Education & Majors in Demand



**Top Majors\*** Very few certifications were required so top majors are shown instead





# Technology in Atlanta

## Wireless Mobility – Sample postings

Description: Web Application Guru - Contract - Atlanta, GA

**Major Web Application Duties Include:**

- " Software installation, configuration, upgrade, and patching
- " Web server installation and configuration (IIS, Tomcat)
- " Level-3 technical support
- " Operational monitoring and support

**Web Application Qualifications:**

- " 5+ years of experience deploying and supporting enterprise software applications
- " Advanced Windows server (IIS, Windows security, optimization, and troubleshooting)
- " SQLServer database fundamentals
- " Networking fundamentals (TCP/IP, LAN, WAN, VPN)
- " Security and encryption fundamentals (SSL/TLS, SSH, PGP)
- " Ability to read and understand program source code
- " Knowledge of software development principles, concepts, and practices
- " Knowledge of web technologies (ASP.NET, XML, XSLT)
- " Ability to articulate complex technical issues clearly and concisely
- " Meticulous about documentation and record-keeping
- " Work successfully in a strong team environment
- " Desirable skills and experience:
  - " Experience with telephony systems, especially IP telephony (Cisco, Avaya, Nortel, Aspect, Genesys, etc.)
  - " Experience with [call recording](#) systems (NICE, Verint, Witness, etalk, etc.)
  - " Experience with PCI, SOX, and/or other corporate security requirements

As a senior mobile developer designs, develops and builds high quality mobile applications, as well as enhance and maintain existing applications.

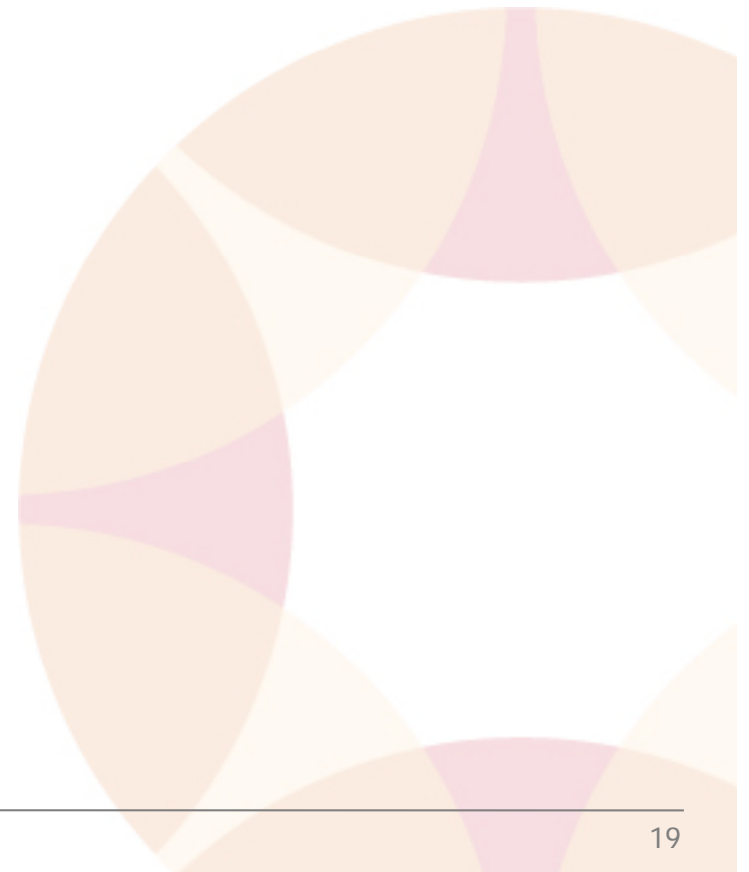
The role operates in an Agile/scrum environment and requires an excellent understanding of the full software lifecycle, including functional requirement gathering, design and development, testing of software applications and documenting requirements and technical specifications.

The candidate will help provide direction to junior to mid-level developers.

**Key Areas of Responsibility:**

- Technical development lead for initiatives and projects as assigned.
- Ability to work with BA's, architects and system analysts to create well written design documentation from business requirements, and be able to communicate well at all levels.
- Sr. mobile developer for initiatives and projects as assigned.
- Creation of native mobile apps for iOS and Android as well as developing web applications for device agnostic solutions.
- Collaboration on UX design, wire frames, etc.
- May need to rapidly produce interim deliverables (such as style guide components, prototypes, proofs of concept, etc.) in addition to the final live site or application
- Might participate in writing detailed level technical and functional specifications documentation, and work with onsite and off
- Take initiative to research and learn emerging technologies
- Mentoring junior to mid-level developers

# Software Development



# Technology Nationwide Demand

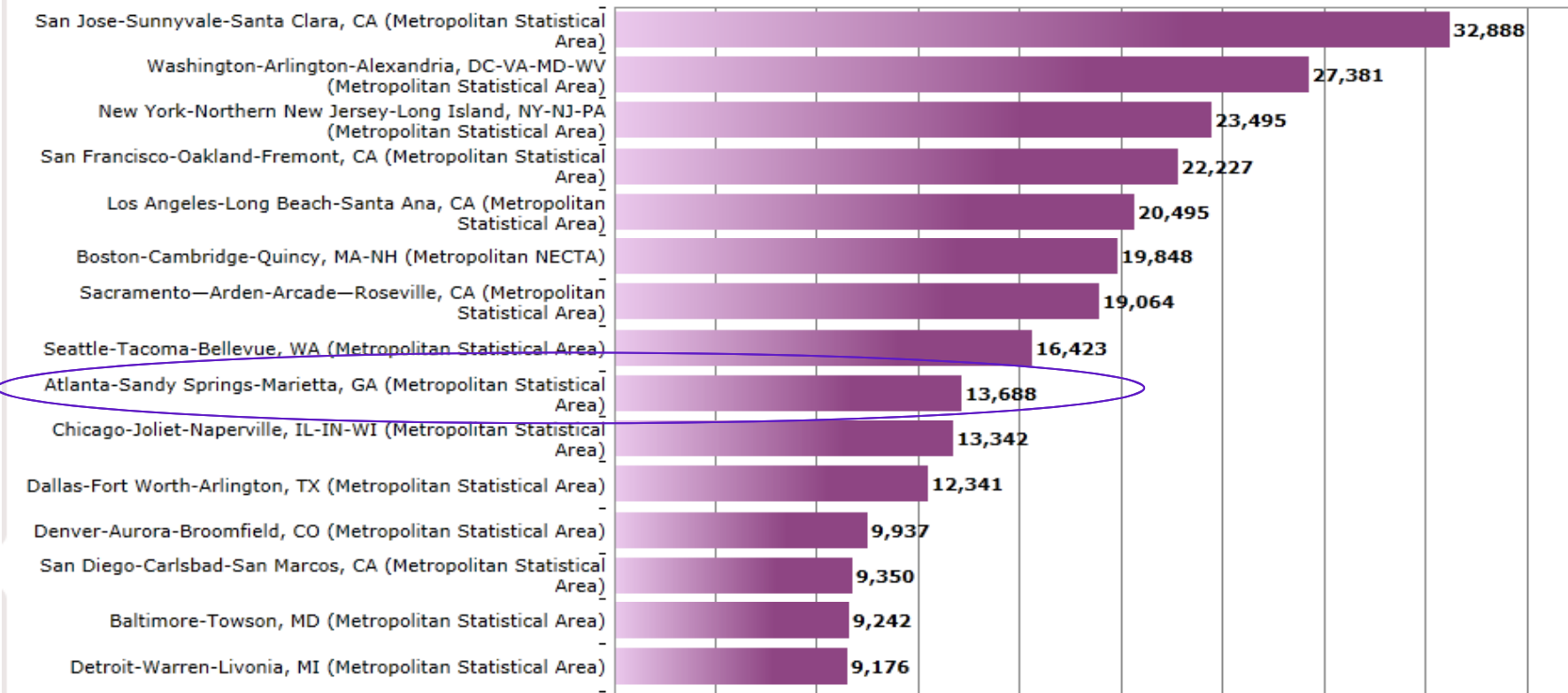
## Software Development – Top Locations

**Top MSAs for a title, occupation, or occupation group**

08/15/2011 - 08/13/2012 (Data not available after 08/10/2012)

There are 457,730 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.



# Technology in Atlanta

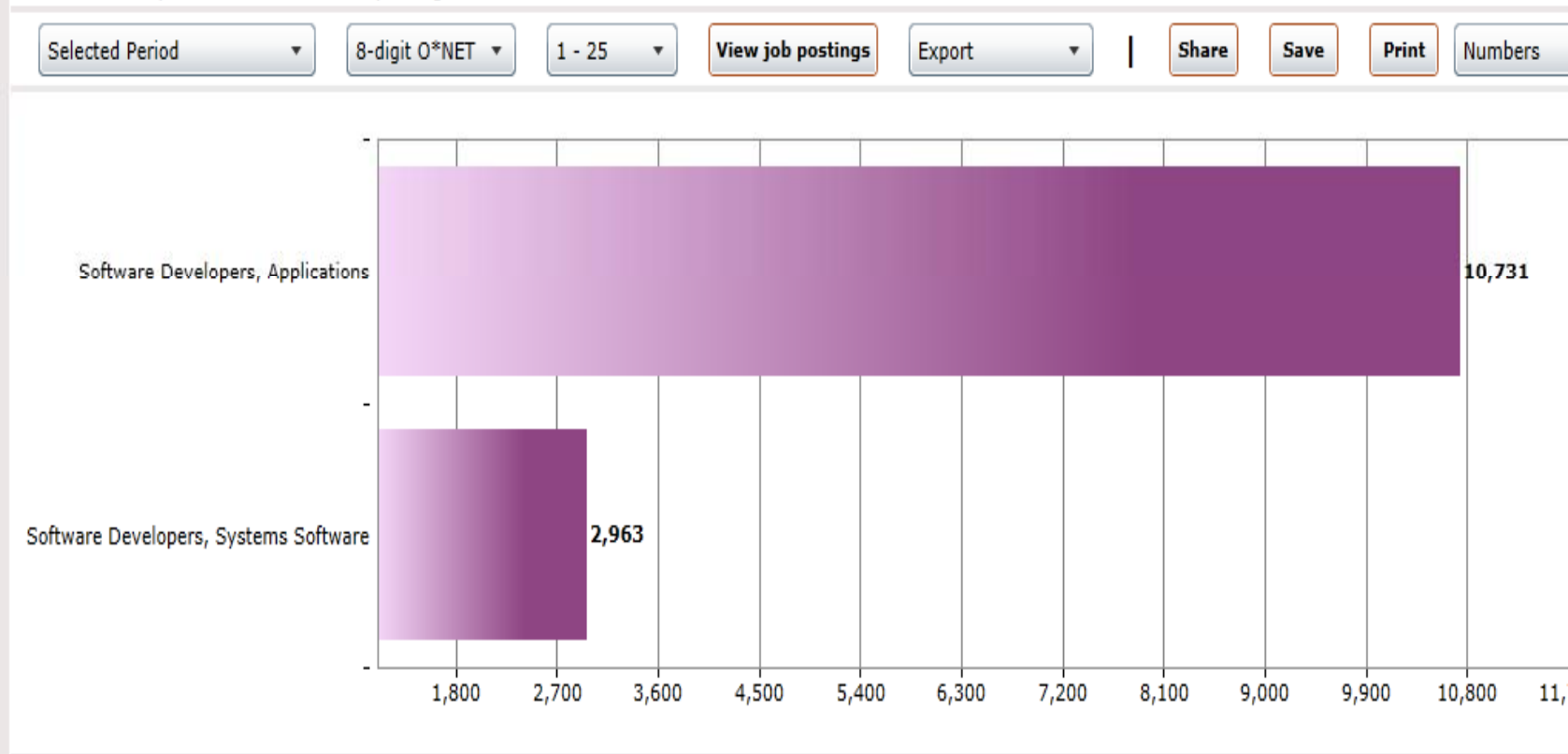
## Software development – Top Occupations

### Top detailed occupations

08/12/2011 - 08/10/2012 (Data not available after 08/08/2012)

There are 13,694 postings available with the current filters applied.

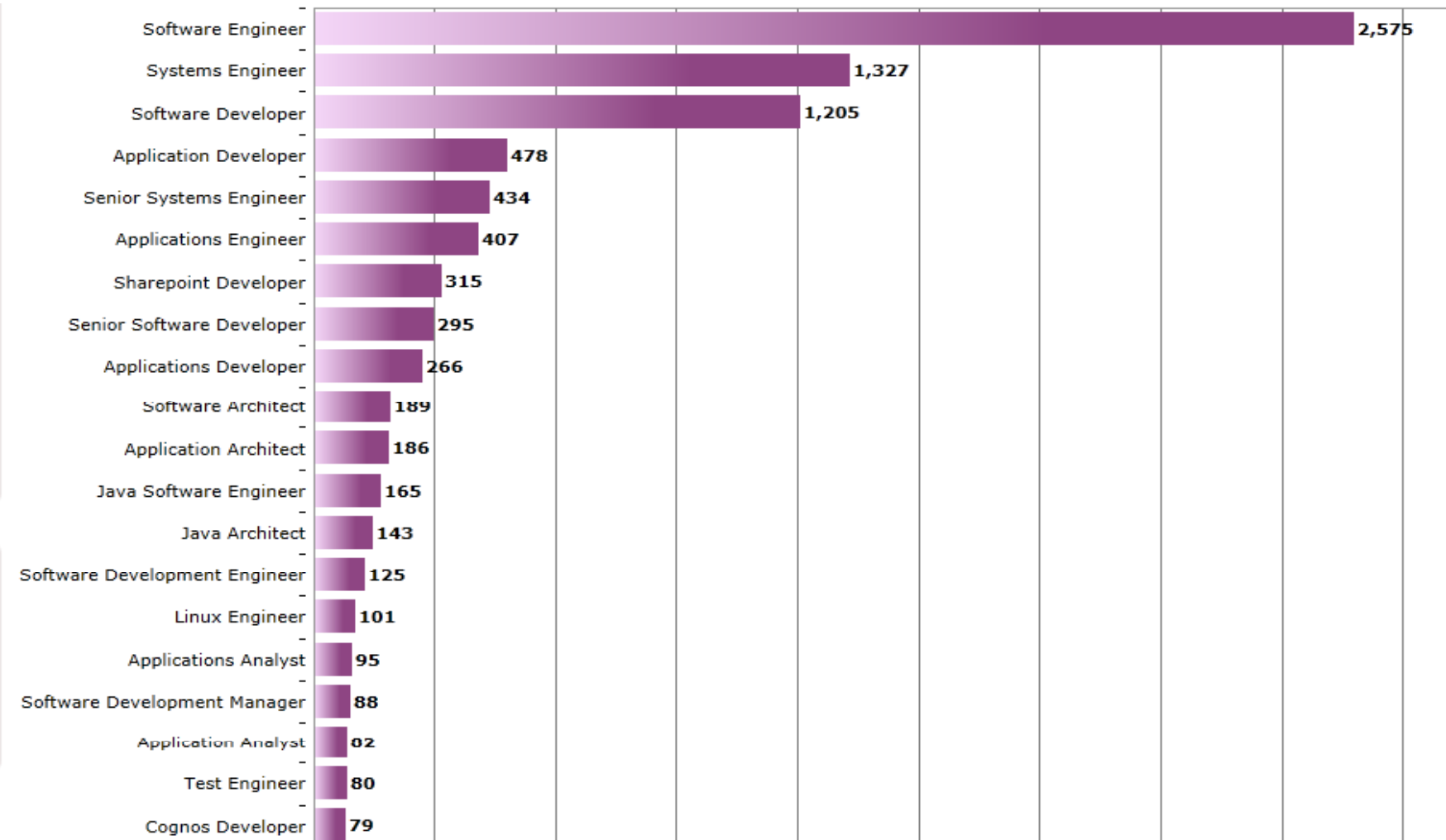
There are 0 unspecified or unclassified postings.





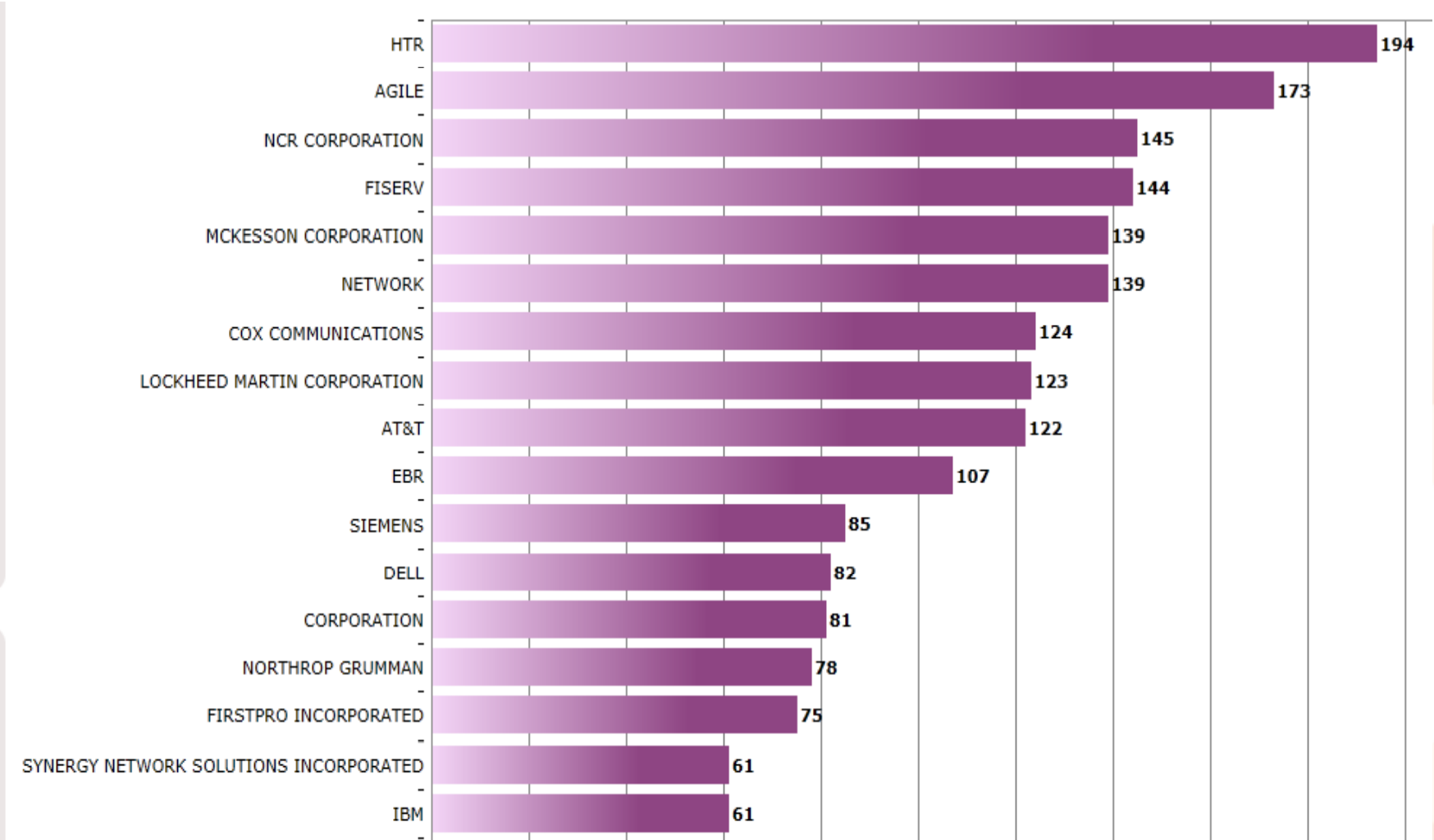
# Technology in Atlanta

## Software development – Top Titles



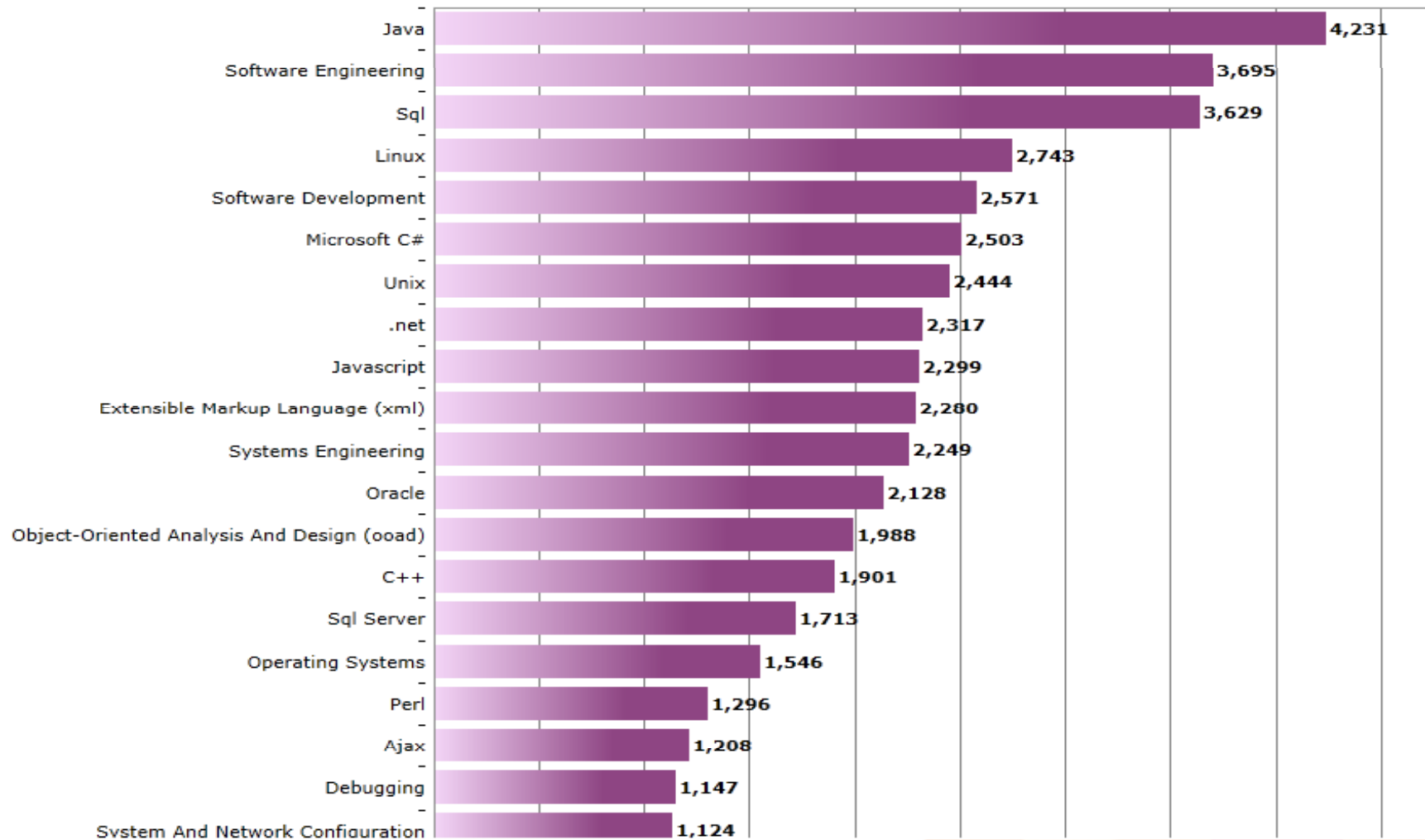
# Technology in Atlanta

## Software Development- Top Employers



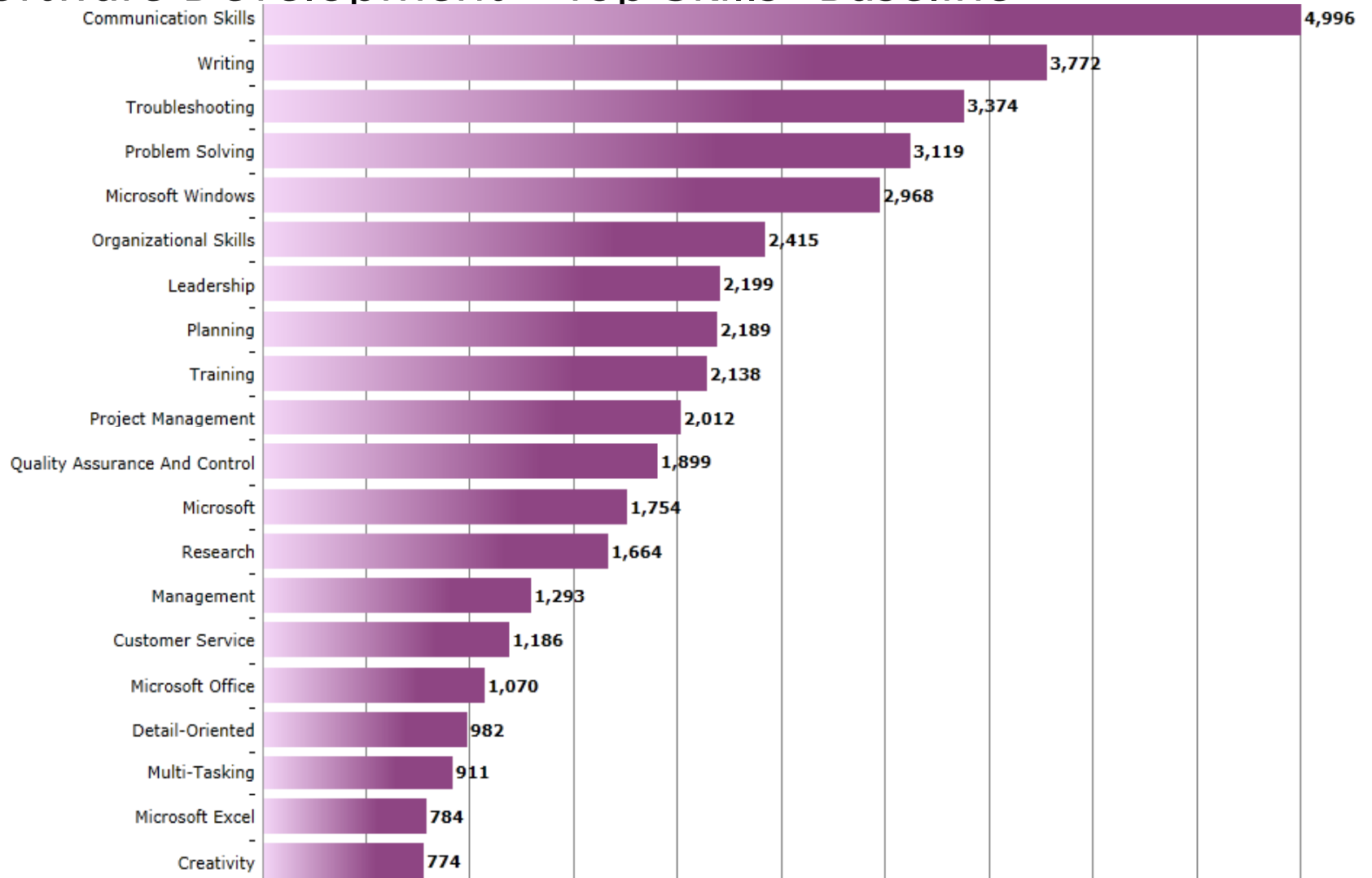
# Technology in Atlanta

## Software Development – Top Skills



# Technology in Atlanta

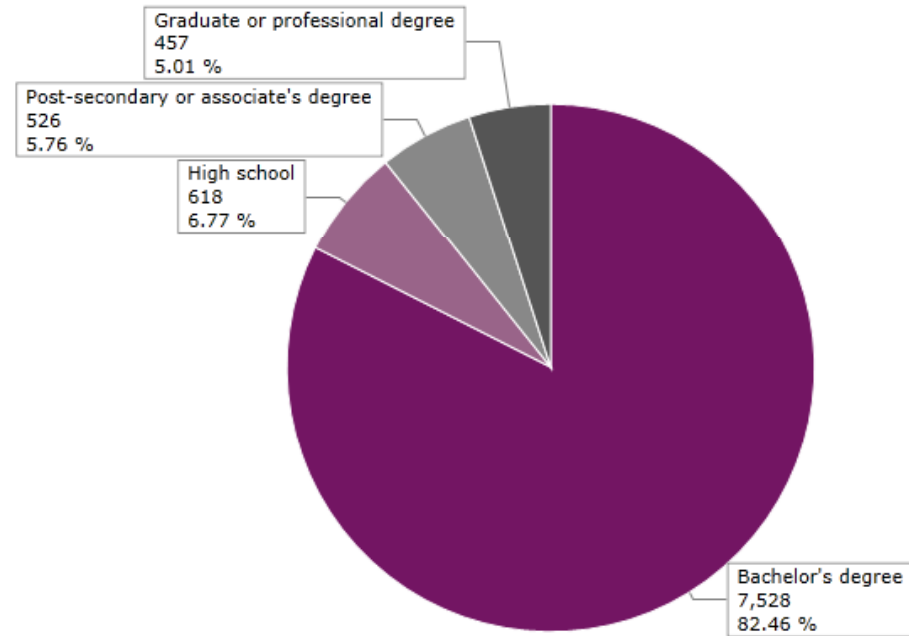
## Software Development – Top Skills- Baseline



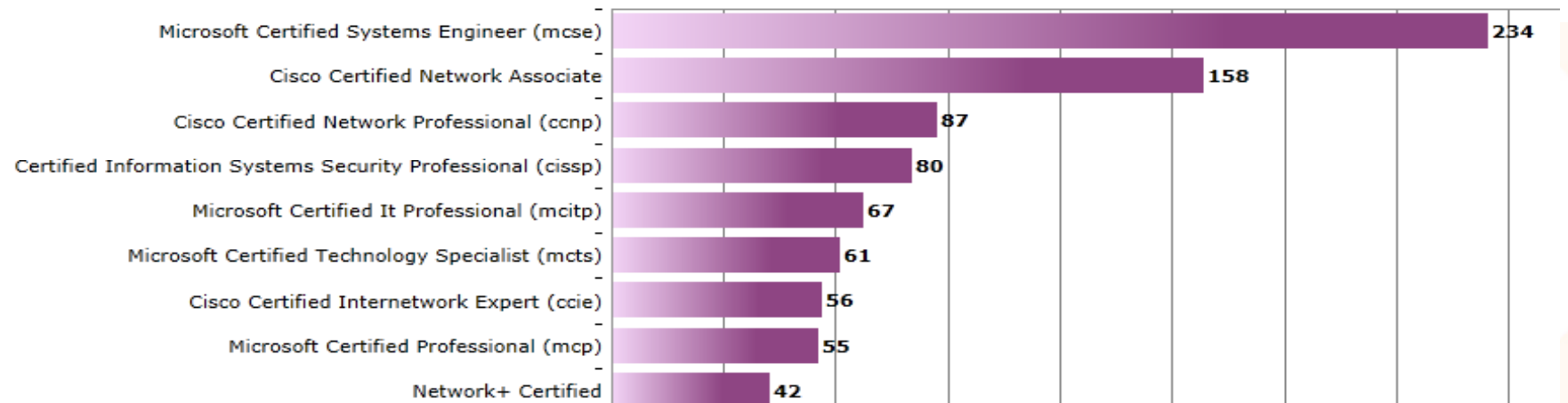


# Technology in Atlanta:

## Software development Education & Certifications



### Top Certifications



# Technology in Atlanta- Software

## Sample Posting

Atlanta, Georgia, USA

Software Architect/Developer - Contract to Perm - Alpharetta, GA

The Software Architect/Developer will provide technology leadership by developing proposals for strategic development projects that lead to long-term, technology-based competitive advantages. The architect will insure that we have a pipeline of fresh technologies and solutions designed to address new challenges.

### Essential Duties & Responsibilities:

- " Incubate high impact, potentially difficult technologies that will have a dramatic impact on our products, solutions, and customers.
- " Improve/extend existing products to increase revenue and/or decrease operating expenses.
- " Collaborate with strategic [business planning](#) and product management teams to understand target market segments and business cases.
- " Create technology and product platform roadmaps based on corporate strategy, industry direction, emerging technology, and research.
- " Author white papers and make presentations to colleagues across NRS.
- " Develop high-level designs, proof-of-concept software implementations, and framework code libraries.
- " Assemble complete development project proposals.

## Sample Posting

### Role

Develop features and enhancements for the Verizon Media Server (VMS) and IP Client STBs  
Work in an Agile development environment  
Write Design Specifications and Unit Test Plans  
Participate in design and code reviews  
Develop modules for G8 Reference Platform  
Integrate with G8 Reference Platform and/or Middleware Application  
Port modules from existing products  
Work across geographically distributed teams (mainly Atlanta and San Jose (USA))  
Follow quality standards (TL9000/ISO), Cisco best practices and processes

### Mandatory skills

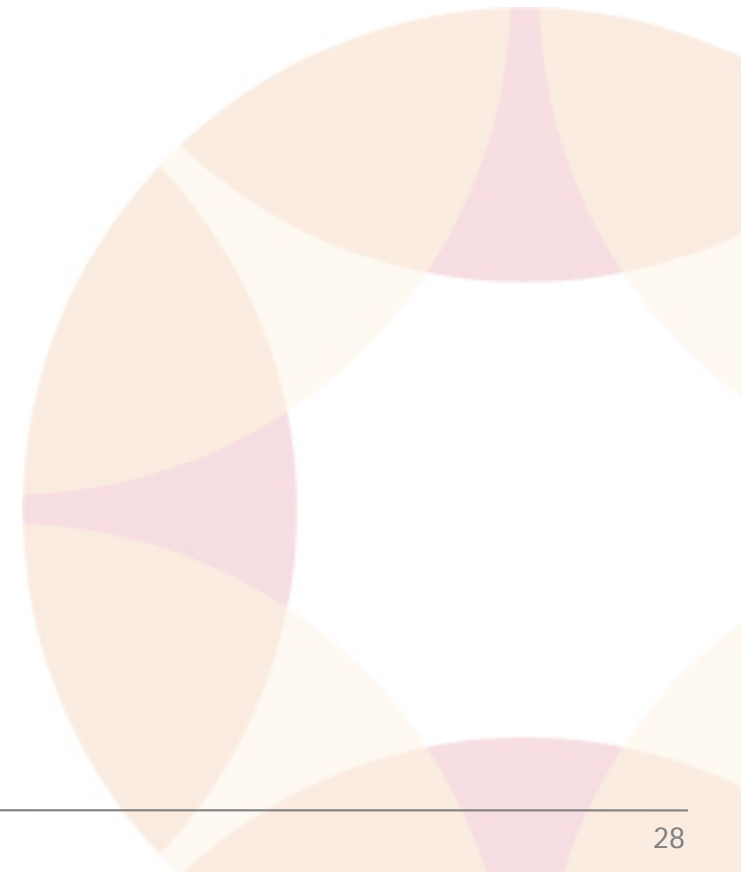
4+ years of experience in the SW development field  
Solid Linux experience (command line interface, GNU tool chain / debugger, etc.)  
Strong C coding and debugging skills  
Design experience  
Basic knowledge of Operating Systems Open Source software  
Solid experience in multi-threaded environments

### Requirements

### Highly desired experience

Technical Leadership  
Architectural experience  
Set-Top Box  
Video domain  
Platform development

# Internet Security



# Technology Nationwide Demand

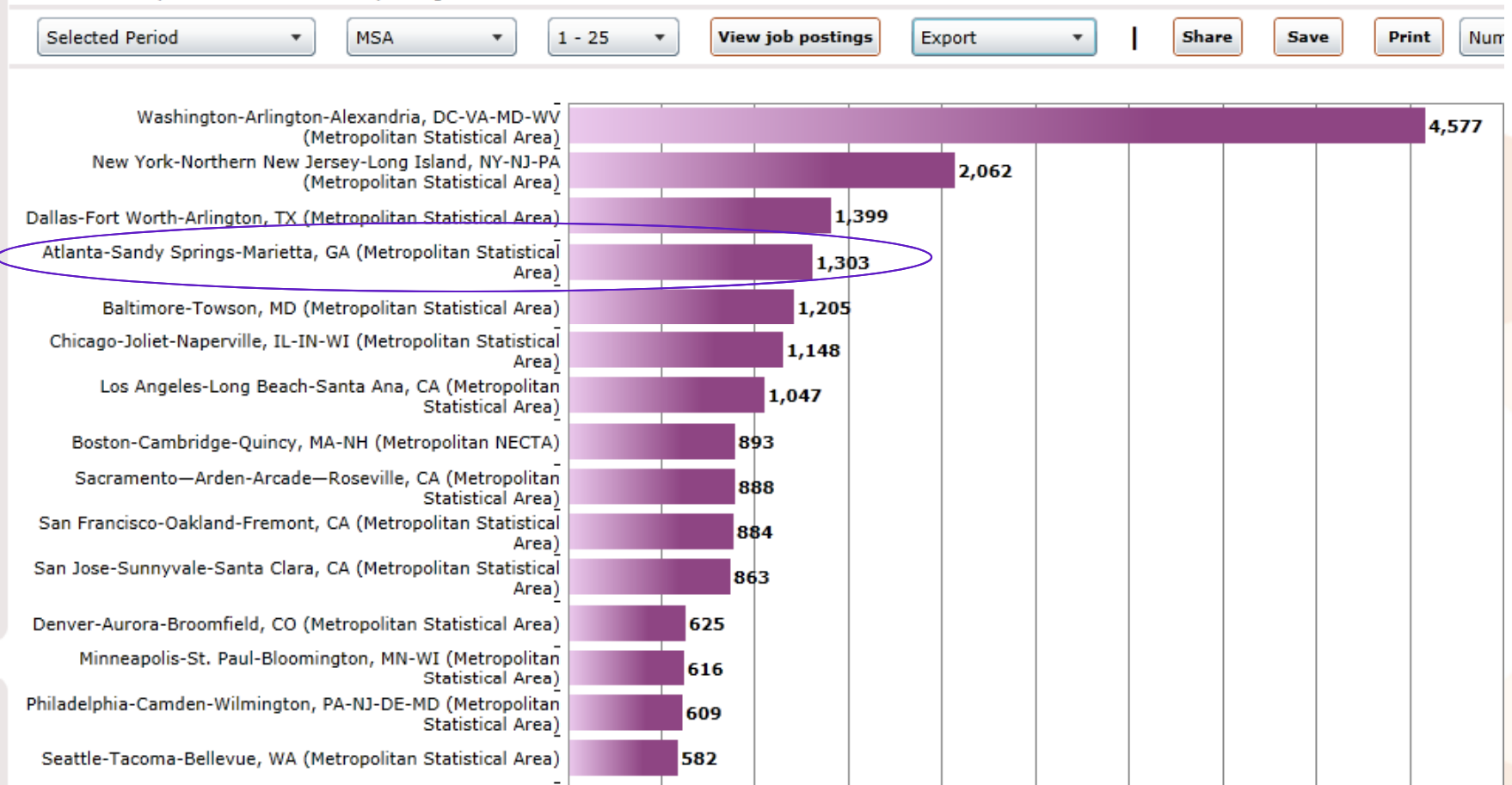
## Internet Security – Top Locations

### Top MSAs for a title, occupation, or occupation group

08/15/2011 - 08/13/2012 (Data not available after 08/10/2012)

There are 35,135 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.





# Technology in Atlanta

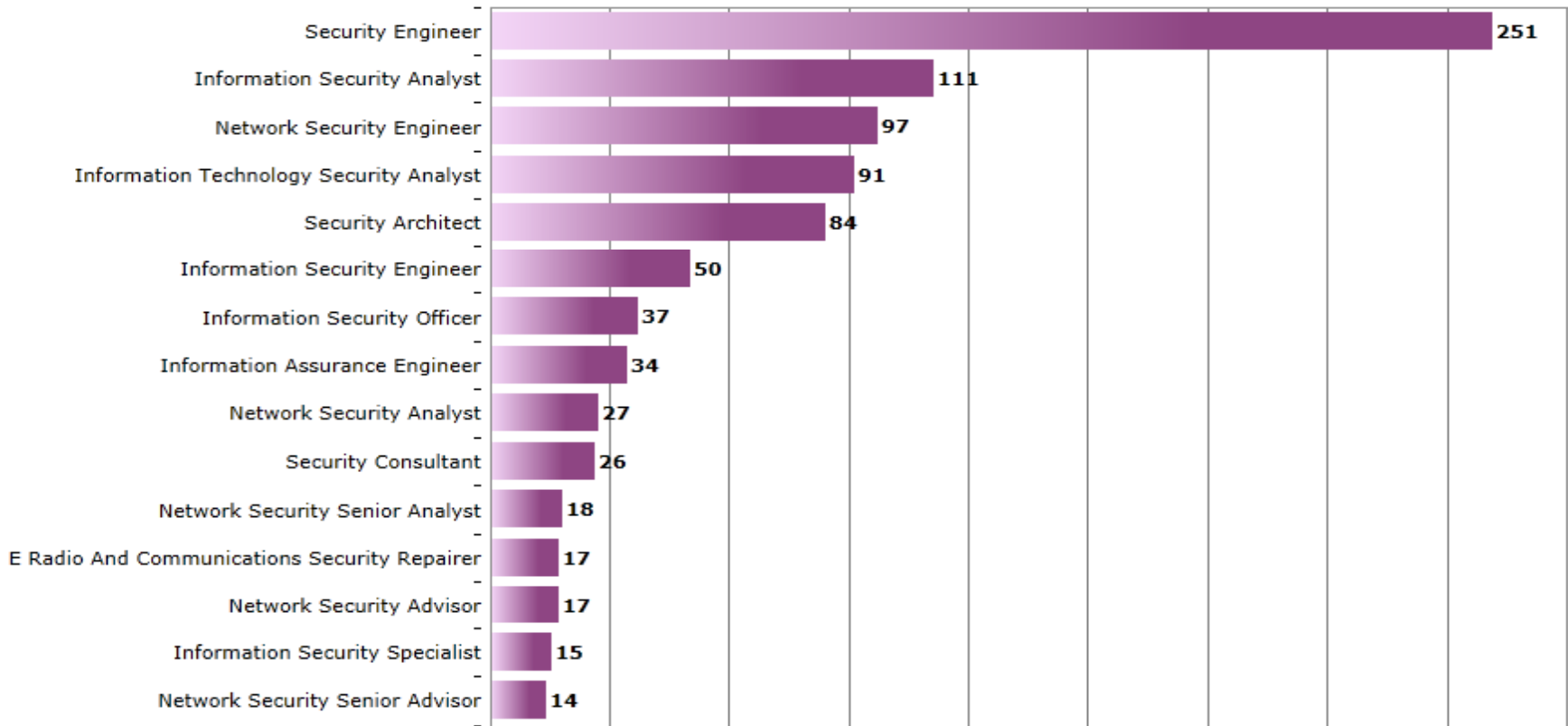
## Internet Security – Top Titles

### Top titles

08/16/2011 - 08/14/2012 (Data not available after 08/12/2012)

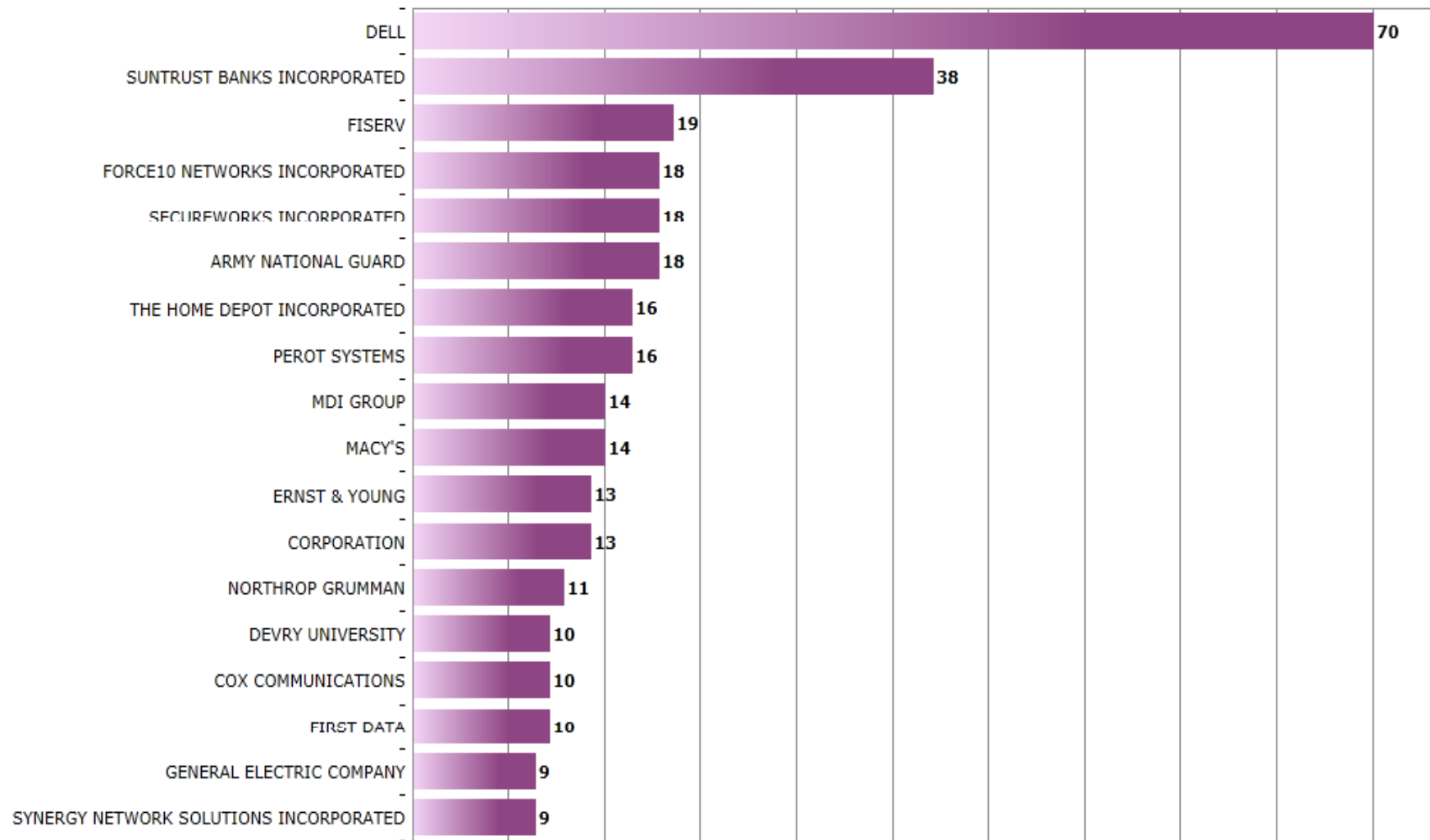
There are 1,307 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.



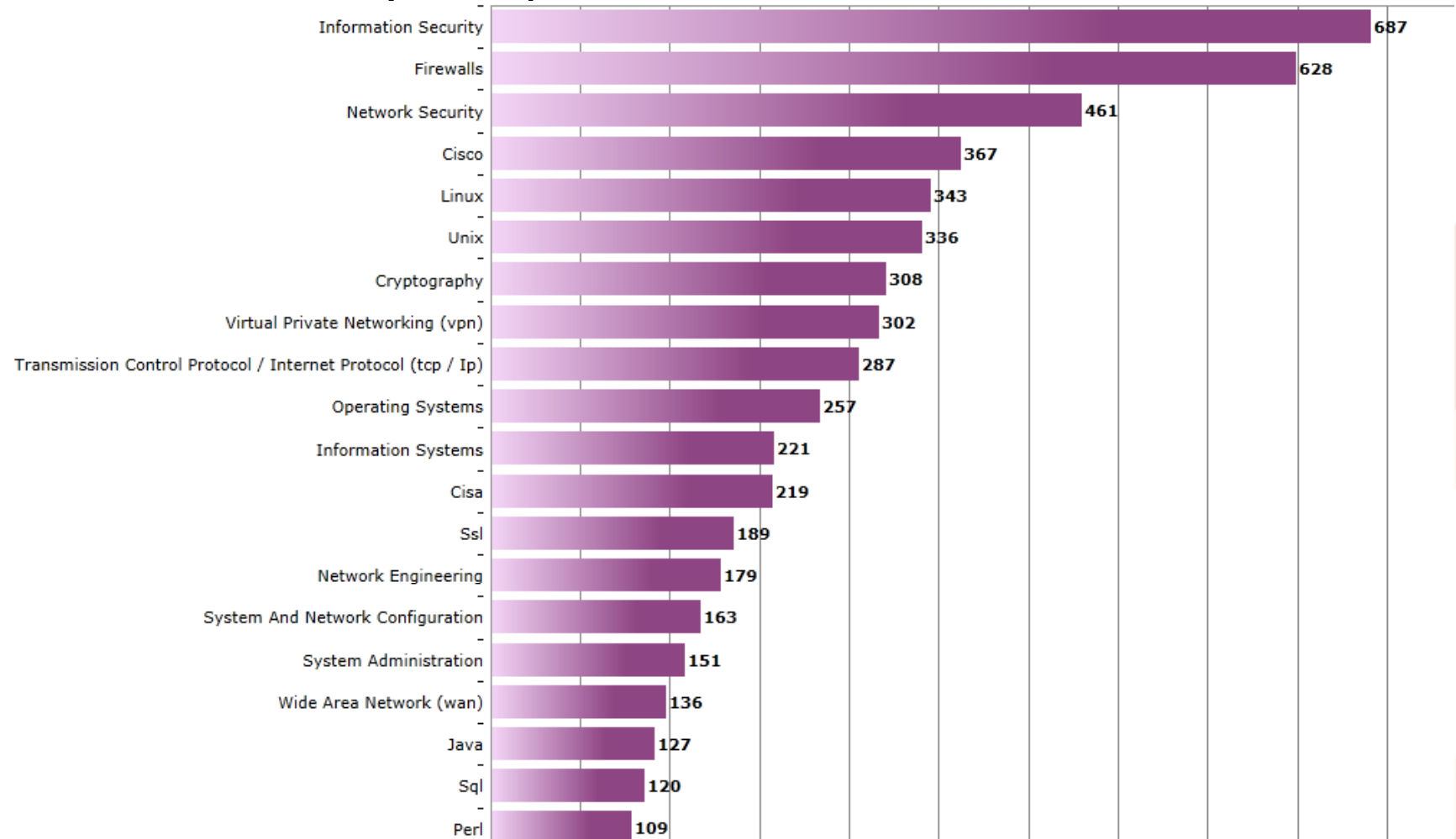
# Technology in Atlanta

## Internet Security – Top Employers



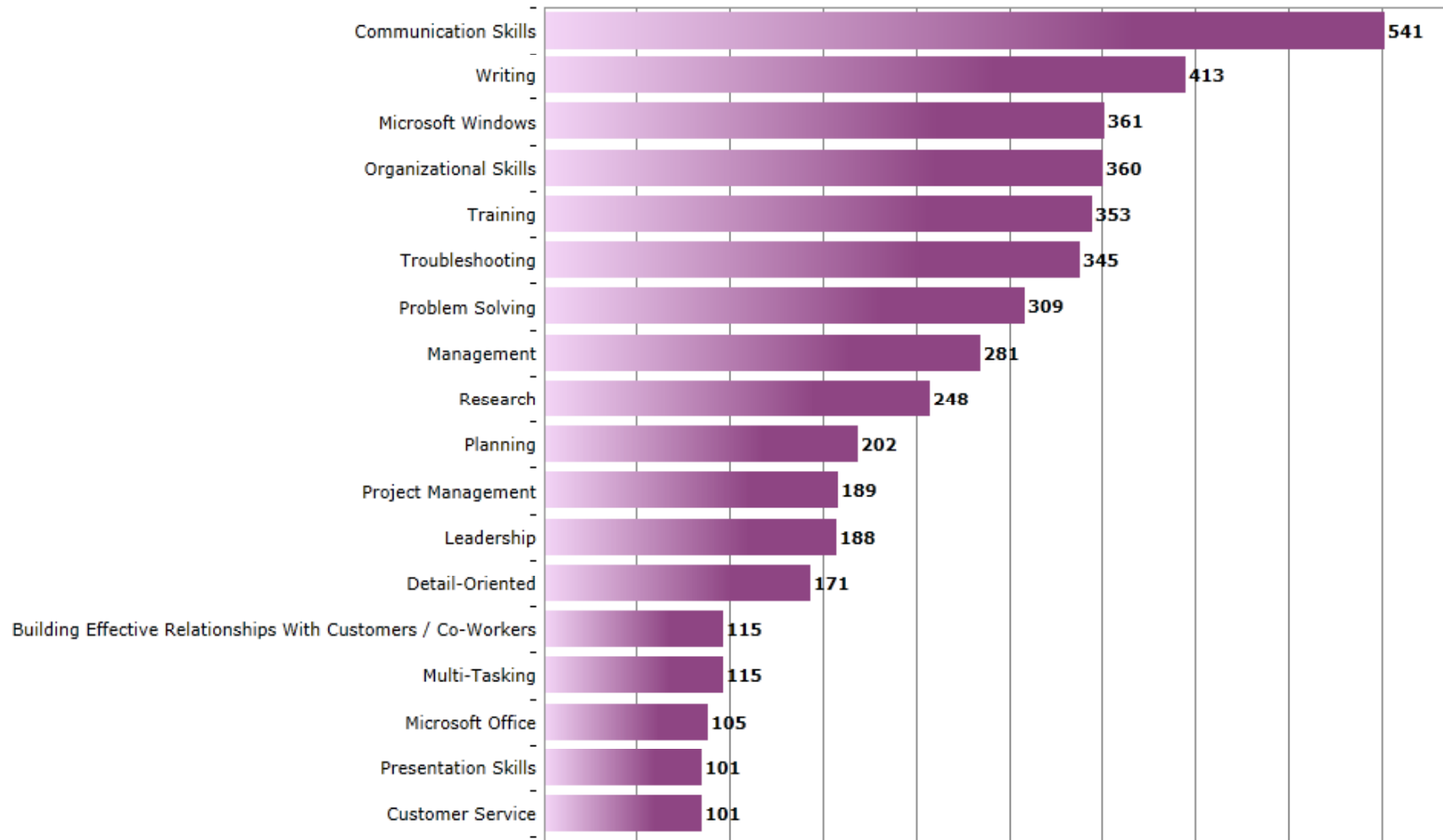
# Technology in Atlanta

## Internet Security – Top Skills



# Technology in Atlanta

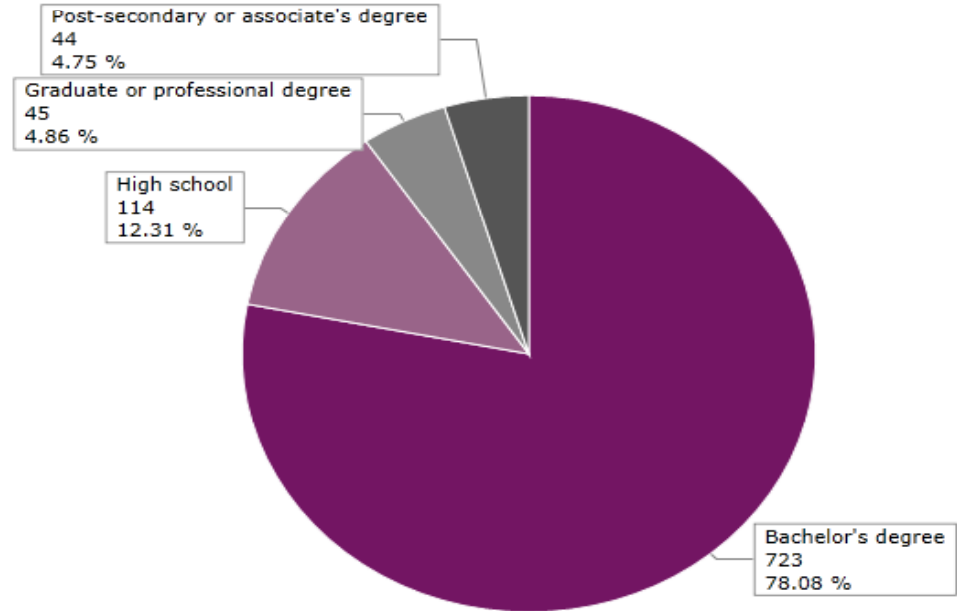
## Internet Security – Top Skills - Baseline



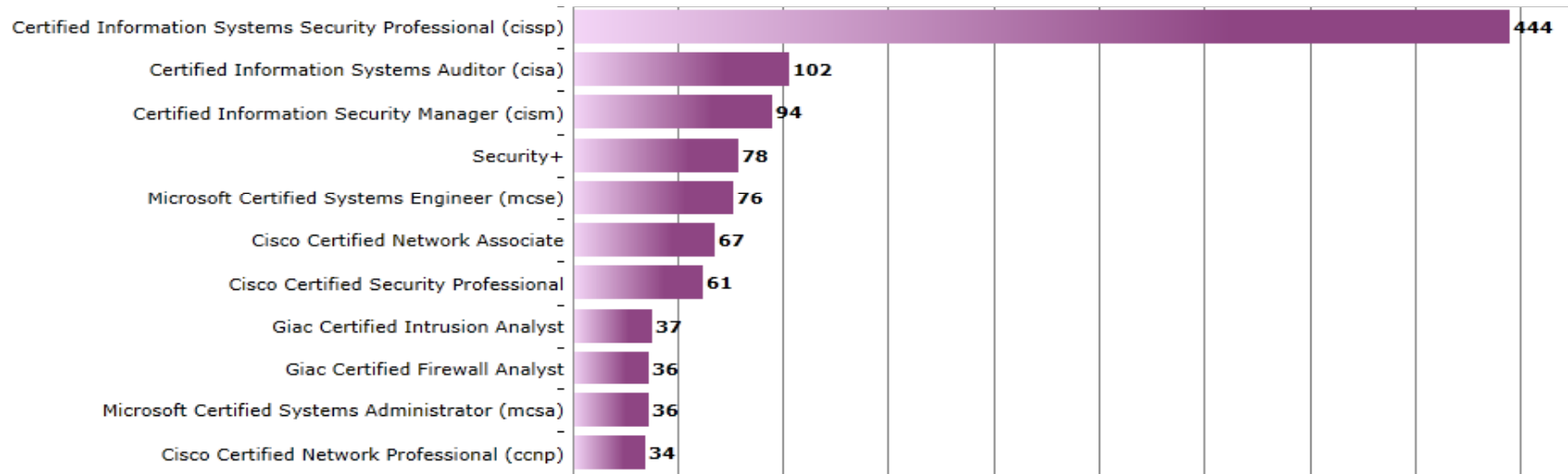


# Technology in Atlanta

## Internet Security – Education & Certifications



### Top Certifications



# Technology in Atlanta

## Internet Security – sample posting

**Description** Our client is seeking a **Web Services Security Engineer** to join their team in Norcross, GA. The **Web Service Security Engineer** is responsible for engineering web service security practices into product solutions by leveraging the XML Firewall Infrastructure. This role includes collaborating with development and software architecture on the requirements, design, implementation and lifecycle management of the techniques to secure web services and the implementation of them into XML Firewall technologies. This position is also responsible for mentoring and training other associates on the proper use of web service security technologies and compliance with security policy and standards.

### **RESPONSIBILITIES:**

70% - Product and web service security design consulting

15% - Support and operations

10% - Infrastructure and process maintenance

5% - Mentor and train other associates in use of security technologies, compliance with security policies and standards and development of awareness materials

**Consulting:** Provide insight into web service security needs and requirements for infrastructure deployments and product/application development teams. Aid in design of overall system and architectures.

**Provide documented security requirements to project leadership.** Foster, interpret and relay web service security standards to members of the community.

**Support and Operations:** This includes tier 3 on-call based escalation for troubleshooting XML firewall related and web service security operational issues. The engineer will support other teams in an active troubleshooting role to identify infrastructure challenges and propose solutions in real time.

**Infrastructure and Process Maintenance:** This includes the continued architecture and deployment of XML firewall platforms, modification of existing and establishment of new standard operating procedures surrounding the XML firewall platforms.

**Mentoring and Training:** This role is responsible for the production of the awareness materials and training on security technologies, policies, and standards. The training includes individual mentoring of associates in other departments or organizations and well as classroom based training of larger groups.

### **REQUIREMENTS:**

Expert understanding of web service components and WS-Security principals

Moderate understanding of SOAP and REST protocols

Moderate understanding of Transport Layer Security and Certificate management

Ability to understand how to create/modify/troubleshoot WSDL's

High organizational skills

Ability to handle multi-tasks and meet deadlines

Ability to work efficiently and productively without direction or guidance

Ability to work independently in addition to working closely in a team environment.

Capable of exercising extreme discretion and independent judgment

Ability to handle extremely confidential information in a professional manner

Ability to communicate, both verbally and written, with a high level of confidence

- Travel 1-2 weeks out of the year

# Technology in Atlanta

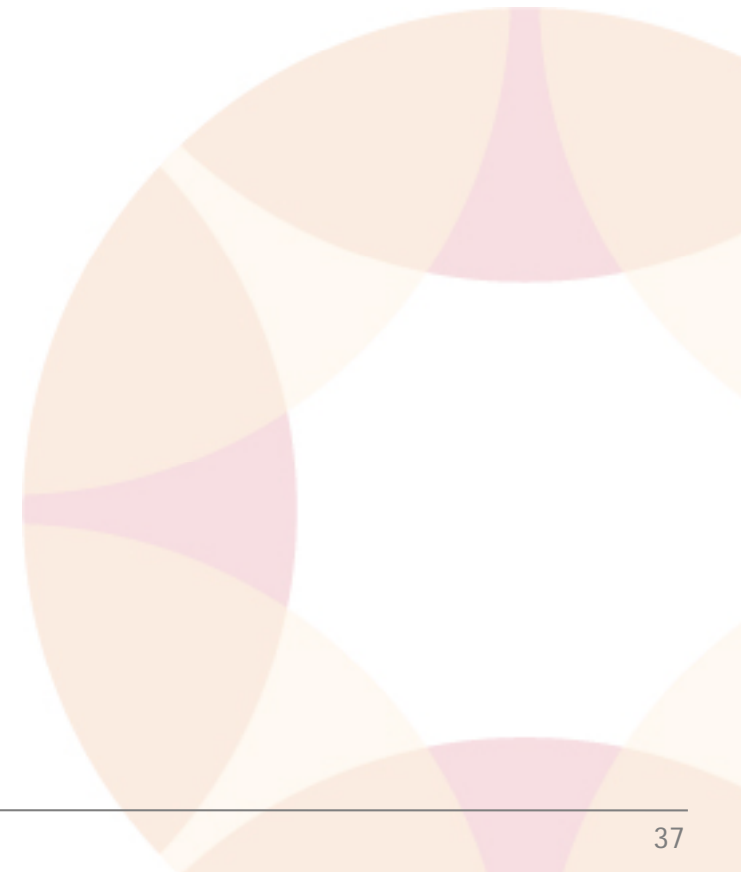
## Internet Security – Sample Posting:

### Application Security Architect - Web App Security, Penetrati

Application Security Architect Skills: 5+ years in Information Security; web application security, penetration testing for applications, some experience with Java and .NET Summary Our client is a global leader in the payments industry utilizing leading technology and a highly skilled workforce. You will be doing web application security/penetration testing for applications. (You do not have to have been a developer as much as be able to understand the development and code because you will interact heavily with the development team.) You will be responsible for providing technical expertise in development and support of all activities, processes, and tools for protecting technology-based information. You will educate, train, and support software development and testing staff in good security practices and procedures. You will facilitate training process by researching and recommending opportunities for the team as well as provide technical support to development, QA, and management. You will also lead the team in conducting threat analysis and identification of potential security risk and recommend tools and techniques to fill the gaps, overseeing security awareness program. Develop communications, and train on requirements set forth in information security policies, standards, baselines, and other related documents. You will also approve recommended changes to security policies/procedures. We are ideally looking for someone with a couple of years focused toward security, like vulnerability assessments, app reviews, penetration testing, WAFs, etc. Experience with 3-tier web apps and some experience in Java and .NET would also be needed. This is a 3 month contract to hire opportunity in Atlanta. Responsibilities Monitors industry identified vulnerabilities and security alerts. Raises awareness of vulnerabilities and security alerts that could affect systems and applications, and provides recommendations on mitigating or removing the vulnerabilities. Initiates and monitors projects to ensure application platforms (Middleware, integration, and frameworks) and languages are kept up to current versions Develops guidelines for the usage, control, maintenance, and audit ability of information and computer resources that meet company policies and guidelines Defines the security testing process including what should be tested, who should perform the tests, when those tests should be performed in the SDLC, and which tools should be used for the testing Provides implementation support for risk assessment and data security procedures and products. Conducts the risk analysis and assessment of threats to the security of applications, systems, or information Reviews the identification of application security issues and coordinates the response in accordance with the Security Incident Management Plan. Conducts forensic analysis and investigations Provides guidance on vulnerability assessments to help the organization develop security standards and procedures that support strategic, tactical, and operational objectives on a cost-effective basis Reviews, develops, tests, and implements data security-related infrastructure for team tools, security plans, products, and control techniques. Provides analysis and implementation of complex project access requests Leads evaluation of vendor products to determine conformance with company technical standards and appropriate fit with business needs Qualifications 5+ years in Information Security; 2-3 years experience focused toward security, like vulnerability assessments, app reviews, pen testing, WAFs, etc. Experience with 3-tier web apps and some experience in Java and .NET 5 years experience in web application development or architecture is a plus Must be able to pay attention to detail and have great problem solving techniques License or Certification Certified Info Systems Auditor License or Certification Certified Info Security Mgr Degrees, Certifications (or Equivalent Work Experience) Degree Bachelor of Arts or Science Great Soft Skills Benefits

As an Agile consultant, you'll gain many of the advantages and benefits of being a direct hire, while experiencing the flexibility of consulting. It's the best of both worlds! Our IT consultants enjoy a wide array of benefits including: medical, dental, 401K, life insurance, Employee Assistance Program and more.

# Digital Media and Gaming

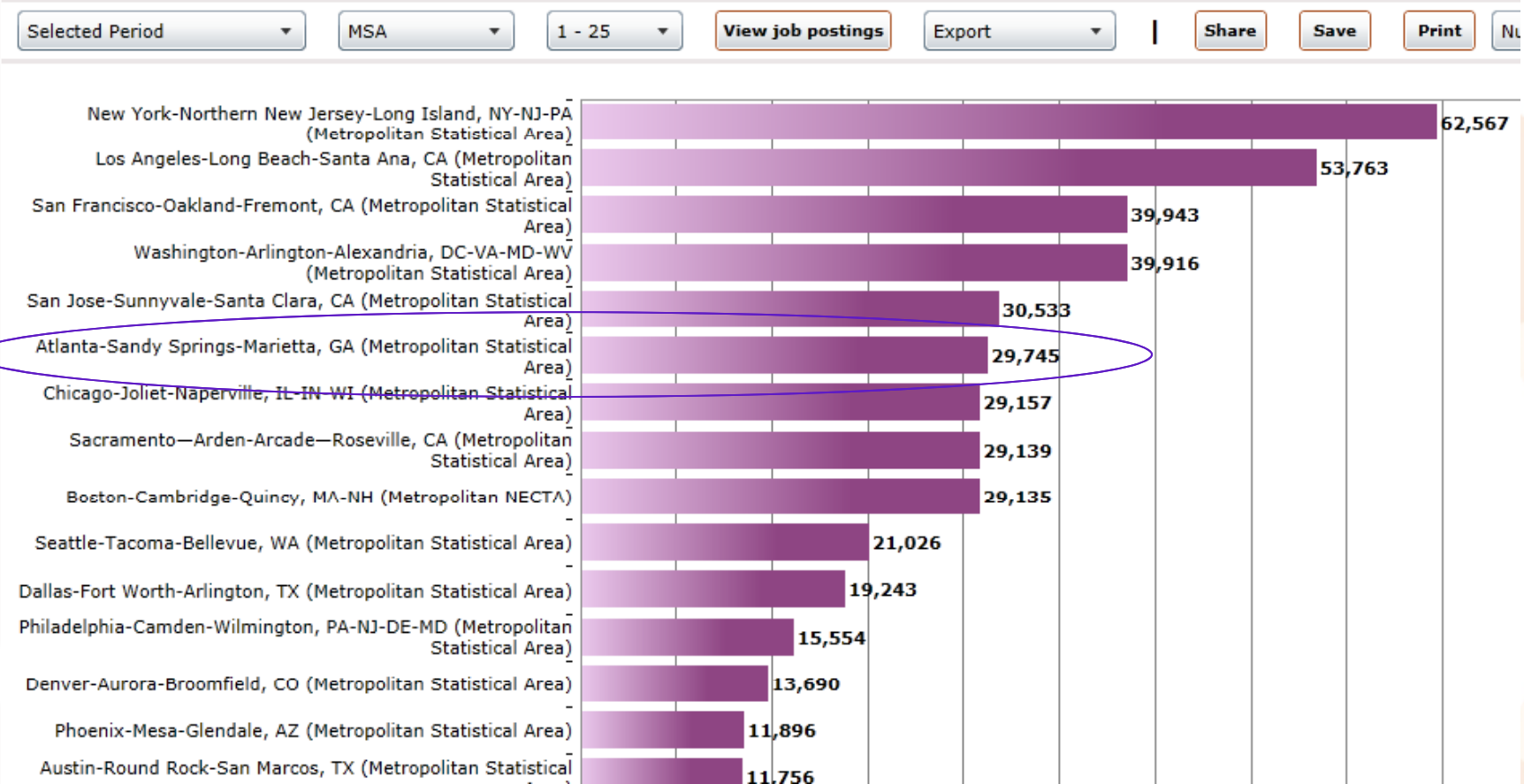




# Technology Nationwide Demand

## Digital Media & Gaming - Top Locations

**Top MSAs for a title, occupation, or occupation group**  
 08/16/2011 - 08/14/2012 (Data not available after 08/12/2012)  
 There are 756,204 postings available with the current filters applied.  
 There are 0 unspecified or unclassified postings.

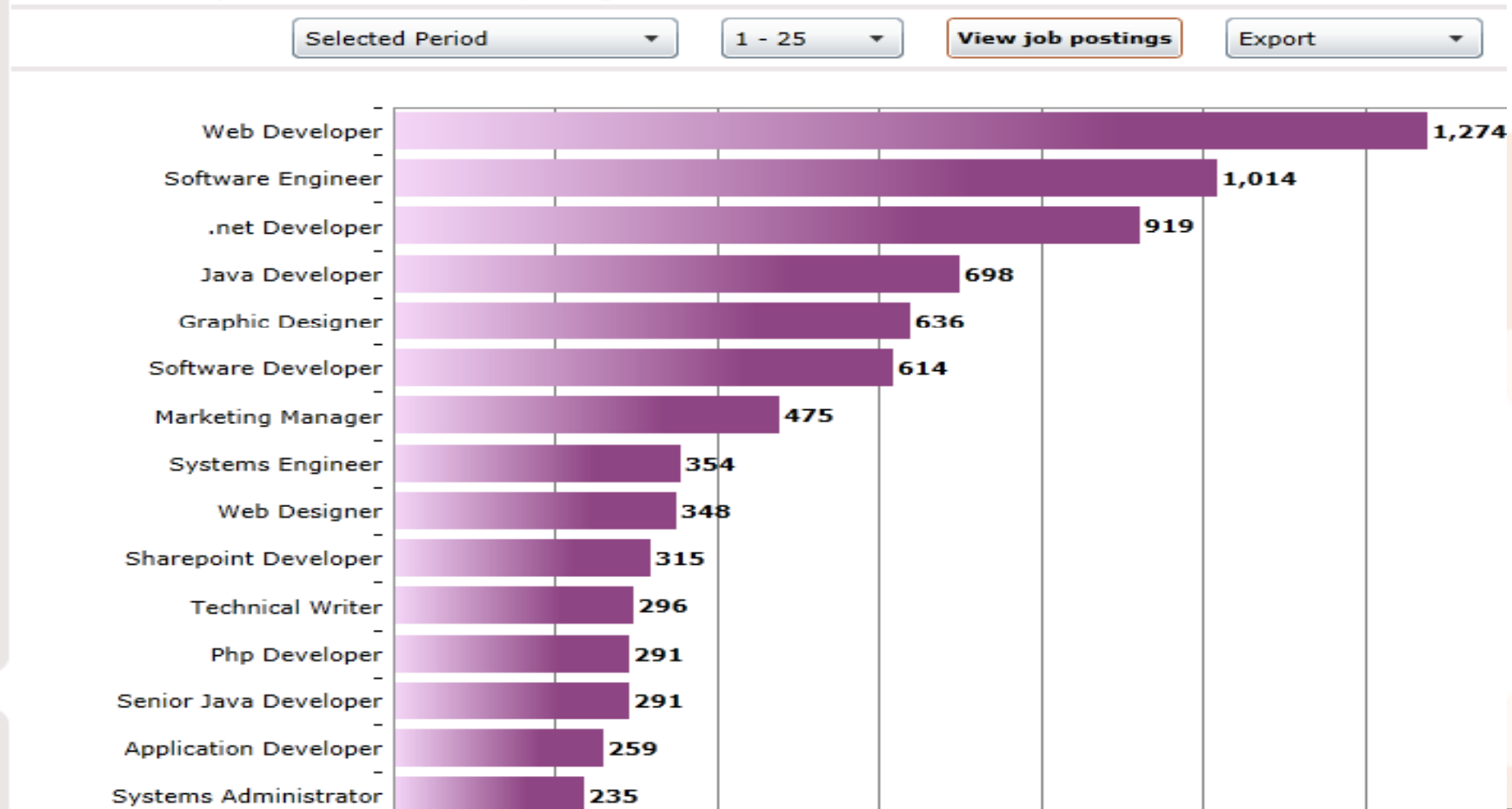


# Technology in Atlanta

## Digital Media & Gaming - top titles

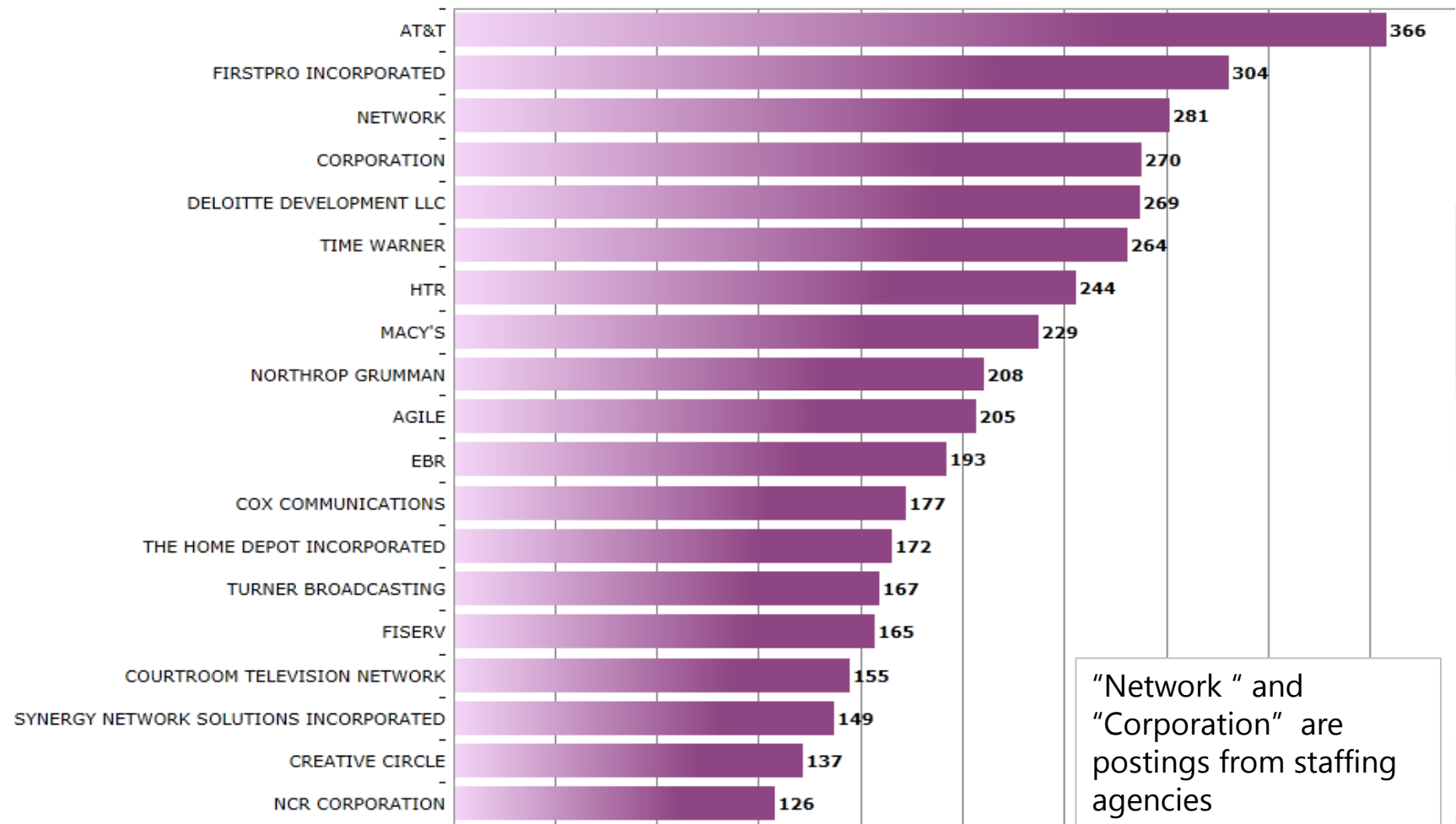
### Top titles

08/16/2011 - 08/14/2012 (Data not available after 08/12/2012)  
 There are 29,745 postings available with the current filters applied.  
 There are 0 unspecified or unclassified postings.



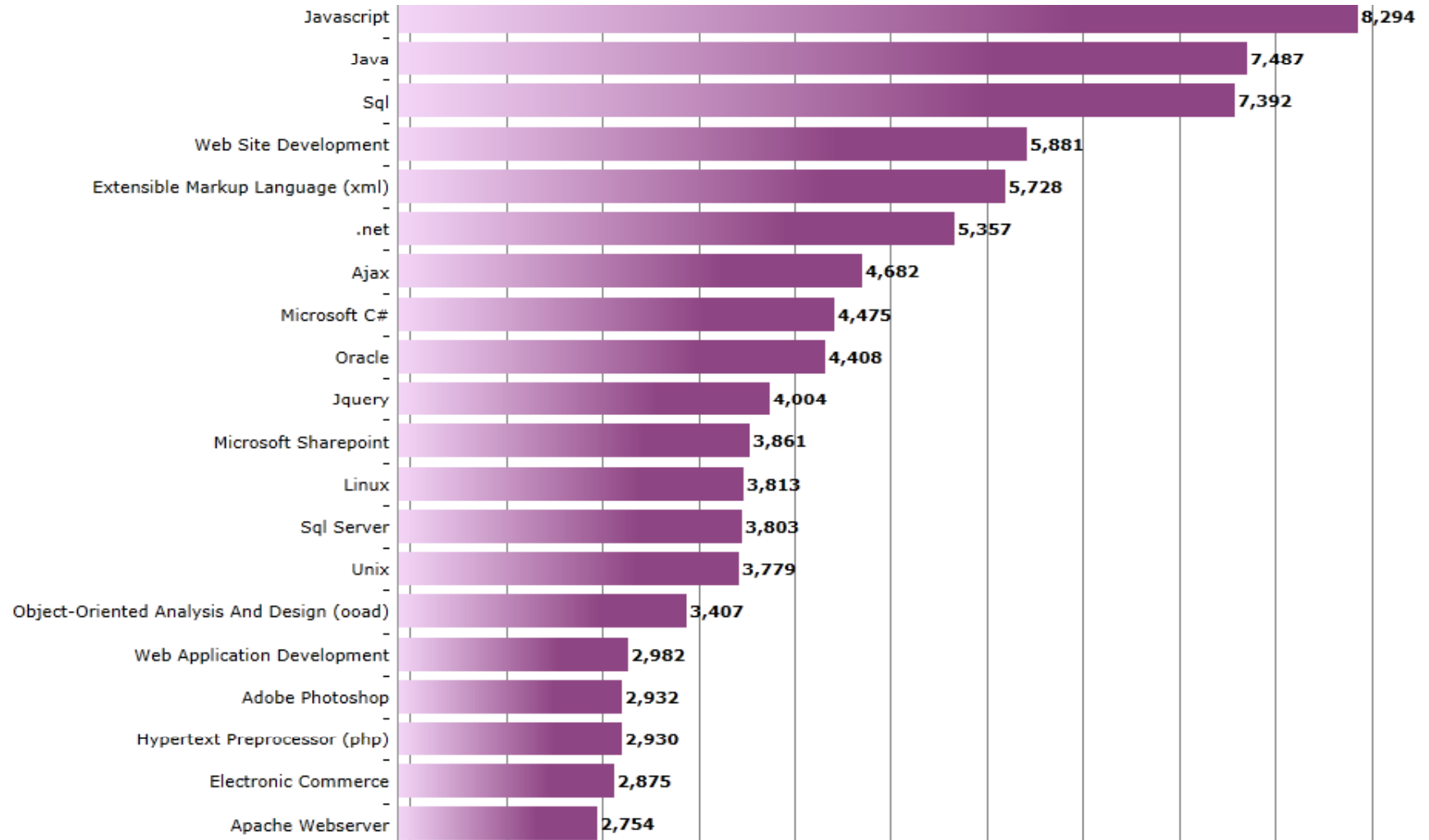
# Technology in Atlanta

## Digital Media & Gaming – Top Employers



# Technology in Atlanta

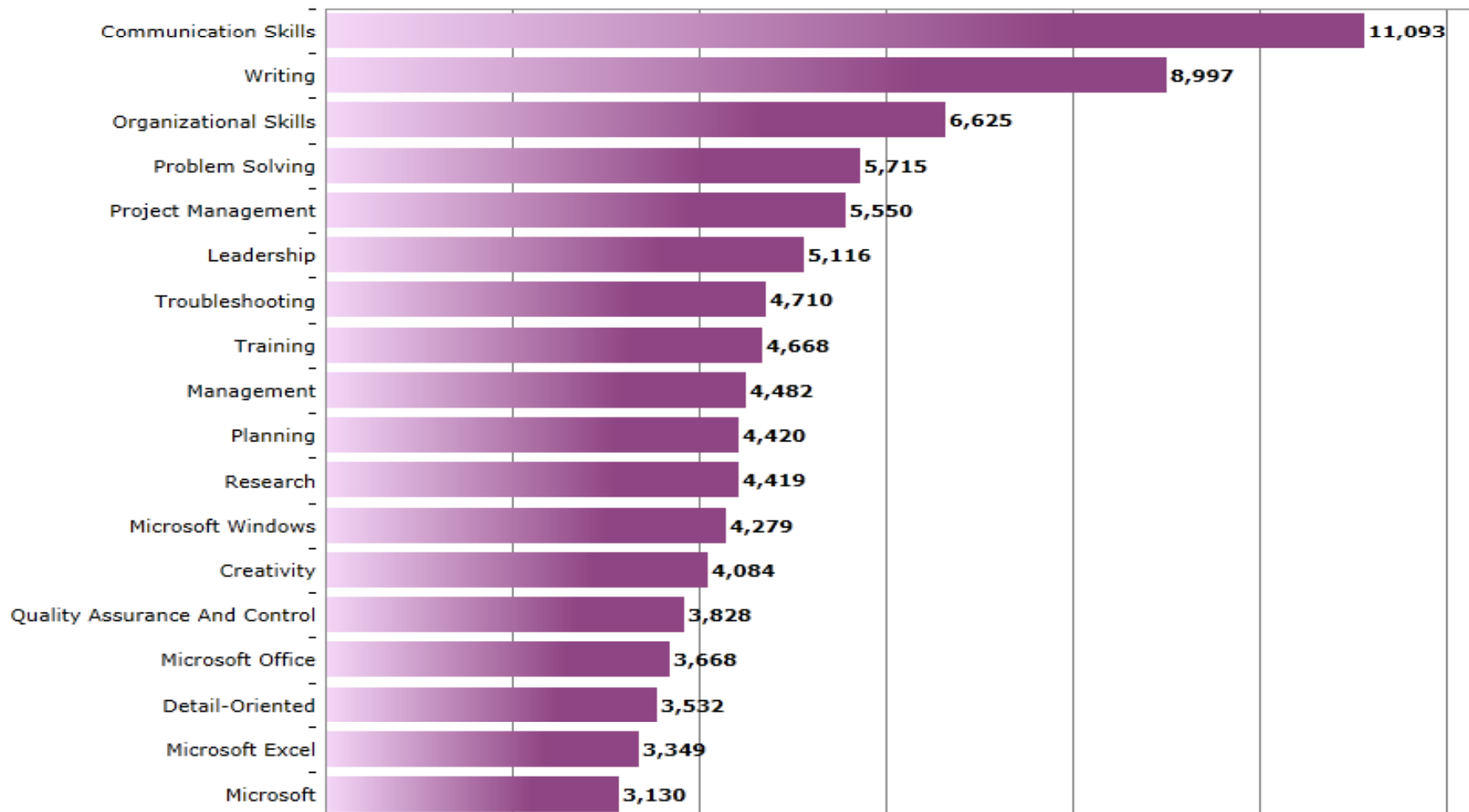
## Digital Media & Gaming – Top Skills





# Technology in Atlanta

## Digital Media & Gaming – Top Skills Baseline



# Technology in Atlanta

## Digital Media & Gaming – Sample Job Postings

Keyword: Digital Media Specialist, media

Job Responsibilities and Requirements: Qualifications: Minimum 2 years experience in systems management & administration of integrated systems preferably in a rich media environment. Windows Server, Windows Desktop & OSX knowledge required. Previous webmaster experience is a plus but basic website management skills and familiarity with web-based applications is required. Ability to interpret & transform XML data is extremely important. Scripting experience is a big plus Perl, Python, AppleScript, Ruby Strong media architecture experience including Quicktime, Windows Media & the MXF container format. Must have experience with video encoding and standard editing codecs in use for editing & deployment for web and mobile devices. HD video production knowledge & skills: FinalCut Pro, Adobe Premier, SDI Routers, Video Scopes. Should be competent in Photoshop or other image manipulation tools. Graphic and page design skills a plus. College degree in Computer Science, Video Production, or similar a plus. Duties: The Digital Media Specialist is a primary staff & client contact for Turner Studios, Turner Sports, Cartoon Network, tbs, TNT, TCM, CNN, Network Operations and other departments within TS&O. Administer managed storage systems Isilon, BlueArc, Stornext, NetApp, Linux, Windows Server , encoding systems Vantage, Anystream, Rhozet, Episode Engine, Compressor, ffmpeg & TMPEG Encoder , rendering systems Maya, 3DSM, Nuke, Shake, After Effects , archiving systems Atempo Digital Archive, Retrospect , asset management systems Dalet, CatDV , delivery systems FTP, Aspera, Signiant . WordPress & Drupal experience is a plus. Be proactively involved in implementation of new workflows, software solutions, systems integrations, training and documentation. Work with manufacturers closely to manage issues & bugs toward resolution, setting priorities based on how they impact our ability to deliver on client requests. Provide oversight for and maintain access privileges to shared storage. Work with staff, clients & engineering keep shared storage highly available. Accurately track time spent on projects for billing & planning purposes.

# Technology in Atlanta

## Digital Media & Gaming – Sample Job Postings

United States - Georgia - Atlanta  
131713BR

Full Time

**Qualifications:** Minimum 2 years experience in systems management & administration of integrated systems preferably in a rich media environment. Windows Server, Windows Desktop & OSX knowledge required.

Previous webmaster experience is a plus but basic website management skills and familiarity with web-based applications is required.

Ability to interpret & transform XML data is extremely important. Scripting experience is a big plus (Perl, Python, AppleScript, Ruby)

Strong media architecture experience including Quicktime, Windows Media & the MXF container format. Must have experience with video encoding and standard editing codecs in use for editing & deployment for web and mobile devices.

HD video production knowledge & skills: FinalCut Pro, Adobe Premier, SDI Routers, Video Scopes.

Should be competent in Photoshop or other image manipulation tools. Graphic and page design skills a plus.

[College degree in Computer Science](#), Video Production, or similar a plus.

**Duties:** The Digital Media Specialist is a primary staff & client contact for Turner Studios, Turner Sports, Cartoon Network, tbs, TNT, TCM, CNN, Network Operations and other departments within TS&O.

Administer managed storage systems (Isilon, BlueArc, Stornext, NetApp, Linux, Windows Server), encoding systems (Vantage, Anystream, Rhozet, Episode Engine, Compressor, ffmpeg & TMPEG Encoder), rendering systems (Maya, 3DSM, Nuke, Shake, After Effects), archiving systems (Atempo Digital Archive, Retrospect), asset management systems (Dalet, CatDV), delivery systems (FTP, Aspera, Signiant). WordPress & Drupal experience is a plus.

# Technology in Atlanta

## Digital Media & Gaming – Sample Job Postings

### Description:

#### I. Position Summary

The Digital Media Developer will design and program digital media interface tools for FBA [websites](#) and [online projects](#).

#### II. Essential Functions

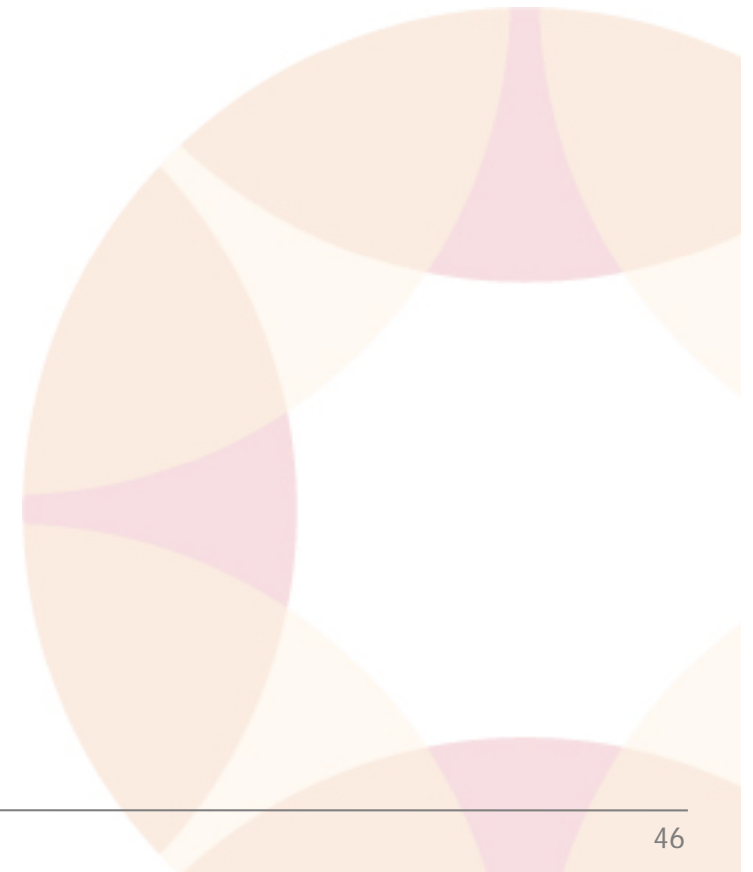
1. Assist the designer and other creative specialists to understand the design concept and advising on how it can be implemented technically within constraints
2. Sort out operational logic and business rules that are necessary for the feature to be reproduced correctly according to the designer's specification
3. Write efficient computer code or script to make the various features work, ensuring that sound, graphics, animations and timings work as intended and make good use of processing and data [storage capacity](#)
4. Create and linking databases to the user interface so that information can be retrieved, stored and processed interactively via the application
5. Write for XHTML, XML, Flash, Action Script, Flex, AJAX or similar protocol, and using authoring packages where appropriate to create content and effects
6. Perform tests of the application to identify bugs which need to be rectified
7. Solve the problems by re-writing the code or adding new code which works around the problem
8. Provide technical support to an application once it is running and making further adaptations or patches to the code, or creating new versions
9. Research and keep abreast of emerging technologies in order to be able to deliver the most up-to-date solutions. This may require learning new programming languages or technologies
10. To perform other duties as workload necessitates.

#### Qualifications

1. Candidate must have a growing & mature, demonstrated personal relationship with Jesus Christ and exhibit a consistent Christ-like attitude and life
2. Minimum Bachelor's Degree in ISD, Computer Technology, or Design
3. Three to five years proven & demonstrated experience in Web Interface Design
4. Hands-on knowledge of current web markup or scripting languages, HTML, XHTML, CSS, JavaScript, and AJAX
5. Understanding of dynamic or active web content and the use of classic ASP, ASP.NET, and SQL.
6. High level of expertise in Flash
7. Experience and understanding of site architecture, user experience, color theory and color management on the web, proper file formats, compression methods and techniques, etc.
8. Exceptional verbal, written and presentation skills (grammar, writing, and editing) in order to interact professionally with individuals both within the church staff, congregation and outside organizations or individuals.
9. A team player with the ability to cultivate a team spirit within the Ministry area and the Church.



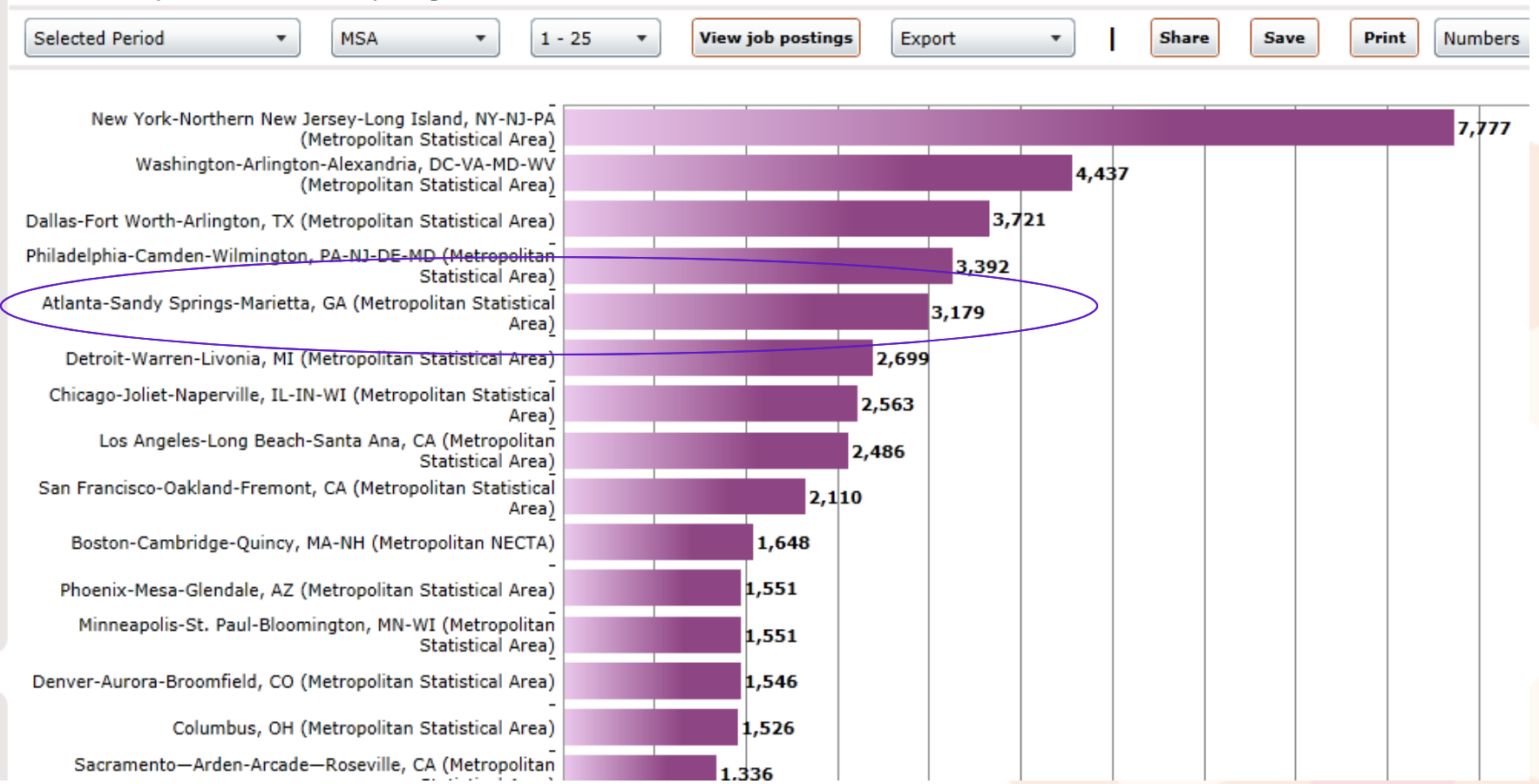
# Financial Transactions Processing



# Technology Nationwide Demand

## Financial Transactions Processing – Top Locations

**Top MSAs for a title, occupation, or occupation group**  
 08/16/2011 - 08/14/2012 (Data not available after 08/12/2012)  
 There are 75,859 postings available with the current filters applied.  
 There are 0 unspecified or unclassified postings.

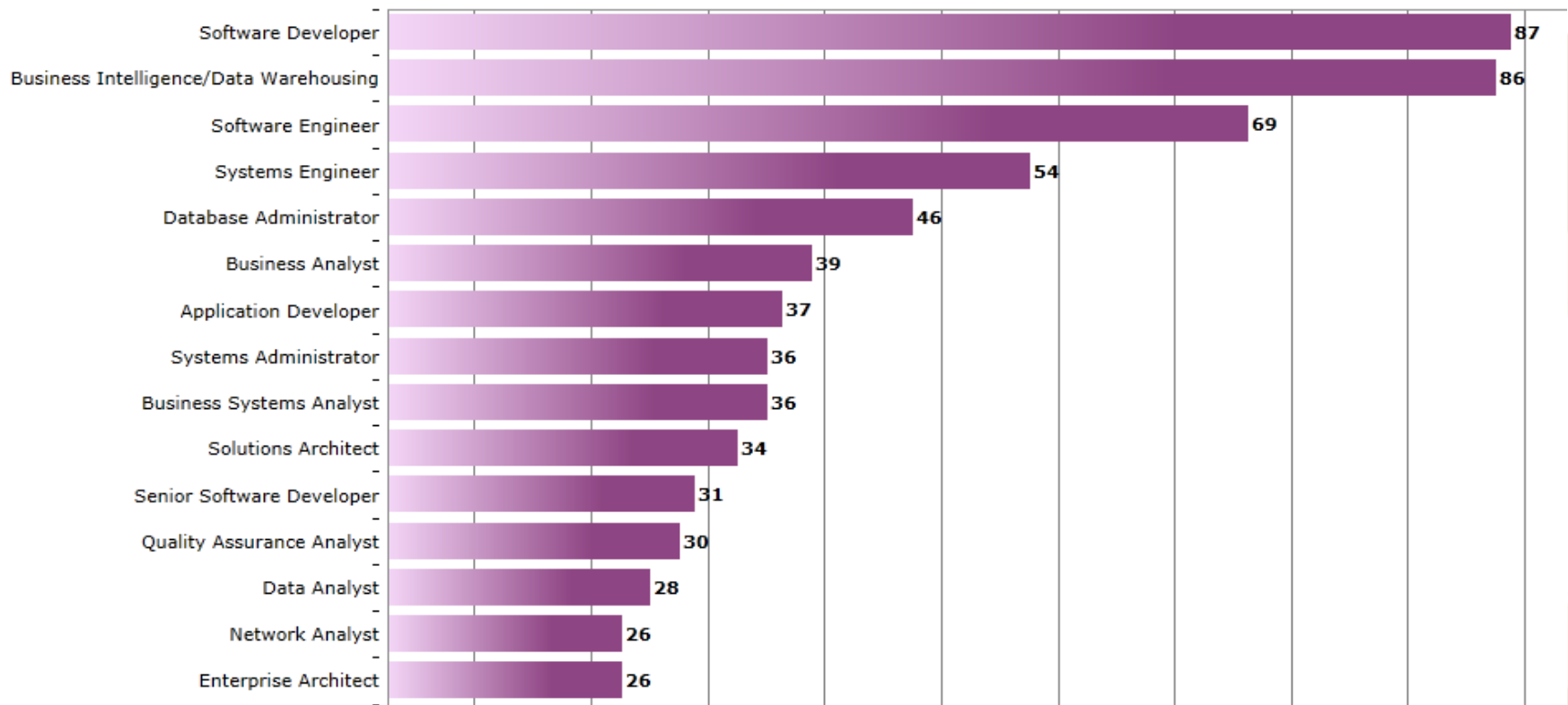


# Technology in Atlanta

## Financial Transactions Processing - Top Titles

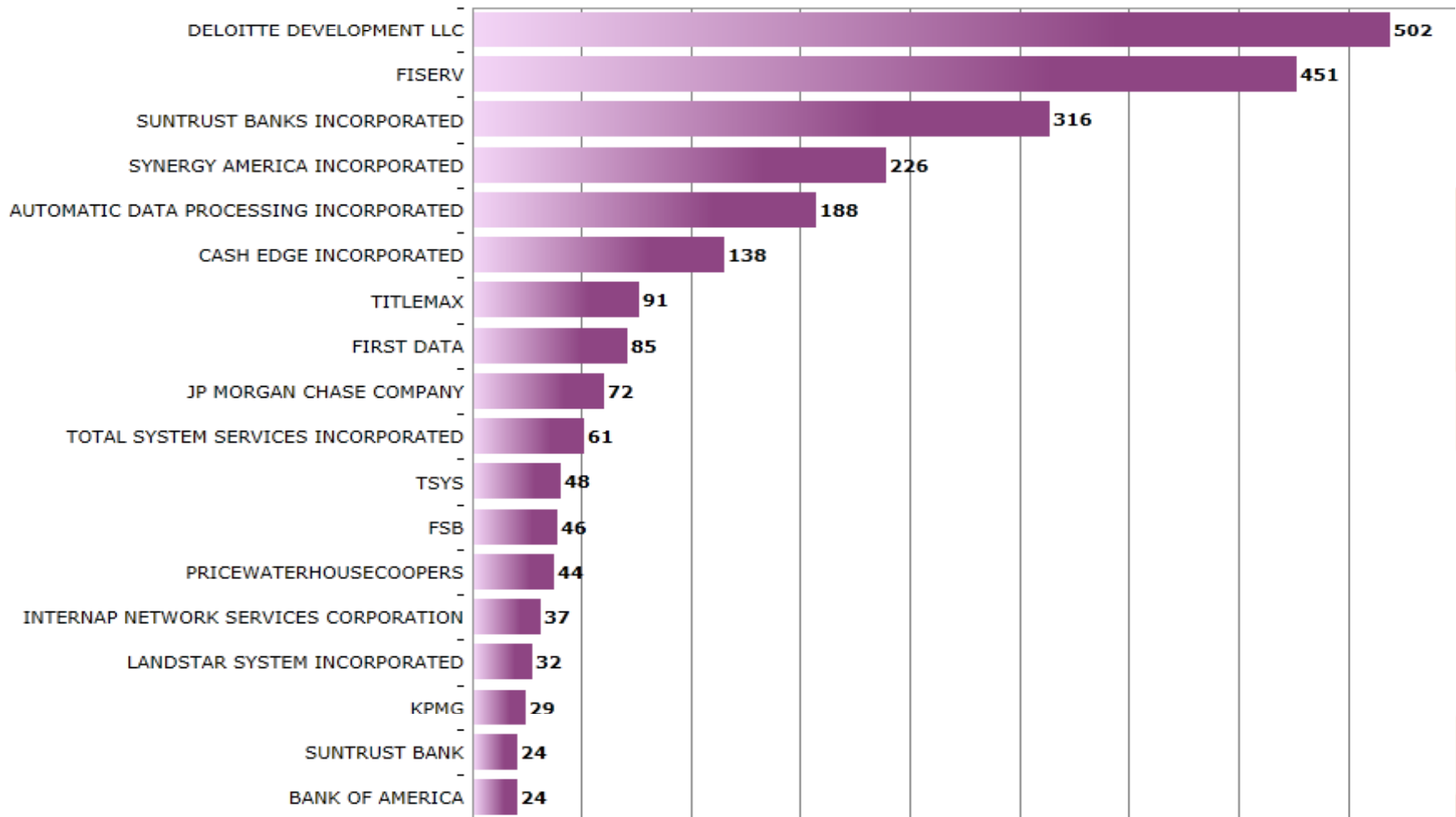
### Top titles

08/16/2011 - 08/14/2012 (Data not available after 08/12/2012)  
 There are 3,179 postings available with the current filters applied.  
 There are 0 unspecified or unclassified postings.



# Technology in Atlanta

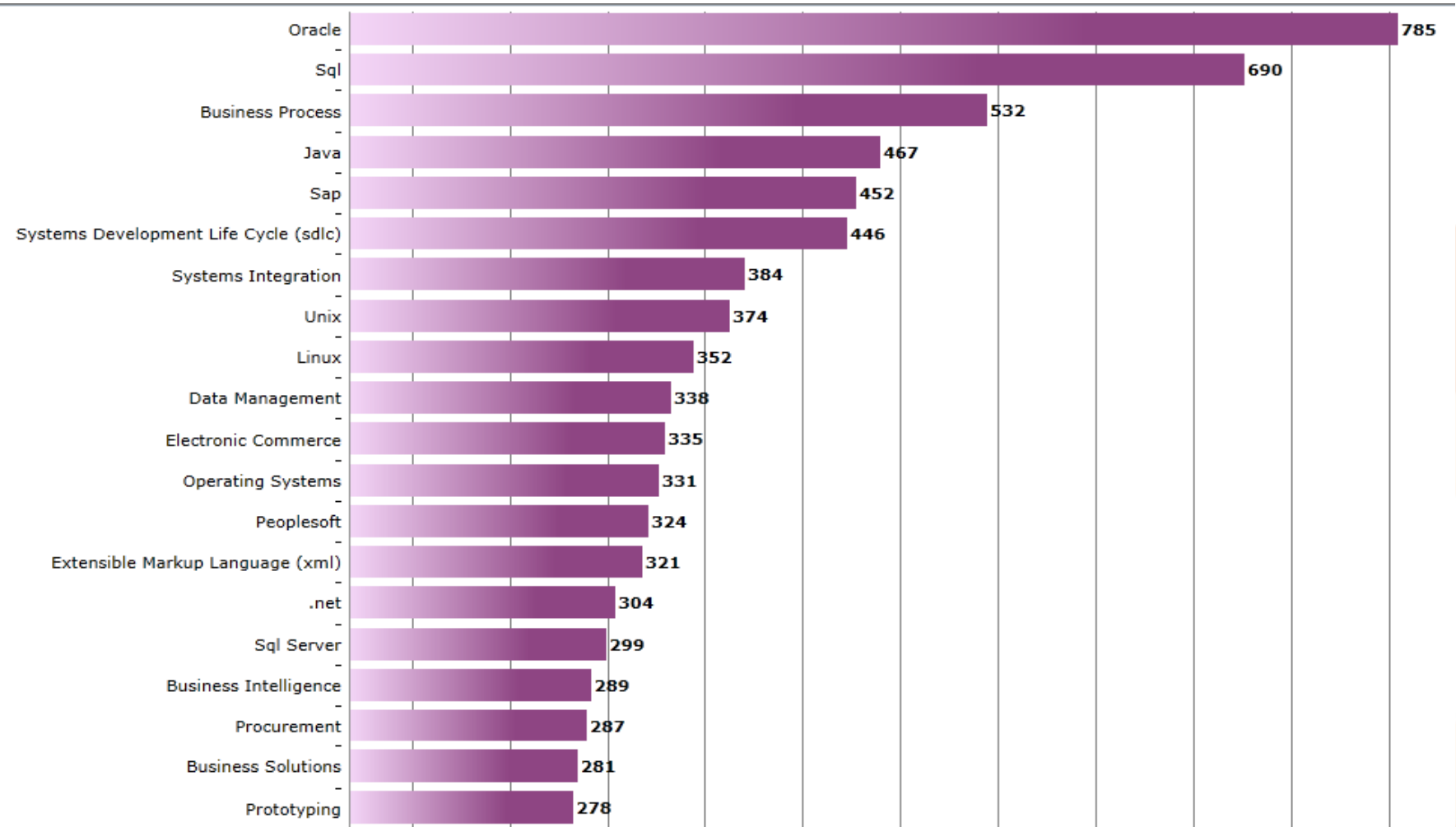
## Financial Transactions Processing– Top Employers





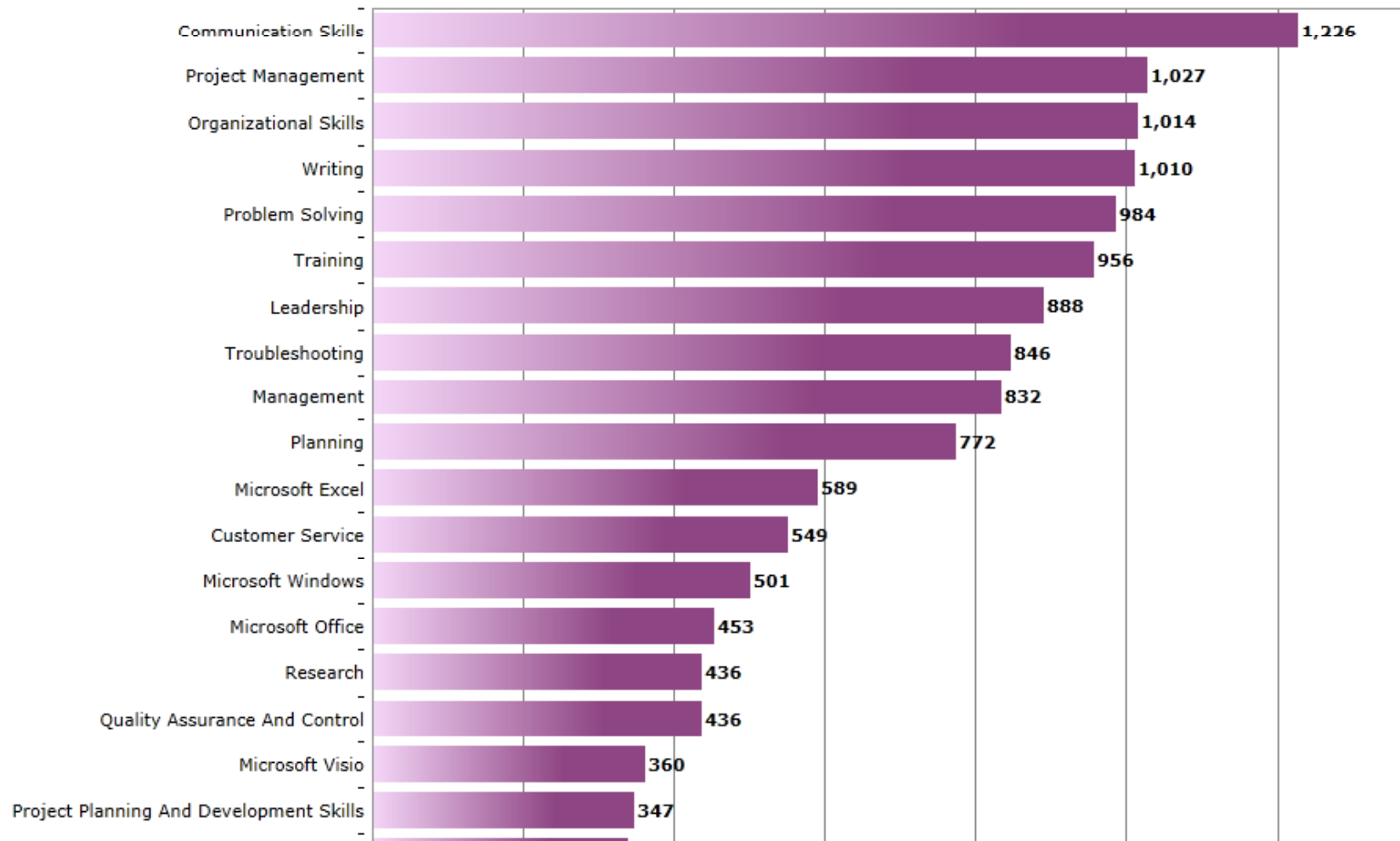
# Technology in Atlanta

## Financial Transactions Processing– Top Skills



# Technology in Atlanta

## Financial Transactions Processing – Top Skills Baseline



# Technology in Atlanta

## Financial Transactions Processing- sample postings

- Utilize fraud detection tools
  - Receipt of incoming information involving potential fraudulent transactions
  - Review and analyze suspected fraudulent transaction activity impacting First Data
  - Assessment of fraudulent transactions/activity for potential escalation to the respective ESRC leadership to include Corporate Security Internal Investigations Group
  - Trend tracking of fraud utilizing reporting databases to capture current and historical fraudulent activity and make assessments and proactive predictions
  - Assist with collecting and providing performance metrics to management
  - Brief the Corporate Security and ESRC management on fraud incidents and provide the necessary documentation to quantify same.
  - Assist with the creating and implementation of processes, procedures and standards of the Fraud Detection and Prevention Team
  - Establish and maintain partnerships with other fraud analyst within other FD business units
  - Assist with reporting annual FD fraud losses
- 
- Bachelor or [Associate degree](#) in related field or equivalent work experience
  - Two years of fraud detection experience in the financial industry preferably in financial [transaction processing](#) area or banking area
  - Solid analytical skills and ability to effectively communicate verbally and in written product to both internal and external clients
  - Ability to present facts in a clear and concise manner orally and in the responsible documentation
  - Ability to learn and comprehend First Data processing platforms

The ideal candidate should be an analytical thinker, very innovative, have solid verbal and written skills. Computer literacy is an absolute must with specific proficiencies in **Microsoft Word, Outlook, Excel, Access, PowerPoint and SharePoint.** Familiarity with **Lexis/Nexis, Choice Point** and other research databases would prove helpful. In addition, familiarity with Oracle enterprise reporting programs would also prove beneficial. Documented skills to

# Technology in Atlanta

## Financial Transactions Processing- Sample Postings

### Qualifications

#### Ideal Candidate Will Have -

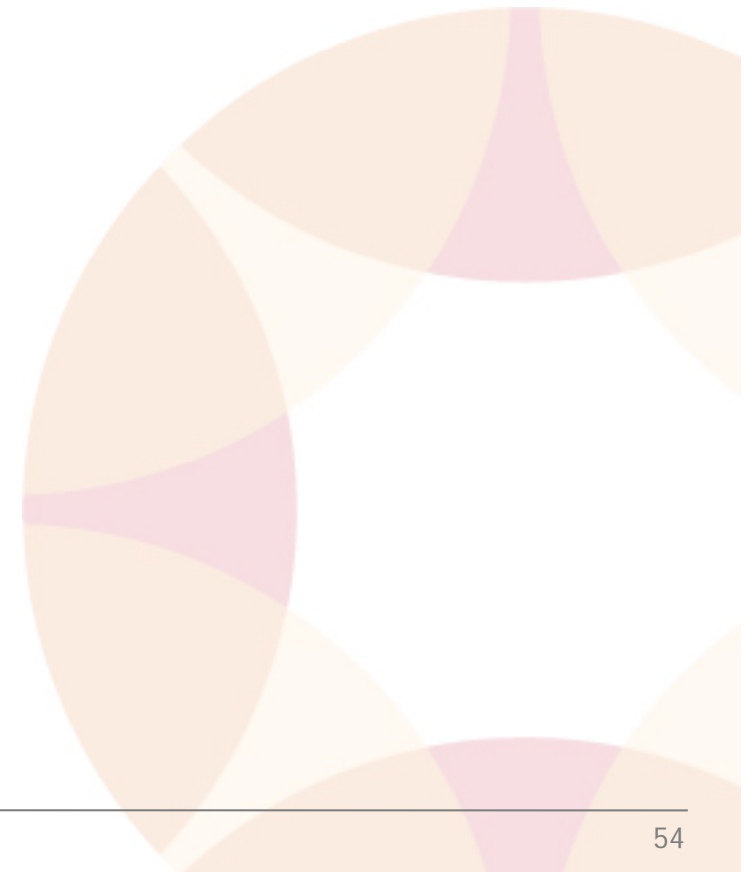
- Bachelor's degree in statistics, applied math, econometrics or related quantitative disciplines or equivalent combination of education and work related experience
- 5+ years experience using SAS or other statistical analysis software such as SPSS
- Proficiency in SQL
- 2+ years of experience performing fraud or transaction-based quantitative analysis and implementing emerging strategies/tactics
- Industry experience in employing pattern recognition, or data mining/data analysis on real world problems
- Superior decision-making skills
- Experience modeling with very large data sets
- Ability to develop and monitor performance metrics for systems using an ROI based approach and concisely report results
- Strong written and verbal communication skills and client focus
- Ability to work in an entrepreneurial, matrix environment and to manage multiple complex projects simultaneously
- Ability to provide leadership to colleagues and senior management in innovative statistical techniques
- Ability to communicate effectively with both internal and external clients, explain methods, interpret results, and create effective written or graphical displays of findings/recommendations
- Experience in collaborating with technical team to ensure availability and delivery of data and tools necessary to support analytics
- Excellent presentation skills combined with the ability to lead group discussions, explain complex solutions with a track record of proven success working in cross-functional teams
- Experience in financial services focused on transactional risk management
- Experience with SAS Enterprise Miner or other comparable data mining technologies
- Knowledge of credit card point of sale authorizations strategies
- Knowledge of deposit and/or check fraud
- Experience with card fraud detection technologies, processes and regulatory pressures
- SAS Certification
- Six Sigma Black Belt
- Masters or PHD in economics, applied mathematics, statistics or other quantitative discipline
- Certified Fraud Examiner (CFE) or Certified Internal Auditor (CIA) highly desirable

#### Basic Requirements:

- 7 years analytical experience
- Advanced PC skills such as Access, Excel or business-specific software
- Professional communication skills
- Project and process management skills
- Knowledge or experience related to the LOB or function
- Demonstrated ability to develop and apply creative business solutions
- Strength in tactical execution or strategic planning.

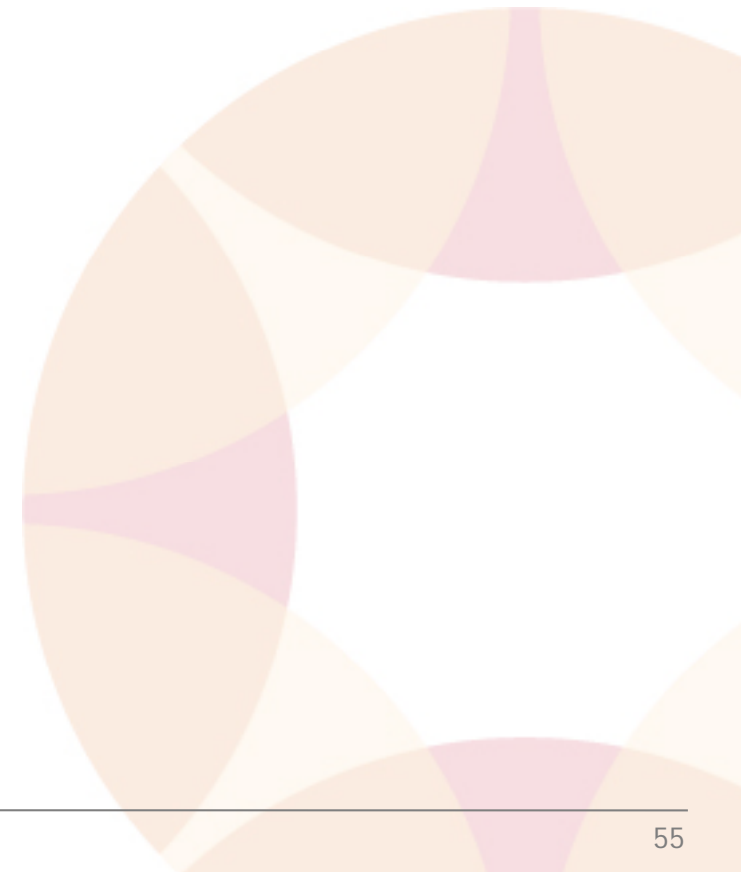


# Supply Chain & Advanced Manufacturing



# Supply Chain & Advanced Manufacturing

## Supply Chain Management Software



# Supply Chain & Advanced Manufacturing

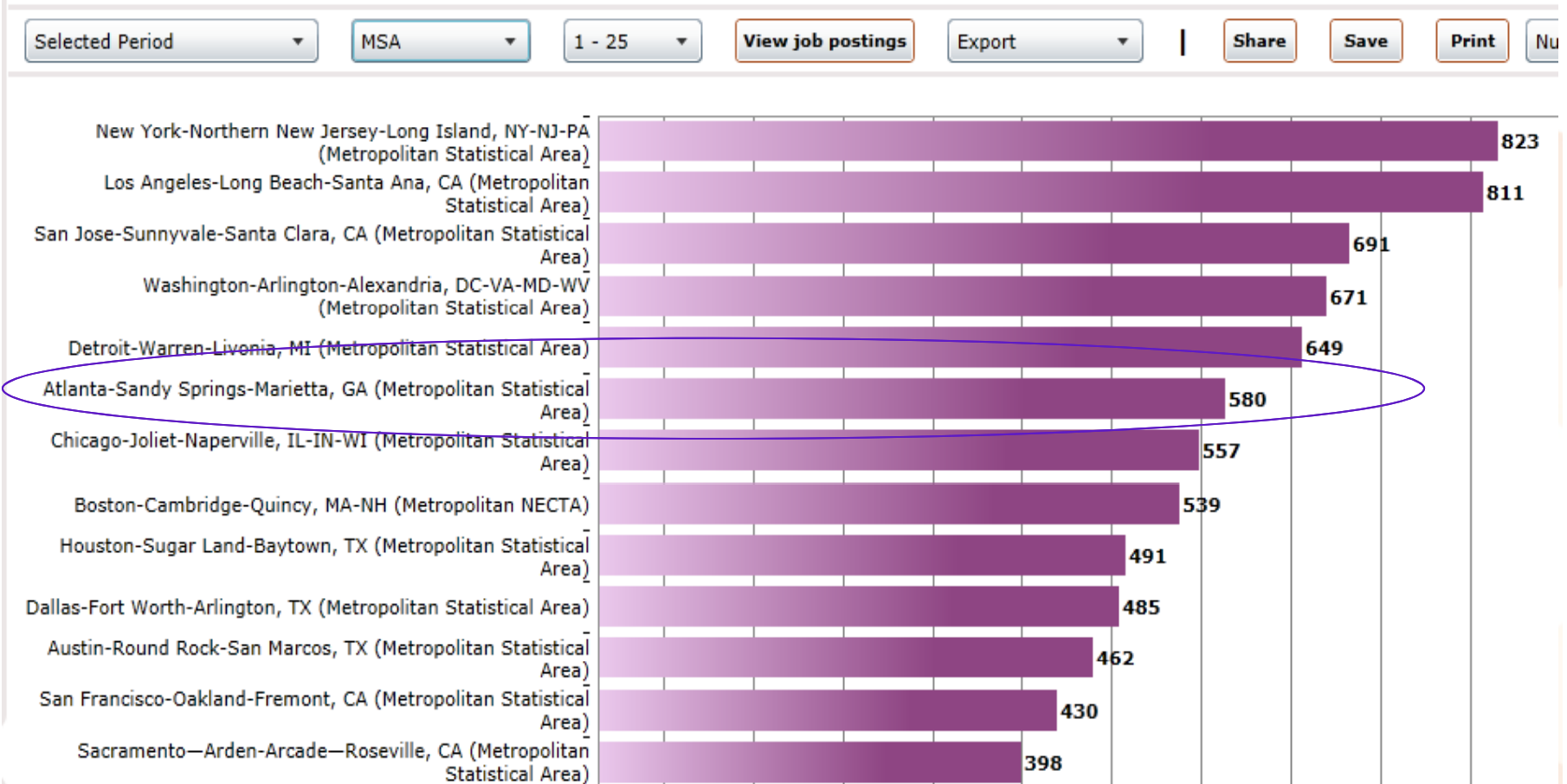
## Supply Chain Management Software – Top Locations

**Top MSAs for a title, occupation, or occupation group**

08/16/2011 - 08/14/2012 (Data not available after 08/12/2012)

There are 17,093 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.



# Supply Chain & Advanced Manufacturing

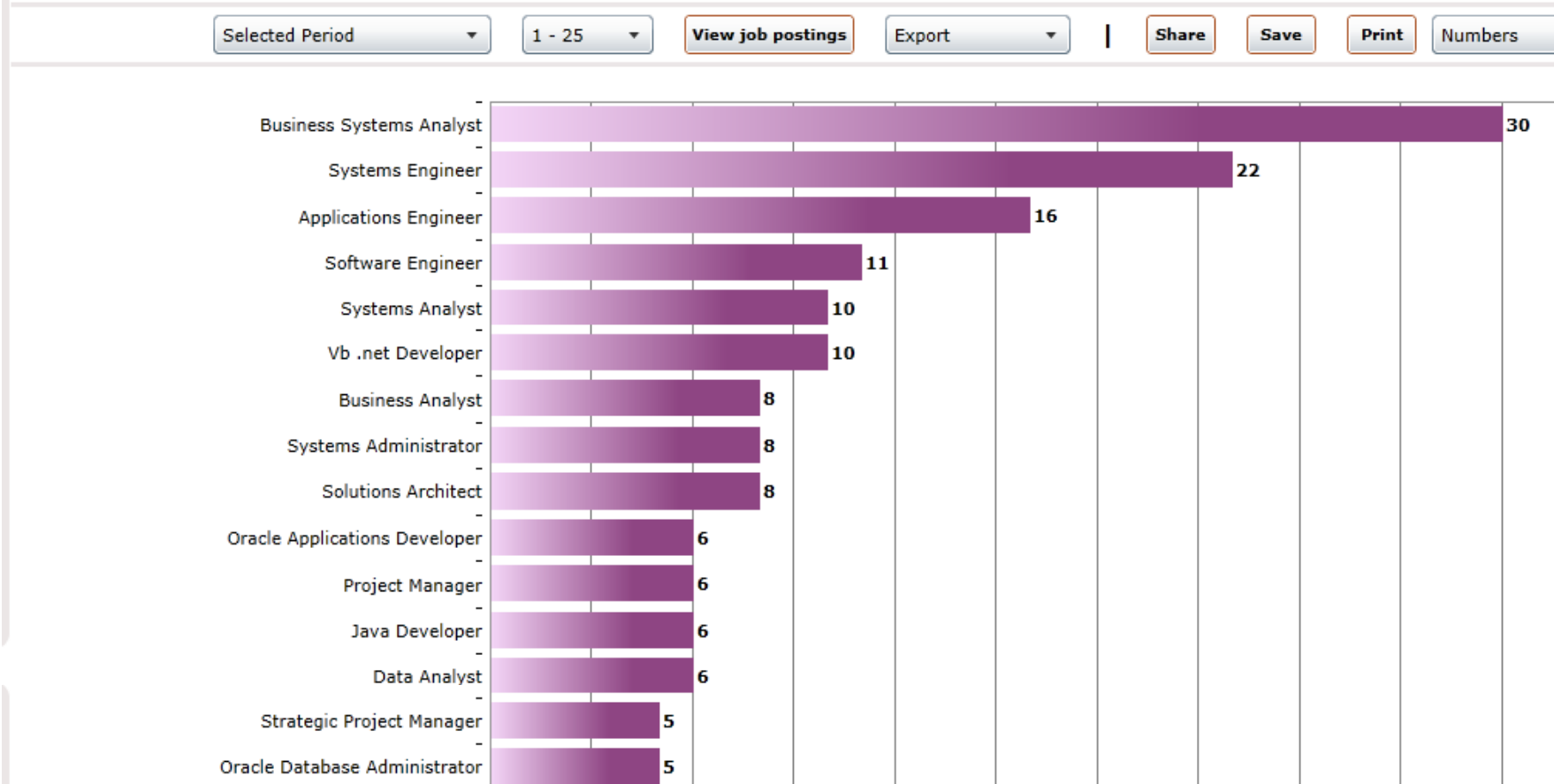
## Atlanta Supply Chain Software – Top Titles

### Top titles

08/16/2011 - 08/14/2012 (Data not available after 08/12/2012)

There are 580 postings available with the current filters applied.

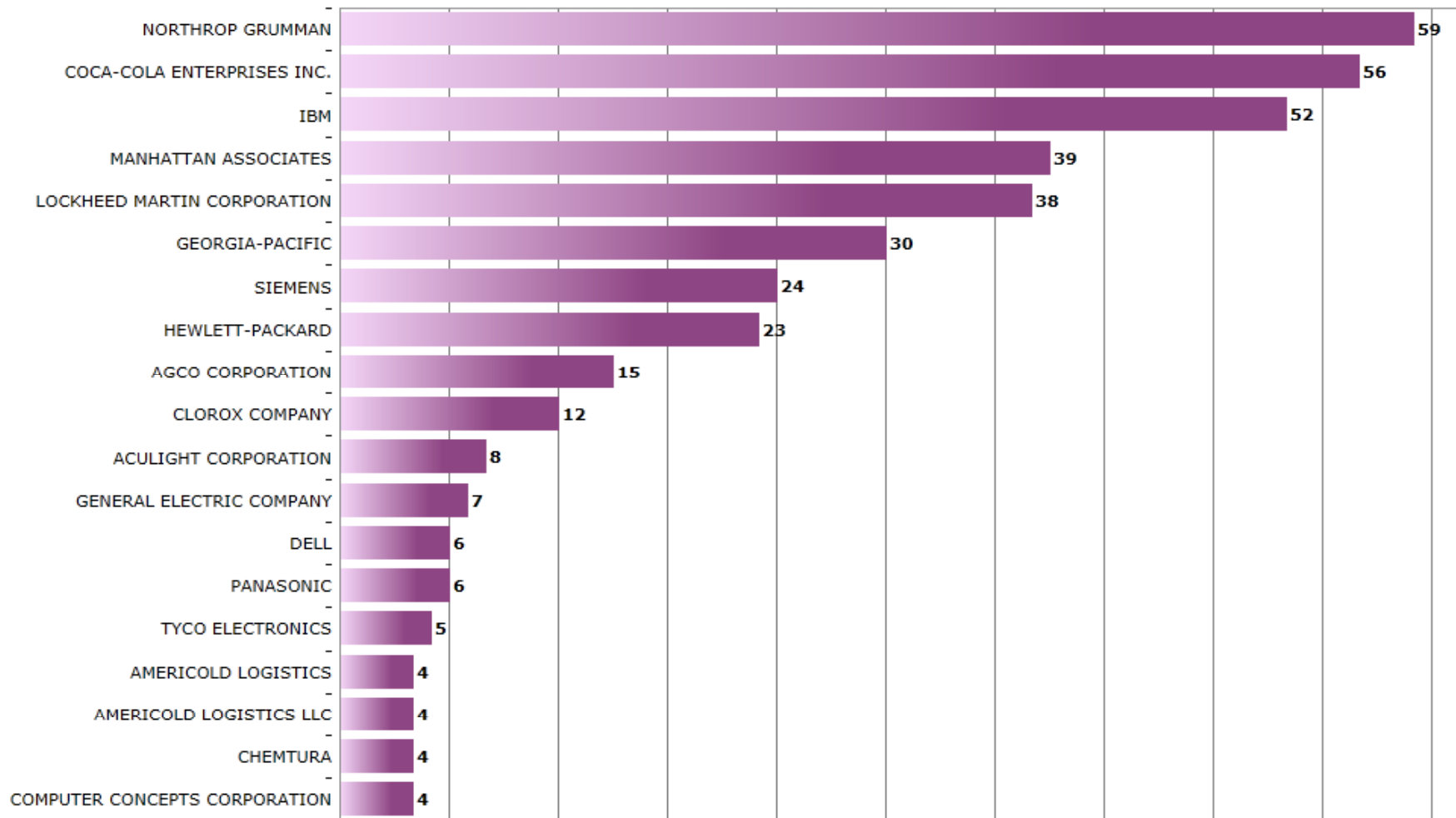
There are 0 unspecified or unclassified postings.





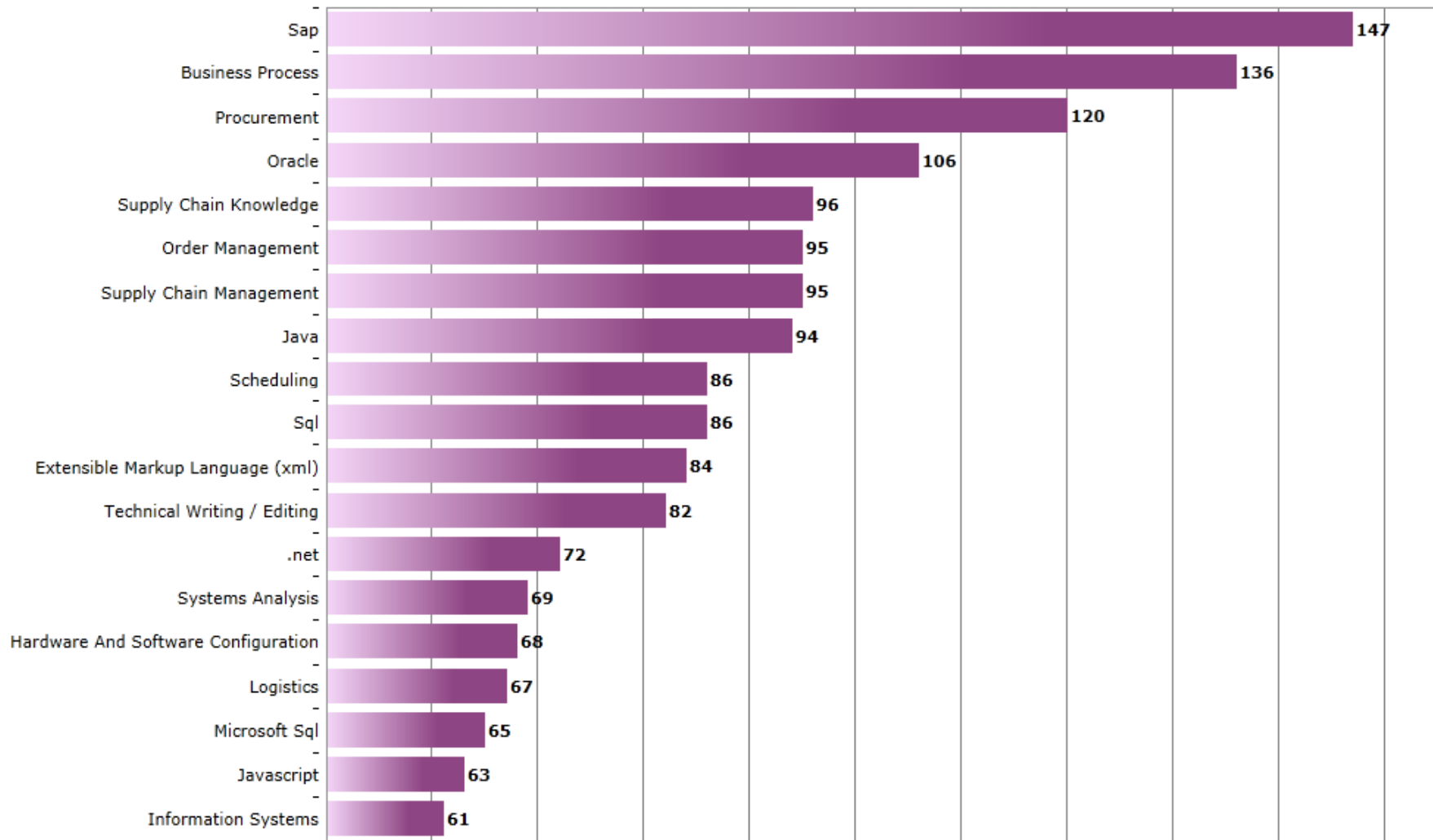
# Supply Chain & Advanced Manufacturing

## Atlanta Supply Chain Software– Top Employers



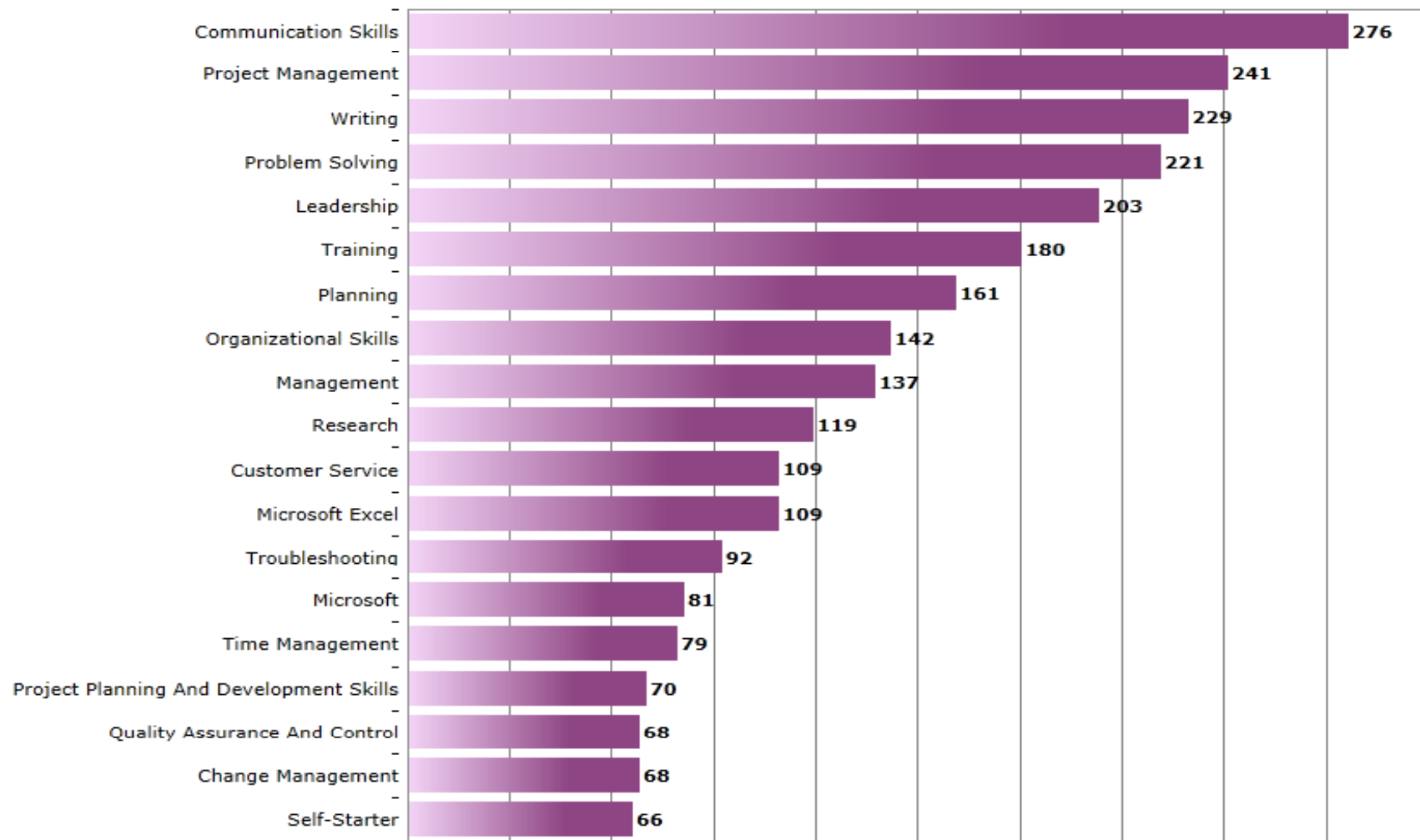
# Supply Chain & Advanced Manufacturing

## Atlanta Supply Chain Software – Top Skills



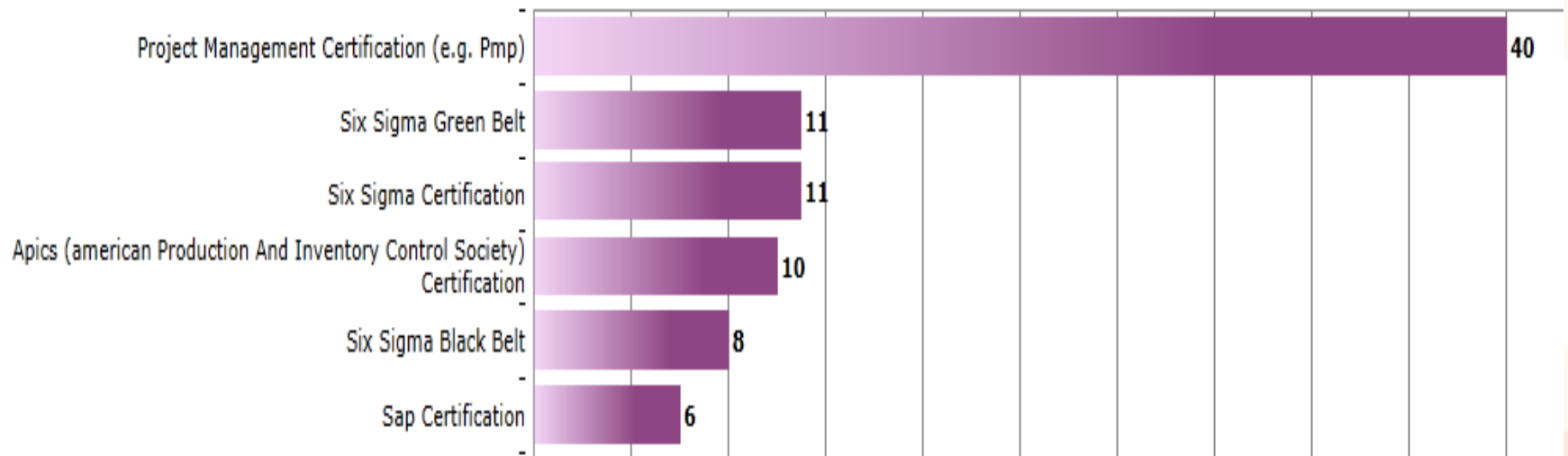
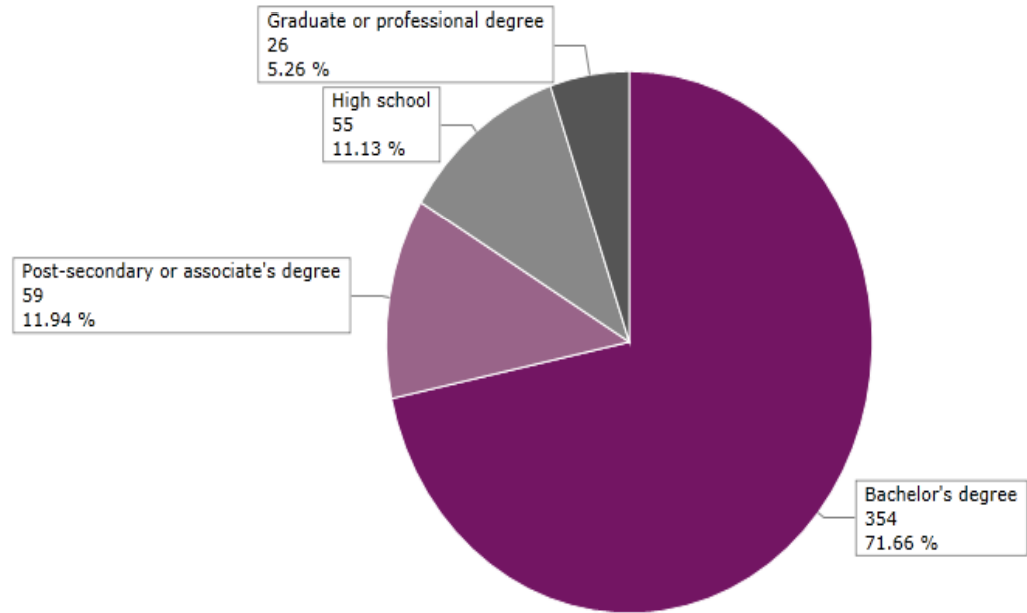
# Supply Chain & Advanced Manufacturing

## Atlanta Supply Chain Software– Top Baseline Skills



# Supply Chain & Advanced Manufacturing

## Atlanta Supply Chain Management Software





# Supply Chain & Advanced Manufacturing

## Atlanta Supply Chain Software – Sample Postings

### Summary:

The IT Specialist resides on the Business Delivery team and is responsible to support IT project activities pertaining to requirements, design, implementation, and administration of application product and services. This role will require the candidate to: collaborate with internal business partners to identify business needs and perform project scoping; create functional requirements; provide input for the creation of project plans; create test cases; support UAT; perform issues tracking and problem resolution; coordinate project activities across multiple department/groups; and compile timeline estimates and project documentation.

### Roles and Responsibilities:

#### Business Analysis:

- Apply high-level understanding of the organization's business systems and industry requirements.
- Serve as a liaison between the business and IT to create and document solution designs, focusing on process analysis and re-engineering with an understanding of technical problems and solutions related to current and future business environments.
- Assist with daily operations and provide general administrative support to the assigned IT organization.
- Prepare charts and diagrams to assist in problem analysis and submit recommendations for solutions.
- Create process change by integrating new processes with existing processes and communicate the changes to the Business Systems team impacted.
- As appropriate, may participate in the development, implementation, and maintenance of IT strategies and plans.
- Manages, coordinates, directs, and integrate the company's IT processes, services, and applications for the purpose IT business delivery.
- Responsible for working closely with support teams to ensure the design, implementation, and administration of the company's IT initiatives.
- Propose and implement effective solutions based on business requirements while analyzing and evaluating the impact of current processes/business.
- Partner with technical solution providers to ensure optimal delivery.

#### Verbal and Written Communication:

- Develop and plan communication strategies to ensure activities and accomplishments are communicated to senior management, project stakeholders, and IT teams

#### Problem Management:

- Conduct functional reviews of analytics applications to identify and address issues or roadblocks and improvements.
- Measure and monitor customer satisfaction and service quality

# Supply Chain & Advanced Manufacturing

## Atlanta Supply Chain Software – Sample Postings

Responsibilities include:

- Act as the technical lead for oversight of all Oracle application projects and enhancements.
- Work with the leadership to define priorities and resources for projects.
- Ensure quality of developed solutions for customer by performing quality assurance practices.
- Experiences with SDLC methodologies.
- Serve as a liaison between the customer and the technical team to ensure requirements are documented and completed accurately.
- Perform technical support and administration of the Oracle Supply chain functions using the Mobile Supply Chain Application.
- Administration of User provisioning and security.
- Implementation involvement of upgrade to Oracle Release 12.
- Design of bar coding infrastructure.
- Business process development.
- Administer key setup screens, flexfields, profile changes, and functional setups.
- Assist in the analysis and definition of system modification by gathering system requirements from the end user and writing clear and articulate documentation of the desired system changes.
- Team member and/or lead experience for system projects, functioning as the subject matter expert for the system and reviewing requirements documentation to ensure they are accurate and complete.
- Provide user training on key system functionality and processes.
- Document key application functionalities and processes, and provide user training on them.
- Conduct research and testing of patches necessary to correct bugs and enhance system functionality.
- Candidate must possess excellent oral and written communication skills.
- Must possess strong analytical skills, troubleshooting, problem resolution, and user support skills.
- Ability to work independently and as a member of a team.
- Position supports production support team by assisting in application of patches, change control and coordination of system availability.
- Reviews application customization, extension and modification designs to ensure accuracy and relevancy of functionality proposed and/of affected.
- Responsible for Oracle Discoverer End-user-layer maintenance and ensure business objects for reporting are maintained per business needs.
- Must have excellent oral and written communication skills.
- Must possess strong analytical skills, troubleshooting, problem resolution, and user support skills.
- Evaluate technology and make recommendations.
- This position does not include relocation funding.

Requirements

# Supply Chain & Advanced Manufacturing

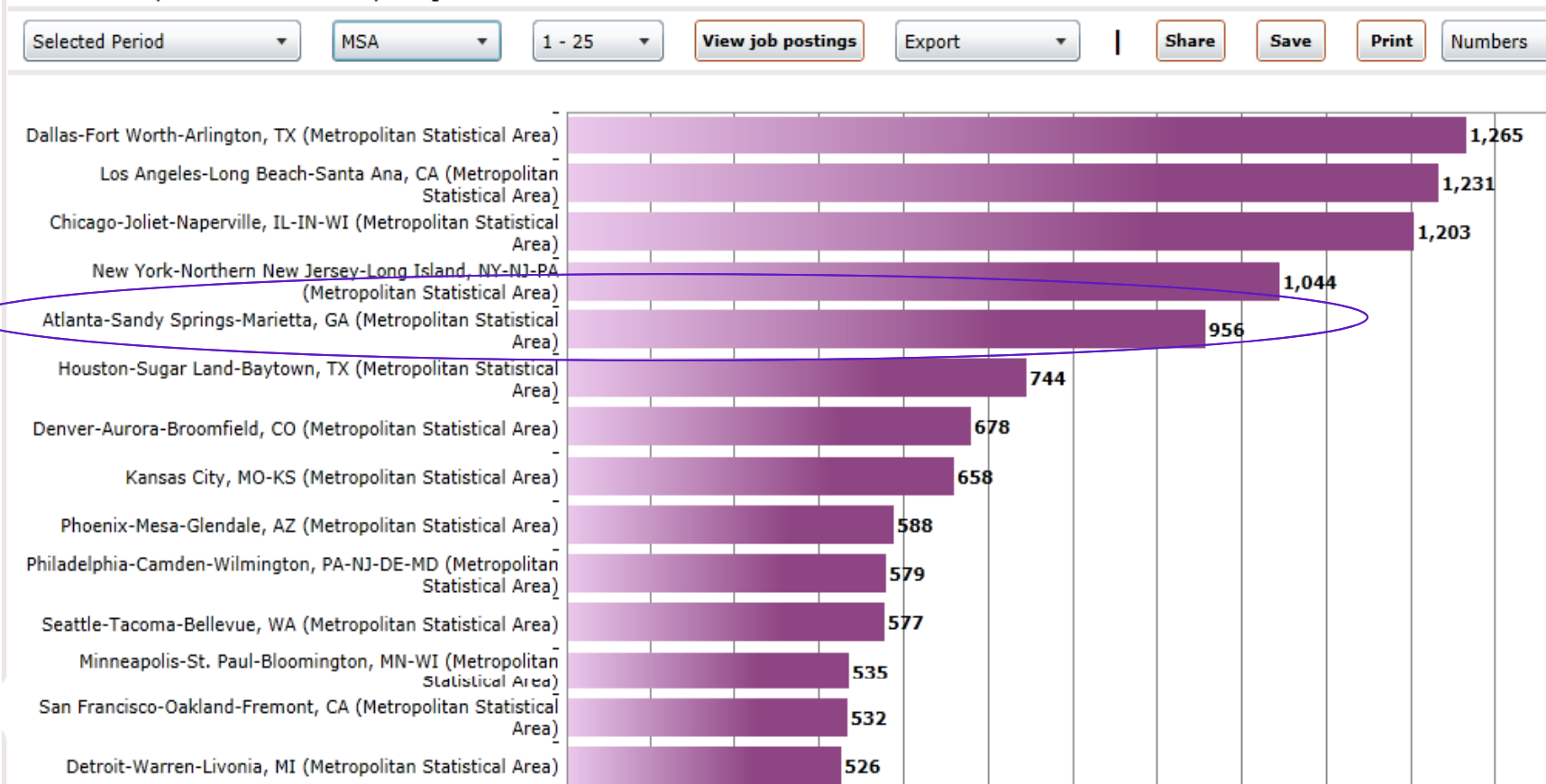
## Distribution Services



# Supply Chain & Advanced Manufacturing

## Distribution Services – Top Locations Nationwide

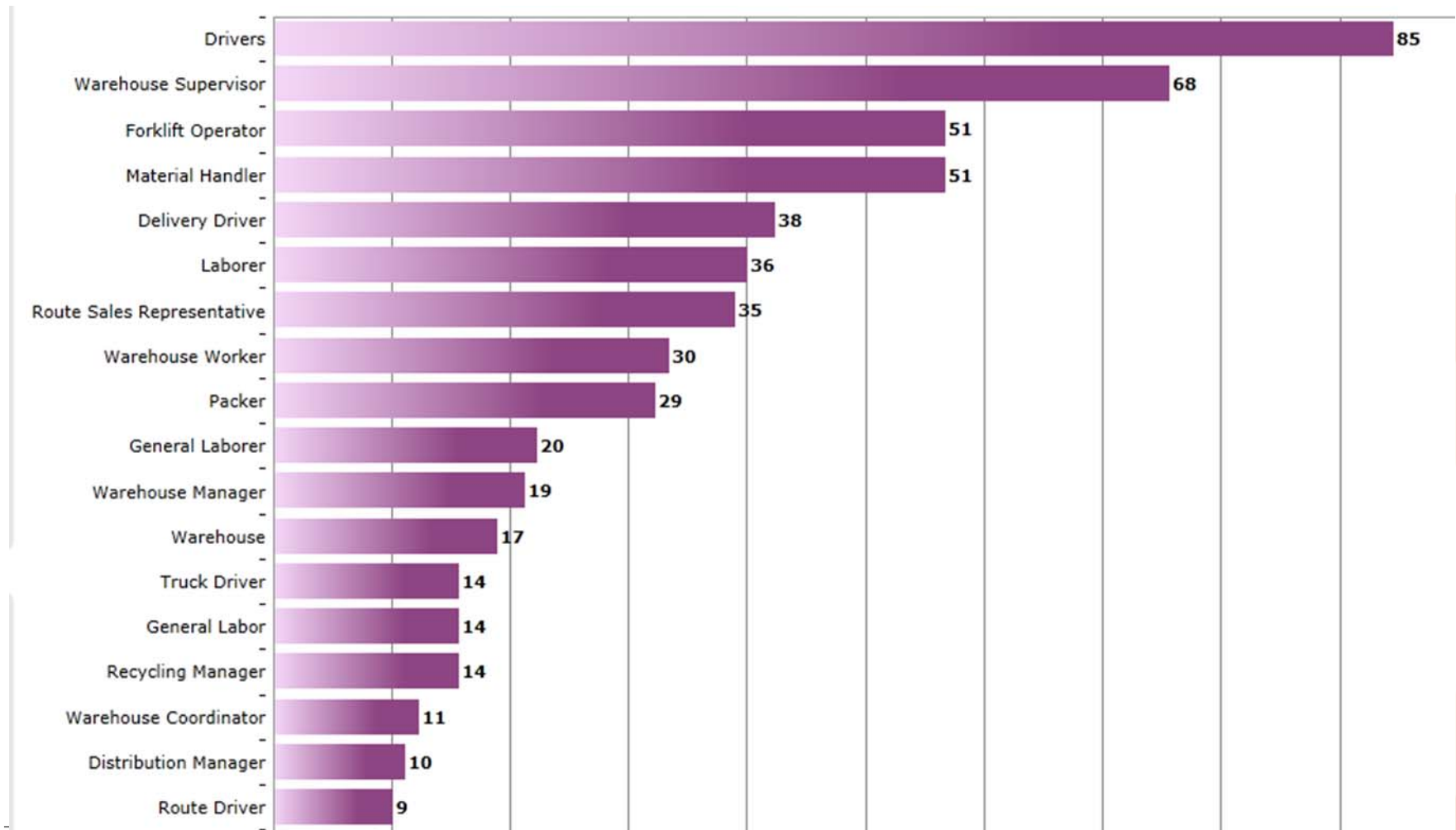
**Top MSAs for a title, occupation, or occupation group**  
 08/16/2011 - 08/14/2012 (Data not available after 08/12/2012)  
 There are 43,143 postings available with the current filters applied.  
 There are 0 unspecified or unclassified postings.





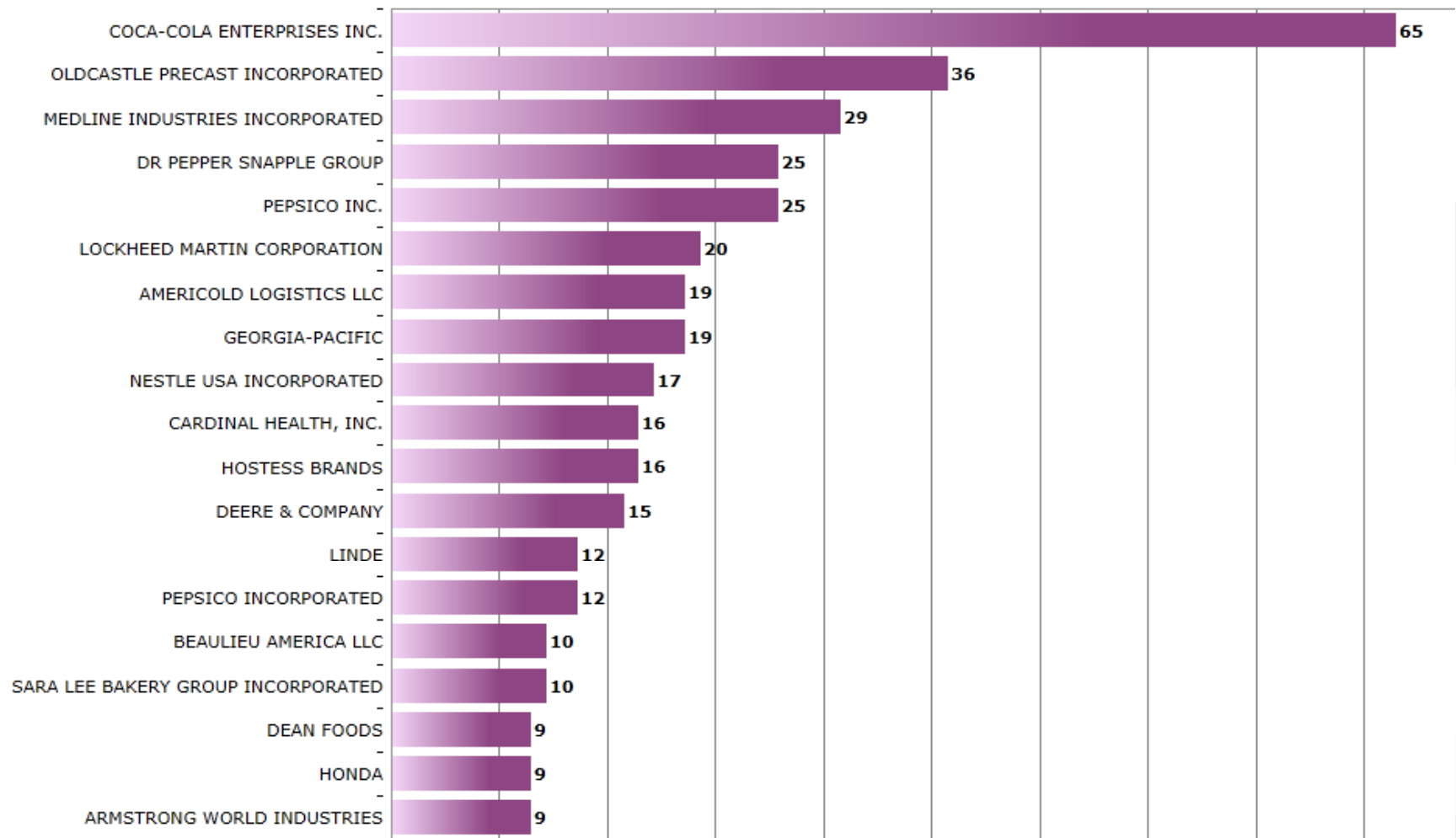
# Supply Chain & Advanced Manufacturing

## Atlanta Distribution Services – Top Titles



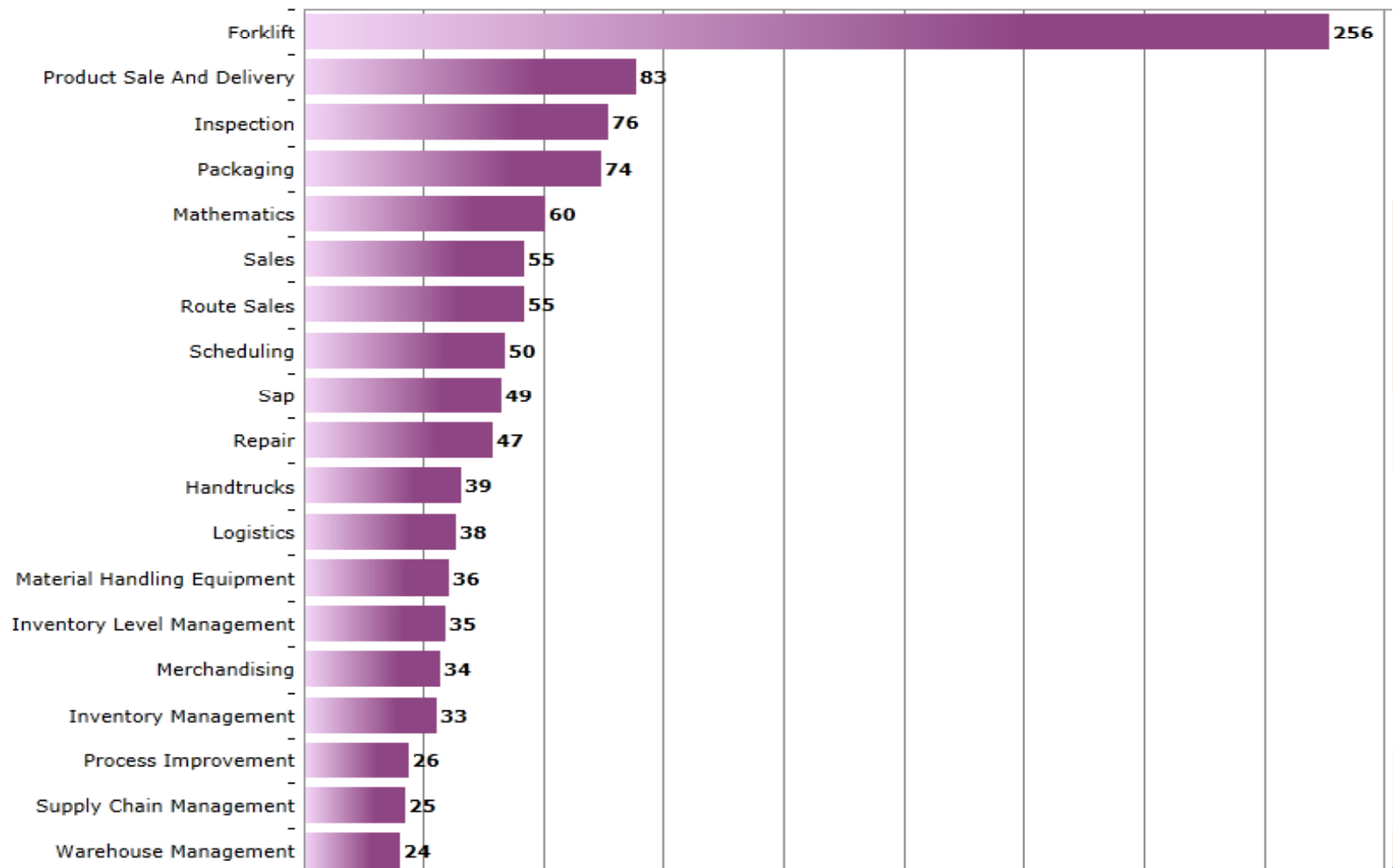
# Supply Chain & Advanced Manufacturing

## Atlanta Distribution Services– Top Employers



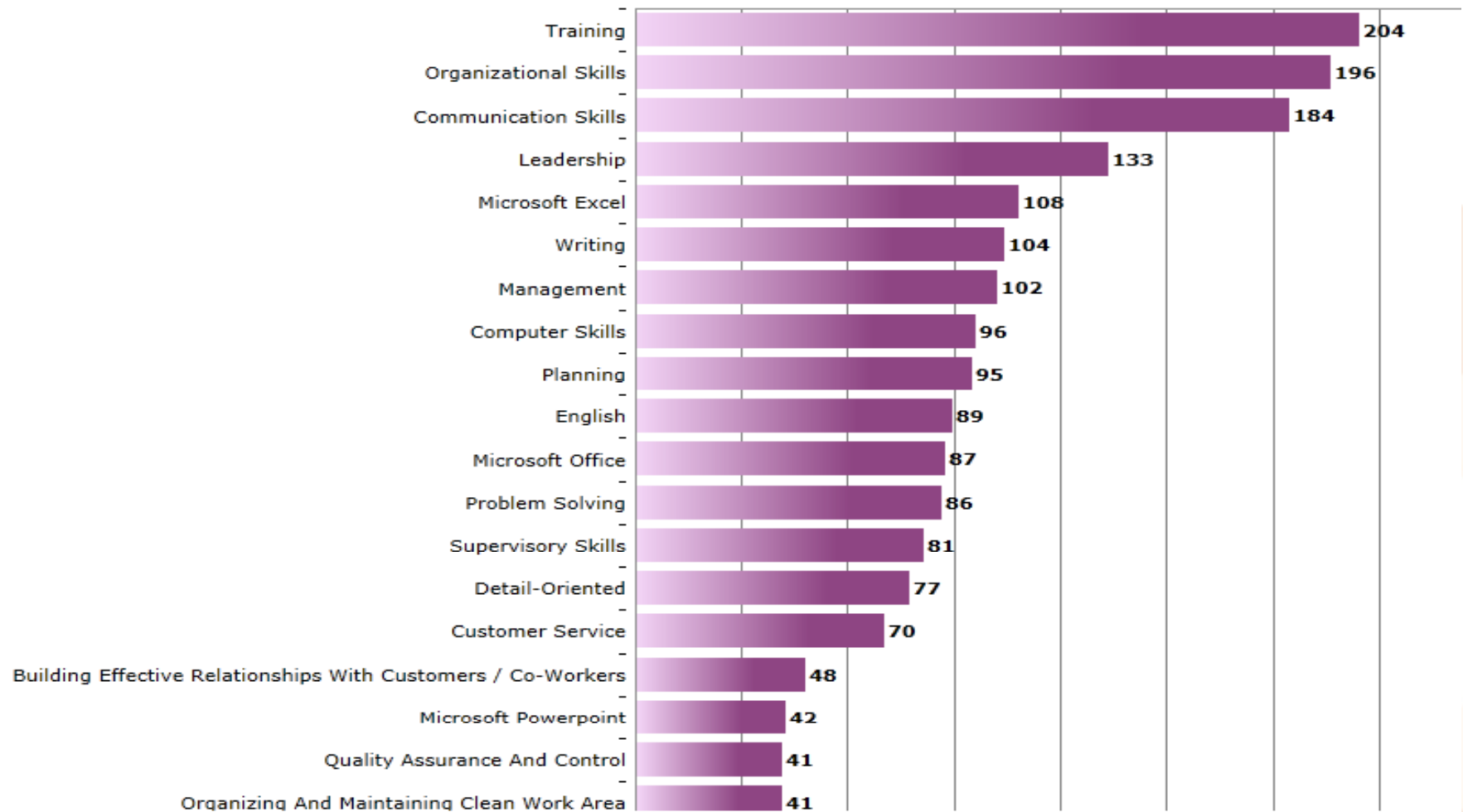
# Supply Chain & Advanced Manufacturing

## Atlanta Distribution Services – Top Skills



# Supply Chain & Advanced Manufacturing

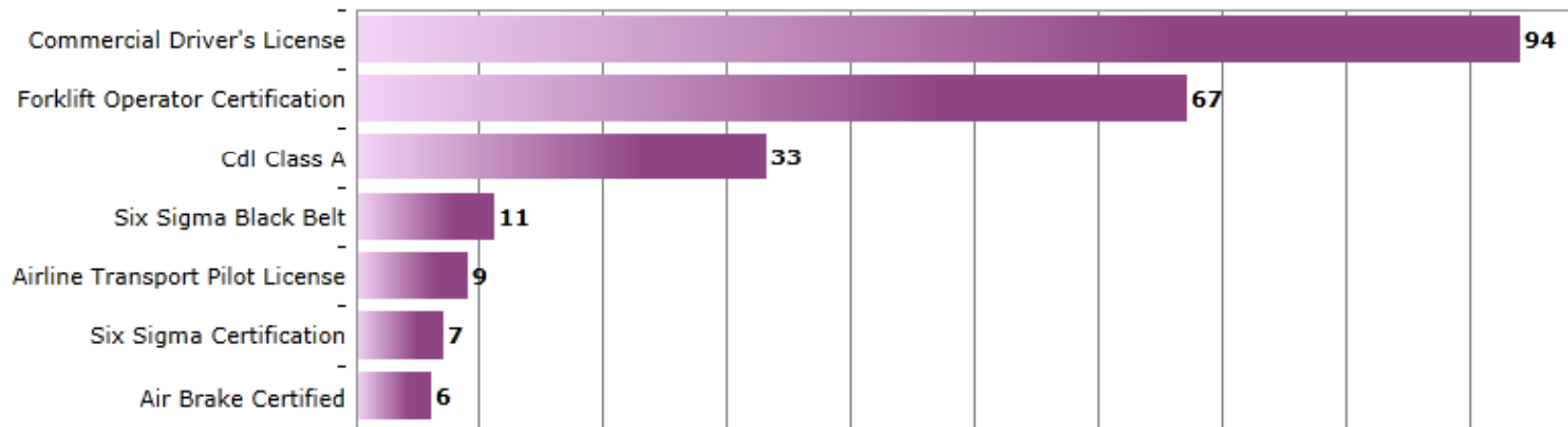
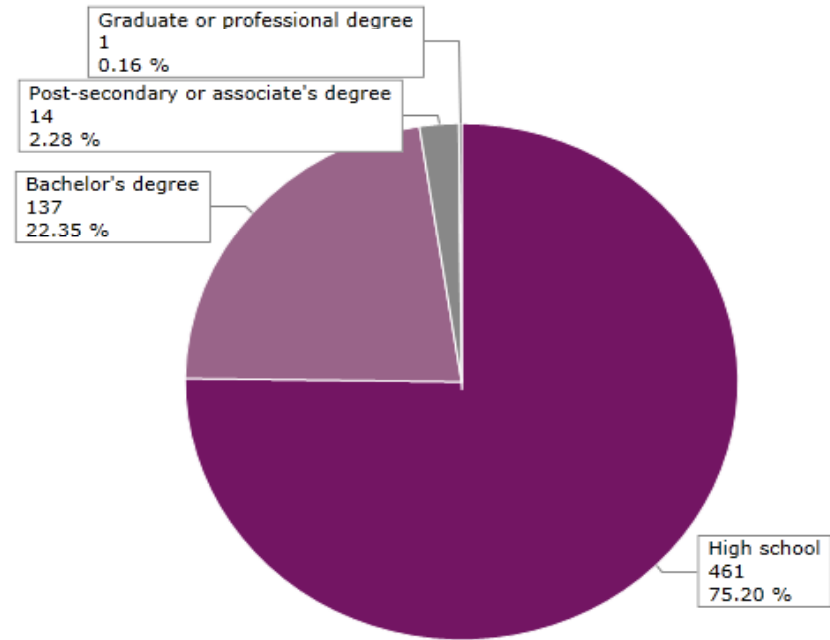
## Atlanta Distribution Services – Top Skills Baseline





# Supply Chain & Advanced Manufacturing

## Atlanta Distribution Services



# Supply Chain & Advanced Manufacturing

## Atlanta Distribution Services – Sample Job Postings

Supervise warehouse operations under the direction of a Sr. Manufacturing Manager. Primary focus is establishing a continuous improving culture in the areas of Safety, Associate Engagement, Cost Manufacturing Efficiencies, and Quality.

Attain or exceed budgeted goals for all fixed and variable costs through associate development and accountability.

Train and develop Cell Leaders to plan and execute weekly production schedules, succession plans, and cross training plans that meet or exceed expected goals “key performance indicators”.

Maintain consistency and data integrity for all recognition programs; Safety, Individual Performance, Shift Performance, and Plant Performance. Programs should promote associate engagement, participation, and encourage continuous improvement.

Identify and implement best practices that will improve the Operations. Examples include the establishment of a multi-skilled workforce that leverages the diverse skillsets to meet market fluctuations providing a stable work schedule for Valassis associates.

Ensure delivery expectations meet client commitments and USPS requirements.

Support the development of a manufacturing culture that leverages current manufacturing methodologies (root-cause analysis and preventative processes) to eliminate repetitive errors.

Develop Cell Leaders to meet or exceed manufacturing goals by adjusting to obstacles (daily, weekly and monthly production challenges) proactively.

Interact with internal customers (communicate schedules, research concerns, and resolve issues) to ensure client satisfaction.

Interact with clients (internal/external) and vendors to coordinate priority deliveries and expeditiously resolve material issues.

Partner with appropriate resources to Lead associate relations including but not limited to team development, team building, staffing, corrective actions, and terminations as appropriate and in compliance with Company policies and procedures.

Responsible for knowing policies and procedures and for enforcing the proper use thereof.

# Supply Chain & Advanced Manufacturing

## Atlanta Distribution Services – Sample Job Postings

### **JOB SCOPE/ SUMMARY:**

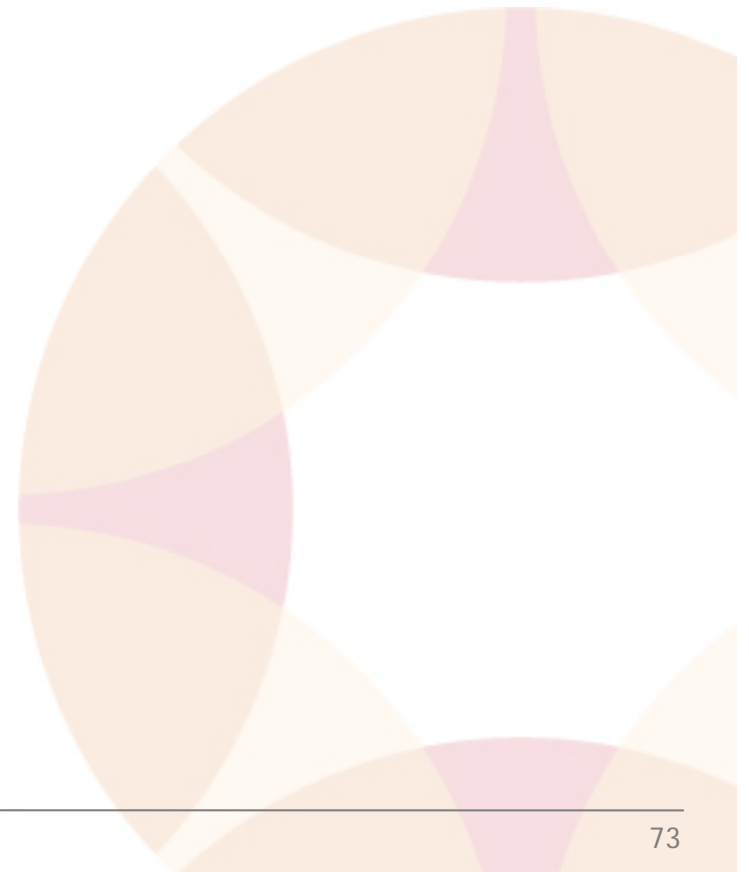
- Manage and oversee the distribution of all products in a designated region
- Ensure timely delivery of goods within most service oriented and cost effective guidelines possible

### **ESSENTIAL FUNCTIONS:**

1. Organize and manage facility operation and personnel of a regional warehouse, oversee daily inventory transactions, warehouse layout and picking sequence for products, including new items and ensure databases are regularly updated. Assist in performing [warehousing](#) duties during course of day, including order pulling, forklift use and records processing work. Motivate, supervise, train and evaluate Distribution personnel in the performance of their duties.
2. Research and establish carriers, in concert with Corporate Traffic approval, that serve satellite region, both outbound and intra/interstate. Coordinate all shipping and receiving functions with carrier account representatives, prepare monthly service reports, review carrier's monthly statements, review all late or outstanding invoices, approve payment for freight invoices and submit proposed rate changes to VP, Sr Transportation and Distribution.
3. Coordinate all opening orders with appropriate management and departments.
4. Direct scheduling of appointment times with corporate and Regional Sales Managers for customer warehouse stores, maintain schedules on file and change and reestablish routes if necessary.
5. Maintain and monitor inventory levels of finished goods and sales aids, ensure proper inventory levels of finished products and coordinate and plan physical inventories, weekly cycle counts and product rotation.
6. Interface with Regional Sales Managers, Sales Representatives, Inventory Control Manager, and Transportation and Distribution Operations Manager regarding preparing annual budget for regional warehouse expenses, recalls of defective products, new store setups, end caps, special buys and rollouts of new products.
7. Establish and manage custom procedures for importing of goods into Canadian market and coordinate with custom brokers and Canadian custom officials to ensure the release of goods in a timely manner.
8. Manage preventative maintenance, repairs of warehouse equipment, facility and invoicing actions; administer security practices, including implementation of Business Emergency Plan.
9. Administer outbound freight movements, oversee inbound stock and approve distribution and shipping records showing receipt, transfer and distribution of products.
10. Establish staffing requirements and coordinate personnel actions with VP, Human Resources; hire, counsel, discipline, and terminate employees as needed; administer related personnel and safety policies.

# Supply Chain & Advanced Manufacturing

## Energy





# Supply Chain & Advanced Manufacturing

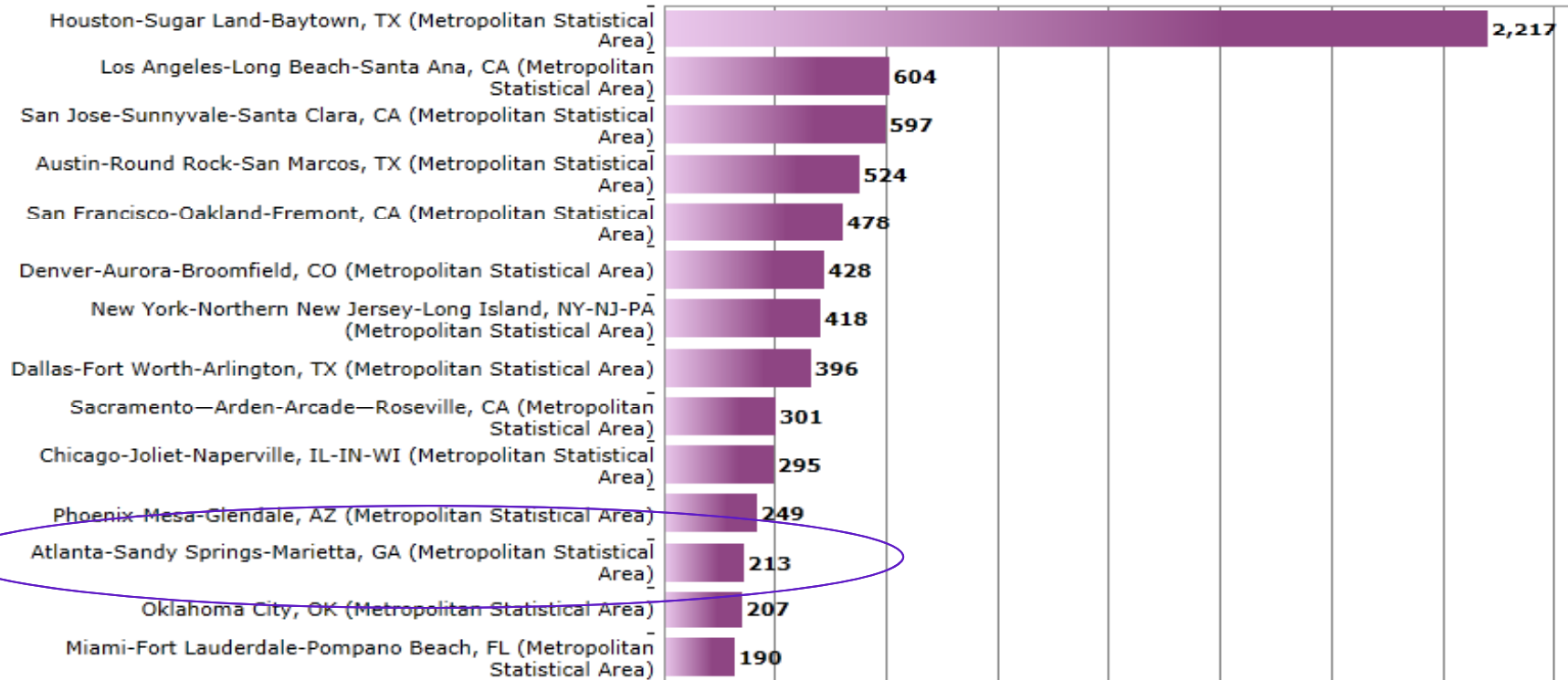
## Energy – Top Locations Nationwide

### Top MSAs

08/16/2011 - 08/14/2012 (Data not available after 08/12/2012)

There are 14,802 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.



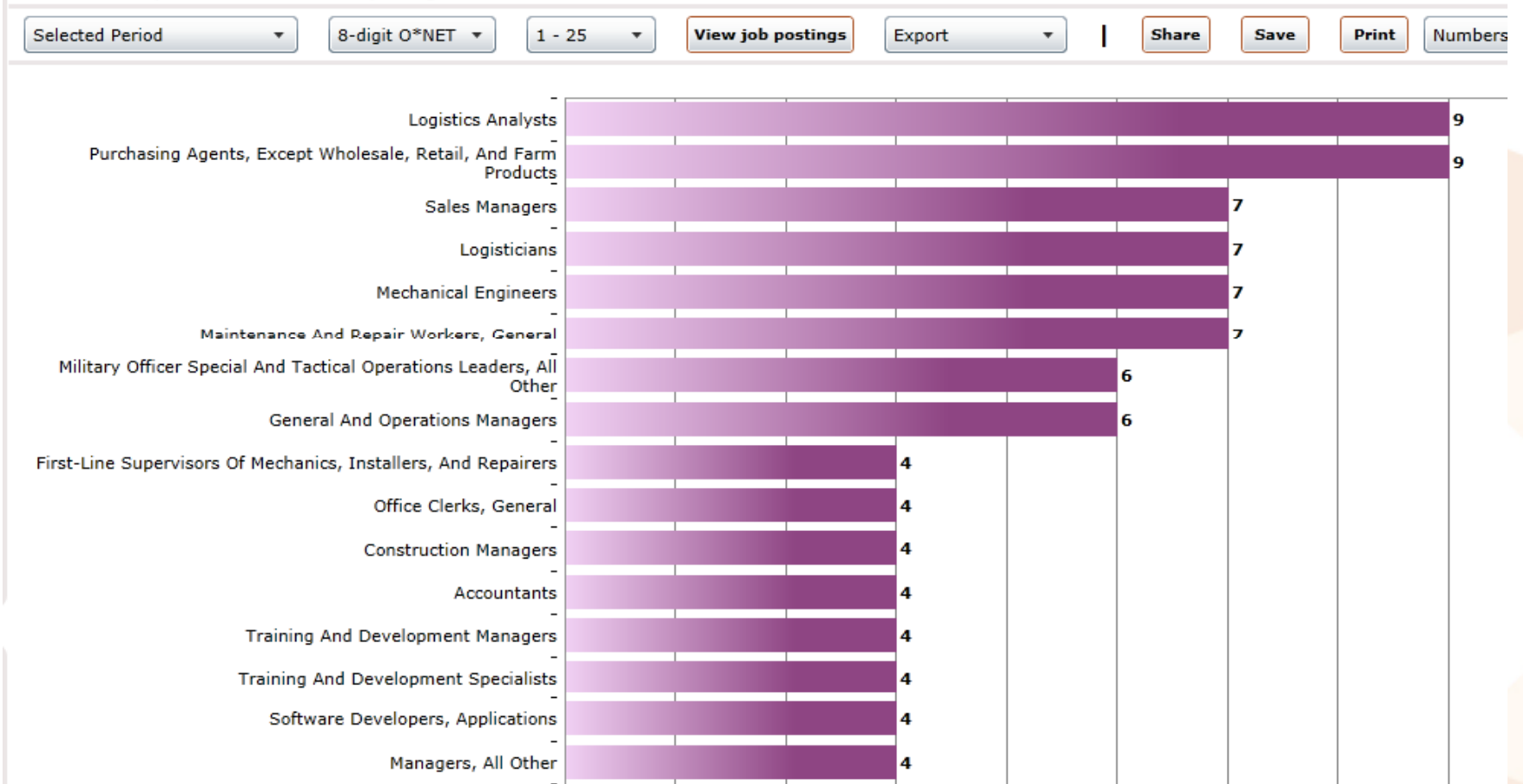
# Supply Chain & Advanced Manufacturing

## Atlanta Energy – Top Occupations

06/10/2011 - 06/17/2012 (Data not available after 06/12/2012)

There are 213 postings available with the current filters applied.

There are 9 unspecified or unclassified postings.



# Supply Chain & Advanced Manufacturing

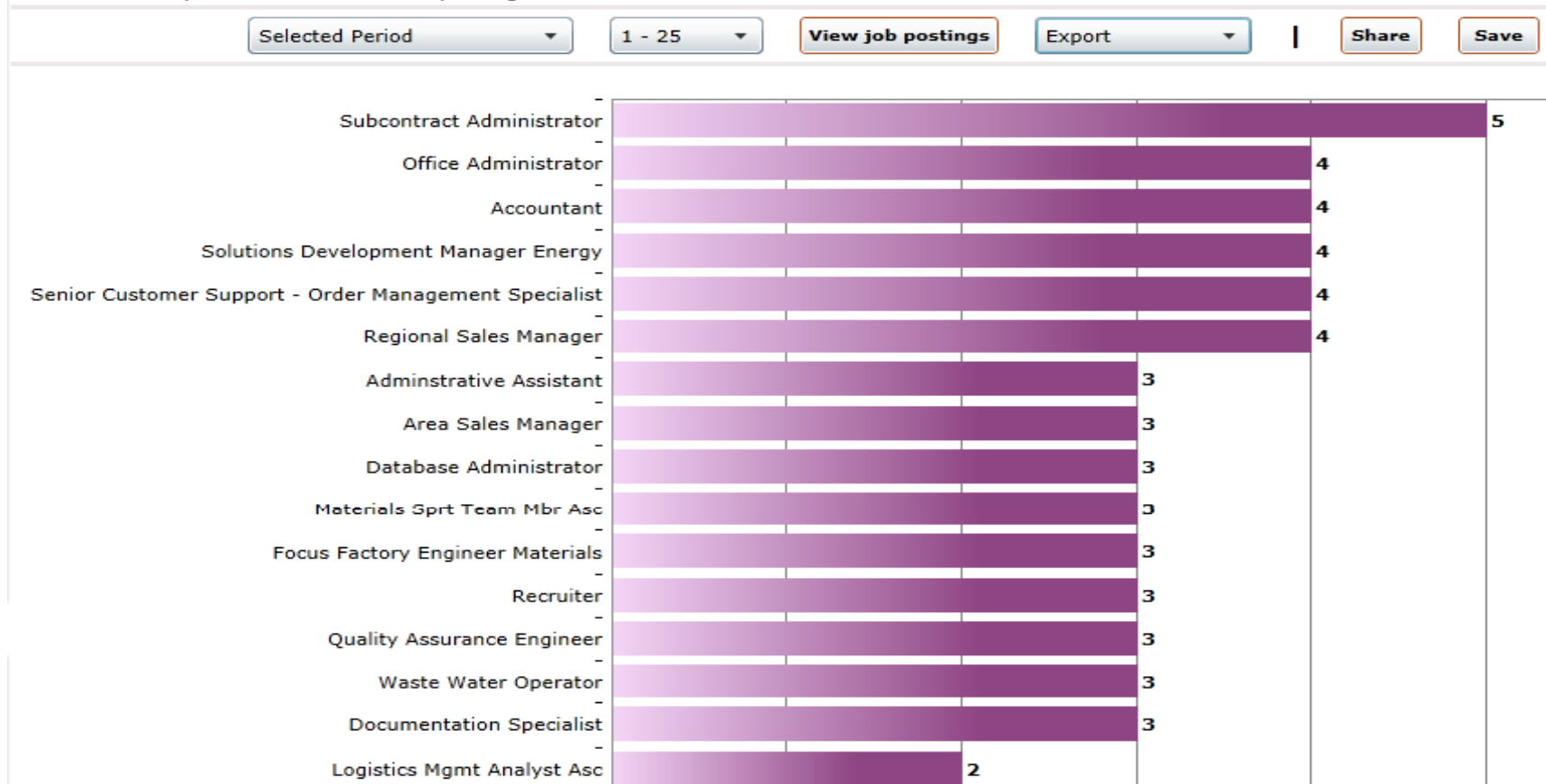
## Atlanta Energy – Top Titles

### Top titles

08/16/2011 - 08/14/2012 (Data not available after 08/12/2012)

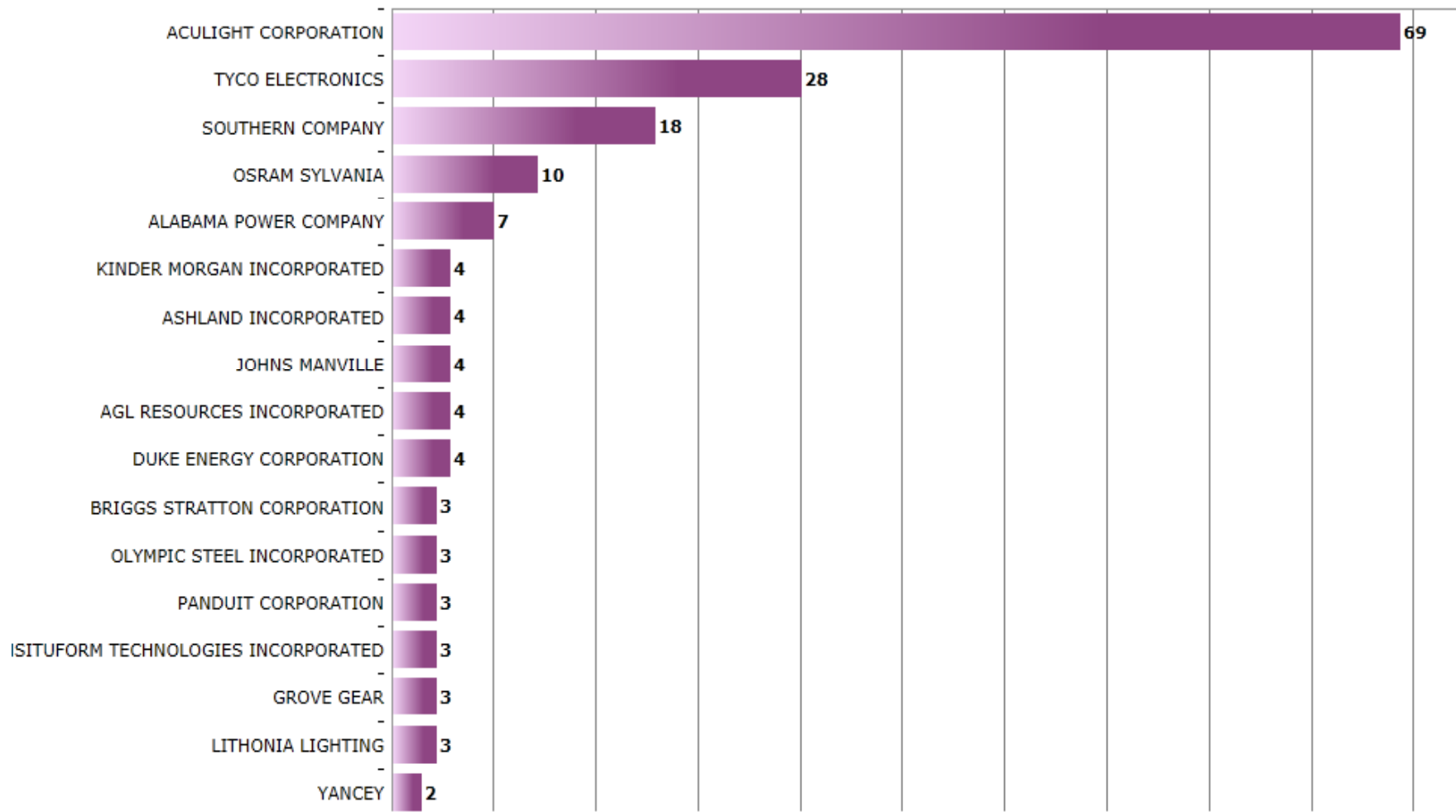
There are 213 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.



# Supply Chain & Advanced Manufacturing

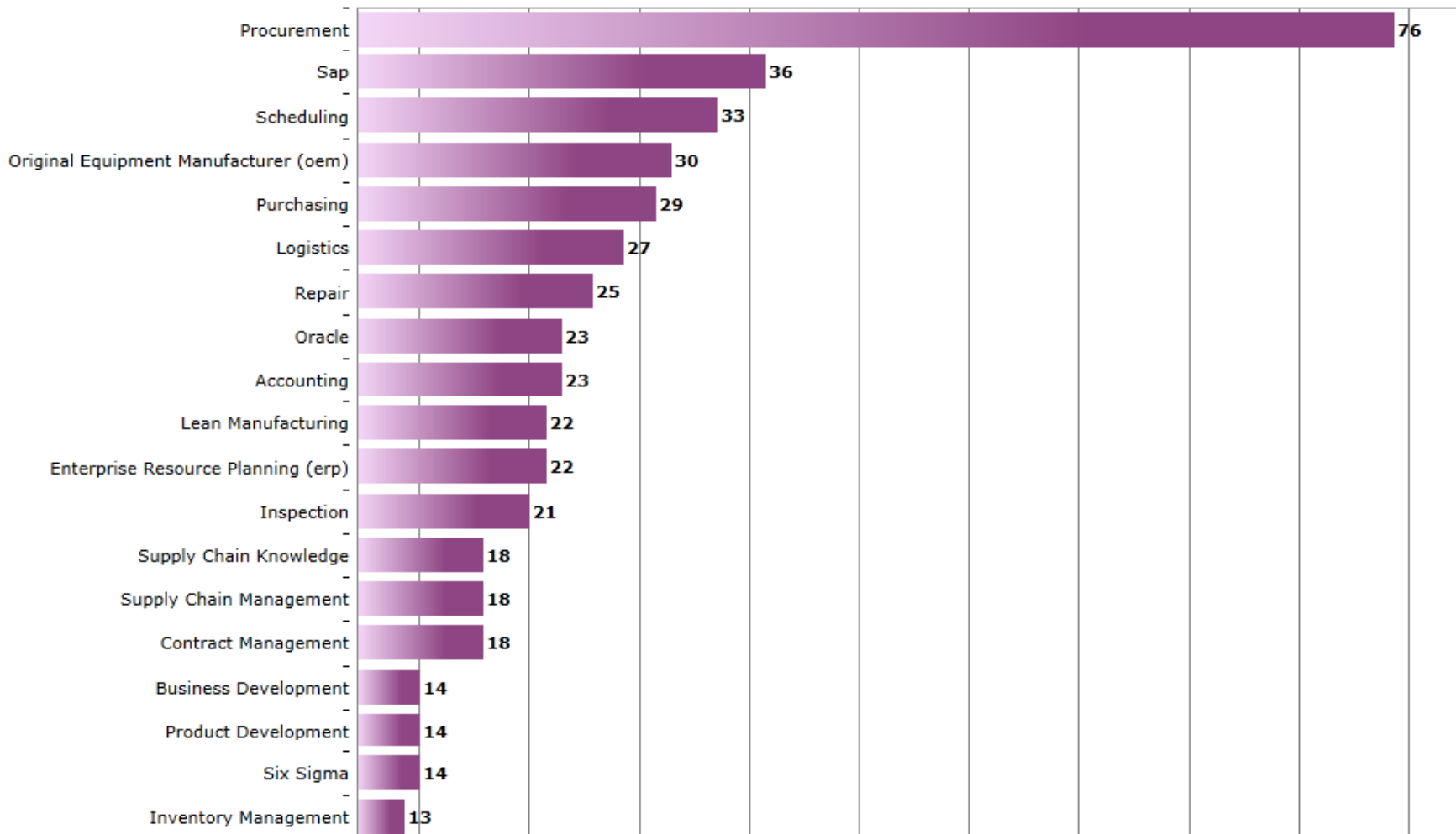
## Atlanta Energy – Top Employers



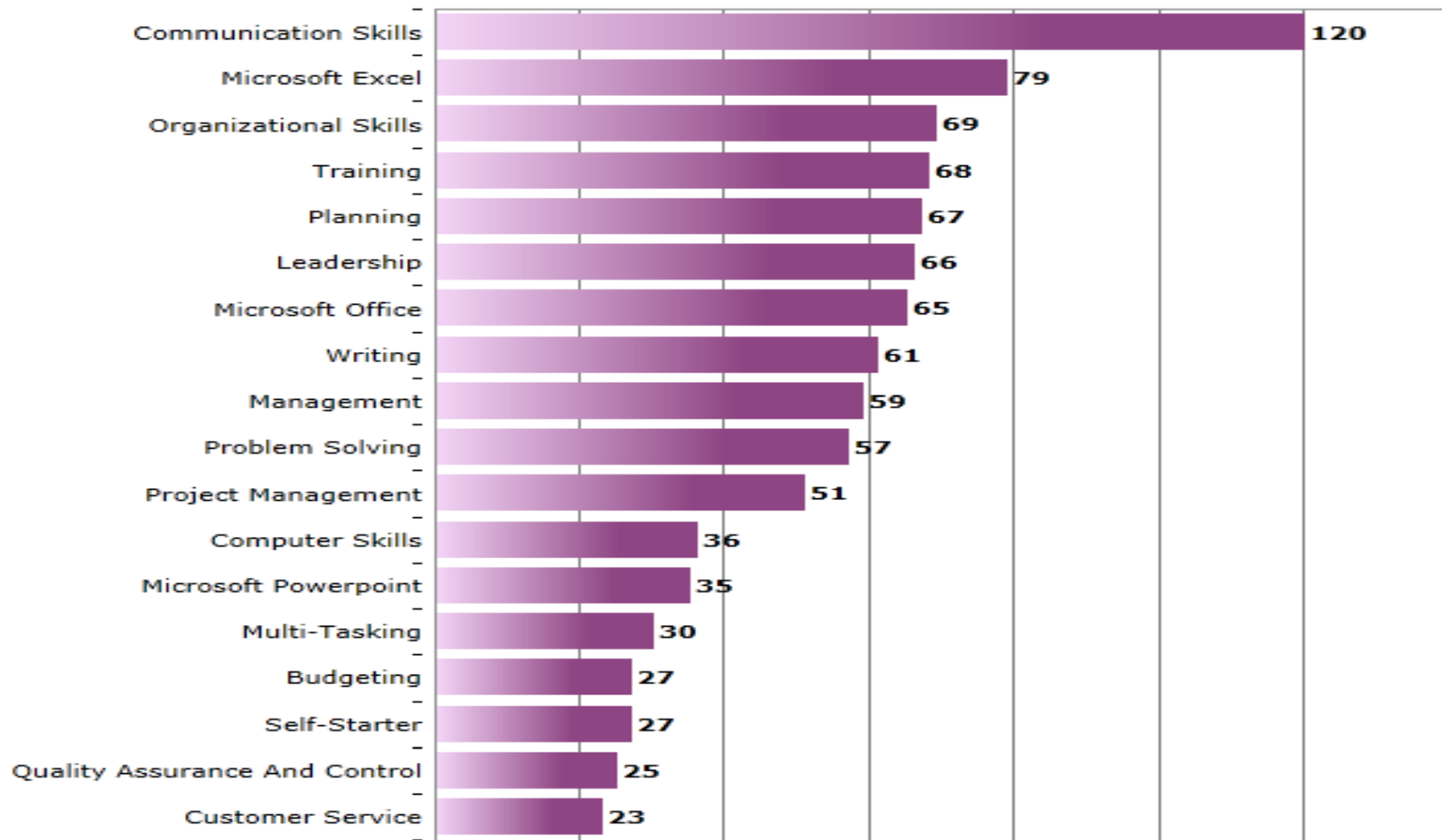


# Supply Chain & Advanced Manufacturing

## Atlanta Energy – Top Skills

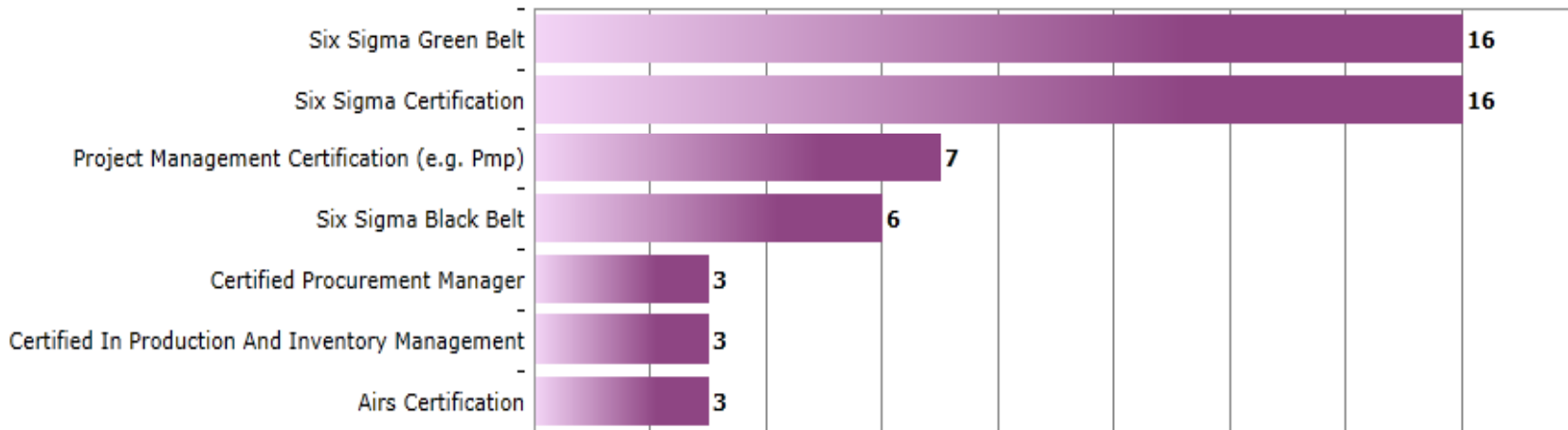
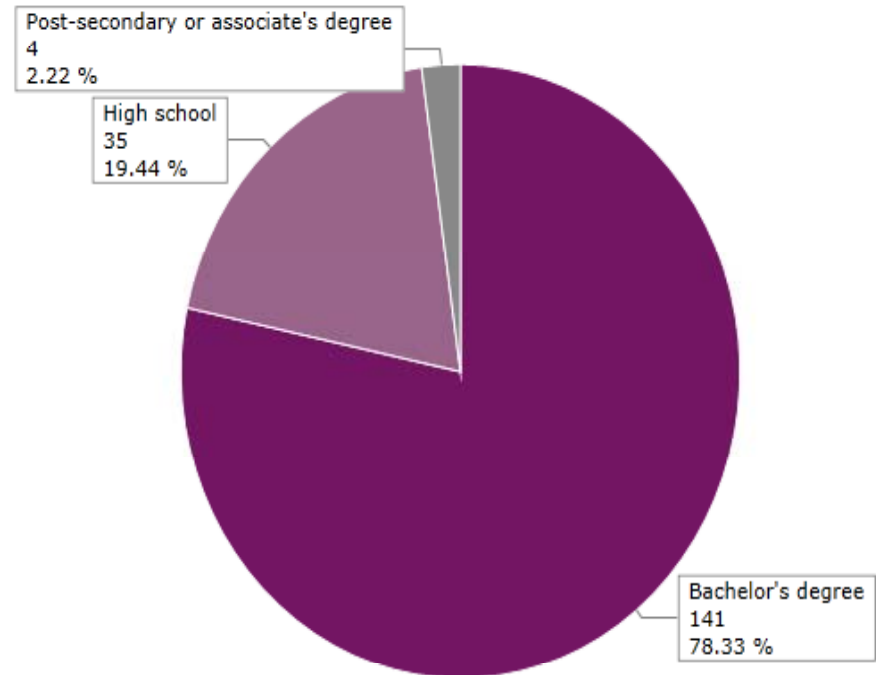


# Supply Chain & Advanced Manufacturing Energy –Top Skills Baseline



# Supply Chain & Advanced Manufacturing

## Atlanta Energy – Credentials



# Supply Chain & Advanced Manufacturing

## Atlanta Energy –Sample Postings

Subcontract Administrator Stf

E4594:Subcontract Administrator Stf

- Demonstrated Communication, Verbal, Written and Presentation Skills
- Demonstrated Team Leadership Skills
- Understanding of Global Sustainment Execution Strategies
- High Mechanical Aptitude
- Ability to interface with and influence all levels of management.
- Successful Contracting Experience
- Working knowledge of Federal Acquisition Regulations (Including Domestic & International Procurement), Procurement of Integrated Systems, Extensive knowledge and execution experience of sustainment principals including Supply Chain Management, Depot and sustainment business operations.
- Broad understanding of sustainment products, processes and strategies associated with implementing a Performance Based Logistics approach.
- Depot Activation and Integration Experience
- Strong Financial Aptitude
- Understanding of Supply Systems (Items Analyst, Sustainment Estimating Practices, Modeling, etc.)
- Prime Estimating Understanding or Experience
- Global Delivery System Experience
- Requirements Processing Expertise
- Cross Functional SAP Expertise

Coordinate and implement acquisition strategies in support of prime contract performance metrics. Integrate horizontally across Company/Program organizations including Production, Engineering, Supply Chain Management, Global Sustainment. Establish & Implement Procurement Acquisition Strategy for C130/C5 Sustainment Programs. Work with Strategic Suppliers to develop platform supplier sustainment strategies.

Subject matter expertise necessary to interface with Sustainmen/Supply Chain leadership. Integration will require understanding of Items Analysts roles and responsibilities, estimating practices, depot implementation, sustainment metrics, modeling and kits. Requirements workflow understanding from SCM and sustainment.



# Supply Chain & Advanced Manufacturing

## Atlanta Energy – Sample Postings

GE is an equal opportunity employer, offering a great work environment, challenging [career opportunities](#), professional training and competitive compensation. The Transmission & Distribution (T&D) Meters organization is looking for a program manager for New Product Introduction (NPI) projects and customer projects. These projects include new meter platforms, integrations to AMR systems, and system level NPI activities including communications and enterprise level software.

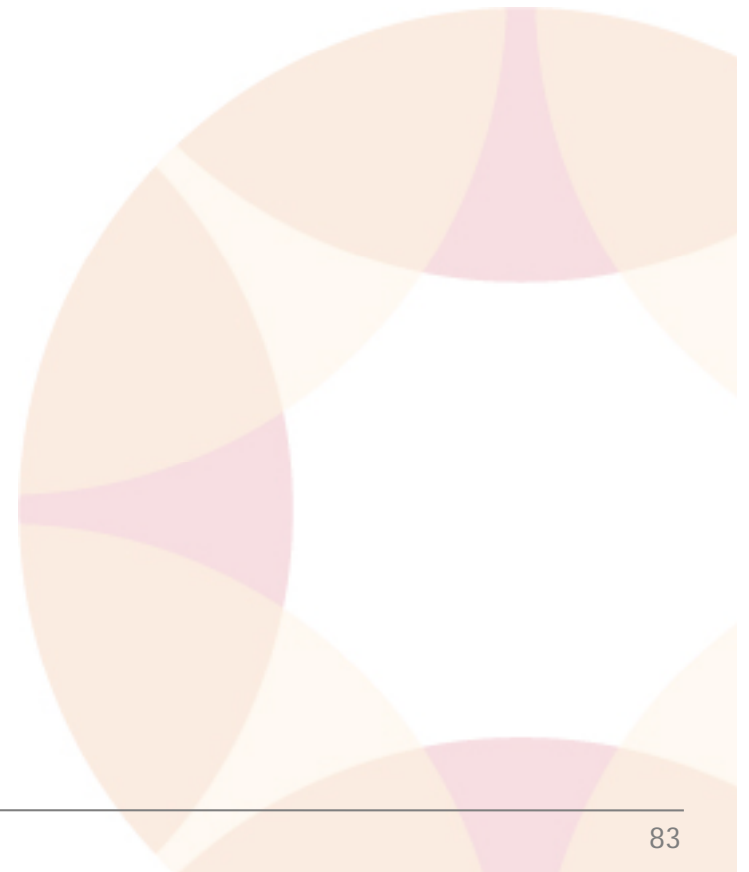
- Provide leadership to cross-functional teams of engineering, global supply chain, manufacturing and third party development partners in executing NPI projects, and customer fulfillment projects
  - Act as a single point of contact and responsibility with the customers, project teams, business functions and [business leadership](#) to ensure customer satisfaction and business success with projects completed on time, within budget and to contractual commercial, technical and quality requirements
  - Effectively mitigate project risks and create opportunities for project execution enhancements
  - Develop and maintain the project plans through the use of the project work breakdown structure, work scope definitions, schedules, resource requirements, expenditure schedules, and NPI process
  - Be accountable to the business for execution of the projects on time and in budget
  - Lead the project teams to execute the NPI process and through tollgate processes and meet schedule
  - Coordinate the resolution of issues between business functions to drive overall project process
  - Monitor and report progress to business functions and leadership on regular basis
  - Support NPI process improvements and implementation
  - Oversee and support procurement of 3rd party resources used for development or as partners and monitor and manage the deliverables of these companies
- REQUIREMENTS:
- Bachelor's Degree in an Engineering / IT discipline
  - Minimum of 3 years of design / manufacturing experience
  - Minimum of 3 years of project management / execution experience

### ELIGIBILITY REQUIREMENTS:

- Green Belt Certification (GE employees only)  
GE will only employ those who are legally authorized to work in the United States for this opening. Any offer of employment is conditioned upon the successful completion of a background investigation and drug screen.
- Experience working in matrix environment, coordinating across multiple sites
- Black Belt or Master Black Belt Certification (GE employees only)
- PMP Certified
- Demonstrates GE Values (Integrity, Accountability, Passion for Excellence, and Teamwork)
- Desires taking on responsibility for business success and interfacing regularly with the business leadership

# Supply Chain & Advanced Manufacturing

## Electronics



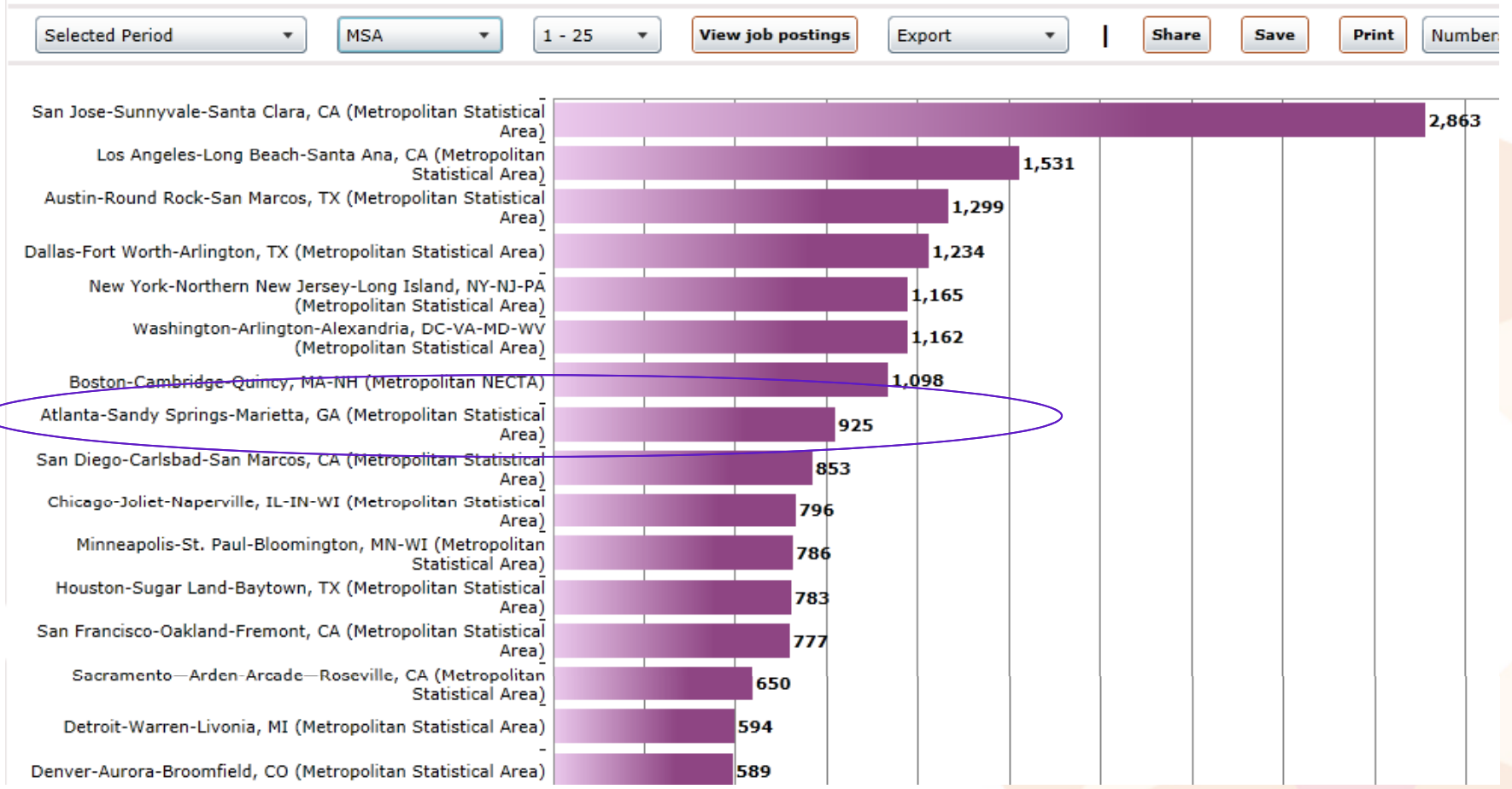
# Supply Chain & Advanced Manufacturing Electronics – Top Locations Nationwide

## Top MSAs

08/17/2011 - 08/15/2012 (Data not available after 08/12/2012)

There are 32,364 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.



# Supply Chain & Advanced Manufacturing

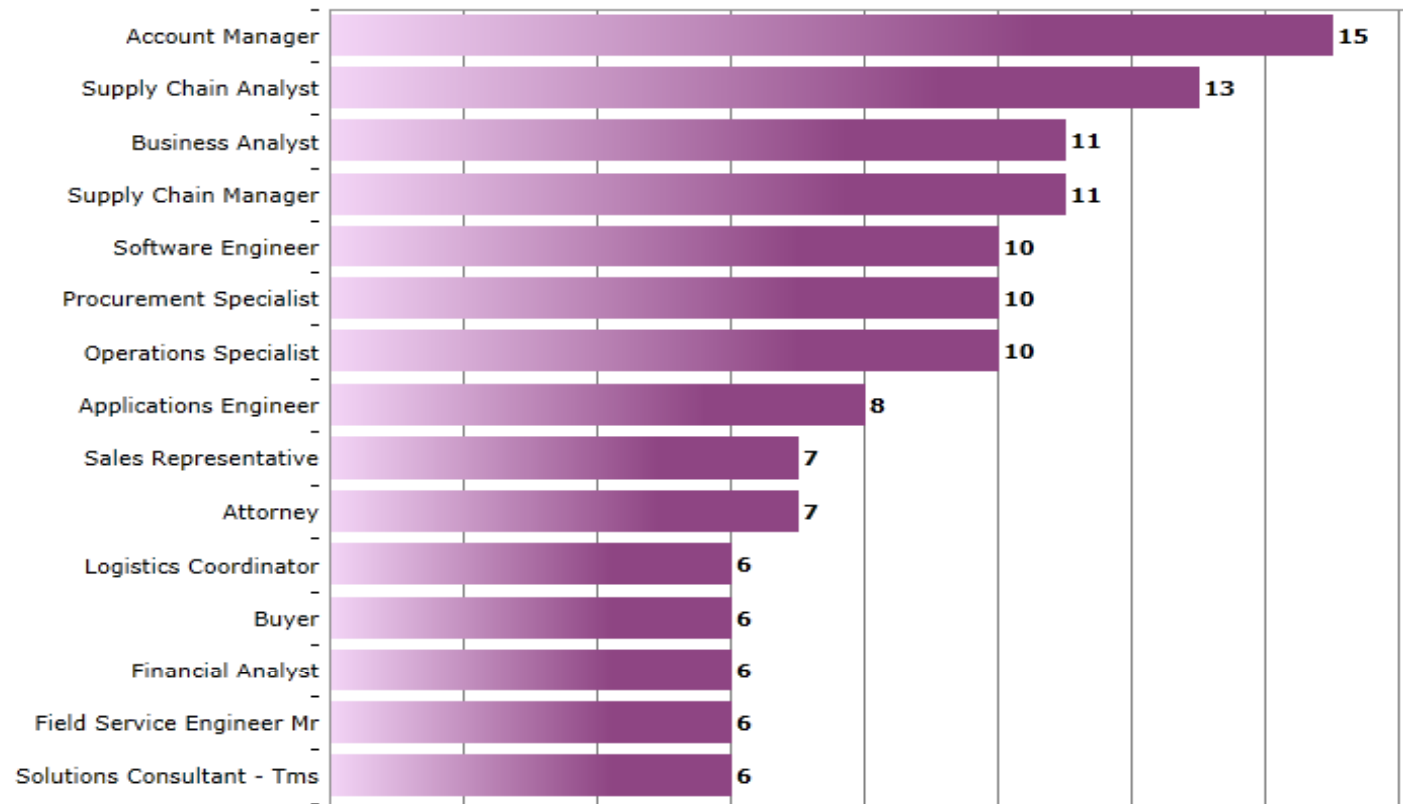
## Atlanta Electronics – Top Titles

### Top titles

08/17/2011 - 08/15/2012 (Data not available after 08/12/2012)

There are 925 postings available with the current filters applied.

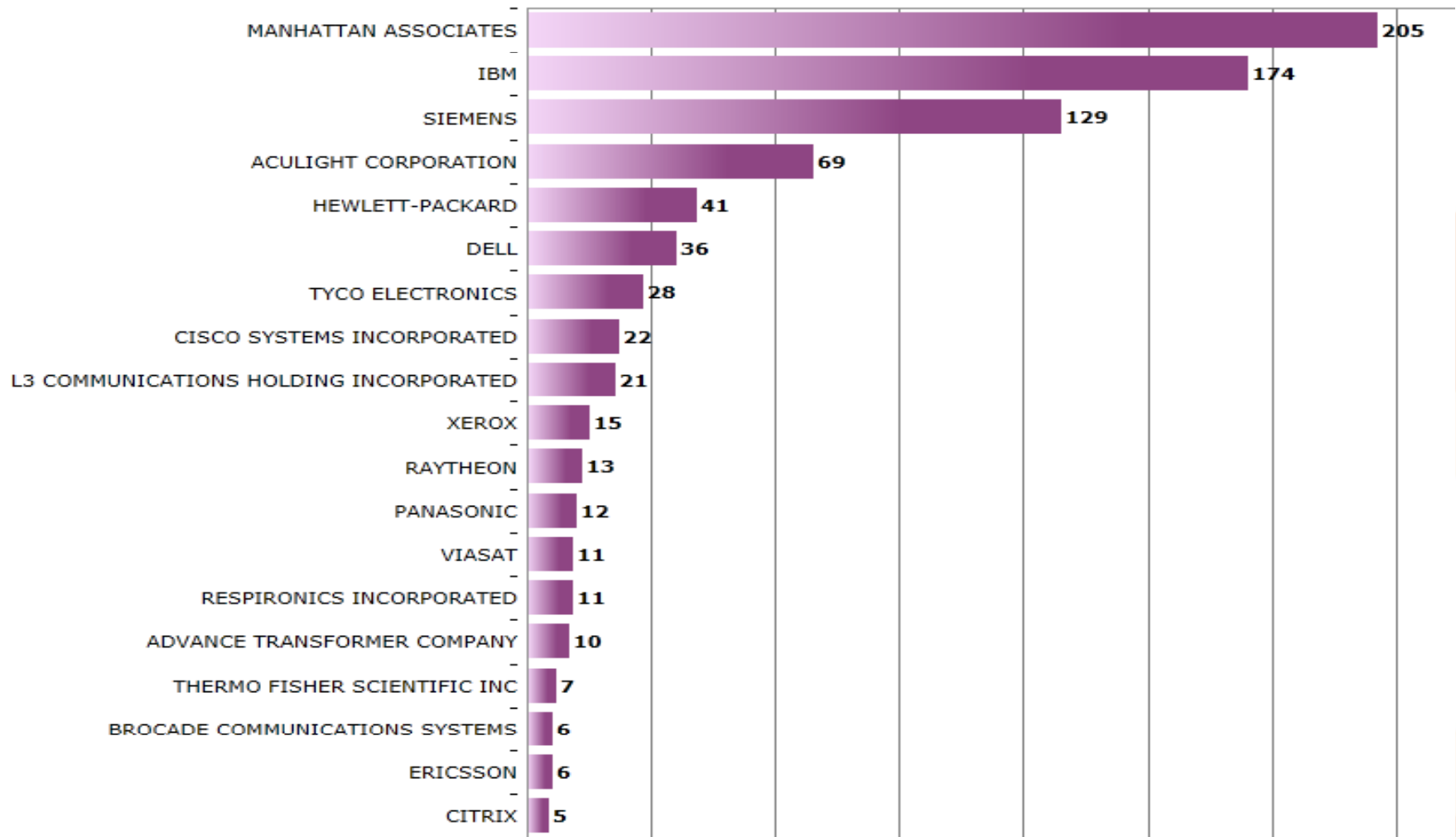
There are 0 unspecified or unclassified postings.





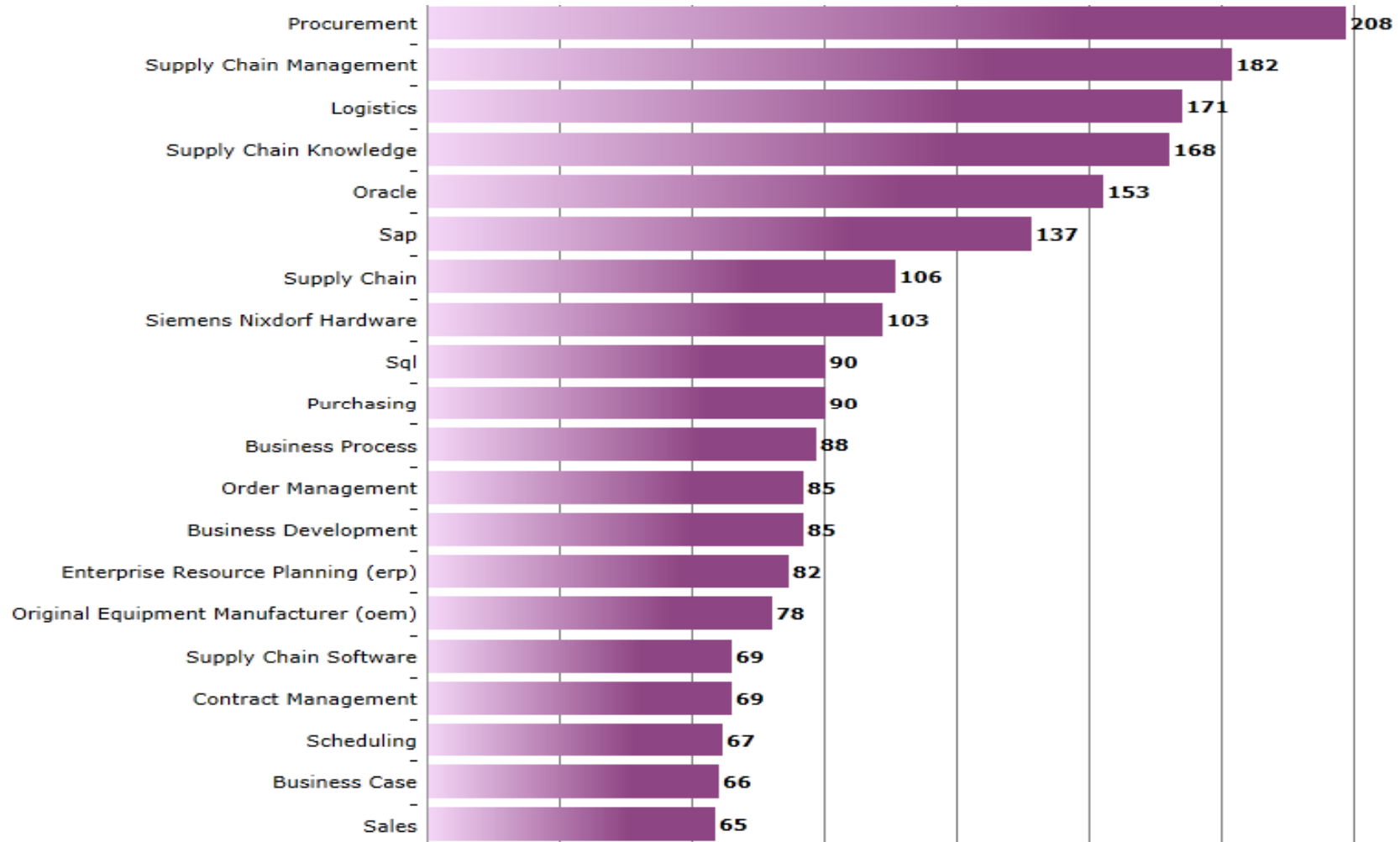
# Supply Chain & Advanced Manufacturing

## Atlanta Electronics – Top Employers



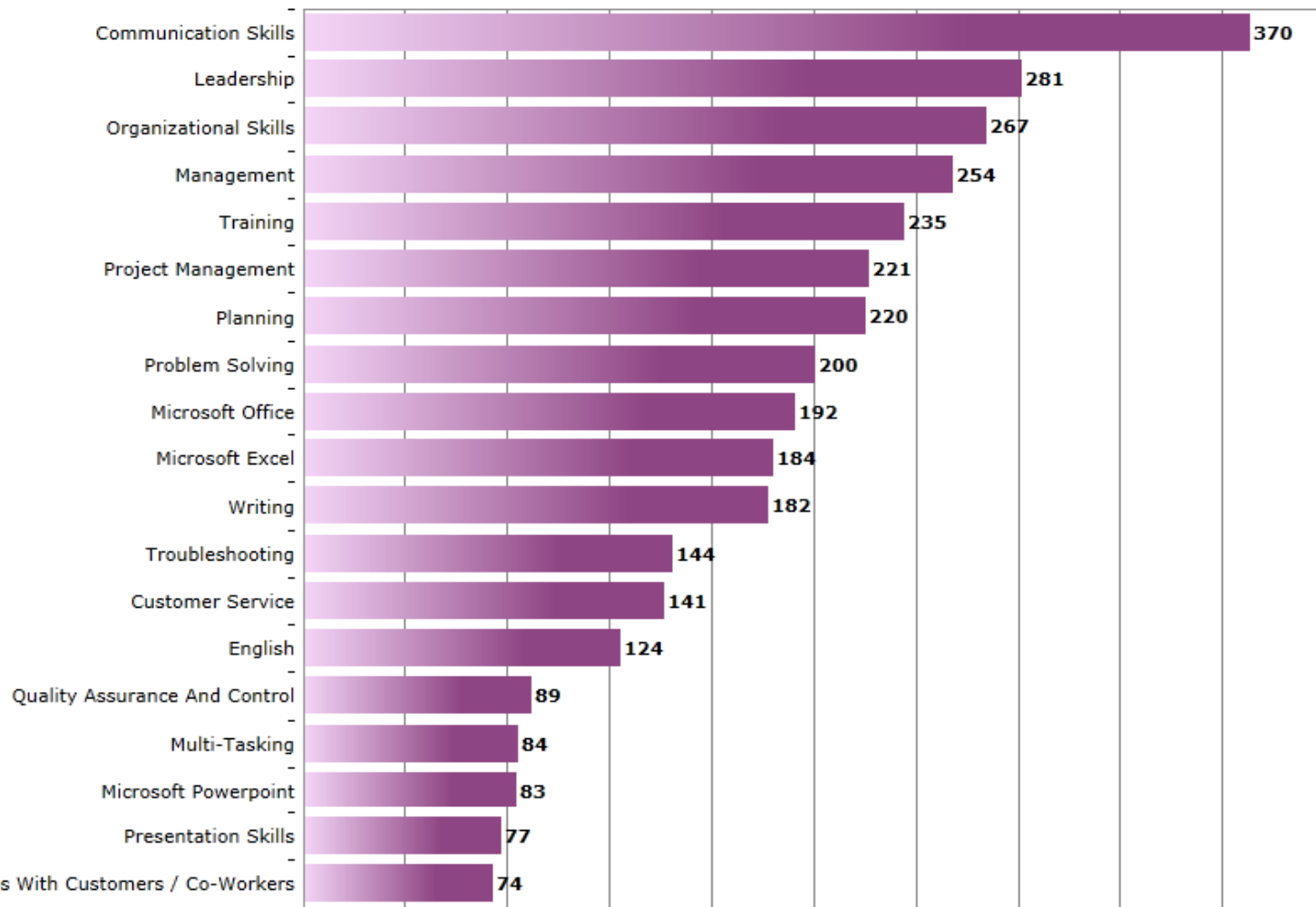
# Supply Chain & Advanced Manufacturing

## Atlanta Electronics – Top Skills



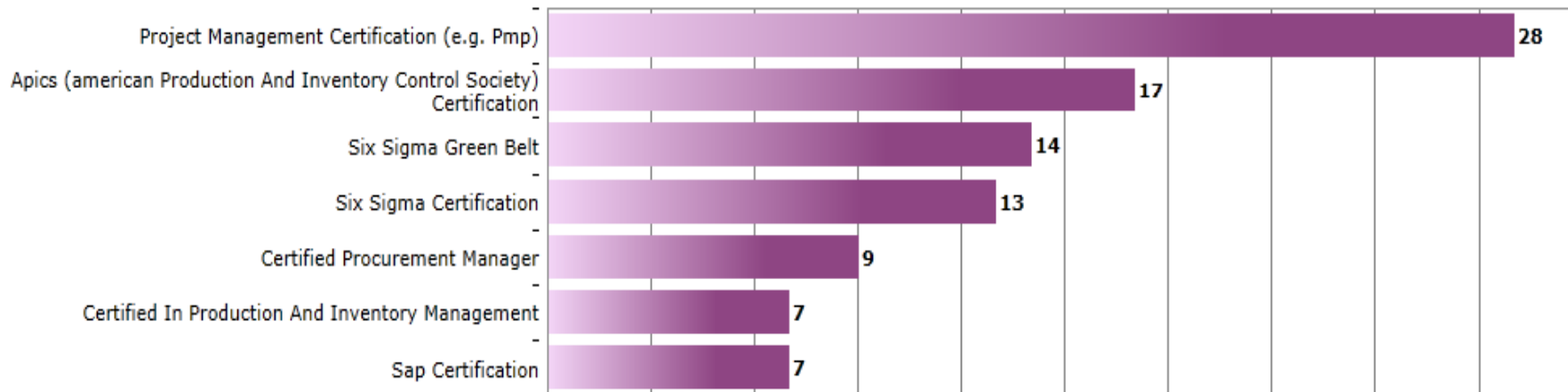
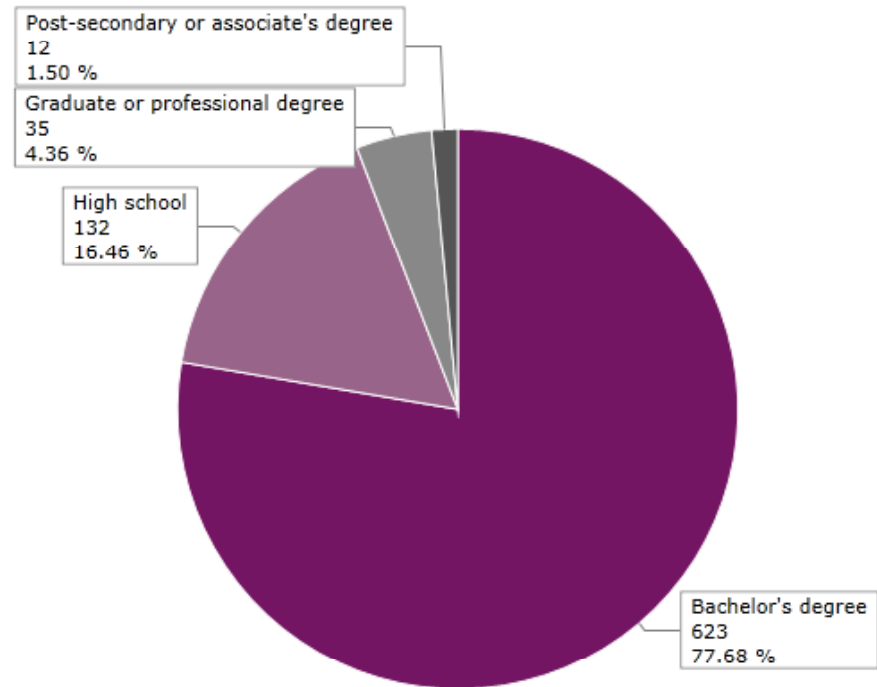
# Supply Chain & Advanced Manufacturing

## Atlanta Electronics – Top Skills Baseline



# Supply Chain & Advanced Manufacturing

## Atlanta Electronics Credentials





# Supply Chain & Advanced Manufacturing

## Atlanta Electronics – Sample Postings

### Position Summary:

The Sourcing Director is responsible for driving and improving the functional excellence of the sourcing practices/roles and sourcing savings initiatives throughout LCD. LCD is a global division with approximately \$900 million in annual revenues and operations in North America, Europe and Asia. The Sourcing Director is chartered with building a strong divisional organization that works with commercial, marketing, engineering, and operations to achieve the goals of the division.

### Responsibilities of Position:

- Key person driving sourcing savings initiatives across the division:
  - s Analyzes division spend for key aggregation/consolidation opportunities and creates programs to leverage division and corporate spend wherever achievable.
  
- Key person to improve the functional excellence of the sourcing practices/roles throughout the division.
  - s Creates/implements a sourcing savings tracking system consistent for all business units.
  - s Builds a divisional database of key sourcing information and keeps it up-to-date.
  - s Establishes common benchmarks and conducts regular reviews of sourcing programs to ensure best practices are driven across the business units.
  - s Creates business processes around supplier evaluation and selection, contract negotiation, and price inflation management.
  - s Takes ownership of skills development for all sourcing professionals in the businesses.
  
- Key person responsible for corporate interface working with corporate and other division sourcing leaders to drive sourcing savings throughout the company.
  - s Supports corporate-wide teams in developing sourcing strategies/programs for a category where standardization/aggregation will yield significant savings.
  - s Represents the division on corporate initiatives and assigns resources as needed.
  - s Drives implementation of all corporate agreements throughout the division.
  - s Key member of a sourcing council which develops company-wide strategies and sets priorities for key initiatives.
  - s Regularly communicates with corporate and other divisions to ensure alignment.
  - s Participates in negotiations for global agreements.

# Supply Chain & Advanced Manufacturing

## Sample Job Posting from IBM

### Job description

As a Supply Chain Strategy Consulting Lead in our Life Sciences/Pharmaceutical practice area, GBS Distribution sector, you will be expected to lead and Support complex Life Sciences projects both in competitive Sales proposal situations and on client engagements.

Engagements typically involve technology, process and organizational change initiatives focused on quality by design, pharmaceutical product and process development, lean manufacturing, quality and regulatory, serialization, supply chain for consumer pharmaceuticals, and supply chain strategy and optimization.

Engagements also include the implementation of software packages designed to help manage these processes/decisions, quality by design, late stage process development and tech transfer. Additionally these roles often involve projects in biologics processEngineering/control, lean manufacturing, quality and regulatory, contract manufacturing, and clinical supplies.

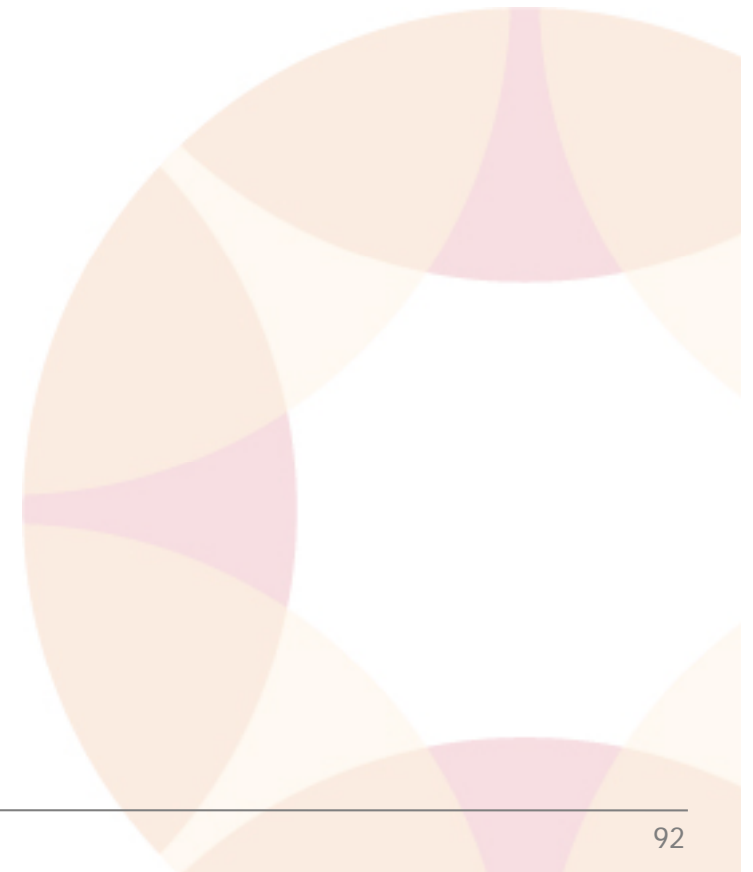
This role includes gathering facts, analyzing the client's business (competitors, markets, customers, value propositions, operational models, etc), drawing conclusions, and reporting upon that work. Proficiency in developing channel and client relationships, identifying and closing new business, and developing thought leadership in Life Sciences is required. This is a hands on Sales and delivery role in a complex environment. Responsibilities include providing advice and strategic counsel to clients, oversight and accountability for delivery success, and client satisfaction.

The Supply Chain Strategy Consulting Lead will:

- \* Provide client and IBM team leadership in Support of projects that span requirements, design, development, and deployment, as well as in Support of Sales efforts for new and future work;
- \* Lead and assist in the identification, development, and closure of Sales efforts in Support of an identified Sales target;

# Supply Chain & Advanced Manufacturing

Automotive & Aerospace



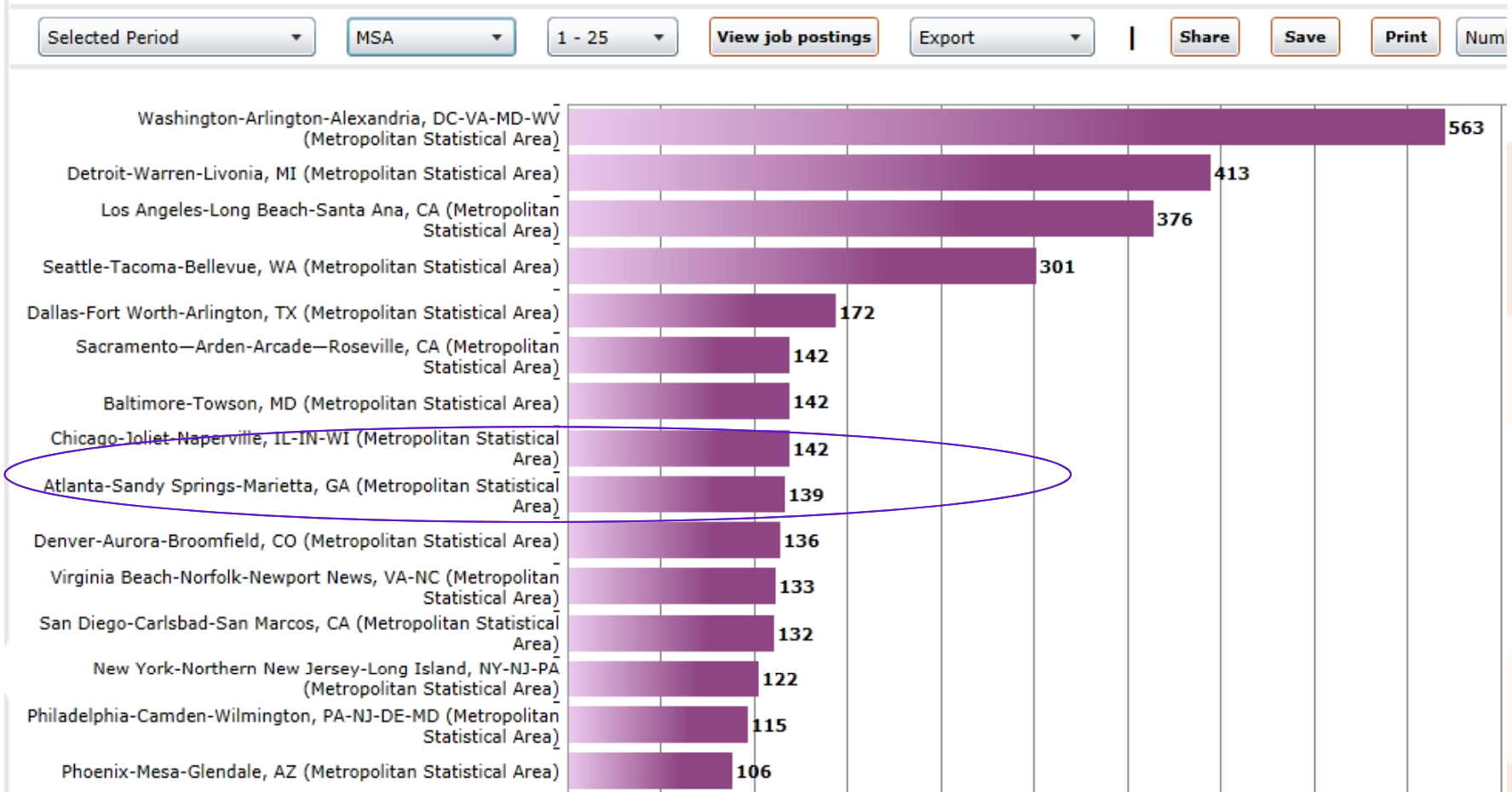
# Supply Chain & Advanced Manufacturing Automotive & Aerospace

## Top MSAs for a title, occupation, or occupation group

08/17/2011 - 08/15/2012 (Data not available after 08/12/2012)

There are 6,728 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.





# Supply Chain & Advanced Manufacturing

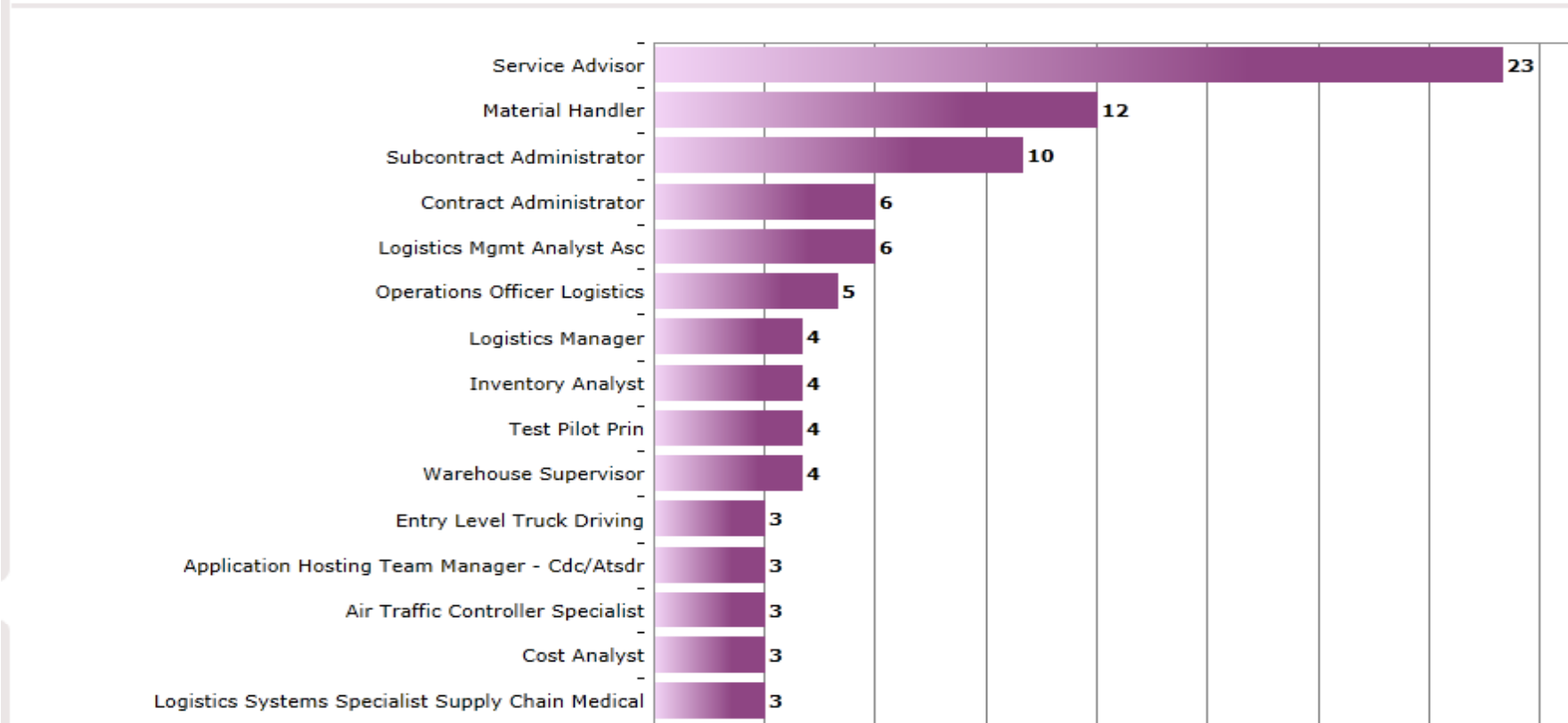
## Atlanta Automotive & Aerospace – Top Titles

### Top titles

08/17/2011 - 08/15/2012 (Data not available after 08/12/2012)

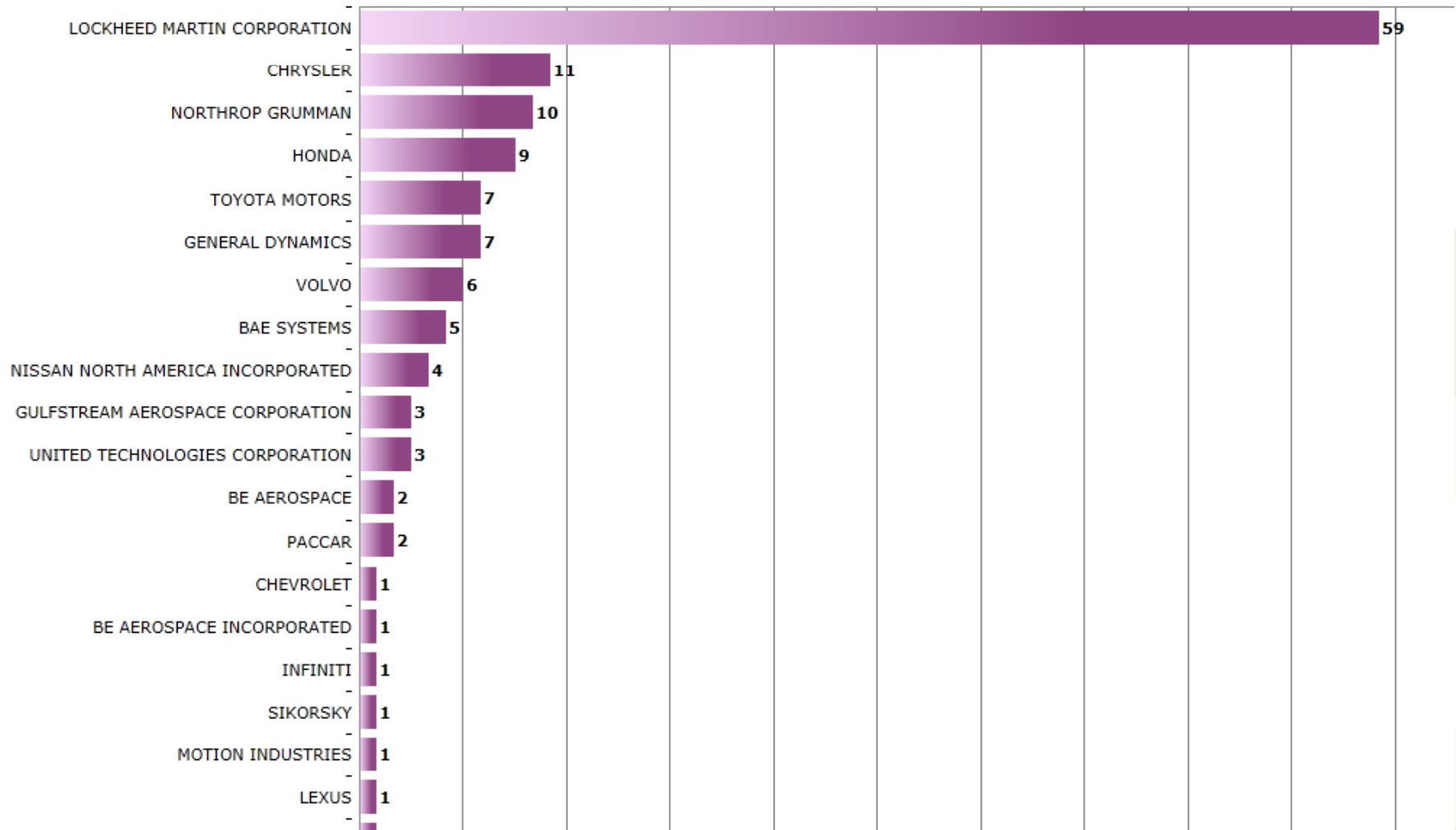
There are 139 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.



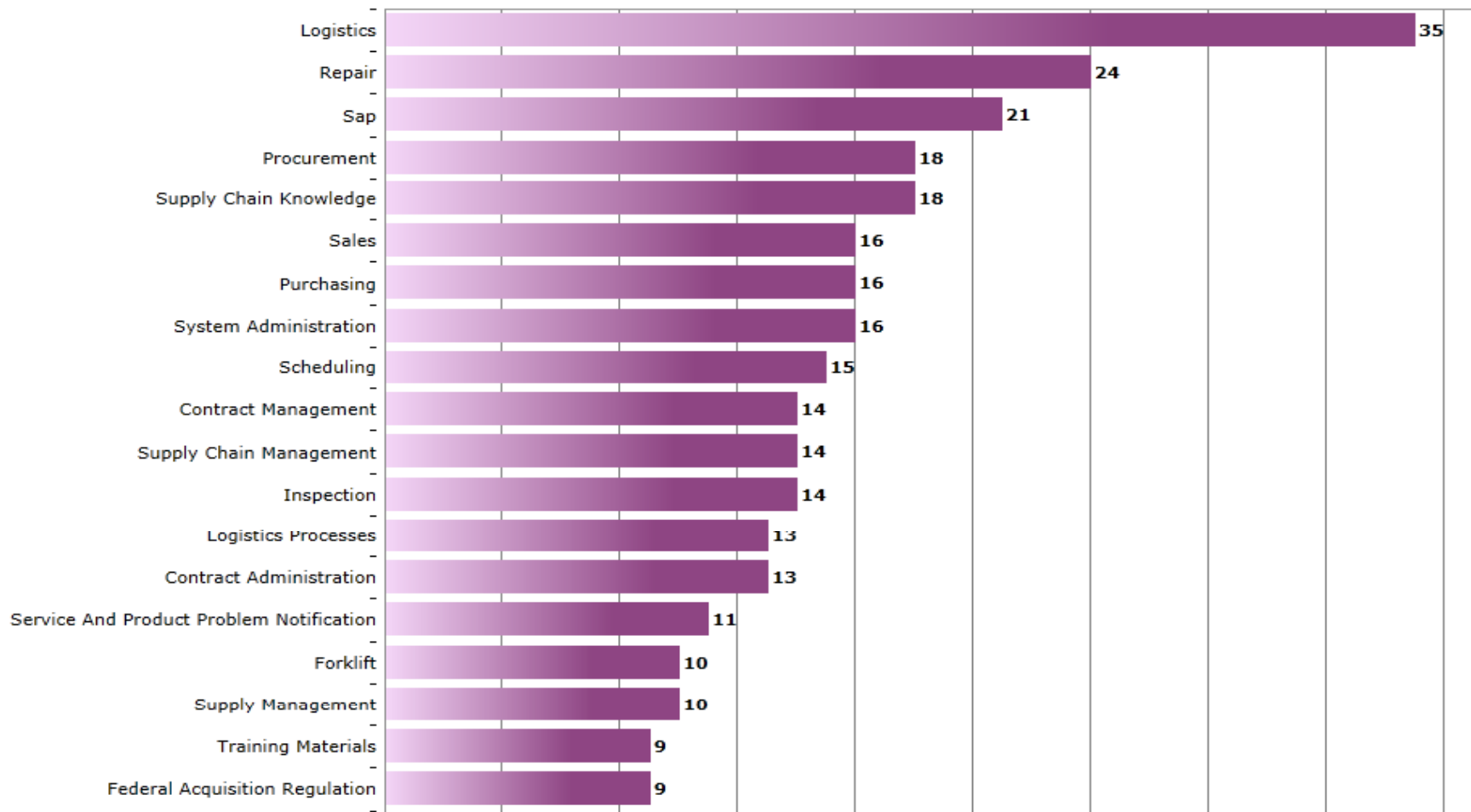
# Supply Chain & Advanced Manufacturing

## Atlanta Automotive & Aerospace – Top Employers



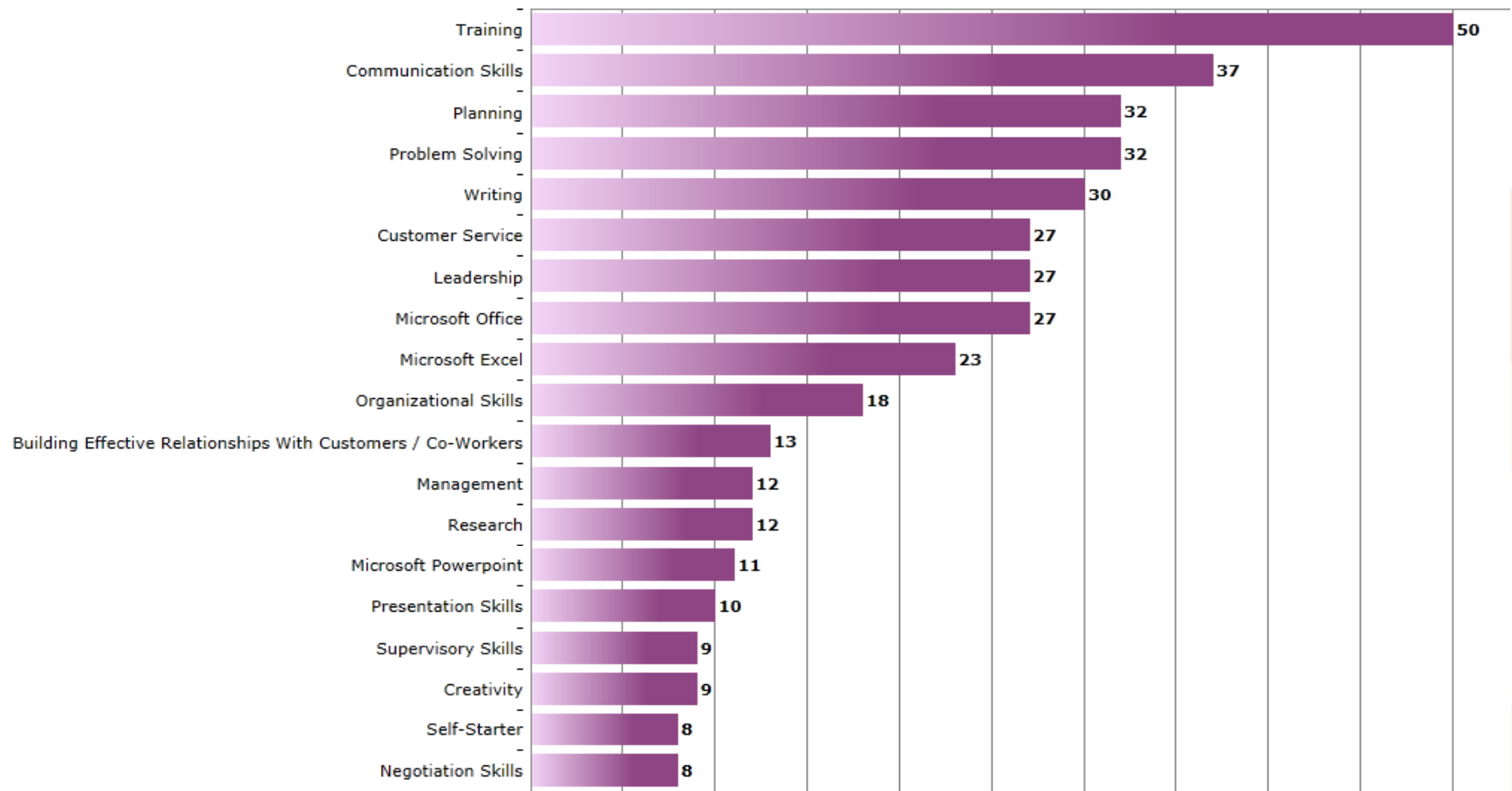
# Supply Chain & Advanced Manufacturing

## Atlanta Automotive & Aerospace – Top Skills



# Supply Chain & Advanced Manufacturing

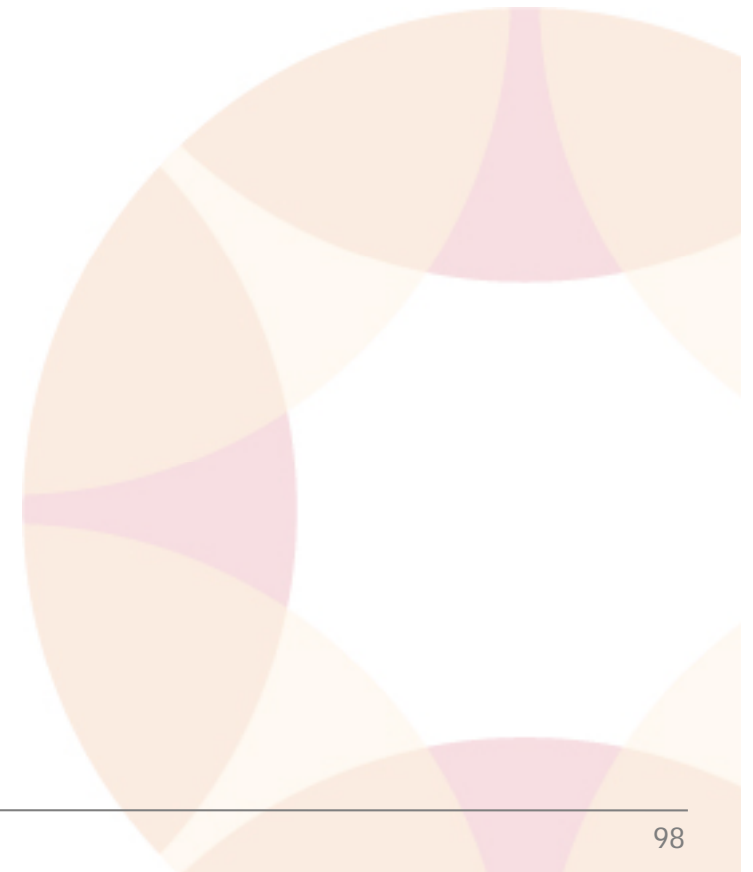
## Atlanta Automotive & Aerospace – Top Baseline Skills





# Supply Chain & Advanced Manufacturing

Atlanta Automotive & Aerospace – Sample Posting



# Appendix A. Selected Filters

## 1) Bioscience

### a. Health care IT

Job Titles: Cerner, Mckesson, health it, meditech, "clinic\* app\*", Epic

## 2) Technology

### a. Wireless/mobility

Job titles: web app\*, mobile app\*, mob\* software\*, android, ruby, ror, python, Iphone, Ipad, Ipod, facebook, window mob\*, webOS\*, iOS\*,

### b. Software development

O\*Net: Software developers, applications; Software developers, systems software

### c. Internet security

O\*NET: Information Security Analysts

### d. Digital media and gaming

Job Families: Computer and Math; Art, Design, Entertainment, Sports and Media; & O\*Net: Marketing Managers; Computer and Information Systems Managers; Marketing Research Analysts and Marketing Specialists

Skills cluster: "Digital Media" includes Visual & Graphic Design; Video & Photo Production; Digital Strategy ; Web Journalism and Publishing; Tech Development and Design

## Appendix A. Selected Filters-Continued

e. **Financial transactions processing**

Industries: Data Processing, hosting, and related services; Accounting, tax preparation, bookkeeping, and payroll services; Credit Intermediation and related activities

Job Family: Computer & math

**3) Supply Chain & Advanced Manufacturing**

a. **Supply chain management & software**

Skills Cluster: Supply Chain & Logistics

Job Family: Computer and Math job family

Industry Cluster: Manufacturing

b. **Distribution services**

Industry sector “Manufacturing

Job Family: Transportation and Material moving & SOC: Transportation, Storage, and Distribution Managers

c. **Energy**

Skill Cluster: Supply Chain & Logistics

NAICS codes: 21, 22, 324, 2371, 3336, 3351, 3344

## Appendix A. Selected Filters-Continued

d. **Electronics**

Skill Cluster: Supply Chain and Logistics

Industries: Electrical equipment appliance and component manufacturing;  
Computer and Electronic Product manufacturing

e. **Automotive & Aerospace**

Occupational family: Transportation and Material moving. O\*Net: Cost Estimators, Logisticians, Wholesale and retail buyers, except farm.

Industry: Transportation and Equipment Manufacturing

For more information:



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Product Specialist  
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[edickinson@burning-glass.com](mailto:edickinson@burning-glass.com)