

ANNUAL REPORT

2024



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**Letter to the Governor
The Honorable Kay Ivey
Governor of Alabama**

Dear Governor Ivey,

2024 was a continuation of the pandemic era, and ADOL is still working to accommodate the massive influx of claims received during 2021 and 2022. We are happy to report that we have made progress on our claims backlog, our appeals backlog, and that we have successfully waived millions in pandemic overpayments. Our staff continues to work hard every day to serve Alabamians.

To this end, we have successfully hired dozens of new Hearings & Appeals employees, helping to reduce the backlog of appeals. Our UC Division has also hired new workers, and continues to decrease the UC backlog.

We are working on launching a new and improved Appeals portal, which will eliminate unnecessary work for our staff and streamline the process for claimants.

A lingering pandemic related topic is unemployment compensation fraud. This is a national problem, and Alabama is not exempt. We continue to identify fraud in the system, and are working with local, state, and federal law enforcement agencies to prosecute those who deliberately defrauded the system.

Economy wise, Alabama had a very successful year, reaching a new record low unemployment rate several times over, along with also setting multiple records for the largest number of jobs supported by the economy, the most people counted as working, and the lowest number of people counted as unemployed.

Wage growth continued in 2024, with many sectors and our average wages reaching new record highs. Wage growth has been remarkable over the past few years.

Our ES staff in our Career Centers are continuing to work daily to connect jobseekers with employers, hosting job fairs and other hiring events throughout the state.

Additionally, ADOL was able to jump back into the game in 2024, re-instating our successful state wide job fair event, this time partnering with Gray Media to bring events to every major market.

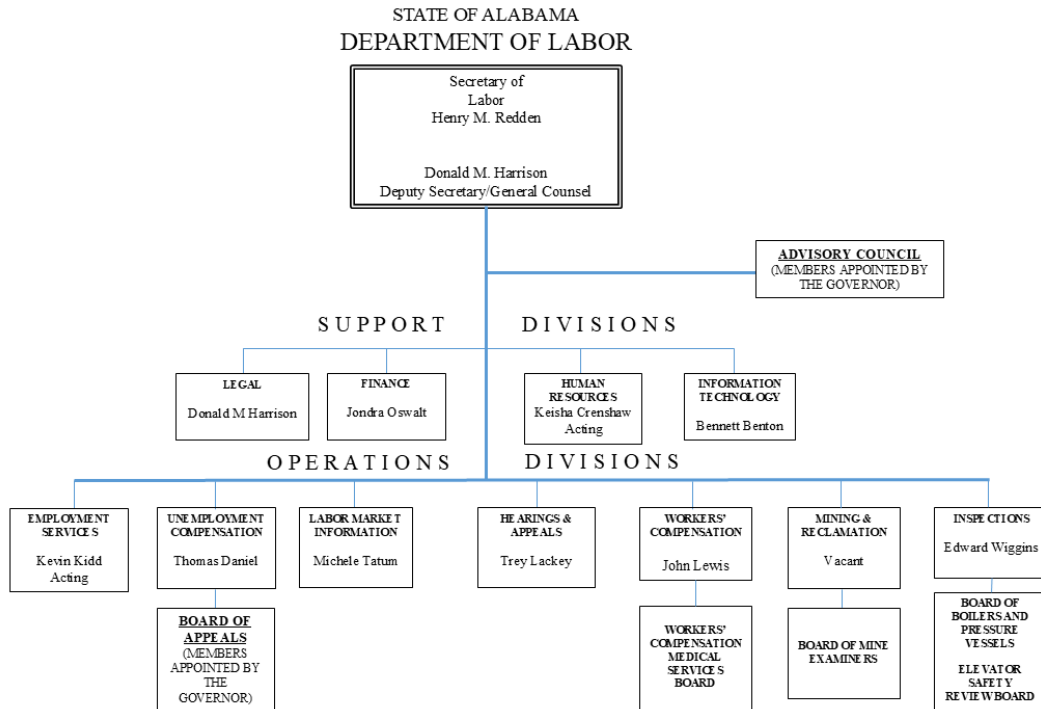
As the state's focus turns away from the pandemic and turns toward the future, each division at ADOL will keep service at the forefront for all Alabama citizens.

Sincerely,

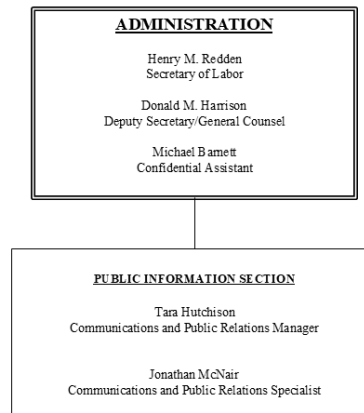
Marty Redding

Organizational Chart

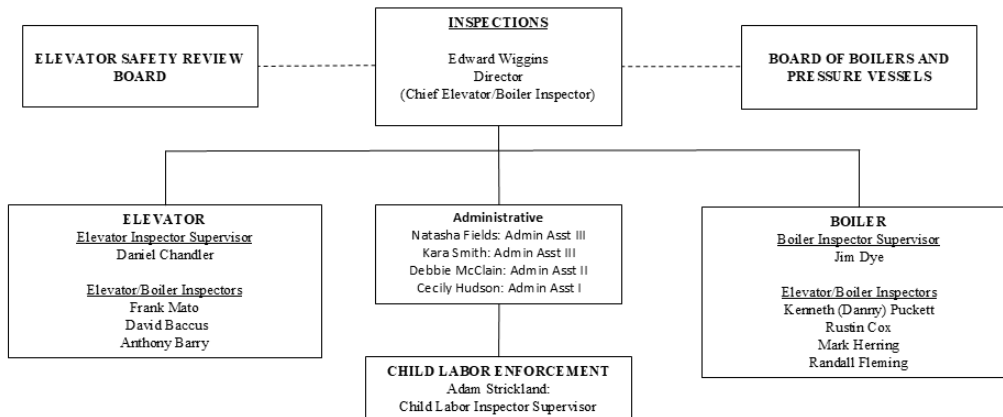
Alabama Department of Labor 2024



EXECUTIVE DIVISION



INSPECTIONS DIVISION



INSPECTIONS DIVISION

ELEVATOR INSPECTIONS

The legislation (Act No. 2003-349) mandates all elevators, other than those located in industrial facilities that are not accessed by the general public, be inspected annually and that inspections be made on elevators under construction to make sure they are properly installed and maintained. In addition to overseeing safety inspections, the Department is also required to keep accident reports and licensed persons who are engaged in construction, repair, and dismantling of elevators.

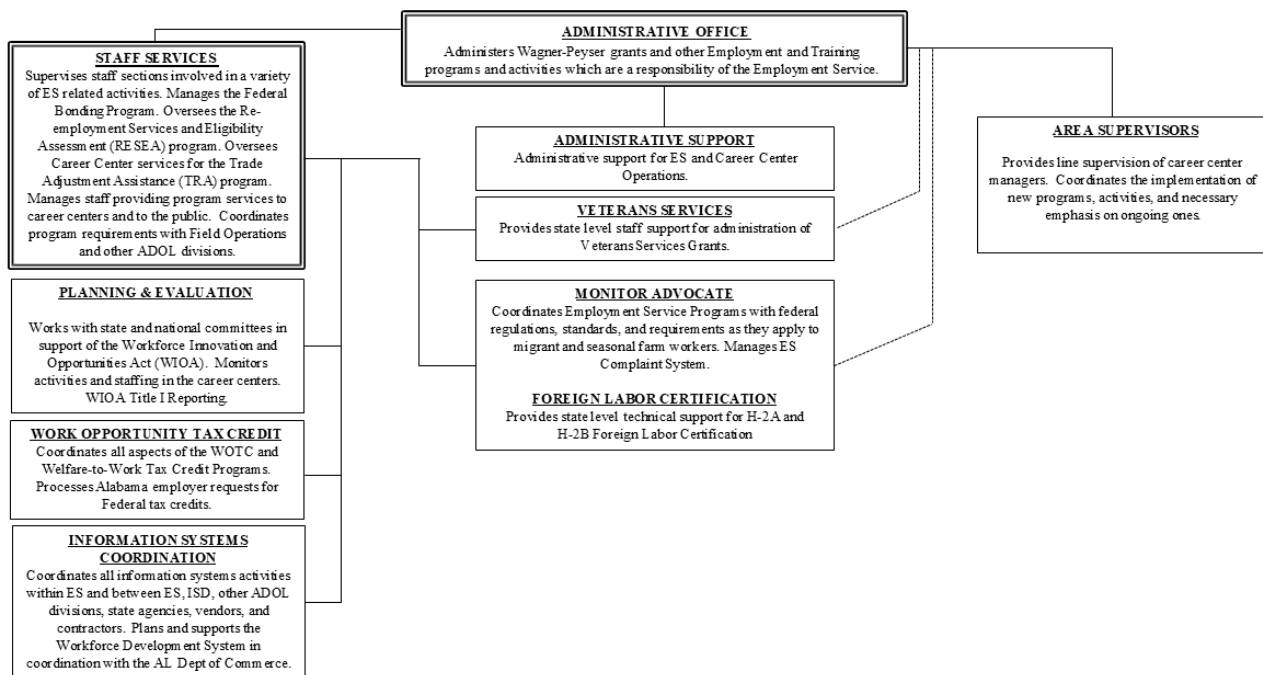
BOILER INSPECTIONS

The Alabama law (Act No. 2000-315) requires boiler and pressure vessel inspections on a regularly established basis unless exempted by law. Operating Certificates must be maintained on equipment regulated by the ACT. This includes water heaters over 200,000 btu or over 120 gallons and Portable Water Heaters (PWH's) from 5 gallons to 120 gallons (any btu) located in buildings owned by or under the control of the state, county, municipality, separate school district, or other public entities. Permits must also be obtained to install boilers and pressure vessels except for PWH's. Currently there is no requirement for an installer, operator, or maintenance/service company to be licensed under the ACT.

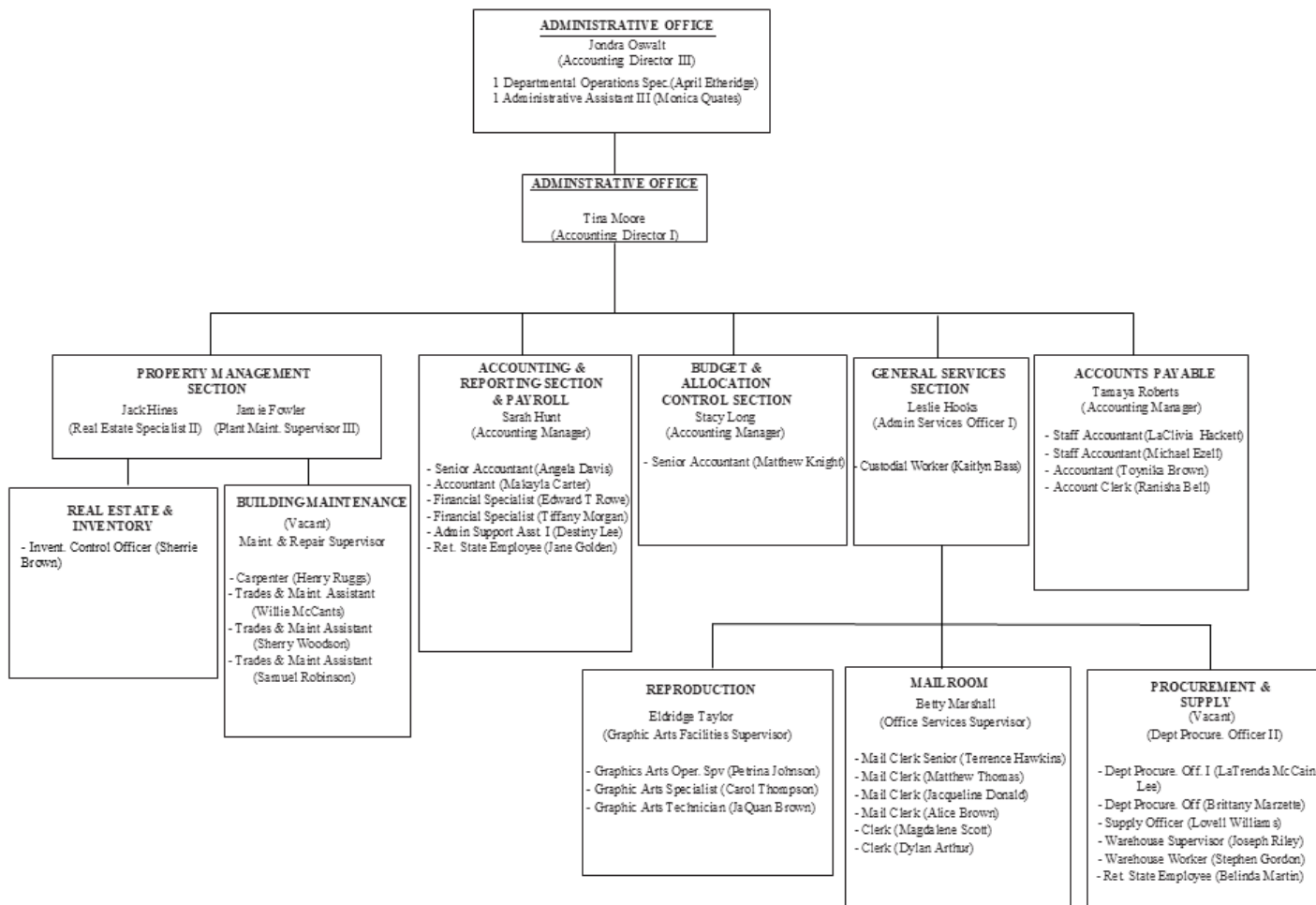
CHILD LABOR ENFORCEMENT

The Alabama Child Labor Law was enacted to protect working minors. The law prohibits youths from working in occupations or places of employment, which could be harmful to their health or moral well being. By regulating the hours during which youths are allowed to work, the law ensures minors sufficient time to take advantage of their educational opportunities.

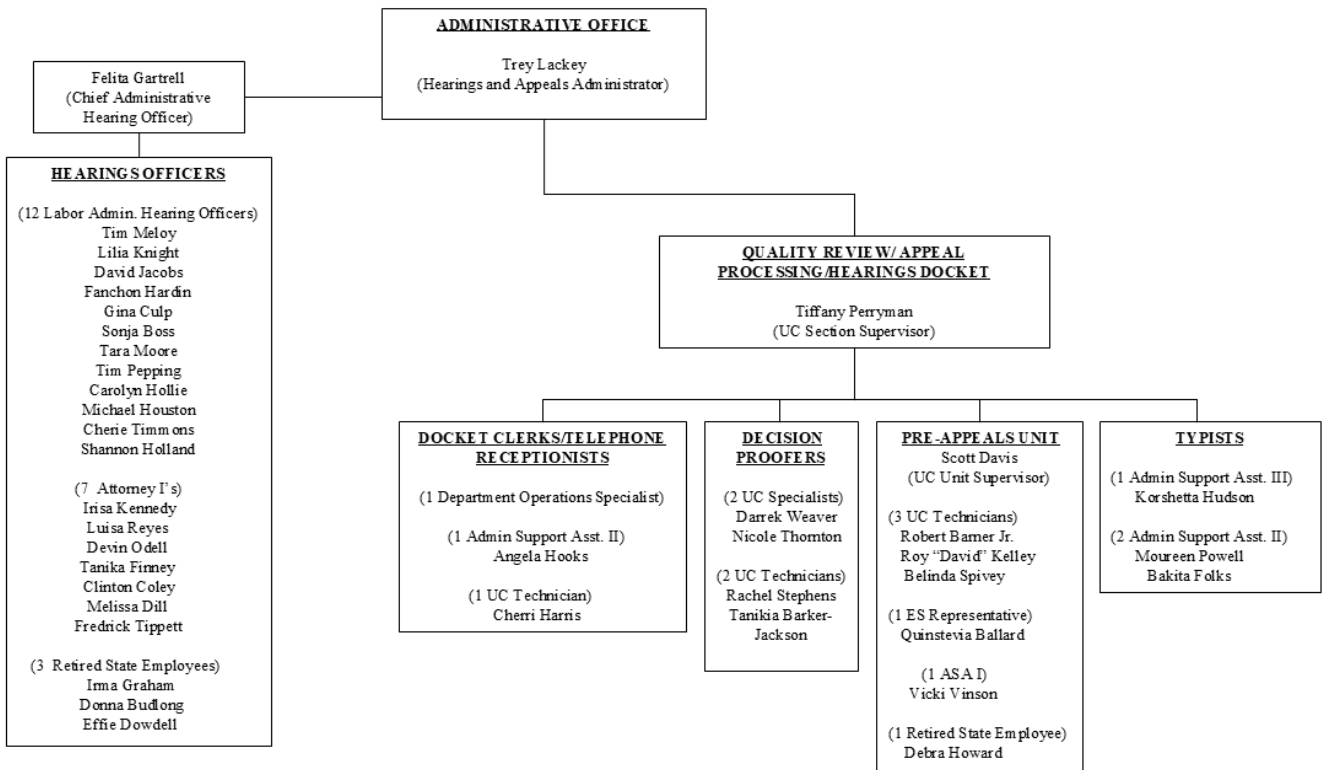
EMPLOYMENT SERVICE DIVISION



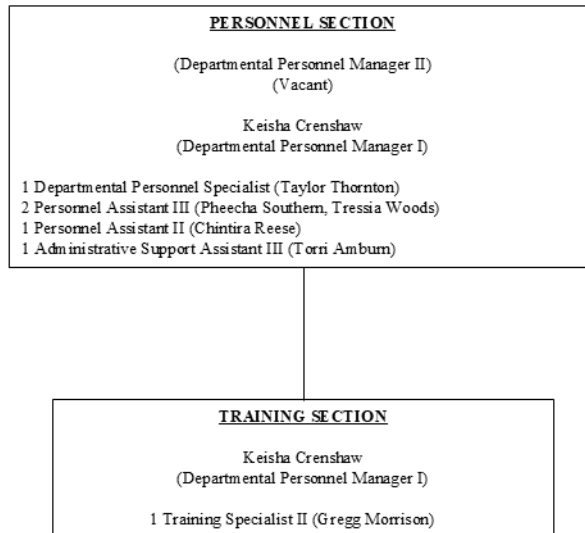
FINANCE DIVISION



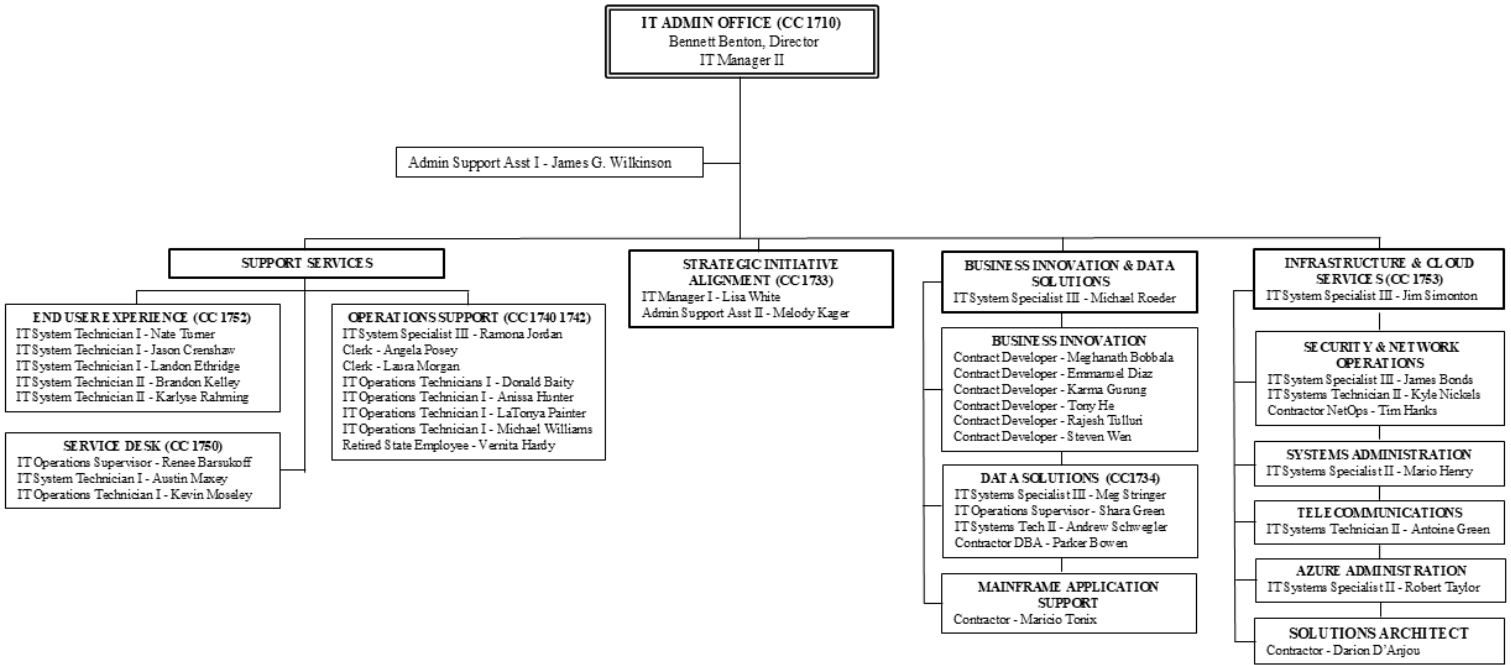
HEARINGS AND APPEALS DIVISION



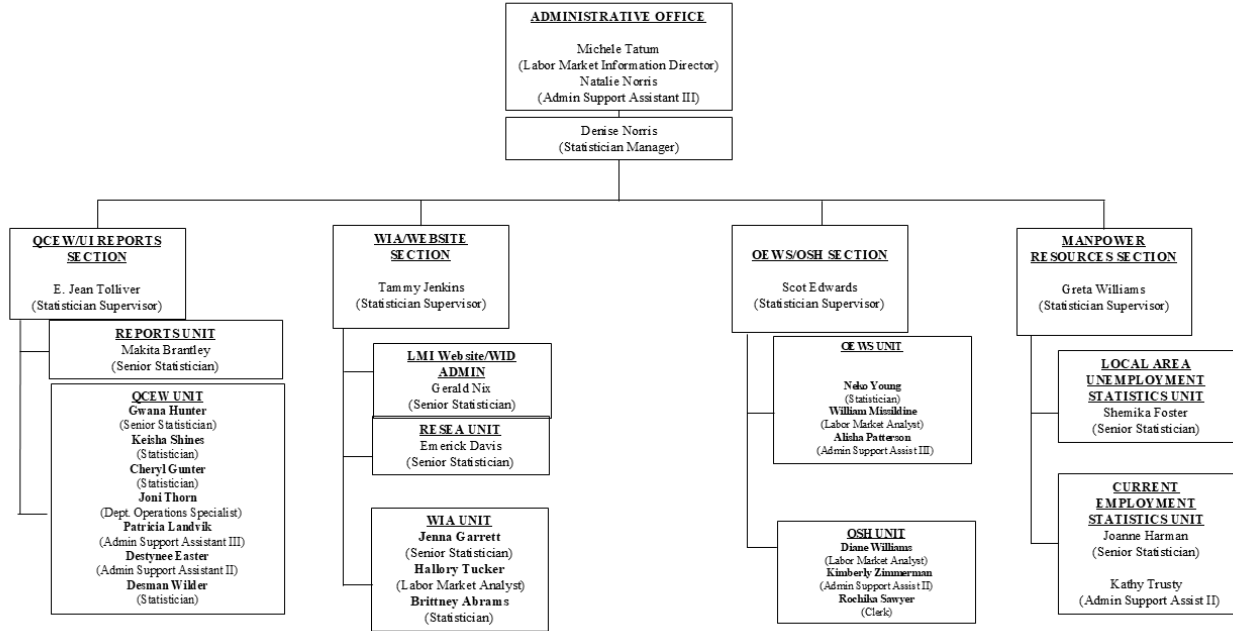
HUMAN RESOURCES DIVISION



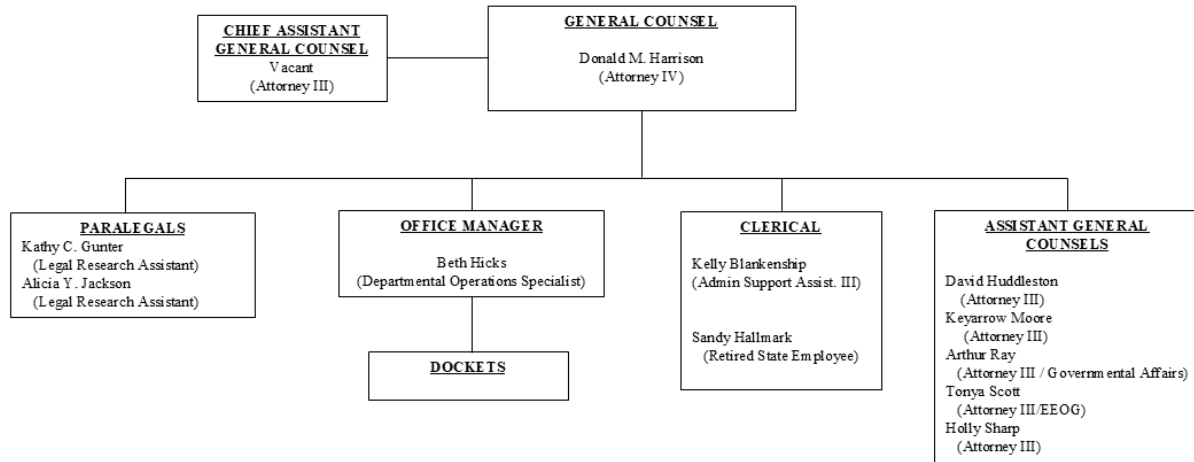
INFORMATION TECHNOLOGY DIVISION



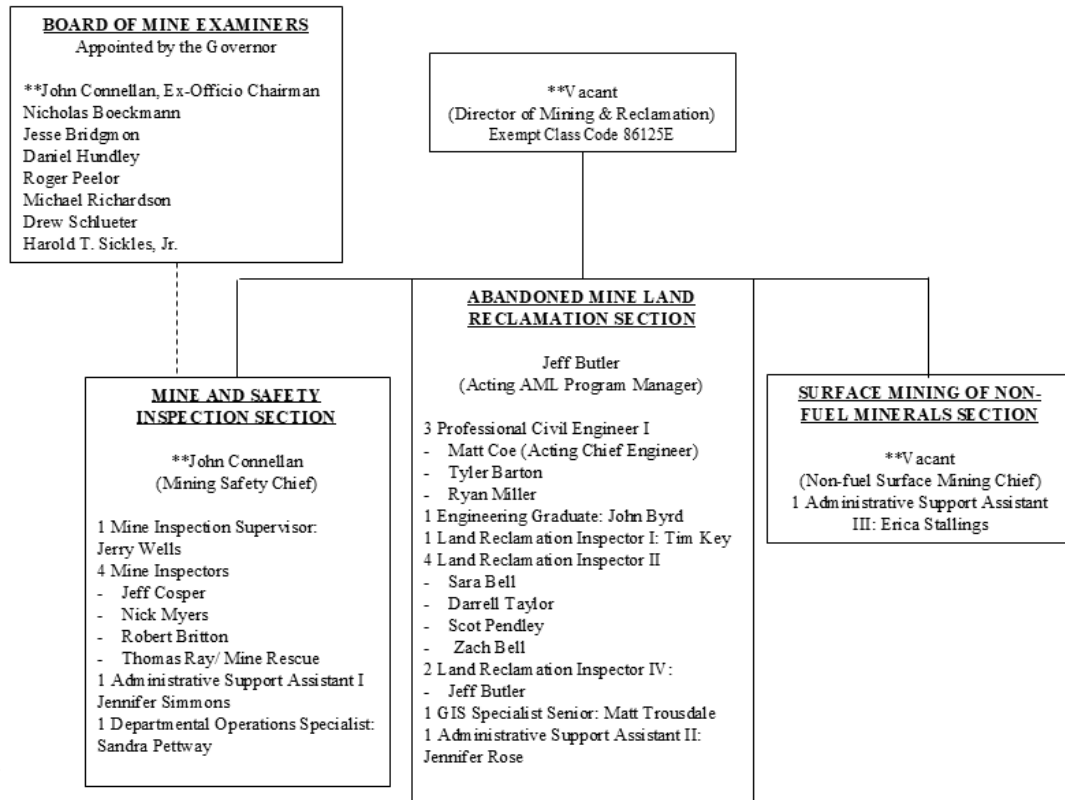
LABOR MARKET INFORMATION DIVISION



LEGAL DIVISION



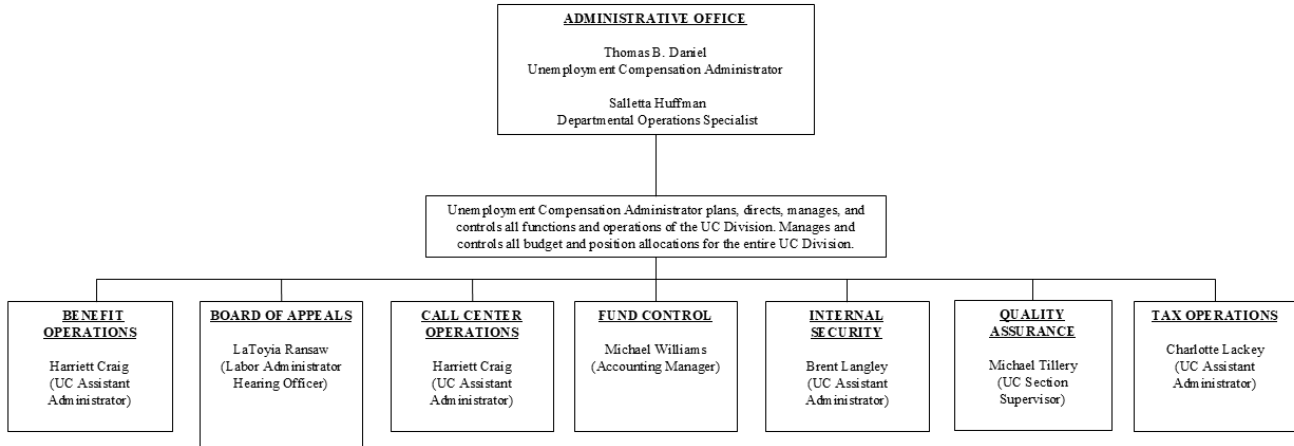
MINING & RECLAMATION DIVISION



** Dual Capacity

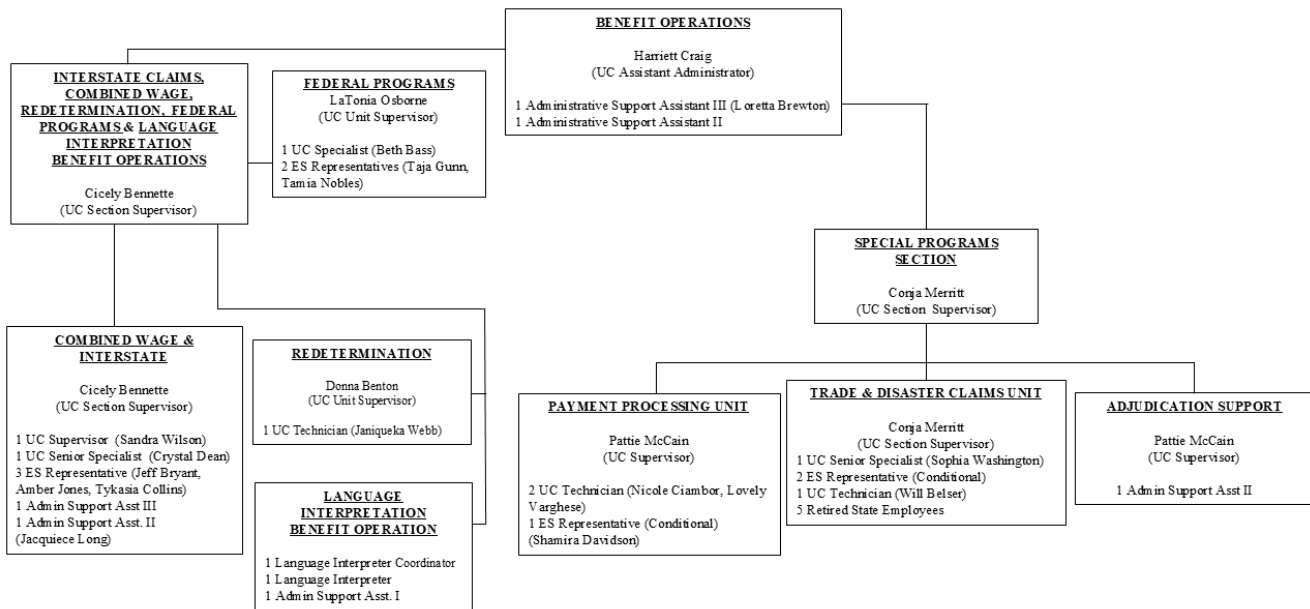
**Dual Capacity

UNEMPLOYMENT COMPENSATION DIVISION



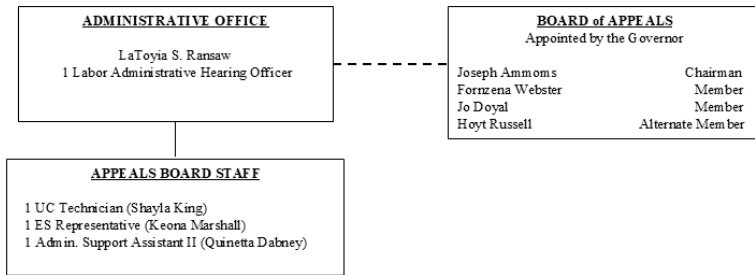
UNEMPLOYMENT COMPENSATION DIVISION

BENEFIT OPERATIONS



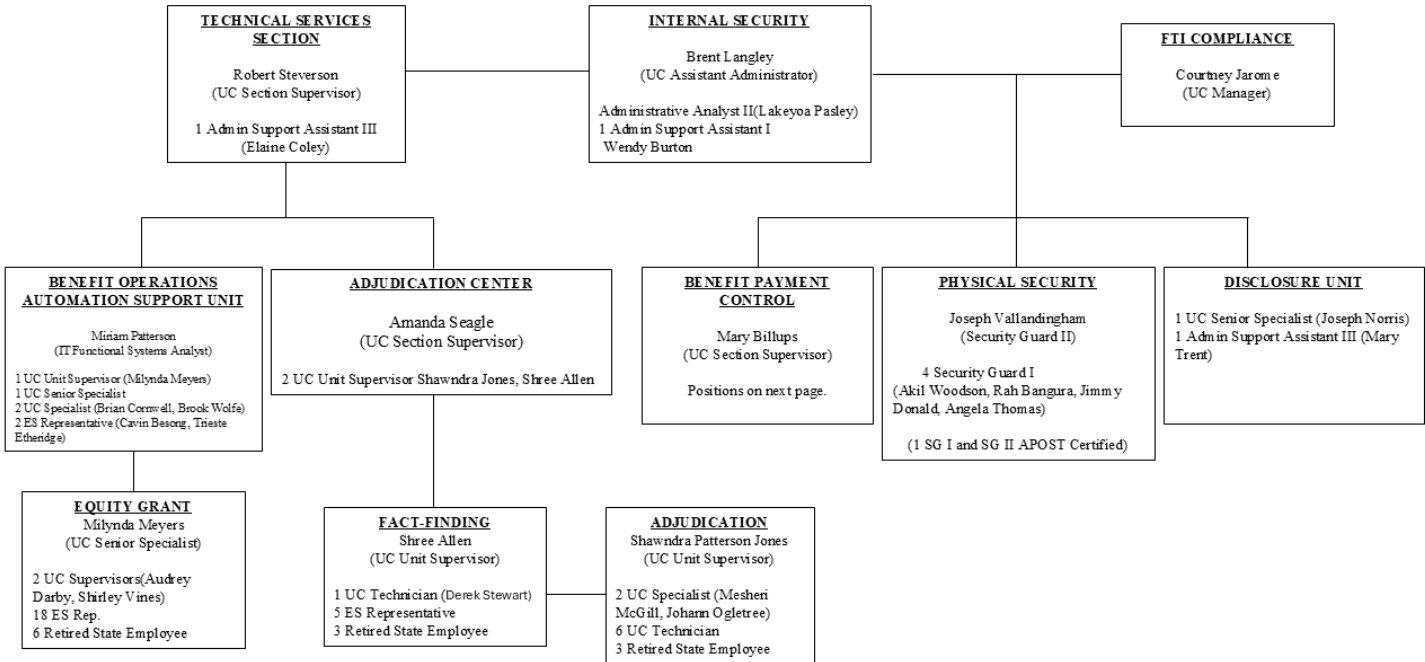
UNEMPLOYMENT COMPENSATION DIVISION

BOARD OF APPEALS SECTION



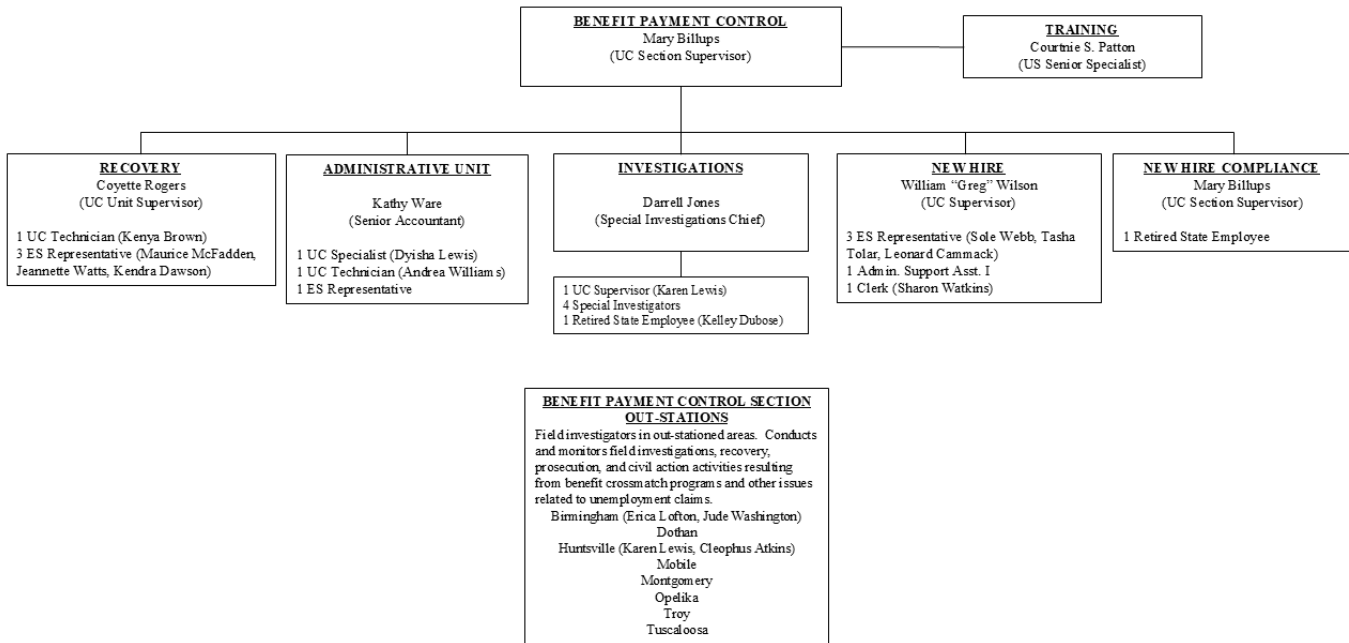
UNEMPLOYMENT COMPENSATION DIVISION

BENEFIT OPERATIONS / INTERNAL SECURITY



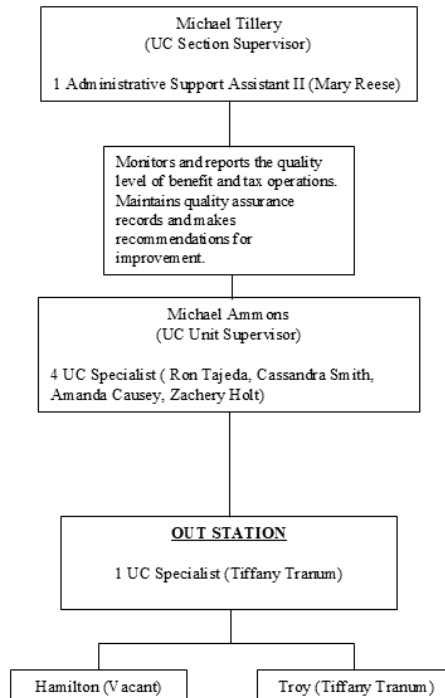
UNEMPLOYMENT COMPENSATION DIVISION

BENEFIT PAYMENT CONTROL

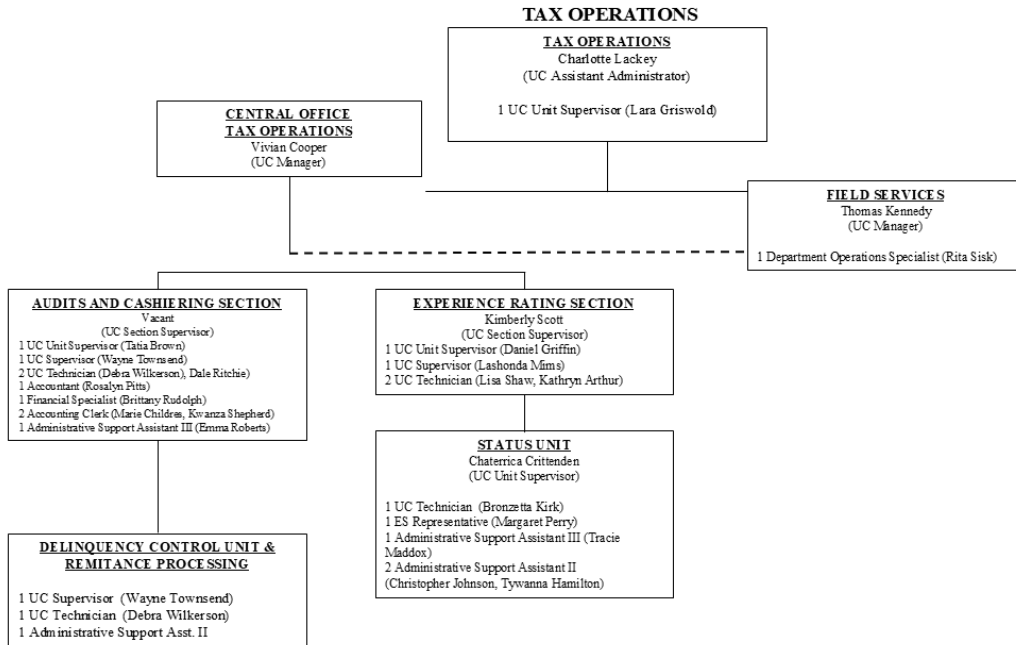


UNEMPLOYMENT COMPENSATION DIVISION

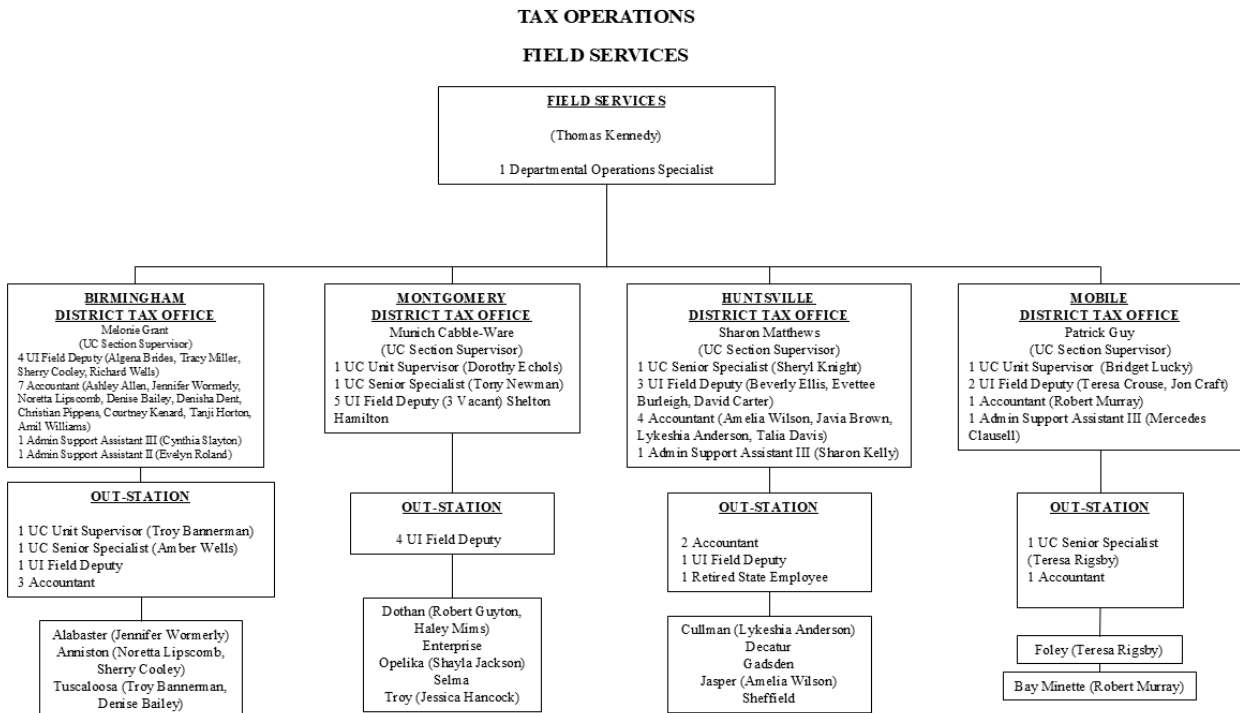
QUALITY ASSURANCE SECTION



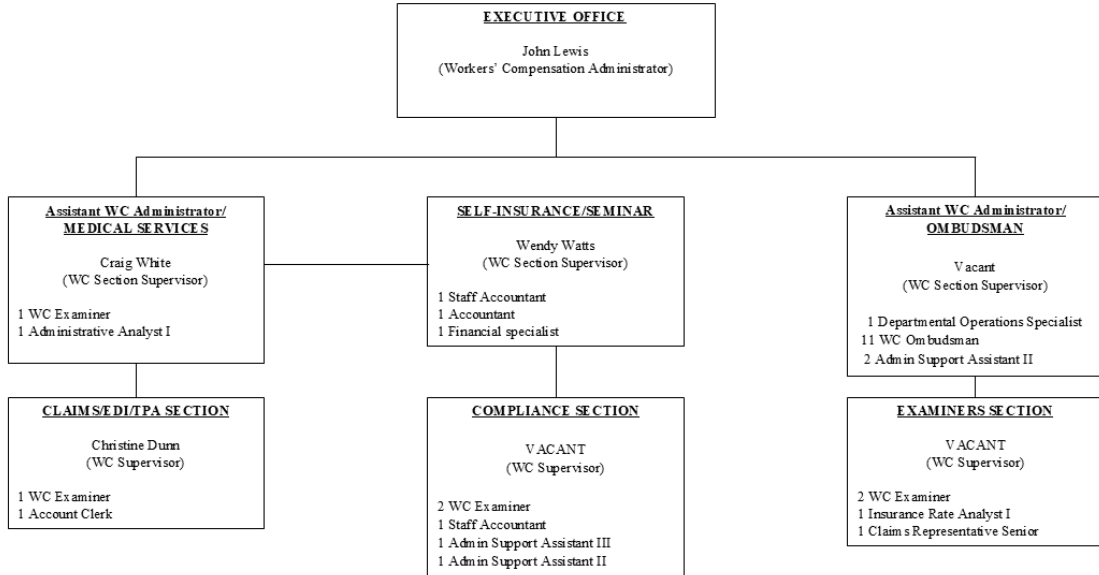
UNEMPLOYMENT COMPENSATION DIVISION



UNEMPLOYMENT COMPENSATION DIVISION



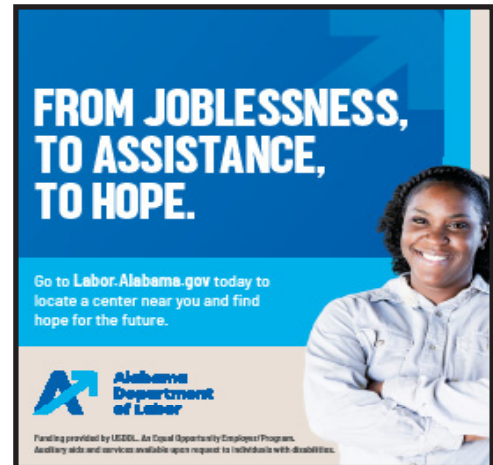
WORKERS COMPENSATION DIVISION



Unemployment Compensation

Quality Assurance

Based on the Benefit Accuracy Measurement (BAM) Annual Letter of Determination from the Regional Office, Alabama met or exceeded requirements in the (1) Methods and Procedures Review, which reviews four main components of the State Workforce Agency: organization, authority, written procedures, and forms; (2) Investigation procedures and (3) Additional requirements for the National Director of New Hires cross match, case completion, timeliness, and sample selection.



Alabama is required to review 480 paid claims and 450 denied claims (150 each of the following types: monetary denials, separation denials and non-separation denials) each year. Quality Assurance (QA) exceeded the requirements for number of cases selected for review for both paid and denied claims. 487 paid claims were sampled for review and 466 denied claims were sampled for review.

The federally mandated case completion time for paid claims is 70% completed within 60 days and 95% completed in 90 days. QA Investigators completed 99.79% in 60 days and 100% in 90 days. Mean completion time for the 487 selected cases was 35 days. The mandated time lapse for denied claims is 60% within 60 days and 85% completed in 90 days. QA Investigators completed 100% in 60 days. Mean completion time for the 466 selected cases was 33 days.

Claims found to be improper because QA audits are presented to Technical Services for review and recommendations to correct repeated errors in payments and denials.

The non-compliance issue is a result of Data Validation. The Data Validator is working directly with the vendor (Netacent) to correct extract files as needed from the modernized system to correct the non-compliance issue.

Quality Assurance staff members Michael Tillery and Mike Ammons attended the annual BAM Peer to Peer review. The review was conducted in Atlanta,

GA. Alabama passed the review with no exceptions. Alabama continues to have one of the lowest coding error rates in our region and the 25 other states participating in the review.

Quality Assurance staff have continued to assist the UC Division in the adjudication of separation and non-separation issues.

Benefit Operations

Benefit Payment Control

Alabama has participated in the Unemployment Compensation (UC) Treasury Offset Program since 2012. In 2024 a total of \$765,898.72, as of September 30th, has been intercepted and applied to unpaid debt. Since our initial participation in the Treasury Offset program, Alabama has recovered over \$48,973,193.87 in past due UC overpayments.

Per federal mandate, Alabama implemented in 2015 a penalty amount of 15% on all fraudulent UC overpayments, followed in 2016 by the implementation of an assessment of 2% interest on claimants' total debt resulting from fraud. As of September 30th, 2024, the total amount of penalty collected is \$1,362,429.40 and the amount of interest collected is \$93,983.23.

State Revenue offset money applied to past due debt from the period of 10/1/2023 to 09/30/2024 totals \$3,064,551.33.

A total of 79 warrants were filed in 2024 as of September 30, 2024, and there have been three convictions resulting in \$7,432.19 in restitution collected. The amount of restitution remaining for those cases for which warrants have already been signed totals \$556,947.86. A total of 224 cases have been assigned for prosecution which consists of \$2,349,331.40 in possible restitution to be collected.

From 10/01/2023 to 09/30/2024, Benefit Payment Control and the Internal Security Division identified 1,190 potential identity theft cases using Catch Intelligence and/or by other means that resulted in the denial of the receipt of benefits. An additional 22,218 claims were found to have unmatching or missing data for which issues were created. Of the claims found to have missing or unmatching data, a total of 3,304 have either been denied or withdrawn.

While the objective remains to deter fraud and recoup fraudulent and improper payments, the agency continues to broaden efforts to grant reprieve to citizens determined to be overpaid but have been found not at fault. Per the existing waiver programs, (that include the Lost Wage Assistance Program), 430 claimants, as of September 30, 2024, have been granted relief with a breakdown as follows: \$48,920.76 in regular unemployment, \$54,854.00 in Pandemic Unemployment Assistance, \$35,835.59 in Pandemic Emergency Unemployment Compensation, \$243,050.25 in Federal Pandemic Unemployment Com-

Special Programs

During FY 2024, seven companies were certified for Trade Adjustment Assistance (TAA) pending investigation list that have not been certified for TAA benefits. On July 1, 2022, the termination provision under Section 285(a) of the Trade Act of 1974, as amended, took effect. Unfortunately, the Department of Labor is unable to start new petition investigations. A list of all company petitions filed after the termination date are pending and currently on hold awaiting a decision from Congress regarding the TAA program.

At the end of 2024, there were 0 participants in the Alternative Trade Adjustment Assistance/Reemployment Trade Adjustment Assistance (ATAA/RTAA) programs.

At the end of 2024, there were 75 participants in TAA funded training.
Benefit Services

Benefit Services consists of Combined Wage, Federal Programs, Redetermination and SAVE program.

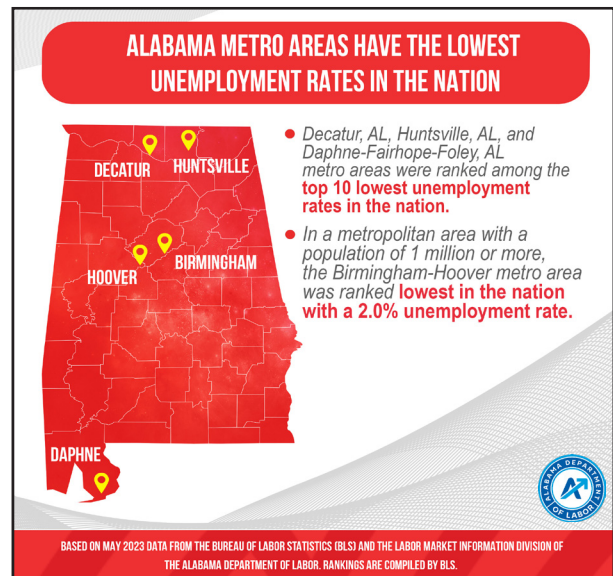
Combined Wage Unit

The Combined Wage Unit and Federal Program Unit are continuing to assist the Netacent group with the configuration of a new UI system that went live on January 2020 to work through continued malfunctions and needed enhancements by providing information which includes employees' daily work tasks that require the use of the ICON and Datastation Systems. The Combined Wage Unit staff continues to be successful reporting and identifying fraudulent claims from fraud alerts in NAWSA's Integrity Data Hub.

The Combined Wage Unit and Federal Programs Unit continue to work with our vendor, Netacent, during 2024 to develop an UCFE/UCX discrepancy report to aid as a safeguard to capture any errors in billing for claims that may have been missed by staff or appear to be questionable. On 10/10/24, Netacent provided a sample template of

what the UCX/UCFE discrepancy report application would consist of. This discrepancy application report is in the final developmental stage. The Combined Wage Unit and Federal Program Unit have been assured by our vendor that the application should be available for use during our billing process in January 2025. At completion we will have access to research and make necessary UCX/UCFE corrections in billing at our next change of quarter billing if needed.

Federal Program Unit



During FY 2024, Netacent implemented the Claimant Portal. Immediately following implementation, the Federal Programs Unit experienced issues receiving 931F and 931A documents when the claimant has filed his/her claim via the portal. This has made it difficult for the unit to become aware of Federal claims being filed by claimants. The Federal Programs Unit and Netacent are working together to determine how the initial questions in the portal should be listed to prevent the employer type from transferring over as UI employer instead of a Federal Agency employer.

Redetermination Unit

The Redetermination Unit staff moved approximately 4500 fraud claims to fraud social security numbers pending further review by the Internal Security Unit and Benefit Payment Control Investigators.

Systematic Alien Verification for Entitlements Program (SAVE)

During FY 2024, 940 initial claims where the claimant was not a United States citizen were established. There were 789 claims that were verified through the U.S. Citizenship and Immigration Services' (USCIS) designated automated system. In addition, staff continue to participate in the U.S. Citizenship and Immigration Services' virtual training sessions for the benefit of improving the way claims are verified through their (USCIS) designated automated system and aid in the process of expediting of alien status.

Call Center Operations

Call Center staff help unemployed individuals file and manage unemployment claims. Adjudication Center staff review claims, conduct fact-finding investigations, and issue determinations whether to allow or deny unemployment compensation benefits. These determinations are based on the claimant's reason for separation from their job, the employer's reason for the separation and other eligibility requirements of the Alabama Unemployment Compensation Law.

Achievements and Highlights

Staff Recruitment and Training

Over the past year, the Call Center has shown resilience and adaptability by hiring six new employees to address both unexpected and unforeseen staffing needs. To date, the new hires have completed thorough training in agency policies, best practices, and exceptional customer service techniques. Their addition has greatly strengthened the Call Center's ability to manage a high volume of inquiry calls, leading to more efficient operations and shorter wait times for claimants.

Focus on Exceptional Customer Service

Despite staffing challenges, the Call Center remains committed to providing exceptional customer service. Innovative training techniques have been introduced to equip employees with the skills needed to address complex inquiries and resolve issues effectively. Continuous coaching, coupled with scenario-based training, has empowered staff to handle diverse customer needs with professionalism and empathy. These efforts underscore the Call Center's dedication to maintaining a claimant-first approach, even during times of workforce transition.

Timely Resolution of Non-Separation Issues

The Call Center plays a vital role in assisting with adjudicating non-separation issues, ensuring timely and accurate decisions for claimants. By leveraging the expertise of its staff and streamlining internal processes, the Call Center has successfully reduced backlogs and improved response times. The efficient handling of non-separation claims has not only boosted claimant satisfaction but also reinforced public confidence in the agency's ability to deliver on its mission.

Enhanced Technology for Efficiency

The implementation of the online claimant portal has been a game-changer for both customers and staff. This user-friendly platform has enabled claimants to submit documents and review their unemployment claims conveniently, minimizing the need for extensive phone interactions.

The portal has also streamlined back-end processes for staff, making claim review and processing faster and more accurate. These technological advancements have contributed to a more efficient and consumer-friendly experience, aligning with the agency's goal of modernizing customer support.

Looking Ahead

While the Call Center has achieved significant milestones this year, there remains a commitment to continuous improvement. Plans are underway to further enhance training programs, explore new technological solutions, and recruit more staff to meet increasing demands. With these measures, the Call Center is poised to build on its successes, ensuring it remains a reliable, trusted resource for unemployment claimants across the state.

Adjudication and Fact-Finding

Success in the unit has continued as it relates to reducing the backlog of pending issues. We continue to use the services of the third-party vendor, with a reduced staff as of June 2024 to assist with our fact-finding process, allowing seasoned staff to continue focusing solely on adjudication.

During FY 2024, fact-finding was completed on 109,798 issues. There were 120,509 issues assigned to factfinders and of that number, 109,798 were completed. 177,767 fact finding claims were assigned to adjudicators and fact finding was completed on 225,408.

UC Technical Services

The Technical Services Section continues to provide essential support functions that are critical to the overall success of UC administration. Generally, these functions can be summarized into four categories: Agency Training, Systems Functionality & Support, Data Reporting & Processing, and Administrative Functions.

Agency Training

The Technical Services Section provides systems training for agency staff and provides support for all UC training to include updating training materials and manuals. During 2024, the primary trainer and the trainer-in-training continued to provide training for newly hired employees and as a remedial service as needed. Training provided includes system training, general UC training,

and issue specific adjudication training.

Data Reporting & Processing
Slovely with the assists Database Administration (DBA) Unit in a Business Analysis capacity to identify proper data for reporting, and validating outputs.

During 2023, much of the SQL work required for ad hoc reporting was absorbed by Technical Services, including data sets needed for AL Examiners during audit reviews. Work also continues to provide query data for targeted Adjudication work to help alleviate the UC Adjudication backlogs.

During 2023, Technical Services worked with the vendor to finalize business requirements for a new functionality within the system that allows for bulk transactions via upload of an Excel file. Technical Services has utilized this tool to finalize corrective actions related to the CARES Act programs, send out claimant notices in bulk, and to process bulk transactions related to issue management as needed. The Technical Services team has also launched a project to assist with fraud issue reviews in bulk via this process.

Administrative Functions

Technical Services Section continues to support the agency in UC administrative functions such as strategic planning, state and federal audits, and administration of grant activities and reporting. Technical Services continues to coordinate the creation and submission of the State Quality Strategic Plan (SQSP) package. The SQSP package continues to be significantly larger than historically required due to the increase in claims, workload, and fraud caused by the pandemic. This SQSP plan is essential to help establish strategic goals and meet required performance measures, prevent fraud, and reduce improper payments.

During 2023, Technical Services Section participated in multiple audits and monitoring reviews to include AL Examiners audit, USDOL monitoring of the DUA program, and USDOL monitoring of Integrity and Equity. Technical Services develops corrective action plans (CAPs) for any audit findings as needed and monitors these plans to ensure timely and successful completion. Outstanding milestones identified in the 2022 annual report have all been completed.



Technical Services coordinates applications, project management, and reporting for UC grants. Under the Equity Grant, Technical Services now manages 28 UC ombudspersons across 25 different local office locations. These ombudspersons are overseen by two supervisors. This project continues to prove valuable, serving to improve overall customer service and UC presence for the general public. Throughout 2023, Technical Services completed 9,178 quarterly reporting for 20 ongoing projects and applied for new grant funding under UIPL 11-23 encompassing seven new projects to be undertaken.

During 2023, Technical Services also coordinated the 2023 Annual Summit with the UC system vendor. Vendor management, programmers and business analysts traveled to ADOL Central Office to meet with management, business units, and other key staff to discuss outstanding issues and upcoming development within the UC system of record, Data Station. The Technical Services section reserved meeting space, set the agenda ensuring each business unit was allotted time to meet with the vendor, created and tracked sign-in sheets for documentation of attendees, and provided a Technical Services liaison for all sessions. This annual meeting is crucial to ongoing communication and the relationship between the vendor and the agency. This year's summit proved to be productive as always and left the agency renewed in ongoing efforts toward improvement.

TAX OPERATIONS

The balance of the Unemployment Trust Fund remained positive throughout fiscal year 2024. The balance of the Unemployment Trust Fund as of September 30, 2024, was \$1,134,334,815.33.

Electronically filed wage reports averaged 100 percent, while electronic remittances averaged 99 percent for the fiscal year. The total number of tax returns processed for the year was 454,067. Tax Operations staff continue to work closely with Netacent, our mainframe system provider, to refine and improve the programs and processes used every day. Other accomplishments for UC Tax Operations are:

Audits & Cashiering and Delinquency Control

The Audits/Delinquency Control section deposited a total of \$130,456,371.41 into the Unemployment Compensation Trust Fund for the period October 1, 2023, through September 30, 2024.

Online automated adjustments to employer accounts numbered 4,286 for the year. That included 2,200 adjustments electronically filed by bulk filers (ADP, Paychex, etc.), bringing the combined total for automated adjustments to employer accounts to 6,486.

Employer account billing statements were produced all four quarters of the fiscal year and totaled 106,061. Employers were billed all four quarters for non-filed quarterly wage reports, taxes, penalties, and interest. Total amount of taxes, penalty and interest billed was \$67,932,115.93.

The Delinquency Control Unit had a beginning balance of 13 Tax Appeal hearings for FY 2024. Disposition of these cases follows:

1. Two cases were affirmed
2. Zero cases were overturned
3. Eight cases were withdrawn
4. Eight new cases were received
5. Eleven cases are pending for a hearing

Experience Rating

The Experience Rating Section mailed 34,187 Ben-8As to employers (Notice of Potential Unemployment Charges).

There were 98,316 tax rate notices generated to employers in FY 2024. Eighty-seven of those were mailed to IVR (telephone) filers. Currently, the 2025 tax rate notices are being reviewed and are expected to be released to the Alabama Department of Labor website mid-December. (UC tax rate notices are not mailed to employers but are posted to the ADOL website. An email is generated to the respective employers that their new tax rate notice is available online.)

Status

The Status Unit assigned 14,971 new employer accounts. Of the total, 13,758 (92%) were submitted online. Additionally, status assigned 511,367 successor accounts. A total of 367 (or 72%) of those were completed online. Name changes numbered 4,680; address changes numbered 12,704, and 1,239 (or 10%) of those were submitted online.

The number of accounts that were closed was 5,705. This number is understated due to limited access to DataCall.

In an effort to address the large incidents of unemployment benefit fraud, UC Tax Operations, along with the assistance from ADOL IT Division, began screening the new employer account registrations forms (SR2). This began in February 2024. Research is completed on the information given on the SR2 form from the employer. If the information cannot be validated, an assignment is forwarded via AFAST to field services. The deputies will investigate the employer which includes a site visit to determine if the business exists. Since the inception of the program, ADOL has identified 329 fraudulent employer accounts. Fraudulent accounts are removed from the ADOL employer database and prevent the filing of fraudulent employment claims by these employers.

Tax Field Services

ADOL Field Services continues to utilize the FTI data, tips from the public, and other resources to identify employers who are possibly misclassifying their workers. Misclassified workers result in underreported employment and employment taxes, as well as depriving Alabama workers of basic rights granted them under the Fair Labor Standards Acts, Workers' Compensation, and Unemployment Compensation Acts. Additionally, misclassification of workers creates businesses with an unfair business advantage over competitors.

Field Services auditors completed 1,892 total audits during the fiscal year, 33 of which were considered large audits because the employers had over 100 employees on staff or paid in excess of \$1,000,000.00 in taxable wages. Because of these audits, 2,936 misclassified workers were discovered and in turn reported to the department. This created an increase of \$40,028,232.00 in total wages and an increase of \$14,424,279.00 in taxable wages and produced an addition of \$134,546.00 in tax assessment.

Board of Appeals

The Board of Appeals Section serves as administrative support and clerk for the Board Members, a statutorily created board that reviews and hears unemployment compensation cases at the highest administrative level. As of February 2024, the Board began conducting hearings at the Alabama Department of Labor's Central Office. Previously, the Board conducted hearings at seven different Career Centers around the state on a rotating basis.



Fund Control

The Fund Control Section is responsible for managing the Unemployment Compensation Trust Fund, the Benefit Payment Account, and the Clearing Account. In addition, this section performs all accounting procedures for the Unemployment Compensation Division, and processes all re-issuances of unemployment checks, debit card and direct deposit payments. The Fund Control Section also acts as a liaison between ADOL and the bank through which unemployment payments are made.

As the treasurer's office, this section processes requests from the local unemployment offices for copies of checks, forged checks, affidavits for lost or stolen checks, direct deposits and debit cards returned by the bank, and request for duplicate 1099-G's.

Internal Security

Internal security activities include conducting risk analyses, reviewing newly automated and manual procedures, conducting investigations of alleged internal violations by agency staff and other perpetrators, conducting audits and reviews of UC operations, and assisting in external UC fraud investigations.

ADOL's Internal Security unit worked with a multi-agency Federal, State, and Local task force to investigate UC Fraud where suspects participate in fraudulent activities on a large scale. The ADOL Internal Security Unit continues to coordinate the task force efforts and leads the department's efforts in combatting fraud schemes to block improper payments.

The Disclosure Unit oversees the release of ADOL confidential information and prepares all Informational Disclosure Agreement contracts for the release of confidential information. Requests are received from various clients (claimants, attorneys, employers, payroll companies, etc.). The Disclosure Unit invoices each request and in FY 2024 produced more than 417 invoices totaling more than \$79,546.00 in receivables.

The ADOL Physical Security Section continues to train and maintain certifications for our one unarmed and five-armed security personnel. Security officers have developed and piloted an office security/active shooter training course that will be offered to the out-stationed offices throughout the state. The Security staff continues to provide basic Unemployment assistance to walk-ins. A total of 497 vendors and 2137 visitors were assisted during FY 2024. The Security staff also responds to all emergency fire and medical calls.

UNEMPLOYMENT COMPENSATION

	Fiscal Year		Net Change	Percent Change
	2023	2022		
State Unemployment Compensation				
Initial Claims				
New	101,532	121,911	(17,379)	-14.1
Additional	14,613	18,799	(2,186)	-11.6
Inter Agent (New & Add) ****	4,177	8,363	(2,186)	-26.1
Weeks Claimed *	374,761	246,340	126,221	50.8
Weeks Compensated	213,983	270,851	(56,868)	-20.8
Gross Benefits Paid	53,813,771	61,582,365	(\$7,768,794)	-12.6
Federal Employees				
Initial Claims				
New	243	384	(141)	-36.7
Additional	45	58	(13)	-22.4
Inter Agent (New & Add) ****	21	27	(6)	-22.2
Weeks Claimed *	1,337	1,723	(386)	-22.4
Weeks Compensated	1,012	1,771	(759)	-42.9
Gross Benefits Paid	456,521	\$707,311	(\$250,990)	-35.5
Ex Servicemen				
Initial Claims				
New	220	306	(76)	-25.7
Additional	18	32	(14)	-43.8
Inter Agent (New & Add) ****	5	5	0	0.0
Weeks Claimed *	882	1,146	(264)	-23.0
Weeks Compensated	696	1,137	(441)	-38.8
Gross Benefits Paid	207,337	\$355,818	(\$148,481)	-41.7
Extended Benefit Unemployment				
Initial Claims (UI, UCPE & UCX)	0	11	(11)	-100.0
Weeks Claimed *	0	0	0	***
Weeks Compensated (UI, UCPE, UCX)	0	29	(29)	-100.0
Gross Benefits Paid	0	\$14,392	(14,392)	-100.0
Trade Readjustment Allowance **				
Initial Claims	4	29	(25)	-86.2
Weeks Claimed	353	3,384	(3,229)	-90.1
Gross Benefits Paid	96,240	\$1,009,929	(\$913,689)	-90.5
Pandemic Unemployment Assistance (PUA)				
Initial Claims	92	1,229	(1,137)	-92.5
Weeks Claimed	181	638	(457)	-71.6
Weeks Compensated	6,773	29,832	(23,077)	-77.3
Gross Benefits Paid	3,279,938	\$8,304,267	(\$5,024,329)	-60.5
Pandemic Emergency Unemployment Compensation (PEUC)				
Initial Claims	2,130	10,950	(8,820)	-80.5
Weeks Claimed	91	362	(271)	-74.9
Weeks Compensated	16,321	56,355	(40,034)	-71.0
Gross Benefits Paid	1,444,394	\$10,389,239	(\$8,944,845)	-86.1
Disaster Unemployment Assistance				
Initial Claims	5	0	5	***
Weeks Claimed	30	0	30	***
Weeks Compensated	39	0	39	***
Gross Benefits Paid	4,135	\$0	4,135	***
Alternative Trade Adjustment Assistance Program				
Initial Claims	0	19	(19)	-100.0
Weeks Claimed	281	1,143	(862)	-75.4
Weeks Compensated	281	1,143	(862)	-75.4
Gross Benefits Paid	24,322	\$178,699	(\$154,377)	-86.4

* Excludes interstate claims data received through Internet System.

** Includes retroactive payment activity.

*** Less than 0.1 percent change or no activity in prior fiscal year.

**** Effective January 1, 2020, Interstate claims no longer included in Initial New and Additional claims

Finance

Overview

The Finance Division works with the entire department to ensure that all funds are used in accordance with applicable laws and regulations and to maximize the efficient use of resources in providing needed services to the public.

The division's objective has been to seek ways to enhance the department's accounting process while maintaining the appropriate accounting controls to ensure expenditures are in compliance with all applicable regulations, as well as being fiscally responsible. In addition, greater transparency and usefulness of financial reports is an ongoing commitment of the division. To that end, finance staff conduct in-person meetings, upon request, with division directors and their staff to review monthly reports, provide funding updates, and explore solutions to identified concerns. Finance staff also conduct department-level budget briefings with Secretary Washington, agency head, to ensure he's kept abreast of current budgetary items and various funding opportunities.

Scope of Work

Finance's 45+ employees support ADOL's operations divisions by providing essential services in the areas of Accounts Payable, Accounting and Reporting, Budget and Allocation Control, Procurement and Supply, Mail, Real Estate Management, Reproduction, and Building Maintenance. Practically all functions of the division must collaborate with the State's central oversight entities, including the Office of Information Technology, the Division of Purchasing, the State Comptroller's Office, the Examiners of Public Accounts, and the Executive Budget Office. The Fund Control Section was reorganized from ADOL Finance to ADOL Unemployment Division in April 2023 after his retirement due to their handling of the UI Trust Fund and benefit payments.

Training & Development

In FY 2023, Finance Division supervisors and staff continued their participation in training classes and seminars offered by ADOL Human Resources and IT staff, State Personnel, and the Montgomery Chapter Association of Government Accountants' (AGA). Finance staff continue to be involved conferences and training at the National and Regional levels with the National Association of State Workforce Agencies' (NASWA), NASWA's regional Administration & Finance Committee meetings, and the National Association of Abandoned Mine Land Programs.

The Finance Division continues to work towards better communications and processes to gather and transmit information between other ADOL Divisions and within Finance Sections. Finance staff also offers guidance to managers and staff on travel forms, payroll assistance, procurement processes, and any other accounting functions to assist with their understanding of procedures and program budgets.

Employment Services Collaboration

The collaboration of the Finance Division continued with ADOL's Employment Services (ES) Division and the Alabama Department of Commerce Workforce Development Division to administer WIOA contracts and budgets in the agency's role as One-Stop Operator for WIOA Services. Finance's Budget Section coordinates with seven local workforce boards governing seven geographical areas, along with multiple state partner agencies, to ensure financial transactions meet state and federal contractual requirements.

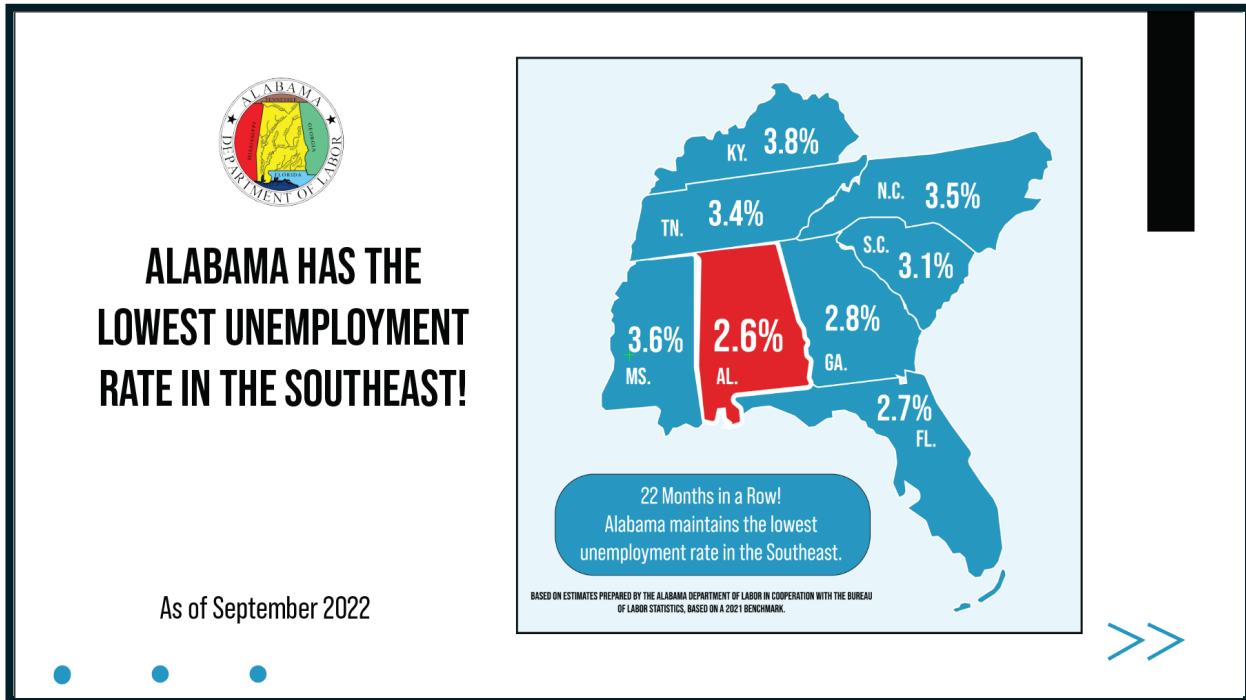
The continued work with ADOL's Information Services and Human Resource divisions in modernizing our financial system is progressing well. The advancements that have been made over this last year with the time distribution sub-system and making access more user friendly while maintaining internal controls have expanded to include other aspects currently on ADOL's mainframe.

Hiring & Retirements

As in 2022, the Finance Division had several staff changes through retirements and hiring which affected multiple sections. Mrs. Tina Moore was officially named Assistant Finance Director. Finance's organizational structure was changed to only one assistant director after the retirement of Terry Knight. Mrs. Moore now oversees all sections of the division under Jondra Oswalt, Finance Director.

Finance Division section leaders and staff work throughout the year to provide the best service possible to internal as well as external customers of ADOL.

Labor Market Information



Overview

The Labor Market Information (LMI) Division is responsible for collecting, analyzing, and disseminating data essential for evaluating the condition of the Alabama economy. The LMI website, <http://labor.alabama.gov/lmi> allows public and professional users access to the LMI data.



RECENT UPDATES

- November 18, 2024 - Demand Occupations Updated
- November 15, 2024 - October Unemployment Statistics
- November 15, 2024 - Alabama Labor Market Newsletter
- November 15, 2024 - Current Employment Statistics updated
- November 15, 2024 - October HWOL
- September 3, 2024 - Occupational Wages updated to 2nd Quarter 2024
- Interactive Unemployment Insurance Claims by County and Industry
- Interactive Unemployment Benefits and Claims Paid

October 2024 Unemployment Situation		
Seasonally Adjusted	October 2024 Preliminary	September 2024 Revised
Alabama	2.9%	2.9%
United States	4.1%	4.1%

Alabama's labor force participation rate for October increased by one-tenth of a percentage to 57.6%. The percentage of prime-age workers decreased by two-tenths of a percentage point to 79.1% over the month. Over the year, this number increased by one percentage point from 78.1%. Prime-age workers are those aged 25-54 years.

Alabama's preliminary, seasonally adjusted unemployment rate is 2.9%, unchanged from September 2024's rate. October's rate is higher than October 2023's rate of 2.8%. The rate represents 69,271 unemployed persons, compared to 67,395 in September and 64,027 in October 2023.

Over the year, wage and salary employment increased by 40,400 to 2,220,700, a new record high, with gains in the private education and health services sector (+10,500), the government sector (+8,300), and the leisure and hospitality sector (+5,800), among others.

The LMI division operates five Federal-State cooperative programs in agreement with the Bureau of Labor Statistics (BLS), the statistical branch of the United States Department of Labor (USDOL). These core programs include:

- Current Employment Statistics (CES)
- Local Area Unemployment Statistics (LAUS)
- Occupational Employment and Wage Statistics (OEWS)
- Occupational Safety and Health Statistics (OSHS)
- Quarterly Census of Employment and Wages (QCEW)



Current Employment Statistics (CES)

The Current Employment Statistics (CES) program produces detailed industry estimates of employment, hours, and earnings of workers on nonfarm payrolls. Each month CES surveys approximately 19,000 businesses and publishes data at the state level and for the 12 metropolitan areas. As of October 2024, the CES Unit reported the number of people working in Nonagricultural Employment at 2,220,700, the largest ever.

These sample-based establishment estimates are revised monthly and annually to re-anchor them back to the near universe counts of employment (QCEW). CES estimates are among the earliest economic information available to analyze current economic conditions. Because of this, CES estimates are heavily used in both the private and public sector. Below is a short list of some of the uses for CES estimates:

Private Sector

- Guide decisions on plant location, sales, and purchases.
- Comparing business and industry or economy.
- Negotiate labor contracts based upon industry or area hourly earnings and weekly hours series.
- Determine the employment base of states and areas for bond ratings.
- Detect and plan for swings in the business cycle using the average weekly hours series.

Public Sector

- Evaluate the economic health of the state and areas.
- Guide monetary policy decisions.
- Assess the growth of industries.
- Forecast tax revenue for states and areas.
- Measure employment, hours, and earnings as a means of determining growth in the economy.

Local Area Unemployment Statistics (LAUS)

The Local Area Unemployment Statistics (LAUS) program calculates and publishes civilian labor force, employment, unemployment, and unemployment rates for the state, metropolitan areas, counties, cities (with a population equal to or greater than 25,000), and Workforce Regions each month. The LAUS unit is responsible not only for publishing the rates but providing insight into the rates from an historical standpoint. These estimates are key indicators of local economic conditions. A wide variety of customers use these estimates:

- Federal programs use the data for allocations to states and areas, as well as eligibility determinations for assistance.
- State and local governments use the estimates for planning and budgetary purposes and to determine the need for local employment and training services.
- Private industry, researchers, the media, and other individuals use the data to assess localized labor market developments and make comparisons across areas.

The concepts and definitions underlying LAUS data come from the Current Population Survey (CPS), the household survey that is the source of the national unemployment rate. State monthly model-based estimates are controlled in “real time” to sum to national monthly employment and unemployment estimates from the CPS. These models combine current and historical data from the CPS, the Current Employment Statistics (CES) survey, and state unemployment insurance (UI) systems. Estimates for counties are produced through a building-block approach known as the “handbook method.” This procedure also uses data from several sources, including the CPS, the CES program, state UI systems, and the Census Bureau’s American Community Survey (ACS), to create estimates that are adjusted to the statewide measures of employment and unemployment. Estimates for cities are prepared using disaggregation techniques based on inputs from the ACS, annual population estimates, and current UI data.

The numerous conceptual and methodological differences between the household and establishment surveys result in important distinctions in the employment estimates derived from the surveys. Among these are:

- The household survey includes agricultural workers, self-employed workers whose businesses are unincorporated, unpaid family workers, and private household workers among the employed. These groups are excluded from the establishment survey.
- The household survey includes people on unpaid leave among the employed. The establishment survey does not.
- The household survey is limited to workers 16 years of age and older. The establishment survey is not limited by age.
- The household survey has no duplication of individuals, because individuals are counted only once, even if they hold more than one job. In the establishment survey, employees working at more than one job and thus appearing on more than one payroll are counted separately for each appearance.

Occupational Employment and Wage Statistics (OEWS)

The Occupational Employment and Wage Statistics (OEWS) program surveys nonfarm establishments to collect employment and wage data by industry. BLS pulls a sample from the state's QCEW files, ensuring that it is evenly distributed across employer size, industry, and area. Data is collected in two survey panels every year, each having a sample size of approximately 3,800 employers. One panel starts in November and ends in June, and the other begins in May and ends in December. The goal of each cycle is not to have any overlap of survey panels. No overlap enables OEWS staff more time to focus on data quality and establish relationships with employers by sending thank you emails and including the current employment and wage data for their respective areas.

LMI's cooperative agreement with BLS states that OEWS staff will meet, at minimum, 75% response of the sample: either 75% of the employers or 75% of the total employment. This response rate is required for every area in which data is published; 13 metropolitan and four balance of state areas. It is currently not mandatory for Alabama employers to respond to the OEWS survey as it is in some states. As a result, it is challenging for the OEWS staff to convince employers to respond and meet the requirements of BLS. Through several years of outreach by the LMI Workforce Development Unit, work with Career Center managers and business service reps across the state, and involvement in workforce development boards, more employers understand the significance of their responses to the OEWS survey. This unit continues to explore new methods to gain employer responses and increase efficiency

Occupational Safety and Health Statistics (OSHS)

The OSHS Unit collects and disseminates detailed information on all work-related illnesses and injuries through the Survey of Occupational Injuries and Illnesses (SOII) and information on work-related deaths through the Census of Fatal Occupational Injuries (CFOI). SOII and CFOI data includes industry, ownership, equipment involved, demographic information, and more. The SOII survey includes a sample of approximately 3,900 companies in Alabama that help develop safety and health standards, control work hazards, and allocate resources for safety inspection, training, and consultation activities. CFOI compiles a wide variety of characteristics related to occupational fatalities to help get better understandings of Alabama's working conditions.

Quarterly Census of Employment and Wages (QCEW)

The QCEW program collects quarterly employment and wage data for workers covered by state unemployment insurance (UI) laws. This program is responsible for assigning NAICS (North American Industry Classification System) and county codes to new employers and surveying established employers to ensure accuracy. The QCEW provides the number of establishments, monthly employment, and quarterly wages, by NAICS industry groups, for the state and counties. The primary source for the QCEW is administrative data from the state's UI program. These data are supplemented by data from two Bureau of Labor Statistics (BLS) surveys: The Annual Refiling Survey and the Multiple Worksite Report. This data enables QCEW to provide an employment benchmark and sample frames for other BLS programs, as well as a basis of estimation of the wage and salary component for the Bureau of Economic Analysis Personal Income statistic. The QCEW has a longitudinal database in which it can link data over time and capture business mergers and acquisitions. QCEW data is published quarterly but lags the last month of the quarter by roughly 5 months. This is to account for National Office sign-off on preliminary reported data.

Additional Programs

In addition to the core BLS programs, LMI includes two units overseen by the United States Department of Labor (USDOL):

- Workforce Development Unit
- Reports Unit

Workforce Development Unit

The Workforce Development Unit strives to better serve local workforce boards and their respective staff by assigning staff to specific workforce regions to give an opportunity to form relationships over time. Long-term employment projections were developed for industry level and occupational level for 2020 – 2030. These projections were published this past summer. USDOL national employment projections are vital to LMI in developing state projections. While the USDOL has developed these employment projections biennially in the past, they have recently decided to produce and publish them

annually. However, LMI will continue to develop projections and publish them on a biennial basis. LMI will also continue to run calculations for special projects during the off years. Special projects include generating the demand occupations for the Alabama Committee on Credentialing and Career Pathways (ACCCP) on a state and regional level. The Workforce Development Unit continues to introduce improvements to ways of delivering products, such as through virtual sessions and interactive data visualizations.

Reports Unit

The Reports Unit tracks and submits data on claims and payment levels for the various unemployment compensation programs and provides special requests to government and private agencies. The unit also compiles narratives and publishes monthly data on the internet, revealing claimant totals and trends of the State UI and federal/ex-military unemployment programs.

The following programs were supported in FY2024:

- o State Unemployment Insurance (UI)
- o Unemployment Compensation for Federal Employees (UCFE)
- o Unemployment Compensation for Ex-servicemembers (UCX)
- o Trade Act of 1974 (TRA)
- o Pandemic Unemployment Assistance (PUA)
- o Pandemic Emergency Unemployment Assistance (PEUC)
- o Mixed Earners Unemployment Compensation (MEUC)
- o Extended Benefits (EB)

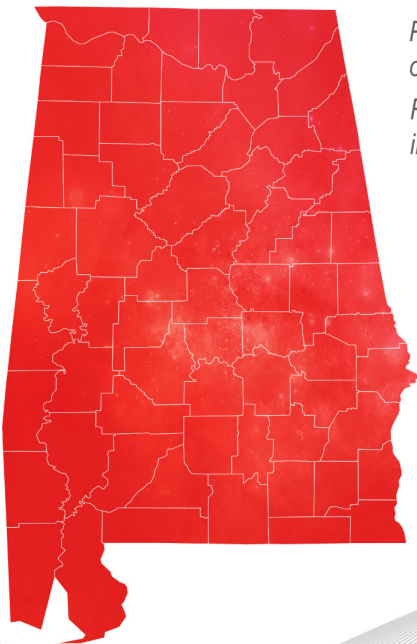
In addition, the Participant Individual Record Layout (PIRL) was submitted. This federally mandated quarterly report tracks participant characteristics and outcomes from training, etc. and reemployment to measure the success of the Trade Act Program.

This section also conducts economic research to provide estimates for Unemployment Compensation Legislation, including the analysis of the benefit costs, tax revenues, and trust fund adequacy.

Administrative Unit

The Administrative Unit continued updating the LMI website with monthly, quarterly, annually, and semi-annually publications. These updates include importing critical data into our WID (Workforce Information Database) for both our website and a version necessary for the new Workforce System. Monthly updates include LAUS and CES data. Quarterly updates include QCEW data and PIRL. As informational products continue to expand, data visualizations became more important for customers across a broad spectrum of the Alabama economy.

NEW RECORD WAGE INCREASE IN MULTIPLE SECTORS



Private average weekly wages rose **\$27.68** over the year, a new record high at \$1,023.12.

Record-setting weekly wage increase found in two sectors:

- Trade, transportation, and utilities increased to **\$835.56**.
- Financial activities sector increased to **\$1,305.68**.



Mining & Reclamation



Overview

The Mining and Reclamation Division is responsible for administering programs in:

- Abandoned Mine Land Reclamation
- Mine Safety and Inspection, and
- Surface Mining of Non-Fuel Minerals.

Abandoned Mine Land Reclamation

August 3, 2024, marked the 47th anniversary of the enactment of the Surface Mining Control and Reclamation Act (SMCRA). When Congress passed SMCRA, it presented a unique challenge – strike a balance between our country’s need for the energy produced by coal and the protection of our environment. Through vital partnerships between the U.S. Office of Surface Mining Reclamation & Enforcement (OSMRE),

state governments, tribal governments, the coal mining industry, and environmental communities, the daunting goal of SMCRA is still being successfully achieved. Alabama has had primacy for its coal regulatory and abandoned mine land programs since 1982.

The work is funded by annual grants from the U.S. Department of the Interior, Office of Surface Mining Reclamation and Enforcement (OSMRE). Grants include the traditional fee-based grant, the Infrastructure Investment & Jobs Act (IIJA), also known as the Bipartisan Infrastructure Law (BIL) grant, and the Abandoned Mine Land Economic Revitalization (AMLER) grant / distribution. The AML Fee-Based Grant collects production fees from active coal operators across the United States. The rate structure was reduced with the passage of the IIJA / BIL, in November 2021, but the fee collection authority was extended through 2034. The fee collection rates were changed from 28¢ per ton to 22.4¢ for surface-mined coal, from 12¢ per ton to 9.6¢ per ton for underground-mined coal, and from 8¢ per ton to 6.4¢ per ton for lignite. The IIJA / BIL grant began distributing approximately \$725 million annually to eligible states and tribes for 15 years, beginning in FY 2023. States and tribes will receive these annual IIJA / BIL grant distributions for the remaining years, subject to any required adjustments. As a result of this new law, the Alabama AML program will receive an additional grant of \$20.451M annually. The AMLER grant / distribution is an annual appropriation that provides funding to reclaim eligible AML lands while providing an economic & community development nexus for the projects.

The mission of the Abandoned Mine Land (AML) Reclamation Program is to abate AML health and safety hazards and to restore land and water resources which have been adversely impacted by past coal mining, and for which there is no continuing responsibility under state or federal law. Additionally, with the AMLER grant / distribution and IIJA / BIL grant, OSMRE has encouraged state AML programs to explore and implement strategies that return these legacy coal mining sites to productive use through economic and community development. High priority projects (Priority I and II) are those that remove extreme dangers and safety hazards to the public related to past legacy mining. During the abatement of the health and safety hazards, AML reclamation projects also correct a multitude of significant adverse environmental impacts throughout the 21 coal producing counties in northern Alabama. The program also impacts positively on local economies as reclamation dollars are expended on earthmoving, construction materials, revegetation supplies, and fund contractors utilizing local manpower to carry out the work. During FY 2024, the Alabama Department of Labor's (ADOL) AML Reclamation Program:

- Performed (and/or completed) construction on eight reclamation projects conducted by contract and/or emergency authorization, including one emergency project.
- ADOL investigated 55 complaints for potential AML projects, two of which were declared AML emergencies. One of the declared emergency projects was

reclaimed by a contractor. The other emergency project is scheduled to be completed in the next fiscal year. This brings the total number of emergency projects completed by the ADOL AML Program to 208 over the history of the program.

- Engineering design plans were either under development or completed by AML in-house staff on 32 current/upcoming projects. To reduce the workload on the in-house staff, the ADOL AML Program is working with ADOL Finance, ADOL Legal, and State Purchasing to procure a multi-year, multi-vendor award for engineering & environmental services.



- Authorization To Proceed (ATP's) were received from OSMRE for four AML Fee-Based Grant reclamation projects, including two emergency projects, one IJJA / BIL Grant reclamation project, and two AMLER Grant projects.

- Through the AML Post-Monitoring Program, six completed projects were identified as requiring either regular maintenance and/or corrective work. The maintenance work was included in the bid for fall or spring packages and all tasks were accomplished by a contractor selected through the State of Alabama bid process.

- Aerial Photography using RGB digital photography and Topographic Mapping using Light Detection and Ranging (Lidar) was completed for 19 potential AML reclamation project sites. Approximately 3,754 acres located in Bibb, Jefferson, Marion, St. Clair, and Walker counties were mapped.

- No previously reclaimed AML project sites were planted with trees under Alabama's AML reforestation program in this fiscal year. No eligible sites requested tree planting. However, over the 40+ year history of the Alabama AML Program, ADOL has reestablished over eight million trees on reclaimed AML sites.

This year continued the new era for the ADOL AML Program. These grant funding streams have bestowed an unprecedented \$34M in funds for AML reclamation. This funding is desperately needed to address the outstanding inventory of abandoned mine lands across Alabama. However, a funding increase of this magnitude has posed some significant challenges and difficulties for the AML program this year. Primary among these challenges is staffing capacity. The program needs to exponentially increase the number of engineers and inspectors that will be necessary to increase project development and construction commensurate with the grant funding awarded.

Recruitment of the necessary personnel has been difficult. In addition to the staffing challenges OSMRE has instituted a number of new administrative complexities to implement the new grant funding, further complicating the process and burdening the already strained AML staff. Despite the challenges, the ADOL AML program has faced these challenges head-on and continues to actively recruit and train new staff to manage the increase in project development and construction capacity.

Planning & Environmental Branch

Extensive efforts to continue to locate and document AML features (inventory) by the ADOL AML Program continued during this period. Three separate meetings of the AML Project Ranking & Selection Review Committee were held in the reporting period, adding 58 new projects to the AML inventory. This included 25 small project sites, mostly comprised of portals and other dangerous mine openings, as well as 33 large projects. Each of these sites were field-truthed with boots on the ground, collecting field data with Bad Elf® Flex Extreme high-accuracy GNSS equipment to provide better data on the front end. These units proved to be vital and indispensable in our field data collection activities. The inspection staff also started to utilize these units more extensively, taking advantage of the RTK functions that these devices provide. This revolutionized their process of checking elevations and flagging project boundaries. These inventory efforts translated into tens of millions of dollars in new documented inventory for the AML program. These new projects are distributed throughout the western and central portions of the Alabama coal fields.

The AML program also further integrated LiDAR based terrain base layers provided by ESRI into our inventory data collection and NEPA processes. In the field, LiDAR based terrain data has revolutionized how we collect data as it provides a 'bare earth' image of what is located on a site. This overcomes an obstacle from tree cover in aerial imagery. It also has become increasingly important for the NEPA process in that the USGS Topographic Maps are out of date and can contribute to confusion from our viewing agencies while the LiDAR based terrain data paints an up-to-date picture of the current situation on a site.

The ADOL AML Program continued to utilize and improve sUAS (drones) in various phases of AML projects. The Parrot Anafi (drone) unit that has been utilized for several years reached the end of its service life this fiscal year. In response to this anticipated event and to keep up with the most up to date UAS technology, the AML program is in the process of procuring a Skydio X10 quadcopter and a WingtraOne fixed wing UAS.

These two new sUAS systems will significantly upgrade the capabilities of the ADOL AML Program, ensuring that we stay up to date with the latest sUAS technology. In addition, the role of the sUAS program will be expanded to include watershed delineations.

Our two State mine rescue teams continued to train and prepare for performing mine rescue and recovery in extreme and potentially lethal environments. Their efforts along with those of the entire Mine Safety staff help to provide safe working conditions for all miners within the State of Alabama.



The ADOL AML Program prepared environmental studies, reports, and compliance information and developed projects be funded by the AML Fee-Based, BIL, and AMLER grants (current and anticipated future). Public participation was encouraged for these projects by placing project narratives on display in public libraries and notices in newspapers serving areas surrounding each of the projects. National Environmental Policy Act (NEPA) consultations continue to present an impact on ADOL AML planning efforts. Increased regulatory requirements, turnover in staffing (or lack of staffing) at NEPA agencies, and general lack of communication from the NEPA agencies has caused project delays and drastically increased the amount of time it takes to develop projects. As a proactive step to contending with potential NEPA agency delays, the ADOL AML Program secured face to face meetings with the U.S. Army Corps of Engineers (USACE), the Alabama Department of Conservation and Natural Resources (ADCNR), and the Alabama Department of Environmental Management to discuss upcoming project loads that were projected to be significantly higher due to increased funding. Results of these meetings were generally positive and encouraging with the additional benefit of providing the ADOL AML Program with specific insights on NEPA agency needs/requirements for tailoring the Expedited Project Notification (ExPN) packages to more succinctly provided needed information for NEPA agency review. After the meeting with the NEPA agencies, and based on insights gained from these meetings, the ADOL AML Program reorganized internal project processes to expend more efforts on the front end of project development to engage with the agencies earlier.

The ADOL AML Engineering & Construction branch added another new engineer to the program to accommodate the workload increase from the IJJA / BIL grant funding. In addition to Tyler Barton, P.E. who was hired in April 2023, Ryan Miller, P.E. was hired in March 2024. Both were hired in the Professional Civil Engineer I position to provide the department with additional manpower to design, produce, and manage reclamation projects. Training for the new hires has been focused on becoming familiar with the Carlson / IntelliCAD software, reviewing past projects, visiting sites (both current and previously reclaimed), and attending training opportunities provided by OSMRE.

Another focus of the AML Engineering & Construction group has been the updating and standardization of drawing plan sheets, to ensure a uniform look between plan sets created by different engineers. While standardization of design/drafting software generally tends to be a fluid process, the ADOL AML Program updated the standard project base file (from which to begin new project design), standard border files, and updated standard set of text, leaders, layers, etc. in the Carlson / IntelliCAD drafting software. This will provide a more clean, consistent set of Construction Drawings produced by the program.

Along with the updates made to design standards, the ADOL AML Program continues to work on updating the standard Contract Specifications. The intent is to focus on updating the General Conditions to set the current terms and conditions that outline how the reclamation projects will be managed, executed, and completed, as well as the Technical Specifications to add innovative construction measures to be used in reclamation projects. An example of this would be to include a measure such as hydroseeding (in lieu of historically typical seeding methods) based on successful implementation of this in recent projects. The department aims to continually update specifications in keeping with current construction practices.

In addition to implementing and utilizing the Bad Elf® Flex Extreme high-accuracy GNSS units for field data collection, the AML Engineering & Construction branch has also implemented the use of these systems in the field, during construction. The Bad Elf® Flex Extreme units have allowed our inspectors to confirm field conditions in real time with survey-quality accuracy. Inspectors can quickly confirm elevations, project limits, etc. on site and communicate discrepancies with the contractor immediately, reducing the potential for costly and timely mistakes. Currently, the department plans to expand its use of these high-accuracy systems to more inspectors.

Thanks to the hard work and dedication at the Piper Mine Reclamation Project, the ADOL AML Program was awarded the National Reclamation Award by OSMRE 2024 NAAML P Fall Conference in Davis, WV. This is the first National Reclamation Award received by the ADOL AML Program in its long history. The National Reclamation Award is presented to the state or tribe with the highest scored reclamation project among all AML state and tribal programs, as judged by a panel of reclamation specialists and program managers from various state and tribal AML programs throughout the nation. The award presentation video assembled by OSMRE with project information and drone footage of various stages of construction can be found here - <https://m.youtube.com/watch?v=dIvOuXqnN8>.

Mine Safety and Inspection

The Mine Safety and Inspection Program inspects all mines (+600 mines statewide) to ensure compliance with state laws which protect the safety of persons working in the mining industry. This section also coordinates rescue efforts in the event of a mine disaster and investigates mine accidents.

During FY 2024, an average of 2,288 miners were employed in the coal and non-coal industry, producing 13,264,898 million tons of coal. Non-fuel surface mine open pits and quarries produced approximately 40 million tons of non-fuel minerals. A total of 618 underground and surface inspections were completed at coal mines statewide. During this fiscal year, there was one mining fatality.

A continuing program provided education and training for mine foreman and underground blasting certification. Four underground certification examinations were administered, resulting in the issuance of 44 underground mine foreman certificates, one fire-boss certificate, and seven upgrades from fire-boss to mine foreman. Also, nine surface foreman certifications and 109 hoist certificates were issued. Alabama Mine Rescue Training continued to be provided by Beville State Community College under contract with the department.

Our two state mine rescue teams continued to train and prepare for performing mine rescue and recovery in extreme and potentially lethal environments. Their efforts along with those of the entire Mine Safety staff help to provide safe working conditions for all miners within the State of Alabama.

The State of Alabama Mine Rescue First Aid team is no stranger to success and is a team of excellence in first aid emergency treatment. Alabama Mine Rescue First Aid Team members have achieved the distinction of placing 1st in the last three consecutive MSHA National Mine Rescue, First Aid, Bench, Technician Team, and Pre-Shift Competitions, and over the last six national competitions have four 1st Place wins and two 2nd Place wins! Pure excellence at its best!!!

Surface Mining of Non-Fuel Minerals

Non-fuel minerals are mined in all 67 Alabama counties and contribute greatly to the state's economy. Examples of non-fuel minerals mined in Alabama are sand, gravel, granite, clay, bauxite and shale. This section of the division makes certain that lands mined for those minerals are reclaimed in accordance with the Alabama Surface Mining Act of 1969. In addition, this section issues mining permits, ensures that mine sites are properly bonded for reclamation purposes, makes periodic inspections, and releases bonds once sites have been satisfactorily reclaimed.

In FY 2024 we continued implementation of new technologies for inspection of non-fuel surface mine inspection and permitting. These technologies included providing field inspectors with Bad Elf GNSS Surveyors to assist with geospatial mobile applications. These tools allow inspectors to connect to satellites from remote areas and combined with mobile devices allow inspectors to accurately quantify the precise acreage of disturbance of surface-mine operations. This information is used to accurately tabulate the bond amount due to the department prior to issuance of permit renewals. The non-fuel section also began the process of updating our permit application and implementing an on-line payment feature to allow applicants to both apply and submit required permit fees via on on-line platform. The intent is for this feature to be operational during FY 2024.

Workers' Compensation

Overview

The Workers' Compensation Division's main function is to ensure that necessary medical attention and compensation benefits are provided to employees injured on the job, or, in case of death, provided to their dependents. The division also provides information and services to claimants, employers, insurance companies, attorneys, judges, legislators, labor and management groups, government agencies, and other parties. Other functions include gathering statistics on accidents, enforcing reporting requirements, monitoring claim payments, auditing all claim settlements, and taking corrective action on incorrect settlements or improper reporting procedures. The division is also responsible for gathering information on fraudulent claims of employees.

Ombudsmen

Ombudsmen mediate disputes through the benefit review conference process. The most frequent issue involves requests for information/assistance concerning the law or specific medical topics. The ombudsmen also provide assistance to employees, employers, attorneys, insurance carriers, and third-party administrators via telephone, seminars, and speaking engagements.

The division conducts employer inspections to ensure compliance with the Workers' Compensation Law. The division offers both a formal and informal medical dispute resolution process for any party that may dispute a medical service that has been conducted or that is requested.

Effective May 15, 2024, the State of Alabama's average weekly wage was determined to be \$1,129.63 for the calendar year 2023. This resulted in the following changes, effective July 1, 2024:

The minimum weekly compensation payable increased from \$298 to \$311.

The maximum benefits payable on fatalities increased from \$542,000 to \$565,000.

During FY 2024 there were:

Group Fund Certificates Issued	3,144
Group Fund Certificates canceled	4,282
Self-Insurance certificates issued	5
Self-Insurance certificates canceled	6
Self-Insurers audited	264
Employers brought into compliance	3,135
Employers in Non-compliance	347
Continuing Education Seminars and Webinar	5
Continuing Education Certificates	744
Voluntary Mediations	4,196
Voluntary Mediations Resolved	4,070
Court Ordered Mediations	36
Court Ordered Mediations Resolved	29
Utilization Management/Bill Screening Certificates issued	25
Drug-Free Workplace Certificates issued	307
Medical Disputes	145
Third Party Administrators Certified	16
Professional Employer Organizations Certificates issued	23

Self Insurance

The Workers' Compensation Division also administers the rules and regulations for both the Individual Self-Insurers and Group Self-Insurers.

During FY 2024 the following activity took place within the Self-Insurance Section:

INDIVIDUAL SELF-INSURANCE

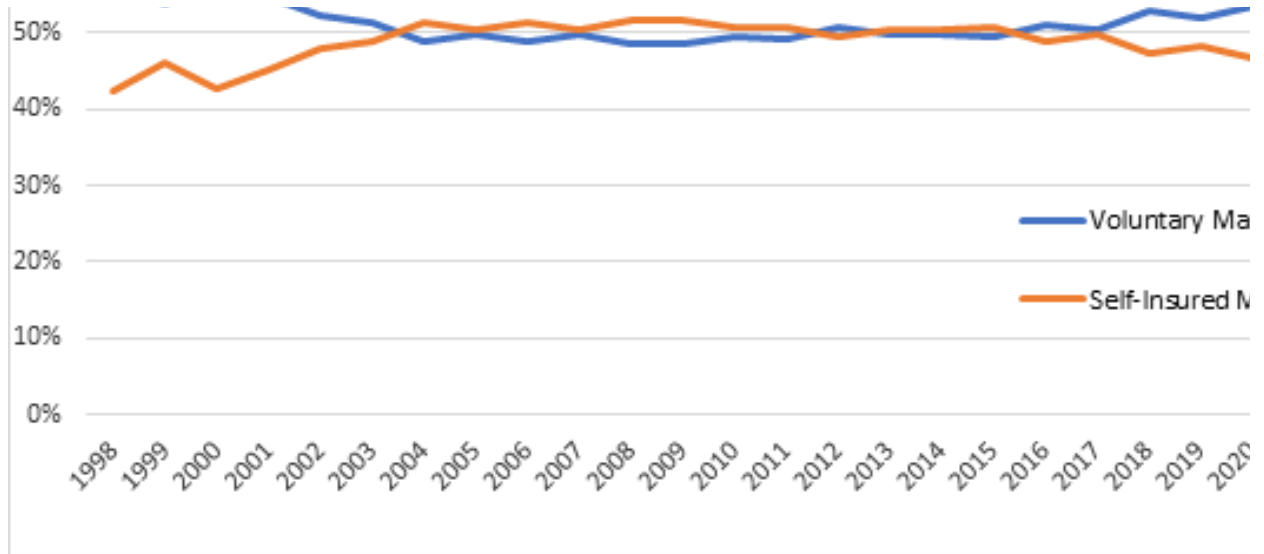
	FY2024	FY2023	Percent
Change			
Certificates Issued	5	7	-28.57%
Certificates Canceled	6	5	20.00%
Total Individual Self-Insurers	219	220	-0.45%

GROUP SELF-INSURANCE

	FY2024	FY2023	Percent Change
Certificates Issued	3,144	3,544	-0.78%
Certificates Canceled	4,282	4,155	-7.61%
Total Employers	28,489	28,955	11.16%

WC Market Trends

The graph below represents the total dollar amount actually paid for workers' compensation claims for Calendar Years 1998 through 2023, according to the Workers' Compensation Annual Assessment Report for Insurance Companies & Self-Insured Employers. As demonstrated by the graph, the market share has remained steady since 2005 when both markets had an equal split of the insureds in Alabama.



First Reports of Injury By County

FY2022% of Total

Nature of the Injury

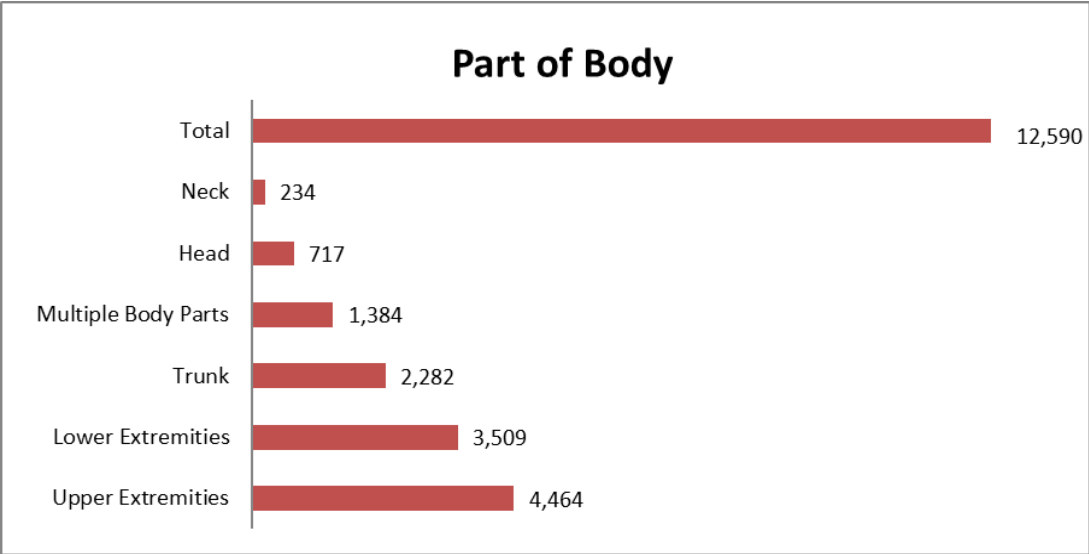
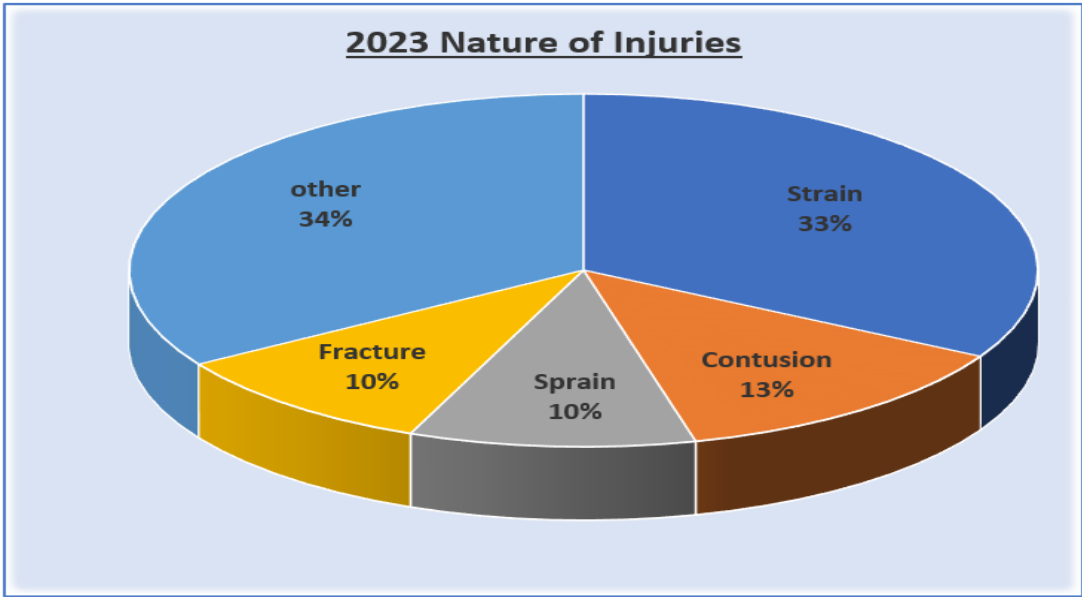
Out of the 12,590 lost time workers' compensation claims reported to the Alabama Workers' Compensation Division the following information displays the four most common types of injury.

	# of reports	% of total
Strain	4,171	33.13%
Contusion	1,625	12.91%
Fracture	1,239	9.84%
Sprain	1,280	10.17%
Other	4,275	33.96%

2023 Top Four Nature of Injuries

	<u>FY2022</u>	<u>FY2021</u>	<u>%Change</u>		
1	Autauga	37	54	-31%	0.29%
2	Baldwin	388	601	-35%	3.08%
3	Barbour	54	46	17%	0.43%
4	Bibb	17	19	-11%	0.14%
5	Blount	17	30	-43%	0.14%
6	Bullock	12	14	-14%	0.10%
7	Butler	57	41	39%	0.45%
8	Calhoun	143	159	-10%	1.14%
9	Chambers	32	30	7%	0.25%
10	Cherokee	30	33	-9%	0.24%
11	Chilton	38	34	12%	0.30%
12	Choctaw	14	21	-33%	0.11%
13	Clarke	37	40	-8%	0.29%
14	Clay	31	19	63%	0.25%
15	Cleburne	10	14	-29%	0.08%
16	Coffee	97	103	-6%	0.77%
17	Colbert	114	248	-54%	0.91%
18	Conecuh	22	31	-29%	0.17%
19	Coosa	11	9	22%	0.09%
20	Covington	57	90	-37%	0.45%
21	Crenshaw	25	28	-11%	0.20%
22	Cullman	94	119	-21%	0.75%
23	Dale	90	61	48%	0.71%
24	Dallas	52	68	-24%	0.41%
25	Dekalb	135	167	-19%	1.07%
26	Elmore	67	108	-38%	0.53%
27	Escambia	34	39	-13%	0.27%
28	Etowah	190	188	1%	1.51%
29	Fayette	18	32	-44%	0.14%
30	Franklin	55	55	0%	0.44%
31	Geneva	35	41	-15%	0.28%
32	Greene	5	3	67%	0.04%
33	Hale	11	5	120%	0.09%
34	Henry	25	32	-22%	0.20%
35	Houston	298	299	0%	2.37%
36	Jackson	69	63	10%	0.55%
37	Jefferson	1,977	2,073	-5%	15.70%

38	Lamar	23	33	-30%	0.18%
39	Lauderdale	113	193	-41%	0.90%
40	Lawrence	8	14	-43%	0.06%
41	Lee	268	325	-18%	2.13%
42	Limestone	321	227	41%	2.55%
43	Lowndes	10	8	25%	0.08%
44	Macon	14	16	-13%	0.11%
45	Madison	665	725	-8%	5.28%
46	Marengo	27	53	-49%	0.21%
47	Marion	49	58	-16%	0.39%
48	Marshall	157	157	0%	1.25%
49	Mobile	754	797	-5%	5.99%
50	Monroe	59	47	26%	0.47%
51	Montgomery	741	937	-21%	5.89%
52	Morgan	270	341	-21%	2.14%
53	Perry	8	5	60%	0.06%
54	Pickens	20	23	-13%	0.16%
55	Pike	51	71	-28%	0.41%
56	Randolph	13	12	8%	0.10%
57	Russell	73	58	26%	0.58%
58	Shelby	349	350	0%	2.77%
59	St. Clair	94	91	3%	0.75%
60	Sumter	13	11	18%	0.10%
61	Talladega	222	260	-15%	1.76%
62	Tallapoosa	58	63	-8%	0.46%
63	Tuscaloosa	397	445	-11%	3.15%
64	Unclassified	3,275	2,776	18%	26.01%
65	Walker	58	89	-35%	0.46%
66	Washington	21	22	-5%	0.17%
67	Wilcox	11	10	10%	0.09%
68	Winston	50	66	-24%	0.40%
	TOTAL	12,590	13,300	-5%	100%



Fatality Statistics

- During FY2023 there were 39 fatalities reported.
- Of the 39 fatalities 90% were males with an average weekly wage of \$1068.02.
- The average age was 46 with the oldest fatality being 74 years of age.
- 46% of all work-related deaths involved motor vehicle accidents.

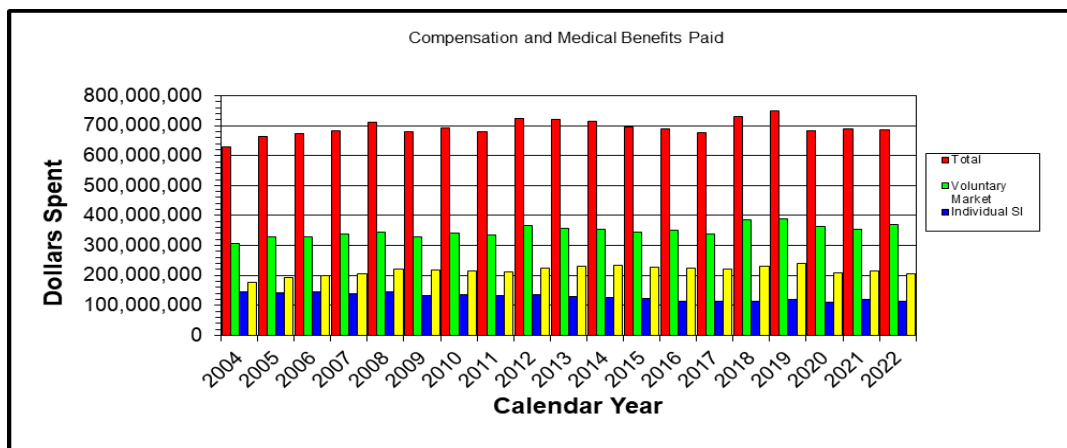
Fatalities Reported in FY2023

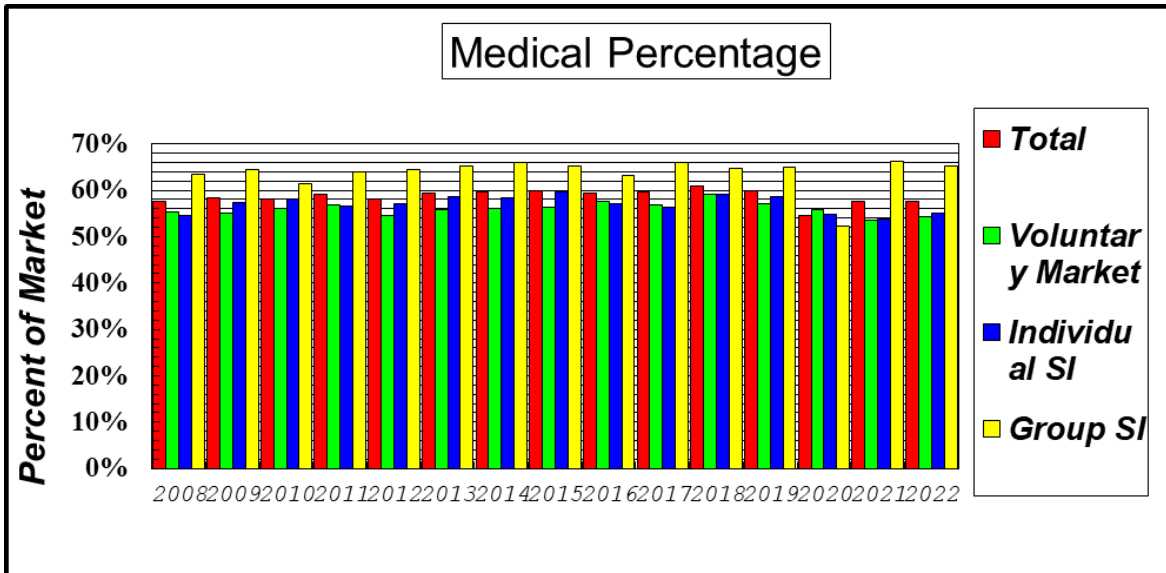
	FY 2023	% of Total
Transportation/Warehousing	9	23.08%
Manufacturing	7	17.95%
Retail Trade	5	12.82%
Construction	3	7.69%
Wholesale Trade	3	7.69%
Administrative & Support	2	5.13%
Arts, Entertainment, & Recreation	2	5.13%
Health Care/Social Assistance	2	5.13%
Public Administration	2	5.13%
Management of Companies & Enterprises	1	2.56%
Other Services (Except Public Administration)	1	2.56%
Real Estate & Rental & Leasing	1	2.56%
Utilities	1	2.56%
	39	100%

Compensation & Medical Benefits Paid

The first graph below represents the total dollar amounts actually paid for workers' compensation claims for Calendar Years 2004 through 2022, according to the Workers' Compensation Annual Assessment Report for Insurance Companies & Self-Insured Employers. These amounts were paid in the calendar year as specified below, regardless of date of original injury, and the totals represent both compensation and medical benefits paid.

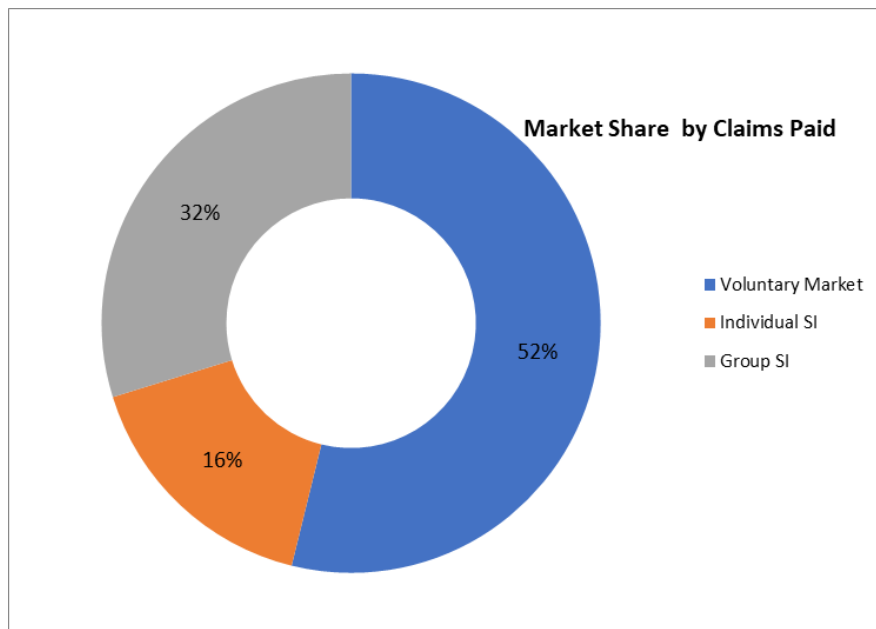
The second graph represents the medical percentage trend from 2008 - 2022.





2022 Market Share By Type

	Total WC Cost	Claims Paid	Medical %
Voluntary	\$370,291,850	54%	58%
Individual SI	\$112,673,455	16%	54%
Group SI	\$204,876,240	30%	55%
Total	\$687,841,850		



Legal & Government Affairs

Overview

The Legal and Government Affairs Division of the Alabama Department of Labor serves as primary legal counsel for the entire agency. In that regard, the division is responsible for providing legal advice and guidance to the Secretary of Labor and other staff members and rendering legal opinions and interpretations for all department-related policies, laws, and administrative rules. In addition, ADOL attorneys represent the department in all court matters, and review all contracts/agreements and memorandums of understanding.

Director of Government Affairs Arthur Ray serves as the governmental and legislative liaison between the department and local, state, and federal government along with business and labor groups, and monitors, evaluates, and assists in drafting department-related legislation.

The General Counsel and Assistant General Counsel have represented the Department before all Circuit Courts across the state, the Alabama Court of Civil Appeals, the Alabama Supreme Court, the United States Bankruptcy Court, the United States District Courts, the United States 11th Circuit Court of Appeals, and the United States Supreme Court. These cases involve the following:

- unemployment compensation benefit appeals;
- unemployment compensation overpayment cases;
- unemployment tax cases;
- workers' compensation compliance litigation;
- objections to subpoenas and requests for confidential or privileged departmental records;
- child labor enforcement cases;
- inspection violation cases (mining/elevator/pressure vessel);
- Board of Adjustment matters; and
- bankruptcy issues.

The Legal Division is additionally responsible for representing the department

in all human resource related matters, in-house termination or suspension proceedings, State Personnel Board hearings, and employment law related litigation.

During 2023, counsel for the Department made over 60 court appearances in state and federal courts and collected more than \$60,000 from overpaid unemployment claimants.



Information Technology

Overview

2023 has proven to be a busy year for the Information Technology Division. The focus continued to be on our mission to assist those served in realizing their goals and objectives by bringing to bear technologically responsible solutions designed in such a way that allows the citizens of this state to connect with and access the services offered by the Alabama Department of Labor.

Priorities

Collaboration has continued between ADOL and Netacent on many fronts. The release of the new Claimant Portal, which will bring a fresh approach to the claims taking process, is imminent as final testing is underway and all remaining issues are being remediated. This will replace not only the current RICl system used by claimants to file their internet claims but also the RICl Pro application utilized by call center staff and other departmental personnel to file and monitor unemployment claims, both of which have been in use for nearly two decades. Discussions regarding their development of an Employer Portal have also increased as of late. This system is being developed to assist not only employers in remaining compliant with all departmental requirements but will also allow Tax staff to interact with these employers and their accounts daily. When completed and deployed, it will replace the eGov application currently used by employers and staff for these and other purposes.

In other areas, the *Enterprise Architecture and Infrastructure Management Office* has continued making progress on many fronts:

The Office of Information Security continues to work on improving the overall security management stance. They are continually working to strengthen our security strategy by developing and improving upon current internal controls and auditing capabilities. As important, if not more so in today's world, are the very real possibilities of external threats seeking to do harm. Cybersecurity risk management remains a top priority and one that will continue to grow in the coming years. The division must continue to fortify defenses and reinforce response and recovery activities.

The Tele-Communications arm of the Office of Infrastructure Management has overseen the continued migration to the cloud-based telephony solution, Genesys Cloud.

The Cloud Services section continues to make progress as the division looks to increase its Azure presence. The migration to a cloud environment has proven beneficial and, at times, challenging. Their role of oversight and administration is key to our continued success. There are many benefits to be realized from operating in such an environment. The flexibility and scalability it allows for results in increased productivity and a tremendous reduction in the dependency on on-premises infrastructure. In addition, it allows for advanced security features that assist in putting forth an increased security posture. Many of the current development projects are geared towards such cloud deployments. This group works closely with those project teams to provide the cloud infrastructure necessary to support those activities.

In July of this year, ADOL Information Technology hosted RAVUS Cyber, in order to establish and strengthen the agency's disaster recovery posture. Not only has a critical comprehensive disaster recovery documentation been compiled, but while onsite a number of tabletop exercises geared at measuring adaptability and responsiveness to varying hypothetical situations were conducted. Members the Finance and Unemployment Compensation Divisions were brought in to take part and workshopped the communication processes that would govern the response to an actual event. The discussions concluded with the understanding that the agency should continue with these exercises, possibly on a quarterly basis to ensure continued preparedness should such an actual event occur. The intention is to continue the partnership with RAVUS in the coming years to further solidify the department's readiness.

In a continuation of the partnership with InfoTech, the division hosted a Knowledge Retention workshop in August. The workshop revolved around the processes that should be developed internally that will ensure continuity of operations in the face of an ever-changing workforce. A number of processes were discussed that could be utilized for gathering this information along with what information and from whom it should be gathered. The division has created a central SharePoint repository for the archiving of this information and have begun moving existing documentation to this location. Work will continue to debrief staff regarding their specific duties. While historically this information and these duties have been viewed more from the perspective of an individual rather than a role, this will ensure that the approach and documentation this from a role-based perspective going forward so as to prevent the issues of the past from recurring in the future. This undertaking will realistically take a year or more to complete based upon staff availability, but the benefits realized will be great.

In recent months, the division has begun taking a serious look at how the

department might benefit by increasing knowledge and developing expertise with Microsoft's Power Platform. Power Apps and Power BI could play a tremendous role in the goal of digitizing documents across the department. These tools will be invaluable in defining, creating, and reporting on the workflows that will be dictated by such document automation. Discussion with members of the Microsoft team and others to learn more about this technology and hope to begin realizing its benefits in the coming months is ongoing.

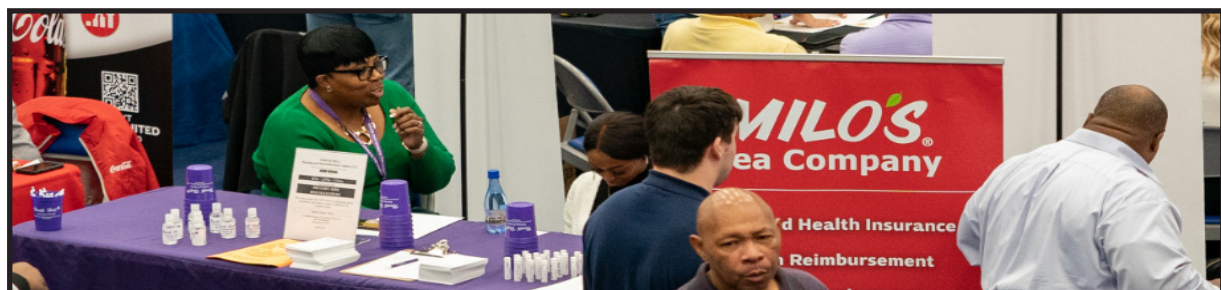
Finance/HR Modernization

The Finance and Human Resources divisions represent the only remaining mainframe footprint. This project, upon its completion, will officially bring an end to that era here at ADOL. There is a multi-faceted approach to this effort and there are various teams working on differing aspects. The Voucher module has been completed and Master Tables modules, much the backbone of the financial system continues. This project team is also currently undertaking development of the Time and Leave portion of the project.

There is another team developing the Supply and Inventory module that will replace the antiquated system currently existing on the mainframe. This team is also working closely with Finance to develop a replacement for the current Form 12 process that the department depends upon. These will both ultimately integrate with the overall modernization project design.

In conjunction with this project, though it will impact all applications going forward as well as transforming the way in which the department works, the division is working with Microsoft and OIT on implementing a Single Sign On solution that will allow for tremendous flexibility if the need to permit remote working is ever required. The need for this was spotlighted during the pandemic when non-essential employees were required to go home. The goal here is to establish a secure single point of entry that allows employees to access remotely the various internal applications that they need to perform their assigned duties.

Lastly, and much a part of the HR modernization effort, a team has developed a badly needed replacement for the current Training application used by the Training section of the Human Resources Division. Phase I of this system,



tentatively scheduled for release before mid-December 2023, will provide for much greater flexibility in all aspects of establishing classes and enrolling participants but also provide for much more robust communication with those enrolled. The team has also ensured that there will be a much stronger reporting component available in this release. The current plan is to allow training staff to become acclimated to the new system and ensure that any issues are fully remediated before initiating Phase II, which as of now is expected to build in the capability that allows for employees to request training as desired.

Public Records

Earlier this year, pursuant to an executive order signed by the Governor, IT collaborated with the Communications Office and the Legal Division to develop a portal that allows records requests to be made by members of the public. The division also sought to work with Tyler Technologies, formerly Alabama Interactive, to process all payments required for such requests. An internal dashboard was created that allows those designated as admins to assign, reply to, and fully track these requests until completion.

There are many other projects that are currently underway at this moment and the Project Management Office (PMO) works diligently to ensure that each one remains on track and makes steady progress each day. The adoption of Scrum as an approach to project development in recent years has proven exceptionally beneficial to all development activities.

Additionally, a project recently commenced that will result in the restructuring of the Information Technology Division. The necessity of this not only being undertaken but accomplished in a meaningful way is long overdue. The organizational structure as it stands today, in many ways, is the result of neglect and that of an era long past. As the landscape of information technology has continued to change at a greater and greater velocity, steps have not been taken internally to maintain pace. With an ever-increasing genesis of new and emerging disciplines never imagined in recent years, coming to light seemingly monthly, chances are the division cannot continue to be successful without taking appropriate steps now to chart a new course forward. Work on this IT executive-level project began mid-September of this year and is currently well underway. A team of senior-level managers were convened and charged with developing a new divisional organizational structure that more accurately reflects a modern-day IT design and better positions us to adapt to the changing landscapes of the future. Due to decades of stagnation, this initial transformation will be a monumental endeavor. However, once completed, future adaptations will be more readily implemented thus leaving the IT division and this department in a more stable and formidable position. This has been coordinated with the Human Resources Director and once the initial design of the structure was established, it was presented to the executive team seeking feedback. Work continues as the division now moves to establish roles, working titles, and corresponding classifications. Though there is exceptional progress, the concern is not one of speed but instead that of ensuring that a deliverable that will serve this department well into the future will be established.

HUMAN RESOURCES

Overview

The Human Resources (HR) Division is responsible for managing and coordinating the Alabama Department of Labor's (ADOL) human resources operations for approximately 786 employees.

The primary areas of responsibility include processing and monitoring all personnel transactions (e.g., newly hired employees, employee transfers, promotions, demotions, separations, etc.); progressive discipline and oversight; donated leave; military leave; annual and sick leave management; annual and probationary performance appraisals; and policy interpretation, development, and implementation. In addition, HR provides direction regarding SECTIF, Employee Assistance Program (EAP), and Family Medical Leave Act (FMLA) and works closely with the agency's Finance Division in ensuring all transactions are maintained within the assigned budget for service areas.

HR also serves as the liaison with the Retirement Systems of Alabama, the State Employee Insurance Board, the State Comptroller's Office, the Ethics Commission, and the State Personnel Department for information, updates, and other changes that are to be disseminated throughout the agency. HR is responsible for ensuring all federal and state laws are followed as they relate to these activities.

At the end of the fiscal year, HR completed a total of 578 personnel transactions to include hirings, promotions, transfers, name and address changes, and separations. The agency's turnover rate fell from 18% in the 2022 fiscal year to 6% for the 2023 fiscal year.

TRAINING SECTION

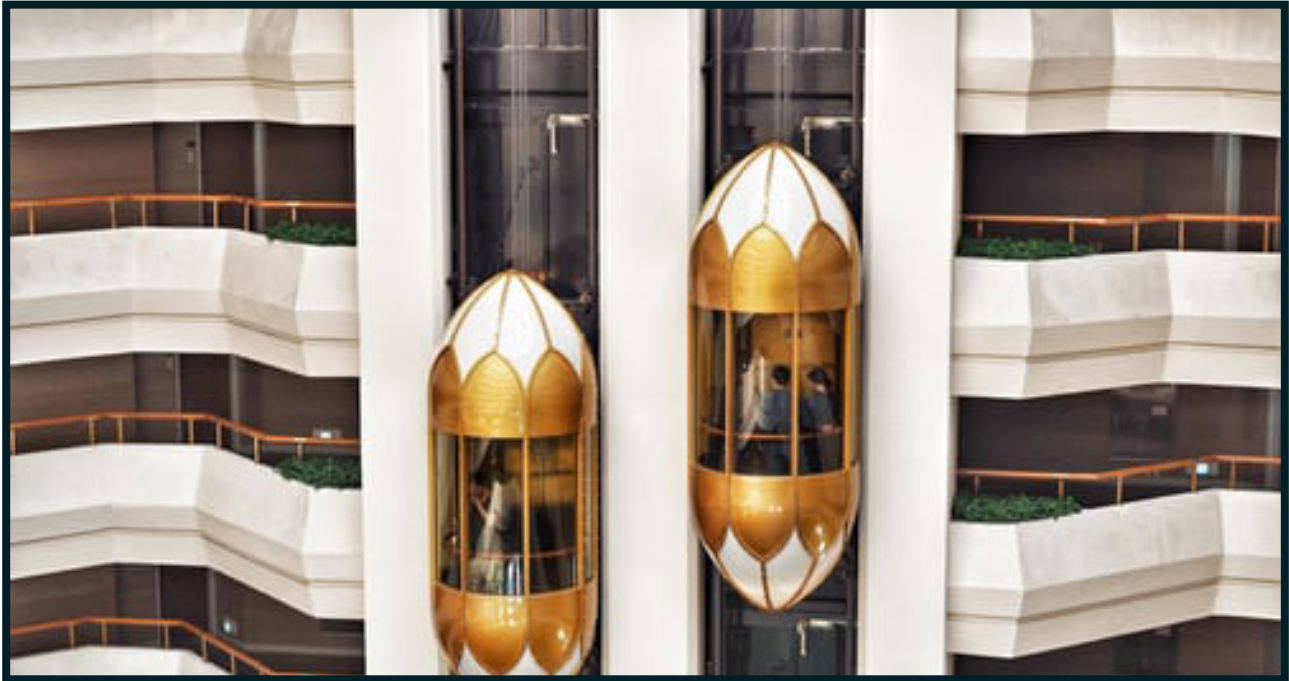
The Training Section operates under the HR Division and is responsible for coordinating training needs, assignments, and approvals throughout the entire department. During the last fiscal year, they continued to work to ensure that training was available on the intranet, coordinated with State Personnel when training was available both virtually and in-person, and coordinated the Threat Advice/FTI training which is mandatory for all employees to complete each year. The Training Section also maintains the Training Database for the department.

During the FY2022, the Training Section had some significant achievements. First, the training physical property and recording equipment were upgraded. Ever changing advancements in technology coupled with our statewide workforce mandated the need for recording equipment that would allow us to provide better, more frequent, and more widely available training for our employees.

ADOL's Training Section held classes both in the Central Office and on the road in order to provide training opportunities for those not only in the Montgomery area but also those in field offices. Two thirds of our total staff members received in house training during this fiscal year and the resulting evaluations were stellar. Classes that continued from the prior fiscal year included FMLA, Time & Attendance, Professionalism, Performance Appraisal, Progressive Discipline, and Hiring, Firing, and Some Things in Between. New classes this fiscal year included New Supervisor Training, ADA Reasonable Accommodation, and ADOL Grievance Process training. The Training Section collaborated with the Equal Employment Opportunity Manager who developed and presented the latter two trainings. The Training Section is looking forward to the continual strengthening of the ADOL training program in the next fiscal year.

The Training Section also coordinated onsite wellness checks, blood drives, and flu clinics for employees.

Inspections Division



BOILERS, ELEVATORS, & CHILD LABOR

When the Alabama Legislature charged the State Labor Department with administering new state elevator and boiler safety inspection codes, it also created two professional advisory boards to enact rules and regulations and provide program oversight, the Alabama Board of Boiler and Pressure Vessels and the Alabama Elevator Safety Review Board. Board members are appointed for staggered terms.

BOARD OF BOILERS AND PRESSURE VESSELS

- **Paul Bourgeois**, Chairman, Travelers Insurance Co., Northport (insurance companies)
- **Fitzgerald Washington**, Secretary, Alabama Dept. of Labor (government)
- **Dr. David F. Dyer**, Auburn University, (public/engineering schools)

- **Lance Coven**, Mitternacht, Mobile (owners and users of pressure vessels)
- **Corey Smith**, Georgia Pacific, Brewton (owners and users, power boilers)
- **Jeremy Peters**, Rheem, Montgomery
- **Gene Caravan**, International Paper, Prattville (owners and users, power boilers)
- **Steve Speed**, Boilermakers, International Representative, Jasper (labor)
- **John Adams**, ADCO, Birmingham (heating contractors)

STATE BOILER AND PRESSURE VESSEL INSPECTORS

- **Eddie Wiggins**, Chief Inspector
- **James E. Dye**, Supervisor Inspector
- **Michael K. Shaw**, Deputy Inspector
- **Kenneth D. Puckett**, Deputy Inspector
- **Rustin S. Cox**, Deputy Inspector
- **Randall Fleming**, Deputy Inspector
- **Mark Herring**, Deputy Inspector



ELEVATOR SAFETY REVIEW BOARD

- **Eric Moore**, Chairman, Auburn University, Auburn (professional licensed engineers)
- **Fitzgerald Washington**, Secretary, Alabama Dept. of Labor (government)
- **Christopher Wilbanks**, Birmingham (elevator manufacturers)
- **J. T. Ray**, Ashville (elevator service providers)
- **Brent Marley**, UA, Tuscaloosa (building owners & managers assn.)
- **Marty Gilbert**, Planning and Engineering, City of Hoover (municipalities)
- **Latoya Beard**, UAB Hospital, Hoover (public)
- **Philip R. Meadows**, Montgomery (physically disabled community)
- **Lee Alley**, Robertsdale (labor)
- **Mary Melissa Taddeo**, Auburn, (architects)

STATE ELEVATOR INSPECTORS

- **Eddie Wiggins**, Chief Inspector
- **Daniel S. Chandler, Jr**, Supervisor Inspector
- **Anthony E. Barry**, Deputy Inspector
- **David A. Baccus**, Deputy Inspector
- **Frank (Scott) Mato**, Deputy Inspector



CHILD LABOR ENFORCEMENT

- **Adam Strickland**, Supervisor Child Labor Inspector
- **Thomas Catrett**, Child Labor Inspector

OFFICE STAFF

- **Natasha Fields**, Executive Assistant, ASA III
- **Kara Smith**, Office Manager, ASA III
- **Debbie McLain**, ASA I
- **Cecily Hudson**, ASA I

BOILERS & PRESSURE VESSELS

When the boiler and pressure vessel safety inspection program was established by the State Legislature in 2000, Alabama became the 49th state in the nation to begin conducting boiler and pressure vessel safety inspections. The Alabama Department of Labor estimates Alabama has 23,636 registered boilers and pressure vessels. During FY 2023, a total of 12,924 inspections were performed by state and insurance inspectors. 1,246 violations were found, and 1,549 were corrected. There were 1,301 new boiler permits received and 11,822 certificates issued during the reporting period.

From the 1840s-1920s around 50,000 people a year were killed in boiler explosions and thousands more injured, giving rise to boiler safety inspection programs. Modern day pre-emptive safety inspections by state governments and insurance companies have reduced boiler explosion fatalities nationwide. Governments and insurance companies have reduced boiler explosion fatalities nationwide.

Most common Alabama boiler violations:

- Safety Relief Device not working;
- Carbon Dioxide Monitor not installed;
- Remote shutdown not installed;
- Installed without permit.



Boilers and pressure vessels with serious violations, such as safety relief device not working, are shut down immediately. Minor violations require a 30-day completion schedule.

There were several changes made by the Boiler Pressure Vessel Board to the Alabama Boiler Administrative Code which included inspections of potable water heaters located in public entity buildings (schools, state, county, municipal buildings) to further increase public safety. Our department and the Boiler Board continues to promote public safety for the people of Alabama.

ELEVATORS & ESCALATORS

When the Legislature adopted an elevator safety inspection code in 2003, Alabama became the 44th state to institute a safety inspection program for passenger lift devices. The program became fully functional in June of 2004. Before passage of a statewide bill, only the City of Birmingham inspected elevators.

Elevator accidents are much more frequent than boiler malfunctions. Across the country about 30 people lose their lives each year in elevator accidents and another 17,000 are injured. The incident rate is probably not that surprising given the fact that more people use elevators each day than all other forms of transportation put together including planes, trains, and automobiles.

Escalators also cause injuries, especially for children. According to the U.S. Consumer Product Safety Commission, escalator accidents result in more than 10,000 reported injuries per year.

The Alabama Department of Labor estimates Alabama has 11,446 elevators and 147 escalators. During FY 2023, state and private inspectors conducted 12,139 safety inspections on elevators and escalators in Alabama. In the process, 8,930 violations were uncovered and 7,346 were corrected with new code violations found each day. There were 1,545 new elevator permits received and 11,132 Certificates issued during the reporting period.

Most common Alabama elevator violations:

- Annual and five-year safety checks past due;
- Maintenance logs missing;
- Inoperable / missing communication device in elevator;
- Emergency lighting / alarm bell not working.

A combination of these and other violations could require an immediate shut-down. Owners are required to complete most violations within 30 days.

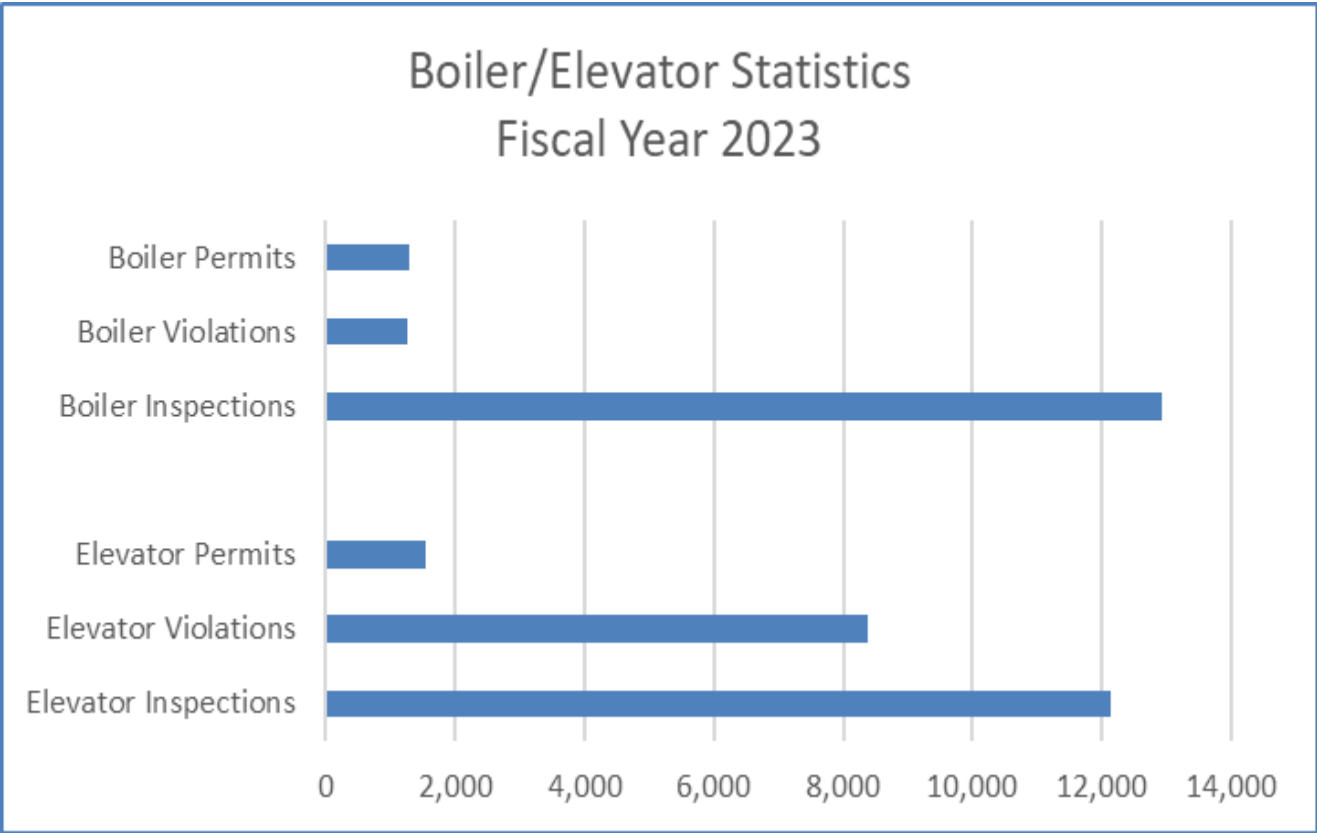
During FY 2023, the Elevator Safety Review Board made several changes to the Elevator Safety Rules which resulted in increased safety standards along with millions of dollars of savings to elevator owners in Alabama.

Covid-19 Effect

Although Covid-19 continued to affect Alabama during the FY 2023, we experienced no change in our safety inspections, violations and permits.

Our Inspection Department was able to maintain less than .05 % overdue inspections in the Boiler/Pressure Vessel department and less than 2.0 % overdue inspections in the Elevator department due to the exceptional efforts of the Deputy inspectors and our office staff.





CHILD LABOR ENFORCEMENT

State law currently allows children ages 14 and 15 to work only until 7:00 p.m. during the school year and 10:00 p.m. for those 16, 17 and 18 years old who are still enrolled in high school.

Minors under the age of 18 are prohibited from working in many hazardous occupations. Eight Alabama teenagers have died in prohibited work-related activities since 2000.

In FY 2023, Child Labor Enforcement continued to conduct training for teachers, business owners, and community stakeholders to improve compliance. However, due to labor shortages there has been an increase in the number of teens being hired, which resulted in more violations being identified. Many businesses who never hired minors under the age of 16 have begun doing so. An investigation into undocumented minors working in an auto industry supply chain has continued. As the number of migrants has increased, the quality of counterfeit identification has progressed as well. It has become increasingly difficult to identify those who may be working using stolen iden-

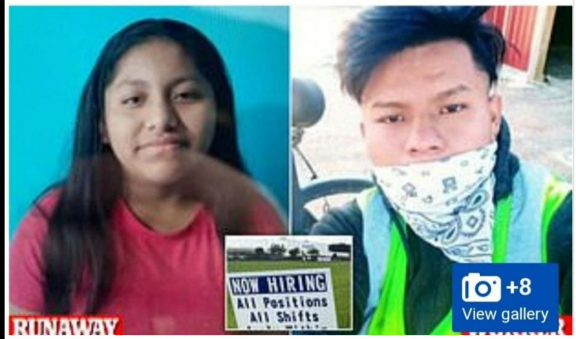
tification. We continue working with other agencies to pursue employers who may be working undocumented minors in exploitative conditions. Fortunately, there were no deaths or significant injuries involving minor employees reported this year.

What Does Child Labor Enforcement Do?

- Follows up on complaints. These complaints involve multiple issues including record keeping, hour violations, prohibited occupations, alcohol, and underage minors.
- Randomly inspects businesses for compliance.
- Works with other Federal and State agencies on investigations involving underage minors working prohibited occupations.
- Conducts trainings for new employers and those who have first offenses.
- Issues civil money penalties that are returned to the General Fund.
- Trains 400+ Career Technical Teachers, in four separate sessions each year (as required by the Department of Education).
- Partners with other state and federal agencies to facilitate pre-apprenticeship programs.
- Participates in the Annual Fire Explorer Junior Cadet training at the Alabama Fire College.
- Writes, designs, and updates all posters, brochures, forms, and other publications which are provided to every school system in the State.
- Answers calls and emails from the public, businesses, and school officials.
- Conducts training for employers upon request.

Cops discover as many as FIFTY children as young as 12 working at Hyundai assembly plant in Alabama after they launched search for girl, 14, who ran away with 21-year-old worker

By Stephen M. Lepore For Dailymail.Com and Reuters
09:34 EDT 22 Jul 2022 , updated 13:58 EDT 22 Jul 2022



FISCAL YEAR 2023

- 967 inspections of businesses were conducted.
- 397 violations were identified.
- \$62,900 in civil money penalties were collected.
- \$156,255 in fees were collected for Child Labor Certificates.

The Washington Post
Democracy Dies in Darkness

ECONOMY

Child labor violations soared in fiscal 2023

The Labor Department found 5,792 kids working in violation of child labor laws in the fiscal year that ended Sept. 30



By [Lauren Kaori Gurley](#)

Updated October 19, 2023 at 5:20 p.m. EDT | Published October 19, 2023 at 2:00 p.m. EDT

HEARINGS & APPEALS

OVERVIEW

The Hearings and Appeals Division's mission is to provide due process to the interested parties of a contested unemployment compensation claim in the most efficient and expeditious manner, and to render reasonable and unbiased decisions in accordance with federal and state statutes for unemployment compensation laws. Division operations involve reviewing appeal requests for validity and timeliness of filing, creating appeal files for entry in the agency database, conducting administrative hearings, and rendering decisions.

The appeal decision of the lower authority is appealable to the Board of Appeals. The conduct for the administrative hearing is governed by federal and state statutory and common laws for due process as stipulated in Title III of the Social Security Act of 1935, for a right to a fair hearing for all individuals whose claims for unemployment compensation benefits are denied, as well as employers whose unemployment tax charges are calculated based on the payment of benefits.

FISCAL YEAR 2024

During FY 2024, the Hearings and Appeals Division conducted hearings and issued decisions on 126,883 appeal cases for regular state unemployment compensation benefits (UI), unemployment insurance for ex-service members (UCX), and unemployment compensation for federal employees (UCFE). The employer filed 52.14% of the appeals on these programs while the claimant filed 47.86%.

Of the decided appeals cases involving the aforementioned programs, the hearing officers ruled in favor of the appellant in 19.26% of the cases. Rulings in favor of the claimant appellant occurred in 13.38% of such cases and the employer appellant was favored in 25.66% of those cases. 80.74% of the appeal decisions affirmed the determinations of the Unemployment Insurance Division adjudicators

Of the issues addressed in the decided appeal cases, 13.70% were appeals on voluntary quit separations from work, 16.28% involved discharge for misconduct, 6.14% pertained to a claimant's ability to perform and availability for work, and 64.88% for issues categorized as "other." The "other" category includes issues relating to refusals of suitable work, monetary determinations, reporting requirements, overpayments, alien status, and any other issues excluded from addressing a cause for separation from work.

Appeal cases decided on COVID-19 related claims for FY 2023 totaled 4,186. There were 2,768 decisions issued on claims for Pandemic Unemployment Assistance and 1,418 for Pandemic Emergency Unemployment Compensation (PEUC). The employer is not subject to benefit charges on PUA claims. Therefore, they are not an interested party to an appeal case. Thus, there is no statistical data recorded for employer appeals specifically regarding claimant eligibility for the PUA program. Recorded data shows the claimant as the appellant in 56.06 % of the appeal decisions for PEUC benefits, and the employer appealed in 43.94 % of the decided appeal cases for the same benefit program.

Following the debut of a revamped online portal for filing appeals during the 2023 fiscal year, enhancements to this portal were made available to claimants during the 2024 fiscal year. Claimants are now able to monitor their appeals from their unemployment portal application and may submit feedback regarding their scheduled appeals through this portal. It is intended to continue expanding the services and capabilities of the appeal portion of the unemployment during FY 2025, with our eventual goal involving full hosting of the appeal process within the portal, including the secure storage of appeals-related documentation, secure electronic notification of interested parties regarding scheduled hearings through the application, and notification of these parties regarding hearing officers' decisions through the same electronic notification process.

The 2024 fiscal year also saw the Hearings and Appeals Division begin discussions with ADOL's Information Systems Division, along with a third-party vendor, regarding the potential use of artificial intelligence to enhance the decision-writing process for hearing officers over the course of the upcoming fiscal year. Should this venture prove to be successful, our division would expand our efforts to incorporate artificial intelligence into other aspects of our operations.

PEUC BY APPLICANT TYPE

September 2023: 109 (48 claimant/61 employer)

August 2023: 125 (37 claimant/88 employer)

July 2023: 106 (42 claimant/64 employer)

June 2023: 146 (58 claimant/88 employer)

May 2023: 144 (69 claimant/74 employer)

April 2023: 129 (71 claimant/58 employer)

March 2023: 161 (125 claimant/36 employer)

February 2023: 153 (123 claimant/30 employer)

January 2023: 197 (156 claimant/41 employer)

December 2022: 138 (110 claimant/28 employer)

November 2022: 125 (105 claimant/20 employer)

October 2022: 150 (134 claimant/16 employer)

Employment Services



Find a job

Search The Alabama Department of Labor's job postings to find a position by job title, company, occupation, military code, and other criteria. You can also search by a specific geographic job radius, minimum acceptable salary, education level, and occupation group. Our virtual recruiter can help narrow down the results for you.

[SEARCH FOR A JOB](#)

OVERVIEW

The Employment Service Division of the Alabama Department of Labor (ADOL) is a core partner in the Workforce Investment and Opportunity Act (WIOA) and cornerstone in Alabama's Career Center System (ACCS) comprising 56 points of service statewide. Career Centers serve as the gateway to the state's job and labor markets delivering basic labor exchange services, individualized services to make those with employment barriers job-ready, and training services to jobseekers lacking marketable job skills sought by employers. In Program Year (PY) 2023 Alabama's Career Center System registered 60,482 new jobseekers with 325,159 customer visits (both in-person and virtual) in search of job assistance. During this same period, 3,916 employers posted more than 74,078 job postings representing more than 99,412 job openings.

As a partner in the Alabama Career Center System, ADOL works with other partners to build a customer-friendly system providing jobseekers and employers with a full range of seamless employment and training services in 56 "One-Stop Career Centers" located throughout the state. Services may be either self-directed by the customer or staff-assisted by professional staff available in all Career Centers for assistance. Access to basic online workforce services is also available at AlabamaWorks.Alabama.gov.

Resource areas are located in all Career Centers offering customers access

to high-speed internet and software designed to aid jobseekers, along with a vast array of resource materials, including the latest labor market information to assist career and job searches and to assist employers in finding a quality skilled workforce.



Computers are equipped to offer registration assistance to the state's automated labor exchange, résumé preparation, labor market / career / information / exploration, as well as a wide range of online resource material and tutorials for job-related assistance.

ADOL continued to reinforce Career Center branding through collaboration with state's media and local government entities to sponsor major job fairs in 2023. An event was hosted at Lawson State Community College and the Central Alabama Community College. The Lawson State event was the Governor's Fifth Annual Job Fair for People with Disabilities. Major events such as these have spawned local grass-roots job fairs at Career Centers statewide attracting thousands of jobseekers and hundreds of employers.

MARKETING

Marketing efforts driven by ADOL remained robust in 2023, with print, digital media, and billboards used to increase public awareness of Career Center services available to jobseekers and employers, particularly in areas with high unemployment.

Alabama is a proud partner in the American Job Center Network, www.jobcenter.usa.gov, designed to unify and brand workforce services as part of a single national network, and AlabamaWorks, www.alabamaworks.com, designed to unify and brand workforce services in Alabama as part of a single state network. The Career Center System and AlabamaWorks! (AW!) brands are part of the Alabama Works branding for workforce development in the state.

Recognition of the immense potential of social media to expand outreach to a vastly wider audience now has all Career Centers with a Facebook page.

ADOL was reaffirmed this year with all seven Regional Boards again selecting ADOL-ES as the one-stop operator and provider of WIOA Title I services for each region.

ADOL strengthened its management structure of the Career Center System with the addition of three area managers, allowing each region to have its own dedicated manager.

ADOL marketing and services to attract and make Alabama’s workforce “job-ready” continue to positively impact the state’s economy with the unemployment rate dropping to a near historical low of 2.3.% in October of this year.

Staff capacity building, emphasized in WIOA, particularly for front-line staff, continued this year with a continued emphasis on customer service. Staff will be provided with the knowledge and skills required to serve jobseekers and employers under the newly implemented WIOA.

ALABAMAWORKS!

Driving Alabama’s workforce development system is AlabamaWorks!, an internet-based, customer-driven service delivery system www.alabamaworks.alabama.gov, featuring self-service options for jobseekers and employers. AlabamaWorks! (AW!) reports a total of 833,903 total visits recorded to the site while 749,150 Career Center services have been performed in PY 2022.

For jobseekers, AlabamaWorks! offers around-the-clock access for registration, job search, online résumé creation, automatic e-mail notification when skills match employer openings, and, in some instances, direct employer contact. AW! offers the ability to upload a résumé to the system and conduct job searches.

Jobseekers use AW! to post résumés, to search for job openings, and to receive automatic e-mail notifications when job requirements match jobseeker skills. More than 35,842 new resumes were posted while 43,128 résumés were updated during PY 2022.

5 MOST COMMON RÉSUMÉ OCCUPATIONS	NUMBER
Heavy, Tractor-Trailer Truck Drivers	2,057
Helpers - Production Workers	1,885
Customer Service Representatives	1,837
Labor and Freight Stock, Materials Mover	1,068
Office Clerks, General	913

Jobseekers use AW! to post résumés, to search for job openings, and to receive automatic e-mail notifications when job requirements match jobseeker skills. More than 35,842 new resumes were posted while 43,128 résumés were updated during PY 2022.

Employers use AW! to post and manage job openings, search for qualified workers, and to receive automatic e-mail notification when job requirements match jobseeker skills. In PY 2022, 43,886 individual employers have viewed over 42,974 jobseeker résumés.

More than 98 ONET job occupations from 4,482 employers were available in PY 2022, representing more than 143,924 job openings

More than 99 ONET job occupations from 6,000 employers were available in PY2020, representing more than 159,156 job openings.

AW! includes jobs from the Direct Employers National Labor Exchange (www.usnlx.com) in addition to jobs directly listed by employers with the Alabama Career Center System. The National Labor Exchange represents the job openings available through an array of leading global employers. Jobs from National Labor Exchange also include jobs in Alabama from USAJOBS, www.usajobs.gov, the federal government's official one-stop source for federal jobs and employment information.

Empowerment of the users of Alabama's Labor Exchange system to self-direct job and worker searches has opened access to the public labor exchange system, making it truly a "customer demand-driven" system. Success in this shift in service delivery is borne out in the numbers of jobseekers and employers served by the system with 39,445 new jobseeker accounts and 3,010 new employer accounts established this program year. Automation and streamlining of the delivery of workforce development services continues to position the Alabama Career Center System as the "gateway" to Alabama's job and labor markets.

For PY 2022, more than 26,256 jobseekers, after receiving employment services through the Career Center System and exiting, remained employed through half of the Program Year representing over two-thirds (76.63%) of all jobseekers exiting the labor exchange system during this period. 74.26% were still employed a year after exiting the system with a job. Median earnings for all exited jobseekers were \$6,662.76 for the year.

Responsive adaptation to change serves to support and strengthen the mission of the Employment Services Division to achieve a customer-focused, technologically advanced, outcome-driven workforce delivery system that provides high standards of customer service and satisfaction.

REEMPLOYMENT SERVICES

The RESEA Program is designed to reduce the duration of joblessness for unemployment compensation claimants. This is accomplished through quick, early intervention by Career Center staff with UI claimants profiled as most likely to exhaust UI benefits. These claimants are mandated to visit a Career Center for an orientation to services and an interview to have staff assess their needs and offer services designed to return them to work as quickly as possible.

These services may include: review of job search efforts, orientation to Career Center services, provision of labor market and career information, skills assessment, employability development plans, job search plans, résumé preparation, job search workshops, intensified job development and placement services including assessment/transferability tools which are provided online to claimants by the Career Center and a UI eligibility review.

Alabama's RESEA program operates statewide with 34 full-time Career Centers providing designated RESEA services to profiled UI claimants. In PY 2023, there were 8,123 RESEA claimants scheduled to visit Career Centers for services with 68% or 5,550 completing all services.

BUSINESS CONTACTS

In PY 2023, 8,483 noted promotional business contacts were made by Career Center staff with Alabama employers. The Business Services program has trained Business Service Representatives who focus outreach to both new employers and those not previously using Career Center services to help solve workforce problems. This outreach produced 2,217 new employer accounts, 152,796 successful staff employer services, and 66,927 new and edited job orders.

Employers are apprised of services, programs, and assistance available through the Career Center System to include on-the-job training (OJT), work-based learning, and incumbent worker training programs and apprenticeship opportunities to help in meeting their workforce needs. The goal of the Business Services initiative is to help employers take advantage of programs in order to grow and create jobs. In turn, employers' feedback is used to adjust services or develop new services to better serve employers. Virtual services are available when desired or needed.



RAPID RESPONSE

Rapid Response activities provided by Career Center staff support the State's Rapid Response Team in providing assistance to the business community and workers affected by layoffs or plant closings in the state. Career Center staff participate in group employee meetings as key members of the State's Rapid Response Team to provide information and direction to dislocated workers relative to Career Center services, including UI registration, job search registration, résumé preparation, online job search, job placement, veteran's services, labor market information, and when necessary and appropriate, conduct dedicated on-site job search workshops.

The Rapid Response team assisted workers at 30 major closing and layoffs affecting 4,391 dislocated workers in PY 2023.

TRADE ADJUSTMENT ASSISTANCE

Trade Adjustment Assistance (TAA) allows workers whose jobs have been affected by foreign competition to receive a variety of benefits and reemployment services. The goal of the Trade Act is to assist dislocated workers in obtaining suitable (family-sustaining) employment from a combination of reemployment services and possibly training, employment and case management services, job search allowances, relocation allowances, and income support in the form of Trade Readjustment Allowances (TRA). Reemployment TAA (RTAA), which provides wage supplements for reemployed older workers whose reemployment resulted in lower wages than those earned in their trade-affected employment, may also be available.

TAARA

Trade Adjustment Assistance Reauthorization Act of 2015

Under TAARA, displaced workers may be eligible for:

- ✓ TRAINING
- ✓ JOB SEARCH ASSISTANCE
- ✓ RELOCATION ASSISTANCE
- ✓ HEALTH COVERAGE TAX CREDIT

TAARA IS A USDOL PROGRAM. FOR MORE INFORMATION, VISIT [DOL.GOV](https://www.dol.gov).

A TAA petition may be filed by any of the following: a group of three or more workers, an employer of a group of workers, a union, a state workforce official, a Career Center Operator/Partner, or another duly authorized representative.

In PY2023 there were no US DOL certified new TAA Petitions in Alabama. This is due to USDOL TEGL 13-21 which advised the authorization of expiration of TAA effective July 1, 2022. 165 adversely affected workers received services from a Career Center, and 36 received classroom training. RTAA wage subsidies were paid to 14 workers who found employment paying wages lower than previously earned.

SUPPLEMENTAL NUTRITION ASSISTANCE

During PY2023, 7,715 SNAP recipients visited a Career Center receiving 63,292 services. These services included: résumé preparation assistance (6,158); labor market assistance (4714); and referral to WIOA services (1777).

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES

During PY2023, 125 TANF recipients visited a Career Center receiving 1,111 services. These services included: résumé preparation assistance (104); labor market assistance (78); and referral to WIOA services (25).

FOREIGN LABOR CERTIFICATION

The Foreign Labor Certification (FLC) Unit of ADOL assists the U.S. Department of Labor, Office of Foreign Labor Certification, to recruit U.S. Workers for available jobs, and

if there are no US Workers, to assist with the conduct of the H-2A Temporary Agricultural Visa Program for nonimmigrant foreign workers. This is done by posting job orders in the state's automated labor exchange with available openings and by conducting agricultural pre- occupancy housing inspections for the workers who do not live within commuting distance of the work site and promoting outreach.

In the most recent year, ADOL received 217 new intrastate job orders identified as H-2A, representing 2,447 workers. The FLC has documented 1,672 noted employer outreach contacts to market program services.

In response, FLC staff inspected 472 dwellings, with occupancy approved for 4,924 workers. In some cases, the employer houses the workers in commercial properties, such as hotels, which are inspected by the local Health Departments and do not require a separate inspection by FLC.

FLC works directly with the employer or his agent or attorney to ensure that labor certification applications meet regulations and guidelines mandated by federal and state laws and U.S. Department of Labor Employment Service guidelines.

The FLC unit also assists US DOL with the H-2B Temporary Non-agricultural Visa Program, serving a customer service role responding to employer inquiries and dissemination of comprehensive information concerning the program and guidance in the filing process. In the most recent year ADOL received 239 new intrastate job orders identified as H-2B, representing 10,579 job openings.

The FLC unit provides annual virtual training on addressing Farmworker Complaints as well as setting a goal to visit each Career Center in person to discuss the entire FLC process and answer questions.

WORK OPPORTUNITY TAX CREDIT

The Work Opportunity Tax Credit (WOTC) program is a federally funded program that provides incentives to businesses to hire individuals who have historically faced barriers to employment. The benefits of WOTC are twofold: it is an aid in helping targeted job seekers find and retain employment, and it saves employers money by reducing their tax liability. Private-sector employers can reduce their tax costs by employing individuals from any of fourteen targeted WOTC designated groups. These include: TANF recipients, food stamp recipients, ex-felons, SSI recipients, veterans, and those with disabilities, among others.

Alabama WOTC issued 28,919 certifications from January 1 through November 13, 2024. This represents a potential tax savings of at least \$77,367,400.00 for Alabama employers.

WOTC continues to work with the Social Security Administration (SSA) to verify the qualifications of both supplemental security income and ticket-to-work program on applications with these targeted WOTC groups. WOTC works with the Alabama Department of Human Resources to verify the qualifications of for applicants who received their SNAP/TANF benefits in the State of Alabama, the criminal justice system, and the Alabama Department of Rehabilitation Services for applicants placed in jobs through the Alabama Vocational Rehabilitation Services. Alabama WOTC continues efforts to eliminate the need for “hard-copy” applications by providing encouragement and direction for filing electronically. Those who take advantage of filing electronically have the added benefit of monitoring their decisions online, as well as uploading both supporting documentation and appeals. This eliminates the cost of mailing decisions in the traditional manner. Alabama WOTC received 92,208 applications from January 1 through November 13, 2024. Of these applications, Alabama WOTC only received 22 print applications. Currently more than 99% of all certificates received were submitted using electronic filing.

The Work Opportunity Tax Credit program is authorized until December 31, 2025 (Section 113 of Division EE of P.L. 116-260 – Consolidated Appropriations Act, 2021).

VETERANS SERVICES

Alabama Career Centers provide veterans with priority in all services and training provided by the Alabama Career Center system and Alabama Department of Labor. The Alabama Works application offers self-service features and the convenience of access by internet to provide job matching and many other services. Nevertheless, nearly half of registered veterans also took advantage of personal assistance offered by Career Specialists, Local Veterans Employment Representatives, and partnership agencies located at local Career Centers. The Alabama Career Center System increased the number of veterans and other eligible persons served by 75% to 3,983, also increasing the number of newly registered veterans by 36% to 2,444 for Program Year 23. An increased total of 56,521 services were provided to the state’s Veterans and other eligible persons last year. Last Year, Disabled Veterans Outreach Program (DVOP) specialists counseled approximately 1,541 veterans with significant barriers to employment, providing them employment services and career counseling. This is a 97% increase in DVOP services over the previous Program Year!

The Alabama Department of Labor continues to implement Jobs for Veterans State Grant (JVSG) provisions, which directs Career Center specialists to provide priority of service with individualized services to Veterans, including initial assessments of job readiness, resume assistance, and referrals to job openings and job training.

Alabama's Job for Veterans State Grant staff (JVSG) provided individualized services to Veterans with significant barriers to employment at an annual average rate of 95.2%.

ADAPTING SERVICES AS A RESULT OF THE PANDEMIC

The Alabama Career Center System has remained open and continued to provide services throughout PY 23. For Veterans who continued to be uncomfortable with in-person services due to circumstances related to the Covid-19 pandemic, Career Center staff remained available for consultation via phone and email. Additionally, Career Center and JVSG staff utilized virtual meeting software to conduct online resume and interview workshops, assist clients to access virtual job interviews, as well as host online recruiting events for employers.

VETERANS WITH SIGNIFICANT BARIERS TO EMPLOYMENT

Disabled Veterans, Veterans recently released from active duty, Homeless Veterans, economically and educationally disadvantaged Veterans, incarcerated Veterans, and Veterans with significant barriers to employment are referred to Disabled Veterans Outreach Program (DVOP) specialists, funded under a federal Job for Veterans State Grant, to guide Veterans into vocational training or to develop employment opportunities. Individualized services provided by the DVOP specialists include career coaching, assistance to locate and apply for supportive services, and personalized assistance in navigating today's complex and challenging job market. Additionally, DVOP specialists provide referrals to Veteran Service Officers for assistance in applying for veterans' benefits and information about their employment and reemployment rights. DVOP specialists conducted outreach to and established creative collaborations with other state agencies and outside organizations such as the Alabama Department of Veterans' Affairs (ADVA), Alabama Department of Rehabilitation Services (ADRS), Wounded Warrior Project, Priority Veterans, Alethia House, Still Serving Veterans, Eagles Landing, and Veterans' Service Organizations. Many veterans and military service members preparing for separation from active duty are provided career counseling and assistance to enroll into state and federally funded workforce training or into vocational or four-year degree programs under one of the GI Bill programs. The JVSG grant provides that Local Veterans Employment Representatives (LVER) promote the Veterans

Services Program to employers as well as conduct job development activities and workshops to assist veterans in finding employment and encouraging the hiring of veterans. The Local Veterans Employment Representatives are well-acquainted with the needs of local employers and how to assess military skills to determine a service member's transferable skills related to occupations in civilian careers. The LVERs have ongoing collaborative efforts with the Military Affairs Committees of their local Chambers of Commerce as well as the Community Services Employment Readiness counselors who are located on active military posts for transitioning service members. The Local Veterans Employment Representatives are assigned to the Business Services Teams at Alabama Career Centers as Veterans' employment advocates to locate potential employment opportunities and encourage employers to offer Veterans priority consideration for their job openings. LVER's also work with DVOP specialists to explore job development opportunities for their clients.

PARTNERSHIPS TO SERVE VETERANS

Alabama Career Centers collaborate with colleges, universities, and trade schools, to coordinate job fairs and career expositions, including events held at military installations and National Guard armories. These intensive efforts make an important difference for recently separated military Veterans and Veterans returning from deployment. Other community partnerships developed by Alabama Career Centers and the Alabama Department of Labor include Homeless Veterans Stand-Down events in Mobile, Birmingham and several rural areas. Local Veterans Employment Representatives and Disabled Veterans Outreach Program specialists served 137 homeless Veterans in Alabama during Program Year 23, a 50% increase over the previous year. Jobs for Veteran State Grant staff provided job search services, individualized services under a strategy of case management, and through innovative partnerships with local agencies and community organizations assisted in finding employment for homeless Veterans.

JVSG staff partnered with the ADVA in multiple locations to hold Town Halls which included a resource & job fair component.

JVSG staff also partnered with the Alabama Community College Systems (ACCS) for "College, Career, & Apprenticeship" workshops and open houses statewide.

Alabama is in partnership with the Direct Employers Association, through an initiative supported by the National Association of State Workforce Agencies (NASWA) that automates the posting of Federal contractor job

and career openings into Alabama's data system. Jobs are posted directly to the Career Center located at the site of the contract. Veterans have 24-hour priority access to employment openings posted by member companies holding federal contracts in Alabama.

In partnership with the U.S. Department of Veterans Affairs, Veteran Readiness and Employment (VR&E) Division, DVOP specialists in the Alabama Career Centers work with VR&E counselors to develop job opportunities for Disabled Veterans participating in vocational training for employment.

THE ALABAMA VETERAN INCENTIVE AWARDS

The Alabama Veteran Incentive Awards are presented annually to Alabama Department of Labor Career Center employees for going above and beyond in their service to veterans. The awards totaled \$26,125.00 and the award funds were widely distributed this year. The awardees were: Phillip Michael Warren (Enterprise), Irvin Turberville (Bay Minette), John S. Rutherford (Tuscaloosa), Ashley Hughes (Enterprise), Brendlyn Newman (Mobile) Kerry F. Cornelius (Dothan), Victor Cordier (Decatur), Eric Powell (Decatur), Michael Watson (Montgomery), and the Mobile Career Center ES staff. Among their many accolades are achieving a DVEER of 100%; development of a Career Center 'Battle Book', a compilation of resources available to assist local veterans; coordinating the first ALDOT-SW Regional job fair resulting in a 3-month reduction in ALDOT's hiring process; and individually assisting 34 veterans to obtain employment with a Program Year income total of \$1,756,084.00.

The HIRE Vets Medallion Program Awards

The HIRE Vets Medallion Program recognizes employers for their efforts to recruit, employ, and retain our nation's veterans, and is the only federal level award for hiring veterans. The award signals to veterans that an employer is committed to and supports our nation's heroes. The U.S. Department of Labor's Veterans' Employment and Training Service (USDOL VETS) administers the HIRE Vets Medallion Program. There are different awards for large employers, medium employers, and small employers, and two award tiers: Gold and Platinum.

For each award, the employer must satisfy a set of criteria. The criterion for recognition varies by level and employer size. JVSG staff conduct outreach to employers to inform them of the program and encourage them to apply. In 2023 there were 43 HIRE Vets Medallion Awardees in Alabama (21 Gold, Platinum), up from 38 awardees in 2022.

Notable Success

Back in 2022, the Opelika Career Center established the Citywide Careers Skills Program (CSP) in conjunction with the Opelika Mayor, Gary Fuller, and the Opelika Workforce Council. The City of Opelika as well as local businesses have enrolled in the program and are instrumental in offering internships and career opportunities for transitioning service members, veterans, and military spouses. Since inception the Citywide CSP has had approximately 220 transitioning service members signed onto the Career Skills Program to begin career exploration for their post-military lives, with 41 having completed the program.

2023 PERFORMANCE INCENTIVE AWARDS



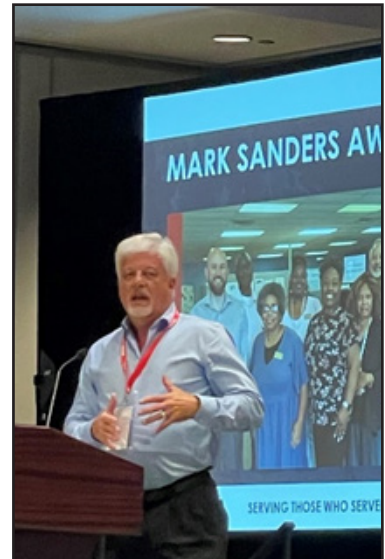
Jasper Career Center Staff



Eric Powell



NASWA Mark Sanders Award



2023 PARTNERSHIPS TO SERVE VETERANS

JVSG staff partnered with the ADVA in multiple locations to hold Town Halls which included a resource & job fair component.



Crampton Bowl Auditorium, Montgomery

JVSG staff also partnered with the Alabama Community College Systems (ACCS) for “College, Career, & Apprenticeship” workshops and open houses statewide.



Reid State



Enterprise State



Calhoun

Alabama Career Centers
November 1, 2023

Alabaster Affiliate Career Center 8524

Tara Seaborn

Monday thru Friday 8:00 – 5:00

Alabaster@alcc.alabama.gov

109 Plaza Circle

Alabaster AL 35007

Phone: (205) 663-2543 FAX: (205) 664-8229

Athens Career Center Inerate Point 7530

Miko Fowler

Tuesday 8:00 - 4:45

Huntsville@alcc.alabama.gov

406 South Jefferson Street

Athens AL 35611

Phone: (256) 851-0537 FAX: (256) 851-8278

Albertville Affiliate Career Center 8503

Rhonda Dyar

Monday thru Friday 7:45 - 4:45

Albertville@alcc.alabama.gov

5920 U S Highway 431 North

Albertville AL 35950

Phone: (256) 878-3031 FAX: (256) 878-7728

Bay Minette Affiliate Career Center 8512

Virian Havel

Monday thru Friday 7:30 – 4:30

BayMinette@alcc.alabama.gov

201 Faulkner Drive

Bay Minette AL 36507

Phone: (251) 937-4161 FAX: (251) 937-2859

Alexander City Affiliate Career Center 8505

Rhonda Walker

Monday thru Friday 7:45 – 4:45

AlexanderCity@alcc.alabama.gov

1375 CACC Drive

Alexander City AL 35010

Phone: (256) 414-6146 FAX: (256) 414-6147

Birmingham Comprehensive Career Center 8522

Yvette Fields

Monday thru Friday 8:00 – 5:00

Birmingham@alcc.alabama.gov

3216 4th Avenue South

Birmingham AL 35222

Phone: (205) 582-5200 FAX: (205) 582-5200

Aliceville Career Center Inerate Point 7543

Tracie Bates

Wednesdays 9:30 – 4:00

Tuscaloosa@alcc.alabama.gov

416 Third Avenue, NE

Aliceville AL 35442

Phone: (205) 758-7501 ext.850816 FAX: (205) 758-1925

Brewton Affiliate Career Center 8523

Angie Kelley

Monday thru Friday 8:00 – 5:00

Brewton@alcc.alabama.gov

1023 Douglas Avenue Suite 314

Brewton AL 36626

Phone: (251) 867-4376 FAX: (251) 867-5798

Andalusia Career Center Inerate Point 7538

Robyn Stinson

Wednesdays 8:00 – 4:30

Enterprise@alcc.alabama.gov

212 S 3 Notch Street

Andalusia AL 36420

Phone: (334) 328-6739 FAX: (334) 393-0958

Camden Career Center Inerate Point 7588

Shirley Selter

Tuesdays 9:00 – 3:00

Monroeville@alcc.alabama.gov

223-A Claiborne Street

Camden AL 36726

Phone: (334) 682-6366 FAX: (334) 682-4097

Anniston Comprehensive Career Center 8510

Katrina Herring

Monday thru Friday 8:00 – 5:00

Anniston@alcc.alabama.gov

1731 Coleman Road

Anniston AL 36207

Phone: (256) 832-0147 FAX: (256) 832-1183

Centre Career Center Inerate Point 7582

Summer Patterson

Tuesday 9:00 – 4:00

Gadsden@alcc.alabama.gov

310 Mary Street

Centre AL 35960

Phone: (256) 927-5838 FAX: (256) 927-2800

Alabama Career Centers
November 1, 2023

Chatham Career Center (Itinerate Point 7540)

Tonga Faith

Tuesday 9:00 – 3:00

Jackson@alcc.alabama.gov

14102 St. Stephens Avenue

Chatham AL 36518

Phone: (251) 847-2097 FAX: (251) 847-2098

Enterprise Affiliate Career Center 8538

Robyn Stinson

Monday thru Friday 7:30 – 4:30

Enterprise@alcc.alabama.gov

2021 Bell Weevil Circle

Enterprise AL 36330

Phone: (334) 347-0044 FAX: (334) 393-0958

Clanton Career Center (Itinerate Point 7596)

Tara Seaborn

1st and 3rd Thursday 9:00 – 4:00

Alabaster@alcc.alabama.gov

324 Health Center Drive

Clanton AL 35045

Phone: (205) 663-2542 FAX: (205) 664-9229

Eufaula Affiliate Career Center 8539

Linda Williams

Monday thru Friday 7:30 – 4:30

Eufaula@alcc.alabama.gov

122 Paul Lee Pkwy

Eufaula AL 36027

Phone: (334) 687-3551 FAX: (334) 687-9964

Cullman Affiliate Career Center 8527

Billy Dussett

Monday thru Friday 7:30 – 4:30

Cullman@alcc.alabama.gov

1201 Katherine Street Northwest

Cullman AL 35055

Phone: (256) 784-5580 FAX: (256) 784-6460

Fayette Affiliate Career Center 7555

Sharon M. Owens

Monday thru Friday 8:00 – 5:00

Fayette@alcc.alabama.gov

2631 Temple Avenue N, Tom Bevill Center Room B-37

Fayette AL 35555

Phone: (205) 303-6030 FAX: (205) 303-6031

Decatur Affiliate Career Center 8530

Timothy Simpson

Monday thru Friday 7:45 – 4:45

Decatur@alcc.alabama.gov

1819 Bassett Avenue SE

Decatur AL 35601

Phone: (256) 355-0142 FAX: (256) 355-0174

Foley Affiliate Career Center 8545

Jennifer Lucassen

Monday thru Friday 7:30 – 4:30

Foley@alcc.alabama.gov

200 West Michigan Avenue

Foley AL 36535

Phone: (251) 943-1575 FAX: (251) 943-8867

Demopolis Affiliate Career Center 8531

Scarlet Pearce

Monday thru Friday 7:30 – 4:30

Demopolis@alcc.alabama.gov

1074 Bailey Drive

Demopolis AL 36732

Phone: (334) 289-0202 FAX: (334) 289-8024

Fort Deposit Career Center (Itinerate Point 7551)

Ebony Moore

2nd and 4th Tuesday 11:00 – 3:00

Montgomery@alcc.alabama.gov

Public Library

Fort Deposit AL 36032

Phone: (334) 404-4400 FAX: (334) 382-9006

Dothan Comprehensive Career Center 8533

Cara Reeves

Monday thru Friday 7:30 – 4:30

Dothan@alcc.alabama.gov

787 Ross Clark Circle

Dothan AL 36303

Phone: (334) 792-2121 FAX: (334) 644792-2124

Fort Payne Affiliate Career Center 8547

Emily LeRoy

Monday thru Friday 7:45 – 4:45

FortPayne@alcc.alabama.gov

2100 Jordan Road SW

Fort Payne AL 35968

Phone: (256) 845-2900 FAX: (256) 845-5139

Alabama Career Centers
November 1, 2023

Gadsden Affiliate Career Center 8550

Summer Patterson

Monday thru Friday 8:00 – 5:00

Gadsden@alcc.alabama.gov

216 North 5th Street

Gadsden AL 35901

Phone: (256) 546-4667 FAX: (256) 546-6603

Huntsville Comprehensive Career Center 8556

Mike Fowler

Monday thru Friday 7:45 – 4:45

Huntsville@alcc.alabama.gov

2535 Sparkman Drive NW

Huntsville AL 35810

Phone: (256) 851-0537 FAX: (256) 851-8278

Gilbertown Career Center (Inerate Point 7558)

Tonya Faith

Wednesday 9:00 - 3:00

jackson@alcc.alabama.gov

251 College Street

Gilbertown AL 36908

Phone: (251) 843-5265 FAX: (251) 843-2420

Jackson Affiliate Career Center 8558

Tonya Faith

Monday thru Friday 7:30 – 4:30

Jackson@alcc.alabama.gov

205 Walker Springs Road

Jackson AL 36545

Phone: (251) 246-2453 FAX: (251) 246-4797

Greenville Affiliate Career Center 8551

Tara Jones

Monday thru Friday 8:00 – 4:30

Greenville@alcc.alabama.gov

117 West Commerce Street

Greenville AL 36037

Phone: (334) 382-3128 FAX: (334) 382-9066

Jasper Affiliate Career Center 8561

Deidra Tidwell

Monday thru Friday 8:00 – 4:30

Jasper@alcc.alabama.gov

2604 Viking Drive

Jasper AL 35501

Phone: (205) 221-2576 FAX: (205) 221-4595

Haleyville Career Center (Inerate Point 7552)

Alicia Brown

1st and 3rd Monday 8:00 – 4:30

Hamilton@alcc.alabama.gov

2010 9th Avenue North

Haleyville AL 35565

Phone: (205) 486-4154 FAX: (205) 486-4157

Jefferson State Satellite Career Center 7562

Kenneth King

Birmingham@alcc.alabama.gov

2601 Carson Road

Birmingham AL 35215

Phone: (205) 856-8029 FAX: (205) 856-6033

Hamilton Affiliate Career Center 8552

Alicia Brown

Monday thru Friday 7:30 – 4:30

Hamilton@alcc.alabama.gov

1481 Military Street South

Hamilton AL 35570

Phone: (205) 921-5672 FAX: (205) 921-1127

Livingston Career Center (Inerate Point 7531)

Scarlet Pearce

Thursday, 8:00 - 4:00

Demopolis@alcc.alabama.gov

University of West Alabama, Kelly Land Hall

Livingston AL 35470

Phone: (205) 652-3636 FAX: (334) 289-8024

Hayneville Career Center (Inerate Point 7550)

Ebony Moore

1st and 3rd Thursday 8:00 – 4:00

Montgomery@alcc.alabama.gov

Family Guidance Center

Hayneville AL 36040

Phone: (334) 548-6307 FAX: (334) 288-7286

Luverne Career Center (Inerate Point 7595)

Rachel Gregory

Tuesday 8:00 – 4:00

Troy@alcc.alabama.gov

886 Glenwood Road

Luverne AL 36049

Phone: (334) 566-3820 FAX: (334) 566-3450

Alabama Career Centers
November 1, 2023

Mobile Comprehensive Career Center 8568

Derrick Turner

Monday thru Friday 8:00 – 5:00

Mobile@alcc.alabama.gov

515 Springhill Plaza Court

Mobile AL 36608

Phone: (251) 461-4146 FAX: (251) 461-4443

Pell City Affiliate Career Center 8516

LaShanna McKinney

Monday thru Friday 8:00 – 5:00

PellCity@alcc.alabama.gov

311 Miles Parkway

Pell City AL 35125

Phone: (205) 338-5440 FAX: (205) 338-5443

Monroeville Affiliate Career Center 7558

Shirley Selter

Monday thru Friday 7:30 – 4:30

Monroeville@alcc.alabama.gov

2119 Highway 21 Bypass, Suite 100

Monroeville AL 36460

Phone: (251) 575-3894 FAX: (251) 575-3351

Phenix City Satellite Career Center 7575

Kristin Garfield

M-Thur 7am-4pm & Fri 7am-1:30pm EST

PhenixCity@alcc.alabama.gov

2602 College Dr. Brassell Hall, C Building, Rm 132

Phenix City AL 36869

Phone: (334) 214-4828 FAX: (334) 214-4826

Montgomery Comprehensive Career Center 8570

Ebony Moore

Monday thru Friday 7:45 – 4:45

Montgomery@alcc.alabama.gov

1060 East South Boulevard

Montgomery AL 36116

Phone: (334) 286-1746 FAX: (334) 288-7286

Phil Campbell Career Center Itinerate Point 7553

Alissa Brown

1st Wednesday 8:00 – 4:30

Hamilton@alcc.alabama.gov

2080 College Rd

Phil Campbell AL 35581

Phone: (256) 931-6285

Oneonta Affiliate Career Center 7563

Pat Fletcher

Monday thru Friday 8:00 – 5:00

Oneonta@alcc.alabama.gov

728 2nd Ave E, Suite B

Oneonta AL 35121

Phone: (205) 687-9140 FAX: (205) 687-9141

Prattville Career Center Itinerate Point 7571

Ebony Moore

1st & 3rd Tuesday 7:30-4:30 and Thursday

7:30-4:30 montgomery@alcc.alabama.gov

1320 Old Ridge Road

Prattville AL 36066

Phone: (334) 595-6646

Opelika Affiliate Career Center 8574

Julie Wood

Monday thru Friday 8:00 – 5:00

Opelika@alcc.alabama.gov

2300 Frederick Road

Opelika AL 36801

Phone: (334) 749-5065 FAX: (334) 749-5031

Roanoke Satellite Career Center 7574

Rebekah Freeman

Monday thru Friday 8:00 – 4:30

Roanoke@alcc.alabama.gov

3928 Highway 431

Roanoke AL 36274

Phone: (256) 414-6200 FAX: (256) 414-6201

Ozark Career Center Itinerate Point 7533

Cara Reeves

Thursday 1:00 - 4:00

Dothan@alcc.alabama.gov

3269 South Highway 231

Ozark AL 36360

Phone: (334) 792-2121

Scottsboro Satellite Career Center 7556

Jeff Helton

Monday thru Friday 8:00 – 5:00

Scottsboro@alcc.alabama.gov

23123 John T. Reid Parkway

Scottsboro AL 35769

Phone: (256) 672-6030 FAX: (256) 672-6040

Alabama Career Centers
November 1, 2023

Selma Affiliate Career Center 8588

Clifford Hunter

Monday thru Friday 8:00 – 5:00

Selma@alcc.alabama.gov

1112 Water Avenue

Selma AL 36703

Phone: (334) 872-0471 FAX: (334) 872-4855

Union Springs Career Center Itinerate Point 7570

Ebony Moore

1st Tuesday 9:00-12:00 and 3rd Tuesday 1:00-4:00

Montgomery@alcc.alabama.gov

318 Martin Luther King Blvd

Union Springs AL 36089

Phone: (334) 738-2625 FAX: (334) 288-7286

Sheffield Affiliate Career Center 8590

Johnny Corbin

Monday thru Friday 7:45 – 4:45

Sheffield@alcc.alabama.gov

500 South Montgomery Avenue Suite 102

Sheffield AL 35660

Phone: (256) 383-5610 FAX: (256) 383-4983

Valley Satellite Career Center 7576

Ronicka Flournoy

M thru TR 6-3:30pm & Fri 6-10am CST

Opelika@alcc.alabama.gov

321 Fob James Drive

Valley AL 36854

Phone: (334) 375-3967 FAX: (334) 375-3968

Talladega Affiliate Career Center 8593

Angella Todd

Monday thru Friday 8:00 – 4:45

Talladega@alcc.alabama.gov

1005 South Street East

Talladega AL 35160

Phone: (256) 521-0500 FAX: (256) 521-0489

Vernon Career Center Itinerate Point 7554

Kayla Christian

Every Tuesday 8:30 – 5:00

Fayette@alcc.alabama.gov

44125 Alabama Highway 17

Vernon AL 35592

Phone: (205) 303-6030 FAX: (205) 303-6031

Troy Affiliate Career Center 8595

Rachel Gregory

Monday thru Friday 7:30 – 4:30

Troy@alcc.alabama.gov

1023 South Brundidge Street

Troy AL 36081

Phone: (334) 566-3920 FAX: (334) 566-9450

Tuscaloosa Comprehensive Career Center 8598

Jamie Campbell

Monday thru Friday 7:45 – 4:45

Tuscaloosa@alcc.alabama.gov

202 Skyland Drive

Tuscaloosa AL 35405

Phone: (205) 758-7591 FAX: (205) 758-1925

Tutwiler-Ingram Career Center Itinerate Point 7572

Ebony Moore

Mondays 8:00-2:00

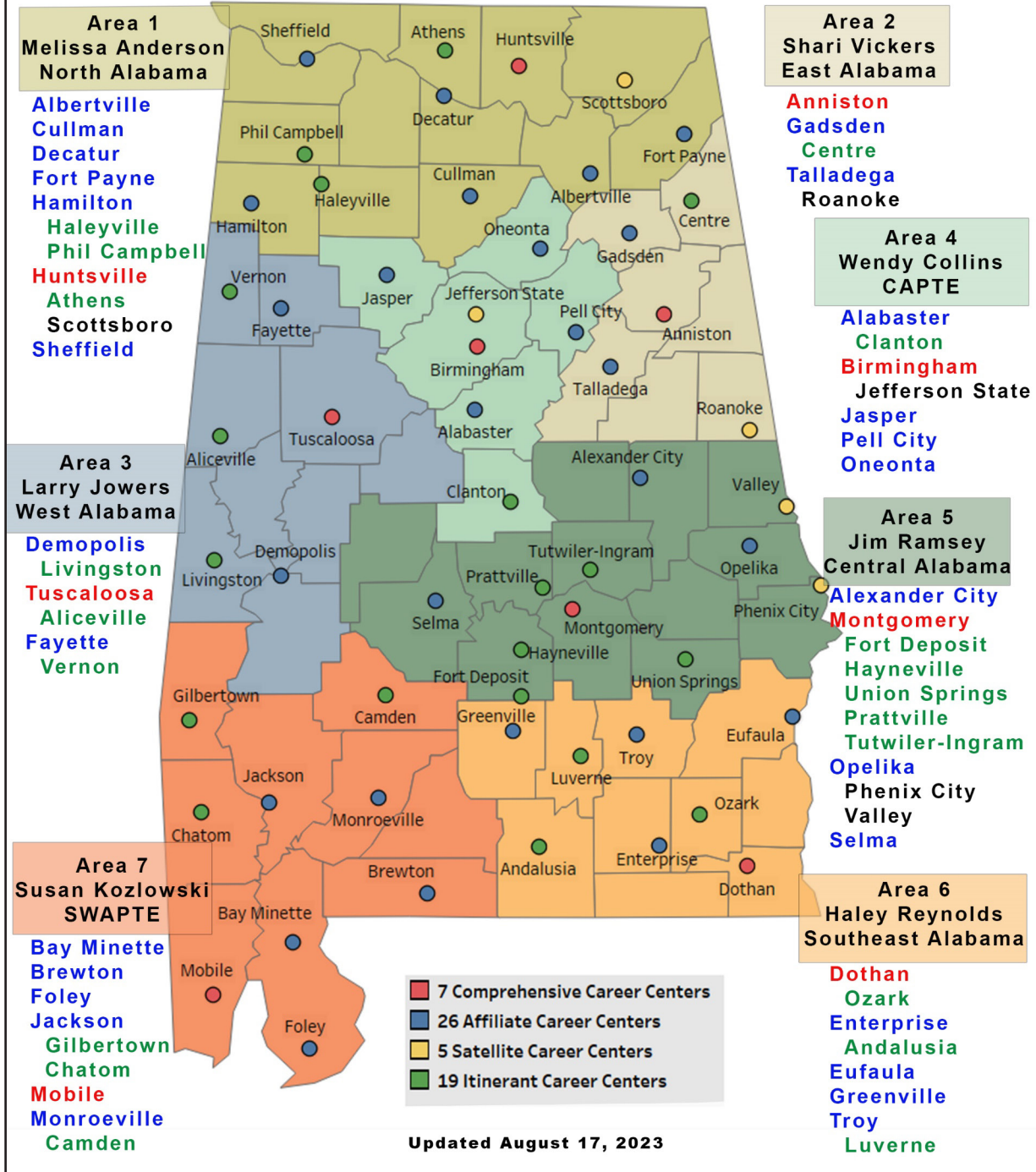
Montgomery@alcc.alabama.gov

8966 US HWY 231

Wetumpka AL 36092

Phone: (334) 514-8809

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Fayette Career Center

Local Area
JOB FAIR

August 2, 2023
1:00pm-4:00pm

JOB FIELDS INCLUDE

Welding, Construction, Production Assembly and CNC Operation, Industrial Maintenance, Material Handler, Customer Care Representative, Nursing – including: RN, CNA, PCA, and Radiology, Electrician, Millwright, and more!

LOCATION
Bevill State Community College,
2631 Temple Ave. North, Fayette, AL 35555

CONTACT Sharron Owens
205.303.6030
Ext. 75551

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2023

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Job Seeker Registration

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 205.221.2976, ext. 85614
 janice.hawkins@alcc.alabama.gov

Alabama Department of REHABILITATION SERVICES
 The CHAMBER OF COMMERCE of Walker County
 The Arc Walker County
 STATE OF ALABAMA

MOBILE CAREER CENTER HOSTS THE VETERANS ANNUAL JOB FAIR

WHERE: Fort Whiting Army
 1630 S. Broad Street Mobile, AL 36605.

TIME: Veterans Priority 9 a.m. - 10 a.m.
 General Admission 10 a.m. - 2 p.m.

WHEN: April 20, 2023

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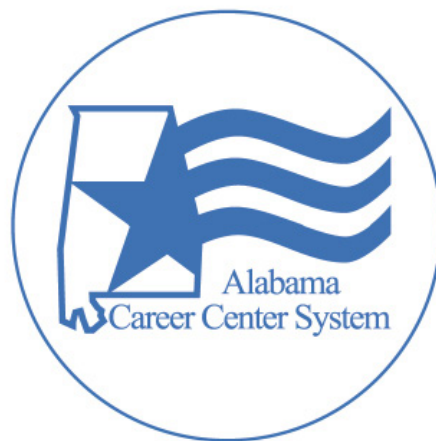


NOTES

2023







The Alabama Department of Labor

649 Monroe St, Montgomery, AL 36131

Equal Opportunity Employer/Program

Auxiliary aids and services available upon request to individuals with disabilities. Deaf, hard-of-hearing, speech-impaired, or deaf-blind customers may contact

Alabama Relay: 800-548-2546 (TTY) and 711 (Voice).

Equal opportunity is the law.