



ANNUAL REPORT

2022



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

Dear Governor Ivey,

2022 was a continuation of the pandemic era, and ADOL is still working to accommodate the massive influx of claims received during 2020 and 2021. 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 2022, 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 2022, 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.

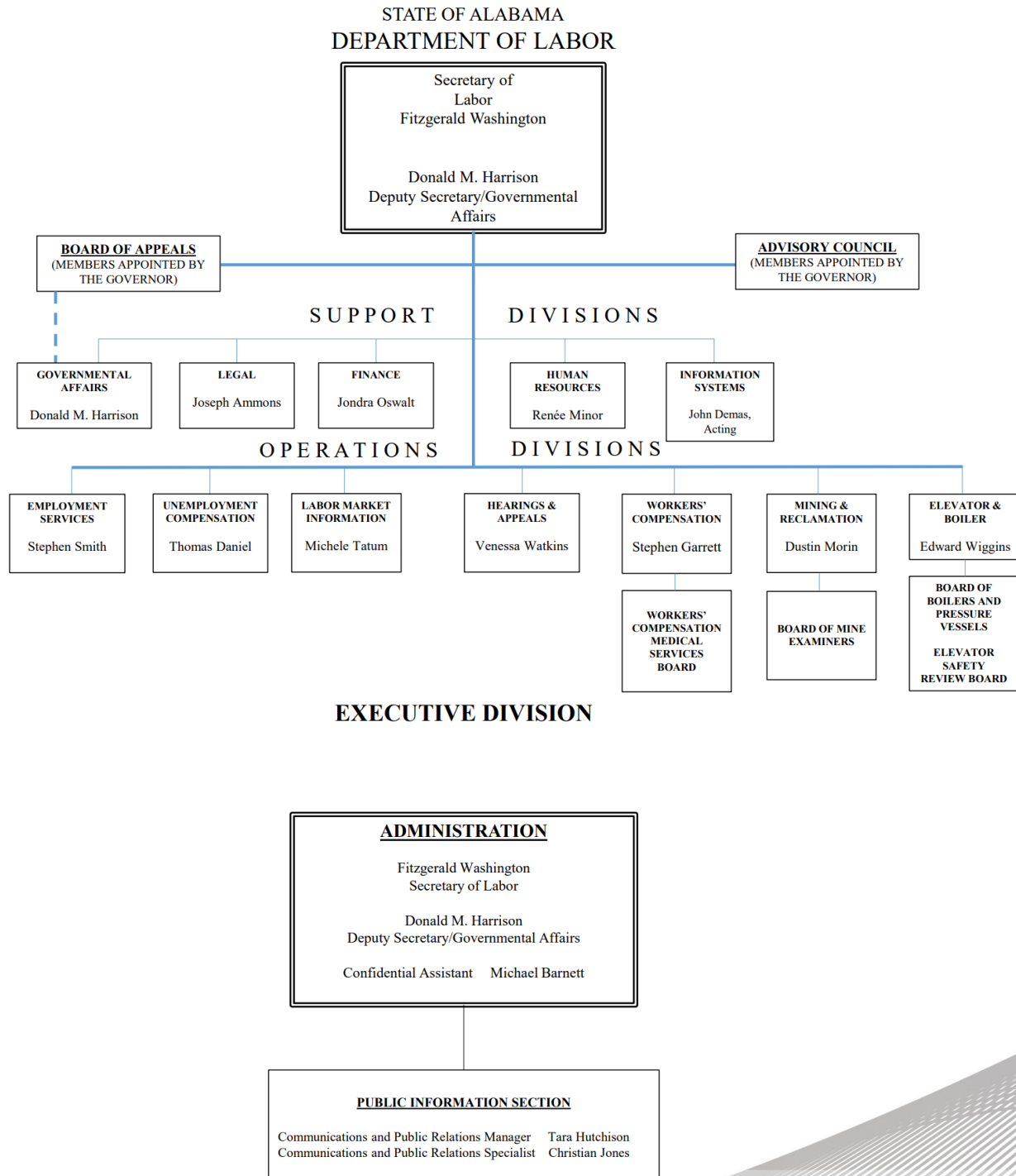
Sincerely,

Fitzgerald Washington

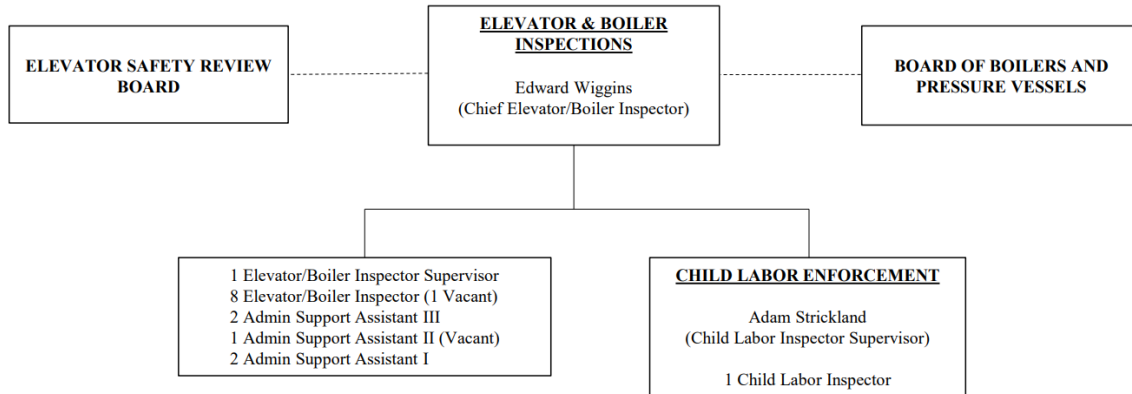
Fitzgerald Washington

Organizational Chart

Alabama Department of Labor 2022



ELEVATOR & BOILER 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.

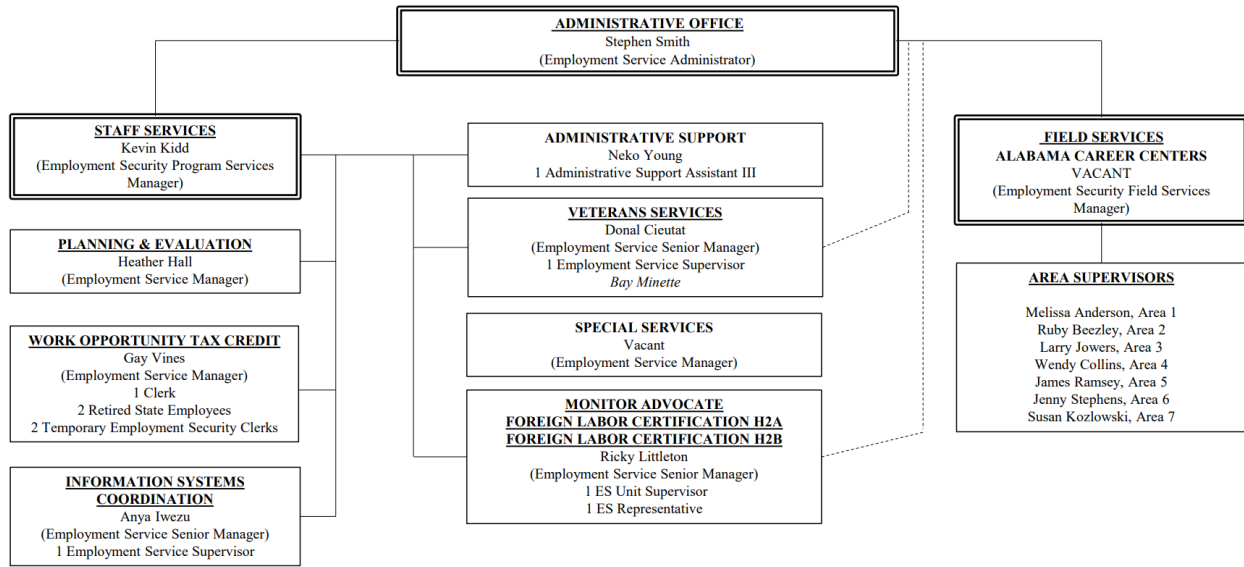
BOILER INSPECTIONS

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.

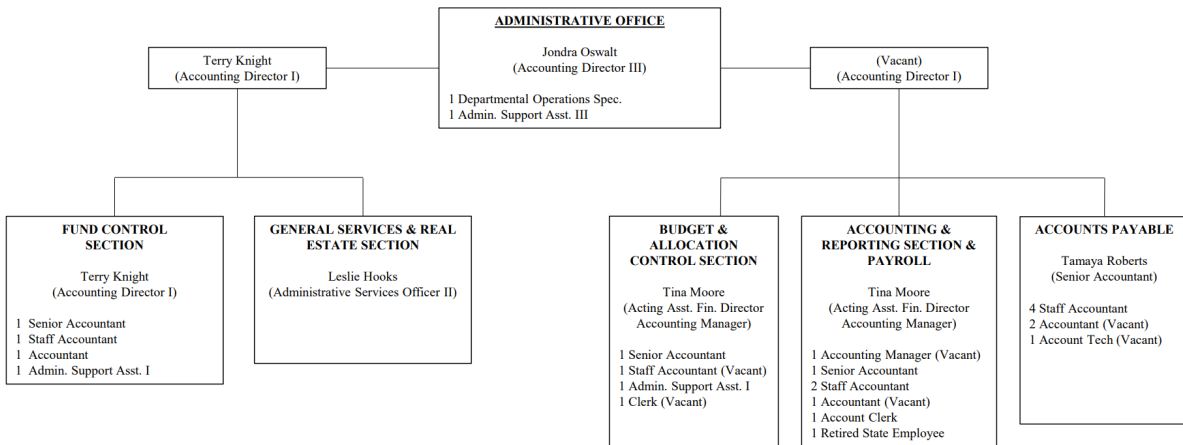
CHILD LABOR ENFORCEMENT

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.

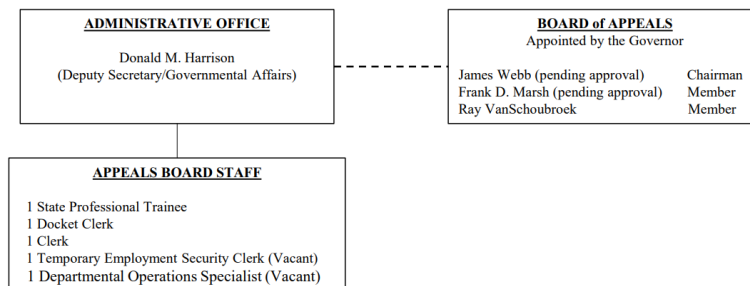
EMPLOYMENT SERVICE DIVISION



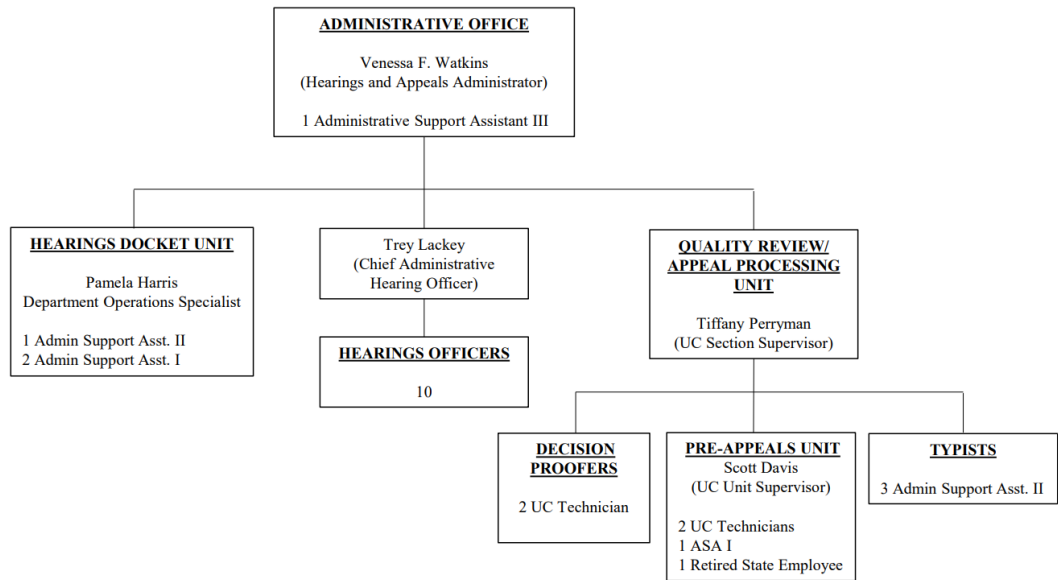
FINANCE DIVISION



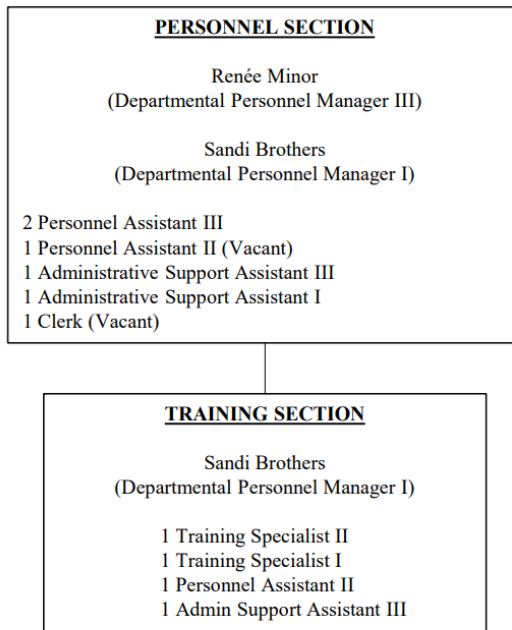
GOVERNMENTAL AFFAIRS DIVISION



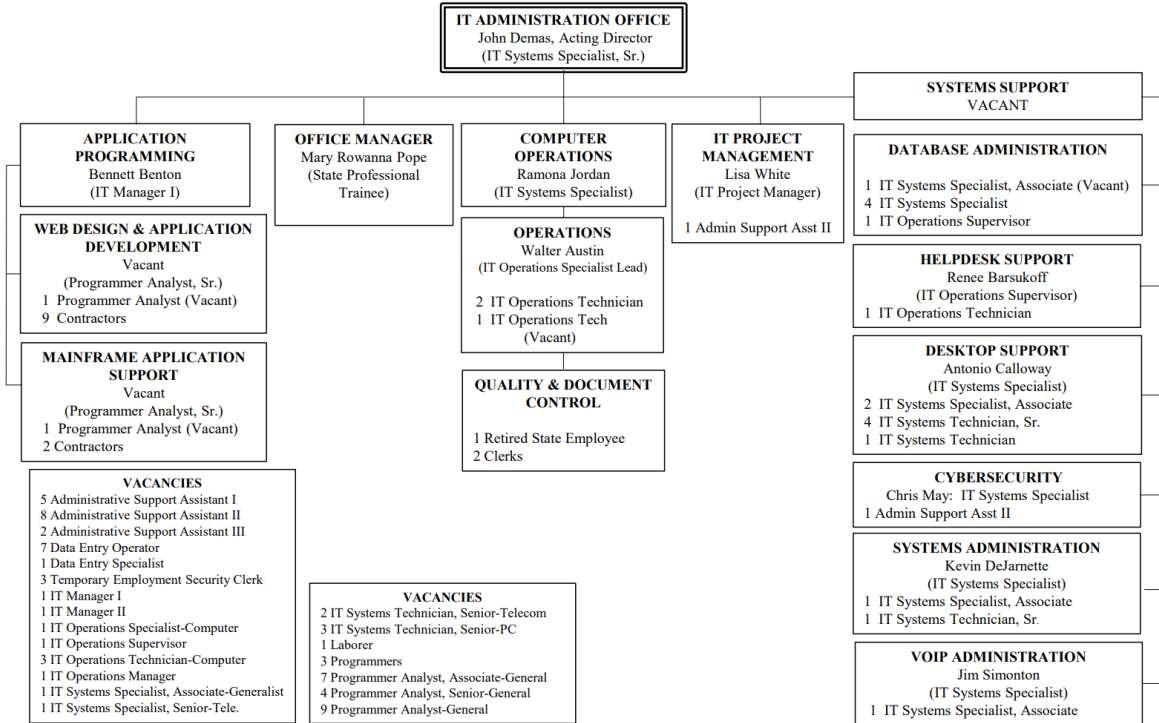
HEARINGS AND APPEALS DIVISION



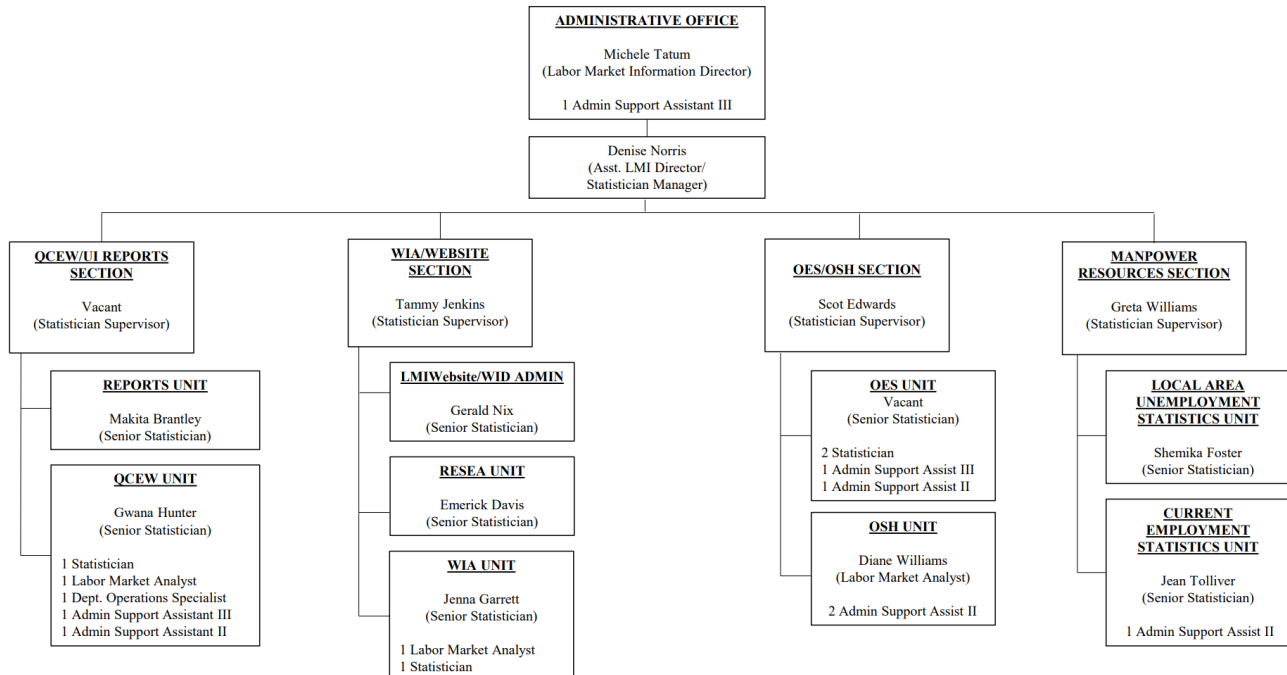
HUMAN RESOURCES DIVISION



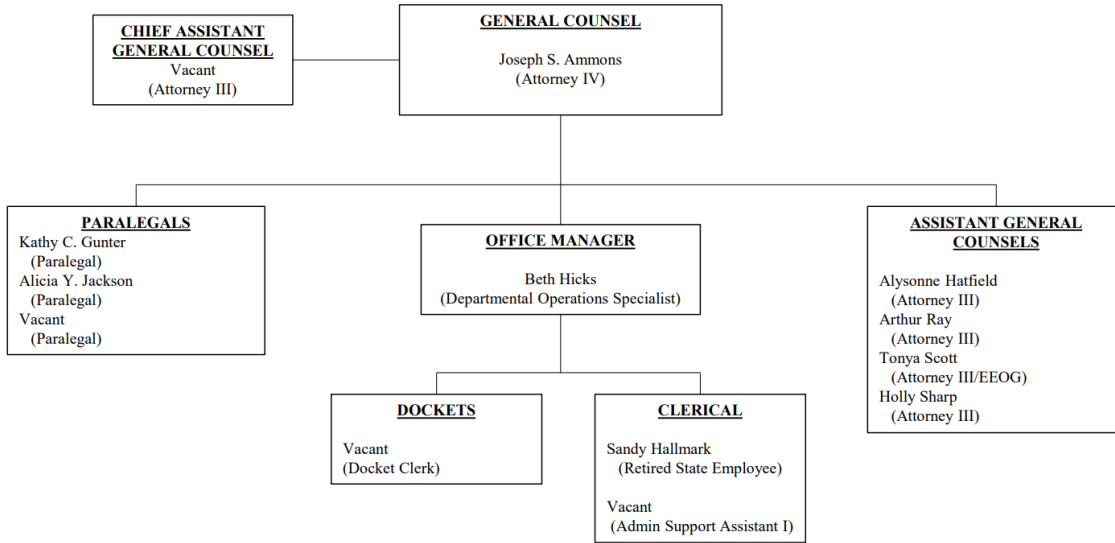
INFORMATION TECHNOLOGY DIVISION



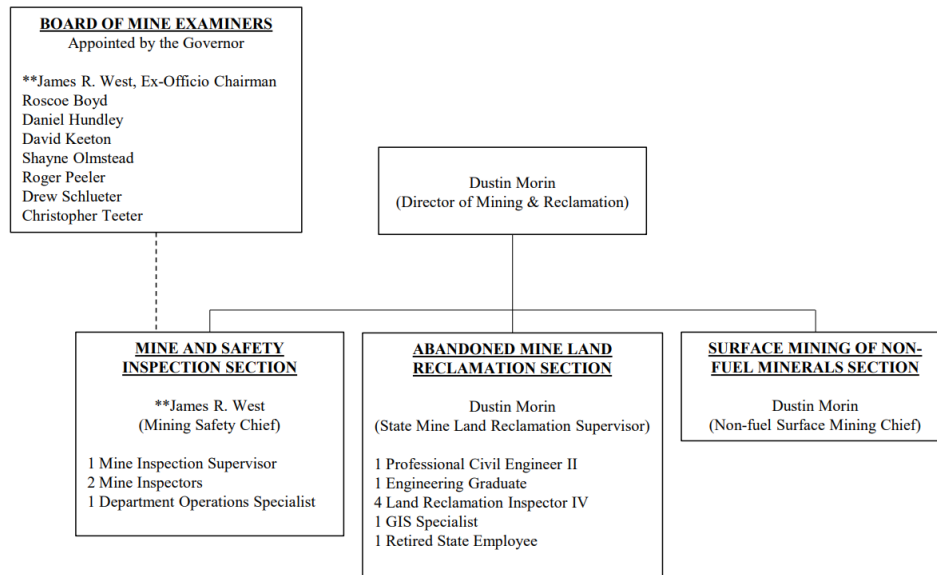
LABOR MARKET INFORMATION DIVISION



LEGAL DIVISION

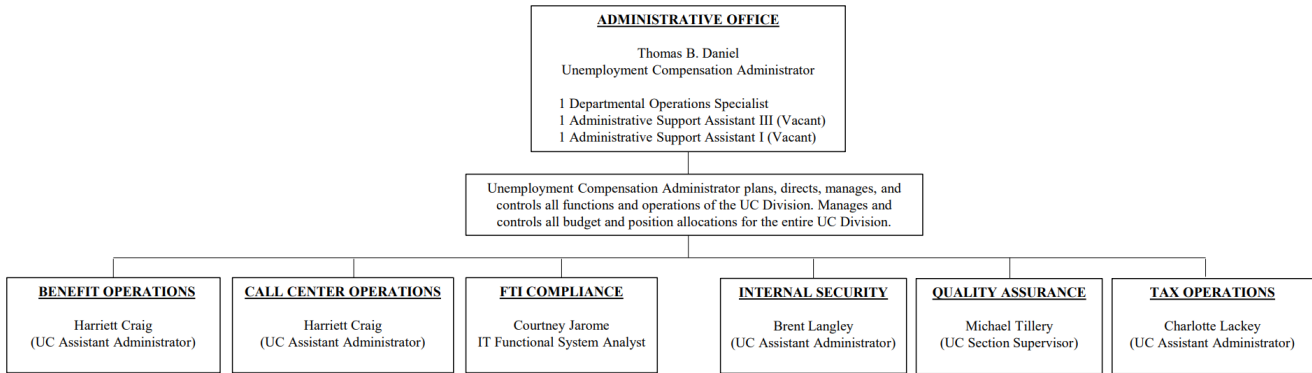


MINING & RECLAMATION DIVISION



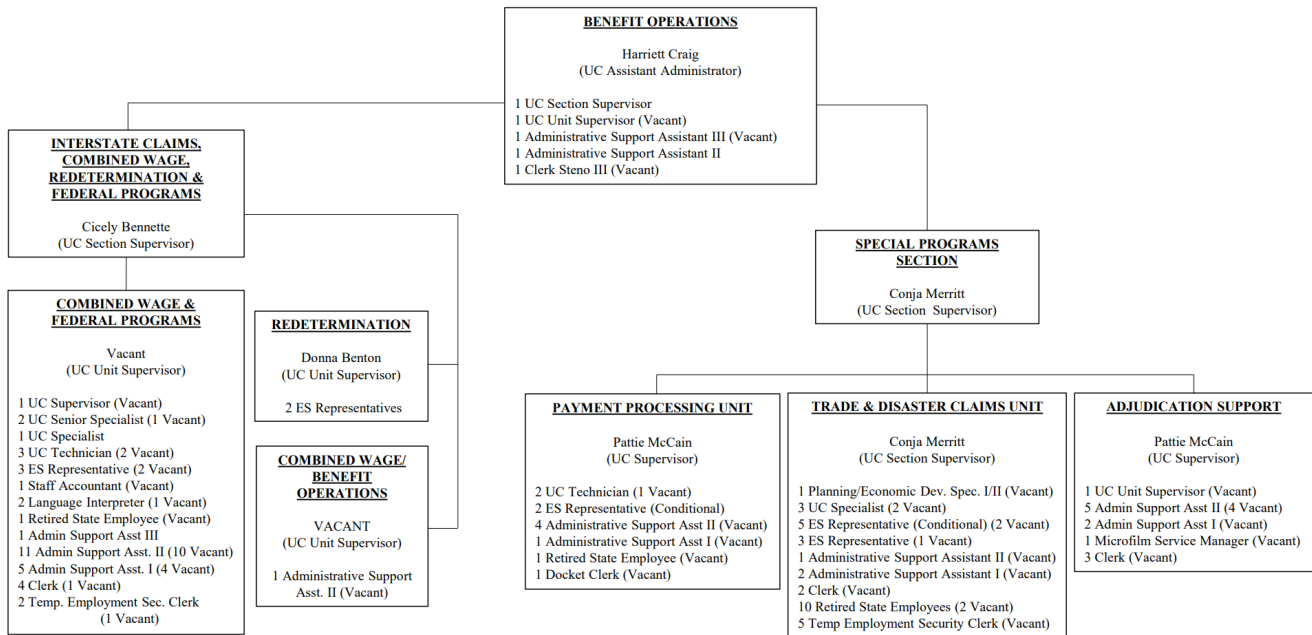
** Dual Capacity

UNEMPLOYMENT COMPENSATION DIVISION



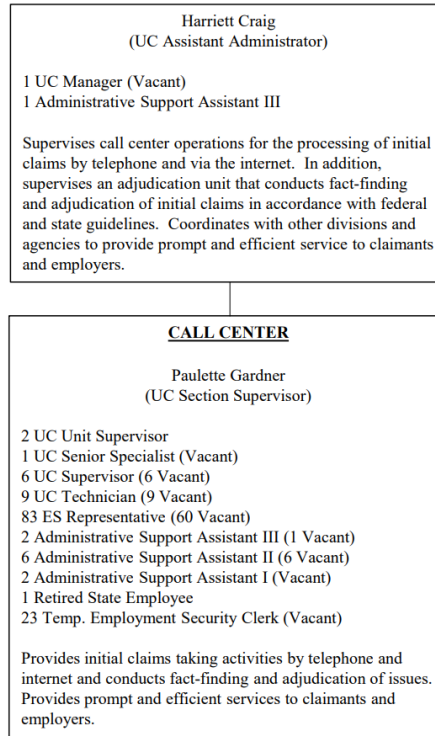
UNEMPLOYMENT COMPENSATION DIVISION

BENEFIT OPERATIONS



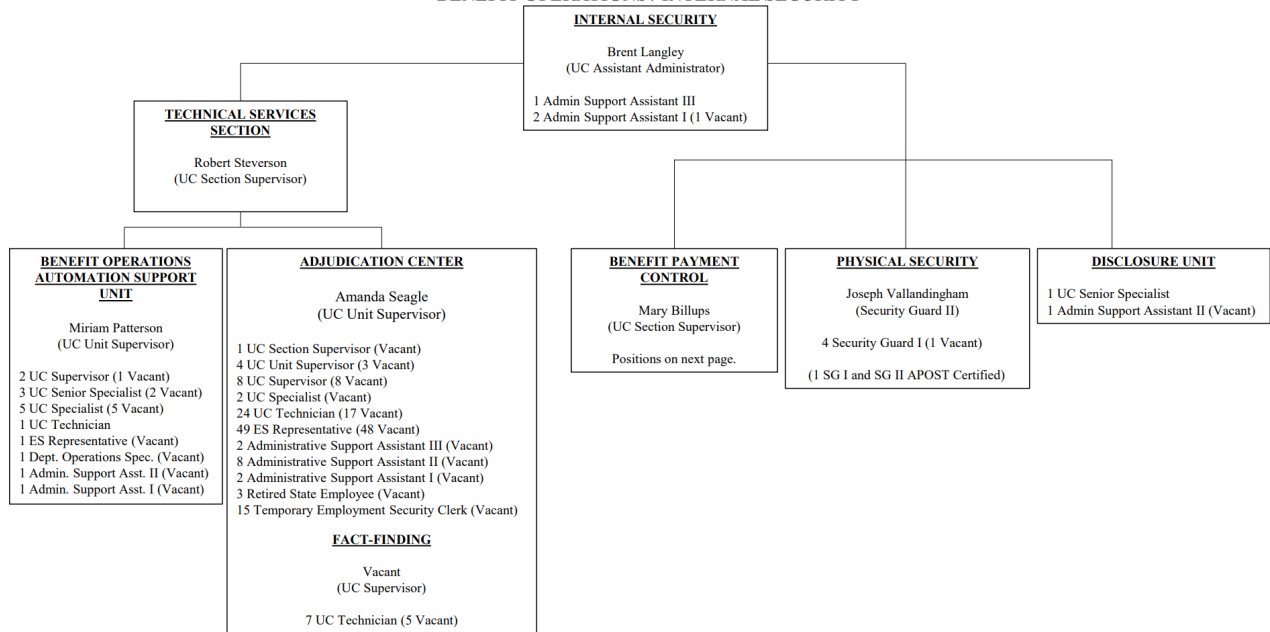
UNEMPLOYMENT COMPENSATION DIVISION

CALL CENTER OPERATIONS



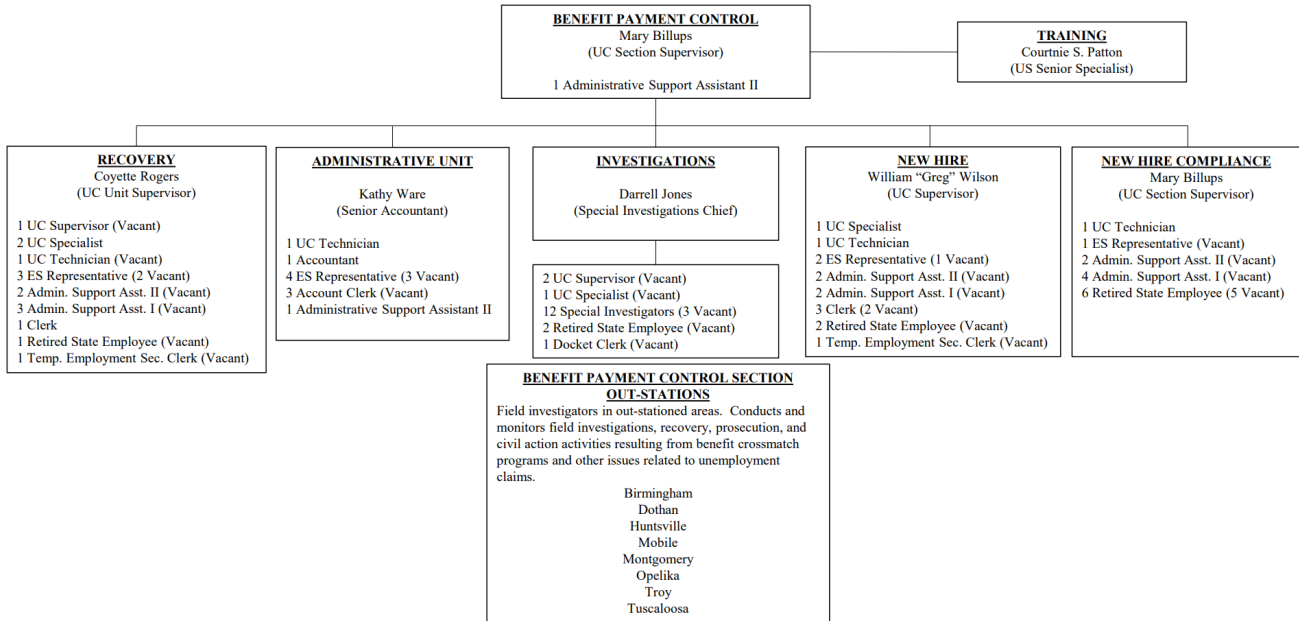
UNEMPLOYMENT COMPENSATION DIVISION

BENEFIT OPERATIONS / INTERNAL SECURITY



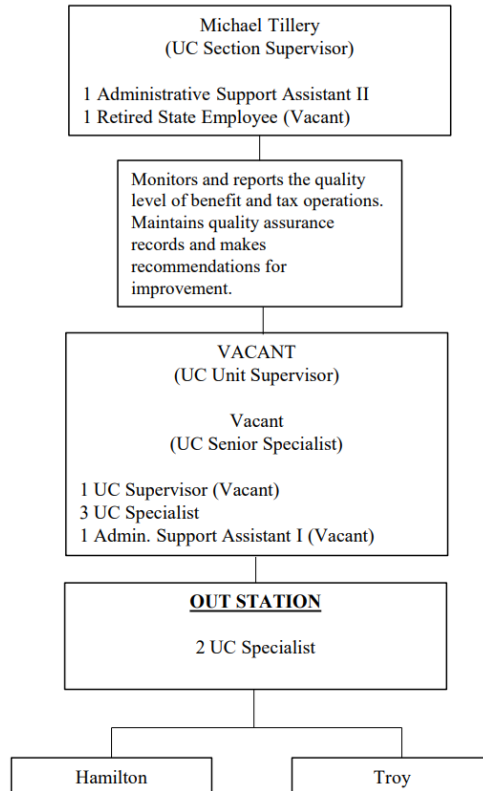
UNEMPLOYMENT COMPENSATION DIVISION

BENEFIT PAYMENT CONTROL



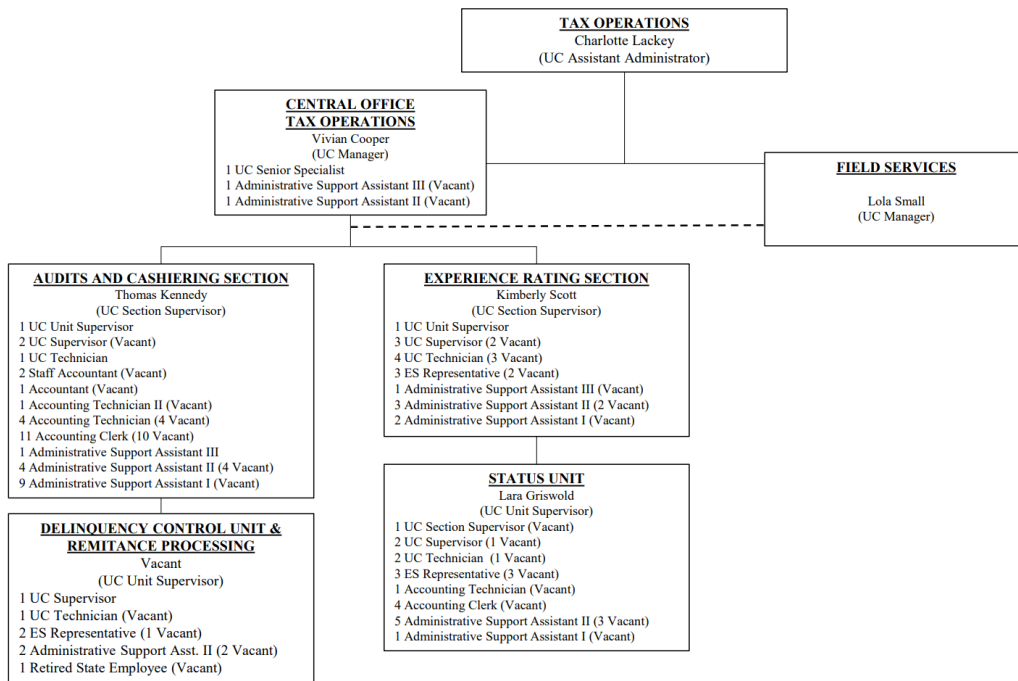
UNEMPLOYMENT COMPENSATION DIVISION

QUALITY ASSURANCE SECTION



UNEMPLOYMENT COMPENSATION DIVISION

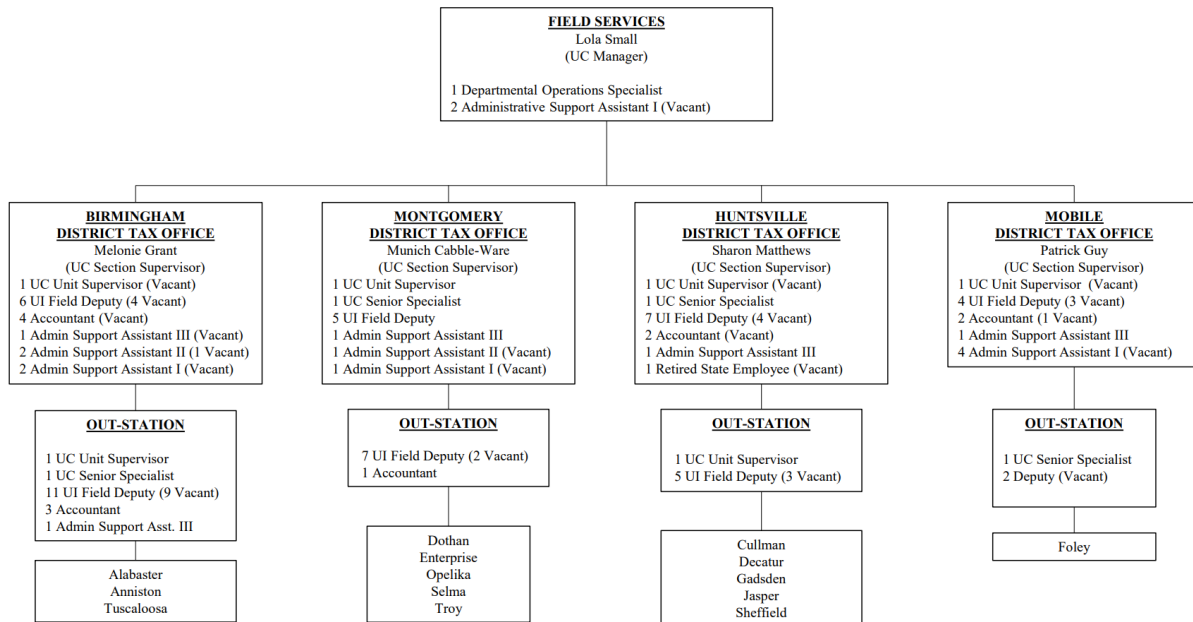
TAX OPERATIONS



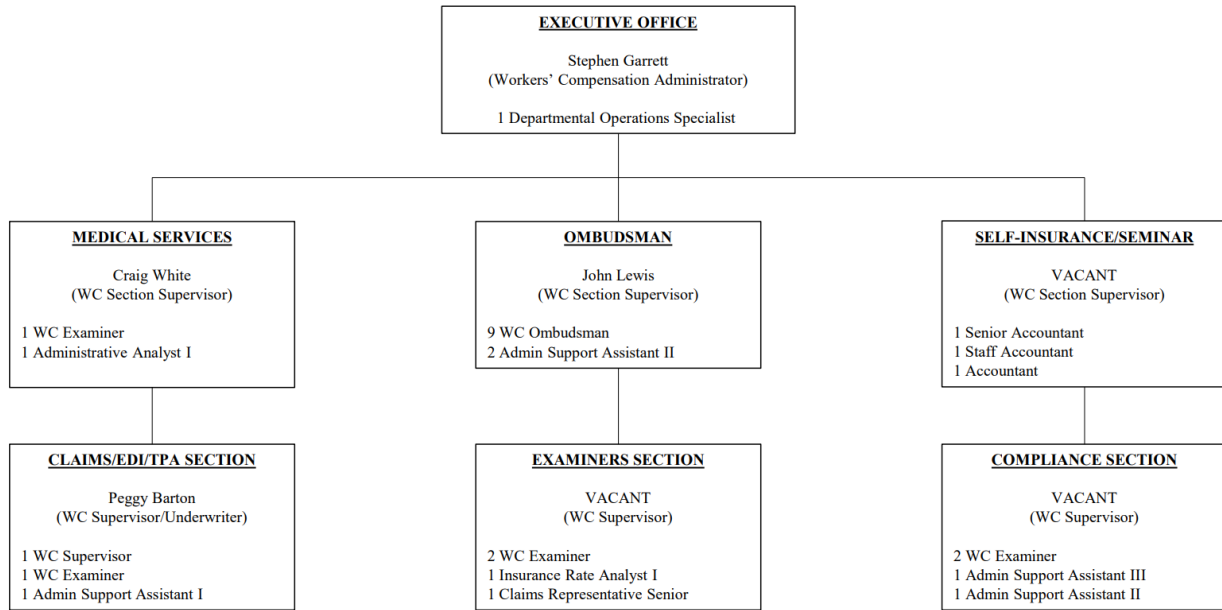
UNEMPLOYMENT COMPENSATION DIVISION

TAX OPERATIONS

FIELD SERVICES



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 following areas:

- (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. As a result, 487 paid claims were sampled for review and 463 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 77.62% in 60 days and 96.51% in 90 days. Mean completion time for the 487 selected cases was 45 days. The mandated time lapse for denied claims is 60% within 60 days and 85% completed in 90 days. QA Investigators completed 80.79% in 60 days and 97.20% in 90 days. Mean completion time for the 463 selected cases was 43 days.

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

Due to the COVID Pandemic the annual BAM Peer-to-Peer review was replaced with the PUA Improper Payment Estimates Review. This review was conducted in Arlington, VA. Quality Assurance staff members Mike Ammons and Tiffany Duncan attended the review. Alabama did not have to submit claims for review. Alabama reviewed the claims of New York for the USDOL to establish an estimated national improper payment rate for the PUA program.

Quality Assurance staff have continued to assist the Unemployment Compensation (UC) Division in taking inquiry calls assisting claimants and performing fact finding and adjudication of separation and non-separation issues.

Benefit Operations

Benefit Payment Control

Alabama has participated in the UC Treasury Offset Program since 2012. In 2022, a total of \$1,347,743.16 was intercepted and applied to UC overpayments. Since our initial participation in the Treasury Offset program, Alabama has recovered over \$48,538,236.81 in outstanding UC overpayments.

In 2015, Alabama implemented a federally mandated minimum penalty amount of 15% assessed on all fraudulent UC overpayments. Subsequently in 2016, the Alabama Legislature codified an assessment of 2% per month interest to accrue on claimants' total indebtedness resulting from fraud. Total interest collected in Fiscal 2022 was \$46,717.22. Total penalty amount collected in Fiscal 2022 was \$80,874.93; a portion of which includes amounts collected per a 15% penalty mandated on fraudulent overpayments in federal benefits paid out due to the pandemic. The total amount in federal penalty assessed in FY 2022 was \$2,786,565.26. Total amount of interest assessed since the law was enacted is \$23,746,710.56. Total interest collected to date \$3,149,655.74.

A total of four warrants were filed in 2022 and there have been three convictions, resulting in \$11,277 in restitution to be collected. The amount of restitution remaining for those cases for which warrants have signed in FY 2022 totals \$55,323.85. A total of 180 cases have been assigned for prosecution.

From October 01, 2021 to September 30, 2022, Benefit Payment Control and the Internal Security Division identified 16,580 potential identity theft cases that have been determined to be fraudulent and 27,027 claims with potential identity theft, fraud issues, and/or unmatching data.

While it remains our objective to deter fraud and collect on 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. In so doing, we have granted \$1,633,324.00 relief of debt to 1041 claimants in 2022: Regular UC \$5,762.00, Pandemic Unemployment Assistance \$12,457, Pandemic Emergency Unemployment benefits \$2,311.00, Federal Pandemic Unemployment Compensation \$66,804, Extended Benefits \$2,915.00, and Lost Wage Assistance benefits \$1,543,075.00.

Special Programs

During FY 2022, eight companies were certified for Trade Adjustment Assistance (TAA). Five certified companies were located in Alabama and three were out of state.

At the end of 2022, there were 72 participants in the Alternative Trade Adjustment Assistance/Reemployment Trade Adjustment Assistance (ATAA/RTAA) programs.

At the end of 2022, there were 205 participants in TAA funded training.

As a result of severe storms and flooding that occurred during the period of October 6-7, 2021, Governor Kay Ivey requested disaster assistance. President Biden declared a federal disaster in Alabama on December 21, 2021. President Biden declared Jefferson and Shelby Counties in Alabama to be major disaster areas for the purpose of paying Disaster Unemployment Assistance (DUA) benefits. A news release was prepared and distributed on January 24, 2022, to statewide news services and published on the Alabama Department of Labor's website.

ADOL: Unemployment dips to 3%

MARCH 25, 2022 • NEWS



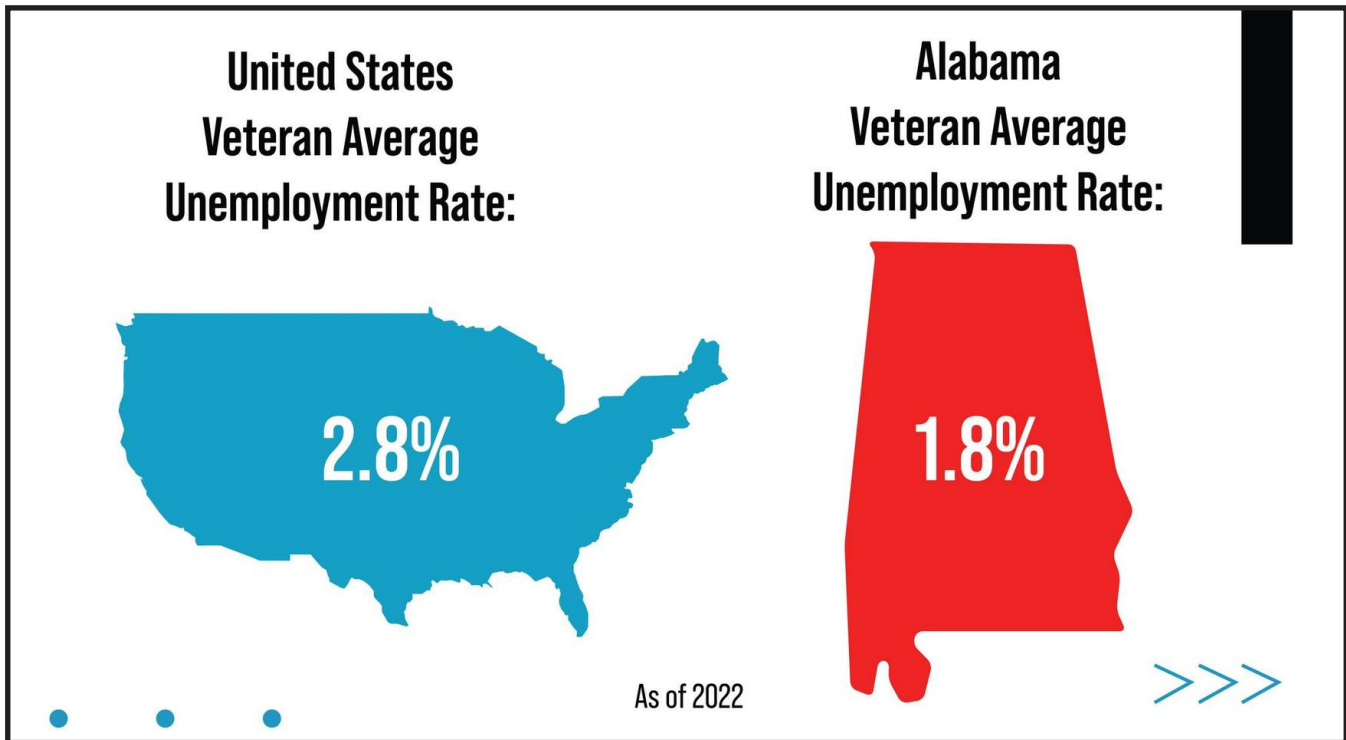
The most severe flooding occurred from Birmingham southward, including Vestavia Hills, Hoover, Helena, Pelham, and immediate surrounding areas. Numerous roads became submerged and impassable. Countless water rescues were performed as travelers either became trapped by or drove into floodwaters. Floodwaters several feet deep impacted parts of neighborhoods and townhomes. Several businesses were damaged by flooding. Extreme runoff also caused creeks and other waterways to rapidly swell. There was at least one report of a partial landslide in Pelham, sending dirt, rocks, and pine trees onto the road.

This flood event resulted in four fatalities: two in Marshall County (18- and 4-year-old females) and two in Shelby County (23-year-old male and female). Both cases involved a vehicle swept off the roadway. Local resources were provided to the counties through mutual aid for the initial response and life-saving activities. Faith-based and voluntary agencies supported with activities including but not limited to; casework, muck-outs, feeding and translation services.

The initial survey indicated that if any Disaster Unemployment Assistance claims were filed, they would be filed by self-employed

individuals and individuals who were monetary ineligible for regular unemployment compensation.

There were not any claims filed for Disaster Unemployment Assistance benefits. Therefore, DUA funds were not requested, resulting in no disbursement of benefits payments or administrative cost expended.



Benefit Services

The Combined Wage Unit and Federal Program Unit are continuing to assist the Netacent group with the configuration of a new UC system that went live in January 2020 to work through continued malfunctions and needed enhancements by providing information which includes employees' daily work tasks that require use of the ICON and Datastation Systems. In addition, the Combined Wage and Federal Program Units are continuing to review a backlog of claims established during the Covid-19 pandemic. The Combined Wage Unit staff has continued to be successful in reporting and identifying fraudulent claims from fraud alerts in NASWA's Integrity Data HUB. Lastly, the Combined Wage Unit staff in Alabama has volunteered to participate as a pilot state to test the modernized IBIQ exchange in early 2023 with NASWA.

Systematic Alien Verification for Entitlements Program (SAVE)

During FY 2022, 1,119 initial claims where the claimant was not a citizen were established. There were 4,231 claims that were verified through the U.S. Citizenship and Immigration Services' (USCIS) designated automated system; this includes backlog of claims filed during Covid-19 pandemic, where the claimants were not citizens. The agency continues to implement overtime for staff to mitigate the influx and backlog of claims and to successfully pay needed benefits to eligible claimants.

Also of importance, staff have participated 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 alien status.

UC Technical Services

The UC Technical Services Section has remained busy throughout 2022, continuing to provide a plethora of support functions that are vital to the overall success of the administration of UC.

The Technical Services Section now provides all training for all of the UC Division to include updating training materials and manuals. The section has one primary trainer and others in the section provide assistance as needed. During 2022, the primary trainer hosted 11 training sessions, consisting of 65 attendees. These sessions included training for new and seasoned employees

of all skill levels and from all sections of UC, including Appeals, and covered topics such as issue specifics, teaching non-adjudication staff how to help alleviate backlogs, basics of UC systems, call center training, inquiry, customer service, and more.

During 2022, the primary trainer took on the role of overseeing quality and training for the vendor that provides our claims taking services. On two occasions an in-person, one-day training was held to provide ADOL specific training to approximately twenty representatives. To assist with quality control, Technical Services reviews approximately 15-20 calls per week. The trainer then meets with vendor management bi-weekly to discuss overall project performance and hosts a calibration meeting once per week in which a random call is reviewed with management to critique the call and determine areas needing improvement. These calibration calls serve a train-the-trainer function such that vendor training staff can communicate improvement needs to representatives taking ADOL calls. Finally, the trainer is available to vendor management and training staff on demand via Teams, email, and/or phone. As has been the case for many years, the Technical Services Section also serves as a liaison for the business unit with vendor and/or in-house IT staff to include troubleshooting existing systems, providing business requirements, and testing for new developments.

Technical Services worked with the UC System vendor to add automation to the UC SIDES Separation Information Exchange process, and added a new exchange, Earnings Verification. The automation features implemented included an automatic update to issue type when the claimant files as lack of work, but the employer responds in contradiction - this prevents improper payments by automating the issue update such that the issue does not autopay. Also, when a claimant files as a lack of work and the employer responds in agreement, the issue auto updates for payment - this results in an increased first payment rate.

Technical Services coordinated the development of notifications to claimants regarding the potential of waiver for Lost Wage Assistance (LWA) overpayments, and the process to bulk request approved applications. These efforts have resulted in waivers for thousands of claimants to-date. Work continues to complete this waiver process as additional applications are received.

As a new support function, Technical Services assists with data requests for reporting, issue identification, and audits by working with the Database Administration (DBA) Unit to complete SQL queries. Technical Services worked

closely with the AL Examiners to provide required data to perform the audit and continues to provide support for auditor requests. Also, Technical Services has been able to work with the Adjudication Section to provide query data for mass clean-up processes of pending issues to help alleviate the UC Adjudication backlogs.

Finally, the Technical Services Section also plays a vital role in administrative functions such as strategic planning, state and federal audits, and administration of grant activities and reporting. Due to the increase in claims, workload, and fraud caused by the pandemic, the State Quality Strategic Plan (SQSP) package was significantly larger than previous years. The FY 2023 plan package included 14 corrective action plans (CAPs), a nine-page narrative, and a 13-page integrity action plan. Together these plans will drive the overall strategic goals of UC for 2023 to help the agency meet required performance measures, prevent fraud, and reduce improper payments.

During 2022, the Technical Services Section closed out the CARES Act Electronic Desk Monitoring Review (EDMR) with USDOL and submitted corrective action plans for eight different findings. As we near the end of 2022, only two findings have incomplete corrective action plans. Outstanding milestones include full connection with the Integrity Data Hub (IDH) and creating new PUA notices to be remailed to all PUA claimants who have not had their PUA WBA redetermined. Any responses to this new letter will also have to be processed.

A second EDMR began and closed out during 2022 for the American Rescue Plan Act (ARPA). For this review, Technical Services completed corrective action plans for three findings. Two of three findings have outstanding milestones to include a manual review/correction of claims with errors.

As a new, exciting, and huge undertaking for Technical Services, UC, and the agency, 2022 brought approval for supplemental grant funding to position 28 UC ombudspersons across 25 different local office locations. These ombudspersons will be overseen by two supervisors. The UC Equity Ombudsperson project will be overseen by the Technical Services Section, including training from our Training unit, and will serve to improve overall customer service and UC presence for the general public. To-date, one supervisor and seven representatives have been onboarded with plans to onboard the second supervisor and seven additional representatives by year end. The remaining 14 representatives will be onboarded during 2023.

Representatives will be available to the public for general UC questions, assistance with online self-service tools, identity verification, and will present weekly general UC training sessions for the public.

Call Center Operations

Call Center Operations is a section in the Unemployment Compensation Division that once consisted of the Montgomery Call Center, the Birmingham Adjudication Center, and an administrative unit at ADOL's Central Office location in Montgomery. Given the strong economy and steady drops in the unemployment rate at the start of 2020, the decision was made to close the off-site centers and consolidate the Call Centers into the Central Office location.

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.

During the past year, the Call Center has continued to recruit staff for expected and unexpected vacancies. To date, 100% of the newly hired staff have been trained on agency policies and best practices.

The online portal that was developed last year has proven to be effective. The use of the portal has made reviewing and processing unemployment claims more efficient and more consumer friendly.

Following the ending of the 13 month pandemic-related claim programs in June of 2021, the Adjudication Section went into 2022 with an historic number of backlog issues. As reported in February of 2022, the Unemployment Compensation backlog was 122,537.

Although staffing levels are not back to pre-pandemic occupancy, we have increased staffing by onboarding four new staff and have utilized the resources of four retired state employees in 2022 in the ongoing effort to address the backlog. As of end of November 2022, the backlog was 99,590.

We have implemented specific internal strategies whereby certain staff are dedicated to most-recent claims to prevent their aging, thus reducing the

backlog. The staffing levels are adequate to sustain a higher number of issues resolved daily as compared to number of new issues created daily.

Other steps taken to reduce the backlog were the implementation of specific programming strategies to automatically resolve in certain issues identified as meeting acceptable criteria for a proper determination without requiring one-on-one human review or action.

Two supervisors were hired to manage the two separate components of the section. These components are adjudication and fact-finding. In their reviews and feedback of staff work output, each supervisor played a key role in improving standards of quality measurement as set forth under the United States Department of Labor guidelines.

During the period October 1, 2021 - September 30, 2022, factfinding was completed on 437,727 issues. There were 280,669 issues assigned to factfinders and of that number, 200,403 were completed. 157,058 factfinding claims were assigned to adjudicators and factfinding was completed on 154,069.

Tax Operations

The balance of the Unemployment Trust Fund remained positive throughout 2022. The balance of the trust fund as of September 30, 2022, was \$868,720,267.00. Governor Ivey and Secretary Washington were successful in securing an appropriation from the state legislature of \$79.5 million to restore Alabama's Unemployment Trust Fund to its pre-Covid level. The appropriation reduced shared costs for employers from 0.50 percent to 0.20 percent.

Tax Operations continues to work closely with the developers of our new cloud-based system of record, Netacent, to enhance programs and processes that will complete our path to UC modernization. Tax Operations experienced many achievements throughout the course of the year including:

The Audits/Delinquency Control section deposited a total of \$265,808,633.00 into the Unemployment Compensation Trust Fund for the period October 1, 2021, through September 30, 2022.

Electronic receipts of unemployment tax returns averaged 100%, while electronic remittances averaged 99% during the year. The total number of tax returns processed for the year totaled 405,697.

Experience Rating made considerable headway during the year with the overall backlog created by Covid. The section has a backlog of BEN-8As due to a system error with Netacent, the third-party cloud-based system vendor. There was a lapse in the generation of the notices by Netacent which resulted in a mass mailout at one time. BEN-8As mailed out total 27,941.

ADOL 2022 unemployment tax rate notices for employers totaled 85,451 for the year. The section has begun calculation of the 2023 tax rate notices with an anticipated release date of the notices to the public in mid-December.

The Status Unit assigned 17,206 new employer accounts. Of that total, 15,831 (or 92%) were entered online. Additionally, Status assigned 502 successor employer accounts. A total of 338 (or 67%) successor accounts were entered online. Employer name and address changes numbered 7,209; and 1,979 (or 27.5%) of that total were submitted online.

Online adjustments to employer accounts were 6,480. Of that total, 1,819 adjustments were submitted by bulk filers (ADP, Paychex, etc.). The remaining 4,661 adjustments were filed by employers.

A Tax Summit was held in July 2022 that included Netacent and ADOL officials to discuss the progress of the cloud-based modernization project. Many issues were addressed. An agreed upon set of priorities was established to ensure the department's goals are met in a timely manner.

The issuance of employer tax refund checks was resumed and are based on requests received from employers or their representatives.

Audits/Delinquency Control Staff audited hundreds of employer accounts to validate credits from prior years in preparation of the generation of employer billing statements. On September 15, 2022, employer billing statements were produced and numbered 30,473. Tax employees reviewed hundreds of the forms to ensure accuracy of the statements. This run of billing statements was the first complete production since December 2019. The September statements billed for both unfiled reports and unpaid tax, penalty, and interest. The total amount of money billed out was \$26,514,818.00.

The beginning balance of Tax Appeal hearings for FY 2022 was six pending cases. Nine additional appeals requests were received during the fiscal year. Disposition of these cases are as follows:

1. Two cases were affirmed
2. Three cases were withdrawn
3. Zero cases were overturned
4. Ten cases are pending for a hearing

Mandatory overtime for UC employees continued from September 2021 through June 10, 2022. The mandatory overtime was reinstated July 5, 2022, and continues to the present. It is required that each employee work five hours minimum of weekly overtime.

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 under the Fair Labor Standards Act, Workers' Compensation, and Unemployment Compensation Acts. Additionally, misclassification of workers creates businesses with an unfair business advantage over competitors.

Field services auditors completed 1,423 total audits during the fiscal year, 30 of which were considered large audits because the employer had over 100 employees on staff or paid in excess of \$1,000,000,000.00 in taxable wages. Because of these audits, 2,764 misclassified workers were discovered and in turn reported to the department. This created an increase of \$36,922,944.00 in total wages and an increase of \$12,945,012.00 in taxable wages and produced an addition of \$143,114.00 in tax assessment.

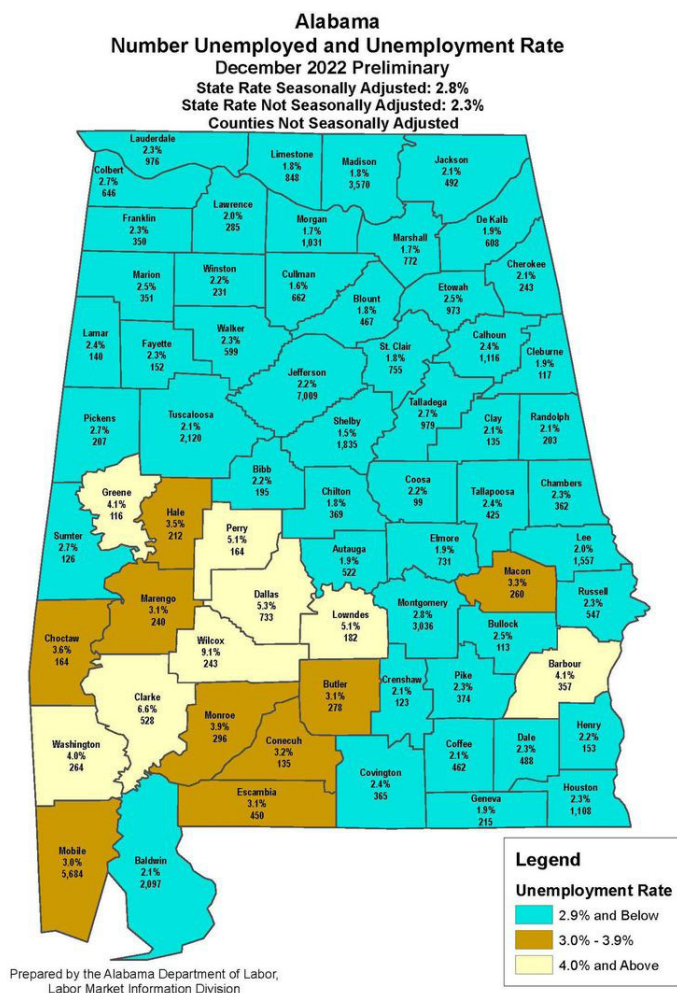
Internal Security Section

The ADOL Internal Security Section (comprised of Internal Security Unit, UC Disclosure Unit, and Physical Security Unit) is vital to maintaining the integrity of the UC program and safeguarding program assets. Authority for Internal Security resides in provisions set forth in the Social Security Act Section 303(a)(5) and Internal Revenue Code Section 3304(a)(4). Per Employment and Training (ET) Handbook 376, Guidelines for Internal Security in UC Operations, all states are required to administer an Internal Security Program.

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 assist in external UC fraud investigations.

The 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. 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 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 2022 produced more than 819 invoices totaling more than \$83,210.00 in receivables.



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 that expenditures are in compliance with all applicable regulations, as well as fiscal responsibility. In addition, greater transparency and usefulness of financial reports is an ongoing commitment of the division. To that end, finance staff conducts in-person meetings, upon request, with division directors to review monthly reports, provide funding updates, and explore solutions to identified concerns. Finance staff also conduct department-level budget briefings with the 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, fund control, payroll, procurement and supply, mail and property, 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.

Training & Development

In FY2022, Finance Division supervisors and staff continued to hone their skills at State Personnel and ADOL training classes. In addition, accounting staff pursued training on government financial management and related topics at the Montgomery Chapter Association of Government Accountants' (AGA) virtual professional training conferences. Finance staff also attended the National Association of State Workforce Agencies' (NASWA) virtual discussions, and NASWA's regional Administration & Finance Committee meetings. Staff also attended the National Association of Abandoned Mine Land Programs meetings.

Finance Division forms are updated to allow approval workflow via email with electronic signatures. Finance staff also offers guidance to managers and staff on travel forms, payroll assistance, procurement processes, and overtime procedures.

Employment Services Collaboration

In FY2022, the Finance Division continued its collaboration with ADOL's Employment Services (ES) Division and the Alabama Department of Commerce Workforce Development Division, administering WIOA contracts and budgets in the agency's role as one-stop operator for WIOA services. Finance's Budget Section coordinates with three local workforce boards governing seven geographical areas, and with multiple state partner agencies, to ensure financial transactions meet state and federal contractual requirements.

Finance continues its work with ADOL's Information Services and Human Resource Divisions in modernizing our financial system. This includes the time distribution sub system and making access more user friendly while maintaining internal controls. Additionally, the division works with the Unemployment Insurance and Hearings and Appeals Divisions by aiding with contracted services and purchasing to make sure necessary resources are available to them with their continued efforts in reducing their backlog from the coronavirus pandemic.

Hiring & Retirements

In 2022, the Finance Division had several staff changes through retirements and hiring which affected multiple sections. Mrs. Tina Moore was named Acting Assistant Director. As one of two assistants, Mrs. Moore is overseeing the Accounting and Reporting, Payroll, Accounts Payable and Budget and Allocation Controls Sections. Supervisors within these sections have risen to the challenge of running the day-to-day operations. Terry Knight, Assistant Director, continues to oversee Fund Control and General Services.

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

Governmental Affairs

Overview

The Governmental Affairs Division serves as the governmental and legislative liaison between the department and local, state, and federal government along with business and labor groups. The division is also responsible for monitoring and drafting department-related legislation.

2022 Bills of Interest

HB108 – Updated and clarified the rules concerning the applicability and timeframe for adoption of elevator safety codes.

SB150 – Defines the terms “marketplace contractor” and “marketplace platform” and excludes certain marketplace contractors from the definition of employment. A marketplace contractor shall not be deemed to be an employee of a marketplace platform so long as all of the following apply:

- there is a written agreement that the marketplace contractor is an independent contractor.
- work hours are not unilaterally prescribed.
- the marketplace platform does not prohibit or restrict the marketplace contractor from using other marketplace platforms or engaging in another occupation or business.

- the marketplace platform bears all or substantially all of the incurred expenses.
- the marketplace platform does not mandate furnished equipment or tools essential for the work, unless otherwise required by law or for safety purposes.

SB224 – Requires unemployment claimants to contact at least three prospective employers for each week of unemployment claimed. Requires ADOL to conduct random reviews of at least 5 percent of the work search proof provided by claimants each week. Note: SB224 has an effective date of January 1, 2023.

HB176 – Lowers the minimum age of alcohol servers in restaurants from 19 to 18.

Board of Appeals

The Government Affairs Division serves as administrative support and clerk for the Board of Appeals, a statutorily created board that reviews and hears unemployment compensation cases at the highest administrative level. The board conducts hearings at seven different Career Centers around the state on a rotating basis. In 2022, the board reviewed more than 850 appeals and held more than 550 in-person hearings.

Labor Market Information



Alabama's economy now supports a record-high total jobs count!

2,120,500 JOBS!



RECORD HIGH JOBS COUNT

Alabama's economy now supports a record-high total jobs count of 2,120,500 jobs!

Visit any 1 of the 56 Career Centers in Alabama and find your dream job today!

BASED ON PRELIMINARY DECEMBER 2022 DATA FROM THE BUREAU OF LABOR STATISTICS AND THE LABOR MARKET INFORMATION DIVISION OF THE ALABAMA DEPARTMENT OF LABOR

Overview

The Labor Market Information (LMI) Division is responsible for collecting, analyzing, and disseminating data essential for evaluating the condition of the Alabama economy. What is the latest unemployment rate? What wages can be expected from a certain occupation? Which industries employ the most people? What occupations are in high demand? These are just a few examples of questions answered by the Labor Market Information Division. The LMI website, <http://labor.alabama.gov/lmi> allows public and professional users access to the LMI data.



ALABAMA DEPARTMENT OF LABOR

LABOR MARKET INFORMATION DIVISION

LMI Home | CES | OES | QCEW | LAUS | Workforce Development | OSHS

Seasonally Adjusted	December 2022 Preliminary	November 2022 Revised
Alabama:	2.8%	2.7%
United States:	3.5%	3.6%

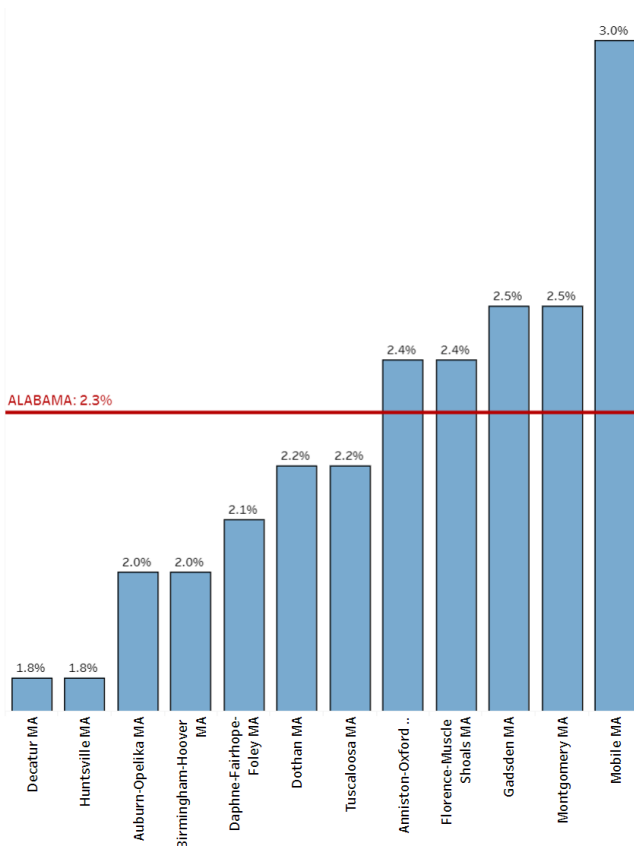
Alabama's preliminary, seasonally adjusted December unemployment rate is 2.8%, up slightly from November's rate of 2.7%, and well below December 2021's rate of 3.1%. December's rate represents 63,412 unemployed persons, compared to 63,004 in November and 69,434 in December 2021.

Over the year, wage and salary employment increased 55,900, to 2,120,500, a new record high, with gains in the education and health services sector (+15,400), the professional and business services sector (+12,700), and the government sector (+8,600), among others.

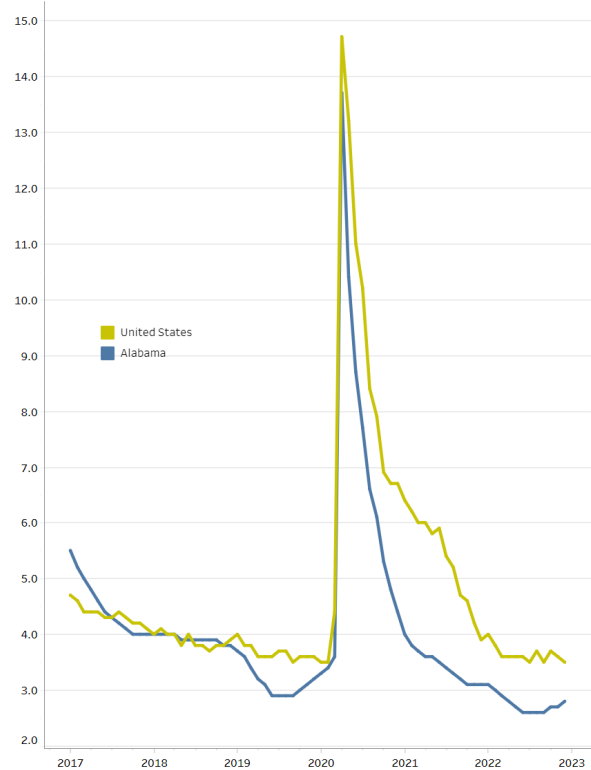
Wage and salary employment increased in December by 300. Monthly gains were seen in the trade, transportation, and utilities sector (+3,100), the government sector (+1,100), and the construction sector (+500), among others.

Counties with the lowest unemployment rates are: Shelby County at 1.5%, Cullman County at 1.6%, and Morgan and Marshall Counties at 1.7%. Counties with the highest unemployment rates are: Wilcox County at 9.1%, Clarke County at 6.6%, and Dallas County at 5.3%.

Major cities with the lowest unemployment rates are: Vestavia Hills and Homewood at 1.3%, Trussville, Madison, Hoover, and Alabaster at 1.4%, and Athens and Northport at 1.7%. Major cities with the highest unemployment rates are: Selma at 6.3%, Prichard at 5.2%, and Bessemer at 3.5%.



United States and Alabama
2017-2022 (Seasonally Adjusted)



The LMI division operates five Federal-State cooperative programs in agreement with the Bureau of Labor Statistics (BLS), a 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. These sample-based 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.
- Compare your business and the 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 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. In 2022 the LAUS Unit saw a record-breaking state unemployment rate of 2.6%. The LAUS unit is responsible not only for publishing the rates but providing insight to 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.

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 3,700 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. These efforts combined with a motivated OWES staff have increased the success of the survey. Alabama finished with one of the highest response rates in the region. This unit continues to explore new methods to gain employer responses and increase efficiency during the collection process.

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 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 five months. This is to account for National Office sign-off on preliminary reported data. In October 2022, QCEW went through a federal modernization upgrade. The program shifted from a software-based processing system to the web-based, QUEST, processing system.

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 hired one new member to the team, bringing the total to three full-time staff plus a manager. This allows for two people to handle all job fairs, career fairs, meetings, trainings, and presentations. Staff are assigned to workforce regions to allow them to forge relationships with the local workforce boards and their respective staff so that LMI can better serve them. The long-term employment projections for both industries and occupations were developed for 2020-2030 and published this past summer. LMI is dependent on USDOL national employment projections as an important

variable to develop state projections. USDOL has recently made the decision to develop employment projections annually rather than biennially. LMI will continue to produce and publish projections biennially and run calculations for special projects during the off years. Special projects include creating demand occupations for the Alabama Committee on Credentialing and Career Pathways (ACCCP) for the state and seven regions. The unit continues development of new avenues of product delivery from virtual sessions to data visualizations.

Reports Unit

As part of the Alabama Department of Labor's mission to foster and promote the welfare of job seekers and provide insured benefits to those who have lost jobs due to no fault of their own, the Reports Unit compiles ongoing data on unemployment activity levels across the State.

The Reports Unit continues to track and submit data on claims and payment levels for the various unemployment compensation programs along with providing special requests to government and private agencies. The unit also compiles narratives and publishes monthly data on the internet which reveals claimant totals and trends of the State UI and federal/ex-military unemployment programs.

The following programs were supported in 2022:

- State Unemployment Insurance
- Unemployment Compensation for Federal Employees
- Unemployment Compensation for Ex-servicemembers
- Trade Act of 1974
- Alternative Trade Adjustment Assistance
- Pandemic Unemployment Assistance (PUA)
- Pandemic Emergency Unemployment Assistance (PEUC)
- Federal Pandemic Unemployment Compensation (FPUC)
- Mixed Earners Unemployment Compensation Activities (MEUC)
- Disaster Unemployment Assistance (DUA)
- Extended Benefits


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.

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.

The experience linking data between various sources has allowed the LMI Division the opportunity to work with the Alabama Commission on Higher Education with linking institutional data with UI wage records. This same unit also conducted economic research to provide estimates for unemployment compensation legislation, including the analysis of the benefit costs, tax revenues, and trust fund adequacy.

ADOL: Alabama hits record privately weekly wages



ON YOUR SIDE
ALABAMIANS MAKING RECORD HIGH WAGES

9:06 82°
WBRC
FOX 6 NEWS

STOCKS DOW 32,899.70 ▼ -348.58

Alabamians making record high wages

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, 2022, marked the 45th 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, 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 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. The work is funded by annual grants from the U.S. Department of the Interior, Office of Surface Mining Reclamation and Enforcement (OSMRE), which collects production fees from active coal operators across the United States. The rate structure was reduced with the passage of the Bipartisan Infrastructure Law, 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. 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 FY2022, the Alabama Department of Labor's (ADOL) AML Reclamation Program:

- Performed (and/or completed) construction on 15 reclamation projects conducted by contract and/or emergency authorization, including two emergency projects.
- ADOL investigated 19 potential emergency complaints, two of which were declared AML emergencies. The declared emergency projects were reclaimed by a contractor. This brings the total number of emergency projects completed by the ADOL AML Program to 205 over the history of the program.
- In-house engineering and design plans were either under development or completed on 20 current/upcoming projects.
- Authorization To Proceed (ATP's) were received from OSMRE for 11 AML Grant reclamation projects, two AML Grant emergency projects, and one AMLER Grant project.
- Through the AML Post-Monitoring Program, five completed projects were identified as requiring either maintenance or corrective work. The maintenance work was included in the bid for fall or spring topdressing and all tasks were accomplished by a contractor selected through the State of Alabama bid process.

This year continued to pose difficulties associated with the continuing COVID-19 pandemic which flared periodically through several quarters. However, the ADOL AML program continued its practices set forth in the prior year to adapt and overcome these difficulties to allow for the smooth deployment of projects for AMLER, SMCRA and Emergency Program projects.



The ADOL AML Program continued contribution to the Acid Mine Drainage (AMD) set-aside account, which was made possible by the adoption of the revised State Reclamation Plan (SRP). The revised SRP includes provisions to set aside the maximum amount allowed by OSMRE's allocation of available AML funds distributed annually and placed into a separate AMD set-aside account for the abatement of the causes and treatment of the effects of AMD resulting from past coal mining practices.

Key members of the ADOL AML Program staff, with assistance from the Director and personnel of the Birmingham Field Office (BFO) of OSMRE and with support from OSMRE Unified Region (3, 4, & 6) Lead Natural Resources Specialist and met with representatives of the Alabama Department of Conservation and Natural Resources (ADCNR) and the Department of the Interior (DOI) U.S. Fish and Wildlife Service (FWS) to discuss options concerning the screening for the presence of threatened and/or endangered bats on proposed AML project sites, as well as options for the closure of unstable open portals. As a result of the meeting, ADOL AML has decided to institute bat surveys on all AML project sites including portal and vertical opening closures. This will give ADOL AML the flexibility in scheduling project reclamation currently unavailable to the program due to restrictions for potential habitat impacts. ADOL AML Program staff have also held preliminary discussions with the State of Alabama Historical Commission concerning the development of a Memorandum of Understanding between ADOL AML and the Historical Commission concerning the installation of bat gates on ADOL AML project sites.

The Bipartisan Infrastructure Law was passed in November of 2021. As a result, OSMRE will be distributing approximately \$725 million annually for 15 years, beginning in FY2022. Eligible States and Tribes will receive these annual BIL AML grant distributions for the remaining years, subject to any required adjustments. Based on this significant increase in ADOL AML's funding, ADOL AML began a search for a suitable office space which would support the accompanying anticipated increase in ADOL AML staffing

numbers. In June, the ADOL AML Program relocated to a new office complex situated at the Urban Center of Liberty Park (1400 Urban Center Drive, Suite 200 Vestavia Hills, AL 35242). The new space will serve to provide ample room for the anticipated additional staffing.

The 2021 NAAML P Annual Fall Conference was once again held virtually due to a massive forest fire in Lake Tahoe, NV, which severely impacted the proposed venue just days before the scheduled conference. Because of the sudden change the conference presentation, conference memberships for virtual attendance were provided to most members of the ADOL AML Program Staff. Several members of the virtually attending ADOL AML Program Staff received awards for the most hours of technical programming viewed. During the business meeting ADOL Mining and Reclamation Division Director, Dustin Morin, was elected as Secretary of the Association for the upcoming year. The Annual Fall Conference was held in September 2021.

The ADOL AML Program hosted the 2022 NAAML P Annual Winter Business Meeting for the 31 member states and native American tribes at The Lodge at Gulf State Park in Gulf Shores, Alabama in February 2022. ADOL Secretary Fitzgerald Washington welcomed the visitors to our State at a reception dinner. During the following business meetings, the states and tribes conducted extensive discussions concerning preparations to gear up for the upcoming BIL monies anticipated in 2022.

The ADOL AML Senior GIS Specialist and the Planning and Maintenance Branch added approximately \$10 million dollars to the AMLIS inventory of newly identified potential AML sites through review of satellite imagery and Complaint investigation. The identified potential AML sites were field truthed (in the case of satellite imagery identified sites) and investigated in the case of Complaints and added to the list for review by the ADOL AML Project Selection Committee.

The AML Reclamation Economic Development Pilot Program for FY2017 was authorized by Congress under the Consolidated Appropriations Act, 2017 (Public Law 115-31). The AML Program was awarded a \$10 M grant for the 2017 AML Pilot Program for qualified Economic and Community Development benefits associated with qualified high priority AML features and previously reclaimed AML projects to revitalize Alabama's coalfields region. Nine applications were received with three applicants recommended for selection by the AML Selection Committee and approved by OSMRE. All three of the awarded projects were successfully completed during this fiscal year and funds expended.

During the second year of the AML Pilot program FY18, ADOL received eight applications and proposed one project from the AML inventory. Five projects were recommended for selection by AML and have received preliminary approval from OSMRE. Contract agreements are in the process of finalization. Once agreements are in-place each project will be engineering designed and AML staff will conduct a full Environmental Assessment as required by the Natuion Environmental Policy Act (NEPA).

Administered by OSMRE, the FY2019 Pilot Program provided grants to the six states with the highest amount of unfunded Priority 1 and 2 features based on AML inventory data as of September 30, 2016. Alabama received \$10 million of the funds to accelerate the remediation of AML sites with economic and community development end uses. During this FY2019, ADOL advertised the FY2019 AML Pilot to the public and received 11 applications. Two of the applications were recommended for selection by the ADOL and have received preliminary approval from OSMRE.

The Abandoned Mine Land Economic Revitalization (AMLER) Program for FY2020 was authorized by Congress under the Consolidated Appropriations Act, 2017 (Public Law 115-31). Administered by OSMRE, the FY2020 AMLER Program provided grants to the six states with the highest amount of unfunded Priority 1 and 2 features based on AML inventory data as of September 30, 2020. Alabama received \$10 million of the funds to accelerate the remediation of AML sites with economic and community development end uses. During this FY2021, ADOL AML Program advertised the FY2020 AMLER Program to the public and received six applications. Two of the applications have been recommended by the ADOL AML Program for selection and funding from the FY 2020 AMLER grant. The recommended applications were sent to the OSMRE Birmingham Field Office for review and vetting. An additional FY2020 application was recommended by the ADOL AML Program for selection and funding from the FY2019 AMLER grant. That application was also sent to the OSMRE Birmingham Field Office for review and vetting.



Mine Safety & 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 FY2022, an average of 2,133 miners were employed in the coal and non-coal industry, producing 11 million tons of coal. Non-fuel surface mine open pits and quarries produced approximately 40 million tons of non-fuel minerals. A total of 213 underground and surface inspections were completed at coal mines statewide. During this fiscal year, there were no mining fatalities.

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 53 underground mine foreman certificates, six fire-boss certificates, and three upgrades from fire-boss to mine foreman. Also, 11 surface foreman certifications and 107 hoist certificates were issued. 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.



Surface Mining of Non-Fuel Materials

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 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 FY2022 there was continued implementation of new technologies for inspection of non-fuel surface mine inspection and permitting. These technologies included providing field inspectors with iPad Pro's equipped with geospatial mobile applications. These tools allow inspectors to quantify the precise acreage of disturbance of surface-mine operations precisely. This information is used to accurately tabulate the bond amount due to the department prior to issuance of permit renewals.



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 the 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 20, 2022, the State of Alabama’s average weekly wage was determined to be \$1,026.07. for the calendar year 2021. This resulted in the following changes, effective July 1, 2022:

The minimum weekly compensation payable increased from \$270 to \$282.

The maximum benefits payable on fatalities increased from \$491,500 to \$513,000.

During FY2022 there were:

Group Fund Certificates Issued.....	3,572
Group Fund Certificates canceled.....	4,497
Self-Insurance certificates issued.....	4
Self-Insurance certificates canceled.....	11
Self-Insurers audited.....	342
Employers brought into compliance.....	2,928
Employers in Non-compliance.....	355
Continuing Education Seminars and Webinar.....	4
Continuing Education Certificates.....	557
Voluntary Mediations.....	3,831
Voluntary Mediations Resolved.....	3,791
Court Ordered Mediations.....	35
Court Ordered Mediations Resolved.....	16
Utilization Management/Bill Screening Certificates issued.....	20
Drug-Free Workplace Certificates issued.....	328
Medical Disputes.....	147
Third Party Administrators Certified.....	11
Professional Employer Organizations Certificates issued.....	22

Self Insurance

The Workers' Compensation Division also administers the rules and regulations for both the Individual Self-Insurers and Group Self-Insurers. During FY2022 the following activity took place within the Self-Insurers and Group Self-Insurers.

INDIVIDUAL SELF-INSURANCE

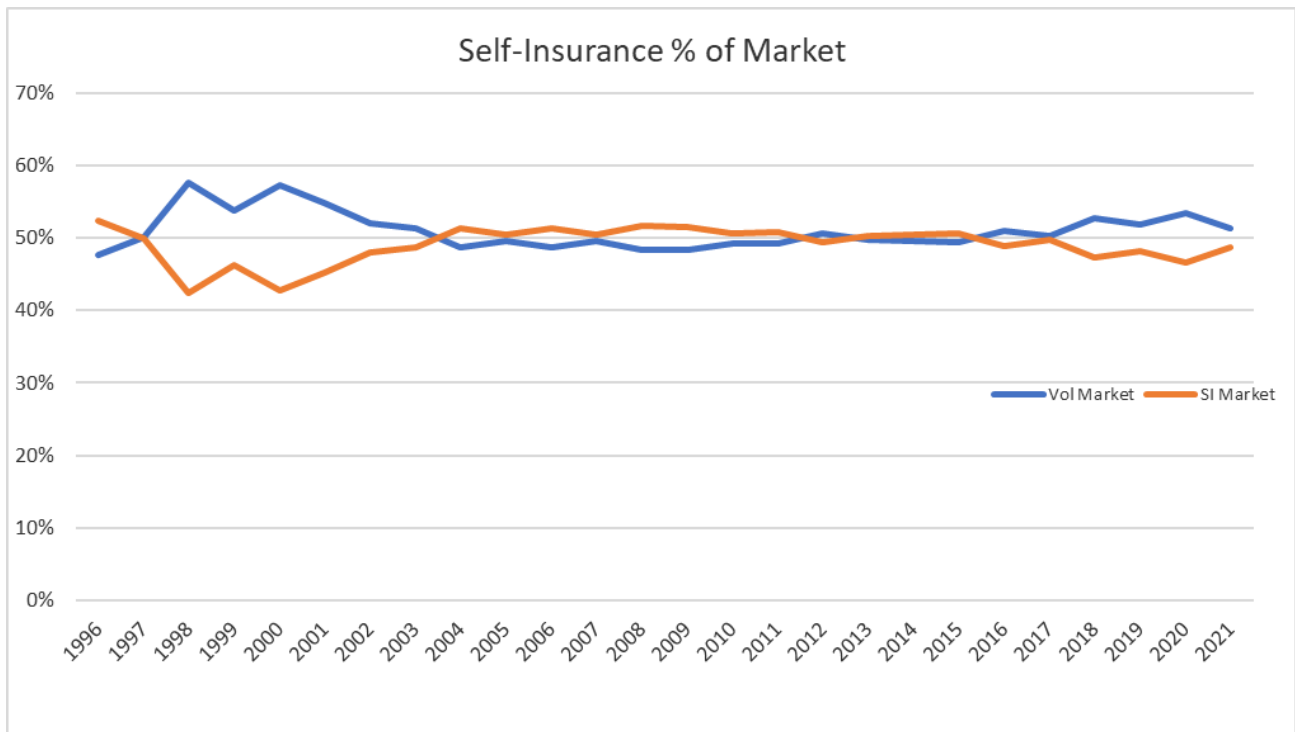
	<u>FY2022</u>	<u>FY2021</u>	<u>Percent Change</u>
Certificates Issued	4	3	33.33%
Certificates Canceled	11	7	57.14%
Total Individual Self-Insurers	218	225	-3.11%

GROUP SELF-INSURANCE

	<u>FY2022</u>	<u>FY2021</u>	<u>Percent Change</u>
Certificates Issued	3,572	3,443	3.75%
Certificates Canceled	4,497	3,978	13.05%
Total Employers	26,048	29,286	-11.06%
Total Number of Group Funds	17	17	0.00%

WC Market Trends

The graph below represents the total dollar amount actually paid for workers' compensation claims for calendar years 1996 - 2021, 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

	<u>FY2022</u>	<u>FY2021</u>	<u>%Change</u>	<u>FY2022% of Total</u>	
1	Autauga	54	70	-23%	0.41%
2	Baldwin	601	670	-10%	4.52%
3	Barbour	46	62	-26%	0.35%
4	Bibb	19	19	0%	v
5	Blount	30	43	-30%	0.23%
6	Bullock	14	13	8%	0.11%
7	Butler	41	55	-25%	0.31%
8	Calhoun	159	200	-21%	1.20%
9	Chambers	30	30	0%	0.23%
10	Cherokee	33	27	22%	0.25%
11	Chilton	34	53	-36%	0.26%
12	Choctaw	21	19	11%	0.16%
13	Clarke	40	44	-9%	0.30%
14	Clay	19	31	-39%	0.14%
15	Cleburne	14	15	-7%	0.11%
16	Coffee	103	118	-13%	0.77%
17	Colbert	248	201	23%	1.86%
18	Conecuh	31	34	-9%	0.23%
19	Coosa	9	13	-31%	0.07%
20	Covington	90	84	7%	0.68%

21	Crenshaw	28	44	-36%	0.21%
22	Cullman	119	138	-14%	0.89%
23	Dale	61	61	0%	0.46%
24	Dallas	68	70	-3%	0.51%
25	Dekalb	167	228	-27%	1.26%
26	Elmore	108	103	5%	0.81%
27	Escambia	39	52	-25%	0.29%
28	Etowah	188	453	-58%	1.41%
29	Fayette	32	21	52%	0.24%
30	Franklin	55	91	-40%	0.41%
31	Geneva	41	31	32%	0.31%
32	Greene	3	8	-63%	0.02%
33	Hale	5	9	-44%	0.04%
34	Henry	32	23	39%	0.24%
35	Houston	299	364	-18%	2.25%
36	Jackson	63	87	-28%	0.47%
37	Jefferson	2,073	2,604	-20%	15.59%
38	Lamar	33	20	65%	0.25%
39	Lauderdale	193	282	-32%	1.45%
40	Lawrence	14	16	-13%	0.11%
41	Lee	325	309	5%	2.44%
42	Limestone	227	175	30%	1.71%
43	Lowndes	8	13	-38%	0.06%
44	Macon	16	24	-33%	0.12%
45	Madison	725	739	-2%	5.45%
46	Marengo	53	41	29%	0.40%
47	Marion	58	57	2%	0.44%
48	Marshall	157	193	-19%	1.18%
49	Mobile	797	989	-19%	5.99%
50	Monroe	47	51	-8%	0.35%
51	Montgomery	937	1,003	-7%	7.05%
52	Morgan	341	362	-6%	2.56%
53	Perry	5	7	-29%	0.04%
54	Pickens	23	16	44%	0.17%
55	Pike	71	85	-16%	0.53%
56	Randolph	12	15	-20%	0.09%
57	Russell	58	68	-15%	0.44%
58	Shelby	350	410	-15%	2.63%
59	St. Clair	91	127	-28%	0.68%

60	Sumter	11	9	22%	0.08%
61	Talladega	260	255	2%	1.95%
62	Tallapoosa	63	65	-3%	0.47%
63	Tuscaloosa	445	481	-7%	3.35%
64	Unclassified	2,776	2,256	23%	20.87%
65	Walker	89	112	-21%	0.67%
66	Washington	22	21	5%	0.17%
67	Wilcox	10	14	-29%	0.08%
68	Winston	66	59	12%	0.50%
	TOTAL	13,300	14,462	-8%	100%

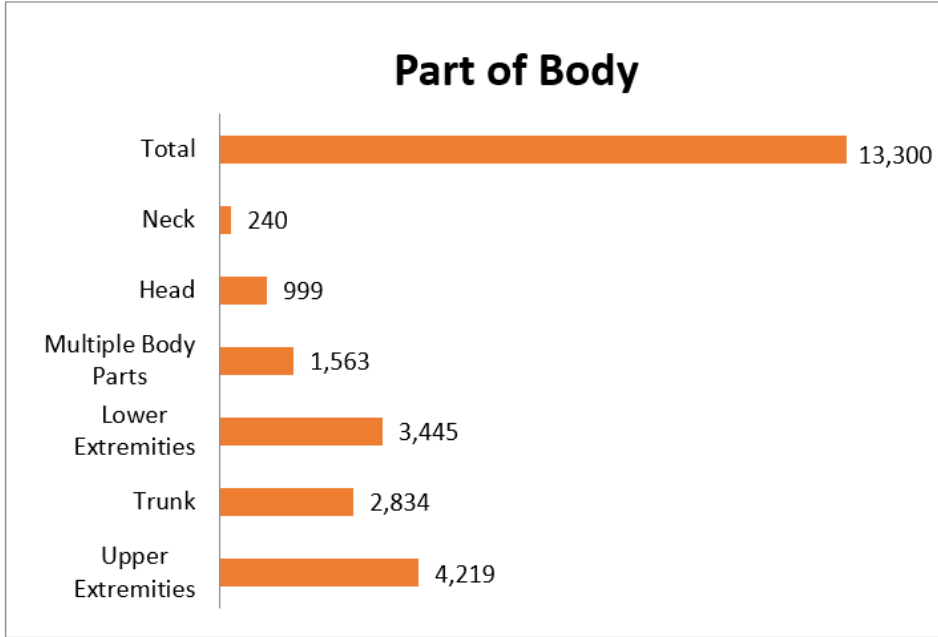
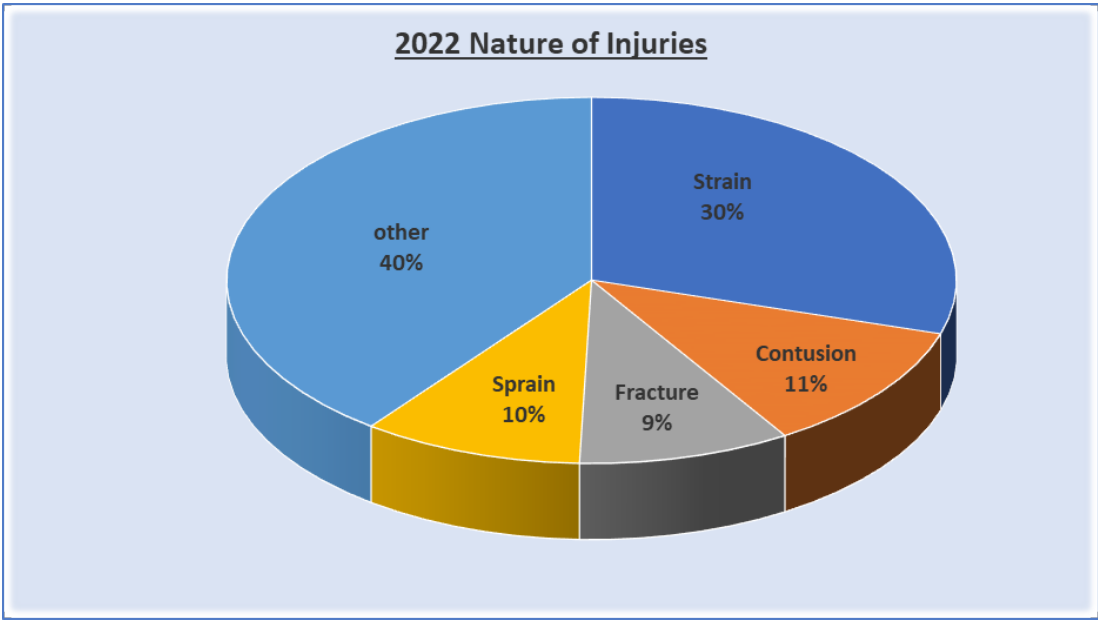
Nature of the Injury

Out of the 13,300 lost time workers' compensation claims reported to the Alabama Workers' Compensation Division the following information displays the four most common types of injury.

2022 Top Four Nature of Injuries

	# of reports	% of total
Strain	3,956	29.74%
Contusion	1,513	11.38%
Fracture	1,251	9.41%
Sprain	1,301	9.78%
other	5,279	39.69%

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other	5,279	39.69%



Fatality Statistics

- During FY2022 there were 43 fatalities reported.
- Of the 43 fatalities 91% were males with an average weekly wage of \$968.21.
- The average age was 47 with the oldest fatality being 80 years of age.
- 47% of all work-related deaths involved a motor vehicle accident.

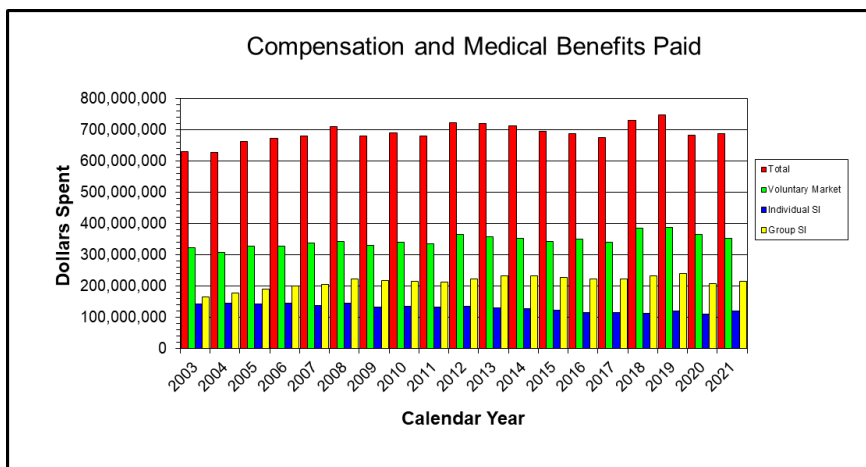
Fatalities Reported in FY2022

	<u>FY2022</u>	<u>% of Total</u>
Wholesale Trade	7	16.28%
Transportation/Warehousing	6	13.95%
Manufacturing	6	13.95%
Construction	5	11.63%
Administrative & Support	4	9.30%
Public Administration	3	6.98%
Non-classifiable Establishments	3	6.98%
Retail Trade	2	4.65%
Agriculture, Forestry, Fishing and Hunting	1	2.33%
Health Care/Social Assistance	1	2.33%
Professional, Scientific, & Technical Services	1	2.33%
Information	1	2.33%
Utilities	1	2.33%
Accommodation and Food Services	1	2.33%
Other Services (Except Public Administration)	1	2.33%
	43	100%

Compensation & Medical Benefits Paid

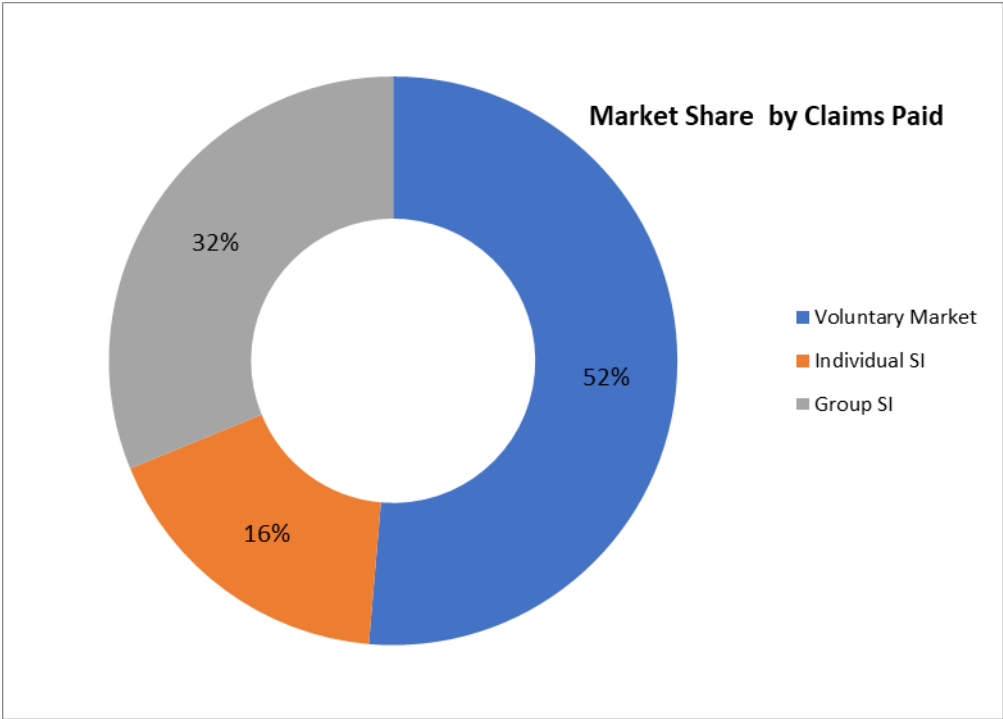
The first graph below represents the total dollar amounts actually paid for workers' compensation claims for calendar years 2003 - 2021, according to the Workers' Compensation Annual Assessment Report for Insurance Companies & Self-Insured Employers. These amounts were paid in the calendar year as specified 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 2007 - 2021.



2021 Market Share By Type

	Total WC Cost	Claims Paid	Medical %
Voluntary	\$353,541,076	51%	54%
Individual SI	\$120,130,024	17%	54%
Group SI	<u>\$214,587,289</u>	31%	66%
Total	\$688,258,389		



Legal

Overview

The Legal 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, departmental attorneys represent the department in all court matters, assists the Governmental Affairs Division with drafting, reviewing, and evaluating proposed administrative rules and legislation, and reviewing all contracts/agreements and memorandums of understandings.

The general counsel and assistant general counsels 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 2022, counsel for the department has made over 68 court appearances in state and federal courts and has collected more than \$71,030.62 from overpaid unemployment claimants.

Information Technology

Overview

ADOL's Information Technology Division (IT) is tasked with providing ADOL with the necessary technology and support to achieve the mission, services, and goals set by federal, state, and local administrations. In 2022, IT was well on its way of executing on its vision and goals. ADOL was entering the second year of the COVID-19 pandemic. The pandemic increased demand for business innovations, transparency, and digital services. It also put a spotlight on some inequities. As with all challenges, the pandemic also brought opportunities. With dedicated federal funding, there was a once-in-a-generation opportunity to make real and meaningful progress with digital transformation within ADOL. This report is created to share an overview of ADOL's IT work.

Priorities

Broadband expansion in the career centers

Recognizing that the web is often the first point of contact for the public to access ADOL's services, IT recognized that the cost and speed of internet services was

Cybersecurity

As cybersecurity risks and threats increase in line with the digitization of government and society, ADOL IT has taken steps to strengthen its security posture while offering robust services that facilitate collaboration and ease of use for both ADOL and citizens. ADOL IT is working with Alabama Office of Information Technology (OIT) to better monitor and improve our own systems to ensure resilience.

Digital transformation

ADOL has several major ongoing projects, one of which is the finance modernization. This is a multiyear, multi-release project. This digital transformation effort will bring ADOL completely off the mainframe systems, streamlining many aspects of finance.

ADOL has completed the Disaster Recovery Plan project and has up-to-date documentation required in case of a disaster or applicable audits.

ADOL has implemented a fully automated Worker's Compensation budget report and employers' assessment and payment process, including ADOL finance reports and payment process and verifications.

UI Benefits, Tax, and Appeals transformation is still on going, and while much of this effort is with Netacent, ADOL IT still provides services and ancillary applications to tie in with Data Station.

There is a new door access and badging system and new hardware and software for employee building access, including badge access to every office.

ADOL IT has also implemented an application to track ADOL inventory and ADOL technicians will have secure external access via the login portal when they are traveling and located outside the ADOL network.

Leadership in Tech May 16-20 of 2022

IT also hosted a leadership workshop covering the following topics.

Leadership in a Complex World

- Welcome and introductions
- Leadership in a VUCA world
- Understanding people through neuroscience: SCARF

Growth Mindset

- Growth mindset to solve challenges
- Leadership brand
- Stakeholder relations

Change Leadership

- Psychological safety: the path to new ideas
- Change leadership

Social Styles and Employee Development

- Prioritization
- Delegation
- Employee development
- Action Planning

HUMAN RESOURCES

Overview

The Human Resources (HR) Division provides administrative support to all divisions, sections, units, and individual employees of the Alabama Department of Labor (ADOL). Administrative duties include the processing and monitoring of all personnel transactions (e.g., newly hired employees, transfers, promotions, demotions, separations, etc.), disciplinary procedures, Family and Medical Leave Act administration, leave donations, military leave actions, annual and sick leave management, annual and probationary performance appraisals, policy development, counseling, providing recommendations, and other HR related matters. HR works closely with the department's Finance Division in ensuring that 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 Department of Labor.

HR is responsible for ensuring that all federal and state laws are followed as they relate to these activities.

At the end of the fiscal year, 765 personnel transactions had been completed. This represents a 44% increase from last fiscal year's number. This increase is due, in part, to the need for additional staff to work the tremendous backlog of unemployment claims and appeals hearings due to COVID-19. This, coupled with the revolving door of the Great Resignation, resulted in an increase in all aspects of HR transactions. Total personnel equaled 757 and the turnover rate for the fiscal year was 18%, also an increase from the previous 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

- **Dr. David F. Dyer**, Chairman, Auburn University, (public/engineering schools)
- **Fitzgerald Washington**, Secretary, Alabama Dept. of Labor (government)

- **Lance Coven**, Mitternight, Mobile (owners and users of pressure vessels)
- **Tony Millette**, UAB, Birmingham (owners and users, power boilers)
- **Gene Canavan**, International Paper, Prattville (owners and users of heating boilers)
- **Steve Speed**, Boilermakers, International Representative, Jasper (labor)
- **John Adams**, ADCO, Birmingham (heating contractors)
- **Paul Bourgeois**, XL Insurance Co., Northport (insurance companies)

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

ELEVATOR SAFETY REVIEW BOARD

- **Eric Moore**, Chairman, Auburn University, Auburn (professional licensed engineers)
- **Fitzgerald Washington**, Secretary, Alabama Dept. of Labor (government)
- **Stanley House**, Birmingham (elevator manufacturers)
- **Jeff McNorton**, Montgomery (elevator service providers)
- **Jerry Nelms**, BJCC, Birmingham (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**, IUEC 124, Robertsdale (labor)

STATE ELEVATOR INSPECTORS

- **Anthony E. Barry**, Deputy Inspector
- **Daniel S. Chandler, Jr**, 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 22,266 registered boilers and pressure vessels. During FY2022, a total of 11,933 inspections were performed by state and insurance inspectors. 1,562 violations were found, and 1,511 were corrected. There were 1,099 new boiler permits received and 10,712 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.

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 about 11,135 elevators and 155 escalators. During FY2022, state and private inspectors conducted 12,372 safety checks on elevators and escalators in Alabama. In the process, 5,551 violations were uncovered and 5,689 were corrected with new code violations found each day. There were 1,375 new elevator permits received and 11,618 Certificates issued during the reporting period.

Most common Alabama elevator violations:

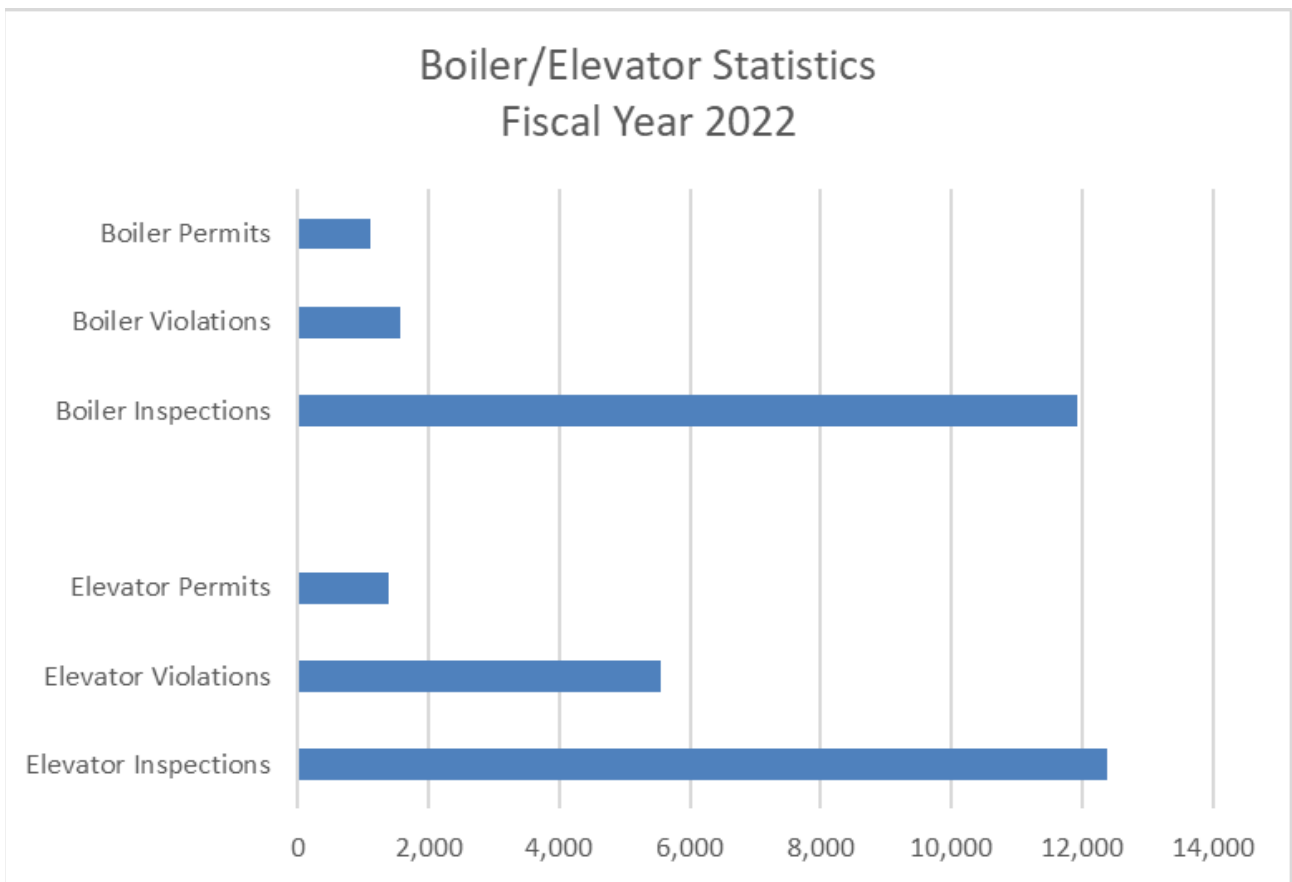
- Annual and five-year safety checks past due;
- Maintenance logs missing;
- Inoperable / missing communication device in elevator;
- Emergency lighting / alarm bell not working.

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

During FY2022, 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 FY2022, very little change occurred in safety inspections, violations, and permits. The Inspection Department was able to maintain less than .05 % overdue inspections in the Boiler/Pressure Vessel department and less than 1.8% overdue inspections in the Elevator department due to the exceptional efforts of the deputy inspectors and our office staff.



CHILD LABOR ENFORCEMENT

Alabama State law currently allows children age 14 and 15 to work only until 7:00 p.m. during a school year. Children aged 16, 17, and 18 years old who are still enrolled in high school are allowed to work until 10:00 p.m.

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. There were two child fatalities that occurred at workplaces during FY2022. These fatalities did not result in violations but could have been avoided if the children were not present at a job site.

In FY2022, Child Labor Enforcement continued to conduct trainings for teachers, business owners, and community stakeholders in order 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.

There have been ongoing investigations into undocumented minors working in the auto industry supply chain. We continue working with other agencies to pursue employers who may be working undocumented minors in exploitative conditions.

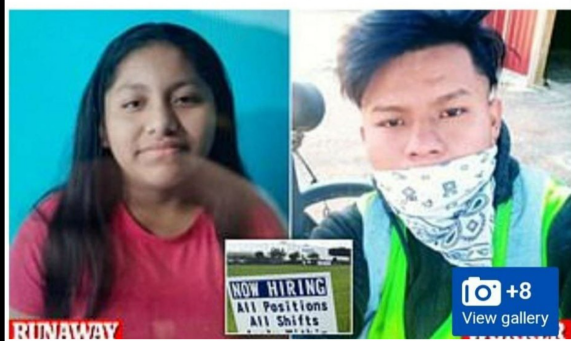
There are currently two Child Labor Inspectors on staff at this time with allocations for additional personnel.

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 2022

- 286 inspections of businesses were conducted.
- 182 violations were identified.
- \$58,050 in civil money penalties was collected.
- \$141,810 in fees were collected for were Child Labor Certificates.



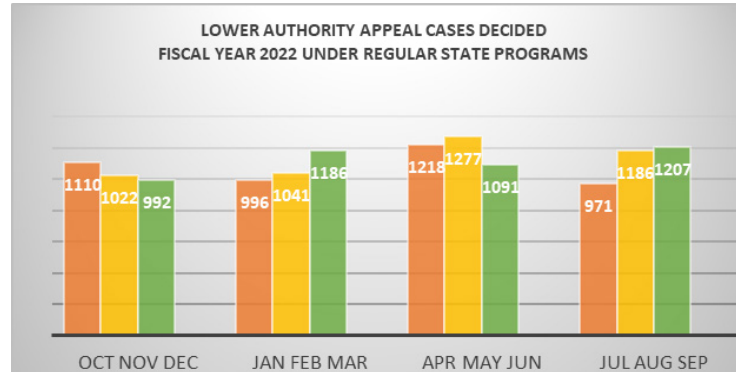
HEARINGS & APPEALS

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 agency

database, conducting administrative hearings, and rendering decisions. An appeal at this level is commonly called the appeals tribunal or lower authority. 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.

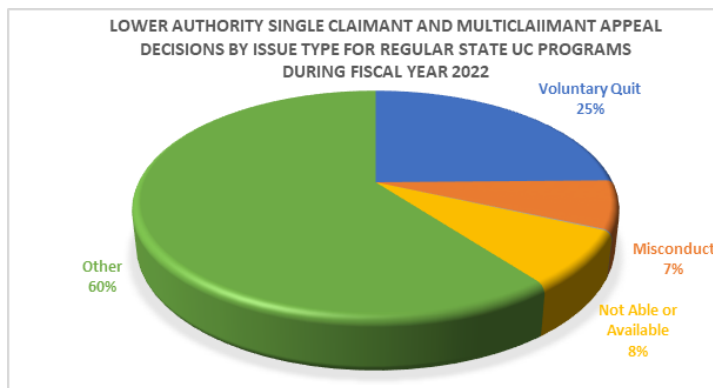
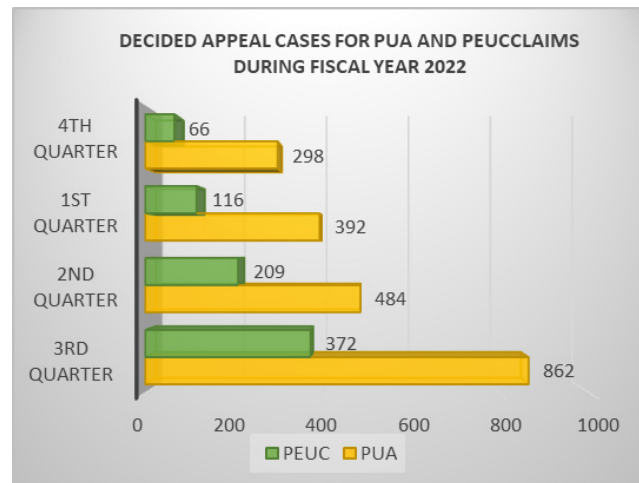


FISCAL YEAR 2022

During FY2022, the Hearings and Appeals Division conducted hearings and issued decisions on 13,297 appeal cases for regular state unemployment compensation benefits (UI), unemployment insurance for ex-servicemembers (UCX), and unemployment compensation for federal employees (UCFE). The employer filed 52% of the appeals on these programs, while the claimant filed 48%. Of the decided appeal cases, the hearing officers ruled in favor of the appellant in 23% of the cases. Rulings in favor of the claimant appellant represented 10% and employer appellant was favored in 34% of the appeal cases. More than 50% the appeal decisions affirmed the determinations of Unemployment Insurance Division

adjudicators. Of the issues addressed in the decided appeal cases, 25% were appeals on voluntary quit separations from work; 7% involved discharge for misconduct; 8% for not being able and/or able for work; less than 1% for refusal of suitable work; and 61% for issues categorized as “other.” The “other” category includes issues relating to monetary determinations, reporting requirements, overpayments, alien status, and any other issues excluding those addressing a cause for separation from

work. Appeal cases decided on COVID-19 related claims for FY2022 totaled 2,822. There were 2,059 decisions issued on claims for Pandemic Unemployment Assistance (PUA) and 763 for Pandemic Emergency



Unemployment Compensation (PEUC). The claimant was the appellant in 99% of appeal cases decided on contested PUA determinations. The employer is not subject to benefit charges on PUA claims; therefore, they are not an

interested party to the appeal case. Thus, there is no statistical data recorded for employer appeals on the PUA program. Recorded data shows the claimant as the appellant in 93% of the appeal decisions for PEUC benefits, and the employer appealed in 7% of the decided appeal cases for the same benefit program. Plans are in progress to revamp the online portal for filing appeals to enhance the ease of use. Continuous recruitment for hearing officers and support staff is on-going to hire more personnel in efforts to reduce the backlog of appeals filed during the height of the COVID-19 pandemic era.

Employment Services



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 corner-stone 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) 2021 Alabama’s Career Center System registered 91,015 new jobseekers with 230,918 customer visits (both in-person and virtual) in search of job assistance. During this same period, 6,000 employers posted more than 91,630 job postings representing more than 159,156 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 three major job fairs in 2022. An event was hosted at Shelton State Community College, the Birmingham Jefferson Civic Center, and the Mobile Civic Center. The Mobile event was the Governor's Fourth 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 2022, 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



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START HERE.**

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An Equal Opportunity Employer / Program
Auxiliary aids and services available upon request to individuals with disabilities.
Dial 711 for TTY Accessibility, funding provided by the USDOL, ETA and Federal WIOA.

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 2.8% in December 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 AW!, an internet-based, customer-driven service delivery system www.alabamaworks.alabama.gov, featuring self-service options for jobseekers and employers. AlabamaWorks! reports a total of 805,753 total visits recorded to the site while 780,535 Career Center services have been performed in Program Year 2021.

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 38,893 new resumes were posted while 41,456 résumés were updated during PY 2021.

5 MOST COMMON RÉSUMÉ OCCUPATIONS	NUMBER
Heavy, Tractor-Trailer Truck Drivers	1,854
Helpers - Production Workers	1,450
Customer Service Representatives	1,402
Team Assemblers	873
Laborer and Freight Stock, Materials Mover	771

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 PY2021, 48,496 individual employers have viewed over 80,087 jobseeker résumés.

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

5 MOST COMMON POSTED OCCUPATIONS	NUMBER
Landscaping and Groundskeeping	5,396
Registered Nurses	2,986
Software Developers	2,633
Retail Salespersons	1,787
Stockers and Order Fillers	1,738

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 34,472 new jobseeker accounts and 2,930 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 PY2021, more than 24,726 jobseekers after receiving employment services through the Career Center System and exiting, remained employed thru half of the Program Year representing almost two-thirds (72.71%) of all jobseekers exiting the labor exchange system during this period. 70.53% were still employed a year after exiting the system with a job. Median earnings for all exited jobseekers were \$5,873.69 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 P 2021, there were 4881 RESEA claimants scheduled to visit Career Centers for services with 65% or 3,137 completing all services.

BUSINESS CONTACTS

In FY2021, 5,000 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 3,334 new employer accounts, 66,040 successful staff employer services, and 184,576 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. The continued effects of the Covid-19 pandemic have hampered but not eliminated our provision of RESEA. Business related, or any Career Center Services. Arrangements can be made for virtual services if there is a legitimate need.



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 20 major closing and layoffs affecting 2,674 dislocated workers in PY2021.

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.

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 PY2021 US DOL certified five new TAA Petitions in Alabama. Ninety seven adversely affected workers registered to receive services from a Career Center, and 29 received classroom training. RTAA wage subsidies were paid to 18 workers who found employment paying wages lower than previously earned.

SUPPLEMENTAL NUTRITION ASSISTANCE

During PY2021, 32,992 SNAP recipients visited a Career Center receiving 48,459 services. These services included: résumé preparation assistance (4,237); labor market assistance (2,504); and referral to WIOA services (1514).

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES

During PY2021, 562 TANF recipients visited a Career Center receiving 861 services. These services included: résumé preparation assistance (75); labor market assistance (49); and referral to WIOA services (18).

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 165 new intrastate job orders identified as H-2A, representing 3,296 workers. The FLC has documented 153 noted employer outreach contacts to market program services.

In response, FLC staff inspected 384 dwellings, with occupancy approved for 5,464 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 205 new intrastate job orders identified as H-2B, representing 8,735 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 eleven 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 46,936 certifications from January 1 through November 20, 2022. This represents a potential tax savings of at least \$120,386,200.00 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 114,138 applications from January 1 through November 20, 2022. Of these applications, Alabama WOTC only received 956 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 served 1,929 veterans and registered 1,389 new veterans for PY2022. A total of 23,666 services to the state’s veterans last year.

The Alabama Department of Labor continues to implement. Jobs for Veterans State Grant (JVSG) provisions, which directs Career Center specialists to provide veterans with individualized services, including initial assessments of job readiness, résumé 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 99.61%.

ADAPTING SERVICES AS A RESULT OF THE PANDEMIC

The Alabama Career Center System has remained open and continued to provide services throughout PY2022. 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.

DISABLED VETERANS & SPECIAL CHALLENGES OUTREACH

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.

These specialists, funded under the JVSG grant, guide veterans into vocational training or to develop employment opportunities. Individualized services provided by 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 guidance on applying for veterans' benefits, referrals to supportive services, job training, 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.

Last year, DVOP specialists counseled approximately 769 veterans with significant barriers to employment due to military service-connected disabilities and provided them employment services and career counseling.

The JVSG grant provides that Local Veterans Employment Representatives (LVER) will 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 LVERs 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 LVERs are assigned to the Business Services Teams at Alabama Career Centers as veteran employment advocates to locate potential employment opportunities and encourage employers to offer veterans priority consideration for their job openings. LVERs 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 the Alabama Career Center System and the Alabama Department of Labor include homeless veterans stand-down events in Mobile, Birmingham, and several rural areas. LVERs and DVOPs served 91 homeless veterans in Alabama in 2022, which was up from the previous year. JVSG 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 Dothan, Mobile, and Tuscaloosa to hold Town Halls with a resource fair component.

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 jobs 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.

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 \$26,333.00 and the award funds were more widely distributed this year, with significant increases in the number of WIOA and Wagner-Peyser staff receiving awards for providing exceptional services to Veterans. The winners were: Kerry F. Cornelius (Dothan), Larry Vaughn (Dothan), Roderick V. Royal (Birmingham), Selena I. Ricks (Sheffield), Eric L. Marshall (Mobile), Albert S. Nelson (Mobile), Phillip Michael Warren (Enterprise), Peggy A. Boykin (Bay Minette), the Foley Career Center staff, the Dothan Career Center staff, and the Demopolis Career Center staff. Their accolades include increasing the number of Veterans receiving Incumbent Worker services through WIOA, and establishing creative collaboration methods with other state agencies and outside organizations which resulted in increased Veteran success in overcoming significant barriers to employment.

Notable success stories include:

Veteran Marquis Franklin, a prior infantry soldier with a Service-Connected Disability rating of 80% who was referred for JVSG services by the VA Veteran Readiness & Employment (VR&E) program. After ensuring the Veteran was 'job ready' with a suitable resume and interviewing skills, JVSG staff communicated with employer REN Group and coordinated with WIOA staff for an On-the-Job Training (OJT) opportunity as a Warehouse Manager. The Veteran began employment in February of 2022 at a starting pay rate of \$50,000.00 annually. Veteran Daniel MacArthur originally contacted the Bay Minette Career Center and spoke with JVSG staff saying he was a transitioning Coast Guard member moving to Baldwin County. The JVSG staff began to assist this Veteran once discharged, and upon hearing of an opportunity to train as a supervisor with E3 Pest Control through the WIOA OJT program, JVSG staff worked with the BSR in getting Veteran MacArthur enrolled in the program. Veteran MacArthur interviewed and was offered the position over the phone with E3 Pest Control. When Veteran MacArthur arrived in the local area, he completed the WIOA eligibility and began the training portion of the program. The BSR did follow-up meetings and kept track of the Veteran's progress in the training program. In March of 2022 Veteran MacArthur completed the WIOA Adult On-the-Job Training as a Pest Control Supervisor and was permanently hired on. Completion of the training resulted in a raise in pay from \$16 per hour to \$17.80 per hour, and this Veteran now supervises an entire team of exterminators.

2022 PERFORMANCE INCENTIVE AWARDS





Alabama Career Centers
January 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) 663-2542 FAX: (205) 664-9229

Athens Career Center Itinerate Point 7530

Mike Fowler

Tuesday 8:00 - 4:45

Huntsville@alcc.alabama.gov
406 South Jefferson Street
Athens AL 35611
Phone: (256) 230-0880 FAX: (256) 230-0848

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

Vivian 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

Julie Wood

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) 582-5201

Aliceville Career Center Itinerate Point 7543

Tracie Bates

Wednesdays 9:30 – 4:00

Tuscaloosa@alcc.alabama.gov
416 Third Avenue, NE
Aliceville AL 35442
Phone: (205) 758-7591 ext.859816 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 36426
Phone: (251) 867-4376 FAX: (251) 867-5798

Andalusia Career Center Itinerate 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 Itinerate Point 7588

Shirley Salter

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

Shari Vickers

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 Itinerate Point 7582

Katrina Herring

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
January 1, 2023

Chatom Career Center Itinerate Point 7540

Tonya Faith

Tuesday 9:00 – 3:00

Jackson@alcc.alabama.gov
14102 St. Stephens Avenue
Chatom 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 Boll 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) 734-5580 FAX: (256) 734-6460

Fayette Affiliate Career Center 7555

Sharron M. Owens

Monday thru Friday 8:00 – 5:00

Fayette@alcc.alabama.gov
2631 Temple Avenue N, Tom Beville 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 Dean

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

Haley Reynolds

2nd and 4th Tuesday 11:00 – 3:00

Montgomery@alcc.alabama.gov
Public Library
Fort Deposit AL 36032
Phone: (334) 404-4400 FAX: (334) 382-9066

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) 664792-2124

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
January 1, 2023

Gadsden Affiliate Career Center 8550

Katrina Herring

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 Itinerate Point 7559

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

Alicia Anderson

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 Itinerate Point 7552

Alissa 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

Alissa 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 Itinerate 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) 652-3836 FAX: (334) 289-8024

Hayneville Career Center Itinerate Point 7550

Haley Reynolds

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 Itinerate Point 7595

Rachel Gregory

Tuesday 8:00 – 4:00

Troy@alcc.alabama.gov
886 Glenwood Road
Luverne AL 36049
Phone: (334) 566-3920 FAX: (334) 566-9450

Alabama Career Centers

January 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 Hollingsworth

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 Salter

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

Haley Reynolds

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) 331-6285

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

Haley Reynolds

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

Peggy Bridges

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

Rhonda Walker

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
January 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) 872-4355

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) 275-3967 FAX: (334) 275-3968

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

Vernon Career Center Itinerate Point 7554

Kayla Christian

Every Tuesday 8:30 – 5:00

Fayette@alcc.alabama.gov

44425 Alabama Highway 17

Vernon AL 35592

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

Talladega Affiliate Career Center 8593

Angelia 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) 521-0499

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

Union Springs Career Center Itinerate Point 7570

Haley Reynolds

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

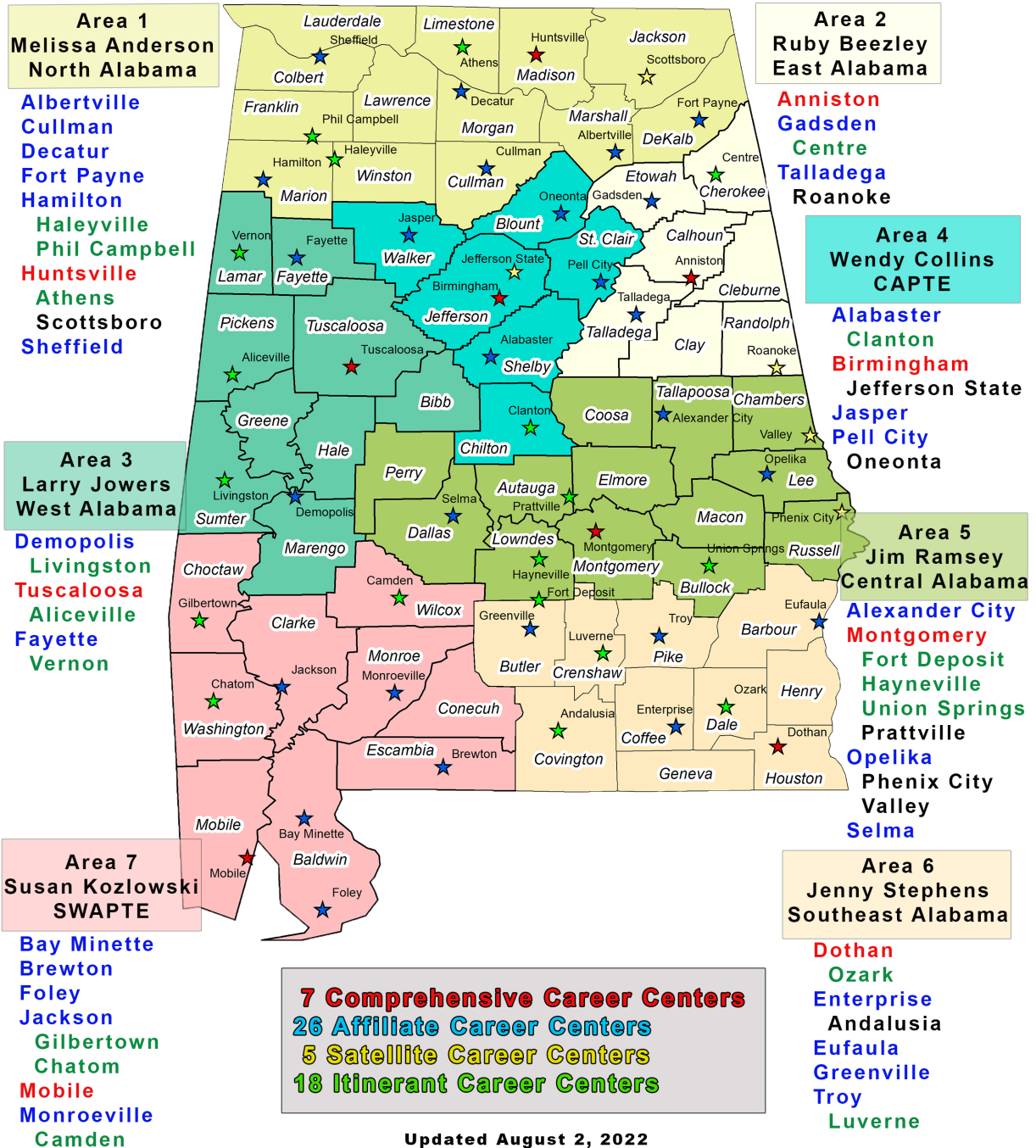
montgomery@alcc.alabama.gov

313 Martin Luther King Blvd

Union Springs AL 36089

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

Alabama Career Center System Area Supervisors



Putting Alabama to Work Job Fair



PUTTING ALABAMA TO WORK

PRESENTED BY

WBRC FOX 6 NEWS OR YOUR SIDE

FOX10 COMMITTED TO YOU

MOBILE CIVIC CENTER Wednesday, Oct 05 | 9am-1pm

THE GOVERNOR'S JOB FAIR FOR PEOPLE WITH DISABILITIES

ADRS To request accommodations, contact the Alabama Department of Rehabilitation Services at (251) 479-8611

PUTTING ALABAMA TO WORK

PRESENTED BY

WBRC FOX 6 NEWS
ON YOUR SIDE

THE GOVERNOR'S JOB FAIR FOR PEOPLES WITH DISABILITIES

Friday, July 22 | 9am-1pm
BJCC NORTH EXHIBIT HALL

Job Fair Advertisements

CAREER OUTREACH DAY

The 3rd Thursday of Every Month

Thursday
SEPTEMBER 15
2:30 P.M. - 4:30 P.M.
at the Winfield Public Library

- ✓ Interview Skills
- ✓ Resume Building
- ✓ Job Search Assistance
- ... and more!

185 ASHWOOD DR, WINFIELD, AL 35594

Hamilton Career Center staff will set up at the Winfield Public Library the 3rd Thursday of each month to assist patrons with any career needs!

Hamilton Career Center Contact:
Alissa Brown
205-921-5672 Ext. 85524

Winfield Public Library Contact:
Regina Sperry
205-487-2484

Brewton Career Center

JOB FAIR

08.24.2022
9 AM - 1 PM

FIND YOUR OPPORTUNITY!

We have partnered with the Brewton Chamber of Commerce and will have these local employers and several more! Please wear business attire and bring your resume.

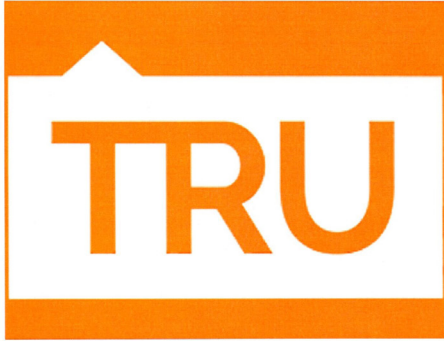
Logos for participating employers: GREDE, SERVPRO, AmelSys, DW McMillan, GP, proValus, COASTAL ALABAMA COMMUNITY COLLEGE, ALABAMA WORKS!

QR Code: AlabamaWorks.alabama.gov

Brewton Civic Center
(behind Brewton Police Dept.)
1010 B Douglas Ave.
Brewton, AL 36426

CALL
(251) 867-4376

NOW HIRING



2746 Co. Road 59 Lynn, AL 35575

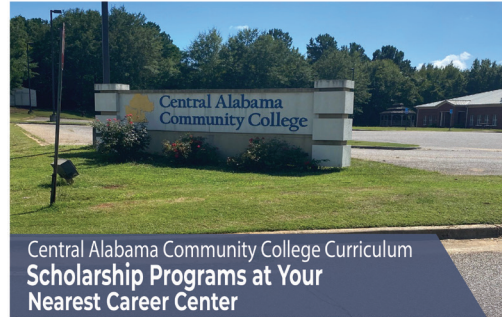
STARTING PAY \$17/HOUR + WEEKLY PRODUCTION BONUS

Wednesday, June 15th 10:00 a.m. -1:00 p.m.

Jasper Career Center, 2604 Viking Drive, Jasper, AL

CAREERS.CLAYTONHOMES.COM

*An Equal Opportunity Employer / Program
Auxiliary aids and services available upon request to individuals with disabilities.
Dial 711 for TTY accessibility.*



**Central Alabama Community College Curriculum
Scholarship Programs at Your
Nearest Career Center**

8 CURRICULUMS AVAILABLE

1. Welding - 20 Week Certificate
2. Computer Science
3. Industrial Electronics Technology
4. Machine Shop Technology
5. Medical Assisting Technology
6. Nursing
7. CDL Truck Driver Training
8. Welding - Associate's Degree

CONTACT:
Talladega Career Center - 256-521-0500
Alexander City Career Center - 256-414-6146

OUR PROGRAMS

The WIOA Program offers additional technical scholarships available at any one of the 56 Career Centers throughout Alabama. Scholarships for other schools can be found at <https://alabamaworks.alabama.gov> under ETP: Approved Programs



NEED BETTER PAY? START HERE.

ALABAMAWORKS.ALABAMA.GOV

*An Equal Opportunity Employer / Program
Auxiliary aids and services available upon request to individuals with disabilities.
Dial 711 for TTY Accessibility. funding provided by the USDOL, ETA and Federal WIOA.*

JOB FAIR MONROE COUNTY AL

**FREE
ENTRY**

**Coastal Alabama Community
College Gymnasium**

**6TH
OCTOBER**

9.00 AM - 12.30 PM

2800 S Alabama Ave, Monroeville, AL
36460

Bring copies of your resume and meet with potential employers.

MONROEVILLE
MONROE COUNTY
CHAMBER OF COMMERCE





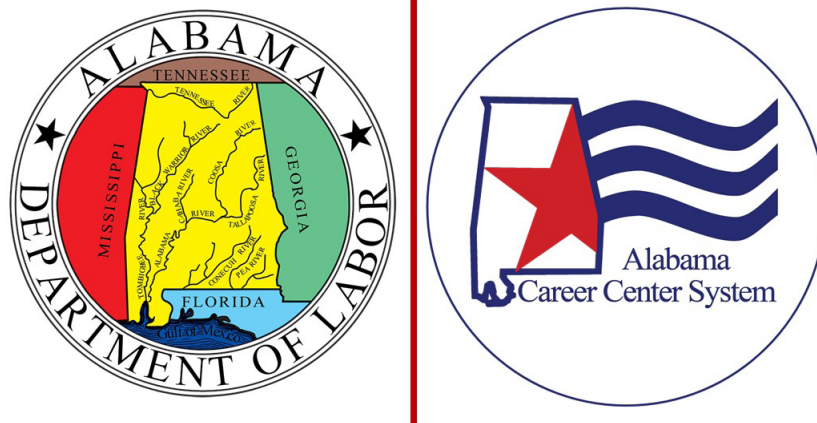
NOTES

2022









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.