

JEFFERSON COUNTY CENTER for WORKFORCE DEVELOPMENT HUMAN - COMMUNITY SERVICES and ECONOMIC DEVELOPMENT DEPARTMENT

The Workforce Innovation and Opportunity Act (WIOA) is a U. S. Department of Labor funded program that assists job seekers with gaining employment. WIOA provides for three (3) types of services – adult services, dislocated worker services and comprehensive services to young adults. The Jefferson County Center for Workforce Development (JCCWD) works to sustain a premier workforce development system that supports economic development by linking low- income individuals, with barriers to employment, with needed education and training. The JCCWD works to align a trained and highly skilled workforce with career opportunities expressed and demonstrated within the local job market. In addition to connecting employers to potential employees, The Center serves as the resource for information and services for local area workforce and employers.

PROGRAMS

ADULT PROGRAM— Adults, 18 years and older are eligible for core and intensive services as defined by the U.S. Department of Labor, Employment and Training Administration and State and local policy; job search and placement assistance; and labor market information. Intensive services are available to those who have been unable to independently find employment and have been assessed by Career Center staff to be in need of comprehensive assessments, counseling and the development of an individual employment plan and career planning. Training services, to those that qualify, may include occupational training and/or training in basic skills. Training services are not entitlements and not all applicants will be approved for training services. Approved applicants will use an Individual Training Account (ITA) at qualified training providers to select an appropriate training program as identified from My Next Move, a federal interest inventory. Priority for intensive training services is given to recipients of public assistance, veterans and other low-income individuals.

DISLOCATED WORKER PROGRAM— Generally, a Dislocated Worker is an individual (aged 18 and up) who has been terminated or laid off (through no fault of their own); received a notice of termination or layoff from employment; or is eligible for or has exhausted unemployment insurance; someone that was self-employed, but is unemployed as a result of general economic conditions in the community or because of a natural disaster; a displaced homemaker who is no longer supported by another family member; or is the spouse of a member of the Armed Forces on active duty who has experienced a loss of employment due to relocation. Dislocated Workers are eligible for the same services as presented in the Adult Program (Core Services, Intensive Services and Training Services).

YOUTH PROGRAMS— The Youth Program provides education, training and employment opportunities for at risk and low-income young adults ages 17-24. Services are tailored to meet the needs of the individual and may include tutoring; study skills training and instruction and evidence based recovery strategies; assistance in prep and transition to post-secondary education and training; occupational skills training; leadership development; supportive services; guidance and counseling; financial literacy; labor market and employment information; alternative secondary school services; paid and unpaid work experiences; dual enrollment; adult mentoring; entrepreneurial skills training; and mandatory follow up services for 12 months after program exit.

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PROGRAMS CONTINUED....

INCUMBENT WORKER PROGRAM— The Incumbent Worker Training Program provides financial assistance to qualifying Alabama for-profit companies to provide skills training to full-time, permanent company workers. Training must be a business necessity that will enhance the companies' abilities to compete in global economies, expand present markets, and help ensure the permanency of the business in Alabama. For workers, the training will upgrade present work skills, heighten job security, provide marketable skills, and increase the possibility of higher wages and promotional opportunities. The JCCWD staff works cooperatively with the State of Alabama Department of Commerce to administer, monitor, evaluate, and provide fiscal and agreement compliance assistance during the training process. The maximum funding award for training projects is \$50,000 and the initial agreement duration may not exceed twelve months.

RAPID RESPONSE— (Worker Adjustment & Retraining Notification Act—WARN Act) This program provides services to employers with employees facing upcoming layoffs—60 day advance notice of plant closings/mass layoffs. Rapid Response provides a quick response to upcoming layoffs; helps in conducting an orderly shutdown; pre-layoff services designed to help employees shorten their employment transition time; provides information to employees about alternative employment or training opportunities; provides assistance with Unemployment Insurance and Workers' Compensation; and provides assistance with coordination of services for employees with the One Stop Career Center and the JCCWD.

**JEFFERSON COUNTY
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