

FULTON WORKFORCE DEVELOPMENT BOARD MEETING
FULTON COUNTY ANIMAL SERVICES
1251 FULTON INDUSTRIAL BLVD NW, ATLANTA, GA 30336
MAY 14, 2024 – 9:00 A.M.

AGENDA

- | | | |
|-------------|---|--------------------------------|
| I. | CALL TO ORDER | Alexis Leonard |
| II. | ROLL CALL | Alexis Leonard |
| III. | PUBLIC ACCESS | Citizen Comments |
| IV. | REGULAR AGENDA | |
| | <ul style="list-style-type: none">• ACTION ITEM: Approve Agenda• ACTION ITEM: Adopt Previous Meeting Minutes – 2/13/2024 | |
| V. | COMMITTEE REPORTS | |
| | PERFORMANCE & ACCOUNTABILITY | Stephanie Rooks |
| | <ul style="list-style-type: none">• ACTION ITEM: Approve Local Plan for Public Comment | |
| | YOUTH | Yulonda Darden-Beauford |
| | FINANCE | Shar’ron Rusell |
| | STRATEGIC PARTNERSHIPS & OUTREACH | Amelia Nickerson |
| | EXECUTIVE COMMITTEE | Andy Macke |
| | <ul style="list-style-type: none">• ACTION ITEM: Approve Change to Board Bylaws | |
| VI. | DIRECTORS REPORT | Brett Lacy |

VII. PROGRAM PRESENTATIONS

Discussion: Boulevard CID

Gil Prado, Executive Director

VIII. CLOSING REMARKS AND ADJOURNMENT

AGENDA IS SUBJECT TO CHANGE

****An Executive Committee Meeting will be held in the event there is not a Quorum of the Full Board****

MEETING TITLE: Fulton County Workforce Development Board Meeting
MEETING DATE: Tuesday, February 13, 2024 **MEETING TIME:** 9:00 A.M.
LOCATION: Fulton County Mechanicsville Library Branch
MEETING SCRIBE: Alexis Leonard **EMAIL:** alexis.leonard@fultoncountyga.gov

BOARD MEMBERS ATTENDANCE:

Allen, Diane: Present	Darden Beauford, Yulonda: Present	Rooks, Stephanie: Present
Barnes, Bryson: Present	Dover, Sanquinetta: Present	Ruder, Alex: Present
Bell, Mike: Proxy	Johnson, Rich: Absent	Russell, Shar'ron- Present
Boatright, Kali: Present	Macke, Andy: Present	Schofield, Kim: Excuse Absence
Bremer, Karen: Excused Absence	McFarlane, Kari: Absent	Taggart Jr., Marshall: Present
Butler, David: Proxy- Higgins, Luciana	Nickerson, Amelia: Present	Wences, Juan: Absent
Cook, Tom: Excused Absence	Noyes, Brian: Present	Wimberly, Yolanda: Present

1. Call to Order

Meeting called to order by Chairperson, A. Macke at 9:06 A.M.

2. Roll Call:

Roll call by A. Leonard, LWDB Board Liaison. The presence of a quorum was met.

3. Opening and Introductions

Chairman A. Macke opened the board meeting, welcoming all attendees.

4. Public Comment

No Public comments.

5. Regular Agenda

I. Regular Agenda:

The WorkSource Fulton LWDB Agenda Draft was provided to the board for review- reference meeting packet for the document. Chairman A. Macke requested a motion to accept the regular agenda.

Motioned: Y. Darden Beauford

Seconded: S. Dover

Required Action: N/A

Motion Acceptance/Declination: The motion to adopt the agenda as presented was approved by a unanimous vote. All in favor. No oppositions. No abstentions. The motion carried, accepting the regular agenda as presented.

II. Adoption of November 14, 2023, LWDB Meeting Minutes:

The WorkSource Fulton LWDB November 14, 2023, Meeting Minute Draft was provided to the board for review- reference meeting packet for the document. Chairman A. Macke requested a motion to accept the November 14, 2023, LWDB Meeting Minutes.

Required Action: N/A

Motioned: A. Nickerson

Seconded: S. Dover

Motion Acceptance/Declination: The motion to adopt the November 14, 2023. LWDB Meeting Minutes as presented was approved by a unanimous vote. All in favor. No oppositions. No abstentions. The motion carried, accepting the adoption of the November 14, 2023. LWDB Meeting Minutes as presented.

6. Committee Reports and Recommendations

Performance & Accountability Committee:

S. Rooks, Performance & Accountability Chairwoman, provided the Performance & Accountability Committee Report. The updated policies were provided to the board for review.

Youth Committee:

Y. Darden Beauford, Youth Committee Chairwoman, provided the Youth Committee report.

Finance Committee Report:

S. Russell, Finance Committee Chairperson, provided the Finance Committee Report.

Strategic Partnerships and Outreach Committee:

A. Nickerson, Chairperson of the Strategic Partnerships and Outreach Committee, provided the committee report.

Executive Committee:

A. Macke, LWDB Chairperson, provided the Executive Committee Report. Due to lack of quorum of the full board on November 14, 2023, the board meeting transitioned into Executive Session. During the Executive Session, the following voting items were approved.

- **Approve Rapid Response Policy Update**
- **Approve Family Size and Income Policy Update**
- **Approve Supportive Service Policy Update**
- **Approve Transfer Request FY23 DW to Adult**
- **Approve Transfer Request FY24 DW to Adult**

Reference meeting packet for the documents. Chairperson A. Macke requested a motion to ratify the approved voting items.

Required Action: N/A

Motioned: S. Dover

Seconded: K. Boatright

Motion Acceptance/Declination: The motion to ratify the Executive Session voting items as presented was approved by a unanimous vote. All in favor. No oppositions. No abstentions. The motion carried, accepting the adoption of the Executive Session voting items as presented.

7. Director's Report

B. Lacy, Deputy Director, provided the Director's report.

8. Program Presentation

Tarrie Traylor, Fulton Promise Career Institute Workforce Development Coordinator, provided an overview of the Promise Career Institute.

9. Closing Remarks and Adjournment

The next meeting is scheduled for May 14, 2024. The location will be determined at a later date and provided to the board in advance. Meeting adjourned.

Fulton County Workforce Development Board Plan

Workforce Innovation and Opportunity Act
WIOA Local Plan for 2024 – 2027

The Fulton County Local Workforce Area
(Area 6) is comprised of Fulton County, GA,
as displayed in the map on the right

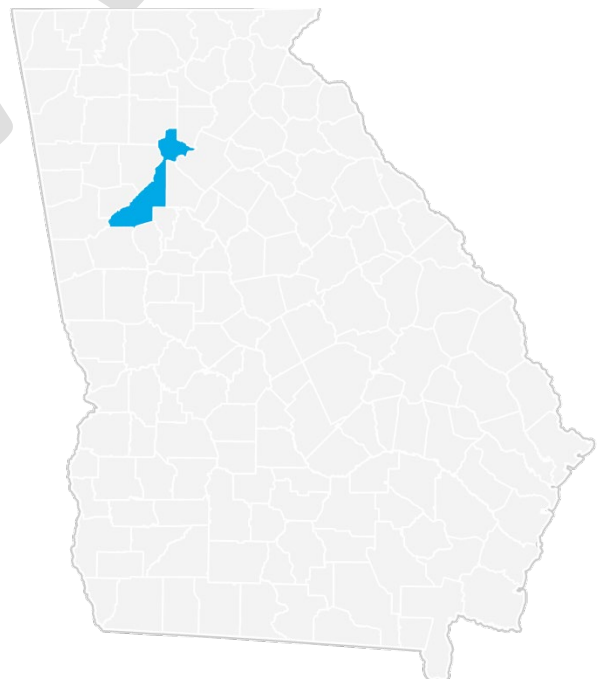


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ATTACHMENTS:	
1 – Local Workforce Development Board Member Listing	
2 – Local Negotiated Performance	
3 – Comments that Express Disagreement	
4 – Signature Page	

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Strategic Elements, Governance and Structure

- 1. Identification of the Fiscal Agent – Provide an identification of the entity responsible for the disbursal of grant funds described in WIOA § 107(d)(12)(B)(i)(III) as determined by the chief elected official.**

The fiscal agent for Local Workforce Area 6, Fulton County, as designated by the Chief Elected Official is:

Fulton County Government
Sharon Whitmore, Chief Financial Officer
141 Pryor Street, SW
Atlanta, GA 30303

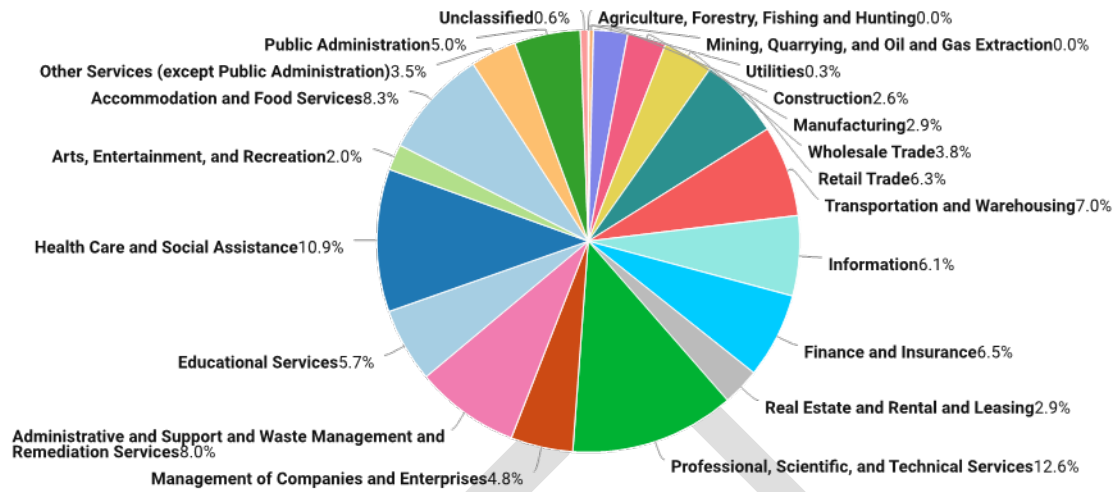
- 2. Description of Strategic Planning Elements – Provide a description of the strategic planning elements listed below. A complete answer will rely on a variety of data sources and employer input. Also describe how the information was gathered and what partners and employers were consulted.**
 - a. Provide an analysis of the regional economic conditions including existing and emerging in-demand industry sectors and occupations; and the employment needs of employers in those industry sectors and occupations. Include the listing of occupations in demand within the region and describe how the list was developed citing source data.**

Fulton County Industry Analysis

The largest sector in the Fulton County is Professional, Scientific, and Technical Services, employing 124,420 workers. The next-largest sectors in the region are Health Care and Social Assistance (108,065 workers) and Accommodation and Food Services (82,193). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Information (LQ = 3.07), Management of Companies and Enterprises (3.06), and Professional, Scientific, and Technical Services (1.71).

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Total Workers for Fulton County by Industry



Source: JobsEQ® Data as of 2023Q3

Sectors in the Fulton County with the highest average wages per worker are Management of Companies and Enterprises (\$177,966), Information (\$158,343), and Finance and Insurance (\$157,679). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Management of Companies and Enterprises (+22,171 jobs), Professional, Scientific, and Technical Services (+17,198), and Transportation and Warehousing (+12,660).

Over the next 5 years, employment in the Fulton County is projected to expand by 56,869 jobs. The fastest growing sector in the region is expected to be Management of Companies and Enterprises with a +1.6% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Professional, Scientific, and Technical Services (+9,417 jobs), Health Care and Social Assistance (+8,323), and Transportation and Warehousing (+5,478).

NAICS	Industry	Current			5-Year History		5-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
54	Professional, Scientific, and Technical Services	124,420	\$129,621	1.71	17,198	3.0%	61,719	21,181	31,121	9,417	1.5%
62	Health Care and Social Assistance	108,065	\$78,994	0.75	10,186	2.0%	62,929	26,293	28,313	8,323	1.5%
72	Accommodation and Food Services	82,193	\$34,691	0.96	-1,444	-0.3%	77,528	33,304	40,636	3,588	0.9%
56	Administrative and Support and Waste Management and Remediation Services	78,779	\$72,070	1.26	-6,772	-1.6%	49,858	19,825	26,284	3,749	0.9%
48	Transportation and Warehousing	68,856	\$54,209	1.41	12,660	4.1%	44,482	17,009	21,996	5,478	1.5%
52	Finance and Insurance	64,449	\$157,679	1.64	8,681	2.9%	31,351	11,603	16,031	3,718	1.1%
44	Retail Trade	62,245	\$49,806	0.63	-2,608	-0.8%	43,827	19,056	23,906	865	0.3%
51	Information	60,469	\$158,343	3.07	5,588	2.0%	32,350	10,982	16,925	4,443	1.4%
61	Educational Services	56,034	\$67,861	0.71	4,030	1.5%	29,483	13,201	13,689	2,593	0.9%
92	Public Administration	49,820	\$87,631	1.10	-2,189	-0.9%	25,194	10,283	13,022	1,890	0.7%
55	Management of Companies and Enterprises	46,968	\$177,966	3.06	22,171	13.6%	24,676	8,476	12,315	3,885	1.6%

Fulton Workforce Development Area – WIOA Plan for 2024-2027

NAICS	Industry	Current			5-Year History		5-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
42	Wholesale Trade	37,817	\$118,028	1.01	-680	-0.4%	20,591	7,783	11,601	1,207	0.6%
81	Other Services (except Public Administration)	34,630	\$50,180	0.82	-1,785	-1.0%	22,269	8,858	11,428	1,983	1.1%
31	Manufacturing	29,010	\$91,059	0.37	-2,238	-1.5%	15,817	5,937	8,896	985	0.7%
53	Real Estate and Rental and Leasing	28,273	\$95,075	1.61	2,717	2.0%	15,610	6,692	7,300	1,618	1.1%
23	Construction	25,830	\$94,944	0.44	2,867	2.4%	12,479	4,611	6,760	1,109	0.8%
71	Arts, Entertainment, and Recreation	19,638	\$50,655	1.02	-291	-0.3%	16,499	6,400	8,703	1,396	1.4%
99	Unclassified	5,901	\$98,687	2.79	4,039	25.9%	3,732	1,478	1,914	340	1.1%
22	Utilities	3,132	\$155,048	0.62	8	0.1%	1,456	567	817	72	0.5%
21	Mining, Quarrying, and Oil and Gas Extraction	462	\$118,197	0.13	264	18.4%	238	84	136	18	0.8%
11	Agriculture, Forestry, Fishing and Hunting	282	\$49,761	0.02	-8	-0.5%	180	83	88	10	0.7%
Total - All Industries		987,275	\$93,532	1.00	72,395	1.5%	609,048	243,350	308,830	56,869	1.1%

Source: [JobsEQ®](#)
Data as of 2023Q3

Fulton County Occupational Analysis

The largest major occupation group in the Fulton County is Office and Administrative Support Occupations, employing 137,250 workers. The next-largest occupation groups in the region are Business and Financial Operations Occupations (108,134 workers) and Transportation and Material Moving Occupations (93,624). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Legal Occupations (LQ = 1.94), Computer and Mathematical Occupations (1.81), and Business and Financial Operations Occupations (1.72).

Occupation groups in the Fulton County with the highest average wages per worker are Management Occupations (\$154,800), Legal Occupations (\$147,200), and Computer and Mathematical Occupations (\$120,900). The unemployment rate in the region varied among the major groups from 1.2% among Legal Occupations to 6.7% among Food Preparation and Serving Related Occupations.

Over the next 5 years, the fastest growing occupation group in the Fulton County is expected to be Computer and Mathematical Occupations with a +2.3% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Business and Financial Operations Occupations (+7,818 jobs) and Computer and Mathematical Occupations (+6,869). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Office and Administrative Support Occupations (78,891 jobs) and Food Preparation and Serving Related Occupations (72,264).

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Industry Overview, 2 Digit SOC - WorkSource Fulton					
SOC	Occupation	2023 Jobs	% of Jobs	Location Quotient	Average Wages
43-0000	Office and Administrative Support Occupations	137,250	14%	1.15	\$52,100
13-0000	Business and Financial Operations Occupations	108,134	11%	1.72	\$100,500
53-0000	Transportation and Material Moving Occupations	93,624	9%	1.08	\$50,200
41-0000	Sales and Related Occupations	85,495	9%	0.98	\$67,800
11-0000	Management Occupations	83,956	9%	1.13	\$154,800
35-0000	Food Preparation and Serving Related Occupations	73,342	7%	0.92	\$35,300
15-0000	Computer and Mathematical Occupations	57,511	6%	1.81	\$120,900
29-0000	Healthcare Practitioners and Technical Occupations	53,046	5%	0.92	\$114,900
25-0000	Educational Instruction and Library Occupations	37,785	4%	0.72	\$72,300
49-0000	Installation, Maintenance, and Repair Occupations	33,961	3%	0.88	\$66,100
51-0000	Production Occupations	31,694	3%	0.57	\$51,300
31-0000	Healthcare Support Occupations	26,181	3%	0.59	\$42,400
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	24,696	3%	1.36	\$87,800
33-0000	Protective Service Occupations	24,188	2%	1.15	\$51,400
39-0000	Personal Care and Service Occupations	22,246	2%	0.91	\$40,400
37-0000	Building and Grounds Cleaning and Maintenance Occupations	21,472	2%	0.67	\$40,400
47-0000	Construction and Extraction Occupations	20,237	2%	0.45	\$63,000
23-0000	Legal Occupations	15,681	2%	1.94	\$147,200
17-0000	Architecture and Engineering Occupations	15,080	2%	0.95	\$105,700
21-0000	Community and Social Service Occupations	13,417	1%	0.76	\$65,400
19-0000	Life, Physical, and Social Science Occupations	7,394	1%	0.86	\$93,800
45-0000	Farming, Fishing, and Forestry Occupations	886	0.1%	0.15	\$47,400
Total - All Occupations		987,275	100%	1.00	\$77,800
<i>Bold designates the largest occupations by number of jobs in 2023</i>					
<i>Source: JobsEQ 2023Q3</i>					

Growth is expected to continue, but at a lower rate. The occupational groups that added the most jobs between 2018 and 2023 are projected to continue to grow. Additionally, the occupational groups associated with the Healthcare industry, Healthcare Practitioners and Technical Occupations and Healthcare Support Occupations, are projected to expand the most rapidly, increasing employment by 7.1% and 9.5%, respectively.

Annually, Fulton County is expected to have over 11,000 jobs. Approximately 90% of these

Fulton Workforce Development Area – WIOA Plan for 2024-2027

openings will be created by replacement demand, while the remainder will be created by new demand. Office and Administrative Support Occupations are expected to have the most job openings, largely due to retirements and other turnover in that occupational groups. A slightly higher proportion of openings in the Computer and Mathematical Occupations and Healthcare Support Occupations will be due to new demand.

The following table presents projected employment trends and demand.

Projected Change in Healthcare Industry, 6 Digit NAICS - WorkSource Fulton						
SOC	Occupation	5-Year Projections		Employment Demand		
		# Change	% Change	Avg. Annual	% New	% Replacement
43-0000	Office and Administrative Support Occupations	1,077	0.8%	215	1.3%	99%
13-0000	Business and Financial Operations Occupations	7,818	7.2%	1564	14.7%	85%
53-0000	Transportation and Material Moving Occupations	6,557	7.0%	1311	9.7%	90%
41-0000	Sales and Related Occupations	3,073	3.6%	615	5.6%	94%
11-0000	Management Occupations	6,268	7.5%	1254	15.8%	84%
35-0000	Food Preparation and Serving Related Occupations	3,430	4.7%	686	4.5%	95%
15-0000	Computer and Mathematical Occupations	6,869	11.9%	1374	27.1%	73%
29-0000	Healthcare Practitioners and Technical Occupations	4,080	7.7%	816	20.8%	79%
25-0000	Educational Instruction and Library Occupations	2,009	5.3%	402	10.1%	90%
49-0000	Installation, Maintenance, and Repair Occupations	2,066	6.1%	413	11.6%	88%
51-0000	Production Occupations	872	2.8%	174	4.6%	95%
31-0000	Healthcare Support Occupations	2,485	9.5%	497	11.4%	89%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,454	5.9%	291	10.5%	90%
33-0000	Protective Service Occupations	966	4.0%	193	6.4%	94%
39-0000	Personal Care and Service Occupations	1,650	7.4%	330	7.3%	93%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	1,058	4.9%	212	6.5%	93%
47-0000	Construction and Extraction Occupations	1,058	5.2%	212	10.4%	90%
23-0000	Legal Occupations	1,005	6.4%	201	16.3%	84%
17-0000	Architecture and Engineering Occupations	1,016	6.7%	203	16.1%	84%
21-0000	Community and Social Service Occupations	1,139	8.5%	228	15.3%	85%
19-0000	Life, Physical, and Social Science Occupations	514	7.0%	103	13.0%	87%
45-0000	Farming, Fishing, and Forestry Occupations	33	3.7%	7	4.6%	95%
Total - All Occupations		56,869	5.8%	11374	9.5%	90%

Source: JobsEQ 2023Q3

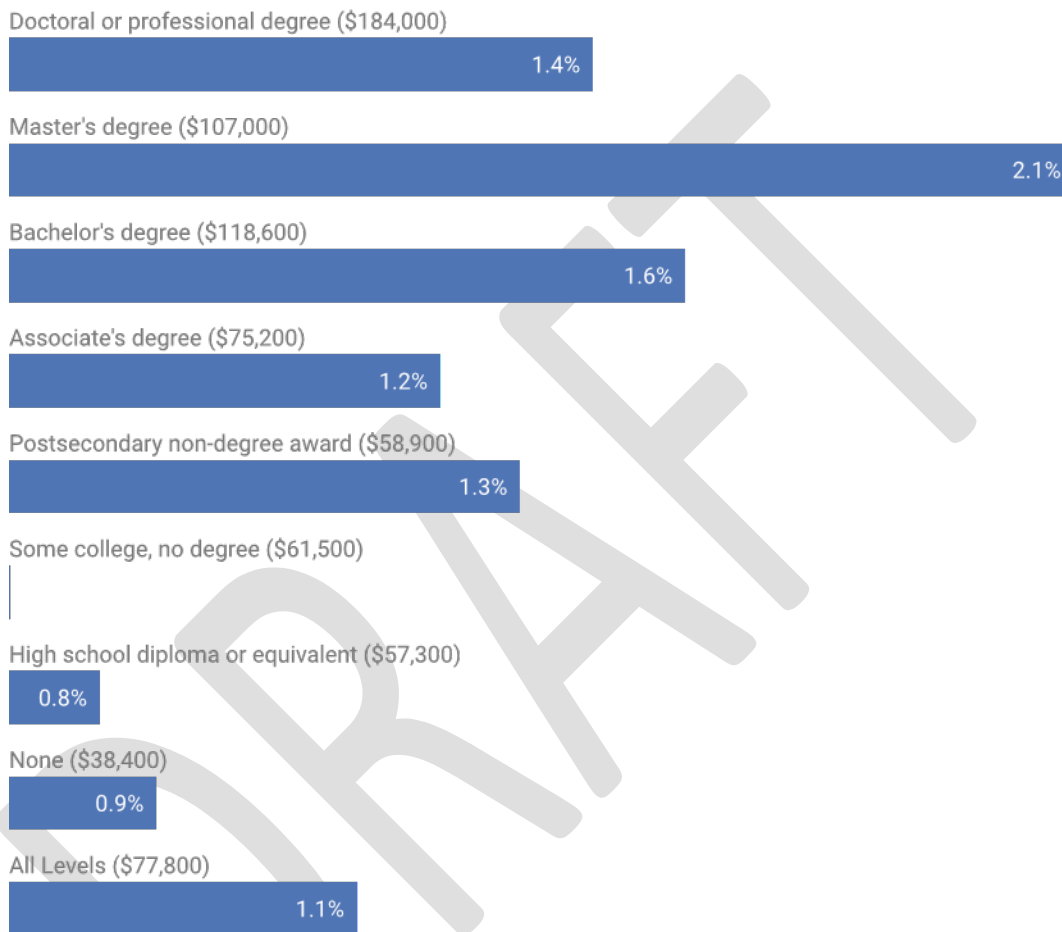
- b. Provide an analysis of the knowledge and skills needed to meet the employment needs of the employers in the region, including employment needs in in-demand**

Fulton Workforce Development Area – WIOA Plan for 2024-2027

industry sectors and occupations.

As presented in the following chart, jobs requiring a Master's degree are expected to grow the most rapidly over the next 10 years, increasing by 2.1% annually. Jobs requiring a Bachelor's degree and those requiring an Associate's degree or credential are also expected to have above average growth, increasing by around 1.6% and 1.2% annually.

Annual Average Projected Job Growth by Education Levels



Source: JobsEQ®
Data as of 2023Q3

Additionally, this assessment of 2023 job postings data reveals the credentials most frequently requested by Fulton County employers. The most requested credentials in the region largely reflect the three targeted industries in region: healthcare, information technology, and transportation and logistics and include certifications such as Registered Nurse, Certified Driver's License, and CDL Class A. The top 10 certifications requested by employers in the Region are summarized in the following table.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Top Certifications by Job Postings in 2023 - Metro Atlanta Region	
Certification	Job Postings
Valid Driver's License	47,520
Registered Nurse (RN)	38,395
Basic Life Support (BLS) Certification	24,659
Cardiopulmonary Resuscitation (CPR) Certification	11,839
Advanced Cardiovascular Life Support (ACLS) Certification	10,290
Licensed Practical Nurse (LPN)	8,065
Commercial Driver's License (CDL)	5,813
Master Of Business Administration (MBA)	5,692
CDL Class A License	4,602
Certified Nursing Assistant (CNA)	4,094
<i>Source: Labor Insights Jobs</i>	
Table 34	

- c. Provide an analysis of the workforce in the region, including current labor force employment, unemployment data, information on labor market trends and the educational and skill levels of the workforce in the region, including individuals with barriers to employment. List all data sources used to gather this information.**

Regional Perspective

Regional In-Demand Industries

Regionally, the five Metro Atlanta Workforce Development Boards (City of Atlanta, Cobb County, DeKalb County, Fulton County, and the 7 counties included in the ARC Region) have identified three industries to target. These industries are:

- Healthcare
- Information Technology
- Transportation, Distribution, and Logistics.

These industries were selected for a variety of reasons; including their size, past and projected growth and demand for workers, existing skill gaps, relevance to multiple counties in the region, and the accessibility and quality of the jobs offered. While these industries were selected for the Metro Atlanta Region, each workforce board may also elect to select additional industries to focus on within its local area.

The emerging industries selected are Advanced Manufacturing and Construction.

The Healthcare industry, which represents a range of industry sectors, including offices of physicians, hospitals, home health services, and nursing homes, accounts for 190,000 jobs in the Metro Atlanta Region. General and Medical Surgical Hospitals account for over a third of industry employment, representing over 75,828 jobs in 2023. Offices of Physicians (except Mental Health Specialists) is also a major sector, accounting for over 58,000 jobs in the region.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Historic Change in Healthcare Industry Employment, 6 Digit NAICS - Metro Atlanta Region					
NAICS	Industry	2023	% of Jobs	Location Quotient	Avg Ann Wages
622110	General Medical and Surgical Hospitals	75,828	25%	0.77	\$85,130
621111	Offices of Physicians (except Mental Health Specialists)	58,753	20%	1.25	\$99,718
624410	Child Care Services	23,397	8%	1.23	\$30,680
621610	Home Health Care Services	20,574	7%	0.73	\$38,668
621210	Offices of Dentists	17,049	6%	1.02	\$67,114
Source: JobsEQ 2023Q3					
Table 3					

Employment in the Healthcare industry continued to grow dramatically outpacing overall employment growth in the region. Since 2018, the industry has added over 33,000 jobs, expanding employment by 12%. This growth was led by Offices of Physicians (Except Mental Health Specialists) sectors, which added over 13,000 jobs. The Home Health Care Services grew rapidly over this period as well, expanding employment by 43%, or over 6,000 jobs. The Healthcare industry sectors that have added the most jobs over the past 5 years are summarized in the following table.

Historic Change in Healthcare Industry Employment, 6 Digit NAICS - Metro Atlanta Region						
5-Year Employment						
NAICS	Industry	2018 Jobs	2023 Jobs	# Change	% Change	
622110	General Medical and Surgical Hospitals	77,271	75,828	-1,443	-2%	
621111	Offices of Physicians (except Mental Health Specialists)	45,612	58,753	13,141	29%	
624410	Child Care Services	22,971	23,397	426	2%	
621610	Home Health Care Services	14,380	20,574	6,194	43%	
621210	Offices of Dentists	15,533	17,049	1,516	10%	
624120	Services for the Elderly and Persons with Disabilities	8,738	10,134	1,396	16%	
Total Healthcare Industry		266,276	299,360	33,084	12%	
Source: JobsEQ 2023Q3						
Table 4						

Employment in the Healthcare industry is expected to continue to grow by expanding employment by 8%, or over 23,000 new jobs. Annually, the industry is expected to have 4,000 job openings in the region, due to both new demand and replacement demand. New demand (jobs created from employment growth) account for 13% of these openings. Offices of Physicians are projected to drive employment growth in the industry, adding over 4,000 jobs. The Healthcare industry sectors that are projected to add the most jobs over the next 5 years are summarized in the following table.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Projected Change in Healthcare Industry, 6 Digit NAICS - Metro Atlanta Region						
NAICS	Industry	5-Year Projections		Employment Demand		
		# Change	% Change	Avg. Annual	% New	% Replacement
622110	General Medical and Surgical Hospitals	3,950	5%	790	11%	89%
621111	Offices of Physicians (except Mental Health Specialists)	4,075	7%	815	14%	86%
624410	Child Care Services	586	3%	117	4%	96%
621610	Home Health Care Services	2,566	12%	513	18%	82%
621210	Offices of Dentists	1,139	7%	228	12%	88%
624120	Services for the Elderly and Persons with Disabilities	1,656	16%	331	19%	81%
Total Healthcare Industry		23,147	8%	4629	13%	87%

Source: JobsEQ 2023Q3

Table 5

Information Technology

The Information Technology industry is also a major employer in the Metro Atlanta Region, accounting for over 77,000 jobs. The industry is composed of employers ranging from data centers to software designers and consultants. The largest sector in the Information Technology industry is Software Publishers, which accounts for 20,237 jobs.

Information Technology Industry Overview, 6 Digit NAICS - Metro Atlanta Region					
NAICS	Industry	2023 Jobs	% of Jobs	Location Quotient	Avg Ann Wages
513210	Software Publishers	20,237	22%	1.92	\$155,807
518210	Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	17,408	19%	2.14	\$157,598
517111	Wired Telecommunications Carriers	14,226	15%	1.86	\$130,359
512110	Motion Picture and Video Production	12,354	13%	2.93	\$98,992
517810	All Other Telecommunications	5,977	6%	8.25	\$208,111
516120	Television Broadcasting Stations	4,027	4%	3.63	\$216,728

Source: JobsEQ 2023Q3

Table 6

Between 2018 and 2023, the Information Technology industry added over 3,000 jobs, expanding employment by 3%. This growth was driven by the Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services, which added 6,854 jobs. The Information Technology industry sectors that have added the most jobs over the past 5 years are summarized in the following table.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Historic Change in Information Technology Employment, 6 Digit NAICS - Metro Atlanta Region					
NAICS	Industry	5-Year Employment			
		2018 Jobs	2023 Jobs	# Change	% Change
513210	Software Publishers	13,792	20,237	6,445	47%
518210	Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	10,554	17,408	6,854	65%
517111	Wired Telecommunications Carriers	24,009	14,226	-9,783	-41%
512110	Motion Picture and Video Production	11,080	12,354	1,274	11%
517810	All Other Telecommunications	1,404	5,977	4,573	326%
516120	Television Broadcasting Stations	4,691	4,027	-664	-14%
516210	Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers	6,596	3,219	-3,377	-51%
517112	Wireless Telecommunications Carriers (except Satellite)	5,044	2,651	-2,393	-47%
Total - Information Technology Industry		91,033	94,054	3,021	3%

Source: JobsEQ 2023Q3

Table 7

Growth in the Information Technology is expected to continue over the next 5 years. The industry is expected to add over 6,000 jobs, expanding employment by 7%. Growth in the industry is primarily by the Customer Computer Programming Services, Computer Systems Design Services, and Software Publishers sectors.

Annually, the industry is expected to have over 1,283 job openings. The employment demand will largely be driven by replacement demand, which accounts for 87% of annual employment.

Projected Change Information Technology Industry, 6 Digit NAICS - Metro Atlanta Region						
NAICS	Industry	5-Year Projections		Employment Demand		
		# Change	% Change	Avg. Annual	% New	% Replacement
513210	Software Publishers	2,379	12%	476	24%	76%
518210	Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	1,720	10%	344	20%	80%
517111	Wired Telecommunications Carriers	305	2%	61	5%	95%
512110	Motion Picture and Video Production	760	6%	152	12%	88%
517810	All Other Telecommunications	161	3%	32	6%	94%
Total - Information Technology Industry		6,416	7%	1283	13%	87%

Source: JobsEQ 2023Q3

Table 8

Transportation, Distribution, & Logistics Industry

The Transportation, Distribution, and Logistics industry includes a range of sectors, including truck freight, air transportation, and warehousing. In the Metro Atlanta Region, this industry represents nearly 124,000 jobs. The largest sectors include Scheduled Passenger Air Transportation, Couriers and Express Delivery Services, General Warehousing and Storage, and General Freight Trucking. The largest industry sectors in the Transportation and Logistics are summarized in the following table.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Transportation , Distribution and Logistics Industry Overview, 6 Digit NAICS - Metro Atlanta Region					
NAICS	Industry	2023 Jobs	% of Jobs	Location Quotient	Avg Ann Wages
493110	General Warehousing and Storage	47,928	24%	1.72	\$44,611
481111	Scheduled Passenger Air Transportation	34,555	17%	4.54	\$132,884
492110	Couriers and Express Delivery Services	22,415	11%	1.37	\$48,317
484121	General Freight Trucking, Long-Distance, Truckload	13,183	6%	1.33	\$68,039
488510	Freight Transportation Arrangement	12,222	6%	2.68	\$82,170
Source: JobsEQ 2023Q3					
Table 9					

The Transportation and Logistics industry has expanded employment over the past 5 years, adding over 40,000 jobs since 2018, expanding employment by 25%. This growth has been spread over a variety of sectors, including air transportation, trucking, and warehousing. The sectors that added the most jobs in the Transportation and Logistics industry are summarized in the following table.

Historic Change in Transportation & Logistics Industry, 6 Digit NAICS - Metro Atlanta Region					
5 Year Employment					
NAICS	Industry	2018 Jobs	2023 Jobs	Empl Change	% of Change
493110	General Warehousing and Storage	22,948	47,928	24,980	109%
481111	Scheduled Passenger Air Transportation	39,126	34,555	-4,571	-12%
492110	Couriers and Express Delivery Services	17,664	22,415	4,751	27%
484121	General Freight Trucking, Long-Distance, Truckload	12,417	13,183	766	6%
488510	Freight Transportation Arrangement	7,961	12,222	4,261	54%
Total - Transportation & Logistic Industry		162,227	203,181	40,954	25%
Source: JobsEQ 2023Q3					
Table 10					

Growth in the industry is projected to continue, but at a lower rate over the next 5 years. The Transportation, Distribution, and Logistics industry in the Metro Atlanta Region is expected to add 14,692 jobs, expanding employment by 7%. The sectors that demonstrated strong growth over the past 5 years are expected to continue the trajectory, while some sectors that provide local retail transportation services, such as Taxi and Limousine Services are expected to shed jobs. The sectors that are expected to add the most jobs over the next 5 years are summarized in the following table.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Projected Change Transportation & Logistics Industry, 6 Digit NAICS - Metro Atlanta Region						
		5-Year Projections		Employment Demand		
NAICS	Industry	# Change	% Change	Avg. Annual	% New	% Replacement
493110	General Warehousing and Storage	4,965	10%	993	14%	86%
481111	Scheduled Passenger Air Transportation	1,636	5%	327	8%	92%
492110	Couriers and Express Delivery Services	2,419	11%	484	16%	84%
Total - Transportation & Logistics Industry		14,692	7%	2938	11%	89%

Source: JobsEQ 2023Q3

Table 10

Advanced Manufacturing

In the Metro Area, Advanced Manufacturing totals over 238,000 jobs including subsectors such as Commercial Printing, Plastics Product Manufacturing, and Aircraft Manufacturing. Average annual wages are high in this sector and the proportion of jobs in this area is higher than the national index. The top four industries are displayed in the following table:

Advanced Manufacturing Industry Overview, 6 Digit NAICS - Metro Atlanta Region					
NAICS	Industry	2023 Job	% of Jobs	Location Quotient	Avg Ann Wages
336411	Aircraft Manufacturing	4,886	4%	1.27	\$138,273
323111	Commercial Printing (except Screen and Books)	4,692	4%	1.04	\$62,392
326199	All Other Plastics Product Manufacturing	3,725	3%	0.74	\$65,130
311812	Commercial Bakeries	3,089	3%	1.33	\$65,671

Source: JobsEQ 2023Q3

Table 15

Historically, even with the loss of Aircraft Manufacturing jobs, Advanced Manufacturing has grown 2% in the past five years by over 2,000 to over 119,000 jobs in 2023. The following table shows the top five industries for employment.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Historic Change in Advanced Manufacturing Industry, 6 Digit NAICS, Metro Atlanta Region					
NAICS	Industry	Employment		5 - Year History	
		2018 Jobs	2023 Jobs	Empl Change	% Change
336411	Aircraft Manufacturing	5,023	4,886	-137	-3%
323111	Commercial Printing (except Screen and Books)	6,055	4,692	-1,363	-23%
326199	All Other Plastics Product Manufacturing	4,530	3,725	-805	-18%
311812	Commercial Bakeries	2,528	3,089	561	22%
312111	Soft Drink Manufacturing	2,080	2,531	451	22%
333415	Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing	1,941	2,493	552	28%
Total - Advanced Manufacturing Industry		119,513	122,190	2,677	2%
Source: JobsEQ 2023Q3					
Table 16					

Of the over 500 Advanced Manufacturing jobs forecast to be added over the next five years, 93% will be replacements and 7% new. The top seven industries are displayed in the following table:

Projected Change in Advanced Manufacturing Industry, 6 Digit NAICS, Metro Atlanta Region						
NAICS	Industry	5-Year Projections		Employment Demand		
		# Change	% Change	Avg. Annual	% New	% Replacement
336411	Aircraft Manufacturing	227	5%	45	10%	90%
323111	Commercial Printing (except Screen and Books)	-199	-4%	-40	-9%	109%
326199	All Other Plastics Product Manufacturing	179	5%	36	9%	91%
311812	Commercial Bakeries	167	5%	33	7%	93%
312111	Soft Drink Manufacturing	222	9%	44	12%	88%
333415	Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing	130	5%	26	10%	90%
311991	Perishable Prepared Food Manufacturing	268	11%	54	15%	85%
Total - Advanced Manufacturing Industry		4,608	4%	922	7%	93%
Source: JobsEQ 2023Q3						
Table 17						

Skilled Trades

Skilled Trades industries within the Construction sector include high-paying jobs that make up a larger proportion of the Metro Area's workforce than the national index as compared to residential and highway construction. A sample of industries is shown in the following table:

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Skilled Trades Industry Overview , 6 Digit NAICS - Metro Atlanta Region					
NAICS	Industry	2023 Jobs	% of Jobs	Location Quotient	Avg Ann Wages
236220	Commercial and Institutional Building Construction	14,242	10%	1.14	\$102,288
238212	Nonresidential electrical contractors	13,229	9%	1.18	\$79,119
236118	Residential Remodelers	11,113	8%	0.92	\$60,341
238222	Nonresidential plumbing and HVAC contractors	10,764	7%	1.12	\$82,661
238221	Residential plumbing and HVAC contractors	8,573	6%	0.71	\$60,106
236115	New Single-Family Housing Construction (except For-Sale Builders)	7,394	5%	0.89	\$87,742
237310	Highway, Street, and Bridge Construction	6,083	4%	0.71	\$75,045
Source: JobsEQ 2023Q3					
Table 12					

Over the past five years, Skilled Trades industries have grown over 19,000 jobs at a 16% growth rate to a 2023 total of over 125,000. The top four industries that added employment from 2018 through 2023 includes Residential Remodelers in the following table:

Historic Change in Skilled Trades Industry, 6 Digit NAICS - Metro Atlanta Region					
		5 Year Employment			
NAICS	Industry	2018 Jobs	2023 Jobs	Empl Change	% of Change
236220	Commercial and Institutional Building Construction	11,882	14,242	2,360	20%
238212	Nonresidential electrical contractors	12,398	13,229	831	7%
236118	Residential Remodelers	7,930	11,113	3,183	40%
238222	Nonresidential plumbing and HVAC contractors	9,795	10,764	969	10%
Total - Skilled Trades Industry		125,983	145,736	19,753	16%
Source: JobsEQ 2023Q3					
Table 13					

Over 6,000 jobs per year will open in the Construction sector over the next five years at an 5% growth rate. Of those jobs, 9% will be new and 91% will be replacement. The following table displays a sample of industries forecast.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Projected Change Skilled Trades Industry, 6 Digit NAICS - Metro Atlanta Region						
NAICS	Industry	5-Year Projections		Employment Demand		
		# Change	% Change	Avg. Annual	% New	% Replacement
236220	Commercial and Institutional Building Construction	4,965	35%	993	75%	25%
238212	Nonresidential electrical contractors	646	5%	129	10%	90%
236118	Residential Remodelers	527	5%	105	10%	90%
238222	Nonresidential plumbing and HVAC contractors	464	4%	93	9%	91%
238221	Residential plumbing and HVAC contractors	428	5%	86	10%	90%
Total - Skilled Trades Industry		6,567	5%	1313	9%	91%
<i>Source: JobsEQ 2023Q3</i>						
<i>Table 14</i>						

Regional Occupational Analysis

The Metro Atlanta Region accounts for nearly 2.4 million jobs. The largest occupations include Office and Administrative Support Occupations, Sales and Related Occupations, and Food Preparation and Serving Occupations. These three occupational groups also added the most jobs between 2018 and 2023 and are projected to continue to grow over the next 5 years. While these occupational groups are large, they generally offer average annual wages lower than the region's overall average.

Over the next 5 years, the Metro Atlanta Region is projected to add over 61,000 jobs. Nearly 90% of all openings are expected annually due to replacement demand (retirements and other turnover). The occupations with the highest projected annual employment demand are presented in the following table.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Projected Change in Employment 5 Digit SOC - Atlanta Region (Occupations with Greatest Annual Change)						
SOC	Occupation	5 Year Projection		Employment Demand		
		# Change	% Change	Avg. Annual	% of New	% Replacement
53-7060	Laborers and Material Movers	9,201	8%	1840	9%	91%
41-2030	Retail Salespersons	2,461	4%	492	5%	95%
53-3030	Driver/Sales Workers and Truck Drivers	5,396	8%	1079	12%	88%
43-4050	Customer Service Representatives	1,800	3%	360	4%	96%
35-3020	Fast Food and Counter Workers	7,503	13%	1501	10%	90%
43-6010	Secretaries and Administrative Assistants	65	0%	13	0%	100%
41-2010	Cashiers	-423	-1%	-85	-1%	101%
15-1250	Software and Web Developers, Programmers, and Testers	6,334	13%	1267	25%	75%
11-1020	General and Operations Managers	3,705	9%	741	16%	84%
37-2010	Building Cleaning Workers	3,192	7%	638	9%	91%
43-9060	Office Clerks, General	1,112	3%	222	4%	96%
13-1190	Miscellaneous Business Operations Specialists	2,450	7%	490	15%	85%
29-1140	Registered Nurses	2,716	7%	543	21%	79%
35-3030	Waiters and Waitresses	4,863	13%	973	11%	89%
35-2010	Cooks	5,904	17%	1181	17%	83%
25-2020	Elementary and Middle School Teachers	1,956	6%	391	14%	86%

Source: JobsEQ 2023Q3

Table 19

While the above occupations have a high demand for new workers, many offer low wages. The following table presents the occupations with the highest average annual employment demand and an average annual wage of at least \$50,897. This average annual wage is the living wage for a 1 adult, 1 child household in the Atlanta MSA, as determined by MIT's living wage calculator. When controlling for wages, the occupations with the highest average annual demand that offer a living wage are generally management and supervisory positions in the office or manufacturing industry, healthcare related occupations, professional occupations, IT-related occupations, and skilled trades. The 16 occupations with the highest employment demand that offer a living wage are presented in the following table.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Projected Change in Employment 5 Digit SOC - Atlanta Region (Occupations Paying a Living Wage)						
SOC	Occupation	5 Year Projection		Employment Demand		
		# Change	% Change	Avg. Annual	% of New	% Replacement
11-1020	General and Operations Managers	3,632	6%	726	13%	87%
15-1250	Software and Web Developers, Programmers, and Testers	6,496	15%	1299	32%	68%
29-1140	Registered Nurses	2,475	6%	495	17%	83%
41-4010	Sales Representatives, Wholesale and Manufacturing	1,431	5%	286	9%	91%
11-9190	Miscellaneous Managers	1,786	6%	357	13%	87%
13-2010	Accountants and Auditors	1,731	6%	346	13%	87%
13-1110	Management Analysts	1,654	8%	331	16%	84%
13-1080	Logisticians and Project Management Specialists	1,721	9%	344	19%	81%
13-1160	Market Research Analysts and Marketing Specialists	1,811	10%	362	18%	82%
11-2020	Marketing and Sales Managers	1,063	6%	213	14%	86%
13-2050	Financial Analysts and Advisors	1,194	7%	239	18%	82%
23-1010	Lawyers and Judicial Law Clerks	1,159	7%	232	26%	74%
41-3020	Insurance Sales Agents	1,083	8%	217	16%	84%
15-1210	Computer and Information Analysts	1,549	11%	310	26%	74%
15-1240	Database and Network Administrators and Architects	780	6%	156	16%	84%
11-3030	Financial Managers	1,541	12%	308	24%	76%

Source: JobsEQ 2023Q3

Table 20

- d. Provide an analysis of the workforce development activities (including education and training) in the region, including an analysis of the strengths, weaknesses and capacity of such services to address the identified education and skill needs of the workforce, and the employment needs of employers in the region.

Education & Training Analysis – Fulton County

According to the National Center for Education Statistics College Navigator, there are 87 Public 4-year, Private non-profit, and Private for-profit colleges within 50 miles of ZIP Code 30303 that have a total student population of 266,287. For example, the top 5 institutions by Student Population are show in the following table.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Name	Distance from ZIP	Type	Awards offered	Student population	Graduation Rate	Transfer-Out Rate	Cohort Year	Net Price
Georgia Institute of Technology-Main Campus	1.6 miles	4-year, Public	Bachelor's degree;Postbaccalaureate certificate;Master's degree;Doctor's degree - research/scholarship	45296	93%	4%	Fall 2016	\$17,402
Kennesaw State University	22.4 miles	4-year, Public	Less than one year certificate;One but less than two years certificate;Bachelor's degree;Postbaccalaureate certificate;Master's degree;Post-master's certificate;Doctor's degree - research/scholarship	43190	46%	27%	Fall 2016	\$18,079
Georgia State University	0.0 miles	4-year, Public	Less than one year certificate;One but less than two years certificate;Bachelor's degree;Postbaccalaureate certificate;Master's degree;Post-master's certificate;Doctor's degree - research/scholarship;Doctor's degree - professional practice	36516	55%	21%	Fall 2016	\$17,589
Georgia State University-Perimeter College	0.0 miles	2-year, Public	Less than one year certificate;Associate's degree	15456	22%	18%	Fall 2019	\$9,022
Emory University	4.7 miles	4-year, Private not-for-profit	Bachelor's degree;Postbaccalaureate certificate;Master's degree;Post-master's certificate;Doctor's degree - research/scholarship;Doctor's degree - professional practice	14841	90%	NA	Fall 2016	\$26,680

Generated at: 4/23/2023 from

<https://nces.ed.gov/collegenavigator/?s=all&zc=30303&z=50&of=3>

In the following table, among the colleges in the Technical College system of Georgia for total awards conferred in an academic year are Atlanta Tech and Gwinnett Tech with 3,286 and 4,197 awards in 2023 respectively.

Awards in Technical College System of Georgia				
	2020	2021	2022	2023
Albany	2,052	2,085	1,811	1,852
Athens	2,341	2,303	2,344	2,525
Atlanta	3,089	3,115	3,118	3,286
Augusta	2,112	1,788	1,325	1,723
Central Georgia	6,213	6,035	6,170	6,211
Chattahoochee	5,476	5,174	5,916	5,923
Coastal Pines	2,137	2,107	2,095	1,569
Columbus	2,259	2,736	2,020	2,131
Georgia Northwestern	4,093	4,517	4,689	4,743
Georgia Piedmont	1,833	2,387	1,698	1,334
Gwinnett	4,116	4,145	3,813	4,197
Lanier	2,428	2,463	2,043	2,744
North Georgia	1,242	1,386	1,517	1,747
Oconee Fall Line	1,255	1,638	1,288	1,242
Ogeechee	1,631	1,620	1,506	1,327
Savannah	3,252	2,886	2,910	2,655
South Georgia	2,049	1,988	1,791	2,016
Southeastern	892	940	1,075	1,160
Southern Crescent	3,838	4,545	4,890	4,557
Southern Regional	1,888	2,258	1,816	2,113
West Georgia	2,677	3,082	3,025	2,882
Wiregrass Georgia	2,362	2,572	2,652	2,703
TCSG	59,235	61,770	59,512	60,640
Total awards conferred in an academic year. Includes Technical Certificates of Credit (TCCs), Diplomas, and Degrees.				
Oct 11, 2023 9:44 AM	Information Technology and Data Resources, TCSG			

Fulton Workforce Development Area – WIOA Plan for 2024-2027

The following excerpt of the University System of Georgia reports of the total number of awards, certificates, and degrees conferred for three institutions in Fulton County show that the percent change from FY2019 to FY2023 for the total of the three institutions was 24.81% compared to the percent change for University System of Georgia Total of 10.87%.

Institution	FY2019 Total Awards	FY2023 Total Awards	Change in Awards per Yers	Percent Change 2019 to 2023
Georgia State University Totals	10,096	10,570	474	4.69%
Georgia Institute of Technology Totals	7,472	11,418	3,946	52.81%
Atlanta Metropolitan State College Totals	281	289	8	2.85%
Total GSU+GT+ATLMetro	17,849	22,277	4,428	24.81%
University System of Georgia Totals:	67,854	75,228	7,374	10.87%
https://www.usg.edu/research/usgbythenumbers				

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Appendix 2: Regional Industry Analysis

Fulton County Occupation Overview

Industry Overview, 2 Digit SOC - WorkSource Fulton

SOC	Occupation	2023 Jobs	% of Jobs	Location Quotient	Average Wages
43-0000	Office and Administrative Support Occupations	137,250	14%	1.15	\$52,100
13-0000	Business and Financial Operations Occupations	108,134	11%	1.72	\$100,500
53-0000	Transportation and Material Moving Occupations	93,624	9%	1.08	\$50,200
41-0000	Sales and Related Occupations	85,495	9%	0.98	\$67,800
11-0000	Management Occupations	83,956	9%	1.13	\$154,800
35-0000	Food Preparation and Serving Related Occupations	73,342	7%	0.92	\$35,300
15-0000	Computer and Mathematical Occupations	57,511	6%	1.81	\$120,900
29-0000	Healthcare Practitioners and Technical Occupations	53,046	5%	0.92	\$114,900
25-0000	Educational Instruction and Library Occupations	37,785	4%	0.72	\$72,300
49-0000	Installation, Maintenance, and Repair Occupations	33,961	3%	0.88	\$66,100
51-0000	Production Occupations	31,694	3%	0.57	\$51,300
31-0000	Healthcare Support Occupations	26,181	3%	0.59	\$42,400
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	24,696	3%	1.36	\$87,800
33-0000	Protective Service Occupations	24,188	2%	1.15	\$51,400
39-0000	Personal Care and Service Occupations	22,246	2%	0.91	\$40,400
37-0000	Building and Grounds Cleaning and Maintenance Occupations	21,472	2%	0.67	\$40,400
47-0000	Construction and Extraction Occupations	20,237	2%	0.45	\$63,000
23-0000	Legal Occupations	15,681	2%	1.94	\$147,200
17-0000	Architecture and Engineering Occupations	15,080	2%	0.95	\$105,700
21-0000	Community and Social Service Occupations	13,417	1%	0.76	\$65,400
19-0000	Life, Physical, and Social Science Occupations	7,394	1%	0.86	\$93,800
45-0000	Farming, Fishing, and Forestry Occupations	886	0.1%	0.15	\$47,400
Total - All Occupations		987,275	100%	1.00	\$77,800

Bold designates the largest occupations by number of jobs in 2023

Source: JobsEQ 2023Q3

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Fulton County Projected Change in Employment

Fulton County, Georgia, 2023Q3 ¹											
NAICS	Industry	Current			5-Year History		5-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
54	Professional, Scientific, and Technical Services	124,420	\$129,621	1.71	17,198	3.0%	61,719	21,181	31,121	9,417	1.5%
62	Health Care and Social Assistance	108,065	\$78,994	0.75	10,186	2.0%	62,929	26,293	28,313	8,323	1.5%
72	Accommodation and Food Services	82,193	\$34,691	0.96	-1,444	-0.3%	77,528	33,304	40,636	3,588	0.9%
	Administrative and Support and Waste										
56	Management and Remediation Services	78,779	\$72,070	1.26	-6,772	-1.6%	49,858	19,825	26,284	3,749	0.9%
48	Transportation and Warehousing	68,856	\$54,209	1.41	12,660	4.1%	44,482	17,009	21,996	5,478	1.5%
52	Finance and Insurance	64,449	\$157,679	1.64	8,681	2.9%	31,351	11,603	16,031	3,718	1.1%
44	Retail Trade	62,245	\$49,806	0.63	-2,608	-0.8%	43,827	19,056	23,906	865	0.3%
51	Information	60,469	\$158,343	3.07	5,588	2.0%	32,350	10,982	16,925	4,443	1.4%
61	Educational Services	56,034	\$67,861	0.71	4,030	1.5%	29,483	13,201	13,689	2,593	0.9%
92	Public Administration	49,820	\$87,631	1.10	-2,189	-0.9%	25,194	10,283	13,022	1,890	0.7%
55	Management of Companies and Enterprises	46,968	\$177,966	3.06	22,171	13.6%	24,676	8,476	12,315	3,885	1.6%
42	Wholesale Trade	37,817	\$118,028	1.01	-680	-0.4%	20,591	7,783	11,601	1,207	0.6%
81	Other Services (except Public Administration)	34,630	\$50,180	0.82	-1,785	-1.0%	22,269	8,858	11,428	1,983	1.1%
31	Manufacturing	29,010	\$91,059	0.37	-2,238	-1.5%	15,817	5,937	8,896	985	0.7%
53	Real Estate and Rental and Leasing	28,273	\$95,075	1.61	2,717	2.0%	15,610	6,692	7,300	1,618	1.1%
23	Construction	25,830	\$94,944	0.44	2,867	2.4%	12,479	4,611	6,760	1,109	0.8%
71	Arts, Entertainment, and Recreation	19,638	\$50,655	1.02	-291	-0.3%	16,499	6,400	8,703	1,396	1.4%
99	Unclassified	5,901	\$98,687	2.79	4,039	25.9%	3,732	1,478	1,914	340	1.1%
22	Utilities	3,132	\$155,048	0.62	8	0.1%	1,456	567	817	72	0.5%
21	Mining, Quarrying, and Oil and Gas Extraction	462	\$118,197	0.13	264	18.4%	238	84	136	18	0.8%
11	Agriculture, Forestry, Fishing and Hunting	282	\$49,761	0.02	-8	-0.5%	180	83	88	10	0.7%
	Total - All Industries	987,275	\$93,532	1.00	72,395	1.5%	609,048	243,350	308,830	56,869	1.1%

Source: JobsEQ 2023Q3

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- e. Provide a description of the local board’s strategic vision and goals for preparing an educated and skilled workforce (including youth and individuals with barriers to employment), including goals relating to the performance accountability measures based on primary indicators of performance in order to support regional economic growth and economic self-sufficiency.**

The Fulton County Local Workforce Development Board (LWDB) is integrally involved with the strategic priorities articulated in the Fulton County Strategic Plan 2021-2025. The Fulton County Board of Commissioners established the following priority areas to accomplish their overall mission to deliver efficient, high impact service to every resident and visitor of Fulton County:

- Justice and Safety
- Infrastructure and Economic Development
- Health and Human Services
- Open and Responsible Government
- Arts and Libraries

In detailing the priority area for Infrastructure and Economic Development, The Fulton County Strategic Plan aims for the County to serve “as a key connector between the business communities, education providers, job seekers, and the municipal governments that serve them.” The Fulton Local Workforce Development Board (LWDB) is poised to deliver upon this objective in creating a skilled workforce to meet the needs of the residents and employers in the metropolitan Atlanta region.

The Fulton LWDB will achieve this by focusing on the following goals:

- To support the growth of the Metro Atlanta region and its key strategic industries
- To ensure employers have the skilled workers they need to compete effectively in the global economy
- To capitalize on the untapped potential of the unemployed, underemployed workers, discouraged workers, youth and other job seekers with special needs
- To create a workforce ecosystem that supports partnership amongst public, private, and philanthropic groups in achieving a common goal
- To create equitable access to economic opportunity in Atlanta

To measure progress towards these objectives, the Fulton LWDB seeks to achieve not only primary indicated performance measures, but also Board established metrics. These metrics assist the Board in evaluating program design and impact on the communities served within Fulton County. For the plan beginning in Program Year 2024, the Fulton LWDB will focus

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on impact in targeted zip codes to support equitable economic opportunity, as well as the relationship between training programs and employment in high-demand industries.

- f. Taking into account the analyses described in sections “2. a-e” (above), provide a strategy to coordinate core programs to align resources available to the local area to achieve the strategic vision and goals.**

As detailed throughout the plan, the Fulton LWDB’s strategy to achieve economic mobility and provide the greatest impact to Fulton County centers on developing partnerships and leveraging data to deliver programming to Fulton employers and job seekers. Partnerships provide the workforce system not only with additional resources to achieve positive outcomes and expand service delivery, but also ensures that industry, educators, and community groups are coordinating rather than competing.

The LWDB will work with the Metro Atlanta Region to help convene these groups to obtain, analyze, and publish data on emerging trends and needs in the Atlanta labor market, work with educators to ensure students are obtaining the skills to compete in a 21st Century economy, identify opportunities to improve access to high-demand fields including promoting career exploration and work-based learning for youth and adults, and continually engage employers in identifying new opportunities or changes to their industry as a result of investment in infrastructure or the advancement of AI technologies, among others.

3. Description of Strategies and Services – Provide a description of the strategies and services that will be used in the local area in order to accomplish the items listed below.

- a. How will the area engage employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations?**

As a unit of Select Fulton, WorkSource Fulton is connected with economic development serving Fulton County. Select Fulton serves the regions industries and employers, engaging in identifying trends and needs including workforce. The department also provides programs and connections for small business to succeed. Fulton also collaborates and partners as part of the Metro Atlanta region, coordinating with regional economic development entities, industry groups, and development organizations such as Community Improvement Districts. Finally, the Fulton LWDB is an anchor member of the Metro Atlanta Exchange for Workforce Solutions, a funder of Career Rise, and sponsor of the Aerotropolis Alliance; all providing regional collaboration to meet the needs of Atlanta’s employers.

- b. How will the area support a local workforce development system that meets the needs of businesses in the local area? Discuss the area’s workforce services to businesses and how business and organized labor representatives on the Local Workforce Development Board (LWDB) contributed to the development of these strategies. Provide a listing of business services available through the area(s) such as employer workshops and assessment and screening of potential employees.**

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The LWDB has become the partner of choice with many area businesses because of its ease of access, supply of qualified workers, reduced hiring time, and coordination of quality services. Employers have the ability to save on the recruitment and onboarding processes when working directly with the LWDB for their employment needs. Representatives of private industry and labor who sit on the Fulton LWDB help guide strategy to serve employers. This includes development of the budget, alignment of resources, and support of regional sector strategies. Additionally the board supports partnerships in offering letters of support and participation in grant applications for advancing employment opportunities.

WorkSource Fulton provides a variety of Talent Management services to meet employer needs. Examples of these services are:

- a. Talent sourcing:
 - Direct Referral Program
 - On-Site Recruitment Events
 - Work Opportunity Tax Credit (WOTC) Program
 - WorkSource Georgia Portal
- b. Talent Screening
 - Occupational Assessments
 - Criminal Background Checks
 - Drug Screening
 - Basic Skills Assessment and Training
- c. Talent Development
 - Vocational and Skills Upgrade Training
 - On –the-Job Training
 - Customized Training
 - Incumbent Worker Training
- d. Structured Internships

The Fulton LWDB also collaborates with business partners through networking and relationships with groups such as:

1. Local Chambers of Commerce including, The North Fulton Chamber, the South Fulton Chamber, the Metro Atlanta Chamber, and the Atlanta Airport Chamber;
2. Urban League of Greater Atlanta;
3. Community Improvement Districts; and
4. Local Economic Development Agencies;

- c. How will the area better coordinate workforce development programs and economic development? Additionally, identify economic development partners and describe the involvement of the economic development community in developing strategies. How will the area strengthen linkages between the one-stop delivery system and unemployment insurance programs?**

Workforce and economic development are aligned under the county's economic development

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department at Select Fulton. The county leverages the connection of business recruitment and expansion strategies with workforce development programs in order to provide a true full-service resource to employers. As noted, alignment with Select Fulton provides linkage with local economic development partners both within Fulton County, the metro region, and State project managers.

WorkSource Fulton also partners and collaborates closely with the Metro Atlanta Regional workforce areas in providing an ongoing link with economic development partners with emphasis on high priority industries within targeted sectors. These partnerships develop strategies for the region and collaboration with groups such as the Metro Atlanta Chamber of Commerce and Aerotropolis Atlanta.

The LWDB partners with the Georgia Department of Labor (GDOL) to craft the best access options for customers entering the One Stop. The LWDB will collaborate with GDOL and seek to identify those individuals who are likely to exhaust their UI benefits and requiring them to come to the One-Stop for job search assistance. These customers would be provided with an orientation of services and given an initial assessment to determine specific needs. Based on their particular circumstances, they may be referred to additional services and resources, including job search workshops, staff-assisted job search activities, partner programs, and/or training services. This service integration may help unemployed individuals get back to work before their benefits are depleted.

The LWDB and GDOL will continue to collaborate and strengthen our partnership to reflect the intent of fully developed WIOA regulations. The LWDB will also work closely with the Metro Atlanta Regional Workforce Areas to assist in this effort.

- d. Per TEGL 4-23, “strengthening economic self-sufficiency hinges on the ability of individuals to obtain good jobs that provide family-sustaining wages and advancement opportunities.” Provide a description of how the area considers and incorporates job quality principles in local service delivery. Please note further guidance from OWD regarding these career path fundamentals is in development and will be released in the near future. These include:**
- i. Family-Sustaining Income & Benefits**
 - ii. Defined Career Advancement Pathways**
 - iii. Accessible & Local Employment**
 - iv. Uplifting & Supportive Work Environments**

The Fulton LWDB will ensure that job quality principles are incorporated in local service delivery upon the release of additional guidance from OWD. Existing priorities included in regional economic mobility work incorporate many of the fundamentals identified in TEGL 4-23.

- e. How will the area/region leverage the historic infrastructure investments through the following pieces of legislation (IIJA/BIL, CHIPS, and IRA)? While most of this work will be conducted at the State-level to create partnerships and identify connections with the public workforce system, local awareness and involvement in**

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these projects is crucial for their success. If applicable, please provide a description of any ongoing work the area is engaged in that supports the implementation of the Infrastructure and Jobs Act (IIJA), also known as the Bipartisan Infrastructure Law (BIL); the Creating Helpful Incentives to Produce Semiconductors (CHIPS) and Science Act; and/or the Inflation Reduction Act (IRA).

Details of Fulton’s leveraging of federal infrastructure investments can be found in the Metro Atlanta Regional Plan.

- 4. Regional Service Delivery** – (Only applies to regions that encompass two or more local areas) Describe how the region will address the items listed below.
 - a. Describe the plans for the establishment of regional service delivery strategies, including the use of cooperative service delivery agreements (if applicable).**
 - b. Describe the plans for coordination of administrative cost arrangements including the pooling of funds for administrative costs (if applicable).**
 - c. Describe the development and implementation of sector initiatives for in-demand industry sectors or occupations for the region.**
 - d. Describe the collection and analysis of regional labor market data.**
 - e. Describe the coordination of transportation and other support services, as appropriate, for the region.**
 - f. Describe the coordination of services with regional economic development services and providers.**

Details of Fulton’s regional service delivery strategy can be found in the Metro Atlanta Regional Plan.

- 5. Sector Strategy Development** – Provide a description of the current regional sector strategy development for in-demand industry sectors.
 - a. Describe the partners that are participating in the sector strategy development.**
 - b. Describe the meetings that have taken place and the strategy by which partners will continue to be engaged.**
 - c. Describe the research and the data that was used to identify the sector that was chosen for the sectors strategies training.**
 - d. Provide a completed outline of the sector strategy for the previously identified sector that includes the following details:**

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- i. Participating employers;**
 - ii. Target occupations;**
 - iii. Training programs; and**
 - iv. Target Populations.**
- e. Describe the plans for future strategy development for future sectors. If applicable, discuss the next sectors to be targeted.**

Details of Fulton’s sector strategy development can be found in the Metro Atlanta Regional Plan.

- 6. Description of the One-Stop Delivery System – Provide a description of the one-stop delivery system in the local area that includes the items detailed below.**
- a. Provide a description of how the local board will ensure the continuous improvement of eligible providers of services through the system and ensure that such providers meet the employment needs of local employers, workers and jobseekers.**

The five metro workforce boards share many of the same training providers and are part of a single labor shed across the 11-county metro area. To better serve both employers and eligible providers, the five boards have aligned the process for evaluating eligible training providers for inclusion on the Eligible Training Provider List. The ITA Work Group meets quarterly to review new providers, changes to existing programs, and any other items relating to the use of individual training accounts. The ITA Work Group is comprised of LWDB Members and staff from each of the five workforce boards. Additionally, the five boards work collaboratively to conduct annual monitoring of providers for performance including on-site reviews of approved programs.

- b. Provide a description of how the local board will facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and through other means.**

The LWDB has established broad access to facilities throughout the Local Workforce Development Area to ensure all individuals have access to services.

Job Seeking Customers seeking core, intensive or training services may be referred to the One Stop Career Center, a satellite career center or a partner site. If a customer seeks services at the One Stop Career Center, services are made available to him or her without referral to another location (based on availability of services) through on-site consultation or technology. Partners, not physically located at the One Stop Career Center, are not required to route all of their customers through the One Stop Center. Customers may receive referrals to other appropriate services and programs on a sequential or concurrent basis. Partners participating in the LWDB agree to refer customers between agencies and programs in a

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manner that: 1) maximizes customers' easy access to services; and 2) minimizes inconvenience to the customer.

The LWDB provides multiple strategically located points of access for customers through the South Fulton Career Center and the North Fulton Career Center. As a matter of convenience, customers can access services at any one of the One-Stop Comprehensive Centers or Affiliate Centers as well as through referrals from partners such as Georgia Vocational Rehabilitation Agency. Fulton also utilizes a mobile career center to provide pop-up access at locations such as county libraries, MARTA stations, city halls, or partner locations that are not local to one of the Career Centers.

To ensure a seamless approach to service delivery, Memoranda of Understandings and Resource Sharing Agreements are in place with all of our partners providing services directly or indirectly at the One Stop Comprehensive Center.

- c. Provide a description of how entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with WIOA § 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the physical and programmatic accessibility of facilities, programs and services, technology and materials for individuals with disabilities. This should include the provision of staff training and support and addressing the needs of individuals with disabilities.**

All Fulton County Workforce Career Centers provide maximum accessibility in compliance with the Americans with Disabilities Act; including physical and programmatic access, technologies, and accommodations to support individuals. Facilities and equipment are designed and constructed with input and approval from the Fulton Department of Diversity and Civil Rights; which is responsible for compliance with Title III.

Additionally, WorkSource Fulton coordinates with the Fulton County Department of Diversity and Civil Rights Compliance to conduct regular reviews of programs and facilities and training for Fulton County staff for to maintain compliance with provisions relating to ADA.

- a. Provide a comprehensive description of the roles and resource contributions of the one-stop partners.**

The LWDB maintains a Memorandum of Understanding and infrastructure funding agreement (IFA) in order to align and share resources with the following Partners:

Georgia Department of Labor (DOL) will:

- Establish a direct phone line (some providers may provide access through Voice-over IP, etc.) for one-stop customers to learn more about the Unemployment Insurance (UI) program and the Trade Adjustment Assistance Services (TAA).

Georgia Vocational Rehabilitation Agency (GVRA) will:

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- Maintain direct linkage at the One-Stop when staff is not present through the GVRA Customer Care line.
- Train partner staff regarding GVRA referrals and services.

This partnership will require a room with privacy in order to meet confidentiality requirements.

The Technical College System of Georgia (TCSG) will:

Provide access to Wagner-Peyser and Veteran programs through staff physically located on-site to provide employment services, labor market information, and referrals to eligible programs.

Adult Education Partner will:

- Establish a direct phone line (some providers may provide access through Voice-over IP, etc.) for one-stop customers to learn more about the program and register for services.

The following in-kind contributions will be provided as payment for shared costs over and above infrastructure costs:

- TABE (Test of Adult Basic Education) Online will be made available free of charge to the one-stop for any customer/client that may need the assessment. NOTE: Our grantees/providers can set up an account for the one-stop and provide the necessary training to ensure that tests are administered per test publisher guidelines.
- The transition specialists or other staff members in the adult education program could provide workshops to one-stop customers on a scheduled basis. This schedule should be determined through an agreement between the grantee and the one-stop center. Workshop topics could include, but are not limited to: resume writing, interviewing skills, soft skills, digital literacy, financial literacy, and career exploration.
- Grantees can provide a negotiated level of access to their online distance education curriculum to the one-stops at no charge, which would provide an opportunity for customers/students to study at the one-stop in addition to the program's locations. (i.e. Aztec) Distance education curricula will be made available to Adult Education participants.

Additionally, the following career services will be provided through Adult Education:

- Outreach intake services – Adult Education grantees/providers are required as a part of their contract to have recruitment and retention plans.
- Initial assessment of skills – Adult Education grantees/providers use the TABE to assess literacy needs for most students, but they use either BEST Plus or BEST Literacy for English Language Learners.
- Comprehensive and specialized assessments of skills levels and service needs of adults and dislocated workers – As described above, Adult Education grantees/providers use TABE, BEST Literacy, BEST Plus. They also provide practice testing opportunities for individuals pursuing their GED credential. They may also offer some other career assessments, but those are not prescribed by our office.

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- Group counseling and /or individual counseling or mentoring – Adult Education grantees/providers provide counseling and support related to basic education needs, postsecondary education opportunities and career pathways.
- Short-term prevocational services – Adult Education transition specialist and teachers provide soft skills training to students.
- Workforce Preparation Activities – is a required addition for Adult Education providers under WIOA.
- Financial literacy services – Adult Education programs have access to financial literacy curriculum materials.
- English language acquisition – Adult Education grantees/providers offer instruction for non-English speaking and limited-English proficient adults. Also, instruction and preparation for citizenship is provided.
- Skills upgrading and retraining – Adult Education grantees/providers offer basic educational skills training for individuals who lack their high school diploma and remediation of basic educational skills for individuals who have a high school diploma, but are seeking to enter employment or improve their employment.

Gwinnett Technical College will:

- Maintain direct linkage at the One-Stop when staff is not present through the installation of an additional, manned telephone line as real-time back up for customer care and support.
 - Conduct select education and training programming at One-Stop affiliates in its service delivery area.
 - Provide on-site staff presence for customer engagement and assistance as scheduled.
 - Monitor and promote career pathway education options for all One-Stop customers.
 - Integrate dual degree programming for youth with youth programming activities.

Atlanta Technical College will:

- Maintain direct linkage at the One-Stop when staff is not present through the installation of an additional, manned telephone line as real-time back up for customer care and support.
- Conduct select education and training programming at One-Stop affiliates in its service delivery area.
- Provide on-site staff presence for customer engagement and assistance as scheduled.
- Monitor and promote career pathway education options for all One-Stop customers.
- Integrate dual degree programming for youth with youth programming activities.

Goodwill Industries of North Georgia, Inc. (Goodwill) will:

- Establish a direct phone line (some providers may provide access through Voice-over IP, etc.) for one-stop customers to learn more about the employment and training services

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provided under the HUD Section 4 Program and register for such services as determined eligible.

- Train Partner staff on the HUD Section 4 Program in order to facilitate and increase referrals and service provision.
- Provide information and referral assistance to individuals interested in Supplemental Nutrition Assistance Program – Employment and Training (“SNAP E & T”) services, named the Georgia “SNAP Works” program, in compliance with the Food and Nutrition Act of 2008 (PL 88-525).
- Provide information and referral assistance to individuals interested in the Young Adult Reentry Partnership Project which aims to assist eligible, young adults.

b. Identify the current One-Stop Operator in the local area(s) and describe how the region/local area is preparing for the competitive process for operator selection. Describe how market research, requests for information and conducting a cost and price analysis are being conducted as part of that preparation.

The LWDB researched the market by requesting information from comparable local areas about their One-Stop Operator and then developed a competitive procurement instrument that clearly identifies specific service needs. The Fulton County Purchasing Department published a Request for Proposal (RFP) in the spring of 2022 for evaluation, selection, ratification, and execution July 1, 2022 . A team of evaluators rated the three proposals and scored based upon approved evaluation criteria including responsiveness, program design, and cost. The Fulton County Board of Commissioners, as fiscal agent for the LWDB, approved the selection of the One Stop Operator on April 20, 2022. The LWDB approved the acceptance of the proposal on May 18, 2022. Based upon satisfactory performance, the contract for One-Stop services has been renewed annually. The final option for renewal will be for PY25, with an anticipated procurement to occur for a new contract beginning July 1, 2026.

7. Awarding Sub-grants and Contracts – Provide a description of the competitive process to be used to award the sub-grants and contracts in the local area for activities carried out under this Title I.

The LWDB uses the non-federal entities competitive RFP procurement process sub-grants for awarding sub-grants and approved methods of procurement for contracts in the local area. Procurements are issued through and in accordance with Fulton County’s Department of Purchasing and Contract Compliance standard operating procedures in compliance with the applicable procurement standards set forth in the Code of Federal Regulations. The Workforce program contracts for service delivery and One-Stop Operations adhere to a competitive request for proposal procurement in accordance with the Fulton County Purchasing SOP. Procurement SOP outlines the solicitation, evaluation of awards, and an appeals procedures that meet federal and local requirements. The procurement follows small purchase and large purchase established threshold requirements. SOP outlines procurement thresholds that are more restrictive than the state of GA DOAS procurement thresholds.

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8. EEO and Grievance Procedures – Briefly describe local procedures and staffing to address grievances and complaint resolution.

Two classes of customer complaints are recognized: those alleging unsatisfactory service and those alleging some form of discrimination. The WIOA Program Coordinator and the Supervisor of the Career Center in which the allegation originates initially handle complaints alleging poor service. The facts are examined, supporting documents obtained and a resolution offered to the complainant. If the complaint is not resolved at this level, the complaint is forwarded to the Program or Division Manager of the Workforce Development Division. The Program or Division Manager initiates contact with the customer and seeks customer satisfaction.

With respect to allegations of discrimination, the customer is directed immediately to the LWDB Equal Opportunity Officer. In conjunction with the Equal Opportunity Administrator from the Georgia Department of Labor, a “Policy and Procedures Manual” was developed which covers the nine elements of the Methods of Administration under the WIA developed for USDOL/Civil Rights Center. The procedure manual outlines the steps involved in processing a complaint from initial notification through resolution. Samples of required forms and pattern letters are included in the manual.

The ACKNOWLEDGMENT OF THE EQUAL EMPLOYMENT OPPORTUNITY LAW form is distributed at all LWDB customer orientations. Career Center Planners have been trained to present and explain the form in these sessions and in their one-on-one contacts with customers to keep current with updates.

Local Boards and Plan Development

1. Local Boards – Provide a description of the local board that includes the components listed below.

a. Describe how local board members are identified and appointed. Include a description of how the nomination process occurs for adult education and labor representatives. (Proposed § 679.320(g))

Vacancies on the Fulton Workforce Development Board are filled in a timely manner in accordance with the LWDB Bylaws and State Rule. New board members must fit the eligibility and category in which the vacancy occurred. For business representatives, workforce staff notifies the CLEO of the business vacancy and works with him to solicit nominations from Fulton’s strategic industry partners and from business organizations such as chambers of commerce. The CLEO reserves a seat on the board for each of the Technical College campuses located in Fulton County; Atlanta Tech and Gwinnett Tech. Vacancies for these two seats are filled by soliciting nominations from the Technical College Presidents. Labor representatives, including Registered Apprenticeship programs attached to unions, are nominated by the governing bodies at the state for the local union teams. When vacancies occur within this category, the CLEO requests a nomination from these entities.

b. Describe the area’s new member orientation process for board members.

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New members are provided an individual orientation with the Board Director. During this orientation, new members are introduced to key provisions of WIOA, how funding and compliance are monitored, and an introduction to sector strategies and regional cooperation. Finally, LWDB members review standing committees and the commitment of board membership. The LWDB Orientation packet includes a full board roster, board bylaws, meeting schedule, and committee descriptions.

c. Describe how the local board will coordinate workforce development activities carried out in the local area with regional economic development activities carried out in the region (in which the local area is located or planning region).

The LWDB plays an active role in the economic development activities carried out in Fulton County. Staff assist in efforts to attract new businesses to the community, as well as to retain and expand existing ones through the administrative relationship with Select Fulton, the county's economic development arm.

The LWDB membership includes economic development, education and other community representatives that complement the private sector membership. Through this relationship, the LWDB is regularly updated regarding economic development activities and continually review opportunities to engage emerging and expanding businesses, especially within the sector priorities, throughout both the Metro Atlanta region and Fulton County.

d. Describe how local board members are kept engaged and informed.

LWDB local board members are regularly updated at all local board meetings regarding the most recent activities involving WIOA, education, economic and community development by staff. LWDB also is engaged in collaborative regional opportunities that also support activities of specific interest to the LWDB. Board members are invited to participate in activities such as job fairs, regional work groups like the Aerotropolis Workforce Collective and the Metro Atlanta Exchange for Workforce Solutions, and training opportunities such as the Southeastern Employment and Training Association conferences.

2. Local Board Committees – Provide a description of board committees and their functions.

The LWDB is governed by and is comprised of representatives from the WIOA mandated partners, business community and other relevant organizations. The LWDB's infrastructure includes several committees that work with board staff to develop plans, policies and procedures for different components of the system. Each committee is chaired by a LWDB member and is comprised of LWDB members and at least one non-voting board member, with special emphasis on representation from the business community, officers of the LWDB and required partners.

Specific committee descriptions are as follows:

Executive Committee – The Executive Committee will exercise authority and manage the

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business of the LWDB during intervals between board meetings. The officers serve as members of the Executive Committee, except for the power to amend the policies and the Bylaws.

Finance Committee- The Finance Committee shall be responsible for reviewing and providing guidance for the organization's financial matters. The Committee will regularly review the organization's revenues and expenditures, ensure that organizational funds are spent appropriately and approve the annual budget and submit it to the full Board for approval. The Committee will evaluate the effectiveness of grant funding through examining performance outcomes of programs and identifying opportunities for cost savings. The Finance Committee will provide the Board with updates on available resources and program needs which require additional resources.

Youth Standing Committee - The Fulton County Workforce Development Board designated the Youth Council to be formally known as the Youth Standing Committee under WIOA Section 107 (b)(4). Members shall include community-based organizations (CBOs) with a demonstrated record of success in serving eligible youth and other individuals with appropriate expertise and experience who are not members of the Board and may also include parents, participants and youth. The Committee is to inform and assist the Board in developing and overseeing a comprehensive youth program. They may participate in the applicable deliberations of the Board on the issues related to their Youth Standing Committee functions and make recommendations for providers of youth workforce activities through competitive grants or contracts, however, if the Board determines there is an insufficient number of eligible providers in a local area, the Board may award contracts on a sole-source basis as per the provisions at WIOA sec. 123(b). The Youth Committee will be further tasked with evaluating Youth performance measures and ensuring that successful strategies are in place to meet or exceed negotiated performance rates. The Committee will discuss opportunities for pilot programs and grant funding opportunities to serve strategic youth populations.

Accountability – The Accountability Committee shall be responsible for ensuring that the efforts and programs of the Fulton County workforce system are operating at the highest and best use of available resources. The Committee shall prepare and update the Board's Local Action Plan; review the needs of the local labor market; develop strategic plans; review Adult and Dislocated Worker program performance; establish benchmark performance measures for the system; review on-site program contractor monitoring reports; and assist with the review and recommendations on Memorandums of Understanding and Request for Proposals. The Committee shall also develop and update policies and procedures; and monitor and update training provider certification and one-stop certification, where appropriate. The Committee shall be tasked with evaluating programs to ensure the greatest impact on achieving the goals of the Board.

Strategic Partnerships and Outreach – The Strategic Partnership and Outreach Committee

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shall be responsible for identifying strategic opportunities for the Board to engage and collaborate with organizations serving job seekers in Fulton County. The Committee will recommend programs and strategies for serving special populations and strategic communities in Fulton, including providing resources and strategies to serve individuals with disabilities, and evaluate areas where the workforce system can invest additional resources, and incorporate regional initiatives into the Fulton service delivery model.

Ad Hoc Committee- The Chairperson may appoint or authorize the appointment of such other Committees as may be deemed necessary and appropriate to carry out the purpose of the operation.

- 3. Plan Development** – Provide a description of the process by which the plan was developed including the participation of core partners, providers, board members and other community entities. Also describe the process used by the local board to provide a 30-day comment period prior to the submission of the plan including an opportunity for public comment, including comment by representatives of businesses and comment by representatives of labor organizations, representative of education and input into the development of the local plan.

The 2024-2027 Local Plan builds upon the strategies and success of the 2020-2023 Local Plan which emphasized a strategy of regional cooperation, access for eligible individuals, and building partnerships with employers and community partners. For the current plan, Fulton utilized similar methods to develop the vision, goals, and strategies consistent with the direction of the regional workforce system.

Fulton began with reviewing input from customers, employers, and partners collected from initiatives during the previous planning period. Based upon economic trends and needs of the local labor market, the Fulton LWDB identified key objectives and strategies to administer federal workforce funding and impact Fulton communities.

The plan was presented in detail to the Accountability Committee and advanced for the full LWDB in the spring of 2024 for approval to post for public comment. Final approval of the plan following the public comment period occurred at the Fulton LWDB Meeting on _____.

Service Delivery and Training

- 1. Equity in Service Delivery and Education Programming** – Provide a description of how the area will develop education, training, and career strategies that better address and promote equity in recruitment, service design, implementation, and support services to improve access and outcomes for individuals in such communities. Local area should examine population groups, particularly those identified in the LMI analysis as having higher unemployment and lower earnings than the overall population and explore existing inequities with access to and participation in the local workforce and education

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programs, the outcomes in terms of employment and earnings, and placement in quality jobs.

The Metro Atlanta Region has identified equitable access to economic opportunity as a top priority of the workforce system. The region has reviewed strategies and system access to improve the customer experience in accessing and successfully completing workforce development programs. In particular, the Fulton LWDB supports the efforts at Westside Works to provide access and training programs directly in Atlanta's historic westside neighborhoods.

Additionally, the Fulton LWDB leverages data to identify opportunities to better align workforce programs with equitable access, focusing on communities with higher unemployment, excess poverty, and furthest away from physical career centers. The LWDB has established targets for enrollment and service provision in these zip codes and regularly reviews the programs directed towards these areas in the County.

2. Expanding Service to Eligible Individuals – Provide a description of how the local board, working with the entities carrying out core programs, will expand access to employment, training, education and supportive services for eligible individuals, particularly eligible individuals with barriers to employment. Include how the local board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, and how it will improve access to activities leading to a recognized postsecondary credential, academic or industry-recognized.

As LWDB continues to expand access to employment, training, education, and supportive services for customers by better coordinating workforce partner services and resources. The LWDB has in place basic agreements with its partners; however, it wants to increase their participation in the workforce system and also increase their on-site presence at the One-Stop facility. The LWDB wants its partners to understand that they share the common goal of helping individuals find, get, and keep good jobs in the local community.

The LWDB has engaged with key public and private stakeholders, including its One-Stop partners and local business organizations to gather input and feedback. It has begun to identify and develop career pathways that lead to better jobs. The LWDB has also identified skills gaps for the identified careers. The LWDB has begun to work with its training provider partners to develop appropriate programs and curricula to fill these gaps. Finally, the LWDB has continued to host roundtables, discussions, and forums to promote and advocate for a skilled and prepared workforce in the Fulton County area.

The Board also plans to continue to develop sector-strategy initiatives, including the identification of career pathways in the County's targeted industries. Regionalization, of the five Metro Atlanta boards share best practices especially those related to the career pathways of the targeted industries.

The objective to this approach is to improve services for customers, eliminate duplicative partner efforts, and better leverage funding and other resources in the community.

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In 2023, Fulton began the first SNAP E&T pilot in the State in partnership with Goodwill of North Georgia, the U.S. Department of Agriculture, and the Georgia Department of Human Services. The pilot seeks to co-enroll families eligible for both WIOA and SNAP E&T and track performance outcomes with a goal of creating a roadmap for other LWDBs to follow. To date, the pilot has identified opportunities for system alignment and connection with new partners to refer individuals in need of employment services.

3. Description of Service to Adults and Dislocated Workers – Provide a description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

Career Services and Training Services are readily available to Adults and Dislocated workers at each of the LWDB One Stop Career Center. One-Stop staff and collaborative partners are in place to provide an efficient and coordinated approach to servicing persons who meet the criteria for Adults and Dislocated Workers.

Career Resource Centers provide services to adults and dislocated workers through the delivery system which include:

A. Basic Career Services

Basic Career Services include the initial outreach, intake, and eligibility determination in the Career Centers. It also includes the assessment of skills and aptitudes, referrals to other partners, and career and employment coaching.

B. Individualized Career Services

Individualized Career Services are available to participants who, after being assessed and determined in need of additional services to obtain self-sufficiency. These services may be provided in the Career Center or through partners of the LWDB and may include completing an Individual Employment Plan (IEP), short term prevocational training, job readiness skills, and occupational skills training which leads to the obtainment of a degree or a credential.

C. Training Services

For eligible individuals who are unable to obtain or retain employment and after an assessment are in need of training to obtain self-sufficiency. Training may be provided through an approved provider in programs in high-demand industries. Career Centers will make the list of approved eligible training providers (ETPL) available to all individuals seeking training information. The ETPL includes eligible program descriptions and information identifying training providers. Performance and cost information relating to providers is also available.

Training services shall be provided in a manner that maximizes consumer choice in the selection of an eligible provider of such services. Each applicant is required to conduct program research on a minimum of three training providers, assessing the type of training, method of training, length of training, location, etc. A decision is made based on all these factors

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so that the customer will have more likelihood of training success.

Training Services may also include work-based learning with an employer through on-the-job training, incumbent worker training, or adult education and literacy in coordination with other services.

Training services shall be provided to eligible adults and dislocated workers through the use of Individual Training Accounts (ITAs), through which a participant chooses among qualified training providers, to include apprenticeships, with the exception of on-the-job training, customized training or where the LWDB determines there is an insufficient number of eligible providers of training services in the local area involved to accomplish the purposes of a system of individual training accounts, or the local board determines that there is a training services program of demonstrated effectiveness offered in the local area by a community-based organization or another private organization to serve special participant populations that face multiple barriers to employment

A customer determined eligible for WIOA training services may select a provider from the State-approved Eligible Training Provider Listing (ETPL) either during the application process or through consultation with a WIOA career advisor. Access to the ETPL is provided through the one-stop system, through TCSG-OWD's website and through WSF's website. Customers are encouraged to review on-line information as well as handouts including web addresses and on-line resources during Rapid Response sessions as well as during Orientation or visits to the Career Resource Centers.

At a minimum, the training plan should address issues that affect the individual's ability to attend/complete training such as: availability to attend classes offered (time and/or location of training); need and likelihood of part-time or interim employment while attending training; other financial support mechanisms (how is the individual going to live while in training?) such as unemployment benefits, public assistance, severance pay, employment income of another family member; and an indication that assessment results indicate a match between the individual's interests and aptitudes for the training area and training related occupations.

The training plan must also address other occupational or industry related criteria that may preclude an individual from securing employment. Some examples may include: driving record for individuals interested in commercial truck driver training; felony conviction or patterns of arrest or conviction for some positions with education or health care institutions; clean criminal background check for positions with education, information technology, financial institutions, etc.

4. Description of Rapid Response Services – Provide a description of how the local board will coordinate workforce development activities carried out in the local area with statewide rapid response activities.

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Upon receipt of notification of an event from TCSG OWD, staff immediately begins communicating with the Regional Rapid Response Coordinator on connecting with the employer and coordinating services.

During the employer meeting, WIOA employer and employee resources are provided, staff seeks to schedule employee sessions to begin resettlement work with affected employees and, if possible, provide layoff aversion services to the employer. Following the meeting, staff follows up with the employer and local partners to coordinate other services such as UI claim-taking sessions, job search workshops, positive recruitment, job fairs and transition centers as appropriate.

Staff records participant information into Geographic Solutions regarding dislocated worker participation in Rapid Response EIS.

The LWDB provides focused service to dislocated workers. By seeking partnerships with companies planning reductions in force and working with them prior to implementation, the LWDB seeks to help dislocated workers transition more successfully into new or continuing employment.

5. Description of Youth Services – Provide a description and assessment of the type and availability of youth workforce development activities in the local area, including activities for youth with disabilities. This description and assessment shall include an identification of successful models of such youth workforce development activities.

Youth programs in Fulton County are overseen by the Youth Committee under the advisement of a Youth Roundtable. The Youth Roundtable recommends ways to leverage resources, partnerships and to coordinate services among schools, government/public programs, faith and community-based organizations serving Fulton County At Risk/Opportunity Youth. The Roundtable consists of over 20 Non-Profit and Community Based Organizations (CBO's).

The Youth Committee regularly reviews performance related to how youth are being served and make recommendations as to how the LWDB can incorporate the most effective youth strategies based on assessments and similarities of service needs. Additionally, the Youth Roundtable share opportunities for youth, including work experience and career exploration opportunities. The majority of services required by the fourteen (14) WIOA elements are provided through existing grantee partners of Fulton County and Community Based Organizations.

Youth who are deemed eligible to receive services through the Workforce Innovation and Opportunity Act are assigned to a Youth Advisor, who facilitates services for the youth customer. Once assessed, goals are set and an Individual Service Plan is designed to outline a strategy for meeting the youth's goals. The Youth Advisor is able to access information and resources that often augment service provision.

The LWDB develops and maintains Memoranda of Understandings with a number of agencies that provide services centered on the fourteen (14) local youth program elements described in the Workforce Innovation and Opportunity Act. Challenges and trends within the

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school system are identified in an effort to alleviate barriers that prevent youth from receiving needed services. Continued endeavors with this group have led to more customized service provision, i.e. summer youth employment opportunities and a variety of in-school career exploration programs etc.

Strategies designed to address out-of-school youth include community outreach, partnerships and collaborative efforts with organizations that serve this population. LWDB has Memorandums of Understandings with the following organizations; the Fulton County Juvenile Justice Center, the Department of Family and Children Services, Fulton County Housing Authority, Fulton County Community Libraries, Covenant House, Atlanta Technical College, Georgia Department of Labor, Georgia Department Labor-Vocational Rehabilitation Services, Genesis Prevention Coalition, Fulton County Department of Health and Wellness, Fulton County Schools Work-Based Learning Department, Urban League of Metro Atlanta, and Youthbuild. Outreach efforts include youth job fairs, community symposiums (Middle and High School Career Days, presentations for school faculty), and the provision for employment readiness. Through reciprocal referrals, the LWDB is able to provide skills upgrades, to include job readiness, GED preparation, remediation services, and employment assistance.

Some services may be available to youth through virtual platforms. These platforms provide social skills, work skills training and job readiness training to provide tools for Youth to explore their interests, skills, and opportunities for career pathways in the Metro Atlanta region.

Fulton has also partnered with Career Rise to offer the Career Compass Academy, a 5-week virtual program which introduces youth to the career opportunities in the high-demand industries in the region. The Career Compass Academy also provides youth an opportunity to hear directly from and interact with industry experts, from entry level to executives. Youth gain a better understanding of the typical work environment, educational requirements, and advancement opportunities available to them.

The Fulton Youth Program provides services to Fulton County Youth which focus on:

- Career Guidance and Counseling
- Individual Training Accounts ITA's for Out of School Youth
- Dual Enrollment in the Youth and Adult Programs
- GED Assistance
- Basic Skills Deficiencies
- Youth Incentives
- Work Experience
- Virtual Career Campus Academy
- Summer Youth Employment
- Supportive Services
- Job Placement and Retention Services
- Follow-up Assistance

In addition, the Young Adult Program provides services linked to serving the 14 youth elements

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while cohesively addressing the barriers the youth may face.

The Youth Committee has identified the top three barriers facing Fulton County At Risk/Opportunity Youth; General Poverty, Homelessness and Educational/Work Skill deficiencies. Working with the Youth Roundtable, the Youth Committee works on behalf of the Fulton LWDB to

1. Recommend policy direction for the design, development, and implementation of programs that benefit all youth.
2. Recommend the design of a comprehensive community workforce development system to ensure a full range of services and opportunities for all youth, including disconnected youth.
3. Recommend ways to leverage resources and coordinate services among schools, public programs, and community-based organizations serving youth.
4. Recommend ways to coordinate youth services and recommend eligible youth service providers.
5. Provide on-going leadership and support for continuous quality improvement for local youth programs.
6. Assist with planning, operational, and other issues relating to the provision of services to youth; and

6. Implementation of Work-Based Learning Initiatives – Provide a description of how the area will implement initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries and other business services and strategies designed to meet the needs of employers in the corresponding region in support of the business service strategy.

Fulton analyzes economic conditions and conversations with industry partners in designing appropriate strategies to meet the needs of employers. Although Fulton may be able to offer work-based learning strategies such as On-the-Job Training, Incumbent Worker Training, and Registered Apprenticeships, solutions are designed to meet the current needs of the employer and available resources.

Provision of work based learning programs adheres to local policies, which prioritize programs for strategic industries, small businesses, and attempts to target investment into areas of Fulton County which provide greater opportunity.

The Metro Atlanta region is regularly in communication with opportunities to pursue regional work-based learning opportunities and the evolving needs of industry. Additionally, sector strategy work supports the regular review and development and career pathways in partnership with educational partners and industry experts.

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- 7. Provision of ITAs** – Provide a description of how training services in WIOA § 134 will be provided through the use of ITAs. If contracts for the training services will be used, describe how the use of such contracts will be coordinated with the use of ITAs and how the local board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided.

A regional effort has also played an import role in identifying sector strategies and awareness of training for high-demand occupations. Working together in a cohesive regional approach strengthens the relationships with both providers and employers in high-demand occupations.

In an effort to increase the availability of training in high-demand occupations, the LWDB understands that it must not only work to ensure that the training opportunity is available, but that customers who are basic skills deficient have greater opportunity to become eligible to take advantage of that training. This includes working diligently to erase basic skills barriers to employment. Towards this end, computer-based and instructor-led basic skills instruction are a major focus for adult and youth customers whose assessments indicate that they are basic skills deficient.

The LWDB, in partnership with Gwinnett Technical College, is working to expand GED training offerings in the North Fulton area by adding classes at the North Fulton Campus of Gwinnett Technical College. In addition, plans are underway to strengthen and increase basic skills instruction opportunities in South Fulton.

Partnerships with industry organizations, employers, community partners and training providers have been established and ongoing in order to continue to enhance and to continue to create innovative programs and collaboratives. Every quarter, the LWDB reviews applications for new eligible training providers to ensure customers have access to new training programs in high-growth, high-demand fields. New providers, additional programs and program change requests are monitored and updated to allow LWDB customers to have the latest information related to education and occupational skills training

Fulton County WIOA staff will continue to be engaged in outreach and marketing efforts to publicize the services available through the WorkSource Fulton One-Stop Career Centers.

In order to ensure that opportunities will not be limited and availability is maximized, the LWDB will:

- i. Create collaborative partnerships and career pathways programs that will engage employers and training providers in creating innovative programs and employment opportunities.

Such partners include:

- Gwinnett Technical College
- Youth Enhancement Services
- Atlanta Technical College

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- ii. Target short-term training programs to assist LWDB customers in increasing their occupational skill sets and credentialing status in a relatively short time frame to allow for an expeditious return to the workforce. Bootcamp-style and short-term Apprenticeships will be a major focus.
- iii. Partner with employers and training providers to ensure that training programs offered meet the needs of area employers. Utilize Customized Training and Fast Track Training as powerful tools to close skills gaps.

8. Entrepreneurial Skills Training and Microenterprise Services – Provide a description of how the area will coordinate and promote entrepreneurial skills training and microenterprise services.

The LWDB believes entrepreneurial skills training and microenterprise services should provide the basics of starting and operating a small business. Some examples of such skill development include, but are not limited to, the following abilities:

- Taking initiative;
- Creatively seeking out and identifying business opportunities;
- Developing budgets and forecasting resource needs;
- Developing a customer-centered environment;
- Understanding various options for acquiring capital and the tradeoffs associated with each option;
- Communicating effectively and marketing oneself and one's ideas.

As the demand demonstrates, the LWDB will partner with other Metro Atlanta Workforce Areas and/or work closely with other partners to identify and establish appropriate services and training in this area. Special emphasis will be placed on those areas that complement the priority industry and sector preferences.

Additionally, Select Fulton offers numerous programs and resources for small business and entrepreneurs, including partnership and connection to the Small Business Administration. Support of small business also extends to participation and support of partner programs helping to provide technical assistance to entrepreneurs such as Goodwill's annual "Battle of the BIZ" pitch competition.

9. Coordination with Education Programs – Provide a description of how the local board will coordinate education and workforce development activities carried out in the local area with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services and avoid duplication of services.

Fulton is home to a number of secondary and post-secondary education providers including multiple four year institutions, two technical college campuses, and countless profit and non-

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profit providers. Through relationships with leaders at these institutions, Fulton ensures that program offerings remain in-line with skills and occupations most in-demand by area employers.

Fulton partners with TCSG, BOR, and independent providers to help host recruitment and resource events, engage youth in exploring career pathways, and community outreach events to promote opportunities to enter opportunities in targeted career pathways.

Finally, support of Career Rise, the Metro Atlanta Exchange for Workforce Solutions, Aerotropolis Atlanta, and other regional conveners helps to align efforts and support of programs rather than duplication of programs.

10. Description of Supportive Services – Provide a description of how the local board will coordinate workforce development activities carried out under this title in the local area with the provision of transportation, including public transportation, and other appropriate supportive services in the local area. Describe the coordination of transportation and other supportive services regionally, if applicable. Please include the region/local area Supportive Service Policies.

The LWDB offers a variety of supportive services including childcare subsidies, assistance with transportation, assistance with utility payments, clothing, and housing/rental payments as long as funds are available. These services are made available to adults, dislocated workers and youth to enable their participation in authorized activities under WIOA. Supportive services however are specifically provided to those participants in training, who are in compliance with their WIOA Training Plan. If supportive services are paid by a partner agency LWDB will not issue supportive services of the same type to the participant. The assistance from a partner agency is documented in the electronic case file to avoid duplication of services.

The LWDB will consider on an individual basis when the funding for training should be allocated to the cost of tuition only. On a case-by-case basis determination for supportive services for books, tools, etc. will be reviewed for approval. The LWDB seeks to ensure barriers to training are identified and removed, particularly if the barrier is related to support for specific training material requirements. Removal of such barriers and support allow for the customer to successfully complete their program of study and to obtain a certificate or degree.

WorkSource Fulton partners with the Fulton County Housing Authority and with the Housing and Community Development Department to address concerns of the housing and shelter. WorkSource Fulton is aware that housing is a barrier to both training and employment which must be addressed prior to starting training for successful completion to maintain and/or obtain self-sufficiency.

The LWDB recently revised transportation supportive service options using human-centered design approach and principles to provide more flexibility for individuals in training. Participants can leverage supportive services for transportation in a manner that best meets their need including MARTA cards and transportation stipends for use on fuel, rideshare, or other methods to travel to and from their training provider.

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10. Coordination with Social Service Programs – Provide a description of how the local board will coordinate with social service providers, including SNAP and TANF. The description should include the utilizations of both programs as a referral source.

WorkSource Fulton, TANF and SNAP continue to foster a strong relationship supporting efforts to support job seekers in Fulton County. The Fulton LWDB is currently piloting a program with SNAP Works, the state SNAP Employment and Training Program (SNAP E&T). SNAP Works can help SNAP recipients gain skills, training, and/or work experience to increase their ability to attain employment and decrease their dependency on public assistance leading to economic self-sufficiency. The program offers job training, job skills, education and support services to all SNAP Works participants.

Through this partnership, WorkSource Fulton will serve all SNAP E&T Eligible Participants who have been identified through their outreach efforts or referred by DFCS. SNAP Works participants include able-bodied adults, single parents, families, refugees, senior citizens and individuals with disabilities. SNAP Works is a voluntary program for all SNAP recipients. Only participants that are ABAWDs (Able Bodied Adults Without Dependents) residing in time limited counties are subject to meet ABAWD work requirements.

WorkSource Fulton serves all SNAP E&T Eligible Participants who meet the following criteria:

- Receives SNAP Assistance
- Has voluntarily enrolled in the SNAP Works Program
- At least 18 years old*
- Not receiving TANF or other federal assistance
- Can be an ABAWD
- Can be pregnant
- Can have minor children in the household

*Services may be rendered for individuals as young as 16 years of age if they meet the eligibility criteria.

Services provided by WIOA are in-kind services as both programs receive federal funding. WIOA staff has access to the SNAP Provider Portal to verify a participant's SNAP status, to update a status, contact their Case Manager, create, review and update IEPs, as well review and request support services. This access has been crucial in ensuring there are no duplicate funding or supportive service request. As WIOA funding is available on a first come first serve basis access to the provider portal can allow a WIOA Career Advisor to request supportive service payments directly from SNAP for the SNAP recipient.

As part of the collaborative effort, the pilot is pushing systems change which can impact the statewide delivery of employment and training services to priority populations. The current partnership model provides a designated point of contact for each program, coordinated recruitment efforts, communication between case managers, and improved access to training and support services for co-enrolled individuals.

Coordination with Core Partners

1. **Description of the Workforce System** – Provide a description of the workforce development system in the local area that identifies all relevant programs and how the local board will work with the entities to carry out both core and other workforce development programs to deliver well aligned services in support of the strategies identified in the state plan. This should include programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2301 et seq.).

The LWDB maintains a Memorandum of Understanding in order to align and share resources.

The LWDB has formal reciprocal referral agreements with:

- (a) Fulton County Local Workforce Development Board;
- (b) Chief Elected Official (CLEO);
- (c) Georgia Department of Labor (GDOL);
- (d) Gwinnett Technical College (GTC);
- (e) Georgia Vocational Rehabilitation Agency (GVRA);
- (f) Atlanta Technical College (ATC);
- (g) Goodwill Industries of North Georgia, Inc

2. **Coordination with Wagner-Peyser** – Provide a description of plans and strategies for, and assurances concerning, maximizing coordination of services provided by the state employment service under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) and services provided in the local area through the one-stop delivery system, to improve service delivery and avoid duplication of services.

The LWDB maintains a Memorandum of Understanding with the Technical College System of Georgia with regard to continued services at the LWDB One Stop Career Centers.

The LWDB, in cooperation with TCSG, co-sponsors numerous onsite recruitment events, employer information sessions as well as transitional expositions throughout the year that provide a variety of information and services to the citizens of Fulton County. Workshops on a variety of employment readiness topics are made available to attendees of all ages.

TCSG is a partner in the Career Center and provides core services to our customers. LWDB staff collaborates with the Rapid Response Unit to facilitate WIOA Informational Sessions for dislocated workers and/or workers who have been served with notice of separation.

3. **Coordination with Adult Education** – Provide a description of how the local board will coordinate workforce development activities carried out in the local area with the provision of adult education and literacy activities under title II in the local area, including a description of how the local board will carry out, consistent with subparagraphs (A) and (B)(i) of section 107(d)(11) and section 232 of the WIOA Law,

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the review of local applications submitted under title II.

The LWDB maintains a Memorandum of Understanding with the Technical College System of Georgia with regard to continued Title II services at the LWDB One Stop Career Centers.

As may be required by WIOA, it is planned that the Title II agency(ies) will provide the LWDB with an outline of the AEL grant application that includes the following: counties/areas served within the grant, how AEL is providing instruction that supports the chosen sector strategies of the region, the partner activities that prepare individuals for careers, AEL and WIOA co-enrollment processes, evidence of a service strategy between the AEL and the LWDB, and promotion of AEL services in the One-Stop.

- 4. Coordination with Vocational Rehabilitation – Provide a description of the cooperative agreement between the local Georgia Vocational Rehabilitation office and the local board which describes efforts made to enhance the provision of services to individuals with disabilities and to other individuals, cross-train staff, provide technical assistance, share information, cooperate in communicating with employers and other efforts at cooperation, collaboration and coordination.**

The LWDB maintains a Memorandum of Understanding with the Georgia Vocational Rehabilitation Agency with regard to continued Title IV services at the LWDB One Stop Career Centers.

The LWDB has a reciprocal referral process in place with the Georgia Vocational Rehabilitation Agency. The LWDB partners with Goodwill Industries, Benefits Navigator, Disability Link, Money Follows the Person Program (MFP), and the National Federation of the blind of Georgia.

Performance, ETPL and Use of Technology

- 1. Description of Performance Measures – (WFD will issue instructions for the completion of local area performance negotiations upon receipt of federal guidance.) Provide a description of the local levels of performance negotiated with the Governor and chief elected official pursuant to WIOA § 116(c), to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under subtitle B and the one-stop delivery system, in the local area.**

The levels of performance to which the State and each local area will be accountable will be reached through negotiation – between USDOL and the State and between the State and each local area. Under Section 116 of WIOA, local levels of performance on each of the performance measures are to be "based on the State adjusted levels of performance," taking into account "the specific economic, demographic, and other characteristics of the populations to be served in the local area." Negotiated Performance Levels for Program Year 2024 and 2025 can be found in

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Attachment 2.

2. One-Stop System Performance and Assessment – Provide a listing of locally/regionally developed one-stop performance standards and describe the criteria used to develop the performance standards. Describe how the one-stop system and regional service delivery is assessed by the local board.

At this time the LWDB has not developed local performance standards in addition to the required WIOA Indicators of Performance. Additionally, no regional performance standards have been established for the Metro Atlanta Workforce Region.

In accordance with WIOA, the Fulton LWDB assess and certifies all One-Stops within Fulton County on a biennially. The assessment includes the accessibility of one-stops, the programming provided within the one-stops, and the inclusion of all partners. Additionally the services provided by the partners located within the one-stop system is reviewed during quarterly meetings of partners included in the MOU.

Fulton also monitors the effectiveness of the one-stop by reviewing the flow of participants through services. As part of the Metro Atlanta Region's focus on economic mobility, the region tracks the progress of participants from application through eligibility and suitability determination. The region has set benchmarks for how quickly applicants should be advancing through intake services to enter into training or employment services.

3. ETPL System – Describe the regional Eligible Training Provider System, including the elements listed below.

a. Provide a description of the public notification to prospective providers.

The LWDB along with the Atlanta Regional Workforce Board, City of Atlanta, Cobb County, and DeKalb County Workforce Development utilize a regional approach for the ETPL system through the formation of a Regional Individual Training Account Committee (Regional ITA Committee). Under a contractual arrangement with the Atlanta Regional Commission (ARC), the ARC solicits bids through a public invitation process for the three boards by posting a training provider application on its website.

Further, in an effort to expand the industry offering among service providers and in response to the local economy, the LWDB also provides notification of the application process via the LWDB's public notification process. Additionally, the LWDB conducts bi-annual information sessions for those interested in becoming providers.

b. Provide a description of how the board(s) evaluates providers and proposed training programs for initial eligibility, based on (at a minimum) criteria of proven effectiveness, local employer/industry demand, accreditation and customer accessibility.

As discussed, the LWDB participates in a regional approach for the ETPL system. Under the contractual arrangement, ARC is responsible for evaluating training provider applications.

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ARC conducts pre-award visits, verifies performance information (including Geographic Solutions reporting), and completes employee interviews as well as participant/ student interviews. Additionally, ARC compares State WIOA performance goals, and regional goals against provider performance outcomes. In doing so, ARC may use UI Wage Reports to verify employment, employment dates, and wages.

Upon completion of the evaluation, ARC prepares summary reports for the Regional ITA Committee's consideration. Once a provider is approved, ARC electronically transmits the information to the OWD for its approval and inclusion on the ETPL.

Additionally, as needed, ARC will issue letters to applicants who fail to submit adequate information. If it is determined that fraudulent or faulty information has been submitted, then the application will be denied.

Once a provider is approved, ARC electronically transmits the information to the OWD for its approval and inclusion on the ETPL. Providers are responsible for securing a signed ITA agreement with each local board upon placement on the ETPL.

c. Provide a description of the formal appeals process for aggrieved ITA customers and providers of unapproved training programs.

Participants or providers who would like to appeal the decision of the Site Supervisor may obtain a Grievance Form from the Career Center. The appeal shall be addressed as follows:

Workforce Development Division Manager
141 Pryor Street SW
Suite 2052
Atlanta, GA 30331
Telephone: (404) 613-6381

The LWDB has contracted with the Atlanta Regional Commission to manage its Individual Training Account System which includes a formal process for providers to appeal unapproved training programs.

d. Provide a description of the ongoing process used to update the data on the eligible providers list (exclusive of the state-conducted continued eligibility process).

The LWDB has contracted with the Atlanta Regional Commission to manage its "Individual Training Account System" which includes updating information on Providers included on the State Eligible Provider List.

The LWDB contract with ARC stipulates that they will add and remove programs from the State's ETPL and make needed changes on a quarterly basis. New programs/providers and changes are all monitored by ARC. Providers may be removed from the state listing under the following conditions:

- If inaccurate information regarding a program is intentionally supplied to the local WDB of state, a termination of eligibility will occur and will remain in effect for one year.

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- If the local WDB or state determines that an eligible provider has substantially violated any requirements of the Act, the providers must begin correction as appropriate.
- Failure to reapply under subsequent eligibility procedures
- Failure to meet minimum established local and state performance levels

e. Provide a description of any regional policies or agreements for ITAs or training providers.

The LWDB has an Individual Training Account (ITA) Training Provider Agreement that is executed with all providers approved by the LWDB and interested in doing business with Fulton County Workforce Development Division. As part of the regional collaboration efforts, each of the five metro workforce boards utilize a common ITA provider agreement outlining performance standards, compliance, invoicing procedures, and grievance and appeals processes.

f. Provide a description of the process to track and manage all ITA activity.

WorkSource Fulton coordinates with the five metro workforce boards for a regional ITA Work Group to review additions and changes to the ETPL. As part of the regional ITA Work Group, ARC is responsible for preparing summary reports on evaluation of training provider applications for completeness and ensuring criteria and performance are met. Upon approval by the ITA Work Group, providers are required to complete an ITA agreement with each board.

Providers are evaluated annually by the five metro workforce boards based on meeting or exceeding the established performance measures and the completion of an on-site review.

The Fulton LWDB regularly reviews the progress of providers as part of their commitment to evaluating the impact of workforce programs in the County. The Performance and Accountability Committee examines participant outcome data to review not only the attainment of credentials and employment, but also the industry and occupations that participants are entering. This provides valuable feedback to confirm that individuals are utilizing proven opportunities for economic advancement by entering into high-demand fields rather than jobs that may not lead to self-sufficiency. The LWDB notes providers and programs who are not meeting completion or employment goals and looks for opportunities for technical assistance.

g. Provide a description of local board policy on use of statewide eligible training provider list (including financial and duration limits, out-of-area training, service to out-of-area customers, etc.).

The LWDB policies are consistent with the region's aligned cap on the cost of ITA's. If the cost of training exceeds financial limitation guidelines, Career Advisors will assist in developing a plan that outlines methods to identify potential funding sources including coordination with federal and state grants including Pell, HOPE, and HDCI opportunities. Trainees are not required to apply for or access student loans, or incur personal debt as a condition of program participation.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

The LWDB maintains a listing of demand occupations based on the demand and supply data relevant to its work area. For training not identified as a demand occupation in the local area, documentation from at least three employers must be submitted by the customer or provider that substantiates the need or the opportunity for this particular occupation.

The LWDB's policy dictates that all customers who are deemed eligible are permitted to attend training that is within a reasonable commute to the LWDB area, which may include out-of-the-area and out-of-state training institutions. Out-of-the-area training programs that are not within commuting distance to the LWDB service area may be approved on a case-by-case basis. All approved training must be located within the contiguous United States. An individual who has been determined eligible for training services may select a provider from the State approved listing after consultation with a LWDB Career Advisor.

h. Provide a description of how registered apprenticeship programs are added to the ETPL.

Under WIOA, all Registered Apprenticeship (RA) programs that are registered with the USDOL Office of Apprenticeship (OA) are automatically eligible to be included on the State ETPL. RA programs are not subject to the same application and performance information requirements nor subject to a period of initial eligibility as other ETPs because they go through a detailed application and vetting procedure to become a registered apprenticeship program sponsor with USDOL/OA.

All RA programs will be informed of their automatic eligibility to be included on the State ETPL and will be provided an opportunity to consent to inclusion, before being placed on the State ETPL. The State will work with OA to develop a mechanism to contact all RA programs within the State regarding inclusion on the State ETPL. OWD will work with the OA to collect information (to populate the State ETPL) on newly OA registered apprenticeship programs on a quarterly basis. Information required to populate the State ETPL includes: Occupations; name/address of program sponsor; name/address of instructional provider if different from the sponsor; method and length of instruction; and number of active apprentices.

4. Implementation of Technology – Provide a description of the technology used to enhance customer (participant and business) experience and any additional data analytics used to enhance planning and measure outcomes beyond mandated performance measures.

The five metro workforce boards recently launched a unified landing page to serve employers and job seekers in the Metro Atlanta region. ATLWorks.org provides an online presence for the workforce system and provides details on employment services and resources available, highlights career pathways in demand occupations, and provides job seekers the contact information and location of their career center based on their home address. The website also hosts video testimonials of participants and connections for employers to access the business services teams.

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Additionally, WorkSource Metro Atlanta leverages webinar platforms like Zoom to facilitate an online orientation for metro Atlanta participants. These online orientations includes a pre-recorded explanation of WIOA programs and eligibility, and gives an overview of the application process so that customers understand the next steps. Leveraging the webinar provides a consistent experience for job seekers.

Finally, Fulton leverages the mobile career center to provide access to employment services throughout the county, including in targeted zip codes and areas that may not have reliable transportation to visit the career centers.

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Fulton Workforce Development Area – WIOA Plan for 2024-2027

State Initiatives and Vision

- 1. State Branding – Provide a description for how the area has adopted and will continue to utilize the state brand.**

WorkSource Fulton proudly displays the state brand within the North and South Career Centers, as well as the wrapping of the mobile career unit. All flyers and forms, from job fairs to application documents, contain the WorkSource Georgia logo and direct job seekers towards the ATLworks.org landing page.

The board will continue to use the statewide branding in promotion of board activities, including display on materials and resources used to interact with the public.

- 2. Priority of Service – Describe how the area/region will identify and administer the state’s priority of service policy. Identify if the region will add target populations in addition to those specified by state and federal policy.**

Priority of service is provided to veteran and low-income populations throughout the continuum of service for all three funding populations. The Fulton LWDB provides priority to residents of Fulton County who reside outside Atlanta city limits, but may provide services to residents of other workforce regions during periods of funding availability. Priority of service for veterans is consistent with local, state, and federal policy identifying the highest priority of service for those customers.

Where funds are determined to be limited, priority will also be given to adults who meet the minimum eligibility requirements, but have one or more characteristics that indicate they are low income or public assistance recipients. These scenarios may include but are not limited to:

- Individuals who reside in Fulton County outside of City of Atlanta
- Individuals who have a personal or family income below 100% of the poverty level (Lower Living Standard Income Level)
- Individuals who are employed, but in a job earning less than the living wage and/or no medical benefits
- Food Stamp or TANF recipients (current or in last six months)
- Supplemental Social Security recipients
- Individuals who are considered Homeless (as defined by HUD)

- 3. Alignment with State Goals – Describe how the area/region will align with each of the goals listed in the State Unified Plan.**

- Utilize sector partnerships to inform and guide strategic workforce development strategies and enhance partnership coordination. (held for October Regional Plan submission)**
- Develop a streamlined and regionally integrated workforce system that delivers efficient services to both businesses and individuals.**

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Details on sector partnerships and a regionally integrated workforce system can be found in the Metro Atlanta Regional Plan.

c. Capitalize on the workforce systems' strengths to create opportunities for all Georgia communities to prosper.

WorkSource Fulton is uniquely poised to promote economic prosperity of Fulton County residents. As part of Select Fulton, workforce development in Fulton is linked with efforts of the Development Authority of Fulton County and Economic Development efforts, which links the business community with the talent pipeline provided by WorkSource Fulton. This structure also allows Fulton to leverage Select Fulton expertise, networks, and resources to find opportunities for job seekers and to better understand the economic conditions of the labor market.

WorkSource Fulton will leverage these relationships and strategic administrative structure to develop opportunities for work-based learning. In conjunction with the WorkSource Metro Atlanta workforce boards, Fulton is also focusing on the economic mobility of Atlanta residents. Through a partnership with Atlanta CareerRise, the five metro boards are examining how services are provided to residents and what changes can be made to ensure that the workforce system can provide an opportunity for economic mobility, particularly for those living below the poverty line to access opportunities which pay a living wage.

d. Continuously align workforce and education system objectives to current and future occupational skill requirements.

WorkSource Fulton includes representatives from the Fulton County School System, both Technical College System of Georgia campuses, and an HBCU on the Fulton Workforce Development Board. The Fulton LWDB has launched a new Strategic Partnerships and Outreach Committee to explore opportunities for the Fulton Workforce System to engage with various partners and educational groups to serve strategic populations and opportunities for all Fulton residents. The Fulton LWDB is also exploring new opportunities for youth to engage in career exploration and work experience, and is looking to partner with the Fulton County School System to partner and promote opportunities for all Fulton Youth, regardless of school status. Through this work, the Fulton LWDB is regularly engaged with needs of employers and facilitating conversation with educational partners to ensure graduates are equipped with the necessary skills to compete in the job market.

e. Expand the pool of available employees by increasing the participation of WIOA Strategic Populations in the workforce system.

The Fulton Workforce Board' Strategic Partnerships and Outreach Committee explores opportunities for the Fulton Workforce System to engage with various partners and educational groups to serve strategic populations and opportunities for all Fulton residents. The goal of this committee will be to direct the strategic vision for Fulton's workforce efforts, in particular directing the workforce board to engage with the non-profit community and community based organizations who can support job seekers who may have barriers to successful training and employment outcomes. The committee will ensure that Fulton's workforce efforts are focused on strategic populations and provide the necessary resources for their success. The committee has been responsible for growing programs such as support for Ticket to Work and a SNAP E&T Pilot to provide pathways to self-sufficiency.

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Fulton Workforce Development Area – WIOA Plan for 2024-2027

Attachment 1: Local Workforce Development Board Member Listing

Member Name	Title	Entity	Board Category
Bryson Barnes	Principal	Bryson Constructors	Business
Shar’ron Russell	Community Development Manager	Georgia Power	Business
Yolanda Wimberly	Senior VP, Chief Health Equity Officer	Grady Health System	Business
Alex Ruder	Sr. Advisor	Federal Reserve Bank of Atlanta	Business
Rich Johnson	AVP – Legislative & Regulatory Affairs	AT&T	Business
Tom Cook	COO & President	Flexible Technology Solutions LLC	Business
Sanquinetta Dover	President & CEO	Dover Staffing	Business
Rep. Kim Schofield	President	Kimler & Associate LLC	Business
Andy Macke	Sr Director Government Affairs	Comcast	Business
Kari McFarlane	The Buckhead Art Company	Community Impact Programs and Investment	Business
Kali Boatwright	President & CEO	Greater North Fulton Chamber of Commerce	Economic Development
Marshall Taggart	Associate VP	Clark Atlanta University	Education
Stephanie Rooks	Dean Adult Education	Gwinnett Tech	Education
Yulonda Darden-Beauford	VP Economic Development	Atlanta Tech	Education
Diane Allen	Regional Coord. Reg.3	Technical College System of Georgia	Government
David Butler	Office Manager	Vocational Rehab.	Government
Terry Newsome Jr	Business Manager	Local 72	Workforce
Mike Bell	Asst. Business Manager	IBEW Local 613	Workforce
Juan Wences	Apprenticeship Manager	Local 387	Workforce
Brian Noyes	Chief Communications Officer	Fulton County Schools	Workforce
Amelia Nickerson	Executive Director	First Step Staffing	Workforce

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Note - WIOA Performance Measures will be included following negotiations with the State for PY24 and PY25.

WIOA Performance Measure	PY24 Goal	PY25 Goal
Adult Q2 Entered Employment		
Adult Q4 Entered Employment		
Adult Median Earnings		
Adult Credential Rate		
Adult In-Program Skills Gain		
DW Q2 Entered Employment		
DW Q4 Entered Employment		
DW Median Earnings		
DW Credential Rate		
DW In-Program Skills Gain		
Youth Q2 Placement in Employment or Education		
Youth Q4 Placement in Employment or Education		
Youth Median Earnings		
Youth Credential Rate		
Youth In-Program Skills Gain		

Fulton Workforce Development Area – WIOA Plan for 2024-2027

Attachment 3: Comments that Express Disagreement

There were no comments received during the posting of the WIOA Plan.

Comment 1
Originating Entity:
Comment:

Comment 2
Originating Entity:
Comment:

Comment 3
Originating Entity:
Comment:

The undersigned hereby agree to adhere to all applicable federal, State, and local laws, regulations, and policies in performing any duty associated with the funds made available to under the Workforce Innovation and Opportunity Act.

Name: Brett Lacy

Title: Deputy Director

Entity Representing: Select Fulton

Signature: _____

Name: Rob Pitts

Title: Chairman Fulton County Board of Commissioners

Entity Representing: Chief Local Elected Official

Signature: _____

Name: Andy Macke

Title: Chairman

Entity Representing: Local Workforce Development Board

Signature: _____

WORKFORCE BOARD REPORT
Local Area 006 Region 3

WIOA Grant Funding Summary

Month Ending, March 31, 2024



Funding	Program Year	Award	Expended	% Expended	*Commitment	% Commitment	*Balance after Commitment	% Balance	
ADMINISTRATION									
Ending June 2024	PY 2022	\$ 262,260.00	\$ 254,161.46	97%		0%	\$ 8,098.54	3%	Admin. operation expense by 6/30/2024
Ending June 2025	PY 2023	\$ 309,334.00	\$ 53,514.51	17%	\$ 12,000.00	4%	\$ 243,819.49	79%	
TOTAL		\$ 571,594.00	\$ 307,675.97		\$ 12,000.00		\$ 251,918.03		
ADULT									
Ending June 2024	PY 2022	\$ 1,387,645.00	\$ 761,535.68	55%	\$ 624,758.58	45%	\$ 1,350.74	0%	80% obligated by 6/30/2023
Ending June 2025	PY 2023	\$ 393,362.00	\$ 201,505.56	51%		0%	\$ 191,856.44	49%	80% obligated by 6/30/2024
TOTAL		\$ 1,781,007.00	\$ 963,041.24		\$ 624,758.58		\$ 193,207.18		
DISLOCATED WORKER									
Ending June 2024	PY 2022	\$ 421,903.30	\$ 195,456.78	46%	\$ 226,446.52	54%	\$ -	0%	On Track to expense by June 30, 2023
Ending June 2025	PY 2023	\$ 1,871,787.00	\$ 550.21	0%		0%	\$ 1,871,236.79	100%	80% obligated by 6/30/2024
Ending December 2023	Rapid Response	\$ 100,000.00	\$ 5,676.35	6%		0%	\$ 94,323.65	94%	
Ending September 2024	QUEST DW FY23	\$ 704,000.83	\$ 142.00	0%	\$ 591,314.00	84%	\$ 112,544.83	16%	80% obligated by 6/30/2024
TOTAL		\$ 3,097,691.13	\$ 201,825.34		\$ 817,760.52		\$ 2,078,105.27		
YOUTH									
Ending June 2024	PY 2022	\$ 550,723.00	\$ 550,685.93	100%	\$ 37.07	0%	(0.00)	0%	80% obligated by 6/30/2023
Ending June 2024	PY 2021	\$ 100,000.00	\$ -	0%	100,000.00	100%	\$ -	0%	
Ending June 2025	PY 2023	\$ 518,818.00	\$ 55,807.21	11%		19%	\$ 463,010.79	89%	80% obligated by 6/30/2024
TOTAL		\$ 1,169,541.00	\$ 606,493.14		\$ 100,037.07		\$ 463,010.79		

\$ 6,619,833.13 \$ 2,079,035.69 31% \$ 1,554,556.17 23% \$ 2,986,241.27 45%

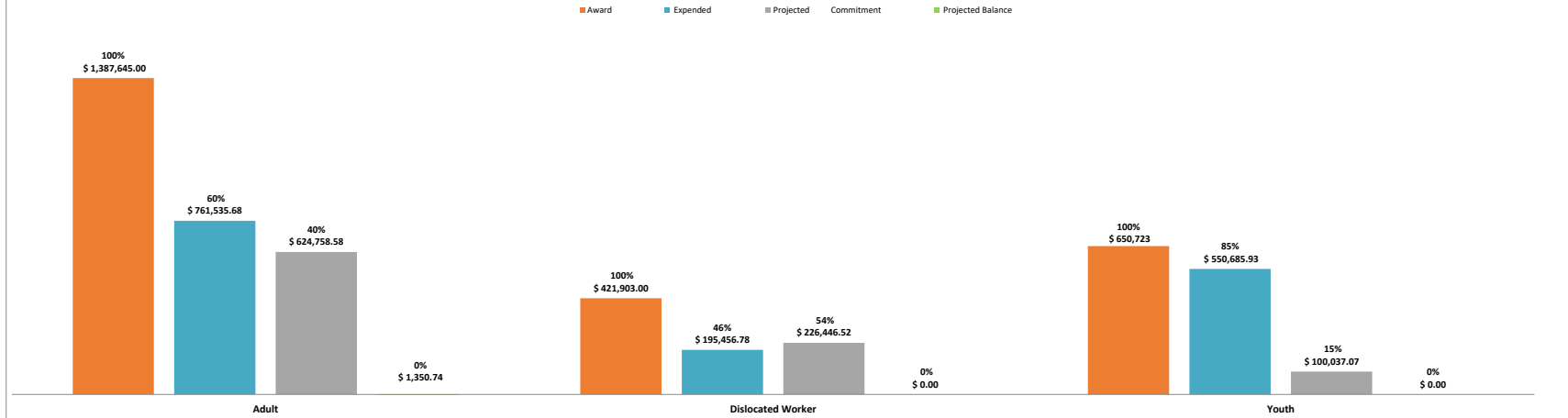
*Obligations are a minimum of 80% requirement criteria for Adult, DW, and Youth contract commitments by June 30th, Year 1 of awards. 100% Expense requirement by Year 2 of awards.

PY22 Obligations	Contract Budget	Contract Budget Modification +/-	New Contract Budget	Expensed	% Expensed	Contract Balance	YTD Pending Payments	% Pending Payment	Contract Remaining Balance after pending payments	% Remaining Balance
Equus, Inc. Adult/DW	\$ 1,149,087.00			\$ 384,433.66	33%	\$ 764,653.34	\$ 202,963.30	18%	\$ 561,690.04	49%
Equus, Inc. QUEST	\$ 591,314.00			\$ 43,412.92	7%	\$ 547,901.08	\$ 223,193.88	38%	\$ 324,707.20	55%
Equus, Inc. One-Stop	\$ 112,500.00	\$ -		\$ 62,618.61	56%	\$ 33,560.59	\$ 8,844.92	8%	\$ 24,715.67	22%
Equus, Inc. Youth	\$ 242,721.00	\$ 117,568.30	\$ 360,289.30	\$ 188,848.14	52%	\$ 171,441.16	\$ 56,104.86	16%	\$ 115,336.30	32%
MAX	\$ 5,000.00	\$ -			0%	\$ 5,000.00	\$ 5,000.00	100%	\$ -	0%
Atlanta Regional Commission Outreach	\$ 20,000.00	\$ -			0%	\$ 20,000.00	\$ 20,000.00	100%	\$ -	0%
Atlanta Regional Commission (ITA MOU PERF.)	\$ 12,000.00				0%	\$ 12,000.00	\$ 6,000.00	50%	\$ 6,000.00	50%
SubTotal Program Contracts	\$ 2,132,622.00	\$ 117,568.30		\$ 679,313.33	32%	\$ 1,554,556.17	\$ 522,106.96	24%	\$ 1,032,449.21	48%
Operating PO/Invoices Payments Due	\$ -			\$ -	0%	\$ -		0%	\$ -	0%
Total YTD Program Contracts	\$ 2,132,622.00	\$ 117,568.30		\$ 679,313.33	0%	\$ 1,554,556.17	\$ 522,106.96	0%	\$ 1,032,449.21	48%
\$ -										
Total Operating & Contracts	\$ 2,132,622.00	\$ 117,568.30	\$ -	\$ 679,313.33	0%	1,554,556.17	522,106.96	0%	\$ 1,032,449.21	48%

*Commitments are a minimum of 80% requirement criteria for Adult, DW, and Youth contract commitments by June 30th, Year 1 of awards. 100% Expense requirement by Year 2 of awards. (80% does not apply to Administration Total)

PY 2022 Grant Award
July 1, 2022 - June 30, 2024
100% of Award must be expended by June 30, 2024

Month End, March 31, 2024



Fund	PY 2022 Award	Expended	% Expended	Commitment	% Commitment	** Balance after Commitment	% Balance after Commitment
Administration	262,240.00	\$ 254,161.46	97%	-	0%	\$ 8,078.54	3%
Program	Award	Expended	% Expended	Projected Commitment	% Projected Commitment	Projected Balance	% Projected
Adult	\$ 1,387,645.00	\$ 761,535.68	55%	\$ 624,758.58	45%	\$ 1,350.74	0%
Dislocated Worker	\$ 421,903.30	\$ 195,456.78	46%	\$ 226,446.52	54%	\$ -	0%
Youth	\$ 650,723.00	\$ 550,685.93	85%	\$ 100,037.07	15%	\$ -	0%
Subtotal	\$ 2,460,271.30	\$ 1,507,678.39	61%	\$ 951,242.17	39%	\$ 1,350.74	0%
	\$ 2,722,511.30	\$ 1,761,839.85	65%	\$ 951,242.17	35%	\$ 9,429.28	0%

*Projected commitment totals includes the 80% outsourced contract expires June 30, 2024.

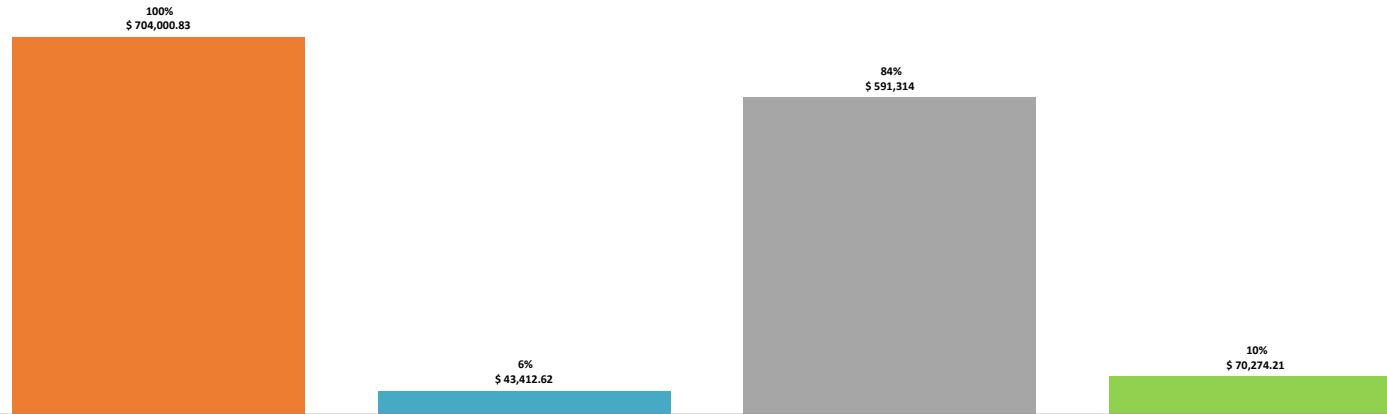
**Balance after commitment is the amount remaining for operating expenses YTD. Additional 100K youth grant received 12/2023

FY 2023 QUEST Grant Award
September 26, 2022 - September 30, 2024

100% of Award must be expended by September 30, 2024

Month End, March 31, 2024

■ Award
 ■ Expended
 ■ Projected Commitment
 ■ Projected Balance

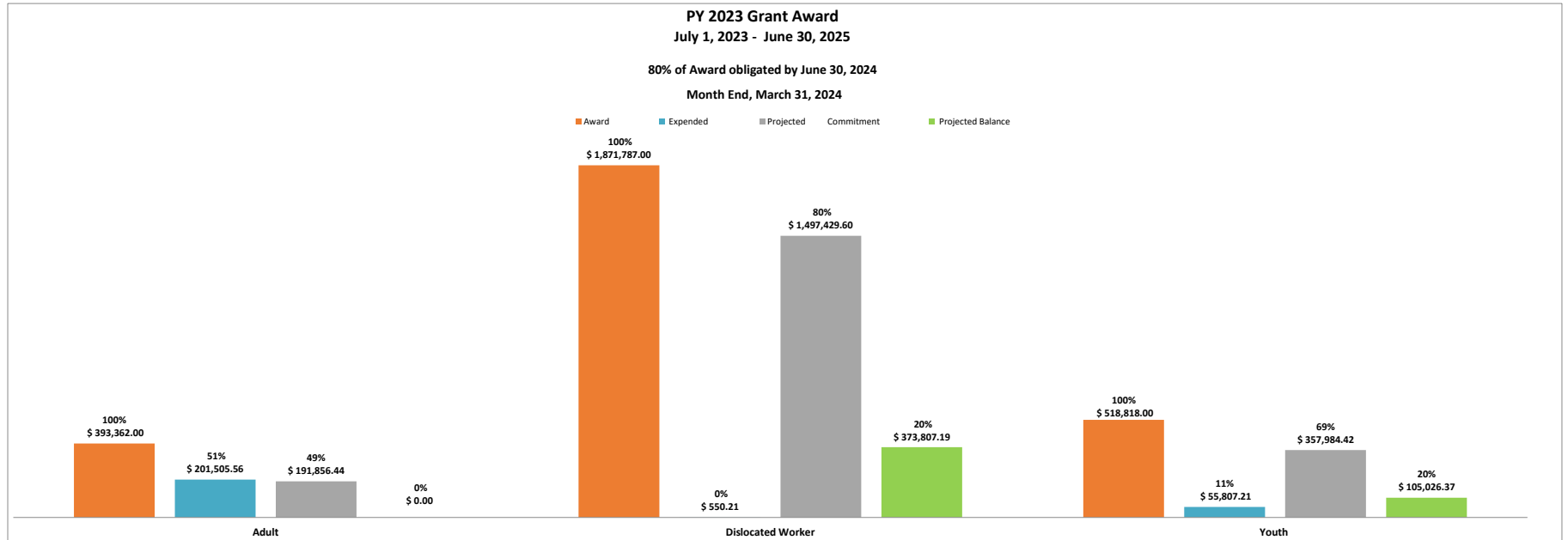


QUEST Dislocated Worker

Fund	PY 2022 Award	Expended	% Expended	Commitment	% Commitment	** Balance after Commitment	% Balance after Commitment
Administration	-	\$ -	0%	-	0%	\$ -	0%
Program	Award	Expended	% Expended	Projected Commitment	% Projected Commitment	Projected Balance	% Projected
QUEST Dislocated Worker	\$ 704,000.83	\$ 43,412.62	6%	\$ 591,314.00	84%	\$ 70,274.21	10%
Subtotal	\$ 704,000.83	\$ 43,412.62	6%	\$ 591,314.00	84%	\$ 70,274.21	10%
FY 2023	\$ 704,000.83	\$ 43,412.62	6%	\$ 591,314.00	84%	\$ 70,274.21	10%

*Projected commitment totals includes the 80% outsourced contract estimates by October 31, 2023.

**Balance after commitment is the amount remaining for operating expenses YTD.



Fund	PY 2023 Award	Expended	% Expended	Commitment	% Commitment	** Balance after Commitment	% Balance after Commitment
Administration	309,334.00	\$ 53,514.51	17%	12,000.00	4%	\$ 243,819.49	79%
Program	Award	Expended	% Expended	Projected Commitment	% Projected Commitment	Projected Balance	% Projected
Adult	\$ 393,362.00	\$ 201,505.56	51%	\$ 191,856.44	49%	\$ -	0%
Dislocated Worker	\$ 1,871,787.00	\$ 550.21	0%	\$ 1,497,429.60	80%	\$ 373,807.19	20%
Youth	\$ 518,818.00	\$ 55,807.21	11%	\$ 357,984.42	69%	\$ 105,026.37	20%
Subtotal	\$ 518,818.00	\$ 257,862.98	50%	\$ 2,047,270.46	395%	\$ 478,833.56	20%
	\$ 828,152.00	\$ 311,377.49	38%	\$ 2,059,270.46	248.7%	\$ 722,653.05	87%

*Projected commitment totals includes the 80% outsourced contract estimates by June 30, 2024.

**Balance after commitment is the amount remaining for operating expenses YTD.

Fulton LWDB Meeting Operating Procedures

The Fulton Local Workforce Development Board (LWDB) oversees the administration of workforce development programs for Fulton County. The LWDB shall adhere to meeting requirements consistent with the Georgia Open Meetings Act (O.C.G.A 50-14-1) and the Fulton County LWDB Bylaws. To provide additional clarity, the Fulton LWDB shall adhere to the following operating procedures when conducting meetings using telephonic access:

1. For all regularly scheduled board meetings, the preference shall be in-person attendance to promote networking and engagement of board members. Telephonic access should be utilized to allow board members to participate when they otherwise would not be able to attend in-person, not as the default attendance method.
2. Quorum will be determined based upon all board members (or proxy) present in-person or telephonically.
3. LWDB Members may leverage telephonic access no more than two consecutive regularly scheduled board meetings. The Chief Local Elected Official, Board Chair, Board Vice-Chair, or Director may consult with LWDB Members if a member requests a third telephonic attendance.
4. As identified under the Fulton LWDB Bylaws, board members who attend regularly scheduled meetings with a telephonic access will be counted as present and afforded the same rights and privileges as those members attending in-person. Board members may utilize a proxy to attend via telephonic access, however the proxy may not vote on behalf of the board member. Proxy attendance via telephonic access will be counted as present.
5. At the direction of the Board Chair or Chief Local Elected Official, the Fulton LWDB may conduct a regularly scheduled board meeting entirely via telephonic access provided that it complies with all requirements of the Georgia Open Meetings Act including identifying the virtual location of the meeting and providing a method for public to join.
6. Standing Committees of the board may utilize telephonic access to conduct committee meetings. Agendas and minutes should be published and all meetings should comply with procedures outlined in the Fulton LWDB Bylaws.

FULTON COUNTY WORKFORCE DEVELOPMENT BOARD

BYLAWS

Adopted Date: February 16, 2021

**BYLAWS OF THE FULTON COUNTY
WORKFORCE DEVELOPMENT BOARD**

ARTICLE I. GENERAL PROVISIONS

Section A. Official Name and Address of the Organization

The name of this organization shall be known as the Fulton County Local Workforce Development Board ("LWDB"). The name of the organization shall be formally used for all correspondence, contracts, and documents pertaining to the local entity under the Workforce Innovation and Opportunity Act of 2014 ("WIOA"). The LWDB is certified by the Governor of Georgia, pursuant to WIOA. For the purpose of these Bylaws, the "LWDB" or "Board" shall mean the Fulton County Workforce Development Board.

The principal office of the Fulton County Workforce Development Board shall be within the Select Fulton Economic Development Department Workforce Development Division, located at Select Fulton Economic Development, 141 Pryor Street, Suite 2052, Atlanta, Georgia 30303, with all mail, agreements, correspondence and other documents addressed to this location.

Section B. General Organization & Charter Statement

The Fulton County Workforce Development Board is established in response to the provisions specified in the Workforce Innovation and Opportunity Act of 2014 ("WIOA") enacted by 20 C.F.R. 679.310(b) to set policy for the portion of the statewide workforce system within the County of Fulton County, Georgia.

In partnership with the Chief Local elected Official ("CLEO"), the Fulton County Workforce Development Board will develop the Local Workforce Development Plan for its service area with the purpose of providing workforce activities that increase the employment, retention, and earnings of participants, increase occupational skill attainment by participants, and, as a result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the local economy.

The composition, functions, and responsibilities of the Fulton County Workforce Development Board are established by WIOA §107 and any amendments thereto, the applicable Federal Regulations, and CLEO. From time-to-time the CLEO may, through certain directives, establish the scope and duties of the Fulton County Workforce Development Board, consistent with the WIOA.

Section C. Authority of Board

The Fulton County Workforce Development Board hereinafter referred to as the Board, functions as a joint partner with the CLEO pursuant to WIOA §107 and the regulations promulgated thereunder which implement WIOA within the Fulton County Local Workforce Development Area (LWDA), Area 6. The Board shall act on behalf of the LWDA and shall provide policy guidance for and exercise oversight of the LWDA as set forth in WIOA.

Section D. Functions of Board

Within the Local Workforce Development Area, the Board functions in partnership with the CLEO to fulfill the goals and objectives of the local One-Stop System, the tenets under WIOA, and the responsibilities stated in their governance documents. At the minimum the CLEO and the Board or designated Board staff shall:

1. Develop the Local and Regional Plan and conduct oversight of the One-Stop System, youth activities, and employment and training activities under Title I of WIOA. The Board shall convene local workforce development system stakeholders to assist in the development of the local plan and in identifying non-Federal expertise and resources to leverage support for workforce development activities.
2. Conduct workforce research and regional labor market analysis.
3. Lead efforts to engage with a diverse range of employers and entities in the region to promote business representation; to develop effective linkages with employers to support utilization of the workforce system; to ensure that workforce investment activities meet the needs of employers and support economic growth in the region; and to implement proven and promising strategies.
4. Negotiate local performance accountability measures.
5. Designate and/or certify One-Stop operators with the agreement of the CLEO.
6. Identify eligible training providers, providers of career service and youth organization based on recommendations from Board members and the Youth Standing Committee as well as locally developed performance and labor market information.
7. Develop a budget (with the grant recipient or as same is designated by the CLEO) for the activities in the local area, consistent with the local plan and duties of the Board, which budget must be approved by the CLEO.
8. Lead efforts, with representatives of secondary and postsecondary education programs, in the local area to develop and implement career pathways within the local area.
9. Develop strategies for using technology to maximize the accessibility and effectiveness of the local workforce development system for employers, workers and jobseekers.
10. Coordinate activities with education and training providers in the local area, including workforce, adult education and literacy, career and technical education, and Vocational Rehabilitation activities. Specifically, this includes reviewing applications to provide adult literacy activities under Title II to determine whether applications are consistent with the local plan, and implementing cooperative agreements with Vocational Rehabilitation agencies to enhance provision of

services to individuals with disabilities.

11. Lead efforts in the local area to identify, promote, and disseminate proven and promising strategies and initiatives to meet the needs of employers and workers. The Board will assess the One-Stop for accessibility for individuals with disabilities.
12. Provide provision of program oversight and consumer choice requirements, in partnership with the CLEO.

Section E. Purpose of the Board

The Board represents a wide variety of individuals, businesses, and organizations throughout the local area. The Board serves as a strategic convener to promote and broker effective relationships between the CLEO and economic, education, and workforce partners.

The Board must develop a strategy to continuously improve and strengthen the workforce development system through innovation in, and alignment and improvement of, employment, training, and education programs to promote economic growth. Board members must establish a platform in which all members actively participate and collaborate closely with the required and other partners of the workforce development system, including public and private organizations. This is crucial to the Board's role to integrate and align a more effective, job-driven workforce development system.

ARTICLE II. MEMBERSHIP PROVISIONS

Section A. Appointment of Members and Board Composition

It shall be the sole responsibility and authority of the CLEO to appoint members to the Board. The CLEO shall appoint members to the Board from the enumerated categories of Section 107(b)(2) of WIOA and in compliance with the applicable federal and state regulations.

Members shall be appointed to the Board and offered reappointment at the discretion of the CLEO. The CLEO shall examine the initial and any subsequent duration of membership for compliance. The notification of appointment and the term of service shall be provided by the CLEO through written correspondence. Term appointments will be staggered and may be considered for re-appointment.

1. The Board shall be comprised of representatives of private sector business and public sector organizations from the local region. A simple majority of the members of the Board shall be representatives from the private sector.
2. It is recommended that members live in or be employed in Fulton County, but the CLEO is authorized and has the sole discretion to appoint members that neither live in work in Fulton County for the betterment of the workforce program. Removal from consideration of membership or forfeiture of existing membership shall occur if the above residency provisions cannot be met, unless authorized or waived by the CLEO.

3. The Board shall be appointed by the CLEO from the following categories:
- (a) Representatives who are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority; represent businesses, including small businesses, or organizations representing business described in this clause, that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area; and are appointed from among individuals nominated by local business organizations and business trade associations;
 - (b) Representatives (20% of the entire Board) of the workforce within the local area must include two or more representatives of labor organizations and one representative from a joint labor-management apprenticeship program, or an apprenticeship program in the area (if it exists); may include representatives of community-based organizations with experience at addressing the employment needs of individuals with barriers to employment and may include representatives of organizations with demonstrated experience addressing employment, training/education needs of eligible youth (including out-of-school youth);
 - (c) One representative administering adult education and literacy activities under Title II must be included;
 - (d) One representative of higher educational institutions (including community colleges) must be included;
 - (e) Representatives of local educational agencies and community-based organizations with experience addressing education or training needs of individuals with barriers to employment may be included;
 - (f) One representative of economic and community development entities must be included;
 - (g) One representative of Wagner-Peyser programs must be included;
 - (h) One representative of Vocational Rehabilitation programs must be included;
 - (i) Representatives of agencies or entities administering transportation, housing, and public assistance programs; and representatives of philanthropic organizations may be included; and
 - (j) Any other individuals or representatives of entities that the CLEO may determine to be appropriate.

SPECIAL RULE – The one representative of adult education and literacy activities and the one representative of higher education must be appointed from among individuals recommended by local education and training providers or institutions,

if there are multiple providers in the local area.

4. Support staff to the Board shall periodically review the composition of the Regulatory-required One-Stop Partners and other representatives of the public sector. They will make recommendations to the Board and CLEO in order to maintain that portion of the Board's composition and appropriate representation. Those recommendations may be submitted to an appropriate subcommittee for their review and disposition; and
5. Potential members representing the private sector shall be recommended to the CLEO by organizations representing local businesses, such as local chambers of commerce or development authorities. The CLEO may also solicit recommendations to fill vacancies by consulting with strategic industry partners representing high-demand occupations in the area. In all instance, these potential appointments will be submitted to the CLEO for final disposition.

The CLEO shall appoint all future members to the Board via a letter of appointment.

Section B. Membership Resignation or Termination

1. Membership shall be terminated in case of resignation, removal for cause, disqualification, non-compliance with the residency provisions (unless waived), failure to attend the meetings of the Board or if found in direct violation of the Board's conflict of interest policy outlined in Section C of these bylaws. The right of a member to vote and all his/her rights and responsibilities in the affairs of the Board shall cease upon termination of membership.
 - (a) Members are subject to termination for failure to attend one-half (1/2) of the meetings annually and/or failure to attend two (2) consecutively scheduled meetings of the Board. It shall be assumed that members missing two consecutive meetings or more than one-half (1/2) of the meetings held annually, have other business commitments, which preclude active Board participation. Therefore, in order to maintain full representation, and in the best interest of the Board as a whole, said member will be notified of removal in accordance with provision stated in Article II, Section C-3 of these Bylaws.
 - (b) Upon prior approval of the CLEO, a Board member may appoint a designee to attend a Board meeting if the member is unable to attend the meeting. A Board member shall be considered "present" for all purposes of Board attendance and quorum requirements, where a designee is present. The Board member may also vest in the designee the function of spokesperson for the member in order to present items germane to the purposes of the Board. However, for any business requiring a vote of the membership, only members present and voting may be considered, and said designee is not permitted to vote for the member. A designee may be appointed for no more than two meetings annually.
 - (c) If neither the member nor the designee is able to attend, they shall so inform the Chair and/or Board support staff prior to the scheduled meeting date. The

Chair or Board Director shall determine what constitutes an excused absence.

- (d) The resignation or termination of any member shall be a matter of record and must be submitted to the CLEO or his/her representative to ensure a prompt nominee for the new vacancy.
- 2. Any member may resign from the Board by submitting a written letter of resignation to the Chair of the Board and the CLEO. The official and effective date of resignation shall be the date of receipt of the correspondence by the CLEO. The Chair shall announce the member's resignation at the next scheduled meeting, cause same to be entered into meeting minutes.
- 3. Any member or designee may be removed from the Board by the affirmative vote of any two-thirds (2/3) of the members present at a duly constituted meeting for conduct detrimental to the interest of the Board or refusal to render reasonable assistance in carrying out the stated purposes of the Board. Any member proposed to be removed shall be entitled to at least five (5) working days written notice, with a copy to the CLEO. The notice shall include the meeting date at which such removal is to be voted upon, and an offer to allow the member to be heard at such meeting. The meeting shall be held only after reasonable receipt of the notice can be presumed by mail or other applicable electronic method. Should the member not wish to appear before the Board, a vote shall be taken on the matter in his/her absence. In addition, the CLEO may initiate the removal of a Board member if it is deemed to be in the best interest of Fulton County.

Section C. Matters of Conflict of Interest

- 1. In compliance with the Federal WIOA Regulations at Section 107, Subsection (h), a member of a Board, or a member of a standing committee, may not vote on a matter under consideration by the Board regarding the provision of services by such member (or by an entity that such member represents); or that would provide direct financial benefit to such member or the immediate family of such member; or engage in any other activity determined by the Governor to constitute a conflict of interest as specified in the State plan.
- 2. All LWDB members are required to sign and submit a conflict of interest statement to the LWDB, in substantially the form attached hereto as Exhibit "B."
- 3. A Board member shall avoid even the appearance of a conflict of interest. Prior to taking office, Board members must provide to the Board Chair a written declaration of all substantial business interests or relationships they, or their immediate families, have with all businesses or organizations which have received, currently receive, or are likely to receive contracts or funding from the Board. Such declarations shall be updated within 30 days to reflect any changes in such business interests or relationships. The Board shall appoint an individual to timely review the disclosure information and advise the Board Chair and appropriate members of potential conflicts.
- 4. Prior to a discussion, vote or decision on any matter before the Board, if a member, or a person in the immediate family of such member, has a substantial interest in or relationship to a business entity, organization or property that would be pecuniary

affected by any official Board action, that member shall disclose the nature and extent of the interest or relationship and shall abstain from voting on or in any other way participating in the decision on the matter. All such abstentions shall be recorded in the minutes of the Board meeting.

5. The following definitions apply with regards to the Board's Conflict of Interest Policy outlined in Section C (1-3) above:
 - o Immediate family -- Any person related within the first degree of affinity (marriage) or consanguinity (blood) to the person involved.
 - o Substantial interest -- A person has a substantial interest:
 - A. in a business entity if:
 - i. the person owns 10% or more of the voting stock or shares of the business, owns 10% or more, or owns \$5,000 or more, of the fair market value of a business; or
 - ii. funds received by the person from the business exceed 10% of the person's gross income for the previous year;
 - B. in real property if the interest is an equitable or legal ownership with a fair market value of \$2,500 or more; or
 - C. if the Board member is related to a person in the first degree of affinity or consanguinity who has a substantial interest as defined in subparagraph (A) or (B) of this paragraph.

Section D. Voting Rights and Representation

1. It shall be the right of each Board member to deliberate and vote upon all matters which come before the Board during a duly constituted meeting except as provided in Article II - Section C relating to conflict of interest issues.
2. Any member may represent the obligations or interests of the Board as designee or spokesperson for the Board when authorized by the body or its executive officers.
3. All members of the Board may be elected to executive office [Chair or Vice Chair(s)] provided they are active members of the Board and fulfill the requirements for office under the provisions of the WIOA or Federal Regulations where applicable, or the Bylaws of the Board.
4. All authorized Board standing committees shall be chaired by Board members in good standing. In the event of the absence of the Committee Chair, and upon the vote of the committee members present, any Board member may assume the Chair pro-tempore to carry out the duties of the committee.
5. Any ad hoc subcommittee appointed by the Chair must have both Board members and other (non-Board) representatives appointed to membership on the subcommittee. Any member of an ad hoc committee may function as Chair at the discretion of the Board Chair and based on the authorized objectives of the ad hoc committee.

Section E. Term of Board Members

Number, Tenure and Qualifications. The number of members of the Board shall be determined by the categorical requirements and specifications set forth by the WIOA. The

composition of the Board shall at all times conform to the requirements of Sections 107 and all other applicable sections and subsections of the WIOA and accompanying regulations. The initial term of membership shall be for one (1) year. A term of membership, granted after a term expiry notification, shall be for no more than three (3) additional years. The total number of Board Members shall be no less than nineteen (19). The term appointments will be staggered to ensure only a portion of membership expire in a given term. The term of Board membership shall be set by the CLEO in the letter of appointment. In the case where a term (start/end) is stipulated in the appointment letter and the CLEO wishes to reappoint a member to a subsequent term, the reappointment to the Board shall occur prior to the member's anniversary date to maintain continuity of membership and to avoid formal reapplication for Board membership. Board membership may be suspended or withdrawn at the discretion of the CLEO. As applicable, vacancies shall be filled by the CLEO in the same manner as the original appointment. Furthermore, all appointments or re-appointments shall be made in order to maintain compliance with federal and state statutes governing Board composition.

Section F. Membership Sunshine Provision

It is a tenet of Board membership that some members' information may be made available or provided to the public under the requirements of, and in compliance with, the "sunshine provisions" of federal and state laws. Such items may include posting a member's name and business or organization affiliation and address or other reasonable information on applicable web sites, publicity and news articles, Board announcements or other requirements, and to comply with any federal or state membership reporting requirements.

ARTICLE III. BOARD OFFICERS

Section A. Executive Officers and Nomination to Office

1. The Executive Officers shall be the Board Chair and Vice-Chair. The officers shall perform the duties prescribed by the Bylaws, by Federal and State Regulations, and by the parliamentary authority adopted by the Board.
2. The CLEO shall submit nominations for the offices of Chair and Vice-Chair. Additional nominations for the positions may be submitted by any Board member, provided the nominee is a current Board member in good standing and meets the categorical requirement for the position. The Chair and Vice-Chair shall be nominated from among the business representatives on the Board.

Section B. Election of Officers and Duties of an Officer

1. The Board Chair and Vice-Chair shall be elected by majority vote of the membership of the Board. Their term of office shall begin immediately upon election and shall serve for the duration of their original Board appointment.
 - (a) The Board shall have a Chair elected by the members of the Board and who shall be a representative of business. The duties shall include, but not be limited to: Conducting and directing meetings, fulfilling the capacity of chief

administrative officer for the Board, acting on behalf of the Board under special circumstances, maintaining order, approving meeting dates, recommending agenda items for discussion, representing the Board with regard to other organizations, and appointing temporary or permanent committees and chairs as required.

- (b) The Board shall have a Vice-Chair elected by the members of the Board who shall be a representative of business. The Vice-Chair shall fulfill all of the roles and duties of the Chair in the Chair's absence.
- 2. In the event of a vacancy occurring in the office of Chair, the Vice-Chair shall succeed immediately to the office of Chair, and shall possess the power to perform all the duties of that office until the next scheduled meeting, at which time a new Chair shall be elected.
- 3. In the event of a vacancy in the office of Vice-Chair, whether through succession, death, resignation, removal, or disqualification, the office shall be filled in accordance with the applicable requirements of Sections A and B of this Article.
- 4. The Chair, or Vice-Chair acting in his/her place, shall preside at all meetings of the Board, unless otherwise proscribed in these Bylaws, and shall be responsible for the appointment of all committees. Either the Chair or the Vice-Chair acting in his/her place shall be an ex-officio, non-voting member of all committees.
- 5. The LWDB may appoint other officers as the business of the LWDB may require, each of whom will hold office and have authority to perform duties as the LWDB may determine.

ARTICLE IV. GENERAL MEETING REQUIREMENTS

Section A. Regular & Special Meetings

- 1. The Board shall meet no less than four (4) times per year at such place as the Board Chair may designate.
- 2. Except in an emergency, the notice of a meeting stating the time, place and purpose(s) of the meeting shall be either mailed, e-mailed or faxed to each member not less than five (5) working days before.
- 4. At every meeting of the Board, each member shall be entitled to one (1) vote per issue. All elections and most customary issues shall be decided by majority vote of the persons present at a duly constituted meeting in which there is a quorum present (a quorum consist of 50% plus 1 of the appointment members).
- 5. A special meeting of the Board may be called at any time by the Chair, the CLEO, or by a written request signed by at least 10 of the members.

6. On any Board items or issues requiring a Board decision or approval within an abbreviated time frame which cannot wait until the next scheduled meeting, the Chair or CLEO may call a special meeting.

Section B. Customary Order of Business and Rules of Order

1. Order of Business

The general Order of Business for regular Board or special business meetings shall be the following:

- I. Call to order and announce official starting time of the regular Board or special business meeting by the Chair.
- II. Introduction of members, special invited guests or presenters and registered guests.
- III. Member roll call (if requested by a Board member questioning attendance to fulfill quorum or official meeting status).
- IV. Board Officers' opening comments or reports.
- V. Review and approval of previous meeting minutes.
- VI. Reports of Standing or Special Committees.
- VII. Sequential Agenda Items and/or Resolutions.
- VIII. Unfinished Business and General Orders (consisting of any carry-over items from the previous meeting).
- IX. New Business.
- X. Guest/program presentations and/or general address (may be sequentially moved to earlier or later into the meeting or tabled at the discretion of the Chair due to time constraints).
- XI. General announcements or comments from members and guests.
- XII. Adjournment and official time of closure of the meeting.

2. Rules of Order and Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order Newly Revised, shall govern the Board in all cases for which they are applicable and in which they are not inconsistent with these Bylaws, Federal, or State Regulations or any special Rules of Order the Board may adopt.

Section C. Quorum

A quorum shall consist of a simple majority of the currently appointed Board members and all authorized member's designees attending in their absence (50% plus 1). Proxy voting shall not be permitted for any LWDB action. Members must be present to vote. The term "present" for the purposes of this section includes in-person participation as well as virtual participation, either through teleconference or similar virtual access as defined in O.C.G.A. Section 50-14-1. Virtual participation means full participation in the same manner as if such members were physically present.

Authorized designees of members may not cast a vote. The members present at a duly authorized meeting at which a quorum was determined to be present may continue to transact agenda business until adjournment notwithstanding the withdrawal of enough members to leave less than a quorum.

Section D. Sunshine Provision for Meetings

Section 107 (B) 13 (e) of WIOA requires that "The local Board shall make available to the public on a regular basis through open meetings, information regarding the activities of the local Board, including information regarding the local plan prior to submission of the plan, and regarding membership, the designation and certification of One-Stop Operators and the award of grants or contracts to eligible providers of youth activities, and on request, minutes of formal meetings of the local Board." Additionally, all reasonable efforts must be made to ensure that meetings are held in facilities that permit barrier-free access to the physically handicapped. The meeting must also comply with the Georgia Open meetings Act (O.C.G.A. § 50-14-1 et. seq.).

Open Meetings. All meetings of the Board, Youth Council and Committees shall be open and accessible to the general public, and minutes shall be maintained and electronically sent, mailed, or faxed to the members with the agenda of the subsequent meeting (where possible) prior to the meeting. There will be a public comment period of fifteen (15) minutes prior to the official start of Board meetings. Each speaker will be allowed two (2) minutes. Any member of the public desiring to so participate shall notify the Chairperson or the Division Manager for the Select Fulton Economic Development Department in writing before the meeting of the subject he/she wishes to address. All Local Workforce Development Board meetings shall be conducted in accordance with federal sunshine laws and the Georgia Open Meetings Act. The process by which the Board will provide updates of Board action to the Chief Local Elected Official shall be by electronic copy of the approved meeting minutes within two business days of the LWDB vote to approve the meeting minutes. The public has the right to address the Board. Public attendees interested in addressing the Board must submit their name and topic to be discussed in writing to the Board Chair or Coordinator prior to the start of the meeting. Each individual is permitted three (3) minutes to speak. An individual can relinquish their time to another speaker, but only for a total of six (6) minutes maximum per person.

ARTICLE V. SPECIAL MEETING CONDITIONS

Section A. Conflict Resolution Process

In the event of a conflict or dispute arising from the One-Stop Partners or other members of the Board, the following process and procedures will be used to rectify the conflict and

in the following sequential order:

- (1) The review of any applicable Memorandum of Understanding (MOU) or applicable written agreement between the parties for dispute resolution provisions. In all cases, those formal agreements will take precedence.
- (2) A two-thirds (2/3) majority of any applicable committee may make recommendations on dispute resolution.
- (3) The Board Chair may call a special meeting of the Boards' Executive Officers and the disputants to resolve the matter; or may submit the dispute to the full Executive Committee or the Board at a regular or special meeting.
- (4) If it remains unresolved, the Board Chair and Executive Officers may submit their findings of fact on the dispute to the CLEO for a final resolution at the local level.

Section B. Maintenance of Records

The CLEO shall appoint the support staff for the Fulton County Workforce Development Board. Such staff will be responsible for maintaining the written records for all matters related to the composition, operation, formal deliberation or resolutions and actions of the Board, its Youth Standing Committee and any formalized committees for seven years. The Board Chair and Chair of the Youth Standing Committee, all standing committees or ad hoc committees, shall retain copies of any appropriate files and information relevant to their functions notwithstanding the official Board files maintained by staff for seven years. Support staff, shall keep the minutes of Board meetings and Committee meetings. Although verbatim minutes are not required to be taken, minutes must be taken and must include a record or summary of all: names of members present, names of speakers at the meeting, motions, proposals, resolutions, and any other matter formally voted upon, including the result of any vote taken. Staff shall provide a copy of the minutes to each member and the general public, when requested and in compliance with applicable regulations. Meeting minutes will also be forwarded to the CLEO within two weeks.

Section C. Expenses, Grants and Donations

1. Members and designees shall not receive a salary from the County of Fulton or the LWDB for attendance at meetings of the Board. Allowable expenses as approved by the Chair and CLEO, incurred while attending to Board business shall be reimbursed at the prevailing county rates.
2. *Travel.* Each member of the board who is not otherwise a state officer or employee shall be authorized to receive reimbursement for reasonably necessary travel expenses incurred in the performance of his or her duties as a member of the Board, provided that such funds are available and such reimbursements are allowable under federal law. Should funds not be available or allowable for this purpose, such members shall serve without compensation. Each member of the Board who is otherwise a state officer or employee shall be reimbursed by the agency of which he or she is an officer or employee for reasonably necessary travel expenses actually incurred in the performance of his or her duties as a member of

the Board, provided that such funds are available and such reimbursements are allowable under federal law. WIOA Title I funds shall not be used for foreign travel per 20 CFR Parts 667.264. Members of the board shall receive no compensation for their services except as otherwise provided in this Section.

3. *Travel Expense and Reimbursement.* Travel costs are expenses for transportation, lodging, subsistence, and related items incurred by staff and others who are on travel status on official business of the Board. Travel expenses must be reasonable and necessary, and for a bona fide business purpose related to the funding source. All supporting documentation must be kept on file. Meals, lodging, rental cars, airfare, mileage for staff-owned cars, and other travel expenses may be paid for staff and participants who travel as part of their job, training activity or grant purpose. Documentation of the purpose and cost of travel must be maintained. No staff may be reimbursed for expenses incurred in going to and from work. Staff and Board members required to travel for official business must comply with all Fulton County and statewide travel regulations in effect at the time of travel. Statewide Travel Regulations can be found at <http://sao.georgia.gov>. If any contractor or grant sub-recipient does not have an agency meal policy, they will be subject to the terms and regulations found within the Statewide Travel Regulations. The funding agency may reimburse members of boards and councils, consultants, volunteers, service providers, and others for travel expenses incurred for an allowable purpose benefiting the workforce investment system. A definition section related to travel expenses is attached hereto as Exhibit "A."
4. *Consultants.* The Board shall be authorized to consult with and form p0erfos with members and persons knowledgeable on the subject matter at issue in order to carry out effectively its duties. Such consultants shall serve without compensation but shall be reimbursed for travel and other reasonable and necessary expenses incurred while attending meetings of or on behalf of the Board, provided that such travel and other expenses are approved by the Chair and such reimbursements are allowable under federal law.
5. *Contracting.* The grant subrecipient shall be authorized to employ and contract with other individuals and organizations as needed to assist in executing the Board's responsibilities, provided that funds are available for such expenditures and such expenditures are allowable under federal law.
6. *Support Staff.* Fulton County Staff, as support staff to the Board, will maintain vigilance in reviewing state and federal grant announcements and the submission of applications for all appropriate operational or services grants for the Board.
7. *Donations.* The Board may pursue an annual solicitation of donations, or more frequently as needed, from area businesses and organizations. Prior approval of the CLEO shall be required of each such request. These voluntary contributions may be used to defray the costs associated with any meeting or other Board expenditures that cannot be paid with applicable grant funds. These voluntary contributions are maintained in a dedicated account, which shall have reasonable fiduciary controls. The Board Chair shall provide information on expenditures, contributions, and any discretionary account balances at an appropriate general meeting of the Board and to the CLEO, monthly.

Section D. WIOA Vendor Appeal Process

Preamble: The WIOA Title Programs and the One-Stop Partners have an established a grievance and appeal process for customers. Nothing in this paragraph diminishes or eliminates those processes of redress and nothing in the following process is applicable to customer complaints. In the event a customer contacts the LWDB Chair, a LWDB member or the LWDB support staff with a formal complaint and request for review, the customer shall be directed to the appropriate authority.

In the event of the Board's vote of denial for a potential vendor of Education and Training, On-the-Job-Training, Customized Training or any other applicable provider of workforce development services which has been rejected by a LWDB Committee and the Board, the potential vendor may appeal the initial decision as follows:

- (1) An executive officer of the denied organization may, in writing and within 30 days of the notification of denial, request a review of the Board's decision. In the correspondence to the Chair, the petitioner shall submit the rationale for the appeal of the initial Board decision and any pertinent facts or information which was not considered when the Board decision was made.
- (2) The Board Chair, within 30 days of receipt of the provider's letter, shall convene and preside over a special meeting of the Executive Board. The Board Chair and the Board staff support may submit documentation, finding-of-facts or informal testimony from others on the matter in question.
- (3) The potential provider may submit any supportive documentation on their rationale for the appeal which is relevant to the case.
- (4) If the Executive Board votes to uphold the initial decision of the Board, no further action shall be instituted and the initial decision will be upheld on appeal.
- (5) Should mitigating circumstances to the initial decision be found by the Executive Committee, it shall become an agenda item at the next scheduled Board meeting where a quorum is present. At that time a member of the Executive Committee will summarize their findings to the Board and request a re-vote on the issue in question. Each member present shall signify their vote and two-thirds (2/3) affirmative vote of the members present shall be required to overturn the initial Board decision.
- (6) The Board Chair will announce the results and execute the final Board action on the matter.

Section E. Board Review of Workforce Development Grants

One of the major functions and responsibilities of the Fulton County Workforce Development Board is the oversight of workforce development within Fulton County. The Board and its staff support have the responsibility of review and evaluation of various workforce development grant proposals and funding requests.

The Board affirmatively supports local workforce improvement initiatives from private sector business, public sector organizations, or consortiums thereof which have the goal of fulfilling employment needs, local labor market improvements, and the elimination of program service and funding duplication. Accordingly, the Board may be called upon to provide various levels of workforce proposal evaluation from letters of project support, Board review, and/or certification of a potential grant application to Board votes or resolutions on various federal or state grants.

It is the potential grant applicant's sole responsibility to submit a request for review in sufficient time and in sufficient program detail for the Board or the Board Chair to come to a disposition on the merits of the proposal.

ARTICLE VI. USE OF TECHNOLOGY

Technology will be used to insure that the LWDB and the public will have access to internet technology and information needed to support their roles in decision making and to insure public awareness of the workforce and information through internet technology. The Board may use technology to improve board functions such as distributing meeting agenda, attachments, and minutes with electronic mail to improve communication.

ARTICLE VII. STANDING COMMITTEES

Section A. Designation and Composition of Standing Committees

The Fulton County Workforce Development Board may designate and direct the activities of standing committees to provide information and to assist the board in carrying out activities under this section as referenced in WIOA Section 107(b)(4)(A)(ii). In those situations, and in any other applicable requirements, they shall be governed by the same Articles of the Board Bylaws. Any standing committee created by the LWDB shall comply with applicable federal laws and regulations. All of the Board's standing committees and any ad hoc subcommittees shall be established at the discretion of the Board. An ad hoc subcommittee shall cease to function after completing its duties and issuing a report on their findings or recommendations to the Board Chair or membership. All standing committees shall be chaired by a Board member to perform any assignment that is of concern to the Board for a particular end or purpose. Membership on committees or subcommittees must include representatives from outside of the Board who demonstrate experience and expertise in accordance with 20 CFR 679.340(b). Similarly, ad hoc subcommittee members may be composed of full, partial or non-board Board members based upon their function and assignment.

1. Standing Committees:

- (a) Must include other individuals appointed by the Board who are not members of the Board and who the Board determines have appropriate experience and expertise;
- (b) Shall be chaired by a member of the Board selected by the CLEO, in the absence of the Committee Chair, any member of the Committee

may assume the duties of the Chair pro tempore;

- (c) Shall provide information and assist with operational and other issues relating to the One-Stop delivery system, which may include as members representatives of the One-Stop partners;
 - (d) Shall provide information and assist with planning, operational, and other issues relating to the provision of services to youth and individuals with disabilities: including issues relating to compliance with Section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding providing programmatic and physical access to the services, programs, and activities of the One-Stop delivery system, as well as appropriate training for staff on providing supports for or accommodations to, and finding employment opportunities for, individuals with disabilities;
 - (e) May designate other standing committees in additions to the standing committees specified in the Bylaws; and
 - (f) Carry out all other duties as authorized by the Chair of the Board, with regard to activities for youth and individuals with disabilities.
2. The name, address, and telephone number of each member of a committee, or subcommittee together with all papers, committee minutes, information or other data bearing on the subject or question to be considered by the committee shall be maintained by the WBD Coordinator, the Board's support staff, and the committee Chair. Documents or information on committee activities shall be supplied to the Board membership upon request and/or at regularly scheduled Board meetings.
 3. A quorum shall consist of fifty percent (50%) plus one (1) of the appointed committee members for both standing committees and ad hoc subcommittees. In the event that a quorum is not present, committee members present may transact committee business; however, committee items presented to the Board shall state whether the item represents the decision of a majority of the full committee or a consensus of committee members present at the meeting.
 4. Standing committee meetings shall be made accessible to the public. Notice of such meetings, when called, shall be established by posting same in one (1) or more designated public locations or applicable web sites at least three (3) days prior to such meeting. The Board Chair shall appoint members of the committee. A designee appointed by a Board member may attend all committee meetings on behalf of the member. A Board member shall be considered "present" for all purposes of committee attendance and quorum requirements. The Board member may also vest in the designee the function of spokesperson for the member in order to present items germane to the purposes of the committee, and may vote for the member. Matters developed in a committee shall be placed on the agenda for discussion during the next Board meeting.

Standing committees include but are not limited to:

Executive Committee – The Executive Committee will exercise authority and manage the business of the LWDB during intervals between board meetings. The officers serve as members of the Executive Committee, except for the power to amend the policies and the Bylaws.

Finance Committee- The Finance Committee shall be responsible for reviewing and providing guidance for the organization's financial matters. The Committee will regularly review the organization's revenues and expenditures, ensure that organizational funds are spent appropriately and approve the annual budget and submit it to the full Board for approval. The Committee will evaluate the effectiveness of grant funding through examining performance outcomes of programs and identifying opportunities for cost savings. The Finance Committee will provide the Board with updates on available resources and program needs which require additional resources.

Youth Standing Committee - The Fulton County Workforce Development Board designated the Youth Council to be formally known as the Youth Standing Committee under WIOA Section 107 (b)(4). Members shall include community- based organizations (CBOs) with a demonstrated record of success in serving eligible youth and other individuals with appropriate expertise and experience who are not members of the Board and may also include parents, participants and youth. The Committee is to inform and assist the Board in developing and overseeing a comprehensive youth program. They may participate in the applicable deliberations of the Board on the issues related to their Youth Standing Committee functions and make recommendations for providers of youth workforce activities through competitive grants or contracts, however, if the Board determines there is an insufficient number of eligible providers in a local area, the Board may award contracts on a sole-source basis as per the provisions at WIOA sec. 123(b). The Youth Committee will be further tasked with evaluating Youth performance measures and ensuring that successful strategies are in place to meet or exceed negotiated performance rates. The Committee will discuss opportunities for pilot programs and grant funding opportunities to serve strategic youth populations.

Accountability – The Accountability Committee shall be responsible for ensuring that the efforts and programs of the Fulton County workforce system are operating at the highest and best use of available resources. The Committee shall prepare and update the Board's Local Action Plan; review the needs of the local labor market; develop strategic plans; review Adult and Dislocated Worker program performance; establish benchmark performance measures for the system; review on-site program contractor monitoring reports; and assist with the review and recommendations on Memorandums of Understanding and Request for Proposals. The Committee shall also develop and update policies and procedures; and monitor and update training provider certification and one-stop certification, where appropriate. The Committee shall be tasked with evaluating programs to ensure the greatest impact on achieving the goals of the Board.

Strategic Partnerships and Outreach – The Strategic Partnerhsip and Outreach

Committee shall be responsible for identifying strategic opportunities for the Board to engage and collaborate with organizations serving job seekers in Fulton County. The Committee will recommend programs and strategies for serving special populations and strategic communities in Fulton, including providing resources and strategies to serve individuals with disabilities, and evaluate areas where the workforce system can invest additional resources, and incorporate regional initiatives into the Fulton service delivery model.

Ad Hoc Committee- The Chairperson may appoint or authorize the appointment of such other Committees as may be deemed necessary and appropriate to carry out the purpose of the operation.

ARTICLE VIII. STAFF

The Fulton County Select Fulton Economic Development Department Workforce Development Division will provide staff manpower to assist with planning and implementation and to oversee and administer the day-to-day operations of the Fulton County Workforce System Staff shall ensure executed forms are kept on file and available upon request.

ARTICLE IX: INDEMNIFICATION OF MEMBERS

Section 1. It shall be the policy of the Board to indemnify to the maximum extent permitted by applicable laws any one or more of the members, or appointees against judgments, penalties, settlements and other liabilities incurred by them in connection with any pending threatened or completed action, suit or proceeding, whether civil, criminal, investigative or administrative and against reasonable costs and expenses (including attorneys' fees) in connection with any proceeding, where such liabilities and litigation expenses were incurred incident to the good faith performance of their duties.

Section 2. Use of Corporate Fund. The use of funds of the Board for indemnification or for purchase and maintenance of insurance for the benefit of the persons designated in Section I of this Article shall be deemed a proper expense of the Board.

ARTICLE X: GENERAL PROVISIONS

Section 1. Program Year. The program year of the Fulton County Workforce System shall be the period beginning July 1st of each year and ending June 30th the following year.

Section 2. Amendments. These Bylaws may be amended or repealed and new Bylaws shall be approved by the CLEO and be adopted by the affirmative vote of a majority of the entire Board of Directors at any meeting of the Board provided that:

A. Notice of the meeting shall have been given which states that the purpose or one of the purposes of the meeting is to consider a proposed amendment to the Bylaws and includes a copy or summary of the proposed amendment or states the general nature of the amendment; and

B. All amendments to the Bylaws shall be consistent with the provisions of the WIOA, Code of Federal Regulations Title 20 §679.310(g), and accompanying State regulations. Such notice may be waived as provided in these Bylaws.

THIS IS TO CERTIFY that the above Bylaws of the Fulton County Workforce System were duly amended by the Board of Directors on to be **effective the 16th day of May, 2019.**

FULTON COUNTY WORKFORCE BOARD

CLEO

LWDB Chairperson

LWDB Member

EXHIBIT “A”

DEFINITIONS FOR TRAVEL RELATED EXPENSES

1. External Customers would normally be considered as program participants, employers and/or board members. Professional colleagues would normally be considered individuals outside of the organizations influence but sharing common interests and goals of the organization.
2. Internal Customers are employees, contractors, and sub-grantees.
3. A trainer is neither an internal customer nor an external customer and cannot be used to determine if food is allowable.

B. ALLOWABLE COSTS

1. Meals that can be paid with Employment and Training Agency (ETA) funds and can be a direct charge or charged through an indirect cost allocation plan.
2. Meals while employees are in travel status are allowable per agency travel policy.
3. Meal costs are allowable when the grantee incurs such costs in the process of conducting meetings or conferences with external customers and other professional colleagues outside of the entity’s organization.
4. The cost of a “working lunch” with external customers and other colleagues is only considered “reasonable and necessary” when there is adequate documentation on the necessity of having a meeting during a meal time instead of during normal business hours. Documentation should specify what Employment and Training Agency (ETA)-related subjects were discussed and include a list of participants and dated itemized meal cost receipts.

C. DISALLOWED COSTS

1. Charging costs for meals and refreshments while engaging day-to-day business with employees is disallowed.
2. All meals and refreshments at meetings where the attendees are internal customers only are disallowed. This includes but not limited to coffee, bottled water, networking breakfast, lunch and dinner.
3. All above meal costs must be paid with non-ETA federal funds and cannot be paid through an indirect cost allocation plan.

EXHIBIT "B"

CONFLICT OF INTEREST PROVISION

Name: _____

Public Office or Position: _____

Local Workforce Development Area: _____

Mailing Address: _____

Telephone Number: _____

I hereby affirm and attest that I have read and understand the duties, obligations and restrictions imposed upon me by the Conflict of Interest and Code of Conduct Policy contained at Ga. Comp. R. & Regs. r. 159-2-1-.06, and that to date, I have not engaged in any conduct that would constitute a violation of the Conflict of Interest and Code of Conduct Policy. I hereby further affirm and attest that I will adhere to the duties, obligations, and restrictions identified in the Conflict of Interest and Code of Conduct Policy, and that I will not engage in any conduct which violates that policy so long as I hold the Public Office or Position identified above.

This _____ day of _____, 20__.

Signature: _____

No Board member, officer, employee, or agent of the Board shall:

- A.** Cast a vote on the provision of any service administered by the Fulton County Workforce System where that member, any member of his or her family, or any organization of which that member or any member of his or her family is an officer, owner, trustee, director, employee, shareholder, partner, consultant, or has any other special interest or relationship that may financially impact the Board member;
- B.** Vote on any matter which would provide direct financial benefit to that Board member; or
- C.** Participate in the award of any grant or contract that is funded through the Fulton County Workforce System where he or she knows that any of the following has a financial interest in the person or organization that will receive or has received the grant or contract: (1) the officer, employee, trustee, director, shareholder, partner, consultant, or other special interest or relationship that may financially impact the Board member; (2) any family member of the officer, employee, trustee, director or agent; (3) any partner of the officer, employee, trustee,

director or agent or (4) any person or organization that employs, or is about to employ, any person described in (1), (2), or (3).

It shall be a breach of ethical standards for any member of the Board to participate directly or indirectly in a procurement when the Board member knows that:

- A.** He or she or any individual of his or her immediate family has a financial interest pertaining to the procurement; or
- B.** A business or organization in which he or she, or any individual of his or her immediate family, has a financial interest pertaining to the procurement; or
- C.** Any other person, business, or organization with whom the Board member or any individual of the Board member's immediate family is negotiating or has an arrangement concerning prospective employment is involved in the procurement.
- D.** Where there is a conflict of interest on the part of a Director, such Director shall disclose the material facts as to his or her interest or benefit from the proposed Board action, and, in the event the measure requires approval by the Board, the proposed Board action may then be approved upon the affirmative vote of a majority of the disinterested directors, even though the disinterested directors be less than a quorum. Such interested directors may be counted in determining the presence of a quorum at the meeting at which issue is considered.

Regarding participation, members of the Board shall not vote nor be involved in the discussion of the provision of services by that member (or any organization which that member directly represents) or any matter in which the member is in a position to make or influence a procurement decision in which that member has an economic interest.

Members of the Board who have such a conflict shall identify themselves to the Chairperson of the Board prior to the discussion and vote of such agenda items. The disqualification of Board members from participation in procurement or other decisions shall be recorded in the minutes of the Board's meeting. The Chairperson of the Board shall be responsible for assuring Board members avoid the risk or appearance of conflict of interest.

For purposes of this conflict of interest provision, no "direct financial benefit" shall arise from a Board member's employment, employment by an organization that a Board member represents, or participation in a Board program that is administered by a contractor that is controlled by or related to the Board member or the organization that he or she represents.

No Director, officer, employee, or agent of the Board shall:

- A.** Solicit or accept gratuities, favors, or anything of monetary value from contractors, suppliers or potential contractors or suppliers; or
- B.** Solicit, accept, or agree to accept any benefits for exercising WIOA authority and performing their duties.

For purposes of this section, immediate family is defined as: parent, grandparents, spouse, sibling or child (including "step" relationships) and in-laws.

FULTON COUNTY WORKFORCE BOARD

CLEO

LWDB Chairperson

LWDB Member



Fulton

**KEY
PERFORMANCE
INDICATORS**

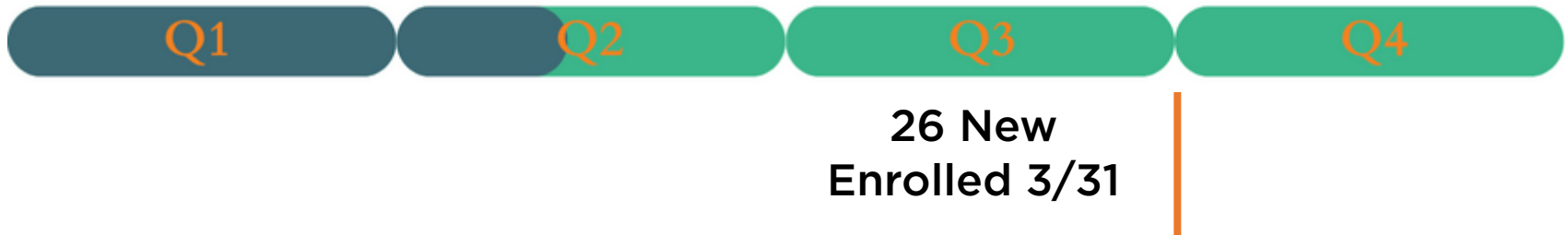
May 14, 2024

Q4 KEY PERFORMANCE INDICATORS

Program Year 23: 7/2023 – 6/2024

Economic Mobility Targets

Mission: To impact the economic mobility of Fulton County residents through the development of industry relationships, community engagement, and collaborative partnerships.



75 New Enrollments

Measured as new Adult, Dislocated Worker, or Youth enrollments
July 1, 2023 – June 30, 2024 in a targeted zip code

Q4 KEY PERFORMANCE INDICATORS

Program Year 23: 7/2023 - 6/2024

Economic Mobility Targets

Mission: To impact the economic mobility of Fulton County residents through the development of industry relationships, community engagement, and collaborative partnerships.



250 Active Participants

Measured as any Adult, Dislocated Worker, or Youth participant receiving services between July 1, 2023 - June 30, 2024 in a targeted zip code

Q4 KEY PERFORMANCE INDICATORS

Program Year 23: 7/2023 – 6/2024

Economic Mobility Targets



4 Dedicated Business Services Events

Measured as number of Hiring Events, Work-Based Learning Agreements, or Industry Awareness events in a targeted zip code

326



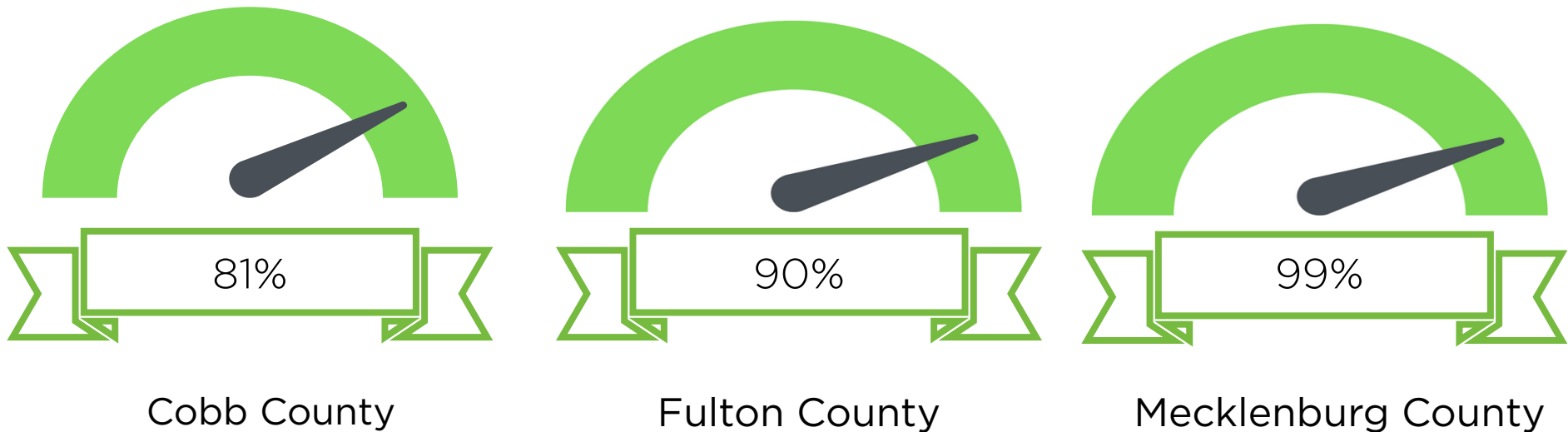
300 Residents Accessing System

Measured as unique touch points with residents in a targeted zip code at Mobile Unit events, workshops, or other community engagement activities

Q4 KEY PERFORMANCE INDICATORS

Program Year 23: 7/2023 - 6/2024

Benchmark Measure: Training Completion Rate



Benchmark: Percent of Job Seekers
Completing Training Program
Statewide: 94%

Q4 KEY PERFORMANCE INDICATORS

Program Year 23: 7/2023 - 6/2024

Benchmark Measure: Length of Time to Enrollment



73 Days

Cobb County



76 Days

Fulton County



67 Days

Regional Average

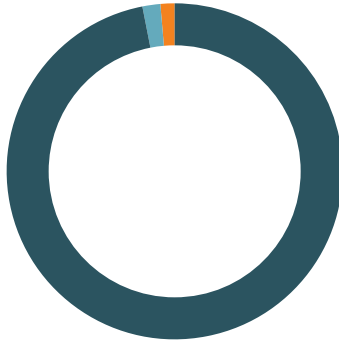
Benchmark: Number of Days Between Application and
Training Enrollment
Regional Goal - 45 Days

Q4 KEY PERFORMANCE INDICATORS

Funds Expiring June 2024

Administration

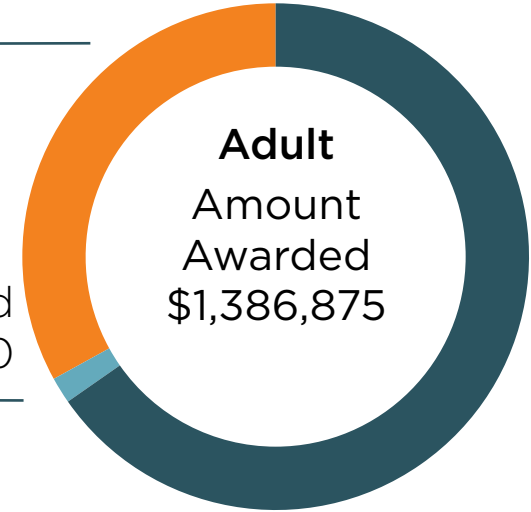
Amount
Awarded
\$262,250
Balance
\$3,569



Balance
\$605,708

Obligated
\$19,630

Adult
Amount
Awarded
\$1,386,875



Amount
Expended
\$761,536

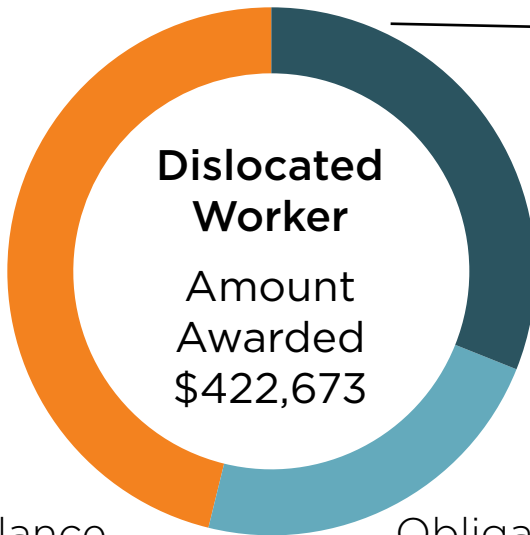
Dislocated Worker

Amount
Awarded
\$422,673

Amount
Expended
\$195,456

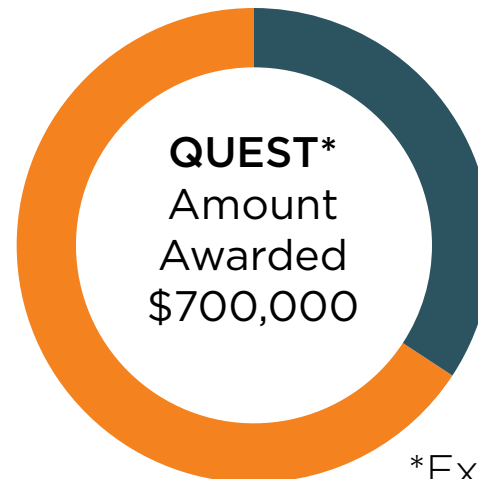
Balance
\$83,792

Obligated
\$143,423



QUEST*
Amount
Awarded
\$700,000

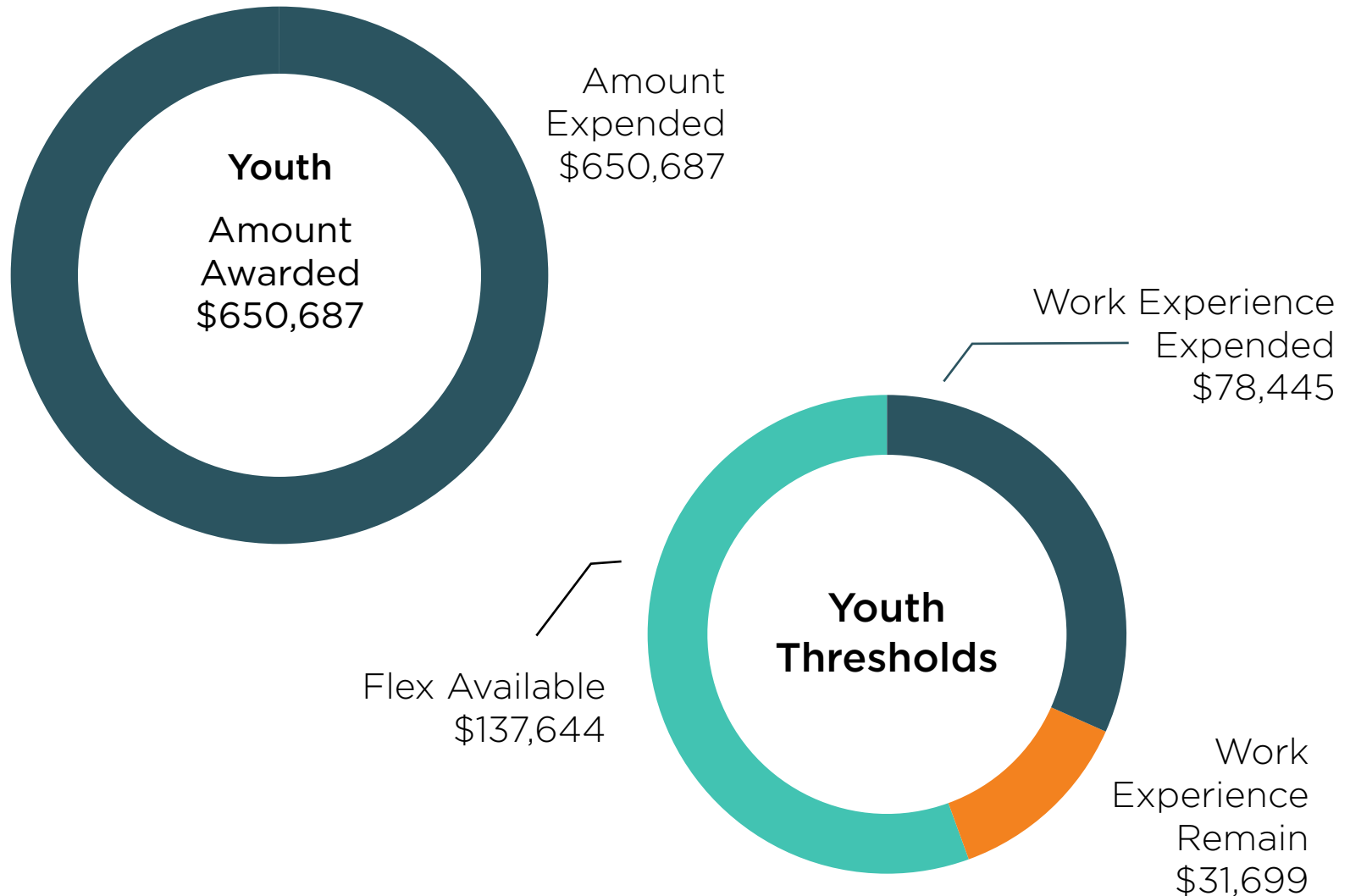
Amount
Expended
\$291,701
Balance
\$460,299



*Expires September 2025

Q4 KEY PERFORMANCE INDICATORS

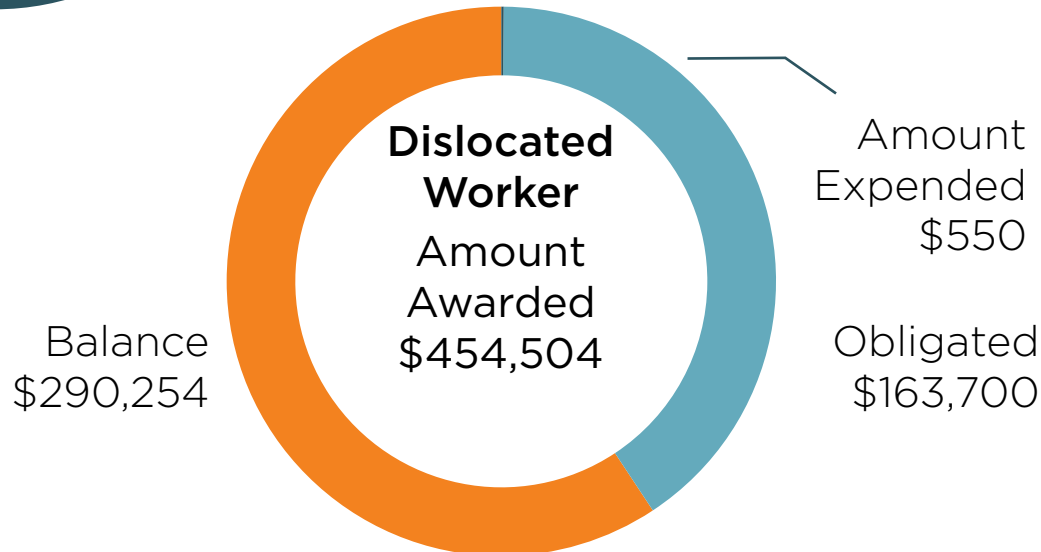
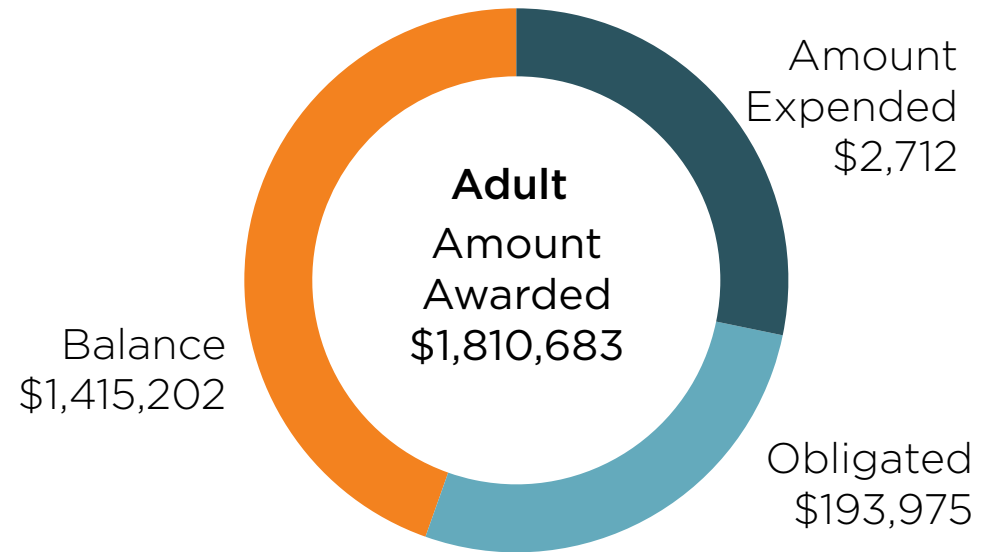
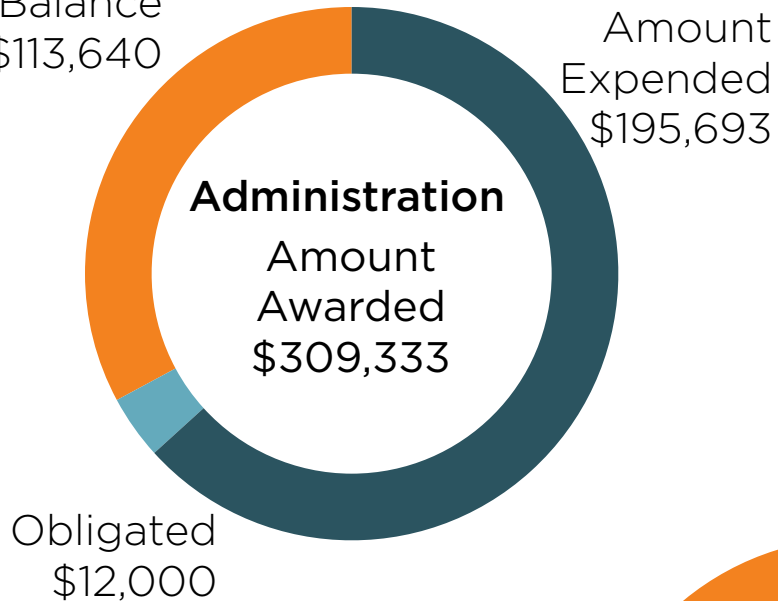
Funds Expiring June 2024



Q4 KEY PERFORMANCE INDICATORS

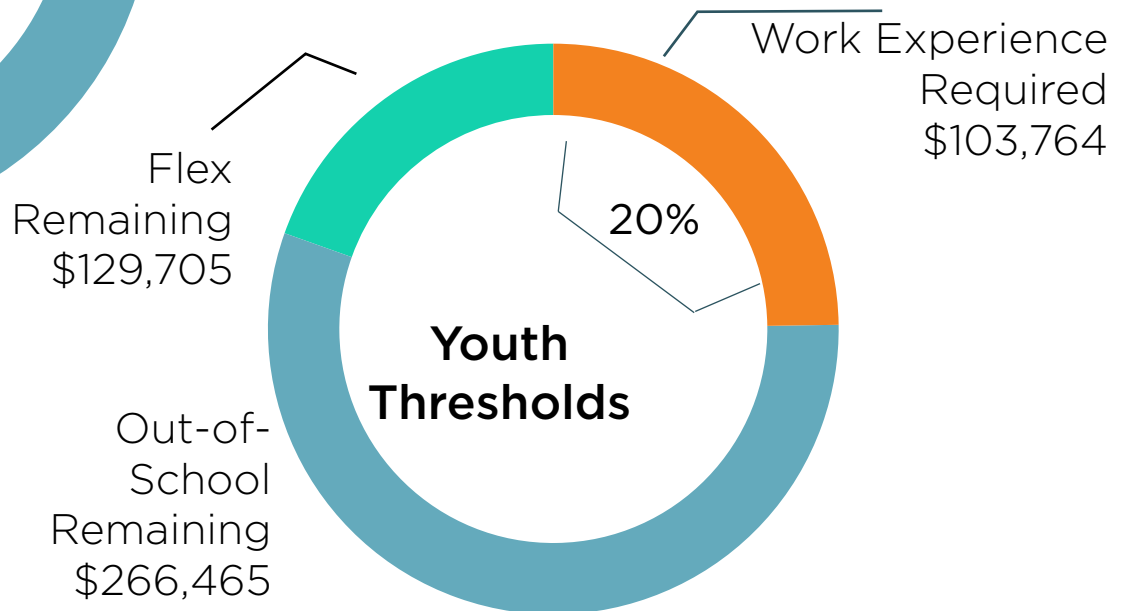
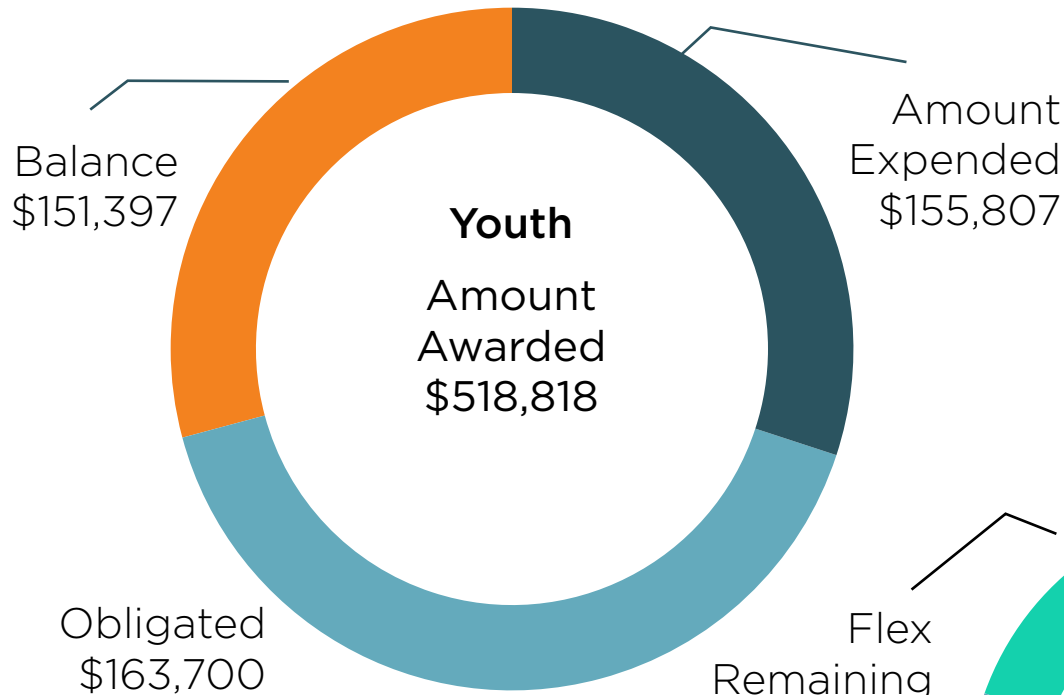
Funds Expiring June 2025

Balance
\$113,640



Q4 KEY PERFORMANCE INDICATORS

Funds Expiring June 2025





Fulton

FULTON WORKFORCE DEVELOPMENT
BOARD

May 14, 2024

CALL TO ORDER

- Welcome
- Roll Call- *Alexis Leonard, LWDB Liaison*
- Public Access

CALL TO ORDER

- Adopt Agenda
- Adopt February 13, 2024 Meeting Minutes

COMMITTEE REPORTS AND RECOMMENDATIONS

- ▶ Performance and Accountability
Stephanie Rooks

ACTION ITEM: Approve 2024-2027 Local Plan for Public Comment

COMMITTEE REPORTS AND RECOMMENDATIONS

- Four Year Local Plan required by WIOA
 - Required content/prompts provided by TCSG
 - Plan requires a 30-day Public Comment Period
 - Final ratification will be via Exec Committee for 6/30/24 deadline
 - Regional Plan required for approval by 9/1/24

COMMITTEE REPORTS AND RECOMMENDATIONS



Youth

Yulonda Darden-Beauford

COMMITTEE REPORTS AND RECOMMENDATIONS

- Finance
Shar'ron Russell

COMMITTEE REPORTS AND RECOMMENDATIONS

Strategic Partnerships and Outreach Amelia Nickerson

COMMITTEE REPORTS AND RECOMMENDATIONS

- Executive Committee
Andy Macke

ACTION ITEM: Approve Bylaw Change – Virtual Meetings

- **Virtual Meeting Procedures**

DIRECTOR'S REPORT



Workforce Legislation

FEDERAL

WIOA Re-Authorization (HR 6655 A Stronger Workforce for America Act)

- Passed House
- NAWB Opposes certain language, engaging Senate delegation to restore local oversight

Equity in Federal Investments
Beltline Mega Project
Terminal D Expansion

GEORGIA

Building Georgia

- Sign Up for Building Georgia Newsletter
- Launch project website and 1st training cohort

Clean Tech Accelerator

Heat Pump Installers
Electric Vehicle Charging Stations
Solar & Storage Installers
Energy Efficiency Techs



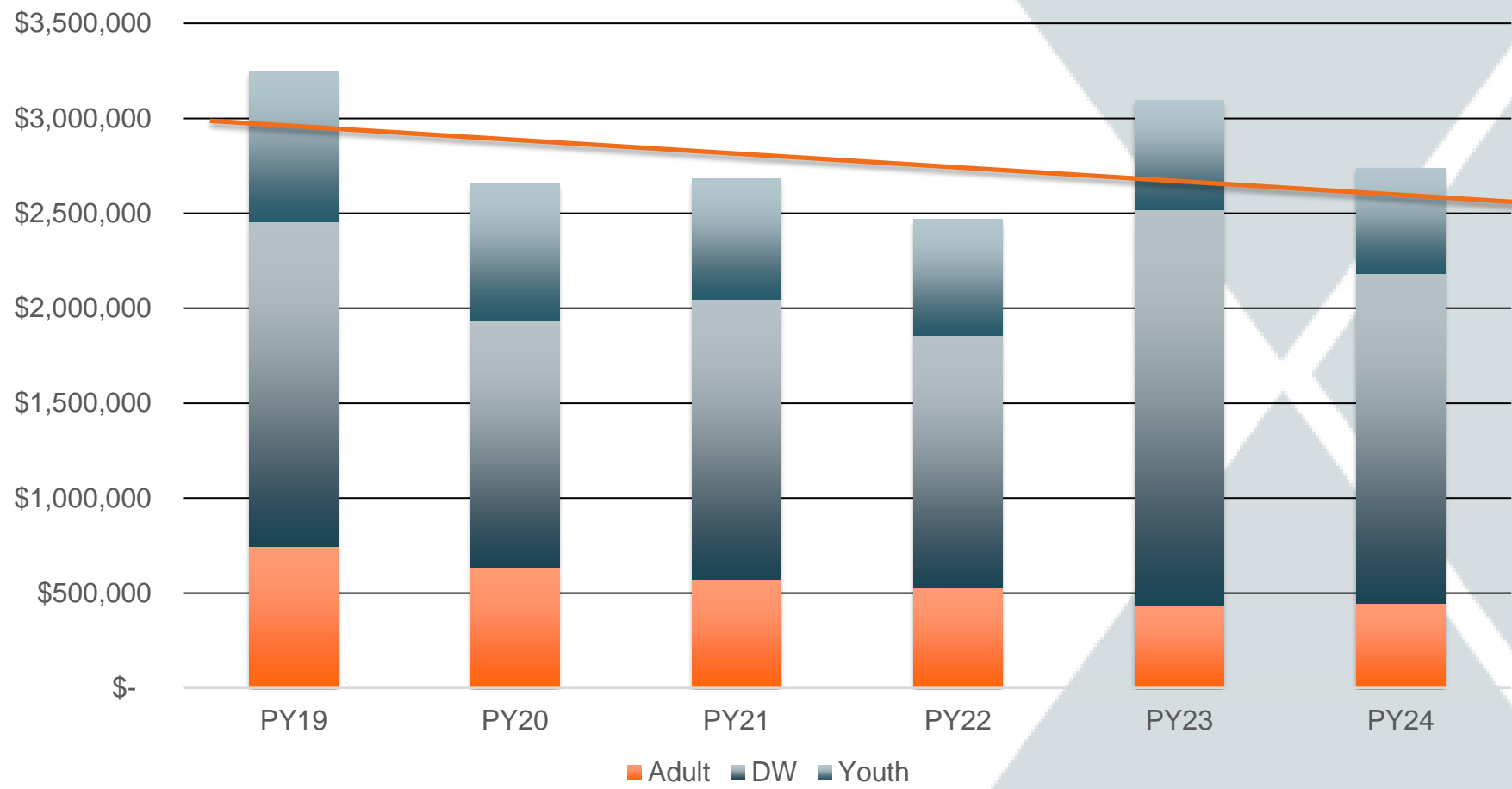
Workforce Funding

	Adult	DW	Youth	Total
PY19	\$745,033	\$1,710,340	\$788,748	\$3,244,121
PY20	\$635,070	\$1,299,703	\$719,922	\$2,654,695
PY21	\$570,911	\$1,475,101	\$635,699	\$2,681,711
PY22	\$525,286	\$1,330,138	\$611,914	\$2,467,338
PY23	\$437,069	\$2,079,806	\$576,464	\$3,093,339
PY24	\$446,214	\$1,735,517	\$556,963	\$2,738,694
State 24	\$15,132,923	\$26,702,273	\$15,912,317	\$57,747,513



Workforce Funding

Annual Allocation PY19-PY24



KPI Outcomes



Economic Mobility Targets

What was our impact?

PY24 Goal Setting

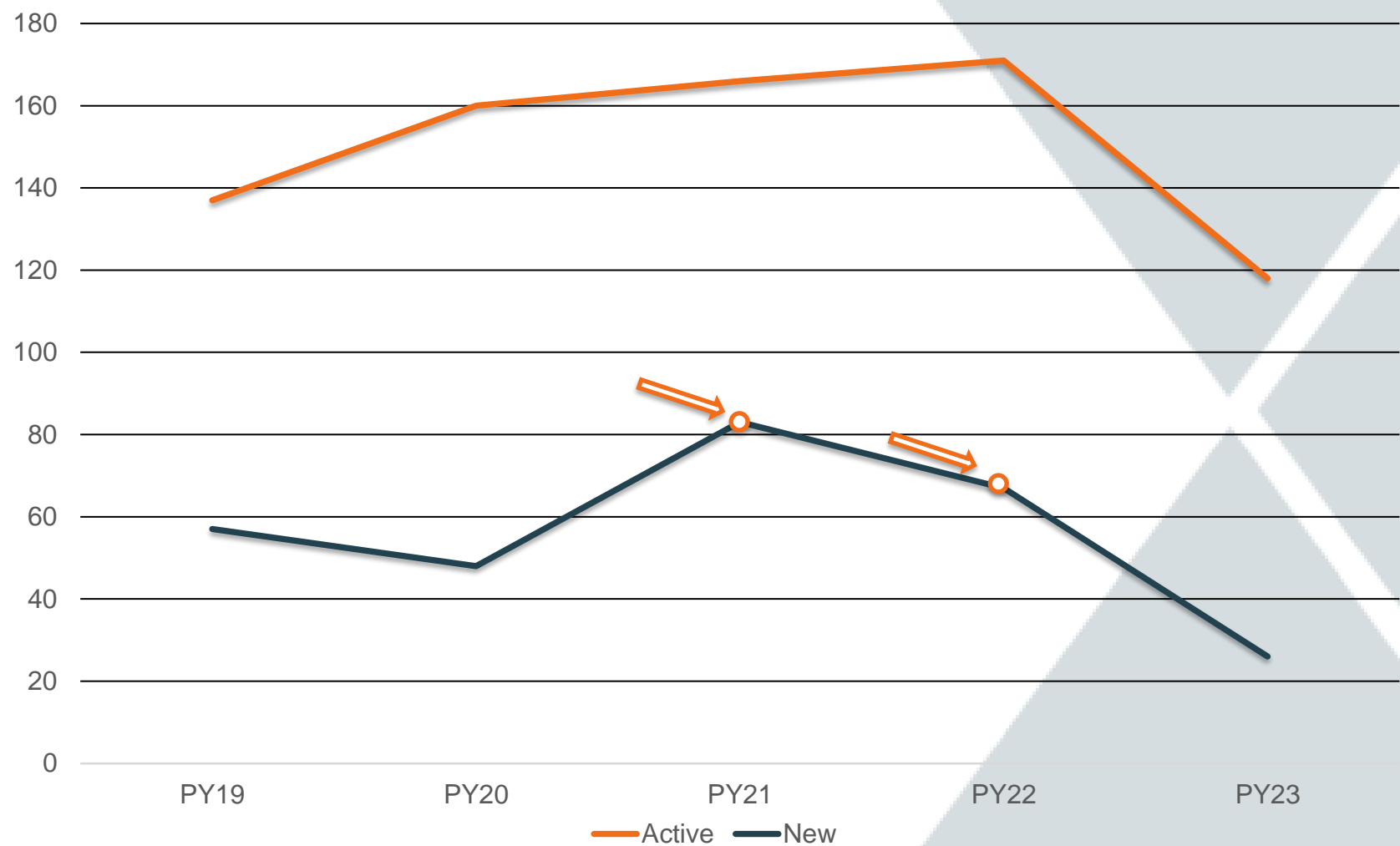
Outcomes fell short for enrollments
Outcomes exceeded target for engagement

Conversion Rate vs Reduced Enrollments



KPI Outcomes

Targeted Zip Code Enrollments





Fulton

Gil Prado

Executive Director,
Boulevard CID



A Community Improvement District is a self-taxing public private partnership created to help revitalize a district and provide additional services beyond what is being provided by the local or State government

FULTON INDUSTRIAL CID (BOULEVARD CID)

- Created in October 2010
- Board of Directors
 - Dave Seem, Miller Zell
 - Justin Queen, Americold
 - Kent Walker, Selig Enterprises
 - Bill Kahle, Coca-Cola
 - Steven McGee, Connor
 - Mike Howell, UPS
 - Benita Chinn, Pepsi
 - John Bateman, Crow Holdings
- Professional full-time staff since 2012/2013
 - Gil Prado, Executive Director
 - Frank Mazzilli, Public Safety Manager

OBJECTIVES

- Public Safety
- Landscaping and Beautification
- Transit and Transportation Infrastructure Improvements
- Economic Development

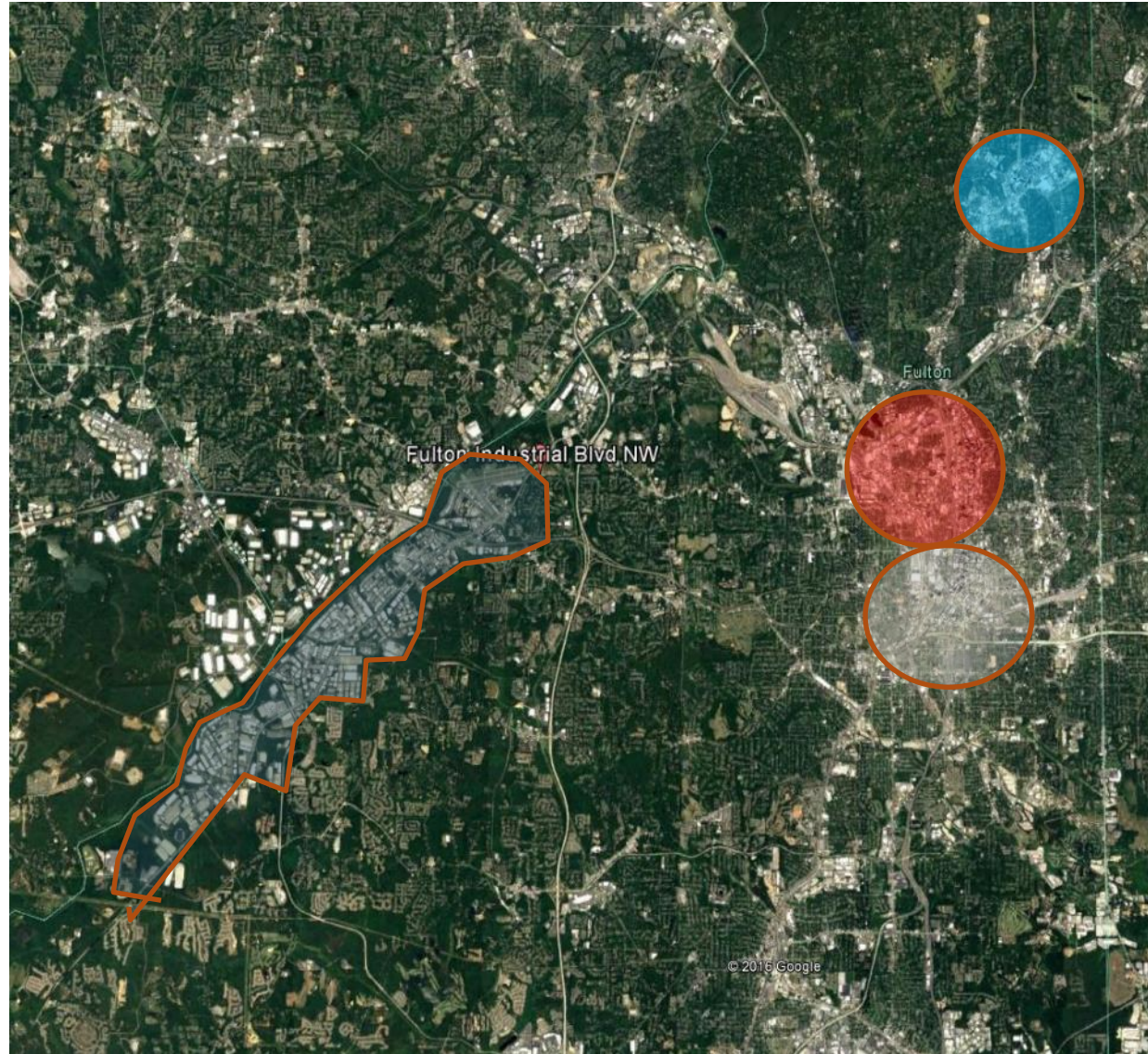
ABOUT THE FULTON INDUSTRIAL DISTRICT

Size

- 4,800 Acres
- 52 Million Square Feet of Industrial Space
- 553 Industrial Buildings

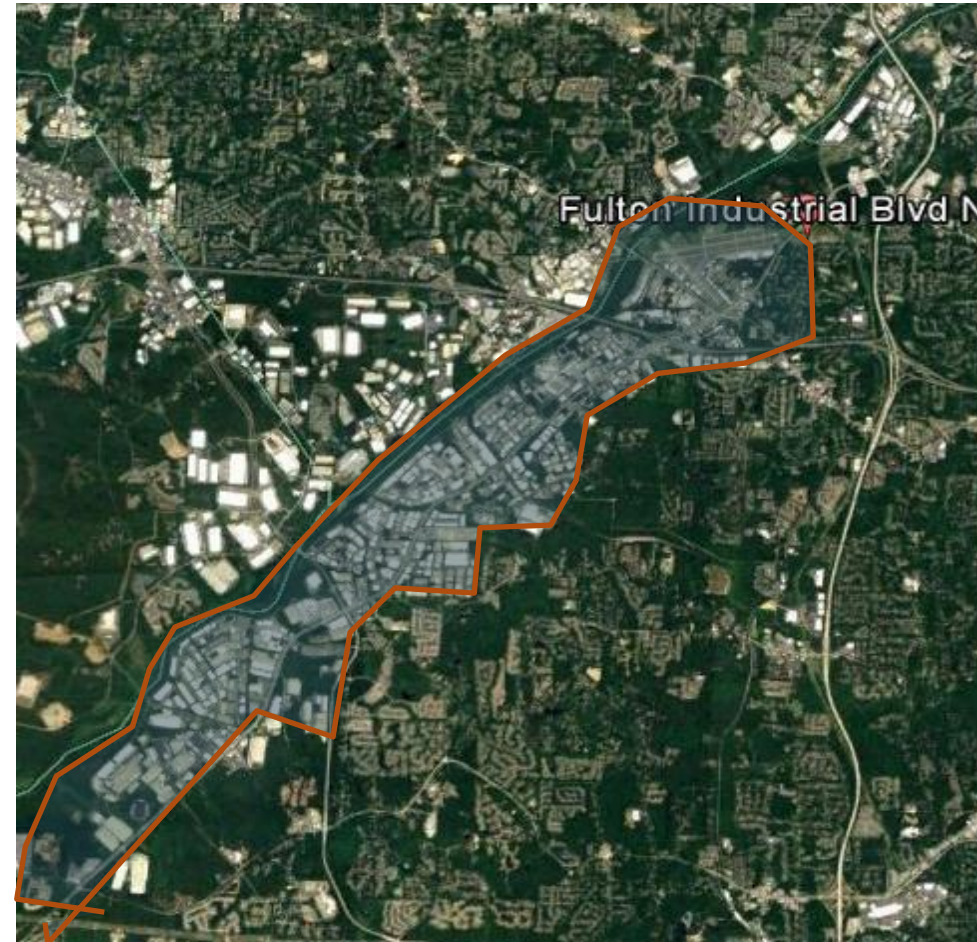
Location

- 9 miles to Hartsfield Jackson Airport
- 10 miles from downtown Atlanta



Employment

- 1,000 Businesses
- 26,000 employees
- \$2.4 Billion in annual payroll
- Warehousing/Manufacturing, Logistics
- UPS
- Amazon
- National Distributing Company, Inc.
- Geiger International, Inc.
- The Quaker Oats Co.
- Miller Zell, Inc.
- Tie Down Engineering Inc.
- Diaz Wholesale & Manufacturing
- United Natural Foods
- Pepsi – Gatorade, Frito Lays
- Coca-Cola
- American Beverage Company



Landscaping and Beautification



FULTON
INDUSTRIAL

BOULEVARD

Transportation Infrastructure Improvement











Public Safety

Public Safety

Coordination with all Agencies

Extra Police Patrols Program

DFCZ OCGA 16:13-32.6



Fulton Industrial Boulevard Community Court



Boulevard Public Safety Camera Project-FORCE MULTIPLIER



Automatic License Plate Readers



Trespass Affidavit Program (TAP)

		BOULEVARD CID CRIME STATISTICS						
YEAR		2016	2017	2018	2019	2020	2021	2022
AGRAVATED ASSAULT		54	58	44	43	32	44	40
ROBBERY		45	34	47	28	30	13	7
BURGLARY		45	43	35	23	39	18	25
HOMICIDE		5	2	2	3	2	1	0
RAPE		8	10	10	3	3	5	3
MOTOR VEHICLE THEFT		290	128	134	115	94	95	84
THEFT FROM MOTOR VEHICLE		176	189	188	173	124	89	78
		623	464	460	388	324	265	237
			-25.53%	-1%	-15.66	-16.50%	-18.30%	-11.50%
Crime down 49% since 2018								
Crime down 62 % since 2016								

Economic Development

Social Media Posts With Most Engagement on LinkedIn



Posting to social media channels fostered engagement with the FIB District community. By sharing more than 30 posts of CID news and stories, we sought to engage on a regular basis with area property and business owners, state and local government officials, and other stakeholders.



FAST MOVING

FORWARD THINKING



ADJOURN

Fulton



Connecting Talent with Opportunity
A proud partner of the American  JobCenter® network