

Report on the

Alabama Construction Recruitment Institute

Montgomery, Alabama



Department of Examiners of Public Accounts

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August 18, 2021

Senator Will Barfoot
Chairman, Sunset Committee
Alabama State House
Montgomery, AL 36130

Dear Senator Barfoot,

This report was prepared to provide information for use by the Sunset Committee in conducting its review and evaluation of the operations of the Alabama Construction Recruitment Institute in accordance with the *Code of Alabama 1975*, Section 41-20-9.

The report contains unaudited information obtained from the management, staff, and records of the Alabama Construction Recruitment Institute, in addition to information obtained from other sources.

Please contact me if you have any questions concerning this report.

Sincerely,

A handwritten signature in black ink that reads 'Rachel Laurie Riddle'.

Rachel Laurie Riddle
Chief Examiner

Examiner
Rodney Wagstaff

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PROFILE

Purpose/Authority

The Alabama Construction Recruitment Institute (“ACRI”) was established by Act No. 220, Acts of Alabama 2010 to educate the public concerning construction workforce opportunities and to provide workforce training programs for the construction trades and to recruit suitable craft trade workers for the construction industry in Alabama. The ACRI is established as an independent public authority to design, implement, and amend a program or programs for the recruitment of, the promotion of, training programs and opportunities for new craft trade workers for the construction industry and the users of the construction industry. Current statutory authority for ACRI is found in the *Code of Alabama 1975*, Section 41-10-720 through 41-10-732.

<u>Characteristics</u>	
Members and Selection	<p>The Board of Directors consists of six members selected as follows:</p> <ul style="list-style-type: none">• One member appointed by the Governor upon nomination and submission by the Construction Users Roundtable.• One member appointed by the Lieutenant Governor upon nomination and submission by the Alabama State Construction Building Trades.• Two members appointed by the Speaker of the House, one upon nomination and submission by the Alabama Associated General Contractors and one upon the nomination and submission by the Alabama Road Builders Association.• Two members appointed by the President Pro Tempore of the Senate, one upon nomination and submission by the Alabama Associated Builders and Contractors and one upon nomination and submission by the Subcontractors Association of Alabama. <p><i>Code of Alabama 1975</i>, Section 41-10-724(b)(1-4)</p>
Term	<p>Members serve four-year terms expiring June 30th and can serve until a successor is appointed by the respective appointing authority. Members can be reappointed for successive terms.</p> <p><i>Code of Alabama 1975</i>, Section 41-10-724(c)</p>

Qualifications	<ul style="list-style-type: none"> Reside within the State of Alabama Active member of the respective recommending organization while serving <p><i>Code of Alabama 1975</i>, Section 41-10-724(c)</p>
Consumer Representation	No statutory authority.
Racial Representation	No statutory authority. One black member currently serving.
Geographical Representation	No statutory authority.
Other Representation	<p>The membership of the Board of Directors shall be inclusive and reflect the racial, gender, geographic, urban/rural and economic diversity of the state. All appointing authorities shall coordinate their appointments so that diversity of gender, race, and geographical areas is reflective of the makeup of this state.</p> <p><i>Code of Alabama 1975</i>, Section 41-10-724(b)(5)</p>
Compensation	<p>Board of Directors do not draw a salary for service rendered or duties performed in connection with the ACRI but are entitled to reimbursement of reasonable expenses incurred that are directly related to the duties in serving on the Board of Directors.</p> <p><i>Code of Alabama 1975</i>, Section 41-10-724(c)</p>
Attended Board Member Training	Office Manager Executive Director
<u>Operations</u>	
Administrator	<p>Jason Phelps, Executive Director Appointed by the Board of Directors Annual Salary - \$126,641.28 Salary set by the Board</p> <p><i>Code of Alabama 1975</i>, Section 41-10-725(11)</p>

Location	400 South Union Street, Suite 295 Montgomery, AL 36104 Office Hours: Monday – Friday 8:00 a.m. – 5:00 p.m. <i>Code of Alabama 1975</i> , Section 41-10-723(b)(3)
Employees	Five Non-Merit System Employees
Legal Counsel	None
Subpoena Power	None except as provided by the Administrative Procedure Act, <i>Code of Alabama 1975</i> , Section 41-22-12 for hearings and contested cases.
Internet Presence	http://www.gobuildalabama.com The website contains the following information: <ul style="list-style-type: none"> • Sign up/Sign in page • Industry statistics • Training and salary information for multiple construction trades • Colleges and apprenticeships information • Informational videos • Educator tools • Resources links • Related news <p>The ACRI also has social media accounts with Facebook, Instagram, Twitter, and YouTube.</p>
<u>Financial</u>	
Source of Funds	Mandatory construction craft industry fee collected by the Alabama Department of Revenue. The fee (0.0015%) is imposed on the wages paid by the employer to employees engaged in skilled labor in the performance of a construction contract or job in the State of Alabama. The ACRI can also receive gifts, grants, bequests, or devises of money. <i>Code of Alabama 1975</i> , Section 41-10-725(4) <i>Code of Alabama 1975</i> , Section 41-10-728(a)

State Treasury	The ACRI operates from Special Revenue Fund 1223 – The Recruitment and Training Promotion Fund. <i>Code of Alabama 1975</i> , Section 41-10-722 <i>Code of Alabama 1975</i> , Section 41-10-731
Required Distributions	None
Unused Funds	All funds remaining unexpended and unobligated at year-end are retained by the ACRI. <i>Code of Alabama 1975</i> , Section 41-10-722 <i>Code of Alabama 1975</i> , Section 41-10-731

SIGNIFICANT ISSUES

Significant Issue 2021-01 – Three of the four Board of Directors responding to our survey stated that the most significant issue currently facing the Alabama Construction Recruitment Institute is the Covid-19 pandemic. The Covid-19 pandemic inhibited the Board’s ability to promote the construction skill trades through career fairs and school functions. Utilizing virtual meeting applications such as Zoom and Google Meet severely limited the Board’s ability to conduct in-person presentation where hands-on examples of the construction skill trades can be demonstrated.

Construction Institute’s Response –The Covid-19 pandemic and resulting health and safety requirements completely ended all large-scale events and in-school presentations from March 2020 to present. The ACRI staff was able to adapt to the regulations and provide a variety of outreach opportunities virtually utilizing platforms like ZOOM and Google Meet. Additionally, ACRI distributed handout materials for educators to use in their classrooms. The situation also allowed the staff to expand follow-up activities using remote/distancing activities such as telephone/video conferencing with adult career changers and those displaced from jobs during the pandemic. In this area, the ACRI Staff was able to connect with over 4000 individuals directing them to construction training programs as well as other resources such as those provided by the Alabama Department of Labor. Currently, ACRI staff is planning for a return to normal outreach activities for the 2021-2022 school year continuing to maintain our increased follow-up system and monitoring any changes to requirements related to Covid-19 so the ACRI Board can best serve the citizens of Alabama.

Significant Issue 2021-02 – The membership of the Board of Directors does not reflect the geographic diversity of the state. Currently, all six Board of Directors reside in Jefferson County, Alabama. The *Code of Alabama 1975*, Section 41-10-724(b)(5) states the membership of the Board of Directors shall be inclusive and reflect the geographic diversity of the state. It also requires the appointing authorities to

coordinate their appointments so that geographic diversity is reflective of the makeup of the state.

Construction Institute’s Response – The ACRI Board will continue to work with the appointing authorities to enhance the coordination of appointments. The current lack of geographic diversity can be corrected in the next round of appointments to the Board of Directors. The Board recognizes the importance of diversity and serving all Alabama citizens. Many of the current board members while residing in central Alabama have offices in multiple regions of the state allowing them to directly work with employees and communities throughout the State.

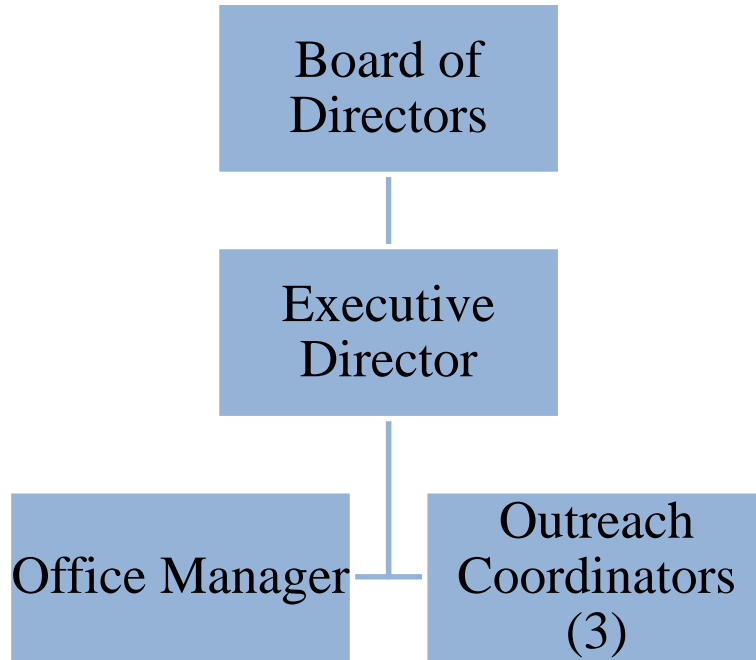
Significant Issue 2021-03 – The ACRI has not awarded any grants since fiscal year 2017. The *Code of Alabama 1975*, Section 41-10-725(13) authorizes the Alabama Constructive Recruitment Institute (ACRI) to provide grants to educational, governmental, and other organizations and associations engaged in education, recruitment, and training. According to the Executive director, the Board does not review unsolicited grant requests. Many of the grant requests were being presented as sponsorships for funding in return for participation and a marketing/advertising opportunity. Some of the grant requests submitted were either not in line with the Board’s mission or did not include proper documentation/support for their request. For grant proposals in the future, the Board hopes to see requests directly aligned with the Board’s mission and goals to expand or enhance the promotion of construction programs and outreach efforts.

Construction Institute’s Response – The ACRI Board continues to maintain the authority to award grants. The majority of grants that were being awarded prior to 2017 were related to large career fairs like Worlds of Opportunity in Mobile, AL. The grant requests for these career fairs and events were being submitted as sponsorships instead of a grant request. By nature, sponsorships are a request for funding in return for participation and a marketing/advertising opportunity. For this reason, the board felt that these sponsorship requests would be better addressed via ACRI’s annual media plan instead of a direct grant. ACRI continues to support all of these events via sponsorships in the media plan but not as direct grants. Since moving sponsorships to the media plan the board has not received or solicited for other grants to consider, however, the board may in the future solicit for grants to help create new programs that align with the mission and goals of the board.

STATUS OF PRIOR FINDINGS/SIGNIFICANT ISSUES

All prior findings/significant issues have been resolved.

ORGANIZATION



PERSONNEL

Schedule of Employees By Merit System Classification/Sex/Race					
Classification – Non-Merit	#	B/M	W/M	W/F	Salary or Salary Range
Executive Director	1		1		\$126,641.28
Office Manager	1			1	\$51,033.36
Outreach Coordinator	3	2		1	\$42,865.20 - \$57,916.32
Total	5	2	1	2	

B/M = Black Male, W/M = White Male, W/F = White Female

PERFORMANCE CHARACTERISTICS

Construction Skill Trade Majors – First-Time (Freshman) Enrollments*

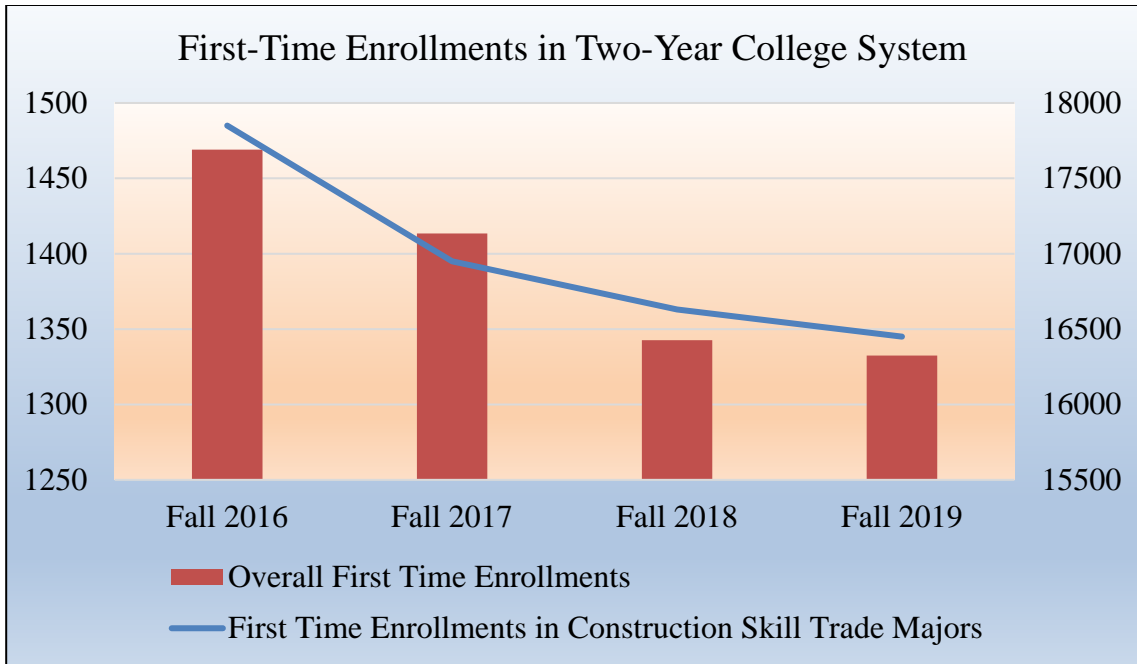
First-Time Enrollments by Major				
Major	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Building/Construction Finishing, Management, Other	8	9	6	4
Cabinetmaking & Millwork	33	27	29	26
Carpentry/Carpenter	17	33	22	13
Civil Engineering Technologies/Technicians	17	10	10	10
Construction Engineering Technology/Technician	19	13	7	12
Diesel Mechanics Technology/Technician	80	67	78	68
Drafting & Design Technology/Technician, General	104	77	102	93
Electrical, Electronic, & Communications Engineering Technology/Technician	43	35	31	18
Electrician	142	140	112	130
Engineering Technologies/Technician, General	63	69	76	93
Heating, Ventilation, Air Conditioning & Refrigeration Engineering Technology/Technician	144	144	124	119
Heating, Air Conditioning, Ventilation, & Refrigeration Maintenance Technology/Technician	14	14	27	30
Industrial Electronics Technology/Technician	125	109	133	154
Industrial Mechanics & Maintenance Technology/Technician	147	130	144	176
Instrumentation Technology/Technician	13	21	11	9
Mason/Masonry	41	53	42	48
Pipefitting/Pipefitter & Sprinkler Fitter	0	0	0	0
Plumbing Technology/Technician	13	10	13	15
Welding Technology/Welder	462	434	396	327
Total First-Time Enrollments in Majors	1,485	1,395	1,363	1,345
Total Overall First-Time Enrollments	17,690	17,134	16,426	16,324
% of First-Time Enrollments in Majors	8.4%	8.1%	8.3%	8.2%

*First time enrollments by district can be found in the appendices of this report.

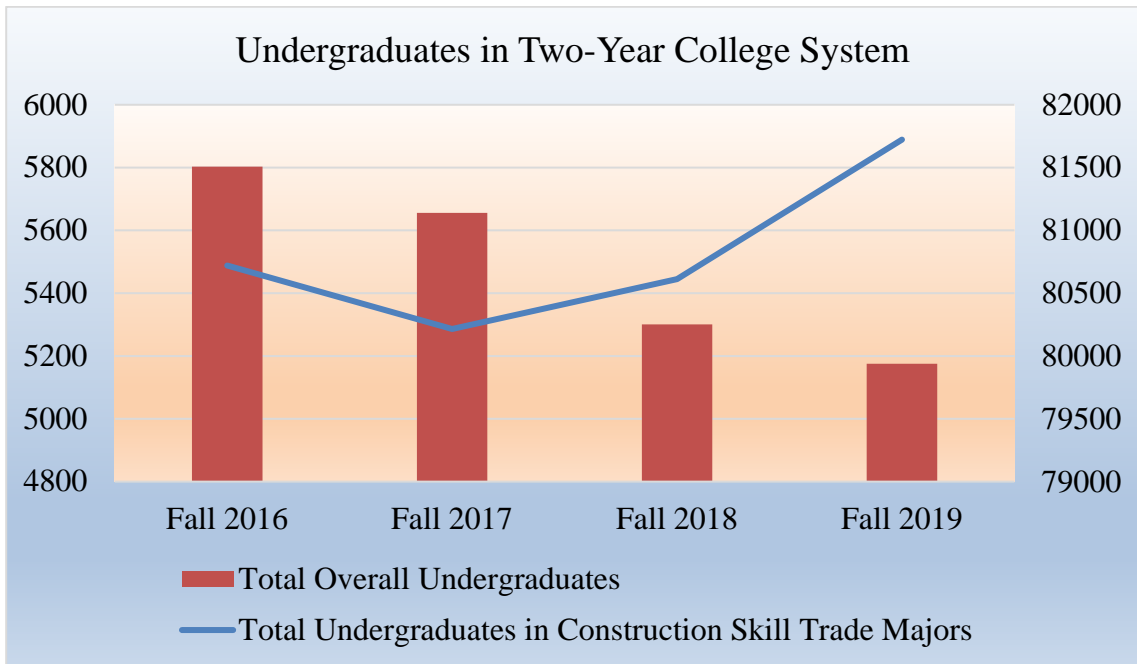
Construction Skill Trade Majors – Undergraduates Enrollment*

Undergraduates by Major				
Major	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Building/Construction Finishing, Management, Other	41	56	58	82
Cabinetmaking & Millwork	56	47	41	40
Carpentry/Carpenter	61	65	65	50
Civil Engineering Technologies/Technicians	83	75	66	53
Construction Engineering Technology/Technician	79	70	60	62
Diesel Mechanics Technology/Technician	233	228	239	196
Drafting & Design Technology/Technician, General	485	451	496	493
Electrical, Electronic, & Communications Engineering Technology/Technician	168	187	171	100
Electrician	475	469	497	586
Engineering Technologies/Technician, General	310	357	401	320
Heating, Ventilation, Air Conditioning & Refrigeration Engineering Technology/Technician	544	551	519	532
Heating, Air Conditioning, Ventilation, & Refrigeration Maintenance Technology/Technician	54	40	49	68
Industrial Electronics Technology/Technician	648	602	657	693
Industrial Mechanics & Maintenance Technology/Technician	675	571	590	697
Instrumentation Technology/Technician	79	79	53	50
Mason/Masonry	77	100	93	107
Pipefitting/Pipefitter & Sprinkler Fitter	0	0	0	21
Plumbing Technology/Technician	32	19	29	29
Welding Technology/Welder	1,388	1,319	1,361	1,710
Total Undergraduates in Majors	5,488	5,286	5,445	5,889
Total Overall Undergraduates	81,508	81,139	80,251	79,938
% of Undergraduates in Majors	6.7%	6.5%	6.8%	7.4%

*Undergraduate enrollments by district can be found in the appendices of this report.



From Fall 2016 to Fall 2019, there was a 9.4% net decrease in first-time enrollments in construction skill trade majors compared to a 7.7% net decrease in overall first-time enrollments in the two-year college system.



From Fall 2016 to Fall 2019, there was a 7.3% net increase in undergraduates in construction skill trade majors compared to a 1.9% net decrease in overall undergraduates in the two-year college system.

FINANCIAL INFORMATION

Source of Funds

Operating funds consist of a mandatory construction craft industry fee authorized by the *Code of Alabama 1975*, Section 41-10-727 through 41-10-732. All licensed contractors who perform work on any construction project or job located in Alabama are required to remit a fee to the Alabama Department of Revenue to be used for the recruitment and training of new construction craft trade workers. The fee (0.0015%) is imposed on the wages paid by the employer to employees engaged in skilled labor in the performance of a construction contract or job in the State of Alabama. The fee does not apply to the wages of clerical or supervisory employees above the working foreman level at any job site. The fee also does not apply to any person or entity licensed by the Alabama Home Builders Licensure Board or any subcontractor working on any residential project falling under the jurisdiction of the Alabama Home Builders Licensure Board.

The *Code of Alabama 1975*, Section 41-10-725(4) allows the ACRI to accept gifts, grants, bequests, or devises of money and tangible and intangible property. The *Code of Alabama 1975*, Section 41-10-725(10) authorizes the ACRI to make applications to any federal, state, county, or municipal government or agency or to any other public or private source for grants or other similar financial assistance in furtherance of the agency's programs and initiatives.

Grants

The *Code of Alabama 1975*, Section 41-10-725(13) authorizes the ACRI to provide grants to educational, governmental, nonprofit, community-based, workforce development, economic development, and other organizations and associations engaged in the education, recruitment, training, placement, and professional development of persons engaged in activities leading to the furtherance of careers in commercial and industrial construction in accordance with the purposes of the institute.

Schedule of Grants*

Recipient	2017	2018¹	2019¹	2020¹
Academy of Craft Training	\$50,000.00			
Alabama Joint Leadership Development Conference	\$10,000.00			
Alabama SkillsUSA Association	\$10,000.00			
Associated Builders & Contractors of North Alabama, Inc.	\$3,000.00			
Bevill State Community College	\$1,000.00			
Bishop State Community College	\$1,000.00			
Central Six Development Council, Inc.	\$2,500.00			

Chattahoochee Valley Community College	\$1,000.00			
East Alabama Workforce Investment Network, Inc.	\$10,000.00			
George C. Wallace Community College (Selma)	\$1,000.00			
Jefferson State Community College	\$1,000.00			
John C. Calhoun Community College	\$1,500.00			
McWane Science Center	\$1,000.00			
Mobile Area Education Foundation	\$2,000.00			
Region 5 Workforce Investment Network	\$10,000.00			
Resource Center for Technology	\$20,000.00			
Southwest Alabama Workforce	\$10,000.00			
The Shelby County Board of Education	\$1,000.00			
The West Alabama Chamber Foundation, Inc.	\$10,000.00			
Workforce Development Council of Alabama Region 10	\$10,000.00			
Total	\$156,000.00			

***Grant Disbursements by Districts presented in the appendices of this report.**

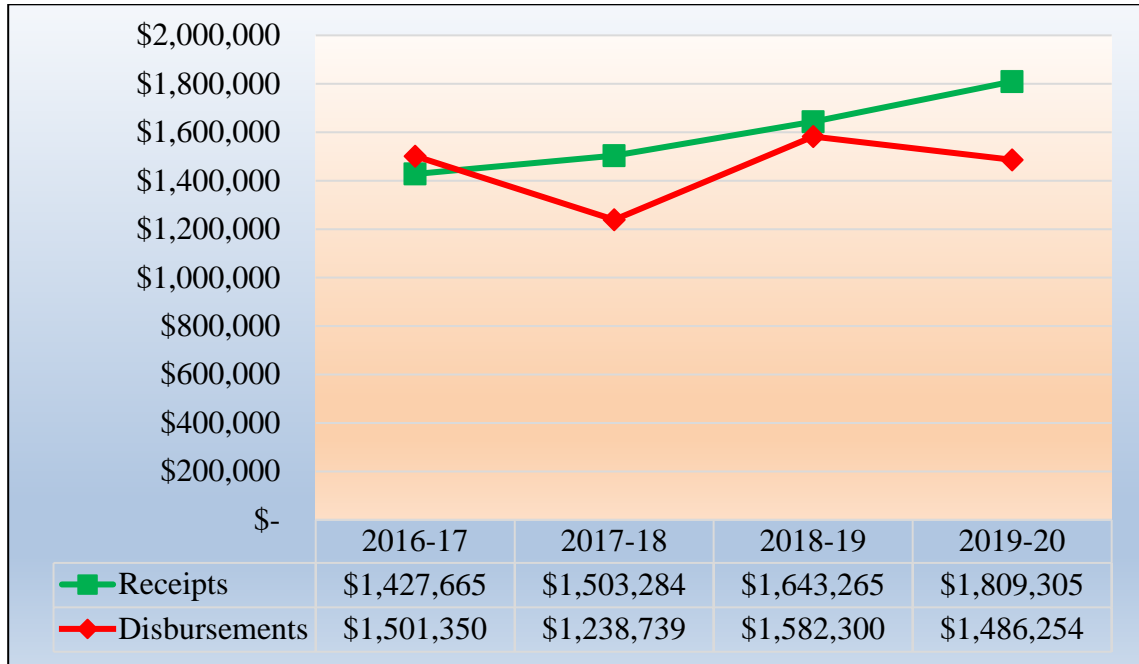
¹The Board did not disburse grants in fiscal years 2018, 2019, and 2020. (*See Significant Issue 2021-03*).

Schedule of Receipts, Disbursements and Balances

October 1, 2016 through September 30, 2020

	<u>2019 - 2020</u>	<u>2018 - 2019</u>	<u>2017 - 2018</u>	<u>2016 - 2017</u>
<u>Receipts</u>				
Construction Craft Industry Fees	\$ 1,809,304.75	\$ 1,643,265.19	\$ 1,500,621.92	\$ 1,425,059.22
Donations	-	-	2,662.35	2,606.00
Total	<u>1,809,304.75</u>	<u>1,643,265.19</u>	<u>1,503,284.27</u>	<u>1,427,665.22</u>
<u>Disbursements</u>				
Personnel Costs	320,456.16	268,644.00	256,523.47	212,475.97
Employee Benefits	79,721.72	66,737.84	63,559.51	53,375.36
Travel, In-State	23,325.66	25,605.83	22,257.70	18,131.68
Travel, Out-of-State	-	-	-	3,183.63
Rentals & Leases	44,710.93	27,131.15	26,864.91	26,294.18
Utilities & Communication	3,448.22	2,909.99	1,738.92	1,305.53
Professional Services	978,477.74	1,185,368.72	857,640.57	1,023,436.58
Supplies, Materials, & Operating Expenses	2,034.02	2,051.10	937.03	3,025.80
Grants & Benefits	-	-	-	156,000.00
Other Equipment Purchases	34,079.97	3,851.02	9,216.91	4,121.17
Total	<u>1,486,254.42</u>	<u>1,582,299.65</u>	<u>1,238,739.02</u>	<u>1,501,349.90</u>
Excess (Deficiency) of Receipts over Disbursements	323,050.33	60,965.54	264,545.25	(73,684.68)
Cash Balance at Beginning of Year	<u>1,130,750.22</u>	<u>1,069,784.68</u>	<u>805,239.43</u>	<u>878,924.11</u>
Cash Balance at End of Year	1,453,800.55	1,130,750.22	1,069,784.68	805,239.43
Reserved for Year-End Obligations	<u>(110,242.27)</u>	<u>(10,504.33)</u>	<u>(391,643.84)</u>	<u>(62,857.14)</u>
Available Cash Balance at End of Year	<u>\$ 1,343,558.28</u>	<u>\$ 1,120,245.89</u>	<u>\$ 678,140.84</u>	<u>\$ 742,382.29</u>

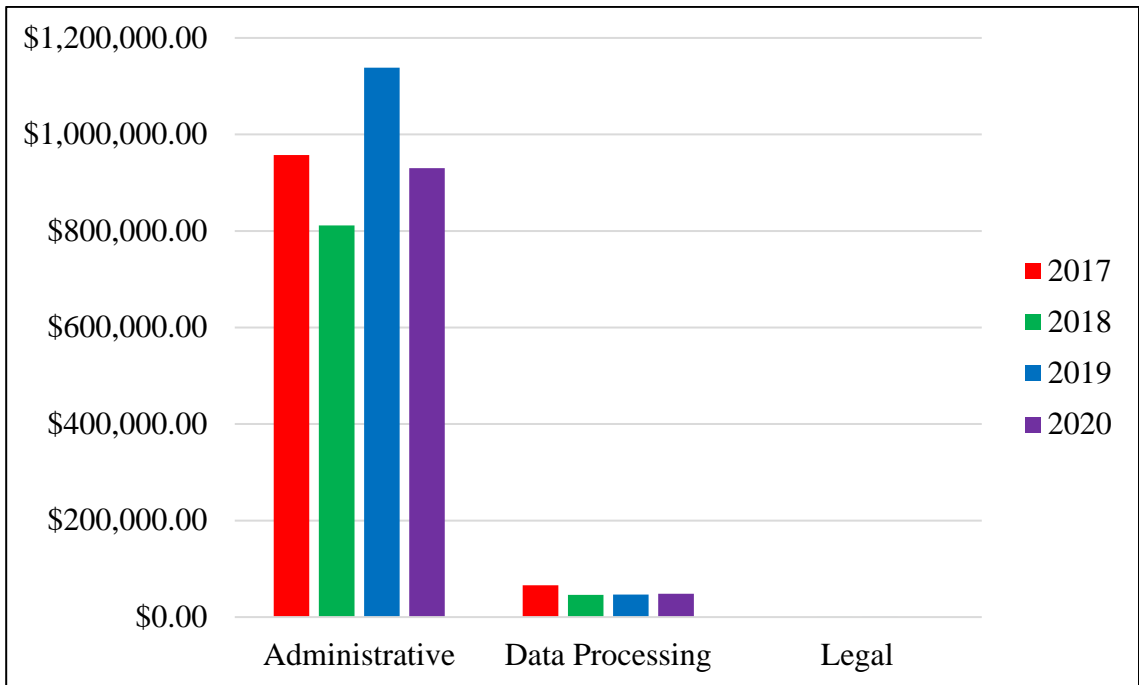
Operating Receipts vs. Operating Disbursements (Chart)



SUMMARY SCHEDULE OF PROFESSIONAL SERVICE DISBURSEMENTS				
As of September 30 th				
Type of Service	FY 2017	FY 2018	FY 2019	FY 2020
Administrative	\$ 957,380.86	\$ 811,435.47	\$ 1,138,499.05	\$ 930,108.71
Data Processing	66,055.72	46,195.10	46,859.67	48,369.03
Legal	0.00	10.00	10.00	0.00
Total	\$1,023,436.58	\$ 857,640.57	\$ 1,185,368.72	\$ 978,477.74

***Detailed information presented in the appendices of this report.**

Professional Service Disbursement Chart



QUESTIONNAIRES

Board of Directors Questionnaire

A letter was sent to all six members of the Alabama Construction Recruitment Institute requesting participation in our survey. Four participated in the survey. The percentages, where shown, are based on the number who responded to the question.

1. What are the most significant issues currently facing the Alabama Construction Recruitment Institute and how are the Board of Directors addressing these issues?

Board Member #1 – “Although the COVID-19 pandemic has inhibited our ability to promote Skilled Trades in attending career fairs and school functions, the staff has done a tremendous job reaching out to potential and interested persons via remote methods.”

Board Member #2 – “I believe the most challenging issue is convincing young men and women that construction can be a promising career. The board is aggressively addressing the issues through outreach coordinators and targeted social media campaigns.”

Board Member #3 – “Inability to get physically in front of students and show them hands on examples of construction. The ACRI employees are creating virtual events and staying in touch with schools. Through [REDACTED], we have rolled out a new a fresh advertising initiative. [REDACTED] has provided the best analytics we have seen yet to date showing what has worked and what we need to change.”

Board Member #4 – “Currently responding to the pandemic has created some logistical adaptation. Not being able to be face to face with our target audience is something that is a bit of a challenge, but the Board and the staff have responded, and found new ways to engage. While being able to be hands on and face to face is far more advantageous, virtual meetings have been required to maintain our momentum. We will shift back to the more preferable recruitment and image enhancement initiatives and efforts once COVID concerns are eased.”

6. Has the Alabama Construction Recruitment Institute experienced any significant changes to its operations?

Yes	3	75%
No	1	25%

Board Member #1 – “Staff has had to work remotely due to COVID-19 pandemic.”

Board Member #3 – “ACRI has had to be very deliberate and use creative thinking to find way to reach the students, career changers, and public etc. during the pandemic.”

Board Member #4 – “COVID, remote and virtual support of our outreach efforts, but the staff has responded well to the situation.”

7. Does the Alabama Construction Recruitment Institute plan any significant changes in its operations?

No	3	75%
Unknown	1	25%.

Board Member #4 – “Nothing beyond the above COVID adjustments.”

8. Do you have any other comments you would like to make?

Board Member #1 – “Staff has done a tremendous job in spite of the challenges posed by COVID-19.”

Board Member #2 – “It is an honor to serve on the ACRI board where all members strive to achieve the same common goal.”

Board Member #3 – “NA.”

Board Member #4 – “As an industry representative, I would like to share the value and benefit the state receives from the efforts for ACRI. This is a needed and valuable endeavor to help prepared the state for the workforce that will be needed now and in the future.”

APPENDICES

Applicable Statutes

Division 1 Authority Generally.

Section 41-10-720 Legislative findings.

The Legislature makes the following findings:

(1) At any given time, the level of activity in our construction industry is a primary yardstick for measuring the overall economic health of this country and this state, and that the success and stability of the building, manufacturing, and commercial businesses are dependent upon a sufficient supply of skilled artisans and craft persons who can produce quality products that inspire public confidence. The State of Alabama and the nation has a great need for a program that provides for the recruitment of, and training programs and opportunities for, new construction craft trade workers. It is desirable and in the public interest to establish a public authority at the state level to create and implement such a program.

(2) The passage of a federal economic stimulus package provides substantial funding for significant new highway, road, bridge, and public infrastructure projects, and the Legislature recognizes that these projects will place additional demands for skilled artisans and craft persons which the existing construction workforce may not support.

(3) It is desirable and in the public interest that construction craft industry fees dedicated for the recruitment of and the promotion of training programs and opportunities for new construction craft workers shall be annually appropriated to the Recruitment and Training Promotion Fund and dedicated for expenses incurred or to be incurred by the Alabama Construction Recruitment Institute.

(4) By passage of Act 2010-220, it is the intention of the Legislature to do all of the following:

- a. Establish the Alabama Construction Recruitment Institute as an independent public authority that is separate and distinct from the Alabama 21st Century Authority.
- b. Provide for the continuation of the special fund known as the Recruitment and Training Promotion Fund created pursuant to Act 2009-563 and provide for the deposit of certain construction craft industry fees into the Recruitment and Training Promotion Fund.
- c. Provide that Alabama 21st Century Authority shall have no duties or powers related to the Recruitment and Training Promotion Fund.
- d. Provide that the Alabama 21st Century Authority shall provide limited assistance to the institute for the purpose of enabling the institute to commence operations.

(Act 2010-220, p. 365, §2.)

Section 41-10-721 Definitions.

For purposes of this article, the following terms have the following meanings:

(1) CONSTRUCTION CRAFT INDUSTRY FEES. Revenues received by the state in the form of federal, state, local, or private sector grants for the purpose of providing for the recruitment of, and the promotion of training programs and opportunities for, new construction industry craft workers and fees enacted for such purpose after January 1,

2009, specifically, but not limited to, fees imposed under Division 2 of this article. Except as provided in Section 41-10-732, no fee shall be collected from any licensed home builder, as defined in Chapter 14A of Title 34; from any subcontractor working on a residential construction site, including renovations to any residential structure; or from any person or entity specifically exempt under Chapter 14A of Title 34, except for subdivision (3) of Section 34-14A-6.

(2) INSTITUTE. The Alabama Construction Recruitment Institute, a public corporation authorized to be established pursuant to Section 41-10-723.

(3) RECRUITMENT AND TRAINING PROMOTION FUND. The fund established pursuant to Act 2009-563 and continued pursuant to Section 41-10-722.

(Act 2010-220, p. 365, §2.)

Section 41-10-722 Recruitment and Training Promotion Fund.

The Recruitment and Training Promotion Fund, created pursuant to Act 2009-563 for the benefit of the State of Alabama and the citizens thereof, shall continue to exist as a special fund in the State Treasury and shall be funded with construction craft industry fees administered in accordance with this article. The revenue received by the fund shall be invested by the State Treasurer in permitted investments until the institute uses money for the purposes established by this article. Earnings on permitted investments shall remain part of the fund.

(Act 2010-220, p. 365, §2.)

Section 41-10-723 Alabama Construction Recruitment Institute - Application.

(a) The Alabama Construction Recruitment Institute shall be incorporated as a public corporation with the powers herein provided.

(b) The Governor, the state Commissioner of Revenue, and the Director of Finance shall present to the Secretary of State of Alabama an application signed by them which shall set forth all of the following:

(1) The name, official designation, and official residence of each of the applicants and the initial appointed members of the board.

(2) The date on which each applicant and member of the board took office or was appointed, respectively, by his or her respective appointing authority and the term of office of each member's respective appointing authority.

(3) The location of the principal office of the proposed corporation, which shall be in the City of Montgomery.

(4) Any other matter relating to the institute which the applicants may choose to insert and which is not inconsistent with this division or the laws of the state.

(c) The application shall be subscribed and sworn to by each of the applicants and members before an officer authorized by the laws of the state to take acknowledgments to deeds. The Secretary of State shall examine the application and, if he or she finds that it substantially complies with the requirements of this section, it shall be filed and recorded in an appropriate book of records in the office of the Secretary of State.

(d) When the application has been made, filed, and recorded as provided in subsection (c), the applicants shall constitute a corporation under the name stated in the application, and the Secretary of State shall make and issue to the applicants a certificate of incorporation pursuant to this division under the Great Seal of the State

and shall record the certificate with the application. There shall be no fees paid to the Secretary of State for any work done in connection with the incorporation or dissolution of the institute.

(Act 2009-563, p. 1634, §2; §41-10-640 amended and renumbered by Act 2010-220, p. 365, §3.)

Section 41-10-724 Alabama Construction Recruitment Institute - Board of directors.

(a) All powers of the institute shall be exercised by or under the authority of, and the business and affairs of the institute shall be managed and governed, under the direction of, a board of directors, constituted as provided for in this section.

(b) The board of directors shall consist of six voting members selected as follows:

(1) One member to be appointed by the Governor upon nomination and submission by the Construction Users Roundtable, or its successor organization.

(2) One member to be appointed by the Lieutenant Governor upon nomination and submission by the Alabama State Construction Building Trades, or its successor organization.

(3) Two members to be appointed by the Speaker of the House as follows: One upon nomination and submission by the Alabama Associated General Contractors, or its successor organization, and one upon nomination and submission by the Alabama Road Builders Association, or its successor organization.

(4) Two members to be appointed by the President Pro Tempore of the Senate as follows: One upon nomination and submission by the Alabama Associated Builders and Contractors, or its successor organization, and one upon nomination and submission by the Subcontractors Association of Alabama, or its successor organization.

(5) The membership of the board of directors and employees and contractors of the board shall be inclusive and reflect the racial, gender, geographic, urban/rural and economic diversity of the state. All appointing authorities shall coordinate their appointments so that diversity of gender, race, and geographical areas is reflective of the makeup of this state.

(c) All initial members of the board shall be appointed as provided in subsection (b) within 30 days of May 18, 2009. Members of the board of directors shall be selected for four-year terms expiring on June 30 four years thereafter and shall serve until a successor is appointed by the Governor, Speaker of the House, President Pro Tempore of the Senate, or Lieutenant Governor, as appropriate, pursuant to the same selection method described in subsection (b). Any vacancy on the board of directors shall be filled in the same manner within 45 days of the vacancy by appointment by the Governor, Speaker of the House, President Pro Tempore of the Senate, or Lieutenant Governor, as appropriate. Each director shall reside within the State of Alabama. Directors may be reappointed for successive terms. No director shall draw any salary for any service he or she may render or for any duty he or she may perform in connection with the institute, but shall be entitled to the reimbursement of reasonable expenses incurred that are directly related to the duties in serving as a member of the board. No director shall continue to serve as a member of the board after ceasing to be an active member of the respective recommending organization from whose list the appointment was initially made as provided in subsection (b).

- (d) A director may or shall be removed from the board of directors as follows:
- (1) If, for any reason, other than an illness which shall be documented in writing to the institute by a physician, a director is absent for more than 25 percent of scheduled board meetings during the fiscal year of the institute, the director may be removed by a unanimous vote of the other five directors.
 - (2) A director may be removed, with or without cause, by vote of the respective recommending organization from whose list the appointment was initially made.
 - (3) If a director is found guilty by a court of competent jurisdiction of willful or wanton misconduct, fraud, gross negligence, or a knowing violation of a criminal law, the director shall be automatically removed and shall cease to serve as a member of the board.
- (e) The first organizational meeting of the board shall be held within 30 days following the appointment of all of the directors. At the organizational meeting, the board shall elect officers of the board from among its members. Officers of the board shall serve for the terms and shall have the powers and duties as the board by rule may prescribe.
- (f) The presence of all members of the board of directors shall constitute a quorum for the transaction of business. Action of the board may only occur with unanimous approval of all members of the board.
- (g) All resolutions adopted by the board of directors shall constitute actions of the institute. All proceedings of the board shall be reduced to writing by the secretary and shall be recorded in a substantially bound book and filed in the office of the institute. Copies of such proceedings, when certified by the secretary of the institute under the seal of the institute, shall be received in all courts as prima facie evidence of the matters and things therein certified. The board of directors of the institute shall meet at such times upon such notice as it shall determine or upon call of the chair.
- (h) The institute shall have the authority through its board to disburse funds appropriated to the fund for the purposes stated in this article.
(Act 2009-563, p. 1634, §2; §41-10-641 amended and renumbered by Act 2010-220, p. 365, §3; Act 2014-345, p. 1286, §1.)

Section 41-10-724.1 Alabama Construction Recruitment Institute - Sunset provision.

The Alabama Construction Recruitment Institute shall be subject to the Alabama Sunset Law, Chapter 20, Title 41, as an enumerated agency as provided in Section 41-20-3, and shall have a termination date of October 1, 2014, and every four years thereafter, unless continued pursuant to the Alabama Sunset Law.
(Act 2012-335, §1.)

Section 41-10-725 Alabama Construction Recruitment Institute - Powers.

The institute shall have the following powers:

- (1) To design, implement, and amend a program or programs to provide for the recruitment of, and the promotion of training programs and opportunities for, new craft trade workers for the construction industry and the users of the construction industry.
- (2) To educate the public about career opportunities as craft trade workers in the construction industry.

- (3) To acquire, receive, and take title to, by purchase, gift, lease, license, devise, or otherwise, to hold, keep, improve, maintain, equip, furnish, develop, and to transfer, convey, donate, sell, lease, license, grant options to, assign, or otherwise dispose of property of every kind and character, real, personal, mixed, tangible and intangible, and any and every interest therein, to any person or entity.
- (4) To accept gifts, grants, bequests, or devises of money and tangible and intangible property.
- (5) To make and alter bylaws, not inconsistent with the provisions of this division or laws of the State of Alabama, for the administration and regulation of the affairs of the institute.
- (6) To make, enter into, and execute contracts, agreements, leases, licenses, or other legal arrangements and to take such steps and actions as may be necessary or convenient in the furtherance of any purpose or the exercise of any power provided or granted to it by this section.
- (7) To engage in media advertising, marketing, website creation, website design, website maintenance, database creation, database design, database maintenance, data and information collection, and data and information dissemination and distribution, including the dissemination or distribution of data and information on potential construction workforce recruits, to the construction industry, users of the construction industry, and educational institutions, or other entities, as deemed necessary or appropriate by the institute in its sole discretion.
- (8) To conduct surveys, studies, metrics, and other analyses of the construction industry and its potential workforce, and to disseminate or distribute the surveys, studies, metrics, and other analyses of the construction industry and its potential workforce to the construction industry, users of the construction industry, and educational institutions, or other entities, as deemed necessary or appropriate by the institute in its sole discretion.
- (9) To incur ancillary costs, project costs, advertising costs, and recruitment costs and to pay these costs out of proceeds of the Recruitment and Training Promotion Fund.
- (10) To make application directly or indirectly to any federal, state, county, or municipal government or agency or to any other source, public or private, for grants or other similar financial assistance in furtherance of the institute's purpose and to accept and use the same upon the terms and conditions as are prescribed by the federal, state, county, or municipal government or agency or other source.
- (11) To employ and provide for the compensation of an executive director and staff and support personnel according to policies and procedures adopted by the institute. The executive director and the employees of the institute shall not be considered state employees; however, the director and employees may petition the Employees' Retirement System and the State Employees' Insurance Board for inclusion in these systems subject to terms and conditions of similarly situated persons who may petition for benefits from these entities. The Employees' Retirement System may elect to provide retirement benefits and the State Employees' Insurance Board may elect to provide health insurance benefits to the employees of the institute upon petition of the employees and subject to terms and conditions for similarly situated employees of other public entities.

(12) To hire accountants, attorneys, engineers, consultants, and other professionals as the board shall deem necessary for the conduct of the business of the institute.

(13) To provide grants to educational, governmental, nonprofit, community-based, workforce development, economic development, and other organizations and associations engaged in the education, recruitment, training, placement, and professional development of persons engaged in activities leading to the furtherance of careers in commercial and industrial construction in accordance with the purposes of the institute.

(14) To cooperate or partner, or both, with regional and national organizations promoting construction workforce development, including the sharing of non-monetary marketing and educational resources and databases, in furtherance of the purposes of the institute.

(15) To do all things necessary or convenient to carry out the powers and purposes conferred by this section.

(16) To exercise any and all powers permissible under state law not in conflict with the purposes of the institute.

(Act 2009-563, p. 1634, §2; §41-10-642 amended and renumbered by Act 2010-220, p. 365, §§3, 5.)

Section 41-10-726 Alabama Construction Recruitment Institute - Records.

The records of the institute shall be subject to the public records laws of this state, as amended, with the exception of any personal information collected or received by the institute from any individual. The books and the expenditures of the institute shall be audited annually by the Department of Examiners of Public Accounts.

(Act 2009-563, p. 1634, §2; §41-10-643 amended and renumbered by Act 2010-220, p. 365, §3.)

Division 2 Construction Craft Industry Fee.

Section 41-10-727 Definitions.

As used in this division, the following words shall have the following meanings:

(1) DEPARTMENT. The Department of Revenue.

(2) EMPLOYEE. An employee, as defined in the Internal Revenue Code, as amended from time to time; except that any individual providing services to an employer on an hourly, part-time, full-time, salaried, or contractual basis shall be considered an employee for purposes of this division.

(3) EMPLOYER. An employer, as defined in the Internal Revenue Code, as amended from time to time, that is either a general contractor or subcontractor that primarily holds itself out for hire to the general public as a general contractor or subcontractor and who receives more than five percent of its annual gross revenue from business described in either North American Industry Classification System (NAICS) Code 236, 237, or 238 of the United States Department of Commerce in effect as of January 1, 2009. This definition does not apply to or include residential home building and licensed residential home builders contracting for home building as defined in Chapter 14A of Title 34, or those specifically exempted under Chapter 14A of Title 34, except for subdivision (3) of Section 34-14A-6.

(4) FEE. The tax levied by this division.

(5) GENERAL CONTRACTOR. Any individual, person, corporation, limited liability entity, trust, association, or any other business enterprise other than home building projects by licensed residential home builders as defined in Chapter 14A of Title 34, or those specifically exempted under Chapter 14A of Title 34, except for subdivision (3) of Section 34-14A-6, that for a price, commission, fee, or payment undertakes to construct or superintend or engage in the construction, alteration, maintenance, repair, rehabilitation, remediation, reclamation, demolition of any building, highway, sewer, structure, site work, grading, or paving of any project, or any improvement, in the State of Alabama.

(6) SKILLED LABOR. Includes all labor or services performed by employees directly engaged in construction operations at the location of any construction, alteration, maintenance, repair, rehabilitation, remediation, reclamation, demolition, highway, sewer, structure, grading, paving, or improvement project in Alabama. The term does not include labor or services performed by supervisory employees above the working foreman level.

(7) SUBCONTRACTOR. Any individual, person, corporation, limited liability entity, trust, association, or any other business enterprise performing work under contract to a general contractor, but not licensed residential home builders building homes as defined in Chapter 14A of Title 34, or those specifically exempted under Chapter 14A of Title 34, except for subdivision (3) of Section 34-14A-6.

(8) WAGES. The gross earnings paid by an employer to an employee covered by this division, including all forms of compensation such as salaries, hourly payments, commissions, remuneration, dismissal pay, bonuses, and vacation and sick leave pay, prior to deductions for items such as Social Security contributions, withholding taxes, group health insurance, union dues, and savings bonds.

(Act 2009-561, p. 1629, §1; §41-10-700 amended and renumbered by Act 2010-220, p. 365, §4.)

Section 41-10-728 Fee imposed on wages of certain employees.

(a) In addition to all other taxes now imposed by law, there is hereby levied and imposed a fee on the wages, as defined in this division, paid by the employer to employees engaged in skilled labor in the performance of a construction contract or job in the State of Alabama, which fee shall be assessed, collected, and paid quarterly at the rate and as specified in subsection (b) and for each year as hereinafter provided.

(b) Each employer subject to this division shall remit to the department a fee for the purpose of funding a program providing for the recruitment of, and training opportunities for, new construction craft trade labor in an amount equal to nine one-hundredths of one percent of the Alabama wages paid during the preceding quarter to all employees of the employer engaged in skilled labor under a construction contract or on a job located in this state for the first five quarters following May 18, 2009.

(c) Following the first five quarters following May 18, 2009, the receipts of the fee, less cost of collection for the second through fifth quarters, shall be tabulated and the fee rate shall be adjusted in order for the aggregate net collections for the subsequent four quarters to amount to one million seven hundred fifty thousand dollars (\$1,750,000), and the revised fee rate shall be the fee rate utilized for each quarterly period thereafter.

(d) The fee levied by this division shall be remitted in a manner and on forms prescribed by the department.

(Act 2009-561, p. 1629, §2; §41-10-701 amended and renumbered by Act 2010-220, p. 365, §4.)

Section 41-10-729 Duties of department.

It shall be the duty of the department to administer this division. The department may adopt, amend, or rescind rules and employ persons, make expenditures, require reports, make investigations, and take any other action as may be necessary or suitable to that end. The same penalties, interest, lien, and criminal provisions of Chapters 1, 2A, and 18 of Title 40, shall apply to taxpayers failing to accurately compute and remit the fee owed as established by this division to the department within the time set forth by this division and as further prescribed by the department.

(Act 2009-561, p. 1629, §3; §41-10-702 amended and renumbered by Act 2010-220, p. 365, §4.)

Section 41-10-730 Failure to pay fee.

In the event an employer fails to pay to the department any amount required to be paid under this division, that amount may be assessed against the employer in the same manner, including interest and penalties, as is prescribed for the assessment of income tax under the provisions of Chapter 2A of Title 40. The employer may appeal from any preliminary or final assessment in the same manner and subject to the same procedures prescribed for income tax appeals by Chapter 2A of Title 40. When no appeal from a final assessment is timely filed by the employer, execution may be issued upon the final assessment in the same manner as is provided by law for the issuance of an execution by the department.

(Act 2009-561, p. 1629, §4; §41-10-703 amended and renumbered by Act 2010-220, p. 365, §4.)

Section 41-10-731 Disposition of funds.

(a) Any fees required by this division shall be remitted to the department and, after the cost appropriation in subsection (c), shall be deposited to the credit of the Recruitment and Training Promotion Fund in the State Treasury which is hereby created for the purpose of funding a recruitment and training promotion program to be administered by the Alabama Construction Recruitment Institute.

(b) The proceeds from fees collected and deposited into the Recruitment and Training Promotion Fund are appropriated to the Alabama Construction Recruitment Institute for the purposes of this article. Such funds shall be appropriated, budgeted, and allotted in accordance with Sections 41-4-80 to 41-4-96, inclusive, and 41-19-1 to 41-19-12, inclusive, and only in amounts stipulated in general appropriations bills and other appropriations bills to be expended, in whole or in part, by vote of the Board of Directors of the institute.

(c) In addition to all other appropriations heretofore or hereinafter made, there is hereby appropriated to the department for the fiscal year ending September 30, 2009, such amount as is reasonably required to offset its administrative and collection costs as a first charge against the revenues from the fee levied by this division. For all subsequent

fiscal years, there shall be appropriated to the department as a first charge against the revenues from the fee levied by this division an amount that will offset its actual costs in the administration and regulation of this fee.

(Act 2009-561, p. 1629, §5; §41-10-704 amended and renumbered by Act 2010-220, p. 365, §4.)

Section 41-10-732 Applicability.

Nothing in this division, including the fees collected pursuant to this division, shall apply to any person or entity licensed by the Alabama Home Builders Licensure Board or any subcontractor working on any residential project falling under the jurisdiction of the Alabama Home Builders Licensure Board. Further, nothing in this division shall apply to any person or entity that is granted an exemption from the licensing requirements under Chapter 14A of Title 34, except for subdivision (3) of Section 34-14A-6, or their subcontractors working on any residential project in Alabama.

Notwithstanding any provision of this division, any person or entity licensed by the Alabama Home Builders Licensure Board or subcontractors that work on any commercial or industrial project shall be subject to the fee levied by this division.

(Act 2009-561, p. 1629, §6; §41-10-705 amended and renumbered by Act 2010-220, p. 365, §4.)

Professional Services by Vendor

	<u>2016 - 2017</u>	<u>2017 - 2018</u>	<u>2018 - 2019</u>	<u>2019 - 2020</u>
Administrative Services				
Big Marketing & Communications	\$ 957,380.86	\$ 811,435.47	\$ 1,138,499.05	\$ -
Markstein Consulting, LLC	-	-	-	930,108.71
Total Administrative Services	957,380.86	811,435.47	1,138,499.05	930,108.71
Data Processing Services				
Alliance Safety Council	64,999.00	-	-	-
Department of Finance	1,056.72	876.02	1,471.35	2,895.39
Mobile Job Force, LLC	-	44,999.00	44,999.00	44,999.00
Office of Information Technology	-	320.08	389.32	474.64
Total Data Processing Services	66,055.72	46,195.10	46,859.67	48,369.03
Legal Services				
Jason Phelps	-	10.00	10.00	-
Total Legal Services	-	10.00	10.00	-
Total Professional Services	\$ 1,023,436.58	\$ 857,640.57	\$ 1,185,368.72	\$ 978,477.74

First-Time Enrollments by Districts

First-Time Enrollments by Districts				
District 1				
Counties: Colbert, Cullman, Dekalb, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
J.F. Drake Technical College	49	19	10	8
John C. Calhoun State Community College	48	55	53	49
Northeast Alabama Community College	31	43	48	32
Northwest-Shoals Community College	20	14	21	17
Wallace State Community College (Hanceville)	61	57	68	85
Total First-Time Freshman in Majors	209	188	200	191
Total Overall First-Time Freshman	4,527	4,380	4,160	4,133
% Majors to Overall Freshman	4.6%	4.3%	4.8%	4.6%

First-Time Enrollments by Districts				
District 2				
Counties: Calhoun, Cherokee, Clay, Cleburne, Etowah, Randolph, Talladega				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Gadsden State Community College	187	172	151	154
Snead State Community College	8	9	2	12
Total First-Time Freshman in Majors	195	181	153	166
Total Overall First-Time Freshman	1,836	1,689	1,640	1,722
% Majors to Overall Freshman	10.6%	10.7%	9.3%	9.6%

First-Time Enrollments by Districts				
District 3				
Counties: Bibb, Fayette, Greene, Hale, Lamar, Marengo, Pickens, Sumter, Tuscaloosa				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Bevill State Community College	77	77	50	50
Shelton State Community College	154	132	139	142
Total First-Time Freshman in Majors	231	209	189	192
Total Overall First-Time Freshman	1,765	1,664	1,433	1,627
% Majors to Overall Freshman	13.1%	12.6%	13.2%	11.8%

First-Time Enrollments by Districts				
District 4				
Counties: Blount, Chilton, Jefferson, St. Clair, Shelby, Walker				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Jefferson State Community College	60	58	57	65
Lawson State Community College	91	92	103	99
Total First-Time Freshman in Majors	151	150	160	164
Total Overall First-Time Freshman	2,393	2,484	2,406	2,341
% Majors to Overall Freshman	6.3%	6.0%	6.7%	7.0%

First-Time Enrollments by Districts				
District 5				
Counties: Autauga, Bullock, Chambers, Coosa, Dallas, Elmore, Lee, Lowndes, Macon, Montgomery, Perry, Russell, Tallapoosa				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Central Alabama Community College	14	13	19	10
George C. Wallace Community College (Selma)	93	68	68	84
H. Councill Trenholm State Technical College	69	81	79	56
J.F. Ingram State Technical College	127	131	124	127
Southern Union State Community College	24	33	38	64
Total First-Time Freshman in Majors	327	326	328	341
Total Overall First-Time Freshman	2,437	2,339	2,338	2,331
% Majors to Overall Freshman	13.4%	13.9%	14.0%	14.6%

First-Time Enrollments by Districts				
District 6				
Counties: Barbour, Butler, Coffee, Covington, Crenshaw, Dale, Geneva, Henry, Houston, Pike				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Enterprise State Community College	0	0	0	5
George C. Wallace Community College (Dothan)	97	123	111	95
Lurleen B. Wallace Community College	33	28	29	36
Total First-Time Freshman in Majors	130	151	140	136
Total Overall First-Time Freshman	1,127	1,160	1,085	1,386
% Majors to Overall Freshman	11.5%	13.0%	12.9%	9.8%

First-Time Enrollments by Districts				
District 7				
Counties: Baldwin, Choctaw, Clarke, Conecuh, Escambia, Mobile, Monroe, Washington, Wilcox				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Bishop State Community College	124	116	115	83
Coastal Alabama Community College	83	53	51	43
Reid State Technical College	35	21	27	29
Total First-Time Freshman in Majors	242	190	193	155
Total Overall First-Time Freshman	2,641	2,459	2,388	2,199
% Majors to Overall Freshman	9.2%	7.7%	8.1%	7.1%

Undergraduates Enrollment by Districts

Undergraduates Enrollment by Districts				
District 1				
Counties: Colbert, Cullman, Dekalb, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
J.F. Drake Technical College	181	98	43	29
John C. Calhoun State Community College	137	150	133	139
Northeast Alabama Community College	168	180	204	170
Northwest-Shoals Community College	118	87	88	89
Wallace State Community College (Hanceville)	255	228	233	252
Total Undergraduates in Majors	859	743	701	679
Total Overall Undergraduates	22,542	22,098	22,049	21,586
% Majors to Overall Undergraduates	3.8%	3.4%	3.2%	3.2%

Undergraduates Enrollment by Districts				
District 2				
Counties: Calhoun, Cherokee, Clay, Cleburne, Etowah, Randolph, Talladega				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Gadsden State Community College	760	769	729	592
Snead State Community College	17	19	11	21
Total Undergraduates in Majors	777	788	740	613
Total Overall Undergraduates	7,430	7,199	7,017	6,838
% Majors to Overall Undergraduates	10.5%	11.0%	10.6%	9.0%

Undergraduates Enrollment by Districts				
District 3				
Counties: Bibb, Fayette, Greene, Hale, Lamar, Marengo, Pickens, Sumter, Tuscaloosa				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Bevill State Community College	316	291	425	516
Shelton State Community College	623	540	528	543
Total Undergraduates in Majors	939	831	953	1,059
Total Overall Undergraduates	8,616	8,480	8,100	7,991
% Majors to Overall Undergraduates	10.9%	9.8%	11.8%	13.3%

Undergraduates Enrollment by Districts				
District 4				
Counties: Blount, Chilton, Jefferson, St. Clair, Shelby, Walker				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Jefferson State Community College	281	312	354	253
Lawson State Community College	316	316	318	307
Total Undergraduates in Majors	597	628	672	560
Total Overall Undergraduates	12,071	12,090	12,356	12,088
% Majors to Overall Undergraduates	5.0%	5.2%	5.4%	4.6%

Undergraduates Enrollment by Districts				
District 5				
Counties: Autauga, Bullock, Chambers, Coosa, Dallas, Elmore, Lee, Lowndes, Macon, Montgomery, Perry, Russell, Tallapoosa				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Central Alabama Community College	83	86	95	85
George C. Wallace Community College (Selma)	260	242	188	411
H. Councill Trenholm State Technical College	267	335	315	265
J.F. Ingram State Technical College	227	254	225	275
Southern Union State Community College	121	139	149	199
Total Undergraduates in Majors	958	1,056	972	1,235
Total Overall Undergraduates	10,192	10,433	9,987	10,513
% Majors to Overall Undergraduates	9.4%	10.1%	9.7%	11.8%

Undergraduates Enrollment by Districts				
District 6				
Counties: Barbour, Butler, Coffee, Covington, Crenshaw, Dale, Geneva, Henry, Houston, Pike				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Enterprise State Community College	0	0	0	16
George C. Wallace Community College (Dothan)	359	346	389	421
Lurleen B. Wallace Community College	280	291	325	345
Total Undergraduates in Majors	639	637	714	782
Total Overall Undergraduates	6,285	6,485	6,397	8,049
% Majors to Overall Undergraduates	10.2%	9.8%	11.2%	9.7%

Undergraduates Enrollment by Districts				
District 7				
Counties: Baldwin, Choctaw, Clarke, Conecuh, Escambia, Mobile, Monroe, Washington, Wilcox				
School	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Bishop State Community College	281	252	223	216
Coastal Alabama Community College	342	174	276	536
Reid State Technical College	96	177	194	209
Total Undergraduates in Majors	719	603	693	961
Total Overall Undergraduates	10,664	10,704	10,678	10,872
% Majors to Overall Undergraduates	6.7%	5.6%	6.5%	8.8%

Grant Disbursements by Districts

FY 2017 Grant Disbursements by Districts		
District 1		
Counties: Colbert, Cullman, Dekalb, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston		
Entity	Reason	Amount
Associated Builders & Contractors of North Alabama, Inc.	2 nd Annual Square One Construction Camp	\$3,000.00
John C. Calhoun Community College	Summer Welding and Electrical Technology (SWeETy) Summer Camp for Girls	\$500.00
John C. Calhoun Community College	Go Build Alabama Skilled Construction Trades Scholarship	\$1,000.00
Total		\$4,500.00

FY 2017 Grant Disbursements by Districts		
District 2		
Counties: Calhoun, Cherokee, Clay, Cleburne, Etowah, Randolph, Talladega		
Entity	Reason	Amount
Region 5 Workforce Investment Network	Worlds of Eastman Worlds of Work Event	\$10,000.00
Total		\$10,000.00

FY 2017 Grant Disbursements by Districts		
District 3		
Counties: Bibb, Fayette, Greene, Hale, Lamar, Marengo, Pickens, Sumter, Tuscaloosa		
Entity	Reason	Amount
Bevill State Community College	Go Build Alabama Skilled Construction Trades Scholarship	\$1,000.00
The West Alabama Chamber Foundation, Inc.	Worlds of Work Career Expo	\$10,000.00
Total		\$11,000.00

FY 2017 Grant Disbursements by Districts		
District 4		
Counties: Blount, Chilton, Jefferson, St. Clair, Shelby, Walker		
Entity	Reason	Amount
Academy of Craft Training	Recruiting/Marketing Campaign to increase academy enrollment	\$50,000.00
Central Six Development Council, Inc.	2 nd Annual Power Up: It's a Mother-Daughter Thing! Event	\$2,500.00
Jefferson State Community College	Go Build Alabama Skilled Construction Trades Scholarship	\$1,000.00
McWane Science Center	2017 Big Machines Day Event	\$1,000.00
The Shelby County Board of Education	Annual Girls Can Camp	\$1,000.00
Total		\$55,500.00

FY 2017 Grant Disbursements by Districts		
District 5		
Counties: Autauga, Bullock, Chambers, Coosa, Dallas, Elmore, Lee, Lowndes, Macon, Montgomery, Perry, Russell, Tallapoosa		
Entity	Reason	Amount
Chattahoochee Valley Community College	Go Build Alabama Skilled Construction Trades Scholarship	\$1,000.00
East Alabama Workforce Investment Network, Inc.	Career Discovery 2017 Career Expo	\$10,000.00
George C. Wallace Community College (Selma)	Go Build Alabama Skilled Construction Trades Scholarship	\$1,000.00
Total		\$12,000.00

FY 2017 Grant Disbursements by Districts		
District 6		
Counties: Barbour, Butler, Coffee, Covington, Crenshaw, Dale, Geneva, Henry, Houston, Pike		
Entity	Reason	Amount
Workforce Development Council of Alabama Region 10	Wiregrass Works Career Experience Event	\$10,000.00
Total		\$10,000.00

FY 2017 Grant Disbursements by Districts		
District 7		
Counties: Baldwin, Choctaw, Clarke, Conecuh, Escambia, Mobile, Monroe, Washington, Wilcox		
Entity	Reason	Amount
Bishop State Community College	Go Build Alabama Skilled Construction Trades Scholarship	\$1,000.00
Mobile Area Education Foundation	Annual Girls Can Camp	\$2,000.00
Southwest Alabama Workforce Development Council	8 th Annual SAWDC Worlds of Opportunity Career Expo	\$10,000.00
Total		\$13,000.00

FY 2017 Grant Disbursements by Districts		
State-Wide		
Entity	Reason	Amount
Alabama Joint Leadership Development Conference	2017 Alabama Joint Leadership Development Conference	\$10,000.00
Alabama SkillsUSA Association	2017 Alabama SkillsUSA Conference and Championships	\$10,000.00
Resource Center for Technology, Inc.	Career and Technical Update workshops	\$5,000.00
Resource Center for Technology, Inc.	Student Team Build Event	\$15,000.00
Total		\$40,000.00

Board of Directors



Alabama Construction Recruitment Institute

March 3, 2021

Rodney Wagstaff
Examiner of Public Accounts
P.O. Box 302251
Montgomery, AL 36130

Dear Mr. Wagstaff,

The Alabama Construction Recruitment Institute is comprised of a six member board. The board members are:

Jerry Grissom, ACRI Board Chairman
Birmingham, AL 35226
Expiration Date: June 30, 2021

Amber Kinney, Board Member
Birmingham, AL 35242
Expiration Date: June 30, 2022

Jeff Rodgers, Board Member
Birmingham, AL 35226
Expiration Date: June 30, 2021

Olandus Eason, Board Member
Bessemer, AL 35020
Expiration Date: June 30, 2022

Donnie Stanley, Board Member
Pinson, AL 35126
Expiration Date: June 30, 2021

Brad Condray, Board Member
Kimberly, AL 36043
Expiration Date: June 30, 2022

Sincerely,

Jason Phelps
Executive Director
Alabama Construction Recruitment Institute

Construction Recruitment Institute's Response to Significant Issues



Alabama Construction Recruitment Institute

April 27, 2021

Mrs. Maria Catledge
Examiners of Public Accounts
P.O. Box 302251
Montgomery, AL 36130

Dear Mrs. Catledge,

The issue cited as 2021-01 in the report prepared by the Department of Examiners of Public Accounts noted that the Covid-19 pandemic inhibited the Board's ability to promote the construction through attendance of career fairs and school functions. The Covid-19 pandemic and resulting health and safety requirements completely ended all large scale events and in-school presentations from March 2020 to present. The ACRI staff was able to adapt to the regulations and provide a variety of outreach opportunities virtually utilizing platforms like ZOOM and Google Meet. Additionally, ACRI distributed handout materials for educators to use in their classrooms. The situation also allowed the staff to expand follow-up activities using remote/distancing activities such as telephone/video conferencing with adult career changers and those displaced from jobs during the pandemic. In this area, the ACRI Staff was able to connect with over 4000 individuals directing them to construction training programs as well as other resources such as those provided by the Alabama Department of Labor. Currently, ACRI staff is planning for a return to normal outreach activities for the 2021-2022 school year continuing to maintain our increased telephone follow-up system and monitoring any changes to requirements related to Covid-19 so the ACRI Board can best serve the citizens of Alabama.

The issue cited as 2021-02 in the report, noted the membership of the Board of Directors does not reflect the geographic diversity of the state. The ACRI Board will continue to work with the the appointing authorities to enhance the coordination of appointments. The current lack of geographic diversity can be corrected in the next round of appointments to the Board of Directors. The Board recognizes the importance of diversity and serving all Alabama citizens. Many of the current board members while residing in central Alabama have offices in multiple regions of the state allowing them to directly work with employees and communities throughout the State.

The issue cited as 2021-03 in the report, noted that the the ACRI has not awarded any grants since fiscal year 2017. The ACRI Board continues to maintain the authority to award grants. The majority of grants that were being awarded prior to 2017 were related to large career fairs like Worlds of Opportunity in Mobile, AL. The grant requests for these career fairs and events were being submitted as sponsorships instead of a grant request. By nature, sponsorships are a request for funding in return for participation and a marketing/advertising opportunity. For this reason the board felt that these sponsorship requests would be better addressed via ACRI's annual media plan instead of a direct grant. ACRI continues to support all of these events via sponsorships in the media plan but not as direct grants. Since moving sponsorships to the media plan the board has not received or solicited for other grants to consider, however, the board may in the future solicit for grants to help create new programs that align with the mission and goals of the board.

Sincerely,

Jason Phelps
Executive Director
Alabama Construction Recruitment Institute

400 South Union Street Suite 295 Montgomery, Alabama 36109 334-832-7300