

# Atlanta Department Of Labor And Employment Services Qtrly Update

John Flanagan, ADOLES Commissioner

Honorable Mayor Andre Dickens

# Atlanta Department of Labor and Employment Services (ADOLES)

## *Leadership Team*



**John Flanagan**  
Commissioner



**Dr. Serena Walker**  
Deputy Commissioner  
Administrative Services



**Mrs. Sonia Wilson-Westmoreland**  
Deputy Commissioner  
Workforce Services

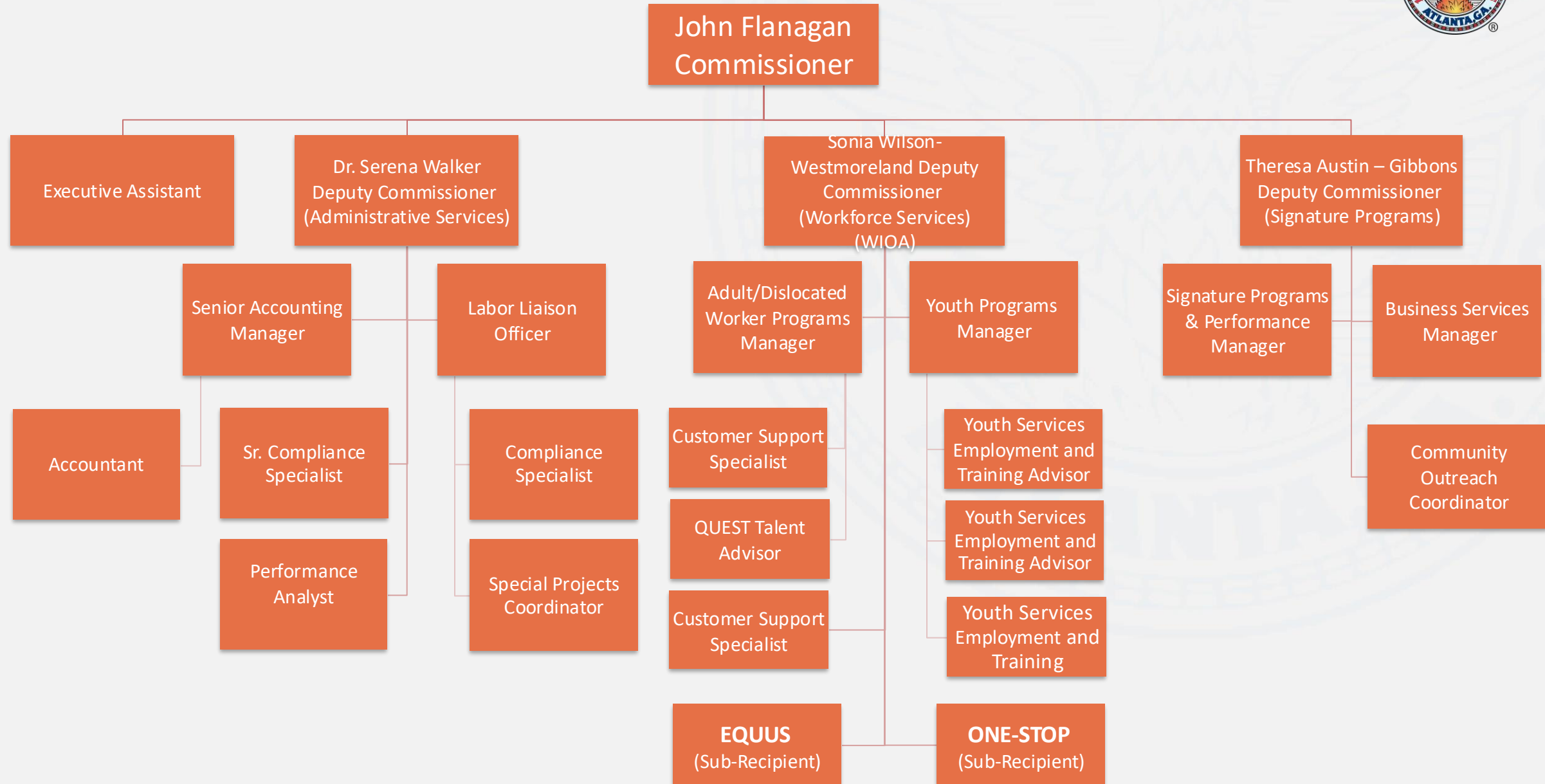


**Mrs. Theresa Austin-Gibbons**  
Deputy Commissioner  
Signature Programs

# FY2025 ADOLES Organizational Structure



CITY OF ATLANTA





# **Mayor Dickens' Four Pillars and Progress**

# Mayor Dickens' Moving Atlanta Forward



## One Safe City!

The One Safe City plan is a balanced approach that mobilizes the entire government and engages our partners, communities and residents. It addresses the root causes of crime as well as targets gangs, drugs, illegal guns and repeat offenders. One Safe City is working to keep all our neighborhoods safe and welcoming for residents, visitors and businesses.



## A City of Opportunity for All

We want to ensure that all Atlantans share in Atlanta's growth and prosperity. We invest in our young people, care for the most vulnerable and create opportunities for all to advance. This means a focus on education, workforce development, equity programs, affordable housing and other initiatives to support our residents.



## A City Built for the Future

We are making smart investments to improve Atlanta's existing infrastructure while developing and implementing new infrastructure projects to meet the needs of today and prepare for the needs of the future. From new investments in transportation that build a safe, equitable mobility network throughout Atlanta, to resilience and sustainability actions that can be taken at the local level to combat the global climate crisis, we believe investing in infrastructure is essential for fostering economic growth and improving Atlanta's competitiveness on the world stage.



## Effective & Ethical Government

Atlanta's success is directly tied to how much confidence residents and businesses have in City policies and practices. We want to foster a culture of integrity and innovation in the City. This includes transparency, efficiency and accountability for City actions and decision-making. It also means delivering on City services and programs, being responsive to resident needs and providing timely, reliable information.



# FY2025 Progress and Looking Ahead

## *FY25 What's New and Improved*

1. ADOLES assisted 414 people into employment in 2025 to date. (Federal and Signature Programs)
2. ADOLES will educate and train 10 local employers and as many as 150 employees on labor topics such as wage theft, worker miss-classification, ADA compliance, etc. ***To date, we have provided training and education for 21 community members / employers to date.***
3. ADOLES will increase funding through strategic philanthropic partnerships and resource development to address apprenticeship and other on-the-job training programs; ***includes providing direct apprenticeship support for 50-100 first year apprentices in skilled trades***
4. ADOLES will create new relationships with federal WIOA partners to **increase services and access points** for career seekers and employers.
5. ADOLES will assist internal city departments in talent search and identification, linking federal and signature programs as resources, beginning with the Department of Watershed and the Department of Public Works.



**ADOLESES**

UPDATE



# ADOLES Program Updates

- *Partnership with the Arthur M Blank Foundation*
  - Identify and **assist up to 75 Justice involved young Atlantans from the Vine City/English Avenue area.**
  - Paid training and on-the-job (OJT) training.
  - Industry focus on **Healthcare** and **IT**.
  - \$486,000 total award.
  - ADOLES Trust fund balance (Commitments – approximately \$700,000 to date. Fund capacity is \$750,000).



# **SIGNATURE PROGRAMS**

UPDATE



# Signature Programs

## SYEP – Increasing Partnerships

- SYEP 2024 Report
  - **Closeout Data due :September 30th**
- Partnership with Annie E. Casey
  - **Serving SYEP participants (ages 18 –24) in permanent placement opportunities**
- SYEP Career Readiness Bootcamp:
  - 14 successful completions**
  - 2 Upcoming Bootcamps October 2024**
- 1st Employer Roundtable
  - 17 Employers in attendance**
  - Additional Employer Roundtables forthcoming**



# Signature Programs

## *Business Services – Increasing Partnerships*

- **Community Career Fair**
  - 21 Businesses & Community Partners attended
  - 110 jobseekers attended
- **FEMA Hiring Event**
  - Reservist Logistics Specialist positions (avg wage \$21-33/hr)
  - 72 offer letters sent to jobseekers
  - 32 Confirmed New Hires
- **FEMA November Event – Date TBD**



# Signature Programs

## *Community Outreach– Increasing Partnerships*

- **Partnership with TD Jakes Foundation**
  - **Mays High School Job and Resource Fair - November 9<sup>th</sup>**
- **POST 1 COMMUNITY FOOD AND RESOURCE DRIVE BY**
  - **Served between 100 – 200 families with food and resource information**
- **Future Gen Career and Resource Fair (COVENANT HOUSE)**
  - **Informed Employment and Training Resources to 125 attendees**
- **Mays High School ESPN Job Fair and Resource Center**
  - **Informed 200 youth of A.D.O.L.E.S. services**





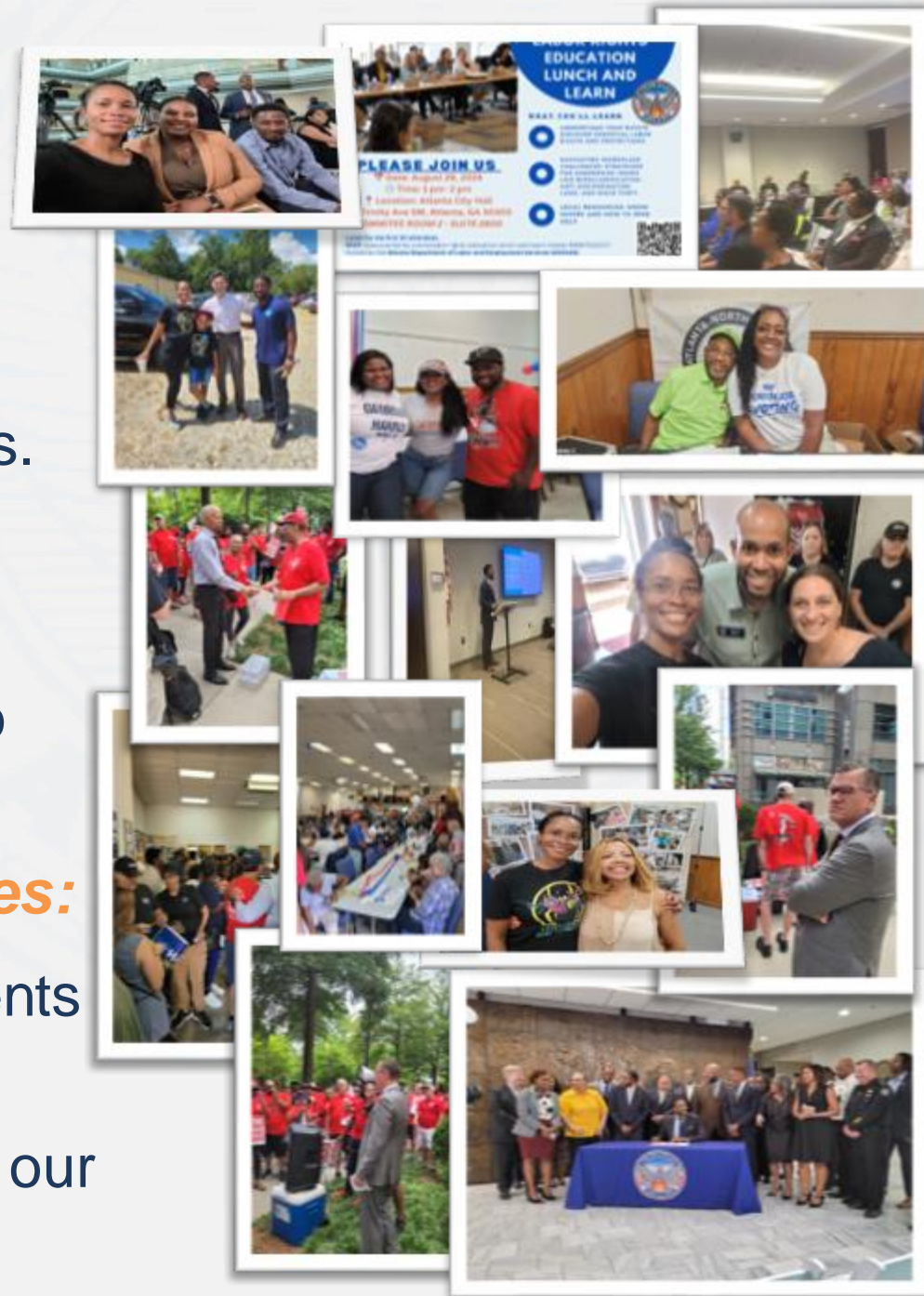
# LABOR

# UPDATE

CITY OF ATLANTA

# Labor & Innovation

- **Mayor Andre Dickens' Recent Initiatives:**
  - **Bonuses for Police Officers:** Announced bonuses to recognize and retain police officers.
  - **Premium Pay Increases:** Implemented pay increases for the city's frontline workers.
  - **Significance:** Demonstrated a commitment to valuing and supporting essential city workers.
- **Participation in Annual Labor Day Festivities:**
  - Actively involved in metro area Labor Day events alongside local labor unions.
  - Strengthened community ties and showcased our commitment to labor solidarity.



# LABOR

- **Labor Rights Education Program (LREP)** is a micro-grant initiative designed to promote fair labor practices and ensure that all residents and businesses are well-informed about their rights and obligations.
  - ✓ Two organizations: **Georgia Stand-Up** and **Partnership for Southern Equity** awarded \$20,000.00 to create/provide **comprehensive education and awareness campaigns**.
- The **LREP** will include **workshops**, **informational sessions**, and **resource distribution** to educate employees and employers about fair labor practices, workplace safety, and other critical labor issues.
- **LAB** unit launched its first successful lunch and learn session at City Hall on August 29<sup>th</sup> and continues to work with the Department of Human Resources (DHR) to effectively address City employees' concerns regarding the **new compensation and classification study**, the **updated pension structure**, and **engagement with the Office of the Inspector General**.
- Labor relations between the City and both internal and external unions remain productive, focusing on resolving issues that impact employees and City residents alike.

# FINANCE

# UPDATE





# FINANCE

## *FY24 Updates & FY25 Budget*

### *General Funds*

- FY25 adopted budget of \$1,000,000

### *WIOA Grants*

- PY22/FY23 awards fully expend (\$3,067,394)
- PY23/FY24 carry forward funds (\$2,218,442)
- PY24/FY25 awarded (\$3,580,533)

# FINANCE-BUDGET OVERVIEW

CITY OF ATLANTA

Expenditures and Appropriations	FY25 General Funds	FY25 WIOA Funds
Salaries, Regular (Full Time + Extra Help + Fringes)	679,163	1,601,363
<b>TOTAL PERSONNEL</b>	<b>\$679,163</b>	<b>\$1,601,363</b>
Purchased / Contracted Services	15,000	840,069
Supplies	8,837	50,000
Other Costs	97,000	\$310,307
Other Financing Uses	200,000	\$1,732,774
<b>TOTAL OTHER EXPENSES</b>	<b>\$320,837</b>	<b>\$2,933,150</b>
<b>TOTAL PERSONNEL AND OTHER EXPENSES</b>	<b>\$1,000,000</b>	<b>\$4,534,513</b>

- FY '24: Salaries includes executive level staff (e.g., Commissioner, 3 Deputy Commissioners), and middle management staff (e.g., Program Managers)
- FY '25: Marginal increase in contractual services **(GF)**
- FY '25: Measurable increase in funding allocated toward direct participant services (i.e., projected at \$200,000) **(GF)**
- FY '25: Measurable increase towards WIOA eligible participant training and work experience (\$1,732,774)

UPDATE

# WORKFORCE SERVICES



# WorkForce Services

- WSA **elected new board chair, Jamie Jordan with Accenture and Melanie Winfrey with COX Inc.**
- **Met/Exceeded 12 performance goals**
- Added **5 new Training Providers** to include but not limited to construction, CDL training and IT programs that offer nationally recognized credentials.
- Launched **new collaborations with Partners for Home and Department of Juvenile Justice.**
- WSA **Local Plan was submitted and approved by TCSG.**
- WSA Board of Directors completed its first strategic planning session on August 29th. Plan will be ready for approval, adoption, and implementation by December 31, 2024.

# WorkForce Services

## WIOA Customer #s By Funded Group and By # Services Provided during Program Years

Program Year (Jul - Jun)	# Adults Served	# Adults New Enrollments	# Dislocated Worker Served	# Dislocated Worker New Enrolled
2021 (7.1.21—6.30.22)	248	130	58	38
2022 (7.1.22— 6.30.23)	332	203	89	56
2023 Goals (7.1.23—6.30.24)	438	206/200 <b>(103% of goal)</b>	138	99/90 <b>(101% of goal)</b>

# WorkForce Services

CITY OF ATLANTA

Customer #s By Funded Group and By # Services Provided during Program Years		
Program Year (Jul - Jun)	# Youth Served	# Youth New Enrollments
2021 (7.1.21—6.30.23)	219	134
2022 (7.1.22—6.30.23)	283	157
2023 (7.1.23—6.30.24)	215	55*/100 (55% of goal)

\*As of 5.31.24



# Q & A

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THANK  
YOU

