

ALABAMA WORKFORCE INVESTMENT SYSTEM
Alabama Department of Commerce
Workforce Development Division
401 Adams Avenue
Post Office 304106
Montgomery, Alabama 36130-4106

Utilization of the Alabama Talent Triad

GOVERNOR'S WORKFORCE INNOVATION DIRECTIVE NO. PY2024- 01

1. Purpose. This Directive clarifies the usage of the Alabama Talent Triad in all career centers for the purposes of intake and assessment for Wager-Peyser and Workforce Innovation and Opportunity Act (WIOA) adult, youth, and dislocated worker program participants.

2. Discussion. The Alabama Talent Triad launched statewide in December of 2023 as the nation's first full-scale talent marketplace connecting talent to opportunity and employers and jobseekers with the common denominator of skills. The Alabama Talent Triad is composed of a credential registry designed to validate the quality of all degree and non-degree credentials and to make all credentials transparent to earners and learners; a skills-based job description generator that allows employers to translate job descriptions into Alabama's occupational ontology that serves as the common language for describing competencies in the state; and a learning and employment record that allows earners and learners to record and utilize all of their prior learning and work experiences into competencies that can then be matched to skills-based job descriptions and recommended training and jobs. Technology, such as the Alabama Talent Triad, is key for helping to conduct objective assessments during the career center enrollment process.

3. Action. During the enrollment process, individuals must receive an assessment. Assessments are a holistic, ongoing process and should not be viewed as a one-time event. Assessments provide valuable information to decipher the best way to guide towards an employment goal. The results of assessments must be explained to an individual and analyzed to provide guidance in determining action steps and services to be included in the Employment Plan. From the information compiled during assessments, appropriate One-Stop partners and services should be identified to provide direct linkage to services in the One-Stop System and coordination with other One-Stop Partners.

Initial Assessment

The initial assessment is part of the Wagner-Peyser program. The initial assessment is completed through conversations to determine appropriate One-Stop services and coordinated referrals with partner agencies to assist an individual in achieving their goals. The Initial Assessment is part of the overall intake process and includes informal verbal discussion the initial determination of the following:

- Identification of strengths

- Identification of soft/work readiness skills
- Career interests
- Identification of prior work history
- Family environment and needs
- Supportive Service needs
- Digital Literacy

The Alabama Talent Triad can be used to identify workplace skills, career interests, and prior work history during the initial assessment process.

Objective Assessment

The Objective Assessment are part of the WIOA Title I program and include a further analysis of the initial assessment results and formal testing as it applies to the Employment Plan.

This can include the following:

- Basic skills (Reading, Math)
- Ability, aptitude and achievement levels
- Personality inventory
- Occupational skills and competencies
- Workplace readiness
- Identification of prior work experience
- Life skills
- Developmental needs
- Financial Literacy/needs

The results from objective assessments assist in the development of a WIOA Title I participant’s Employment Plan. An Objective Assessment is not required for Wagner-Peyser participants. Formal assessment results within the last six months, provided by the participant or a partner agency, are acceptable to use in place of formal objective assessments.

Beginning July 1, 2024, the Alabama Talent Triad should be used to identify workplace skills, career interests, and prior work history during the initial assessment. Objective assessments will still be required as part of the WIOA enrollment process.

4. Contact. Questions regarding this Directive should be referred to Tammy Wilkinson at tammy.wilkinson@commerce.alabama.gov.

tammy Wilkinson

04/01/2024

Tammy Wilkinson
Division Director | Commerce Workforce Development Division

Date