**WORKFORCE DEVELOPMENT ACRONYMS**

Workforce development, in its broadest meaning, is any activity that prepares people for work at any stage in their life and any activity that assists employers in finding and retaining a skilled workforce.

A Workforce Development System is a statewide and local structure through which workforce development activities can be provided “that makes available the core programs, the other one-stop partner programs, and any other programs providing employment and training services as identified by a State board or local board” (Workforce Innovation and Opportunity Act of 2014).

There are a variety of acronyms, which are essential to the language of the system. Customers, staff, partners and administrators use them regularly to conduct business and relate to each other. The following represents a list of commonly used acronyms and their description.

**Acronym Description**

ABE Adult Basic Education

AEFLA Adult Education and Family Literacy Act

ACF Administration for Children and Families

ACS American Community Survey

ACSI American Customer Satisfaction Index

ACCS Alabama Community College System

ADOL Alabama Department of Labor

ADRS Alabama Department of Rehabilitation Services

ADSS Alabama Department of Senior Services

AEIS Alabama Early Intervention System

AFDC Aid to Families with Dependent Children

AHSGE Alabama High School Graduation Exam

AJC American Jobs Centers

ALJ Administrative Law Judge

AOP Agricultural Outreach Plan

AOR Authorized Organizational Representative

ARB Administrative Review Board

ARRA American Recovery and Reinvestment Act of 2009

ASUs Areas of Substantial Unemployment

ATTA Alternative Trade Adjustment Assistance

AWDA Alabama Workforce Development Area

AWDB Alabama Workforce Development Board

AWDALA Alabama Workforce Development Area Local Area

AWDALB Alabama Workforce Development Area Local Board

AWDAS Alabama Workforce Development Area Section

AWOL Absent Without Official Leave

AY Appropriation Year

BAT Bureau of Apprenticeship and Training

BFOQ Bona Fide Occupational Qualification

BLS Bureau of Labor Statistics

BSP Business Solutions Professional

CBO Community Based Organization

CCC Civilian Conservation Center/Civilian Conservations Corps

CCR Central Contractor Registry

CECR Career Education Consumer Report

CEO Chief Elected Official

CFDA Code of Federal Domestic Assistance Number

CFR Code of Federal Regulations

CLEO Chief Local Elected Official

CLF Civilian Labor Force

COSO Committee of Sponsoring Organization of the Treadway Commission

CPR Comprehensive Programmatic Review

CRS Children’s Rehabilitation Services

CSE Community Service Employment

CTT Career Technical Training

CWEP Community Work Experience Programs

CY Calendar Year

DACA Deferred Action for Childhood Arrivals

DEI Disability Employment Initiative

DFWP Drug Free Work Place

DHR Alabama Department of Human Resources

DINAP Division of Indian and Native American Programs

DOJ U.S. Department of Justice

DOL U.S. Department of Labor

DOT Alabama Department of Transportation

DOMA Defense of Marriage Act

DRVS Data Reporting and Validation System

D-U-N-S Data Universal Numbering System

DV Data Validation

DVA Department of Veteran’s Affairs

DVOP Disabled Veterans Outreach Program

DW Dislocated Worker

EAG Education Advisory Group (also known as TDCC)

EAP Employee Assistance Programs

EC Enterprise Community

ED Economically Disadvantaged

ED U.S. Department of Education

EGA Employment Generating Activities

E.O. Executive Order

EO Equal Opportunity

ES Employment Service

ESA Employment Service Agency

ESL English as a Second Language

ETA Employment and Training Administration

ETP Eligible Training Provider

ETPL Eligible Training Provider List

EWS Early Warning System

EZ Empowerment Zone

FACETS Family Assistance and Comprehensive Employment and Training System

FAFSA Free Application for Student AID

FAP Family Assistance Program

FECA Federal Employees Compensation Act

FEIN Federal Employer Identification Number

FEMA Federal Emergency Management Agency

FERPA Family Education Rights and Privacy Act

FIP Family Independence Program

FLSA Fair Labor Standards Act

FM Field Memorandum

FOA Funding Opportunity Announcement

FOC Friend of the Court

FR Federal Register

FAE&T Food Assistance Employment & Training

FY Fiscal Year

GA General Assistance

GAAP Generally Accepted Accounting Principles

GED General Equivalency Degree/General Education Development

GIS Geographic Information System

GPRA Government Performance and Results Act

GTIB Governor’s Talent Investment Board

GWID Governor’s Workforce Innovation Directive

HEARTH Homeless Emergency Assistance and Rapid Transition to Housing Act of 2009

HHS U.S. Department of Health and Human Services

HSD High School Diploma

HUD U.S. Department of Housing and Urban Development

IA Interagency Agreement

IC Information Collection

IDA Individualized Development Account

IEP Individual Employment Plan

IEVA Income and Eligibility Verification System

ILP Individual Learning Plan

IMR Information Management & Reporting

INA Indian and Native American

ISDEAA Indian Self-Determination and Education Assistance Act

ISS Individual Service Strategy

ISY In-School Youth

ITA Individual Training Account

JAC Joint Adjustment Committee

JAG Jobs for America’s Graduates

JD Job Development

JET Jobs, Education and Training

JIS Job Information Service

JS Job Service

JTPA Job Training Partnership Act

JSEC Job Service Employment Committee

JVSG Jobs for Veterans State Grants

LEHG Longitudinal Employer-House Dynamics

LEO Local Elected Official

LEP Limited English Proficiency

LLSIL Lower Living Standard Income Level

LMI Labor Market Information

LVER Local Veteran’s Employment Representatives

LWDA Local Workforce Development Area

LWDB Local Workforce Development Board

MA Metropolitan Area

MIS Management Information System

MOE Maintenance of Effort (requirement and regulations located at 45 CFR 263.2)

MOU Memorandum of Understanding

MSFW Migrant and Seasonal Farmworker

NAACP National Association for Advancement of Colored People

NAFTA-TAA North American Free Trade Agreement/Trade Adjustment Assistance

NAPIC National Association of Private Industry Councils

NAICS North American Industry Classification System

NCP Non-Custodial Parent

NDWG National Dislocated Worker Grant

NEG National Emergency Grant

NEW Native Employment Works Program

NFJP National Farmworker Jobs Program

NICRA Negotiated Indirect Cost Rate Agreement

NOA Notice of Award

NOI Notice of Intent

NOO Notice of Obligation

NorTEC Northern Rural Training and Employment Consortium

NPRM Notice of Proposed Rulemaking

NRP Needs-Related Payment

OALJ Office of Administrative Law Judges

OBS On-Board Strength

ODEP Office of Disability Employment Policy

OFLC Office of Foreign Labor Certification

OJT On-the-Job Training

OMB Office of Management and Budget

OMS Outcome Measurement Systems

OOS/OSY Out-of-School Youth

OPDR Office of Policy Development and Research

OSHA Occupational Safety and Health Administration

OSMIS One-Stop Management Information System

OSY/OOS Out of School Youth

P.A. Public Act

PART Program Assessment and Rating Tool

P.A.T.H. Partnership.Accountability.Training.Hope

PBP Program Budget Plan

PI Policy Issuance

PIC Private Industry Council

POC Point of Contact

PRA Paperwork Reduction Act of 1995

PREP Preparation of Employment

PRH Policy and Requirement Handbook

PRWORA Personal Responsibility and Work Opportunity Reconciliation ACT of 1996

Pub. L. Public Law

QFSR Quarterly Financial Status Report

PY Program Year

RCA Refugee Cash Assistance

RFA Regulatory Flexibility Act

RFP Request for Proposals

RHY Runaway and Homeless Youth Program

RIN Regulatory Information Number

RPI Regional Properity Initiative

RSA Resource Sharing Agreement

RTAA Reemployment Trade Adjustment Assistance

SAG State Adjustment Grant

SBA Small Business Administration

SBREFA Small Business Regulatory Enforcement Fairness Act of 1996

SDA Service Delivery Area

SSDA Sub-state Delivery Area

SEA Short-term Employment Assistance

SEO Summer Employment Opportunity

SESA State Employee Security Agency

SGA Solicitation for Grant Application

SMA State Monitor Advocate

SMSA Standard Metropolitan Statistical Area

SNAP Supplemental Nutrition Assistance Program

SOC Standard Occupational Classification

SPL Student Placement Level

SSA Social Security Act

SSBG Social Service Block Grant

SSI Social Security Income/Supplemental Security Income

SSDI Social Security Disability Income/Supplemental Security Disability Income

SSN Social Security Number

SSS Selective Service System

SWA State Workforce Agency

SWIB State Workforce Investment Board

SYEP Summer Youth Employment Program

TAA Trade Adjustment Assistance (Act)

TAG Technical Assistance Guide

TANF Temporary Assistance for Needy Familieis

TAP Transition Assistance Program (Veterans)

TAT Technical Assistance and Training

TATC Technical Assistance and Training Corporation

TEGL Training and Employment Guidance Letter

TEIN Training and Employment Information Notice

TEN Training and Employment Notice

TERO Tribal Employment Rights Office

TRA Trade Readjustment Allowances

UC Unemployment Compensation

UCX Unemployment Compensation for Ex-service Members

UI Unemployment Insurance

UIPL Unemployment Insurance Program Letter

UMRA Unfunded Mandated Reform Acts

U.S.C. United States Code

USDA United States Department of Agriculture

VA Department of Veteran’s Affairs

VESL Vocational Education Integrated with ESL

VETS Veteran’s Employment and Training Service

VR Vocational Rehabilitation

WARN Worker’s Adjustment and Retraining Notification

WBO Worker Benefit Orientation

WDA Workforce Development Area

WDB Workforce Development Board

WIA Workforce Investment Act of 1998

WIAC Workforce Information Advisory Council

WIA INA Workforce Investment Act Indian Native American program

WIASRD Workforce Investment Act Standardized Record Data

WIB Workforce Investment Board

WIC Workforce Information Council

WIN Workforce Incentive Program

WIOA Workforce Innovation and Opportunity Act of 2014

WLMI Workforce and Labor Market Information

WLMIS Workforce and Labor Market Information System

WOTC Work Opportunity Tax Credit

W-P Wagner Peyser

WPRS Worker Profiling and Reemployment Services

WRIS Wage Record Interchange System