



Sunset Report  
**Alabama  
Construction  
Recruitment Institute**  
Montgomery, Alabama

October 1, 2020 through September 30, 2024

ALABAMA DEPARTMENT OF  
**EXAMINERS** of Public Accounts

Rachel Laurie Riddle, *Chief Examiner* | 334-777-0500 | [www.alexaminers.gov](http://www.alexaminers.gov)





Rachel Laurie Riddle  
*Chief Examiner*

State of Alabama  
Department of  
**Examiners of Public Accounts**

P.O. Box 302251, Montgomery, AL 36130-2251  
401 Adams Avenue, Suite 280  
Montgomery, Alabama 36104-4338  
Telephone (334) 777-0500  
FAX (334) 242-1775

August 20, 2025

Sunset Committee  
Alabama State House  
Montgomery, Alabama 36130

Dear Committee Members:

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,

Rachel Laurie Riddle  
Chief Examiner

**Examiner**  
Make'ylia Manuel



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# **PROFILE**

## **Purpose/Authority**

The Alabama Construction Recruitment Institute (the “ACRI”) was established by Act Number 2010-220 Acts of Alabama, to educate the public concerning construction workforce opportunities, 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 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. Current statutory authority for ACRI is found in the *Code of Alabama 1975*, Sections 41-10-720 through 41-10-732.

| <b><u>Characteristics</u></b> |   |
|-------------------------------|---|
| <b>Members and Selection</b>  | <p>The Board of Directors consists of six members:</p> <ul style="list-style-type: none"><li>• One member appointed by the Governor upon nomination and submission by the Construction Users Roundtable, or its successor organization.</li><li>• One member appointed by the Lieutenant Governor upon nomination and submission by the Alabama State Construction Building Trades, or its successor organization.</li><li>• Two members appointed by the Speaker of the House:<ul style="list-style-type: none"><li>▪ One upon nomination and submission by the Alabama Associated General Contractors, or its successor organization.</li><li>▪ One upon nomination and submission by the Alabama Road Builders Association, or its successor organization.</li></ul></li><li>• Two appointed by the President Pro Tempore of the Senate:<ul style="list-style-type: none"><li>▪ One upon nomination and submission by the Alabama Associated Builders and Contractors, or its successor organization.</li><li>▪ One upon nomination and submission by the Subcontractors Association of Alabama, or its successor organization.</li></ul></li></ul> <p><i>Code of Alabama 1975</i>, Section 41-10-724(b)</p> |
| <b>Term</b>                   | <p>Members serve four-year terms expiring on June 30 and serve until a successor is appointed. Members may be reappointed for successive terms.</p> <p>Any vacancy on the Board of Directors shall be filled within 45 days of the vacancy.</p> <p><i>Code of Alabama 1975</i>, Section 41-10-724(c)</p>  |



|                                       |  |
|---------------------------------------|--|
| <b>Qualifications</b>                 | <ul style="list-style-type: none"> <li>• Reside within the State of Alabama.</li> <li>• 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 their appointment was initially made.</li> </ul> <p><i>Code of Alabama 1975</i>, Section 41-10-724(c)</p>  |
| <b>Consumer Representation</b>        | No specific statutory requirement.   |
| <b>Racial Representation</b>          | No specific statutory requirement.<br>There is one minority member currently serving.  |
| <b>Geographical Representation</b>    | No specific statutory requirement.   |
| <b>Other Representation</b>           | <p>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 the diversity of gender, race, and geographical areas is reflective of the makeup of this state.</p> <p><i>Code of Alabama 1975</i>, 41-10-724(b)(5)</p> |
| <b>Compensation</b>                   | <p>Members of the Board of Directors shall not be paid a salary for any service he or she may render or for any duty he or she may perform in connection with ACRI, but are entitled to the reimbursement of reasonable expenses incurred that are directly related to the duties in serving as a member of the Board.</p> <p><i>Code of Alabama 1975</i>, Section 41-10-724(c)</p>  |
| <b>Attended Board Member Training</b> | <p>Three Current Board members<br/>One Former Board member<br/>Executive Director<br/>One ACRI staff member</p>  |



| <b><u>Operations</u></b>       |  |
|--------------------------------|--|
| <b>Administrator</b>           | <p>Jason Phelps serves as ACRI's Executive Director.<br/>Appointed by the Board of Directors.<br/>Salary is set by the Board, currently at \$142,564.80 annually.</p> <p><i>Code of Alabama 1975</i>, Section 41-10-725(11).</p>   |
| <b>Location</b>                | <p>ACRI has two offices:</p> <p><u>Montgomery Office:</u><br/>400 South Union Street, Suite 295<br/>Montgomery, AL 36109</p> <p><u>Hoover Office:</u><br/>2343 Parkway River Drive, Building 3, Suite 108<br/>Hoover, AL 35244</p> <p>Office Hours: M-F 8:00 a.m. to 5:00 p.m.</p> |
| <b>Real Property Ownership</b> | The ACRI does not own any real property.   |
| <b>Employees</b>               | Six employees  |
| <b>Legal Counsel</b>           | The ACRI has a legal services agreement with the Attorney General's office. No specific attorney has been assigned.  |
| <b>Subpoena Power</b>          | The ACRI does not have subpoena power except as provided by the Administrative Procedure Act, <i>Code of Alabama 1975</i> , Section 41-22-12 for hearings and contested cases.   |
| <b>Internet Presence</b>       | <p><a href="http://www.gobuildalabama.com">www.gobuildalabama.com</a></p> <p>The website contains information on career fairs, events, training opportunities, construction and related trades, a job board, and links to ACRI's social media presence.</p>                        |

| <b><u>Financial</u></b>       |  |
|-------------------------------|--|
| <b>Source of Funds</b>        | <p>The mandatory construction craft industry fee is collected by the Alabama Department of Revenue. The fee rate (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 fees collected, less the cost of appropriation, are deposited to the credit of ACRI.</p> <p><i>Code of Alabama 1975</i>, Section 41-10-728</p> |
| <b>State Treasury</b>         | <p>Yes, Special Revenue Fund 1223.</p> <p><i>Code of Alabama 1975</i>, Section 41-10-722</p>   |
| <b>Required Distributions</b> | None.  |
| <b>Unused Funds</b>           | Unused funds are retained by the ACRI.   |

## **SIGNIFICANT ISSUES**

**Significant Issue 2025-001:** The Institute did not comply with its leave policies to ensure leave was accrued and recorded properly for its employees. Two employees' leave accrual rate was not updated correctly to coincide with their years of service, resulting in an understatement of their annual leave balances in the agency's leave records. Additionally, four employees' leave records were incorrectly reported because of calculation or recording errors. Upon notification of these errors, corrections were made by the Institute to the employees' leave records.

The Institute's leave policy dated February 7, 2013, states: "Sick and Annual leave shall be accumulated, awarded and utilized in accordance with the policies and procedures of the State Office of the Comptroller and Department of Finance.... The Administrative Assistant shall maintain a record of leave which is to be reviewed monthly by the Executive Director." The *State of Alabama Fiscal Policy and Procedures Manual*, Chapter 7-13, includes the amounts of sick and annual leave to be accumulated each pay period based upon years of service.

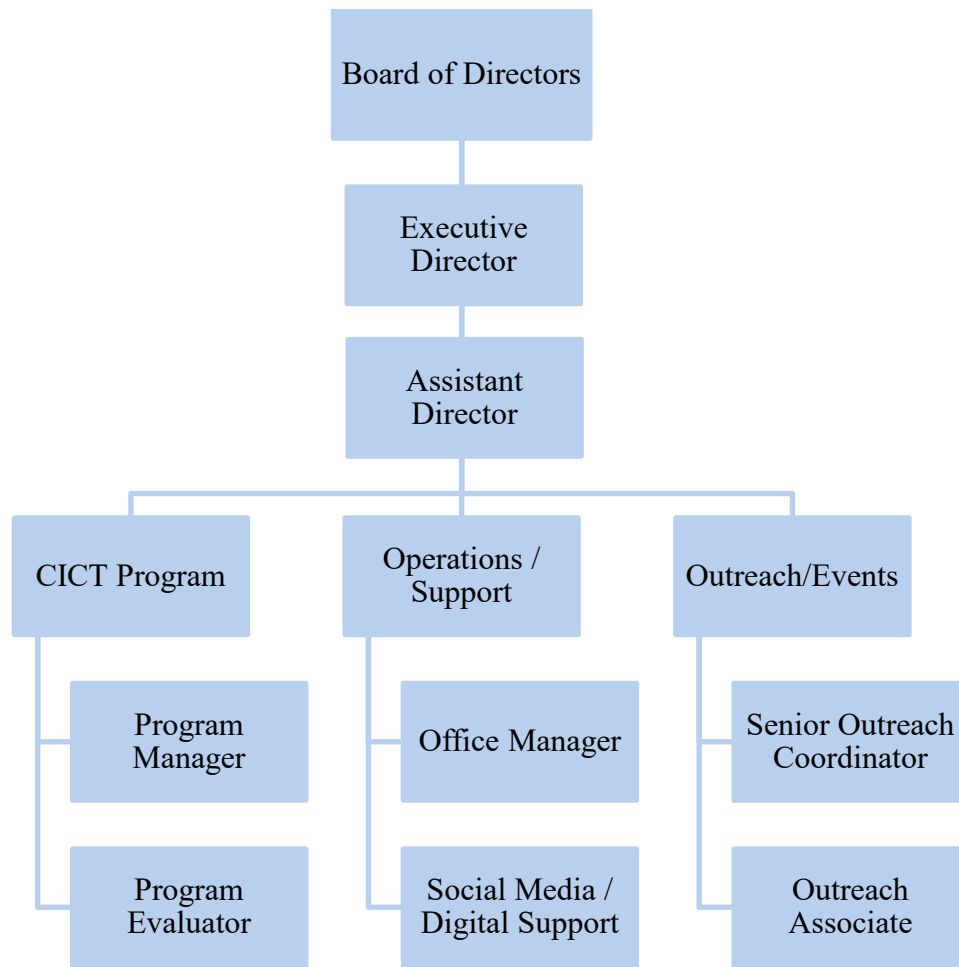
**Significant Issue 2025-002:** The Institute did not notify the Secretary of State of three vacancies occurring as a result of the expiration of three members' terms at least 45 days before the term expired. The Institute did not notify the Secretary of State of a vacancy occurring as a result of one member's resignation within 15 days of the vacancy. As a result of not posting notices timely, potential candidates may not receive sufficient notice and cause the agency to not receive input from all interested parties to fill the vacancy.

The *Code of Alabama 1975*, Section 36-14-17(c) provides that, "The chair of an existing board shall notify the Secretary of State by electronic means of a vacancy as follows: (1) For a vacancy scheduled to occur on the board as a result of the expiration of a term, at least 45 days before the vacancy occurs. (2) For a vacancy occurring for any reason other than the expiration of a term, as soon as possible, and in any case within 15 days after the occurrence of the vacancy."

## **STATUS OF PRIOR FINDINGS/SIGNIFICANT ISSUES**

All prior findings and significant issues have been resolved.

## **ORGANIZATION**



CICT: Construction Industry Craft Training Program

## **PERSONNEL**

### **Employees**

| <b>Schedules of Employees<br/>By Classification/Sex/Race</b> |          |            |            |            |            |               |
|--|----------|------------|------------|------------|------------|---------------|
| <b>Classification</b>  | <b>#</b> | <b>B/M</b> | <b>W/M</b> | <b>B/F</b> | <b>W/F</b> | <b>Salary</b> |
| Executive Director   | 1        |            | 1          |            |            | \$142,564.80  |
| Assistant Director/CICT Program Evaluator                    | 1        |            |            |            | 1          | \$ 91,041.60  |
| Office Manager   | 1        |            |            |            | 1          | \$ 57,448.80  |
| Senior Outreach Coordinator                                  | 1        | 1          |            |            |            | \$ 65,198.40  |
| CICT Program Manager   | 1        |            |            |            | 1          | \$ 72,000.00  |
| Placement Coordinator  | 1        |            |            | 1          |            | \$ 52,000.00  |
| <b>Total</b>   | <b>6</b> | <b>1</b>   | <b>1</b>   | <b>1</b>   | <b>3</b>   |               |

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

The ACRI does not own any vehicles.

### **Legal Counsel**

The ACRI has an agreement with the Attorney General's Office to provide legal assistance for the day-to-day issues presented for review. The agreement is effective June 1, 2023 and terminates September 30, 2026. Compensation is \$150 per hour for all time spent providing legal services to or on behalf of the Institute, \$50 per hour for paralegal services, and reimbursement for travel at the same rate as state employees.

## **PERFORMANCE CHARACTERISTICS**

The following information are statewide totals provided by ACRI. Enrollment by district can be found in Appendix III of this report.

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

| <b>Construction Skill Trade Major</b>   | <b>Fall 2020</b> | <b>Fall 2021</b> | <b>Fall 2022</b> | <b>Fall 2023</b> | <b>Fall 2024</b> |
|---|------------------|------------------|------------------|------------------|------------------|
| Building/Construction Finishing, Management, Other  | 4                | 5                | 8                | 2                | 11               |
| Building Construction Technology/Technician   | 0                | 4                | 14               | 3                | 29               |
| Cabinetmaking & Millwork  | 8                | 12               | 13               | 1                | 4                |
| Carpentry/Carpenter   | 17               | 29               | 47               | 71               | 52               |
| Civil Engineering Technologies/Technicians  | 14               | 8                | 18               | 18               | 24               |
| Construction Engineering Technology/Technician  | 16               | 18               | 8                | 13               | 16               |
| Diesel Mechanics Technology/Technician  | 45               | 76               | 59               | 76               | 60               |
| Drafting & Design Technology/Technician, General  | 50               | 70               | 99               | 75               | 72               |
| Electrical, Electronic, & Communications Engineering Technology/Technician                | 18               | 22               | 25               | 19               | 23               |
| Electrician   | 118              | 115              | 170              | 153              | 172              |
| Engineering Technologies/Technician, General  | 62               | 81               | 92               | 84               | 86               |
| Heating, Ventilation, Air Conditioning & Refrigeration Engineering Technology/Technician  | 52               | 93               | 66               | 99               | 107              |
| Heating, Air Conditioning, Ventilation, & Refrigeration Maintenance Technology/Technician | 78               | 70               | 87               | 81               | 99               |
| Industrial Electronics Technology/Technician  | 113              | 158              | 133              | 154              | 219              |
| Industrial Mechanics & Maintenance Technology/Technician                                  | 163              | 208              | 270              | 269              | 308              |
| Instrumentation Technology/Technician   | 5                | 7                | 21               | 74               | 74               |
| Mason/Masonry   | 32               | 27               | 22               | 23               | 2                |
| Pipefitter & Sprinkler Fitter   | 0                | 0                | 0                | 0                | 0                |
| Plumbing Technology/Technician  | 4                | 5                | 30               | 10               | 29               |
| Welding Technology/Welder   | 260              | 339              | 386              | 386              | 377              |
| <b>Total First-Time Enrollments in Majors</b>   | <b>1,059</b>     | <b>1,347</b>     | <b>1,568</b>     | <b>1,611</b>     | <b>1,764</b>     |
| <b>Total Overall First-Time Enrollments</b>   | <b>13,634</b>    | <b>14,994</b>    | <b>15,943</b>    | <b>16,485</b>    | <b>16,603</b>    |
| <b>% of First-Time Enrollments in Majors</b>  | <b>7.76%</b>     | <b>8.98%</b>     | <b>9.83%</b>     | <b>9.77%</b>     | <b>10.62%</b>    |

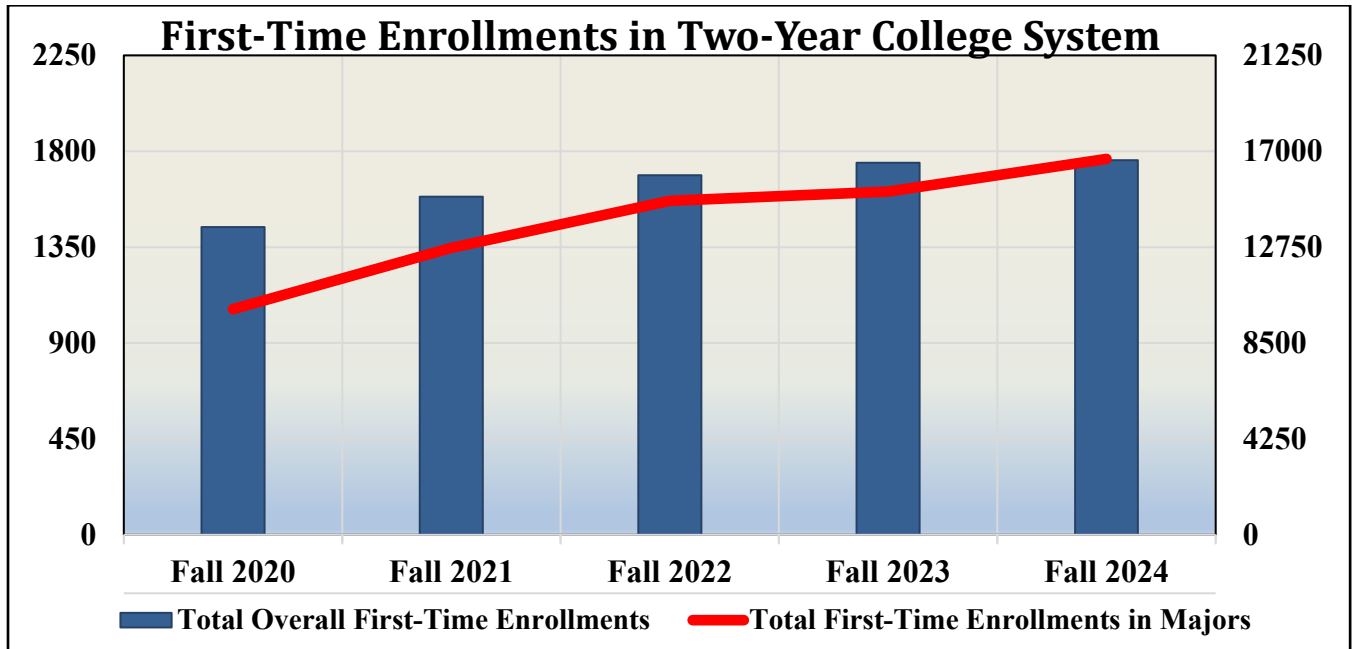
**Source:** Executive Director

### **Construction Skill Trade Majors: Undergraduate Enrollments**

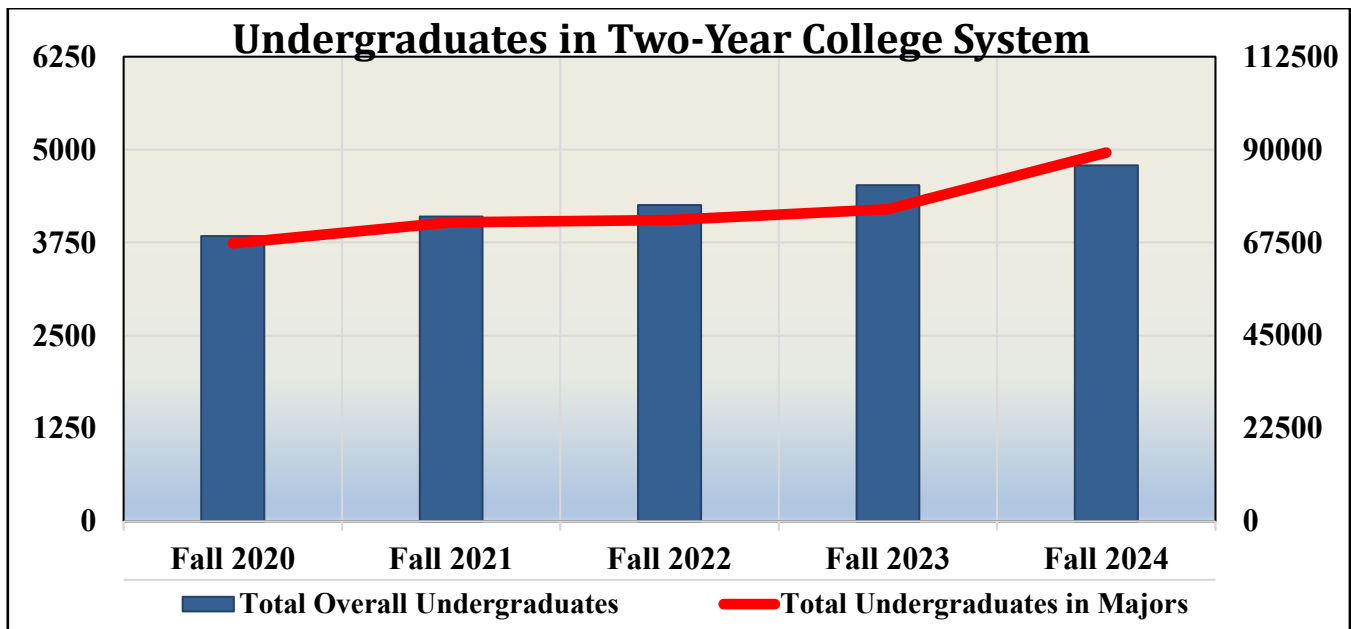
| <b>Construction Skill Trade Major</b>  | <b>Fall<br/>2020</b> | <b>Fall<br/>2021</b> | <b>Fall<br/>2022</b> | <b>Fall<br/>2023</b> | <b>Fall<br/>2024</b> |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|
| Building/Construction Finishing, Management, Other   | 11                   | 18                   | 21                   | 22                   | 32                   |
| Building Construction Technology/Technician  | 0                    | 5                    | 25                   | 6                    | 70                   |
| Cabinetmaking & Millwork   | 12                   | 19                   | 16                   | 7                    | 15                   |
| Carpentry/Carpenter  | 55                   | 52                   | 90                   | 136                  | 152                  |
| Civil Engineering Technologies/Technicians   | 54                   | 62                   | 91                   | 134                  | 123                  |
| Construction Engineering Technology/Technician   | 65                   | 63                   | 52                   | 40                   | 93                   |
| Diesel Mechanics Technology/Technician   | 112                  | 158                  | 131                  | 161                  | 126                  |
| Drafting & Design Technology/Technician, General   | 253                  | 297                  | 268                  | 249                  | 234                  |
| Electrical, Electronic, & Communications<br>Engineering Technology/Technician                | 80                   | 123                  | 94                   | 77                   | 102                  |
| Electrician  | 340                  | 341                  | 380                  | 371                  | 443                  |
| Engineering Technologies/Technician, General   | 292                  | 295                  | 249                  | 251                  | 358                  |
| Heating, Ventilation, Air Conditioning &<br>Refrigeration Engineering Technology/Technician  | 288                  | 303                  | 302                  | 256                  | 310                  |
| Heating, Air Conditioning, Ventilation, &<br>Refrigeration Maintenance Technology/Technician | 199                  | 214                  | 207                  | 275                  | 294                  |
| Industrial Electronics Technology/Technician   | 516                  | 506                  | 443                  | 477                  | 533                  |
| Industrial Mechanics & Maintenance<br>Technology/Technician                                  | 636                  | 678                  | 706                  | 727                  | 871                  |
| Instrumentation Technology/Technician  | 28                   | 35                   | 54                   | 120                  | 183                  |
| Mason/Masonry  | 69                   | 39                   | 39                   | 53                   | 18                   |
| Pipefitter & Sprinkler Fitter  | 0                    | 0                    | 0                    | 0                    | 2                    |
| Plumbing Technology/Technician   | 19                   | 20                   | 54                   | 34                   | 59                   |
| Welding Technology/Welder  | 710                  | 793                  | 829                  | 803                  | 942                  |
| <b>Total Undergraduates in Majors</b>  | <b>3,739</b>         | <b>4,021</b>         | <b>4,051</b>         | <b>4,199</b>         | <b>4,960</b>         |
| <b>Total Overall Undergraduates</b>  | <b>69,108</b>        | <b>73,792</b>        | <b>76,560</b>        | <b>81,360</b>        | <b>86,221</b>        |
| <b>% of Undergraduates in Majors</b>   | <b>5.41%</b>         | <b>5.44%</b>         | <b>5.29%</b>         | <b>5.16%</b>         | <b>5.75%</b>         |

**Source:** Executive Director





Based on information provided by the Executive Director of ACRI, from Fall 2020 through Fall 2024, there was a 67% increase in first-time enrollments in construction skill majors compared to a 22% increase in overall first-time enrollments in the two-year college system.



Based on information provided by the Executive Director of ACRI, from Fall 2020 through Fall 2024, there was a 32% increase in undergraduates enrolled in construction skill majors compared to a 25% increase in overall undergraduates enrolled 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*, Sections 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 institute's purpose.

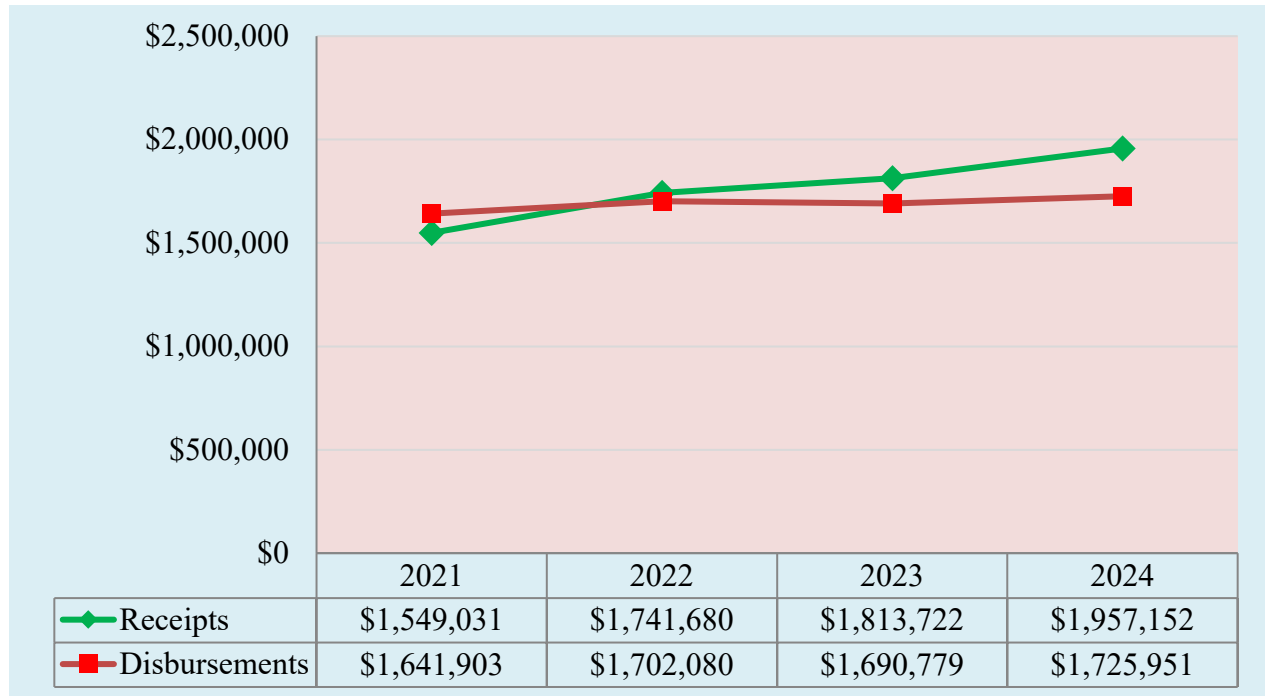
## **Schedule of Receipts, Disbursements and Balances**

October 1, 2020 through September 30, 2024

|  | <b>2020-2021</b>      | <b>2021-2022</b>      | <b>2022-2023</b>      | <b>2023-2024</b>      |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| <b><u>Receipts</u></b>                             |                       |                       |                       |                       |
| Construction Craft Industry Fee                    | \$1,493,537.60        | \$1,501,919.77        | \$1,617,034.58        | \$1,737,787.47        |
| Reimbursements: Inter-Agency Agreement*            | 55,493.11             | 239,760.10            | 196,687.32            | 219,165.01            |
| Prior Year Refunds                                 |                       |                       |                       | 199.48                |
| Total  | <u>1,549,030.71</u>   | <u>1,741,679.87</u>   | <u>1,813,721.90</u>   | <u>1,957,151.96</u>   |
| <b><u>Disbursements</u></b>                        |                       |                       |                       |                       |
| Personnel Costs                                    | 363,145.42            | 459,307.99            | 467,754.65            | 496,526.00            |
| Employee Benefits                                  | 96,515.47             | 121,631.25            | 123,737.51            | 138,350.73            |
| Travel, In-State                                   | 11,923.26             | 27,070.67             | 23,266.49             | 27,277.24             |
| Repairs & Maintenance                              |                       |                       |                       | 2,086.02              |
| Rentals & Leases                                   | 53,975.07             | 47,712.34             | 54,739.26             | 57,032.84             |
| Utilities & Communications                         | 3,338.46              | 4,674.10              | 7,759.03              | 11,457.93             |
| Professional Services                              | 1,097,113.75          | 1,035,238.40          | 1,010,467.20          | 989,704.74            |
| Supplies, Materials, & Operating Expenses          | 5,261.24              | 4,459.56              | 2,444.19              | 2,165.83              |
| Other Equipment Purchases                          | 10,630.52             | 1,985.73              | 610.18                | 1,350.03              |
| Total  | <u>1,641,903.19</u>   | <u>1,702,080.04</u>   | <u>1,690,778.51</u>   | <u>1,725,951.36</u>   |
| Excess (Deficiency) of Receipts over Disbursements | (92,872.48)           | 39,599.83             | 122,943.39            | 231,200.60            |
| Cash Balance at Beginning of Year                  | <u>1,453,800.55</u>   | <u>1,360,928.07</u>   | <u>1,400,527.90</u>   | <u>1,523,471.29</u>   |
| Cash Balance at End of Year                        | 1,360,928.07          | 1,400,527.90          | 1,523,471.29          | 1,754,671.89          |
| Reserved for Year-End Obligations                  | <u>(16,330.36)</u>    | <u>(11,780.54)</u>    | <u>(9,915.52)</u>     | <u>(25,379.30)</u>    |
| Unobligated Cash Balance at End of Year            | <u>\$1,344,597.71</u> | <u>\$1,388,747.36</u> | <u>\$1,513,555.77</u> | <u>\$1,729,292.59</u> |

\*Reimbursements from the Alabama Construction Industry Craft Training Board, under an inter-agency agreement.

### Operating Receipts vs. Operating Disbursements

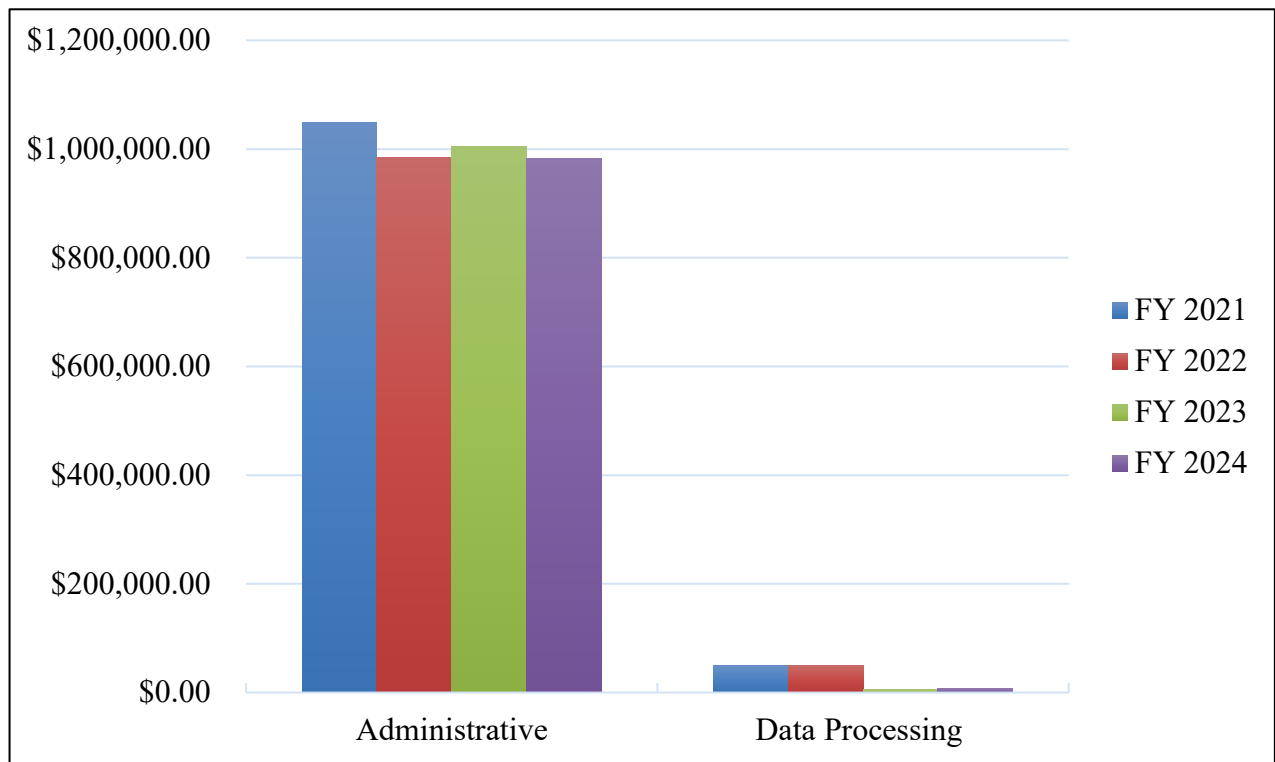


## **Summary Schedule of Professional Services Disbursements**

| <b>As of September 30<sup>th</sup></b> |                        |                        |                        |                      |
|--|------------------------|------------------------|------------------------|----------------------|
| <b>Type of Service</b>                 | <b>FY 2021</b>         | <b>FY 2022</b>         | <b>FY 2023</b>         | <b>FY 2024</b>       |
| Administrative                         | \$1,048,000.00         | \$984,999.85           | \$1,005,000.00         | \$982,500.00         |
| Data Processing                        | 49,113.75              | 50,238.55              | 5,467.20               | 7,204.74             |
| <b>Total</b>                           | <b>\$ 1,097,113.75</b> | <b>\$ 1,035,238.40</b> | <b>\$ 1,010,467.20</b> | <b>\$ 989,704.74</b> |

Detailed information presented in Appendix II of this report.

### **Professional Services Disbursements**



# **QUESTIONNAIRES**

## **Board Member Questionnaire**

An e-mail was sent to all six members of the ACRI Board of Directors requesting participation in our survey. Four participated in our survey. The percentages shown are based on the number who responded to the question.

### **1. What do you consider the most significant issue(s) facing the Alabama Construction Recruitment Institute (ACRI) and how is the Board addressing these issues?**

**Board Member #1** - "Increase labor force participation by reaching more individuals and tracking candidate placements in employment and construction training. Additionally, ACRI aims to expand its staff to reach a broader demographic. Placement tracking is conducted through the job board launched in the latter half of 2024."

**Board Member #2** - "I see the biggest issues facing ACRI are recruiting young people into our industry. Additionally, the board is constantly working to bring awareness of our industry to young people and create ways to interact with them. I feel ACRI is doing a great job promoting our industry to the future leaders of our industry."

**Board Member #3** - "Recruiting and retention. Constantly trying to convince the next generation about the great career opportunities in the industry."

**Board Member #4** - "One of the most important issues facing Alabama's workforce is not only helping and encourage more individuals enter the construction trades, but to also help connect those interested that are immediately looking for employment to find employers willing to hire. ACRI has leaned into a Jobs Board and is actively engaging now with ready to hire employers and industry to not only help promote the construction trades, but to also help activate people's employment in a direct and immediate way. Our ACRI events now are not just image enhancement, but we also include an employer component to include those offering employment so that image of the industry can have an immediate impact to working families in Alabama. The Board is evaluating pivots to its staffing level to better its reach in face-to-face events, so ACRI may not be as adequately funded in the future for question 3 and 4 on funding or staffing. Some of the staffing is within the Boards ability to adjust, but that will negatively impact budget that can be used for more outreach."

### **2. What, if any, changes to the ACRI's laws are needed?**

**Board Member #1** - "N/A."

**Board Member #2** - "None."

**Board Member #3** - "I believe that the laws are very fair to ensure everyone in the industry is represented equally. We could certainly use more funding to try and reach every person in the state that could benefit from the construction industry."

**Board Member #4** - "The continued ability to use remote meeting capabilities vs every board member having to be in person, and continued grace in allowing ACRI to focus on immediate employment where appropriate in addition to image enhancement. This will align with the current Working for Alabama workforce package that was passed last year by the state legislature to help improve Alabama's workforce participation rate."

**3. Do you think the ACRI is adequately funded?**

|     |   |     |
|-----|---|-----|
| Yes | 3 | 75% |
| No  | 1 | 25% |

**4. Do you think the ACRI is adequately staffed?**

|     |   |     |
|-----|---|-----|
| Yes | 3 | 75% |
| No  | 1 | 25% |

**5. Does the Board of Directors receive regular reports on the operations of the ACRI from the Executive Director?**

|     |   |      |
|-----|---|------|
| Yes | 4 | 100% |
|-----|---|------|

**6. Has the ACRI experienced any significant change to its operations?**

|    |   |      |
|----|---|------|
| No | 4 | 100% |
|----|---|------|

**7. Does the ACRI plan to make any significant changes to its operations?**

|     |   |     |
|-----|---|-----|
| No  | 3 | 75% |
| Yes | 1 | 25% |

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

**Board Member #1** - "ACRI continues to grow to enhance and support the construction industry."

**Board Member #2** - "[REDACTED] does an excellent job of keeping the board abreast of everything related to ACRI. And creating new ways to promote the construction industry."

**Board Member #3** - "The board of directors are constantly searching for ways that we can improve promoting the industry. That includes increasing our staff and doing more marketing and self-promoting more of the things that we think we understand better than most in the construction industry."

**Board Member #4** - "N/A"



## **APPENDICES**

## **Appendix I: Applicable Statutes**

### **Article 18 Alabama Construction Recruitment Institute**

#### **Division 1 Authority**

##### **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**

### **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.)*



**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.)*

**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.)*

**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.)*

**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.)*

**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.)*

## **Appendix II: Professional Services by Vendor**

|   | <b>FY 2021</b>        | <b>FY 2022</b>        | <b>FY 2023</b>        | <b>FY 2024</b>       |
|---|-----------------------|-----------------------|-----------------------|----------------------|
| <b><u>Administrative Services</u></b>         |                       |                       |                       |                      |
| <i>Advertising-Professional</i>               |                       |                       |                       |                      |
| Markstein Consulting, LLC                     | \$1,048,000.00        | \$984,999.85          | \$1,005,000.00        | \$900,000.00         |
| Gibraltar Consulting, Inc.                    |                       |                       |                       | 82,500.00            |
| <b>Total</b>                                  | <b>1,048,000.00</b>   | <b>984,999.85</b>     | <b>1,005,000.00</b>   | <b>982,500.00</b>    |
| <b><u>Data Processing Services</u></b>        |                       |                       |                       |                      |
| <i>Data Processing Personnel-Professional</i> |                       |                       |                       |                      |
| Office of Information Technology              | 497.60                | 583.40                | 600.00                | 2,009.02             |
| Mobile Job Force LLC                          | 44,999.00             | 44,999.00             |                       |                      |
| <i>SBS Billing</i>                            |                       |                       |                       |                      |
| Department of Finance                         | 2,024.70              | 2,917.50              | 2,895.20              | 3,082.72             |
| <i>Comptroller Services</i>                   |                       |                       |                       |                      |
| Department of Finance                         | 1,592.45              | 1,738.65              | 1,972.00              | 2,113.00             |
| <b>Total</b>                                  | <b>49,113.75</b>      | <b>50,238.55</b>      | <b>5,467.20</b>       | <b>7,204.74</b>      |
| <b>Total Professional Services</b>            | <b>\$1,097,113.75</b> | <b>\$1,035,238.40</b> | <b>\$1,010,467.20</b> | <b>\$ 989,704.74</b> |

### **Appendix III: Enrollment by Districts**

The following information was provided by the Executive Director of ACRI to present information by District and educational institution.

#### **First-time Enrollment by District:**

| <b>District 1</b>  |                  |                  |                  |                  |                  |
|--|------------------|------------------|------------------|------------------|------------------|
| Counties: Colbert, Cullman, Dekalb, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston |                  |                  |                  |                  |                  |
| <b>School</b>  | <b>Fall 2020</b> | <b>Fall 2021</b> | <b>Fall 2022</b> | <b>Fall 2023</b> | <b>Fall 2024</b> |
| Drake Technical College  | 6                | 6                | 3                | 6                | 5                |
| Calhoun Community College  | 13               | 12               | 0                | 0                | 0                |
| Northeast Alabama Community College  | 33               | 47               | 61               | 38               | 63               |
| Northwest-Shoals Community College   | 34               | 44               | 57               | 32               | 45               |
| Wallace State Community College (Hanceville)   | 82               | 89               | 91               | 71               | 55               |
| <b>Total First-Time Undergraduates in Majors</b>   | <b>168</b>       | <b>198</b>       | <b>212</b>       | <b>147</b>       | <b>168</b>       |
| <b>Total Overall First-Time Undergraduates</b>   | <b>3,890</b>     | <b>4,056</b>     | <b>4,248</b>     | <b>4,289</b>     | <b>4,293</b>     |
| <b>% Majors to Overall Graduates</b>   | <b>4.3%</b>      | <b>4.8%</b>      | <b>5.0%</b>      | <b>3.4%</b>      | <b>3.9%</b>      |

| <b>District 2</b>  |                  |                  |                  |                  |                  |
|--|------------------|------------------|------------------|------------------|------------------|
| Counties: Calhoun, Cherokee, Clay, Cleburne, Etowah, Randolph, Talladega |                  |                  |                  |                  |                  |
| <b>School</b>  | <b>Fall 2020</b> | <b>Fall 2021</b> | <b>Fall 2022</b> | <b>Fall 2023</b> | <b>Fall 2024</b> |
| Gadsden State Community College  | 167              | 181              | 170              | 185              | 224              |
| Snead State Community College  | 6                | 14               | 16               | 17               | 30               |
| <b>Total First-Time Undergraduates in Majors</b>                         | <b>173</b>       | <b>195</b>       | <b>186</b>       | <b>202</b>       | <b>254</b>       |
| <b>Total First-Time Overall Undergraduates</b>                           | <b>1,319</b>     | <b>1,389</b>     | <b>1,534</b>     | <b>1,638</b>     | <b>1,589</b>     |
| <b>% Majors to Overall Graduates</b>                                     | <b>13.1%</b>     | <b>14.0%</b>     | <b>12.1%</b>     | <b>12.3%</b>     | <b>16.0%</b>     |

| <b>District 3</b><br>Counties: Bibb, Fayette, Greene, Hale, Lamar, Marengo, Pickens, Sumter, Tuscaloosa |                      |                      |                      |                      |                      |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|
| <b>School</b>   | <b>Fall<br/>2020</b> | <b>Fall<br/>2021</b> | <b>Fall<br/>2022</b> | <b>Fall<br/>2023</b> | <b>Fall<br/>2024</b> |
| Bevill State Community College  | 62                   | 82                   | 69                   | 84                   | 89                   |
| Shelton State Community College   | 130                  | 144                  | 146                  | 154                  | 166                  |
| <b>Total First-Time Undergraduates in<br/>Majors</b>  | <b>192</b>           | <b>226</b>           | <b>215</b>           | <b>238</b>           | <b>255</b>           |
| <b>Total First-Time Overall Undergraduates</b>  | <b>1,430</b>         | <b>1,549</b>         | <b>1,646</b>         | <b>1,630</b>         | <b>1,557</b>         |
| <b>% Majors to Overall Graduates</b>  | <b>13.4%</b>         | <b>14.6%</b>         | <b>13.1%</b>         | <b>14.6%</b>         | <b>16.4%</b>         |

| <b>District 4</b><br>Counties: Blount, Chilton, Jefferson, St. Clair, Shelby, Walker |                      |                      |                      |                      |                      |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|
| <b>School</b>  | <b>Fall<br/>2020</b> | <b>Fall<br/>2021</b> | <b>Fall<br/>2022</b> | <b>Fall<br/>2023</b> | <b>Fall<br/>2024</b> |
| Jefferson State Community College  | 46                   | 55                   | 52                   | 61                   | 70                   |
| Lawson State Community College   | 67                   | 75                   | 71                   | 76                   | 112                  |
| <b>Total First-Time Undergraduates in<br/>Majors</b>                                 | <b>113</b>           | <b>130</b>           | <b>123</b>           | <b>137</b>           | <b>182</b>           |
| <b>Total First-Time Overall Undergraduates</b>                                       | <b>2,182</b>         | <b>2,123</b>         | <b>1,996</b>         | <b>2,067</b>         | <b>2,128</b>         |
| <b>% Majors to Overall Graduates</b>   | <b>5.2%</b>          | <b>6.1%</b>          | <b>6.2%</b>          | <b>6.6%</b>          | <b>8.6%</b>          |

| <b>District 5</b>  |                      |                      |                      |                      |                      |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|
| Counties: Autauga, Bullock, Chambers, Coosa, Dallas, Elmore, Lee, Lowndes, Macon, Montgomery, Perry, Russell, Tallapoosa |                      |                      |                      |                      |                      |
| <b>School</b>  | <b>Fall<br/>2020</b> | <b>Fall<br/>2021</b> | <b>Fall<br/>2022</b> | <b>Fall<br/>2023</b> | <b>Fall<br/>2024</b> |
| Central Alabama Community College  | 13                   | 8                    | 7                    | 5                    | 12                   |
| Wallace Community College (Selma)  | 60                   | 74                   | 100                  | 80                   | 71                   |
| Trenholm State Technical College   | 29                   | 51                   | 46                   | 59                   | 82                   |
| Ingram State Technical College   | 80                   | 141                  | 306                  | 299                  | 270                  |
| Southern Union State Community College   | 28                   | 57                   | 83                   | 98                   | 99                   |
| <b>Total First-Time Undergraduates in<br/>Majors</b>   | <b>210</b>           | <b>331</b>           | <b>542</b>           | <b>541</b>           | <b>534</b>           |
| <b>Total First-Time Overall Undergraduates</b>   | <b>1,810</b>         | <b>2,306</b>         | <b>2,703</b>         | <b>2,850</b>         | <b>2,921</b>         |
| <b>% Majors to Overall Graduates</b>   | <b>11.6%</b>         | <b>14.4%</b>         | <b>20.1%</b>         | <b>19.0%</b>         | <b>18.3%</b>         |

| <b>District 6</b>  |                      |                      |                      |                      |                      |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|
| Counties: Barbour, Butler, Coffee, Covington, Crenshaw, Dale, Geneva, Henry, Houston, Pike |                      |                      |                      |                      |                      |
| <b>School</b>  | <b>Fall<br/>2020</b> | <b>Fall<br/>2021</b> | <b>Fall<br/>2022</b> | <b>Fall<br/>2023</b> | <b>Fall<br/>2024</b> |
| Enterprise Community College   | 7                    | 10                   | 15                   | 18                   | 16                   |
| Wallace Community College (Dothan)   | 93                   | 118                  | 96                   | 89                   | 81                   |
| Lurleen B. Wallace Community College   | 40                   | 54                   | 65                   | 74                   | 70                   |
| <b>Total First-Time Undergraduates in<br/>Majors</b>                                       | <b>140</b>           | <b>182</b>           | <b>176</b>           | <b>181</b>           | <b>167</b>           |
| <b>Total First-Time Overall Undergraduates</b>   | <b>1,315</b>         | <b>1,644</b>         | <b>1,647</b>         | <b>1,705</b>         | <b>1,637</b>         |
| <b>% Majors to Overall Graduates</b>   | <b>10.6%</b>         | <b>11.1%</b>         | <b>10.7%</b>         | <b>10.6%</b>         | <b>10.2%</b>         |

| <b>District 7</b>   |                      |                      |                      |                      |                      |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|
| Counties: Baldwin, Choctaw, Clarke, Conch, Escambia, Mobile, Monroe, Washington, Wilcox |                      |                      |                      |                      |                      |
| <b>School</b>   | <b>Fall<br/>2020</b> | <b>Fall<br/>2021</b> | <b>Fall<br/>2022</b> | <b>Fall<br/>2023</b> | <b>Fall<br/>2024</b> |
| Bishop State Community College  | 25                   | 27                   | 46                   | 93                   | 93                   |
| Coastal Alabama Community College   | 7                    | 14                   | 19                   | 28                   | 29                   |
| Reid State Technical College  | 31                   | 44                   | 49                   | 44                   | 82                   |
| <b>Total First-Time Undergraduates in<br/>Majors</b>                                    | <b>63</b>            | <b>85</b>            | <b>114</b>           | <b>165</b>           | <b>204</b>           |
| <b>Total First-Time Overall Undergraduates</b>  | <b>1,688</b>         | <b>1,927</b>         | <b>2,169</b>         | <b>2,306</b>         | <b>2,478</b>         |
| <b>% Majors to Overall Graduates</b>  | <b>3.7%</b>          | <b>4.4%</b>          | <b>5.3%</b>          | <b>7.2%</b>          | <b>8.2%</b>          |

**Undergraduate Enrollment by District**

| <b>District 1</b>  |                      |                      |                      |                      |                      |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|
| Counties: Colbert, Cullman, Dekalb, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston |                      |                      |                      |                      |                      |
| <b>School</b>  | <b>Fall<br/>2020</b> | <b>Fall<br/>2021</b> | <b>Fall<br/>2022</b> | <b>Fall<br/>2023</b> | <b>Fall<br/>2024</b> |
| Drake Technical College  | 24                   | 35                   | 20                   | 27                   | 41                   |
| Calhoun Community College  | 24                   | 47                   | 0                    | 0                    | 0                    |
| Northeast Alabama Community College  | 136                  | 136                  | 146                  | 113                  | 159                  |
| Northwest-Shoals Community College   | 99                   | 100                  | 118                  | 108                  | 109                  |
| Wallace State Community College<br>(Hanceville)  | 235                  | 248                  | 227                  | 188                  | 169                  |
| <b>Total Undergraduates in Majors</b>  | <b>518</b>           | <b>566</b>           | <b>511</b>           | <b>436</b>           | <b>478</b>           |
| <b>Total Overall Undergraduates</b>  | <b>19,757</b>        | <b>20,639</b>        | <b>21,726</b>        | <b>22,812</b>        | <b>23,416</b>        |
| <b>% Majors to Overall Graduates</b>   | <b>2.6%</b>          | <b>2.7%</b>          | <b>2.4%</b>          | <b>1.9%</b>          | <b>2.0%</b>          |

| <b>District 2</b><br>Counties: Calhoun, Cherokee, Clay, Cleburne, Etowah, Randolph, Talladega |                  |                  |                  |                  |                  |
|---|------------------|------------------|------------------|------------------|------------------|
| <b>School</b>   | <b>Fall 2020</b> | <b>Fall 2021</b> | <b>Fall 2022</b> | <b>Fall 2023</b> | <b>Fall 2024</b> |
| Gadsden State Community College   | 635              | 747              | 639              | 693              | 866              |
| Snead State Community College   | 22               | 31               | 43               | 45               | 60               |
| <b>Total Undergraduates in Majors</b>   | <b>657</b>       | <b>778</b>       | <b>682</b>       | <b>738</b>       | <b>926</b>       |
| <b>Total Overall Undergraduates</b>   | <b>6,006</b>     | <b>6,553</b>     | <b>6,859</b>     | <b>7,496</b>     | <b>7,988</b>     |
| <b>% Majors to Overall Graduates</b>  | <b>10.9%</b>     | <b>11.9%</b>     | <b>9.9%</b>      | <b>9.8%</b>      | <b>11.6%</b>     |

| <b>District 3</b><br>Counties: Bibb, Fayette, Greene, Hale, Lamar, Marengo, Pickens, Sumter, Tuscaloosa |                  |                  |                  |                  |                  |
|---|------------------|------------------|------------------|------------------|------------------|
| <b>School</b>   | <b>Fall 2020</b> | <b>Fall 2021</b> | <b>Fall 2022</b> | <b>Fall 2023</b> | <b>Fall 2024</b> |
| Bevill State Community College  | 212              | 237              | 212              | 201              | 221              |
| Shelton State Community College   | 439              | 463              | 412              | 415              | 446              |
| <b>Total Undergraduates in Majors</b>   | <b>651</b>       | <b>700</b>       | <b>624</b>       | <b>616</b>       | <b>667</b>       |
| <b>Total Overall Undergraduates</b>   | <b>6,947</b>     | <b>8,034</b>     | <b>7,869</b>     | <b>8,483</b>     | <b>8,979</b>     |
| <b>% Majors to Overall Graduates</b>  | <b>9.4%</b>      | <b>8.7%</b>      | <b>7.9%</b>      | <b>7.3%</b>      | <b>7.4%</b>      |

| <b>District 4</b><br>Counties: Blount, Chilton, Jefferson, St. Clair, Shelby, Walker |                  |                  |                  |                  |                  |
|--|------------------|------------------|------------------|------------------|------------------|
| <b>School</b>  | <b>Fall 2020</b> | <b>Fall 2021</b> | <b>Fall 2022</b> | <b>Fall 2023</b> | <b>Fall 2024</b> |
| Jefferson State Community College  | 214              | 227              | 181              | 185              | 343              |
| Lawson State Community College   | 214              | 239              | 257              | 231              | 269              |
| <b>Total Undergraduates in Majors</b>  | <b>428</b>       | <b>466</b>       | <b>438</b>       | <b>416</b>       | <b>612</b>       |
| <b>Total Overall Undergraduates</b>  | <b>11,354</b>    | <b>11,614</b>    | <b>11,352</b>    | <b>11,992</b>    | <b>12,697</b>    |
| <b>% Majors to Overall Graduates</b>   | <b>3.8%</b>      | <b>4.0%</b>      | <b>3.9%</b>      | <b>3.5%</b>      | <b>4.8%</b>      |



| <b>District 5</b><br>Counties: Autauga, Bullock, Chambers, Coosa, Dallas, Elmore, Lee, Lowndes, Macon,<br>Montgomery, Perry, Russell, Tallapoosa |                      |                      |                      |                      |                      |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|
| <b>School</b>  | <b>Fall<br/>2020</b> | <b>Fall<br/>2021</b> | <b>Fall<br/>2022</b> | <b>Fall<br/>2023</b> | <b>Fall<br/>2024</b> |
| Central Alabama Community College  | 104                  | 32                   | 29                   | 28                   | 35                   |
| Wallace Community College (Selma)  | 167                  | 152                  | 172                  | 159                  | 175                  |
| Trenholm State Technical College   | 120                  | 163                  | 153                  | 161                  | 204                  |
| Ingram State Technical College   | 247                  | 241                  | 513                  | 597                  | 656                  |
| Southern Union State Community College   | 184                  | 166                  | 222                  | 243                  | 277                  |
| <b>Total Undergraduates in Majors</b>  | <b>822</b>           | <b>754</b>           | <b>1,089</b>         | <b>1,188</b>         | <b>1,347</b>         |
| <b>Total Overall Undergraduates</b>  | <b>8,772</b>         | <b>9,523</b>         | <b>10,775</b>        | <b>11,251</b>        | <b>12,134</b>        |
| <b>% Majors to Overall Graduates</b>   | <b>9.4%</b>          | <b>7.9%</b>          | <b>10.1%</b>         | <b>10.6%</b>         | <b>11.1%</b>         |

| <b>District 6</b><br>Counties: Barbour, Butler, Coffee, Covington, Crenshaw, Dale, Geneva, Henry, Houston, Pike |                      |                      |                      |                      |                      |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|
| <b>School</b>   | <b>Fall<br/>2020</b> | <b>Fall<br/>2021</b> | <b>Fall<br/>2022</b> | <b>Fall<br/>2023</b> | <b>Fall<br/>2024</b> |
| Enterprise Community College  | 20                   | 30                   | 53                   | 45                   | 44                   |
| Wallace Community College (Dothan)  | 295                  | 318                  | 257                  | 254                  | 250                  |
| Lurleen B. Wallace Community College  | 144                  | 136                  | 146                  | 160                  | 154                  |
| <b>Total Undergraduates in Majors</b>   | <b>459</b>           | <b>484</b>           | <b>456</b>           | <b>459</b>           | <b>448</b>           |
| <b>Total Overall Undergraduates</b>   | <b>7,161</b>         | <b>7,511</b>         | <b>7,774</b>         | <b>8,388</b>         | <b>8,808</b>         |
| <b>% Majors to Overall Graduates</b>  | <b>6.4%</b>          | <b>6.4%</b>          | <b>5.9%</b>          | <b>5.5%</b>          | <b>5.1%</b>          |

| <b>District 7</b>   |                      |                      |                      |                      |                      |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|
| Counties: Baldwin, Choctaw, Clarke, Conch, Escambia, Mobile, Monroe, Washington, Wilcox |                      |                      |                      |                      |                      |
| <b>School</b>   | <b>Fall<br/>2020</b> | <b>Fall<br/>2021</b> | <b>Fall<br/>2022</b> | <b>Fall<br/>2023</b> | <b>Fall<br/>2024</b> |
| Bishop State Community College  | 106                  | 90                   | 100                  | 180                  | 222                  |
| Coastal Alabama Community College   | 21                   | 67                   | 41                   | 53                   | 125                  |
| Reid State Technical College  | 77                   | 116                  | 110                  | 113                  | 135                  |
| <b>Total Undergraduates in Majors</b>   | <b>204</b>           | <b>273</b>           | <b>251</b>           | <b>346</b>           | <b>482</b>           |
| <b>Total Overall Undergraduates</b>   | <b>9,111</b>         | <b>9,918</b>         | <b>10,205</b>        | <b>10,938</b>        | <b>12,199</b>        |
| <b>% Majors to Overall Graduates</b>  | <b>2.2%</b>          | <b>2.8%</b>          | <b>2.5%</b>          | <b>3.2%</b>          | <b>4.0%</b>          |

#### **Appendix IV: Go Build Alabama Sponsorships, 2023-2025**

| <b>Region</b> | <b>Event</b>   | <b>FY 2023</b>      | <b>FY 2024</b>      | <b>FY 2025</b>      |
|---------------|--|---------------------|---------------------|---------------------|
| 1             | SWEety Construction Summer Camp - Decatur                      | \$ 500.00           | \$                  | \$                  |
| 1             | Endless Opportunities Career Expo/Square One Construction Camp | 3,000.00            | 3,000.00            |                     |
| 1             | Worlds of Work   | 10,000.00           | 10,000.00           | 2,500.00            |
| 2             | Worlds of Work   | 10,000.00           | 10,000.00           | 3,000.00            |
| 3             | Worlds of Work   | 10,000.00           | 10,000.00           | 2,500.00            |
| 4             | GirlsCan Construction Summer Camp                              | 2,000.00            |                     |                     |
| 4             | Worlds of Work Region 4  | 10,000.00           | 10,000.00           | 2,500.00            |
| 4             | PowerUp Its a Mother Daughter Thing                            | 2,500.00            | 2,500.00            | 1,500.00            |
| 5             | Career Discovery   | 10,000.00           | 10,000.00           | 2,500.00            |
| 6             | Worlds of Work   | 10,000.00           | 10,000.00           | 2,500.00            |
| 7             | Gulf Coast Challenge   | 1,500.00            | 1,500.00            | 1,500.00            |
| 7             | Worlds of Opportunity  | 10,000.00           | 10,000.00           |                     |
| Multi         | NAWIC Block KIDS   | 8,000.00            | 8,000.00            | 8,000.00            |
| Statewide     | Alabama Skills USA   | 10,000.00           | 10,000.00           | 10,000.00           |
| Statewide     | Resource Center for Technology                                 | 20,000.00           | 20,000.00           | 20,000.00           |
| Statewide     | ASABFA Title Sponsorship                                       | 10,000.00           | 5,000.00            | 1,500.00            |
| Statewide     | On The Edge/Bring the Message                                  | 3,500.00            | 3,500.00            | 3,500.00            |
| Statewide     | Alabama Technology Student Association                         | 3,500.00            | 3,500.00            | 3,500.00            |
| Statewide     | Alabama Workforce Conference                                   | 10,000.00           |                     |                     |
| Statewide     | SUBALA Meet the GC Expo  | 1,500.00            | 1,500.00            | 1,500.00            |
| Statewide     | NAWIC Regional Meeting   | 5,000.00            | 3,500.00            | 5,000.00            |
| Statewide     | EDPA - ALEX Trailer  |                     | 9,000.00            | 50,000.00           |
| Statewide     | ACE Mentor Program & Career Fair                               |                     |                     | 3,500.00            |
|               | New Opportunities  |                     | 10,000.00           | 6,000.00            |
|               | <b>Total</b>   | <b>\$151,000.00</b> | <b>\$151,000.00</b> | <b>\$131,000.00</b> |

**Source:** Executive Director, as of April 10, 2025

## Appendix V: Board Members



Alabama Construction Recruitment Institute

June 6, 2025

Make`ylia Manuel  
Examiner of Public Accounts  
P.O. Box 302251  
Montgomery, AL 36130

Dear Mrs. Manuel,

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

**Jerry Grissom, ACRI Board Chairman**  
Birmingham, AL  
Expiration Date: June 30, 2029

**Amber Kinney, Board Member**  
Birmingham, AL  
Expiration Date: June 30, 2026

**Charlotte Kopf, Board Member**  
Mobile, AL  
Expiration Date: June 30, 2025

**Olandus Eason, Board Member**  
Bessemer, AL  
Expiration Date: June 30, 2026

**Donnie Stanley, Board Member**  
Pinson, AL  
Expiration Date: June 30, 2025

**Brad Condray, Board Member**  
Kimberly, AL  
Expiration Date: June 30, 2026

**Jason Phelps, Executive Director**  
Prattville, AL

Sincerely,

Jason Phelps  
Executive Director

Alabama Construction Recruitment Institute

## Appendix VI: Board's Response



Alabama Construction Recruitment Institute

June 18, 2025

Mrs. Dixie B. Thomas  
Examiners of Public Accounts  
P.O. Box 302251  
Montgomery, AL 36130

**Subject: Response to Significant Issues Identified in 2025 Examination Report**

Dear Mrs. Thomas and members of the Sunset Committee,

In response to the significant issues identified in the report prepared by the Department of Examiners of Public Accounts, I respectfully submit the following updates regarding corrective actions taken by the Alabama Construction Recruitment Institute.

**Issue 2025-001: *Non-Compliance with Leave Policy***

The report notes that the Institute did not adhere to its leave policy, resulting in an understatement of leave balances and additional errors. Upon receipt of this finding, the Institute immediately corrected employee leave records. To prevent such issues in the future, we have implemented the following measures:

1. Transitioned from a paper-based to a digital leave record keeping method.
2. Designated the Assistant Director to serve as the reviewer of all leave records to ensure policy compliance and data accuracy on an ongoing basis.

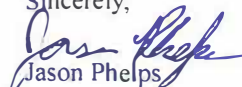
**Issue 2025-002: *Failure to Notify the Secretary of State of Board Member Vacancies***

The report further notes that the Institute failed to notify the Secretary of State regarding vacancies on the Board of Directors. To address this, the Institute has taken the following steps:

1. Vacancy notification rules and reporting procedures will be reviewed during the next staff in-service training and annually thereafter.
2. Staff responsibilities have been reassigned to strengthen internal controls, as follows:
  - The Office Manager will annually review the Secretary of State's electronic records, update records as needed, and provide internal notifications of reporting deadlines.
  - The Assistant Director will be responsible for submitting official vacancy notices.
  - The Executive Director will serve as the final reviewer for all submitted changes and notices.

The Alabama Construction Recruitment Institute Board of Directors and staff are honored to support the growth of Alabama's commercial and industrial construction sector by promoting trade careers and connecting citizens with employment and training opportunities. We welcome any additional recommendations the Committee or the Examiners may have to further enhance our operations and compliance practices.

Sincerely,

  
Jason Phelps  
Executive Director