

# **Alaska Workforce Investment Board**

**October 26, 2016**

**Meeting Documents**



ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT

Alaska Workforce Investment Board (AWIB) Meeting

DRAFT

October 26, 2016

Video Conference Locations

Department of Labor and Workforce Development
3301 Eagle Street, Room 104, Anchorage

Department of Labor and Workforce Development
675 7th Avenue, Station M, Fairbanks

Department of Labor and Workforce Development
1111 W. 8th Avenue, Room 308, Juneau

Teleconference Number 1-888-354-0094 Conference ID 4461969

Wednesday, October 26, 2016

8:30 Introduction

- Call to Order..... AWIB Chair Larry Bell
Roll Call.....AWIB Executive Director Heather Beaty
Welcome ..... Chair Larry Bell
Agenda Approval..... Chair Larry Bell
Welcome .....DOLWD Commissioner Heidi Drygas

8:45 Department of Labor and Workforce Development Budget Update .....Paloma Harbour Administrative Services Director

9:00 Unemployment and Underemployment in Alaska .....Craig Nolte, Regional Manager of Community Development for Federal Reserve Bank of San Francisco

9:15 Department of Labor and Workforce Development Economic Update and Construction Industry Update.....Research and Analysis Staff

10:15 Break

10:30 Public Testimony

11:00 Committee Reports ..... Committee Chairs
Executive .....Larry Bell
Legislative ..... Kevin Pomeroy
Policy and Planning..... Corey Baxter
Assessment and Evaluation ..... Doug Tansy
Workforce Readiness & Employment Placement ..... Marcus Trivette



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- 11:15 Statewide Vocational Rehabilitation Committee... Kathy Craft
Alaska Commission on Post-Secondary Education... Kurt Kuhne
11:30 Lunch - On Your Own
1:00 Discussion Items
Workforce Innovation and Opportunity Act (WIOA) Annual Report
Technical and Vocational Education Program (TVEP) Annual Report
One Stop Operator Procurement Process
David G. Stone Awards
Election of Officers
1:30 Action Items
Approval of Resolution 16-05 in Support of the Technical and Vocational Education Program (TVEP)
Approval of 2017 AWIB Calendar
2:15 Regional and Industry Updates from all AWIB members
3:00 DOLWD Training Updates and WIOA Activities... Ed Flanagan, Division of Employment and Training Services Director
Statewide Apprenticeship Plan... Zack Fields, DOLWD Workforce Development Specialist
3:30 Adjourn

DEPARTMENT OF LABOR AND  
WORKFORCE DEVELOPMENT

# BUDGET UPDATE

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ALASKA WORKFORCE  
INVESTMENT BOARD  
October 26, 2016



ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT  
COMMISSIONER HEIDI DRYGAS

# DEPARTMENT ORGANIZATIONAL CHART



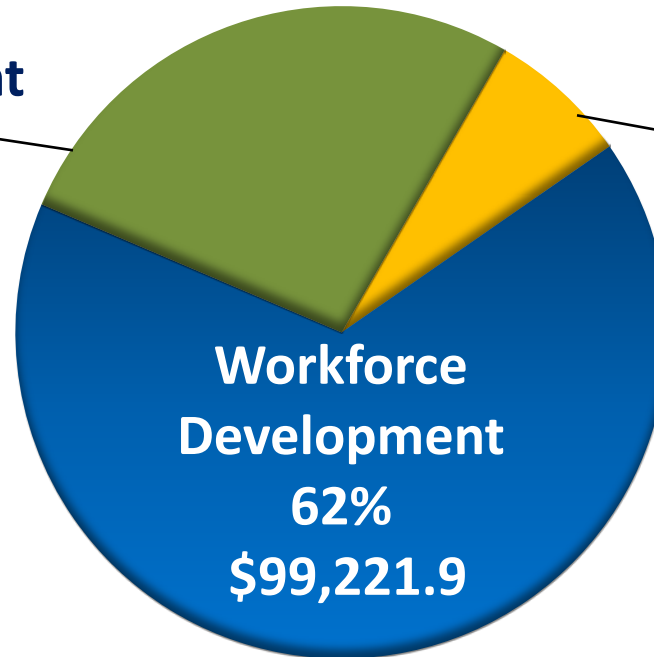
# FY2017 BUDGET: \$163,802.4

UGF: \$22,497.4  
DGF: \$35,739.3  
Other: \$20,265.8  
Federal: \$85,299.9

## Budget by Priority Program

**Income Replacement**  
**30%**  
**\$51,463.6**

**Protect Workers**  
**8%**  
**\$13,116.9**

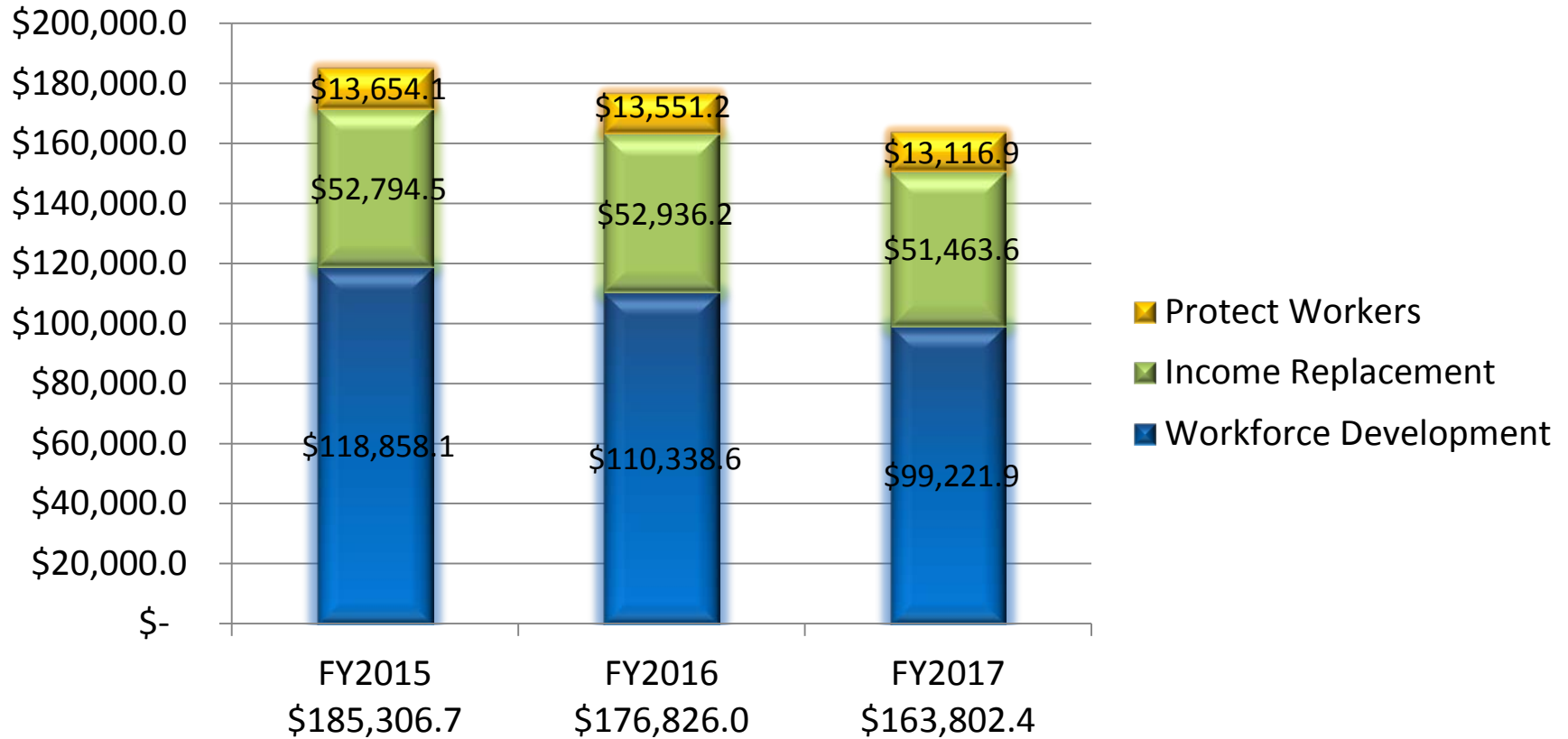


### FY2017 Positions:

Full-time	727
Part-time	58
<u>Temporary</u>	<u>8</u>
<b>Total</b>	<b>793</b>



# BUDGET BY PRIORITY — FY2015 TO FY2017



# WORKFORCE DEVELOPMENT CUTS — FY2015 TO FY2017

Closure of AVTEC Allied Health programs and staff reductions **(-\$839.2)**

Eliminated UGF grant programs **(-\$2.6 million)**

- *Career and Technical Education*
- *Oil and Gas Training*
- *Alaska Youth First*

Eliminated UGF to Regional Training Centers **(-\$1.2 million)**

- *Alaska Technical Center – Kotzebue*
- *Northwestern Alaska Career and Technical Center – Nome*
- *Southwest Alaska Vocational and Education Center – King Salmon*

Reduced Alaska Construction Academy support **(-\$1.5million)**





# WORKFORCE DEVELOPMENT SUCCESSES

## Federal Grant Awards

- *National Emergency Grant (~\$3 million)*
- *American Apprenticeship Grant (~\$3 million)*
- *Disability Employment Initiative (\$2.5 million)*
- *Apprenticeship State Expansion Grant (~\$1 million)*
- *Workforce Data Quality Initiative (~\$900K)*
- *Linking to Employment Activities Pre-Release (\$500K)*

## Completed AVTEC Asbestos Abatement and Shop Replacement Projects

## Strengthening State Partnerships

- *Department of Corrections*
- *Alaska Mental Health Trust Authority*



# LOOKING FORWARD



## Areas of Concern

- *Further state funding cuts anticipated*
- *TVEP revenue flattening out and up for reauthorization*
- *STEP demand exceeds available funding*

## Potential Opportunities

- *Identify and implement additional cost savings initiatives*
- *Maximize partnerships to leverage resources*
- *Identify alternative fund sources*



# TECHNICAL AND VOCATIONAL EDUCATION PROGRAM

Entity	FY2016 Distribution	FY2017 Distribution	FY2018 Distribution
University of Alaska	\$ 5,630.0	\$ 5,980.1	\$ 5,980.1
Galena Interior Learning Academy	\$ 500.4	\$ 531.6	\$ 531.6
Alaska Technical Center	\$ 1,126.0	\$ 1,196.0	\$ 1,196.0
Alaska Vocational Technical Center (AVTEC)	\$ 2,126.9	\$ 2,259.2	\$ 2,259.2
Northwestern Alaska Career and Technical Center (NACTEC)	\$ 375.3	\$ 398.7	\$ 398.7
Southwest Alaska Vocational and Education Center (SAVEC)	\$ 375.3	\$ 398.7	\$ 398.7
Yuut Elitnaurviat, Inc. People's Learning Center	\$ 1,126.0	\$ 1,196.0	\$ 1,196.0
Partners for Progress in Delta, Inc.	\$ 375.3	\$ 398.7	\$ 398.7
Amundsen Educational Center	\$ 250.2	\$ 265.8	\$ 265.8
Ilisagvik College	\$ 625.5	\$ 664.5	\$ 664.5
<b>Total</b>	<b>\$ 12,510.9</b>	<b>\$ 13,289.3</b>	<b>\$ 13,289.3</b>



# WE'RE PREPARING ALASKANS FOR THE JOBS OF TODAY AND TOMORROW



**Paloma Harbour, Director  
Administrative Services Division**  
Email: [paloma.harbour@alaska.gov](mailto:paloma.harbour@alaska.gov)  
Phone: (907) 465-5984



ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT  
COMMISSIONER HEIDI DRYGAS

# Economic Update with Special Focus on the Construction Industry



Alaska Workforce Investment Board Meeting  
October 26, 2016

Dan Robinson  
Alaska Department of Labor and Workforce Development  
Research and Analysis

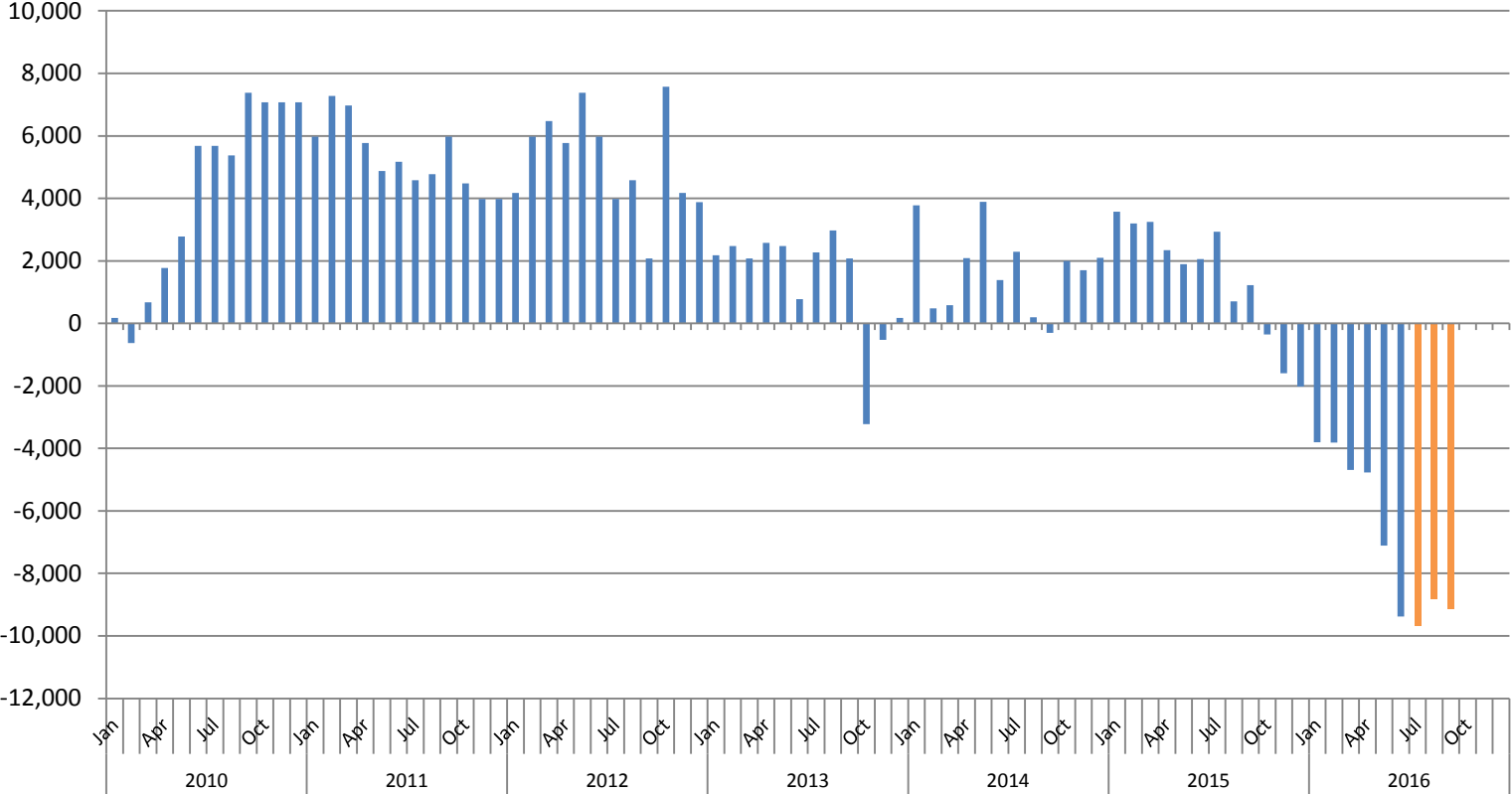


# Let's start with a big question:



# Does this look like a recession?

**Total Wage and Salary Employment**  
Over-the-year change

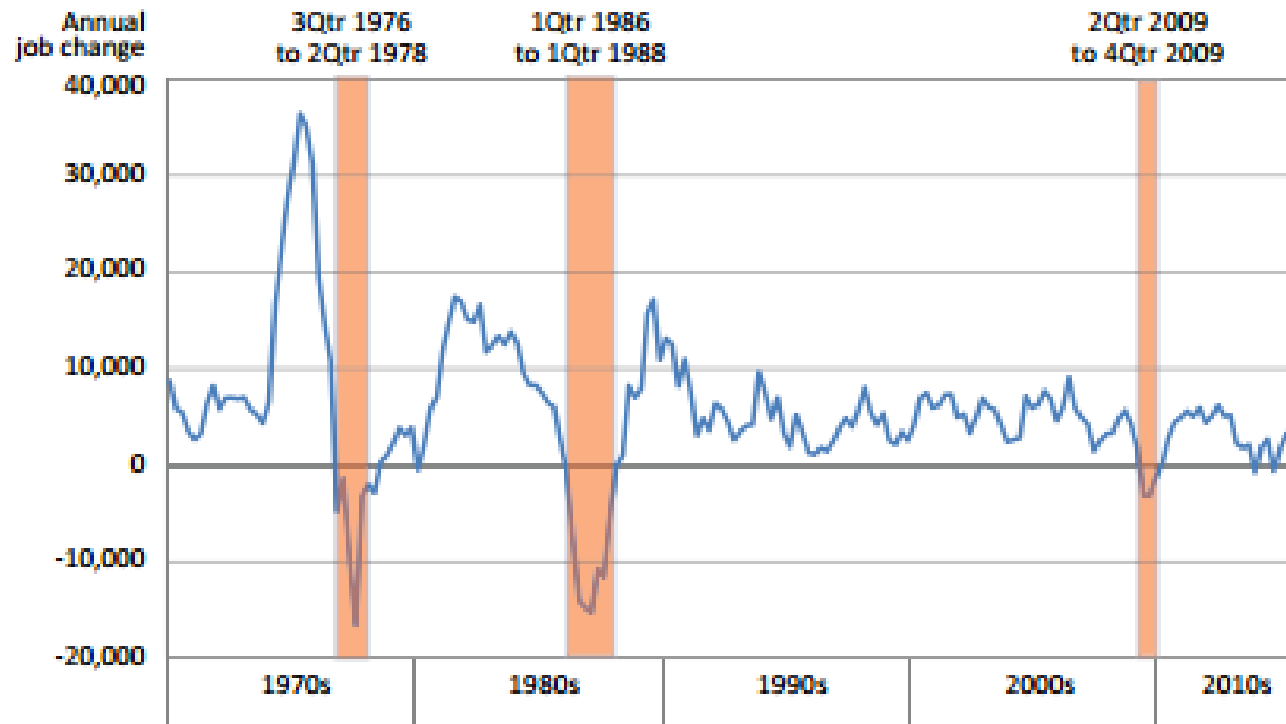


# Backing up ...

## 2

### Alaska's Recessions and Job Losses and Gains

1970 to 2015



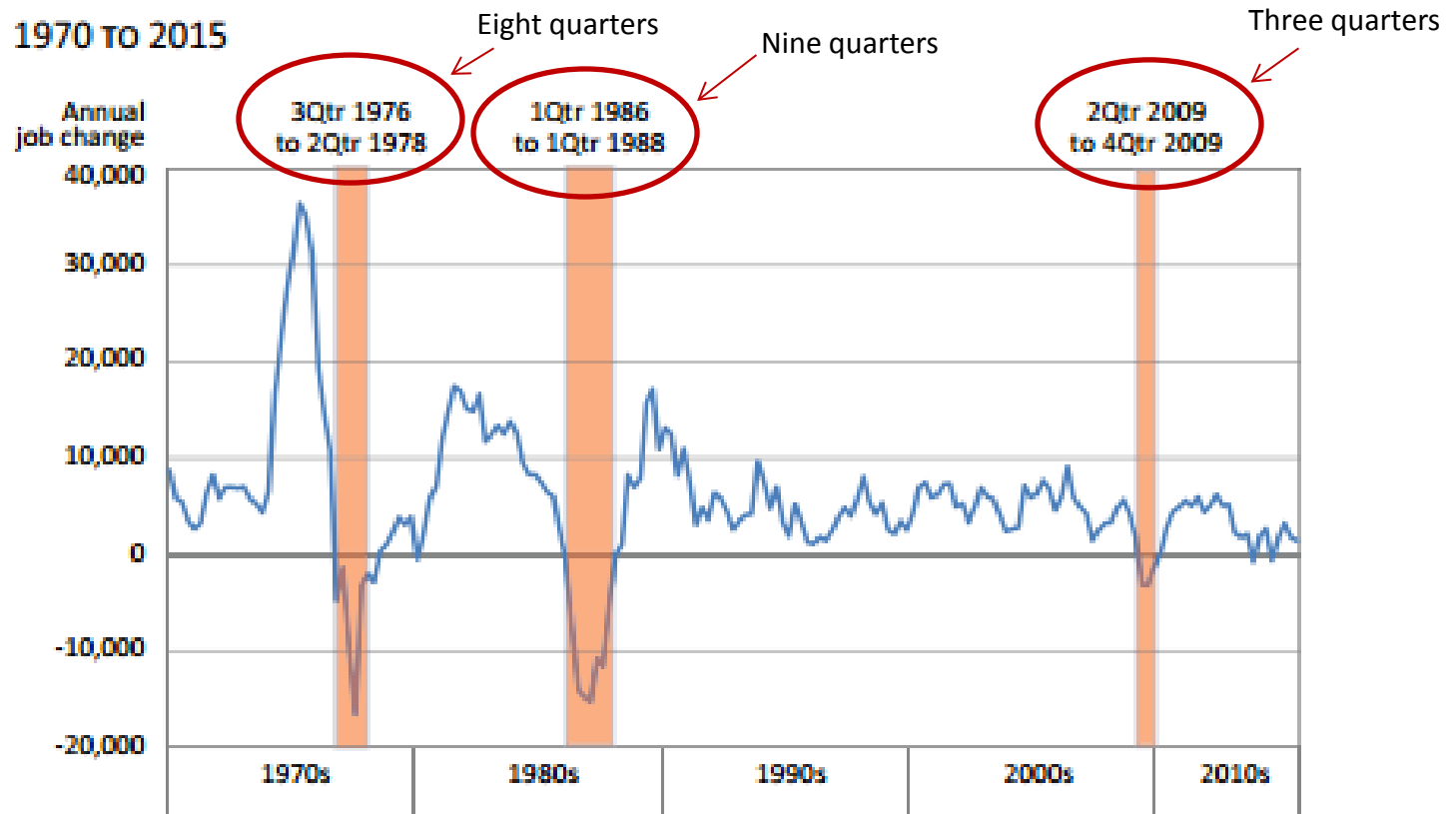


# How long do they last?

# 2

## Alaska's Recessions and Job Losses and Gains

1970 to 2015

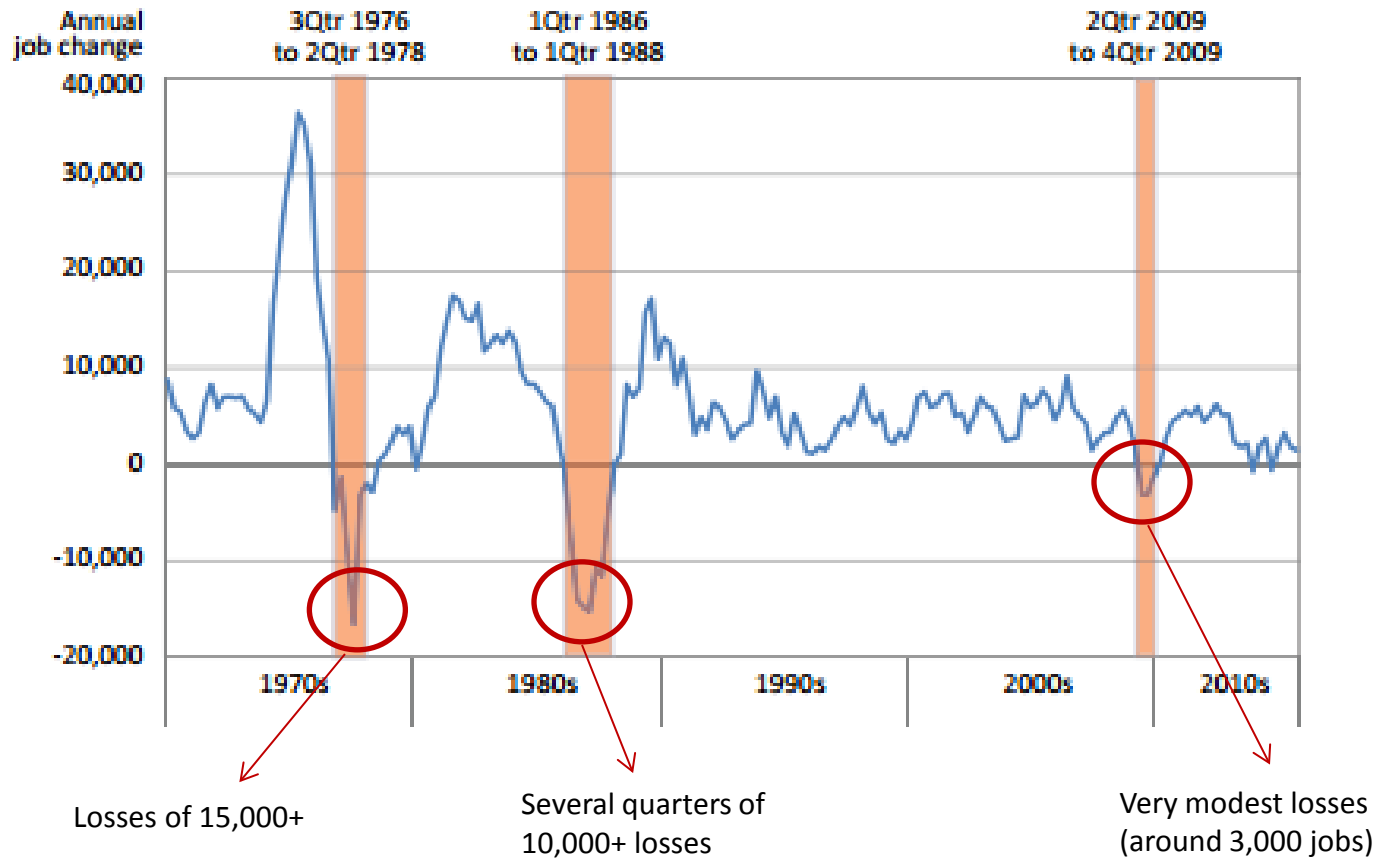


# How deep are they?

## 2

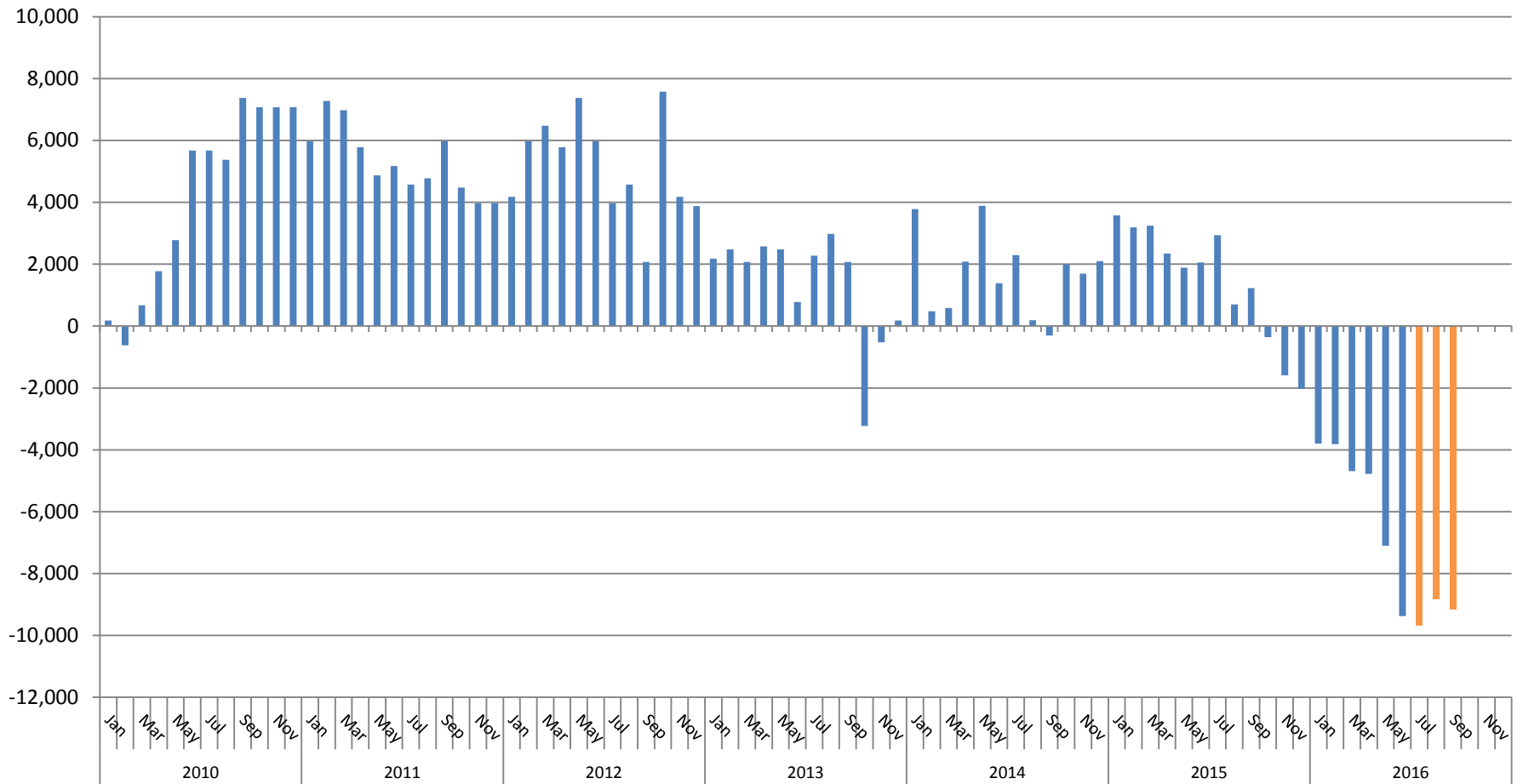
### Alaska's Recessions and Job Losses and Gains

1970 to 2015



# Back to this; conclusions?

**Total Wage and Salary Employment  
Over-the-year change**



# A picture is worth ...

## Recent shocks to our economy:

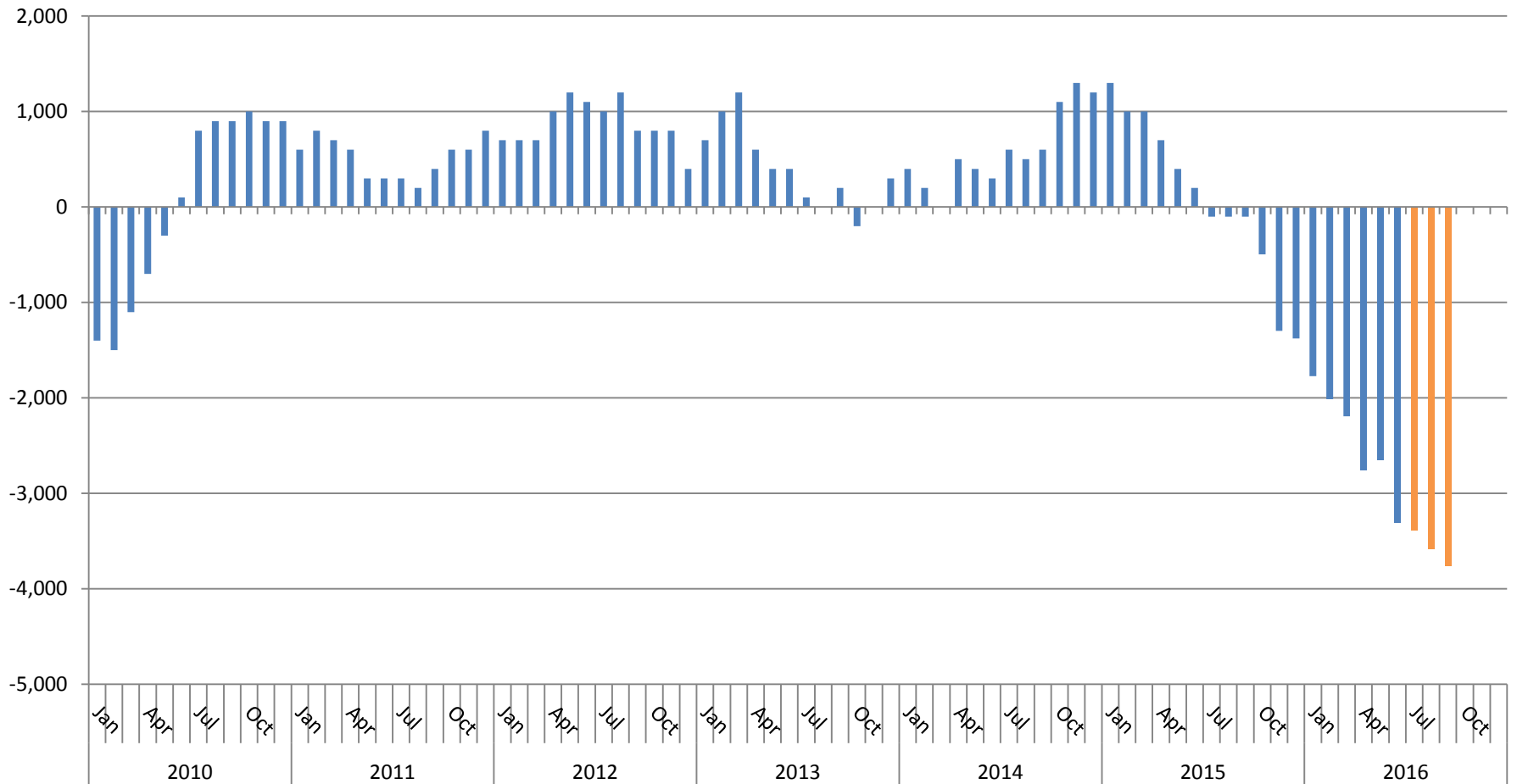
1. Oil and gas job losses
2. Oil and gas revenue losses
  1. Capital budget reductions
  2. State government job losses
3. Oil and gas spending losses





# Other industry sectors ...

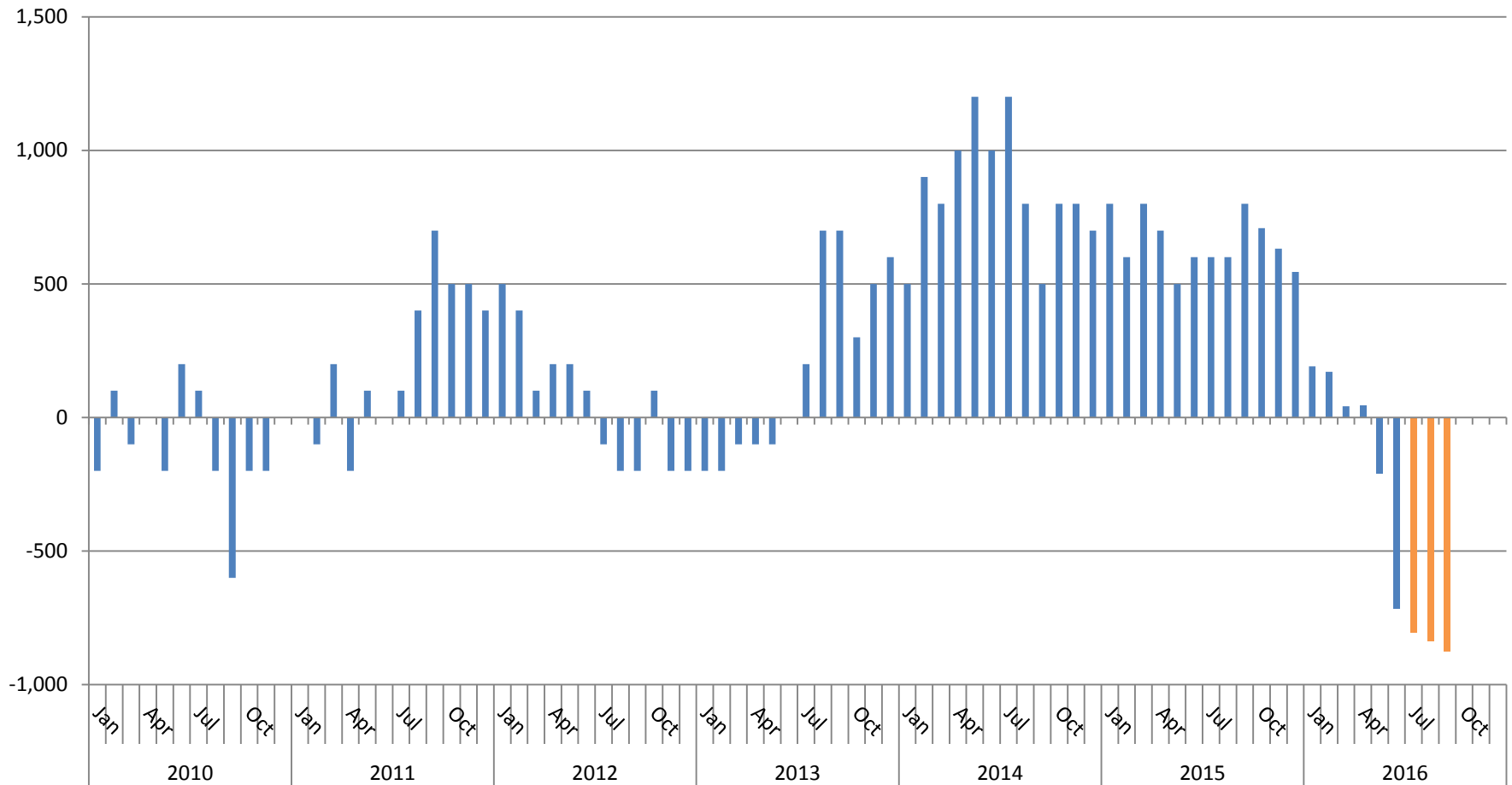
**Mining and Logging Jobs (mostly O&G)  
Over-the-year change**





# Other industry sectors ...

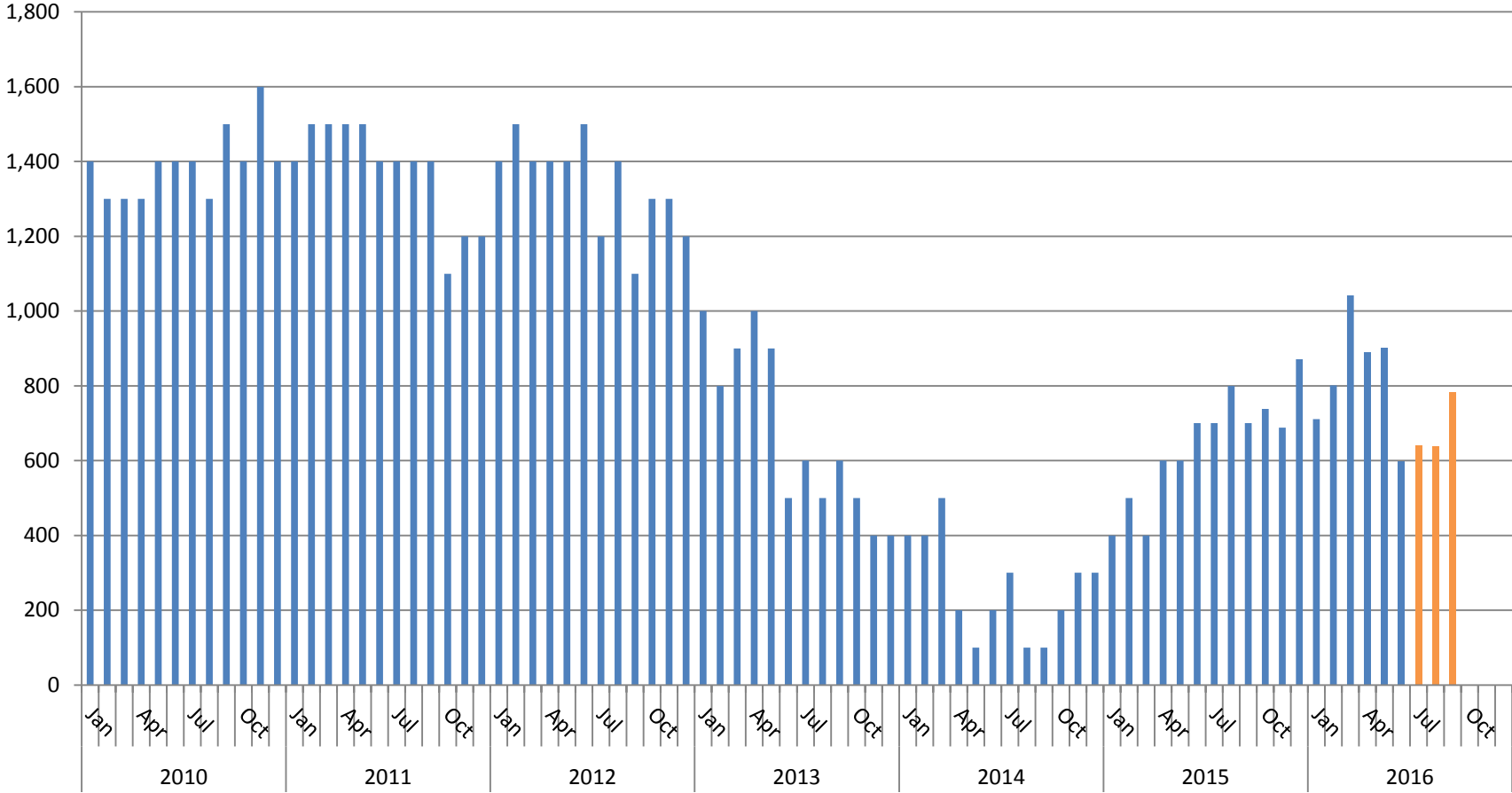
**Retail Trade Jobs  
Over-the-year change**





# Ready for some good news?

**Health Care Jobs  
Over-the-year change**



# Back to construction

Important context ...

## 2016 ALASKA CONSTRUCTION SPENDING

	Million	Change
<b>TOTAL</b>	<b>\$7,303,000,000</b>	<b>-18%</b>
<b>TOTAL EXCLUDING OIL &amp; GAS</b>	<b>\$4,178,000,000</b>	<b>-11%</b>
<b>PRIVATE</b>	<b>\$4,542,000,000</b>	<b>-24%</b>
Oil and Gas	\$3,125,000,000	-25%
Mining	\$180,000,000	0%
Other Basic	\$104,000,000	39%
Utilities*	\$459,000,000	-33%
Hospitals/Health Care*	\$195,000,000	-19%
Other Commercial	\$150,000,000	-23%
Residential	\$329,000,000	-21%
<b>PUBLIC</b>	<b>\$2,761,000,000</b>	<b>-6%</b>
National Defense	\$552,000,000	27%
Highways and Roads	\$705,000,000	0%
Airports, Ports, and Harbors	\$387,000,000	-15%
Alaska Railroad	\$26,000,000	-4%
Denali Commission	\$10,000,000	0%
Education	\$406,000,000	-13%
Other Federal	\$253,000,000	-1%
Other State and Local	\$422,000,000	-26%

\* Many projects in these categories are supported by public funds.  
Source: Institute of Social and Economic Research, UAA.  
Percent change based on revised 2015 estimates.

# Back to construction

Important context ...

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# Back to construction

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*Big* declines in capital budgets – from \$2.1 billion in fiscal year 2013 to just \$96 million in 2017.

Nowhere to go but up (although some of the funding from previous capital budgets still in the system)

# The next few years:

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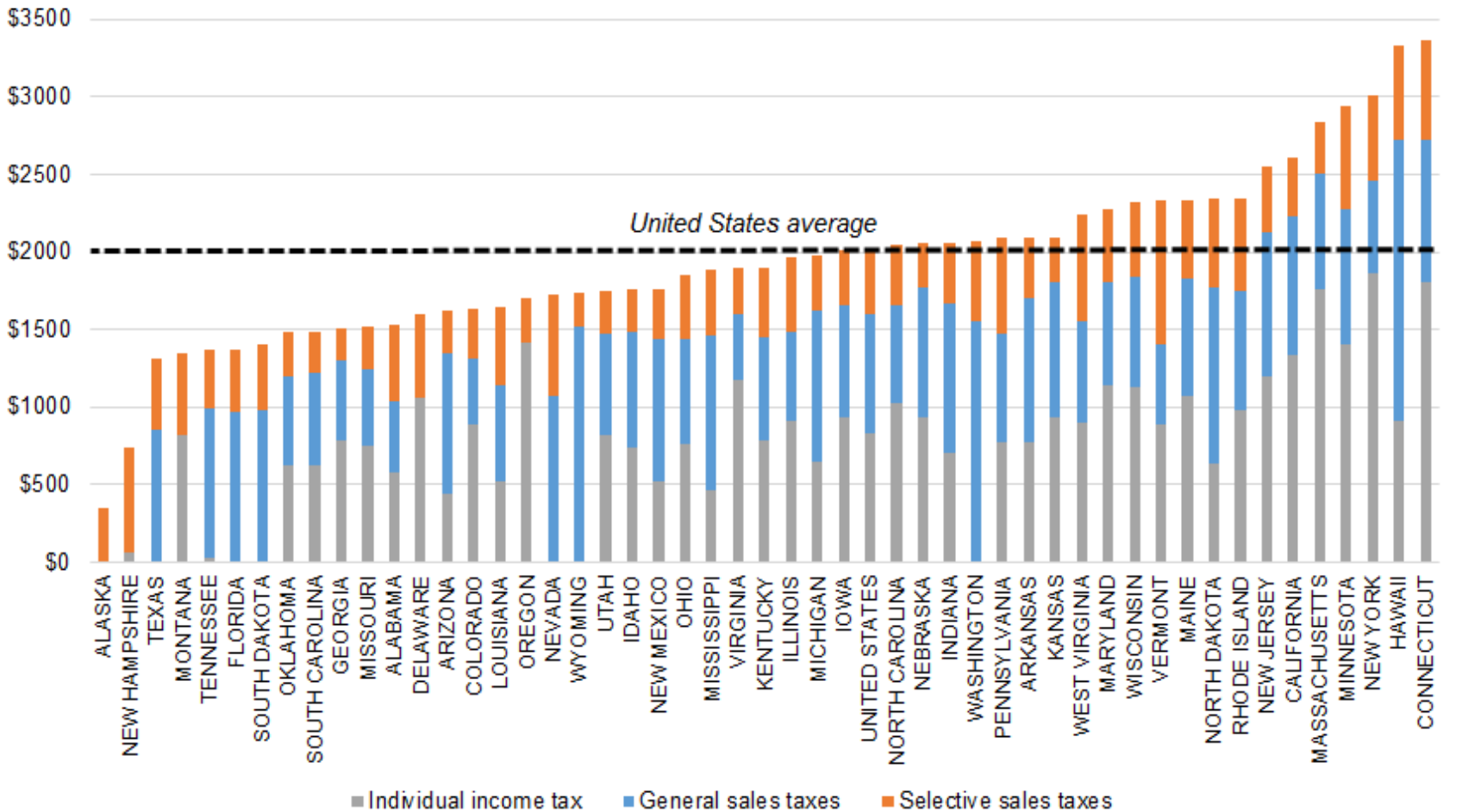


# The next few years:

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We're going to be wrestling with something every other state mostly resolved a *long* time ago ...

# Per-capita broad based state tax revenues:



# As an economic issue:

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- Additional money will come out of Alaska economy in the form of taxes
- Uncertainty will affect willingness of businesses and individuals to invest
- Additional cuts to state government will reduce wages/salaries (we already talked about capital budgets)
- Some types of cuts will have long-term effects (education, infrastructure, management)

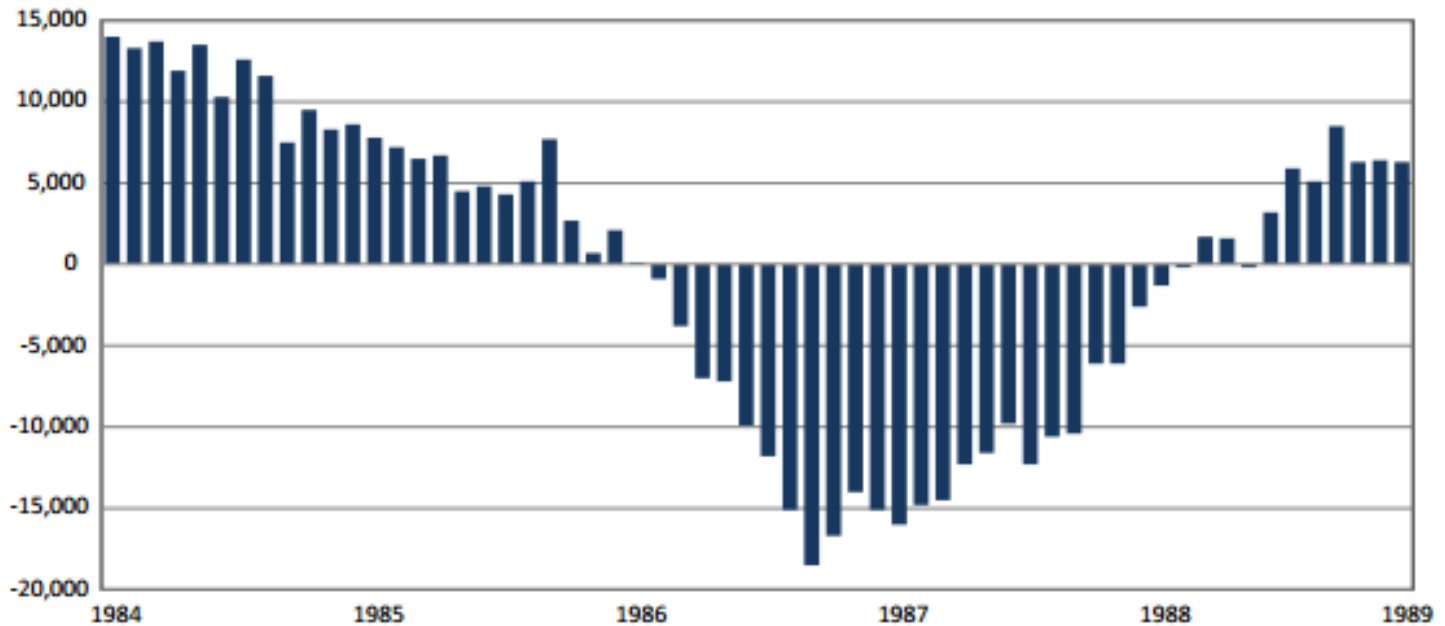


# But growth is normal ...

1

## The Pattern of Overall Loss and Recovery

EMPLOYMENT CHANGE FROM SAME MONTH OF PRIOR YEAR, 1984 TO 1989

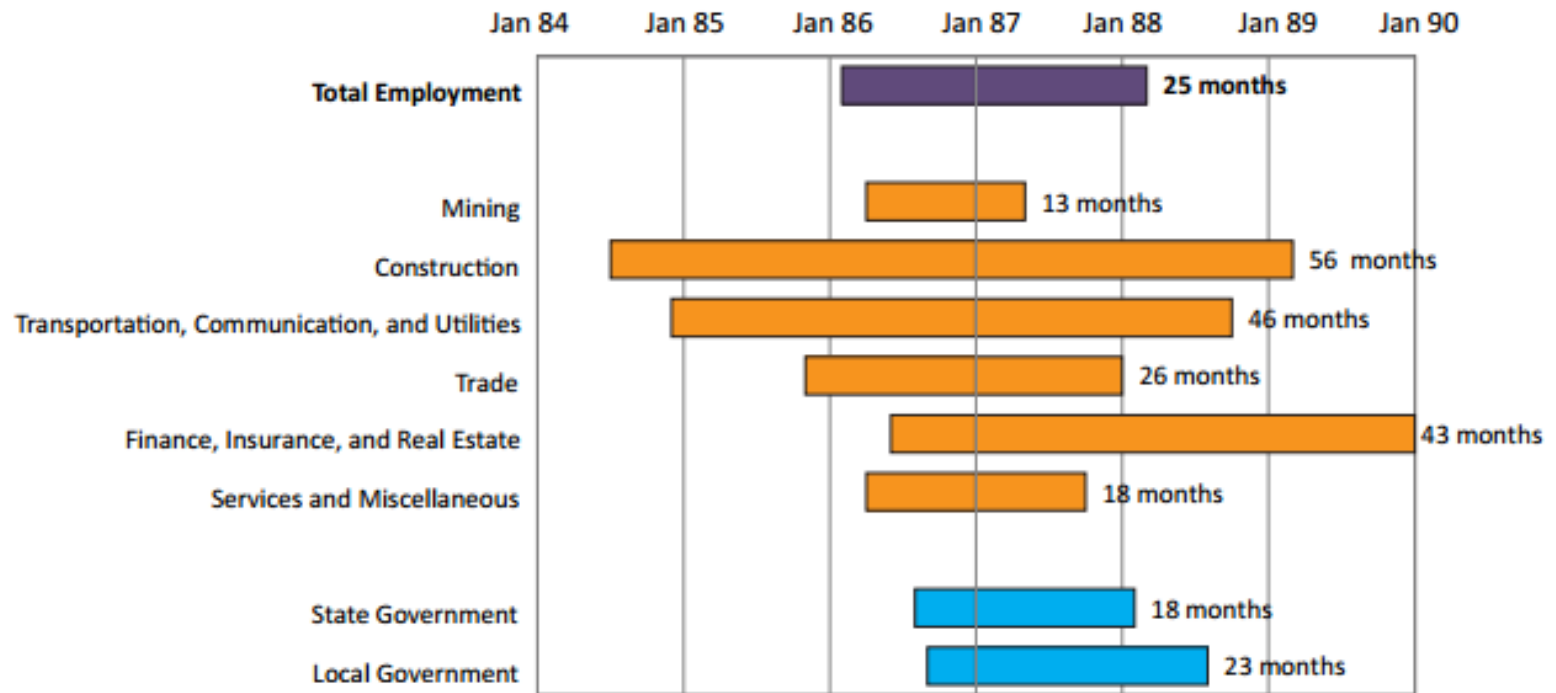


# ...losses are of finite duration ...

## 3

### Duration and Timing of 1980s Job Losses, by Industry

JANUARY 1984 TO JANUARY 1990



# ... and Alaska has impressive long-term economic assets

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- Still substantial oil and gas resources (and significant alternative energy potential)
- Mineral resources
- Strategic military location
- Abundant and well-managed fisheries
- Incomparable natural beauty, sport fishing, hunting, etc.
- Unique quality of life (the myths are real)



**State of Alaska**

**Workforce Innovation and  
Opportunity Act**

**Annual Report Narrative**

**Program Year 2015**



**ALASKA DEPARTMENT OF LABOR  
& WORKFORCE DEVELOPMENT**



THE STATE  
*of* ALASKA

GOVERNOR BILL WALKER

Department of Labor and  
Workforce Development

Office of the Commissioner

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Juneau, Alaska 99811  
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September 30, 2016

The Honorable Thomas E. Perez  
United States Secretary of Labor  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

Dear Secretary Perez,

On behalf of Governor Bill Walker, the Alaska Department of Labor and Workforce Development, and the Alaska Workforce Investment Board, we are pleased to submit Alaska's Workforce Innovation and Opportunity Act (WIOA) Annual Performance Report for Program Year 2015.

Alaska's workforce system is vibrant, flexible, and innovative, with a strong connection between industry, employers, educators, labor, and training providers whose common goal of developing and providing career paths is aimed at high wage occupations in vital industries that strengthen our economy.

This annual report provides information about Alaska's performance with USDOL-funded workforce programs and an overview of Alaska's workforce system as a whole. Alaska will continue to expand and solidify our commitment to workforce development and refine strategies to increase the responsiveness of the system.

WIOA funds are a significant contribution to our public workforce system and we appreciate the federal/state partnership to develop the workforce. Thank you for your continued support of the people of Alaska.

Sincerely,

Handwritten signature of Heidi Drygas in black ink.

Heidi Drygas, Commissioner  
Department of Labor and Workforce Development

Handwritten signature of Larry Bell in blue ink.

Larry Bell, Chair  
Alaska Workforce Investment Board

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**Assurances:** The Alaska Department of Labor and Workforce Development assures that all required elements for the Program Year 2015 WIOA Annual Report are reported uniformly.

## Overview

Program Year 2015 was an eventful year with the ongoing implementation of WIOA and the crafting of Alaska's Combined State Plan. In preparing for the development of the Combined State Plan, regional planning meetings were held in Juneau, Anchorage, and Fairbanks to inform the public about WIOA and the department's implementation efforts. These meetings provided an opportunity to solicit comments and feedback from regional and statewide partners to enhance Alaska's workforce system. The state's vision and goals were identified along with a solid path to achieve them.

Our strategic and operational planning included a thorough economic and workforce analysis (current and future); an education and training activities analysis; and development of an implementation strategy including the creation of policies, service delivery modifications to target priority populations, assessment of programs and one-stop partners, and data analysis and alignment.

Alaska's priority industries of Healthcare, Oil & Gas, Mining, Construction, Maritime, and Transportation were identified and Industry Sector Partnerships established by collaborating with colleges, schools, labor and workforce agencies, training providers, community organizations, and other stakeholders to align training with the skills needed for the industry. Six Economic Regions were identified for WIOA planning and service delivery investments.

Day-to-day operations in the Job Centers were revamped to meet the requirements of WIOA with technical guidance, forms, processes, and procedures created and delivered in person and through webinars to all WIOA staff throughout the state. Over two dozen policies were rewritten: our Youth program was restructured to focus on the Out-of-School youth population with a stronger tie to partners including Vocational Rehabilitation and the Disability Employment Initiative; priority populations including Veterans, long-term unemployed, individuals with barriers to employment, low income, public assistance recipients, and English language learners were targeted; and the department's priority of work-based learning programs, including apprenticeships, incumbent worker training, and on-the-job training, was reinforced.

Alaska recognizes that WIOA emphasizes informed consumer choice, job-driven training, training provider performance, and continuous improvement in performance achievement and accountability. A primary means to achieve these goals is through the Eligible Training Provider List (ETPL). The Division of Employment and Training Services maintains the ETPL in partnership with the Alaska Workforce Investment Board (AWIB). During PY 2015, the Alaska's ETPL received a complete overhaul with new policy, operating guidance, and applications, ultimately resulting in training programs that are successful with a proven capability of providing valuable training that enables participants to secure quality employment.

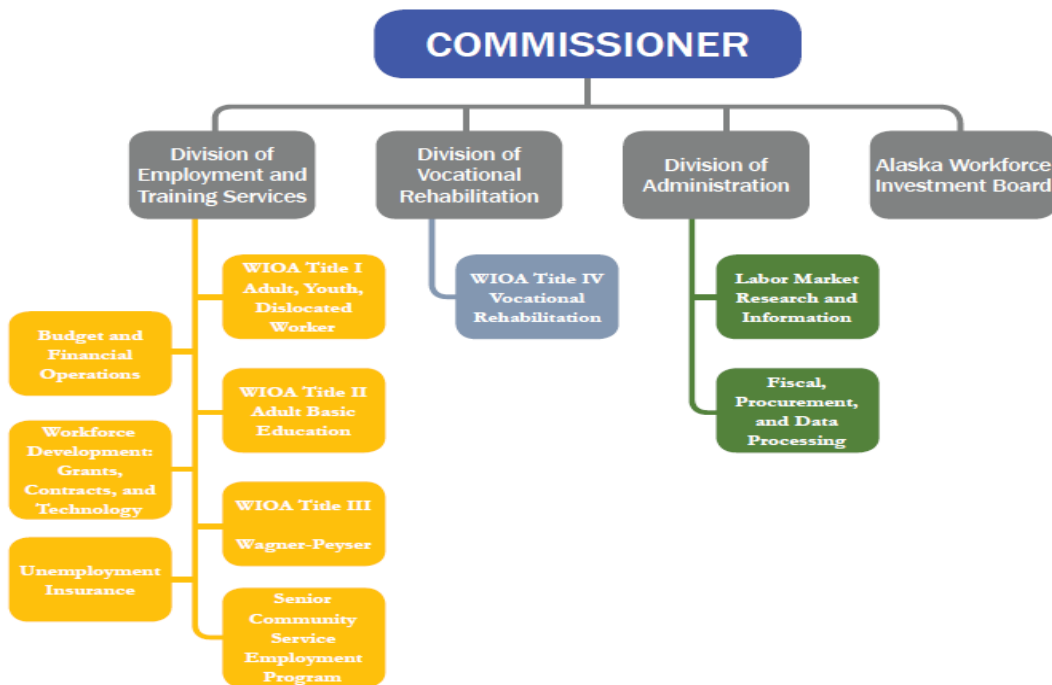
Alaska has a unique culture and economy and a diverse population. We face a difficult fiscal future where the demand for services we provide, along with employers’ continuous desire for new employees with needed skills, will continue to grow even as we feel the impact of low oil prices on our state budget. Alaska will stay focused on engaging businesses as partners; aligning workforce and economic development; coordinating training programs and education; supporting adult basic education and occupational skills training; and increasing training and industry-recognized credential attainment, as these are all critical components to Alaska’s workforce system success.

## Alaska Department of Labor and Workforce Development

The Alaska Department of Labor and Workforce Development promotes safe and legal working conditions and opportunities for employment in Alaska. Department priorities include:

- 1) protection of Alaska’s workers through statutory and regulatory assistance and enforcement;
- 2) workforce development to support Alaska hire and economic development; and
- 3) income replacement for injured, unemployed, and permanently disabled workers.

As the state’s lead entity for workforce development, the department, through the Division of Employment and Training Services, administers the WIOA programs as well as state-funded employment, job training, and career training programs offering services through Alaska’s Job Center Network, Wagner-Peyser Labor Exchange, and Unemployment Insurance. The department also supports the Alaska Workforce Investment Board, which provides policy and oversight of the state’s workforce investment activities. The department’s functional organizational chart is shown below.





### **Office of the Commissioner**

The Office of the Commissioner provides policy guidance, administrative oversight, and coordinated communications for the Department of Labor and Workforce Development and the Alaska Workforce Investment Board. Also reporting directly to the Commissioner is our Division of Administrative Services, which provides management information and support services, develops and distributes labor market and population information, and conducts workforce research.

### **Division of Employment and Training Services**

The Division is the designated state administrative agency for Workforce Innovation and Opportunity Act (WIOA) Title 1-B programs. It grants WIOA funds to the state's qualified youth employment and training providers as recommended by the Alaska Workforce Investment Board (AWIB). The Division also provides labor exchange services, employment and training services, unemployment insurance (UI) to Alaskans and Alaska businesses, and grant administration for various state and federal workforce programs, thereby advancing opportunities for employment and providing economic stability for communities in Alaska.

## **Alaska Workforce Investment Board**

The vision for the Alaska Workforce Investment Board (AWIB) is to "build connections that put Alaskans into good jobs." This comprehensive vision keeps the board focused on developing a workforce system that is useful, accessible, and understandable to all of the system's customers, which include businesses looking for qualified workers, unemployed Alaskans looking for jobs, and incumbent workers wanting to upgrade their skills in a changing work environment. The AWIB reviews workforce plans and provides recommendations to the department and the Governor to further train and prepare Alaskans for the workforce and help grow Alaska's economy.

The AWIB uses three primary strategies to help the programs meet the governor's vision: identify priority industries and occupations for the investment of scarce workforce investment resources; work with industry sectors to prepare and implement targeted workforce development plans; and monitor investment of federal and state workforce programs.

During Program Year 2015, Alaska Governor Bill Walker issued guidelines restricting state government funded travel. State boards and commissions, including the AWIB, are authorized to hold only one in-person meeting per year. The AWIB will hold its annual in-person meeting each February in Juneau. The other two AWIB meetings will be conducted via videoconference and teleconference.

Program Year 2015 meetings were held October 29-30, 2015 in Fairbanks; February 4-5, 2015 in Juneau; and May 24, 2015 via videoconference sites in Anchorage, Juneau, and Fairbanks.

Alaska Workforce Investment Board (AWIB) activities during Program Year 2015 include:

- Contributed to the development of Alaska’s WIOA Combined Plan. AWIB members participated in three regional planning meetings, and reviewed and provided additional input on the draft plan.
- Reviewed grant applications for the State Training and Employment Program and Workforce Innovation and Opportunity Act Youth program, and provided recommendations for funding.
- Monitored and evaluated WIOA Youth grantees and Job Center Adult and Dislocated Worker programs.
- Reviewed and approved the 2015 Annual Workforce Reports to the Legislature.
- Amended AWIB Bylaws to update references to WIOA and accurately reflect current board duties and committee structure.
- Adopted Policy 100-2016 Process for AWIB Endorsement of Industry Workforce Development Plans.
- Revised Policy 100-2014 Alaska Technical and Vocational Education Program Assessment and Transcription of Credit for Military Training and Experience to clarify eligibility criteria.
- Adopted the following resolutions:
  - Resolution 15-04 Kodiak Job Center Certification;
  - Resolution 15-05 Support of Registered Apprenticeship as a Workforce Development Strategy;
  - Resolution 15-06 Approving Eligible Training Provider List Policy, Procedural Guide and Applications;
  - Resolution 16-01 Supporting Consistent Transition Policies;
  - Resolution 16-02 Resolution to Increase Alaska Resident Hire;
  - Resolution 16-04 Resolution in Support of the Alaska Mining Workforce Development Plan.

## **Alaska’s Economic Overview**

### **Statewide Overview**

Alaska ranks 48<sup>th</sup> among states by population but is easily the largest geographically. The state’s 570,641 square miles of land make up 16 percent of the U.S. total. For the U.S. as a whole, there are 89.5 people per square mile; in Alaska there are 1.3.

The Alaska economy is heavily dependent on oil and gas and other resource extraction industries and on the federal government, including a substantial number of military bases and installations (Army, Air Force, and Coast Guard in particular). Alaska has more veterans per capita than any other state.

Two other major basic sector industries — those that inject new money into the state’s economy by providing goods or services to outside consumers — are fishing and tourism.

Alaska has especially high concentrations of employment in natural resources and mining (more than four times the national average). It has at least slightly higher concentrations in construction, utilities, and transportation and warehousing. The state has lower than national average employment concentrations in manufacturing, financial activities, and professional and business services.

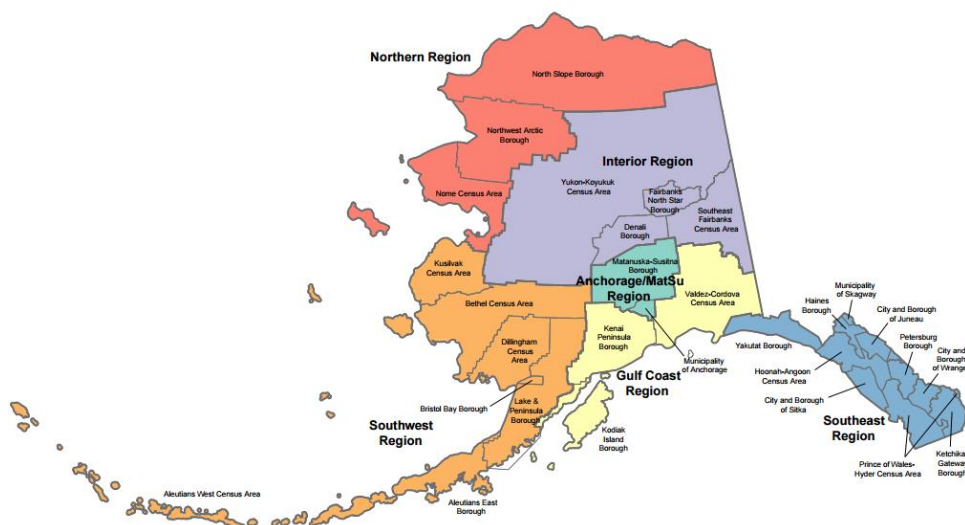
In contrast to the national trend, Alaska will see a net loss of jobs in 2016 as a result of low oil prices, layoffs, and a very large state budget deficit. So far the losses have been relatively mild overall, although oil and gas, state government, construction, and professional and business services sectors have all seen substantial job losses. Health care, retail trade, and tourism-related businesses are all showing moderate job growth through the first half of 2016.

However, overall, during the 2014 to 2024 period, Alaska is projected to add 19,700 jobs for a 10-year growth rate of a little less than 6 percent. Although health care jobs are not expected to grow as fast as they have in recent years, the 16 percent growth rate for that sector (which also includes social services jobs) is still expected to substantially outpace overall job growth.

Other areas of relative strength among major sectors include leisure and hospitality at 11 percent growth and transportation and warehousing at 10 percent. Large or especially important sectors projected to lose jobs or see weaker than average growth include oil and gas extraction (-10 percent), support activities for mining (-7.2 percent), financial activities (-1.2 percent), and state government, excluding university jobs (-3.4 percent).

### Economic Regions Overview

The state is divided into six economic regions: Northern, Interior, Southwest, Anchorage/Mat-Su, Gulf Coast, and Southeast.



The economies and job markets in the Anchorage/Mat-Su, Gulf Coast, and Southeast regions roughly mirror statewide patterns, with declines in any of the state's major industries having either direct or trickle-down effects. Fairbanks, the largest part of the Interior Region by population and job counts, would also have a mix of current and projected employment that resembles the state as a whole.

Although parts of the Gulf Coast and Southeast regions are isolated and rural, as a whole they contain a mix of jobs that is not dramatically different than the statewide pattern. Coastal areas will have more opportunities in fishing and fishing support industries, for example, but strong health care growth is expected wherever there are stable or growing populations. Similarly, the mix of government and private sector support jobs (in retail stores, restaurants and bars, construction, transportation, etc.) does not differ markedly between areas with population centers of 10,000 or more.

The Northern Region is home to most of the state's very large oil and gas industry and also includes the Red Dog Mine, one of the world's largest zinc mines. Because North Slope workers typically work schedules of two weeks on/two weeks off, or some variation of that, there are also a substantial number of food services, health care, and custodial jobs generated when oil and gas activity picks up and a corresponding reduction in those jobs when it falls. There is little in the way of permanent population centers in close proximity to the oil and gas fields. The Northern Region's largest city is Barrow with about 4,500 people, but it is 200 miles away from the center of oil field activity and not connected by road.

The Southwest Region of the state is heavily dependent on fishing. The region supplies a large percentage of the nation's total commercial fish harvest by both poundage and value. Bristol Bay sockeye salmon, Bering Sea crab, and Pollock caught in the region represent some of the largest salmon, crab, and whitefish fisheries in the world.

Much of the fishing activity itself is not captured in wage and hour employment data sets because both permit holders and their crew are considered self-employed and not generally subject to state unemployment insurance coverage and the mandatory reporting from which the most reliable employment data are collected. What the employment data do show, however, is a large number of seafood processing jobs and the roughly typical mix of government, health care, retail, construction, and restaurant/bar employment that result from economic base industries such as the area's fisheries.

Two census areas in the region — Bethel and Kusilvak — have some of the state's and nation's highest unemployment rates among counties or county equivalents. Jobs in these areas are primarily connected to local government and to the general support jobs that exist wherever populations cluster, including health care and retail jobs and a certain number of construction and transportation

jobs. Unlike the southern parts of the region, the area does not profit substantially from commercial fish harvests.

The Interior Region has a mix of resource industries — large coal and gold mines, for example — and is also home to Denali National Park, which generates a large number of seasonal jobs and a handful of year-round jobs. Fairbanks, with a borough population of nearly 100,000, depends heavily on the military and the University of Alaska Fairbanks.

Fort Wainwright, an Army post, and Eielson Air Force Base are home to 8,600 active duty military and an additional 1,400 dependents. The University of Alaska Fairbanks has a student enrollment of nearly 10,000, 88 percent of whom are undergraduates. Both the military and the university produce a number of jobs specific to national defense and educating students, but also create significant demand for goods and services in the community and state. At both the industry and occupational levels, existing demand would be similar to the statewide pattern: 1) especially high demand for health care workers; and 2) demand across the rest of the industry and occupational spectrum that will be roughly similar to population trends.

## **Department Priorities**

### **Alaska Hire**

The Department of Labor and Workforce Development recognizes that it is critical to hire Alaskans for Alaska's jobs. The department plays a vital role by making Alaska Hire a priority. Alaska Hire requires that at least 90 percent of jobs on state-funded projects go to Alaska residents. At a time of shrinking capital budgets and declining oil sector employment, it is more important than ever that Alaska's limited tax dollars be invested efficiently to create economic opportunities for Alaskans.

The department's Research and Analysis Section found that in 2014 (the most recent year for which data is available), the percentage of nonresident workers in Alaska increased by two-tenths of a percentage point and the percentage of wages earned by nonresidents increased by four-tenths of a percent. Nonresidents earned 15.6 percent of total wages, up from 15.2 percent in 2013. Reducing the rates of nonresident hire will mean more money staying in Alaska's economy to benefit more Alaskans.

### **Registered Apprenticeship**

Increasing and expanding Registered Apprenticeship as a training model is another department priority with a focus on the healthcare, construction, oil and gas, mining, and maritime industries. Apprenticeships create great career paths and are an important tool for our evolving, technologically sophisticated labor market, and smart use of apprenticeships will ensure more Alaskans get hired for jobs in their community.

### **Universal Access and Priority of Service**

Universal access and priority of service continues to remain a department priority with priority given to veterans, public assistance recipients, other low income individuals, individuals with barriers to employment, the long-term unemployed, dislocated workers, individuals with disabilities, individuals with limited English proficiency, the homeless, older workers, and returning citizens.

### **Integrated Service Delivery**

One of the department's objectives is to maintain a fully integrated system that ensures availability of workforce services to all customers through a single delivery system. This efficient use of resources includes integrating WIOA core programs, Unemployment Insurance, Veterans' programs, Senior Community Service and Employment Program, and other required partners into the One-Stop Job Center system.

### **Universal Access**

The department's vision for the One-Stop Job Centers is to field all job seeker needs, including case management, support services, basic and individualized career services, training services, specific job-seeking services, and information on referrals and educational resources into one single location. To make the Alaska One-Stop Job Center system more efficient, the department identifies high-skill/high-wage/high-demand occupations and develops job training strategies to meet the needs of Alaska businesses. These strategies are used across the WIOA core programs in order to improve the outcomes for our workforce system.

## **Workforce Innovation and Opportunity Act Title IB Programs and Performance**

### **Adult, Dislocated Worker, and National Emergency Grant Programs**

The Adult, Dislocated Worker, and National Emergency Grant program services are delivered by Career Support and Training Services (CSTS) case managers located at the One-Stop Job Centers. CSTS staff work one-on-one with participants to provide individualized assessments and determine the appropriate range of services, goals, and support to meet the participant's needs. The case manager gathers participant information for data validation and reporting purposes, provides career counseling, makes appropriate referrals to other resources, reviews labor market information with the participant, and helps identify short and long term employment goals to create an individual employment plan. The ultimate goal is credential attainment for employment in industries and occupations that offer good wages and opportunities for advancement.

The department's Adult program prepares workers, particularly low income, disadvantaged, low-skilled, and underemployed, for employment in industries and occupations that offer good wages and opportunities for advancement. The program provides adults with workforce preparation,

career services, training services and job placement assistance needed to increase occupational skill attainment, obtain industry-recognized credentials, and secure a good job that provides earnings that lead to self-sufficiency. In PY 2015, there were 2,661 participants in the Adult program, with 1,862 of those receiving self-services. Case managers actively worked with 387 participants, of which 238 were new registrants. Program exits increased from 198 in PY 2014 to 218 in PY 2015 as case managers prioritized timely exits.

The Dislocated Worker (DW) program offers employment and training services to individuals who have lost their jobs, displaced homemakers, and employed workers who have received a notice that they will lose their jobs if additional training or credentials are not secured. The program enhances the quality, productivity, and competitiveness of Alaska's workforce while meeting the needs of Alaska's employers. PY 2015 saw a slight decrease in enrollments from 211 in PY 2014 to 191 in PY 2015 with the overall number of participants served decreasing from 419 to 290 while case managers focused on getting participants back to work in a timely manner. The program experienced 173 exits during the program year.

Leveraging resources resulted in a 100 percent co-enrollment between the Dislocated Worker program and the Dislocated Worker Training-National Emergency Grant (DWT-NEG), which enabled more opportunities for unemployed workers to obtain employment and training services. There were 101 active DWT-NEG participants during the program year, 38 of which were new enrollments. During PY 2015 there were 58 participants exited from the program.

### **Performance Measures**

The department continues to focus its workforce development programs on transitioning workers into high-wage, high-growth, and demand-driven jobs. The Adult and Dislocated Worker programs' average earnings performance remained strong as shown in Table 1. Alaska exceeded three of the six performance measures and met the remaining three.

Alaska's performance outcomes reflect the department's commitment to continuing improvement of its coordinated and comprehensive workforce development system, and the hard work and dedication of department leadership and program staff. Participants who exit our systems are work ready and obtain and retain self-sufficient wages.

Alaska will continue its commitment to expanding and maintaining public and private partnerships, refining effective One-Stop service delivery strategies, monitoring program performance strengths and areas needing improvement, and by providing in-person technical assistance activities to improve program quality.

**Table 1: WIOA Performance Measures for Adult and Dislocated Workers Program**

	PY 2015 Negotiated Performance	80% of Negotiated Performance	Exceeded/ Met/ Not Met	PY 2015 Actual Performance	PY 2014 Actual Performance	PY 2013 Actual Performance
<b>Adult Employment Rate</b>	80.0%	64.0%	Met	76.8%	73.9%	79.4%
<b>Adult Retention Rate</b>	82.0%	65.6%	Met	82.0%	84.8%	86.2%
<b>Adult Average Earnings</b>	\$20,100	\$16,080	Exceeded	\$20,936	\$21,334	\$22,406
<b>DW Employment Rate</b>	81.5%	65.2%	Exceeded	86.4%	86.2%	92.5%
<b>DW Employment Retention Rate</b>	90.5%	72.4%	Met	85.2%	89.9%	95.1%
<b>DW Average Earnings</b>	\$23,500	\$18,800	Exceeded	\$26,012	\$24,486	\$25,388

*Source: Alaska Department of Labor and Workforce Development, Division of Employment and Training Services*

## Youth Program

Alaska’s WIOA Youth program promotes economic development and stability through comprehensive employment, vocational, and academic services to in-school and out-of-school eligible youth. In PY 2015, the State awarded \$1,458,251 to six service partners to deliver Youth services.

Grant recipients included Alaska Native Corporations and Health and Social Services juvenile treatment centers and other high performing youth-serving programs. Services targeted eligible youth populations statewide, including the harder to serve, remote youth populations in rural Alaska. Because Alaska’s rural youth are at high risk of dropping out of high school and suicide, they remain a priority demographic for service delivery. Rural areas have limited resources and opportunities for training, support services, and employment opportunities pre- and post-high school. The State has faced many barriers serving this high risk population but is continually seeking strategies to fill training and employment gaps. A best practice of rural youth programs’ service delivery is to establish partnerships with the local school districts to collaboratively meet the needs of youth. Such partnerships positively impact graduation and employability rates when implemented successfully. Additionally, Alaska continues its focus on neediest youth populations of incarcerated, homeless, transient, and youth with disabilities.

Program Year 2015 focused on continuing the transition from WIA to WIOA priorities and regulations while maintaining a consistent level of service delivery. The transition required



development of new strategies to meet the 75 percent requirement for services to out-of-school youth as well as the mandate to see 20 percent of local youth funds expended on work experience activities. The State required programs to develop training models that would facilitate both mandates successfully, compelling applicants to present program budgets that designated a minimum of 40 percent of funds for direct training and support services to participants. This strategy resulted in 42 percent of the total funds awarded in PY 2015 budgeted for direct services to participants and included the work experience requirement.

During PY 2015, the WIOA Youth program provided services to 406 youth experiencing barriers to employment and academic progression, serving 230 out-of-school youth and 176 in-school youth. The total served marks an 18 percent decrease from youth served in PY 2014 (499). The decrease in youth served is in part attributed to the reduction of service partners delivering services in PY 2015.

The number of service partners was reduced by 40 percent. In light of the release of underperforming programs, coupled with the limitations of reduced federal allotments and navigating the WIOA rollout, the State chose to focus on maintaining consistent service delivery with a core of four performing programs (Nine Star Enterprises Inc., Southeast Regional Resource Center, Alaska Vocational Technical Center, and the Department of Health and Social Services) and two new programs (Adult Learning Programs of Alaska and Kawerak, Inc.), which appeared to possess the skills to be successful under WIOA Youth over the long term.

### Performance Measures

State performance remained strong for two of the three areas of performance, but saw a decrease in the Literacy/Numeracy measure. This decrease may in part be attributed to confusion with Literacy/Numeracy tracking during the transition year. With Literacy/Numeracy no longer a performance measure under WIOA, service partners were for a time confused with tracking basic skills deficient youth, prior to technical guidance from the State to continue tracking basic skills outcomes.

**Table 2: WIOA Youth Program Performance Measures**

	<b>PY 2015 Negotiated Performance</b>	<b>80% of Negotiated Performance</b>	<b>Exceeded/ Met/Not Met</b>	<b>PY 2015 Actual Performance</b>	<b>PY 2014 Actual Performance</b>	<b>PY 2013 Actual Performance</b>
Placement in Employment or Education	57.5%	44.8%	Met	55.0%	47.1%	57.5%
Attainment of Degree or Certificate	62.0%	49.6%	Met	61.2%	51.3%	72.8%
Literacy and Numeracy Gains	38.0%	30.4%	Not Met	25.0%	34.1%	48.8%

*Source: Alaska Department of Labor and Workforce Development, Division of Employment and Training Services*

## **Sector Partnership – National Emergency Grant (SP-NEG)**

Alaska's SP-NEG gained momentum during PY 2015 with a focus on:

- Serving laid off workers, Transitioning Service Members (TSMs), and Veterans through Individual Training Accounts and support services facilitated through the Job Centers;
- Industry Sector Planning in the targeted areas of Health Care, Oil & Gas, and Maritime, including collaboration with the Alaska Health Workforce Coalition, AVTEC's Alaska Health Care Academy, Alaska Health Care Apprenticeship Consortium, and regional stakeholder meetings for input on a preliminary workforce plan for Alaska's Natural Gas Pipeline project; and
- Regional Workforce Planning including meetings focused on gas pipeline workforce planning, regional training centers, and apprenticeships.

The Job Centers are using SP-NEG funding to provide services specifically for dislocated workers, and enhancing mobile job center services in both rural and urban areas that have high numbers of long-term unemployed. Notable partners for industry sector and planning work include Alaska Process Industry Careers Consortium (APICC), Maritime Works; Alaska Health Care Apprenticeship Consortium; and Health Workforce Coalition. Enhanced services to Veterans and TSMs are provided by Alaska's Healing Hearts and Alaska Works Partnership. Many of the SP-NEG activities also work in support of the USDOL American Apprenticeship Grant as leveraged activities and resources for Health Care Registered Apprenticeships (RA).

## **American Apprenticeship Initiative Grant for Health Care**

Alaska's American Apprenticeship Initiative Grant for Health Care began October 1, 2015. During the program year, the department's Health Care Apprenticeship Coordinator, along with the USDOL Office of Apprenticeship, worked with a variety of health care providers to establish Registered Apprenticeship (RA) programs focusing on Behavioral Health workers. They are also working with school districts on school to apprenticeship programs, Alaska Pioneer Homes, Alaska Native Health Care providers, and other agencies across the state in establishing health care RA programs.

A unique multi-employer group, the Alaska Health Care Apprenticeship Consortium (AHCAC), representing both small and large health care providers and both union and non-union employers, is being formed specifically to sponsor and expand RAs in health care. This Consortium is working towards gaining 501(c)(3) status, establishing a governing board, developing bylaws, and creating a strategic plan. AHCAC will provide a structure through which employers may expand the RA training more quickly, affordably, and comprehensively, in coordination with other employers and labor unions, than they would in the absence of such a group.

## Wagner-Peyser Employment Service - Title III

The Division of Employment and Training Services also administers the Wagner-Peyser Employment Service program. The Wagner-Peyser program is delivered through 17 Alaska Job Centers located across the state and is collectively referred to as the Alaska Job Center Network (AJCN). Job Center locations can be located online at <http://www.jobs.alaska.gov/offices/index.html>.

The Alaska Labor Exchange System (ALEXsys) is an online, no-fee job bank that connects job seekers with employers looking for skilled workers and is available throughout the AJCN as well as accessible on-line 24 hours per day.

Programs and services to advance opportunities for employment and provide economic stability for communities in Alaska can all be found in the Alaska Job Centers. These include employment and training services, unemployment insurance, job search assistance, career counseling, recruiting, job referral, and placement assistance for job seekers, re-entry services for recently incarcerated individuals returning to the workforce, and re-employment services to unemployment insurance claimants. Free IRS-certified tax services, provided through My Free Tax Initiative, continue to be made available annually, resulting in what to some Job Center customers are life-changing refunds. The opportunity for customers to utilize these services also fits well into the Disability Employment Initiative Asset Development strategy.

Employer services continue to expand beyond the entry of job orders, focusing on and emphasizing intensive outreach and regular follow-up to discern employer needs, advise of hire incentives, and inform of new developments that help ensure compliance with state and federal laws. Additional significant services include the matching of job seeker experience, skills, and other qualifications with job requirements and assisting employers with special recruitment needs.

Reviewing resumes and referring qualified individuals to good jobs, coordinating job fairs and mass recruitments, helping employers analyze hard-to-fill job orders and minimize or avoid layoffs, and establishing USDOL-recognized apprenticeship programs are other premium services provided. Job Center highlights and key accomplishments for Program Year 2015 include 1,043,895 online accesses of the ALEXsys system by 356,922 individual users; 184,976 Job Center visits by 36,375 individuals, who received 42,823 countable services; and 57,263 job listings in ALEXsys. Total services provided, including staff-assisted and online self-services, consisted of 1,189,767 this program year. The ALEXsys virtual call center was established to answer statewide calls and emails to the Job Centers so local team members have more time to serve walk-in customers. It provides assistance with registrations, resumes, passwords, and various workforce related questions.

The Alaska Career Ready program includes the WorkKeys® assessments, which allow job seekers to earn the National Career Readiness Certificate (NCRC). During the program year, 3,485 WorkKeys

assessments were given to job seekers in the Job Centers and partner agencies, leading to 915 NCRCs earned.

Upgrades to systems for PY 2015 include the redesign and simplification of the job order process in ALEXsys to make it easier for employers to enter and track their job orders. These improvements provide employers with new email notification options, a more intuitive layout, and the ability to save in-progress job orders for later completion. Additionally, Alaska's Work Opportunity Tax Credit (WOTC) online system is currently undergoing modifications to include the new Long-Term Unemployed Recipient (LTUR) target group. Once finalized, employers and consultants will have the ability to submit their certification requests online for all current WOTC target groups. The WOTC program issued 1,144 employer certifications for PY 2015, and, as a result, employers were eligible to claim \$3,461,000 in tax credits.

## **Veterans Services**

Alaska is home to over 70,000 veterans who make up 13 percent of the state's adult population, which is the highest per capita veteran population in the nation. The Division of Employment and Training Services (DETS), which oversees Veterans Services in Alaska's Job Centers, has a policy to ensure priority of service to veterans and covered persons; eligible veterans and covered persons are identified at the point of entry and are notified of programs and services available. Point of entry includes Alaska Job Centers, DETS websites, and other virtual service-delivery resources.

All veterans and covered persons pursuing employment through DETS resources are registered in ALEXsys, where a Virtual Recruiter can be utilized to notify veterans of job openings that meet their search criteria prior to access by the public. Job orders are open for 24 hours for veterans and eligible spouses to allow them to view and apply for the positions prior to being opened to the public.

Priority of service is delivered in various ways, including a regular monitoring of veterans' program activities by department leadership. Some Alaska Job Center resource rooms have dedicated computers for use by veterans, and priority preference is provided to veterans for workshops, training services, and other applicable resources.

Alaska Job Center employment and training staff receive training on the Jobs for Veterans Act, the Americans with Disabilities Act, and other legislation that impacts veteran priority, preference, and employability. Staff focuses on 1) the assessment of veterans to facilitate delivery of services; and 2) conducting outreach to employers to promote hiring veterans. Outreach is provided in places such as U.S. Department of Veterans Affairs medical and veteran centers, homeless shelters, civic and service organizations, Veteran Stand Down events, veterans' job fairs, and military installations.

Four Disabled Veterans' Outreach Program (DVOP) specialists are housed in Alaska Job Centers located in areas with the highest veteran populations and provide in-depth interviewing and comprehensive assessments to identify employment goals, interim objectives, and appropriate services that will enable the veteran to meet his or her employment goals. If DVOP services are not available, referrals are made to appropriate partner programs such as Career Support and Training Services and Vocational Rehabilitation.

Alaska's Local Veterans' Employment Representative gave six presentations to over fifty employers, attended five job fairs, established or strengthened relationships with over 154 employers, and facilitated the placement of veterans in meaningful employment.

The annual Veterans and Military Spouses Job Fair was held in November 2015 and approximately 120 employers, education, training, and apprenticeship providers attended the event, which served nearly 900 participants. Employers collected 236 resumes, conducted 83 interviews, made 51 provisional job offers, and estimated that 210 hires would occur over the next year as a result of the job fair.

In PY 2015, Alaska's Job Centers and online labor exchange served nearly 11,000 veterans and over 500 of those were served by the four DVOPs in the state.

## **Adult Basic Education – Title II**

The Adult Basic Education (ABE) program provides adult learners with instruction in the basic skills of reading, writing, mathematics, English as a Second Language, or General Educational Development (GED) preparation. The intent is to prepare adults for transition into the labor market or higher academic or technical training. ABE and GED services are provided by multiple grant recipients located throughout the state.

During the program year, ABE admitted 3,515 students seeking educational assistance, and 57 percent (2,002) studied in the programs for 12 or more hours and were considered full-time students. Of the 2,002 full-time students:

- 1,103 (55 percent) tested as having reading and/or math skills at the 8<sup>th</sup> grade level or below.
- 210 (11 percent) tested as having reading and/or math skills at the 9<sup>th</sup> to 12<sup>th</sup> grade level.
- 688 (34 percent) tested on the Basic English Skills Test (BEST) and studied English as a Second Language.
- 1,009 were post-tested and 58 percent showed educational gain.

The State of Alaska awarded 714 GED diplomas during the program year.

## Unemployment Insurance

Alaska's Unemployment Insurance (UI) program remains one of the top in the nation to issue timely first payments of UI benefits and remains committed to implementing strategies to speed unemployment insurance claimants' return to work. To this end, the UI program continues to partner with Job Center staff to assist unemployed Alaskans in gaining employment.

Alaska launched the Reemployment Services and Eligibility Assessment (RESEA) program in January 2016. All full service Job Centers in the state now participate in RESEA with the UI Program as an active partner. Services are focused on two groups of unemployed workers: Unemployment Insurance claimants most likely to exhaust benefits and all recently separated military personnel. These two groups of job seekers stand to benefit extensively from the goal of this highly-individualized program.

UI highlights for Program Year 2015 include:

- total UI benefit dollars paid was \$132,142,755;
- total number of Alaska workers who received at least one week of benefits was 40,786;
- average weekly benefit amount paid was \$256;
- a total of \$2,460,558 in fraud overpayments, \$827,672 in fraud penalties, and \$1,964,440 in non-fraud overpayments were collected;
- 98% of all UI claimants used automated systems to file their bi-weekly claims; and
- UI claim centers responded to 164,677 phone calls.

## Waivers for Program Year 2015

In Program Year 2015, Alaska requested and received approval to allow the State Workforce Board to carry out the roles of a local board. Alaska's need to establish a single regional planning area is essential to offset excessive administrative costs, thwart inconsistencies in services, and the desire to improve overall performance. In an effort to include local participation and points of view, local elected officials from Alaska's boroughs and cities are consulted in planning efforts and invited to participate in the Regional Advisory Councils and were included in the state combined planning process. The quality of dialogue by the AWIB has been raised with more focus on statewide strategies and their linkage to regional economic and workforce development needs.

The impact of functioning as a single regional planning area has streamlined the process and timeliness of awarding grants by the elimination of multiple layers of administrative entities; established consistent eligibility standards across the state; and improved visibility and accountability of workforce investment programs.

Additionally, this waiver has a positive impact in regards to advancing the President’s Job-Driven training elements. It allows for the Alaska Workforce Investment Board to foster and create regional collaborations among Job Centers, education institutions, labor, and non-profits. Even though Alaska is a very large state geographically, it is certainly small when it comes to working closely with stakeholders. This provides opportunities to work with employers to determine local or regional hiring needs and design training programs that are responsive to those needs.

## State Evaluation Activities

During PY 2015, seven WIOA Youth grantees and the Job Center Adult and Dislocated Worker, Dislocated Worker Training-National Emergency Grant, and Sector Partnerships-National Emergency Grant programs were monitored and evaluated. A Program and Equal Opportunity review was also conducted. Public Law 113 Title I, Chapter 4, Section 183 Performance Accountability System, and 2 CFR 200.328 Monitoring and Reporting Program Performance, requires annual monitoring related to programs and activities authorized by Title 1-B to ensure compliance with federal laws and regulations, and to determine if performance expectations are being achieved. Monitoring activities were conducted by the Alaska Workforce Investment Board with assistance from Division of Employment and Training Services staff.

The following programs were evaluated:

March 30-31	AVTEC – WIOA Youth Grant
April 25-27	Anchorage and Mat-Su Job Centers – Adult, Dislocated Worker, Dislocated Worker Training-National Emergency Grant and Sector Partnerships-National Emergency Grant
April 28-29	Nine Star – WIOA Youth Grant
May 31	SERRC, Alaska’s Educational Resource Centers – WIOA Youth Grant
June 1	Department of Health and Social Services, Division of Juvenile Justice, Johnson Youth Center and McLaughlin Youth Center – WIOA Youth Grant
June 15-16	Kawerak, Inc. – WIOA Youth Grant
June 21-22	Fairbanks Job Center – Adult, Dislocated Worker, Dislocated Worker Training-National Emergency Grant and Sector Partnerships-National Emergency Grant
June 23	Adult Learning Programs of Alaska – WIOA Youth Grant

The goal is to identify how effectively the vision, strategies, and procedures of the USDOL Employment and Training Administration and the department are being achieved. The results provide the basis for making statewide and regional judgments regarding the effectiveness of the WIOA programs administered within Alaska’s workforce development system.



During PY 2015, monitoring efforts focused on ensuring information input into the management information and reporting systems was accurate for evaluation activities. Information extracted from the system included total enrollments, case load sizes, training and credential attainment information, literacy/numeracy rates, and employment and retention.

The on-site visits and desk side reviews afford opportunities to: ensure participant eligibility is being determined correctly; ensure participant services are delivered appropriately; evaluate internal policies and procedures that are used; gather information from staff that perform and supervise the work; compare all information gathered; and issue important feedback through a comprehensive final monitoring report to each grantee.

Evaluating processes ensures that grant recipients are in compliance with federal and state laws and regulations, grant agreements, division policies and procedures for the WIOA title I-B programs, and that core, intensive, and training services are being provided appropriately as specified under WIOA. Participant file reviews and in-person technical assistance help identify areas of program strength and those needing improvement.

Reports of evaluations conducted provide constructive feedback and encourage open lines of communication. They further identify planned technical guidance, assistance, training, and corrective actions. This leads to timely, individualized, and specific staff training; opportunities to fine-tune processes and procedures; and sufficient time for corrective action to be accomplished.

## **Customer Satisfaction**

The need to measure and improve customer satisfaction is an essential part of providing services. Information received allows for data-driven decision making, helps focus limited resources to where they are most needed, and drives process and procedure development. It provides an opportunity to learn about what is important to participants, what is working, and what can be improved.

WIOA recognizes the importance of customer satisfaction and incorporates this as a new indicator of performance. For the past few years, the department has gauged customer satisfaction by surveying participants at the time of their exit. The participant has the option of replying to the survey by email or using Survey Monkey via a hyperlink.

The customer satisfaction survey is a set of eight questions that gauge the level of satisfaction with the employment and training services received by the participants. The survey is broken into two parts: 1) satisfaction with services, including assessments and support services; and 2) satisfaction with training services. Along with the standard questions, participants are encouraged to submit additional feedback on the services received and provide ideas on improvements to the program.



In PY 2015, 602 surveys were sent to exiting Adult, Dislocated Worker, NEG and Youth program participants. The response rate was 18 percent, a decrease of five percent from the previous year. Individual survey results in Table 3 show an average of 88 percent of surveyed participants agreed that services they received met their needs and expectations. This is an increase of two percentage points from last year. Of the participants who attended a training program, 72 percent were satisfied with the training they received, a slight decrease from 73 percent in the prior year.

**Table 3: Customer Satisfaction Individual Survey Results**

Survey Question	Agree	No opinion	Disagree	N/A*
<b><i>Service related questions</i></b>				
Satisfied with the overall services I received	88%	3%	9%	
The services met my expectations	88%	4%	8%	
The services provided were ideal for my needs	88%	5%	7%	
<b><i>Training related questions</i></b>				
Overall, the training met expectations	72%	10%	6%	12%
The amount of training time was adequate	68%	15%	5%	12%
I received adequate support from the training organization	70%	12%	6%	12%
I'm confident the training will increase my employability	71%	10%	7%	12%
Would recommend this training to others	73%	9%	6%	12%

\*Not applicable when the survey respondent did not attend training.

Source: Alaska Department of Labor and Workforce Development, Division of Employment and Training Services

All comments received via the survey are reviewed, and the majority of the comments show appreciation for the program services. Other comments bring to light issues that are addressed by a Program Coordinator. Results of the customer satisfaction survey are also provided to the Alaska Workforce Investment Board, the Alaska State Legislature, and in this report.

## WIOA Funding

**Table 4: Summary of WIOA Program Funding Used and Year-End Balances for PY 2015**

Funding Breakouts		Available	Expended	Percent Expended	Available Balance
<b>WIOA Youth</b>	Current	1,650,499	1,456,177	88%	194,322
	Carry In	680,493	359,400	53%	321,093
<b>WIOA Adult</b>	Current	1,564,629	1,572,969	101%	-8,340
	Carry In	636,154	636,154	100%	0
<b>WIOA DW</b>	Current	1,690,508	1,124,100	66%	566,408
	Carry In	625,436	366,658	59%	258,778
<b>Local Admin</b>	Current	545,071	413,321	76%	131,750
	Carry In	0	0	0	0
<b>Rapid Response</b>	Current	87,365	63,330	72%	24,035
	Carry In	52,266	52,266	100%	0
<b>Statewide</b>	Current	615,341	302,238	49%	313,103
	Carry In	81,444	81,444	100%	0
<b>Totals</b>		<b>8,229,206</b>	<b>6,428,058</b>	<b>78%</b>	<b>1,801,149</b>

*Source: Alaska Department of Labor and Workforce Development, Division of Employment and Training Services*

## Cost Effectiveness

Workforce development resources are leveraged to achieve increased efficiency and effectiveness at all levels of the system. Programs are evaluated on an ongoing basis to determine cost effectiveness and achievement of desired outcomes. Efforts to prepare WIOA participants for employment in high-growth industries continued during the program year and these jobs require a higher degree of skill and training as well as aggressive planning and investment. The cost per participant identified in Table 5 includes all costs associated with program delivery.

**Table 5: WIOA Program Cost Analysis**

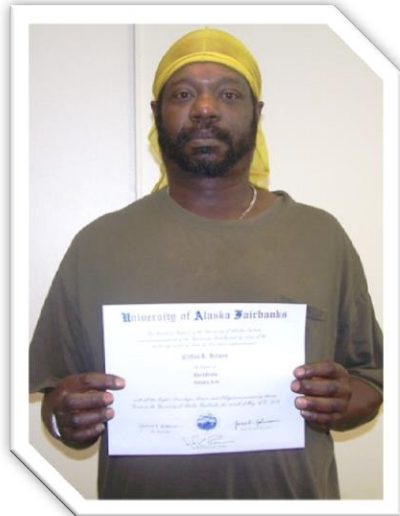
PY 2015 Cost Analysis			
WIOA Title 1-B Participants	Participants*	Costs	Cost per Participant
Adult PY 2015	387	2,209,123	5,708
Dislocated Worker PY 2015	290	1,490,758	5,141
Youth PY 2015	406	1,815,577	4,472
<b>Totals</b>	<b>1083</b>	<b>5,515,458</b>	<b>5,093</b>

\*Does not include self-service customers.

*Source: Alaska Department of Labor and Workforce Development, Division of Employment and Training Services*

## Adult, DW, and NEG Success Stories

### Reducing Recidivism Through Retraining



In January of 2009, Clifton Holmes began taking classes toward his Culinary Arts Certification with the assistance of the Pell Grant and student loans. In March 2009, he had to face criminal charges, which prevented him from continuing his education.

In March of 2014, while a resident of the halfway house, he began working with the Division of Vocational Rehabilitation (DVR). DVR assisted Clifton with re-entry job placement and counseling sessions. DVR referred Clifton to the Career Support and Training Services (CSTS) team in August of 2014 to inquire about financial assistance to obtain his Culinary Arts Certification. Obtaining this credential would possibly lead to career advancement and increase hourly wages to assist Clifton in becoming financially self-sufficient.

CSTS staff determined he was eligible and suitable for the Adult Program and enrolled him August 11, 2014 to assist with achieving his goal. In May 2016, he obtained his Culinary Arts Certification, allowing him to gain employment with Denny's Restaurant as kitchen assistant at the hourly rate of \$10.00. Shortly after that he was offered full-time employment at Gambardella's Pasta Bella as a kitchen aide, where he started earning an hourly rate of \$12.00. Within 3 months, he was promoted to night shift lead cook earning an hourly rate of \$14.00.

Clifton was exited form the Adult program on May 12, 2016 and is happy at his new job. He appreciates the support he received and thanks the Department of Labor for believing in him and giving him another opportunity.

### Non-Traditional Employment Success

Having heard about the Adult program from fellow students, Rebecca Satathite came to the Peninsula Job Center to inquire about Career Support and Training Services (CSTS) in September of 2014. Resource room staff assessed Becca and referred her to CSTS for further assistance. Her goal was to become a Firefighter/Paramedic in the local area. CSTS staff determined Becca eligible and enrolled her in the Adult Program on September 5, 2014 based on her family size and income.

Becca had been attending the Paramedic Program at Kenai Peninsula College since August of 2014 and was doing very well in the program but needed assistance with training costs and clinical requirements that would take her 150 miles one way from her home. She would also need assistance with transportation to a very expensive internship that was required for her to complete her Associate's in Paramedic Technology.



Becca completed her paramedic program in September of 2015 and, of her own accord, went on to completed Firefighter I, a semester-long program that made her more employable as a Firefighter/Paramedic.

As a volunteer with the local fire departments, she had logged a slew of hours learning her trade and keeping her ears open for upcoming job openings. Her hard work paid off when she was hired by Central Emergency Services in April of 2016 as a Firefighter/Paramedic. Her starting wage of \$22.50 per hour was more than enough to make her self-sufficient. She receives medical and retirement benefits, but, most importantly, attained the non-traditional goal she originally set out to achieve.

### **Rural Training Provides for Self-Sufficiency**

Randall Nichaloi, a participant from the rural village of Napaskiak in Western Alaska, recently gained employment with the City of Bethel as a Driver. Prior to enrolling into the Adult program on May 15, 2015 with Career Support and Training Services (CSTS), Randall researched the transportation industry and took it upon himself to obtain his CDL-A Permit, a DOT Physical, and apply for funding through Calista Corporation, one of 13 recognized Native Corporations in Alaska under the Alaska Native Claims Settlement Act.



During his CSTS assessment, it was determined that Randall had a clean driving record and was willing to relocate for employment opportunities. CSTS funded his CDL-A program at Yuut Elitnaurviat and provided support services for his meals while he stayed with family members in Bethel to attend training.

Once Randall successfully completed the CDL-A program through the Yuut Driving Academy, he worked with his career planner to update his resume and immediately started looking for employment. Randall was exited from the program on March 16, 2016 and is extremely happy to have gained full-time, permanent employment with a starting pay of \$18.90 per hour plus benefits.

## Partnerships to Reemploy a Dislocated Worker

Jonathan Larson had been laid off from a Federal job when the position was relocated to Washington. He was a single parent of three children and had been volunteering at Cook Inlet Tribal Council (CITC) with the Anchorage Realizing Indigenous Student Excellence (ARISE) Program.

He was hoping to gain full-time employment and worked with Tribal Vocational Rehabilitation (TVR) and enrolled with Career Support and Training Services (CSTS) on March 23, 2015 to develop an On-the-Job Training (OJT) for a Community Outreach Coordinator position with the ARISE program to be stationed at CITC. The OJT included training on-site as well as attendance and completion of classroom training on human services. Upon completion of the OJT, Larson was hired full time with ARISE earning \$23 per hour plus benefits.

Jonathan was exited on September 30, 2015 and appreciated our ability to help him through the OJT and the partnership services provided by CITC, TVR, and CSTS.



## From Displaced Homemaker to Registered Nurse

Jessica Mahurin came to the job center shortly after her husband had been laid off from his job. She had been dependent on his income and was determined, through an assessment, to be a displaced homemaker. She had worked in the medical field at a local clinic and was enrolled at Kenai Peninsula College working on her prerequisites.



Jessica was accepted into the RN program at the University of Alaska, Anchorage and successfully graduated in May 2015. During this time, she utilized funding through the Dislocated Worker and National Emergency Grant programs. Upon completion, she gained employment as a Registered Nurse at Central Peninsula Hospital earning \$30.53 per hour plus benefits. She was exited on August 27, 2015.

Jessica appreciates our ability to help her through her training, and stated, “I could not have done this without all the help you provided me. Thank you so much!”



## Youth Success Stories

Katrina was a low-income individual who required additional assistance to enter or complete an educational program and to secure employment. She had taken and enjoyed several welding classes while in high school and desired to enroll in a Welding Non-destructive Testing Program. With the assistance of her Youth Program Career Planner, Katrina was guided to Vigor Industrial Inc., a shipbuilding organization with 11 large shipyards in the Northwest.



Vigor is supportive of training young talent as welders and hired Katrina to work as welder/laborer at their Seward shipyard. To do this Katrina would need to relocate to Seward and was co-enrolled with the Adult program to assist with the transition. She was provided support services of transportation to Seward and housing and food for the first two months through the Adult program. The Youth program assisted with purchasing welding safety gear such as steel toe boots, welding jacket, and gloves; helped her obtain her driver's license, and assisted with math tutoring.

Katrina has now been employed nearly one year. She has received additional in-house training and obtained additional welding certifications through Vigor and continues to grow and develop her welding and employment skills experience.

## English as a Second Language Doesn't Have to be a Barrier

Peleiupu Lauolefiso sought services from Nine Star Enterprises in October 2014. She was 21 years old, had never worked before and was in need of employment assistance. Nine Star staff arranged a paid work experience at a local Subway Restaurant to help develop her employment skill sets. The work experience was key in getting her hired as her English skills were still lacking after recently moving from America Samoa. In spite of her developing English skills, she excelled in her position at Subway and after a year and a half, become a candidate for the assistant manager position.



Subway assistant managers are expected to drive to the district office daily for errands, and unfortunately Peleiupu did not possess a driver's license, which disqualified her from applying for the position. The WIOA Youth program made drivers training available to her and she successfully earned her driver's license in August 2016. Once she obtained her drivers license, she was promoted to an assistant manager position. The combination of WIOA Youth Services and the participant's

motivation to succeed resulted her being firmly placed on a path to sustained employment and independence.

## Veteran Success Story

### Job Centers Work!

Army veteran Christopher Coleman is a great example of a veteran who had a positive experience at an Alaska Job Center. When Coleman first entered the Mat-Su Job Center, he was homeless, depressed, and experiencing personal family challenges.

After going through an initial assessment, he was quickly determined eligible for and referred to the Disabled Veterans' Outreach Program. With the help of job center staff, Coleman was quickly connected with a local housing program to help him obtain permanent housing, rather than having to continue to live in a tent. He was also referred to a temporary position working as a skid-steer operator that led to long-term employment as a carpenter earning \$17.00 per hour. Upon accepting the carpenter position, Coleman contacted the job center to inform staff of his success. Through the course of the discussion, staff learned that Coleman was in need of basic carpentry tools and connected him with the Dislocated Worker program for assistance with obtaining the tools needed for the job.

Unfortunately, three months later, Coleman was laid off and again spiraled into depression. In an attempt to distract himself from his current circumstances, Coleman decided to volunteer to help fight a local wildfire. Coleman was rejected from the first two organizations he spoke with as they were fully staffed with volunteers. Feeling down and rejected, Coleman decided to offer his assistance to one more operation and spoke with the owner of a catering company called The Chocolate Gypsy, who was contracted to feed the fire fighters.

The owner reluctantly agreed to let Coleman volunteer but quickly noticed his superb work ethic and informed him she would compensate his efforts. The next day, when Coleman tried to work at the kitchen, he was rejected from the volunteer area, but was instead handed new-hire paperwork. He was hired as the Assistant Kitchen Manager at \$14.00 per hour. He continued to work for The Chocolate Gypsy throughout the fire season, showing his value to the company.



By the end of the season, the owner expressed a desire to open a new restaurant in Delta Junction and asked Coleman if he was interested in operating the new venture. Coleman quickly agreed and became the Kitchen Manager/Lead Chef at \$18.50 per hour.

When Coleman contacted job center staff to inform them of his latest opportunity, he conveyed the following message: “What I have to say about the Mat-Su Job Center and the wonderful people who work there is, it works! What a wonderful place with fantastic resources!”



# Technical and Vocational Education Program Report

State Fiscal Year 2016



A report prepared for the Alaska Legislature and the Alaska Workforce Investment Board by the Alaska Department of Labor and Workforce Development

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# Introduction

The Technical Vocational Education Program (TVEP), established by legislation in 2000, distributes training funds to technical and vocational education entities across Alaska's six economic regions. TVEP funds are obtained from a percentage of unemployment insurance contributions and depend on availability in that account. A percentage of the funds must be allocated to specific institutions in accordance with Alaska Statute 23.15.835.

Institutions must use TVEP funds for technical and vocational training programs and provide services that align with workforce regional demands and the Alaska Workforce Investment Board's (AWIB's) priority industries and state capital improvement projects. With the exception of University of Alaska, AVTEC, and Galena Interior Learning Academy, all entities must submit a grant application to the Alaska Department of Labor and Workforce Development's Division of Employment and Training Services to receive TVEP funds each fiscal year.

The institutions must have a military credit policy in place for the acceptance of credit or hours

toward a degree or technical program and an articulation agreement under which high school students may earn dual credit upon completion of a vocational education course. The division reviews applications for acceptable projects, use of funds, and conducts due diligence.

Subsequently, TVEP grant recipients must provide program and financial reports and requests for reimbursement to the division on a quarterly basis as well as collect participant data, which the department uses to report performance.

In State Fiscal Year 2016, TVEP funding totaled \$13,185,900. That amount is allocated directly in the percentages and to the institutions as shown below and includes the number of participants served with the TVEP funds.

The training institution overviews that begin on page 7 are based on the SFY 2016 program activities recipients reported directly and include training programs, partners, regional economic impacts, program highlights, and information about new and future endeavors.

SFY 2016 TVEP Allocations	Percent	Grant Amount	# of Adults Served	# of High School Students Served	Total # of Participants
Alaska Technical Center (ATC)	9 percent	\$1,391,000	696	187	883
Alaska Vocational Technical Center (AVTEC)	17 percent	\$2,160,000	1423	67	1490
Amundsen Educational Center	2 percent	\$250,000	15	2	17
Galena Interior Learning Academy	4 percent	\$625,800		260	
Ilisagvik College	5 percent	\$625,500	696	32	728
Northwestern Alaska Career and Technical Center (NACTEC)	3 percent	\$548,300		122	122
Partners for Progress in Delta	3 percent	\$375,300	300	175	475
Southwest Alaska Vocational and Education Center (SAVEC)	3 percent	\$454,000	221	4	225
University of Alaska	45 percent	\$5,630,000	6,387	262	6,649
Yuut Elitnaurviat	9 percent	\$1,126,000	637	87	724

# Overview of Economic Regions

Each of Alaska's six economic regions (Northern, Interior, Southwest, Anchorage/Matanuska-Susitna, Gulf Coast, and Southeast) has one or more TVEP recipients and a university campus, postsecondary institution, or regional training center whose role is to help students and adults get the education and training they need to work in the region and the state.

This section of the report provides an overview of Alaska's economy and that of each of the regions, plus the state's overall employment and industry outlook for both the short and long term.

## Structure of Alaska's Economy

Alaska ranks 48th among states for population but is easily the largest geographically. The state's 570,641 square miles of land make up 16 percent of the U.S. total. For the U.S. as a whole, there are 89.5 people per square mile; in Alaska there is 1.3.

Alaska's economy is heavily dependent on oil and gas and other resource extraction industries and on the federal government, including a substantial number of military bases and installations. Alaska also has more veterans per capita than any other state.



Two other major basic sector industries — those that inject new money into the state’s economy by providing goods or services to outside consumers — are fishing and tourism.

Alaska has especially high concentrations of employment in natural resources and mining, at more than four times the national average. It has at least slightly higher concentrations in construction, utilities, and transportation and warehousing. The state has lower-than-average employment concentrations in manufacturing, financial activities, and professional and business services compared to the U.S. overall.

The economies and job markets in the Anchorage/Mat-Su, Gulf Coast, and Southeast regions roughly mirror statewide patterns, with declines in any of the state’s major industries having either direct or trickle-down effects.

Fairbanks, the largest part of the Interior Region by population and job counts, also has a mix of current and projected employment that resembles the state as a whole.

## Outlook for jobs and industries

In contrast to the national trend, Alaska will lose net jobs in 2016 as a result of low oil prices, layoffs, and a very large state budget deficit. So far the losses have been relatively mild overall, although the oil and gas, state government, construction, and professional and business services sectors have all sustained substantial job losses. Health care, retail trade, and tourism-related businesses have all grown moderately through the first half of 2016.

In the long term, from 2014 to 2024, Alaska is projected to add 19,700 jobs for a 10-year growth rate of a little less than 6 percent. Although health care jobs are not expected to grow as fast as they have in recent years, the 16 percent growth rate for that sector (which also includes social services) is still expected to substantially outpace overall job growth.

Other relatively strong sectors include leisure and hospitality at 11 percent projected growth and transportation and warehousing at 10 percent. Large or especially important sectors projected to lose jobs or grow more slowly than the economy overall include oil and gas extraction (-10 percent), support activities for mining

(-7.2 percent), financial activities (-1.2 percent), and state government, excluding university jobs (-3.4 percent).

## Gulf Coast and Southeast

Although parts of the Gulf Coast and Southeast regions are isolated and rural, as a whole they contain a mix of jobs not dramatically different from the statewide pattern. Coastal areas have more opportunities in fishing and fishing support industries, for example, but strong health care growth is expected wherever there are stable or growing populations. Similarly, the mix of government and private sector support jobs (in stores, restaurants and bars, construction, transportation, etc.) does not differ markedly between areas with population centers of 10,000 or more.

## Northern Region

The Northern Region is home to most of the state’s large oil and gas industry and includes the Red Dog Mine, one of the world’s largest zinc mines.

Because North Slope workers typically work a schedule close to two weeks on and two weeks off, they prompt a substantial number of jobs in food services, health care, and custodial jobs when oil and gas activity picks up and a corresponding reduction in those jobs when it falls. There are almost no permanent population centers close to oil and gas fields. The Northern Region’s largest city is Barrow, with about 4,500 people, but it is 200 miles away from the center of oil field activity and not connected by road.

## Southwest Region

The Southwest Region depends heavily on fishing. The region supplies a large percentage of the nation’s total commercial fish harvest by both poundage and value. Its Bristol Bay sockeye salmon, Bering Sea crab, and pollock harvests represent some of the largest salmon, crab, and whitefish fisheries in the world.

Fishing is largely not captured in wage and hour employment data because permit holders and their crew are self-employed and not subject to state unemployment insurance coverage and the mandatory reporting from which we collect

the most reliable employment data. What the employment data do show, however, is a large number of seafood processing jobs and the roughly typical mix of government, health care, retail, construction, and restaurant/bar employment that result from economic base industries such as the area's fisheries.

Two census areas in the region — Bethel and Kusilvak — have some of the state's and nation's highest unemployment rates among counties or county equivalents. Jobs in these areas are primarily connected to local government and to the support jobs that exist wherever populations cluster, including health care and retail jobs and a certain number of construction and transportation jobs. Unlike the southern parts of the region, the area does not profit substantially from commercial fish harvests.

## Interior Region

The Interior Region has a mix of resource industries — large coal and gold mines, for example — and is also home to Denali National Park, which generates a large number of seasonal jobs and a handful of year-round jobs.

Fairbanks, with a borough population of nearly 100,000, depends heavily on the military and the University of Alaska Fairbanks. Fort Wainwright, an Army post, and Eielson Air Force Base are home to 8,600 active duty military and an additional 1,400 dependents. The University of Alaska Fairbanks has a student enrollment of nearly 10,000, 88 percent of whom are undergraduates.

Both the military and the university also create significant demand for goods and services in the community and state. At both the industry and occupational levels, existing demand is similar to the statewide pattern: 1) especially high demand for health care workers; and 2) demand across the rest of the industry and occupational spectrum that's roughly similar to population trends.



# Performance Measures Summary

The Department of Labor and Workforce Development's Research and Analysis Section matched information provided by TVEP recipients about the participants who exited a program during the prior state fiscal year 2015 (July 1, 2014 through June 30, 2015) to unemployment insurance wage records to determine employment outcomes.

The performance outcomes are based on the

measures in AS 23.15.835(e). This report includes outcomes for the following two measures:

1. The percentage of former participants who have a job one year after leaving the training program
2. The median wage of former participants seven to 12 months after leaving the program

Institution for SFY 2015	% Employed 1-12 Months After Exit	Median Wage 7-12 Months After Exit
Amundsen Educational Center	50.0%	\$3,190
Alaska Vocational Technical Center (AVTEC)	In Process	In Process
Ilisaġvik College	82.7%	\$24,410
Alaska Technical Center, Kotzebue	81.2%	\$11,743
Northwestern Alaska Career and Technical Center (NACTEC)	32.4%	\$1,183
Partners for Progress in Delta	50.0%	\$12,102
Southwest Alaska Vocational and Education Center (SAVEC)	74.3%	\$15,782
University of Alaska	74.2%	\$13,860
Yuut Elitnaurviat	72.7%	\$7,745
Galena Interior Learning Academy	n/a	n/a

# Alaska's Institute of Technology (AVTEC), Seward

The Alaska Vocational and Technical Education Center, also known as AVTEC—Alaska's Institute of Technology, is located in Seward in the Gulf Coast Region. This postsecondary vocational and technical training center's mission is to train a diverse and effective workforce that supports the economic growth and stability of Alaska. Created by the Alaska Department of Education 1968 as the Alaska Skills Center, AVTEC has grown into a full-fledged multidisciplinary workforce training center that issues more than 1,500 occupational certifications each year.

## Training Programs

- Alaska Culinary Academy
- Alaska Maritime Training
- Allied Health – Nurse Assistant
- Allied Health – Practical Nurse
- Diesel/Heavy Equipment Technologies
- Pipe and Combination Welding
- Construction Technology
- Industrial Electricity
- Plumbing and Heating
- Refrigeration
- Power Plant Operation
- Business and Office Technology Program

**Dual Credit Articulation Agreement: University of Alaska**

## SFY 16 Partners

As the only multi-disciplinary vocational center in Alaska, AVTEC maintains partnerships with a tremendous variety of local, regional, statewide, and national organizations. AVTEC works with dozens of industry, government, and nonprofit partners to place students as well as ensure curriculum contains the skills and knowledge employers expect from new hires.

- ConocoPhillips/Polar Tankers
- United States Coast Guard
- Crowley Maritime
- Foss Maritime
- Edison Chouest Offshore

- Alaska Marine Highway System
- Southeast Pilots Association
- Cook Inlet Spill Prevention and Response
- Anchorage School District/King Career Center
- American Culinary Federation
- Prince William Sound Regional CAC
- CH2M Hill
- United States National Park Service
- Cook Inlet Region Inc.
- Municipality/Port of Anchorage
- American Red Cross
- Alaska Department of Education and Early Development
- Associated Equipment Dealers
- Holland America/Princess Cruise Lines
- Royal Celebrity Cruises
- Cisco
- CompTia
- National Center for Construction Education and Research
- Microsoft
- Alaska Energy Authority
- Alaska Village Electric Cooperative
- University of Alaska
- Nana Marriott
- Alaska Process Industry Careers Consortium (APICC)

## Regional Impact

- As a statewide institution, TVEP funding has allowed AVTEC to support the training of Alaskans from every region.
- TVEP funds pay salaries for Residence Life staff members, who work in the housing and student activities program. These workers create a welcoming atmosphere that allows students, many of whom come from rural backgrounds or who are the first in their family to pursue postsecondary education, to succeed in training far from the natural support of their families, friends, and home communities.
- Many AVTEC students are unemployed or underemployed before attending training and use the TVEP-supported housing provided



during training. They ultimately become gainfully employed in their home regions. AVTEC's Residence Life program is what makes AVTEC a truly statewide program because it facilitates training for students from across Alaska.

- ◇ TVEP funding allows dormitory rates to be reasonable (\$4,195 per term including meals) which allows financially disadvantaged students to attend training that isn't available in their home community.
- ◇ Residence Life staff members are students' primary links to Seward, and they provide transportation, support, and assistance for students needing to access the town's variety of public, private, and nonprofit resources and services.
- AVTEC provides Adult Basic Education Services to all locals through its library. AVTEC students frequently bring adult family members to training and live for five to 10 months in the family housing apartments. Many family members participate in ABE, earn their GED, matriculate into AVTEC training programs, or continue their education when they return home.

## Program Highlights

- AVTEC is nationally accredited by the Council on Occupational Education and serves all residents of the state from every region of Alaska.
- AVTEC offers industry-standard training programs and is the only certificate-based occupational training in Alaska that offers a Residential Life component.
- In SFY 2015, AVTEC issued 1,602 certifications to more than 1,150 students. Of those, 350 students were enrolled in long term training programs (six to 40 weeks) and earned AVTEC certificates, and 783 students completed short-term programs (less than six weeks), earning 802 certificates from the Alaska Maritime Training Academy at AVTEC. Hundreds of others participated in short-term partnership training programs through the Alaska Energy Authority, The Alaska Native Tribal Health Consortium, Norton Sound Economic Development Corporation,



*AVTEC students on their way to class*

and other public and private organizations that send students to AVTEC for short-term training or job preparatory programs.

- Over the past 10 years, AVTEC has been able to use TVEP funding in concert with State of Alaska capital improvement project funds, federal grants, and contributions from industry partners to complete several capital projects that have dramatically improved the quality of the facilities as well as increased the comfort and satisfaction of students, staff, and industry partners.
  - ◇ The new 20,500 square foot diesel/heavy equipment technologies shop was completed in March 2016 and increased enrollment in this high-demand program from 24 students per year to 36.
  - ◇ The 2016 expansion of AVTEC's pipe

welding shop increased enrollment from 20 students per year to 26.

- ◇ The new Third Avenue dormitory that houses 120 students was completed in 2014.
- ◇ Alaska Culinary Academy's new training building contains two training kitchens, a bakery, two classrooms, a restaurant, and a banquet hall. The Alaska Culinary Academy is the only American Culinary Federation certified culinary school in Alaska.
- ◇ The Alaska Maritime Training center has the only full mission bridge simulator in Alaska, the only maritime live fire training facility in Alaska, and the only USCG-certified Ice Navigation program in the nation.

- The downturn in the oil industry and a corresponding decrease in associated employment resulted in reduced interest in related programs. However, with large mining and natural gas projects planned plus steady increases in the visitor and service economy, AVTEC expects enrollment in these areas to increase.
- Interest in the diesel/heavy equipment program recently increased with growth in mining.
- Interest in the Combination Welding program remains high, and it has a wait list and near 100 percent placement for graduates.
- Changing international regulations, arctic development, and an aging maritime workforce have resulted in growing demand for training programs at the Alaska Maritime Training Center.
- AVTEC will continue its ongoing upgrades of internal information technology systems essential to training and administration of such a large organization. Upgrades include improvements to Internet access, networks, and computing resources.

## What's New and Looking Ahead

- AVTEC added new training topics to the Information Technology program and a requirement for students to participate in an externship to give them real-world experience before graduation.

# Alaska Technical Center, Kotzebue

The Alaska Technical Center (ATC) is an adult vocational school supported by the Northwest Arctic Borough School District to meet the Northern Region's vocational and technical training needs. Programs are designed to build Alaska's workforce and meet the needs of employers in high demand fields such as natural resources, health care, education, and technology.

ATC celebrated its 35th graduating class in May 2016.

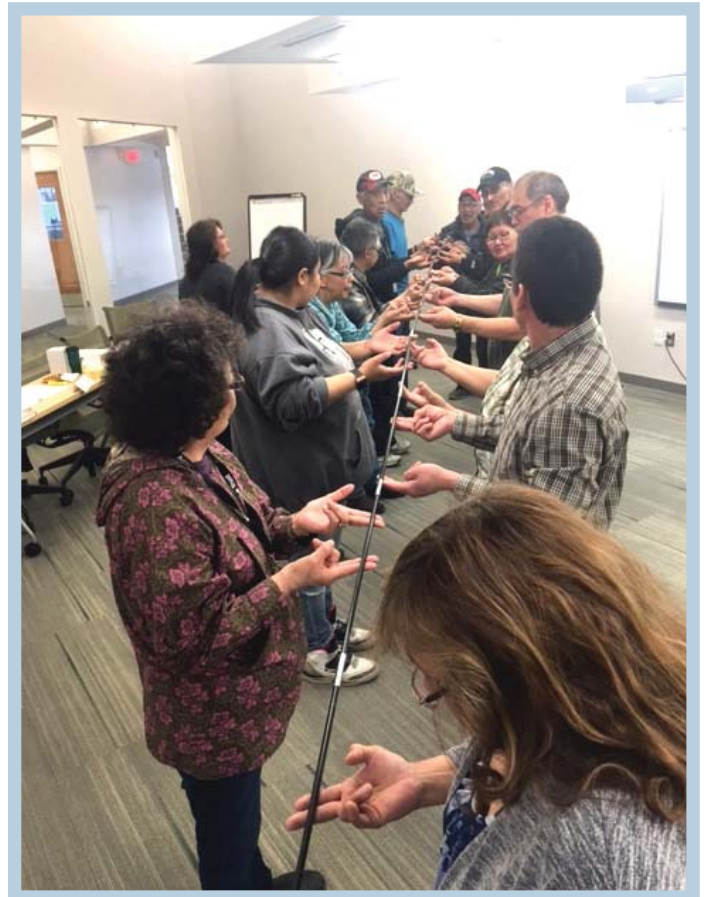
## Training Programs

- Office Occupations
- Process Technology
- Culinary Arts
- Construction Trades Technology
- Health Occupations
- Adult Basic Education

**Dual Credit Articulation Agreements: UAA School of Nursing; University of Alaska Chukchi Campus; University of Alaska Fairbanks – Culinary Arts**

## SFY 16 Partners

- Maniilaq Association
- NANA Regional and Development Corporations
- NANA Management Services
- NANA WorleyParsons
- Ilisagvik College
- University of Alaska Anchorage
- University of Fairbanks
- Fairbanks Job Center
- Kikitagruk Inupiat Corporation
- Teck Alaska
- Shell Alaska
- ConocoPhillips
- Tuuq Drilling
- Northwest Arctic Borough
- Northwest Arctic Borough School District
- UAF Chukchi Campus
- Nova Copper
- Northwest Inupiat Housing Authority
- Nullagvik Hotel
- Kotzebue Electric Association



*Northwest Arctic Regional participants in Arctic Leadership Training*

- OSIYO Group
- Bethel Services
- Ruen Drilling
- Alaska Native Tribal Health Consortium
- Aqqaluk Trust

## Regional Impact

- Alaska Technical Center contributes to the region's economy by preparing workers for high-paying, high-demand Alaska jobs, serving 696 people in SFY 2016.
- ATC partner employers who hire graduates contribute to the economy through their payrolls and profits. Some of them, such as Teck Alaska, provide both Payments in Lieu of

Taxes and major philanthropic donations.

- ATC has hosted tours for more than 3,000 people from all its stakeholder groups over the last two years.
- ATC's partnership with the Shareholder Development Department of NANA Regional Corporation is central to recruiting. NANA Shareholder Resource Coordinators based in the 11 villages of the region and in Anchorage confer weekly with ATC staff to coordinate recruiting and engage NANA shareholders. Recently ATC learned that the ATC/NANA Shareholder Development Partnership was honored with a statewide award from the Alaska Adult Basic Education Program.

## Program Highlights

- ATC has expanded the breadth, depth and course time for the culinary arts program. The primary employer partner, NANA Management Services Inc., has been pleased with the students coming out of the program.
- Trainees in the Construction Trades, Culinary Arts, Health Care, and Process Technology programs can dual-enroll to earn college credit toward University of Alaska certificates, endorsements, and degrees.
- ATC intensified recruitment by expanding its social media presence through its marketing site at [atcstar.com](http://atcstar.com) and current events site at [www.nwarctic.org/atc](http://www.nwarctic.org/atc). ATC also regularly update its Facebook page at [www.facebook.com/Alaska-Technical-Center-479774175411123/](https://www.facebook.com/Alaska-Technical-Center-479774175411123/).
- ATC streams a weekly radio show regionally and online.

## What's New and Looking Ahead

- The new Arctic Leadership Program that began last year was presented in partnership

with OSIYO Group ([www.osiyogroup.com](http://www.osiyogroup.com)) in April 2016. Nineteen tribal, municipal, and business leaders participated in the program and will complete the second half of the training in November. The program focuses on organizational development and building capacity for tribal and community entities. The program blends cultural values with 21st century business best practices, allowing local leaders to help their communities become sustainable and self-sufficient.

- ATC is expanding access to workforce training for Alaskans who do not have strong high school records or who lack a diploma.
- ATC has obtained grants to develop two additional programs for the 2017 and 2018 academic years. The first is for Community Health Aide/Practitioner training in partnership with Maniilaq Association, other tribal health organizations and the Alaska Native Tribal Health Consortium. The second, the two-year Workforce Innovation and Opportunity Act Youth Program grant, will expand and continue a PILOT program ATC and partners invested in to serve at-risk youth and young adults. ATC will recruit, enroll, and provide academic, vocational, and on-the-job experience for 26 at-risk young adults ages 14 to 24 each year.
- ATC is in the formative stages of developing an energy training program. As more rural communities expand their energy grids to include renewables such as wind and solar, there is a growing need to have locals operate and maintain those systems. Partners include NANA Regional Corporation, the Northwest Arctic Borough, the University of Alaska Bristol Bay and Chukchi campuses, Kotzebue Electric Association, and the Alaska Native Tribal Health Consortium.
- In November 2016, ATC will host the University of Alaska Bristol Bay Sustainable Energy program as an accredited course offering. The target market will include rural power plant operators and public utilities employees.



# Amundsen Educational Center, Soldotna

Amundsen Educational Center (AEC), formerly New Frontier Vocational Technical Center, is a faith based nonprofit vocational school in Soldotna, in the Gulf Coast Region on the Kenai Peninsula. Amundsen focuses on training rural Alaskans for entry-level business, construction, and medical office occupations.

## Training Programs

- Office Occupations Diploma
- Professional Medical Coding
- Residential Construction Diploma

**Dual Credit Articulation Agreement: Interior Distance Education of Alaska (IDEA) home school program**

## SFY 2016 Partners

- Bering Straits Foundation
- Sitnasuak Foundation
- Norton Sound Health Corporation
- Norton Sound Economic Development Corporation
- Kawerak
- Fairbanks and Kenai Job Centers
- Coastal Village Region Fund
- Nunivak Island Mekoryuk Alaska
- North Island Scholarship Fund
- Association of Village Presidents
- Covenant Children's Fund
- Kenaitze Indian Tribe
- Buckland IRA (Indian Reorganization Act)
- Division of Vocational Rehabilitation
- Interior Distance Education of Alaska
- Kenai Peninsula College

## Regional Impact

- Amundsen offers concentrated vocational training for those wanting to quickly enter or reenter the Gulf Coast workforce.
- Working with other organizations such as Alaska Department of Labor and Workforce Development's Division of Employment Training Services and Division of Vocational



*Bonnie Gaffe is using her training in her new position as accounts payable clerk and receptionist at Blazy Construction. Bonnie's supervisor, Jeannie McNutt, says, "Bonnie is such an asset in our office. She is proficient in Microsoft Office and is able to do assigned tasks independently and with great skill. She fits into our office structure perfectly."*

Rehabilitation and the Kenaitze Indian Tribe, Amundsen gives central Kenai Peninsula area residents a regional option for gaining skills and training for a range of occupations.

## Program Highlights

- Recently expanded opportunities include classes for homeschool students to earn dual credit and for teachers to earn continuing education units.
- AEC offers vocational tracks that focus on entry-level business and medical office education and has a strong record of training and employment placement.
- AEC provides training in professional medical coding, which is a growing profession. Central Peninsula Hospital continues to expand its facilities and medical staff, and more doctors' offices are springing up around the community on a continual basis. Every department and office needs at least one medical coder, and providing a local source for training nationally certified medical coders gives employers the confidence that they are

getting a well-trained, qualified employee.

## What's New and Looking Ahead

- AEC has a new articulation agreement with Kenai Peninsula College to house female students who want to participate in AEC training programs. KPC's Residence Life program will be available to AEC students living at the facility. This new resource will allow AEC to better serve out-of-town and off-the-road-system students.
- The Microsoft Imagine Academy is new for fall 2016. After taking the Microsoft courses, Office Occupations students will have the option of taking the Microsoft Office Specialist Certificate Exam in Microsoft Word or Microsoft Excel. This exam testing is open to the community as well as students. AEC is the only Certiport Testing Center on the Kenai Peninsula that offers testing for these exams. By partnering with Microsoft through the Imagine Academy, AEC can advertise as a Microsoft training center.
- Also for SFY 16 is a selection of online professional development courses that will benefit not just full-time students on campus, but professionals in the community. Fall 2016 online courses include Microsoft Excel, Microsoft Word, Microsoft PowerPoint, Microsoft Access, Microsoft Dynamics CRM, Digital Literacy I, Digital Literacy II, Digital Literacy III, Mobile Office Applications, and Keyboarding.

# Galena Interior Learning Academy, Galena

The Galena Interior Learning Academy (GILA) is an accredited ninth to 12th grade vocational boarding school in the Interior Region that also offers postsecondary adult vocational training.

GILA students come from all regions of the state, and many are from small villages with few local education options. Galena's rural setting appeals to rural students' lifestyles and also allows those from urban areas to benefit from a focused emphasis on the individual student. The campus is located on a former U.S. Air Force base and offers modern residential and educational facilities.

GILA's TVEP program is administered by the Alaska Department of Education and Early Development.

## Training Programs

- Aviation
- Culinary Arts
- Construction Technology
- Media and Technology
- Natural Resources
- Cosmetology
- Driver's Education
- Health Science

### Dual Credit Articulation Agreements:

Dual credit is obtained through the Tech Prep program in partnership with the University of Fairbanks Interior Alaska Campus (UAF-IAC). The Tech Prep program allows Galena City School District high school students (at GILA and Sidney Huntington High School) to earn credits toward a certificate and/or degree by completing classes that UAF-IAC has approved for college credit. Every year, the district and UAF-IAC sign an articulation agreement for each course. Tech Prep benefits:

- Students can transfer credits to another university or college, or apply their skills toward immediate entry-level employment.
- There is no limit to the number of UAF credits a student may receive through Tech Prep.
- The cost is only \$25 per credit instead of \$192 per credit at the university. Some

district students have graduated with more than 12 UAF credits at a cost of just \$300 instead of \$2,304.

## SFY 16 Partners

- Tanana Chiefs Conference
- AVTEC
- Doyon Universal Services
- Fairbanks Memorial Services
- UAA
- Alaska Air Carriers Association
- Donlin Gold
- Gelvin Professional Training
- UAF
- Alaska Air Carriers Association
- City of Galena
- Loudon Tribal Council

## Regional Impact

Many of the economic impacts of the GILA model are difficult to quantify, as they provide exposure to various CTE courses and education in essential life skills. A quantifiable impact is the cost of each UAF credit students earn, which they take back to their village and can use as part of their continuing university education.

During the 2015-2016 school year, 169 high school students earned 473 college credits early, saving them \$90,816. For an Alaska resident, a 100-200 level course costs \$192 per credit at UAF.

## Program Highlights

- Under the dual credit articulation agreement with the University of Alaska, 169 students earned 473 university credits.
- The CTE classes offered in Galena serve both the boarding school students and the students enrolled in Sidney Huntington High School in Galena.
- Five students took solo flights.
- Five students passed the FAA Written PPL Exam.



*Above left, two students and Mrs. Weter tour Fairbanks Memorial Hospital, an industry partner, as part of an introduction to health professions. Above right, ETT training at the Allied Health Academy held in Galena included students from the Yukon-Koyukuk School District, IDEA Correspondence School, and GILA/SHS.*



*At left, Aaron Munter completes his solo flight as part of the private pilot flying course.*

- One student completed the FAA PPL [Private Pilot License] check ride and received his license.
- Six students received their Microsoft Office Specialist Word certification.
- 47 students obtained their Food Worker Cards FWC (including visiting IDEA correspondence students).
- 26 students obtained their certification in Basic Life Support for Health Care Providers.
- 16 students applied for Hairdressing Student State Permits.
- Galena Health Academy produced 21 ETT certificates [including visiting IDEA correspondence students].
- Twenty students passed their DMV Permit Exam, of which 10 students completed the DMV application process and received their instructional permit license.



# Ilisaġvik College, Barrow

Ilisaġvik College, located in the North Slope Borough of the Northern Region, is a two-year tribal college that offers postsecondary academic, vocational, and technical education while promoting Inupiat culture, language, values, and traditions.

Ilisaġvik was founded to serve the residents of the North Slope Borough, America's largest and most northern municipality, and achieved accreditation from the Northwest Commission on Colleges and Universities in 2003. It is the first and only federally recognized tribal college in Alaska.

## Training Programs

- Associate of Arts Degree
- Teachers for the Arctic
- Inupiaq Studies
- Allied Health
- Business
- Information Technology
- Emergency Services
- Vocational Trades
- Heavy Equipment Operations
- Community and Workforce Development
- Foundation Studies
- Distance Education

**Dual Credit Articulation Agreement: North Slope Borough School District and Hydaburg School District/Southeast Island School District**

## SFY 2016 Partners

- North Slope Borough
- Arctic Slope Regional Corporation
- Ukpeaġvik Inupiat Corporation
- North Slope Borough School District
- Hydaburg School District
- Ketchikan Indian Corporation
- City of Wainwright
- City of Kaktovik
- Nunamiut Corporation
- City of Anaktuvuk Pass

## Regional Impact

- Ilisaġvik is the only educational institution that provides college classes on-site in the communities it serves. In the communities that do have other institutions, Ilisaġvik is the only one to offer this particular type of training (for example, captain's licenses classes in Unalakleet and Kotzebue, and construction classes at Highland Correctional Facility in Eagle River).
- The construction industry is one of the biggest and fastest growing on the North Slope. Even with the low price of oil, the oil industry still has a large impact on the region and with the help of TVEP funding, the college held numerous classes to support this staple industry.
- Ilisaġvik is Alaska's only tribal college, so Native students come from across the state to take classes.
- Ilisaġvik provides numerous opportunities to accommodate regional needs. When asbestos was found at the Naval Arctic Research Lab site, the college taught Asbestos Operations and Maintenance to 11 people who were immediately hired. When the Native Village of Barrow wanted to train their judges and employees to better serve their community, TVEP funds were used to send them to RADACT Counseling Tech Academy.
- To support communities, Ilisaġvik offers Alaska Safe Food Worker and Certified Food Protection Manager courses to local restaurants. Many institutions also take advantage of the college's CDL Written, Entry level Operation, Unrestricted Test Preparation, and QuickBooks Training: Basics and Beyond.

## Program Highlights

- Ilisaġvik uses TVEP funding to teach 30-Hour OSHA Construction Industry Standards; 30-Hour OSHA General Industry Standards; Carpentry; Construction Technology Internship; Fundamentals of Crew Leadership;



*Above, an Ilisaġvik student in Introduction to Alaska Small Wastewater Systems*

*At right, weekend welding instruction in Point Lay*



Introduction to Construction Trades; Math for Carpenters; Mod. A, B, C \*BLENDED Math for Electricians; Mod. A, B, C, Project Management; Project Supervision \*BLENDED Welding Process Exploration; and Welding Skills Lab.

- TVEP provides the ability to teach 40-Hour HAZWOPER, 8-Hour HAZWOPER Refresher, Adult CPR, and NSTC.
- Ilisaġvik provides training to the North Slope Borough School District, teaching CDL School Bus to the employees and Introduction to the Construction Trades and Basic Driver Education to the students.
- The college helps job seekers by providing Job Club and Preparing Effective Resumes.
- Ilisaġvik expanded its reach into tribal communities off the North Slope and is able to offer Alaska Native Innovations Incubator and Digital Cultural Vocational Academy in Hydaburg.

## What's New and Looking Ahead

- Many of the communities are expanding their tourism industry, with Kaktovik and Wainwright taking the lead. To assist these communities, Ilisaġvik will offer a range of related courses.
- In SFY 16, the college added a carpentry camp for high school students, which served seven students for a week. In SFY 17, Ilisaġvik will expand the Introduction to Construction Trades in high schools to include more schools and increase offerings to more villages in the region. Nearly every student enrolled in the classes gets a job because the classes focus on the unemployed, are taught with a community sponsor that will hire or help place students upon completion, and provide the training they need to climb from entry-level positions through the various career ladders on the North Slope. Ilisaġvik is pleased to have Vigor taking the construction trades graduates into their apprentice program.

# Northwestern Alaska Career and Technical Center, Nome

The Northwestern Alaska Career and Technical Center (NACTEC) is in the Northern Region and is part of the Nome Census Area. This regional vocational learning center, which is a joint venture between the Bering Strait School District and Nome Public Schools, is dedicated to helping students prepare for the world beyond high school.

The training center’s mission and primary usage is vocational training combined with residential life skills training. The facility is also rented out for related education and training and is a backup emergency shelter.

## Training Programs

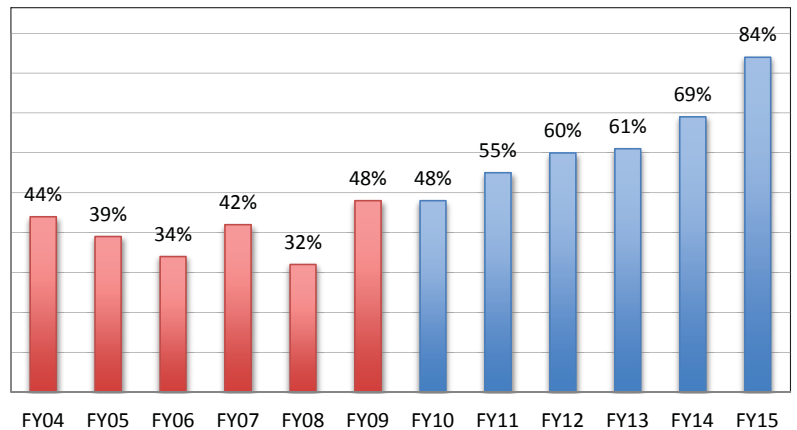
- Driver’s Education
- Automotive Mechanic
- Business and Marketing
- Seafood Harvesting and Processing
- Health Care
- Aviation I, II, III
- Hospitality and Tourism
- Careers in Education
- Video Technology/Information
- Careers in the Military
- Construction

## Dual Credit Articulation Agreement: University of Alaska Northwest Campus

## SFY 2016 Partners

- Bering Strait School District
- Nome Public Schools
- UAF Northwest Campus
- Northwest Area Health Education Center
- Bering Straits Native Corporation
- Norton Sound Economic Development Corporation
- Norton Sound Health Corporation
- Pollock Conservation Cooperative

Bering Strait School District Graduation Rate



- Alaska Airlines
- ConocoPhillips
- Saltchuk
- Shell Exploration
- Wells Fargo
- Kawerak, Inc.
- Nome One Stop Job Center
- Nome Eskimo Community
- Nome Chamber of Commerce

## Regional Impact

- Norton Sound Health Corporation (NSHC), the Bering Strait’s largest employer, has worked closely with NACTEC since 2004 to deliver a series of dual credit courses leading to certified training programs such as Certified Nurse Assistant and Health Aide Pre-Session. Immediately after graduating, students begin month-long intensive training programs to attain regional certification.
- NSHC begins hiring successful trainees by early August, before high school graduates would be departing for college in the fall. As such, it reduces the cost of training while increasing the likelihood of successful completion and transition into employment in the region.



*NACTEC students completing April 2016 AVTEC Transitions program in Seward, supported by industry partner Saltchuk. Three Bering Strait School District students pictured here enrolled in AVTEC programs in August.*

- NACTEC fills a void in the Bering Strait School District and Nome Public Schools with an array of career and technical education training programs that otherwise wouldn't exist, and graduation rates have increased from 30-40 percent a decade ago to 84 percent in 2015.
- NACTEC grew out of the mutual interests of Nome Public Schools and Bering Strait School District boards. The concept of short-term (two-to-four week) training programs emerged to provide students who were dropping out at an alarming rate with in-region vocational training the villages otherwise wouldn't have.

## Program Highlights

Over the past four years, nine students enrolled in and completed CNA training and seven moved from their villages to Nome to work as CNAs. Two students also obtained a registered nursing degree. NACTEC also provides health aide pre-session training, giving trainees another

option for working in their home villages.

Driver education safety training is the region's most in-demand training program. NACTEC is the only program in the Bering Strait area that helps students graduate and obtain a driver's license, which are the two most critical necessities for entering the workforce. Enrollment grew by 20 percent in SFY 16 to an all-time high, but still with still greater demand than availability. Health care and construction training programs followed as those with the greatest interest.

NACTEC has a residential facility where students stay during their training. Residential programming helps students prepare and transition into higher education opportunities and is complementary to more advanced technical studies they pursue after graduation.

## AVTEC Transitions Program

- New in 2016, industry partner Saltchuk supported the first of a three-year immersive "Transitions" program between NACTEC and AVTEC. Students slept in dorms, ate in the

cafeteria, completed adult education TABE tests, enrolled in a course similar to their NACTEC training, and worked side-by-side with AVTEC students.

- In August 2016, graduates from Shaktoolik, Shishmaref, and White Mountain who completed the NACTEC/AVTEC Transitions traveled to Seward to begin fall programs in plumbing, construction, and diesel/heavy equipment training.
- NSHC President/CEO Angie Gorn noted that a Gambell trainee from NACTEC's first health aide training program in 2014 has been one of the fastest to advance to Community Health Aide III, attributing the emphasis in NACTEC programs to exposing high school students to relevant careers in the region.

## What's New and Looking Ahead

Heavy equipment operator training capacity is being built in the form of an eight-machine Caterpillar motion-based simulator center. In SFY 16, NACTEC upgraded motion-based capacity on seven machines, including track-type tractor (dozer), articulated truck, off-highway truck, mining truck, hydraulic excavator, motor grade, and large wheel loader.

A small wheel loader will be the final future upgrade to complete the Heavy Equipment Operator Simulator Center to full motion-based capability across all machines. NACTEC's approach to training was covered by Caterpillar in an August 2016 feature story.



# Partners for Progress in Delta, Delta Junction

Partners for Progress in Delta, Inc. (PPD) is a 501(c)(3) nonprofit committed to building Alaska’s workforce through career advancement education and training for high school students and adults.

Recognized as a Regional Training Center in Alaska since 2008, PPD operates jointly with the Delta/Greely School District and the Delta Career Advancement Center in Delta Junction. Summer academies, custom and special topic classes, certification opportunities, and degree core requirement classes are offered through the organization’s partners.

Partners for Progress in Delta, Inc. works directly with partners who are credit-bearing or certifying education and training to provide opportunities for military personnel/veterans to be given credit for prior service and learning, whenever applicable.

## Training Programs

### High School CTE

- AutoCAD
- Aviation
- Construction
- Metals<sup>1</sup>
- Metals Fabrication<sup>1</sup>
- Small Engines
- English 111 and 213
- Culinary Arts
- Math for the Trades
- Intro to Electrical Training
- Certified Nurse Training for dual credit<sup>2</sup>

### Adult Programs

- Business and Marketing
- Certified Nurse Aide<sup>2</sup>, Medical Terminology
- Computing
- English 111 and 213
- Microsoft Excel, Word, PowerPoint

<sup>1</sup>Plans are under way for an occupational endorsement in welding through regular high school programming and seventh hour and night classes.

<sup>2</sup>Nurse Aide graduates have found jobs locally and/or have continued their nursing education through UAF or UAA.

- Welding<sup>1</sup>
- Entry Level Heavy Equipment Operator and Mechanic Academy with OSHA, MSHA, First Aid/CPR certifications and North Slope Training Card
- Pesticide Certification
- Master Gardener
- Extension Week varied topics classes
- Small Business Development
- Alaska Safe Food Worker’s Certification

### Dual Credit Articulation Agreement: Memorandum of Agreement with UAF, CTC and Delta/Greely School District

which outlines dual credit opportunities for high school students taking courses in the following targeted areas:

- Occupational Endorsement pathway in welding
- Certificate in Applied Business
- Expanded Allied Health classes
- Construction Trades Occupational Endorsements and Certifications important for industry marketability
- Math 107 and Math for the Trades
- English 111 and 211
- Core requirement classes as appropriate

## SFY 16 Training Partners

- Alaska Works Partnership
- Delta/Greely School District
- University of Alaska Fairbanks Community and Technical College
- UAF Cooperative Extension Service
- Alaska Operating Engineers and Employees Training Trust

## Regional Impact

- Partners for Progress in Delta, Inc. depends on TVEP funding for its operation and works with local businesses and vendors to distribute as much of the funding regionally as possible.
- Nearly the entire PPD budget is expended in the Interior and approximately 50 percent supports Delta area vendors and services.

TVEP funding is used to pay 50 percent of the cost of operating the Delta Career Advancement Center.

- Approximately a third of the funding supports hands-on training leading to certifications in First Aide/CPR, OSHA 10, MSHA, and the North Slope Training Card as well as access to apprenticeship opportunities.
- Partners support tuition offset vouchers for residents taking university classes as an incentive to take classes locally. Popular university programs include the Certified Nurse Aide Program, Computing, and Welding.

## Program Highlights

- The largest program is the annual three-week Entry Level Heavy Equipment Operator and Mechanic Academy. The 11th annual academy, held June 2016, was the largest class with 15 students — 10 focused on heavy equipment operation and five focused on the mechanics side of heavy equipment. Besides Fairbanks, North Pole, and Delta, participants traveled from Valdez, Gakona, Slana, and Chefornak. All students, whether focused on operation or mechanics, took a required one-week safety training program.
- Partner Delta/Greely School District instituted a pilot class called Fab Lab that combines Metals and AutoCAD students in a rotation so they all learn how to design in AutoCAD and fabricate real world projects through the Metals portion.
- Two of the high school construction trades seniors were selected for direct indenture into the International Brotherhood of Electrical Workers (IBEW). PPD also helped a Delta High School senior obtain a slot in the UA Mining and Petroleum Training Services Underground Miner Program in February 2016.
- More than 120 community residents participated in the 2nd annual Extension Week in Delta March 21-25, 2016, which was offered by partner Cooperative Extension Service.



*High school instructors Mike Adams (AutoCAD) and Gary Hall (Metals) teamed up for the fall 2015 and spring 2016 school year at Delta High School to introduce students to teamwork and basics in welding and AutoCAD. Students also learn the importance of math in both skill areas.*

In all, 20 classes were held Monday through Friday.

- The Alaska Operating Engineers and Employees Training Trust recognize this academy as an approved pre-apprenticeship training for direct indenture into the Operating Engineers 302. PPD has provided this opportunity to nearly 120 people, with 25 percent earning slots in apprenticeships, others going to UAF for additional education, and others finding jobs with villages and businesses.

## What's New and Looking Ahead

These programs will be offered in Fall 2016 by partner UAF Community and Technical College:

- Personal Awareness and Growth
- English 111
- Medical Terminology
- Business English
- MS Excel
- Math for the Trades
- Shield Metal ARC Welding
- Food Manager Certification

# Southwest Alaska Vocational and Education Center (SAVEC), King Salmon

The Southwest Alaska Vocational and Education Center (SAVEC) is a 501(c)(3) organization located in the Southwest Region on the former Air Force base in King Salmon. The center provides career and workforce development training to Bristol Bay residents and rural residents from around the state.

SAVEC is governed by an eight-member board of directors that includes representation from all of the major regional organizations in Bristol Bay. Its mission is “to promote, coordinate, and provide high quality training and education to residents of Southwest Alaska.”

The center is equipped with distance learning capabilities and considered one of the most advanced classroom technology centers in the state, utilizing Smart Board Technology, audio conferencing, video conferencing, and wireless Internet throughout the facility.

## Training Programs

- Construction Technology
- Computer Technology
- Commercial Driver Licensing
- First Aid/CPR/EMT
- Heavy Equipment Operation
- Construction Technology
- General Maintenance Technician
- OSHA 10 and HAZWOPER Classes
- North Slope Training Card
- Welding Technology
- General Maintenance Technician
- OSHA 10 and HAZWOPER Classes
- Accreditation through UAF Bristol Bay Campus for the following classes: Quick-Books, Intermediate Microsoft Excel, Building Ventilation and Energy, Introduction to Facilities Maintenance and OSHA 10 Hour, and Outboard Maintenance and Repair

## SFY 16 Partners

- Lake and Peninsula Borough
- UAF Bristol Bay Campus

- Bristol Bay Housing Authority
- Bristol Bay Area Health Corporation
- Bristol Bay Native Association
- Bristol Bay Native Corporation
- Bristol Bay Borough
- Bristol Bay Economic Development Corp

## Regional Impact

- Travel outside the region is very expensive, and SAVEC provides an affordable local option for obtaining credentials and recertifications.
- HAZWOPER certification is popular and helps students become part of the regional workforce.
- Through SAVEC’s maritime certifications, some students find jobs with regional maritime transportation companies or start their own businesses.
- Peninsula Airways, a local air carrier that offers year-round air transportation from King Salmon and Dillingham to Anchorage, uses the SAVEC facility to house students for its job-training program.
- The department’s Research and Analysis Section’s wage report for 2016 shows that wages are rising for the students who attend SAVEC classes. SAVEC hopes this will give rise to partnerships within the salmon processing industry.

## Program Highlights

- Partner Bristol Bay Economic Development Corporation set aside \$215,000 that was accessed through their Community Training Grants for calendar year 2016. These training grants were for residents of its 17 watershed communities. All student costs were covered, reducing costs for 14 other regional community members.
- Bristol Bay Native Corporation, in partner-



ship with its subsidiaries Bristol Bay Industrial, Peak Oilfield Service Company, and CCI Industrial Services, offered General Maintenance Technician Training at the SAVEC facility for shareholders or descendants. The training provided certifications for 23 people in Health Safety, Asbestos Abatement, North Slope Training Card, Fall Protections, Confined Space and Respiratory Protection, and Scaffold Training.

- From 2013 to 2015, SAVEC partnered with the Bristol Bay Native Association and the Bristol Bay Economic Development Corporation on a Rural Jobs Innovation and Accelerator Challenge grant.

## What's New and Looking Ahead

- The tourism industry is growing in Southwest Alaska. SAVEC will strive to partner with tourism industry employers and owners to provide training to expand the local workforce.
- SAVEC will continue to help current employers upgrade incumbent worker skills and certification and ensure that new workers have the training necessary to be successful.

# University of Alaska

The University of Alaska is a highly productive and comprehensive provider of workforce training in Alaska. For the state to reach the goal of 65 percent of Alaskans with postsecondary education and training to meet our workforce needs by 2025, TVEP will continue to be an important way for UA to develop the workforce of tomorrow, today.

For more the University of Alaska Vocational Education Programs:

<http://www.alaska.edu/research/wp/>

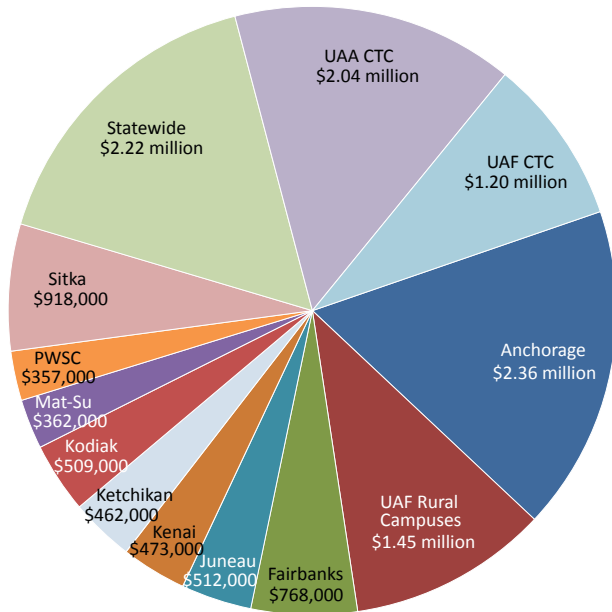


UNIVERSITY  
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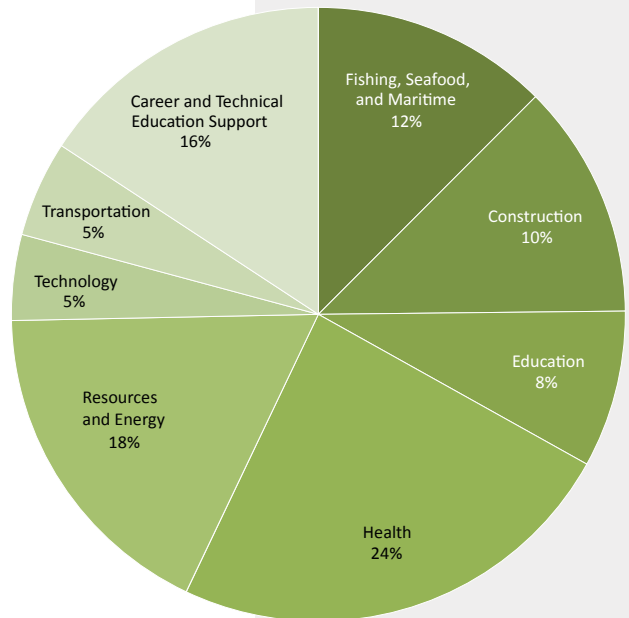
## Regional Impact

In SFY 2015, the total annual amount UA received for TVEP was \$5.2 million. The UA Statewide Office of Workforce Programs works with representatives from the UA campuses and the Alaska Workforce Investment Board to review campus proposals and allocate funding to the programs or projects that address State of Alaska workforce development priorities, meet high-demand and regional workforce needs, align with university priorities, promote collaboration across the UA system, and expand partnerships with industry and communities.

TVEP Supports UA's Campuses Statewide SFY 14-16



TVEP Supports High Priority Industries SFY 14-16



# University of Alaska Anchorage

## Program Highlights

### Physical Therapy Assistant UAA College of Health

TVEP Funding for SFY 14-16: \$372,000

This funding supported one full-time faculty position and supplies for the PTA program.

Prior to the creation of the UAA PTA program, Alaska was the only state that did not offer a program in physical therapy and was ranked 49th/50th in PTAs per capita. As a result, Alaskans had to leave the state to complete their PTA education and often did not return to Alaska. This program allows 12 new PTAs a year to enter Alaska's workforce, a 12 percent increase in 2016.

The class of 2015 graduated 11 students with eight having already passed the national licensing exam and the remaining three scheduled to take it in fall 2016. Ten of the 11 are working as PTAs in Alaska (you can work under a limited permit until becoming licensed). The program recently received full accreditation through 2020.

*"The PTA program will impact all of greater Alaska by providing skilled therapy and a professional outlook of health care in local and rural communities." Barbara Yeagley, PTA 2015 graduate*

### Millwright UAA Prince William Sound College

TVEP Funding for SFY14-16: \$250,400

This funding paid for a millwright instructor and equipment. The millwright program trains workers for critical components of Alaska's industrial base such as oil and gas, mining



development, and power generation. Students learn the skills necessary to install and repair a variety of fixed industrial machinery. The program offers students the opportunity to test for industry recognized credentials through the National Center for Construction Education and Research and nearly 100 percent are obtaining their credentials. Job placement or promotion is very high, with many graduates working for local employers such as Petro Star, TCC, Crowley, the City of Valdez and Alyeska Pipeline Service Company, along with other employers around the state.

*"Thanks to our many contributing sponsors we have been very successful in placing our students in companies around Alaska. One hundred percent of students who actively sought work after the completion of the program were employed in their chosen field and have been able to earn higher wages than their contemporaries who did not complete a comparable program." Dennis Eastman, Assistant Professor of Millwright at UAA PWSC*

For more information on TVEP at UAA, contact Director of Workforce Development, Bonnie Nygard at (907) 786-6400 or [bknygard@uaa.alaska.edu](mailto:bknygard@uaa.alaska.edu).

# University of Alaska Fairbanks

## Program Highlights

### Construction Trades Technology UAF Bristol Bay Campus

TVEP Funding for SFY14-16: \$180,000

The funding was used to hire and pay the salary of a Construction Trades Technology instructor. CTT offers a variety of unique training opportunities to students, including overseeing the construction of four student-built energy efficient cabins, plus hands-on experience with new Computer Aided Drafting (CAD) and machining, Computer Numerically Controlled router and plasma cutter, and CNC Mill and software in the Fab Lab.

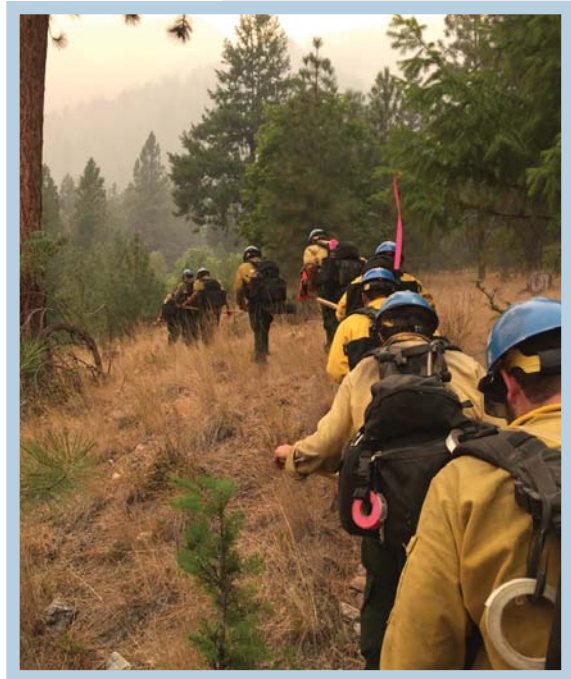
The successful completion of the program has helped students gain credentials in CPR, first aid, automated external defibrillator training and certification, Occupational Safety and Health Administration (OSHA), and outreach construction training through the National Center for Construction Education and Research. Partnerships with regional schools have enabled high school students to earn dual credit/tech prep experience. The program helps meet high-demand career needs in rural Alaska.

*"Thanks to TVEP funding used as seed money, we have been able to serve 932 student seats in CTT courses since 2013. This includes 35 occupational endorsements in basic carpentry, one certificate in CTT, and three occupational endorsements in facility maintenance." Debi McLean, UAF BBC Director*

### Wildland Fire Science UAF Interior Alaska Campus

TVEP Funding for SFY 14-16: \$375,100

This paid for a Wildland Fire Science faculty member to revitalize the program, work with industry partners on content, develop curriculum, and establish an occupational endorsement while



also teaching classes. In SFY 15, the project was expanded to add a university-based fire crew.

Every course includes hands-on training that provides students with a national certification in addition to college credit, all of which the industry highly values. Students in this program are helping fulfill a need for local hires within the industry.

IAC also started the first university wildland fire crew in the state and second in the nation. This pilot project was a partnership between the State of Alaska Division of Forestry and UAF. Students enrolled in the WFS program applied to be a part of the crew. Those selected had a profitable fire season, earning \$18,500 over three months of deployment.

*"The WFS program and subsequent UAF wildland fire crew have blossomed into one of the, if not THE, most comprehensive WFS programs in the country." Tylan Martin, Assistant Professor, UAF Wildland Fire Science*

For more information on TVEP at UAF, contact Dean for the College of Rural and Community Development, Pete Pinney at (907) 474-7089 or pppinney@alaska.edu.



# University of Alaska Southeast

## Program Highlights

### Marine Transportation UAS Ketchikan Campus

TVEP Funding for SFY 14-16: \$149,500

The funding provided support for a full-time MTR faculty position and equipment, allowing the MTR program to grow and offer more courses both in class and through e-learning as well as deliver the newly approved Associate of Applied Science in MTR. It is the only degree of its kind in the Alaska.

The program trains employees for Alaska's transportation, tourism, and fisheries industries while partnering with more than 18 agencies and businesses, including the Alaska Marine Highway System, Southeast Alaska Pilots' Association, Vigor Alaska, towing companies, and city, borough, and school districts.

The MTR program provides a strong curriculum focused on providing U.S. Coast Guard-approved courses and credentialing to the maritime sector throughout the state. The training and certification is required by the USCG for mariners to obtain work and advance their careers.

*"I have the sea time and I hope this class will open new doors and a new career in the maritime industry." Jack Finnegan, UAS Ketchikan MTR student*

### Tech Prep UAS

TVEP Funding for SFY 14-16: \$206,500



The funding provided one full-time tech prep coordinator to service 17 school districts in Southeast Alaska. In SFY 15, UAS Tech Prep offered more than 70 college courses to high school students in 54 school districts throughout Alaska, both at high schools and via distance classes. Tech prep enriches students' experiences, creates a college transcript, and encourages participation in college courses for \$25 per credit. It levels the playing field for students in small districts by offering coursework they could not otherwise afford nor access in health sciences, construction technology, marine transportation, power technology, mining, teaching/education, and more.

Educating young Alaskans for critical job markets at the local level strengthens the economy, leads to a higher quality of life, and potentially contributes to higher wages for high school graduates.

*"Once I heard you get nine college credits, it was like an extra bonus and made me want to work harder to earn my CNA certification." Kyla Teat, UAS Tech Prep student*

For more information on TVEP at UAS, contact Pete Traxler, Executive Dean at 907/796-6139 or pbtraxler@uas.alaska.edu.

# University of Alaska Statewide

## Program Highlights

### Hard-Skills Mine Training Camps UA Mining and Petroleum Training Services

TVEP Funding for SFY14-16: \$745,800

This funding paid for well control and mining instructors plus the development and delivery of Hard-Skills Mine Training Camps.

The mining sector in Alaska is known for high-paying jobs with above-average benefits and long-term employment. The median annual wage for Alaska-based miners is \$89,000 with benefit packages ranging from 35 percent to 48 percent.

When MAPTS started this program in 2013, Alaska operating mines had an average of 18 percent annual employee turnover, which equated to approximately 324 positions a year. Several prospective mine projects could add an additional 3,000 job openings to the existing shortage of trained workers.

MAPTS and the University of Alaska Underground and Surface Mine Training Programs focus on both hard skills and employability skills necessary to create a stable and sustainable workforce. The 280-hour underground program is designed and delivered in partnership with mining industry employers. The program is based on the utilization of a facility that provides a camp environment and simulation in which students get hands-on experience operating equipment as well as general mining task experience, regulatory and compliance classroom and field experience, and the built-in employability skills training.

The employers recruit, interview, prescreen, and select the qualified candidate for training, then issues a job offer contingent on the successful completion of training. The program target is to employ 80 percent of successful students within the first 30 days of class completion and the remaining 20 percent within six months. MAPTS has achieved 86 percent post-training employment and even more success with retention of those employees.



*“Thank you for the opportunity to learn something new. I almost didn’t go ... I thought I wasn’t going to make it, but after (seeing) that ‘never give up’ poster in the classroom, I kept on going and I’m glad I went. I’m going to start working in about two weeks and I can’t wait.”*  
George Willis, UA MAPTS student

For more information on TVEP at UA Statewide, contact Associate Vice President of Workforce Programs, Fred Villa at (907) 450-8008 or [fvilla@alaska.edu](mailto:fvilla@alaska.edu).

## What’s New and Looking Ahead

TVEP funding supports enrollment initiatives to increase student success, including concurrent enrollment, expanding academic support, and innovative program delivery.

The University of Alaska is actively pursuing opportunities for competency-based and work-based learning in technical training programs to increase students’ hands-on experience in preparation for careers.

Working closely with employers and industries across Alaska, UA is aligning its curriculum to industry standards and updating technology to provide students with the best possible learning experiences.

**Performance Indicators for TVEP-Related Concurrent Enrollment in SFY 16**

School Districts With Articulation Agreements	28
School Partnerships	65
Courses with Concurrent Enrollment Students	98
Students Who Completed Concurrent Enrollment Courses	331

## Concurrent Enrollment

In SFY 16, TVEP funding helped high school students receive college credit in courses including Introduction to Education, Private Pilot Ground School, Basic Welding, Construction Technology, Networking and LAN Infrastructure Basics, Introduction to Mining Occupations and Operations, Medical Terminology, and Emergency Trauma Technician. Articulation agreement inventories are online at [www.alaska.edu/research/wp/CTE/uatc/](http://www.alaska.edu/research/wp/CTE/uatc/).

## Academic Support

We are expanding the Math Emporium in SFY 2016 based on its quick success in its first year. UAA Community and Technical College launched its Math Emporium in the fall of 2015, an adaptive learning model that takes math out of the traditional classroom and into a high-tech learning environment, allowing students to interact with self-paced online software while receiving guidance from instructors. It serves students who test into preparatory math courses and need additional support to strengthen math learning skills.

Almost 20 percent more students completed Math Emporium sections with a passing grade of C or higher compared to non-Math Emporium sections. Of the 123 students who took fall classes, this represents 24 students who passed that may not have in traditional sections.

## Apprenticeship

The University of Alaska has joined the Federal Dept. of Labor Registered Apprenticeship



Community College Consortium to provide additional opportunities for employers to leverage UA programs in recruiting their future workforce. Students can receive related instruction from UA to supplement their competency-based learning experiences to meet the demands of future employers.

A great example of this is the partnership between the Automotive Technology program at UAA Community and Technical College and Continental Auto Group that has resulted in a registered apprenticeship program. This allows Continental to grow their own pipeline of employees who are receiving foundational skills for entry-level employment and specialized training and certifications from vehicle manufacturers. The “earn while you learn” program provides students with direct placement in the workforce and gainful experience working with mentors to help ensure their success.

# Yuut Elitnaurviat, Bethel

Yuut Elitnaurviat (Yuut) in Bethel is a 501(c)(3) corporation that provides training and education for the Yukon-Kuskokwim Delta in the Southwest Region. Training programs span from adult basic education and career guidance to construction, driver education (including mining and commercial driving programs), health care, and public safety.

The Yuut Regional Vocational Campus consists of two 22-bed dormitories, a 68-bed dormitory, a construction trades shop, and a 20,000 square-foot state-of-the-art Technical Education and Support Services Building.

## Training Programs

- Village Police Officer
- GED Services
- Commercial Driver’s License
- Driver’s Education
- Dental Health-Aide Therapy Program
- Certified Nursing Assistant
- First Aid
- Rural Facility Maintenance Technician
- Employer Driven Training
- Dual Credit Youth Construction
- College and Career Ready Program
- Dental Assisting
- Mine Training
- Wind Turbine Assistant Technician Training

### Dual Credit Articulation Agreement: Lower Kuskokwim School District

## SFY16 Partners

- Alaska Department of Public Safety
- Association of Village Council Presidents
- Association of Village Council Presidents, Regional Housing Authority
- Alaska National Guard
- Alaska Native Tribal Health Consortium
- Alaska Native Science and Engineering Program
- Bethel Community Services Foundation
- Calista Corporation
- Construction Education Foundation, Inc.
- City of Bethel
- Donlin Gold

- Lower Kuskokwim School District
- Oruitsararmuit Native Council
- University of Alaska Fairbanks, Kuskokwim Campus
- Yukon-Kuskokwim Health Corporation
- Construction Education Foundation, Inc.

## Regional Impact

- Yuut’s strength is the ability to quickly offer job-linked training to employers in the region, developing and deploying a program in a matter of weeks. Some programs involve longer term planning, but Yuut gathers resources, receives grants, and finds students who are willing and ready to go to work.
- TVEP allows Yuut Elitnaurviat, and consequently the region, to combat the high cost of facility operation in rural communities. The organization uses TVEP funds to keep infrastructure operational during the year, allowing them to supplement overhead costs and give partner organizations an affordable option for training in the region.
- There are numerous barriers to training success for students in the region. Having a local option that is aware of the different cultural makeup of Southwest Alaska and is a short flight from home has proven to be a model for regional success.
- Yuut Elitnaurviat offers direct-to-work training with local partner organizations, and in the case of the commercial driving program, a student can transition from unemployed to possessing a nationally recognized and desired credential in a matter of weeks.
- Yuut provides a pool of local commercial drivers for organizations such as the City of Bethel and local fuel delivery companies so they do not have to fly in commercial drivers from Anchorage.
- The Yukon Kuskokwim Health Corporation (YKHC) is the region’s largest employer and the Bethel CNA Program — a partnership between the University of Alaska Fairbanks, YKHC, and Yuut Elitnaurviat — has provided



more than 70 CNAs for the Yukon Kuskokwim Elder's Home and the hospital. Having a local bilingual CNA workforce is better for the elders in the region and better for patient care due to shared cultural experiences.

- The facility is also used for multiple activities in the community, most recently as emergency housing for students when the Kilbuck School burned down, and it has become an emergency boarding school for the district until the new school is built.

## Program Highlights

- High school students who remain in the region have access to multiple opportunities for postsecondary training. The local branch campus of the University of Alaska Fairbanks offers short-term certificate training as well as the chance to earn college credit in Certified Nursing Assistant (CNA) classes through the partnership with Yuut Elitnaurviat. These classes are six weeks to a semester in length, and completers earn nine UAF credits plus the opportunity to obtain a state credential through the Alaska Board of Nursing. In select cases, Yuut can enroll current high school students into these classes and has funding to pay tuition for recent high school graduates.
- Yuut's Yukon-Kuskokwim Delta Apprenticeship program has a School to Apprenticeship agreement with Bethel Regional High School and Kuskokwim Learning Academy so qualifying high school students can earn 500 registered hours toward carpentry, plumbing, and electrician programs upon completion of pre-approved coursework.
- In SFY 16, Yuut held two Rural Facility Maintenance Technician Level 100 classes through the GED Works grant. In partnership with AVTEC and the City of Bethel, Yuut held Wind Turbine Technician Assistant training through a grant from Wells Fargo. Yuut also held an Introduction to Welding training in partnership with Donlin Gold through a grant



*Yuut Elitnaurviat's Driver Training Program remains one of the most popular training opportunities. Program participants use the tractor-trailer and driving van so that people who don't own vehicles can still take the State of Alaska Road Tests without having to go to Anchorage. In SFY 16, the full CDL program trained nine Class A commercial drivers.*

from the Alaska Community Foundation.

## What's New and Looking Ahead

- For the next two to three years, Yuut is accommodating the 120 students attending the Kuskokwim Learning Academy (KLA) to ensure they can seamlessly continue their education. This has affected some of the adult programs by filling the classrooms and the dormitories. Yuut is leasing an 18-bed man camp and the school district will bring in two portables that house two classrooms each. Yuut and KLA will share the Construction Trades Shop.
- There is a large hospital expansion/remodel at the Yukon-Kuskokwim Health Corporation. Davis Construction and ASKW were awarded the construction contract, and Yuut is coordinating with them to identify employee and training needs.
- Yuut will focus on construction training, welding training, and registering electrical and plumbing apprentices with our federally recognized apprenticeship program for the next several years.

- Yuut continues to partner with the Lower Kuskokwim School District to provide maintenance training to staff through its Rural Facility Maintenance Technician Certificate program, and will hold four six-week Class A CDL courses in SFY 17.
- Recognizing that health care remains the largest employer in the region, Yuut will continue to train Certified Nursing Assistants through the Bethel CNA Program and find ways to train and hire local Licensed Practical Nurses and Registered Nurses.



**RESOLUTION NUMBER 16-05**

**RESOLUTION IN SUPPORT OF THE TECHNICAL VOCATIONAL EDUCATION PROGRAM**

WHEREAS, the Alaska Workforce Investment Board (AWIB) is an industry driven public organization comprised of representatives from business and industry, education, organized labor, and government; and

WHEREAS, the AWIB is a public organization that is accountable through its members and staff to the residents, the Legislature and the Governor of Alaska; and

WHEREAS, the AWIB shall act as the lead state planning and coordinating entity for stat programs involving employment training, career and technical education, and workforce development; and

WHEREAS, the Technical Vocational Education Program is to provide grants to secondary and post-secondary technical and vocational education entities to create and maintain training services that match the regional and economic workforce needs; and

WHEREAS, the AWIB supports expanding access for Alaska's rural students to quality technical and vocational education programs; and

WHEREAS, the AWIB believes the Technical Vocational Education Program is essential to employment training, career and technical education and workforce development; and

WHEREAS, the Technical Vocational Education Program is due to sunset in June of 2017;

NOW THEREFORE BE IT RESOLVED that the AWIB encourages the Alaska Legislature and Governor to reauthorize the Technical Vocational Education Program.

**CERTIFICATION**

The Alaska Workforce Investment Board held a meeting of the Executive Committee convened this day \_\_\_\_ of October 2016, and the foregoing Resolution was adopted unanimously at said meeting.

Signed this \_\_\_\_ day of October, 2016

Larry Bell, Chair  
Alaska Workforce Investment Board

# ALASKA WORKFORCE INVESTMENT BOARD CALENDAR

# 2017

## DRAFT

### January

2 New Year's Day

16 Martin Luther King Day

17 30<sup>th</sup> Alaska State Legislative 1<sup>ST</sup> Session Begins

### February

20 President's Day

### March

15 APOC Forms Due

27 Seward's Day

### April

16 30<sup>TH</sup> Alaska State Legislative 1<sup>st</sup> Session Ends

### May

29 Memorial Day

### June

### July

4 Independence Day

### September

4 Labor Day

### October

18 Alaska Day

31 WIA Annual Report Due

### November

10 Veteran's Day

23 Thanksgiving Day

### December

25 Christmas Day



**ALASKA DEPARTMENT OF LABOR  
& WORKFORCE DEVELOPMENT**

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- Legislative Committee – At the call of the Chair
- Executive Committee – 2nd Tuesday of each month, 1:30 pm
- Workforce Readiness/Employment/Placement Committee – 3<sup>rd</sup> Thursday of each odd month, 9:30 am
- Policy/Planning Committee – 4th Thursday of each odd month, 1:30 p.m. \*\*meets the first Thursday of December due to holiday
- Assessment/Evaluation Committee – 3<sup>rd</sup> Thursday of each odd month, 3:00 pm
- AWIB Business Meetings – At the call of the Chair (normally February, May, October)
- Other meetings and important dates
- Observed Holidays – AWIB staff office is closed