



**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**

Alaska Workforce Investment Board Meeting

February 16, 2017

Department of Labor and Workforce Development

111 W. 8th Avenue, Room 303

Juneau, AK

Meeting Binder



ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT

Alaska Workforce Investment Board (AWIB) Meeting

FINAL DRAFT

February 16, 2017

Department of Labor and Workforce Development

1111 W. 8th Avenue, Room 303

Juneau, AK

Teleconference Number 1-888-354-0094 Conference ID 4461969111

Thursday, February 16, 2017

8:30 Introduction

- Call to Order..... AWIB Chair Larry Bell
• Roll Call..... AWIB Executive Director Allison Biastock
• Welcome Chair Larry Bell
• Agenda Approval..... Chair Larry Bell
• WelcomeDOLWD Commissioner Heidi Drygas

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

9:00 Department of Labor and Workforce Development Legislative Update....Debbie Banaszak, Legislative Liaison

9:15 Department of Labor and Workforce Development Economic Update and Non Resident Hire Report..... Conor Bell, Research and Analysis Economist; Karinne Wiebold, Research and Analysis Economist

9:45 Department of Labor and Workforce Development Division of Vocational Rehabilitation Update.....John Cannon, Director

10:15 Break

10:30 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

10:45 Alaska Commission on Post-Secondary Education..... Kurt Kuhne

11:00 AVTEC Update.....Cathy LeCompte, AVTEC, Director

11:30 Lunch – On Your Own

1:00 Announcement of David G. Stone Award Recipients



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1:15 Discussion Items

1. **One Stop Operator Procurement Process**...Doug Tansy, Chair, Assessment and Evaluation Committee Chair
2. **Barriers to Employment**.... Marcus Trivette, Chair, Workforce Readiness Employment Placement Committee
3. **RESOLUTION 16-06** Fund Transfer Authority for the Workforce Innovation and Opportunity Act Adult and Dislocated Worker Programs Larry Bell, Chair, AWIB

1:45 Action Items

1. **Policy 200-2016** Timeframe for Grantees to Respond to Findings/and or Administrative Concerns from Program Monitoring - Corey Baxter, Chair, Policy and Planning Committee
2. **RESOLUTION 17-01** - Resolution to Maintain Medicaid Expansion.... Marcus Trivette, Chair, Workforce Readiness Employment Placement Committee
3. **RESOLUTION 17-02** - Resolution to Support Project Labor Agreements for Military Construction Project.....Larry Bell, Chair, AWIB/Executive Committee
4. **RESOLUTION 17-03** – Resolution to Support Increasing Maximum Weekly Unemployment Benefit Amount - Doug Tansy, Chair, Assessment and Evaluation Committee

2:15 Regional and Industry Updates from all AWIB members

2:30 Public Testimony

2:45 SHARP program presentation.....Dr. Robert Sewell, Alaska Department of Health and Social Services

3:15 Break

3:30 Industry/Training Provider Panel..... Chrissy Gilbert, Kensington Mine; Brad Austin, Plumbers and Pipefitters Local 262 JATC

4:15 Northern Opportunity – Alaska’s Statewide Economic Development Strategy
Ethan Tyler, Development Director, Alaska Division of Economic Development






4:30 Department of Labor and Workforce Development Training Updates and WIOA Activities.....Ed Flanagan, Division of Employment and Training Services Director

5:00 Adjourn

February 16, 2017

**Alaska Workforce Investment Board
Meeting**

**Morning Session
Documents/Presentations**

-  **Budget Update**
-  **Legislative Update**
-  **Economic Update and Non Resident Hire Report**
-  **Division of Vocational Rehabilitation Update**
-  **AVTEC Update**

Department of Labor and Workforce Development – Budget Update

Alaska Workforce Investment Board

February 16, 2017



ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT
COMMISSIONER HEIDI DRYGAS

Department Overview

MISSION:

Provide safe and legal working conditions and advance opportunities for employment.

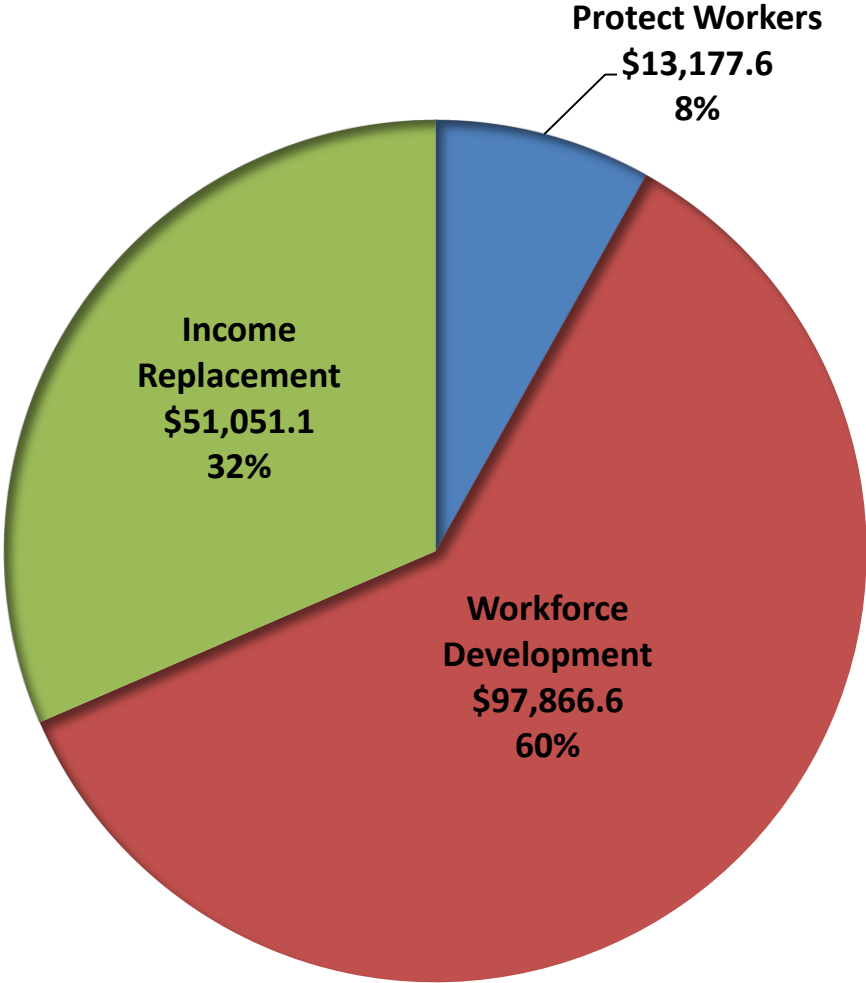


CORE SERVICES:

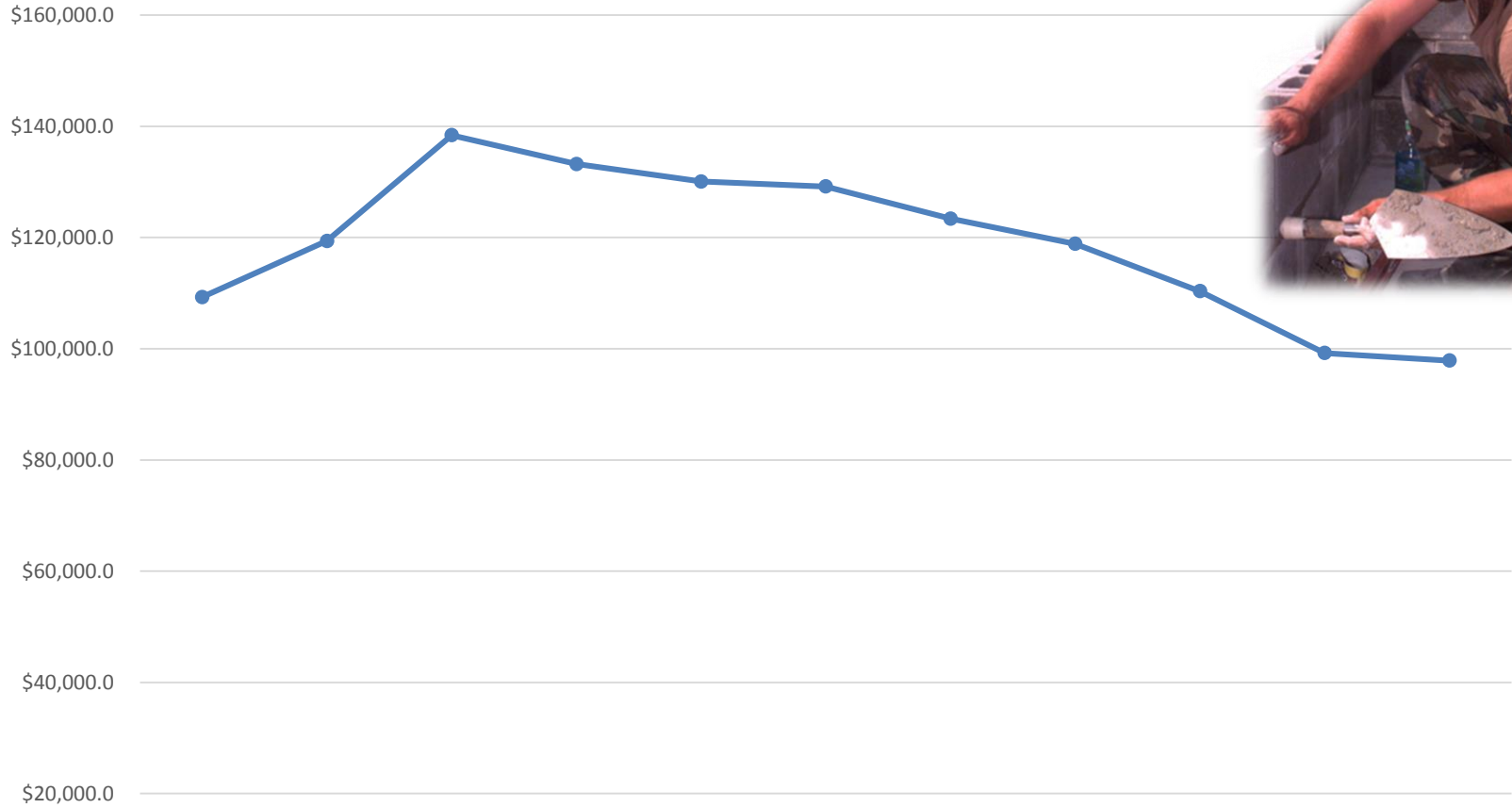
- **Protect Alaska's workers** through statutory and regulatory assistance and enforcement.
- **Workforce development** to support Alaska hire and economic development.
- **Income replacement** for injured, unemployed, and permanently disabled workers.



FY2018 Budget by Core Service



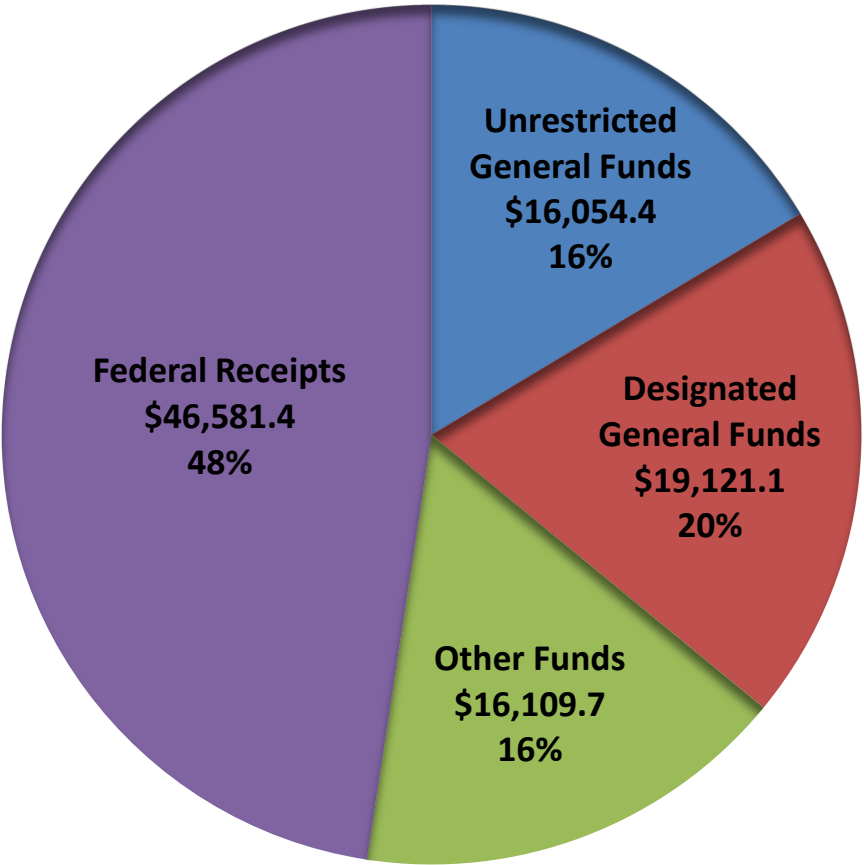
Workforce Development Budget FY2008-FY2018



	FY2008	FY2009	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018
Workforce Development	\$109,296.9	\$119,395.0	\$138,398.0	\$133,221.6	\$130,066.7	\$129,177.3	\$123,389.5	\$118,858.2	\$110,338.6	\$99,221.7	\$97,866.6



FY2018 Workforce Development Budget by Fund Source



Governor's FY2018 Budget Highlights

- Reduced Construction Academies by another **-\$600.0** per legislative intent language (only \$1.26 million remaining)
- Realized efficiencies in Vocational Rehabilitation **-\$19.3** general funds and **-\$19.3** federal funds
- Reduced Alaska Vocational Technical Center (AVTEC) reliance on general funds
 - Increased tuition and fees 7.5% across-the-board for second year
 - Revamped the Culinary Arts program
 - Reduce Plumbing & Heating and Construction program offerings from twice per year to once per year



Technical and Vocational Education Program (TVEP)

- TVEP was created to enhance the quality and accessibility of job training across the state, and align training with regional workforce demands
- TVEP is effective in increasing employment and earnings, increasing Alaska resident hire, and reducing unemployment
- TVEP funds are distributed to training entities across Alaska designated by the legislature in Alaska Statute 23.15.835
- TVEP distribution will end June 30, 2017; funds will sit in the TVEP account unless the legislature passes a bill to reauthorize the distribution



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

**Alaska Department of Labor and
Workforce Development
Commissioner Heidi Drygas**

Email: Commissioner.Labor@alaska.gov

Phone: (907) 465-2700



ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT
COMMISSIONER HEIDI DRYGAS

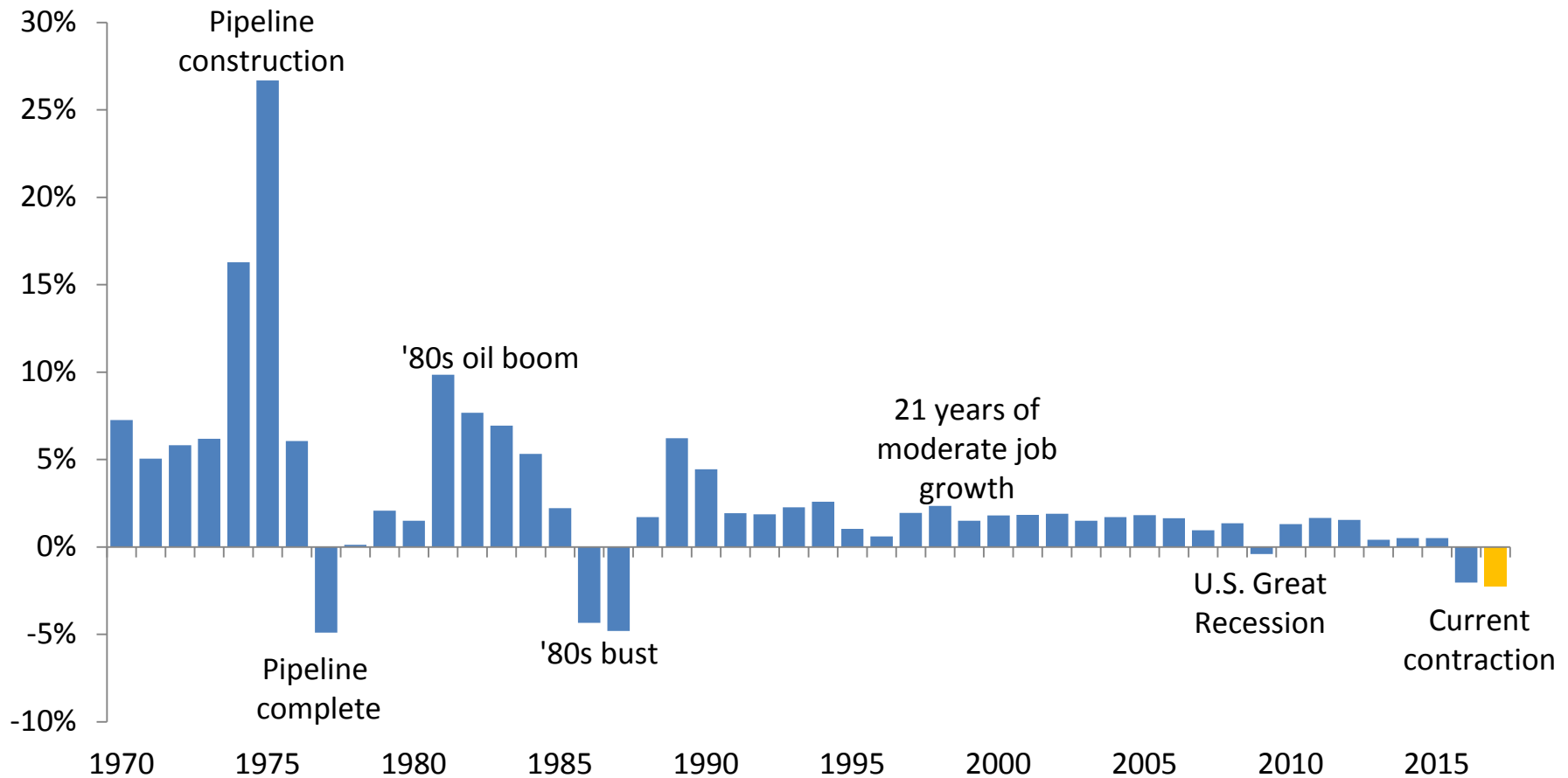
Current and Future Trends in Alaska's Economy



Conor Bell, Statewide Economist
Alaska Department of Labor and Workforce Development
Research and Analysis Section

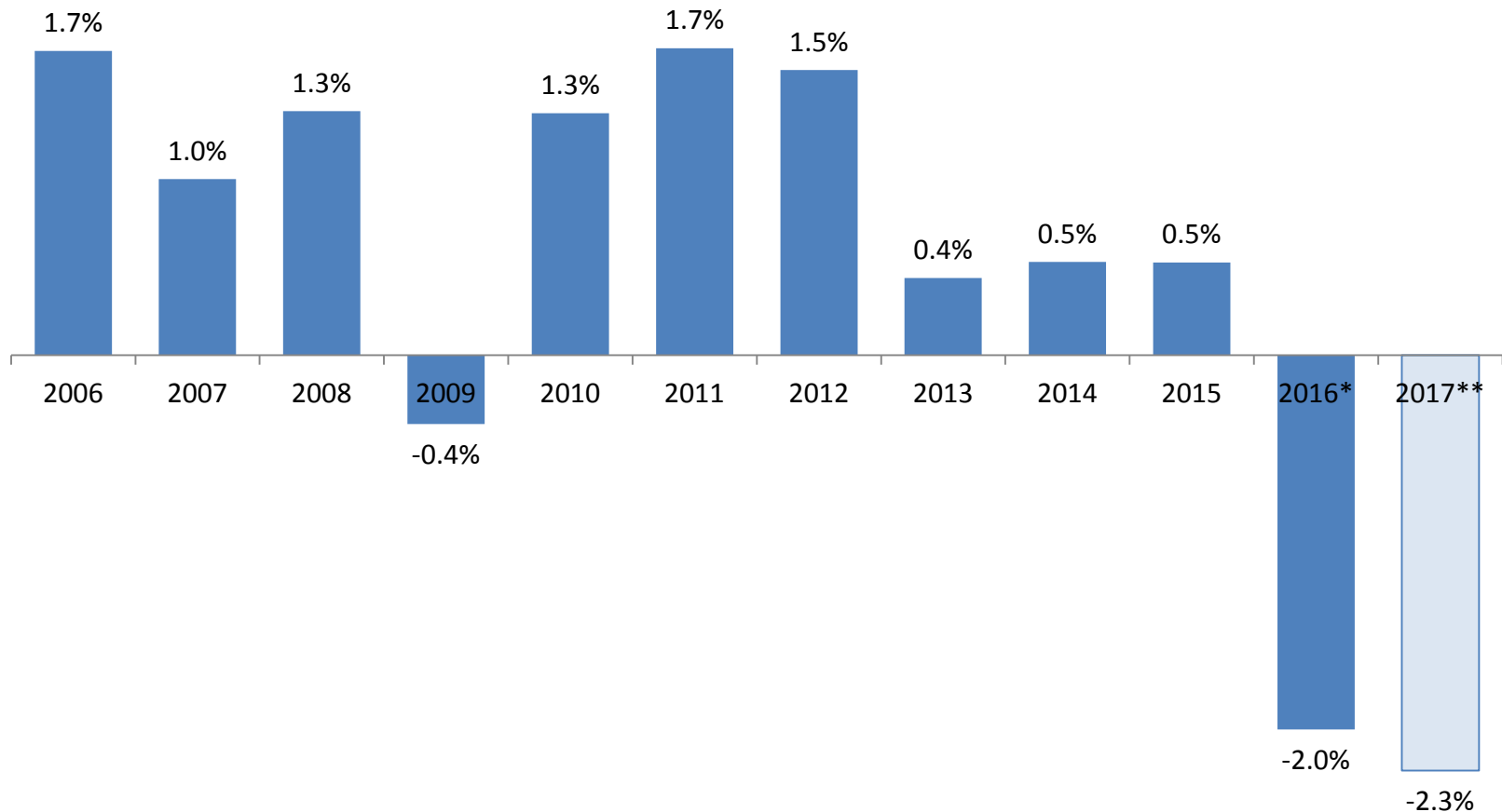
Historical Employment

Statewide employment change since 1970



Zooming in

Alaska Employment Growth, 2006 to 2017



Industry details:

Most industries saw job loss in 2016 (332,600 average monthly job count, **down 6,800, or 2.0 percent**, from 2015)

- Oil and gas **down 2,800 jobs (-20 percent)**
- Professional and business services **down 1,600 jobs (-5.3 percent)**
- Construction **down 1,500 jobs (-8.5 percent)**
- State government **down 1,300 jobs (-5.0 percent)**
- Health care **up 900 jobs (2.6 percent)**
- Federal government **up 300 jobs (2.0 percent)**

Our 2017 employment forecast

Another year of job loss, but some important differences between 2016 and 2017:

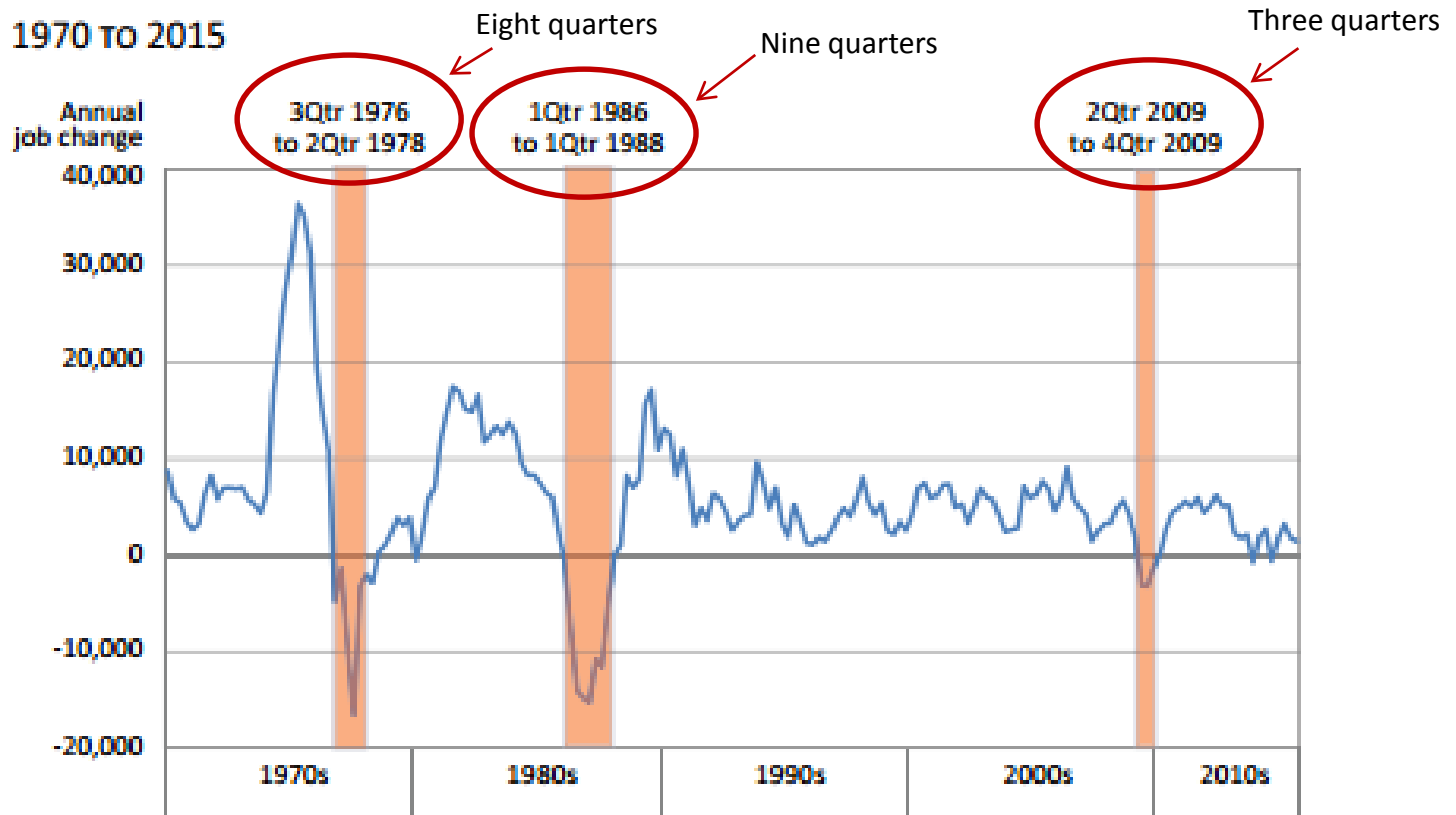
- More job loss in oil and gas, but about half as much as 2016
- Also reduced losses in construction and professional and business services
- Bigger losses in retail trade, restaurants, banks (downstream effects of oil and state government declines)
- Similar losses in state government and small losses in local government
- Health care only sector forecasted to grow, and not by much

How long do recessions last?

2

Alaska's Recessions and Job Losses and Gains

1970 to 2015



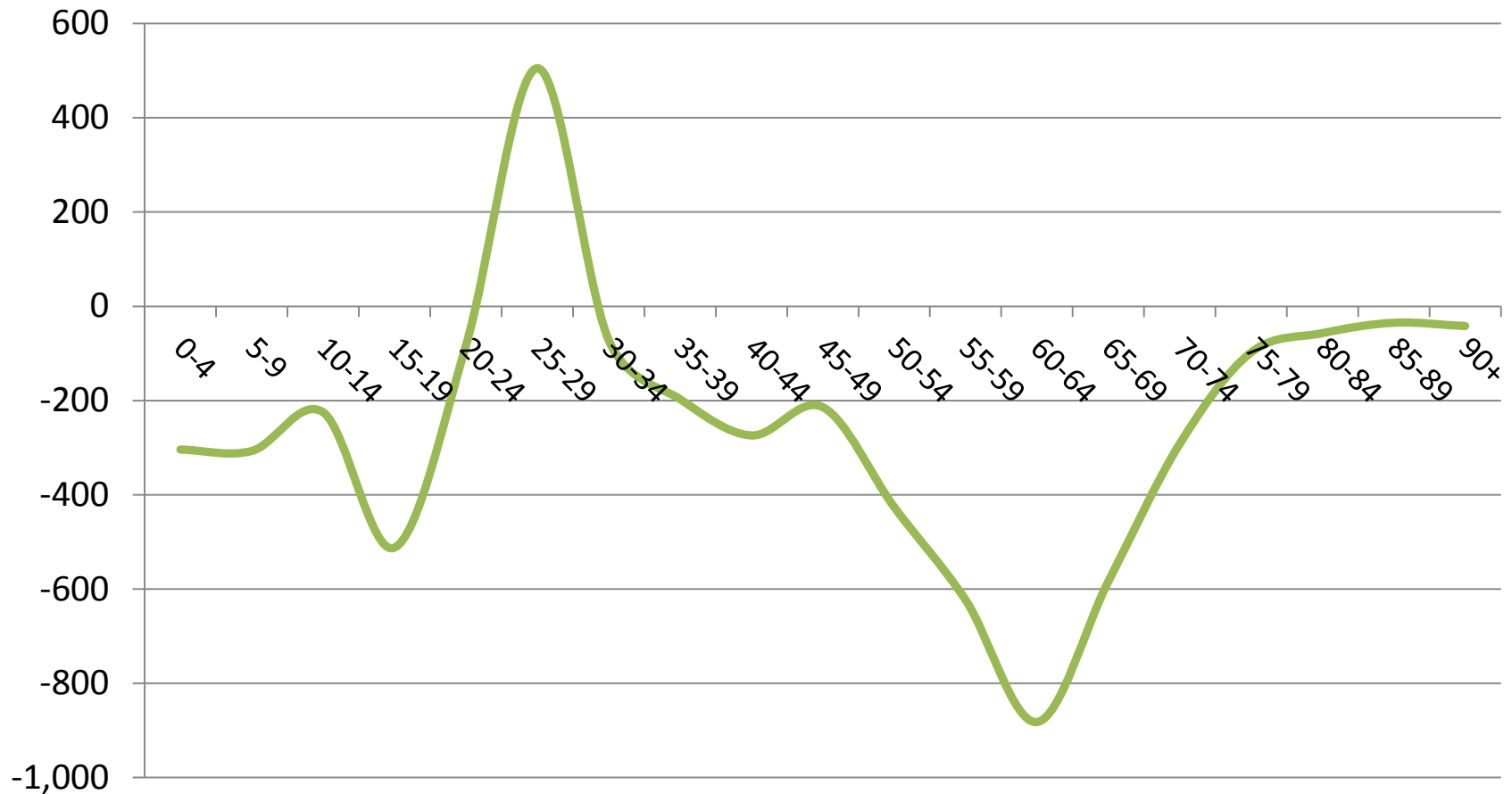
How are things different than the '80s?

- Our population is older and has been here longer
- Our pre-recession economy was nowhere near as hot, especially construction and banking sectors
- We have significantly larger savings
- Oil production on declining trend

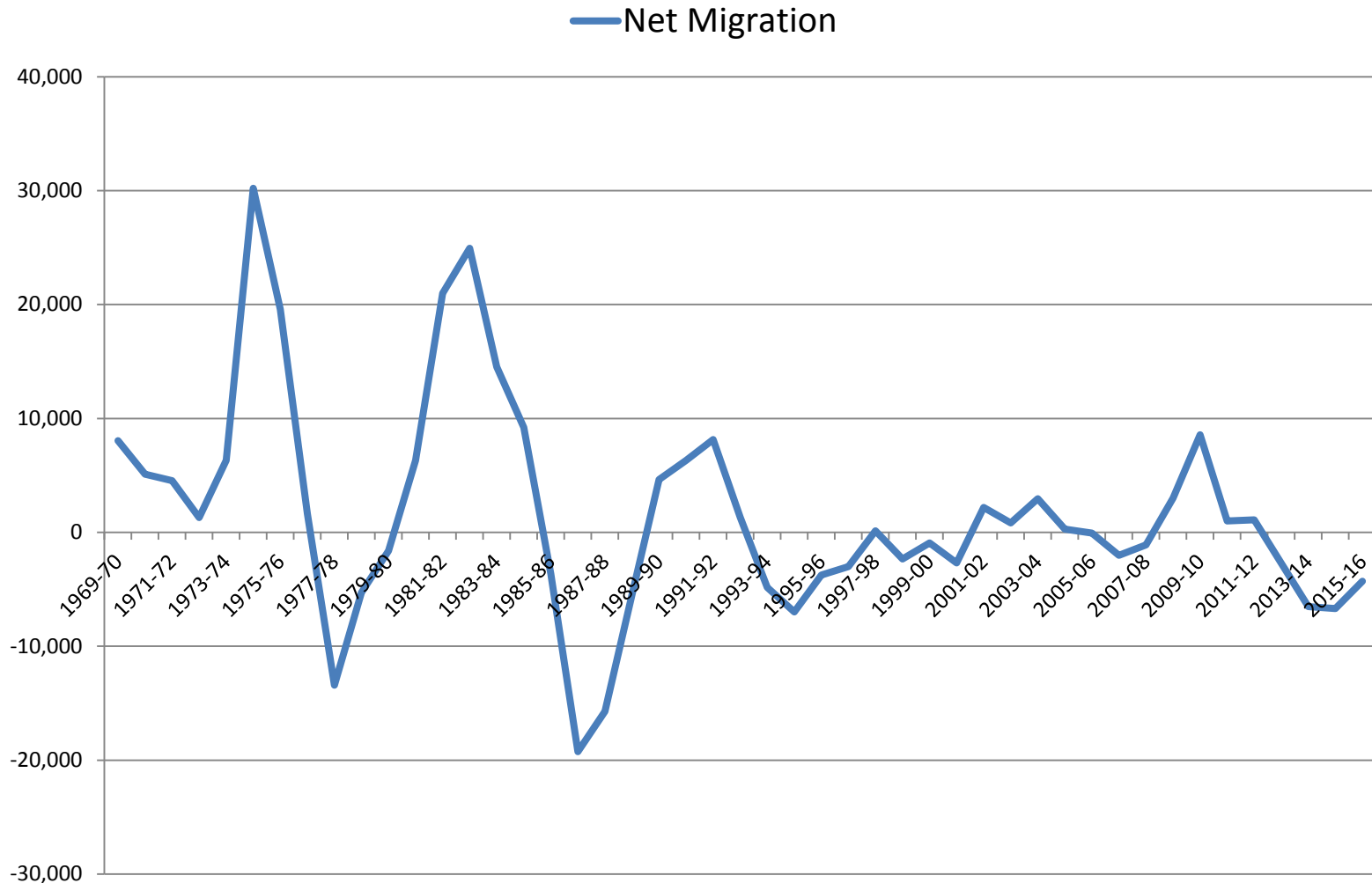


Age of people coming/going:

Net migration, 2010-2015 (average)



More people leaving AK than moving here



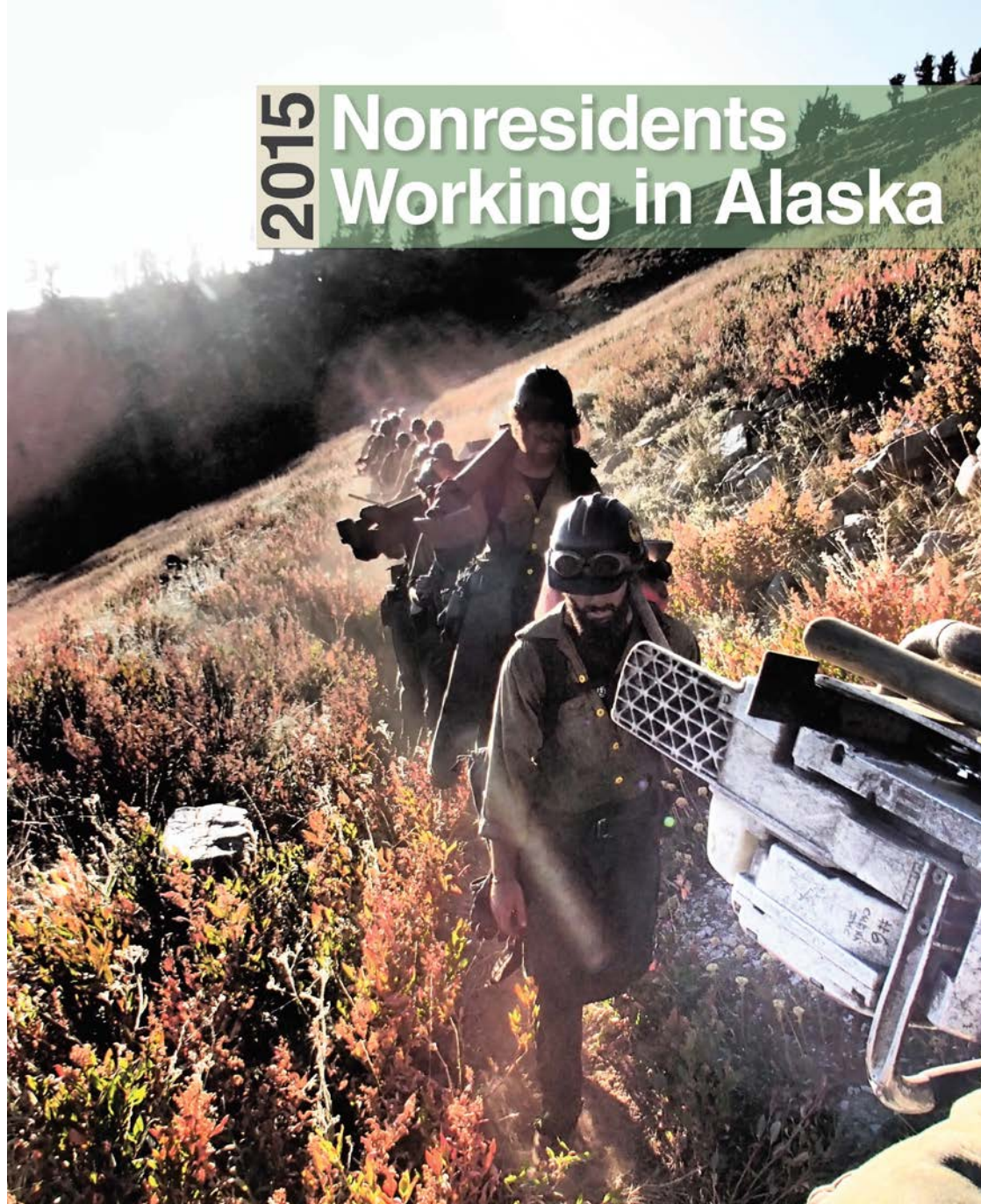
Thank you

Conor Bell

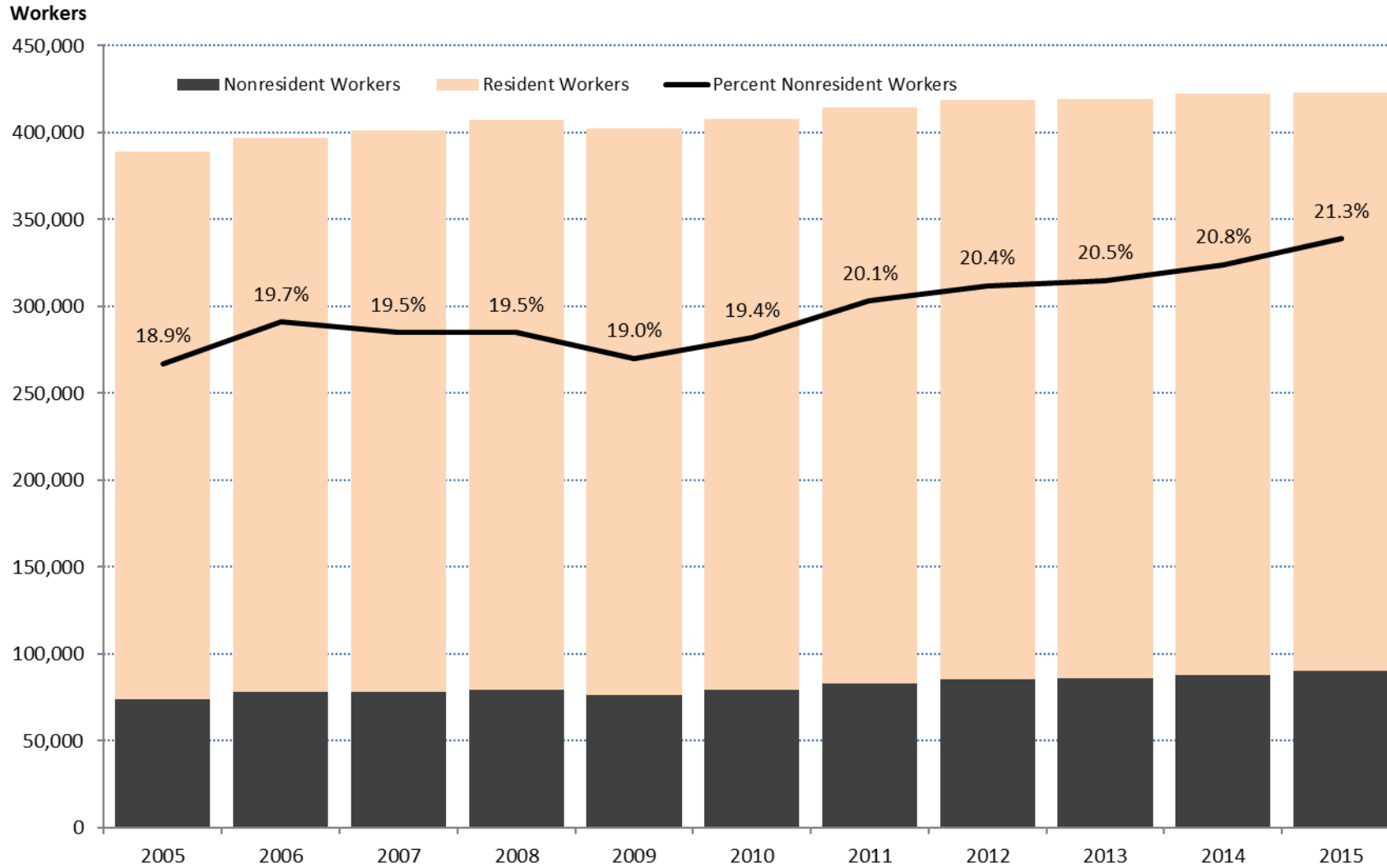
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Conor.Bell@Alaska.gov

2015 Nonresidents Working in Alaska

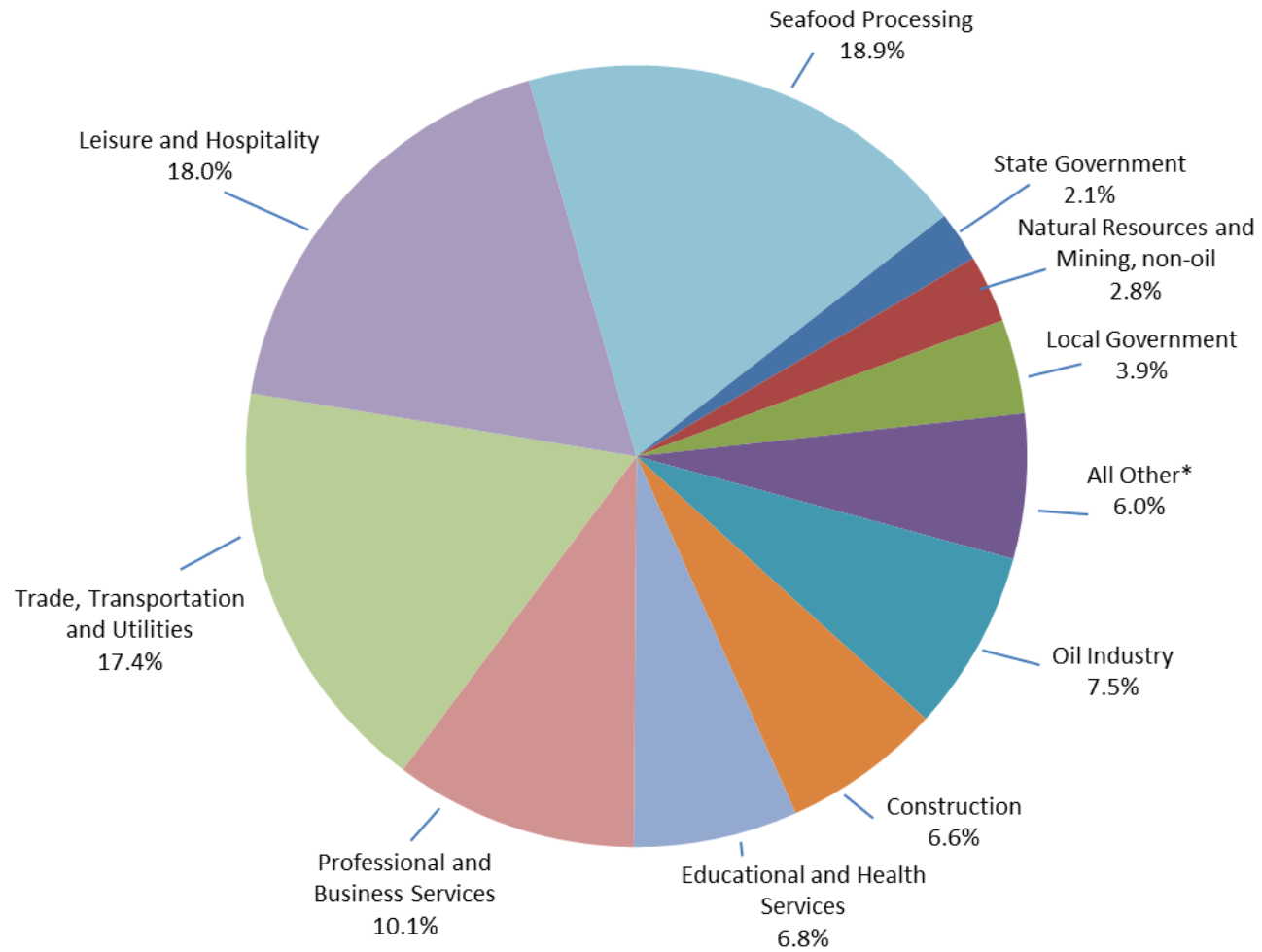


Resident and Nonresident Workers - Alaska 2005 to 2015



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Nonresident Workers, Industry Distribution - Alaska 2015

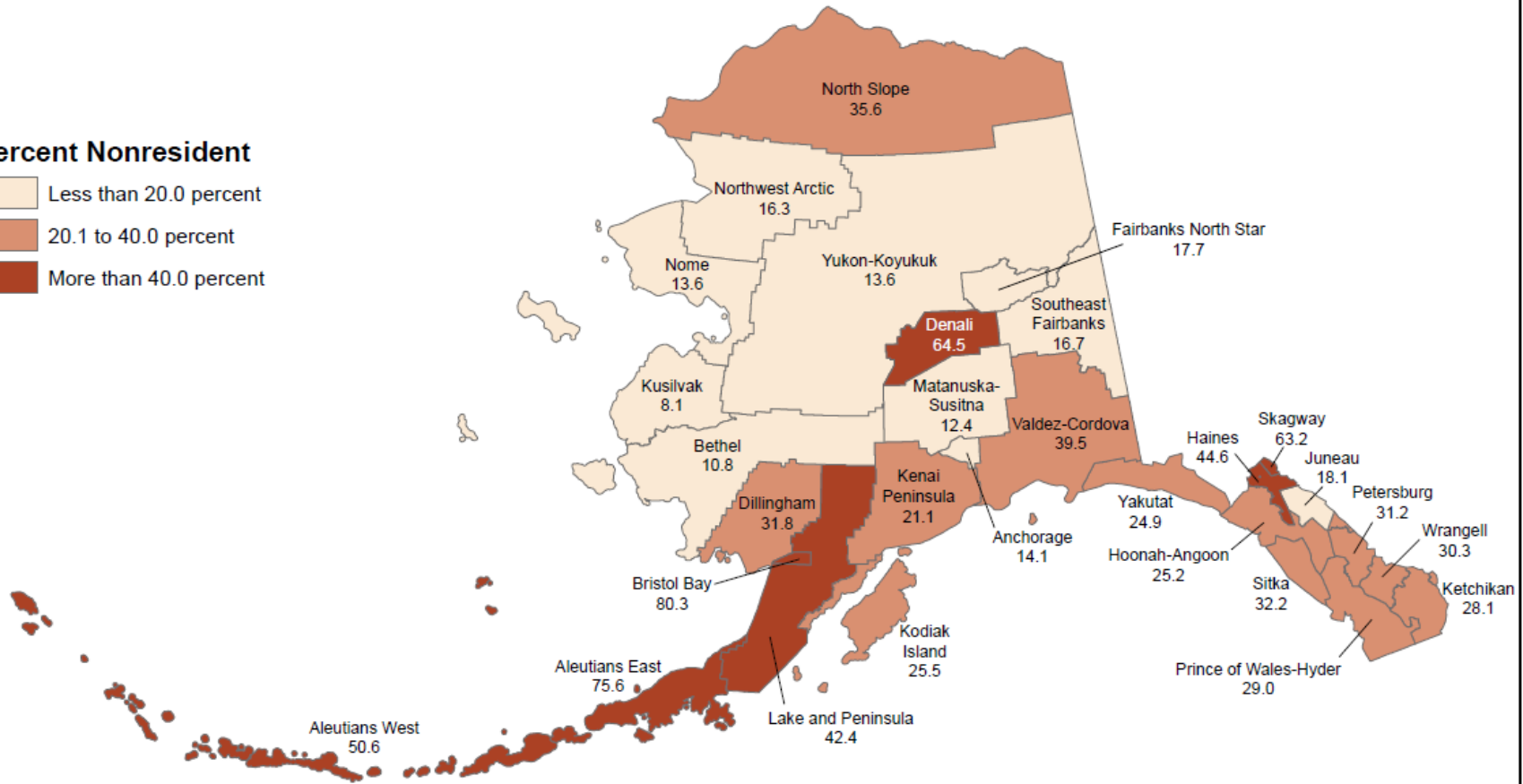
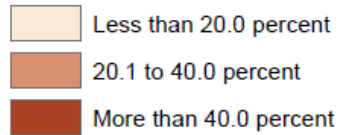


Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Nonresident Workers by Place of Work

Alaska, 2015

Percent Nonresident

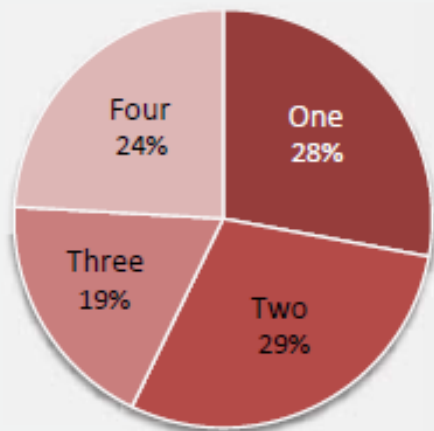


Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

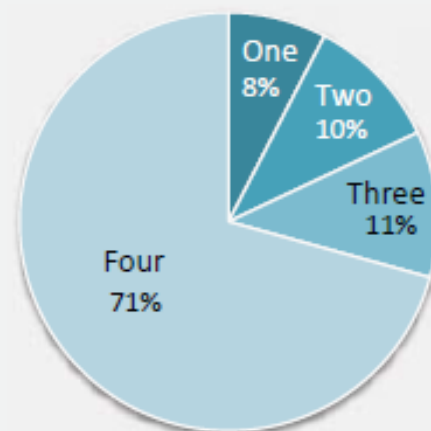
28 Quarters Worked by Residency

Alaska, 2015

Nonresident



Resident

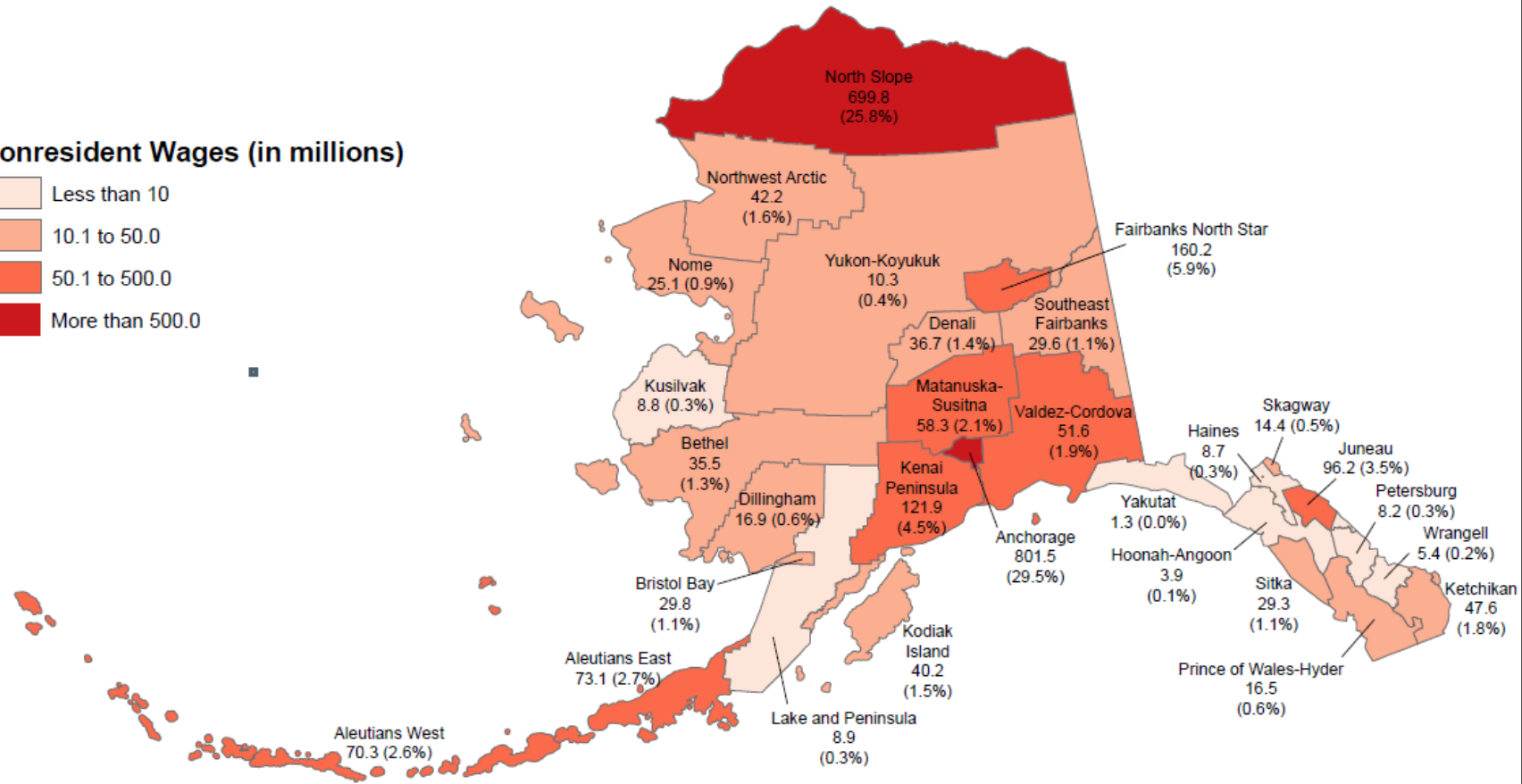
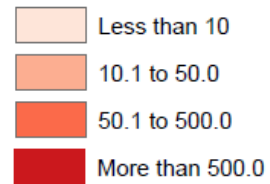


Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Nonresident Wages by Place of Work

Alaska, 2015

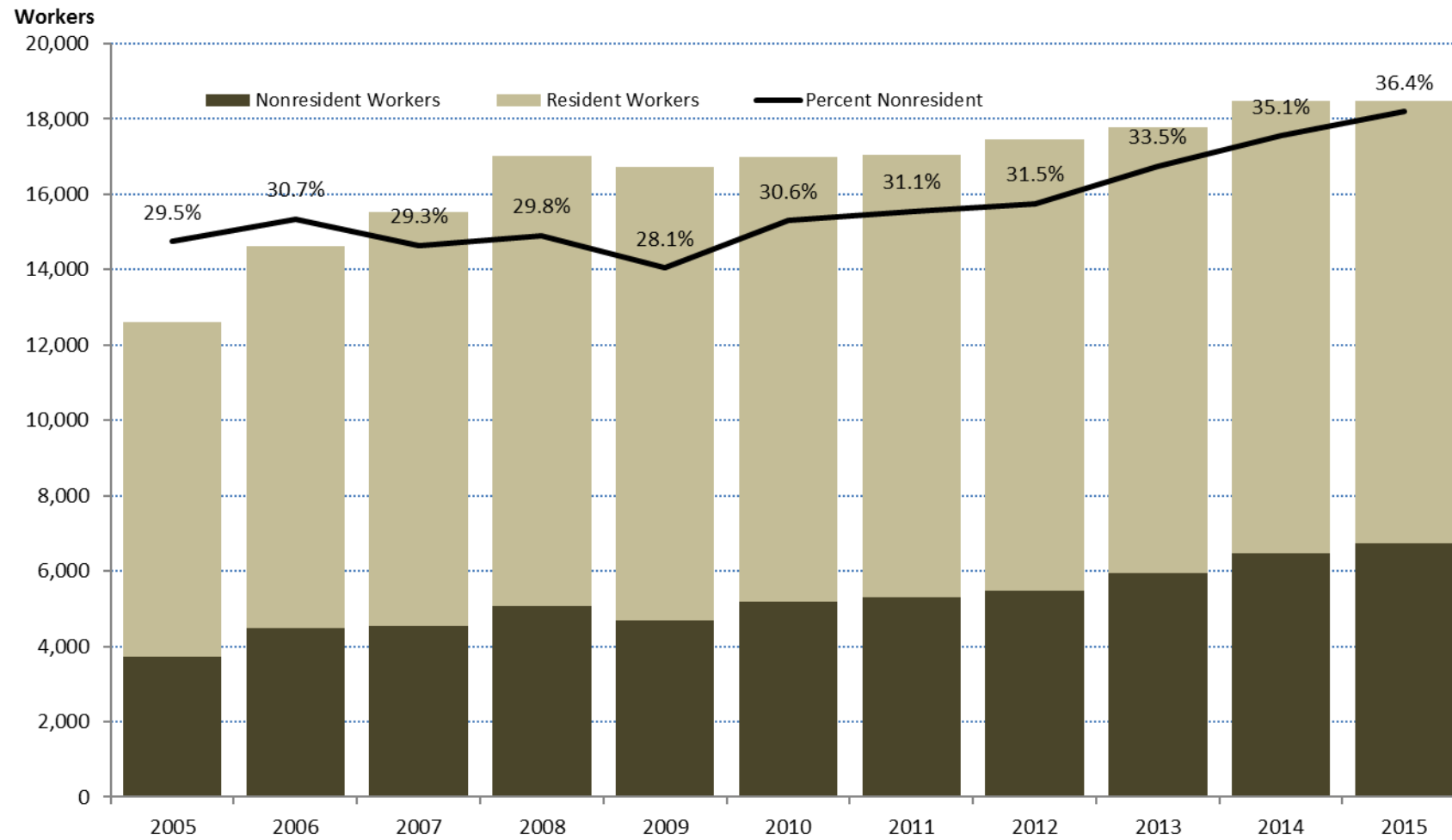
Nonresident Wages (in millions)



Note: Parenthesis indicate the percentage of total statewide nonresident wages

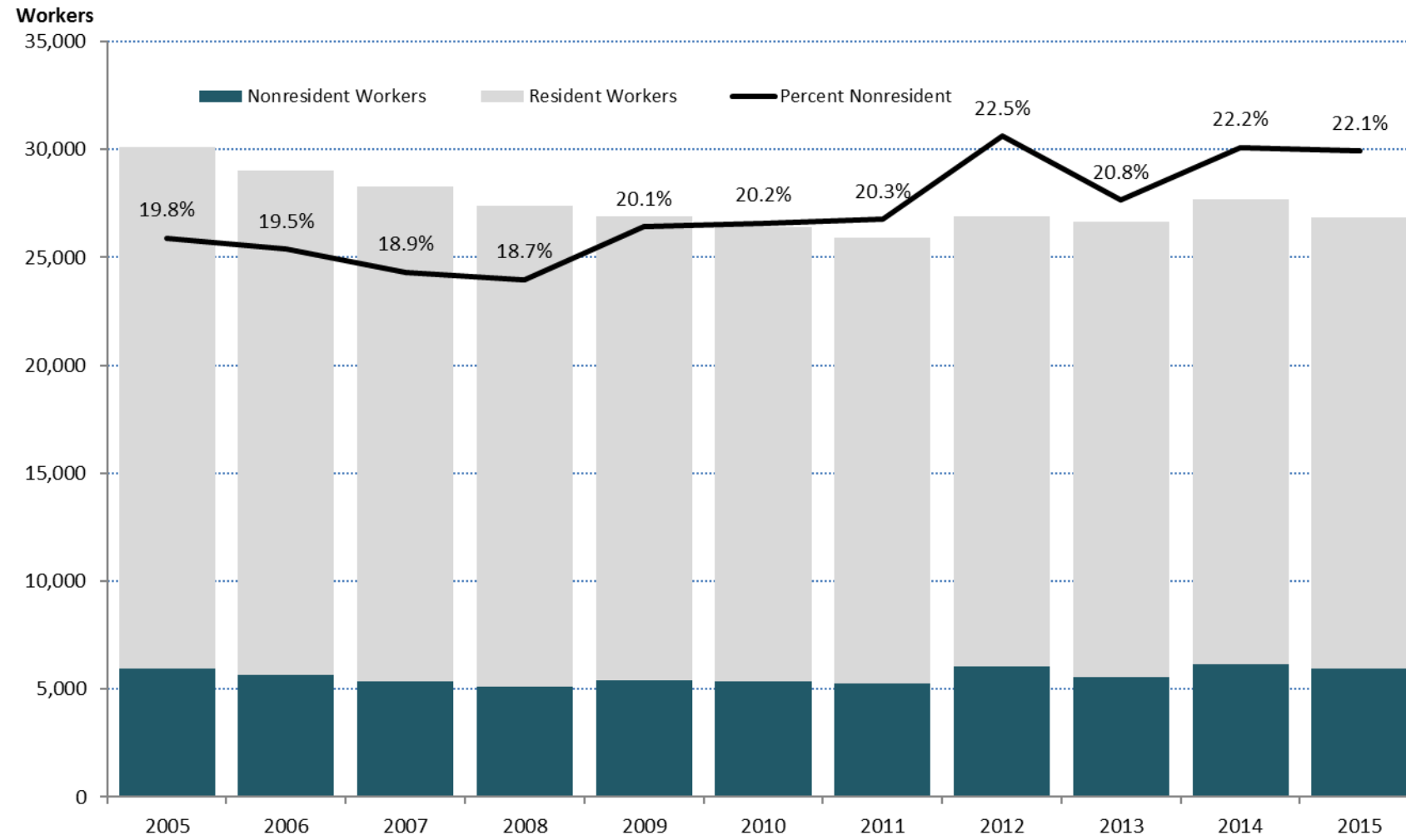
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Oil Industry Workers - Alaska 2005 to 2015



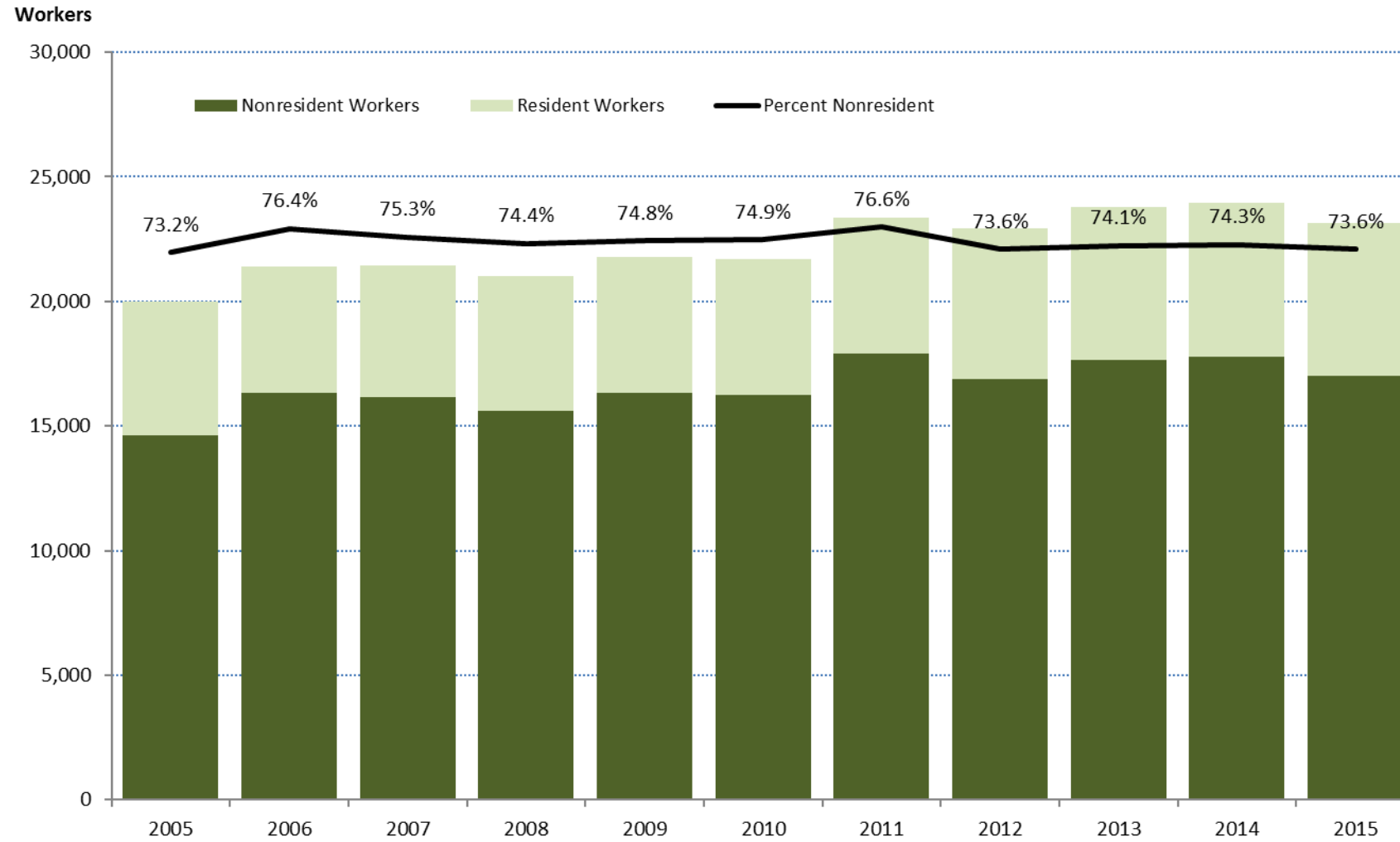
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Construction Industry Workers - Alaska, 2005 to 2015



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

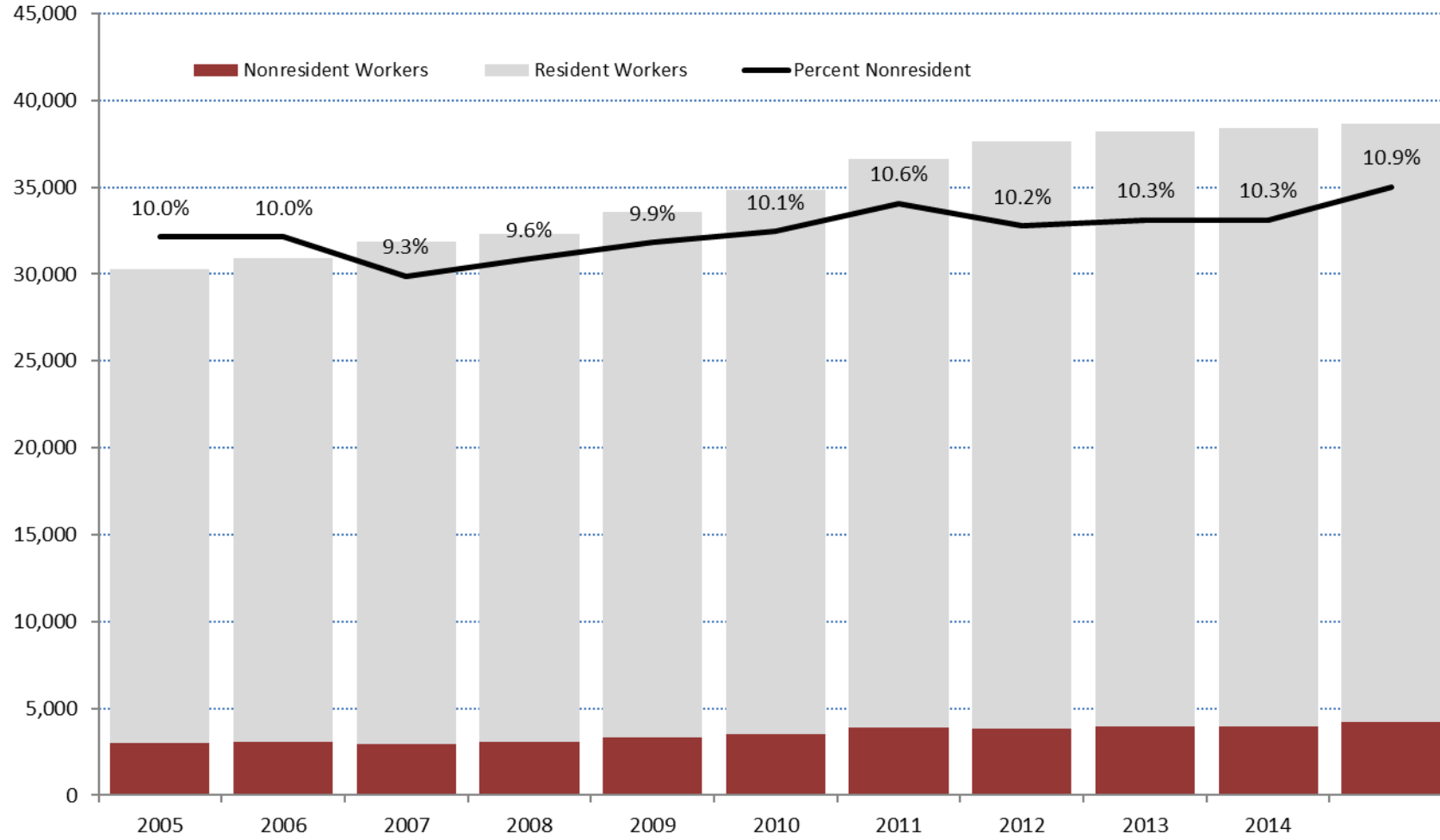
Seafood Processing Workers - Alaska, 2005 to 2015



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Health Care Workers - Alaska, 2005 to 2015

Workers



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Key Components of Nonresident Hire

- High Seasonality: jobs with a lot of seasonality combined with small local populations often need additional workers willing to relocate and work short periods.
 - Southwest (fish processing)
 - Skagway (tourism)
- Remote Work Sites: jobs with predictable schedules and remote work sites allow workers flexibility in where they live.
 - North Slope (oil and gas)

Hire the Right People for Your Business

Alaska Department of Labor and Workforce Development, Division of Vocational Rehabilitation (DVR)

Experienced managers know that resumes and interviews can't tell them everything they need to make a good hire. That's why they work with DVR.

Every job applicant we recommend has been thoroughly assessed to make sure they are qualified and will be a good fit for your business. In some situations you can actually observe a potential hire doing the work before you hire them. We even visit your workplace to ensure we thoroughly understand your needs before we recommend an applicant. We continue to provide support after you hire to ensure you are satisfied.

If you have future or regular hiring needs, we can develop a long term relationship and employment strategy for your company.

Increase Productivity, Reduce Turnover and Build Your Brand

The jobseekers we work with are Alaskans with disabilities looking to find and keep good jobs. There are good reasons why thriving companies hire people with disabilities: It makes good business sense.

- Studies show that workers with disabilities perform equally to employees without disabilities and stay with a company longer.
- "Exploring the Bottom Line." 2007 study by DePaul University
- Pizza Hut reports that turnover among employees with disabilities is less than one-fifth that of their other employee groups.
- 92 percent of the American public view companies that hire people with disabilities more favorably than those that do not. 87 percent of the public would prefer to give their business to companies that hire people with disabilities. - *National Survey of Consumer Attitudes towards Companies that Hire People with Disabilities*

Jobseekers work with our staff to become qualified and competitive for the positions they seek. When a jobseeker is ready, our business development specialists help them find businesses in need of their skills and help ensure the hire is successful.

"Because of DVR's thorough assessment process, we know when we want an applicant before we even hire and the turnover rate is 1/2 what we have when we go through the traditional hiring process."

- Tom Rentz, Equal Opportunity
Officer for Joint Base
Elmendorf-Richardson

"When DVR refers applicants to us they help us get a clear understanding of the person's abilities so we can hire with confidence. I have recently moved to a new company and have already begun working with DVR again. DVR is part of our hiring strategy."

- Sharon Chriss, GCI Manager of
Recruitment and Staffing



ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT
Division of Vocational Rehabilitation

Call Now

TTY/Toll Free: 800-478-2815

In Juneau: 907-465-2814

dol.dvr.info@alaska.gov

DVR's Pre Employment Transition Services

This year DVR will provide over 600 students with disabilities pre-employment transition services to help them prepare for employment.

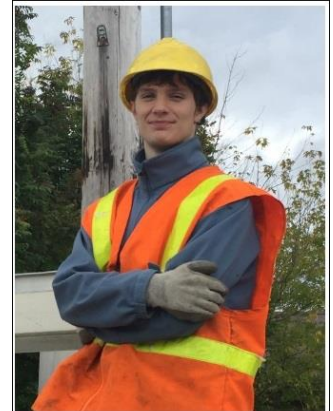


JOBZ Club: JOBZ Clubs occur after school and use engaging activities to introduce students to “work readiness skills.” Last year over 45 students participated in eight different JOBZ Clubs across the state. DVR pays teachers to facilitate clubs in their schools. We anticipate reaching over 100 predominately rural youth through JOBZ Club activities this school year. JOBZ Club is a great vehicle for teachers to prepare students for transition and also helps the teacher better connect with DVR.

Transition Camps



Transition Camps: DVR partners with the DEED to fund Transition Camps, utilizes a team of highly qualified special education professionals through Southeast Regional Resource Center. The Transition Camp team travels across the state doing three to five day conferences with school districts and juvenile justice facilities. At each conference Pre-ETS activities are provided through community exploration, presentations by businesses, postsecondary education and vocational training providers that help youth develop a vision for their future. Last year over 100 students participated. Our goal for this year is to reach over 200 students.



I did a work experience with Haines Cabel. Now I'm working for them part time. It feels good to be working." - Elliot Wild, Haines



Brightways Learning
Phlight Club

Phlight Clubs: DVR partners with Brightways Learning to conduct Phlight Clubs in school districts across the state. Phlight Clubs are three day, lock-in events designed to engage youth and their families for cultivating caring and connected schools and communities. Phlight Club incorporates Pre-ETS self-advocacy and work readiness skills training activities to help youth develop self-esteem and leadership skills. This is a new project and we anticipate engaging over 50 students with disabilities in Phlight Clubs this school year.



PATHWAYS School to Career: DVR partners with Northwestern Alaska Career and Technical Center, EXCEL AK and Voyage to Excellence Career and Technical Education program to offer an intensive array of courses that combine Pre-ETS activities with “hands on learning” in specific career fields such as culinary, carpentry and welding. DVR funding increases the effectiveness of the courses by increasing the staff to student ratio and needed disability supports. These courses offer exposure to the stepping stone credentials students need to be competitive candidates for postsecondary education and training towards apprenticeships. So far this state fiscal year, 34 students have participated in Pathways activities.



"I like looking at what we did and feeling proud that we've built this. We've built a bridge; we can all say that now" - Christopher Worrell, Juneau

Pre-ETS Projects: DVR funds nine agencies in rural and urban areas to provide an intensive array of Pre-ETS activities. Each youth receives instruction in job exploration and work readiness training with 40 hours of paid work experience to practice those skills. Last year over 150 youth participated in Pre-ETS Projects run by behavioral health, developmental disability and independent living organizations.

Summer Work Programs: DVR, in partnership with the Disability Employment Initiative, has just released and “Invitation for Proposal” to provide summer paid work experience to 150 students with disabilities. The project was creatively designed to

allow students of any ability to participate in programming that leads to competitive employment.

Alaskans with Disabilities

A look at disability data from the U.S. Census Bureau

By **EDDIE HUNSINGER**

Eleven percent of Alaska's population and 12 percent of the nation's have a disability, according to the U.S. Census Bureau. The most common type is difficulty walking or climbing stairs, which affects about 48 percent of Alaskans with a disability. (See Exhibit 1.)

The other types are hearing (37 percent), vision (18 percent) and cognitive (35 percent). And of the 76,302 Alaskans with a disability, 33,360 have more than one.

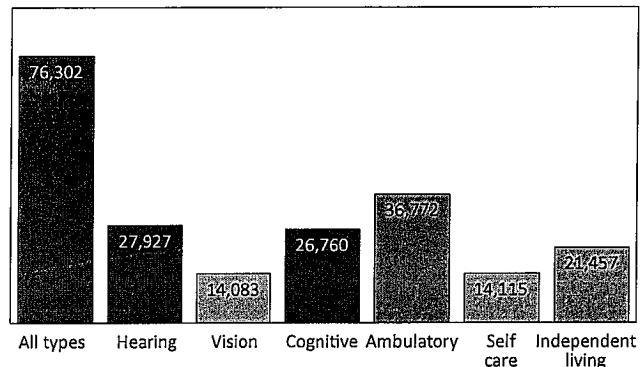
"Disability" covers a range of conditions and varies according to context. To measure disability with the American Community Survey, the U.S. Census Bureau uses six questions to determine the type of difficulty: hearing, vision, cognitive, ambulatory, self-care, and living independently. (See the sidebar at the end of this article for more information.)

Age an important factor

As with many health and socioeconomic characteristics, age is an important factor in overall disability. It's more common among seniors, with more than 30 percent of Alaskans between 65 and 74 having a disability and nearly 60 percent for those over age 75. (See Exhibit 2.)

Although people who are 65 and older make up just 9

1 Disabilities by Type ALASKA, 2010 TO 2014



Source: U.S. Census Bureau, 2010 to 2014 American Community Survey

percent of Alaska's population, they represent 32 percent of all Alaskans with disabilities. The senior population is projected to nearly double over the next 25 years, and as Alaska ages, the overall rate of disability is expected to increase.

Among Alaskan children, 5,765 have a disability, according to the 2010 to 2014 American Community Survey. Of those, 577 are children between newborn and 4 years who have difficulty seeing or hearing. Seeing and hearing disabilities are the only types the ACS tracks for children younger than 5.

Disabilities are slightly more common among males, at 11 percent, than among females, at 10 percent.

Higher in older areas

The importance of age structure is also reflected in regional disability rates. The Gulf Coast and Southeast regions, which have higher median ages and larger shares of the population 65 and older, also have higher disability rates. (See Exhibit 3.) The regions with particularly young populations — Northern and Southwest — have slightly lower rates.

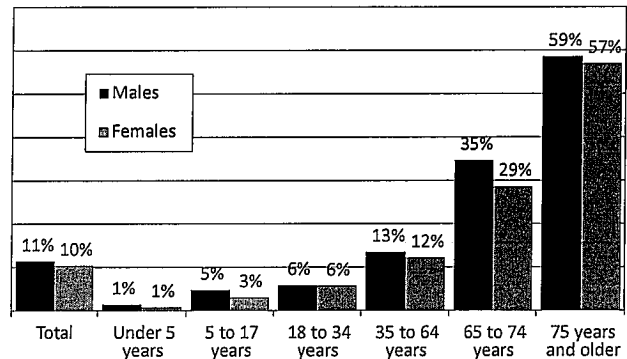
Still, in terms of numbers, most Alaskans with disabilities live in the state's population centers. Anchorage was home to 28,357 people with disabilities, followed by the Matanuska-Susitna Borough (10,539), Fairbanks North Star Borough (9,669), and Kenai Peninsula Borough (8,122).

Higher rates for Natives, veterans

Even though the Alaska Native population is younger than the total population — with median ages of 28.7 and 33.3 years, respectively — disabilities are more common among Alaska Natives, at 14 percent. Of those, 8 percent are under age 18, 59 percent are in

2 Disabilities by Age and Sex

ALASKA, 2010 TO 2014



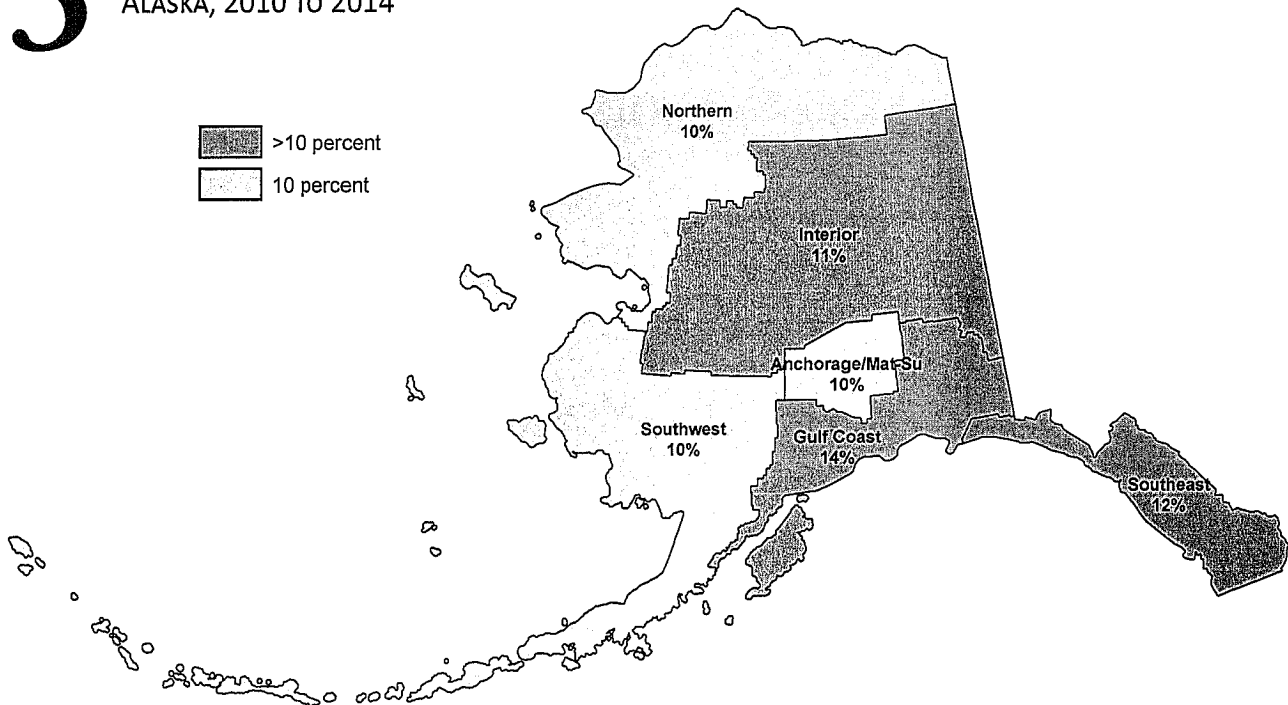
Source: U.S. Census Bureau, 2010 to 2014 American Community Survey

the working age range of 18 to 64, and 33 percent are seniors.

Veterans are another group whose rates stand out in the data. The survey shows 22 percent have a disability, versus 14 percent of the total adult population. Among senior citizens, 42 percent of veterans have a disability compared to 40 percent of all seniors.

3 Percent With a Disability by Region

ALASKA, 2010 TO 2014



Source: U.S. Census Bureau, American Community Survey 2010 to 2014

4

Occupations and Industries Among Those With Disabilities

ALASKA, 2010 TO 2014

Employed Population Age 16 and Older

OCCUPATION

Management, business, science, and arts occupations	36%	+/-0.6	31%	+/-2.4
Service occupations	18%	+/-0.5	18%	+/-1.9
Sales and office occupations	23%	+/-0.5	24%	+/-2.1
Natural resources, construction, and maintenance occupations	12%	+/-0.4	12%	+/-1.2
Production, transportation, and material moving occupations	11%	+/-0.4	14%	+/-1.5

INDUSTRY

Agriculture, forestry, fishing and hunting, and mining	6%	+/-0.3	5%	+/-0.9
Construction	8%	+/-0.4	7%	+/-1.0
Manufacturing	4%	+/-0.2	3%	+/-0.7
Wholesale trade	2%	+/-0.2	1%	+/-0.4
Retail trade	11%	+/-0.4	14%	+/-2.0
Transportation and warehousing, and utilities	8%	+/-0.3	11%	+/-1.3
Information	2%	+/-0.2	2%	+/-0.6
Finance and insurance, and real estate and rental and leasing	4%	+/-0.3	3%	+/-0.7
Professional, scientific, and management, and administrative and waste mgmt services	8%	+/-0.4	9%	+/-1.5
Educational services, and health care and social assistance	23%	+/-0.5	20%	+/-2.0
Arts, entertainment, and recreation, and accommodation and food services	9%	+/-0.4	8%	+/-1.3
Other services (except public administration)	4%	+/-0.3	4%	+/-0.9
Public administration	12%	+/-0.4	13%	+/-1.5

	Total		With a Disability	
	Estimate	Margin of Error	Estimate	Margin of Error
	347,715	+/-2,362	22,687	+/-983
OCCUPATION				
Management, business, science, and arts occupations	36%	+/-0.6	31%	+/-2.4
Service occupations	18%	+/-0.5	18%	+/-1.9
Sales and office occupations	23%	+/-0.5	24%	+/-2.1
Natural resources, construction, and maintenance occupations	12%	+/-0.4	12%	+/-1.2
Production, transportation, and material moving occupations	11%	+/-0.4	14%	+/-1.5
INDUSTRY				
Agriculture, forestry, fishing and hunting, and mining	6%	+/-0.3	5%	+/-0.9
Construction	8%	+/-0.4	7%	+/-1.0
Manufacturing	4%	+/-0.2	3%	+/-0.7
Wholesale trade	2%	+/-0.2	1%	+/-0.4
Retail trade	11%	+/-0.4	14%	+/-2.0
Transportation and warehousing, and utilities	8%	+/-0.3	11%	+/-1.3
Information	2%	+/-0.2	2%	+/-0.6
Finance and insurance, and real estate and rental and leasing	4%	+/-0.3	3%	+/-0.7
Professional, scientific, and management, and administrative and waste mgmt services	8%	+/-0.4	9%	+/-1.5
Educational services, and health care and social assistance	23%	+/-0.5	20%	+/-2.0
Arts, entertainment, and recreation, and accommodation and food services	9%	+/-0.4	8%	+/-1.3
Other services (except public administration)	4%	+/-0.3	4%	+/-0.9
Public administration	12%	+/-0.4	13%	+/-1.5

Note: Civilian noninstitutionalized population only

Source: U.S. Census Bureau, 2010 to 2014 American Community Survey

Employment lower, but jobs similar

Narrowing the state's population down to the typical working ages of 20 to 64 shows 42 percent of Alaskans with a disability are employed. In the total population between those ages, it's 71 percent.

Roughly half were outside the labor force, meaning they were neither working nor looking for work, compared to just 20 percent overall.

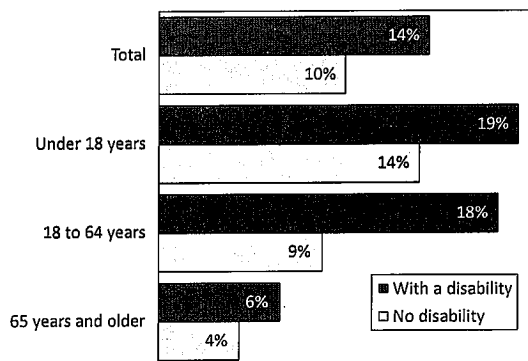
For those who were working, though, their typical occupations mirrored those of workers overall. (See Exhibit 4.) Among the 22,687 employed workers with a disability, the leading occupational group was management, business, science, and arts (31 percent, compared to 36 percent for all workers), followed by sales and office occupations (24 percent versus 23 percent), and service occupations (18 percent for both).

The industry makeup is also about the same. The leading industry group was educational services, and health care and social assistance (20 percent, compared to 23 percent for all workers), followed by public administration (13 percent versus 12 percent), and retail trade (14 percent versus 11 percent).

5

Percent Below Poverty

BY AGE AND DISABILITY, 2010 TO 2014



Source: U.S. Census Bureau, 2010 to 2014 American Community Survey

Income lower, poverty higher

Though the typical industries and occupations were similar, earnings differed. Alaskans with a disability earned a median of \$30,000 per year from 2010 to 2014, and it was more than \$36,000 for all workers.

Alaska's Institute of Technology



**Great Careers for
Alaska's Future**

AVTEC at a glance ~ Mission

- A division of the Alaska Department of Labor and Workforce Development.
- Postsecondary vocational technical training institute whose *MISSION* is to train a diverse and effective workforce that supports the economic growth and stability of our state.
- Providing training since 1969.
- Nationally accredited by the Council on Occupational Education.

AVTEC at a glance ~ Programs

- Twelve long term training programs with enrollments over 300 students each school year.
- Numerous and varied short term training programs with enrollments over 1,300 students each school year.



AVTEC at a glance ~ Students

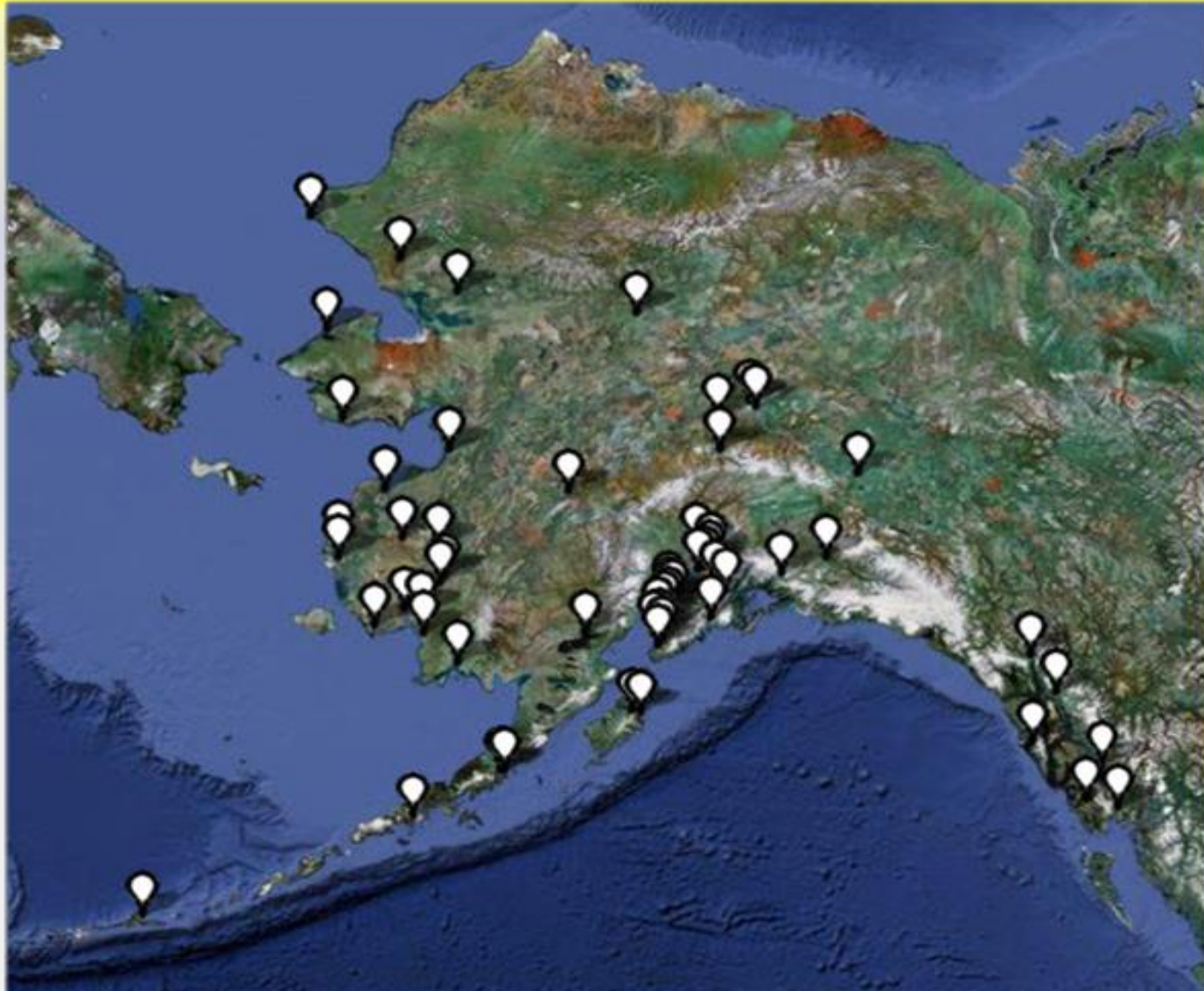
- In FY16, 88% of AVTEC students enrolled in long term training programs graduated



- To date* 81% of these completers are employed in training related jobs.

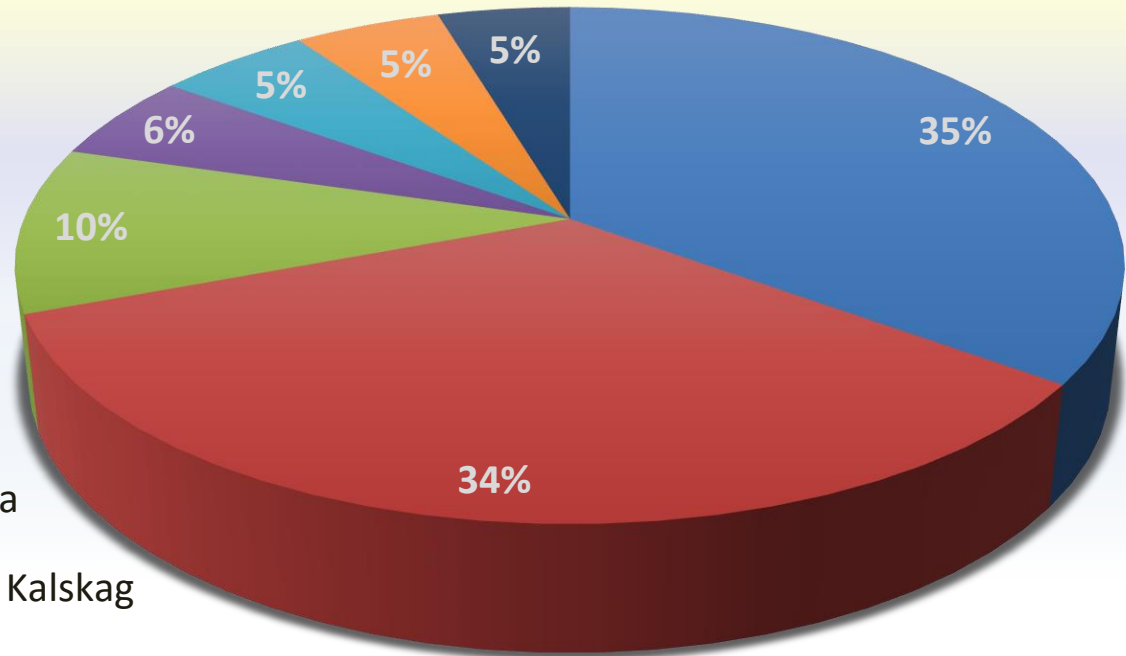
*Final placement data will be available September 2017

Serving a Statewide Mission



Serving a Statewide Mission

Students BY Region FY12 - FY16 Unduplicated

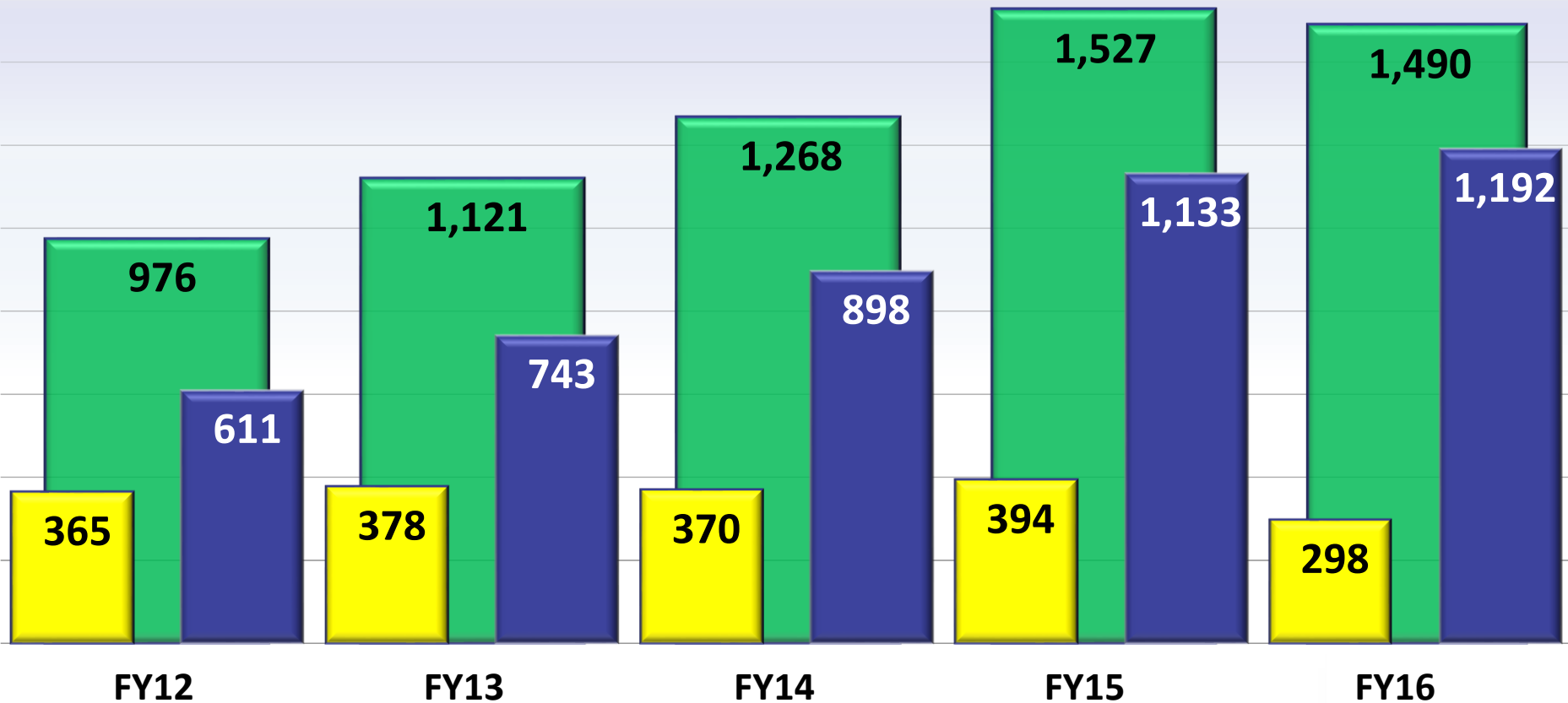


- Anchorage, Mat-Su
- SCTRL- Kodiak, Kenai Peninsula
- SW- Bethel, Emmonak, Aniak, Kalskag
- SE- Juneau, Sitka, Ketchikan, Haines
- NW- Nome, Kotzebue, Unalakleet
- CTRL- Fairbanks, Barrow, Tok, Ft. Yuk
- Unknown/Outside Alaska

Unduplicated Student Count

Long Term/ Short Term Students Totals

■ Long Term ■ Short Term
■ Total Students



Training Programs



- Experiential hands-on learning environment
- Competency-based assessment ~ industry credentials
- Employability skills embedded in the training model



Long Term Training Programs

- Applied Technologies:
 - Combination Welding (Structural & Pipe Welding)
 - Diesel Heavy Equipment Technology
- Energy Building Trades:
 - Industrial Electricity
 - Construction*
 - Refrigeration*
 - Plumbing & Heating*
 - Power Plant Operator

*Facilities Maintenance Combination

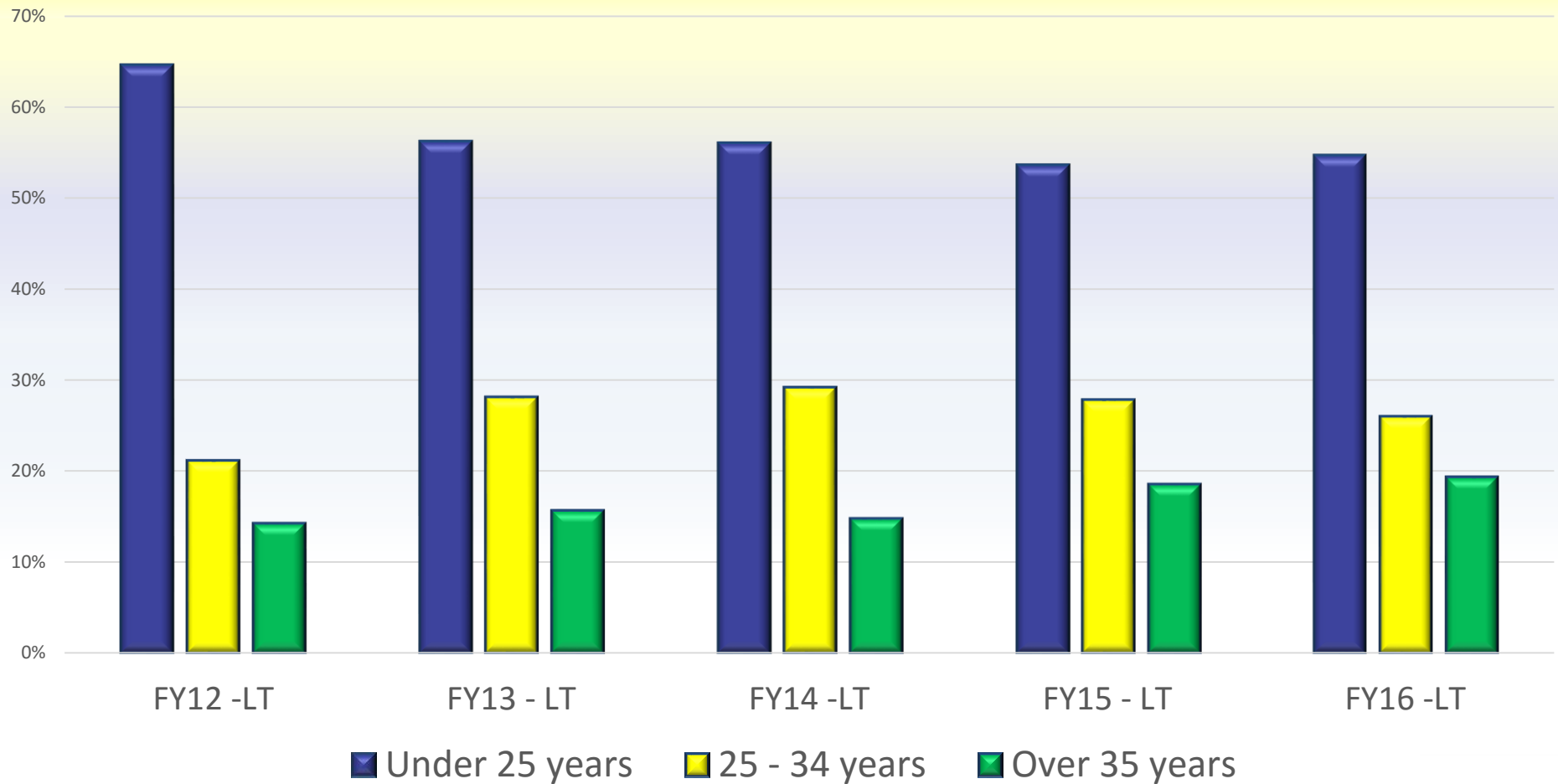


Long Term Training Programs

- Alaska Culinary Academy
 - Professional Cooking & Baking
- Maritime:
 - Master not more than 200 Tons
 - Qualified Member of the Engine Department
- Information Technology:
 - Business & Office Technology
 - Information Technology (Networking)



Long Term Training > 6 weeks



*FY12– FY16 ENROLLMENTS – UNDUPLICATED HEAD COUNT

Short Term Training Programs

- Bulk Fuels Operator
 - 140 clock hours, 20 training days
 - Alaska Energy Authority (AEA) sponsored course covers rural bulk fuels operations and maintenance skills and related employability skills.

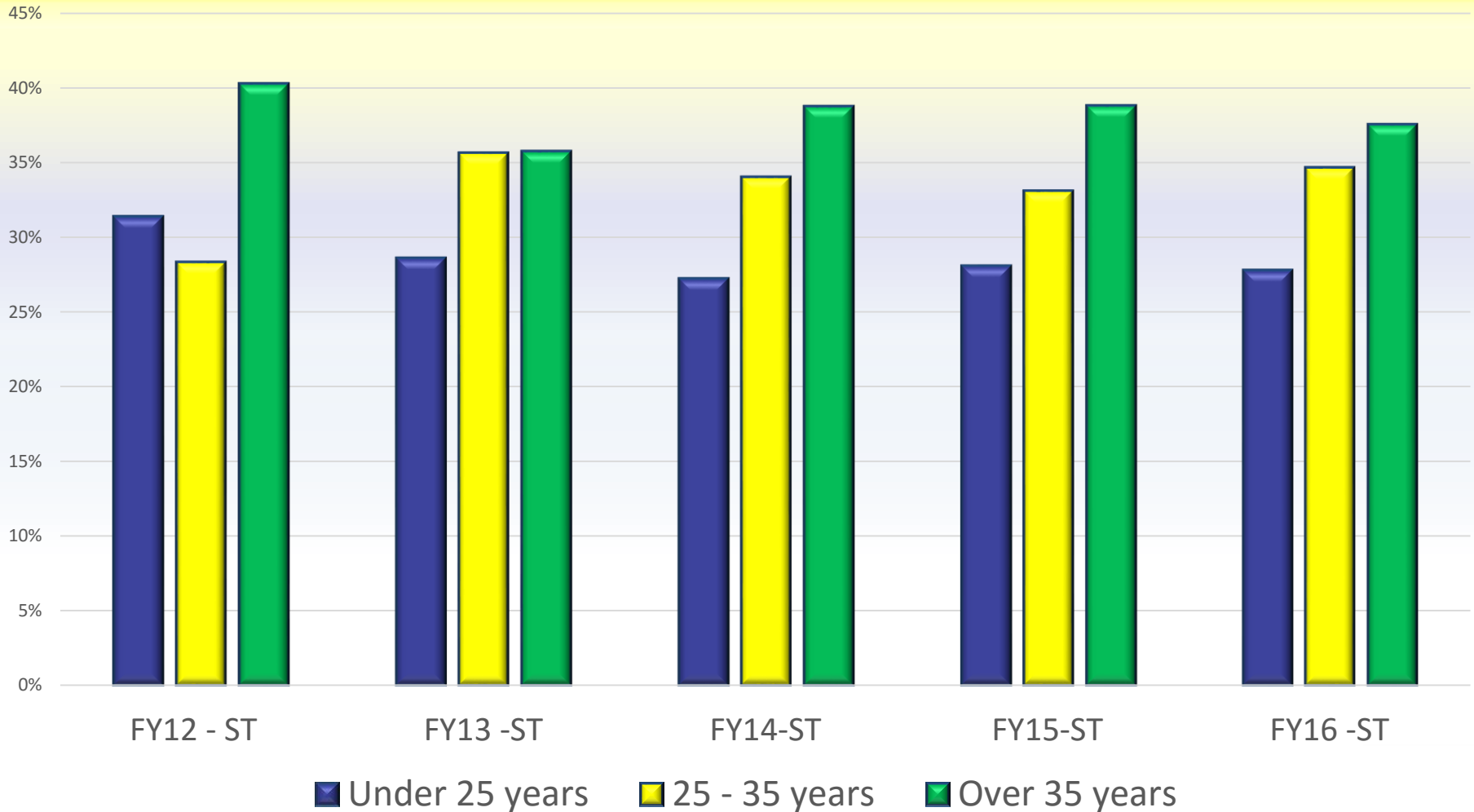


Short Term Training Programs

- Advanced Power Plant Operations
 - 105 clock hours, 15 training days
 - Alaska Energy Authority (AEA) sponsored course covers more advanced power plant operations and maintenance skills
 - Long term Power Plants Operator is a prerequisite



Short Term Training < 6 weeks



*FY12– FY16 ENROLLMENTS – UNDUPLICATED HEAD COUNT

Career Pathway ~ Maritime

Youth Outreach / Pre-apprentice

Introduction to
Navigational Skills ~
available

Young Fisherman's
program ~ "sea time"

Entry Level Courses

Able Seafarer Deck &
Engine

Able Bodied Seaman

Qualified Member of the
Engine Department

Advanced Training

Advanced Maritime
Officer Training

Marine Engineering

Associate of Applied
Science Marine

Transportation (via
articulation with UAS
Ketchikan)

Introduction to Nautical Skills

- Introduces high school juniors and seniors to the Maritime industry
- Prerequisite for the Young Fisherman's program
- Pre apprenticeship for the Maritime Apprenticeship with Calista

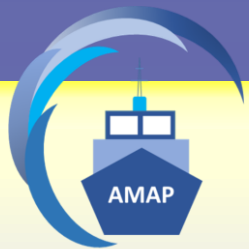


Young Fisherman's Program

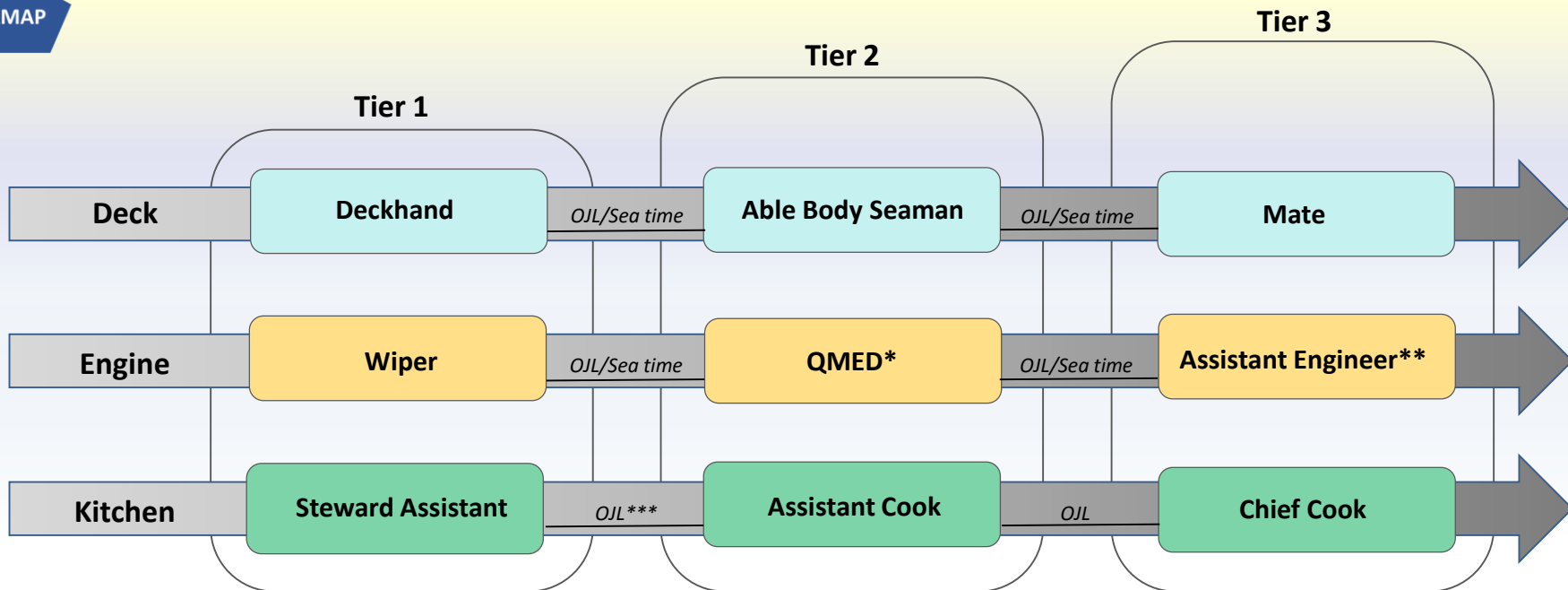
- Introduce young Alaskans to the fishing industry
 - Nautical and Fishing Skills (Introduction to Nautical Skills)
 - Navigation
 - Standing a Navigational Watch
 - Marine Engineering
 - First Aide/CPR
 - Rigging
 - Deck Safety and Stability
 - Basic Safety and Survival Training
- After gaining sea time, students will be eligible to take a 9 week MasterMate/AB or QMED program.



Alaska's Maritime Apprenticeship Program



Voyage Paths



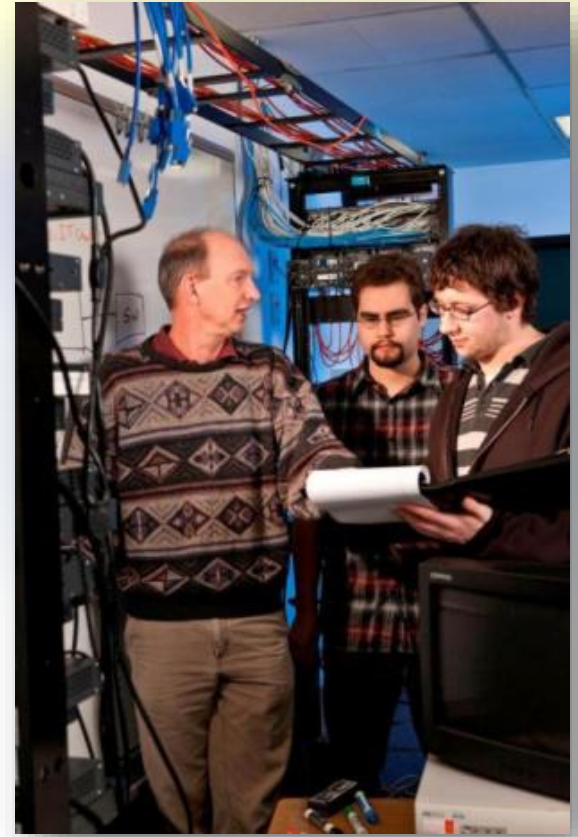
* QMED: Qualified Member of Engine Department

** Engine: Tier 3, Apprentice may choose either Designated Duty Engineer (Limited), or Third Engineer (Unlimited)

*** OJL: On-the-Job Learning

Training Partnerships

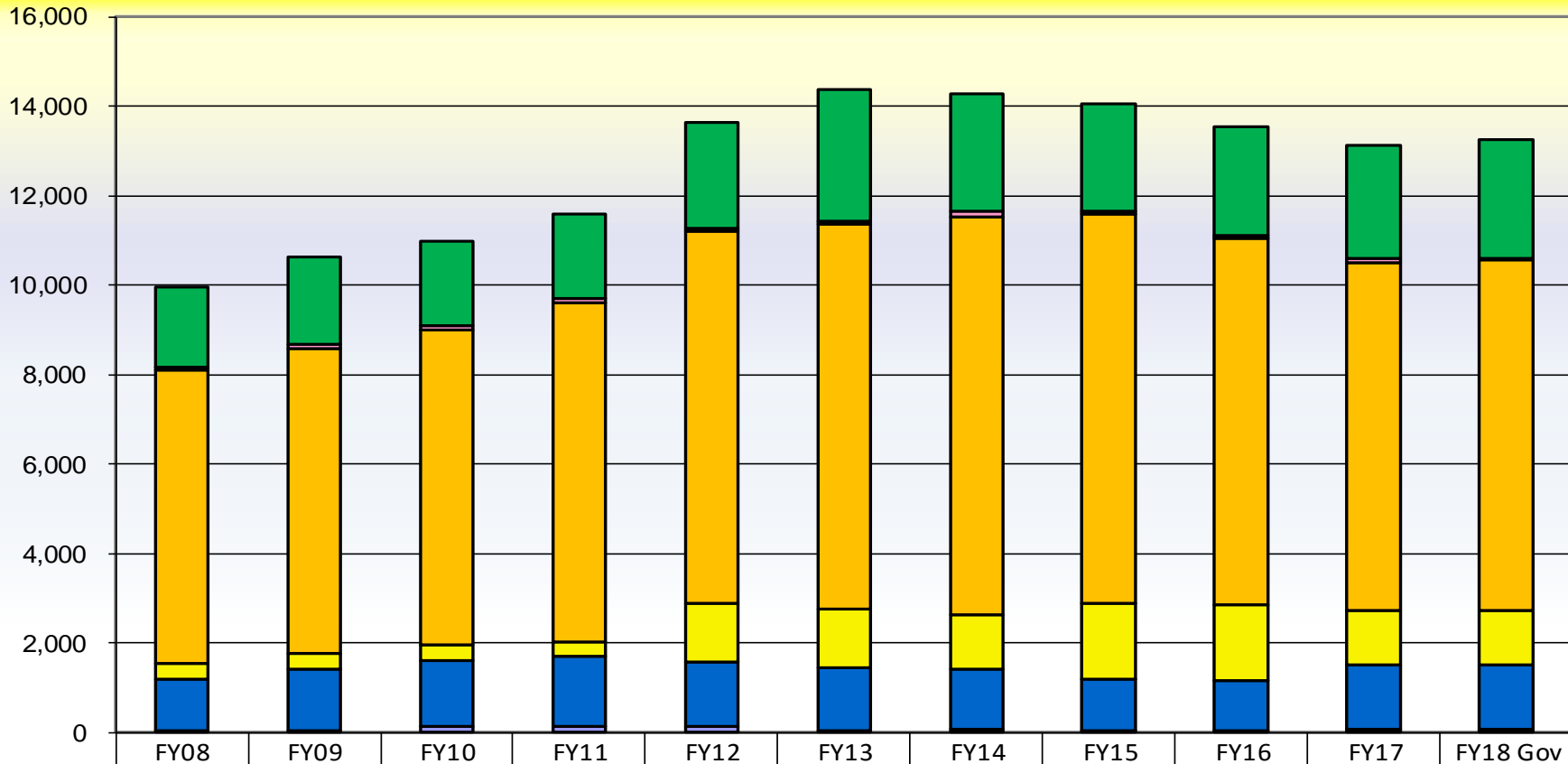
- University of Alaska ~ articulation agreements and program schedule alignment
- Regional Training Centers ~ transition support for students
- High Schools ~ EXCEL Alaska, tours & experience at AVTEC
- Employers / Registered Apprenticeships ~ Related Instruction



Industry Partnerships

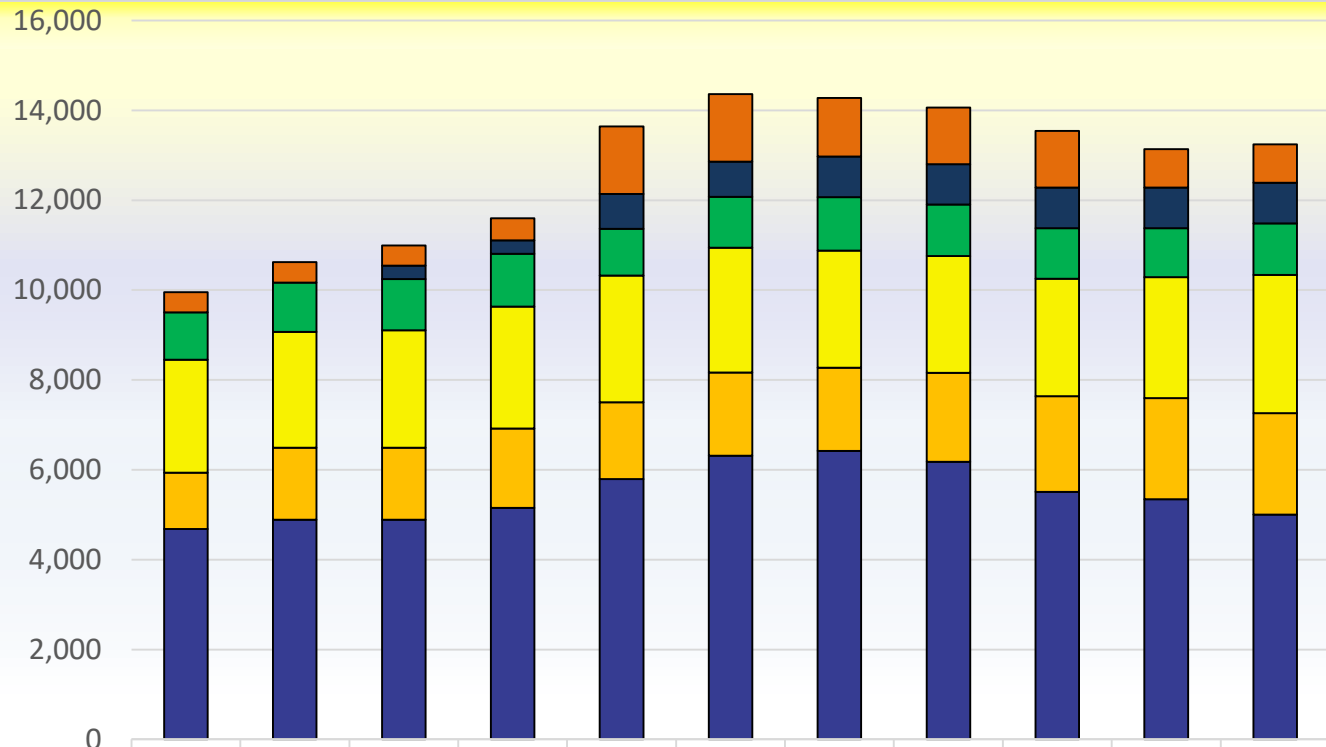
- **Advise** ~ Program Advisory Committees, AVTEC Statewide Advisory Board, & AWIB
- **Assist** ~ Equipment donations, financial contributions, scholarships for students
- **Advocate** ~ Support AVTEC mission through communication and contract training

AVTEC Expense



	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18 Gov
Services	1,783.2	1,957.7	1,908.9	1,914.5	2,360.3	2,933.0	2,634.5	2,406.8	2,431.3	2,551.0	2,636.2
Travel	67.2	72.2	72.2	88.2	89.2	81.4	100.8	73.4	72.9	97.4	50.0
Personal Services	6,556.4	6,826.4	7,047.4	7,562.5	8,325.3	8,595.7	8,919.2	8,706.5	8,177.5	7,760.3	7,830.0
Grants, Benefits	347.0	347.0	347.0	347.0	1,299.7	1,307.2	1,210.4	1,677.2	1,720.0	1,209.8	1,209.8
Commodities	1,157.1	1,374.9	1,474.9	1,545.4	1,427.2	1,421.8	1,358.6	1,168.4	1,114.4	1,443.9	1,443.9
Capital Outlay	41.5	41.5	141.5	141.5	141.5	25.3	50.0	30.0	25.0	74.7	74.7

AVTEC Fund Source



	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18 Gov
■ Federal Receipts	450.0	450.0	450.0	493.2	1,501.7	1,502.9	1,302.9	1,258.2	1,258.2	858.2	858.2
■ Statutory Designated Program Receipts (Other)	-	-	300.0	300.0	781.8	787.2	900.0	901.3	903.9	904.0	904.0
■ Interagency Receipts (Other)	1,055.4	1,102.4	1,135.8	1,174.3	1,037.3	1,131.8	1,193.5	1,144.2	1,129.2	1,088.0	1,142.3
■ General Fund Program Receipts (DGF)	2,512.1	2,574.5	2,611.9	2,710.7	2,816.7	2,778.5	2,601.8	2,603.7	2,614.1	2,693.2	3,082.2
■ Technical Vocational Education Program (DGF)	1,253.7	1,606.0	1,606.0	1,768.6	1,714.5	1,852.7	1,852.9	1,974.5	2,126.9	2,252.5	2,258.3
■ Unrestricted General Funds	4,681.2	4,886.8	4,888.2	5,152.3	5,791.2	6,311.3	6,422.4	6,180.4	5,508.8	5,341.2	4,999.6

Questions?

Visit us on the web at:

www.avtec.edu



Or contact me at:

Cathy LeCompte

cathy.lecompte@avtec.edu




224-6150

February 16, 2017





**Alaska Workforce Investment Board
Meeting**

**Afternoon Session
Documents/Presentations**

DISCUSSION ITEMS

-  **One Stop Procurement Process**
-  **Barriers to Employment**
-  **RESOLUTION 16-06**

ACTION ITEMS

-  **Policy 200-2016**
-  **RESOLUTION 17-01**
-  **RESOLUTION 17-02**
-  **RESOLUTION 17-03**

PRESENTATION

-  **SHARP Program**

Request for Interest (RFI) – Operator for the Alaska Job Center Network

The State of Alaska Department of Labor and Workforce Development is seeking interest from experienced contractors who can provide full operation of the Alaska Job Center Network, with locations throughout the state. Alaska's Job Centers serve as one-stop operations for job seekers, and provide a variety of services to Alaskans while meeting regulatory guidelines outlined in the U.S. Workforce Innovation and Opportunity Act (WIOA) (2014).

https://www.doleta.gov/wioa/Final_Rules_Resources.cfm

<https://www.doleta.gov/wioa/>

Entities responding to the RFI must be able to demonstrate in a competitive bid process that they have experience providing services statewide, and experience adhering to federal or other government performance measures. In addition to providing and/or coordinating customer services such as those described below, the operator will also be responsible for the full operation of an accessible job center facility in the listed cities. Operators would be required to coordinate with state agencies such as the Department of Labor and Workforce Development, and the Department of Health and Social Services. We are especially interested in contractors with experience in providing employment and training opportunities such as those that are currently provided by the Statewide Job Center Network such as (but not limited to):

Adult and Dislocated Workers Program (Title IB)

The WIOA Dislocated Worker Program provides a variety of services to workers who have been impacted by plant closures, workforce reductions, and natural disasters that lead to job loss.

Adult Basic Education Program (Title II) The mission of the Adult Basic Education (ABE) Program is to provide instruction in the basic skills of reading, writing, and mathematics to adult learners in order to prepare them for transition into the labor market or higher academic or vocational training.

Wagner-Peyser Employment Service Program (Title III)

This program provides services and programs to advance opportunities for employment and provide economic stability.

Vocational Rehabilitation Program (Title IV) The vocational rehabilitation program helps hundreds of Alaskans with disabilities prepare for, get and keep good jobs.

Temporary Assistance to Needy Families (TANF)/Alaska Temporary Assistance Program (ATAP)

This program, provided under the federal Temporary Assistance for Needy Families (TANF) block grant, is a service provided at Alaska Job Centers.

Job Centers in the Statewide Job Center Network covered by this RFI are located in the following cities:

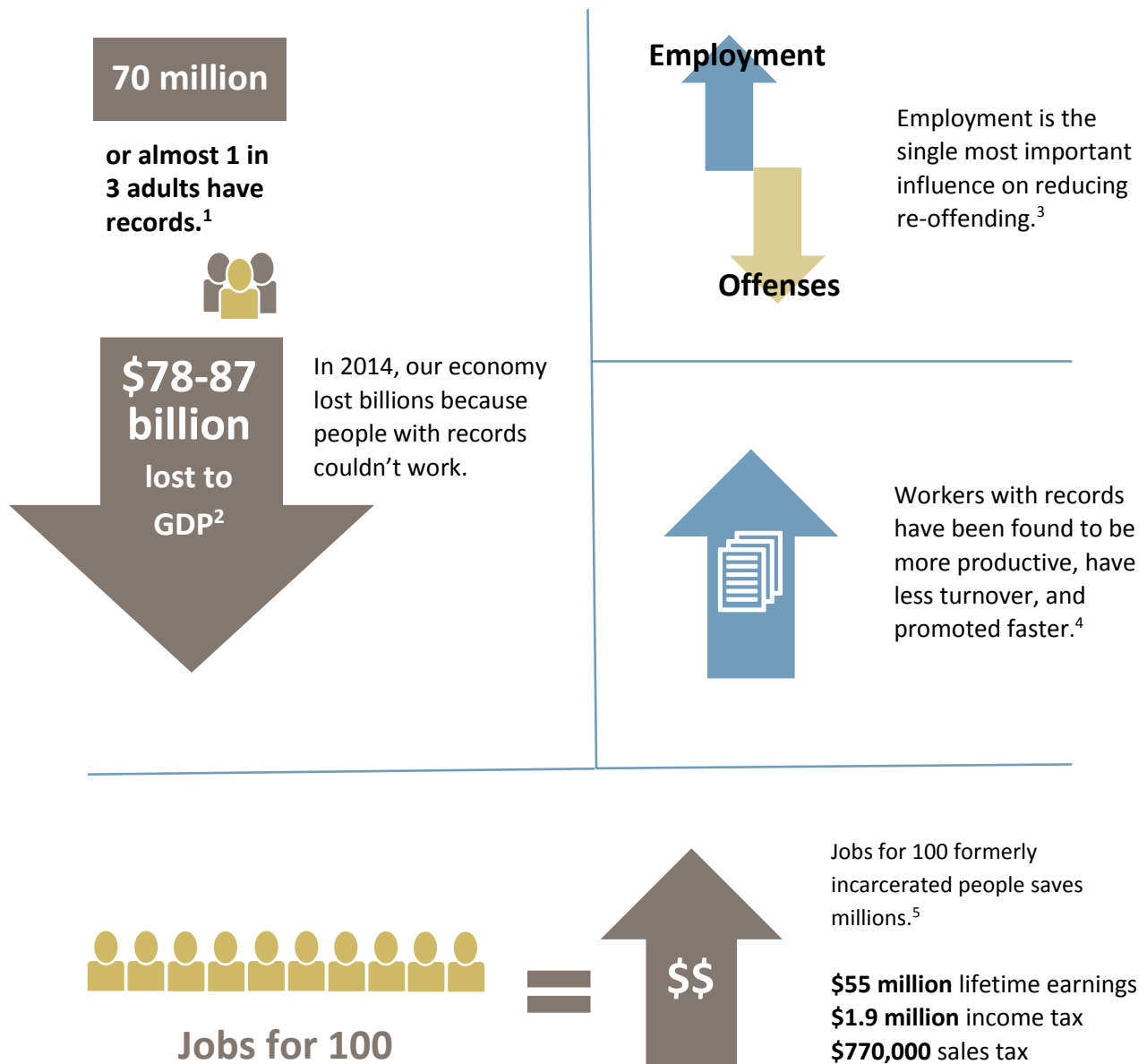
Anchorage
Bethel
Bristol Bay (Dillingham)
Eagle River
Fairbanks
Glennallen
Homer
Juneau
Kenai Peninsula (Kenai)
Ketchikan
Kodiak
Mat-Su
Nome
Sitka
Valdez

Vendors interested in a future procurement for this service must respond by email (preferred) to brad.waldron@alaska.gov or fax (907) 465-2107 no later than 5:00 PM Alaska Time, February 24, 2017. Faxed or emailed responses are acceptable. In your response, please provide your organization's name, a contact, and telephone, address, and an email address.

Contact Information: Brad Waldron, Procurement Officer
Department of Labor and Workforce Development
(907) 465-4024

The Business Case: Becoming a Fair-Chance Employer

Our broken criminal justice system has dire effects on our communities and families—particularly on people of color. When we look past the stigma of a record, we find talented and qualified workers. Giving a fair chance to work opens your talent pool, and is good for the economy and public safety.



“We need to move beyond the two prongs of ‘bottom-line’ and ‘growth’ as companies, and understand that we all will thrive when we include the third prong of ‘investing in the community.’” – Business owner⁶

Employers can be part of the solution.

- 1. Lead a fair-chance culture shift.** Negative stereotypes of people with records are tenacious. Changing hearts and minds will require a genuine commitment from leadership internally and publicly.
- 2. Understand your hiring policy and align it with existing laws.** Misconceptions are common. Federal anti-discrimination law actually prohibits blanket bans against any person with a record.
- 3. Create a better policy. Ban-the-box and delay inquiries until the conditional offer.** We are all subject to biases—conscious or not. To minimize unfairness, evaluate each job candidate’s talents and skills before considering a record.
- 4. Provide training, assess outcomes, and innovate.** To implement the new policy, educate, create buy-in, and train personnel. Commit to evaluating the effectiveness of the new policy and continuously improve.

Learn more.

Contact Michelle Natividad Rodriguez (mrodriguez@nelp.org), Senior Staff Attorney.

Resources available at www.nelp.org/campaign/ensuring-fair-chance-to-work/

End Notes

1 NELP (2016)

2 Bucknor & Barber, CEPR (2016).

3 Berg & Huebner (2011).

4 Study and employers cited in Research Summary, NELP (2016).

5 Economy League of Greater Philadelphia (2011).

6 Derek Barrett, founder and CEO of D and B Painting Co., Inc.

Alaska Job Center Network Initiatives for The Prevention of and Assistance with Overcoming Barriers to Employment

Staff Assistance

- Job Center staff assist job seekers in preventing barriers to employment, and overcoming barriers to employment through:
 - Information and services provided to individuals during one-on-one case management process with staff
 - When appropriate, assist with the costs associated with obtaining items to address specific barriers like SR-22 insurance, inter-lock devices, re-instatement fees, driving lessons, etc.
 - Provide job development, job carving, paid work experience
 - Information given to individuals/groups during workshops on labor market information
 - Information given to individuals during recruitment processes held at Job Centers or through ALEXsys
 - Our staff provide informal assessments to help identify barriers to employment
 - Provide resources and information from resources such as like ALEXsys, AKCIS, O*NET, etc. which allows them to learn about specific industries and their standards (LMI)
 - Provide strategies about how to talk to employers about barriers that may have an impact on employment
 - If necessary, re-direct focus to industries/jobs where employment is not affected by their particular barriers
 - Provide information on the Work Opportunity Tax Credit and Fidelity Bonding. Staff utilize Fidelity Bonding and WOTC tax credit programs to assist in job placement and job development, they also coach reentering individuals on how to encourage employers to hire them with these programs as benefits/barrier removal.

Testing Services

- WorkKeys Testing toward National Career Readiness Certificate, and CR101 curriculum to prepare for tests. This certificate demonstrates the level of skill for the job seeker and can help to tip the scale in their favor
 - WorkKeys includes basic employability skills for Reading for Information, Locating Information, and Applied Math
 - As well as soft skills curriculum/testing for areas such as Teamwork, Listening for Understanding, Business Writing, Performance, etc.

Prisoner Re-entry Services

- Job center staff provide extensive services to individuals reentering after incarceration, coaching them on how to address their crimes and incarceration during the application process
 - In many locations staff are in the correctional facilities, working with pre-release inmates. Our staff will typically be scheduled to work with a group of individuals about to exit on a monthly basis to address employment, overcoming barriers to employment, and expectations (continued drug use post release is covered specifically).

- The Job Centers in the Anchorage/Mat-Su region will begin work on the Linking Employment Activities Pre-release (LEAP) grant. In the middle of February 2017, staff will be stationed in the Goose Creek and Highland Mtn. facilities and will utilize the Bridge to Success program to increase the effectiveness of pre-release employment services and will identify the appropriate agency (barrier driven) to continue case management of the individual post-release.
- Job centers provide the “Employment After Incarceration” workshop as well as individual case management
- Specific referrals to partner agencies, such as the Partners Reentry Center (currently Anchorage focused, but branching out to Kenai) and other Reentry partners

Community Partnerships

- The Job Centers work with an extensive list of partners to address barriers to employment and work readiness including:
 - Drug Counseling and treatment entities such as Akeela
 - WIOA Youth grantees, such as Nine Star (youth, adults, and ESL)
 - Specific agencies that administer the threshold barriers, such as DHSS, to assist a client in requesting a variance/waiver to the threshold.
 - Anchorage School District King Career Center
 - Though there are no longer “Career Guides” job center staff continue to give presentations to groups of ASD students through KCC
 - DVR (for individuals with disabilities affecting employment)
 - DPA (low income individuals)
 - DHSS/Behavioral Health
 - AHFC (low income in subsidized housing)
 - Partners Reentry Center (for formerly incarcerated)
 - Anchorage and Mat-Su Reentry Coalitions with numerous participating partners
 - Native Alaskan Employment & Training entities, such as CITC and Tlingit & Haida (for Alaska Natives)
- Through the MASST program the Job Center hosts individuals 55 years and older with barriers to employment at local job centers to gain additional job skills, and then assist them in finding unsubsidized employment
- The referral process is most often a warm handoff individual staff person to staff person at the other agency

According to Job Center’s staff experience with assisting employers in recruitments, the inability to pass a drug test and having a criminal history tend to be the highest barriers to employment.

RESOLUTION NUMBER 16-06

Fund Transfer Authority for the Workforce Innovation and Opportunity Act Adult and Dislocated Worker Programs

WHEREAS, the Alaska Workforce Investment Board (AWIB) is the lead state planning and coordinating entity for Department of Labor and Workforce Development, employment and training programs; and

WHEREAS, the AWIB acts as both the Statewide and the Local Workforce Development Board; and

WHEREAS, the Workforce Innovation and Opportunity Act gives the Local Workforce Development Board the authority to transfer funds, up to 100 percent, between the Adult and Dislocated Worker program year allocations; and

WHEREAS, the AWIB desires to ensure adequate funding reaches the areas of greatest need by allowing fund transfers for the Local Adult and Dislocated Worker program year allocations; and

WHEREAS, the transfer of funds will not preclude the responsibility to meet the adjusted levels of performance for program participants; and

WHEREAS, Alaska's [WIOA Combined Plan](#) states that 100 percent transfer of funds between the Adult and Dislocated Worker programs is allowed with approval from the Division of Employment and Training Services Director or designee;

NOW, THEREFORE, BE IT RESOLVED that pursuant to the Workforce Innovation and Opportunity Act, Title I, Subtitle B, Chapter 3, Section 133 (b) (4) Transfer Authority; the AWIB provides the authority to Division of Employment and Training Services Director or designee to transfer up to 100 percent of program year funds between the Adult and Dislocated Worker programs for the purpose of addressing statewide program and customer needs.

CERTIFICATION

The Alaska Workforce Investment Board held a meeting of the Executive Committee convened this 13th day of December, and the foregoing resolution was adopted unanimously at said meeting.

Signed this 13th day of December 2016,



Larry Bell, Chair
Alaska Workforce Investment Board

State of Alaska Department of Labor and Workforce Development

Division: Alaska Workforce Investment Board	Policy: 200-2016
Subject: Grant Monitor Corrective Action Plan Timelines	Pages: 2
Reference: Federal Register 2 CFR 200.328 ; 8 AAC87.170 Records Inspection and Retention ; Program Monitoring and Audit ; Federal Register, Vol. 80, No. 73 Part VI Final Rule ; Workforce Innovation and Opportunity Act Public Law 113-128	Effective:
Approved: _____ <div style="display: flex; justify-content: space-between; width: 80%; margin: 0 auto;"> Allison Biastock, Executive Director Date </div>	

1. Parties Affected

This policy applies to the recipients of public funds from Alaska Department of Labor and Workforce Development, Division of Employment Training Services (DETS)

2. Purpose

To inform grant recipients of the time frame for responding to Findings of Non-Compliance identified in WIOA Monitor Reports.

3. Background

Federal uniform administrative requirements for grant awards as promulgated in the Office of Management and Budget Circulars and/or state statutes and federal regulations require monitoring to be conducted to ensure sound financial management and program activities are in line with statute, legislative or other funding source intent.

4. Policy

Upon receipt of a monitor report that contains a Finding of Non-Compliance, the Grant Recipient is required to create and submit a corrective action plan that outlines the actions to be taken to resolve the Finding. The corrective action plan must be submitted to the AWIB within 30 days of receipt of the monitoring report.

Upon receipt of the corrective action plan, the AWIB has 30 days to review and issue a determination to accept the corrective action plan or identify areas that need further action.

Administrative or Program Concerns that are identified in a monitoring report are considered advisory and a formal response by the Grant Recipient is not required. However, if not corrected, these concerns may become a Finding in future monitoring.

The failure of a Grant Recipient to respond to any Findings in an appropriate or timely manner may result in sanctions being imposed, including costs being disallowed or the grant rescinded.

RESOLUTION NUMBER 17-01
RESOLUTION to Maintain Medicaid Expansion

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 state programs involving employment training, vocational education, and workforce development; and

WHEREAS, Alaska's economy is in recession, and lost approximately 6,800 jobs in 2016; and

WHEREAS, Alaska is experiencing negative net migration, which threatens a wide range of businesses as well as our real estate market; and

WHEREAS, the only sector currently experiencing job growth in Alaska is health care, and Medicaid Expansion is a contributor to that job growth; and

WHEREAS, if Congress repeals Medicaid Expansion, it would retract hundreds of millions of dollars per year in federal investment from Alaska and could eliminate hundreds of jobs, and would further weaken Alaska's economy; and

WHEREAS, repeal of Medicaid Expansion could not only harm Alaska's economy but also eliminate health care for thousands of Alaskans, including essential substance abuse and behavioral health services that are necessary for everyone's public safety, including individuals who have health care through the private market;

WHEREAS, it is possible to address concerns with the Affordable Care Act without repealing the expansion of Medicaid;

NOW THEREFORE BE IT RESOLVED that the AWIB urges Alaska's Congressional Delegation to defend Medicaid Expansion during Congressional health care deliberations, and to oppose any legislation that would repeal Medicaid Expansion.

BE IT FURTHER RESOLVED that the AWIB recommends the Commissioner of Labor and Workforce Development to forward this resolution to members of Alaska's Congressional Delegation.

CERTIFICATION

The Alaska Workforce Investment Board held a meeting duly and regularly called, noticed, and convened this ___th day of February, 2017 and the foregoing Resolution was adopted unanimously at said meeting.

Signed this ___th day of February, 2017.

Larry Bell, Chair
Alaska Workforce Investment Board

RESOLUTION NUMBER 17-02

RESOLUTION to Support Project Labor Agreements for Military Construction Projects

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 state programs involving employment training, vocational education, and workforce development; and

WHEREAS, the U.S. Army Corps of Engineers will be building numerous military construction projects at Eielson Air Force Base, Fort Greely, Fort Wainwright, Clear Air Force Station, and Joint Base Elmendorf-Richardson valued at more than \$560 million between Fiscal Year 2016 and Fiscal Year 2018; and

WHEREAS, the AWIB recognizes the criticality of completing these military construction projects on time, for national security reasons, and notes that Alaska contractors and construction workers are the most qualified to complete these complex projects; and

WHEREAS, use of non-resident contractors and construction workers would put at risk timely completion of these projects, and would negatively impact Alaska's labor market, workforce development programs, and undermine the state's Alaska Hire priorities; and

WHEREAS the AWIB recognizes that many veterans are uniquely suited to support military construction efforts, and encourages U.S. Army Corps of Engineers to hire veteran contractors and construction workers; and

WHEREAS, Members of Alaska's Congressional Delegation already have written to the U.S. Army Corps of Engineers to support use of Project Labor Agreements and use of Alaska Hire for these projects; and

WHEREAS, Project Labor Agreements have a long and venerable history on projects ranging from the Trans-Alaska Pipeline to the Kennedy Space Center; and

WHEREAS, Project Labor Agreements ensure that construction projects will meet the state's workforce development objectives of Alaska Hire and registered federal apprenticeship utilization;

NOW THEREFORE BE IT RESOLVED that the AWIB urges the U.S. Army Corps of Engineers to use Project Labor Agreements or policies to accomplish the same workforce development objectives for as many military construction projects as possible, with the goals of completing those projects on time and under budget by using skilled Alaska contractors and Alaska construction workers.

CERTIFICATION

The Alaska Workforce Investment Board held a meeting duly and regularly called, noticed, and convened this ___th day of February, 2017 and the foregoing Resolution was adopted unanimously at said meeting.

Signed this ___th day of _____, 2017.

Larry Bell, Chair
Alaska Workforce Investment Board

RESOLUTION NUMBER 17-03

RESOLUTION Supporting an Increase in Alaska's Maximum Weekly Benefit Amount under the Unemployment Insurance 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 state programs involving employment training, vocational education, and workforce development; and

WHEREAS, Alaska's economy is in recession, having lost approximately 6,800 jobs in 2016; and

WHEREAS, Alaska currently has the highest unemployment rate in the nation; and

WHEREAS, the purpose of Unemployment Insurance is to provide individuals and businesses with economic stability; to keep Alaskan dollars in the Alaskan economy, and to help buffer normal economic "boom and bust" cycles; and

WHEREAS, Unemployment Insurance can help reduce the social and familial consequences associated with unemployment such as financial stress, the need to travel for work, the inability to maintain housing, and poor academic performance and behavioral issues in children; and

WHEREAS, keeping skilled workers, many of whom represent training investments from local organizations, in Alaska is beneficial to our state's industries, and can improve rates of Alaska resident hire; and

WHEREAS, replacing 50% of the Average Weekly Wage with Unemployment Insurance payments is the nationally recognized norm, and Alaska's current Maximum Weekly Benefit Amount of \$370 represents 36% of our state's Average Weekly Wage; and

WHEREAS, Alaska's Unemployment Insurance Program payments rank 39th in the nation (including the District of Columbia and Puerto Rico) in the Unemployment Insurance Maximum Weekly Benefit Amount, 44th in the Average Weekly Benefit Amount, and 52nd, last, in unemployment insurance wage replacement ratio; and

WHEREAS, Alaska's Maximum Weekly Benefit Amount has not been increased since 2009; and

WHEREAS, Alaska is one of only three states to share unemployment insurance costs between employers and employees;

NOW THEREFORE BE IT RESOLVED that the AWIB urges the Alaska Legislature and Governor of Alaska to pass legislation to raise the Maximum Weekly Benefit Amount to at least 50% of the state's Average Weekly Wage or \$510 per week;

BE IT FURTHER RESOLVED that the AWIB does not support a further increase in the employee share of the Unemployment Insurance Program cost.

CERTIFICATION

The Alaska Workforce Investment Board held a meeting duly and regularly called, noticed, and convened this ___th day of February, 2017 and the foregoing Resolution was adopted unanimously at said meeting.

Signed this ___th day of _____, 2017.

Larry Bell, Chair
Alaska Workforce Investment Board

Alaska's SHARP Program

Program Description and Lessons Learned

To

Alaska Workforce Investment Board
Juneau, Alaska

February 16th, 2017

Robert Sewell, Ph.D., Program Director
Alaska's SHARP Program
Section of Rural and Community Health Systems
Division of Public Health, Alaska DHSS

robert.sewell@alaska.gov
Ph 907-465-4065

Alaska's SHARP Program

1. Problem
2. Strategy
3. Program
4. Outcomes
5. Challenges
6. Lessons

The Problem: Access to Healthcare



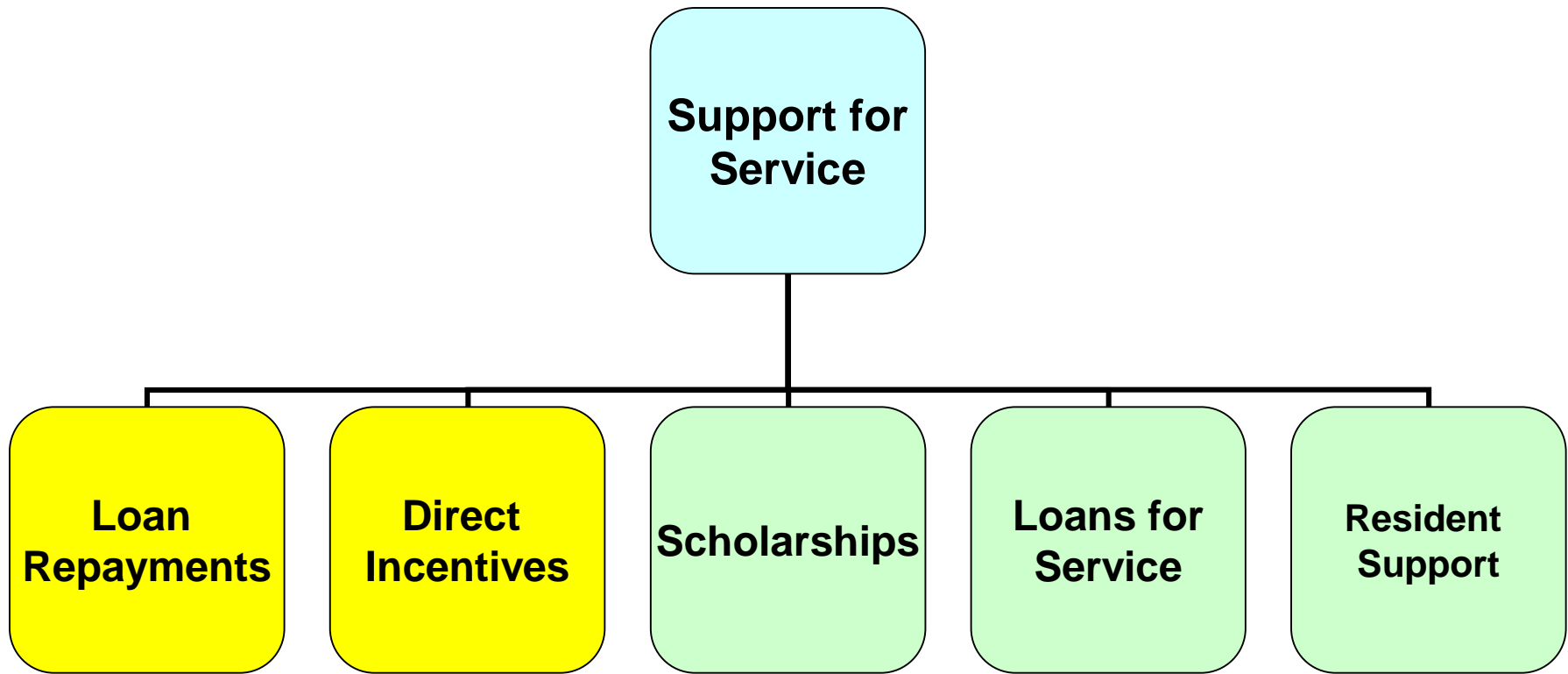
iTIP: It's about "Access to Health; and it's not about "loan repayment."

The “Workforce Problem”

- Adequate Healthcare Workforce
- Quality & Efficiency Challenges
- Recruitment Challenges
- Retention Challenges
- Turnover Challenges
- Mal-distribution Challenges
- Cost-Effectiveness

iTIP: Workforce “shortage” is only one of the issues

The Strategy: Support for Service

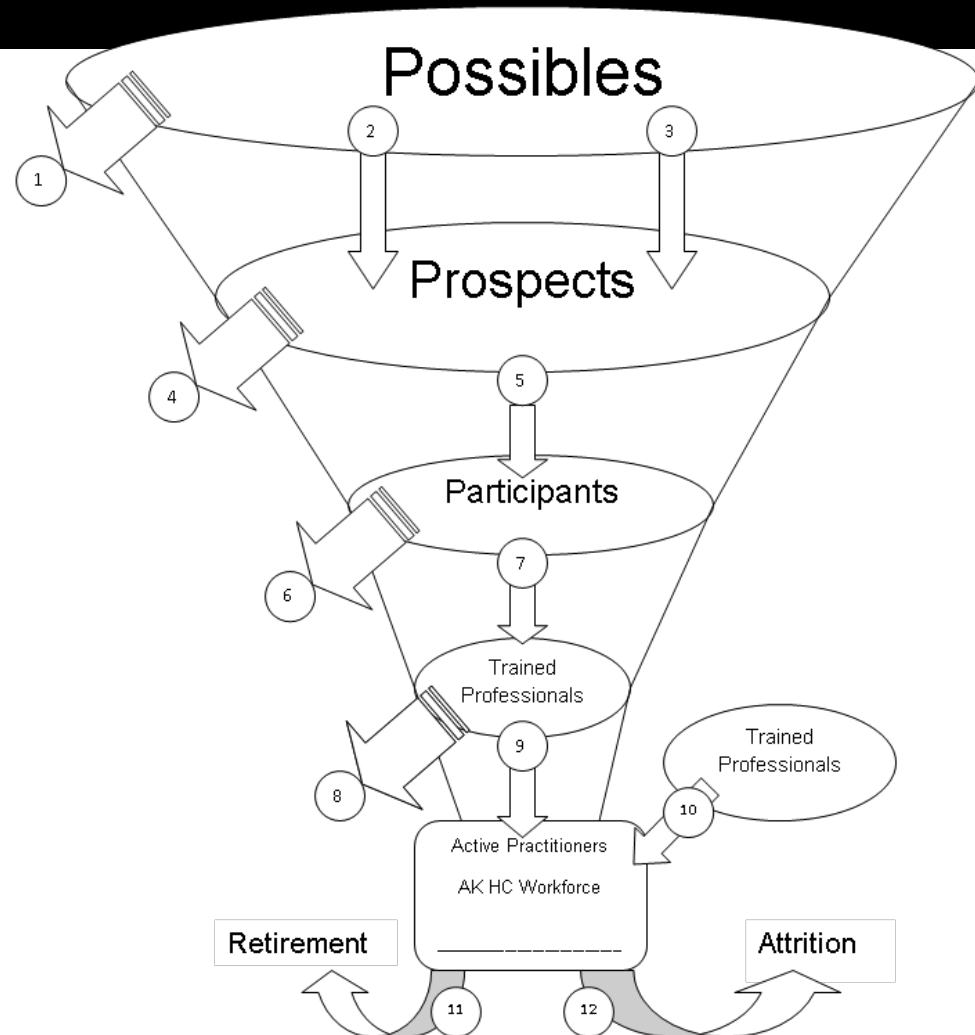


iTIP: “Support-for-service” is a strategy – with **several** tactics: Loan Repayment, Direct Incentive, Scholarships, Service-Option Loans & Residency Support.

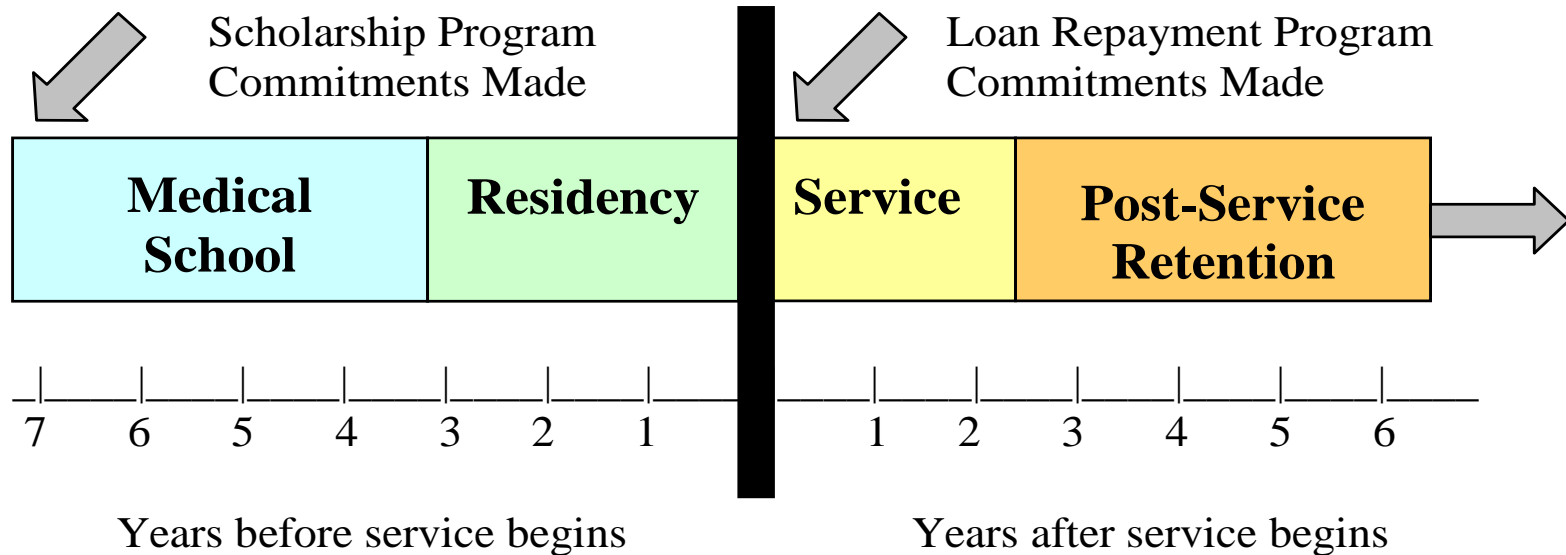
Alaska's HC Workforce System

iTIP: Healthcare workforce is an interagency and inter-disciplinary issue.

Possibilities for changing the “flow” exist at each level.



Example: Physician Training



(After: Pathman, D.E. (2006). What Outcomes Should We Expect From Programs That Pay Physicians' Training Expenses in Exchange For Service? *NCMEDJ*, 67(1), pg. 77)

iTIP: Some SFSP options work better than others ... for developmental reasons.

The Program: Elements

1. Program Management
2. Clinician Eligibility
3. Site Eligibility
4. Revenue
5. Contract Execution
6. Program Evaluation
7. Visibility

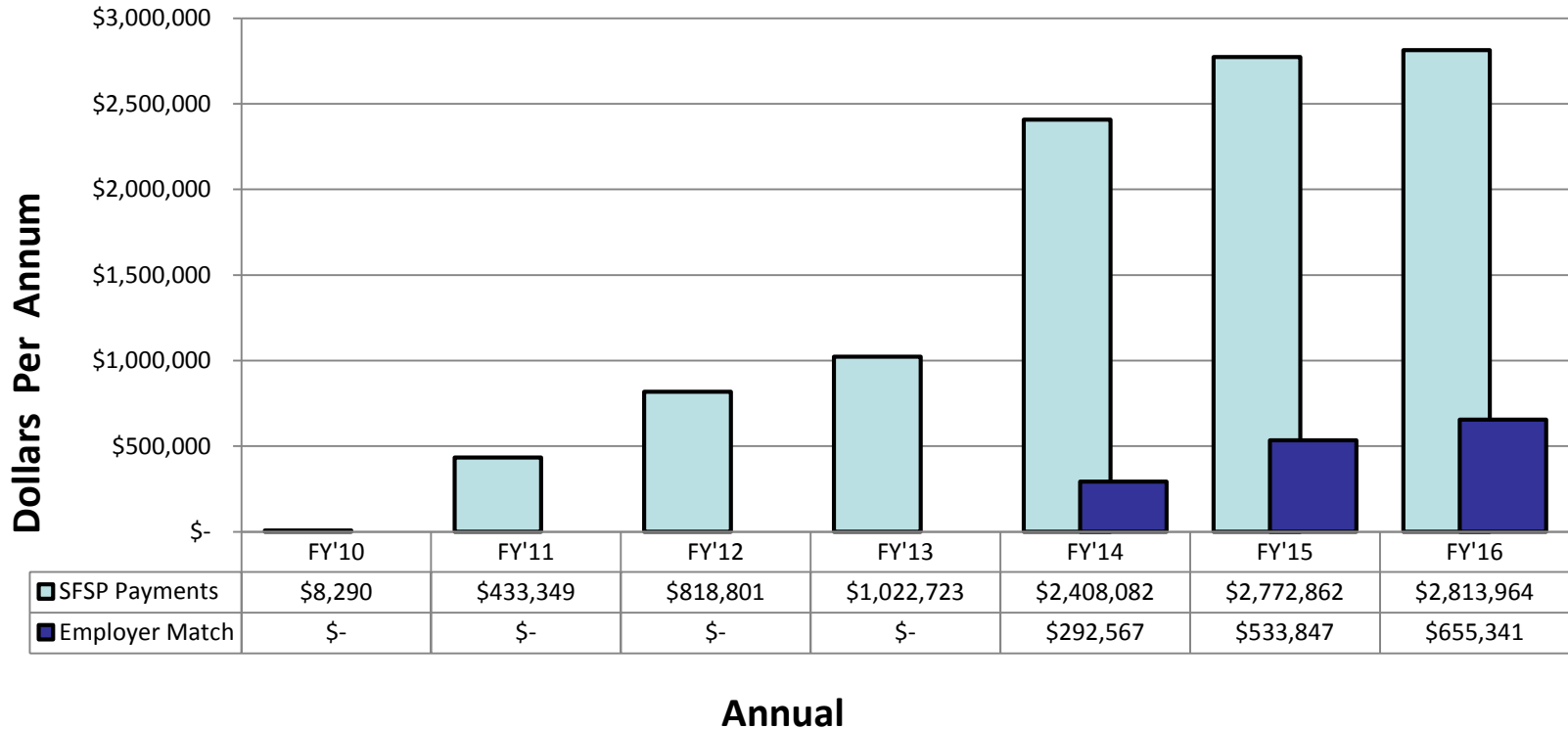
Eligible Occupations

- Physicians (MD, DO)
- Nurse practitioners
- Physician assistants
- Dentists
- Dental hygienists
- Pharmacists
- Physical Therapists
- Nurses (RN)

- Health service psychologists
- Clinical social workers
- Psychiatric nurse specialists
- Marriage & family therapists
- Licensed professional counselor

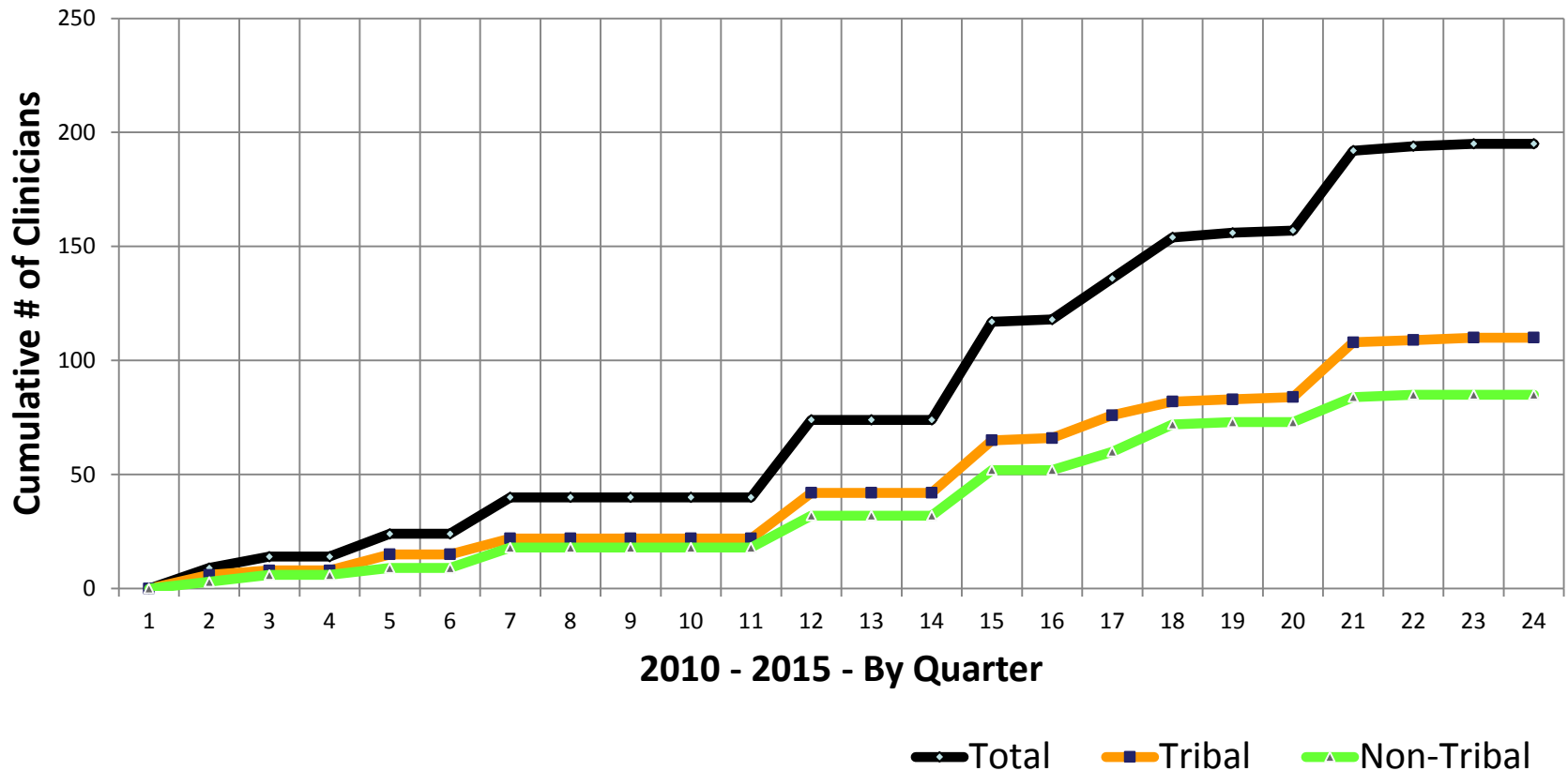
iTIP: Broad occupation eligibility is a key features. This reflects the reality of the service system; builds ownership; and reduces interdisciplinary conflict.

Clinician Payment & Employer Match



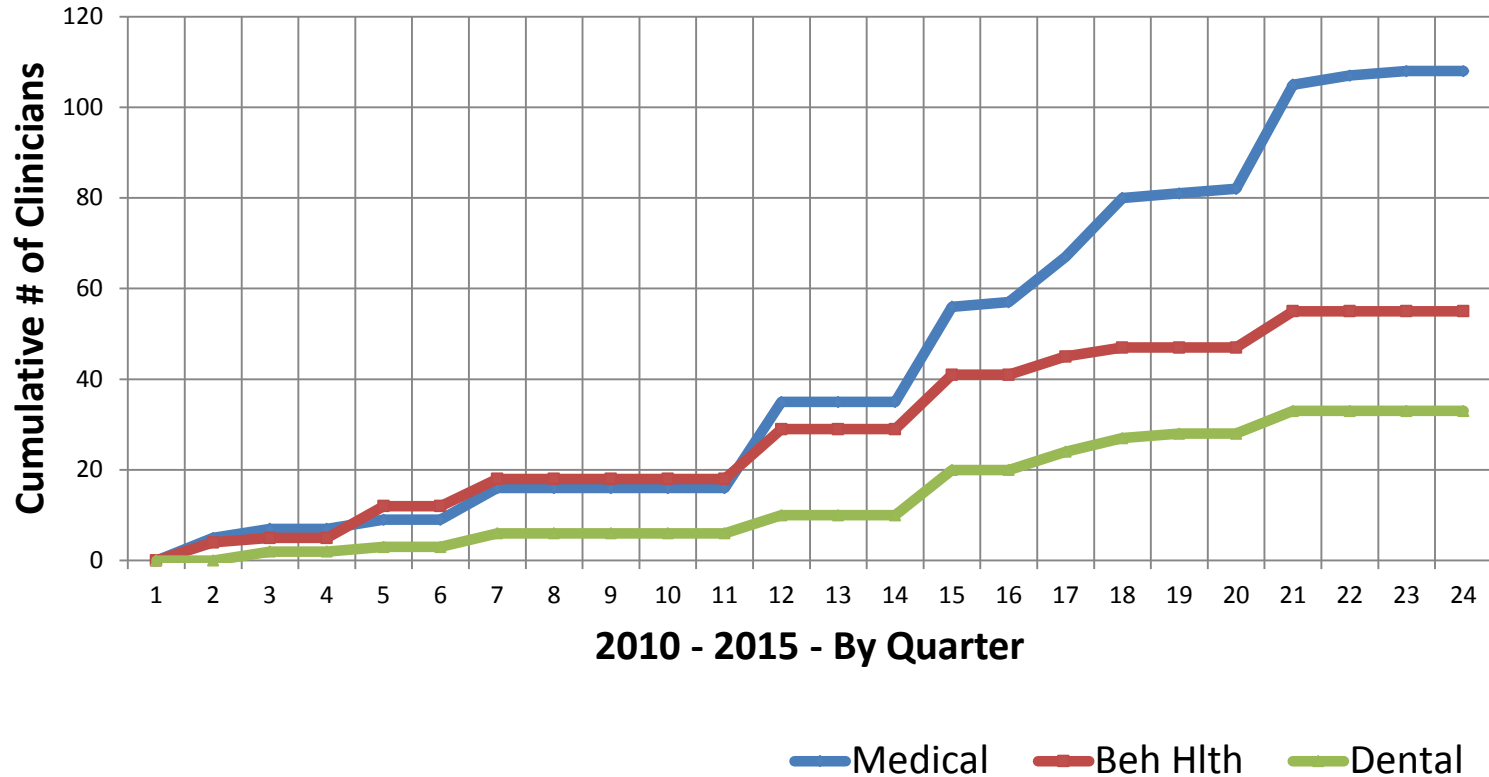
iTIP: the number of SHARP clinicians has grown with its budget, and required partial employer match has become increasingly important.

The Outcomes: Positions to-Date



iTIP: SHARP's progress has been continuous, with tribal positions somewhat more numerous.

Clinicians by Occupation-Type



iTIP: Progress has occurred in Medical, Dental & Behavioral Health.

SHARP: Progress To-Date

Measure	6 Years – 25 Quarters	Result
Clinician SFS Payments	June'10 – August'16	\$10,265,997
Clinician Payment Count	June'10 – August'16	1,810
Organizations	June'10 – August'16	57 agencies
Clinicians	June'10 – August'16	194 contracts
Employer Match Total	July'13 – August'16	\$1,418,171
Employer Invoice Count	July'13 – August'16	407

The Road Ahead



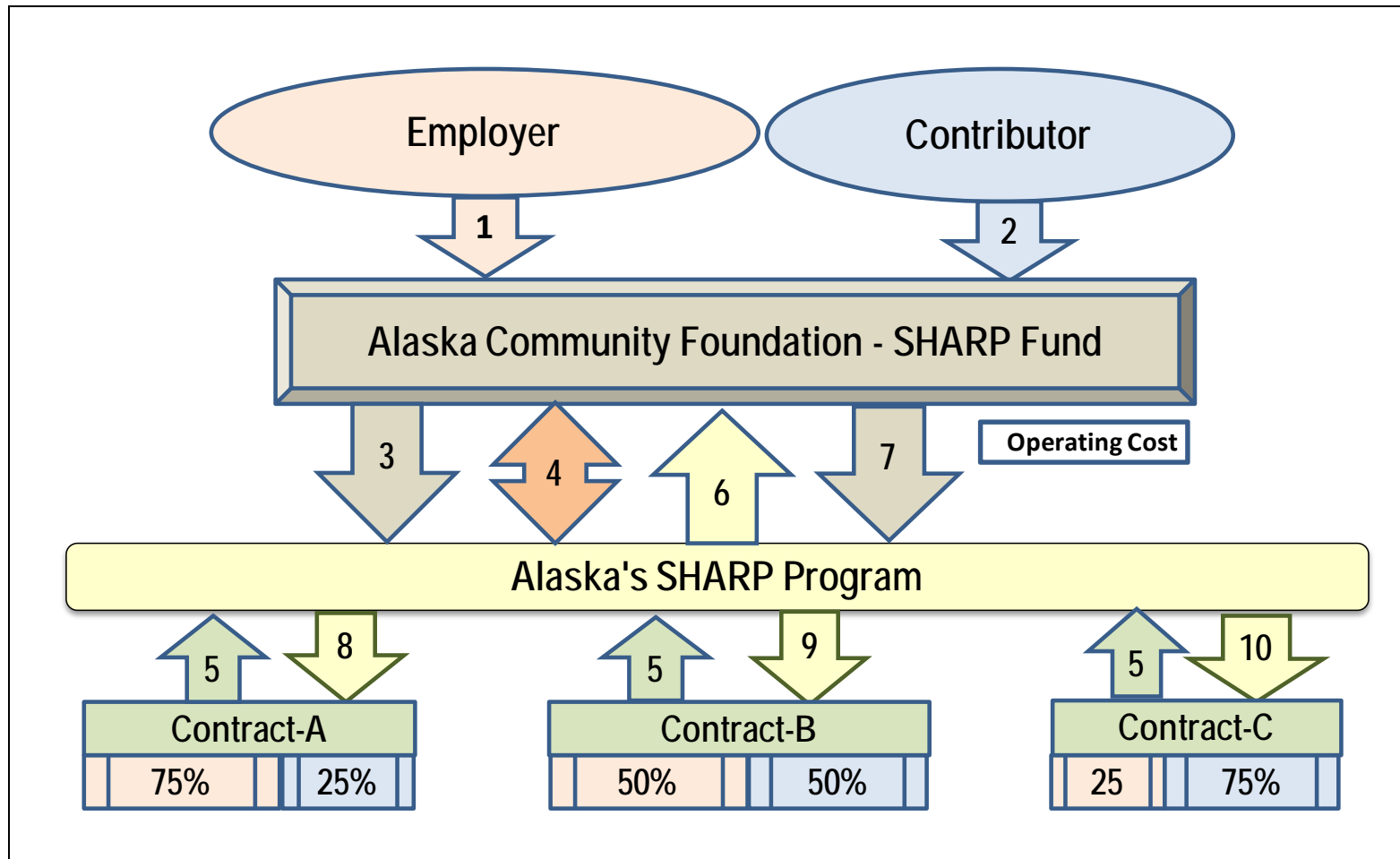
Trends to Build on

- Trend-1: Continue building effectiveness
- Trend-2: Connect with other initiatives
 - Medicaid Expansion
 - Behavioral Health – Primary Care Integration
 - Primary Care Medical Home
 - Dental Mid-levels effort
 - Clinical Preceptors
- Trend-3: Institutionalization

What are the Opportunities?

- Increase return on current investment
- Capitalize on what agencies are doing now
- Capitalize on large new tax advantage
- Increase use of loan repayment statewide
- Enhanced use of blended funding
- Institutionalize loan repayment for Alaska
- Use SHARP's existing system: 6-year hx

The Road Ahead: SHARP-3



Lesson: Change is difficult



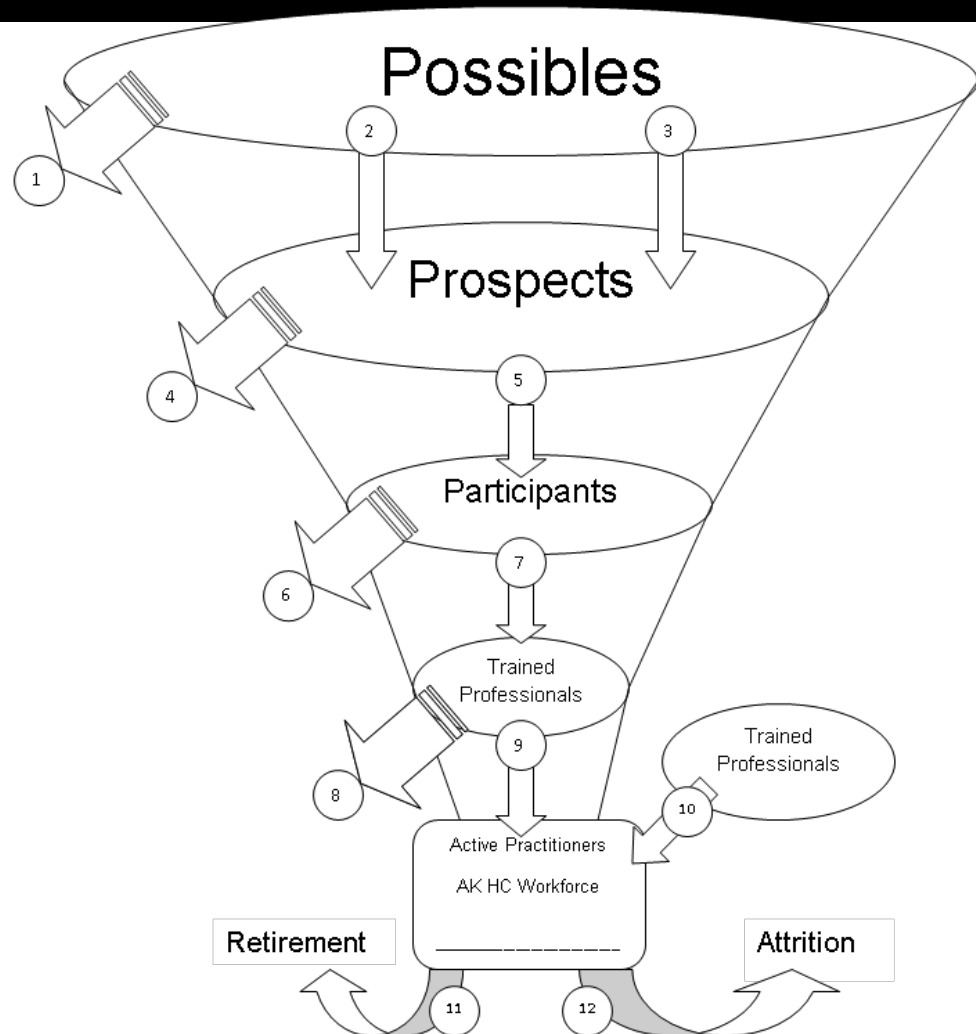
Lesson: National Labor Market

- Pressure of educational debt is real
 - Pressure of rural/remote isolation is real
- and
- Healthcare professionals respond to national labor markets, esp. those clinicians with advanced degrees
 - Specific strategies are needed

Lesson: Interagency Collaboration

iTIP: Interagency collaborations are necessary to address system challenges.

Some issues that SHARP faces are generic to several other occupations.



Robert Sewell, Ph.D.
Alaska's SHARP Program

Robert Sewell serves as Program Director of Alaska's SHARP Program, within Division of Public Health, Alaska DHSS. He began SHARP in 2008, and has now led this effort for eight years. SHARP is an effective, growing and interagency support-for-service effort, now with over 210 clinician-participants to-date. Dr. Sewell has studied all aspects of Alaska's service system, having co-authored the compendium, Alaska Healthcare Databook. Prior to government work, he was employed at the University of Alaska where he taught psychology for many years, worked in Student Services, and then served three years as the UAS Health Sciences Coordinator. Dr. Sewell holds a master's degree and doctorate in behavior analysis from Western Michigan University. In his abundant spare time, Robert also hosts the long-running jazz show, "Take Five" on KRNN-FM, Juneau.

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Office of Healthcare Access

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<http://dhss.alaska.gov/dph/healthplanning/pages/sharp/>

ACCESS TO HEALTH CARE

8 - SHARP Presentation

— SHARP I and SHARP II: sustainable programs to increase access and capacity —



OVERVIEW

Alaska's Supporting Health-care Access through Loan Repayment Program (SHARP) provides recruitment and retention services for Alaska's health care workforce. The purpose of SHARP is to recruit and retain health care professionals to serve in DHSS-designated health care service shortage areas in exchange for the repayment of qualifying education loans and/or payment of direct incentive. Participating clinicians work in a broad range of medical, dental and behavioral health occupations. The first participants in SHARP began service in June 2010.

THE NEED

The health care industry employs roughly **33,800 individuals** and pays wages totaling **\$1.8 billion** annually.

Forty-seven of Alaska's 50 fastest-growing occupations are in the health care sector, and the Alaska Health Workforce Coalition Plan is leading to job growth while other sectors shrink.

“SHARP is definitely an important component of providing quality care to our state's less advantaged folks.”
SHARP participant

Medicaid redesign will bring 4,000 new jobs to the State of Alaska.

In 2013, the Alaska health care industry realized a **21.8 percent turnover rate**. This high turnover rate paired with the industries exponential growth rate limits patient's access to care and impedes continuity of care.

As of January 2016, **5 of 10 full-time psychiatrist health positions** at Alaska Psychiatric Institute (API) are vacant. Psychiatry vacancies

remains the most impactful workforce shortage for the hospital.

Tribal health organizations are constantly recruiting and training Master's-level mental health clinicians. **The retention rate for these positions is approximately two years.**

It takes an average of 14 months and \$31,000 to recruit a primary care provider to the Alaska Tribal Health System.

For more information, Contact DHSS SHARP Council
Phone: (907) 465-4065
Email: sharp.council@alaska.gov
<http://dhss.alaska.gov/dph/HealthPlanning/Pages/sharp>



SHARP Impact

Since the program's inception, **194 practitioners** have been awarded SHARP service contracts.

71 percent of the total SHARP awardees work in rural/remote locations where they are the only provider in the clinic, to large urban center hospitals where they are providing specialized care to patients facing some of the rarest illnesses.

100 percent of employers have paid the 25 percent match for their SHARP participants. An average of **40 employers** participate in SHARP each quarter.

From State fiscal year **2014 to 2015 patient visits to SHARP providers increased 28.8 percent**. SHARP providers are seeing more patients each year, improving the health of Alaskans.

From State fiscal year 2014 to 2015, **the number of patients seen by SHARP providers increased 23.4 percent**. Practitioners in SHARP are providing a substantial and growing amount of health care to our most vulnerable, priority populations.

"This program has indeed solved a huge problem for me and has indeed been a wonderful incentive to continue to serve in Alaska. I strongly believe it must be preserved to help attract future medical service talent to the state. Alaska, due to its small population simply cannot/does not provide medical, dental and advanced nurse practice training within the borders. Therefore, they are dependent upon motivating people to move here. That is no small challenge for the recruiters and those of us who choose to move. ... I am sincerely grateful for all that you, your staff and this program have done for me." – SHARP participant



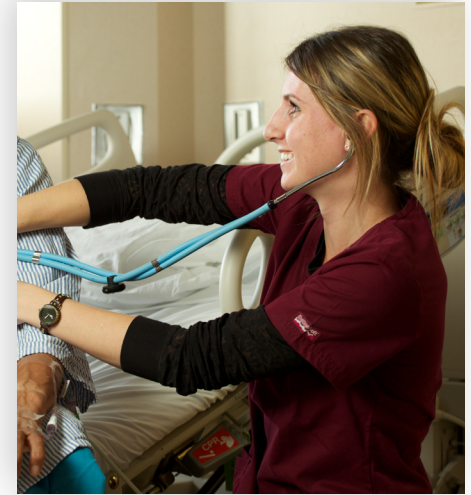
Medicaid Redesign

Improve Health: It is difficult to find providers who are well versed in Primary Care Case Management. SHARP will offer training to recipients in Primary Care Case Management to help ensure they are providing the best-possible whole-person care.

Optimize Access: SHARP providers are required as part of their contract to provide services to Medicaid and Medicare patients and provide a sliding fee scale to low-income Alaskans.

Increase Value: A primary care doctor brings approximately \$1.4 million in revenue, improving the health of a community.

Contain Costs: SHARP recipients largely work in locations where health home eligible patients would receive care. SHARP recipients provide direct patient care to many Alaskan's with chronic illness.



SHARP Support-for-Service Programs

SHARP-I: based on a federal HRSA partnership grant

- Available to primary care staff (Medical, Behavioral Health, & Dental).
- Awardees work in federal "Health Profession Shortage Areas" (HPSAs).
- Practitioners receive a two-year service contract.
- Service contracts include a strict no-default clause.
- Awardees receive loan repayment.
 - » **Tier-1:** \$35,000 per year; Very Hard-to-Fill \$47,000 per year.
 - » **Tier-2:** \$20,000 per year; Very Hard-to-Fill \$27,000 per year.
- More than **111 clinicians** to-date have received service contracts to date.

SHARP-II: based on Alaska statute, AS 18.29

- A wide range of occupations are eligible, in addition to primary care.
- Awardees work in a wide variety of settings and geographic areas.
- Awardees must sign a three-year service contract.
- Awardees may receive loan repayment and/or direct incentive.
 - » **Tier I:** \$35,000; \$47,000 for very hard-to-fill positions.
 - » **Tier II:** \$20,000; \$27,000 for very hard-to-fill positions.
- Part-time positions are calculated at 50 percent of the above amounts.
- More than **84 clinicians** have received service contracts to date.



SHARP Program - Testimonials

Examples – 10/16/16

Thank you for all the work you do for us, our patients, and the state. I am very proud of Alaska's ability to offer this program, and I continue to HIGHLY [use] SHARP as a recruiting tool. I can't believe the difference it has made.

-Dental Director

Congratulations on the expanded SHARP. Now Alaska is becoming the national model for using loan repayment and direct incentives to build a well-balanced clinician workforce.

-National Expert

I have recommended the SHARP program to other clinicians as well. It is very difficult for community mental health agencies to provide education benefits. We lose clinicians so frequently, and have to pay moving costs to entice folks to make the trip to Alaska. Providing this educational support under contract encourages motivated, enthusiastic, adventuresome folks to move here and, more importantly, to stay here. This provides a greater continuity of care to all the clients we serve. Thank you for creating and maintaining a program that so openly states to the public that Alaska sees value in its people, and wants to support their health and well-being by facilitating and encouraging quality health care through effective, long-term service providers.

-Licensed Professional Counselor

I must say it is a wonderful feeling to be finished with loans. A weight has been lifted. My parents were immigrants from Haiti with no ability to pay for college let alone medical school. I took out loans, participated in work study, & applied for scholarships to fund my education. Thank you so much for all that you and your program have done for me and many of my colleagues. We enjoy our work in Bethel which is why so many people stay even though their service is complete. Thank you again.

-SHARP Clinician

I wanted to thank-you for the opportunity to participate in the SHARP program. Although I have remaining student loan debt I feel that SHARP's help in reducing it allowed me to explore more creative employment options than I would have if I had large debts hanging over me. Interestingly that led to me accepting this position in Naknek (split between Naknek and Anchorage), which will allow me to continue to serve rural residents. So even beyond the SHARP enrollment period I'd argue that SHARP benefits rural residents and our state as a whole. I know I'm preaching to the choir here, but thanks for your efforts for our state and underserved populations and for me personally.

-SHARP Clinician

Thank you so much for this opportunity. I am so grateful for SHARP's commitment. SHARP has played an enormous role in my decision to serve rural Alaska. I am looking forward to another two years working with the people of Norton Sound Region. Your support is much appreciated!

-SHARP Clinician

The SHARP program has taken off so much financial stress, which improves every area of my life. In short, I am a better therapist, and more able to concentrate on my work, because I know my own needs are taken care of. My student loan payment was \$775 per month before I entered the SHARP program. Just stop and think for a minute how many bills you could pay with \$775 every month. I became a therapist because I wanted to be able to give back- I am so grateful for the gift of the SHARP program for me.

-SHARP Clinician

I am excited to continue my healthcare practice at YKHC and in Alaska. The SHARP program is a wonderful incentive to stay in Alaska and I am sincerely grateful.

-SHARP Clinician

If possible, shake everyone's hand for me who is involved in any part of the SHARP program. I am very happy and grateful that I have been provided an opportunity to serve and assist in an area where I am needed while giving me my life back. My school debt is now completed, but I choose to continue going where I can make a difference to those that need it the most. ... Once again, thank you!

-SHARP Clinician

This program has indeed solved a huge problem for me and has indeed been a wonderful incentive to continue to serve in Alaska. I strongly believe it must be preserved to help attract future medical service talent to the state. Alaska, due to its small population, simply cannot/does not provide medical, dental and advanced nurse practice training within the borders. Therefore, they are dependent upon motivating people to move here. That is no small challenge for the recruiters and those of us who choose to move. ... I am sincerely grateful for all that you, your staff and this program have done for me.

-Nurse Practitioner, Remote Hospital

As the State of Alaska continues to pursue a model of quality and cost effective healthcare for its residents, the need for providers who can effectively deliver this care will continue to increase. The SHARP II program will draw providers like me to fill this need and keep delivery of this excellent model of care possible for many years to come.

-Nurse Practitioner

The SHARP program has taken off so much financial stress, which improves every area of my life. In short, I am a better therapist, and more able to concentrate on my work, because I know my own needs are taken care of. ... I became a therapist because I wanted to be able to give back- I am so grateful for the gift of the SHARP program for me.

-Counselor, Rural Tribal Clinic

Alaska's SHARP Program

Agencies that Have Participated To-Date: Sorted by Agency, and Town

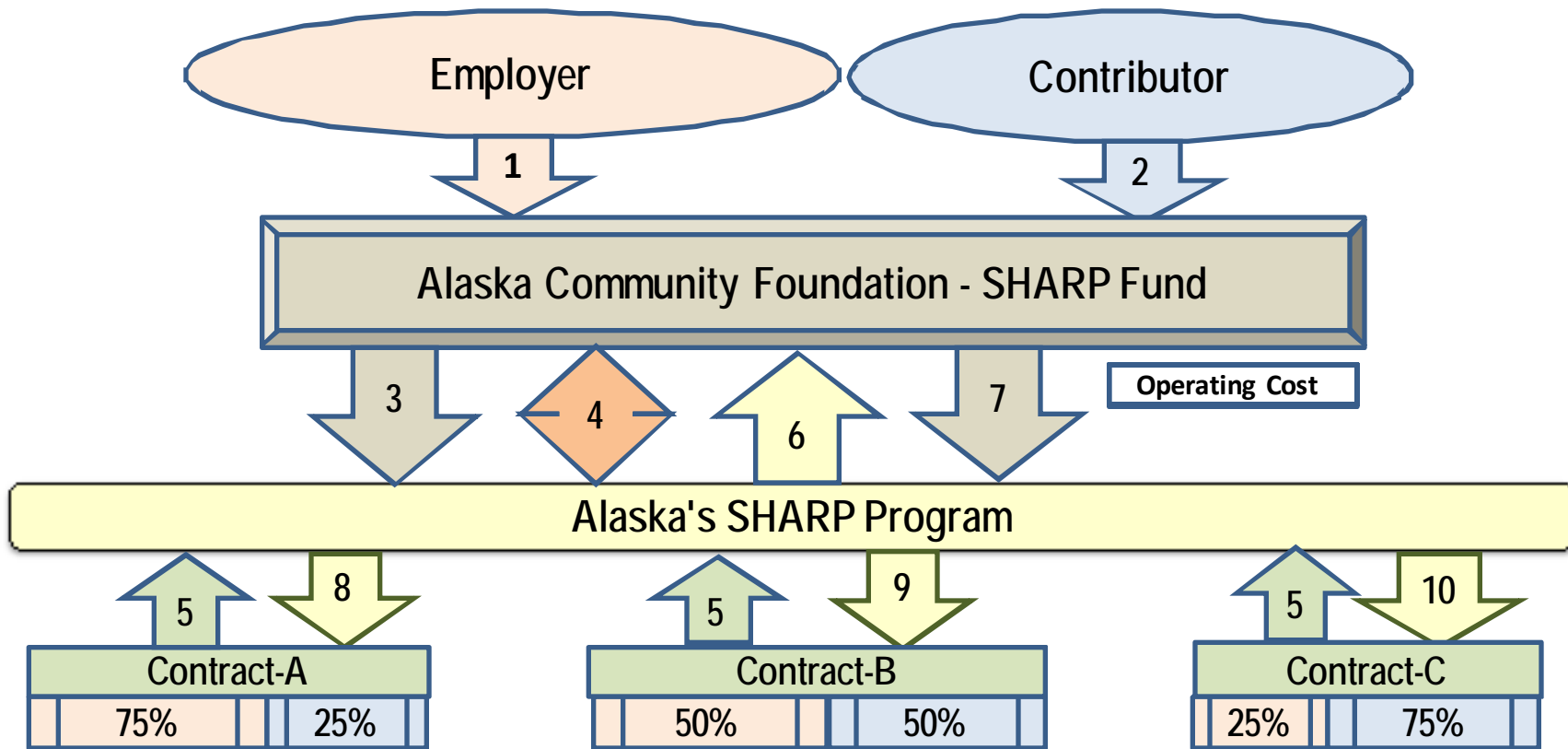
AWIB Presentation - [DRAFT - TBA]

SHARP - Agencies-to-Date	Town
Alaska Center for Pediatrics	Anchorage
Alaska Family Services	Wasilla
Alaska Island Community Services	Wrangell (+)
Alaska Native Tribal Health Consortium	Anchorage (+)
Alaska Psychiatric Institute	Anchorage
Anchorage Community Mental Health Srv	Anchorage
Anchorage Neighborhood Health Center	Anchorage
Annette Island Service Unit	Metlakatta
Arctic Slope Native Association: SSMH	Barrow (+)
Bartlett Regional Hospital - CBJ	Juneau
Bristol Bay Area Health Corp	Dillingham (+)
Capstone Medical Clinic	Wasilla
Central Peninsula Hospital - Behavioral Health	Soldotna
Cordova Community Medical Center - COC	Cordova
Cross Road Medical Center	Glennallen
Denali Family Services	Anchorage
Department of Corrections	Anchorage
Frontier Community Services	Soldotna
Interior Community Health Center	Fairbanks
Juneau Alliance for Mental Health, Inc.	Juneau
Juneau Youth Services	Juneau
Kenaitze Indian Tribe	Kenai
Ketchikan Indian Corp	Saxman
Kodiak Community Health Center	Kodiak
Maniilaq Association	Kotzebue (+)
Mat-Su Health Services	Wasilla
Norton Sound Health Corporation	Nome (+)
PeaceHealth - Ketchikan & P.O.W.	Ketchikan (+)
Peninsula Community Health Services	Kenai (+)
Petersburg Medical Center	Petersburg
Providence Health and Services - Kodiak	Kodiak
Providence Health and Services - Valdez	Valdez
Providence Medical Group - Anchorage	Anchorage
Providence Physicians Service Organization	Anchorage
Residential Youth Care	Ketchikan
Seldovia Village Tribe	Seldovia (+)
Seward Community Health Center	Seward
South East Alaska Regional Health Consortium	Sitka
South Peninsula Hospital - Clinics	Ninilchik (+)
Southcentral Foundation	Anchorage
Sunshine Community Health Center	Talkeetna (+)
Tanana Chiefs Conference	Fairbanks (+)
Whale Tail Pharmacy	Craig
Yukon-Kuskokwim Health Corporation	Bethel (+)
Bethel Family Clinic	Bethel
Catholic Community Services	Juneau
Copper River Native Association	Copper Ctr
Div of Juvenile Justice - Bethel Youth Facility	Bethel
Eastern Aleutian Tribes	Sand Point
Iliuliuk CHC	Unalaska
Lynn Canal Counseling Services	Haines
North Slope Borough, Health Dept	Barrow
Petersburg Mental Health Services	Petersburg
Planned Parenthood of Greater Northwest	Fairbanks
Railbelt Mental Health & Addictions	Healy
South Peninsula Behavioral Health Services	Homer
Tok Area Counseling Center	Tok

SHARP - Agencies-to-Date	Town
Alaska Center for Pediatrics	Anchorage
Alaska Psychiatric Institute	Anchorage
Anchorage Community Mental Health Srv	Anchorage
Anchorage Neighborhood Health Center	Anchorage
Denali Family Services	Anchorage
Department of Corrections	Anchorage
Providence Medical Group - Anchorage	Anchorage
Providence Physicians Service Organization	Anchorage
Southcentral Foundation	Anchorage
Alaska Native Tribal Health Consortium	Anchorage (+)
North Slope Borough, Health Dept	Barrow
Arctic Slope Native Association: SSMH	Barrow (+)
Bethel Family Clinic	Bethel
Div of Juvenile Justice - Bethel Youth Facility	Bethel
Yukon-Kuskokwim Health Corporation	Bethel (+)
Copper River Native Association	Copper Ctr
Cordova Community Medical Center - COC	Cordova
Whale Tail Pharmacy	Craig
Bristol Bay Area Health Corp	Dillingham (+)
Interior Community Health Center	Fairbanks
Planned Parenthood of Greater Northwest	Fairbanks
Tanana Chiefs Conference	Fairbanks (+)
Cross Road Medical Center	Glennallen
Lynn Canal Counseling Services	Haines
Railbelt Mental Health & Addictions	Healy
South Peninsula Behavioral Health Services	Homer
Bartlett Regional Hospital - CBJ	Juneau
Juneau Alliance for Mental Health, Inc.	Juneau
Juneau Youth Services	Juneau
Catholic Community Services	Juneau
Kenaitze Indian Tribe	Kenai
Peninsula Community Health Services	Kenai (+)
Residential Youth Care	Ketchikan
PeaceHealth - Ketchikan & P.O.W.	Ketchikan (+)
Kodiak Community Health Center	Kodiak
Providence Health and Services - Kodiak	Kodiak
Maniilaq Association	Kotzebue (+)
Annette Island Service Unit	Metlakatta
South Peninsula Hospital - Clinics	Ninilchik (+)
Norton Sound Health Corporation	Nome (+)
Petersburg Medical Center	Petersburg
Petersburg Mental Health Services	Petersburg
Eastern Aleutian Tribes	Sand Point
Ketchikan Indian Corp	Saxman
Seldovia Village Tribe	Seldovia (+)
Seward Community Health Center	Seward
South East Alaska Regional Health Consortium	Sitka
Central Peninsula Hospital - Behavioral Health	Soldotna
Frontier Community Services	Soldotna
Sunshine Community Health Center	Talkeetna (+)
Tok Area Counseling Center	Tok
Iliuliuk CHC	Unalaska
Providence Health and Services - Valdez	Valdez
Alaska Family Services	Wasilla
Capstone Medical Clinic	Wasilla
Mat-Su Health Services	Wasilla
Alaska Island Community Services	Wrangell (+)

SHARP-3 - Illustration of the Model

SHARP Program, Employer, Contributor, Fund & Practitioners



- 1 Employer contributes to ACF Fund
- 2 Contributor contributes to ACF Fund
- 3 ACF sends Statement of Available Funds
- 4 Program, Employer, Practitioner & ACF sign MOA; encumbrance
- 5 Quarterly Work Reports submitted by Employer & Practitioner

- 6 Program files Vouchers, & invoices Fund
- 7 Fund pays Program on quarterly basis
- 8 Program pays quarterly on Contract-A
- 9 Program pays quarterly on Contract-B
- 10 Program pays quarterly on Contract-C