

Alaska Workforce Investment Board

February 21, 2019

8:30 am – 4:00 pm

Meeting Documents

1-888-354-0094 conference ID 4461969111

Meeting Location

Department of Education and Early Development

Conference Room

801 W. 10th Avenue

Juneau, AK



ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT

Alaska Workforce Investment Board (AWIB) Meeting

February 21, 2019

Department of Education and Early Development Conference Room

801 W. 10th

Juneau, Alaska

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

Thursday, February 21 2019

8:30 Introduction

- Call to Order..... AWIB Chair Larry Bell
- Roll Call..... Louise Dean, Executive Director, AWIB
- Welcome Chair Larry Bell
- Agenda Approval..... Chair Larry Bell
- Welcome DOLWD Commissioner Dr. Tamika Ledbetter

8:45 DOLWD Research and Analysis Economic Update Dan Robinson, Chief, Research and Analysis

9:15 Committee Reports..... Committee Chairs

- Executive Larry Bell
- Workforce Readiness & Employment Placement Marcus Trivette
- Assessment and Evaluation Daniel Domke
- Legislative Kevin Pomeroy
- Policy and Planning..... Corey Baxter

9:30 Statewide Vocational Rehabilitation Committee Update..... Kathy Craft

Alaska Commission on Post-Secondary Education Update..... Daniel Domke

9:45 Division of Employment Training Services Update Patsy Westcott, DETS, Director

10:00 DOLWD Legislative Update..... Cathy Munoz, Deputy Commissioner

10:15 DOLWD AVTEC Update.....Cathy LeCompte, AVTEC Division Director

10:30 Break

10:45 Division of Vocational Rehabilitation Update..... Duane Mayes, Director, DVR

11:00 Industry and Regional Updates: Group One (*Carin Smolin, Marcus Trivette, Mike Tucker, Meg Nordale, Fred Villa*)

11:30 Lunch – On Your Own



ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT

Alaska Workforce Investment Board (AWIB) Meeting
February 21, 2019

- 1:00 Public Testimony
- 1:15 Industry and Regional Updates: Group Two (*Corey Hester, Bill Huber, Kevin Pomeroy, Deborah Riddle, Brenda Pacarro*)
- 1:30 DOLWD Budget Update Paloma Harbour, Administrative Services Director
- 1:45 Career and Technical Education Update Louise Dean
- 2:00 Discussion Items
- David G. Stone Awards Daniel Domke/Louise Dean
- 2:30 Break
- 2:45 Action Items
AWIB Policy 100-2019 Procurement of One Stop Center(s)
- 3:00 Industry and Regional Updates: Group Three (*Corey Baxter, Mayor Ethan Berkowitz, Bruce Bustamante, Kathy Craft, Daniel Domke, Cheryl Edenshaw*)
- 3:15 Wrap Up and Adjourn

DEPARTMENT UPDATES

- ✚ Research and Analysis Economic Update...*not included in packet*
- ✚ Statewide Vocational Rehabilitation Committee Update
- ✚ Alaska Commission on Post-Secondary Education Update....*not included in packet*
- ✚ Division of Employment Training Services Update
- ✚ Legislative Update...*not included in packet*
- ✚ AVTEC Update
- ✚ Division of Vocational Rehabilitation
- ✚ Budget Update.....*not included in packet*
- ✚ Career and Technical Education Update...*not included in packet*

Alaska State Vocational Rehabilitation Committee

2018 Annual Report



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“They literally changed my life. My counselor listened to me, and every step of my journey she and the whole office were right there for me, side by side. Everything that I needed to succeed they made sure I had, and I am forever grateful. Right out of training I went to work for a small company.”

- DVR Participant, Public Testimony

Public Testimony Excerpts

“I think it is a very good program for those of us who can’t continue to work in the fields we were working due to a disability and just need help figuring out what we can still do, and help us to accomplish that either with our old employers or find a new job.”

“I had to have brain surgery. It took me a long time to recover to where I thought that I might be useful on a job due to coordination, balance, and cognitive issues.

I’m so grateful for their professionalism and expertise. I am currently working as a volunteer. I am getting some much needed on-the-job rehabilitation after being out of work as long as I was. And I am on my way back to being fully recovered and functional in the workplace.”

“I needed some assistance with life itself and with going in the right direction. DVR was my savior. I was in a bad situation when I came to DVR, but I’m doing much better these days. I’ve got a full-time job. It’s not paying what I’d like, but I’m sticking with it until I find better.

I’ve been working an extra part-time job to help me get my finances in order after DVR referred me to a consumer credit agency that was free and helped me learn how to budget my expenses and create a manageable way to get out of debt.”

“I came into DVR, I was basically in crisis mode in my life. The counselors were able to supply me with not only resources, but spiritual and emotional help. It was a roller coaster. Now I work with the government. I am helping people myself, and I just wanted to say thank you.”

“First, I would like to thank the Lord; second, I would like to thank DVR. When I came to DVR, I was a mess. I did not have any experience in anything. I was an alcoholic. Eight years ago I started my journey of hope. I came to DVR. They helped me build up my resume volunteering. I didn’t have good credit. I built that up with my bank. I got my very first car I ever owned in my life at the age of 51. All this is because of DVR and how they helped me. They built me up. Now, a few month ago, I got a job with the State, and that’s where I am now, and I owe it all to DVR.”

“DVR were the first people to be supportive of my hearing loss, and helped me regain some self-esteem. I had no clothes to look for work. They gave me a voucher, and I got the clothes I needed. My car broke down, they had it fixed. I wanted to go to school so I could make a living and not stay in a dead-end job. They helped me get into Alaska Career College where I am a current medical assistant student who has perfect attendance, makes straight A’s, and will graduate February 28, 2018.”

Dave Bérube
CHAIR
Anchorage
 Business Representative

Mark Dale
Juneau
 Division of Vocational
 Rehabilitation,
 Acting Director

Collette Costa
Juneau
 Business Representative

Kathy Craft
Fairbanks
 Alaska Workforce
 Investment Board

Janalee Gage
Ketchikan
 State Independent Living
 Council

Tamara Douglas
Anchorage
 Client Assistance
 Program

Ric Nelson
Anchorage
 Consumer Representative

Raeshawndra Jett
Nome
 Business Representative

Bonnie Lucas
VICE CHAIR
Anchorage
 Consumer Representative

Chad Bolduc
Juneau
 Business Representative

Mandy Cleveland
Anchorage
 Parent Training and
 Information Center
 Representative

Stacy Niwa
Anchorage
 Rehabilitation Counselor

Bob Purvis
Sitka
 Community Rehabilitation
 Provider Representative

Kenneth Schoenlein
Willow
 Consumer
 Representative

Coleen Shivers
Juneau
 Alaska Dept. of Education &
 Early Development

Gail Sorenson
Dillingham
 Tribal Vocational
 Rehabilitation

The Alaska State Vocational Rehabilitation Committee

The State Vocational Rehabilitation Committee (SVRC) is composed of volunteers from around the state who are appointed by the Governor to both advise and partner with the Alaska Department of Labor and Workforce Development's Division of Vocational Rehabilitation (DVR). Members help shape policy by participating in strategic planning, needs assessments, consumer satisfaction surveys, and ongoing program evaluation.

Members include people with disabilities, community rehabilitation program service providers, representatives from independent living, Department of Education and Early Development, Tribal Vocational Rehabilitation (TVR) programs, advocates, VR participants, and business leaders.

Each year, the SVRC submits this report on the status of the DVR program to the Governor and to the United States Department of Education's Rehabilitation Services Administration.

Division of Vocational Rehabilitation Mission

To assist individuals with disabilities to obtain and maintain employment.

The SVRC and DVR continuously work to improve the delivery of vocational rehabilitation (VR) services to Alaskans with disabilities. A keystone of this work is an ongoing, three year cyclical strategic planning process, which is the responsibility of DVR and SVRC leadership. The strategic planning process utilizes data captured from the tri-annual Comprehensive Statewide Needs Assessment (CSNA) report. The results of the CSNA are used to determine DVR priorities.

The strategic planning team includes the DVR management and leadership teams, SVRC members, the Client Assistance Program, and Tribal VR programs. The four goals listed below were identified for the 2017-2019 planning cycle and provide organizational direction and focus for DVR. Specific teams are tasked with duties that will ensure these goals are met. These assigned tasks are reviewed and updated quarterly.

Goal 1: Provide High-Quality Services

DVR will deliver high-quality vocational rehabilitation services to people with disabilities and assist them with obtaining employment that is consistent with their career goals. This goal reflects DVR's continued focus on improving the VR service delivery system.

Goal 2: Provide Highly Skilled Staff

DVR will recruit, employ, retain, and train the most qualified and highly skilled rehabilitation staff. This goal reflects the value DVR places on well-trained staff and the need for succession planning with the anticipated loss of key staff in the future.

Goal 3: Improve Organizational Systems

DVR will continuously evaluate the efficiency and effectiveness of organizational systems and identify opportunities to develop innovative solutions for necessary changes. This will include implementing advancements in technology as resources allow, analyzing current business practices to improve service delivery systems, and ensuring critical applications/systems are current.

Goal 4: Provide Leadership in the Workforce System

This goal is to strengthen our connection to other programs that serve individuals with disabilities. DVR will maintain a leadership role in expanding vocational opportunities for Alaskans with disabilities. DVR will continue to collaborate with other agencies to improve the delivery of VR services.

DVR at a Glance

Individuals served by the Division of Vocational Rehabilitation (DVR) represent demographics as vast as Alaska itself. Although each individual has their own unique story, looking at aggregate numbers can help provide the community with an understanding of the overall scope of Alaska's vocational rehabilitation (VR) program.

Vocational Rehabilitation Outcomes for State Fiscal Year (SFY) 2018

- 3,107 individuals received services from the VR program.
- \$3,202,275 was spent on direct services to individuals.
- \$1,195,187 was spent on Pre-Employment Transition Services provided to students with disabilities under the Potentially Eligible program.
- \$371,186 was spent on Pre-Employment Transition Services provided to students with disabilities under the VR program.
- 1,327 new individuals applied for services.
- 1,795 individuals received information and referral services.
- 406 individuals exited the program employed with an average wage of \$15.25/hr. The minimum wage in Alaska is \$9.84.

Of the 406 individuals that exited the program:

- 336 were employed in the private sector.
- 61 were employed in federal, state, or local government.
- 9 were self-employed.

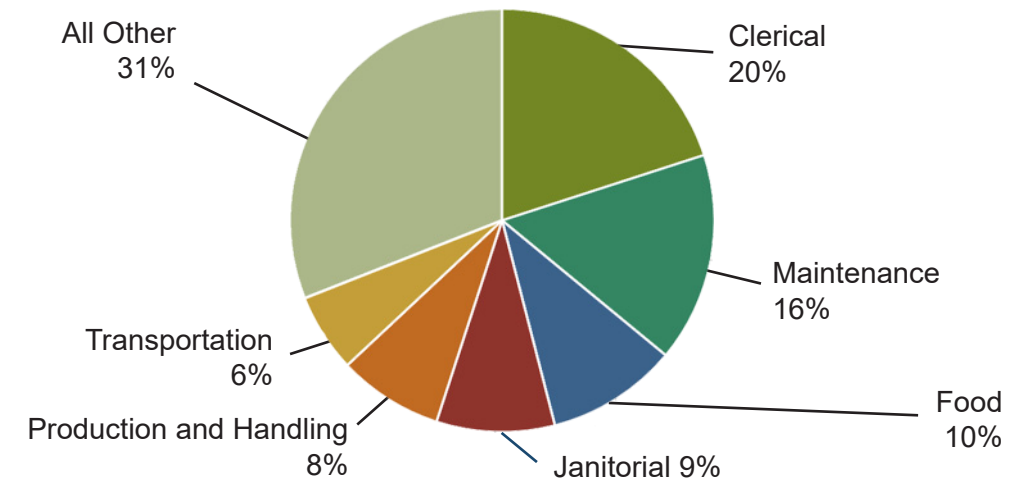
Who DVR Serves

- 95.5% of individuals receiving services were significantly disabled, with multiple barriers to employment.
- 52% were Caucasian; 27% were Alaska Native; 6% were Black or African American; 13% were Multi-racial; 2% were Asian, and 1% were Pacific Islander or Native Hawaiian (participants may identify as one or more racial groups).
- 802 students with a disability (age 16-21) received Pre-Employment Transition Services under the Potentially Eligible (PE) program.

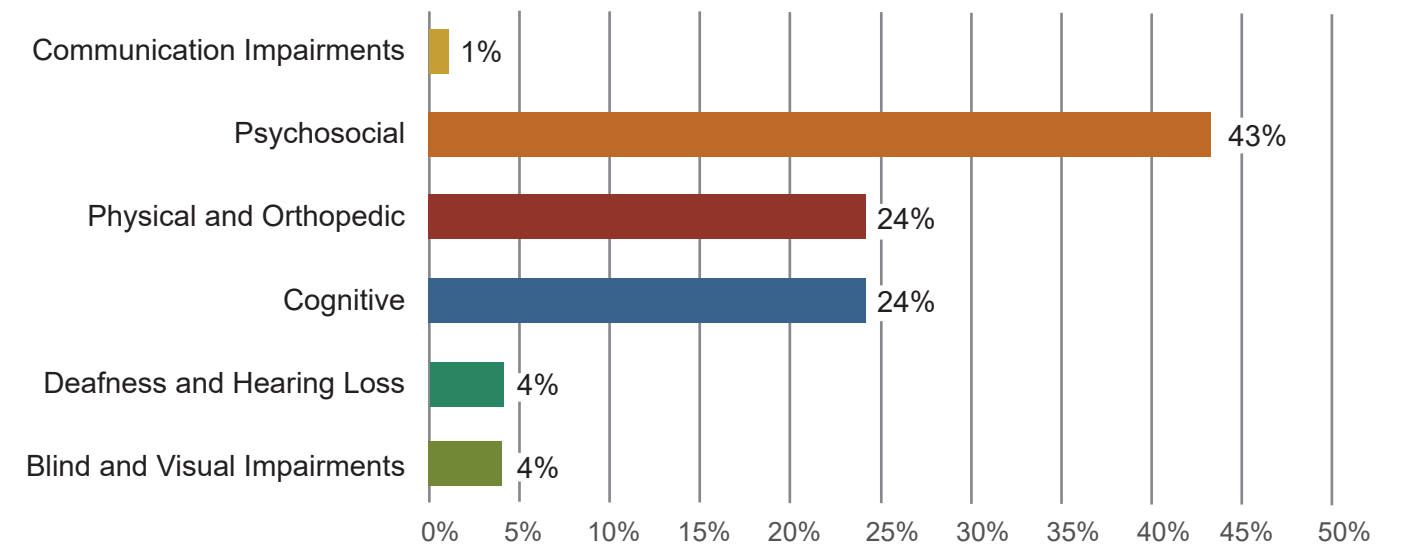
"I can honestly say that through the help of DVR I was able to get back on my feet again and reach some goals that I had set for myself."

- DVR Participant, Public Testimony

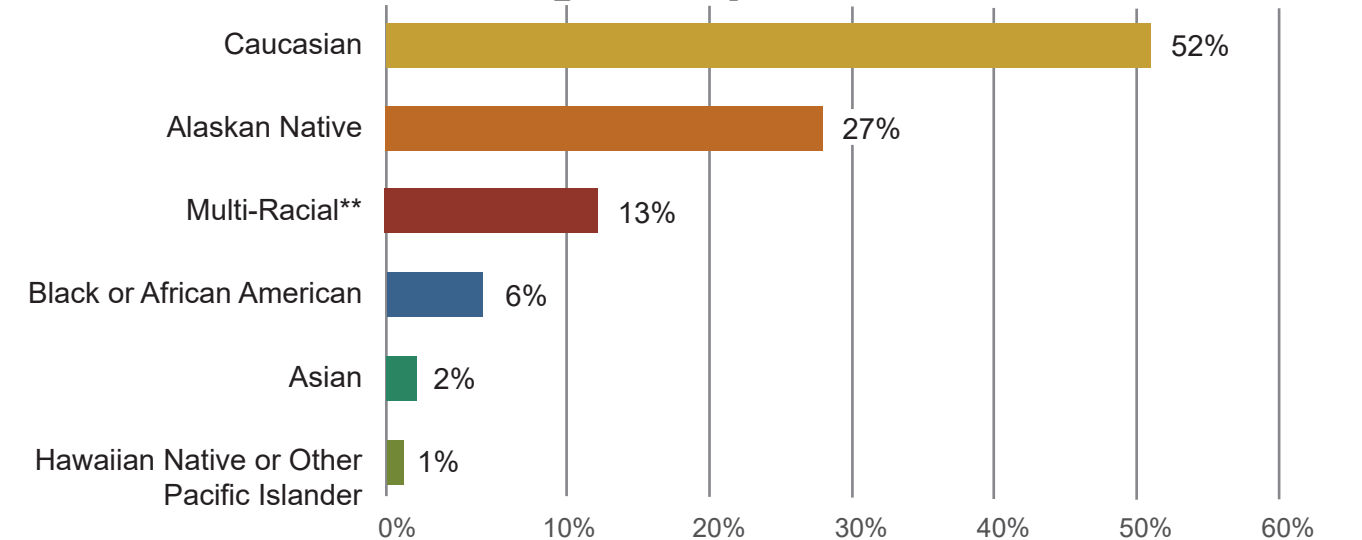
SFY 2018 Employment of DVR Participants after Exiting the Program



Participants by Disability SFY 2018



DVR Participants by Race SFY 2018



**Participants may identify as one or more racial groups.

DVR Purchased Services SFY 2018

The federal agency that oversees DVR is the Department of Education's Rehabilitation Services Administration (RSA). RSA has restructured service categories provided to individuals into five specific focus areas:

Career Services

Career Services consists of identifying the needs of individuals as their Individualized Plan for Employment (IPE) is developed. Career Services includes services such as labor market information, vocational assessments, diagnosis and treatment, and counseling and guidance. Career Services are provided to assist individuals in obtaining or retaining employment.

Training Services

Training Services are provided to assist individuals in accomplishing their vocational goals. Training Services are available for individuals who are unlikely or unable to obtain or retain employment that leads to self-sufficiency. Training Services includes services such as college/university enrollment (junior, four-year, and graduate

levels), occupational/vocational training, on-the-job training, and apprenticeships. Training Services assist individuals in obtaining an education credential, such as a degree or certificate, which will increase their probability of achieving competitive integrated employment.

Consumer Quotes from Satisfaction Surveys

"Very polite and very helpful."
 "My team was extraordinary."
 "My counselor was fabulous, she always presented supportive ideas and listened."
 "My case worker was very helpful in helping me attain clothes and a means of transportation."

Other/Supportive Services

Other/Supportive Services are available to participants who are receiving career or training services and to assist in reducing barriers to employment. Other/Supported Services include services such as support for transportation, personal assistant services, maintenance, rehabilitation technology, reader services, and interpreter services.

Pre-Employment Transition Services (Pre-ETS) Under the VR Program

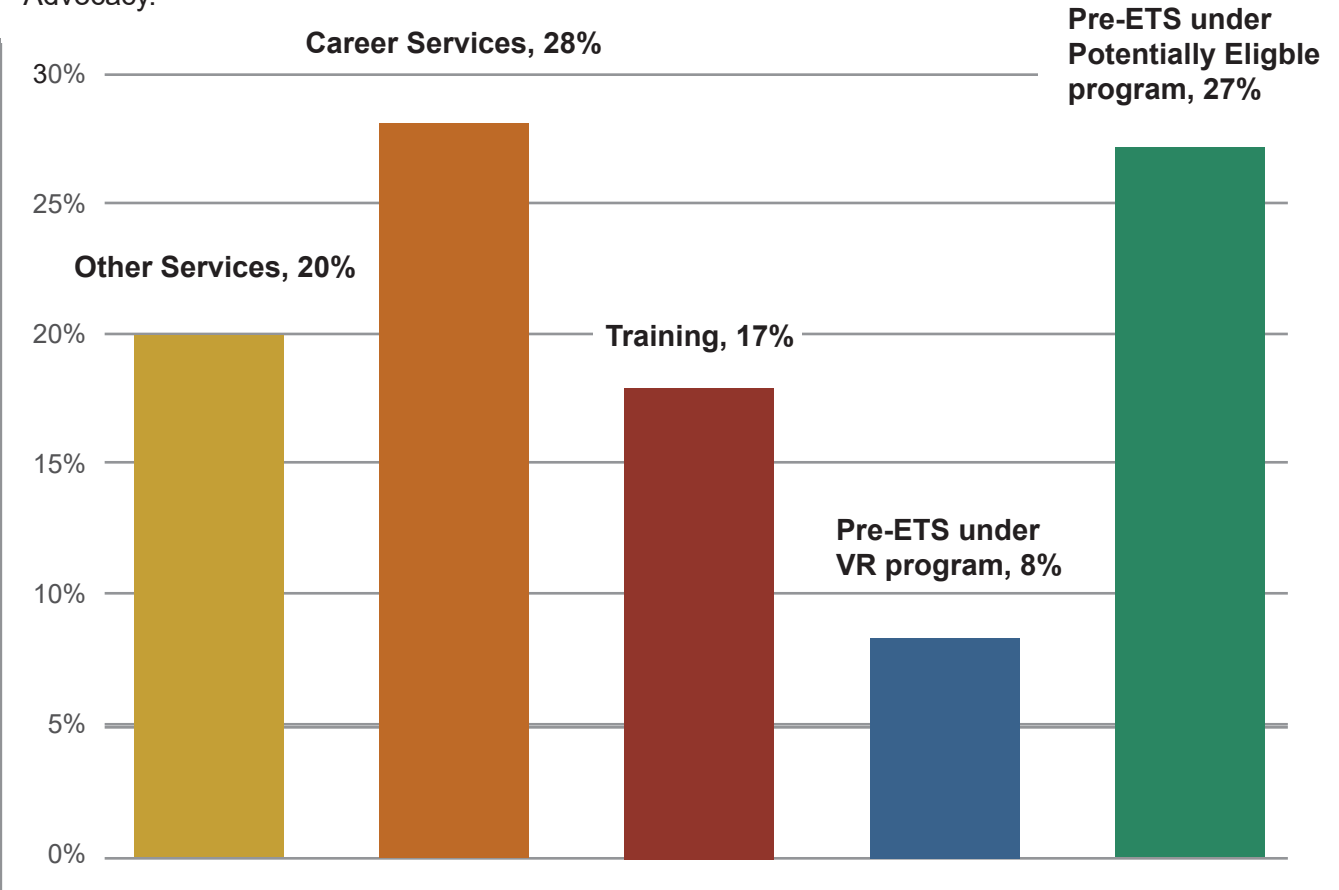
Pre-ETS are a specialized group of services provided to Students With a Disability (SWD) to prepare them to transition from an educational setting to post-secondary education or employment. Pre-ETS under the Vocational Rehabilitation (VR) program are delivered to SWD who have applied for VR services and can be provided at any stage in the VR process. These services are provided to a participant of the VR program who is 16-21 years old and currently enrolled in an educational program

DVR Purchased Services continued...

such as high school, college, or recognized educational program. The Rehabilitation Act of 1973 as Amended identifies five distinct Pre-ETS activities: Job Exploration Counseling; Work-Based Learning Experiences; Counseling on Enrollment Opportunities in Post-Secondary Education; Workplace Readiness Training and Independent Living; and Instruction in Self Advocacy.

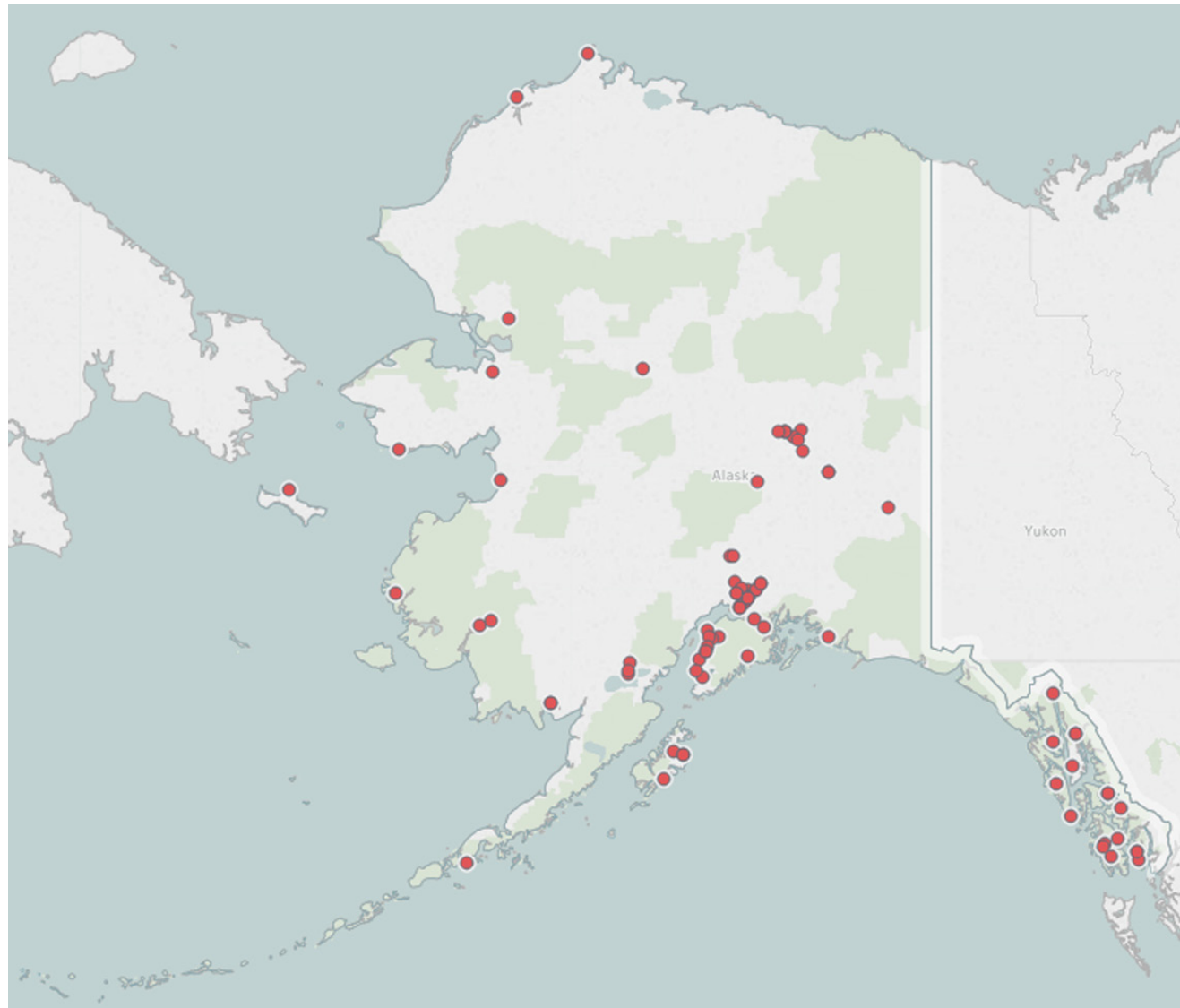
Pre-Employment Transition Services (Pre-ETS) Under the Potentially Eligible Program

Similar to the Pre-ETS under the VR program described above, Pre-ETS under the Potentially Eligible program provides Pre-ETS to Students With a Disability (SWD) who are not applicants of the VR program, but who are considered to be potentially eligible for VR services. These services are provided to SWD who are 16-21 years old and currently enrolled in an educational program such as high school, college, or recognized educational program. These SWD are also provided with Job Exploration Counseling; Work-Based Learning Experiences; Counseling on Enrollment Opportunities in Post-Secondary Education; Workplace Readiness Training and Independent Living; and Instruction in Self Advocacy.



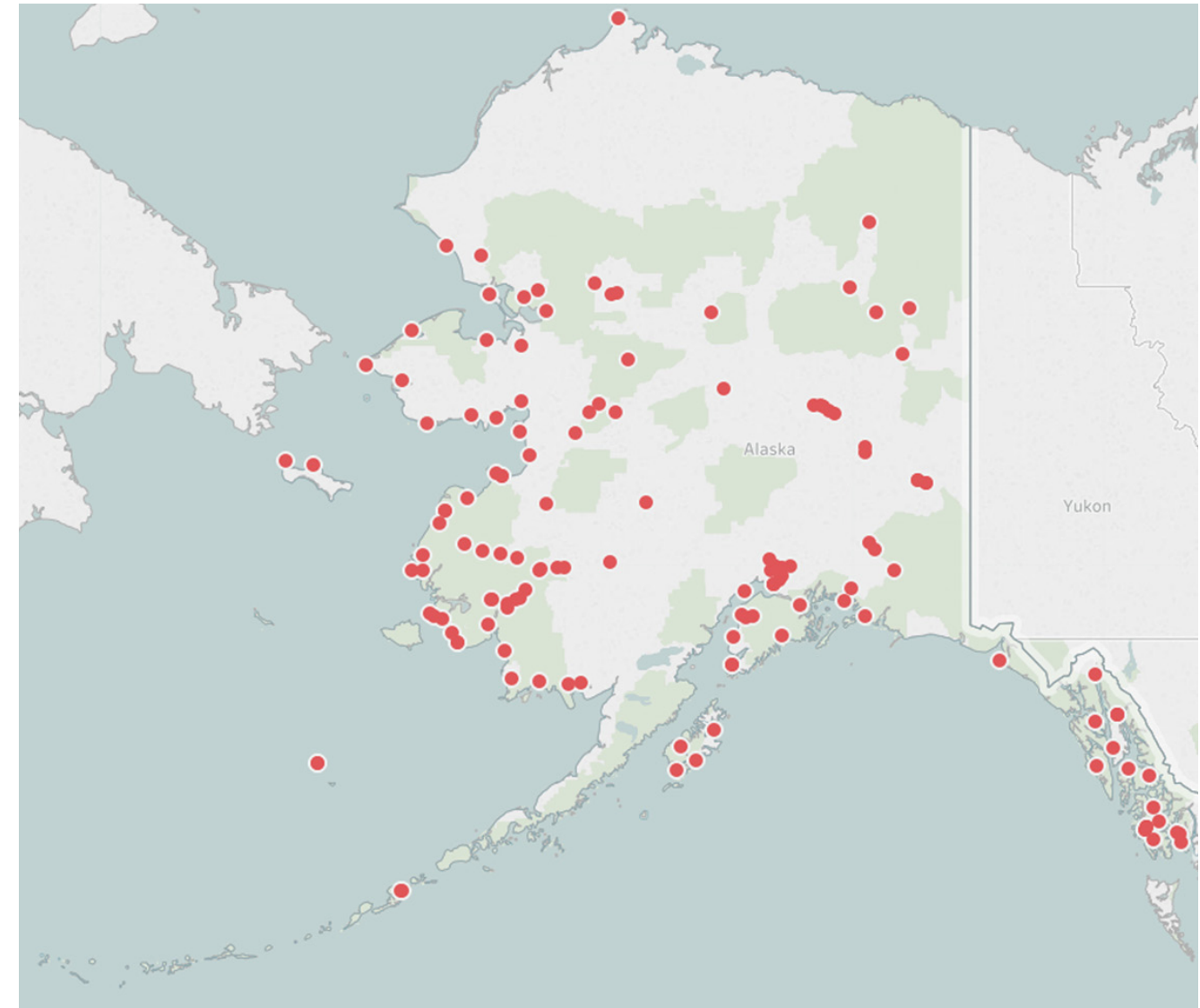
Locations of Alaskans Served SFY 2018

3107 Individuals Served Under the Vocational Rehabilitation Program



Vocational Rehabilitation Program: These are individuals who have applied for Vocational Rehabilitation services and have been assigned a Vocational Rehabilitation Counselor to assist them towards achieving competitive integrated employment.

802 Students with a Disability Received Pre-ETS Under the Potentially Eligible Program



Potentially Eligible Program: Pre-Employment Transition Services are services provided only to Students With a Disability (SWD) who are not applicants of the VR program, but who are considered to be potentially eligible for VR services. These services are provided to SWD who are 16-21 years old and currently enrolled in an educational program such as high school, college, or recognized educational program.

Leveraging Technology and Collaboration

With a relatively small population of 739,795 people,* spread out over a huge area, the geography of Alaska poses unique challenges to service providers. Alaska is the largest state in the United States by total area at 663,268 square miles, over twice the size of Texas. The Division of Vocational Rehabilitation (DVR) employs a number of approaches to face this challenge. Two cornerstone methods are using technology and collaboration with partner agencies.

Electronic Communication and Automation

DVR is in year three of a five-year pilot project using a communication software called SARA. SARA is designed to improve the communication between DVR staff and individuals through the use of text messages and emails, automating tasks, such as reminding individuals of appointments, gathering employment information, and collecting post-exit information. Purchase of this software was funded by the Rehabilitation Services Administration. The first year was spent designing the software to meet Alaska DVR's unique needs. Based on input from staff, there have been many improvements made over the past year to meet Alaska's specific needs. DVR staff began using SARA in November of 2017, and the Division has seen exponential growth in usage of the system. DVR will survey individuals in 2019 to determine their level of satisfaction in using this new method of communication.

Antidotal data suggests that client communication has improved, both in clarity and frequency. With automatic appointment

reminders now being sent electronically to individuals, there has been an increase in the number of appointments kept.

DVR is also looking for ways to use SARA to improve the overall DVR experience. Individuals are now able to use their smartphones to photograph documents to send to DVR staff, reducing the need for them to make a special trip to an office. Additionally, DVR staff can now electronically send documents for review and/or signature.

Better Training at a Distance

Due to the need for constant training on new data requirements imposed by the Workforce Improvement and Opportunity Act (WIOA), and with travel restrictions in place for the State of Alaska, DVR determined that quality meeting/webinar/training software was needed to meet the agency's training needs.

GoToWebinar is software that has been used by DVR staff when working with partners and other state VR agencies. It is easy to use, cost effective, and provides for a quality training environment for all DVR staff. In addition to Division-wide training, GoToWebinar is being used on a one-on-one basis to work with staff by sharing screens and having the ability to see information directly on their own computer. The software can host up to 180 users at one time and users do not have to be State of Alaska employees. Training delivered via GoToWebinar have been well received by DVR staff.

* As of July 2017, U.S. Census Bureau

Collaborating with Tribal Partners

Alaska is fortunate to have ten American Indian Vocational Rehabilitation Services (AIVRS) programs (also known as Tribal Vocational Programs or TVR), funded under Section 121 of the Rehabilitation Act of 1978, as Amended, who serve Alaskan Natives and American Indians with disabilities living in Alaska.

There are approximately 103,000* Alaska Natives in Alaska, which is 14-percent of Alaska's population. The majority of these individuals live in remote and rural communities like Dillingham, Bethel, and Nome.** There are many different types of Alaska Natives, each of which has its own culture and unique characteristics, including different languages and traditions.

AIVRS/TVR programs are vital partners to the Division of Vocational Rehabilitation (DVR). They help DVR serve Alaska Natives who are in remote and rural locations in a culturally sensitive manner. During FFY 2018, the SVRC was fortunate to have AIVRS Directors from Kawerak, Central Council of the Tlingit and Haida Indian Tribes of Alaska (CCTHITA), and the Kodiak Area Native Association (KANA), share their perspectives on serving Alaska Native individuals with disabilities in their different respective regions.

Kawerak and KANA Directors also presented to DVR's Rural Services Counseling Team which focuses on delivering and improving services to Alaska Native individuals living in remote and rural Alaska. In SYF18, 27-percent of the individuals served by DVR identified as Alaska Native, which is a direct result of the continuous improvement in service delivery that DVR has made because of its partnerships with AIVRS/TVR programs.



Photo courtesy of Sealaska Heritage Institute.



Photo courtesy of Irma Goodwine



Photo courtesy of Sealaska Heritage Institute.

* U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates

** 2013 study by the Alaska Department of Labor and Workforce Development

Consumer Satisfaction

Survey of Participants Who Exit DVR Services

The SVRC oversees the on-going consumer satisfaction survey sent to DVR participants who were closed after they had developed an Individualized Plan for Employment (IPE).

Consumer Satisfaction Survey Highlights

DVR is a consumer-driven organization where a participant's self-involvement in the vocational rehabilitation process and informed choice are vital for success. The consumer satisfaction survey focuses on four points: Consumer and Staff Interaction, Consumer Involvement, Program Information, and Program Satisfaction.

Surveys are sent to participants' email addresses via the online survey tool, SurveyMonkey. The surveys are sent on a monthly basis to individuals who have exited the program after an Individualized Plan for Employment was developed. Currently, 83% of DVR participants have a valid email address, which is a 5% increase from last year. The average monthly response rate is 8.6% which is similar to past reporting years.

Treating the Consumer Participant with Respect

Eighty-six percent of DVR participants who responded agreed that staff were polite and helpful throughout the time their case was open. This has increased by 8% from last year. Eighty percent of respondents felt their questions and requests to staff were replied to promptly.

Informed Choice and Involvement in the DVR Process

Seventy-five percent of respondents were pleased with their involvement in the decision-making process that led to their Individualized Plan for Employment. Additionally, 94% stated they knew the goal of DVR was to help them find employment or stay employed. This is a 12% increase from last year.

Referral of Others

Overall, 75% of respondents stated they would recommend Alaska DVR to others, which is an increase of 4%.

Review

The results of the surveys are reviewed on a quarterly basis and forwarded to the DVR Chief of Vocational Rehabilitation Services for follow-up and further action, if needed.

All Respondents SFY 2018 - Survey Categories

1. Program Satisfaction

| | |
|--|-----|
| I would recommend DVR to others. | 75% |
| Overall, I am satisfied with the services. | 75% |

2. Program Information

| | |
|--|-----|
| I knew the goal of DVR was to help me find employment or stay employed. | 94% |
| DVR staff helped me understand the services available to me by DVR and other agencies. | 76% |

3. Consumer Involvement

| | |
|---|-----|
| I was aware of my right to disagree and was informed about the process to appeal DVR decisions and about the Client Assistance Program. | 76% |
| I was pleased with my involvement in the decision making process that led to my plan for employment. | 75% |
| Alaska DVR helped me understand my abilities so that I could choose a job consistent with my strengths, resources, priorities, concerns, capabilities, interests and informed choice. | 76% |

4. Consumer and Staff Interaction

| | |
|---|-----|
| DVR staff replied promptly to my questions, requests and informed me of changes. | 80% |
| DVR staff were polite and helpful on an ongoing basis throughout the time I had an open case. | 86% |

SVRC Expenditures and Resources

SVRC 2018 Expenditures

The SVRC 2018 funds were used for expenses related to quarterly meetings, three held via video conference, and one face-to-face, including the cost of a court reporter; as well as the cost of printing of the annual report and the purchase of framed certificates for the Committee's two Business Recognition Award winners.

2019 Resource Plan

FFY 2019 funds will be used to support the SVRC's quarterly meeting expenses, including one face-to-face meeting to be held in Anchorage, Alaska. This will involve travel and accommodations for members and staff, a court reporter, a sign language interpreter for public testimony, and conference room rental.

Funds will also be used to pay for travel, room and conference registration for two members to attend a National Coalition on State Rehabilitation Council conference and to purchase up to three framed certificates, or a similar type of award, for the winners of the SVRC's Business Recognition Awards.



SVRC and AT Subcommittee Ad-Hoc Members at their May 2, 2018 Quarterly Meeting

SVRC Activities

In partnership with DVR, the SVRC engaged in a broad range of activities during federal fiscal year 2018 from October 1, 2017 to September 30, 2018 to help ensure the quality of DVR's services.

SVRC Activities Federal Fiscal Year 2018

- Collected public testimony from around the state via email, phone, fax and written letters.
- Held four meetings, three of which were video/teleconference meetings and one face-to-face meeting in Anchorage, Alaska. Each meeting focused on different regions or catchment areas: Anchorage, Rural, Northern, and Southern.
- Conducted outreach efforts to recruit new members to join the SVRC.

Speakers

At each meeting, reports were given by the DVR Director, John Cannon or Acting Director, Mark Dale; Chief of Vocational Rehabilitation Services, Mariah Krueger; DVR Rehabilitation Manager(s); and partner reports from Tribal Vocational Rehabilitation; the Alaska Workforce Investment Board; the Client Assistance Program; the Governor's Council on Disabilities and Special Education; and the parent training organization "Stone Soup Group." The committee also heard from the following guest speakers:

• Rural Alaska Meeting Guest Speakers

DVR Rural Team leader and Southern Regional Manager, Jim Swanson; DVR Transition Coordinator, Jim Kreatschman; Project Director of the Alaska Work Incentives Planning & Assistance, Larrisa Cummings; Kawerak Tribal Vocational Rehabilitation Director, Sara Lizak and Kodiak Area Native Association Tribal Vocational Rehabilitation Director, Gwen Sargent.

• Anchorage Meeting Guest Speakers

State ADA Coordinator, David Newman; AADD Executive Director, Lizette Stiehr; Champney Consulting, Kim Champney; Anchorage Community Mental Health Services, Vocational Services Manager, Lisa McInerney; Mae Marsh; and blind students who participated in DVR's Pre-ETS Program.

One full day of the Anchorage meeting was dedicated to the Assistive Technology (AT) Act and the SVRC's dual role as Alaska's AT Council. It included an overview of AT Act activities and outcomes by Assistive Technology of Alaska (ATLA) director, Mystie Rail; committee training by DVR AT Coordinator, Jason Caputo; and a tour of one of the most advanced "smart homes" in the state.

• Southern Region Meeting Guest Speakers

Tlingit and Haida Central Council VR Director, Teresa Sarabia; UAS Coordinator of Counseling, Health and Disability Services, Margie Thomson; Disability Services Specialist, Jenny Malecha; and Disability Resource Coordinator II, Elizabeth Spence.

• Northern Region Meeting Guest Speakers

UAF Senior Architect, Johnathan Shambare; UAF Staff, Julie Johnson-Dubois; AT Instructor, Alaska Center for the Blind and Visually Impaired (ACBVI), Nate Kile; Orientation and Mobility Specialist/Rural Outreach Coordinator, ACBVI, - Elijah Haines; and DVR Vocational Rehabilitation Counselor III, Liz Eddy.

SVRC Subcommittee Activities

The State Vocational Rehabilitation Committee (SVRC) has five standing subcommittees: Executive; Program Evaluation; Assistive Technology; Planning; and Policy, Public Relations and Resources. The committee also has an ad-hoc Business Recognition Subcommittee. Below is a summary of each subcommittee's role and activities.

Executive

Chair: Dave Bérube

The Executive subcommittee is comprised of the Chair, Vice Chair, and the chairs of all the standing subcommittees. The Division of Vocational Rehabilitation (DVR) Director also attends as an ex-officio member. The subcommittee held monthly teleconferences where it reviewed the work of, and assigned work to, the other subcommittees and planned the SVRC's quarterly meetings, including identifying guest speakers. Considerable attention continues to be given to ensuring each member can fully and actively participate remotely and that the committee hears from all regions of the state, including rural areas.

Program Evaluation

Chair: Ric Nelson

The Program Evaluation Subcommittee met as needed throughout the year. The subcommittee focused on ways to improve public testimony and learn more about the State's Provisional Hire program, which makes it easier for State of Alaska hiring managers to hire a qualified person with a

disability, to determine if there are any opportunities for improvement.

Assistive Technology

Chair: Bonnie Lucas

The AT subcommittee provides consumer input and feedback on how the federal Assistive Technology (AT) Act funds are being used in the state of Alaska. The AT subcommittee brings formal recommendations to the SVRC for further actions.

AT Act funds are currently administered by DVR and passed through the implementing agency, Assistive Technology of Alaska (ATLA). ATLA is a non-profit agency based in Anchorage that provides services statewide. The AT subcommittee holds monthly teleconferences. ATLA Director, Mystie Rail and DVR AT Coordinator, Jason Caputo, also attend. The DVR AT Coordinator tracks grant progress, provides informal input to



SVRC Member Bonnie Lucas checking out AT Device at SVRC's One day AT meeting.

SVRC Subcommittee Activities continued...

DVR and ATLA, and brings issues to the full SVRC, as needed.

The AT subcommittee also plans an annual one-day meeting with the full SVRC that focuses entirely on AT. This year, it was held in Anchorage. The meeting focused on assistive technology issues within the state and gives SVRC members an overview of AT Act activities and progress.

Planning and Recruitment

Chair: Mandy Cleveland

The Planning and Recruitment subcommittee's role is to work with DVR on the preparation and updating of the DVR State Plan and tri-annual Comprehensive Statewide Needs Assessment, recruitment of new SVRC members, and contributing to the preparation of the SVRC's annual report on the status and effectiveness of Alaska DVR.

During this time period, the subcommittee focused on SVRC member recruitment.

Policy, Public Relations and Resources

Chair: Ken Schoenlein

The Policy, Public Relations, and Resource subcommittee reviews both policy changes (when submitted for review by DVR) and notices of quarterly meetings to communities. The subcommittee held meetings, as needed, to accomplish the goals outlined in the SVRC Tasks and Timelines document.

The subcommittee reviewed the DVR and SVRC websites and made suggestions for changes, which were all adopted. It developed the theme and artwork for the SVRC 2018 Annual Report, and reviewed and approved the content. The subcommittee also helped promote the quarterly meetings in the communities in which they were held.

Business Recognition (Ad-Hoc)

Chair: Bob Purvis

The SVRC's Business Recognition subcommittee annually selects and provides an award to successful large and small businesses who makes notable efforts to employ people with disabilities. The subcommittee focuses on a different region of Alaska each year. Nominees for these awards come from the DVR Business Team, which is made up of Vocational Rehabilitation Counselors from each of DVR's five regions.

This year, the subcommittee focused on Alaska's Northern Region. Lowes, located in Fairbanks, won the award for large business. Republic Parking, also located in Fairbanks, won the award for small employer. The awards are presented to employers at a local event, typically a Chamber of Commerce function. Award winners from the past three years were also recognized in a full-page advertisement in an October edition of the Anchorage Daily News, as part of National Disability Employment Awareness Month.

The Committee Seeks Your Input

Customer Feedback on DVR Pre-ETS Programs

The State Vocational Rehabilitation Committee invites you to:

Apply for Membership

If you care about issues pertaining to disability and employment, the SVRC encourages you to apply for a seat on this committee.

You may apply at: gov.alaska.gov/services/boards-and-commissions/apply-for-a-board-appointment/

You may also apply by sending a completed Boards and Commissions application, resume and a brief letter explaining your desire to serve the State of Alaska, to:

Office of the Governor

Attention: Director of Boards and Commissions
P.O. Box 110001, Juneau, AK, 99811-0001

Contact the Boards and Commissions office:

Call: 907-269-7450

Fax: 907-269-7461

E-mail: Boards@Alaska.Gov

Attend a Meeting or Public Forum

All State Vocational Rehabilitation Committee meetings and forums are open to the public. Meeting dates are available at labor.alaska.gov/svrc/svrc-meeting-calendar.pdf. Notification of meeting times and agenda are posted 30 days prior to meetings at aws.state.ak.us/OnlinePublicNotices/.

More information about the SVRC is available at labor.alaska.gov/svrc, including minutes from previous meetings, and DVR participant and stakeholder public testimony.

Share Your Thoughts and Ideas with SVRC

Call: Voice/TDD 907-465-2814 or 1-800-478-2815

Write: Chair, State Vocational Rehabilitation Committee
Division of Vocational Rehabilitation
PO Box 115516
Juneau, AK 99811-5516

Fax: 907-465-2856

E-mail: dol.svrc@Alaska.Gov

From Students

"I learned more than I ever have about sales and business through the business simulation. It has changed my mind on business."

"This experience has changed how I look at business and I love it. My view on leadership has grown so much bigger and it's really interesting how this week has turned out with this perspective."

"Due to a company's donation I was able to attend Business Week. This week I learned many new abilities. I was able to learn how to budget and keep my company profitable. I was lucky enough to be selected as my company's CEO where I learned how to be a good team leader."

"I am extremely grateful for this opportunity that you have provided me. I have learned a lot about what it takes to run and be a part of a business."

"One lesson I learned during my time at business week is to reach for your dreams no matter what your circumstances are. I learned a lot about what goes on in a company."

From Partner Agencies and Schools

"I'm really excited that your Financial Reality Fair is coming back because this was one of the most popular things we did for our Seniors last year and our staff really appreciated this as well! "

- Ketchikan High School principal

"I'm thrilled at the opportunity and will continue to advocate for your services in our facilities. I was just talking about the transition camps with our H&SS Public Relations staff in Anchorage and what a great story it would be to cover what is offered during those camps and the benefits to the youth."

- Tracy Dompeling,
Director, Division of
Juvenile Justice

"We had 2 more students get Jobs this week with our partners, Alaska Commercial Store. We are up to four now. They really like the kids they are hiring that have completed Jobz Club."

- Zuly Pitre, Bethel Special Education Teacher



Alaska State Vocational Rehabilitation Committee

2018 Annual Report

Mike Dunleavy, Governor

Dr. Tamika L. Ledbetter, Commissioner of the Alaska Department of Labor
and Workforce Development

Alaska Department of Labor and Workforce Development

Division of Vocational Rehabilitation

PO Box 115516

Juneau, AK 99811-5516



**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**

Division of Vocational Rehabilitation

A proud partner of the





**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**

Division of Employment and Training Services

Patsy Westcott, Director
patsy.westcott@alaska.gov
(907) 465-5543

Wagner-Peyser - Job Center Services

- Labor exchange services provided on-line and in 14 Job Centers statewide
- YTD in SFY2019
 - 41,341 staff-assisted services have been provided to 13,200 unique job seekers
 - Resource rooms were utilized 165,051 times by 29,902 unique job seekers
 - A total of 88,206 individuals received 157,922 services, including self-service and staff-assisted services
- Staff assisted services includes – resumé, cover letter writing, interviewing skills, labor market information, assistance with employment applications, and Workkeys® assessments
- Veterans – YTD in SFY2019:
 - 2,860 Veterans, 69 Transitioning Service Members and 95 eligible spouses received services
 - Veterans and Military Spouses Job Fair was held in Anchorage on November 16, 2018:
 - 130 vendors and 600 job seekers attended; 250 resumé were accepted by employers and 83 job seekers received on the spot job offers

Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, & Youth Programs

Career, support, and training services to help workers obtain the skills needed to secure jobs paying self sufficient wages and to meet employer and industry needs

- **Adult Program** for individuals 18 or older with a priority of service to veterans, public assistance recipients, low income populations, and those in need of increasing basic employability skills.
 - Program services delivered through the job centers
 - 319 participants served YTD in SFY2019
- **Dislocated Worker Program** for individuals laid off from their job, or received a notice of layoff due to economic downturn or business closure.
 - Program services delivered through the job centers
 - 312 participants served YTD in SFY2019
- **Youth Program** for young adults who are in or out-of-school ages 14-24 with barriers to employment.
 - Program services are provided through 10 project operators
 - 601 participants (176 in-school and 425 out-of-school) served YTD in SFY2019

Adult Basic Education (ABE)

- ABE serves adults who lack basic skills in reading, writing, math, and/or need to learn English as a second language. YTD in SFY2019
 - 1,292 students served
 - 810 were full-time students (attended 12 or more hours)
 - 427 GED graduates

Mature Alaskans Seeking Skills Training

- MASST assists older workers with barriers to employment by placing them in community service positions that provide on-the-job training to acquire the work skills needed to obtain employment and become self-sufficient and maintain an independent lifestyle. YTD in SFY2019
 - 220 older workers served

Alaska Construction Academy (ACA)

- ACA helps the construction industry by developing a cadre of Alaskans with the basic skills needed to enter a registered apprenticeship, post-secondary training, or entry-level construction employment. The academies are located and serve individuals in Anchorage, Fairbanks, Juneau, Kenai Peninsula, Ketchikan, Mat-Su, Nome, Bristol Bay, and Kotzebue areas.
 - 10 projects served 359 participants YTD in SFY2019

State Training and Employment Program (STEP)

- STEP fosters economic growth by preparing Alaskans with competitive employment skills and credentials needed to obtain or maintain self-sustaining employment. STEP makes job training and employment assistance easily available to employers, employees, and future workers through the competitive solicitation process and through employment and training services delivered through the job centers. In SFY2019:
 - 35 competitive subawards issued and 1,379 participants served
 - 227 participants served through the job centers

Unemployment Insurance (UI)

The UI program provides partial wage replacement for insured workers who are unemployed through no fault of their own and are actively seeking work.

For the 1st half of the State Fiscal Year 2019:

- 20,144 people received UI for at least one week
- \$36,881,983 in total benefit dollars paid
- \$57,778,300 deposited in the UI Tax Trust Account
- \$10,654,847 collected and deposited into:
 - State Training and Employment Program
 - Alaska Technical and Vocational Education Program

State Apprenticeship Expansion Grant

- \$1.9 million, four-year grant: 11/1/2016 – 9/30/2020
- Goals
 - Establish new apprenticeship programs in health care and aviation
 - Register 110 new health care apprentices and 15 new aviation apprentices
 - Increase total number of apprentices in Alaska by 15% over baseline of 1,949
- Outcomes to date
 - Alaska Primary Care Association created five new RA programs and registered 140 apprentices. We will register another 50 in SFY2019.
 - Airframe & Powerplant Mechanic and Air Transport Pilot RA programs established; 21 apprentices registered; multi-employer sponsor effort is being transitioned to individual non-joint apprenticeships with individual carriers
 - Total # of apprentices increased from 1,949 to 2,051 (~5% increase)

American Apprenticeship Initiative Grant

- \$3 million, five-year grant: 10/1/2015 – 9/30/2020
- Goals
 - Create 20 new and 12 expanded health care RA programs
 - Engage 30 employers in health care RA
 - Register 450 new health care apprentices; 380 completers
 - Serve 1,200 participants total in RA and pre-apprenticeship
 - Focus on underserved populations including WIOA-eligible; Alaska Natives/other minorities; veterans and transitioning service members; unemployed; those with disabilities
- Outcomes to date
 - 16 RA health care occupations; several more in process
 - 368 new health care apprentices registered; 79 completers
 - 72 sponsors; 120 employers
 - 1,156 total served (754 pre-apprentices; 402 apprentices)
 - ~ 65% from underserved populations

National Health Emergency- Dislocated Worker Demonstration Grant to address the Opioid Crisis

- \$1.2 million, two-year grant: 7/01/2018 – 6/30/2020
- To serve 645 individuals
 - Support 24 transition camps for 240 transition age youth with disabilities
 - Expand job center services to 100 affected individuals for training and support
 - Emphasis on returning citizens from juvenile justice and correctional system
 - Train 75 incumbent workers for upskilling and reskilling in health care occupations
 - Regional Alcohol and Drug Abuse Counselor Training (RADACT) to provide:
 - 112 training hours to upskill 30 counselors; and
 - Early and crisis intervention training to 100 teachers across the state
- Target audience
 - Individuals impacted by the opioid crises; and
 - Workers in need of upskilling and reskilling in mental health, addiction treatment, pain management and therapy services occupations.

Trade and Economic Transition Dislocated Worker Grant

- \$3.3 million, two-year grant: 10/01/2018 – 9/30/2020
- Serve 535 dislocated workers for jobs in health care, construction, and maritime sectors
 - deliver enhanced career services, training, work-based learning opportunities, and support services to dislocated workers through the job centers
 - develop pre-apprenticeship curriculum for nine construction industry occupations, each resulting in participants receiving five industry-recognized credentials through Alaska Works Partnership
 - perform outreach, recruitment, and assessment activities to identify and refer dislocated workers to the Seafarers International Union (SIU), Paul Hall Center for Maritime Training and Education through SEALINK
 - fulfill the need for the statewide workforce demand for trained vessel maintenance and repair workers by creating curriculum and training through AVTEC

Disaster National Emergency Dislocated Worker Grant

- Up to \$4.4 million with initial award of 1.5 million
- One year grant: 12/01/2018 - 11/30/2019
- To provide temporary employment in Anchorage and Mat-Su in response to the November 30, 2018 earthquake
 - Provide 250 temporary jobs to assist with demolition, clean-up, repair, renovation, and restoration
- Target Audience
 - Individuals unemployed due to earthquake;
 - Individuals who have been unemployed 6 months or more; and
 - Dislocated Workers who have been terminated or laid off, or have received a notice of termination or layoff from employment.



Expanding Employment Opportunities for Alaskans

Alaska Workforce Investment Board
February 21, 2019



**CELEBRATE TODAY,
OWN TOMORROW!**

<https://gov.alaska.gov/newsroom/2019/01/24/career-and-technical-education-month/>



Agenda today...

- Employer Engagement working together for workforce development in Alaska
- Relevant Training Programs that prepare Alaskans
- Training the next generation for work in Alaska



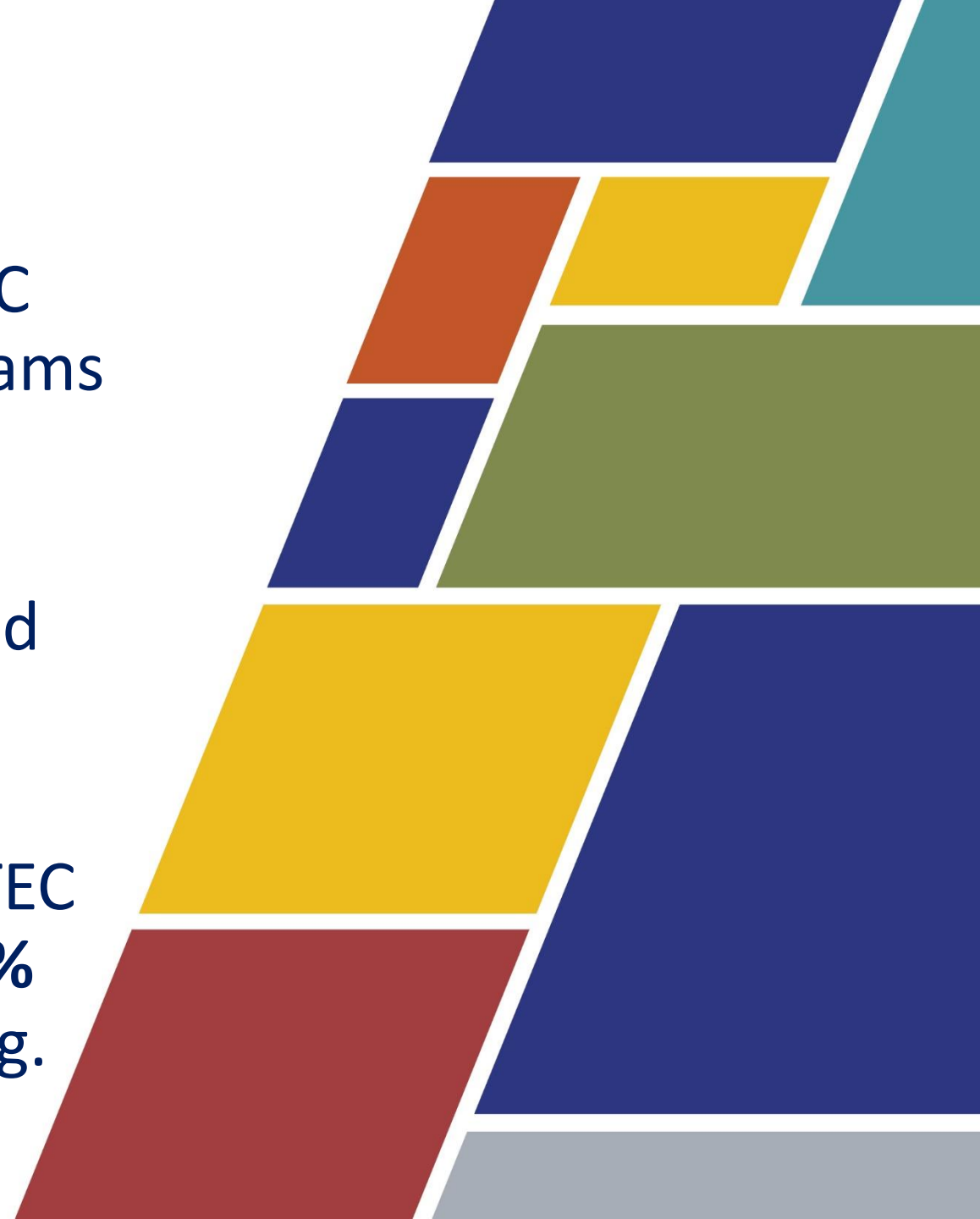
AVTEC Mission is to...

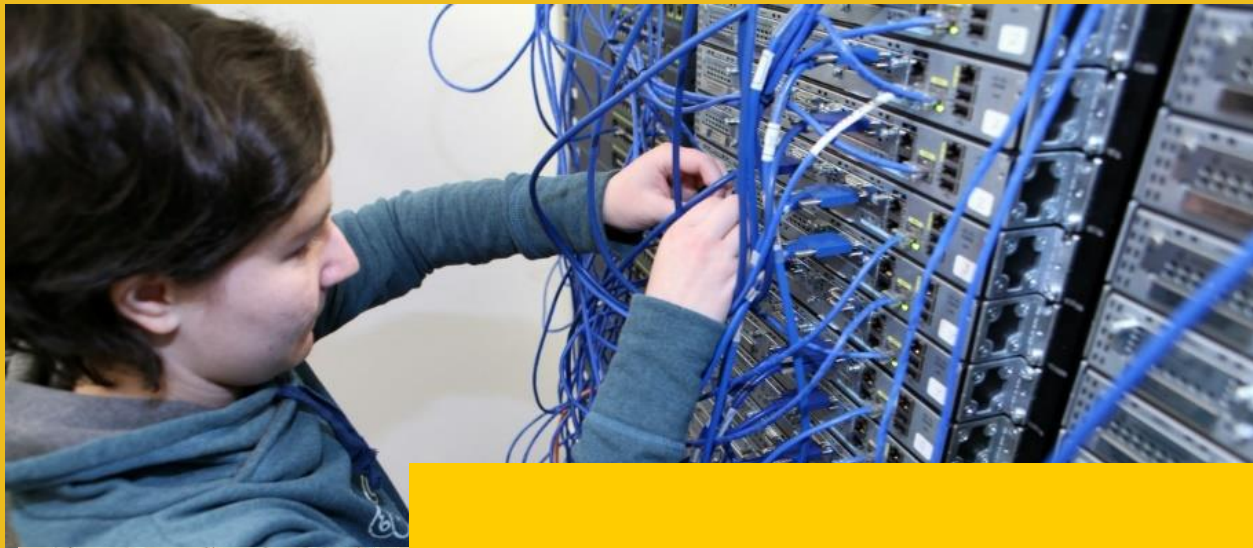
Expand employment opportunities by preparing Alaskans with career & technical skills required for success in the Alaska workplace.



Students Success...

- COMPLETION: In FY17, **97%** of AVTEC students enrolled in long term programs completed.
- EMPLOYMENT: **93%** of those obtained training-related jobs.
- IMPACT ON FUTURE EARNINGS: AVTEC completers on average **earn over 60% more** than before completing training.



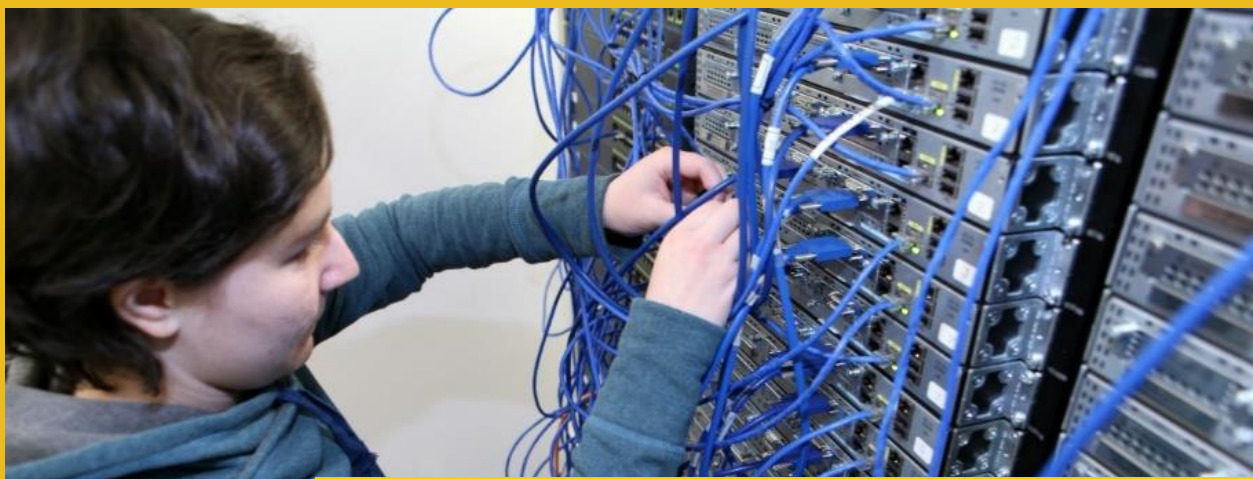


Employer Engagement



Occupational Advisory Committees...

- **CURRICULUM ADVISORS:** Regular review of training to ensure relevance and provide feedback.
- **EMPLOY COMPLETERS:** Apprenticeships, internships, or entry level jobs.
- **ACT AS RESOURCE:** Speakers in class, advocates for program and funding.



Relevant Training Programs



AVTEC Programs of Study

- Alaska Maritime Training Center
- Culinary Arts
- Construction Technology
- Diesel / Heavy Equipment Technology
- Information Technology - Networking
- Business & Office Technology
- Industrial Electricity
- Plumbing & Heating
- Refrigeration
- Welding / Structural & Pipe



Training programs

- Programs take students from zero employability and technical skills to entry level employee status; up to 10 months on campus immersed daily in workplace simulation.
- Job upgrade for incumbent workers aimed to increase upward mobility; customized training based on employer and employee needs.
- Continuing Education to maintain employed status through job specific skills training to increase productivity; customized training.

Workforce Development Pathways

YOUTH OUTREACH

Young Mariner Program

Introduction to
Nautical Skills

Young USCG Approved
Training

WORKFORCE DEVELOPMENT

Licenses & Certifications

Able Seafarer - Deck &
Engine

Able Bodied Seaman, Mate
& Master

Qualified Member of the
Engine Department

ADVANCED TRAINING

Advanced Licenses & Certifications

Officer Training for Deck
and Engineering
Departments

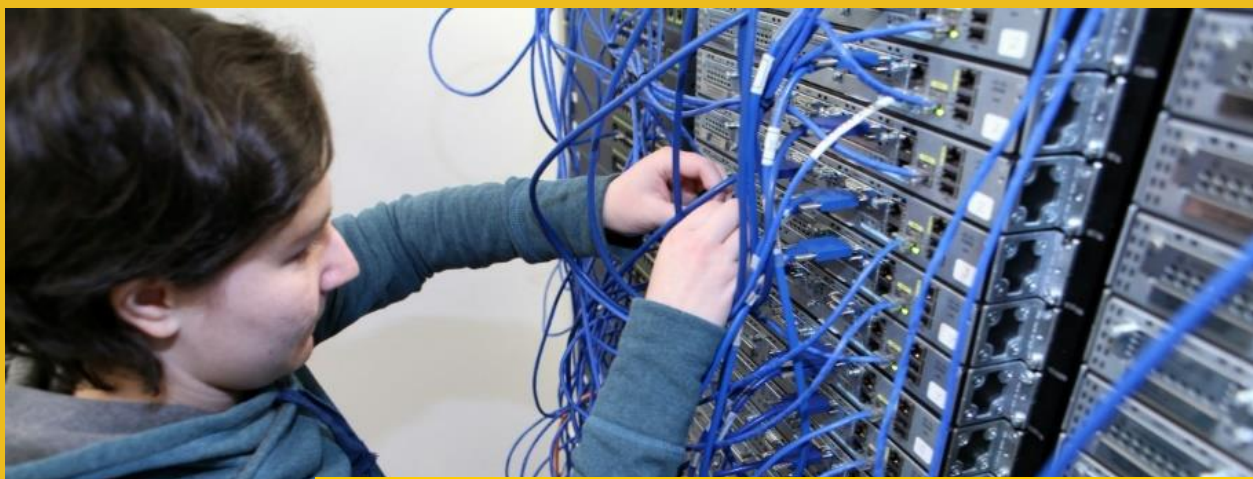
Company and Vessel
Specific Training

Workforce Development

- RELATED TECHNICAL INSTRUCTION:
 - Provided for Registered Apprenticeships in Construction Maintenance and Allied Health topics.
- SPECIFIC CUSTOMIZED INDUSTRY FOCUSED TRAINING:
 - Provided specific, short term training in Seward or “have training will travel”
 - Based on needs of employers, employees and workforce demand.

Respond to Workforce needs...

- Marine Vessel Repair and Maintenance:
 - Needs assessments and employer demand/input informed the development of a series of training modules that can be taken all together or “al a carte” in Seward and beyond.
 - AVTEC able to respond with existing resources – “marinized” existing training
 - First training offered 2018/2019 school year with full schedule in fall 2019; DOLWD grant to serve 30 dislocated workers
- What else?
 - Review labor market data to tool up or retool training programs to meet workforce needs.



Youth Outreach



Youth Outreach / Exploration

- High School Field Trips and Tours
 - Hosted tours for over 800 high school students and chaperones from fall 2017 through fall 2018;
 - Holland America Princess donated the use of a tour bus to bring 55 King Tech High School juniors and seniors for a tour.
- College and Career Fairs
 - AVTEC recruiting staff travel to college and career fairs and job fairs, and select conferences; classroom visits.
- Virtual Classroom visits
 - Recruiting staff use Skype or Zoom to broadcast classroom presentations to schools.

Youth Outreach / Pathways

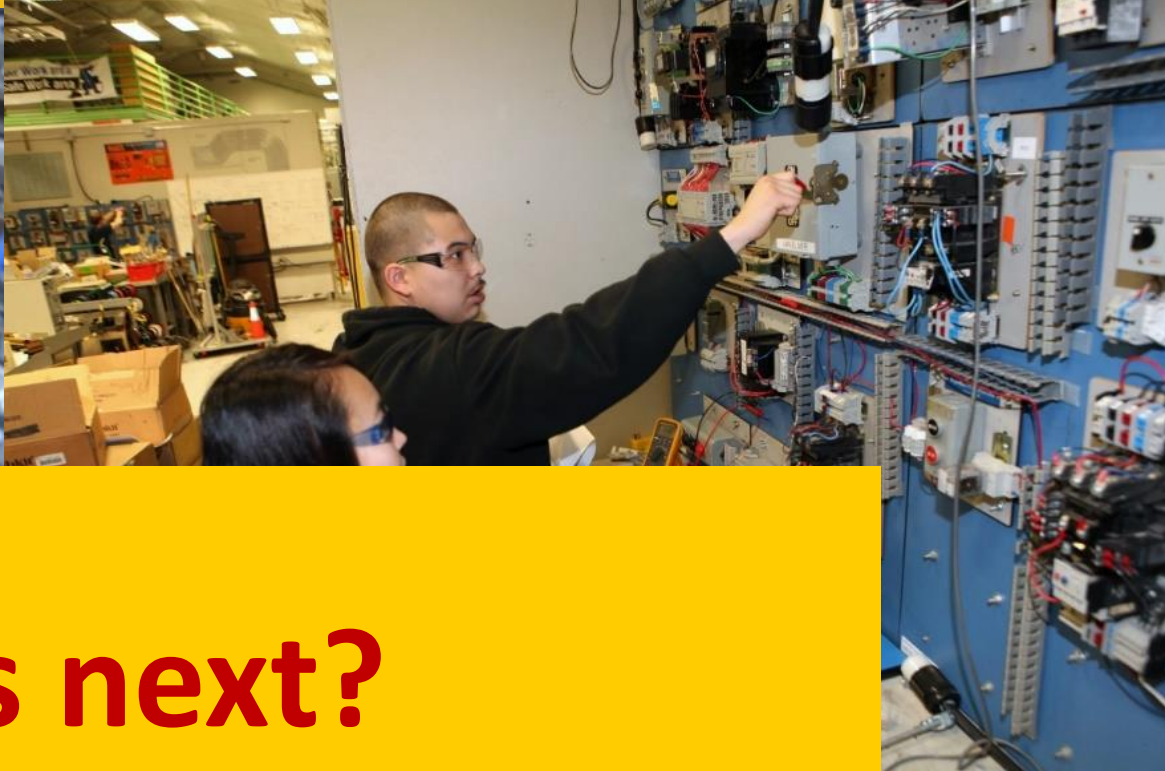
- Pathways Programs

- Introduction to Nautical Skills – some districts take advantage of dual credit and offer students a nautical science high school science credit.
- Basic Training – next step in the pathway toward a career in the maritime industry; students receive training and all licenses to get an entry level deck job.
- EXCEL Alaska students on campus for nearly a month every other year; programming to earn industry valued credentials.
- Northwestern Alaska Career and Technical Center (NACTEC) students are immersed in AVTEC programming; interested students are then guided through the process of becoming AVTEC students.

“Gangplank” for young mariners...

INTRODUCTION TO NAUTICAL SKILLS: Delivered via distance education to high school students statewide





What's next?



Moving Forward Together

- **MESSAGING:** Career & Technical Education not your father's voc ed and students succeed...insufficient data to make strong case
- **YOUTH OUTREACH:** Engaging the next generation to fill the skills gap...how?
- **EMPLOYER ENGAGEMENT:** How do we have authentic dialog between us...language and data

50 YEARS AVTEC



- Alumni Outreach: connecting to AVTEC grads via www.avtec.edu
- 50th Celebration: Showcase, Scholarship Dinner, & Network brunch on September 27, 28, & 29, 2019
- Historical Archive: Installation of key AVTEC historical artifacts





QUESTIONS?

www.avtec.edu

Cathy LeCompte, Director
cathy.lecompte@avtec.edu

AWIB Presentation

February 21, 2019

- I am excited to be back with labor and the division of vocational rehabilitation
 - 18 years with DVR from 1989 to 2007
 - 9 years as a RCD
 - 6 years as a Regional Manager
 - 3 years as the Assistant Chief
 - 2010 to 2018 – Division Director for Senior & Disabilities Services
- I have been with DVR as their Director now for 5 weeks
 - I have had met with the following:
 - TVR Directors
 - Job Center staff
 - DVR Managers
 - BEP
 - Counselors
 - SVRC Chair
 - GCDSE
- DVR's mission is to assist individuals with disabilities to prepare for, obtain, and maintain employment
 - Empowering the value of employment in an individuals life
 - Honoring and respecting each individuals strengths, skills, choices, abilities, and cultural identity
 - Developing strong partnerships with TVR, Schools, Job Centers, and the CIL
 - Delivering high quality services
 - Employing highly qualified and skilled rehabilitation professionals
 - The principles of stewardship in the use of public resources
- FY 2018 Data
 - 3,107 individuals received services
 - \$3,202,274 spent on direct client services
 - 1,327 new applications for services
 - 95 % of those receiving services were significantly disabled with multiple barriers to employment
 - 406 exited the program at an average wage of \$15.25 an hour
 - 802 students with disabilities received pre-employment transition services
 - \$1,525.634 was spent on pre-employment transition services
- What's next?
 - Good paying jobs for Alaskans with disabilities
 - Expand and enhance summer work programs and Pre – ETS programs
 - Strengthen our partnership with education, TVR, Disability Employment Initiatives, and the Alaska Mental Health Trust Authority
 - Recruit more CRPs and hold them accountable

 - Move the rural DVR to the next level

- TVR partnership
 - CRPs in rural Alaska
 - Maximize the use of technology
 - Enhance outcomes for Alaskan's who are blind and or visually impaired
 - Work with the ACBVI
 - Work with the BEP
 - Training of internal staff
 - CRC CEUs
 - Staff to become CRCs
 - Train, train, train
 - The use of technology
 - Collaborate with our WIOA partners
 - Succession planning
- Formalize our partnership with DEED and DHSS
- Work with the Council to ramp up the State of Alaska as a Model Employer
- Take the provisional hire program to the next level
- Scale up the Business Employment Services Team!!
- Enhance apprenticeship opportunities for Alaskans with disabilities
 - Pursue more technology
 - Healthcare
- Embrace this administration's motto that we are open for business

DISCUSSION ITEMS



David G. Stone Awards



ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT

Alaska Workforce Investment Board

David G. Stone

K-12

Career and Technical Education Instructor/Administrator of the Year Award
Criteria

PURPOSE

The AWIB supports education and training that leads to employment and careers. To support this mission, the AWIB is soliciting nominations from employers for the David G. Stone K- 12 Career and Technical Education Instructor/Administrator of the Year Award. Nominees will represent individuals whose programs are directly connected to placement of their students in a training, career and technical education program or apprenticeship.

Recipients of this award must have made significant contributions toward innovative programs that are serving to improve and promote career and technical education.

CRITERIA

- 1) **PROFESSIONAL PRACTICE:** The nominee demonstrates instructional expertise, creativity, and innovation. The nominee is an instructional leader at the local, state, and/or national level.
- 2) **COMMUNITY ENGAGEMENT:** The nominee frequently interacts with community members on substantive education issues. The nominee identifies and helps to bring community resources to students in both formal and informal settings.
- 3) **LEADERSHIP IN PROFESSIONAL DEVELOPMENT:** The nominee continually engages in experience to improve his or her practice and to gain new skills and knowledge. The nominee shares this new learning with colleagues in a variety of venues. The nominee's participation in and commitment to professional development has a visible impact on his or her institution, student, and community.
- 4) **ATTENTION TO DIVERSITY:** The nominee works to provide a learning environment that meets the needs of all students, regardless of differences. The nominee uses a variety of techniques to effectively address students' different learning styles and needs. The nominee recognizes and explicitly addresses the full array of values, cultures, and experiences represented in our diverse modern society, through curriculum, instruction and/or administration and in other interactions with students.

NOMINEE ELIGIBILITY

Individuals employed as classroom/laboratory instructors or administrators in a K-12 vocational technical career education program are eligible recipients for this award..



Alaska Workforce Investment Board
David G. Stone
Post-Secondary
Career and Technical Education Instructor/Administrator of the Year Award
Criteria

PURPOSE

The AWIB supports education and training that leads to employment and careers. To support this mission, the AWIB is soliciting nominations for the David G. Stone Post-Secondary Instructor/Administrator of the Year Award. Nominees will represent individuals whose programs are directly connected to training, a career and technical education program or apprenticeship.

Recipients of this award must have made significant contributions toward innovative programs that are serving to improve and promote career and technical education.

CRITERIA

- 1) **PROFESSIONAL PRACTICE:** The nominee demonstrates instructional expertise, creativity, and innovation. The nominee is an instructional leader at the local, state, and/or national level.
- 2) **COMMUNITY ENGAGEMENT:** The nominee frequently interacts with community members on substantive education issues. The nominee identifies and helps to bring community resources to students in both formal and informal settings.
- 3) **LEADERSHIP IN PROFESSIONAL DEVELOPMENT:** The nominee continually engages in experience to improve his or her practice and to gain new skills and knowledge. The nominee shares this new learning with colleagues in a variety of venues. The nominee's participation in and commitment to professional development has a visible impact on his or her institution, student, and community.
- 4) **ATTENTION TO DIVERSITY:** The nominee works to provide a learning environment that meets the needs of all students, regardless of differences. The nominee uses a variety of techniques to effectively address students' different learning styles and needs. The nominee recognizes and explicitly addresses the full array of values, cultures, and experiences represented in our diverse modern society, through curriculum, instruction and/or administration and in other interactions with students.

NOMINEE ELIGIBILITY

Individuals employed as classroom/laboratory instructors or administrators including training coordinators and training directors in a post-secondary training, career and technical education program or apprenticeship are eligible to receive this award.



**Alaska Workforce Investment Board
David G. Stone
Employer of the Year Award
Criteria**

PURPOSE

The strength of the Alaska workforce system is dependent on the collaboration that exists between workforce professionals, employers, employees, economic developers, and training and education providers. The David G. Stone Employer of the Year Award recognizes a private sector employer whose efforts and initiatives have had an extraordinary effect on the state of Alaska, other employers, workers, and communities where the employer conducts business.

CRITERIA

Recognition may be based on the employer's efforts in areas, including, but not limited to:

- Training and retaining employees
- Upgrading employer's workforce skills
- Increasing Alaska resident hire
- Job creation or redesign
- Child care solutions
- Job sharing and telecommuting
- Activities with students, schools, colleges, training providers, and workforce education or development programs
- Community involvement or collaboration

NOMINEE ELIGIBILITY

Nominees must be an employer providing jobs to Alaskans. The employer should have demonstrated support for the public workforce system. The employer should not have any significant wage and hour, equal opportunity, unemployment insurance, or other violations identified by the state.

ACTION ITEMS



**Policy 100-2019 One-Stop Procurement
Procedure Policy**

State of Alaska Department of Labor and Workforce Development

| | |
|---|-------------------------|
| Division: Alaska Workforce Investment Board (AWIB) | Policy: 100-2019 |
| Subject: One -Stop Operator(s) Procurement Procedure | Pages: 4 |
| Reference: WIOA sec. 121(d)(2)(A) Procurement of One-Stop Operator State Procurement Code (AS 36.30,2 AAC 12 and AAM 81/82) | Effective: |
| Approved: | |
| _____ | _____ |
| Louise Dean, AWIB Executive Director | Date |
| _____ | _____ |
| Larry Bell, AWIB Chair | Date |

1. Purpose

To communicate the process used by the Alaska Workforce Investment Board (AWIB) for the procurement and selection of one-stop operator(s) under the Workforce Investment and Opportunity Act (WIOA).

This policy is in effect for all future competitive bid processes for one-stop operator(s).

2. Background

WIOA changed the law and rules governing procurement and selection of One-Stop operator(s) and the individuals/groups allowed to serve as operators. The Office of Management and Budget (OMB) Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (commonly known as the OMB Super Circular) also changed procurement requirements and consolidated eight previous circulars into one Uniform Guidance document, amongst other changes.

Local Workforce Development Boards (WDBs) must select their One-Stop operator(s) through a competitive process at least once every four years (WIOA sec. 121(d)(2)(A)). The competitive process must comply with 2 CFR § 200, including the Department of Labor specific requirements at 2 CFR part 2900. As part of that competitive process, Local WDBs are required to clearly articulate the expected role(s) and responsibilities of the One-Stop operator(s) (20 CFR § 678.620(a)) and include the role(s) and responsibilities in the resulting contract or agreement. Procurements by State agencies must conform to State Procurement Code (AS 36.30, 2 AAC 12 and AAM 81/82) as discussed and agreed to by the Federal

liaison last time this was solicited. Use of these State policies would satisfy the general requirements contained within WIOA as verified through conversations during the previous solicitation process.

3. Policy

- a. The AWIB must have local procurement policies that adhere to applicable sections of federal law and regulations and state policy in selecting One-Stop operator(s) under WIOA. State Procurement Code governs all procurements conducted by State personnel so there is no need for additional policies regarding procurement.
- b. The AWIB must document, in writing, (1) efforts to identify the availability of one-stop operator(s) and (2) the allowable processes used to select one-stop operators and how they were followed, including procurement processes (including selection criteria by which bids were scored), where applicable. All of this documentation must be maintained and provided to the State upon request. Due to the overall value and complexity of this matter, the DOLWD Procurement Officer is the only person with the delegation and certification required to manage this project.
- c. Federal Requirements
 - i. Procurement of One -Stop Operator(s)

A. One-Stop operator(s) must be designated and certified through a competitive procurement process. LWDBs must be able to document, in writing, that they made their board members and the public aware of the competitive process to be used. That includes providing at least 30-day public notice through media where prospective local, state, and national bidders typically identify such opportunities (e.g., local print newspapers, on-line newspapers, LWDB web sites, other community web sites, etc.). Solicitations must include the selection criteria to be used in the process and must be maintained as part of the documentation. AS 36.30.130 and 2 AAC 12.130 govern the public notice requirements for solicitations of this size. The minimum time required for these documents to be posted is 21 days, and solicitations can be open for longer than that. Besides the requirement to post on the Online Public Notice website (AS 44.62.175), the use of a periodical or newspaper which would reach prospective bidders is also an option. Other sites of limited scope or distribution would not meet the general requirements for public notice

B. The competitive process used by LWDBs to procure one-stop operator(s) must be conducted at least once every four years and follow the principles of competitive procurement set forth in Uniform Administrative Guidance at 2 CFR 200.318-326.

C. The allowable forms of competitive procurement processes are as follows:

1. Request for Interest
2. Competitive Proposals
3. Sole Source

Sole source can be exercised as per local policies that comply with state and federal procurement laws and regulations and only if documented factors, including published

notice(s) of intent made available to the public for at least 30 days in media where prospective local, state, and national bidders typically identify such opportunities, lead to a determination that only one entity could serve as an operator, compelling circumstances outweigh the delay that would result from a competitive solicitation. As discussed during the previous process, the use of a Request for Interest (RFI) pre-solicitation document is acceptable as a means to determine the potential vendor pool. The recommendations from USDOL after the previous process were to include more detailed information about the dollar value of the potential solicitation, scope of work, work locations, and work requirements. Dependent on the response to the RFI, the State may need to perform a full solicitation or may be able to justify a Single Source determination. As the RFI process is a much less complex process, this would be a good first step.

a. Local Procedures

i. Competitive Bid Process

A. Proposal Evaluation Committee

1. The AWIB will work with the State of Alaska procurement office to facilitate the vendor selection process. The required public notice process is the only method of determining potential vendors for a solicitation of this size and complexity. Use of a pre-selected vendor pool would not be acceptable in this case.

2. The procurement office will select 2 individuals from the AWIB to assist in the scoring of proposals. Proposal Evaluation Committees (PECs) for a solicitation of this size would typically include a minimum of 3 State personnel or public officials (2 AAC 12.260). The Procurement Officer would not be a member of the PEC as they would be responsible for determination of proposal responsiveness, verification of the Cost Proposal, and management of the overall PEC process.

3. The procurement office will keep notes on the process that will be made available for State or Federal inspections as needed. The notes will not be made public prior to the Operator(s) award as this would compromise the procurement process. Notes can be made available upon request once contract award is made and approved by the appropriate parties. Proposals submitted as well as any notes are considered public at the point of issuance of the Notice of Intent to Award document. The issuing of this document also starts the protest period.

4. Members of the Proposal Evaluation Committee will sign a specific declaration of no conflict as it relates to the procurement process.

B. Request for Proposals

1. The Proposal Evaluation committee will work with the state procurement office to create and issue a Request for Proposals (RFP).

2. The RFP will be emailed to Board Members, Chief Elected Officials, Partner Agencies, and to potential bidders who have requested to be on the local bidders'

lists. Following distribution, the RFP shall be posted on the Board's website and a notice provided in a local newspaper and on the State's website.

C. Selecting the One-Stop Operator

1. The Proposal Evaluation Committee will review and score all proposals and submit a selection recommendation to the Executive Committee or full Board and to the Chief Elected Official. The Governor's approval will be sought, if applicable. The PEC reports its final evaluation scoring to the Procurement Officer for determination of the Most Advantageous offeror. The Board would have the final approval to move forward based on this selection. If the decision is made to move forward, and after the protest period has expired, the Procurement Officer will prepare a written contract for review and acceptance by the selected vendor. This contract will then be approved by the appropriate State officials.

ii. Contracting Procedures

A. Once the Board and the Chief Elected Official validate the recommendation, a contract and/or one-stop operator agreement will be prepared and negotiated.

iii. Performance Monitoring

A. The AWIB evaluates and certifies one-stop sites for effectiveness, including customer satisfaction, physical and programmatic accessibility, and continuous improvement.