

ALASKA WORKFORCE  
INVESTMENT BOARD  
MEETING

OCTOBER 28, 2021  
8:30 AM  
MICROSOFT TEAMS



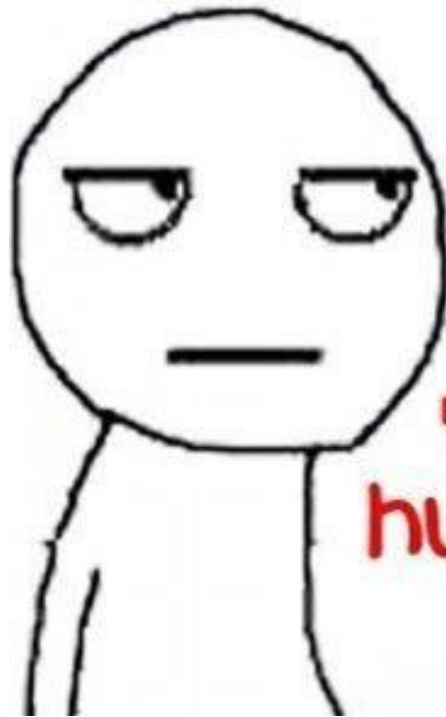
# Economic Update and What the Data Tell us About the Strange Shortage of Job Applicants

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Alaska Workforce  
Investment Board Meeting  
October 28, 2021

Dan Robinson, Research Chief  
Alaska Department of Labor  
and Workforce Development

I hate when people see me  
at the super market & they  
are like:



"hey what are  
you doing here?"

and I'm just like:

"Oh you know,  
hunting elephants."

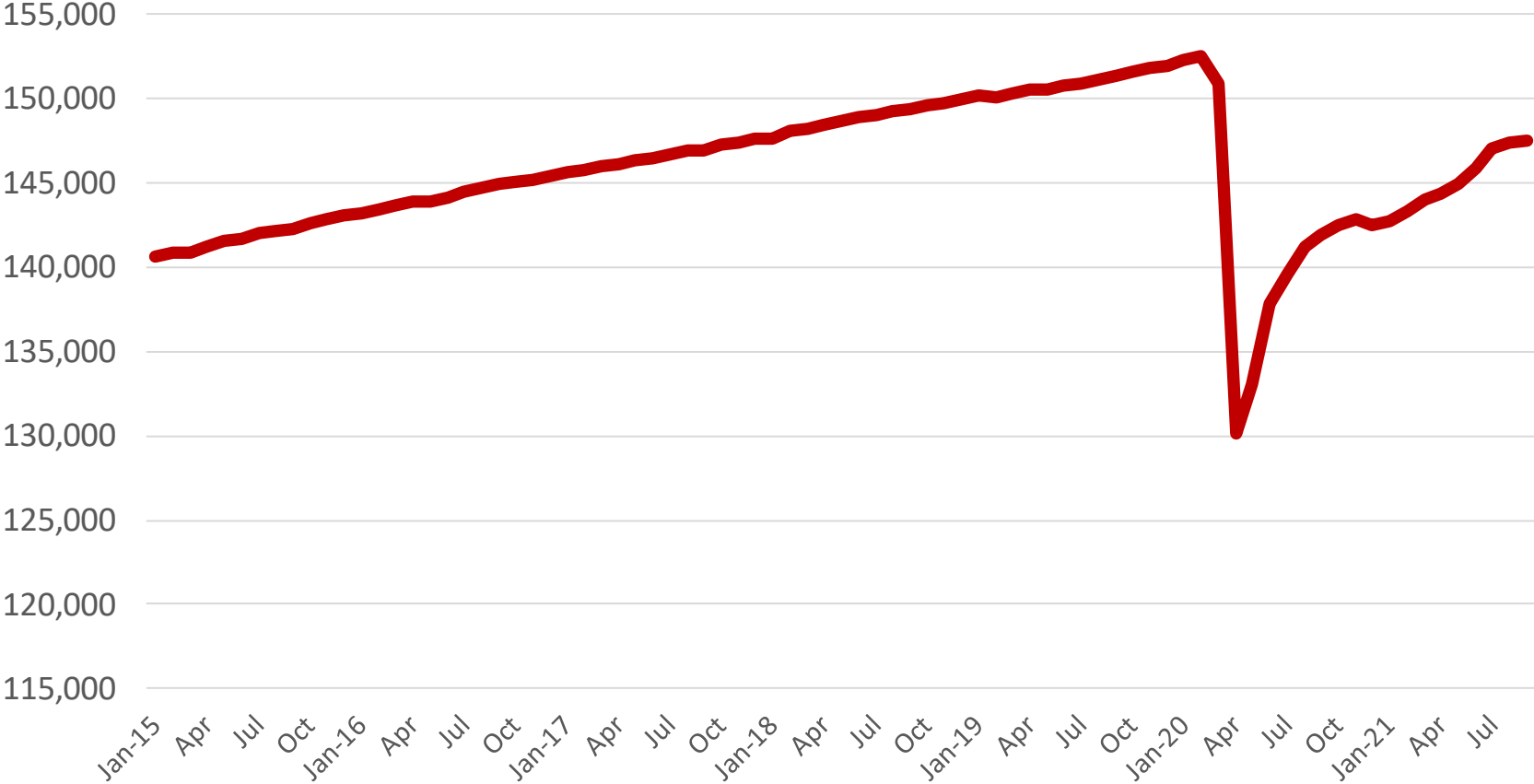
So what are WE doing here at an Alaska Workforce Investment Board meeting?

What happens if we do an especially *poor* job investing in the workforce and the other things spelled out for us in statute (develop policy for effective employment and training, advise the governor, etc.)?

What happens if we do an especially good job investing in the workforce?

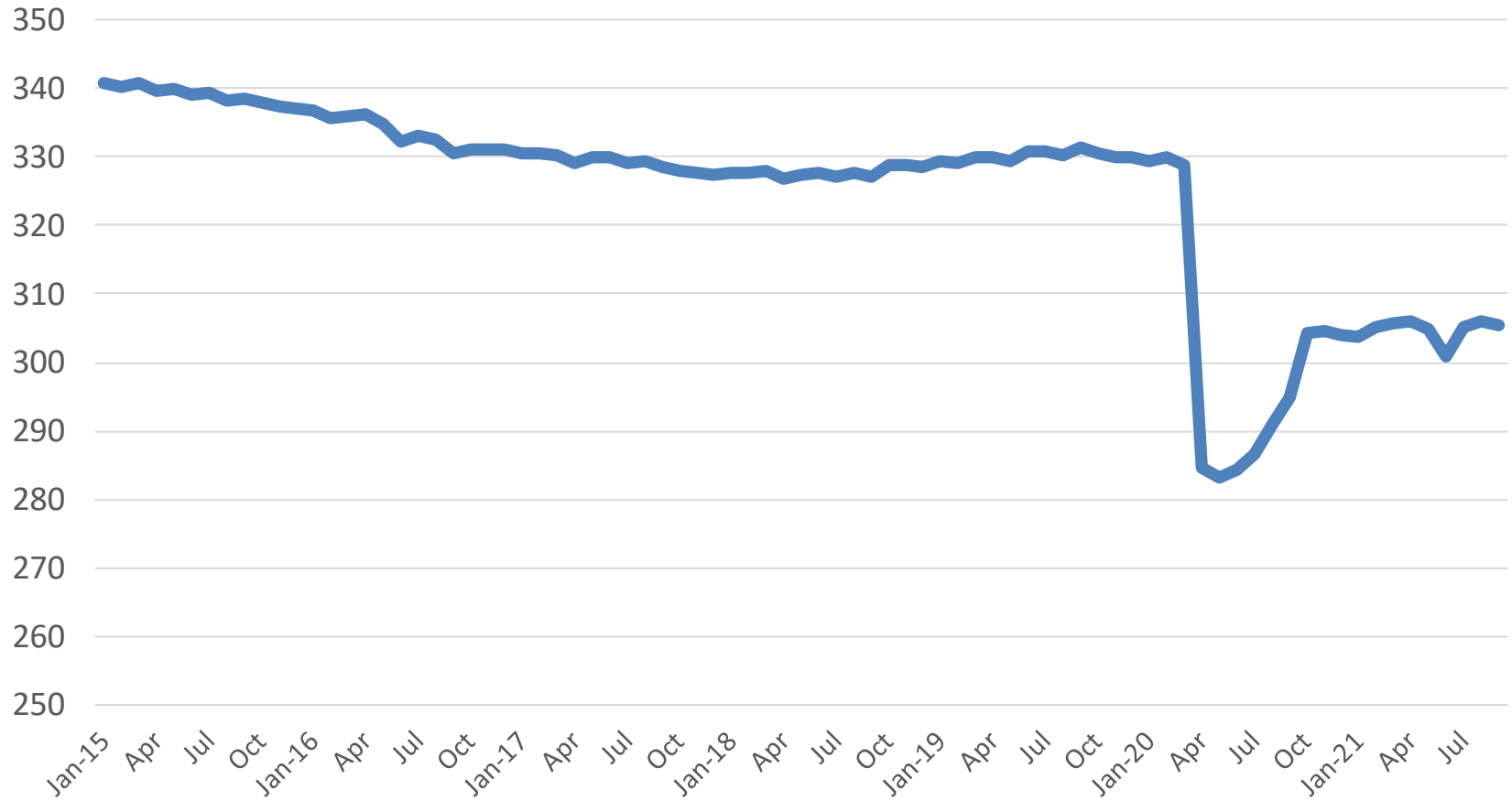
# A brief update on where we are with job numbers

U.S. Jobs, January 2015-September 2021



# A brief update on where we are with job numbers

Alaska Jobs, January 2015-September 2021



What differences do you notice between the two?

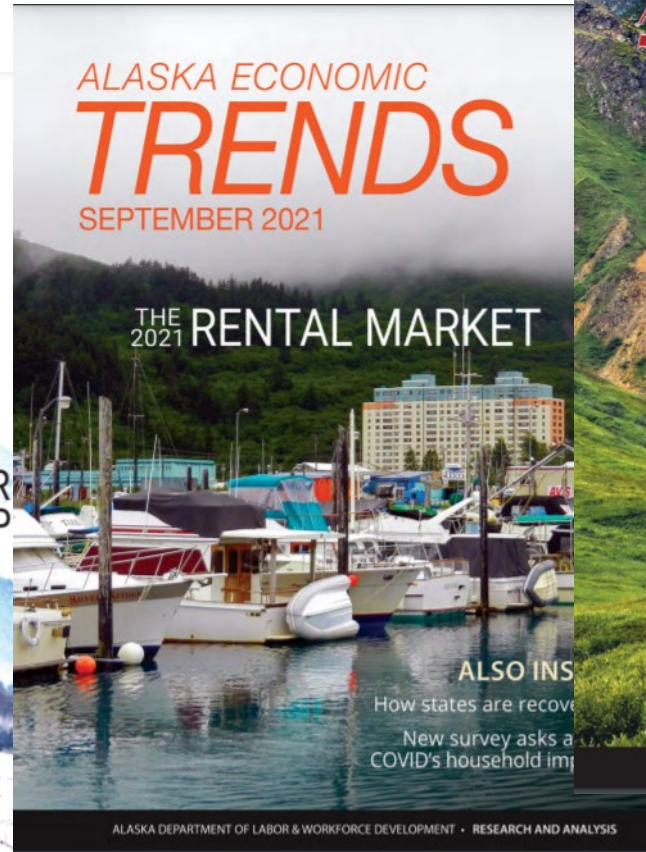
So far, U.S. has recovered 77 percent of the jobs lost because of COVID.

So far, Alaska has recovered 46 percent of the jobs lost because of COVID.

What other differences do you notice?

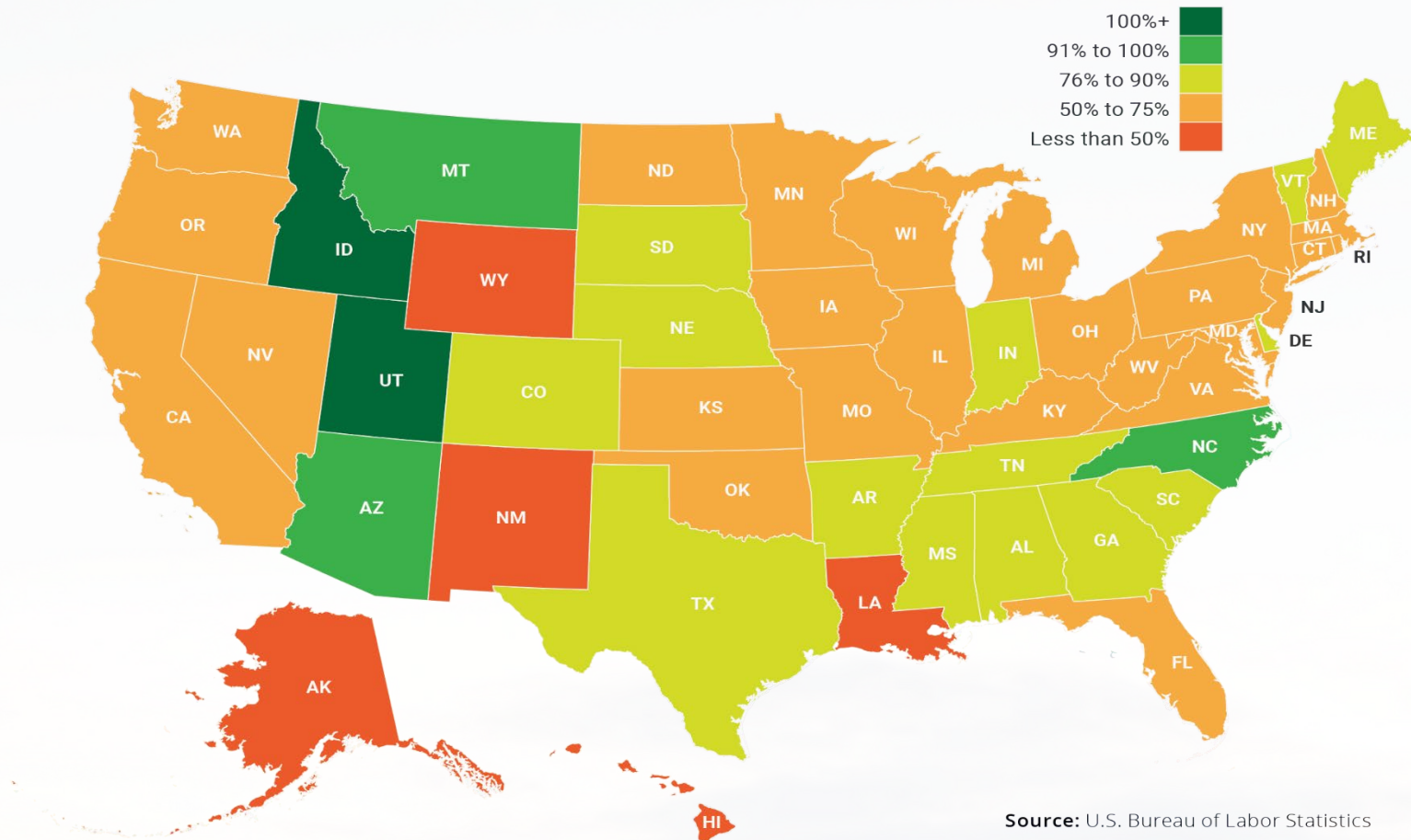


A reminder of what we do *partly* for you:



# From the September issue of *Trends*:

Percentages of COVID-related job loss that states had recovered as of July



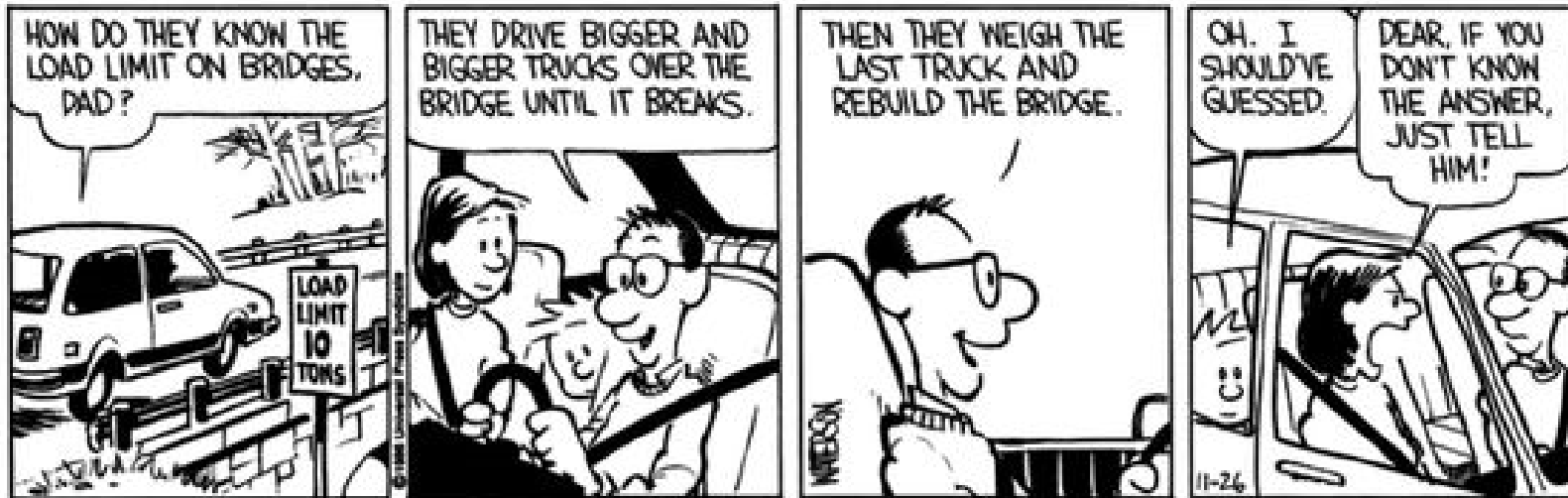
Source: U.S. Bureau of Labor Statistics

Okay, now to the big question ...

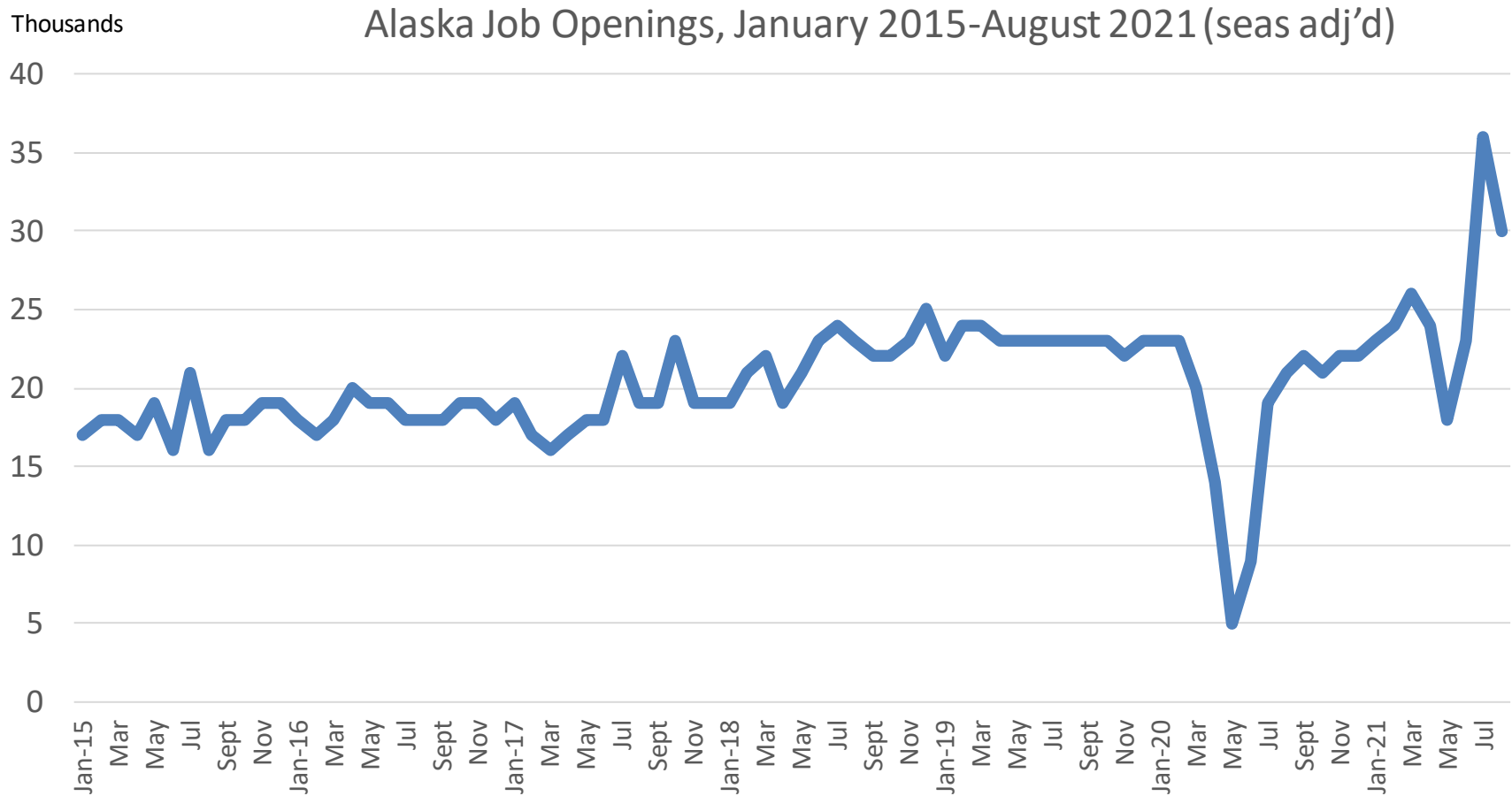
Where are all the workers/applicants for jobs?

And how long can they stay on the sidelines (or wherever they are)?

# Humility's in order here ...



# Let's first confirm that something real and big IS happening:



Let's first confirm that something real and big IS happening:

Lots and *lots* of anecdotes, media coverage, public comment to legislators, etc. confirms that something's happening.

Moving now to the why and, maybe more importantly, the *how long can it last* questions ...

In no particular order, the likely reasons people are staying on the sidelines include:



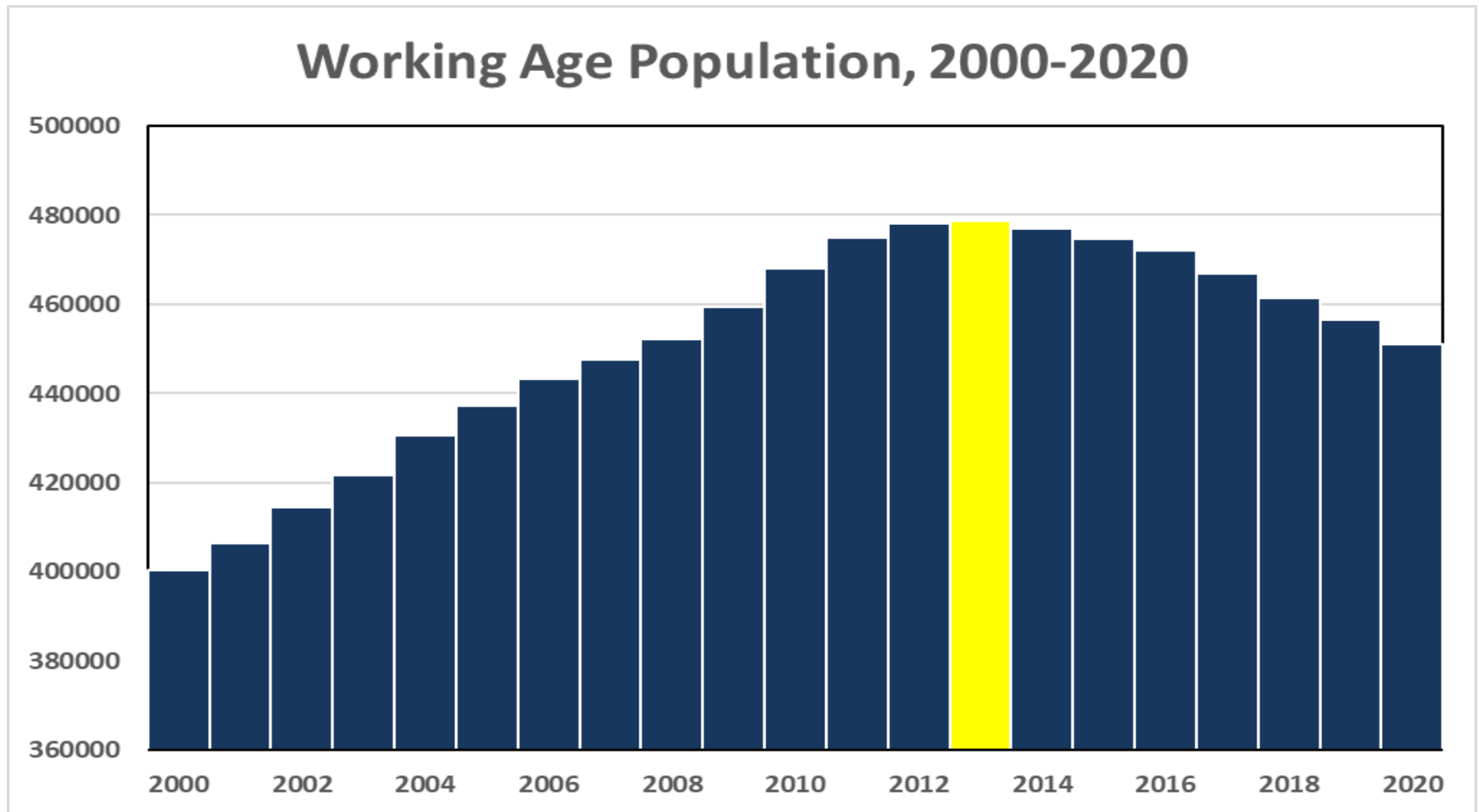
In no particular order, the likely reasons people are staying on the sidelines include:

1. COVID-19 health and safety concerns
2. Fundamental changes in the nature of certain types of jobs
3. Generous federal relief (extra UI, suspension of student loan payments, direct checks, new and regular child tax credits, moratoriums on evictions and foreclosures, etc.) combined with fewer opportunities to spend money
4. A new insistence on more meaningful work

How long should we expect this “job seekers market” to last?

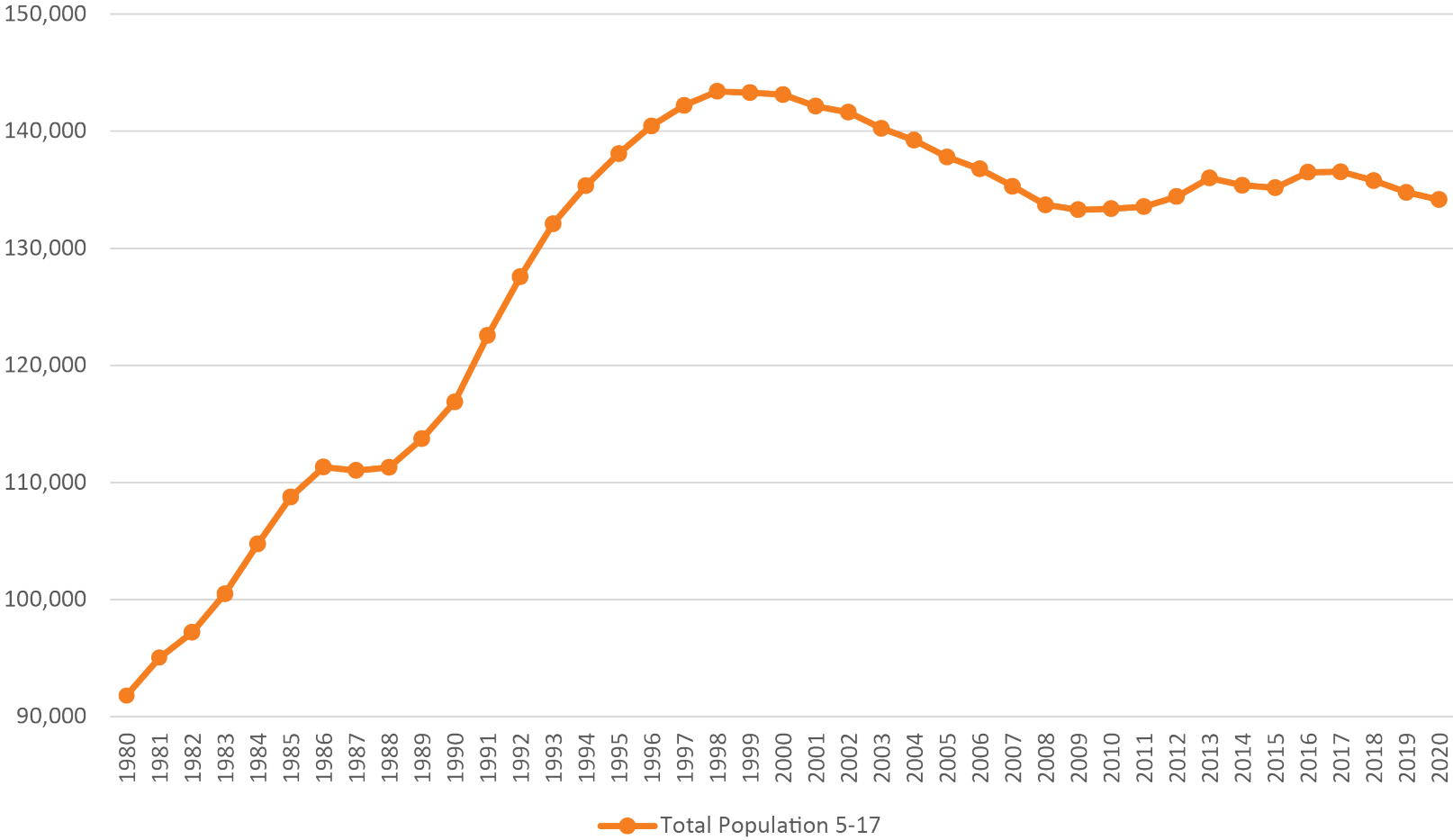
- This strange period where even with big job losses, household incomes and checkbook balances went UP will wind down fairly quickly (with child tax credit being one exception).
- COVID concerns will gradually ease (a lot of uncertainty here, obviously).
- The amorphous quest for meaning is least certain in terms of duration.

Some pre-COVID trends that will make things worse for a while:



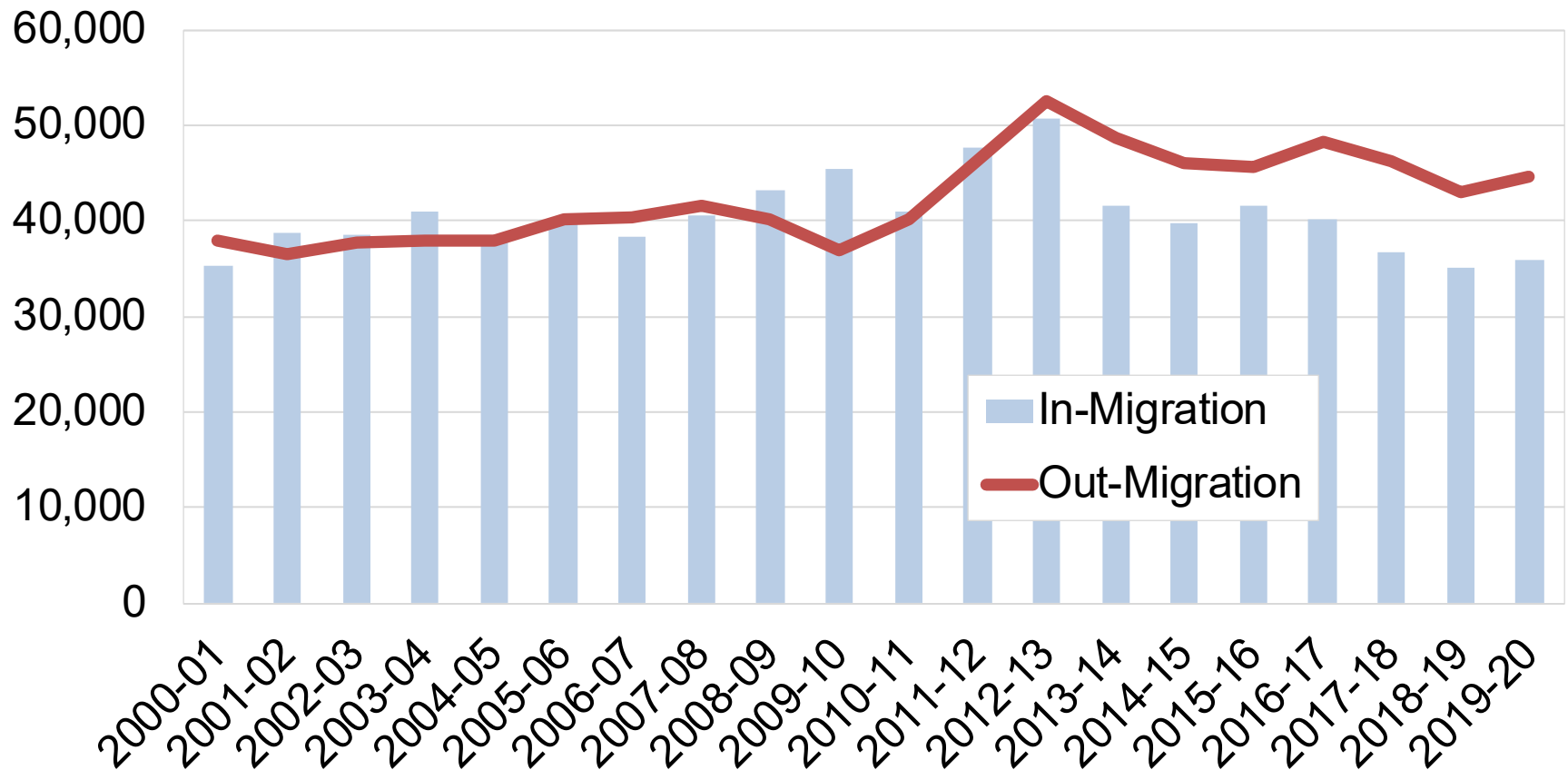
# Some pre-COVID trends that will make things worse for a while:

### Total Population 5 to 17 years old



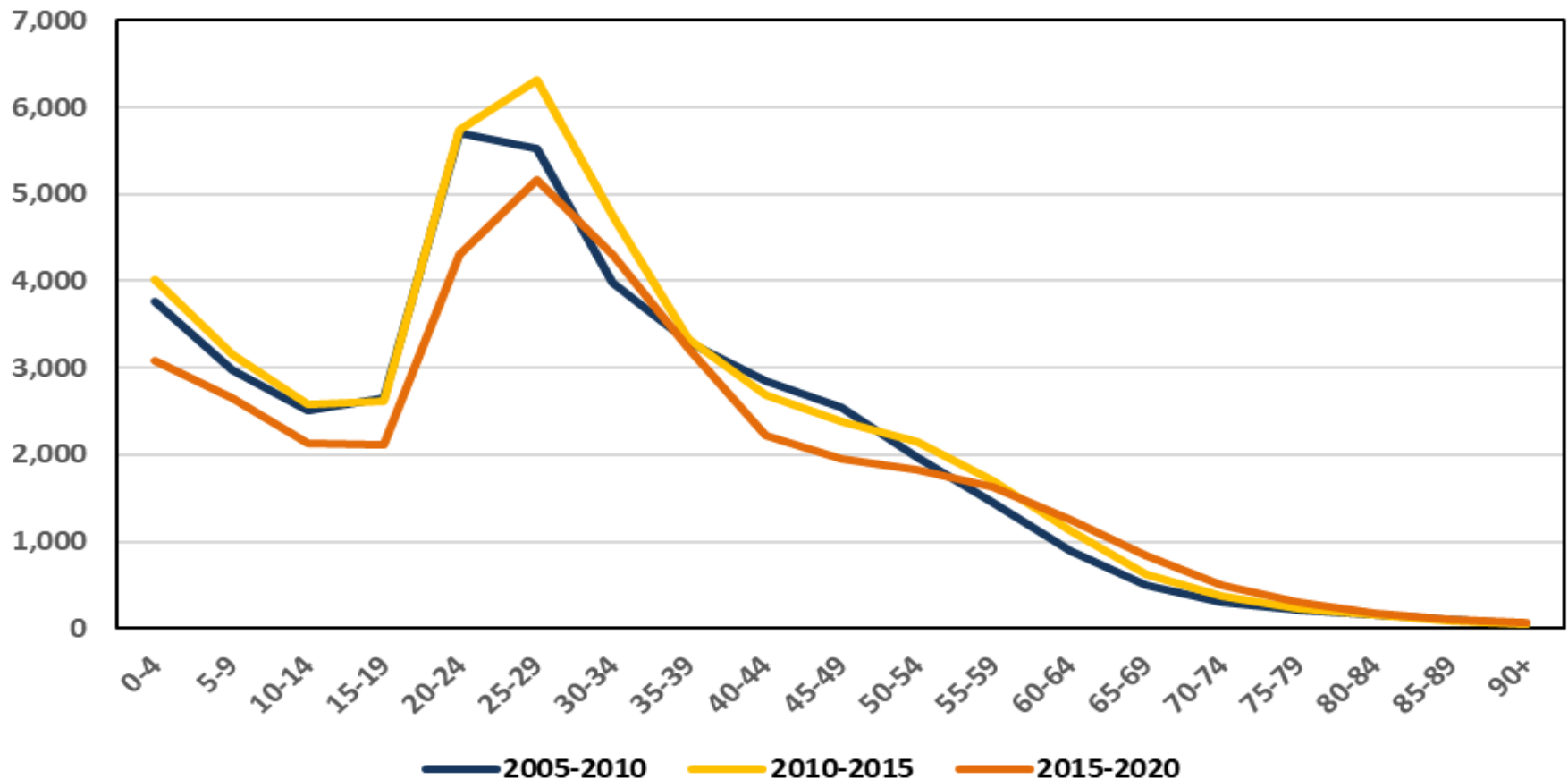
# Some pre-COVID trends that will make things worse for a while:

## Alaska In- and Out-Migration Since 2000



# Some pre-COVID trends that will make things worse for at least a while:

In Migration 2005-2010, 2010-2015, 2015-2020



## Attempting to synthesize all that ...

- For many reasons, the job *market* will favor job seekers for both the short-term and medium-term future.
- Businesses and government and nonprofits and everyone else who wants to hire is going to have to compete harder than they're used to for the available workers (with higher wages, but there are plenty of other options, too, though few of them are without cost).

Questions or if you just want to say hello:

[Dan.Robinson@Alaska.gov](mailto:Dan.Robinson@Alaska.gov)

907-465-6040



# ALASKA WORKFORCE INVESTMENT BOARD CALENDAR

# 2022

## January

- 1 - New Year's Day (observed 12/31/2021)
- 17 - Martin Luther King Jr. Day
- 18 - 33rd State Legislative Session (Beginning)

## February

- 21 - President's Day

## March

- 15 - APOC Forms Due
- 28 - Seward's Day

## April

## May

- 18 - 33rd State Legislative Session (Ending)
- 30 - Memorial Day

## June

## July

- 4 - Independence Day

## August

## September

- 5 - Labor Day

## October

- 18 - Alaska Day
- 30 - WIOA Annual Report Due

## November

- 11 - Veteran's Day
- 24 - Thanksgiving Day

## December

- 26 Christmas Day (observed)

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ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT

- Legislative Committee - At the call of the Chair
- Executive Committee - 2nd tuesday of each month, 1:30 pm or as noted
- Workforce Readiness/Employment/Placement Committee (WREP) - 3rd Thursday of each odd month, 9:30 am
- Policy/Planning Committee - 4th Thursday of each odd month, 1:30 pm \*\*except November
- Assessment/Evaluation Committee - 3rd Thursday of each odd month, 3:00 pm
- AWIB Business Meetings - At the call of the Chair (normally February, June, October)
- Observed Holidays - AWIB staff office is closed
- 33rd State Legislative Session (January 18, 2022 through May 18, 2022)

**RESOLUTION NUMBER 21-02**  
**RESOLUTION In Support of National Apprenticeship Week**

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;

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

WHEREAS, the public workforce system is playing a leadership role in meeting the demands of the 21st century economy by catalyzing the implementation of innovative talent development and lifelong learning strategies that will enable Alaskan workers to advance their skills and remain competitive in the global economy; and registered apprenticeship, a critical postsecondary vocational education, training and employment option available in every state in the country, is an important component of these talent development strategies;

WHEREAS, Alaskan employers hire Registered Apprentices today and offer training in over 80 occupations including construction, health care, transportation, oil & gas, mining, maritime, communications, education, and hospitality; and Alaska employers have created nearly 800 new apprenticeships over the past year; and

WHEREAS, the Alaska WIOA State Plan incorporates strategies to engage industry-sector partnerships, expand registered apprenticeships and pre-apprenticeships, and aligns registered apprenticeship opportunities with WIOA services;

WHEREAS, National Apprenticeship Week (NAW) is November 15-21, 2021. This is a national week – long event that highlights the benefits of apprenticeship in preparing a highly skilled workforce to meet the talent needs of employers across diverse industries;

NOW THEREFORE BE IT RESOLVED that the AWIB officially supports National Apprenticeship Week, November 15-21, 2021.

**CERTIFICATION**

The Alaska Workforce Investment Board held a meeting duly and regularly called, noticed, and convened this 28th day of October 2021 and the foregoing Resolution was adopted unanimously at said meeting.

Signed this 28th day of October, 2021.

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Brenda Pacarro, Chair  
Alaska Workforce Investment Board

## **Proposed Changes Relating to Recommended Improvements to the Technical Vocational Education Program (TVEP) Reporting Requirements**

The Alaska Department of Labor and Workforce Development, Alaska Workforce Investment Board, proposes to adopt regulation changes in Title 8 of the Alaska Administrative Code, dealing with the Technical Vocational Education Program (TVEP), including the following:

(1) 8 AAC 86.100 is proposed to be amended as follows: A technical and vocational education entity receiving funding under the Alaska technical and vocational education program in AS 23.15.835(d) through the department shall enter into a grant agreement with the department, and those receiving funding directly from the state shall enter into a Memorandum of Understanding with the department each fiscal year. If an entity receiving funding directly already has an MOU in place with the department that includes information required under AAC 86.110, a new MOU is not required. If any TVEP fund recipient does not enter into a grant agreement or MOU, then the penalty outlined in AS 23.15.835(h) can be applied.

(2) 8 AAC 86.110 is proposed to be amended as follows: Grant agreements or Memorandums of Understanding between the department and each technical and vocational education entity receiving funding under the Alaska technical and vocational education program in AS 23.15.835(d) shall outline the program participant and financial data reporting requirements necessary to verify the performance of the program. If any TVEP fund recipient does not provide the information required under the agreement, then the penalty under AS 23.15.835(h) can be applied.

Register \_\_\_\_\_, \_\_\_\_\_ 2021 LABOR AND WORKFORCE DEV.

8 AAC 86.100 is amended to read:

**(a) A technical and vocational education entity receiving funding under the Alaska technical and vocational education program in AS 23.15.835(d) through the department shall enter into a grant agreement with the department, and those receiving funding directly from the state shall enter into a Memorandum of Understanding with the department each fiscal year. If an entity receiving funding directly already has an MOU in place with the department that includes information required under AAC 86.110, a new MOU is not required. If any TVEP fund recipient does not enter into a grant agreement or MOU, then the penalty outlined in AS 23.15.835(h) can be applied** [SEEKING A GRANT UNDER THE ALASKA TECHNICAL AND VOCATIONAL EDUCATION PROGRAM ESTABLISHED IN AS 23.15.820 – 23.15.850 SHALL SUBMIT A GRANT APPLICATION TO THE DEPARTMENT. THE BOARD WILL CONSIDER FUNDING FOR EACH FISCAL YEAR ONLY THOSE GRANT APPLICATIONS RECEIVED BY THE DEPARTMENT NO LATER THAN JULY 30 OF THAT FISCAL YEAR].

8 AAC 86.100 is amended by adding a new subsection to read:

(b) A grant agreement or Memorandum of Understanding as outlined in section (a) shall be executed no later than July 30 of the fiscal year. (Eff. 4/18/2002, Register 162; am 12/24/2004, Register 172; am \_\_\_/\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:** AS 23.15.820 AS 23.15.840

Register \_\_\_\_\_, \_\_\_\_\_ 2021 LABOR AND WORKFORCE DEV.

8 AAC 86.110(a) is amended to read:

(a) **Grant agreements or Memorandums of Understanding between the department and each technical and vocational education entity receiving funding under the Alaska technical and vocational education program in AS 23.15.835(d) shall outline the program participant and financial data reporting requirements necessary to verify the performance of the program. If any TVEP fund recipient does not provide the information required under the agreement, then the penalty under AS 23.15.835(h) can be applied** [WHEN COMPOSING THE PRIORITY LIST REQUIRED UNDER AS 23.15.840(F), THE BOARD WILL CONSIDER THE CURRENT LIST OF TARGETED PROJECTS OR SERVICES SPECIFIED IN 8 AAC 87.110(A)].

8 AAC 86.110(b) is repealed.

(b) repealed \_\_\_/\_\_\_/\_\_\_\_. (Eff. 4/18/2002, Register 162; am 12/24/2004, Register 172; am \_\_\_/\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:** AS 23.15.820 AS 23.15.840



**MEMORANDUM**

**Date:** May 14, 2018

**To:** Heidi Drygas, Commissioner

**From:** Larry Bell, Chair, Alaska Workforce Investment Board (AWIB) *Larry Bell*

**Re:** Recommended Improvements to the Technical Vocational Education Program (TVEP)  
Reporting Requirements

During the 2017 legislative process that reauthorized TVEP through June 30, 2020, questions relating to the program's performance reporting were raised by the legislature. The Department of Labor and Workforce Development (DOLWD) committed to work with the AWIB to evaluate TVEP's reporting requirements for potential changes.

The goal of the AWIB review is to make recommendations to program reporting that ensures program accountability, and to provide lawmakers with the information they need to determine if TVEP funds are being used efficiently and effectively. To that end, the AWIB Executive Committee (ExCo) has been, on a monthly basis, working with DOLWD staff to examine TVEP. The committee has reviewed the program's statutes and regulations, known reporting challenges, grant administration processes, and prior reports. ExCo also engaged with the TVEP fund recipients, via a written survey, to solicit their feedback on the program. The ExCo's recommendations were also considered by the AWIB's Assessment and Evaluation committee, and TVEP recipients were provided an opportunity for review and comment. Final ExCo recommendations were reviewed and endorsed by the full board at our May 11, 2018 meeting.

It is notable that the AWIB's review process focused on the program's reporting requirements. Some of the current TVEP statutes and regulations were set up with language implying that program funds would be awarded via a competitive grant process – given that is not the case and grants are to named recipients in statute, the AWIB also recommends that the department consider updates/improvements to the program statute and code to better reflect actual fund administration practices.

Attached for your consideration is a table that outlines the AWIB's recommended revisions to TVEP's statute and to the program's administrative code (regulations). The table also includes some general recommendations for the program's narrative report.

The AWIB appreciates the opportunity to review this important program.

**Alaska Workforce Investment Board**  
**TVEP Reporting Requirement Recommendations**  
05/01/18

Existing requirements for annual report per Alaska Statute 23.15.835(e)	Proposed Revision	Notes	Reporting challenge addressed
(1) the percentage of former participants in the program who have jobs one year after leaving the program;	<b>Suggest changing to:</b>  the percentage of former participants employed within the year after leaving the program	<i>Within the year vs. one year after</i> makes the data better depict employment outcomes.  With the proposed language, employment data will be collected for the 12 months following a participant’s exit from the program, vs. the current language wherein R&A is only looking at the 4 <sup>th</sup> quarter of the year following program exit.	For the percentage employed “one year” after exit performance measure, R&A identifies, using available UI data, the percentage of participants that worked in the <u>fourth quarter</u> after they completed training. Given the seasonality of Alaska’s jobs, looking at only three months for employment outcomes will not provide an adequate picture.
	<b>Propose adding to statute:</b> Percentage of former recipients engaged in continuing training/education within the year after leaving the program	While R&A won’t be able to capture <i>all</i> continuing education/training, this will avoid negatively skewing results by only looking at those who are employed after education/training.  This requirement should include secondary and post-secondary participants.	Current reporting only looks at employment and wage outcomes and does not capture program participants that are in continuing education or training. By including this outcome, a more inclusive picture of participant outcomes is portrayed.
(2) the median wage of former participants seven to 12 months after leaving the program;	<b>Suggest changing to:</b>  the median wage of former participants the	Using “the year” allows R&A to use wage data based on the 12 months following program exit vs the existing “7-12 months” requirement. This data better depicts wage outcomes.	Current reporting only shows 6 months of wages (months 7-12 following program exit). This is confusing to people and it only focuses on particular

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 05/01/18

	<p>year after leaving the program</p>	<p>As the wage data collected by R&amp;A does not indicate the number of hours worked, whether a person worked part time or full time cannot be reported.</p>	<p>quarters after exit instead of capturing the full year.</p>
<p>(3) the percentage of former participants who were employed after leaving the program who received training under the program that was related or somewhat related to the former participants' jobs seven to 12 months after leaving the program;</p>	<p><b>Suggest cutting this measure altogether</b></p>	<p>TVEP funded job training can support a participant's entry into a variety of occupations, even if there is not a direct connection to an occupational category.</p> <p>For example: A person with a certificate in carpentry has a training-related job if he or she is a carpenter. However, if the person is a construction laborer, then the occupation is not considered to be related to the education even though the skills learned in the carpentry class apply to the construction laborer occupation.</p> <p>R&amp;A uses occupational codes that employers assign to their employees to attempt to respond to this measure. There are several challenges with this:</p> <ul style="list-style-type: none"> <li>- Codes available may not accurately reflect what the position does</li> </ul>	<p>This metric has been a subject of interest in recent legislative reauthorizations. DOLWD has not been able to report on the individual TVEP recipient institutions' percentage of participants that are employed in an occupation related or somewhat related to their program of study because there is not appropriate data to do so.</p>



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**TVEP Reporting Requirement Recommendations**  
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		<ul style="list-style-type: none"> <li>- There is not a current or accurately defined crosswalk between the occupational codes and TVEP funded training programs.</li> <li>- R&amp;A relies on employer UI reports and not all employers provide occupational information for their employees. R&amp;A actively tries to gather missing data from employers but is not always successful.</li> </ul>	
<p>(4) a description of each vocational education course funded through the allocation set out in (d) of this section that permits high school students to earn dual credit upon course completion, and the number of high school students who earned dual credit in the past year.</p>	<p><b>Suggest changing to:</b></p> <p>provide a list of articulation agreements and related courses funded through the allocation set out in (d) of this section that permits high school students to earn dual credit upon course completion, the number of high school students who earned dual credit in the past year, and the total number of dual credits earned by program participants in the past year.</p>	<p>Providing individual course descriptions and each articulation agreement would result in a very long report. Asking for a list of each and the number of students served gets the same result. Moreover, including the number of dual credit hours earned along with the number of HS students earning dual credit can better depict how the articulation agreements are being utilized.</p>	<p>This proposed revision will align the statute with actual reporting practices, while still providing meaningful information.</p> <p>While DOLWD does ask fund recipients to confirm that they have and provide a list of articulation agreements as part of the fund administration and reporting process, DOLWD does not collect course descriptions and copies of each articulation agreement.</p>

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<p>(5) a copy of any articulation agreement established under (g) of this section that either was in effect for the preceding year or is in process for the next year of funding, and the number of high school students who earned dual credit under each articulation agreement; and</p>	<p><b>Suggest cutting this requirement and combining it with the previous measure</b></p>		
<p>(6) the performance and financial information needed to verify the performance of the program as specified by the department by regulation</p>	<p>No proposed change</p>	<p>This requirement gives DOLWD the authority to obtain data from TVEP recipients necessary for consistent reporting in response to legislative inquiries.</p>	
<p><b>Existing Regulation in Alaska Admin. Code 86.100-900</b></p>	<p><b>Proposed Revisions</b></p>	<p><b>Notes</b></p>	<p><b>Reporting Challenge Addressed</b></p>
<p><a href="#">8 AAC 86.100. Application deadline</a>  A technical and vocational education entity seeking a grant under the Alaska technical and vocational education program established in <a href="#">AS 23.15.820</a> -</p>	<p><b>Suggest changing to:</b>   <b>8 AAC 86.100. General requirements</b>   (a) A technical and vocational education</p>	<p>The grant agreements/MOU will ensure DOLWD attains names/birthdates for all TVEP participants and budget data from each recipient that will allow for more consistent reporting. Note, an MOU is only required for the recipients for whom DOLWD does not already administer TVEP grants (UA, AVTEC, Galena).</p>	<p>The MOU provision is intended to build consistency between the reporting data that is provided by TVEP recipients that get funding directly and those who get it through DOLWD.   An MOU will also allow R&amp;A to work with TVEP recipients on methods for data sharing that comply with FERPA</p>

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<p>23.15.850 shall submit a grant application to the department. The board will consider funding for each fiscal year only those grant applications received by the department no later than July 30 of that fiscal year.</p>	<p>entity receiving funding under the Alaska technical and vocational education program in AS 23.15.835(d) through the department shall enter into a grant agreement with the department, and those receiving funding directly from the state shall enter into a Memorandum of Understanding with the department each fiscal year. If an entity receiving funding directly already has an MOU in place with the department that includes information required under AAC 86.110, a new MOU is not required. If any TVEP fund recipient does not enter into a grant agreement or MOU, then the penalty outlined in AS 23.15.835(h) can be applied.</p> <p>(b) A grant agreement or Memorandum of</p>	<p>The existing programmatic deadlines are retained and incorporated into the new MOU requirement.</p> <p>DOLWD should develop a formal process for implementing the penalty clause (AS 23.15.835(h)) that includes an appeal process.</p>	<p>requirements. The USDOE does allow data sharing for evaluation purposes.</p>
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**Alaska Workforce Investment Board**  
**TVEP Reporting Requirement Recommendations**  
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	<p>Understanding as outlined in section (a) shall be executed no later than July 30 of the fiscal year.</p>		
<p><a href="#">8 AAC 86.110. Priority for technical and vocational education grant awards</a></p> <p>(a) When composing the priority list required under <a href="#">AS 23.15.840(f)</a>, the board will consider the current list of targeted projects or services specified in <a href="#">8 AAC 87.110(a)</a>.</p> <p>(b) The board will issue its list of priority considerations for the next fiscal year no later than the last day of the regular legislative session.</p>	<p><b>Suggest changing to:</b></p> <p><b>8 AAC 86.110. Agreement requirements</b></p> <p>(a) Grant agreements or Memorandums of Understanding between the department and each technical and vocational education entity receiving funding under the Alaska technical and vocational education program in AS 23.15.835(d) shall outline the program participant and financial data reporting requirements necessary to verify the performance of the program. If any TVEP fund recipient does not provide the information required under the agreement, then the penalty under AS 23.15.835(h) can be applied.</p>	<p>New under this language is that MOU signatories (recipients who receive direct funding) would need to provide program participant data and budget detail in the same format required of TVEP recipients whose funds are administered through DOLWD.</p> <p>DOLWD asks for budget information broken down into 8 categories: 1) personal services, 2) travel, 3) contractual, 4) supplies, 5) equipment, 6) participants support, 7) sub grants, and 8) administration.</p> <p>Changes proposed to AAC 86.100-110 reflect AWIB’s recommendations to strengthen TVEP reporting.</p> <p><i>*** Following any legislative revision to program reporting requirements in statute, it is recommended that DOLWD propose revisions to regulations <a href="#">8 AAC 86.100-900</a> to conform to statutory reporting requirements in 23.15.835 (e).</i></p>	<p>Questions relating to TVEP expenditures are asked during program reauthorization.</p> <p>While 23.15.835 (e) (6) allows the department to seek “performance and financial information needed to verify the performance” of the program, DOLWD currently does not have consistent data from all recipients.</p> <p>The MOU is intended to provide consistent participant and budget data to the department. Having this information will allow DOLWD to provide more consistent data in response to questions from policy makers.</p>

**Alaska Workforce Investment Board**  
**TVEP Reporting Requirement Recommendations**  
05/01/18

Additional Recommendations for the narrative report	Notes	
<p>Include in the annual TVEP report the following information for each <u>region</u> of the state:</p> <ul style="list-style-type: none"> <li>• Population</li> <li>• Average unemployment rate</li> <li>• Basic regional employment forecast</li> </ul>	<p>Including this DOLWD Research and Analysis compiled data in the TVEP report narrative will help frame reporting data related to regional training centers, and also better illustrate a statewide program perspective.</p>	
<p>Add information to the narrative report about the top occupations in which all TVEP participants were employed using available data.</p>	<p>While matching employment outcome data to TVEP recipient programs is challenging for the reasons noted above, providing DOLWD Research and Analysis' available aggregate employment data can help illustrate the types of employment gained by TVEP participants.</p>	
<p>Add a table that shows all TVEP funded programs, and which are offered by the various TVEP recipients</p>	<p>Such a table would provide an "at a glance" look at TVEP funded training programs offered in the state.</p> <p>There are a few challenges with such a table. It could get lengthy given the number of programs it would contain, and there is the potential for inaccurate comparisons, for example between a 2-3 week "intro to welding" type course and a nine-month structural welding program. Another option would be to provide a link to DOLWD's website where information about statewide training programs is listed.</p>	