



Northwestern Alaska Career and Technical Center

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To: Honorable Senator Gary Stevens, Chair
Senate Education Committee

From: Doug Walrath, Director

RE: Data Request for TVEP Funding Hearing on February 26, 2014

Questions for regional training centers and institutions receiving TVEP funds, per AS 23.15.835(d)

1. NACTEC is currently in the 12th year of operation, with the past 11 years providing vocational training.
2. NACTEC's Governance Structure consists of a **Governing Board** of five that meets quarterly, comprised of the Superintendents of Bering Strait School District and Nome Public Schools, a school board member of each district, and the Director of UAF-Northwest Campus. NACTEC's **Advisory Board**, of 25-30, meets annually and consists of a representative of each of the 16 regional communities, and Nome partners to include: Norton Sound Health Corporation, Norton Sound Economic Development Corporation, Bering Straits Native Corporation, Kawerak, Inc., Nome Eskimo Community, City of Nome, Nome One Stop Job Center, UAF-Northwest Campus, Bering Strait School District, Nome Public Schools, Nome Youth Facility and related industry partners.
3. NACTEC was formed through a collaborative agreement between Nome Public Schools (NPS) and Bering Strait School District's (BSSD) and operates on an annual Memorandum of Agreement, reviewed and updated annually by organizational leaders.

Nature of Partnership between BSSD-NPS & NACTEC

- a. *What NACTEC partnership provides to both districts:* 30 CTE courses and programs delivered annually. Survival swimming program (AMSEA) delivered within each program. Red Cross First Aid or CPR/AED certificated training delivered in each program. Eight hours of Career Guidance/Counseling provided in each two-week training program. Between 32-125 hours of CTE instruction per training program. Life Skills and Career Skills training identified by industry as essential skills. Transportation, housing, meals, and 24/7 student supervision.
- b. *What BSSD provides to partnership:* HR services, Payroll, Purchasing, Business office support, Accounting, Accounts Payable, Air Transportation Coordination, VTC hardware and services, Tech Support, Legal Counsel, CTE Coordination and limited Perkins Funding.
- c. *What NPS provides to partnership:* Usage of NACTEC office, classroom, & three shops, electric, heat, internet access, lunch services, custodial services in Nome-Beltz High School (NBHS), and campus snow removal.

- d. *What NACTEC partnership brings to Nome-Beltz High School:* Nearly \$1 million in facility upgrades to NBHS. Renovated NACTEC office and classroom spaces, renovated Auto Shop and brought back from overflow storage to functioning shop, renovated Wood Shop and Auto Shop, renovated two bathrooms next to Wood/Auto shops, turned mezzanine space above RC into JROTC instructional environment, and an additional investment in over \$200,000 in shop equipment/tools.

Private industry partnerships supporting NACTEC operations utilizing Education Tax Credits to sustain operations include: Bering Straits Native Corporation (5x), Siu Alaska Corporation, Era Alaska, Norton Sound Economic Development Corporation, Glacier Fish Company (3x), Trident Seafood (3x), American Seafoods (3x), Arctic Storm/Fjord (3x), and Starbound LLC (3x).

Other partnerships include shared usage of shop facilities for adult training programs. For example, UAF-Northwest Campus adjunct faculty led adult instruction with snow machine repair, four-wheeler repair, and metal artwork/fabrication not otherwise available on UAF-NWC campus. Alaska Works Partnership conducted a Carpenter Construction course at NACTEC prior to Nome hospital construction project. As a result this training led to employment opportunities on new NSHC hospital in 2010-12. **See attached** Alaska Construction Academy *Blueprint for Success* story about a former Bering Strait School District student, and adult trainee who advanced through training to work on NSHC hospital project, continued on to Fairbanks, completed his construction apprenticeship and is now fully employed as a result of continual training/work model.

4. NACTEC offers up to 30 Career Exploration training programs delivered in two to four week intensives including: Driver's Education (only program offered in region), High School Career Exploration, Aviation, Culinary Arts, Food Service, Native Arts/Business, Native Arts/Marketing, Business Entrepreneurship, Small Business Grant Writing, Fisheries, Seafood, and Maritime Industries, Video Technology, Oxy-fuel Welding, Gas Metal Arc Welding, Shielded Metal Arc Welding, Metal Fabrication, Heavy Equipment, Small Engines, Automotive Maintenance, NCCER Core/Carpentry I, Facilities Maintenance, Renewable Energy, Intro to Health, Emergency Trauma Technician, Professionalism in Workplace, Certified Nursing Assistant, ETT/Pre-session (Health Aide precursor), Careers in the Military, and STEM Enrichment Camp.
5. **See attached** document for re-cap of all FY13 training programs – file is named "FY13_NACTEC_Calender_Count_092713". Enrollment closes two weeks prior to training programs; thus not all FY14 enrollment numbers currently available.
6. The majority of NACTEC courses are offered for dual credit or certification. For Bering Strait School District students, two-week courses lead to .25 elective credits toward graduation. 212 college credits were earned by high school students in FY13. Certificates earned include: State of Alaska Learner's Permit and Class D Driver's License, State of Alaska Food Worker's Card, ServSafe Food Manager Certificate, First Aid, CPR and Automated Electronic Defibrillator (AED) certificates, Emergency Trauma Technician certificate, Certified Nursing Assistants, Personal Care Attendants certificate, and NCCER certificates (construction).

7. The following two pages display certifications earned at NACTEC since inception in FY04 in the first document. The second document displays certifications attained during TVEP-funded years of FY09-FY14.

Certifications Earned at NACTEC FY04 - Present

Allied Healthcare	
American Red Cross First Aid	433
American Red Cross AED	145
American Red Cross CPR	216
American Red Cross CPR/AED	48
American Red Cross Infant CPR	36
American Red Cross Child CPR	49
American Red Cross Child AED	25
American Red Cross Babysitter's	70
American Red Cross Lifeguard	4
American Heart Association Healthcare Provider	32
Medic First Aid international	25
EMT I	3
ETT	46
Personal Care Attendant	14
Certified Nursing Assistant	36
TOTAL Certificates	1182

Hospitality and Tourism	
ServSafe Food Manager	17
Food Worker Card	420
Hunter Safety	21
TOTAL Certificates	458

Transportation	
Driver's Permit	172
Driver's License	75
TOTAL Certificates	247

Construction	
NCCER CORE	75
NCCER Carpentry I	11
TOTAL Certificates	86

Information Technology	
A+ Technology	5
TOTAL Certificates	5

Career Field	Total Certificates Awarded
Allied Health	1182
Hospitality and Tourism	458
Transportation	247
Construction	86
Information Technology	5
Grand Total Certificates	1978

Table 1. Certifications earned at NACTEC, by training field, since inception.

Certifications Earned at NACTEC FY09 - Present

Allied Healthcare	
American Red Cross First Aid	262
American Red Cross AED	100
American Red Cross CPR	168
American Red Cross CPR/AED	48
American Red Cross Infant CPR	36
American Red Cross Child CPR	49
American Red Cross Child AED	25
American Red Cross Babysitter's	68
American Red Cross Lifeguard	0
American Heart Association Healthcare Provider	32
Medic First Aid international	25
EMT I	3
ETT	35
Personal Care Attendant	5
Certified Nursing Assistant	15
TOTAL Certificates	871

Hospitality and Tourism	
ServSafe Food Manager	17
Food Worker Card	417
Hunter Safety	13
TOTAL Certificates	431

Transportation	
Driver's Permit	105
Driver's License	55
TOTAL Certificates	160

Construction	
NCCER CORE	39
NCCER Carpentry I	7
TOTAL Certificates	46

Information Technology	
A+ Technology	0
TOTAL Certificates	0

<i>Career Field</i>	<i>Total Certificates Awarded</i>
Allied Health	871
Hospitality and Tourism	431
Transportation	160
Construction	46
Information Technology	0
Grand Total Certificates	1508

Table 2. Certifications earned at NACTEC during TVEP-funded years.

8. NACTEC's student population averages in excess of 95% Alaska Native across all high school training programs. Bering Strait School District (BSSD) represents 89% of NACTEC's trainees since inception. The BSSD demographic profile reported to DEED of their student population is 98.8% Alaska Native.
9. Norton Sound Health Corporation (NSHC) is our largest regional employer. NACTEC has had 40 past students enroll in Certified Nursing Assistant training. 36 of 40 (90%) successfully attained certification. According to NSHC records 61% of these trainees stayed in region and went to work for NSHC, or were currently enrolled in continuing and advanced nursing degree programs. 78% of the trainees noted previously, were also reported by UAF-Northwest Campus as attaining additional college credits, leading to advanced training and higher pay jobs, such as Registered Nurse. NSHC partners with NACTEC, providing adjunct faculty support to lead Food Service, Intro to Health, ETT, CNA, and Pre-session/ETT instruction with NSHC professionals. Construction, Fisheries/Seafood, Natural Resource Development, and Transportation sectors are other state priority training industries and labor demand areas in our region, which NACTEC offers training programs. Since TVEP funding came to NACTEC in 2009 the unemployment rate in the Nome Census Area has dropped from 13.1% to 10.1%.

10. NACTEC's operating budget has averaged \$1.28M from FY10-FY14. Over the past five years NACTEC's budget has derived from: General Fund (DOL): 31.3%, TVEP: 24.2%, Education Tax Credit (industry support): 25.7%, State Grants: 12.4%, and CDQ and other support comprising 6.5% of our budget. NOTE: See question #3b & 3c as to in-kind services of Bering Strait School District and Nome Public Schools which significantly reduces NACTEC's operating budget due to contributions of both districts.
11. NACTEC has received 3% of the TVEP funding allocation since FY09.
12. TVEP funds are used for staff (certified/classified) salary and fringe, student/staff travel, contractual and other (utilities, gas & oil, fuel & propane, insurance, phone, postage, fees/dues) costs.
13. TVEP represents 24.2% of NACTEC's operating budget. Elimination of TVEP funding could essentially eliminate NACTEC as a training provider. Effectively, it would either eliminate a teaching position or significantly reduce the amount of training programs provided. Reducing one of four teaching positions is not realistic as we have four teachers each scheduled a different "shift" in our residential program. Reducing one position would mean students would be unsupervised for 25% of their time, which is not a reality. A reduction, likewise, creates an extremely volatile situation as NACTEC already operates on 44.5% "soft monies" from industry support and state grants for annual operations. An increase in TVEP funding, dependent on %, would lead to the ability to begin developing longer term programming planning. Over the past five years we have been six months into the fiscal/training year, prior to securing the remaining balance of operating funds (Education Tax Credit – industry partner funding) to complete the annual training budget. Additionally an increase would result in increased training opportunities during summer months. Enrollment has climbed from 112 students in the first year of operation to 403 students in FY13. Each successive year enrollment has increased and continues to get closer to capacity. Summer months are prime months for internships, job shadows and related fieldwork experiences for our student population.
14. NACTEC operates a residential facility. Our student dorm, the NACTEC House, is designed to lodge 26 students, 13 females on one floor, 13 males on another floor, along with two additional rooms to provide housing for upward of four House Parents to provide supervision during non-instructional hours. The dorm facility opened in 2008 and is used exclusively for NACTEC-related training and programs. Over 2000 students have stayed at the dorm during training programs since opening. The dorm facility was built with \$3M legislative funds and \$800,000 HUD grant (\$3.8M facility). Facility maintenance is supported by TVEP funds, as well as other funding sources. Current enrollment averages 21 trainees per training program, which is 81% capacity throughout the training year.
15. NACTEC is a 24/7 operation. Student ratio varies dependent on time of day. Initially it begins at 26:1 ratio (or other number enrolled) from 7 am to 10:30 am and is during evening hours as well. From 3:30pm to 11pm a certificated counselor/social worker leads the entire group with the assistance of 2-3 classified House Parents, employed in a "Casual Time" capacity. During daytime instruction student-teacher ratios are dependent on program and enrollment. For example, Driver's Education is restricted to a 4 to 1 ratio as 4 is the amount of students who can fit in the car for road practice/instruction. **See document** provided in Q#5 for exact ratios (during core instruction hours of 10:30 am to 3:30 pm).

16. NACTEC has seven full-time employees: (1) Director, (1) Program Coordinator, (1) Administrative Assistant, and (4) certificated Teachers: Business/Marketing, Family and Consumer Science, Technology Education, and Counselor/Social Worker preferred. In order to meet training needs of 30 different programs all staff lead some instruction, e.g., Director leads Careers in Military, Program Coordinator leads Video Technology, Administrative Assistant shares Driver Education instruction with one certificated teacher. Additional adjuncts are hired within the Nome region to lead instruction outside expertise of NACTEC staff. Some of these adjuncts work pro bono as it is in their best interests to contribute to a skilled workforce to meet their industry needs, e.g, Norton Sound Health Corporation.
17. NACTEC grew out of the common interests across the school boards of Nome Public Schools and Bering Strait School Districts. It was this grassroots level interest in building a Regional Training Center, which has led to the current success. As a result of this partnership students from Bering Strait School District's fifteen villages (89% of NACTEC's enrollment) have access to a wide array of vocational training programs, from Driver's Education to Certified Nursing Assistant that did not previously exist. As reported by site principals, NACTEC provides training programs which keep students engaged in school and provide an opportunity to "experience" training programs of interest. Prior to TVEP funding, BSSD's graduation rate was 32% in FY08. With the variability of start up years having passed (FY04-FY08) the graduation rate for BSSD increased by 29%, rising to 61% in FY13. During this same time frame the unemployment rate in the Nome Census Area dropped from 13.1% to 10.1%. (Source for statistics DEED: Report Card to Public, and *Trends Magazine*, Feb. 2014 and Feb. 2011). Nome Public Schools benefits with NACTEC coming on to campus included nearly \$1M of upgrade to facilities (HUD grants) and new shop equipment for shared usage. Additionally, new training programs not offered at NBHS became available for their student population. Adult training also became available utilizing shop facilities not available elsewhere in the community. Training at NACTEC is a benefit to business/industry, not only due to a skilled workforce being developed, but also the commerce impact with nearly 400 trainees a year flying into Nome to receive training.
18. NACTEC's greatest **need** is stable and reliable operational funding support. Operating on 44.5% "soft monies" each year brings unpredictability and uncertainty in planning training programs. Although we use the Governor's Integrated Strategic Workforce Development Plan and the *Call to Action: Career and Technical Education Plan* as a framework for the training delivered, we do so proceeding year-by-year without stable funding. This does not permit the ability to build training programs for multi-year projections.

Highlights of NACTEC: 1. BSSD principals report that NACTEC provides a level of engagement, and exposure to workforce opportunities and post-secondary training that their students would otherwise be without. Graduation rates have steadily climbed from 32% FY08, to 61% in FY13. This 29% increase in graduation rates has occurred during same time unemployment rate has dropped by 3% in the Nome Census Area. 2. NACTEC has partnered with ten different school districts to provide training to students from 55 different communities. We have developed a model of success working with others that could be expanded with state support, without the expensive duplicity of services across all districts. 3. NACTEC led the efforts to build a local Health Consortium ten years ago and is made up of regional partners: Norton Sound Health Corporation, UAF-Northwest Campus, Kawerak, Inc., Nome Eskimo Community, Nome Public Schools, Bering Strait School District, Nome Job Center, and Northwest AHEC. This partnership resulted in a CNA training program starting in 2003, expansion to a locally funded RN program in 2011, approval of NSHC Quyanna Care Center to become CNA trainee site in 2014, and a new Health Aide precursor course to NACTEC in 2014. We continue to meet once a month, as we have for the past ten years.

19. Before allocating more TVEP funding to additional recipients I would recommend the legislature consider the following to guide their decision making:
 - a. TVEP funding is intended to reduce the unemployment rate – what is the unemployment rate in the region requesting funding? *Does the need for funding represent the purpose of the funding?* Does the entity represent a borough or census area for measure? If not, then look to provide support across a larger geographical area. Reducing funding in effort to provide a “little to all” in the short term will end up hurting statewide workforce development efforts in the long run.
 - b. How does a new RTC support the integrated strategic workforce development plan for the state, within the region? What alignment exists between what a new RTC is proposing, and industry need locally, and state priority-training areas? Does this result in duplicity of expensive training programs that could occur elsewhere?
 - c. Have an annual TVEP open application period just as DEED did for residential funding programs (AS 14.16.200 and regulations, 4 AAC 33.090).
 - d. For the benefit of developing a coordinated statewide workforce development plan it would be short-sighted to get caught up in funding individual requests without first: 1. Reviewing current TVEP recipients (as is being done here) and 2. Analyzing costs to determine how sharing amongst training centers, benefitting a larger geographical area, could build a stronger statewide workforce while holding down operational costs to administer each program.
20. In order to determine equity in distribution there are several important questions to be investigated. The data examined to answer this question would indicate the division of TVEP funds would be less than equitable based on the following:
 - a. Accounting for the cost per trainee using TVEP reported data (see below).
 - b. An equitable measure of trainees being reported should account for varying length of training programs should be accounted for when determining per trainee costs. This could be reported in number of instructional hours per trainee reported, based on enrollment within training program.
 - c. What is the impact of training? Utilize unemployment rate measures and/or analysis of individual trainees for data sources. In order to accurately capture employment rates of high school trainees, conduct analysis at appropriate time interval following training. E.g. A high school junior measure of training would be two years after training as opposed to current one year measure following training.
 - d. A more equitable division of TVEP funding would come from a careful analysis of question #10, related to sources of funding each RTC operates under and what percentage of operating budgets are derive from “soft monies” year-by-year. If an RTC is delivering quality training, meeting defined criteria, then it would be preferable to have a more equitable distribution of funds across training providers with hard money/soft money allocations in annual training budgets.

Training Provider:	TVEP %	TVEP Amount	Trainees Reported	Cost/Trainee
UA/UAS	50%	5,380,000	4,675	\$1,150
AVTEC	17%	1,829,000	847	\$2,159
Kotzebue - ATC	9%	968,400	139	\$6,967
Yuut Elitnaurviat	9%	968,400	1,698	\$570
Galena (GILA)	4%	430,400	1	\$430,400
Delta Career Center	3%	322,800	145	\$2,226
NACTEC	3%	322,800	270	\$1,196
SAVEC	3%	322,800	121	\$2,668
Amundsen Education Center	2%	215,200	22	\$9,782

Table 3. Per Trainee Costs as Reported in FY13 TVEP Report.