

Key Performance Indicators

Department of Labor and Workforce Development

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Mission

The mission of the Department of Labor and Workforce Development is to provide safe and legal working conditions and to advance opportunities for employment. AS 23.05.010

Key Performance Indicators

FY19 Authorized as of 10/2/2018 (in thousands)

Department of Labor and Workforce Development Totals	Funding					Positions		
	UGF Funds	DGF Funds	Other Funds	Federal Funds	Total Funds	Full Time	Part Time	Non Perm
	\$20,697.2	\$35,766.7	\$17,104.3	\$74,507.3	\$148,075.5	691	51	12

1. Protect Workers: Eliminate accidental injuries, fatalities, and occupational illnesses within the departmental jurisdiction.

Statutory and Regulatory Assistance and Enforcement to protect Alaska's workers.

This includes the department's wage and child labor law enforcement, workplace safety compliance and enforcement, mechanical device inspection, and overseeing State of Alaska Americans with Disabilities Act compliance.

	Funding					Positions		
	UGF Funds	DGF Funds	Other Funds	Federal Funds	Total Funds	Full Time	Part Time	Non Perm
	\$2,958.0	\$5,179.1	\$2,105.5	\$2,514.9	\$12,757.5	90	0	0

- **Target: A three percent reduction in the five-year moving average rate of workplace fatalities per 100,000 employees.**
- **Target: A two percent per year reduction in the rate of workplace lost time injuries and illnesses per 100 employees.**

2. Workforce Development: Prepare Alaskans for Alaska's jobs.

Workforce Development to support Alaska hire and economic development. This includes the department's employment services, adult basic education, business partnerships, career and technical education and training, and vocational rehabilitation services.

	Funding					Positions		
	UGF Funds	DGF Funds	Other Funds	Federal Funds	Total Funds	Full Time	Part Time	Non Perm
	\$16,382.6	\$18,174.8	\$12,933.7	\$42,825.2	\$90,316.3	344	17	11

- **Target: At least 90 percent of Workforce Innovation and Opportunity Act (WIOA) and State Training and Employment Program (STEP) training completers enter employment.**
- **Target: Of those Workforce Innovation and Opportunity Act participants who had a goal of obtaining an industry-recognized credential, 85 percent are successful.**
- **Target: At least 90 percent of Alaska Vocational Technical Center long-term students complete their programs.**
- **Target: At least 90 percent of Alaska Vocational Technical Center long-term graduates are employed in their area of training.**
- **Target: Reduce the percentage of nonresident workers in Alaska.**
- **Target: Equal prior year's number of employed individuals exiting the Vocational Rehabilitation program.**

3. Income Replacement: Eligible Alaskans receive timely and accurate income replacement determinations and payments.

Income replacement for injured, unemployed and permanently disabled

	Funding					Positions		
	UGF Funds	DGF Funds	Other Funds	Federal Funds	Total Funds	Full Time	Part Time	Non Perm
	\$1,356.6	\$12,412.8	\$2,065.1	\$29,167.2	\$45,001.7	257	34	1

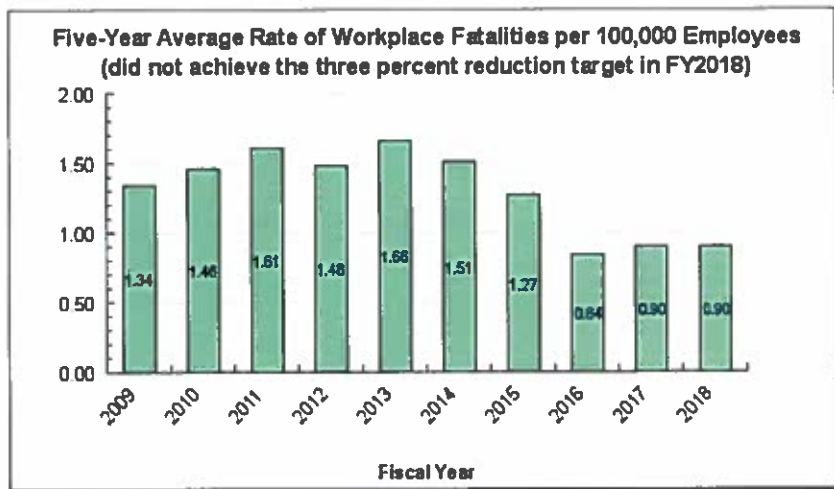
workers. This includes the department's Workers' Compensation, Unemployment Insurance and Disability Determination programs.

- **Target:** Exceed the federal timeliness benchmark of 87 percent of initial Unemployment Insurance payments within 21 days.
- **Target:** Requests for reimbursement from the Fishermen's Fund will be paid within 30 days of receipt.

Performance Detail

1: Protect Workers: Eliminate accidental injuries, fatalities, and occupational illnesses within the departmental jurisdiction.

Target #1: A three percent reduction in the five-year moving average rate of workplace fatalities per 100,000 employees.



Methodology: The workplace fatality rate per 100,000 employees is calculated by dividing the number of workplace fatalities during the year by the average number of workers employed and then multiplying the result by 100,000. This statistic is calculated using workplace fatality reports submitted to the Alaska Occupational Safety and Health section and employment statistics maintained by the department's Labor Market Information section.

Five-Year Average Rate of Workplace Fatalities per 100,000 Employees (did not achieve the three percent reduction target in FY2018)

Fiscal Year	Yearly Rate	Five-Year Average	Five-Year Avg. % Change
FY 2018	1.22	.90	0%
FY 2017	1.21	.90	+7%
FY 2016	.59	.84	-34%
FY 2015	0.59	1.27	-17%
FY 2014	0.89	1.51	-9.0%
FY 2013	1.20	1.66	12.1%
FY 2012	.91	1.48	-8.1%
FY 2011	2.74	1.61	+10.3%
FY 2010	1.9	1.46	+9%
FY 2009	1.55	1.34	+30%

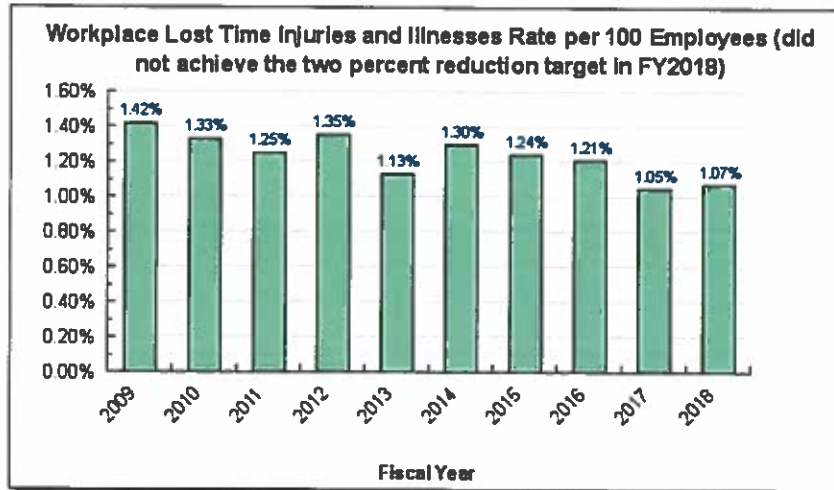
Analysis of results and challenges: This statistic is calculated using workplace fatality reports submitted to the Alaska Occupational Safety and Health (AKOSH) section and employment statistics maintained by the department's Labor Market Information section. Even though AKOSH was not able to achieve the three percent reduction target for FY2018 in the workplace fatality five-year average, the five-year average rate remained the same. In FY2018, there was an average of 327,683 employees and four fatalities, resulting in a 1.22 fatality rate.

AKOSH will continue to work to reduce workplace fatalities through a combination of consultation and enforcement activities targeted on eliminating the most prevalent causes of fatalities in industries with high fatality rates.

Related links:

- [Workplace Fatality Statistics](#)

Target #2: A two percent per year reduction in the rate of workplace lost time injuries and illnesses per 100 employees.



Methodology: Prior to FY2011 this rate was calculated as of September 30, but this delayed budget performance reporting until November. To eliminate this delay, as of FY2011, rates are calculated for the state fiscal year as of June 30.

Note: On 11/3/16, published data for FY2014 and FY2015 was updated with more accurate numbers. Previous data was affected by a software migration that occurred in July of 2013. Workers' Compensation moved to a new system and this resulted in inaccurate queries. Also, around that time the data collection process moved from paper to electronic.

Workplace Lost Time Injuries and Illnesses Rate per 100 Employees (did not achieve the two percent reduction target in FY2018)

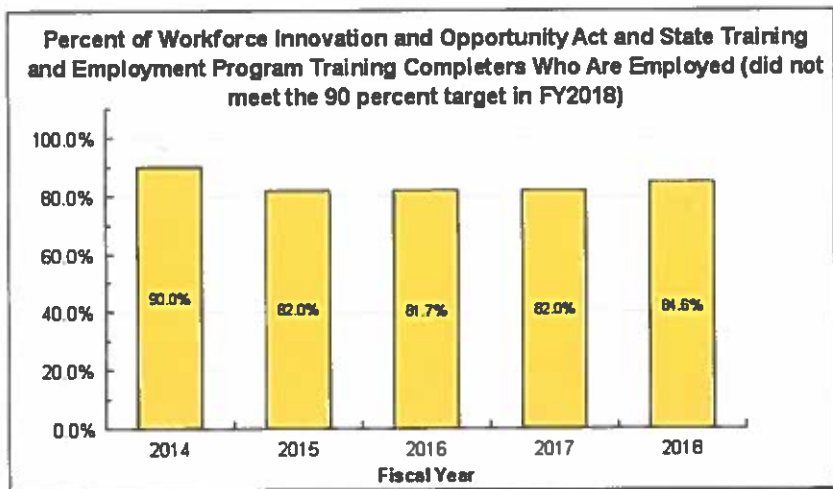
Fiscal Year	Rate	% Change
FY 2018	1.07%	1.9%
FY 2017	1.05%	-13.22%
FY 2016	1.21%	-2.42%
FY 2015	1.24%	-4.62%
FY 2014	1.30%	15.04%
FY 2013	1.13%	-16.3%
FY 2012	1.35%	8.00%
FY 2011	1.25%	-6.02%
FY 2010	1.33%	-6.34%
FY 2009	1.42%	-16.96%

Analysis of results and challenges: Since FY2009, the Alaska Occupational Safety and Health program has reduced the workplace illness and injury rate by 25 percent by targeting consultation and enforcement efforts on the causes of illnesses and injuries in industries and employers with high incident rates. This effort has resulted in an ongoing reduction in rates. The five-year strategic plan that began in FY2014 concentrated on the construction, transportation, and seafood processing industries that have relatively high rates. Since FY2014, this plan has been effective in continuing to reduce the overall lost time injury and illness rates for Alaskan workers.

Related links:

- [OSHA jurisdiction](#)
- [Alaska nonfatal injury and illness statistics](#)

Target #1: At least 90 percent of Workforce Innovation and Opportunity Act (WIOA) and State Training and Employment Program (STEP) training completers enter employment.



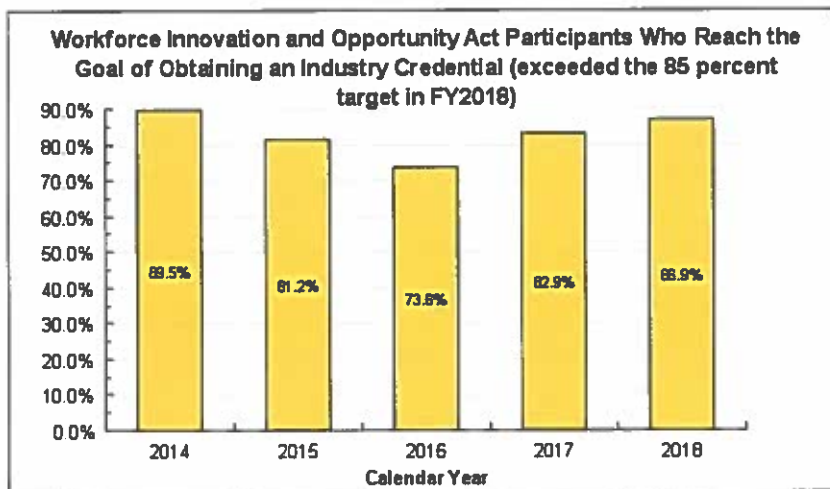
Methodology: This information is gathered from the division's Individual Case Management system. The measure reports data with a two-quarter lag due to the employer reporting timeframe.

Percent of Workforce Innovation and Opportunity Act and State Training and Employment Program Training Completers Who Are Employed (did not meet the 90 percent target in FY2018)

Fiscal Year	Entered Employment Rate
FY 2018	84.6%
FY 2017	82.0%
FY 2016	81.7%
FY 2015	82.0%
FY 2014	90.0%

Analysis of results and challenges: This measure indicates the ratio of participants that enter the workforce within two quarters of being exited from the programs and is based on the quarter ending June 30, 2018, report submitted to the U.S. Department of Labor. This fiscal year-end report reflects calendar year data due to the two quarter lag in wage information.

Target #2: Of those Workforce Innovation and Opportunity Act participants who had a goal of obtaining an industry-recognized credential, 85 percent are successful.



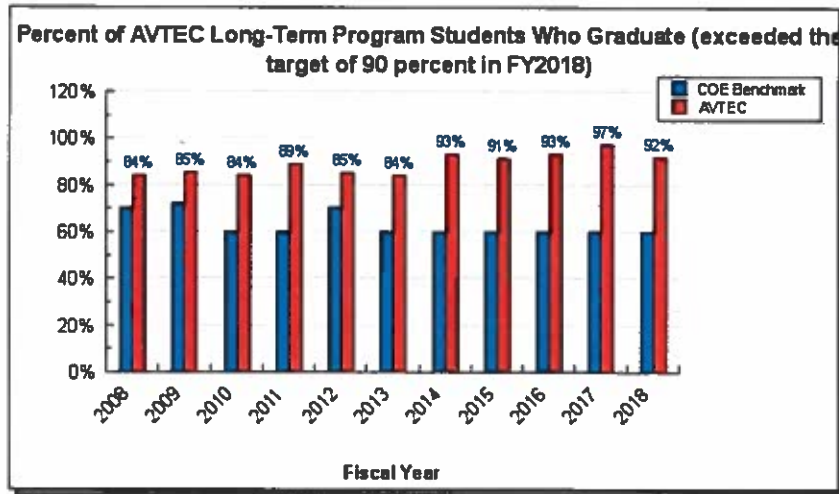
Methodology: Individual Case Management system used to collect participant data.

Workforce Innovation and Opportunity Act Participants Who Reach the Goal of Obtaining an Industry Credential (exceeded the 85 percent target in FY2018)

Year	Attempted Certificate	Attained Certificate	Success Rate
2018	1,843	1,601	86.9%
2017	1,629	1,350	82.9%
2016	1,418	1,043	73.6%
2015	1,643	1,334	81.2%
2014	1,008	902	89.5%

Analysis of results and challenges: Influencers of this measure can include statewide economic conditions. Individuals who enter a service program with the goal of obtaining a recognized credential may opt not to complete that training program if the credential doesn't appear to be of use in a weak hiring market. The increased success rate is believed to be a result of improving economic conditions and a better identification of certificates of interest to the individuals as well as of value to employers.

Target #3: At least 90 percent of Alaska Vocational Technical Center long-term students complete their programs.



Methodology: Data for each student is maintained in a student database system.

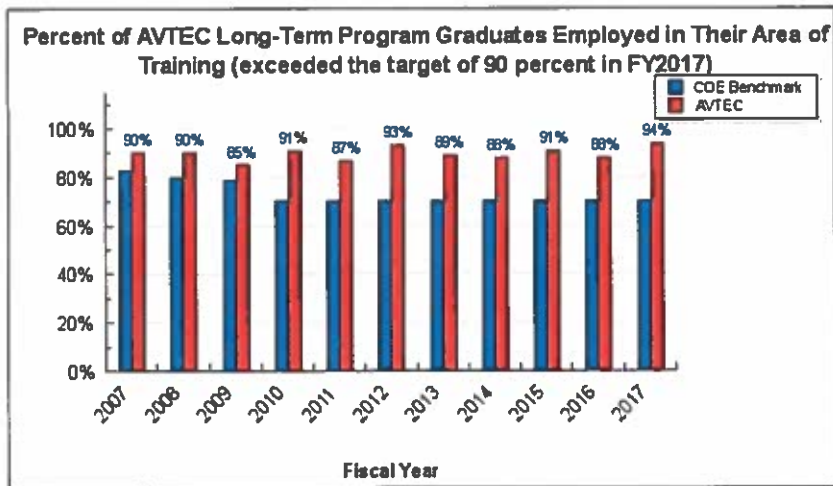
Percent of AVTEC Long-Term Program Students Who Graduate (exceeded the target of 90 percent in FY2018)

Fiscal Year	COE Benchmark	AVTEC
FY 2018	60%	92%
FY 2017	60%	97%
FY 2016	60%	93%
FY 2015	60%	91%
FY 2014	60%	93%
FY 2013	60%	84%
FY 2012	70%	85%
FY 2011	60%	89%
FY 2010	60%	84%
FY 2009	72%	85%
FY 2008	70%	84%

Analysis of results and challenges: The Council on Occupational Education (COE) has nationally accredited Alaska Vocational Technical Center (AVTEC) since 1997. The COE benchmark for measuring "students that complete long-term training programs" is established as the national average of more than 400 similar public post-secondary institutions. For each year from FY1999 to FY2018, AVTEC has consistently met or exceeded the COE benchmark.

AVTEC started FY2018 with 33 students from the previous year and enrolled 179 new students during the year. Of those 212 students, six exited early and 28 are still in training and will be considered in the FY2019 numbers. Of the 178 students eligible for graduation in FY2018, 164 graduated, yielding a graduation rate of 92 percent.

Target #4: At least 90 percent of Alaska Vocational Technical Center long-term graduates are employed in their area of training.



Methodology: The AVTEC Placement Officer maintains contact with long-term graduate for one year following graduation to gather employment information. This is reported to the Council on Occupational Education, which is the national accrediting agency for AVTEC. Placement information is available in July of the following year.

Percent of AVTEC Long-Term Program Graduates Employed in Their Area of Training (exceeded the target of 90 percent in FY2017)

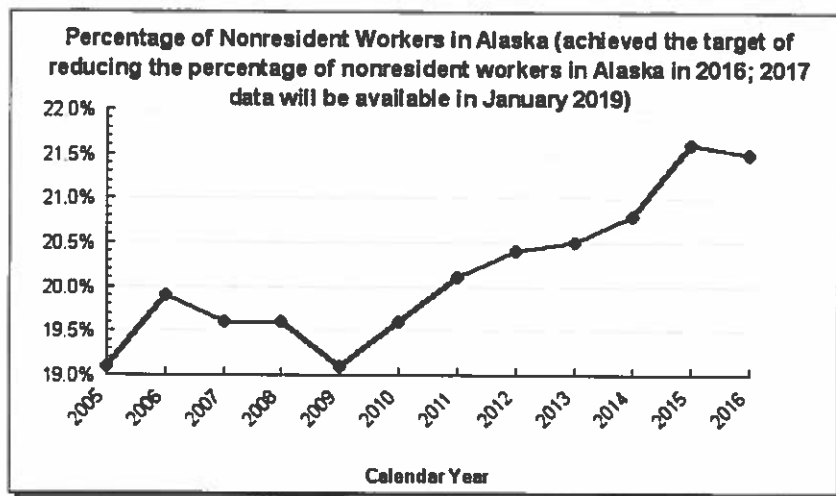
Fiscal Year	COE Benchmark	AVTEC
FY 2017	70%	94%
FY 2016	70%	88%
FY 2015	70%	91%
FY 2014	70%	88%
FY 2013	70%	89%
FY 2012	70%	93%
FY 2011	70%	87%
FY 2010	70%	91%
FY 2009	79%	85%
FY 2008	80%	90%
FY 2007	83%	90%

Analysis of results and challenges: The Council on Occupational Education (COE) has nationally accredited Alaska Vocational Technical Center (AVTEC) since 1997. The COE benchmark for measuring "graduates of long-term programs employed in their area of training" is established as the national average of more than 400 similar public post-secondary institutions. For each year from FY1999 to FY2017 AVTEC consistently met or exceeded the COE benchmark.

In FY2017, of 227 graduates, 11 were unavailable or refused employment and four were either looking for employment or AVTEC was unable to establish contact with them. Of the 216 graduates eligible for employment in FY2017, 202 (94 percent) were employed in their area of training.

AVTEC only tracks long-term (longer than six weeks) program graduates for this measure.

Target #5: Reduce the percentage of nonresident workers in Alaska.



Methodology: Alaska residency is determined by matching the Alaska Department of Revenue Permanent Fund Dividend (PFD) file with the Alaska Department of Labor and Workforce Development wage file. The PFD file is a list of Alaskans who applied for a PFD. The wage file contains quarterly earnings and industry information on workers covered by unemployment insurance within Alaska. Source: Nonresidents Working in Alaska 2016 (Published January 2018)

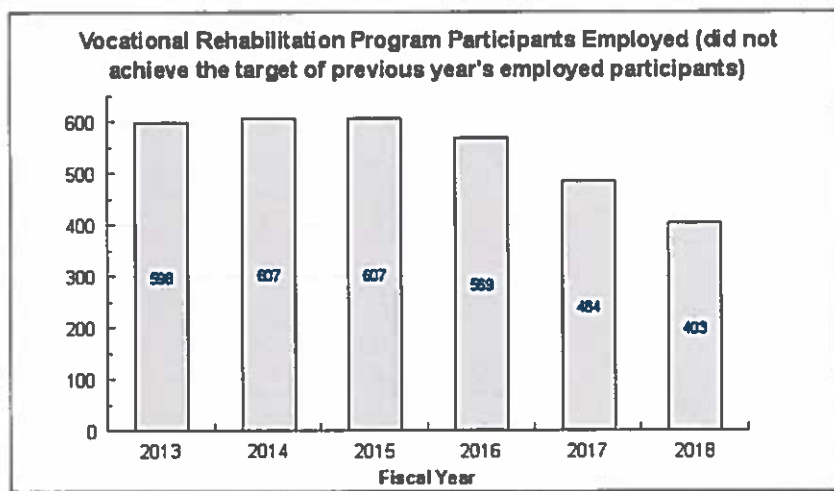
Percentage of Nonresident Workers in Alaska (achieved the target of reducing the percentage of nonresident workers in Alaska in 2016; 2017 data will be available in January 2019)

Year	Resident Workers	% Change	Nonresident Workers	% Change	Nonres Wkrs - % Total
2016	327,048 -1.72%	-1.7%	89,411 -2.76%	-2.8%	21.5%
2015	332,780 -0.63%	-0.6%	91,948 +4.79%	4.8%	21.6%
2014	334,881 +0.52%	0.5%	87,741 +1.79%	1.8%	20.8%
2013	333,150 -0.04%	0%	86,197 +0.82%	0.9%	20.5%
2012	333,283 +0.67%	0.7%	85,496 +2.41%	2.4%	20.4%
2011	331,081 +0.75%	0.8%	83,488 +4.55%	4.6%	20.1%
2010	328,611 +0.88%	0.9%	79,856 +3.89%	3.9%	19.6%
2009	325,752 -0.54%	-0.5%	76,867 -3.46%	-3.5%	19.1%
2008	327,532 +1.48%	1.5%	79,618 +1.21%	1.2%	19.6%
2007	322,758 +1.51%	1.5%	78,669 -0.22%	-0.2%	19.6%
2006	317,968 +0.94%	0.9%	78,840 +6.16%	6.2%	19.9%
2005	315,003 +0.74%	0.7%	74,266 +5.54%	5.5%	19.1%

Analysis of results and challenges: The number of Alaska resident workers fell by about 5,700 in 2016 (a decline of 1.7 percent).

One of the department's highest priorities is to provide the information and training programs that prepare the state's resident workforce to get the maximum benefit from the state's economic growth. To that end, the department is committed to improving the content and marketing of its training programs and producing sound occupational forecasts to help identify unmet training needs. The department also works with industry to assess their needs, coordinate training programs, and enforce resident-hire laws and regulations. Nonresident worker information for 2017 will be published in January 2019.

Target #6: Equal prior year's number of employed individuals exiting the Vocational Rehabilitation program.



Methodology: The Division of Vocational Rehabilitation Management Information System.

Vocational Rehabilitation Program Participants Employed (did not achieve the target of previous year's employed participants)

Fiscal Year	YTD Total
FY 2018	403 -16.74%
FY 2017	484 -14.94%
FY 2016	569 -6.26%
FY 2015	607 0%
FY 2014	607 +1.51%
FY 2013	598

Analysis of results and challenges: In order to be considered a successful closure when exiting the Division of Vocational Rehabilitation (DVR), an individual must obtain competitive integrated employment and maintain that employment for a minimum of 90 days. The number of individuals who maintained competitive integrated employment decreased in FY2017 due to significant changes in Federal Common Performance Measures (CPMs) as outlined in the Workforce Innovation and Opportunity Act (WIOA). Because the new CPMs rate a state's success based upon employment status and median wages at second quarter after exit and employment status at fourth quarter after exit, DVR has placed more emphasis on the quality and appropriateness of the employment rather than the number of individuals exiting the program. Although the number of individuals successfully closed has decreased, the quality and retention of an individual's employment is expected to increase.

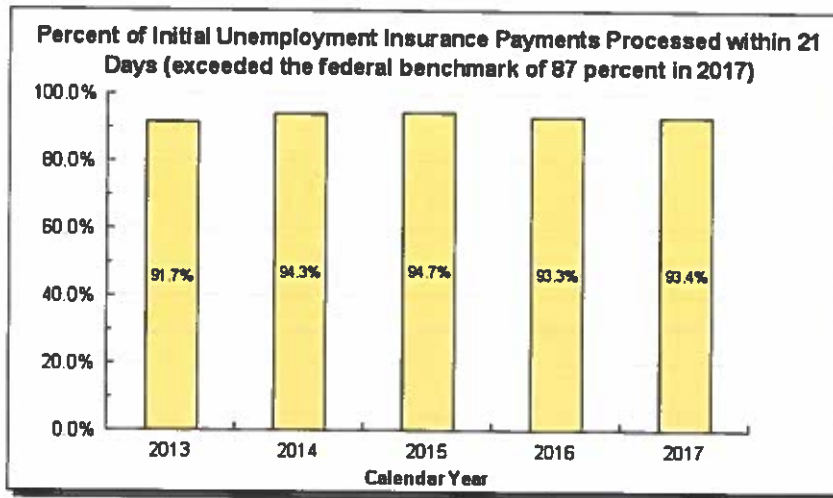
Pre-Employment Transition Services (Pre-ETS), as required by WIOA, are to assist students with disabilities in preparing for the transition from secondary school into the workforce and/or post-secondary opportunities. Pre-ETS includes: (1) job exploration counseling; (2) work based learning experiences; (3) counseling on opportunities for enrollment in comprehensive transition or postsecondary educational programs at institutions of higher education; (4) workplace readiness training and independent living; and (5) instruction in self-advocacy and peer mentoring. These services require 15 percent of DVR's federal award, these students are not expected to apply for DVR services successful employed case closures (a primary measurement of this target), it is anticipated these services will better prepare students for DVR services in the future. DVR was able to provide 802 students with disabilities with Pre-ETS in FY2018.

Related links:

- [Vocational Rehabilitation](#)

3: Income Replacement: Eligible Alaskans receive timely and accurate income replacement determinations and payments.

Target #1: Exceed the federal timeliness benchmark of 87 percent of initial Unemployment Insurance payments within 21 days.



Methodology: U.S. Department of Labor, Employment and Training Administrations state performance database

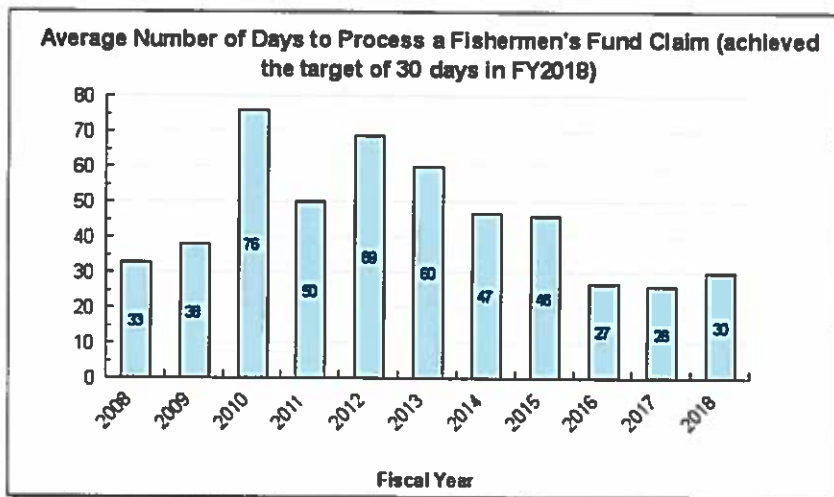
Percent of Initial Unemployment Insurance Payments Processed within 21 Days (exceeded the federal benchmark of 87 percent in 2017)

Year	YTD Total
2017	93.4%
2016	93.3%
2015	94.7%
2014	94.3%
2013	91.7%

Analysis of results and challenges: The federal timeliness benchmark is 87 percent of initial payments made within 21 days. Alaska's performance remains well above the federal benchmark each year.

In 2017, the total number of people receiving an unemployment insurance payment for at least one week was 38,086.

Target #2: Requests for reimbursement from the Fishermen's Fund will be paid within 30 days of receipt.



Methodology: Includes new and existing claims that have been found eligible for Fish Fund benefits and were processed.

Average Number of Days to Process a Fishermen's Fund Claim (achieved the target of 30 days in FY2018)

Fiscal Year	# of days	# of claims paid
FY 2018	30	269
FY 2017	26	286

FY 2016	27	294
FY 2015	46	290
FY 2014	47	371
FY 2013	60	333
FY 2012	69	373
FY 2011	50	447
FY 2010	76	629
FY 2009	38	698
FY 2008	33	705

Analysis of results and challenges: In FY2018, the number of claims received by the Fishermen's Fund totaled 323 with 213 claims approved (207 by fund administration and six by the Fishermen's Fund Council). Of the new claims received and existing claims, 269 were eligible for Fish Fund benefits and were processed. For the year, there were 1,015 bill payments issued by the Fund. The Fund has been diligent in improving processing of first payments on claims under \$10,000. The Fund has actively worked with injured fishermen and providers to ensure that submitted claims contain all required documentation upon initial presentation through the first 90 days via phone call or email.

In FY2010, the Fishermen's Fund benefit limit was raised from \$2,500 to \$10,000 by the legislature. The new limit change also spurred changes to new claim requirements and documentation that fishermen must submit to the Fund to process new claims.

Claims filed by fisherman are cyclical with the fishing season. The Fund receives 50 percent of its claims between July and October. The Fund approved 144 claims within 30 days or less. Claim approval on 63 claims was delayed for the following reasons:

1. The Fund did not receive medical bills, medical chart notes and explanation of benefits with the claim.
2. The Fund was unable to verify a valid license or permit.
3. The Fund requested additional information.

Current as of November 29, 2018