



# Alaska Workforce Development and the Infrastructure Investment and Jobs Act

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# The Joint Apprenticeship Model

- Jointly administered by labor (Union) and management (employer)
- Funded by employer contributions
- Used extensively in the construction industry for many years
- Produces excellent results with labor and management cooperation

# For the Electrical Industry in Alaska:

## IBEW/NECA Apprenticeship



- Joint apprenticeship between IBEW Local 1547 and Alaska Chapter NECA
- Statewide training program consisting of on-the-job experience and classroom instruction
- 3 most common disciplines in the electrical industry:
  1. Journeyman Electrician
  2. Journeyman Lineman
  3. Journeyman Telecommunications



# For the Electrical Industry in Alaska:

## IBEW/NECA Apprenticeship



- Each of the 3 disciplines require 8,000 hours of on-the-job experience and approx. 1,000 hours classroom instruction
- Apprenticeship completion and Journeyman status achieved in average of 4 - 5 years
- New apprentices taken from an applicant pool/eligibility list, as needed by industry demand
- Program is scalable based on employer demand

# Infrastructure Investment

## Alaska Workforce Development Challenges

- Apprenticeship program can grow and expand training based on demand
- Program size is limited by the positions available to employ apprentices
- Especially true for beginning first year apprentice positions
- Challenge with employers who are not willing to train the future workforce

# Infrastructure Investment

## Alaska Workforce Development Challenges

- Additional challenge of funding to keep up with increased demand for training
- Available funding is directly proportional to work hours, and lags slightly
- Increased cost of Commercial Driver License training due to new federal requirements

# Infrastructure Investment

## Potential Solutions

- Potential solution to alleviate bottleneck:
  - ✓ Apprenticeship Utilization Requirements
- Can be project specific or broader requirement for multiple projects
- Typically measured as a percentage of overall workforce
- Creates more apprenticeship opportunities, including new apprentices



# Infrastructure Investment

## Potential Solutions

- Potential funding solutions:
  - ✓ Increased funding for State Training and Employment Program (STEP) grants (through Alaska Department of Labor)
- STEP funds currently fund apprentice CDL training costs
- STEP funds also support apprentices in rural Alaska who travel for classroom training



# Infrastructure Investment

## Potential Solutions

- Additional workforce development solution:
- ✓ Increased funding for pre-apprenticeship programs
- Alaska Works Partnership provides excellent training for potential applicants
- Pre-apprenticeship programs are essential to recruit and prepare candidates for apprenticeship opportunities

## Infrastructure Investment

### Rural Alaska Opportunities

- Regional opportunities also exist for applicants in rural Alaska
- IBEW/NECA apprenticeship can offer unique openings for rural communities
- Number of openings dependent upon the amount of work in a given community
- Special application period opens for specific community

# Thank you!

Further questions?

Please reach out any time

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