

SENATE FINANCE COMMITTEE

April 13, 2022

1:02 p.m.

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CALL TO ORDER

Co-Chair Bishop called the Senate Finance Committee meeting to order at 12:28 p.m.

MEMBERS PRESENT

Senator Click Bishop, Co-Chair
Senator Bert Stedman, Co-Chair
Senator Lyman Hoffman
Senator Donny Olson
Senator Natasha von Imhof
Senator Bill Wielechowski
Senator David Wilson

MEMBERS ABSENT

None

ALSO PRESENT

Alicia Amberg, Executive Director, associated General Contractors of Alaska; Cari-Ann Carty, Executive Director, Alaska Safety Alliance Maritime Works; Mari Selle, Director of Health Equity, Primary Care Associates; Brad Billings, Administrator, Career and Technical Education; Kyla J. Pomrenke, Executive Director, Alaska Workforce Investment Board; Pat Pitney, President, University of Alaska, In Room; Terri Cothren, Associate Vice President, University of Alaska.

SUMMARY

^PRESENTATION: WORKFORCE INITIATIVES

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ALICIA AMBERG, EXECUTIVE DIRECTOR, ASSOCIATED GENERAL CONTRACTORS OF ALASKA, introduced herself.

CARI-ANN CARTY, EXECUTIVE DIRECTOR, ALASKA SAFETY ALLIANCE MARITIME WORKS, introduced herself.

MARI SELLE, DIRECTOR OF HEALTH EQUITY, PRIMARY CARE ASSOCIATES, introduced herself.

Ms. Amberg discussed the presentation, "Career and Technical Education; Preparing a new generation of workers that keep Alaska Strong; Industry Partners; Alaska Department of Labor and Workforce Development; Alaska Department of Education and Early Development; University of Alaska; Senate Finance Committee; April 13, 2022" (copy on file). She looked at slide 2, "The new workforce challenge." She discussed slide 3, "AGC of Alaska, who we are":

- Since 1949, AGC has served as the voice of Alaska's commercial construction industry.
- As the state's leading construction trade association, we provide our members products and services designed to improve and grow their business and enhance the professionalism of Alaska's construction industry.
- We proudly provide support to Disadvantaged Business Enterprises, or DBEs

Ms. Amberg looked at slide 4, "Good News: Recovery is Underway." She said that economic recovery in the construction industry was underway. She stated that the Department of Labor predicted that the industry would achieve 100 percent recovery in 2022. The slide reflected numbers for Alaska's forecasted recovery to pre-pandemic levels, by industry.

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Ms. Amberg discussed slide 5, "Bad news: We lack workforce." The slide showed that the percent in labor force had been long declining. The labor force participation rate of people looking for work or working rested at approximately at 64 percent in 2022. She lamented that the labor shortage combined with the cost of materials was setting up for a perfect storm in the construction industry.

Ms. Amberg displayed slide 6, "Help wanted! Defining workforce needs":

- Alaska Department of Labor and Workforce Development anticipates 8.6 percent growth in construction trades

occupations between 2018 and 2028, with annual average openings of 1,726 jobs.

- Occupations with the highest expected average annual openings between 2018 and 2028 include construction laborers (455 annual openings), operating engineers and other construction equipment operators (346), carpenters (270), and electricians (225).

Ms. Amberg highlighted slide 7, "Our Goal: Put Alaskans to Work":

- Competition for labor is fierce
- Cannot rely on Outside labor
- Must retain and attract local workers
- Hiring and training takes time
- Takeaway: We prefer to hire Alaskans

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Ms. Amberg discussed slide 8, "Tackling the challenge head-on." The slide showed the homepage of the Associated General Contractors (AGC) of Alaska's website. She stated that AGC had launched an aggressive campaign to promote careers in construction. She said that the site had been designed as a one-stop shop for Alaskans considering a career in construction related industries, included facts and figures related to various construction career paths. She said that the site was updated regularly and used to inform and engage potential new construction workers, high school students, career counselors, and more. She relayed that workforce ads were delivered to targeted demographics using geofencing technology. She stressed that she would appreciate any help with sharing the resource with Alaskans statewide.

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Co-Chair Bishop asked about geofencing. He noted the children of the state were the future workforce.

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Ms. Amberg explained geofencing. She shared that anywhere a cell phone pinged within a fenced in location, a targeted ad could be received through social media sites that directed people to We Build Alaska. She noted that the practice was only happening in Anchorage and Fairbanks.

Co-Chair Bishop asked whether the geofencing had proved a good return on the investment.

Ms. Amberg replied in the affirmative. She said that preliminary numbers were positive.

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Ms. Amberg addressed slide 9, "Industry Partners: Get Engaged":

- Share the WeBuildAlaska resources to direct potential candidates to existing training entities throughout the state.
- Like + promote WeBuildAlaska content on social media

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Ms. Carty discussed the presentation, "ALASKA STRONG; Fisheries, Seafood and Maritime; Alaska Senate Finance Committee; April 13, 2022" (copy on file). She stressed that Alaska was a maritime state: the waters off Alaska's shores produced more than 60 percent of the nation's seafood harvest; significant amounts of oil and gas were produced offshore; communities and consumers depended on marine lines for fuel, durable goods, and consumer products; ferries, cruise ships, and personal watercraft fly Alaska's waters generating billions to the state's economy. She noted that over \$6 billion was generated by the seafood industry alone. She said that mariculture was the largest workforce sector in the state; more than 70,000 individuals working across 150 coastal communities and in a wide range of careers. She stated that the industry was inextricably linked to other critical industry sectors that drove the state's economy and depended on direct maritime activity and support.

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Ms. Carty looked at slide 12. She relayed that the industry did not lack for career opportunities but faced a challenge in the lack of skilled workers. She related that state agencies, employers, and the university had come together to develop the Alaska Maritime Workforce Development Plan, published in 2014. She said that the effort was long standing and established and would benefit from additional funding. She mentioned a cross industry report, published

through the efforts of the Alaska Business Education Compact Cross-Industry Working Group and the Alaska Safety Alliance. She noted that the strategies lined out in the workforce development plan aid in development of cross-cutting skills. She said that the demand for a robust workforce will grow and having trained workers will become more important, especially in rural areas of the state.

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Ms. Carty pointed to slide 13, "Training for Cross-Cutting Skills":

Report Findings - Need of:

- Employability Skills • Career Awareness and Outreach
- Expanding Direct Work Experience
- Collaboration

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Ms. Carty looked at slide 14, "Alaska Economic Regions, Maritime Training Providers":

50+ PARTNERS

- Economic Development Organizations
- Federal Agencies
- Industry
- Native Organizations
- State Agencies
- School Districts

Ms. Carty relayed that the working group had worked to create resources and to engage and attract Alaskans to the maritime industry. She said that the resources could be accessed at maritimeworks.org.

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Ms. Carty addressed slide 15, "MARITIME CAREERS AWARENESS PROJECT":

Creating visual communication tools and resources to enhance awareness

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Ms. Carty pointed to slide 16, "All on one page":

Comprehensive overview that easily connects reader to additional resources

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Ms. Carty discussed slide 17, "Maritime Career Pathways":

- Fish Tech
- Mariculture
- Seafood Harvesting
- Seafood Processing
- Vessel Repair
- Vessel Operations

Ms. Carty related that funding would result in delivery of over 40 maritime courses that would result in stackable, industry recognized credentials. She said that the credentials would result in qualified employees in all maritime employment careers. She reiterated that additional funding would support training in the largest field of employment in the state.

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Co-Chair Bishop understood that the training was available in 10 different locations.

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Ms. Carty agreed. She added that each career site was listed on the website.

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Ms. Carty displayed slide 18, "Worker Shortage COVID and other impacts":

"Demographics suggest shortage will persist. Employers will face smaller applicant pools well beyond the pandemic. What the initial numbers make clear is the balance has shifted between the number of positions employers want to fill and the supply of available, interested [and qualified] applicants."

COVID and the missing workers: Who stayed out and what that says about the shortage Alaska Trends Magazine, April 2022
- Dan Robinson

Ms. Carty announced that significant work lay ahead for the industry. She noted that the workforce shortage was a national problem. She said that the state was especially vulnerable to the shortage. She said that the maritime sector had been hard hit and companies were aggressively courting US workers in an already tight labor market, which threatened seafood processing among other areas. She said that Alaska's economic future rested on a strong effort to rebuild the workforce.

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Co-Chair Bishop asked how many industry partners were associated with the workforce development program.

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Ms. Carty replied that there were 76 partners.

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Co-Chair Bishop queried what recruitment looked like on whole for the industry. He felt that the state had plenty of assets and the issue was recruitment of human resources.

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Ms. Carty agreed. She believed it was an issue of lack of career awareness. She said that students were not well informed of the job opportunities in the state.

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Ms. Selle discussed the presentation, "Alaska Strong" (copy on file). Ms. Selle viced support and stressed the importance of the Alaska Healthcare Workforce Pipeline project. She said that the Alaska Primary Care Association supported the operations and development of Alaska's 29 federally qualified health centers, or Community Health Centers (CHC). She stated that CHCs provided comprehensive care including medical, dental, behavioral, pharmacy, and

care coordination services. She relayed that the CHCs were located all over the state.

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Ms. Selle looked at slide 21, "Health Workforce Shortage Crisis." She lamented that healthcare facilities were seeing far fewer applicants for far greater vacancies than ever before. She shared concerns relayed to her by healthcare professionals that the vacancy list was unprecedented and widespread. The person had relayed that certified nursing assistant (CNA) travelers were filling entry level positions and the human resources departments of facilities could not keep up with the vacancies.

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Co-Chair Bishop commented that the CNA travelers filling entry level positions were likely not being paid entry level wages.

Ms. Selle agreed.

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Ms. Selle pointed to slide 22, "Workforce Shortage Impact":

- 6300 New Alaska health care workers needed annually, growth + replacement (Alaska Health Care Workforce Analysis by ASHNHA)
- Impact of Covid: 87 Million for contract health care workers (FEMA)
- In-Demand Occupations Critical to Healthy Communities
- RNs, Direct Support Professionals, Medical Assistants, CNAs, LPN, Dental Assistants

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Ms. Selle addressed slide 23, "Alaska Healthcare Workforce Pipeline Project":

- **How will this project address this crisis?**
 - PATH Academies: Health Care Pre-Apprenticeships
 - Health Care Apprenticeships
 - High School CTE and Industry partnership

- UAA, APU and AHEC healthcare degree pathways

Ms. Selle detailed the availability and delivery of PATH Academy and apprenticeship opportunities. She said that the project would invest heavily in high school students, with a focus on rural students, and would provide a defined career pathway within their community.

Co-Chair Bishop understood the program was distance delivered. He asked whether it was in-person as well.

Ms. Selle replied that the program was 100 percent distance delivered but the apprenticeship provided an in-person component.

Co-Chair Bishop asked whether a community-based hospital could reserve 6 apprenticeship positions.

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Ms. Selle replied that the work would be done to make the space because the need in the state was so great.

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Co-Chair Bishop remarked that previous numbers had shown a need of 4,000 healthcare workers by 2020. He asserted that the current need was 6,300.

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Ms. Selle replied that the project would put more boots on the ground in apex centers, or area health education centers, in partnership with the university. She said that this would allow for greater area reach in the distribution of human resources to aid in coordinating the apprenticeship programs.

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Ms. Selle completed discussing slide 23. She mentioned that all apprentices were eligible to earn college credit during their apprenticeship.

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Ms. Selle looked at slide 24, "Addressing Alaska's Need":

- Rural Outreach and Focus
- Innovative Collaborations
 - Industry + Education
- Training Alaskans Where They Are

Ms. Selle thanked the committee for consideration of the project.

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BRAD BILLINGS, ADMINISTRATOR, CAREER AND TECHNICAL EDUCATION, discussed the presentation, "Department of Education and Early Development" (copy on file).

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Mr. Billings pointed to slide 27, "Our Strategic Priorities: Alaska's Education Challenge":

Five Shared Priorities:

1. Support all students to read at grade level by the end of third grade
2. Increase career, technical, and culturally relevant education to meet student and workforce needs
3. Close the achievement gap by ensuring equitable educational rigor and resources
4. Prepare, attract, and retain effective education professionals
5. Improve the safety and well-being of students through school partnerships with families, communities, and tribes

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Mr. Billings discussed slide 28, "High Quality Career and Technical Education (CTE)":

Program of Study

- > Student career development
- > Responsive to demand
- > Multiple "stacked" courses
- > Academic, Employability, and Technical Standards

- > Post-secondary recognized credentials or credit
- > Work-based learning

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Mr. Billings highlighted slide 29, "Post-Secondary Institutions." The slide showed an illustration that demonstrated how federal Perkins funding and formula funds were distributed to shepherd students toward living wage jobs. He said that what students were doing in schools should not be separate from what they will be doing in the workforce.

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Co-Chair Bishop spoke of the Perkins funds and understood that they were distributed through the student funding formula.

Mr. Billings replied in the affirmative.

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Co-Chair Bishop asked whether there was confirmation that the Perkins funds were used for CTE.

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Mr. Billings replied that the funds were not currently tracked. He stated that the larger districts were putting much more than the expected amount into CTE.

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Co-Chair Bishop felt that the Department of Education or the Department of Labor could reach out to school districts to determine how the money was spent.

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Mr. Billings addressed slide 30, "Integrated Career Pathways Model."

Mr. Billings looked at slide 31, "CTE Partnerships":

- > Consultation of local/regional Advisory Committee(s)

- > Alaska Technical and Vocational Education Program (TVEP) training institutions
- > Work -Based Learning arrangements with business, industry, trade union, etc.
- > University of Alaska System
- > Department of Labor and Workforce Development

Mr. Billings said that the market was out of balance between students demanding training and an industry ready to supply that training. He said that employers were averse to bringing a high school student into their workplaces.

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KYLA J. POMRENKE, EXECUTIVE DIRECTOR, ALASKA WORKFORCE INVESTMENT BOARD, discussed the presentation, "Alaska Workforce Investment Board (AWIB)" (copy on file).

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Ms. Pomrenke discussed slide 34, "A Breakdown of Alaska Workforce Investment Board (AWIB)":

- 1 Statewide Board
- 9 Staff Members
- 8 Construction Academies
- 7 Regional TVEP Recipients (Technical Vocational Education Program)
- 27 STEP Grantees (State Training and Employment Program)
- 10 WIOA Youth Grantees (Workforce Innovation and Opportunity Act)
- At-Risk Youth Initiative
- Registered Apprenticeship
- Other Statewide Projects
- Other Federal Grants

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Ms. Pomrenke pointed to slide 35, "Alaska Workforce Investment Board, Regional Training Centers":

1. Alaska Technical Center
2. AVTEC - Alaska Vocational Technical Center
3. Delta Career Advancement Center
4. Fairbanks Pipeline Training Center
5. Galena Interior Learning Academy

6. NACTEC - Northwestern Alaska Career and Technical Center
7. North Slope Training and Education Cooperative
8. *SAVEC - Southwest Alaska Vocational Education Center
9. *Southeast Alaska Career Center
- *UA Workforce Programs
10. Yuut Elitnaurviat - Peoples Learning Center

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Ms. Pomrenke looked at slide 36, "Alaska Vocational Technical Center (AVTEC)":

AVTEC's mission:

"Deliver flexible, accessible, and affordable workforce training that is responsive to the dynamic needs of business and industry and serves Alaska's diverse communities...we train Alaskans for work in Alaska!!"

- **Building a workforce** - over 90 percent of all students who complete training are employed in high demand jobs within a year.
- **Employer informed training** - intensive training, designed by journey level subject matter experts, available across the state.
- **Partnering to increase access** - Alaska Maritime Education Consortium, a partnership with the University of Alaska and 2021 Domestic Maritime Center of Excellence.

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Co-Chair Bishop understood that there was no longer a program in Ketchikan associated with the university.

Ms. Pomrenke replied in the affirmative.

Ms. Pomrenke continued to discuss slide 36. She listed the benefits and successes of AVTEC.

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Co-Chair Bishop applauded the AVTEC program.

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Ms. Pomrenke continued to discuss the programs on slide 36.

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Ms. Pomrenke pointed to slide 37, "Workforce Training and Reemployment for Alaskans." The slide showed a breakdown of the budget in a pie chart. The numbers were as follows:

TVEP Distribution - \$13.5 million
Vocational Rehabilitation - \$1.6 million
STEP Individualized Work Readiness - \$1.1 million
WIOA Dislocated Worker - \$1.5 million
AK Construction Academies - \$1.7 million
WIOA Adult - \$3.3 million
STEP Grants -\$5.5 million
WC Reemployment Benefits - \$7.6 million
Governor's Proposal - \$10.0 million

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Ms. Pomrenke looked at slide 38, "Committed to Building New Partnerships and Strengthening Old Ones:"

- \$3.9 Million apprenticeship grant - creating new partnerships in nontraditional apprenticeable occupations.
- Healthcare Apprenticeships.
- At-Risk Youth Initiative - working with schools, shelters and other agencies to prepare this workforce for the future.
- Good Jobs Challenge -Strengthening partnerships in the Healthcare, Maritime and Construction Industry.
- Newly formed working relationships in the Tourism, Hospitality and Transportation industry.
- Expanding outreach to ensure returning citizens and workers with disabilities are represented in the workforce.
- Workforce Development Plan targeted towards newly funded projects.

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Ms. Pomrenke addressed slide 39, "Looking to the Future":

- Proven effectiveness in administrating and monitoring statewide and federal activities

- Staff is committed to working with training providers, employers and job-seekers in a creative manner in order to meet the workforce demand in this unique time
- We know there is strong demand in occupations including education, healthcare, construction, transportation and maritime
- We also foresee expanded opportunities for creative growth within the state of Alaska including entrepreneurship, mariculture, space industry, manufacturing opportunities

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Ms. Pomrenke discussed slide 40, "We Are Preparing Alaskans for the Jobs of Today and Tomorrow."

Co-Chair Bishop asked when the next board meeting was scheduled.

Ms. Pomrenke replied that the next board meeting was scheduled for June 23, 2022.

Co-Chair Bishop offered some requests for workforce development coordination with the prison system.

Ms. Pomrenke noted that there were programs being considered for apprenticeship programs working with the Department of Corrections.

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Co-Chair Bishop invited Pat Pitney to the table.

Senator Wilson offered that he was a fan of the "chain gang." He asked about child labor laws.

Ms. Pomrenke said most of the child labor laws were federal and the state could not control them.

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Co-Chair Bishop referenced the addendum that was crafted in 2010 and updated in 2018. He stressed the need for the state to stay committed to workforce development.

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PAT PITNEY, PRESIDENT, UNIVERSITY OF ALASKA, IN ROOM, introduced her fellow presenter.

Co-Chair Bishop

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President Pitney discussed the presentation, "University of Alaska; Training Tomorrow's Workforce Today" (copy on file).

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President Pitney pointed to slide 42, "UA Goals":

The University of Alaska inspires learning, and advances and disseminates knowledge through teaching, research, and public service, emphasizing the North and its diverse peoples

Contribute to Alaska's economic development, skilled workforce and engaged citizenship

Foster academic excellence for student success

Promote diversity, equity, and inclusion in students, faculty and staff

Operate cost effectively

Grow our world-class research

President Pitney displayed slide 43, "Priority Focus Areas."

Increasing Student Enrollment

Develop workforce and focused economic development initiatives

Promote Arctic policy, research, and leadership

Advance the Alaska Native Success Initiative

Build finance industry partnerships to expand business workforce

Increase Fisheries and Ocean Sciences presence in Southeast Alaska

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President Pitney looked at slide 44, "UA Construction, Mining, Oil and Gas Programs, Addressing Cross-Industry Skills":

100+ Programs Training

- Architects
- Carpenters
- CDL Drivers
- Construction Managers
- Engineers
- Engineering Technicians
- Facilities Repair and Management
- General Ops Managers
- Geologists
- Heat/Air/Ref Mechanics
- Heavy Equipment Operators
- Mechanics
- Mining Operators
- Process Technicians
- Roustabouts
- Safety and Health Specialists
- Surveyors
- Welders

Investments to Advance Efforts

- Critical Minerals and Rare Earth Elements to expand workforce programs and enhance economic development
- Partnering to expand pathways with Alaska's Cross-Industry Skills Project

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TERRI COTHREN, ASSOCIATE VICE PRESIDENT, UNIVERSITY OF ALASKA, looked at slide 44, "UA Construction, Mining, Oil and Gas Programs, Addressing Cross-Industry Skills":

100+ Programs Training

- Architects
- Carpenters
- CDL Drivers
- Construction Managers
- Engineers
- Engineering Technicians
- Facilities Repair and Management
- General Ops Managers
- Geologists
- Heat/Air/Ref Mechanics

- Heavy Equipment Operators
- Mechanics
- Mining Operators
- Process Technicians
- Roustabouts
- Safety and Health Specialists
- Surveyors
- Welders

Investments to Advance Efforts

- Critical Minerals and Rare Earth Elements to expand workforce programs and enhance economic development
- Partnering to expand pathways with Alaska's Cross-Industry Skills Project

Ms. Cothren stressed the importance of partnerships to prepare for the significant workforce needs of the state. She said that dialogue with partners from all regions of the state were happening to address Alaska's workforce needs. She noted that many of the programs on the list shared cross-industry skills. She noted that skills that served the oil and gas industry could also serve in the area of water treatment. She spoke of university partners in apprenticeship and career pathways.

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Ms. Cothren pointed to slide 45, "UA Clinical and Behavioral Healthcare Programs Creating Healthier Communities":

31 Clinical Programs Training

- Certified Nursing Assistants
- Clinical Laboratory Technicians
- Dental Assistants
- Dental Hygienists
- Emergency Medical Technicians and Paramedics
- Medical Assistants
- Nurses
- Medical Records Technicians
- Medical and Health Services Managers
- Radiologic Technicians

19 Behavioral Programs Training

- Behavioral Health Specialists
- Counselors
- Psychiatric Technicians

- School Psychologists
- Social Workers

Investments to Advance Efforts

- UAA Health Programs - increase instructional capacity to meet demand
- Partnering to expand apprenticeship pathways with Alaska's Healthcare Workforce Pipeline Project

Ms. Cothren stressed that any healthcare investments that could be made in the partnerships and projects would help to increase capacity for healthcare pathways, particularly for rural students.

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Ms. Cothren pointed to slide 46, "UA Maritime and Mariculture Programs Partnering to Advance Alaska's Largest and Emerging Sectors":

30+ Maritime and Mariculture

Programs Training

- Commercial Seafood Harvesters
- Captains
- Deckhands
- Fisheries Biologists, Scientists, Economists, and

Management Specialists

- Fisheries Technician
- Hatchery Manager
- Quality Control and Assurance Managers and

Technicians

- Seafood Plant Processing Engineers
- Seafood Plant and Production Managers
- Shellfish Farmers
- Ship Builders
- Vessel Engineer
- Vessel Repair and Maintenance Technicians

Investments to Advance Efforts

- Maritime Works: Partnerships to advance Alaska's Largest Sector
- Mariculture Research and Development to increase workforce capacity

Ms. Cothren relayed that the partnerships would expand career awareness and would share instructional resources; curriculum was shared to leverage the development of curriculum and increase alignment across the state.

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Co-Chair Bishop asked whether there were employment numbers available for the maritime industry for the last 20 years.

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Ms. Cothren agreed to provide that information.

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Senator Wilson queried why there were so many requests in the maritime industry as they were not currently "paying their fair share."

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Ms. Cothren discussed slide 47, "Partnerships Strengthen Cross-Industry, Healthcare and Maritime Workforce Outcomes":

DEED Partners

- Dual enrollment pathways
- Development and communication of resources
- Annual conference
- Federal reporting

DOLWD Partners

- Apprenticeship pathways
- State and federal CTE reporting
- Articulation of postsecondary pathways with AVTEC
- Alaska Maritime Education Consortium

Workforce and Economic Partners

- Alaska Economic Development Orgs
- Denali Commission
- Rasmuson Foundation
- Tribal Organizations and Native Corporations

Industry Partners

- Advisory boards

- Associations providing technical and apprenticeship programs
- Hiring Graduates
- Internships
- Scholarships

Ms. Cothren reiterated that new partnership would be critical to meet the workforce needs of the state.

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Senator Wilson recalled a previous question regarding how many degree programs offered by the university.

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President Pitney replied that a response had been sent to the committee. She said that looking at the breadth of degrees available, the university had approximately two-thirds the offerings compared to other small western state. She added that the number of locations where study was offered was lower than in other states, which limited availability.

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Ms. Cothren looked at slide 48, "Value of Developing Alaska's Workforce":

Investment needed to develop a strong economy

- Meet labor demands
- Develop Alaska's natural resources
- Create healthier communities

Workforce Development

Educational Access
 Skilled Workforce
 Livable Wages

Alaska Strong

Improved Health
 Economic Growth
 Need for Support
 Crime

Economic Development

Capital Investments

Business/Industry
Local hire/AK residency

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Senator Wilson remarked that the state spent money to train the workforce for the private sector. He stressed that the state was a major competitor for the private sector, and perhaps contracting out could be an option.

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Ms. Cothren concluded that earning potential and upward mobility increased with education. She stressed that more education and training correlated with lower unemployment rates, more employment opportunities, better health, less need for government support services, and lowered crime rates.

Co-Chair Bishop discussed the agenda for the next morning's meeting.

#

ADJOURNMENT

[2:19:44 PM](#)

The meeting was adjourned at 2:19 p.m.