

Original sponsors: Ferguson and
Hohman

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1 IN THE SENATE

BY THE LABOR AND
COMMERCE COMMITTEE

2 CS FOR SENATE BILL NO. 318 (L&C)

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 TWELFTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act relating to employment services and the crea-
7 tion of employment opportunities in the state."

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

9 * Section 1. AS 23.15 is amended by adding new sections to read:

10 ARTICLE 6. ALASKA STATE SUPPLEMENTAL EMPLOYMENT AND TRAINING.

11 Sec. 23.15.700. ALASKA STATE SUPPLEMENTAL EMPLOYMENT AND TRAINING
12 PROGRAM. (a) The Alaska state supplemental employment and training
13 program is established, consisting of programs initiated by the Depart-
14 ment of Labor and the Department of Community and Regional Affairs to
15 coordinate employment and training activities to meet the needs of
16 employers for a skilled work force and to assist in the continuation of
17 economic growth in the state while assuring that Alaskans are hired for
18 jobs created by that economic growth.

19 (b) When feasible, contracts shall be entered into with organiza-
20 tions which have previously provided employment and training services
21 in the state to implement the Alaska state supplemental employment and
22 training program.

23 Sec. 23.15.710. FUNCTIONS OF THE PROGRAM. (a) The Alaska state
24 supplemental employment and training program shall consist of the
25 following programs:

26 (1) an occupational demand and supply survey performed by
27 the Department of Labor to gather and correlate data relating to the
28 demand in the state for occupational skills by type and skill level
29 including characteristics of the existing work force and the potential

1 work force and the levels and characteristics of unemployment in the
2 state;

3 (2) a basic labor exchange operated by the Department of
4 Labor which will identify qualified, job-ready individuals and match
5 these individuals with existing job openings which have been identified
6 by employers and which will also identify and assist individuals who do
7 not match existing job openings; the labor exchange shall provide

8 (A) identification and referral of individuals who
9 cannot be placed in available jobs to work-site training or
10 internship programs;

11 (B) employment counseling to improve employability;

12 (C) a mechanism for referral of individuals to federal
13 and state support programs for the unemployed or underemployed;

14 (D) a mechanism for financial assistance necessary to
15 relocate Alaska residents hired by Alaska employers, and

16 (E) collection and dissemination of statewide labor and
17 job market information;

18 (3) a work-site training program administered by the Depart-
19 ment of Community and Regional Affairs to provide structured, progres-
20 sive, job-specific training for eligible new employees and upgrade
21 training for employees whose advancement is limited by obsolete or
22 inadequate skills;

23 (4) youth programs under the Department of Community and
24 Regional Affairs and the Department of Labor to provide guidance,
25 assistance, and training to young people who are entering or will be
26 entering the job market; the youth programs shall include internship
27 programs, in-school employment counselors, and vocational explorational
28 programs; and

29 (5) an evaluation system established by the Department of

1 Community and Regional Affairs and the Department of Labor to provide
2 current information for evaluation of their respective training and
3 employment programs measured by the degree that program participants
4 benefit from the programs, and for management and financing decisions
5 relating to these programs.

6 (b) To implement the programs set out in (a) of this section, the
7 Department of Labor and the Department of Community and Regional
8 Affairs may

9 (1) enter into agreements with or contract on a competitive
10 basis with employers to establish training programs and to reimburse
11 employers for allowable costs of training eligible individuals through
12 work-site training programs;

13 (2) enter into agreements with or contract on a competitive
14 basis with other state and federal agencies and educational institu-
15 tions and other organizations and entities to identify and develop
16 further training and employment opportunities compatible with the
17 supplemental employment and training program;

18 (3) develop and issue regulations relating to the establish-
19 ment and administration of the programs described in (a) of this
20 section.

21 Sec. 23.15.720. WORK-SITE TRAINING. (a) The Department of Com-
22 munity and Regional Affairs shall implement work-site training programs
23 through contracts and agreements with employers to provide career-
24 oriented apprenticeship and on-the-job training to eligible individuals
25 supplemented as necessary by classroom instruction.

26 (b) The Department of Community and Regional Affairs shall reim-
27 burse employers participating in a work-site training program for the
28 additional costs incurred by the employer in providing for work-site
29 training and appropriate classroom instruction for eligible new em-

1 ployees and individuals eligible for upgrade training.

2 (c) Costs for which an employer may be reimbursed shall be speci-
3 fied by regulation, but may include

4 (1) costs incurred for training supervision, for maintaining
5 training records, for monitoring the progress of training and imple-
6 menting performance standards, for the additional costs of production
7 time allocated for training on the job, and for similar functions
8 essential to career work-site training programs; and

9 (2) costs for classroom instruction, entry level and career
10 work-site training, tuition, fees, and materials for instruction pro-
11 vided by an educational or instructional institution, instruction
12 provided by the employer, instructors, classroom space and facilities,
13 liability insurance, administrative support services and related costs.

14 (d) To be eligible to participate in a work-site training program
15 as a new employee, an individual must

16 (1) be a resident of the state;

17 (2) have been hired in a job requiring training;

18 (3) have been unemployed for at least 30 days before being
19 hired, or have been recently laid off due to cutback, lack of business,
20 completion of a project, or dissolution of operation by his previous
21 employer.

22 Sec. 23.15.730. YOUTH PROGRAMS. The Department of Labor and the
23 Department of Community and Regional Affairs shall develop youth pro-
24 grams to provide young people with improved access to employment guid-
25 ance and counseling and opportunities for exposure to and firsthand
26 knowledge of the type of work and working conditions involved in vari-
27 ous career choices. Youth programs will be tailored to meet the needs
28 of the participants in the geographic area served by the program.
29 Youth programs include the following:

1 (1) Internship programs: The Department of Community and
2 Regional Affairs shall design internship programs to provide the oppor-
3 tunity for individuals enrolled in postsecondary occupational prepara-
4 tion programs to be hired as full-time employees for a designated
5 period of time in jobs within fields for which they are training.
6 Eligible occupational preparation programs shall be specified by
7 regulation, but may include programs offered by public or private
8 vocational training institutions, colleges, universities, or other
9 organizations approved by regulation. To be eligible for employment as
10 an intern, an individual must be a state resident, but may be enrolled
11 in a program either inside or outside the state. An employer providing
12 employment for an intern under an internship program may be reimbursed
13 as provided by regulation for a percentage of the wages paid to the
14 intern or for allowable costs under AS 23.15.720(c)(1).

15 (2) Counseling programs: The Department of Labor shall
16 provide employment counselors to high schools to work with the staff of
17 a school to provide career employment guidance and counseling and job
18 placement services to students enrolled in the school. These counselors
19 are regular employees of the Department of Labor but work in coordina-
20 tion with the schools to provide counseling and placement services on a
21 regularly scheduled basis within the schools.

22 (3) Vocational exploration programs: The Department of
23 Community and Regional Affairs shall establish vocational exploration
24 programs to provide opportunities for students enrolled in high schools
25 to sample and explore career options. The department may enter into
26 cooperative agreements or contract with schools or public or private
27 agencies or organizations to implement vocational exploration programs.

28 Sec. 23.15.740. EVALUATION PROCEDURES. (a) The Department of
29 Community and Regional Affairs and the Department of Labor shall

1 develop procedures to gather and maintain information and performance
2 data for evaluation of programs established as components of the Alaska
3 state supplemental employment and training program. Guidelines and
4 evaluation standards shall be established as specific programs are
5 developed so that necessary information may be identified and reported
6 on a current basis.

7 (b) In establishing evaluation procedures and standards under
8 this section, emphasis shall be placed on measuring accomplishments of
9 the programs from the standpoint of the benefit to individuals and
10 employers in improving career skills and employment opportunities of
11 state residents and improving the quality of the work force available
12 to Alaska employers.

13 Sec. 23.15.750. DEFINITIONS. In AS 23.15.700 - 23.15.750,

14 (1) "career work-site training" means a program to pro-
15 gressively develop skills associated with a defined set of work pro-
16 cesses covered sequentially in the course of employment in an occupa-
17 tion, trade, or industry, supplemented by necessary classroom instruc-
18 tion; the training shall be consistent with a career pattern of advance-
19 ment, as measured by skill proficiency and the progression of earnings
20 and related benefits that is recognized with the occupation, trade, or
21 industry; career work-site training includes apprenticeship and on-the-
22 job training;

23 (2) "entry level training" means instruction conducted in
24 the classroom, work site, or in any combination of these which is
25 short-term in nature and is either preparatory for employment or an
26 integral part of employment in an entry classification in a particular
27 occupation or industry, when this entry level training is directly
28 linked to a specific career work-site training program or when the
29 entry classification is the source of entry into a career work-site

1 training program;

2 (3) "resident" means a person who

3 (A) except for brief intervals, military service,
4 attendance at an educational or training institution, or for
5 absences for good cause, is physically present in the state for a
6 period of at least 30 days immediately before the time the status
7 is determined;

8 (B) maintains a place of residence in the state;

9 (C) has established a residency for voting purposes in
10 the state;

11 (D) has not, within the period of required residency,
12 claimed residency in another state; and

13 (E) shows by all attending circumstances that the
14 intent is to make Alaska a permanent residence.

15 * Sec. 2. AS 23.20.100 is amended by adding a new subsection to read:

16 (b) State money appropriated to the department to supplement or
17 enhance those services provided under provisions of the Wagner-Peyser
18 Act shall be expended through the established system of public employ-
19 ment offices. However, to improve service or avoid duplication, the
20 department may contract with other state agencies, municipalities, or
21 private or public nonprofit organizations for services financed by
22 state money to carry out the purposes of this section.

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