

S B

2 5 5

18th Alaska State Legislature
Community and Regional Affairs Committee

Committee Schedule for Week
WEEK OF APRIL 25 - APRIL 29, 1994
* (indicates first public hearing)

Room 124
Capitol Building

Tuesdays & Thursdays
1:00 P.M.

Monday, April 25, 1994 at 2:00 p.m.

CSSB 217 - Relating to Increase Land grant to Univ. of Alaska

Tuesday, April 26, 1994 at 1:00 p.m.

(pending referral)

SB 164 - Relating to municipal incorp, reclass, dissolution

SB 240 - Relating to Municipal Tax Credit/Student Housing

SSSCR 14 - Relating to Name Hatchery at Main Bay: H.Z. Hansen

CS FOR SENATE BILL NO. 255(STA)
 IN THE LEGISLATURE OF THE STATE OF ALASKA
 EIGHTEENTH LEGISLATURE - SECOND SESSION

BY THE SENATE STATE AFFAIRS COMMITTEE

Offered: 3/29/94
 Referred: Rules

Sponsor(s): SENATE COMMUNITY AND REGIONAL AFFAIRS COMMITTEE BY REQUEST

A BILL

FOR AN ACT ENTITLED

1 "An Act establishing a comprehensive policy relating to human resource
 2 development in the state."

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

4 * Section 1. AS 44.99 is amended by adding a new section to article 2 to read:

5 Sec. 44.99.130. STATEMENT OF HUMAN RESOURCE DEVELOPMENT
 6 POLICY FOR THE STATE. (a) State programs and activities in the fields of
 7 economic development, education, vocational education, job training, and social service
 8 shall be coordinated to further the state's primary goal of enabling the people of the
 9 state to become part of a literate, skilled, and productive work force and business
 10 community and to have an opportunity to earn a living. The Department of ^{SCRA} (AJTC)
 11 Administration, the Department of Commerce and Economic Development, the
 12 Department of Community and Regional Affairs, the Department of ^{SCRA} (AJTC) Corrections, the
 13 Department of Education, the Department of ^{SCRA} (Sen. Adams) Fish and Game, the Department of Health
 14 and Social Services, the Department of Labor, the Department of Military and

1 Veterans' Affairs, and the University of Alaska shall plan, coordinate, and implement
2 their programs and activities to better achieve the state's primary goal.

3 (b) Public officials responsible for economic development programs and
4 systems in the state shall coordinate planning with public officials responsible for job
5 training and human resource development programs and systems concerning anticipated
6 economic development activities so that those programs and systems can prepare
7 clients for the forthcoming employment opportunities in a timely manner.

8 (c) Public officials responsible for education programs and systems, including
9 vocational education, shall structure those programs and systems to prepare students
10 to enter the work force and business community. To this end, the state's educational
11 system shall ensure that students develop competency in basic and technological skills
12 along with work force and business readiness values.

13 (d) Public officials responsible for the state's job training system shall
14 coordinate with business, industry, and labor in the state to anticipate and provide
15 appropriate training for existing and new employment and business opportunities.

16 Several
17 Changes
18 Offered by
19 AJT
20 Sen
21 Leman
22 SCRA
(e) Social service programs of the state shall encourage people who are
23 unemployed to make the transition from welfare to employment and self-sufficiency.
24 Public officials responsible for these programs shall coordinate the public assistance,
25 social services, and human resource development services available to a client.

26 (f) Public officials responsible for human resource programs shall coordinate
27 to minimize duplication of programs, increase sharing of resources, and make access
28 to information and services more convenient to the people of the state.

29 (g) To plan, monitor, and coordinate the programs, systems, and activities
30 identified in this section, the governor shall use the Alaska Job Training Council as the
31 recognized state job training coordinating council. The council shall submit a report
making recommendations on ways in which the state can enhance the coordination and
delivery of economic development and human resource development programs and
systems, education programs and systems, including vocational education, the job
training system, and social service programs to enable the people of the state to
become part of a literate, skilled, and productive work force and business community
and to have an opportunity to earn a living. The council shall submit the report every

1 other year to the governor and to the legislature, in years alternating with the
2 Governor's Coordination and Special Services Plan.

3 (h) The legislative auditor shall conduct a performance audit of the
4 implementation of the policy provided in this section during fiscal year 1998 and every
5 four years thereafter.

(7)

Date Referred: April 8, 1994

HOUSE COMMITTEE REPORT
FURTHER REFERRALS:

Date of Committee Action: 4-18-94

The COMMUNITY AND REGIONAL AFFAIRS Committee considered:

CSSB 255(STA)

CS FOR SENATE BILL NO. 255(STA)

STATE POLICY ON HUMAN RESOURCE DEVELOPMENT

"An Act establishing a comprehensive policy relating to human resource development in the state."

- RECOMMENDATIONS: the same title
 be replaced with _____ a new title
- have attached amendments(s)
 do pass
 do not pass
 no recommendations
 individual recommendations
 additional referral to the _____ Committee

ADOPTS: _____ letter of Intent

ATTACHES NEW FISCAL NOTE(S): (Dept)

APPROVES PREVIOUS: (Dept/Date)

fiscal impact _____

fiscal note(s) _____

zero fiscal note DEC, F+G, CORR, M+VA,

zero fiscal note(s) DEC, F+G, EDCR, MVA, HESS, Edg, U.A., KUBER, P+R-A

SIGNING <u>DO</u> PASS	DP	OTHER RECOMMENDATIONS	DNP	NR	AM
<i>Jimmy Sander</i>	✓	<i>Car Blue & c</i>		✓	
<i>[Signature]</i>	✓	<i>Carl Davis</i>		✓	
<i>[Signature]</i>	✓	<i>FWK William</i>		✓	
		<i>Harley Olberg</i>		✓	

Harley Olberg
CHAIRMAN'S SIGNATURE



Alaska State Legislature

SENATE COMMUNITY AND REGIONAL AFFAIRS COMMITTEE

Senator Randy Phillips, Chair
Senator Robin Taylor, Vice Chair
Senator Loren Leman
Senator Al Adams
Senator Fred Zharoff

SESSION:
State Capitol
Juneau, Ak 99801-1182
(907) 465-4989

INTERIM:
P. O. Box 142
Eagle River, Ak 99577
(907) 694-4949

MEMORANDUM

TO: Representative Harley Olberg, Chairman
House Community & Regional Affairs Committee

FROM: Senator Randy Phillips, Chairman *RJP*
Community and Regional Affairs Committee

DATE: April 14, 1994

SUBJECT: SB 255 - State Policy on Human Resource Development

The Senate Community and Regional Affairs Committee introduced SB 255 on behalf of the Alaska Joint Training Council.

This bill establishes a state policy on human resource development for state government agencies and requires public officials responsible for education and training programs to coordinate their programs.

The Alaska Joint Training Council has spent the last year drafting a meaningful policy and SB 255 is the result of their work. The AJTC hopes to achieve several goals:

- (1) Provide employers with a diversified, multi-skilled workforce.
- (2) Increased coordination of workforce development programs to maximize available resources.
- (3) Programs that assist economically disadvantaged youth, dislocated workers and the marginally employed to become self-supporting.
- (4) Assist students in the transition from school to work


On behalf of the Alaska Job Training Council I urge your support for Senate Bill 255.

**WALTER J. HICKEL, GOVERNOR**

REPLY TO: Department of Community
and Regional Affairs
333 W. 4th Avenue
Suite 220
Anchorage, Alaska 99501-2341
Phone: (907) 269-4500
Fax: (907) 269-4520

ALASKA JOB TRAINING COUNCIL

MEMO TO: Members of the AJTC

FROM: Debra Call 
Chair, Executive Committee

DATE: January 18, 1994

SUBJECT: Policy for Human Resource Development

Everyone is aware by now that the Executive Committee of Council has been working for the past year on drafting a policy for human resource development in the state. The Committee met on January 15, 1994, to consider language contained in a working draft of proposed legislation. The attached copy of *Senate Community and Regional Affairs Committee Bill No. 255* entitled "An Act establishing a comprehensive policy relating to human resource development in the state" is that adopted by the Executive Committee at its meeting on January 15.

Background. As you will recall, at the last meeting of Council on November 18, 1993, a resolution was adopted which endorsed development of a human resource development policy and provided direction to the Chair to carry the issue to the Governor. Following recess of Council that first day, the Executive Committee met in worksession to decide upon strategy to move the issue forward given the direction by Council. At that worksession it was agreed that the policy would be moved along three tracks simultaneously. That is, the AJTC would take draft policy to the Governor (1) at the same time that the legislature considered a 'policy' bill (2) while the Council was then taking the policy to other public advisory bodies for support and endorsement (3). The consensus at the meeting was to proceed with this strategy. I then briefed the Council of the results of our committee work at the earliest opportunity, which was the morning of November 19.

Policy Drafted. Staff of DCRA and Legislative Legal Services began developing a policy statement in the form of draft legislation. The first working draft was presented to the Executive Committee for review and comment on January 15. Committee members spent nearly three hours reviewing the document, line by line. Comments were provided with directions for changes. The attached copy incorporates the language as passed by a majority vote of 3 to 1 (Chair abstaining).

Following discussion of specific language, the Committee then spent time discussing strategy to carry the policy to the Governor, Legislature and advisory groups, given the fact that legislative session was already underway. It was moved that due to severe time constraints in the required readings of legislation, the Committee vote to allow introduction of the bill in the Senate Community and Regional Affairs Committee on Tuesday, January 18, 1994, with the understanding that there may be changes resulting from the full Council review at this January 24, teleconference. The motion passed with no opposition (Chair abstained).

Members of the AJTC
January 13, 1994
Page Two

Council Review. In accordance with the terms of the Committee's motion, this legislation is being presented to the full Council for review and comment at next week's meeting. Please review the document carefully and come to the meeting prepared to discuss.

If you have questions regarding this bill please contact Bruce Geraghty in Juneau at 465-4700 or Tony Nakazawa in Anchorage at 269-4607. I hope to hear all members on line next Monday.

Goal #1: Provide employers with a diversified, multi-skilled workforce.

1. Objective: Participation by employers.
2. Objective: Develop private/public partnerships to train employees.
3. Objective: Encourage new and expanding businesses to hire job training participants.

Coordination Criteria:

- Job Training Plans of Private Industry Councils (PICs) must describe ways in which employers will be involved in the development of training programs.
- Create incentives to maximize participation by employers ie. monetary advantages, reduction in paperwork or simplification in program delivery.
- Market and promote programs to educate employers of benefits to participation.
- Analyze market information to determine employers' needs.
- Target training resources to occupations having high non-resident employees.
- Design training programs to meet the needs of employers.

4. Objective: Promote training and placement opportunities for women in 'nontraditional' employment.**Coordination Criteria:**

- Broaden employers' awareness of any mandated requirements for entry of women into 'nontraditional' employment.
- Provide technical assistance and a one-stop environment to employers to meet the established goals of the '92 job training reform amendments.

PRIORITY ACTION STEP: Maximize employer participation by having a meeting or meetings between employers and providers.

Goal #2: Increase coordination of workforce development programs to maximize service delivery from the available resources.

1. Objective: Remove barriers to collaboration.

Barriers to Collaboration:

- | | |
|--|--|
| °Lack of communication | °Political changes resulting in loss of jobs |
| °Differing performance standards | °Lack of overall state policy for human resource development |
| °Changing regulations and program requirements | °Knowing who to collaborate with, ie. AR DORS |
| °De-funding programs or changes in program funding | °Geographic separation and transportation costs |
| °Number of federal programs | °Number of agencies involved at the state and local levels |

Coordination Criteria :

(Ways to remove barriers to collaboration)

- Participate in the development of a statewide human resource investment policy.
- Institute an ongoing forum for communication among all relevant programs.
- Develop an electronic bulletin board (make use of current technology).
- Develop a resource directory for workforce development.

2. Objective: Provide Incentives.

Coordination Criteria :

- Develop economic and programmatic incentives (\$) for collaboration among programs. The collaboration would result in accomplishment of individual program goals.
- Develop performance standards to reward collaboration.
- Share resources and real information across programs to the extent permissible.

3. Objective: Integrate Services.

Coordination Criteria :

- Use technology to address integration issues linking regions, communities and the state as a whole.
- With the philosophy "Any Door is the Right Door", work toward 'one-stop shopping' permitting programs other than your own to do some basic client intake and assessment.
- Begin joint assessment and joint planning processes across programs.
- *Assess confidentiality requirements which impede collaboration among agencies and identify strategies to address them.*

4. Objective: Share evaluations of workforce development programs.

Coordination Criteria :

- Develop a central clearinghouse for data/jobs/program evaluations, etc.

PRIORITY ACTION STEP: Participate in the development of a statewide human resource investment policy.

Goal #3: Employment and training programs shall assist the economically disadvantaged, at-risk youth, dislocated worker and the marginally employed to become self-supporting.

1. Objective: Provide workforce development services to welfare recipients, particularly JOBS participants, in order to provide basic skills and training necessary for long term employability.

Coordination Criteria :

- Use 'case management' for clients while agencies work as a 'team' of resources.
- Basic education should be provided to persons determined to need additional education. Where possible, basic education should be concurrent or integrated with job specific skills training.
- Job skills training must be tailored to the abilities and interests of JOBS clients.
- Training programs must help trainees arrange for child care during training and in transition to the world of work.

2. Objective: Provide services to those people having multiple barriers to employment to enable them to become self-sufficient.

Coordination Criteria :

- Use 'case management' for clients while agencies work as a 'team' of resources.
- Develop and distribute a statewide resource and referral manual.

3. Objective: Provide opportunities for Alaska's older residents to return to work, placing particular emphasis on those who have additional barriers to employment.

Coordination Criteria :

- Use 'case management' for clients while agencies work as a 'team' of resources.
- Programs should promote the benefits of hiring older workers.
- Provide outreach and recruitment of older workers.

4. Objective: Identify and serve Alaskans with disabilities or other special needs.

Coordination Criteria :

- Use 'case management' for clients while agencies work as a 'team' of resources.
- Workforce development plans must demonstrate that service strategies to persons with disabilities are coordinated with the Division of Vocational Rehabilitation.

5. Objective: Assist students in the transition from school to work.

Coordination Criteria :

- Use 'case management' for clients while agencies work as a 'team' of resources.
- Maintain state based career information tools including AKCIS and the Alaska Career Guide.
- Promote Tech-Prep and the integration of academic and vocational education as included in ALASKA 2000.
- *Coordinate the state's School-to-Work Initiative with other work readiness initiatives such as Alaska-Youth Ready For Work, WISE, Tech Prep, etc.*

6. Objective: Meet the needs of dislocated workers through collaboration in the outreach and provision of training and placement services.

Coordination Criteria :

- Use 'case management' for clients while agencies work as a 'team' of resources.
- Enhance the cooperative provision of multiple agency "Rapid Response Teams" to mitigate the impact of business/industry lay-offs.
- Ensure that unemployment insurance claimants are informed about training under the State Training and Employment Program.

PRIORITY ACTION STEP: Produce and distribute a resource and referral manual.

Distribution List:

MEMBERS OF THE ALASKA JOB TRAINING COUNCIL:

Debra Call, Chair

Mr. James Caldarola	Ms. Jewel Jones
Mr. H. Leo Brown	Mr. Ralph L. Kihby
Mr. Percy Frisby	Mr. Bruce A. Kleven
Mr. Joseph R. Gabrielle	Ms. Judy Knight
Mr. Bruce R. Geraghty	Ms. Jo Ann C. McDowell
Ms. Sharon Guenther	Ms. Sarah H. Palin
Ms. Jan Hansen	Senator Randy Phillips
Ms. JoAnn B. Henderson	Mr. David Rees
Mr. Kay G. Hoch	Representative Jerry Sanders
Ms. Mary E. Shields	Ms. Julie A. Ward
	Mr. Mike Young

AJTC COMMITTEES

EXECUTIVE COMMITTEE

Debra Call
Percy Frisby
David Rees
James Caldarola
Ralph Kibby

PROGRAM COMPLIANCE

Kay Hoch
Julie Ward
James Caldarola
Judy Knight
Sarah H. Palin

COORDINATION

Jewel Jones
Jan Hansen
Bruce Kleven
Mary Shields
David Rees

AD HOC (to research different issues and offer support to other committees as needed)

Jo Ann Henderson
Percy Frisby
Rep. Jerry Sanders
Sen. Randy Phillips
Bruce Geraghty
Jo Ann C. McDowell
Ralph Kibby
H. Leo Brown
Joseph R. Gabrielle
Sharon Guenther

7785
CA:JMB
revised 12/29/93