

ALASKA LEGISLATURE COMMITTEE FILES 1999-2000 8672

9890 HOUSE LABOR & COMMERCE

1968 - 1983 **15 years Hotel/Restaurant industry background**

Other Positions Held:

6/84 - 2/92 6/84 - 1992	Delegate to the Western Alaska Building Trades HERE Local 878 delegate to the Anchorage Central Labor Council
1/92 - present	President of Anchorage Central Labor Council
1985 - 2/92	Board Member in Local 878 Building Corporation
1985 - 1994 1985 - 1989	Trustee - Alaska Bartenders Pension Fund Trustee - Alaska Bartenders Health Fund Fund merged with HERE Health Fund
1987 - 1992	Alaska Pacific University Labor/Management Advisory Board
1988 - 1995	Trustee HERE Pension Fund Trustee HERE Health Fund Trustee/Secretary HERE Legal Trust
1988 - 1993	Trustee Apprenticeship and Training Trust
1988 - 1996	Vice President Alaska State AFL-CIO
2/90 - 1992 1996- present	Governor's Appointment to Alaska Workers' Compensation Board (AWCB)
1988 to 1992	Secretary Treasurer of Food and Allied Service Trades (FAST)

Education and Training:

University of Alaska 30+ credits - general education
Grievance and Arbitration Seminar, Portland Oregon
Grievance and Arbitration Meany Center

International Foundation Trust Conferences;

1985 Honolulu Hawaii,
1987 San Francisco, Ca.
1988 New Orleans La.
1989 Orlando Florida
1990 San Francisco, Ca
1992 Washington DC - Legislative update
1993 Washington DC - Legislative Update
1994 Washington DC - Legislative Update
1994 San Francisco, California
1995 Lake Tahoe, California
National Labor Relations Board &
Federal Mediation and Conciliations Conference
1985 Anchorage AK
1986 Anchorage AK
Human Rights Commission Conference
1986 Anchorage AK

References:

William K. Jermain, Attorney
Jermain, Dunnagan, and Owens
3000 "A" Street, suite 300
Anchorage, AK. 99503

Mano Frey, President
State Federation of AFL-CIO
2501 Commercial Drive
Anchorage, AK 99501

CONFIRM

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3/29/00



Official Business

Alaska State Legislature

House of Representatives

State Capitol
Juneau, AK. 99801-1182

Date: 3/29/2000

The Honorable Brian Porter
Speaker of the House
State Capitol
Juneau, AK 99801

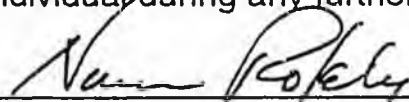
Dear Mr. Speaker:

In accordance with AS 39.05.080, the Labor and Commerce Committee has reviewed the qualifications of the following individual and recommends that the appointment be forwarded to a joint session for consideration:

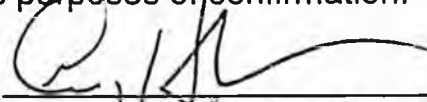
Board of Marine Pilots

Ms. Barbara J. Huff Tuckness - Anchorage
Appointed: 02/20/97 Reappointed: 03/20/00 Expires: 06/01/03

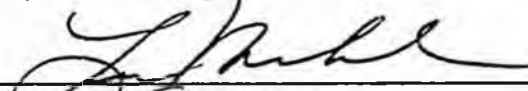
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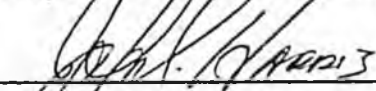
Rep. Rokeberg, Chair




Rep. Andrew Halcro, Vice Chair



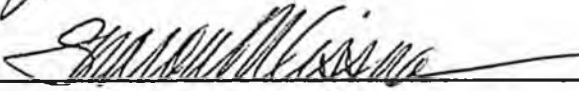
Rep. Lisa Murkowski



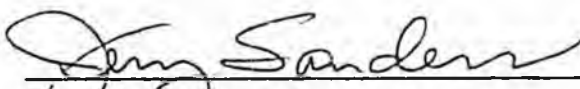
Rep. John Harris



Rep. Tom Brice



Rep. Sharon Cissna



Rep. Jerry Sanders



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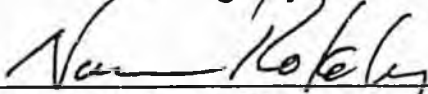
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Board of Marine Pilots

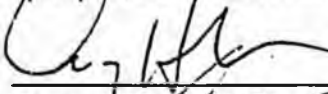
Captain Michael C. Spence - Ketchikan

Appointed: 10/02/95 Reappointed: 03/20/00 Expires: 06/01/03

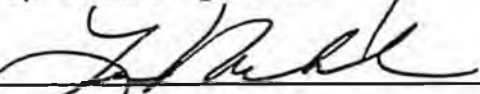
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Rep. Rokeberg, Chair



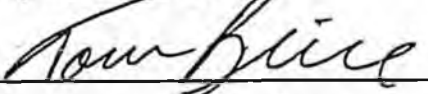
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Rep. Lisa Murkowski



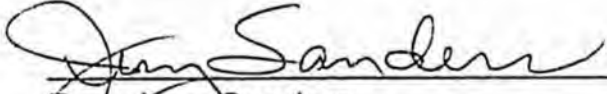
Rep. John Harris



Rep. Tom Brice



Rep. Sharon Cissna



Rep. Jerry Sanders

Captain Michael C. Spence

3736 Justice Court
PO Box 7981 Ketchikan, Alaska 99901

OBJECTIVE

Appointment to the Alaska Board of Marine Pilots.

My experience as a marine pilot, in the management of marine pilot organizations and my exposure to regulatory procedures in Alaska qualify me to serve the State of Alaska in this capacity.

EXPERIENCE

<p>Alaska Coastwise Pilots Association, Juneau and Ketchikan, Alaska Served as President May 1992 to September 1994 Attended and testified at legislative committee hearings on HB 194, the Marine Pilot Act, and all subsequent Alaska legislative proposals regarding pilotage Attended and testified at all regulation making meetings of the Board of Marine Pilots following the enactment of the current Marine Pilot Statute in 1991 Participated in the formation of the Alaska Coastwise Pilots Association and in its meeting regulatory requirements of the State of Alaska for recognition under the Marine Pilot Act of 1991 Performed pilotage of vessels of all sizes on waters of Southeastern Alaska</p>	<p><i>Marine pilot</i></p>	<p>1991 to present</p>
<p>Southeastern Alaska Pilots Association, Ketchikan, Alaska Served as Director 1982 - 1988. Bylaw review committee, 1982-86 Training and recruiting committees 1983-87, Supervised training of pilots. Pilotage of all size vessels on waters of Southeastern Alaska</p>	<p><i>Marine Pilot</i></p>	<p>1980 to 1991</p>
<p>Interport Pilots Associates, Atlantic Highlands, New Jersey Pilotage of oil tankers up to VLCC class on waters of New York Harbor</p>	<p><i>Marine pilot</i></p>	<p>1979 , 1980</p>
<p>State of Alaska Marine Highway System, Juneau, Alaska Navigation and pilotage of ferries in capacities up to Chief Officer, on waters of Southeastern Alaska, British Columbia, and Puget Sound.</p>	<p><i>Deck officer/ pilot</i></p>	<p>1976 to 1979</p>
<p>Crowley Maritime Corporation, San Francisco, California Navigation officer on oceangoing and shipwork tugs on waters of Pacific coast and Alaska.</p>	<p><i>Deck officer</i></p>	<p>1974 to 1976</p>
<p>Chevron Shipping Co., Pacific Far East Line, San Francisco, California Officer apprentice aboard tankers and containerhips, Alaska and Far East service.</p>	<p><i>Midshipman</i></p>	<p>1972, 1974</p>
<p>Four mast bark "Sea Cloud" Miami, Florida deck seaman in Atlantic and Caribbean service</p>	<p><i>Ordinary Seaman</i></p>	<p>1969-1970</p>

EDUCATION Bachelor of Science degree in Nautical Science 1975
United States Merchant Marine Academy, Kings Point, New York

City College of San Francisco,
San Francisco, California, 1970 - 1971
undergraduate studies in Marine Science

TRAINING Bridge Resource Management and Emergency Shiphandling, 1994
Simulation Training and Research, Inc., Seattle, WA.

Manned Model Course 1987
College of Maritime Studies, Warsash, England,

Active Duty for Training, Lt. , U.S. Naval Reserve 1978
Training in pilotage of large U.S. Navy vessels, San Francisco Bay, California

LICENSES State of Alaska, Marine Pilot, Unlimited tonnage,
Southeastern Alaska and Yakutat

U.S. Coast Guard, Master, Any Gross Tons, upon Bays, Lakes and Sounds

First Class Pilot: on vessels of any gross tons upon the following waters:

Southeastern Alaska and Yakutat

New York Upper and Lower Bays, Raritan Bay, Staten Island Sound

Puget Sound, Rosario Straits to Seattle

San Francisco Bay, Golden Gate to and between the Bay Bridge and the Brothers

AWARDS United States Merchant Marine Academy
Highest Honors for Shipboard Training and thesis work

Paulsen Webber Award for Outstanding Practical Seamanship
at the U.S. Merchant Marine Academy

Knickerbocker Yacht Club Award for Outstanding Contribution to the Sailing
program at the U.S. Merchant Marine Academy

Victor Lugowski Award for Creative Writing, U.S. Merchant Marine Academy

PROFESSIONAL ORGANIZATIONS

American Pilots Association, member 1980-1991

International organization of Masters, Mates, and Pilots, member 1976-1991

Royal Institute of Navigation, member 1979 to present

U.S. Naval Reserve, commissioned officer , honorably discharged 1971-1985

**COMMUNITY
SERVICE**

Ketchikan Sailing Foundation, Board of Directors 1984 to present
American Cancer Society , volunteer and event organizer 1984 to present
Event Organizer, Tongass Narrows Marathon, Forget Me Not Runs 1983-87
First United Methodist Church, Ketchikan Alaska 1883 to present

**PERSONAL
DATA**

Resident of Alaska since 1976. Age 43. Happily married to Debby Spence, a teacher at Schoenbar Middle School, Ketchikan
Children: Carly age 10 and Cameron age 6, both born in Ketchikan, Alaska.

**REFERENCES,
PROFESSIONAL**

Alaska Coastwise Pilots Association, Captain Douglas MacPherson, President
Ketchikan, Alaska 907-225-7245.

Alaska Steamship Operators Association, Mr. Joe Kyle, spokesman
907-586-3107 Juneau, Alaska

Mr. Greg Erickson, Erickson and Associates, Juneau, 907-586-1290

Captain Aric Van Noordt, Northwest Cruise Ship Association
Vancouver, B.C., Canada 604-681-2351

Southeast Stevedoring Corp, Mr. Bill Sharp, Vice President, Operations,
Ketchikan, Alaska 907-225-6157.

Ms. Kate Tesar, Alaska Services Group, Juneau, Alaska 907-463-5657. .

Western Alaska Pilots Association, Captain Bob Boyd, President,
Unalaska, Alaska 907-681-5900.

**REFERENCES,
GOVERNMENT**

Representative Bill Williams, Alaska House of Representatives,
Ketchikan, 907-247-4872.

RESUME'

BARBARA HUFF TUCKNESS

*1912 Parkview
Anchorage, Alaska 99501*

(907) 269-4236 Office

EDUCATION

- * *High School Graduate - East Anchorage High School 1973*
- * *Attended the University of Alaska/Anchorage Community College - Bachelor of Business Administration*
- * *Certificate in Labor Relations (6 Units Completed)*
- * *Enrolled in the George Meany School of Labor Relations*

SPECIAL TRAINING

- * *Advanced Arbitration Advocacy Institute*
- * *Employee and Labor Relations Institute*
- * *Health & Safety In The Work Place - BNA Workshop*
- * *Collective Bargaining Workshop - American Arbitration Association*
- * *Alaska Employee Benefits Institute*

EMPLOYMENT HISTORY

- * *Municipality of Anchorage - 1973 to December 1990*
- * *President of the Anchorage Municipal Employees Association - 1983 to 1990*
- * *Business Representative/Negotiator for Teamsters Local 959 - January 1991 - 1993*
- * *Director of A.L.I.V.E. Teamsters Local 959 - 1993 - 1995*
- * *Director, Government & Legislative Affairs for Teamsters Local 959 - 1995 - present*

COMMITTEE EXPERIENCE

- * *Municipality of Anchorage Labor Management Health & Safety Committee
1982 - 1995*
- * *Mayor's Productivity Task Force - 1986*
- * *Safety Representative - Municipality of Anchorage - 1979 - 1981*
- * *State Health Care Cost Containment Task Force - 1989 - 1990*
- * *Co-Chair for the Coalition of Municipal Employee Unions - 1989 - 1992*
- * *Spokesperson for the Master Labor Agreement Negotiations for the Municipality of Anchorage - 1990*
- * *State of Alaska Labor Relations Agency Member - 1990 - 1991*

MEMBERSHIPS (Past & Present)

- * *Alaska Health Project - Former Board Member*
- * *Anchorage Civic Ballet - Former Member*
- * *Common Wealth North - Present Member*
- * *Resource Development Council - Present Member*
- * *Arctic Power - Present Member*

PERSONAL DATA

Born May 27, 1955, in Herlong, California

Two Children

Continuous Alaskan Resident (Anchorage) since July 1972

CONFIRM.

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4/03/00



Official Business

Alaska State Legislature

House of Representatives

State Capitol
Juneau, AK. 99801-1182

Date: April 3, 2000

The Honorable Brian Porter
Speaker of the House
State Capitol
Juneau, AK 99801

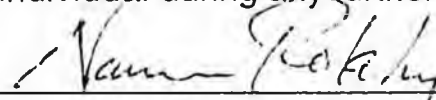
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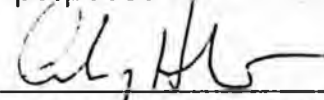
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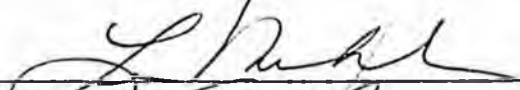
Alcoholic Beverage Control Board


Mr. Robert J. Klein - Anchorage
Appointed: 05/31/95 Reappointed: 01/02/97
Reappointed: 03/21/00 Expires: 01/31/03

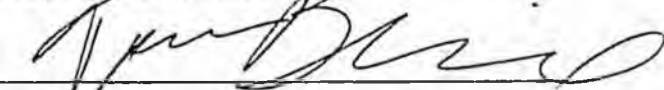
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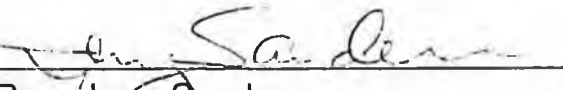

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Dear Mr. Speaker:

In accordance with AS 39.05.080, the Labor and Commerce Committee has reviewed the qualifications of the following individual and recommends that the appointment be forwarded to a joint session for consideration:

Alcoholic Beverage Control Board

Ms. Toni Lee Jackson - Copper Center

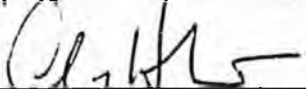
Appointed: 08/27/97 Reappointed: 03/21/00

Expires: 01/31/03

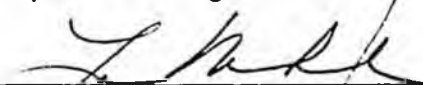
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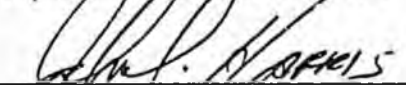
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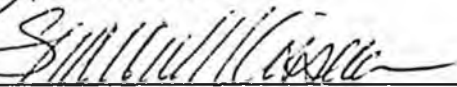
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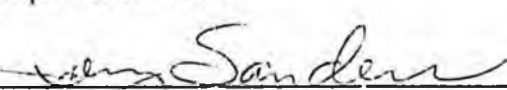
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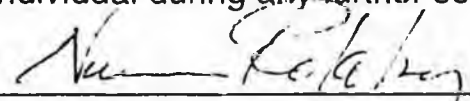
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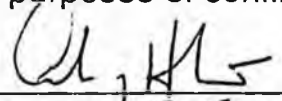
Board of Professional Counselors

Ms. Janet McGillivray - Anchorage
Appointed: 03/21/00 Expires: 11/01/01

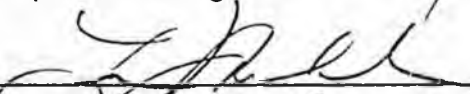
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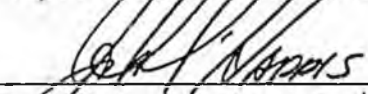
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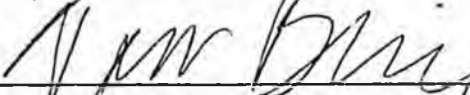
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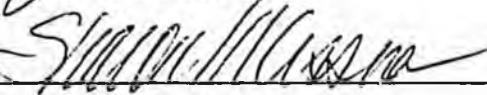
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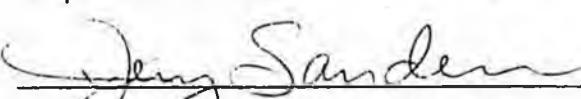
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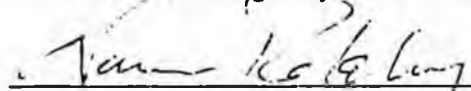
Dear Mr. Speaker:

In accordance with AS 39.05.080, the Labor and Commerce Committee has reviewed the qualifications of the following individual and recommends that the appointment be forwarded to a joint session for consideration:


Board of Barbers and Hairdressers

Ms. Darae Crews - Anchorage
Appointed: 03/21/00 Expires: 07/01/00


This does not reflect an intent by any of the members to vote for or against this individual during any further sessions for the purposes of confirmation.



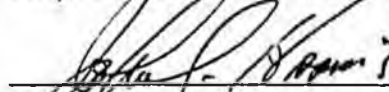
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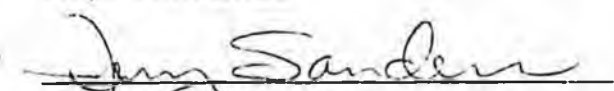
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Rep. Jerry Sanders



Alaska State Legislature

House of Representatives

State Capitol, Rm 216
Juneau, AK 99801-1182
(907) 465-3725
Fax: (907) 465-5334

Official Business

Office of the Chief Clerk

MEMORANDUM

Date: March 27, 2000

TO: Labor & Commerce Committee

FROM: Suzi Lowell *SL*
Chief Clerk

SUBJECT: Governor's Appointments

Speaker Porter referred the following Governor's appointments to the Labor and Commerce Committee:

Alcoholic Beverage Control Board

Mr. Robert J. Klein - Anchorage
Appointed: 05/31/95 Reappointed: 01/02/97
Reappointed: 03/21/00 Expires: 01/31/03

Ms. Toni Lee Jackson - Copper Center
Appointed: 08/27/97 Reappointed: 03/21/00
Expires: 01/31/03

Board of Barbers and Hairdressers

Ms. Darae Crews - Anchorage
Appointed: 03/21/00 Expires: 07/01/00

Board of Professional Counselors

Ms. Janet McGillivray - Anchorage
Appointed: 03/21/00 Expires: 11/01/01

Attached are their resumes and committee reports for your use.

Attachments as noted.

RESUME

Robert J. Klein
10381 Treetop Lane
Anchorage, AK 99516

Work History

1971 to Present Carr-Gottstein, Anchorage, AK

'71 to '79 Manager of General Merchandise
'79 to '85 Vice President, General Merchandise
'85 to Present President, Oaken Keg Spirit Shops

1969 to 1971 Argus Computer Enterprises, NY, NY (Computer Consulting)

Vice President and Co-Founder

1967 to 1969 Lane Bryant Stores, NY, NY

Director of MIS

1958 to 1967 IBM Corp., NY, NY

Systems Engineer and Sales

Boards and Other Volunteer Work

Alaska Center for the Performing Arts Board Member

Anchorage Restaurant and Beverage Association Board Member

Congregation Beth Sholom President, Board of Trustees

Medical Pathfinders Board Member

Mayor's Task Force on Alcohol Abuse Member

Personal

Widowed with two children, both recent college graduates and both have decided to return to Alaska to live.

**AHTNA, INC.
CANDIDATE INFORMATION SHEET**

Candidate's Name: JACKSON, Toni Lee

Current Board Member: NO

PERSONAL

Address: P.O. BOX 165, Copper Center, AK 99573

Female, ¾ Athabaskan

Family: Single Parent, (4) Four Children, Tony, Herman II, (PUMPKIN) Sylvia Dawn and Emery Jackson

PREVIOUS BOARD SERVICE

Board Member Before: NO

Committees and Offices on Board: Served on the Native Village of Kluti-Kaah Shareholder Committee,

OTHER AFFILIATIONS

Served on the CRNA Board of Directors as a Secretary and Kluti-Kaah Director
Native Village of Kluti-Kaah Board Member,
Currently Tribal Court Judge for the Native Village of Kluti-Kaah, and serving on the NVKK Child Protection Team,
Served on the Copper River Community Mental Health Advisory Board
Currently a Licensed Foster Parent for the State of Alaska
Currently CO - Chair on the State and Tribal Collaboration Group
Served on the Kluti-Kaah Head Start Committee
Served on the Village Safe Water Board
Currently Serving on the ARANDAP Board

EMPLOYMENT BACKGROUND

Current Occupation: Deputy Director

Company: Copper River Community Mental Health Center
Address: Drawer H, Copper Center, AK 99573 Phone: (907) 822-5241 Ext. 227

Five Year Work History:

Began working at the age of 13 with the Village of Copper Center, had many different jobs, with in the last 2 years I have been working with Copper River Community Mental Health Center, and going to school to further my education, I am working and going to school to complete my Associates of Applied Science Degree with PWSCC,

I have worked with CRNA under many different positions, from the Community Health Aide, Fee Agent, Emergency Fire Fighter Tech II, Homemaker, Transport Driver, on call secretary and janitor.

I have also worked for the Native Village of Kluti-Kaah as the Indian Child Welfare Act Administrator, Bookkeeper, Secretary, Director of the Day Care and on call positions as needed.

I have worked for Ahtna Inc. and its subsidiaries as a Receptionist, Maintenance Helper, Driver, Secretary and Labor.

E

Resume of Darae Crews

Address: 3714 Terrace Dr., Anchorage, Alaska, 99502: W/272-3446

Born: Monterey California, resident of Anchorage, Alaska since 1970,
married,
children.

Education: GED, 1979; Academy of Hair Design, 1980, Anchorage, Alaska.

Advanced Training: Ginger Group Academy of Hair, 1985, London, England
Vidal Sassoon, 1989, San Francisco, California, 1989
Seattle Hair Convention, 1996
World Hair Congress, London, England, 1999
Numerous Anchorage workshops since 1981

Work Experience: J Baxter's, 1981;
J.C. Penney's 1982; owner/operator, Hair Connection, 1982 to
1988
Accent Hair Studio, 1989 to 1990;
Owner/ operator, Darae's Salon, 1990 to present.

Additional Activities: Served on Alaska Hair Fashion committee 1986 to 1988;
KAKM Celebrity Fashion Show, 1996, 1997;
Stylist for all KTVA news anchors and reporters, 1995 to 1997.

Awards: Local hair competition awards since 1981.

Hobbies: Running, outdoors, activities, attending performing arts.

For more information call me at my salon, 272-3446 (days)

Janet McGillivary, M.Ed.
P.O. Box 231816
Anchorage, Alaska 99523

Work (907) 563-0880

Career Objective - A challenging and positive environment to assist people and organizations utilizing skills in organizational growth and development, non-profit management, communications, education, public policy development and public relations.

Education - Masters of Education, Guidance and Counseling, UAA, 1984
Bachelor of Arts, Education, UAA, 1974.

Special Training - Program Development for Non-Profit Health Organizations through the American Society of Mental Health Professionals/Leadership Institute and the National Institute of Mental Health from 1986 to Present. **Topics include:** Public Health Education Campaigns, Budget, Program and Fund Development, Managing Organizational Change and Implementation, Consumer Empowerment and Advocacy, Conflict Resolution, Grant Writing.

Professional Experience

Alaska Mental Health Association - 1986 to Present. Chief Executive Officer. Duties and responsibilities include overall management of a state wide advocacy, education and public policy development organization. Fiscal development, management, grant writing, supervision of staff, public education programs including publishing periodically, advocacy including consumer empowerment programs, development of clinical program. Public speaking and trainer to community mental health centers boards of directors and general public.

International Brotherhood of Electrical Workers - 1984-85. Planned, coordinated and implemented state wide informational and organizational campaigns. Volunteer and staff supervision.

American Federation of Teachers - 1981-84. Overall management of a state wide professional association representing school district and community college affiliated chapters. Assisted local chapters with fund development, negotiations, grievances, legislative affairs and public relations.

Anchorage School District - 1974-81. Classroom teacher grades K-12.

References Available Upon Request

INDUSTRY
INVOLVEMENT
IN WORK
FORCE
DEVELOPMENT

3/22/00

Healthcare Workforce Development

Laraine L. Derr

President/CEO

**Alaska State Hospital and
Nursing Home Association**

Project Goals

- Recruiting, retaining, and “growing our own” qualified staff across a wide spectrum of health occupations to meet the needs of the healthcare providers in Alaska
- Partnering with others so that limited resources are not expended by everyone in pursuit of similar goals
- Assuring that efforts are sustainable and that “real” changes are made

Description

- Reviewed already existing studies regarding shortages in various areas
- Hired staff to coordinate efforts
- Developed three teams of stakeholders
 - Need for Nurses
 - Allied Health
 - Consortiums
- Applied for grant to assist with further development

Partnerships

- University of Alaska - Anchorage,
University of Alaska Southeast, Fairbanks,
Kenai, Bethel
- Weber State University
- Department of Education - School to Work
- Alaska Human Resource Investment
Council

Procedures

- University hires analyst to review nursing program
- University initiates programs in Fairbanks and Kodiak for nursing
- Discuss requirements, benefits, and issues of using new procedures

Alternatives

- Weber State
- External Partnerships with Universities and Technical training programs
- Other distance-delivered University programs
- Job Corps

Current Status

- Unexpected delays or issues
- Overview of progress against schedule

Future

- Ladder Approach to Nursing
- Distance Delivered Programs
- Brokering where programs are not sustainable in Alaska
- Scholarships

Alaska Human Resource Investment Council



- Industry Consortiums for Customized Training
- Presentation to the House Labor & Commerce Committee
- March 22, 2000

MISSION

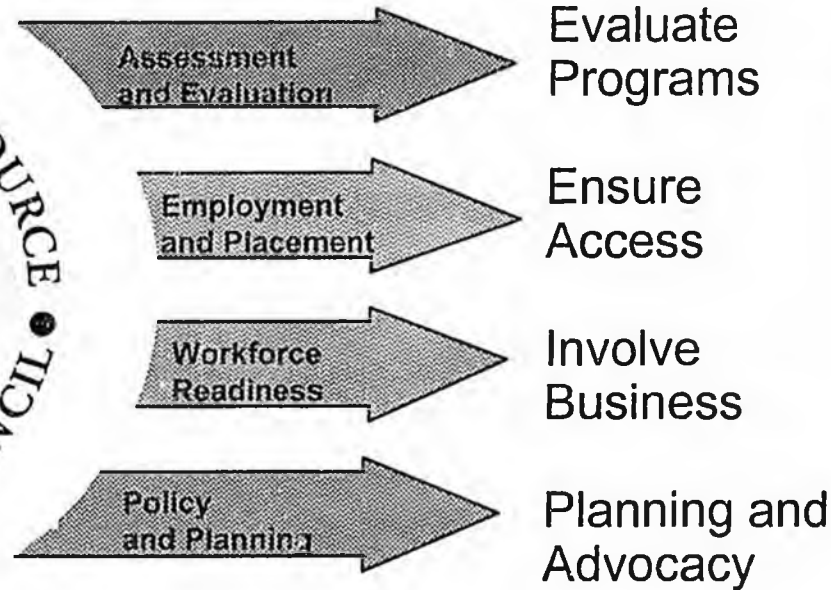
“The Alaska Human Resource Investment Council’s purpose is to facilitate the process necessary to create and maintain an efficient, effective, and integrated human resource investment system.



This comprehensive system will provide employment education and training services to assure Alaska employers have a skilled workforce and Alaska workers have employment choices.”

AHRIC Background

Kitty Farnham, AHRIC Vice Chair



- Created in 1995, Consolidated Three Separate Training & Education Councils
- Lead State Entity for Oversight of Federal or State Training & Education Programs
- Worked with Legislature to Consolidate Programs in 1998
- Wrote 5-Year Unified Plan for Programs Required by Workforce Investment Act

AHRIC Partnerships

Kitty Farnham, AHRIC Vice Chair



- Industry Panelists will answer the following question:
 - How do industry, education and government partnerships help you meet your industry's workforce needs?
- Industry Panelists:
 - Health Care
 - Transportation
 - Process Industries
 - Information Tech.
 - Construction
 - Unions and Apprenticeship

Closing Comments

Mike Andrews, AHRIC Executive Director



- Current Efforts to Improve Alaska's Workforce & Education System:
 - Program Consolidation and the New Workforce Investment Act
 - Closing Alaska's Skills Gap
 - Developing Business Education Partnerships
 - Modernizing Alaska's Vocational & Technical Education System

CONTACT AHRIC



- 550 W. 7th Ave., #1830, Anchorage, 99501
- Phone: 269-7485, Fax: 269-7489
- Email: AHRIC@gov.state.ak.us
- Web: www.gov.state.ak.us/ahric/ahric.htm



**AHRIC INDUSTRY PANEL PRESENTATION
TO THE HOUSE LABOR & COMMERCE COMMITTEE
MARCH 22, 2000 3:15 P.M.**

I. Introduction - Kitty Farnham, AHRIC Vice Chair

1. Objective: Highlight Business Learning Consortiums, Industry involvement in customized training of Alaska's workforce.
2. AHRIC background - brief history.
3. Introduce panelist, each to share their views on industry partnerships.

II. Panel Presentations

Each panelist to answer the following question in their presentations:

1. How do industry, education and government partnerships help you meet your industry's workforce needs?

Panelists:

- a. Laraine Derr, Health Consortium
- b. Tim Sunday, Transportation Industry
- c. John Payne, Alaska Process Industry Careers Consortium
- d. Sally Suddock, Information Technology Initiative
- e. Henry Springer, Construction Industry Consortium
- f. Mano Frey, Labor's involvement in partnerships

III. Closing Comments - Mike Andrews, AHRIC Executive Director

We are working with business and industry to forward strategies for improving education -- specifically career, vocational & technical education -- for youth and adults. Please support us in our efforts to improve state's workforce & education system, such as:

1. Program Consolidation and the new Workforce Investment Act
2. Closing Alaska's Skills Gap
3. Developing Business Education Partnerships
4. Modernizing Alaska's Vocational & Technical Education System

HEINRICH SPRINGER
PO BOX 232114
ANCHORAGE, ALASKA 99523 USA

Tel. 001-907-346-2121
Fax " " 346-1932
E-mail: oksun@gci.net

8. March 2000

Subject: Vocational education in Alaska

Ref.: Testimony before the House Labor and Commerce Committee
in Juneau, 15. March 2000

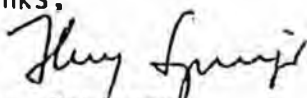
Within the allotted time frame I plan to address the problems the
CONSTRUCTION INDUSTRY has in relation to a lack of qualified workers
in the various trades. I realize that it has to be fairly short and
we will not have time to get into lengthy details.

My structure is as follows:

1. Magnitude of the problem and consequences; aging workforce.
2. Success of traditional union/employer sponsored apprenticeship programs;
insufficient number of graduates.
3. Lack of appeal by parents and students for construction trades as a
career choice. Insufficient effort by the industry to market the choices.
4. Present attempts to solve the problem.
5. Lack of a structured public vocational education system:
 - Lack of educational standards and qualifications;
 - Insufficient number of qualified/certificated teachers;
 - Insufficient funding; voc. ed. lumped with special
education, which has mandated priority;
 - Dominance of academic education and insufficient support
and action by the Governmental education system.

If you have any suggestions, I appreciate hearing from you.

Thanks,


Henry Springer

CC: House Labor and Commerce Committee 465-2040 Rep. Rokeberg
Kitty Farnam 564-4124
Jack Heesch 269-7489
Mano Frey 274-0570

Short on workers, Alaska seeks cure

By Ed Bennett
Journal Managing Editor



With construction funding pouring into Alaska, you would think it would be a time for celebration at the annual Pacific Rim Construction, Oil & Mining Exposition and Conference, Feb. 15-16 Anchorage.

But the industry is facing a nagging problem: it's rapidly running out of qualified workers to build the many projects receiving funding.

A group of people who have been working on solutions to the problem gathered at the conference Feb. 15 to talk about what they've been doing — and to describe just how serious the worker shortage is.

"Without a workforce, we're in a world of hurt," said panelist Katherine Farnham, director of Alaska hiring and training for BP Exploration Alaska Inc. Farnham is chairwoman of the Alaska Process Industry Careers Consortium, created last year to remedy a projected shortage of 500 process industry workers in the next 10 years.

WORKFORCE

The process industry consists of the people who operate and maintain the machinery used in oil and gas production, mining and utilities. The consortium is made up of representatives from affected industries, labor unions, schools and the University of Alaska, and state labor agencies.

Farnham was able to report considerable success in the consortium's work. Beginning with a goal-setting meeting last August, a two-year degree program in process technology was designed and put into place at UA, with the first class of 82 students beginning study in January.

That blistering pace was driven by the extent of the problem: Farnham reports that at BP, 10 process jobs are available and haven't been filled — despite salaries ranging up to \$70,000 per year. "It's a huge problem with overtime and

scheduling," she said.

But the process industry's woes are just a drop in the bucket. The worker shortage facing the construction industry is 20 times worse, with the state labor department estimating a shortage of 10,000 people over the next decade.

The industry is facing a nagging problem: it's rapidly running out of qualified workers to build the many projects receiving funding.

Joining Farnham at the PAC COM conference to talk about this looming crisis were Anchorage School District career technology coordinator Jerry Balistreri and Mano Frey, business manager and secretary-treasurer of Laborers Union Local 341. Frey is also executive president of the Alaska AFL-CIO.

The reasons for the shortage

Continued on Page 24

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Alaska

ALASKA'S LEADER IN METALS RECYCLING

See Construction Resource Directory Listing
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2000 Anchorage ATHENA Society Luncheon

Support the potential of women as valued leaders of the business community by attending the 2000 Anchorage ATHENA Society Luncheon. Join us in honoring this year's ATHENA Award recipient and in recognizing new Society members. Alaska Superior Court Judge Karen Hunt will be the keynote speaker.

Monday, March 6, Noon
Sheraton Anchorage Hotel

Cost is \$25 per person or \$200 for a table of eight.

Call the Anchorage Chamber of Commerce at 272-2401 for reservations

Reservations can also be made online at www.anchoragechamber.org

• The deadline for reservation is Tuesday, February 29 at 5 p.m.



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Alaska turns to schools, unions to tackle three reasons for worker shortage

Continued from Page 23

are three-fold, the panelists agreed. One is the aging of Alaska's labor force, with pipeline-era workers hitting retirement age and leaving the workplace. A second is a booming economy in the Lower 48, which has reduced migration of skilled labor into Alaska. The third is what the group called "image and P.R." — a reluctance by young Alaskans to get into the construction business.

The panel was moderated by Henry Springer, former executive director of the Associated General Contractors of Alaska.

"We haven't done a good job of going into schools with the message that the construction industry isn't pick and shovel any more," Springer said. "Kids don't want to get their hands dirty. They want to sit in a control room pushing buttons."

The school district's Balistreri said that while perceptions of the construction industry were preventing students from choosing it as a career, an even worse problem was with parents.

"I've been talking to parents for 25 years, and 99 percent of them honestly believe their sons and daughters

are going to college," Balistreri said. "But the statistics show that can't happen. Seventy-five percent of the economy does not require a four-year degree. But parents don't want to hear it."

"Kids don't want to get their hands dirty. They want to sit in a control room pushing buttons."

The result is a school system that teaches reading and writing from the point of view of literature instead of technology, Balistreri said. "I never had a boss who said, 'Jerry, sit down and read a novel,'" he said. "But I've had plenty of bosses who told me to read a technical report and give them a summary."

This system leads to young people who drop out of college — or who complete a four-year program only to have problems getting a job.

"I really believe secondary education has an important role to play as a feeder program for the construction industry," Balistreri said. "But if kids never get the exposure, they may not have the interest to explore construction as a career."

One group trying to change that is Alaska's labor unions, which, through their apprenticeship programs, have for years provided training in skilled crafts. But, the Laborers' Frey said, the system is not training enough people to meet the growing demand.

As a response to the shortage — and to the poor image of the industry in the minds of young people — the state's unions have joined with AGC in a program they call Alaska Works. The program targets students as early as the sixth grade to let them know that construction trades are an option worth considering.

"We know we're missing a tremendous opportunity by not going out to talk with kids," Frey said. "It's a long-term approach, but it's going to be a start."

He said that in addition to recruiting students from urban schools, Alaska Works is working with the regional Native corporations to set up training centers for rural residents.

All the panelists agreed that one of the biggest problems facing the state is the lack of a coordinated approach to vocational education.

Farnham said the Process Industry Consortium, which is an example of industry, labor, education and government working together, is now considering expanding its activities to other areas. High on the list: the construction industry.

"We need to build a pipeline of people," Farnham said. "The whole idea is to provide a well-lighted pathway to a good career. People are surprised to learn they can make good money in Alaska with just a year or two of training."

APICC Committees:

Through active committee work, APICC members define industry priorities and implement initiatives which support the APICC mission.

APICC committees include:

- *Bylaws and Membership*
- *Needs Assessment*
- *Career Pathways*
- *Public Relations*
- *Curriculum*
- *Standards*
- *Funding*

For more information about APICC contact:

APICC
c/o UA Corporate Programs
3890 University Lake Drive, Suite 107
Anchorage, AK 99508
Phone: (907) 786-1588
E-Mail: apicc@alaska.edu

Or visit our Website at: www.processtech.org

**Alaska Process Industry
Careers Consortium**
c/o UA Corporate Programs
3890 University Lake Drive, Suite 107
Anchorage, AK 99508

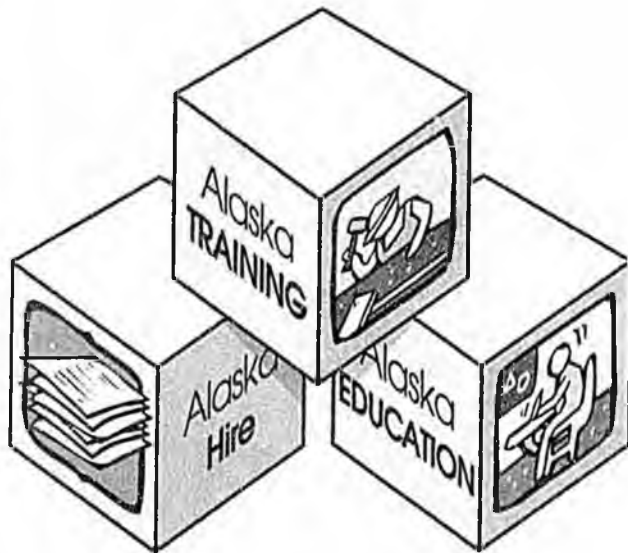
The Alaska Process Industry Careers Consortium



APICC

The Alaska Process Industry Careers Consortium (APICC)

is an industry led partnership
with education to develop
the skilled workforce needed
for the future of our industries
in Alaska.



APICC's Mission:

The purpose of APICC is to increase the ability of its members to provide quality education and training services to Alaskans. The Consortium will establish standards for Process Technology education and training and strive to collectively reach or exceed those standards.

What the APICC can do for you:

The anticipated need for technical workers in Alaska's oil, gas, mining and power sectors will create a dramatic skills shortage unless Alaskans can receive technical training needed to prepare them to fill these positions. Membership in the APICC will:

- *define industry specific workforce and skill needs, both now and in the future;*
- *give Alaskan educational institutions access to industry information needed to develop effective training and education programs;*
- *define the skill standards required by workers for specific jobs in the process industry;*
- *provide opportunities for collaboration between industry and education in developing industry specific curriculum; and will*
- *connect state and local initiatives to promote education and training of Alaskans for jobs in the process industry.*

How to become a member of APICC:

APICC encourages membership from representatives of industry, education, community, labor and government. It is open to anyone who shares the goals and has a stake in providing opportunities for Alaskans to train for emerging jobs in the process industry. There are three levels of membership and they are:

<u>Voting Member</u>	<u>Associate Member</u>	<u>Student Member</u>
\$2000.00	\$20.00	\$10.00

For a membership application write to: APICC
c/o UA Corporate Programs
3890 University Lake Drive, Suite 107
Anchorage, AK 99508

Would you rather...

Go with the flow

or

Control the flow?

Take what you get

or

Make what you get?

Have what the
economy hands you

or

Have your hands on the
economy?

And by the way,
make up to \$40,000
a year as an entry
process operator?

WHO TO CONTACT:

University of Alaska Anchorage
Anchorage, Alaska
Erie Johnson
afevj@uaa.alaska.edu
(907) 786-6446

Kenai Peninsula College (UAA)
Kenai, Alaska
Allen Houtz
houtz@gci.net
(907) 262-0363

Tanana Valley Campus (UAF)
Fairbanks, Alaska
Shirley McBride
fnsam1@uaf.edu
(907) 474-5264

Prince William Sound Community College
Valdez, Alaska
Doug Desorcie
vndad@uaa.alaska.edu
(907) 834-1666

Alaska Vocational Technical Center (AVTEC)
Seward, Alaska
Dick Harrell
Dick_Harrell@eed.state.ak.us
(907) 224-4162

Ilisagvik College
Barrow, Alaska
Jerry Trainor
jtrainor@co.north-slope.ak.us
(907) 852-1809

FOR MORE INFORMATION:
Alaska Process Industries Careers
Consortium at apicc@alaska.edu
or (907) 786-1588

Careers and Training in Process Technology



PROCESS TECHNOLOGY

This program is provided for students who seek employment in the industries that use and control mechanical, physical or chemical processes to produce a final product. These jobs are for those who enjoy technology and the challenges of controlling manufacturing or process operations.

CAREER OPPORTUNITIES:

Process technicians / operators may work in many industries in Alaska, including:

- Oil & Gas Production
- Chemical Manufacturing
- Petroleum Refining
- Mining & Refining
- Power Generation & Utilities
- Water & Wastewater Treatment
- Seafood and Other Food Processing

Job responsibilities of the Process Operator include monitoring and controlling process systems, maintaining safe work areas and regulatory compliance, assigning maintenance to craft technicians and coordinating repairs, troubleshooting operations and testing the product for quality. Process technicians may work both indoors and outdoors with process equipment, piping, and material transfers. Operators monitor the instrumentation and controls associated with their area of responsibility, interface with support technicians and supervise computer or analog automatic control equipment.

The skills and knowledge gained in the study of Process Technology is also useful in other associated areas of the above industries, such as sales, research and technical consulting.

HOW WILL THIS HELP ME?

- **Completion of the Process Technology program sets the candidate apart from the competition when seeking employment**
- **The graduate comes to the workforce with entry level skills and knowledge.**
- **Employment opportunities are communicated through all of the learning institutions.**
- **Successful Process Technology program completers have fewer safety related incidents on the job.**

EMPLOYMENT OUTLOOK

- **Nation-wide, starting salaries for these jobs start at \$30,000 at entry.**
- **In Alaska, the salary ranges are from \$40,000 at entry to more than \$90,000 for an experienced level.**
- **The US Process industry needs over 25,000 new operators annually.**
- **In Alaska, the prediction is for 30-50 entry-level jobs per year for the next ten years.**

PROCESS TECHNOLOGY PROGRAM OVERVIEW

An associate level degree program in Process Technology will incorporate both the technical courses for the technology and the academic courses for the degree. The core technical courses will likely include the following:

- Introduction to Process Technology
- Health, Safety & Environment Issues in the Process Industry
- Process Technology I: Equipment
- Process Technology II: Systems
- Process Technology III: Operations
- Process Instrumentation I
- Process Instrumentation II
- Process Troubleshooting
- Process Quality

In addition, academic course requirements include:

- College Algebra
- Chemistry
- Physics
- Composition / Writing Skills
- Speech / Oral Presentations
- Computer Literacy
- Sociology
- Fitness & Health
- Applied Electives

NATCHIQ, INC. is the oil-field services subsidiary of Arctic-Slope Regional Corporation. Alaska Petroleum Contractors and Houston Pipeline are subsidiaries of Natchiq.

NATCHIQ INC.
A subsidiary of Arctic-Slope Regional Corporation



VECO CORPORATION and its subsidiaries, **VECO CONSTRUCTION** and **VECO ENGINEERING**, are major North Slope contractors performing operations support, maintenance and other services.

KUUKPIK/CARLILE JV is a North Slope transportation company.



DOYON DRILLING is a North Slope drilling contractor working for Shared Services Drilling, which serves ARCO and BP.

ALASKA INTERSTATE CONSTRUCTION does road and pad construction and other civil projects.



NABORS INDUSTRIES is a North Slope drilling contractor.

PARKER DRILLING is a North Slope drilling contractor.



Parker Drilling Company North America, Inc.

How do I find a job in Alaska's oil patch?

Most important - complete high school and any further education you wish to pursue. Secondly - pursue the right training / educational program.

Where to inquire about training:

Oil industry employers are working with these vocational training schools:

- **Alaska Job Corps Center** — 786-8800; Palmer
- **Alaska Vocational and Technical Center** — 224-3322; Seward
- **Ilisagvik College** — 852-0280; Barrow
- **International Brotherhood of Electrical Workers Local 1547**, 272-6571; Anchorage
- **Kenai Peninsula College** — 283-5171; Kenai
- **Operating Engineers Local 302** — 561-5288; Anchorage
- **Plumbers and Steamfitters Local 367** -- 456-5989; Fairbanks
- **Prince William Sound Community College** -- 834-1600; Valdez
- **Teamsters Local 959** — 565-8122; Anchorage
- **University of Alaska Anchorage** — 786-1800; Anchorage
- **University of Alaska Fairbanks** — 474-7211; Fairbanks

Some contractors also operate their own training programs (Natchiq, Veco, Doyon Drilling, Nana Development, Carlile Enterprises).

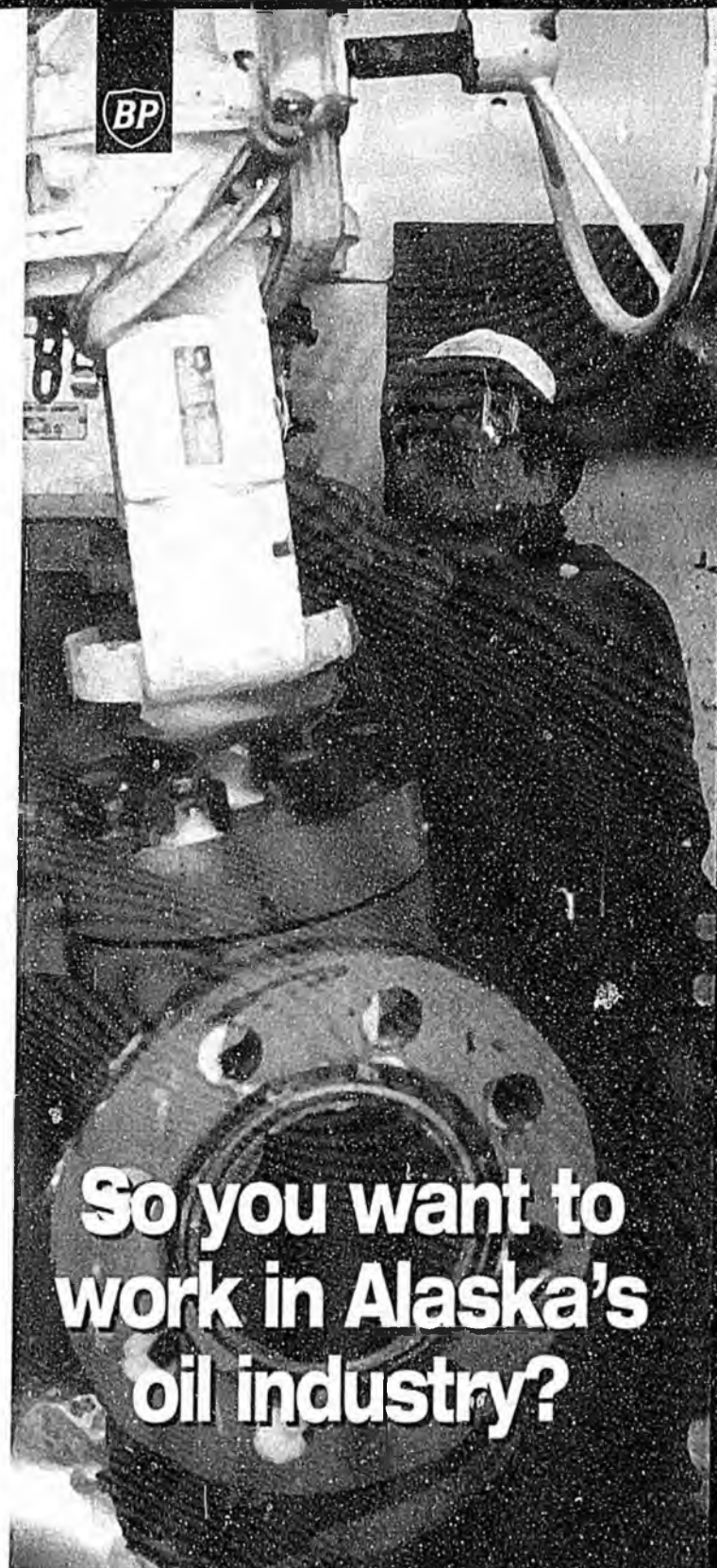
Major contractors:

- **Alaska Interstate Construction** — 562-2792; construction
- **Chugach North Technical Services** — 561-4321; professional, administrative support
- **Doyon Drilling** — 563-5530; drilling
- **Dowell/Schumberger** — 561-1324 well services
- **Doyon/Universal Ogden** — 522-1300; catering, camp services
- **Halliburton Energy** — 344-2929; well services
- **Kuukpik/Arctic Catering** — 522-4094; catering, camp services
- **Kuukpik/Carlile Enterprises** — 276-7797; transportation
- **Nabors Alaska Drilling** — 263-6000; drilling
- **NANA/Marriott** — 265-4111; catering, housekeeping, administrative support
- **Natchiq, Inc. (Alaska Petroleum Contractors, Houston Contracting)** — 344-6400; construction, maintenance
- **Northwest Technical Services** — 562-1633; professional, administrative support
- **Peak Oilfield Service** — 263-7000; drilling support/transportation
- **Purcell Services** — 265-4333; security
- **VECO Corp. (VECO Operations, VECO Construction, Norcon)** — 277-5309; engineering, construction, operations

For financial aid/scholarship resources contact your local school educational counselor.

For more information:

- **Alaska Process Industry Careers Consortium** — 786-1588 (Anchorage)
- **Alaska Support Industry Alliance** — 563-2226 (Anchorage)
- **Alaska Job Center Network** — 269-4800 (Anchorage)



So you want to work in Alaska's oil industry?

Jobs in the oil industry are mostly with contractors

Most jobs in the petroleum industry are with support contractors and service companies. Many oil and gas companies in Alaska and elsewhere are relying more on contractors to perform much of the work.

BP, for example, has shifted much of the maintenance in North Slope oil fields it operates to contractors. While direct employment by oil companies has declined or flattened out, employment by contractors has increased.

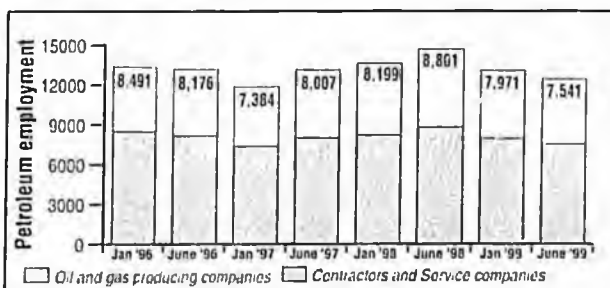
BP and its contractors are strong supporters of local-hire. This is why the company and its contractors have initiated new training programs and hiring practices.



Source: AK Dept. of Labor (Oct. 1999)

New oil field projects create jobs in industry

The large North Slope oil fields BP operates, like Prudhoe and Endicott, are declining in production. However, new oil industry projects are creating new jobs in construction and operations, partially offsetting reductions in older fields. These projects will also add new oil production to stem the decline of existing fields. Existing workers are approaching retirement, creating additional job opportunities.



SOURCE: Alaska State Department of Labor

So you want to work in the "oil patch"?

Here's what you need to know -



Oil and gas companies employ:

- **Engineers -**
Petroleum; mechanical; electrical
BP's new hires have bachelors or graduate degrees in their specialties
- **Scientists -**
Geology; geophysics; biology
Advanced education is required for these positions
- **Administrative staff -**
Legal; purchasing; human resources; business; information technology
Bachelors degree or professional certification preferred

Contractors employ:

- **Electrical/instrumentation technicians -**
Requires extensive technical training, math and computer skills
- **Welders/pipefitters -** Requires extensive technical training, math and computer skills
- **Transportation workers -** Must have prior training and certification; communications and some computer skills required
- **Laborers/rig roustabouts -** Experience in a broad range of skills; flexibility to adapt to various work situations
- **Camp services/food services staff -** Prior training or experience preferred
- **Business support services -** Requires training and experience: professional certification in some areas (e.g. accounting)
- **Operations and maintenance -** Experience or training in plant / facility operations or maintenance is needed; familiarity with North Slope operations is desirable



All employers are looking for people with good teamwork, strong communication skills, reliability and attention to detail.

**ALASKA
HUMAN
RESOURCE
INVESTMENT
COUNCIL**

*Annual
Report
1999*



Tony Knowles, Governor

Alaska Human Resource Investment Council

Vision

Building connections that put Alaskans into good jobs.

Mission

The Alaska Human Resource Investment Council's purpose is to facilitate the process necessary to create and maintain an efficient, effective, and integrated human resource investment system. This comprehensive system will provide employment education and training services to assure Alaska employees have a skilled workforce and Alaska workers have employment choices.

Council Members

Gary Brooks
Organized Labor

Richard Cross
*Commissioner, Department of
Education & Early Development*

Fred Esposito
Secondary Vocational Education

Kitty Farnham
Vice Chair, Private Sector

Ed Flanagan
*Commissioner, Department of
Labor & Workforce Development*

Kristen Forrester
*Postsecondary/Secondary
Education*

Duane French
*Personal/Professional Experience
with Developmental Disabilities*

Alice Galvin
Chair, Private Sector

JoAnn Henderson
Past Chair, Private Sector

Kay Hoch
Business/Industry

Linda Hulbert
Private Industry Council

Willie Lewis
Organized Labor

Jo Ann McDowell
Public Education

Karen Perdue
*Commissioner, Department of
Health & Social Services*

Wendy Redman
University of Alaska

Sarah Scanlan
Private Sector

Donna Scott
*Alaska Native Coalition on
Employment & Training (ANCET)*

Deborah Sedwick
*Commissioner, Department of
Community & Economic
Development*

Barbara Stallone
Business/Industry

Tim Sunday
Organized Labor

Fran Ulmer
Lieutenant Governor of Alaska

Colleen Ward
Business/Industry

J.C. Wingfield
Organized Labor

Executive Staff

Mike Andrews
Executive Director

Nina Brudie
Project Coordinator

Jack Heesch
Project Coordinator

Kim Metcalfe-Helmar
WIA Coordinator

Patrice Parker
Project Coordinator

STATE OF ALASKA

OFFICE OF THE GOVERNOR

ALASKA HUMAN RESOURCE INVESTMENT COUNCIL

TONY KNOWLES, GOVERNOR

550 WEST 7TH AVENUE, SUITE 1830
ANCHORAGE, ALASKA 99501
PHONE: (907) 269-7485
FAX: (907) 269-7489

Letter from the Chair:

I am pleased to present the third annual report of progress by the Alaska Human Resource Investment Council.

The AHRIC is a policy council devoted to strengthening Alaska's workforce during a time of global economic change. Our goals and strategies are continually focused on improving the quality and performance of the workforce development system. In the four years since the council's inception, we've worked to increase worker skills and employability, and strengthen the ability of companies to compete and create jobs where they are needed.



Alice Galvin, Chair

1999 was a dynamic year for AHRIC. At the same time that state workforce programs were consolidated from several state divisions into two departments, these programs began working with the AHRIC on implementation of the federal Workforce Investment Act. The act requires that states write a 5-year unified plan that must be submitted by July 1, 2000.

AHRIC's workgroups, comprised of over 100 citizens and agency representatives, took on the enormous task of developing policy recommendations for the plan.

Meanwhile, the council continued its work with one-stop career centers, school-to-work and career pathways, industry needs assessments, business consortiums, and best practices to improve government performance and economic development in rural Alaska.

In 2000 our tasks are clear. With our help, the plan will be submitted and WIA implemented in Alaska, industry consortiums will continue to develop, and access to education, training and job opportunities for all Alaskans will be enhanced.

The council appreciates your continued confidence as we continue "building connections that put Alaskans into good jobs."

Alice J. Galvin

*Alice Galvin, Ed.D.
AHRIC Chair*

Alaska Human Resource Investment Council Annual Report 1999

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Executive Summary

1999 was a year of great change and much activity for the Alaska Human Resource Investment Council. Legislative change, both federal and state, provided new direction for the Council. On the national level, program consolidation precipitated a state legislative movement to consolidate most workforce programs under the new Department of Labor and Workforce Development, and to further streamline the Alaska Job Center Network, the state's one-stop career system.

A stronger connection with business and industry has led to new Business Learning Consortia and partnerships between government, business, community organizations, Native organizations, and education and training institutions.

Working closely with the Alaska State Legislature, government agencies, education and training organizations, Native organizations and the federal government, the AHRIC has crafted a new direction in workforce development, one that will better serve customers, improve program outcomes, and strive for continuous improvement.

Highlights of 1999 Council Achievements:

- Worked with the Alaska Department of Labor Research & Analysis Section to produce and deliver to the Governor and Legislature the first annual program evaluation report of workforce development programs.
- Assisted the Alaska State Legislature in consolidating most workforce programs into one state department.
- Initiated Workforce Investment Act implementation, with the help of 100 citizen "policy work group" volunteers.
- Designed two pilot programs for entry-level and incumbent worker training, using STEP Governor's Discretionary funds.
- Adopted Job Center Certification Standards, and began certification process for all co-located Job Centers.
- Designated the Alaska Native Coalition on Employment and Training (ANCET) as an ad-hoc committee for developing one-stop partner agreements, and to improve access to services in rural Alaska.
- Assisted with regional workforce development planning in Western Alaska, which has been severely impacted by poor fishing seasons.
- Assisted the new Denali Commission, a federal-state partnership established by Congress, in coordinating infrastructure and economic support throughout rural Alaska.
- Continued to support the state's effort to move needy Alaskans from welfare to work.
- Continued to hold "Industry Needs Assessment" forums, most recently with the Transportation Industry, to learn from transportation employers about their workforce needs, and to identify training gaps.

- Worked with the Health Care Business Learning Consortium to increase education and training programs to meet the demand for health care workers.
- Helped to establish a plan for workforce renewal and a new Alaska Process Industry Careers Consortium (APICC), which includes the oil, gas, mining, and power generation industries.
- Assisted the Alaska Department of Education and Early Development in starting a Career Pathways Initiative to strengthen the connection between educators, students and employers in key industries with high worker demand.
- Utilized a USDOL planning grant to formulate an incumbent worker training plan within WIA planning process.
- Worked with the Alaska Science and Technology Foundation to develop two Technology Worker Initiatives. These initiatives will provide resources to build connections between employers and schools to attract K-12 students into the technology industry, and to improve training for technology workers.
- Hosted a joint meeting between the National Workforce Board Chairs, the National Governors Association Center for Best Practices, and the National Workforce Board's executive committee.
- Adopted the Baldrige Principles for Continuous Improvement in the new WIA strategic plan for workforce investment.

- Created an annual operation plan for the AHRIC to measure success and map future progress.

These highlighted accomplishments demonstrate AHRIC's efforts toward reaching the four goals the Council established as part of its strategic plan. This report contains more detail on accomplishments as they relate to AHRIC's goals.

AHRIC's Goals and Strategies

1. **Evaluate each program under AHRIC's oversight to optimize participant employability.**
 - *Develop integrated standard program measures.*
 - *Score each program under AHRIC oversight.*
 - *Make recommendations to the Governor regarding each workforce program.*
2. **Ensure access to quality employment education, training and employment services statewide, particularly to rural areas and for economically disadvantaged citizens.**
 - *Promote on-site and distance delivery of workforce development services to rural communities and the economically disadvantaged.*
 - *Develop services and opportunities to move Alaskans on Temporary Assistance into the workforce.*
 - *Strengthen coordination between state and Alaska Native Grantee workforce development programs.*
 - *Support community-based economic development in rural communities tied to local workforce development.*
3. **Strengthen the involvement of business and industry in developing Alaska's workforce.**
 - *Enlist and utilize employer involvement in identifying present and future workforce needs and ensure programs and services address those needs.*
 - *Provide technical assistance to support employer participation and ownership of partnership initiatives, such as School-to-Work, Business Education Compacts, Apprenticeship, Internship, and Business Learning Consortiums.*
 - *Enlist employers to help provide solutions that support workforce development.*
4. **Advocate for Alaska's human resource investment programs and promote continuous improvement.**
 - *Increase public awareness of the AHRIC, its purpose and mission with key constituencies.*
 - *Increase participation of key constituencies with AHRIC issues and strategies.*
 - *Increase participation with the Council through active and productive meetings, committees and informed members.*
 - *Increase valuable year-round communication with legislators.*

Goal 1: Evaluate each program under AHRIC's oversight to optimize participant employability.

Annual Evaluation Report

State law approved in 1998 established new requirements for program reporting. The new law requires state and federally funded training programs to create performance measures and report on program outcomes. AHRIC's Evaluation and Assessment Committee and the Department of Labor and Workforce Development produced the first evaluation report on Alaska Job Training programs: Employment and Earnings of Participants in Selected Alaska Training Programs-FY1997, which is available through the AHRIC office. This report includes recommendations for data collection and reporting to improve program evaluation. The current-year report will be available to the public mid-February 2000. The new report has been re-formatted to include multiple year comparisons and to further distinguish program roles in the workforce system.

Workforce Program Consolidation

On July 1, 1999 the new law that consolidates workforce investment programs under the Alaska Department of Labor & Workforce Development took effect. AHRIC staff has served in an advisory role to the Commissioner, program directors, and the Office of the Governor on the transition. Most state workforce programs have been successfully transitioned into the

Department of Labor & Workforce Development. Some immediate improvements have occurred: (1) AHRIC staff now deals with one point of contact for all programs, which has been particularly helpful in developing the WIA plan. (2) The Job Training Partnership Office (JTPO) has been changed to the Office of Workforce Investment, and has taken a proactive role in assisting the AHRIC as liaison for the Council between the US DOL, Private Industry Councils and the AHRIC on program issues.

The new law also calls for the AHRIC to move into the Alaska DOLWD on July 1, 2000. Discussions with the DOLWD Commissioner and the Office of Management and Budget have begun to help with a smooth transition. The AHRIC will be placed under the Commissioner's Office.

Workforce Investment Act Implementation

Alaska's "Unified Plan to Implement the Workforce Investment Act of 1998" has evolved over a two-year period. The process has involved state agency personnel for all workforce system programs from six state departments and the Governor's Office. In addition, over one hundred volunteers from the public including business, labor, educators, Alaska Native organizations, and other individuals interested in workforce issues took part in work groups, to help craft state policy relating to various aspects of the state plan. Highlights of plan implementation are detailed in the following paragraphs.

In May 1999 the AHRIC hosted a Workforce Investment Act Conference in Anchorage to promote statewide involvement for strategic planning. The session focused on values and principles to guide WIA policy work groups as they developed recommendations to the AHRIC.

Over 120 people representing almost every region of the state attended the daylong session. Michael Bruestein, a nationally known expert on workforce development issues, presented an overview of the Workforce Investment Act and answered questions from the audience.

The AHRIC presented a discussion paper, "Implementing the Workforce Investment Act in Alaska." The paper outlined development of the State Workforce Investment Act plan, reviewed functions of workforce investment boards, and discussed the continuous improvement process as part of the program accountability system. Core performance indicators for the various WIA programs were also discussed, and AHRIC Executive Director Mike Andrews initiated a policy discussion for identifying eligible providers of training services.

In July 1999 the AHRIC brought together all affected state agency personnel for an Interagency Task Force, whose purpose was to develop the written WIA plan. A timeline was established, which included a deadline for combining the work done by the Interagency Task Force and the WIA Policy work groups. After these two

sections were combined into one report, dates were established for internal review, a 30-day public comment period, and submission of the WIA plan to the US Department of Labor by April 1, 2000.

In August 1999, the Council appointed eight work groups of private sector volunteers to help craft the State's workforce development policy to include in the WIA Unified Plan. Members of the work groups represented private industries and businesses, the University of Alaska system including community colleges, local governments, economic development associations, unions, state departments, health care professionals, employment and training schools, Native associations and tribal councils, the Statewide Private Industry Council, housing authorities, vocational technical schools, and the corrections industry.

Workgroups met via teleconference and discussed a number of policy issues pertaining to their areas of interest. Facilitators were assigned to each work group. Members were encouraged to submit policy statements and to suggest changes or additions to the areas discussed. Final workgroup policy recommendations were forwarded to the AHRIC in December, and are now available on the AHRIC's website at: <http://www.gov.state.ak.us/ahric/Workgroups.html>

STEP Changes & Projects

The Council, with agreement by Alaska's Private Industry Councils, decided to create a Governor's Discretionary Fund with the State Training & Employment

Program (STEP), amounting to 15% of its annual funds. Two initial pilot projects were approved by the Council and the Governor's Jobs & Training Policy Cabinet. These pilot projects are STEP Workforce Scholarships and First STEP Training Academies. These pilot programs will be available through the state Private Industry Councils, which under WIA will become Workforce Investment Boards.

STEP Pilot Projects:

STEP Workforce Scholarships

Distributed through current formula to Service Delivery Areas, these scholarships would be used for any training available in Alaska that is registered with the Alaska Post-Secondary Commission, by a public vocational education provider, or through jointly-administered federally registered apprenticeship and training programs. Training would be customized for several key Alaska industries and assist employers and their employees with skill development. Scholarships would be available through the Alaska Job Center Network. Eligible workers are those who are employed or entering the workforce in key industries, and who require short term industry specific training to become or remain employed.

First STEP Training Academies

This project is designed to develop Workforce Readiness education and skill training for key Alaska industries. The Academies will be designed by an alliance that includes industry employers, basic skills and specific skills training providers. The intent of the project is to gauge the ability of industry to organize a consortium whose objective is to prepare individuals to meet entry-level employment qualifications within the industry. It will also increase the state's effort to prepare people for employment in key industries.

Goal 2: Ensure access to quality employment education, training and employment services statewide, particularly to rural areas and for economically disadvantaged citizens.



Alaska Job Center Network
When people and jobs connect

Alaska Job Center Network - Job Center Certification

The Council adopted a set of Job Center Certification Standards in May 1999. The Fairbanks Job Center has been certified and thirteen additional Job Centers statewide have requested Certification packets and are expected to apply before WIA implementation in July, 2000. Job Center Certification will provide statewide standards for operating and delivering customer services at the local level.

The federal grant for implementing one-stop career centers is scheduled to end June 30, 2000. On July 1, 2000 Alaska's one-stop career center system will be guided by the ADOLWD Division of Employment Security and the Local Workforce Investment Boards. The AHRIC will remain involved to continuously improve program outcomes and customer service for employers and job seekers.

ANCET Involvement

The AHRIC has appointed the Alaska Native Coalition for Employment and Training (ANCET) as an ad-hoc Committee. ANCET represents twelve Alaska Native non-profit organizations that receive federal grants to provide supplemental services for Alaska's Native people. The first order of business for the committee was to directly involve ANCET in the WIA planning process through the Alaska Native Grantees WIA Policy Work Group.

The Commissioner of Labor & Workforce Development, the AHRIC Executive Director and the AJCN Coordinator have been working with ANCET to develop one-stop partner agreements for implementing WIA and for full participation in the Alaska Job Center Network. This should allow greater access to services for rural Alaskans.

The AHRIC has been directly involved with promoting ANCET membership on the new local Workforce Investment Boards for Anchorage/Mat-Su and Balance of State. The AHRIC also provided technical assistance to ANCET for developing a statewide Youth Opportunities Grant proposal to the US DOL.

Workforce Planning for Western Alaska

The Governor's Jobs & Training Policy Cabinet has been focusing on economic and workforce development strategies for Western Alaska, with a particular emphasis on those villages impacted by

poor fishing seasons. The Jobs & Training Policy Cabinet includes the Lt. Governor, Commissioners who serve as members of the AHRIC, the AHRIC executive director, the directors of AIDEA and AHFC, and the Commissioner of Military and Veterans' Affairs. Many federal initiatives are now underway for Seafood Disaster Relief, and for coordinating employment opportunities with capital projects. The Association of Village Council Presidents of the Bethel Region sponsored a workforce and economic development conference in July, which the AHRIC co-sponsored. In November the Coastal Villages Fund and the AHRIC facilitated a meeting with over twenty-five program directors and leaders from the Western Region to work toward an over arching regional workforce plan.



Denali Commission

The Denali Commission is an innovative federal-state partnership established by Congress in 1998 to provide critical utilities, infrastructure, and economic support throughout Alaska. It is charged to lower the cost of living and raise the standard of living in Alaska by delivering federal services in the most cost-effective manner possible. The AHRIC executive director has been appointed by the Governor as an advisor to the Commission for job training.

Working closely with government agencies, such as AHRIC and other organizations, the Commission intends to act as a catalyst to encourage local, regional, and statewide comprehensive assessment, planning and ranking of needed infrastructure improvements, economic development opportunities and training needs. Building on the work already accomplished by the AHRIC and other agencies, the Commission strives to identify statewide needs, to establish priorities, and to develop comprehensive work plans. Work has begun to seek the support and involvement of affected local communities, governing bodies, businesses and other organizations. The Commission will encourage partnerships between government, non-profit organizations, and businesses to expedite sustainable economic and infrastructure development.



Welfare Reform

The state's efforts to help people on welfare find meaningful work have resulted in a dramatic drop in the welfare caseload saving millions of welfare benefit dollars. The AHRIC has assisted with these efforts in several ways:

- **Alaska Job Center Network.** As mentioned previously, the AHRIC is in the process of certifying several one-stop job centers. The Division of Public Assistance, Alaska's welfare agency, is a major partner in job centers across the state. Collocation of workforce development services in job centers has helped to move more needy Alaskans from welfare to work.
- **WorkStar.** The WorkStar program continues to be a highly successful business/government partnership whose mission is to move people from welfare into meaningful work. Sixteen Alaska employers are involved in this innovative project, including several businesses that are represented on the AHRIC. In November 1999, Governor Knowles assisted WorkStar in recognizing businesses that have hired welfare recipients and the recipients who have become successful employees. For more information on WorkStar: <http://www.hss.state.ak.us/htmlstuf/pubassis/workstar.htm>
- **Workforce Investment Act Implementation.** AHRIC's 5-year implementation plan for the Workforce Investment Act includes provisions for continuing the state's welfare-to-work success. Working with representatives from all state agencies involved in job training, education and welfare-to-work, the AHRIC has nearly completed its comprehensive plan, which outlines goals and strategies for improving access to services and placing people from every community into local jobs. A statewide citizen group also contributed to the plan, with their ideas on how the workforce development system can better serve their communities.

Goal 3: Strengthen the involvement of business and industry in developing Alaska's workforce.

Industry Needs Assessments

The AHRIC has effectively blended Council strategies and oversight to focus on Workforce Demand and Supply through ongoing Industry Needs Assessments. This has become one of the primary goals of the AHRIC, and has consumed much of the Council's energy. The Industry Needs Assessments focus on current and future workforce needs for specific high wage and high demand occupations, and identify gaps in the state and local capacity to meet industry training needs.

Transportation Industry

A Transportation Industry Workforce Forum was held on November 4 at the



Mark Hamilton, President of the University of Alaska, at AHRIC's November Transportation Forum.

FedEx facility at Anchorage International Airport. Some 150 people heard representatives from the air, marine, land, and rail transportation

sectors discuss the workforce issues they face, including a shortage of workers at all skill levels. Training providers reported on their current programs, and discussed the need to improve skill development and employee retention in the transportation industry. The Department of Labor & Workforce Development, Research & Analysis Section reported on trends in the Transportation industry, as detailed in their November issue of *Alaska Economic Trends* magazine, a monthly publication of the Department. This publication is available at the following web site: www.labor.state.ak.us/research/research.htm.

Also presented at the November 4 forum was a report commissioned by the AHRIC on the impact of the transportation industry on the manufacturing sector in Alaska, which can be found on the AHRIC web site: www.gcv.state.ak.us/ahric/ahric.htm.

Following the Forum, "Alaskans for Alaskan Jobs in Transportation," an existing industry coalition, invited AHRIC staff and Council members to discuss developing a continuing industry effort. It is anticipated this effort will lead to a transportation industry Business Learning Consortium.

Two articles on the transportation forum appeared in the November 14 issue of the *Alaska Journal of Commerce*.

Health Care Industry

Efforts by the AHRIC related to workforce demand and training capacity for the health care industry continue.

AHRIC staff is providing technical assistance to the Alaska State Hospital & Nursing Home Association and their Education Committee to further develop their Business Learning Consortium. ASHNA has hired staff support for workforce development initiatives on behalf of the newly created consortium.

As a result of AHRIC's Industry Needs Assessment, the University of Alaska has shifted resources to direct more focus on health career training and education. The UAA School of Nursing will begin to offer an Associate Degree of Nursing (RN) in Fairbanks and Kodiak beginning in the Fall of 2000 and is exploring other initiatives to expand nursing education statewide. The Allied Health program has expanded to provide four new occupational certifications.

The ASHNA consortium is proceeding with plans to actively participate in the Health Career Pathways effort. Council members and Council committees are directly involved.

Oil & Gas Process Industry

In August, the oil and gas industry joined with the mining industry, the power generation industry, education, government, labor and community partners to start the Alaska Process Industry Career Consortium (APICC). Assisted by AHRIC staff, APICC has developed an initial and long-range agenda for workforce renewal and development.

The purpose of APICC is to:

- Assess workforce needs and gaps,
- Define industry-based skill standards,

- Develop and enhance curriculum (K-16) to meet industry needs, and
- Promote pathways to careers for Alaskans in the process industry.

Process operators in all industries have been identified as the highest need. A skills assessment and a DACUM (Develop a Curriculum) have been completed for process operators defining the core skill standards for the industry. As a result of APICC's recommendations, the University of Alaska will offer a two-year Associate of Applied Science at Anchorage, Fairbanks and Kenai campuses beginning January 2000. The courses are aimed at training new workers to operate modern computerized systems, and to replace retiring Alaska process industry workers. The skills will apply to mining and utilities, in addition to oil and gas industries.

APICC has formed a K-12 Connections Committee that met with interested school districts and others at the Career Pathways Institute. APICC industry members will be partnered with a number of Alaska School Districts implementing Industrial and Engineering Career Pathways. AHRIC members and committees are directly involved.

In 1999, AHRIC staff assisted the Health Care and Processing Industries in jointly applying to the US DOL for expanded consortium building, planning and needs assessments.

Career Pathways

A US Department of Education grant will fund Career Pathways development

and implementation in 15 Alaska School District Partnerships. This School-to-Work effort promotes the AHRIC mission of connecting employers and industry with schools, postsecondary education, training, and public workforce programs.

Career Pathways will be developed in: Arts & Communication; Business Management & Technology; Health Services; Human Services; Industrial & Engineering Technology; and Natural Resources. A Career Pathways Institute held in September was attended by 20 school-business partnerships from 18 communities. Each partnership includes the school district, community businesses and organizations, labor organizations, postsecondary institutions, students, and parents.

AHRIC staff and the Alaska Department of Education & Early Development's School-to-Work Initiative have collaborated on implementing the Career Pathways Initiative and on additional aspects of School-to-Work.

The School-to-Work initiative is in the final year of its five-year federal grant, and has created 30 local partnerships statewide, which accounts for over 90% of Alaska's student population. In 1998, the AHRIC, the School-to-Work Office and the Job Training Partnership Office developed a Request for Proposal (RFP) to provide start-up funding for a Business Education Compact (BEC), which would provide a way to sustain school-to-work efforts after federal funding ends. The Alaska BEC convened in 1999.

Incumbent Worker Project

The AHRIC continues to follow the plan submitted to the US DOL for state incumbent worker initiatives and for developing an incumbent worker plan under WIA and STEP. An incumbent worker is someone already employed (year round or seasonal) who needs more skills and knowledge to maintain employment or progress in a career path within the industry – and includes persons preparing for entering employment with a career focus. The AHRIC was successful in gaining \$50,000 in resources from US DOL for planning efforts. The plan follows the AHRIC strategies for continuing Industry Needs Assessments, developing pilot projects through the STEP program (Workforce Scholarships and First Step Academies); and developing an incumbent worker plan under WIA. AHRIC has used the DOL resources for this project to help support the Health Care Summit, the Process Industry Forum, and the Transportation Forum.

Alaska Science & Technology Foundation: Technology Worker Initiatives

Technology companies in Alaska have expressed difficulty in hiring qualified workers, and the Information Technology Association of America has cited high, unfilled demand for high-tech jobs. Responding to this need, the Alaska Science and Technology Foundation has teamed with AHRIC, the University of Alaska, AVTEC and private training providers in developing two Technology Worker Initiatives:

- ♦ Grants to increase the involvement of technology employers with schools and students; and
- ♦ Technology scholarships to attract new technology workers.

Part of the initiative is to develop an Information Technology Career Pathway for K-12 students, and to engage with existing Business-Education partnerships.

These efforts are in the early stages and focus on increasing the number of technology workers available in Alaska.

Goal 4: Advocate for Alaska's human resource investment programs and promote continuous improvement.

Legislative Relations

The Council assisted the Alaska Legislature in 1999 in a number of ways. The first program evaluation report was submitted in February, 1999 for their use. In March AHRIC provided direction to the Governor and the Legislature for consolidating workforce investment programs under the new Department of Labor and Workforce Development. The AHRIC has also advised the Legislature about the new Workforce Investment Act and implementing WIA in Alaska. There is a continuing dialogue between Council staff and the Senate Finance Committee for improving Alaska's workforce system.

NASWIBC Conference

In July, Alaska hosted the National Association of State Workforce Investment Board Chairs conference, which was attended by 40 state HRIC chairs and directors. The conference focused on the Workforce Investment Act, state workforce policy leadership and networking with other states. The conference was highlighted on local television and radio, raising awareness of the AHRIC and the WIA. AHRIC Chair Alice Galvin has been appointed to the executive committee of the NASWIBC. Also participating in the Conference were the executive committee of the National Workforce Boards, and staff of

the National Governor's Association Center for Best Practices. Corporate Sponsors of the Conference were Alaska Communications, Inc., Alyeska Pipeline Services Company, and BP Amoco.



Lt. Governor Ulmer at the July conference with Juanita Pierman, Chair of the Michigan Workforce Commission, and Betty Jane Narver, Chair of the National Association of Workforce Board Chairs.

Public Outreach

As mentioned previously, AHRIC's industry needs assessment efforts have engaged many employers and service providers in assisting with workforce development and raising awareness about AHRIC. Attendance at AHRIC meetings has been dramatically increasing. AHRIC committees have been productive, and individual members have been very active in promoting the AHRIC among their contacts and organizations.

During the past year, AHRIC's Chair and staff have increased their attendance at meetings of both the Anchorage/Mat-Su Private Industry Council and the Alaska Statewide Private Industry Council (Balance of State).

AHRIC has further developed their homepage by adding a power point

presentation about the Council, providing access to reports and council newsletters, and a great deal of information related to the Workforce Investment Act. AHRIC's home page is www.gov.state.ak.us/ahric/ahric.htm.

In 1999, presentations have been made to the Career Pathways Institute, the Alaska School-to-Work Coordinators, the Professional Development Conference, the Alaska Regional Development Organizations, the Alaska Association for Human Resources, and several other organizations.

Baldrige Principles and Continuous Improvement

The council has taken several steps to implement continuous improvement processes into the human resource investment system.

1. The council operational plan is a management tool for performance excellence. It is a living document, continuously tracking council performance and achievement.
2. As the lead planning agency for writing the state's unified 5-year WIA plan, the AHRIC has adopted policy and has directed Local WIBs and state agencies to include Baldrige Criteria for Continuous Improvement in the WIA plan. Baldrige Core Values include:
 - ♦ Customer-driven quality
 - ♦ Leadership
 - ♦ Continuous improvement and learning
 - ♦ Valuing employees
 - ♦ Fast response
 - ♦ Design quality and prevention
 - ♦ Long-range view of the future

- ♦ Management by fact
- ♦ Partnership development
- ♦ Public responsibility and citizenship
- ♦ Results focus

The state's WIA plan will establish that the State WIB and area WIBs will use performance measures and the continuous improvement process to achieve the plan's goals and meet federal performance requirements.

3. Information from each workforce investment area will be reported annually to the Alaska Legislature and the US Department of Labor. This performance measurement system will allow for better program evaluations to guide the continuous improvement processes.

Board Development - Operational Plan

The AHRIC has developed a Council Operation Plan, which has served as a useful tool for measuring progress and for mapping out the future. The Operation Plan has over thirty strategic activities that have been met by AHRIC committees. The plan is updated prior to each AHRIC meeting and lists completed, on-going, and unstarted activities. In November 1999, AHRIC's standing committees began work on the Year 2000 Operation Plan. The new plan will include scheduled activities for leadership development, Baldrige Criteria for Continuous Improvement, and setting new goals and strategies.

Acknowledgements

Former Council Members

1999 marked the departure of several AHRIC members. These members served with distinction and contributed much of their time and valuable advice to the AHRIC for four years. With heartfelt gratitude, we wish to thank our



AHRIC Member Ruth Lister receives a gift at the November meeting.

former members Tom Cashen, Shirley Holloway, Mike Irwin, and Ruth Lister. We would also like to acknowledge Dave Rees and Bob Reynolds, who left the Council in 1998.

New Council Members

The AHRIC has also been honored by the appointment of several new council members in 1999. New members include Commissioner Rick Cross, Commissioner Ed Flanagan, Kristen Forrester, Kay Hoch, Jo Ann McDowell, Wendy Redman and Colleen Ward.

Sponsoring Organizations

We would like to extend our gratitude to the Alaska Hospital & Nursing Home Association for sponsoring the Alaska Health Care Work Force Development Summit in April. Our highly successful

National Workforce Board meeting in July would not have been possible without the help of the National Governors' Association, BP Amoco, Alyeska Pipeline Services Company and Alaska Communications, Inc. We are also grateful to Federal Express for their assistance and the use of their facility at the November Transportation Forum.

Other partners who have helped with AHRIC's efforts in 1999:

- ♦ US Dept. of Labor, Employment and Training Administration
- ♦ Alaska Department of Labor and Workforce Development, Research and Analysis Section
- ♦ National Governors' Association
- ♦ UA Vocational Technical Education Advisory Council
- ♦ Governor's Council for Persons with Disabilities
- ♦ AJCN Steering Committee
- ♦ Alaska State Hospital & Nursing Home Association
- ♦ Alaska Native Coalition on Employment and Training
- ♦ Alaska Department of Transportation
- ♦ Alaska Trucking Association
- ♦ Alaska Air Carriers Association
- ♦ Anchorage Air Cargo Association
- ♦ Transportation Institute
- ♦ Alaska Railroad Corporation
- ♦ Yute Air
- ♦ Career Academy
- ♦ Teamsters Employer Service Training Trust
- ♦ Seafarers' International Union
- ♦ Alaska Vocational Technical Center
- ♦ Alaska Science & Technology Foundation
- ♦ University of Alaska
- ♦ Alaska Commission on Postsecondary Education
- ♦ Denali Commission
- ♦ US Dept. of Agriculture, Division of Rural Development
- ♦ Alaska Process Industry Careers Consortium
- ♦ Ilisagvik College
- ♦ Association of Village Council Presidents
- ♦ US Dept. of Housing & Urban Development
- ♦ Alaska Works Partnership
- ♦ AFL-CIO
- ♦ Alaska Business Education Compact

Determining Alaska's Top 10 Industries Using Labor Market Information

The "top ten" list will vary depending on the criteria used to define "top." The criteria used could include a combination of the following non-exhaustive list -- employment growth, projected availability of targeted occupations based on wage and growth potential or expected demand based on demographic trends (retirement). Regardless of the criteria chosen, the result will be the identification of a few key industries. Given the size of Alaska's labor market, a meaningful "top" list will likely number fewer than ten.

Two broad approaches to targeting Alaska's top industries are outlined below. The subcategories included under each approach provide targeting options using existing sources of labor market information.

Industry Approach

Rank industries according to their employment potential. Ranking could be based on historical trends, future expectations or the current labor market.

Historical Employment Trends

- industries that experienced the greatest percentage increase in employment over the time period (See Table 1, Column 1)
- industries that experienced the greatest numeric increase in employment between the base and terminal years (See Table 1, Column 2)

Projected Employment Trends

- industries expected to experience the greatest percentage increase in employment over the time period (See Table 1, Column 3)
- industries expected to experience the greatest numeric increase in employment between the base and terminal years (See Table 1, Column 4)

Current Employment Trends

- industries with the highest wages (See Table 1, Column 5)
- industries with the highest new hires rate (See Table 1, Column 6)
- industries with the highest nonresident workforce (See Table 1, Column 7)
- industries with the largest number of workers age 45 and over (See Table 1, Column 8)

Occupation Approach

Rank industries according to the types of jobs they offer. Few occupations are industry specific. For example, computer programmers are found in all industries. From a training perspective, it may make the most sense to target occupations that meet specific criteria such as high wages, projected growth rate, training requirements or demographics (projected retirement). The targeted occupations could then be linked to the industries in which they are found.

Once a list of targeted occupations was created, the types of analyses listed below could be performed. Table 2 contains a sample targeted occupations list, including occupations with both higher than average wages and higher than average projected growth rates.

Historical Employment Trends

- industries that experienced the greatest percentage increase in employment over the time period in the targeted occupations
- industries that experienced the greatest absolute increase in employment between the base and terminal years in targeted occupations

Projected Employment Trends

- industries expected to experience the greatest percentage increase in employment over the time period in targeted occupations
- industries expected to experience the greatest absolute increase in employment between the base and terminal years in targeted occupations

Current Occupational Employment Trends

- industries with the greatest number of targeted occupations job openings filed with the Alaska Employment Service
- industries with the highest new hires rates in targeted occupations

Demographic Trends

- industries with the highest nonresident workforce in targeted occupations

Issues/Problems

Level of industry detail: The industry data collected by AKDOL is organized according to Standard Industrial Classification (SIC) groupings, as required by the federal government. The hierarchical nature of the SIC system makes accessing data by various levels of industry detail possible. Determining the appropriate level of industry detail used in the analysis is a critical first step.

In some cases, less detail may be appropriate. While in others, a closer focus may be the best approach. For example, the broadly defined construction industry (which combines the construction subcategories of building, heavy and special trades) may be the appropriate choice for ranking. Applying the same level of industry detail to the service industry, however, would yield unsatisfactory results. To be meaningful, the broad industry category of services should be broken down into more identifiable parts such as health care, business services, legal services, etc. In other cases, combinations of industries may prove to be the best method (e.g., combining the petroleum, pipeline transportation and construction industries).

Self-employment: One limitation in using the industry data compiled by AKDOL is the exclusion of the self-employed workers from industry employment estimates. Although this affects all industry sectors to varying degrees, the fish-harvesting segment of the economy is the group most underrepresented in AKDOL's estimates.

TABLE 1.
Industries Ranked by Employment Trends¹

Rank	<i>Historic</i>		<i>Projected</i>		<i>Current</i>			
	Column 1 Percent Historic Employment Increase (1990-1998)	Column 2 Numeric Historic Employment Increase (1990-1998)	Column 3 Percent Projected Employment Increase (1998-2008)	Column 4 Numeric Projected Employment Increase (1998-2008)	Column 5 Industries with Highest Wages	Column 6 Industries with Most New Hires	Column 7 Industries with Most Nonresident Workers	Column 8 Industries with Most Workers Age 45 and Over ⁴
1	Amuse/Rec Svcs.	Retail Trade	Health Svcs.	Health Svcs.	Oil & Gas	Retail Trade	Seafood Processing	Local Government
2	Real Estate	Health Svcs.	Air Transportation	Retail Trade	Pipelines	Eating & Drinking	Retail Trade	State Government
3	Educational Svcs.	Construction	Amuse/Rec Svcs.	Air Transportation	Communications	Construction	Eating & Drinking	Health Services
4	Membership Org.	Eating & Drinking	Auto Repair/Svcs.	Business Svcs.	Utilities	Seafood Processing	Construction	Oil and Gas Extraction
5	Investment Office	Membership Org.	Membership Org.	Membership Org.	Insurance Carriers	Business Svcs.	Hotels	Business Services
6	Health Svcs.	Air Transportation	Business Svcs.	Eating & Drinking	Construction	Educational Svcs.	Oil & Gas	Membership Organizations
7	Water Trans.	Amuse/Rec Svcs.	Metal Mining	Engineering, etc. ²	Federal Government	Hotels	Business Svcs.	Engineering, etc. ²
8	Air Transportation	Business Svcs.	Engineering, etc. ²	Construction	Water Trans.	Health Svcs.	Air Transportation	Social Services
9	Social Svcs.	Engineering, etc. ²	Transportation Svcs. ³	Amuse/Rec Svcs.	Engineering, etc. ²	Engineering, etc. ²	Engineering, etc. ²	Eating & Drinking
10	Engineering, etc. ²	Social Svcs.	Local Passenger	Social Svcs.	Timber	Membership Org.	Health Svcs.	Air Transportation

Footnotes:

¹ Only industries with employment greater than or equal to 500 are included.

² Engineering, etc. includes: Engineering, Accounting, Research, Management, and Related Services.

³ Transportation Svcs includes: Travel agencies, Tour operators, arrangement of passenger, freight and cargo transportation.

⁴ Age information obtained by matching UI wage records with historical Permanent Fund Dividend and Voter Registration files.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

TABLE 2.
Wages and Outlook for Alaska "Hot" Occupations
Occupations with Above Average Wages and Outlook
By Training Level - Alaska 1996-2006¹

Occupational Title	1996 Employment	2006 Projected Employment	Percent Growt 1996-2006	1998 Ave. Annual Wage
<i>Occupations Requiring a First Professional Degree</i>				
Physicians	3,290 ² 839	3,763 ² 1,019	23.2 ² 21.5	\$106,850
<i>Occupations Requiring a Master's Degree</i>				
Management Analysts	3,433 374	4,070 448	15.2 19.8	\$45,136
<i>Occupations Requiring Work Experience and a Bachelor's Degree or Higher</i>				
General Managers and Top Executives	17,936 7,250	22,700 8,935	26.1 23.2	\$60,154
Financial Managers	1,644	2,167	31.8	\$54,912
Education Administrators	991	1,240	25.1	\$59,987
Administrative Services Managers	971	1,168	20.3	\$44,658
Communication, Transportation, and Utility Managers	706	895	26.8	\$52,270
Marketing, Advertising, and Public Relations Managers	667	970	45.4	\$48,318
Engineering, Mathematical, and Natural Science Mgrs.	618	861	39.3	\$66,352
Personnel, Training, and Labor Relations Managers	426	570	33.8	\$56,805
Medicine and Health Service Managers	416	545	31.0	\$57,699
<i>Occupations Requiring a Bachelor's Degree</i>				
Teachers, Elementary	32,882 4,031	40,475 4,934	27.3 22.4	\$51,510
Teachers, Secondary School	2,933	3,579	22.0	\$49,790
Teachers, Special Education	1,099	1,341	22.0	\$49,730
Personnel, Training, and Labor Relations Specialists	1,022	1,235	20.8	\$46,842
Systems Analysts	747	1,308	75.1	\$53,955
Construction Managers	716	934	30.4	\$61,069
Mechanical Engineers	383	484	26.4	\$60,091
Electrical and Electronics Engineers	355	474	33.5	\$61,797
Loan Officers and Counselors	281	368	31.0	\$47,778
Public Relations Specialists	238	321	34.9	\$42,370
Architects, Except Landscape and Marine	229	282	23.1	\$58,843
Pharmacists	221	291	31.7	\$64,418
Physician Assistants	186	279	50.0	\$72,426
Physical Therapists	171	283	65.5	\$55,203
Chemists	167	226	35.3	\$44,408
<i>Occupations Requiring an Associate Degree</i>				
Registered Nurses	10,253 3,825	13,045 5,057	29.5 32.2	\$48,568
Dental Hygienists	428	608	42.1	\$64,251
Paralegals	323	439	35.9	\$41,891
Radiologic Technologists	296	431	45.6	\$44,512
Respiratory Therapists	109	213	95.4	\$44,200
<i>Occupations Requiring Post Secondary Vocational Training</i>				
	15,461	17,390	15.9	

Aircraft Mechanics	1,218	1,540	26.4	\$40,373
Central Office and PBX Installers and Repairers	272	351	29.0	\$62,421
Emergency Medical Technicians	166	253	52.4	\$38,397
Occupations Requiring Work Experience in a Related Occupation	22,751	27,268	19.3	
Clerical Supervisors	3,777	4,684	24.0	\$40,186
Teachers and Instructors (Voc-Ed)	664	808	21.7	\$47,570
Brokers, Real Estate	383	473	23.5	\$65,686
Cost Estimators	367	485	32.2	\$61,443
Captains	235	353	50.2	\$59,758
Mates, Ship, Boat and Barge	167	258	54.5	\$44,387
Construction, Building Inspectors	160	209	30.6	\$41,558
Occupations Requiring More than 12 Months of On-the-Job Training	31,897	37,302	14.1	
Automotive Mechanics	1,815	2,262	24.6	\$38,605
Aircraft Pilots and Flight Engineers	1,646	2,096	27.3	\$74,870
Correction Officers	831	1,018	22.5	\$44,949
Telephone and Cable TV Installers and Repairers	332	463	39.5	\$41,995
Water and Liquid Waste Treatment Operators	292	367	25.7	\$40,498
Occupations Requiring 1-12 Months of On-the-Job Training	28,511	31,545	14.4	
Excavation and Loading Machine Operators	314	432	37.6	\$49,109
Occupations Requiring Less than 1 Month of On-the-Job Training	113,764	137,415	18.6	
Stevedores, Except Equipment Operators	348	498	43.1	\$57,034
Production, Planning and Expediting Clerks	277	335	20.9	\$39,187

¹ Includes only occupations with ten or more projected annual openings.

² Bolded data within 1996 Employment, 2006 Projected Employment, and Percent Growth 1996-2006 columns represent totals for all Alaska occupations within the training categories.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Alaska Transportation Careers Fair
Saturday, April 8 10:00 AM to 3:00 PM

- What:** Career Fair for Transportation Industry
- Where:** Three Locations – Anchorage International Airport (Mark Butler 266-2107)
The Alaska Railroad (Rich Dyson 265-2488)
The Port of Anchorage (Larry Dinneen 343-6200)
- When:** Saturday April 8, 2000 10AM – 3PM
- Purpose:** 1.) Provide job seekers, including incumbent workers seeking to upgrade, an opportunity to connect with Alaska Transportation employers for immediate employment.
2.) Provide students and potential employees with an opportunity to explore careers in the Transportation Industry.
3.) Raise the community awareness of the importance Transportation Industry careers play in the local and state economy.
- Costs:** Hosts (Airport, Railroad, Sea Port) provide free booth space (approximately 10' x 10') and free parking.
Employers, training providers, labor organizations, other individuals and institutions wanting to participate pay \$200 per booth for cooperative advertising (including logos of all participating companies).

Expected Promotion:

- State Job Centers
- Alaska Vocational Technical Center (Seward)
- School Districts
- University of Alaska, Anchorage
- Alaska Pacific University
- Other private educational institutions.
- Airport locations
- Posted on Airport Website
- Press Release/Press Conference
- Articles:
 - Airport "AirWaves" publication
 - Anchorage Daily News (article and listing in the "Today" section)
 - Alaska Journal of Commerce
 - Alaska Business Monthly
- Television and Radio:
 - TV and Radio Stories
- Cooperative Advertising:
 - Print Advertisements (possibly Radio)
 - Paid for by \$200 contribution by each participating employer
 - Logos/Company Names listed in Ads

IT WORKFORCE 2000 CONCEPT

Project Summary

The Alaska High-Tech Business Council (AHTBC) has received a 16-month Alaska Science & Technology Foundation (ASTF) grant for an IT workforce development project. The pilot project will identify, recruit, and place 50 new information technology (IT) apprentices into Alaska companies, beginning in the summer of 2000.

The project framework was developed by a working group of more than 20 IT employers, educational providers and other organizations during a series of working group meetings initiated by ASTF and the University of Alaska in the fall of 1999.

Project Goals

The workforce project has four major goals: To

- act immediately to address the IT labor shortage in Alaska;
- put in place a cooperative consortium of IT industry employers, non-IT employers with critical needs for technology workers; educational providers; and workforce development organizations such as government agencies and non-profit associations;
- establish a long-term structure and plan for the continued development of this workforce; and
- enable access to federal and other grant funding for long-term IT workforce development activity.

Why is the project needed?

The industry in Alaska and nationwide is constrained by a severe shortage of IT professional. In a survey conducted by the Alaska High-Tech Business Council in the fall of 1999, more than 70% of IT companies reported difficulties in finding qualified workers. Nationwide, the shortage has been termed "the most severe in the 50-year history of computing, and will continue well into the next millennium." (Society for Information Management: *Addressing the Information Technology Workforce Shortage*, " 1998). Position vacancy rates were estimated in 1999 at 400,000 positions. No formal research has been conducted in Alaska on the number of vacancies, but it has been informally estimated by key industry organizations at a minimum of 100 workers in the Anchorage region, alone.

As the skills gap appears to be worsening, anecdotal evidence among employers persists that a workforce quality gap exists, as well. Concerns that young people are not emerging from educational institutions "ready to work" are persistently voiced by not only the IT industry, but other industries as well. Employers also voice concerns about what they perceive as a serious lack of "soft skills" among the workers they interview and retain. These skills include the ability to manage projects effectively; interact well with customers and co-workers; groom and dress appropriately for the work environment; communicate effectively with other members of the "team;" and respond appropriately to customer needs. And within the IT industry, associations across the country have grappled with the challenge of generating interest in IT as a career.

How will the project be carried out?

The workforce project will be led by industry, with cooperative participation by educational institutions, labor-related agencies and organizations, and non-IT companies with high demand for technology services

The project will be governed by an IT Workforce Consortium modeled in part after the successful Alaska Process Industry Careers Consortium and in part after IT cooperative workforce development initiatives that are in progress in several other regions in the U.S. (such as Utah, Louisiana, and Virginia).

What will be framework for the Consortium?

Formation of the IT Workforce Consortium will ensure that the development of a larger labor pool of IT workers will meet the needs and demands of the companies that will employ them. The industry-led Consortium will play a significant role in assisting educational and training institutions in developing programs and curricula appropriate to the needs of the industry.

The working group determined that membership in the Consortium would be required for participants of the program. The working group initially recommended a dues structure ranging from \$500 to \$2,000, based on number of organization employees. Determination of the dues structure will be made by the charter members and founders of the Consortium. The "pay to play" concept is considered to be integral to any long-term solution to workforce shortages in the industry and is the underlying framework for successful project of this kind elsewhere.

The founding invitational meeting for the Consortium will be held at a luncheon March 21, 2000 at (venue pending, Hilton, Cook or Egan Center.)

Has baseline data been established?

Significant progress was made by the working group to establish baseline information for this workforce development initiative. The committee cooperatively established:

- key job function demand in Alaska;
- identification of potential education and training providers;
- technical skills and certifications needed for IT competency;
- "ready-to-work" and other "soft" skills required by IT employers; and
- potential employers that would benefit from a larger IT professional labor pool.

Grids outlining these findings are attached for comment and approval by the Consortium.

Who will be targeted for apprenticeships and how will they work?

Targets for the apprenticeship program are highly motivated, bright young people at the senior high school and college level, in addition to mid-career individuals with an aptitude for IT work. The project goal is to place 50 NEW workers into the industry by year-end, with 10-20 placed by the summer of 2000.

As conceived at this time, the program is not intended for individuals who are already employed in IT professions or positions; the goal is to bring new professionals into the IT workforce.

Apprentices will receive a cash voucher (grant), of up to \$10,000 (cash-matched by the employer in salary/benefits, tuition or grant funds). Apprentices may use program vouchers for training; education- and training-related expenses; living expenses and housing; or other expenses appropriate to the goals of the program.

Employers will agree to hire one or more apprentices at a matching annual salary which may include benefits.

The AHTBC project office will screen applicants inquiring into the program, to match them appropriately with Consortium companies.

Individual companies and apprentices will work out their own "apprentice-employer" agreements, pertaining to training/education required, work procedures, apprentice-employer expectations; compensation; and other related provisions.

The project office will monitor the apprentices' progress.

What are the next steps?

A number of details, policies and procedures must be developed before the project will be ready to issue a call for apprentice applicants. Among these:

Selection of a workforce project coordinator. *Target date March 17, 2000.*

Formation of founding Consortium. *Target date March 21.*

Development of program policies and procedures by project office staff for approval by the Consortium. *Target date April-May, 2000.* These components include:

- review and approval of technical and soft skills requirements;
- overall program requirements;
- applicant qualification requirements
- initial screening procedures;
- grant use policy;
- job-matching procedures;
- grant disbursement policies;
- employer evaluation policies and instruments for apprentice evaluation
- educational institution curricula requirements for the program; and
- apprentice/employer reporting requirements.

How will match-ups occur?

The project will be as flexible as possible. Match-ups might occur in several ways, with the AHTBC processing the "final" apprentice-employer agreement and voucher grant.

- The AHTBC will receive applicant inquiries and screen them against positions offered by employers.
- Employers may request candidates of the AHTBC on their own initiative.
- Education providers may refer candidates to the AHTBC or directly to employers.
- Applicants might take the initiative by searching out their own potential employer company and commitment to hire.

Who should be contacted for further information and participation in the project?

The project will be operated through the

Alaska High-Tech Business Council

507 E Street, Suite 212

Anchorage, Alaska 99501

907-276-4822 Fax 279-1037

ahtbc@ahtbc.org

www.ahtbc.org

Soft Skills for Specific IT Job Functions

Job Function	Highest Priority Soft Skills*	High Priority Soft Skills
Next Generation System, Product Development, or Customized Application	<p>Demonstrate ability to:</p> <ul style="list-style-type: none"> ▪ Communicate with a variety of audiences ▪ Understand goals and constraints, generate alternatives, consider risks and evaluate opinions. ▪ Diagnose problems and propose comprehensive plans of action. ▪ Suggest application modifications and improvements. 	<p>Demonstrate ability to:</p> <ul style="list-style-type: none"> ▪ Generate unique solutions, work outside the box. ▪ Show commitment to customer. ▪ Use logic to draw conclusions. ▪ Relate intent to desired results. ▪ Write technical documents.
Project Management	<p>Demonstrate ability to:</p> <ul style="list-style-type: none"> ▪ Interpret or clarify communication with all stakeholders in a clear, concise and objective manner. ▪ Manage time and resources, develop schedules and organize processes. ▪ Actively participate and predict outcomes based on experience or prior knowledge. 	<p>Demonstrate ability to:</p> <ul style="list-style-type: none"> ▪ Prioritize needs. ▪ Analyze situation and formulate plan of action. ▪ Accept responsibility for project outcomes. ▪ Adapt to change, be flexible. ▪ Integrate systems technology resources. ▪ Logic and math abilities. ▪ Create detailed supporting documents.
Software Engineer	<p>Demonstrate ability to:</p> <ul style="list-style-type: none"> ▪ Interpret, clarify, and influence communications. ▪ Analyze customer needs and summarize information and requirements. ▪ Predict technological results. ▪ See patterns and relationships between separate pieces/parts. ▪ Pose critical questions to judge logical consistency and product quality. 	<p>Demonstrate ability to:</p> <ul style="list-style-type: none"> ▪ Identify and resolve conflicts. ▪ Relate intent to desired results. ▪ Evaluate options and make decisions. ▪ Manage time, negotiate resources, formulate schedules. ▪ Establish rapport with co-workers and customers. ▪ Collaborate with a team. ▪ Break down technical terms and concepts. ▪ Coach others to adopt and apply new concepts.
Computer Engineer	<p>Demonstrate ability to:</p> <ul style="list-style-type: none"> ▪ Analyze customer needs and relate to concerns and fears. ▪ Predict technological results. ▪ Interpret, clarify, and influence communications. ▪ Establish rapport with co-workers and customers, breaking down technical barriers. ▪ See patterns and relationships between separate pieces/parts. 	<p>Demonstrate ability to:</p> <ul style="list-style-type: none"> ▪ Judge product service/quality. ▪ Pose critical questions. ▪ Identify and resolve conflicts. ▪ Manage time, negotiate resources, and formulate schedules. ▪ Summarize information and requirements. ▪ Evaluate options and make decisions. ▪ Coach others to adopt and apply new concepts.