

**Alaska Gasline Inducement Act - Summary Implementation Schedule (Action Steps) - By Strategy October 2009**

	RESPONSIBLE PARTY	SCHEDULE TIMELINE					COMMENTS	ACTION TO DATE
		FY 2008 <small>(7/1/07-6/30/08)</small>	FY 2009 <small>(7/1/08-6/30/09)</small>	FY 2010 <small>(7/1/09-6/30/10)</small>	FY 2011 <small>(7/1/10-6/30/11)</small>	FY 2012 <small>(7/1/11-6/30/12)</small>		
<b>Strategy 1-Natural Resource Development Careers</b>								
<b>1.1 Public Awareness Campaign</b>								
1.1a Retain professional assistance for public awareness campaign	Beth Leschper		◀ Beth Leschper, Communications Director Leading				Campaign goal - let people know about programs and training available to address skills gap.	Department hired Communications Director Beth Leschper, who is developing an overall marketing strategy for the department. DBP committed funds to partner with DOT Think Apprenticeship marketing efforts (Gerry Andrews & Beth Leschper).
1.1b Develop communication strategies for effective recruiting	Beth Leschper, Industry and PR Firm			◀			PR Firm to work with existing communication professionals in State system. Communicate "Hot Jobs"	ESD committed \$200k to ALEXsys marketing on 6/1/09. Contractor is working through ESD and Beth Leschper; radio ads began 9/28/09, print & online 10/19/09. Campaign runs through 5/2010.
1.1c Identify best practices to highlight in the campaign	Beth Leschper, Industry and PR Firm			◀				
1.1d Develop consistent branded messages (Alaska Brand)	Beth Leschper, Industry and PR Firm			◀			Provide some State recognition or accreditation that training has been completed.	
<b>1.2 Develop One-Stop Information System</b>								
1.2a Recruit and Hire Pipeline Training Administrator	Commissioner and Deputy Commissioner	◀ Develop and finalize job description	◀ Seek Funding				Pipeline Training Administrator to report to Commissioner/Deputy Commissioner and work with all agencies and Skills Coordinator. Engage regional training centers and industry in skills training. This position is tied to Commissioner's initiatives.	Request to establish position and assistant approved by OMB. These activities are currently being handled by Skills Coordinator and other department staff.
1.2b Enhance ALEXsys employment database	Tom Nelson		◀ Develop Enhancement	◀ Fill in Database			\$600K in FY09 funding for ALEXsys enhancement. Important to integrate industry input in making system more user friendly.	Ad Hoc reporting project completed. Credentialing programming complete. Marketing phase in progress.
1.2c Create inventory of training	Brynn Keith	◀ Ongoing effort	recent focus has been on improving data quality				R&A is doing inventory of training only, not job opportunities. Expanding data collection this year, but inventory will not include credentials/certifications until next year.	Data collection complete for standard elements. Collection of credential/certification will occur next data-collection cycle (summer 2010).
1.2d Disseminate inventory, print and electronic	Brynn Keith (Data) and Division of Business Partnerships (printing)		◀ Draft version of electronic clearinghouse created in May 08; continue electronic inventory data development, disseminate in Fall 09	◀	◀ Develop print version in FY2010 - ongoing		R&A has completed the draft clearinghouse website; ready for review at 10/09 AWIB mtg. No funds have been identified for a print version. Division of Business Partnerships will take on printing if it ties into our communication strategy. Design print materials so they may be easily updated.	DBP plans to make the Hot Jobs publication more accessible through the web and has recently purchased software that supports interactive Webinars.
1.2e Provide for system update and maintenance	Brynn Keith						Use existing AGIA funding (\$50K/year) for next several years.	
1.2f Provide incentives for participation	Pipeline Training Administrator		◀ Start Dec 08				Incentives for industry to participate need to be created and communicated. Important to keep survey(s)/data requests simple and not too time consuming.	

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1.2g Increase support for dissemination regional employment data - Recruit/Hire Additional Economist	Brynn Keith							Date base is available at: <a href="http://labor.alaska.gov/regcom/">http://labor.alaska.gov/regcom/</a>

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<b>Strategy 2 – Integrated Training</b>								
<b>2.1 Develop State Initiative for Career Pathways</b>						Federal Perkins Funding is good but difficult to access (paperwork). Should do a state match of federal \$ in program. Only submit funding application once.		
2.1a Recruit and Hire a Skills Coordinator	Greg Cashen	Develop and finalize job description by July 1, 2008	Recruitment underway	Education Specialist hired effective July 1, 2009		Educator/Academic Background. FY09 Funding for one position. Must prioritize items. Develop staffing plan. Will coordinate with AGIA coordinator and R&A.	Jeff Selvey joined the AWIB staff on July 1, 2009. Completed	
2.1b Identify models for mapping career pathways	Skills Coordinator to work with Research and Analysis and DEED.	Electronic version of Career Ladders up Dec 08				R&A has started creating web-based system for career ladders in 2008. Will also look at lateral movement within careers. Will publish a TRENDS article on data findings. Use FY09 funding.	Test site is available at: <a href="http://labor.alaska.gov/research/careerladder/">labor.alaska.gov/research/careerladder/</a>	
2.1c Survey AK school districts and private sector	Skills Coordinator					Use FY09 funding. Skills Coordinator to spend first few months analyzing data and then develop a plan.	Data are being obtained from DEED, will evaluate if a survey is necessary - survey schools and industry.	
2.1d Secure examples from national sources	Skills Coordinator			2nd Qtr FY10		Use FY10 funding.	Completed. Alaska has subscribed to the National Core Standards project <a href="http://www.achieve.org">www.achieve.org</a>	
2.1e Alaskanize national career pathways	Skills Coordinator			3rd Qtr FY10		Use FY10 funding. Benchmark best practices from other states.	Recommend that we use the UA Workforce Program 14 Career Clusters (CC) instead of the National 16 CC	
2.1f Utilize business/industry/education consortia to develop pathways	Skills Coordinator to work with Industry, VTEP			2nd Qtr FY10		Use FY10 funding. Bring group together to review findings and agree on direction. May need to assemble advisory group of industry members.	Need to set up meeting with business/industry/education to finalize the process.	
2.1g Provide electronic and print resources and pathway templates to training providers	Skills Coordinator			4th Qtr FY10		Use FY10 funding.	DEED is piloting with six districts the use of ALEXYS and career planning with high school students. SKC working with Sarah/Beth in updating and expanding the AWIB CTE website. AWIB Newsletter sent out on 9/29/09.	
2.1h Encourage private postsecondary training institutions to develop and	Skills Coordinator			3rd Qtr FY10		Use FY10 funding.	List of private providers is being developed. Once list is developed, the providers will be contacted by the SKC.	
2.1i Revitalize CTSOs such as DECA, Junior Achievement	Skills Coordinator to work with DEED					Use FY10 funding.	SKC met with Kathy Andrews. SKC participated at the CTSO Advisor's Training on October 2.	

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<b>2.2 Incorporate Career Counseling/Planning into K-12</b>							ACPE & PTA are other resources	ACPE & PTA are other resources	
2.2a Encourage school districts to use AK Career Ready Certificate (Bronze, Silver, Gold)	Marcia Olson, DEED to work with Skills Coordinator		Pilot Test Program in Schools		Test Becomes Mandatory Aug 10		Adopting National Standard (ACT's WorkKeys Test). \$414K in DEED budget for staffing the WIN software product (improves WorkKeys scores) and to provide one WorkKeys exam per 11th grader. Two staff positions to provide training on tools and to market the product. Looking to expand this to post-secondary level.	Second Pilot program is underway. Regulation implementation delayed to extend pilot program evaluations. AWIB Education Specialist to work with DEED CTE staff. Recent expansions include Key Train and investment in Career Ready 101. SKC participating in teleconference with DEED and DOLWD.	
2.2b Create/disseminate template for career plans	Skills Coordinator			↔			Goal - every high school graduate have a career plan. Some pushback on making mandatory. Overall career pathways should be set up by State (apply to anyone). Then set up career plans for K-12 students.	ACPE, PTA, school superintendents are other resources. Recommending the use of DEED CTE Program of Study for district plan. Still need to incorporate a plan for each student.	
2.2c Provide awareness/training for counselors/teachers in career pathways	On-site Career Guides and Skills Coordinator		Career Guides to start effort.	Skills Coord. to continue using career pathways model				Need to have feedback loop to see if career plans/pathways are working in schools.	AWIB Education Specialist to work with Career Guides to begin providing awareness/training for career pathways in FY 10. DOLWD continues to support the Career Guide model although it is becoming clear that more investment is necessary given the demands of rural Alaska and industry. Work in progress.
2.2d Use industry consortia for career info and guidance materials	Skills Coordinator	Dialogue started.	Skills Coord. to continue 2nd Qtr FY09 and beyond					Dialogue on sharing information is starting now (early 2008). Industry job standards should be reflected in WorkKeys exam.	Dialogue continues.
2.2e Develop/disseminate models for involving parents	Skills Coordinator to coordinate with PTA ACPE, Career Guides and Tech Prep Coordinators			↔			Coordinate on career plans and pathways. Assess/Integrate existing models (Career Fairs). May take some time to fully develop standards, but some already exist.	Alignment with Marketing campaign necessary. SKC - 10-06-09 meeting with Paula P, PTA	
2.2f Identify/disseminate strategies for using community resources in career planning	Skills Coordinator			↔			Association of School Boards has an earmark grant now. Brynn to find out if grant is ongoing.	A booth at the Principal Conference was established, good dialogues. AWIB Newsletter sent out on 9/29/09	
<b>2.3 Establish/Implement standards for AK Training</b>									
2.3a Identify/disseminate info on industry standards	Skills Coordinator		Jul 08-Feb 11					Working with mining industry at present. Dialogue continues with industry partners to broadly identify industry standards as they relate to education and training.	
2.3b Identify national standards	Skills Coordinator		Jul 08-Feb 11					See note above. AWIB Education Specialist to expand effort. Process has started - look at course work approved by the USDOL for registered apprenticeship, NCCER courss, etc.	
2.3c Use business/industry/education to Alaskanize standards	Skills Coordinator		Jul 08-Feb 11					See note above. Dialogue continues, RTC involved with this process and industry	
2.3d Inventory training programs for standards basis	Skills Coordinator		Jul 08-Feb 11					See note above. RTC's met on 9/17-18/09. SKC developing a template to obtain this information.	

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2.3e For programs not meeting standards, provide assistance.	Skills Coordinator to work with Industry		Start Feb 09, Continue to develop/update				Industry to monitor if programs meet standards - not State. Curriculum can vary, but use same standards.	Dialogue with RTC's has started, not sure if all RTC's are in agreement with this.
2.3f Require state-funded training to be based on industry standards	Skills Coordinator to work with Greg Cashen, AWIB	Incorporate standards in grant process now		FY2010 - Require that state funded training is based on industry standards				Dialogue with RTC's has started. Consider looking at Amer. Mfg. Assoc. Stds.
2.3g Require state-funded programs to implement employability and soft skills assessment	Skills Coordinator to work with Greg Cashen, AWIB						Need to set criteria for employability and soft skills. Modify "YES" program.	Several Business Partnership grants for secondary ed include soft skills component. ARRA summer youth program fully integrates YES. WIA grantees using tools such as career ready 101. Further definition of employability skills may be necessary. Dialogue with RTC's has started, will need to meet with other training providers. Discussion about merging YES with WorkKeys, and other strategies.
2.3h Recognize training programs that meet or exceed standards	Skills Coordinator to work with Greg Cashen, AWIB			Start at Spring 09 AWIB Meeting			Greg Cashen to look at AWIB certificate/award program. Have industry nominate best training programs.	Award programs for secondary and postsecondary instructors of the year presented at AWIB Board meeting. RTC's discussed this, most feel that this process is in place through AWIB.
<b>2.4 Coordinate Program Development/Delivery</b>								
2.4a Create network among existing regional training centers	Pipeline Training Administrator	Started now.	Pipeline Training Administrator to start Fall 2008					ARTCA document drafted. RTC's last met 9/17-18/09. Next meeting tentatively planned for the first week in December.
2.4b Strengthen statewide organization of training providers	Pipeline Training Administrator to work with VTEP and Gerry Andrews	Started now.	Pipeline Training Administrator to start July 2008				Should follow items in 2.2	Activity includes Regional Training Centers, AVTEC and University. Dialogue continues
2.4c Incentivize private providers to meet state standards	Division of Business Partnerships and Employment Services		Develop Incentives Fall 08	Implement in Feb/Mar 09			Use FY09/10 Funding	Several grants have been successfully implemented, primarily focusing on Core Driller Training till now. Several strategies related to apprenticeship and OJT are being tried as a means of incentivizing employers using PWT funds.
2.4d Require requests for state operational and capital training dollars to be moved through AWIB	Guy Bell and Greg Cashen		Sept. 08 Budget Request for FY2010 Budget					Three RTC's have contacted the department regarding funding. RTC's were encouraged to send their needs to Guy Bell via email by 9/30/09
<b>2.5 Maintain Robust Support for Vocational Education</b>								
2.5a Increase support for ABE and ESL programs statewide	Guy Bell and Tom Nelson			Temporary increase with ARRA funding through Workforce Investment Act Statewide Activities				\$250k of ARRA funds allocated and transferred to ABE programs.
2.5b Identify/disseminate info on Web-based skills upgrade training; Provide training via distance delivery to upgrade skills.	Pipeline Training Administrator			Start May 09. Ongoing			Include in PR Campaign. Develop program guide distance delivery learning programs. R&A is collecting information on distance delivery programs.	Effort by AVTEC underway to design program in cooperation with Regional Training Centers; coordinated by DBP.

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2.5c Increase individual electronic access to AJCN, AKCIS	Fred Esposito		AKCIS change implemented enabling direct access from any Alaska zip code.					DONE: Any person with an Alaska zip code can now access AKCIS.
2.5d Encourage use of support services through workforce development, social services, One-Stop Job Centers	Tom Nelson and Corine Geldhof		Start Fall 2008. APWTP RSAs signed, Apprenticeship SPOCs trained, MIS updated to capture performance data.				R&A to provide link to support services.	APWTP continues to support this effort. DBP now funding part of ESD staff in support of apprenticeship coordination.

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<b>Strategy 3 – Apprenticeships</b>								
<b>3.1 Increase Job Training for Entry Level</b>								
3.1a Increase state and federal funds for workforce development programs with structured training	Guy Bell		Successful in getting increase in FY09. Continue to request funds in Sept each year.				Each year evaluate whether an increase in funds is needed or if same amount is sufficient. AWIB to endorse funding increase.	
3.1b Use state funds to leverage private support for structured training	Corine Geldhof						Evaluate how we can encourage more private funding. Use other states as benchmark (i.e. Oregon). Require in RFPs that funding source info is provided. Ongoing goal to find creative ways to use state funding for training programs. AWIB to provide policy guidance. Commissioner to assemble budget.	Effort is underway through Business Partnerships and Employment Security Division. Developing technology to make it easier to track leverage funding as part of evaluation process.
3.1c Increase state support for tech prep programs, sec and post-sec.	Guy Bell to work with DEED		Sept. 08 Budget Request for FY2010 Budget				Some federal funding through Perkins. Ask State to match federal investment in Tech Prep programs. AWIB to endorse.	Oil price decline affects expansion efforts.
<b>3.2 Increase Employment Opportunities for AK</b>								
3.2a Require apprenticeship employment on all state-funded construction	Guy Bell to work with Commissioner and Gerry Andrews		Research				Legal issues w/ requiring apprenticeship, but can encourage program. Research what we can require legislatively as a mandate. (WA threshold - projects over \$3M)	
3.2b Inform employers of benefits of apprenticeship.	Pipeline Training Administrator to work with Gerry Andrews	Started now		Pipeline Training Administrator to start FY10				Effort continues through Apprenticeship Coordinator and other department staff. Regular monitoring and reporting of progress. Gerry Andrews and Diane Maples presented update information on Registered Apprenticeship and Tech Prep to RTC on 9/17/09. Materials provided at the Principal Conference Booth.
3.2c Analyze apprenticeship utilization and look at data over 10-year period.	Brynn Keith						R&A has agreement with US Bureau of Apprenticeship collect data to assess the effectiveness of apprenticeship programs.	R&A Presentation at October 2009 AWIB meeting. February 2009 Trends article. Now need to use this info to drive system development.
<b>3.3 Develop Training Incentives for Employers</b>								
3.3a Identify incentives to encourage apprenticeship and OJT	Pipeline Training Administrator to work with Gerry Andrews and Corine Geldhof	Started now, Research tax credits and monitoring/reporting requirements. Cooperative Agreements drafted, MOU/MOA being developed		Pipeline Training Administrator to start FY10			Have funding now but need to have first adopters to test incentive program. Look at tax credits. Incentives must be sustainable and aligned with industry.	Coordination of the system and alignment with UA important to success of apprenticeship. OJT well established but fails to award industry recognized credentials.
3.3b Adopt incentives useful in Alaska context	Pipeline Training Administrator to work with Gerry Andrews and Corine Geldhof			Start Fall 2009. Evolving Concept. Cooperative agreements developed			Note incentives in RFPs.	Policy development for cooperative agreements necessary to standardize service strategy. Further define role of RTC's

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3.3c Provide tech assist to industry for apprenticeship/OJT use	Pipeline Training Administrator to work with Gerry Andrews and Corine Geldhof		Research and Implement ongoing.	SPOCs trained - Outreach to Industry			Ongoing research to look at OJT models.	Stronger alignment of system needed before making commitments to employers. UA and DBP in meetings re: alignment. <b>Gerry Andrews and Diane Maples presented update information on Registered Apprenticeship and Tech Prep to RTC on 9/17/09.</b>
<b>3.4 Establish Funding Mechanism to Support</b>								
3.4a Introduce legislation for training fund under AS 36.05.045	Guy Bell and Paula Scavara		Sept. 08 Legislative Request for 2009 Legislature				Research incentives - what is effective? Look at tax issues and reporting requirements. Can State help agencies with reporting process. Can offer monetary incentives as early as FY09. Endorsement from AWIB and Implementation Committee would help move this legislation forward.	No legislative proposal as yet.

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<b>Strategy 4 – New Training Programs</b>								
<b>4.1 Expand Critical Programs in Postsecondary System</b>								
4.1a ID high priority occupations via DOLWD	Brynn Keith and Greg Cashen						R&A is working with the AWIB's policy and planning committee to develop a process for prioritizing occupations.	January 2009 Trends Article included industry forecast.
4.1b Assess in-state postsecondary capacity to address shortages	Brynn Keith						R&A has begun preliminary capacity data collection; data and the collection process need to be assessed and the efficacy of future data collection determined.	
4.1c Engage UA, training institutions statewide to develop plan to increase capacity	Pipeline Training Administrator to work with Commissioner, UA, AWIB and Training Centers						UA began doubling its engineering program in FY09.	Close partnership is being developed with UofA; nondestructive testing/core driller.
4.1d Prioritize funding request for program start-up or expansion through AWIB	Greg Cashen to work with Universities	Dialogue started Sept. 07						How does university system fit in? Asking for AWIB's support. UA Regents have separate funding process. AWIB to look at bigger funding picture and introduce endorsement program. An annual review of budget requests could be presented to the AWIB from the collective RTC's UA, DOL, and DEED related to WFD?
4.1e Explore loan forgiveness for students completing degree programs in target areas with no in-state program	Fred Esposito to work with ACPE						This requires legislation.	Scholarship Program under consideration by Governor Parnell.
<b>4.2 Recruit more Alaska High School Graduates</b>								
4.2a Encourage students early re identified careers, e.g. ANSEP	Skills Coordinator to work with Guidance Counselors and Career Guides		Career Guides to start	Skills Coord. to start FY10			Ties with career pathways/plans.	Discussion with RTC's on 9/17/09
4.2b Expand use of applied academics in secondary	Marsha Olson to work with Pipeline Training Administrator		Started now, Ongoing effort.				DEED has started effort now and will continue working on it.	Discussion with RTC's on 9/17/09
4.2c Increase summer engineering, science and technology camps	Corine Geldhof						Targets Rural Alaska kids but effort is statewide.	Additional funding from DOLWD for UofA summer camps. UA summer institutes for robotics and other technology based camps fully implemented. APICC working on summer engineering academies, drafting MOU's and looking at funding sources.
4.2d Develop tech prep and other sec/post-sec articulation agreements	Skills Coordinator and Pipeline Training Administrator to work with Tech Prep Consortium							Gerry Andrews and Diane Maples presented update information on Registered Apprenticeship and Tech Prep to RTC on 9/17/09.

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4.2e Utilize regional training centers to transition rural high school completers	Pipeline Training Administrator, Corine Geldhof and Tom Nelson	Meetings with RTCs.	Process in development				Dept. of Labor has funding request to make more use of regional training centers.	DOLWD working with RTC's to implement. This was discussed at the RTC meeting on 9/17-18/09. Confusion on what the word completer means. Fred E. stated that the intent was for high school graduates, since 4.2 states, "recruit more Alaska High School Graduates." This will be discussed further at the December RTC meeting.
4.2f Initiate state matching scholarship program	Fred Esposito		 Research Sept. 08 Legislative Request for 2009 Legislature				Research providing scholarships to top students. Recognize value of career/vocational programs.	Scholarship Program under consideration by Governor Parnell.
<b>4.3 Increase Internships and Work Cooperatives</b>								
4.3a Identify existing internship and work coop programs	Corine Geldhof and Tom Nelson	Not implemented yet. Further planning, development required.		 Data collection / Analysis			Market that we are conducting data collection and then post surveys online. Use web-based questionnaire. R&A can help design survey.	
4.3b Disseminate successful industry practices to provide meaningful work	Skills Coordinator to work with VTEP and PR firm		 Evaluate	 Implement			Provide employers with examples of successful programs. Possibly hire a staff position to do this similar to apprenticeship coordinator.	APICC has developed a dvd, Alaska Teacher Industry Externships - Teachers in the Workforce. The AWIB newsletter will be distributing information on best practices.
4.3c Use industry to industry contacts to promote programs/practices	Skills Coordinator to work with VTEP and Industry		 Evaluate	 Implement				Discussion in progress, SKC will develop strategies to promote programs/practices.
4.3d Encourage cooperation between industry consortia and certificate/degree program staff	Skills Coordinator to work with VTEP and Industry		 Evaluate	 Implement			Ongoing. Need to continue to build upon models.	Discussion in progress.
<b>4.4 Assure better Articulation between Workers &amp; Training Programs</b>								
4.4a Expand use of awarding credentials for prior experience	Skills Coordinator to work with UA and Training Institutions		 Start Dialogue Feb 09	 Implement			Skills Coordinator to assess current models and build upon them. Engage University in dialogue and then develop program. Is there a way we can award credentials with a skills assessment?	Dialogue with RTC's - looking at Career Pathways and DEED CTE Program of Study.
4.4b Offer short term instruction in supervision, safety management and other topics	Pipeline Training Administrator to work with Industry		 Start Dialogue Feb 09	 Implement			Some short term instruction is offered now, but need to develop program with University support. Much is already in place, coordination is needed.	
<b>4.5 Expand Capacity for Technology and Craft Skill Upgrades</b>								
4.5a Expand flexibly-offered incumbent worker training	Corine Geldhof						Allows Dept of Labor to focus training on high priority occupations (AGIA) - multiple skills training. This is a DOL key area of emphasis.	Cooperative agreements create incentives for incumbent workers. Application currently limited to federal Pipeline Training Grant.

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4.5b Offer short term developmental instruction in technology/skill upgrades	Corine Geldhof	Started now,  Expand program in 2009. Identifying employer and job seeker needs. 					This is a DOL key area of emphasis.	Currently offered through STEP. Policy guidance may be necessary. Modification of the ITA policy to incorporate skills upgrade.