

Alaska Gasline Workforce Development Investments
Fiscal Year (FY) 2010 and Projected for FY 2011
Quarterly Report September 30, 2010

The Alaska Department of Labor and Workforce Development (the Department) continues its efforts towards implementing the Alaska Gasline Strategic Training Plan.

The plan's overall purpose is to enhance Alaska's existing training programs so Alaskans are afforded the opportunity to upgrade skills and acquire new ones in preparation for an aging workforce and for gasline jobs.

Through strategic investments in connected and accredited programs that offer world-class training and educational systems for Alaskans, the plan fosters an environment of collaboration and innovation among Alaska's government agencies, businesses and training providers. Developed and regularly monitored by a public/private steering committee, the plan is guiding Department of Labor and Alaska Workforce Investment Board workforce policy development and aiding in the allocation of training funds.

The plan identifies four broad strategies to prepare Alaskans for 113 occupations needed for delivering a prepared Alaska workforce for careers in construction, operations, management and other occupations related to natural resource development, including a gasline:

1. increase awareness of and access to career opportunities in natural resource development,
2. develop a comprehensive, integrated career and technical education system that aligns training institutions and coordinates program delivery,
3. increase opportunities for registered apprenticeship in skilled occupations and expand other structured training opportunities, and
4. increase opportunities for development of appropriate training programs for operations, technical, and management workers.

Some state and federal funding has been appropriated to implement these strategies. Following are summaries of and key activities within each strategy during state fiscal year 2010.

Strategy 1: Increase Awareness of and Access to Careers

1. In FY10, the Alaska Construction Academy trained 4,337 youth and 503 adults in a variety of gasline occupations and employed 470 individuals.
2. In FY10 the University of Alaska Southeast (UAS) provided outreach and career awareness activities to 845 youth through the following for venues: Alaska Summer Research Academy (ASRA); University of Alaska Fairbanks (UAF) Sports/Math Camp "SMART ACADEMY" Sports Mathematics Academics Reading and Team Play; College of Engineering and Mines (CEM) K-12 Engineering Outreach; and Pre-engineering Career Academy at UAF and University of Alaska Anchorage (UAA).

3. In FY10 the Alaska Youth First Program delivered awareness activities through career guides to 21,161 Alaskan youths. As of June, 30, 2010 the program provided career awareness services to more than 36,000 youth.
4. A Teacher Industry Externships (TIE) program aligns with the Gasline Training Plan by increasing the awareness of and access to career opportunities in natural resource development. In FY 2010, 17 externships in gas pipeline-related occupations were sponsored by the Alaska Process Industry Careers Consortium (APICC). When they return to the classroom, these teachers provide their students first-hand information about the types of careers and skills needed in the industry.
5. During FY10 the Northwestern Alaska Career and Technical Center (NACTEC) began Goal Oriented Learning at a Distance (GOLD), a program of instruction for high school students from rural Alaska. As most students from Northwest Alaska live in remote villages, the traditional options for education and training are to either fly students into NACTEC, a centralized site of instruction, or fly instructors to the villages. The NACTEC GOLD program provides a third alternative by allowing students to access online distance delivery education via synchronous (live) and asynchronous (recorded or other “non-live” formats) instruction. While participating, students receive entry level, pre-employment academic activities focused on improving fundamental math and reading comprehension. The students also experienced related career exploration activities including introduction to welding, engine repair, driver education, emergency medical technician, food preparation, and carpentry.
6. The Department’s Employment Security Division (ESD) recently completed enhancements to Alaska’s Online Job Bank (ALEXsys), which allow job seekers to enter their credentials as part of their on-line resumes. This feature allows better matching of job seekers’ skills and experiences to employers’ job requirements. The credentialing feature also allows the Department to track individuals by specific credentials, providing the ability to determine job seeker employment and training needs. Credentials include professional licenses, certifications, endorsements, diplomas, and the ACT Work Keys®-based National Career Ready Certificate known as Alaska Career Ready.
7. Another enhancement to Alaska’s Online Job Bank (ALEXsys) is variable reporting, which enables Employment Security Division (ESD) staff to create ad hoc reports to better manage resources. For example, this function allows the Department to contact rural Alaska job seekers with specific skills in priority industries to advise them of training opportunities. This outreach resulted in seven Alaskans attending diesel mechanic training and 15 Alaskans attending underground mining training. Both are gasline-related occupations.
8. AVTEC-Alaska’s Institute of Technology has significantly increased efforts to reach Alaska high school students through visits to 200 schools and career fair attendance in the last two years. As a result AVTEC’s average student age is now 25 and in the last two years AVTEC has trained more than 250 youth ages 17 – 21 in gasline-related occupations. With a 94% job placement rate, more than 235 Alaskans age 17 – 21 have entered gasline-related occupations in the last two years. AVTEC currently offers pre-apprenticeship in several occupations identified in the gasline training plan, and is offering related instruction for electrical and plumbing apprentices. More recently, AVTEC completed a newly registered diesel technician apprenticeship.

9. To help facilitate effective career decision making, the Department of Labor's Research and Analysis Section (R&A) created an electronic training program clearinghouse, available on the Department's website. The application provides easy access to Alaska training provider and program information and identifies training programs specific to occupations.
10. Through the development and dissemination of regional labor market information, the Research and Analysis Section (R&A) significantly increased stakeholder understanding of Alaska's regional economies. The Alaska Local and Regional Information (ALARI) web application provides jobseekers and policymakers with data on which to base career and policy decisions.
11. The Department's Office of Apprenticeship has collaborated with the national Association of Career and Technical Educators (ACTE) on several projects. The 2010 apprenticeship conference was co-presented to allow educators to attend both the ACTE Region V conference and the apprenticeship conference. This also allowed ACTE's national board to attend several apprenticeship sessions about connecting apprenticeship to secondary and post-secondary education. ACTE's upcoming Professional Development Conference will highlight apprenticeship as a next step after high school graduation.
12. The Department's Office of Apprenticeship collaborates with the Alaska Department of Transportation and Public Facilities' Civil Rights Office to promote apprenticeship as a means for non-traditional populations to connect to apprenticeship. This outreach targets both youth and adults.

Strategy 2: Aligned Career and Technical Education System

1. More than 960 Alaska youth participated in summer work experience with a focus on developing basic work skills. Pre- and post-tests were applied via KeyTrain's Career Ready 101, which includes an on-line assessment of work skills. Almost 200 of the youth were hired in permanent positions. Funding for this activity was provided under the American Recovery and Reinvestment Act from the U.S. Department of Labor, Employment and Training Administration.
2. Twelve Career Guides, funded through the Alaska Youth First Program and located in schools and communities around Alaska, are providing career and job training information to students both during the school day and during extracurricular school activities.
3. AVTEC-Alaska's Institute of Technology is assisting 12 Regional Training Centers (RTCs) to establish outreach, recruitment, enrollment standards, and basic skills assessments to increase the number of rural residents enrolling in gasoline-construction-related technical training programs and apprenticeships.
4. The Department, the University of Alaska and the Alaska Department of Education and Early Development jointly published the [Alaska Career and Technical Education Plan \(CTE\)](#). The CTE plan was approved by the Alaska Workforce Investment Board (AWIB) in May 2010, the State Board of Education in June 2010, and the University of Alaska Board of Regents in September 2010. The CTE plan supports a connected system of statewide resources that focuses on both the education and training needs of students, and the

workforce needs in the state. CTE enhances students' education by providing rigor and relevance to academic and career preparation.

5. The [Alaska Workforce Investment Board](#) (AWIB) upgraded and updated its website, which is a vehicle used to provide public outreach with information about AWIB, Alaska Gasline Training Plan, registered apprenticeship, and career and technical education. AWIB board and staff are working with stakeholders across the state to identify education and workforce development needs and strategies. AWIB recently published the first Regional Training Centers (RTCs) statewide [Program and Facility Inventory](#), a detailed list by RTC of the facilities available and the courses, programs or sessions offered. This inventory will be used to develop strategies through the new Alaska Career and Technical Education Plan as it continues to evolve inviting coordinated and focused action from all stakeholders.
6. The Alaska Workforce Investment Board (AWIB) publishes a bimonthly newsletter highlighting its activities, including gasline training plan, registered apprenticeship, and career and technical education.
7. The Department's [Division of Business Partnerships](#) has updated its website to provide visitors with information on workforce investment strategies for employers and training providers, as well as highlights of the division's current efforts to prepare Alaskans to work in Alaska's high-wage, high-demand occupations.
8. Through a partnership with the Department, industry and local school districts, the Alaska Construction Academy's nine statewide locations are providing career awareness information and training to more than 4,500 Alaskans in occupations related to construction of a gas pipeline.
9. Efforts to revitalize Career and Technical Student Organizations (CTSOs) are underway and include a recent grant to train teachers and youth in leadership and employability skills, and career pathways.
10. The Department's Office of Apprenticeship promotes registered apprenticeship as a workforce development strategy connecting school-to-apprenticeship to employment through Alaska Tech Prep. Many of the 113 occupations needed for the gasline have been developed into Programs of Study, a systemic approach to coordinating Alaska's educational/workforce development system. This strategy also promotes gasline occupations to employers through wage incentives and apprenticeship support through individual training accounts making a pathway from school to work.

Strategy 3: Expand Registered Apprenticeship and Structured Training

1. Through an active partnership with the U.S. Department of Labor, Employment and Training Administration's Office of Apprenticeship, the University of Alaska's Mining and Petroleum Training Service (MAPTS), Alaska's mining industry, and the Department, a first-of-its-kind apprenticeship program for geophysical core drilling was established, setting the standard not only for the state, but also for the nation. The geophysical core driller training was conducted in Kotzebue and Bethel with 37 graduates becoming first-year apprentices. This program is helping train rural Alaskans for high paying jobs in their regions.

2. This year 11 new entry level underground miners graduated from a training program held at UAS and the AJ Mine in Juneau. The new program is a collaborative effort of the Department, the University of Alaska's Mining and Petroleum Training Service (MAPTS), and the mining industry. By partnering with industry, Alaska is creating a premier workforce development model that will meet employers' needs.
3. During the last quarter of FY 10, Alaska Works Partnership (AWP) conducted 19 Health, Safety and Environmental (HSE) courses at the Fairbanks Pipeline Training Center (FPTC) to meet the industry's need to certify and upgrade workers. The HSE courses provided training and certification for oil-, gas- and construction-related jobs with 169 Alaskans attending the trainings, earning 213 industry certifications. This training will lead to employment or ensure retention of current workers. Participants come from many different employers, but in general those that have bargaining agreements with construction and pipeline construction trade unions and/or members of the North Slope Contractors Association, and contractors providing oil/gas field support services.
4. The Department conducted its third annual apprenticeship conference, "Building Alaska's Future," in Anchorage on April 28, 2010. The conference brings sponsors, employers, and educators together in a venue that allows for learning and sharing information on registered apprenticeship. This year's focus was on the collaboration of education and workforce development to deliver the worker to the appropriate next step.
5. The Department's Employment Security Division (ESD), the state's designated One-Stop Operator, has 10 federally trained registered apprenticeship specialists engaging employers on a consistent basis and working together with career support and training service case managers on wage incentives, Individual Training Accounts (ITAs), and supportive services. ESD also helps staff the Alaska Office of Apprenticeship with a Business Connection professional who assists apprenticeship specialists and job center staff to connect with prospective employers that may be interested in starting an apprenticeship or on-the-job training program.
6. The Alaska Pipeline Worker Training Program provided training to more than 500 Alaskans on safe and proper pipeline assembly techniques. Of those individuals more than 80 percent were employed six months after exiting the program.
7. More than 80 individuals interested in pipeline-related occupations and registered apprenticeship were served through the Alaska Job Center Network. In addition to new apprentices, nine new apprenticeship opportunities were developed with union and non-union employers with incentives from the Alaska Pipeline Worker Training Project.
8. A new millwright apprenticeship is under development with Prince William Sound Community College that enrolled five millwright apprentices in FY2010.
9. Recognizing industry's need for Environmental Technicians, the Department implemented a new apprenticeable occupation during FY10. USDOL Office of Apprenticeship, several stakeholder/employers, and the Alaska Workforce Investment Board (AWIB) prepared the occupational analysis in order to register this new occupation. The Department's Division of Business Partnerships has awarded a grant to the Alaska Environmental Forum to complete curriculum development, establish registered apprenticeship sponsors and increase the employers using the new registered apprenticeship. Additionally, two automotive

mechanic programs were registered this FY, one is using an internal training program, and the other will use GMC-specific training. There are five apprentices between the two employers.

10. The Department assisted the Teamsters in developing new apprenticeships for bus and truck mechanic, diesel engine specialist and line freight driver. Eight participants enrolled in FY2010.
11. The Department's Research and Analysis Section (R&A) continued to assess the effectiveness of the apprenticeship training model through the multi-year analysis of apprenticeship program data.

Strategy 4: Increase Training Opportunities

1. The University of Alaska expanded its engineering program to double the number of engineering graduates.
2. The State Training and Employment Program (STEP) provided more than \$4 million in training support for a variety of gasline occupations to 2,027 adults.
3. A gasline training grant was used by the Galena City School District to train five rural aircraft dispatchers, skills that can be transferred to transportation and logistical support for pipeline construction.
4. Nearly 50 percent of the Alaskans who successfully completed the Alaska Pipeline Worker Training Program and were employed at least six months after graduation earned at least \$5,000 more than before their training for a comparable time.
5. This year, 169 Alaskans received Health Safety Environmental (HSE) training in preparation for pipeline construction-related employment.
6. University of Alaska Southeast (UAS) will begin the first of a multi-phase project to develop a curriculum and deliver related technical instruction for first- and second-year registered apprentices in the occupations of bus, truck mechanic and diesel engine specialist.
7. AVTEC-Alaska's Institute of Technology is providing academic learning support, pre-pipeline training and support for academic preparedness through distance training at Regional Training Centers (RTCs).
8. Sitka Works, Inc. provided a 40-hour Introduction to Facility and Building Maintenance and Repair (BMR) training to 11 entry level workers from Southeast Alaska during FY10. Sitka Works, Inc. is using the Alaska Job Center Network and other no-cost referral services to assist its employment in referring participants for BMR job search activities.
9. The University of Alaska's Tanana Community College received State Training and Employment Program (STEP) funds to continue its surveyor apprenticeship program training for 11 second year apprentices who have employer commitment letters.
10. The Alaska Office of Apprenticeship has been working with the University of Alaska on several programs including Project Jump Start, a degree completion program for apprentices working toward a degree in project management, safety or supervision.

11. Through the continued support of the Fairbanks Pipeline Training Center (FPTC), more than 100 apprentices participated in training last year and will do so again in November 2010. In addition to apprenticeship and craft training, another important component of the FPTC is the process tech program offered by the University of Alaska Fairbanks (UAF) and housed on site.

The Alaska Gasline Inducement Act includes a provision encouraging the licensee to hire to the maximum extent possible Alaskans for the Alaska portion of the project. The Department has begun discussions with the project partnership on a formal and regular employment reporting mechanism.