



## Alaska Workforce Investment Board Newsletter

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### Important Dates

**May 3 - 4**  
AWIB meeting in Anchorage

Dear Reader,

In this issue we have an Alaska Workforce Investment Board update, State CTE Plan Moving Forward, Career Exploration Pilots, Alaska Rural Regional Training Centers, AWIB Gas Pipeline Training and Apprenticeship update, and Alaska Job Center WorkKeys Job Profiling Services.

The AWIB has developed this newsletter to connect schools, industry and stakeholders with the AWIB and the Alaska Department of Labor and Workforce Development. We are publishing every other month and featuring opportunities, programs and information about State of Alaska initiatives aimed at helping youth and adults find meaningful employment and postsecondary training. Also, the newsletter will have articles from the Department of Education and Early Development related to Career and Technical Education.

Please let me know if you have ideas for future articles. The next newsletter will be published in August 2010.



Sincerely,  
Jeff Selvey  
AWIB CTE Coordinator  
(907) 269 - 3018  
[jeff.selvey@alaska.gov](mailto:jeff.selvey@alaska.gov)

## AWIB Update

### Greg Cashen, Executive Director



The next AWIB meeting is scheduled for May 3rd and 4th at the King Career Center in Anchorage. The agenda includes an update on the Gasline Training Strategic

A Career and Technical Education (CTE) Work Group meeting was held on April 13th in Anchorage to further develop the State CTE Plan. The plan identifies strategies for the Alaska Career and Technical Education Plan, key action steps and a timeline for monitoring progress of the State CTE Plan, the mission of CTE within Alaska's Education and Workforce Development systems, and reviews the status of new and ongoing CTE initiatives and partnerships. The AWIB will review the most recent draft of the State CTE Plan at the May AWIB meeting which can be viewed at <http://labor.alaska.gov/awib/cte.htm>.

A meeting of the ASESP (Alaska State Energy Sector Partnership) was held on April 14th in Anchorage to review the strategic planning process, refine the project implementation timeline, and discuss the resource allocation and grant distribution process. The ASESP has formed two committees that will meet at least monthly. One committee will be led by the AWIB and interested ASESP members to work on further development of the State Energy Sector Workforce Development Plan including a long-term strategy for sustainability. One committee will be led by the Division of Business Partnerships and interested ASESP members to review resource allocation among the five green energy technologies and a process for training grant distribution. The two committees will report back to the ASESP, which will meet on a quarterly basis. The next ASESP meeting will be scheduled in mid-July.

A Regional Training Center meeting was held on April 26th and 27th, and this was the last scheduled meeting of the year. The 2010 Apprenticeship Conference "Building Alaska's Future - A Seamless System" was held on April 28th at the Egan Convention Center in Anchorage.

A considerable amount of work and updating has been completed on the AWIB website at <http://www.labor.alaska.gov/awib/home.htm> and now includes links related to the Alaska Gasline, Registered Apprenticeship, Career and Technical Education, Education Plans, Grants, Regional Advisory Councils, Regional Training Centers, and the AWIB Newsletter.

Please welcome two new members of the AWIB. Pearl Strub from the Bristol Bay Economic Development Corporation and Ken Peltier from the Alaska Operating Engineers/Employers Training Trust were recently appointed to the AWIB by Governor Parnell and will be attending the May AWIB meeting.

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## **State CTE Plan Moving Forward**

### **Helen Mehrkens, EED CTE Administrator**



The working group for development of the Alaska State CTE Plan met on April 13th to review the comments that have been received and make recommendations for incorporating the concerns that were expressed. The majority of meeting time was spent reviewing proposed activities and timelines for the next fiscal year, and discussing accountability and communication strategies. The working group's recommendations will be presented to Commissioners Bishop and LeDoux during the last week of April.

Jeff Selvey/AWIB and Helen Mehrkens/EED are continuing work on implementation strategies and are pleased that Fred Villa, The University's Associate Vice President for Workforce Development has joined this effort. Public outreach continues through presentations about the plan, and their observations and recommendations have strengthened the evolving partnership.

The plans are available to the public at <http://www.eed.state.ak.us/tls/cte/comment.html> or <http://labor.alaska.gov:2054/awib-cte.htm>. Questions or comments may also be emailed to Jeff and Helen from links located at these sites.

## Career Exploration Pilots

**Don Levine, EED CTE Education Specialist**

A primary goal of K-12 education is to assist students identify their interests, establish long-term goals, and then create a plan that includes the steps and processes necessary to achieve the goals (personal, academic and professional). There are students who do not see the relevance of their academic programs, have no long-term goals, and feel isolated with no control of their lives. These students are at increased risk of dropping out of school, engaging in high-risk behavior, and doing poorly in classes when they do stay in school.

The Alaska Department of Education Early Development, Career and Technical Education Staff are piloting six programs in sequential career planning strategies focusing on grades 6-12. These pilots include student-driven activities around self-assessment, education plans and employment skills development. The focus is on a small number of activities each year, which are built upon and become more focused as student's progress in their education. All activities have been aligned to the Alaska Content Standards, Employability Standards, Alaska School Counseling Standards, and the National Career Development Standards.

These pilots utilize components available to all Alaska districts and students at no charge (AKCIS, WorkKeys, and the Testing and Education Reference Center, TERC).

Different models have been designed to address the differences in learning environments for Alaskan students. Program models reflect:

1. Career planning programs delivered by counselors only
2. Career planning programs delivered by all teaching staff
3. Career planning programs that may be accessed through a asynchronous distance delivery
4. Differences in urban and rural settings

These pilots will be evaluated at the end of the school year, and will be modified as necessary to increase their relevance and ease of delivery for both students and staff.

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## Alaska Rural Regional Training Centers

**C. Jeff Selvey, AWIB CTE Coordinator**

There are a number of training centers in rural Alaska. Alaska's Regional Training Centers (RTC's) are public or non-profit centers created through partnerships. They were created by partners whose mission is development and educational activities linked to employment opportunities in Alaska. RTC's provide coordinated workforce development, education, and training in conjunction with local, statewide and federal partners to prepare its citizens to enter into the Alaskan Workforce.



### The mission of the RTC's is:

Alaska's Regional Training Centers (RTCs), located throughout the state, collaborate to leverage partnerships and resources to develop and train Alaska's workforce. RTC's provide coordinated workforce development, education, and training in conjunction with local, statewide and federal partners to prepare its citizens to enter into the Alaskan Workforce.

To find out more about RTC's please go to: [http://www.labor.state.ak.us/awib/cte\\_programs.htm](http://www.labor.state.ak.us/awib/cte_programs.htm)

## Gasline Training and Apprenticeship Update

Gerry Andrews, Gasline Training Administrator and Apprenticeship Coordinator

### The Alaska Gasline Training Plan Update

TC-Alaska and Denali Pipeline have filed their plans for "open season" with the U.S. Federal Energy Regulatory Commission. This is one important step in the permitting process for a project of this size. It is the responsibility of the AWIB office to develop a training plan for the project. To succeed we will need the cooperation and support of the project operators and AWIB stakeholders.

The Gasline Training Plan Steering Committee has been tasked to deliver an inclusive training plan that will include the following:

- Determine the demand of skilled workers;
- Establish the current supply of skilled workers including those who may retire before the project or work on multiple phases;
- Attain the current and future capacity of training provided by both public and private entities and the gaps known to exist; and
- Develop a training timeline.

Over the next six months, the committee will meet and work through the four strategies identified in the AGIA plan, [http://labor.state.ak.us/AGIA\\_teams/docs-combined/agiaweb.pdf](http://labor.state.ak.us/AGIA_teams/docs-combined/agiaweb.pdf). Anticipated outcomes of this process are:

- Alaskans will have knowledge of the opportunity and the necessary skills to work on the project; and
- Training providers may prepare to deliver appropriate training to support the project and employers will hire a trained Alaskan workforce.

The next Gas Pipeline Training Plan meeting is proposed for July.

### The AWIB Apprenticeship Update

The 2010 Apprenticeship Conference and Awards Banquet was hosted on April 28 in Anchorage at the Apprenticeship conference. Commissioner Bishop recognized the following:

- **Employer of the Year** - Swalling Construction Company
- **Instructor of the Year** - Charlie Engblom with the Iron Workers JATC
- **Apprentice of the Year** - Sam Paul, sponsored by the Alaska Works Partnership
- **Apprentice of the Year** - John Franklin, sponsored by Klebs Mechanical



Commissioner Bishop also recognized the following:

- **Craig Mapes, Construction Technology Instructor, Juneau-Douglas High School** - leadership in School to Apprenticeship
- **Loken Construction - King Career Center - DOLWD Career Guides** - sponsoring and employing School to Apprenticeship
- **Alaska Department of Transportation and Public Facilities' Office of Civil Rights** - implementing and sponsoring Construction Career Fairs and outreach campaign

Check it out online at [www.EarnandLearnAk.org](http://www.EarnandLearnAk.org)

## **Alaska Job Center WorkKeys Job Profiling Services**

**Laurie Fuglvog; Employment Security Division, Employment Security Analyst III,  
Licensed ACT WorkKeys Job Profiler**

### **What is WorkKeys Job Profiling?**

WorkKeys Job analysis or "job profiling" is an important part of the WorkKeys System. The WorkKeys System measures foundational skills in the workplace that are critical to job success in a language that is common to employers for their job applicants no matter what the job applicant's educational background. Alaska Job Centers are actively involved with the Alaska Career Ready Program and the National Career Readiness Certificate (NCRC) and provide proctored WorkKeys Skills Assessments and Career Ready 101 Courseware to prepare.

WorkKeys profiling is the process used to identify the critical workplace skills and skill levels required for a job, formal training program or occupation.

### **Job profiling uses focus groups and an ACT authorized Profiler, which includes four key steps:**

- 1. Create an initial task list:** Using national job data and a tour of the job site
- 2. Analyze the tasks of the position:** To rate importance of tasks and time spent
- 3. Analyze the skills to perform the job:** Links the job tasks to WorkKeys skills and levels
- 4. Receive customized report:** Documents profile results

### **What workplace skills can be profiled?**

Reading for Information, Applied Mathematics, Locating Information, Applied Technology, Teamwork, Listening, Writing, Business Writing and Workplace Observation skills can be profiled.

### **The Profiling process offers many benefits:**

- By matching job profile information with individual scores on WorkKeys assessments employers can make reliable decisions about hiring, training, and program development needs
- A detailed, customized task list that can be used in developing job descriptions, performance appraisal forms and as an additional resource for training curriculum
- A customized report that formally links critical job tasks to the WorkKeys skills and skill levels
- Takes the guesswork out of hiring with a proven methodology and reliable results
- Reduces employee turnover, training costs and dropout rates
- Saves on interviewing time and money because they're hiring applicants with the right skills
- Equal Employment Opportunity Commission compliant process
- Profile results for Reading for Information, Locating Information and Applied Mathematics skills can be used with the National Career Readiness Certificate (NCRC) that job seekers can test for at many Alaska Job Centers
- Recognize, Request or Require that job candidates earn a NCRC or specific skill at the levels determined by the WorkKeys Profile

### **See how other employers have benefited from job profiling**

Visit ACT WorkKeys Job Profile Case Studies at: [www.act.org/workkeys/case/index.html](http://www.act.org/workkeys/case/index.html)

To view a powerpoint presentation about WorkKeys Profiling and testimonials from Alaskan

employers, visit: <http://CareerReady.Alaska.Gov> and click on "Employer Information."

For more information or to schedule a job profile contact  
Laurie Fuglvog at (907) 465-5926 or e-mail [laurie.fuglvog@alaska.gov](mailto:laurie.fuglvog@alaska.gov)