

AGIA Training Plan i-Team Meeting

July 11, 2007

Minutes

Tara asked to add how communication will flow and AWIB needs survey to the agenda.

Greg asked to add the composition of the AWIB committee.

Fred said the agenda for each meeting will probably stay the same, but we will keep adding to it and building on it as we move along.

1. Process

DOLWD A-Team – Internal team to develop the timeline and lead the public inclusion process, provide data and information, steer through political process, prepare for plan presentations. Bi-weekly (second and fourth Wednesday) meetings in Anchorage.

This group plus the Commissioner will be meeting the 2nd and 4th Wednesday each month most likely in Anchorage.

Discussed possibly having October 24th meeting in Fairbanks in conjunction with the AWIB meeting.

Fred said there may be times when we need to be flexible on meeting times. If you can't be here in person try to call in. If you can't make it at all and there is someone in your division you want to take your place, let me know.

Guy suggested changing the name from A-Team to i-Team.

AWIB – Greg to use Executive Committee to oversee AWIB input and timeline for plan approval process. One member of AWIB (Dave Rees) to serve as liaison between Steering Committee and Exco.

Greg said at the last meeting we talked about having the Executive Committee function on behalf of the AWIB, but we would prefer to have another committee perform that role. We will keep the Executive Committee in the loop though. The team will be Tim Scott, Neal Foster, Todd Bergman, Jim Laiti, Dick Cattanach, Cynthia Erickson, and Karen Rogina. At regular intervals the i-Team will send the Training Plan, as it comes out, to the ad hoc committee. Greg will be the liaison and would get any recommendations and revisions from the ad hoc committee back to the i-Team. We could keep that going until the final draft is due at the October meeting. The executive committee would be updated monthly too.

Fred said ultimately it is up to Greg to make sure it goes through the appropriate AWIB process. We need to make sure there is good communication.

Tara said she doesn't see the Training Plan developing for a while. What are we going to communicate to them?

Fred said we have a lot of resource documents and info we are gathering. We need a website where we can put all of these documents. We will have Sam Dapceovich, the Dept Webmaster, set up a link on the website for these documents. The url will only be given to us for now. The main thing is to make sure Greg has the ad hoc committee lined out about what their responsibilities are and when they meet. Fred said he would be happy to attend the ad hoc meetings to help Greg fill them in.

Mike asked in terms of thinking about how these groups come together, what role does AWIB have?

Fred said there are a number of policies that are going to come into play as we develop this plan. They will be making recommendations on these policy calls. If we want them to advocate we need their support. Greg will need to be working to keep the AWIB members fully informed.

Fred said AWIB is calling it a white paper, we need to clarify this. We should call it a Training Plan.

Steering Committee – External team comprised of education, labor, and industry reps. Develop statewide strategy for the creation of a regionalized delivery system for vocational technical training and education in a logical, sequential and sustainable way. Bi-weekly (first and third Wednesday) meetings in Anchorage.

Mike Andrews
Janelle Vanasse
Karen Martinson
Wendy Redman
Dave Rees
Tony Delia

Fred said the July meeting will be telephonic for some members. The first meeting will be to let them know why we are gathered, what their goals and objectives are, and how we will do it. Guy has agreed to be there. Everyone else can call in and listen if they want to. Fred wants this group in the beginning to feel free to think out of the box and go with their thoughts, from their background and experience, where they think the biggest needs will be. We will feed them more info and give them more hard data to develop their piece of this plan. It may be a little freewheeling in the beginning but we will ratchet them down in the end to develop some specific plans.

Fred said there has been some good work done in the past. My hope is that we can use past work as a platform to take it to the next level and put together something for a regionalized delivery system.

Tom asked how we communicate to PARW and APIC and other outside agencies.

Fred said we have cross members that can inform those groups, but that doesn't mean that we can't make presentations to them if needed.

Tara said we need to be thinking about the new ethics reform if we are going to have committee members that are going to influence funding, the delivery system, and how money is fed through the delivery system. Lt. Governor Parnell is going to do an overview for the full board in October on the ethics legislation.

Guy said he is thinking about having Judy Bockmon, the State ethics attorney, make a presentation. Every public official needs to understand the ethics policy.

It is unrealistic to have a steering committee with members who have never received funding.

It was suggested we could use DNR as a model. They are being advised from different groups on AGIA.

2. Timeline (Backwards)

December – Plan due

November – Second draft due, 2 meetings with A-team and 2 meetings with Steering Committee

October – First draft to AWIB, 2 meetings with A-team and 2 meetings with Steering Committee

September – 2 meetings with A-team and 2 meetings with Steering Committee, rough draft due

August – 2 meetings with A-team and 2 meetings with Steering Committee, rough outline due

July – 2 meetings with A-team and initial meeting with Steering Committee

Fred wanted to make sure everyone has read the timeline and agrees with it.

Michelle will set up teleconferences for telephonic access to meetings and publish the call in number. Michelle will also make arrangements for meeting space for i-Team and Steering Committee meetings.

Fred said to let him know if there is anything you want added to the agenda. The parking lot holds issues we want to talk about at later meetings.

Tara asked to add meeting locations to the calendar.

3. Budget

Guy - Need to establish budget ground rules:

RSA to ESD @ \$325,000

RSA to R&A @ \$250,000

RSA to AVTEC @ \$145,000

RSA to AWIB @ \$15,000

Timesheets

Travel

Other

Guy said we will RSA \$250,000 to R&A, and \$325,000 to ESD for upgrading ALEXsys. The Commissioner decided to have Fred head this training team. Fred set up a budget, and we will RSA \$145,000 to AVTEC. Half of Fred and Michelle's time will be covered by this.

Also included is \$15,000 for AWIB activity but that may go up or down. We need to be very visible and auditable on what costs are being charged to this program. We need to discuss how travel should be charged to this appropriation. We are holding \$115,000 to allocate for additional charges that are identified later. If the primary activity of a trip is something else, bill that other source. Only bill this cc if the meeting travel is your primary activity.

Brynn asked if this is one year money or if we can carry this forward.

Guy said this is one year money. However, if we have money left, we can go to the Legislature and ask for an extension of the expenditure. We will pay for non-employee travel exclusively for this project out of the Commissioner's office using this cc. Travel for any non-employee associated with this should be approved by Fred.

4. Brynn – R & A Timeline – What the outcomes would look like and how they would be used?

Assuming the necessary inputs are received, R&A will provide the following estimates:

Demand: Solid industry numbers by mid/end of September, Occupational forecasts by Dec. 1
With and without gasoline

Supply; An estimate of current occupational supply for the core gasoline occupations.

R&A has convened an internal team to oversee its AGIA project. Team members include Brynn , Jeff Hadland, Dean Rasmussen, Brian Rae, and Todd Mosher. As currently envisioned, R&A's project will include both demand and supply components. Though the project is still in the design stage, Brynn briefly discussed the proposed project methodology.

Given the short-time frame, to the degree possible R&A plans to build on existing data. The gasoline-related employment forecast will use the current 2014 industry/occupational forecast as a base. In broad terms, the project can be reduced to the following steps: 1) Estimated gasoline occupational employment will be backed out of the 2014 employment estimates resulting in a set of "no gasoline" occupational employment estimates, 2) gasoline-related occupational employment estimates will be created for multiple years of the project (e.g. years 1, 2, 3) and potentially for multiple scenarios (representing different gasoline routes or other major employment determinants), 3) the staffing patterns referenced in step two will be overlaid on the step 1 adjusted 2014 estimates resulting in labor market- wide employment estimates. (As with any forecast, the quality

of the output will reflect the quality of the inputs. R&A will need solid gasline industry and occupational employment estimates in order to generate a reliable set of forecast numbers.) To a significant degree, forecasts of future employment are based on the past. One of the challenges R&A faces with this project is the lack of historical pipeline construction data. Brynn has contacted other states and the US Bureau of Labor Statistics in the hope of accessing industry and occupational data for similar projects in the lower-48 and Canada.

The Commissioner plans on convening a group of industry, trades, and crafts experts to provide R&A with Alaska-specific gasline industry and occupational employment estimates as an input to their forecast. Tara asked if R&A's analysis will address both construction and post construction phases. Brynn responded that the timeframe included in the analysis will depend on both the data inputs and the direction provided by the of the team. At this point, R&A is undecided about what years, or construction phases, to include in the forecast. .

Fred said there is some debate over the definition of legacy jobs. Will you forecast those also? Brynn indicated that R&A can highlight the legacy jobs in the report once legacy jobs have been defined. Brynn requested that the data portion of R&A's analysis be included as an appendix to the Training Plan.

Fred said we have discussed that the info would be referenced in the Training Plan.

In terms of the R&A's supply analysis, Brynn said when you look at the standard definition of labor supply it includes people currently working by occupation(e.g. operating engineers) , unemployed operating engineers, and operating engineers out there that are not currently working in that occupation; Though supply numbers are difficult to calculate, employing the methodology used in *Alaska Economic Trends* April issue lead article, R&A will develop estimates of the current number of potential gasline workers for the core gasline crafts

Mike said the 4th element is labor supply five years from now, and that in the end is the most tricky data to get.

Brynn said we do collect data from training program providers of exiters by occupation. One thing we don't know is the maximum capacity of the training providers.

Fred said we could get a survey for that and get it out.

Brynn said if it yields good data we could add that to the R&A survey.

Tom suggested Brynn contribute an economic background chapter to the plan.

Fred said we should include the graph that shows the booms and busts of the old pipeline. We need to articulate how we are going to get as many Alaskans engaged in this project as possible.

5. Tom - ALEXsys - 325K investment – What will it deliver and how does it fit the AGIA training plan?

Tom said the goal is to improve variable reporting capabilities of ALEXsys so we can get info by community and occupation. A credential and licensing component would be part of the upgrades. Right now we have no ability other than a blank field where people can put their credentials, and no ability to cross match with employers needs. AVTEC needs this for mariner training. This small piece fits well with what we are doing with ALEXsys because it improves the cross match capabilities for employers. We need to ask people already registered to go back in and fill in the new data fields. It will take a large outreach effort and retraining. We will be able to demo in October. We would like to start in communities where the gasline will be routed so we can give the Commissioner and R&A the number of qualified workers in these areas. We can also give numbers of others who need some training to be qualified. We want to make this a routine thing for every worker, whether or not they are currently seeking employment. Tom would encourage all of us to register to see what it is like. AGIA calls for local hire and also dictates that they use the job center network. It better focuses on qualified Alaskans. This will help us fine tune by community what skills they have. It will help ensure that contractors are hiring Alaskans before they go outside. He sees the skills inventory as the most beneficial to AGIA. We will need to ask for additional money in 08 for multiple teams to go out and inventory those skills in rural Alaska. This is a part of the training plan because it would help them to identify and deliver qualified employees for the pipeline. We should have credential/licensing info by February.

Tara asked if there is a way that AVTEC can help with distance delivery of getting people training on ALEXsys. Fred said yes, that is something to consider.

6. Mike – Supply side: models for getting. How to get the training capacity?

Mike said he sent everyone a template from the workforce strategy center. This is a model that could help us structure the supply side. The supply side analysis would help us get an idea of the areas we need to be doing training in. The issue we are dealing with focuses on certifications and skills people have. How do we collect a description of that info and how do we compare that to the needs of employers. Once we have those two issues in front of us it is easy to compare the number of certifications/positions and how much of gap there is between that and the available supply of workers. We will need to make a serious investment into a survey of the potential community coming in to the workforce, even down to middle school who will be in the workforce soon, and the current workforce. The career pathway model seemed to be the best. What would be the change in the number of workers that leave the workforce and new workers coming in behind that. We could see what type of vocational education young people in the school system are doing to move into the workforce. John Hakala with the Bureau of Apprenticeship reports on the number of apprentices in Alaska by job classification. We can get that info from him. The basis for the supply side is how much of a deficiency we have and how well our current training programs can meet that deficiency.

Fred said marketing will definitely be a component of this plan.

Mike said we could talk about what local area education authorities are doing to try to make people aware of the gasline.

Fred asked if Mike was willing to make that outreach.

Mike said we have that in our youth first program.

Fred said we will be able to bring some info on youth and high growth to the plan.

Mike said the degree of analysis will be important so the supply and demand side can come together.

7. Fred - College of Applied Technology proposal; Voc Ed Status Report

Fred said he will send out the Blueprint document. Fred discussed the proposal that was developed under the last administration for the College of Applied Technology, to bring the training centers under an umbrella to help keep overhead costs low and develop a more statewide delivery system that had regional presence. The recommendations on integration, investments, and institutions are still valid. We really didn't involve the University in this. It didn't really go anywhere. It is something we will share with the Steering Committee as a point of reference, as well as the Voc Ed Status Report that Marylou wrote, and the Blueprint.

Other colleges within the rural college system have been successful in attracting these grants, but UAA's Community and Technical College has not. If we decide that this will be a component of our plan it might take legislative action to centralize legislative funding requests.

8. Assignments for next meeting:

Fred said we need to get an idea of what our component of the plan is going to look like. Fred told everyone to get an idea of what the outline and components of their piece will be and give it to him so he can put together the full outline.

Tara said she brought back from Oregon a report called Preparing for Global Workforce.

Fred said he would like a copy for himself and MaryLou.

Brynn asked if she can work with Guy or the Commissioner directly on getting the workforce numbers.

Fred said yes.

Discussed using the 6th & K conference room, the Chamber of Commerce, or the Eagle Street office for future meetings.

9. Agenda items for next meeting:

Process and Budget can be removed from agenda, added to parking lot.
Add 09 Budget Requests to next agenda.

Parking Lot:

Voc Rehab on A-team
Clearinghouse
Alaskatraining.org
Marketing
Plan elements
Job Centers role
Training ID card
Org Chart