

AGIA Training Plan i-Team Meeting
September 26, 2007
Minutes

Present:	Fred Esposito	Commissioner Bishop
	Greg Cashen	Guy Bell
	Tom Nelson (telephonic)	Gerry Andrews
	Brynn Keith	Mike Shiffer
	Corine Geldhof	Cheryl Walsh

Absent: Mary Lou Madden

The meeting convened at 10:30 am.

The agenda and minutes from the last meeting were reviewed. Comments on the apprenticeship draft can either be discussed at i-Team meetings and be recorded in the minutes, or written comments can be emailed to Fred Esposito or Mary Lou Madden.

It was suggested at the last Steering Committee meeting to have two versions of the training plan. A comprehensive, detailed plan that would be a roadmap for staff and those implementing it, and also to extract out a broader overview that would be a shorter version. The Steering Committee did not adopt this idea but they said they did like it.

Corine Geldhof asked for clarification about the progression of the plan's development and expressed concern that any strategies developed be aligned with other workforce development mandates, particularly those that are being developed for the Governor's state fiscal year 09 request.

Fred Esposito responded that the Steering Committee needs to understand the current strategies and initiatives and how they can be blended with the new ones included in the training plan to achieve the overall goals.

Guy Bell stated that the benefit of this being an industry driven plan is that we will know what resources are available to us and what additional resources we will need. Ultimately what the Commissioner needs is a tool he can use with the legislature to get additional funding.

Corine Geldhof stated that its important not to loose site that industry will need to come to the table with contributions as well.

Commissioner Bishop is glad those questions are being asked. Industry is needed on the Steering Committee because they will be hiring the people being trained. Next year we need to get engaged with the people who are going to actually do the training.

After meeting with the Steering Committee, Tom Nelson feels that ESD will have to come up with a framework that can be applied to AGIA and to other plans after as well. Tom Nelson presented information to the Steering Committee on ESD's work now and in the future using ALEXsys and enhancing it to benefit the training plan. The Steering Committee began to envision how it could be integrated into the training plan.

The Steering Committee wants the plan to address first and foremost the current skills gap. The plan is not being created to address a “what if” scenario, it is addressing what is needed now.

Brynn distributed a mock-up of where R&A is headed with the data. Brynn explained that some of the data is real and some is just thrown in to give a mock-up of completed data. The gap R&A is trying to define is between the supply and the demand of labor by occupation. It isn't simple when you get to the details. Demand is estimates in the labor market in the current year and determining what the new employment needs are going to be 1 or 2 years from now. This is driven by new positions created and people leaving current positions. The other is looking at projecting what are those jobs are that can't be filled by the existing labor force. If they are steeling from another employer, that isn't a new opportunity, that is considered returning, and the existing labor force is used to meet that need. What R&A is trying to do is think through things a little differently and come up with measures that will be useful to identify the gap. The number or percentage of non residents working in an occupation means there was not a skilled labor force available. New positions plus positions opened due to workers leaving is added together and that is the number of jobs openings. Then training program completers to fill those openings are looked at. The ratio is 1 out of 5 or 20%. For each 5 jobs there is one completer.

One of the things R&A has to do is align the occupations with the instructional programs. That is not an easy process. R&A created units of analysis similar to occupations and the training required for those occupations. The Steering Committee wants R&A to create these units for all of the labor market, not just AGIA, but R&A will be identifying which ones are AGIA specific.

It was agreed that apprenticeship needs to be discussed more. Apprentices are hard to define as in training or in jobs. It is important to make sure we are appropriately recognizing apprenticeships in some way because they are an important way to fill openings. Brynn Keith, Mike Shiffer, and Gerry Andrews will work together on the apprenticeship info.

Guy Bell suggested that a guide should be put together on how to use the data Brynn presented because it could be used improperly. This information is to be used to drive policy, one of those policies will be AGIA.

The group broke for lunch at 12:30 and reconvened at 1:30.

Brynn continued by presenting a draft of the occupational matrix. It essentially ranks all occupations that R&A has data for by the following criteria:

- the size of the occupation
- wages
- percentage of non residents
- age of incumbent workers
- growth

This really emphasizes large occupations. One of the outcomes of presenting this to the Steering Committee was that this analysis would be restricted to the AGIA related occupations. R&A will rework this tool once the list of gasline occupations is refined. R&A will be meeting with H.C. Price September 27 to finalize the list of occupations. H.C. Price is sending two people to Juneau to meet with R&A. On Friday R&A will be revising their units of analysis. Brynn will look at different ways to sort the information and will have a revised version in two weeks.

The existing capacity should be included in the training plan. Brynn Keith explained that collecting capacity data from programs is a bigger project than first thought. R&A does not have time to collect that data right now.

Fred Esposito suggested it could be contracted out. A simple survey could be created and then an outside firm could collect the data. Some of the key questions should be:

- How many could you have trained in 2006 if operating at max capacity?
- How many did you train?

Brynn will share the survey R&A has with the i-Team and it will be put on the next agenda.

Tom Nelson gave a presentation on a link on the ALEXsys website that lists all training providers and a list of their training programs. It lacks a lot of the detail, but it could be upgraded to fit the clearinghouse needs.

Lora Jorgensen was expected to discuss the clearinghouse but did not attend the meeting. ALEXsys and AKCIS are the two systems that are being considered for the clearinghouse. Tom Nelson would need some resources to investigate the cost to enhance ALEXsys. Tom will discuss this with Guy Bell.

A meeting with the regional training centers is scheduled for October 24 in Fairbanks. This will take the place of the i-Team meeting. Commissioner Bishop and Fred Esposito met with the training centers briefly at the Alaska Works meeting. They are fledgling programs, struggling to provide training. They are all dependant on partners and are interested in how they can participate in a regional training system. There is no agenda for the day yet. The AWIB meeting is on October 23. The regional training centers are invited on a tour of the pipeline training center on October 23. It will depart from the Princess Hotel in Fairbanks at 2:30pm and will take about 2 hours.

Greg Cashen updated the AWIB Ad Hoc Committee on September 13. The Ad Hoc Committee has been invited to the Steering Committee meeting on October 3. The plan is to have a draft of the AGIA Training Plan to the AWIB by October 15 and it will be discussed at the AWIB meeting on October 22 and 23. Greg is staying in contact with the Ad Hoc Committee and is also keeping the Executive Committee updated at least monthly.

Guy Bell is concerned of the public appearance of having too many public workers travel when only one or two people are needed to bring back information.

Corine Geldhof informed the group that she sent out the press releases for the \$7.5 million grant and the grant application that was initially submitted. Corine did not send out the executive summary because the grant outcomes and scope are currently being negotiated.

Tom Nelson reported that as a result of fewer resources in programmers and testers, the enhancements of ALEXsys have been delayed until March or April. Sandy Colon is back in a limited capacity, she is an outstanding programmer assigned to our work. Sandy has found a tool in existing software that possesses a lot of the variable reporting tools needed. She can probably carve a month off of that with her work alone. The rural skills inventory pilot is happening now, and Tom expects to have a written report in two weeks.

Guy Bell stated that we need to get a number as a holding place in the budget for the regional training centers budgetary needs. The letter mailed to the regional training centers was well received except for one location. Guy will send a copy of the letter to the i-Team members.

The next i-Team meeting is scheduled for October 10.

Meeting adjourned.