

AGIA Training Plan Steering Committee
& AVTEC Statewide Advisory Board
September 28, 2007
Minutes

Present:

Fred Esposito – AVTEC	Joanne Phillips – ConocoPhillips
Martin Cary – GCI	John Crews – Princess Tours
Tony Delia – ARSC	Bonnie Jo Savland – Alyeska Pipeline Service Co
Charlie Deer – Industry Rep	Tresa Hohman – ConocoPhillips
Dave Rees – BP	Edgar Cowling – ConocoPhillips
Shawn Aspelund – BP	Christine Klein – Tikigaq Engineering Services
Willard Dunham – Vice Mayor Seward	Jason Dinneen – Small Business Development Ctr
Richard Swoboda – DOT Maintenance	Louis Bencardino – AK Railroad
Rosalie Kairaiuak – Calista Corporation	Erin Beauvais – ConocoPhillips
Ketra Anderson – Crowley	Janelle Vanasse – Bethel High School
Fred Villa –University of Alaska	Dick Harrell – AVTEC
Steve Borell – AK Miners Association	Mary Lou Madden – Writing AGIA Training Plan

Dick Harrell gave a presentation on the programs and services offered at AVTEC.
Deb Burdick-Hinton gave a presentation on the distance education technology and opportunities at AVTEC.

The meeting convened at 2:30pm.

Fred Esposito reviewed the AGIA Training Plan template and strategies, and the rainbow spreadsheet from R&A. R&A was asked to create an occupational matrix that tells where a large gap exists between the number of jobs available and the available workers. The second version of the occupational matrix is the same information but sorted by training requirements. This will be part of the information used to drive the work of the Steering Committee.

Fred Esposito explained the work of the Advisory Board. Christine Klein is the Chair. About six years ago the Advisory Board became very interested in why the State's vocational education system was so disconnected. Every time AVTEC tried to expand a program there was pushback from somewhere in the state because it competed with another program. The Legislature wants someone to try to organize a training system in Alaska, give a more comprehensive view of the system, and sort out and prioritize where the funding needs to go. The Advisory Board saw a need to move that forward. A meeting six years ago to develop a statewide system was well attended. As a result of that meeting a group called Vocational Technical Education Providers (VTEP) was created. VTEP still exists and AVTEC's Advisory Board needs to be commended for driving the initiation of that. We now have a Commissioner of Labor that shares that vision. That leads to one of the four strategies inside the AGIA training plan. The intent of this meeting was to share part of the Advisory Board's vision for AVTEC and other programs across the state and to allow the Steering Committee and Advisory Board to talk about developing this issue.

Christine Klein stated that the Advisory Board has been very passionate about this issue. It took a lot of bravery to put together the initial meeting about integrating the system. Christine thanked the Steering Committee and Advisory Board for taking part in this meeting.

Fred Esposito explained that a new fourth campus, the AVTEC Maritime Safety Campus, is being developed across the Bay. It will include a lifeboat, davits and pond. There will also be a ship fire training simulator. AVTEC is being awarded \$2 million from EDA to design and construct the training facility. The total cost is \$3,350,000. The difference will be part of AVTEC's budget request for 09. This is another milestone towards the growth and expansion in the maritime industry.

Tony Delia thanked the Advisory Board, AVTEC, and the community for their hospitality. Tony went to school at AVTEC many years ago. ASRC has been tapping into AVTEC for many years and hired many graduates. ASRC has a great need in a lot of different areas for construction training for offshore work taking off in the next couple years including rigging training, platform training, loading, offloading, and spill response training. ASRC is looking for training providers. Tony has restructured his department's training and some of the funding sources.

Edgar Cowling stated that he is surprised there isn't a coordinated system already. There will be meetings within Conoco Phillips to see how they are fitting in within the overall picture in the state and to decide how they can best fit the needs.

Bonnie Jo Savland explained that Alyeska Pipeline Service Company is doing the same thing. What AVTEC has to offer is fantastic. Alyeska will be using AVTEC more in the future.

Steve Borell appreciates the frustration expressed about knowing where the training programs are. That has been a frustration of his as well.

Fred Villa explained that the statewide system is very diverse in what is offered. The consolidation of the community campuses and community colleges still grates with a lot of those communities. Those issues are still being worked through. People need to realize that the different sites are not in competition. The goal is to bring the highest skill level to people in the state. That is the kind of philosophy Fred Villa wants to bring to this. As far as communication of programs, there is a national model developed by the Department of Education called the States Career Clusters. The website for more information is www.careerclusters.org. The University has taken all of their programs and cross walked them to the career cluster model and we are going to disseminate that information in November to transparently show all of the programs in the University System. The University will also have information about graduates and employment and will use that information to help define the skills gap. The University wants the same things this group wants as far as a qualified workplace and a coordinated system. Fred Villa is willing to work on these problems and trying to align a system without curtailing the efficiencies and good things already being done.

Fred Esposito informed the group that the Commissioner has gotten permission from the Governor to send a letter to each Rural Training Center to submit their budget requests through the Department of Labor so that there can be one budget request sent to the Legislature. There is always going to be a little pushback.

Dave Rees explained that the Process Technology program was developed to train people to go into facility operations jobs in oil and gas and other process industries. A lot of people from industry worked with the University to set up those standards. It is now known that any graduate of that program has gone through a curriculum that is industry standards based. The standards set should be industry dictated, not State dictated.

Fred Esposito agreed that the distinction should be that industry sets the standards but the State needs to make sure training is meeting those standards. The other thing the Steering Committee has been discussing is the concept of how to collaboratively govern different institutions that have different governing boards. If everybody can't be directly linked, maybe there is a way to collaboratively govern them. The Advisory Board of each institution is a regional board and their standards may be different.

Willard Dunham said he sat on the MAG Committee for a couple of years to discuss the impact of a gasline starting. Willard's concern is what happens once you implement this training and where the students go while we wait until 2012 for the gasline to start. The distance of the project and how to hold and track students until the start was a big issue.

Fred Esposito explained that the work of the Steering Committee is focused on developing a plan to meet the current skills gap. A plan will eventually be written to address AGIA, however there is a current skills gap in many industries, and the state is not meeting that demand. The first effort is to determine where the current skills gap is. The Steering Committee's thoughts were to look at trying to make a recommendation and build a plan that calls for a coordinated effort and calls for funding for that effort. If the current and near future labor needs are met, we will be in much better shape to handle the short term needs of AGIA.

John Crews explained that from the private side, Princess Tours is looking at the gas pipeline because of the fear that all of their technical people will leave. When the pipeline starts there has to be enough people to supply the pipeline and everything else too.

Janelle Vanasse stated that is why part of this plan must focus on secondary and younger education to prepare seventh graders and younger to make sure they fill those jobs.

Ketra Anderson said the other part of all this is when they come out of the training, they need years of working in the industry to get up to the standards expected to work in the field. Crowley is constantly looking for young people to fill the entry level jobs.

Willard Dunham added that very few council meetings go by that he doesn't make remarks on the education system. Seward's schools are a perfect example of what is wrong. The allocation of funds is based on the number of students in class. Many teachers and courses have been cut because of funding. There is less opportunity now than 50 years ago. The council tried to supplement our schools but we couldn't because it would reduce their general funding.

Fred Esposito explained that Jason Dinneen is on the Advisory Board to address people who want to become employers as well. We are looking at ways to enhance delivery of the Small Business Center's opportunities across the state. Jason feels that is critical to rural Alaska especially. The entrepreneur is not a four year graduate typically. There is no typical person that will start a business and be successful. There is a need to reinvigorate the entrepreneurial spirit.

Dick Harrell stated that AVTEC would love to be able to be responsive to industry but it's a matter of resources. Dick's question of the Steering Committee is that there are a lot of systems out there in other states and some good, well thought out education systems. Dick has seen the State's reluctance to change or implement a system. AGIA is an opportunity to make a systemic change to Alaska's secondary vocational education. Dick hopes that in this process

the Steering Committee will be bold and go out and look at successful systems. It is going to take political will and money and AGIA is going to inject some funding and opportunity to do this.

Fred Esposito reported that the Steering Committee has talked about strategies to recommend that funding for Career and Technical Education at the secondary level be reestablished.

Rosalie Kairaiuk explained that there is not a lot of infrastructure in the Calista region. One of the prospects there is the Donlin Creek Mine. There are people who are pro and con. The biggest reason people oppose the idea of having a mine in that region is the fact that it would effect subsistence, and subsistence is a big part of their culture. We have a good partnership with Barrick. They hired locally at the entry level position. They have been able to graduate those people up the ladder. Last year there was 90% shareholder hire. It wouldn't have happened without a good working relationship with the exploration company. They take into consideration the culture and learn about the people. They show they can be responsible. The fact that two companies, Calista and Barrick, are willing to work together and take the peoples views and culture into consideration is making things work.

It was agreed that the Donlin Creek Mine is an impressive model of workforce development for the rest of the state. It reinforces the regional approach and regional partnerships.

Steve Borell stated that one of the keys to being really effective is to have training take place in the region, especially in the mining industry.

Tony Delia stated that ASRC met with Calista a couple weeks ago. The common denominator is that our people need training. A lot of people in the different regions can't leave to get training. The good thing about Donlin Creek is they brought people in to do the training. ASRC has hired third party providers to go into our communities. It would be good for AVTEC to be able to travel out for this training more. ASRC has revamped a lot of their programs. One area lacking was youth. There was 50% dropout. We developed programs to entice them to get back in school or get their GED. Tony had 72 interns this year and will try for 100 next year. Tony brings these young people in, pays their wages while they work, and makes the employer teach them good work skills.

Fred Villa suggested having someone from the University system on the Advisory Board to help discuss some of the issues.

Christine Klein thanked everyone for attending the meeting and is looking forward to working together more.

Meeting adjourned at 5:00pm.