

Alaska Gasline Inducement Act - Summary Implementation Schedule (Action Steps) - By Strategy October 2008

	RESPONSIBLE PARTY	SCHEDULE TIMELINE					COMMENTS	ACTION TO DATE
		FY 2008 (7/1/07-6/30/08)	FY 2009 (7/1/08-6/30/09)	FY 2010 (7/1/09-6/30/10)	FY 2011 (7/1/10-6/30/11)	FY 2012 (7/1/11-6/30/12)		
Strategy 1-Natural Resource Development Careers								
1.1 Public Awareness Campaign								
1.1a Retain professional assistance for public awareness campaign	Guy Bell		Beth Leschper, Communications Director Leading				Campaign goal - let people know about programs and training available to address skills gap. Commissioner's office to issue RFP. Can commit \$50K-100K for this PR effort.	Department hired Communications Director, Beth Leschper, who is developing an overall marketing strategy for the department.
1.1b Develop communication strategies for effective recruiting	Pipeline Training Administrator to work with DOL, Industry and PR Firm						PR Firm to work with existing communication professionals in State system. Communicate "Hot Jobs"	
1.1c Identify best practices to highlight in the campaign	Pipeline Training Administrator to work with DOL, Industry and PR Firm							
1.1d Develop consistent branded messages (Alaska Brand)	Pipeline Training Administrator to work with DOL, Industry and PR Firm						Provide some State recognition or accreditation that training has been completed.	
1.2 Develop One-Stop Information System								
1.2a Recruit and Hire Pipeline Training Administrator	Fred Esposito to work with Commissioner and Deputy Commissioner	Develop and finalize job description	Recruitment underway				Pipeline Training Administrator to report to Commissioner/Deputy Commissioner and work with all agencies and Skills Coordinator. Engage regional training centers and industry in skills training. This position is tied to Commissioner's initiatives.	Awaiting OMB approval to hire Administrator.
1.2b Enhance ALEXsys employment database	Tom Nelson		Develop Enhancement	Fill in Database			\$600K in FY09 funding for ALEXsys enhancement. Important to integrate industry input in making system more user friendly.	Project is underway.
1.2c Create inventory of training	Brynn Keith		Ongoing effort - recent focus has been on improving data quality				R&A is doing inventory of training only, not job opportunities. Expanding data collection this year, but inventory will not include credentials/certifications until next year.	
1.2d Disseminate inventory, print and electronic	Brynn Keith (Data) and Division of Business Partnerships (printing)		Draft version of electronic clearinghouse created in May 08; continue electronic inventory data development, disseminate in Fall 09		Develop print version in FY2010 - ongoing		R&A is doing electronic Beta version now. No funds have been identified for a print version. Division of Business Partnerships will take on printing if it ties into our communication strategy. Design print materials so they may be easily updated.	
1.2e Provide for system update and maintenance	Brynn Keith						Use existing AGIA funding (\$50K/year) for next several years. Need to identify funding in FY2010 and beyond.	
1.2f Provide incentives for participation	Pipeline Training Administrator			Start Dec 08			Incentives for industry to participate need to be created and communicated. Important to keep survey(s)/data requests simple and not too time consuming.	

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1.2g Increase support for dissemination regional employment data - Recruit/Hire Additional Economist	Brynn Keith	In house transfer July 08	Conceptual work began July 08; electronic products available in spring 2009				There is funding for this position.	

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Strategy 2 – Integrated Training								
2.1 Develop State Initiative for Career Pathways						Federal Perkins Funding is good but difficult to access (paperwork). Should do a state match of federal \$ in program. Only submit funding application once.		
2.1a Recruit and Hire a Skills Coordinator	Fred Esposito to work with Commissioner and Deputy Commissioner	Develop and finalize job description by July 1, 2008	Recruitment still underway Sept. 08 Budget Request for 2nd staff position for FY2010 Budget			Educator/Academic Background. FY09 Funding for one position. Must prioritize items. Develop staffing plan. Will coordinate with AGIA coordinator and R&A.	Recruitment still underway.	
2.1b Identify models for mapping career pathways	Skills Coordinator to work with Research and Analysis and DEED.	Electronic version of Career Ladders will be up Dec 08				R&A has started creating web-based system for career ladders in 2008. Will also look at lateral movement within careers. Will publish a TRENDS article on data findings. Use FY09 funding.	Test site is available at: labor.alaska.gov/research/careerladder/	
2.1c Survey AK school districts and private sector	Skills Coordinator		2nd Qtr FY09			Use FY09 funding. Skills Coordinator to spend first few months analyzing data and then develop a plan.		
2.1d Secure examples from national sources	Skills Coordinator		2nd Qtr FY09			Use FY09 funding.		
2.1e Alaskanize national career pathways	Skills Coordinator		3rd Qtr FY09			Use FY09 funding. Benchmark best practices from other states.		
2.1f Utilize business/industry/education consortia to develop pathways	Skills Coordinator to work with Industry, VTEP		2nd Qtr FY09			Use FY09 funding. Bring group together to review findings and agree on direction. May need to assemble advisory group of industry members.		
2.1g Provide electronic and print resources and pathway	Skills Coordinator			4th Qtr FY09		Use FY09 funding.		
2.1h Encourage private postsecondary training	Skills Coordinator		3rd Qtr FY09			Use FY09 funding.		
2.1i Revitalize CTSOs such as DECA, Junior Achievement	Skills Coordinator to work with DEED					Use FY10 funding.		

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2.2 Incorporate Career Counseling/Planning into K-12						ACPE & PTA are other resources	ACPE & PTA are other resources		
2.2a Encourage school districts to use AK Career Ready Certificate (Bronze, Silver, Gold)	Marcia Olson, DEED to work with Skills Coordinator		Pilot Test Program in Schools		Test Becomes Mandatory Aug 10		Adopting National Standard (ACT's WorkKeys Test). \$414K in DEED budget for staffing the WIN software product (improves WorkKeys scores) and to provide one WorkKeys exam per 11th grader. Two staff positions to provide training on tools and to market the product. Looking to expand this to post-secondary level.	Second Pilot program is underway. Regulation implementation delayed to extend pilot program evaluations.	
2.2b Create/disseminate template for career plans	Skills Coordinator			↔			Goal - every high school graduate have a career plan. Some pushback on making mandatory. Overall career pathways should be set up by State (apply to anyone). Then set up career plans for K-12 students.		
2.2c Provide awareness/training for counselors/teachers in career pathways	On-site Career Guides and Skills Coordinator		Career Guides to start effort.	Skills Coord. to continue using career pathways model			Need to have feedback loop to see if career plans/pathways are working in schools.	Underway.	
2.2d Use industry consortia for career info and guidance materials	Skills Coordinator	Dialogue started.	Skills Coord. to continue 2nd Qtr FY09 and beyond					Dialogue on sharing information is starting now (early 2008). Industry job standards should be reflected in WorkKeys exam.	
2.2e Develop/disseminate models for involving parents	Skills Coordinator to coordinate with PTA ACPE, Career Guides and Tech Prep Coordinators			↔			Coordinate on career plans and pathways. Assess/Integrate existing models (Career Fairs). May take some time to fully develop standards, but some already exist.		
2.2f Identify/disseminate strategies for using community resources in career planning	Skills Coordinator			↔			Association of School Boards has an earmark grant now. Brynn to find out if grant is ongoing.		
2.3 Establish/Implement standards for AK Training									
2.3a Identify/disseminate info on industry standards	Skills Coordinator		Jul 08-Feb 09					Working with mining industry at present.	
2.3b Identify national standards	Skills Coordinator		Jul 08-Feb 09					See note above.	
2.3c Use business/industry/education to Alaskanize standards	Skills Coordinator		Jul 08-Feb 09					See note above.	
2.3d Inventory training programs for standards basis	Skills Coordinator		Jul 08-Feb 09						
2.3e For programs not meeting standards, provide assistance.	Skills Coordinator to work with Industry			Start Feb 09, Continue to develop/update			Industry to monitor if programs meet standards - not State. Curriculum can vary, but use same standards.		
2.3f Require state-funded training to be based on industry standards	Skills Coordinator to work with Greg Cashen, AWIB	Incorporate standards in grant process now		FY2010 - Require that state funded training is based on industry standards					

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2.3g Require state-funded programs to implement employability and soft skills assessment	Skills Coordinator to work with Greg Cashen, AWIB						Need to set criteria for employability and soft skills. Modify "YES" program.	Several Business Partnership grants for secondary ed include soft skills component.
2.3h Recognize training programs that meet or exceed standards	Skills Coordinator to work with Greg Cashen, AWIB					Greg Cashen to look at AWIB certificate/award program. Have industry nominate best training programs.		

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2.4 Coordinate Program Development/Delivery								
2.4a Create network among existing regional training centers	Pipeline Training Administrator	Started now.	Pipeline Training Administrator to start Fall 2008					Met on October 1, and will meet again October 29-30
2.4b Strengthen statewide organization of training providers	Pipeline Training Administrator to work with VTEP and Gerry Andrews	Started now.	Pipeline Training Administrator to start July 2008				Should follow items in 2.2	Activity includes Regional Training Centers, AVTEC and University.
2.4c Incentivize private providers to meet state standards	Division of Business Partnerships and Employment Services		Develop Incentives Fall 08	Implement in Feb/Mar 09			Use FY09 Funding	
2.4d Require requests for state operational and capital training dollars to be moved through AWIB	Guy Bell and Greg Cashen		Sept. 08 Budget Request for FY2010 Budget					Three RTC's have contacted the department regarding funding.
2.5 Maintain Robust Support for Vocational Education								
2.5a Increase support for ABE and ESL programs statewide	Guy Bell and Tom Nelson		Sept. 08 Budget Request for FY2010 Budget					Special Session request will be put forward for consideration for FY 10.
2.5b Identify/disseminate info on Web-based skills upgrade training; Provide training via distance delivery to upgrade skills.	Pipeline Training Administrator			Start May 09. Ongoing			Include in PR Campaign. Develop program guide distance delivery learning programs. R&A is collecting information on distance delivery programs.	Effort by AVTEC underway to design program in cooperation with Regional Training Centers.
2.5c Increase individual electronic access to AJCN, AKCIS	Fred Esposito						FORMER: Public must access AKCIS through ACPE site. Login and password required. Develop a task force of industry professionals to discuss access issues.	Any person with an Alaska zip code can now access AKCIS.
2.5d Encourage use of support services through workforce development, social services, One-Stop Job Centers	Pipeline Training Administrator to work with Tom Nelson and Corine Geldhof			Start Fall 2008. APWTP RSAs signed, Apprenticeship SPOCs trained, MIS updated to capture performance data.				R&A to provide link to support services.
Strategy 3 – Apprenticeships								
3.1 Increase Job Training for Entry Level								
3.1a Increase state and federal funds for workforce development programs with structured training	Greg Cashen to work with Guy Bell			Successful in getting increase in FY09. Continue to request funds in Sept each year.				Each year evaluate whether an increase in funds is needed or if same amount is sufficient. AWIB to endorse funding increase.

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3.1b Use state funds to leverage private support for structured training	Greg Cashen to work with Guy Bell						Use FY09 funding to evaluate how we can encourage more private funding. Use other states as benchmark (i.e. Oregon). Require in RFPs that funding source info is provided. Ongoing goal to find creative ways to use state funding for training programs. AWIB to provide policy guidance. Commissioner to assemble budget.	Effort is underway through Business Partnerships and Employment Security Division.
3.1c Increase state support for tech prep programs, sec and post-sec.	Guy Bell to work with DEED		Sept. 08 Budget Request for FY2010 Budget				Some federal funding through Perkins. Ask State to match federal investment in Tech Prep programs. AWIB to endorse.	Special Session request will be put forward for consideration for FY 10.



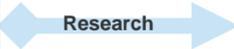
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3.2 Increase Employment Opportunities for AK								
3.2a Require apprenticeship employment on all state-funded construction	Guy Bell to work with Commissioner and Gerry Andrews		Research				Legal issues w/ requiring apprenticeship, but can encourage program. Research what we can require legislatively as a mandate. (WA threshold - projects over \$3M)	
3.2b Inform employers of benefits of apprenticeship.	Pipeline Training Administrator to work with Gerry Andrews	Started now		Pipeline Training Administrator to start FY10				Effort continues....
3.2c Analyze apprenticeship utilization and look at data over 10-year period.	Brynn Keith						R&A working on federal research program to determine effectiveness of apprenticeship programs. Feds concerned about releasing SS #s. Trying for FY09.	R&A Presentation at October AWIB meeting.
3.3 Develop Training Incentives for Employers								
3.3a Identify incentives to encourage apprenticeship and OJT	Pipeline Training Administrator to work with Gerry Andrews and Corine Geldhof	Started now, Research tax credits and monitoring/reporting requirements. Cooperative Agreements drafted, MOU/MOA being developed		Pipeline Training Administrator to start FY10			Have funding now but need to have first adopters to test incentive program. Look at tax credits. Incentives must be sustainable and aligned with industry.	Effort underway.
3.3b Adopt incentives useful in Alaska context	Pipeline Training Administrator to work with Gerry Andrews and Corine Geldhof			Start Fall 2009. Evolving Concept. Cooperative agreements developed			Note incentives in RFPs.	
3.3c Provide tech assist to industry for apprenticeship/OJT use	Pipeline Training Administrator to work with Gerry Andrews and Corine Geldhof		Research and Implement SPOCs trained - Outreach to industry ongoing.				Ongoing research to look at OJT models.	Apprenticeship Coordinator is leading.
3.4 Establish Funding Mechanism to Support								
3.4a Introduce legislation for training fund under AS 36.05.045	Guy Bell and Paula Scavara		Sept. 08 Legislative Request for 2009 Legislature				Research incentives - what is effective? Look at tax issues and reporting requirements. Can State help agencies with reporting process. Can offer monetary incentives as early as FY09. Endorsement from AWIB and Implementation Committee would help move this legislation forward.	Proposal to Governor's Office for consideration.

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Strategy 4 – New Training Programs								
4.1 Expand Critical Programs in Postsecondary System								
4.1a ID high priority occupations via DOLWD	Brynn Keith and Greg Cashen		Industry forecast begun in spring 2008; to be completed by November 2008				R&A finalizing occupational demand forecast to 2016 in fall 2008. Not looking at shortages as they are difficult to develop. R&A and AWIB have separate lists. R&A list looks at high demand occupations across industries (demand based on higher than average wages and high opportunity).	November Trends Article will include industry forecast.
4.1b Assess in-state postsecondary capacity to address shortages	Brynn Keith		May 2008 - Conducted preliminary data collection on training capacity to assess data collection difficulties. Data collection effort ongoing. "Final" product scheduled for summer 2009.				UA is doubling its engineering program in FY09.	
4.1c Engage UA, training institutions statewide to develop plan to increase capacity	Pipeline Training Administrator to work with Commissioner, UA, AWIB and Training Centers							
4.1d Prioritize funding request for program start-up or expansion through AWIB	Greg Cashen to work with Universities	Dialogue started Sept. 07	Sept. 08 Budget Request for FY2010 Budget				How does university system fit in? Asking for AWIB's support. UA Regents have separate funding process. AWIB to look at bigger funding picture and introduce endorsement program.	
4.1e Explore loan forgiveness for students completing degree programs in target areas with no in-state program	Fred Esposito to work with ACPE		Special session funding request unsuccessful; try again 2009.				This requires legislation. Talk to DEED about interest in starting state grant program, not a loan program.	Scholarship Program under consideration.
4.2 Recruit more Alaska High School Graduates								
4.2a Encourage students early re identified careers, e.g. ANSEP	Skills Coordinator to work with Guidance Counselors and Career Guides		Career Guides to start	Skills Coord. to start FY10			Ties with career pathways/plans.	
4.2b Expand use of applied academics in secondary	Marsha Olson to work with Pipeline Training Administrator		Started now, Ongoing effort.				DEED has started effort now and will continue working on it.	
4.2c Increase summer engineering, science and technology camps	Corine Geldhof		University Operated Camps in Summer 2008. Negotiating RSAs 10/08 and APWTP				Use FY09 funding for camps. Target Rural Alaska kids. Look at models of other training camps. (Sitka did construction camp)	Additional funding from DOLWD for UofA summer camps.
4.2d Develop tech prep and other sec/post-sec articulation agreements	Skills Coordinator and Pipeline Training Administrator to work with Tech Prep Consortium							
4.2e Utilize regional training centers to transition rural high school completers	Pipeline Training Administrator, Corine Geldhof and Tom Nelson		10/08 Meetings with RTCs. Process in development				Dept. of Labor has funding request to make more use of regional training centers.	DOLWD working with RTC's to implement.

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4.2f Initiate state matching scholarship program	Fred Esposito		 Sept. 08 Legislative Request for 2009 Legislature				Research providing scholarships to top students. Recognize value of career/vocational programs.	Scholarship Program under consideration.

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4.3 Increase Internships and Work Cooperatives								
4.3a Identify existing internship and work coop programs	Corine Geldhof and Tom Nelson	Not implemented yet. Further planning, development required.		Data collection / Analysis			Market that we are conducting data collection and then post surveys online. Use web-based questionnaire. R&A can help design survey.	
4.3b Disseminate successful industry practices to provide meaningful work	Skills Coordinator to work with VTEP and PR firm		Evaluate	Implement			Provide employers with examples of successful programs. Possibly hire a staff position to do this similar to apprenticeship coordinator.	
4.3c Use industry to industry contacts to promote programs/practices	Skills Coordinator to work with VTEP and Industry		Evaluate	Implement				
4.3d Encourage cooperation between industry consortia and certificate/degree program staff	Skills Coordinator to work with VTEP and Industry		Evaluate	Implement			Ongoing. Need to continue to build upon models.	
4.4 Assure better Articulation between Workers & Training Programs								
4.4a Expand use of awarding credentials for prior experience	Skills Coordinator to work with UA and Training Institutions	April 08- Fred Esposito to call Sally Speaker and Fred Villa	Start Dialogue Feb 09	Implement			Skills Coordinator to assess current models and build upon them. Engage University in dialogue and then develop program. Is there a way we can award credentials with a skills assessment?	
4.4b Offer short term instruction in supervision, safety management and other topics	Pipeline Training Administrator to work with Industry	April 08- Fred Esposito to talk to Guy, Corine and David about grant funding	Start Dialogue Feb 09	Implement			Some short term instruction is offered now, but need to develop program with University support. Much is already in place, coordination is needed.	
4.5 Expand Capacity for Technology and Craft Skill Upgrades								
4.5a Expand flexibly-offered incumbent worker training	Corine Geldhof	Started now, Expand program in 2009. Focused on converting incumbents to apprentices					Allows Dept of Labor to focus training on high priority occupations (AGIA) - multiple skills training. This is a DOL key area of emphasis.	
4.5b Offer short term developmental instruction in technology/skill upgrades	Corine Geldhof	Started now, Expand program in 2009. Identifying employer and job seeker needs.					This is a DOL key area of emphasis.	