



Alaska's Workforce Investment Act, Title 1-B, Program Year 2010 Annual Report



ALASKA DEPARTMENT OF LABOR AND
WORKFORCE DEVELOPMENT
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**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**

STATE OF ALASKA
GOVERNOR SEAN PARNELL
OCTOBER 1, 2011

From the Commissioner

STATE OF ALASKA

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

OFFICE OF THE COMMISSIONER

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September 16, 2011

The Honorable Hilda L. Solis
Secretary of Labor
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Dear Madam Secretary,

On behalf of Governor Sean Parnell, I am pleased to submit Alaska's Workforce Investment Act (WIA) Annual Performance Report for Program Year (PY) 2010. In addition to the enclosed narrative, the report is supported with requisite performance data separately submitted under the Employment and Training Administration's Enterprise Information Management System.

This report highlights the success of Alaska's workforce development system, attributable to innovative training strategies, most notably those developed with business and industry to focus on high-wage, high-demand occupations.

The Alaska Department of Labor and Workforce Development met all performance measures except for the negotiated rate for WIA Youth literacy and numeracy gains. The Department continues to provide technical assistance to existing grantees and expects to meet or exceed this measure in PY 2011.

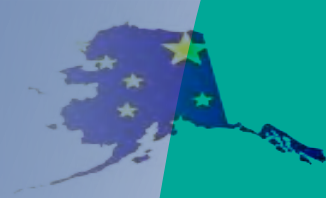
Thank you for your continued consideration and support.

Sincerely,



Clark Bishop
Commissioner

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Alaska Workforce Investment Board

Alaska Workforce Investment Board Strategic Intent

Mission Statement: "To provide leadership, recommend policy, direction and accountability standards to get Alaskans into jobs."

The [Alaska Workforce Investment Board](#) (AWIB) within the [Department of Labor and Workforce Development](#) (DOLWD) provides oversight for the planning and coordination of the workforce development system. The AWIB, by statute, provides oversight for the planning and coordination of employment related education training programs operated by the state or operated under contract with the state. The board identifies priority industries for which it recommends investment of public training funds. In its role as the governor's workforce advisory board, the AWIB has the responsibility to evaluate and recommend policy to implement the Workforce Investment Act (WIA).

The state is closely aligned with national strategic direction through the focus on Alaska's high growth/demand driven job training initiative, which mirrors the United States Department of Labor, Employment Training Administration's (U.S.DOL-ETA) attention to industries that produce good paying, sustainable jobs.

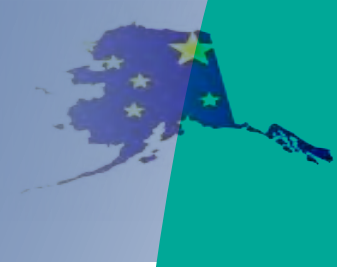
The AWIB membership includes representatives from business and industry, government, organized labor, and education. The Board has four permanent standing committees: assessment and evaluation; policy and planning; employment and placement and workforce readiness. Board members also represent the AWIB on industry partnerships such as Alaska's Oil and Gas Training Plan Steering Committee, the Alaska State Energy Sector Partnership (SESP) and Alaska Health Workforce Coalition (AHWC).

A Note from AWIB Board Member Chris Gregg:

For six years, I have been honored to serve as a member of the Alaska Workforce Investment Board (AWIB) that is dedicated to supporting an effective workforce and one that produces leaders in our state. I have a deep passion to see the youth of Alaska succeed as productive citizens, and part of this is preparing them for great jobs and careers. Serving on this board has been a wonderful opportunity to work with other Alaskans who share a vision of developing opportunities and skills for both youth and adults. Alaska is known as a state that leads. I am proud to be part of a system that values education and training. On behalf of myself and my colleagues, I applaud state leaders, employers, and our entire workforce for their determination and labor in making Alaska the greatest state in which to work.

[Click here to view The AWIB Newsletter](#)

Alaska Workforce Investment Board



Alaska Workforce Investment Board Statewide Evaluation Activities

The last year, Program Year 2010, was busy for the AWIB, and staff to the AWIB worked hard on several initiatives, including implementing the strategies of [Alaska's Oil and Gas Training Plan](#), publishing a statewide [Career and Technical Education \(CTE\) Plan](#), meeting with Regional Training Centers (RTCs), and implementing the Renewable Energy and Energy Efficiency Workforce Development Plan. The AWIB was involved in a number of other activities including:

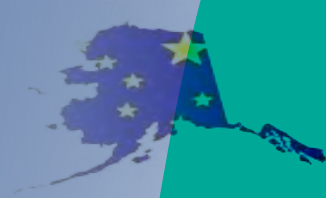
- The Alaska CTE Plan was published and distributed in August 2010 to the DOLWD, Department of Education and Early Development (DEED), University of Alaska (UA), AVTEC - Alaska's Institute of Technology, and school districts statewide. The AWIB, State Board of Education, and Board of Regents approved the Alaska CTE Plan, and support implementation of the plan's strategies. In addition to strategies, the plan identifies key action steps, a timeline for monitoring progress, the mission of CTE within Alaska's education and workforce development systems, and a status review of new and ongoing CTE initiatives and partnerships. The AWIB received funding from House Bill 40 to implement a grant program in support of local education projects that are aligned with the Alaska CTE Plan and strategies.
- The Board, in partnership with Employment Security Division (ESD), was awarded a planning grant in the amount of \$150,000 as part of the State Health Care Workforce Development grant program authorized by the Secretary of Health and Human Services, acting through the Administrator of the Health Resources and Service Administration (HRSA). The AWIB application proposed to complete the comprehensive health care workforce development planning begun in 2009 by the AHWC, which led to the development of the Alaska Health Workforce Plan adopted by the AWIB as a model for health care training in Alaska. The AWIB will continue this planning effort through to final action planning. In order to satisfy membership requirements and to carry out grant-funded planning activities required by the Affordable Care Act statute were engaged with the Alaska Health Workforce Coalition, Laborer's Local 341, and the Alaska AFL-CIO to further develop the Alaska Health Workforce Plan. The plan, when completed, will provide the Board with justification that supports a competitive application for dedicated workforce development funding for the health care industry and provides the industry with insight to the effective workforce development strategies.
- The Board, in partnership with ESD, submitted an application for the U.S. Department of Health and Human Services, Administration for Children and Families, Health and Profession Opportunity Grants to Serve Temporary Assistance for Needy Families Recipients and Other Low-Income Individuals. The application proposed to provide eligible individuals with the opportunity to obtain education and training for occupations in the health care field that pay well and are expected to either experience labor shortages or be in high demand. The training grant application proposed to prepare participants for employment and advancement in health care occupations, and provide support services as needed utilizing career and technical education, on-the-job training, registered apprenticeship, technical and vocational training institutions, and four-year colleges and universities to meet the needs of Alaska's health care industry employers. While the Board did not receive the award the work provided additional information to the Alaska Health Workforce Coalition on the impact of worker shortages in health care industry.
- The Board, in partnership with ESD, was awarded a Disability Employment Initiative (DEI) grant from the U.S.DOL-ETA in the amount of \$2,727,000 to improve education, training and employment opportunities, and outcomes of youth and adults who are unemployed and/or receiving Social Security disability benefits. Alaska was one of nine states to receive an award under the DEI. Partner agencies include Alaska's One-Stop Job Centers, DOLWD's Division of Vocational Rehabilitation, Health and Social Services' Division of Public Assistance and the Governor's Council on Disabilities and Special Education. Training and site accessibility assessments were conducted at Alaska's Juneau, Anchorage Midtown and Muldoon, Ketchikan, Sitka, Kenai, Homer, Mat-Su, Fairbanks, Kodiak, Seward, Dillingham, Barrow, and Bethel Job Centers.



Alaska Workforce Investment Board

- The Board, in partnership with ESD, submitted an application to U.S.DOL-ETA for a Green Jobs Innovation Fund training grant in the amount of \$5,852,000. The training partnership application included 21 local job centers and their one-stop service partners, serving seven communities and regions, including Anchorage, Fairbanks, Juneau, Ketchikan, Mat-Su, Kenai Peninsula, Yukon-Kuskokwim Delta, and other statewide communities. The proposal estimated 3,000 participants enrolled in training in five green job technologies, including energy efficiency end user technology (weatherization and building retrofits), hydroelectric, wind, biomass, and geothermal energy. The proposal was to build upon work begun under the Alaska State Energy Sector Partnership by partners, including the AWIB, DOLWD, DEED, Alaska Energy Authority, Alaska Housing Finance Corporation, Denali Commission, UA, Alaska AFL-CIO, and Alaska Works Partnership, Inc. Two new partners, the Alaska Apprenticeship Training Coordinators' Association and the Construction Education Foundation, were added to the partnership under this proposal. The AWIB was not awarded the training grant, however, the Board and the Department will continue to pursue grant funding related to training in renewable energy and energy efficiency occupations.
- Board meetings were held October 25 and 26, 2010 in Fairbanks; February 22 and 23, 2011 in Juneau and May 24 and 25, 2011 in Seward. As part of the AWIB meeting in Seward, Board members toured AVTEC-Alaska's Institute of Technology.
- In February 2011, the Board reviewed and approved the Training Program Performance Report to the state legislature.
- Board members conducted a site visit and evaluation of the Alaska's Juneau Job Center for re-certification.
- Board members of the Alaska State Energy Sector Partnership participated in quarterly meetings and reviewed the Request for Proposal process for training grants related to the renewable energy and energy efficiency sectors.
- Board members of the Alaska Oil and Gas Training Plan Steering Committee met in October 2010 and February 2011 to review the plan implementation schedule, including project/ manpower updates from Denali and TransCanada, workforce training needs from oil and gas industry employers, and manpower updates from the pipeline crafts.
- The [AWIB website](#) continues to be updated and includes links related to the Alaska Oil and Gas Training Plan, Registered Apprenticeship, CTE, SESP, Employment, Training, and Grant Information, Regional Advisory Councils (RACs), Regional Training Centers (RTCs), and the AWIB Newsletter.
- Agriculture Outreach Plan Requirements in TEG 17-10, Attachment B were reviewed. There is not an agricultural based industry in Alaska or an in/out migration of seasonal farm workers. The next strategic state plan modification or new plan, will incorporate a more in depth response to the Attachment B requirements.

Alaska Workforce Investment Board



Waivers

The AWIB received a waiver, (WIA regulations at 20 CFR 661.300(f)), to allow the Board to carry out the roles of a local board. Alaska's need to establish a single regional planning area was in response to excessive administrative costs, inconsistencies in services, and a desire to improve overall performance. In an effort to include local participation and points of view, other local elected officials from Alaska's boroughs and cities are consulted in planning efforts and invited to participate in the Regional Advisory Councils (RACs). The quality of dialogue by the AWIB has been raised with more focus on statewide strategies and their linkage to regional economic and workforce development needs.

PY 10 Impact: The impact of functioning as a single regional planning area streamlined the process and timeliness of awarding grants by the elimination of multiple layers of administrative entities; established consistent eligibility standards across the state and improved visibility and accountability of workforce investment programs.

There were six other waivers approved for Program Year 2010 (July 1, 2010 - June 30, 2011) extended into PY 2011:

1. Fund transfer limit between Adult and Dislocated Worker programs, allowing the state flexibility to respond to the particular needs of their customers and labor markets by transferring up to 50 percent of a program's funding to the other program.

PY 10 Impact: The transfer of \$978,093 Dislocated Worker Program funds (\$500,000 in WIA DW plus \$478,093 in ARRA DW) to the Adult Program funded employment and training activities for an additional 158 Adult program participants during PY 2010.

2. Waiving the requirement for a 50 percent employer contribution for customized training, enabling employer match limits for WIA participants in customized training according to the size of the business: at least 10 percent of the costs for employers with 50 or fewer employees; at least 25 percent of the costs for employers with 51-250 employees; and for employers with more than 250 employees, the current statutory requirement of 50 percent will continue to apply.

PY 10 Impact: Due to limited funding for Adult and Dislocated Worker services, this waiver was not implemented during 2010.



Alaska Workforce Investment Board

3. Increase employer reimbursement for on-the-job-training (OJT), allowing employer reimbursement for WIA participants in OJT according to the total size of the business: up to 90 percent for employers with 50 or fewer employees; up to 75 percent for employers with 51-250 employees; and for employers with more than 250 employees, the current statutory requirement of 50 percent will continue to apply.

PY 10 Impact: This waiver facilitated the training of 47 WIA participants during PY 2010, building the Alaska Job Center Network's capacity to engage in this critical training model while supporting Alaska's economic recovery.

4. Account for seasonal employment in performance measures to address the challenge of serving seasonal workers. Alaska was granted a waiver of the WIA performance measure pertaining to retention in unsubsidized employment six months after entry into employment for those communities in the state with high unemployment rates in the off-season. A three-month retention performance measure for seasonal workers in locations where unemployment averages greater than eight percent from November through March each year was approved

PY 10 Impact: Application of this waiver favorably increases the Adult Employment Retention Rate by 4.5 percentage points to 85.8 percent which exceeds the negotiated Adult performance measure, and the Dislocated Worker Employment Retention Rate by 4.5 percentage points to 88.2 percent, which narrowly missed exceeding this measure by three tenths of a percentage point.

5. Alaska was granted a waiver to extend the time limit on the period of initial eligibility for training providers on the Eligible Training Provider List (ETPL).

PY 10 Impact: Application of this waiver significantly increased the number of providers who remained on the ETPL. This, in turn, allowed Alaskans more choices for improving their skills. The increased number of training providers had further benefit as in-state training tends to be less costly and more successful. The waiver also reduced the administrative costs associated with maintaining the ETPL.

6. Use of Individual Training Accounts (ITAs): Allows flexibility in provision of training services to youth by waiving prohibition for youth to receive ITAs, especially out-of-school youth who need specialized training to meet career goals.

PY 10 Impact: ITA funds provided training opportunities valued at \$98,568 to 27 WIA youth; 63 percent of participants were trained in AWIB priority industries.

Alaska's Priorities



The [Governor's key priorities](#), chosen within Alaska's constitutional and statutory framework, are positioning Alaska's economy for growth and our families for opportunity. Below describes the Governor's four key priorities.

Economic Development

Jobs for Alaskans requires positioning our economy for growth by:

1. Incentivizing private sector jobs
2. Attracting more capital investment to Alaska
3. Commercializing Alaska's natural resources for Alaskan's benefit

Education

Prepare Alaska students for college or job training and success by:

1. Increasing the high school graduation rate
2. Increasing the number of high school graduates who are prepared for post-secondary education or job training
3. Increasing the number of Alaska high school graduates that graduate from Alaska universities and job training programs
4. Ensuring students learn Reading, Writing, Math, and Science at the appropriate grade level

Transportation

Address Alaska's transportation infrastructure to increase economic development by:

1. Providing safe, reliable transportation systems (air, land, and sea)
2. Strategically building and connecting transportation infrastructure to foster long-term economic opportunity

Public Safety

Establish safe homes and strong families by:

1. Reducing sexual assault and domestic violence
2. Reducing child sexual abuse and exploitation
3. Protecting senior citizens and other vulnerable Alaskans
4. Increasing emergency response preparedness

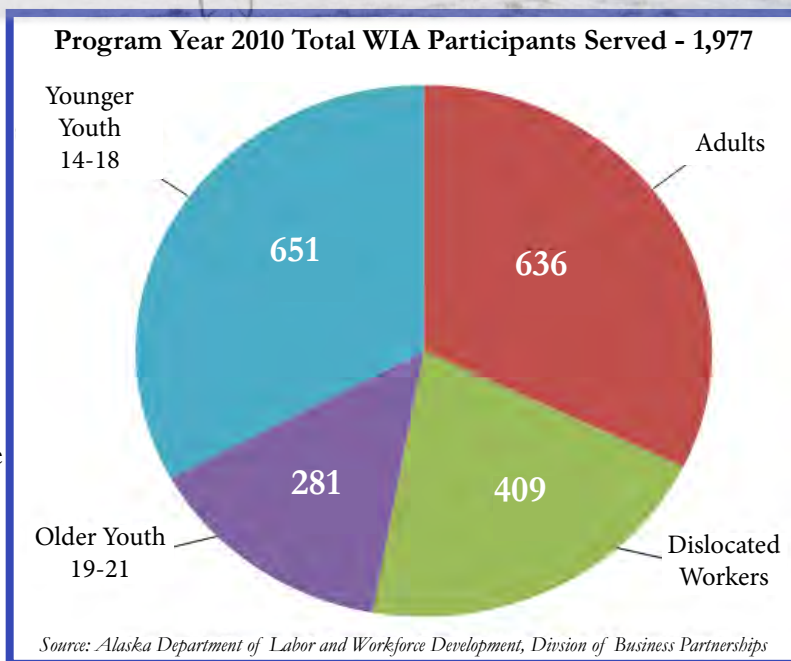


WIA Title 1-B Programs

Within the [Alaska Department of Labor and Workforce Development](#), the [Division of Business Partnerships](#) is designated as the state administrative agency for WIA Title 1-B and American Recovery and Reinvestment Act (ARRA) training programs. The administrative agency grants WIA and ARRA training resources to the [Employment Security Division](#), the state's One-Stop Operator, and to qualified youth employment and training programs recommended by the state's Youth Council.

Adult education, job training, postsecondary education, registered apprenticeship, career advancement, and supportive service activities available through the state's One-Stop system, the [Alaska Job Center Network](#), align with regional economic and community development strategies. Under Alaska's approach, seamless career pathways and support services are offered, via a network of providers aligned with the One-Stops, making it easier for adults and dislocated workers to advance through progressive levels of the education and job training, while gaining workforce skills. Alaska's youth employment and training programs emphasize the value of career pathways, helping students make effective decisions about training, employment, and future career choices. The state's development of a CTE plan aligns various components of youth workforce development to foster in-state opportunities, and encourages youth to seek future career in Alaska.

Alaska's WIA annual performance outcomes for PY 2010 reflect the state's commitment to continuing improvement of its coordinated and comprehensive workforce development system, and the hard work and dedication of Department administration and program staff. The Department will continue to: solidify its commitments to public/private partnerships; refine strategies and increase the responsiveness of the system; monitor, provide oversight, and technical assistance activities to improve program quality; strive for performance excellence; and make internal systemic changes.



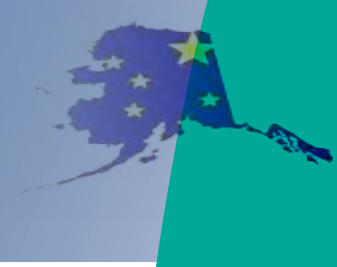
For PY 2010 reporting, the WIA programs include [Adult](#), [Dislocated Worker](#), and [Youth](#). Alaska experienced a decrease of 894 WIA participants, compared with 2,871 from the prior year. This decrease can be attributed to a reduction in federal funding.

PY 2010 Cost Analysis WIA Title 1-B Participants	Participants	*Costs	Cost per Participant
Adult	636	3,946,690	6,205
Dislocated Worker	409	3,432,198	8,392
Youth	932	1,215,805	1,305

Source: Alaska Department of Labor and Workforce Development, Division of Business Partnerships
*Based upon funding availability, these figures are estimates and are subject to change



WIA Adult Program



Alaska's average unemployment rate dropped by a few tenths of a percentage point from eight percent during PY 2009 to 7.7 percent during PY 2010. The comparable national rate was 9.1 percent. The unemployment rates for Alaska and the nation are both lower than they were a year ago, but neither rate changed much during PY 2010. The state's jobless rate is still above its ten-year average of 7.1 percent, although it remains considerably healthier than the national rate.

During PY 2010, participation in Alaska's WIA/ARRA Adult program decreased 30.4 percent from 914 to 636 registered participants. New registrations of Adult participants decreased 40.9 percent from 332 to 196. The total WIA/ARRA Adult Program expenditures in PY 2010 were \$3,946,690 or \$6,205 per participant. The total \$3,946,690 expenditure includes the transfer of \$978,093 Dislocated Worker Program funds (\$500,000 in WIA DW plus \$478,093 in ARRA DW) to the Adult Program. Alaska exceeded the Adult program Average Earnings Performance Measure and successfully met the remaining two performance goals; Entered Employment and Employment Retention during PY 2010. Better yet, the year over year comparison reflects an increase in two of the three Adult performance measures: Employment Retention Rate and Average Earnings. U.S.DOL-ETA considers the performance measurement met if the performance exceeds 80 percent of the annually negotiated goal. After leaving the program 67.6 percent of the Adult participants were employed in the first quarter after exit, 81.3 percent retained their employment for at least six months, and for those who obtained employment, average earnings totaled \$18,200 for the second and third quarters after program exit.

WIA Adult Program Year 2010 July 1 2010 - June 30, 2011

Program Performance Measure	Negotiated Performance	PY 2010 Performance	80% of Negotiated Performance	PY 2009 Performance
Entered Employment Rate	74.5%	67.6%	59.6%	73.6%
Employment Retention Rate	85.0%	81.3%	68.0%	78.8%
Average Earnings	16,250	18,200	13,000	15,862

Source: Alaska Department of Labor and Workforce Development, Division of Business Partnerships



WIA Adult Program

Success Story



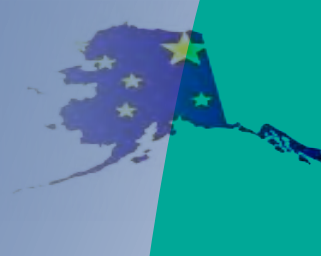
Julio Borrero was referred to the WIA Adult program by his employer, Alaska Ship & Dry Dock, Inc. at a time when the national recession hit Alaska. Welding had only brought him temporary work, and Julio needed full-time, year-round employment. He recently completed [CISCO](#) classes at the local university and hoped to qualify for steady work in the Information Technology (IT) industry. For the next 16 months, Julio searched intensively for IT jobs in Ketchikan and Anchorage, using professional guidance from Alaska's Ketchikan Job Center staff. He polished his resume, attended vocational counseling, and applied with ESD's Career Support and Training Services (CSTS) program. He also actively applied for welding jobs, union apprenticeships, and computer networking jobs, but the economic downturn reduced his chances of finding suitable employment. Julio barely survived on unemployment insurance benefits and worked stop-gap jobs using his welding and computer networking skills. Recently, the economy stirred and potential employers began contacting Julio. The first two offers were for temporary work projects in his previous industry of welding. But then Julio received a third call from an employer in the high demand IT industry. The Anchorage employer was responding to a resume

that Julio submitted long ago. Julio interviewed by phone, passed his interview, and received an offer of employment. TekMate, Alaska's largest privately owned information technology company, offered him a full-time, permanent position at \$24 per hour. The job is located in Anchorage, one of Julio's target cities.

Julio could not afford to accept the job offer without relocation assistance. The WIA program, plus ARRA funds, provided financial assistance, paid his flight to Anchorage, one month of lodging, meal assistance, and relocation of his personal vehicle. With the help of the CSTS program and Wagner-Peyser services, Julio successfully launched into his dream career, the high-demand voice technology part of the IT industry. In the first week of his job, Julio sent three technical certificates he earned in voice technology with a list all of the skills he learned.

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WIA Dislocated Worker Program



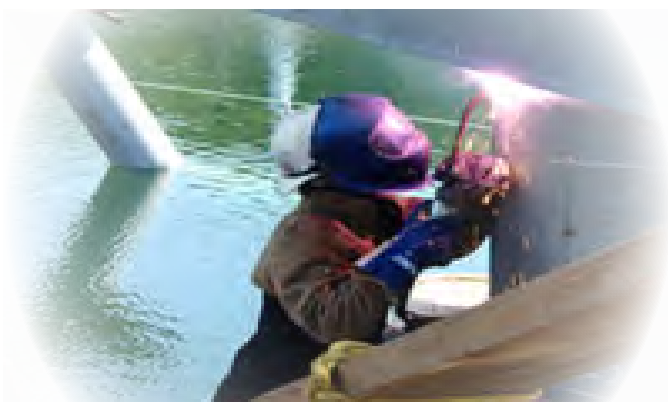
During PY 2010, Alaska's WIA/ARRA Dislocated Worker program participation decreased 43.3 percent from 721 to 409 registered participants. New registrations of Dislocated Worker participants decreased 74.5 percent from 251 to 64. The total WIA/ARRA Dislocated Worker Program expenditures in PY 2010 were \$3,432,198 or \$8,392 per participant. The total \$3,432,198 expenditure subtracts the transfer of \$978,093 Dislocated Worker Program funds (\$500,000 in WIA DW plus \$478,093 in ARRA DW) that were transferred to the Adult Program. Alaska exceeded the Dislocated Worker Program Average Earnings Performance Measure and successfully met the remaining two performance goals, Entered Employment and Employment Retention, during PY 2010. The year over year comparison reflects decreases in all three Dislocated Worker performance measures. After leaving the program 73 percent of the participants were employed in the first quarter after exit, 83.7 percent retained their employment for at least six months, and for those who obtained employment, average earnings totaled \$24,160 during the second and third quarters after program exit.

WIA Dislocated Worker Program Year 2010 July 1, 2010 - June 30, 2011

Program Performance Measure	Negotiated Performance	PY 2010 Performance	80% of Negotiated Performance	PY 2009 Performance
Entered Employment Rate	81.0%	73%	64.8%	75.1%
Employment Retention Rate	88.5%	83.7%	70.8%	87.5%
Average Earnings	20,200	24,160	16,160	24,785

Source: Alaska Department of Labor and Workforce Development, Division of Business Partnerships

To address the challenge of serving seasonal workers, Alaska was granted a waiver of the WIA performance measure pertaining to retention in unsubsidized employment six months after entry into employment for communities with high unemployment rates in the off-season. A three-month retention performance measure was approved for seasonal workers in locations where unemployment averages greater than eight percent for the months November through March. This waiver was not applied to the above tables to ensure the state's Annual 9091 Performance Report to U.S.DOL-ETA matches this narrative. Application of this waiver favorably increases the Adult Employment Retention Rate by 4.5 percentage points to 85.8 percent, which exceeds the negotiated Adult performance measure, and the Dislocated Worker Employment Retention Rate by 4.5 percentage points to 88.2 percent, which narrowly missed exceeding this measure by three tenths of a percentage point.



WIA Dislocated Worker Program

Success Story

Jessica attended the Rapid Response worker informational meeting held at Fort Richardson in January. Her active duty position with the Air Force National Guard was ending in just a few weeks, after six years of active duty service.

Her outlook was positive and she looked forward to finding work close to home, with a strong preference of working in the Matanuska-Susitna Valley.

Jessica had previous Medical Technician skills along with her AAS degree in Allied Health Sciences. She sought ESD's Career Support and Training Services assistance with her job search to reenter the local labor market as soon as possible.



She attended all of the Mat-Su Job Center workshops: Resume Writing, Interviewing Skills, and Applying for State of Alaska jobs. Jessica worked diligently on her resume; and cover letter, targeting each to the job opening. Career Support and Training Services funding assisted her with intensive job search including referrals to appropriate job postings, one-on-one resume, cover letter, and interview question support. After a short job search, she was hired with Odyssey Sleep Clinic at the Mat-Su Regional Medical Center working as a Sleep Lab Coordinator, earning \$17.50 an hour, full-time on the day shift.

Jessica states, "I can honestly say I am not sure I would have this job if I would not have had your department's help with the workshops and you looking over my resumes (and of course your unwavering enthusiasm and encouragement). Thank you for all your help."



WIA Youth Program

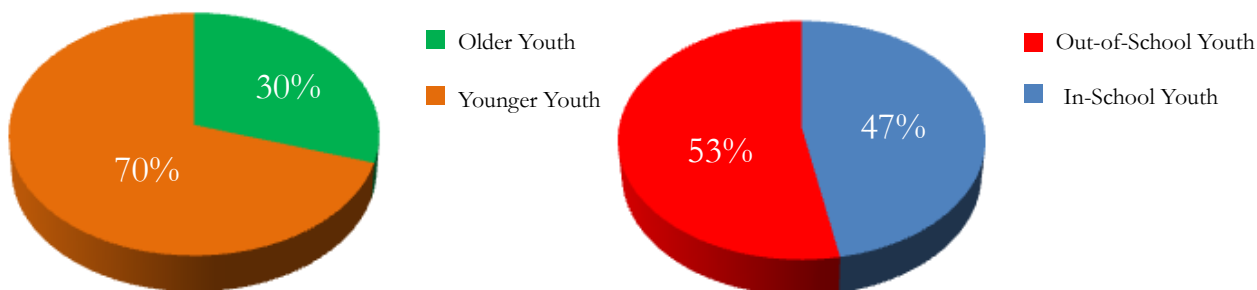


[Alaska's WIA Youth program](#) provides comprehensive employment and vocational services to youth statewide, promoting economic development and stability. For PY 2010, the focus included continuing efforts to meet negotiated performance measures, ensuring provision of the mandatory program functions by grantees, and promoting career and technical education. The program provided much needed training and supportive services to 932 eligible youth experiencing barriers to employment and academic progression, marking a 28 percent decrease from the number of eligible youth served in PY 2009. This decrease can be attributed to reductions in federal funding negatively impacting participant service delivery. For PY 2010 WIA Youth expenditures totaled \$1,215,805 or \$1,305 per participant.

Alaska partnered with 15 grantees statewide. Grantee organization types ranged from non-profits to school districts and universities. One grantee, [Access Alaska Inc.](#), served 100 percent youth with a physical, mental, or emotional disability through partnerships with their local One-Stop and the DOLWD's Division of Vocational Rehabilitation. Through their efforts and WIA support, 11 youth with disability barriers were placed in competitive employment, while five were placed in post-secondary education.

Key innovative practices employed by Alaska's partners include implementation of a Point of Sale Service delivery strategy (POSS), where marketed services are provided in-house versus a referral process that often leaves youth disinterested. There is a small window of opportunity to capture and engage the youth population, so the more immediate the service, the better. In partnership with the Anchorage School District, distance-delivered education is now offered by [McLaughlin Youth Center](#), which provides services to adjudicated youth; participants are now able to complete their secondary education requirements online. Serving rural youth often poses many technological barriers. The [Matanuska Susitna Borough School District](#) developed a mobile computer lab that can easily be transported to support rural service delivery options.

2010 WIA Youth Participants, 932



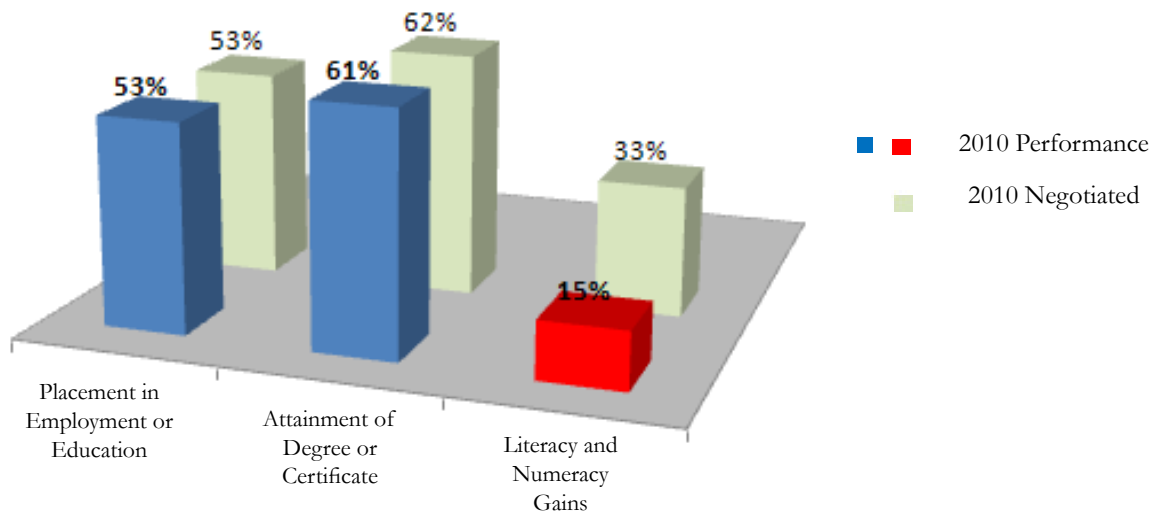
Source: Alaska Department of Labor and Workforce Development, Division of Business Partnerships

The majority of youth served under WIA continues to be younger youth at 70 percent of the total participants and 53 percent of the participants identified as Out-of-School Youth. These figures show that younger youth who are out of school continue to be an issue for Alaska.

WIA Youth Program

The U.S.DOL-ETA approval of Alaska's request to waive the 17 performance measures and replace them with [common measures](#) has a significant impact on Alaska's WIA service delivery. With fewer targets to account for, the state has a simplified and streamlined performance measurement system. The impact of the waiver benefits grantees as well, providing them with clear standards to develop a demand driven service delivery system to support WIA eligible youth.

Youth Performance Measures



Source: Alaska Department of Labor and Workforce Development, Division of Business Partnerships

The WIA Youth program met the Placement in Employment or Education measure by attaining 53.1 percent of the negotiated 53 percent target, while meeting the Attainment of Degree or Certificate target of 62 percent with a measure of 61 percent; both are within the 80 percent threshold of the targets. The Literacy Numeracy performance fell by 59 percent in 2010 from 36.9 percent in 2009 to the current rate of 15 percent. The state has taken proactive steps to ensure strong performance in this area.

WIA Youth Program Success Stories



Kelsie Buzzard

In 2009, Kelsie Buzzard took a leap of faith and began training at the [University of Alaska's Career and Technical College \(UAF/CTC\)](#) to become a Certified Medical Assistant. As a single mother of two young children, she knew she would need a good job to provide for family. The WIA youth program at the [Fairbanks Job Center](#) worked with Kelsie to create an individual service strategy to help achieve her employment goal. With the help of WIA case managers, Kelsie was able to find the time, energy, and funding to complete training. She endured many personal challenges over the two-year course of training, but did not lose her focus. In the fall of 2010, she made the Chancellor's Honors List, recognizing her academic achievement of a 3.9 GPA. In May 2011, she graduated with an AAS in Medical Assisting, a Certificate in Medical Assisting, and a Medical/Dental Office Certificate. Less than a week after graduation, she was hired by Sports Medicine Fairbanks making \$17.50 per hour, full-time hours with benefits!



Mary Hostetter

Mary Hostetter is from Igiugig, near Lake Iliamna. Mary attended a high school that had only six students total; she graduated a year early and was accepted into Northern Arizona University. She quickly realized that the transition from a rural to an urban setting was difficult, and so she dropped out. Mary returned to Alaska, and after working for a year in her village, she enrolled at [AVTEC- Alaska's Institute of Technology](#), in the Professional Cooking and Baking program. Mary excelled in her technical training. Her pastry arts instructor called her "a joy to have in the kitchen," and she described Mary as "responsible and talented." In fact, Mary earned her certification in Professional Cooking and Baking and an additional award for excelling in both academics and performance in the kitchen. Mary found out she was hired at Arctic Catering the day she graduated from training, and started work in July. Mary received funding through PELL, the WIA Youth program and the Pebble Partnership. The WIA Youth program, assisted with books, tuition, and paid work experience. Without the combined funding and assistance, this training would not have been possible.



WIA Youth Grant Coordinator Micheley Hoeft with WIA Youth Grant Participants Renee St. Amand and Mary Hostetter.



WIA Statewide Activities

Alaska utilized WIA and ARRA Statewide Activities funds during 2010 to leverage other federal, state, local, and private resources in order to: maximize the effectiveness of the combined resources; expand the participation of business, employees, and individuals in Alaska's workforce investment system; address the governor's priorities, and the workforce development issues identified through analysis of the state's economy and labor market; and track progress toward meeting strategic goals and implementing the governor's vision for the workforce investment system. In 2010, the AWIB determined the full 15 percent allowed by federal regulation would be reserved for statewide projects (10 percent) and state administration (five percent).

Expenditures for required activities include: assessing the extent to which activities funded under WIA formula grants and carried out through the state's One-Stop delivery system are used to provide high-quality, outcome focused workforce development services in a demand driven and fully integrated service environment, consistent with the state's WIA Plan; disseminating the Eligible Training Provider List; providing Labor Market Information; Alaska Workforce Investment Board oversight; providing additional assistance to local areas that have high concentrations of eligible youth; operating a fiscal and management accountability information system; and assisting in the operation of the One-Stop delivery system.

Expenditures for allowable activities during 2010 included: state administration of the Adult, Dislocated Worker, and Youth workforce investment activities; development and implementation of activities designed to measure and improve the delivery, effectiveness, and results of the Alaska Job Center Network; staff training, capacity building, and technical assistance activities within the AJCN; Adult Basic Education and GED preparation services; supporting the state's annual apprenticeship conference; and youth services statewide.

WIA Program Year 2010 July 1, 2010 to June 30, 2011

WIA & ARRA Activity Categories	WIA PY10 Statewide Expenditures	ARRA PY10 Statewide Expenditures	Total Statewide Expenditures
Evaluation	55,000	0	55,000
One Stop Operations	89,000	315,000	404,000
Fiscal and Management	185,000	12,000	197,000
Annual Report Prep	53,000	0	53,000
Staff Development	22,000	0	22,000
Other Youth Services	241,000	0	241,000
Board Support	130,532	0	130,532
Innovative Programs (Research & Development)	135,000	0	135,000
TOTAL	910,532	327,000	1,237,532

Source: Alaska Department of Labor and Workforce Development, Division of Business Partnerships

WIA Statewide Activities



Success Story

Statewide activity funds were granted to the Department of Natural Resources/ AK Division of Forestry, which then partnered with the U.S. Fish and Wildlife Service, University of Alaska Fairbanks' Interior Aleutians Campus Tok Center, Tanana Chiefs Conference, Doyon Limited, and the Alaska Gateway School District, to conduct the second Alaska Wildfire Academy. Goals of the academy included:

- Provide additional training for 44 Alaskans in order to fill vacancies/needs within the Alaska firefighting community
- Increase the emergency response preparedness
- Improve the quality and frequency of use for Alaska Type 2 emergency firefighting crews
- Centralize training opportunities
- Increase statewide employment in economically depressed areas
- Increase recruitment diversity for all fire management organizations
- Accelerate deployment on wildland fire and all risk incidents
- Reduce the number of firefighting resources needed from outside Alaska
- Increase the number of firefighting crews available from rural Alaska
- Provide crews for hazard fuels mitigation, fire suppression and Community Wildfire Protection Plan (CWPP) projects

Approximately 100 applications were received from across the state and 80 applicants were interviewed; only 44 applicants were selected. The selection process was very time consuming, labor intensive, and exhausting, but essential to the success of the academy. Some cadets dropped out or could not complete the course; however, 33 successfully graduated, 30 of which were working immediately after graduation. Each successful cadet earned ten semester credits in the University of Alaska Emergency Services Program. All students were "Red-Carded" as Type 2 Firefighters, and made available for work on established crews.



The academy ran from May 21 through June 10, 2011, the students lived onsite, and divided into two crews. The crews endured similar conditions to a fire assignment: setting up a base camp, living in tents, sleeping outdoors in hot, windy, and rainy conditions accompanied by Alaska wildlife and mosquitoes, while working under an Incident Command structure that simulated a wildfire organization. Students were required to do physical training every morning at 5:30 a.m. before starting their daily training/instruction. The hands-on training portion was increased this year to provide a more influential introduction to a career in the fire service.

WIA Statewide Activities

Personal development training was woven throughout the academy for personal growth, learning healthy daily life habits (such as healthy eating, timeliness, physical health, etc.), how to deal with fellow employees and people, how to conduct one's self professionally, as well as the value of being accountable and truthful to one's self and others. A vital part of the success of this academy was learning to work in a team environment. With total strangers at the onset, the cadets quickly bonded with each other and their instructors. These aspects of the academy are not displayed in the certificates, but are likely the most important lessons learned by the cadets.

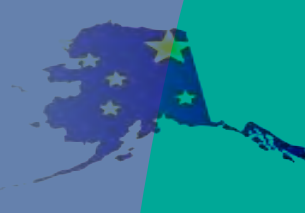


The helicopter crew member training requires the hands-on experience of working around a helicopter. A helicopter on contract with the Division of Forestry was flown up from Copper River and four hours of helicopter time was spent doing live crew shuttles, live cargo hooks and bucket hookups.

Because of the WIA statewide activity funds and other leveraged partnerships, the academies in 2009 and 2010 were successful, achieving long-term sustainability. Included in passage of the governor's state fiscal year 2010 budget, was a state appropriation to fund the academy.



American Recovery and Reinvestment Act (ARRA)



The American Recovery and Reinvestment Act ensured that Alaska did not experience the effects of the steady decline in WIA resources until Program Year 2011. The ARRA expenditures in PY 2010 allowed the state time to plan for the impending decline in resources. While the funding mitigated the reduction, it created a static environment for workforce development. Eligible WIA Adult and Dislocated Worker participants attended longer, more expensive training while continuing to hope for improvement in the economy. Statewide ARRA funding allowed those with employment to continue employment but did not create new opportunities for training participants.

ARRA Dislocated Workers:

- Number of Participants Served = 840**
- Number of UI Claimants = 472**
- Number of Veterans = 162**
- Number of Individuals with Disabilities = 85**
- Number of Individual Training Accounts (ITA) = 393**
- Number of Participants in Training = 462**
- Number in On-the-Job Training (OJT) = 22**
- Number Receiving Supportive Services (Except NRP) = 664**

Source: Alaska Department of Labor and Workforce Development, Division of Business Partnerships

At the close of PY 2010, the total number of participants enrolled dropped significantly, in particular dislocated workers. Additionally, the length of time participants were enrolled without employment also increased. The net result is the per-participant costs under ARRA significantly increased, having little impact in the improvement of the state's overall performance.

As the state moves forward in 2011, the concern is around enrolling new participants, placing those who are persistently unemployed, despite quality training, and supporting the infrastructure of a workforce investment system. In difficult economic times, the cost of the workforce investment system is greater due to fewer participants and limited resources available to support fewer participants. Training for employment is limited by the insufficient availability of employment opportunities. Across the nation as the economy has declined, more people have entered education and training programs.

ARRA Adult:

- Number of Participants Served = 6,337**
- Number of UI Claimants = 307**
- Number of Low Income Individuals = 970**
- Number of TANF Recipients = 93**
- Number of Public Assistance Individuals = 377**
- Number of Veterans = 116**
- Number of Individuals with Disabilities = 143**
- Number of Individual Training Accounts (ITA) = 632**
- Number of Participants in Training = 838**
- Number in On-the-Job Training (OJT) = 29**
- Number Receiving Supportive Services (Except NRP) = 858**

Source: Alaska Department of Labor and Workforce Development, Division of Business Partnerships

As the economy of the state changes, it is imperative that innovative strategies be developed that accurately predict growth industries. Once identified, the workforce development system must respond by targeting training resource investment in growth, job producing industries, de-emphasizing those in decline.

Developing new strategies for predicting change is part of the state's investment in the new data collection and analysis system, the Workforce Investment Performance System, expected in PY 2011.

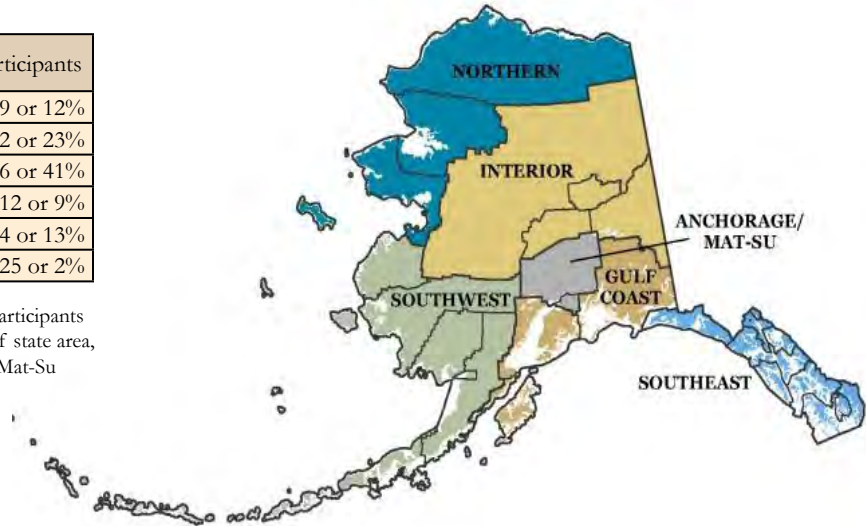
American Recovery and Reinvestment Act (ARRA)

The ARRA WIA Youth program, from May 2009 through June 2011, benefitted Alaskan youth in three primary ways: the Summer Youth Employment Program (SYEP) and meaningful work experience in 2009; funding over two years of paid work experience outside of the SYEP; and reaching Alaska Native youth in rural areas.

ARRA WIA Youth Breakout of Participants - 1,188

Region	Participants
Northern	139 or 12%
Interior	272 or 23%
Anch/Mat-Su	486 or 41%
Southeast	112 or 9%
Gulf Coast	154 or 13%
Southwest	25 or 2%

* The majority of the participants resided in the balance of state area, outside of Anchorage/Mat-Su

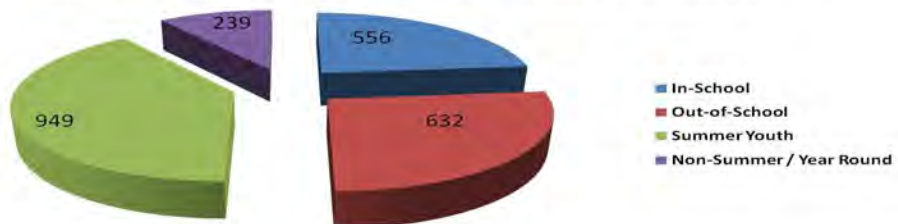


The SYEP reached 949 youth and funded work experience and summer youth employment in the amount of \$2,200,000. Employment opportunities ranged from Ketchikan to Kotzebue, and 192 youth obtained full-time jobs after the SYEP ended. For the duration of ARRA, youth participated in academic programs and training in addition to employment; and completed graduation requirements for the high school diploma and preparation for the GED, in addition to credit recovery programs. One interesting observation was that the number of youth experiencing disabilities in the ARRA SYEP nearly tripled from the WIA Youth program. With the program ending this year, Alaska will not be able to continue the high level of support funding paid work experience and other employment and training activities, especially in rural Alaska.

Work Readiness attainment rate = 85.4%
 Summer Youth completion rate = 96.4%
 Number of American Indian or AK Native youth = 56%
 Number of youth aged 14 through 18 = 858
 Number of Non- Summer Youth that received paid work experience = 212
 Number of Youth that received educational services = 352
 Number of Youth that received employment services = 1,112

Source: Alaska Department of Labor and Workforce Development, Division of Business Partnerships

Summer vs. Non-Summer and In-School vs. Out-of-School



WIA Title 1-B Expenditures



*WIA Title 1-B Funding Breakouts	Available	Expended/ Obligated	Percent Expended	Remaining Balance
Adult Program	2,009,206	1,597,971	79.53%	411,235
Adult Carry In	186,795	86,339	46.22%	100,456
Dislocated Worker Program	1,486,549	1,315,739	88.51%	170,810
Dislocated Worker Carry In	868,850	638,857	73.53%	229,993
Youth Program Funds	2,107,895	524,333	24.87%	1,583,562
Youth Program Carry In	1,388,755	131,291	9.45%	1,257,464
Local Admin	622,996	622,996	100.00%	0
Local Admin Carry In	728,248	322,937	44.34%	405,311
Rapid Response (RR)	205,639	205,639	100.00%	0
RR Carry In	263,477	252,337	95.77%	11,140
Statewide (STW) Activities	756,696	756,696	100.00%	0
STW Activities Carry In	1,398,533	410,328	29.34%	988,205
ALL FUND SOURCES	12,023,639	6,865,463	57.10%	5,158,176

Source: Alaska Department of Labor and Workforce Development, Division of Business Partnerships

*Based upon funding availability, these figures are estimates and are subject to change

ARRA Funding Breakout	Available	Expended/ Obligated	Percent Expended	Remaining Balance
Adult Program	1,284,784	1,284,287	99.96%	497
DW Program	2,463,187	2,455,695	99.70%	7,492
Youth Program	3,011,054	2,994,109	99.44%	16,945
Local Admin	776,002	700,401	90.26%	75,601
Rapid Response	277,603	277,437	99.94%	166
Statewide Activities	1,210,110	1,102,304	91.09%	107,806
ALL FUND SOURCES	9,022,740	8,814,233	97.69%	208,507

Source: Alaska Department of Labor and Workforce Development, Division of Business Partnerships

Looking Forward 2011

STATE OF ALASKA

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

Alaska Workforce Investment Board

Sean Parnell, Governor

1016 W. 6th Avenue, Ste. 105
Anchorage, AK 99501

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September 21, 2011

The Honorable Hilda L. Solis
Secretary of Labor
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

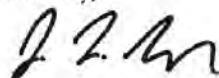
Dear Madam Secretary:

The Alaska Workforce Investment Board (AWIB) recognizes that Alaska must have a highly educated and skilled workforce for a strong economy, future economic development and a prosperous future for all Alaskans. The Workforce Investment Act (WIA) allows a leveraged approach to developing that workforce with programs targeted to less advantaged Alaskans, with bridges and assistance to employers and educational systems that will result in jobs. One of the roles of the AWIB is to guide the WIA programs to align with workforce needs, educational initiatives and key state priorities. There are several projects and initiatives that the AWIB will be working on this coming year as a result of partnerships with industry, education and training providers. Those projects will be enhanced by the WIA programs and include:

- The Alaska State Energy Sector Partnership (ASESP) based on a grant to build an educated and skilled workforce for Renewable Energy and Energy Efficiency (RE/EE) occupations.
- The State Career and Technical Education (CTE) Plan which incorporates and values the strategies contained in both the Alaska Education Plan and the industry workforce development plans, including the Alaska Gasline Inducement Act (AGIA).
- The Disability Employment Initiative (DEI) which is a grant to improve education, training and employment opportunities and outcomes of youth and adults who are unemployed and/or receiving Social Security disability benefits.
- An initiative to improve the hiring of Alaskans in industries with large numbers of jobs currently filled by non-residents, including some with high skill / high wage career opportunities such as the oil, gas, mining and construction industries.

There are wonderful education and training opportunities in Alaska. The AWIB will continue its mission "To provide leadership, recommend policy, direction and accountability standards to get Alaskans into jobs." Thank you for your continued consideration and support.

Sincerely,



Jim L. Lynch
Chair



**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**

The Alaska Department of Labor and Workforce Development is an equal opportunity employer/program.
Auxiliary aides and services are available upon request to individuals with disabilities.