



Alaska Workforce Investment Act Annual Report PY2013



Assurances: The Alaska Department of Labor and Workforce Development and the Alaska Workforce Investment Board assure that all required elements for the WIA Annual report are reported uniformly.

Cover Photo: Drill rigs on Alaska's North Slope - exploration activity, development of new fields, and the prospect of a major natural gas project are fueling increased demand for skilled oil and gas workers.
(c) AlaskaStock



Table of Contents

Letter from Commissioner Blumer and Chairman Ward	1
Alaska Workforce Investment Board	2
Alaska Department of Labor and Workforce Development	6
Workforce Investment Act Programs	
Overview	8
WIA Adult Program	12
From Unemployment to a Healthcare Career	13
WIA Dislocated Worker Program	14
Leveraged WIA-DW Resources Lead from Layoff to Job Security	15
Dislocated Worker Training – National Emergency Grant	16
Underemployed Apprentice Gains Credentials and a Dream Job	17
WIA Youth Program	18
Partnership in Youth Development Creates New Sustainable Solutions	20
WIA Title 1-B Expenditures	22
Alaska’s Job Center Network	
Employment and Training Services	24
Customer Satisfaction	26
Veterans Services	26
Cost Effectiveness, Evaluation, and Waivers	
Cost Effectiveness Analysis	30
State Evaluation Activities	32
Waivers	36



^ Surrounded by members of the Alaska State Legislature, Labor and Workforce Development Commissioner Dianne Blumer, and other members of his administration, Governor Sean Parnell signs Senate Bill 138, marking historic progress on advancing an Alaska natural gas project. The Plumbers and Pipefitters Local 375 created a special lectern for the occasion.



THE STATE
of **ALASKA**

GOVERNOR SEAN PARNELL



Department of Labor and
Workforce Development

Office of the Commissioner

1016 West 6th Avenue, Suite 401
Anchorage, Alaska 99501
Main: 907.269.7485
Fax: 907.269.7489

November 14, 2014

The Honorable Thomas E. Perez
Secretary of Labor
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington DC 20210

Dear Mr. Secretary:

On behalf of Governor Sean Parnell, the Alaska Department of Labor and Workforce Development, and the Alaska Workforce Investment Board, we are pleased to submit Alaska's Workforce Investment Act Annual Performance Report for Program Year 2013.

Alaska continues to focus on developing a workforce system that meets the needs of all employers by providing an employable and skilled workforce. The system is also designed to meet the needs of workers who seek meaningful employment that increases their quality of life and income.

Engaging business as partners, aligning workforce and economic development, coordinating training programs and education, aligning adult basic education and occupational skills training and increasing training and industry recognized credential attainment are all critical components to Alaska's workforce system success.

Thank you for your continued support of the people of Alaska and your consideration of this report.

Sincerely,

Handwritten signature of Dianne Blumer in cursive.

Dianne Blumer
Commissioner
Alaska Department of Labor
and Workforce Development

Handwritten signature of Doug Ward in cursive.

Doug Ward
Chairman
Alaska Workforce
Investment Board



Alaska Workforce Investment Board



“When asked the question, ‘How many Alaskans do you employ?’ my answer is, ‘as many as possible.’” However, that’s not possible if potential or incumbent employees do not have access to training necessary to acquire the knowledge, skills, and abilities required for employment. As members of the Alaska Workforce Investment Board, we are dedicated to directing investment to areas that provide motivated individuals with long-term employment opportunities in high-growth careers. The work of the board covers the needs of Alaska’s industry sectors that are looking for trained, qualified and career-minded individuals to enter the workforce. Whether it’s the oil and gas industry, maritime, construction, or tourism, trained people are needed today. As our economy grows, the demand grows as well. We need to ensure that any Alaskan who wants to commit to a career has the opportunity to be well prepared to excel. This is a fulfilling model to build on as we work to get Alaskans into jobs.”

*~ Bruce Bustamante
Princess Cruises
AWIB Board Member*

MISSION STATEMENT

*To provide leadership,
recommend policy,
and provide direction
and accountability standards
to get Alaskans into jobs.*

PRIVATE SECTOR MEMBERS

Doug B. Ward, Chair
Vigor Industrial Alaska

Florian Borowski, Vice Chair
Schlumberger Oilfield Services

David Alexander
Nine Star Education and
Employment Services

Corey Baxter
International Union of
Operating Engineers 302

Rodney Brown
Plumbers and Pipefitters
Local 375

Bruce Bustamante
Princess Cruises

John Cannon
Mat-Su Services for Children
and Adults, Inc.

Margaret (Peggy) Cowan
North Slope Borough School
District

Deantha Crockett
Alaska Miners Association

Gary Dixon
Alaska Teamsters

Krishna Loescher
Carlile Transportation



Members of the Alaska Workforce Investment Board met with Governor Sean Parnell and Commissioner Dianne Blumer in January 2014 at the Governor's House in Juneau.

John MacKinnon
 Associated General Contractors
 of Alaska

Joey Merrick
 Laborer's International Union of
 North America, Local 341

Ken J. Peltier
 Alaska Operating Engineers'
 Training Trust

Pearl A. Strub
 Bristol Bay Economic
 Development Corporation

Terry Wanzer
 Best Western Landing Hotel

Mike Woods
 Anchorage School District
 King Career Center

**PUBLIC SECTOR
 MEMBERS**

Mead Treadwell
 Lieutenant Governor

Barbara Propes
 Lieutenant Governor's Designee

Commissioner Dianne Blumer
 Department of Labor and
 Workforce Development

Commissioner Michael Hanley
 Department of Education &
 Early Development

Commissioner William Streur
 Department of Health & Social
 Services (DHSS)

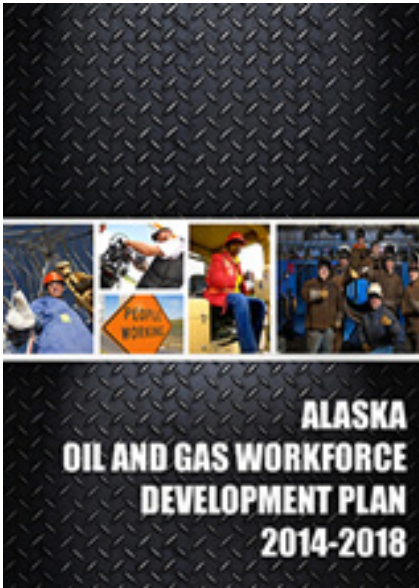
Ree Sailors
 DHSS Commissioner's Designee

Commissioner Susan Bell
 Department of Commerce,
 Community and Economic
 Development (DCCED)

Joseph Jacobson
 DCCED Commissioner's
 Designee

President Pat Gamble
 University of Alaska (UA)

Fred Villa
 UA President's Designee

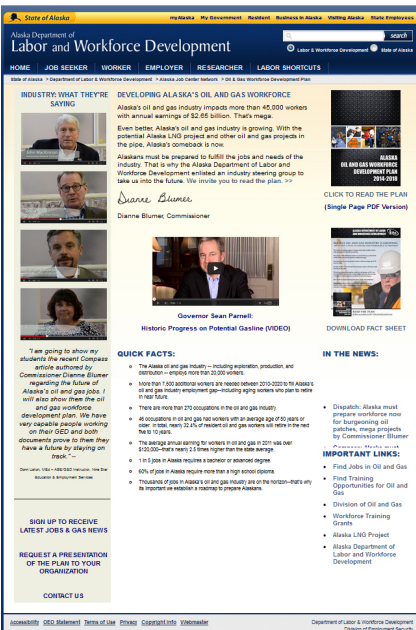


^ The Alaska Oil and Gas Workforce Development Plan identifies ten career pathways necessary to provide skilled workers for 61 in-demand occupations.

ALASKA WORKFORCE INVESTMENT BOARD ACTIVITIES

The Alaska Workforce Investment Board (AWIB) and its staff worked on several initiatives during the past year. The AWIB activities include:

- The Career Technical Education (CTE) Plan, a joint effort of the Department of Labor and Workforce Development, (DOLWD) Department of Education and Early Development (EED), and the University of Alaska system (UA), was finalized in August 2010. PY 2013 was the third year of a state appropriation of \$625,000 to the DOLWD for implementation of the state CTE Plan. The money was distributed in a competitive grant process that was available to school districts, postsecondary institutions, and non-profit educational agencies. Projects included upgrading CTE facilities and equipment; developing new career pathways and curricula to link secondary and postsecondary programs; developing new delivery models such as distance delivery and short-term intensive courses; and training elementary science teachers in the use of an introductory engineering curriculum and introducing their students to career planning. The projects impacted more than 3,500 students statewide.



^ AWIB members are featured on the plan website, which links to labor market information, training resources, and job listings.

- The Board, in partnership with the DOLWD, Employment Security Division, was awarded a Round 4 Disability Employment Initiative (DEI) grant from the U.S. Department of Labor, Employment Training Administration in the amount of \$1,482,000 to improve education, training and employment opportunities and outcomes of youth and adults who are unemployed and/or receiving Social Security disability benefits. Partner agencies include the One Stop Job Centers, Division of Vocational Rehabilitation, Division of Public Assistance, and Governor's Council on Disabilities and Special Education.
- Board meetings were held October 15-16, 2013 in Anchorage; January 29-30, 2014 in Juneau and May 13-14, 2014 in Anchorage.
- The Board recertified the Mat-Su One Stop Job Center and the Juneau One Stop Job Center.
- The Board reviewed grant applications and recommended awards for the State Training and Employment Program (STEP); Oil and Gas; WIA Youth, and Career and Technical Education and provided recommendations for funding.

- The Board reviewed and approved the 2013 Training Program Performance Report to the Legislature.
- The Board reviewed and approved the Alaska Oil and Gas Workforce Development Plan 2014-2018.
- The Board reviewed and approved the Alaska Maritime Workforce Development Plan 2015-2020.
- The Board approved the following resolutions:
 - » Resolution 14-01 to Adopt the Workforce Investment Act State Allocation Formula Effective July 1, 2012
 - » Resolution 14-03 – Resolution Regarding One-Stop Recertification for the Mat-Su and Juneau Job Centers
 - » Resolution 14-04 – Resolution in Support of the Technical and Vocational Education Program (TVEP)
 - » Resolution 14-05 – Resolution in Support of the Integrated Youth Employability Skills Initiative
 - » Resolution 14-06 Step Grant Review
 - » Resolution 14-07 Alaska Oil and Gas Workforce Development Plan
 - » Resolution 14-08 Alaska Maritime Workforce Development Plan
 - » Resolution 14-09 Barriers to Employment
 - » Resolution 14-10 Career and Technical Education Grant Review
 - » Resolution 14-11 Oil and Grant Review
 - » Resolution 14-12 Workforce Investment Act (WIA) Youth Program Grantees

- The AWIB website underwent significant revision and continues to be updated at <http://www.labor.alaska.gov/awib/>
- Recognized secondary and postsecondary educators with the David G. Stone Award for Career and Technical Education:
 - » Secondary Career and Technical Education:
Daniel Domke - Fairbanks Northstar Borough School District
 - » Postsecondary Career and Technical Education:
Darrin Marshall - University of Alaska Anchorage, Automotive Technology Program



^ The Alaska Maritime Workforce Development Plan features four diverse sectors: seafood harvesting, seafood processing, marine trades and services, and research, management, and enhancement.



^ Twenty-three in-demand occupations are on the maritime plan website and a companion jobs and training resource page.



Alaska Department of Labor and Workforce Development

The Alaska Department of Labor and Workforce Development promotes safe and legal working conditions and opportunities for employment in Alaska.

OFFICE OF THE COMMISSIONER

The Office of the Commissioner (CO) provides policy guidance, administrative oversight, and coordinated communications for the Department of Labor and Workforce Development and the Alaska Workforce Investment Board.

DIVISION OF ADMINISTRATIVE SERVICES

The Division of Administrative Services (ASD) provides management information and support services, develops and distributes labor market and population information, and conducts labor force research.

DIVISION OF BUSINESS PARTNERSHIPS

The Division of Business Partnerships (DBP) is the designated state administrative agency for Workforce Investment Act (WIA) Title 1-B programs. The DBP grants WIA funds to the state's One-Stop Operator, and to qualified youth employment and training providers recommended by the Alaska Workforce Investment Board's (AWIB) Youth Council.

DIVISION OF EMPLOYMENT SECURITY

The Division of Employment Security (ESD) provides labor exchange, employment and training services, and unemployment insurance (UI) to Alaskans and Alaska businesses, thereby advancing opportunities for employment and providing economic stability for communities in Alaska. ESD is the state's One-Stop Operator, providing job seeker and employer services at 21 locations across the state.

DIVISION OF VOCATIONAL REHABILITATION

The Division of Vocational Rehabilitation (DVR) helps Alaskans with disabilities get and keep good jobs. It provides services throughout Alaska from 12 offices.



< Labor and Workforce Development Commissioner Dianne Blumer confers with a Barrow first grader on arctic construction techniques during a visit to Fred Ipalook Elementary School where the Inupiaq Learning Framework is used to apply local knowledge and context to everyday learning.



< Trainees at the Partners for Progress Training Center in Delta Junction meet with Labor and Workforce Development Commissioner Dianne Blumer during a spring tour of the facility. Training programs at the facility are preparing workers for careers in mining, construction, and other sectors.



Workforce Investment Act Programs

OVERVIEW

During program year 2013, the Department of Labor and Workforce Development (department) focused on keeping Alaska on a path of healthy job growth and long-term competitiveness. Alaska is one of only 15 states that have more jobs today than at the onset of the economic recession in 2007. Much of the job growth was generated by resource development. In this decade alone, Alaska will need 7,500 trained, highly skilled oil and gas workers to meet industry demand. Other economic drivers include federal government spending, seafood, tourism and mining. Healthcare is also on a growth streak and added nearly 10,000 jobs over the past decade.

According to [data](#) from the department's Research and Analysis Section, as of June 2014 the total seasonally adjusted unemployment rate for Alaska was 6.5 percent, the same as in June 2013. The comparable national rate as of June 2014 was 7.5 percent, down 0.3 percent from June 2013.

ALASKA CAREER READY PROGRAM

The department is working in concert with employers, training providers, and educators on workforce development that includes a combination of education, training and timing. The system is designed to prepare work-ready Alaskans as demand increases. One tool used to accomplish this is the Alaska Career Ready program that gives businesses a tool set to develop a more qualified workforce. The initiative encourages emerging, transitioning, and current members of Alaska's labor force to earn the National Career Readiness Certificate, or NCRC. Developed by ACT and adopted nationwide, the NCRC is a portable, evidence-based credential that certifies an applicant has the basic skills necessary for workplace success. More than 36,000 Alaskans have earned the NCRC at the bronze, silver, gold or platinum level. For businesses, hiring applicants who hold the NCRC helps reduce hiring costs, increase productivity, and decrease turnover. Alaska Career Ready allows businesses to collaborate with Alaska Job Center Business Connection professionals to "Recognize, Request, or Require" the NCRC on job orders as proof of essential skills.



INTEGRATED SERVICE DELIVERY

One of the department's objectives is to maintain a fully integrated system that ensures availability of workforce services to all customers through a single delivery system. This efficient use of resources includes integrating all Workforce Investment Act (WIA) programs, Wagner-Peyser, Unemployment Insurance, Veterans' programs, Senior Community Service and Employment Program, and Trade Adjustment Assistance program.

The department's vision for the One-Stop Job Centers is to field all job seeker needs, including case management, support services, referral to target programs, and educational resources. To make the Alaska One-Stop Job Center system more efficient, the department identifies high-skill/high-wage/high-demand occupations, and develops job training strategies to meet the needs of Alaska businesses.

The WIA provides employment and training services to program participants at three broad levels: core, intensive, and training. The programs are designed to provide customers with the level of service that most efficiently meets their needs and helps them get or keep a good job. Core services such as job search and placement assistance and real-time labor market information, help workers who have marketable skills and work experience target their next job. Intensive services such as comprehensive skill assessments, career counseling, and career planning help workers who need assistance identifying their skills and developing career goals and job search strategies. Training services such as on-the-job training, skill upgrading and retraining, occupational training, and training in basic skills, help workers who need to upgrade their skills be competitive in the job market.

The department's workforce system delivers services to dislocated and other unemployed workers based on principles that have produced, over time, a high rate of reemployment and retention, and good earnings for participants. These principles include recognizing a dual-customer approach that serves both workers and employers, promoting training that leads to credentials in high-growth occupational sectors and industries, and using well-developed labor market information as a cornerstone of program planning and design.



UNIVERSAL ACCESS

The department offers universal access to its services, while extending a priority to veterans, unemployment benefit claimants, long-term unemployed, under-employed, dislocated workers, low-income individuals, public assistance recipients, those with disabilities, individuals with limited English proficiency, the homeless, older workers, and ex-offenders.

Strategies used to address the challenge of meeting employer needs and increase job seeker competitiveness, include the following:

1. Increase the rate of industry-recognized credential attainment among participants who receive training;
2. Promote training strategies tailored to the unique needs of low-skilled adults;
3. Increase training in energy and resource production and extraction, health care, and other high growth industries.

PERFORMANCE MEASURES

The department continues to focus WIA programs on transitioning workers into high-wage, high-growth, and demand-driven jobs. This is evident in Adult and Dislocated Worker (DW) programs' average earnings performance as shown in Table 1. The state exceeded all of the Adult and Dislocated Worker performance measures for PY 2013.

Alaska's WIA annual performance outcomes for PY 2013 reflect the department's commitment to continuing improvement of its coordinated and comprehensive workforce development system, and the hard work and dedication of department leadership and program staff. Participants who exit our systems are work ready and obtain and retain self-sufficient wages.

Alaska will expand and 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 as needed.

Table 1: WIA Performance Measures for Adult and Dislocated Workers Programs

	PY 2013 Negotiated Performance	80% of Negotiated Performance	Exceeded/ Met/ Not Met	PY 2013 Actual Performance	PY 2012 Actual Performance	PY 2011 Actual Performance
Adult Employment Rate	80.0%	64.0%	Exceeded	82.9%	78.9%	82.6%
Adult Retention Rate	81.0%	64.8%	Exceeded	85.0%	81.3%	77.4%
Adult Average Earnings	\$19,000	\$15,200	Exceeded	\$21,857	\$18,621	\$17,679
DW Employment Rate	79.5%	63.6%	Exceeded	91.3%	73.9%	78.2%
DW Employment Retention Rate	87.0%	69.6%	Exceeded	95.2%	89.7%	82.0%
DW Average Earnings	\$22,250	\$17,800	Exceeded	\$25,502	\$21,881	\$21,636

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



WIA Adult Program

The department's [WIA Adult Program](#) prepares workers, - particularly low income, disadvantaged, low-skilled, and underemployed adults, for good jobs. Gainful employment is the goal and is attained by providing core, intensive and training services to unemployed or underemployed workers for credential attainment and employment in industries and occupations that offer good wages and opportunities for advancement.

Adult program eligibility requirements consist of being a citizen or eligible non-citizen, age 18 or older and registered with selective service. However, when funds are limited, a priority of service is implemented. Priority of service was implemented at the beginning of PY 2013 and consisted of the following:

- Veterans or eligible spouses who are low-income
- Individuals with disabilities who are low-income
- Public assistance recipients
- Other low-income individuals
- Individuals who are not self-sufficient.

Alaska state policies ensure priority of service to veterans and covered persons. To ensure priority of service is observed, eligible veterans and covered persons are identified at the point of entry and must be notified of programs and/or services available as stated in Public Law 107-288, 20 CFR, part 1010.230(a). Point of entry includes physical locations, such as the Alaska Job Centers as well as web sites and other virtual service delivery resources.

There were 2,468 participants in Alaska's PY 2013 WIA Adult program with 1,839 receiving self-services. Case managers actively worked with 629 participants of which 278 were new registrations during the program year. Program exits decreased from 179 to 118 as case managers continued to work with priority populations in order to successfully get them into work that provides self-sufficient wages.



Healthcare employers in Alaska have ongoing needs for trained medical assistants.

From Unemployment to a Healthcare Career

Nicolle Vazquez-Rivera applied for Career Support and Training Services through the MatSu Job Center in November 2011. She was unemployed, had low skills and was receiving public assistance and food stamps. She had recently graduated from high school, and had some computer skills but was unable to obtain work due to her lack of work history.

Career Support and Training services assessed Nicolle's skills, interests and abilities. She completed her TABE testing and applied for Alaska Career College's Medical Assistant Specialist program and was accepted. Nicolle successfully completed the eight-month program and received her certification as a medical assistant specialist.

Soon after completing of her training, Nicolle obtained a full-time job with Allergy, Asthma and Immunology Center of Alaska starting at \$14 per hour with benefits.





WIA Dislocated Worker Program

DISLOCATED WORKER PROGRAM

The department's [WIA Dislocated Worker Program](#) (DW) meets the complementary needs of displaced workers and employers. The program offers employment and training services to individuals who have lost their jobs, including: those dislocated as a result of plant closings or mass layoffs, and who are unlikely to return to employment in their previous industries; those who have received notice of termination if they do not obtain employer required credentials, formerly self-employed individuals; and displaced homemakers who have been dependent on the income of another family member, and are no longer supported by that income.

The coordination between the Dislocated Worker Training National Emergency Grant and the Dislocated Worker program funds during PY 2013 enabled more dislocated workers and displaced homemakers the ability to obtain employment and training services through the Alaska Job Center Network (AJCN). This is evidenced by an increase in enrollments from 141 in PY 2012 to 202 in PY 2013 with the overall total participants increasing by 15 percent from 335 to 393. The employment and training services this funding supports allowed AJCN centers to play a vital role in Alaska's economic growth; assisting workers with retooling skills and pursuing viable career paths.

LEVERAGED WIA-DW RESOURCES LEAD FROM LAYOFF TO JOB SECURITY



Martin Shumate came to Career Support and Training Services (CSTS) in Kenai in February 2013. He had been part of a mass lay off from an oilfield company and dislocated from his position as a crane operator.

CSTS determined Martin was eligible for Trade Adjustment Assistance services through a prior layoff with a different oilfield company. He was also eligible for services under the WIA-DW Program, State Training & Employment Program (STEP), Vocational Rehabilitation and the Veteran's Reemployment Assistance Program (VRAP).

After extensive coordination between the eligible programs, an individual employment plan was finalized. Martin's goal was to obtain a Commercial Driver's

License and Heavy Equipment Certifications needed to go back to work. Although Martin was already a certified crane operator, most employers preferred or required a Class A CDL and other heavy equipment credentials.

Martin trained at Northern Industrial Training in Palmer. Tuition was paid for by TAA. The VRAP Program provided a stipend while Martin was in training. He used these benefits to cover his mortgage. The training provider is 200-miles from Martin's home, so arrangements were made for housing, meals and transportation while he attended training. These costs were paid by WIA. Martin successfully completed his program and obtained his Class A CDL with an X endorsement and five

heavy equipment credentials. Additional support was provided by STEP to help Martin obtain his oilfield credentials and specialized gear to work on Alaska's North Slope.

After training, Martin was offered a position with an oilfield company as a crane operator/heavy equipment operator/commercial driver. The wage offer was \$35 per hour, 84 hours per week on a rotational four weeks on, two weeks off schedule with health and retirement benefits. This package well replaced the wages lost during his layoff, job search, and training.

Martin was exited from the TAA, WIA and STEP programs November 2013.



Dislocated Worker Training - National Emergency Grant

DISLOCATED WORKER TRAINING NATIONAL EMERGENCY GRANT (DWT-NEG)

The department was awarded a \$1.2 million DWT-NEG on June 26, 2012 to expand training opportunities to dislocated workers. The federal funding supports on-the-job training, registered apprenticeships, and other approaches that connect dislocated workers with employers. These services are targeted to those experiencing prolonged unemployment. While economic conditions continue to improve across Alaska, hundreds of dislocated workers still face barriers in returning to work. These funds strengthened the department's ability to deliver critical work-based learning and training to the long term unemployed.

The Employment Security Division (ESD), is the project operator for the NEG and conducts participant and employer recruitment, determines eligibility and provides employment and training services to participants enrolled in the grant.

The ESD Unemployment Insurance (UI) system and the Alaska Labor Exchange System, (ALEXsys), are used to target recruitment efforts at dislocated workers who are among the long-term unemployed (27 weeks or more), or UI recipients having been profiled as likely to exhaust UI benefits.

ESD targets prospective employers through the department's apprenticeship outreach program and in partnership with the Alaska Workforce Investment Board (AWIB) to develop job training opportunities and streamline access to job opportunities. Emphasis has been on creating partnerships to provide services to populations with the greatest barriers to employment including a focus on areas of high unemployment, the long-term unemployed, veterans, Alaska Natives, workers most likely to exhaust unemployment insurance benefits, and individuals receiving vocational rehabilitation guidance and assistance while pursuing re-employment or registered apprenticeship.

The participant goal for the DWT NEG was 100 throughout the life of the grant. At the end of PY 2013, 143 participants were enrolled and approximately half of the funds expended. ESD will continue to enroll participants into the DWT-NEG and use the remainder of the funds through PY 2014.

Underemployed Apprentice Gains Credentials and a Dream Job

Justin Weatherby was referred to Career Support and Training by Plumbers and Pipefitters Local 367. He was indentured as a first-year apprentice to specialize in HVAC. He met with his case manager at the apprenticeship school and was identified as a dislocated worker seeking a new career. DLW assisted with tools and other support services.

Justin became discouraged when his long-term dispatch turned out to be intermittent work and there was not enough work for all the HVAC apprentices. Justin's spouse had also been laid off from her job and they were struggling to make ends meet on unemployment benefits. He did some research and found that it was possible to study on your own and get certified as a waste water treatment operator. With this certification and a commercial driver's license, he could be dispatched through the union to the local water utility. He discussed his situation with his case manager and she agreed to fund his CDL with DLW-NEG funds after he passed his other certification tests. He passed his tests and the apprenticeship coordinator agreed to postpone Justin's second year of apprenticeship school so he could attend CDL training.



^ Certification as a wastewater treatment operator put an end to underemployment for Justin Weatherby.

After completing both CDL training and second year school, Justin waited, hoping to be dispatched to the water utility. He was about to leave for a regular dispatch to Shemya when he saw a missed call on his phone. He called and learned he was finally dispatched to the water utility as a temporary worker. According to his research, it was necessary to take the temporary dispatch in order to get a permanent dispatch and he leapt at the chance.

A few weeks later, he called to announce that he was now permanently dispatched to the water utility making \$31.43 per hour. Justin is now able to support his family and is hopeful about his future.





WIA Youth Program

Alaska's WIA Youth (WIA-Y) program promotes economic development and stability through comprehensive employment, vocational, and academic services to eligible youth.

The department saw a resurgence of participants served and positive performance during PY 2013. Grantees range from nonprofits to school districts, universities, juvenile detention facilities, and focused efforts on both rural and urban populations. Rural participants benefited from desperately needed work experience opportunities in Emmonak, an area constantly yielding the nation's highest unemployment rate. Homeless youth in urban areas benefited from a safe environment and received services designed to help them graduate from high school and gain work experience. Innovative strategies were implemented in juvenile detention centers to offer adjudicated youth occupational skills training, high school diploma attainment and work experience. Youth with disabilities were targeted and served by multiple grantees around the state, including a partnership with the University of Alaska Anchorage Tapestry program, which offered employment placement services.

The department granted \$1,369,823 to 10 grantees through a competitive award process, to carry out the youth program functions described in WIA section 129(c) (2). During the year the WIA Youth program provided training and supportive services to 610 eligible youth experiencing barriers to employment and academic progression; 36 percent (222) of which were out-of-school youth, and 64 percent (388) were in-school youth. The total served in PY 2013 marks a 25 percent increase from youth served in PY 2012 (456).

The department collaborated with the Employment and Training Administration to improve on literacy/numeracy performance after not meeting the measure for three consecutive years. A performance improvement plan for the measure was created and implemented in March 2013. The plan consisted of fact finding and research efforts designed to identify areas of deficiency then addressing each deficiency. The plan yielded improved assessment strategies, the creation of state policy and ongoing technical assistance provided to grantees. The performance improvement plan was successfully completed June 2014. The department ultimately surpassed the negotiated target for literacy/numeracy by over 10 percentage points for PY 2013.

Performance for PY 2013 reflects renewed efforts to increase performance outcomes and improve case management practices as evidenced by exceeding two of the three performance measures and meeting the third.

Table 2: WIA Youth Program Performance Measures

	PY 2013 Negotiated Performance	80% of Negotiated Performance	Exceeded/ Met/Not Met	PY 2013 Actual Performance	PY 2012 Actual Performance	PY 2011 Actual Performance
Placement in Employment or Education	57.5%	44.8%	Met	57.5%	51.1%	56.0%
Attainment of Degree or Certificate	62.0%	49.6%	Exceeded	72.8%	48.9%	50.0%
Literacy and Numeracy Gains	38.0%	30.4%	Exceeded	48.8%	26.3%	21.6%

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





Partnership in Youth Development Creates New Sustainable Solutions

MYHouse, a 501(c)3 provides referral and on-site services for at-risk youth in the Matanuska Susitna Borough (Mat-Su) area. For many years services for youth in this vast area - roughly equivalent to the size of West Virginia - have been limited. There has been increasing community concern about the rise of homeless youth camps and kids falling through cracks in social support networks.

WIA Youth Intervention

In June of 2013, WIA Youth grantee Nine Star Education and Employment Services partnered with MYHouse. The new partnership provides for the introduction of much needed services in the area. Current services include:

- Employment training programs
- ABE and high school completion services
- Post-secondary training and education placement
- Drug, alcohol and mental health counseling
- Housing supportive services
- Two on-site WIA-Y case managers.

Outcome

MYHouse features an entirely youth operated kitchen and coffee stand. Youth are able to earn a barista certificate through a partnership with Kaladi Brothers Coffee. The shop provides a holistic, positive workplace. Youth gain a better understanding of what employers expect from potential employees.

Participating youth also have the ability to train as car detailers via a partnership with Car Deets, a local small business that operates out of the MYHouse building. Through this training, youth are provided the skills to attain employment as car detailers and gain experience in general workplace practices.

MYHouse also includes a clothing boutique that provides experience in all aspects of retail store operations as well as design and construction of clothing. The concept is to take older donated clothes and modify them into something that people will wear. Youth are trained in inventory, displays, customer service, cashiering, accounting and sewing.

The partnership between Nine Star and MYHouse is resulting in an integrated model of youth development and support services with participants gaining valuable employability skills and work experience.



“The WIA Youth partnership with MYHouse provides critical employment, training, high school completion, and supportive service needs for at-risk youth in the Mat-Su valley, filling a longstanding need for comprehensive youth services in the region.”

~ Roger Hamacher
At-Risk Youth Coordinator
Nine Star Education and Employment Services





Table 3: Summary of WIA Program Funding Used and Year-end Balances for PY13

WIA Title 1-B				
Funding Breakouts	Available	Expended/ Obligated	Percent Expended	Remaining Balance
Adult Program	\$1,557,806	\$1,099,984	70.61%	\$457,822
Adult Carry In	\$400,158	\$10,559	2.64%	\$389,599
Dislocated Worker Program	\$1,332,916	\$935,252	70.17%	\$397,664
Dislocated Worker Carry In	\$203,166	\$8,503	4.19%	\$194,663
Youth Program Funds	\$1,640,961	\$1,192,411	72.67%	\$448,550
Youth Program Carry In	\$295,242	\$139,032	47.09%	\$156,209
Local Admin	\$503,519	\$412,205	81.86%	\$91,314
Local Admin Carry In	\$156,465	\$14,804	9.46%	\$141,662
Rapid Response (RR)	\$136,185	\$38,828	28.51%	\$97,357
RR Carry In	\$129,338	\$96,710	74.77%	\$32,628
Statewide (STW) Activities	\$272,179	\$179,981	66.13%	\$92,198
STW Activities Carry In	\$255,532	\$2,000	0.78%	\$253,532
ALL FUND SOURCES	\$6,883,467	\$4,130,270	60.00%	\$2,753,198

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

Table 4: PY13 WIA Program Funding Cost Analysis



PY 2013 Cost Analysis			
WIA Title 1-B Participants	Participants	Costs	Cost per Participant
Adult PY13	629	\$1,110,543	\$1,766
Dislocated Worker PY13	393	\$943,755	\$2,401
Youth PY13	610	\$1,331,443	\$2,183

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



Alaska Job Center Network

A proud partner of the **americanjobcenter**® network

The Employment Security Division of the Department of Labor and Workforce Development oversees the Alaska Job Center Network consisting of 20 One-Stop Job Centers that provide access to employment and training service, veterans services, and related programs.


Employment and Training Services

Employment and Training Service programs delivered through the One-Stop Job Centers continued to strengthen long-term employment among Alaska's workforce. These programs facilitate economic stability for the state by providing employment and training services to employers and job seekers and encouraging connections between the two stakeholder groups. Universal access to labor exchange, employment services and training is provided to workers, job seekers, and employers under one roof from easy-to-find locations. The delivery points for employment services are located throughout the state and online at www.Jobs.Alaska.Gov.

Employment services include a variety of employment-related labor exchange services, including job search assistance, job referral and placement assistance for job seekers, re-employment services to unemployment insurance claimants, and recruitment services to employers with job openings. Services are delivered in three modes including self-service, facilitated self-help services, and staff-assisted service delivery. Depending on the needs of the customer, additional services may include assessments of worker skill levels, abilities and aptitudes, career guidance, job search workshops, and referral to intensive and training services.

Employer services, in addition to referral of job seekers to available job openings, include:

- Assising development of job order requirements
- Matching job seeker experience with job requirements, skills and other attributes
- Assisting employers with special recruitment needs
- Coordinating job fairs
- Helping employers analyze hard-to-fill job orders

-
- 
- Helping employers minimize or avoid layoffs or business closures
 - Establishing USDOL recognized apprenticeship programs

Highlights and Key Accomplishments

- 1,781,841 online labor exchange visits (ALEXsys)
- 247,932 job center visits
- 59,836 job listings posted in ALEXsys
- The ALEXsys Help Desk Virtual Call Center (VCC) covers 16 job centers and 303 Alaska prefixes. The VCC receives approximately 22 calls a day for assistance with registrations, resumes, and password assistance as well as various workforce related questions that alleviates job center staff time.
- The annual “Hiring Our Heroes” event on November 8, 2013 produced 127 employers, education, training and apprenticeship providers who served nearly 1,700 veterans and their families. During this event, employers received 790 résumés, conducted 197 interviews, made 87 provisional/conditional job offers, and extended 21 firm job offers. It is estimated that nearly 400 hires occurred as a direct result of this event.
- Funds of \$122,000 from the DOL VETS were secured to support additional veteran service staff in two job centers. These staff are devoted to assisting veterans who are most in need of employment assistance.
- A partnership was developed with the Department of Corrections to increase efforts in providing prisoner re-entry services and was proven to be successful in assisting prisoners transitioning back into the workforce.
- The Disability Employment Initiative conducted an Alaska-specific “My Free Taxes” seminar targeted for lower income individuals. Job Centers in Anchorage, Fairbanks and Juneau were IRS-certified for on-site tax coaches. The Midtown Job Center received the “My Free Taxes” impact award for assisting 299 customers in successfully filing returns. Recognition was also received for taking the project statewide and the Alaska model was highlighted nationally.
- The Work Opportunity Tax Credit program issued 1,199 employer certifications, an increase of 64.2 percent and employers claimed \$3,286,699 in tax credits, an increase of 16.5 percent from PY12.



- Mature Alaskans Seeking Skills Training placed 56.6 percent of participants into unsubsidized employment which exceeds the federal requirement by more 200%. Of those placed, 63.6% were still employed in those jobs six months later.

Customer Satisfaction

The need to measure and improve customer satisfaction is an essential part of providing services. Information received allows for data-driven decision making, helps focus limited resources to where they are most needed and drives process and procedure development. Evaluation and measurement provide an opportunity to learn about what is important to participants, what is working and what can be improved upon.

Program Year 2013 was the first full year of the implementation of a new customer satisfaction tool for WIA adult, dislocated worker, and youth program participants. The new system replaced an antiquated system which consisted of a telephone call to a participant initiated by a third party contractor. The department's new method of gauging customer satisfaction is now done by email. The survey is emailed to all WIA participants at the time of exit. Participants have the option of replying to the email to answer the survey questions or they can use Survey Monkey via a hyperlink in the email.

The customer satisfaction survey is a set of eight questions that gauge the level of satisfaction with the employment and training services received by the participants. The survey is broken into two parts, the first part measures satisfaction with services including assessments and support services. The second part focuses on satisfaction with training services. Along with the standard questions, participants are encouraged to submit feedback on the services received and provide ideas on how they can be improved.

This electronic survey yielded a 9 percent response rate and the results showed that 85 percent of respondents strongly agreed that they were satisfied with the services that were provided. Results of the customer satisfaction survey are reported in the WIA Annual Report, provided to the Alaska Workforce Investment Board and the Alaska State Legislature.



Veteran Services

Alaska state policies ensure priority of service to veterans and covered persons. To ensure priority of service is observed, eligible veterans and covered persons are identified at the point of entry and are notified of programs and/or services available as stated in Public Law 107-288, 20 CFR, part 1010.230(a). Point of entry includes physical locations, such as Alaska Job Centers, as well as Web sites and other virtual service delivery resources.

All job center staff receive training on the Jobs for Veterans Act, the Americans with Disabilities Act, and other legislation that affects veteran priority, preference, and employability.

Job center staff use a needs-based approach to identify veterans with special employment needs — such as disabled veterans and recently separated veterans — and refer them to appropriate services. All veterans and covered persons pursuing employment are registered in the state's labor exchange system, ALEXsys. In accordance with Veterans' Program Letter (VPL) 03-14 and VPL 04-14, Disabled Veterans' Outreach Program specialists (DVOPs) provide all eligible veterans and spouses with a comprehensive assessment, an individual employment plan, and documented intensive services through the case management approach. If DVOP services are not available, referrals are made to appropriate partner programs such as Career Support & Training Services and Vocational Rehabilitation.

DVOP specialists are located in job centers in areas with the highest veteran populations. They are available to provide intensive services, to eligible recipients, which include:

- Comprehensive assessment of education, skills, and abilities
- Development of an individual employment plan that identifies employment goals, interim objectives, and appropriate services that will enable the veteran to meet his or her employment goals
- In-depth interviewing and evaluation to identify employment barriers and appropriate employment goals
- Group and individual career coaching
- Short-term, pre-vocational services that may include development of learning and communication skills, interviewing skills, personal maintenance skills, and professional conduct to prepare individuals for career goals





- Outreach to locate eligible veterans for intensive services in places such as:
 - VA medical centers and vet centers
 - Homeless shelters
 - Civic and service organizations
 - Veteran Stand Down events
 - Military installations

Veterans also have access to information and services via the enhanced AJCN Veterans' Web page. This website is especially useful in remote areas not served by a Job Center.

During PY 2013, 2,482 individuals were registered in the WIA Adult program and 385 individuals were registered in the WIA Dislocated Worker Program. Thirteen percent of the individuals in these programs were veterans.

Alaska continues to work with all Workforce Investment Act and Wagner-Peyser staff, supervisors, and managers to ensure veterans and eligible spouses receive priority of service in all Alaska Job Centers.



Transitioning military personnel, veterans, and military spouses benefit from focused programs such as jobs symposia, job fairs, and support services to explore private sector career options.



Cost Effectiveness, Evaluation, and Waivers

COST EFFECTIVENESS

Alaska leverages all of its workforce development resources to achieve increased efficiency and effectiveness at all levels of the system. Programs are evaluated on an ongoing basis to determine cost effectiveness and achievement of desired outcomes.

Efforts to prepare WIA participants for employment in high-growth industries continued in PY13. These jobs require a higher degree of skill and training as well as aggressive planning and investment. More intensive participant preparation and longer training times are often required to prepare participants for these opportunities.

Alaska increased co-enrollments and expanded partnerships to leverage federal resources with state-funded workforce development investments. Co-enrollments proved to be an effective strategy to mitigate reductions in federal funding. In PY 2013, 84 percent of WIA adults and dislocated workers were co-enrolled in the state-funded State Training and Employment Program (STEP). This is up from 45 percent in June of 2012. The increase in co-enrollments allows for more WIA-eligible participants to be served despite a 27 percent reduction in federal funding. The increase in participants for PY 2013 is also due to longer program participation times. Success in today's economy and Alaska's in-demand occupations pose challenges for WIA participants. Intensive case management and job search assistance are required to ensure program exits do not occur until living wage jobs are secured. Alaska's entered employment rates and employment retention rates reflect that commitment.

In addition to common measures and cost effectiveness evaluations, the State of Alaska is progressing toward longitudinal analyses that will demonstrate long-term outcomes and values resulting from workforce development and training interventions.

Table 5: WIA Programs Cost Effectiveness Metrics



Program Year	Participants*	Costs	Cost Effectiveness Ratio
2013	1,632	\$ 3,385,741	\$ 2,074
2012	1,276	\$ 4,655,502	\$ 3,649
2011	1,555	\$ 5,844,543	\$ 3,758
2010	1,977	\$ 8,597,693	\$ 4,347
2009	4,040	\$ 12,337,804 **	\$ 3,054
PY 2009-2013	10,480	\$34,821,283	\$ 3,323

*does not include self-service customers

**includes American Recovery and Reinvestment Act (ARRA) funding

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



State Evaluation Activities

As required under Section 136 of the WIA, the Division of Business Partnerships (DBP) carries out departmental evaluations related to programs and activities authorized by Title I of the act. The goal is to identify how effectively the vision, strategies, and procedures of the U.S. DOL Employment and Training Administration and the department is being achieved. The results provide the basis for making statewide and regional judgments regarding the effectiveness of the WIA programs administered within Alaska's workforce development system.

During PY 2013, DBP focused on ensuring information input into the management information and reporting systems was accurate for evaluation activities. Information extracted from the system included total enrollments, case load sizes, training and credential attainment information, literacy/numeracy rates and employment and retention.

Program and Equal Opportunity monitoring is conducted annually for all WIA grantees and the on-site visits and desk side reviews afford opportunities to: ensure participant eligibility is being determined correctly; ensure participant services are delivered appropriately; evaluate internal policies and procedures that are used; gather information from staff that perform and supervise the work; compare all information gathered; and issue important feedback through a comprehensive final monitoring report to each grantee.

Evaluating processes ensures that grant recipients are in compliance with federal and state laws and regulations, grant agreements, division policies and procedures for the WIA adult, dislocated worker and youth programs, and core, intensive and training services are being provided appropriately as specified under WIA. Participant file reviews and in-person technical assistance help identify areas of program strength and those needing improvement.

Reports of evaluations conducted, provide constructive feedback, and encourage open lines of communication. They further identify planned technical guidance, assistance, training, and corrective actions. This leads to timely, individualized, and specific staff training; opportunities to fine-tune processes and procedures; and sufficient time for corrective action to be accomplished.

The following is a list of the evaluations conducted, dates, location and results:

Table 6: WIA Youth On-Site Program Evaluation

Grantee	Location	Date	Results
Access Alaska	Fairbanks	12/18/2013	This evaluation revealed no findings of non-compliance. One administrative concern was identified; however it was not at a level which warranted a corrective action plan.
Aleutian Pribilof Island Association	Unalaska	2/4-7/2014	This evaluation revealed one finding of non-compliance and no administrative concerns. A corrective action plan was developed and implemented.
Alaska Vocational Technical Center	Seward	11/19/2013	This evaluation revealed no findings of non-compliance or administrative concerns.
Covenant House	Anchorage	1/8/2014	This evaluation revealed no findings of non-compliance. Two administrative concerns were identified; however they were not at a level which warranted a corrective action plan.
Employment Security Division - Alaska Job Center	Fairbanks	12/17/2013	This evaluation revealed no findings of non-compliance or administrative concerns.
Division of Juvenile Justice	Juneau/ Anchorage	12/10/2013	This evaluation revealed no findings of non-compliance or administrative concerns.
Nine Star Education and Employment Services	Anchorage	11/14/2013	This evaluation revealed no findings of non-compliance or administrative concerns.
SERRC	Juneau	12/11/2013	This evaluation revealed no findings of non-compliance or administrative concerns.
University of Alaska – Kachemak Bay Campus	Homer	11/20/2013	This evaluation revealed no findings of non-compliance. Three administrative concerns were identified; however they were not at a level which warranted a corrective action plan.
Yukon Delta Fisheries Development Association	Anchorage	1/10/2014	This evaluation revealed two findings of non-compliance and two administrative concerns. A corrective action plan was developed and implemented.

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




Best practices noted during Youth program evaluations included:

- The provision of work experience services provided in-house.
- Designated areas with computers for job searching and other skill development and employment tasks that are arranged in a youth friendly environment.
- Increased collaboration between youth providers serving the same local area, capitalizing on the individual strengths of individual programs to provide a systematic and comprehensive system within the area.
- Youth program providers using the Test of Adult Basic Education (TABE) assessment, ACT Work Keys[®] and other tools to assess a participant basic skills, aptitudes and employment interests and experience.
- Expanded partnerships to leverage limited resources while services to youth are increased.
- Strong community presence resulting in participants being served based on word of mouth referral from other youth who have received quality services.

Table 7: WIA Adult, Dislocated Worker, National Emergency Grant Programs On-Site Program Evaluation

Region	Location	Date	Results
Anchorage/MatSu	Anchorage/MatSu	3/24-28/2014	This evaluation revealed one finding of non-compliance and no administrative concerns. A corrective action plan was developed and implemented.
Balance of State	Fairbanks	4/1-4/2014	This evaluation revealed one finding of non-compliance and no administrative concerns. A corrective action plan was developed and implemented.

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



Evaluations of WIA Adult, DW, and NEG programs revealed numerous best practices, including new forms and service delivery strategies, marketing and outreach to employers, and coordinating with partners.

Best practices included:

- Business Connection staff at the Job Centers conduct hundreds of on-site recruitments and employers regularly use the Business Connection facilities to conduct hiring activities including job fairs, employer forums, Biz Fairs, Integrated Employer Services, business after-hour events, conferences, and trade shows.
- The creation of intake packets used by Job Center partners to make appropriate eligibility and referral decisions.
- One hundred percent co-enrollment between the dislocated worker program and the dislocated worker training national emergency grant.
- Effective internal procedures for expenditures and payment processing, with several levels of authorization, checks and balances.
- Effective leveraging of WIA resources with other partner funding.
- Inserting tabs into the participant files to identify data validation element source documents for ease in locating these documents by individuals conducting data validation.
- Co-enrollment with the Alaska State Training and Employment Program (STEP) to better serve participants by maximizing funding from a variety of programs.
- Timesheets that document time worked for each individual funding source.
- The use of a participant success story template to ensure stories from each region contains consistent, needed data.
- The use of exit checklists by case managers prior to exiting WIA participants to reduce data validation and exit date errors.
- Conducting staff meetings to brainstorm ideas, distributing participants to the best-matched case manager, publicizing job leads, and sharing limited resources.
- Effective leveraging of WIA resources with other partner funding such as vocational rehabilitation.



WAIVERS

Waiver to allow the Board to carry out the roles of a local board, WIA regulations at 20 CFR 661.300(f). 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. 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 2013 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.

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

PY 2013 Impact- There wasn't a need to implement this waiver during PY 2013.

Waiver of 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 2013 Impact - Due to limited WIA formula funding, this waiver was not implemented during PY 2013.



Waiver of on-the-job-training (OJT) employer reimbursement limits, 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 2013 Impact- This waiver facilitated the training of participants that builds the Alaska Job Center Network's capacity to engage in this critical training model. Having the ability to base employer reimbursement amount on business size, lessened the burden on smaller employers, encouraged their participant and increased the chances that providers will be able to use this important tool toward placing job seekers in permanent, high-skill employment.

Waiver to 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 2013 Impact- Application of this waiver would favorably increase the Adult Employment Retention and the Dislocated Worker Employment Retention rates.

Waiver to extend the time limit on the period of initial eligibility for training providers on the Eligible Training Provider List (ETPL).

PY 2013 Impact- Application of this waiver significantly increased the number of providers who remained on the ETPL. This, in turn, allowed participants 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.



Waiver to allow the use of Individual Training Accounts (ITAs) to youth. 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 2013 Impact- Due to reduced federal WIA Youth allotment, implementation of the ITA waiver could not be realized. This had a negative impact on the state's ability to provide industry specific training to youth participants. Loss of the ITA resource also negatively impacts the states performance on Attainment of Degree or Certificate and Placement in Employment or Education Common Performance Measures.

Waiver for exemption to provide incentive awards. WIA Section 134(a)(2)(B)(iiii) and 20 CFR 665.200(e) for exemption from the requirement to provide local workforce investment area incentive grants.

PY 2013 Impact- The current funding level in the Governor's Reserve was insufficient to cover the cost of providing incentive awards to local areas. Due to receiving the waiver, the state was able to prioritize the use of limited funds for the required activities deemed most essential to the basic functions of the workforce investment system, initiate activities that will further the goals outlined in the [Alaska Integrated Workforce Development Plan](#), and target special populations such as veterans and those experiencing disabilities.

Waiver for exemption to provide additional assistance to areas that have a high concentration of eligible youth. WIA section 129(b)(2)(C) and 20 CFR 665.200(h) to exempt the state from the requirement to provide additional assistance to local areas that have a high concentration of eligible youth.

PY 2013 Impact- The waiver provided Alaska with more flexibility in directing Governor's Reserve Funds to activities that best preserve basic functions of the statewide workforce investment system, thereby maintaining services for all eligible individuals, including youth. The waiver allowed the department to provide technical assistance to all local areas instead of conducting administrative paperwork that would have minimal impact.



Alignment with the Jobs-Driven Agenda

Waivers had varying outcomes in regard to advancing the President's Job-Driven training elements. The waiver that had the greatest impact is the ability to establish a single regional planning area. This allows the Alaska Workforce Investment Board to foster and create regional collaborations among Job Centers, education institutions, labor, and non-profits. Even though Alaska is a very large geographically, the state's low population density makes collaboration an essential element for success. This provides opportunities to work with employers to determine local or regional hiring needs and design training programs that are responsive to those needs.

With the on-the-job training waiver, the ability to base employer reimbursements on business size lessened the burden on smaller employers and offered more opportunities for work-based learning opportunities — including on-the-job training, and internships as training paths to employment..

The waiver to extend initial eligibility on the eligible training provider list allowed participants more training options. With the implementation of the Workforce Innovation and Opportunity Act and focus on job-driven training, the state will be able to make better use of eligible training provider data to drive accountability, inform what programs are offered, and offer user-friendly information for job seekers to choose the programs and pathways that are most appropriate for them.

And finally, the ability to focus funds on participants who are most in need promotes an environment of seamless progression from one stepping stone to another so an individual's efforts result in progress. The waiver of limitations on transferring funds between the adult and dislocated worker programs removes funding barriers that may prohibit individuals from accessing job-driven training and supportive services.



THE STATE
of **ALASKA**

GOVERNOR SEAN PARNELL

Department of Labor and Workforce Development

Office of the Commissioner

1016 West 6th Avenue, Suite 401 ~ Anchorage, Alaska 99501
Main: 907.269.7485 ~ Fax: 907.269.7489
