

**The Alaska Workforce Investment Board  
Business Meeting at Alaska Pacific University  
July 16, 2003**

**Draft Minutes**

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**Roll Call:** Lt. Governor Loren Leman, Commissioners Greg O'Claray, Deputy Commissioner Ed Fisher, Commissioner Roger Sampson, Rachael Petro (Lt. Governor's designee), Gene Kane (Commissioner Blatchford's designee), Anthony Lombardo (Commissioner Gilbertson's designee), Andy Baker, Dick Cattanach, Laraine Derr, Dr. Alice Galvin (Chair), Mona McAleese, Dr. Jo Ann McDowell, Barbara Stallone, David Stone, Colleen Ward.

**Guests:** Susan Denison, Dan Hisey, Harold Holten, Ina Muller, Jan Carolyn Hardy, Sara LaForest, Ann Spohnholz, Sally Suddock, Teresa Nelson, M. J. Longley

**Staff:** Kitty Farnham, Patrice Parker, Mike Shiffer, Penelope Goforth, Diedre Bailey, John Mayer, Christine Sanderford, John Pratt, Patti Swenson, Jeff Hoover.

The meeting was called to order at 9:00 a.m.

**Introductory Speeches**

Lt. Governor Loren Leman welcomed the new members of the Alaska Workforce Investment Board (AWIB). He said it was important to educate people and train them. He has deep roots in Alaska, including Russian and Gold Rush heritage. They were workers. The Lt. Governor has an appreciation of people who work. This is the board's focus. He is an advocate of results-based budgeting, and this Administration wants to take it to a new level. FY 05 will be tougher. He's depending on this group to help. It is an exciting time to be in the leadership. Success will be less dependent on the federal government and more important that each of us step up and participate. The Commonwealth North study, co-chaired by Dr. Alice Galvin and Jeff Staser, is an important piece.

Commissioner O'Claray welcomed everyone and thanked them for meeting the challenge of the 21<sup>st</sup> century. He told the board that even if Alaska got the gasline tomorrow, 75% of the workers would be recruited from Outside. The Governor is strongly committed to Alaska Hire. Alaska's federal workforce training money was cut by 43%. The State must focus on industries identified by the Board and train in those areas. The Board needs to focus on areas of employment that provide people with family wages. The Board needs to make

government accountable for state and federal money spent. Alaska wants its children to be able to come home from college and find good jobs.

Dr. Alice Galvin thanked the Lt. Governor and the Commissioner and called the business meeting to order. A quorum was established. The draft agenda was discussed and it was agreed to add a separate report on Nominations under committee reports. A motion was made and seconded to accept the Agenda. The MOTION passed unanimously. A motion was made and seconded to approve the February 26-27 minutes. The MOTION passed unanimously.

Dr. Alice Galvin gave her remarks. She thanked the staff for a perfectly executed AWIB Guidebook. She thanked the members for agreeing to give their time. It is an exciting opportunity. It is a diverse board, both in experience and connections to the state. She explained the committee structure.

Executive Director Kitty Farnham spoke next. She began work with the Board on February 1 and has been given a lot of support from the Administration and the Legislature to challenge how the board has operated in the past. She wants to bring visibility to how the Board and related agencies spend money. The Board has been kept in the dark in the past but the new Administration intends to be transparent. Regional councils were discussed at the February meeting. The Board doesn't want to lose the connection to the regions - they will be a leadership voice for the rural areas. The Governor has given the nod to proceed with a rural strategy, and Gene Kane of Community & Economic Development can speak to that. *Ms. Farnham also submitted a written report, which is included in the meeting binder.*

Mr. Kane said that they are putting the finishing touches on the strategy. Ms. Petro said that economic development is linked with workforce development, and the Denali Commission is working alongside DCED on the rural strategy. The AWIB's Policy & Planning Committee will be working on this issue. Dr. Galvin said there is more information under Tab 1, WIA Modification 1.

Ms. Farnham, with the use of a PowerPoint show, provided a new member orientation, to explain the board's role. *The slideshow is available on our website: <http://labor.state.ak.us/awib/> - see "The Power to Make It Happen!"*

### Committee Reports

The Executive Committee presented Resolution 04-01, the WIA Unified Plan Modification One. A motion to approve 04-01 was made and seconded. Dick Cattnach asked for clarification. If it isn't approved, the Board will have to write a new plan. This plan addresses reorganization and governance of the Workforce Investment System. It's a working document. There were no changes as a result of public comment. The MOTION passed with unanimous consent.

Ms. Farnham said that once WIA is reauthorized later this year, the Board might revisit and modify the plan over the next 12 months.

Colleen Ward reported on projects worked on jointly with the two committees (Workforce Readiness and Employment & Placement), including skill standards, youth work readiness, the statewide clearinghouse and systemic capacity building for high wage, high demand occupations. The culmination of this work manifested itself in the development of the Alaska's Future Workforce Investment and Strategic Blueprint, the development of Resolution 02-17 and coordination with the Vocational Technical Education Providers (VTEP) group.

The VTEP group developed several programmatic recommendations and requested that their group be established as an ad hoc committee of the AWIB. Resolution 03-03 to establish the Ad Hoc committee was put forward at the May Executive Committee meeting. The resolution was tabled for consideration at this meeting.

Based upon review of the by-laws and efforts by staff to align the Ad Hoc committee efforts with the priorities and structure of the Board, the joint committees submitted a motion to establish the VTEP as an ad hoc committee to the AWIB. Mr. Cattanaach offered a motion to amend the resolution: "The joint committee moves that the working group called the Vocational Technical Education Providers group be established as an ad hoc *subcommittee to the Workforce Readiness Committee* with the goal to develop advisory recommendations for policy and strategic action for the AWIB to further align the workforce investment system and private and public technical and vocational education programs. An AWIB member will serve as liaison to the VTEP." Andy Baker seconded the amended MOTION and it carried unanimously.

Barbara Stallone reported on a proposed coalition involving business, industry and education. The coalition would bring together many of the groups now working on youth, education, and school to work concerns, including Jr. Achievement, Success by Six, Business Education Compact, etc. Many of these groups approach businesses for money and businesses want to coordinate their giving through this initiative. It was suggested that it might be a good ad hoc subcommittee to the Employment & Placement Committee. It might also be a great fit with the Youth Council.

There were no reports from the Policy & Planning or Assessment & Evaluation Committees.

Nominations Committee: Kristen Forrester is chair of the committee. Election of Officers will take place at the Board's fall meeting. All nominations should be forwarded to Ms. Forrester. Only members representing Business & Industry may

run for office. At this time, those potential nominees are: Alice Galvin, Barbara Stallone, David Stone, and Colleen Ward.

Dr. Galvin brought forward the Consent Agenda. Mr. Baker moved to accept the Consent Agenda and it was seconded. Then it was opened up to discussion. After a discussion, it was decided that the consent agenda was no longer in play, as each issue needed to be discussed.

Ms. Ward made a motion to authorize the Department of Law to prepare the proposed amendments to regulations in AAC 8 AAC 84, 8 AAC 86, and 8 AAC 87 for public review and comment under the Administrative Procedure Act. The MOTION was seconded and passed unanimously.

Laraine Derr made a motion to table the motion endorsing AVTEC's efforts in creating a nonprofit corporation. The board decided it wants more time to gather facts and then it will forward the motion to the Executive Committee for action. The MOTION was seconded and passed unanimously.

Mr. Baker made a motion to approve the Draft State Unified Plan Modification #2. The MOTION was seconded and passed unanimously.

The board discussed a fall meeting date, and asked staff to look for an October date that doesn't conflict with other significant meetings of board partners.

The Board then broke up into working groups to consider three questions:

- 1) Share a story about when you've seen a shared vision at its best. What was happening? Why was it so successful?
- 2) What do you value most about the potential of this Board?
- 3) If you had three wishes for achieving the 'best' in this area, what would they be?

After the discussions, each group reported to the Board.

Mike Shiffer reported that his group looked at workforce development and training issues. Themes included the need for cooperation of business and training institutions and a willingness to change; encouraging businesses to recognize training as a business opportunity; and encouraging people to be willing to overcome barriers and change their environment. Policy ideas included mandating that any grants/contracts have some of these elements built in, including cooperation, willingness to change, and partnerships. Another idea included career commitment - it isn't productive to train someone and then have him or her quit after a short time.

Kitty Farnham reported on another group. They suggested the Board builds more coherence around the AWIB's vision and attack identified priorities. Board

members might want to spell out priorities, they might want grants to have built-in accountability. The group came up with good examples of programs that work, including Healthy Communities, the Valdez Theater Conference, United Way, the Rural Alaska Native Adult Program at Alaska Pacific University and the Alaska Native Student Engineering Program at the University of Alaska. The Board is also a good example of a group with clear direction, which marshals feedback, brings employers to the table and marries training and jobs. The group had three wishes: incentivizing UA scholars program to funnel program money into priority industries; opening up the loan forgiveness program again to bring scholars back to Alaska after they graduate, and to make it easier to get grants on the street.

Commissioner Roger Sampson spoke for his group. The theme of healthy communities and role modeling came up. Some families may have taken their expectations for their children for granted and not delivered the message. Kaktovik is a good example of a community that doesn't take anything for granted. They began keeping track of school kids and publicly broadcasting names of kids missing from school each day, to get the whole community to participate in getting the kids to school. It works - Kaktovik is a healthy community with successful kids. The Board represents the pieces of the puzzle for success - its role is to strategize and guide the process.

Gene Kane said they discussed impediments to economic development. They created a list of what needs to be addressed and what should be eliminated. It is important to get the attention of the Administration and the Legislature. Ms. Farnham added that the Board has the power to create a shared vision, convey it, and hold the system accountable. The Board has to know the data and then it can steer it.

Dick Cattanach said the Board must merge its goals with EED. Kids are not ready to go to work. Instead of criticizing the raw product coming from the education system, the Board should work jointly with them to improve the product. Commissioner Sampson agreed and added that the No Child Left Behind (NCLB) law won't help. He's convinced that even if its 100% implemented, kids won't be any more prepared. There is real resistance by educators to let businesses help. Many private sector strategies are best. Those values are in the best schools. The state can't just mandate it and expect it to happen. It can highlight and recognize the schools that are successful. Commissioner Sampson suggested the board partner with Education in a statewide Vision Planning session.

Laraine Derr pointed out that the data tables in the Commonwealth North report are wrong.

Kitty Farnham asked the group to consider whether the Board's goals, vision and mission still apply. How does the Board get its arms around rewriting the

strategic plan? Dr. Alice Galvin asked David Stone if he could begin the process of strategic planning - give scope and shape to it. The Commonwealth North report is a good resource for a shared vision and recommendations.

**Actions which came out of the work sessions:**

- Build strategic planning into the Policy & Planning Committee.
- Capture corrections into CWN Report.
- Create quality time for vision, consensus building, and ownership at community level.
  - Three steps: 1) plan for meeting; 2) identify key stakeholders; 3) decide on immediate next steps.

**Committee Breakout Sessions**

**Policy & Planning Committee** (David Stone, Acting Chair)

In attendance: Dick Cattanach, Rachael Petro, Laraine Derr, Dan Hisey.

**Burning Issues and Assignments:**

- 1) Regional Councils - the committee will assist in the development of regional councils to meet the WIA requirement for local advisory committees.
- 2) Strategic Planning - the committee will take the lead on rewriting the plan.
- 3) 501(c)3 - the committee will look at the potential of creating a non-profit arm of the AWIB to better partner with business.
- 4) Regional Learning Centers - the committee requested background information for their next meeting.
- 5) Economic Development
- 6) Visioning - the committee will consider whether to join with Education in a statewide visioning project.

The committee will meet on Tuesday, July 29<sup>th</sup> at 2 p.m.

**Employment and Placement Committee** (Barbara Stallone, Chair)

They identified the following issues for future committee meetings:

- Customized Employment Grant
- Grant application submitted by Alaska Works Partnership
- Cost allocation plan issues
- One-Stop Operator Memorandum of Agreement
- WorkStar status and follow-up
- Youth with Disabilities employment and training grant proposal

**Assessment & Evaluation Committee** (Mona McAleese, Acting Chair)

New members specifically expressed a desire to track individual program participants by Social Security numbers and to verify accuracy of performance data. Assessment of accountability is of special concern. Committee members were dissatisfied with the unofficial policy of targeting the "cream of the crop" for

training funds, stating that training is not going where it's needed most (an internal memo of unknown origin was referred to).

What are the headline items for the Committee to work on?

- Clearinghouse
- Dashboard Indicators
- Performance rewards and consequences
- Participant surveys
- Policy evaluation
- Eligible Training Provider List assessment
- Mandatory federal reporting

What is/should be the Committee membership?

- Members Present: Mona McAleese, Harold Holten, JoAnn McDowell
- Prospective Invitees: Roger Sampson; representatives of education, Native organizations, possibly vendors
- Staff: John Pratt (lead), Mike Ogram

What are the immediate next steps, e.g. meetings, reports, actions, etc.?

- Solicit desired membership
- Schedule next committee teleconference via email
- Produce program performance data for members

**Workforce Readiness Committee** (Colleen Ward, Chair)

Identified future agenda items included:

- AWIB's role in identifying qualified teachers (NCLB)
- Youth Employability Skills Project
- Shaping of Youth Council
- Connecting with Vocational Technical Education Program (VTEP)
- Marrying business and education
- National Skills Standards

The next committee meeting will be announced at a later date.

**Legislative Committee** (Andy Baker, Acting Chair)

Issues for this committee include

- Statutes
- Student Loans for Nurses
- Changed force account from 500K-100K
- Local Hire legislation
- Lowering children's age requirement for seasonal work
- Maintaining TVEP money
- Permanent STEP legislation
- Reauthorizing WIA

→ Fishing legislation that is DC restrictive

**Executive Committee** (Alice Galvin, Chair)

The next meetings: August 12, September 9, October 14, November 11, and December 9. They're all on Tuesdays at noon.

The next board meeting will be in October or November. Staff has been asked to check on conferences that might conflict.

**Public Comment**

Ann Spohnholz and Sally Suddock of the Industry Skills Coalition presented the Board with a poster describing what employers want as work skills. Their goal is to put one in every Alaska classroom and place of employment. They told the Board that they should consider a resolution opposing cuts to the Carl Perkins program. Secondary vocational funds may be opened up to be used for the NCLB initiative. It will damage vocational education in high schools if this is allowed to pass. This board needs to let Senator Stevens know it opposes such legislation.

Rachael Petro spoke in her role as the Lt. Governor's liaison to the Denali Commission. She said that the Denali Training Fund, administered through the Division of Business Partnerships, provides training of rural residents for long-term careers in the construction, operation and maintenance of public infrastructure projects.

**Closing Comments**

Dr. Alice Galvin said she was really excited by how the day went. She was impressed with the contributions and quality of comments and ideas. She thinks this Board will do great things.

Kitty Farnham thanked the staff and noted that the next two months will be vital to set the tone of the new board.

David Stone said he was impressed by Commissioner Sampson's participation and thanked him for spending the entire day with the board. He also thanked the Deputy Commissioner for his similar participation.

Mona McAleese said that it was an honor to be chosen to serve on the Alaska Workforce Investment Board, and to help restructure economic development and workforce development. It will be a great opportunity for her to learn from the talented people on the Board.

The meeting adjourned at 4:55 p.m.