



# Alaska Training Program Performance

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*For Participants Exiting Programs in State Fiscal Year  
2014*

A report prepared for the  
Alaska Workforce Investment Board  
by the  
Alaska Department of Labor and Workforce  
Development  
Research and Analysis Section

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# Introduction

This report is provided by the Alaska Department of Labor and Workforce Development's Research and Analysis (R&A) Section to the Alaska Workforce Investment Board to help inform their annual report to the legislature on the performance and evaluation of training programs listed in Alaska Statute (AS) 23.15.580(f).

The programs included are:

## **Department of Labor and Workforce Development operated programs:**

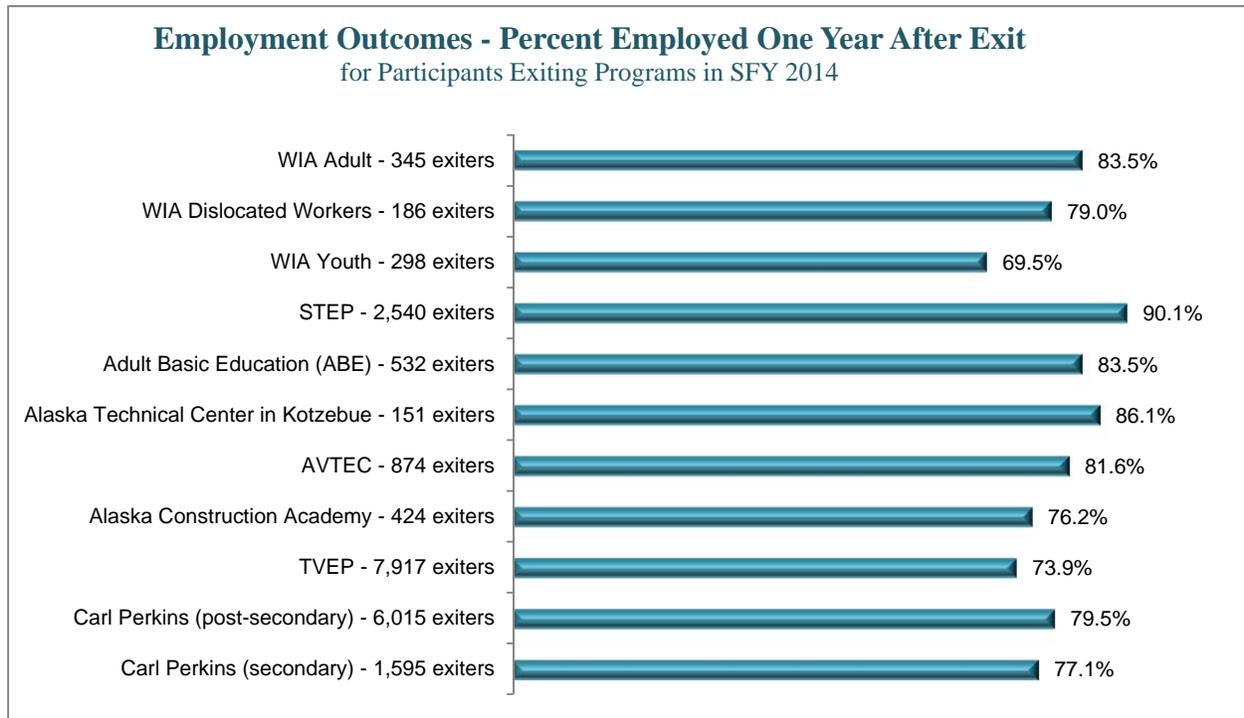
- Workforce Investment Act (WIA) funds which come in three streams: Adult, Dislocated Worker, and Youth
- State Training and Employment Program (STEP)
- Adult Basic Education (ABE)
- Alaska Technical Center (ATC) in Kotzebue
- Alaska Vocational Technical Center (AVTEC)
- Alaska Construction Academy
- Alaska Technical and Vocational Education Program (TVEP)
- Alaska Oil & Gas Training Fund
- Alaska Cast & Crew Advancement Program

## **Department of Education and Early Development operated programs:**

- Career and Technical Education programs funded by Carl Perkins (secondary and post-secondary)

The statute references several other programs not included in this report for the reasons listed here: the *Alaska Temporary Assistance Program*, which was operated by the Alaska Department of Labor and Workforce Development when the statute was enacted, is now operated by the Alaska Department of Health and Social Services; no grants were awarded during the period measured under the *unemployment insurance grants provided under the federal training relocation assistance program*; *Alaska works program* is now operated by the Governor's Council on Disabilities & Special Education under the title of "Alaska Works Initiative"; and the Alaska Career Information System, which is a career resource and exploration tool that does not generate the type of individual information required to produce the performance reporting information done for other programs.

# Employment Outcomes



## Methodology

Training programs provided participant Social Security numbers, training start dates, and training completion or exit dates. Some programs also provided information on the types of training in which the participants were enrolled.

R&A then matched participant records with data provided by employers as part of their mandatory unemployment insurance reporting. Employers provide information on their employees' wages and occupation as well as their industry type and geographic location within the state. Because the self-employed are not covered by unemployment insurance and the federal government has a separate unemployment insurance program, no data are available for those two groups.

## The Programs and the Performance Measures

Because each program is unique and serves a different clientele with varying needs and work histories, comparing the wages and employment measures across programs may not be appropriate. Some programs provide services to younger workers, older workers, those with few skills, or those recently laid-off. Many programs serve clients who are likely to continue their education or become self-employed upon completion of their training. Those workers would likely not be included in Alaska post-training wages and employment statistics.

# Performance Measures Summary

For this report, the Department of Labor and Workforce Development's Research and Analysis (R&A) Section tracked training program participants who exited one of the training programs specifically mentioned in AS 23.15.580(f) during state fiscal year 2014 (July 1, 2013 through June 30, 2014). Some of the programs mentioned are funding sources rather than specific facilities. For those programs the funding could have been used at a number of different approved training facilities.

The measures reported here are those specifically set out in AS 23.15.580(e):

- 1) the percentage of former participants who have a job one year after leaving the training program;*
- 2) the median wage of former participants seven to 12 months after leaving the program;*
- 3) the percentage of former participants who were employed after leaving the training program who received training under the program that was related to their jobs seven to 12 months after leaving the training program;*
- 4) the percentage of former participants of a training program who indicate that they were satisfied or somewhat satisfied with the overall quality of the training program;*
- 5) the percentage of employers who indicate that they were satisfied with the services received through the workforce development system.*

Information on all five measures wasn't available for every program. Also, where providers focused on youth, measuring the percentage working in training-related jobs wasn't meaningful because a large percentage would still have been in high school or postsecondary training.

The third measure is also problematic for other programs/funding sources because matching training to jobs is an imperfect, developing process. General training such as work readiness and basic office skills relate to a variety of jobs, but none so specifically that they are currently deemed "training-related." The report excludes this measure where it would clearly be more misleading than helpful.

Other programs are designed to lead directly to employment. The State Training and Employment Program (STEP), for example, was created to help reduce the time people are unemployed by providing training and other assistance. For STEP and programs with a similar focus, the percentage of participants employed in training-related jobs is a useful and relevant measure.

# WIA Adult

The Workforce Investment Act of 1998 (WIA) is designed to help job seekers attain employment in areas where businesses need workers. WIA authorizes three funding streams: Adult, Youth, and Dislocated Workers.

For more information about the Workforce Investment Act: <http://www.doleta.gov/usworkforce/wia/>

The WIA Adult Program (along with the Dislocated Worker and Youth programs) is federally funded under the Workforce Investment Act of 1998.

The WIA Adult Program supports training and services for unemployed adults with emphasis on public assistance recipients and other low-income adults. Program services include needs/skills assessments, classroom training, on-the-job training, job-search assistance, work experience, counseling, basic skills training, and support services.

<b>Statutory <sup>[1]</sup> Training Program Performance Indicators for Participants Exiting in FY 2014</b>	
Total Training Participants Identified	345
Employed in Alaska One Year After Leaving Training Program <sup>[2]</sup>	288
Employed in Alaska One Year After Leaving Training Program	83.5%
Median Total Wages 7-12 Months After Exit <sup>[3]</sup>	\$15,103

<sup>[1]</sup> AS 23.15.580.

<sup>[2]</sup> Worked in the fourth quarter after completing training with the first quarter defined as the first full quarter after training was completed. Does not include federal or self-employed workers.

<sup>[3]</sup> Median wages during the third and fourth quarter after training was completed with the first quarter defined as the first full quarter after training was completed. Does not include self-employment income or any federal wages.

# WIA Dislocated Workers

The federally-funded WIA Dislocated Worker Program provides employment and training assistance for dislocated workers. To be eligible for the program, workers must have been laid off, terminated, or unable to work due to economic circumstances. Available services include career counseling, testing, job placement, occupational training, and relocation assistance.

<b>Statutory<sup>[1]</sup> Training Program Performance Indicators for Participants Exiting in FY 2014</b>	
Total Training Participants Identified	186
Employed in Alaska One Year After Leaving Training Program <sup>[2]</sup>	147
Employed in Alaska One Year After Leaving Training Program	79.0%
Median Total Wages 7-12 Months After Exit <sup>[3]</sup>	\$21,738

<sup>[1]</sup> AS 23.15.580.

<sup>[2]</sup> Worked in the fourth quarter after completing training with the first quarter defined as the first full quarter after training was completed. Does not include federal or self-employed workers.

<sup>[3]</sup> Median wages during the third and fourth quarter after training was completed with the first quarter defined as the first full quarter after training was completed. Does not include self-employment income or any federal wages.

# WIA Youth

The federally funded WIA Youth Program provides a comprehensive system of training and support services for young people ages 14 to 21. The program is dedicated to academic excellence, career preparation for youth in the workplace and community, development and support in a safe environment, and visible and active leadership roles for participants.

Youth services are provided primarily through grants allocated to both private and public entities throughout the state. In-school and out-of-school youth served include those who have dropped out of school. Participants enrolled in a WIA program may also be eligible for funding to pursue postsecondary training.

<b>Statutory <sup>[1]</sup> Training Program Performance Indicators for Participants Exiting in FY 2014</b>	
Total Training Participants Identified	298
Employed in Alaska One Year After Leaving Training Program <sup>[2]</sup>	207
Employed in Alaska One Year After Leaving Training Program	69.5%
Median Total Wages 7-12 Months After Exit <sup>[3]</sup>	\$4,147

<sup>[1]</sup> AS 23.15.580.

<sup>[2]</sup> Worked in the fourth quarter after completing training with the first quarter defined as the first full quarter after training was completed. Does not include federal or self-employed workers.

<sup>[3]</sup> Median wages during the third and fourth quarter after training was completed with the first quarter defined as the first full quarter after training was completed. Does not include self-employment income or any federal wages.

# STEP

Funded by a percentage of employee contributions to the Alaska unemployment insurance (UI) trust fund, STEP (State Training and Employment Program) provides training and/or re-employment assistance to unemployed or under-employed workers who have worked in a job covered by UI in the last five years. By reducing the length of time workers are unemployed, the program aims to reduce the amount of unemployment insurance benefits paid.

For more information about STEP: <http://www.labor.alaska.gov/bp/step.htm>

<b>Statutory <sup>[1]</sup> Training Program Performance Indicators for Participants Exiting in FY 2014</b>	
Total Training Participants Identified	2,540
Employed in Alaska One Year After Leaving Training Program <sup>[2]</sup>	2,288
Employed in Alaska One Year After Leaving Training Program	90.1%
Median Total Wages 7-12 Months After Exit <sup>[3]</sup>	\$23,672

<sup>[1]</sup> AS 23.15.580.

<sup>[2]</sup> Worked in the fourth quarter after completing training with the first quarter defined as the first full quarter after training was completed. Does not include federal or self-employed workers.

<sup>[3]</sup> Median wages during the third and fourth quarter after training was completed with the first quarter defined as the first full quarter after training was completed. Does not include self-employment income or any federal wages.

# Adult Basic Education

The purpose of the Adult Basic Education (ABE) Program is to prepare Alaskans for employment by providing instruction in the basic skills of reading, writing, and mathematics; and to prepare students for the General Educational Development (GED) test. The program also teaches English as a Second Language (ESL). With all subjects, the goal is to prepare students for the transition into the labor market or higher academic or vocational training.

For more information about Adult Basic Education: <http://www.ajcn.state.ak.us/abe/>

<b>Statutory <sup>[1]</sup> Training Program Performance Indicators for Participants Exiting in FY 2014</b>	
Total Training Participants Identified	532
Employed in Alaska One Year After Leaving Training Program <sup>[2]</sup>	444
Employed in Alaska One Year After Leaving Training Program	83.5%
Median Total Wages 7-12 Months After Exit <sup>[3]</sup>	\$9,845

<sup>[1]</sup> AS 23.15.580.

<sup>[2]</sup> Worked in the fourth quarter after completing training with the first quarter defined as the first full quarter after training was completed. Does not include federal or self-employed workers.

<sup>[3]</sup> Median wages during the third and fourth quarter after training was completed with the first quarter defined as the first full quarter after training was completed. Does not include self-employment income or any federal wages.

# Alaska Technical Center—Kotzebue

The Alaska Technical Center is an adult vocational school designed to meet the vocational and technical training needs of rural Alaskans. The Alaska Technical Center has four core program areas: office occupations, building industrial technology, industrial mine maintenance, and health occupations. In addition, the Center provides Adult Basic Education, GED programs, and a variety of short-term training during the year.

For more information about the Alaska Technical Center: <http://www.nwarctic.org/atc>

<b>Statutory <sup>[1]</sup> Training Program Performance Indicators for Participants Exiting in FY 2014</b>	
Total Training Participants Identified	151
Employed in Alaska One Year After Leaving Training Program <sup>[2]</sup>	130
Employed in Alaska One Year After Leaving Training Program	86.1%
Median Total Wages 7-12 Months After Exit <sup>[3]</sup>	\$11,821

<sup>[1]</sup> AS 23.15.580.

<sup>[2]</sup> Worked in the fourth quarter after completing training with the first quarter defined as the first full quarter after training was completed. Does not include federal or self-employed workers.

<sup>[3]</sup> Median wages during the third and fourth quarter after training was completed with the first quarter defined as the first full quarter after training was completed. Does not include self-employment income or any federal wages.

# AVTEC

Located in Seward, AVTEC is a postsecondary vocational and technical training center administered by the Department of Labor and Workforce Development. AVTEC provides training courses in areas such as applied technologies, health care, information technology, maritime, and energy and building technology.

For more information on AVTEC: <http://avtec.labor.state.ak.us/>

<b>Statutory <sup>[1]</sup> Training Program Performance Indicators for Participants Exiting in FY 2014</b>	
Total Training Participants Identified	874
Employed in Alaska One Year After Leaving Training Program <sup>[2]</sup>	713
Employed in Alaska One Year After Leaving Training Program	81.6%
Median Total Wages 7-12 Months After Exit <sup>[3]</sup>	\$15,270

<sup>[1]</sup> AS 23.15.580.

<sup>[2]</sup> Worked in the fourth quarter after completing training with the first quarter defined as the first full quarter after training was completed. Does not include federal or self-employed workers.

<sup>[3]</sup> Median wages during the third and fourth quarter after training was completed with the first quarter defined as the first full quarter after training was completed. Does not include self-employment income or any federal wages.

# Alaska Construction Academy

The Alaska Construction Academy serves participants ages 17 and older in Anchorage, Bethel, Dillingham, King Salmon, Fairbanks, Juneau, Kenai, Ketchikan, Kodiak, Kotzebue, Mat-Su, Nome, and surrounding areas. The Academy promotes understanding of construction trades and develops a strong, flexible workforce for registered apprenticeships or postsecondary education. The program works with members of the Home Building Association, apprenticeship programs, and local school districts to ensure high school students and adult participants receive the training necessary for jobs in construction.

The Construction Academy's success depends on strong partnerships with the department, education, business and industry. School districts provide facilities and educational/training resources; businesses organizations such as the Home Building Association and Alaska Works Partnership provide jobs, instructors, and knowledge of industry standards; and the department provides access to referral systems and career mentors. Together these partners create local opportunities and a relevant education system leading to employment for individuals interested in the construction industry.

For more information on the Alaska Construction Academy programs: <http://www.alaskaca.org/>

<b>Statutory <sup>[1]</sup> Training Program Performance Indicators for Participants Exiting in FY 2014</b>	
Total Training Participants Identified	424
Employed in Alaska One Year After Leaving Training Program <sup>[2]</sup>	323
Employed in Alaska One Year After Leaving Training Program	76.2%
Median Total Wages 7-12 Months After Exit <sup>[3]</sup>	\$11,631

<sup>[1]</sup> AS 23.15.580.

<sup>[2]</sup> Worked in the fourth quarter after completing training with the first quarter defined as the first full quarter after training was completed. Does not include federal or self-employed workers.

<sup>[3]</sup> Median wages during the third and fourth quarter after training was completed with the first quarter defined as the first full quarter after training was completed. Does not include self-employment income or any federal wages.

# TVEP

In 2000, the Alaska Legislature established the Alaska Technical Vocational Education Program (TVEP) to provide funding to designated technical and vocational education entities for industry specific training, on-the-job training, and classroom-linked job training. These funds are noncompetitive and are part of a statewide vocational training system where industry and state agencies provide a comprehensive and unified response to Alaska's training needs.

<b>Statutory <sup>[1]</sup> Training Program Performance Indicators for Participants Exiting in FY 2014</b>	
Total Training Participants Identified	7,917
Employed in Alaska One Year After Leaving Training Program <sup>[2]</sup>	5,854
Employed in Alaska One Year After Leaving Training Program	73.9%
Median Total Wages 7-12 Months After Exit <sup>[3]</sup>	\$13,020

<sup>[1]</sup> AS 23.15.580.

<sup>[2]</sup> Worked in the fourth quarter after completing training with the first quarter defined as the first full quarter after training was completed. Does not include federal or self-employed workers.

<sup>[3]</sup> Median wages during the third and fourth quarter after training was completed with the first quarter defined as the first full quarter after training was completed. Does not include self-employment income or any federal wages.

# Carl Perkins—Postsecondary

The purpose of the federal Carl D. Perkins Career and Technical Education Improvement Act of 2006 (Perkins IV) is to develop the academic, career, and technical skills of secondary and postsecondary education students needed to succeed in a knowledge-and-skills based economy. The most frequent uses of funds include: equipment, curriculum materials, curriculum development or modification, staff hiring and development, career counseling and guidance, academic-technical integration, services for special populations, and expansion of career pathway programs from secondary to postsecondary.

For more information about the Carl Perkins IV Fund: <http://education.alaska.gov/tls/CTE/perkins.html>

The Perkins IV postsecondary allocation was distributed via competitive grants to six institutions: (1) AVTEC: Alaska’s Institute of Technology, (2) the University of Alaska Anchorage Community and Technical College, (3) Sitka Campus of the University of Alaska Southeast, (4) the University of Alaska Fairbanks; Community and Technical College, (5) College of Rural and Community Development, and (6) Bristol Bay Campus.

<b>Statutory <sup>[1]</sup> Training Program Performance Indicators for Participants Exiting in FY 2014</b>	
Total Training Participants Identified	6,615
Employed in Alaska One Year After Leaving Training Program <sup>[2]</sup>	5,259
Employed in Alaska One Year After Leaving Training Program <sup>[3]</sup>	79.5%
Median Total Wages 7-12 Months After Exit <sup>[4]</sup>	\$10,994

<sup>[1]</sup> AS 23.15.580.

<sup>[2]</sup> Worked in the fourth quarter after completing training with the first quarter defined as the first full quarter after training was completed. Does not include federal or self-employed workers.

<sup>[3]</sup> Percentages presented here include employment outcomes only. These may differ from percentages presented at <https://education.alaska.gov/tls/cte/perkins/public/>, which include other postsecondary outcomes.

<sup>[4]</sup> Median wages during the third and fourth quarter after training was completed with the first quarter defined as the first full quarter after training was completed. Does not include self-employment income or any federal wages.

# Carl Perkins—Secondary

Alaska school districts that chose to meet criteria for Perkins funding provided courses within one or more of the 16 career clusters identified by the U.S. Department of Education. Perkins requires local school district programs to examine and revise their career and technical education curriculum to ensure its alignment with industry-based occupational standards as well as the state’s performance standards for reading, writing, math and other state academic, employability, and cultural standards. Programs must also identify and administer third-party technical assessments as appropriate.

<b>Statutory <sup>[1]</sup> Training Program Performance Indicators for Participants Exiting in FY 2014</b>	
Total Training Participants Identified	1,595
Employed in Alaska One Year After Leaving Training Program <sup>[2]</sup>	1,230
Employed in Alaska One Year After Leaving Training Program <sup>[3]</sup>	77.1%
Median Total Wages 7-12 Months After Exit <sup>[4]</sup>	\$5,632

<sup>[1]</sup> AS 23.15.580.

<sup>[2]</sup> Worked in the fourth quarter after completing training with the first quarter defined as the first full quarter after training was completed. Does not include federal or self-employed workers.

<sup>[3]</sup> Percentages presented here include employment outcomes only. These may differ from percentages presented at <https://education.alaska.gov/tls/cte/perkins/public/>, which include other postsecondary outcomes.

<sup>[4]</sup> Median wages during the third and fourth quarter after training was completed with the first quarter defined as the first full quarter after training was completed. Does not include self-employment income or any federal wages.

## Other Programs

### **Career and Technical Education Plan Implementation Program\***

The Career and Technical Education (CTE) Plan Implementation program support local educational entities in creating and implementing a comprehensive, integrated career and technical education system for Alaska that aligns training programs and coordinates delivery strategies to prepare Alaskan residents for success in their chosen careers.

### **Compass Alaska Youth Program\***

Compass Alaska serves youth ages 14 to 24 and provides career awareness and information, employability skills training, paid and non-paid work experience, academic training, and educator externships. The first four components provide youth with the skills to transition from school to postsecondary education and employment in Alaska's high-growth industries. Externships expose teachers to the occupations and working conditions in Alaska's high-growth industries, which teachers can integrate into their classrooms and curricula.

### **Alaska Cast & Crew Advancement Program\***

Alaska Cast and Crew Advancement Program is a legislative appropriation in the capital budget directed to the Department of Labor and Workforce Development, Alaska Workforce Investment Board, in coordination with the Department of Commerce, Community, and Economic Development to issue competitive grants for establishing workforce development programs in the film and television industry; and to train Alaskan's in these newly designed programs.

### **Alaska Oil & Gas Training Fund\***

The Alaska Oil and Gas Training Plan Fund increases oil and gas registered apprenticeship opportunities for Alaskan's ages 18 and older. Training is delivered according to industry standards and targets programs that meet industry needs.

Creating training opportunities for a potential gas line requires the identification of skills sets needed for the job and developing innovative strategies for Alaskans to obtain those skills. The department partners with business, education providers and regional training centers to train Alaskans in occupations likely to be demanded by those constructing and operating a gas line and by those who work on other similar mega projects that demand similar skills described in the Alaska Oil and Gas Workforce Development Plan.

### **Mature Alaskans Seeking Skill Training Program**

The federally-funded Mature Alaskans Seeking Skills Training program places low-income individuals 55 and older in community service positions and provides subsidized wages for on-the- job training. This training helps eligible seniors earn the wages to become self-sufficient, while providing much needed support to local non-profit organizations that benefit from this increased civic engagement.

\* State program not funded after FY2015

# List of Acronyms

ABE	Adult Basic Education
AVTEC	Alaska Vocational Technical Center (Alaska's Institute of Technology), Seward
CTE	Career and Technical Education (formerly known as vocational education)
ESL	English as a Second Language
GED	General Educational Development
R&A	Research and Analysis Section of the Alaska Department of Labor and Workforce Development
STEP	State Training and Employment Program
TVEP	Alaska's Technical and Vocational Education Program
UI	Unemployment Insurance
WIA	Workforce Investment Act of 1998