

# LiUNA!

*Feel the Power*

## WORKFORCE DEVELOPMENT IN THE LAST FRONTIER

Meet Alaksa - March 2024



# ALASKA LABORERS

The Alaska Laborers' Unions are comprised of three Laborers' Locals: 341, 942, and 71. With over 5,000 members statewide, they cover many industries and sectors, including Construction, Oil & Gas, Service, Tourism, Public Employees, and Healthcare in Alaska.

## JACOB HOWDESHELL

### **BUSINESS MANAGER, LOCAL 942**

A life-long Alaskan, he joined the Laborers' Apprenticeship in 2006. Started representational activities in 2013, became Business Manager in 2022. Holds additional leadership roles in Alaska Laborers' Trust Funds (Training Fund Specialist), Alaska District Council of Laborers (President), Fairbanks Central Labor Council (President), and Fairbanks Pipeline Training Center (Trustee).



# CURRENT CHALLENGES:

## EVERYTHING, EVERYWHERE, ALL AT ONCE

- Increase in available oil and gas and mining jobs. (5x more than this time last year)
- Net outmigration of Alaskans, specifically in the 18-45 age range demographic have significantly reduced the number of viable candidates available.
- Increase in investment in Oil and Gas corresponds nearly exactly with increased state-level investment in infrastructure with the influx of IJA (Infrastructure Investment and Jobs Act) funds.
- Generational gap in necessity/value of the Trades.
- Disjointed legality of Cannabis/Cannabis Products use and testing requirements of employers. (Testing differs for alcohol and cannabis.)
- Gaps between emerging societal interpersonal dynamics and perception of interpersonal dynamics within the trades. (Good 'ole boys club)



# LIUNA TRAINING

The instructors of the Alaska Laborers' Training School are some of the most highly accredited in the Nation. As the only Humans in the United States to have earned an ANCI certification for their Instructional abilities, they return each year to the Annual Instructors Conference (AIC) and Annual Apprenticeship Conference where they learn additional tools for adult education as well as maintenance of their ANCI Certifications in the following:

[ANSI Accredited Instructor Certification Program](#)

[ANSI Accredited Apprenticeship Coordinator Certification Program](#)

For more info: <https://www.liunatraining.org/independent-accreditations-ansi/>



# ALASKA LABORERS' TRAINING SCHOOL

**ANCHORAGE**



**CONTACT HOURS: 2022-CURRENT**  
**41,814**

**FAIRBANKS**



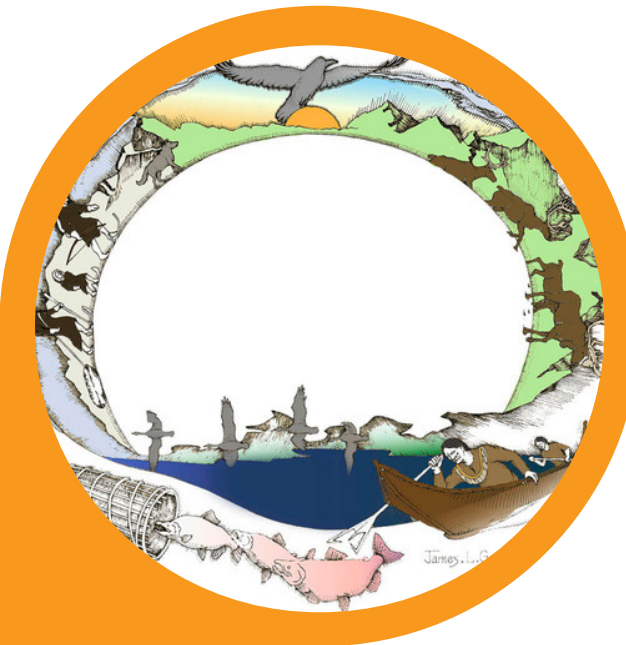
**CONTACT HOURS: 2022-CURRENT**  
**33,815**

# ALASKA LABORERS' PARTNERSHIPS

**ALASKA WORKS**  
Partnership



**TANANA CHIEFS**  
Conference



**KAWERAK, INC.**  
Nome, AK



**SKILLS USA**  
Alaska





# LAYERS OF RECRUITMENT

1

## INITIAL

First contact with potential Laborers begins with outreach in the middle schools within our geographic regions. Years of recruitment have shown that without early contact with the construction trades, many potential workers have deselected the trades prior to the end of high school.

2

## EARLY HIGH SCHOOL

Alaska Laborers have been an ardent supporter of the ideology of “Contact Early, Contact Often” in recruitment of potential entrants to the trade. Introduction of the LiUNA! Learn Program (covered more in depth in a later slide) will accelerate this goal with additional contact hours.

3


## JR/SR YEAR

Additional efforts with students coming to the end of their High School careers. These include established CTE programs, open houses at our Training Facilities., as well as partner demonstrations with FPTC and others. Focus on application or avenues for direct entry.

4

## GENERAL PUBLIC

Efforts include participation at job fairs, annual open house programs at various locations, use of social media and other forms of outreach. Current experience outlines that our best recruiting tool has been word of mouth, with recent efforts to increase the wages creating additional success.





# LEARN

Powered by LIUNA Training

LIUNA's Learn Program is an integrated four-year program within the particular school district that may elect to adopt it. (Alaska's School Districts select curriculum independently)

Takes students from 9th to 12th grade through various stages of construction knowledge and exposure:

- 9th Grade: Exploratory work introduces students to the Laborers Trade through a variety of hands-on projects.
- 10th Grade: Increases safety awareness and Trade knowledge with corresponding academics by combining classroom and hands-on application, to include blueprint reading and estimation techniques. Construction math is introduced.
- 11th Grade: Projects replicate the jobsite while providing industry credentials like OSHA and First Aid/CPR. Science and math match increased Trade skills so students understand their necessity to the craft.
- 12th Grade: All four years come together as students focus on a Capstone Project based on personal career interests, from plans to improve their neighborhoods to creating a small business.





# APPRENTICESHIP: AT-A-GLANCE



## APPLICATION PHASE

Prospective applicants first participate in a physical assessment; if they progress out of physical assessment they are granted an interview by the JATC (Joint Apprenticeship and Training Committee). They are stack ranked and then selected based on industry need based on 2/3 year cycle.



## ASSESSMENT

Apprentices are placed in a General Construction Course, based on immediate needs of the community. Their skills and aptitudes are assessed and a work/training plan is developed. Additional trainings are scheduled as available and applicable. Most work hours currently are subject to the availability of work.

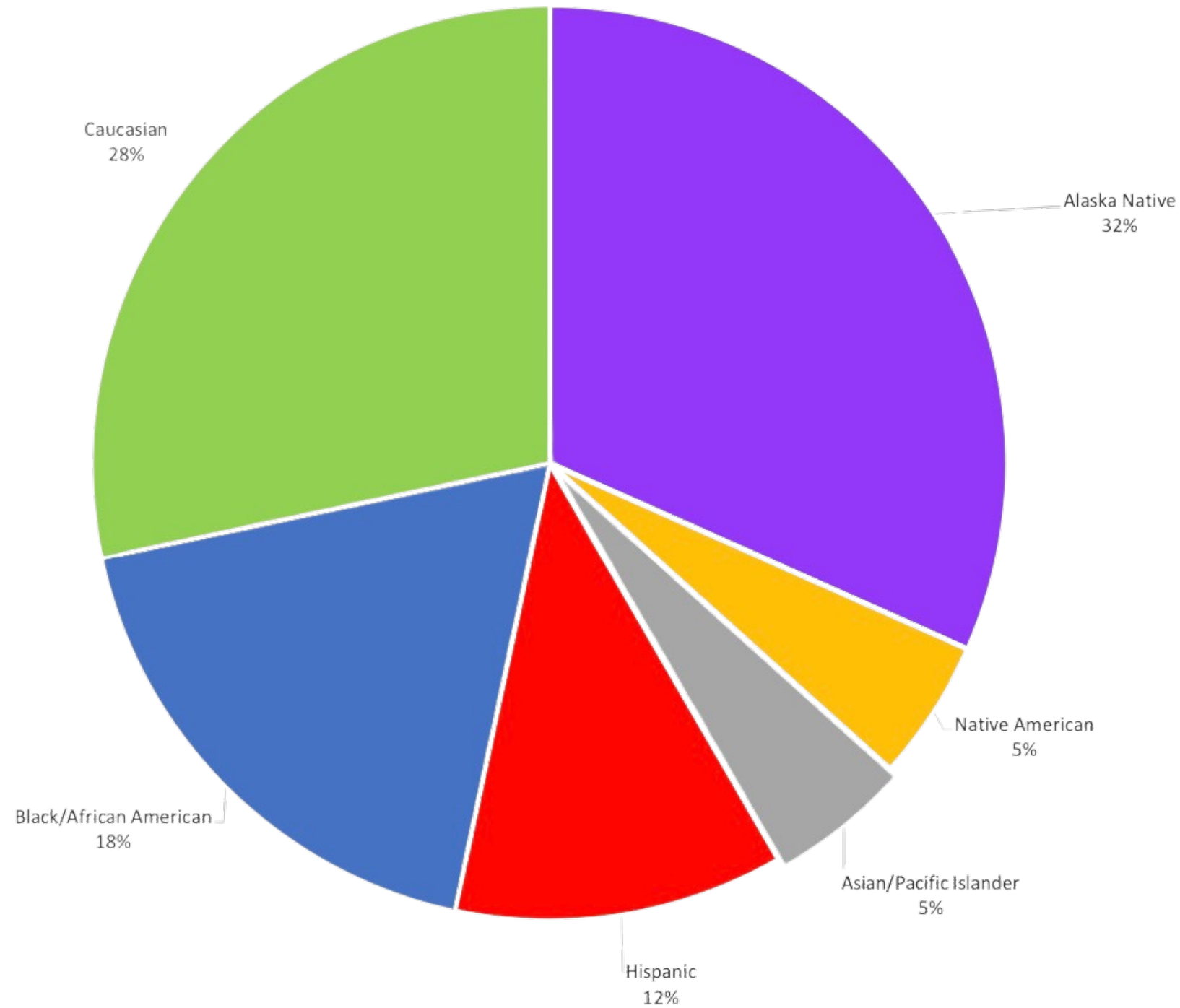


## CAREER GUIDANCE

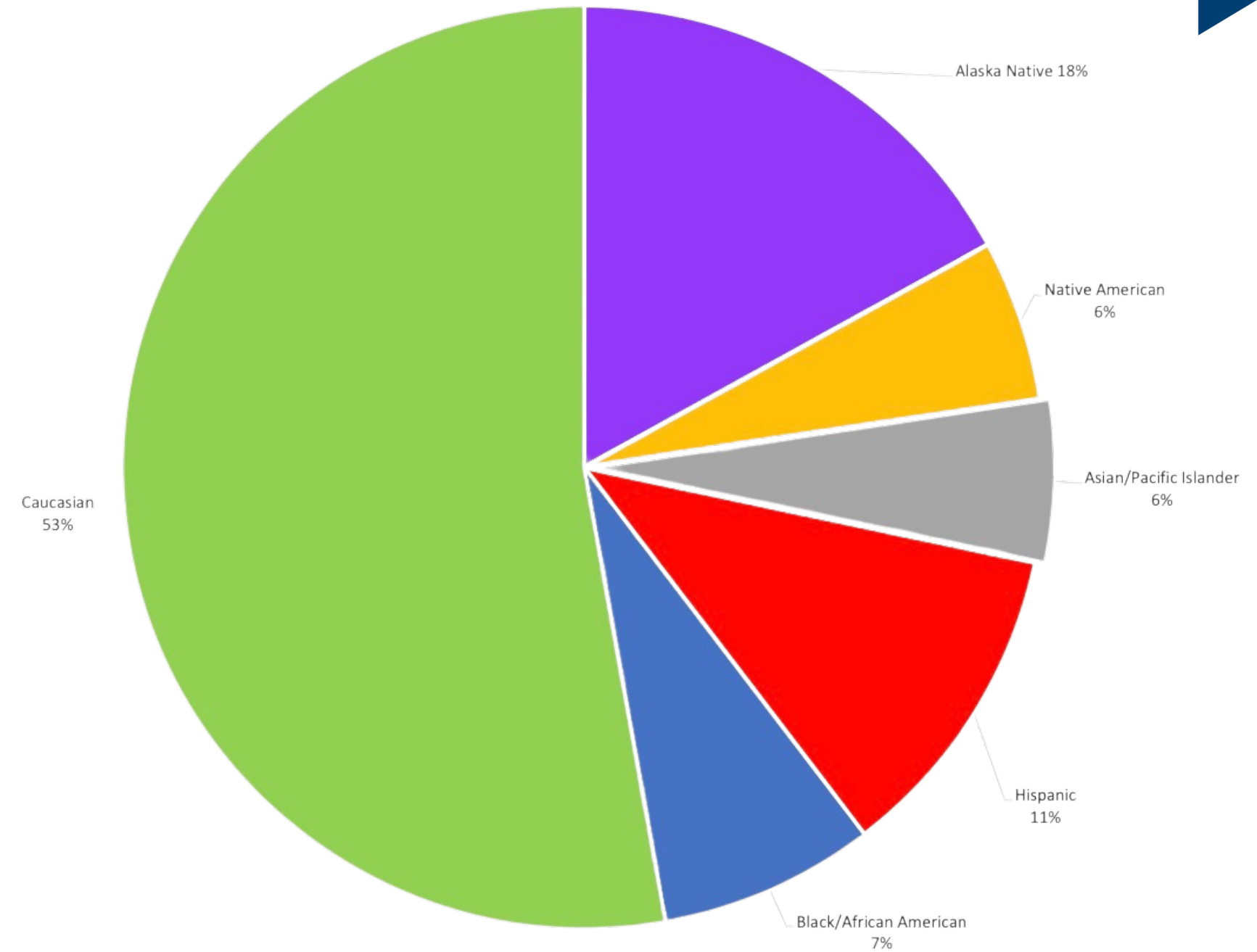
As each apprentice reaches end of the four stages of their apprentice, they meet with the JATC to assess their progression, classroom hours, and skill attainment. Pairing apprentices with employers that can best deploy their chosen skills development is essential in retention of the apprentice and satisfaction of the contractor.

# DEMOGRAPHICS:

Fairbanks Apprentice Program Diversity Chart



Anchorage Apprentice Program Diversity Chart



# SKILLS MENU

## BEST-SELLERS

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MSHA	32
OSHA 10/30	12/32
First-Aid/CPR	10
Construction Math	32
Rigging	40
Insulation	80

## SPECIAL SELECTIONS

### **MULTI-CRAFT PIPELINE TRAINING | 120HRS.**

World-Class Multi-craft training at Fairbanks Pipeline Training Center, made to order.

### **INDUSTRIAL COATINGS SPECIALIST | 80HRS.**

Industry-specific training for coating of piping, structural steel, flooring, etc.

### **ADVANCED SCAFFOLDING | 80HRS.**

2012 Vintage, purpose build for BP when asked to create new workforce for Campaign Maintenance Program.

## CONSTRUCTION CURRICULUM, INFINATELY CUSTOMIZABLE

We tailor curriculum to the needs of our signatory employers, whose training fund contributions fuel the no-cost training for the members who are or will become their employees.



# FAIRBANKS PIPELINE TRAINING CENTER



Housed on a 9-Acre Training Campus and a 57-Acre In-field Training Grounds, Fairbanks Pipeline Training Center is host to the only Multi-Craft Live-Action pipeline training in the United States.

FPTC also houses the following on its Training Campus:

UAF Process Technology Program

Alaska Works - Fairbanks Location

Michael Baker International

UA Local 375 Welding and Instructional Shop

24 person dormitory

Central Facility - Events, Trainings, and Classrooms

Contact Hours for Laborers 2022-Current:

12,360



# CONTACT US



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**THANK  
YOU!**