



2011

NAGLO ANNUAL MEETING

ST. LOUIS



A G E N D A

JULY 23 - 27

Conference Information

Temperature—Average normal temperature for the month of July—89°F/69°F

Attire—Business casual for all conference events

Spouses/Guests—Spouses/guests are invited to attend all meals and functions

EVENTS:

Sunday, July 24

12:30 p.m.

Self-Guided Tour of Downtown Landmarks

www.explorestlouis.com

The Arch, Old Courthouse and Old Cathedral are located within walking distance of the hotel.

Please meet in the Hotel Lobby at 12:30 p.m.

5:30 p.m.

Lorenzo's Trattoria

1933 Edwards

St. Louis, MO 63110

www.lorenzostrattoria.com

Located on "The Hill", shuttle service will be provided to Lorenzo's. Please meet in the Hotel Lobby at 5:00 p.m.

Monday, July 25

2:30 p.m.—**Please dress comfortably as we go directly to the Stadium after the Tour**

Anheuser-Busch Brewery Safety Tour

12th & Lynch Sts.

St. Louis, MO 63118

www.budweisertours.com

Shuttle service will be provided. Please meet in the Hotel Lobby at 2:00 p.m.

6:30 p.m.

Busch Stadium

700 Clark Street

St. Louis, MO 63102

www.stlcardinals.com

Cardinals v. Astros - Reserved Suite with full Buffet for Dinner

Tuesday, July 26

Spouse/Guest Activity

Forest Park

Enjoy a day at one of St. Louis' most treasured resources. Visit the Art Museum, Science Center, Zoo, Jewel Box greenhouse, History Museum, The Muny theatre, 7.5-mile biking, jogging and skating path, skating rink and lakes.

www.stlouis.missouri.org/citygov/parks/forestpark

Shuttle service will be provided. Please meet in the Hotel Lobby at 9:30 a.m.

5:30 p.m.

Missouri Botanical Garden

4344 Shaw Boulevard

St. Louis, MO 63110

www.mobot.org

Shuttle service will be provided. Please meet in the Hotel Lobby at 5:00 p.m.



**JEREMIAH W. (JAY)
NIXON**
GOVERNOR

MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

421 EAST DUNKLIN STREET
P.O. BOX 504
JEFFERSON CITY, MO 65102-0504

PHONE: 573-751-4091 FAX: 573-751-4135
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LAWRENCE G. REBMAN
DEPARTMENT DIRECTOR

July 24, 2011

Attendees:



Welcome! I am thrilled to have you join us for this year's conference in St. Louis, Missouri, "the Gateway to the West". Founded in 1764, St. Louis is a beautiful city that has a unique history of having been governed under French, Spanish and American flags. During your visit, I hope you will explore the city's impressive architecture, Zoo, world class art and award winning athletics.

We have an exciting agenda prepared with programs designed to improve government, foster innovation and expand labor relations across the United States, North America and the world.

Thank you for attending and I hope you enjoy your time in St. Louis. If I may be of assistance, please do not hesitate to ask.

Sincerely,

LAWRENCE G. REBMAN
Director



MISSION

NAGLO is a professional association consisting of the chief official in each state and territory of the United States responsible for overseeing the laws that protect and serve working men and women throughout the nation. We strive to assist each member of the Association in the following ways:

By assisting members to develop a clear understanding of the issues they face on a daily basis, both in terms of sharing new approaches to common problems and by keeping members abreast of developments in Washington and the states;

By providing knowledge which will allow members to be better managers and leaders within their agencies;

By helping members establish a nationwide network of contacts with their peers to facilitate in the exchange of information; and,

By representing the views of state officials on important workforce issues, when the opportunity arises, in Washington.



HISTORY

The National Association of Governmental Labor Officials (NAGLO) has been active since the early 1900's. There have been dramatic changes related to workers and the workplace in that time. It is incumbent upon NAGLO to periodically review its mission and goals, in light of the perpetually changing atmosphere in which the members of NAGLO work.

With an over eighty year history, NAGLO has become a leader in offering services and information to member states to improve the protection of working men and women. NAGLO is a bi-partisan association of the Commissioners, Directors, and Secretaries of Labor for each state and territory of the United States. It is open to all states, US Territories, the federal government, the District of Columbia and the Commonwealth of Puerto Rico.

Originally developed as an outgrowth of the Industrial Revolution, the Association of the early 20th century was focused primarily on insuring the safety of factories and on the compilation of labor statistics. As time has moved on, however, NAGLO reflected a change in society and began to focus on domestic issues ranging from workplace safety, to employment security, to wage & hour issues.

These days, not all states have entities that are solely responsible for oversight of traditional Labor issues. Some states have expanded their Departments of Labor to focus on other issues ranging from workforce development and training to safety inspections of elevators and carnival rides.

Just as Labor Departments have evolved, so have the responsibilities of the Departments that fall under the jurisdiction of NAGLO members. In general, most members of NAGLO are the gubernatorial appointee in their respective state with regulatory and enforcement authority over:

- The Unemployment Insurance system, and/or,
- The Workers Compensation system, and/or,
- The Workforce Development/Job Training programs in their respective states, and/or;
- Wage & Hour issues, such as setting the state's minimum wage, insuring that employees receive the compensation guaranteed to them under state and federal statutes, and insuring that employers comply with federal statutes such as the Family and Medical Leave Act, and/or,
- The state's Welfare-to-Work plan.

A number of the members also have regulatory and enforcement authority over state OSH programs, state inspection programs (elevators, carnival rides, etc.), and child labor programs.

NAGLO has developed into an organization that seeks to provide information to its membership on a wide variety of issues. Not all members are responsible for all of the issues covered at conferences, meetings, and newsletters, which makes the information dissemination process a challenge. Regardless, NAGLO strives to keep its membership up-to-date through timely reporting of events on Capitol Hill and by sharing information on applicable programs in each state from which other members may learn new ideas or approaches to common problems.

NAGLO is a Federal Stakeholder and regularly participates in US DOL conferences in order to provide the state's viewpoint on federal programs. NAGLO is also a co-founder of the National Apprenticeship Program (NAP) Board with the National Association of State & Territorial Apprenticeship Directors (NASTAD).



EXECUTIVE BOARD FY2011

President - Lori A. Torres

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Indiana Department of Labor
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Indianapolis, IN 46204
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Website: www.in.gov/labor

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2nd Vice President - Brad Avakian

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Director, Safety Engineering
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Website: www.naglo.org

Eastern Region

Representing: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, West Virginia

Joanne F. Goldstein, Secretary

Massachusetts Executive Office of Labor & Workforce Development (EOLWD)
One Ashburton Place, Suite 2112
Boston, MA 02108
(617) 626-7122
FAX: (617) 727-1090
E-Mail: joanne.goldstein@state.ma.us
Website: www.mass.gov/dol

Mid-Western Region

Representing: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

Vacant

Southern Region

Representing: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, Puerto Rico, South Carolina, Tennessee, Texas, U.S. Virgin Islands, Virginia

Courtney Malveaux, Commissioner

Virginia Department of Labor & Industry
Powers-Taylor Building, 13 South Thirteenth Street
Richmond, VA 23219
(804) 371-2327
FAX: (804) 371-6524
E-Mail: courtney.malveaux@doli.virginia.gov
Website: www.doli.virginia.gov

Western Region

Representing: Alaska, American Samoa, Arizona, California, Colorado, Guam, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming

Sherrie Hayashi, Commissioner

Utah Labor Commission
160 E. 300 S.
Salt Lake City, UT 84101
(801) 530-6800
FAX:
E-Mail: shayashi@utah.gov
Website: laborcommission.utah.gov

Sunday, July 24, 2011

12:30 p.m. Self Guided Tour of Downtown Landmarks
Meet in Hotel Lobby at 12:30 p.m.



Gateway Arch-Jefferson National Expansion Memorial

The Gateway Arch Riverfront, highlighted by the majestic Gateway Arch, attracts more than four million guests each year. At 630 ft., our nation's tallest man-made monument has plenty of exciting activities. Take the tram ride to the top, see a documentary film, experience a giant screen movie, visit the Museum of Westward Expansion and go shopping.

Historic Old Courthouse

Scene of the Dred Scott trials. Galleries depict the history of St. Louis from its French and Spanish roots to its role in westward expansion. Trial reenactments, ranger tours.

Basilica of St. Louis, King (Old Cathedral)

The first Catholic Church in St. Louis built on this site, was a small log house built in 1770. St. Louis IX, King of France, is the Patron Saint of the City and of the Church. In 1776, the mission of St. Louis became a canonical parish and the second log cabin church was built. The cornerstone of the present Cathedral building was laid in 1831 and the dedication of the building took place in 1834. This was the first Cathedral west of the Mississippi and until 1845 it was the only parish church in the city of St. Louis. It is truly the "Mother Church" of the city of St. Louis.

3:00 p.m. Registration

North Mezzanine Foyer

5:30 p.m. Cocktails/Dinner

Lorenzo's Trattoria

In 1999, a young chef, Larry Fuse, Jr. saw an opportunity to bring something new and different to the old ways of Italy. Located on "The Hill", Lorenzo's Trattoria offers an alternative to the traditional.



Lorenzo's features Northern Italian cuisine with a touch of contemporary flavor. The menu at Lorenzo's presents a wide variety of pastas and entrees. Look forward to experiencing the authentic house-made gnocchi and risottos. The entrees include our signature dish, braised ossobuco and our guests' ever favorite, Chicken Spedini. Lorenzo's is a departure from the typical white napkin establishment.

Monday, July 25, 2011

- 7:00 a.m. Registration North Mezzanine Foyer**
- 7:30 a.m. Breakfast Parkview/Aubert**
- 8:30 a.m. Welcome and Introductions Portland/Benton**
Lawrence Rebman
Director, Missouri Department of Labor & Industrial Relations
- Lori Torres, President of NAGLO
Commissioner, Indiana Department of Labor
- 9:00 a.m. Innovative Economic Development With Micro Lending Portland/Benton**
- Panel Moderator:
Paul Wenske, Sr. Community Affairs Advisor
Federal Reserve
- Panelists:
Maria Meyers, Director
UMKC Innovation Center
- Robert F. Boyle, CEO
Justine PETERSEN
- Rose Jaspersen
Nebraska Enterprise Fund
- Daniel Davis, Community Development Specialist
Federal Reserve Bank of St. Louis
- 10:45 a.m. Break**
- 11:00 a.m. Immigration & E-Verify Updates Portland/Benton**
Yvette LaGonterie, Chief, Outreach
Verification Division
United States Citizenship & Immigration Services
Department of Homeland Security
- 12:00 noon Lunch Parkview/Aubert**
The Labor Commissioner's Role in Alaska's
Economic & Employment Recovery
Clark "Click" Bishop, Alaska Labor Commissioner
Appointed by Governors Sarah Palin and Sean Parnell
- 2:30 p.m. Off-site: Anheuser-Busch Brewery Safety Tour**
- 6:30 p.m. Cardinals v. Astros Baseball Game/Dinner Busch Stadium**

Tuesday, July 26, 2011

- 7:30 a.m. Breakfast Parkview/Aubert**
- 8:30 a.m. Wicked or Wise? Portland/Benton**
Restrictions on Collective Bargaining for Public Employees
Commissioner Roundtable
- 10:30 a.m. Break**
- 10:45 a.m. State Roundtable on Employee Misclassification Portland/Benton**
National Update on State Efforts at Misclassification
- 12:00 noon Lunch Parkview/Aubert**
Labor Representatives from Canada and Taiwan
- 1:45 p.m. 21st Century Apprenticeship Portland/Benton**
Steve Simms, Apprenticeship Administrator
Oregon Department of Labor
- Jeff Beeson, Director, Apprenticeship & Training**
Maryland Department of Labor
- John Ladd, Director, Office of Apprenticeship**
US DOL
- 3:15 p.m. Break**
- 3:30 p.m. OSHA Funding for 2012— Portland/Benton**
Appropriations Process 101 &
Other Labor Issues at the Federal Level
Jerry M. Hunter, Partner, Bryan Cave LLP
Matthew C. Jessee, Policy Advisor, Bryan Cave LLP
- 5:30 p.m. President's Dinner Missouri Botanical Garden**
Spink Pavilion

Wednesday, July 27, 2011

7:30 a.m.	Breakfast	Parkview/Aubert
8:30 a.m.	Voluntary State Reports of Best Practices & Innovative Ideas to Share	Portland/Benton
10:30 a.m.	Business Meeting	Portland/Benton
11:30 a.m.	Adjourn	

Have a Safe Trip Home

President's Dinner

Tuesday, July 26, 2011

5:30 p.m.

Meet in hotel lobby at 5:00 p.m.



MISSOURI BOTANICAL GARDEN

The Missouri Botanical Garden was founded in 1859 by Henry Shaw and was, from its inception, a public botanical garden and a place to study and display plants.

Within the walls of the 79 acres, magnificent gardens and rare collections of botanical, horticultural, and historical materials reside with architecturally significant buildings and inspirational fountains and statuary. Today, the Garden is a National Historic Landmark, the oldest botanical garden in the United States, and a world leader in botanical research.

The grounds of the Missouri Botanical Garden feature gardens, modern and traditional, and living collections of major groups of ornamental and practical plants. Greenhouses and conservatories display plants native to lands far removed from St. Louis.



150 years after opening, local parlance still refers to "Shaw's Garden." Shaw's gift to the city of St. Louis is as memorable today as it was in 1859.



Spouse/Guest Activity



In 1986, Forest Park Forever, a private, not-for-profit organization, was founded to work in partnership with the St. Louis Department of Parks, Recreation and Forestry to restore, maintain and sustain Forest Park as one of America's great urban public parks for the enjoyment of all - now and forever.



Tuesday, July 26, 2011

Meet in hotel lobby at 8:15 a.m.



One of the largest urban parks in the United States, at 1,371 acres, it is approximately 500 acres larger than Central Park in New York City. In 1904, the Louisiana Purchase Exposition, the greatest of the World's Fairs, drew more than 19 million visitors from around the world. Forest Park is home to the Art Museum, Science Center, Zoo, Jewel Box greenhouse, History Museum, The Muny theatre, 7.5 -mile biking, jogging and skating path, skating rink and lakes.

When Forest Park officially opened to the public on Saturday afternoon, June 24, 1876, it was located in St. Louis County, almost two miles west of the St. Louis City limits and a 40 minute carriage ride from downtown.

The St. Louis Amateur Athletic Association was formed in 1897. The 1885 plan for the park recommended building a zoo. In 1881, the city's first art museum opened in downtown, operated by a department of Washington University. In early 1897, its board asked the city's permission to build an art museum in Forest Park.

The movement to celebrate the centennial of the Louisiana Purchase began in 1989 and gathered momentum under the direction of David R. Francis, former governor. Forest Park was chosen for the fair but its use was made with the condition that after the close of the exposition, the area would revert to a park setting.

The City of St. Louis appropriated \$5 million for the fair and that was matched by public subscription and another \$5 million from the U. S. Congress. Construction work began in 1901 and the fair was scheduled to open in 1903. But, as the fair grew in size and scope, it was agreed that it would open in 1904.

1904 World's Fair in Forest Park

The Twentieth Century was born in Forest Park with the grandeur and spectacle of the Louisiana Purchase Exhibition—The World's Fair of 1904. From April 30 through December 1, 1904, more than 20 million people went to the fair, an average of more than 100,000 each day.





Labor Policy and its Development in Taiwan -at the Turn of New Century

Chung, Lin-Hui, Ph. D.
Deputy Director, Council of Labor Affairs
Taiwan, R.O.C.

July 26, 2011

1



Outline

- I. Development trends of the labor force in Taiwan over the past two decades
- II. Labor issues and demands derived from these developments
- III. Labor policies of Taiwan's government in response to these issues and demands
- IV. Outlook on the next stage of labor policy developments

2

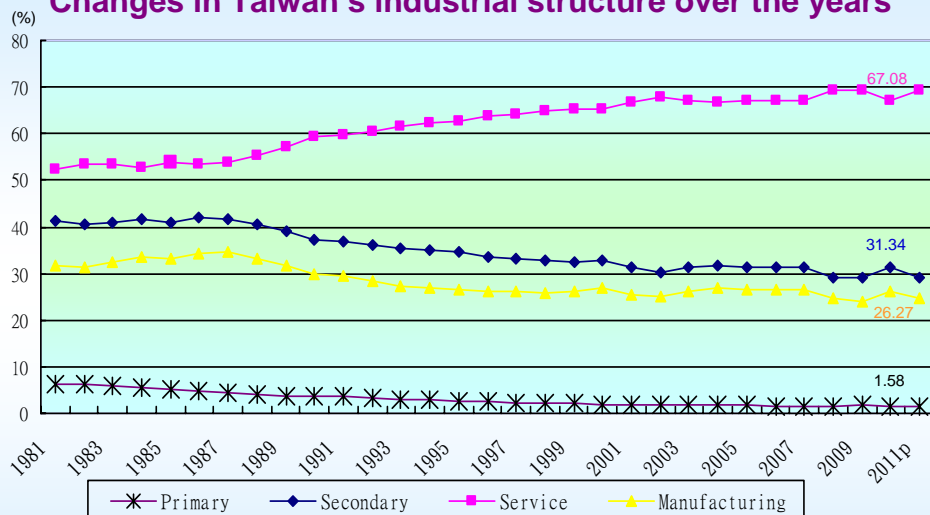


I. Development trends of the labor force in Taiwan

1. The service industry became the mainstream of employment
2. Unemployment rate has remained above 3% since 2001
3. Significant increase in female employment
4. Rapidly aging population as a result of changes in the population structure
5. Less children as a result of low fertility rates
6. Changes in demand on labor and import of foreign workers
7. Increased demand as a result of higher labor market flexibility
8. Rising awareness of labor rights



Changes in Taiwan's industrial structure over the years



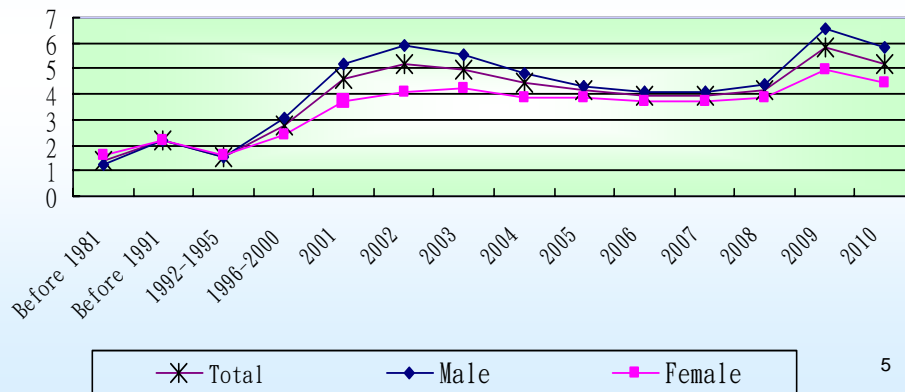
Source : The Directorate General of Budget, Accounting and Statistics, R.O.C.



Unemployment rate of the population at ages 15 and above in Taiwan

Unit: %

Year	Before 1981	Before 1991	1992 - 1995	1996-2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	1.38	2.2	1.56	2.78	4.57	5.17	4.99	4.44	4.13	3.91	3.91	4.14	5.85	5.21
Male	1.26	2.2	1.53	3.04	5.16	5.91	5.51	4.83	4.31	4.05	4.05	4.39	6.53	5.8
Female	1.63	2.2	1.63	2.4	3.71	4.1	4.25	3.89	3.88	3.71	3.72	3.83	4.96	4.45



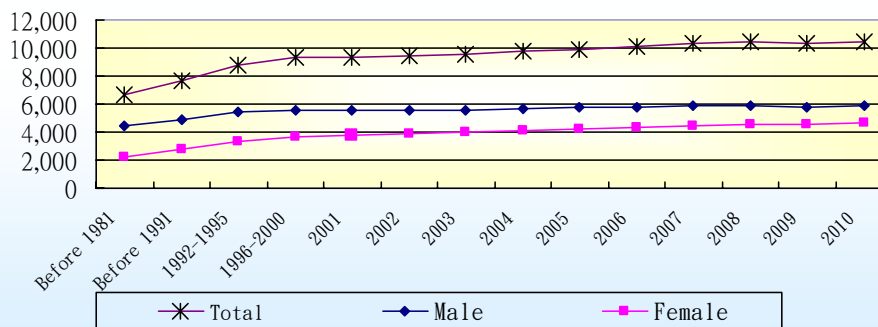
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Male and female employment in Taiwan

Unit: Thousand

Year	Before 1981	1982-1990	1991-1995	1996-2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	6,672	7,669	8,760	9,282	9,383	9,454	9,573	9,786	9,942	10,111	10,294	10,403	10,279	10,493
Male	4,448	4,845	5,429	5,595	5,553	5,547	5,579	5,680	5,753	5,810	5,868	5,902	5,776	5,880
Female	2,224	2,824	3,331	3,687	3,830	3,907	3,994	4,106	4,189	4,301	4,426	4,501	4,503	4,613



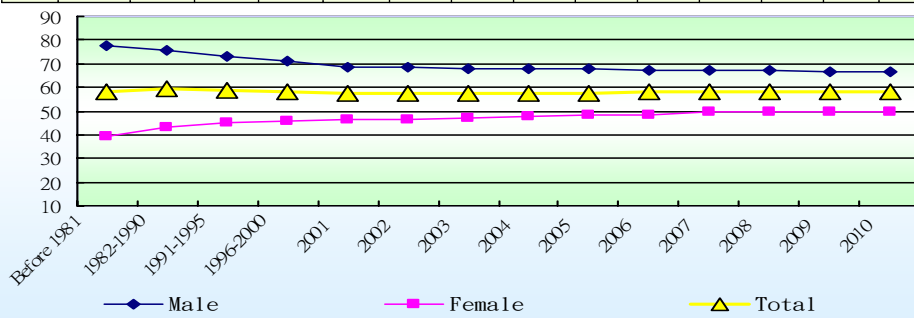
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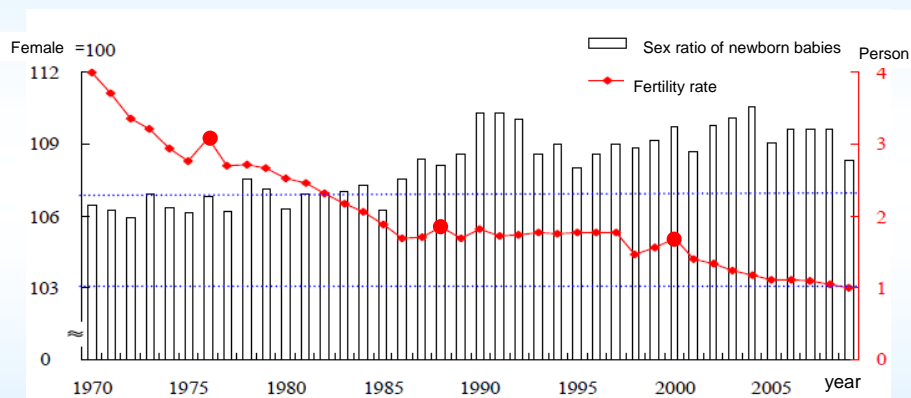
Labor force participation rate in Taiwan

Annual Average (Unit: %)

	Before 1981	1982-1990	1991-1995	1996-2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	58.58	59.54	59.03	58.08	57.23	57.34	57.34	57.66	57.78	57.92	58.25	58.28	57.9	58.07
Male	77.67	75.69	73.11	70.43	68.47	68.22	67.69	67.78	67.62	67.35	67.24	67.09	66.4	66.51
Female	39.20	43.32	44.89	45.81	46.1	46.59	47.14	47.71	48.12	48.68	49.44	49.67	49.62	49.89

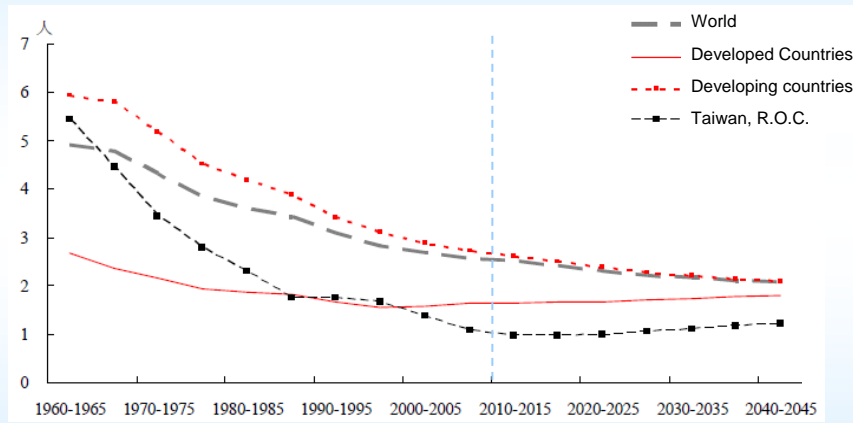


Total fertility rate and gender ratio in babies

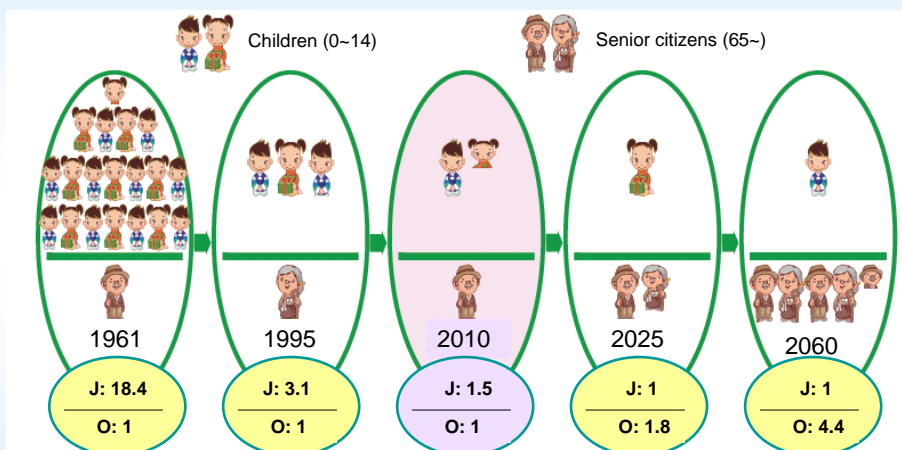




Total fertility rate of large states (regions)



Projections of the ratio of children to senior citizens

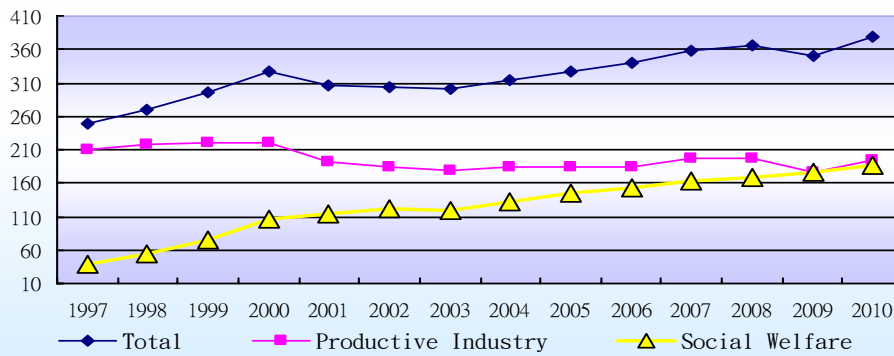




Foreign Workers in Productive Industry and Social Welfare

Unit: 1,000 Person

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	248	271	295	327	305	304	300	314	327	339	358	365	351	380
Productive Industry	209	217	220	220	192	183	180	183	183	185	196	197	176	194
Social welfare	39	54	75	107	113	121	120	131	144	154	162	168	175	186



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II. Labor Issues and Demands

1. Ensuring employment security
2. Realizing gender equality in employment and prohibiting from employment discrimination
3. Assuring income security for workers after retirement
4. Protecting the rights of foreign workers
5. Labor union and labor management relations

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III. Labor policies of Taiwan's government in response

1. Reinforcement of labor annuity and labor pension systems
2. Implementation of two conventions and three labor acts
3. Promotion of balance between family and work
4. Proposal of the Domestic Worker Protection Act
5. Organizational change

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Reinforcement of labor annuity and labor pension systems

- The new labor annuity system was implemented in 2005
 - Personal annuity account
 - Number of workers applicable to the new labor annuity plan: 5.29 million
- The new labor pension of labor insurance was implemented in 2009
 - Old-age, disability and survivor pension of the labor insurance
 - Coverage of the current labor pension plan: 9.52 million workers



Implementation of two covenants and three labor acts

- **International Covenant on Civil and Political Rights**
- **International Covenant on Economic Social and Cultural Rights**
The Enforcement Rules of the two covenants took effect in December 2009
- **Amendment and implementation of three labor acts**
 1. **Labor Union Act**: Lifted excessive limitations on procedures and scope of labor unions
 2. **Settlement of Labor Disputes Law**: Added a chapter on protesting activities
 3. **Collective Bargaining Agreement Act**: Added a system for bargaining in good faith



Promotion of balance between family and work

- **Implementing the “Gender Equality in Employment Act” to create a friendly work environment**
 - Rising awareness of gender equality
 - Unpaid parental leave / Parental leave allowance
 - Reduction and adjustment of working hours
 - Family leave
 - Encouraging companies to actively create a friendly environment
- **Passing the “Enforcement Act of CEDAW (Convention on the Elimination of all forms of Discrimination Against Women)”**



Proposal of Domestic Worker Protection Act

- 2011 Domestic Worker Protection Act (draft)
 - Specific characteristics of the work of household service providers
 - Protection for migrant domestic workers
- “Domestic Workers Convention” adopted by the ILO in the 100th International Labor Conference

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Organizational Change

Ministry of Labor

Bureau of Labor Insurance

Labor Fund Utilization Bureau

Workforce Development Agency

Occupational Safety and Health Administration

Institute of Labor, Occupational Safety and Health

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IV. Outlooks on the next stage of labor policy development

1. Decent work for everyone
2. Strengthen labor fund management and utilization, and enhance long-term operation performance
3. Challenges of regional economic integration
 - *ECFA (Taiwan - Mainland China)
 - *Taiwan - Asian countries
 - *Taiwan - USA
4. Taiwan - USA cooperation in labor affairs
 - *Agreement for a Cooperative Program in Labor Mediation and Alternative Dispute Resolution between the Taipei Economic and Cultural Representative Office in the United States and the American Institute in Taiwan



The end
Thanks for your attention

Overview of Justine PETERSEN

- SBA Microlender
- Great Rivers Community Capital CDFI
- Credit-building Initiatives

Entrepreneurship as Job Creation: Debunking singular denominator mentality

Supporting research:

- Association for Enterprise Opportunity (AEO)
- ASPEN Institute/ Field Microtest
- Kauffman Foundation

Next Steps in Supporting Entrepreneurship

- JOLI
- Workforce Investment Boards (WIB)
- Loan pool targeting corporate layoff demographic
- Role of CDFIs Nationally

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justine PETERSEN
BUILDING ASSETS. CHANGING LIVES.

For more information or just
to chat:

Galen Gondolfi

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314.533.2411 x 132

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justine PETERSEN
BUILDING ASSETS. CHANGING LIVES.

Innovative Economic Development with Micro Lending

July 25, 2011

Rose Jaspersen,
Nebraska Enterprise Fund Executive Director



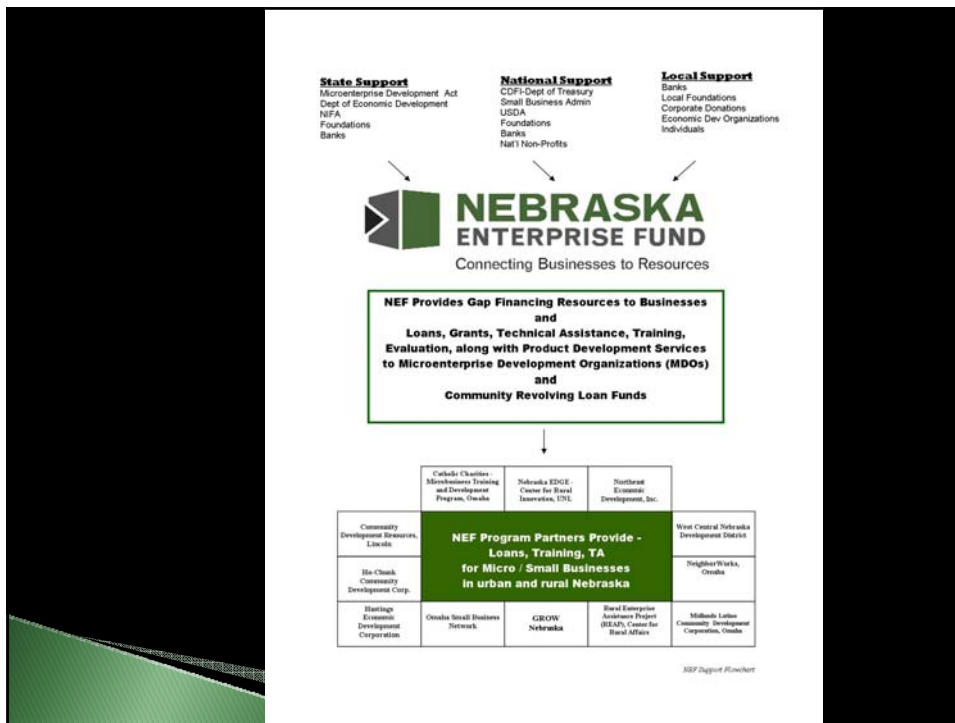
www.nebbiz.org

402.685.5500

Supporting Micro /Small Business Development

NEF is a Statewide Intermediary
– Sharing the message of the value
of micro/small businesses





NEBRASKA ENTERPRISE FUND
Connecting Businesses to Resources

Nebraska Enterprise Fund provides gap financing in partnership with banks and programs. It also leverages support, funding and advocacy for small and growing businesses and helps build the capacity of Nebraska Microenterprise Development Organizations to increase their effectiveness.

Nebraska Micro Partners include:
Microenterprise Development Organizations, Regional Development Districts, Community Economic Development Organizations, Community Colleges, State Colleges and Universities, Nebraska Business Development Center, Banks

NE D Inc. serves Northeast Nebraska (24 counties) - micro loans up to \$50,000, TA / training, plus loans up to \$100,000. www.nenedd.org or www.nedinc.org

Omaha Programs:
Catholic Charities-Microbusiness Dev. Serves primarily south Omaha Hispanic businesses with training, computer lab, technical assistance and micro loans. www.ccomaha.org
Midlands Latino-CDC is focused in Child Care Development and micro-loans for Latino businesses in Greater Omaha. www.midlandslatinocdc.org
Neighborworks Omaha (NCDC) serves primarily north and south east Omaha - business, computer training, TA, loans up to \$40,000. www.aomaha.org
Omaha Small Business Network (OSBN) is a SBA Micro-lender providing financial assistance to businesses in North and South Omaha (east of 72nd Street). www.osbnbc.org

Ho-chunk CDC serves Native Americans and Thurston County - micro loans up to \$35,000, operates Woodland Trails art retail and learning center.

EDGE serves Nebraska communities and organizations statewide with business planning courses and training workshops. nebraskaedge.unl.edu or nbizsuccess.com

WCNDD - serves 18 counties in Southwest Nebraska - micro loans up to \$50,000, TA / training, plus loans up to \$100,000. www.wcndd.org

ROW Nebraska is statewide, providing marketing, TA and training with Quick GROW loans up to \$50,000, plus loans up to \$10,000 in collaboration with REAP. www.grownebraska.org

Hastings Economic Dev. Corp. - micro loans up to \$50,000, plus loans up to \$100,000. www.hastingsedc.com

REAP serves rural Nebraska (not Lincoln or Omaha) providing loans from \$200 - \$20,000, training, TA and networking, operates Hispanic and Women's Business Centers. www.fra.org/reap

CDR provides training, TA, and micro loans up to \$50,000 and is a SBA 504 lender. www.cdr-nebraska.org

Map locations noted are microenterprise program staff offices.

NEF Nebraska Enterprise Fund, www.nebbiz.org, 402.685.5500
NEF is an Equal Opportunity Provider, Employer, and Lender.

Microenterprise

- ▶ Business with ten or fewer employees. 85% of businesses are microenterprises with 4 or fewer employees (factoring in non-employers).
- ▶ Microenterprise development programs provide business development services to startup and existing small businesses.
- ▶ Programs generally focus on underserved populations. Some focus on a specific target population

Importance of Entrepreneurship

Owning and growing a business is an asset building strategy for individuals and families.

MEDIAN NET WORTH
(In the U.S.)

	Non-Business Owner	Business Owner
All	\$85,000	\$211,000
Black	\$10,000	\$77,000
Hispanic/Latino	\$9,000	\$37,000
Women	\$82,000	\$180,000

*Association for Enterprise Opportunity, 2011,
www.aeoworks.org*

How does NEF help make more capital available to micro businesses?

- **Loans and LLR Funds to program partners that lend**

Micro-programs

Community development loan funds

- **CD Guarantee Loan Product**

Collaboration with banks

- **Direct lender to business – help fill direct financing gaps**

Collaboration with programs and banks



Rief Design & Manufacturing, LLC

UNL Mechanized Systems Grad Stays in State – Grows Rural Business

Owners: Adam & Steve Rief

Location: Cuming County

Business website: www.riefdesign.com

Programs – NEF CD Guarantee, NED Inc., First National Bank – NE

Employment in Nebraska Microenterprises

2009 Outcomes – Nebraska Employment	# of Businesses with Paid Workers	Average # of Paid Workers per Business	n
All Business	51 (63%)	2.8	81

National 2009 Client Outcomes report from Microtest (The Aspen Institute) reported 2.5 jobs per business receiving micro services during 2007. www.microtest.org

\$11.10 average wages per hour from the Nebraska Outcomes Survey

Microenterprise Program Challenges

- ▶ Reaching clients who need the services
- ▶ Current focus on innovative and high growth businesses
- ▶ Funding



Work With MicroEnterprise Programs and State Intermediaries

- ❖ *Embrace entrepreneurship as an option*
- ❖ *Identify micro programs in your State*
- ❖ *Start referring individuals for business development assistance*

A Call to Action

You can provide leadership on State & Federal levels to provide more resources for microenterprise / self-employment



Resource on this topic - "Think Entrepreneurs: A Call to Action, Integrating Entrepreneurship Into the Public Workforce System Throughout America", The Consortium for Entrepreneurship Education.

(e-mail rosej@nebbiz.org for a copy)



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U.S. Citizenship
and Immigration
Services

NAGLO Conference

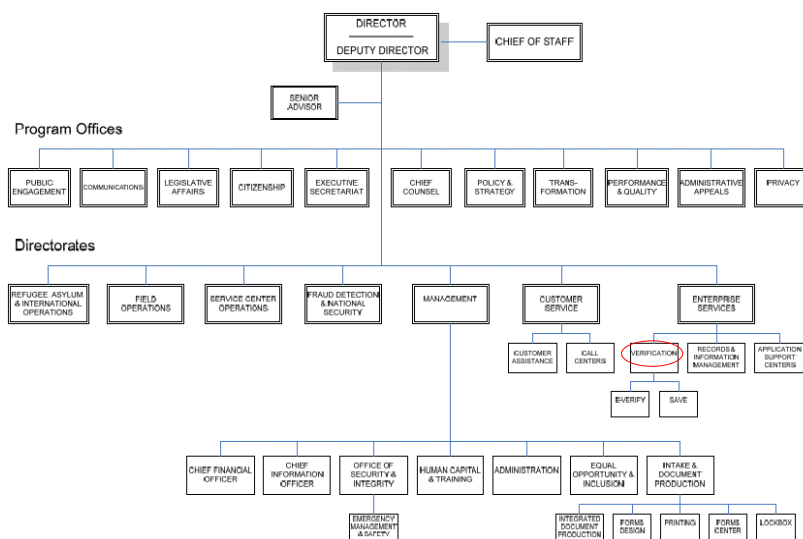


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U.S. Citizenship
and Immigration
Services

USCIS Organization Chart



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DATE

2



E-Verify

- Provides electronic employment authorization of newly-hired employees to participating employers. Information is submitted directly from the Form I-9 into the E-Verify system.
- Mandated by Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA)
- Partnership between the Department of Homeland Security (DHS) and Social Security Administration (SSA)

E-Verify Self Check

- A voluntary, fast, free and simple online service that allows an individual to check his or her work authorization prior to employment.

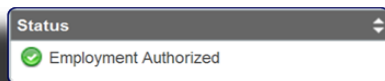


E-Verify: How it Works

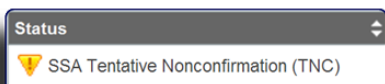
- Users submit information provided on the Form I-9
- System queries databases of:
 - Social Security Administration
 - Department of Homeland Security
 - Department of State

Department of Homeland Security U.S. Citizenship and Immigration Services		Form I-9, Employment Eligibility Verification	
Read instructions carefully before completing this form. The instructions must be available during completion of this form.			
ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the document(s) have a future expiration date may also constitute illegal discrimination.			
Section 1: Employer Information and Verification (To be completed and signed by employer at the time employment begins.)			
First Name	Last	First	Middle Initial
Address (Street Name and Number)		Age #	Date of Birth (month/day/year)
City	State	Zip Code	Social Security #
I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.		I attest, under penalty of perjury, that I am (check one of the following):	
<input type="checkbox"/> A citizen of the United States		<input type="checkbox"/> A lawful permanent resident (Alien #)	
<input type="checkbox"/> A temporary lawful permanent resident (Alien #)		<input type="checkbox"/> An alien authorized to work (Alien # or Admission #)	
Employee's Signature		Date (month/day/year)	
Preparer and/or Transcriber Certification (To be completed and signed if Section 1 is prepared by a person other than the employee. I attest, under penalty of perjury, that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct.)			
Preparer's/Transcriber's Signature		First Name	
Address (Street Name and Number, City, State, Zip Code)		Date (month/day/year)	
Section 2: Employee Review and Verification (To be completed and signed by employee. Examine one document from List A OR examine one document from List B and one from List C, as listed on the reverse of this form, and record the title, number, and expiration date, if any, of the document(s).)			
List A	OR	List B	AND
			List C

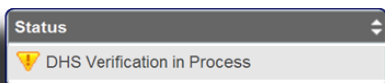
Initial Verification in an E-Verify Case Will Be:



The employee is authorized to work.



There is an information mismatch.



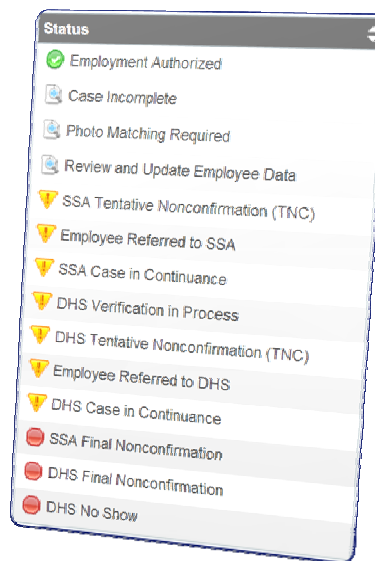
24 Hours



Employment Authorized
or
DHS Tentative Nonconfirmation

Handling a TNC

- The employee has eight federal government workdays from the referral date to visit or call the appropriate agency and resolve the discrepancy.
- The **employee continues to work** without any adverse actions against him or her during the TNC resolution process.
- Once the employee resolves the discrepancy in his or her records, he or she should inform the employer.
- With both an **SSA TNC** and a **DHS TNC**, a response is electronically sent to the employer through the system. The employer should check E-Verify periodically for one of the following responses:

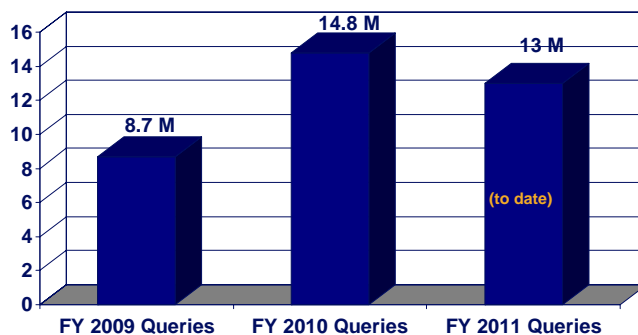


Employer Responsibilities

- E-Verify is to be **used to verify NEW hires ONLY**, and must be initiated within 3 days of the employee's start date.
- E-Verify procedures **must be applied to ALL new hires**, regardless of citizenship status.
- Employer must display the E-Verify Poster in an area visible to prospective employees to show that it is an E-Verify participant.
- Employer must display an Anti-Discrimination Poster issued by the Office of Special Counsel for Immigration.



E-Verify in the Workforce



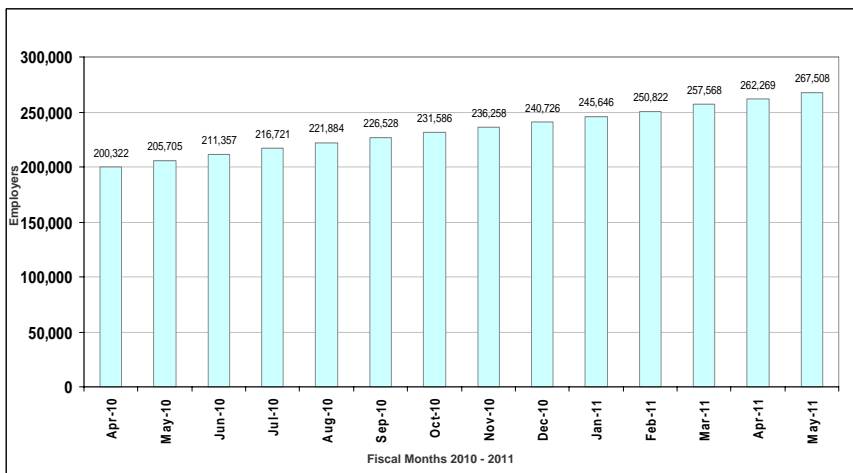
More than **277,000** employers are enrolled in E-Verify, representing more than **921,000** hiring sites as of July 16, 2011.



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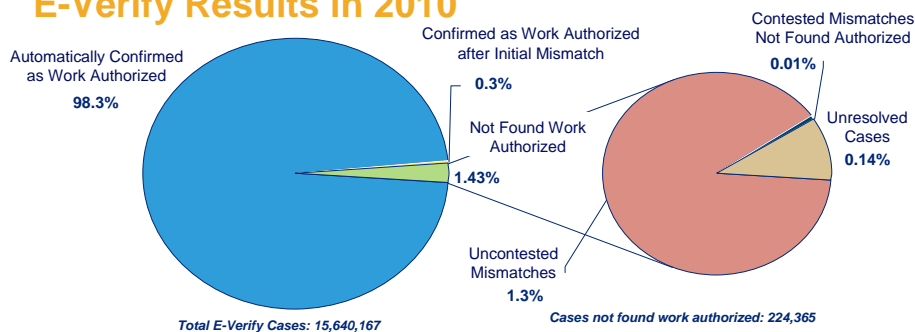
E-Verify Growth



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E-Verify Results in 2010



Important Numbers

- 98.3 percent of employees are automatically confirmed as authorized to work ("work authorized") either instantly or within 24 hours, requiring no employee or employer action.
- 1.73 percent of employees receive initial system mismatches.
 - 0.3 percent are confirmed as work authorized after contesting and resolving the mismatch.
 - 1.3 percent of mismatches are never contested.
 - .14 percent of these cases are contested but the individual never attempts to resolve his/her case
 - .01 percent contest and attempt to resolve their case but cannot prove their work authorization status



Federal Acquisition Regulation (FAR) E-Verify Clause

- As of **September 8, 2009**, the FAR requires certain federal contractors (and subcontractors) with federal contracts containing the FAR E-Verify clause to verify:

All existing employees performing direct, substantial work on the contract



All new employees



OR

Their entire workforce



- Contractors are required to inform E-Verify which of these options they choose so that our Monitoring and Compliance function will not identify them as having misused the system.



What's New?

- Records and Information from DMV's for E-Verify (RIDE)
- Employee Rights Initiative
- E-Verify Interface Redesign
- Monitoring & Compliance





What's New?

- **Passport Photos**
- **Multilingual TNC Letters**
- **Nebraska Verification Operations Center (NVOC)**
- **New Employee Hotline**
888-897-7781 (English and Spanish)



E-Verify Self Check Program





How Does E-Verify Relate to Self Check

- Self Check is the first online service offered directly to the U.S. workforce by the E-Verify Program.

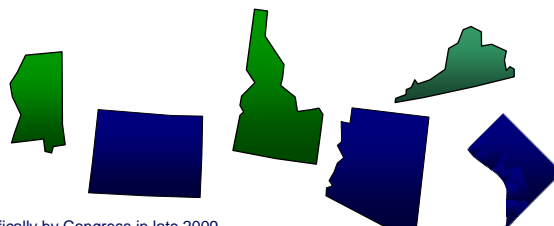


- The Self Check service enables U.S. workers to use the same information that employers enter into E-Verify and check it against the same records that E-Verify checks. It was developed to allow U.S. workers to confirm their own eligibility to work in the United States and deal with any potential data mismatches before being hired and checked by an E-Verify participating employer.



E-Verify Self Check Overview and Background

- The first phase is planned to launch in March to a limited area consisting of 5 States and the District of Columbia:
 - Arizona
 - Colorado
 - District of Columbia
 - Idaho
 - Mississippi
 - Virginia
- The program was requested specifically by Congress in late 2009.





Benefits for the U.S Public and Federal Government

- U.S. Workers will benefit by gaining:
 - Increased visibility into government records and guidance on how to correct them
 - Increased confidence in the results of an E-Verify check

- E-Verify Employers will benefit by having:
 - Fewer TNCs leading to a more efficient E-Verify process

- USCIS and DHS will benefit by:
 - Interacting directly with customers using new technologies
 - Meeting Presidential goal of increased transparency



Comparison of the E-Verify Program and the Self Check Service

Area	E-Verify Program	Self Check Service
Audience	U.S. businesses	U.S. workers
Purpose	Verify employment eligibility of workforce	Check your own status
Security	Employer registration process and user accounts	Identity assurance process on each use
Legislative Mandate	Required in certain states and for federal contractors	Voluntary
Availability	50 states and U.S. territories	Initially five states, phased expansion

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Self Check Process Overview

1 Self Check Overview:
The Self Check website, linked from the E-Verify, USCIS and/or DHS sites, offers general program information.

2 Identity Assurance:
Identity assurance is performed by generating knowledge based questions using the personal information provided by the user.

3 Employment Eligibility Verification:
A user's employment eligibility information is gathered and checked by E-Verify against DHS and SSA records.

4 Self Check Results:
User is notified of Self Check results, and, if applicable, receives guidance on how to correct any data mismatches in SSA or DHS records.

Note on Audience: At initial launch, Self Check will be offered to residents of a limited number of States.

Note on Fraud Prevention: A user is only able to use Self Check if his or her identity is successfully authenticated.

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For More Information...

- USCIS Website
 - <http://www.uscis.gov>
- E-Verify Website
 - <http://www.dhs.gov/E-Verify>
- Customer Support
 - Monday - Friday 8 a.m. – 5 p.m. Eastern Time
 - Telephone: 1-888-464-4218
 - Email: E-Verify@dhs.gov
- Employee Hotline
 - Monday - Friday 8 a.m. – 5 p.m. Eastern Time
 - Telephone: 1-888-897-7781

PRESENTATION NAGLO Conference Briefing DATE # 20



Maryland Registered Apprenticeship: Building Partnerships

*“IN THIS ECONOMY, WE
MUST DO EVERYTHING WE
CAN TO BUILD THE
MIDDLE-SKILL AND HIGH-
SKILL WORKFORCE THAT IS
SO CRITICAL TO ECONOMIC
RECOVERY AND LONG-
TERM ECONOMIC
SUCCESS.”*

*- GOVERNOR MARTIN
O'MALLEY*

*“I BEGAN MY CAREER
WORKING IN THE TRADES
AND KNOW FIRST HAND
THAT APPRENTICESHIP
OFFERS ANYONE SEEKING
A CAREER TO SUCCEED IN
ACHIEVING HIGHER
WAGES AND A GREATER
QUALITY OF LIFE.”*

*- COMMISSIONER RON
DEJULIIS*



Brief Overview of Apprenticeship

- It's a full-time job
- Combines On-the-Job Training and Classroom Training
- Progressive Wage Scale
- Certificate of Completion = Significant accomplishment

Apprenticeship in Maryland



- There are 438 Registered Programs
- There are over 8,000 apprentices registered – driven by the economy
 - From 2001 to 2008 there was an average net increase of 364 apprentices annually
 - From 2009 – 2010 – there has been an average net decrease of 226 apprentices annually
- A little over 85% of our existing programs are in the traditional fields (construction and manufacturing)
- See potential for future growth in high-growth fields

Challenges to Apprenticeship



- Antiquated
- Limited to the Construction Field
- “My child is going to College!”
- Workforce – “I can’t get anyone into an apprenticeship”
- Apprenticeship Sponsors – “We already have what we need”
- Employers – “What’s in it for us?”
- Record unemployment

Opportunities

- Harvard study – “The American system for preparing young people to lead productive and prosperous lives as adults is clearly badly broken” (Pathways to Prosperity, February 2011).
 - Need to change the way we prepare young people to enter the workforce
 - Overeducating our youth
- President Obama has challenged our workforce and education system to support the completion of high school and the obtainment of a credential that has some articulation within the labor market
- Bureau of Labor and Statistics estimate that 45% of job openings will be middle skills by 2014 and beyond – more than high school/less than four-year degree
- Employers believe in training – seek opportunities to expand employee retention

Building Towards the Future with Registered Apprenticeship

- Partnerships with Workforce System to guide job seekers towards apprenticeship and attract new businesses
- Stacking Credentials – Career Pathways
- Focus on Veterans
- Greater emphasis on Program creation in non-traditional fields

MATP: Workforce Connections



- Focus on Program and workforce alignment
- Open and Maintain Communication Pathways through Business Service Representatives and other WIA staff
- Improve Apprenticeship Sponsor Understanding and participation of the Workforce System
- Encourage businesses to establish Registered Apprenticeship

MATP: A Resource Agency



- Services to Businesses to enhance training
- Development of Menu for new Programs
- Develop systemic linkages between educational opportunities and program sponsors
- Maximize Educational Opportunities and Programs to support the needs of Program Sponsors
- Investigate distance/virtual learning opportunities
- Sharing resources

Successful Apprenticeship Needs.....



- Re-Branding of Apprenticeship
 - Maryland – partnering with Towson University
- Meeting the needs of employers
 - Incentives – Maryland Apprenticeship and Training Fund
 - Hybrid Model
 - Emerging technology
 - Veterans Services
- Focus on emerging fields – Travel, Health Care, Information Technology, Energy
- Partnerships with Education – Mutually Assured Successes

Moving Forward



- Apprenticeship Maryland – Regional Action Summit
 - Objective – to bring together stakeholders representing apprenticeship, industry, workforce, and education to discuss how apprenticeship can support Maryland's 21st century workforce strategy
 - 14 point strategy highlighting outreach, sustainability, career pathways, and incentives



The Future

- Regional Apprenticeship Summits
- Rebranding Strategy
 - Social Media
 - Newsletter/Blog
 - Enhanced Web Resources
- Strengthen outreach to non-traditional fields
- Working for Business
 - Program development process
 - RAPIDS- Registered Apprenticeship Partnership Information Data System
- Systematic Outreach to Local Workforce



Contact

Jeff Beeson, Apprenticeship & Training Director
1100 North Eutaw Street,
Baltimore MD 21201
410-767-2968
jbeeson@dllr.state.md.us

21st Century Registered Apprenticeship

Dana Daugherty
Deputy Administrator
Office of Apprenticeship
Employment and Training Administration



Agenda/Overview

- **Overview of Registered Apprenticeship and Benefits**
 - The Apprenticeship Model
 - General Benefits
 - Benefits to Apprentice
 - Benefits to the Public
 - Benefits to Employers
- **21st Century Registered Apprenticeship**
 - Modernized/Innovative
 - Expansion into High Growth Industries
 - Increased Opportunities for Under-Represented Populations
 - New Partnerships with Workforce and Education



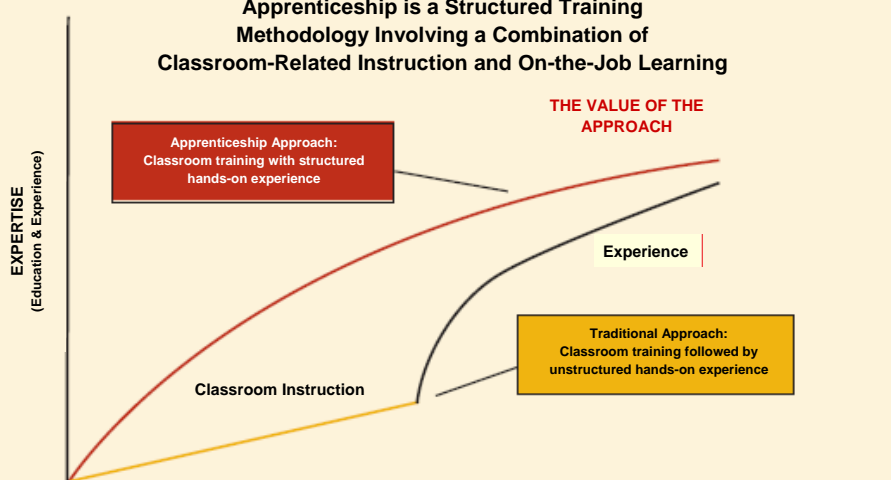
The Apprenticeship Model

- Oldest model for transferring knowledge and skills between generations
- Registered Apprenticeship:
 - Earn **and** Learn (on-the-**job** learning combined with related instruction)
 - Equivalent of 2000 hours of on-the-job learning
 - 144 hours of related technical instruction (classroom training)
 - Guaranteed wage increases as skills increase
 - Mentoring and other elements



Registered Apprenticeship Advantage

Apprenticeship is a Structured Training Methodology Involving a Combination of Classroom-Related Instruction and On-the-Job Learning



Note: This is a theoretical representation and is not drawn from actual data.

TIME IN YEARS

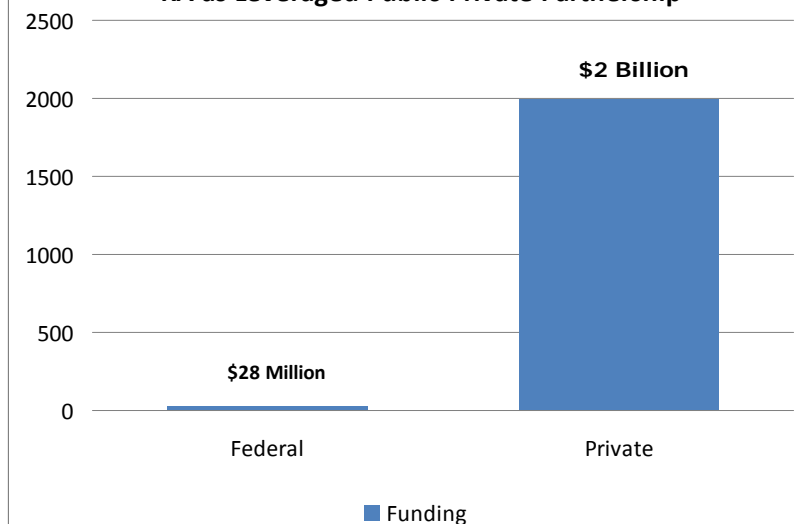
Source: U.S. NAVSEA – Naval Undersea Warfare Center – Division Keyport, NA

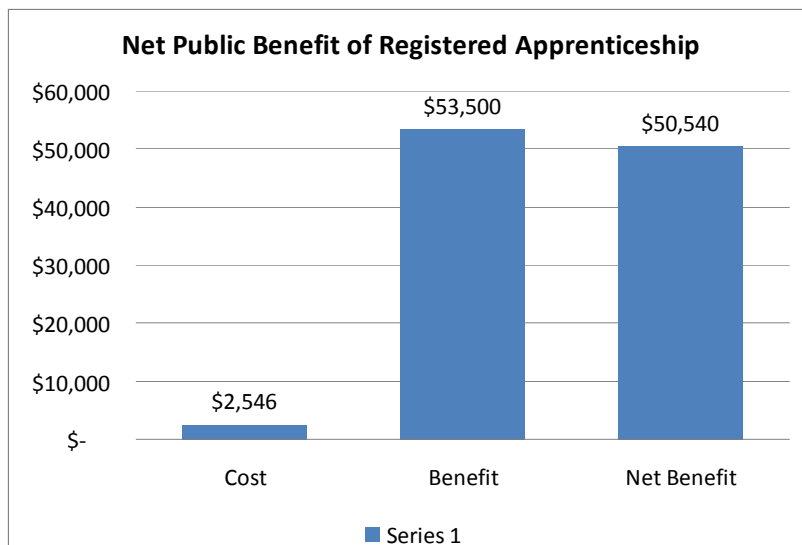
General Benefits for the Public

- Relatively small public investment
- Significant private sector investment
- Raises training standards in industries where public health and safety issues exist
- Emerging evidence of strong net benefits for the public



RA as Leveraged Public-Private Partnership





Source: 2009 WA State Evaluation Study by Upjohn Institute

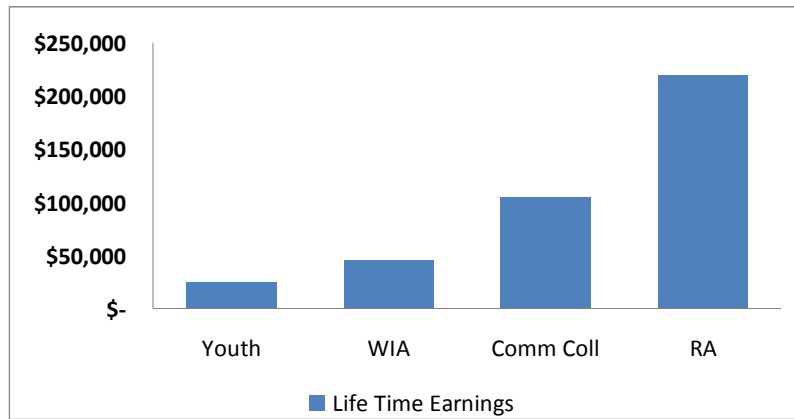


General Benefits for the Apprentice

- Nationally recognized, industry-driven credential
- Earnings increase as skills increase
- High earning potential for completers (and potentially non-completers)
- Sustainable career and ability to maintain a middle class standard of living



Life Time Value of the Registered Apprenticeship Credential



Source: 2009 WA State Evaluation Study by Upjohn Institute



General Benefits for Registered Apprenticeship Sponsors

- Highly skilled workforce trained to Sponsor's specific needs/requirements
- Increased productivity, quality and retention benefits
- Decreased safety and other costs
- High customer satisfaction
- Emerging evidence of significant ROI



ROI for Sponsors

- Current sponsors have done calculations showing extremely strong internal ROI
- Evidence from recent study in Canada*
 - For every \$1 spent by an employer, there is a return of \$1.38 or a net benefit of \$0.38
 - The net benefit increases in each year of an apprenticeship

	Year 1	Year 2	Year 3	Total
Benefits	\$68,600	\$78,400	\$88,200	235,200
Cost	\$49,519	\$57,980	\$66,796	\$174,261
Net Benefit	\$19,080	\$20,419	\$21,403	\$60,939

- Canadian Apprenticeship Forum, 2009



21st Century Registered Apprenticeship Priorities and Strategic Focus

- **Innovation:** Promoting innovation throughout the National Apprenticeship System
- **Expansion:** Expanding Registered Apprenticeship to new industries and occupations
- **Opportunities:** Increasing opportunities for under-represented populations
- **Partnerships:** Building strategic partnerships



Modernization and Innovation

- Revisions to regulations for registration of Apprenticeship Programs (29 CFR part 29)
 - New options and flexibility
 - Time-based, competency and hybrid
 - Interim credentials
 - Technology-based learning
- Proposed revisions to Apprenticeship's Equal Employment Opportunity (EEO) regulations (29 CFR part 30)
 - Notice of proposed revisions scheduled for publication in November 2011



Expansion into High Growth Industries

- Continued growth in Construction and Advanced Manufacturing
- Green/Sustainable Energy industries and occupations
- Healthcare
- Transportation and Others



Increasing Opportunities for Under-Represented Populations

- Improving quality and consistency of Pre-Apprenticeship
 - Proposed Definition
 - Proposed Quality Framework
 - Partnerships with community-based organizations (CBOs) and Registered Apprenticeship sponsors
- Proposed revisions to Registered Apprenticeship's EEO regulations



Promoting Partnerships with Education and Workforce

- Improving collaboration with workforce system
 - One-Stops Career Centers
 - WIA Adult, Dislocated Worker, and Youth programs
 - Job Corps, YouthBuild, and Others
- Partnerships with community colleges
 - Increasing opportunities for apprentices to earn college credit
 - Working on a community college consortium



21st Century Registered Apprenticeship

- Out-innovate and out-educate
 - Globally competitive
- Pathway to middle class
- Proven track record of success for over 100 years in the United States
- Apprenticeship is not a one-size fits all system
 - The National Apprenticeship System embraces all industries
- Vital part of economic recovery
 - Building a skilled workforce



Thank You!

Dana Daugherty
Daugherty.Dana@dol.gov



Working Alaska

Presented to

**NATIONAL ASSOCIATION OF
GOVERNMENTAL LABOR OFFICIALS**



Click Bishop, Commissioner
Alaska Labor and Workforce Development
July 25, 2011

Working Alaska: Overview

- Alaska's Economy and Jobs
 - Jobs Overview
 - Top 10 Alaska Employers
 - Healthy Unemployment Insurance Trust Fund
 - State Training & Employment Program
 - Governor's Priorities – Economic Growth & 'Fill the Pipeline'
- Alaska Hire (Unique tracking)
- Alaska Workforce Investment Board
 - Oil & Gas Training Plan
 - Pipeline Training Center (*Video*)
 - Career & Technical Education Training Plan
 - Alaska Performance Scholarship
 - Registered Apprenticeship

How We Work

The moon landing – a feat that took just eight years to achieve – occurred when government and the private sector set a goal, came together and got the job done.

- Public – Private Partnerships
 - K-12 Education
 - University of Alaska System
 - Other state agencies
 - Federal agencies
 - Industry

Alaska – It's Far (From the 'Lower 48')



Alaska – It's Big

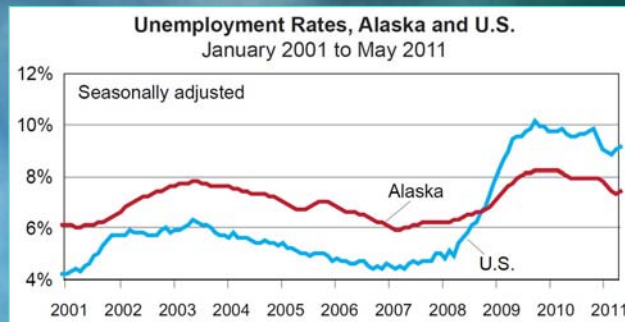


Alaska's Job Overview & Outlook

- Total employment – 328,000
- 2009 – 21 years of job growth broken with loss of 2,100 jobs
- 2010 – employment levels recovered & added 1,900 jobs (despite projected 1,400 loss)
- 2011 – modest growth 1,800-3,300 jobs

Alaska's Unemployment

- First time in Alaska history – 31 months of lower-than-national unemployment
- Huge seasonal & regional swings in jobless rates
 - Denali Borough, home to Denali Park, fell 10 % from April to May (from 16.2%)
 - Bristol Bay fell from April's 9.2 % to 2.9 % in May



Top 10 Alaska Employers

- | | |
|--|----------------|
| 1. Providence Health & Services | 4,000 + |
| 2. Wal-Mart/Sam's Club | 3,000 to 3,249 |
| 3. Carr's/Safeway – <i>Grocery</i> | 2,750 to 2,999 |
| 4. Fred Meyer – <i>Grocery/general merchandise</i> | 2,500 to 2,749 |
| 5. ASRC Energy Services | 2,500 to 2,749 |
| 6. Trident Seafoods | 2,250 to 2,499 |
| 7. BP Exploration Alaska | 2,000 to 2,249 |
| 8. CH2M HILL – <i>Oilfield services</i> | 1,750 to 1,999 |
| 9. NANA Management Services – <i>Hospitality</i> | 1,750 to 1,999 |
| 10. Alaska Native Tribal Health Consortium | 1,500 to 1,749 |

Top 10 Employers – With Public Sector

1. Uniformed Military	22,796
2. State of Alaska	18,337
3. Federal Civilians	17,535
4. University of Alaska	7,579
5. Anchorage School District	7,157
6. Providence Health & Services	4,000 +
7. Wal-Mart/Sam's Club	3,000 to 3,249
8. Carr's/Safeway	2,750 to 2,999
9. Municipality of Anchorage	2,846
10. Fred Meyer	2,500 to 2,749

Healthy Unemployment Insurance Trust Fund – \$220 million

- One of three states with employers and employees paying benefit costs (the others are New Jersey and Pennsylvania)
- 73% of benefit costs are paid by employers, 27% by employees
- 96% of benefit payments are electronic
- Only state that funds a training program with .1% of employee contributions

State Training & Employment Program – STEP

- 1,893 STEP participants (2009) earned more than \$72 million in the year after training – 8% salary increase
- 95% claimed Alaska residency (Unique Permanent Fund Dividend tracking)
- 92 percent employed within 12 months



Governor's Priority – Economic Growth

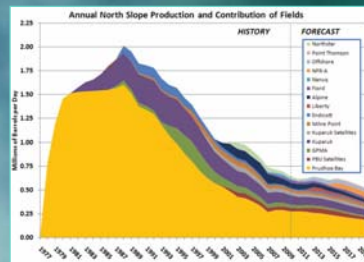
"Jobs for Alaskans requires positioning our economy for growth with a solid investment climate."

– Alaska Governor Sean Parnell

- Boost private sector jobs & economic development
- Tax relief at the pump
- Energy opportunities for Alaskans
- Incentives for companies that invest in Alaska
- Increased focus on developing future workforce
- Construction of critical infrastructure

Governor's Priority – Fill the Pipeline

- Alaska's economic livelihood: natural resource development, particularly oil production
- More than half of Alaska's jobs – 187,000 – traced to oil development
- Spin-offs benefit entire Alaska economy
- Opening ANWR benefits the U.S. & Alaska
 - \$350 billion to U.S. GNP over field life
 - Congressional Research Service: @ \$100/barrel Treasury nets \$153-\$238 billion



Alaska Hire

- Report published annually
- 2009 nonresident hire rate was 19.1% < 2008's 19.6%
- Total 2009 wages \$13.6 billion – nonresidents earned \$1.8 billion (13.3%)
- Unique Permanent Fund Dividend tracking



Alaska Workforce Investment Board

- Single entity represents the entire state
- Board appointed by governor
- Oversees workforce development strategies for all Alaska industries including:
 - Oil & Gas Training
 - Alaska State Energy Sector Partnership
 - Registered Apprenticeship
 - Career & Technical Education
 - Healthcare Workforce Initiative
 - Training for state's emerging film industry

Alaska Pipeline Project

- State awarded gasline license in 2008
- \$1 billion worth of infrastructure

"The Commissioner ... shall develop a job training program that will provide training for Alaskans in gas pipeline project management, construction, operations, maintenance and other gas pipeline related positions."

– Alaska Gasline Inducement Act 2007



Oil & Gas Training Plan

- Partnership
- Award winning effort
- Transferable to other industries
- Pipeline Training Center (*Video*)



Career & Technical Education Training Plan

- Partnership with departments of labor, education & university
- Developing a coordinated system from K to post-secondary & beyond
- \$525,000 in competitive grants for school districts & partners



Alaska Performance Scholarship

- Governor's priority passed by the Alaska Legislature
- Used at any in-state participating college, university or for approved career & technical education programs (including Registered Apprenticeship)
- \$6 million
- First awards to Class of 2011



Registered Apprenticeship

- Partnership between state & federal Offices of Apprenticeship (BAT state)
- Ground-breaking apprenticeship study
- Nontraditional use of registered apprenticeship – part of a connected education & training system
- System includes:
 - career pathways
 - school-to-apprenticeship
 - programs of study
 - Tech Prep credit & Advanced Placement



**You can have the best plan
in the world, but without an
educated and trained
workforce, it's moot.**

Thank You, Click.



Canadian Association of Administrators of Labour Legislation (CAALL)

Presentation at the 97th Annual Meeting of NAGLO
St. Louis, Missouri
July 26, 2011

Speaker: Robert Lapper
CAALL President and
Deputy Minister of Labour, Province of British Columbia

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 4. Our Work: Current Initiatives, and International and Emerging Issues
 5. Precedent-setting Jurisprudence in Canada and the US
 6. Final Remarks
 7. Appendix

2

Labour Jurisdiction in Canada



- Responsibility for labour matters is shared among the federal, provincial and territorial (FPT) governments, which means:
 - 14 different sets of labour laws covering a multitude of workplace-related issues (e.g. occupational health and safety, labour standards, mediation and conciliation); and
 - 14 independent administrative structures.
- As a result, ongoing cooperation, collaboration and information sharing is critical.



3

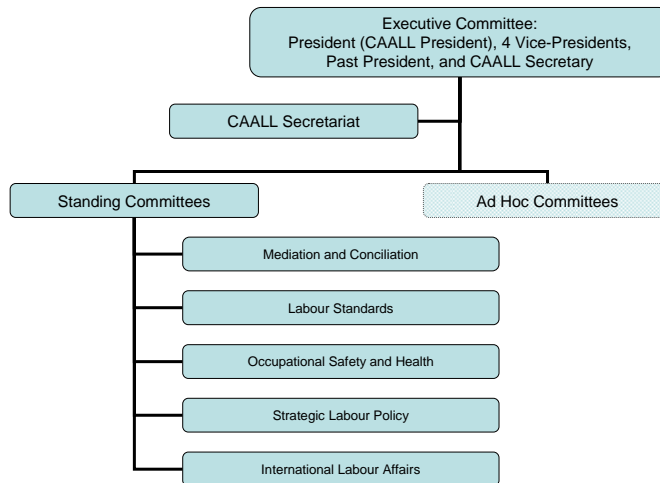
About CAALL



- Established in 1938, CAALL is an association of FPT Deputy Ministers responsible for Labour from all 14 jurisdictions and Chief Executive Officers of Occupational Health and Safety agencies.
- All jurisdictions enjoy equal membership status within the Association.
- CAALL is a vehicle for departments of Labour to develop strong and cooperative working relationships in order to:
 - seek solutions to similar problems;
 - work collaboratively on projects and issues; and,
 - share knowledge, resources, and best practices.

4

CAALL Structure



5

Main fora for FPT Exchanges

- The CAALL Annual Meeting is usually held in May. The location of is rotated among the jurisdictions from year to year.
- The CAALL Teleconference usually takes place in October.
- The Executive Committee meets via teleconference as required.
- CAALL also plans and supports the annual meeting of FPT Ministers responsible for Labour – where Ministers meet to discuss common concerns; converse about important labour issues; share experiences and successes; and, identify initiatives of cross-jurisdictional importance for collaboration.
- CAALL follows up on Ministers' directives and requests, and reports back on activities.

6

Ensuring Our Ongoing Effectiveness



- As part of Canada's recovery from the economic downturn, in 2010, the federal Clerk of the Privy Council and his provincial and territorial counterparts initiated a review of all FPT structures and activities with the aim of achieving greater effectiveness, efficiency and results.
- In keeping with this, CAALL is undertaking a review of its structure and operations with a view to strengthening its strategic capacity and streamlining its activities.

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Ensuring Our Ongoing Effectiveness (cont'd)



- As part of this review, CAALL is developing a strategic agenda that:
 - Is relevant and results-oriented in order to ensure that FPT Ministers and Deputy Ministers are engaged and see participation in meetings and activities as worthwhile;
 - Better aligns the work of its five standing committees to issues that are of interest and relevance to Ministers and Deputy Ministers; and,
 - Enhances the efficiency and cost-effectiveness of its operations and ensures full participation by all jurisdictions where possible.

8

Current Initiatives



- Most of CAALL's ongoing activities are carried out by its standing committees.
- Some examples include:
 - analysis of implications of Supreme Court of Canada's decision in *Fraser v. Ontario* and the implications for legislation respecting unionization and collective bargaining
 - development of an advanced national training program for mediators and conciliators
 - oversight of progress on the Workplace Hazardous Material Information System (WHMIS)
 - enhancements to the CAALL website

9

International Labour Issues



- International labour issues have been a topic of interest to CAALL and will likely have a growing importance in the future due to globalization.
- CAALL continues to be an important forum for preparing Canadian participation in the International Labour Organization (ILO) and in addressing trade-related issues.
- CAALL is also an important vehicle for FPT consultation on a range of ILO activities.
- In particular, there is ongoing FPT dialogue on ILO issues and activities through the International Labour Affairs Standing Committee.

10

Emerging Issues



- A few emerging issues:
 - Canada's economic recovery and resulting challenges / opportunities for workplaces
 - Vulnerable workers (young, old, inexperienced, new Canadians, etc.)
 - Temporary foreign workers
 - Mental health in the workplace
 - The decline in private-sector unionization in Canada

11

Precedent-setting Jurisprudence



- In the U.S., restrictions on public sector bargaining have been proposed and / or passed in some twenty states, most notably in Wisconsin and Ohio.
- In Canada, recent Supreme Court cases have determined that the *Canadian Charter of Rights and Freedoms* does not guarantee access to any particular labour relations model; however, it does include a procedural right to collective bargaining. (*Fraser v. Ontario*, 2011)
 - As a result, restrictions to collective bargaining similar to those enacted in some U.S. states could be difficult to administer
- An open question remains as to how much advance bargaining or good-faith consultation is required before government can unilaterally resort to legislation to alter collective agreements or preclude negotiations (*Fraser v. Ontario*; *BC Health Services*, 2007)
- These and other recent cases in both countries highlight the need to maintain connections internationally, given that we share many comparable issues pertaining to the role and potential limits of collective bargaining rights despite certain differences in our legal and political environments.

12

Final Remarks



- Annual meetings such as those of NAGLO and CAALL provide great opportunities to meet new counterparts, exchange information and develop new synergies between people and governments.
- CAALL would welcome one or more NAGLO representative(s) at our 2012 Annual meeting – location and venue to be determined.

- Thank You -



Appendix – Current Key CAALL Committee Activities

Strategic Policy	<ul style="list-style-type: none"> •Ongoing Policy-focused Environmental Scan •Report examining the implications of declining union density •Development of CAALL strategic agenda •Analysis of Supreme Court's decision on <i>Fraser v. Ontario</i> and implications for legislation respecting unionization and collective bargaining
Occupational Safety and Health (OSH)	<ul style="list-style-type: none"> •Summary of OSH activities / performance in Canada •Environmental Scan - Consolidation of Jurisdiction Reports •Share information requested by jurisdictions as part of ad hoc scans conducted by members on OSH issues •Maintain oversight of progress on Workplace Hazardous Materials Information System Model as it relates to OSH
International Labour Affairs	<ul style="list-style-type: none"> •FPT Strategy on Canada and the International Labour Organization (ILO) •Labour Cooperation Agreements and other trade- and ILO-related activities
Mediation and Conciliation	<ul style="list-style-type: none"> •Develop advanced National Mediator Training Program and final instructors' manual •Compile Directory of Conflict resolution Intervention Tools
Labour Standards	<ul style="list-style-type: none"> •Best Practices Toolkit to assist jurisdictions in providing outreach and support to employers •Creation of an inventory of available training resources in each jurisdiction including private sector resources and internal training programs. •Raising awareness of employment rights among temporary foreign workers

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