

**Proof of Eligibility & Priority Preference Point**

Northern Industrial Training, LLC (NIT) is an educational entity with experience in developing and operating programs that address the needs of Alaska Natives. NIT is eligible for the Preferential Priority points under this grant due to the extensive partnerships and collaborative efforts with the following non-profit Alaska Native Regional Organizations and Alaskan employers: non-profit Tanana Chiefs Conference (TCC), non-profit Native Gwichyaa Zhee Gwich'in Tribal Government, Arctic Slope Regional Corporation (ASRC), ASRC Energy Services, Kakivik/CCI, Nabors Drilling, Inc., North Slope Borough, and CH2M HILL (Please see the attached support letters). With the cooperation of these partners, unique plans, methods, and strategies are implemented to improve the education & employment of Alaska Natives. Our commitment to accessible career preparation training enables Alaska Native adults to prepare for meaningful employment throughout Alaska.

NIT is an Alaskan owned industrial & safety training school specializing in scientifically based training methods and curriculum development. NIT was founded with the concept of providing hands-on training along with classroom instruction that exceeds basic requirements. The training programs at NIT are job relevant and industry driven with certified instructors providing the highest quality of instruction in all subjects enabling graduates to succeed at securing employment in their chosen fields. NIT trained and tested more than 2,650 people in 2011, and NIT's instructional staff has decades of experience in providing safety and industrial training to Alaska Natives as well as working closely with Alaska Native entities.

NIT works with both state and federal granting agencies to include: The State of Alaska, State Training and Employment Program (STEP), Denali Commission Training Fund, the Federal National Emergency Grant (NEG), Workforce Investment Act (WIA) and the U.S. Department of Education Alaska Native Education Program. Between 2009 and 2012 NIT trained 135 Alaska Natives under a US DOE Alaska Native Education grant with 85% of the successful graduates gaining employment.

**(a) Need for project (15 points)**

Alaska Natives educational achievement is far below national norms. Alaska Native performance on standardized ACT tests are approximately 40% lower than the national average. The national dropout rate is 13.2% as reported by the National Center for Education Statistics (Statistics, 2010). Alaska Natives entering high school in urban Alaska areas have a 60% drop out rate; while in rural Alaska areas the drop rate is 12-15%. The higher rural graduation rate is attributed to lower-than-average student achievement levels. The overall unemployment rate for Alaska Native men is 27.3% and 16% for Alaska Native women. Due to the lack of jobs in rural areas, unemployment rates in Alaskan villages are staggering. In 1 out of 8 villages unemployment among Native men is in excess of 50%. In 1 out of 3 Native villages the male unemployment rates of 32% nearly quadruple statewide average unemployment rate as reported by the Alaska Natives Commission. An estimated 21.5% of Alaska Native families had incomes below the officially established income “poverty” line (██████ for a family of four) in contrast to 6.8 percent of all Alaskan Families.

In addition, Alaska is experiencing workforce shortages in critical areas and industry is filling these needs by hiring out of state workers. This three year proposal addresses the

need for Advanced Career Path Training for Alaska Natives. NIT's partnerships with Alaskan Native agencies concentrate on these challenges. Together we will give participants opportunities to join the Alaskan workforce by successfully meeting industry standards for employment.

Two programs will be offered under NIT's Advanced Career Path grant opportunity: Health, Safety & Environmental Technician (HSET) Training and Roustabout Training. These training programs will lead to advanced job placement and higher earning potential. Successful completion will serve to open ongoing career paths for participants by overcoming challenges in order to move forward with advanced career placement.

Immediate action is needed to close the education and skills gap enabling Alaska Natives for a better position for stable employment. The construction, oil and gas, and mining industries are Alaska's "hot occupations," however; the availability of qualified Alaska Native workers does not meet the demand. The need for energy is driving resource development and increased competition throughout Alaska, the United States, and the rest of the global community. Our challenge is to develop a highly skilled, globally competitive workforce to meet the needs of the Alaskan industries while preserving a safe worksite for employees and the environment. Through this grant, proper training will prepare Alaska Natives with a unique set of skills that will enhance their competitive edge in these high demand industries.

An article published in the *Alaska Process Industry Careers Consortium (APICC) Special Priority Occupations Report 2008* ((APICC), 2008), discussed the priority occupations over the next 10 years. A tier one priority shortage in the Alaskan oil, gas

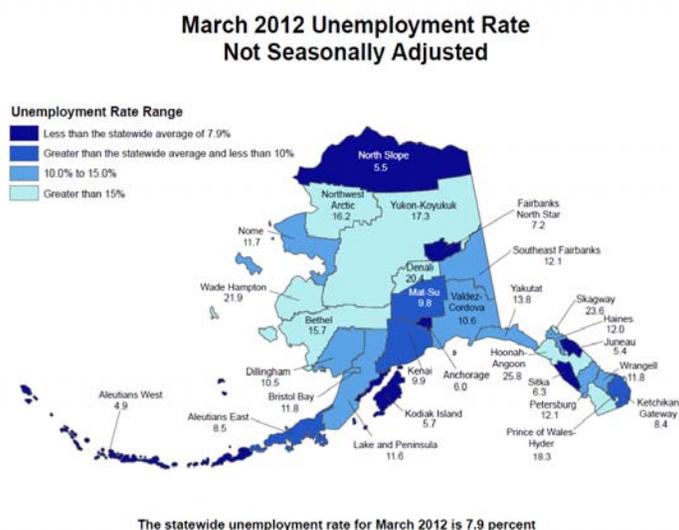
and mining occupations include Health, Safety and Environment Inspector and Health & Safety Compliance Officers. It is difficult to find qualified workers to hire in these occupations and positions often remain vacant for periods of time. These occupational shortages are projected to exist through 2016; projects and work may be halted or delayed due to these shortages. NIT's proposed training seeks to fill this void and provide quality workers able to fill HSET and Roustabout vacancies.

Alarming, vacant industry positions (including entry level positions) are currently being filled by nonresident workers. NIT's proposal addresses the large percentage of nonresidents and an emerging workforce skills gap as a high number of workers approach retirement. The recently published, *Nonresidents Working in Alaska* (Analysis, January 2012) show nonresident workers account for almost 20% of Alaska's total workforce, however, nonresidents accounted for 30.6% of the oil industry workers (including major oil companies and oilfield services) earning █████ million in 2010, an increase of 6.8% over 2009.

The *State of Alaska Department of Labor and Workforce Development Research and Analysis Section Ten-Year Forecast* projects that a 9% increase in Roustabouts will be needed from 2008-2018, and a 14.9% increase in open positions for the Occupational Safety Technician Field. (Analysis, Ten-Year Forecast, 2012).

The state of Alaska enjoyed a 21-year streak of job gains that was broken in 2009; nonetheless, the state came back strong with 1,800 new jobs added in 2010 and 5,200 more added in 2011. This positive growth for the state is expected to continue according to the *Alaska Economic Trends, January 2012* (Bishop, 2012). The Oil and Gas and Resource Development Industries are expected to remain stable and contribute to Alaska's

job growth. Conversely, the average Alaskan tradesman age of 55 combined with the high rate of attrition threatens job growth sustainability, and training programs must reach rural Alaskans to provide them opportunities. Alaska has the natural resources and means for continued growth, and a qualified workforce can help the state provide a stable economy to weather the continuing national economic crisis. The shortage of skilled workers in Alaska is apparent in all regions of the state, with some worse than others. This proposal will focus recruitment in the following regions: (1) Denali (2) Northwest Arctic (3) Yukon Koyukuk (4) North Slope. These regions have an average unemployment rate of approximately 14.85%. Please see the chart below. (Analysis S. o., 2012)



The local workforce in these regions is overlooked due to a lack of documented training hours, certifications, and continuing education. Many Alaskan companies, including our partners such as CH2M Hill, Nabors Drilling, Inc., Kakivik/CCI, Eskimos, Inc., North Slope Borough, and AES, have Alaska Native preferential hiring policies;

nonetheless, they are struggling to find qualified, trained and certified Alaska Natives to work for them. NIT's proposed training seeks to fill this need.

Outside of subsistence hunting and fishing, villagers lack specific industry job skills needed to provide for their families. Alaska Natives face many barriers to employment that include: lack of a driver's license (there are only 3 DMV satellite offices in all of rural Alaska); their remote geographic location compounded with the added expense of travel to and from their communities increases the difficulty of them obtaining certifications required for employment; and receiving the industrial, vocational, and safety instruction and methodology that correlates to how rural Alaska Natives learn.

The specific regions NIT has partnered with have disturbingly high unemployment rates. NIT's solution is to increase Alaska Natives employability and to meet the demand for qualified workers; the proposed Advanced Career Path Training will open doors for employment.

The Alaska pipeline projects are on the horizon and the anticipated workforce needs to become job ready immediately. NIT has a unique relationship with the Alaska Native population through partnerships with multiple Alaska Native organizations, Alaska Native employers, agencies, and contractors. This relationship places NIT in a position to meet the needs of industry in Alaska by developing relevant training programs, tailoring curricula to provide skills and certifications for employment within these companies.

NIT will target rural Alaska Native residents who do not have access to training opportunities. Successful completion of either these training programs will enable graduates a chance for a successful career with an income surpassing the state average.

Alaskan Native corporations and their construction companies have a large number of infrastructure projects in rural Alaska over the next few years, including, but not limited to: airports, roads and building projects, medical clinics and schools. These companies also have year round positions on the North Slope oil fields as well as mines in their own regions. NIT has a history of providing trained workers for these companies, but more are needed. Graduates will have the opportunity to work in their own communities or regions, lowering the unemployment rates and drastically reducing the number of nonresident workers that are imported into their communities to do work that the residents could provide on their own.

**(b) Quality of the Project Design (40 points)**

The training proposed under this grant opportunity results in gainful employment for Alaska Natives in Alaska's Resource Development Industries. NIT's training programs use scientifically based curricula structures and program designs to include constructivism, spaced lecture, communication, and dialogue teaching methodologies (Lacefield, 1999). NIT follows American National Standard Institutes Safety, Health, and Environmental Training methods Z490.1 for everything from program design to classroom setup. NIT instructional staff have extensive training experience in the resource development industries and are Certified Environmental, Safety & Health Trainers (CET) and/or Certified Instructional Technologists (CIT), with nationally recognized certifications and documented field experience in their specific instructional areas. The proposed project is a twofold training program that will provide participants the skills necessary for the competitive job market as well as advanced job specific training in Alaskan Industries.

NIT is aware of and recognizes Alaskan Natives' Educational and Cultural barriers. The Education Resources Information Center (ERIC) report conducted by McDowell Group (Group, 2001) sites problematic learning areas for Alaska Native's such as language barriers, learning styles, familial situations, logistics and travel conditions that affect the learning process. NIT has a longstanding, successful history of working with rural and urban Alaska Natives in the areas of education and training. As stated by Irving Igtanloc, Deputy Director for the North Slope Borough in Barrow, Alaska: "When it comes to training our residents, NIT has adapted their teaching methods to teach them. They do not use book learning full time to teach our residents, they use hands on training to teach them and this makes it more like how they have learned other things in their life, such as, subsistence skills, hunting, camping, preserving and storing food, etc" (Igtanloc, 2012).

NIT will target rural Alaska Natives and will advertise extensively in rural Alaska and make every effort to target these residents: unemployed; underemployed; those receiving government aid; those who have exhausted unemployment benefits; participants employed part-time or seeking to obtain full time employment; and those who need training for available employment advancement opportunities. The goal is to reduce unemployment in the Alaskan villages and the non-resident hire rates in Alaska. To specifically address logistical problems and financial barriers, NIT and their partners will provide travel, housing, and daily transportation for participants traveling from rural areas to attend these trainings.

Under this grant opportunity two Advanced Career Path Training Programs are offered: Health, Safety, & Environmental Technician (HSET) training and Roustabout

Training. The HSET program prepares participants with to be a safety professional. HSET positions are in high demand in Alaska as safety and environmental issues and concerns are at the forefront of every regulatory and business decision. The Roustabout program provides a comprehensive overview of the industry, position responsibilities, hands-on training and safety principles associated with the trade. Safety is a vital skill when working for the oil and gas industry and good safety training is the key to getting a job in this field. Workers in the oil and gas industry need physical stamina because the work frequently requires prolonged standing, bending, stooping, and working in cramped quarters. They also may be required to lift and carry heavy objects. Exposure to extreme weather conditions is common because most of the positions involve work that is done outside or in partially enclosed structures. Oil and gas field workers often work with potentially dangerous tools and equipment amidst a clutter of moving machinery, as well as some work on temporary scaffolding or at great heights. Consequently, they are more prone to injuries than workers in other industries as data from the U.S. Bureau of Labor Statistics show that oil and gas field workers experience a work-related injury and illness rate that is higher than the national average. In response, employers increasingly emphasize safe working conditions and habits that reduce the risk of injuries. To avoid injury, employees wear safety clothing, such as gloves, hardhats, and devices to protect their eyes, mouth, or hearing, as needed. Most employees in the oil and gas industry work full time, rotational shift work – 2 weeks on, 2 weeks off – averaging a minimum of 84 hours per week.

NIT specializes in providing current, relevant industrial and safety training to Alaska Natives. Our experience both with Alaska Natives and resource development

industries provides us a unique insight into the safety training needs of our unique environment and how those skills can be applied in other areas as well.

**Roustabout Training Program** focuses on employability in the oil & gas industry. It is a packaged program with a “Ready to Work” concept. Training is designed to provide participants with theoretical, practical and technical knowledge required to work safely and effectively in an oil & gas field. Trainees will be trained on subjects related to work in the oil & gas fields. 40 Alaska Native Participants will attend this program per year.

**The Roustabout training program includes the following:**

- PEC Premier Oil Patch Preparation Systems (OPPS)
- Basic Signal Person Training
- Thinking Driver
- 40 Hr Hazardous Materials Training Program General Site Worker
- Load Securement, Pipe Bundles, and Single Pipes/Drums/Cargo Nets
- Inventory Control

The U.S. Bureau of Labor Statistics and the Alaska Department of Labor cites Alaska as the top paying state for Roustabouts at [REDACTED] per hour with an average annual wage of [REDACTED].

**Health, Safety & Environmental Technician (HSET)** is a competency-based curriculum designed to provide students with the basic skills, knowledge, and abilities to gain employment in the fields of health, safety, and environmental technology. The program focuses on federal regulations for environmental protection, worker health and safety, and the transportation and handling of hazardous materials. Participants will in the HSET training will: cover reading, interpreting, and effective methods for implementing government and industry regulations, standards, and guidelines; audit equipment and jobsites using work permits; understand and demonstrate how to use the documentation of HSE – JSA/JHA/TSA, observation cards, CETA cards; ability to distinguish

recordable incidents from incidents that require first aid; demonstrate competency in atmospheric testing devices and distillation tubes; scene preservation; as well as the ability to plan, document and effectively deliver safety presentations at meetings or in a classroom setting. 20 Alaska Native Participants will attend this program per year.

**The HSET training program includes the following:**

- PEC Core
- Fall Protection
- CET/CIT Preparatory Class
- Atmospheric Testing Devices
- Scaffold Familiarization
- OSHA 1904
- First Aid/CPR/AED
- Observation Cards
- Permit Required Confined Space Entry
- JHA/JSA/TSA
- Documentation & Permits
- Field/Equipment Audits
- NSC Top Ten List
- Scene preservation
- DOT Pipeline Awareness
- Safety Policies/Manuals
- Safety Meeting Design
- Presentations
- Behavior Based Safety Programs
- Work Site Ergonomics

(Please see Attachment 2: HSET & Roustabout Training Programs Detailed Curricula)

The Alaska Department of Labor cites the median hourly wage for HSET personnel at [REDACTED] per hour; the national average hourly wage is [REDACTED]. Employment of occupational health and safety technicians is expected to grow by 13 percent from 2010 to 2020 as new environmental regulations and laws will require new or revised procedures in the workplace (US Bureau of Labor, 2012).

**Measurable Goals and Project Objectives**

**Goal 1: Recruit 40 adult Alaska Natives for Roustabout Training.**

**Objective 1:** Recruit 40 Alaska Native participants for Roustabout Training.

**Objective 2:** 85% participant successful training completion rate.

**Objective 3:** 80% participant employment rate within the 1<sup>st</sup> quarter after successful completion of training.

**Goal 2: Recruit and Train 20 adult Alaska Natives for Health, Safety & Environmental Technician (HSET) Training.**

**Objective 1:** Recruit 20 Alaska Native participants in the HSET Training Program.

**Objective 2:** 85% participant successful training completion rate.

**Objective 3:** 80% participant employment rate within the 1<sup>st</sup> quarter after successful completion of training.

**Goal 3: Bridging the Gap between successful graduates and Alaska employers.**

**Objective 1:** Successful graduates enter into NIT's job placement program. (Partnering agencies will have the opportunity to interview graduating classes to present job opportunities and screen for potential employees.)

**Objective 2:** 80% of participants will earn higher wages within 1 quarter following training as compared to 1 quarter before training commences.

NIT Graduates who have completed programs are highly successful in obtaining full time, long term employment in these industries. At the completion of the program it is our expectation that all successful participants will be making much more than the median annual wage in Alaska of [REDACTED] (US Bureau Statistics, 2012).

**(c) Quality of the Management Plan (30 points).**

This project is divided into three organizational sections (1) strategic planning and implementing operations plan (2) recruitment and screening of applicants, registration, administrative tasks and (3) student services and job placement. The Alaska Native

perspective is included in all three sections of the program organizational plan by having constant communication with our Alaska Native partners and community members. Throughout the entire grant process needs are addressed and programs are updated accordingly, ensuring the Alaska Native perspective is met.

**1. Strategic Planning & Operations Plan - Grant Timeline and Milestones:**

- 1) Partnering agencies will be notified within one week of NIT's grant award notification.
- 2) Quarterly meeting dates will be confirmed with partnering agencies.
- 3) Recruitment period: There will be a 30 day application opening.
- 4) Selection process: 10 business days will be allotted for participant selection.
- 5) Notification of program acceptance: Participants will be notified within 10 days prior to the start of the training program.
- 6) Logistics secured: participant airfare, lodging, transportation and other special accommodations will be finalized within 7 days prior to the start of the program.
- 7) Qualitative pre-testing activities will be completed the first week of class.
- 8) Every Friday, weekly participant progress reports will be completed tracking participants overall progress in the program.
- 9) Monthly reports will be submitted, no later than the 20<sup>th</sup> day of the following month to NIT's US DOE Program Director.
- 10) Qualitative post-test assessment will be conducted the within three days of graduation.
- 11) Participants will be contacted by phone or email within 30, 60, and 90 days following successful program completion to determine employment status.
- 12) Quantitative Assessments will be finalized 1 quarter after training completion.

Quarterly meetings with partnering agencies will review grant objectives, timelines, and milestones. Training schedules and timeline have been planned out in advanced with the help of our partnering agencies to work around Alaska native subsistence hunting and fishing and as well as Alaska hiring trends.

**Table 1.1**

<b>Proposed Training Schedule</b>		
<b>Training Description</b>	<b>Location</b>	<b>Dates</b>
<b>Roustabout Training</b>	Palmer, AK	October - November 2012 January – February 2013 March -April 2013 May - June 2013
<b>HSET Training</b>	Palmer, AK	February - March 2013 April - May 2013

**Table 1.2**

<b>Quarterly Collaboration Meetings with Partnering Agencies</b>		
<b>Year I</b>	<b>Year II</b>	<b>Year III</b>
August 15, 2012	August 2013	August 2014
October 15, 2012	October 2013	October 2014
February 15, 2013	February 2014	February 2015
May 15, 2013	May 2014	May 2015

NIT's Grant Coordinator – an Alaska Native – will collect qualitative and confidential weekly assessments from participants to correct any anomalies or deviations in program ensuring the Alaska Native perspective is met; NIT's Project Director in conjunction with the Grant Coordinator & Finance Manager, will provide monthly progress reports to NIT's US DOE Program Officer; NIT's Key Personnel will hold Bi-weekly meetings with timeline and milestone reviews; Instructional staff will track qualitative weekly student progress; monthly financial reporting is conducted by NIT's Program Director and Financial Manager. Quantitative assessments and evaluations a will be conducted by NIT's VP of Safety & Projects along with a qualified team of professionals. Additionally, NIT will work with an Independent Evaluator.

***Confidential, Qualitative Weekly Questionnaire*** tracks the following questions:

- Has the Classroom training been presented in a way that makes sense to you?
- Do you consider your instructors experts in the subjects they are teaching you?
- Do your instructors give you adequate individual time and attention to learn the subject?
- Are you confident the skills you are learning in this training will assist you to find employment in this field?
- Were you provided the necessary supplies and books to complete training?
- Were you provided tools, clothing and personal protective gear to complete training?
- Have you felt rushed through any segment of training? If yes, which segment?
- Have you received adequate hands on training through the course?
- Do you consider the participant/instructor ratio adequate for the learning environment?
- Do you have any suggestions for improvement for this training program?
- What has been the biggest challenge you have faced in order to attend and participate in this training?

The confidential, qualitative assessments were developed to effectively identify students with a varying degree of needs to ensure feedback and continuous improvement. The data from the assessments will be incorporated into individualized training between the instructor and the participant improving the effectiveness of the training and to further assist the student in achieving the goals of this grant proposal.

***Monthly Progress report tracks the following information:***

- Describe grant activities this report period; include successes, barriers, and unique opportunities.
- How are you meeting your target population requirements?
- What training has been completed this period? What training is planned for the next month?
- Have you carefully reviewed the grant spending and is the spending on track with the projected budget? Is a budget amendment needed to increase or decrease the grant amount?
- Are there any areas in program development or US DOE grants administration where assistance is required?

The monthly progress reports are completed by the Project Director, Grant Coordinator, and Financial Manager. These reports are sent directly to US DOE ANE Program Director and discussed at the Key Personnel meetings, as well as the quarterly partner agency meetings.

***Qualitative/Quantitative Weekly Participant Progress Report tracks the following information:***

- Attendance
- Attitude
- GPA/ Test Scores

This weekly participant progress report is completed by instructional staff. This weekly report ensures participant success and reinforces NIT and industry standards are met by individual participants.

***Qualitative Participant Assessment tracks the following information:***

- Participant motivation
- Participant attendance
- Confidence
- Attitude toward course work
- General participation

The VP Safety and qualified team will conduct this qualitative participant assessment. It is integral to the success of the grant program to track participant behavioral accomplishments to increase employability.

***Quantitative Participant Assessment tracks the following information:***

- How many participants were recruited for the training programs?
- How many participants completed the training?
- How many participants successfully earned program certifications?
- How many participants became gainfully employed 1 quarter after successful training completion?
- How many participants earned an increased wage after successful training completion?

The quantitative participant assessments will be conducted by the Project Director and Grant Coordinator. The data will be collected from participant certifications, successful training completions, and employment data from participants, partnering employers, and the State of Alaska Department of Labor.

**2. Recruitment & Screening of Applicants:** Applicants will be required to fill out a 5 year work history or submit a resume, with a letter of recommendation from a former employer/supervisor or village/community representative, a criminal background check is performed, provide a fitness physical and drug test. Applicants will be required to fill out an NIT survey which emphasizes the sometimes harsh construction working conditions and long hours required in the industry. Eligible applicants must be at least 18 years of age. NIT admissions staff will conduct interviews over the phone and will travel to

villages to conduct interviews, when needed, for recruiting applicants. Eligible applicants must agree to NIT school policies by agreeing to our attendance, student requirements, student conduct, and drug and alcohol policies as a part of the application process.

Applicants for this grant will be screened and assessed based on the individual's needs, employment goals and ability to succeed following this training. An applicants' employment history will prove reliability, task mastering, and motivation at work. This screening process results in enthusiastic, interested and motivated individuals who will be able to successfully complete the training and retain employment upon completion.

Partnering agencies will participate in the selection process.

**3. Student Services & Job Placement:** In addition to the weekly participant and instructional staff authored reports detailed above, one-on-one tutoring will be available for participants who are having difficulties. During the training, participants are required to maintain a 70% GPA on written exams. As the training progresses, individual career counseling will take place and by the end of the training each participant will have career path with specific employment opportunities. Job search activities begin in the classroom portion of the program. Partnering employers send human resource personnel to NIT programs for direct recruitment. NIT Grant Coordinator and Admissions personnel will detail potential employment opportunities and tutor participants on how to use websites to upload resumes and skills verifications. Following graduation, NIT staff will continue to follow-up with each participant at 30, 60, and 90 days after successful training completion.

### **Key Personnel and Specific Grant Responsibilities**

**Krista Gonder: NIT Senior Vice President & CFO**, has 10 years experience in Grants administration at the State and Federal level. She will oversee and delegate all grant policies and procedures. She has a BA International Political Economy, University of Puget Sound. Grant duties: Up to 20% of Ms. Gonder's time will be spent directing recruitment efforts, marketing, grant management; grant draws and grant financial reporting. Ms. Gonder will coordinate directly with Lena Danner, Grant Coordinator, on bi-weekly grant meetings; quarterly meetings with partnering agencies; will work directly with Gayle Warner in accounting to ensure that grant funds are maximized and that funds awarded are spent in accordance with the guidelines provided by the funding source.

**Joey Crum: NIT Executive Vice President**, has 15 years of industrial education, management, HSE experience. He will play a critical role in developing the training curriculum and scheduling the training programs. His industry experience includes; CET/CIT, PEC Premier Trainer, NSTC Trainer, OSHA Trainer, 11 years truck driver and equipment operator; DMV licensed CDL instructor and examiner; NCCER Master Trainer and Train the Trainer; NCCER certified instructor; Juris Doctorate Gonzaga University School of Law; BA Psychology University Puget Sound. Grant duties: Up to 20% of Mr. Crum's time will be spent delegating and scheduling the 7 professional, certified instructors responsible for teaching and evaluating participants, project supervision, coordinates directly with Krista Gonder and Lena Danner on the scheduling of classes, classroom instructors and will oversee all aspects of training.

**Adam Crum, Vice President of Safety & Project Development**, has 5 years experience delivering Health, Safety and Environmental courses all over the state of Alaska; Mr.

Crum has a MSPH in Occupational Environmental Hygiene from Johns Hopkins University. Mr. Crum is a CSP and CIH candidate, and has BA in Psychology from Northwestern University. Mr. Crum manages NIT's industrial safety programs for all employees and students, conducts field audits and assessments, and works with instructors and industry Subject Matter Experts on curriculum development and updates. Mr. Crum utilizes and incorporates scientific methods in Adult Education in order to provide the highest quality training and learning experience. Mr. Crum is a Master Trainer in the following fields: 49 CFR DOT Hazardous Materials Training; various OSHA training programs; HAZWOPER; PEC Premiere Core Compliance; NSTC - Unescorted, H2S, Energy Isolation, Fall Protection, Confined Space Entry, and Respiratory Protection. Grant Duties: In addition to delivering courses, Mr. Crum will oversee pre and post qualitative assessments and evaluations.

**Gayle Warner: Financial Manager**, has more than 20 years of accounting experience. She has effectively managed grant funds for the State of Alaska, State Training and Employment Program (STEP), US DOE Alaska Native Program and various other grant programs. Grant duties: Up to 35% of Ms. Warner's time will be spent setting up accounting systems, designing spreadsheets, and generating financial reports of sponsored program activity; maintain all grant financials, reporting, and record keeping; coordinate communication with the Krista Gonder and Lena Danner in the grant administration to ensure the funds are accurately dispersed.

**Dell Husted, NIT Senior Instructor & Management Consultant**, has over four decades of HSE field, managerial, and instructional experience. He has an impressive and extensive background in drilling, oil and gas, resource development, managerial,

compliance and industry auditing. Mr. Husted is a CET/CIT Master Trainer (certified HSE and instructional technologist); PEC Premier Master Trainer; OSAS 1800 Auditor; the sole program auditor of the NSTC Program; 49 CFR DOT Hazardous Materials Training; various OSHA training programs; HAZWOPER; PEC Premiere Core Compliance; NSTC - Unescorted, H2S, Energy Isolation, Fall Protection, Confined Space Entry, and Respiratory Protection, etc. Grant duties: Mr. Husted will be responsible for program instruction and will assist Mr. Crum in participant evaluations and curricula updates.

**Richard Crum, VP Operations** Mr. Crum has 9 years of industrial safety, education, and management experience. He will provide a key role in the operations and curriculum of the Roustabout program. Mr. Crum's industry experience includes; NCCER Master Trainer and certified Train the Trainer, CET/CIT, OSHA Trainer, HAZWOPER, PEC Premier Trainer; ATSA Traffic Control Flagging Instructor; NSTC Trainer, American Red Cross and Medic First Aid/CPR instructor, DMV licensed CDL instructor and examiner. Mr. Crum manages NIT's industrial equipment programs for all employees and students. Grant duties: In addition to delivering courses, Mr. Crum will schedule certified instructors responsible for teaching and evaluating participants.

**Lena Danner: Grant Coordinator** has 8 years of administrative experience and is NIT's Grant coordinator; Ms. Danner successfully manages recruitment, participant communications, logistical activities, participant records and reporting. Ms. Danner is an Alaska Native from Barrow, AK and speaks Inupiat. Grant duties: 75% of her time will be coordinating the grant project including; student recruitment, screening and admissions; acts as a liaison between the institution and funding sources; student liaison;

oversee grant related office operations; works with all above staff to assure that files and records of grant-funded projects are maintained; administers and collects weekly reports; ensures pre-/post- testing is completed and compiled to be used for evaluation; a key player in all grant meetings communicating upcoming classes and grant progress; recording quarterly, monthly, and bi-weekly grant meeting minutes; responsible for follow-up and job placement services with graduated students.

**(d) Adequacy of resources (15 points)**

NIT's Industrial Training Facility in Palmer, AK will be used for the hands on training for Advanced Career Path Training. NIT's facility is state-of-the-art with 8,000ft<sup>2</sup> of industry specific equipment and tools. NIT's administration building is adjacent to the Industrial Training Facility, and classroom portions of the training will be conducted in spacious training rooms with ergonomic seating and an effective learning environment, designed per ANSI SHE training method Z490.1.

NIT has partnered with a local hotel located 3 miles from the training facility for participant ease and daily transportation logistics. The hotel has its own restaurant and has provided discounted rates for this grant – up to [REDACTED] % off of general public rates.

NIT's grant partners will provide participant airfare, costing up to [REDACTED] per ticket to fly within Alaska. Grant partners are assisting with housing costs for half of the grant participants. NIT is providing daily transportation to and from training for participants to leverage grant resources. The equipment required includes: hand tools, scaffold, hoists, high power torque tools, air compressor, welding equipment, etc. the equipment is an in-kind contribution from NIT. Training Supplies required include books, manuals, consumable materials, pipe, slings, ropes, certifications, personal protective equipment,

etc. NIT is requesting supply funds with in-kind contributions. NIT is requesting funds for personnel wages for the grant coordinator and financial officer. The remaining personnel funds are an in-kind contribution. Under contractual NIT is requesting funds for an independent evaluator, single fund audit, and facility rental. There are in-kind contributions from NIT for facility rental, auditor, and evaluator costs. The attached support letters illustrate the need for, support of, and specific commitments of this grant proposal. Please see the Budget Narrative.

The most important cost benefit in this proposal is that a minimum of 60 Alaska Natives will have an opportunity to earn more than [REDACTED] or more per year resulting in a sustainable wage and a career. By training Alaska Natives in Alaska's high growth industries Alaska Natives have the opportunity to excel in opportunities historically not available, thus combating socio-economic, geographical, and cultural barriers.

**(e) Quality of the Project Evaluation (10 points).**

The project evaluation includes qualitative, quantitative, formative and summative feedback related to meeting the grants goals and objectives detailed in prior sections. NIT will use various methods to evaluate participants: surveys and observations; weekly progress reports; pre and post testing; certifications; and employment goals. Please note, GPRA measures are not applicable to this training program as NIT is a post-secondary education entity.

**Evaluating Program Measureable Outcomes & Goals**

1. **Qualitative Participant Assessment** performed by the VP Safety & Projects and a qualified team, these will evaluate participant behavioral accomplishments throughout

training. These evaluations will compare pre and post testing assessments. Topics evaluated include:

- Participant motivation
- Participant attendance
- Confidence
- Attitude toward course work
- General participation

2. **Quantitative Participant Assessment** performed by the Project Director and Grant Coordinator will evaluate the following.

- How many participants were recruited for the training programs?
- How many participants completed the training?
- How many participants successfully earned program certifications?
- How many participants became gainfully employed 1 quarter after successful training completion?
- How many participants earned an increased wage after successful training completion?

The evaluation method includes reviewing recruitment activities, evaluating the number of participants recruited and accepted into the program; data will be collected from participant certifications in student files, successful training completions in student files, participant sign-in sheets, and employment data from participants, partnering employers, and the State of Alaska Department of Labor tracking participant employment 1 quarter before and after successful participant completion.

3. **Formative Assessments** will be performed by the VP of Safety & Projects and the Executive Vice President using the participant qualitative assessment detailed in the management plan. The formative assessments will be used throughout the training program to modify teaching and learning activities to improve student attainment.

4. **Summative assessment** will analyze the quantitative results for numerical data. This assessment will be provided in the annual report to US DOE staff.

In addition to NIT's internal evaluations, funds are requested for an independent evaluator. This individual will have at a minimum a Masters Degree, experienced auditor/evaluator, education experience, compliance and regulator accountability, familiar with the American Evaluation Association's Guiding Principles for Evaluators.

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