

Alaska's Workforce Future: Employer Survey

Comments

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DRAFT

Employer Survey Qualitative Responses from Respondents by Survey Question

Almost all questions in the Employer Survey are followed by a free field for employer comments. The tables below provide those unedited comments along with the employer's region of operation, the employer size, and the type of organization. The comments are insightful and add context to the quantitative analysis. In addition, some suggestions made by some employers might be considered for adoption. It is recommended that anyone reviewing the Alaska's Workforce Future Report of Employer Survey also review the comments.

| Ccase | Regions of Operation | Emp Size | Org Type | Q9. <u>Current</u> Difficulty Recruiting, Hiring, Retaining, Re-Training. Comments. |
|-------|-----------------------------------|----------|------------------------------|--|
| 388 | Anchorage/Mat-Su Region | 50-99 | Sole Prop or LLC | Accounting requires integrity and a sense of responsibility. Most applicants expressly reject taking responsibility yet want competitive pay and benefits. |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | Alaskans have allowed our state, on our watch, to deteriorate and we are losing our younger working aged adults because of our lack of safe affordable housing, lack of affordable safe childcare, the deterioration of our K-12 school system, the lack of infrastructure support and resources to avoid deferred maintenance, the lack of vision by our utilities for renewable energy, our over reliance on oil, the air quality in the interior.... |
| 391 | Anchorage/Mat-Su Region | 10-49 | Private Corp | <p>Alaska's labor shortage is due to depopulation as a result of (1) people fed up with Alaska cost of living, (2) people working remote out of state and coming for the "good" seasons of Alaska, (3) people preferring to work in states like Florida and Texas, (4) majority of new Alaskans are Double Income No Kids that only desire to enjoy the land and have no children, usually they are in higher skilled jobs and trades.</p> <p>As you continue to take the PFD away (which hey big government never hurt anything right?) more families and people that are invested in the state will move to low-tax, pro-family states. Additionally, you will draw more people looking to get a piece of that hot "big government" Alaska agenda - NEA, unions, government workforce jobs and non-profits that leech off the government grants.</p> <p>Want the "blue-collar" industrious worker back in Alaska? Make living in Alaska a reward. Fuel limitless job potential, create less/no government waste and corruption, end the accessibility of homelessness,</p> <p>Want to fast forward Alaska to its ultimate pro-environment Democrat colony? Keep doing everything the Anchorage Assembly is doing. Increase the BSA, do everything the NEA wants, shut down all resource development.</p> |
| 311 | Gulf Coast Region | 10-49 | Partnership or S corporation | As far as admin goes, it seems that after someone starts in the position they decide it's "too hard" or they really don't want to work that many hours....full time or part time |

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| 407 | Statewide | 10-49 | Sole Prop or LLC | Can hire people but finding qualified mechanics has been difficult since 2010. Lately even finding shop helpers is hard. Most aren't willing to show up or just walk off the job without ever saying why or calling. I think they are fulfilling a requirement to keep getting unemployment benefits? |
| 150 | Statewide | 1-9 | Small Business | Childcare is struggling within the state. Many centers have already shut down because of the difficulties trying to hire and retain staff because we are unable to pay what they deserve. |
| 439 | Southwest Region | 10-49 | Other | Commercial fishing vessel operating in the Gulf of Alaska and the Bering Sea. |
| 90 | Statewide | 500+ | Public Corp | Construction is a skilled trade- that means it takes about 6 years to train a journeyman carpenter, and that's working 30 hours a week with at least 10 hours of training per week. This produces a journeyman who has the basic skills needed. If it was a university education, this would be a 4-year degree. The industry is filled with people who are not even close to journeymen, added to this is that they've been told it's not a skilled trade requiring training. So they have poor training by under-skilled people, and dealing with architects and engineers who also don't really know how to build things; the combination makes for difficult to find people who need significant re-training. On top of that, they need to have more motivation than the non-critical type of jobs in the professional world where there are few consequences to being incompetent- in construction mistakes, errors, and incompetence have significant safety and economic consequences, but it's hard to get that from people who self-select for an "easy" job that pays well. This is YOUR FAULT, and by YOU I mean the politicians, lawyers, and professors who allow your prejudices and bigotry to color your view of this all. |
| 82 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Construction trades in general are getting harder to staff |
| 522 | Statewide | 1-9 | Small Business | Costs too much to recruit through the internet sites that most everyone uses. Most don't show up to interview and we have helped a few get their CDL, but they don't stick around because there is a large shortage of CDL drivers for large carriers that pay much more than the small mom and pop businesses. |
| 447 | Statewide | 10-49 | Partnership or S corporation | Difficulty in filling part-time job requiring knowledge of office systems, computer usage, standard operating software, and ability to work with limited supervision. |
| 183 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | Do not have difficulty filling positions as our physical business is not located in Alaska, we have an employee who lives and works remotely from there. Our employees can work from anywhere; thus we are not looking strictly to hire in Alaska. |
| 566 | Statewide Interior Region | 1-9 | Sole Prop or LLC | Due to lack of internet connectivity, it is difficult for job seekers to learn about job openings. |

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| 155 | Southeast Region | 10-49 | Tribal Entity | Due to the amount of work available on the North Slope, employees are jumping to other employers for \$1 increases, but then their project ends after a few months and they come back and we have to onboard again (increased costs). It's been difficult to retain (for our team) as there is so much work to be done on Slope--and with Construction season firing up, it'll be even more competitive. |
| 182 | | | | Due to the high cost of living and the lack of affordable housing in Juneau. Recruiting qualified applicants and retaining employees for long-term employment is impossible. |
| 214 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Due to the landlord disproportionately raising the rent, we had to close our operation and shift to a new business model that doesn't employ the number of folks we used to. We went from a robust employer of three full and two part time employees to just myself as we adjust to the new model. |
| 392 | Interior Region | 10-49 | Local Gov | Effective 1/1/2023 Battery Systems Inc closed and has no employees |
| 500 | Statewide | 10-49 | Sole Prop or LLC | Employees do not tend to stay for long. In addition, many have jumped around a lot in their previous jobs. We try not to hire employees who do not have a stable employment history, so this makes the pool of potential candidates smaller. |
| 180 | | 0 | Public Corp | employees tell me that they have experience, then it is obvious they don't, they do not want to be trained, they want to play on their phones or socialize with the other employees |
| 334 | Southeast Region | 10-49 | Private Corp | Every tourism business struggles with fully staffing. Usually they aren't for the entire summer (college students leave, people change their minds, etc.). |
| 48 | Statewide | 100-499 | Alaska State dept or agency | Fairbanks Correctional Center does not recruit their own people. We have to rely on a team 350 miles to the south who know nothing about our issues. They do not recruit, instead ask for local volunteers to attend recruiting events for them. Then if you volunteer and do get someone to sign up, you do not earn the bonus as it is not a "personal" referral. We do not have an opportunity to interview or even know the names. We are "informed" by recruiting division that we are getting a new officer. We have no hands on prior to hire, if this individual will be a good fit. |
| 343 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | finding available and appropriate candidates in our limited pool of applicants makes this difficult. |
| 284 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | Finding individuals who want to work full time can be difficult. The individuals we have working with us are fabulous. It take a lot of time to find and hire qualified staff. We are a early morning facility so if that shift does not fit into someone's lifestyle, we are not the right place for them. |

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| 389 | Gulf Coast Region | 10-49 | | Finding people with the required skills with what I can afford to is hard. I have written of being profitable in order to keep employees. i would rather break even and stay open then lose the only employees that can do all parts of the job. |
| 453 | Statewide | 1-9 | Other nonprofit | Finding time to train can be a challenge |
| 158 | Interior Region | 1-9 | Other nonprofit | Forced to hired less experienced individuals and we then required to do extensive on-boarding or OJT |
| 1 | Statewide | 10-49 | Registered Apprenticeship | Hiring and retaining is difficult because of the Municipal budget. |
| 335 | Southwest Region | 10-49 | Small Business | Hiring and retainment in an extremely small community for specialized skilled labor the hardest because much of the skilled labor has to be brought into the community from an urban hub, which adds a large additional cost for travel and time. A skilled labor position is usually needed daily in an urban setting, whereas, in a very small community it is needed only in sporadic bursts. |
| 202 | Southeast Region | 1-9 | Partnership or S corporation | I do believe that as time goes on and these younger people see mom and dad getting older and less able to help them, they may come to realize that they must count on themselves and not their parent or government subsidies. I hope this happens sooner than later. |
| 272 | Statewide | 1-9 | Other nonprofit | I've been operating restaurants for 45 yrs. I've never seen anything like this. If nothing improves soon, places like our won't be around |
| 162 | Southeast Region | 10-49 | Sole Prop or LLC | If Fairbanks area is paying unemployment wages to people obviously there is a disconnect as this is not a highly skilled job. What responsibility to unemployment recipients to look for/find and accept? As a Small business owner who sees able-bodied folks able to spend the day holding "help-needed" signs on nearly every corner it's very frustrating! Not to mention the unemployment taxes increasing regularly. Thanks for venting space!! |
| 514 | Statewide | 1-9 | Partnership or S corporation | It has always been difficult to find employees with proper experience. |
| 57 | Southeast Region | 1-9 | Alaska State dept or agency | It has become a grueling process to find, hire and train people today. Just to get some CDL trained today now requires many extra steps and costs that make it much more difficult to in house train our own employees to get them a CDL. |
| 464 | Southwest Region | 1-9 | Small Business | It is difficult in this day and age to get folks to work. This is an extremely rewarding and lucrative industry with a lot of room for growth and advancement. |
| 459 | Southeast Region | 1-9 | Sole Prop or LLC | It is extremely difficult to find employees and keep them in rural (Dutch Harbor/Unalaska) Alaska without housing as part of the hire. |

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| 437 | Interior Region Southwest Region | 100-499 | Private Corp | It's extremely hard to find experienced, committed staff that can work for the pay you can afford to pay. |
| 426 | Statewide | 10-49 | Private Corp | Laborers are getting harder to train. |
| 446 | Anchorage/Mat-Su Region | 10-49 | Small Business | Local universities have little professional education for museum curators; also, the inability to pay competitive wages is stifling when looking for qualified candidates who can tackle our diverse and challenging executive director job. |
| 324 | Southeast Region | 10-49 | Other nonprofit | Long term folks retention is great, new hire retention is poor |
| 419 | Southwest Region | 1-9 | Sole Prop or LLC | Many applicants we reach out to end up not responding or showing up for a job interview. |
| 381 | Southeast Region | 1-9 | Sole Prop or LLC | Most of our hiring nightmares comes from the new regulations from the state, by taking 3 to 4 months to assign an ID provider to the caregivers and/or PCS's |
| 161 | | 0 | Sole Prop or LLC | No matter the industry, many small businesses are struggling to fill positions because of not being to compete from a benefits-offered standpoint with larger companies. The cost to provide group healthcare coverage is typically too great for a small business to carry and there are too few options for the state of AK. |
| 21 | Southwest Region | 10-49 | Local Gov | One of the issues, is that some of the certifications for "evidence-based" classes taught in corrections require specific certification to be obtained after being employed: GED proctoring, parenting class facilitator, cognitive behavioral class instructor. If we train and then lose an employee, these core classes cannot be taught, and even when we hire a new person, that person has to wait to be trained to offer the class. Those training cycles come around once per year or less. Most of these certifications are expensive. High turnover results in classes not being taught and inmates not being able to complete their offender management plan for preparation to release and stymies their ability to successfully reintegrate into society. |
| 319 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Opportunity to sell business vessel and permits at prices that do not cause losses. Lack of low interest long term loans as well for young people |
| 18 | Statewide | 500+ | Industry trade association | Our programs are generally grant funded which doesn't allow for a lot of wiggle room in pay scales. We also work in communities with limited qualified Staff. |
| 97 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | People don't seem like they are interested in work these days |
| 19 | Interior Region Northern Region | 100-499 | Registered Apprenticeship | People expect one job / gig to pay all their bills no matter how much value they as an employee add to the business. If a employee brings in business, they can make OK money but if they do not find clients they don't make money,. |

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| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | People have no interest in working. They want to do nothing and expect to be paid top dollar. That's assuming they show up at all. Recruiting is ridiculous and the quality of applicants is dismal. I've seen resumes and cover letters with social media slang and acronyms in them, and don't meet any job post requirements. |
| 386 | Statewide | 10-49 | Small Business | People no longer want to work a full workweek and they are lazy, constantly on their phones and coming in hung over. Their lack of respect to their employer and the customers is evident. They also believe they should be paid still when they do not show up to work, they are entitled and unwilling to learn from their mistakes. |
| 435 | Southeast Region | 1-9 | Other nonprofit | Plasterers work here is done mostly by nonunion companies. |
| 470 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Recruiting a person with compassion, empathy, organization skills, communication skills, and self-motivated requiring little supervision is most challenging. |
| 505 | Statewide | 10-49 | Public Corp | Recruiting is frustrating because we receive so many unqualified applicants. However, we are afraid to reject them without responding because we fear accusations of unlawful discrimination. |
| 403 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Recruiting is very difficult because there are limited staff and we cannot provide one on one recruiting for statewide needs. We are only one craft and the needs are industry wide. We have doubled the apprenticeship last year (2023 season) and will double the numbers again this year (2024 season). Once an individual has applied, selected, trained and placed on a job, retention is pretty solid. We strive to train Alaskans to fill the industry demand and lessen the need to recruit workers from other states. |
| 3 | Statewide | 10-49 | Industry trade association | Recruitment is extremely difficult, and we are beginning to offer more remote work opportunities to open these jobs to workers within our villages. |
| 267 | Southeast Region | 50-99 | School District | Retaining people is almost impossible and have almost given up on having tenured employees. This in itself costs a significant amount of money. Large amount of people continue to move out of state. |
| 379 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Retaining qualified personnel is difficult. Other companies headhunt our trained individuals. Increasing pay is one way to retain but our financial health can be at risk if we throw money at it. The line between a fairly paid and loyal employee is thin. |
| 317 | Statewide | 10-49 | Sole Prop or LLC | Retention is very low and so important. Within about 2 months I am able to see if the employee will work out. After 10 years, and 10 failed employees, I stopped trying to hire new staff. This means that I can't grow my business as I desire. |
| 438 | Anchorage/Mat-Su Region | 1-9 | Small Business | Retraining: would have marked N/A but not an option. I haven't found anyone that needed retraining. |

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|-------|-------------------------|----------|------------------------------|--|
| 124 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | Same as comment earlier |
| 302 | Gulf Coast Region | 1-9 | Sole Prop or LLC | Seasonal employees turn over regularly from year to year. Trying to train for retention is difficult. Having a love of being outside all day at work can also be a challenge when we have inclement summers. |
| 108 | | 1-9 | Private Corp | seasonal tender operation only |
| 46 | Statewide | 500+ | Alaska State dept or agency | State systems are antiquated compared to the private sector. Even new hires that we do manage to get to come to work for us cannot utilize the skills they have because the systems we have are not familiar. We continue to operate with programs, and electronics that are far exceeding their supported life spans and usefulness. We continue to spend more money trying to repair and reuse things instead of investing in new products with less down time and repair costs. |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Subsidize childcare and affordable housing. AK needs an income tax. |
| 460 | Statewide | 10-49 | Private Corp | The degree of difficulty depends on the location of our Division. Our Juneau, Ketchikan, Sitka, and Juneau Divisions have a much harder time as compared to our Anchorage location. |
| 47 | Statewide | 100-499 | Alaska State dept or agency | The Department of Corrections has more of a retention problem than a recruitment problem. This is due to lack of leadership and vision within the department. Also, the current policy in which employees are vested (5 years) should be changed to 10 years. Based on trends, this would keep employees longer and may keep them to retirement (especially 20 year officers). |
| 471 | Southeast Region | 1-9 | Small Business | The fact that public sector wages are at least 30% lower than private sector wages, has made recruiting qualified candidates into skilled positions extremely difficult. Added to the issue is the turn around on hiring approvals making it more likely that the qualified workers we do find more likely to be gone by the time their hire is approved. |
| 44 | Statewide | 500+ | Alaska State dept or agency | The hiring process for Correctional Officers has become a nightmare. It can take 3-4 + to hire a CO. By then they have found other jobs or lost interest. |
| 134 | Southeast Region | 1-9 | Sole Prop or LLC | The last 3 times we have advertised this position, we have less than 3 applicants total, with 1 of the applicants being marginally hire-able. |
| 230 | Statewide | 10-49 | Other nonprofit | The mental health trust should re-evaluate the "affordable" pricing for the land lots in the Skagway area. There and also free up the land availability. There is only one lot available for just under \$500,000. This is not affordable for the average worker. There are no places to rent. |
| 236 | Interior Region | 10-49 | Partnership or S corporation | The money needed for appropriate salaries is just not available to hire easily. |

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| 160 | Northern Region | 1-9 | Other nonprofit | <p>The most recent increase in difficulty of hiring, appears to be because the government paid people to stay home for so long that people left the work place, soaked up as much free money as possible, (in some cases making more money than they had the skills to make at work) and then found other avenues of making money--good for them, but not good for businesses.</p> <p>Prior to that, there has been such a large push to get people formally educated, with the promise of better paying jobs etc., that young people have chased that instead of the trades. There needs to be a propaganda shift away from college education and more towards trades and vocational training. This would push more people back towards "hands on" work instead of white collar only professions. At the very least a combination of both.</p> <p>The higher mandated minimum wage, in some places, is also a problem. Now people with no skills expect to be paid higher, but bring no extra value. Higher wages should come on the back of training and self-investment, not a government mandate.</p> |
| 397 | Statewide | 1-9 | Sole Prop or LLC | The only people that apply for a job in my industry are not really looking for a job. They need to meet requirements for unemployment or some other program perhaps, and go through the inquiry, sometimes interview and hiring process, only to not show up for work, or work only a few days but they do not intend to stay which becomes very detrimental for not only the business but also employee morale. |
| 99 | Gulf Coast Region | 1-9 | Sole Prop or LLC | The only retraining difficulty is that individuals and companies have limited budgets for training related costs. |
| 366 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | The quality of the Alaska workforce has declined in recent years, in addition to there being a labor shortage. People don't apply for jobs, but when they do, they don't show up for interviews, they don't show up for the first day of work, or they are generally unreliable. Other problems include a lack of educational skills (people seem to graduate from high school and college in Alaska without learning to read and write English properly) as well as drug and alcohol use. It is so hard to find good workers these days that we are considering shutting down our operations here in Alaska and moving elsewhere. |
| 222 | Statewide | 1-9 | Partnership or S corporation | The seasonal nature of rural Alaska (Talkeetna) creates a particularly difficult recruiting and hiring situation. There are only so many locals to work year round, new people coming in for the busy season MUST be provided with housing because local housing has become so expensive or unavailable. High school and college students do not have a big enough window to work the whole busy season. Hiring twice a year (winter and summer) is very time consuming, expensive and stressful. |

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| 542 | Interior Region | 1-9 | Other nonprofit | The Soho Coho currently has one part time permanent employee we don't have a need to recruit at this time. |
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | There are just less people to choose from. Those remaining are in high demand. |
| 378 | Statewide Southeast Region | 1-9 | Small Business | There are no qualified auto mechanics nor aluminum welders willing to live in Alaska |
| 526 | Southeast Region | 10-49 | Sole Prop or LLC | This business is closed, no longer exists |
| 26 | Statewide | 50-99 | Private Corp | This is based on rural Alaska hiring for probation officers. |
| 117 | Anchorage/Mat-Su Region | 0 | Sole Prop or LLC | Too many young applicants grossly exaggerating their skills/experience. Past employers are unwilling to give accurate references due to fear of retaliation. Employees have an "fire me - I dare you" attitude. |
| 71 | Statewide | 500+ | Alaska State dept or agency | TRAINING IS EXPENSIVE FOR YOUNGER PEOPLE. I UNDERSTRAND THAT AGC IS DOING SOME CONSTRUCTION RECURITING & TRAINING ETC. AT THE HIGH SCHOOLS. |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | very challenging to fill positions |
| 207 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | WE ANTICIPATE NO EMPLOYEES IN THE FUTURE. |
| 404 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | We are a remote work place employer. We happen to have an employee (programmer or developer) who resides in AK from time to time. |
| 300 | Gulf Coast Region | 1-9 | Small Business | We are extremely flexible with scheduling as we need part-time help. The most challenging part of working with our current employees schedules is the "life" situations that happen. We have been fortunate to retain the same people we had last year and hire an additional employee this year. |
| 252 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | We are lucky to have two very well qualified mechanics currently. |
| 346 | Statewide | 10-49 | Alaska State dept or agency | We are not currently looking to hire |
| 22 | Statewide Anchorage/Mat-Su Region | 500+ | Other nonprofit | We have a recruitment team but they are chaotic and disorganized and pawn work off on facilities while claiming credit for any success. They take to long and they get to delay and complain about being behind and short staffed but facilities get stuck with doing their work on top of our work while being dangerously understaffed and they could care less. |
| 38 | Statewide | 100-499 | Other | We have great retention, over 90%. |

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| 475 | Anchorage/Mat-Su Region | 1-9 | Other nonprofit | We need to have more Job fairs, recruitment sites, educational sponsored learning opportunities. |
| 61 | Anchorage/Mat-Su Region | 100-499 | Alaska State dept or agency | We try to hire laborer who don't smoke, have excess drinking or drug use back grounds. It's hard to find people like this in this industry. Also we compete with other construction companies who pay much higher wages because they hire "sub-contractors" who are technically employees. |
| 541 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | We work to be a flexible and accommodating workplace, that's not an unreasonable expectation of a skilled employee. We benefit from their KSAs, we can do what we can to make being here less of a challenge for the rest of their life. However, we need employees who work independently. We're a small organization and do not have the capacity to have one person spending all their time assuring another about their work when it is not an entry level position. |
| 107 | Statewide | 1-9 | Small Business | We're a commercial fishing vessel operating in the Gulf of Alaska and PWS |
| 569 | Statewide | | Industry trade association | When at recruitment events and persons of skill see the wages for some of the positions they move on or ask why so low. We have recently negotiated some significant increases so we're hopeful this will help with recruitment. |
| 172 | Anchorage/Mat-Su Region | 10-49 | Private Corp | When I post a job and require experience and references I get dozens of interested applicants with no experience or references to be qualified. |
| 305 | Southwest Region | 1-9 | Sole Prop or LLC | With Alaska's workforce numbers diminishing, we have a very hard time finding local talent. This then requires us to look out of state, but most out of state folks do not want to live in Alaska's harsh winter climates. As such we are now considering looking for applicants who live and work out of state, however that is not our preferred business model. |
| 493 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | With the number of Baby Boomers retiring from the Skilled Labor workforce every year, compounded with the lack of entry by the younger generation, the upcoming labor shortage is very real. Alaska needs to find different ways to support the future of construction industries. I am always amazed at how few teachers, counselors and educators are aware of the opportunities available for graduating students through skilled labor apprenticeships. Support of apprenticeship programs for business owners is a huge missing gap in the current system. |
| Case | 4. Regions of Operations | Emp Size | Org Type | Q9. <u>Future</u> Difficulty Recruiting, Hiring, Retaining, Re-Training. Comments. |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | Alaskans are leaving the state in droves...it is quickly becoming a "sick" state. |
| 505 | Statewide | 10-49 | Public Corp | All categories are trending worse and we do not see a change. |

| Ccase | Regions of Operation | Emp Size | Org Type | Q9. <u>Current</u> Difficulty Recruiting, Hiring, Retaining, Re-Training. Comments. |
|-------|---|----------|------------------------------|---|
| 317 | Statewide | 10-49 | Sole Prop or LLC | Due to the lack of practical experience by most high school students, I am anticipating that they will be less likely to have the needed skills and knowledge to maintain jobs. |
| 20 | Southwest Region | 10-49 | Sole Prop or LLC | Funding is difficult to get employees to in-person training opportunities outside of the region. |
| 117 | Anchorage/Mat-Su Region | 0 | Sole Prop or LLC | Hiring employees isn't hard. Getting and keeping good solid employees is... |
| 324 | Southeast Region | 10-49 | Other nonprofit | Hopeful that these things will get easier |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | I don't see any of it improving when schools are turning out 29% proficiency in English and 23% proficiency in math. Based on 2021/2022 AK STAR. And those numbers are based only on students who participated. I imagine these numbers are actually lower. What are these students actually proficient in? |
| 48 | Statewide | 100-499 | Alaska State dept or agency | I don't see a lot changing unless we have some way to speed up the process or have some type of hands on. |
| 59 | Statewide | | Alaska State dept or agency | I expect more workers to resurface in the construction industry but most workers will need retraining. Some workers will jump from job to job when difficult work begins because they know they can find work elsewhere. |
| 250 | Anchorage/Mat-Su Region Southeast Region | 1-9 | Partnership or S corporation | I own and operate on my own and would love to grow, and hire people some day |
| 566 | Statewide Interior Region | 1-9 | Sole Prop or LLC | If internet use and connectivity do not improve, it is almost impossible for job seekers to learn about employment opportunities. |
| 21 | Southwest Region | 10-49 | Local Gov | If K-12 instructors / teachers numbers trend down, ours will likely too. There are less qualified educators in the pool of potential applicants. |
| 542 | Interior Region | 1-9 | Other nonprofit | If the Soho Coho had a need to recruit for it's one part time permanent position the job description would make the position hard to fill. |
| 521 | Gulf Coast Region | 1-9 | Public Corp | It seems hard to keep a light truck driver as we seem as a stepping stone. We have helped people get their CDL then they've moved to better jobs. Or someone who can pay more. |
| 45 | Statewide | 500+ | Alaska State dept or agency | its pay. people cannot afford to work for this low paying job. have you seen the cost of living.? the actual cost. |
| 398 | Anchorage/Mat-Su Region | 0 | Partnership or S corporation | My main employee is leaving and no one from local workforce is showing any interest to fill the position. |

| Ccase | Regions of Operation | Emp Size | Org Type | Q9. <u>Current</u> Difficulty Recruiting, Hiring, Retaining, Re-Training. Comments. |
|-------|----------------------------|----------|------------------------------|--|
| 41 | Statewide | | Alaska State dept or agency | no one wants to do these jobs anymore and the ones that do can't afford to |
| 382 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | Not much applicants |
| 272 | Statewide | 1-9 | Other nonprofit | Not seeing any let up on food cost or labor cost. Unsustainable |
| 406 | Statewide Southwest Region | 10-49 | Local Gov | Our main employees are direct and indirect family members. |
| 18 | Statewide | 500+ | Industry trade association | Our organization doesn't do great at onboarding or retention. They don't do staff surveys to understand employee satisfaction. They do not staff longevity recognitions. They hire people who are not qualified for Positions and keep them in positions which brings down the moral of the agency. |
| 451 | Statewide | 1-9 | Small Business | Our sales and service sales depend largely on the local commercial fishing fleet's success. If fisherman have a good season (depends on price & fish quantity), we have more sales. |
| 386 | Statewide | 10-49 | Small Business | People no longer want to work a full workweek and they are lazy, constantly on their phones and coming in hung over. Their lack of respect to their employer and the customers is evident. They also believe they should be paid still when they do not show up to work, they are entitled and unwilling to learn from their mistakes. |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | People often move away for a variety of reasons. |
| 28 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | Recent Officer salary adjustment will create a more demand for the positions and will reduce vacancies. |
| 493 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Retainage will definitely be extremely hard to stay competitive in the future. As the need for skilled labor continues to increase, the value of the employee will continue to increase. If this happens organically over time that becomes a scenario that can be managed. If this continues in the direction it has been then labor wages turn into a bidding war and projects will suffer due to lack of completion or budgets being exceeded dramatically. |
| 82 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Retraining to our standards is the most difficult part |
| 90 | Statewide | 500+ | Public Corp | See previous comment. Now the problem is they think they should get paid really well regardless of their lack of skills because they believe YOU and think they don't need to have skills, just willingness to work (sorta). |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Subsidize childcare and affordable housing. AK needs an income tax. |

| Ccase | Regions of Operation | Emp Size | Org Type | Q9. <u>Current</u> Difficulty Recruiting, Hiring, Retaining, Re-Training. Comments. |
|-------|-------------------------|----------|------------------------------|--|
| 356 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | The community is rural, all the same workforce with not a lot of new workers coming in |
| 336 | Gulf Coast Region | 10-49 | Small Business | The methods and processes the state uses to hire are very antiquated and convoluted. It's not user friendly for the applicant or the hiring manager. There also is not very good or clear trainings available to hiring managers as all departments seem to have different methods. |
| 262 | Northern Region | 1-9 | Other nonprofit | The skilled labor workforce is aging into retirement and not enough younger workers are entering it. |
| 391 | Anchorage/Mat-Su Region | 10-49 | Private Corp | There will be no more employees at this company. Current societal variables have cultivated the victim and idle mindset that demands owners and leaders to treat employees like 3 year olds. |
| 134 | Southeast Region | 1-9 | Sole Prop or LLC | These issues have not improved in the years post-Covid, and based on the continuing issues, we are not hopeful that the applicant pool will improve. |
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | This is NOT new. We have battled finding qualified people who want a career in this industry since we opened in 1998. It has gotten worse, however, and not just since COVID or terrible economy but indeed both of those factors have contributed. I do not see it getting better. Only worse. This is why many overseas options have sprung up offering qualified virtual assistants at a fraction of the cost and are doing well. |
| 459 | Southeast Region | 1-9 | Sole Prop or LLC | Unless a housing option exists, no change is expected. |
| 150 | Statewide | 1-9 | Small Business | Unless we providers get some financial help all centers will be forced to close down. |
| 182 | | | | Until Juneau changes the housing situation, addresses the cost of living, and provides better resources to educate and train our community to meet today's and future demands, we will face an uphill challenge for qualified employees. |
| 466 | Anchorage/Mat-Su Region | 10-49 | Small Business | We need to import more labor. Current state policies force outmigration. We need immigration to fill jobs. |
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | We see demographic trends tightening the labor supply. We've realized the need to pivot from consuming human capital, to producing human capital. As such we are increasing our capacity and capability to train/develop staff. Tying these efforts to our scaled growth plans allows us to grow revenue and while widening margins. Our vision is a virtuous profit circle that supports increasing benefits to stakeholders including employees. We believe in training our staff to a level that makes them valuable to any company but treating them well enough that they choose to remain with us. |
| 214 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | We will have to train a whole new staff to fit our new business model which we have to build from the ground up. |

| Ccase | Regions of Operation | Emp Size | Org Type | Q9. <u>Current</u> Difficulty Recruiting, Hiring, Retaining, Re-Training. Comments. |
|-------|--|----------|------------------------------|--|
| 378 | Statewide Southeast Region | 1-9 | Small Business | We would welcome a newly qualified mechanic who wants to be trained by our staff |
| 107 | Statewide | 1-9 | Small Business | We're a commercial fishing vessel operating in the Gulf of Alaska and PWS |
| 311 | Gulf Coast Region | 10-49 | Partnership or S corporation | With the population decrease they are talking about in the news, I don't expect things to change. |
| 2 | Anchorage/Mat-Su Region Interior Region | 10-49 | Other nonprofit | With regard to retraining - it is hard to find capacity for precepting, mentoring, teaching, etc. |
| 397 | Statewide | 1-9 | Sole Prop or LLC | With so many job opportunities all over, good employees are tempted to leave, especially if a large corporation offers benefits I can't. |
| 345 | Interior Region | 10-49 | Tribal Entity | With the development and implementation of apprenticeship and other affordable training programs, in 5 years' time we should see results of those efforts. |
| 302 | Gulf Coast Region | 1-9 | Sole Prop or LLC | Without emphasis on the need for seasonal laborer retention inside Alaska is this will be a continuing problem. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 11. What do you see as the cause(s) of any difficulties in recruiting, hiring, and retaining your workforce? Other Difficulties + Comments. |
|------|--|----------|------------------------------|---|
| 134 | Southeast Region | 1-9 | Sole Prop or LLC | From talking to other local businesses, we are all in the same boat. We do not have enough qualified applicants and we are all in dire need of employees willing to actually work. |
| 362 | Southwest Region | 1-9 | Tribal Entity | I am not sure how to answer about our workforce in particular. I help our clients find work and get training and resources towards sustainable employment, etc. |
| 340 | Southwest Region | 1-9 | Sole Prop or LLC | I do not see any improvement without abundant and affordable housing and childcare. |
| 565 | Interior Region | 10-49 | Small Business | It is difficult to navigate the process of applying to be an authorized vendor for the state. Then there is the possibility of each individual department not paying after submitting a remit. |
| 2 | Anchorage/Mat-Su Region Interior Region | 10-49 | Other nonprofit | lack of local training - only relevant for respiratory therapy |
| 244 | Statewide | 500+ | Sole Prop or LLC | Lack of resources and funding to support our organizations; lack of existing qualified workforce; high trauma field |
| 217 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Many kids work a season and then go onto another job or internship the following year |
| 77 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | Many want a paycheck but do not really want to work. They would rather stand around and watch you work. |
| 432 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | Most people interviewed just don't want to work. |
| 382 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | Most workers prefer to work in a better weather condition. |
| 459 | Southeast Region | 1-9 | Sole Prop or LLC | Need options for travel |
| 386 | Statewide | 10-49 | Small Business | People no longer want to work a full workweek and they are lazy, constantly on their phones and coming in hung over. Their lack of respect to their employer and the customers is evident. They also believe they should be paid still when they do not show up to work, they are entitled and unwilling to learn from their mistakes. |
| 212 | Statewide | 10-49 | Partnership or S corporation | Political decisions impact business bottom lines. Fund K-12 and university education. Fund childcare. Lots of problems solved with those two items. |
| 193 | Anchorage/Mat-Su Region | 10-49 | Other nonprofit | quit giving out handouts... even all the union employees just go on unemployment to not have to work when season is over... quit making it SO easy for people to not work. We had an apprentice that just sent me a note that he is applying for food stamps.. rather than going to get a job... His father in law owns a business he could work at.... he just does not want to work... STOP THE HANDOUTS TO PEOPLE THAT CAN WORK... COVID CREATED A SOCIETY THAT DOES NOT NEED TO WORK BECAUSE THOSE THAT DO WORK WILL JUST PAY MORE TAXES |

| Case | 4. Regions of Operations | Emp Size | Org Type | 11. What do you see as the cause(s) of any difficulties in recruiting, hiring, and retaining your workforce? Other Difficulties + Comments. |
|------|--------------------------|----------|------------------------------|---|
| | | | | TO SUPPORT THE GROWING GOVERNMENT IN ORDER TO SUPPORT ALL OF THE UNHOUSED THAT HAVE CHOSEN TO NOT WORK. |
| 303 | Southeast Region | 1-9 | Other nonprofit | Seasonal/Laborers are difficult to retain. Even if the offer of full time employment at the end of the season is used as incentive for any seasonal that show they can be consistent. |
| 311 | Gulf Coast Region | 10-49 | Partnership or S corporation | Some of our current employees can't find affordable housing & are considering leaving the state to live with family in lower 48. There is not as large a pool of qualified folks to teach the "arts". Students have left because of the "defunding" of UAA to go to school elsewhere. |
| 488 | Southwest Region | 10-49 | Sole Prop or LLC | Some training exists in more populated communities, but not so much in smaller SE AK communities. |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Subsidize childcare and affordable housing. AK needs an income tax. |
| 70 | Anchorage/Mat-Su Region | 500+ | Tribal Entity | <p>The biggest challenge is that the State has failed to adequately fund and support our education system for over a decade. Every other state-funded agency starts budget discussion each year with an adjusted base budget except education.</p> <p>As a result of flat funding school districts have had to cut programming like CTE courses and increase class sizes, creating untenable demands on teachers. Even though our schools are desperate for teachers (1 school district received 1 local application and 70 from the Philippines) the advice is to not go into teaching or if you do, don't do it in Alaska. The task is too big, the pay is too small, and the state leadership has failed to signal their willingness to invest in education in a meaningful way.</p> |
| 480 | Southeast Region | 1-9 | Private Corp | The lack of child care is huge here. I am terrified of one of my employees getting pregnant and not coming back to work because they have to care for their baby. |
| 419 | Southwest Region | 1-9 | Sole Prop or LLC | The public transportation system in Anchorage leaves some room to improve. Buses run late/don't run at all and our employees get to work late or not at all. |
| 397 | Statewide | 1-9 | Sole Prop or LLC | <p>There are currently foreign workers coming into Alaska on J1 or H2B visas, they are restricted to work for a determined amount of time or work only for one employer, this can be waived. These workers are somewhat skilled, are vetted, understand some English and WANT to work. There are also people in the process of adjusting their immigration status, they could be granted temporary work authorization as they are residents, have already been vetted and waiting for their process to complete.</p> |
| 257 | Statewide | 1-9 | Other nonprofit | There are local psychology programs but no neuropsychology training programs. Alaskans who leave the state for training often have better job options in this field outside. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 11. What do you see as the cause(s) of any difficulties in recruiting, hiring, and retaining your workforce? Other Difficulties + Comments. |
|------|---|----------|------------------------------|--|
| 68 | Statewide | 500+ | Alaska State dept or agency | There are NANA shareholders whom would work and are hard workers that applied but didn't "qualify" due to their criminal background check, would be nice if there was a limit of years of how far back they go to use their background check against them. |
| 107 | Statewide | 1-9 | Small Business | We're a commercial fishing vessel operating in the Gulf of Alaska and PWS |
| 317 | Statewide | 10-49 | Sole Prop or LLC | When McDonalds is hiring at \$18/hr., and other large companies are hiring at such large hourly rates, this is driving up the wage I must offer, yet I am making less money in my Agency, not more, as inflation impacts continue. The Corporation I represent continues to increase the production level requirements and decrease the commission levels, making it more difficult to grow. This issue isn't necessarily about employees, but more about economics. |
| 47 | Statewide | 100-499 | Alaska State dept or agency | Age requirements for officers. Background issues (i.e. marijuana use, other crimes). Employees want more money for less work. |
| 11 | Statewide | 1-9 | Other nonprofit | Anchorage doesn't have amenities to attract good, younger employees like a thriving downtown, cool sports venues, etc. College bound Alaskans leave the state because there are nicer facilities Outside. |
| 541 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | As a non-profit we are not able to pay as much as we would like. We do try to offer a variety of other incentives to compensate for the lower pay scale, but there's still facts to you get what you pay for, and unless the person is otherwise able to work for less pay because of other sources of income, that will continue to be a challenge |
| 351 | Southwest Region | 1-9 | Sole Prop or LLC | Attendance |
| 23 | Southwest Region | 100-499 | Tribal Entity | Basic skills. Work ethic. Prior knowledge of trade. |
| 250 | Anchorage/Mat-Su Region Southeast Region | 1-9 | Partnership or S corporation | Can't afford employees at the moment |
| 187 | Interior Region | 0 | Sole Prop or LLC | child care is expensive and families cannot afford to pay living wages for the workers |
| 475 | Anchorage/Mat-Su Region | 1-9 | Other nonprofit | Clean Driving records, good work attendance, understanding how to dress for employment opportunities, and how to conduct themselves at work i.e. Not looking or using cell phones at work, good communication skills, good work ethic |
| 108 | | 1-9 | Private Corp | commercial fishing is not productive in this economic climate |

| Case | 4. Regions of Operations | Emp Size | Org Type | 11. What do you see as the cause(s) of any difficulties in recruiting, hiring, and retaining your workforce? Other Difficulties + Comments. |
|------|---------------------------------|----------|------------------------------|--|
| 3 | Statewide | 10-49 | Industry trade association | compensation does not cover cost of living |
| 448 | Southwest Region | 1-9 | Other nonprofit | competitive wages, no benefits, limited work hours |
| 60 | Statewide | 10-49 | Partnership or S corporation | Covid created an atmosphere of non-workers |
| 68 | Statewide | 500+ | Alaska State dept or agency | Criminal Background checks |
| 332 | Gulf Coast Region | 10-49 | Sole Prop or LLC | current employees growing out of the job. It is not a lifelong career position. It's a job for youth to young adults. not a permanent position. |
| 63 | Anchorage/Mat-Su Region | 100-499 | Alaska State dept or agency | Currently a 1 to 1 Journeyman to Apprentice Requirement - not realistic or necessary and is quite honestly crippling the growth of the workforce |
| 14 | Statewide | 100-499 | Registered Apprenticeship | Declining population, declining workforce, declining quality of life, declining education, high cost of living, resource development jobs not attractive to younger workforce |
| 366 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | Drug and alcohol use among the workforce |
| 83 | Gulf Coast Region | 10-49 | Tribal Entity | Drug Free Candidates |
| 194 | Anchorage/Mat-Su Region | 1-9 | Small Business | Drugs, alcohol, dependency |
| 19 | Interior Region Northern Region | 100-499 | Registered Apprenticeship | Entrepreneurial spirit is gone. |
| 403 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Funding to recruit and train rural individuals. Either to bring them to a vocational center (Anchorage or Fairbanks) or send instructors to rural regions. |
| 570 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | Good work ethic and attitude |
| 193 | Anchorage/Mat-Su Region | 10-49 | Other nonprofit | government giving out too many handouts so there is no incentive for people to work. Look at the Assembly. wanting to continually give funds to the homeless... how about make them have to take a job to live in government provided housing... until then, people will not take jobs.. rather rely on the people that work to support them by raising our taxes. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 11. What do you see as the cause(s) of any difficulties in recruiting, hiring, and retaining your workforce? Other Difficulties + Comments. |
|------|--------------------------|----------|------------------------------|---|
| 540 | Southeast Region | 1-9 | Partnership or S corporation | high wage state |
| 61 | Anchorage/Mat-Su Region | 100-499 | Alaska State dept or agency | Higher wages as sub-contractors under a general contractor who avoids payroll taxes |
| 54 | Statewide | 1-9 | Alaska State dept or agency | Hiring process takes far too long |
| 492 | Gulf Coast Region | 1-9 | Other nonprofit | I don't have enough consistent cleaning jobs to work someone year-round |
| 509 | Southeast Region | 50-99 | Private Corp | In the past we've hired high school and college kids. It's getting more difficult to find that age who want to work. |
| 297 | Interior Region | 10-49 | Partnership or S corporation | Insurance costs |
| 474 | Gulf Coast Region | 1-9 | Tribal Entity | It seems young people are taking higher paying jobs that are not a career path job, in retail and fast food. |
| 32 | Statewide | 1-9 | Regional Training Center | Lack of a pension system |
| 445 | Gulf Coast Region | 1-9 | Partnership or S corporation | Lack of basic life skills to live/share work areas at remote sites; unwilling to conduct verbal research (calls, interviews vs. web searches) |
| 370 | Southeast Region | 1-9 | Sole Prop or LLC | Lack of candidates who speak both English and Spanish fluently. |
| 180 | | 0 | Public Corp | lack of good quality high school and vocational training - I mean come on, the kids get points for bringing a pencil to class. |
| 157 | Southwest Region | 10-49 | Other nonprofit | Lack of interest in regional job market. Still lots of people not working. |
| 85 | Southeast Region | 1-9 | Partnership or S corporation | Lack of people willing to work |
| 41 | Statewide | | Alaska State dept or agency | lack of teleworking; low pay |
| 25 | Anchorage/Mat-Su Region | 100-499 | | lack of the willingness to work |

| Case | 4. Regions of Operations | Emp Size | Org Type | 11. What do you see as the cause(s) of any difficulties in recruiting, hiring, and retaining your workforce? Other Difficulties + Comments. |
|------|-----------------------------------|----------|------------------------------|--|
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | Lack of vision by leaders, childcare, housing, cost of energy, K-12 educational system in disarray |
| 487 | Southeast Region | 10-49 | Partnership or S corporation | laziness |
| 464 | Southwest Region | 1-9 | Small Business | Licensing, time management, marketing, making sales, service work. |
| 106 | Southwest Region | 1-9 | Partnership or S corporation | Like I said earlier, a lot of substance abuse in the industry, lack of experience along with generally bad attitudes or they don't get along with other people very well |
| 352 | Southeast Region | 1-9 | Sole Prop or LLC | limited hours available |
| 116 | Anchorage/Mat-Su Region | 10-49 | Other nonprofit | Limited time employees want to work |
| 90 | Statewide | 500+ | Public Corp | Little training, the training available is low quality, no support in the school and political systems. |
| 36 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Long Term Non-Perm positions are hard to fill/keep full. People want stability. |
| 472 | Anchorage/Mat-Su Region | 500+ | Private Corp | Low pay for our budget vs for-profit positions |
| 143 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | low wages |
| 100 | Southeast Region | 50-99 | Small Business | low wages, no benefits, small capacity of rained EC program/ admin coaches and EC classroom/ teacher coaches, lack of consistent/ dependable funding to support EC workforce |
| 391 | Anchorage/Mat-Su Region | 10-49 | Private Corp | Mankind is inherently fallible. Prone to sin and errors. |
| 236 | Interior Region | 10-49 | Partnership or S corporation | Money available to pay employees enough to come here because qualified Dr.'s primarily have to be recruited from outside of AK |
| 524 | Interior Region Northern Region | 1-9 | Private Corp | Most of the workers that apply to this job already plan for it to be short term. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 11. What do you see as the cause(s) of any difficulties in recruiting, hiring, and retaining your workforce? Other Difficulties + Comments. |
|------|--------------------------|----------|------------------------------|---|
| 239 | Southwest Region | 1-9 | Sole Prop or LLC | My employees deserve raises. 4 of my 5 staff have been employed for 3 years now. Insurance reimbursement rates do not increase...ever. |
| 539 | Statewide | 50-99 | Other nonprofit | NO ONE WANTS TO WORK |
| 135 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | no one want's to work anymore |
| 138 | Anchorage/Mat-Su Region | 100-499 | Private Corp | no work ethic |
| 296 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | Nonprofit wages |
| 357 | Southeast Region | 1-9 | Partnership or S corporation | paradigm shift of younger generation at large |
| 30 | Statewide | 10-49 | Partnership or S corporation | Pay |
| 271 | Statewide | 1-9 | Small Business | Pay |
| 471 | Southeast Region | 1-9 | Small Business | Pay |
| 49 | Interior Region | 100-499 | Alaska State dept or agency | Pay disparities |
| 408 | Anchorage/Mat-Su Region | 500+ | Public Corp | Pay scale and no benefits |
| 147 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | People do not want to work and show up on time and do their duties |
| 396 | Interior Region | 1-9 | Partnership or S corporation | PEOPLE DON'T SEEM TO WANT TO WORK AT AN ENTRY LEVEL. CAN'T LEAVE THEIR CELLPHONES ALONE; DISTRACTED BY IT. |
| 294 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | People don't want to work, or don't want to work in construction |
| 574 | Southeast Region | 1-9 | Sole Prop or LLC | People don't want to work. They think they should make \$50 per hour with no experience. Cost of living is so high they can't afford housing and its easier to be on welfare. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 11. What do you see as the cause(s) of any difficulties in recruiting, hiring, and retaining your workforce? Other Difficulties + Comments. |
|------|--------------------------|----------|------------------------------|--|
| 386 | Statewide | 10-49 | Small Business | People no longer want to work a full workweek and they are lazy, constantly on their phones and coming in hung over. Their lack of respect to their employer and the customers is evident. They also believe they should be paid still when they do not show up to work, they are entitled and unwilling to learn from their mistakes. |
| 174 | Interior Region | 10-49 | Partnership or S corporation | people want to get paid more than the job allows |
| 141 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | People want very flexible work |
| 117 | Anchorage/Mat-Su Region | 0 | Sole Prop or LLC | People wanting higher pay for lesser skills/ work ethic. |
| 197 | Interior Region | 1-9 | Partnership or S corporation | Physical job |
| 327 | Statewide | 10-49 | Sole Prop or LLC | potential employees think they should get higher than minimum wage |
| 51 | Statewide | 50-99 | Alaska State dept or agency | Qualified applicants |
| 129 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | Rate of pay, as a small business owner the growing demand for more pay is increasing |
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | Salary expectation, desire to work, personal issues. |
| 274 | Statewide | 500+ | Other nonprofit | Seasonal work |
| 438 | Anchorage/Mat-Su Region | 1-9 | Small Business | seems everyone wants to work remote and or not anything close to a 40 hour work week. |
| 235 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | Seems no one wants to work in person since Covid. And work ethic overall is poor. |
| 384 | Southwest Region | 1-9 | Partnership or S corporation | Since covid people believe they can make easy money on unemployment- they make job interview appts and don't show up. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 11. What do you see as the cause(s) of any difficulties in recruiting, hiring, and retaining your workforce? Other Difficulties + Comments. |
|------|--------------------------|----------|-----------------------------|---|
| 42 | Statewide | 500+ | Alaska State dept or agency | Small, flat organization can't provide the 6-figure salaries many younger career pros want |
| 381 | Southeast Region | 1-9 | Sole Prop or LLC | State of Alaska and the Department of HHS HMS are taking 90 to 120 to process and provide an Identification for the providers. We cannot hire until we get the ID from HMS/Gainwell |
| 565 | Interior Region | 10-49 | Small Business | State vendor access |
| 504 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | stipend |
| 460 | Statewide | 10-49 | Private Corp | The majority of our positions require a higher degree of physical work to be performed. |
| 1 | Statewide | 10-49 | Registered Apprenticeship | The municipality budget constraints for paying employees |
| 542 | Interior Region | 1-9 | Other nonprofit | the position is only a part time permanent |
| 397 | Statewide | 1-9 | Sole Prop or LLC | There are people that WANT to work, however they are unable to for different reasons, one being work authorization or if authorized, being on a restrictive visa. This could and should be changed. |
| 496 | Interior Region | 1-9 | Sole Prop or LLC | They don't want to work. They think its play time, not work time. |
| 45 | Statewide | 500+ | Alaska State dept or agency | this is not an easy job. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 11. What do you see as the cause(s) of any difficulties in recruiting, hiring, and retaining your workforce? Other Difficulties + Comments. |
|------|--------------------------|----------|------------------------------|---|
| 48 | Statewide | 100-499 | Alaska State dept or agency | Time of processing new hires takes months. We lose recruits who won't wait. |
| 238 | Interior Region | 1-9 | Private Corp | too much free money from the government, no incentive to work |
| 459 | Southeast Region | 1-9 | Sole Prop or LLC | Transportation in/out of Unalaska/Dutch Harbor is too expensive for employees, especially when they have families. |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | Unable to comply with drug and alcohol programs. People don't want to work anymore. They just want to be paid |
| 212 | Statewide | 10-49 | Partnership or S corporation | Underfunding of public schools making Alaska unattractive compared with nearby states like Washington or Oregon. |
| 510 | Southwest Region | 10-49 | Small Business | Undisciplined and lazy young work force. |
| 75 | Statewide | 10-49 | Sole Prop or LLC | US government giving out money - so people don't have to work |
| 195 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | Very small pool of local qualified applicants due to expense of training required to meet minimum requirements |
| 232 | Southeast Region | 1-9 | Sole Prop or LLC | Wage and Benefits versus other places. |
| 558 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Work Ethic |
| 350 | Southeast Region | 1-9 | Partnership or S corporation | Workers don't want to work. Too lazy and too demanding of high salaries. |
| 133 | Gulf Coast Region | 1-9 | Partnership or S corporation | Workers want positions that can be done from home |

| Case | 4. Regions of Operations | Emp Size | Org Type | 11. What do you see as the cause(s) of any difficulties in recruiting, hiring, and retaining your workforce? Other Difficulties + Comments. |
|------|--------------------------|----------|------------------|---|
| 79 | Southeast Region | 1-9 | Sole Prop or LLC | Young new hires tend not to want to come to work everyday/consistently |

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| Case | 4. Regions of Operations | Emp Size | Org Type | 12. Which resources do you use for training employees? Comments. |
|------|--------------------------|----------|------------------------------|---|
| 182 | | | | All of our employee training is in-house. We have found that there are no outside training opportunities that provide good training to meet the demands and expectations that businesses require. |
| 77 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | Because we are a small company in a rural area, we do not have time to do much training. Aptitude and a desire to listen, learn, and ask questions if one does not understand is essential. Skilled labor is more desirable. |
| 332 | Gulf Coast Region | 10-49 | Sole Prop or LLC | I the owner trains employees. we learn as a team |
| 288 | Interior Region | 10-49 | Sole Prop or LLC | I train everyone who works for me. |
| 362 | Southwest Region | 1-9 | Tribal Entity | I watched the required videos from the 80s then I was able to get a walk-through via google meet with my boss, for how to use the VOS system and was not really trained except by my research |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | It is very difficult to train someone who does not want to learn. |
| 417 | Anchorage/Mat-Su Region | 1-9 | Private Corp | Neither of the major universities in Anchorage has a tourism program. They claim to they, but they do not. UAA has a certificate under the Culinary school, which they claimed to have YEARS ago, but now actually do have. But it's not appropriate to house that under the culinary school, nor will anyone really join that program if it's not at least an associates. APU has also long claimed to have a tourism program. Theirs is actually outdoor recreation. They learn to raft, rock climb, etc. They do not learn to work at a tourism business as other than a guide, nor do they learn how to run a tourism business, or manage a tourism business. They are basically trained to be guides, as far as I can tell. While this is nice, no one that pays for a degree at APU is doing it so they can be a tour guide for the rest of their life. But they are not coming out of that program with the skills to do more. |
| 205 | Statewide | 100-499 | 4-Year College | On the job training |
| 429 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | SeaPro and hazmat training |
| 44 | Statewide | 500+ | Alaska State dept or agency | The DOC Training Academy is required for all Correctional Officers. For other positions hired, all training is done by existing staff. |
| 45 | Statewide | 500+ | Alaska State dept or agency | there is no training provided for these jobs. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 12. Which resources do you use for training employees? Comments. |
|------|--------------------------|----------|------------------------------|--|
| 395 | Southeast Region | 1-9 | Partnership or S corporation | We are uniquely positioned that nearly all our employees arrive with the necessary skills to perform the job so we can focus on federal/state mandatory training and introduce them to our university's culture. |
| 493 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | We created our own in-house apprenticeship program, with in class educator teaching lessons to a group of similar level apprentices. This gives us the ability to use the entire shop to do hands on learning along with the practical experience of our educator explaining how each lesson applies to real life. |
| 521 | Gulf Coast Region | 1-9 | Public Corp | We do our own training of driving with the owner(s) to ensure they can drive vehicles properly. |
| 134 | Southeast Region | 1-9 | Sole Prop or LLC | We have a skilled training program, staffed by a Corporate Trainer/HR Specialist. The training is excellent, however the applicants are unskilled to the point of being unable to assimilate new information/processes without a fair amount of difficulty. |
| 474 | Gulf Coast Region | 1-9 | Tribal Entity | We have an in-house apprenticeship program, utilize the STEP grant, and offer a clear career path with pay increases at each step of their training progress. |
| 65 | Statewide | 100-499 | Alaska State dept or agency | We would use any training opportunities that would fit our needs if we knew about them. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 13. Which resources do you use for recruiting and hiring? Comments. |
|------|--------------------------|----------|------------------------------|--|
| 447 | Statewide | 10-49 | Partnership or S corporation | Traditional resources don't offer much help to employers of part-time workers. Utilized State Employment Office. A great deal of work, many potential candidates, only 2 of 14 actually responded. Neither suitable. Not sure what the role of the employment office, any more. |
| 569 | Statewide | | Industry trade association | Any opportunity that arises to recruit we take part in. |
| 439 | Southwest Region | 10-49 | Other | Commercial fishing vessel operating in the Gulf of Alaska and the Bering Sea. |
| 60 | Statewide | 10-49 | Partnership or S corporation | DOL workforce hiring site is so ineffective. It creates way too many applicants, most of whom are either unqualified or truly unwilling to even show up. They are just going through the motions, possibly for benefits. |
| 315 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | Don't use school based programs as are looking for experienced accountants. However, good reminder to look for admin staff... |
| 201 | Anchorage/Mat-Su Region | 10-49 | Other nonprofit | For heavy equipment operators we have no choice but to sign with the union if we have a large project. The issue with CDL Driver's is that we look at newly trained... but they need to travel, which they will not do or cannot because of family units. There is much competition for these types of jobs especially when we, as a small business, cannot compete with Davis Bacon wages |
| 493 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | I spend time speaking to High School students in the community when time is made available by teachers. Trying to bring awareness to students of the opportunity of going into a trade after high school. |
| 156 | Interior Region | 10-49 | Other nonprofit | In a very small village, we can find out who is unemployed without any difficulty. Finding someone who is on-call, part-time, reliable and sober, is difficult. |
| 554 | Statewide | 100-499 | Other | In consideration of how the State can help find the labor force - are there newsletters that go out to the Retired State Employees? Can ads be placed (for free or fee) to recruit or educational pieces about re-entry into the marketplace to find meaning value and joy in retirement as well as a little extra cash to help make things easier? |
| 65 | Statewide | 100-499 | Alaska State dept or agency | It is difficult to use external resources for hiring because we have a local hire policy, however if we had applicants from outside the village that were more qualified we would hire them. Housing is the big issue there, we don't have any rentals available to speak of. |
| 90 | Statewide | 500+ | Public Corp | I've had little luck with anything other than word-of-mouth. The resources available to supply "skilled labor" don't have the skills to even recognize construction skills. |
| 45 | Statewide | 500+ | Alaska State dept or agency | LTC Local 71 fail to provide qualified applicants. |
| 350 | Southeast Region | 1-9 | Partnership or S corporation | Previously, as an employer, prospective employees would come to the organization looking for a job. Now the tables have turned and businesses have to actively seek out employees. Making for a lazy and entitled workforce. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 13. Which resources do you use for recruiting and hiring? Comments. |
|------|-----------------------------------|----------|------------------------------|---|
| 398 | Anchorage/Mat-Su Region | 0 | Partnership or S corporation | State job sources has not produced any inquiries due to rural location of business. Hours are very limited for all positions. |
| 48 | Statewide | 100-499 | Alaska State dept or agency | The lack of in house recruiting has eroded the level of Officer. We have had to let multiple Officers go, that should NEVER have been hired. The recruitment division does not meet the potential recruits from our area, and never do a face to face. Unacceptable. |
| 28 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | The main resource for hiring is use of WorkPlace Alaska for job postings. |
| 399 | | 0 | | We have extreme difficulty in trying to establish and keep relationships with institutions that might have candidates. |
| 212 | Statewide | 10-49 | Partnership or S corporation | We have recruited all existing workers from client base. |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | We use all methods possible including word of mouth |
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | We used to us employment agencies but they are way too expensive. We recently used the online options. But it doesn't matter, any option doesn't work. They don't stay. Not reliable. We're done. We're not even going to try anymore. We'll either not hire anymore personnel and just not take on extra work (not grow) or we'll use overseas Virtual Assistants. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 14. Which of these incentives does your organization offer employees? Comments. |
|------|--------------------------|----------|----------------------------|--|
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | Also, the expectation of the worker is that the employee should pay for health insurance and even retirement. They don't even see it anymore as a benefit. They don't recognize that owners are essentially giving up their own income to provide those items. They think it's a right anymore. Health insurance per employee is equal to paying them an additional \$4.50 and hour...and they can't see that but instead complain how high the deductible is. The people in the work force today are absolutely ridiculous! |
| 182 | | | | As a small family business, I can not offer retirement, medical benefits, or daycare to my employees. These are extremely expensive incentives that most if not all, small business owners have to deal with. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 14. Which of these incentives does your organization offer employees? Comments. |
|------|-------------------------------------|----------|-----------------------------|---|
| 576 | Anchorage/Mat-Su Region | 1-9 | Other nonprofit | As part of the arts sector, we would love to offer competitive pay and benefits, but our sector is historically underfunded and still fights those battles with current political and social influences. |
| 439 | Southwest Region | 10-49 | Other | Commercial fishing vessel operating in the Gulf of Alaska and the Bering Sea. |
| 193 | Anchorage/Mat-Su Region | 10-49 | Other nonprofit | Employees are very well paid.. Unions create Prima Donas and it becomes very hard to deal with. The pay, benefits, per diem amounts \$115.00 and hour.... |
| 454 | Southeast Region | 10-49 | Tribal Entity | Health insurance is another huge hurdle. We are a small company we can't afford health insurance or other benefits. If the state or country could offer nationalized health insurance decoupled from employment like the rest of the developed world we would benefit greatly |
| 379 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | High pay? At some point an employee reaches the maximum pay for the type of work being done. |
| 437 | Interior Region Southwest Region | 100-499 | Private Corp | I can't afford benefits for my employees so it's hard to find employees that don't need benefits. Health care cost to cover employees are out of control. |
| 348 | Interior Region | 1-9 | Sole Prop or LLC | I'm a small business and can only offer the basics. Why would someone work for me when they can work for some government or corporate job that overpays and provides everything desirable (at the expense of the small business owners(taxes)). |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | It doesn't matter how high pay is, or how many benefits are offered if people don't want to put any effort into doing a job. It's not worth it to an employer to pay high wages to try to train someone who doesn't want to learn. The turnover costs too much. |
| 90 | Statewide | 500+ | Public Corp | My minimum pay rate is currently \$25/hr. for someone with no skills. Someone who I would call a carpenter's helper is getting \$80k/year. The single person who I hope has some skills is getting paid \$118k/year. The rate of pay doesn't seem to guarantee anything. |
| 406 | Statewide Southwest Region | 10-49 | Local Gov | our work is seasonal so there are usually 4-6 months of inactivity |
| 446 | Anchorage/Mat-Su Region | 10-49 | Small Business | Part of working for a nonprofit is having a passion for the mission. We offer lots of opportunities to be passionate. |
| 50 | Statewide | 50-99 | Alaska State dept or agency | Requesting paid maternity leave for SOA employees. |
| 169 | Statewide | 10-49 | Sole Prop or LLC | Seasonal work so hard to retain people |
| 36 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Some positions have high pay and some positions are flexible in work hours. The high pay positions are not very flexible. |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | There is a problem with childcare availability. It is challenging to provide this benefits- but essential. |
| 26 | Statewide | 50-99 | Private Corp | Tier 4 is undesirable for most applicants, especially with the rural location of PCN. Housing, food, and gas/oil prices are exorbitant with low pay and benefits that are sub par |

| Case | 4. Regions of Operations | Emp Size | Org Type | 14. Which of these incentives does your organization offer employees? Comments. |
|------|---------------------------|----------|------------------------------|--|
| 447 | Statewide | 10-49 | Partnership or S corporation | We employ one part-time clerical worker year around. We employ 2-4 part-time workers to staff a house museum during the summer. |
| 46 | Statewide | 500+ | Alaska State dept or agency | We offer paid leave, retirement, insurance, etc. The problem is that the pay is not competitive to private sector. The retirement is laughable and poorly managed. The Insurance is high priced and coverage is horrible. |
| 566 | Statewide Interior Region | 1-9 | Sole Prop or LLC | We only have 3 employees so we can't offer family leave, remote work, or opportunities for advancement. If we could build our workforce by hiring more employees than we could offer these things. |
| 125 | Southeast Region | 100-499 | Private Corp | We pay very competitively for licensed providers and give more flexibility for work hours to help in the hiring process. |
| 107 | Statewide | 1-9 | Small Business | We're a commercial fishing vessel operating in the Gulf of Alaska and PWS |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | We're a small non-profit summer camp. We can't offer many basics, and any increase in instructor pay gets added to the tuition costs parents pay. Healthcare shouldn't be connected to employment. Subsidize childcare and affordable housing. AK needs an income tax. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 15. Other training opportunities Comments. |
|------|--------------------------|----------|----------------------------|--|
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | Any unlicensed person (office assistant) has the opportunity to train and study in office on our dime (meaning they are getting paid to sit there and study) to take the test and get licensed. Still, people won't do it even knowing once licensed they would get an immediate, significant salary increase. |
| 262 | Northern Region | 1-9 | Other nonprofit | AVTEC apprenticeship program for plumbing. |
| 439 | Southwest Region | 10-49 | Other | Commercial fishing vessel operating in the Gulf of Alaska and the Bering Sea. |
| 180 | | 0 | Public Corp | I offer a high salary for someone who is supposedly trained. This person rarely is. I'm given "certificates" from Career College for "never missed a class" or "leader of the class". And I think great. This person is going to expect that give out kudos for showing up. A paycheck isn't enough anymore. |

| | | | | |
|-----|-------------------------|-------|-----------------------------|--|
| 26 | Statewide | 50-99 | Private Corp | None. Applicants apply online, are interviewed, and obtain the position with what is available. The going wage and Tier 4 benefits. |
| 569 | Statewide | | Industry trade association | Our union members have access to three levels of scholarships for advancement for them and their family members. |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Subsidize childcare and affordable housing. AK needs an income tax. |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | The State of Alaska DHSS has been challenging for staff to work with. |
| 45 | Statewide | 500+ | Alaska State dept or agency | they can use aspire when they are not being overwhelmed with covering two shifts because the state pay is terrible and we can not fill the position with qualified candidates.. |
| 446 | Anchorage/Mat-Su Region | 10-49 | Small Business | We have had interns, but local universities do not offer robust education in museum studies and interns often come from outside the state, thereby incurring greater expenses than locals might. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 16. In your experience, how often do employers, organizations, trainers or educators engage with one another? Comments. |
|------|---------------------------|----------|------------------------------|--|
| 155 | Southeast Region | 10-49 | Tribal Entity | A lot of room for improvement here--ASA has created space in the past for more conversations to happen between these groups and it was a phenomenal idea and hope for more of those in the future. |
| 77 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | We are in a small rural area with minimal skilled laborers. If there are good, skilled workers, they already have a good paying job. |
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Anchorage School District recent effort to organize Academy model has brought together many disparate stakeholders. Alaska Office of Broadband's recent work has done similar. I feel we are at an inflection point. |
| 162 | Southeast Region | 10-49 | Sole Prop or LLC | Animal Care industry is growing, does the Veterinary division at U of A require students in their program to seek summer jobs as field training? Any students in that program would benefit from this job experience instead of grants etc. free money. Student loans for students should encourage these type jobs. |
| 566 | Statewide Interior Region | 1-9 | Sole Prop or LLC | Cannot participate in career fairs because of where and when they are located. |
| 439 | Southwest Region | 10-49 | Other | Commercial fishing vessel operating in the Gulf of Alaska and the Bering Sea. |
| 394 | Southwest Region | 1-9 | Small Business | Daily tail gate safety meetings discuss. Pro and cons |

| Case | 4. Regions of Operations | Emp Size | Org Type | 16. In your experience, how often do employers, organizations, trainers or educators engage with one another? Comments. |
|------|--------------------------|----------|------------------------------|---|
| 416 | Southwest Region | 50-99 | Private Corp | Employers can only provide the training needed for the job a person is being hired for. |
| 239 | Southwest Region | 1-9 | Sole Prop or LLC | Employers have to seek out industry information via subscriptions to MGMA, HSRM, or other email lists from the State and Fed govt. |
| 42 | Statewide | 500+ | Alaska State dept or agency | I answered that question as MSI...how often does MSI engage in those workforce / training dev. opportunities. |
| 286 | Interior Region | 10-49 | Sole Prop or LLC | I can not answer the previous question - I do not know how often employers, organizations, etc. "engage with one another." |
| 569 | Statewide | | Industry trade association | I commented on the average. Depending on the time of year employers get together more or less often to discuss options for recruitment. |
| 65 | Statewide | 100-499 | Alaska State dept or agency | I have had conversations with training facilities and with other entities, but not on a scheduled basis. When we meet for our rural forum and the KANA Koniag Roundtable workforce development is frequently discussed, but not typically a central topic. This has to be a larger and more intense conversation, we mention it and then it gets dropped in the flurry of activities that we, as small, underserved communities are always embroiled in. We all wear multiple hats depending on what needs to be done. There is no one job for those who work in rural communities. I do everything from driving guests around to putting supplies away, to submitting a financial report or arranging travel on any given day. |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | I have no idea on the previous question. Total guess. Feels like a way for employers to blame others for their own failing to pay people a living wage (which in Alaska is really high because there's no housing). Teachers work hard. They're not scapegoats. Subsidize childcare and affordable housing. AK needs an income tax. |
| 447 | Statewide | 10-49 | Partnership or S corporation | I no longer know exactly how employers, organizations, educators, trainers interact. When I retired from the AK Dept of Labor Employment Service 30 yrs ago, the interactions had become sporadic and mostly resided in the union/employer sector. Educators and employers rarely interacted, possibly only for annual 'job fairs'. Would hope that real interaction (like that in the mid-60's & 70's) can return. |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | Job fair turn out has been steadily declining. |
| 410 | Anchorage/Mat-Su Region | 10-49 | Private Corp | My company is unique, in the true sense of the word. No one else in the world makes a living doing what I do. So this means there is no community of other businesses to engage with. |
| 502 | Southeast Region | 10-49 | Private Corp | My experience with interacting with educators was when I was with a CPA firm. I don't have those experiences in my current industry. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 16. In your experience, how often do employers, organizations, trainers or educators engage with one another? Comments. |
|------|-----------------------------------|----------|----------------------------|---|
| 256 | Southeast Region | 1-9 | Other nonprofit | No clue but it can't be often because this is a problem every dental office saw coming, complained about, and nothing has been done to address the issue. |
| 90 | Statewide | 500+ | Public Corp | Poor choices of answers. The loudest voices are people complaining about costs, or trying to add costs to employers. There are only a couple dozen "educators" in the entire country who are doing anything significant to increase the quality and availability of education- most of the industry and the customers seem to be opposed to education because it costs too much or might raise wages. The employees don't seem to want to learn because that's hard, and employers don't train for fear of losing employees. This is what happens when money and bigotry are the basis of work. |
| 87 | Southwest Region | 10-49 | Other nonprofit | really didn't know the answer to that last question |
| 3 | Statewide | 10-49 | Industry trade association | Some of my responses did not fit the assigned, so I put some items in yearly that were somewhere between monthly and yearly. |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | The university is constantly working with industry, internal and external stakeholders to coordinate and organize around workforce needs. |
| 564 | Anchorage/Mat-Su Region | 10-49 | Small Business | There exists a great deal of competition in our area and there is little to no cooperation between businesses |
| 36 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | There is likely more information about training that I am not privy to. |
| 541 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | There's AWIB, there's regional chamber committees, there's the CTE statewide group, there's a variety of groups who stand around and gripe about workforce and what the needs are, but there's little action and incentive taking place. The issue has been committed to death for decades, literally, as I have worked with all of the above, including UA, and there's a ton of time spent discussing but very little time spent doing. I'm trying to not be that way at my organization. |
| 407 | Statewide | 10-49 | Sole Prop or LLC | UAA and AVTEC in Seward are available but people don't seem to be interested. |
| 493 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | We don't make changes to our curriculum because it comes from a national organization that is approved by the DOL and our Apprenticeship School complies. |
| 509 | Southeast Region | 50-99 | Private Corp | We have participated in informative panels as well as setting up booths at events. However it's not on a regular bases. |
| 417 | Anchorage/Mat-Su Region | 1-9 | Private Corp | We participate in job fairs at UAA, APU, Anchorage Airport (although not a good one for us), King Career Center, and any other event possible. We also put job announcements on all the |

| Case | 4. Regions of Operations | Emp Size | Org Type | 16. In your experience, how often do employers, organizations, trainers or educators engage with one another? Comments. |
|------|--------------------------|----------|----------------------------|--|
| | | | | tourism member organization websites, in addition to all social media. Others in our industry often ask our advice for training, ask to participate in our training, and ask for copies of our training documents. I personally served on a board at UAA as well as worked as an intern at UAA, in an attempt to help get a tourism program going. They were very resistant, and it never seemed to go anywhere. But UAA often will have events and make announcements and deals with out of state speakers or contractors about tourism, without even involving the industry participants here in Alaska. I have two degrees from this school. The only way I know about these events is through Alumni email newsletters. Now they have announced a tourism program, but unfortunately it's still a culinary "certificate", not a business degree or a degree of any other kind. |
| 434 | Anchorage/Mat-Su Region | 10-49 | Other nonprofit | We provide monthly training materials and meetings using materials that are provided by MSHA and our Workers Compensation providers |
| 70 | Anchorage/Mat-Su Region | 500+ | Tribal Entity | We train school staff on implementing youth development, postsecondary transitions, and social & emotional learning/life skills strategies in their schools and classrooms. |
| 169 | Statewide | 10-49 | Sole Prop or LLC | We're a small farm |
| 107 | Statewide | 1-9 | Small Business | We're a commercial fishing vessel operating in the Gulf of Alaska and PWS. We participate in industry workshops and encourage and provide for our crew to learn new related skills and participate in classes and gatherings to learn more about our fisheries. |
| 251 | Interior Region | 1-9 | Small Business | Would like to engage with organizations, trainers and educators, but don't know who to contact or how to start that process. |
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | You would think the AIIAB would work towards this...nope. There is one educational option, outside of in-house training, for insurance licensing in Alaska. The people in our industry have never worked in collaboration with one another to better the work force pool. I've tried to call UAA and discuss mentorship or hiring of students in minors/majors related to our industry and no one at UAA has ever cared to even call me back much less try to figure out a way these students could get employed. |
| 397 | Statewide | 1-9 | Sole Prop or LLC | Your survey is designed for large employers with the capacity and budget. Please think about the real small businesses that contribute largely to the economy. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 17. How important is it for employers to engage with educators/training providers by asking them to serve on INDUSTRY advisory boards? Comments. |
|------|---|----------|---------------------------------|--|
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | Education includes and invites industry professionals and external partners to serve on our boards and associations as they are the future employers of our students. |
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Educators and training providers are looking to effectively/efficiently add value. They need information to develop programs and models. We have great data coming out of the university, SOA, and other sources. When looking at that data industry leaders can add a practical interpretation and a hyper-local perspective. |
| 493 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Employers must find ways to invest in Apprenticeship. The more ways that people can become informed about these opportunities, the better chance the labor force has to succeed long-term. |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Feedback from employers is great, but the State needs to pay teachers enough to do something about it. Fund education! Pay teachers more! Sounds like the State is looking for a scapegoat, too? Subsidize childcare and affordable housing. AK needs an income tax. |
| 317 | Statewide | 10-49 | Sole Prop or LLC | It appears that the Unions are creating a monopoly on education and job placement. They have national power, they have full-time political activists and they seem to be trying to take over the entire Education system as well as the State of Alaska. I am not against the union but the private sector has a very difficult time competing with so much money and large workforce. I see that this survey is being presented or supported by union entities and the State, which at this time feel like one big monster. |
| 417 | Anchorage/Mat-Su Region | 1-9 | Private Corp | I do not have the power to invite any educators to serve on industry boards. However, I inquire often, and I am told they are repeatedly invited and almost NEVER respond and join boards nor attend meetings about this. I have tried serving on University boards, and that doesn't get anywhere either. |
| 302 | Gulf Coast Region | 1-9 | Sole Prop or LLC | I'm on the King Tech advisory board, it's the only program I know of that provides any training in what we do. |
| 239 | Southwest Region | 1-9 | Sole Prop or LLC | Industry advisors need to come from front line business in that industry. |
| 498 | Southeast Region | 1-9 | Partnership or S corporation | Industry leaders know the business environment and what skilled resources are needed for their company to thrive in a competitive world |
| 2 | Anchorage/Mat-Su Region Interior Region | 10-49 | Other nonprofit | It depends on how the training provider uses feedback from the industry advisory board |

| Case | 4. Regions of Operations | Emp Size | Org Type | 17. How important is it for employers to engage with educators/training providers by asking them to serve on INDUSTRY advisory boards? Comments. |
|------|--------------------------------------|----------|------------------------------|---|
| 28 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | It would be beneficial to have a current insight into the current hiring climate to further the understanding of what can increase participation in application submission and produce more quality hires. |
| 326 | Interior Region | 10-49 | Tribal Entity | It would be beneficial for the future to trend away from the CBT and back to ILT which fosters engagement and training specifics for each course relative to the attendees |
| 297 | Interior Region | 10-49 | Partnership or S corporation | Matter of safety - so many low hour pilots come to Alaska and aren't qualified for our conditions |
| 194 | Anchorage/Mat-Su Region | 1-9 | Small Business | More boards and discussions just cost money that does not offer solutions to problems. We have created a world with too many programs that enable people to rely on public assistance, not financial independence. |
| 316 | Statewide | 10-49 | Partnership or S corporation | Not at all sure what this looks like, but in my experience, these turn into gripe sessions and yields actual little result, especially when weighed against the time taken away from actual day-to-day work. I hope there's a better way - I've not seen it. |
| 446 | Anchorage/Mat-Su Region | 10-49 | Small Business | Our positions, especially executive director, are complex and need a variety of skills, knowledge, and expertise. This is difficult to convey to educational institutions. |
| 541 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | Sure, it's great to have the education realm here the needs of industry. But education is very much held back by not being able to hire skilled instructors (a good teacher is worth their weight in Rhodium) not having a place to teach the skills for trades and clinical occupations not having people able to teach the reasons why BASIC skills are relevant to life not just a job education is increasingly treated as a job prep program rather than a way to have people learn a variety of skills, including critical thinking, and then use those skills to pursue and explore career options |
| 497 | Southwest Region | 10-49 | Tribal Entity | the advisory boards ARE extremely important as a conduit to the construction industry. However, the State Administration/Governor needs to actually pay attention to the recommendations and guidance of these boards. |
| 416 | Southwest Region | 50-99 | Private Corp | The issue is the time and expense to travel to Alaska, especially when the office we have in Alaska only has 4 employees because out of our 34 locations, hiring in Dutch Harbor is the hardest. |
| 22 | Statewide Anchorage/Mat-Su Region | 500+ | Other nonprofit | This may be done but no leadership communication is shared. Big secret and not collaborative |

| Case | 4. Regions of Operations | Emp Size | Org Type | 17. How important is it for employers to engage with educators/training providers by asking them to serve on INDUSTRY advisory boards? Comments. |
|------|--------------------------|----------|------------------|---|
| 70 | Anchorage/Mat-Su Region | 500+ | Tribal Entity | We cannot ask educators to do more unless we pay them more and increase the staff who can serve as liaisons to industry. You can't squeeze blood from a stone. The evidence is also clear that helping students connect with the right industry / career pathway via individual Career Guides/Navigators is far more impactful than increasing recruitment efforts connected to specific industries. |
| 245 | Gulf Coast Region | 100-499 | Other nonprofit | We have recruited from our high school Automotive class. |
| 169 | Statewide | 10-49 | Sole Prop or LLC | We're a small farm. |
| 107 | Statewide | 1-9 | Small Business | We're a commercial fishing vessel operating in the Gulf of Alaska and PWS |
| 203 | Southeast Region | 1-9 | Other | You have to have potential workers for previous questions to apply |

| Case | 4. Regions of Operations | Emp Size | Org Type | 18. Where to get the work-ready employees that my company/organization needs. Comments. |
|------|-------------------------------|----------|-----------------------------|---|
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | All the training in the world doesn't matter if a prospective employee doesn't put effort into learning it. Appx 1 in 10 try |
| 378 | Statewide Southeast Region | 1-9 | Small Business | As long as the individual has the prerequisite auto mechanic schooling already, we are happy to train to our specific vehicles |
| 439 | Southwest Region | 10-49 | Other | Commercial fishing vessel operating in the Gulf of Alaska and the Bering Sea. |
| 125 | Southeast Region | 100-499 | Private Corp | Depending on the position - A counselor needs a formal education. Admin staff for taking calls and scheduling could be trained in house right out of high school. The training and education go hand in hand with the type of position. Its not one answer for all. |
| 252 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Drivers have to have previous driving experience to be hired and have to have a class A CDL. |
| 47 | Statewide | 100-499 | Alaska State dept or agency | Effective training is missing in the State and specifically the Department of Corrections. Read and sign a policy is not training. The Department used to offer a Support Staff Academy |

| Case | 4. Regions of Operations | Emp Size | Org Type | 18. Where to get the work-ready employees that my company/organization needs. Comments. |
|------|--------------------------|----------|------------------|---|
| | | | | providing information to ensure success in the Department. This has been removed. We seem to see a rise in inappropriate behaviors and security issues with support staff. The State recently began utilizing Aspire which is a step in the right direction. If the Department utilized it for specific AKDOC training, it would be a vast improvement. High schools and colleges are not teaching hard work to be successful in work place. They need to bring back basic home economics, trades, financial training (checkbook, bills, banking, 401K, etc.). Reading, writing, Microsoft program development are lacking with the younger generation. |
| 372 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Employees are trained on the job by management. |
| 403 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | For those coming right out of HS, they need solid soft skills such as being able to be at work on time with start times at 6 or 7 am; personal finance skills to manage money, communication skills to retain employment, transportation to get to work. This industry is drug free and individuals must pass a drug screening for each job they go to. Mandatory. |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |
| 176 | Interior Region | 1-9 | Sole Prop or LLC | Good parenting teaching work ethic and collaboration is the true source of a good team member. |
| 416 | Southwest Region | 50-99 | Private Corp | High Schools do need to focus on proving the skills needed to work in local industries. Especially in rural areas. |
| 541 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | I don't need high school students, so that one is irrelevant |
| 230 | Statewide | 10-49 | Other nonprofit | I feel that our high schools need to focus more on vocational training for work ready students. Our high school kids should be readily prepared with skills for the workforce with tools to support themselves without a college education. |
| 279 | Anchorage/Mat-Su Region | 50-99 | Public Corp | I need workers with travel experience and good interpersonal/social skills. |
| 172 | Anchorage/Mat-Su Region | 10-49 | Private Corp | I'm finding the younger applicants expect \$25-30 per hour with little to no experience. |
| 160 | Northern Region | 1-9 | Other nonprofit | In our area, education does very little to create the workers that we need. Workers that have on the job, or hands on training, are much better suited for the rigors and expectations of our company. Book knowledge is good. Knowing how to apply it is something completely different. If they are not trained in a work based setting, the book knowledge is almost worthless |
| 397 | Statewide | 1-9 | Sole Prop or LLC | It is good to have the theory part of any industry so you can understand the why of something but it is real life experience that you need to be able to do a hands on job. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 18. Where to get the work-ready employees that my company/organization needs. Comments. |
|------|-----------------------------------|----------|------------------------------|---|
| 334 | Southeast Region | 10-49 | Private Corp | It is hard to find high school or college graduates fully capable of independent thought, with good communication and writing skills, with adequate computer skills, that are willing to fully learn and embrace all aspects of a job. |
| 251 | Interior Region | 1-9 | Small Business | Lack of trained applicants has forced us to do our own training for willing applicants. Recently there have not even been untrained individuals willing to apply. |
| 114 | Statewide | 100-499 | Small Business | Many young people ages 14-18 can't do basic math needed to make change or come up with a dollar total in their head on a multiple item order that is fairly simple. |
| 22 | Statewide Anchorage/Mat-Su Region | 500+ | Other nonprofit | Most hires need to be 21 so high school too young. We need some life experienced employees. We need far more FTOs and department doesn't invest in retaining staff |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | Post secondary education is finding that many students are not college-ready and need to take remedial classes. Once 2 and 4 year degree students graduate they have worked for hundreds of hours in the field and are often hired by their internship employers. |
| 8 | Gulf Coast Region | 50-99 | Alaska State dept or agency | Requires a college degree - high volume of mathematics |
| 28 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | The Division currently offers a frequent number of training opportunities for their hired officers. |
| 202 | Southeast Region | 1-9 | Partnership or S corporation | The education that young adults receive in college is a scam. Not in every instance but in a majority of them, and all of this woke crap that the professors are cramming down these young folks is flat out evil. |
| 509 | Southeast Region | 50-99 | Private Corp | The previous question is not black and white. Although we have had some high school students who are work-ready, there have been others who require extensive training in various areas, such as dress, math skills, and people skills. |
| 417 | Anchorage/Mat-Su Region | 1-9 | Private Corp | The Universities can provide people that have a management degree or a logistics degree, but that's the best we can get for Alaska universities. Those are good skills. But graduates do not often know that tourism is an option for them, for year-round jobs with good pay and benefits. UAA loves me as a graduate because they hope I will become a donor. But if they can't make better progress toward tourism, or at least communicate with industry leaders about it, I can't see myself becoming a donor. |
| 236 | Interior Region | 10-49 | Partnership or S corporation | The work we do requires a great deal of education for an MD and RN |
| 569 | Statewide | | Industry trade association | The work-ready folks depend on the type of school they are going to. Kids coming from King Tech are a lot more work-ready than from some of the other high schools. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 18. Where to get the work-ready employees that my company/organization needs. Comments. |
|------|--------------------------|----------|-----------------------------|--|
| 480 | Southeast Region | 1-9 | Private Corp | There is a difference in my organization for required skills. I have reception and assistant jobs that we provide on the job training for. Our higher skill positions either need to come to us already credentialed, do an online course(\$\$\$) or attend a university for the training(Veterinarians) |
| 90 | Statewide | 500+ | Public Corp | There is no college I know of that trains carpenters to a journeyman level. Most colleges that do have trade schools don't support them well, and tend to see students being hired away as proof the program isn't working, rather than recognizing that the schools don't do a good job of allowing students to be hired and continue their education. Only the unions seem to have figured that out. |
| 45 | Statewide | 500+ | Alaska State dept or agency | there is no training. |
| 303 | Southeast Region | 1-9 | Other nonprofit | There is so much that isn't taught. For example, how to fill out a time card, how to complete a W4. how to set up your voicemail and check it so you know what your schedule is. |
| 496 | Interior Region | 1-9 | Sole Prop or LLC | They are not teaching work ethics. |
| 332 | Gulf Coast Region | 10-49 | Sole Prop or LLC | this and many of the survey questions don't pertain well to my line of work |
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | This is a hard question. No school or body can provide work-ready people if the people do not want to work or constantly have personal issues that interfere with job performance. There are NO work-ready people out there. or if there are they want too much salary. |
| 451 | Statewide | 1-9 | Small Business | Trade schools in electronics would provide the necessary training our techs would need. |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | Training is long term and ongoing. It is very expensive. |
| 410 | Anchorage/Mat-Su Region | 10-49 | Private Corp | Training providers usually offer training on safety at sea and about how to handle paperwork their companies use. We do all the rest of the training in-house. |
| 317 | Statewide | 10-49 | Sole Prop or LLC | Universities are terrible today. They pass people along, just like the k-12 education system does, for trying, but not for succeeding. We have a failing educational system because we have taken our eyes off of academics and focused on social issues, which are causing kids to get less value from the short 12 years they have in education. |
| 214 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Utilizing therapy animals in schools is a new model for our company. We are working to build a team of qualified professionals to fill the needs for this activity. It will take time to build up the workforce and the training will have to be done in house. |
| 449 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | We have a specialized field that is not taught in school curriculum or training academies |

| Case | 4. Regions of Operations | Emp Size | Org Type | 18. Where to get the work-ready employees that my company/organization needs. Comments. |
|------|--------------------------|----------|------------------------------|--|
| 155 | Southeast Region | 10-49 | Tribal Entity | We hire those out of school/training and sometimes they're just not prepared for the rules or the long hours. Feedback is many new comers to Slope have a hard time staying off their phones, instead of just using them during breaks, they're on them a lot. This is something smaller, but it's like a lack of discipline in some aspects. Also, the days are long and sometimes it's just too much for the 'newer to the workforce' employees. |
| 316 | Statewide | 10-49 | Partnership or S corporation | We like C & D together. Since there aren't many degrees offered in Insurance Claims, we like the idea of employees who value education (degree), combined with our in-house training, and other relevant sources to get them onto claims adjusters. |
| 107 | Statewide | 1-9 | Small Business | We're a commercial fishing vessel operating in the Gulf of Alaska and PWS. |
| 205 | Statewide | 100-499 | 4-Year College | When high school graduation don't know how many quarters are in a dollar it's hard to teach them how to read a tape measure! |

| Case | 4. Regions of Operations | Emp Size | Org Type | 19. How important is it for employers and education/training entities to work together to offer training and education that is aligned with industry needs? Comments. |
|------|-------------------------------|----------|------------------------------|---|
| 107 | Statewide | 1-9 | Small Business | A hands-on fisheries school would be valuable to our industry. |
| 378 | Statewide Southeast Region | 1-9 | Small Business | Anchorage does not have a trade school for auto mechanics |
| 212 | Statewide | 10-49 | Partnership or S corporation | As long as educators provide someone with a good educational foundation, we can do the rest. This is a niche industry with esoteric skills. But good workers still have good communications skills, understand math, show up for their work, etc. |
| 85 | Southeast Region | 1-9 | Partnership or S corporation | Education providers make prospect employees worse by educating them wrong. It takes a lot to re-educate and correct the damage. |
| 449 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Employers will be more likely to hire an applicant that has relevant knowledge or experience. |
| 3 | Statewide | 10-49 | Industry trade association | Engaging busy people is difficult. People generally seem busier and more stressed out than ever. |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |
| 10 | Statewide Northern Region | 500+ | Sole Prop or LLC | I would like AGC's programs to match up with what DOD is asking for on their RFPs in the Key Personnel Requirements. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 19. How important is it for employers and education/training entities to work together to offer training and education that is aligned with industry needs? Comments. |
|------|-----------------------------------|----------|------------------------------|---|
| 541 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | Industry needs change, and education should be providing people who know how to learn and have good solid skills to be able to learn. |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | Interested parties must continue to work together. |
| 446 | Anchorage/Mat-Su Region | 10-49 | Small Business | It is important, but difficult to organize these types of conversations. The question for educators is: How do we prepare people to take on and learn in a variety of environments? Jobs in specific locations are usually singular. How do we train adaptation? |
| 316 | Statewide | 10-49 | Partnership or S corporation | It sounds good. However, having a "training" program for the relatively few Alaska positions that are needed in Alaska - is not something that will gain ground/momentum. |
| 177 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | My husband is quite involved with the training/education side of things. |
| 451 | Statewide | 1-9 | Small Business | Our local High School does not offer any business courses at all and has not for at least 15 years. Business classes would provide accounting, bookkeeping, computer and customer service skills that our work force is lacking. If the schools would offer a coop option, students could receive hands on experience. |
| 70 | Anchorage/Mat-Su Region | 500+ | Tribal Entity | Schools first job is to serve students and help them find the path that is right for them. All industries benefit from students who have solid professional / life skills (confident & respectful, clear communicators, show-up on time, etc.) Giving schools the resources they need to serve students - and connect them to the right job opportunities - is far more important than shaping schools to meet the training demands of a particular industry. |
| 48 | Statewide | 100-499 | Alaska State dept or agency | The academy that we use needs to find out what type of training needs should be applied from all of the jails/prisons. As far as I am aware, they create the curriculum and never ask for input from the actual work environments that the Officers are in. I could be incorrect. Advisement could come from hire than me. |
| 145 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | This is important but would not really impact our organization. |
| 417 | Anchorage/Mat-Su Region | 1-9 | Private Corp | UAA and APU need to be involved in our industry, so they can get ideas and collaboration and understand the need to move forward with tourism. Frankly, it's shocking that I was working for UAA, writing a certificate program (under a seafood grant that suddenly got taken away) 20 years ago, and serving on a business advisory board 8 years ago, and nothing has really moved |

| Case | 4. Regions of Operations | Emp Size | Org Type | 19. How important is it for employers and education/training entities to work together to offer training and education that is aligned with industry needs? Comments. |
|------|--------------------------|----------|---------------|---|
| | | | | forward since then except the further attempt to patch something together under the Culinary School. This is one of Alaska's major industries. Two large pieces of the struggle with year-round tourism is the lack of support from the community (it has been very difficult to get the average resident to believe that tourism provides local jobs), and the lack of available education in tourism for students. In fact, these are the only struggles. Operators have a hard time staying open year round because there is a huge lack of Alaska resident applicants for year-round jobs. NOT because we do not have year-round jobs. We DO have year-round jobs, but it is very difficult to fill them. We even have employees that work just in the winter, because we can't find enough year-round employees. So we are matching summer workers with winter workers to fill a year-round position. It's ridiculous. |
| 319 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | We are seeing classes in Refrigeration and welding |

| Case | 4. Regions of Operations | Emp Size | Org Type | 20. In your experience, to what extent do employers and education/training entities actually work together to make sure training and education align with industry needs? Comments. |
|------|--------------------------|----------|------------------------------|---|
| 70 | Anchorage/Mat-Su Region | 500+ | Tribal Entity | Again, capacity. Schools don't have enough to do "extra" things like connect with industry. |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | As an example, union apprentice programs rely mostly on the employer to train. The unions aren't as active in helping to prepare a new apprentice for a job. Several new apprentices received no class room time prior to being referred to employer. They show up to work not even knowing the difference between a loader and an excavator. (For example) |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |
| 301 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | I don't believe any training entity for nurses asks us what's most important for a pediatric office nurse to know. |
| 202 | Southeast Region | 1-9 | Partnership or S corporation | I have been a Building Contractor for 48 years and I have never been asked to collaborate with any of our training schools. |
| 445 | Gulf Coast Region | 1-9 | Partnership or S corporation | I have reached out to local school district, UAA, etc. on multiple occasions to present re: careers in my field and to offer internships. No response from school district. UAA responded and tried to help but there was no interest from student body. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 20. In your experience, to what extent do employers and education/training entities actually work together to make sure training and education align with industry needs? Comments. |
|------|--------------------------|----------|------------------------------|---|
| 446 | Anchorage/Mat-Su Region | 10-49 | Small Business | I was an educator at the high school and university levels. I found it difficult to truly collaborate on job skills. Often, even those who "know about" jobs have been educators rather than workers in those fields (at least absent for a long time). As jobs and the infrastructures of jobs changes, educators cannot easily know those intricacies. |
| 125 | Southeast Region | 100-499 | Private Corp | I'd reference our interns as they are finishing school - we usually have 3 to 6 interns a year come to us for mentoring/ internships to get the hours needed to complete their degree. |
| 449 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | If I was aware of a relevant educational program I would be interested in working with them to prepare students for our trade. |
| 284 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | <p>In Anchorage, King Tech High School provides training for students that would be work-ready; most other high schools do not.</p> <p>UAA has been loosing/ending programs due to funding. They are trying to maintain a statewide system, but do not have the resources. While each campus has various focuses, Anchorage is the most populated area. More students are able to attend in Anchorage yet they keep reducing what is offered in Anchorage. They cut the Arts Theater program, the only BA degree that was offered in the state. The Arts (music, theater, dance, art, etc.) may not be people's primary degree, but they are what help keep students motivated and involved.</p> <p>I hired someone who had done screen printing to be one of our decorators. Though the medium changed, he was able to use his skills to become a great cookie decorator.</p> <p>I need people who can do basic math...counting, adding, subtracting, multiplying and dividing. While you'd think counting was a skill learned in elementary school, it's not done much as students progress through school. I had someone going for their accounting degree at UAA count a flat of approximately 250 cookies three time and get three different answers. The third after I counted it in front of him and confirmed the correct total. He may have learned what debits and credits were, but he couldn't count a large group of items. He is not alone. I've only had maybe three or four individuals count a flat of cookies correctly during interview. I've interviewed many more than three or four individuals for the position over the past 11 years.</p> <p>I also need people who can problem solve and look ahead. Soooo many people do not anticipate what might come next. Getting a degree is great, but in real life you must consider what is happening as well as what will happen. I find much better employees from people who have participated in the humanities. If someone learns by rote, they cannot problem solve.</p> |

| Case | 4. Regions of Operations | Emp Size | Org Type | 20. In your experience, to what extent do employers and education/training entities actually work together to make sure training and education align with industry needs? Comments. |
|------|--|----------|------------------|--|
| 2 | Anchorage/Mat-Su Region Interior Region | 10-49 | Other nonprofit | It can be challenging to make systems with competing processes and priorities align |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | It is difficult to find high quality training options. |
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | It seems to take advocacy from the industry side. Unless I reach out, the conversations don't seem to take place. |
| 509 | Southeast Region | 50-99 | Private Corp | Our company provides in-house training to our employees, conducted by our manager and sales associates. We also occasionally bring in external trainers through Zoom or videos. At times, we invite vendors to provide training to our staff. When we hire retired employees, they usually need more training on software, but are exceptional in people skills, respect, and kindness. On the other hand, younger employees are well-versed in software and technology, but require more training in customer service, respect, and kindness. Additionally, younger employees need to be trained in workplace responsibilities, such as the proper use of personal phones or company computers for personal use. They also need to learn to fulfill their obligation to work their scheduled hours. |
| 105 | Southwest Region | 1-9 | Sole Prop or LLC | Our staff must have a NATURAL INCLINATION to living/working in the outdoors, whether or not they are the chef/cook or hunting/fishing guide or USCG licensed boat operator. It's a plus if they have some college education but not essential, especially in the current era, as so many of the universities brain-wash students into being WOKE, which is repulsive to most sane, hard-working employers. In fact, it takes more thorough interviewing, to assure that the younger staff are not of the WOKE mind-set, because when they intermingle with our well-educated older clientele, we would not get them as repeat guests!! We'd be considered as contaminated ourselves to retain such staff members. |
| 193 | Anchorage/Mat-Su Region | 10-49 | Other nonprofit | Our union will send guys to training in the middle of our busy season and they go on unemployment and do not come back to work. if they were working with the employer, they would not send the apprentices to training in the middle of busy season... they would do it in the winter when the guys are not working due to the climate. |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | Post secondary health education leaders are constantly working with industry to ensure successes and challenges are being addressed. |
| 114 | Statewide | 100-499 | Small Business | School educators need to teach basic life skills more than Algebra which is rarely used. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 20. In your experience, to what extent do employers and education/training entities actually work together to make sure training and education align with industry needs? Comments. |
|------|--------------------------|----------|----------------------------|---|
| 3 | Statewide | 10-49 | Industry trade association | The Southwest Alaska Vocational and Education Center does this. |
| 541 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | The trades and organizations like APICC were doing it right for a bit. I'm not sure who is now, maybe Educators Rising, but it's a hard call. The trades with the apprenticeship programs have it right, BUT that is what they are there for. Those are job training programs. HS and college are usually for learning how to learn and how to think, not exclusively for learning how to become a cog in the wheel of capitalism. |
| 417 | Anchorage/Mat-Su Region | 1-9 | Private Corp | There are a bunch of different people and entities saying we need to create training programs and degree programs, and lots of different entities and people supposedly working on it. But when one is moving forward and looks like something we can use, there isn't support for it, so it stalls out. The Universities themselves are slow to support efforts that don't come within the university, and they are loathe to involve the industry. They are operating outside the industry, without industry input, as they supposedly create these programs, as far as I can tell. They bring people in from other parts of the world to speak on tourism and forget to invite local industry professionals. |
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | There is one organization that has insurance license preparation classes. But she is not a recruiter. This is a confusing question to relate to our industry. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 21. Use this space to list any workforce committees or task forces on which you serve. Please add a description of duties or tasks. |
|------|---------------------------------------|----------|-----------------------------|--|
| 9 | Gulf Coast Region Southwest Region | 1-9 | Sole Prop or LLC | Advisory Board for the Alaska Technical Center in Kotzebue. |
| 73 | Interior Region | 100-499 | Sole Prop or LLC | AGC education committee UAA Construction Management advisory board |
| 63 | Anchorage/Mat-Su Region | 100-499 | Alaska State dept or agency | AGC Workforce Committee We have are building a playbook to distribute to contractors instructing them how to get into the high schools to promote and teach about the trades. We are creating strong relationships with the CTE instructors in ASD and MSBSD. |
| 488 | Southwest Region | 10-49 | Sole Prop or LLC | AHFC 'TREC' Workforce Advisory Committee - assisted with development of an AHFC grant to the DOE for IRA workforce development funding |

| Case | 4. Regions of Operations | Emp Size | Org Type | 21. Use this space to list any workforce committees or task forces on which you serve. Please add a description of duties or tasks. |
|------|--|----------|------------------------------|---|
| 123 | Gulf Coast Region | 1-9 | Partnership or S corporation | AHHA Charter College Nightingale University |
| 401 | Anchorage/Mat-Su Region | 1-9 | Small Business | AHHA Workforce Committee member - provides insights into hospital's workforce needs and engages with the rest of the committee to support workforce development activities throughout the state. |
| 2 | Anchorage/Mat-Su Region Interior Region | 10-49 | Other nonprofit | AHHA Workforce Committee AEDC Talent Committee, AEDC Board Business Education Compact Mat-Su Health Foundation Workforce Network Anchorage School District Academies Project School Business Partnership |
| 70 | Anchorage/Mat-Su Region | 500+ | Tribal Entity | Alaska CAN Southeast Alaska Workforce Development Committee Collaborative Career & Tech Ed Culturally Affirming Career Guides Community of Practice Business Education Compact |
| 546 | Southwest Region | 1-9 | Partnership or S corporation | Alaska CAN Postsecondary |
| 261 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Alaska Carpenters Training Trust Joint Apprenticeship Training Committee Anchorage School District College Career and Life Readiness Work Based Learning Tactic Team |
| 496 | Interior Region | 1-9 | Sole Prop or LLC | Alaska Carrer college |
| 563 | Southeast Region | 10-49 | Partnership or S corporation | Alaska Hospitality Retailers |
| 100 | Southeast Region | 50-99 | Small Business | Alaska SEED (System for Early Education Development): EC Career Ladder, Training reimbursement, travel reimbursement, administrator credential,, piloting a coaching credential, EC Core Knowledge and Competencies, and Retaining our Outstanding Teachers - ROOTS- wage supplement) |
| 497 | Southwest Region | 10-49 | Tribal Entity | Alaska workforce investment board-- helping to develop and evaluate plans for step grants. |
| 23 | Southwest Region | 100-499 | Tribal Entity | Alaska Works, Board of Directors. |
| 101 | Interior Region | 10-49 | Small Business | American Avalanche Association- focuses on worker safety training programs for avalanche workers. |
| 37 | Statewide | 100-499 | Tribal Entity | ASD - Academies of Anchorage, SFL - TAP |

| Case | 4. Regions of Operations | Emp Size | Org Type | 21. Use this space to list any workforce committees or task forces on which you serve. Please add a description of duties or tasks. |
|------|-----------------------------------|----------|------------------------------|--|
| 304 | Southeast Region | 100-499 | Private Corp | Associated General Contractors of Alaska, Executive Board of Directors |
| 20 | Southwest Region | 10-49 | Sole Prop or LLC | BBNC workforce |
| 104 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Bristol Bay Regional Workforce Development as an advisor/participant |
| 493 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Building Board of Regulators - MOA NEC Code adoption committee - MOA Mat Su Home Builders Asc Board of Directors Mat Su Career Tech Board - prior to Covid - not aware it is still active Associated Builders and Contractors Government Affairs Board Sat on King Tech High School Electrical Committee - when it was active |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | College of Health Community Advisory Council HealthConnect Board |
| 314 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | Doyon Workforce Development Committee |
| 313 | Anchorage/Mat-Su Region | 0 | Sole Prop or LLC | Early Childhood Education Task force with Petersburg Borough |
| 149 | Southeast Region | 1-9 | Sole Prop or LLC | Food security strategy task force Food safety task force |
| 385 | Anchorage/Mat-Su Region | 1-9 | Private Corp | Generally, on call from my work peers. When another village has questions and it is something I have worked on or knowledgeable about, I am available to them when I can. |
| 362 | Southwest Region | 1-9 | Tribal Entity | I am starting one in my area, for Homer and surrounding communities |
| 102 | Statewide | 10-49 | Private Corp | I assist government and industry with developing workforce plans |
| 21 | Southwest Region | 10-49 | Local Gov | I have served on the Alaska Adult Education Association Board of Directors. |
| 412 | Gulf Coast Region | 1-9 | Sole Prop or LLC | I serve as the Board Chair for Project Alaska, which is a workforce development nonprofit in Anchorage, Alaska, serving refugees who are seeking careers. |
| 471 | Southeast Region | 1-9 | Small Business | Job X, Alaska Job Centers, Local 71 |
| 569 | Statewide | | Industry trade association | Job X, I also work closely with AVTEC, Job Corp, AMYA and Alaska Works |
| 540 | Southeast Region | 1-9 | Partnership or S corporation | King Career Tech |
| 465 | Statewide | 100-499 | Private Corp | KPEDD |
| 243 | Gulf Coast Region | 1-9 | | Local workforce |

| Case | 4. Regions of Operations | Emp Size | Org Type | 21. Use this space to list any workforce committees or task forces on which you serve. Please add a description of duties or tasks. |
|------|--------------------------|----------|------------------------------|---|
| 38 | Statewide | 100-499 | Other | Mat-Su Health Foundation Workforce Committee AHHA Workforce Committee Project SEARCH |
| 185 | Southeast Region | 1-9 | Sole Prop or LLC | Mental health specific committees and task forces |
| 24 | | | | Recruitment and Retention Unit Supervisor Weekly Workforce Services Meetings Monthly HR meetings |
| 334 | Southeast Region | 10-49 | Private Corp | Serve on a variety of committees for local government, local school district, state tourism entities and industry panels. |
| 343 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | State board, State association, local hospital board |
| 357 | Southeast Region | 1-9 | Partnership or S corporation | UAA Auto Diesel Program Advisory Board |
| 141 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | Wellness Coalition, Alaska Addiction Professionals Association, Housing and homeless, Reentry Coalition. |
| 94 | Interior Region | 1-9 | Sole Prop or LLC | Workers Compensation Board |

| Case | 4. Regions of Operations | Emp Size | Org Type | Q22 A – E. Comments. |
|------|--------------------------|----------|----------------|---|
| 403 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Challenges with equal access to job training (apprenticeship) for rural residents. How do we recruit and how do we get them training (expensive to travel individuals or instructors). I believe there is a pay-back once the rural residents begin to work and develop construction as a career path. Expensive to front-load the training/access. |
| 505 | Statewide | 10-49 | Public Corp | Educators, especially public schools but not exclusively, exist to teach what they find valuable. They do not seek to prepare students for life success, but for success in ever-higher fields of academics. This is a great disservice to our youth and the employers who would like to hire them. |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |

| Case | 4. Regions of Operations | Emp Size | Org Type | Q22 A – E. Comments. |
|------|-----------------------------------|----------|------------------------------|--|
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Generally, we've never had greater access to information and educational resources. Residents of rural areas face more challenges, but still better than ever. |
| 60 | Statewide | 10-49 | Partnership or S corporation | Governmental intrusion into the workforce is not the answer |
| 480 | Southeast Region | 1-9 | Private Corp | I only moved to Alaska a year ago, so the specifics of this state I do not have a lot of experience with. |
| 566 | Statewide Interior Region | 1-9 | Sole Prop or LLC | I receive these surveys often, take time to complete them, but no action is taken to improve the situation. |
| 317 | Statewide | 10-49 | Sole Prop or LLC | I strongly believe that the Federal involvement in our State of Local issues is counterproductive. The Federal Government is the problem in education. The Government wants to mandate education but this is a State issue. The bigger the Government, the more problems created. The people need to work together, with local schools and training facilities. But only "select" people are ever asked to participate. We need everyone's opinions, and we need to value everyone equally, not just the unions, the large native corporations, and the State voices. We are losing the local input, the boots on the ground, and that is where it needs to start. |
| 319 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | In high-school work and job opportunities should be talked about I'd say at 16 years old Or the school should recognize the ability of each student |
| 362 | Southwest Region | 1-9 | Tribal Entity | In my community there are many agencies working on issues in their "siloes" and I wish to collaborate so I am starting this. I have researched workforce development and industry sector strategies so I can help make a go at it. |
| 417 | Anchorage/Mat-Su Region | 1-9 | Private Corp | It feels like my input isn't wanted, just donations to educational institutions. I would consider it if there was any collaboration and progress. I have given the University of Alaska plenty of money to get my non-tourism degrees. I have also given them plenty of my personal time towards tourism education. I do not plan to give them any further funds unless I see collaboration and forward progress with the industry. I'll just keep trying to hire business management graduates I guess. |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | It makes sense to train local hires in hopes of better cultural understanding and retention. |
| 22 | Statewide Anchorage/Mat-Su Region | 500+ | Other nonprofit | Kids are pushed for college. Need technical trades. Need investment in ready to work programs and internships. There is no campaign to push Alaska careers. |

| Case | 4. Regions of Operations | Emp Size | Org Type | Q22 A – E. Comments. |
|------|---|----------|------------------------------|--|
| 179 | Gulf Coast Region | 0 | Public Corp | Our agency is highly engaged in advancing workforce and foster parent skills. We collaborate regularly with UAA's Family Training Institute to bring trauma-informed trainings to Alaska. We thrilled to see the collaboration among agencies to make this kind of effort happen for at-risk youth and families in Alaska. |
| 384 | Southwest Region | 1-9 | Partnership or S corporation | Schools are failing us/parents are failing us. I don't know the answer, however, when i was in high school we did home economics, balanced checkbooks, learned life skills. Kids are lacking common sense because they can look everything up on their phones. |
| 478 | Statewide | 1-9 | Public Corp | So the content of this survey is going in a direction I wasn't expecting, so I feel I should mention this. We are a law firm with over a 180 employees across multiple states. The reason we were selected for this survey is because we have one employee who works remotely for us in Alaska. I don't think our answers are going to be useful for your survey. |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | The medical and behavioral health workforce works together...legislators, funders, educators, employers from urban and rural areas work together quite often. |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | The opportunities are there. The workforce is not interested in work in the trades. It's hard, physically demanding work that the younger workforce doesn't want to do. This has been coming for years. |
| 2 | Anchorage/Mat-Su Region Interior Region | 10-49 | Other nonprofit | There are so many programs that it can be hard to keep track of, or hard to know where to start. If we struggle as insiders, surely it is even more difficult for the public. |
| 447 | Statewide | 10-49 | Partnership or S corporation | This will take money and focus. Each sector of the economy believes that its needs are more important than those of the others. We have some first rate community and technical schools and some first rate union training. Why cannot these entities really look at the economically in a holistic fashion and see that what negatively affects one sector or population affects us all? |
| 239 | Southwest Region | 1-9 | Sole Prop or LLC | Training programs are expensive. Online training is expensive. High Schools, Middle Schools have been pushing college for decades. |
| 88 | Anchorage/Mat-Su Region | 1-9 | Private Corp | Training requirements for CDL drivers or heavy equipment operators is becoming costly, and it is very difficult to get financial aid for vocational training when compared to getting financial aid for a college degree. The cost of training to be compliant with the latest federal regulations means that small companies like ours cannot afford to train drivers in-house. The timeline for training equipment operators is difficult in-house because it takes three seasons to train an operator to the standard necessary and the seasonal nature of work in Alaska makes it a challenge to keep an employee long enough to make that work for us. Affordable, financeable training from a training organization is what we need for operators. |

| Case | 4. Regions of Operations | Emp Size | Org Type | Q22 A – E. Comments. |
|------|--------------------------|----------|------------------|--|
| 541 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | <p>We have an aging workforce that has made it well nigh impossible for those in their 40s and 50s to move up the ranks to positions of management. That has created a backlog of people in junior positions overskilled for their pay ranges.</p> <p>We have a plethora of workgroups and taskforces to address problems we've been aware of for decades and all they do is meet and wring their hands and issue reports that are not acted upon, very much because of lack of financial support.</p> <p>Schools are treated like vocational indoctrination centers rather than where one encourages students to embrace life long learning. I need employees who are excited to learn how to use new technology, new techniques, new approaches. I don't need robots. Well, to be honest, I would use robots for repetitive tasks, so I can use the humans for the tasks where one needs a person who can be analytical and be creative.</p> |
| 180 | | 0 | Public Corp | <p>What does "siloeed" mean in this context? - Here's the thing. This is a real story. I hired a "certified" medical assistant. I explain to her how to do a task. She replies, "I was told in school that I wasn't to listen to the physician. I'm to do it the way they taught me in school. That the physician doesn't know what they are talking about."</p> |

| Case | 4. Regions of Operations | Emp Size | Org Type | 23. Strengthen connections among employers, educators, training providers, and local, state, and federal government agencies. >> OF VALUE? >> ATTAINED? Comments. |
|------|--------------------------|----------|------------------------------|--|
| 70 | Anchorage/Mat-Su Region | 500+ | Tribal Entity | <p>Again, our limiting factor is the capacity of our schools/teaching staff (and relatedly, high turnover due to work overload and poor retirement system.)</p> |
| 239 | Southwest Region | 1-9 | Sole Prop or LLC | <p>City and State spend too much money analyzing and monitoring rather than actually doing anything.</p> |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | <p>Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax.</p> |
| 212 | Statewide | 10-49 | Partnership or S corporation | <p>I don't really know. I think the bigger issues in our state relate to policy decisions. Workers want to be adequately compensated and want their children to be educated.</p> |
| 474 | Gulf Coast Region | 1-9 | Tribal Entity | <p>I feel that high schools generally do a poor job of advocating for the trades as a good career path. I think most schools try to steer kids towards a post-secondary education instead of the trades.</p> |

| | | | | |
|-----|-------------------------|---------|-----------------------------|---|
| 317 | Statewide | 10-49 | Sole Prop or LLC | I feel that the Federal Government needs to get out of State business. The State needs to include the local businesses and not just special interest groups like tourism, mining, or large (big money) operations. The small businesses are the bread and butter for many communities yet we are all dying on the vine. Large box stores have run the smaller stores out of the Interior. Now on-line stores are running local stores out of business... and it seems like a runaway train. |
| 107 | Statewide | 1-9 | Small Business | I have no idea how to answer this question as we are pretty dialed into our industry and not the State's outlook. |
| 162 | Southeast Region | 10-49 | Sole Prop or LLC | If Education/training was happening every small business would not be struggling to staff positions. Instead government entities offer "free" money, unemployment benefits requiring no responsibility or incentive to take jobs. Every person I've encountered receiving unemployment, social services, food assistance spends all of their energy looking for more free handouts instead of taking one of the thousands of jobs available. |
| 343 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | If the answer is yes to expand the connection between employers and trainers, and the result is increased taxpayer funding, I am opposed |
| 417 | Anchorage/Mat-Su Region | 1-9 | Private Corp | I'm exhausted even thinking about the beating of our heads against the wall, asking the State for marketing dollars out of the tourism taxes that we bring in. |
| 36 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | It's been a long time since I was in college. I don't know what outreach might be happening for my field. |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | Many of the State agencies that used to support us have been gutted. |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | Many programs and collaborations between entities are already in place. |
| 159 | Interior Region | 1-9 | Other nonprofit | none |
| 48 | Statewide | 100-499 | Alaska State dept or agency | Our job does not hire until 21 years of age. We do not need it to lower, however, it is difficult to expect schools to act on training when they are not expecting students to graduate and move into our field. It would be nice to work with our local military units, though, to aid military members to move into this field. |
| 353 | Southwest Region | 1-9 | Small Business | Since COVID State of Alaska does NOT train on taxes and IRS does not train on tax requirements for rural villages. Regional Organizations and Federal does not train on compact or contracts @ policies and procedures. Totally lost since COVID. |
| 302 | Gulf Coast Region | 1-9 | Sole Prop or LLC | Unless it's the oil industry or another industry of equal financial gain for the state. |
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | We are on our way. I expect to see significant growth as we build on this value. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 24. Build and update talent pipelines that recruit, educate/train Alaskans for occupations in high demand. >> OF VALUE? >>ATTAINED? Comments. |
|------|--------------------------|----------|----------------------------|---|
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Companies on the Slope and the big mines are finding people from down south and flying them up every two weeks. Much of Alaska's workforce doesn't even live in Alaska, and they're taking all that income out with them. Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |
| 3 | Statewide | 10-49 | Industry trade association | Education and Training needs to lead to a job or better paying job. Lots of training has taken place that has not made a difference. Can entrepreneurial skills be included with job skills training, so students can take their training and make money at it? |
| 36 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | For years, 15+ I've heard there are a shortage of nurses. Yet I also hear that there are few nursing spots available for the local university. |
| 480 | Southeast Region | 1-9 | Private Corp | I do not know |
| 286 | Interior Region | 10-49 | Sole Prop or LLC | I do not know if it has been attained. |
| 410 | Anchorage/Mat-Su Region | 10-49 | Private Corp | I hire 50 people every year. In 2021, 2022, 2023 and 2024 only 1 was an Alaskan. There isn't much interest in Alaska to work in the Bristol Bay area, sadly. In 2021 and 2022, Mary Peltola's daughter was on my crew. Nice girl. Wish I had her back. But she could make a lot more money working for others. I am surprised that wages/salaries are not part of this survey. If I could afford to double the crew's salaries, I would. But that would also bankrupt me--so I keep my salaries at the "reasonable, but not crazy" levels. |
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | If you had a workforce that wanted to work and better their lives, it would be a good goal. But just like throwing money at the school system doesn't equate to better education, neither does throwing money or creating new departments for work will inspire people or make them realize their salary expectations are too high. |
| 510 | Southwest Region | 10-49 | Small Business | I'm an engineer with many years experience and have my own business. I plan to leave AK in the next 3 to 5 due to the political and economic climate. My wife is a professional as well and my kids are slated to leave Alaska and not return in the next 2 to 3 years. Not worth invest here anymore |

| Case | 4. Regions of Operations | Emp Size | Org Type | 24. Build and update talent pipelines that recruit, educate/train Alaskans for occupations in high demand. >> OF VALUE? >>ATTAINED? Comments. |
|------|-------------------------------------|----------|------------------------------|--|
| 317 | Statewide | 10-49 | Sole Prop or LLC | IT would be nice to see local people being groomed for high level jobs... I continue to meet people who have been recruited from "Outside Alaska" to come up and take strategic, high-level positions. This is very discouraging. At the same time, the workforce in Alaska is highly uneducated, and slim picking for filling top level positions. Our university graduates might have degrees but ask them basic questions about the world and you will learn very quickly that they have limited practical experience and world knowledge or experience. |
| 198 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | Need to hire more Alaskan's instead of people that travel here from other states to work in the oil & mining industry. |
| 70 | Anchorage/Mat-Su Region | 5 | Tribal Entity | The system is spotty and hard for students/potential employees to navigate. It is industry centered rather than student/employee centered. |
| 279 | Anchorage/Mat-Su Region | 50-99 | Public Corp | there are many jobs that can be filled by rural communities that are often overlooked. Ex. the fishing industry. Recruitment for these jobs in rural communities would help support these communities and bring economic mobility and opportunities. |
| 437 | Interior Region Southwest Region | 100-499 | Private Corp | There are too many unqualified applicants demanding top pay. This has caused excessive strain on employers. |
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | There's no denying the significant contributions of the UA system. I feel there remains significant opportunity for good work. |
| 215 | Northern Region | 1-9 | Small Business | UA does a good job of focusing learning on anticipated job sector needs. |
| 444 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | UAA continues to cut programs encouraging most students to leave the state. Anchorage school district is a mess and am glad my son graduated years ago |
| 301 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | With the governor's approach of defunding public education, there is an exodus of families who value their children's education. They are voting with their feet. (I know of one nurse moving for this reason next week.) So both parents and children who value education will be fewer in number. We must challenge the governor to resist his party's anti-public education stance. |
| 180 | | 0 | Public Corp | You need to start TEACHING not training in high school and before. I've volunteered in the schools here. The emphasis is being sheep and there is no critical thinking skills taught. The emphasis is on lower income jobs such as nurse assistant, medical assistant, receptionist. I've hired these kids. They have no ability to think independently. They are impressed by a 6 months course and tell me how hard the course load was. And that they are a "professional". I consider a person with a high school degree and a certificate to be minimally educated. Yet in Alaska that seems to be the norm. The university has been torn down by Dunleavy. And it shows. I will be leaving Alaska. There is a brain drain here. I know that isn't what you are asking. But that is where it starts. When my employee thinks that I should be impressed |

| Case | 4. Regions of Operations | Emp Size | Org Type | 24. Build and update talent pipelines that recruit, educate/train Alaskans for occupations in high demand. >> OF VALUE? >>ATTAINED? Comments. |
|------|--------------------------|----------|----------|--|
| | | | | because she is studying "health sciences" at Mat-Su college. It's not bad that she is studying that. But that is like the high bar according to her. It's as though there is nothing higher out there. Then I realize. That's because in Alaska we disdain thinking and education. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 25. Strengthen economic development through workforce development in every region. >> OF VALUE? >>ATTAINED? Comments. |
|------|-------------------------------|----------|------------------------------|---|
| 505 | Statewide | 10-49 | Public Corp | "Every Region" is an Achilles heel of this goal. Not all regions are equal and concentrating on some regions (which is necessary if you want to make a change) means neglect of the others (causing unintended change for the worse). In Alaska's history, and continuing today, workforce development has been a topic of political (not social or economic) concern. |
| 202 | Southeast Region | 1-9 | Partnership or S corporation | Because of Alaska's vastness these goals are more difficult to achieve. |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |
| 114 | Statewide | 100-499 | Small Business | I don't see the direct benefit of workforce development programs. What are the programs? Can trainers go into schools? |
| 180 | | 0 | Public Corp | ...The education and the training system in Alaska sucks. You don't need me to tell you that. What someone seems to be doing is proving to whoever is paying the salary is that they are getting info out. But this isn't info and the questions are well written. And you aren't really asking questions that are letting me tell you the issues. It's more about "look what we've done". Go make sure that the for-profit colleges are actually teaching something. |
| 410 | Anchorage/Mat-Su Region | 10-49 | Private Corp | I only know about the Bristol Bay region. I have no idea what's going on in other parts of Alaska. |
| 378 | Statewide Southeast Region | 1-9 | Small Business | I'm assuming the question with the word attained ? Means have we as Alaskans met the goal |
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | If people don't want to work or can't get their personal lives straightened out, it won't matter. |
| 212 | Statewide | 10-49 | Partnership or S corporation | Increase Alaska's minimum wage. Institute an income tax. Fund public schools adequately to retain workers. Build more multi-family housing units. |

| | | | | |
|-----|-------------------------|-------|----------------------------|--|
| 18 | Statewide | 500+ | Industry trade association | People still have to WANT to work. We work in rural villages where being is difficult, but retaining is harder. Staff don't see value in a position when a majority of their needs are met by state subsidies. Why work if you don't have to? |
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Some regions have done better than others. Low hanging fruit exist, and we don't need to reinvent the wheel. The CHAP program in healthcare is a great success model. Look to the schools, clinics, telecom service provider, electrical service provider for anchor industries to train and place the local workforce. Alaska faces economic development challenges that no amount of workforce development can overcome. Some of our solutions need be foundational with workforce development to follow. |
| 334 | Southeast Region | 10-49 | Private Corp | The state no longer funds Ardors - or anything similar. |
| 317 | Statewide | 10-49 | Sole Prop or LLC | The Unions are doing a good job at this, but they are now being under-cut by non-union entities that are taking away jobs even from union members. Again, the State of AK is playing games with our futures up here. They are creating corporations to take non-union work, the Native Corporations are creating non-union businesses and then they are scooping up contracts that never seem to get the general population for consideration, which then limits the local business owners again... it's a strange monopoly that is being created. |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | We do not have adequate workforce development in our field. We do not have the funding to develop our own. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 26. Create a state-level cadre of personal navigators to help students and new job seekers through the maze of opportunities for education/training, funding, and job opportunities.>> OF VALUE? >> ATTAINED? Comments. |
|------|-----------------------------------|----------|-----------------------------|--|
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | "Cadres of personal navigators"? How about a website with an ai plugin. A trained chatbot could seamlessly accomplish this task. Keep the "Cadre of personal navigators" local. Teachers, guidance counselors, parents... |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | Again, these opportunities are already out there. The state is also understaffed in many segments. I'm sure the state already has extensive experience with everything in this survey. |
| 505 | Statewide | 10-49 | Public Corp | an army of well-intentioned government navigators would be counter-productive. |
| 160 | Northern Region | 1-9 | Other nonprofit | Employment issues, in the private sector, need to be solved in the private sector. This should NOT be at the state level. Government has a way of throwing money at things but missing the mark. I as an employer is not interested in hiring people that have been trained by state sanctioned training facilities. They are trained to navigate the system and learn all the loop holes, and, oh yeah, they get a little skills training. This is almost worthless to the privately owned and run company that needs skilled hardworking people. |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |
| 279 | Anchorage/Mat-Su Region | 50-99 | Public Corp | help high schools counselors/teachers throughout all of rural Alaska know what jobs are available to high school students. |
| 391 | Anchorage/Mat-Su Region | 10-49 | Private Corp | hopefully you can tell I don't support any tax dollars, state or fed, going to these initiatives. |
| 303 | Southeast Region | 1-9 | Other nonprofit | How is this going to be funded? How does this relate to non union non municipality jobs |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | I agree with this concept but NOT AT THE STATE LEVEL - this must be done at the regional (at most) and community level at best. The state does not know best... |
| 346 | Statewide | 10-49 | Alaska State dept or agency | I don't think it's a need for the State to set up a New department to achieve this. I believe that the Public Education System, i.e. schools, are failing to train up people with skills to enter the workforce and I believe much of that is parents are indifferent to how well students perform and don't train them at home to be respectful citizens of the community. Could schools require community services like trash clean up day etc., Yes and it would help but it's trained in families, not schools. More programs aren't necessarily the solution. Programs like ANSEP Acceleration are a Huge positive start but even they are limited to making certain students take certain college classes vs determine which career path best suits a student's interests and SKILL sets. Student real world skills is crucial for High School and college students. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 26. Create a state-level cadre of personal navigators to help students and new job seekers through the maze of opportunities for education/training, funding, and job opportunities.>> OF VALUE? >> ATTAINED? Comments. |
|------|--------------------------|----------|----------------------------|--|
| 541 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | <p>I really want to be that person who says that I don't want to hire someone who can't figure out how to look up a job.</p> <p>Then I think about the farce that is something like USAJOBS and how those positions are really not publicly available and perhaps there's value. Still, unless someone has developmental delays or other challenges that truly require an aide, having a navigator in many ways perpetuates challenges we have with people who wait to do what they are told instead of taking initiative. Yes, that can be a cultural issue, and that needs to be taken into consideration, even so, having a hand holder through basic job application processes for anyone other than those entering the work force for the first time, or those re-entering after an absence, I obviously have concerns.</p> |
| 417 | Anchorage/Mat-Su Region | 1-9 | Private Corp | I would say if by State-level you mean government employees that are paid to help students navigate, I do not see that working. If by State-level you mean Alaska Travel Industry Association working with students, then yes. |
| 446 | Anchorage/Mat-Su Region | 10-49 | Small Business | I'm not sure a state level entity would be helpful. |
| 416 | Southwest Region | 50-99 | Private Corp | It is difficult to access attainment in rural areas where hiring conditions have not improved at all the entire time the business has existed. If the area was an attractive place to live, there would be more people looking for work. |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | Job Service exists - it doesn't work well. |
| 510 | Southwest Region | 10-49 | Small Business | No more stupid state programs. |
| 343 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | not supporting a "government" solution to this problem |
| 3 | Statewide | 10-49 | Industry trade association | Not sure, but state-level does not grab my attention. I would want people at the local level to help students. |
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | Sounds like a pitch to create another state government department. Not a fan. |
| 334 | Southeast Region | 10-49 | Private Corp | State level isn't realistic - the regions are too varied. Perhaps one statewide coordinator - but there needs to be regional levels to this for success. |
| 156 | Interior Region | 10-49 | Other nonprofit | The current climate created a lazy, entitled moocher of public services and assistance. There are always open jobs at every level, shunned by able-bodied, capable people who find public assistance more appealing. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 26. Create a state-level cadre of personal navigators to help students and new job seekers through the maze of opportunities for education/training, funding, and job opportunities.>> OF VALUE? >> ATTAINED? Comments. |
|------|--------------------------|----------|------------------|---|
| 493 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | The problem with State and Federal funding for apprenticeship is the constant paperwork that has no benefit. Along with the "everyone must be included" philosophy that makes them undesirable for employers to participate in. I believe that someone that has been to prison can be reformed and become a productive member of society but I won't subject my apprenticeship program to have to accept every prisoner that took a class inside because there is a check attached. |
| 239 | Southwest Region | 1-9 | Sole Prop or LLC | There are plenty of administrative employees that can be pooled to send out emails and phone calls between trainers to schools and employers. The State needs to use resources wisely. |
| 70 | Anchorage/Mat-Su Region | 500+ | Tribal Entity | Yes! This strategy is proven to work in Alaska and in other rural states. We dismantled a system eight years ago and need to reinvest in this infrastructure. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 27. Strengthen options for child care and/or family care (including any elders or children that require attention by a working age person). >> OF VALUE? >>ATTAINED? Comments. |
|------|--------------------------|----------|------------------------------|---|
| 212 | Statewide | 10-49 | Partnership or S corporation | Alaska has been doing the opposite under the tenure of Governor Dunleavy. He has attacked public education turning workers away from the state. We must revitalize public education (not charter schools, not religious schools siphoning money via allotments) in order to attract and retain a workforce. |
| 509 | Southeast Region | 50-99 | Private Corp | Assistance with quality childcare and elder care will help grow our economy. |
| 303 | Southeast Region | 1-9 | Other nonprofit | Child care is great, but what about when the children are sick. Several employees have had to leave mid shift because a daycare/child care has called for them to get their children. |
| 396 | Interior Region | 1-9 | Partnership or S corporation | CHILDREN SHOULD BE CARED FOR BY PARENT. |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |
| 514 | Statewide | 1-9 | Partnership or S corporation | Have no idea how the state is doing! |
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | I support expanding access to pre-k education through school districts. This may be a sleeper hot button. What role does the State play in the care of individual family members? |
| 172 | Anchorage/Mat-Su Region | 10-49 | Private Corp | I think it takes two incomes to afford housing these days so affordable child care is important. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 27. Strengthen options for child care and/or family care (including any elders or children that require attention by a working age person). >> OF VALUE? >>ATTAINED? Comments. |
|------|--|----------|----------------------------|---|
| 416 | Southwest Region | 50-99 | Private Corp | If you add to the expense to employ people businesses cannot survive. |
| 70 | Anchorage/Mat-Su Region | 500+ | Tribal Entity | Progress has been slow and small; this continues to limit the employment of parents. |
| 3 | Statewide | 10-49 | Industry trade association | Quality Childcare is important if we value our mothers in the workplace. |
| 438 | Anchorage/Mat-Su Region | 1-9 | Small Business | The change in school times next year is another concern. And creates an issue for people with young children or children who attend schools where they normally drive them before work. |
| 569 | Statewide | | Industry trade association | The problem isn't so much having options as it is having affordable options. |
| 234 | Anchorage/Mat-Su Region Gulf Coast Region Southeast Region Southwest Region | 500+ | Private Corp | The start times varying between elementary, middle and high school do not allow drop offs prior to work one time. Middle school times are going even later and late start Mondays kill my business because everyone needs to get their kids to school even later on Mondays. Middle school next year starts after 10am. For us that's 1/4 of the work day. With roads not plowed or side walk availability, kids aren't able to walk to school even if less than a mile. You can't leave your 12 year old home alone either so an adult has to be home. |
| 239 | Southwest Region | 1-9 | Sole Prop or LLC | There is no money in the budget for this. Without a State sales tax, questions like this are a fantasy. |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | There is not nearly enough child care available. What exists is cost prohibitive. |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | This is a critical component of a continuum of care in disarray. |
| 446 | Anchorage/Mat-Su Region | 10-49 | Small Business | This is a crucial problem...not only do we need childcare, we also need skilled and well - compensated childcare (and eldercare) workers. |
| 22 | Statewide Anchorage/Mat-Su Region | 500+ | Other nonprofit | This is a mess. Child care assistance needed |
| 18 | Statewide | 500+ | Industry trade association | We have a child development division where we don't hire staff because they have kids who don't meet our program qualifications. So they can't work because they don't have childcare. Ironic. |
| 417 | Anchorage/Mat-Su Region | 1-9 | Private Corp | We now have an internal "summer camp" for children of employees because summer camp costs were prohibitively expensive. We do take funds from employee paychecks, but the company covers about half of the costs per child. The only affordable way for the company and the employee was to do it internally. |

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| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any comments you have about the goals you believe are important for workforce development. |
|------|--------------------------|----------|------------------------------|---|
| 145 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | 1. A position that goes to employers finding their need and directing people wanting any assistance to likely employer and following up with why they do not take that position. Linking their response to any assistance provided. |
| 142 | Interior Region | 10-49 | Small Business | 1. The cost of education for pilots is prohibitively expensive, keeping the number of trained and educated pilots at a low level. 2. All of these questions seemed geared towards large employers. |
| 479 | Statewide | 50-99 | Sole Prop or LLC | A more holistic attitude toward internship and apprenticeships should be adopted in Alaska to allow smaller companies and organizations government assistance to employ, train and retain new and re-entering workers. If there were incentives and funding made available to organizations that were willing to prepare and adhere to a certain standard and curriculum for training in their given industry it would remove many of the barriers felt between a "job" and a "career". |
| 18 | Statewide | 500+ | Industry trade association | Action on limited, focused items is important to make progress - we can't try to boil the ocean |
| 205 | Statewide | 100-499 | 4-Year College | ALASKA CAN DO SO MUCH BETTER...WE CANNOT CONTINUE TO ALLOW THE DETERIORATION OF OUR STATE HAPPEN ON OUR WATCH!!! WE CAN NO LONGER STAY ASLEEP AT THE WHEEL. |
| 435 | Southeast Region | 1-9 | Other nonprofit | Alaska has a large population of working poor. We need to deal with this first. |
| 343 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | Always include RURAL VILLAGES in all aspects of training and education. |
| 206 | Statewide | 10-49 | Partnership or S corporation | Find solutions to unaffordable housing options in rural, tourist/seasonal areas. This is a problem for both seasonal employers and year round employers who would like to recruit for year round jobs and people who want to move to Alaska cannot find a place to buy or rent that will allow pets, is big enough for children, and is at all affordable to buy or rent. |
| 279 | Anchorage/Mat-Su Region | 50-99 | Public Corp | Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |
| 107 | Statewide | 1-9 | Small Business | Gain well agency formerly Conduent makes our hiring process too long. The waiting period takes weeks to months just to obtain the caregivers' Medicaid Provider ID. Meanwhile, there are times that the clients suffer from waiting period. There are few times due to issues of difficulty of finding someone to provide services we sought assistance from the families who gladly responded to our plea as the back up caregivers. |

| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any comments you have about the goals you believe are important for workforce development. |
|------|---|----------|---------------------------------|---|
| 39 | Statewide | 1-9 | Small Business | Getting school kids exposed to vocational skills at an early age can help with future labor pools of the construction industry and other industries as well. It would also alleviate the constant need for young people to interact with social media. |
| 139 | Statewide Anchorage/Mat-Su Region | 50-99 | Partnership or S corporation | Graduating a high-school student with a 12th-grade education is not happening. More schools, administrations, and youth need accountability, and more push for self-discipline, not self-esteem, will benefit everyone. Make the college and military experience more appealing. |
| 157 | Southwest Region | 10-49 | Other nonprofit | I believe that high schools should bring back all the vocational programs that students will be able to apply to the work force. If the state had a program put together for business owners to be able to access for potential employees and offer training. Today's youth are lazy and uneducated in life practices and ethics / moral. |
| 553 | Gulf Coast Region | 10-49 | Private Corp | I have no doubt that there must be people working hard on these issues - and I am sorry to give a not passing scorecard, but if, as an employer who struggles with hiring (upwards of 200 people annually), and I am unaware of the efforts in this arena - how could I give a higher grade? If the fault is mine for not being involved, please let me know where and how I can be involved because I would surely love to be. |
| 524 | Interior Region Northern Region | 1-9 | Private Corp | I stopped really reading the questions mostly due to the opinion that the likely hiring I will need to do will never provide by any education system in Alaska. The hardest talent I will need in the future will be programmers and that seems to be a skill set unlikely to be trained in Alaska. |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | I think it's great we develop the workforce statewide, but then we need to also teach economic stability and financial literacy. Take a twenty year old who has never worked and now works in a mine or on the slope making 100+k a year: teach them what to do with that money. How to invest their futures. |
| 290 | Southwest Region | 1-9 | Sole Prop or LLC | I would like every high school student to know the basic fundamentals of a useful trade before graduation. Carpentry, plumbing, small engine repair, laborer, agriculture, etc. they can still go to college but need to know how to do something. |
| 490 | | 1-9 | Sole Prop or LLC | I'm very interested in what your goals are. I hope that your team can put together a program that will encourage, support, and educate the next generation of the work force. |
| 494 | Southeast Region | 10-49 | Private Corp | It is time that the state heavily rethinks their commitment to the step grant program, as the support given is not nearly enough to succeed to the demand that there currently is for workers. Also, money given for step grants ought to be prioritized for those programs that are proven to be highly successful in actually putting people to work. |
| 35 | Statewide | 1-9 | Private Corp | It's difficult to engage in recruiting, hiring, training, retaining a workforce in the trades who seem to only want a job making YouTube and TikTok videos. |

| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any comments you have about the goals you believe are important for workforce development. |
|------|--------------------------|----------|------------------------------|--|
| 12 | Anchorage/Mat-Su Region | 50-99 | Other nonprofit | make it easier for state of Alaska retirees to return to state service if they want, so their experience can be utilized in fulfilling gaps in state labor workforce |
| 166 | Northern Region | 100-499 | Partnership or S corporation | Most of these questions do not pertain to our company as our physical business headquarters is located in Illinois, not Alaska. Our employees can work remotely from most states and we have one employee working remotely from Alaska now. |
| 187 | Interior Region | 0 | Sole Prop or LLC | Need more secondary school participation in building interest for construction trades |
| 255 | Anchorage/Mat-Su Region | 10-49 | Other nonprofit | Need to strengthen and allow for low cost immigrant options to fill many of the positions that residents do not have any desire to do. |
| 272 | Statewide | 1-9 | Other nonprofit | Not sure where this fits, but it is important to think of what is available in the community when creating a plan. If the community has nothing to offer why would anyone come here or stay? Trails, activities, health care (including mental health), etc. are so important. The more we put into our community the more people will want to be here. We can develop a job/training program, but it won't matter if the students we train leave to live elsewhere. Part of a functional workforce program must consider what is overall available in the community. |
| 30 | Statewide | 10-49 | Partnership or S corporation | Paid maternity leave |
| 207 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | Reduce state benefits. More benefit giving out, turn into no one wants to work. Get more investors into Alaska by offering good incentives. Heavier penalty to the crime makes people stop stealing and have to work for money |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | Schools are not providing students with the proper working/job skills that are needed in life to succeed. Some students need more job skills training so that they have a working idea of how to perform many job tasks. Teachers are not providing a realistic education. Many students graduating can't balance a check book. Look at our own Legislators (state and federal), none of which can balance a budget. They can't even stay within the budgets. |
| 127 | Southwest Region | 10-49 | Sole Prop or LLC | Teaching soft skills, i.e., taking direction from supervisors, showing up on time, paying attention to detail, etc. We can train for any job, it is the "soft skills" that seem to be difficult. |
| 189 | Southwest Region | 100-499 | Private Corp | The biggest problem I see is the education In schools. there not teaching Reading, writing, and arithmetic and if you don't know how to do math, it's gonna be a hard path. |
| 26 | Statewide | 50-99 | Private Corp | The questions are irrelevant. We do not need committees and work force planning. We need to increase pay, improve our benefits and retirements. If we had those three things then we would |

| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any comments you have about the goals you believe are important for workforce development. |
|------|--------------------------|----------|------------------|---|
| | | | | be a place where people want to work and then they would seek the training and skills needed to get the job. Everything in this questionnaire seems based on enabling the people who don't want to put in work to fin work. |
| 225 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | <p>The State has an email and phone number for every ACTIVE business license. Each divided by their Cage code. The ability to reach out to Alaskan businesses is simple. Choose a date and time...like a Tuesday evening at 6:30p. Email all the businesses in a certain category and offer to meet up. Loussac library has a huge auditorium. Zoom is easily set up for people to join, listen, comment, and question and be anywhere in the State.</p> <p>It's not hard, it should not take 15 different people to sign off or authorize having an industry meeting. Business owners will participate if you ask.</p> <p>I hope this survey isn't an attempt at just collecting information for a Board or Committee to evaluate in 3 months, which they then ask for a plan to review 3 months, then vote on so whatever plan/action can then be written into an actionable format for approval. Then at the next 3 month meeting, decide whether to hire people to carry out the plan, then send a request to HR administrator for to write a PD for the positions needed to carry out said plan....it goes on forever and nothing gets done.</p> <p>Meanwhile business owners will continue to work hard and find ways to get the job done to support our communities.</p> |
| 450 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | There also has to be workforce affordable housing in every community. Not enough places to rent/buy and nothing is at 30% of people's incomes. |
| 196 | Gulf Coast Region | 1-9 | Sole Prop or LLC | To increase workforce, support programs that allow people to work. Better K-12 and university funding, better childcare and eldercare resources, more multi-family units for housing. |
| 455 | Statewide | 10-49 | Sole Prop or LLC | What opportunities are there for small businesses in rural Alaska to get subsidized funding to create job opportunities and develop infrastructure (housing, benefits, etc.)? |
| 385 | Anchorage/Mat-Su Region | 1-9 | Private Corp | While we have employees living in Alaska, our University is in south central PA, uniquely positioned in the State's capital, Harrisburg. We have a robust relationship with the Commonwealth, as well as area employers, to ensure the degree and certificate programs we offer meet the changing demands employers face to secure a talented workforce. We also have a well-established relationship with high schoolers throughout the state of PA to offer dual enrollment courses to meet the future needs of STEM-focused jobs. |

| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any comments you have about the goals you believe are important for workforce development. |
|------|--------------------------|----------|------------------------------|---|
| 147 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | You lumped Anchorage and the Mat Su Valley together. They are totally different and should be separated out from one another. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 28. <u>How important</u> do you believe the following seven SOFT skills are for building a viable cross-industry workforce? Comment or add other soft skills you think should be considered. |
|------|-----------------------------------|----------|------------------------------|---|
| 384 | Southwest Region | 1-9 | Partnership or S corporation | All of these are mandatory for these new kids coming out of school. I have never seen such poor examples of citizens coming to me for interviews. From wearing casual, stained clothing to being on their phone during the interview from not being prepared....it goes on and on. |
| 334 | Southeast Region | 10-49 | Private Corp | As someone who hires front line, and talks with most local businesses as their representative, I say confidently, that these soft skills are rarely found - and that having these skills are the difference between keeping an employee and not. |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | Critical thinking is most important because if a worker is able to think critical the other soft skills should come naturally. |
| 442 | Anchorage/Mat-Su Region | 0 | Public Corp | ethics |
| 317 | Statewide | 10-49 | Sole Prop or LLC | First of all, These Seven SOFT skills are for building a viable cross-industry workforce are NOT SOFT! These are some of the most important skills an employee should have! Maybe the reason we have employees who can't work is because we call these "Soft" skills when we should be calling these the foundational aspects that are the most important for ALL graduates to possess... on their own, without relying on their neighbor or their cell phone. Team work is the least important thing on the list! Everything else is 100% ABSOLUTELY IMPORTANT AND VITAL TO A SUCCESSFUL EMPLOYEE! |
| 3 | Statewide | 10-49 | Industry trade association | I often think of soft skills as personality traits, quiet people, loners. Difficult to train, not impossible, but hard. Good supervisory skills are also needed to draw people out by providing a safe place for opening up. |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | I want people who can write full sentences. People who have email accounts. People who know Excel basics. These are all things that should be taught in school. Fund more and better education to solve these problems. Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 28. <u>How important</u> do you believe the following seven SOFT skills are for building a viable cross-industry workforce? Comment or add other soft skills you think should be considered. |
|------|---------------------------|----------|-----------------------------|--|
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | I would add "growth mindset" that supports constant, never-ending learning. |
| 286 | Interior Region | 10-49 | Sole Prop or LLC | I would add, attention to detail. |
| 124 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | Knowledge and understanding of cultural diversity including being compassionate to elderlies and Dias abed children and adults. |
| 391 | Anchorage/Mat-Su Region | 10-49 | Private Corp | more is CAUGHT than TAUGHT. parents have lost the vision to love and lead their children. |
| 108 | | 1-9 | Private Corp | the current education system is an abysmal failure at teaching critical thinking skills and that adversely affects the job market for generations to come |
| 160 | Northern Region | 1-9 | Other nonprofit | The government needs to stop mandating high minimum wages. Minimum wages are for entry level workers. So much incentive is taken away when a fake wage is required. It also screws low level workers out of a place to start because employers are not going to pay these wages to individuals with no skills. When the wage starts off low, this presents opportunity for these workers to make themselves more valuable but increasing skills, paying attention to what is required of them, presenting good work ethic etc. |
| 161 | | 0 | Sole Prop or LLC | The incoming generation of potential employees in the US (people ages 18-30) severely lack communication skills, teamwork & accountability and have unrealistic expectations of position available to them with lack of actual hands on experience. |
| 266 | Southwest Region | 1-9 | Other | These are all things that can be taught but it has to be the right people teaching and the student has to understand the concept and the why. |
| 10 | Statewide Northern Region | 500+ | Sole Prop or LLC | These are critical skills. We need to get away from calling them soft skills. That's an antiquated term. |
| 47 | Statewide | 100-499 | Alaska State dept or agency | These are required for life, not just the workplace. Our education system is failing in this regard. Workplaces need curriculum for this as well. |
| 180 | | 0 | Public Corp | THIS ARE NECESSARY SKILLS. That is what I have been saying. Most employees that I have hired think that I am too hard on them if I ask them to do some critical thinking. They respond with "But you haven't trained me to do that yet." AND! these tend to be the same employees that get upset that they aren't being paid more. Or aren't being promoted. Really! "Why did you give her the job when I have a certificate? They don't think that doing a good job and making sure it is completed is the important part. It is the certificate that they were sold thru a not for profit college. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 28. How important do you believe the following seven SOFT skills are for building a viable cross-industry workforce? Comment or add other soft skills you think should be considered. |
|------|--------------------------|----------|-----------------------------|--|
| 569 | Statewide | | Industry trade association | Times are changing as is the workforce, some of the definitions attributed to these soft skills may need to change to attract the younger workforce. |
| 480 | Southeast Region | 1-9 | Private Corp | Unfortunately a lot of the young work force is not learning these necessary skills in school or at home. Especially work ethic. |
| 446 | Anchorage/Mat-Su Region | 10-49 | Small Business | We need to promote and reward initiative. Supervisors need to learn to encourage initiative in reasonable ways. Most times, it is the leader/supervisor who creates the environment in which people use their soft skills. |
| 417 | Anchorage/Mat-Su Region | 1-9 | Private Corp | Work ethic and teamwork in the general population of applicants seem to have gone WAY downhill. My theory: everyone was SO desperate for employees after the initial 2020 "shut downs." That desperation lasted long enough that employers were going out of business because there was NO ONE to hire. So they started offering all kinds of concessions. Now we have applicants in their early 20's, with a basic college degree and zero experience, demanding more money than I pay myself, and they want to work remote, on a flexible schedule, with maximum benefits, 4-6 weeks paid vacation, paid sick leave, and on top of all that, they question whether there is "upward mobility." We are a small business with 20-ish employees and our ladder is pretty short. Once hired, these employees remain active in organizations like YPG where they are consistently and constantly searching for a better offer, they are extremely sassy and condescending to owners and managers with decades of experience, and very difficult to manage. If we do not offer remote work, they cannot get along with fellow employees. It has become unbearable. The only relief is that so far in 2024, there seems to suddenly be a much larger pool of applicants, so we can look a little harder for the right person. |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | Work ethic isn't something schools can teach. That's up to parents. |
| 145 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Work ethic and accountability. Most staff have no work experience or understanding of accountability. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 29. To what extent do you believe your employees, trainees, or students possess the seven SOFT skills? Comments. |
|------|--------------------------|----------|------------------------------|---|
| 317 | Statewide | 10-49 | Sole Prop or LLC | Again, these are the most important skills to bring to ANY JOB! Learning the specific skills needed for various jobs is industry specific, but these skills will make or break every employee and ultimately every employer, union, non-union, literally every employer. |
| 509 | Southeast Region | 50-99 | Private Corp | As I have mentioned in previous responses, I don't think that high school graduates possess the fundamental skills required to be job-ready, nor do they have the eagerness to learn these skills. |
| 451 | Statewide | 1-9 | Small Business | Depends on the individual employee. Hard to answer as there are only 4-5 employees. |
| 236 | Interior Region | 10-49 | Partnership or S corporation | Dr.'s require all of these soft skills and have received a great deal of training, |
| 124 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | Embracing the cultural diversities not just color, religion, but other cultural differences |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |
| 480 | Southeast Region | 1-9 | Private Corp | I am very fortunate with my current employees, the skills they possess you can't train! |
| 182 | | | | I answered the last question based on my staff. I'm currently at half staff, and I can't find employees to fill the positions of Front desk receptionist and medical assistant because I have yet to find applicants who obtain the soft skills listed. |
| 284 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | I answered this question as an overall average of all employees combined. Some are better at these skills than others. |
| 42 | Statewide | 500+ | Alaska State dept or agency | I couldn't answer that question as a blanket for 28 employees.... |
| 384 | Southwest Region | 1-9 | Partnership or S corporation | I had to go through a lot of failures prior to getting the team I have now. Some of it was timing, some of it was being able to work on skill levels with people, some of it was putting folks on probation to get them to the point that they understand and conform or leave. |
| 483 | Anchorage/Mat-Su Region | 10-49 | Small Business | I have some employees who excel at every one of these soft skills and some employees that struggle with most of them. These questions could be more granular to get a better picture of each businesses workforce. |
| 454 | Southeast Region | 10-49 | Tribal Entity | I have young workers on their phones all the time. No hustle. Constantly calling in sick or wanting a day off. |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | Many workers are self serving. They don't see the value in the success of a company and therefore see no value beyond their next pay check |

| Case | 4. Regions of Operations | Emp Size | Org Type | 29. To what extent do you believe your employees, trainees, or students possess the seven SOFT skills? Comments. |
|------|--|----------|----------------------------|---|
| 559 | Anchorage/Mat-Su Region | 1-9 | Other nonprofit | older generation have these skills, younger do not |
| 2 | Anchorage/Mat-Su Region Interior Region | 10-49 | Other nonprofit | Our workforce is too big and too diverse to answer |
| 391 | Anchorage/Mat-Su Region | 10-49 | Private Corp | out of around 15+ employees and Contract-to-hire very few did these things great. |
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Rating this way does not support the nuanced reality. My workforce is a mix of individuals with strengths and weaknesses that I difficulty generalizing without creating a qualitative table. |
| 324 | Southeast Region | 10-49 | Other nonprofit | Some are great with these and some really struggle |
| 37 | Statewide | 100-499 | Tribal Entity | Students have a hard time following directions and show up for class on time. |
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | To me since this survey is focused on the lack of workforce, I answered that question as if it was to the extent I believe the current workforce possess those seven soft skills. The current workforce, especially younger people, do not have the work ethic or personal management to retain jobs either by means of them quitting because they can't handle something or by way of being fired because of the same. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 30. How important do you believe the following six HARD skills are for building a viable cross-industry workforce? Comments. |
|------|--------------------------|----------|------------------------------|--|
| 278 | Anchorage/Mat-Su Region | | Tribal Entity | Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |
| 540 | Southeast Region | 1-9 | Partnership or S corporation | <p>I can teach technical skills to someone who is interested.</p> <p>I can teach marketing skills to someone who is interested.</p> <p>Customer service, I can teach why it is important, but there are those whose personalities just don't get it.</p> <p>Being able to prioritize and communicate, those are huge. Those are an offshoot of the soft skills. Again, I can teach someone to write code, I can teach someone to weld, I can teach someone to suture (really, I can do all those things, I've led an interesting life) but only if they are interested and willing to learn.</p> |
| 490 | | 1-9 | Sole Prop or LLC | If you hire people with an attitude and appropriate soft skills, hard skills can be taught. |
| 306 | Gulf Coast Region | 1-9 | Partnership or S corporation | Most of the list can be taught. As students are learning in the k-12 environment, they must be tasked with the Soft Skill Building, otherwise they are useless to any employer. Computer skills are good, but every business uses different programs, which are usually user friendly. The basics of Word, Excel and Power Point are valuable no matter what a student does. The Office Suite will be helpful for literally everyone on the planet. Even a welder should have basic Office Suite skills in order to know the basics about using a computer. |
| 17 | Statewide | 50-99 | Sole Prop or LLC | Referring to Alaska Works Students |
| 81 | Statewide | 1-9 | Partnership or S corporation | Relationship management in general. I think of other job competencies by function. |
| 411 | Anchorage/Mat-Su Region | 0 | Private Corp | Some of our newer employees hired "post-pandemic" have trouble with customer service skills. They are easily annoyed by our customers, and they think it's ok to tell customers that we simply don't have time for them because of the pandemic making us short staffed. We have had to repeatedly re-train everyone that we are NOT short staffed and it is not acceptable to be short, rude, openly frustrated with customers asking for quotes. There seems to be an overall feeling that it's ok to be snippy with customers now. We definitely did have a period where travelers were very abusive to us, on a large scale (like nearly every traveler from late 2020 |

| Case | 4. Regions of Operations | Emp Size | Org Type | 30. How important do you believe the following six HARD skills are for building a viable cross-industry workforce? Comments. |
|------|--------------------------|----------|--------------|---|
| | | | | through 2022 was verbally abusive, demanding, impatient, and insisted on discounts), and so we started refusing business and being relatively blunt about what was an acceptable way to treat my employees. However, these are newer employees and we repeatedly remind them that we are not "in a pandemic" and that good customer service is a skill that is required for this job. |
| 108 | | 1-9 | Private Corp | We have caregivers are over 50 years old who have difficulty with Electronic Visit Verification, an online clocking in and out system. We have to train more than twice. |

| Case | 4. Regions of Operations | Emp Size | Org Type | 30. To what extent do you believe your employees, trainees, or students possess the six HARD skills? Comments. |
|------|--|----------|------------------------------|---|
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |
| 182 | | | | I have been through four employees (Front Desk Reception, Medical Assistant) since January 1st, 2024, due to the lack of soft and hard skills. |
| 55 | Anchorage/Mat-Su Region | | Alaska State dept or agency | Many employees don't want to do task other than what they're told. They take no responsibility for their work/job. |
| 389 | Gulf Coast Region | 10-49 | | Please teach computers not tablets and apps. REAL jobs require a keyboard. Tablets are only good for low importance minor stuff. |
| 37 | Statewide | 100-499 | Tribal Entity | Referring to Alaska Works Partnership Students |
| 42 | Statewide | 500+ | Alaska State dept or agency | Same thing here...to hard to give a blanket answer for the whole staff. |
| 318 | Anchorage/Mat-Su Region | 1-9 | Industry trade association | Same thing...I answered that question with the mindset of the current workforce available possessing those seven hard skills. |
| 294 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | These questions have been answered thinking of past employees we've had, not with current owner/officers. |
| 366 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | This survey seems to miss the point. I train my workers, they don't come to me with these skills. Moreover, the fundamental problem of a labor shortage isn't addressed by these questions. |
| 2 | Anchorage/Mat-Su Region Interior Region | 10-49 | Other nonprofit | Too big and too diverse to answer |

| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any last comments about the survey and/or the Alaska's Future Workforce Plan now under development. |
|------|-----------------------------------|----------|------------------------------|---|
| 294 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Again, I answered the questions thinking of past or future employees; not with the current owner/officers in mind. |
| 493 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Again, I feel that this is very important and I am interested in what your team comes up with. Apprenticeship has always been important to me and giving the next generation the opportunity to succeed is the long term goal for the benefit of our community, State and future. |
| 302 | Gulf Coast Region | 1-9 | Sole Prop or LLC | Alaska needs a young workforce to replace our aging and retiring workforce. They need to be taught, paid and incentivized to do those jobs. We should be able to provide our own workforce. A public awareness of the importance of manual work would also go a long way toward making it acceptable. |
| 22 | Statewide Anchorage/Mat-Su Region | 500+ | Other nonprofit | Allow married state employee couples to waive premiums for health insurance, waive tuition at state university for state employees as benefit |
| 321 | Statewide | 100-499 | Sole Prop or LLC | Commercial fishing, most just want salmon jobs. That doesn't help at all when we operate year around |
| 287 | Southeast Region | 10-49 | Small Business | Company is closed down. Employer retired |
| 206 | Statewide | 10-49 | Partnership or S corporation | Did not have employees in 2023, but very hard to fill job in 2022 |
| 227 | Anchorage/Mat-Su Region | 1-9 | Private Corp | Employees have trouble with transportation, money management, living management and self initiative. |
| 438 | Anchorage/Mat-Su Region | 1-9 | Small Business | Finding qualified candidates for employment that actually want an in-office job is my number one concern and struggle as a small business owner. |
| 440 | Interior Region | 10-49 | Private Corp | For me, work ethic is the single hardest skill to find is the young employees today. The self-entitlement needs to be broken! |
| 291 | Anchorage/Mat-Su Region | 1-9 | Small Business | Fund public education and teachers. Subsidize childcare and affordable housing. AK needs an income tax. |
| 105 | Southwest Region | 1-9 | Sole Prop or LLC | Get back to the wholesome Christian principles that our Constitution was founded on. That's what has inspired most small business employers to work hard and sacrifice, so their families will benefit accordingly. The universities have produced and become well known for producing anti-American ideas from current generation of teachers/professors who spew the demand for pronouns, bi-sexuality, trans-gender garbage, Marxism, Communism, etc. Additionally, parents do not want to spend their hard-earned funds to send their kids to college then have them return home, hating not only USA but also their parent's values. So many parents are now |

| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any last comments about the survey and/or the Alaska's Future Workforce Plan now under development. |
|------|--------------------------|----------|------------------------------|---|
| | | | | encouraging their kids to go to trade-schools instead of universities so they actually have a tangible skill rather than just spewing worthless, dangerous ideologies; the same ideologies that are currently destroying our country. |
| 391 | Anchorage/Mat-Su Region | 10-49 | Private Corp | good luck, we totally need more government to fix our problems. |
| 98 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Good work! Thank you for the opportunity to chip-in. |
| 447 | Statewide | 10-49 | Partnership or S corporation | Great survey! First worked at putting people to work in 1969. Worked with employers, unions, schools, vocational programs, and general public. Think much of the real relationships have eroded, many of them to the vagaries of 'social media', which are not a replacement for real working groups. Thanks for letting me participate. Have lots more to say... |
| 89 | Statewide | 1-9 | | High Schools should be offering more opportunities for students to get into the trades as an option for higher education and career placement opportunities. Of course, the public school systems need funding to do so! |
| 573 | Interior Region | 10-49 | Private Corp | how and where can I find people that want to work for our company? |
| 473 | | 100-499 | Small Business | How to engage students to be prepared to be in the local workforce after school as most students remain in the village. Curriculum should be aligned with local job force components. |
| 509 | Southeast Region | 50-99 | Private Corp | I am excited that this topic is being discussed. To recruit and maintain a strong workforce in Alaska, we need to invest in training programs that help overcome challenges preventing good workers from entering the workforce. This includes computer and technical training, strong communication skills, work ethics, and assistance with child care, transportation, and work clothes. |
| 162 | Southeast Region | 10-49 | Sole Prop or LLC | I appreciate that this survey indicates some understanding that the front lines (small business owner/operators) have opinions and possibility solutions to current problems with staffing!! |
| 505 | Statewide | 10-49 | Public Corp | I appreciate that you're trying to help. Good luck! |
| 145 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | I believe these questions are very hard for our small organization in a remote area to answer. We could have a change in staff at any time and that could change everything. |
| 3 | Statewide | 10-49 | Industry trade association | I don't work directly with workforce development and have a small team in my department. I didn't keep my answers to my team, but they reflect some limitations in my knowledge and understanding of BBNA as a whole. Most of the questions were directed at my organization. |
| 133 | Gulf Coast Region | 1-9 | Partnership or S corporation | I find an increasing desire for flexible schedule and a desire to place family first. It is frequent that we are short staffed because of sick children and no place for them to have care. There is a lack of trained individuals in the dental field in part due to the lack of training programs for dental hygienists and the loss of the dental assisting program. Perhaps an |

| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any last comments about the survey and/or the Alaska's Future Workforce Plan now under development. |
|------|--------------------------|----------|------------------------------|--|
| | | | | introduction to dental assisting could be a part of King Career Center since UAA is dropping the dental assisting program. |
| 368 | Anchorage/Mat-Su Region | 10-49 | Small Business | I hope you get good data from other participants. As noted, our company currently does not have any employees in Alaska. |
| 12 | Anchorage/Mat-Su Region | 50-99 | Other nonprofit | I look forward to joining a group that supports the Plan mission and aims to strengthen Alaska's workforce. |
| 215 | Northern Region | 1-9 | Small Business | I run a small non-profit that employs a half-time employee and occasionally hires people for quick single day or week projects, so my answers may need to be excluded from this survey. |
| 446 | Anchorage/Mat-Su Region | 10-49 | Small Business | I think it is vital to concentrate on helping leaders/supervisors develop the skills and mindset that help to create a working environment that encourages and rewards the types of behaviors we seek. Without good leaders, none of these skills grow. |
| 228 | Gulf Coast Region | 1-9 | Private Corp | I think this is a great idea. I am a former teacher having worked in Ohio and Qatar. In general the handful of employees I've worked with in Alaska seem less capable than I anticipated. I think that might go back to the quality of education offered. The very limited experience I've had with the public schools was quite dismal and disappointing. I know Alaska has unique challenges and is a different place that I am just starting to get to know better. |
| 102 | Statewide | 10-49 | Private Corp | I will be interested to learn about the results of this survey |
| 362 | Southwest Region | 1-9 | Tribal Entity | I will be sharing this survey happily at the community wide meeting for Homer's Workforce that I am holding this Friday, March 29th at the Kachemak Bay Campus. I expect there will be a large amount of employers in attendance from each main industry sector in our area, along with educators, college professors/teachers, and the youth (ages 16-24) that we work with at Nine Star in Homer. |
| 125 | Southeast Region | 100-499 | Private Corp | I work virtually for the company and have not worked directly with the state resources and due to this feel my answers may not be fair for current resources as I would have chosen n/a for several due to this but was not given that choice. |
| 498 | Southeast Region | 1-9 | Partnership or S corporation | I would like to develop a pipeline of IT professionals (software dev, engineering, architecture, etc.) that can work remotely in the YKD. This will take coordination with High Schools and College (Bethel campus). |
| 397 | Statewide | 1-9 | Sole Prop or LLC | I would love for those generating this survey to come work with a small business and see what it really takes to keep our doors open. |
| 137 | Statewide | 500+ | Alaska State dept or agency | In general the state probably is not the fix for the workforce industry, parents and community/social influences are the most direct area that effects this younger generation entering or not entering into the small business work industry -- small businesses can not provide the same benefits/work incentives that bigger corps do/can - |

| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any last comments about the survey and/or the Alaska's Future Workforce Plan now under development. |
|------|--------------------------|----------|------------------------------|---|
| | | | | the state could offer shared co-op for all Alaskan small businesses to join together to provide the (healthcare, 401-k, retirement, paid time-off, etc.) benefits to help reduce the cost of these in a 1-20 person office/work space |
| 357 | Southeast Region | 1-9 | Partnership or S corporation | Interpersonal communication, consequences, and detachment from cellular devices should be emphasized with students from a young age so that they can be successful in the job market. |
| 497 | Southwest Region | 10-49 | Tribal Entity | it is really great that the state is thinking about this issue. it needs to be done sooner than later or it will be too late and the jobs will start drying up and the workforce will start contracting. |
| 452 | Anchorage/Mat-Su Region | 1-9 | Other nonprofit | Looking Forward to working with the process of Building Alaska Better |
| 214 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Love that we are working on this now!! We need 21st Century work skills and students need to know how to use these skills. More education needs to be done so that we have a strong workforce going forward. |
| 233 | Anchorage/Mat-Su Region | 1-9 | Private Corp | Many of our workers are from the Philippines or American Samoa. I would be very interested in programs that assist in recruiting these workers in their country / territory of origin |
| 352 | Southeast Region | 1-9 | Sole Prop or LLC | Maybe after the "how many people do you employ" question there could be a minimum criteria so that small companies like mine with 2 employees, being a husband and wife team where a lot of this doesn't really apply would be exempt from the rest of the questions. |
| 457 | Southeast Region | 1-9 | Partnership or S corporation | Missing a progress indicator for survey so no feedback as to how much is left as questions are answered. |
| 468 | Interior Region | 1-9 | Partnership or S corporation | N/A |
| 315 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | Need an "I don't know" for if goals have been attained. I only know my industry, I would THINK that other industries - medical? Oil/gas? - have had more focus and are meeting some goals?? Wish there was a way for employers to know about the various training programs available and how to connect. Maybe state could send out a brochure "Dear xx Industry, here are the people training your next employees" or something...Do the various training programs reach out to the local associations (Alaska GFOA for example) and say "we'd love to come to your next meeting and talk about xx topic" and as part of that presentation "oh yeah, we are training the next generation, what should we been teaching?" |
| 267 | Southeast Region | 50-99 | School District | Need to improve affordable housing options Affordable Day Care Path to affordable immigrant programs for employer and immigrant employees |
| 425 | Anchorage/Mat-Su Region | 10-49 | Sole Prop or LLC | No employees |

| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any last comments about the survey and/or the Alaska's Future Workforce Plan now under development. |
|------|--------------------------|----------|------------------------------|--|
| 407 | Statewide | 10-49 | Sole Prop or LLC | Not sure how anybody goes about motivating others to develop the curiosity and drive to learn the trades. Everybody wants to make higher salaries but don't want to put in the time and effort. |
| 531 | Statewide | 500+ | Other | Our company is based out of Ohio but we had an employee that lived in Alaska. We have a remote workforce which helps us reach a larger set of skilled employees to meet our needs. |
| 530 | Gulf Coast Region | 1-9 | Sole Prop or LLC | Our organization is based in Gaithersburg, MD. |
| 83 | Gulf Coast Region | 10-49 | Tribal Entity | Outside of the hire process, safety training and drug testing needs, I do not work directly with our workforce, I answered the questions to the best of my ability. |
| 48 | Statewide | 100-499 | Alaska State dept or agency | Remember, this is a specialized field and not all areas I answered always fit our work environment. |
| 284 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | Sorry, I'm out of time at the moment. Feel free to contact me if needed. Thank you. |
| 59 | Statewide | | Alaska State dept or agency | State leadership is critical to promote a healthy and knowledgeable workforce. Cutting funding to public schools only makes the challenges of student success in the workforce more difficult. Workers that have difficulties adapting to the workforce and understanding tasks have less of a chance at job retention. Workforce prospects should have a good understanding of realistic expectations regarding what is expected of them when they are at work. Vocational training at a young age gives a person the confidence to find work that pays well and gets them on the path to financial independence. |
| 193 | Anchorage/Mat-Su Region | 10-49 | Other nonprofit | stop the handouts that keep people from getting jobs.... when they have food and housing handed to them... they do not need to work!!! |
| 346 | Statewide | 10-49 | Alaska State dept or agency | Students need to have MORE technical skill classroom time. Math to Pre-Algebra level, writing and reading to a True novel level vs graphic novel, typing, physical exercise and nutrition, financial decision making, phone answering, business communication, respect for authorities, basic knowledge of various industry opportunities in the area, work experience options and budgeting. |
| 46 | Statewide | 500+ | Alaska State dept or agency | Surveys that are vague do little to improve anything. When the questions are vague and the answers multiple choice you are not getting accurate information. People work for money, benefits, and retirement. Doesn't matter where you work. Having a pleasant work environment if great also, but people will tolerate a lot more when they feel they are valued through their pay, benefits, and insurance. |

| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any last comments about the survey and/or the Alaska's Future Workforce Plan now under development. |
|------|-----------------------------------|----------|------------------------------|--|
| 10 | Statewide Northern Region | 500+ | Sole Prop or LLC | Thank you for doing this survey and working towards improving workforce development in our State. |
| 263 | Statewide Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | Thank you for striving to improve our workforce! |
| 221 | Statewide Anchorage/Mat-Su Region | 0 | Tribal Entity | Thank you for this opportunity. |
| 319 | Anchorage/Mat-Su Region | 1-9 | Tribal Entity | Thanks for collecting data |
| 16 | Anchorage/Mat-Su Region | 50-99 | Sole Prop or LLC | Thanks for doing this. |
| 13 | Anchorage/Mat-Su Region | 500+ | Sole Prop or LLC | Thanks for gathering feedback for your Workforce Plan. Good luck! |
| 366 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | The Alaska State government needs to step up and admit that there's a dire labor shortage in Alaska, caused in large part by our really poor State government, which seems mostly focused on handling out Permanent Fund Dividends to people, rather than making Alaska the kind of place where people want to move, live, grow, and raise a family. |
| 260 | Southwest Region | 1-9 | Sole Prop or LLC | The employees we employ in the state of Alaska work on site at our customers location. Currently at this time we do not have an active employee. |
| 337 | Anchorage/Mat-Su Region | 1-9 | Small Business | The issue we have is the constantly lower access for Alaskans to provider health care training like doctors, dentists and such which affects the ability for other allied health care positions. The lack of investment by the state into public education and university level with a large breadth of courses to keep young Alaskans in Alaskans and not shuttled to the lower 48 to other college/universities in which they and their young family fail to return to Alaska. |
| 494 | Southeast Region | 10-49 | Private Corp | The job openings are posted in public places. I don't know what rubric they use to hire employees. Most of the hirees need to be trained their job duties when they are hired. Being a Tribal Government, everything is new to the hired because of the forms and reporting. |
| 205 | Statewide | 100-499 | 4-Year College | The younger generation does not want to work. It's hard to find employees in Fairbanks. |
| 526 | Southeast Region | 10-49 | Sole Prop or LLC | This business is closed |
| 96 | Statewide | 10-49 | Private Corp | This company is no longer in business and has no employees. |
| 131 | Anchorage/Mat-Su Region | 10-49 | Partnership or S corporation | This initiative is very welcome development and hoping that organizations will collaborate more to improve staffing available and skill development of current and future employees. |

| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any last comments about the survey and/or the Alaska's Future Workforce Plan now under development. |
|------|----------------------------|----------|------------------------------|--|
| 159 | Interior Region | 1-9 | Other nonprofit | This was a long survey that really seems geared towards large employers. |
| 156 | Interior Region | 10-49 | Other nonprofit | Until we stop the liberal handout, we decimate and cripple the employee pool and individual motivation. |
| 449 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Very difficult to find workers with applicable skills and willing to work. We offer employment benefits but not healthcare coverage due to expense and that may be a contributing obstacle for us. |
| 552 | Statewide Southwest Region | 0 | Sole Prop or LLC | We are a Federal Government Contractor and most of this survey does not apply. |
| 405 | Southeast Region | 1-9 | Sole Prop or LLC | We are a Florida based company of 175 workers, only 3 of which were located in Alaska. We have since lost the federal contract there. So, we no longer have employees located in the state of Alaska. I'm glad to see that you are working to increase the marketability of the state of Alaska. I always thought it's so beautiful there. Hopefully one day I will visit. Thank you, Rhonda Coffey |
| 434 | Anchorage/Mat-Su Region | 10-49 | Other nonprofit | We are a small company located in a very rural area |
| 454 | Southeast Region | 10-49 | Tribal Entity | we definitely need more of a pipeline...well-funded schools with counselors and navigators. Good soft skills like hustle, work ethic. Skilled employees. Just the desire to work hard. |
| 481 | Statewide | 500+ | Sole Prop or LLC | We have 1 employee in Alaska and we hire all over the US. This survey didn't fit what we have to offer Alaska. |
| 384 | Southwest Region | 1-9 | Partnership or S corporation | We have a lot of work to do to make our workforce understand how important problem solving skills are - without your phone! |
| 279 | Anchorage/Mat-Su Region | 50-99 | Public Corp | Well trained High schools counselors/teachers/principals are a key resource to help high school students know what opportunities are available to them upon graduation. ex. trade schools, college, fishing opportunities, etc. focus resources helping students find opportunities they do not realize exist. |
| 213 | Anchorage/Mat-Su Region | 1-9 | Partnership or S corporation | When the State funds education in a way that Alaska is the 49th worst in reading and math achievement, we're just sunk. So politicians are just so out of touch with the billions of dollars illiteracy in Alaska costs and they do not seem to care nor fathom the depths of the problem. The politicians seem unteachable. |
| 14 | Statewide | 100-499 | Registered Apprenticeship | While preserving the jobs of today, Alaska also need to promote economic development for the jobs of tomorrow. We have done a poor job of creating economic development outside of |

| Case | 4. Regions of Operations | Emp Size | Org Type | Use this space for any last comments about the survey and/or the Alaska's Future Workforce Plan now under development. |
|------|--------------------------|----------|------------------|---|
| | | | | <p>legacy industries. Many young people leave the state because there are better opportunities or the types of jobs they want in the lower 48. Additionally, outside of outdoor activities, there are often better quality of life options.</p> <p>At the State level, Alaska needs to stop managing decline as we have for the last decade plus. We can't cut our way to prosperity. The stagnation/malaise we have experienced the last decade plus does not help attract and retain workforce.</p> |
| 393 | Anchorage/Mat-Su Region | 1-9 | Sole Prop or LLC | Wilderness Earth Farm is a Family owned and operated farm. We do not have any employees who don't own part of the farm as of 2024 |
| 114 | Statewide | 100-499 | Small Business | Will the workforce plan woffer hands on training to students? Will math skills be improved? Will customer service skills be taught. I'd like to see the education actually in schools not just on paper, available if somebody pursues the information. |

Question 8a., 8b., and 8c. Difficult to fill Jobs.

Employers were able to select up to 10 jobs “most difficult to fill” using a fill and drop down menu populated with AKDOLWD occupations (if job not found, employer’s type selection is used). Each selected job is rated for “Difficulty to Fill” and space is allowed for employer comment about “What makes the job so difficult to fill.”

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|---|
| Accountants and Auditors | 10 | can't compete with bigger employers |
| Accountants and Auditors | 10 | Education in accounting in rural villages. |
| Accountants and Auditors | 10 | People are wholly unqualified. If they've gone to university, they're only taught how to enter things in QuickBooks instead of true accounting. Inability to comply with drug and alcohol plans. People don't want to work. |
| Administrative Services and Facilities Managers | 10 | lack of applicants with work experience or work ethic |
| Administrative Services and Facilities Managers | 10 | Qualified for our industry at entry level; mature and professional lacking |
| Administrative Services and Facilities Managers | 10 | Lack of work ethics. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|--|
| Administrative Services and Facilities Managers | 10 | Rural, poor job stability of applicants, extremely small talent pool |
| Administrative Supervisors | 10 | Pay |
| administrator | 10 | NO benefits, no retirement, rural area with no qualified people and low pay |
| All | 10 | Limited pool; high turnover and degree of secondary trauma/burnout in this field (child abuse) |
| All positions (Administrative, Medical Assistant, Medical Provider) | 10 | There is a lack of skilled, trained, and educated people in Juneau. I discovered that most people lack essential communication and computer skills, are unreliable, and have no work ethic. I'm constantly dealing with applicants who are very outspoken about their agendas (gender identification, racial, political, religious). Everyone has the right to express themselves and stand up for their beliefs, but there's a time and place to express yourself. Competing for applicants against State Jobs, Federal Jobs, SEARHC, and the local hospital to fill our positions is extremely hard. |
| Aluminum welder | 10 | No qualified techs in Alaska, or ones that want to work here |
| auto body tech. | 10 | no applicants |
| Automotive Service Technicians and Mechanics | 10 | Nobody applying that has experience. People that do aren't able to show up on time or not at all after first few days. |
| Automotive Service Technicians and Mechanics | 10 | Very few individuals interested in that field of work. |
| Automotive Service Technicians and Mechanics | 10 | None qualified in Alaska |
| Aviation Pilots and mechanics | 10 | Lack of training companies |
| Back-up Water plant Operator | 10 | This backup position requires training and is on an as-needed basis without consistent hours. It is a lot of effort for an unpredictable position. A Small Community in a rural area has limited access to trained professionals or people in general who are willing and able to work or receive training. Outmigration and declining fisheries have decreased the population significantly. Housing in the rural community is limited for new people to move in, and people would need to relocate and live off the road system. |
| Baker | 10 | Rural area, younger generation not trained |
| Bakers | 10 | the early morning hours required of the job. |
| Bakers | 10 | Experience, scheduled hours. |
| Bakers | 10 | No one is applying no experience. |
| Behavioral Health Workers (Mental Health, Addictions, Substance Misuse, | 10 | Low pay, isolation of workers in rural areas. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| Developmental Disabilities, Traumatic Brain Injury) | | |
| Biological Scientists, All Other; planners; environmental scientists | 10 | Qualified people don't live in Anchorage/Alaska and don't want to move here. |
| Biological Technicians | 10 | Limited pool of applicants with competition of government agencies. Many are seasonal positions, lack of local hires, and limited available housing. |
| book keeper | 10 | Hand on QuickBooks training and financial GAP back ground |
| Bookkeeping, Accounting, and Auditing Clerks | 10 | Lack of experience, expectation of unreasonably high pay, applicants want to work remote instead of in the office, lack of incentive, lack of training, can't pay attention to detail, location--i.e. rural area |
| Bookkeeping, Accounting, and Auditing Clerks | 10 | It is hard to find employees that are CPA's in Alaska or people willing to move to Alaska |
| Bookkeeping, Accounting, and Auditing Clerks | 10 | Lack of local labor pool; difficulty trying to coordinate with higher educational or other services to try and attract reputable candidates. Cost of living (specifically electricity) is high in our community. |
| Building and Grounds Cleaning and Maintenance Occupations | 10 | Wages are not competitive with the private sector. |
| Building and Grounds Cleaning and Maintenance Occupations | 10 | Pay does not compare to similar maintenance positions. |
| Bus and Truck Mechanics and Diesel Engine Specialists | 10 | Not enough qualified candidates and remote/bush work |
| Bus and Truck Mechanics and Diesel Engine Specialists | 10 | Availability of qualified work force. |
| Bus and Truck Mechanics and Diesel Engine Specialists | 10 | Labor shortage |
| Bus and Truck Mechanics and Diesel Engine Specialists | 10 | People are not entering the trades. The ones who do are unqualified. |
| Carpenters | 10 | Carpenters, like other skilled tradespeople in the construction industry, aren't found they are trained. A sharp increase in demand for carpenters has already outstripped the available pool of trained and experienced carpenters and the construction forecast in our state projects a continued increase in the need for skilled and trained carpenters in the coming decade. Our organization's ability to train new carpenters is limited by the number of projects awarded to our partner contractors who are signatory to a master labor |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| | | agreement that provides for a sustainable funding mechanism for training new carpenters. Project labor agreements associated with individual construction projects or end users ensure that a small portion of the labor budget on that project goes towards funding the apprenticeship programs that keep our state equipped with the necessary workforce to meet the needs of industry and build a strong economy. |
| Carpenters | 10 | Not enough skilled carpenters |
| Carpenters | 10 | Education system spent decades discouraging the trades, maintains prejudice against the trades, and has a very small number of training schools, and a significant lack of skilled tradesmen. |
| Carpenters | 10 | Lack of qualified, willing applicants who wish to actually work |
| Carpenters | 10 | Very few people available with carpentry skills. Some that have the skills fail to pass background checks. |
| Carpenters, Framers, Laborers, yard workers, Office personnel | 10 | no one applying, unqualified applicants, unskilled |
| Carpenters, painters, drywallers | 10 | Nobody is applying for posted positions |
| Cashiers | 10 | Lack of employees |
| CDL Licensed Truck Drivers | 10 | There are not enough in the state compared to the amount of jobs available. It is too hard for a new worker such as a young 19 year old to get a CDL cost to much takes to long to get. We use to be able to help our employees get their CDL due to new regulations they have to go to a school to do this. |
| Childcare workers | 10 | We cannot afford to pay them the wage which they deserve.\$13.50 an hour is not a livable wage. |
| Childcare Workers | 10 | Very low pay and childcare is EXPENSIVE and non-existent in rural areas. |
| Childcare Workers | 10 | Paying for childcare is cost prohibitive because to make it worth someone's time to care for a child, you would have to pay the same as what they can make working elsewhere. You could have a childcare provider with multiple families' kids, but finding someone trustworthy that doesn't have a job is difficult. |
| Claims Adjusters, Examiners, and Investigators | 10 | They need to be licensed in/for Alaska. Preferably they would already have experience. And their education while not required to have a college degree, shows some forms of continual learning, since the license has a continuing education requirement. |
| Commercial Drivers | 10 | Competition |
| Computer technician | 10 | Throw away society. |
| Construction Laborers | 10 | Lack of willing workers |
| Construction Laborers, welders, CDL drivers, equipment operators | 10 | There is nobody out there that is interested. Or the pay rate they are looking for is too high for the company to afford. |
| Construction Managers | 10 | No one wants to work |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|---|
| Construction Managers | 10 | We work primarily in Dutch Harbor. The remote location makes it difficult to find people willing to work there for months at a time. |
| Construction Managers | 10 | There is a limited number of qualified construction managers. |
| Construction Managers | 10 | Finding experienced construction managers with an emphasis on heavy civil |
| CONSTRUCTION TRUCK DRIVERS | 10 | ANCHORAGE AREA ONLY |
| CONSTRUCTION TRUCK OWNER/OPERATORS | 10 | NO NEW DRIVERS COMING ON BOARD. SO MANY HAVE RETIRED AND THE PEOPLE THAT ARE AVAILABLE ARE GETTING CLOSE TO RETIREMENT. |
| cook driver administrator | 10 | Lack of people looking for employment. |
| Cooks and Food Preparation Workers | 10 | Our positions are primarily in correctional facilities. The current pay rate is not competitive with private sector positions. |
| Cooks and Food Preparation Workers | 10 | People being lazy and don't want to work and not willing to learn new skill |
| Cooks and Food Preparation Workers | 10 | most of them work in corrections |
| Cooks/bussers/dishwashers | 10 | Just hard to find people that want to work |
| Correctional Officers and Jailer | 10 | The hiring process is extremely cumbersome due to all the requirements of Alaska. Police Standards Council being the same for Police Officer or Correctional Officers. |
| Correctional Officers and Jailers | 10 | Housing, cost of living in community, resources in local community, qualifications of personnel |
| Correctional Officers and Jailers | 10 | The standards that have to be maintained. The type of person for the job MUST be a good fit. Candidates apply but the background process is slow and the Administration Department required to process them also have staffing shortages. Often 4 to 5 months is what it takes to get 1 person hired. |
| Counselors, Social Workers, and Other Community and Social Service Specialists | 10 | No one is applying, rural area. |
| Court stenographer | 10 | No school in Alaska for this skill |
| Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders | 10 | People are unqualified. Unions do not train on crushing equipment. |
| Customer Service Representatives | 10 | THE JOB IS DEMANDING IN OUR LINE OF WORK. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| customer service/ cook | 10 | We operate out of Skagway Alaska. This is a tourist town and there is a massive housing shortage. Filling any position is difficult. |
| Deckhands | 10 | Not a large labor pool that want to do this job |
| Delivery driver | 10 | Commitment to working the early hours shift 5-10am. Commitment to work weekly. |
| Dental Assistants | 10 | Workforce shortage, lack of education about the training |
| Dental Hygienists | 10 | Workforce shortage and those that want to live in SE Alaska |
| Dental Hygienists | 10 | There are no available hygienists seeking a job |
| Dental Hygienists | 10 | There aren't enough of them in the state, and they tend to want to work part time instead of full time as they get older, so we need twice as many as we have now. If this isn't addressed by offering a 2 year program with 20+ students in anchorage AND Fairbanks, dental care of everyone in the state will decline. The other solution is for the state board to allow dental assistants to take a course and become certified in scaling off calculus above the gingiva. |
| Dental Hygienists | 10 | Workforce shortage post covid, rural areas and placement, job competitiveness |
| Dermatologists | 10 | Challenging to find dermatologists that want to relocate to AK. |
| Diagnostic Medical Sonographers | 10 | Finding a person with the technical skills needed for Maternal Fetal Medicine sonography. |
| Director | 10 | Looking for a healthcare or business bachelors or masters degree. Personality fit. Experienced. |
| driver | 10 | Rural area so limited applicants, and fewer applicants with clean driving record who come to work on a regular basis |
| Driver/Sales Workers, Management, Sales | 10 | We are not the top paying company, we operate on lower margins than other industries, it is hard to find employees that don't have a spotty driving, work history. Upward looking employees don't consider our business as a career. |
| Electrical and Electronic Equipment Mechanics, Installers, and Repairers | 10 | people don't apply if they do and we hire them they don't stay for that long. |
| Electrical Engineers | 10 | Lack of local and national applicants. We have not been able to get any applicants from local educational facilities (UAA or UAF). The few out of state applicants we get are either not experienced in our market, want a substantially higher salary than we can afford, or they are not willing to relocate to Alaska. |
| Electricians | 10 | State salaries cannot compete with public salaries and benefit packages. |
| Electricians | 10 | Wages are not currently competitive with private sector wages. |
| Electronic service technician | 10 | We are a remote rural island community. |
| entry level | 10 | applicants fail to show up for interviews, the draw to actually be present at a facility is lacking |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|---|
| Excavating and Loading Machine and Dragline Operators, Surface Mining | 10 | People are unqualified. The unions aren't promoting proficiency on different machines. |
| Experienced deckhands | 10 | Young generation doesn't want to work hard |
| Family Medicine Physicians | 10 | |
| Fast Food and Counter Workers | 10 | <p>The area is one of the most transient areas I have ever done business. The economics of the restaurant industry does not allow to pay a significant high wage or benefit package which cause people to seek elsewhere. We are currently at \$2-\$8 higher than state minimum wage depending on the position.</p> <p>Unfortunately, our industry attracts many of the people who are at the lower end of the income scale. Raising wages did not attract more talented individuals, just raised costs and helped to have enough staff to open the doors.</p> <p>We need a viable cost effective immigrant visa program.</p> <p>The other item is the lack of affordable housing and the lack of available housing on the Kenai Peninsula.</p> |
| Field Administrators | 10 | Qualified employees |
| field technicians, permitting specialists, entry-level scientists, technical writers, specialist scientists (botanists, chemists), field sampling technicians | 10 | No interest in field work/working outside; will not work on rotations/away from home; lack of basic skills for field analysis; poor writing skills; lack of interest/curiosity/problem-solving in entry-level workers; lack of self-starting initiative, self-supervision |
| Finding Painters that can mask straight lines. One that can operate a Titan 8900 Pro and know who to spray various paints. | 10 | Lack of skilled labor, no license, no car. I offer good wages for anyone with the skill. |
| Firefighting and Prevention Workers | 10 | No training, no one wants to apply for position, too much work. |
| First-Line Supervisors of Housekeeping and Janitorial Workers | 10 | people want 20 dollars an hour or more and as a small business it is not in our budget to pay that. Our customers do not pay well enough to support that wage. |
| First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers | 10 | No one wants to actually show up to interviews or to work. We have been able to find some temporary help but are constantly on the lookout for more workers. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
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| First-Line Supervisors of Retail Sales Workers | 10 | Lack of interest and lack of housing available |
| fitness coach | 10 | underfunded positions don't pay well enough rural area |
| Food and Beverage Serving Workers | 10 | Entry level workers are hard to find and hire. |
| Food Service Lead | 10 | With the location and running a through background check, candidates who are interested in these position declines the offer due to the work location and salary. With the fuel price increasing, this is not worth for commutes from the Valley or Anchorage to work in Eagle River. |
| Food Service Managers | 10 | costs too much and not good candidates |
| Front Desk, Medical Assistant | 10 | The caliber of people are now entitled. My experience is that it is rare to have a person under 30 who really understands the concept of work. They are married to their phones. Additionally, they have to be micromanaged. This is 95% of them. |
| Full Time Qualified Early Childhood Educators | 10 | Pay Training Qualified |
| General and Operations Managers | 10 | underfunded positions don't pay well enough rural area |
| General and Operations Managers | 10 | Lack of qualified people |
| General and Operations Managers | 10 | Skills |
| General and Operations Managers | 10 | Rural area has limited labor, especially high end skilled labor Lack of experience Cost of living Low wages in comparison |
| General and Operations Managers | 10 | Lack of experience, expectation of unreasonably high pay, applicants want to work remote instead of in the office, lack of incentive, lack of training, can't pay attention to detail, location--i.e. rural area |
| Health & Safety Advisors | 10 | Remote work location |
| Healthcare Support Workers, All Other | 10 | Must have a clean criminal history, drivers license, caregiving experience, must be punctual and want to work full time |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|---|
| Hearing Specialist | 10 | there is none in Alaska that need a job. |
| Heavy and Tractor-Trailer Truck Drivers | 10 | Not enough CDL drivers in the state that can pass a drug and alcohol screening |
| Heavy and Tractor-Trailer Truck Drivers | 10 | Rural Area, Experienced |
| Heavy and Tractor-Trailer Truck Drivers | 10 | People do not have the training or already have jobs. |
| Heavy and Tractor-Trailer Truck Drivers | 10 | Couldn't find one with a CDL |
| Heavy and Tractor-Trailer Truck Drivers | 10 | People are unqualified. We are union and the teamsters union is so bad, no one wants to join the teamsters or they want to switch to a different union. The teamsters expects us to train the drivers without apprenticeship |
| Heavy and Tractor-Trailer Truck Drivers, Apprentices & Instructors | 10 | Difficulty in recruiting individuals interested in the industry and who want to work in the industry for Construction Driver & Freight Transport Driver apprentices. We also find it difficult to find qualified journeyman or other eligible seasoned individuals desiring to become an instructor in the industry. |
| Helpers, Construction Trades, All Other | 10 | We are a small business and cannot compete with full benefits offered by large companies. We do offer competitive wages. |
| Helpers--Carpenters | 10 | Workforce and minimal experience and demanding outrageous pay |
| Helpers--Painters, | 10 | Experience, transportation |
| Home Health and Personal Care Aides | 10 | The State and the Department of Health with their subcontractors are the people that are making the hardest. They are taking between 90 to 120 days to complete a process to assign ID to the providers. If an individual is looking for a job they cannot wait 3 to 4 months to be hire, they will find another job. |
| Home Health and Personal Care Aides | 10 | remote area, lack of training, lack of understanding what is expected, |
| Hydraulic Technician | 10 | Very specific Field Rural area |
| In Field Quality Control | 10 | Qualified individuals that are permitted to work in the US |
| Industrial Machinery Mechanics | 10 | Specialized field that is provided by unions |
| Installation, Maintenance, and Repair Occupations | 10 | Seems few skilled workers in these fields that are not already employed. |
| Insurance Sales Agents | 10 | No one wants to work. Salary expectation too high. Not enough people in the work pool. Individuals who just got license want salary equal to someone who has 10 years' experience. I guess it's an employee |

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| | | market. High paying corporations and state jobs have run up the salary making hiring people ridiculous. That is until everyone starts using virtual assistants to perform tasks that can be completed remotely. Then a lot more people will be out of a job. Economy is also huge factor. Sympathetic to people needing enough to pay bills BUT we need to pay bills too. |
| Insurance Sales Agents | 10 | People no longer want to work a full workweek and they are lazy, constantly on their phones and coming in hung over. Their lack of respect to their employer and the customers is evident. They also believe they should be paid still when they do not show up to work, they are entitled and unwilling to learn from their mistakes. |
| Insurance Sales Agents | 10 | Licensing, building clientele and marketing |
| IT Technicians | 10 | The absolute lack of any sort of real tech training in schools, and the stupidification of the human populous by companies like Apple make finding people with even the most basic skills extremely difficult. In this world of 'just watch a YouTube video' everyone thinks they have tech skills/knowledge, when the reality is shaped extremely different. With Dunleavy working towards defunding public schools this is really only going to get worse. |
| Journeyman Electrician. | 10 | Such a lack of skilled labor available on the market. Nothing economically bringing workers to Alaska. Low numbers in current Apprenticeship programs |
| Journeyman Electrician; Electrician Apprentice | 10 | Pay scale and finding individuals with good work ethics. |
| K-12 Teachers | 10 | Alaska's public school system is a disaster. Teacher's pay is too low and class sizes are too big without additional resources/support. |
| Laborer | 10 | People aren't reliable to show up to work on time on a regular basis |
| Landscaping and Groundskeeping Workers | 10 | Seasonal Snow removal or seasonal lawn work. Employee works once, then never answers their phone again. AK Labor laws consider a seasonal employee laid off if they finish their shift. Even if prior to the end of their shift they are notified of the start time for the next day. |
| licensed insurance agent | 10 | no job candidates, advertising for the job, small business owner unable to offer competitive pay rate and benefits |
| Licensed Insurance Agent both P&C and Life and Health | 10 | Location and wanting in office staff |
| Licensed Insurance Sales and Service Staff | 10 | Employees struggle taking the licensing exam. They can't pass the exam or understand the content. |
| licensed producers | 10 | most candidates that apply do not recognize that they need to get an insurance license to be able to discuss insurance with clients. They have to study and pass the test in order to start working. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
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| Magnetic Resonance Imaging Technologists | 10 | Limited pool of candidates in AK and the rest of the US. Competition amongst facilities for talent as well. |
| Maids and Housekeeping Cleaners | 10 | We are in Cooper Landing a small community . I have to hire outside of Alaska most of the time and still struggle to find help |
| Maintenance and Repair Workers, General | 10 | Pay for these positions and specialty positions (plumbing, electrical, construction journeyman, electronics and mechanic) are very low at the state level. Experienced folks can make over double in the private sector |
| Marine Electricians | 10 | Rural and lack of interest in relocating to this area. |
| Marine Electronics Technicians | 10 | Rural and in Alaska |
| Marketing Managers | 10 | The applicant pool for qualified applicants seems to be skewing VERY young, in addition to these applicants asking for a prohibitive amount of money. This position pays more than any other position at our company, including the owners, but successful applicants do not stay for longer than 3 months. Once the industry gets to know this person, someone offers them more money. We keep raising the pay and benefits, but it doesn't seem to matter. The pool is too small (again we have the problem of tourism not being known as a year-round career with benefits and competitive pay) and the expectations for the pay are way too high. The applicants we hire very quickly start asking for salaries that marketing managers with 20+ years of experience are making working for major corporations, political campaigns, etc. |
| Massage Therapists | 10 | There aren't enough massage therapists to go around; lots in Anchorage but in Fairbanks it's tough. |
| Mathematical Science Teachers, Postsecondary | 10 | Rural area, pay scale is too low, not enough funding to increase the pay rates. |
| Mechanical Engineering Technologists and Technicians | 10 | Rural area, no mechanics in the village or surrounding villages which means competing with the urban areas that provide constant business. Difficult getting parts and often times the parts come but are not the correct part and must be sent back or special ordered. Pay scale is not competitive because in a very small village, there is not daily business. |
| Medical and Health Services Managers | 10 | Rural area with small population of mostly Native people. Only a frontier road for access via a river road crossing in the winter and crossing the river by boat in summer to get to the urban centers. Limited to one flight per day on the weekdays only via small engine aircraft. |
| Medical Secretaries and Administrative Assistants | 10 | No qualified people, lack of applicants |
| Millwrights | 10 | Millwrights, like other skilled tradespeople in the construction industry, aren't found they are trained. A sharp increase in demand for millwrights has already outstripped the available pool of trained and experienced millwrights and the construction forecast in our state projects a continued increase in the need for skilled and trained millwrights in the coming decade. Our organization's ability to train new |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
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| | | millwrights is limited by the number of projects awarded to our partner contractors who are signatory to a master labor agreement that provides for a sustainable funding mechanism for training new carpenters. Project labor agreements associated with individual construction projects or end users ensure that a small portion of the labor budget on that project goes towards funding the apprenticeship programs that keep our state equipped with the necessary workforce to meet the needs of industry and build a strong economy. |
| Network and Computer Systems Administrators | 10 | Knowledge and experience in the village. |
| No | 10 | Specialty consulting based on a large experience base as well as extensive education makes for difficult employee selection. |
| Nursing Instructors and Teachers, Postsecondary | 10 | Nurses can make more money working in the field. |
| Office and Administrative Support Occupations | 10 | Rural area has limited labor force Cost of living Relocation costs/logistics Low wages/ cost of living |
| Office and Administrative Support Occupations | 10 | People no longer want to work a full workweek and they are lazy, constantly on their phones and coming in hung over. Their lack of respect to their employer and the customers is evident. They also believe they should be paid still when they do not show up to work, they are entitled and unwilling to learn from their mistakes. |
| Office and Administrative Support Occupations, care givers | 10 | No training, no experience, demand for higher pay and benefits and with care giver mostly is the Department of health and the State subcontractor taking 90 to 120 days to assign an identification for billing. |
| Office and Administrative Support Workers, All Other | 10 | Remote area, training is lacking, having an understanding of work ethics is challenging. Those who have the skills are already working and many are on the verge of retirement. |
| Other Educational Instruction and Library Occupations | 10 | Teaching in a jail setting is not as appealing as teaching in a classroom or school setting. Pay also an issue. |
| Other Installation, Maintenance, and Repair Occupations | 10 | lack of qualified applicants |
| Other Sales and Related Workers | 10 | We are a family owned and operated business and can't afford to pay a lot or offer health care, etc. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| outpatient mental health therapists | 10 | education requirements and licensure |
| Parks Caretakers | 10 | Wages are not currently competitive with private sector wages. Summer Temporary with few benefits. |
| Parts Salespersons | 10 | people don't apply to our positions |
| Patient Care Assistants, Waiver care givers and home visit Coordinator | 10 | Health care provider position is very competitive. We are competing with hospitals and clinics who have a higher wage rate and good benefits. Since COVID 19, hiring has also added to difficulty. Gain well, private company contracted by State of Alaska is way too slow in letting us know when to get their Medicaid Provider ID number though we submit their required documents as soon as we received them. It takes weeks to months. By then caregivers find other jobs. Another issue was required Electronic Visit Verification. For caregivers they are not user friendly. We declined extending our services to other areas of Alaska like Seward, Soldotna, Kenai, Homer, Palmer, Wasilla and other outside the vicinity of Anchorage due to lack of caregivers and difficult to train from far places due to lack of registered nurses to train and financially not cost effective. |
| Patient Care Coordinator, Front Desk Associate | 10 | VERY small pool of applicants who are willing to work full-time. Applicants lacking skills needed to perform job duties. Applicants being unable/unwilling to show up to work on a daily basis. |
| Paving, Surfacing, and Tamping Equipment Operators | 10 | People are unqualified and don't want to work. |
| PCC, | 10 | They want \$30.00 an hour and have never even answered a business phone before or worked in an office. They want me to pay them to learn. I don't mind teaching them, but it cost me a lot of money to do so. I believe \$15 - \$ 20 an hour to start is fairer. Sometimes they quit before the even come for their first day or don't work when they do come. The new generation wants to be catered and want us to work for them not them work for us. |
| People not coming to work when hired | 10 | Rural with few people and lack of good work ethic |
| Physical Therapist Assistants | 10 | Limited pool of candidates in AK and the rest of the US. Competition amongst facilities for talent as well. |
| physician | 10 | No applicants |
| Pilot Instructors | 10 | They must be Military trained trainers. Not too many around. |
| Plumbers, Pipefitters, and Steamfitters | 10 | Many applicants have unacceptable criminal histories. People that do get hired often end up being lazy, have poor work ethic and/or just stop showing up. It is EXTREMELY rare to find a hard worker. |
| Plumbers, Pipefitters, and Steamfitters | 10 | Seems to be limited skilled craftsman out there. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
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| Plumbers, Pipefitters, and Steamfitters | 10 | There just aren't any that are qualified and looking for jobs. |
| Plumbers, Pipefitters, and Steamfitters | 10 | Salary. Candidates who are qualifies with certifications, degree, knowledge and years of experience does not agree with the salary. Comparing to the ACOA Bargaining unit, these positions offer only a third on what the Correctional Officers are making. Benefits are horrible as well. |
| Plumbers, Pipefitters, and Steamfitters | 10 | Pay, Meeting minimum qualifications |
| Plumbers, Pipefitters, and Steamfitters | 10 | Remote area, no trained professionals, limited resources. |
| Post Secondary Faculty | 10 | People can make more money working in their field than teaching how to work in the field. Filling rural faculty positions is twice as hard as urban areas. There is a nation-wide shortage of health faculty and students are choosing NOT to go into healthcare. |
| Postmasters and Mail Superintendents | 10 | The USPS mail system in Alaska is a disaster. |
| Preschool, Elementary, Middle, Secondary, and Special Education Teachers | 10 | not many candidates available |
| Probation | 10 | Rural Alaskans have high prices, lack of housing, lack of resources, lack of daycare, and is remote/isolated. |
| Probation Officers and Correctional Treatment Specialists | 10 | the general public don't want to do the job, the educated public want more pay |
| Program Assistant in rural areas | 10 | knowledge and experience in the program in rural areas: Transportation, environmental, courts, etc. |
| Program Managers | 10 | My theory is that some people with career prospects have chosen to leave the region. With inflation, our wages are not keeping up with the cost of living in rural areas. |
| Program Transportation Coordinator | 10 | knowledge and work experience in rural areas |
| Project Engineers | 10 | Construction Management program at University had smaller graduating population during covid |
| Project Manager | 10 | Pay Rates. Competence. IQ Levels. |
| Project Managers | 10 | Not many will move to Kodiak Island |
| Psychologists, All Other | 10 | Location, availability of providers to hire, reimbursement rates from payors. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|---|
| Qualified Instructors, ESL interpreters, OSHA certified trainers, | 10 | construction Instructors make more money in the field than training, federal regulations. |
| Registered Nurses | 10 | Finding a person with the technical skills for OB/Maternal Fetal Medicine to work in office vs. hospital. |
| Residential real estate appraisers | 10 | Cost of Training and education required and lack of affordable housing. |
| Retail Sales Workers | 10 | People don't want to work. |
| Retail Sales Workers | 10 | Salesperson needs to be experienced and knowledgeable to answer questions regarding the marine electronics that we sell. This person also needs to be experienced with QuickBooks, ordering parts and entering purchase orders. |
| Retail Salespersons | 10 | The minimum wage continues to increase. People have this misconception that the minimum wage was supposed to be a livable wage, it's not. It was supposed to be a wage for those who are learning a job/skill and to transition them into a desire for more education and experience to advance to a better position/job. I can't seem to hire someone willing to work for \$14.00 per hour anymore. Being out bid by larger corporations that can absorb higher wages for a short period of time. Pushing small business out of business. Kids are not being taught the value of work, ethics, experience. We are teaching them they are worth an excessive amount straight out of school/college. No work ethics and no experience from young employees who never had a paper route, worked mowing lawns, bagged groceries etc... |
| Retail Salespersons | 10 | Shortage of work force, apparently. We have difficulty getting applicants. We do not even get to the point where we can negotiate wage because people are not applying. |
| Roofers | 10 | Not many skilled roofers in the trade any more versus how many roofing companies there are. |
| Sales Managers | 10 | The area we operate in doesn't have enough talent forcing us to recruit from other states which makes the entire ordeal costly. |
| Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 10 | Not finding many to interview. When we do they want remote work, part time, and or unrealistic schedule. This industry is highly regulated, and it can be confusing. I can't train people properly and hear what they are saying to customers if they are remote. We also need them in office to help customers as we still have the majority choosing face to face service. Besides we can get busy I feel it's not safe to have a person alone in the office. I have hire people and they don't pass licensing. If they do, they get overwhelmed with all there is to learn. |
| Sales Representatives of Services, Except Advertising, | 10 | Have to get State and Federal Licenses and initial training. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|---|
| Insurance, Financial Services, and Travel | | |
| scaffold erectors | 10 | Scaffold erectors, like other skilled tradespeople in the construction industry, aren't found they are trained. A sharp increase in demand for scaffold erectors has already outstripped the available pool of trained and experienced scaffold erectors and the construction forecast in our state projects a continued increase in the need for skilled and trained scaffold erectors in the coming decade. Our organization's ability to train new scaffold erectors is limited by the number of projects awarded to our partner contractors who are signatory to a master labor agreement that provides for a sustainable funding mechanism for training new scaffold erectors. Project labor agreements associated with individual construction projects or end users ensure that a small portion of the labor budget on that project goes towards funding the apprenticeship programs that keep our state equipped with the necessary workforce to meet the needs of industry and build a strong economy. |
| Secretaries and Administrative Assistants | 10 | Lack of qualified resumes, rural area, people not wanting to work |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 10 | My associate broker is now filling the role at the front desk because no matter how hard I try, I cannot find someone. The last one, after taking the real estate class, just stopped showing up. The class cost \$600 and I paid them to actually take the class and study, so my investment was really over \$2000. It was a career opportunity, not a job. Additionally, navigating your system is incredibly difficult. When I posted the job, I had 62 resumes. 40 were outside of Juneau, three were duplicates, 8 had found jobs, and 8 had criminal records, leaving 3. One had decided to not re-enter the workforce, and the last two didn't even respond. It makes me wonder how many are on unemployment. |
| Shipping, Receiving, and Inventory Clerks | 10 | Rural, lack of interest |
| skilled equipment operators and laborers | 10 | Government gives out money so people don't want to work. |
| skilled men in construction | 10 | It seems that over the past 10 years or so, it has become very difficult to find young men who are willing to do manual labor. They want to draw a paycheck but don't really want to work hard and they also want to come to work when they want. They do not see themselves as learning a trade or looking to the future, they just want it easy, no stress, no commitment and so on. |
| skilled website developer | 10 | People think they are good at website development and truthfully are inexperienced and not good developers |

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|---|-------------------------|--|
| Social and Community Service Managers | 10 | In truth we have difficulty in finding Stage Managers (we're a live theater company). Again, the pool of skilled and experienced laborers in this field is very small in Anchorage. |
| Social and Community Service Managers | 10 | Difficult position to fill due to small population that are family or friends many times. Mainly deals with very low income families struggling and children in need which take a toll on the employee that has to try and assist these families with limited resources available. |
| software developer | 10 | Difficult to find in the rural area of Bethel. |
| Special Education Teachers, All Other | 10 | Geographical location of our school district is i think the #1 reason we're having difficulty hiring and retaining |
| Supervisors of Building and Grounds Cleaning and Maintenance Workers | 10 | Our building Maintenance workers have had a shortage for years. I can not remember the last time they were fully staffed. The pay is controlled by their Union and it's a weak Union. They have to work around the same Inmate population, they can have inmates working for them and handle the same security details with inmates but make half the salary as a Correctional Officer but the Maintenance worker has to have more skills. |
| Supervisors of Building and Grounds Cleaning and Maintenance Workers in rural areas | 10 | Knowledge and experience in supervisory maintenance in rural villages. Electrician, water sewer, carpenter, building maintenance, insurance and inventory. |
| Supervisors of Construction and Extraction Workers | 10 | People are unqualified. They don't want to work. They have no idea how to read plans, understand specs, lead a crew, or act in the company's best interest on a project. Despite being one of the highest paid in the trades, complaining about wages are the main focus of most project superintendents. |
| Supervisors of Transportation and Material Moving Workers | 10 | Small workforce available in Anchorage. |
| Surgical Technologists | 10 | Limited pool of candidates in AK and the rest of the US. Only one school in AK producing 10 Surg Techs a year. Competition amongst facilities for talent as well. |
| Survey Manager | 10 | Finding qualified employees |
| technical assistant | 10 | pay scale and work schedule not meeting expectations of candidate |
| Telecom Engineer | 10 | Experience in Telecom and experience in being an actual Engineer and not just a title. |
| Telecommunications Engineer | 10 | Our industry niche is not a typical focus domain in traditional engineering programs. Telecommunications Engineers are usually Electrical Engineers who have developed a telecom focus through directed on the job training and experience over time. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| | | Alaska has experienced a workforce attrition trend. |
| thread supports Early Childhood educators. EC Educators are difficult to find across child care, Head Start, and SD Pre-elementary programs. (All three EC program types are soliciting from the same pool of potential applicants). | 10 | Like many sectors finding qualified, available, and interested staff is a challenge. Finding EC teachers for licensed child care, Head Start, and School District Preschool programs is a challenge. While all three EC program types are struggling Child Care is perhaps struggling the most as they have the least amount of funding to offer a livable wages and benefits. Head Starts and Pre-schools can at least offer benefits and in most cases a higher hourly wage than Child care. Child Care is where most of the children 0-5 and then 5-12 (for before and after school lic cc) are. There is lots of movement of EC educators between CC and Head Start (but at times Pre-school as well) creating competition between the three. Would like to see wage parity across all EC program types. |
| Tribal administrator in rural villages | 10 | Knowledge and experience plus tribal administrator educational back ground in rural villages. |
| Vehicle and Mobile Equipment Mechanics, Installers, and Repairers | 10 | Lack of local labor pool; difficulty trying to coordinate with higher educational or other services to try and attract reputable candidates. Cost of living (specifically electricity) is high in our community. |
| Vibe Operators | 10 | Qualified employees |
| Welders, Cutters, Solderers, and Brazers | 10 | people don't apply to any of our positions. |
| Accountants and Auditors | 9 | This is hard to fill because I cannot find a candidate with the experience to take on the level of responsibility that I am asking for. |
| Administrative Services and Facilities Managers | 9 | qualified and experienced professionals willing to live here along with enough funding to support salary demands. |
| Advertising, Marketing, Promotions, Public Relations, and Sales Managers | 9 | Lack of skilled sales people and competition from other organizations |
| Aircraft Mechanics and Service Technicians | 9 | FILLING THE POSITION IS DIFFICULT BECAUSE WE ARE LOCATED IN A RURAL AREA. |
| Airline Pilots, Copilots, and Flight Engineers | 9 | Finding local talent with the required skills and experience. |
| All positions | 9 | Multiple reasons: rural positions, people not qualified, shortage of people interested to work in corrections |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|---|
| all positions, manager, medical assistant, phlebotomist, receptionist | 9 | people apply without experience, they expect to be paid as though they have 10 years of experience, they don't show up and need to be let go, one employee stole and had to be let go, they get a certificate from a for profit college that isn't a college, so that they are poorly educated, the high schools in the area DO NOT teach, if I can get someone from out of state I do because they have better high school educations, they don't want to work, or want to work the hours convenient for them, but I can only pay them to work when the business is open, I have had one potential employee tell me that they were going to sue me if they had to wear a mask when it was mandatory during the pandemic, politicians encouraged people to behave in uncivilized ways |
| all teachers | 9 | Rural area, low pay, lack of housing, lack of teachers in general, poor retirement system, people not wanting to work |
| back-u Power Plant Operator | 9 | A Small Community in a rural area has limited access to trained professionals or people in general who are willing and able to work or receive training. Outmigration and declining fisheries have decreased the population significantly. Housing in the rural community is limited for new people to move in, and people would need to relocate and live off the road system. It is a part-time position, and someone may not receive enough hours to make a living with this job alone. |
| Bakers | 9 | Rural area, seasonal/tourism fluctuations, lack of housing, cost of housing, early morning shifts are difficult for families and young employees, difficult to compete with high paying tourism jobs, difficult to afford benefits, people see food industry jobs as short term, people know they can get other jobs - so there is no reason to commit to stay in a job they are in. |
| Bakers | 9 | see previous response. |
| Bakers, food prep | 9 | Bakers- I need some one who is over 18 with experience, willing to work at 4am Food prep- over the age of 18 |
| Bartender | 9 | Lack of available workforce. |
| Bartenders | 9 | See previous response. Also, address that a good portion of our positions could be filled by 18-20-year-olds who, currently, cannot serve or sell alcohol. |
| Billing and Posting Clerks | 9 | under qualified or expecting too high compensation for small business |
| Billing and Posting Clerks | 9 | Not a lot of trained medical billers in the area. |
| Bookkeeping, Accounting, and Auditing Clerks | 9 | Privat sector pays more. State employee benefits are no longer better or even competitive to private sector insurance anymore. We no longer are sought after employment as was the case for decades. The State now provides the pay, services, and insurance of the lowest bidder to its employees. There is no draw to working for the State of Alaska anymore. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|---|
| Bookkeeping, Accounting, and Auditing Clerks | 9 | Lack of supply |
| Bus and Truck Mechanics and Diesel Engine Specialists | 9 | Lack of qualified applicants |
| Bus and Truck Mechanics and Diesel Engine Specialists | 9 | Very few applicants with actual skill set. |
| Bus and Truck Mechanics and Diesel Engine Specialists | 9 | Housing in Juneau, its a crisis. The local population wants to make more money with tourists charging unrealistic rates. Also we have 200 coast guard personnel and their families coming to Juneau this summer. |
| Bus Drivers, Transit and Intercity | 9 | Qualified candidates, training for new candidates, getting new drivers added to insurance |
| Business and Financial Operations Occupations | 9 | Few fully qualified applicants applied. |
| Carpenters | 9 | The carpenters we have are over booked and one of the 2 is ready to retire. We are a remote village and need training for the younger folks to take over. Those who do have skills are already employed. |
| Caseworker | 9 | Pay for caseworkers is not keeping up with the cost of living. Not all employees can handle the stress they pick up at work. Working with clients is hard and requires an employee have the ability to plug and take care of themselves. |
| Cashiers | 9 | we are in a real area. |
| Cashiers | 9 | Rural area- small labor pool |
| Cashiers | 9 | Rural area with limited workforce. Also those that are available to work choose to not work with a payroll program. |
| commercial electricians | 9 | No one seems qualified to fill position. Lack of Commercial Electricians and too many residential electricians. |
| Computer and Information Systems Managers | 9 | shortage of professionals |
| Construction Laborers | 9 | Lack of qualified individuals who are a healthy fit for our clients. Competing wages with "sub-contractors" who are really employees of other construction companies, but work around regulations to pay higher rates with no employee taxes. |
| Construction Laborers | 9 | No one locally is interested in learning. No one wants to work. All the free money during COVID made it so no one needed to work. People made more money not having a job than ones with jobs. |
| Construction Laborers | 9 | Not a very big pool of people who are interested, particularly in our rural area. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| Construction Trades Workers | 9 | My company specializes in home repairs generated from home for sale inspections. These repairs require "jack of all trades" type of experience. I had 5 employees at one point and felt I was still doing most of the work due to lack of skill from my employees. |
| Consultant | 9 | It is difficult to compete with national consulting firms or even engineering firms who are offering 6 figure salaries for staff who project manage and provide business & technical consulting services. It is also difficult to find candidates with Alaska-specific knowledge and experience. |
| Cooks, Institution and Cafeteria | 9 | Because cooking is not the main part of our business but is essential for what we do. |
| Cooks, Restaurant | 9 | Not enough applicants |
| Cooks, Restaurant | 9 | COVID-19 has crippled the hospitality industry. Finding any employees is a struggle, much like any industry. However, the pandemic has brought out the worst in people and made the hospitality and restaurant industry an undesirable place to work. We need to offer a livable wage and a more knowledgeable workforce to Alaska in order to bring in more tourism and help sustain our state. |
| Cooks, Short Order | 9 | Part-time positions on the weekends, requires capable winter transportation. |
| Correctional Officers | 9 | Remote area with harsh climate. Lack of pension system. |
| Correctional Officers and Jailers | 9 | The amount of mandatory overtime the officers have to work due to staffing shortages |
| Counter and Rental Clerks | 9 | We are a winter seasonal business open 3 - 4 days a week which means all employee positions are part-time. |
| Crematory Assistants | 9 | Few applicants |
| Customer Service Representatives | 9 | Difficulty includes company in rural area, lack of housing options, high cost of living in the area, high wages to compete with locally. |
| Customer Service Representatives | 9 | Few applicants |
| Customer-facing service positions | 9 | We are small and do not offer employer-funded fringe benefits. We are a drug-free workplace (federal standards) and many applicants cannot test free of cannabis. |
| dance teacher | 9 | The dance program was cancelled for a couple of years at UAA. Now they are rebuilding, but not a lot of qualified applicants yet. |
| Delivery Drivers | 9 | small workforce in Anchorage |
| Dental Hygienists | 9 | Lack of candidates |
| Dental Hygienists | 9 | Rural and none available |
| Deputy Clerk | 9 | A Small Community in a rural area has limited access to trained professionals or people in general who are willing and able to work or receive training. Outmigration and declining fisheries have decreased the |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|---|
| | | population significantly. Housing in the rural community is limited for new people to move in, and people would need to relocate and live off the road system. It is a part-time position, and someone may not receive enough hours to make a living with this job alone. |
| Dishwashers | 9 | It is an entry level position requiring hard work and lower wages than other positions in the industry. Getting someone to relocate for 4 months to wash dishes is hard. |
| Education, Support staff, maintenance, medical Correctional officers, probation Officers and Correctional Treatment Specialists | 9 | Pay, no pension, no internal investment in training staff, competition, adults fleeing Alaska |
| Electrical and Electronic Engineering Technologists and Technicians | 9 | Lack of interest in living and working in Alaska, especially in a rural area. |
| Electrician | 9 | Finding qualified and motivated Electricians |
| Electricians | 9 | There is a severe lack of applicants each time we put out a job notice. Pre-pandemic we would get 20 to 30 resumes each time we posted a job, now we get two to five resumes. There is more work to be done than there are electricians to do it. |
| Electricians | 9 | rural area, cost of living |
| Electricians | 9 | Remote area, lack of training opportunities, bringing someone in cost prohibitive, lack of resources. |
| Executive Director, Museum collections manager | 9 | Financial constraints mean that qualified individuals have lower salaries that other places |
| Family Medicine Physicians | 9 | Rural area, a lot of physicians now are specializing, have to compete with local hospital, the pay they want |
| Food and Beverage Serving Workers | 9 | Lack of applicants. Increasing wages to "fight" for employees |
| Food Preparation and Serving Related Workers, All Other | 9 | My restaurant is seasonal, so it doesn't offer work year round. Plus, most people who want to work seasonally fish. My business is in a commercial fishing community. |
| Food Processing Workers, All Other | 9 | Being Rural and it only being a seasonal employment |
| food service leads, staff | 9 | Does not pay enough. civilian equivalent makes almost twice as much as state workers doing the same job. |
| Food Service Managers | 9 | Hard to find qualified candidates |
| front desk | 9 | no applicants |
| Fuel service managers | 9 | lack of personnel and training |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| Full time long term | 9 | limited interest or availability in full time long term work (most applicants lack skill or ability / interest in gaining needed skills and ability interest in long term full time work) |
| General and Operations Managers | 9 | Specialized training required |
| General and Operations Managers | 9 | finding qualified personnel |
| Geoscientists, Except Hydrologists and Geographers | 9 | Non-competitive wages when compared with private sector, lack of educational pipeline to source candidates from, and overall there are extremely few candidates given the availability of work/opportunities. |
| Heavy and Tractor-Trailer Truck Drivers | 9 | We are semi-rural as we are on an island in SE Alaska. This position requires a CDL driver with extra endorsements. Also need someone with experience who has driven tankers before. This would be full time in the summer but possibly only part time in the winter. |
| Helpers, Construction Trades, All Other | 9 | Too many jobs and not enough workers. Alaska's young generation cannot afford to live in Alaska so they have moved away - out migration. |
| Home Health and Personal Care Aides | 9 | finding individuals without barrier crime and acts of dishonesty records, finding re-entry (after retirement) individuals, National, Regional, and Local culture that values education over the trades |
| Hydraulic Mechanic | 9 | Specific skill set needed rural area |
| Instructional | 9 | The cost of training the instructors and keeping them. |
| Laborers and Freight, Stock, and Material Movers, Hand | 9 | Same reason for all positions (see prior entry) |
| Lead Carpenters | 9 | There is a shortage of qualified carpenters. |
| Lead Instructor | 9 | When we can recruit from our own student pool, that means we can hire high schoolers and college kids who are able to live with their parents. When we cannot do this, we have to look out of state. In the last 20 years, we've managed to hire from out of state only once, and it was only possible because a board member provided housing, at a discount. We can't hire people who don't already live here at home with their parents because there is no affordable housing. This means young people and families can't move here, and will slowly kill the state until we're nothing but a population of Tier-1 Retirees with no one to take care of us or our cities. State and local governments should subsidize / build affordable housing and childcare. There's no risk of competing with private industry. The market is plenty big! |
| Maids and Housekeeping Cleaners | 9 | There does not seem to be very many people in the area interested in this type of work and willing to work seasonally. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|---|
| Maids and Housekeeping Cleaners | 9 | no one seems to want to work. They don't show up for interviews. They don't have cars. They don't show up for work if you finally do I hire them. |
| Maids and Housekeeping Cleaners | 9 | Hard labor job. |
| Maintenance and Repair Workers, General | 9 | High pay expectations for little experience |
| maintenance specialists | 9 | private sector wages are higher than public sector wages by a lot, many in rural areas |
| maintenance, front Desk, manager | 9 | Americans don't want to work |
| Mechanic | 9 | Qualified mechanics |
| Mechanical Engineering Technologists and Technicians | 9 | Lack of good candidates. |
| Mental Health and Substance Abuse Social Workers | 9 | Not a lot around here. |
| Motorboat Mechanics and Service Technicians | 9 | |
| Occupational Therapists | 9 | Limited pool of candidates in AK and the rest of the US. Competition amongst facilities for talent as well. No school within AK. |
| Occupational Therapy and Physical Therapist Assistants and Aides | 9 | employee willing to take training, staying hired beyond 12 months |
| Office and Administrative Support Occupations | 9 | No one wants to work evenings & Saturdays anymore |
| Office and Administrative Support Occupations | 9 | Same reason for all positions (see prior entry) |
| Other Teachers and Instructors (Vocational Instructor) | 9 | The Vocational Instructors are required to be journeyman in a trade. They can make more money performing the trade than teaching it. The drop off for the rate of pay for an experienced tradesman, nearing retirement, who might be mostly likely to take a teaching position, is too great. Further, similar teaching positions offered in the community, in k-12 setting, at AVTEC, pay considerably more; they also offer more time off during the year. Also, working in prisons is another prohibitive factor. Also, the location of the institutions like Goose Creek Correctional Center is too far out of the way (hour commute on bad |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
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| | | roads). Also, there is no defined benefit, so at the 5-year mark, if they make it, they often move to a place that has a better retirement. |
| Paralegals and Legal Assistants | 9 | We struggle to find candidates with the education and skills needed for the job. |
| Physical Therapists | 9 | Limited pool of candidates in AK and the rest of the US. Competition amongst facilities for talent as well. No school within AK. |
| production assistant | 9 | It's an extremely part time position. |
| Project Manager, Skilled Operator, Superintendent, Foreman | 9 | Lack of applications, and our rural base of operations |
| QAQC | 9 | Lots of demand. Not enough people with qualifications expected by the customer. |
| Radiologic Technologists and Technicians | 9 | Limited pool of candidates in AK and the rest of the US. Competition amongst facilities for talent as well. |
| Receptionists and Information Clerks | 9 | We run ads for the job regularly, and get few applicants. The ones who do apply don't show up for interviews or don't report to work. When we do hire someone and manage to get the person to show up for work, they often call in sick regularly and have other personal problems that eventually lead to us terminating them. Alaska no longer has enough reliable workers because too many people are not willing to work reliably and on a full time basis. |
| Registered Nurses | 9 | There is a limited pool of RNs within the state of Alaska. There is an even more limited pool of experienced RNs or those working in specialty areas like the OR, Cath Lab or, critical care. Additionally, competition amongst facilities makes it difficult. |
| Registered Nurses | 9 | rural part time must be independent minded |
| Registered Nurses | 9 | The cost of living and cost of housing in Juneau Alaska is prohibitive and discourages people from moving to Juneau Alaska for work. |
| Registered Nurses | 9 | Salary demands |
| Registered Veterinary Technicians and Licensed Veterinarians | 9 | We are an island, and it is expensive to live here. Very difficult area to attract qualified people to move here |
| remote maritime workers | 9 | It's very specialized |
| Retail Sales Workers | 9 | The salary that the company can afford is not high enough for Alaska's cost of living. |
| Retail Sales Workers | 9 | lack of interested personnel and lack of training |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| Retail Salespersons | 9 | Rural area, with no housing. |
| Retail Salespersons | 9 | Lack of people willing to commit to working. |
| Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 9 | Staff is independent contractors. There for they generally need to work multiple gigs to make a decent living. While they can work their own schedule not many people are willing to work more than 1 gig |
| Senior Associate | 9 | Lack of qualified applicants based in Alaska, particularly in Fairbanks |
| Service technician | 9 | Finding qualified candidates is almost impossible in this niche market. |
| Sleep Technologist | 9 | Specialized training. Expensive to relocate from lower 48. |
| Speech-Language Pathologists | 9 | Limited pool of candidates in AK and the rest of the US. Competition amongst facilities for talent as well. No school within AK. |
| supervisors | 9 | we don't currently have enough because there are so many more projects going on in the construction industry and it takes a long time to train people with the knowledge base to perform in this capacity |
| Support staff | 9 | Alaska economy - not enough workers |
| Telecommunications Technician | 9 | Similar to the Telecommunications Engineer, there is no program designed to consistently produce a comprehensive Telecommunications Technician skillset. The IBEW gets the closest but is missing key depths and breadths of knowledge portions. I.E. electronics theory, soldering, microwave systems, millimeter wave systems, satcom systems, two-way radio systems, cellular systems, IP networking, tower climbing and rescue. |
| Tour and Travel Guides | 9 | It's Seasonal job and we need people who are bilingual in English and Japanese. |
| Tribal Administrator | 9 | Tribal Administrators are located in rural communities where the cost of living is very high, and the pay is very low. A Tribal Administrator wears many hats, is very busy, often underqualified, overworked, and unappreciated. It is tough job. |
| Welders, Cutters, Solderers, and Brazers | 9 | Lack of available workers; Lack of available housing |
| window cleaner | 9 | Reliable, background check, clean cut. |
| Youth Workers, ED | 9 | We are in a village of about 350. It is hard to impossible to hire trained staff. |
| account manager | 8 | Finding people with direct experience (agency), direct degrees (marketing, communications, journalism), finding people with Alaska knowledge and experience (our clients are AK companies, it is critical to have AK economic, business, and industry knowledge) |
| Accounting Clerk | 8 | entry level wages for a position that requires some skill to be successful at |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|--|
| Administrative Law Judges, Adjudicators, and Hearing Officers | 8 | Office head count adjustments. |
| Administrative Services and Facilities Managers | 8 | Qualified applicants |
| Aerospace Engineering and Operations Technologists and Technicians | 8 | Finding qualified candidates in the area. |
| Ancillary allied health technician - respiratory therapy, surg techs, imaging techs, medical assistants | 8 | Not enough candidates - higher education partners don't produce enough Pay - particularly for surg techs and respiratory therapists |
| Architects, Except Landscape and Naval | 8 | Few qualified candidates |
| Architects, Surveyors, and Cartographers | 8 | |
| Audio and Video Technicians | 8 | Limited pool of skilled workers |
| Bakers | 8 | Finding a qualified baker to fill the position (previous baker had been with us over 14 years and retired) took us five tries. Some overstated their qualifications/experience. |
| Bartenders | 8 | Limited population, people just don't want to work |
| billing specialist | 8 | finding skilled or trainable employees in this workforce |
| Bookkeeper & Office Manager | 8 | Lack of qualified applicants located locally, not very many applicants |
| Bookkeeping, Accounting, and Auditing Clerks | 8 | Lack of qualifications |
| Bookkeeping, Accounting, and Auditing Clerks | 8 | budget, applicant pool |
| Breakfast Host/servers | 8 | Early morning hours. Not full cook positions but minor cooking skills needed. |
| Broadband installers | 8 | Very few qualified or certified |
| Business Manager | 8 | No one locally. And trouble finding someone to relocate |
| Caregiver | 8 | Competition with Hospitals who are allowed to offer 12 hour scheduling. Labor department limits us to 10 hour flex schedules but hospitals are allowed to offer 12 hour schedules. |
| caregiver | 8 | rate of pay, unwillingness to show up for work, work ethic |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| Cargo and Freight Agents | 8 | When we are able to find workers, we tend to lose them to higher paying jobs, or they are just unreliable. |
| Carpenters | 8 | Finding people without a criminal background, able to work, with their own transportation is very difficult. I also own a real estate company so I know hiring people for any job is highly competitive. |
| Case Manager | 8 | Case managers for Family Promise Mat-Su include multiple details coordinating with community volunteers and organizing schedules with those volunteers, communicating with community volunteers, and managing each family in our program. |
| Cath Lab RN | 8 | Very few in state and hard to recruit for most hospitals |
| Cath Lab Tech | 8 | Very few in state and hard to recruit for most hospitals |
| Chemical Engineers | 8 | We hire a very specific type and most job search services - and even this survey - do not let you differentiate. We hire Process Safety Engineers, which typically come from Chemical Engineering backgrounds but not always. |
| Chemists | 8 | Remote location |
| Cleaning Technician | 8 | Very few people want to do this type of physical work |
| Commercial Building Maintenance | 8 | Wages are not currently competitive with private sector wages. |
| communications director | 8 | |
| Construction Laborers | 8 | Nobody wants to get dirty |
| Construction Trades Workers | 8 | Availability. Those who have experience have jobs already. |
| Construction workers | 8 | they are not well-trained work ethic issues no hustle safety issues not enough people to hire they guys who have been with us for years are awesome but getting older can't find young, skilled, hardworking people to take their place skilled workers aging out affordable housing is hard to find if workers want to move here also hard school funding...for families they want good schools |
| Cooks and Food Preparation Workers | 8 | We are in Southcentral Alaska at the end of the Seward Highway. Finding experienced cooks is very challenging. |
| Cooks, Restaurant | 8 | |
| Correctional Officer 1 | 8 | Psych testing inconsistent, Not sharing disqualifying factors with applicants or double checking with them for errors on their applications. Instead blanket "Try again in a year" is used. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|---|
| Correctional Officers and Jailers | 8 | background history and physical; plus limited applicant pool in Alaska; our State is not easy for relocation |
| Correctional Officers and Jailers | 8 | Wages Locations - Alaska villages etc. Housing and Food costs in those locations Lack of Housing in those locations |
| Correctional Officers and Jailers | 8 | Working conditions (already make pay well over the average). This is a lack of true leadership issue. |
| Cost Accounting | 8 | Shortage of people in Alaska |
| Cost accounting | 8 | Shortage of Bookkeepers, CFO, and Controllers in State. |
| Customer Service for Technical Support | 8 | |
| Day to day Labor | 8 | Most expect way too much \$\$ for a "lead in" job-sales, customer service, etc. They make "just as much" staying home, so why get a job. Government is really, Really, stopping dedication and people who will work for their money. |
| Delivery drivers | 8 | Lack of applicants |
| Dental Assistants | 8 | Lack of trained individuals. |
| Dental Assistants | 8 | Rural and none available |
| Direct Support Professional | 8 | Finding reliable workers that follow through and show up to even interviews, complete hiring process and/or is on time and reliable on the job. |
| Direct Support Professionals | 8 | Challenging nature of personal care of clients in Assisted Living Homes or Natural Homes, and the physically and mentally demanding nature of job especially with providing Activities of Daily Living (ADL) and supporting clients with behavior issues. |
| Dishwashers | 8 | |
| Drafters, Engineering Technicians, and Mapping Technicians | 8 | Few qualified candidates |
| Education Administrators, All Other | 8 | Not many candidates |
| Educators, Fiscal management (Note: a drop-down menu did not appear) | 8 | Alaska's pay scale is well below what is needed given our high cost of living. The lack of a competitive retirement system also disincentives teachers and administrators from staying long-term. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|---|
| Electricians | 8 | First, the lack of youth entering the trades over the last 20 years has created a shortage of electricians. Second, many highly qualified electricians have moved out of state despite the high wages and full time employment. |
| Electricians | 8 | Meeting qualifications makes it difficult for applicants to applied. In addition, the qualified ones does not agree with the salary range and step due to the increase of living. |
| Entry Level Electrical Apprentice | 8 | Since COVID, the quantity of young people interested in working in the trades has significantly dropped. We have not noticed any increase, we usually get 2 applicants every time the position is posted. |
| Environmental Engineering Technologists and Technicians | 8 | rural/remote |
| Environmental Scientists and Specialists, Including Health | 8 | There is not a degree program, and very rarely do candidates have on the job training experience |
| Evaluator | 8 | I don't actually know why it is hard to find evaluators in Fairbanks. I am assuming it is because there are not specific evaluation degree programs within the UA system. Also, it is a relatively unknown field. |
| Executive Secretaries and Executive Administrative Assistants | 8 | Finding someone who will follow through and take responsibility. I understand the challenges of transitioning from someone who waits for others to tell them what to do to being someone who takes responsibility for their workload and implements projects with limited direction. However, finding someone who will do that is proving hard. |
| Exercise Trainers and Group Fitness Instructors | 8 | <p>1. For our organization, the instructor needs to have experience in karate at a high level and not a lot of people have that.</p> <p>2. In general, Governor Dunleavy has been public education and the public school system is crumbling before our eyes. Many of our clients are educators. Our current assistant instructors are high school or UA college students. The uncertainty around education funding has people looking elsewhere for a more reliable future.</p> <p>3. Adults that would work for us need childcare, good public schools, and external jobs that pay a living wage. We are a very part-time niche operation that runs outside of standard business hours. We are and likely forever will be a "side hustle" for someone and not their core job.</p> |
| Farmworkers and Laborers, Crop, Nursery, and Greenhouse | 8 | It's a seasonal job, therefore younger people are in demand or those with very flexible lives who don't require a high income or have a seasonal winter job. Emphasis on labor doesn't seem to be a priority in education as is being seen throughout the labor intensive industries. We need young workers who show up regularly and on time. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|--|
| finish blade operator | 8 | it takes so long to become proficient to know how to work the material. another level of complexity that is added is having to also become proficient at high tech grade control systems |
| Firefighting and Prevention Workers | 8 | Non-competitive wages and benefits when compared to federal government or other lower-48 state, or local and village entities. Extremely difficult job. |
| Food Processing Workers, All Other | 8 | Housing Shortage, lack of housing for out of town employees small work force, in rural area |
| Food Processing Workers, All Other | 8 | LACK OF PEOPLE THAT WANT TO WORK |
| Food Service Managers | 8 | |
| Food Service Managers | 8 | Finding experienced managers is very difficult. |
| Food Service Managers | 8 | Rural area, seasonal/tourism fluctuations, lack of housing, cost of housing, challenges of Alaska weather make it difficult for people to get to work in the winter, difficult to compete with high paying tourism jobs, difficult to afford benefits, people see food industry jobs as short term, people know they can get other jobs - so there is no reason to commit to stay in a job they are in. Very few people what qualify want increasing responsibility. |
| Front desk | 8 | Limited applicants, and applicants that do accept do not make it into work consistently. |
| front desk and specialized professionals (PT, CLT) | 8 | Having skilled professional help that stays for long periods of time. |
| General and Operations Managers | 8 | |
| General and Operations Managers | 8 | We advertise the job but rarely get any applicants. Alaska has a labor shortage right now. |
| Grant Writer | 8 | They are all busy |
| Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 8 | remote area, seasonal work |
| Heavy and light duty equipment and truck mechanics | 8 | Demand far outstrips supply. |
| heavy duty mechanic | 8 | they are in very high demand, it is very hard physical work, and the cost for tools is very expensive |
| Heavy equipment Operator | 8 | Once we mention that one must pass a pre-employment drug test, we do not hear from the person again. |
| hvac contractors | 8 | High demand for services and low number of actual contractors |
| HVAC Technician, Plumber | 8 | Not enough qualified applicants. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| Inside Sales | 8 | applicant pool is limited, tourism is not well-known for year round jobs with benefits, so it is difficult to get the word out to only LOCAL residents. If we use a website/service like Indeed or similar, we have to wade through a TON of unqualified applicants that would require a prohibitive amount of training on Alaska. |
| IRATA certified rope access technicians | 8 | Certification requires a week of training followed by an independent pass/fail exam. The total cost is over \$2000, before factoring travel and time lost from work. Individuals are hard pressed to self pay and employers do not consistently sponsor the training. |
| IT Technicians | 8 | They need to have certain qualifications and the ability to not only handle high stress situations but handle them calmly. |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 8 | Lack of labor |
| Kennel Assistants | 8 | Finding people who could do the work, lack of qualified applicants |
| Laborers and Freight, Stock, and Material Movers, Hand | 8 | In the summer, fishing boats pay way more than our general warehouse positions. Seasonal work takes candidate pool away from our year-round full time jobs. Small team so not a lot of room for advancement. |
| Librarians, Curators, and Archivists | 8 | not enough training, too much work, and in a rural area |
| Licensed operators for Vessels, Engine Mechanic, Gear technician | 8 | Not enough people getting into the industry. Too much demand from baby boomers retiring to fill all the vacant spots including growth within companies. |
| Licensed Practical and Licensed Vocational Nurses, Registered Nurses | 8 | Lack of local programs and Alaska is not a member of the Nurse Licensure Compact, which means licensed nurses from other states must go through a lengthy and often cumbersome process to obtain a license to practice here. This barrier not only discourages talented nurses from working in Alaska but also worsens staffing shortages in healthcare facilities across the state. |
| Light Truck Drivers | 8 | Finding people that are of adequate age, experience, have clean driving records and are not drug users (including marijuana) |
| Light Truck Drivers | 8 | People in this line of work often times don't have the time or means to get a license or buy a car. Or they lost their license, and it is extremely difficult to renew it even years later. |
| Light Truck Drivers | 8 | We live in a semi rural area. We are on an island. This position does not require a CDL, so should be easier. It is also only a part time position currently. Finding people who want to work 3-4 days a week is difficult, and who can pass a Drug Test. |
| Maids and Housekeeping Cleaners | 8 | Everyone thinks it's below them. In addition to the remote area. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| Maids and Housekeeping Cleaners | 8 | The housing is the most difficult reason why we can't fill our jobs. |
| Maids and Housekeeping Cleaners | 8 | Same as counter help. There is no place for local, seasonal help to live, at a rate the employer can support. |
| Maintenance and Repair Workers, General | 8 | Lack of local labor pool; difficulty trying to coordinate with higher educational or other services to try and attract reputable candidates. Cost of living (specifically electricity) is high in our community. |
| Maintenance and Repair Workers, General | 8 | We need skilled workers for maintenance but are often out bid on pay benefits by the pipeline |
| Management Occupations | 8 | Trained in special needs |
| Management Occupations | 8 | Seasonality of tourism |
| Massage Therapists | 8 | Rural Area |
| Medical Technologist | 8 | There are very few in state and most hospitals have a hard time recruiting them |
| Mental Health and Substance Abuse Social Workers | 8 | Non-competitive wages and retirement options. |
| Microbiologists | 8 | Location of work because of remote area |
| Office and Administrative Support Occupations | 8 | filling position difficult because in rural area and lack of general office skills |
| Office and Administrative Support Occupations | 8 | Poor quality candidates. |
| Office and Administrative Support Occupations | 8 | Pay not as competitive as private industry. |
| Office manager | 8 | It is not finding one, it is keeping one. People tend to overstate their abilities. |
| Operating Engineers and Other Construction Equipment Operators | 8 | People are unqualified |
| Operating Engineers and Other Construction Equipment Operators | 8 | Wages are not currently competitive with private sector wages. |
| Operating Engineers and Other Construction Equipment Operators | 8 | private sector wages are higher than public sector wages by a lot and many are in rural areas |
| Operator | 8 | Good ones are all working |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| Other Food Preparation and Serving Related Workers | 8 | Pay wages are substantially lower than in private agencies. |
| outside plant designer | 8 | Finding someone with good work ethics. Willing to travel for weeks on end. The desire to put in a good days work and more with overtime. Reliability and having the integrity to stay on task and perform independently. |
| Part-time teachers/tutors, split shifts | 8 | People need full time work and that doesn't work for our customers as open hours are limited to early mornings and after school but before dinner time. |
| paving operators | 8 | these jobs are very long hours and conditions are dirty, smelly, and monotonous. It is also difficult to train for because you cannot have mistakes |
| Peer Support Specialists | 8 | Health insurance benefits are not available and pay is relatively low |
| People old enough to pour beer/wine | 8 | Not sure |
| Plasterers, just not enough Plastering going on in Alaska. | 8 | not enough of it or not enough plasterers to work here. |
| Pretrial Officer | 8 | The process from application to job start date take far too long and qualified applicants lose interest or find other work in the private sector before they can finish the process. |
| Pretrial services officers | 8 | requires a 4 year degree, requires passing fitness/psych testing |
| Project Manager | 8 | There are a ton of job openings at any given time and not a lot of people to fill them - in Fairbanks in particular |
| Registered Nurses | 8 | Difficult to find and retain qualified nurses |
| REMOTE SITE SUPERVISOR | 8 | LACKING SUPERVISORY SKILLS, UNFAMILIAR WITH REMOTE SITE CONSTRUCTION, COMMUNICATION WITH PROJECT MANAGER |
| Retail Sales Workers | 8 | workers are unavailable, perhaps due to the cost of travel to our area(Denali National Park area), our starting wage is \$18-20 per hour. |
| Retail Sales Workers | 8 | |
| Retail Salespersons | 8 | expected hourly rate is higher than we can accommodate, also can't find someone reliable and willing to work the hours/days needed. |
| Retail Salespersons | 8 | We have several part time positions and they are very hard to fill with reliable people that actually show up for work. |
| Retail Salespersons | 8 | No place for seasonal workers to live and what is available is priced for tourists making the financial need for the employee too much for the retailer. |
| RN Labor and Delivery | 8 | There are very few in state and most hospitals have problems recruiting them |
| RN-Surgical Circulator | 8 | There are not enough of them and it is a hard to recruit position in most hospitals |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|---|
| Sales clerk | 8 | |
| Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 8 | getting them to even show up for an interview |
| Security Guards | 8 | Availability to perform the duties and role of a Security Officer |
| Server | 8 | Lack of interest in part-time employment |
| Servers | 8 | Hotel restaurant not as busy as chain or standalone restaurants. |
| snowboard and ski instructors | 8 | These positions are seasonal and part-time for a few hours one to 2 times a week, weather permitting |
| Sterile Processing Tech | 8 | Very few in state and hard to recruit for most hospitals |
| Student Support, Faculty | 8 | We are looking for individuals with higher education (Bachelors' Degrees or higher). It's tough finding applicants with that requirement. |
| Supervisors of Building and Grounds Cleaning and Maintenance Workers | 8 | Few applicants. |
| Teachers, laborers, office staff, support services | 8 | Rate of pay, location |
| Technicians | 8 | Lots of IT companies looking, few qualified and reliable people to be found. |
| Therapists, All Other | 8 | Not many master's level mental health counselors/therapists in the human services field available. |
| Urban and Regional Planners | 8 | Lack of University degrees programs in Alaska for this specialty/sector |
| USCG Merchant Mariner - vessel operators | 8 | Professional Licensing requirements (which we agree are necessary) |
| wastewater testing | 8 | No one likes to babysit a room full of Poo. |
| Water system operators, field service technicians | 8 | No experience, very few applicants apply even for apprentice/on the job training positions. Many new hires struggle with showing up on time/everyday. |
| Administrative Services and Facilities Managers | 7 | Small pool of talent, lack of housing to attract from outside the small pool |
| Administrative Services and Facilities Managers | 7 | Qualified candidates |
| Airline Pilots, Copilots, and Flight Engineers | 7 | FILLING THE POSITION IS DIFFICULT BECAUSE WE ARE LOCATED IN A RURAL AREA. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|---|
| Amusement and Recreation Attendants | 7 | Requires capable winter transportation, winter seasonal jobs, duties require being outside in the winter, weekend shifts required. |
| attorneys | 7 | Nonprofit wages |
| Automotive Service Technicians and Mechanics | 7 | Very few qualified individuals exist |
| barista | 7 | Training, availability, attitude, commitment. |
| billing and optician | 7 | Optician work is hard to find because not many people who have that degree are located here in Alaska. Billing is hard to find because not many people have the skill set for billing on the medical side. |
| Bookkeeping, Accounting, and Auditing Clerks | 7 | |
| Bread packagers | 7 | Early hours schedule |
| Bus Drivers, Transit and Intercity | 7 | lack of qualified applicants competition from other businesses |
| Captains, Mates, and Pilots of Water Vessels | 7 | hard to find experienced Captains |
| Carpenters | 7 | Trouble finding high level trained and capable individuals or entry level who are dedicated to learning the craft |
| Class A CDL Drivers | 7 | The recent ruling for the 3 week CDL Training. Cost of Training. We used to do our own on the job training. |
| Clerical | 7 | Rural Area |
| Construction Laborers | 7 | Lack of experience, expectation of unreasonably high pay, lack of incentive, lack of training, can't pay attention to detail, no desire to excel, lack motivation, as a general young people don't want to work physically hard anymore, no desire to do the best job possible, location--i.e. rural area |
| Construction Managers | 7 | There aren't a lot of people in Anchorage who are well suited to building sets for the theater, and we often face burn-out from relying on the same people too often due to this fact. |
| Cooks, Restaurant | 7 | I wish I knew the answer |
| Correctional Officers and Jailers | 7 | In the past, it has been difficult due to waiting periods between application and start times. However, this process has recently drastically changed and is improving. |
| Counselors, Social Workers, and Other Community and Social Service Specialists | 7 | Unable to compete with larger industries and non-profits for benefits and pay - makes it more difficult to hire. As well as finding the licensed or credentialed individuals to apply for the positions in Anchorage. |
| crew members | 7 | Rural, 24 hour periods of work, dangerous conditions. |
| Customer Service Representatives | 7 | Turnover is high. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|--|
| Customer Service Team members | 7 | The amount of training that is required to do the job which includes state licensing and the amount of pay the employee requires to keep them long term. |
| Dental Assistants | 7 | Dearth of applicants |
| Dental Assistants | 7 | Small applicant pool and we are competing with other organizations in the community who are able to pay more, higher turnover rates within our organization |
| Dental Hygienists | 7 | small applicant pool and we are competing with other organizations in the community who are able to pay more, higher turnover rates within our organization |
| Dental Hygienists, Food Service, Nurses | 7 | Dental hygienist-difficulty in filling in a more remote area; we are not paying a competitive wage. Nurses-same. Food service-competitive wage; however, it seems food service people are hesitant to work in a Correctional Facility as these positions work directly with inmates. |
| Dishwashers | 7 | Finding people interested in working, but without a long history of issues is difficult. |
| Educators | 7 | Availability, willingness to travel. |
| Electrical and Electronic Engineering Technologists and Technicians | 7 | Limited number of applicants, no previous experience and not having training capabilities in house |
| Electricians, Plumbers | 7 | Minimal candidates |
| Environmental Scientists and Specialists, Including Health | 7 | The job requirements are deep and broad: Master's degree preferred, must be a good writer and good with people |
| Equipment Operators | 7 | No experience No work ethic Seasonal work |
| Farmworkers, Farm, Ranch, and Aquacultural Animals | 7 | Rural-remote work, general cost of living, lack of housing, cost to get to job, lack of local hires |
| Fast Food and Counter Workers | 7 | Rural area, seasonal/tourism fluctuations, lack of housing, cost of housing, challenges of Alaska weather make it difficult for people to get to work in the winter, early morning and evening shifts are difficult for families and young employees, difficult to compete with high paying tourism jobs, difficult to afford benefits, people see food industry jobs as short term, people know they can get other jobs - so there is no reason to commit to stay in a job they are in. |
| Financial Managers, Accountants, IT/Technical, Engineers, Network Technicians | 7 | Not enough workers in the state to fill these positions. Accordingly, we have to look outside for employees. These types, of positions require advanced education and training. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| Fish Technician | 7 | We look for applicants that have a Natural Resources background and anything in aquaculture (specifically Alaskan aquaculture) is an added bonus. |
| General and Operations Managers | 7 | A specific skillset is needed to effectively manage a large private diesel shop |
| Guide | 7 | Finding someone who can get a coast guard license. |
| Heavy and Tractor-Trailer Truck Drivers | 7 | Drivers are easy to find. The drivers don't want to make deliveries, it's the more difficult part of the job. |
| Heavy Equipment Mechanics | 7 | Knowledge, experience, and aptitude. |
| Helpers--Production Workers | 7 | Finding people without a long history of issues that are interested in working full time can be very difficult. |
| Helpers--Roofers | 7 | Inconsistent/Seasonal work |
| Installation, Maintenance, and Repair Workers, All Other | 7 | rural area and working on a sewer utility, roads maintenance, landfill management, etc. |
| IT Technicians and Installers | 7 | Finding the right balance of skills, work experience, and salary requirements make it very challenging. Cost of living here in Juneau is also very high which pushes salary requirements up. |
| Journeyman electrician | 7 | Finding qualified applicants |
| Kitchen Assistant, Janitorial | 7 | Applicants are not as plentiful as they were when we began business in May of 2020. Of the 3 applicants I had, 1 was suitable for hiring. |
| Land Planner / Shareholder Records | 7 | Rural area and not many interested applicants |
| Lawyers | 7 | There is a shortage of lawyers in Alaska generally. We have hired a lot of them over the years and all the ones who have been good employees have eventually left the state. They cite the fact that Alaska has poor infrastructure, a lack of childcare, a declining education system, and bad government as reasons for leaving the State. |
| Light Truck Drivers | 7 | |
| Lodge Staff | 7 | It is a seasonal position that is restricted to people who are able to drive, and can start work before school ends, and continue to work after schools start |
| Medical Assistants | 7 | Lack of experience. |
| Medical Assistants | 7 | Small applicant pool and we are competing with other organizations in the community who are able to pay more, higher turnover rates within our organization |
| Microcomputer Network Technician 1/2 | 7 | Lack of applicants, lack of advancement and or incentives. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|---|
| Mobile Heavy Equipment Mechanics, Except Engines | 7 | It is difficult to find Mechanics (heavy/light duty) that are skilled and want to work rotational on the North Slope. What ends up happening is they are from the L48 and the cost/time involved in the travel makes it less than worthwhile. We need more local mechanics who want to work on the North Slope. |
| Office and Administrative Support Occupations | 7 | It is not full time work, and the company is very fluid so training will be a long process, and they might not stick around to get the longevity we need for the investment of our time. |
| Office and Administrative Support Occupations | 7 | Part-time job. + candidates lack knowledge of basic office operations or mis-represent ability |
| Office and Administrative Support Occupations | 7 | |
| Office and Administrative Support Occupations | 7 | Pay wages are substantially lower than private agencies. |
| Office and Administrative Support Occupations | 7 | easy to fill the position but very high turnover due to lack of pay |
| Office Clerks, General | 7 | Not many applicants to choose from since there are a lot more higher paying jobs with insurance benefits |
| Order Fulfillment | 7 | This position takes someone who can work with others, but can work by themselves once the delivery driver has been loaded and has left to make deliveries. We have had individuals that are fabulous when working with others, but can work/self motivate. |
| Other Office and Administrative Support Workers | 7 | few applicants, hard to pass background checks |
| Other Teachers and Instructors | 7 | Correct Personality, Training, etc. |
| outside plant inspector | 7 | Finding someone with good work ethics. Willing to travel for weeks on end. The desire to put in a good days work and more with overtime. Reliability and having the integrity to stay on task and perform independently. |
| outside plant resident | 7 | Finding someone with good work ethics. Willing to travel for weeks on end. The desire to put in a good days work and more with overtime. Reliability and having the integrity to stay on task and perform independently. |
| Parts Salespersons | 7 | difficult to find those eager to learn parts and provide excellent customer service |
| part-time on-call employee | 7 | Most people want benefits or more time, neither of which we offer to part-time or on-call. |
| Pretrial Services Officer | 7 | Low Wages |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|---|
| Probation Officers and Correctional Treatment Specialists | 7 | Finding qualified applicants and then applicants who actually want to work in this career field. |
| Probation Officers and Correctional Treatment Specialists | 7 | A number of positions are based in a rural area which offers many barriers. There are also limitations from an unappealing state retirement system for officers in State of Alaska. Cost of living and housing extremely high in the state which limits out of state candidates seeking to apply. |
| Production Workers, All Other | 7 | people want to stay home and receive state benefits |
| Registered Nurses | 7 | They cannot find reliable affordable child care and so have chosen to stay home with their children. |
| Retail Sales Workers | 7 | very hard to find the right person to work |
| Sales Representatives, Services | 7 | Limited knowledge of the Oilfield service industry. |
| Ski area maintenance & grooming | 7 | We are in a rural area and operate 5 months a year. This position is 3 - 4 days a week for several hours, weather permitting. |
| Social and Human Service Assistants | 7 | Rural setting of our operations |
| Supervisors of Building and Grounds Cleaning and Maintenance Workers | 7 | Not many people with the traditional handyman skills that are also reliable and able to work as needed. |
| Surveying and Mapping Technicians | 7 | Not fulltime year round - part-time lack of labor |
| Top Executives | 7 | This is a one person office requiring a high level of ability to multitask, understand resources and work with a wide variety of people. |
| Waterplant Operator | 7 | A Small Community in a rural area has limited access to trained professionals or people in general who are willing and able to work or receive training. Outmigration and declining fisheries have decreased the population significantly. Housing in the rural community is limited for new people to move in, and people would need to relocate and live off the road system. It is a part-time position which is difficult to make a living with this job alone. |
| Welders, Cutters, Solderers, and Brazers; Truckdrivers | 7 | Welders - seasonal job - I can't compete with the Davis-Bacon jobs. Truckdriver - Just not enough of them. |
| All | 6 | Lack of talent. Lack of follow thru from those who apply. |
| Animal Caretakers | 6 | Seasonal position, no benefits. |
| Barista | 6 | Qualified employees |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|--|
| Brewery workers (back of house) | 6 | lack of qualified applicants & people who want to work full time |
| Building and Grounds Cleaning and Maintenance Occupations | 6 | Person need skills |
| Captains, Mates, and Pilots of Water Vessels | 6 | The difficulty is finding qualified individuals. There is plenty of people that you can find to work, but the majority are not great workers, they have substance abuse problems and/or they are just not good human beings. |
| Carpenters | 6 | Just need part time occasional labor |
| CDL passenger endorsed drivers | 6 | Lack of trained passenger endorsed drivers. We built our own housing so making it easier to find employees. |
| Child care teacher | 6 | Lack of funding for a living wage |
| Cooks and Food Preparation Workers | 6 | Limited applicant pool. Actually, one of the hardest parts is keeping the cook once they are hired. Turnover is very high for this position. |
| CREW MEMBER | 6 | NO ONE WANTS TO WORK ANYMORE GETTING TO MUCH FREE MONEY HANDED TO THEM |
| deck hand | 6 | limited work time, rural |
| Dental Hygienists | 6 | Limited availability in Mat-Su Region |
| Electrical and Electronics Repairers, Powerhouse, Substation, and Relay | 6 | remote area, seasonal work |
| Electricians | 6 | remote, seasonal |
| Farmworkers and Laborers, Crop, Nursery, and Greenhouse | 6 | Drivers licenses |
| Flight Instructors | 6 | Limited pool of applicants in Alaska |
| Food and Beverage Serving Workers | 6 | Seasonal |
| Food Processing Workers, All Other | 6 | Season Work, Can't offer year round work. Hard to find skilled people at the same time all the other fish processing companies. Only so many skilled workers and many places to work. |
| General and Operations Managers | 6 | Wages and weekend hours |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|--|
| Heavy and Tractor-Trailer Truck Drivers | 6 | The cost of federal training requirements for CDL drivers has created a significant barrier to entry for new drivers. The existing pool of drivers is shrinking and the poor and unpredictable economy means more drivers stay where they are currently employed. |
| Heavy and Tractor-Trailer Truck Drivers | 6 | Qualifications required (class A CDL with haz mat endorsement, TWIC card, DOT medical card, clean driving record) and work force available. |
| Helpers--Production Workers | 6 | Finding qualified people with the right work ethic |
| Helpers--Production Workers | 6 | Finding motivated candidates that don't require constant supervision. |
| Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop | 6 | Someone reliable and responsible |
| Laborers and Freight, Stock, and Material Movers, Hand | 6 | The job requires little education but the employees want / need higher pay to stay. |
| Legal Secretaries and Administrative Assistants | 6 | It may be the rate of pay and that potential applicants see it as an entry level position. |
| Light Truck Drivers | 6 | Finding qualified employees in our Fairbanks, Juneau, Ketchikan, Sitka, and Kodiak locations. |
| Maids and Housekeeping Cleaners | 6 | Just finding labor is difficult in general. |
| Massage Therapists | 6 | Most do not show up to the interview or want to be independent contractors which is difficult since the legality of that means we can't tell them when to be there, etc. |
| News Analysts, Reporters, and Journalists | 6 | Limited pool of talent and challenges compensating them. |
| Office and Administrative Support Workers, All Other | 6 | Wages are not very high for these lower level positions |
| Office Clerks, General | 6 | competition from higher paying jobs in area |
| pizza cooks, drivers, dough | 6 | Not enough applicants or qualified personnel to drive and/or do dough |
| Probation Officers and Correctional Treatment Specialists | 6 | Institutional POs Anchorage Bowl Area PreTrial Officers Wages/locations |
| Receptionists and Information Clerks | 6 | They need to be highly organized and willing to put in the work. Also need to be a kind friendly person. |
| Registered Nurses | 6 | We utilize registered nurses for our infusion room and they usually have a higher skill level and command a higher pay scale in nearby hospitals, so we have only been able to attract nurses part time since we don't offer the pay that they are used to receiving at hospitals or on remote jobs. I have found though, that |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|--|
| | | hiring part time nurses really works out better for coverage and it helps them augment their hospital job income. |
| Retail Sales Workers | 6 | Lack of skills. I am to small to just have a checkout person or a person stocking shelves. Most retail workers are computer illiterate. Finding someone who can put products into the point of sale, be somewhat decent to customers and physically lift boxes of freight is impossible. Tech people computer skills not tablet or "app" skills. and for god sakes we need to do something about physical fitness. |
| School bus drivers | 6 | Rural location- limited hours-training requirements-inability to earn an adequate gross pay |
| Skilled hands | 6 | The help that is available does not have experience or does not regularly arrive at work |
| Structural Iron and Steel Workers | 6 | Lack of labor force, and competent foreman. Seems like this generation lacks drive |
| technical and skilled construction craft laborers | 6 | Pathways for youth (secondary) into apprenticeship is not clearly defined. Therefore there is a lack of knowledge regarding how to enter this high wage, high demand industry. Getting the word out to the general public so that people know how to enter commercial construction has been extremely challenging. The industry needs to increase the workforce. Collaboration with secondary education, job centers, native corporations, and other entities who advise on careers is needed. |
| Telecommunications Line Installers and Repairers | 6 | Getting individual interested in telecom since it not well known |
| Tour and Travel Guides | 6 | Housing for qualified candidates, quality of local candidates, school/college dates interfering with tour season |
| Vehicle and Mobile Equipment Mechanics, Installers, and Repairers | 6 | This position is not a permanent position and is on an as-needed basis. A Small Community in a rural area has limited access to trained professionals or people in general who are willing and able to work or receive training. Outmigration and declining fisheries have decreased the population significantly. Housing in the rural community is limited for new people to move in, and people would need to relocate and live off the road system. It is a part-time position, and someone may not receive enough hours to make a living with this job alone. |
| Workflow Specialist | 6 | The workflow specialist business workflows on a specific legal tech platform. This skillset is difficult to find. |
| 6 pack license Captain | 5 | Finding qualified individuals that can do seasonal work |
| administrative assistant | 5 | Lack of training in dental sector Salary expectation higher than business can support |
| Airline Pilots, Copilots, and Flight Engineers | 5 | Demand |
| Bartenders | 5 | Few qualified applicants |
| Bingo / Pull Tab workers | 5 | Rural area, limited part time people willing to work |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|---|
| Commercial crew members, welders refrigeration tech | 5 | Rural part time |
| Construction and Extraction Occupations | 5 | Adequate experience and good personal habits |
| Construction Laborers | 5 | Candidates do not want to do manual labor |
| Construction Laborers | 5 | The work is physical and we've found it twice as hard to fill then only a few years ago since Covid. There is a different mindset to young people out there seeking employment. There is also high turn over as it is physical and leads to quitting. |
| Contract Workforce | 5 | Skilled labor is at high demand |
| Customer Service Representatives | 5 | We would like to have dedicated employees to help with ticket sales and audience experience at the theater, but rely largely on volunteers. |
| deck hand | 5 | Seasonal, physically challenging, weather related |
| Dental Assistants | 5 | |
| Dishwashers | 5 | low wages |
| Electricians | 5 | No skilled workers available |
| Front line workers - tour information | 5 | Part time position, no housing available, lower wage |
| Gaming Sales | 5 | Competitive wages, lacking benefits, limited work hours |
| Laborers and Freight, Stock, and Material Movers, Hand | 5 | Finding qualified employees in our Juneau, Ketchikan, Sitka, and Kodiak locations. |
| Licensed Skippers | 5 | Need skippers with local knowledge and we are in a rural area |
| Medical Assistants | 5 | We live in a rural area and the supply of skilled medical assistants are scarce |
| Mental Health and Substance Abuse Social Workers | 5 | Availability |
| Office and Administrative Support Occupations | 5 | |
| Other Office and Administrative Support Workers | 5 | It's hard to find qualified staff that likes to work and show up on time |
| Payroll and Timekeeping Clerks | 5 | ATTENTION TO DETAIL, MEETING DEADLINES, ACCURACY |
| Pharmacy Technicians | 5 | Entry Level |
| Pretrial Services Officer | 5 | Qualifications of applicants and the length of the hiring process. |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|---|
| Quality Control | 5 | Requirements/years of experience/education level needed by Customer. |
| Retail Salespersons | 5 | It's been more difficult post-pandemic. Each year is improving and the fact that I increased everyone's hourly wage, as well as implemented an interactive calendar where they can choose the shift they prefer to work. |
| RN | 5 | Not enough volume and/or candidates with experience (specialty nursing - NICU, cath lab, etc.) Location and housing availability are challenging particularly for our critical access hospitals. |
| School bus mechanic | 5 | Rural locale- inadequate ability to offer longer hours |
| Tour and Travel Guides | 5 | The job is for a very short season, so most guides don't want to work for only 30 days |
| Trained office | 5 | Need experience and people that can be trusted. |
| Instructors | 4 | Most experienced individuals are. currently working a higher paying job or retired. |
| Laborers and Freight, Stock, and Material Movers, Hand | 4 | Part time sporadic work |
| Lodging Managers | 4 | need experience and desire to live on site |
| Maids and Housekeeping Cleaners | 4 | Rural area, process of hiring is labor intensive |
| Maids and Housekeeping Cleaners | 4 | Rural Area |
| Night shifts | 4 | Most of our employees have other jobs, so finding people willing to work at night is difficult. |
| None | 4 | We are not an Alaskan based company we are based in Ohio. We have 1 employee that lived in Alaska that we employ. |
| Office and Administrative Support Occupations | 4 | Want local help, but only a part time position. Skill sets seem to be lacking (excel, word, grammar) |
| Office Clerks, General | 4 | It is a part time position |
| Pet care technicians(animal caretakers) | 4 | We have notices on "Indeed" and occasionally "Craigslist". We get many resumes but few actually show up from scheduled interviews. We are within 5miles of Fairbanks on main Highway well maintained etc. Several have worked short periods before saying job is far more physically challenging than they anticipated?!! |
| Sales Representatives, Services | 4 | Extensive sales knowledge/beauty industry experience. |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 4 | Could not find one qualified |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|---|-------------------------|--|
| construction helper | 3 | Someone who is willing to work and show up on time, teachable and not on their phones all the time |
| Construction Laborers | 3 | We belong to a union and we have to hire through there and the hall is continually empty. |
| Cooks and Food Preparation Workers | 3 | Not enough skilled workers. People over stating their work experience/abilities. |
| Customer Service Representatives | 3 | Temporary position |
| Faculty for in-person learning | 3 | Many qualified individuals moved out of the region during COVID. Of those who are still living in the area, a great number prefer to remain teaching in a virtual format. |
| Farmworkers and Laborers, Crop, Nursery, and Greenhouse | 3 | rural area, limited population |
| General and Operations Managers | 3 | There are different types of operating jobs such as; mine, sandfilter, mill, gysum, lime room, and etc. |
| Lawyers | 3 | A mix of qualifications and experience in the proper practice. |
| Maintenance and Repair Workers, General | 3 | It is not a full time position |
| No | 3 | |
| Office and Administrative Support Occupations | 3 | Lack of experienced applicants |
| seasonal volunteers | 3 | stipend cost |
| USCG licensed fishing guide | 3 | NO PROBLEM: Being Rural/Wilderness OCCASIONAL PROBLEM: Finding clean cut, well-spoken, intelligent guides, without alcohol & who keep their boat and living quarters CLEAN. |
| Insurance Agent | 2 | They have to pass an insurance exam. Not much of a barrier to entry, but most young people do not want to do it and older people have other options. |
| Legal Support Workers, All Other | 2 | finding a qualified individual, who does not move on to other opportunities. Though we have retained our current LOA now for a number of years |
| None | 2 | It's not difficult. Just time consuming. I have a full crew and it's not even May yet. |
| Sales Representatives, Services | 2 | Small area, other companies have higher starting pay. |

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|---|-------------------------|--|
| Water and Wastewater Treatment Plant and System Operators | 2 | no one wants to sit in a building all day, by themselves looking at wastewater flow and having to take samples periodically. |
| Education Administrators, Postsecondary | 1 | Our campus is in Salem, WV we do not have a large need for Alaska educators. |
| Entry Level | 1 | Lack of applicants and quality of candidates. |
| I do not have employees | 1 | |
| I have had no difficulty filling my instructor positions. | 1 | No difficulty |
| N/A | 1 | I operate with two employees, I have not had to hire. Hiring difficulty is N/A. |
| N/A | 1 | |
| N/A Closed | 1 | |
| No | 1 | AK based employees are remote workers. |
| No | 1 | We are a global company that hires individuals all over the US. We just have 1 employee in Alaska |
| None | 1 | We are no longer in operation. |
| None | 1 | We do not have any problems finding workers that want to work in this industry |
| None | 1 | N/A |
| none | 1 | nothing have not had issues |
| none | 1 | We have a very low turn over. |
| None | 1 | Nothing |
| none | 1 | |
| None | 1 | We are not in operation. Our business has been on the market for sale for the last 3 years |
| none | 1 | this business is closed permanently |
| None | 1 | |
| None at the moment! We're hired up! | 1 | N/A we are staffed with wonderful USCG spouses! |
| None. | 1 | Not difficult. |
| not applicable | 1 | we have the same individuals working for us seasonally. its very part time |
| Training and Development Specialists | 1 | N/A |
| We don't have a difficulty filling any jobs | 1 | N/a |

| 8a. Which job the most difficulty filling? | 8b. Rate the difficulty | 8c. What makes the job so difficult to fill? |
|--|-------------------------|--|
| We have only one employee in Alaska working remotely | 1 | |
| Year round fuel attendant | 1 | Its remote and not many people wish to live there year round |

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