

Appendix 4: Report of Regional Communities Focus Groups and Interviews

Overview

The Alaska Safety Alliance and the State of Alaska with support from the Denali Commission joined to create a unique cross-industry workforce development plan, Alaska's Workforce Future – The Alaska Plan, to address critical labor shortages that impact every industry, nonprofit, government agency, and community in Alaska. A statewide planning effort with multiple research team members, [Information Insights](#), was commissioned to conduct workforce research and engagement in rural areas of Alaska. [Bloom Communications](#), partnered with Information Insights to develop and implement the engagement effort. This appendix, the Report of Regional Communities Focus Groups and Interviews, details the methodology and recommendations from this effort that are incorporated into the Alaska's Workforce Future plan.

Appreciation and acknowledgement are extended to the members of the Alaska's Workforce Future Industry Advisory Council; regional workforce planning efforts – The Bristol Bay Workforce Development Consortium, The Nome Implementation Committee-Nome Workforce Needs and Career Pathways, and The Fairbanks Economic Development Corporation; and the organizations and individuals who offered their time to guide and inform this effort.

Recommendations from Alaska's Workforce Future - Rural Focus Engagement

- **Empower Regional Workforce Development Teams.** Support and resource regional workforce development teams, state-funded and region-led, in the 12 Alaska Native Claims Settlement Act (ANCSA) corporation regions covering all six Alaska economic regions.
- **Integrate economic and community-scale infrastructure development into all workforce development planning.** Take advantage of the new, large infrastructure projects being planned, and link economic development with workforce development planning by simultaneously investing in large infrastructure and community infrastructure and services that are essential for people and families to use and benefit from these large, planned infrastructure investments.
- **Invest in Intensive Career Awareness, Mentorship, and Training for K-12 students, both Rural and Urban Alaska.** Build on intensive programs from multiple regions and industries that bring K-12 career awareness and training to students from rural Alaska.

Methodology

Engagement and research into workforce development, hiring, and retention challenges in rural Alaska was conducted between February and June 2024. The short but intensive effort included a comprehensive literature review, four focus groups, and multiple one-on-one interviews and

conversations with community-based organizations and workforce development and economic development professionals from areas around Alaska. The goal of engagement and research was to better understand the challenges rural Alaskans face and the strategies rural Alaskans are implementing to expand and support workforce development. The recommendations drawn from this research and engagement, unsurprisingly, are holistic as that is the way Alaskans live. For example, engagement participants connected successful workforce training outcomes with low-cost, available housing and reduced barriers to training and employment faced by Alaskans with a criminal record.

Research: Cross-industry and regional challenges, strategies, and recommendation to guide workforce development in this report are supported by a literature review of over 40 sources published by regional organizations and workforce development initiatives in rural Alaska. Included are the approved and current Comprehensive Economic Development Strategies (CEDS) plans from the Bering Straits, Bristol Bay, Copper River, Fairbanks North Star Borough, Interior, Kenai Peninsula, Kodiak, Northwest Arctic Borough, Prince William Sound, Southeast Alaska, and the Yukon Kuskokwim Delta regions. Each CEDS is developed via a multi-month regionwide engagement and data collection effort and is overseen by a regional committee, which reviews and approves the CEDS after a public comment period. Other resources reviewed include region and industry-specific reports commissioned by Alaska Native Regional Organizations and Native Corporations, regional University of Alaska Campuses, and regional and statewide organizations. Examples of these reports are the Bristol Bay Native Corporation's 2022 Workforce Assessment, which surveyed 37 Bristol Bay based employers on workforce hiring and retention challenges, Renewable Energy Alaska Project's gap analysis of the energy training and education landscape, the Sustainable Southeast Partnership's overview of the Alaskan Youth Stewards program, and the Yukon Kuskokwim Health Corporation's Area Health Education Center for health-career training and awareness for youth. As with the direct engagement, research focused on challenges to successful workforce development programs and strategies to address them. The full list of sources is available at the end of this appendix.

Engagement: The Alaska's Workforce Future Industry Advisory Council members guided engagement, offering topic areas and providing connections with representatives from rural Alaska. Four 90-minute focus groups were held over two weeks in April 2024 with representatives from economic development, community-based, and Alaska Native organizations from the Bristol Bay, Prince William Sound, Kodiak, Kenai Peninsula, Copper Valley, and Denali Borough regions, as well as organizations working statewide. The discussions were solutions-based, drilling into what is happening now and what would be needed to achieve the Alaska's Workforce Future objectives. In addition, engagement included one-on-one interviews and participation and review of existing regional efforts on workforce development, specifically the Nome Implementation Committee-Nome Workforce Needs and Career Pathways, Bristol Bay Workforce Development Consortium, and Fairbanks Economic Development Corporation's annual economic report. With direct conversation and through the existing workforce and economic development efforts noted above, direct engagement occurred with over 80 Alaskans and touched every region of Alaska.

Themes from Research and Engagement

Research and engagement raised several themes highlighting the challenges and strategies currently being experienced and deployed in efforts to build skills, connect residents with employers, and encourage retention and investment in people and their jobs across industries in rural Alaska. The

similarities in themes identified from research and engagement are striking, as is the alignment across regions. The primary themes from research and engagement for challenges and strategies are outlined below. The wealth of information on challenges and strategies is the direct result of the intensive planning and collaboration already happening at the regional level on workforce development. Challenges are divided into structural challenges, for which regional strategies are not clearly identified, employer challenges, for which some regional strategies are provided, and finally for workforce awareness and training for which, multiple program and strategies are being deployed.

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Structural Challenges that are top barriers to attracting and retaining workers in every rural region of Alaska

- Lack of housing in terms of affordability, type (apartment vs single family), and availability (the absence of housing structures in which families and individuals can live).
- Lack of affordable and available child and elder care.
- High cost of energy and living make it difficult to attract and retain workers in rural communities.
- Prohibitively expensive transportation costs to and from communities and the lack of personal and public transportation within communities impede rural residents' access to jobs and training both in their communities and for traveling outside the community to work or attend work training.
- Lack of services that are available in urban Alaska and most communities in the lower 48 that significantly limit the ability to train and access jobs, including
 - Uniform broadband access, which limits the potential for remote jobs which would be well suited to smaller, rural Alaska villages which are unlikely to develop major industries.
 - Department of Motor Vehicles access, which prevents rural residents from securing a valid Driver's License and limits training and employment options for rural residents.
- Criminal records and history of substance abuse limit or prohibit residents' participation in workforce training and eligibility for employment.

Workforce hiring and retention challenges experienced by employers

- Employers need to offer higher wages to competitively attract workers.
- Misalignment between workforce experience and job requirements leads to few if any applicants.
- Employer expectations on seasonal and flexible work schedules for cultural practices and/or family care are not uniform or in alignment with those of many rural Alaska workers.

Workforce Awareness and Training Challenges

- Difficulties in accessing training due to transportation, location, and pay; more money for training will not resolve the access issues.
- Lack of training opportunities for older workers seeking career change or upskilling.
- Lack of career guidance and counseling for high school students transitioning to post-secondary education, particularly in rural areas, limits student exposure to career opportunities and understanding of needed skills.

- Difficulty implementing apprenticeship programs in rural communities due to administrative barriers. Smaller communities typically don't have journey-level professionals in the community that would allow apprentices to stay, live, and work in their community.



Workforce strategies and programming in rural Alaska often emphasize

- Fostering targeted programs and awareness in high school youth
- Prioritizing regional and subregional partnerships across school districts, employers, and Alaska Native regional organizations
- Mentoring/programs to help lower barriers identified by rural/Indigenous students
- Lowering financial barriers to training and educational opportunities
- Local job matching and mentorship

Select Strategies for Awareness & Training

Much more is happening in the regions highlighted and in those not noted here.

Northwest Highlights

- ❖ Kawerak, Inc.
 - 2023 Grant Writing Training: Five-day intensive grant writing training in Nome to build capacity and skills in the region.
 - Trainee Highlight: Kawerak supplied a scholarship for rent and food for a nine-month welding course in Arizona.
 - “Pathways Advancing Technical Trades & Employment Readiness Now.” In 2021 Kawerak was awarded a 5-year Native American Career and Technical Education Program grant, with \$550,000 a year supporting education and training opportunities through Kawerak and their partnership with the Northwestern Alaska Career and Technical Center.
- ❖ [Northwestern Alaska Career and Technical Center](#) *“provides high school students with the resources and skills for independent living success leading to employment opportunities and the pursuit of postsecondary education.”*
- ❖ [Norton Sound Economic Development Corporation](#) *“invests in residents’ education and career goals, understanding that strengthening individuals also strengthens our communities in ways that impact more than just economics.”*
 - Student Loan Repayment Program for teachers, Commercial Pilot Scholarship & Commercial Pilot Loan Repayment Program, Commercial Driver License Scholarship, Fisheries Safety Orientation Classes, Norton Sound Seafood Products training, and other internship and training programs.
- ❖ College/University Offerings: [Iliasvik College](#), [UAF Northwest Campus](#), UAF [Chukchi Campus](#)

Western Highlights

- ❖ [Orutsarmiut Native Council Youth Employment Service \(YES\)](#) *“provides work experience in employment settings for Alaska Native and Native American Youth, ages 14-21, who reside in Bethel.”*

- ❖ [Yuut Elitnaurviat](#) “offer a variety of training programs aimed at putting the people of the Yukon-Kuskokwim Delta to work in local high-wage jobs.”
 - Adult Education Center, Aircraft Maintenance, Construction and Welding, Driver Education, Health Care Training, and Public Safety
- ❖ [GCI Telecom Training](#) “Alaskan broadband operator GCI reports that nearly 35 GCI technicians and representatives from 26 Yukon-Kuskokwim Delta communities gathered in the town of Bethel on June 7 for safety and technical training. According to a press release, the weeklong session, hosted at the Yupiit Piciryarait Cultural Center and local United Utilities, Inc. facilities, is GCI’s largest-ever training series held in rural Alaska. GCI said the training opportunity, which is open to Y-K Delta based GCI employees, will further develop their technical skills in an ever-evolving telecom industry.”
- ❖ [The Yukon-Kuskokwim Area Health Education Center](#) “sponsored by YKHC, is one of five regional centers for the program. The program’s goal is to implement educational activities, involving health professions, and to expose students to primary care delivery in rural and/or underserved areas. Alaska’s AHECs have a presence in Bethel, Utqiagvik (formerly Barrow), Anchorage, Fairbanks and Sitka.”
- ❖ College/University Offerings: [UAF Kuskokwim Campus](#)

Interior Highlights

- ❖ [Fairbanks Pipeline Training Center](#) “providing training opportunities for Alaskans to enter into registered construction apprenticeship programs for careers in the oil and gas, and construction industries. The Center offers training programs structured to meet market demands in all sectors of the Alaska’s oil and gas industry, including the construction, operation and maintenance of mainline pipelines, gathering lines, pump stations, flow stations, gathering stations, compressor stations, and the construction and operation of oil and gas facilities.”
- ❖ [Kusilvak Career Academy \(KCA\)](#) is a residential career and technical education academy for 11th and 12th grade students from the Lower Yukon School District (LYSD). Based in Anchorage, KCA offers LYSD students an intensive course and training schedule as well as access to programs through King Tech High School and Alaska Middle College School in Anchorage.
- ❖ [Stone’s Throw](#) “culinary training empowers people overcoming challenges to change their lives through job readiness training & skills development opportunities. Stone’s Throw has two annual programs: In fall, a four-week baking skills program &, in spring, an eight-week culinary job training program. Both programs are all-day intensives that teach both “hard” & “soft” professional skills.”
- ❖ [AFFECT Framer Training](#) “The AFFECT Community Farm Project mission is to: 1) Increase low-income Fairbanks residents’ access to locally grown food and agricultural workforce development opportunities in local large- and small-scale agriculture. 2) Improve resilience and access to innovative methods of food production and assist, train, and direct FNSB residents to pursue their own sustainable farming enterprises.”
- ❖ College/University Offerings: [University of Alaska Fairbanks](#), [Community and Technical College](#)

South Central Highlights

- ❖ The Kenai Peninsula Workforce website, developed by Kenai Economic Development District, to create a hyper local job matching program between local employers and local students and job seekers: <https://kenaipeninsulaworkforce.org/>.

- ❖ [Kenai Construction Academy](#) *“Free hands-on basic construction training for adults seeking skills that can lead to good-paying jobs in Alaska’s construction workforce. Courses offered in Carpentry, Electrical, Plumbing, Welding, and Introduction to Diesel Mechanics.”*
- ❖ [Pilot “Earn and Learn” CNA Training at South Peninsula Hospital](#)
- ❖ [IT Internship with Mat Su Borough School District](#) *“This is a comprehensive hands-on training program for those who wish to pursue careers in the field of Information Technology through internship programs.”*
- ❖ [Alaska Vocational Technical Center](#) *“a vocational training center operated by the State of Alaska as a Division of the Department of Labor and Workforce Development. Located in Seward, Alaska, AVTEC is an excellent place for Alaskans from across the state to gain key employability and technical skills and start on a career in less than a year.”*
- ❖ College/University Offerings: [Alaska Bible College](#), [Alaska Christian College](#), [Kenai Peninsula College](#), [Matanuska–Susitna College](#), [Prince William Sound College](#)

Southeast Highlights

- ❖ [Tlingit & Haida’s Employment & Training Department](#) *“can provide up to 24 months of vocational training assistance to eligible clients who are seeking a training certificate or degree program (36 months for Registered Nurse training).*
 - Program Examples: Administrative Assistant, associate’s degree, Barista Training, Carpentry, Commercial Driver’s License, Cosmetology, Culinary Arts, Driving Instructor, Electrical Line Worker, Flagging, Medical Assistant, Mine Mechanic, Plumbing & Heating, Welding, Silica Awareness Course
- ❖ [Generations Southeast Learning Center](#) offering career and technical training opportunities, *“Generations Southeast is a place of learning that is culturally driven by our Traditional Tribal Values. Embracing the strength of our culture and communities, our courses are open to the public and we welcome everyone to join our learning environment. Through high quality, postsecondary academic and vocational training courses as well as cultural classes, we provide students the opportunity for personal growth and the tools for career development and financial wellness.”*
 - 2024 Training Schedule includes: Administrative Assistant Level 1 & 2, First Aid/CPR/AED Certification, Financial Literacy, Early Childhood Leadership, and Child Development Associate (CDA).
- ❖ [The Learning Connection](#) - Juneau
 - Free Healthcare and Trades training
 - GED and General Education
 - Specific programs for those aged 16-24
 - Has online offerings so individuals do not have to leave SE community to access
- ❖ College/University Offerings: [University of Alaska Southeast](#)

Southwest Highlights

- ❖ [The Bristol Bay Regional Career and Technical Education \(BBRCTE\) Program](#) partners with schools in Bristol Bay to introduce high school students to regional career opportunities, including internships. Through a consortium of the Bristol Bay school districts, residential intensive coursework is offered in both Dillingham and Naknek in-region and at schools outside of the region (Anchorage, Seward, and Palmer), leading to college credit and/ or industry recognized certifications to high school students

within the region. Programs are cross industry, including aviation, construction, education, healthcare, and fisheries.

- ❖ [SALMOnet, Southwest Alaska Long-haul Microwave and Optical Network](#)
 - The focus is on planning efforts and programs from regional and subregional workforce development partnerships.
 - Support existing regional telecommunications jobs and provide for the creation of new in region jobs, both in the telecommunications industry and through the development of E-commerce.
 - Support the development of training centers that enable residents to fill these new jobs and compete for telework jobs globally.
 - Create a regional network that can meet the current critical service needs and is scalable for future growth.
- ❖ [APICDA Training Programs](#) *“dedicated to strengthening local fisheries-based economies through increasing direct fisheries participation in the Bering Sea and Aleutian Islands, building support infrastructure and offering programs to assist the advancement of priority initiatives in its six member communities in the Aleutian-Pribilof region of Alaska. Offers scholarships for Marine, Construction, Energy and Environmental, and Administrative.”*
- ❖ [APIA Training Assistance](#) *“Includes leadership opportunities, On-the-Job Placement (OJP), internships and vocational training up to 24 months (non-concurrent) can be eligible for some stipend and/or training funding.”*
- ❖ College/University Offerings: [UAF Bristol Bay Campus](#), [Saint Herman Theological Seminary](#), [Kodiak College](#)

Recommendations

- **Empower Regional Workforce Development Teams.** Cross-industry, workforce development planning and coordination groups, driven by local and regional knowledge of gaps and assets, are active around the state. **Recommendation:** Support and resource regional workforce development teams, state-funded and region-led, in the 12 ANCSA regions covering all six economic regions.

Why:

- Subregions have approved and community-vetted comprehensive economic development strategies and infrastructure-focused planning with documented challenges and strategies on workforce development. For example, recommendations for regional collaboration and sub-regional workforce development coordinators are documented in the [Bristol Bay Broadband Implementation Plan for Virtual Jobs Adoption](#);
- Multiple organizations, for-profit and nonprofit, are fully committed to economic development through workforce development via investment in the people and infrastructure in their region;
- Regional efforts are built on longstanding cross-industry relationships and connections and catalyzed by federal and state-funded infrastructure projects, funded through the Inflation Reduction Act (IRA) and Infrastructure Investment and Jobs Act (IIJA); and
- Regional and community decision making and leadership must drive workforce development objectives, strategies, and programming. State workforce planning has not been fully

connected to regional efforts, resulting in fragmentation, duplication, underfunding in critical areas, and underuse of programs due to lack of communication and feedback mechanisms.

How: Build on what is already working! Consider workforce development groups in Bristol Bay and Bering Straits regions as examples for regional workforce development teams and set-up a statewide independent workforce development intermediary to drive communications and upgrade feedback mechanisms among programs and stakeholders. Support regional efforts to employ community representatives for clear lines of communication between residents, state agencies, contractors and providers, and regional organizations. An emerging strategy is regional organizations, with strong leadership by Alaska Native Corporations, leading and owning large rural infrastructure projects. One growing area is in the expansion of broadband infrastructure and partnerships between ANCs and telecommunication companies, with accompanying Tribal ownership, planning on end user and workforce skill development, and engagement across school districts, Tribal governments, and economic development organizations.

What’s already happening:

Bristol Bay Workforce Development Consortium - Growing out of calls for action from residents on unemployment and infrastructure gaps in remote communities and calls for action from employers on the challenges around hiring and retaining employees, this Bristol Bay group explores regional programs and initiatives, connects organizations working on economic and workforce development in different industries and subregions, commissions external reports and planning, and guides organizational investments and partnerships. This group has been pivotal in program design and planning on expected broadband infrastructure projects, funded through IJA.

Currently organized and supported by Bristol Bay Native Corporation, the Workforce Development Consortium has representatives from Bristol Bay Native Association, Bristol Bay Native Corporation, Bristol Bay Economic Development Corporation, United Tribes of Bristol Bay; Village Corporations; Tribal, Municipal, and Borough governments; Bristol Bay Regional Housing Authority; cross industry representation including health, hospitality, transportation, and commercial fishing; and training and education representatives from school districts to University of Alaska Fairbanks Bristol Bay Campus and Dillingham Job Center.

Implementation Committee: Nome Workforce Needs & Career Pathways Project - Arising from the 2023 Nome Workforce Summit, the Nome Workforce Needs and Career Pathways project is a 12-month planning project with a purpose to provide a comprehensive review of Nome’s workforce needs and identify career pathways that maximize local employment opportunities and strategically advance community organizations and regional employers in achieving better local hire for community, economic, and infrastructure developments particularly with upcoming projects like the Port of Nome expansion and Graphite One Mine.

The project is supported by the Denali Commission through the University of Alaska Fairbanks (UAF), Northwest Campus (NWC) and facilitated by Northwest Planning, LLC, an Iñupiaq professional consulting firm based in Nome, Alaska, that compiles data, facilitates meetings, and

completes activities including reports. Committee members include the NWC, Kawerak, Inc., Bering Strait Regional Housing Authority, Norton Sound Economic Development Corporation, Bering Straits Native Corporation, Village Corporations, Tribal and Municipal governments, cross industry representation including health, mining, and organized labor, training and education representation from the University of Alaska System and Northwest Alaska Career and Technical Center, and the Nome Job Center.

- **Integrate economic and community-scale infrastructure development into all workforce development planning.** Large infrastructure projects offer huge opportunities, but community and regional leaders and employers are saying that more economic development is essential for rural Alaska communities to realize the long-term benefits of these projects.

Recommendation: Take advantage of the new, large infrastructure projects being planned, and link economic development with workforce development planning by simultaneously investing in large infrastructure and community infrastructure and services that are essential for people and families to use and benefit from these large, planned infrastructure investments.

Why: Economic development gaps - lack of housing, transportation, and family care (both childcare and elder care) – are top barriers to attracting and retaining skilled employees in rural Alaska and will continue to be the barriers to building out a workforce for large infrastructure projects. This is documented in many planning efforts from both the employer and employee perspectives, including the Alaska’s Workforce Future Rural Focus Groups, Alaska’s Workforce Future Employer Survey Report, Regional Comprehensive Economic Development Strategies from around Alaska, and the Implementation Plan for Telework in Bristol Bay. Workforce development relies on available housing, childcare, and transportation. Without these services and resources, rural Alaska may not realize long-term retention and growth in skilled workers.

How: Integrating core economic development services with workforce programming alongside infrastructure development would be most effective at a statewide level with strong regional collaboration and coordination. This requires a direct line of communication with regional representatives and statewide independent workforce development intermediaries to drive communications and upgrade feedback mechanisms among programs and stakeholders. Specific economic development actions identified at the regional level include statewide investment in construction of various types of affordable housing, continuing policy-level efforts to expand child and elder care, and expanding state services, such as DMV representatives, to rural Alaska.

- **Invest in Intensive Career Awareness, Mentorship, and Training for K-12 students, both Rural and Urban Alaska.** Funding for secondary and post-secondary training programs exists, but funding for early and intensive career awareness, mentorship, and training for Alaskans is a clear gap in existing workforce development initiatives. **Recommendation:** Build on intensive programs from multiple regions that bring career awareness and training to students from rural Alaska.

Why: Awareness, education, and navigation starts early. Current programs, particularly those funded through federal programs, focus on quick results (train a high school graduate, and they get

a job within 3 months). In planning for the future workforce, gaps must be addressed, and this means designing and building on programs that have longer term impacts, working with young Alaskans today, so they are able to find interests and thrive in an industry five- and ten-years down the road. Based on the Alaska's Workforce Future Student Survey, this also means investing in awareness as the survey found that, due to lack of communication, both young rural and urban Alaskans are largely unaware of most programs intended to open career pathways.

How: Build on, test, and expand existing training initiatives for young Alaskans recognizing that a program or approach developed in one sector could be applied across other industries. Strategically and efficiently introducing programs from one industry to other industries would require a statewide independent workforce development intermediary to drive communications and upgrade feedback mechanisms among programs and stakeholders.

What's already happening:

The Bristol Bay Regional Career and Technical Education (BBRCTE) Program partners with schools in Bristol Bay to introduce high school students to regional career opportunities, including internships. Through a consortium of the Bristol Bay school districts, residential intensive coursework is offered in both Dillingham and Naknek in-region and at schools outside of the region (Anchorage, Seward, and Palmer), leading to college credit and/ or industry recognized certifications to high school students within the region. Programs are cross industry, including aviation, construction, education, healthcare, and fisheries.

UAA's Alaska Center for Rural Health and Health Workforce simultaneously conducts long term, medium term, and short-term strategies for workforce awareness and training in the health sector. **Long term:** Build youth awareness with foundational education/counseling/exposure to skills and job interest areas, starting in elementary school and going through high school. Based on current funding available, there is a gap and need for substantial and sustainable skill/career focus awareness and education for grades K-8.

Medium term: Focus is on students who are already in healthcare training programs. The aim is to make sure students are offered significant exposure and opportunities in the health sector in their community and experience with health training opportunities throughout rural and urban AK.

Short term: Bring and keep skilled people in AK. Incentives include student loan repayment to attract people into healthcare in rural and underserved areas and offering continuing education to keep people in the sector. Both serve as a boomerang strategy, attracting Alaskans that have left for medical or other advanced degrees not available in Alaska.

Alaska Native STEM Programs (ANSEP) provides a continuous string of STEM education components beginning with Alaska Native students in kindergarten and continuing through middle and high school, into science and engineering undergraduate and graduate degree programs through to the PhD. STEM programs are in coordination with school districts during the school year and intensive residential programs in Anchorage are offered outside of the regular school year.

Kusilvak Career Academy (KCA) is a residential career and technical education academy for 11th and 12th grade students from the Lower Yukon School District (LYSD). Based in Anchorage, KCA offers

LYSD students an intensive course and training schedule as well as access to programs through King Tech High School and Alaska Middle College School in Anchorage.

Engagement Participation:

April 2024 Focus Group and Interview Sessions

Alaska Sea Grant

Alaska Center for Rural Health and Health Workforce, UAA

Bristol Bay Economic Development Corp, Administration, Education, Employment and Training

Bristol Bay Native Association, Reentry Case Management,

Bristol Bay Native Corporation, Administrative Management, Shareholder Development, Transportation, Workforce Development and Training, Young Adult Training and Culture

Copper Valley Development Association

Denali Visitor Center/Chamber

Doyon Foundation, Outreach and Development

Kodiak Area Native Association, Community Services, Environmental Management, Economic Development, Employment and Training, Workforce Development

Kenai Peninsula Economic Development District

Prince William Sound Economic Development, Program

Renewable Energy Alaska Project

UAF Bristol Bay Campus, Sustainable Energy, Workforce Development

Existing Regional Workforce Planning Sessions/Engagement

Bristol Bay Workforce Development Consortium

Implementation Committee: Nome Workforce Needs & Career Pathways Project

Fairbanks Economic Development Corporation, Annual Economic Report, 2023



Research Sources:

Date	Title	Link
2022-2027	Alaska Statewide CEDS: Appendix G: 2022 Review of Comprehensive Economic Development Strategies Across Alaska	https://www.commerce.alaska.gov/web/Portals/0/pub/CEDS/Appendix%20G%20Review%20of%20CEDS%20Across%20Alaska.pdf?ver=2022-11-14-101456-263
2022-2027	Fairbanks North Star Borough Comprehensive Economic Development Strategy (CEDS) Update	https://fnsbceds.com/wp-content/uploads/2022/10/09-30-22-FNSB-CEDS-Full-CEDS-Adopted.pdf
2022-2026	Bristol Bay Comprehensive Economic Development Strategy (CEDS)	https://bbna.com/bristol-bay-comprehensive-economic-development-strategy-2022-2026/
2022-2026	Tanana Chiefs Conference Comprehensive Economic Development Strategy (CEDS) Update & Economic Recovery Plan	https://www.tananachiefs.org/ceds/
2021-2026	Kenai Peninsula Comprehensive Economic Development Strategy (CEDS)	https://kpedd.org/wp-content/uploads/2021/06/KPEDD-CEDS-Plan-2021-2026.pdf
2021-2026	Kodiak Rural Regional Comprehensive Economic Development Strategy (CEDS)	https://kodiakhealthcare.org/wp-content/uploads/CEDS-Final-Update-2023-1.pdf
2021-2025	Prince William Sound Comprehensive Economic Development Strategy (CEDS)	https://www.pwsedd.org/pws-ceds-update-project
2021-2025	Southeast Alaska 2025 Economic Plan: Comprehensive Economic Development Strategy (CEDS)	https://www.seconference.org/strategy/
2019-2023	Bering Straits Comprehensive Economic Development Strategy (CEDS)	https://kawerak.org/bering-strait-comprehensive-economic-development-strategy-published/
2019	Northwest Arctic Borough Comprehensive Economic Development Strategy (CEDS)	https://www.nwabor.org/wp-content/uploads/NAB-CEDS-Final-Approved-Report-8.27.2019.pdf
2018-2023	Yukon-Kuskokwim Region Comprehensive Economic Development Strategy (CEDS)	www.avcp.org/wp-content/uploads/2020/03/Y-K-CEDS-2018-2023_FINAL_7-31-18_FULL.pdf
2017-2022	St. Paul Island Comprehensive Economic Development Strategy (CEDS)	https://media.rainpos.com/141/st_paul_island_ceds_7_13_17_2017_0908132525.pdf

2023	'Remoteness was a blessing, but also a potential downfall': traditional/subsistence and store-bought food access in remote Alaska during the COVID-19 pandemic	https://www.cambridge.org/core/journals/public-health-nutrition/article/remoteness-was-a-blessing-but-also-a-potential-downfall-traditionalsubsistence-and-storebought-food-access-in-remote-alaska-during-the-covid19-pandemic/B054B8D40553E8C1EB80482DFBF2B698
2023	Alaska native corporations: participation, purpose, and performance in for-profit indigenous businesses	https://digitalcommons.pepperdine.edu/etd/1384/
2023	Alaskan Youth Stewards : Sustainable Southeast Partnership	https://sustainablesoutheast.net/sub_focus_area/alaskan-youth-stewards/
2023	Education, Equity and Inclusion Teaching and Learning for Sustainable North	https://library.oapen.org/bitstream/handle/20.500.12657/60861/978-3-030-97460-2.pdf?sequence=1#page=16
2023	Engaging northern rural and Indigenous students: case studies using One Health and principles of educational resilience	https://aura.abdn.ac.uk/bitstream/handle/2164/22444/Cotter_etal_EITN_Engaging_northern_rural_VOR.pdf?sequence=1
2023	Alaska EXCEL	https://alaskaexcel.org/about/
2023	Alaska Commission on Postsecondary Education, Various Reports	https://acpe.alaska.gov/Reports
2023	Home Energy Basics With a Hands-On Twist	https://aneeworks.org/home-energy-basics-with-a-hands-on-twist/
2023	Lessons for Alaska on Workforce Development	Lessons for Alaska on Workforce Development
2023	"Where did our people go?"	https://drive.google.com/file/d/1VIUcq0mV1h1Weg888yO0-IZYtlklsA60/view
2023	Lower Yukon School District: Kusilvak Career Academy	https://lysd.org/en-US/kusilvak-career-academy-2afb47a5
2023	ANTHC Training & Development Department	https://www.anthc.org/training-and-development/
2023	Equitable representation of American Indians and Alaska Natives in the physician workforce will take over 100 years without systemic change	https://www.thelancet.com/journals/lanam/article/PIIS2667-193X(23)00162-X/fulltext
2023	Bristol Bay Broadband Implementation Plan for Virtual Jobs Adoption	https://bbna.com/bristol-bay-broadband-implementation-plan-for-virtual-jobs-adoption/
2023	We Build Alaska, Rural Alaska Job Resources	https://webuildalaska.com/job-resource/rural-alaska/
2023	Alaska Works Partnership: Youth Training Classes	https://www.alaskaworks.org/youth-training-programs/
2023	Indigenous Elder-centered methodology: research that decolonizes and indigenizes	https://journals.sagepub.com/doi/abs/10.1177/11771801231155437

2023	Economic Development Native Village of Barrow	https://nvb-nsn.gov/department/economic-development/
2022	BBNC Workforce Assessment	https://bbna.com/wp-content/uploads/2022/05/BBNC-Workforce-Development-Report-2022-small.pdf
2021	Siamit: A Novel Academic–Tribal Health Partnership in Northwest Alaska	https://www.ingentaconnect.com/content/wk/acm/2021/00000096/00000011/art00024
2021	Friendship House Traditional Practices & Healing Model a Community Defined Evidence Practice	https://cultureishealth.org/wp-content/uploads/2023/08/Friendship_House_CDEP_Study_2021.pdf
2020	COVID-19 and Rural Higher Education Rapid Innovation and Ideas for the Future	https://files.eric.ed.gov/fulltext/ED608307.pdf
2020	Gendering human capital development in Western Alaska	https://anthrosource.onlinelibrary.wiley.com/doi/abs/10.1002/sea2.12184
2020	Integration of the preventive medicine specialty in the rural and Tribal public health workforce	https://www.sciencedirect.com/science/article/pii/S0091743520302115#s0035
2018	ANEE's Gap Analysis of Clean Energy Education & Training Opportunities	Gap Analysis ANEE: Alaska Network For Energy Education & Employment
2018	Alaska Workforce Innovation and Opportunity Act (WIOA) Combined Plan 2018 Update	Alaska Workforce Innovation and Opportunity Act (WIOA) Combined Plan 2018 Update
2018	Case Study: How Alaska Addresses Its Health Care Workforce Challenges	Case Study: How Alaska Addresses Its Health Care Workforce Challenges
2017	USING WORK-BASED LEARNING AS A VEHICLE FOR STUDENT ENGAGEMENT AND COMMUNITY INVESTMENT	https://core.ac.uk/download/pdf/162579332.pdf
2017	Alaska case study: Pathway to employment for all in the last frontier!	https://content.iospress.com/articles/journal-of-vocational-rehabilitation/jvr903
2015	Alaska Native-Focused Teacher Preparation Programs: What Have We Learned?	https://scholarworks.alaska.edu/bitstream/handle/11122/11105/Alaska_NativeFocused_Teacher_Preparation_Programs.pdf?sequence=1&isAllowed=y
2015	Localized practices and globalized futures: challenges for Alaska coastal community youth	https://link.springer.com/article/10.1186/s40152-015-0024-y
2011	Behavioral health workforce development in rural and frontier Alaska.	https://psycnet.apa.org/record/2013-03893-003