

# STRATEGIC PLAN 2026-2030



## Mission Statement

The mission of the Alaska Safety Alliance is to ensure the availability of a highly trained workforce, sufficient to staff Alaska’s industries safely and competitively, now and in the future.



## Vision Statement

Alaskan workers are fully prepared to meet the needs of Alaska industries

## Core Values

Alignment, Awareness, Collaboration, Convening, Education, Safety, Sustainability

<p><b>Strategic Goal #1: Career Awareness</b></p>	<p><b>Strategic Goal #2: Workforce Preparation</b></p>	<p><b>Strategic Goal #3: Sustainable Organization</b></p>	<p><b>Strategic Goal #4: Expand Value</b></p>
<p>Increase awareness of Alaska’s career opportunities across youth, adults, and underserved populations.</p>	<p>Develop and support training programs that prepare Alaskans for high-demand jobs and industry-identified workforce needs.</p>	<p>Ensure ASA is financially strong, well-staffed, efficient, and positioned for long-term success.</p>	<p>Increase the value ASA delivers to members and expand impact across additional industry sectors.</p>
<p><i>Key Initiatives</i></p> <ul style="list-style-type: none"> <li>• Convene industry partners to align and coordinate career awareness efforts.</li> <li>• Expand industry engagement and partnerships across sectors.</li> <li>• Strengthen career pathways communications and advocacy.</li> <li>• Improve statewide career marketing and branding.</li> <li>• Support career guidance and mentorship opportunities.</li> </ul>	<p><i>Key Initiatives</i></p> <ul style="list-style-type: none"> <li>• Identify gaps and priority occupations in Alaska’s workforce.</li> <li>• Define "Core Basic" training requirements across industries.</li> <li>• Create advancement pathways (plan, guide, pathway) for each sector.</li> <li>• Advance leadership skills that support upward mobility and strengthen the workforce pipeline.</li> </ul>	<p><i>Key Initiatives</i></p> <ul style="list-style-type: none"> <li>• Maintain and review an annual People Plan and succession plan.</li> <li>• Provide financial analysis and forecasts to support Board goal-setting.</li> <li>• Plan for staffing and space needs to support organizational growth.</li> <li>• Improve operational efficiency through technology and standardized SOPs.</li> </ul>	<p><i>Key Initiatives</i></p> <ul style="list-style-type: none"> <li>• Identify and engage priority industries for expansion.</li> <li>• Strengthen branding, marketing, and digital presence.</li> <li>• Increase member value with tools, resources, and technology solutions.</li> <li>• Grow usage and value of ASA’s LMS across members.</li> </ul>
<p><i>Projects</i></p> <ul style="list-style-type: none"> <li>- Build and maintain ASA/AWA’s cross-industry career hub on ASA’s website.</li> <li>- Expand teacher externships across industries.</li> <li>- Collaborate on expanding career guides and awareness materials for schools statewide.</li> </ul>	<p><i>Projects</i></p> <ul style="list-style-type: none"> <li>- Build and publish Core Basic and Advanced Training Matrices for multiple industries.</li> <li>- Coordinate stakeholder input and secure cross-industry buy-in.</li> <li>- Identify or develop and pilot cross-industry leadership modules—including safety leadership, soft skills, and business acumen—to support worker advancement.</li> </ul>	<p><i>Projects</i></p> <ul style="list-style-type: none"> <li>- Annual review of staffing structure, roles, and cross-training needs.</li> <li>- Develop and present multi-year financial targets to the Finance Committee.</li> <li>- Identify space needs and facility options before March 2026.</li> <li>- Standardize SOPs and automate systems where feasible.</li> </ul>	<p><i>Projects</i></p> <ul style="list-style-type: none"> <li>- Target expansion in identified priority industries, including healthcare, maritime, mining &amp; LNG.</li> <li>- Upgrade branding, web presence, and digital marketing.</li> <li>- Define and communicate LMS value for current and prospective members.</li> <li>- Focus outreach and tools for small and mid-sized employers.</li> </ul>