Welcome!
2026 Alaska Workforce Convening

- October 7–8, 2026
- The Nave, Anchorage

ALASKA SAFETY ALLIANCE

ALASKA WORKFORCE ALLIANCE

Jobs
ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT
Division of Employment and Training Services

THE CIRI FOUNDATION

MILES BAKER ALASKA

DENALI COMMISSION ALASKA

Thank you to our partners

Presented by ASA/AWA in cooperation with the AKDOLWD

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2026 ALASKA WORKFORCE CONVENING

OCTOBER 7–8, 2026 / THE NAVE

DAY ONE / MORNING — WEDNESDAY, OCTOBER 7

8:00 a.m.	**Registration and Breakfast**
8:30 a.m.	**Welcome and Opening Address**
9:00 a.m.	**Wicked Problem Session 1: Career Pathway Mentorship**
11:30 a.m.	**Lunch**
12:00 p.m.	**Alaska's Workforce Future Topics Workforce Pell and Untapped Immigrant Workforce**

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2026 ALASKA WORKFORCE CONVENING

OCTOBER 7–8, 2026 / THE NAVE

DAY ONE / AFTERNOON — WEDNESDAY, OCTOBER 7

1:00 p.m.	**Regional Workforce Highlights**
2:15 p.m.	**Break**
2:30 p.m.	**Regional Workforce Breakout Sessions**
3:30 p.m.	**Small-Group Reports and Day One Closing**
4:00 p.m.	**Adjourn for the Day**

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2026 ALASKA WORKFORCE CONVENING

OCTOBER 7–8, 2026 / THE NAVE

DAY TWO / MORNING — THURSDAY, OCTOBER 8

8:15 a.m.	**ASA/AWA Annual Membership Meeting and Breakfast**
9:15 a.m.	**Break and Networking**
9:45 a.m.	**Featured Statewide Workforce Session AKLNG Report and Critical Minerals Accelerator**
10:45 a.m.	**Industry Breakout Sessions Healthcare, Skilled Trades, Resource Development**

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2026 ALASKA WORKFORCE CONVENING

OCTOBER 7–8, 2026 / THE NAVE

DAY TWO / AFTERNOON — THURSDAY, OCTOBER 8

12:15 p.m.	**Networking Lunch and Breakout Reports**
1:30 p.m.	**Wicked Problem Session 2: CTE Faculty Recruitment**
3:30 p.m.	**Small-Group Reports, Final Comments and Convening Wrap-Up**
4:00 p.m.	**Convening Adjourns**

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Welcome Address

- Commissioner Cathy Munoz, AKDOLWD
- Randy Sulte, Kakivik/CCI and ASA Chair Elect





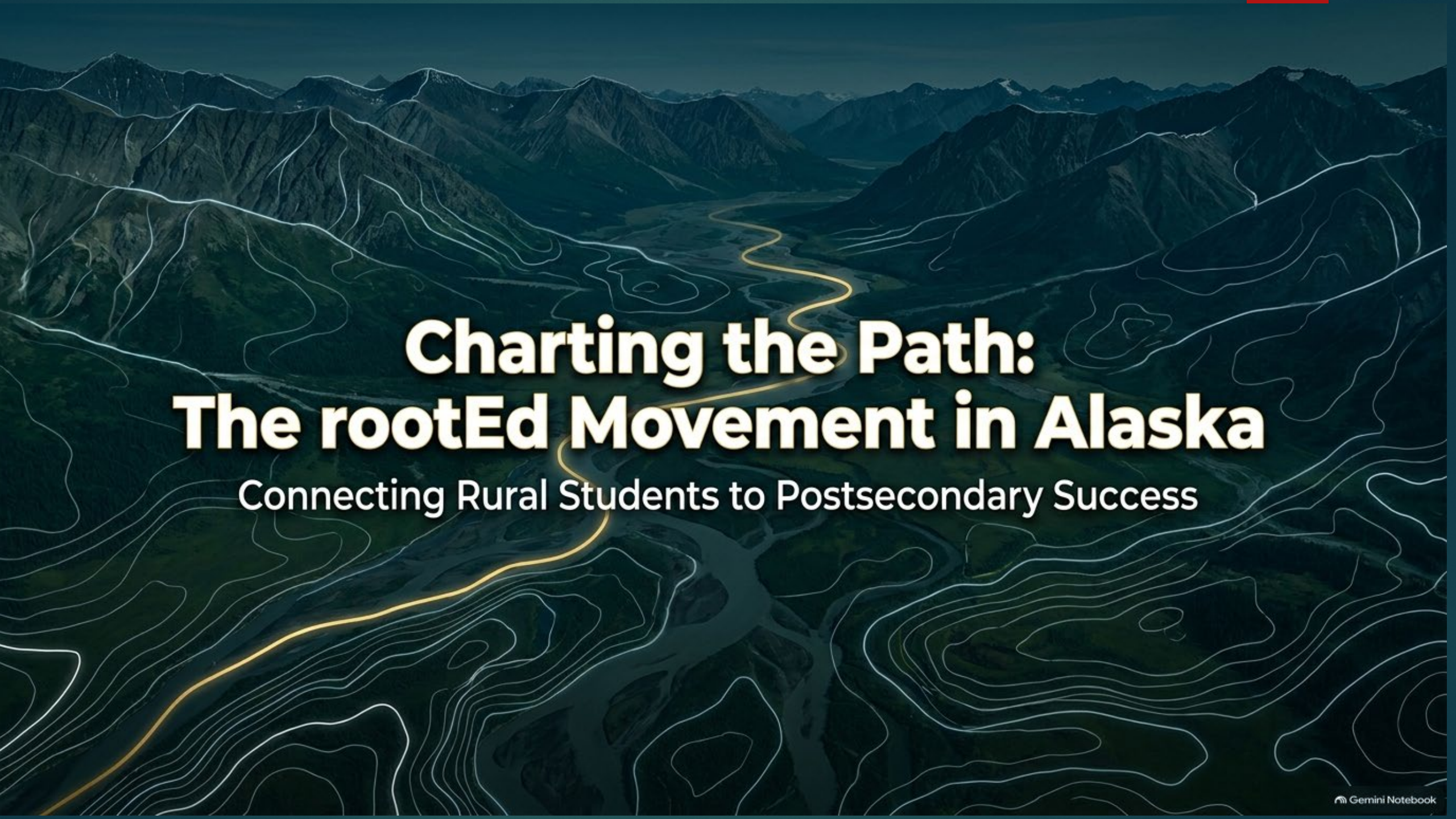
Wicked Problem:

Career Pathway Mentorship

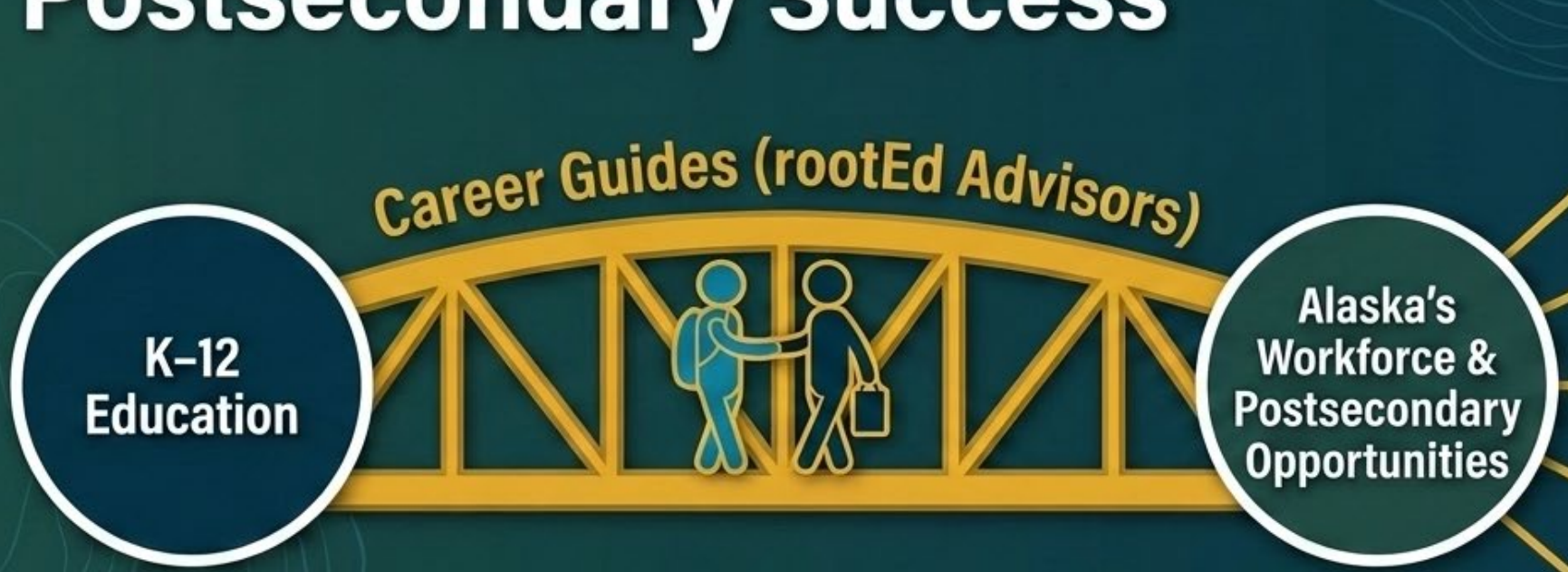
Panelists:
Zach Stenson, Pathfinder Solutions
Demetria Veasy, DOLWD






Charting the Path:
The rootEd Movement in Alaska
Connecting Rural Students to Postsecondary Success
Gemini Notebook

Building the Bridge to Postsecondary Success



- Four-Year College
- Two-Year College
- Career Training, Apprenticeships & Occupational Endorsements
- Military Service
- Direct to Workforce

The rootEd Alliance partners with states and local organizations to place dedicated Career Guides in rural high schools. The core philosophy: Every pathway is a pathway to success.

Gemini Notebook

The Engine of Success: 6 Key Performance Indicators



1 Vision-Setting

1:1 conversation matching a student's strengths and interests to long-term goals.

2 Career Exposure

Completion of at least two career exposure activities (one hands-on, one awareness-based).

3 Postsecondary Plan

Developing a concrete, individualized roadmap for life after high school.

4 Financial Plan

Creating a comprehensive budget for post-grad life, mitigating economic barriers.

5 FAFSA Completion

Navigating and submitting the FAFSA or state financial aid application.

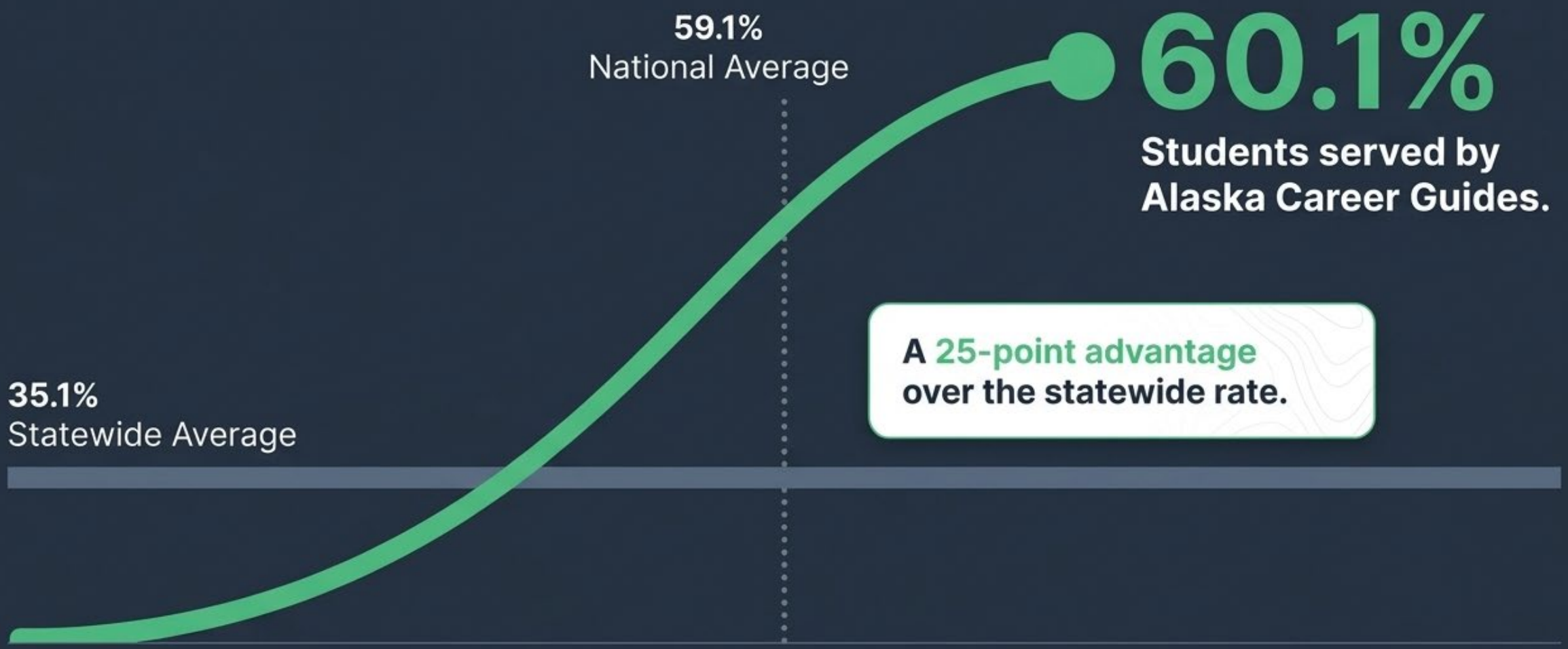
6 Application Submission

Submitting a formal application for education, training, military, or a job.

Every student's progress is tracked against these universal milestones in Salesforce, ensuring no senior falls through the cracks.

Gemini Notebook

Career Guides Change the Equation



Career Guides drove completion from 41.4% in 2025 to 60.1% in 2026.

Gemini Notebook

#1

In National FAFSA Completion Growth.

Largest percentage growth in completed FAFSAs for the Class of 2026 vs. 2025 (June benchmark).

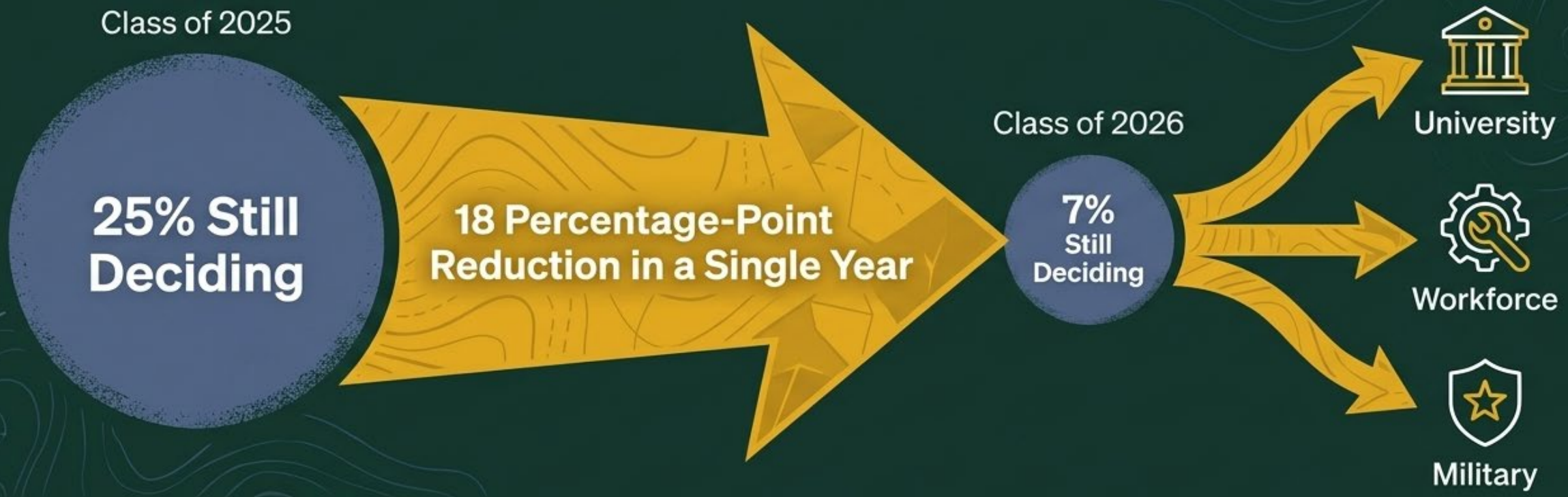
50th of 50

Last in overall completion rate.

Lowest share of high school seniors completing the FAFSA nationwide.

Gemini Notebook

Activating the Undecided Student Pipeline



Through structured 1:1 advising and hands-on career exposure, rootEd Career Guides take high school seniors from uncertainty to action—creating an entirely new pool of activated, goal-oriented prospective students.

Gemini Notebook

Career Guides in the Job Center

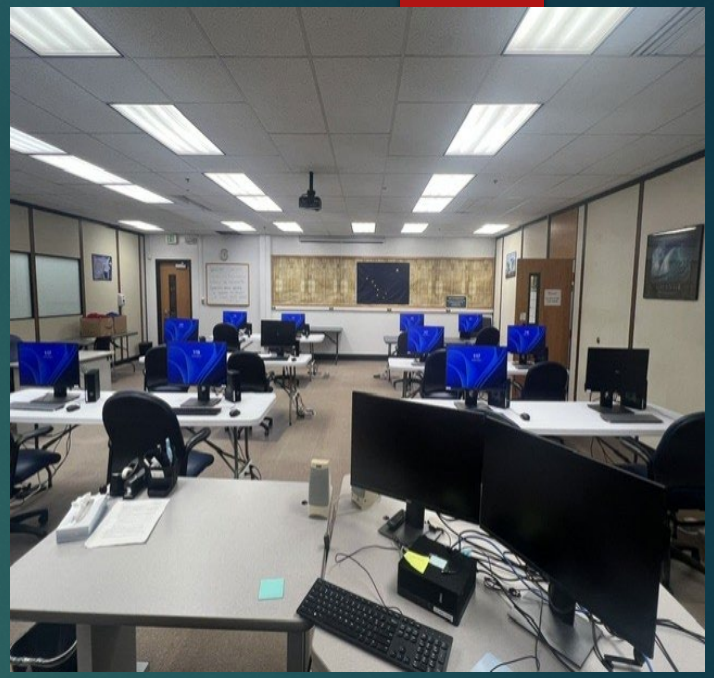
CONNECTION ⊙ INDIVIDUALIZED PLANNING ⊙ WORKFORCE DEVELOPMENT

- Employer relationships
- Current Alaska labor market
- Access to AlaskaJobs for statewide labor exchange
- Training provider, agency, and community partnerships
- Bringing workforce resources directly to rural students



Career Guides in the Job Center

USING ALASKAJOBS



- Student documents can be stored within AlaskaJobs: resumes, transcripts, certifications, WorkKeys certificate, etc
- Creates a centralized location students can continue accessing after graduation
- Allows career planning to continue post secondary
  - Students have direct access to CG throughout the summer and beyond

Career Guides in the Job Center



STUDENT ENTREPRENEUR PROGRAM – FUTURE FOUNDERS OF ALASKA

- Not every student's pathway fits neatly into college, military, training, or traditional employment
- Entrepreneurship allows students to turn existing skills and cultural talents into economic opportunity
- Particularly valuable in rural communities where traditional employment options may be limited
- Builds transferable workforce skills even if the student ultimately chooses traditional employment
- Encourages ownership, creativity, financial awareness, and self-sufficiency

UPDATE ON ROOTED PARTICIPANTS

LPSD
Bristol Bay
SWRsd
DCSD
Galena
Nenana
Metlakatla
Hydaburg

New Districts
Southeast Island
Craig
Hoonah
Chatham School District
Petersburg School District
Kake School District
Sitka School District
Wrangell School District
Klawock School District
Delta
Alaska Gateway
LYSD -
Kuspuk -
Kodiak-Signed
Bering Strait - Signed

In Progress-
Kenai Peninsula School District

Questions

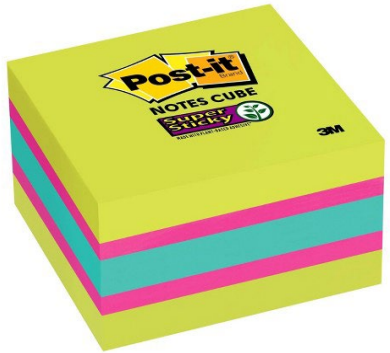
- Zach Stenson
- Pathfinder Solutions
- Zach@pathfinderak.com
- (907)209-9833

ALASKA WORKFORCE ALLIANCE

2026 Alaska Workforce Convening

Wicked Problem # 1

How might we develop new ideas for post secondary career pathway mentorship?





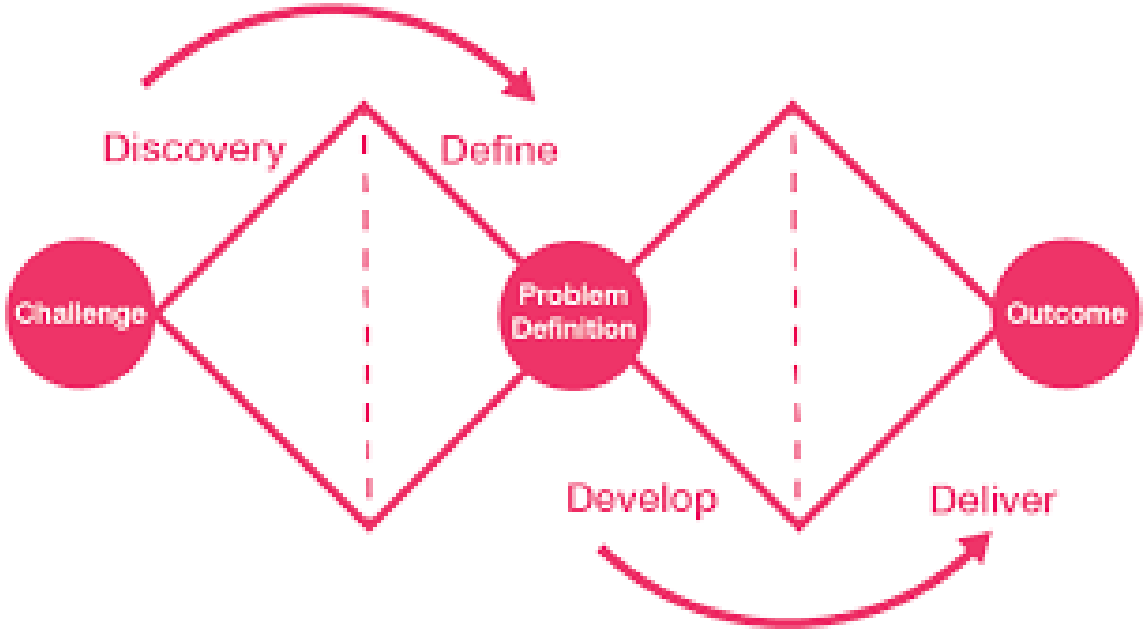
Design Thinking is an interactive process in which you seek to understand your users, challenge assumptions, redefine problems, and create innovative solutions which you can prototype and test.



Empathize Define Ideate Prototype Test

Interaction Design Foundation

Note the Double Diamond Process



Divergent – thinking broadly

Convergent – thinking narrowly

Practice Exercise

1. Wait until I say start.

2. Write one idea per Post-It note.

3. Keep writing even if you've run out of ideas.

What can you make for breakfast when you've run out of milk?

Real Exercise

1. Wait until I say start.

2. Write one idea per Post-It note.

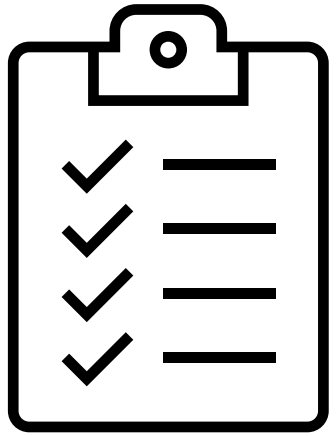
3. Keep writing even if you've run out of ideas.

How might we increase post-secondary career mentorship?

Wicked Problem #1 Worksheet

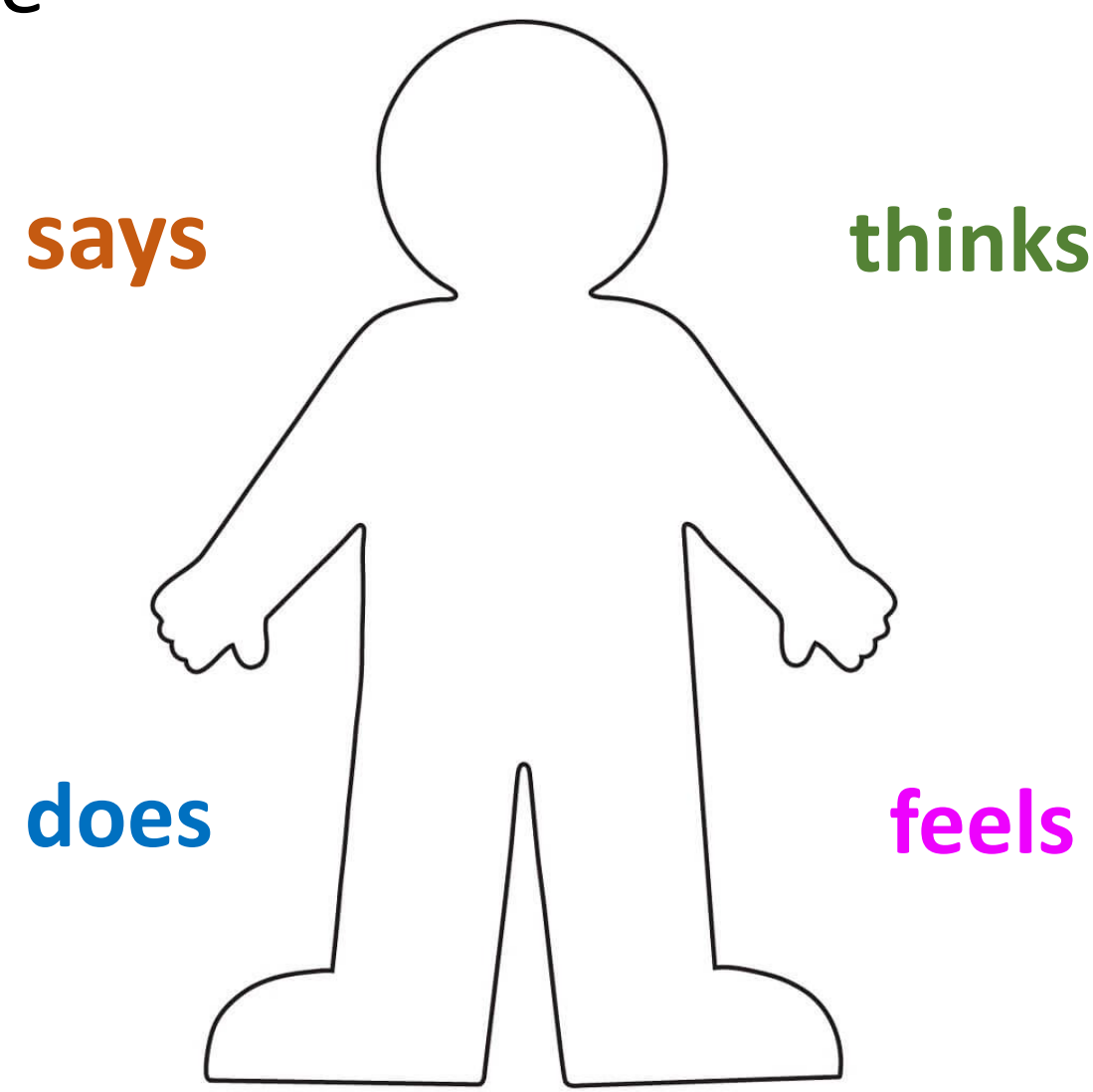
1. Come up with an amazing team name!
2. Working together, start grouping the ideas on the Post-It notes.
3. Come up with category names on themes for each of the groups.

Vote!



Take a break! 10 minutes

Persona Exercise



Want to help us move these ideas forward?



Join us on:

- October 23 @ 8:30 am
- November 16th at 1:00 pm

Taylor, Mari, Jacqueline, or Jamie @alaskaworkforcealliance.org

Lunchtime Presentations

- Workforce Pell
  - Jeff Steeprow, AWIB & Kerry Thomas, ACPE
- Untapped Immigrant Workforce Panel
  - Amy Facklam, Alaska Literacy Program
  - Nicole Pennie, Office of Citizenship Assistance







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MILES BAKER ALASKA

DENALI COMMISSION ALASKA

ALASKA WORKFORCE CONVENING

WORKFORCE PELL IN ALASKA

October 7, 2026

PRESENTATION BY:

Jeff Steeprow, Assistant Director, Alaska Workforce Investment Board

Kerry Thomas, Executive Director, Alaska Commission on Postsecondary Education

Workforce Pell Student Eligibility

A student must meet all current Pell Grant eligibility requirements, as determined by completion of the Free Application for Federal Student Aid (FAFSA).

To complete the FAFSA, a student must have a valid social security number, a high school diploma or its recognized equivalent, demonstrated financial need, and not exceed lifetime limits of receiving Pell Grants.

Workforce Pell Student Eligibility

- A student who received a bachelor's degree may be eligible for a Pell Grant to enroll in an eligible workforce program;

- A student enrolled in a graduate credential or who has attained a graduate credential is not eligible for a Pell Grant; and

- A student may not receive concurrent Pell Grants for more than one eligible program at a time.

Workforce Pell Program Eligibility

Eligible Workforce Pell Programs must:

- Be a minimum of 8 weeks, but less than 15 weeks of instructional time;
- Be 150-599 clock hours, or the equivalent number of credit hours;
- Not include correspondence courses, noncredit or remedial courses, and may not be study abroad or direct assessment programs;
- Be approved by the Governor of the State in which the eligible institution offering the program is located, be approved by the Secretary of U.S. Department of Education; and
- Pass the completion, job placement, and value-added earnings metrics.

Workforce Pell Institution Eligibility

- An eligible Workforce Pell program must be offered by an accredited institution that, during the 5 years preceding, has not been subject to any suspension, emergency action, or termination of programs.

Workforce Pell Program Accountability

Eligible Workforce Pell programs will be held to rigorous student outcome standards. Pell Grant dollars are directed toward high-quality programs that meet the following standards:

- Completion Rate: Annually, 70% of program participants must complete the program within 150% of the normal time to completion.

- Employment Rate: Annually, 70% of program completers must be employed during the second quarter after program exit.

Workforce Pell Program Accountability

- **An eligible Workforce Pell program's total published tuition and fees cannot exceed the "value-added earnings" for the program.**
  - Difference between adjusted median earnings of student completers during the earnings measurement period and 150% of the U.S. poverty guidelines applicable to a single individual for such tax year.
  - The cohort for median earnings only include individuals who completed the program, are working, are not enrolled in any education program at the time of the calculation, and who received a Pell Grant.

These metrics ensure eligible short-term programs serve their intended purpose: provide a return on investment through preparing students for immediate employment in in-demand fields.

Alaska's Workforce Pell Implementation Approach and Timeline

- **Project team was established:**
  - Jeff Steeprow, Assistant Director, Alaska Workforce Investment Board (AWIB)
  - Josh Applebee, Special Assistant, Office of the Governor
  - Kerry Thomas, Executive Director, Alaska Commission on Postsecondary Education (ACPE)
  - Liz Horvath, Senior Business Analyst, ACPE
- **Roles and Responsibilities:**
  - Lead Agency – AWIB
  - Decision makers and primarily responsible for implementation tasks – AWIB and Governor's Office
  - Support Role - ACPE

ACPE Providing Education & Career Funding Solutions

Alaska's Workforce Pell Implementation Approach and Timeline

- **May 4, 2026: Project Team staff participated in the Workforce Pell Implementation lab sponsored by the National Governor's Association.**
- **May 19, 2026: U.S. Department of Education released the final rules for Workforce Pell.**
  - Effective date of July 20, 2026 and option for early implementation on July 1, 2026.
- **Project team members have attended virtual Workforce Pell meetings held by:**
  - National Governor's Association
  - Rutgers School of Management and Labor Relations
  - National Association of State Workforce Agencies
  - Midwestern Higher Education Compact
- **Project Team will participate in Workforce Pell Accelerator between October 2026 and February 2027.**

Alaska's Workforce Pell Program Approval Framework

- Identifies the program-level approval process for State Workforce Pell certification.
- Defines the roles of AWIB, AWIB staff, the AWIB Workforce Pell Review Committee, Division of Employment and Training Services, ACPE, Research & Analysis - published data sources, institutions, employers, apprenticeship sponsors, and the Governor or Designee.
- Establishes the state certification criteria and review sequence.

Alaska's Workforce Pell Program Approval Framework continued

- Connects the approval process to the Eligible Training Provider List (ETPL)-integrated intake process, provider-facing supplemental information requirements, HHI Guide, employer validation, Registered Apprenticeship/Related Instruction (RA/RI) verification, minimum data requirements, appeal process, and material-change/continued-approval process.
- Creates a documented process for AWIB recommendation and Governor/Designee certification.

Workforce Pell Framework Operational Roles

Entity	Operational role
Governor or Designee	Final State certification authority; signs State Workforce Pell Certification Forms; acts on certification, continued approval, withdrawal, or final appeal decisions where State certification status is affected.
AWIB	Serves as State Workforce Board consultation body; approves or recommends HHI methodology and certification criteria; receives committee reports; acts on policy-level methodology changes.
AWIB Workforce Pell Review Committee	Primary AWIB review body for routine program-specific recommendations to the Governor or Designee.
AWIB staff	Applies approved State Workforce Pell criteria; prepares Labor Market and HHI Evidence Summary; completes HHI Review Rubric; reviews employer validation, credential quality, cost/wage/value, and data readiness; prepares staff recommendation package.
DETS	Administers ETPL/AlaskaJobs intake, completeness review, provider communication, status tracking, public listing coordination, material-change intake, operational tracking, technical assistance, monitoring coordination, and reporting operations.
ACPE	Provides postsecondary authorization, Title IV/OPEID/PPA, accreditation, credential, and academic credit/pathway input.
R&A	Publishes and maintains labor market data, wage data, occupational projections, regional wage data, Trends publications, worker-residency/nonresident-worker data, and other labor market resources. R&A does not review applications or determine whether criteria are met.
Institutions/providers	Submit complete program information, maintain required records, provide required reporting, submit state-certified programs through federal E-App, and comply with Title IV requirements.
Employers/apprenticeship sponsors	Provide employer validation, competency alignment, hiring-demand evidence, credential recognition, work-based learning, apprenticeship, and RA/RTI documentation.

Workforce Pell Framework

Core Operating Model

Alaska will use an ETPL-integrated Workforce Pell program approval process. Workforce Pell will build on ETPL/Alaska Jobs operations and add a Workforce Pell specific certification layer, supplemental field requirements, and decision record.

Entity	Operational role
Workforce Pell	Tuition and short-term training access mechanism for eligible students in federally approved eligible workforce programs.
ETPL / AlaskaJobs	Operational platform for intake, provider communication, public information, program listing, status tracking, and material-change coordination.
WIOA / Workforce Partners	Participant navigation, supportive services, case management, completion support, work experience, OJT, and employment transition where allowable.
AWIB	State Workforce Board consultation, HHI methodology, employer-validation standards, workforce-alignment recommendations, and review-body oversight.
DETS	Operational lead for ETPL/AlaskaJobs intake, completeness review, provider communication, status tracking, public listing coordination, material-change intake, and monitoring coordination.
ACPE	Postsecondary authorization, Title IV/OPEID/PPA, accreditation, credential, and credit/pathway input.
AWIB staff	Applies approved criteria and prepares staff review documents using provider documentation, R&A-published data, and other approved evidence sources.
Governor or Designee	Final State certification authority.

Current Activity and Next Steps

- **Project team is finalizing the following documentation:**
  - Workforce Pell Program Approval Framework
  - Workforce Pell Policy
  - Workforce Pell High-Skill, High-Wage, or In-Demand Methodology and Occupational Review Guide
  - ACPE, AWIB and DETS Operational Guides
- **Stakeholder feedback will be requested on the Framework, Policy, and HHI Guide**

Current Activity and Next Steps, Continued

- **Seek AWIB approval of documentation**
- **Before final approval, Alaska Workforce Pell program applications will be reviewed by the following:**
  - Workforce Pell Board review
  - Commissioner review
  - U.S. Department of Education provides final approval of programs

State Variances and Strategies to Implementing Workforce Pell

States are using different strategies to implement Workforce Pell:

- High-skill, High-wage and In-demand
  - Some states use an "or" approach; other states require programs meet two or all three criteria
- In-demand
  - Some states limit In-demand to a specific number of top industries, limiting the number of programs that can apply for program approval
- Application period
  - Some states open the application period for a specific timeframe, then close until a future date
- Eligible Workforce Programs
  - Some states are working with institutions to review existing programs offered to determine if modifications should be made to program length or clock hours to increase the number of programs that can apply.
  - Florida is taking a state-identified model putting the state in the driver's seat on which programs qualify. Institutions can request certification for additional program approval.

Workforce Pell Approved Programs

- On August 4, 2026, the U.S. Department of Education approved the nation's first Workforce Pell Grant Program in Iowa.
- Since then, the U.S. Department of Education has approved Workforce Pell Grant programs in Indiana, Nebraska, North Carolina, and Texas.
- Twelve states have state-approved programs, but no federal approval yet

State	Submitted / Approved
Pennsylvania	Approved 2 of 40 submitted programs in its first determination round
North Carolina	Approved 54 programs across 21 community colleges, six of these later received federal approval
Michigan	Conditionally approved 37 of 42 programs
Arizona	Approved 3 of 9 submitted programs, with the rest held for further review

Approved Programs by Federal and State

State	Program or Focus Area
Iowa	Emergency Medical Technician Program
Indiana	Clinical Medical Assistant Program
Nebraska	Phlebotomy Technician Program Pharmacy Technician CompTia Tech+ with Google IT Support Programs
North Carolina	EMT Basic Certification Nursing Assistant I Nursing Assistant II Industrial Welding Fire Academy Electrical Lineworker Academy
Texas	Electrical Power Lineman Phlebotomy Technician Pharmacy Technician HVAC Basic Machining Advanced Machining

Workforce Pell Status

- All 52 jurisdictions have a dedicated Workforce Pell dedicated page

- As of October 2, 2026, 40 US jurisdictions have an operational Workforce Pell approval process: 25 accepting or reviewing institutional applications, 12 with state-approved programs, and 3 with published guidance only.

Data source: CapstoneWorkforce

Workforce Pell Status

- 11 jurisdictions are still building their process (Alaska)
- 4 jurisdictions show no verified public action
- State approval rates vary more than the status labels suggest
  - Pennsylvania approved 2 of 40 submitted programs in its first determination round, 5 percent.
  - North Carolina has approved 54 programs across 21 community colleges over two cycles,
  - Michigan conditionally approved 37 of 42 programs
  - Arizona approved 3 of the 9 submitted and held the other 6 for November.

Data source: CapstoneWorkforce

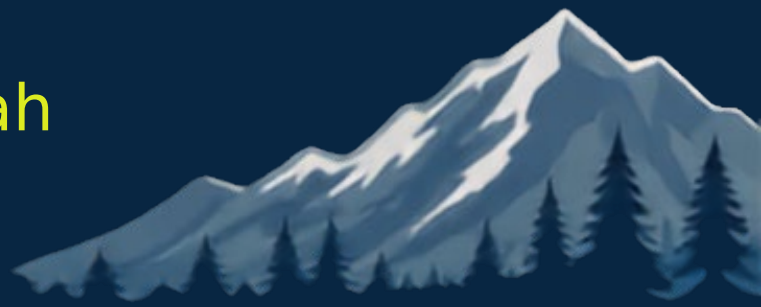
Contact Information

For more information please contact:

Kerry Thomas, Executive Director, ACPE
eed.acpe-execdirector@alaska.gov

Jeff Steeprow, Assistant Director, Alaska Workforce Investment Board
jeffrey.steeprow@alaska.gov

Regional Workforce Highlights



- Kenai Peninsula: Cassidy Cameron, KPEDD; Annaleah Karron, KPBSD; Cory Ortiz, AVTEC
- Anchorage: Jon Bittner, AEDC, Devon Robers, ASD
- Southeast: Robert Venables, SEC; Amanda Tripplet, SHI; Kristen Majocha, UAS; Zach Stenson, Pathfinder Solutions

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BUILDING ALASKA'S WORKFORCE PIPELINE

Building on what works. Connecting what's possible.

KPEN WIRE aligns public partners, private industry, and education around one practical goal: build Alaska's workforce from within while making our communities a destination for people who want to live, work, and build a future here.
By strengthening local career pathways, connecting training directly to industry demand, and creating visible opportunities for meaningful careers, KPEN WIRE helps retain Alaskans, attract new workers and families, and keep more talent, opportunity, and economic activity in Alaska communities.

EMPLOYER-LED | REGIONALLY BUILT | EDUCATION-CONNECTED

From collaboration to a connected workforce ecosystem.

KPEN WIRE

KENAI PENINSULA WORKFORCE & INDUSTRY READINESS ENGINE

WORKFORCE • INDUSTRY • REGIONAL • EDUCATION

A coordinated Alaska workforce model built around employer demand, training capacity, and clear pathways into careers.

Cassidi Cameron | Executive Director | cassidi@kpedd.org | (907) 283-3335 | kpedd.org

The workforce challenge is a systems challenge.

Alaska has training assets, employers, students, and opportunity — but the pathway between them is not always connected.

Employers

Need skilled workers now — and a stronger local pipeline for the future.

Education & Training

Need current industry input, instructors, equipment, and direct links to jobs.

Communities

Need residents to have access to viable careers without leaving the region to find opportunities.

Public Partners

Need investments to translate into measurable workforce and economic outcomes.

KPEN WIRE connects these needs into one regional workforce system — built around employer validation, accessible training, career pathways, and shared implementation.

Cassidi Cameron | Executive Director | cassidi@kpedd.org | (907) 283-3335 | kpedd.org

Public + private + education: one coordinated workforce system.

Each partner has a defined role. KPEDD connects those roles around employer demand and clear pathways into Alaska careers.

INDUSTRY

Defines demand • Integrates industry standards • hires graduates • supports equipment and training • brings current expertise into the classroom

EDUCATION + TRAINING

KPBSD CTE → dual credit → AVTEC credentials → KPC advanced pathways — creating visible entry points from school to career

PUBLIC PARTNERS

City of Kenai facility partnership • infrastructure alignment • public investment • statewide workforce priorities

ECONOMIC DEVELOPMENT

KPEDD convenes partners • validates needs • aligns funding • coordinates implementation • keeps the model connected

KPEN WIRE

A shared framework that turns separate efforts into a connected workforce pathway.

Employer-led • education-connected • publicly supported • regionally coordinated

Cassidi Cameron | Executive Director | cassidi@kpedd.org | (907) 283-3335 | kpedd.org

THE PATHWAY

A workforce pathway designed around real jobs — and built to stay current.

KPEN WIRE links awareness, training, industry expertise, credentials, and employment into one continuous regional pathway.

1 EXPOSURE

K–12 career awareness
CTE + employer visibility

→

2 TRAINING

Dual credit + AVTEC
regional instruction

→

3 INDUSTRY

Industry Instructional Sabbatical
current professionals
teaching

→

4 CREDENTIAL

Skills + certifications
matched to employer
need

→

5 CAREER

Local hiring + retention
KPC advanced pathways

THE IMPACT

Alaskans trained. Credentials earned. Careers launched.

Workers retained. Employers strengthened. Businesses grown.

Knowledge transferred. Leaders developed. Families able to stay.

And future generations who can see a place for themselves in Alaska.

Cassidi Cameron | Executive Director | cassidi@kpedd.org | (907) 283-3335 | kpedd.org

Thank you!

Cassidi Cameron
KPEDD – Kenai Peninsula Economic Development District
cassidi@kpedd.org

KPEN WIRE

KENAI PENINSULA WORKFORCE & INDUSTRY READINESS ENGINE

WORKFORCE • INDUSTRY • REGIONAL • EDUCATION

Building Career Pathways Across Alaska

Three KPBSD CTE initiatives connecting students with regional training, employers, and real-world career experiences.

01 GROWING OUR OWN WORKFORCE

Early Childhood Apprenticeship

Creating a regional pathway that connects high school students with early childhood education training, hands-on experience, and an entry point into a high-needs field.



02 TRAINING BEYOND THE DISTRICT

High School Welders at AVTEC & KPC

KPBSD high school students are expanding their welding skills through AVTEC & KPC accessing specialized technical training while still in high school.



03 INDUSTRY IN ACTION

ARE Energy Camp 2.0 + North Slope Visit

Students explored Alaska's energy sector through ARE Energy Camp and a North Slope experience supported by Marathon and Hilcorp.



REGIONAL PARTNERSHIPS = MORE ACCESS • MORE INDUSTRY EXPOSURE • STRONGER ALASKA WORKFORCE PATHWAYS

Annaleah Karron - KPBSD College & Career Readiness Coordinator - akarron@kpbsd.org

FY26 Year in Review Highlights

By the Numbers

85,492

Training clock hours delivered across long-term programs (FY26)

419 / 392

Maritime students trained / USCG certificates earned (FY26)

86

Apprentices completing an apprenticeship level through RTI (FY26)

390

Residents housed FY26 — 294 students, 96 staff & visitors

FY23: 412 FY24: 390 FY25: 426 FY26: 390

Long Term Enrollment Trends | FY2020–FY2027

Program	FY20	FY21	FY22	FY23	FY24	FY25	FY26	FY27*
Business and Office Technology	7	16	13	16	9	2		
Construction Technology	9	8	12	10	9	13	16	8*
Culinary Arts	11	5	9	8	14	17	14	11 *
Diesel/Heavy Equipment Technologies	19	15	16	19	18	20	12	12**
Industrial Electricity	10	11	12	12	14	15	17	16
Industrial Machining and Maintenance						6	13	4*
Industrial Welding	27	20	19	20	22	25	24	24
Information Technology	14	12	16	16	14	16	11	16
Plumbing and Heating	12		12		16	13	23	18*
Refrigeration	15	10	8	5	10	7	11	12
Total	124	97	117	106	126	134	141	127

AVTEC + KENAI PENINSULA BOROUGH SCHOOL DISTRICT

Dual-Credit Welding Pilot

2	4 hrs	5 days
high school students	per day in AVTEC welding	per week

- Students train alongside AVTEC welding students, earning high school and postsecondary credit
- Partnership with the School District makes the pilot possible

AVTEC + KENAI PENINSULA ECONOMIC DEVELOPMENT DISTRICT

Kenai Campus Expansion: KPEN WIRE

- Adaptive reuse of the former Challenger Learning Center (~19,630 SF) into an AVTEC Instructional Service Center
- A regional workforce development hub, developed with KPEDD through an EDA grant application
- City of Kenai owns the facility and will oversee construction
- About 18 months from design start to first class sessions

PROGRAMS PLANNED

Electrical

Welding

Construction

Maritime

ASD & Workforce Development



- **Impact**: Next decade of workers
- **Responsibilities**: Engage and prepare
- **Risks**: Workforce pipeline leaks or lags, out migration, school funding
- **Call to Action** for educators and industry

When we align the classroom with Alaska's future, those 12,500 students don't just find jobs - they stay, lead, and build the State

Academies of ANCHORAGE

> Workforce Development

EXPLORE > PREPARE > CONNECT

UAA Summer Camps
MS Summer CTE
MS Career Exploration
MS CTE Programs

Freshman Academy

College & Career Exploration

Career Expo & Campus Visit

CTE Pathway Exploration

Project-Based & Work-Based Learning

Dual and Early Credit

Portrait of a Graduate

Fully Engaged Learner

Career & Life Skills

Positive Sense of Self & Purpose

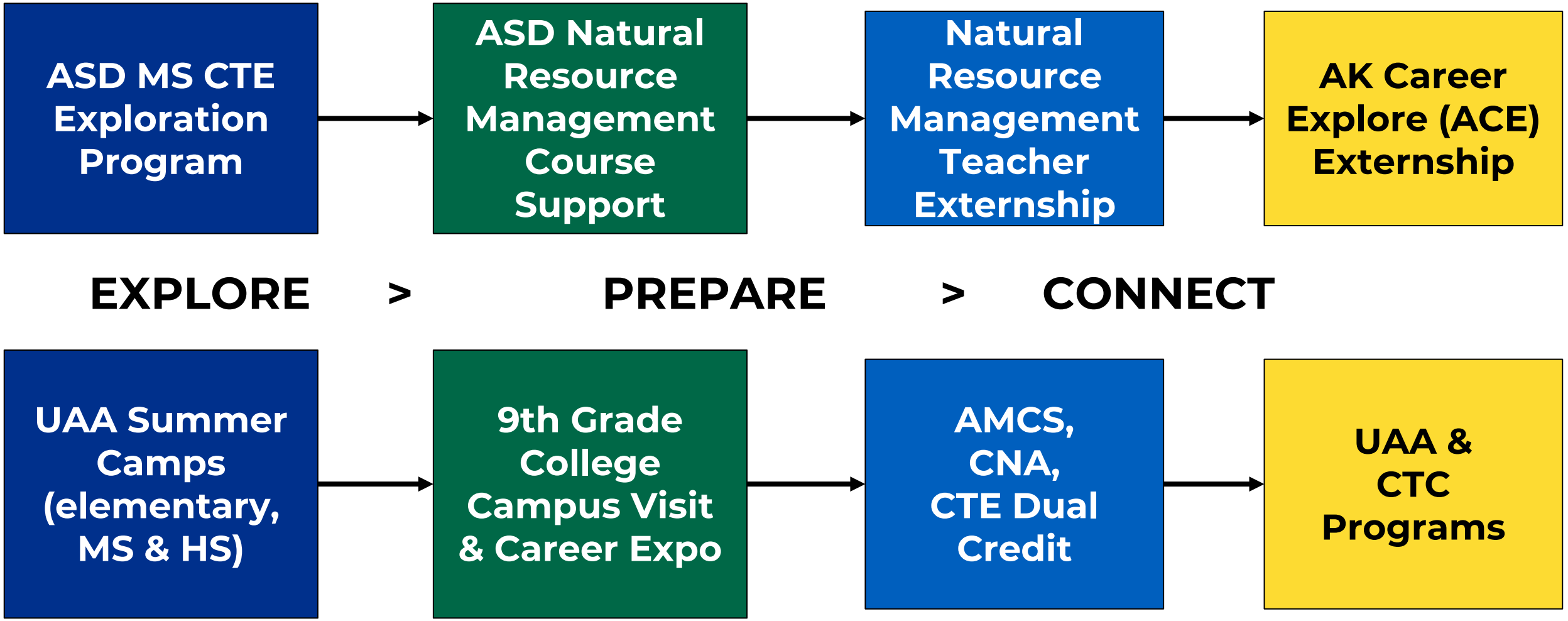
Collaborative Communicator

Post-Secondary Training

UAA, UAF, UAS, KPC, AVTEC, Job Corps, Alaska Works Partnership, Union Apprenticeships

CAREER & LIFE READY

Partner Projects



SOUTHEAST CONFERENCE

Southeast Alaska Workforce Development Initiatives

Presentation to Alaska Workforce Alliance's 2026 Convening

By Robert Venables, Executive Director, Southeast Conference



Mission Vision Values

of Southeast Conference

MISSION
What we do

SEC's mission is to undertake and support activities that promote strong economies, sustainable communities, and a healthy environment in Southeast Alaska.

VISION
Why we do it

To facilitate enduring connections that enable dynamic, diverse, and thriving economies across Southeast Alaska.

VALUES
How we do it

We position Southeast Alaska as an economic leader in the global economy.

We engage community leaders to develop solutions which will enhance the economic sustainability of our region.

We catalyze change and prosperity for our diverse region.

We facilitate visionary and adaptive solutions to sustain our region in perpetuity.

We build trust among our partners.

We respect and celebrate the diversity of our region.

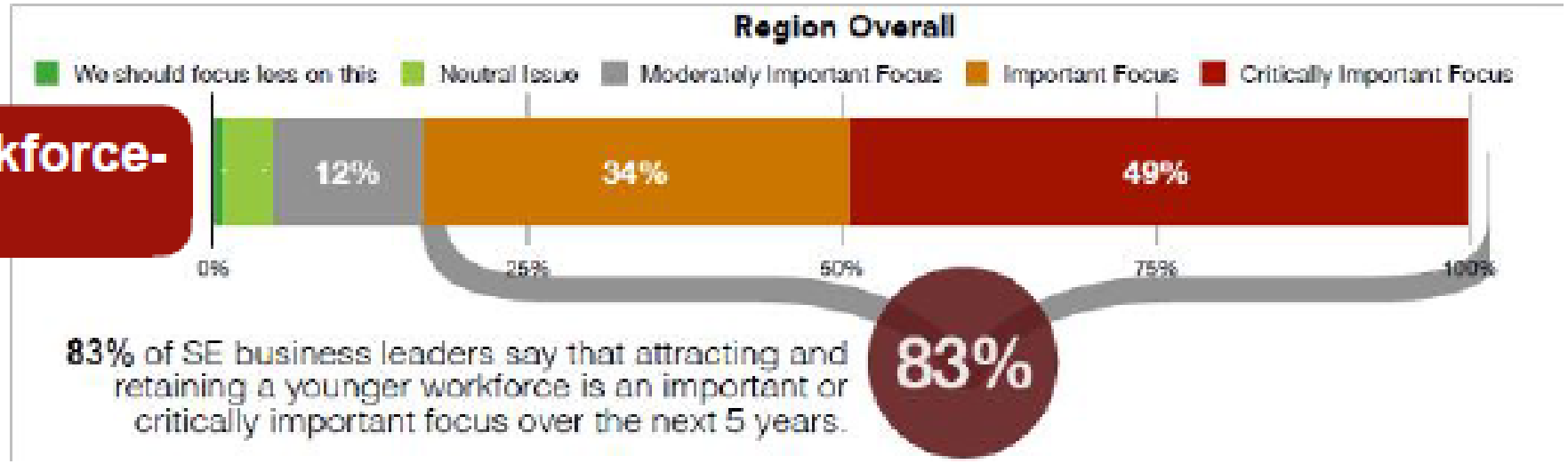
We develop capacity internally and externally to accomplish our mission.

SOUTHEAST CONFERENCE

WORKFORCE DEVELOPMENT PLANNING FOR ECONOMIC RESILIENCY

Southeast Alaska has experienced a shifting and shrinking population over the past decade that has drastically impacted businesses in the availability of an equipped workforce, hindering businesses activities and expansion. With high job availability, regional entities are partnering to implement solutions for a prepared workforce to obtain employment.

Attract/retain a workforce-aged population



As part of the five-year economic planning process, Southeast Conference committee leaders developed 15 economic initiatives focused on or including workforce planning. These are listed below, in order of priority to the region, according to Southeast Conference members:

Southeast Alaska Priority Workforce Objectives (Highest Priority Rating in CEDS)

1. **Ferry Objective**: Support the Stability, Sustainability and Longevity of the Marine Highway Systems of Alaska (See page 37 for 5-year plan)
2. **Child Care Objective**: Increase Child Care Capacity in Southeast Alaska (See page 39 for 5-year plan)
3. **Local Tourism Ownership and Entrepreneurship** (See page 43 for 5-year plan)
4. **Reduce Energy Costs and Increase Deployment of Renewables** (See page 44 for 5-year plan)

Southeast Alaska Workforce Objectives:

5. **Education** Objective: Partner with University of Alaska Southeast and K-12 school districts to build career pathways (See page 32 for full initiative)
6. **Workforce Attraction** and **Retention** Objective (See page 33 for full initiative)
7. **Mariculture** Development (See page 23 for full initiative)
8. Work to Further Promote a Year-round Seafood Economy in the Region (See page 23 for full initiative)
9. **Transportation Workforce** Development (See page 21 for full initiative)
10. Telecommunications Objective: **Improve Communications Access** in Southeast Alaska (See page 34 for full initiative)
11. Support Access to Capital for **Seafood Harvesters and Processors** (See page 24 for full initiative)

Southeast Alaska Committee Level Workforce Initiatives (lower priority level, see appendix document Potential Southeast Conference CEDS Initiatives 2030 for full initiatives):

12. **Seafood Sector Workforce** Development (page 19)
13. Community-Based **Timber Workforce** Development (page 25)
14. **Mining and Exploration Workforce** Development (page 25)
15. **Training** to Support the Unique Needs of SE Alaska's **Visitor** Industry (page 13)

Mariculture

Major funder of the University of Alaska Southeast's aquaculture semester

- Currently 14 students in this program

Funded mariculture related 2-3 day workshops

- Three occurred in Southeast Alaska in the last year

Funded a paid internship program

- Three different internship programs
- 6+ Interns





Biomass

Cordwood Operator Training

- 3 Sessions throughout AK
- 27 Certifications since 2024

Pellet Mill MOA with Generations Southeast

- Instant classroom from construction to operations and maintenance



Municipal Solid Waste

Hosted a Rural Alaska Landfill Operator (RALO) training in Petersburg April 8-11, 2024

- 16 solid waste professionals, from 9 communities





Maritime



- Applying for funding support for Alaska Marine Highway System and Inter-Island Ferry Authority workforce development programs
- Connecting with University of Alaska staff on goals for the further development of their maritime programs

Crew



- Work with industry partners to find potential funding sources for their crew apprenticeship and training programs and vocational trainings
- Coordinated discussions to better understand the workforce needs of the seafood industry across the region
- developed a project to improve operational efficiencies including professional development and one on one coaching with businesses.

THANK YOU!



SOUTHEAST CONFERENCE

ROBERT VENABLES
robert@seconference.org
907.586.4360

Southeast Alaska CTE Consortium

Sealaska Heritage Institute

Spring 2026

Anchorage | March 23-27 Ironworkers welding intensive w/ ARCTIC • 2 students

Yakutat | April 13-17 Tongass Guide Academy • 9 students

Fall 2026

Klawock| Sept. 1–3 IBEW Young Electricians Teacher Training

Juneau | Sept. 21–25 — 4 courses • 28 students

Klawock | Sept. 28–Oct. 2 — 4 courses • 23 students



Introduction to Healthcare Occupations

Participating School Districts

Annette Island, Chatham, Craig, Haines, Hoonah, Hydaburg, Juneau, Kake, Klawock, Pelican, Petersburg, Sitka, Skagway, Southeast Island, Wrangell, Yakutat

Southeast Alaska CTE Consortium

Sealaska Heritage Institute

Hands-on, relevant learning — Students gain practical skills tied directly to jobs and industries in Southeast Alaska.

Expands access and equity — Brings high-quality CTE opportunities to students from across our region.

Strengthens local pathways — Aligns education with regional workforce needs and postsecondary options.

Builds confidence and clarity — Helps students explore careers, earn credentials, and make informed next-step decisions.

Supports districts without added burden — Provides high-impact programming that complements existing staff and schedules.

Strengthening ties across communities — Brings students and educators together, building relationships that extend beyond the intensive.



MTR S120 Outboard Motor Maintenance



CT S120: Construction Tools & Materials

DRAFT Spring 2027 Intensive Schedule

Sealaska Heritage Institute

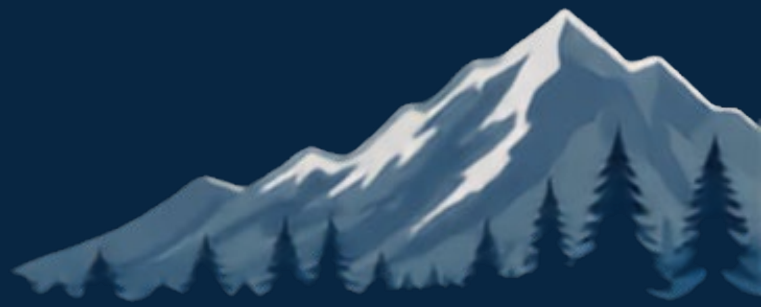
Date	Intensive / Event	Location	Partner / Instructor	Credential	Recommended Grade Level	Capacity
March 15–19	IBEW Statewide Young Electricians Training	Anchorage	International Brotherhood of Electrical Workers 1547 / Manny Acuña	Pre-apprenticeship	11th–12th Grade	12
March 15–19	Sheet Metal	Anchorage	AMMA Sheet Metal Workers 23/ Bruce Bold		9th–12th Grade	3
March 15–19	Ironworkers Welding Intensive	Anchorage	Ironworkers Local 751 / Shane Wuollet	AWS Welding Cert	9th–12th Grade	3
March 15–19	Cultural Arts & Indigenous Trades	Klawock	Generations Southeast / Marita Tolson			8
March 15–19	Intro to Mining Careers	Klawock	Alaska Resource Exchange / Beki Toussaint		9th–12th Grade	15

DRAFT Spring 2027 Intensive Schedule

Sealaska Heritage Institute

Date	Intensive / Event	Location	Partner / Instructor	Credential	Recommended Grade Level	Capacity
April 12–16	Intro to Mining Careers		Alaska Resource Exchange / Beki Toussaint		9th–12th Grade	15
April 12–16	Introduction to Healthcare Occupations		SERRC / AHEC		9th–12th Grade	8
May 3–7	Sheet Metal		AMMA Sheet Metal Workers Union / Bruce Bold		9th–12th Grade	12
May 3–7	Introduction to Welding	Juneau	University of Alaska Southeast / Steffen Frazier		9th–12th Grade	10

Break



ALASKA SAFETY ALLIANCE

ALASKA WORKFORCE ALLIANCE

Jobs
ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT
Division of Employment and Training Services

THE CIRI FOUNDATION

MILES BAKER ALASKA

DENALI COMMISSION ALASKA

Regional Workforce Breakout Session

Objective -

Select a shared regional workforce challenge for collaborative over the next 12 months.

Regional Workforce Breakout Session
Step 1 - Find your peeps (6 mins)

- Find Your Region
- If there are too few people here from your region, combine with another region (example, SW+Western Alaska)
- If you represent a Statewide organization, choose a region you'd like to support
- Quick intros (name only or more depending on time left)
- Pass around participant list

Regional Workforce Breakout Session
Step 2 – Brainstorm. (Silent writing for 4 mins)

What recurring barrier in our region prevents people from preparing for, entering, or staying in good jobs?

Regional Workforce Breakout Session

Step 3 – Small group prioritization (20 mins)

- In groups of 2-4, each person share their top 3 issues, without interruption.
- Combine duplicates
- Choose top 2 issues for the small group (use this criteria if helpful)
  - Does it affect multiple communities/orgs/schools?
  - Would working TOGETHER on this maximize impact?
  - Can we demonstrate progress in 12 months?
  - Do we have willing contributors, or can they be recruited?

Regional Workforce Breakout Session

Step 4 – Build A Regional Shortlist (20 mins)

- Each small group give a brief report of top 2 selected issues and place on large poster paper
- Leader - arrange post-its by category/overlapping issues
- As a regional group, choose top 1 issue and 1 runner-up issue

Regional Workforce Breakout Session

Step 5– Determine Next Steps (5 mins)

- Who can convene/host next conversation about this issue
- Next meeting date
- Share contact information (take a photo of participant list but don't take it!)

Regional Breakout Report & Closing Comments



2026 ASA-AWA
Annual Membership Meeting

Thursday, October 8, 2026

The Nave, Anchorage

ALASKA SAFETY ALLIANCE

ALASKA WORKFORCE ALLIANCE

Mission & Vision



Mission

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

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

With Thanks

To the partners and sponsors who help make this Convening possible

GOVERNMENT & STRATEGIC PARTNERS

Jobs
ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT
Division of Employment and Training Services

ALASKA WORKFORCE
INVESTMENT BOARD

DENALI COMMISSION
ALASKA

EVENT SPONSORS

THE CIRI FOUNDATION

MILESBAKER
ALASKA

ACCOMPLI SHMENTS

Look Back

Teri Cothren, Board Treasurer
Mari Selle, Executive Director, AWA

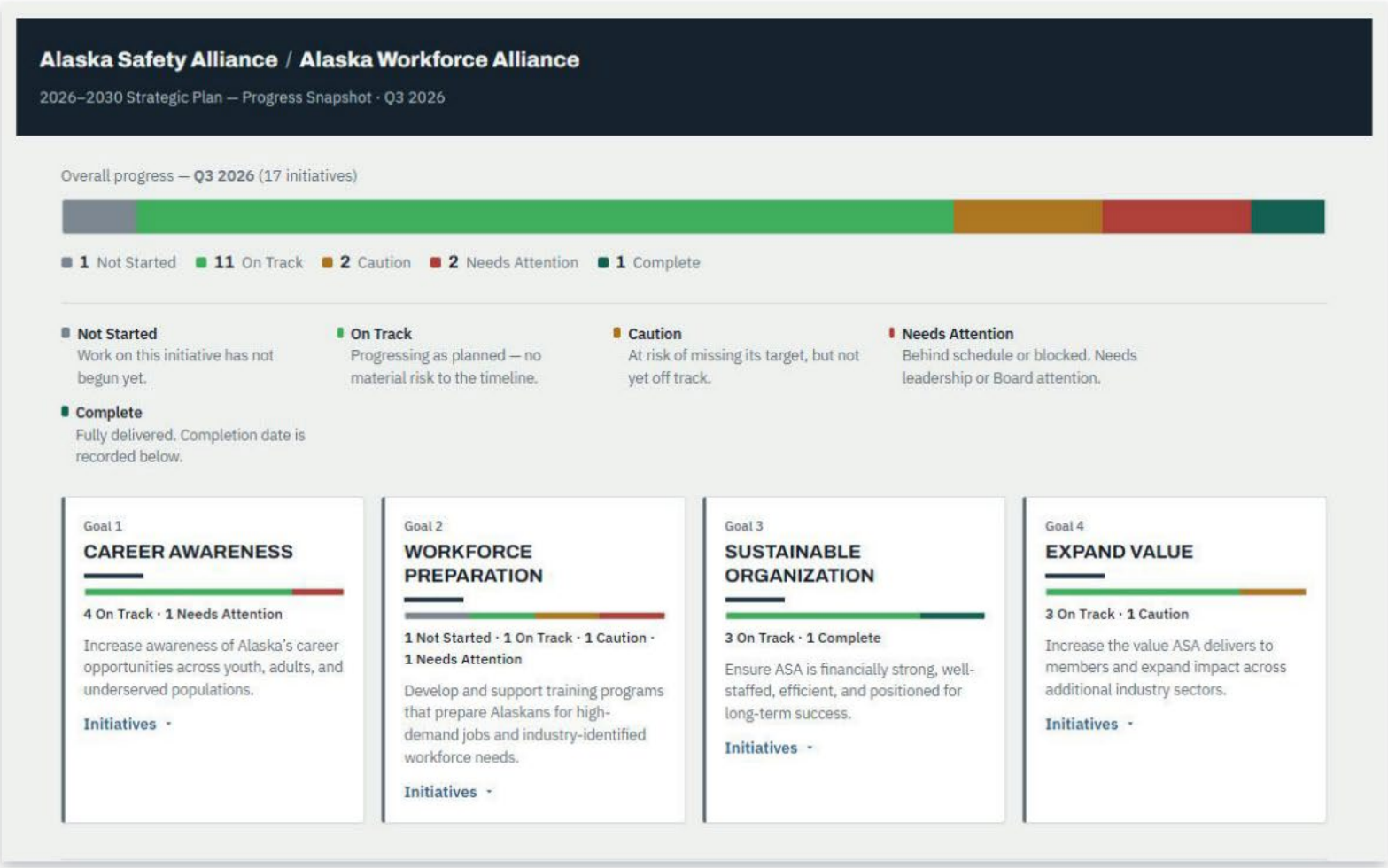




A Clear Plan, Already in Motion

2026-2030 Strategic Plan

The Board adopted a new strategic plan this year, and the organization is already seeing progress on those priorities.



We Start by Listening



35+

career fairs & community events since January



4,200+

students & community members reached

New Partnerships Taking Shape

Critical Mineral Accelerator Engine in Alaska

Selected to lead workforce development for the Alaska Critical Minerals Accelerator.



Raising the Bar on Basic Safety

Life Saving Rules

New basic awareness training, developed with North Slope operators, is now part of the NSTC Unescorted Course. It can also stand alone or support annual refresher training.



Partnering on Alaska's Safety Conference





The 44th Governor's Safety and Health Conference created more ways for attendees to connect and exchange ideas.

Coordinating Alaska's Healthcare Workforce

AHWC

ALASKA HEALTHCARE WORKFORCE COALITION

Re-established in 2025

Supporting professionals who are tackling healthcare workforce challenges statewide.



Maritime Works Keeps Growing







Career camps
Credentialing support
Outboard engine maintenance training
Teacher externships

Joining AK/Now



Joining The CIRI Foundation and a broad group of partners to connect work already happening and find ways to do more together statewide.

Alaskans, Moving Forward

49

awardees 2023-2026

30

career pathways

$43,650

Awards 2023-2026

20

Alaska communities

Aviation, construction, welding, nursing, process technology, fisheries science, and more



Faces Behind the Numbers



Misty Thomas

IBEW Apprenticeship



Rachel Taylor

Aviation



Josie Peace

Mechanical Engineering



Hunter Conn

Heavy Diesel Mechanic



Talia Champion

Occupational Safety & Health



Michael Reber

Information Technology



Olivia Hyde

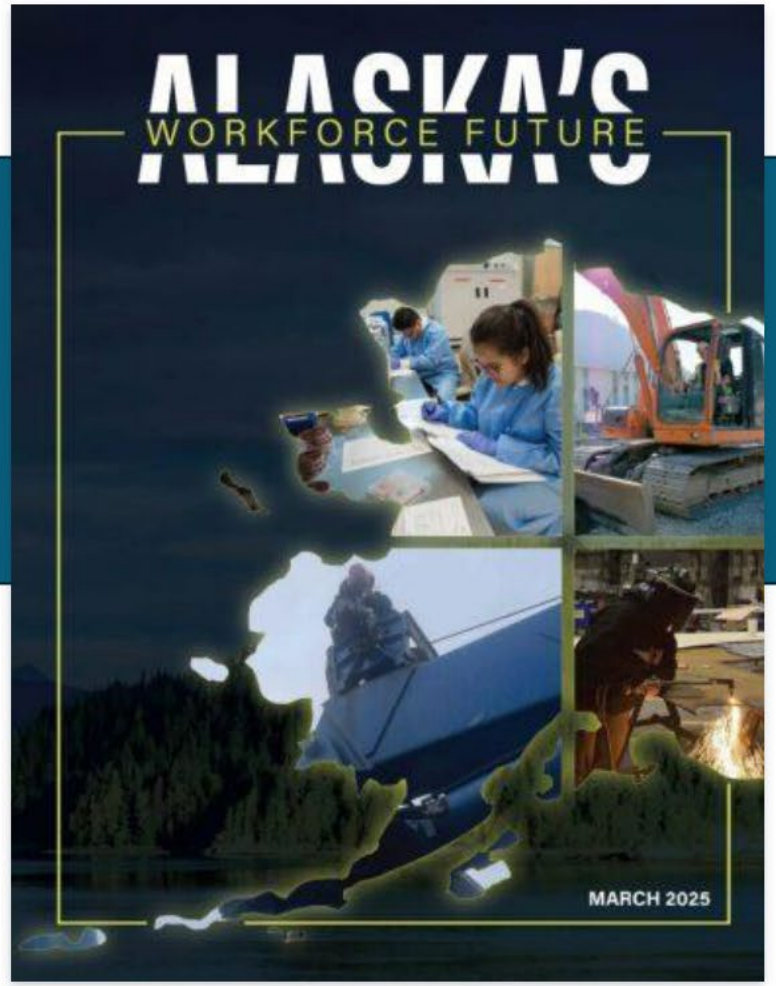
Industrial Electricity



Tiana Von Mergl-Grote

Safety Management

Alaska's Workforce Future











BEC
ALASKA BUSINESS EDUCATION COMPACT

DENALI COMMISSION
ALASKA

Jobs
ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT
Division of Employment and Training Services



Our members, partners, and team make it possible.

ALASKA SAFETY ALLIANCE

ALASKA WORKFORCE ALLIANCE

THANK YOU

Board Recognition

Cari-Ann Carty, President/CEO

ASA – AWA Board of Directors

OFFICERS

- **John Rothbarth,** Hilcorp Alaska – Chair
- **Heather Spear,** Sitnasuak – Secretary
- **Luke Voshell,** ASRC Energy Services – Past Chair
- **Randy Sulte,** CCI/Kakivik – Chair Elect
- **Teri Cothren,** University of Alaska - Treasurer

DIRECTORS

- **Dr. Eric Arzubi, MD,** Frontier Psychiatry
- **Chris Campbell,** NANA Construction
- **Peter Davenport,** ConocoPhillips Alaska
- **Jim Godin,** Fairweather, LLC
- **John Ketchum,** Hawk Consultants
- **Tara Kulin, CSP,** Consultant/HSE Professional
- **Fred Millen,** Alyeska Pipeline Service Company
- **Stephen Nowers,** Cruz Construction
- **José Owens,** American Marine Corporation
- **Jamey Smith,** Brice Environmental

THANK YOU

Honoring Outgoing Board Members



Fred Millen

2014-2026 12 years of service

With gratitude for the industry knowledge, experience and perspective he brought to the Board over twelve years.



Tara Kulin

2019-2026 7 years of service

A strong advocate for ASA, connecting our team directly with Alaska's safety professionals and the clients we serve.



Teri Cothren

2019-2026 7 years of service

A steady, thoughtful voice on this Board, always asking the right questions and keeping us grounded.

WHAT'S NEXT

Look Ahead

Randy Sulte, Incoming Board Chair, 2027

Alaska Workforce Safety Week



February 8-13

A statewide week of free or reduced-cost training hosted by organizations across Alaska.

We need partners and trainers across the state, including beyond Anchorage and Fairbanks.

Introducing the Maritime Works Film & Arts Festival

Launching February

A new event using film, art and storytelling to shine a light on the range of careers on and around Alaska's waters.

Submissions due December 1



Safety Swing & Summer Fling Returns







Round two will raise money for Alaskans pursuing training and education, with lessons learned from year one.

Strengthening the Fundamentals



Training for new industries and projects

Bringing employers and industry experts together to build consistent training before workers arrive on site.



Core Basic Training Matrix

Identifying foundational requirements that overlap across industries, making the path easier to navigate.

Growing Partnerships



Partnering again with the Alaska Department of Labor and AKOSH on the Governor's Safety and Health Conference, with a broader industry audience.



Becoming more engaged with SkillsUSA Alaska, including support for the 2027 state competition in March.

Get Involved



Sponsor or participate in an event



Host a Safety Week training



Serve on a committee or the Board



Bring us a workforce or training challenge



Make a connection for us

YOUR VOTE

2026 Board Election

Four candidates for the upcoming three-year term

Peter Davenport



Peter Davenport

HSE Director, ConocoPhillips Alaska

Current Board Member seeking a 3-year term

Jacelyn Keys



Jacelyn Keys

Director of Workforce Development, University of Alaska System

Joseph "Joey" Guzzo



Joseph "Joey" Guzzo

Health & Safety Manager, Santos

Jeremy Wagner



Jeremy Wagner

Senior Director of Safety, NANA North

Cast Your Ballot



One vote per member company



Yes or no on the full slate of four candidates



A majority of member companies in attendance is needed to confirm



Ballots due by noon
Red ballot box at the registration table



Results announced at the 1:00 p.m. Regional Workforce Highlights session

WRAPPI NG I T UP

Closing Remarks

Cari-Ann Carty, President/CEO

Thank You

Enjoy the break. See you back here for the next session.





Workforce Presentations

- Patrick Rose, Northern Industrial Training LLC
- Lee Ann Munk, PhD. NSF Critical Mineral Accelerator Engine







2026 AKLNG Workforce Trends & Opportunities

An Environmental Scan — Prepared by Northern Industrial Training for the Alaska Workforce Investment Board





AKLNG Workforce Planning

- 2018 Alaska LNG Workforce Plan established baseline workforce needs
- Project timelines, ownership, and market conditions have significantly changed
- Governor Dunleavy requested updated, actionable workforce analysis
- AWIB commissioned a statewide update to assess demand, capacity, and gaps



Executive Summary

The AKLNG Project — an ~800-mile pipeline from the North Slope to a liquefaction facility in Southcentral Alaska — is one of the largest potential infrastructure developments in Alaska's history. Peak construction employment could reach **6,600 workers for AKLNG alone**, rising to **~8,670 statewide** when concurrent projects are included — roughly a quarter of Alaska's entire construction workforce.

The Challenge

Alaska cannot independently supply the workforce required for multiple concurrent projects.

The Opportunity

Strategic investment now can strengthen Alaska's training system and maximize resident hire.

The Urgency

Workforce preparation must begin before Final Investment Decision to avoid early mobilization shortfalls.

PART I — CONTEXT & FRAMEWORK

AKLNG Project Overview

Three Core Infrastructure Components

Component	Location	Function
Gas Treatment Plant	North Slope	CO_2 removal & gas conditioning
Mainline Pipeline (~800 mi)	North Slope to Nikiski	Gas transportation
Liquefaction Facility	Nikiski	LNG processing & export

In March 2025, AGDC and the Glenfarne Group formed **Glenfarne AKLNG, LLC** — Glenfarne holds 75% ownership and leads front-end engineering and commercial development toward a Final Investment Decision.



Construction & Operations Timeline



PART I — CONTEXT & FRAMEWORK

Workforce Challenge Context



Aging Workforce

Roughly one-third to nearly half (occupation dependent) of resident workers in key trades are age 45+. High replacement demand exists even without AKLNG.



Shrinking Labor Pool

Alaska's working-age population has fallen ~30,000 over the past decade. An 11-year streak of net out-migration continues.



Nonresident Reliance

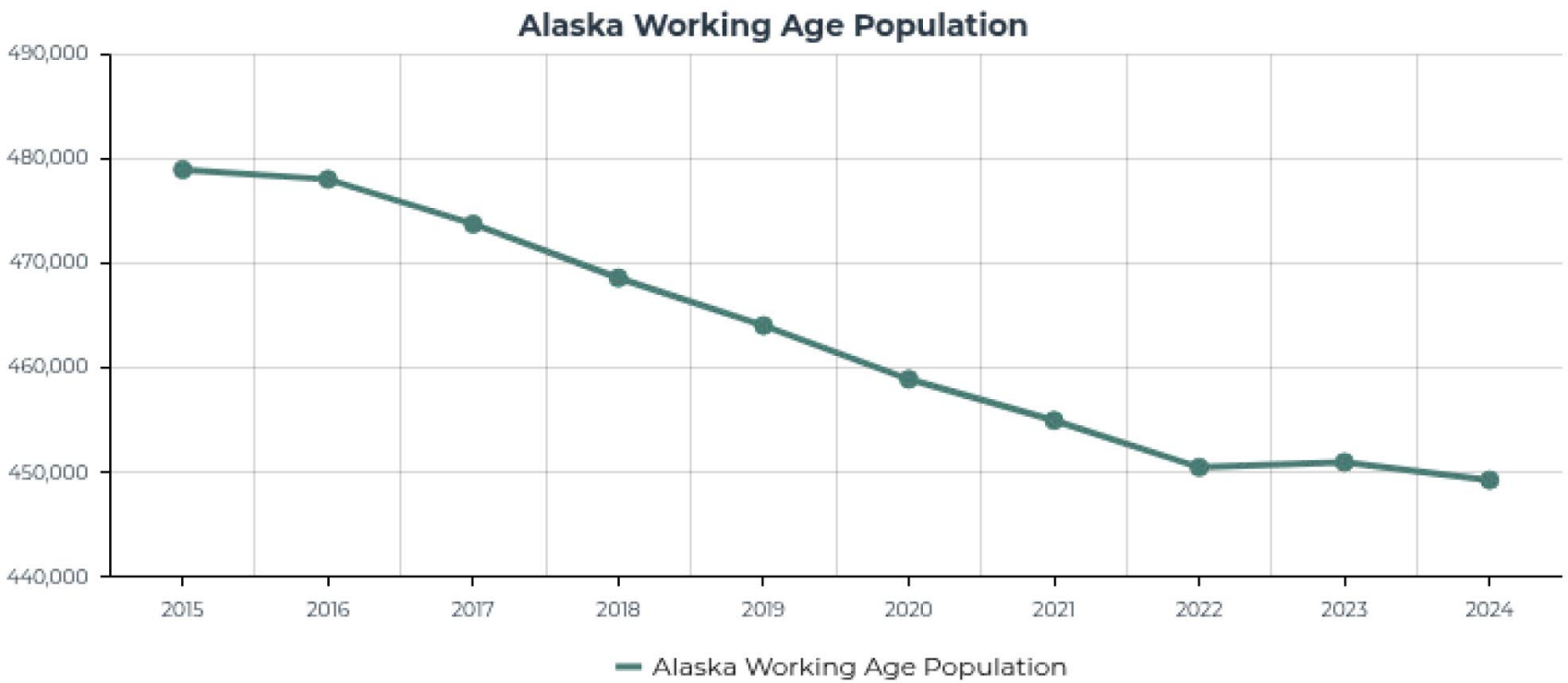
Nonresidents now account for ~23% of Alaska's total workforce — the highest share in three decades. Construction saw a 24% jump in nonresident workers from 2022 to 2023.



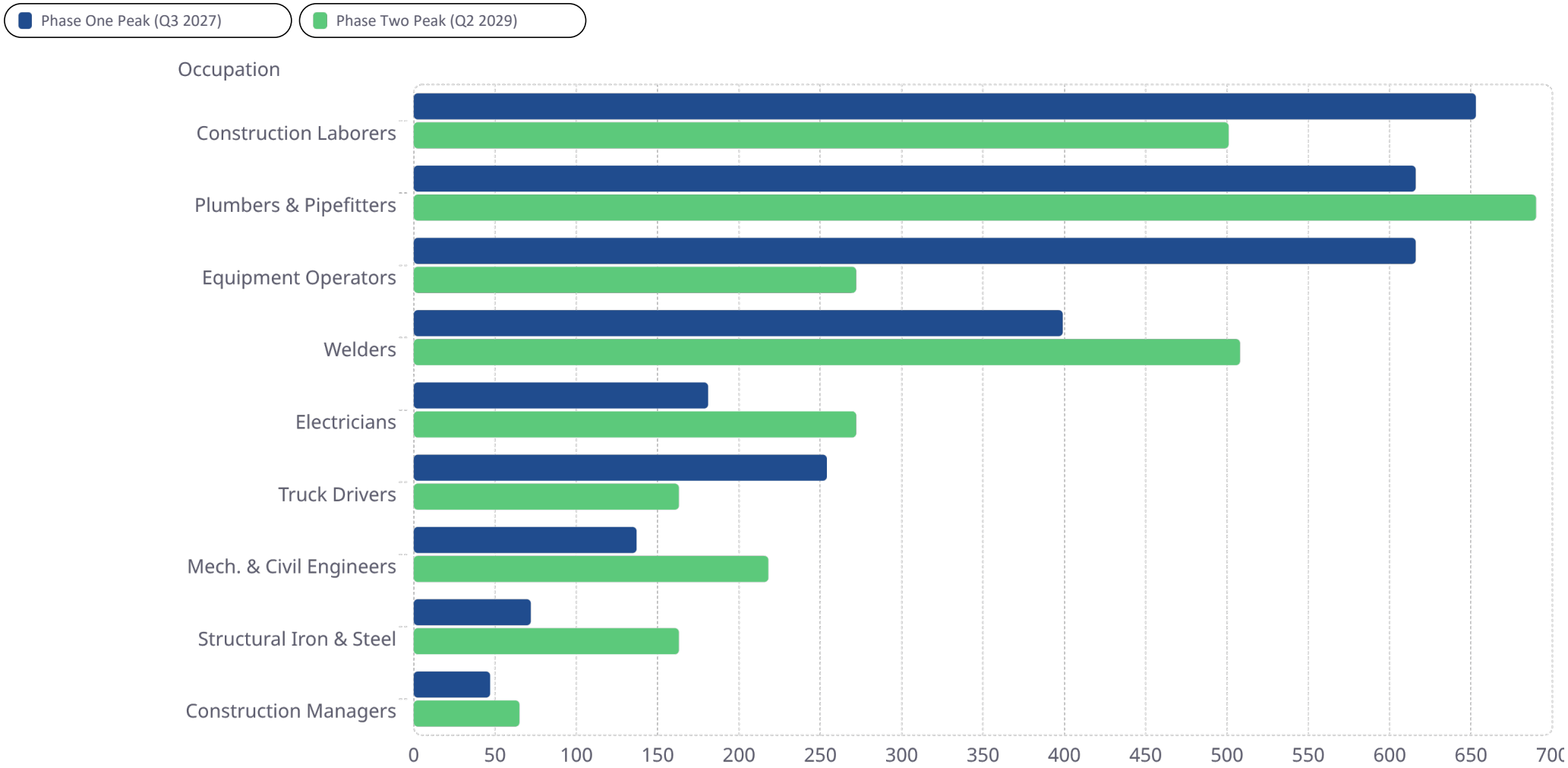
Overlapping Projects

Multiple large projects compete for the same occupational groups during the same construction window, compressing demand.

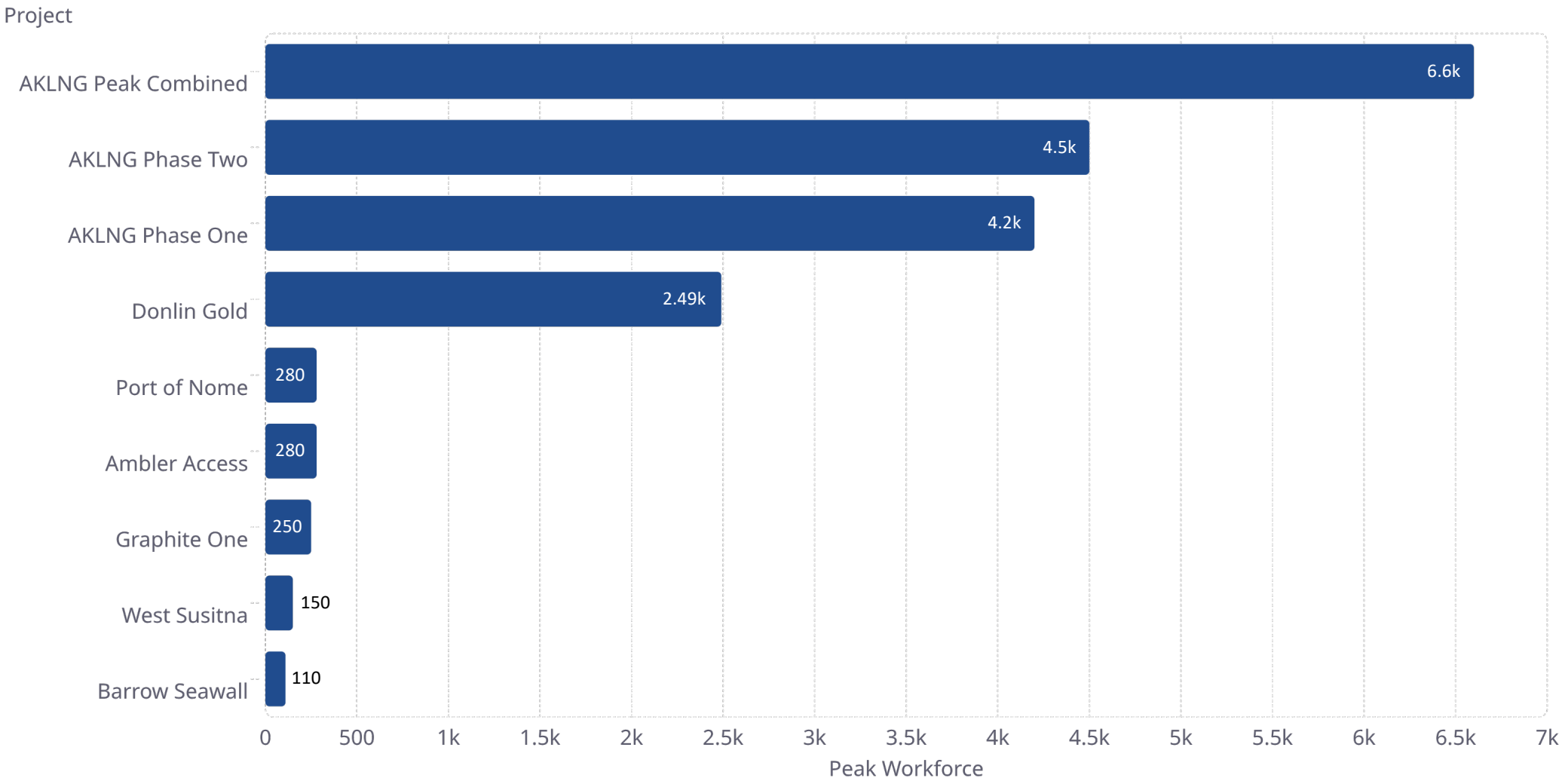
Alaska Working-Age Population Decline



AKLNG Workforce Distribution by Occupation



Overlapping Projects: Statewide Peak Demand



PART III — TRAINING CAPACITY

Alaska's Workforce Training System

Colleges & Universities

University of Alaska system (UAA, UAF, UAS) plus community campuses statewide. Certificate through bachelor's degrees in engineering, welding, construction management, and industrial technology.

Registered Apprenticeships

2,400+ active apprentices statewide (2025–2026). Programs require 2–5 years to complete. Primary pathway for electricians, pipefitters, operating engineers, carpenters, and ironworkers.

Regional & Vocational Providers

AVTEC, NIT, ATC, SAVEC, NACTEC, and others. Short-duration, industry-aligned programs in CDL, welding, heavy equipment, and diesel mechanics.

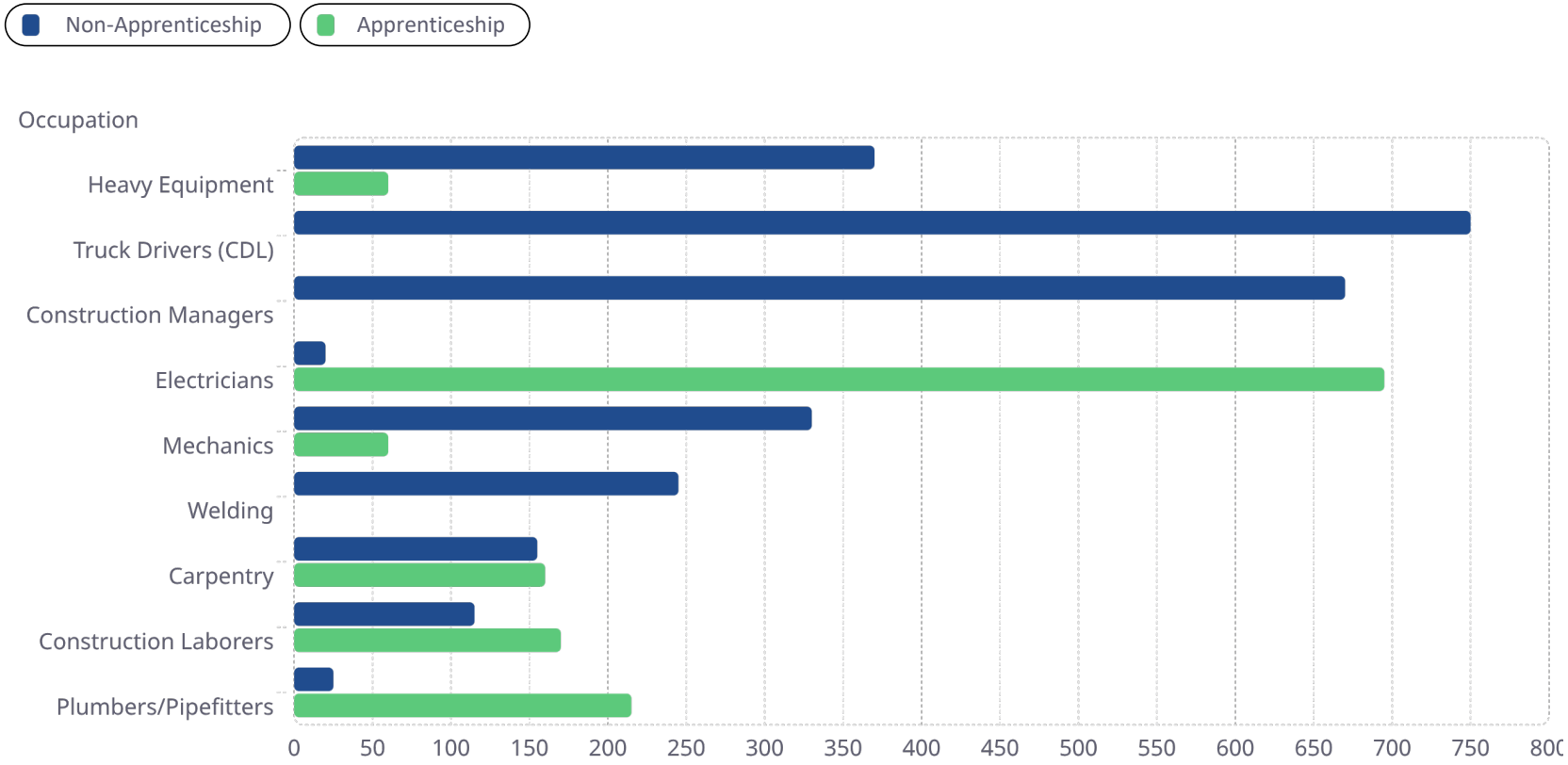
Secondary CTE

~7,500–8,000 high school graduates annually form the primary new-entrant pipeline.

Alaska Native Education Foundations

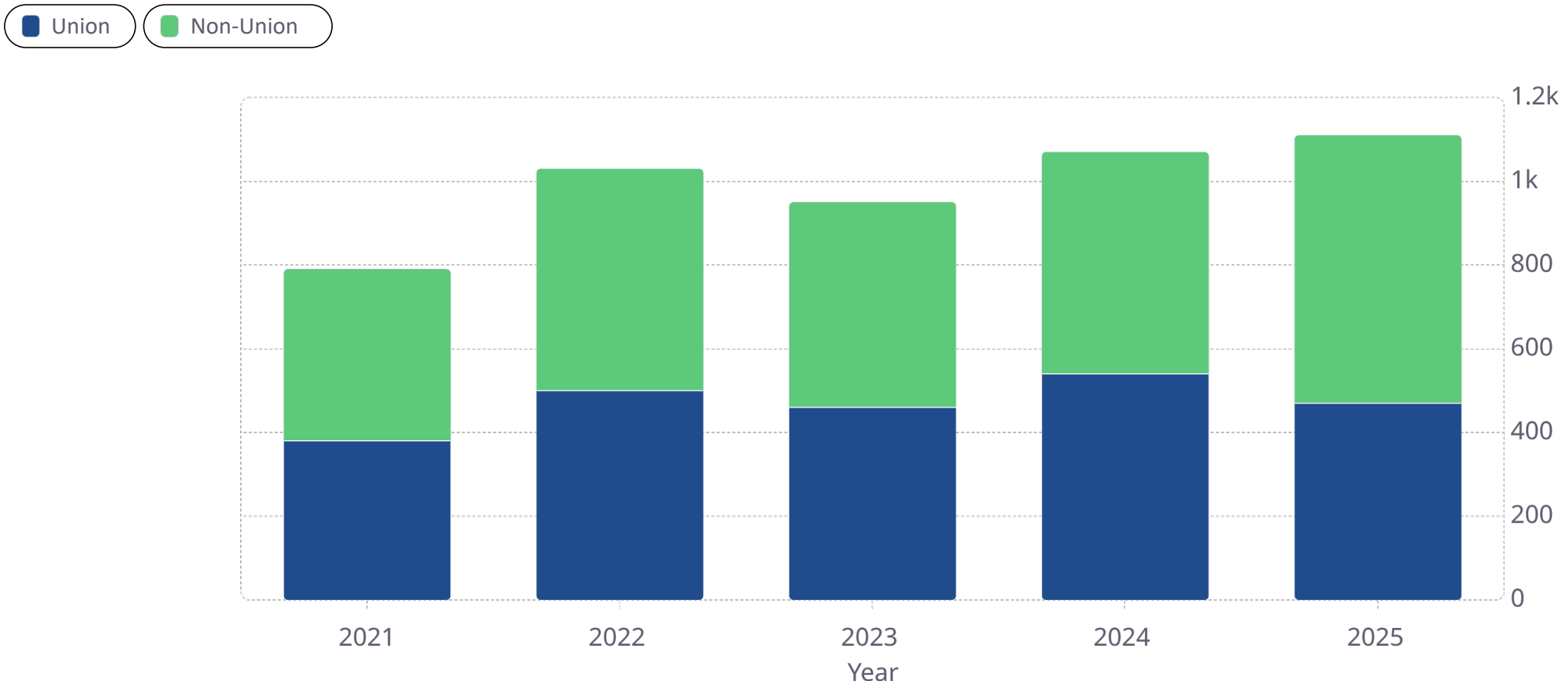
Alaska Native foundations provide scholarships, apprenticeship sponsorship, and workforce readiness for rural residents.

Annual Training Capacity by Occupation



Many providers reported operating at only 60–80% of capacity, suggesting participation and access barriers — not facility limits — are the primary bottleneck.

New Registered Apprentices by Year



Programs require 2–5 years to complete. This pipeline cannot rapidly respond to the late-2020s construction window without immediate action.

Training System Barriers & Constraints

Instructor Availability

The #1 constraint across all sectors. Industry wages exceed instructor pay, making recruitment and retention difficult in welding, electrical, heavy equipment, and CDL programs.

Facility & Equipment Limits

Dedicated shop space, simulators, and industry-grade equipment restrict scheduling flexibility and cohort size. Specialized facilities are concentrated in larger population centers.

Housing & Support Costs

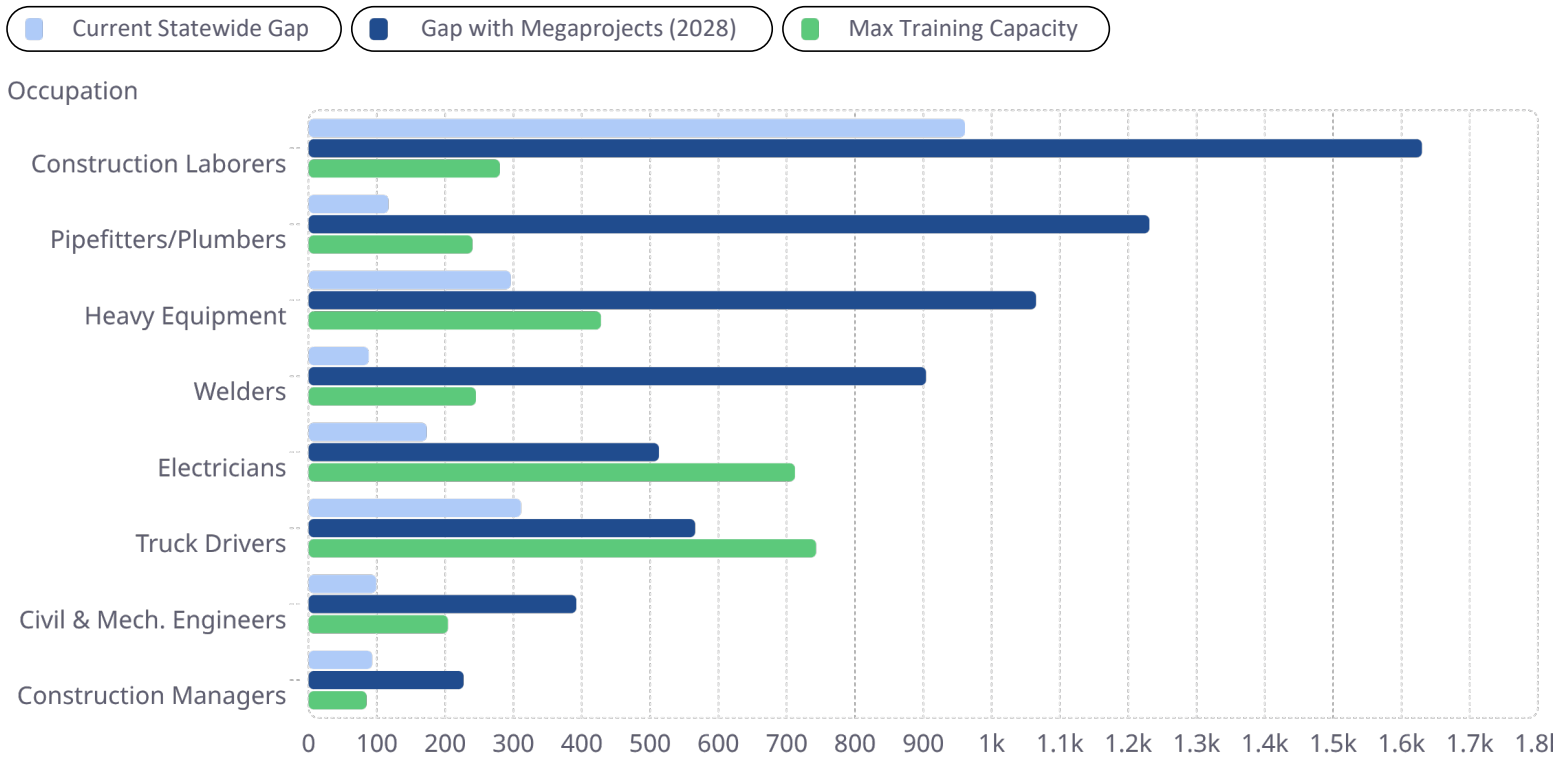
Rural trainees face travel, relocation, and housing costs that reduce participation. Childcare, transportation assistance, and case management are often unfunded.

Funding Cycles

Year-to-year funding cycles prevent long-term planning, slow instructor hiring, and delay equipment purchases — even when demand is rising.

> "Workforce training must be designed with a clear objective: employment, not training for its own sake. Alaska must prioritize full funding for high-performing trade schools." — MAPTS

Workforce Gap Analysis: 2028 Peak Demand



For most critical trades, **maximum training capacity falls far short of 2028 peak demand**. Even where capacity exists on paper, it cannot be mobilized instantly — it requires instructors, funding, and lead time.

Nonresidents already represent ~25% of workers in these occupations at baseline. Project construction will increase this reliance without coordinated investment.

Training Pathway Scalability Comparison

Pathway	Role in LNG Workforce	Time to Entry	Scalability
Short-Cycle Vocational (CDL, laborer, entry welder)	Entry-level construction	1–3 months	High
Registered Apprenticeship	Journey-level skilled trades	2–6 months to paid entry 2–5 years journey	Moderate
College / Technical Programs	Technical & industrial roles	1–2 years	Moderate
Employer-Led / Incumbent Worker	Job-specific onboarding	Weeks–months	Moderate
University Degrees (Engineering)	Professional & supervisory	4+ years	Low (near-term)

No single pathway can close projected workforce gaps. A coordinated, multi-pathway strategy is required — beginning immediately for short-cycle programs and in parallel for longer-term pipelines.

Investment & Scaling Strategies

1

Expand Short-Cycle Training Now

Maximize enrollment in CDL, laborer, heavy equipment, and entry-level welding programs. These can influence early construction mobilization within months.

2

Grow Apprenticeship Pipelines Early

Increase intake immediately so apprentices are available at peak demand. Pursue SAA status to allow 2:1 apprentice-to-journeyperson ratios in key trades.

3

Invest in Instructor & Facility Capacity

Prioritize providers with existing instructors and demonstrated delivery. Fund equipment upgrades and expand shop space at high-performing institutions.

4

Fund Student Support Costs

Transportation, housing, and childcare are the primary barriers preventing rural Alaskans from accessing training. Direct funding here yields the fastest participation gains.

Estimated Training Costs & Funding Sources

Typical Cost per Training Pathway

Pathway	Typical Cost Range
CDL Programs	$6,000 – $10,000
Welding Programs	$8,000 – $23,000
Technical Certificates	$10,000 – $20,000
Apprenticeship Instruction	$5,000 – $8,000/yr
Engineering Degrees	$25,000+/yr

Available Funding Sources

- State Training & Employment Program (STEP)
- Technical & Vocational Education Program (TVEP)
- Workforce Innovation & Opportunity Act (WIOA)
- State capital appropriations
- Federal workforce & infrastructure grants
- Apprenticeship expansion funding
- Industry contributions post-FID

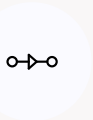
A 2–4 year investment window is critical for licensed trades and engineering disciplines. Investments must begin well before peak demand to influence workforce supply.

Implementation Priorities



Priority 1: Maximize Existing Capacity

Bring existing providers, apprenticeship programs, and CTE programs to full operational capacity before building new facilities. Fastest and most cost-effective path to increased workforce output.



Priority 2: Align Pipelines with with Time-to-Entry

Run short-cycle and long-cycle programs simultaneously. Short-cycle programs supply early mobilization; apprenticeship and college enrollment must increase now to supply peak demand in 2027–2029.



Priority 3: Strengthen Recruitment & Retention

Expand high school CTE transitions, recruit mid-career workers, and attract out-of-state students to Alaska institutions. Alaska's low unemployment means training capacity alone is insufficient.



The Bottom Line

Act Early

Workforce preparation must precede FID. Every quarter of delay narrows the window to influence peak 2027–2029 demand.

Fund Strategically

Prioritize student support costs, multi-year funding commitments, and providers with proven delivery capacity.

Be Realistic

Nonresident labor will be necessary. Set achievable Alaska Hire targets and measure progress consistently.

Coordinate

No single agency or pathway can close the gap alone. Aligned action across industry, government, and training providers is the only path to success.

Key Takeaways & Actionable Recommendations

Key Takeaway	Actionable Recommendation
Alaska lacks the population size or training capacity to independently supply the workforce for multiple projects.	Adopt a realistic Alaska Hire strategy with achievable workforce participation targets.
Federal apprenticeship requirements constrain rapid enrollment expansion.	Invest in apprenticeship expansion by becoming a State Apprenticeship Agency (SAA) — potential to double apprentices in some trades.
Many training providers are not at capacity.	Scale short-term training immediately to anticipate near-term workforce demand. (SB217)
Existing funding programs often do not address primary barriers to training participation.	Prioritize funding toward the student (including support costs, transportation, housing, and childcare).
Short-term funding cycles limit providers' ability to plan and scale.	Stabilize workforce funding through multi-year commitments aligned with project timelines.

NORTHERN INDUSTRIAL TRAINING



Northern Industrial Training, LLC (NIT) is a privately owned Alaskan company founded in 2003.

"Give me a lever long enough and a fulcrum on which to place it, and I shall move the world." (Archimedes)

For more information visit www.nitalaska.com or e-mail: info@nitalaska.com

NSF Critical Mineral Accelerator Engine in Alaska

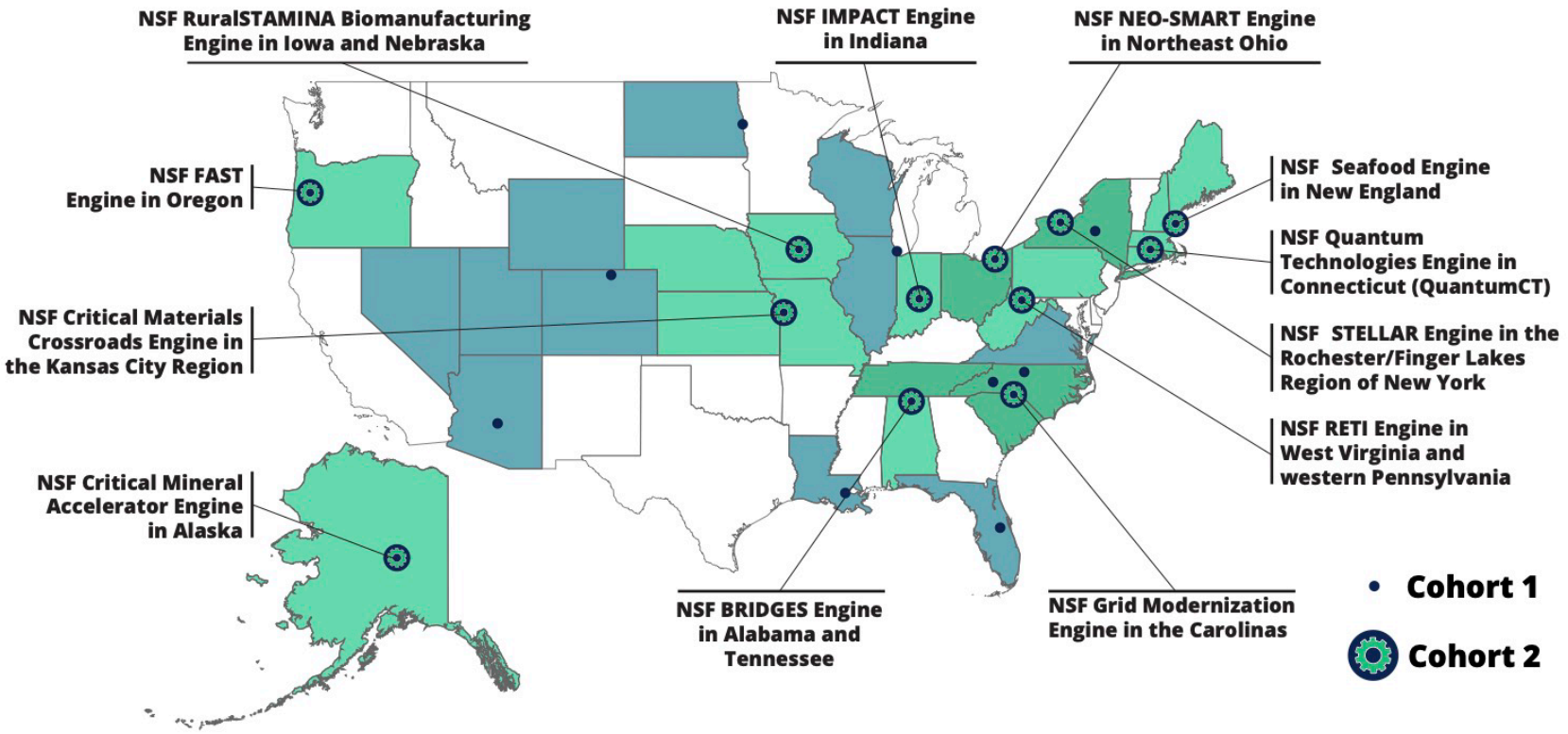
Discover. Recover. Deliver.
Alaska's Critical Minerals for America's Supply Chain

Lee Ann Munk, Ph.D., CEO and Co-Founder Alaska Engine

2026 Alaska Workforce Convening | October 8, 2026 | Anchorage, Alaska

NSF Engines across the United States

Place-based innovation creates economic development through new technologies that help advance existing sectors.



Why critical minerals matter to Alaska and the nation

FOR ALASKA

- High-wage jobs and stronger local economies
- Revenue generation and economic development
- Longer mine life and new mineral production

FOR THE NATION

- More secure domestic supply chains
- Minerals for defense, energy, infrastructure, and technology
- Less reliance on foreign processing and imports

Alaska resources + innovation + workforce = national supply security and Alaska jobs

The Alaska Engine

An NSF Regional Innovation Engine

A long-term investment in regional economic development

Focused on Alaska critical minerals technologies

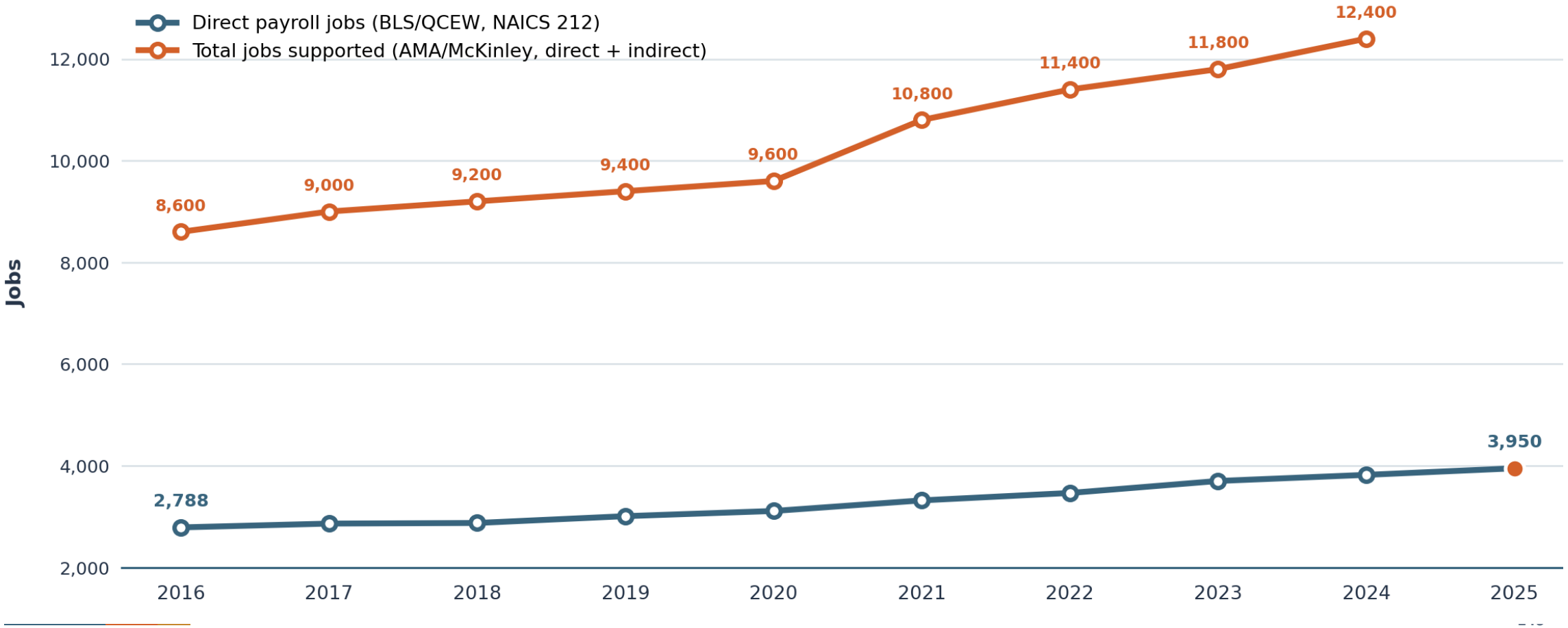
Industry, communities, universities, ANCs, non-profits, and government working together to increase production and jobs

Up to $160M over 10 years

Performance-based funding for technology, workforce, and business growth

Employer demand + training + Alaska jobs

Minerals and Mining = Economic Development



Engine Opportunity for Alaska Jobs

Jobs are evolving

New tools require new skills

The opportunity is broad

Operators, trades, technicians, data, environmental, business and executive roles

Pathways must reach statewide

New workers and current workers need clear ways to enter and advance

Workforce development starts with every Engine investment

Three portfolios where jobs and training are part of the Engine



Research & Development

Solve employer problems and identify future skills



Technology Commercialization

Test technology and build hands-on experience

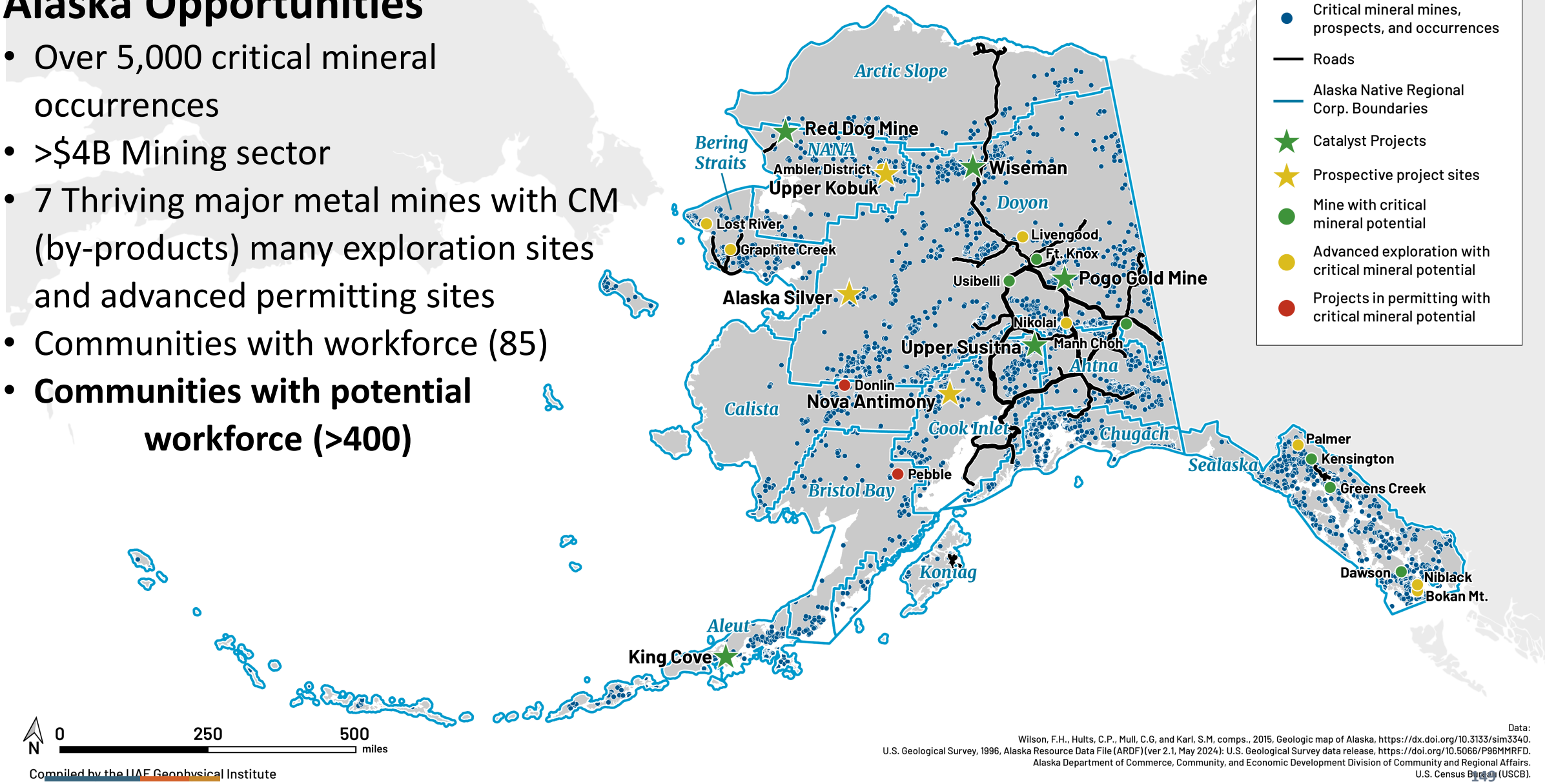


Workforce Development

Connect training to industry jobs and advancement

Alaska Opportunities

- Over 5,000 critical mineral occurrences
- >$4B Mining sector
- 7 Thriving major metal mines with CM (by-products) many exploration sites and advanced permitting sites
- Communities with workforce (85)
- **Communities with potential workforce (>400)**



Compiled by the UAF Geophysical Institute

Data:
Wilson, F.H., Hults, C.P., Mull, C.G, and Karl, S.M, comps., 2015, Geologic map of Alaska, https://dx.doi.org/10.3133/sim3340.
U.S. Geological Survey, 1996, Alaska Resource Data File (ARDF) (ver 2.1, May 2024): U.S. Geological Survey data release, https://doi.org/10.5066/P96MMRFD.
Alaska Department of Commerce, Community, and Economic Development Division of Community and Regional Affairs.
U.S. Census Bureau (USCB).

How Engine Innovation Relates to Alaska Jobs

1. **Employer needs**
   Problems and skill needs
2. **Applied research**
   Solutions for Alaska
3. **Pilots and adoption**
   Testing in real settings
4. **Workforce pathways**
   Training tied to jobs
5. **Investment and jobs**
   Companies and careers grow

Employer demand guides technology and workforce investment

Engine at Work - Red Dog Example: Sustaining and Creating Jobs

1

INDUSTRY NEED

Recover more value from existing materials

2

ENGINE PROJECTS

Develop and test new recovery technologies

3

ON-SITE ADOPTION

Add critical-mineral recovery circuits

4

ALASKA JOBS

Sustain existing jobs and create new roles

Mine-life extension protects today's workforce. New recovery circuits add technical and operating jobs.

What we need from workforce partners

1) Verify employer demand

2) Map training and gaps

3) Open work-based learning sites

4) Expand statewide access and track results

Thank you!

SCAN ME

A Statewide Workforce Coalition

Partners connect awareness, training, work experience, and access

UNIVERSITIES

University of Alaska — Many Traditions One Alaska

Colorado School of Mines

NONPROFIT

Alaska Miners Association

Launch Alaska

Resource Development Council — Growing Alaska Through Responsible Resource Development

Alaska Resource Education

Fairbanks Economic Development Corporation

Alaska Workforce Alliance

Alaska Safety Alliance

FEDERAL GOVERNMENT

USGS — science for a changing world

Ted Stevens Center for Arctic Security Studies

CMI — Critical Materials Innovation Hub

Los Alamos National Laboratory

U.S. Department of Energy

AMES Laboratory

Pacific Northwest

INL — Idaho National Laboratory

National Laboratory of the Rockies

STATE OF ALASKA

State of Alaska — Division of Geological & Geophysical Surveys

The Seal of the State of Alaska

ALASKA NATIVE CORPORATIONS

Doyon Limited

Arctic Slope Regional Corporation

NANA

Bering Straits Native Corporation

Aleut

VENTURE CAPITAL

NOMADIC — Venture Partners

McKinley Management, LLC

Pipeline Capital Partners

Cantos

Industry Partners Provide Opportunity

Occupations, skills, and test-beds

Teck

RED DOG MINE

NORTHERN STAR RESOURCES LIMITED

ALASKA ENERGY METALS

TRILOGY metals inc

NOVA MINERALS

LOST RIVER MINING

AMBLER METALS

MDFGLOBAL

Graphite One

ALASKA SILVER

endolith

VectOres

Kunin

Employer needs guide research, training, and career pathways

Industry Breakouts

- Skilled Trades – Dean Wiedner Community Room (downstairs)
- Resource Development – Stay here
- Healthcare – the Lobby



ALASKA SAFETY ALLIANCE

ALASKA WORKFORCE ALLIANCE

Jobs
ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT
Division of Employment and Training Services

THE CIRI FOUNDATION

MILES BAKER ALASKA

DENALI COMMISSION ALASKA

12:15 - Networking Lunch. Enjoy!

1:15 – Industry Breakout Report (5 minutes each)

Wicked Problem:

CTE Faculty Recruitment

Panelists:

Jacelyn Keys, University of Alaska, Kristen Majocha, UAS,
Cory Ortiz, AVTEC, Cassidy Cameron, KPEDD







AVTEC
ALASKA VOCATIONAL TECHNICAL CENTER

Alaska Workforce Convening

CTE Faculty Recruitment Panel

Cory Ortiz, PhD, Director
October 8, 2026

CTE instructor searches drew thousands of views but few qualified applicants

10 postings, 6 still open. Visibility is not the constraint. The qualified pool is.

64,423
total views across postings

28
qualified applicants in total

2,301
views per qualified applicant

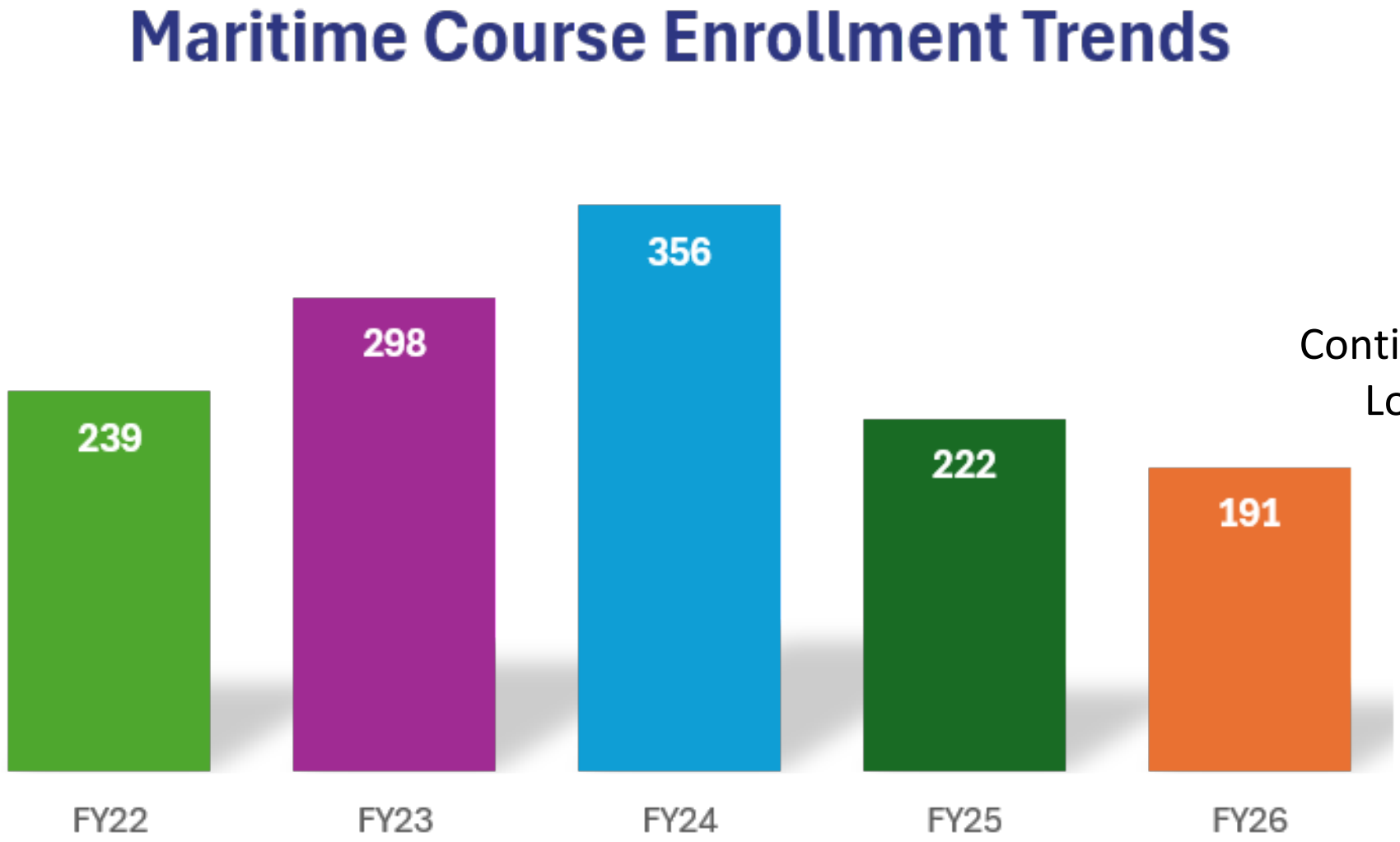
2
searches with no qualified applicants

Discipline / position	First post date	# Qualified applicants	# Views	Status
Construction Instructor	8/2024	4	2,257	**Filled**
Culinary Arts Instructor	1/2026	13	5,681	**Open**
Diesel Heavy Instructor	12/2025	2	9,113	**Open**
Industrial Electric Instructor	1/2025	**0**	9,771	**Open**
Information Technology Instructor	8/2025	2	2,197	**Filled**
Maritime Department Head	6/2025	2	12,065	**Open**
Maritime Instructor	1/2026	2	5,490	**Open**
Plumbing and Heating	5/2023	1	349	**Filled**
Power Plant Instructor	5/2025	**0**	15,774	**Open**
Welding Instructor	5/2024	2	1,726	**Filled**
Refrigeration Instructor (new PCN)	*Not yet posted: working through the state approval process*			
Maritime Instructor (recent resignation)	*Not yet posted: will recruit as soon as approval is received*			

Long Term Enrollment Trends | FY2020–FY2027

Program	FY20	FY21	FY22	FY23	FY24	FY25	FY26	FY27**
Business and Office Technology	7	16	13	16	9	2		
Construction Technology	9	8	12	10	9	13	16	8*
Culinary Arts	11	5	9	8	14	17	14	11*
Diesel/Heavy Equipment Technologies	19	15	16	19	18	20	12	12
Industrial Electricity	10	11	12	12	14	15	17	16
Industrial Machining and Maintenance						6	13	4*
Industrial Welding	27	20	19	20	22	25	24	24
Information Technology	14	12	16	16	14	16	11	16
Plumbing and Heating	12		12		16	13	23	18*
Refrigeration	15	10	8	5	10	7	11	12
Total	124	97	117	106	126	134	141	127

Enrollment Trends | FY2022–FY2026



Enrollment Challenges

FY25

Loss of 3 FTEs

USCG Compliance Strain

FY26

Continued USCG Compliance Strain

Loss of HS Maritime Courses

Six compounding barriers keep the qualified pool thin

1 Capped compensation

Salaries are set by collective bargaining agreements, so we cannot negotiate to match what skilled tradespeople earn in industry.

2 Rural, remote location

Seward is far from large labor markets. Candidates can commute, and most must relocate to apply seriously.

3 High relocation cost

Moving a household to Alaska is expensive, and the capped salary leaves little room to offset it.

4 Low awareness of teaching

Working tradespeople rarely see instruction as a career step, and many do not know how the pathway into CTE teaching works.

5 Competition from industry

The same trades we recruit from (diesel, electrical, power, maritime) are in demand, so qualified people have other options.

6 Slow approval process

New and vacated positions need state approval before we can post, so strong candidates may accept other offers first.

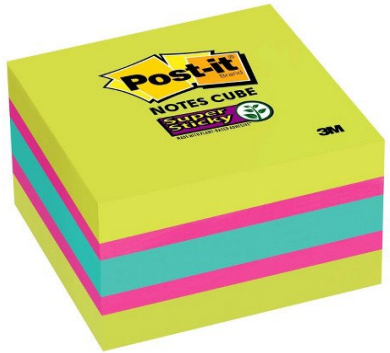
In our postings: 64,423 views produced 28 qualified applicants, and 2 searches drew none.

ALASKA WORKFORCE ALLIANCE

2026 Alaska Workforce Convening

Wicked Problem # 2

How might we develop recruit new CTE Faculty?





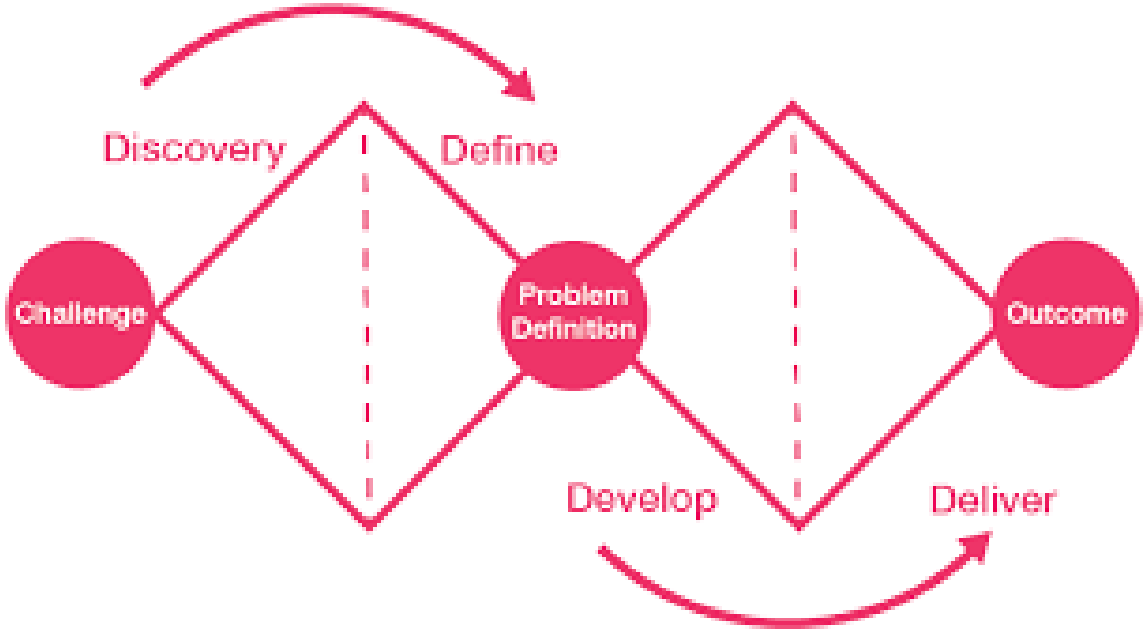
Design Thinking is an interactive process in which you seek to understand your users, challenge assumptions, redefine problems, and create innovative solutions which you can prototype and test.



Empathize Define Ideate Prototype Test

Interaction Design Foundation

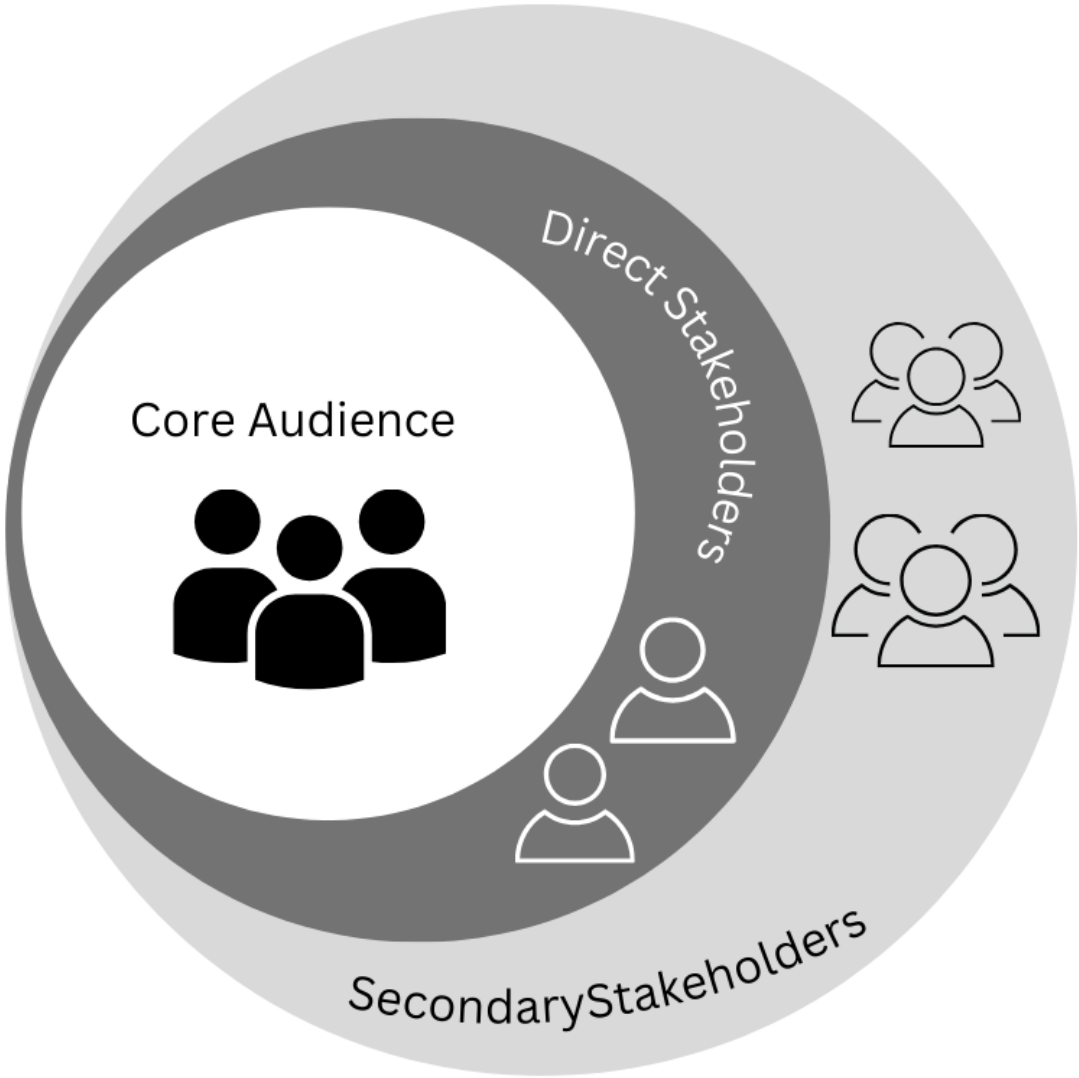
Note the Double Diamond Process



Divergent – thinking broadly

Convergent – thinking narrowly

Stakeholder Map Exercise



Practice Exercise

1. Wait until I say start.

2. Write one idea per Post-It note.

3. Keep writing even if you've run out of ideas.

What are creative uses for socks besides putting them on your feet?

Real Exercise

1. Wait until I say start.

2. Write one idea per Post-It note.

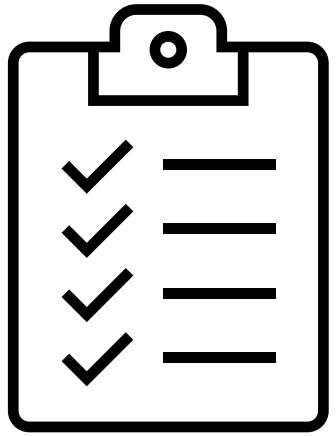
3. Keep writing even if you've run out of ideas.

How might we increase CTE Faculty recruitment?

Wicked Problem #2 Worksheet

1. Come up with an amazing team name!
2. Working together, start grouping the ideas on the Post-It notes.
3. Come up with category names on themes for each of the groups.

Vote!



Want to help us move these ideas forward?



Join us on:

- October 23 @ 8:30 am
- November 16th at 1:00 pm

Taylor, Mari, Jacqueline, or Jamie @alaskaworkforcealliance.org

CTE Faculty Recruitment Report & Closing Comments



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MILES BAKER ALASKA

DENALI COMMISSION ALASKA

BEC Reminder: Next Session Scheduled for November 18th

