

# Alaska's Workforce Future

## *A Collaborative Approach*

### Building a Workforce for Alaska's Industries



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# PRESENTERS

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# ALASKA'S WORKFORCE FUTURE ALASKA



MARCH 2025

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[Appendix 2: Report of Student Survey](#)

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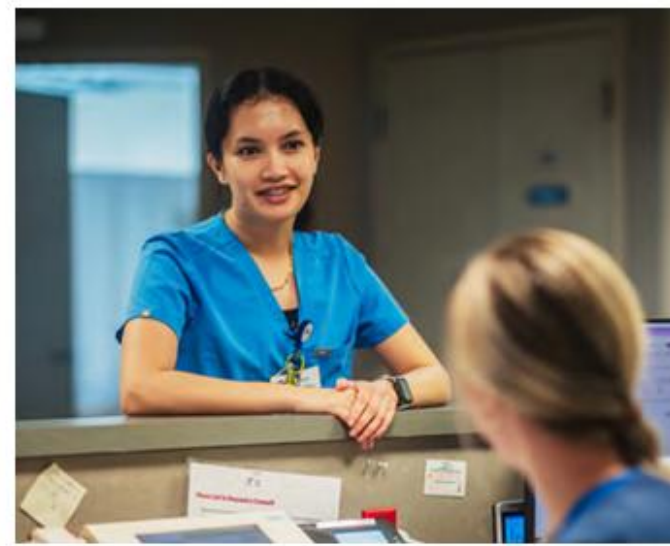
[Appendix 7: IAC Report of Initial Survey](#)

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Scan the code or go to [alaskasafetyalliance.org/workforce/plan](https://alaskasafetyalliance.org/workforce/plan) to view the full appendices.



## CONCLUSION

*Alaska's Workforce Future* is not just a workforce plan—it is a shared vision for the State's economic prosperity and the well-being of its residents. This comprehensive, data-driven approach was built on the collaborative efforts of stakeholders from across the State, reflecting the diverse needs and opportunities that exist within Alaska's workforce. The goals and strategies outlined in this plan are designed to address the pressing workforce challenges we face, while also seizing the opportunities that lie ahead.

As we move into the implementation phase, the success of this plan will depend on the continued dedication and collaboration of all partners involved—industry leaders, educators, Alaska Native organizations, government agencies, and community groups. The early actions outlined in the Next Steps section will set the foundation for our efforts, but flexibility and adaptability will be key as we incorporate feedback and adjust to evolving conditions.

Together, we can build a stronger, more resilient workforce that meets the demands of today and prepares for the challenges and opportunities of tomorrow. By staying committed to our shared goals and continuously engaging with all stakeholders, we can ensure that Alaska's Workforce Future is one that benefits every Alaskan, securing the State's economic vitality for years to come.



# ALASKA'S WORKFORCE FUTURE



## Six Shared Goals

1

Enhance Career Awareness & Pathways

4

Foster Regional Workforce Development

2

Develop a Skilled & Qualified Workforce

5

Improve Infrastructure & Access to Support Services

3

Retain Alaskans & Attract New Alaskans

6

Ensure Sustainability & Continuity of WFD Efforts



Each goal is connected to an implementing strategy, which is detailed specifically in the report

## **Goal 1: Enhance Career Awareness and Pathways**

- Strategy 1.1: Boost Industry Career Marketing and Branding
- Strategy 1.2: Strengthen Career Pathways
- Strategy 1.3: Support Career Planning and Mentorship

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## **Goal 2: Develop a Skilled and Qualified Workforce**

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## **Goal 3: Retain Alaskans and Attract New Alaskans**

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## **Goal 4: Foster Regional Workforce Development**

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## **Goal 5: Improve Infrastructure and Access to Services**

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## **Goal 6: Ensure Sustainability and Continuity of Workforce Development Efforts**

Strategies under this goal focus on organizing awareness campaigns, leveraging social media, and improving websites and e-tools.

**Also recommending:**

- **Greater alignment of career pathway programs at all educational levels to industry needs**
- **Explore requiring high school career pathway course**
- **Provide consistent training for career navigators**
- **Support the recruitment, development, and certification of Career and Technical Education teachers at high school and postsecondary levels**

# Strategies reflect the research and input of industry and workforce educators

## Goal 1: Enhance Career Awareness and Pathways

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## Goal 2: Develop a Skilled and Qualified Workforce

- Strategy 2.1: Address Workforce Readiness
  - Strategy 2.2: Expand and Improve Training Programs
  - Strategy 2.3: Promote Apprenticeships and Internships
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## Goal 3: Retain Alaskans and Attract New Alaskans

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## Goal 4: Foster Regional Workforce Development

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## Goal 5: Improve Infrastructure and Access to Services

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## Goal 6: Ensure Sustainability and Continuity of Workforce Development Efforts

Strategies under this goal focus on creating “Pre-Job” workforce forums to prepare workers with the right qualifications, especially for work tied to large infrastructure projects

**Also recommending:**

- Identifying potential resources for high school/postsecondary CTE
- Support educational programs preparing students for the technology and skills needed for changing workforce
- Create internship/apprenticeship expansion programs using best practices from other states (including employer subsidies and tax incentives)
- Explore establishing State Apprenticeship Agency to streamline and expand apprenticeship opportunities

# Strategies also speak to how we counter long-term challenges we face in Alaska...

## Goal 1: Enhance Career Awareness and Pathways

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## Goal 2: Develop a Skilled and Qualified Workforce

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## Goal 3: Retain Alaskans and Attract New Alaskans

- Strategy 3.1: Strengthen Talent Pipelines
  - Strategy 3.2 Market Alaska's Opportunities: Recruit in and out of Alaska
  - Strategy 3.3: Elevate Programs that Foster New Alaskans
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## Goal 4: Foster Regional Workforce Development

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## Goal 5: Improve Infrastructure and Access to Services

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## Goal 6: Ensure Sustainability and Continuity of Workforce Development Efforts

Strategies under this goal focus on connecting students (especially rural students to work experiences, and creating a marketing campaign for working age adults to emphasize Alaska's quality of life – including encouraging former Alaskans to come back.

**Also recommending:**

- Leverage opportunities for seasonal/temporary workers to become permanent residents
- Reduce delays in occupational licensing, and expand reciprocal licensing agreements

... and how we can work together across our unique and specific regions

**Goal 1: Enhance Career Awareness and Pathways**

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**Goal 2: Develop a Skilled and Qualified Workforce**

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**Goal 3: Retain Alaskans and Attract New Alaskans**

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**Goal 4: Foster Regional Workforce Development**

- Strategy 4.1: Establish Regional Teams
- Strategy 4.2: Leverage Regional Knowledge for Workforce Projects

Strategies under this goal focus on employing community representatives who act as liaisons between residents and employers.

Focus on lifting up existing models like Bristol Bay Native Corporation and Bering Straits Native Corporation.

Advocates for regional involvement in workforce development related to preparing workers for IJA projects.

**Goal 5: Improve Infrastructure and Access to Services**

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**Goal 6: Ensure Sustainability and Continuity of Workforce Development Efforts**

The strategies reflect the need to support the structures that allow workers to show up and do their best work

**Goal 1: Enhance Career Awareness and Pathways**

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**Goal 2: Develop a Skilled and Qualified Workforce**

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**Goal 3: Retain Alaskans and Attract New Alaskans**

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**Goal 4: Foster Regional Workforce Development**

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**Goal 5: Improve Infrastructure and Access to Services**

- Strategy 5.1: Address Infrastructure Gaps that support workers (e.g. housing, transportation, childcare, eldercare)
  - Strategy 5.2: Collaborate with Partners to Enhance Support Systems
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Strategies under this goal focus on collaborating with partners to address underlying infrastructure gaps that prevent workers from taking advantage of workforce opportunities or impact workforce stability.

**Goal 6: Ensure Sustainability and Continuity of Workforce Development Efforts**

Finally, the report focuses on how to sustain these workforce development efforts long-term, through changes and turnover

**Goal 1: Enhance Career Awareness and Pathways**

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**Goal 4: Foster Regional Workforce Development**

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**Goal 5: Improve Infrastructure and Access to Services**

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**Goal 6: Ensure Sustainability and Continuity of Workforce Development Efforts**

- Strategy 6.1: Establish a Centralized Coordinating Entity
- Strategy 6.2: Empower Coordinating Entity for Sustainability and Engagement

**This goal focuses on identifying a centralized organization to coordinate implementation of these strategies long term, working in partnership with other key stakeholders.**

**Alaska's AWIB serves this function.**

SAVE THE DATE

- **Workforce Convening in Anchorage**
  - **October, 2027**
- **Registration Information Coming Soon!**
  - Alaska Workforce Alliance/Business Education Compact
    - Alaska Workforce Investment Board

Thanks to our partners for their support and engagement



Thank you!

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for questions or follow up

