

**Alaska Educator
Retention &
Recruitment Center**

Vacancy to Vitality

**Supporting
International
Hiring in Alaska**

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Multi-Industry Workforce Challenge

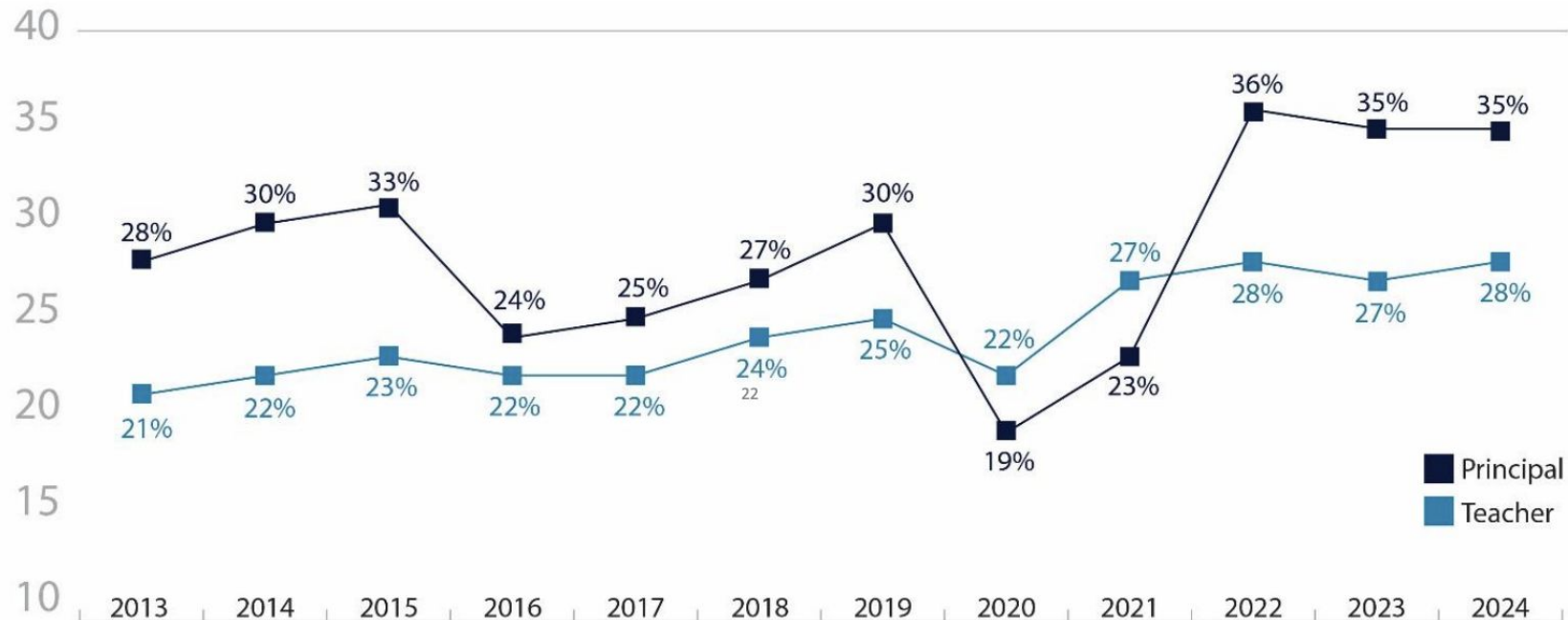
- Seafood, agriculture, tourism, healthcare and other industries in Alaska are reliant on visa workers to fill needed workforce
- Alaska already relies on thousands of visa workers outside education
- AERRC is tracking visa education workforce



The Reality: Alaska's Vacancy Challenge

Updated Alaska Teacher Turnover & Data Trends

Trends in Teacher and Principal Turnover | 2013-2024

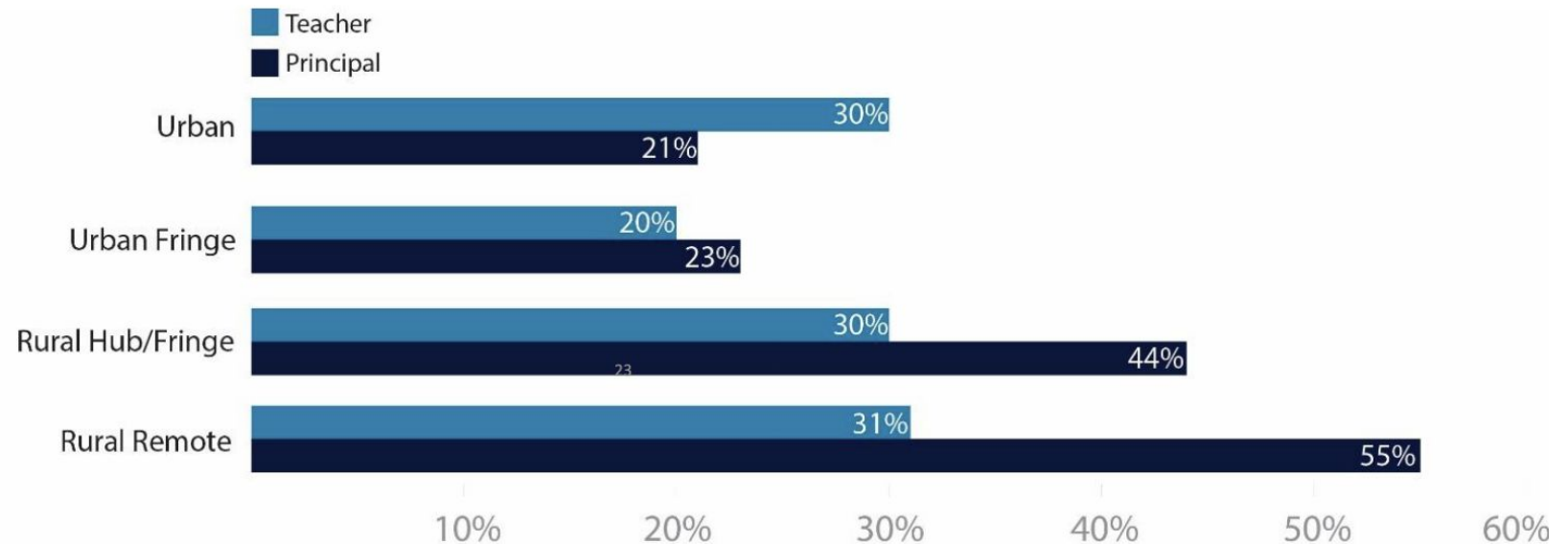


Source: *Teacher & Principal Turnover in Alaska*, presentation to the State Board of Education & Early Development, University of Alaska Anchorage, Institute of Social and Economic Research (ISER), December 3, 2025.

The Reality: Alaska's Vacancy Challenge

Updated Alaska Teacher Turnover & Data Trends

Teacher and Principal Turnover by School Locale | 2024



Source: *Teacher & Principal Turnover in Alaska*, presentation to the State Board of Education & Early Development, University of Alaska Anchorage, Institute of Social and Economic Research (ISER), December 3, 2025.

National Teacher Supply and Demand

2005

~10,000 Shortage

2020

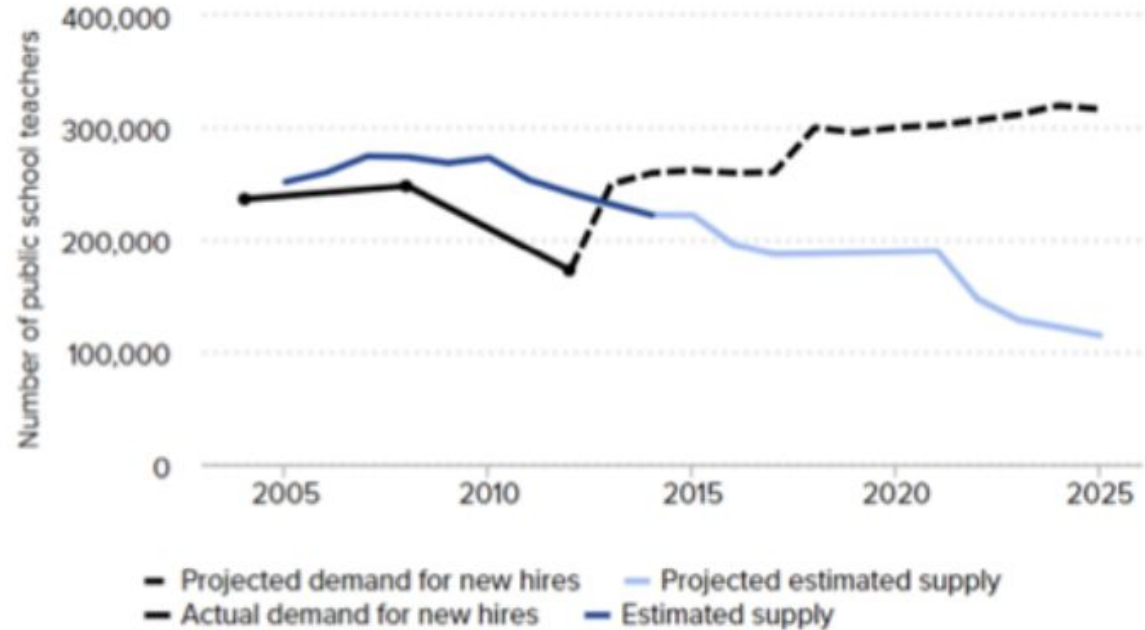
~100,000 Shortage

Projected 2025

~200,000 Shortage

Teacher shortage as estimated by Sutchter, Darling-Hammond, and Carver-Thomas

Projected teacher supply and demand for new teachers, 2003–2004 through 2024–2025 school years



Note: The supply line represents the midpoints of upper- and lower-bound teacher supply estimates. Years on the horizontal axis represent the latter annual year in the school year.

Source: Recreated with permission from Figure 1 in Leib Sutchter, Linda Darling-Hammond, and Desiree Carver-Thomas, *A Coming Crisis in Teaching? Teacher Supply, Demand, and Shortages in the U.S.*, Learning Policy Institute, September 2016. See the report for full analysis of the shortage and for the methodology.

The Reality: Alaska's Educator Workforce is Fractured



345+

Unfilled first day teaching vacancies disrupting classrooms.

573

Teachers currently relying on visas to keep schools open.

285

Emergency certificates issued to cover critical shortages.

We are experiencing the worst educator shortage in Alaska's history. This is no longer a localized issue and it is requiring a systemic policy response

ALASKA COUNCIL



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Going Global: International Recruitment

2025 Visa Data for Alaska Educators



Alaska H-1B Visa Facts and Figures

- 2024: 20 Alaska school districts employed teachers on H-1B visas.
- 134 teachers received initial H-1B approvals; 63 received continuation approvals.
- 2025: At least 5 additional districts hired H-1B teachers.
- Past five years: 521 H-1B teachers placed statewide.
- 2025–26 school year: 183 H-1B teachers arrived in Alaska.
- 2026-2027 Districts are worried- the exemption is needed **now**.

Historical Use and Decline of J-1 Visas

- During the 2022–23 school year, 153 teachers on J-1 visas were employed across 20 Alaska school districts. However, recent federal interpretations of placement and oversight rules have significantly restricted the ability to place J-1 teachers in rural and remote Alaska communities.
- This makes having access to H1B's even more crucial for our schools today.

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Our Teachers



Thank you! Questions?

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