

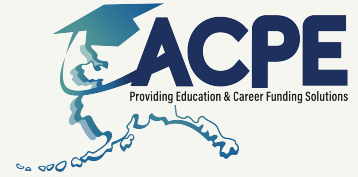


# Alaska's Workforce Future: Career Guides Collaboration

April 14, 2025

# Career Guide Working Group

- **Objective:** Address Alaska's Workforce Future strategy to increase awareness by expanding Career Guides and access to resources statewide
- **Strategies & Tactics:**
  - Leveraging resources, creating long-term sustainability, and increasing outcomes by partnering on initiatives
  - Engaging districts to inventory existing efforts and explore ways to strengthen future efforts
  - Developing a website of career awareness resources
  - Reporting outcomes to increase buy-in and advocate for support



# Alaska's Workforce Future

6 strategies for success:

Career Awareness

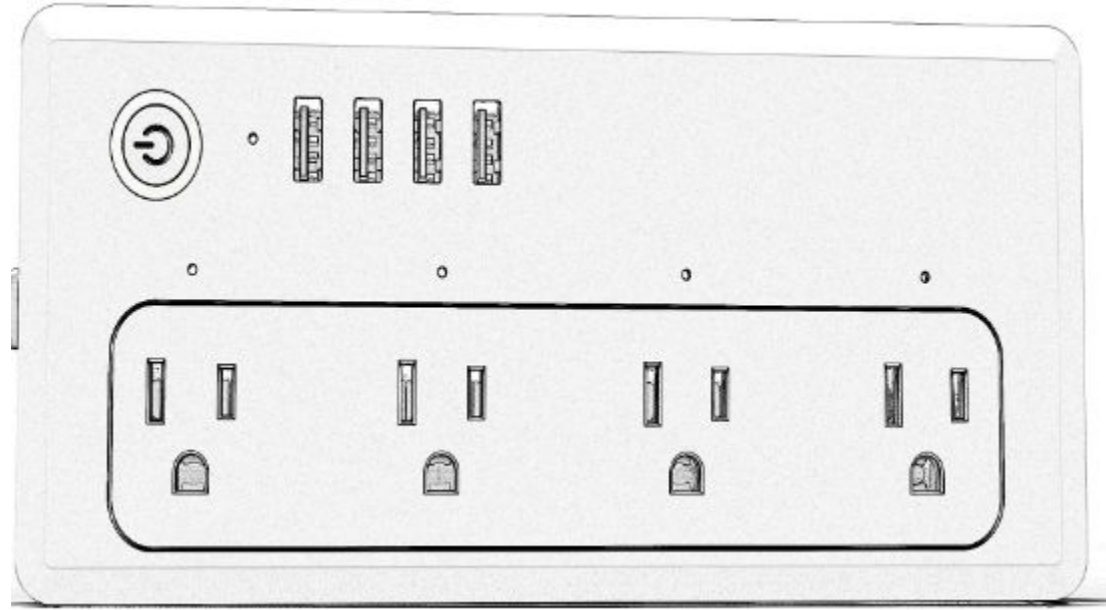
- Skilled Workforce
- Retain Alaskans
- Regional Workforce
- Improve Infrastructure
- Sustainability



# Career Guides

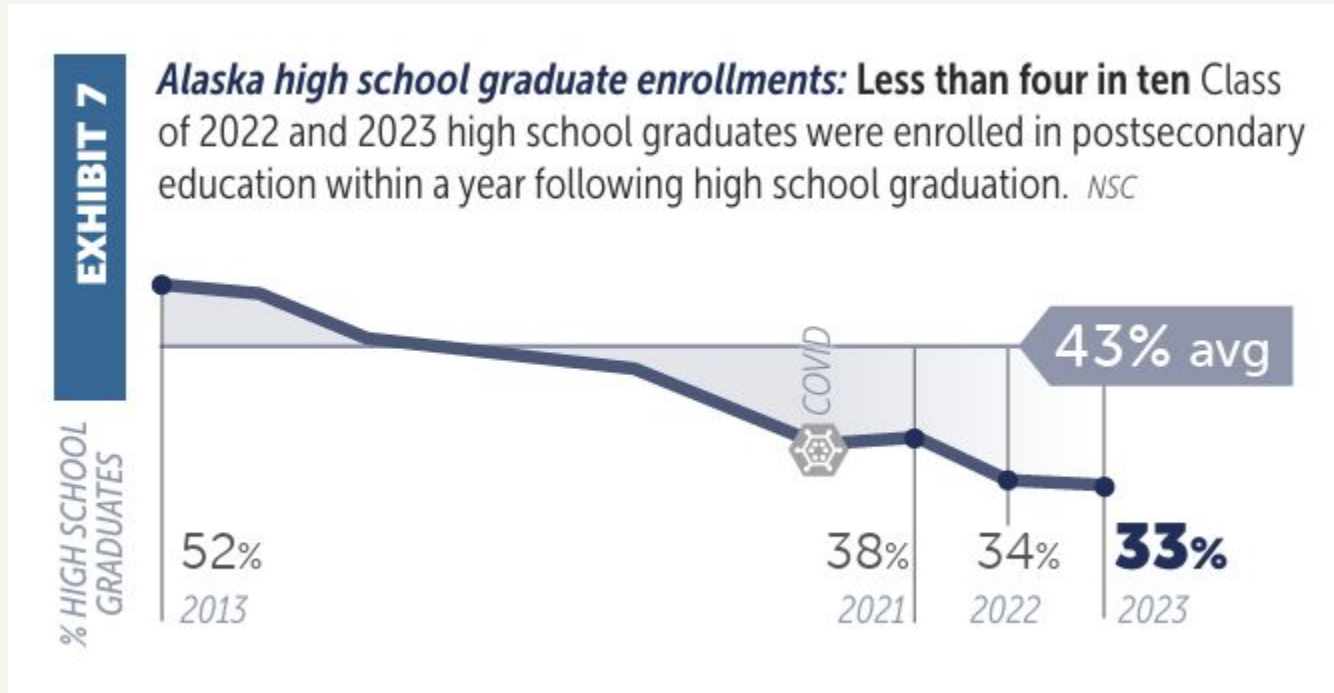
- Strengthen Career-Pathway Programs
  - Establish and expand Career Guidance initiatives
  - Consistent training for all career guides/navigators across the state
- Support Career Planning and Mentorship
  - Connect Alaska's high school students with career counseling



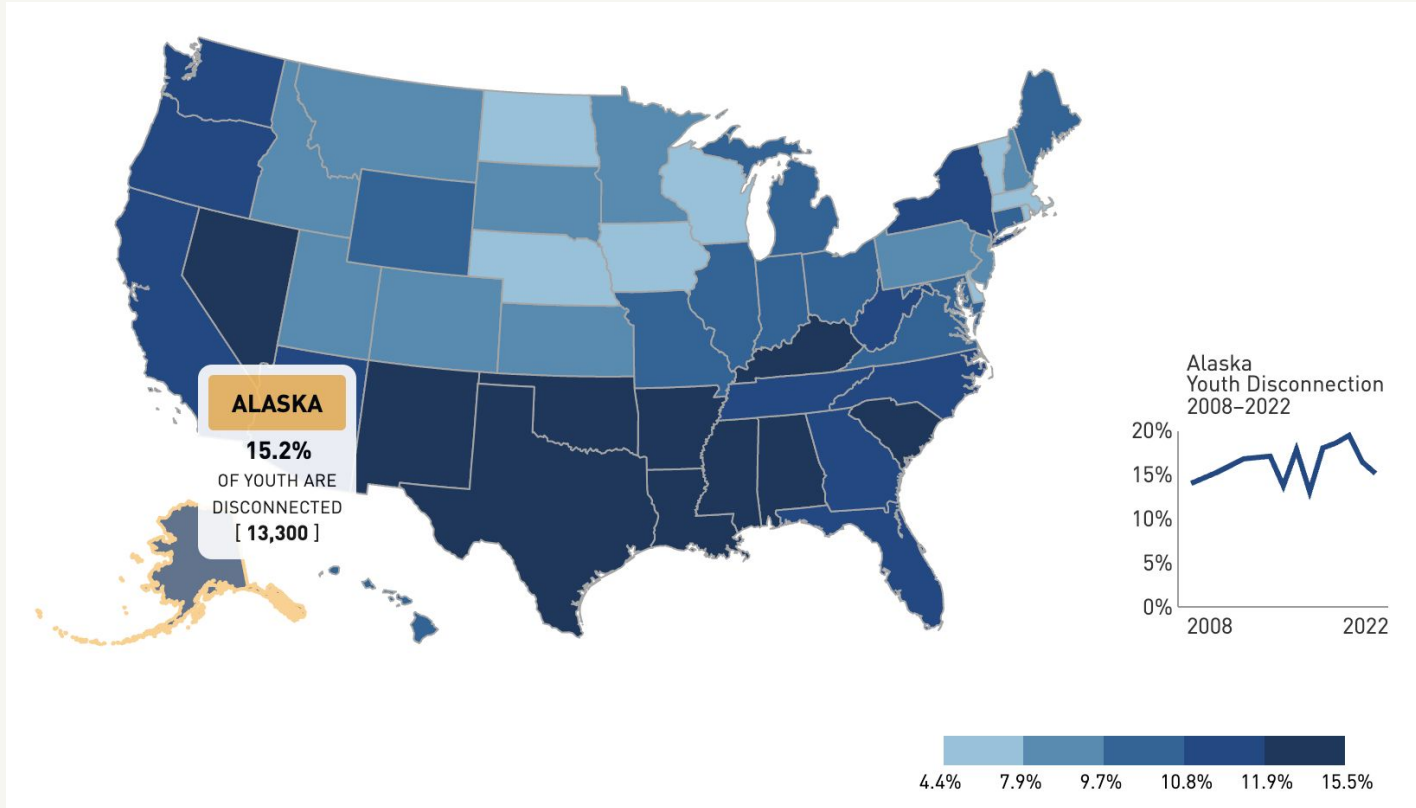


**Career Guide: A person who helps people plug into opportunities**

# The Problem:



# The Opportunity:



# A Solution:



## RECOMMENDATION:

**Fund career guides** to assist students and families with plans for their future linked to their goals and values as well as tactical steps like accessing financial aid.

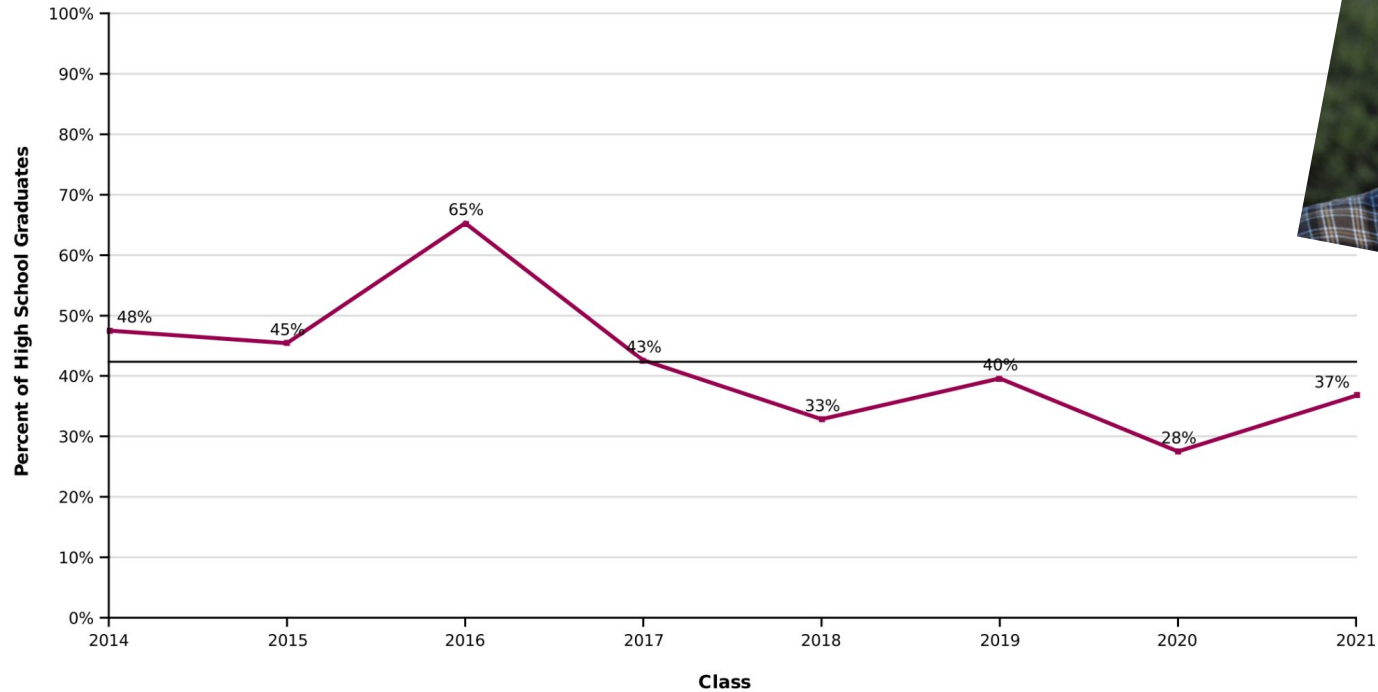


# A Solution:

Bethel Regional High School

**Percent of Students Enrolled in College the Fall Immediately After High School**

Effective Date = August 18, 2022



# Alaska Career Guide Pilot Project

## REGIONAL CAREER GUIDE PILOTS

**BRISTOL BAY REGIONAL CAREER AND TECHNICAL CONSORTIUM**

Bristol Bay Borough School District, Dillingham City Schools, Lake and Peninsula School District, and Southwest Region School District

**DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT & DEPARTMENT OF EDUCATION AND EARLY DEVELOPMENT**

Galena City School District, Kuspuk School District, Lower Yukon School District, and Nenena City School District, and Yukon-Koyukuk School District

**SEALASKA HERITAGE INSTITUTE**

Annette Island City Schools and Hydaburg City Schools

## rootEd ALLIANCE COLLEGE & CAREER ADVISING FOR RURAL STUDENTS

**ROOTED ALLIANCE**

Partnered with a philanthropic organization whose mission is to ensure every rural student graduates high school with a clear path toward career success and economic stability.

**EVIDENCE-BASED ACTIVITIES**

Engage in evidence-based activities that guide students through key postsecondary planning milestones, including career planning, financial aid assistance, and pathway exploration, while tracking performance indicators like FAFSA completion to keep them on track.

**PROFESSIONAL DEVELOPMENT**

Provide robust professional development for career guides and leaders through training and mentorship that support consistent, data-driven, and effective career guidance strategies.

## CAREER GUIDANCE RESOURCES & SUPPORT

**ALASKA COMMISSION ON POST-SECONDARY EDUCATION**

Provides support by assisting with FAFSA completion, Alaska Performance Scholarship (APS) requirements, and the Alaska Career Information System (AKCIS), a robust platform for career exploration, post-secondary planning, and workforce readiness.

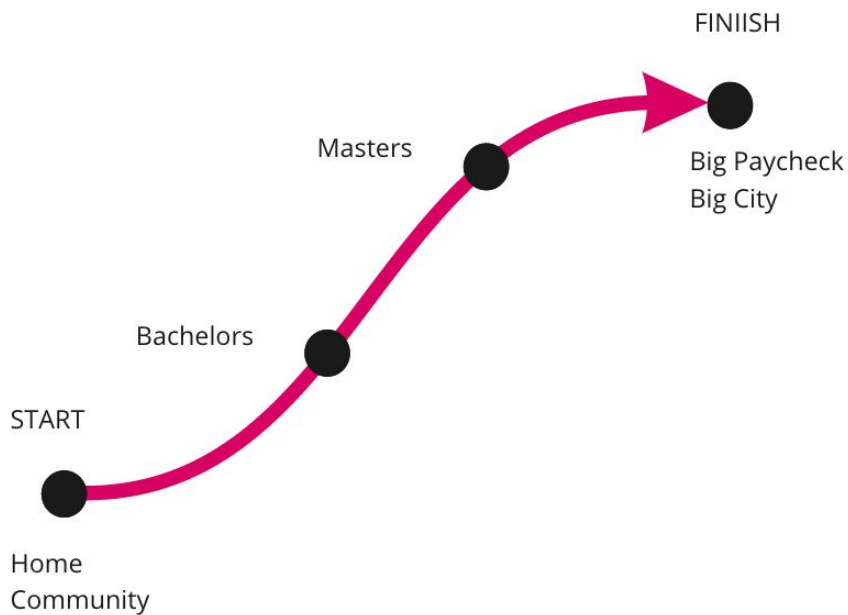
**AASB CULTURALLY AFFIRMING CAREER GUIDE COMMUNITY OF PRACTICE**

Provides networking and resource support for districts, tribal entities, and partner organizations engaged in delivering culturally affirming career guidance, fostering collaboration, and sharing best practices.

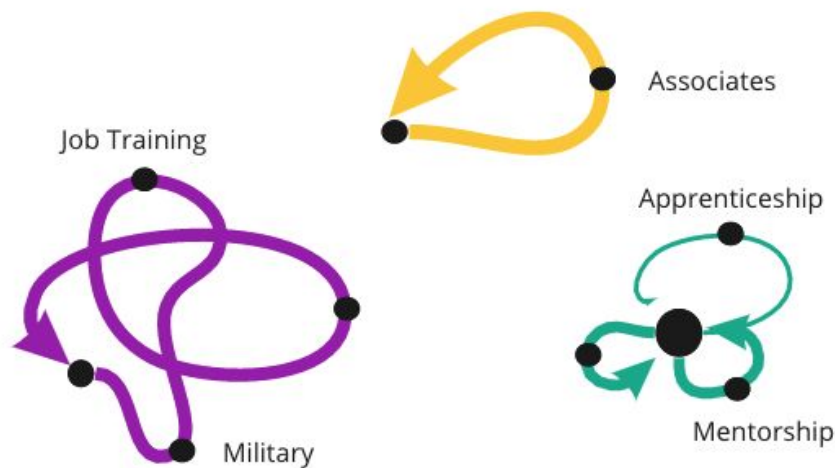
**SEALASKA HERITAGE INSTITUTE**

Developed and provides support for implementation of Our Strength: Work Readiness Plan, a culturally affirming career and college preparation guide that integrates Indigenous values and personal-goal setting, including a Provider Pathway.

The map we traditionally offer students is up and out



In reality, the map may look different for everyone



“of the many courses my daughter attended during her four years at JDHS, Mrs. Dean’s course was, hands down, the class I was **most grateful for.**

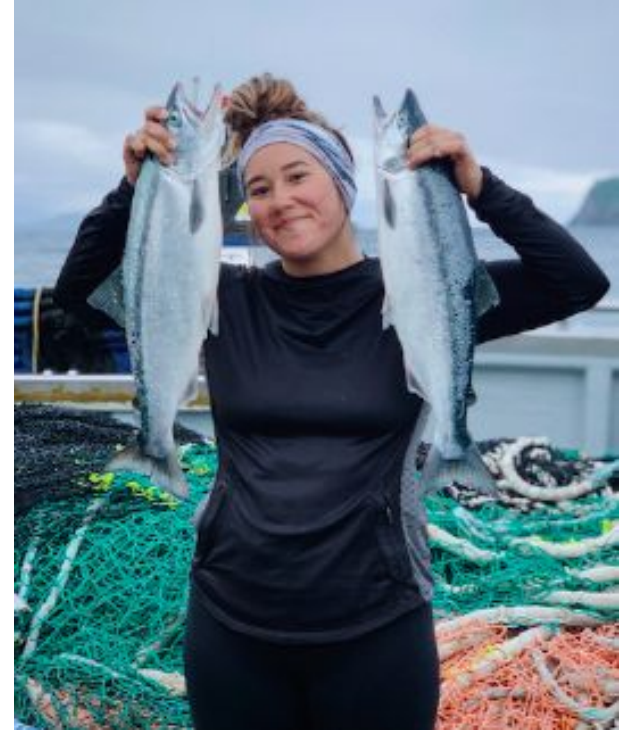
...I looked to her senior year with dread.

...JDHS has a rock star advisor **lifting her to her potential** in ways I cannot.”

- Parent Emily Herman in a letter to the Juneau School Board, May 19, 2024

“expecting Indigenous students to be resilient in order to succeed is **unrealistic, unfair, and a perspective to be reevaluated.**”

- Dannielle Carlson, *Identifying & Lessening Barriers for Alaska native students pursuing a postsecondary Education; A Guide for Educators*, 2022



# \$7.4 million

in federal pell grant  
money left

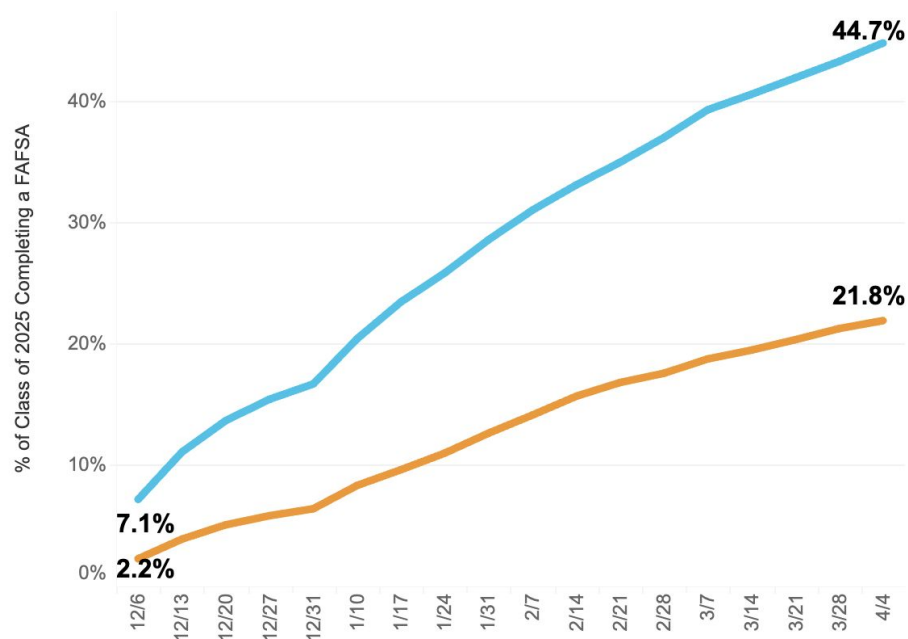
# unclaimed by

# Alaskan students

in 2023

### Estimated Percent of Seniors Completing a FAFSA

Alaska vs. National



# Alaska's Workforce Future

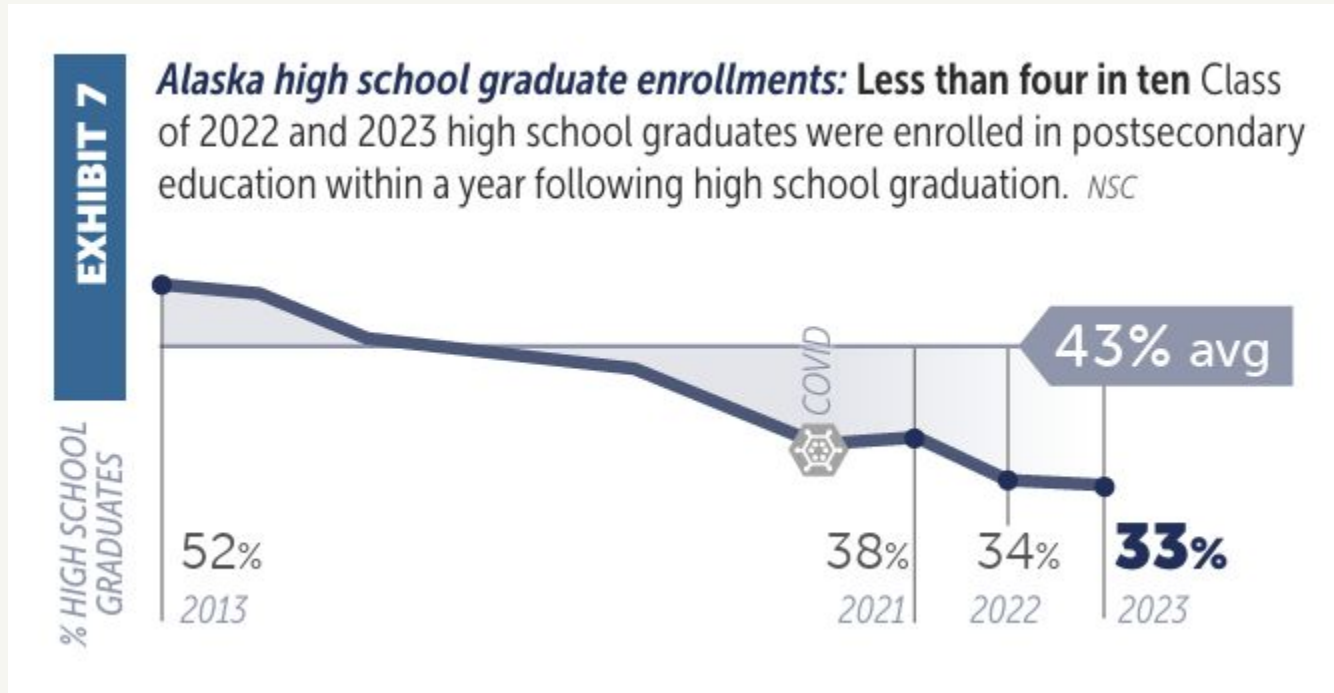
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School quality is  
the number one  
quality of life  
factor for  
military families.

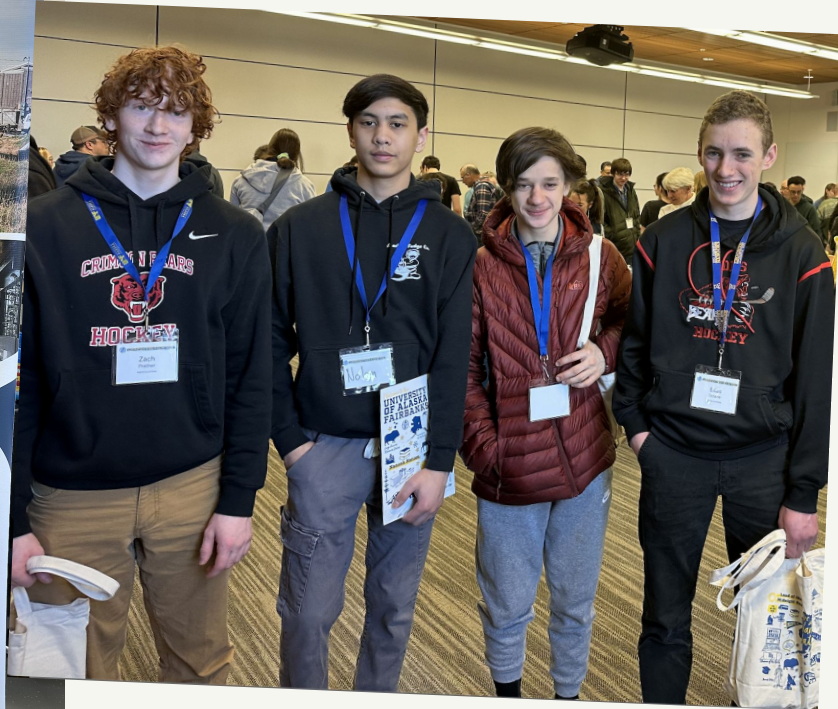
- Gen. David L. Goldein,  
chief of staff for the  
Airforce, 2019

# The Problem





# The Opportunity





The future of Alaska's workforce depends on the investments we make today. By strengthening career pathways we are ensuring that Alaskans are prepared to fill high-demand jobs and drive economic growth for generations to come.

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Career Guides Report  
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