

Empowering Alaska's Workforce: Strategies to Address Development Needs and Opportunities

**Exploring Opportunities: Insights from the 2023 Alaska Industry-Led
Convening and the State's WIOA Plan**

Welcome!

- Today, we will delve into the key opportunities from the 2023 Alaska Industry-led Convening, as discussed in the state's four-year Workforce Innovation and Opportunity Act (WIOA) plan.

Realizing Alaska's Workforce Potential

Opportunity

Continuous Improvement—the old way of doing business is not an option. As the economy and population change, Alaska's workforce system must be more flexible to adapt to new demands and challenges. DOLWD and its partners will work with businesses and industries to develop solutions to meet the needs of Alaska's workforce system, expand Alaska's talent pool, and ensure Alaska retains its talented workforce.

Strategy

- To attract top talent, businesses should focus on building a strong employer brand, offering competitive compensation, and providing clear career paths.
- Additionally, utilizing online platforms for job postings, engaging in campus recruiting, and implementing employee referral programs can widen the talent pool.
- To retain employees, it's crucial to foster a positive work environment, offer professional development opportunities, recognize and reward performance, and promote work-life balance and flexible work arrangements.

Realizing Alaska's Workforce Potential

Opportunity

Alaska's future workforce lacks awareness of career pathways and training opportunities available to them in Alaska.

Strategy

Collaborate with schools and colleges to integrate career education into the curriculum and engage businesses to provide internships and mentorship programs.

- Utilizing online platforms and implementing community outreach initiatives are essential for reaching students, parents, and the broader community while highlighting success stories and providing career counseling services to further support career exploration.
- Additionally, promoting STEM education, supporting Career and Technical Education (CTE) programs, advocating for supportive government policies, and maintaining continuous communication channels are crucial for effectively guiding individuals toward fulfilling career opportunities.

Realizing Alaska's Workforce Potential

Opportunity

Registered Apprenticeship has proven to be a successful model of training, and it is underutilized in many industries. Alaska can successfully introduce apprenticeship models to those industries by customizing approaches, building solid partnerships, and addressing industry-specific concerns, leading to more options for job-seekers

Strategy

- Conduct research to identify opportunities, educate employers about the benefits of apprenticeship programs, and collaborate with industry associations to customize models tailored to specific industry needs.
- Engaging businesses through informational sessions and offering incentives, such as financial support and tax credits, are crucial for encouraging participation.
- Additionally, establishing partnerships with educational institutions, promoting diversity and inclusion, advocating for policy support, and creating a supportive ecosystem are essential components for the successful implementation and sustainability of apprenticeship programs.
- Continuous evaluation, improvement, and communication of successes further ensure the effectiveness and scalability of these initiatives.

Realizing Alaska's Workforce Potential

Opportunity

Better data analysis, visualization, sharing of CTE/Training gaps, and economic forecasting are needed to effectively use data to improve training, education, and job opportunities.

Strategy

- Assess current capabilities, define objectives, and invest in staff training to effectively use advanced data analysis tools.
- Implement centralized data storage, automation, and visualization standards to enhance accessibility and communication.
- Collaboration with stakeholders, predictive analytics for forecasting, continuous monitoring, and fostering a data-driven culture are essential components of success. Additionally, prioritizing data privacy and security measures and seeking external expertise when needed are essential.

Realizing Alaska's Workforce Potential

Opportunity

Continuous communication is needed to effectively promote statewide training and workforce development opportunities.

Strategy

- Establish a centralized online platform, utilize social media, distribute email newsletters, and collaborate with media outlets and community organizations.
- Other tactics involve hosting webinars, participating in career fairs, partnering with businesses and local workforce development offices, implementing mobile outreach, creating multimedia content, incorporating testimonials, and utilizing government channels.
- Continuous monitoring, evaluation, feedback mechanisms, and a focus on upskilling and reskilling further enhance the effectiveness and relevance of communication efforts.

Realizing Alaska's Workforce Potential

Opportunity

Cross-generational knowledge transfer between older and younger workers is needed to promote continuous learning and ensure the sustainability of knowledge through job transitions.

Strategy

- Assess current workforce skills, promote a culture of inclusion, and implement cross-generational mentorship programs and training initiatives.
- Creating knowledge-sharing platforms, hosting storytelling sessions, and utilizing peer-to-peer learning further enhance knowledge exchange while recognition programs and flexible work arrangements accommodate diverse needs and contributions.
- Form cross-functional teams, recognizing experience, providing learning resources, and conducting regular check-ins for feedback support continuous learning and improvement across all career stages.

Realizing Alaska's Workforce Potential

Questions?