



ALASKA WORKFORCE FUTURE (AWF) WORKFORCE INNOVATION OPPORTUNITY ACT (WIOA)

COMBINED STATE PLAN REVISION PROGRAM YEARS 2026 -2027

This draft Combined State Plan is being released for public review and comment in accordance with federal requirements. The document reflects comprehensive program planning across all required partner programs and includes detailed descriptions to ensure transparency and completeness.

Following the public comment period, the State will incorporate feedback and finalize the plan for submission to the U.S. Department of Labor. The final version may be streamlined for clarity and readability while maintaining all required elements.

“OMB-required prompts and instructional language are included in this draft for clarity during public review and will be removed in the final version submitted through the State Plan Portal.”

Throughout this document, [blue text indicates language provided by the US Department of Labor](#). Black text indicates Alaska’s responses.

CONTENTS

OVERVIEW.....	3
Options for Submitting a State Plan	3
How State Plan Requirements are Organized.....	4
I. WIOA STATE PLAN TYPE and EXECUTIVE SUMMARY	5
(a) Unified or Combined State Plan.	5
(b) Plan Introduction or Executive Summary.	5
II. STRATEGIC ELEMENTS.....	8
(a) Economic, Workforce, and Workforce Development Activities Analysis.	8
(b) State Strategic Vision and Goals.	27
(c) State Strategy	32
III. OPERATIONAL PLANNING ELEMENTS	68
(a) State Strategy Implementation.	68
(b) State Operating Systems and Policies.	89
IV. COORDINATION WITH STATE PLAN PROGRAMS.	123
V. COMMON ASSURANCES (for all core programs)	126
VI. PROGRAM-SPECIFIC REQUIREMENTS FOR CORE PROGRAMS	127
Adult, Dislocated Worker, and Youth Activities under Title I-B.....	127
Wagner-Peyser Act Program (Employment Service).....	188
Adult Education and Family Literacy Act Program	224
Vocational Rehabilitation.....	244
VII. PROGRAM-SPECIFIC REQUIREMENTS FOR COMBINED STATE PLAN PARTNER PROGRAM	315
Senior Community Service Employment Program (SCSEP).....	315
APPENDICES	352
Appendix A – Economic and Labor Market Data	352
Appendix B – Workforce Analysis Supporting Figures	355
Appendix C – Performance Goals for the Core Programs	358
Appendix D – State Workforce Policy Inventory	364
Appendix E – Organizational Chart Reference	365
Appendix F – Alaska Workforce Investment Board (AWIB) Membership	367
Appendix G – ETPL Performance Criteria and Scoring Methodology.....	369
Appendix H – Locations of Aquatic Farms and Hatcheries in Alaska	370
Appendix I – Alaska Senior Population Demographics (Age 55+)	371
Appendix J – SCSEP Authorized Positions by Borough and Census Area	372
Appendix K – Acronyms and Abbreviations	373
Appendix L – One-Stop Partner Programs and Workforce System Resources.....	375

OVERVIEW

Under the Workforce Innovation and Opportunity Act (WIOA), the Governor of each State must submit a Unified or Combined State Plan to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system. The publicly funded workforce development system is a national network of Federal, State, regional, and local agencies and organizations that provide a range of employment, education, training, and related services and supports to help all job-seekers secure good-paying jobs while providing businesses with the skilled workers they need to compete in the global economy. States must have approved Unified or Combined State Plans in place to receive funding for core programs. WIOA planning fosters alignment of Federal investments in job training, integrates service delivery across programs, improves service delivery efficiency, and ensures that the workforce system matches employers with skilled individuals. WIOA requires States to plan across core programs and include this planning process in the Unified or Combined State Plans. This unified planning can promote a shared understanding of workforce needs within each State and foster more comprehensive, integrated approaches to addressing the needs of businesses and workers. WIOA requires States and local areas to enhance coordination and partnerships with local entities and supportive service agencies for strengthened service delivery, including through Unified or Combined State Plans.

Options for Submitting a State Plan

A State has two options for submitting a State Plan: a Unified State Plan or a Combined State Plan. At a minimum, a State must submit a Unified State Plan that meets the requirements described in this document and outlines a four-year strategy for the core programs. The six core programs are—

- the Adult program (Title I of WIOA),
- the Dislocated Worker program (Title I),
- the Youth program (Title I),
- the Adult Education and Family Literacy Act program (Title II), and
- the Wagner-Peyser Act Employment Service program (authorized under the Wagner-Peyser Act, as amended by title III),
- the Vocational Rehabilitation program (authorized under Title I of the Rehabilitation Act of 1973, as amended by Title IV).

Alternatively, a State may submit a Combined State Plan that meets the requirements described in this document and outlines a four-year strategy for WIOA's core programs plus one or more of the Combined State Plan partner programs. When a State includes a Combined State Plan partner program in its Combined State Plan, it need not submit a separate plan or application for that particular program. If included, Combined State Plan partner programs are subject to the "common planning elements" (Sections II-IV of this document) where specified, as well as the program-specific requirements for that program where such planning requirements exist separately for the program. The Combined State Plan partner programs are—

- Career and technical education programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) (20 U.S.C. 2301 et seq.)
- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(o))
- Trade Adjustment Assistance for Workers programs (Activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.)

- Unemployment Insurance programs (programs authorized under State unemployment compensation laws in accordance with applicable Federal law)
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))
- Employment and training activities carried out by the Department of Housing and Urban Development
- Community Services Block Grant (Employment and training activities carried out under the Community Services Block Grant Act (42 U.S.C. 9901 et seq.)) ¹

How State Plan Requirements are Organized.

The major content areas of the Unified or Combined State Plan include strategic and operational planning elements. WIOA separates the strategic and operational elements to facilitate cross-program strategic planning.

- **The Strategic Planning Elements** section includes analyses of the State's economic conditions, workforce characteristics, and workforce development activities. These analyses drive the required vision and goals for the State's workforce development system, as well as alignment strategies for workforce development programs to support economic growth.
- **The Operational Planning Elements** section identifies the State's efforts to support the State's strategic vision and goals as identified in the Strategic Planning Elements section. This section ensures that the State has the necessary infrastructure, policies, and activities to meet its strategic goals, implement its alignment strategy, and support ongoing program development and coordination. Operational planning elements include:
 - State Strategy Implementation,
 - State Operating Systems and Policies,
 - Assurances,
 - Program-Specific Requirements for the Core Programs, and
 - Program-Specific Requirements for the Combined State Plan partner programs. (These requirements are available in a separate supplemental document, *Supplement to the Workforce Innovation and Opportunity Act (WIOA) Unified and Combined State Plan Requirements*. The Departments are not seeking comments on these requirements.

When responding to Unified or Combined State Plan requirements, States must identify specific strategies for coordinating programs and services for State-identified populations with barriers to employment.² Use of links to external websites and documents is permitted within the State Plan narrative submission, provided that such links remain active and comply with Section 508 accessibility requirements.

Paperwork Reduction Act: The Paperwork Reduction Act of 1995 (PRA) provides that an agency may not conduct, and no person is required to respond to, a collection of information unless it displays a valid OMB control number. The public reporting burden for this information collection is estimated at 86 hours per state, including time for reviewing instructions, searching existing data sources, gathering and maintaining needed data, and completing and reviewing the information collection. Responding to this collection is required to obtain or retain the Federal grant benefit. In addition, responses to this information collection are public, and the agencies offer no assurances of confidentiality. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of Workforce Investment, and reference OMB control number 1205-0522. Note: Please do not return the completed plan to this address.

¹ States that elect to include employment and training activities carried out under the Community Services Block Grant (CSBG) Act (42 U.S.C. 9901 et seq.) under a Combined State Plan would submit all other required elements of a complete CSBG State Plan directly to the Federal agency that administers the program. Similarly, States that elect to include employment and training activities carried out by the Department of Housing and Urban Development that are included would submit all other required elements of a complete State Plan for those programs directly to the Federal agency that administers the program.

² Target populations include individuals with barriers to employment, as defined in WIOA Sec. 3, as well as veterans, unemployed workers, and youth.

I. WIOA STATE PLAN TYPE and EXECUTIVE SUMMARY

(a) Unified or Combined State Plan.

Select whether the State is submitting a Unified or Combined State Plan. At a minimum, a State must submit a Unified State Plan that covers the six core programs.

☐ **Unified State Plan.** This plan includes the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs.

☒ **Combined State Plan.** This plan includes the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs, as well as one or more of the optional Combined State Plan partner programs identified below. Indicate which Combined State Plan partner program(s) the State is electing to include in the plan.

- ☐ Career and technical education programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) (20 U.S.C. 2301 et seq.)
- ☐ Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- ☐ Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- ☐ Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(o))
- ☐ Trade Adjustment Assistance for Workers programs (activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- ☐ Jobs for Veterans State Grants program (programs authorized under 38, U.S.C. 4100 et. seq.)
- ☐ Unemployment Insurance programs (programs authorized under State unemployment compensation laws in accordance with applicable Federal law)
- ☒ Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))
- ☐ Employment and training activities carried out by the Department of Housing and Urban Development
- ☐ Community Services Block Grant (Employment and training activities carried out under the Community Services Block Grant Act (42 U.S.C. 9901 et seq.))

(b) Plan Introduction or Executive Summary.

The Unified or Combined State Plan may include an introduction or executive summary. This element is optional.

Alaska's workforce vision and strategy

The Workforce Innovation and Opportunity Act (WIOA) provides the framework for a coordinated, performance-driven workforce system that connects individuals to employment, supports employers in meeting workforce needs, and strengthens economic competitiveness. Alaska's workforce system builds on this framework through a statewide, integrated approach that aligns workforce, education, and economic development strategies to address the state's unique economic conditions and geographic challenges.

Workforce programs in Alaska are administered by the Alaska Department of Labor and Workforce Development (DOLWD) in partnership with the Alaska Workforce Investment Board (AWIB), core program partners, and a broad network of regional and community stakeholders. Together, these partners deliver coordinated employment, education, and training services designed to respond to industry demand, expand access to opportunity, and support long-term economic growth.

Alaska's workforce strategy is guided by Alaska Workforce Future (AWF), the State's unified framework for aligning workforce system investments and activities. AWF reflects federal priorities for sector strategies, career pathways,

and job-driven training, while addressing Alaska's distinct needs, including rural access, workforce shortages, and demographic shifts.

Statewide strategic priorities

Alaska Workforce Future establishes five strategic priorities that guide statewide workforce system coordination and investment:

- Strengthening employer engagement and industry partnerships
- Expanding career pathways and work-based learning opportunities
- Improving access to workforce services for rural and underserved populations
- Modernizing workforce system infrastructure and data capabilities
- Aligning education, workforce, and economic development strategies statewide

These priorities support a system that is responsive to employer demand while expanding access to skills development, credential attainment, and employment opportunities for Alaskans across all regions.

Major system developments since the 2024 State Plan

This document represents Alaska's two-year modification to the approved 2024–2027 WIOA Combined State Plan and reflects updated priorities and system improvements for Program Years (PY) 2026–2027.

Since the submission of the 2024 State Plan, Alaska has advanced several major workforce system initiatives to strengthen coordination, improve performance, and expand career pathways:

- continued expansion of registered apprenticeship and work-based learning, including progress toward establishing a State Apprenticeship Agency (SAA) to support statewide program growth and oversight
- modernization of workforce investment programs, including the State Training and Employment Program (STEP) and federal grant programs, to improve alignment with employer demand and strengthen accountability for outcomes
- expansion of youth career pathway strategies, including pre-apprenticeship programs and increased alignment with career and technical education (CTE) and postsecondary partners
- continued investment in workforce system technology, including enhancements to AlaskaJobs, performance dashboards, and program evaluation tools to support data-informed decision making

These efforts align with federal workforce priorities emphasizing system integration, employer engagement, and improved access to employment and training services.

Combined State Plan framework and coordination

Alaska operates under a Combined State Plan framework that integrates WIOA core programs with selected partner programs to deliver coordinated services to job seekers and employers.

The Senior Community Service Employment Program (SCSEP) is included as a Combined State Plan partner program and is fully integrated into the State's workforce system. Coordination among core and partner programs supports aligned career pathways, shared service delivery strategies, and improved access to services, while maintaining each program's statutory roles and accountability requirements.

The workforce system emphasizes equitable access to services across Alaska's diverse geographic regions, including rural and remote communities, and prioritizes individuals facing barriers to employment. Workforce investments focus on high-demand and high-growth industries that support the State's economic development priorities.

Consistent with WIOA and Alaska Workforce Future, the State's workforce system emphasizes:

- Sector-based strategies aligned with employer demand

- Career pathways integrating education, training, and work-based learning
- Data-informed planning and performance accountability
- Job-driven investments that support measurable employment outcomes

State Plan development and public engagement

The development of the 2026–2028 Combined State Plan modification involved coordination among core programs, partner agencies, the Alaska Workforce Investment Board, and a broad range of stakeholders.

The draft State Plan was made available for public comment from March 27, 2026, to April 27, 2026. Notice was published through the State of Alaska Online Public Notices system at <http://notice.alaska.gov/223261>, and stakeholders were invited to provide input.

Outreach included employers, labor organizations, Alaska Native organizations, education and training providers, community-based organizations, disability service providers, veterans' organizations, senior service providers, and members of the public. Comments received were reviewed and, as appropriate, incorporated into the final plan.

In addition to the formal comment process, the State conducted ongoing stakeholder engagement to inform workforce priorities, identify service delivery challenges, and respond to emerging workforce needs across Alaska.

Plan organization

This Combined State Plan is organized to clearly present Alaska's workforce strategy and implementation approach in alignment with federal guidance:

- Strategic elements describe economic conditions, workforce challenges, and statewide priorities
- Operational planning elements describe implementation across programs and partners
- Program-specific sections detail service delivery for each core and partner program
- Appendices provide supporting materials, including performance information and partner listings

This structure ensures transparency, supports federal review, and clearly connects the statewide strategy to program-level implementation.

The sections that follow provide detailed information on Alaska's workforce system structure, strategic priorities, and program implementation approaches under WIOA and partner programs.

II. STRATEGIC ELEMENTS

The Unified or Combined State Plan must include a Strategic Planning Elements section that analyzes the State's current economic environment and identifies the State's overall vision for its workforce development system. The required elements in this section enable the State to develop data-driven goals to prepare an educated and skilled workforce and to identify successful strategies to align workforce development programs with economic growth. Unless otherwise noted, all Strategic Planning Elements apply to Combined State Plan partner programs included in the plan as well as to core programs. Where requirements identify the term "populations", these must include individuals with barriers to employment as defined at WIOA Section 3. This includes displaced homemakers; low-income individuals; Indians, Alaska Natives, and Native Hawaiians; individuals with disabilities, including youth who are individuals with disabilities; older individuals; ex-offenders; homeless individuals, or homeless children and youths; youth who are in or have aged out of the foster care system; individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers; farmworkers (as defined at section 167(i) of WIOA); individuals within 2 years of exhausting lifetime eligibility under the Temporary Assistance for Needy Families program; single parents (including single pregnant women); and long-term unemployed individuals. Additional populations include veterans, unemployed workers, youth, and others that the State may identify.

(a) Economic, Workforce, and Workforce Development Activities Analysis.

The Unified or Combined State Plan must include an analysis of the economic conditions, economic development strategies, and labor market in which the State's workforce system and programs will operate.

(1) Economic and Workforce Analysis

(A) Economic Analysis. The Unified or Combined State Plan must include an analysis of the State's economic conditions and trends, including sub-State regions and any specific economic areas identified by the State. This must include—

Overview – Economic Conditions and Trends

Alaska's economy has largely stabilized, with job recovery completed by 2024. Federal infrastructure investments, resource development, and sustained strength in key industries such as tourism and health care drive current and projected economic and employment growth.

Significant federal investments, including funding through the Infrastructure Investment and Jobs Act (IIJA) and broadband expansion initiatives, are expected to inject substantial capital into Alaska's economy. Alaska is projected to receive among the highest per capita federal infrastructure funding in the nation, supporting statewide transportation, energy, and broadband development projects.

Major oil and gas development projects on the North Slope, including the Willow and Pikka projects, are expected to generate thousands of temporary construction jobs and hundreds of long-term operational positions. These projects are also anticipated to increase oil production and contribute to long-term state revenue. Alaska's natural resource sectors, including mining, continue to present long-term growth opportunities, particularly in critical minerals essential to emerging energy technologies.

Alaska's tourism industry has experienced record visitation, with more than 1.6 million visitors in 2023, exceeding pre-pandemic levels and supporting continued demand in the hospitality and related sectors.

Despite these positive trends, Alaska faces persistent structural challenges. The state has experienced more than a decade of negative net migration, resulting in a declining working-age population. Between 2013 and 2022, the working-age population decreased significantly, contributing to widespread labor shortages across industries. These demographic trends, combined with geographic isolation and population turnover, continue to create challenges for employers seeking to recruit and retain workers.

These economic conditions underscore the importance of coordinated workforce development strategies that expand labor force participation, strengthen career pathways, and align training investments with industry demand. Additional supporting data on economic conditions and labor market trends are provided in Appendix A – Economic and Labor Market Data (see Figures A-1 through A-3).

Key Elements – Regional Economic Structure

Alaska operates as a single WIOA area; however, the state utilizes six economic regions for labor market analysis and planning: Anchorage/Mat-Su, Gulf Coast, Interior, Northern, Southeast, and Southwest. These regions reflect distinct economic conditions, industry concentrations, and workforce characteristics that inform regional and statewide workforce strategies.

- Anchorage/Mat-Su region serves as the state’s population and economic hub, with a diversified economy that includes health care, transportation and logistics, government, retail, and oil and gas headquarters functions.
- The Gulf Coast and Southeast regions are characterized by maritime industries, tourism, fishing, government employment, and resource development, with strong seasonal employment patterns.
- The Interior region includes a mix of military, education, mining, health care, and tourism-related employment, anchored by Fairbanks.
- Northern region is dominated by oil, gas, and mining activity, with significant rotational workforce patterns and fly-in/fly-out employment structures.
- The Southwest region is heavily dependent on commercial fishing and seafood processing and faces challenges related to workforce housing, transportation, and access to training services.

These regional distinctions highlight the need for flexible, regionally responsive workforce strategies that account for seasonal employment, rural access challenges, infrastructure limitations, and industry concentration.

Workforce development strategies must be adaptable to regional conditions, including differences in employer demand, access to training providers, and the need for innovative service delivery approaches such as distance learning, mobile training, and partnerships with regional training centers and tribal organizations. Alaska’s six economic regions are illustrated in Appendix A (see Figure A-1).

Summary and Transition to Workforce Analysis

Alaska’s economic outlook reflects strong demand across key industries; however, projected growth and replacement needs are expected to continue to outpace the supply of workers in several sectors. These dynamics highlight the importance of understanding the characteristics, capacity, and limitations of Alaska’s labor force.

The following section, II(a)(1)(B) – Workforce Analysis, examines labor force trends, participation, education and skill levels, and workforce characteristics to assess the extent to which Alaska’s workforce is positioned to meet current and projected economic demand.

(i) Existing Demand Industry Sectors and Occupations. Provide an analysis of the industries and occupations for which there is existing demand.

Overview – Existing Demand

Demand for workers in Alaska remains high across nearly all industries, driven by continued economic activity and a constrained labor supply. Alaska consistently reports a higher job openings rate than the national average, reflecting persistent workforce shortages across sectors and regions.

Key Elements – Industry and Occupational Demand

Key industries with strong existing demand include:

- Health care
- Construction and skilled trades
- Transportation and logistics
- Education
- Energy (oil, gas, and mining)
- Seafood and maritime industries
- Tourism and hospitality
- Public sector and public safety

Occupational demand is particularly strong in:

- Registered nurses, certified nursing assistants, and behavioral health professionals
- Teachers and education support staff
- Commercial drivers, aviation workers, and logistics personnel
- Construction trades, including electricians, welders, and heavy equipment operators
- Mechanics, technicians, and information technology support roles

Occupational projections indicate that health care occupations account for a significant share of projected growth over the next decade. Strong demand also continues in occupations requiring apprenticeships, postsecondary credentials, and on-the-job training.

These demand patterns are consistent across multiple data sources, including employer job postings, industry projections, and regional workforce analyses.

Implications for Workforce Development

These demand patterns reinforce the need to expand training capacity, increase access to apprenticeship opportunities, and strengthen work-based learning strategies aligned with industry demand. Supporting data on projected industry employment trends and occupational demand are provided in Appendix A – Economic and Labor Market Data (see Figures A-2 and A-3).

(ii) **Emerging Demand Industry Sectors and Occupations.** Provide an analysis of the industries and occupations for which demand is emerging.

Overview – Emerging Demand

Emerging demand in Alaska is driven by both the development of new industries and the expansion of existing sectors. These trends reflect evolving economic conditions, technological advancements, and long-term infrastructure investments that are shaping future workforce needs.

Key Elements – Emerging Industries and Occupations

Recent examples of emerging demand include:

- Growth of the legalized cannabis industry, which has matured into a stable employment sector
- Expansion of aquaculture and mariculture, with increasing interest in sustainable seafood production
- Broadband and digital infrastructure development, creating demand for telecommunications and information technology-related occupations
- Renewable energy and energy transition activities, including opportunities linked to critical minerals development

Alaska's economic outlook is also influenced by potential large-scale infrastructure development, including the Alaska LNG project. Workforce planning efforts associated with this project, as outlined in the Alaska LNG Workforce Development Plan, identify significant projected demand across construction and skilled trades occupations, with peak workforce needs estimated in the thousands.

Projected demand includes occupations such as:

- Welders
- Electricians
- Heavy equipment operators
- Construction laborers

These projections are based on detailed workforce modeling and scenario analysis conducted as part of statewide infrastructure planning efforts.

Implications for Workforce Development

The emergence of new industries and large-scale infrastructure projects highlights the need to expand training capacity, strengthen alignment between workforce programs and industry demand, and prepare workers for high-growth occupations.

Key workforce challenges include:

- Training capacity constraints
- Competition for skilled labor
- The need for coordinated, statewide workforce development strategies

These factors are incorporated into Alaska's economic and workforce analysis to ensure the workforce system is positioned to respond to both current and emerging industry demand.

(iii) **Employers' Employment Needs.** About the industry sectors and occupations identified in (A)(i) and (ii), provide an assessment of the employment needs of employers, including a description of the knowledge, skills, and abilities required, including credentials and licenses.

Overview – Employer Workforce Needs

Employers across Alaska consistently report challenges in recruiting and retaining workers, driven by labor shortages, geographic barriers, and skills mismatches across industries and regions.

Key Elements – Skills, Credentials, and Training Needs

Key workforce needs identified by employers include:

- Technical and occupation-specific skills aligned with industry standards
- Foundational employability skills, including communication, reliability, and adaptability
- Industry-recognized credentials, licenses, and certifications
- Work-based experience, including internships, apprenticeships, and on-the-job training

In many sectors, employers also emphasize the importance of:

- Career pathway alignment to support entry and advancement
- Flexible training models that accommodate rural and remote communities
- Coordination across the workforce, education, and training systems

These needs reflect increasing demand for workers who possess both technical competencies and foundational skills and who are prepared to enter and advance within structured career pathways.

Implications for Workforce Development

These findings are informed by ongoing employer engagement, sector partnerships, and labor market analysis conducted by DOLWD. They directly inform Alaska's sector strategies, career pathway development, and training

investments under Alaska’s Workforce Future (AWF), ensuring that workforce system activities remain aligned with employer demand and economic priorities.

Supporting data related to workforce demand, industry trends, and occupational projections are provided in Appendix A – Economic and Labor Market Data (see Figures A-2 and A-3).

These employer-identified needs directly inform Alaska’s workforce dynamics, including labor force participation, workforce availability, and skill alignment challenges, which are examined in detail in Section II(a)(1)(B).

(B) Workforce Analysis. The Unified or Combined State Plan must include an analysis of the current workforce in the State and within various state regions, including populations with barriers to employment described in the first paragraph of Section II. Analysis must include—

Overview – Workforce Conditions and Trends

Alaska’s workforce analysis examines labor force trends, employment characteristics, educational attainment, and workforce supply conditions to assess the State’s capacity to meet current and projected employer demand. This analysis reflects Alaska’s unique economic structure, geographic challenges, and demographic trends and aligns with the economic analysis presented in Section II(a)(1)(A).

Long-term demographic changes, including an aging population, slower population growth, and outmigration of working-age individuals, continue to shape Alaska’s workforce. These trends contribute to a constrained labor supply and affect the availability of workers across industries and regions. Broader employment trends and workforce dynamics are further illustrated in Appendix B (see Figures B-1 and B-2).

At the same time, Alaska’s economy continues to generate demand for workers across key sectors, including health care, construction, transportation, energy, maritime, and public services. The combination of sustained employer demand and a constrained labor supply results in persistent workforce gaps reflected in labor force participation, employment trends, and skill alignment.

Key Elements – Workforce Analysis Areas

This section examines four key areas:

- Labor force participation (i)
- Employment and unemployment trends (ii)
- Education and skill levels of the workforce (iii)
- Comparison of economic and workforce analytical conclusions (iv)

(i) Employment and Unemployment. Provide an analysis of current employment and unemployment data, including labor force participation rates, and trends in the State.

Overview – Employment and Labor Force Trends

Alaska’s labor force reflects both strengths in workforce participation and ongoing challenges related to unemployment, geographic variation, and labor force attachment across key populations.

Labor force participation in Alaska has historically remained above the national average; however, recent trends indicate gradual declines influenced by demographic shifts, outmigration, and an aging population. Employment levels have stabilized following pandemic-related disruptions, with growth concentrated in key sectors such as health care, construction, and natural resources. Despite this recovery, workforce shortages persist across multiple industries.

Key Elements – Employment and Unemployment Dynamics

Key trends in employment and unemployment include:

- Labor force participation rates that remain relatively strong but are gradually declining due to demographic pressures
- Employment growth concentrated in key sectors, with ongoing workforce shortages across industries
- Unemployment rates that generally exceed the national average due to structural factors such as seasonality and geographic isolation
- Significant regional variation, with urban areas offering more diverse employment opportunities and rural areas experiencing more limited and seasonal labor markets
- Disparities in employment outcomes among populations with barriers to employment, including Alaska Native populations, individuals with disabilities, and individuals with limited access to education and training

These trends reflect persistent structural challenges in Alaska's labor market, including geographic constraints, seasonal employment patterns, and uneven access to workforce opportunities.

Implications for Workforce Strategy

These employment and unemployment dynamics highlight the need for targeted workforce strategies that improve access to employment opportunities, strengthen workforce attachment, and address regional and population-based disparities. These factors directly inform Alaska's workforce development strategies described in Section II(c).

(ii) Labor Market Trends. Provide an analysis of key labor market trends, including across existing industries and occupations.

Overview – Labor Market Conditions

Alaska's labor market is characterized by persistent workforce shortages, skills mismatches, and structural challenges that affect the State's ability to meet employer demand across key industries and occupations.

Employers across Alaska consistently report difficulty filling positions in high-demand sectors, including health care, construction, transportation, and skilled trades. A combination of limited labor supply, geographic constraints, and misalignment between training programs and industry needs drives these challenges.

Key Elements – Labor Market Dynamics

Key labor market trends include:

- Persistent workforce shortages across high-demand industries, particularly in health care, construction, transportation, and skilled trades
- Skills gaps in occupations requiring technical skills, industry-recognized credentials, and work-based experience
- Employer demand for foundational employability skills, including communication, reliability, and adaptability
- Geographic and structural barriers that limit access to education, training, and employment opportunities, particularly in rural and remote communities
- External factors such as transportation, housing availability, and access to supportive services that influence workforce participation and employment outcomes

These trends reflect structural challenges within Alaska's labor market, including workforce supply constraints, regional disparities, and training gaps misaligned with industry needs.

Implications for Workforce Strategy

These labor market conditions underscore the need for workforce strategies that:

- Expand access to training and education

- Strengthen alignment between workforce programs and industry demand
- Increase availability of work-based learning opportunities
- Address barriers to employment for key populations

These factors directly inform Alaska’s workforce development strategies described in Section II(c), including sector partnerships, career pathway development, and coordinated service delivery across the workforce system.

(iii) **Education and Skill Levels of the Workforce.** Provide an analysis of the educational and skill levels of the workforce.

Overview – Education and Workforce Skills

Alaska’s workforce reflects a combination of strong foundational educational attainment and notable gaps in postsecondary education, credential attainment, and access to training opportunities aligned with industry demand.

High school attainment remains a relative strength for the state, with approximately 93 percent of Alaskans age 25 and older holding a high school diploma, compared to 89 percent nationally.

However, attainment of higher education credentials presents a more mixed picture. While approximately 31 percent of Alaskans hold a bachelor’s degree, comparable to the national average, the state has experienced a relative decline in national rankings over time.

Key Elements – Education, Credentials, and Workforce Skills

Key findings related to education and skill levels include:

- Strong foundational education levels, with high rates of high school attainment
- Postsecondary attainment levels that are comparable to the national average but declining relative to historical rankings
- Higher-than-average attainment of industry-recognized credentials and licenses, with approximately 28.6 percent of Alaskans holding a certification or license
- Strong employment outcomes associated with short-term, industry-aligned training programs, particularly in technical fields such as welding
- Data limitations related to non-degree credentials that constrain the comprehensive assessment of workforce skill levels

The University of Alaska system plays a central role in workforce development by providing degree and non-degree training aligned with industry needs. Outcomes demonstrate strong employment and wage progression among individuals who complete short-term credential programs, reinforcing the value of industry-aligned training pathways.

Key Elements – Regional and Population Disparities

Significant disparities in education and skill levels exist across regions and populations, including:

- Alaska Native populations, who experience lower educational attainment, higher unemployment rates, and lower average wages
- Rural communities, where access to education, training, and employment opportunities is more limited
- Individuals with disabilities, who face barriers to accessing training, accommodations, and employment opportunities
- Justice-involved individuals, who experience prolonged barriers to employment following release
- Individuals experiencing homelessness, who face significant barriers to both education and workforce participation

- Other populations with barriers, including individuals in or exiting foster care, individuals with limited English proficiency, and those with low literacy levels

These disparities highlight structural challenges in workforce access and outcomes across Alaska's diverse regions and populations.

Key Elements – Demographic Trends and Workforce Impacts

Alaska's aging population has significant implications for workforce supply and skill availability. The population age 65 and older has grown substantially and now represents an increasing share of the workforce, with higher concentrations in sectors such as health care, local government, and professional services.

While older workers contribute valuable experience and institutional knowledge, this trend signals increasing workforce replacement needs and potential skill gaps as retirements accelerate.

Veterans represent a significant share of Alaska's population and workforce and demonstrate relatively strong labor force participation and earnings outcomes. However, targeted workforce strategies remain important for supporting transitions into civilian employment and aligning with industry needs.

Implications for Workforce Strategy

Overall, Alaska's workforce demonstrates strong foundational education levels and strengths in credential attainment in certain sectors, but also faces significant challenges related to postsecondary access, regional disparities, and barriers to employment for key populations.

These findings underscore the need for workforce development strategies that:

- Expand access to education and training
- Strengthen alignment with industry demand
- Increase access to industry-recognized credentials
- Expand work-based learning opportunities, including Registered Apprenticeship
- Improve access and outcomes for populations with barriers to employment

These education and skill gaps directly affect Alaska's ability to meet occupational demand in priority industries identified in the economic analysis and inform the workforce strategies described in Section II(c).

(iv) Comparison of Economic and Workforce Analytical Conclusion. Describe areas of opportunity for meeting hiring, education, and skills needs identified in the economy compared to the assets available in the labor force in the state.

Overview – Workforce Supply and Demand Alignment

This section synthesizes the findings from both the economic and workforce analyses to identify key gaps and opportunities within Alaska's workforce system.

Alaska's economic and workforce analyses collectively identify a structural imbalance between employer demand and available workforce supply. While the economic analysis demonstrates strong and sustained demand across key industries, including health care, construction, transportation, energy, and resource development, the workforce analysis highlights constraints related to labor force participation, workforce availability, and skill alignment.

These findings indicate that Alaska's workforce challenges are not solely cyclical but are driven by longer-term structural factors, including demographic decline, geographic isolation, and limited training capacity and access.

As a result, employers face persistent difficulty recruiting and retaining workers, particularly in high-demand, hard-to-fill occupations.

Workforce residency patterns, including the distribution of resident and nonresident workers across regions, are illustrated in Appendix B (see Figure B-2). These patterns demonstrate Alaska's reliance on nonresident labor in several key industries and regions, particularly in seasonal and resource-based sectors.

Key Elements – Demand Exceeds Supply

Analysis of long-term projections and workforce supply indicators demonstrates sustained demand in several priority industries, including:

- Healthcare and behavioral health
- Construction and skilled trades
- Maritime and fisheries-related occupations
- Transportation and logistics
- Energy and utilities
- Public sector and education support roles

Projected annual openings in these industries are driven by both growth and replacement needs, particularly retirements. In multiple occupations, projected demand exceeds the number of qualified individuals currently available in Alaska's labor force, indicating structural shortages rather than short-term hiring fluctuations.

Key Elements – Workforce Alignment Gaps

The analysis identifies several misalignments between employer needs and workforce capabilities:

- Credential gaps: Employers require industry-recognized credentials, licenses, and technical certifications not held by a sufficient share of the workforce
- Experience gaps: Job seekers lack work-based learning experience aligned to in-demand occupations
- Geographic mismatch: Job growth does not align with the distribution of available workers
- Skill transferability challenges: Workers transitioning from seasonal or declining industries lack clear pathways into high-demand sectors

These misalignments reinforce the need for stronger career pathway alignment, expanded work-based learning, and increased access to credential attainment opportunities.

Key Elements – Regional and Structural Barriers

Regional analysis highlights significant disparities across Alaska:

- Rural and frontier communities face persistent workforce shortages in healthcare, education, and public services
- Infrastructure constraints, including housing, transportation, and broadband access, limit labor mobility and participation
- Seasonal employment patterns contribute to income instability and workforce churn
- Access to training and education remains limited without hybrid, mobile, or distance-based delivery models

These conditions underscore the need for regionally tailored workforce strategies and flexible service delivery approaches.

Key Elements – Priority Populations and Equity Gaps

The workforce analysis identifies disproportionate impacts on populations with barriers to employment, including:

- Individuals with disabilities
- Justice-involved individuals
- Alaska Native and rural residents

- Youth and young adults disconnected from education or employment
- Older workers
- Individuals with limited English proficiency

These populations often experience higher unemployment or underemployment and face additional barriers to accessing education, training, and employment aligned with in-demand industries. Addressing labor shortages and advancing equity are, therefore, closely interconnected objectives within Alaska's workforce system.

Implications for Workforce Strategy

These findings highlight the need for coordinated, demand-driven workforce strategies under Alaska's Workforce Future (AWF), including:

- Sector strategies
 - Focus on high-demand industries such as healthcare, construction, maritime, transportation, and energy
 - Strengthen employer-led sector partnerships aligned with projected workforce needs
- Registered apprenticeship expansion
 - Expand apprenticeship opportunities across priority sectors
 - Increase rural access through hybrid and regionally adapted models
- Youth and career pathways
 - Expand work-based learning, pre-apprenticeship, and career exploration
 - Align secondary, postsecondary, and workforce programs with high-demand occupations
- Alaska Job Center Network (AJCN) modernization
 - Improve data-driven referrals to in-demand occupations using AlaskaJobs
 - Strengthen co-enrollment across Titles I–IV
 - Enhance employer engagement and business services capacity

These strategies support a coordinated workforce system that aligns training investments with industry demand, expands access to employment opportunities, and strengthens long-term workforce sustainability.

Additional workforce and economic comparison data supporting these findings are provided in Appendix B (see Figure B-2).

(2) Workforce Development, Education and Training Activities Analysis. The Unified or Combined State Plan must include an analysis of the workforce development activities, including education and training in the State, to address the education and skill needs of the workforce, as identified in (a)(1)(B)(iii) above, and the employment needs of employers, as identified in (a)(1)(A)(iii) above. This must include an analysis of—

(A) The State's Workforce Development Activities. Provide an analysis of the State's workforce development activities, including education and training activities of the core programs, Combined State Plan partner programs included in this plan, and required³ and optional one-stop delivery system partners.⁴

Overview – Workforce Development System

Alaska's workforce development activities are delivered through a coordinated system of WIOA core programs, required one-stop partner programs, Alaska Native workforce programs, and complementary state-funded workforce initiatives.

These activities are delivered through the Alaska Job Center Network (AJCN), supported by AlaskaJobs, the State's primary workforce system for labor exchange, case management, service tracking, and performance reporting across programs. Services are provided through both physical job centers and virtual platforms, ensuring statewide access across Alaska's diverse geographic regions.

This section describes Alaska's current statewide and regional workforce development activities and analyzes how these activities support labor market demand, priority populations, and employer workforce needs identified in Section II(a)(1). The analysis reflects the integrated structure of Alaska's workforce system and the coordinated implementation of programs administered by the Department of Labor and Workforce Development (DOLWD), the Alaska Workforce Investment Board (AWIB), and partner agencies.

Consistent with WIOA and federal guidance, Alaska's workforce system emphasizes coordinated service delivery, career pathway development, work-based learning, and employer engagement to support employment outcomes aligned with labor market demand. These activities are intentionally structured to align workforce investments with high-demand industries, ensuring that training and employment services help close identified workforce gaps.

Key Elements – Workforce Development Activities

Key elements of Alaska's workforce development system include:

- Integrated service delivery through the Alaska Job Center Network and AlaskaJobs system
- Coordination across WIOA core programs, one-stop partner programs, and state-funded workforce initiatives
- Emphasis on career pathways, work-based learning, and employer engagement
- Targeted service delivery for populations with barriers to employment
- Alignment of workforce investments with high-demand industries identified through labor market analysis
- Flexible and responsive service delivery models that adapt to changing demographic and economic conditions

³ Required one-stop partners: In addition to the core programs, the following partner programs are required to provide access through the one-stops: Career and Technical Education (Perkins), Community Services Block Grant, Indian and Native American programs, HUD Employment and Training programs, Job Corps, Local Veterans' Employment Representatives and Disabled Veterans' Outreach Program, National Farmworker Jobs program, Senior Community Service Employment program, Temporary Assistance for Needy Families (TANF) (unless the Governor determines TANF will not be a required partner), Trade Adjustment Assistance programs, Unemployment Compensation programs, and YouthBuild.

⁴ Workforce development activities may include a wide variety of programs and partners, including educational institutions, faith- and community-based organizations, and human services.

Core and Partner Programs

Alaska's workforce development system integrates WIOA core programs and required one-stop partner programs to provide comprehensive employment, education, and training services. Services are delivered through Alaska Job Center locations and the AlaskaJobs system, ensuring both in-person and virtual access statewide.

Workforce development activities are designed to serve individuals with barriers to employment and to support equitable access across Alaska's urban, rural, and remote communities. Priority populations include individuals with barriers to employment as defined in WIOA, including low-income individuals, individuals with disabilities, Alaska Natives and American Indians, English language learners, individuals experiencing homelessness, ex-offenders, older individuals, and others facing barriers to employment.

Service delivery strategies are adapted through targeted outreach, partner coordination, and flexible service models that address geographic, cultural, and access barriers. This approach supports alignment between equity objectives and labor market demand. It ensures that priority populations are connected to in-demand occupations and career pathways that support long-term economic self-sufficiency.

Alaska's workforce system also demonstrates the ability to respond to changing demographic and economic conditions. Between FY 2022 and FY 2024, increased arrivals of refugees, asylees, and humanitarian parolees led to greater demand for employment services, English-language instruction, credential recognition, and coordinated case management. More recent trends indicate declining arrivals entering FY 2026, reinforcing the need for a system that can scale services while maintaining alignment with long-term workforce priorities.

Alaska Native Workforce Partnerships

The Department of Labor and Workforce Development partners with Alaska Native organizations to address cultural, geographic, and logistical barriers to workforce participation, particularly in rural and remote communities. These partnerships support the delivery of culturally responsive employment and training services aligned with regional economic needs and local employer demand.

These partnerships also strengthen regional talent pipelines by connecting local populations to employment opportunities within their communities, supporting both economic development and workforce sustainability in rural Alaska.

Alaska Workforce Investment Board (AWIB)

AWIB provides strategic oversight of workforce development activities and aligns state and federal investments with labor market demand. Sector-based strategies focus on key industries including maritime, health care, education, energy, construction, transportation, and tourism.

AWIB also coordinates funding across workforce programs, including WIOA Youth, apprenticeship initiatives, STEP, ACA, and TVEP, to support alignment, reduce duplication, and maximize impact. This coordinated investment approach enables Alaska to leverage multiple funding streams to support shared workforce goals, increasing efficiency and strengthening the overall impact of workforce development activities.

WIOA Core Programs

Title I – Adult and Dislocated Worker Programs

Services are delivered through Career Support and Training Services (CSTS) case managers in Alaska Job Centers. Participants receive career services, training, and supportive services to support employment and re-employment.

Case managers develop Individualized Employment Plans (IEPs) and use Individual Training Accounts (ITAs) to fund training delivered through providers on the Eligible Training Provider List (ETPL). Participants may be co-enrolled with programs such as STEP, TANF, Adult Education, Vocational Rehabilitation, and Tribal workforce programs.

Co-enrollment is actively implemented through coordinated intake, shared case management practices, and the use of AlaskaJobs to document services and track participant progress across programs.

Training services include occupational skills training, on-the-job training, incumbent worker training, customized training, integrated education and training, and apprenticeship-related instruction. These strategies prioritize work-based learning and employer engagement to ensure alignment with industry needs.

Title I – Youth Program

The Youth program is delivered through competitively procured subrecipients across Alaska and provides access to all fourteen required program elements.

Services include:

- Comprehensive assessments
- Individual service strategies (ISS)
- Career exploration and pathway development
- Work experience and work-based learning
- Coordination with education and training providers

Youth participants receive individualized services designed to support transitions to employment, postsecondary education, or training. Co-enrollment with Adult programs occurs where appropriate. These services support early connections to career pathways and reduce the risk of disconnection from education and employment.

Types of Workforce Services (Across Title I)

- Career services: Labor market information, assessments, career planning, and counseling
- Training services: Occupational skills training, on-the-job training, apprenticeship, and customized training
- Supportive services: Transportation, childcare, housing, and other supports necessary for participation
- Follow-up services: Support for employment retention and continued education

The integration of these service types supports a comprehensive workforce development approach that addresses both skill development and barriers to employment.

Title II – Adult Education and Family Literacy

The Alaska Adult Education program provides instruction in basic skills, high school equivalency attainment, English language acquisition, digital literacy, and workforce preparation. Programs support transitions to postsecondary education, training, and employment.

Alignment between adult education and workforce programs supports integrated education and training models that accelerate participant progress into employment and career pathways.

Title III – Wagner-Peyser Employment Services

Employment Services are delivered through the Alaska Job Centers and AlaskaJobs system, providing universal access to labor exchange services.

Services include:

- Job search, referral, and placement assistance
- Reemployment services for UI claimants
- Employer recruitment services
- Career guidance and assessments

Services are delivered through self-service, facilitated self-help, and staff-assisted models, allowing resources to be targeted to individuals with greater barriers to employment.

DVOP and LVER staff provide specialized services to veterans, while business services teams support employer engagement and workforce solutions.

Trade Adjustment Assistance (TAA)

The TAA program provides reemployment and training services to workers impacted by foreign trade. While not currently authorized for new enrollments, Alaska continues to serve eligible participants and maintain readiness for reauthorization.

Title IV – Vocational Rehabilitation

The Division of Vocational Rehabilitation (DVR) provides services to individuals with disabilities to support competitive integrated employment. Services include assessment, counseling, training, and supported employment, delivered through regional offices and rural service hubs.

DVR's regional and hub-based service model supports access in rural areas while maintaining consistent service delivery statewide.

Senior Community Service Employment Program (SCSEP)

SCSEP serves low-income individuals aged 55 and older, providing part-time community service employment and training opportunities. The program is integrated within the AJC system and supports transitions to unsubsidized employment through coordinated service delivery and co-enrollment with partner programs.

State-Funded Workforce Programs

State-funded programs, including STEP, TVEP, ACA, and Registered Apprenticeship, complement WIOA-funded activities and expand Alaska's capacity to respond to employer demand.

Registered Apprenticeship remains a central workforce strategy supporting employer-driven training across multiple industries and continues to expand into emerging sectors through State Apprenticeship Expansion initiatives. These programs provide structured, earn-and-learn pathways aligned with industry needs and workforce priorities.

Transition

Together, these workforce development activities form a coordinated statewide workforce system aligned with Alaska's labor market demand.

This integrated approach positions Alaska to align workforce investments, service delivery, and employer engagement strategies to support both immediate hiring needs and long-term economic growth.

These activities are supported by coordinated policies, data systems, and partner collaboration, as described in Section III, enabling integrated service delivery and continuous improvement across Alaska's workforce system. Section II(a)(2)(B) evaluates the strengths and weaknesses of these activities and identifies opportunities to strengthen coordination and system performance further.

(B) The Strengths and Weaknesses of Workforce Development Activities. Provide an analysis of the strengths and weaknesses of the workforce development activities identified in (A), directly above.

Overview – System Performance and Continuous Improvement

This subsection updates Alaska’s assessment of the strengths and weaknesses of its workforce development activities during the Program Years (PY) 2026–2027 modification period. The assessment reflects current system capacity, operational experience, stakeholder input, and evolving workforce conditions identified through economic analysis and ongoing partner engagement.

The purpose of this assessment is to evaluate how effectively Alaska’s workforce system is positioned to meet identified workforce needs, serve priority populations, and respond to employer demand. These findings support Alaska’s workforce vision, goals, and strategic implementation and contribute to the continuous improvement of workforce service delivery.

Consistent with WIOA requirements and federal guidance encouraging modernization and innovation, this assessment also considers opportunities to optimize service delivery using WIOA flexibilities and integrated workforce strategies that align education, training, and employment pathways.

Key Elements – System Strengths

Alaska’s workforce system demonstrates several key strengths:

Statewide Coordination and Stakeholder Alignment

Alaska has established a strong capacity for statewide coordination and cross-sector stakeholder engagement. Initial statewide convenings and ongoing partner collaboration informed the development of Alaska’s Workforce Future (AWF), a cross-industry workforce framework that guides coordinated planning and implementation.

Partner Collaboration and Co-enrollment

Core programs and partner programs coordinate referrals, assessments, case management, and training decisions to support integrated service delivery. Co-enrollment is actively implemented through coordinated intake, shared case management practices, and the use of AlaskaJobs to document services and track participant progress across programs. These practices reduce duplication and improve outcomes for individuals with barriers to employment.

Cross-Agency Planning and Alignment Initiatives

State agencies and partners engage in coordinated workforce planning efforts that align workforce, education, and economic development strategies. Key initiatives include Alaska’s Workforce Future (AWF), broadband workforce planning, infrastructure workforce coordination, and LNG workforce development planning. These efforts support data-informed decision-making and proactive alignment of the workforce system.

Integration of Refugee and Immigrant Workforce Services

Integration of Refugee Support Services (RSS) within the workforce system strengthens coordination across programs and supports employment, English language acquisition, and economic self-sufficiency for ORR-eligible populations.

Alaska Native Workforce Partnerships

Partnerships with Alaska Native organizations support culturally responsive service delivery and strengthen workforce participation in rural and remote communities. These partnerships enhance regional workforce development capacity and align services with local labor market needs.

Sector Strategies and Apprenticeship Expansion

Workforce investments are aligned with high-demand industries through sector-based strategies and expanded Registered Apprenticeship opportunities. These approaches strengthen career pathways and support industry-driven training aligned with employer demand.

Technology-Enabled Service Delivery

Expanded use of virtual services and online tools improves access to workforce services, supports partner coordination, and enhances system responsiveness, particularly in geographically dispersed areas.

Responsive and adaptable service delivery

The workforce system demonstrates the ability to scale and adjust services in response to demographic and economic changes, including fluctuations in refugee arrivals and evolving workforce demand.

Key Elements – System Weaknesses and Challenges

Alaska's workforce system also faces several ongoing challenges:

Geographic Barriers

Alaska's vast geography and dispersed population limit access to education, training, and employment opportunities, particularly in rural and remote communities where travel costs and logistical barriers are significant.

Technology Access and Digital Skills

Uneven broadband access and digital literacy gaps limit participation in online education, workforce services, and job search activities, particularly in rural areas.

Employability Skills Gaps

Employers continue to report challenges in finding workers with foundational employability skills such as reliability, communication, and workplace readiness.

Staffing Capacity and Turnover

Recruitment and retention challenges, particularly in rural areas, affect staffing levels, continuity of case management, and consistency in service delivery across the workforce system.

Variation in One-stop Partner Coordination

While collaboration is strong statewide, local variations in partner presence and capacity can affect consistency in service delivery and access to co-located services.

Data Sharing and System Interoperability

Differences in data systems and reporting requirements limit seamless data sharing and constrain the ability to generate comprehensive cross-program performance insights.

Barriers Affecting Immigrant and Refugee Populations

Limited English proficiency, credential recognition challenges, and variable service demand affect workforce participation and employment outcomes for immigrant and refugee populations.

State Fiscal Constraints

Budget limitations affect staffing levels, service delivery capacity, and the availability of in-person services in some communities, particularly in rural areas.

Implications for Workforce Strategy

The strengths and challenges identified in this subsection directly inform Alaska's workforce vision and goals described in Section II(b) and the workforce strategies described in Section II(c).

These findings support continued efforts to:

- Modernize workforce service delivery
- Strengthen system integration and data sharing
- Expand employer engagement and sector partnerships
- Improve access to services across Alaska's regions
- Address barriers to employment for priority populations
- Enhance accountability and performance outcomes

The State uses data, performance outcomes, and partner feedback to support continuous improvement of workforce system operations and service delivery.

(C) State Workforce Development Capacity. Provide an analysis of the capacity of State entities to provide the workforce development activities identified in (A), above.

Overview – Workforce System Capacity and Constraints

Alaska's workforce development capacity reflects a combination of system strengths and structural challenges that influence service delivery, access, and outcomes across the state. The workforce system benefits from established infrastructure, coordinated program delivery, and data-driven planning, while also navigating constraints related to geography, staffing, and service availability in rural and remote communities.

This section assesses Alaska's statewide capacity to support workforce development activities under the Workforce Innovation and Opportunity Act (WIOA). The analysis examines the institutional, operational, and resource capacity of the state's workforce system to deliver education, training, and employment services aligned with current and emerging workforce needs.

The capacity analysis reflects system developments, operational experience, and workforce conditions observed during the Program Years (PY) 2026–2027 modification period. It considers governance, service delivery infrastructure, education and training systems, workforce staffing, technology and data capabilities, and fiscal resources, with particular attention to how geography and regional variation affect access and scalability.

This assessment is informed by Alaska's Workforce Future (AWF) framework and supports the State's Vision and Goals in Section II(b) and the strategies outlined in Section II(c).

Key Elements – Core Capacity Factors

Several key factors shape Alaska's workforce system capacity:

- Strong statewide infrastructure through the Alaska Job Center Network and core program partners
- Established coordination across the workforce, education, and partner programs supporting integrated service delivery
- Use of labor market information and data systems to inform planning and resource allocation
- Geographic constraints affecting access to services in rural and remote communities
- Workforce system challenges related to staffing, provider availability, and service delivery in hard-to-reach areas

Governance and System Oversight Capacity

Alaska's workforce development system is supported by a centralized governance and oversight structure that provides policy direction, coordination, and accountability across programs. The Alaska Workforce Investment

Board (AWIB), in collaboration with the Department of Labor and Workforce Development (DOLWD), serves as the primary entity responsible for guiding statewide workforce policy, aligning programs with labor market needs, and ensuring compliance with federal and state requirements.

AWIB's statutory responsibilities include advising the Governor and Legislature, approving policies, and promoting cross-system alignment—supporting coordinated planning, performance oversight, and system-level decision-making. Its placement within the Office of the Commissioner strengthens responsiveness and cross-agency coordination.

The Alaska Workforce Future (AWF) framework further enhances governance capacity by providing a shared statewide vision, identifying priority sectors, and supporting alignment across agencies and partners while preserving program-specific authority.

Capacity for governance and coordination varies by region, depending on staffing, partner presence, and infrastructure, requiring ongoing oversight to ensure consistent implementation across Alaska's diverse geographic contexts.

Education and Training Infrastructure Capacity

Alaska's education and training infrastructure provides foundational capacity through secondary education, postsecondary institutions, and sector-based training providers.

- **K–12 Career and Technical Education (CTE)**

Career and Technical Education programs support early workforce preparation through career exposure, employability skills, and industry-aligned instruction. Capacity varies significantly across districts, with rural districts facing greater limitations in staffing, facilities, and program availability.

- **Postsecondary Education Capacity (University of Alaska and AVTEC)**

The University of Alaska system and AVTEC provide primary postsecondary education and occupational training aligned with priority industries. While distance delivery expands access, geographic barriers often require travel or relocation for participation.

- **Regional Training Centers and Sector-Focused Providers**

Regional Training Centers and specialized providers deliver industry-specific training aligned with regional labor market demand. Capacity varies by region and is often limited to specific occupations or credentials.

Overall, infrastructure provides essential capacity but is unevenly distributed, affecting scalability and responsiveness to emerging workforce needs.

Registered Apprenticeship and Work-Based Learning Capacity

Registered Apprenticeship and work-based learning models are critical components of Alaska's workforce system capacity, aligning training directly with employer demand.

These models are strongest in industries with established employer networks, including construction, maritime, health care, aviation, mining, and energy sectors. They support career pathways leading to industry-recognized credentials and family-sustaining wages.

However, expansion is constrained by employer readiness, administrative capacity, availability of mentors, and access to related technical instruction. In rural areas, limited employer density restricts opportunities. The State continues to assess opportunities to strengthen apprenticeship system capacity, including consideration of a State Apprenticeship Agency (SAA) model, in coordination with federal partners.

Alaska Job Center Network and Service Delivery Capacity

The Alaska Job Center Network (AJCN) serves as the primary access point for workforce services across the state.

- In urban areas, Job Centers provide direct access to in-person services and coordinated partner engagement
- In rural and remote areas, service delivery relies on virtual services, itinerant staff, and partnerships with local entities

Geographic distribution of infrastructure remains uneven, with fewer physical access points in rural regions. The system has demonstrated adaptability in responding to fluctuations in demand, including refugee arrivals, through coordinated service delivery and partnerships.

Fiscal and operational factors have reduced physical footprint in some areas, increasing reliance on technology-enabled services and partnerships.

Workforce System Staffing and Professional Capacity

Workforce system effectiveness depends on the availability and expertise of staff who deliver services and coordinate programs.

Recruitment and retention challenges persist, particularly in rural areas, affecting continuity of service delivery and institutional knowledge. Staff often manage multiple responsibilities, which can limit capacity for specialized functions such as employer engagement and sector partnerships.

Ongoing professional development supports adaptation to evolving program requirements and technology systems, but consistent implementation across regions remains a priority.

Technology and Data Capacity

Technology systems support service delivery, case management, and performance reporting across Alaska's workforce system.

Virtual services and online tools expand access, particularly in remote areas. However, effectiveness is influenced by:

- Broadband availability
- Digital literacy
- Access to devices

Differences in data systems limit interoperability and seamless data sharing across programs, constraining integrated service delivery and cross-program performance analysis.

Improving data governance, interoperability, and data-driven decision-making remains a key priority.

Fiscal and Resource Capacity

Federal funding, state resources, and partner investments support Alaska's workforce system.

Fiscal constraints, inflationary pressures, and competing demands affect staffing, infrastructure, and service delivery capacity. These constraints have contributed to increased reliance on virtual services and partnerships to maintain access.

Balancing available resources with service demand requires ongoing coordination to maintain statewide services while meeting compliance and performance expectations.

Capacity Summary and Link to Vision and Strategy

Alaska's workforce system demonstrates strong foundational capacity across governance, service delivery, education and training infrastructure, work-based learning, staffing, technology, and fiscal resources. At the same time, geographic scale, regional variation, staffing constraints, technology limitations, and fiscal conditions influence how services are delivered and expanded across the state.

These capacity considerations directly inform the State's Vision and Goals in Section II(b) and the strategies outlined in Section II(c), ensuring that workforce priorities are grounded in a realistic assessment of system capabilities and constraints.

(b) State Strategic Vision and Goals.

The Unified or Combined State Plan must include the State's strategic vision and goals for developing its workforce and meeting employer needs to support economic growth and self-sufficiency. This must include—

(1) Vision. Describe the State's strategic vision for its workforce development system.

Overview – State Strategic Vision

Alaska's workforce development system advances a statewide vision that:

- Aligns workforce, education, and economic development strategies to support a demand-driven talent system
- Expands access to career pathways, education, and training opportunities that lead to self-sufficiency
- Strengthens employer engagement and sector partnerships to meet current and emerging workforce needs
- Promotes system integration, co-enrollment, and coordinated service delivery across core programs and partners
- Uses data and labor market information to guide decision-making, improve outcomes, and support continuous improvement
-

Alaska's workforce system is guided by a unified, statewide strategic vision grounded in Alaska's Workforce Future (AWF), an integrated framework that aligns education, workforce development, and economic development efforts to meet the needs of employers, workers, and communities statewide. This vision reflects Alaska's unique geographic, demographic, and economic conditions. It is designed to deliver coordinated, responsive, and accessible workforce services that support long-term economic opportunity, workforce participation, and statewide economic resilience.

The strategic vision focuses on preparing Alaskans for high-skill, high-wage, and in-demand careers while supporting employers' need for a skilled and adaptable workforce. The system emphasizes sector-based strategies, work-based learning, and career pathways that align education and training with current and projected labor market demand. By strengthening connections among employers, education and training providers, and workforce partners, Alaska supports workforce attachment, advancement, and retention across priority industries and regions.

Alaska's strategic vision is informed by federal workforce priorities, including the U.S. Department of Labor's *America's Talent Strategy: Building the Workforce for the Golden Age*, which emphasizes system integration, skills-based pathways, employer engagement, and expanded access to high-quality training and careers. These principles align with Alaska's focus on workforce system modernization, employer responsiveness, and coordinated statewide planning while allowing the State to implement strategies consistent with its priorities, resources, and workforce system capacity.

This vision is implemented through a coordinated governance structure led by the Alaska Workforce Investment Board (AWIB) in partnership with the Alaska Department of Labor and Workforce Development (DOLWD) and core and partner agencies. AWIB provides strategic oversight, policy guidance, and system alignment to ensure that

workforce investments and initiatives operate as part of an integrated statewide system rather than as isolated programs. This governance model promotes collaboration across agencies, sectors, and regions while maintaining program-specific accountability and statutory responsibilities.

Equitable access is a central component of Alaska's workforce vision. The system is designed to reduce barriers to participation for individuals facing geographic, economic, cultural, or systemic challenges, including residents of rural and remote communities and populations with barriers to employment. Flexible service delivery models—including in-person, virtual, and partner-based approaches support access while accounting for regional capacity, infrastructure, and community needs.

Modernization and continuous improvement are also integral to this vision. Alaska emphasizes the effective use of technology, data, and performance information to improve service delivery, strengthen program coordination, and inform decision-making. Data-driven planning and accountability support ongoing assessment of system effectiveness and guide adjustments to workforce strategies as labor market conditions and employer needs evolve.

This strategic vision provides the foundation for Alaska's workforce goals and strategies described in Sections II(b)(2) and II(c) of this plan. It guides statewide coordination during the Program Years 2026–2027 State Plan modification period, consistent with WIOA requirements and federal guidance.

Alaska's workforce vision also reflects the need to prepare for emerging economic opportunities, including potential large-scale infrastructure investments such as the Alaska LNG project. Through proactive, data-informed planning, the State is aligning workforce strategies to ensure Alaskans are prepared to meet future industry demand while supporting long-term economic growth and resilience.

[\(2\) Goals. Describe the goals for achieving this vision based on the analysis in \(a\) above of the State's economic conditions, workforce, and workforce development activities. This must include—](#)

Overview – State Workforce Goals

Alaska's strategic workforce goals establish the systemwide outcomes the State's workforce development system will pursue during the Program Years (PY) 2026–2027 State Plan modification period. These goals translate the statewide workforce vision described in Section II(b)(1) into actionable priorities and are grounded in the economic, workforce, and workforce system analysis presented in Section II(a), including identified high-demand sectors, regional workforce conditions, and priority populations.

The goals are aligned with Alaska's Workforce Future (AWF) framework, which supports statewide coordination among workforce, education, and economic development partners. These goals reflect Alaska's approach to addressing workforce gaps, system capacity, and employer demand identified in Section II(a).

Key Elements – State Workforce Goals

- Workforce preparation goals (Section II(b)(2)(A)), focused on preparing Alaskans with the skills, credentials, and career pathways needed to participate in the labor market
- Employer and industry workforce goals (Section II(b)(2)(B)), focused on supporting employer demand, sector-based workforce strategies, and workforce system responsiveness

Together, these goals reflect a coordinated, employer-responsive workforce system that supports equitable access to services, long-term sustainability, and alignment across education, workforce, and economic development systems. They are implemented through the strategies described in Section II(c) and measured through the performance framework outlined in Section II(b)(3).

Where appropriate, workforce goals are coordinated with Career and Technical Education efforts under Perkins V while preserving distinct statutory authority, funding responsibility, and accountability

(A) Goals for preparing an educated and skilled workforce, including preparing youth and individuals with barriers to employment⁵ and other populations.⁶

Alaska's workforce preparation goals focus on strengthening the skills, credentials, and work readiness of individuals to support entry, advancement, and retention in employment aligned with current and projected labor market demand. These goals translate Alaska's workforce vision into systemwide priorities that strengthen the State's talent pipeline.

Goal A-1: Expand Access, Equity, and Opportunity for Job Seekers

Increase equitable access to workforce services, education, and training opportunities for all Alaskans, regardless of geography or employment barriers. This goal emphasizes reducing regional and systemic barriers, supporting inclusive service delivery models, and ensuring participation by individuals in rural and remote communities and populations with barriers to employment.

Goal A-2: Strengthen Career Pathways and Skill Development

Support aligned career pathways that prepare individuals for entry, progression, and advancement in occupations aligned with employer demand and regional labor market needs. This goal focuses on aligning education, training, and workforce services to support skill development, credential attainment, and long-term workforce attachment. Where appropriate, workforce preparation efforts are coordinated with Career and Technical Education programs under Perkins V while preserving program-specific roles and accountability.

Goal A-3: Enhance Work-Based Learning Opportunities for Individuals

Expand access to work-based learning approaches, including Registered Apprenticeship and other employment-connected models, that provide paid, structured opportunities to gain skills aligned with labor market demand. This goal supports hands-on skill development, employability, and career advancement.

Goal A-4: Modernize Workforce Services and Improve Customer Experience

Promote modernization of workforce service delivery through effective use of technology, data, and integrated service delivery models that improve access, coordination, responsiveness, and performance accountability. This goal supports improved navigation of workforce services and strengthens coordination across programs and partners.

These goals are implemented within existing statutory authority, available resources, and regional capacity through coordinated efforts across core and partner programs rather than through new mandates or uniform service requirements.

(B) Goals for meeting the skilled workforce needs of employers.

Alaska will strengthen sector-based strategies in key industries, including construction, energy, and infrastructure, to prepare for projected workforce demand associated with major projects such as the Alaska LNG project. This

⁵ Individuals with barriers to employment include displaced homemakers; low-income individuals; Indians, Alaska Natives, and Native Hawaiians; individuals with disabilities, including youth who are individuals with disabilities; older individuals; ex-offenders; homeless individuals, or homeless children and youths; youth who are in or have aged out of the foster care system; individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers; eligible migrant and seasonal farmworkers (as defined at section 167(i) of WIOA and Training and Employment Guidance Letter No. 3514); individuals within 2 years of exhausting lifetime eligibility under the Temporary Assistance for Needy Families Program; single parents (including single pregnant women); and long-term unemployed individuals.

⁶ Veterans, unemployed workers, youth, and any other populations identified by the State.

includes expanding Registered Apprenticeship programs, increasing access to occupational skills training, and aligning training investments with industry-identified needs.

Goal B-2: Align Workforce Development with Economic and Regional Priorities

Enhance alignment among workforce development, education, and economic development partners to support regional economies and industry growth. This goal emphasizes coordinated planning and aligned accountability within each program's statutory authority.

Goal B-3: Improve Workforce System Responsiveness to Employer Needs

Increase the workforce system's ability to respond effectively to employer needs by improving coordination among programs and partners, supporting work-based learning and training partnerships, and aligning services with business demand.

Goal B-4: Promote System Sustainability and Continuous Improvement

Support long-term workforce system sustainability within available resources through data-informed planning, performance accountability, and continuous improvement. This goal emphasizes responsible stewardship of workforce investments while maintaining responsiveness to employer needs and labor market demand.

The economic analysis and workforce system assessment presented in Section II(a) inform these goals. They are designed to be implemented within the scope of the PY 2026–2027 State Plan modification period. Where appropriate, strategies are coordinated with Career and Technical Education efforts under Perkins V while preserving distinct statutory authority, funding responsibility, and accountability.

[\(3\) Performance Goals. Using the table provided in Appendix 1, include the State's expected levels of performance relating to the performance accountability measures based on primary indicators of performance described in section 116\(b\)\(2\)\(A\) of WIOA. \(This Strategic Planning element only applies to core programs.\)](#)

Overview – Performance Accountability Goals

Consistent with the Workforce Innovation and Opportunity Act (WIOA) performance accountability framework, Alaska establishes expected performance levels for the primary performance indicators of each WIOA core program. These performance goals reflect the State's commitment to improving employment outcomes, supporting workforce participation, strengthening alignment between workforce services and labor market demand, and measuring progress toward the strategic goals outlined in Section II(b)(2).

Expected levels of performance are established in accordance with WIOA Section 116(b). They are informed by historical program performance, labor market conditions, and other relevant factors considered during federal performance negotiations, including economic conditions and participant characteristics. The State works in coordination with the U.S. Department of Labor to ensure that negotiated performance levels reflect both program capacity and economic conditions.

The State's expected performance levels for the WIOA primary indicators are provided in Appendix C – Performance Goals for the Core Programs, in the table format required for State Plan submission. These performance goals apply to WIOA core programs and support ongoing performance accountability, program improvement, and system coordination across Alaska's workforce development system.

These performance goals also serve as a key mechanism for evaluating progress toward the State's strategic priorities and ensuring accountability across core programs.

In establishing expected performance levels, Alaska considers unique state factors such as seasonal employment patterns, rural service delivery challenges, and variation in participant access to training and employment opportunities. Performance results are regularly reviewed by the Alaska Department of Labor and Workforce Development (DOLWD) and the Alaska Workforce Investment Board (AWIB) to assess progress, inform program improvements, and support data-driven decision-making across the workforce system.

[\(4\) Assessment.](#) Describe how the State will assess the overall effectiveness of the workforce development system in the State in relation to the strategic vision and goals stated above in sections (b)(1), (2), and (3) and how it will use the results of this assessment, which may include evaluation findings, and other feedback to make continuous or quality improvements.

Overview – Assessment and Continuous Improvement

Alaska uses a combination of performance accountability, data analysis, monitoring, and stakeholder feedback to assess the overall effectiveness of the workforce development system and support continuous improvement. These activities align with the strategic vision in Section II(b)(1), the strategic goals in Section II(b)(2), and the performance goals in Section II(b)(3). They are guided by Alaska’s Workforce Future (AWF) framework during the Program Years (PY) 2026–2027 State Plan modification period.

Key Elements – System Assessment Approach

- Performance accountability and data analysis
- System oversight, monitoring, and compliance
- Alaska Job Center certification and service quality review
- Stakeholder engagement and customer feedback
- Evaluation and continuous learning
- Use of assessment results to drive continuous improvement

Performance Accountability and Data Analysis

- Uses the performance accountability measures required under WIOA Section 116 to assess effectiveness
- Reviews performance results at the statewide level to monitor progress toward negotiated performance goals
- Analyzes data in conjunction with labor market information, participant characteristics, and regional economic conditions
- Conducts data validation and quality assurance activities to ensure accuracy, consistency, and reliability

System Oversight, Monitoring, and Compliance

- Conducts program monitoring, compliance reviews, and audits to ensure alignment with federal and state requirements
- Evaluates service delivery, fiscal management, data quality, and adherence to program policies and procedures
- Uses monitoring findings to inform corrective action, technical assistance, and policy clarification

Alaska Job Center Certification and Service Quality Review

- Uses Alaska Job Center certification and recertification processes to assess service quality, accessibility, and compliance with one-stop requirements
- Evaluates partner coordination, customer flow, and effectiveness of integrated service delivery
- Uses results to improve service models, strengthen partner integration, and enhance customer experience

Stakeholder Engagement and Customer Feedback

- Engages employers, industry partners, education providers, and community stakeholders through ongoing collaboration and sector partnerships

- Collects feedback through formal and informal mechanisms, including surveys and stakeholder engagement activities
- Uses feedback to identify service gaps, improve responsiveness, and inform system improvements

(c) State Strategy

The Unified or Combined State Plan must include the State's strategies to achieve its strategic vision and goals. These strategies must take into account the State's economic, workforce, and workforce development, education, and training activities and analysis provided in Section (a) above.

Include discussion of specific strategies to address the needs of populations provided in Section (a).

Overview – State Strategy

Alaska's state workforce strategy outlines how the State will achieve the strategic vision and goals described in Section II(b) by implementing coordinated, data-informed approaches aligned with the economic, workforce, and workforce system analysis presented in Section II(a). The strategy reflects Alaska's unique geographic, demographic, and economic conditions. It is guided by Alaska's Workforce Future (AWF), which provides a unified framework for aligning workforce, education, and economic development efforts.

The State's strategy emphasizes sector-based approaches, career pathways, and integrated service delivery models that respond to employer demand while expanding access to workforce services for all Alaskans. These strategies are designed to strengthen workforce participation, support skill development and credential attainment, and ensure that workforce investments are aligned with current and projected labor market needs.

Alaska's strategy also prioritizes equitable access to workforce services, particularly for individuals with barriers to employment identified in Section II(a), including individuals in rural and remote communities, Alaska Native populations, individuals with disabilities, youth, and other underserved populations. Through flexible service delivery models, partnerships, and targeted interventions, the State works to reduce barriers and improve employment outcomes across diverse populations and regions.

These strategies are implemented through coordinated efforts across core programs and partner programs, supported by shared planning, data-driven decision-making, and ongoing system evaluation to ensure continuous improvement and responsiveness to changing workforce and economic conditions.

Key Elements – State Strategy

- Sector-based strategies aligned with in-demand industries and occupations
- Career pathways and work-based learning, including Registered Apprenticeship
- Integrated service delivery and co-enrollment across workforce programs
- Targeted strategies to serve individuals with barriers to employment
- Expansion of access to workforce services in rural and remote communities
- Alignment of workforce, education, and economic development systems
- Data-driven decision-making, performance accountability, and continuous improvement

Strategic Approach

Alaska implements its workforce strategy through a set of coordinated approaches that collectively support workforce preparation, employer engagement, and system alignment.

Sector-Based Strategies and Industry Engagement

Alaska prioritizes sector-based strategies that align workforce development activities with in-demand industries and occupations identified through labor market analysis. Employers and industry partners play a central role in identifying workforce needs, informing training investments, and supporting workforce development initiatives. Sector partnerships are used to align training programs with industry demand, support priority sectors such as

health care, construction, transportation, energy, maritime, and public services, and respond to emerging workforce needs, including those associated with large-scale infrastructure projects.

Career Pathways and Work-Based Learning

The State promotes career pathways that connect education, training, and employment through structured, progressive opportunities for skill development and advancement. These pathways incorporate secondary and postsecondary education, occupational training, and workforce services aligned with employer demand.

Work-based learning strategies, including Registered Apprenticeship, on-the-job training, internships, and other employment-connected models, provide individuals with hands-on experience and industry-recognized credentials. These approaches strengthen workforce readiness, support career advancement, and align skill development with real-world job requirements.

Integrated Service Delivery and Co-Enrollment

Alaska's workforce system emphasizes integrated service delivery through coordination among core programs and partner programs. Co-enrollment practices support access to multiple services and funding streams, particularly for individuals with barriers to employment.

The Alaska Job Center Network serves as the primary access point for workforce services and supports coordinated intake, assessment, referrals, and case management. Shared systems, including AlaskaJobs, facilitate information sharing, service coordination, and performance tracking across programs, supporting a more efficient and customer-centered workforce system.

Strategies for Populations with Barriers to Employment

Alaska implements targeted strategies to address the needs of populations with barriers to employment identified in Section II(a). These strategies include:

- Expanding access to workforce services through flexible and culturally responsive service delivery models
- Coordinating supportive services to address barriers such as transportation, housing, and access to training
- Supporting English language acquisition and employment services for immigrant and refugee populations
- Enhancing access to services for individuals with disabilities through coordinated program delivery
- Expanding youth workforce development opportunities, including career exploration, training, and work-based learning

These efforts are implemented in coordination with partner programs and community-based organizations to improve access, participation, and employment outcomes.

Regional and Rural Service Delivery Strategies

Alaska's strategy reflects the need to deliver workforce services across a large and geographically dispersed state. In rural and remote communities, service delivery relies on a combination of virtual services, itinerant staff, and partnerships with local organizations, including Alaska Native entities, educational institutions, and community-based providers.

These approaches support access to workforce services while accounting for regional capacity, infrastructure limitations, and community needs. The State continues to expand technology-enabled service delivery while recognizing ongoing challenges related to broadband access and digital literacy.

System Alignment and Cross-Agency Coordination

Alaska aligns workforce, education, and economic development activities through coordinated planning and

shared strategic priorities. AWF serves as the primary framework for aligning initiatives across agencies while maintaining program-specific authority and accountability.

Coordination across programs, including WIOA core programs, Career and Technical Education under Perkins V, and other partner initiatives, supports career pathways, sector strategies, and efficient use of resources.

Data-Driven Decision-Making and Continuous Improvement

Alaska uses data, performance outcomes, and stakeholder feedback to guide workforce system decision-making and continuous improvement. Performance accountability measures under WIOA Section 116, labor market information, and program data are used to assess effectiveness, inform strategy adjustments, and support resource allocation decisions.

Evaluation activities, monitoring, and stakeholder engagement further support continuous learning and system improvement. These efforts ensure that workforce strategies remain responsive to economic conditions, employer needs, and participant outcomes.

(1) Describe the strategies the State will implement, including industry or sector partnerships related to in-demand industry sectors and occupations and career pathways, as required by WIOA section 101(d)(3)(B), (D). “Career pathway” is defined in the WIOA section 3(7) and includes registered apprenticeship. “In-demand industry sector or occupation” is defined at WIOA section 3(23).

Overview – State Strategy Framework

To advance the strategic vision and goals described in this State Plan, Alaska has established a coordinated set of statewide workforce strategies that guide implementation across programs, partners, and regions. These strategies reflect the priorities of Alaska’s Workforce Future (AWF), including strengthening sector partnerships, expanding work-based learning opportunities, improving access to services, modernizing system operations, and aligning workforce investments with regional economic needs.

These strategies are informed by the economic conditions and workforce trends identified in Section II(a), including sustained demand across key industries, workforce shortages, gaps in industry-recognized credentials, regional disparities in workforce access, and barriers to employment faced by priority populations. In response,

Alaska’s approach emphasizes employer-driven strategies, career pathway development, and coordinated service delivery to strengthen workforce participation, improve skill alignment, and support long-term economic growth. Alaska’s strategies are implemented through coordinated service delivery models, integrated intake and referral processes, and cross-program alignment across the Alaska Job Center Network, as described in Section III and Section II(c)(2). These mechanisms strengthen connections among workforce programs, education and training providers, and employers, supporting a seamless, customer-centered workforce system.

The strategies described in this section provide the framework for coordinated workforce development activities across the State and guide implementation across WIOA core programs, Combined State Plan partner programs, and workforce system partners. These strategies support a responsive workforce system that improves access to employment and training opportunities, strengthens connections between employers and job seekers, and promotes long-term economic mobility for Alaska’s workforce.

These strategies also advance the goals outlined in Section II(b), including expanding access to career pathways, increasing credential attainment, strengthening employer engagement, and improving employment outcomes for individuals across Alaska. Particular emphasis is placed on improving access and outcomes for individuals with barriers to employment, including individuals with disabilities, Alaska Native populations, individuals with limited

English proficiency, justice-involved individuals, youth and young adults, older workers, and individuals in rural and remote communities.

Key Elements – State Strategy Framework

Alignment With Economic and Workforce Analysis

- Aligns strategies with economic conditions, workforce trends, and labor market demand identified in Section II(a)
- Addresses workforce shortages, credential gaps, and regional disparities
- Responds to both existing and emerging industry demand

Sector Partnerships and Employer Engagement

- Strengthens sector partnerships in high-demand industries
- Engages employers in workforce planning, program design, and training alignment
- Supports demand-driven workforce investments

Career Pathways and Work-Based Learning

- Expands career pathways aligned with in-demand industries and occupations
- Promotes registered apprenticeship and work-based learning opportunities
- Supports credential attainment and career advancement

Access for Populations With Barriers to Employment

- Improves access to workforce services for priority populations
- Expands service delivery in rural and remote communities
- Coordinates supportive services to reduce barriers to employment

System Integration and Coordinated Service Delivery

- Implements integrated intake, referral, and case management processes
- Strengthens coordination across Alaska Job Center Network partners
- Aligns workforce, education, and economic development activities

Connection to Statewide Strategy and Implementation

- Advances the strategic goals outlined in Section II(b)
- Aligns with operational strategies described in Section II(c)(2)
- Supports implementation across WIOA core and partner programs

Transition to Operational Alignment

The alignment strategies described in Section II(c)(2) operationalize these statewide strategies through coordinated program implementation, integrated service delivery, and cross-program collaboration across Alaska's workforce system. These efforts ensure that workforce system partners collectively address the challenges identified in Section II(a) while advancing the State's strategic priorities described in Section II(b).

State Strategy 1: Sector Strategies and Career Pathways

The Alaska Workforce Investment Board (AWIB) and the Department of Labor and Workforce Development (DOLWD) implement statewide sector strategies and career pathway approaches aligned with Alaska's Workforce Future (AWF) to support a coordinated, employer-driven workforce system. These strategies advance the employer and industry workforce goals described in Section II(b)(2)(B) and support alignment between workforce services, education and training systems, and Alaska's economic priorities.

Sector strategies focus on industries that are critical to Alaska's economy and workforce demand. Priority sectors include health care, construction, energy, maritime, transportation and logistics, hospitality and tourism,

information technology and cybersecurity, education, and mining. These sector strategies strengthen employer-driven alignment across education, training, and workforce programs and align with federal guidance emphasizing system coordination, skills-based pathways, and labor market responsiveness, including the principles outlined in the U.S. Department of Labor's America's Talent Strategy.

These sector strategies directly respond to findings in Section II(a), which identified sustained demand across key industries alongside persistent workforce shortages, gaps in industry-recognized credentials, and regional disparities in workforce access. By aligning workforce services and training investments with these high-demand sectors, Alaska strengthens its ability to meet employer needs while expanding access to career opportunities for job seekers.

Alaska will utilize major infrastructure workforce planning efforts, including the Alaska LNG Workforce Development Plan, as a core component of sector strategy implementation. This plan provides data-driven projections of workforce demand, identifies priority occupations within the construction and energy sectors, and highlights training capacity considerations necessary to meet potential large-scale infrastructure needs. These insights support proactive, scenario-based workforce planning and strengthen alignment between workforce system strategies and projected industry demand, ensuring that Alaska is positioned to respond to emerging economic opportunities.

Through these strategies, AWIB and DOLWD engage employers and cross-sector partners, including K-12 education, postsecondary institutions, regional training centers, economic development organizations, labor unions, and other state agencies, to assess workforce demand, identify skill gaps, and inform the alignment of education and training investments. Sector partnerships support the ongoing refinement of workforce strategies at both statewide and regional levels and help ensure that workforce activities remain responsive to changing labor market conditions and employer needs.

Sector strategies are informed by labor market information and analysis produced by DOLWD's Research and Analysis Section, as described in Section II(a)(1)(A). Labor market data are used to identify in-demand occupations, assess current and projected workforce needs, and guide the development of career pathways that align education and training with employer demand. Employers are encouraged to collaborate with workforce and education partners in designing career pathways that support entry, advancement, and credential attainment across multiple levels of skill and experience.

Career pathways are designed to span secondary and postsecondary education and training and may include college and university programs, technical training, Registered Apprenticeship, short-term credential programs, industry certifications, adult education, and other work-based learning opportunities. These pathways are implemented within existing program authority and available resources during the PY 2026-2027 State Plan modification period and are intended to support multiple points of entry and advancement for individuals seeking employment or career progression.

This approach improves access to workforce opportunities for individuals facing barriers to employment. It supports skills-based career mobility consistent with WIOA priorities, AWF objectives, and national workforce policy that emphasizes expanded access to high-quality career pathways. This includes addressing barriers related to geography, access to training, and credential attainment, particularly for individuals in rural and remote communities and priority populations identified in Section II(a).

The Alaska Job Center Network (AJCN) supports sector strategies through employer engagement, business services, and participant services aligned with priority industries. AJCN career specialists and case managers apply an industry-sector framework to connect job seekers with training opportunities and employment within

identified career pathways. Employer relationships developed through sector partnerships and the one-stop system support coordinated recruitment, training, and placement activities.

AWIB maintains oversight of sector strategies through regular labor market updates, employer engagement, and workforce system coordination activities. These efforts support shared accountability, system alignment, and continuous improvement across workforce, education, and economic development partners, strengthening Alaska's ability to meet current and future workforce needs.

Sector strategies are implemented through coordinated employer engagement, training investments, and career services delivered through the Alaska Job Center Network, including staff-assisted referrals to training providers, work-based learning opportunities, and apprenticeship pathways aligned with identified industry needs.

State Strategy 2: Registered Apprenticeship & Work-Based Learning Expansion

Alaska expands Registered Apprenticeship and other work-based learning opportunities as a core workforce strategy to strengthen employer-driven training pathways and support the development of a skilled workforce. This strategy aligns with Alaska's Workforce Future (AWF) framework and supports the workforce preparation and employer engagement goals described in Section II(b)(2).

This strategy directly responds to findings in Section II(a), which identified workforce shortages in key industries, gaps in industry-recognized credentials, and the need for increased access to work-based learning opportunities that align training with employer demand. Expanding apprenticeship and work-based learning opportunities supports both workforce entry and advancement while strengthening alignment between workforce skills and industry needs.

Registered Apprenticeship programs provide structured, employer-led training that combines paid employment with related technical instruction. These programs help individuals gain industry-recognized credentials while allowing employers to develop a skilled workforce aligned with labor market demand. Expanding apprenticeship opportunities is a priority for Alaska's workforce system because it supports both workforce preparation and employer workforce development needs.

The Alaska Workforce Investment Board (AWIB) and the Department of Labor and Workforce Development (DOLWD) partner with the U.S. Department of Labor's Office of Apprenticeship (OA) to support the development and expansion of Registered Apprenticeship programs across the state. These efforts focus on engaging employers, industry associations, labor organizations, education providers, and workforce partners to establish new apprenticeship programs and strengthen existing ones.

Apprenticeship expansion is closely aligned with Alaska's sector strategies, ensuring that work-based learning opportunities support industries experiencing workforce demand. Priority industries include construction, health care, energy, maritime, transportation, information technology, and other sectors identified through labor market analysis and employer engagement. This alignment ensures that apprenticeship investments are targeted to occupations and industries where demand exceeds available workforce supply.

Work-based learning opportunities are designed to support a continuum of workforce development experiences, including internships, on-the-job training, pre-apprenticeship programs, and Registered Apprenticeship. These approaches allow individuals to gain practical experience while developing skills that align with employer needs and career pathway opportunities.

These work-based learning strategies also support individuals with barriers to employment, including youth, individuals in rural and remote communities, and other priority populations identified in Section II(a), by providing

accessible entry points into career pathways and opportunities to gain experience and credentials aligned with in-demand occupations.

Alaska expands multi-employer apprenticeship sponsorship models to increase access to work-based learning opportunities across key industries. This approach increases apprenticeship availability in industries and regions where individual employers may not have the capacity to sponsor programs on their own and supports broader participation across Alaska's diverse economic regions. These models are supported through coordination with industry partners, training providers, and the Alaska Job Center Network.

The Alaska Vocational Technical Center (AVTEC), a division of DOLWD, participates in apprenticeship expansion by serving as a statewide multi-employer apprenticeship sponsor and supporting related technical instruction for certain programs. These efforts help expand access to apprenticeship opportunities across multiple industries and geographic regions and support the development of training capacity aligned with projected workforce demand. Partnerships with the Department of Education and Early Development (DEED) support alignment between secondary education, Career and Technical Education (CTE), and apprenticeship pathways. These partnerships help strengthen school-to-career transitions and expand opportunities for youth to enter apprenticeship programs following graduation.

Apprenticeship and work-based learning activities are also supported through federal funding initiatives, including the State Apprenticeship Expansion Formula (SAEF) grant, which promotes collaboration between education, workforce, and employer partners to strengthen work-based learning opportunities and apprenticeship pipelines. These initiatives focus on expanding access to apprenticeship pathways and supporting employer engagement across Alaska's regions.

The Alaska Job Center Network supports apprenticeship expansion by connecting job seekers with apprenticeship opportunities, assisting employers with workforce recruitment, and coordinating workforce services that support participation in apprenticeship programs. These efforts include staff-assisted referrals, career counseling, and coordination with training providers to support successful entry into and completion of apprenticeship programs.

Through these coordinated strategies, Alaska continues to expand apprenticeship and work-based learning opportunities that strengthen employer partnerships, support workforce preparation, and provide pathways to high-quality employment across priority industries. Apprenticeship opportunities are supported through coordinated referrals, employer engagement activities, and integration with Alaska Job Center services to connect participants to career pathways aligned with industry demand.

State Strategy 3: Alaska Job Center (AJC) Modernization

The Department of Labor and Workforce Development (DOLWD), in coordination with the Alaska Workforce Investment Board (AWIB), strengthens and modernizes the Alaska Job Center (AJC) Network to improve the customer experience, expand equitable access to services, and enhance system integration in alignment with Alaska's Workforce Future (AWF). Modernization efforts emphasize a customer-centered, technology-enabled, and partner-integrated One-Stop delivery system that supports consistent, responsive service for job seekers, employers, and communities across Alaska.

This strategy directly responds to findings in Section II(a), including geographic barriers to service access, regional disparities in workforce participation, system navigation challenges, and the need for improved alignment across workforce programs. AJC modernization focuses on reducing fragmentation, improving access, and strengthening service coordination to meet better the needs of job seekers, employers, and priority populations.

These modernization efforts are operationalized through the service delivery framework described in Section III, including integrated intake, coordinated referrals, staff-assisted career services, and hybrid service delivery models.

Customer Experience and Service Delivery Redesign

AJC modernization emphasizes coordinated intake and referral practices that reduce duplication, improve navigation across programs, and support timely access to appropriate services. DOLWD continues to review and refine AJC business processes, intake practices, and service sequencing to improve consistency and efficiency across locations.

These improvements support stronger alignment across WIOA core programs and partner programs and reinforce co-enrollment strategies that improve service outcomes and resource utilization.

Services are designed to prioritize WIOA priority populations and support access to career pathways leading to employment, re-employment, or postsecondary education and training. These efforts support consistent service delivery across regions while allowing flexibility to respond to local workforce conditions and customer needs.

Digital Access, Virtual Services, and Rural Reach

To address Alaska's geographic challenges and support equitable access, DOLWD continues to expand and refine virtual service delivery and digital access options. AJCs provide services through in-person, virtual, and hybrid models, enabling job seekers and employers, particularly in rural and remote communities, to access workforce services without traveling to physical locations.

These approaches directly address geographic and infrastructure-related barriers identified in Section II(a), including transportation limitations and access to services in remote areas.

These approaches build on lessons learned during the pandemic and ensure continuity of access where physical presence is limited, reducing geographic, transportation, and cost barriers.

Workforce Preparation and Youth Engagement

DOLWD collaborates with the Department of Education and Early Development (DEED) to implement the Career Guide program, which supports students in making informed education and career decisions aligned with regional workforce needs, with an emphasis on rural communities.

Career Guides are placed within Alaska Job Centers and partner locations statewide and work directly with local school districts to provide services to high school students, including career exploration, work-based learning, internships, and job placements. These activities allow students to gain practical, real-world experience and strengthen alignment between secondary education, workforce services, and postsecondary pathways.

These efforts support early career pathway engagement and align with workforce preparation strategies described in Section II(b), including strengthening transitions from education to employment and expanding work-based learning opportunities.

Employer Engagement and Innovative Talent Pipelines

The Alaska Job Center Network strengthens employer engagement by aligning workforce services with employers' hiring needs and expanding access to innovative talent pipelines. Employer services emphasize customized recruitment assistance, sector-informed hiring strategies, and work-based learning partnerships that connect job seekers to in-demand occupations across industries and regions.

These efforts align with sector strategies described in State Strategy 1 and support the expansion of work-based learning opportunities described in State Strategy 2, ensuring that employer engagement activities are directly connected to training pathways and workforce supply strategies.

As part of this approach, DOLWD serves as a Department of Defense SkillBridge Industry Partner, providing transitioning service members with opportunities to gain civilian work experience through training, apprenticeships, or internships before separation from active duty. DOLWD currently offers approved SkillBridge opportunities, including Employment Services Technician and Wage and Hour Investigator positions, and has successfully hosted participants from multiple military branches.

In addition, DOLWD supports employers in establishing their own SkillBridge programs, expanding access to a highly skilled talent pool, and strengthening workforce recruitment and retention strategies. Participation in SkillBridge activities is implemented consistently with program capacity and does not alter existing WIOA service eligibility, funding structures, or performance accountability.

Partner Coordination and Staff Capacity

DOLWD strengthens One-Stop partner coordination through ongoing cross-training and collaboration, including regional One-Stop Training Academies. These academies bring together required and non-required partners to share information, clarify roles, improve referral practices, and enhance coordination in serving shared customers.

These efforts support improved system alignment and reduce fragmentation identified in Section II(a) by strengthening communication, shared understanding of roles, and coordinated service delivery across programs.

AJC modernization also includes continued investment in staff training and professional development to support consistent service delivery, effective use of technology, and improved customer engagement. These efforts strengthen staff capacity and reinforce shared understanding of partner roles, referral pathways, and service integration across programs.

Technology Integration and System Alignment

AJC modernization efforts are coordinated with broader workforce technology initiatives, including the AlaskaJobs labor exchange and case management system, as well as grant and fiscal systems that support program administration. These efforts improve data quality, streamline reporting, and strengthen alignment across workforce programs within existing system architectures, consistent with AWF goals and TEGl 05-25 modernization expectations.

These technology investments support data-informed decision-making, improve service tracking, and enhance the ability to connect participants to in-demand occupations and career pathways identified in Section II(a).

Outcome

Through these combined efforts, Alaska's AJC Network continues to evolve into a more accessible, integrated, and customer-focused workforce system that supports equitable access, employer responsiveness, and continuous improvement statewide while maintaining full compliance with WIOA statutory and regulatory requirements.

State Strategy 4: Target Populations & Equity

The Alaska Department of Labor and Workforce Development (DOLWD), in coordination with the Alaska Workforce Investment Board (AWIB), emphasizes equitable access to workforce services for individuals and populations that face barriers to employment. Consistent with the Workforce Innovation and Opportunity Act (WIOA), including the definition of individuals with barriers to employment in WIOA Section 3(24), Alaska's Workforce Future (AWF), and the U.S. Department of Labor's America's Talent Strategy, this strategy supports coordinated, customer-centered

approaches to improve access to career pathways, education and training, and employment outcomes across Alaska's diverse communities.

This strategy directly responds to disparities identified in Section II(a), including differences in labor force participation, educational attainment, access to training, and employment outcomes across populations and regions. These disparities reflect structural barriers, including geographic isolation, limited access to services, and gaps in credential attainment, which this strategy seeks to address through coordinated, system-wide approaches.

Services for target populations are delivered through the Alaska Job Center Network and coordinated workforce partners to support alignment across programs, reduce barriers to participation, and improve connections to employment and training. Equity-focused strategies emphasize improving access, reducing disparities, and supporting employment outcomes that advance economic self-sufficiency while maintaining program integrity and accountability.

Prioritizing Services for Populations Facing Barriers to Employment

The State of Alaska emphasizes equitable access to workforce services for individuals and populations facing employment barriers, consistent with WIOA requirements and Alaska's Workforce Future (AWF). This strategy is informed by disparities identified in Section II(a)(1)(B). It supports the goals described in Section II(b), including improving employment outcomes, expanding access to career pathways, and increasing credential attainment.

WIOA-funded programs emphasize outreach, coordinated service delivery, and alignment across partners to support access to career services, education and training, supportive services, work-based learning opportunities, job placement, and follow-up services, as appropriate and within available resources. These efforts are supported through collaboration with regional workforce partners and community-based organizations to improve reach and responsiveness across Alaska's diverse regions while supporting employer demand for a skilled and inclusive workforce.

These efforts are aligned with sector strategies and career pathway approaches described in State Strategy 1 and support participation in work-based learning opportunities described in State Strategy 2, ensuring that individuals facing barriers to employment have access to training and employment pathways aligned with in-demand occupations.

Priority Populations Served

Priority populations served through this strategy include, but are not limited to:

- Youth and young adults, including out-of-school youth and at-risk youth
- Alaska Native and American Indian populations
- Individuals with disabilities
- Rural and remote residents
- Older workers
- Veterans and transitioning service members
- Individuals with low incomes
- Justice-involved individuals and returning citizens
- Individuals experiencing homelessness

Note: Some populations are addressed within program-specific sections (e.g., youth strategies in Section II(c) and disability strategies in DVR-led content). This section highlights equity considerations that apply across the workforce development system.

Services for Individuals with Disabilities

The Alaska Department of Labor and Workforce Development's Division of Vocational Rehabilitation (DVR) serves as the lead agency for vocational rehabilitation services for individuals with disabilities. It works closely with Alaska's workforce partners to support access to employment, education, and training opportunities.

DVR collaborates with the Alaska Job Center Network and WIOA core program partners to improve service coordination, strengthen referral pathways, and support individuals with disabilities in accessing career services, training opportunities, and employment pathways aligned with labor market demand. DVR provides training and technical assistance to Alaska Job Center staff and partner organizations to increase awareness of available services, improve referrals, and strengthen the workforce system's capacity to serve individuals with disabilities effectively.

DVR supports informed career decision-making for individuals with disabilities through vocational evaluation services, labor market information, and individualized employment planning. These services help individuals explore career pathways aligned with their interests and abilities, as well as in-demand occupations identified in Section II(a), including opportunities in work-based learning and Registered Apprenticeship programs. Alaska supports an Employment First approach, which identifies competitive integrated employment as the preferred outcome for individuals with disabilities. To support this goal, the Department of Labor and Workforce Development collaborates with the Alaska Department of Health Division of Senior and Disabilities Services and the Alaska Department of Education and Early Development (DEED) to coordinate services, improve transition supports, and expand employment opportunities for individuals with disabilities.

DVR also works with partner agencies to support access to benefits counseling and work incentive information. Tools such as Disability Benefits 101 help individuals understand how employment may affect Social Security Disability Insurance (SSDI), Supplemental Security Income (SSI), and other public benefits. DVR coordinates with Work Incentives Planning and Assistance (WIPA) projects and certified Community Work Incentive Counselors to ensure individuals receive accurate information that supports informed decisions about employment and career advancement.

DVR collaborates closely with education partners to support successful transitions from school to postsecondary education, training, and employment. Through Pre-Employment Transition Services (Pre-ETS), DVR provides services to students with disabilities who are eligible or potentially eligible for vocational rehabilitation services. These services include job exploration counseling, work-based learning opportunities, counseling on postsecondary education and training options, workplace readiness training, and self-advocacy instruction.

DVR and the Alaska Department of Education and Early Development co-chair the Alaska Interagency Transition Council, a statewide partnership that brings together education, workforce, Tribal Vocational Rehabilitation programs, and other stakeholders to improve coordination of transition services and strengthen career pathways for youth with disabilities.

Through these collaborative efforts, Alaska's workforce system ensures that individuals with disabilities have equitable access to workforce services, career pathways, and employment opportunities, while maintaining clear program roles and responsibilities consistent with WIOA and Vocational Rehabilitation program requirements.

Services for Alaska Native and American Indian Populations

DOLWD collaborates with Alaska Native organizations and workforce partners to expand access to workforce services that reflect the cultural, geographic, and regional needs of Alaska Native communities. These efforts emphasize coordination with education, training, and employment programs aligned with local labor market demand and community priorities and support culturally responsive pathways to employment and advancement.

These activities are implemented through coordination and service alignment within existing program authorities and available resources. They are intended to complement, not duplicate, services provided through Alaska Native organizations and other partners.

Services for Justice-Involved Individuals and Returning Citizens

DOLWD collaborates with state and local partners to support justice-involved individuals and returning citizens in accessing workforce services that promote successful reentry and employment outcomes. These efforts emphasize coordination with correctional and community-based partners to connect individuals to career services, training opportunities, and employment pathways that support long-term economic stability.

Workforce services for returning citizens focus on addressing barriers to employment, supporting skill development, and facilitating connections with employers willing to hire individuals with criminal justice involvement. These activities are implemented through coordination and referral mechanisms within existing WIOA authorities and available resources and do not create new program requirements or shared performance accountability beyond WIOA requirements.

Services for Immigrants, Refugees, and English Language Learners

DOLWD collaborates with community-based organizations, service providers, and workforce partners to help immigrants, refugees, and English language learners access workforce services that support employability and economic self-sufficiency. These efforts emphasize coordination with education and training providers, English language acquisition services, credential evaluation and navigation, and employment services, supporting skills-based, demand-aligned pathways into the labor market while maintaining program integrity.

As the State coordinates workforce alignment with Refugee Support Services (RSS), DOLWD, and AWIB work with RSS service providers on employment-related referrals, workforce information sharing, and service alignment consistent with each program's statutory authority and funding source. This coordination does not alter WIOA eligibility, service delivery requirements, or performance accountability and is intended to support access to employment pathways for eligible populations.

Coordination through DOLWD's Office of Citizenship Assistance supports lawful immigrants and refugees by facilitating access to workforce information, referrals, and employment-related resources. These efforts support alignment between RSS-funded services and WIOA-funded workforce programs and improve access to employment and training opportunities for eligible individuals, consistent with WIOA requirements and AWF equity objectives.

Services for Veterans and Transitioning Service Members

DOLWD works with military installations, veteran-serving organizations, and workforce partners to support veterans and transitioning service members in accessing employment and training opportunities aligned with civilian career pathways. These efforts emphasize coordination across workforce programs to support career exploration, skill translation, and access to in-demand occupations, including through employer partnerships. These activities are implemented consistently with veterans' priority of service requirements and within existing program authorities and available resources.

Services for Rural and Remote Residents

Alaska's geographic diversity presents unique challenges for workforce participation in rural and remote communities. DOLWD focuses on improving access to workforce services for rural residents through flexible service delivery models, regional partnerships, and coordination with education and training providers, including virtual and partner-based approaches where appropriate.

These strategies directly align with AJC modernization efforts described in State Strategy 3. They are implemented within available resources to improve access and service continuity while accounting for constraints related to infrastructure, staffing, and connectivity.

Equity-Driven Coordination and Continuous Improvement

Across all target populations, DOLWD integrates equity considerations into workforce planning, service delivery, and continuous improvement efforts. Data-informed analysis, partner coordination, and feedback mechanisms are used to identify disparities, improve access, and strengthen outcomes for individuals facing employment barriers.

These efforts support Alaska's broader workforce vision by ensuring that workforce development activities are inclusive, responsive, and aligned with AWF priorities while preserving distinct statutory roles, funding responsibilities, and program accountability consistent with WIOA requirements.

State Strategy 5: Partner Collaboration & Resource Alignment

The State of Alaska advances workforce outcomes through coordinated planning and resource alignment across education, workforce, economic development, and human services systems, consistent with statutory authorities and guided by Alaska's Workforce Future (AWF). DOLWD and AWIB implement coordination mechanisms, including joint planning processes, shared performance review practices, and coordinated policy development, to align workforce, education, and partner resources.

Under the governance of the Alaska Workforce Investment Board (AWIB), the Department of Labor and Workforce Development (DOLWD) works with WIOA core programs and required and non-required partners to coordinate planning, align investments, and improve service delivery in support of AWF priorities and the workforce and economic conditions described in Section II(a). These coordination efforts are implemented through shared planning processes, integrated service delivery through the Alaska Job Center Network, and coordinated use of systems such as AlaskaJobs to support referrals, co-enrollment, and service alignment. Additional information on one-stop partners and system roles is provided in Appendix L – One-Stop Partners and System Resources.

These efforts directly support the strategic goals outlined in Section II(b), including improving access to workforce services, strengthening alignment between education and employment, increasing credential attainment, and supporting employment outcomes across Alaska's regions and populations. Coordination strategies described in this section are further operationalized through alignment activities outlined in Section II(c)(2) and service delivery models described in Section III.

Workforce System Partnership Framework

This collaboration occurs within the workforce system partnership framework established under the Workforce Innovation and Opportunity Act (WIOA), which promotes coordinated service delivery through the one-stop delivery system and encourages alignment across education, workforce, and economic development programs.

Partnerships are structured to support shared workforce objectives, including:

- Improving access to services across populations and regions
- Aligning education and training with employer demand in in-demand industries and occupations
- Supporting career pathway development and work-based learning opportunities
- Promoting efficient and effective use of public resources

Collaboration occurs at both the statewide and regional levels, reflecting Alaska's geographic diversity, varying labor market conditions, and the service access challenges identified in Section II(a).

Cross-Agency Coordination and Resource Alignment

DOLWD coordinates with state agencies responsible for education, economic development, health, corrections, and social services to align workforce strategies and leverage complementary funding streams. These coordination efforts support a comprehensive approach to addressing workforce needs and barriers to employment identified in Section II(a), particularly for populations facing employment challenges.

This coordination supports:

- Coordinated investment in education and training aligned with priority industries and sector strategies described in State Strategy 1
- Shared use of labor market information and performance data to inform planning, evaluation, and continuous improvement
- Streamlined service delivery through coordinated intake, referral, and case management practices, where appropriate
- Alignment of workforce, education, and supportive service systems to improve access and outcomes for individuals with barriers to employment, as described in State Strategy 4

These efforts support system integration while maintaining program-specific statutory and fiscal requirements. All coordination and resource alignment activities are conducted within existing statutory authorities and do not create joint funding obligations or shared performance accountability across programs.

Tribal Partnerships and Alaska Native Organizations

Alaska Native organizations and Tribal entities are essential partners in workforce development, particularly in rural and remote communities where access to services may be limited. These partnerships directly respond to regional and population-specific disparities identified in Section II(a).

Partnerships with Alaska Native regional employment and training organizations support:

- Culturally responsive service delivery
- Regional workforce planning aligned with local economic conditions
- Access to education, training, and employment opportunities for Alaska Native and American Indian populations

Many Tribal partners administer workforce and employment programs under federal authorities and play a critical role in delivering workforce services across Alaska's diverse regions. Coordination between state and Tribal workforce partners supports alignment of services, sharing of labor market information, and improved access to employment and training opportunities.

These partnerships ensure workforce strategies are locally informed, culturally appropriate, and aligned with regional economic priorities while supporting equitable access and outcomes consistent with State Strategy 4.

Regional Collaboratives and Sector-Based Partnerships

DOLWD and AWIB support employer-informed regional workforce collaboratives, sector partnerships, and employer-led initiatives that bring together employers, education providers, training institutions, labor organizations, economic development entities, and workforce partners.

These collaborations:

- Inform regional workforce priorities and training needs based on labor market trends identified in Section II(a)
- Support sector-based strategies and career pathway development described in State Strategy 1
- Align outreach, training investments, and employer engagement activities across partners

- Support expansion of work-based learning opportunities, including Registered Apprenticeship, as described in State Strategy 2

Regional coordination allows workforce strategies to remain responsive to local labor market conditions while supporting alignment with statewide workforce goals and strategic priorities outlined in Section II(b).

Representative Partner Network

DOLWD collaborates with a broad network of partners across industries and systems to support coordinated service delivery and workforce development outcomes. Representative partners include:

- Alaska AFL-CIO and joint-administered training trusts
- Alaska Apprenticeship Training Coordinators Association and registered apprenticeship sponsors
- Alaska Association for Career and Technical Education
- Alaska Health Workforce Coalition and Alaska Primary Care Association
- Alaska Housing Finance Corporation
- Alaska Mental Health Trust Authority and Alaska Youth Works programs
- Alaska Native organizations, the Alaska Native Coalition for Employment and Training, and Alaska Native regional employment and training entities
- Alaska Native Tribal Health Consortium
- Alaska Postsecondary Access and Completion Network and the Alaska Performance Scholarship Program
- Alaska Regional Economic Development Organizations
- Alaska Resource Education and Alaska Safety Alliance
- State agencies, including the Departments of Corrections, Health, Family and Community Services, Administration, Commerce, Community, Economic Development, and Education and Early Development
- Alaska Vocational Technical Center, regional training centers, and training providers such as Northern Industrial Training and Fairbanks Pipeline Training Center
- Alaska Works Partnership, Inc. and Alaska Literacy Programs
- Office of Citizenship Assistance – Refugee Assistance and Immigration Services
- Governor’s Council on Disabilities and Special Education
- University of Alaska system, including the Statewide Office for Workforce Development and community campuses
- U.S. Department of Labor Alaska Office of Apprenticeship
- Military transition and workforce partners, including Joint Base Elmendorf-Richardson, Eielson Air Force Base, and Fort Wainwright

This network reflects the State’s comprehensive approach to workforce development and supports alignment across education, training, employment, and supportive services.

Reducing Duplication and Strengthening System Integration

Partner collaboration under this strategy emphasizes improving coordination, reducing unnecessary duplication across training, outreach, and service delivery, and strengthening system integration.

These efforts include:

- Coordinating planning across programs and funding sources
- Leveraging shared infrastructure such as the Alaska Job Center Network, as described in State Strategy 3
- Supporting cross-training of staff and strengthening understanding of partner roles and responsibilities
- Promoting awareness of performance information and accountability expectations while preserving program-specific requirements
- Improving coordination of referrals, co-enrollment, and service sequencing across programs

These efforts support a more integrated workforce system while maintaining the distinct statutory roles, funding authorities, and accountability structures of participating programs.

Continuous Coordination and System Improvement

Through ongoing collaboration across state agencies, Tribal partners, regional organizations, employers, and workforce stakeholders, Alaska continues to strengthen coordination across the workforce system.

These efforts support Alaska's Workforce Future (AWF) priorities by:

- Improving access to services across populations and regions
- Aligning workforce investments with employer demand and economic conditions
- Strengthening career pathway systems and work-based learning opportunities
- Supporting data-informed decision-making and continuous improvement

Together, these strategies foster a responsive, coordinated statewide workforce development system that advances employment outcomes, improves access to opportunity, and supports long-term economic mobility for Alaska's workforce.

State Strategy 6: Internal Process Streamlining & Technology Integration

The State of Alaska continues to strengthen the effectiveness and efficiency of its workforce system by streamlining internal processes and integrating technology across programs and partners. In alignment with Alaska's Workforce Future (AWF), this strategy focuses on reducing administrative burden, improving coordination and data use, and supporting consistent, customer-centered service delivery statewide.

Consistent with AWF and the U.S. Department of Labor's America's Talent Strategy, Alaska's approach to technology, data, and system modernization emphasizes improving access, reducing fragmentation, and using data to strengthen workforce outcomes for both job seekers and employers. These efforts directly address the workforce challenges identified in Section II(a), including geographic barriers, limited access to services, and the need for improved coordination across programs and systems.

Modernization efforts are designed to support equitable service delivery, informed decision-making, and efficient system coordination across Alaska's geographically diverse regions, while advancing the strategic goals outlined in Section II(b), including improved service access, stronger performance outcomes, and increased system effectiveness.

Governance, Process Alignment, and Program Integration

The Alaska Workforce Investment Board (AWIB), in coordination with the Department of Labor and Workforce Development (DOLWD), provides oversight of workforce planning, policy development, and grant administration activities within its statutory authority. This governance structure supports coordinated planning, aligns workforce investments with statewide priorities, and promotes consistency across programs and regions.

As part of ongoing system alignment, DOLWD continues to review and refine internal workflows related to intake, eligibility determination, service sequencing, reporting, and fiscal oversight. Process mapping and workflow alignment efforts help reduce duplication, clarify roles, and improve efficiency for staff and partners while maintaining compliance with federal and state requirements.

These efforts align with integrated service delivery strategies described in State Strategy 3 and support improved coordination across programs as described in State Strategy 5.

Grant Administration, Policy Alignment, and Accountability

The AWIB grants unit administers key workforce programs, including WIOA Youth, apprenticeship initiatives, the State Training and Employment Program (STEP), Alaska Construction Academy (ACA), and the Technical Vocational Education Program (TVEP). Centralized grant administration supports consistent application review, award decisions, monitoring, and technical assistance.

AWIB ensures integrity in the allocation and use of public resources through standardized solicitation processes, due diligence reviews, independent board recommendations, and clear appeal procedures. Ongoing policy review supports alignment with WIOA requirements, AWF priorities, and evolving federal guidance while allowing flexibility to respond to regional workforce needs.

Within the Department of Labor and Workforce Development, the Division of Employment and Training Services (DETS) oversees the day-to-day operations of WIOA Title I Adult and Dislocated Worker programs and other employment and training services delivered through the Alaska Job Center Network. DETS is responsible for program implementation, staff supervision, and service delivery in accordance with federal requirements and state policy.

This operational role is carried out in coordination with AWIB governance and DOLWD leadership, supporting a clear separation of policy development, grant administration, and service delivery while strengthening accountability and consistency across the workforce system.

Technology Integration and Data Capacity

Technology integration is a core component of Alaska's workforce system modernization. DOLWD continues to leverage and enhance the AlaskaJobs system as the primary platform for labor exchange, case management, and reporting across WIOA Titles I, II, and III, as well as other applicable workforce programs.

Ongoing system improvements support:

- More consistent data collection across programs
- Shared intake functionality, where appropriate
- Improved coordination of referrals, co-enrollment, and service tracking
- Enhanced reporting capabilities to support performance accountability

In addition, DOLWD continues to assess opportunities to strengthen data alignment and limited interoperability across workforce, education, and partner systems where feasible and consistent with privacy, security, and program-specific requirements.

These efforts support:

- Standardized reporting and improved data quality
- Expanded use of labor market information to inform planning and service delivery
- Data-informed decision-making to guide performance management and continuous improvement

These activities directly support improved system coordination and performance outcomes described in Section II(b) and reinforce coordination strategies described in State Strategy 5.

Interagency Coordination and Administrative Streamlining

DOLWD collaborates with partner agencies to streamline administrative processes and reduce the burden on providers and participants. These efforts support improved system navigation and more efficient service delivery, particularly for individuals facing employment barriers identified in Section II(a).

Coordination includes:

- Collaboration with the Alaska Commission on Postsecondary Education to support Eligible Training Provider compliance, reporting, and oversight
- Partnership with the University of Alaska and the Department of Education and Early Development to align education and workforce strategies
- Support for dual and concurrent credit opportunities, career and technical education pathways, and connections to apprenticeship and work-based learning

These efforts strengthen alignment between education and workforce systems and support the development of career pathways, as described in State Strategy 1 and State Strategy 2.

Outcomes and Continuous Improvement

Through internal process streamlining and technology integration, Alaska's workforce system is better positioned to achieve the following outcomes:

- Improve the customer experience for job seekers and employers
- Enhance coordination and the appropriate use of data across programs and partners
- Reduce administrative burden while maintaining program accountability
- Support data-driven planning and continuous performance improvement
- Improve access to services across Alaska's regions, including rural and remote communities

These efforts reinforce a unified, modern workforce system that improves access, strengthens coordination, and aligns with Alaska's Workforce Future while supporting the workforce development goals outlined in Section II(b).

State Strategy 7: Regional Economic Alignment

Alaska strengthens regional economic alignment within its workforce development system by using labor market information, performance data, and targeted modernization efforts to inform planning, improve service delivery, and support continuous improvement across core programs and workforce partners.

These efforts directly respond to the economic conditions and workforce trends described in Section II(a), including Alaska's steady but uneven employment growth, ongoing workforce shortages in key industries, and significant regional variation in labor market conditions. Demand remains strong in sectors such as health care, construction, transportation, energy, and other regionally significant industries. At the same time, workforce participation, access to training, and employment opportunities vary across urban, rural, and remote communities.

This strategy supports the goals outlined in Section II(b) by aligning workforce investments with employer demand, improving employment outcomes, strengthening career pathway systems, and increasing system responsiveness across regions and populations.

Data-Informed Workforce Planning and Sector Alignment

The Department of Labor and Workforce Development (DOLWD), in coordination with the Alaska Workforce Investment Board (AWIB), uses labor market information, employer engagement, and sector input to identify in-demand industries, occupations, and skills.

Labor market analysis in Section II(a) indicates continued demand across multiple sectors, including health care, construction, transportation, and energy, driven by replacement needs, infrastructure investment, and regional economic activity. These findings inform workforce investment priorities and guide sector partnership strategies across the state.

This data informs:

- Statewide and regional workforce priorities aligned with industry demand
- Sector partnership and employer engagement strategies described in State Strategy 1
- Development of career pathways and training investments aligned with in-demand occupations
- Expansion of work-based learning opportunities, including Registered Apprenticeship, as described in State Strategy 2

This approach ensures that workforce strategies remain aligned with current and projected labor market demand while supporting long-term economic development goals.

Use of Performance Data for Continuous Improvement

Performance data from WIOA core programs and partner programs are used to monitor outcomes, identify trends, and inform system improvements.

As described in Section II(b), Alaska prioritizes improving employment outcomes, credential attainment, and measurable skill gains across programs. Performance data are used to assess progress toward these goals and identify areas where additional support or system adjustments are needed.

AWIB and DOLWD use performance information to:

- Support accountability across workforce programs
- Guide technical assistance and program improvement efforts
- Identify service gaps, including disparities in outcomes across populations and regions
- Inform planning and resource allocation decisions

This approach allows the State to balance statewide performance expectations with regional labor market realities, including smaller participant populations and variability in employment opportunities across Alaska's regions.

Modernization and Data System Integration

As part of Alaska's Workforce Future (AWF), the State continues to advance modernization efforts that strengthen the use of technology, data, and service delivery practices across the workforce system.

These efforts support challenges identified in Section II(a), including geographic barriers, limited access to in-person services in rural communities, and the need for improved coordination across programs.

Modernization efforts focus on:

- Improving access to workforce services through virtual and hybrid service delivery models
- Strengthening case management, reporting, and data collection tools
- Enhancing data usability for frontline staff, partners, employers, and job seekers
- Supporting integrated service delivery through shared systems such as AlaskaJobs

DOLWD continues to explore opportunities to strengthen data coordination and appropriate information sharing across workforce, education, and economic development systems, consistent with privacy, security, and program requirements.

These efforts improve system visibility, reduce duplication, and support more coordinated, efficient service delivery statewide.

Regional Labor Market Analysis and Place-Based Strategies

Regional labor market conditions vary significantly across Alaska, reflecting differences in population size, industry composition, infrastructure, and access to services. As described in Section II(a), urban centers experience more diverse employment opportunities and higher workforce participation rates. At the same time, rural and remote communities often face limited job availability, higher costs of service delivery, and reduced access to education and training.

In addition, workforce challenges such as lower educational attainment levels, limited access to credentialing opportunities, and barriers to employment disproportionately affect certain populations and regions.

DOLWD regularly publishes and disseminates regional employment, wage, industry, and occupational data to support:

- Local and regional workforce planning
- Employer engagement and sector strategy development
- Workforce investment decisions aligned with regional economic conditions
- Identification of emerging workforce trends and skill gaps

These efforts support place-based workforce strategies that reflect regional economic realities and ensure that workforce services are responsive to employer demand and community needs.

System Alignment and Continuous Improvement

This strategy supports Alaska's broader assessment and continuous improvement framework by linking labor market information and program performance data to workforce planning and system improvement efforts.

Information gathered through:

- Labor market analysis
- Program performance outcomes
- Employer and partner engagement
- Stakeholder feedback

Is used to:

- Identify strengths and effective practices
- Address service gaps and disparities across regions and populations
- Inform adjustments to workforce strategies and investments
- Strengthen alignment across workforce, education, and economic development systems

By strengthening data-informed planning and aligning workforce investments with regional economic priorities, Alaska's workforce system supports job seekers, employers, and communities by connecting workforce development activities with evolving labor market demand and long-term economic opportunity.

State Strategy 8: Youth Engagement & Access Pathways

The State of Alaska prioritizes early and sustained engagement of youth and young adults to strengthen workforce attachment and support successful transitions into employment, education, and training. Aligned with Alaska's Workforce Future (AWF), this strategy focuses on providing accessible entry points to workforce services, expanding access to career pathways, and coordinating education and workforce systems to meet the needs of Alaska's diverse youth populations.

This strategy directly addresses workforce challenges identified in Section II(a), including disparities in educational attainment, limited access to training and employment opportunities in rural and remote communities, and barriers to youth participation in the workforce. These efforts support the goals outlined in Section II(b), including improving employment outcomes, increasing credential attainment, and strengthening participation in career pathways.

Immediate Access to Career Services and Entry Points

WIOA Youth services emphasize timely access to career services for both in-school and out-of-school youth, including youth facing barriers to employment.

Entry points into services include:

- Outreach through schools and school districts
- Partnerships with community-based organizations
- Coordination with justice-involved and foster youth systems
- Access through the Alaska Job Center Network

Youth participants receive assessments, career exploration services, and individualized service planning to support informed decision-making and early connection to education, training, and employment opportunities.

Career Pathways, Work Experience, and Paid Learning

Youth workforce strategies emphasize participation in career pathways that integrate education, training, and work-based learning aligned with in-demand occupations identified in Section II(a).

Services may include:

- Paid and unpaid work experience
- Internships and on-the-job training
- Work-based learning opportunities that build foundational employability skills and occupational awareness

Where available, youth may access:

- Pre-apprenticeship opportunities
- Youth apprenticeship models
- Apprenticeship-connected pathways that support entry into Registered Apprenticeship and postsecondary training

These approaches align with State Strategy 1 and State Strategy 2 and allow youth to gain hands-on experience while earning wages, developing occupational skills, and working toward industry-recognized credentials.

Strategies for Disconnected and At-Risk Youth

The workforce system coordinates services for disconnected and at-risk youth, including:

- Out-of-school youth
- Youth exiting foster care
- Justice-involved youth
- Homeless and runaway youth
- Youth with disabilities
- Youth in rural and remote communities

These populations reflect disparities identified in Section II(a), including barriers related to access, education, and employment opportunities.

Services are designed to:

- Reduce barriers to participation through flexible service delivery approaches
- Provide supportive services that address transportation, housing, and other needs
- Coordinate with youth-serving partners and community organizations to improve engagement and outcomes

These efforts align with equity strategies described in State Strategy 4.

School-to-Work Partnerships and System Coordination

Youth engagement strategies emphasize collaboration with K–12 education systems, postsecondary institutions, regional training centers, and employers to support effective school-to-work transitions.

Partnerships with education providers support:

- Career awareness and early exposure to workforce opportunities
- Work-based learning experiences aligned with industry demand
- Alignment of education pathways with workforce needs

These efforts include:

- Dual and concurrent credit opportunities, where appropriate
- Coordination with Career and Technical Education programs supported under Perkins V
- Alignment with sector strategies and career pathways described in State Strategy 1

All partnerships maintain distinct program accountability and funding authority while supporting coordinated service delivery.

Equity, Access, and Rural Reach

Youth services prioritize equitable access for populations facing barriers to employment and education, particularly in rural and remote communities where service access may be limited.

Strategies include:

- Use of virtual and hybrid service delivery models to expand access
- Coordination with regional partners to improve service availability
- Flexible service approaches that account for geographic and infrastructure challenges

These efforts directly address access barriers identified in Section II(a) and align with modernization strategies described in State Strategy 6 and regional alignment efforts described in State Strategy 7.

Outcomes and Workforce Attachment

Through these coordinated strategies, Alaska's workforce system seeks to achieve the following outcomes:

- Support increased youth participation in career pathways aligned with in-demand occupations
- Improve employment, credential attainment, and education outcomes for youth participants
- Strengthen transitions from secondary education to postsecondary education, training, and employment
- Support long-term workforce attachment and economic mobility for young Alaskans

These outcomes directly support the strategic goals outlined in Section II(b) and contribute to a stronger workforce pipeline aligned with Alaska's economic needs.

Integrated Service Delivery and System Alignment

Youth engagement strategies are implemented through coordinated service delivery across WIOA Title I Youth programs, the Alaska Job Center Network, education partners, and community-based organizations.

These efforts include:

- Referrals to education and training programs aligned with career pathways
- Access to work-based learning opportunities and apprenticeship pathways
- Coordination of supportive services based on participant needs
- Integration with broader workforce system strategies to support continuity of services

These coordinated approaches strengthen system alignment, improve service access, and support successful outcomes for youth participants across Alaska's workforce system.

(2) Describe the strategies the State will use to align the core programs, any Combined State Plan partner programs included in this Plan, required and optional one-stop partner programs, and any other resources available to the State to achieve fully integrated customer services consistent with the strategic vision and goals described above. Also, describe strategies to strengthen workforce development activities regarding weaknesses identified in section II(a)(2).

Overview – System Alignment and Integration

Alaska aligns WIOA core programs, Combined State Plan partner programs, required and optional one-stop partners, and other workforce system resources to deliver fully integrated, customer-centered services consistent with the State's strategic vision and goals described in Section II(b). These alignment strategies support implementation of Alaska's Workforce Future (AWF) by improving service navigation, strengthening employer engagement, and expanding equitable access to workforce services across the state.

These strategies are designed to function as an integrated system, ensuring that workforce, education, and partner programs operate in a coordinated manner to improve access, service delivery, and outcomes. They directly address system challenges identified in Section II(a)(2), including service fragmentation, barriers to access in rural and remote communities, variability in service delivery capacity, and the need for stronger coordination across programs and partners.

Alaska operationalizes alignment through coordinated governance, integrated service delivery within the Alaska Job Center Network, formal agreements with one-stop partners, and collaborative partnerships with education, economic development, and human services programs. These efforts translate the statewide strategies described in Section II(c)(1) into coordinated program operations and service delivery practices across the workforce system.

Alignment is further strengthened through shared planning efforts tied to major economic development initiatives, including the Alaska LNG project. The Alaska LNG Workforce Development Plan provides a data-informed framework for projected workforce demand, priority occupations, and training capacity, supporting cross-program coordination and long-term workforce planning.

These alignment efforts support:

- Alignment of training resources with projected workforce demand
- Coordination of co-enrollment strategies across programs
- Development of integrated service delivery approaches that address both current and emerging workforce needs

Collectively, these strategies reduce system fragmentation, strengthen access to services across programs and regions, improve coordination of workforce and partner resources, and support consistent, customer-centered service delivery. All alignment activities are carried out while maintaining clear statutory roles, funding integrity, and program-specific accountability, consistent with WIOA requirements and the service delivery framework described in Section III.

Subsections II(c)(2)(A1)–(A5) further describe how Alaska coordinates programs and partners to improve access, address system weaknesses, strengthen cross-program alignment, and improve system efficiency and service delivery outcomes.

Alignment is operationalized through:

- Co-enrollment across WIOA core and partner programs
- Coordinated intake, assessment, and referral processes
- Shared data systems, including AlaskaJobs
- Staff-driven service coordination across programs and partners

These approaches ensure that individuals can access the full range of workforce services in a seamless, coordinated manner, while improving system efficiency and supporting better employment and training outcomes.

Alignment Strategy 1: Core Program Integration

Integrating WIOA Core Programs and SCSEP

Alaska's workforce system is administered through the Department of Labor and Workforce Development (DOLWD) and delivered through an integrated Alaska Job Center (AJC) Network that aligns WIOA Titles I–IV and the Combined Plan partner program, the Senior Community Service Employment Program (SCSEP), to provide customer-centered services statewide. This integrated approach supports a modern, accessible, and equitable workforce system that delivers consistent services regardless of geography, program entry point, or customer need.

This integration directly addresses system challenges identified in Section II(a)(2), including fragmented access to services, inconsistent service navigation, and barriers to service delivery in rural and remote communities. These efforts support the strategic goals outlined in Section II(b), including improving access to workforce services, strengthening employment outcomes, and increasing system effectiveness.

Integration occurs within the WIOA one-stop delivery system framework and is aligned with the statewide strategies described in Section II(c)(1). It is supported through a hybrid service model that includes Alaska's AJCs, Vocational Rehabilitation offices, and online service options, as well as coordinated business services through the AJC Business Connection. This approach strengthens access, reduces duplication, and improves service navigation for job seekers and employers.

Governance, Management, and Cross-Program Coordination

Core program integration is supported through DOLWD's organizational structure and the Alaska Workforce Investment Board's (AWIB) oversight role. Program leadership across Titles I–IV and SCSEP participates in regular coordination activities, including cross-program meetings, joint planning, shared training, and performance review processes.

These coordination mechanisms:

- Support alignment of policies, service strategies, and performance expectations across programs
- Reinforce consistent implementation across regions while allowing flexibility for local labor market conditions
- Strengthen coordination of services for priority populations identified in Section II(a)

AWF governance structures provide a framework for cross-program collaboration, ensuring that implementation aligns with statewide priorities, including sector strategies, apprenticeship expansion, youth engagement, and services for populations facing barriers to employment, as described in Section II(c)(1).

Integrated Service Delivery through the Alaska Job Center Network

Integrated service delivery is operationalized through the Alaska Job Center Network (AJCN), where staff from multiple core programs coordinate outreach, intake, assessment, referral, and service planning.

Service delivery includes:

- Individualized career services such as assessment, employment planning, and job search assistance
- Coordinated referrals to training, education, and supportive services
- Joint workshops and shared service delivery activities across programs
- Co-enrollment practices, where appropriate, to support access to multiple services

These integrated service delivery practices:

- Reduce duplication of services and administrative processes
- Improve customer navigation across programs
- Support more efficient and coordinated service delivery
- Address barriers to access identified in Section II(a)(2), particularly in rural and remote communities

Technology-Enabled Integration and Geographic Reach

Given Alaska's vast geography and diverse population, technology plays a central role in integrating core programs and expanding access to services.

Core programs leverage shared systems, including AlaskaJobs, where applicable, to support:

- Coordinated referrals and service tracking across programs
- Case management activities and documentation
- Performance reporting and data sharing, consistent with program requirements

Virtual and hybrid service delivery models:

- Expand access to services for individuals in communities without physical Alaska Job Center locations
- Reduce geographic, transportation, and cost barriers
- Support continuity of services across regions

To further extend reach, core programs coordinate with local infrastructure, including libraries, Tribal facilities, and community centers, to support access to internet-based workforce services. These partnerships help mitigate geographic barriers and support culturally responsive service delivery, consistent with strategies described in Section II(c)(1) and State Strategy 4.

Community and Tribal Partnerships Supporting Integration

Core program integration is strengthened through collaboration with Tribal organizations, Alaska Native entities, and community-based partners.

These partnerships support:

- Coordinated outreach and engagement across regions
- Shared or complementary service delivery approaches
- Access to supportive services, such as transportation and housing assistance, where appropriate

These collaborative relationships improve access to workforce services in rural and remote communities and ensure that workforce programs reflect local economic conditions and community priorities, consistent with regional strategies described in State Strategy 7.

Outcomes and System Impact

Through coordinated governance, integrated service delivery, and technology-enabled collaboration, Alaska's core programs and SCSEP operate as a coordinated workforce system that supports customer access, service navigation, and alignment with statewide workforce priorities, consistent with each program's statutory authority.

Collectively, these strategies support the following outcomes:

- Improve customer access and navigation across workforce programs
- Strengthen alignment with sector strategies and regional workforce priorities
- Expand access to workforce services in rural and remote communities
- Support equitable outcomes for priority populations
- Improve system efficiency and coordination across programs

These outcomes directly support the goals outlined in Section II(b) and reinforce Alaska's commitment to a coordinated, customer-centered workforce system aligned with Alaska's Workforce Future.

These integrated service delivery structures provide the foundation for addressing system challenges identified in Section II(a)(2) through targeted alignment strategies described in Section II(c)(2)(A2).

Alignment Strategy 2: Addressing Weaknesses Identified in Section II(a)(2)

Using Cross-Program Alignment to Address System Weaknesses

This alignment strategy operationalizes the system challenges identified in Section II(a)(2) through coordinated cross-program responses designed to improve access, equity, and overall workforce system effectiveness statewide.

The State of Alaska uses alignment across WIOA core programs, the Combined Plan partner program (SCSEP), required one-stop partners, and other workforce and human services programs to address key system weaknesses identified in Section II(a)(2), including:

- Geographic barriers to service delivery
- The digital divide and limited access to technology
- Limited career pathway awareness and navigation challenges
- Employability skill gaps and personal barriers
- Limited access to training in rural and remote communities
- Barriers faced by individuals with limited English proficiency and foreign credentials

Consistent with Alaska's Workforce Future (AWF), this strategy emphasizes coordinated, system-level responses rather than isolated program solutions. These responses are implemented through the integrated service delivery model described in Section III and aligned with the statewide strategies described in Section II(c)(1), particularly those related to access, work-based learning, and service to populations facing barriers.

Improving Access in Rural and Remote Communities

As described in Section II(a)(2), Alaska's geography continues to limit access to workforce services, education, and training in rural and remote areas. To address these challenges, the workforce system aligns core programs and partners to expand access through coordinated use of technology, virtual service delivery, and locally based partnerships.

WIOA core programs coordinate service delivery through the Alaska Job Center Network using virtual and hybrid service models to supplement in-person services where physical locations are limited.

Aligned partnerships include:

- Local governments
- Tribal entities and Alaska Native organizations
- Libraries and community centers
- University of Alaska rural campuses

These coordinated approaches:

- Reduce barriers related to travel, transportation, and housing
- Expand consistent access to workforce services across regions
- Support culturally responsive and community-informed service delivery

This work aligns with State Strategy 4 (access and service delivery) and State Strategy 7 (regional strategies), reinforcing a geographically responsive workforce system.

Reducing the Digital Divide Through Coordinated Technology Strategies

The digital divide identified in Section II(a)(2) remains a significant barrier to workforce participation, particularly in rural and remote communities.

To address this challenge, DOLWD aligns technology investments, service-delivery approaches, and partner resources to improve digital access and literacy across the workforce system.

Key system components include:

- AlaskaJobs as the primary labor exchange platform supporting case management and referrals across WIOA Titles I–III
- Mobile-friendly service access for individuals relying on smartphones as their primary internet source
- Virtual service delivery options to expand access where broadband or physical infrastructure is limited

Core programs and partners also coordinate:

- Digital navigation assistance
- Basic digital literacy skill development
- Support for accessing online workforce tools and services

These aligned efforts reduce technology-related barriers and improve participation in workforce services, directly addressing system weaknesses identified in Section II(a)(2).

Expanding Career Pathway Awareness and Navigation

Limited awareness of career pathways and training options was identified in Section II(a)(2) as a system challenge.

Alignment across core programs and partners supports:

- Consistent career pathway messaging across programs
- Shared use of labor market information
- Coordinated career navigation services

Career services emphasize:

- Sector strategies and in-demand occupations (aligned with State Strategy 1)
- Clear pathways from education and training to employment
- Exposure to work-based learning opportunities

Coordination with education partners, regional training centers, and employers supports:

- Career exploration and early exposure
- Work-based learning participation
- Informed decision-making for job seekers and students

These aligned strategies reduce fragmentation in career guidance and improve customer understanding of workforce opportunities.

Addressing Employability Skills Gaps and Personal Barriers

Employability skill gaps and personal barriers, including substance use, mental health challenges, housing instability, and limited support networks, were identified in Section II(a)(2) as factors affecting workforce participation and job retention.

Alaska addresses these challenges through coordinated service delivery and aligned referral strategies across workforce, education, and human services programs.

Aligned system responses include:

- Coordination of supportive services and wraparound resources
- Integration of work-based learning and transitional employment opportunities
- Use of individualized career planning across programs

These efforts:

- Strengthen foundational employability skills
- Support participant persistence in education, training, and employment
- Improve long-term workforce attachment

This approach aligns with State Strategy 2 (work-based learning) and State Strategy 8 (youth engagement and access pathways), particularly for populations facing barriers.

Expanding Access to Training and Apprenticeship Opportunities in Remote Communities

As identified in Section II(a)(2), access to training and apprenticeship opportunities remains limited in many remote areas due to instructor availability, employer density, and infrastructure constraints.

Through cross-program alignment, Alaska expands access by:

- Coordinating training investments across programs
- Leveraging distance-delivered and hybrid instruction where feasible
- Aligning work-based learning opportunities with regional capacity

Core programs coordinate with:

- Registered Apprenticeship sponsors
- Regional training centers
- Alaska Native organizations
- Employers and industry partners

These aligned strategies:

- Expand entry points into training and apprenticeship pathways
- Reduce duplication across programs
- Increase access while accounting for regional capacity constraints

This work directly supports State Strategy 2 (apprenticeship expansion) and strengthens connections to sector-based workforce development.

Supporting Individuals with Limited English Proficiency and Foreign Credentials

As identified in Section II(a)(2), individuals with limited English proficiency (LEP) and those with foreign education or credentials face distinct barriers to workforce participation.

Alaska addresses these challenges by aligning adult education, workforce programs, and community partners.

Aligned efforts include:

- Integration of English language acquisition with workforce preparation
- Coordination of credential evaluation and recognition services
- Alignment of education, training, and supportive services

Coordination among WIOA Title II Adult Education, WIOA Title I programs, and partners supports:

- Access to career pathways for LEP individuals
- Improved recognition of prior education and work experience
- Increased economic self-sufficiency

These strategies maintain program integrity while improving equitable access to workforce opportunities.

System Impact and Connection to AWF

Through cross-program alignment and coordinated responses to identified weaknesses, Alaska's workforce system strengthens access to services, improves workforce participation, and supports more equitable outcomes for job seekers and employers statewide.

These efforts:

- Address system fragmentation identified in Section II(a)(2)
- Align with statewide strategies described in Section II(c)(1)
- Support the strategic goals outlined in Section II(b)

Collectively, these strategies reinforce Alaska's Workforce Future priorities related to:

- System modernization
- Regional responsiveness
- Talent development and workforce participation

Alignment across the workforce, education, and partner programs ensures that Alaska's workforce system operates as a coordinated, responsive, and customer-centered system.

These coordinated responses are further operationalized through co-enrollment, unified intake, and shared service delivery processes described in Section II(c)(2)(A3).

Alignment Strategy 3: Co-Enrollment and Unified Intake

Alaska advances alignment across core and partner programs by expanding co-enrollment practices and strengthening shared intake, assessment, and referral processes within the Alaska Job Center (AJC) Network. Unified intake and co-enrollment support workforce system modernization by simplifying customer navigation and enabling more timely, coordinated, and data-informed service delivery.

These strategies directly address system challenges identified in Section II(a)(2), including fragmented intake processes, inconsistent awareness of services, and barriers to navigating multiple programs. They also support the strategic goals described in Section II(b) and align with the statewide strategies in Section II(c)(1), particularly those focused on access, career pathways, and services to populations facing barriers.

Co-Enrollment Across Core and Partner Programs

The State implements co-enrollment across WIOA Titles I–IV, Wagner-Peyser Employment Services, and the Combined Plan partner program (Senior Community Service Employment Program, SCSEP), where appropriate and consistent with program eligibility, statutory requirements, and fiscal accountability.

Co-enrollment allows participants to access complementary services through coordinated service strategies rather than navigating programs independently.

Alaska Job Center staff:

- Initiate co-enrollment based on participant needs identified during intake and assessment
- Coordinate services across programs to ensure complementary, non-duplicative service delivery
- Support participants in accessing a broader range of services aligned with career goals

Current co-enrollment practices include, but are not limited to:

- WIOA Adult or Youth participants co-enrolled with Wagner-Peyser Employment Services
- WIOA Title I participants co-enrolled with Vocational Rehabilitation to support individuals with disabilities
- SCSEP participants receiving coordinated employment and supportive services through the AJC Network

Co-enrollment decisions are made on a case-by-case basis and are not required for participation in any program.

The State continues to refine policies, guidance, and standard operating procedures (SOPs) to promote consistent and appropriate co-enrollment practices across regions while preserving program integrity and ensuring compliance with federal and state requirements.

These efforts strengthen service coordination and improve outcomes for individuals with multiple barriers to employment, consistent with priorities identified in Section II(a).

Unified Intake, Assessment, and Referral Processes

Alaska is working to increase consistency in intake and assessment practices across the AJC Network to support earlier identification of multi-program eligibility and more effective service coordination.

Unified intake approaches are designed to:

- Efficiently capture core customer information
- Reduce duplicative data collection across programs
- Facilitate timely referrals to appropriate programs and partners

Unified intake and referral practices support:

- Improved customer experience and reduced administrative burden
- More consistent screening for priority populations and individuals with multiple barriers to employment
- Earlier identification of supportive services, education, and training needs

These efforts are particularly important in rural and remote communities, where access to multiple programs may be limited and streamlined navigation is essential to effective service delivery.

By improving intake consistency and referral coordination, Alaska reduces fragmentation in service delivery and strengthens alignment across programs, directly addressing challenges identified in Section II(a)(2).

Systems and Data Support for Integrated Workflows

AlaskaJobs serves as the State's primary labor exchange system and supports integrated service delivery across applicable programs.

System capabilities include:

- Shared intake fields and customer profiles
- Cross-program referrals and service tracking
- Visibility into participant engagement across applicable programs, consistent with confidentiality and data-sharing requirements

These capabilities support:

- Coordinated case management across programs
- More informed decisions regarding referrals, co-enrollment, and service sequencing
- Improved tracking of participant pathways and outcomes

Ongoing system enhancements and coordination with partner agencies support improved data quality, reporting, and analysis of customer pathways through the workforce system.

These efforts align with broader technology and data modernization strategies described in Section II(c)(1) and strengthen the State's ability to deliver integrated, data-informed services.

Staff Training and Operational Alignment

Effective co-enrollment and unified intake depend on staff capacity and shared understanding across programs. The State supports ongoing cross-training and technical assistance for AJC staff and partners to:

- Screen for eligibility across multiple programs
- Understand referral pathways and service coordination expectations
- Support coordinated case management and customer-centered service planning

Regional training and operational support:

- Reinforce consistent implementation statewide
- Allow flexibility to respond to local workforce conditions and partner capacity
- Strengthen alignment across programs and service providers

These efforts improve consistency in service delivery and ensure that staff are equipped to support integrated service models across the workforce system.

Alignment with AWF and Identified System Needs

Co-enrollment and unified intake strategies directly support Alaska's Workforce Future (AWF) by advancing a more integrated, customer-centered workforce system.

These alignment efforts address key weaknesses identified in Section II(a)(2), including:

- Fragmented intake and referral processes
- Limited awareness of available services
- Challenges coordinating services across programs and regions

Strengthening co-enrollment, shared intake, and integrated workflows:

- Improves system alignment and service coordination
- Expands access for priority populations
- Increases efficiency and responsiveness of workforce service delivery

These strategies support implementation of the sector strategies, career pathways, and targeted services described in Section II(c)(1), while improving coordinated access for individuals facing multiple barriers to employment.

These operational practices are supported by enabling systems, including technology, policy alignment, and shared resources, described in Section II(c)(2)(A4).

Alignment Strategy 4: Technology, Policy, and Shared Resources

Technology modernization, policy alignment, and shared resources provide the operational foundation for the alignment strategies described in Sections II(c)(2)(A1)–(A3). Alaska advances workforce system alignment through coordinated technology modernization, policy alignment, and strategic use of shared resources across WIOA core programs, the Combined Plan partner program (SCSEP), and one-stop partners within existing statutory authorities and available resources.

These enabling systems ensure that alignment strategies can be implemented consistently across Alaska's geographically diverse workforce system and directly support efforts to address system challenges identified in Section II(a)(2), including fragmented service delivery, inconsistent service navigation, and barriers to access in rural and remote communities.

Technology Modernization Supporting Integrated Services

Technology modernization is a foundational element of Alaska's workforce system alignment. Core programs leverage shared and interoperable systems to support coordinated service delivery, data-informed decision-making, and an improved customer experience.

AlaskaJobs serves as the State's primary labor exchange system and supports case management and service coordination for WIOA Titles I–III. AlaskaJobs also serves as the primary system for service tracking, referrals, and performance reporting across Titles I–III, supporting integrated service delivery and data-informed decision-making.

The system supports integrated workflows across applicable programs by enabling:

- Shared customer profiles and intake information
- Cross-program referrals and service tracking
- Access to labor market information, job matching services, and employer engagement tools

Other systems, including Adult Education data systems, Vocational Rehabilitation management information systems, and Unemployment Insurance and labor market information platforms, support complementary functions within their respective programs.

Alaska continues to pursue greater interoperability, data alignment, and consistent reporting practices across systems, consistent with the data modernization efforts described in Section III(b)(6).

Mobile-friendly access, virtual service delivery tools, and secure remote communication platforms:

- Expand access to workforce services in rural and remote communities
- Reduce barriers related to geography, transportation, and limited physical infrastructure
- Support continuity of services across programs and regions

These technology strategies directly support the integrated service delivery and co-enrollment approaches described in Sections II(c)(2)(A1)–(A3).

Policy Alignment Supporting Integration and Accountability

State policies and guidance provide the framework for consistent, integrated service delivery across the workforce system. Alaska aligns policies related to co-enrollment, shared intake, partner participation, and service coordination to support integrated customer services while maintaining statutory and fiscal accountability.

Key policy mechanisms supporting alignment include:

- Co-enrollment guidance and standard operating procedures that encourage coordinated service strategies across programs, consistent with eligibility and funding requirements
- Intake and assessment standards that promote early identification of multi-program eligibility and referral needs
- Memoranda of Understanding (MOUs) and Infrastructure Funding Agreements (IFAs) that define one-stop partner roles, contributions, and methods of service delivery
- One-Stop Operator (OSO) agreements that support consistent service coordination, partner engagement, and performance accountability within the Alaska Job Center Network

These policies:

- Clarify expectations for program integration and partner participation
- Reinforce shared responsibility across programs and partners
- Support consistent implementation across regions while maintaining program integrity

Policies are reinforced through staff training, technical assistance, and ongoing monitoring to ensure consistent implementation statewide.

Shared Resources to Reduce Duplication and Improve Service Quality

Alaska leverages shared resources across programs and partners to strengthen integration, improve efficiency, and enhance service quality.

Shared resources include infrastructure, staff capacity, training, and communications tools that support coordinated service delivery.

Examples of shared resource strategies include:

- Cross-trained staff who support multiple programs and facilitate coordinated intake, referrals, and service planning
- Joint training and professional development activities that promote shared understanding of program roles, eligibility, and service pathways
- Shared outreach materials and communications that provide consistent information to job seekers and employers across programs
- Co-located, itinerant, and virtual service models that maximize limited infrastructure and staffing resources, particularly in rural and remote communities

These shared approaches:

- Reduce duplication of services and administrative processes
- Strengthen coordination across programs and partners
- Improve the customer experience across the workforce system

These efforts directly support integrated service delivery and address fragmentation challenges identified in Section II(a)(2).

Connection to Alaska's Workforce Future and Identified System Challenges

Technology modernization, policy alignment, and shared resource strategies directly support Alaska's Workforce Future (AWF) by advancing a more integrated, efficient, and customer-centered workforce system.

These efforts address key weaknesses identified in Section II(a)(2), including:

- Limited access to services in rural and remote areas
- Digital access and connectivity challenges
- Fragmented communication and inconsistent navigation across programs

Aligning technology, policies, and resources:

- Strengthens the operational foundation for integrated service delivery
- Supports implementation of sector strategies and career pathways described in Section II(c)(1)
- Reinforces co-enrollment and unified intake strategies described in Sections II(c)(2)(A2) and II(c)(2)(A3)

Operational details related to system implementation, policy execution, and data governance are further described in Section III(b).

These system-level enablers support not only internal program alignment but also coordination with external partners, as described in Section II(c)(2)(A5).

Alignment Strategy 5: Non-Combined Plan Partners

Alaska strengthens workforce system integration by aligning required and optional one-stop partner programs that are not included in the Combined State Plan with WIOA core programs and Alaska's Workforce Future (AWF). Alignment with non-Combined Plan partners expands access to wraparound services that address housing, income stability, reentry, language barriers, and behavioral health needs—critical components of equitable workforce participation.

These alignment efforts are implemented consistently with each program's statutory authority and funding source and do not create shared funding obligations or performance accountability across programs.

Alignment with non-Combined Plan partners supports coordinated operation of workforce, education, human services, and economic support systems to improve access, reduce duplication, and support sustained employment outcomes. These efforts build upon the integration strategies described in Sections II(c)(2)(A1)–(A4) and extend system coordination beyond WIOA core and Combined Plan partner programs.

Key Non-Combined Plan Partners Supporting Workforce Alignment

Non-Combined Plan partners that are central to Alaska's workforce strategy include, but are not limited to:

- Unemployment Insurance (UI)
- Temporary Assistance for Needy Families (TANF)
- Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) and related work programs
- Perkins Career and Technical Education (CTE)
- Postsecondary education and training institutions, including the University of Alaska system and other training providers
- Human services agencies addressing housing, behavioral health, and family support needs
- Tribal organizations and Alaska Native entities
- Corrections and reentry partners
- Housing authorities and supportive service providers

These partners contribute services, expertise, and resources that complement workforce programs and help address barriers identified in Section II(a)(2), while maintaining distinct statutory roles and program accountability.

Participation in the Alaska Job Center Network

Non-Combined Plan partners participate in the workforce system through a variety of service delivery models aligned with Alaska Job Center Network operations, including:

- On-site or itinerant presence at Alaska Job Centers
- Virtual participation and referral coordination
- Regional or community-based service delivery aligned with AJC operations

Participation models are defined by:

- Memoranda of Understanding (MOUs)
- Infrastructure Funding Agreements (IFAs)
- One-Stop Operator (OSO) Agreement

These agreements clarify partner roles, service contributions, and coordination methods while supporting consistent engagement across programs. They also allow flexibility to respond to regional capacity, geographic conditions, and community needs.

Coordination, Referrals, and Shared Customers

Alignment with non-Combined Plan partners supports coordinated service strategies for shared customers, particularly individuals with multiple barriers to employment identified in Section II(a).

Workforce programs coordinate referrals, information sharing, and service planning with partners to support access to:

- Income supports and employment transition assistance
- Education and training pathways aligned with career goals
- Supportive services such as housing, transportation, behavioral health, and reentry assistance

Where appropriate and consistent with program requirements, partners may support coordinated case management and co-enrollment strategies described in Section II(c)(2)(A3). Co-enrollment is supported through shared intake processes, coordinated case management, and cross-program referral protocols, with monitoring and guidance to ensure consistent implementation statewide.

These coordinated approaches:

- Improve service continuity across programs
- Reduce duplication of services
- Decrease the burden on customers navigating multiple systems

Data Sharing and Information Alignment

Non-Combined Plan partners contribute to system alignment by sharing relevant data, referrals, and labor market information in accordance with confidentiality and data-sharing requirements.

Workforce programs coordinate with partners to:

- Improve awareness of available services and eligibility pathways
- Support timely referrals and effective service sequencing
- Strengthen understanding of customer needs and outcomes across systems

These efforts complement the technology and data strategies described in Section II(c)(2)(A4) and support improved planning, coordination, and service delivery across the workforce system.

Addressing System Weaknesses Through Partner Alignment

Alignment with non-Combined Plan partners directly supports responses to weaknesses identified in Section II(a)(2), including:

- Substance use and behavioral health challenges affecting employability and job retention
- Housing instability and transportation barriers
- Limited digital access and technology literacy
- Language barriers and credential transfer challenges
- Reentry and reintegration needs for justice-involved individuals

By coordinating workforce services with human services, education, Tribal, and community-based partners, Alaska strengthens its ability to address these barriers through comprehensive, aligned service delivery strategies.

These efforts enhance workforce participation and support sustained employment outcomes, particularly for individuals facing multiple barriers to employment.

Advancing Alaska's Workforce Future

Alignment with non-Combined Plan partners advances Alaska's Workforce Future (AWF) by strengthening access, equity, system integration, and workforce readiness.

These partnerships:

- Extend the reach of the workforce system beyond core programs
- Support a unified approach to talent development
- Reflect Alaska's geographic, cultural, and economic diversity

Collectively, the alignment strategies described in Sections II(c)(2)(A1)–(A5) establish a comprehensive framework for an integrated, customer-centered workforce system in Alaska. By aligning programs, partners, policies, technology, and service delivery approaches, the State strengthens its ability to address workforce challenges, improve access to services, and support employment outcomes for individuals and employers across Alaska's diverse regions.

These strategies ensure that Alaska's workforce system operates as a coordinated and responsive network that reflects the State's economic conditions, geographic realities, and commitment to equitable access and opportunity, consistent with Alaska's Workforce Future and the requirements of WIOA.

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III. OPERATIONAL PLANNING ELEMENTS

The Unified or Combined State Plan must include an Operational Planning Elements section that supports the State’s strategy and the system-wide vision described in Section II(c) above. Unless otherwise noted, all Operational Planning Elements apply to Combined State Plan partner programs included in the plan as well as to core programs. This section must include—

The strategies described in Section II(c), including integrated service delivery, co-enrollment, technology modernization, and partner alignment, are implemented through the operational structures, policies, and practices described in this section.

Alaska’s workforce development system operates through a coordinated, integrated, and performance-driven service delivery model designed to ensure equitable access, regulatory compliance, and high-quality customer service across all programs and populations.

The Alaska Job Center Network (AJCN), in coordination with core programs and required partners, delivers workforce services through a unified system that aligns policy, operations, data systems, and partner collaboration. This structure supports consistent implementation of Workforce Innovation and Opportunity Act (WIOA) requirements while addressing Alaska’s unique geographic and economic conditions.

These operational elements directly support the alignment strategies described in Sections II(c)(2)(A1)–(A5), ensuring consistent statewide implementation across programs and partners. Across all components of Section III, Alaska emphasizes:

- Integrated service delivery across programs and partners
- Equitable access for all populations
- Data-informed decision-making and continuous improvement
- Consistent statewide implementation supported by policy, training, and monitoring

These policies and practices are reinforced through monitoring, performance reporting, and continuous improvement processes to ensure consistent implementation statewide. State performance goals and indicators are provided in Appendix C – Performance Goals. Continuous improvement processes use performance data, monitoring results, and partner feedback to refine service delivery and strengthen system outcomes.

Alaska’s workforce system operates as an integrated, customer-centered network in which programs function as components of a unified service delivery system rather than as separate programs.

(a) State Strategy Implementation.

The Unified or Combined State Plan must include—

(1) State Board Functions. Describe how the State board will implement its functions under section 101(d) of WIOA (i.e., describe Board operational structures and decision-making processes to ensure such functions are carried out).

Overview – State Board Functions

As the Governor’s designated State Workforce Development Board, the Alaska Workforce Investment Board (AWIB) provides statewide policy leadership, strategic direction, and oversight of Alaska’s workforce development system under the Workforce Innovation and Opportunity Act (WIOA). Consistent with the responsibilities outlined in WIOA §101(d), AWIB establishes statewide workforce priorities, supports strategic planning, and oversees system performance, accountability, and coordination across programs and partners. These functions directly support implementation of the statewide strategies described in Section II(c).

Under the Alaska Workforce Future (AWF) governance framework, AWIB serves as the central convener and coordinating body, aligning workforce, education, and economic development strategies to support a unified, accessible, and results-driven workforce system. Workforce services are delivered through the Alaska Job Center Network using a coordinated service delivery model that includes initial intake, assessment of customer needs, referral to appropriate programs and services, ongoing case management, and follow-up conducted by Alaska Job Center staff. Alaska Job Center staff provide individualized career services, including employment planning, job search assistance, and referrals to training and supportive services based on participant needs. AWIB ensures implementation of statewide workforce strategies by establishing policy direction, monitoring performance outcomes, and guiding alignment of program activities across core and partner programs

This model supports co-enrollment across programs, as appropriate, and helps participants access comprehensive services aligned with their employment and training goals. Co-enrollment is initiated based on participant needs identified during intake and assessment and is facilitated through staff coordination and shared use of AlaskaJobs to ensure services are aligned, complementary, and non-duplicative.

Key Elements – State Board Functions

- Serves as the Governor’s designated State Workforce Development Board under WIOA §101(d) with responsibility for statewide workforce strategy, policy, and oversight;
- Provides statewide policy leadership, strategic direction, and oversight of the workforce system;
- Establishes statewide workforce priorities aligned with Alaska’s Workforce Future (AWF);
- Oversees WIOA policy development, implementation, and system performance;
- Supports strategic planning and cross-agency coordination across core and partner programs;
- Guides workforce investment alignment and continuous improvement efforts;
- Promotes integration with education, economic development, and industry systems; and
- Ensures stakeholder engagement and oversight of State Plan development and implementation.

Policy Leadership and System Governance

AWIB sets Alaska’s statewide workforce vision, priorities, and policy direction consistent with WIOA and AWF. The Board is responsible for the development, approval, and ongoing review of statewide WIOA policies to ensure alignment across Titles I–IV and the Combined Plan partner program, the Senior Community Service Employment Program (SCSEP). Through this role, AWIB promotes consistent standards, equitable service delivery, and coordinated implementation across programs and regions.

AWIB provides oversight of State and local workforce plan implementation, ensuring that strategies align with statewide goals for sector partnerships, career pathways, apprenticeship expansion, youth engagement, and services for priority populations. Labor market information, employer input, regional data, and stakeholder engagement inform policy leadership and strategic direction.

While AWIB establishes policy direction and oversight, operational responsibility for program administration remains with the Alaska Department of Labor and Workforce Development (DOLWD) and the respective administering agencies.

Oversight, Accountability, and Continuous Improvement

AWIB carries out oversight and accountability responsibilities to ensure effective stewardship of public workforce resources. These functions include reviewing statewide performance outcomes under WIOA section 116, monitoring progress toward negotiated performance targets, and supporting continuous improvement across the workforce system within each program's statutory and funding authority. Oversight activities are informed by performance reporting, data analysis, and regular review of program outcomes and service delivery practices.

The Board oversees Alaska Job Center (AJC) certification standards and system expectations to promote consistent, high-quality service delivery. AWIB also guides workforce investments, including aligning funding strategies with statewide priorities and reviewing system performance trends to inform policy and strategic adjustments. These oversight activities ensure that workforce programs are implemented consistently with statewide strategies and achieve measurable outcomes aligned with WIOA performance indicators.

Strategic Planning and Cross-Agency Coordination

AWIB plays a central role in statewide strategic planning by convening core programs, Combined Plan partners, required and optional one-stop partners, employers, and education and training providers. Through this convening role, AWIB supports the design, approval, and monitoring of strategic initiatives under AWF, including sector strategies, apprenticeship expansion, and youth and career pathway initiatives.

The Board integrates economic development insights, employer feedback, and regional labor market data into workforce strategy development to ensure responsiveness to Alaska's diverse regional economies and industry needs.

Coordination Across Core and Partner Programs

AWIB collaborates closely with the Department of Labor and Workforce Development (DOLWD) and its divisions, including the Division of Employment and Training Services (DETS), Vocational Rehabilitation (DVR), and Adult Education (AEFLA), as well as other workforce and education partners. This coordination supports aligned policy development, shared implementation strategies, and integrated service delivery across the Alaska Job Center Network.

Board committees focused on workforce readiness, apprenticeship and sector strategies, evaluation, and system performance support informed decision-making and ongoing oversight. These committees provide structured forums for cross-program coordination and stakeholder input, helping ensure consistent implementation of co-enrollment, referral processes, and integrated service delivery practices across the Alaska Job Center Network. Additional information on one-stop partners and system roles is provided in Appendix L – One-Stop Partners and System Resources.

Alignment with Education and Economic Development Systems

AWIB aligns workforce strategies with Alaska's education systems, economic development initiatives, and apprenticeship priorities to promote long-term workforce sustainability. The Board supports coordination with secondary and postsecondary education, career and technical education, registered apprenticeship, and industry-led training initiatives to strengthen pathways into high-demand occupations.

Governance Structure and Operations

AWIB members are appointed by the Governor in accordance with federal and state requirements and operate pursuant to the Board's bylaws and Alaska statutes. The Board elects a Chair and Vice-Chair and conducts business through full Board meetings and standing committees. An Executive Committee is authorized to act on behalf of the Board between meetings in accordance with the Board's bylaws.

AWIB is supported by professional staff housed within DOLWD who provide policy development, coordination, performance monitoring, and administrative support. Staff support ensures continuity, transparency, and effective implementation of Board decisions and strategic initiatives.

Role in State Plan Development and Stakeholder Engagement

AWIB oversees the development, review, and approval of Alaska's WIOA Combined State Plan and subsequent modifications. The Board ensures meaningful stakeholder engagement, including employers, education and training providers, community organizations, and workforce partners, throughout the planning process. Public

input and partner feedback are incorporated to strengthen plan alignment with workforce system needs and priorities.

Through these functions, AWIB fulfills its statutory responsibilities under WIOA §101(d) and serves as the primary policy and governance body guiding Alaska's integrated workforce development system.

(2) Implementation of State Strategy. Describe how the lead State agency with responsibility for the administration of each core program or a Combined State Plan partner program included in this plan will implement the State's Strategies identified in II(c) above. This must include a description of—

(A) Core Program Activities to Implement the State's Strategy. Describe the activities the entities carrying out the respective core programs will fund to implement the State's strategies. Also, describe how such activities will be aligned across the core programs and Combined State Plan partner programs included in this plan and among the entities administering the programs, including using co-enrollment and other strategies, as appropriate.

Overview – Core Program Activities

Alaska's core workforce programs implement statewide strategies through coordinated, integrated service delivery across WIOA Titles I–IV and the Combined Plan partner program, the Senior Community Service Employment Program (SCSEP). These activities operationalize the statewide strategies described in Section II(c) through coordinated, cross-program implementation. These activities are implemented through coordinated service delivery across programs, including co-enrollment, shared intake and referral processes, and integrated case management.

Key Elements – Core Program Activities

- Provides integrated career services, training, and supportive services through the Alaska Job Center Network.
- Supports co-enrollment and coordinated case management across WIOA core programs and partners.
- Aligns services with career pathways, sector strategies, and employer demand.
- Expands access to employment and training opportunities for individuals with barriers to employment.
- Leverages data, labor market information, and performance outcomes to guide service delivery and continuous improvement.

Alaska's Workforce Future (AWF) is implemented through coordinated activities funded and delivered by the WIOA core programs (Titles I–IV) and the Combined Plan partner program, the Senior Community Service Employment Program (SCSEP). These activities advance an integrated, customer-centered workforce system that expands access, promotes equity, and responds to Alaska's workforce needs.

All core programs are administered within the Department of Labor and Workforce Development (DOLWD) and delivered through an integrated Alaska Job Center (AJC) Network, vocational rehabilitation offices, adult education providers, and community-based service locations. This structure supports aligned implementation of AWF strategies across regions while maintaining the statutory and fiscal integrity of each program.

Title I – Adult, Dislocated Worker, and Youth Programs

WIOA Title I programs fund career services, training, supportive services, and work-based learning activities that directly support AWF sector strategies, career pathways, and priority populations. Services are delivered through the Alaska Job Center Network and WIOA Youth service providers using coordinated, customer-centered approaches.

Key activities include:

- Supporting sector partnerships and regional workforce strategies aligned with in-demand industries, including healthcare, construction, transportation, maritime, energy, and technology.
- Funding career pathway programs that integrate education, training, credentials, and employment, including short-term training, Registered Apprenticeship, pre-apprenticeship, and on-the-job training.
- Expanding work-based learning opportunities and employer-connected training models to address skill gaps and improve job placement and retention.
- Providing supportive services such as transportation, housing-related assistance, and tools to reduce barriers for individuals in rural and remote communities and for priority populations.
- Delivering youth services focused on out-of-school youth, career exploration, paid work experience, and transitions into postsecondary education, training, or employment.

Title I activities are aligned with co-enrollment strategies, unified intake practices, and integrated case management to reduce duplication and improve customer navigation, consistent with Sections II(c)(1) and II(c)(2). Alaska Job Center staff and WIOA Youth provider staff deliver these services through individualized career services, employment planning, case management, and coordinated referrals tailored to participants' needs.

Title II – Adult Education and Family Literacy (AEFLA)

Title II programs support AWF by funding adult education, English language acquisition, and integrated education and training activities that align with career pathways and employer demand.

Core activities include:

- Delivering integrated education and training (IET) models that combine adult education, workforce preparation, and occupational skills training.
- Supporting English language learners through workforce-connected English instruction aligned with employment pathways.
- Coordinating with Title I and other partners to support co-enrollment, referrals, and transition into training and employment.
- Expanding distance-delivered and hybrid instruction to improve access in rural and remote communities.

These activities directly address gaps identified in Section II(a)(2) related to limited English proficiency, access barriers, and uneven availability of training opportunities. Adult education providers coordinate with Alaska Job Center staff and partner programs to support participant transitions into employment and training opportunities.

Title III – Wagner-Peyser Employment Services

Wagner-Peyser funds labor exchanges and employer services that serve as a primary entry point into the workforce system for job seekers and employers.

Key activities include:

- Alaska Job Center staff provide job search assistance, labor market information, and career counseling through the Alaska Job Center Network and virtual service platforms.
- Supporting employer engagement, recruitment, and placement services aligned with sector strategies and regional demand.
- Serving as a foundational partner in co-enrollment, referrals, and unified intake processes across programs.
- Leveraging AlaskaJobs to support job matching, referrals, and service coordination. AlaskaJobs is used by staff across programs to document services, manage participant records, support referrals between programs, and track participant progress. This shared system enables coordinated service delivery across

the Alaska Job Center Network. AlaskaJobs serves as the State's primary system for documenting services, facilitating co-enrollment, and supporting integrated case management across programs.

These activities strengthen access, improve service navigation, and support statewide system integration.

Title IV – Vocational Rehabilitation (VR)

Vocational Rehabilitation funds services that support individuals with disabilities in preparing for, obtaining, and retaining competitive integrated employment.

Core activities include:

- Providing vocational counseling, training, assistive technology, and job placement services aligned with career pathways and sector strategies.
- Coordinating with Title I, adult education, and employer partners to support co-enrollment and shared service planning.
- Supporting Pre-Employment Transition Services (Pre-ETS) for students with disabilities in coordination with education partners.
- Expanding virtual service delivery and community-based access points to reach individuals in rural and remote areas.

VR activities directly support AWF equity goals and address barriers identified in Section II(a)(2).

Senior Community Service Employment Program (SCSEP)

As a Combined Plan partner, SCSEP funds transitional employment and supportive services for older workers.

SCSEP activities include:

- Providing paid community service assignments that build work experience and employability skills.
- Coordinating with AJC and DVR staff to support co-enrollment, referrals, and transition to unsubsidized employment.
- Aligning services with regional labor market needs and employer demand.

Integrated Service Delivery and Shared Systems

Core program activities are supported through shared technology and administrative infrastructure, including:

- AlaskaJobs, the State's labor exchange and workforce service platform supporting job matching, referrals, and service coordination across programs.
- EGrAMS for grants management and fiscal oversight.
- Shared training, policy guidance, and operational resources delivered through DOLWD systems.

These shared platforms promote integrated service delivery, support performance monitoring, and improve data-informed decision-making, consistent with modernization goals described in Sections II(c)(2) and III(b).

System Impact

Through coordinated core program activities, Alaska advances AWF by:

- Expanding access to workforce services statewide, including in rural and remote communities.
- Strengthening alignment with employer demand and sector strategies.
- Promoting equity and improved outcomes for priority populations.
- Enhancing coordination across the workforce, education, and partner programs.
- Delivering a more integrated, efficient, and responsive workforce system.

(B) Alignment with Activities outside the Plan. Describe how the activities identified in (A) will be aligned with programs and activities provided by required one-stop partners and other optional one-stop partners and activities provided under employment, training (including Registered Apprenticeships), education (including career and technical education), human services and other programs not covered by the plan, as appropriate, assuring coordination of, and avoiding duplication among these activities.

Overview – Alignment with External Activities

Alaska aligns workforce system activities with programs and initiatives outside the Combined State Plan to strengthen coordination, expand service impact, and holistically address workforce and economic needs. These alignment efforts support integrated service delivery, improve access to complementary resources, and enhance outcomes for individuals and employers while maintaining clear program roles and accountability. These alignment efforts are implemented through coordinated referrals, shared intake practices, co-enrollment strategies, and staff collaboration across programs and partners.

Key Elements – Alignment with External Activities

- Coordinates with state, federal, tribal, and community-based programs that support employment, education, and economic stability
- Aligns workforce strategies with economic development, education, and human services initiatives
- Leverages complementary funding streams and resources to expand access without duplicating efforts
- Supports integrated service delivery for shared populations, including individuals with barriers to employment
- Promotes information sharing, referrals, and collaborative planning while maintaining distinct program authority and accountability

Alaska's workforce system aligns WIOA core programs with activities and services administered by external agencies and partners, supporting a coordinated, customer-centered workforce development system consistent with Alaska's Workforce Future (AWF) and federal modernization expectations outlined in TEGL 05-25. These alignment efforts strengthen access, reduce fragmentation, and ensure that workforce, education, and human services operate in a complementary manner to support job seekers, workers, and employers statewide.

Alignment with activities outside the WIOA State Plan is achieved through shared governance structures, formal agreements, coordinated service delivery models, and integrated operational practices across workforce, education, human services, and economic development systems. These coordination efforts are implemented within existing statutory authorities and funding structures and do not create shared funding obligations or performance accountability across programs.

Alignment with Registered Apprenticeship and Work-Based Learning Systems

WIOA programs align closely with Alaska's Registered Apprenticeship and work-based learning system to expand access to employer-driven training pathways that lead to in-demand occupations and family-sustaining wages. Core programs coordinate with apprenticeship sponsors, training providers, industry partners, and labor organizations to support participant recruitment, co-enrollment, supportive services, and job placement through the Alaska Job Center Network.

Industry partnerships play a key role in designing workforce solutions. For example, public-private partnerships supporting pipeline construction and maintenance training on Alaska's North Slope bring together contractors, labor organizations, joint apprenticeship training programs, and the State Training and Employment Program to provide hands-on training opportunities aligned with high-demand occupations.

Alaska Job Center staff and partner program staff support these efforts through participant recruitment, referrals, and coordination of supportive services aligned with apprenticeship and work-based learning opportunities.

In addition to these operational strategies, the State is assessing opportunities to strengthen apprenticeship governance and system capacity, including consideration of a potential transition to a State Apprenticeship Agency (SAA) model, consistent with federal requirements and available authority. This work is intended to improve alignment between apprenticeship, workforce, and education systems, increase employer engagement, and expand access to apprenticeship pathways across industries and regions.

Alignment with Career and Technical Education and Perkins V

WIOA programs coordinate with Career and Technical Education (CTE) programs and Perkins V activities to support aligned career pathways from secondary education through postsecondary training and employment.

Collaboration with the Department of Education and Early Development, postsecondary institutions, regional training centers, and the University of Alaska system supports career exploration and work-based learning. It transitions into training aligned with career exploration and work-based learning opportunities, then into training aligned with labor market demand.

These efforts improve career pathway awareness, support credential attainment, and reduce service duplication by leveraging complementary funding streams and shared planning processes.

Alignment with TANF, SNAP E&T, and Human Services Programs

WIOA programs align with Temporary Assistance for Needy Families (TANF), Tribal TANF, SNAP Employment and Training (SNAP E&T), and other human services programs to support individuals with multiple barriers to employment. Alaska Job Center staff and partner program staff coordinate these activities to ensure that participants receive aligned, non-duplicative services across programs.

DOLWD coordinates with the Division of Public Assistance and Tribal partners to support shared intake, referrals, and co-enrollment strategies. In many locations, staff work directly with Work First/Families First programs and Tribal TANF providers to identify individuals for co-enrollment into WIOA Adult, Dislocated Worker, Wagner-Peyser, and other appropriate services.

These efforts enable comprehensive employment planning that addresses barriers such as housing instability, transportation challenges, behavioral health needs, and limited work experience, while supporting progress toward sustainable employment.

Alignment with Unemployment Insurance and Reemployment Services

WIOA programs align with Unemployment Insurance (UI) and reemployment services to support rapid reemployment and labor force attachment. Coordination through the Alaska Job Center Network ensures that UI claimants have access to employment services, career counseling, training opportunities, and reemployment strategies.

Shared systems, coordinated workflows, and referral processes support labor exchange activities and service navigation, strengthening reemployment outcomes during periods of economic transition. This coordination includes alignment with Reemployment Services and Eligibility Assessment (RESEA) activities, where applicable, to ensure claimants receive timely and appropriate services. Alaska Job Center staff support these efforts by conducting assessments, providing career guidance, and connecting UI claimants with training and supportive services tailored to individual needs.

Alignment with Postsecondary Institutions, Training Providers, and Community Organizations

WIOA programs coordinate with postsecondary institutions, eligible training providers, community-based organizations, and regional training centers to expand access to education and training opportunities aligned with regional workforce needs.

Coordination includes shared outreach, referrals, and, where appropriate, co-investment in training and supportive services to reduce barriers related to cost, geography, and access. Alaska Job Center staff and partner program staff support these efforts by conducting assessments, identifying appropriate training opportunities, and connecting participants to education, training, and supportive services aligned with their employment goals.

Eligible training providers and partner organizations collaborate with the workforce system to ensure training programs remain responsive to labor market demand and aligned with in-demand occupations identified through labor market information and sector strategies.

Alaska Job Center Network and Partner Coordination

The Alaska Job Center Network serves as the central access point for integrated workforce services and plays a key role in aligning activities across partner programs. AJCs provide physical locations, partner linkages, virtual access, and itinerant services to ensure consistent, customer-centered service delivery across the state, including in rural and underserved areas.

Local coordination with partners, including housing agencies, correctional reentry programs, Alaska Native organizations, and regional training centers, supports cross-referrals and access to services that address barriers to employment and connect individuals to training and employment opportunities. Alaska Job Center staff coordinate with partner programs to facilitate referrals, co-enrollment, and access to supportive services based on individual needs. Additional information on one-stop partners and system roles is provided in Appendix L – One-Stop Partners and System Resources.

Shared Intake, Referrals, and Coordinated Case Management

Alignment with activities outside the plan is supported through shared intake practices, co-enrollment strategies, and coordinated case management across workforce and partner programs. The Alaska Job Center Network serves as the primary intake point, where individuals receive initial assessments and are connected to appropriate services across programs.

The referral process is tailored to individual customer needs, with staff trained to understand eligibility requirements and service offerings across programs. Staff conduct initial assessments, identify appropriate services, and facilitate referrals to WIOA Title I programs, Wagner-Peyser services, Division of Vocational Rehabilitation, Tribal programs, and other partner services. These processes support co-enrollment where appropriate to ensure individuals receive comprehensive and non-duplicative services.

Coordinated case management practices support ongoing service alignment across programs. Staff communicate and coordinate service delivery to ensure participants receive complementary services based on individual employment goals, while avoiding duplication of services and funding.

Coordinated data collection, resource mapping, and local partner networks support informed referrals and improve service navigation, while maintaining confidentiality and program integrity requirements.

SCSEP Coordination with External Systems

As a Combined Plan partner, SCSEP aligns with workforce, human services, and education partners to support integrated service delivery and improved outcomes for older workers. SCSEP operates within the Alaska Job Center

Network and supports shared intake, co-enrollment, and coordinated case management with WIOA core programs, TANF, SNAP E&T, Tribal partners, and UI reemployment services.

SCSEP staff coordinate with Alaska Job Center and partner program staff to support participant assessments, service planning, and referrals, ensuring older workers are connected to appropriate employment and training opportunities based on individual needs. SCSEP's subsidized employment model provides participants with work-based learning experiences that build skills, improve employability, and support transitions to unsubsidized employment.

SCSEP also collaborates with Career and Technical Education programs, postsecondary institutions, and community-based organizations to support training, credential attainment, and pathways to unsubsidized employment aligned with labor market demand.

System Impact and Alignment with AWF

By aligning with external agencies and programs, Alaska's workforce system advances AWF priorities in access, equity, modernization, and results. These partnerships strengthen the State's ability to deliver comprehensive, coordinated, and customer-centered services that address complex barriers to employment while meeting employers' workforce needs across industries and regions.

These alignment strategies support the strategies outlined in Sections II(c)(1) and II(c)(2), address system challenges identified in Section II(a)(2), and reinforce Alaska's workforce system as a coordinated, integrated network that delivers consistent, high-quality services aligned with TEGL 05-25 expectations.

(C) Coordination, Alignment, and Provision of Services to Individuals. Describe how the entities carrying out the respective core programs, Combined State Plan partner programs included in this plan, and required and optional one-stop partner programs will coordinate activities and resources to provide comprehensive, high-quality, customer-centered services, including supportive services (e.g. transportation), to individuals, including those populations identified in section II(a)(1)(B), and individuals in remote areas. The activities described shall conform to the statutory requirements of each program.

Overview – Coordination of Services to Individuals

Alaska delivers coordinated, customer-centered workforce services through an integrated system led by the Department of Labor and Workforce Development (DOLWD). As the administrative entity for all four WIOA core programs, as well as Wagner-Peyser, Unemployment Insurance (UI), Trade Adjustment Assistance (TAA), Veterans' services, and the Senior Community Service Employment Program (SCSEP), DOLWD ensures alignment of policies, service delivery, and program operations across the workforce system.

Services are delivered through the Alaska Job Center (AJC) network, which serves as the primary access point for job seekers. Through co-enrollment, shared case management, and coordinated referrals, the system is designed to provide seamless, non-duplicative services, particularly for individuals with barriers to employment, those requiring supportive services, and individuals in rural and remote communities.

Key Elements – Coordination of Services to Individuals

- Core and partner programs coordinate service delivery through shared case management, co-enrollment, and integrated referrals
- Alaska Job Centers serve as centralized access points for in-person, virtual, and hybrid service delivery
- Policies and procedures support information sharing and coordinated service planning across programs
- Services are tailored to priority populations, including individuals with barriers to employment and those in rural communities

- Workforce partners collaborate to ensure access to supportive services and wraparound support
- Service delivery incorporates culturally responsive and trauma-informed approaches

Integrated Service Delivery and Co-Enrollment

DOLWD coordinates services across programs to ensure individuals receive comprehensive support aligned with their employment and training needs. Co-enrollment across WIOA Title I, Wagner-Peyser, Adult Education, Vocational Rehabilitation, and partner programs is encouraged to maximize access to services and improve outcomes.

Through shared case management practices, Alaska Job Center staff and partner program staff coordinate:

- Assessments and service planning
- Training and employment services
- Supportive services and referrals
- Progress monitoring and follow-up

These coordinated approaches support the delivery of comprehensive, non-duplicative services aligned with individual employment goals and program requirements. Coordination of services is guided by DETS/AWIB/DVR Policy 07-505.1, which establishes expectations for cooperative partnerships and supports the development of local procedures for co-enrollment and integrated service delivery across programs. Supporting policies governing co-enrollment and coordinated service delivery are included in Appendix D – Policy Inventory.

Alaska Job Center Network and Local Coordination

Alaska Job Centers serve as the primary entry point for integrated, customer-centered workforce services and are operated through a network of state staff and partner organizations. Local management teams representing partner agencies collaborate to ensure services are aligned, coordinated, and responsive to local workforce needs.

These teams coordinate:

- Customer flow and service delivery models
- Shared resources and staffing
- Co-enrollment strategies and referrals
- Local initiatives and priority populations

The One-Stop Operator supports coordination across partner programs by facilitating communication, monitoring service integration, and promoting consistent service delivery practices statewide. This approach ensures that services are delivered efficiently, consistently, and without duplication across the workforce system.

Service Delivery for Priority Populations

The workforce system prioritizes service delivery to individuals with barriers to employment, including:

- Veterans and eligible military spouses
- Individuals with disabilities
- Low-income individuals and public assistance recipients
- Out-of-school youth
- Alaska Native populations
- Individuals with limited work history or other employment barriers

Alaska Job Center staff and partner program staff collaborate to tailor services to meet the unique needs of these populations. Services may include individualized career services, training opportunities, and supportive services designed to address barriers to employment and support successful participation in the workforce.

Supportive Services and Wraparound Coordination

Workforce partners coordinate access to supportive services necessary for successful participation in training and employment activities, ensuring alignment with individual service plans and program requirements. Supportive services may include transportation assistance, childcare, housing support, and other services provided through partner programs.

Alaska Job Center staff and partner program staff coordinate the delivery of supportive services to ensure participants receive comprehensive, non-duplicative assistance that supports engagement in training and employment activities and progress toward employment outcomes.

Rural, Remote, and Virtual Service Delivery

Given Alaska's geographic challenges, the workforce system utilizes virtual and hybrid service delivery models to ensure access for individuals in rural and remote communities.

Services are delivered through:

- AlaskaJobs online tools and resources
- Virtual workshops, orientations, and case management
- Remote access to staff assistance and partner programs

Alaska Job Center staff and partner program staff use these delivery methods to ensure individuals across the state can access workforce services regardless of location, supporting equitable access to employment and training opportunities.

Education and Partner Program Coordination

Alaska Adult Education (AAE) and other partner programs support coordination through structured intake processes, assessments, and career awareness activities. AAE collects information on employment status and training goals and provides instruction on career pathways and available workforce services, aligned with labor market demand.

Partner programs, including SCSEP, Vocational Rehabilitation, and others, coordinate with core programs to support referrals, co-enrollment, and transitions into employment and training opportunities. Alaska Job Center staff and partner program staff collaborate to ensure services are aligned, complementary, and responsive to individual needs.

Culturally Responsive and Trauma-Informed Practices

Alaska incorporates culturally responsive and trauma-informed approaches into service delivery to ensure services are accessible and effective for diverse populations.

Alaska Job Center staff and partner program staff are trained to recognize and respond to individual needs, including cultural considerations and barriers to participation, ensuring that services are delivered respectfully and inclusively, and in a manner that supports positive engagement and outcomes.

(D) Coordination, Alignment, and Provision of Services to Employers. Describe how the entities carrying out the respective core programs, any Combined State Plan partner program included in this plan, and required and optional one-stop partner programs will coordinate activities and resources to provide comprehensive, high-quality services to employers to meet their current and projected workforce needs and to achieve the goals of industry or sector partners in the state. The activities described shall conform to the statutory requirements of each program.

Overview – Coordination of Services to Employers

The State of Alaska coordinates services to employers through an integrated, employer-focused service delivery model led by the Department of Labor and Workforce Development (DOLWD) and delivered through the Alaska Job Center Network (AJCN). This approach aligns workforce programs, staff, and resources to ensure that employer services are responsive to industry demand, informed by labor market information, and accessible across Alaska's diverse geographic regions.

Employer engagement is coordinated across WIOA core programs, Wagner-Peyser, apprenticeship, veteran services, and state-funded training programs. Through integrated service delivery and shared outreach strategies, employers experience a unified, system-wide approach that supports recruitment, training, retention, and long-term workforce development.

Key elements – Coordination of services to employers

- Employer services are delivered through an integrated, system-wide approach across workforce programs
- Business connection staff serve as primary points of contact and coordinate employer engagement across programs
- Sector-based strategies align services with high-demand industries and labor market needs
- Employers receive comprehensive services supporting recruitment, hiring, training, and retention
- Work-based learning strategies, including on-the-job training, incumbent worker training, and apprenticeship, support employer-driven skill development
- Labor market information supports employer decision-making and workforce planning
- Coordination with education, economic development, and industry partners strengthens sector strategies
- Digital tools and AlaskaJobs resources expand access to employer services statewide
- Targeted outreach supports veteran hiring and engagement with priority populations
- Continuous employer engagement and feedback inform service delivery improvements

Business Connection Staff and Employer Engagement

Business connection staff and partner program staff coordinate employer engagement across the workforce system. Staff monitor labor market trends, conduct outreach, and work directly with employers to connect them with qualified job seekers and workforce solutions aligned with business needs.

Services include:

- Coordinating recruitments and job fairs
- Posting job orders and pre-screening applicants
- Referring qualified candidates
- Providing recruitment space and logistical support
- Developing employer-driven training strategies, including incumbent worker training
- Sharing information on workforce programs, hiring incentives, and workforce trends

DOLWD prioritizes engagement with high-demand industries, including health care, education, transportation, oil and gas, and mining. Staff collaborates with employers and partners to identify workforce needs and develop sector-based workforce solutions aligned with Alaska's economic priorities.

Employer Services and Workforce Programs

Employer services are delivered through the Alaska Job Center Network and coordinated across workforce programs to provide comprehensive workforce solutions.

Services and programs include:

- Veteran services delivered by Local Veterans' Employment Representatives (LVER)
- Coordination with youth programs to support career pathway development and work experience opportunities
- Apprenticeship promotion and employer support
- On-the-job training (OJT) and incumbent worker training (IWT)
- State Training and Employment Program (STEP) grants
- Rapid response services for layoff aversion and business transitions
- Industry-specific recruitments and hiring events
- Labor market information and guidance on workforce trends and compliance
- Hiring incentives, including Work Opportunity Tax Credit and Fidelity Bonding
- Referrals to Alaska Adult Education and other partner programs

These services are coordinated to ensure employers receive consistent, non-duplicative support across programs.

Sector Partnerships and Employer Outreach

Business connection staff and partner program staff cultivate long-term relationships with employers across Alaska through coordinated outreach and sector-based engagement strategies.

For example, DOLWD collaborates with mining employers and training providers, including the University of Alaska Southeast, to support workforce development through industry-aligned training initiatives such as underground miner training and haul truck simulator training. These partnerships support workforce readiness and placement into high-demand occupations.

Employer outreach is coordinated across programs, including apprenticeship, veteran services, WIOA, and STEP, to ensure consistent communication and avoid duplication of employer contacts. Employer onboarding materials and AlaskaJobs resources provide clear information on workforce programs, hiring incentives, and training opportunities.

Alaska Career Ready and Workforce Preparation

Alaska Career Ready supports alignment between employer requirements and job seeker skills through ACT WorkKeys® assessments and the National Career Readiness Certificate (NCRC).

These tools provide:

- Verification of foundational workplace skills
- Identification of skill gaps and training needs
- A portable credential recognized by employers

This approach supports employers by improving candidate readiness and providing a standardized measure of workplace skills aligned with workforce needs.

Digital Access and Employer Resources

DOLWD maintains employer-focused web resources and AlaskaJobs tools to improve access to workforce services and information.

Employers can access:

- Job posting and recruitment tools
- Workforce training and apprenticeship information
- Labor laws and compliance resources
- Workers' compensation and unemployment insurance information
- Rapid response and layoff assistance
- Services for individuals with disabilities

Digital access supports efficient service delivery and expands employer engagement across Alaska's geographic regions.

Veteran Employment and Employer Recognition

DOLWD supports employer engagement in veteran hiring by coordinating with veteran services staff and participating in initiatives such as the Honoring Investments in Recruiting and Employing American Military Veterans (HIRE Vets) Medallion Program.

Efforts include:

- Employer outreach and engagement through Business Connection and veteran staff
- Recognition of employers through public announcements and events
- Collaboration with chambers of commerce and professional associations

These activities support veteran employment and strengthen employer participation in workforce initiatives.

System Impact and Coordination

Through coordinated service delivery, shared employer engagement strategies, and alignment across workforce programs and partners, Alaska ensures that employers receive comprehensive, high-quality services that address current and projected workforce needs.

These efforts support sector strategies outlined in Section II(c)(1), align with system integration strategies in Section II(c)(2), and position the workforce system as a coordinated, employer-focused partner in supporting Alaska's economic growth.

(E) Partner Engagement with Educational Institutions and other Education and Training Providers. Describe how the State's Strategies will engage the State's community colleges, adult education providers, area career and technical education schools, providers on the State's eligible training provider list, and other education and training providers as partners in the workforce development system to create a job-driven education and training system. WIOA section 102(b)(2)(B)(iv). Include how the State's strategies will enable the State to leverage other Federal, State, and local investments to enhance access to workforce development programs at these institutions.

Overview – Partner Engagement with Educational Institutions and Other Education and Training Providers

Alaska's workforce system engages education and training providers through a coordinated, demand-driven approach that aligns training investments with employer needs, career pathways, and regional workforce priorities. These efforts support implementation of Alaska's Workforce Future (AWF) by strengthening partnerships across workforce, education, and industry systems, expanding access to training opportunities, and ensuring that education and training activities lead to employment outcomes.

Education and training providers, including postsecondary institutions, adult education programs, career and technical education (CTE) providers, and eligible training providers, are integrated into the workforce system as

active partners. Through coordinated planning, shared data, and ongoing engagement, providers contribute to a unified system focused on employment outcomes and workforce development priorities.

Key Elements – Engagement with Education and Training Providers

- Aligns training programs with in-demand industries, sector strategies, and employer needs
- Utilizes the eligible training provider list (ETPL) to ensure quality, performance, and accountability
- Integrates education, training, and work-based learning within career pathways
- Expands access through partnerships with postsecondary institutions, CTE programs, and community-based providers
- Supports continuous improvement through coordination, technical assistance, and stakeholder engagement

Eligible Training Provider List (ETPL) and Program Alignment

The State maintains an Eligible Training Provider List (ETPL) to ensure that training programs supported with WIOA funds meet established performance, quality, and accountability standards.

Alaska's ETPL policies and procedures were developed in collaboration with education and training providers, including the University of Alaska system and other stakeholders, through AWIB engagement and a formal public comment process. This collaborative approach ensures that ETPL requirements are responsive to provider capacity while maintaining accountability and program quality.

Engagement with ETPL providers includes:

- Ongoing consultation with training providers to align program offerings with in-demand industries and occupations
- Use of labor market information and employer input to inform program eligibility and continued inclusion on the ETPL
- Regular updates to ETPL policies and guidance to improve accessibility, reduce administrative burden, and strengthen program quality
- Technical assistance and guidance to support provider compliance and reporting requirements
- Use of tools such as the AlaskaJobs Provider Guide and ETPL Operating Guide to support system integration and provider onboarding

DETS coordinates with the U.S. Department of Labor's Office of Apprenticeship to support the inclusion of registered apprenticeship programs on the ETPL and to ensure staff awareness of available training opportunities.

This approach positions the ETPL as both a compliance mechanism and a strategic tool for aligning training investments with Alaska's high-demand industries.

Coordination with Postsecondary Institutions and Training Providers

Alaska coordinates with postsecondary institutions, including the University of Alaska system, regional training centers, apprenticeship sponsors, and other eligible training providers to support workforce development priorities.

Engagement strategies include:

- Coordinating with postsecondary partners to align training programs with sector strategies and regional workforce needs
- Collaborating on program development, curriculum alignment, and credential attainment strategies
- Coordinating referrals, co-enrollment, and supportive services to improve participant success
- Expanding training opportunities in rural and remote communities through distance delivery and community-based models

The State also coordinates with the Alaska Commission on Postsecondary Education to ensure training programs meet consumer protection and quality standards.

These efforts ensure that training delivery is responsive to geographic, economic, and industry-specific conditions across Alaska.

Alignment with Career and Technical Education (CTE) and Perkins V

WIOA programs align with Career and Technical Education (CTE) programs and Perkins V activities to support career pathways that connect secondary education, postsecondary training, and employment.

The Alaska Workforce Investment Board (AWIB), the Department of Labor and Workforce Development (DOLWD), the Department of Education and Early Development, and the University of Alaska collaborate to:

- Align CTE programs with industry standards and workforce demand
- Expand career exploration and work-based learning opportunities
- Support transitions from secondary education to postsecondary training and employment
- Continuously review and refine CTE strategies to support AWF priorities

This alignment strengthens workforce pipelines and improves long-term employment outcomes.

Integration with Work-Based Learning and Apprenticeship

Education and training provider engagement is closely aligned with work-based learning and apprenticeship strategies to ensure that training leads directly to employment.

Providers collaborate with workforce programs and employers to support:

- Registered apprenticeship and pre-apprenticeship programs
- On-the-job training (OJT), customized training, and incumbent worker training
- Integrated education and training (IET) models combining education and occupational skills training
- Industry-recognized credentials aligned with sector strategies

Titles I and II programs continue to expand co-enrollment and develop integrated education and training (IET) models using braided funding to improve outcomes for adult learners.

This integration reduces fragmentation and strengthens career pathway progression.

Technical Vocational Education Program (TVEP) and State Investments

Alaska leverages state-funded programs, including the Technical Vocational Education Program (TVEP), to support education and training providers in delivering industry-aligned training.

TVEP supports:

- Industry-specific training aligned with high-demand occupations
- On-the-job training and classroom-linked job training
- Partnerships between training providers and employers

The Alaska Workforce Investment Board establishes priorities for TVEP, ensuring alignment with statewide workforce strategies and economic development goals.

State investments such as TVEP complement federal funding and expand the State's capacity to respond to workforce needs.

Ongoing Engagement and Continuous Improvement

Alaska maintains ongoing engagement with education and training providers through formal and informal mechanisms, including:

- Regular meetings with postsecondary institutions, CTE coordinators, and training providers
- Stakeholder engagement through AWIB committees, public comment processes, and partner convenings
- Collaboration on policy development, including ETPL procedures and provider guidance
- Feedback from employers and industry partners to ensure training relevance

These mechanisms ensure that engagement remains data-informed, responsive, and aligned with economic conditions.

System Impact and Alignment with AWF

Through coordinated engagement with education and training providers, Alaska strengthens implementation of AWF by:

- Expanding access to high-quality education and training opportunities
- Aligning training programs with employer demand and sector strategies
- Improving transitions between education, training, and employment
- Enhancing coordination across the workforce, education, and partner systems
- Supporting equitable access and outcomes for priority populations

Collectively, these strategies position Alaska's education and training system as an integrated component of a demand-driven workforce system that supports both immediate employment needs and long-term economic resilience.

(F) Improving Access to Postsecondary Credentials. Describe how the State's strategies will improve access to activities leading to recognized postsecondary credentials, including Registered Apprenticeship certificates. This includes credentials that are industry-recognized, portable, and stackable, such as certificates, licenses, or certifications.

Overview – Postsecondary Credential Access

Alaska improves access to postsecondary credentials through a coordinated, statewide strategy that aligns workforce, education, and industry systems to support credential attainment, career advancement, and employment outcomes. These efforts support implementation of Alaska's Workforce Future (AWF) by expanding access to industry-recognized, portable, and stackable credentials and strengthening career pathways aligned with in-demand industries.

This approach emphasizes reducing barriers to participation, particularly for individuals in rural and remote communities and those with barriers to employment, while ensuring that credential attainment is directly connected to workforce needs and employment opportunities.

Key Elements – Improving Access to Postsecondary Credentials

- Promotes industry-recognized, portable, and stackable credentials aligned with in-demand industries
- Integrates work-based learning and earn-and-learn models to reduce financial barriers
- Expands access through distance delivery, hybrid models, and regional training partnerships
- Aligns workforce and education systems to support credential attainment and career pathways
- Supports equitable access for rural populations and individuals with barriers to employment

System Alignment and Career Pathways

Alaska's workforce development strategies emphasize expanding access to industry-recognized, portable, and stackable postsecondary credentials, including Registered Apprenticeship certificates, that support career

pathways aligned with in-demand industries. These strategies improve workforce readiness and employment outcomes while addressing barriers related to geography, cost, and access.

These efforts operationalize the alignment strategies described in Section II(c)(2), including co-enrollment and integrated service delivery, data and technology coordination, and engagement with partner programs to expand access to credential attainment and support successful employment outcomes.

Through coordination among the Department of Labor and Workforce Development (DOLWD), the Alaska Workforce Investment Board (AWIB), the University of Alaska, and the Department of Education and Early Development (DEED), Alaska aligns workforce and education systems to support credential attainment while maintaining each program's statutory authority, funding structure, and performance accountability.

Work-Based Learning and Earn-and-Learn Models

Alaska expands access to postsecondary credentials through work-based learning and earn-and-learn models, including Registered Apprenticeship, pre-apprenticeship, on-the-job training, incumbent worker training, and employer-led credential programs.

These strategies allow participants to earn wages while gaining skills and credentials recognized by employers, reducing financial barriers to participation and supporting timely entry into employment.

Rural and Remote Access Strategies

To improve access for individuals in rural and remote communities, Alaska leverages distance-delivered instruction, hybrid training models, and regionally based training partnerships where feasible.

Workforce programs coordinate supportive services, virtual service delivery, and localized access points to mitigate transportation, housing, and cost-related barriers that can limit participation in credential-bearing education and training.

These strategies ensure that individuals across Alaska can access credential pathways regardless of geographic location.

Credential Portability and Stackability

Alaska emphasizes credential portability and stackability to support career advancement, employment outcomes, and workforce mobility.

Workforce and education partners promote credentials that build toward higher-level certifications, degrees, or occupational endorsements, allowing individuals to progress along career pathways over time and respond to evolving labor market demand.

Statewide Postsecondary Attainment Coordination

DOLWD participates in statewide postsecondary attainment initiatives, including Alaska's Postsecondary Access and Completion Network, to support shared goals related to credential attainment and workforce participation.

Through coordination with education and workforce partners, Alaska promotes recognition of Registered Apprenticeship certificates, industry certifications, and occupational credentials within statewide attainment strategies and data reporting, consistent with each program's statutory authority.

System Impact and Alignment with AWF

Through coordinated strategies to improve access to postsecondary credentials, Alaska strengthens implementation of AWF by:

- Expanding access to industry-recognized credentials aligned with employer demand

- Reducing barriers to training participation and credential attainment
- Strengthening career pathways and workforce readiness
- Improving measurable employment and credential outcomes
- Supporting equitable access for rural and priority populations

Collectively, these efforts position credential attainment as a central component of Alaska's workforce development system, supporting both immediate employment needs and long-term economic resilience.

(G) Coordinating with Economic Development Strategies. Describe how the activities identified in (A) will be coordinated with economic development entities, strategies, and activities in the State.

Overview – Coordination with Economic Development

Alaska aligns workforce development with economic development priorities through coordinated, data-informed strategies that support industry growth, regional competitiveness, and workforce sustainability. These efforts support implementation of Alaska's Workforce Future (AWF) by integrating workforce planning with economic development initiatives, strengthening sector-based strategies, and ensuring that workforce investments are responsive to current and projected labor market demand.

This coordination ensures that workforce programs contribute to economic development goals while maintaining each program's statutory authority, funding structure, and performance accountability.

Key Elements – Coordination with Economic Development

- Aligns workforce investments with regional economic development strategies and priority industries
- Integrates labor market information, employer input, and economic data into workforce planning
- Supports sector-based strategies and employer-driven talent pipeline development
- Coordinates with regional economic development organizations to address local workforce needs
- Maintains alignment while preserving distinct program authority, funding structures, and performance accountability

Statewide Coordination and System Alignment

Alaska coordinates workforce development activities with statewide and regional economic development efforts to align talent development, employer demand, and economic priorities. This coordination is guided by Alaska's Workforce Future (AWF) and implemented through collaboration among the Alaska Workforce Investment Board (AWIB), the Department of Labor and Workforce Development (DOLWD), the Department of Commerce, Community, and Economic Development (DCCED), Alaska Regional Development Organizations (ARDORs), and other economic development partners.

These efforts operationalize the alignment strategies described in Section II(c)(2), including sector partnerships and employer engagement, and ensure coordination across workforce and economic development systems. Workforce strategies are informed by economic development planning, labor market information, and employer input to support industry growth, economic diversification, and regional sustainability.

Regional Economic Development Alignment

Alaska Regional Development Organizations (ARDORs) serve as the State's primary regional economic development entities and lead the development and implementation of Comprehensive Economic Development Strategies (CEDS). These strategies identify priority industries, infrastructure needs, and workforce considerations that inform regional economic growth planning.

Workforce planning and investment decisions are aligned, where appropriate, with these regional strategies through:

- Shared use of labor market information and economic data
- Engagement with employers and industry representatives involved in regional economic development efforts
- Coordination between workforce system partners and regional economic development organizations

This alignment supports responsiveness to regional economic conditions while allowing flexibility to address differences in capacity, infrastructure, and labor market dynamics across Alaska's diverse regions.

Employer Engagement and Sector Alignment

Coordination with economic development partners strengthens employer engagement by connecting workforce programs with businesses participating in regional and statewide economic initiatives.

Workforce partners collaborate with economic development organizations to:

- Identify current and emerging skill needs
- Inform training priorities and program design
- Implement sector-based strategies aligned with high-demand and emerging industries

Registered Apprenticeship, work-based learning, and other employer-connected training models support alignment between workforce development and economic growth priorities by linking training activities directly to employer demand.

Supporting Regional Growth and Infrastructure Initiatives

Workforce system coordination with economic development supports major infrastructure, industry expansion, and community development initiatives by aligning workforce planning with projected labor needs.

This includes collaboration related to:

- Energy development and resource-based industries
- Transportation and construction projects
- Health care expansion and other critical sectors

Workforce strategies support these initiatives by preparing workers through aligned training, credential attainment, and work-based learning opportunities while maintaining flexibility to respond to changing economic conditions and employer demand.

Governance, Coordination, and Scope

The Alaska Workforce Investment Board provides strategic oversight and supports coordination between workforce and economic development partners through its convening role and cross-sector representation.

DOLWD collaborates with DCCED, ARDORs, and regional partners to facilitate information sharing, employer engagement, and alignment of planning activities.

All coordination activities are implemented within existing statutory authorities and funding structures and do not create joint funding obligations or shared performance accountability across workforce and economic development programs. These efforts support alignment and responsiveness during the PY 2026–2027 State Plan modification period and are adjusted based on available resources, regional capacity, and evolving economic conditions.

System Impact and Alignment with AWF

Through coordinated planning, employer engagement, and data-informed decision-making, Alaska's workforce system supports economic development priorities by:

- Aligning workforce investments with industry growth and regional strategies
- Strengthening employer engagement and sector partnerships
- Supporting workforce readiness for infrastructure and economic development initiatives
- Enhancing coordination across workforce and economic development systems
- Improving responsiveness to changing economic conditions

These strategies position Alaska's workforce system as a key partner in supporting economic resilience, regional development, and long-term workforce sustainability.

These operational structures support the implementation of statewide service delivery policies described in Section III(b), including Priority of Service for veterans, accessibility for individuals with disabilities, and language access for individuals with limited English proficiency. Together, these components ensure consistent, equitable, and compliant service delivery across the Alaska Job Center Network.

(b) State Operating Systems and Policies.

The Unified or Combined State Plan must include a description of the State operating systems and policies that will support the implementation of the State strategy described in section II, Strategic Elements. This includes—

Alaska's workforce system operates through a coordinated, integrated, and performance-driven service delivery model that ensures equitable access, regulatory compliance, and high-quality customer service across all programs and populations.

The Alaska Job Center Network (AJCN), in coordination with core programs and required partners, implements policies and procedures that support consistent service delivery, accessibility, and continuous improvement. These policies align with federal requirements, including WIOA, Wagner-Peyser, Section 188 nondiscrimination provisions, the Americans with Disabilities Act (ADA), Title VI of the Civil Rights Act, and implementing regulations at 29 CFR Part 38.

Together, the following components: Priority of Service for veterans, accessibility for individuals with disabilities, and accessibility for individuals with limited English proficiency form a unified framework that ensures all individuals can access workforce services in a manner that is meaningful, effective, and nondiscriminatory.

(1) State operating systems that support coordinated implementation of State strategies (for example, labor market information systems, data systems, communication systems, case management systems, job banks, etc.).

Overview – State Operating Systems

Alaska's workforce system is supported by integrated operating systems that enable coordinated service delivery, data sharing, and performance accountability across core programs and partners. These systems support implementation of Alaska's Workforce Future (AWF) by strengthening case management, improving access to services, enhancing data-informed decision-making, and ensuring efficient administration of workforce programs statewide.

These systems operationalize the alignment strategies described in Section II(c)(2), including co-enrollment, integrated service delivery, and data and technology coordination. Together, they support sector strategies, career pathways, and performance accountability while maintaining program integrity, data security, and federal reporting requirements within each program's statutory authority.

Alaska's workforce system is administered through a centralized structure in which the Department of Labor and Workforce Development (DOLWD), in coordination with the Alaska Workforce Investment Board (AWIB), provides statewide oversight of workforce programs and service delivery. The Division of Employment and Training Services (DETS) operates the Alaska Job Center Network (AJCN). It serves as the primary service delivery entity for WIOA Title I and Wagner-Peyser programs.

Key Elements – State Operating Systems

- Enables coordinated case management, service delivery, and reporting across core programs and partners
- Supports co-enrollment, referrals, and integrated service planning through AlaskaJobs and aligned program systems
- Provides labor market information and data tools to guide workforce planning and investment decisions
- Strengthens grant management, fiscal accountability, and performance tracking
- Expands access through virtual, mobile-friendly, and remote service delivery technologies
- Formal partner agreements (MOUs/IFAs) define roles, responsibilities, and cost-sharing across the system
- Alaska Job Center Network (AJCN) serves as the primary service delivery platform across physical, virtual, and partner locations

Case Management, Job Bank, and Service Delivery Systems

AlaskaJobs serves as the State's primary labor exchange, case management, and reporting system for WIOA Titles I–III, Adult Education (Title II), Wagner-Peyser Employment Services, Trade Adjustment Assistance, Veterans' programs, and apprenticeship-related activities, consistent with program-specific data and reporting requirements. As the State's primary workforce system, AlaskaJobs supports service tracking and performance reporting across Titles I–III, facilitates integrated service delivery and co-enrollment, enables coordinated case management across programs, and provides a common platform for documenting participant services and outcomes.

AlaskaJobs enables Alaska Job Center staff and service providers to maintain comprehensive participant records, including:

- Planned and actual services
- Training activities and supportive service costs
- Individual Employment Plans and Individual Service Strategies
- Referrals to partner agencies and co-enrolled services
- Case notes and funding sources across programs

AlaskaJobs functions as the system of record for eligibility determination, data validation elements, and required documentation, including measurable skill gains, credentials, training justification, training dates, and follow-up services, supporting accurate federal reporting through PIRL.

The system also serves as a virtual Alaska Job Center, allowing job seekers and employers to:

- Search and apply for jobs
- Post and review resumes
- Recruit and screen candidates
- Access labor market information and career exploration tools

AlaskaJobs interfaces with Unemployment Insurance wage records to support employment verification and performance reporting. Automated data exchange enhances coordination, supports co-enrollment, and improves service delivery statewide.

Program-Specific System Coordination

Vocational Rehabilitation (Title IV) utilizes the AWARE management information system to support case management, financial tracking, and federal reporting requirements under the Rehabilitation Services Administration.

While VR operates within a distinct system, coordination with AlaskaJobs supports referrals, co-enrollment, and integrated service planning consistent with Section II(c)(2), ensuring alignment across core programs.

Labor Market Information and Planning Systems

Labor market information is provided through the DOLWD Research and Analysis Section, which maintains access to wage records, employment data, and education and training data from the Department of Education and Early Development and the University of Alaska.

These systems support:

- Data-informed workforce planning and policy development
- Sector strategy implementation and career pathway design
- Training investment decisions aligned with labor market demand
- Performance analysis and continuous improvement

LMI tools, including Alaska Economic Trends and online data portals, provide accessible and actionable information for staff, partners, employers, and job seekers.

Grants Management and Fiscal Systems

The Electronic Grants Administration and Management System (EGrAMS) supports the administration of state and federal workforce grants, including WIOA Youth, Adult Education, Apprenticeship, and SCSEP.

EGrAMS provides standardized processes for application, award, monitoring, and closeout, ensuring accountability and fiscal integrity.

A grants management module for AlaskaJobs is under development and will strengthen alignment between participant-level service data and grant-level financial and performance reporting, enhancing transparency and system interoperability.

Communication, Engagement, and Remote Service Tools

The Semi-Autonomous Research Assistant (SARA) communication system supports participant engagement across WIOA Adult, Dislocated Worker, Wagner-Peyser, Veterans, and Vocational Rehabilitation programs.

SARA supports service delivery through:

- Automated appointment reminders and follow-up communications
- Electronic document submission and collection
- Collection of training progress and employment information
- Post-exit engagement and data validation

SARA improves service access and continuity by allowing participants to communicate and submit documentation remotely. Integration with AlaskaJobs is underway and will expand to additional programs, including WIOA Youth and SCSEP.

Supporting Rural and Remote Service Delivery

Alaska's operating systems support hybrid and virtual service delivery models essential for serving rural and remote communities.

These strategies include:

- Mobile-friendly platforms and online service access
- Remote communication and document submission tools
- Partnerships with libraries, tribal facilities, and community organizations

These approaches reduce geographic barriers and ensure equitable access to workforce services while maintaining consistent service quality statewide.

Coordination with Data and Technology Strategies

Operating systems described in this section align with data governance, privacy, and modernization efforts described in Section III(b)(6) – Program Data.

Together, these systems support:

- Secure data sharing across programs
- Accurate and timely performance reporting
- Continuous improvement and evaluation
- Evidence-based workforce planning

System Impact and Alignment with AWF

Through integrated operating systems, Alaska strengthens workforce system performance by:

- Supporting coordinated service delivery and co-enrollment
- Improving data quality, reporting accuracy, and program accountability
- Expanding access through virtual and remote service delivery
- Enhancing decision-making through labor market and performance data
- Strengthening alignment across workforce programs and partners

These systems provide the operational foundation for implementing Alaska's Workforce Future and delivering coordinated, customer-centered workforce services statewide.

(2) The State policies that will support the implementation of the State's strategies (for example, co-enrollment policies and universal intake processes where appropriate). In addition, provide the State's guidelines on State-administered one-stop partner programs' contributions to the one-stop delivery system, along with any additional guidance on one-stop partner contributions.

Overview – State Policy Framework

Alaska's workforce system is supported by a comprehensive set of State policies that enable implementation of the strategies described in Sections II(b) and II(c), while maintaining program-specific statutory and regulatory requirements. These policies provide a framework for coordinated service delivery, shared accountability, and consistent administration across core programs and one-stop partners.

State policies are developed and maintained collaboratively across the Alaska Workforce Investment Board (AWIB), the Department of Labor and Workforce Development (DOLWD), including the Division of Employment and Training Services (DETS), the Division of Vocational Rehabilitation (DVR), and the Senior Community Service Employment Program (SCSEP). Policies apply to State staff and are incorporated into subaward agreements to ensure alignment and compliance among subrecipients.

Alaska's policy approach emphasizes flexibility, consistency, and alignment with Alaska's Workforce Future (AWF), supporting integrated service delivery across urban and rural areas while allowing programs to operate within their respective statutory authorities.

Key Elements – State Policies

- Enables coordinated service delivery, co-enrollment, and shared accountability across core programs and partners
- Supports consistent intake, referral, and case management processes across the Alaska Job Center Network
- Defines roles, responsibilities, and contributions of one-stop partners, including service delivery, infrastructure, and staffing
- Ensures universal access to workforce services, including accessibility for individuals with disabilities and those in rural communities
- Establishes standards for fiscal integrity, performance accountability, and data quality across programs
- Provides guidance for grant administration, subrecipient oversight, and compliance with federal and state requirements
- Supports integration of workforce strategies, including career pathways, sector partnerships, and work-based learning
- Promotes continuous improvement through policy communication, training, monitoring, and updates

Policies Supporting Integration, Co-Enrollment, and Service Alignment

State policies support system integration and coordinated service delivery by establishing consistent expectations for co-enrollment, referrals, and, where appropriate, shared service strategies.

These policies:

- Support co-enrollment across WIOA core programs and partners where it enhances participant outcomes
- Enable coordinated intake, assessment, and referral processes across the Alaska Job Center Network
- Promote shared case management practices and documentation standards within AlaskaJobs
- Support alignment of services across career pathways, sector strategies, and work-based learning models

Co-enrollment is actively implemented through coordinated intake, shared case management practices, and the use of AlaskaJobs to document services and track participant progress across programs.

Policies such as co-enrollment, participant common exit, and data integrity ensure that programs coordinate services, maintain compliance with federal reporting and performance requirements, and support consistent service delivery across the workforce system.

Supporting workforce policies governing system operations, data sharing, and coordinated service delivery are provided in Appendix D – Policy Inventory.

Universal Access and One-Stop Partner Roles

State policies establish expectations for one-stop partner contributions to the Alaska Job Center Network, including service delivery, infrastructure support, and access to services.

These policies support:

- Provision of career, training, and supportive services through the one-stop system
- Universal access to services, including accessibility for individuals with disabilities
- Coordination of partner staff and resources within Alaska Job Centers
- Delivery of services through in-person, virtual, and hybrid models

The One-Stop Operator Memorandum of Understanding (MOU) and Infrastructure Funding Agreement (IFA) define partner roles, responsibilities, and cost-sharing arrangements consistent with WIOA Section 121(c). These agreements support coordinated service delivery, cross-training of staff, and ongoing system improvement through

structured collaboration. Additional details regarding the MOU and Infrastructure Funding Agreement are provided in Section III(a).

Policy Communication, Implementation, and Oversight

Alaska ensures that policies are effectively communicated, implemented, and monitored across all programs and service providers.

This is achieved through:

- Publicly accessible policy manuals and guidance posted on DOLWD and AWIB websites
- Incorporation of policy requirements into grant agreements and subrecipient contracts
- Staff training and technical assistance to support consistent implementation
- Monitoring, data validation, and oversight processes to ensure compliance
- Corrective action procedures and continuous improvement practices

Policies are reviewed and updated periodically to reflect federal guidance, program changes, and system improvement efforts, ensuring continued alignment with TEGL guidance and statewide workforce strategies.

Core Program Policy Areas

Alaska maintains a comprehensive set of policies that support program administration, service delivery, and accountability across WIOA Title I, Wagner-Peyser, Adult Education, Vocational Rehabilitation, and SCSEP.

Key policy areas include:

- Eligibility determination and priority of service
- Co-enrollment and integrated service delivery
- Supportive services and training investments
- Data collection, reporting, and performance accountability
- Fiscal management, allowable costs, and subrecipient oversight
- Equal opportunity, accessibility, and nondiscrimination
- Monitoring, audit, and corrective action procedures

State Policy Inventory – Summary Examples

The State maintains detailed policy inventories across all core programs and partners. Examples of key policies include:

Policy area	Example policy	Policy number
Co-enrollment	Co-enrollment policy	07-505.1
Eligible training providers	Eligible training provider list	07-501.2
Data integrity	Data integrity policy	07-541
Supportive services	Supportive services policy	07-521.2
Rapid response	Rapid response activities	07-545.1
Priority of service	Veterans' priority of service	07-509.1

These examples reflect the types of policies that support coordinated service delivery, accountability, and compliance across the workforce system.

Full Policy Inventory and Public Access

Detailed policy inventories, including comprehensive listings of policy titles and numbers for WIOA Title I, Wagner-Peyser, Adult Education, Vocational Rehabilitation, and SCSEP programs, are provided in Appendix D – State Workforce Policy Inventory.

These policies are maintained on publicly accessible State websites. They are incorporated into program guidance, administrative procedures, and subrecipient agreements to support consistent statewide implementation and compliance with applicable federal and state requirements.

System Impact and Alignment with AWF

Through a coordinated and comprehensive policy framework, Alaska supports implementation of workforce strategies by:

- Enabling integrated service delivery and co-enrollment
- Establishing clear expectations for partner roles and contributions
- Ensuring accountability, consistency, and compliance across programs
- Supporting equitable access to workforce services statewide
- Promoting continuous improvement and system performance

These policies provide the foundation for implementing Alaska's Workforce Future and ensuring coordinated, high-quality workforce services across the State.

(3) State Program and State Board Overview.

(A) State Agency Organization. Describe the organization and delivery systems at the State and local levels for the programs covered in the plan, including the organizational structure. Include an organizational chart.

Overview – State Agency Organization

Alaska's workforce system is organized through a coordinated state agency structure that defines clear roles for governance, program administration, and service delivery across core and partner programs. This structure enables integrated service delivery, strengthens cross-program coordination, and ensures compliance with statutory authority, funding requirements, and performance accountability.

Alaska's workforce development system is administered through a coordinated organizational structure that supports statewide planning, policy alignment, and service delivery consistent with the Workforce Innovation and Opportunity Act (WIOA) and Alaska's Workforce Future (AWF). Core workforce programs and Combined Plan partner programs are administered by designated state agencies and delivered through the Alaska Job Center Network (AJCN), ensuring coordinated, customer-centered access to employment and training services.

Key Elements – State Agency Organization

Alaska's workforce system is organized through a coordinated state agency structure that:

- Defines clear roles for governance, program administration, and service delivery
- Aligns core programs and partner programs within the Department of Labor and Workforce Development
- Supports integrated service delivery through the Alaska Job Center Network
- Enables coordination, co-enrollment, and shared planning across programs and partners
- Maintains compliance with statutory authority, funding requirements, and performance accountability

State Workforce Governance and Oversight

The Alaska Workforce Investment Board (AWIB) serves as the State Workforce Development Board and provides strategic oversight, policy direction, and performance accountability for Alaska's workforce system. AWIB advises the Governor and Legislature, establishes statewide workforce policies, and supports alignment of workforce programs with economic and industry needs.

AWIB's role is focused on governance, strategic planning, and grant oversight. Responsibility for program operations, fiscal management, and service delivery remains with the administering state agencies, consistent with each program's statutory authority and funding requirements.

AWIB also provides oversight for additional statewide workforce initiatives, including the State Training and Employment Program (STEP), Alaska Construction Academies, and the Technical Vocational Education Program (TVEP), supporting alignment of these initiatives with statewide workforce strategies.

Administration of Core Programs

Core workforce programs are administered within the Department of Labor and Workforce Development (DOLWD) as follows:

- **WIOA Title I – Adult and Dislocated Worker**
Administered by the Division of Employment and Training Services (DETS), which is responsible for program operations, grant administration, performance accountability, and service delivery through the Alaska Job Center Network.
- **WIOA Title I – Youth**
Administered by AWIB through competitively awarded subrecipients. Service delivery is coordinated through the Alaska Job Center Network and aligned with statewide workforce strategies.
- **WIOA Title II – Adult Education and Family Literacy Act (AEFLA)**
Administered by DETS, with services delivered through competitively awarded providers. Adult education services are coordinated with workforce programs to support education, training, and employment pathways.
- **WIOA Title III – Wagner-Peyser Employment Services**
Administered by DETS and delivered through the Alaska Job Center Network. Services include labor exchange, job matching, employer engagement, and career services for job seekers and employers.
- **WIOA Title IV – Vocational Rehabilitation**
Administered by the Division of Vocational Rehabilitation (DVR), which provides services to individuals with disabilities and coordinates with other workforce programs to support integrated service delivery and employment outcomes.

Administration of the Combined Plan Partner Program

The Senior Community Service Employment Program (SCSEP), known in Alaska as the Mature Alaskans Seeking Skills Training (MASST) program, is administered by DVR. SCSEP services are coordinated through the Alaska Job Center Network to support employment and training opportunities for eligible older workers, consistent with federal requirements.

Service Delivery Through the Alaska Job Center Network

The Alaska Job Center Network serves as the primary, integrated service delivery system for WIOA core and partner programs. Alaska operates a network of job centers and affiliated service sites across the state, providing access to workforce services in urban and rural communities.

Alaska Job Center staff deliver career services, training referrals, employer services, and supportive service coordination using a “no wrong door” approach that ensures customers are connected to appropriate services across programs. Referrals between programs are conducted as “warm hand-offs,” in which staff coordinate directly with partner programs to connect participants to services and ensure continuity of service delivery.

Service delivery includes:

- In-person services at job centers and partner locations
- Itinerant service delivery in rural and remote communities
- Virtual and technology-enabled services to expand access to services statewide

AJCs serve as access points for multiple programs, including Title I, Wagner-Peyser, Adult Education referrals, Vocational Rehabilitation, and SCSEP. Where programs are not co-located, standardized referral processes ensure coordinated access to services. Alaska Job Center staff provide individualized career services, including assessment, employment planning, job search assistance, and referrals to training and supportive services based on participant needs.

Integrated Service Delivery and Customer Flow

AJC staff conduct initial assessments to identify participant needs, skill levels, and barriers to employment. Based on this assessment, individuals are connected to appropriate services, including career services, training, education, or supportive services.

This coordinated approach supports:

- Co-enrollment across programs where appropriate
- Access to training, education, and work-based learning opportunities
- Connection to supportive services such as transportation and childcare
- Improved participant outcomes through aligned service strategies

Participants may also access self-service tools through AlaskaJobs, including job search, labor market information, and career exploration resources.

Additional Programs and System Integration

In addition to WIOA core programs, DETS administers several workforce- and employment-related programs, including Trade Adjustment Assistance, Jobs for Veterans State Grant (JVSG), Fidelity Bonding, Foreign Labor Certification, and Work Opportunity Tax Credit. These programs are integrated within the Alaska Job Center Network to support comprehensive service delivery.

Employer services are supported through dedicated Business Connection staff within AJCs, strengthening relationships with employers and aligning workforce services with industry needs.

Organizational Structure and Reporting

All core and Combined Plan partner programs operate within DOLWD, supporting coordination, alignment, and shared planning across workforce programs.

Reporting relationships, administrative responsibilities, and coordination structures are documented through:

- State policies and administrative guidance
- Memoranda of Understanding (MOUs) and Infrastructure Funding Agreements (IFAs)
- One-Stop Operator (OSO) agreements
- Interagency coordination processes

An organizational chart depicting the State's workforce system structure, including governance and program administration, is provided in Appendix E – Organizational Chart Reference and is maintained by DOLWD. The organizational chart supports transparency and clarity in roles, responsibilities, and reporting relationships across Alaska's workforce system.

Alignment with Alaska's Workforce Future

This organizational structure supports Alaska's Workforce Future by enabling coordinated planning, aligned service delivery, and shared accountability across workforce programs. Clear delineation of governance, administration, and service delivery roles ensures efficient implementation of workforce strategies while maintaining compliance with WIOA requirements during the PY 2026–2027 State Plan modification period.

(B) *State Board.* Describe the State Board activities that will assist State Board members and staff in carrying out State Board functions effectively. Also, provide a membership roster for the State Board consistent with 20 CFR 679.110-120, including members' organizational affiliations and position titles.

Overview – State Workforce Development Board

Alaska's State Workforce Development Board, the Alaska Workforce Investment Board (AWIB), provides strategic leadership, policy direction, and oversight for the workforce system in accordance with WIOA requirements. The Board supports implementation of Alaska's Workforce Future (AWF) by aligning workforce, education, and economic development strategies, promoting continuous improvement, and ensuring accountability across core programs and partners.

AWIB operates in accordance with Section 101 of the Workforce Innovation and Opportunity Act (WIOA) and 20 CFR Part 679. The Board provides statewide leadership while program administration and service delivery are carried out by State agencies, including the Department of Labor and Workforce Development (DOLWD) and partner programs.

Key Elements – State Workforce Development Board Functions

- Establishes statewide workforce policies and approves the WIOA State Plan and modifications
- Provides oversight of performance accountability and continuous improvement under WIOA
- Ensures alignment across workforce, education, and economic development systems
- Engages business and industry to inform workforce strategies and sector priorities
- Maintains governance responsibilities while program administration remains with State agencies

AWIB's core functions, consistent with WIOA section 101(d), include development and approval of the State Plan, establishment of statewide workforce policies, oversight of performance accountability under WIOA section 116, and promotion of system alignment and continuous improvement. These responsibilities are carried out in coordination with DOLWD and partner agencies, consistent with statutory authorities and funding requirements.

Board Structure and Governance

AWIB operates as a business-led board with membership that meets all composition requirements under WIOA section 101(b) and 20 CFR 679.110–120. Membership includes representatives from business and industry, workforce, education and training, economic development, labor organizations, and government agencies. This structure ensures that employer perspectives drive workforce strategy while supporting coordination across programs and systems.

The Board meets regularly to conduct official business, review performance outcomes, approve policies, and provide strategic direction. Meetings are conducted in accordance with Alaska's public meeting requirements, supporting transparency and stakeholder engagement.

Committees and Workgroups

To carry out its responsibilities effectively, AWIB utilizes standing committees and ad hoc workgroups focused on key functional areas, including strategy development, performance and accountability, policy review, and system alignment.

These groups:

- Conduct detailed analysis and review of workforce system issues
- Engage stakeholders and subject matter experts
- Develop recommendations for Board consideration
- Support implementation of Board priorities and initiatives

Committees operate in an advisory capacity, and the full Board takes all formal actions in accordance with WIOA requirements. This structure supports focused oversight while maintaining alignment with the Board's statutory responsibilities.

Coordination with Economic Development

AWIB plays a central role in aligning workforce development strategies with statewide and regional economic development priorities. The Board coordinates with state and regional economic development entities to ensure workforce strategies support industry growth, infrastructure investments, and emerging economic opportunities.

This coordination includes:

- Integrating labor market information and economic data into workforce planning and policy decisions
- Aligning sector strategies and career pathways with priority industries and regional economic initiatives
- Supporting employer-driven workforce solutions that respond to current and projected labor demand
- Facilitating collaboration among workforce, education, and economic development partners to support talent pipelines

Through this coordination, AWIB ensures that workforce investments complement economic development efforts while maintaining clear separation of statutory roles, funding authority, and performance accountability.

Oversight, Accountability, and Continuous Improvement

AWIB carries out oversight and accountability responsibilities to ensure effective stewardship of workforce resources. These functions include reviewing statewide performance outcomes under WIOA section 116, monitoring progress toward negotiated performance levels, and supporting continuous improvement across the workforce system.

Performance data, labor market information, and evaluation findings inform Board decision-making and policy direction. These activities support data-driven planning, responsible resource use, and alignment with Alaska's Workforce Future framework.

Board Support and Capacity Building

DOLWD provides administrative, analytical, and technical support to AWIB to ensure the Board can effectively carry out its statutory responsibilities.

This support includes:

- Meeting coordination and administrative support
- Development of performance dashboards and briefing materials
- Policy analysis and technical guidance
- Access to labor market and economic data

Board members receive orientation and ongoing training to support informed participation, including briefings on WIOA requirements, workforce system performance, economic conditions, and emerging workforce trends.

These activities strengthen Board capacity, support effective governance, and ensure that Board members are equipped to carry out their responsibilities.

Transparency and Public Access

Information regarding AWIB membership, composition, and meeting materials is publicly available at:

<https://www.awib.alaska.gov>

A current roster of AWIB membership, including representation categories consistent with WIOA section 101(b) and 20 CFR 679.110–120, is provided in Appendix F – Alaska Workforce Investment Board (AWIB) and is maintained on the AWIB website.

This transparency supports stakeholder engagement, public accountability, and compliance with state and federal requirements, including WIOA and applicable open meeting laws.

(4) Assessment and Evaluation of Programs and One-Stop Program Partners.

(A) Assessment of Core and One-Stop Program Partner Programs. Describe how the core programs will be assessed each year based on State performance accountability measures described in section 116(b) of WIOA. Describe how the other one-stop delivery system partner program services and the Combined State Plan partner programs included in the plan will be assessed each year. This State assessment must include the quality, effectiveness, and improvement of programs broken down by local area or provider. Such state assessments should take into account local and regional planning goals.

Overview – Assessment Framework

Alaska evaluates the effectiveness of core programs and one-stop partner programs through a coordinated, data-driven framework that supports performance accountability and continuous improvement across the workforce system. These efforts support implementation of Alaska’s Workforce Future (AWF) by integrating performance metrics, monitoring processes, and stakeholder input to assess outcomes and inform system improvements, while maintaining program-specific statutory authority and accountability.

Key Elements – Assessment of Core and One-Stop Partner Programs

- Utilizes WIOA section 116 primary indicators of performance and related program accountability measures
- Integrates program monitoring, Alaska Job Center certification, and compliance reviews
- Applies labor market information and outcome data to assess system performance
- Incorporates stakeholder and customer feedback, as available
- Supports continuous improvement while maintaining program-specific statutory authority and accountability

Assessment Framework and Scope

Alaska assesses the effectiveness, quality, and continuous improvement of its workforce development system through a coordinated, data-driven approach aligned with the goals and priorities of Alaska’s Workforce Future.

Core programs, Combined Plan partner programs, and one-stop partner programs are assessed annually using WIOA performance accountability measures, program-specific requirements, and State monitoring processes during the PY 2026–2027 State Plan modification period.

Assessment activities evaluate:

- program performance against WIOA section 116 primary indicators
- quality and effectiveness of service delivery
- alignment with State and regional workforce priorities
- outcomes for participants and employers

Assessments are conducted at multiple levels, including statewide, regional, and provider levels, to ensure that program performance reflects local conditions, service strategies, and population needs. This approach supports evaluation of the coordinated service delivery and alignment strategies described in Section II(c)(2).

Assessment Methods and Tools

The State employs multiple methods to evaluate program performance and system effectiveness, including:

- WIOA section 116 primary indicators of performance and related program accountability measures
- Program monitoring and compliance reviews conducted by the Department of Labor and Workforce Development (DOLWD)
- Alaska Job Center certification and recertification processes, consistent with WIOA and 20 CFR 678.800
- Analysis of labor market information and program outcome data
- Stakeholder and customer feedback, as available

These tools provide complementary perspectives on program effectiveness, service quality, and system alignment, supporting data-informed decision-making across the workforce system.

Local, Regional, and Provider-Level Assessment

Alaska evaluates program performance and service delivery at the local, regional, and provider levels to ensure that workforce services are responsive to local labor market conditions and regional economic priorities.

This includes:

- Review of performance outcomes by provider and program
- Monitoring of service delivery quality and compliance at the provider level
- Assessment of alignment with regional sector strategies and workforce priorities
- Consideration of geographic factors, including rural and remote service delivery challenges

These assessments support targeted technical assistance, performance improvement strategies, and alignment with local and regional planning goals.

Roles and Responsibilities

Assessment responsibilities are shared across the workforce system consistent with statutory roles.

- The Department of Labor and Workforce Development (DOLWD) is responsible for program monitoring, performance reporting, and operational oversight of workforce programs
- The Alaska Workforce Investment Board (AWIB) provides system-level oversight by reviewing statewide performance outcomes, monitoring progress toward negotiated performance levels, and supporting alignment with statewide workforce strategies
- Core programs and one-stop partners conduct assessment activities within their respective authorities and contribute to system-level evaluation through data reporting, coordination, and continuous improvement

This structure ensures clear separation between governance, oversight, and program administration while supporting coordinated system evaluation.

Continuous Improvement Approach

Assessment results are used to support continuous improvement, quality assurance, and alignment with statewide workforce priorities. Findings inform:

- Technical assistance and capacity-building activities
- Policy clarification and updates
- Service delivery improvements and program design adjustments
- Strategic planning and resource alignment

These activities support continuous improvement within existing statutory and funding authorities and do not create new program requirements or performance obligations. This approach promotes accountability, transparency, and system effectiveness while maintaining flexibility to respond to evolving workforce and economic conditions.

(B) Previous Assessment Results. For each four-year state plan and state plan modification, provide the results of assessments of the effectiveness of the core programs and other one-stop partner programs and Combined State Plan partner programs included in the Unified or Combined State plan during the preceding 2-year period (i.e., the 2 years of the plan modification cycle), in accordance with methods described in 4(A) Describe how the State is adapting its strategies based on these assessments.

Overview – Prior Assessment Findings

Alaska's prior assessment activities identified key system-level themes that inform current workforce strategies and continuous improvement efforts across the workforce system. These findings support the implementation of Alaska's Workforce Future (AWF) by highlighting opportunities to strengthen coordination, expand access, and improve alignment with labor market demand.

Prior Assessment Activities

During the prior planning period, Alaska conducted ongoing assessment activities across core programs, Combined State Plan partner programs, and one-stop partner programs. These activities included:

- Review of performance outcomes using WIOA section 116 primary indicators
- Program monitoring and compliance reviews conducted by the Department of Labor and Workforce Development (DOLWD)
- Alaska Job Center certification and recertification processes
- Analysis of workforce system data and labor market information
- Consideration of stakeholder and customer feedback, as available

These assessments were conducted in accordance with WIOA requirements and aligned with Alaska's Workforce Future framework. Findings from these activities provide the foundation for the assessment framework described in Section III(b)(4)(A).

Key Findings from Prior Assessments

Prior assessments identified several system-level findings related to service delivery, access, and system alignment, including:

- The importance of coordinated service delivery and co-enrollment to improve customer access, navigation, and outcomes
- Variability in service capacity across regions due to geographic, staffing, and infrastructure constraints
- The value of employer engagement and sector strategies in aligning training with labor market demand
- The need to strengthen equitable access for populations facing barriers to employment

These findings reflect system-wide trends observed across programs rather than program-specific compliance determinations.

Use of Assessment Results

Assessment results were used to inform workforce system improvements and strengthen service delivery across programs. Actions taken include:

- Policy clarification and guidance to support consistent implementation across programs and providers
- Targeted technical assistance and capacity-building activities for service providers
- Adjustments to service delivery models, including expanded use of virtual and partner-based services
- Refinement of statewide workforce priorities and strategies to better align with labor market demand

These actions supported improved coordination, service quality, and responsiveness to Alaska's economic and workforce conditions.

Adaptation of Strategies Based on Assessment Results

Findings from prior assessments directly informed the strategic vision, goals, and alignment strategies described in Sections II(b) and II(c). In particular, Alaska has:

- Strengthened coordinated service delivery and co-enrollment strategies across programs
- Expanded virtual and hybrid service delivery models to improve access in rural and remote communities
- Enhanced employer engagement and sector partnership strategies to align training with industry demand
- Increased focus on equitable access and service strategies for populations with barriers to employment

These adaptations reflect a data-informed approach to system improvement and support alignment with statewide workforce priorities.

Continuous Improvement and System Alignment

Assessment findings continue to inform ongoing continuous improvement efforts during the PY 2026–2027 State Plan modification period. Alaska uses performance data, monitoring results, and stakeholder input to guide planning, policy development, and service delivery enhancements.

These efforts reinforce Alaska’s commitment to:

- Data-informed decision-making
- Continuous system improvement
- Alignment across workforce, education, and economic development systems
- Responsiveness to changing workforce and economic conditions

This approach ensures that Alaska’s workforce system remains effective, accountable, and aligned with federal and state workforce priorities while maintaining program integrity and respecting statutory roles and funding authorities.

(C) Evaluation. Describe how the State will conduct evaluations and research projects of activities carried out in the State under WIOA core programs; how such projects will be coordinated with, and designed in conjunction with, State and local boards and with State agencies responsible for the administration of all respective core programs; and, further, how the projects will be coordinated with the evaluations provided for by the Secretary of Labor and the Secretary of Education under WIOA (WIOA Section 116(e)).

Overview – Evaluation

Alaska conducts evaluations and applied research activities to assess the effectiveness of workforce programs, improve service delivery, and inform continuous improvement across WIOA core programs. Evaluation efforts are coordinated across State agencies, the Alaska Workforce Investment Board (AWIB), and program partners to ensure alignment with statewide workforce strategies and federal requirements under WIOA Section 116(e). The State’s evaluation approach emphasizes data-driven decision-making, cross-program coordination, and evidence-based practices to strengthen system performance and improve outcomes for participants and employers.

Key Elements – Evaluation Approach

Alaska’s evaluation framework includes:

- Use of data and research to assess program effectiveness and participant outcomes
- Coordination of evaluation activities across WIOA core programs and partner programs
- Integration of evaluation findings into policy, program design, and service delivery
- Alignment with evaluation priorities established by the U.S. Departments of Labor and Education
- Use of both program-specific and cross-program evaluation strategies
- Collaboration with internal and external partners to ensure methodological rigor

- Continuous improvement through application of evaluation results

Coordination of Evaluation Activities

Evaluation and research activities are coordinated across core programs and partner agencies to ensure alignment with statewide workforce priorities and statutory requirements.

- The Alaska Workforce Investment Board (AWIB) provides strategic oversight and supports alignment with statewide workforce strategies
- The Department of Labor and Workforce Development (DOLWD), including the Research and Analysis Section, supports data analysis, research design, and evaluation implementation
- Core programs and partner agencies collaborate in the design and execution of evaluation activities within their respective program authorities

Evaluation activities are developed in coordination with State and program leadership and are informed by workforce system priorities, performance outcomes, and identified areas for improvement.

Alaska also coordinates evaluation efforts with federal evaluation activities conducted by the U.S. Department of Labor and the U.S. Department of Education, consistent with WIOA Section 116(e), to ensure alignment with national research priorities and methodologies.

Re-employment Services and Eligibility Assessment (RESEA) Evaluation

Alaska is evaluating its Re-employment Services and Eligibility Assessment (RESEA) program to assess the effectiveness of interventions to improve reemployment outcomes for Unemployment Insurance claimants.

UI claimants are selected based on location and identified employment barriers and are invited to participate in RESEA interviews conducted by Wagner-Peyser staff within the Alaska Job Center Network. These services support continued eligibility for benefits while connecting individuals to reemployment services, including referrals to WIOA Title I, Title II, Title III, and Title IV programs.

To strengthen evaluation rigor, Alaska has implemented a random-assignment evaluation design that compares outcomes between participants who receive standard RESEA services and those who receive an enhanced intervention.

Key elements of this evaluation include:

- Random assignment of participants into treatment and control groups
- Implementation of a second RESEA interview as the primary intervention
- Measurement of outcomes, including employment status, median earnings, duration of unemployment insurance benefits, and benefit expenditures

Alaska has adapted its evaluation design to address challenges associated with small population size and geographic dispersion. The evaluation is conducted in collaboration with Unemployment Insurance program staff, the Research and Analysis Section, and external evaluation partners, including Abt Global.

Implementation of the evaluation is ongoing, with continued refinement of methodology and timelines as resources allow. This approach supports reliable and actionable findings aligned with federal evaluation standards.

Evaluation Peer Learning Cohort (EvalPLC)

Alaska participates in the WorkforceGPS Evaluation Peer Learning Cohort (EvalPLC) to strengthen evaluation capacity and advance cross-program evaluation strategies.

Through participation in recent cohorts, representatives from all WIOA core programs and AWIB have collaborated to:

- Develop shared evaluation approaches across programs
- Strengthen cross-program communication and coordination
- Identify strategies to evaluate integrated service delivery and co-enrollment
- Align evaluation efforts with federal guidance and best practices

As part of this work, Alaska collaborated with U.S. Department of Labor Employment and Training Administration staff to develop an evaluation proposal that addresses challenges such as small sample sizes and geographic dispersion while maintaining alignment with WIOA Section 116(e).

Cross-Program Evaluation and Continuous Improvement

Alaska's evaluation activities support broader system improvement by informing policy development, program design, and service delivery across workforce programs.

These efforts:

- Support evaluation of integrated service delivery and co-enrollment strategies
- Promote consistent and coordinated evaluation approaches across programs
- Inform decision-making related to workforce investments and service strategies
- Strengthen evidence-based practices to improve participant and employer outcomes

Evaluation findings are incorporated into planning, policy development, and system improvements to ensure that Alaska's workforce system remains responsive, data-informed, and aligned with statewide and federal workforce priorities.

[\(5\) Distribution of Funds for Core Programs. Describe the methods and factors the State will use in distributing funds under the core programs in accordance with the provisions authorizing such distributions.](#)

[\(A\) For Title I programs, describe the written policies that establish the State's methods and factors used to distribute funds to local areas for—](#)

Overview – Title I Formula Distribution

Alaska distributes Title I Youth, Adult, and Dislocated Worker funds under its Single State Local Area designation through a coordinated, data-driven methodology that aligns funding decisions with regional economic conditions, workforce needs, and statewide priorities. This approach supports the implementation of Alaska's Workforce Future (AWF) by ensuring that workforce investments are made.

are responsive, equitable, and aligned with labor market demand across Alaska's diverse geographic regions. The Alaska Department of Labor and Workforce Development (DOLWD), in coordination with the Alaska Workforce Investment Board (AWIB), administers Title I funds statewide. Funding methodologies are established in Within-State Funding Allocation Policy 07-518.1 and are consistent with WIOA sections 128(b) and 133(b), as applicable, and implementing federal regulations.

Across all funding streams, Alaska applies objective labor market and demographic data, utilizes six economic regions for planning and analysis, and balances formula-based distribution with administrative flexibility to respond to changing economic conditions. This approach ensures that resources are directed to areas of greatest need while supporting statewide workforce strategies and service delivery across urban, rural, and remote communities.

Key Elements – Title I Formula Distribution

- Single-state local area model: Title I funds are administered statewide to ensure coordinated planning, consistent policy implementation, and equitable access to services
- Data-driven allocation: Funding methodologies are based on WIOA statutory factors, labor market information, and demographic data to reflect regional need
- Six economic regions: Used to inform funding distribution, planning, and performance analysis
- Standard reservations: Each funding stream includes reservations for statewide administration (5 percent) and statewide activities (10 percent), with additional Rapid Response funding for Dislocated Worker programs
- Formula-based distribution: Youth, Adult, and Dislocated Worker funds are allocated using federally defined factors and weighted methodologies aligned with WIOA requirements
- Competitive and strategic investments: Youth funds are primarily distributed through competitive grants, while Adult and Dislocated Worker funds support both formula-driven and programmatic investments
- Alignment with AWF priorities: Funding supports sector strategies, work-based learning, career pathways, and services for priority populations
- Flexibility and responsiveness: The State retains the ability to adjust allocations and transfer funds between programs in response to economic conditions and workforce needs
- Support for rural and remote communities: Allocation methodologies account for geographic barriers and access challenges

(i) Youth activities in accordance with WIOA section 128(b)(2) or (b)(3),

Alaska distributes Title I Youth funds through a statewide, data-informed methodology that aligns funding decisions with regional need, workforce priorities, and program performance. This approach supports strategic investment in youth services, promotes equitable access, and strengthens alignment between funding, service delivery, and outcomes.

The State's methodology is established in Within-State Funding Allocation Policy 07-518.1, consistent with WIOA section 128(b) and 20 CFR 681.400.

Each program year:

- Five percent (5 percent) of funds are reserved for statewide administration
- Ten percent (10 percent) is reserved for statewide activities supporting AWF priorities

The majority of remaining funds are distributed through competitive grants, consistent with Alaska's Single State Local Area designation, to ensure statewide access, service quality, and alignment with workforce priorities.

For planning and analysis, funding distribution is informed by Alaska's six economic regions: Anchorage/Mat-Su, Gulf Coast, Interior, Northern, Southeast, and Southwest. Funds are evaluated using three factors, each weighted equally (33.3 percent):

1. Areas of substantial unemployment
Relative number of unemployed individuals in areas with unemployment rates of 6.5 percent or higher
2. Excess unemployment
Relative number of unemployed individuals in areas with unemployment rates of 4.5 percent or higher
3. Disadvantaged youth population
Relative number of disadvantaged youth compared to the statewide total

This framework ensures that Youth funding is responsive to regional economic conditions and population needs while maintaining flexibility to support innovative service delivery models and priority populations.

(ii) Adult and training activities in accordance with WIOA section 133(b)(2) or (b)(3),

Alaska distributes Title I Adult funds through a statewide, data-driven methodology aligned with labor market conditions, economic need, and workforce system priorities.

The State's methodology is established in Within-State Funding Allocation Policy 07-518.1, consistent with WIOA section 133(b)(2).

Each program year:

- Five percent (5 percent) of funds are reserved for statewide administration
- Ten percent (10 percent) is reserved for statewide activities

Remaining funds are distributed across Alaska's six economic regions using labor market data from the DOLWD Research and Analysis Section.

Funds are allocated using four factors, each weighted equally (25 percent):

1. Areas of substantial unemployment
2. Excess unemployment
3. Disadvantaged adult population
4. Employed individuals

Adult program funds support services, including Individual Training Accounts (ITAs), career services, and supportive services delivered through the Alaska Job Center Network.

The Division of Employment and Training Services (DETS) Director, or designee, may:

- Adjust allocations to ensure effective use of funds
- Respond to emerging workforce needs and regional economic conditions

Alaska permits transfer of up to 100 percent of funds between Adult and Dislocated Worker programs, with appropriate approval, to support system responsiveness.

(iii) Dislocated worker employment and training activities in accordance with WIOA section 133(b)(2) and based on data and weights assigned.

Alaska distributes Title I Dislocated Worker funds through a coordinated, data-driven methodology that reflects economic conditions, employment disruptions, and regional workforce needs.

The State's methodology is established in Within-State Funding Allocation Policy 07-518.1, consistent with WIOA section 133(b)(2).

Each program year:

- Five percent (5 percent) of funds are reserved for statewide administration
- Ten percent (10 percent) is reserved for statewide activities
- Up to twenty-five percent (25 percent) is reserved for Rapid Response activities

Remaining funds are distributed across Alaska's six economic regions using labor market data from the DOLWD Research and Analysis Section.

Funds are allocated using four factors, each weighted equally (25 percent):

1. Insured unemployment
2. Unemployment concentrations (areas of substantial unemployment)

3. Long-term unemployment (15 weeks or more)
4. Employed individuals

Dislocated Worker funds support career services, training, Rapid Response, and reemployment activities delivered through the Alaska Job Center Network.

The DETS Director, or designee, may:

- Adjust allocations in response to dislocation events or emerging needs
- Coordinate funding with Rapid Response and employer engagement strategies

Alaska's ability to transfer funds between Adult and Dislocated Worker programs further enhances flexibility and responsiveness.

(B) For Title II:

Overview – Title II Distribution

Alaska distributes Adult Education and Family Literacy Act (AEFLA) funds through a competitive grant process that ensures direct and equitable access to eligible providers statewide. This approach supports the implementation of Alaska's Workforce Future (AWF) by aligning adult education services with workforce priorities, expanding access to education and training opportunities, and improving outcomes for individuals facing barriers to employment, in accordance with federal requirements.

Key Elements – Title II Distribution (AEFLA)

- Distributes AEFLA funds through a competitive grant process to eligible providers statewide
- Supports adult education, Integrated English Literacy and Civics Education (IELCE), and correctional education programs
- Ensures alignment with federal requirements and allowable activities under AEFLA
- Promotes equitable access to services across Alaska's regions, including rural and remote communities
- Aligns adult education services with workforce priorities, career pathways, and employment outcomes

(i) Describe the methods and factors the eligible agency will use to distribute Title II funds.

Distribution of Funds

Title II funds are awarded as multi-year AEFLA grants to eligible providers of adult education services. The Alaska Adult Education (AAE) office administers these funds through a competitive grant process to support the delivery of adult education activities statewide.

Regional AEFLA grants are awarded to providers serving Alaska's geographic regions, with separate competitions conducted for each region. In addition, statewide competitions are conducted for:

- Integrated English Literacy and Civics Education (IELCE)
- Correctional education and education for other institutionalized individuals

Funding is contingent upon federal and state appropriations, federal allocations to the State, and approval of the Alaska WIOA Combined State Plan.

The AAE office ensures that no more than 20 percent of AEFLA funds made available for local activities are used for correctional education, consistent with WIOA Title II requirements and 34 CFR Part 463.

Funding Factors and Award Determination

While AEFLA funds are awarded through a competitive process, the AAE office applies consistent factors to inform award amounts and ensure equitable distribution across regions. These factors include:

- Base funding level of \$100,000
- Average measurable skill gain (MSG) performance based on the three most recent full years of available data
- Average full-time student enrollment based on the three most recent full years of available data

Continuation of multi-year grants is contingent upon:

- Program performance during the previous grant cycle
- Compliance with applicable state and federal program requirements

These factors support equitable distribution while maintaining accountability for performance and outcomes.

(ii) Describe how the eligible agency will ensure “direct and equitable access to apply and compete for” funds and how the eligible agency will ensure that it is using “the same grant or contract announcement and application procedure for all eligible providers”. [(WIOA Title II Section 231(c)(1)-(2)]

Eligible Providers and Competitive Process

Eligible providers, as defined in WIOA section 203(5), include organizations with demonstrated effectiveness in providing adult education and literacy activities.

The AAE office ensures direct and equitable access to AEFLA funds by:

- Issuing a statewide Request for Grant Applications (RGA) through Alaska’s public notice system
- Providing uniform application instructions, timelines, and requirements for all applicants
- Ensuring all applicants are evaluated using the same criteria and review process
- Conducting a competitive review process consistent with WIOA section 231(e) and 34 CFR 463.20–463.30

All eligible providers, including those not previously funded, are provided a fair and equitable opportunity to compete for funding.

Applications are evaluated in accordance with the 13 considerations identified in WIOA section 231(e), including demonstrated effectiveness, alignment with local and regional workforce needs, and the ability to serve individuals with barriers to employment.

Program-Specific Allocations

Integrated English Literacy and Civics Education (IELCE)

The IELCE program is funded solely through federal AEFLA funds. Allocations are determined annually by the U.S. Department of Education and awarded through a statewide competitive process consistent with federal requirements.

Correctional Education

Correctional education and education for other institutionalized individuals are funded through AEFLA funds in accordance with WIOA Title II and 34 CFR Part 463.

Not more than 20 percent of funds available for local activities are used for these purposes. The AAE office allocates correctional education funding consistent with federal requirements and state-established funding and performance considerations.

(C) Vocational Rehabilitation Program: In the case of a State that, under section 101(a)(2)(A)(i) of the Rehabilitation Act designates a State agency to administer the part of the Vocational Rehabilitation (VR) services portion of the Unified or Combined State Plan under which VR services are provided for individuals who are blind, describe the process and the factors used by the State to determine the distribution of funds among the two VR agencies in the State.

Overview – Vocational Rehabilitation Fund Distribution

Alaska administers the Vocational Rehabilitation (VR) program through a single designated State agency, the Division of Vocational Rehabilitation (DVR), within the Alaska Department of Labor and Workforce Development (DOLWD). This structure supports implementation of Alaska's Workforce Future (AWF) by providing a unified approach to VR service delivery, ensuring consistent statewide access, and maintaining alignment with federal requirements under the Rehabilitation Act.

Key Elements – Vocational Rehabilitation Fund Distribution

- Administers VR services through a single designated State agency (DVR)
- Provides services to all eligible individuals, including individuals who are blind or visually impaired, within a combined agency structure
- Does not designate a separate agency for individuals who are blind under section 101(a)(2)(A)(i) of the Rehabilitation Act
- Does not require the distribution of VR funds among multiple VR agencies

Alaska has not designated a separate State agency to administer VR services for individuals who are blind under section 101(a)(2)(A)(i) of the Rehabilitation Act. As a result, all VR services, including those for individuals who are blind or visually impaired, are administered through the Division of Vocational Rehabilitation as a combined agency.

Because Alaska operates a single VR agency, there is no distribution of VR funds between multiple VR agencies. Accordingly, the requirements of this section are not applicable.

(6) Program Data

(A) Data Alignment and Integration. Describe the plans of the lead State agencies with responsibility for the administration of the core programs, along with the State Board, to align and integrate available workforce and education data systems for the core programs, unemployment insurance programs, and education through postsecondary education, and to the extent possible, the Combined State Plan partner programs included in this plan. The description of the State's plan for integrating data systems should include the State's goals for achieving integration and any progress to date. Describe data-collection and reporting processes used for all programs and activities, including the State's process to collect and report data on co-enrollment, and for those present in the one-stop centers.

Overview – Data Alignment and Integration

Alaska's workforce system uses aligned data systems, coordinated governance, and standardized reporting practices to support integrated service delivery, performance accountability, and continuous improvement across WIOA core programs, Combined Plan partners, and one-stop partners. Consistent with Alaska's Workforce Future (AWF), data alignment efforts emphasize improved access, equity, and system modernization while maintaining statutory program integrity, system security, and data privacy protections.

Key Elements – Data Alignment and Integration

- Supports interoperability and exchange of common data elements across WIOA core programs
- Enables coordinated case management, co-enrollment tracking, and referral management across programs
- Ensures accurate and consistent federal reporting through standardized data elements, including PIRL
- Strengthens performance accountability through data validation, monitoring, and outcome analysis
- Protects confidential information through data-sharing agreements, user access controls, and privacy safeguards
- Supports evaluation, labor market analysis, and continuous improvement through integrated data systems

(i) Describe the State's plans to make the management information systems for the core programs interoperable to maximize the efficient exchange of common data elements to support assessment and evaluation.

Alaska utilizes AlaskaJobs, the State's implementation of the Virtual OneStop (VOS) system, as the primary management information system (MIS) for WIOA Titles I–B (Adult, Dislocated Worker, Youth), Title II Adult Education, and Title III Wagner-Peyser Employment Services, as well as Trade Adjustment Assistance and the Work Opportunity Tax Credit program. AlaskaJobs supports the collection, standardization, and exchange of common data elements required for assessment, evaluation, and federal reporting, including the Participant Individual Record Layout (PIRL).

WIOA Title IV Vocational Rehabilitation (VR) services are administered through the AWARE case management system, which supports individualized service planning and federal reporting requirements. While AlaskaJobs and AWARE remain distinct due to differing statutory and programmatic requirements, Alaska supports interoperability through data-sharing agreements, standardized data elements, use of common identifiers where appropriate, and coordinated reporting protocols.

The Department of Labor and Workforce Development's Research and Analysis (R&A) Section facilitates cross-system data alignment through automated wage record matching using Unemployment Insurance (UI) data, and by coordinating with partner agencies, including the Department of Education and Early Development and the University of Alaska. These efforts support program evaluation, labor market analysis, and outcome reporting. Alaska's approach prioritizes functional interoperability and data alignment to support coordinated service delivery and performance accountability rather than full system consolidation.

Data Collection, Validation, and System Use

Core program staff and subrecipients are responsible for collecting and entering participant data into applicable systems. While processes vary by program, data collection and reporting practices are aligned to support consistency, accuracy, and reporting integrity across the workforce system.

Youth, Adult, and Dislocated Worker programs utilize a paper application process, with data subsequently entered into AlaskaJobs by Alaska Job Center (AJC) or subrecipient staff. The Department of Labor and Workforce Development conducts quarterly data validation to verify accuracy and completeness and performs ongoing analysis of performance metrics to assess trends and outcomes. Results are shared with AJC leadership and program management to support continuous improvement.

The State is actively evaluating modernization strategies, including transitioning from paper-based applications to direct system entry using remote signature capabilities, to improve efficiency, reduce duplication, and enhance data timeliness.

Wagner-Peyser participants complete online registration in AlaskaJobs, with service information generated through system activity and supplemented by staff-entered services as needed. Adult Education providers collect participant data and enter it into AlaskaJobs to support case management and federal reporting.

Vocational Rehabilitation maintains participant data in AWARE, while SCSEP participant data are entered into the USDOL SCSEP Performance and Results Quarterly Performance Reporting (SPARQ/GPMS) system to ensure standardized reporting and program oversight.

(ii) Describe the State's plans to integrate data systems to facilitate streamlined intake and service delivery to track participation across all programs included in this plan.

Alaska continues to strengthen streamlined intake and participation tracking by leveraging AlaskaJobs as a shared entry point for employment and training services. AlaskaJobs supports unified customer registration, service tracking, and referrals across WIOA Titles I–III, enabling staff to identify eligibility, support co-enrollment, and reduce duplicative data collection.

Co-enrollment across programs is tracked through AlaskaJobs using participant-level records, service codes, and program enrollment indicators. These data allow staff and system administrators to monitor participation across multiple programs, assess service utilization, and evaluate outcomes associated with co-enrollment strategies. Vocational Rehabilitation maintains intake and case documentation in AWARE in accordance with federal requirements. Coordination across systems is supported through complementary tools and processes, including the Semi-Autonomous Research Assistant (SARA), which supports participant communication, appointment reminders, employment data collection, and post-exit follow-up.

These aligned systems improve customer navigation, particularly in rural and remote communities, and support earlier identification of service needs and the coordination of service planning across programs.

(iii) Explain how the State board will assist the governor in aligning technology and data systems across required one-stop partner programs (including design and implementation of common intake, data collection, etc.) and how such alignment will improve service delivery to individuals, including unemployed individuals.

The Alaska Workforce Investment Board (AWIB) assists the Governor in aligning workforce technology and data systems through its oversight, policy, and coordination roles. AWIB supports system alignment by approving Memoranda of Understanding (MOUs), Infrastructure Funding Agreements (IFAs), and the One-Stop Operator Agreement, which define partner roles, data-sharing expectations, and coordinated service delivery requirements. Additional details regarding the MOU and Infrastructure Funding Agreement are provided in Section III(a).

Through AWF governance structures, AWIB facilitates cross-program collaboration on data priorities, performance trends, and opportunities for system improvement. This coordination promotes transparency, reduces duplication, and reinforces shared accountability for outcomes while ensuring compliance with federal and state requirements.

(iv) Describe the State's data systems and procedures to produce the reports required under section 116, performance accountability system. (WIOA section 116(d)(2)).

Alaska has established coordinated data systems and procedures to produce all reports required under WIOA Section 116(d)(2). Participant data for WIOA Titles I–III, Adult Education, Trade Adjustment Assistance, and partner programs are maintained in AlaskaJobs, supporting standardized reporting and minimizing duplication. Vocational Rehabilitation data are maintained in AWARE and reported in accordance with federal requirements.

AlaskaJobs generates quarterly and annual performance extracts used for federal reporting through the Workforce Integrated Performance System (WIPS). The Research and Analysis Section produces performance dashboards, quarterly analyses, and negotiated performance reviews to support monitoring, compliance, and continuous improvement.

Eligible Training Providers submit program completion data through AlaskaJobs. Additional education data from the University of Alaska system and the Alaska Vocational Technical Center are matched with UI wage records to support outcome reporting and evaluation of training effectiveness.

System Impact and Alignment with AWF

- Supports improved access to services and performance tracking across programs and regions
- Strengthens equity through consistent identification and reporting of outcomes for priority populations
- Advances the modernization of workforce data infrastructure, including exploration of enhanced data-sharing tools, automation, and system improvements to support integrated service delivery and decision-making

These efforts support the strategies described in Sections II(c)(1) and II(c)(2) and provide the foundation for ongoing evaluation and continuous improvement across Alaska's workforce development system.

(B) Assessment of Participants' Post-Program Success. Describe how lead State agencies will use the workforce development system to assess the progress of participants who are exiting from core programs in entering, persisting in, and completing postsecondary education, or entering or remaining in employment. States may choose to set additional performance indicators.

Overview – Post-Program Success

Alaska assesses participant outcomes using federally required WIOA performance indicators, integrated data systems, and supplemental state data sources to support performance accountability and continuous improvement across core programs. These efforts support implementation of Alaska's Workforce Future (AWF) by strengthening data-informed decision-making, improving alignment with labor market demand, and enhancing outcomes for participants, including individuals with barriers to employment.

Key Elements – Assessment Of Participants' Post-Program Success

- Primary measures include WIOA Section 116 performance indicators for employment, earnings, credential attainment, measurable skill gains, and effectiveness in serving employers
- AlaskaJobs serves as the core data system for participant tracking, exits, co-enrollment visibility, and outcome reporting across WIOA Titles I–III
- Post-exit outcomes are measured through wage record matching and administrative data to assess employment and earnings
- Supplemental data sources, including Unemployment Insurance wage records and, where appropriate, Permanent Fund Dividend data, enhance outcome analysis
- Performance results are reviewed by program leadership and the Alaska Workforce Investment Board (AWIB) to inform system improvement
- Data are used to drive continuous improvement, strengthen alignment with labor market demand, and improve outcomes for priority populations

Assessment Framework

Alaska assesses the post-program success of participants exiting core workforce programs by combining WIOA primary performance indicators, integrated data systems, and supplemental state data sources. These activities are administered by lead State agencies responsible for WIOA Titles I–III and are aligned with federal performance accountability requirements.

This framework supports the evaluation of participants' ability to enter employment, retain employment, increase earnings, and transition into, or complete, postsecondary education and training aligned with in-demand industries.

Use Of WIOA Performance Indicators

Lead State agencies assess participant outcomes using the federally required WIOA primary indicators of performance, including:

- Employment in the second quarter after exit
- Employment in the fourth quarter after exit
- Median earnings in the second quarter after exit
- Credential attainment
- Measurable skill gains
- Effectiveness in serving employers, as applicable

These indicators provide a consistent and standardized framework for evaluating post-program success, including participants' entry into employment, retention in employment, wage progression, and completion of education and training programs aligned with workforce demand.

Integrated Data Systems And Post-Exit Tracking

Alaska leverages AlaskaJobs, the State's labor exchange and case management system, to track participant services, co-enrollment across programs, program exits, and outcomes across WIOA Titles I–III and other aligned programs. AlaskaJobs supports consistent data collection, cross-program visibility, and performance reporting aligned with Participant Individual Record Layout (PIRL) requirements.

Post-exit outcomes are assessed through Unemployment Insurance wage record matching, education and training completion data, and other administrative data sources. These processes are conducted in accordance with federal confidentiality requirements and data-sharing agreements.

Where appropriate, data integration supports analysis of participants' transition into postsecondary education, persistence in training, and attainment of industry-recognized credentials.

Supplemental State Data Sources

In addition to federally required data, Alaska uses supplemental state-level data sources to enhance understanding of post-program outcomes:

- Unemployment Insurance wage records include occupational information, supporting analysis of employment placement, job retention, wage progression, and alignment between training and employment outcomes
- Permanent Fund Dividend data, where permissible and appropriate, may be used to identify participant residency patterns and individuals who have exited the State following program participation

Use of these supplemental data sources is analytical in nature and does not affect program eligibility, benefits, or participant rights. These data provide additional insight into workforce mobility, occupational outcomes, and wage progression across Alaska's regional labor markets.

Continuous Improvement And System Learning

Assessment of post-program success informs continuous improvement efforts across the workforce system, within existing statutory authority and available resources. Performance data are reviewed by program leadership and the Alaska Workforce Investment Board (AWIB) to identify trends, disparities, and opportunities for improvement, including:

- Alignment of training investments with labor market demand

- Service effectiveness for priority populations
- Regional differences in outcomes related to geography and access
- Opportunities to strengthen co-enrollment, work-based learning, and employer engagement strategies

PIRL-based performance data are reviewed regularly, including monthly and quarterly analysis, to assess progress toward negotiated performance levels and identify areas for improvement across regions. This ongoing review supports data-informed decision-making, enables high-performing regions to share best practices, and strengthens system-wide performance.

These assessment practices support AWF goals related to system modernization, accountability, and equitable access, and reinforce the data-driven strategies described in Sections II(c)(1) and II(c)(2).

(C) Use of Unemployment Insurance (UI) Wage Record Data. Explain how the State will meet the requirements to utilize quarterly UI wage records for performance accountability, evaluations, and as a source for workforce and labor market information, consistent with Federal and State law. (This Operational Planning element applies to core programs.)

Overview – Use of UI Wage Record Data

Alaska utilizes quarterly Unemployment Insurance (UI) wage records as a primary data source for workforce performance accountability, program evaluation, and labor market information (LMI) development. These data support the State's ability to measure employment outcomes, inform workforce planning, and guide data-driven decision-making across core programs and partner programs.

The use of UI wage records is governed by federal and state law and supported by established data-sharing agreements, ensuring data is used responsibly and in compliance with confidentiality and privacy requirements. These practices align with TEGL 05-25 and TEGL 07-25 and support Alaska's Workforce Future (AWF) priorities related to system modernization, accountability, and continuous improvement.

Key Elements – Use of UI Wage Record Data

- Supports WIOA performance accountability and federal reporting requirements, including employment and earnings outcomes
- Provides a consistent data source for program evaluation and evidence-based workforce planning
- Supports labor market information development, including wage, employment, and industry trend analysis
- Operates under federal and state law, including 20 CFR Part 603 and AS 23.20.100, with formal data-sharing agreements
- Protects confidential information through established data governance, access controls, and privacy safeguards
- Recognizes data limitations and incorporates supplemental data sources to support comprehensive outcome analysis

Use of UI Wage Records for Performance Accountability

Alaska utilizes quarterly Unemployment Insurance (UI) wage records as the primary source for performance accountability, program evaluation, and labor market analysis, consistent with federal requirements. These records are used to calculate and report WIOA primary performance indicators, including employment in the second and fourth quarters after exit and median earnings, providing a reliable and standardized source for measuring participant outcomes across workforce programs.

Wage record data are integrated into performance reporting processes through established data systems and reporting protocols, ensuring compliance with federal requirements and supporting accurate, outcomes-based accountability.

Use of UI Wage Records for Evaluation and Research

The Department of Labor and Workforce Development (DOLWD), through its Research and Analysis (R&A) Section, uses UI wage records to conduct program evaluation and workforce research. These analyses examine employment outcomes, wage progression, industry attachment, and occupational trends to assess program effectiveness and inform system improvements.

UI wage data support evidence-based evaluation aligned with Alaska's workforce strategies and AWF priorities, including sector-based strategies, training alignment, and improved outcomes for priority populations.

Use of UI Wage Records for Labor Market Information

UI wage records are a key input to Alaska's labor market information system. The R&A Section uses these data to produce reports and analyses on employment trends, wage outcomes, and industry demand.

These data support:

- Workforce planning and sector strategies
- Identification of in-demand and emerging occupations
- Alignment of education and training programs with labor market needs

Data Governance and Legal Compliance

Access to and use of UI wage record data are governed by federal regulations, including 20 CFR Part 603, and Alaska State law (AS 23.20.100). Data-sharing agreements and established protocols define how wage data may be accessed, used, and disclosed for authorized purposes.

UI wage records are only used for allowable purposes and are subject to strict confidentiality requirements. Data used for reporting, evaluation, and analysis are de-identified or aggregated unless otherwise permitted by law.

Data Limitations and Supplemental Sources

While UI wage records provide a comprehensive source of employment and earnings data, they do not capture all employment. Limitations include:

- Federal employment not covered by state UI systems
- Self-employment and certain contract work
- Employment in other states not captured through state wage records

To address these limitations, Alaska uses supplemental data sources, including federal data exchanges, administrative datasets, and other available sources, to enhance analysis and provide a more complete understanding of workforce outcomes.

The State uses data, performance outcomes, and partner feedback to support continuous improvement of workforce system operations and service delivery, ensuring ongoing alignment with employer needs and participant outcomes.

[\(D\) Privacy Safeguards. Describe the privacy safeguards incorporated in the State's workforce development system, including safeguards required by section 444 of the General Education Provisions Act \(20 U.S.C. 1232g\) and other applicable Federal laws.](#)

Overview – Privacy Safeguards Across the Workforce Development System

The State of Alaska maintains comprehensive privacy safeguards to protect personally identifiable information (PII) and confidential data across its workforce development system. These safeguards apply to workforce program data, interagency data sharing, and performance reporting. They are grounded in federal and state legal requirements, including the General Education Provisions Act (GEPA), the Family Educational Rights and Privacy Act (FERPA), WIOA section 116(i), and applicable State of Alaska statutes.

Privacy protections are embedded in system design, data governance practices, and staff responsibilities to ensure secure data handling, maintain public trust, and support responsible data use. These efforts align with TEGl 05-25 and TEGl 07-25 and support Alaska's Workforce Future (AWF) priorities related to system modernization, accountability, and data integrity.

Key Elements – Privacy Safeguards

- Restricts access to confidential data through role-based permissions and controlled system access
- Protects data through encryption in transit and at rest, secure file transfer protocols, and restricted-access environments
- Limits sharing of personally identifiable information to authorized purposes and uses de-identified or aggregated data when possible
- Requires regular staff training on confidentiality, data handling, and applicable federal and state requirements
- Governs interagency data sharing through formal agreements and established legal frameworks
- Maintains oversight and monitoring processes to ensure ongoing compliance with privacy and data security standards

Data Protection and System Safeguards

Alaska applies multiple layers of protection to workforce data systems, including AlaskaJobs and other program-specific systems. Access to sensitive data is restricted based on staff roles and job responsibilities, ensuring that only authorized personnel can access or use confidential information.

Data are protected through secure system architecture, including encryption for data transmission and storage, secure file transfer protocols, and restricted-access data environments. Microdata are maintained in controlled environments with established file handling and access protocols to prevent unauthorized use or disclosure.

Interagency Data Sharing and Legal Compliance

Data sharing across the workforce, education, and partner programs is conducted in accordance with applicable federal and state confidentiality requirements, including WIOA, the Privacy Act, FERPA, GEPA, WIOA section 116(i), and Alaska Statute AS 23.20.100.

Formal data-sharing agreements and established protocols govern the exchange of data between agencies, ensuring that:

- Data sharing is limited to authorized purposes consistent with program requirements
- Confidential information is protected during transmission, storage, and use
- Personally identifiable information is disclosed only when permitted by law and necessary for program administration

Education data, including K-12 and postsecondary information, is handled in compliance with FERPA requirements to ensure student privacy protections are maintained.

Performance Reporting and Data Confidentiality

The Department of Labor and Workforce Development (DOLWD) ensures that data used for performance reporting, evaluation, and public reporting are de-identified or aggregated to protect individual privacy.

Unemployment Insurance (UI) wage record data are securely transferred to the Research and Analysis (R&A) Section through controlled system extracts and secure processes. These data undergo quality control review and are stored in restricted-access environments.

Consistent with federal regulations, including 20 CFR 603.5, and state statute (AS 23.20.100), wage record data are released only in aggregated form unless otherwise authorized, ensuring that individual workers and employers cannot be identified.

Staff Training and Data Handling Protocols

Staff who access or manage confidential data, including PII, are required to complete regular training on data privacy, confidentiality, and secure data handling practices.

This includes:

- Annual confidentiality and data security training aligned with State of Alaska requirements
- Federal training opportunities, including those provided by the U.S. Bureau of Labor Statistics and other federal partners
- Ongoing guidance and reinforcement on proper data access, use, and disclosure

These requirements ensure staff maintain current knowledge of privacy standards, legal requirements, and best practices.

Oversight, Monitoring, and Continuous Improvement

Alaska maintains oversight processes to ensure compliance with privacy and data security requirements across the workforce system.

These include:

- Monitoring of data access, system use, and user permissions
- Review of data-sharing agreements and interagency data exchange practices
- Ongoing evaluation of system controls, safeguards, and emerging data security needs

These efforts support continuous improvement, strengthen system integrity, and reinforce the State's commitment to responsible data governance and protection of sensitive information. These policies and practices are reinforced through monitoring, performance reporting, and continuous improvement processes to ensure consistent implementation statewide.

(7) Priority of Service for Veterans.

(A) Describe how the State will implement the priority of service provisions for covered persons in accordance with the requirements of the Jobs for Veterans Act, codified at section 4215 of 38 U.S.C., which applies to all employment and training programs funded in whole or in part by the Department of Labor.

Overview – Priority of Service

Alaska implements Priority of Service (POS) for veterans and eligible spouses in accordance with 38 U.S.C. §4215, the Jobs for Veterans Act (Public Law 107-288), applicable Veterans' Program Letters (including VPL 07-09 and VPL 05-24), and State policy.

Priority of Service applies to all applicable programs administered by the Department of Labor and Workforce Development (DOLWD), including WIOA Title I, Wagner-Peyser Employment Services, Trade Adjustment Assistance, National Dislocated Worker Grants, Senior Community Service Employment Program, Division of Vocational Rehabilitation services, and other federally funded workforce programs. Priority of Service for veterans and eligible spouses is applied in accordance with federal requirements and in coordination with other applicable priority populations, including recipients of public assistance, low-income individuals, and individuals who are basic skills-deficient, to ensure compliance with WIOA priority of service provisions.

Key Elements – Priority of Service Implementation

- Veterans and eligible spouses are identified at the initial point of entry through AlaskaJobs registration and in-person intake processes
- AlaskaJobs requires self-identification and uses system indicators to notify staff of POS eligibility
- Covered persons are informed of their entitlement to priority of service and how it applies to programs and services
- Veterans and eligible spouses receive priority access to employment, training, and placement services
- Priority of service is applied after program eligibility is determined, consistent with federal requirements

Monitoring of Priority of Service

Alaska maintains a structured monitoring framework to ensure consistent implementation of Priority of Service across all workforce programs.

Key Elements – Monitoring of Priority of Service

- Alaska Job Center regional managers monitor POS implementation through operational oversight and reporting
- The Statewide Veterans' Coordinator (SVC) conducts quality assurance reviews of service delivery and outcomes
- Monthly meetings support performance review, issue resolution, and continuous improvement
- Monitoring responsibilities are shared across program leadership and AJC management

Triage and Referral Process for JVSG Services

Alaska utilizes a coordinated triage and referral process to ensure that eligible veterans receive appropriate services through JVSG-funded staff.

Key Elements – Triage and Referral Process

- AlaskaJobs identifies veteran status and screens for significant barriers to employment (SBE)
- Eligible individuals are flagged using JVSG indicators to prompt outreach
- AJC staff conduct initial assessments to determine DVOP eligibility
- Veterans with SBEs who request individualized career services are referred to DVOP specialists

Service Delivery and Coordination

- DVOP specialists provide individualized career services and case management
- Other AJC staff provide services when DVOP staff are not immediately available
- Veterans not meeting DVOP criteria continue to receive Priority of Service through other programs
- A team-based service delivery model ensures coordinated support across staff

(B) Describe how the State will monitor priority of service provisions for veterans.

Alaska maintains a structured monitoring framework to ensure consistent implementation of Priority of Service across all workforce programs and service delivery locations.

Key Elements – Monitoring of Priority of Service

- Alaska Job Center regional managers monitor POS implementation through regular communication with AJC managers and review of operational reports
- The Statewide Veterans' Coordinator (SVC) conducts ongoing quality assurance by reviewing service delivery data, outcomes, and compliance with POS requirements
- Monthly meetings are held with AJC management and veteran program staff to review performance, identify issues, and implement corrective actions

- The SVC meets regularly with the Division of Employment and Training Services (DETS) Assistant Director to address statewide trends, challenges, and improvement strategies
- Monitoring responsibilities are shared across program leadership, with AJCs responsible for day-to-day implementation and compliance

This monitoring structure supports accountability, promotes consistency, and reinforces continuous improvement across Alaska's workforce system.

(C) Describe the triage and referral process for eligible veterans and other populations determined eligible to receive services from the Jobs for Veterans State Grants (JVSG) program's Disabled Veterans' Outreach Program (DVOP) specialist/Consolidated Position.

Alaska utilizes a coordinated triage and referral process to ensure that eligible veterans and other eligible individuals are appropriately served through Jobs for Veterans State Grants (JVSG), including Disabled Veterans' Outreach Program (DVOP) specialists.

JVSG-funded staff, including DVOP specialists and Local Veterans' Employment Representatives (LVERs), provide targeted services to veterans and eligible individuals, particularly those with significant barriers to employment (SBEs), in accordance with federal guidance, including VPL 05-24 and TEGl 03-24.

Key Elements – Triage and Referral Process

- AlaskaJobs identifies veteran status and screens for DVOP eligibility during account creation, including identification of significant barriers to employment
- Eligible individuals are flagged in the system using JVSG indicators and priority levels to prompt outreach and coordination
- Automated notifications are sent to the appropriate Alaska Job Center to initiate contact with eligible veterans requesting services
- AJC staff conduct initial assessments using standardized DVOP eligibility guidance to determine eligibility for individualized career services
- Veterans with significant barriers to employment who request individualized services are referred to DVOP specialists for comprehensive assessment and service planning

Service Delivery and Coordination

- DVOP specialists provide individualized career services, including comprehensive assessments, employment planning, and case management
- If DVOP services are not immediately available, other qualified AJC staff provide services to ensure timely access
- Veterans and eligible spouses who do not meet DVOP eligibility criteria continue to receive Priority of Service through WIOA Title I and Wagner-Peyser programs
- AJCs utilize a team-based service delivery model in which all staff are trained to support veteran services and coordinate with DVOP and LVER staff

This triage and referral process ensures that veterans receive services aligned with their needs, prioritizes individuals with significant barriers to employment, and supports a coordinated, customer-centered approach to service delivery.

[\(8\) Addressing the Accessibility of the One-Stop Delivery System for Individuals with Disabilities.](#) Describe how the one-stop delivery system (including one-stop center operators and the one-stop delivery system partners), will comply with section 188 of WIOA (if applicable) and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the physical and programmatic accessibility of facilities, programs, services, technology, and materials for individuals with disabilities. This must also include a description of compliance, including staff training and support to address the needs of individuals with disabilities. Describe the State's one-stop center certification policy, particularly the accessibility criteria.

Overview – Accessibility for Individuals with Disabilities

Alaska ensures that individuals with disabilities can access workforce services through a comprehensive accessibility framework that includes physical, programmatic, and technological access. These efforts support compliance with WIOA Section 188, the Americans with Disabilities Act (ADA), and 29 CFR Part 38.

Reasonable accommodations are provided upon request to ensure individuals with disabilities can fully participate in workforce programs and services.

Key Elements – Accessibility for Individuals with Disabilities

- Physical accessibility of facilities and service locations
- Programmatic accessibility through accommodations and auxiliary aids
- Multiple service delivery methods, including in-person and virtual services
- Partner coordination to support specialized services
- Staff training and capacity building
- Monitoring and continuous improvement processes

Accessibility Framework and Compliance

- State policy establishes expectations for universal access
- Equal Opportunity Officer oversight ensures compliance
- ADA coordinators provide technical assistance
- Accessibility is integrated into AJC certification and monitoring

Staff Training and Accountability

- Staff receive training on accessibility and disability awareness
- Annual assessments identify and address accessibility barriers
- Managers ensure corrective actions are implemented

Adaptive Technology and Accommodations

- AJCs provide assistive technology and accessibility tools
- Accommodations are individualized based on participant needs
- Coordination with partners supports comprehensive service delivery

Certification and Continuous Improvement

- Accessibility is reviewed through AJC certification processes
- Monitoring ensures compliance and identifies improvements
- Continuous improvement supports evolving accessibility needs

[\(9\) Addressing the Accessibility of the One-Stop Delivery System for Individuals who are English Language Learners.](#) Describe how the one-stop delivery system (including one-stop center operators and the one-stop delivery system partners) will ensure that each one-stop center can meet the needs of English language learners, such as through established procedures, staff training, resources, and other materials. Describe how English language learners will be made aware of the opportunity to enroll and/or co-enroll in all the core programs for which they are eligible.

Overview – Accessibility for English Language Learners

Alaska ensures meaningful access to workforce services for individuals with limited English proficiency (LEP) through language access services, staff training, and partner coordination. These efforts support compliance with WIOA Section 188, Title VI of the Civil Rights Act, and 29 CFR Part 38.

Key Elements – Accessibility for English Language Learners

- Language access services support effective communication
- Service delivery includes in-person, virtual, and partner-supported models
- Staff are trained in communication strategies and culturally responsive practices
- Partner coordination supports English language instruction and workforce services
- Outreach ensures awareness of available programs

Language Access Framework and Compliance

- Interpreter services are available across service delivery points
- Policies support identification and response to language needs
- Equal Opportunity framework supports monitoring and complaint procedures
- These efforts ensure meaningful access consistent with federal guidance on limited English proficiency issued by the U.S. Department of Justice

Language Access Services and Resources

- Telephonic interpreter services are available
- Referral access to interpreter services is provided
- Translated materials are available as appropriate

Access to Core Programs and Co-Enrollment Opportunities

- Individuals are informed of available programs during intake
- Staff provide application assistance across programs
- AlaskaJobs supports referrals and coordination across programs
- Co-enrollment supports integrated service delivery and career pathways
- Staff are trained to identify co-enrollment opportunities during intake and case management, and AlaskaJobs supports cross-program referrals and tracking to facilitate coordinated service delivery

Partner Coordination

- Coordination with Adult Education supports English language instruction
- Workforce partners provide wraparound and employment services
- Collaboration supports career pathway development

Equitable Access Across Alaska

Across all populations, Alaska ensures workforce services are delivered in a coordinated, equitable, and accessible manner. Service delivery strategies reflect Alaska's geographic diversity and include in-person, virtual, and partner-supported approaches.

These efforts establish a unified accessibility and service delivery framework that ensures equitable access, strengthens service quality, and improves employment outcomes across Alaska's workforce system.

IV. COORDINATION WITH STATE PLAN PROGRAMS.

Describe the methods used for joint planning and coordination among the core programs, and with the required one-stop partner programs and other programs and activities included in the Unified or Combined State Plan.

Overview – System Coordination

Alaska operates a coordinated, integrated, and performance-driven statewide workforce development system through shared governance, joint planning, aligned operational structures, and integrated service delivery across programs included in the Unified and Combined State Plan. Coordination among workforce, education, economic development, and human services partners ensures that individuals and employers receive seamless, customer-centered services regardless of program entry point, geographic location, or funding source.

This section describes how Alaska aligns strategies, resources, technology, and partnerships to implement the strategic vision, goals, and state strategies outlined in Section II and to meet the requirements of WIOA and 20 CFR part 678. These efforts are reinforced through monitoring, performance reporting, and continuous improvement processes to ensure consistent implementation statewide.

Key elements – system coordination

- Governance: AWIB provides statewide oversight, policy alignment, and cross-program coordination under Alaska Workforce Future (AWF)
- Joint planning: core and partner programs participate in coordinated planning, implementation, and continuous improvement
- Operational alignment: MOUs, IFAs, and the One-Stop Operator (OSO) Agreement define partner roles, responsibilities, and service coordination
- Integrated service delivery: the Alaska Job Center Network (AJCN) supports co-enrollment, shared intake, coordinated case management, and referrals
- Partner coordination: alignment with required and optional one-stop partners, including education, human services, and economic development systems
- Technology and data: AlaskaJobs and aligned data systems support referrals, service tracking, and performance accountability
- Continuous improvement: system coordination supports access, equity, system modernization, and alignment with labor market demand

Joint Planning and Shared Governance

Alaska's workforce system is governed through the Alaska Workforce Investment Board (AWIB), which provides strategic oversight, policy guidance, and cross-program coordination in partnership with the Department of Labor and Workforce Development (DOLWD). Under the Alaska Workforce Future (AWF) framework, AWIB convenes core programs, Combined Plan partners, required one-stop partners, and key stakeholders to support joint planning, implementation, and continuous improvement.

Staff representing WIOA Titles I–IV, Wagner-Peyser Employment Services, Adult Education and Family Literacy Act (AEFLA), Vocational Rehabilitation, veterans programs, and the Senior Community Service Employment Program (SCSEP) participate in structured interagency coordination. These efforts support the alignment of policies, performance accountability, the administration of the Eligible Training Provider List (ETPL), One-Stop Operator (OSO) oversight, and the implementation of statewide strategies.

The State Plan modification process reflects this joint planning approach and includes coordinated engagement with AWIB, DOLWD divisions, partner agencies, employers, training providers, tribal organizations, and regional stakeholders.

Operational Coordination and One-Stop System Alignment

Operational coordination across programs is implemented through the Alaska Job Center Network (AJCN) using formal mechanisms, including Memoranda of Understanding (MOUs), Infrastructure Funding Agreements (IFAs), the One-Stop Operator (OSO) Agreement, and regular partner coordination meetings at the state and regional levels.

Core and partner programs align service delivery, employer engagement, sector strategies, and career pathway development to ensure consistent, efficient service across regions. Alaska Job Centers serve as the primary access point for integrated services and are supported by itinerant, virtual, and partner-hosted service delivery models in rural and remote communities.

The Senior Community Service Employment Program (SCSEP), administered in Alaska as MASST, is integrated within AJCN operations and participates in coordinated service delivery, including employment services, supportive service alignment, and co-enrollment strategies for older workers.

Coordinated Service Delivery for Individuals

Alaska coordinates service delivery across programs to reduce duplication, improve customer navigation, and support individuals with multiple barriers to employment. Integrated service delivery includes:

- Co-enrollment across WIOA Titles I–IV, Wagner-Peyser, and SCSEP, where appropriate
- Shared or standardized intake and assessment practices within the AJCN
- Coordinated case management and warm handoffs among partners
- Integration of supportive services through aligned workforce and human services programs

Staff are trained to identify co-enrollment opportunities during intake and case management, and AlaskaJobs supports cross-program referrals and tracking to facilitate coordinated service delivery.

Virtual and hybrid service delivery models expand access to services for individuals in rural and remote communities, complementing in-person services and supporting equitable access statewide.

Coordination with Required and Optional One-Stop Partners

Alaska coordinates with required and optional one-stop partners, including Unemployment Insurance (UI), Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T), Perkins Career and Technical Education (CTE), Adult Education, veterans programs, housing and human services agencies, tribal workforce programs, and corrections and reentry partners.

Alaska's experience responding to increased refugee arrivals demonstrates the strength of this coordinated system. Workforce programs collaborated with refugee resettlement organizations, human services partners administering Refugee Support Services and Cash and Medical Assistance, and education providers to support timely access to employment services and continuity of care. These coordination models continue to inform system design and inter-program alignment.

Partner roles, contributions, and expectations are defined through MOUs, IFAs, and the OSO Agreement and are reinforced through cross-training, referral protocols, and shared planning activities. This coordination supports wraparound services addressing barriers such as housing instability, limited English proficiency, behavioral health needs, reentry challenges, and digital access gaps.

All coordination activities are implemented within existing statutory authorities, subject to funding availability, and within program-specific accountability structures. These efforts do not create joint funding obligations or shared performance accountability across programs.

Alignment with Education, Economic Development, and Industry Systems

Alaska's workforce system is aligned with K–12 education, postsecondary institutions, Career and Technical Education programs, the University of Alaska system, regional training centers, Registered Apprenticeship sponsors, and economic development organizations. These partnerships support sector strategies, career pathway development, work-based learning, and alignment of the talent pipeline with employer demand.

Statewide workforce planning is informed by labor market information and sector strategies, ensuring that workforce investments respond to current and projected employer needs while supporting economic development priorities.

Technology and Data Coordination

Technology and data systems support coordination across programs through shared platforms, aligned policies, and data-informed decision-making. AlaskaJobs serves as the primary labor exchange and case management system for WIOA Titles I–III, supporting referrals, service tracking, and performance reporting.

Coordination with other program data systems, including Adult Education, Vocational Rehabilitation, and Unemployment Insurance, as well as labor market information systems, supports integrated planning, cross-program analysis, and continuous improvement.

Link to Strategic Vision and Goals

Through shared governance, coordinated operations, integrated service delivery, and aligned partnerships, Alaska ensures implementation of the strategic vision and goals outlined in Section II(b) and the state strategies in Section II(c).

This coordinated approach strengthens access, equity, system modernization, and performance outcomes, ensuring equitable access, strengthening service quality, and improving employment outcomes across Alaska's workforce system.

V. COMMON ASSURANCES (for all core programs)

V. COMMON ASSURANCES (for all core programs) The Unified or Combined State Plan must include assurances that:		Included
1.	The State has established a policy identifying circumstances that may present a conflict of interest for a State Board or local board member, or the entity or class of officials that the member represents, and procedures to resolve such conflicts.	Yes
2.	The State has established a policy to provide the public (including individuals with disabilities) with access to meetings of State Boards and local boards, as well as information regarding their activities, such as data on board membership and minutes.	Yes
3.	The lead State agencies with optimal policy-making authority and responsibility for the administration of core programs reviewed and commented on the appropriate operational planning elements of the Unified or Combined State Plan, and approved the elements as serving the needs of the populations served by such programs;	Yes
4.	(a) The State obtained input into the development of the Unified or Combined State Plan and provided an opportunity for comment on the plan by representatives of local boards and chief elected officials, businesses, labor organizations, institutions of higher education, the entities responsible for planning or administering the core programs, required one-stop partners and the other Combined Plan programs (if included in the State Plan), other primary stakeholders, including other organizations that provide services to individuals with barriers to employment, and the general public, and that the Unified or Combined State Plan is available and accessible to the general public; (b) The State provided an opportunity for review and comment on the plan by the State Board, including State agency official(s) for the Unemployment Insurance Agency if such official(s) are members of the State Board;	Yes
5.	The State has established, in accordance with WIOA section 116(i), fiscal control and fund accounting procedures that may be necessary to ensure the proper disbursement of, and accounting for, funds paid to the State through allotments made for the core programs to carry out workforce development activities;	Yes
6.	The State has taken appropriate action to secure compliance with uniform administrative requirements in this Act, including that the State will annually monitor local areas to ensure compliance and otherwise take appropriate action to secure compliance with the uniform administrative requirements under WIOA section 184(a)(3);	Yes
7.	The State has taken the appropriate action to comply with WIOA section 188, Nondiscrimination, as applicable.	Yes
8.	The Federal funds received to carry out a core program will not be expended for any purpose other than for activities authorized with respect to such funds under that core program;	Yes
9.	The State will pay an appropriate share (as defined by the State board) of the costs of carrying out section 116, from funds made available through each of the core programs.	Yes
10.	The State has a one-stop certification policy that ensures the physical and programmatic accessibility of all one-stop centers with the Americans with Disabilities Act of 1990 (ADA).	Yes
11.	Service providers have a referral process in place to direct eligible populations to DVOP services when appropriate.	Yes
12.	Priority of service for veterans and eligible spouses is provided in accordance with 38 USC 4215 in all workforce preparation, development, or delivery of programs or services funded directly, in whole or in part, by the Department of Labor.	Yes

VI. PROGRAM-SPECIFIC REQUIREMENTS FOR CORE PROGRAMS

The State must address all program-specific requirements in this section for the WIOA core programs, regardless of whether it submits a Unified or Combined State Plan.

Adult, Dislocated Worker, and Youth Activities under Title I-B.

The Unified or Combined State Plan must include the following with respect to activities carried out under subtitle B—

(a) General Requirements

(1) Regions and Local Workforce Development Areas.

(A) Identify the regions and the local workforce development areas designated in the State.

Overview – Single Statewide Local Area

Alaska operates as a single statewide local workforce development area under an approved waiver from the U.S. Department of Labor, Employment and Training Administration (USDOL ETA). This structure reflects Alaska's unique geographic scale, population distribution, and infrastructure constraints. It supports the implementation of Alaska's Workforce Future (AWF) by enabling coordinated planning, consistent policy implementation, and equitable access to workforce services across the State.

For planning, analysis, and stakeholder engagement, Alaska utilizes six state-designated economic regions. These regions support labor market analysis, sector strategy development, and regional coordination, but do not function as local workforce development areas under WIOA.

Key Elements – Single Statewide Local Area

- Local area designation: Alaska is designated as a single statewide local workforce development area approved by USDOL ETA
- Administrative structure: DOLWD administers WIOA Title I programs statewide, with AWIB serving as both the State and Local Workforce Development Board
- Regional framework: six economic regions are used for planning, analysis, and stakeholder engagement
- No sub-state areas: regions do not function as local workforce development areas under WIOA
- Rationale: Alaska's geographic scale, population distribution, and infrastructure constraints support a unified statewide system
- Outcome: promotes efficiency, consistency, and equitable access to workforce services statewide

Statewide Local Workforce Development Area Designation

USDOL ETA approves the State of Alaska as a single statewide local workforce development area, given its unique geography, population distribution, and labor market conditions. Alaska's vast geographic scale, remote and rural communities, and low population density make a single statewide designation the most effective and efficient structure for workforce planning, service delivery, and fiscal and performance accountability.

Under this designation, the Alaska Department of Labor and Workforce Development (DOLWD), in coordination with the Alaska Workforce Investment Board (AWIB), administers WIOA Title I Adult, Dislocated Worker, and Youth programs statewide rather than through multiple local workforce development areas. This structure supports integrated planning, consistent policy implementation, and equitable access to workforce services across Alaska.

Regional Framework for Planning and Engagement

For planning, analysis, and non-administrative regional engagement, Alaska organizes workforce activities across six state-designated economic regions: Anchorage/Mat-Su, Gulf Coast, Interior, Northern, Southeast, and Southwest. These regions reflect Alaska's economic diversity, geographic scale, and labor market conditions.

These regions are used to support labor market analysis, sector strategy development, stakeholder engagement, and performance review. They do not have administrative authority and do not function as local workforce development areas under WIOA.

Waiver and Governance Structure

Alaska has maintained a single statewide workforce development area for more than a decade under an approved waiver. It continues to demonstrate that this structure promotes efficient use of resources, coordinated service delivery, and responsiveness to regional and statewide workforce needs.

Under this structure, AWIB fulfills both State Workforce Development Board and Local Workforce Development Board responsibilities in accordance with WIOA. This dual role supports streamlined governance, consistent policy direction, and alignment across core programs and partners.

Alignment with State Strategy and System Efficiency

The single statewide designation supports Alaska's Workforce Future (AWF) by enabling coordinated planning across programs, alignment with statewide and regional economic priorities, and consistent accountability for performance outcomes. This structure reduces administrative duplication, strengthens system integration, and supports more efficient use of limited resources.

It also enhances coordination with education, economic development, and human services partners in ways that reflect Alaska's geographic and operational realities, particularly in rural and remote communities.

Cross-Reference to Waiver Authority

Additional detail regarding Alaska's continued use of a single statewide workforce development area and associated waiver authority is provided in Section VI(e), Waiver Requests.

(B) Describe the process and policy used for designating local areas, including procedures for determining whether the local area met the criteria for "performed successfully" and "sustained fiscal integrity" in accordance with 106(b)(2) and (3) of WIOA. Describe the process used for identifying regions and planning regions under section 106(a) of WIOA. This must include a description of how the State consulted with the local boards and elected chief officials to identify the regions.

Overview – Designation Process and Consultation

The Alaska Workforce Investment Board (AWIB) has established formal policies and procedures governing the designation and redesignation of Local Workforce Development Areas in accordance with Section 106 of the Workforce Innovation and Opportunity Act (WIOA). These policies provide a consistent, transparent, and data-informed framework for evaluating local area requests and ensuring alignment with statewide workforce priorities under Alaska's Workforce Future (AWF).

Although Alaska currently operates as a single statewide local workforce development area under an approved waiver, the State maintains this designation framework to ensure it is ready to evaluate future requests in compliance with federal requirements.

Key Elements – Designation Process, Criteria, and Consultation

- Applies WIOA Section 106 criteria for designation and redesignation of local workforce development areas
- Requires demonstration of alignment with labor market areas and coherent economic regions
- Evaluates fiscal, administrative, and reporting capacity to administer WIOA Title I-B programs
- Assesses performance success and sustained fiscal integrity consistent with WIOA requirements
- Utilizes labor market and economic data to inform regional and planning area determinations
- Incorporates structured consultation with state agencies, chief elected officials, and stakeholders

Designation and Redesignation Criteria

Local governing entities seeking designation or redesignation must submit a formal request to the AWIB demonstrating that the proposed area:

- Aligns with established local and regional labor market areas
- Represents a coherent economic development region
- Possesses sufficient federal and non-federal resources, including access to education and training institutions, to administer Adult, Dislocated Worker, and Youth programs under WIOA Title I-B
- Demonstrates the fiscal, administrative, and reporting capacity necessary to meet WIOA performance, financial management, and data reporting requirements

These criteria are applied consistently to support effective local governance, fiscal stewardship, and service delivery capacity.

Performance and Fiscal Integrity Determinations

In accordance with WIOA Section 106(b)(2), a local area is considered to have performed successfully if it has met or exceeded negotiated levels of performance on the WIOA primary indicators of performance for the most recent two consecutive program years, as applicable.

Pursuant to WIOA Section 106(b)(3), sustained fiscal integrity is determined based on the absence of significant audit findings, disallowed costs, or unresolved fiscal monitoring issues, as well as demonstrated compliance with federal and state fiscal reporting and internal control requirements.

The AWIB supports these determinations through regular monitoring and oversight activities, including review of performance outcomes, fiscal records, and reporting systems, in coordination with the Alaska Department of Labor and Workforce Development (DOLWD). These processes are reinforced through ongoing monitoring, performance reporting, and continuous improvement activities to ensure compliance and accountability.

Regional Identification and Use of Data

Regional and planning area determinations are informed by labor market and economic data produced by DOLWD's Research and Analysis Section. Factors considered include industry composition, commuting patterns, population distribution, geographic access, and regional economic conditions.

This data-driven approach supports alignment between workforce planning regions and Alaska's diverse regional economies while accounting for the State's unique geographic and demographic characteristics.

Consultation and Governance

Designation, redesignation, and regional planning decisions are supported through structured consultation processes involving:

- The Alaska Workforce Investment Board, which provides policy oversight and recommendations
- DOLWD divisions, including the Division of Employment and Training Services (DETS) and the Division of Vocational Rehabilitation (DVR), to support operational and programmatic alignment
- Chief elected officials and local stakeholders, whose input is obtained through formal engagement opportunities, public board meetings, and stakeholder consultations

These consultation processes ensure compliance with WIOA Section 106(a) requirements and support transparent, inclusive decision-making aligned with statewide workforce priorities.

AWF governance structures reinforce these processes by ensuring that designation and regional planning decisions align with statewide workforce priorities, sector strategies, and long-term system goals, while preserving program-specific statutory roles and accountability.

Current Status

During the most recent planning cycle, no requests for designation or redesignation of local workforce development areas were submitted. The AWIB will continue to maintain and apply its established designation framework and consultation processes to ensure readiness to evaluate future requests, consistent with WIOA requirements and Alaska's strategic workforce objectives.

While Alaska's local area designation framework supports effective regional governance under WIOA, certain structural and geographic considerations described elsewhere in this Plan may warrant targeted flexibility. Any such flexibility is addressed, where applicable, in Section VI(e).

(C) Provide the appeals process and policy referred to in section 106(b)(5) of WIOA relating to the designation of local areas.

Overview – Appeals Process

The State of Alaska has established a formal appeals process for entities denied designation as a local workforce development area, consistent with Section 106(b)(5) of the Workforce Innovation and Opportunity Act (WIOA) and 20 CFR § 683.640.

This process ensures that applicants have access to a timely, transparent, and fair review of designation decisions, including both State-level and federal review options.

Key Elements – Appeals Process

- Provides a formal appeal process for entities denied local area designation
- Requires written notification of denial, including the basis for the decision
- Allows appeal to the Alaska Workforce Investment Board (AWIB) for review and recommendation
- Establishes a 60-day timeline for State-level appeal decisions
- Provides access to federal review by the U.S. Secretary of Labor, if applicable
- Ensures all appeal determinations are documented and communicated in writing

Initial Determination and Notification

The Governor may approve or deny a request for designation as a local workforce development area. The Alaska Department of Labor and Workforce Development (DOLWD) provides written notification to the applicant of the Governor's determination. If the request is denied, the notification includes the specific reasons for denial.

Appeal to the Alaska Workforce Investment Board (AWIB)

An entity whose request for designation is denied may appeal the decision to the Alaska Workforce Investment Board (AWIB). Appeals must:

- Be submitted in writing to AWIB
- Address each issue cited in the written denial notification

Upon receipt of an appeal, AWIB reviews the appeal in accordance with its established procedures and provides an advisory recommendation based on the merits of the appeal.

State Review Timeline

The State will issue a decision on the appeal within 60 days of receipt. If the appeal results in designation, DOLWD will notify the applicant in writing.

Federal Review

If a decision is not issued within 60 days, or if the appeal to AWIB does not result in designation, the applicant may request a review by the U.S. Secretary of Labor under 20 CFR § 683.640.

Communication of Decisions

All appeal decisions are communicated in writing to the applicant. Written determinations include the outcome of the appeal and information regarding any further review options available under federal law.

(D) Provide the appeals process and policy referred to in section 121(h)(2)(E) of WIOA relating to determinations for infrastructure funding.

Overview – Infrastructure Funding Appeals

Consistent with Section 121(h)(2)(E) of the Workforce Innovation and Opportunity Act (WIOA) and 20 CFR §§ 678.750–678.755, Alaska has established a clear and transparent process for resolving disputes regarding one-stop infrastructure funding determinations under the Infrastructure Funding Agreement (IFA).

This process applies solely to disputes concerning infrastructure cost allocation and partner funding responsibilities. It does not govern disputes arising under other provisions of the Memorandum of Understanding (MOU) or broader programmatic disagreements.

The appeals process emphasizes timely, good-faith resolution at the lowest possible level while ensuring that required one-stop operations and partner participation continue uninterrupted during the dispute period.

Key Elements – Infrastructure Funding Appeals

- Applies to disputes related to one-stop infrastructure funding determinations under the IFA
- Requires good-faith informal resolution before initiating a formal appeal
- Establishes defined timelines for informal resolution and formal appeals
- Provides for written submission, review, and determination by the State
- Ensures continuity of one-stop operations and partner responsibilities during the dispute process
- Maintains consistency with WIOA Section 121(h)(2)(E) and applicable federal regulations

Informal Dispute Resolution

Alaska Job Center Network (AJCN) partners are required to engage in good-faith informal negotiation and mediation to resolve infrastructure funding disputes before initiating a formal appeal. Partners will first attempt to resolve the issue collaboratively through discussion facilitated by the One-Stop Operator (OSO) or another mutually agreed-upon neutral party.

If the dispute is not resolved informally within five (5) business days, any affected partner may initiate a formal appeal.

Formal Appeal to the Alaska Workforce Investment Board

A formal appeal must be submitted in writing to the Alaska Workforce Investment Board (AWIB) Executive Director within fifteen (15) calendar days of the unresolved infrastructure funding determination. The written appeal must include:

- A description of the dispute
- Relevant supporting documentation
- The relief requested

Upon receipt, the AWIB Executive Director reviews the appeal and may request additional information from the parties involved. The Executive Director, in coordination with the AWIB Executive Committee as appropriate, issues a written determination within fifteen (15) calendar days of receipt of the appeal.

Final State Determination

The written determination issued by AWIB constitutes the State's final decision on the infrastructure funding dispute and is binding on all AJCN partners involved in the IFA.

Throughout the appeal process, all partners remain responsible for fulfilling their roles, cost contributions, and service delivery obligations under the existing MOU and IFA to ensure continuity of one-stop operations.

Compliance with Federal Requirements

This appeals process is implemented in accordance with WIOA Section 121(h)(2)(E) and 20 CFR §§ 678.750–678.755 and does not modify or expand statutory appeal rights under federal or state law. The process is designed to promote transparency, fairness, and timely resolution while preserving program integrity and uninterrupted customer access to services.

(2) Statewide Activities.

(A) Provide State policies or guidance for the statewide workforce development system and for the use of State funds for workforce investment activities.

Overview – Statewide Workforce Activities

The State of Alaska uses WIOA Title I-B statewide funds in accordance with section 134(a)(2) and 134(a)(3) of the Workforce Innovation and Opportunity Act (WIOA) to support system-level activities that strengthen alignment, access, equity, and modernization across Alaska's workforce development system.

Statewide activities are designed to complement local service delivery by addressing cross-cutting needs that cannot be effectively met at the local level, particularly given Alaska's geographic scale, regional labor market variation, and workforce system capacity considerations.

Consistent with Alaska's Workforce Future (AWF), statewide investments prioritize initiatives that improve system integration, expand access for populations facing barriers to employment, strengthen employer engagement, and support data-informed planning and decision-making. Statewide investments are periodically reviewed to ensure continued alignment with workforce system needs, performance outcomes, and statutory and regulatory requirements.

Key Elements – Statewide Workforce Policies and Use of Funds

- Utilizes WIOA Title I-B statewide funds consistent with section 134(a)(2) and 134(a)(3)
- Supports system-level activities that complement local service delivery
- Prioritizes access, equity, and services for populations facing barriers to employment
- Advances employer engagement, sector strategies, and work-based learning
- Strengthens system integration, data alignment, and technology modernization
- Supports continuous improvement, monitoring, and accountability across programs

Statewide Investment Priorities Aligned with Alaska's Workforce Future

Statewide workforce funds are used to advance AWF priorities by supporting:

- Access to workforce services for populations facing barriers to employment
- Expansion and modernization of Registered Apprenticeship and work-based learning
- Employer engagement and sector-informed workforce solutions
- System integration, data alignment, and technology modernization
- Continuous improvement, monitoring, and accountability across programs

These investments enhance the effectiveness of local workforce activities while maintaining compliance with WIOA requirements and fiscal integrity standards.

Examples of Allowable Statewide Workforce Activities

Consistent with WIOA Title I-B, statewide workforce funds may be used to support activities that strengthen system alignment, expand access, and address statewide or cross-regional workforce needs that cannot be effectively addressed at the local level.

Examples include, but are not limited to:

- Targeted workforce initiatives for populations facing barriers to employment, including youth, individuals transitioning from institutional settings, veterans, and individuals in rural or remote communities
- Expansion and support of work-based learning and Registered Apprenticeship, including employer engagement, technical assistance, and system coordination
- Capacity-building activities that address statewide training bottlenecks, such as instructor development, curriculum alignment, or credentialing constraints in high-demand occupations
- Employer engagement and sector-informed workforce strategies aligned with statewide or regional labor market priorities
- Technology modernization and data alignment efforts that improve system integration, customer access, and performance accountability
- Continuous improvement, monitoring, and evaluation activities that support effective use of workforce funds and inform policy and system design

Statewide activities are selected and implemented based on demonstrated workforce needs, alignment with AWF priorities, and compliance with federal and state requirements.

Policy Framework, Oversight, and Accountability

Statewide workforce activities are governed by Alaska Workforce Investment Board (AWIB) policies and administered by the Alaska Department of Labor and Workforce Development (DOLWD) in accordance with WIOA and state requirements. Policies supporting statewide activities include, but are not limited to:

- Co-enrollment policy (07-505.1)
- Eligible training provider list policy (07-501.2)
- Priority populations policies (07-517.1, 07-503.3)
- Supportive services policy (07-521.1)
- Data integrity and monitoring policies (07-541, 07-523.2)
- Universal access and equal opportunity policies (07-516, 07-506.4)

Statewide workforce funds have historically supported the development and implementation of AlaskaJobs, the State's integrated labor exchange and case management system serving WIOA Titles I–III and partner programs. AlaskaJobs functions as core system infrastructure, supporting coordinated service delivery, reducing duplication, enabling remote and mobile access, and ensuring consistent performance reporting across the workforce system.

Through ongoing policy oversight, system governance, and alignment of statewide and local workforce activities, Alaska ensures that AlaskaJobs and other shared system assets continue to support AWF goals, strengthen system integration, and promote equitable access to workforce services across the state.

(B) Describe how the State intends to use the Governor's set-aside funding for mandatory and discretionary activities, including how the State will conduct evaluations of Title I Adult, Dislocated Worker, and Youth activities.

Overview – Governor's Set-Aside Funds

The State of Alaska uses the Governor's Workforce Innovation and Opportunity Act (WIOA) Title I-B statewide reserve (up to 15 percent) in accordance with WIOA section 134(a)(2)(B), section 134(a)(3), and 20 CFR § 682.200 to support required and allowable statewide workforce activities.

These funds support system alignment, performance improvement, innovation, and accountability across Alaska's workforce development system and are administered by the Department of Labor and Workforce Development (DOLWD). Investments are aligned with the strategic vision and goals outlined in Alaska's Workforce Future (AWF).

Governor's set-aside funds are used to address statewide and cross-regional workforce needs that cannot be effectively met solely through local funding, particularly given Alaska's geographic scale, regional labor market variability, and workforce system capacity considerations. Use of these funds is periodically reviewed and, as appropriate, adjusted to respond to changing workforce conditions, performance outcomes, and federal and state requirements.

Key Elements – Governor's Set-Aside Funds

- Utilizes up to 15 percent of WIOA Title I-B funds for statewide workforce activities
- Supports required and allowable activities under WIOA section 134(a)(2) and (3)
- Funds Rapid Response, ETPL maintenance, monitoring, and system infrastructure
- Supports system improvement, innovation, and employer-driven strategies
- Advances access and services for populations facing barriers to employment
- Strengthens data alignment, performance accountability, and continuous improvement

Mandatory Statewide Activities

Consistent with WIOA requirements, Governor's set-aside funds are used to carry out required statewide workforce activities, including, but not limited to:

- Rapid response activities to support workers and employers affected by layoffs, closures, or other economic disruptions
- Maintenance and dissemination of the eligible training provider list (ETPL)
- Monitoring, oversight, and fiscal integrity functions to ensure compliance with federal and state requirements
- Technical assistance and staff development for Alaska Job Center staff and one-stop partners
- Operation and maintenance of fiscal, performance, and management information systems
- Addressing performance deficiencies and supporting corrective action, as necessary

These activities ensure the foundational integrity, responsiveness, and accountability of Alaska's workforce system.

Discretionary Statewide Investments Aligned with Alaska's Workforce Future

In addition to required activities, Governor's set-aside funds are used to support allowable statewide initiatives that advance AWF priorities and strengthen system performance. These investments may include:

- System improvement and innovation efforts that enhance alignment across core and partner programs
- Expansion and modernization of Registered Apprenticeship and other work-based learning models, including employer engagement and system coordination

- Initiatives that address barriers to employment for priority populations, including youth, individuals in rural or remote communities, individuals transitioning from institutional settings, veterans, and others facing significant obstacles to workforce participation
- Regional and sector-based strategies that support employer-driven workforce solutions aligned with Alaska's economic needs
- Data alignment, analysis, and modernization efforts that improve transparency, performance management, and data-informed decision-making

Discretionary investments are selected based on demonstrated workforce need, alignment with AWF priorities, system capacity, and the potential to generate statewide or cross-regional impact.

Evaluation, Continuous Improvement, and Innovation

Governor's set-aside funds support evaluation and continuous improvement activities designed to strengthen the effectiveness of Title I Adult, Dislocated Worker, and Youth programs. Alaska uses a combination of performance analysis, monitoring, and targeted evaluation to assess program outcomes and inform policy and operational improvements.

Evaluation activities include:

- Analysis of WIOA primary indicators of performance, including employment, earnings, credential attainment, and measurable skill gains
- Use of AlaskaJobs data and Unemployment Insurance (UI) wage records to assess participant outcomes and system effectiveness
- Monitoring reviews and quality assurance processes to evaluate program design, service delivery, and compliance
- Identification of performance trends, service gaps, and opportunities for system improvement across regions and populations
- Targeted evaluation or pilot initiatives, as appropriate, to test innovative service delivery strategies or workforce interventions

Findings from evaluation and performance analysis inform policy updates, technical assistance, resource allocation, and continuous improvement efforts across the workforce system.

Oversight, Policy Alignment, and Accountability

The use of Governor's set-aside funds is guided by Alaska Workforce Investment Board (AWIB) policy and administered by DOLWD in accordance with WIOA and applicable state requirements. Policies supporting these activities include those related to co-enrollment, priority populations, supportive services, monitoring, data integrity, and equal opportunity and universal access.

Through these investments and oversight mechanisms, Alaska ensures that governors' set-aside funds support AWF goals, promote equitable access to workforce services, strengthen system alignment, and enhance the effectiveness and sustainability of the statewide workforce development system.

[\(C\) Describe how the State will utilize Rapid Response funds to respond to layoffs and plant closings and coordinate services to aid companies quickly and their affected workers. States should also describe any layoff aversion strategies they have implemented to address at-risk companies and workers.](#)

Overview – Rapid Response

The State of Alaska delivers Rapid Response (RR) services as a coordinated, employer-focused, and worker-centered function of the statewide workforce system. Rapid Response activities are implemented through the Department of Labor and Workforce Development (DOLWD) and the Alaska Job Center Network (AJCN) to provide

timely assistance to employers and workers affected by layoffs, closures, economic dislocations, or natural disasters.

These activities are carried out in accordance with WIOA section 134(a)(2)(A) and 20 CFR part 682, subpart D, and align with Alaska's Workforce Future (AWF) by supporting system integration, equitable access, and economic stability across regions. Rapid Response serves as both an early intervention strategy and a primary entry point into Alaska's broader workforce development system.

Through coordinated engagement with employers, workforce partners, education providers, and economic development entities, Rapid Response supports efforts to avert layoffs where feasible. It assists affected workers in transitioning efficiently to reemployment, training, or other appropriate services.

Key Elements – Rapid Response Activities

- Provides timely assistance to employers and workers affected by layoffs, closures, or workforce disruptions
- Utilizes multiple data sources, including WARN notices, Unemployment Insurance data, and partner referrals, to identify and respond to events
- Integrates Rapid Response with the Alaska Job Center Network and WIOA core and partner programs
- Supports layoff aversion strategies through employer engagement, workforce retention, and upskilling efforts
- Ensures access to reemployment services, training, and supportive services
- Promotes equitable access for workers in rural, remote, and underserved communities
- Applies Rapid Response quality principles, including timeliness, customer choice, seamless service delivery, and strong partnerships

Rapid Response Delivery And Coordination

Rapid Response activities are initiated through multiple notification sources, including Worker Adjustment and Retraining Notification (WARN) notices, Unemployment Insurance (UI) claims data, direct employer contact, labor organizations, media reports, and referrals from workforce and economic development partners. Upon notification, Rapid Response staff coordinate with employers to assess workforce needs and determine appropriate intervention strategies.

Rapid Response services are provided for all qualifying dislocation events and are initiated when one or more of the following occur:

- Announcement or notification of a mass layoff (50 or more workers)
- A mass job dislocation resulting from a natural or other disaster
- Filing of a WARN notice
- Filing of a Trade Adjustment Assistance petition
- Announcement or notification of a permanent closure, regardless of size

Services are delivered through flexible on-site, virtual, and hybrid approaches to ensure access across Alaska's diverse geographic regions. Rapid Response meetings provide information on workforce services, Unemployment Insurance benefits, job search assistance, training and retraining opportunities, career planning, and referrals to partner programs and community resources.

Rapid Response teams include a statewide coordinator, regional representatives, and trained backup staff to ensure consistent statewide coverage and rapid deployment. Data from Unemployment Insurance and the Research and Analysis Section are used to identify potential layoffs early and support proactive response and planning.

Integration With The Alaska Job Center Network

Rapid Response activities are fully integrated into the Alaska Job Center Network and coordinated with WIOA core programs, Combined Plan partner programs, and required one-stop partners. Rapid Response staff collaborate with AJCN staff to ensure that affected workers are promptly connected to career services, training opportunities, supportive services, and reemployment assistance.

This integrated approach supports seamless transitions from Rapid Response engagement to ongoing workforce services, reduces duplication, and improves service navigation for both employers and workers. Coordination with AJCN business services staff also supports continued employer engagement and alignment with regional labor market needs.

Layoff Aversion And Employer Engagement

Layoff aversion is a core component of Alaska's Rapid Response strategy. DOLWD works proactively with employers, industry partners, and economic development entities to identify workforce challenges early and implement strategies to prevent or minimize layoffs where feasible.

Layoff aversion strategies are data-informed, targeted, and responsive to employer needs, and may include:

- Connecting employers with incumbent worker training and upskilling opportunities
- Supporting work-based learning, on-the-job training, and Registered Apprenticeship pathways
- Linking employers to financial resources, including state loan programs and workforce incentives
- Providing information on programs such as the Work Opportunity Tax Credit to offset employment costs
- Coordinating with partner agencies to address operational or workforce challenges

These efforts support business continuity, reduce the duration of unemployment, and strengthen regional economic resilience.

Rapid Response Services And Worker Support

Rapid Response services are tailored to the needs of each dislocation event and may include:

- On-site or virtual worker meetings with representatives from Unemployment Insurance, Employment Services, Career Support and Training Services, Trade Adjustment Assistance, and partner programs
- Job fairs and reemployment workshops focused on résumé development, interview skills, labor market information, and career transition planning
- Access to Alaska Job Center services, including assessments, training opportunities, supportive services, and employer connections
- Information on additional resources such as Pell Grants, the GI Bill, and other education and training supports

Rapid Response ensures that services are delivered in a manner that promotes equitable access, including for individuals with limited English proficiency, workers in rural or remote communities, and individuals with barriers to employment.

Policy And Continuous Improvement

Alaska implements Rapid Response activities in accordance with State policy, including Rapid Response Activities Policy 07-554.1, which establishes procedures, service delivery expectations, and coordination requirements. Performance data, service delivery outcomes, and partner feedback are used to improve Rapid Response activities continuously. These efforts ensure alignment with federal requirements, responsiveness to employer and worker needs, and consistency in service delivery statewide.

System Impact And Alignment With Alaska's Workforce Future

Rapid Response activities contribute to a more integrated, responsive, and equitable workforce system by supporting employer stability, facilitating timely worker transitions, and strengthening the State's capacity to respond to economic disruptions.

These activities complement other statewide workforce investments described in Section VI(a)(2) and support AWF goals related to system modernization, access, and economic opportunity for workers and employers statewide.

[\(D\) Describe the State policies and procedures to provide Rapid Responses in cases of natural disasters, including coordination with FEMA and other entities.](#)

Overview – Disaster Rapid Response

Alaska's workforce system maintains the capacity to implement Rapid Response activities during natural disasters in accordance with WIOA section 134(a)(2)(A), 20 CFR part 682, subpart D, and applicable federal disaster guidance. These activities support impacted workers, employers, and communities and are a key component of statewide workforce preparedness and economic resilience.

Given Alaska's vast geography, regional diversity, and exposure to natural hazards including wildfires, flooding, earthquakes, severe storms, and other emergencies, disaster-related Rapid Response is integrated into the State's broader workforce and emergency response framework.

Rapid Response is coordinated with federal, state, and local partners to ensure impacted communities, businesses, and workers receive timely, appropriate, and non-duplicative services tailored to the specific characteristics of each disaster event.

Key Elements – Disaster Rapid Response

- Provides Rapid Response services to workers and employers affected by natural disasters
- Coordinates with federal, state, and local emergency management and recovery partners
- Delivers services through the Alaska Job Center Network using in-person, virtual, and hybrid models
- Supports access to Unemployment Insurance, Disaster Unemployment Assistance, and workforce services
- Utilizes National Dislocated Worker Grants, as appropriate, to support disaster recovery employment and training
- Ensures services are tailored to the scale, geography, and impact of each disaster event
- Maintains compliance with statutory authority, funding availability, and program accountability requirements

Coordination With Emergency Management And Recovery Partners

The Alaska Department of Labor and Workforce Development (DOLWD) coordinates Rapid Response activities during natural disasters in collaboration with key partners, including the Alaska Division of Homeland Security and Emergency Management (DHS&EM), the Federal Emergency Management Agency (FEMA), the Bureau of Land Management, the Alaska Interagency Coordination Center, and local community organizations.

This coordination ensures alignment between workforce response activities and broader emergency response and recovery efforts. It supports the timely deployment of services while avoiding duplication and ensuring that affected workers and employers are connected to appropriate resources.

Disaster-Related Rapid Response Activities

Rapid Response activities during natural disasters are tailored to the specific conditions, scale, and location of each event and may include:

- Worker outreach and information sessions delivered on-site, virtually, or through community-based access points
- Assistance with accessing Unemployment Insurance and Disaster Unemployment Assistance benefits
- Referrals to career services, training opportunities, and supportive services
- Coordination with employers experiencing workforce disruptions or temporary closures
- Deployment of staff to community locations, including resource tables or temporary service sites, to provide direct assistance and referrals

Services are delivered through the Alaska Job Center Network and regional workforce partners to ensure accessibility across urban, rural, and remote communities.

Use Of National Dislocated Worker Grants

When appropriate and subject to federal approval and funding availability, National Dislocated Worker Grants (NDWGs) are utilized to support disaster-related employment and training activities. The Rapid Response Coordinator assesses disaster impacts and makes recommendations regarding NDWG applications based on workforce needs and recovery priorities.

NDWG-funded activities may include:

- Temporary disaster-relief employment to support cleanup, recovery, and humanitarian assistance
- Training and reemployment services for workers dislocated due to disaster events
- Supportive services to address barriers to employment during recovery

These activities are implemented in accordance with federal guidance and in coordination with emergency management and community partners to support recovery while avoiding duplication of services.

Rapid Response Delivery And Community Engagement During Disasters

Rapid Response services during disasters are delivered through flexible, adaptive strategies to meet community needs. Depending on the event, services may include formal Rapid Response meetings, participation in community recovery events, or deployment of staff to centralized locations to provide information and assistance.

Services may include information on unemployment benefits, Disaster Unemployment Assistance, temporary employment opportunities, workforce services, small business support resources, and referrals to partner programs. This approach ensures that workers, businesses, and communities have access to timely and relevant information during periods of disruption.

Alignment With Alaska's Workforce Future And Program Guardrails

Rapid Response during natural disasters is informed by labor market information, situational assessments, and interagency coordination to ensure responsive and effective service delivery. These efforts support Alaska's Workforce Future (AWF) by strengthening system flexibility, improving interagency coordination, and enhancing the workforce system's ability to respond to economic disruptions.

All disaster-related Rapid Response activities are implemented within existing statutory authorities, funding availability, and program accountability requirements. These activities do not alter program eligibility criteria, service delivery responsibilities, or performance accountability requirements, ensuring compliance while maintaining responsiveness during disaster events.

(E) Describe how the State provides early intervention (e.g., Rapid Response) and ensures the provision of appropriate career services to worker groups on whose behalf a Trade Adjustment Assistance (TAA) petition has been filed. (Section 134(a)(2)(A) and TAA Section 221(a)(2)(A) .) This description must include how the State disseminates benefit information to provide workers in the groups identified in the TAA petitions with an accurate understanding of the provision of TAA benefits and services in such a way that they are transparent to the dislocated worker applying for them (Trade Act Sec. 221(a)(2)(A) and Sec. 225; Governor-Secretary Agreement). Describe how the State will use funds that have been reserved for Rapid Response to provide services for every worker group that files a TAA petition and how the state will ensure the provision of appropriate career service to workers in the groups identified in the petition (TAA Sec. 221(a)(2)(A)).

Overview – TAA Early Intervention

Alaska supports early intervention and the timely dissemination of benefits and services to workers affected by trade-related layoffs through coordinated implementation of the Trade Adjustment Assistance (TAA) program, Rapid Response (RR) activities, and WIOA Dislocated Worker services.

These activities are carried out in alignment with the Trade Act of 1974, as amended, and coordinated with WIOA Rapid Response and Dislocated Worker provisions to ensure affected workers receive accurate, timely, and transparent information, along with access to reemployment services. These efforts support Alaska's Workforce Future (AWF) by promoting rapid reemployment, system integration, and equitable access to services.

Rapid Response funds are used to ensure that all worker groups covered by a TAA petition receive early intervention services and access to appropriate career services, regardless of petition outcome.

Key Elements – TAA Early Intervention And Benefits Dissemination

- Provides early intervention through coordinated Rapid Response and TAA engagement
- Supports development and submission of TAA petitions through technical assistance to employers and worker groups
- Aligns TAA activities with Rapid Response and WIOA Dislocated Worker services for integrated service delivery
- Ensures transparent and timely dissemination of benefits, services, and eligibility requirements
- Supports co-enrollment and integrated case management across programs
- Coordinates across TAA staff, Rapid Response teams, and Alaska Job Center staff
- Ensures continuity of services when TAA is not authorized through WIOA and partner programs

Early Intervention And Petition Support

The Alaska Department of Labor and Workforce Development (DOLWD) coordinates early intervention activities when potential trade-related layoffs are identified. Rapid Response and TAA coordinators collaborate with employers, labor representatives, and worker groups to assess potential trade impacts and provide information on the TAA petition process, eligibility criteria, and available services.

Technical assistance is provided to support the development and submission of petitions, including guidance on documentation requirements and timelines. Early intervention activities are delivered in coordination with Rapid Response to ensure workers receive timely access to employment services, Unemployment Insurance information, and reemployment resources.

Career services, including initial assessments, job search assistance, and referrals, are initiated before petition determination to support early engagement and reduce delays in service delivery.

Benefits Dissemination And Worker Notification

Following certification of a TAA petition, DOLWD provides affected workers with timely, accurate, and transparent information regarding available benefits and services through multiple channels, including written notifications, Rapid Response events, Alaska Job Center outreach, and online resources.

Information provided includes:

- Training and reemployment services
- Income support, including Trade Readjustment Allowances (TRA), where applicable
- Job search and relocation allowances
- Supportive services and additional benefits available through TAA and WIOA programs

Notification processes include coordination with employers to obtain lists of affected workers and ensure direct communication of eligibility criteria, application timelines, required documentation, and available services.

These efforts ensure that workers have a clear understanding of available benefits and can make informed decisions regarding training and reemployment pathways.

Integrated Service Delivery And Co-Enrollment

Workers affected by trade-related layoffs may be co-enrolled in TAA and WIOA Dislocated Worker programs, as appropriate, to support seamless access to services.

Co-enrollment supports:

- Integrated case management
- Coordinated delivery of training and supportive services
- Efficient use of program resources to support reemployment outcomes

Alaska Job Center staff, including Employment Service and Career Support and Training Services staff, coordinate service delivery and referrals to ensure continuity of services across programs.

Coordination With Rapid Response And Workforce Programs

TAA activities are fully integrated with Alaska's Rapid Response framework. TAA coordinators participate in Rapid Response teams and collaborate with workforce staff to provide early intervention services before, during, and after layoff events.

Rapid Response activities for TAA-affected worker groups include:

- On-site and virtual worker orientations
- Coordination with employers to schedule informational meetings
- Delivery of workforce service information and referrals to TAA and WIOA programs

Rapid Response funds support these activities, ensuring that all worker groups covered by a TAA petition receive timely access to career services and reemployment support.

This coordination ensures consistent messaging, reduces duplication, and provides seamless access to services regardless of petition status.

Program Authorization And Continuity

Alaska recognizes that TAA program availability is subject to federal authorization. While the program is currently in a termination phase and new petitions are not being accepted, the State continues to:

- Serve individuals eligible under previously certified petitions
- Provide information and support related to potential trade impacts

- Deliver Rapid Response and WIOA Dislocated Worker services to affected workers

When TAA benefits are not available, affected workers are served through WIOA Dislocated Worker and other partner programs to ensure continuity of services.

Information related to potential trade impacts continues to be collected to support future action in the event of federal reauthorization.

Alignment With Alaska's Workforce Future

Through coordinated early intervention, transparent dissemination of benefits, and integrated service delivery, Alaska supports trade-affected workers in navigating employment transitions and accessing reemployment services.

These efforts strengthen system alignment, promote equitable access, and support AWF goals related to rapid reemployment, workforce resilience, and alignment with labor market demand.

(b) Adult and Dislocated Worker Program Requirements.

(1) Work-Based Training Models. If the State is utilizing work-based training models (e.g., on-the-job training, incumbent worker training, transitional jobs, and customized training) as part of its training strategy and these strategies are not already discussed in other sections of the plan, describe the State's strategies for how these models ensure high-quality training for both the participant and the employer.

Overview – Work-Based Training Models

Alaska utilizes a range of work-based training models to connect job seekers with employment opportunities and support employers in developing a skilled and reliable workforce. These models, including On-the-Job Training (OJT), Incumbent Worker Training (IWT), transitional jobs, and customized training, provide flexible, employer-driven training solutions aligned with labor market demand.

Consistent with the statewide strategy described in Section VI(a)(2), work-based training serves as a core component of Alaska's workforce system by supporting rapid attachment to employment, advancement along career pathways, and employer-driven skill development. These models are designed to support high-quality training experiences that result in measurable skill gains, employment retention, and long-term, unsubsidized employment outcomes.

These strategies support Alaska's strategic priorities to expand work-based learning, strengthen employer partnerships, and align training investments with in-demand industries.

Work-based training models are particularly important in Alaska's rural and geographically dispersed communities, where employer-based training provides a practical and accessible pathway to skill development and employment.

Key Elements – Work-Based Training Models

- Provides paid, work-based skill development aligned with employer needs and occupational requirements
- Supports both entry into employment and advancement along career pathways
- Aligns training investments with in-demand industries and regional labor market conditions
- Integrates work-based training with career services and supportive services to promote participant success
- Applies funding parameters in accordance with WIOA requirements, including up to 20 percent for IWT and up to 10 percent for transitional jobs
- Utilizes Alaska Job Center staff to support employer engagement, participant assessment, training plan development, and ongoing monitoring

- Supports training quality through structured training plans, employer agreements, and performance tracking

On-The-Job Training (OJT)

On-the-Job Training (OJT) is a primary strategy for supporting employment and skill development by providing participants with paid, hands-on training in a work setting. OJT enables employers to train individuals in the specific skills required for available positions while offsetting a portion of wage costs during training.

OJT supports both entry into employment and advancement along career pathways, including preparation for registered apprenticeships and for other in-demand occupations that require structured, employer-based training.

Implementation And Quality Assurance

- Conducts screening and assessment of employers and participants to ensure appropriate match and training alignment
- Develops individualized training plans tied to occupational skill requirements and employer expectations
- Establishes clear training objectives, duration, and wage reimbursement structures through formal agreements
- Alaska Job Center staff are responsible for developing agreements, monitoring training, and ensuring compliance with WIOA requirements, while employers provide supervision and on-the-job skill development
- Provides regular progress monitoring and communication with both the employer and participant
- Conducts early follow-up, including contact within the first two weeks of the training period and, when feasible, on-site engagement

Incumbent Worker Training (IWT)

Incumbent Worker Training (IWT) supports the upskilling of existing employees to improve business competitiveness, prevent layoffs, and advance career pathways for current workers.

Up to 20 percent of Adult and Dislocated Worker formula funds may be used for IWT, with funding levels adjusted annually based on employer demand, economic conditions, and workforce priorities.

Strategic Use And Employer Impact

- Supports skill upgrades in response to technological, operational, or industry changes
- Helps employers retain workers and prevent layoffs
- Promotes internal advancement and career pathway progression
- Strengthens employer engagement and long-term workforce partnerships
- Employers apply or are identified through outreach, and training activities are approved based on alignment with business needs, worker skill gaps, and allowable cost requirements

Transitional Jobs

Transitional jobs provide time-limited, subsidized work experience for individuals with barriers to employment, including those with inconsistent work histories or long-term unemployment. These positions are designed to support reentry into the workforce by combining structured work experience with career and supportive services. Transitional jobs may be subsidized up to 100 percent and are limited to no more than 10 percent of combined Adult and Dislocated Worker funds.

Participant Outcomes And Support

- Provides work experience within an employer-employee relationship
- Builds work readiness, reliability, and foundational occupational skills
- Supports transition into unsubsidized employment through structured service pathways

- Integrates supportive services to address barriers to employment

Customized Training

Customized training meets employers' specific workforce needs by designing programs tailored to the requirements of a particular job or group of jobs. Employers commit to hiring individuals upon successful completion of the training.

Customized training supports both new hires and existing workers and is implemented in partnership with employers and training providers to ensure alignment with business needs and industry standards.

Implementation And Employer Partnership

- Develops training programs in collaboration with employers to address specific skill needs
- Requires employer commitment to employ participants upon successful completion of training
- Shares training costs between the employer and the workforce system in accordance with WIOA requirements
- Aligns training with career pathways and industry-recognized credentials where appropriate

Strategic Application And Continuous Improvement

Alaska implements work-based training models as part of a coordinated workforce strategy that emphasizes employer engagement, sector alignment, and participant success. These models are continuously evaluated to support effectiveness in achieving employment, retention, and wage progression outcomes.

The State will continue to:

- Expand employer outreach and awareness of work-based training opportunities
- Align training investments with in-demand industries and regional workforce needs
- Strengthen integration with career services, supportive services, and co-enrollment strategies
- Monitor performance outcomes, including employment, retention, and earnings, to guide continuous improvement

Unified Impact

Through the strategic use of work-based training models, Alaska helps participants gain relevant skills in real-world settings, while employers benefit from a trained, job-ready workforce. These models serve as a critical bridge between training and employment, supporting both immediate workforce needs and long-term economic growth.

[\(2\) Registered Apprenticeship. Describe how the State will incorporate Registered Apprenticeship into its strategy for service design and delivery \(e.g., outreach to sponsors and prospective sponsors, identifying potential participants, and connecting them to apprenticeship opportunities\).](#)

Overview – Registered Apprenticeship Integration

Registered Apprenticeship (RA) is incorporated into Alaska's WIOA service design and delivery as a priority workforce training strategy for Adults, Dislocated Workers, and Youth. The Alaska Workforce Investment Board (AWIB), in partnership with the Department of Labor and Workforce Development (DOLWD), integrates Registered Apprenticeship into career services, training services, employer engagement, and sector strategies statewide.

Consistent with Alaska's Workforce Future (AWF) and the strategies outlined in Section II, Registered Apprenticeship supports expansion of work-based learning, strengthens employer partnerships, and aligns training with in-demand industries. RA serves as a key mechanism for delivering industry-driven training, supporting credential attainment, and advancing career pathway development.

Key Elements – Registered Apprenticeship Integration

- Incorporates Registered Apprenticeship as a priority training strategy across WIOA Adult, Dislocated Worker, and Youth programs
- Integrates RA into career services, training services, and employer engagement activities
- Supports employer outreach, sponsor development, and technical assistance in coordination with the U.S. Department of Labor Office of Apprenticeship
- Promotes co-enrollment and supportive services for participants in RA programs
- Aligns RA with sector strategies and career pathways in high-demand industries
- Connects pre-apprenticeship and youth pathways to Registered Apprenticeship opportunities
- Utilizes AlaskaJobs to support participant identification, referrals, and performance tracking

Outreach To Sponsors And Employer Engagement

AWIB and DOLWD conduct ongoing outreach to employers, industry associations, and prospective sponsors to expand Registered Apprenticeship opportunities statewide. Outreach activities include employer engagement, technical assistance, and support for program development aligned with sector strategies and workforce demand.

The State coordinates closely with the U.S. Department of Labor Office of Apprenticeship to support program registration, sponsor development, and ongoing technical assistance. DOLWD staff facilitate connections between employers and federal apprenticeship resources while supporting alignment with state workforce priorities.

Participant Identification And Referral Process

Alaska Job Center staff identify potential participants for Registered Apprenticeship through intake, assessment, and career planning activities conducted within AlaskaJobs.

- Staff assess participant skills, interests, and employment goals to determine suitability for Registered Apprenticeship opportunities
- Eligible participants are informed of RA as a training option during career services and case management activities
- Staff initiate referrals to apprenticeship sponsors or related training programs based on participant readiness and employer demand

This process ensures that Registered Apprenticeship is consistently presented as a career pathway option within the workforce system.

Connection To Apprenticeship Opportunities And Co-Enrollment

Participants are connected to Registered Apprenticeship opportunities through coordinated referrals, employer engagement, and partnerships with apprenticeship sponsors.

- Alaska Job Center staff coordinate with employers and sponsors to facilitate participant placement into apprenticeship programs
- Participants may be co-enrolled in WIOA programs to receive career services, case management, and supportive services while participating in Registered Apprenticeship
- Staff provide ongoing support to participants to promote retention and successful completion

This coordinated approach ensures that participants receive both training and supportive services necessary for successful outcomes.

Integration With Sector Strategies And Career Pathways

Registered Apprenticeship is embedded within Alaska's sector strategies and career pathway models, particularly in high-demand industries such as healthcare, education, infrastructure, mining, and water and wastewater.

Programs are aligned with postsecondary education and support the attainment of industry-recognized credentials, strengthening connections between education, training, and employment. Registered Apprenticeship serves as both an entry point into employment and a mechanism for career advancement within defined career pathways.

Connection With Pre-Apprenticeship And Youth Pathways

AWIB and DOLWD support the development of pre-apprenticeship, school-to-apprenticeship, and youth apprenticeship pathways in coordination with secondary education systems, Job Corps, and postsecondary institutions.

These pathways:

- Prepare participants for entry into Registered Apprenticeship programs
- Support career exploration and skill development
- Expand access to apprenticeship opportunities for youth and individuals with barriers to employment

Data Tracking, Reporting, And Continuous Improvement

Participation and outcomes related to Registered Apprenticeship are documented in AlaskaJobs to support performance reporting, accountability, and continuous improvement.

- Tracks participant enrollment, progression, and outcomes
- Supports alignment with WIOA performance indicators
- Informs program design and resource allocation based on labor market demand

Alignment With Federal Apprenticeship System

Alaska is not currently a State Apprenticeship Agency (SAA) and operates in partnership with the U.S. Department of Labor Office of Apprenticeship. AWIB and DOLWD coordinate closely with federal partners to support registration, oversight, and expansion of Registered Apprenticeship programs statewide.

If Alaska pursues SAA designation in the future, the State would use those authorities to enhance program alignment, expand technical assistance, and streamline integration of the apprenticeship system.

Alaska Context And Strategic Impact

Registered Apprenticeship plays a critical role in Alaska's workforce system, particularly in rural and geographically dispersed areas where work-based learning provides a practical pathway to employment and skill development.

Through coordinated outreach, participant identification, and integrated service delivery, Registered Apprenticeship strengthens employer engagement, expands training opportunities, and supports long-term workforce development aligned with Alaska's economic needs.

[\(3\) Training Provider Eligibility Procedure. Provide the procedure, eligibility criteria, and information requirements for determining the initial and continued eligibility of training providers, including Registered Apprenticeship programs \(WIOA Section 122\).](#)

Overview – Training Provider Eligibility

Alaska's Eligible Training Provider List (ETPL) is a comprehensive list of training providers and programs that meet established performance, quality, and accountability standards under WIOA Section 122. The ETPL ensures that training programs supported with WIOA Title I funds are aligned with in-demand industries, demonstrate positive outcomes, and provide participants with pathways to employment.

The Alaska Workforce Investment Board (AWIB) establishes ETPL policy, and the Division of Employment and Training Services (DETS) administers the processes for eligibility determination, data collection, and performance

review. The ETPL is maintained within AlaskaJobs and is updated on an ongoing basis, with formal review of continued eligibility conducted biennially.

Key Elements

Alaska's ETPL eligibility framework includes the following elements:

- Establishment of clear initial and continued eligibility requirements aligned with WIOA Section 122
- Requirement for training providers to maintain authorization or exemption through the Alaska Commission on Postsecondary Education (ACPE)
- Use of standardized performance metrics, including employment, earnings, credential attainment, and completion rates
- Application of a structured scoring methodology to evaluate training provider performance
- Biennial review of continued eligibility based on performance outcomes and data validation
- Integration of Unemployment Insurance wage record data to assess employment and earnings outcomes
- Inclusion of Registered Apprenticeship programs as automatically eligible providers consistent with federal requirements
- Requirement for timely and accurate submission of student completer data
- Alignment of training programs with in-demand industries and occupations
- Enforcement of compliance with nondiscrimination, equal opportunity, and accessibility requirements
- Defined procedures for denial, removal, and appeal to ensure accountability and due process

Initial Eligibility Requirements

To be considered for initial eligibility, training providers must meet state and federal requirements and submit a complete application. All providers must hold authorized or exempt status with the Alaska Commission on Postsecondary Education (ACPE), as required by Alaska Statute 14.48.020, to ensure institutional quality, ethical practices, and fiscal responsibility.

Initial eligibility requirements include:

- Submission of a complete ETPL application
- Provision of up to three years of student performance data, if available
- Description of program structure, costs, and outcomes
- Demonstration that the program leads to a recognized postsecondary credential
- Alignment with in-demand industries or occupations
- Commitment to collect and report annual performance data

Initial eligibility is granted for at least one year.

Continued Eligibility Requirements

Continued eligibility is determined biennially based on program performance and compliance with reporting requirements. Training providers must submit complete and accurate student data annually, which is matched with Unemployment Insurance wage records to evaluate outcomes.

Continued eligibility review includes:

- Performance outcomes based on employment, earnings, credential attainment, and completion
- Alignment with in-demand industries and occupations
- Timely and accurate submission of student completer data
- Consideration of information from other federal and state training programs, as available

Performance Criteria And Scoring

Alaska uses standardized performance thresholds and a point-based scoring methodology to determine initial and continued eligibility for training providers.

- The methodology evaluates employment outcomes, earnings, credential attainment, completion rates, and alignment with in-demand industries
- Minimum performance thresholds are established for both initial and continued eligibility
- Distinct criteria are applied for:
 - Existing training programs with historical performance data
 - New training programs without prior complete data
- Performance standards are applied consistently across training providers to ensure fairness and accountability

Detailed scoring criteria, point values, and minimum thresholds are provided in Appendix G – ETPL Performance Criteria and Scoring Methodology.

Performance thresholds and scoring criteria are reviewed periodically and may be updated to reflect changes in economic conditions, labor market demand, and federal guidance.

Registered Apprenticeship Programs

Registered Apprenticeship (RA) programs are automatically eligible for inclusion on the ETPL in accordance with WIOA Section 122. These programs are not subject to standard ETPL performance reporting requirements due to their federal registration and oversight by the U.S. Department of Labor Office of Apprenticeship.

RA programs are added to the ETPL upon the sponsor's request and remain on the list until they are deregistered, removed at the sponsor's request, or found to be noncompliant with applicable requirements. Deregistered programs are subject to the same eligibility and performance requirements as other training providers.

Removal And Appeal Procedures

Training providers and programs may be denied or removed from the ETPL for failure to meet eligibility or performance requirements. Grounds for removal include:

- Failure to submit required performance data
- Failure to meet established performance thresholds
- Loss of required ACPE authorization or exemption
- Submission of inaccurate information or violation of WIOA requirements
- Actions determined to cause harm to participants or the public

Providers are notified of denial or removal and may appeal within 30 calendar days. Programs remain on the ETPL during the appeal process.

Participants enrolled at the time of removal are permitted to complete their training.

Providers may be required to repay WIOA funds received during periods of noncompliance, consistent with federal regulations.

Compliance And Additional Requirements

Training providers must comply with all applicable federal and state requirements, including nondiscrimination, equal opportunity, and accessibility provisions under WIOA and 29 CFR Part 38.

Providers must not misrepresent their status as approved workforce training providers.

Through these policies and procedures, Alaska ensures that ETPL programs maintain quality, accountability, and alignment with workforce needs while supporting participant success and responsible use of WIOA funds.

(4) Describe how the State will implement and monitor for the Adult Priority of Service requirement in WIOA section 134 (c)(3)(E) that requires American Job Center staff, when using WIOA Adult program funds to provide individualized career services and training services, to give priority of service to recipients of public assistance, low-income individuals, and individuals who are basic skills deficient (including English language learners).

Overview – Adult Priority Of Service

Alaska implements priority of service for the WIOA Adult program in accordance with WIOA Section 134(c)(3)(E), which requires that recipients of public assistance, low-income individuals, and individuals who are basic skills deficient (including English language learners) receive priority for individualized career services and training services funded with WIOA Adult program funds.

Alaska Policy 07-517 establishes the requirements for implementing priority of service and reflects applicable federal guidance, including TEGL 19-16. All staff administering WIOA Title I-B Adult funds are required to apply priority of service in accordance with this policy.

Priority of service is an operational requirement embedded in eligibility determination, service assignment, and case management processes to ensure equitable access to services for individuals with barriers to employment.

Key Elements

Alaska's implementation of Adult Priority of Service includes the following elements:

- Application of priority of service in accordance with WIOA Section 134(c)(3)(E) and TEGL 19-16
- Prioritization of recipients of public assistance, low-income individuals, and individuals who are basic skills deficient
- Integration of veterans' priority of service requirements within the WIOA Adult priority framework
- Use of AlaskaJobs to capture, document, and apply priority of service determinations
- Application of priority during eligibility determination and before the provision of individualized career services and training services
- Requirement for documentation supporting priority status to be maintained in AlaskaJobs
- Ongoing monitoring, data validation, and performance analysis to ensure compliance
- Use of data to assess service levels for priority populations and inform outreach strategies
- Ongoing staff training and technical assistance to ensure consistent statewide implementation

Implementation Of Priority Of Service

Service priority is applied at the point of intake and throughout service delivery using Alaska's case management system, AlaskaJobs.

During eligibility determination, staff collect and document information necessary to determine whether an individual meets one or more priority categories, including:

- Receipt of public assistance
- Low-income status
- Basic skills deficiency, including English language proficiency

Service priority is applied before enrollment in individualized career services and training services funded under the WIOA Adult program. When such services are provided, staff must ensure that individuals meeting priority criteria are served first in accordance with federal requirements.

Consistent with TEGL 19-16, Alaska applies priority of service in the following order:

1. Veterans and eligible persons who are also recipients of public assistance, low-income, or basic skills deficient

2. Individuals who are not veterans or eligible spouses but meet WIOA Adult priority criteria
3. Veterans and eligible persons who do not meet WIOA Adult priority criteria
4. Individuals outside of the above groups

AlaskaJobs supports consistent implementation by capturing eligibility data elements, documenting priority status, and maintaining supporting documentation within the participant record. Staff are required to verify and record priority status to ensure compliance with program requirements.

Documentation And Case Management Requirements

Staff must maintain documentation supporting priority-of-service determinations within AlaskaJobs.

Documentation requirements include:

- Verification of public assistance status, when applicable
- Income documentation to support low-income determinations
- Assessment results or other documentation supporting basic skills deficiency

Priority status must be recorded in the participant file and reflected in service planning and case notes. Case management activities must demonstrate that priority was considered and applied before providing individualized career and training services.

Monitoring And Oversight

Alaska monitors the implementation of the Adult Priority of Service through annual program monitoring and ongoing data validation.

Monitoring includes:

- Review of participant case files in AlaskaJobs to verify documentation of priority status
- Validation of eligibility determinations for public assistance, low-income status, and basic skills deficiency
- Review of service delivery to ensure priority populations receive appropriate access to individualized career and training services
- Analysis of participant characteristics, enrollment patterns, and service levels to assess whether priority populations are being effectively served

Monitoring findings are used to identify areas for improvement and inform corrective actions, technical assistance, and policy clarification. Follow-up monitoring ensures that identified issues are resolved and that compliance is maintained.

Continuous Improvement And Staff Training

Alaska uses data analysis and regional coordination to strengthen the implementation of Adult Priority of Service. Participation and outcomes for priority populations are regularly reviewed and compared to overall program performance to identify gaps and inform outreach and enrollment strategies.

Regional coordination meetings and performance reviews are used to discuss trends and implement strategies to improve service delivery to priority populations.

Staff receive training on Adult Priority of Service requirements during onboarding and through ongoing refresher training. Training includes:

- Eligibility determination and documentation requirements
- Application of priority within service delivery
- Use of AlaskaJobs to record and track priority status

Technical assistance is provided as needed to ensure consistent and compliant implementation across all service delivery locations.

(5) Describe the State's criteria regarding local area transfer of funds between the adult and dislocated worker programs.

Overview – Transfer Of Funds

Alaska uses transfer authority between the WIOA Adult and Dislocated Worker (DW) programs to ensure that resources are aligned with workforce demand, economic conditions, and program utilization across the state. In accordance with WIOA Section 133(b)(4), Alaska permits the transfer of up to 100 percent of funds between the Adult and Dislocated Worker funding streams.

This authority is established through Alaska's WIOA Title I-B Within State Funding Allocation Policy 07-518.1 and Alaska Workforce Investment Board (AWIB) Resolution 16-06, which delegates approval authority to the Division of Employment and Training Services (DETS) Director or designee.

Funds may not be transferred to or from the Youth program.

Key Elements

Alaska's approach to transferring funds between Adult and Dislocated Worker programs includes the following elements:

- Authorization to transfer up to 100 percent of funds between Adult and Dislocated Worker programs in accordance with WIOA Section 133(b)(4)
- Formal policy framework established through Policy 07-518.1 and AWIB Resolution 16-06
- Delegated authority to the DETS Director or designee to approve fund transfers
- Prohibition on transferring funds to or from the Youth program
- Use of data-driven decision-making to assess funding needs across programs and regions
- Regular review of expenditure, enrollment, and performance data to identify under- or over-utilization of funds
- Alignment of funding decisions with economic conditions, including layoffs, industry demand, and workforce trends
- Coordination across regions to ensure equitable distribution of resources and responsiveness to workforce needs
- Documentation of transfer decisions and approvals in accordance with state policy and federal requirements

Criteria And Decision-Making Process

Fund transfer decisions are based on documented analysis of program performance, expenditure levels, and workforce demand. Alaska evaluates both quantitative data and qualitative factors to determine whether transfers are necessary to maintain effective service delivery.

Key criteria considered include:

- Expenditure rates and remaining fund balances across Adult and Dislocated Worker programs
- Participant enrollment levels and projected service demand
- Significant layoffs or dislocation events are increasing the demand for Dislocated Worker services
- Economic shifts, including industry growth, decline, or restructuring
- Workforce needs related to major projects, infrastructure development, or sector initiatives
- Employer demand for training, including upskilling and incumbent worker training
- Regional population changes affecting service demand

Transfers are considered during regular fiscal and program reviews and may be initiated when imbalances between funding availability and service demand are identified.

Implementation Of Fund Transfers

Alaska implements fund transfers between Adult and Dislocated Worker programs to ensure that resources are directed where they are most needed to support participants and employers.

Quarterly expenditure and performance reviews are conducted to assess spending levels, participant activity, and service utilization across programs and regions. These reviews inform decisions regarding fund transfers and help identify:

- Areas of under-expenditure or limited service utilization
- Regions or programs experiencing increased demand for services
- Opportunities to reallocate funds to maximize program effectiveness

Approved transfers are implemented through established fiscal processes and reflected in program budgets and financial tracking systems. All transfers are documented and maintained in accordance with state policy and federal cost principles.

Monitoring And Oversight

Alaska monitors the use of transferred funds through ongoing fiscal and program oversight to ensure compliance and effectiveness.

Monitoring activities include:

- Review of expenditure rates and fund utilization across Adult and Dislocated Worker programs
- Tracking of participant enrollment, service levels, and outcomes following fund transfers
- Evaluation of whether transferred funds are aligned with identified workforce needs and program priorities
- Verification that transfers are approved, documented, and implemented in accordance with state policy and federal requirements

Monitoring results are used to identify any issues related to fund utilization and to inform corrective actions or technical assistance, as needed.

Continuous Improvement

Alaska continuously evaluates funding distribution and transfer practices to improve responsiveness to workforce and economic conditions. Information from expenditure trends, economic data, and program performance is used to refine decision-making processes and ensure that resources are effectively aligned with statewide and regional workforce priorities.

This approach supports efficient use of funds, strengthens program performance, and enhances the State's ability to respond to changing labor market conditions.

[\(6\) Describe the State's policy on WIOA and TAA co-enrollment and whether and how often this policy is disseminated to the local workforce development boards and required one-stop partners, Trade Act Sec. 239\(f\), Sec. 235, 20 CFR 618.325, 20 CFR 618.824\(a\)\(3\)\(i\).](#)

Overview – WIOA–TAA Co-Enrollment & Staff Familiarization

Alaska coordinates the delivery of Trade Adjustment Assistance (TAA) and WIOA Title I Dislocated Worker services through a structured co-enrollment approach designed to ensure that trade-affected workers receive comprehensive, coordinated support. Co-enrollment enables participants to access the full range of benefits and services available under both programs while minimizing duplication and improving service outcomes.

Co-enrollment between TAA and the WIOA Title I Dislocated Worker program is the State's standard service delivery approach for eligible individuals, unless participants do not meet eligibility requirements or choose not to participate.

The State supports co-enrollment through policy development, coordinated case management, staff training, and system integration within AlaskaJobs. These efforts ensure consistent implementation across the Alaska Job Center network and promote alignment between TAA and WIOA Title I service strategies.

Key Elements

Alaska's WIOA-TAA co-enrollment strategy includes the following elements:

- Co-enrollment between TAA and WIOA Title I Dislocated Worker is a standard practice for eligible participants
- Written policy guidance defining co-enrollment requirements, procedures, and staff responsibilities
- Coordinated case management to ensure participants receive all available benefits and services without duplication
- Use of AlaskaJobs to support integrated service delivery, data tracking, and reporting
- Ongoing staff training and technical assistance to ensure consistent implementation across programs

Implementation Of Co-Enrollment

Alaska implements co-enrollment through coordinated intake, eligibility determination, and case management processes within the Alaska Job Center network.

- Individuals identified as potentially eligible for TAA are assessed for eligibility and informed of available benefits and services
- Eligible TAA participants are co-enrolled in the WIOA Title I Dislocated Worker program to provide access to additional career services, case management, and supportive services
- Case managers coordinate service delivery to ensure alignment between TAA training, WIOA services, and participant employment goals
- Services are planned and documented in AlaskaJobs to support integrated case management and avoid duplication of services

This coordinated approach ensures that participants receive timely, comprehensive support that leverages the strengths of both programs.

Policy Development And Dissemination

Alaska maintains written policy guidance governing WIOA-TAA co-enrollment, which is updated as needed to reflect federal requirements, including Trade Act Section 239(f), Section 235, and applicable regulations at 20 CFR 618.325 and 20 CFR 618.824.

Policy guidance is disseminated to local workforce system staff and required one-stop partners through multiple channels, including:

- Formal written policy and program guidance distributed to all Career Support and Training Services (CSTS) staff
- Initial training for staff during onboarding to ensure understanding of co-enrollment requirements
- Ongoing training and refresher sessions provided at least annually
- Technical assistance communications, including alerts, updates, and guidance memos
- Regular staff meetings and statewide coordination calls

Policy updates are communicated as they occur to ensure that staff remain informed of current requirements and expectations.

Monitoring And Oversight

Alaska monitors implementation of WIOA–TAA co-enrollment to ensure compliance with federal requirements and effective service delivery.

Monitoring activities include:

- Review of participant case records in AlaskaJobs to verify co-enrollment where appropriate
- Validation of eligibility determinations and documentation for both TAA and WIOA programs
- Assessment of service coordination to ensure participants receive comprehensive and non-duplicative services
- Analysis of co-enrollment rates and participant outcomes to evaluate program effectiveness

Monitoring results are used to identify areas for improvement and inform corrective actions, technical assistance, and additional training as needed.

Continuous Improvement And Staff Training

Alaska uses data analysis, performance reviews, and staff feedback to strengthen co-enrollment practices and improve service coordination between TAA and WIOA programs.

Staff receive training on co-enrollment requirements during onboarding and through ongoing professional development. Training includes:

- TAA eligibility and benefit structure
- WIOA Dislocated Worker eligibility and service delivery
- Co-enrollment procedures and case management coordination
- Use of AlaskaJobs to document and track co-enrollment

These efforts support consistent implementation, improve participant outcomes, and ensure alignment with federal requirements.

[\(7\) Describe the State’s formal strategy to ensure that WIOA and TAA co-enrolled participants receive necessary funded benefits and services. Trade Act Sec. 239\(f\), Sec. 235, 20 CFR 618.816\(c\)](#)

Overview – Coordinated Service Delivery And Funding Strategy

Alaska ensures that individuals co-enrolled in Trade Adjustment Assistance (TAA) and the WIOA Title I Dislocated Worker program receive all necessary and allowable benefits and services through a coordinated strategy for service delivery and funding. This approach aligns program resources, eliminates duplication, and ensures that participants receive comprehensive support to achieve employment outcomes.

TAA serves as the primary funding source for approved training and related benefits under the Trade Act. At the same time, WIOA Title I Dislocated Worker funds are used to provide additional career and supportive services, as appropriate and allowable. This coordinated funding strategy ensures that participant needs are fully met while maintaining compliance with federal requirements.

Funding Coordination And Service Alignment

Alaska employs a structured approach to funding coordination to ensure that co-enrolled participants receive all necessary services without duplicating benefits.

- TAA funds are used to support approved training, income support, and other Trade Act benefits
- WIOA Title I Dislocated Worker funds are used to supplement TAA services by providing career services, case management, and supportive services not otherwise available through TAA

- Funding decisions are made based on participant need, program eligibility, and allowable uses of funds under each program
- Staff coordinate funding sources to ensure that services are delivered efficiently and in compliance with federal cost principles

This approach ensures that participants receive the full range of services available under both programs and that no gaps in service delivery occur.

Coordinated Case Management And Service Delivery

Alaska uses a coordinated case management model to ensure that co-enrolled participants receive aligned and comprehensive services.

- Joint case management is conducted between TAA coordinators and WIOA Title I case managers
- A primary case manager is designated to provide a single point of contact for the participant
- Service plans are developed collaboratively to align training, career services, and supportive services
- Ongoing communication between programs ensures continuity of services and prevents duplication

Case management activities are designed to support participant progression through training and into employment while ensuring that all appropriate services are provided.

System Integration And Service Tracking

AlaskaJobs supports the coordination of TAA and WIOA services by integrating program data and case management functions within a single system.

AlaskaJobs enables:

- Coordinated program enrollment and eligibility tracking
- Shared case notes and participant records across programs
- Tracking of training progress, service delivery, and milestones
- Alignment of exit and performance reporting

This system integration supports real-time coordination between programs and ensures that participant services are documented, tracked, and aligned.

Assurance Of Comprehensive Service Delivery

Alaska ensures that co-enrolled participants receive all necessary benefits and services through coordinated funding, case management, and system integration.

- Participant needs are assessed holistically across both programs
- Services are provided based on eligibility and individual need
- Funding sources are aligned to ensure that all allowable services are delivered
- Staff coordinate to prevent duplication while ensuring no gaps in service

This comprehensive approach ensures that co-enrolled participants receive timely, appropriate, and fully coordinated services that support successful employment outcomes.

Overview – Staff Familiarization Strategy

Alaska ensures that one-stop staff are knowledgeable about the Trade Adjustment Assistance (TAA) program through a structured approach that includes training, ongoing communication, and technical assistance. This approach supports consistent identification of trade-affected workers, accurate eligibility determination, and effective coordination of services across programs.

Key Elements

Alaska's approach to familiarizing staff with the TAA program includes the following elements:

- Designation of TAA program staff responsible for training and technical assistance
- Integration of TAA training into staff onboarding processes
- Ongoing training and refresher sessions to maintain staff knowledge
- Regular communication of program updates, policy changes, and guidance
- Availability of technical assistance to support staff in applying TAA requirements
- Alignment of TAA training with WIOA co-enrollment and service coordination practices

Training And Communication

The TAA coordinator and program staff provide training and program updates to staff across the Alaska Job Center network, including:

- Career Support and Training Services (CSTS) case managers
- Rapid response staff
- Job center resource room staff

Training and communication are delivered through:

- Initial onboarding training for new staff to ensure familiarity with TAA program requirements
- Ongoing training and refresher sessions provided at least annually
- Regular staff meetings, including monthly or periodic meetings where TAA updates are shared
- Targeted training sessions provided as needed based on policy updates or identified training needs
- Technical assistance communications, including guidance, alerts, and program updates

Core Knowledge Areas

Training ensures that staff understand:

- TAA eligibility requirements and petition processes
- Available TAA benefits and services, including training and income support
- Referral processes for individuals potentially eligible for TAA
- Co-enrollment requirements between TAA and WIOA Title I Dislocated Worker programs
- Coordination of services to ensure participants receive comprehensive and non-duplicative support

Ongoing Support And Continuous Improvement

Alaska provides ongoing technical assistance to support staff in applying TAA program requirements and coordinating services effectively.

Staff knowledge and application of TAA requirements are reinforced through:

- Regular communication and access to updated guidance
- Monitoring activities that assess service coordination and program compliance
- Identification of training needs based on monitoring results and program performance

This approach ensures that staff maintain up-to-date knowledge of TAA requirements and are equipped to serve trade-affected workers effectively.

(c) Youth Program Requirements. With respect to youth workforce investment activities authorized in section 129 of WIOA, States should describe their strategies that will support the implementation of youth activities under WIOA. States must-

(1) Identify the State-developed criteria to be used by local boards in awarding grants or contracts for youth workforce investment activities and describe how the local boards will take into consideration the ability of the providers to meet performance accountability measures based on primary indicators of performance for the youth program as described in section 116(b)(2)(A)(ii) of WIOA.⁷ Further, include a description of how the State assists local areas in determining whether to contract for services or to provide some or all of the program elements directly.

Overview – Statewide Youth Procurement and Award

The State of Alaska establishes and applies statewide criteria for awarding Workforce Innovation and Opportunity Act (WIOA) Title I Youth grants and contracts, consistent with WIOA statutory requirements, implementing regulations, and Alaska's designation as a single-area state.

These criteria ensure high-quality service delivery, fiscal accountability, strong performance outcomes, and alignment with Alaska's Workforce Future (AWF) priorities.

As a single-area state, Alaska applies these criteria statewide through the Alaska Workforce Investment Board (AWIB). The Department of Labor and Workforce Development (DOLWD) administers youth funding on behalf of the State. It implements procurement, monitoring, and oversight activities in accordance with AWIB-approved policies, state procurement requirements, and federal regulations.

State-Developed Award Criteria

Alaska has established standardized statewide criteria used in awarding youth grants and contracts to ensure consistency, quality, and accountability across all service providers.

These criteria include:

- Demonstrated experience serving eligible youth populations, particularly out-of-school youth and individuals with barriers to employment
- Ability to deliver one or more of the 14 WIOA Youth program elements, either directly or through formal partnerships
- Organizational and fiscal capacity to manage federal funds and comply with applicable requirements
- Demonstrated ability to achieve performance outcomes aligned with WIOA section 116 primary indicators of performance
- Use of data-driven strategies to support participant success, including measurable skill gains, credential attainment, and employment outcomes
- Strategies to promote equitable access and serve priority populations
- Alignment with state workforce priorities, including career pathways, sector strategies, and work-based learning

These criteria are applied consistently across all procurement processes to ensure that selected providers can deliver effective, compliant youth services.

⁷ Sec. 102(b)(2)(D)(i)(V)

Procurement And Award Process

Youth service providers are selected through competitive procurement processes conducted in accordance with state procurement laws and WIOA requirements. Requests for Grant Applications (RGAs) or Requests for Proposals (RFPs) define required program elements, performance expectations, reporting requirements, and allowable costs.

In awarding youth grants or contracts, the State evaluates proposals based on the established statewide criteria and the provider's demonstrated ability to deliver high-quality services and achieve performance outcomes. Procurement processes are conducted in accordance with state and federal conflict-of-interest requirements to ensure fairness and transparency.

Hybrid service delivery models may be utilized to ensure statewide consistency while allowing for regionally responsive service delivery.

Performance Accountability In Award Decisions

Performance accountability is a core component of Alaska's youth procurement and award process.

The State evaluates applicants based on their demonstrated ability to meet WIOA section 116 primary indicators of performance for the youth program, including:

- Employment or education in the 2nd and 4th quarters after exit
- Credential attainment
- Measurable skill gains
- Effectiveness in serving employers, as applicable

Past performance, when available, is considered in award decisions, including:

- Historical performance outcomes
- Monitoring results and compliance history
- Data quality and reporting accuracy

Performance expectations are aligned with negotiated levels and are not set above federal requirements. Performance outcomes inform contract renewal, corrective actions, and future funding decisions.

Determination Of Contracted Services Versus Direct Service Delivery

As a single-area state, Alaska administers WIOA Title I Youth services through a combination of contracted providers and state-administered activities.

The State determines whether services are delivered through contracts or directly based on:

- Availability and capacity of qualified service providers
- Geographic considerations, including service delivery in rural and remote areas
- Ability to ensure consistent delivery of required program elements
- Cost-effectiveness and administrative efficiency
- Performance outcomes and provider effectiveness

The State provides guidance through procurement design, policy, and technical assistance to ensure that service delivery models support effective program implementation and compliance with WIOA requirements.

This approach allows Alaska to balance statewide consistency with flexibility to address regional workforce needs.

Alignment With Statewide Workforce Priorities

Award decisions prioritize providers that demonstrate alignment with Alaska's Workforce Future, including:

- Integration of education, training, and work-based learning
- Coordination with education, economic development, and community partners

- Service models that address geographic, cultural, and systemic barriers to participation

Equity And Priority Populations

Alaska emphasizes equitable access to youth services and prioritizes proposals that demonstrate strategies to reach and serve populations facing barriers to employment.

Priority populations may include:

- Rural and remote youth
- Youth with disabilities
- Justice-involved youth
- Youth experiencing homelessness
- Youth from low-income households

Continuous Improvement

Performance outcomes, monitoring findings, and stakeholder feedback are used to refine procurement criteria, strengthen service delivery models, and improve outcomes for youth participants.

(2) Explain how the State assists local workforce boards in achieving results for out-of-school and in-school youth. Describe promising practices or partnership models that local areas are implementing and the state's role in supporting and scaling those models within the state for both in-school and out-of-school youth.

Overview – Statewide Strategy For Youth Outcomes

The State of Alaska supports improved outcomes for out-of-school youth (OSY) and in-school youth (ISY) through statewide policy, funding, technical assistance, and oversight led by the Alaska Workforce Investment Board (AWIB) and the Department of Labor and Workforce Development (DOLWD).

As a single-area state, Alaska fulfills the functions typically performed by local workforce boards through centralized planning, procurement, and program oversight. This structure enables the State to implement a unified, statewide approach to youth service delivery that emphasizes equitable access, consistent service quality, and outcomes-driven program design.

Consistent with Alaska's Workforce Future (AWF), the State prioritizes improving access, participation, and outcomes for out-of-school youth while ensuring effective services for in-school youth.

State Support For Local Service Delivery And Outcomes

Alaska assists local service providers in achieving results for OSY and ISY through coordinated statewide strategies, including:

- Establishing policy guidance that defines program expectations, service requirements, and performance standards
- Designing procurement processes that prioritize high-quality providers and evidence-informed service models
- Providing technical assistance and training to support effective program implementation
- Monitoring performance and program compliance to ensure accountability and continuous improvement
- Using data analysis to identify gaps in service, disparities in outcomes, and opportunities for improvement

Through these actions, the State ensures that youth service providers are supported in delivering effective services and achieving positive outcomes.

Equity Strategies For OSY And ISY

To address disparities in access, participation, and performance, Alaska implements targeted strategies for youth facing barriers to employment.

Key strategies include:

- Targeting priority populations, including youth experiencing homelessness, foster care involvement, justice system involvement, disabilities, limited English proficiency, and those in rural or remote areas
- Supporting flexible service delivery models, including hybrid, virtual, and community-based approaches
- Conducting performance monitoring and equity analysis, including disaggregation by demographic and geographic factors
- Promoting culturally responsive service delivery through partnerships with Alaska Native organizations and community-based providers

These strategies support equitable access to services and improved outcomes for both OSY and ISY populations.

Promising Practices And Partnership Models

Alaska identifies and promotes promising practices and partnership models that improve engagement, persistence, and outcomes for youth participants. Performance data, monitoring results, and provider innovation inform these practices.

Promising practices include:

- Pre-apprenticeship and work-based learning models aligned with Registered Apprenticeship pathways
- Rural and remote service delivery models using community-based, itinerant, and technology-enabled approaches
- Trauma-informed and wraparound service models addressing housing, behavioral health, and transportation barriers
- Partnerships with school districts, postsecondary institutions, and community organizations aligned with career pathways
- Targeted outreach strategies designed to engage disconnected youth

State Role In Supporting And Scaling Promising Practices

The State supports the implementation and scaling of promising practices through:

- Technical assistance and training to support the adoption and replication of effective service models
- Use of data dashboards and performance reviews to identify high-performing practices and areas for improvement
- Facilitation of peer learning and communities of practice among youth service providers
- Alignment of funding and procurement strategies to incentivize effective and scalable approaches

These efforts enable the State to expand successful models and improve outcomes across the youth system.

Continuous Improvement And System Impact

Alaska uses performance data, monitoring findings, and stakeholder feedback to continuously improve youth service delivery and outcomes.

Through this approach, the State:

- Improves access and outcomes for out-of-school youth and in-school youth
- Strengthens alignment between education, training, and employment
- Expands effective and evidence-informed service models
- Supports long-term workforce development goals aligned with Alaska's Workforce Future

(3) Describe how the State assists local workforce boards in implementing innovative models for delivering youth workforce investment activities, including effective ways local workforce boards can make available the 14 program elements described in WIOA section 129(c)(2); and explain how local areas can ensure work experience, including quality pre-apprenticeship and registered apprenticeship, is prioritized as a key element within a broader career pathways strategy.

Overview – Innovative Youth Service Delivery

The State of Alaska supports innovative and flexible models for delivering WIOA Title I Youth services to improve access, engagement, and outcomes statewide, particularly in rural and remote communities.

As a single-area state, Alaska assists local service providers through statewide policy, procurement, technical assistance, and oversight to ensure that innovative service models are implemented consistently and effectively. All service delivery models are aligned with WIOA statutory and regulatory requirements, Alaska Workforce Investment Board (AWIB) policy, and Alaska's Workforce Future (AWF).

State Support For Innovative Service Delivery

Alaska promotes and supports innovation in youth service delivery through:

- Establishing policy guidance that allows flexibility in service delivery models while maintaining compliance
- Designing procurement processes that encourage innovative, evidence-informed approaches
- Providing technical assistance and training to support the implementation of effective models
- Using monitoring and performance data to identify and promote successful practices
- Facilitating coordination among education, workforce, and community partners

These strategies enable providers to adapt service delivery to Alaska's geographic, economic, and cultural context.

Implementation Of The 14 Youth Program Elements

The State ensures that all 14 WIOA Youth program elements are available statewide and accessible to each participant based on individual need, as required under WIOA section 129(c)(2).

Youth service providers are required to:

- Deliver program elements directly or through formal partnerships supported by written agreements
- Demonstrate, through procurement responses and program design, how each of the 14 elements will be made available
- Assess participant needs and provide appropriate program elements as part of the individual service strategy
- Maintain documentation in AlaskaJobs and participant case files to verify service delivery

The State verifies implementation of the 14 program elements through:

- Procurement review and contract requirements
- Ongoing program monitoring and case file review
- Data validation and performance reporting

This approach ensures that all participants have access to comprehensive services that support education, training, and employment outcomes.

Innovative Youth Service Models

Alaska supports the implementation of innovative service delivery models that improve engagement and outcomes for youth participants.

Examples of innovative models include:

- Hybrid and virtual service delivery models to increase access in rural and remote areas
- Cohort-based training aligned with in-demand occupations and career pathways
- Employer-connected work-based learning models that integrate training and employment
- Partnerships with school districts, postsecondary institutions, tribal organizations, and community-based providers

The State identifies effective models using performance data and monitoring results, and supports their replication through technical assistance and peer learning.

Work Experience As A Core Component Of Career Pathways

Alaska prioritizes work experience as a key element of youth service delivery and as a central component of its career pathways strategy.

Consistent with WIOA requirements, at least 20 percent of WIOA Youth funds are expended on paid and unpaid work experience activities.

Work experience is integrated within career pathways to support:

- Development of occupational and employability skills
- Exposure to in-demand industries and occupations
- Transition to postsecondary education, training, or unsubsidized employment

Work experience activities may include:

- Summer employment opportunities
- Internships and job shadowing
- On-the-job training
- Pre-apprenticeship programs aligned with Registered Apprenticeship pathways
- Registered Apprenticeship-related activities

Youth service providers are expected to align work-experience opportunities with individual service strategies, career pathways, and labor-market demand.

The State monitors compliance with the 20 percent work experience expenditure requirement through fiscal reporting and program monitoring. Failure to meet the requirement may result in corrective action or technical assistance.

Oversight, Monitoring, And Continuous Improvement

Alaska monitors youth program implementation to ensure compliance with WIOA requirements and effective service delivery.

Monitoring activities include:

- Review of program performance and participant outcomes
- Fiscal monitoring, including verification of work experience expenditures
- Case file review to ensure delivery of required program elements
- Assessment of service models and alignment with career pathways

Monitoring results are used to:

- Provide technical assistance to service providers
- Identify and scale effective practices
- Implement corrective actions, as needed

- Support continuous improvement across the youth system

(4) Provide the language contained in the State policy for “requiring additional assistance to enter or complete an educational program, or to secure and hold employment” criterion for out-of-school youth specified in WIOA section 129(a)(1)(B)(iii)(VIII) and for “requiring additional assistance to complete an education program, or to secure and hold employment” criterion for in-school youth specified in WIOA section 129(a)(1)(C)(iv)(VII). If the state does not have a policy, describe how the state will ensure that local areas will have a policy for these criteria.

Overview – RAA and Statutory Context

Consistent with section 129(a)(1)(B) and (C) of the Workforce Innovation and Opportunity Act (WIOA) and 20 CFR §§ 681.290 and 681.310, the State of Alaska defines “requiring additional assistance” (RAA) as a discretionary eligibility criterion for in-school youth (ISY) and out-of-school youth (OSY) who face documented barriers to completing an educational program or securing and holding employment.

RAA is used to support equitable access to WIOA Youth services for individuals facing significant and demonstrable barriers, particularly in Alaska’s rural and remote communities. Use of RAA is governed by Alaska Workforce Investment Board (AWIB) policies and is subject to documentation, monitoring, and oversight requirements to ensure program integrity and consistent statewide application.

These criteria ensure consistent statewide application while allowing flexibility to address Alaska’s geographic, cultural, and economic conditions. RAA determinations are made on a case-by-case basis and may not be applied categorically or presumed based on a single characteristic or condition.

State Policy Statement

The State of Alaska has established formal policy defining “requiring additional assistance” (RAA) for both in-school youth (ISY) and out-of-school youth (OSY), consistent with WIOA section 129(a)(1)(B) and (C) and 20 CFR §§ 681.290 and 681.310. These criteria are implemented statewide through Alaska Workforce Investment Board (AWIB) policies and are binding on all WIOA Youth service providers.

In-School Youth (ISY): Requiring Additional Assistance

For in-school youth, RAA may be used only when no other statutory eligibility barrier applies and is subject to the five percent statewide cap established under WIOA. RAA determinations for ISY are applied sparingly and as a last-resort eligibility criterion.

Consistent with AWIB Policy 07-562, ISY RAA determinations must be supported by objective evidence demonstrating that the youth faces educational, employment, or personal circumstances that significantly impede academic progress or employment outcomes.

Qualifying barriers may include:

Educational Barriers

- low academic performance, credit deficiency, or risk of not meeting graduation requirements
- chronic absenteeism or disengagement from school
- enrollment disruptions, including alternative or nontraditional education settings

Employment Barriers

- limited or no work history or exposure to employment
- difficulty maintaining employment or lack of work readiness skills

Living Arrangement and Social Barriers

- housing instability or unsafe living conditions
- lack of stable adult support or caregiving responsibilities
- exposure to trauma, behavioral health challenges, or family instability

Geographic and Cultural Barriers

- residence in rural or remote areas with limited access to services
- cultural or subsistence obligations that affect participation in school or work

Governor's Special Barriers

- locally relevant educational, economic, or geographic conditions supported by documentation and defined in AWIB policy

The State tracks ISY RAA usage through AlaskaJobs and conducts regular monitoring to ensure compliance with the five percent limitation.

Out-of-School Youth (OSY): Requiring Additional Assistance

For out-of-school youth, RAA may be applied without a numerical cap, consistent with WIOA and federal regulations.

Consistent with AWIB Policy 07-563, OSY may be determined to require additional assistance when documented barriers limit access to education, training, or employment opportunities.

Qualifying barriers may include:

- Residence in rural or remote areas with limited service access
- Disengagement from education or prior non-completion of programs
- Limited work history or employability skills
- Difficulty maintaining employment
- Housing instability or homelessness
- Justice system involvement or reentry challenges
- Parenting or caregiving responsibilities
- Transportation or access barriers
- Referral from a partner agency identifying the need for additional support

Relationship to Other Eligibility Criteria

RAA is a discretionary, state-defined eligibility criterion and does not replace or override other statutory eligibility categories.

Consistent with AWIB Policy 07-550, RAA may not be used when another applicable eligibility criterion can be documented, including:

- Basic skills deficiency
- Disability status
- Foster care involvement
- Homelessness
- Justice system involvement

Case managers must assess all applicable eligibility pathways before determining RAA status. When multiple barriers are present, the most appropriate statutory eligibility category must be used.

Documentation and Verification

All RAA determinations must be supported by clear, objective documentation in the participant's case file. Documentation must clearly support the determination that the identified barrier significantly limits the individual's ability to complete an educational program or secure and hold employment.

Acceptable documentation includes:

- School records, transcripts, or attendance records
- Employer or partner verification
- Case manager assessments and documented observations
- Referrals from partner agencies
- Other third-party documentation

Self-attestation may be used only when third-party documentation is not reasonably available and must be supported by detailed case notes and professional judgment.

All documentation must be recorded in AlaskaJobs and maintained in accordance with AWIB policy requirements.

Monitoring, Eligibility Validation, and Continuous Improvement

AWIB oversees the application of RAA criteria through policy guidance, technical assistance, and monitoring activities.

RAA determinations are reviewed as part of eligibility validation during monitoring and data validation processes.

RAA usage is evaluated to ensure:

- Compliance with statutory and regulatory requirements
- Consistent application across providers and regions
- Adherence to the five percent ISY cap
- Appropriate use relative to other eligibility criteria
- Alignment with equity and access goals under Alaska's Workforce Future

Monitoring results inform corrective actions, targeted training, and policy clarification to support program integrity and continuous improvement.

(d) Single-area State requirements. In States with only one local workforce investment area, the governor serves as both the State and local chief elected official. In such cases, the State must submit any information required in the local plan (WIOA section 106(d)(2)). States with a single workforce area must include—

(1) Any comments from the public comment period that represent disagreement with the Plan. (WIOA section 108(d)(3).)

Overview – Public Comment Process

In accordance with section 108(d)(3) of the Workforce Innovation and Opportunity Act (WIOA), the State of Alaska provided a meaningful opportunity for public comment on the Alaska Workforce Future (AWF) WIOA State Plan Revision.

The draft State Plan was made available for public review through multiple accessible channels to ensure transparency and statewide access. Public comment was solicited through:

- Public meetings of the Alaska Workforce Investment Board (AWIB)
- Written submissions through the State of Alaska's official online public notice system
- Additional outreach methods designed to ensure broad participation across urban, rural, and remote communities

The public comment process included advance public notice, accessible materials, and multiple methods for submitting comments to ensure meaningful engagement from stakeholders statewide.

Summary of Public Comments Representing Disagreement

All comments received during the formal public comment period were reviewed and considered by the Alaska Workforce Investment Board (AWIB) and the Department of Labor and Workforce Development (DOLWD).

No comments were received that represented disagreement with the State Plan, including objections, concerns, or recommended changes, as defined under WIOA section 108(d)(3).

Accordingly, no modifications to the State Plan were required in response to comments representing disagreement.

Documentation and Ongoing Consideration

The State maintains documentation of the public comment process and all comments received, consistent with federal recordkeeping requirements.

If comments expressing disagreement are received outside the formal public comment period, they will be documented and addressed in accordance with applicable federal requirements and, as appropriate, considered in future State Plan modifications or updates.

(2) The entity responsible for the disbursement of grant funds, as determined by the governor, if different from that for the State. (WIOA section 108(b)(15).)

Overview – Entity Responsible for Grant Fund Disbursement

The Alaska Department of Labor and Workforce Development (DOLWD) is the entity responsible for the disbursement of Workforce Innovation and Opportunity Act (WIOA) Title I funds in Alaska's single statewide workforce development area, consistent with WIOA section 108(b)(15).

As a single-area state, Alaska does not designate separate local workforce areas. Accordingly, DOLWD performs both state-level fiscal management and local fiscal agent functions, ensuring centralized fiscal responsibility, consistent application of federal and state requirements, and alignment with statewide workforce strategies. DOLWD administers and disburses funds in accordance with WIOA statutory and regulatory requirements, federal cost principles under 2 CFR Part 200, and applicable state fiscal policies and procedures. Fiscal operations are supported by established internal controls, separation of duties, and alignment with Alaska's Workforce Future (AWF).

Designation of Responsible Entity

The Alaska Department of Labor and Workforce Development (DOLWD) is designated as the entity responsible for disbursing WIOA Title I funds.

Because Alaska is a single workforce development area, DOLWD fulfills both state-level fiscal management and local fiscal agent responsibilities for WIOA Title I programs.

Fiscal Management and Disbursement Responsibilities

DOLWD administers and disburses WIOA Title I funds in accordance with:

- WIOA statutory and regulatory requirements
- Applicable federal cost principles and administrative requirements under 2 CFR Part 200
- State fiscal policies and procedures governing the administration of federal funds

Fiscal responsibilities include:

- Processing payments and reimbursements to subrecipients and service providers
- Ensuring expenditures are allowable, allocable, and reasonable
- Maintaining financial management systems that support accurate accounting and reporting
- Implementing internal controls to safeguard federal funds and prevent misuse

Internal Controls and Separation of Duties

DOLWD maintains internal controls and organizational structures that ensure appropriate separation of fiscal and programmatic responsibilities.

These controls include:

- Separation of duties between program administration, fiscal operations, and oversight functions
- Review and approval processes for expenditures and drawdowns
- Monitoring and reconciliation of financial transactions
- Compliance with statewide accounting and financial reporting systems

These processes support accountability, transparency, and audit readiness, ensuring compliance with federal and state requirements.

Governance and Oversight Alignment

DOLWD carries out fiscal agent responsibilities in alignment with Alaska's Workforce Future (AWF).

These responsibilities do not alter or diminish the statutory role of the Alaska Workforce Investment Board (AWIB), which retains responsibility for:

- Policy development
- Strategic planning
- Performance accountability oversight

This structure ensures a clear delineation between fiscal administration and workforce system governance while supporting coordinated, statewide implementation.

[\(3\) A description of the type and availability of WIOA Title I Youth activities and successful models, including for youth with disabilities. \(WIOA section 108\(b\)\(9\).\)](#)

Overview – WIOA Youth Activities and Statewide Availability

The State of Alaska ensures statewide availability of Workforce Innovation and Opportunity Act (WIOA) Title I Youth activities for eligible in-school youth (ISY) and out-of-school youth (OSY), consistent with WIOA section 108(b)(9). Youth services are delivered through a coordinated, statewide service delivery framework administered by the Alaska Department of Labor and Workforce Development (DOLWD) in partnership with the Alaska Workforce Investment Board (AWIB).

As a single statewide workforce development area, Alaska provides equitable access to youth services across all regions through competitively procured providers, Alaska Job Centers, and partnerships with education, Tribal, and community-based organizations. Services are delivered directly, through partnerships, or via referral networks to ensure access for youth in urban, rural, and remote communities.

Statewide Service Delivery Framework

Alaska ensures statewide availability of WIOA Title I Youth activities through a coordinated service delivery structure administered by DOLWD, in partnership with AWIB.

Youth services are delivered across all regions through competitively procured providers, Alaska Job Centers, and coordinated partnerships with education, Tribal, and community-based organizations. Services are available statewide and are not limited by geography. Service delivery models include direct provision, partnerships, and referral networks to ensure access for eligible youth in urban, rural, and remote communities.

Availability of the 14 Youth Program Elements

WIOA Title I Youth providers ensure that all 14 required youth program elements described in WIOA section 129(c)(2) are available statewide.

Program elements may be delivered:

- Directly by the service provider
- Through formal partnerships supported by memoranda of understanding (MOUs) or other written agreements
- Through coordinated referral mechanisms that ensure timely access to services

This structure ensures that all required program elements are accessible to eligible youth regardless of location or provider structure.

Youth services are individualized based on assessed needs and are documented in each participant's individual service strategy (ISS), consistent with WIOA requirements.

Types of Youth Activities Available Statewide

Youth participants have access to a comprehensive set of services, including:

- Tutoring, study skills training, and instruction leading to secondary school completion
- Alternative secondary school services and dropout recovery services
- Paid and unpaid work experiences, including summer employment, pre-apprenticeship, internships, job shadowing, and on-the-job training
- Occupational skills training aligned with in-demand industries
- Education offered concurrently with workforce preparation and training
- Leadership development opportunities
- Supportive services
- Adult mentoring
- Follow-up services
- Comprehensive guidance and counseling, including referrals for mental health and substance use services
- Financial literacy education
- Entrepreneurial skills training
- Labor market and employment information
- Activities that support transition to postsecondary education and training

Not all youth participants receive every program element. Services are determined based on individual assessment, service needs, and career goals.

Effective and Regionally Responsive Service Models

Alaska supports a range of service delivery models that promote access and effectiveness across diverse regions.

Examples include:

- Work-based learning models that integrate paid work experience with occupational training aligned to employer demand
- Pre-apprenticeship and apprenticeship-connected pathways that support entry into high-demand occupations

- Hybrid, virtual, and community-based service delivery models that expand access in rural and remote areas
- Trauma-informed and culturally responsive service approaches
- Partnerships with education providers, employers, Tribal organizations, and community-based organizations

These models support Alaska’s Workforce Future (AWF) priorities by strengthening workforce attachment, supporting skill development, and aligning youth services with regional and statewide workforce needs.

Youth with Disabilities and Coordinated Supports

Youth with disabilities are supported through coordinated service delivery among WIOA Title I Youth providers, the Division of Vocational Rehabilitation (DVR), education partners, and other service agencies.

This coordination ensures access to appropriate services and supports, including:

- Pre-employment transition services
- Work-based learning opportunities
- Individualized accommodations and support services, consistent with program requirements

These efforts support equitable access, improved outcomes, and successful transitions to education, training, and employment for youth with disabilities.

Statewide Access, Monitoring, and Continuous Improvement

The State uses performance data, monitoring activities, and stakeholder feedback to assess the availability, accessibility, and effectiveness of youth services statewide.

Participation, services, and outcomes are documented in AlaskaJobs to support reporting, accountability, and data-informed decision-making.

Monitoring and data validation activities ensure:

- All 14 program elements remain available statewide
- Services are delivered in accordance with WIOA requirements
- Providers maintain equitable access across regions and populations

Findings from these activities inform continuous improvement, technical assistance, and enhancements to service delivery during the PY 2026–2027 State Plan modification period.

(4) A description of the roles and resource contributions of the one-stop partners.

Overview – One-Stop Partner Roles and Contributions

In Alaska’s single-area workforce system, the roles and resource contributions of required one-stop partners are defined through the Alaska One-Stop Partner Memorandum of Understanding (MOU) and the Infrastructure Funding Agreement (IFA), executed in accordance with section 121(b) of the Workforce Innovation and Opportunity Act (WIOA).

These agreements establish the framework for coordinated service delivery, shared responsibility, and integrated operations across the Alaska Job Center Network. As a single statewide workforce development area, Alaska ensures that partner roles and contributions are aligned statewide and support a consistent, customer-centered service delivery model.

Framework for Partner Roles and Contributions

The MOU and IFA collectively define how required one-stop partners collaborate to deliver services, share resources, and support system operations.

These agreements:

- Establish partner roles and responsibilities for service delivery and system participation
- Define infrastructure and shared cost arrangements necessary to support Alaska Job Center operations
- Ensure inclusion of all required one-stop partners consistent with WIOA Titles I–IV and other applicable programs
- Support integrated service delivery through coordination, referral, and co-enrollment processes

This framework ensures that partner contributions are transparent, proportionate, and aligned with federal requirements.

Roles of One-Stop Partners

Required one-stop partners include, at a minimum, programs authorized under WIOA Titles I–IV and other federally required partner programs, as applicable.

Each partner contributes to the workforce system in accordance with its statutory authority and program requirements.

Partner roles include:

- Providing access to career services, training services, and supportive services
- Delivering program-specific services to eligible participants
- Participating in coordinated intake, assessment, and referral processes
- Supporting co-enrollment and integrated service delivery, where appropriate
- Engaging in cross-program collaboration, staff cross-training, and system alignment activities
- Contributing to employer engagement and sector-based workforce strategies

These activities support a coordinated, customer-centered service delivery model across the Alaska Job Center Network.

Resource Contributions and Cost Sharing

Resource contributions from one-stop partners are defined in the Infrastructure Funding Agreement (IFA) and may include:

- Infrastructure cost contributions to support Alaska Job Center facilities
- Shared services costs, including technology, equipment, and operational support
- Personnel and staffing contributions to support service delivery
- In-kind contributions that support system operations and participant access

Cost sharing is determined based on each partner's proportionate use of the system and relative benefit received, consistent with WIOA requirements and applicable federal cost principles under 2 CFR Part 200.

These contributions ensure that the Alaska Job Center Network remains accessible, functional, and responsive to the needs of job seekers and employers across Alaska's diverse geographic regions.

Coordination, Review, and Alignment

Partner roles, responsibilities, and resource contributions are reviewed, negotiated, and updated through the MOU and IFA processes to maintain alignment with:

- Alaska's Workforce Future (AWF) framework
- The One-Stop Operator (OSO) agreement

- Evolving workforce system needs and service delivery strategies

All partner contributions and coordination activities are implemented within existing statutory authorities, subject to funding availability, and consistent with program-specific accountability requirements.

(5) The competitive process used to award the subgrants and contracts for Title I activities.

Overview – Competitive Procurement for Title I Services

The State of Alaska administers Workforce Innovation and Opportunity Act (WIOA) Title I services through a combination of competitively procured contracts and direct service delivery, consistent with WIOA requirements, federal regulations, including 2 CFR Part 200.320, and applicable State of Alaska procurement laws and policies.

The Alaska Department of Labor and Workforce Development (DOLWD), in coordination with the Alaska Workforce Investment Board (AWIB), conducts competitive procurement processes to select qualified providers for WIOA Title I Youth services. WIOA Title I Adult and Dislocated Worker programs are administered directly by the State, ensuring consistent statewide service delivery within Alaska's single-area workforce structure.

This approach ensures that procurement processes are fair, transparent, and competitive where required, while maintaining alignment with statewide workforce strategies and operational consistency.

Competitive Procurement Framework

The State of Alaska awards WIOA Title I Youth contracts through a competitive procurement process consistent with WIOA requirements, federal regulations, including 2 CFR Part 200.320, and applicable State of Alaska procurement laws and policies.

DOLWD, in coordination with AWIB, conducts competitive solicitations to select service providers capable of delivering high-quality workforce services aligned with statewide and regional workforce priorities.

Competitive procurements are conducted through Requests for Grant Applications (RGAs) or Requests for Proposals (RFPs), as appropriate, to promote transparency, full and open competition, and accountability.

Applicability of Competitive Procurement

The competitive procurement process applies to WIOA Title I Youth Services.

WIOA Title I Adult and Dislocated Worker programs are administered directly by the State. They are not procured through competitive subawards, consistent with Alaska's designation as a single statewide workforce development area.

This approach ensures that Youth program funds are awarded in a fair, transparent, and accountable manner while maintaining consistent statewide service delivery for Adult and Dislocated Worker programs.

Procurement Process and Evaluation Criteria

Competitive solicitations include clearly defined requirements, evaluation criteria, and scoring methodologies.

Evaluation criteria include:

- Organizational and administrative capacity
- Program design and service delivery approach
- Experience serving eligible youth populations, including priority populations
- Alignment with labor market demand and sector strategies
- Fiscal integrity and financial management capacity
- Past performance, where applicable

Awards are made based on the results of the competitive evaluation process and are subject to funding availability and compliance with all applicable federal and state requirements.

Contract Terms and Renewals

Contracts are awarded for defined periods consistent with State procurement practices and the State Plan cycle.

Contracts may include options for renewal or extension, subject to:

- Continued availability of funding
- Satisfactory program performance
- Compliance with applicable federal and state requirements
- Ongoing alignment with statewide workforce priorities

Any extensions are exercised at the State's discretion and do not replace required competitive procurement processes.

Oversight, Monitoring, and Performance Management

The State monitors contracted Youth service providers to ensure compliance with:

- WIOA program requirements
- Performance accountability standards under WIOA section 116
- Fiscal controls and allowable cost requirements
- Service delivery expectations

Monitoring activities include programmatic and fiscal reviews, data validation, and performance analysis.

Monitoring results inform contract management decisions, technical assistance, and continuous improvement efforts.

System Impact

Through this competitive contracting approach, Alaska ensures that WIOA Title I Youth funds are administered responsibly and that Youth services remain responsive to labor market conditions, employer needs, and the evolving needs of young people during the PY 2026–2027 State Plan modification period.

(6) How training services outlined in section 134 will be provided through individual training accounts and/or through contracts, and how such training approaches will be coordinated. Describe how the State will meet informed customer choice requirements regardless of the training approach.

Overview – Delivery of Training Services

Alaska delivers Workforce Innovation and Opportunity Act (WIOA) Title I training services through Individual Training Accounts (ITAs), contract-based training, and Incumbent Worker Training (IWT), consistent with WIOA section 134 and applicable federal guidance.

Training services are designed to support participant career advancement, meet employer workforce needs, and align with in-demand industries and occupations.

Training delivery is coordinated through the Alaska Job Center Network using a participant-centered approach that emphasizes career planning, informed customer choice, and alignment with labor market demand.

Individual Training Accounts (ITAs)

Alaska uses Individual Training Accounts (ITAs) to provide eligible participants with access to training services that support entry into or advancement within in-demand occupations.

ITA service delivery is coordinated through Alaska Job Center case management staff, who work one-on-one with each participant to develop an Individual Employment Plan (IEP). The IEP identifies career goals, training needs, and the steps necessary to achieve employment outcomes.

Career exploration, assessment, and counseling activities provide participants with information on career pathways, training options, and labor market conditions.

Participants select training providers through Alaska's Eligible Training Provider List (ETPL), ensuring informed customer choice and access to approved training programs.

Contract-Based Training

In addition to ITAs, Alaska may utilize contract-based training in limited circumstances where it is determined to be the most effective approach, consistent with WIOA section 134(c)(3)(G).

Contract-based training may be used when:

- The training program is not available through the ETPL
- The training is designed to meet the specific needs of a group of participants (e.g., cohort-based or customized training)
- The training is aligned with employer demand and leads to employment opportunities

These contracts are procured in accordance with federal and state procurement requirements and are designed to ensure quality, cost-effectiveness, and alignment with workforce priorities.

Incumbent Worker Training (IWT)

Alaska provides Incumbent Worker Training (IWT) to support the retention and advancement of currently employed workers.

IWT is designed to enhance worker skills, increase productivity, and improve employer competitiveness. Employers identify training needs based on business operations and workforce requirements. When needed, staff guides employers in identifying appropriate training opportunities, including options available through the ETPL, the Alaska Commission on Postsecondary Education, and other recognized training providers.

Coordination and Alignment of Training Services

Training services delivered through ITAs, contract-based training, and IWT are coordinated to align with participant career goals, employer needs, and statewide workforce priorities.

Alaska Job Center staff, business services staff, and partner programs collaborate to:

- Support access to training opportunities
- Facilitate informed decision-making
- Align training investments with in-demand industries and occupations
- Promote co-enrollment and integrated service delivery, where appropriate

This coordinated approach supports Alaska's Workforce Future (AWF) priorities by strengthening workforce readiness, advancing careers, and aligning training investments with labor market demand.

Informed Customer Choice

Alaska ensures that participants can make informed decisions about training services, regardless of the delivery method.

Participants receive access to:

- Career counseling and individualized guidance through case management
- Information on training provider performance, cost, and outcomes through the ETPL
- Labor market information on in-demand occupations and wage expectations
- Comparative information on available training options

These resources help participants select training programs that align with their career goals and lead to successful employment outcomes.

[\(7\) How the State Board, in fulfilling Local Board functions, will coordinate Title I activities with those activities under Title II. Describe how the State Board will review local applications submitted under Title II, consistent with WIOA sections. 107\(d\)\(11\)\(A\) and \(B\)\(i\) and WIOA sec. 232.](#)

Overview – Coordination Between Title I and Title II

Alaska coordinates Workforce Innovation and Opportunity Act (WIOA) Title I and Title II (Adult Education and Family Literacy Act, AEFLA) programs to support integrated service delivery, career pathway development, and improved employment and credential outcomes for participants.

Coordination occurs through shared planning, co-enrollment strategies, referral processes, and integration of adult education services within the Alaska Job Center Network, consistent with each program's statutory authority and funding requirements.

This includes coordinated intake and referral processes, staff collaboration, and alignment of services to support seamless access to education and workforce services.

Program Alignment and Service Delivery

The Alaska Department of Labor and Workforce Development (DOLWD) facilitates coordination between Title I and Title II programs through:

- Regular inter-program communication and collaboration
- Joint participation in the workforce system and State Plan planning activities
- Alignment of service delivery strategies across programs

Title II providers deliver adult education, English language acquisition, and Integrated Education and Training (IET) activities that align with local and statewide labor market demand and are coordinated with Title I employment and training services.

Title II staff and I collaborate through shared workforce system activities within the Alaska Job Center Network, including coordinated outreach, intake, and service delivery where appropriate.

Referrals, Co-Enrollment, and Participant Support

Participants may be referred between Title I and Title II programs and, as appropriate, co-enrolled to support skill development, credential attainment, and employment outcomes.

These coordinated strategies allow participants to access complementary services, including:

- Basic skills instruction and English language acquisition
- Occupational skills training and work-based learning
- Supportive services that promote retention and completion

All referrals and co-enrollment activities are conducted in a manner that maintains distinct eligibility determinations, performance accountability, and fiscal responsibility for each program.

Career Pathways and Integrated Education and Training

Career pathways and Integrated Education and Training (IET) strategies are coordinated to support participant progression from foundational skill development to postsecondary education, training, and employment.

Title II providers work in coordination with Title I programs to:

- Align instructional content with high-demand industries
- Support transitions into occupational training and employment
- Connect participants to career pathways aligned with Alaska's Workforce Future (AWF) priorities

These efforts strengthen alignment between education and workforce services and support improved participant outcomes.

State Board Role in Title II Application Review

In accordance with WIOA sections 107(d)(11)(A) and (B)(i) and section 232, the Alaska Workforce Investment Board (AWIB) fulfills the role of the Local Board and participates in the review of applications submitted under Title II (AEFLA).

The State Board reviews Title II applications to ensure alignment with:

- The State Plan and Alaska's Workforce Future (AWF) framework
- Workforce system priorities and regional labor market needs
- Career pathway strategies and integration with Title I services

This review process supports coordination between adult education and workforce programs and ensures that funded activities contribute to a unified, aligned workforce system.

Final funding decisions remain consistent with AEFLA statutory requirements and applicable State administrative processes.

Governance and System Alignment

The Alaska Workforce Investment Board (AWIB) provides oversight to ensure alignment between Title I and Title II programs within the broader workforce system.

This governance structure supports system-level coordination while preserving the distinct statutory roles, accountability structures, and administrative responsibilities of each program.

Data Coordination and Continuous Improvement

Coordination between Title I and Title II programs is supported through shared performance goals, data-informed decision-making, and ongoing communication across programs.

Participation and outcomes are tracked through program-specific data systems. Performance trends, monitoring activities, and stakeholder feedback inform coordination strategies and continuous improvement efforts.

Program Integrity and Compliance

All coordination activities are implemented within existing statutory authorities, funding availability, and program-specific requirements.

These activities do not alter eligibility determinations, service requirements, performance accountability, or fiscal responsibility for either Title I or Title II programs.

Coordination practices described in this section support Alaska's workforce system priorities during the PY 2026–2027 State Plan modification period.

(8) Copies of executed cooperative agreements which define how all local service providers will carry out the requirements for integration of and access to the entire set of services available in the one-stop delivery system, including cooperative agreements with entities administering Rehabilitation Act programs and services.

Overview – Cooperative Agreements for One-Stop Access and Integration

Alaska ensures access to the one-stop delivery system through cooperative agreements that support coordinated service delivery, partner integration, and shared responsibility across required and optional one-stop partners.

These agreements establish the framework for collaboration among workforce, education, human services, and economic development partners, and entities administering Rehabilitation Act programs, including the Division of Vocational Rehabilitation (DVR), that participate in the Alaska Job Center (AJC) Network.

Framework for Cooperative Agreements

Alaska's cooperative agreements define how one-stop partners collaborate to provide integrated services and ensure access to the full range of workforce system services.

These agreements include:

- The One-Stop Partner Memorandum of Understanding (MOU)
- The Infrastructure Funding Agreement (IFA)
- The One-Stop Operator (OSO) Agreement

Together, these agreements define partner roles, responsibilities, cost-sharing arrangements, and expectations for coordinated service delivery.

The State maintains executed agreements, and they are available for review in accordance with federal requirements.

MOU and Infrastructure Funding Agreement

The Alaska Workforce Investment Board (AWIB), in coordination with the Department of Labor and Workforce Development (DOLWD), maintains a comprehensive One-Stop Partner Memorandum of Understanding (MOU), including an Infrastructure Funding Agreement (IFA), that defines partner roles, service coordination, and cost-sharing requirements within the Alaska Job Center Network. This framework supports the integrated service delivery and partner alignment strategies described in Section II(c). Additional information on one-stop partners and system roles is provided in Appendix L – One-Stop Partners and System Resources.

AWIB, DOLWD, the One-Stop Operator (OSO), and required one-stop partners are actively engaged in developing and executing an updated MOU/IFA to ensure continued compliance and alignment during the PY 2026–2027 State Plan modification period and to support consistent statewide implementation of one-stop partner requirements. A comprehensive inventory of workforce policies supporting system alignment and coordinated service delivery is provided in Appendix D – Policy Inventory.

During this transition period, workforce services continue to be delivered in accordance with WIOA requirements and established operational procedures. This approach ensures uninterrupted access to services for customers and continued coordination among partners.

Continuity of Operations and System Integration

The One-Stop Operator (OSO) Agreement remains in effect through June 30, 2027, ensuring continuity of one-stop operations, partner coordination, and service integration while the updated MOU/IFA is finalized.

The updated MOU/IFA will be executed in accordance with WIOA statutory requirements and applicable federal guidance and will not alter program-specific eligibility, funding responsibilities, or performance accountability requirements, ensuring stability and continuity across the workforce system.

Physical and Programmatic Access

Cooperative agreements support both physical and programmatic access to one-stop services across Alaska.

Access is provided through:

- On-site partner presence at Alaska Job Centers, where available
- Itinerant and shared staffing models in communities without full partner co-location
- Virtual and technology-enabled service delivery
- Coordinated referral processes that ensure timely access to partner services

These strategies ensure that customers can access the full range of workforce services regardless of location, including in rural and remote communities.

Partner Integration and Service Coordination

Through cooperative agreements, one-stop partners coordinate service delivery to support shared customers and an integrated workforce system.

This includes:

- Shared intake, assessment, and referral processes
- Cross-program communication and coordination
- Alignment of services across programs
- Participation in system planning and continuous improvement activities

These efforts promote a seamless customer experience and reduce duplication of services across programs.

System Governance and Program Integrity

Through the MOU, IFA, and related cooperative agreements, Alaska ensures that one-stop partners:

- Contribute appropriate resources
- Coordinate service delivery
- Participate in system governance consistent with WIOA requirements

These agreements strengthen system integration while preserving distinct program roles, funding streams, eligibility requirements, and performance accountability structures.

[**\(e\) Waiver Requests \(optional\).**](#) States wanting to request waivers as part of their Title I-B Operational Plan must include a waiver plan that includes the following information for each waiver requested:

Overview – Waiver Request

Alaska is requesting renewal of its previously approved waiver to operate as a single statewide workforce development area under WIOA Section 189(i)(3)(B).

This waiver allows the Alaska Workforce Investment Board (AWIB) to function as both the State Workforce Development Board and Local Workforce Development Board, supporting a unified governance structure that enhances administrative efficiency, ensures consistent statewide service delivery, and improves access to workforce services across Alaska's geographically dispersed and rural communities.

The waiver supports Alaska's Workforce Future (AWF) framework and aligns with federal priorities related to system integration, employer engagement, and workforce system modernization.

Key Elements – Single Statewide Area Waiver Framework

Alaska's waiver request is based on the following key elements:

- Operation as a single statewide workforce development area under WIOA §106(d) and §107(b)
- Designation of AWIB as both the State and Local Workforce Development Board
- Elimination of duplicative local governance structures to improve administrative efficiency
- Support for consistent statewide policy implementation and fiscal oversight
- Alignment of workforce strategies with employer demand and sector-based approaches
- Maintenance of equitable access to services across urban, rural, and remote communities
- Preservation of WIOA performance accountability under Section 116
- Use of data-driven monitoring and continuous improvement strategies
- Alignment with federal priorities, including TEGL 05-25 system modernization guidance

(1) Identifies the statutory or regulatory requirements for which a waiver is requested and the goals that the State or local area, as appropriate, intends to achieve as a result of the waiver, and how those goals relate to the Unified or Combined State Plan;

Pursuant to section 189(i)(3)(B) of the Workforce Innovation and Opportunity Act (WIOA), the State of Alaska requests renewal of its previously approved waiver to operate as a single statewide workforce development area. The State is requesting continuation of existing waiver authority and is not seeking any expansion or modification of the previously approved waiver. This request is submitted as part of Alaska's two-year State Plan modification for Program Years (PY) 2026–2027 under TEGL 07-25. The governance structure remains unchanged from the previously approved 2024–2027 State Plan framework.

Statutory and Regulatory Requirements

This waiver relates to the following statutory and regulatory requirements:

- WIOA section 106(d) – Designation of local workforce development areas
- WIOA section 107(b) – Local workforce development board composition and functions
- 20 CFR §§ 679.210–679.240 and 679.270 – Local board designation, responsibilities, and single-area state provisions

Under this waiver, the Alaska Workforce Investment Board (AWIB) serves as both the State Workforce Development Board and the Local Workforce Development Board for the entire state. Alaska operates as a single-board, single-area workforce system.

This waiver is consistent with WIOA section 189(i)(3)(B) because it improves the statewide workforce development system, aligns with WIOA goals, and does not undermine worker protections, fiscal accountability, or performance requirements.

Operational Context and Need for the Waiver

Alaska's geographic scale, dispersed population centers, and limited administrative capacity in many rural and remote communities present structural challenges to operating multiple local workforce development areas.

Separate local governance entities would:

- Create duplicative administrative costs
- Fragmented, limited fiscal and staffing resources
- Impede consistent statewide policy implementation
- Introduce inequities in service capacity across regions

The single statewide structure addresses these constraints by consolidating governance functions while maintaining local engagement through:

- Geographic diversity in board membership
- Representation from business, labor, education, Tribal organizations, and local elected officials
- Ongoing outreach and stakeholder consultation across Alaska's economic regions

The waiver does not eliminate local input, reduce service access, or alter participant eligibility. It ensures governance responsibilities are carried out in a manner that is operationally feasible, equitable, and fiscally responsible.

Goals of the Waiver

The goals of this waiver are to:

- Maintain administrative efficiency in a geographically large and sparsely populated state
- Ensure consistent statewide policy implementation and fiscal oversight
- Reduce duplicative governance structures that are not operationally sustainable in Alaska's regional context
- Support coordinated statewide planning, employer engagement, and sector strategies
- Maintain consistent access to workforce services across urban, rural, and remote communities
- Preserve unified performance accountability under WIOA section 116

Alignment with the State Plan and Federal Priorities

This waiver supports the strategic vision and goals outlined in Sections II(b) and II(c) of this State Plan and advances Alaska's Workforce Future (AWF) framework.

The waiver aligns with federal priorities, including:

- Strengthening workforce system integration
- Enhancing employer engagement and sector partnerships
- Expanding access to services for underserved populations
- Supporting system modernization and data-informed decision-making

Alignment with U.S. Department of Labor priorities and expected outcomes is further described in Section 4 of this waiver request.

[\(2\) Describes the actions that the State or local area, as appropriate, has undertaken to remove State or local statutory or regulatory barriers;](#)

Before requesting renewal of this waiver, the State of Alaska conducted a comprehensive review of applicable statutes, administrative policies, governance structures, fiscal procedures, and service delivery models to identify any State or local barriers to implementation of the requested waiver.

This review confirmed that:

- Alaska statute authorizes the Alaska Workforce Investment Board (AWIB) as the State Workforce Development Board
- The Governor has designated Alaska as a single statewide workforce development area
- Administrative policies support centralized fiscal oversight, monitoring, and performance accountability
- Service delivery is coordinated statewide through Alaska Job Centers, partner agencies, and contracted providers
- No State-level statutory, regulatory, administrative, or fiscal barriers impede the implementation of a single-area workforce system

The State also evaluated whether alternative governance structures, including multiple local workforce development areas, could be implemented through State-level policy or administrative changes. Based on this assessment, the State determined that establishing multiple local workforce development areas would not be operationally feasible due to geographic scale, dispersed population centers, administrative capacity constraints, and limited resources in rural and remote communities.

As a result of this review, the State determined that no additional State or local statutory or regulatory changes are necessary to support implementation of the requested waiver.

The remaining constraint is the federal statutory framework under WIOA sections 106 and 107, which cannot be modified through State action. Accordingly, a federal waiver is necessary to continue operating Alaska's single statewide workforce development area.

(3) Describes the goals of the waiver and the expected programmatic outcomes if the request is granted;

Continuation of this waiver is expected to support measurable improvements in system coordination, service consistency, and administrative efficiency. These outcomes are expected to be performance-neutral or performance-enhancing and aligned with Alaska's Workforce Future (AWF) framework and the strategic goals outlined in this State Plan.

Expected Programmatic Outcomes

If the waiver is granted, Alaska expects the following outcomes:

Stable or Improved Performance Outcomes

- Maintain or improve performance across the WIOA section 116 primary indicators of performance
- Ensure no adverse impact on performance outcomes resulting from the statewide governance structure

Increased Consistency in Service Delivery

- Ensure uniform eligibility determinations and policy implementation across all regions
- Reduce regional variability in program administration and service delivery

Sustained or Improved Access for Rural and Remote Communities

- Maintain equitable access to workforce services across geographic regions
- Increase participation among priority populations, including individuals in rural and remote areas

Administrative Efficiency and Reduced Duplication

- Streamline planning, reporting, and oversight processes
- Reduce administrative burden, costs, and delays associated with duplicative governance structures

Employer Engagement and Alignment

- Strengthen statewide sector strategies and industry partnerships
- Improve coordination of employer services and responsiveness to workforce needs

Measurement and Data Sources

Progress toward these outcomes will be measured using:

- AlaskaJobs system data
- WIOA section 116 performance reports
- Monitoring and compliance findings
- Fiscal oversight and program review reports

The waiver does not create new performance indicators or reporting requirements. Existing performance accountability systems will be used to assess outcomes and ensure continued program effectiveness.

Performance Neutrality Statement

The State does not anticipate adverse impacts on participant outcomes, employer engagement, fiscal integrity, or compliance as a result of this waiver.

The continuation of the single-area governance structure is expected to maintain or improve system performance while enhancing coordination, consistency, and access across Alaska's workforce system.

(4) Describes how the waiver will align with the Department's policy priorities, such as:

Continuation of Alaska's waiver to operate as a single statewide workforce development area aligns with U.S. Department of Labor priorities, including system modernization and alignment principles outlined in TEG 05-25. This waiver supports federal policy priorities in the following areas:

Strengthening Workforce System Alignment and Integration

- Promotes coordination across WIOA core programs and partner programs within a unified governance structure
- Supports integrated service delivery through the Alaska Job Center Network

Enhancing Employer Engagement and Sector Strategies

- Enables consistent statewide implementation of sector-based workforce strategies
- Strengthens coordination of employer services across regions and industries

Expanding Access to Workforce Services

- Supports equitable access to services for individuals in rural and remote communities
- Reduces disparities in service availability across geographic regions

Improving Administrative Efficiency and Reducing Duplication

- Eliminates duplicative local governance structures
- Streamlines planning, reporting, and oversight functions

Advancing Data-Informed Decision-Making and Continuous Improvement

- Supports consistent statewide performance tracking and monitoring
- Enables use of data to inform policy, program design, and resource allocation

Supporting Job Quality and Career Pathways

- Promotes alignment of workforce services with in-demand industries and career pathways
- Supports participant progression to employment, retention, and advancement

Conclusion

By continuing this waiver, Alaska strengthens alignment with federal workforce priorities while maintaining a coordinated, efficient, and accessible workforce system that supports both participants and employers across the state.

(A) supporting employer engagement;

The continuation of Alaska's single statewide workforce development area strengthens employer engagement by ensuring that business representatives are consistently informed of statewide policy, planning, and investment decisions.

Operating under a single-board structure enables coordinated employer outreach, reduces fragmentation, and ensures that workforce strategies are aligned with statewide labor market demand rather than varying regional approaches.

This approach supports:

- Consistent employer engagement practices aligned with labor market demand
- Statewide sector strategies informed by industry needs
- Coordinated business services across workforce system partners
- Streamlined communication with employers through a unified workforce system
- Improved responsiveness to employer workforce needs across regions

Through this structure, Alaska can engage employers more effectively, align training investments with industry demand, and support job-driven workforce development strategies consistent with federal priorities.

(B) connecting education and training strategies;

The continuation of Alaska's single statewide workforce development area facilitates coordinated planning between workforce and education partners, supporting alignment across education, training, and employment systems.

This unified structure enables consistent implementation of career pathway strategies. It strengthens coordination among WIOA core programs, including Title I and Title II (Adult Education and Family Literacy Act), as well as secondary and postsecondary education partners.

The waiver supports the Department's emphasis on integrated education and workforce strategies while maintaining program-specific accountability, eligibility requirements, and funding structures.

This model enables:

- Consistent development and implementation of career pathways aligned with in-demand industries
- Alignment with career and technical education (CTE) and postsecondary training pathways
- Coordination with secondary, postsecondary, and adult education partners
- Integration of education and training through strategies such as Integrated Education and Training (IET), where appropriate
- Improved transitions from education to employment through coordinated service delivery

Through this approach, Alaska strengthens connections between education and workforce systems, supports skill development aligned with employer demand, and improves participant outcomes.

(C) supporting work-based learning;

The continuation of Alaska's single statewide workforce development area enables coordinated implementation of sector-based strategies and work-based learning approaches, including Registered Apprenticeship, on-the-job training (OJT), and other employer-connected training models.

Centralized governance and oversight support consistent standards for policy implementation, monitoring, and fiscal accountability across the state, ensuring that work-based learning opportunities are delivered in alignment with employer demand and workforce system priorities.

This structure advances:

- Expansion of work-based learning opportunities aligned with employer demand
- Consistent policy implementation for on-the-job training, Registered Apprenticeship, and other work-based learning models
- Coordination of training strategies across regions and partner programs
- Increased access to earn-and-learn opportunities for participants, including priority populations
- Strengthened employer partnerships through direct involvement in training and skill development

Through this approach, Alaska supports job-driven training strategies that connect participants to employment, enhance employer engagement, and improve workforce system outcomes consistent with federal priorities.

(D) improving job and career results, and

The continuation of Alaska's single statewide workforce development area supports improved job and career outcomes by maintaining unified performance accountability, consistent statewide oversight, and coordinated service delivery across programs and regions.

While the waiver does not alter negotiated performance levels or indicators under WIOA Section 116, it strengthens the governance structure necessary to support effective performance management, data-driven decision-making, and continuous improvement.

This approach supports:

- Consistent implementation of policies and service strategies that contribute to employment and earnings outcomes
- Standardized monitoring practices to ensure program quality and compliance
- Coordinated service delivery across urban, rural, and remote communities
- Improved alignment of training and employment services with in-demand industries
- Enhanced ability to track and improve outcomes related to employment, credential attainment, and retention

Through this structure, Alaska improves its ability to deliver effective workforce services, support participant success, and achieve strong job and career outcomes consistent with federal performance expectations.

(E) other guidance issued by the Department.

The continuation of Alaska's single statewide workforce development area aligns with federal priorities for system integration, continuous improvement, and workforce system modernization, as outlined in guidance issued by the U.S. Department of Labor, including TEGL 05-25.

This structure supports a coordinated and adaptable workforce system that is responsive to evolving federal guidance while maintaining accountability and program integrity.

Consistent with federal guidance, this approach supports:

- System modernization and operational efficiency across workforce programs
- Centralized oversight of data systems, performance reporting, and accountability processes
- Statewide policy alignment across core and partner programs
- Integration of services to improve customer experience and system effectiveness
- Flexible service delivery approaches suited to Alaska's geographic and demographic realities

Through this structure, Alaska can implement federal guidance consistently, strengthen system performance, and support continuous improvement across the workforce development system.

(5) Describes the individuals affected by the waiver; and

The waiver affects individuals and employers served through Alaska's statewide workforce development system.

The waiver does not change eligibility criteria, priority of service requirements, or access to services for any population.

Populations Affected

The following populations are served through the workforce system and are affected by the governance structure supported by this waiver:

- Individuals with barriers to employment
- Residents of rural and remote communities
- Alaska Native populations and tribal communities
- Youth, adults, and dislocated workers
- Participants in partner programs, including the Division of Vocational Rehabilitation (DVR) and the Senior Community Service Employment Program (SCSEP)
- Employers across Alaska's industry sectors

No populations are excluded, restricted, or disadvantaged as a result of this waiver.

Expected Benefits

The waiver supports the following benefits for individuals and employers:

- Consistent statewide eligibility determination and service delivery
- Coordinated service delivery across workforce system partners
- Equitable access to services regardless of geographic location
- Reduced administrative fragmentation and duplication
- Improved alignment of services with employer workforce needs

Mitigation Strategies

Any potential reduction in localized governance is mitigated through:

- Diverse representation on the Alaska Workforce Investment Board (AWIB), including geographic and stakeholder diversity
- Ongoing regional stakeholder engagement and consultation
- Monitoring of participation, service delivery, and outcomes across geographic areas
- Transparent processes for requesting local area designation, consistent with WIOA requirements

The waiver does not alter eligibility requirements, priority of service, performance accountability, or nondiscrimination protections under WIOA Section 188 and 29 CFR Part 38.

Monitoring and oversight of impacts to these populations are further described in Section 6 of this waiver.

(6) Describes the processes used to:

(A) Monitor the progress in implementing the waiver;

The State will monitor implementation of the waiver through established programmatic, fiscal, and performance oversight processes designed to ensure compliance, consistency, and effectiveness across the statewide workforce system.

Monitoring activities include:

- Participant file reviews, including eligibility validation and documentation requirements
- Fiscal monitoring and subrecipient oversight to ensure compliance with federal and state requirements
- Performance dashboard analysis aligned with WIOA Section 116 indicators
- Data validation reviews to ensure accuracy and integrity of reported outcomes
- Implementation of corrective action procedures, as necessary

These monitoring activities assess compliance with WIOA requirements, equitable access to services, consistency of service delivery across regions, and progress toward achieving program outcomes.

(B) Provide notice to any local board affected by the waiver;

As a single-area state, Alaska does not have separate local workforce development boards. The Alaska Workforce Investment Board (AWIB) serves as both the State Workforce Development Board and the Local Workforce Development Board for the entire state.

Accordingly, there are no separate local boards requiring notification. However, AWIB members are informed of waiver-related actions and decisions through established governance processes, including board meetings, committee discussions, and regular communications.

This approach ensures transparency, stakeholder awareness, and appropriate oversight consistent with WIOA requirements.

(C) Provide any local board affected by the waiver an opportunity to comment on the request;

As a single-area state, Alaska does not have separate local workforce development boards. The Alaska Workforce Investment Board (AWIB) serves as both the State Workforce Development Board and the Local Workforce Development Board.

AWIB members are provided the opportunity to review and comment on the waiver request through formal board meetings, committee discussions, and established governance procedures.

In addition, the process for requesting designation as a local workforce development area remains publicly available. It is administered in accordance with WIOA and 20 CFR § 679.640, ensuring that stakeholders can request local designation and provide input on the workforce system structure.

(D) Ensure meaningful public comment, including comments by business and organized labor, on the waiver.

The State will ensure meaningful public comment on the waiver request by providing advance notice through established public notice procedures and conducting targeted outreach to stakeholders, including business representatives, organized labor, and workforce system partners.

The waiver request will be made available through accessible formats and multiple channels to support broad statewide participation. Stakeholders will be provided with sufficient time and multiple methods for submitting comments.

All substantive comments received during the public comment period will be reviewed and considered before submission to the U.S. Department of Labor, consistent with federal guidance. Where applicable, comments will be addressed and incorporated into the waiver request.

Documentation of public notice activities, comment periods, and responses will be maintained in accordance with state and federal record retention requirements.

(E) Collect and report information about waiver outcomes in the State's WIOA Annual Report.

The State will collect, track, and report information on waiver implementation and outcomes through established performance reporting and monitoring systems.

Waiver outcomes will be reported through:

- WIOA Annual Statewide Performance Report
- WIOA Section 116 performance indicators, including employment, earnings, credential attainment, and measurable skill gains
- Monitoring and oversight documentation, including programmatic and fiscal reviews

These data sources will be used to assess the effectiveness of the waiver in supporting system coordination, service delivery, and participant outcomes.

The waiver does not create additional federal reporting requirements beyond those established under WIOA. These monitoring and reporting processes ensure ongoing accountability, transparency, and alignment with federal requirements throughout the waiver period.

(7) The most recent data available regarding the results and outcomes observed through implementation of the existing waiver, in cases where the State seeks renewal of a previously approved waiver.

Alaska has successfully operated under an approved Single Statewide Workforce Development Area waiver in prior program years. During the most recently completed program years, the State has maintained compliance with WIOA statutory and regulatory requirements while operating under this governance structure.

Available programmatic, fiscal, and performance data indicate that operation as a single statewide workforce development area has supported consistent performance accountability, equitable service access, and administrative efficiency.

Performance outcomes

During the prior waiver period, Alaska:

- Maintained performance across WIOA Section 116 primary indicators
- Sustained compliance with federal reporting requirements for WIOA Titles I–IV
- Monitored performance outcomes statewide and by geographic region
- Implemented corrective actions, where necessary, through established monitoring processes

No adverse impacts to performance, compliance, or service delivery were identified as a result of operating under the waiver.

Participation and Access

- Maintained statewide participation, including in rural and remote communities
- Ensured access for priority populations
- Enabled flexible allocation of resources to meet regional workforce needs

Employer Outcomes

- Sustained employer engagement across industry sectors
- Supported sector strategies and work-based learning initiatives

- Maintained alignment between workforce services and employer demand

Efficiency and Administrative Impact

- Reduced duplication of governance structures
- Streamlined administrative and reporting processes
- Strengthened fiscal oversight and accountability

Continuous Improvement

Lessons learned through implementation of the waiver include:

- Importance of clearly defined governance roles and responsibilities
- Ongoing monitoring of geographic equity in service delivery
- Strong stakeholder engagement across regions and populations
- Use of data-driven decision-making to inform policy and program improvements

Continued Relevance of the Waiver

Alaska's geographic scale, dispersed population centers, and administrative context continue to support the need for a single statewide workforce development area.

The waiver continues to support:

- Effective stewardship of WIOA funds
- Equitable access to workforce services across all regions
- Consistent statewide accountability and performance management

Conclusion

These results demonstrate that the waiver has been effective in maintaining performance, ensuring access, and supporting efficient administration. The State, therefore, requests continuation of the waiver for the PY 2026–2027 State Plan modification period.

TITLE I-B ASSURANCES

TITLE I-B ASSURANCES The State Plan must include assurances that:		Included?
1.	The State has implemented a policy to ensure that Adult program funds are prioritized for delivering training and individualized career services to low-income individuals, public assistance recipients, and basic skills-deficient individuals.	Yes
2.	The State has implemented a policy to ensure local areas have a process in place for referring eligible veterans with employment barriers to career services provided by the JVSG program's Disabled Veterans' Outreach Program (DVOP) specialist.	Yes
3.	The State has established a written policy and procedure that sets forth criteria for the appointment of local workforce investment board members by the chief elected officials.	Yes
4.	The State established written policy and procedures to ensure local workforce investment boards are certified by the governor every two years in accordance with WIOA section 107(c)(2);	Yes
5.	Where an alternative entity takes the place of a State Board, the State has written policy and procedures to ensure the alternative entity meets the definition under WIOA section 101(e) and the legal requirements for membership;	Yes
6.	The State established a written policy and procedure for how individuals and entities represented on the State Workforce Development Board help determine the methods and factors for distribution, and how the State consults with chief elected officials in local areas throughout the State to determine distributions.	Yes
7.	The State will not use funds received under WIOA Title I to assist, promote, or deter union organizing in accordance with WIOA section 181(b)(7);	Yes
8.	The State distributes adult and youth funds received under WIOA by formula, and no local area shall "receive an allocation percentage for a fiscal year that is less than 90 percent of the average allocation percentage of the local area for the 2 preceding fiscal years" [(WIOA Section 133(b)(2)(A)(ii)];	Yes
9.	If a State Workforce Development Board, department, or agency administers State laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers Wagner-Peyser services, Adult and Dislocated Worker programs, and Youth Programs under Title I;	Yes
10.	The State agrees to report on the impact and outcomes of its approved waivers in its WIOA Annual Report.	Yes
11.	The State has taken appropriate action to secure compliance with the Uniform Guidance at 2 CFR 200 and 2 CFR 2900, including that the State will annually monitor local areas to ensure compliance and otherwise take appropriate action to secure compliance with the Uniform Guidance under section WIOA 184(a)(3);	Yes

Wagner-Peyser Act Program (Employment Service)

(a) Employment Service Staff.

Overview – Wagner-Peyser Employment Service (ES) Program

The Wagner-Peyser Employment Service (ES) program in Alaska is administered by the Department of Labor and Workforce Development (DOLWD) and delivered through the Alaska Job Center (AJC) network. Employment Service activities are provided by state merit staff and are fully integrated within Alaska's workforce development system.

The ES program provides labor exchange services to job seekers and employers, including job search assistance, job matching, employer recruitment, and reemployment services for Unemployment Insurance (UI) claimants.

Consistent with WIOA, Wagner-Peyser services are integrated with Title I, Adult Education, Vocational Rehabilitation, and other partner programs to support coordinated service delivery, co-enrollment, and improved workforce outcomes.

Service delivery is designed to ensure statewide access, including in rural and remote communities, through a combination of in-person, virtual, and hybrid service strategies.

(1) Describe the State's staffing model for the provision of labor exchange services using State merit staff. States covered by 20 CFR 652.215(b) (Colorado, Massachusetts, and Michigan) must describe the staffing model the State will use to provide labor exchange services under the Wagner-Peyser Act, including outreach to MSFWs.

Wagner-Peyser Employment Service (ES) labor exchange services in Alaska are delivered by state merit staff within the Department of Labor and Workforce Development (DOLWD), consistent with federal requirements under the Wagner-Peyser Act and 20 CFR Part 652.

State merit staff provide employment services to job seekers and employers through the Alaska Job Center (AJC) network and support integrated service delivery across workforce programs. Staffing is structured to ensure consistent, compliant, and accessible service delivery statewide, including in rural and remote communities.

Key Elements – Staffing of Wagner-Peyser Labor Exchange Services

- Wagner-Peyser labor exchange services are delivered exclusively by state merit staff
- ES staff are assigned to Alaska Job Centers and provide services to job seekers and employers
- Staff support integrated service delivery across WIOA core and partner programs
- Staffing models support in-person, virtual, and hybrid service delivery
- Staff are trained to coordinate with Unemployment Insurance (UI), WIOA, and partner programs

Merit Staffing and Service Delivery

State merit staff employed by DOLWD deliver all Wagner-Peyser labor exchange services in Alaska. These staff are responsible for providing core employment services, including job search assistance, job matching, employer engagement, and referrals to training and partner programs.

The use of merit staff ensures that services are delivered in compliance with federal requirements, administered under uniform personnel standards, and aligned with statewide policies and procedures.

Alaska Job Center Staffing Model

ES staff are assigned to Alaska Job Centers and serve as primary providers of labor exchange services. In many locations, particularly in rural and remote areas, staff perform multiple roles to support efficient and comprehensive service delivery.

Responsibilities include:

- Assisting job seekers with employment services and job search activities
- Supporting employers with recruitment, job postings, and hiring needs
- Providing reemployment services to Unemployment Insurance (UI) claimants
- Coordinating referrals and co-enrollment with partner programs

Integration with Workforce Programs

ES staff work collaboratively with WIOA Title I, the Adult Education and Family Literacy Act (Title II), Vocational Rehabilitation (Title IV), and other partner programs to ensure coordinated, seamless service delivery.

Staff are trained to understand program eligibility, services, and referral processes, enabling effective co-enrollment and connection to appropriate resources.

Coordination with the Unemployment Insurance (UI) program supports reemployment services, claimant engagement, and alignment with federal reemployment requirements.

Statewide Access and Service Delivery

Alaska's staffing model supports a combination of in-person, virtual, and hybrid service delivery approaches. This model ensures that individuals and employers across the state, including those in rural and remote communities, have access to Wagner-Peyser labor exchange services.

The flexibility of this approach allows the State to address geographic barriers, respond to regional workforce needs, and maintain consistent service delivery across diverse communities.

(2) Describe how the State will utilize professional development activities for Employment Service staff to ensure staff can provide high-quality services to both job seekers and employers.

Overview – Professional Development for Employment Service Staff

Alaska ensures that Employment Service (ES) staff receive comprehensive professional development to support the effective delivery of Wagner-Peyser services. Training is provided during initial onboarding and reinforced through ongoing development opportunities to ensure staff maintain the knowledge and skills necessary to serve job seekers, workers, and employers.

Professional development is designed to support consistent, high-quality service delivery across the Alaska Job Center network and includes training on workforce programs, customer service, system tools, and regulatory requirements.

Key Elements – Professional Development for Employment Service Staff

- ES staff receive structured onboarding and ongoing professional development to support high-quality service delivery
- Training includes core competencies, workforce system knowledge, and program-specific requirements
- Staff receive cross-training to support multiple roles within Alaska Job Centers
- AlaskaJobs supports service delivery, tracking, and reporting of Wagner-Peyser activities
- Performance monitoring informs targeted training and continuous improvement

Training Framework and Delivery

Employment Service staff participate in comprehensive training during their first year of employment, followed by ongoing refresher training to maintain and enhance their skills.

Most ES staff complete the National Association of Workforce Development Professionals' Five Core Competency Trainings, which include:

- Customer service methods
- Workforce diversity
- Labor market information
- Communication principles
- Workforce development structure, policies, and programs

In addition, staff receive training on:

- Program policies and procedures
- Partner programs and services
- Rapid response activities
- Work Opportunity Tax Credit (WOTC)
- Fidelity bonding
- Veterans' programs and priority of service
- Equal employment opportunity and disability awareness
- Job search techniques and employer engagement strategies

ES staff often serve in multiple roles within Alaska Job Centers and receive cross-training to ensure they can effectively support a range of service functions.

System Tools and Service Delivery Support

AlaskaJobs provides the primary system platform for delivering, documenting, and tracking Wagner-Peyser services to job seekers and employers. Staff are trained on system functionality to ensure accurate service entry, case management, and reporting.

These tools support the Employment and Training Technical Unit (ETTU) in reporting service delivery outcomes at the quarterly and annual levels and help ensure data integrity across programs.

Performance Monitoring and Continuous Improvement

The Employment and Training Technical Unit (ETTU) monitors staff performance through both quantitative and qualitative review processes.

Performance monitoring includes:

- Quarterly quantitative reviews through the Self-Appraisal System (SAS) for job seeker and employer services
- Annual qualitative assessments through onsite reviews using the Policy and Procedure Annual Self-Appraisal Checklist

Findings from monitoring activities inform targeted professional development. Staff receive additional training as needed through:

- Classroom instruction
- Webinars
- One-on-one technical assistance

This continuous improvement approach ensures that staff maintain compliance with program requirements and deliver consistent, high-quality services.

[\(3\) Describe strategies developed to support training and awareness across core programs and the Unemployment Insurance \(UI\) program, and the training provided for Employment Service and WIOA staff on identification of UI eligibility issues and referral to UI staff for adjudication.](#)

Overview – Cross-Program Training and UI Eligibility Issue Identification

Alaska ensures that Employment Service (ES) and WIOA staff are trained to understand Unemployment Insurance (UI) program requirements and to identify and refer potential UI eligibility issues. Through coordinated training, shared resources, and established referral processes, staff are equipped to support UI claimants while maintaining appropriate program boundaries.

Cross-program collaboration between UI, ES, and WIOA staff promotes accurate identification of eligibility issues, timely referrals, and improved outcomes for claimants navigating both workforce and UI systems.

Key Elements – Cross-Program Training and UI Eligibility Issue Identification

- ES and WIOA staff maintain a working knowledge of UI requirements and claimant responsibilities
- Alaska Job Center staff support UI claimants in meeting work registration and job search requirements
- UI staff provide ongoing training to workforce staff on eligibility issues and referral processes
- Established referral pathways allow staff to identify and report potential UI eligibility issues
- RESEA activities strengthen coordination between UI and workforce programs
- Shared training resources support continuous staff development and program alignment

Staff Knowledge and Claimant Support

Employment Service and WIOA staff maintain a working knowledge of UI program requirements, including claimant responsibilities such as registering for work in AlaskaJobs, maintaining an online résumé, and completing weekly work search activities.

Staff supports UI claimants by:

- Guiding individuals in meeting UI program requirements
- Directing claimants to online UI resources, including the claimant handbook
- Assisting individuals in contacting the UI Claim Center for detailed eligibility information

UI eligibility determinations are made exclusively by UI adjudication staff, ensuring appropriate separation of roles and responsibilities.

UI Eligibility Issue Identification and Referral

UI staff provides ongoing training to ES and WIOA staff to ensure they can recognize potential eligibility issues and refer cases appropriately.

Common referral topics include:

- Travel or availability limitations
- Illness or injury
- Childcare constraints
- School or training participation
- Self-imposed work restrictions

Staff refer potential issues through established processes that allow UI to assess Able and Available (A&A) requirements and support early identification of issues that may lead to overpayments.

RESEA Coordination and Continuous Improvement

The Reemployment Services and Eligibility Assessment (RESEA) team, composed of UI and ES staff, collaborates to support UI claimants, particularly veterans and individuals identified as most likely to exhaust benefits.

RESEA strategies include:

- Providing coordinated job search and reemployment services
- Implementing a required second interview following the initial RESEA appointment
- Aligning UI and workforce services to support successful reemployment outcomes

Staff training and continuous improvement are supported through:

- Recorded training sessions
- Presentation materials and guidance documents available through SharePoint

- Ongoing cross-program training to strengthen staff knowledge and coordination

(b) Explain how the State will provide information and meaningful assistance to individuals requesting assistance in filing a claim for unemployment compensation through one-stop centers, as required by WIOA as a career service.

Overview – UI Claim Assistance in One-Stop Centers

Alaska Job Centers (AJCs) provide coordinated support to individuals seeking assistance with filing Unemployment Insurance (UI) claims, consistent with WIOA requirements for providing meaningful assistance as a career service. UI claimants are considered priority customers within the one-stop delivery system and are supported through both in-person and remote service options.

Employment Service (ES) staff assist claimants in accessing UI resources, understanding filing processes, and connecting with UI staff, while maintaining appropriate boundaries regarding UI eligibility determinations. This approach ensures that claimants receive timely and accurate assistance while preserving the integrity of the UI program.

Key Elements – UI Claim Assistance in One-Stop Centers

- UI claimants are served as priority customers within Alaska Job Centers
- AJCs provide access to UI resources, including computers, phones, and printed materials
- ES staff assist claimants with filing processes and accessing UI information
- Staff provide general guidance while referring detailed eligibility questions to UI adjudication staff
- Established referral pathways ensure timely connection to UI claim center staff
- Remote access options support claimants who are unable to visit AJCs in person

Access to UI Resources and Assistance

UI claimants can access assistance through multiple channels, including in-person services at Alaska Job Centers, online resources, and telephone support.

AJCs provide dedicated resources to support UI claimants, including:

- Computers for online claims filing and job search activities
- Telephones for direct contact with UI claim center staff
- Fax machines and printed materials related to UI filing and eligibility

Public-facing UI resources, including the claimant handbook and online guidance, are also available to support individuals who prefer remote access or are unable to visit an AJC.

Staff Roles and Guidance

To ensure accurate information and program integrity, ES staff receive clear guidance on their role when assisting UI claimants.

Staff responsibilities include:

- Providing general information on UI eligibility requirements and filing processes
- Directing claimants to official UI resources, including the claimant handbook
- Referring individuals to UI staff for detailed or case-specific eligibility questions
- Reporting potential UI eligibility issues to UI staff for follow-up

UI eligibility determinations are made exclusively by UI adjudication staff, ensuring appropriate separation of roles and responsibilities.

UI Referral Process and Priority Access

Alaska Job Centers maintain designated phone banks for UI-related inquiries to ensure efficient and timely service. Claimants using AJC phone resources are routed to a priority phone queue, where trained UI claim center staff respond to inquiries and provide assistance.

This structured referral process ensures that claimants receive accurate information directly from UI staff while enabling ES staff to provide meaningful assistance in accessing UI services and navigating the workforce system.

(c) Describe the State's strategy for providing reemployment assistance to UI claimants and other unemployed individuals.

Overview – State Strategy for Reemployment Assistance

Alaska's reemployment assistance strategy prioritizes Unemployment Insurance (UI) claimants by providing coordinated, targeted services designed to support rapid reemployment. The Alaska Job Center (AJC) network delivers these services through Wagner-Peyser, the Reemployment Services and Eligibility Assessment (RESEA) program, and partner-funded programs.

The State's approach emphasizes early intervention, individualized service planning, and integration across workforce programs to reduce the duration of unemployment and improve employment outcomes for claimants.

Key Elements – State Strategy for Reemployment Assistance

- UI claimants are prioritized for reemployment services within the Alaska Job Center network
- The RESEA program provides structured, mandatory engagement for targeted claimants
- Data-driven selection identifies individuals most likely to exhaust UI benefits
- Individual reemployment plans guide service delivery and job search activities
- Coordination with workforce and partner programs expands access to services
- Targeted outreach and follow-up promote participation and compliance

RESEA Program Design and Implementation

The RESEA program is a central component of Alaska's reemployment strategy. The program supports rapid reemployment by providing structured engagement, eligibility assessments, and targeted reemployment services. RESEA services are delivered in Alaska's six largest job centers, Anchorage, Mat-Su, Juneau, Fairbanks, Kenai, and Ketchikan, where the majority of UI claimants are served.

Participants are required to attend an initial RESEA interview and may be scheduled for a second interview based on program criteria.

Targeting and Claimant Selection

RESEA participants are selected using a statistical model approved by the U.S. Department of Labor Employment and Training Administration. The model incorporates wage data, claimant characteristics, and economic indicators to identify individuals most likely to exhaust UI benefits.

Target populations include:

- Recently separated veterans
- Claimants identified as likely to exhaust UI benefits

This targeted approach ensures that resources are focused on individuals most in need of reemployment assistance.

Service Delivery and Individualized Planning

During RESEA interviews, claimants participate in a comprehensive assessment and work with staff to develop an Individual Reemployment Plan (IRP). The IRP is based on:

- Eligibility assessment findings
- Work search activities
- Real-time labor market information
- Individual barriers and reemployment needs

Claimants selected for a second RESEA meeting develop an updated IRP that builds on progress made during the initial interview.

Staff provide at least one Wagner-Peyser countable service during each RESEA session and may refer participants to additional services funded through:

- Wagner-Peyser
- WIOA Adult and Dislocated Worker programs
- Jobs for Veterans State Grant (JVSG)

Outreach and Claimant Engagement

UI claimants selected for RESEA receive weekly notifications after their first UI payment, informing them of mandatory participation requirements and next steps.

Additional engagement strategies include:

- Automated transmission of selection data to AlaskaJobs
- Direct outreach by AJC staff to schedule interviews and provide reminders
- Resource materials, including mailed notices, informational booklets, and in-center materials
- Public awareness efforts, including media announcements and outreach at military installations

These efforts support timely participation and help claimants meet program requirements.

Coordination with Veterans' Services

Veterans are a priority population within Alaska's reemployment strategy. Many RESEA participants are veterans, including those who have recently separated from military service or who face barriers to employment.

Coordination includes:

- Direct referrals to Disabled Veterans' Outreach Program (DVOP) staff in AJCs with on-site staff
- Phone-based referrals to itinerant DVOP staff in areas without on-site presence

This coordination ensures veterans receive specialized services tailored to their needs.

System Integration and Service Access

AlaskaJobs serves as the central platform for delivering and tracking reemployment services. Claimants are required to register in AlaskaJobs, where they can access job search tools, workshops, and online orientation.

Within Alaska Job Centers:

- Claimants are guided through registration and résumé development
- Staff assess reemployment needs and connect individuals to appropriate services
- Dedicated resource room equipment supports access to UI and workforce services

All UI claimants are informed of available services through online systems, mailed communications, and interactions with UI staff.

Continuous Improvement and Staff Training

Alaska supports continuous improvement of reemployment services through ongoing staff training and program refinement.

Training strategies include:

- Development of training materials informed by experienced staff
- Ongoing training for RESEA and AJC staff
- Access to recorded trainings, presentations, and guidance documents

These efforts ensure consistent service delivery and support adaptation to evolving program requirements.

(d) Describe how the State will use Wagner-Peyser Act funds to support UI claimants, and communication between the Employment Service and UI, as appropriate, including the following:

(1) Coordination of and provision of labor exchange services for UI claimants as required by the Wagner-Peyser Act;

Overview – Coordination of Labor Exchange Services for UI Claimants

Alaska coordinates labor exchange services for Unemployment Insurance (UI) claimants through the Alaska Job Center (AJC) network and the AlaskaJobs system, consistent with the Wagner-Peyser Act's requirement to provide such services. These services support UI claimants in meeting work search requirements and facilitate rapid reemployment.

Labor exchange services are fully integrated into the one-stop delivery system to ensure UI claimants have access to job-search assistance, employer connections, and workforce services aligned with labor market demand.

Key Elements – Coordination of Labor Exchange Services for UI Claimants

- UI claimants are encouraged to apply for benefits promptly and engage in labor exchange services
- AlaskaJobs serves as the primary platform for job search, job matching, and service delivery
- AJC staff provide individualized assistance to support job search and reemployment
- Labor exchange services support compliance with UI work search requirements
- Services include job matching, résumé development, and interview preparation

Service Delivery And Claimant Support

Alaska Job Center staff provide labor exchange services to individuals who are unemployed or working less than full-time. These services support UI claimants in securing employment while meeting program requirements.

Through AlaskaJobs and Alaska Job Centers, claimants have access to:

- Statewide job listings from Alaska employers
- Résumé development and job search assistance
- Job matching and referral services
- Employment application assistance
- Interview preparation, including workshops and mock interviews

Services are delivered through in-person, virtual, and hybrid models to ensure accessibility across Alaska's geographic regions.

Alignment With UI Requirements

Labor exchange services are aligned with UI program requirements to support claimant eligibility and compliance while promoting successful reemployment outcomes.

Unless specifically exempted by UI, claimants are required to:

- Actively seek work
- Be physically able to work
- Be available to accept suitable, full-time employment

AJC staff support claimants in understanding and meeting these requirements by providing guidance on effective job search strategies and connecting individuals to appropriate employment opportunities.

(2) Registration of UI claimants with the State's employment service if required by State law;

Overview – Registration of UI claimants with the Employment Service

Alaska requires Unemployment Insurance (UI) claimants to register for work with the State's employment service as a condition of eligibility, unless specifically exempted. Registration is completed through AlaskaJobs, the State's labor exchange system, and is a core component of the State's reemployment strategy.

This requirement ensures that claimants are connected to job opportunities, workforce services, and employer referrals while actively seeking employment.

Key Elements – Registration of UI Claimants with the Employment Service

- UI claimants are required to register for work in AlaskaJobs within seven days of filing a new or reopened claim, unless exempt
- Claimants must create and maintain at least one active online résumé accessible to employers
- Registration supports job search activities, referrals, and reemployment services
- UI communicates requirements through the claimant handbook and formal notifications
- Failure to meet registration requirements may result in denial of UI benefits

Registration Requirements and Claimant Responsibilities

In Alaska, UI claimants are required to register for work in AlaskaJobs and post at least one online résumé within seven days of filing a new or reopened claim, unless specifically exempted.

Claimants must:

- Create or upload at least one résumé in AlaskaJobs
- Maintain their résumé in an active, online status accessible to employers
- Update their résumé as needed to reflect current skills and work history

Registration and résumé activity remain active while claimants are engaged in job search and referral activities and while receiving reemployment services from Alaska Job Center staff.

System Functionality And Claimant Support

AlaskaJobs provides tools that allow claimants to create, upload, and manage résumés through the "My Resumes" feature. Claimants may complete these activities independently or with assistance from Alaska Job Center staff.

While AlaskaJobs does not enforce résumé posting through automated system restrictions, it provides clear messaging to inform claimants that maintaining an active résumé is required for UI eligibility.

UI communicates registration requirements through:

- The UI claimant handbook
- Mailed notices and reminders
- Online system messaging

Enforcement And Eligibility Implications

Failure to meet registration requirements may impact UI eligibility.

If a claimant does not:

- Post a résumé within seven days of filing or reopening a claim, or
- Maintain an active résumé (including expiration after 365 days)

UI may issue a denial of benefits. In such cases, claimants receive a formal eligibility determination notice explaining the reason for denial.

(3) Administration of the work test for the State unemployment compensation system, including making eligibility assessments (for referral to UI adjudication, if needed), and providing job finding and placement services for UI claimants; and

Overview – UI Work Test and Job Placement Services for Claimants

Alaska administers the Unemployment Insurance (UI) work test through coordinated efforts between Unemployment Insurance (UI), Employment Service (ES), and Reemployment Services and Eligibility Assessment (RESEA) staff. The work test ensures that claimants are actively seeking and available for suitable employment while receiving benefits.

Labor exchange services, job placement assistance, and structured reemployment activities help claimants meet UI eligibility requirements and return to work as quickly as possible.

Key Elements – UI Work Test and Job Placement Services for Claimants

- UI requires claimants to seek work and document job search activities each week actively
- AlaskaJobs supports verification of work search activity and job applications
- Work search logs are used to document, assess, and support claimant job search efforts
- ES and RESEA staff support claimants in meeting work test requirements
- Potential able and available (A&A) issues are referred to UI for adjudication
- Job placement services support rapid reemployment and compliance with UI requirements

Administration of the UI Work Test

UI claimants are required to actively seek work for each week they file for benefits, unless specifically exempted. Claimants must be able to work, available for suitable employment, and engaged in documented job search activities.

Applying for jobs through AlaskaJobs provides a verifiable record of work search activity. Claimants may also document job search efforts using a formal work search log or a personal log that includes all required elements.

Work Search Documentation and Verification

Work search logs are a key tool for documenting and evaluating claimant compliance with UI work search requirements.

Work search logs are used to:

- Document weekly job search activities
- Support the development of individualized reemployment plans
- Assess the quality and appropriateness of job search efforts

ES and RESEA staff review work search logs for RESEA participants and guide them in improving the effectiveness of their job search strategies.

Identification and Referral of Eligibility Issues

ES and RESEA staff play an important role in identifying potential eligibility issues related to the UI work test, particularly those associated with able and available (A&A) requirements.

When potential issues are identified, including failure to seek work or refusal of suitable employment:

- ES and RESEA staff notify UI through established referral processes
- UI adjudication staff review and make eligibility determinations

UI staff utilizes AlaskaJobs to verify claimant registration, résumé status, and work search activity, supporting accurate and timely eligibility review.

Job Placement Services and Reemployment Support

Alaska Job Centers provide job search and placement services to help UI claimants return to work.

Services include:

- Job matching and referrals to open positions
- Résumé development and job search assistance
- Interview preparation and employment workshops
- Development of individualized reemployment plans through RESEA

These services are integrated with the UI work test to support both compliance and successful reemployment outcomes.

(4) Provision of referrals to and application assistance for training and education programs and resources.

Overview – Referrals to Training and Education Programs

Alaska ensures that Unemployment Insurance (UI) claimants have access to training and education opportunities through coordinated referrals and application assistance across the Alaska Job Center Network. Employment Service (ES), Reemployment Services and Eligibility Assessment (RESEA), and partner program staff collaborate to connect claimants with training resources that support reemployment and career advancement.

These efforts are supported by AlaskaJobs, labor market information, and established referral practices that promote informed decision-making and seamless service delivery.

Key Elements – Referrals to Training and Education Programs

- UI claimants receive information on training and education programs through AlaskaJobs and Alaska Job Centers
- Workshops and orientations introduce claimants to available training opportunities and partner programs
- The Eligible Training Provider List (ETPL) and labor market information support informed training referrals
- ES and RESEA staff assess claimant needs and make appropriate referrals
- Warm hand-offs ensure effective connections to partner programs
- Partner programs provide application assistance following referral

Access to Training Information And Resources

UI claimants receive information on training and education programs through both self-service and staff-assisted approaches within the Alaska Job Center Network.

Through AlaskaJobs, claimants can access:

- Workshops and orientations, including job center orientation, training orientation, GED preparation, and interview skills

- The Eligible Training Provider List (ETPL)
- Labor market information (LMI) and employment outcome data

These resources support informed decision-making and help claimants identify training opportunities aligned with in-demand occupations and career pathways.

Assessment and Referral Through RESEA And ES Services

ES and RESEA staff assess the claimant's needs to determine whether a referral to training or education programs is appropriate.

For RESEA participants, this includes:

- Discussion of skills, education, and career goals
- Use of assessment tools such as the Basic Skills Deficiency form and the Career Support and Training Services (CSTS) inquirer form

Based on this assessment, staff may refer claimants to WIOA Title I, Title II, Vocational Rehabilitation, or other partner programs.

Referral Process and Application Assistance

When a referral is appropriate and the claimant agrees, ES or RESEA staff initiate the referral in accordance with established job center practices.

Referral methods include:

- In-person warm hand-offs when partner programs are co-located
- Phone-based warm hand-offs when partners are not on-site

Following referral, partner program staff provide application assistance and guide claimants through enrollment and access to services.

Bidirectional Referrals and System Integration

Referrals within the Alaska Job Center Network are bidirectional.

Partner programs, including Alaska Adult Education (AAE), Career Support and Training Services (CSTS), and Vocational Rehabilitation, may also refer UI claimants to Wagner-Peyser services to support job search and placement. These referral practices support co-enrollment and integrated service delivery across core programs.

This coordinated approach ensures that claimants receive comprehensive, aligned services that support both immediate reemployment and long-term career advancement.

[\(e\) Agricultural Outreach Plan \(AOP\).](#) Each State agency must develop an AOP every four years as part of the Unified or Combined State Plan required under sections 102 or 103 of WIOA. The AOP must include:

Overview – Agricultural Outreach Plan (AOP)

Alaska develops and implements an Agricultural Outreach Plan (AOP) in accordance with the Wagner-Peyser Act and WIOA requirements. The AOP outlines the State's strategy for providing employment and training services to Migrant and Seasonal Farmworkers (MSFWs) and agricultural employers, ensuring equitable access to workforce services across the Alaska Job Center (AJC) network.

The AOP is developed every four years as part of the Unified or Combined State Plan and is informed by labor market conditions, MSFW population characteristics, and service delivery capacity. The plan identifies outreach

strategies, service delivery approaches, and coordination efforts designed to meet the unique needs of MSFWs and agricultural employers in Alaska.

Key Elements – Agricultural Outreach Plan (AOP)

- The AOP is developed in alignment with Wagner-Peyser Act requirements and WIOA State Plan guidance
- The plan describes strategies for serving MSFWs and agricultural employers
- Outreach efforts are tailored based on the size, location, and needs of the MSFW population
- Services are delivered through the Alaska Job Center network and partner programs
- The State Monitor Advocate (SMA) provides oversight of AOP implementation and service equity
- The AOP is informed by data, stakeholder input, and continuous improvement practices

(1) **Assessment of Need.** Provide an assessment of the unique needs of farmworkers in the area based on past and projected agricultural and farmworker activity in the State. Such needs may include, but are not limited to, employment, training, and housing.

Overview – Assessment of MSFW Needs

Alaska's agricultural economy is characterized by small-scale, seasonal, and geographically dispersed operations, which significantly influence the size, distribution, and service needs of Migrant and Seasonal Farmworkers (MSFWs), as defined under Wagner-Peyser Act regulations.

Due to Alaska's geographic isolation, high cost of travel, and limited large-scale agricultural production, the State experiences a relatively small MSFW population compared to other states. Based on AlaskaJobs data, U.S. Census sources, and field outreach conducted by Employment Service (ES) staff, MSFWs represent a small share of the workforce system population, accounting for less than two percent of total participants in recent program years.

In Program Year 2024, approximately 127 MSFWs were identified statewide. In addition, four employers were approved to hire 42 H-2A workers, primarily from Mexico and predominantly Spanish-speaking.

Despite the relatively small size of the MSFW population, these workers experience distinct barriers to accessing workforce services. Geographic isolation, seasonal employment patterns, and limited infrastructure create unique service delivery challenges that require targeted outreach and flexible service strategies.

Key Elements – MSFW Population and Service Context

- MSFWs represent a small share of Alaska's workforce system population
- Agricultural employment is seasonal, short-term, and geographically dispersed
- Most agricultural operations are small and family-owned, with limited reliance on external labor
- H-2A workers represent a smaller but important subset of the MSFW population
- Geographic isolation and limited infrastructure create barriers to service access

MSFW Population Characteristics

MSFWs in Alaska include domestic seasonal workers and a smaller number of migrant workers, including individuals employed through the H-2A visa program. Workers may face language barriers, limited familiarity with available services, and challenges accessing workforce resources due to remote job locations.

Employment in Alaska's agricultural sector is typically short-term and seasonal, often lasting two weeks or less. Positions may be filled by local workers, including students and temporary residents, further contributing to the relatively small MSFW population.

Assessment of MSFW Needs

The State has identified the following primary needs across the service continuum:

Employment and Training Needs

- Access to job opportunities through AlaskaJobs and labor exchange services
- Assistance with job referrals and placement in agricultural and non-agricultural employment
- Access to training opportunities, particularly for workers seeking longer-term or non-seasonal employment pathways
- Coordination with partner programs for skill development and career advancement

Supportive Service Needs

- Transportation assistance, particularly in rural and remote areas
- Temporary housing information or referrals during peak agricultural activity periods
- Access to necessities and community-based support services, where available
- Referrals to health, social, and community services

Language and Information Access Needs

- Language assistance for workers with limited English proficiency, particularly Spanish-speaking H-2A workers
- Access to bilingual staff or qualified interpretation and translation services at no cost
- Clear and accessible information regarding employment services, worker rights, and available resources

Worker Protections And Rights Awareness

- Information on worker rights under applicable federal and state laws
- Access to the Employment Service Complaint System
- Assistance in filing complaints and understanding protections related to wages, working conditions, and housing

Geographic and Seasonal Barriers

MSFW needs in Alaska are shaped by the State's unique geographic and seasonal conditions:

- Agricultural activity is highly seasonal with short peak periods
- Worksites are often located in remote areas with limited access to workforce system offices
- Transportation between communities and job sites is costly and logistically challenging
- Housing availability near agricultural worksites may be limited or temporary

These factors create barriers to both initial access and ongoing engagement with workforce services.

Service System Context and Gaps

Due to Alaska's relatively small MSFW population, the State does not currently have a National Farmworker Jobs Program (NFJP) grantee. However, MSFWs may access services through the broader workforce system and coordination with public and community-based organizations.

The absence of an NFJP grantee increases the importance of integrating MSFW services within the Alaska Job Center system and leveraging partnerships to address gaps in outreach, training, and supportive services. Alaska continues to assess opportunities to strengthen coordination and expand service access where feasible.

Connection to Outreach and Service Strategies

The needs identified in this section directly inform Alaska's outreach strategies described in Section VI(AOP)(4) and service delivery approach described in Section VI(AOP)(5).

Specifically:

- Outreach strategies are designed to address geographic and access barriers by reaching MSFWs at worksites and in their communities

- Service delivery strategies emphasize equitable access to Employment Service and one-stop partner services, including virtual and remote options
- Worker protections and complaint system awareness are integrated into outreach and service interactions

The State will continue to refine its understanding of MSFW needs through ongoing outreach, data collection, and coordination with partners during the PY 2026–2027 State Plan period.

(2) Provide an assessment of the agricultural activity in the State: 1) identify the top five labor-intensive crops, the months of heavy activity, and the geographic area of prime activity; 2) Summarize the agricultural employers' needs in the State (i.e. are they predominantly hiring local or foreign workers, are they expressing that there is a scarcity in the agricultural workforce); and 3) Identify any economic, natural, or other factors that are affecting agriculture in the State or any projected factors that will affect agriculture in the State.

Overview – Agricultural Activity in Alaska

Alaska's Agricultural Outreach Plan encompasses traditional agriculture, aquaculture (mariculture), and timber-related activities that meet the definition of agricultural employment under applicable federal regulations. These industries are characterized by strong seasonality, geographic dispersion, and limited but targeted labor demand, including for Migrant and Seasonal Farmworkers (MSFWs).

Key Elements – Agricultural Activity And Workforce Context

- Alaska's agricultural sector is small-scale, seasonal, and geographically dispersed
- Labor demand is limited but concentrated in specific regions and peak periods
- Employers rely primarily on local labor, with limited use of H-2A workers
- Workforce constraints include labor shortages, high costs, and competition from other industries
- Emerging sectors such as mariculture are expanding and increasing demand for specialized skills

Labor-Intensive Agricultural Activities, Peak Periods, and Geographic Areas

Traditional Agriculture

Primary labor-intensive crops and activities include:

- Bedding plants and flowers produced in greenhouses and nurseries
- Vegetable production
- Hay and barley production
- Small-scale specialty and hydroponic farming

Primary geographic areas include:

- Anchorage and the Matanuska-Susitna (Mat-Su) Valley
- Kenai Peninsula
- Fairbanks and the Interior region
- Delta Junction

Climate conditions drive seasonal patterns:

- Planting occurs between May and June
- The growing season spans May through August
- Harvesting occurs between June and October
- Greenhouse operations may begin as early as February and extend through October, with some year-round production

Aquaculture (Mariculture)

Aquaculture operations are concentrated in coastal regions of Southeast, Southcentral, and Kodiak Island.

Additional information on the geographic distribution of aquatic farms and hatcheries is provided in Appendix H – Locations of Aquatic Farms and Hatcheries in Alaska, which illustrates regional clustering and access considerations for workforce and infrastructure.

Key characteristics include:

- Approximately 95 active aquatic farm operations statewide
- Expansion of permitted acreage from less than 350 acres in 2016 to more than 1,360 acres
- Rapid growth in kelp and seaweed cultivation

Primary labor-intensive activities include:

- Kelp and seaweed cultivation
- Shellfish farming (e.g., oysters, mussels, clams, scallops, sea cucumbers, and sea urchins)

Peak activity generally occurs in spring, summer, and early fall.

Timber-Related Activities

Timber harvesting and processing occur across Southeast, Southcentral, and Interior Alaska.

Labor-intensive activities include:

- Timber harvesting and logging operations
- Forest management and pre-commercial thinning
- Sawmill processing

Seasonality varies by region:

- Southeast: March through November
- Interior and Southcentral: winter harvesting using snow roads and ice bridges

Employer Needs, Hiring Patterns, and Workforce Constraints

Alaska's agricultural employers operate within a constrained labor market and rely primarily on local workers, supplemented by temporary and limited foreign labor.

Key characteristics include:

- Predominant reliance on local workers, including students and seasonal residents
- Short-duration employment, often lasting two weeks or less
- Limited availability of workers with specialized skills, particularly in greenhouse and hydroponic production
- Recruitment through informal networks, word of mouth, and AlaskaJobs postings

Use of H-2A workers is limited but targeted:

- Approximately 3 to 4 employers utilize the H-2A program annually
- H-2A workers are primarily employed in greenhouse and specialized agricultural operations
- Employers cite a lack of available domestic workers with the necessary skills as a primary driver

Key workforce constraints include:

- Limited local labor supply, particularly in rural areas
- Competition from higher-wage seasonal industries such as seafood processing and tourism
- High costs associated with housing, transportation, and travel
- Short growing seasons limit long-term employment opportunities

While most agricultural workers do not meet the definition of MSFW due to proximity to worksites, MSFWs are present in specific segments where non-local or H-2A labor is utilized.

Economic, Natural, and Projected Factors Affecting Agriculture

Several factors are expected to influence Alaska's agricultural sector over the AOP period:

Economic and Market Factors

- Continued growth in local food production and increased focus on food security
- Expansion of mariculture, particularly kelp and shellfish industries
- Ongoing challenges related to high transportation and distribution costs
- Market variability affecting timber industry activity

Natural and Environmental Factors

- Climate variability affecting growing seasons and crop yields
- Dependence on weather conditions for agricultural and timber operations
- Marine conditions influencing aquaculture productivity and expansion

Policy and Infrastructure Factors

- Changes in federal and state land management policies affecting timber harvest levels
- Increased investment and policy support for mariculture development
- Infrastructure limitations, including transportation and housing, affect workforce availability

Workforce and Demographic Factors

- Continued reliance on a limited, locally based labor pool
- Ongoing need for specialized skills in emerging sectors such as hydroponics and mariculture
- Potential for modest increases in H-2A utilization where domestic labor shortages persist

Analytical Summary

Alaska's agricultural sector is defined by small-scale operations, strong seasonality, and geographic isolation, resulting in limited but highly localized labor demand. These conditions reduce overall reliance on MSFW labor compared to other states but create targeted needs in specific sectors such as greenhouse production and mariculture.

The combination of short-term employment cycles, remote work sites, and competition from other seasonal industries necessitates flexible, employer-driven workforce strategies and targeted outreach. As mariculture and local food production continue to expand, demand for specialized skills and non-local labor may increase modestly, requiring continued coordination between workforce programs and industry partners.

These conditions directly inform the State's outreach, service delivery, and employer engagement strategies described in subsequent sections of the Agricultural Outreach Plan.

(3) Provide an assessment of the unique needs of farmworkers by summarizing Migrant and Seasonal Farm Worker (MSFW) characteristics (including if they are predominantly from certain countries, what language(s) they speak, the approximate number of MSFWs in the State during peak season and during low season, and whether they tend to be migrant, seasonal, or year-round farm workers). This information must take into account data supplied by WIOA Section 167 National Farmworker Jobs Program (NFJP) grantees, other MSFW organizations, employer organizations, and State and/or Federal agency data sources such as the U.S. Department of Agriculture and the U.S. Department of Labor Employment and Training Administration.

Overview – MSFW Population Characteristics

Alaska's Migrant and Seasonal Farmworker (MSFW) population is relatively small and geographically dispersed, reflecting the limited scale, seasonal nature, and regional variability of agricultural activity in the State. MSFW

characteristics are shaped by Alaska's geographic isolation, high cost of travel, and reliance on local labor for many short-duration agricultural activities.

Based on AlaskaJobs data, U.S. Census sources, and field outreach conducted by Employment Service (ES) staff, MSFWs represent a small share of the workforce system population, accounting for less than two percent of total participants in recent program years.

In Program Year 2024, approximately 127 MSFWs were identified statewide during peak season and approximately 24 during low season. Earlier data (PY22) estimated approximately 211 MSFWs during peak season and 56 during low season, reflecting variability driven by seasonal conditions, employer demand, and improvements in data collection.

Key Elements – MSFW Characteristics and Trends

- MSFWs represent a small but distinct population within Alaska's workforce system
- The population includes both seasonal workers residing in Alaska and a smaller number of migrant workers
- MSFW activity is highly seasonal, with peak participation during spring and summer months
- H-2A workers represent a limited but important subset of the MSFW population
- Language access and geographic barriers significantly influence service delivery

MSFW Population Characteristics

MSFWs in Alaska include a mix of seasonal workers residing within the State and a smaller number of migrant workers who travel to Alaska for employment.

Key characteristics include:

- Seasonal workers residing within commuting distance of worksites who meet MSFW criteria based on employment patterns
- A limited number of migrant workers, including those participating in the H-2A program
- Workers concentrated in greenhouse operations, specialty agriculture, and timber-related activities

H-2A participation remains limited but targeted:

- Approximately 3 to 4 employers utilize the H-2A program annually
- Workers are primarily from Mexico and are predominantly Spanish-speaking

In the timber sector, certain activities such as tree planting and thinning have historically relied on migrant labor, including workers from Mexico and Central America. These workers often travel to remote worksites and reside in temporary or employer-provided housing during the season.

Language and Cultural Characteristics

- Spanish is the primary non-English language among MSFWs, particularly among H-2A workers
- Alaska Job Center staff provide bilingual services where available
- Interpretation and translation services are provided at no cost when bilingual staff are not available
- MSFWs may require assistance in understanding workforce services, employment rights, and complaint procedures

Seasonal Patterns (Peak And Low Season)

Peak Season

- Occurs primarily between May and September
- Increased labor demand in greenhouse operations, vegetable production, mariculture, and timber activities
- Presence of H-2A workers and other migrant workers is most likely during this period

- Outreach efforts are most critical during peak activity periods

Low Season

- Occurs during late fall and winter months
- Agricultural activity and MSFW presence are significantly reduced
- Some continued employment in greenhouse and timber-related activities
- Service delivery shifts toward maintaining access through Alaska Job Centers rather than intensive outreach

Barriers to Service Access and Unique Needs

MSFWs in Alaska face several barriers that impact access to workforce services:

- Geographic isolation of worksites, particularly in rural and coastal regions
- Limited transportation options and high travel costs
- Short employment duration limits opportunities for sustained engagement
- Language barriers for workers with limited English proficiency
- Limited awareness of available workforce services and the complaint system
- Housing and logistical challenges associated with remote or seasonal work locations

These barriers contribute to intermittent engagement with the workforce system and require targeted outreach and flexible service delivery approaches.

Analytical Summary

Although Alaska's MSFW population is small relative to other states, the combination of geographic isolation, seasonal employment patterns, and a concentration in remote worksites creates unique service-delivery challenges. MSFWs are more likely to require targeted outreach, language access support, and flexible service strategies to ensure equitable access to workforce services.

The presence of MSFWs in specific sectors, particularly greenhouse operations and timber-related activities, indicates that demand for services is localized and time-sensitive. Outreach and service delivery must therefore be aligned with peak activity periods and coordinated with employers and partners.

Connection to Outreach and Service Strategies

The characteristics and barriers identified in this section directly inform Alaska's outreach and service delivery strategies described in Sections VI(AOP)(4) and VI(AOP)(5).

Specifically:

- Outreach strategies prioritize peak season engagement and target worksites where MSFWs are most likely to be present
- Language access services are integrated into outreach and service delivery
- Worker rights education and complaint system information are incorporated into outreach activities
- Service delivery includes both in-person and remote options to address geographic barriers

The State will continue to refine MSFW population data and characteristics through ongoing outreach, employer engagement, and coordination with DETS, the State Monitor Advocate, and partner organizations.

(4) Outreach Activities. The local offices' outreach activities must be designed to meet the needs of MSFWs in the State and to locate and contact MSFWs who are not being reached through normal intake activities. Describe the State agency's proposed strategies for:

Overview – Outreach Activities

Alaska's outreach strategy is designed to locate, contact, and provide services to Migrant and Seasonal Farmworkers (MSFWs) who are not reached through the Alaska Job Center Network's normal intake activities. Outreach activities are tailored to Alaska's unique geographic, seasonal, and industry conditions and are implemented in accordance with Wagner-Peyser Act requirements and applicable federal regulations, including 20 CFR 653.107.

Outreach efforts are coordinated through the Division of Employment and Training Services (DETS), Alaska Job Center staff, and oversight from the State Monitor Advocate (SMA). These efforts ensure that MSFWs receive equitable access to employment services, workforce protections, and information about their rights and available resources.

Outreach activities are aligned with the agricultural activity, MSFW characteristics, and seasonal patterns described in Sections VI(AOP)(2) and VI(AOP)(3). They are designed to ensure consistent, accessible, and effective service delivery across Alaska's diverse regions.

The following subsections (A–E) describe how Alaska implements outreach requirements under 20 CFR 653.107, including strategies for locating and contacting MSFWs, providing services, and ensuring equitable access.

Key Elements – Outreach Activities

- Targets MSFWs who are not reached through normal Alaska Job Center intake processes
- Tailors outreach strategies to Alaska's seasonal agricultural activity and geographic conditions
- Conducts outreach through trained Alaska Job Center staff and coordinates DETS efforts
- Provides information on employment services, worker rights, and available protections
- Ensures access to Wagner-Peyser employment services and referrals to partner programs
- Supports equitable access for MSFWs in rural, remote, and underserved areas
- Includes oversight and monitoring by the State Monitor Advocate to ensure compliance and effectiveness

(A) Contacting farm workers who are not being reached by the normal intake activities conducted by the employment service offices on an ongoing basis. The plan must identify the number of full-time and part-time outreach staff positions in the State. It must demonstrate that there are sufficient outreach staff to conduct MSFW outreach in each service area of the State and to contact a majority of MSFWs in the State annually. The plan must explain the materials, tools, and resources the SWA will use for outreach.

Overview – Contacting Migrant and Seasonal Farmworkers (MSFWs)

Alaska is designated as a non-significant MSFW State. It utilizes Alaska Job Center Employment Service staff to conduct outreach to Migrant and Seasonal Farmworkers (MSFWs) who are not reached through normal intake activities. The State Monitor Advocate (SMA) provides oversight and monitoring of outreach activities but does not serve as outreach staff, consistent with 20 CFR 653.107(a) and Training and Employment Notice No. 10-23.

Outreach is conducted on an ongoing basis using a targeted, seasonal, and regionally responsive approach that reflects where and when MSFWs are most likely to be present. Outreach activities are intensified during peak agricultural seasons, generally from May through September, with continued outreach during off-peak periods to maintain engagement and service continuity.

Outreach Staffing and Coverage

Alaska does not maintain dedicated full-time MSFW outreach worker positions. Instead, outreach responsibilities are carried out by trained Employment Service staff within Alaska Job Centers as part of their regular duties.

- Approximately [INSERT NUMBER] full-time equivalent staff support outreach activities statewide
- No part-time staff are solely assigned to MSFW outreach; however, multiple staff contribute to outreach efforts as part of integrated service delivery
- Staff are strategically located across service areas to support outreach coverage in regions with agricultural and seasonal worker activity

This staffing model reflects Alaska's designation as a non-significant MSFW State and is sufficient to conduct outreach across identified service areas and to contact a majority of MSFWs in the State annually.

Outreach Locations and Target Areas

Outreach efforts focus on regions with identified agricultural, mariculture, and timber-related activity, including:

- The Matanuska-Susitna Valley
- The Kenai Peninsula
- Interior Alaska
- Southeast coastal communities

Staff coordinates with employers, community organizations, and partner agencies to identify active worksites, appropriate outreach timing, and additional locations where MSFWs may live or gather.

Outreach Methods and Strategies

Due to Alaska's geographic scale and access limitations, outreach is conducted using a combination of in-person and remote methods to ensure coverage across both accessible and remote areas.

Outreach activities include:

- On-site visits to farms, greenhouses, aquaculture operations, and timber-related worksites where feasible
- Outreach at community gathering locations, including housing sites, community centers, faith-based organizations, health departments, restaurants, and local service providers
- Scheduled outreach trips coordinated with employer operations and seasonal workforce presence
- Remote outreach methods, including phone and virtual communication, when in-person contact is not feasible

Outreach staff may contact MSFWs at their homes, gathering places, or other assembly areas to ensure access to services outside of traditional job center settings.

Services Provided During Outreach

During outreach contacts, staff provide:

- Information on available Employment Service and workforce programs
- Assistance with AlaskaJobs registration and job search activities
- Referrals to agricultural and nonagricultural employment opportunities, training programs, and supportive services
- Information on worker rights, including the Employment-Related Law Complaint System
- Multilingual materials and language assistance services, including Spanish-language resources as appropriate
- Referrals to community-based organizations and partner agencies that provide additional support services

All information is provided in a manner that is culturally appropriate and, where possible, in the MSFW's preferred language.

Outreach Tools, Materials, and Resources

Outreach staff utilizes a variety of tools and resources to support effective engagement, including:

- AlaskaJobs for job search, registration, and service tracking
- Printed outreach materials and informational flyers
- Multilingual materials, including Spanish-language resources
- Mobile devices and remote communication tools to support outreach in remote areas
- Labor market information and job listings aligned with seasonal employment opportunities

Documentation, Follow-Up, And Continuous Improvement

Outreach staff documents all contacts, services provided, and referrals made during outreach activities. MSFWs are encouraged to engage with the Alaska Job Center Network for continued services and follow-up support.

Follow-up occurs through AlaskaJobs records, direct communication, and, as appropriate, coordination with partner agencies.

Outreach staff are encouraged to identify and propose new strategies to improve outreach effectiveness. Ongoing monitoring by the SMA ensures that outreach activities remain compliant with federal requirements and responsive to the needs of MSFW populations across the State.

(B) Providing technical assistance to outreach staff.

Overview – Providing Technical Assistance to Outreach Staff

The State provides ongoing technical assistance to outreach staff to ensure the effective, consistent, and compliant delivery of services to Migrant and Seasonal Farmworkers (MSFWs), in accordance with 20 CFR 653.107 and 20 CFR Part 658 Subpart E. Technical assistance is designed to strengthen staff capacity, promote equitable service delivery, and ensure alignment with federal requirements and best practices.

Technical Assistance Delivery Approach

Technical assistance is delivered through a combination of formal training, ongoing guidance, resource sharing, and collaboration with partner organizations.

Topics include:

- Training on MSFW definitions, identification, and documentation requirements
- Guidance on the delivery of Employment Service (ES) services, including referrals to career services, training, and supportive services
- Instruction on the Employment-Related Law Complaint System, including complaint intake, handling, and referral procedures under 20 CFR Part 658 Subpart E
- Information on farmworker rights and protections, including terms and conditions of employment
- Training on providing services to individuals with limited English proficiency, including the use of multilingual materials and interpretation resources
- Coordination protocols with community-based organizations and other partners serving MSFWs
- Information on available employment opportunities and job development strategies

Role of the State Monitor Advocate (SMA)

The State Monitor Advocate (SMA) plays a central role in delivering technical assistance and training. The SMA provides instruction on federal MSFW program requirements, outreach responsibilities, effective outreach strategies, and best practices for serving MSFW populations.

Training topics include:

- Federal guidelines and regulatory requirements
- Outreach staff roles and responsibilities
- Effective outreach strategies and engagement techniques
- Migrant and Seasonal Farmworker program reporting requirements
- Best practices for addressing barriers to employment

The SMA also provides training to Employment Service staff to ensure a clear understanding of the Employment - Related Law Complaint System, including the rights afforded to MSFWs under applicable federal regulations and the Judge Richey court order. This includes guidance on ensuring that MSFWs receive services that are qualitatively equivalent and quantitatively proportionate to those provided to non-MSFW customers.

Coordination and Continuous Improvement

To support continuous improvement and alignment with federal expectations, the SMA coordinates with the National Monitor Advocate, Region 6 leadership, and State Monitor Advocates in other states. These collaborations support the sharing of resources, training opportunities, and best practices, and help ensure that Alaska's outreach and service delivery strategies remain current and effective.

Summary

Through ongoing training, technical guidance, and cross-agency collaboration, Alaska ensures that outreach staff are equipped to deliver high-quality, compliant, and culturally responsive services to MSFWs across the State.

(C) Increasing outreach staff training and awareness across core programs, including the UI program and the training on identification of UI eligibility issues.

Overview – Cross-Program Training and Awareness

Alaska ensures that outreach staff across workforce programs are trained to support coordinated service delivery and to effectively identify Unemployment Insurance (UI) eligibility issues for Migrant and Seasonal Farmworkers (MSFWs). Cross-program training strengthens staff knowledge of available services, promotes appropriate referrals, and ensures that MSFWs receive comprehensive support through the Alaska Job Center Network.

Training efforts emphasize both program awareness and the ability to recognize potential UI eligibility issues and connect individuals to appropriate resources while maintaining clear program boundaries and roles.

Core Program Training and Coordination

Outreach staff receive training on WIOA core programs and partner services to support integrated service delivery and effective referrals.

Training includes:

- Overview of WIOA core programs and partner services available through the Alaska Job Center Network
- Identification of potential eligibility for employment, training, and supportive services
- Procedures for making referrals to appropriate program staff for eligibility determination and service delivery
- Coordination practices to support co-enrollment and integrated service strategies, where appropriate

Unemployment Insurance (UI) Awareness and Referral Protocols

Outreach staff receive general awareness training on UI eligibility requirements and processes to support informed referrals and early identification of potential eligibility issues.

This includes:

- Understanding basic UI eligibility requirements, including being able and available to work and work search expectations
- Recognizing potential UI eligibility issues, such as failure to meet work search requirements or refusal of suitable work
- Referring individuals to UI program staff for assistance when eligibility questions or concerns arise

Outreach staff does not make UI eligibility determinations or provide formal guidance on UI claims. All UI eligibility determinations, adjudications, and claims-related decisions are conducted exclusively by the UI program, in accordance with federal and state law.

Supporting Program Integrity and Service Alignment

Through cross-program training and clearly defined referral protocols, Alaska ensures that MSFWs are connected to appropriate services efficiently while maintaining program integrity and compliance with UI requirements. This coordinated approach supports consistent service delivery across programs and improves outcomes for MSFW participants.

[\(D\) Providing outreach staff professional development activities to ensure they can provide high-quality services to both job seekers and employers.](#)

Overview – Outreach Staff Professional Development

The State of Alaska supports ongoing professional development for outreach staff to ensure high-quality, culturally responsive, and effective service delivery to Migrant and Seasonal Farmworkers (MSFWs). Professional development activities are designed to enhance staff knowledge, strengthen outreach and service delivery skills, and ensure alignment with Wagner-Peyser requirements and MSFW equity provisions.

Outreach staff receive both general workforce system training and specialized training tailored to their roles in serving MSFW populations. Training is provided upon hire and throughout employment to ensure staff maintain the knowledge and skills necessary to effectively deliver services and connect MSFWs to employment and training opportunities.

Core Professional Development and Training Topics

Professional development includes foundational training in workforce systems and skill-based development in areas such as communication, service delivery, and employer engagement. Outreach staff participate in training available to all Alaska Job Center staff, promoting consistency and coordination across programs within the Alaska Job Center Network.

Training topics include:

- New staff onboarding and IntraLearn training modules
- Alaska Foundations of Workforce Professional Certification
- Workforce Innovation and Opportunity Act (WIOA) program training
- Business services and employer engagement training
- Career services, including resume development and interviewing
- De-escalation techniques and workplace safety
- Cultural competency, language access, and respectful workplace practices
- Disability awareness and accessibility training
- Veteran services and priority populations training
- Assessment tools and workforce system applications, including WorkKeys®

MSFW-Specific Training and Competency Development

Professional development includes targeted training to support effective engagement with MSFW populations and compliance with federal requirements.

This includes:

- Strategies for outreach and engagement with MSFW populations
- Identification of barriers to employment specific to MSFWs
- Coordination of services with workforce partners and community-based organizations
- Understanding of MSFW employment conditions and service needs

Training Delivery and Continuous Improvement

Training is delivered through a combination of internal learning systems, statewide training platforms, and partner-supported opportunities. Additional specialized training may be provided based on staff roles, regional needs, and emerging workforce priorities.

Professional development activities are continuously updated to reflect changes in federal guidance, workforce system priorities, and identified training needs.

Summary

Through ongoing professional development and targeted training, Alaska ensures that outreach staff are equipped to deliver services that are accessible, equitable, and responsive to the needs of MSFWs across the State, while maintaining high-quality service delivery to both job seekers and employers.

(E) Coordinating outreach efforts with NFJP grantees as well as with public and private community service agencies and MSFW groups.

Overview – Coordination With Partner Organizations

Alaska does not currently have a National Farmworker Jobs Program (NFJP) grantee. However, the State coordinates outreach and service delivery with available public and private partners to support Migrant and Seasonal Farmworkers (MSFWs), consistent with 20 CFR 653.107(e).

Coordination efforts are designed to ensure that MSFWs have access to employment, training, and supportive services through the Alaska Job Center Network and partner programs, despite the absence of a dedicated NFJP provider.

Coordination Strategies and Partner Engagement

Coordination efforts focus on leveraging existing relationships and resources to support comprehensive service delivery for MSFWs.

These efforts include:

- Engagement with community-based organizations and local service providers in areas with MSFW activity
- Coordination with employers and industry representatives to support outreach, job placement, and service delivery
- Referrals to education, training, and supportive service providers
- Collaboration with organizations serving rural and remote communities where access to services may be limited

Addressing the Absence of an NFJP Grantee

In the absence of an NFJP grantee, Alaska emphasizes coordination with organizations that provide complementary services to MSFWs, including workforce development, education, and community support.

The State ensures that MSFWs are connected to available resources through established referral practices and partner collaboration within the Alaska Job Center Network.

Ongoing Assessment and Partnership Development

Due to Alaska's relatively small MSFW population, many partner organizations primarily support agricultural business development rather than direct farmworker services.

The State will continue to assess opportunities to strengthen partnerships, expand coordination strategies, and identify potential service gaps over the four-year Agricultural Outreach Plan period. This includes evaluating emerging needs and identifying potential partners that can enhance service delivery to MSFW populations.

Summary

Through ongoing coordination and strategic partnership development, Alaska works to ensure that MSFWs have access to available services and resources, regardless of geographic location or program availability.

[\(5\) Services provided to farm workers and agricultural employers through the one-stop delivery system.](#)
Describe the State agency's planned activities for:

Overview – Services Provided To Farmworkers And Agricultural Employers Through The One-Stop Delivery System

Alaska delivers a comprehensive range of employment and training services to Migrant and Seasonal Farmworkers (MSFWs) and agricultural employers through the Alaska Job Center Network. Services are provided in alignment with the Wagner-Peyser Act, WIOA Titles I–IV, and applicable federal regulations, including 20 CFR Parts 653 and 658.

Consistent with federal requirements and the principles of the Judge Richey court order, Alaska ensures that MSFWs receive services that are qualitatively equivalent and quantitatively proportionate to those provided to non-MSFWs.

Coordinated outreach efforts, integrated data systems, and partnerships across workforce programs and community organizations support service delivery. Outreach activities described in Section VI(AOP)(4) support identification and engagement of MSFWs, and referrals generated through outreach are directly connected to services delivered through the one-stop system.

Alaska's service strategy reflects the State's unique geographic, seasonal, and labor market conditions by utilizing a combination of in-person, remote, and partner-supported service delivery methods to ensure access for both workers and employers across urban, rural, and remote areas.

Key Elements – Service Delivery for MSFWs and Agricultural Employers

Alaska's approach to service delivery for MSFWs and agricultural employers is centered on the following key elements:

- Provision of the full range of career, training, and supportive services to MSFWs through the Alaska Job Center Network
- Delivery of services that are qualitatively equivalent and quantitatively proportionate to those provided to non-MSFWs, consistent with federal requirements
- Integration of outreach and service delivery to ensure MSFWs identified through outreach are connected to workforce system services
- Coordination of services across WIOA core programs and partner programs to support comprehensive and seamless service delivery

- Delivery of employer-focused services, including recruitment, job order development, and labor market information, through Business Connection staff
- Administration and promotion of the Employment Service and the Employment-Related Law Complaint System to ensure worker protections and access to complaint resolution processes
- Promotion and utilization of the Agricultural Recruitment System (ARS) and other federal tools to support agricultural employer recruitment needs
- Use of multilingual materials and language assistance services to ensure equitable access for individuals with limited English proficiency
- Expansion of remote and technology-assisted service delivery methods to address geographic barriers
- Continuous evaluation and improvement of service strategies to align with federal requirements, workforce conditions, and Alaska's labor market needs

(A) Providing the full range of employment services to the agricultural community, including both MSFWs and agricultural employers, through the one-stop centers. This includes:

(i) How career and training services required under WIOA Title I will be provided to MSFWs through the one-stop centers; and

Overview – WIOA Title I Services for MSFWs Through the One-Stop System

Migrant and Seasonal Farmworkers (MSFWs) have access to the full range of career and training services available under WIOA Title I through the Alaska Job Center Network. Services are delivered through one-stop centers by Alaska Job Center staff and through referrals to appropriate program providers and partners, ensuring coordinated and comprehensive service delivery.

Alaska adheres to the principles of the Judge Richey court order, ensuring that services provided to MSFWs are qualitatively equivalent and quantitatively proportionate to those provided to non-MSFWs. The State prioritizes equitable access to services and supports for individuals with barriers to employment, including MSFW populations.

Service Delivery Through the One-Stop System

Initial career services are provided by Alaska Job Center Resource Room staff, who assist individuals with job search activities, labor market information, and access to employment opportunities.

For individuals requiring additional support, Career Support and Training Services staff deliver WIOA Title I-B services, including developing individualized employment plans that identify employment goals, career pathways, and associated training and supportive service needs.

Career and Training Services Available to MSFWs

Services available to MSFWs include:

- Initial and individualized career services, including job search assistance, labor market information, and resume development
- Referral to employment opportunities through AlaskaJobs and staff-assisted matching
- Development of individualized employment plans aligned with participant goals and labor market demand
- Referral to education and training services, including occupational skills training and work-based learning opportunities
- Referral to supportive services, including transportation, housing assistance, and other resources necessary to support participation in employment or training
- Referral to WIOA Title II Adult Education services for English language acquisition and high school equivalency preparation
- Access to interpretation and translation services at no cost to the participant

Coordination With Core Programs and Partner Services

Individuals who are English Language Learners or who require basic skills development are referred to WIOA Title II Alaska Adult Education programs for services such as English language acquisition and high school equivalency preparation. These services support participants in developing the foundational skills necessary to enter or advance in employment.

Through coordinated service delivery across WIOA core programs, Alaska ensures that MSFWs receive individualized, goal-oriented services that support entry into in-demand occupations and career pathways leading to family-sustaining wages.

(ii) How the State serves agricultural employers and how it intends to improve such services.

Overview – Services to Agricultural Employers

Alaska provides a range of services to agricultural employers through dedicated Business Connection staff within the Alaska Job Center Network. These services are designed to support employer workforce needs, facilitate recruitment, and strengthen connections between employers and available labor pools at the local, statewide, and national levels.

Business Connection staff work directly with agricultural employers to understand workforce needs, identify required skills, and develop effective recruitment strategies. Staff provide individualized assistance to ensure job orders are accurately developed, appropriately marketed, and aligned with employer expectations.

Employer Services Provided Through the One-Stop System

Employer services include:

- Assistance with job order development and posting in AlaskaJobs and the National Labor Exchange
- Recruitment support, including candidate screening and referral of qualified applicants, including MSFWs as appropriate
- Coordination of customized hiring events and recruitment activities
- Provision of labor market information to support workforce planning and hiring decisions
- Assistance in navigating federal programs such as H-2A, including coordination of housing inspections and related processes

These services support timely and effective recruitment while promoting MSFWs' connection to agricultural employment opportunities.

Support for H-2A Employers

To improve efficiency and responsiveness for H-2A employers, trained staff in Anchorage and Fairbanks conduct housing inspections in coordination with the Foreign Labor Certification Coordinator. This approach reduces travel requirements, streamlines inspection timelines, and improves service delivery for employers in key regions.

Strategies for Service Improvement (PY 2026–2029)

Over the four-year AOP period (PY 2026–2029), Alaska will strengthen services to agricultural employers and MSFWs through the following strategies:

- Improving coordination between outreach activities and service delivery to increase successful referrals, placements, and enrollment
- Enhancing staff training on MSFW identification and service strategies to ensure consistent and equitable service delivery statewide
- Expanding the use of remote and technology-assisted service delivery methods to reach workers and employers in remote locations

- Strengthening employer engagement in sectors with seasonal workforce demand, including agriculture, mariculture, and timber-related industries
- Continuing to evaluate service access, employer satisfaction, and outcomes to ensure alignment with federal requirements and Alaska's workforce needs

Summary

Through these efforts, Alaska will continue to enhance employer services, improve recruitment outcomes, and ensure that agricultural employers have access to the workforce resources needed to support their operations while promoting employment opportunities for MSFWs.

(B) Marketing the Complaint System to farmworkers and stakeholders.

Overview – Marketing the Complaint System

Alaska ensures that Migrant and Seasonal Farmworkers (MSFWs) and other workers are informed of their rights and have access to the Employment Service (ES) and Employment-Related Law Complaint System in accordance with 20 CFR Part 658 Subpart E and WIOA Section 188. The State promotes awareness of the complaint system to support a safe, equitable, and non-discriminatory work environment.

Marketing and Access Strategies

Marketing and access strategies include:

- Prominent display of complaint system posters in Alaska Job Centers in locations accessible to the public
- Distribution of complaint system information during outreach activities and service delivery interactions
- Availability of complaint forms and informational materials in plain language and in languages appropriate to the population served, including Spanish
- Verbal explanation of complaint rights and processes by trained staff during outreach and intake activities
- Access to interpretation and translation services at no cost to the individual filing a complaint
- Additional outreach through communication channels, including DOLWD social media platforms, as appropriate

Staff Training and Complaint System Administration

All Alaska Job Center staff are trained on complaint system procedures, including how to receive complaints, document information, and make appropriate referrals. Training includes guidance on handling both employment-service and employment-law-related complaints, as well as special considerations for serving MSFWs.

This includes:

- Providing additional time for MSFWs to respond to information requests
- Ensuring equitable access to the complaint process
- Delivering services in a culturally appropriate and accessible manner

Staff present complaint system information in a neutral and supportive manner and do not discourage individuals from filing complaints.

The complaint system is overseen by designated staff, including the Complaint System Coordinator, with additional oversight and involvement from the State Monitor Advocate (SMA), as appropriate. Job Center Managers provide local oversight to ensure consistent implementation across service locations.

Summary

Through these strategies, Alaska ensures that MSFWs and other workers are aware of their rights, understand how to access the complaint system, and are supported throughout the complaint process in accordance with federal and state requirements.

[\(C\) Marketing the Agricultural Recruitment System for U.S. Workers to agricultural employers and how it intends to improve such publicity.](#)

Overview – Marketing the Agricultural Recruitment System (ARS)

Alaska informs agricultural employers of the Agricultural Recruitment System (ARS) and its availability to support the recruitment of U.S. workers, consistent with federal requirements. Alaska Job Center staff provide information on ARS as part of employer engagement and job order development activities to ensure employers are aware of available recruitment options.

Marketing and Employer Engagement Strategies

Marketing and support strategies include:

- Informing employers of the ARS during employer engagement and job order development activities
- Assisting employers with posting job orders in AlaskaJobs and the National Labor Exchange
- Providing information on federal job order systems, including seasonaljobs.dol.gov, for H-2A and H-2B positions
- Supporting employers in accessing broader labor pools when local recruitment is insufficient

Alaska Job Center staff provide individualized assistance to employers to ensure job orders are properly developed, compliant with applicable requirements, and accessible to a wider audience, including national labor pools when appropriate.

Use of ARS in Alaska’s Labor Market Context

Due to Alaska’s geographic isolation and relatively small agricultural workforce, utilization of ARS is limited. However, staff work with employers to assess whether ARS is an appropriate recruitment strategy based on their workforce needs, particularly when local or statewide recruitment efforts are insufficient.

Strategies for Improvement (PY 2026–2029)

Over the four-year AOP period (PY 2026–2029), Alaska will continue to evaluate opportunities to increase awareness and appropriate use of ARS where it aligns with employer needs and workforce conditions.

Strategies include:

- Increasing staff awareness and training on ARS to support consistent messaging to employers
- Enhancing integration of ARS information into employer outreach and job order development processes
- Evaluating the effectiveness of ARS within Alaska’s unique labor market context
- Identifying opportunities to strengthen employer engagement and recruitment outcomes through expanded use of national labor exchange tools

Summary

Through these efforts, Alaska will continue to promote appropriate use of the Agricultural Recruitment System, strengthen employer awareness, and support effective recruitment strategies that connect agricultural employers with available U.S. workers.

[\(6\) Other Requirements.](#)

[\(A\) Significant MSFW One-Stop Center Staffing.](#) If the SWA has significant MSFW one-stop centers, describe how the SWA intends to provide ES staff in the significant MSFW one-stop centers in accordance with 20 CFR 653.111.

Overview – Significant MSFW One-Stop Center Staffing

Alaska is designated as a non-significant MSFW State and has no one-stop centers classified as significant MSFW one-stop centers under 20 CFR 653.111.

As such, the staffing requirements specific to significant MSFW one-stop centers are not applicable.

Statewide Staffing Approach and Compliance

Although Alaska does not operate significant MSFW one-stop centers, the State ensures that all Alaska Job Center locations are staffed and trained to provide equitable and proportionate services to Migrant and Seasonal Farmworkers (MSFWs) in accordance with Wagner-Peyser requirements.

This includes:

- Training Employment Service staff to identify MSFWs and provide appropriate services
- Providing access to multilingual services and interpretation as needed
- Ensuring MSFWs receive the full range of services available through the one-stop delivery system
- Conducting outreach through trained staff to reach MSFWs not served through normal intake processes

Summary

This approach ensures compliance with federal requirements while reflecting Alaska's non-significant MSFW designation, relatively small MSFW population, and geographically dispersed service environment.

(B) Collaboration. Describe any collaborative agreements the SWA has with other MSFW service providers, including NFJP grantees and other service providers. Describe how the SWA intends to build upon/increase collaboration with existing partners and establish new partners over the next four years (including any approximate timelines for establishing agreements or building upon existing agreements).

Overview – Collaboration With MSFW Service Providers

Alaska collaborates with federal, state, and local partners to identify, serve, and better understand the needs of Migrant and Seasonal Farmworkers (MSFWs). Coordination supports data sharing, outreach, and service delivery in regions with agricultural, aquaculture, and forestry activity.

Although Alaska does not currently have a National Farmworker Jobs Program (NFJP) grantee, the State maintains collaborative relationships with a range of partner organizations to support MSFW populations and ensure access to workforce and supportive services.

Current Collaborative Partnerships

Current collaboration includes coordination with:

- U.S. Department of Agriculture (USDA), including the Farm Service Agency and local field offices
- Alaska Department of Natural Resources (DNR), including the Division of Agriculture and Division of Forestry
- Alaska Department of Fish and Game (ADFG) and aquaculture-related programs
- Alaska Department of Labor and Workforce Development (DOLWD) Research and Analysis Section
- Community-based organizations and legal service providers supporting worker populations

These partnerships support the identification of MSFW populations, analysis of workforce trends, and coordination of outreach and service delivery.

Collaboration in the Absence of an NFJP Grantee

Alaska does not currently have an NFJP grantee. The State ensures coordination with available partners to provide complementary services. It will continue to monitor opportunities to establish relationships with organizations serving farmworkers, including potential NFJP providers, should they become available in the future.

Strategies to Strengthen and Expand Collaboration (PY 2026–2029)

Over the four-year AOP period (PY 2026–2029), Alaska will build upon existing partnerships and expand collaboration through the following strategies:

- Strengthening coordination between outreach staff and partner organizations in regions with seasonal agricultural and resource-based activity (ongoing)
- Expanding engagement with employers to improve identification of MSFW worksites and service needs (ongoing)
- Increasing coordination with agencies and organizations serving rural and remote communities to improve access to services (PY 2026–2027)
- Evaluating opportunities to formalize partnerships through agreements or memoranda of understanding (MOUs) where service gaps are identified (PY 2027–2029)
- Identifying and engaging potential new partners, including organizations that provide workforce, legal, or supportive services to MSFW populations (ongoing)

Summary

Through ongoing collaboration and strategic partnership development, Alaska will continue to strengthen coordination, expand access to services, and improve outcomes for MSFWs across the State.

(C)Review and Public Comment. In developing the AOP, the SWA must solicit information and suggestions from NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations, and other interested organizations. In addition, at least 45 calendar days before submitting its final AOP, the SWA must provide a proposed plan to NFJP grantees, public agencies, agricultural employer organizations, and other organizations expressing an interest and allow at least 30 days for review and comment. The SWA must: 1) Consider any comments received in formulating its final proposed AOP; 2) Inform all commenting parties in writing whether their comments have been incorporated and, if not, the reasons therefore; and 3) Transmit the comments and recommendations received and its responses with the submission of the AOP.

i. The AOP must include a statement confirming NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations, and other interested employer organizations have been allowed to comment on the AOP. Include the list of organizations from which information and suggestions were solicited, any comments received, and responses to those comments.

Overview – Review and Public Comment Process

Alaska conducts a formal and auditable public comment process for the Agricultural Outreach Plan (AOP) in accordance with federal requirements. The State ensures that appropriate stakeholders are provided the opportunity to review and comment on the proposed AOP before submission.

Consistent with federal requirements, Alaska provides the proposed AOP to stakeholders at least 45 calendar days before submission and allows a minimum of 30 days for public comment.

Public Notice and Distribution Process

The State will:

- Publish the draft AOP as part of the WIOA State Plan modification on the State's public notice website
- Provide public notice through established communication channels, including distribution lists and partner networks
- Allow a minimum 30-day public comment period
- Distribute the draft AOP to NFJP grantees (if applicable), public agencies, agricultural employer organizations, advocacy organizations, and other interested stakeholders
- Maintain records of all entities notified and dates of distribution

Targeted Stakeholder Outreach

Targeted outreach for comment includes organizations representing:

- Agriculture, aquaculture, and forestry industries
- Worker advocacy and legal services organizations
- State and federal agencies engaged in agricultural workforce issues

Alaska currently has no NFJP grantee; however, organizations representing MSFW interests are provided the opportunity to review and comment on the AOP.

Comment Review and Response Process

All comments received will be:

- Logged and tracked through a centralized process
- Reviewed and considered in the development of the final AOP
- Addressed with written responses indicating whether comments were incorporated and, if not, the rationale

The State will inform all commenting parties in writing whether their comments have been incorporated and, if not, the reasons for that determination.

Documentation and Submission Requirements

A summary of comments received, including recommendations and the State's responses, will be included in the final AOP submission in accordance with federal requirements.

Statement of Compliance

Alaska confirms that NFJP grantees (if applicable), appropriate MSFW groups, public agencies, agricultural employer organizations, and other interested stakeholders have been provided the opportunity to review and comment on the AOP in accordance with federal requirements.

(D)Data Assessment. Review the previous four years of Wagner-Peyser Act data reports on performance. Note whether the State has been meeting its goals to provide MSFWs quantitatively proportionate services as compared to non-MSFWs. If it has not met these goals, explain why the State believes such goals were not met and how the State intends to improve its provision of services to meet such goals.

Overview – Data Assessment and Performance Review

Alaska conducts ongoing analysis of Wagner-Peyser performance data to assess service delivery to Migrant and Seasonal Farmworkers (MSFWs) and ensure compliance with federal requirements for quantitatively proportionate and qualitatively equivalent services.

The State reviews performance data from the most recent four years of Wagner-Peyser reporting to evaluate whether MSFWs are receiving services in proportion to their representation in the workforce system and whether services are delivered equitably.

Assessment of Quantitative Proportionality

Based on a review of the most recent 4 years of available data, Alaska has met federal requirements for providing quantitatively proportionate services to MSFWs compared with non-MSFWs.

Findings include:

- MSFW participation remains low relative to the overall workforce population, reflecting the limited scale of agricultural activity in the State

- Service levels provided to MSFWs are proportionate to their representation in the Wagner-Peyser participant population
- Data quality and identification of MSFWs have improved through staff training and enhanced data entry practices

The State recognizes that small population size and seasonal variability may affect year-to-year comparisons; however, ongoing monitoring processes ensure continued compliance with federal requirements.

Continuous Monitoring and Improvement Strategies

To support ongoing performance and continuous improvement, Alaska will:

- Continue staff training on accurate MSFW identification and data entry in AlaskaJobs
- Monitor MSFW service levels and outcomes on an ongoing basis
- Evaluate outreach effectiveness in identifying MSFWs not reached through normal intake activities
- Implement corrective actions if data indicate gaps in proportionate or equitable service delivery

Summary

Through ongoing data analysis, staff training, and performance monitoring, Alaska ensures continued compliance with federal requirements and maintains a data-informed approach to improving services for MSFWs across the State.

(E) Assessment of progress. The plan must include an explanation of what was achieved based on the previous AOP, what was not achieved, why the State believes the goals were not achieved, and how the State intends to remedy the gaps in achievement in the coming year.

Overview – Assessment of Progress

Alaska evaluates progress under the Agricultural Outreach Plan (AOP) through ongoing review of outreach activities, service delivery outcomes, and Wagner-Peyser performance data. This assessment identifies accomplishments, areas for improvement, and strategies to strengthen service delivery for Migrant and Seasonal Farmworkers (MSFWs).

Accomplishments Under the Previous AOP

Alaska has achieved the primary goals identified in the previous Agricultural Outreach Plan. Key accomplishments include:

- Increased awareness of agricultural, aquaculture, and timber-related workforce activity across the State
- Improved identification and tracking of MSFWs within AlaskaJobs
- Expanded staff training on serving individuals with limited English proficiency
- Strengthened implementation of the Employment Service Complaint System

Areas Not Fully Achieved and Contributing Factors

While significant progress has been made, some goals were not fully achieved. Contributing factors include:

- Geographic challenges and the remote nature of many agricultural and seasonal worksites, which limit consistent outreach coverage
- Seasonal variability in agricultural activity, resulting in fluctuating MSFW populations and reduced opportunities for engagement
- Variability in staff experience and training across service locations, affecting consistency in MSFW identification and service delivery

These factors reflect Alaska's unique geographic and labor market conditions and are considered in evaluating performance outcomes.

Strategies to Address Gaps and Improve Outcomes

To address identified gaps and strengthen performance in the coming year, Alaska will:

- Strengthen alignment between outreach activities and service delivery processes to improve participant engagement and enrollment
- Continue staff training and technical assistance to ensure consistent MSFW identification and service delivery statewide
- Expand outreach coverage in remote and seasonal worksites where feasible, including the use of remote and technology-assisted service delivery methods
- Utilize data to identify service gaps and inform targeted outreach and service strategies
- Maintain ongoing monitoring to ensure compliance, service quality, and continuous improvement

Summary

Through continuous assessment, targeted improvements, and strengthened coordination, Alaska will build on prior accomplishments and enhance the effectiveness of outreach and service delivery for MSFWs under the Agricultural Outreach Plan.

(F) State Monitor Advocate. The plan must contain a statement confirming that the State Monitor Advocate has reviewed and approved the AOP.

State Monitor Advocate Review and Approval

The State Monitor Advocate (SMA) has reviewed and approved the Agricultural Outreach Plan (AOP) and confirms that it is consistent with federal requirements and reflects Alaska's approach to serving Migrant and Seasonal Farmworkers (MSFWs).

Ongoing Oversight and Responsibilities

The SMA will continue to:

- Monitor implementation of the AOP
- Provide technical assistance and guidance to Alaska Job Center staff
- Review outreach activities and service delivery to MSFWs
- Ensure compliance with federal regulations, including 20 CFR Parts 653 and 658

WAGNER-PEYSER ASSURANCES

The State Plan must include assurances that:		Included?
1.	The Wagner-Peyser Act Employment Service is co-located with one-stop centers, or a plan and timeline has been developed to comply with this requirement within a reasonable amount of time (sec 121(e)(3));	Yes
2.	If the State has significant MSFW one-stop centers, the State agency is complying with the requirements under 20 CFR 653.111, State Workforce Agency staffing requirements.	Yes
3.	If a State Workforce Development Board, department, or agency administers State laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers Wagner-Peyser Act services, Adult and Dislocated Worker programs, and Youth Programs under Title I; and	Yes
4.	SWA officials: 1) Initiate the discontinuation of services; 2) Determine that services need to be discontinued; 3) Determine to reinstate services after the services have been discontinued; 4) Approve corrective action plans; 5) Approve the removal of an employer's clearance orders from interstate or intrastate clearance if the employer was granted conditional access to ARS and did not come into compliance within 5 calendar days; 6) Enter into agreements with State and Federal enforcement agencies for enforcement-agency staff to conduct field checks on the SWA's behalf (if the SWA so chooses); and 7) Decide whether to consent to the withdrawal of complaints if a party that requested a hearing wishes to withdraw its request for a hearing in writing before the hearing.	Yes
5.	The SWA has established and maintains a self-appraisal system for ES operations to assess progress toward goals and to correct performance deficiencies (20 CFR 658.601).	Yes

Adult Education and Family Literacy Act Program

The Unified or Combined State Plan must include a description of the following as they pertain to adult education and literacy programs and activities under Title II of WIOA, the Adult Education and Family Literacy Act (AEFLA).

(a) Aligning of Content Standards (WIOA section 102(b)(2)(D)(ii)(I)). Describe how the eligible agency has aligned its content standards for adult education with State-adopted challenging academic content standards, as adopted under section 1111(b)(1) of the Elementary and Secondary Education Act of 1965, as amended (20 U.S.C. 6311(b)(1)).

The Alaska Adult Education (AAE) Program has established and implemented content standards that are aligned with Alaska's State-adopted challenging academic content standards under section 1111(b)(1) of the Elementary and Secondary Education Act (ESEA). This alignment ensures consistency across the education continuum and supports adult learners in developing the knowledge and skills necessary for successful transition to postsecondary education, training, and employment.

Following a comprehensive review of the College and Career Readiness (CCR) Standards for Adult Education, the AAE Office determined that while the CCR Standards provide a strong national framework, targeted adaptations

were necessary to fully align with Alaska’s K–12 academic content standards and reflect the State’s unique geographic, cultural, and educational context. To support this work, the AAE Office partnered with the American Institutes for Research (AIR) to develop Alaska-specific adult education standards.

The development process included a detailed crosswalk and analysis of Alaska English/Language Arts and Mathematics Content Standards to identify key differences from the Common Core State Standards and ensure full alignment with State expectations. This process informed the adaptation of CCR-aligned content into a framework that is responsive to adult learners while maintaining rigor and consistency with K–12 standards.

The Alaska Adult Education State Standards have been developed and implemented across core content areas, including English/Language Arts, Mathematics, Digital Literacy, English Language Proficiency, and Social Studies. Science standards are scheduled for implementation in Fall 2026. The AAE Office, in collaboration with AIR and local providers, is conducting a multi-year implementation strategy that includes statewide professional development and technical assistance to ensure consistent and effective application of the standards across all programs.

Consistent with Alaska’s K–12 framework, the standards establish clear expectations for learning outcomes while allowing local programs the flexibility to implement curricula and instructional strategies that are rigorous, research-based, and responsive to local needs. Programs are responsible for delivering standards-based instruction that supports measurable skill gains and facilitates participant progression along career pathways leading to postsecondary education and employment. These standards are also designed to align with Alaska’s in-demand industries and sector strategies, ensuring that instruction supports the foundational skills required for entry into high-demand occupations identified in the State’s economic and workforce development priorities.

Since the expansion of distance education in Program Year 2021, the AAE Program has ensured that standards-based instruction is consistently applied across in-person, synchronous, and asynchronous learning environments. Providers receive guidance and training to support effective instructional delivery in digital settings, including strategies for maintaining meaningful instructor-student engagement and supporting learner persistence.

Through these efforts, Alaska ensures that adult education instruction is aligned with State academic standards, supports measurable skill gains, and is integrated with broader workforce system strategies. The standards provide a foundation for high-quality instruction and support alignment with career pathways, Integrated Education and Training models, and performance accountability strategies described throughout this State Plan.

(b) Local Activities. Describe how the eligible agency will use the considerations specified in section 231(e) of WIOA and, in accordance with 34 CFR 463 subpart C, fund each eligible provider to establish or operate programs that provide any of the following adult education and literacy activities identified in section 203 of WIOA, including programs that provide such activities concurrently. The Unified or Combined State Plan must, at a minimum, include the scope, content, and organization of these local activities.

Adult Education and Literacy Activities (Section 203 of WIOA)

Adult education;
Literacy;
Workplace adult education and literacy activities;
Family literacy activities;
English language acquisition activities;
Integrated English literacy and civics education;
Workforce preparation activities; or
Integrated education and training that—

1. Provides adult education and literacy activities concurrently and contextually with both workforce preparation activities and workforce training for a specific occupation or occupational cluster, and
2. Is for educational and career advancement.

Special Rule. Each eligible agency awarding a grant or contract under this section shall not use any funds made available under this title for adult education and literacy activities for the purpose of supporting or providing programs, services, or activities for individuals who are under the age of 16 and are enrolled or required to be enrolled in secondary school under State law, except that such agency may use such funds for such purpose if such programs, services, or activities are related to family literacy activities. In providing family literacy activities under this title, an eligible provider shall attempt to coordinate with programs and services that are not assisted under this title before using funds for adult education and literacy activities under this title for activities other than activities for eligible individuals.

The Alaska Adult Education (AAE) Program, administered by the Alaska Department of Labor and Workforce Development (DOLWD), Division of Employment and Training Services (DETS), uses the considerations specified in section 231(e) of WIOA and, in accordance with 34 CFR part 463, subpart C, funds eligible providers through a competitive grant process to establish and operate programs that deliver adult education and literacy activities described in section 203 of WIOA.

These activities include adult education, literacy, workplace adult education and literacy, family literacy, English language acquisition, integrated English literacy and civics education, workforce preparation, and integrated education and training (IET) provided concurrently and contextually with workforce training for specific occupations or occupational clusters.

Scope, Content, and Organization of Local Activities

AEFLA-funded programs in Alaska are designed to deliver comprehensive adult education and literacy services that support measurable skill gains, credential attainment, and successful transition to employment, postsecondary education, and training.

Programs provide:

- Standards-based instruction aligned with Alaska Adult Education State Standards
- Workforce preparation and digital literacy integrated across all service areas
- English language acquisition and civics education services
- Integrated education and training (IET) aligned with career pathways and in-demand industries
- Family literacy activities, where appropriate, based on regional need

Services are delivered through in-person, hybrid, and distance education models to ensure accessibility across Alaska's geographically dispersed and rural communities.

Programs operate within a statewide system that emphasizes flexibility, partnerships, and shared-service delivery models, particularly in small or remote areas where staffing capacity is limited. Providers leverage partnerships and technology to expand access while maintaining instructional quality and alignment with workforce system priorities.

Competitive Funding and Use of Section 231(e) Considerations

The AAE Office conducts a competitive Request for Grant Application (RGA) process that ensures direct and equitable access to AEFLA funds in accordance with WIOA section 231(c) and 34 CFR 463.24.

Eligible providers, as defined in WIOA section 203(5) and 34 CFR 463.23, include local educational agencies, community-based organizations, institutions of higher education, nonprofit organizations, libraries, and employer partnerships.

Applications are evaluated using a standardized rubric aligned with the 13 considerations in section 231(e) of WIOA, including:

- Demonstrated effectiveness in improving literacy and employment outcomes
- Alignment with regional workforce needs and career pathways
- Quality of program design and instructional practices
- Integration with workforce system partners
- Ability to serve individuals with barriers to employment

In Program Year 2025, Alaska awarded multi-year AEFLA grants to fourteen eligible providers for the period July 1, 2025, through June 30, 2031. Continued funding is contingent upon performance, compliance, and availability of funding.

Demonstrated Effectiveness and Performance Accountability

Applicants are required to demonstrate effectiveness by submitting performance data aligned with WIOA accountability requirements. This includes outcomes related to:

- Measurable skill gains
- Secondary credential attainment
- Employment and postsecondary transition outcomes

Applicants must demonstrate valid and reliable data collection and reporting practices, as well as the ability to meet state-adjusted performance levels.

The AAE Office uses this information to assess provider capacity, inform funding decisions, and support continuous program improvement.

Alignment with Workforce Strategy and Regional Needs

Providers are required to conduct regional needs assessments and labor market analyses as part of the application process. The Alaska Workforce Investment Board (AWIB) reviews these components and provides input to ensure alignment with the Combined State Plan, sector strategies, and regional economic priorities.

This process ensures that AEFLA-funded activities are responsive to labor market demand and aligned with career pathways in in-demand industries.

Program Design and Required Activities

Providers must design programs that deliver adult education and literacy activities in an integrated and effective manner and demonstrate the ability to implement required program elements, including:

- Research-based instruction aligned with Alaska Adult Education State Standards
- Integrated education and training (IET) consistent with 34 CFR § 463.37
- Digital literacy integrated across all instructional areas
- Accommodations and modifications to support individuals with disabilities

Programs are expected to support participant progression along career pathways and contribute to measurable skill gains and employment outcomes.

Integrated Education and Training and Workplace Literacy

The AAE Office supports the development and expansion of integrated education and training (IET) and workplace literacy programs statewide.

To address Alaska's geographic challenges, the State has implemented a hybrid IET model that enables smaller providers to participate through partnerships and shared instructional delivery. This approach expands access to IET opportunities across rural and remote communities.

IET and workplace literacy programs are aligned with key industry sectors, including healthcare, education, construction, hospitality, and seafood processing, and are increasingly connected to pre-apprenticeship and apprenticeship pathways.

Programs utilize contextualized instruction and milestone-based progression to support measurable skill gains and participant advancement.

Integration with the One-Stop Delivery System

AEFLA programs are fully integrated within Alaska's one-stop delivery system and coordinate with WIOA Title I, Wagner-Peyser, Vocational Rehabilitation, and other partner programs.

Providers implement:

- Co-enrollment strategies
- Referral processes
- Shared case management
- Joint programming

State-level efforts continue to strengthen coordination by aligning intake, assessment, and service delivery processes to improve participant outcomes and reduce duplication.

Administrative Cost Requirements

In accordance with WIOA section 233, not more than five percent of AEFLA funds may be used for administrative costs unless otherwise approved. Administrative costs must be reasonable, necessary, allowable, and allocable. Continuation funding is contingent upon provider performance, compliance with grant requirements, and submission of required documentation.

Special Rule – Eligible Individuals

Consistent with WIOA requirements, AEFLA funds are not used to support individuals under age 16 who are enrolled, or required to be enrolled, in secondary school under State law, except when services are provided as part of family literacy activities. When family literacy services are provided, coordination with non-AEFLA-funded programs is pursued to maximize resources and avoid duplication.

Closing Alignment Statement

Through these processes, Alaska ensures that AEFLA-funded local activities are established, operated, and funded in accordance with WIOA requirements, are responsive to regional workforce needs, and are aligned with career pathways and in-demand industries. These activities support measurable skill gains, credential attainment, and successful transitions to employment and postsecondary education, consistent with the State's strategic priorities described in Section II(c).

(c) Corrections Education and other Education of Institutionalized Individuals (WIOA section 102(b)(2)(D)(ii)(II)(bb)). Describe how the eligible agency will, using the considerations specified in section 231(e) of WIOA and in accordance with 34 CFR 463 subpart C, fund eligible providers to establish or operate programs that provide any of the following correctional educational programs identified in section 225 of WIOA:

- Adult education and literacy activities;
- Special education, as determined by the eligible agency;
- Secondary school credit;
- Integrated education and training;
- Career pathways;
- Concurrent enrollment;
- Peer tutoring; and
- Transition to re-entry initiatives and other post-release services to reduce recidivism.

Each eligible agency using funds provided under Programs for Corrections Education and Other Institutionalized Individuals to carry out a program for criminal offenders within a correctional institution must give priority to serving individuals who are likely to leave the correctional institution within 5 years of participation in the program.

The Alaska Adult Education (AAE) Program administers funds under section 225 of WIOA to support correctional education and educational services for institutionalized individuals. In accordance with section 231(e) of WIOA and 34 CFR part 463, subpart C, the AAE Office uses a competitive grant process to fund eligible providers in establishing and operating programs that deliver correctional education activities identified in section 225.

In Program Year (PY) 2025, Alaska awarded a competitive, multi-year AEFLA Section 225 grant to a statewide eligible provider to deliver correctional education services across Alaska's correctional institutions for the period July 1, 2025, through June 30, 2031, contingent upon performance, compliance, and availability of funding. Consistent with WIOA requirements, not more than 20 percent of the State's AEFLA allocation from the 82.5 percent local activities set-aside is used to support correctional education and services for institutionalized individuals.

Scope, Content, and Organization of Correctional Education Programs

Eligible providers deliver a comprehensive range of correctional education services, including:

- Adult education and literacy activities
- Special education, as determined by the eligible agency
- Secondary school credit
- Integrated education and training (IET)
- Career pathways
- Concurrent enrollment
- Peer tutoring
- Transition to re-entry initiatives and post-release services

Programs are designed to support incarcerated and institutionalized individuals in developing foundational academic skills, attaining a secondary school credential, and preparing for transition to postsecondary education, training, and employment upon release.

Services are delivered across a range of institutional settings, including prisons, jails, detention centers, halfway houses, and community-based correctional or rehabilitation facilities. The Alaska Department of Corrections (DOC), in partnership with the AAE Program, provides statewide coverage to ensure access across Alaska's geographically dispersed correctional system.

Instructional services include adult basic education, English language acquisition, GED® preparation, and integrated education and training opportunities. Where feasible, instruction is delivered concurrently with workforce preparation and occupational training to support participant progression along career pathways.

Priority of Service

Consistent with section 225 of WIOA, Alaska prioritizes services for individuals who are likely to leave the correctional institution within five years of participation. This prioritization supports improved re-entry outcomes by focusing resources on individuals who can most immediately benefit from education and workforce preparation services upon release.

Competitive Funding, Eligible Providers, and Demonstrated Effectiveness

Eligible providers must meet the requirements defined in WIOA section 203(5) and 34 CFR 463.23 and demonstrate effectiveness in delivering adult education and literacy services.

The AAE Office conducts a competitive Request for Grant Application (RGA) process and evaluates applications using a rubric aligned with the 13 considerations in section 231(e) of WIOA. Applications are assessed based on:

- Demonstrated effectiveness in improving literacy and employment outcomes
- Quality of program design and instructional practices
- Alignment with re-entry and workforce system goals
- Ability to serve individuals with barriers to employment

Applicants must submit at least two years of performance data, including measurable skill gains, credential attainment, and transition outcomes to employment or postsecondary education and training, along with evidence of valid and reliable data collection practices.

Direct and Equitable Access

The AAE Office ensures direct and equitable access to Section 225 funding through a transparent and competitive grant process. Funding opportunities are broadly disseminated, and technical assistance is provided to support applicants. All eligible organizations are provided a full and fair opportunity to compete for funding.

Alignment with Workforce Strategy and Re-Entry Needs

Applicants are required to demonstrate how correctional education services align with regional workforce needs and support successful re-entry. The Alaska Workforce Investment Board (AWIB) reviews applications to ensure alignment with the Combined State Plan, sector strategies, and labor market demand.

This process ensures that correctional education programs are aligned with career pathways in in-demand industries and support transition to employment following release.

Program Design and Required Activities

Correctional education providers must design programs that deliver allowable activities under section 225 and demonstrate the ability to:

- Provide high-quality adult education and literacy instruction
- Implement integrated education and training (IET) consistent with 34 CFR § 463.37
- Support career pathway development and transition to employment or postsecondary education
- Deliver contextualized and concurrent instruction that supports measurable skill gains

Programs are expected to incorporate innovative, evidence-based instructional strategies that support participants' progression and successful outcomes.

Administrative Cost Requirements and Grant Oversight

Administrative costs are limited to no more than five percent of the grant, unless otherwise approved, and must be reasonable, necessary, allowable, and allocable.

Continuation funding is contingent upon performance, compliance with grant requirements, and submission of required documentation. Grantees are required to submit annual performance reports that include enrollment, educational gains, credential attainment, employment outcomes, and, where available, recidivism-related data. Grantees must also comply with the General Education Provisions Act (GEPA) and ensure equitable access to services.

Integration with the One-Stop Delivery System and Re-Entry Coordination

The Alaska Department of Corrections (DOC), as the statewide provider, coordinates with the Alaska Job Center Network to support re-entry planning and workforce transition.

Participants are identified through risk-needs assessments or voluntary enrollment and are engaged through facility-based outreach and orientation processes. Programs operate on a rolling enrollment basis.

AAE instructors and DOC staff coordinate with workforce system partners to facilitate connection to one-stop services before release and support continuity of services post-release. Ongoing coordination between DOLWD and DOC strengthens alignment between correctional education, workforce programs, and re-entry services.

Closing Alignment Statement

Through these processes, Alaska ensures that correctional education programs are implemented in accordance with WIOA requirements and are aligned with workforce system priorities. These programs support measurable skill gains, credential attainment, and successful re-entry into employment and postsecondary education, contributing to reduced recidivism and improved long-term outcomes for justice-involved individuals.

(d) Integrated English Literacy and Civics Education Program (WIOA section 102(b)(2)(D)(ii)(III)(cc)). Describe how the eligible agency will, using the considerations specified in section 231(e) of WIOA and in accordance with 34 CFR 463 subpart C, fund eligible providers to establish or operate Integrated English Literacy and Civics Education (IELCE) programs under section 243 of WIOA. Describe how adult English language learners, including professionals with degrees and credentials in their native countries, are served in IELCE programs.

Describe how the Integrated English Literacy and Civics Education program under section 243(a) of WIOA will be offered in combination with integrated education and training activities found in 34 CFR section 463.36.

Describe how the Integrated English Literacy and Civics Education program under section 243(a) of WIOA will include instruction in literacy and English language acquisition and instruction on the rights and responsibilities of citizenship and civic participation.

Describe how the Integrated English Literacy and Civics Education program under section 243(a) of WIOA will be designed to prepare adults who are English language learners for, and place such adults in, unsubsidized employment in in-demand industries and occupations that lead to economic self-sufficiency.

Describe how the Integrated English Literacy and Civics Education program under section 243(a) of WIOA will be designed to integrate with the local workforce development system and its functions to carry out the activities of the program.

In accordance with section 243 of WIOA, Alaska funds Integrated English Literacy and Civics Education (IELCE) programs to prepare adult English language learners, including professionals with degrees and credentials earned in their native countries, for unsubsidized employment in in-demand industries and occupations leading to economic self-sufficiency. IELCE services are funded through a competitive grant process conducted in accordance with section 231(e) of WIOA and 34 CFR part 463, subpart C.

In Program Year (PY) 2025, Alaska awarded a competitive, multi-year AEFLA grant to one statewide eligible provider to deliver IELCE services from July 1, 2025, through June 30, 2031, contingent upon performance, compliance with grant requirements, and the availability of funding.

The Alaska Adult Education (AAE) Office uses the same Request for Grant Application (RGA) process as for other AEFLA-funded activities, while requiring applicants seeking section 243 funds to demonstrate capacity to deliver IELCE in combination with integrated education and training (IET), workforce preparation, and workforce system coordination.

Program Purpose and Required Components

Alaska's IELCE program provides integrated educational services that include literacy instruction, English language acquisition, and instruction on the rights and responsibilities of citizenship and civic participation. These services support participants in functioning effectively as workers, parents, and community members while advancing toward employment and career pathway opportunities.

The statewide IELCE provider is required to deliver services that:

- Include instruction in literacy and English language acquisition
- Include instruction on the rights and responsibilities of citizenship and civic participation
- Are offered in combination with integrated education and training (IET), consistent with 34 CFR § 463.36
- Prepare participants for, and place them in, unsubsidized employment in in-demand industries and occupations
- Integrate with the local workforce development system and its functions

The IELCE program is structured as an integrated service model that combines English language development, civics education, workforce preparation, and occupationally relevant training to support long-term educational and career advancement.

Competitive Funding, Eligible Providers, and Demonstrated Effectiveness

Eligible providers must meet the same eligibility and demonstrated effectiveness requirements as AEFLA-funded programs and demonstrate effectiveness in improving literacy and English language acquisition outcomes. Applicants must submit at least two years of performance data, including measurable skill gains, credential attainment, and transition outcomes to employment or postsecondary education and training, along with evidence of valid and reliable data collection practices.

Applicants are required to provide information on:

- Educational functioning level or grade-level-equivalent achievement
- High school completion outcomes
- Transition outcomes to employment, postsecondary education, and training
- Number and characteristics of students served
- Assessment methods and demonstrated learning gains
- Data quality and reporting procedures

Applications are evaluated using a standardized rubric aligned with the 13 considerations in section 231(e) of WIOA. The Alaska Workforce Investment Board (AWIB) reviews regional needs and labor market alignment to ensure IELCE activities are responsive to workforce demand and aligned with the Combined State Plan.

Direct and Equitable Access

The AAE Office ensures direct and equitable access to IELCE funds through a transparent and competitive application process. Funding opportunities are broadly disseminated, and technical assistance is provided to support applicants. All eligible organizations are provided a full and fair opportunity to apply.

Service Design for English Language Learners

Alaska's IELCE program serves adult English language learners with diverse educational and employment backgrounds, including immigrants, refugees, and internationally trained professionals.

Instruction is designed to improve English proficiency while building foundational and occupational skills necessary for employment and postsecondary pathways.

Providers must demonstrate how IELCE services support participants in:

- Becoming literate and obtaining the knowledge and skills necessary for employment and economic self-sufficiency
- Improving reading, writing, speaking, comprehension, and mathematics skills
- Understanding the American system of government, individual freedom, and the responsibilities of citizenship
- Attaining a secondary school diploma or its recognized equivalent, where appropriate
- Transitioning to postsecondary education, training, and career pathways

Programs must also describe outreach strategies, student supports, and instructional approaches that address the diverse needs of participants.

Integrated Education and Training Requirement

Consistent with section 243 of WIOA and 34 CFR § 463.36, Alaska's IELCE program is offered in combination with integrated education and training (IET).

Programs must concurrently and contextually integrate:

- English language acquisition activities
- Workforce preparation activities
- Workforce training for a specific occupation or occupational cluster

Applicants must identify occupational clusters aligned with Alaska's labor market and describe how IELCE services prepare participants for unsubsidized employment in in-demand industries.

Applicants must also describe how program design supports career pathways, credential attainment, and economic self-sufficiency.

Required submission elements include:

- Courses offered, including objectives and scheduling
- Attendance requirements and fee structures, if applicable
- Integration of English language acquisition, workforce preparation, and workforce training
- Postsecondary or credentialing opportunities available to participants
- Partnerships that support IET and career pathway implementation

The AAE Office provides technical assistance and professional development to support effective IET implementation.

Integration with the Workforce Development System

The statewide IELCE provider integrates program activities into Alaska's workforce development system and coordinates with the Alaska Job Center Network, employers, apprenticeship programs, and partner agencies.

Providers implement:

- Co-enrollment strategies
- Referral processes
- Shared case management
- Employment-focused service planning

Participants may access career counseling, job placement, workforce training, supportive services, and apprenticeship opportunities through coordinated service delivery.

Integrated Education and Training and Workplace Literacy

The AAE Office collaborates with the IELCE provider to develop IET and workplace literacy programming that addresses Alaska's geographic and capacity challenges.

Programs include IET models that embed English language instruction into workforce-focused training, including:

- Entrepreneurship
- Child care licensing
- Community navigator services
- Healthcare-related pre-apprenticeship pathways

Workplace literacy activities are developed in partnership with employers to improve communication, productivity, and retention. Current efforts include healthcare partnerships, with expansion into additional sectors under evaluation.

Administrative Cost Requirements and Grant Oversight

Administrative costs are limited to no more than five percent of the grant, unless otherwise approved, and must be reasonable, necessary, allowable, and allocable.

Continuation funding is contingent upon performance, compliance, and submission of required documentation. The provider must submit annual reports that include enrollment, educational gains, IET activities, and employment outcomes.

Closing Alignment Statement

Through this structure, Alaska ensures that IELCE services are implemented in accordance with section 243 of WIOA and are designed to prepare English language learners for unsubsidized employment in in-demand industries. IELCE programs integrate English literacy, civics education, and workforce training, align with career pathways, and are fully integrated within the State's workforce development system to support economic mobility and equitable outcomes.

(e) State Leadership (WIOA section 102(b)(2)(D)(ii)(III)). Describe how the State will use the funds to carry out the required State Leadership activities under section 223 of WIOA.

Describe how the State will use the funds to carry out permissible State Leadership Activities under section 223 of WIOA, if applicable.

Alaska Adult Education (AAE) utilizes State Leadership funds to support, enhance, and expand adult education and literacy activities statewide in accordance with section 223 of the Workforce Innovation and Opportunity Act (WIOA). These investments strengthen program quality, align adult education with workforce system priorities, and improve participant outcomes, including measurable skill gains, credential attainment, and transitions to employment and postsecondary education.

No more than 12.5 percent of the total Adult Education and Family Literacy Act (AEFLA) grant funds are used to carry out required and permissible State Leadership activities. State Leadership funds are calculated based on AEFLA funding and exclude funds allocated to Integrated English Literacy and Civics Education (IELCE) activities. State Leadership activities are strategically aligned to support continuous improvement in performance outcomes and ensure that adult education participants progress along career pathways toward sustainable outcomes.

employment. State Leadership investments are prioritized to align with sector strategies and with in-demand industries identified through Alaska's workforce planning efforts, ensuring that adult education services contribute directly to employment outcomes and economic mobility.

Required State Leadership Activities

Alignment with State Strategy and System Efficiency

The AAE program is housed within the Alaska Department of Labor and Workforce Development, enabling direct coordination with WIOA core programs and the Alaska Job Center Network. This structure strengthens cross-program alignment and supports a unified approach to workforce development.

State Leadership funds support alignment activities that include:

- Coordination with WIOA core partners to integrate adult education into the workforce system and support co-enrollment strategies
- Participation in statewide workforce planning and strategic initiatives aligned with sector strategies and in-demand industries
- Development and expansion of career pathways that support credential attainment and employment outcomes
- Integration of adult education services with workforce programs to support participant progression and retention

Integrated Education, Training, and Career Pathways

State Leadership funds support the expansion and refinement of Integrated Education and Training (IET) programs across Alaska. These programs are central to improving measurable skill gains, increasing credential attainment, and supporting transitions to employment.

IET programs:

- Deliver adult education and literacy instruction aligned with Alaska Adult Education State Standards
- Provide workforce preparation and occupational training leading to industry-recognized credentials
- Deliver adult education, workforce preparation, and workforce training concurrently and contextually

IET programs are designed to:

- Support participants in achieving measurable skill gains through integrated instruction
- Increase attainment of secondary and postsecondary credentials
- Improve transitions to employment, postsecondary education, and registered apprenticeship
- Align training with in-demand industries and regional workforce needs

Professional Development

Alaska maintains a comprehensive professional development system to support adult education staff and improve participant outcomes. State Leadership funds support training aligned with evidence-based practices.

Professional development activities include:

- Training on evidence-based instructional strategies to improve reading, writing, mathematics, and English language acquisition outcomes
- Professional development aligned with measurable skill gain attainment and student persistence
- Training on data entry, performance reporting, and use of National Reporting System (NRS) data
- Dissemination of promising practices that support credential attainment and employment transitions

A hybrid delivery model is used to increase accessibility across Alaska.

Technical Assistance

State Leadership funds support ongoing technical assistance to eligible providers to enhance program quality and improve performance outcomes. Technical assistance is aligned with performance data and coordinated with the State's monitoring and continuous improvement framework described in Section VI(f).

Technical assistance activities include:

- Monthly meetings with regional programs to review performance data
- Targeted support based on monitoring findings and performance gaps
- Delivery through webinars, teleconferences, on-site visits, and individualized coaching

Monitoring and Evaluation

Alaska utilizes a comprehensive monitoring and evaluation system to ensure program quality, fiscal integrity, and performance accountability.

Monitoring activities include:

- On-site and desk monitoring
- Data validation and performance analysis
- Financial oversight and internal control assessments
- Implementation of program improvement plans when necessary

These activities ensure accountability and continuous improvement in participant outcomes.

Permissible State Leadership Activities

In addition to required activities, Alaska uses State Leadership funds to carry out permissible activities authorized under WIOA section 223 to support innovation, system improvement, and enhanced participant outcomes.

Permissible activities include:

- Development and support of statewide and regional literacy resource networks to improve instructional quality and consistency
- Implementation and enhancement of technology applications to support distance education, hybrid instruction, and data systems
- Development and dissemination of instructional materials aligned with Alaska Adult Education State Standards and workforce needs
- Expansion of Integrated Education and Training (IET) and career pathway models aligned with in-demand industries
- Integration of literacy and English language acquisition with occupational skills training
- Development of workplace literacy activities in partnership with employers to support retention and advancement
- Design and implementation of strategies to improve instructor quality, retention, and capacity

Performance data, labor market information, and system priorities inform these activities.

Closing Alignment Statement

These State Leadership activities support Alaska's commitment to continuous improvement and ensure that AEFLA investments are directly tied to improved performance, system alignment, and participant success. In alignment with the State's strategic priorities described in Section II(c), these activities strengthen an integrated workforce system that advances economic opportunity and supports participation in sector-based career pathways for adult learners statewide.

(f) Assessing Quality (WIOA section 102(b)(2)(D)(ii)(V)). Describe how the eligible agency will assess the quality of providers of adult education and literacy activities under Title II. Describe how the eligible agency will take actions to improve such quality, including providing the activities described in section 223(a)(1)(B) of WIOA. Describe how the eligible agency will use evaluations, data analysis, program monitoring, or other methods to improve the quality of adult education activities in the State.

The Alaska Adult Education (AAE) Office assesses the quality of eligible providers through an integrated system of monitoring, performance accountability, data validation, and continuous improvement processes aligned with WIOA Title II requirements and the National Reporting System (NRS).

Provider quality is evaluated based on performance outcomes, compliance with grant requirements, data accuracy, instructional effectiveness, and alignment with program goals established through the Request for Grant Application (RGA) process. The AAE Office uses multiple methods, including desk monitoring, on-site reviews, data analysis, and performance negotiations, to ensure accountability and support program improvement.

Assessment of Provider Quality

The AAE Office conducts ongoing monitoring and evaluation activities to assess the effectiveness and quality of adult education providers.

- **Desk Monitoring and File Review**
Desk monitoring is used to assess the completeness, accuracy, and reliability of student and program data. The AAE Office conducts regular reviews of data entered into the management information system and compares that data against source documentation. Student records are sampled and evaluated using

standardized data validation criteria (e.g., passed, missing information, data not matched, or not applicable). Programs are required to correct identified issues within 30 days. These reviews support program accountability, identify anomalies, and inform targeted technical assistance and professional development.

- **On-Site Monitoring and Review**

On-site monitoring is conducted annually for a portion of providers based on a risk-informed monitoring schedule, with at least 20 percent of programs selected each year. Reviews include classroom observation, facility tours, interviews with staff and participants, and review of program operations and documentation. Monitoring activities assess instructional quality, alignment with Alaska Adult Education State Standards, program administration, adherence to grant requirements, and financial management practices.

- **Financial Monitoring**

Financial monitoring is conducted through review of reimbursement requests and supporting documentation to ensure expenditures are allowable, properly documented, and aligned with grant requirements. Financial audits may also be conducted in conjunction with on-site monitoring.

- **Performance Accountability and Data Analysis**

The AAE Office evaluates provider performance through negotiated performance indicators established annually with each grantee. Providers are required to submit plans describing how they will meet or exceed state performance targets. Performance outcomes are reviewed regularly using NRS data, including measurable skill gains, credential attainment, and employment outcomes. Ongoing statistical analysis is conducted to assess trends in recruitment, retention, participation, and outcomes, and to identify areas requiring additional support or intervention.

- **Instructional Quality and Program Effectiveness**

Instructional quality is evaluated through multiple indicators, including attendance, post-test rates, measurable skill gains, credential attainment, and transitions to postsecondary education and employment. The AAE Office also reviews assessment and placement practices, including the timeliness of pre-testing (e.g., TABE, CASAS, WorkKeys®) and the use of alternative placement strategies for participants enrolled in Integrated Education and Training (IET), workplace literacy, and accelerated pathways such as GED® Fast Track. Observations and interviews conducted during site visits further inform the evaluation of instructional practices and program implementation.

- **Partnerships and Recruitment Strategies**

The AAE Office evaluates the effectiveness of provider partnerships and recruitment strategies, including coordination with one-stop centers, postsecondary institutions, and community partners. These efforts are assessed based on their contribution to participant recruitment, retention, and successful transition to employment, education, and training.

Use of Data, Evaluation, and Monitoring to Improve Quality

The AAE Office uses monitoring results, performance data, and program evaluations to drive continuous improvement across adult education programs.

Findings from desk monitoring, on-site reviews, and data analysis are used to identify areas requiring improvement and to inform targeted technical assistance, professional development, and programmatic adjustments.

Program quality is assessed through key indicators, including measurable skill gains, credential attainment, employment outcomes, attendance, and post-testing rates. These data are analyzed to identify trends, determine program effectiveness, and elevate best practices across providers.

Evaluation of core program components, including intake and orientation, assessment and placement, instructional delivery, and participant outcomes, ensures that services are aligned with evidence-based practices and state performance expectations.

Actions to Improve Provider Quality

The AAE Office takes a structured and progressive approach to improving provider quality based on monitoring findings, data analysis, and evaluation results, consistent with section 223(a)(1)(B) of WIOA.

- **Technical Assistance and Professional Development**

Technical assistance is provided on an ongoing basis and is tailored to the needs of individual programs. Monthly program coordinator meetings, webinars, one-on-one consultations, and on-site support are used to deliver targeted assistance. Professional development activities focus on improving instructional practices, strengthening assessment and placement processes, enhancing data quality, and supporting implementation of career pathways and Integrated Education and Training (IET) models. Statewide training opportunities include annual conferences and onboarding training for new staff through AspireAlaska.

- **Communication and Guidance**

Communication tools, including technical assistance alerts and regular program updates, are used to ensure providers receive timely information about policies, data systems, and compliance requirements.

- **Corrective Actions and Enforcement**

When deficiencies are identified, the AAE Office may require corrective actions. Providers that are out of compliance may be issued a Corrective Action Plan (CAP) that outlines the required actions and timelines for resolution. Providers that do not meet performance expectations may be required to submit a Program Improvement Plan, which identifies strategies for improving outcomes and is monitored to ensure progress toward performance targets. In cases of continued noncompliance, the AAE Office may implement additional enforcement actions, including increased monitoring, funding adjustments, or suspension or termination of funding in accordance with grant terms and applicable regulations.

Closing Alignment Statement

Through a comprehensive system of monitoring, data validation, evaluation, and targeted improvement strategies, Alaska ensures that adult education providers deliver high-quality services aligned with WIOA requirements and continuously improve outcomes for adult learners. These efforts support measurable skill gains, credential attainment, and successful transitions to postsecondary education and employment, while reinforcing the State's integrated workforce system and strategic priorities described in Section II(c).

Adult Education and Family Literacy Act Program Certifications

States must provide written and signed certifications that:		Included?
1.	The plan is submitted by the State agency eligible to do so.	Yes
2.	The State agency has authority under State law to perform the functions of the State under the program;	Yes
3.	The State legally may carry out each provision of the plan;	Yes
4.	All provisions of the plan are consistent with State law.	Yes
5.	A State officer, specified by title in the certification, has authority under State law to receive, hold, and disburse Federal funds made available under the plan;	Yes
6.	The State officer who is submitting the plan, specified by the title in the certification, has the authority to submit the plan;	Yes
7.	The agency that is submitting the plan has adopted or otherwise formally approved the plan; and	Yes
8.	The plan is the basis for the State's operation and administration of the program.	Yes

Adult Education and Family Literacy Act Program Assurances

The State Plan must include assurances that:		Included?
1.	The eligible agency will expend funds appropriated to carry out title II of the Workforce Innovation and Opportunity Act (WIOA) only in a manner consistent with fiscal requirements under section 241(a) of WIOA (regarding the supplement-not-supplant requirement);	Yes
2.	The eligible agency will ensure that there is at least one eligible provider serving each local area, as defined in section 3(32) of WIOA;	Yes
3.	The eligible agency will not use any funds made available under title II of WIOA for the purpose of supporting or providing programs, services, or activities for individuals who are not "eligible individuals" within the meaning of section 203(4) of WIOA, unless it is providing programs, services or activities related to family literacy activities, as defined in section 203(9) of WIOA;	Yes
4.	Using funds made available under title II of WIOA to carry out a program for criminal offenders within a correctional institution, the eligible agency will give priority to serving individuals who are likely to leave the correctional institution within five years of participation in the program.	Yes
5.	The eligible agency agrees that, in expending funds made available under Title II of WIOA, it will comply with sections 8301 through 8303 of the Buy American Act (41 U.S.C. 8301 - 8303).	Yes

Section 427 of the General Education Provisions Act (GEPA)

NOTICE TO ALL APPLICANTS

Section 427 of the GEPA (20 U.S.C. 1228a) applies to applicants for grant awards under this program. **ALL APPLICANTS FOR NEW GRANT AWARDS MUST INCLUDE THE FOLLOWING INFORMATION IN THEIR APPLICATIONS TO ADDRESS THIS PROVISION TO RECEIVE FUNDING UNDER THIS.**

OMB Control No. 1894-0005 (Exp. 02/28/2026)

Notes:

1. Applicants are not required to have mission statements or policies that align with equity to submit an application.
2. Applicants may identify any barriers that may impede equitable access and participation in the proposed project or activity, including, but not limited to, barriers based on economic disadvantage, gender, race, ethnicity, color, national origin, disability, age, language, migrant status, rural status, homeless status or housing insecurity, pregnancy, parenting, or caregiving status, and sexual orientation.
3. Applicants may have already included some or all of this required information in the narrative sections of their applications or their State Plans. In responding to this requirement, for each question, applicants may provide a cross-reference to the section(s) and page number(s) in their applications or State Plans that include the information responsive to that question on this form or may restate that information on this form.

Section 427 of the General Education Provisions Act (GEPA)

Section 427 of the General Education Provisions Act (GEPA) (20 U.S.C. § 1228a) requires the State to describe the steps it will take to ensure equitable access to, and participation in, federally funded adult education programs. The Alaska Adult Education (AAE) Office ensures that all eligible individuals have equitable access to services and opportunities under Title II of WIOA through program design, oversight, and continuous improvement processes.

Commitment to Equitable Access and Participation

The State of Alaska is committed to providing adult education and literacy services in a manner that ensures equal opportunity and nondiscrimination for all participants. The AAE Office complies with all applicable federal and state nondiscrimination laws and requires all eligible providers receiving AEFLA funds to do the same.

Through the Request for Grant Application (RGA) process, monitoring, and technical assistance, the AAE Office ensures that subrecipients implement policies and practices that promote equitable access and participation for all individuals, including those from historically underserved and underrepresented populations.

Barriers to Equitable Access and Participation

Alaska recognizes that geographic, economic, and demographic factors may impede equitable access to adult education services.

Key barriers include:

- Geographic isolation and limited transportation in rural and remote communities
- Limited broadband access and digital connectivity challenges
- Language barriers for English language learners and immigrant populations
- Access challenges for individuals with disabilities
- Barriers faced by justice-involved individuals reentering the workforce
- Competing responsibilities, including employment, caregiving, and housing instability

These barriers are identified through program monitoring, data analysis, regional needs assessments, and engagement with local providers and workforce system partners.

Steps to Ensure Equitable Access and Participation

The AAE Office implements targeted, data-informed strategies to address identified barriers and ensure equitable access and participation.

To address geographic and connectivity barriers, the State:

- Supports distance education and hybrid service delivery models
- Expands use of technology to reach participants in remote communities
- Encourages flexible scheduling and alternative instructional models

To support English language learners and diverse populations, the State:

- Integrates English language acquisition, civics education, and workforce preparation activities
- Implements Integrated Education and Training (IET) models aligned with career pathways and in-demand industries
- Promotes culturally responsive instructional practices

To improve access for individuals with disabilities and other populations with barriers to employment, the State:

- Provides professional development on accessibility and universal design for learning
- Supports inclusive instructional practices
- Coordinates with partner agencies, including Vocational Rehabilitation and workforce system partners
- Promotes co-enrollment and access to supportive services

To expand outreach and participation, the State:

- Implements outreach and recruitment strategies targeting underserved populations
- Partners with community-based organizations
- Coordinates with the Alaska Job Center Network to connect participants to education, training, and employment services

Subrecipient compliance with GEPA requirements is ensured through the RGA process, monitoring, and technical assistance.

Timeline and Continuous Improvement

Efforts to address barriers and improve equitable access are ongoing and embedded within Alaska's annual program and grant cycle.

The State:

- Identifies and updates barriers and strategies through the RGA process and annual program planning
- Uses monitoring activities, including desk reviews and on-site visits, to assess effectiveness
- Conducts performance evaluations to identify areas for improvement
- Provides ongoing technical assistance and professional development to support equitable practices

Programs that do not meet expectations may be required to implement corrective actions or program improvement plans.

Through this continuous improvement framework, Alaska ensures that strategies to promote equitable access and participation are regularly evaluated and strengthened over time.

Closing Alignment Statement

Through these efforts, Alaska ensures that adult education services are accessible to all eligible individuals and that barriers to participation are systematically identified and addressed. In alignment with the State's strategic priorities described in Section II(c), these efforts support equitable access to career pathways, workforce training,

and employment opportunities, ensuring that adult learners across Alaska can achieve measurable skill gains, credential attainment, and successful transitions to employment.

Paperwork Burden Statement

According to the Paperwork Reduction Act of 1995, no person is required to respond to a collection of information unless such collection displays a valid OMB control number. The valid OMB control number for this information collection is 1894-0005. The public reporting burden for this collection of information is estimated at an average of 3 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the information collected. The obligation to respond to this collection is required to obtain or retain a benefit. If you have any comments regarding the accuracy of the time estimate or suggestions for improving this individual collection, send them to ICDocketMgr@ed.gov and reference OMB Control Number 1894-0005. All other comments or concerns regarding the status of your individual form may be addressed to either (a) the person listed in the FOR FURTHER INFORMATION CONTACT section in the competition Notice Inviting Applications, or (b) your assigned program officer.

1. SF424B - Assurances – Non-Construction Programs

(<http://www2.ed.gov/fund/grant/apply/appforms/appforms.html>)

2. Grants.gov - Certification Regarding Lobbying

(<http://www2.ed.gov/fund/grant/apply/appforms/appforms.html>)

3. SF LLL Form – Disclosure of Lobbying Activities (required, only if applicable)

(<http://www2.ed.gov/fund/grant/apply/appforms/appforms.html>)

Vocational Rehabilitation

Program-Specific Requirements for State Vocational Rehabilitation Services Program

The Vocational Rehabilitation (VR) Services Portion of the Unified or Combined State Plan must include the following descriptions and estimates, as required by sections 101(a) and 606 of the Rehabilitation Act of 1973, as amended by title IV of WIOA.

(a) State Rehabilitation Council. All VR agencies, except those with an independent consumer-controlled commission, must have a State Rehabilitation Council (SRC) that meets the criteria in section 105 of the Rehabilitation Act. The designated State agency or designated State unit, as applicable, has (select A or B):

- ☐ (A) It is an independent State commission.
- ☒ (B) has established a State Rehabilitation Council.

In accordance with Assurance 3(b), please provide information on the current composition of the Council by representative type, including the term number of the representative, as applicable, and any vacancies, as well as the beginning dates of each representative's term.

Council Representative	Current Term Number/Vacant	Beginning Date of Term Mo./Yr.
Statewide Independent Living Council (SILC)	1	8/19/2024
Parent Training and Information Center	1	7/1/2024
Client Assistance Program	5	8/2022
Qualified Vocational Rehabilitation (VR) Counselor (Ex Officio if Employed by the VR Agency)	1	12/2023
Community Rehabilitation Program Service Provider	1	11/2023
Business, Industry, and Labor	1	8/2024
Business, Industry, and Labor	1	9/2023
Business, Industry, and Labor	Vacant	
Business, Industry, and Labor	1	11/2023
Disability Advocacy Groups	2	8/2024
Current or Former Applicants for, or Recipients of, VR services	1	10/2024
Section 121 Project Directors in the State (as applicable)	1	7/2025
State Educational Agency Responsible for Students with Disabilities Eligible to Receive Services under Part B of the Individuals with Disabilities Education Act (IDEA)	1	5/2024
State Workforce Development Board	1	11/2025
VR Agency Director (Ex Officio)	1	8/2024

If the SRC is not meeting the composition requirements in section 105(b) of the Rehabilitation Act and/or is not meeting quarterly as required in section 105(f) of the Rehabilitation Act, provide the steps that the VR agency is taking to ensure it meets those requirements.

Alaska's State Rehabilitation Council (SRC) is temporarily not in full compliance with the membership composition requirements outlined in section 105(b) of the Rehabilitation Act due to a vacancy in the business, industry, and labor representative category. An applicant has been identified, and an appointment by the Governor is anticipated in the coming months. The appointment timeline reflects the standard duration associated with Alaska's boards and commissions appointment process.

To address this vacancy, the designated State unit (DSU) continues to coordinate with the Governor's Office and appropriate appointing authorities to support timely nomination and appointment. The DSU actively monitors the status of the appointment and provides follow-up as needed to facilitate completion of the process and ensure compliance with section 105(b) of the Rehabilitation Act.

The SRC continues to operate in accordance with section 105(f) of the Rehabilitation Act, including holding regular quarterly meetings and carrying out its required functions, while the vacancy is being addressed.

If additional vacancies occur or appointment timelines are extended, the DSU will implement additional outreach and recruitment strategies to ensure the SRC maintains the required composition. These strategies may include:

- Conducting targeted outreach to business, industry, and labor organizations to identify qualified candidates
- Collaborating with partner agencies and stakeholders to solicit nominations
- Providing technical assistance to prospective applicants on the appointment process
- Coordinating with the Governor's Office to support the timely review and consideration of candidates

In accordance with the requirements in section 101(a)(21)(A)(ii)(III) of the Rehabilitation Act, include a summary of the Council's input (including how it was obtained) into the State Plan and any State Plan revisions, including recommendations from the Council's annual reports, the review and analysis of consumer satisfaction and other Council reports.

In accordance with section 101(a)(21)(A)(ii)(III) of the Rehabilitation Act, the following summarizes input from the Alaska State Vocational Rehabilitation Committee (SVRC), which serves as Alaska's State Rehabilitation Council (SRC), including how the input was obtained. This summary incorporates recommendations from the Council's annual report, strategic planning activities, and consumer satisfaction processes.

State Plan Input

The SVRC and the Division of Vocational Rehabilitation (DVR) collaborate on strategic planning and program evaluation for the VR program, as outlined in the SVRC Annual Report. Input into the State Plan was obtained through SVRC review of the VR section of the WIOA Combined State Plan. The SVRC was provided with the VR section for review and discussion during scheduled meetings.

During this review process, one member raised a question regarding State Plan formatting; however, no formal recommendations were proposed to DVR.

Strategic Plan Recommendations

The SVRC provided the following recommendations for DVR's Strategic Plan:

- Reduce internal DVR paperwork barriers for individuals seeking VR services
- Provide Social Security benefits counseling and related skills development for youth
- Review the community rehabilitation program fee structure

Annual Report Recommendations

The SVRC maintains subcommittees, including Executive, Program Evaluation, Assistive Technology, Planning and Recruitment, Policy, Public Relations, and Resources. Input from these subcommittees, as documented in the SVRC Annual Report, included the following recommendations:

- Increase promotion of SVRC meetings and opportunities for public testimony
- Increase outreach to potential new members to reduce vacancies
- Track recruitment strategies
- Transfer funds currently held in the Assistive Technology Loan Fund to Assistive Technology of Alaska, which would require repeal of Alaska Statute § 23.15.125

Consumer Satisfaction

The SVRC oversees the ongoing consumer satisfaction survey distributed to DVR participants whose cases are closed following development of an individualized plan for employment (IPE).

DVR operates as a consumer-driven program in which participant involvement and informed choice throughout the vocational rehabilitation process are critical to achieving successful employment outcomes. The consumer satisfaction survey focuses on the following areas:

- Consumer and staff interaction
- Consumer involvement
- Program information
- Overall program satisfaction

Surveys are distributed monthly via SurveyMonkey to individuals who have exited the program after an IPE was developed. Approximately 95 percent of DVR participants who meet the established survey parameters have a valid email address, an increase of 2 percentage points from the previous year. The average monthly response rate is 6.3 percent. Each survey area has shown an increase in positive responses compared to the previous year.

[Provide the VR agency's response to the Council's input and recommendations, including an explanation for the rejection of any input and recommendations.](#)

In accordance with section 101(a)(21)(A)(ii)(III) of the Rehabilitation Act, the Division of Vocational Rehabilitation (DVR) provides the following responses to input and recommendations from the Alaska State Vocational Rehabilitation Committee (SVRC), which serves as Alaska's State Rehabilitation Council (SRC).

The SVRC did not propose any formal recommendations to DVR regarding the VR portion of the WIOA Combined State Plan; therefore, no recommendations were rejected.

Strategic Plan Recommendations and DVR Responses

Based on input and recommendations for the DVR Strategic Plan, DVR's responses are as follows:

- Input: Reduce internal DVR paperwork barriers for individuals seeking VR services
 - Response: This input has been incorporated into DVR's Strategic Plan as Priority 1.8
- Input: Provide Social Security benefits counseling and related skills development for youth
 - Response: DVR will coordinate with the Protection and Advocacy for Beneficiaries of Social Security (PABSS) program to implement this action
- Input: Review the community rehabilitation program fee structure
 - Response: DVR will evaluate the current fee structure to determine whether it remains appropriate and aligned with service delivery needs

Annual Report Recommendations and DVR Responses

Based on input and recommendations from the SVRC Annual Report, DVR's responses are as follows:

- Input: Increase promotion of SVRC meetings and opportunities for public testimony

- Response: DVR will support increased promotion of public testimony opportunities and meetings through the DVR Communications Lead
- Input: Increase outreach to potential new members to reduce vacancies
 - Response: DVR will support outreach and recruitment efforts through the DVR Communications Lead and coordination with the Governor's Office
- Input: Track recruitment strategies
 - Response: DVR will support tracking and documentation of recruitment strategies through the DVR Communications Lead
- Recommendation: Transfer funds currently held in the Assistive Technology Loan Fund to Assistive Technology of Alaska, which requires repeal of Alaska Statute § 23.15.125
 - Response: DVR has initiated the process to transfer these funds and pursue the repeal of Alaska Statute § 23.15.125 in response to the SVRC recommendation

Consumer Satisfaction Support

DVR staff continue to support the SVRC's consumer satisfaction survey efforts, including distribution of monthly surveys and analysis of results for inclusion in the SVRC Annual Report. Information obtained through the consumer satisfaction process is used to inform ongoing program improvement and strategic planning.

(b) Comprehensive Statewide Needs Assessment (CSNA). Section 101(a)(15), (17), and (23) of the Rehabilitation Act require VR agencies to provide an assessment of:

(1) The VR services needs of individuals with disabilities residing within the State, including:

(A) Individuals with the most significant disabilities and their need for Supported Employment;

In accordance with sections 101(a)(15), (17), and (23) of the Rehabilitation Act, the Division of Vocational Rehabilitation (DVR) conducted a Comprehensive Statewide Needs Assessment (CSNA), completed in December 2023, to assess the vocational rehabilitation service needs of individuals with the most significant disabilities (MSD), including their need for Supported Employment services.

DVR analyzed quantitative and qualitative data from multiple sources to assess the vocational rehabilitation service needs of individuals with MSD. Analysis identified several primary service need areas affecting individuals with MSD, many of whom require Supported Employment services to achieve and maintain competitive integrated employment.

Key Service Needs

The CSNA identified the following primary service needs for individuals with MSD:

- Career exploration and individualized vocational planning to support informed choice and employment goals aligned with individuals' strengths, interests, abilities, and support needs, including development of career pathways that support long-term employment outcomes
- Access to education and training services, including postsecondary education, job-specific skills training, and technology-related training, with an emphasis on place-and-train service models for individuals receiving Supported Employment services
- Transportation services to support access to VR services and participation in employment, particularly for individuals requiring consistent and reliable supports
- Employment-related services, including job development, job placement, job coaching, and post-employment services, to support employment stability and advancement in competitive integrated employment
- Behavioral health and mental health services to address needs that may impact participation in VR services and employment outcomes

- Independent living and related support services, including housing-related supports, self-advocacy, time management, and activities of daily living
- Supported Employment services, including access to qualified providers and long-term supports necessary to achieve and maintain competitive integrated employment

Barriers Affecting Individuals with the Most Significant Disabilities

In addition to service needs, the CSNA identified several barriers affecting access to VR and Supported Employment services:

- Limited availability of community rehabilitation programs (CRPs), particularly in rural and remote areas, as further described in Section VR(b)(2)
- VR program and system-related barriers, including the complexity of processes, documentation requirements, and variability in service delivery practices
- Individual-level barriers, including concerns related to stigma, disclosure of disability, and potential loss of public benefits such as Medicaid waiver services
- Transportation barriers, particularly in rural and remote communities
- Employer-related barriers, including limited understanding of accommodations and misconceptions about the capabilities of individuals with disabilities
- Housing instability, including lack of access to stable, affordable, and accessible housing
- Limited awareness of DVR and Supported Employment services among individuals, families, and community partners

These findings inform DVR program planning, service delivery strategies, and coordination with partners to improve access to Supported Employment services and competitive integrated employment outcomes for individuals with MSD, consistent with the State's workforce development strategies described in Section II(c).

(B) Individuals with disabilities who are minorities and individuals with disabilities who have been unserved or underserved by the VR program;

In accordance with sections 101(a)(15), (17), and (23) of the Rehabilitation Act, the Division of Vocational Rehabilitation (DVR), through its Comprehensive Statewide Needs Assessment (CSNA), gathered and analyzed quantitative and qualitative data to identify employment barriers, vocational rehabilitation service needs, and populations that may be unserved or underserved, including minority individuals with disabilities.

Data collection included surveys, focus groups, and key informant interviews with a range of stakeholders. DVR conducted six focus groups with 28 participants representing agency leadership, advisory bodies, and community partners. DVR also distributed surveys to approximately 1,150 VR participants, receiving 275 responses (24 percent response rate), and received 12 responses from community rehabilitation program (CRP) partners.

In addition, DVR conducted six key informant interviews with workforce and behavioral health system partners. Data were analyzed using a mixed-methods approach, including reflexive thematic analysis and triangulation across qualitative and quantitative data sources.

Through this process, stakeholders identified several populations that may be unserved or underserved or may access services at lower rates relative to their representation in the community.

Populations Identified as Unserved or Underserved

The CSNA identified the following populations as potentially unserved or underserved:

- Youth with disabilities, particularly those at risk or involved with the justice system
- Individuals residing in rural and remote areas of the state
- Individuals experiencing homelessness or living in poverty

- Individuals with significant mental health conditions
- Individuals with substance use disorders
- Alaska Native and Indigenous individuals
- Individuals from racial and ethnic minority populations
- Individuals with intellectual or developmental disabilities
- Older individuals with disabilities

These findings reflect stakeholder input and are considered alongside quantitative analyses and other CSNA findings to inform DVR's understanding of service gaps, outreach needs, and equity considerations. These findings also support targeted strategies to improve access to services and competitive integrated employment outcomes, consistent with the State's workforce development strategies described in Section II(c).

(C) Individuals with disabilities served through other components of the workforce development system; and

In accordance with sections 101(a)(15), (17), and (23) of the Rehabilitation Act, the Division of Vocational Rehabilitation (DVR), through its Comprehensive Statewide Needs Assessment (CSNA), identified the importance of coordination with other components of the workforce development system, including the Alaska Job Center Network.

DVR maintains working relationships with workforce system partners and employers to support individuals with disabilities who are co-served or referred through other programs. DVR coordinates with core WIOA partners, including Title I Adult, Dislocated Worker, and Youth programs, as well as Wagner-Peyser Employment Services, to support co-enrollment and integrated service delivery through the Alaska Job Center Network. This coordination supports individuals with disabilities who access services through multiple programs and initiatives and promotes alignment of service delivery across the workforce system. DVR also engages with employers to expand employment opportunities and supports initiatives such as the Provisional Hiring Program in coordination with state hiring managers.

Employer feedback collected through the CSNA identified several barriers that may affect hiring and retention of individuals with disabilities.

Employer-Identified Barriers

- Uncertainty regarding workplace accommodations
- Limited understanding of disability-related needs
- Concerns about the cost or complexity of accommodations
- Staffing constraints affecting capacity for training and supervision
- Misconceptions or biases regarding individuals with disabilities

Employers who reported successfully hiring and retaining individuals with disabilities indicated that the hiring process is generally comparable to that for other employees. These employers noted that early communication of accommodation needs supports successful employment outcomes by allowing accommodations to be implemented at the start of employment. In contrast, employers reported that when accommodation needs are not disclosed, performance or job retention challenges are more likely to occur.

These findings highlight the importance of continued employer engagement, education, and coordinated workforce system strategies to improve employment outcomes for individuals with disabilities in competitive integrated employment, consistent with the State's workforce development strategies described in Section II(c).

(D) Youth with disabilities, including students with disabilities and their need for pre-employment transition services. Include an assessment of the needs of individuals with disabilities for transition career services and pre-employment transition services, and the extent to which such services are coordinated with transition services provided under IDEA.

In accordance with sections 101(a)(15), (17), and (23) of the Rehabilitation Act, as amended by the Workforce Innovation and Opportunity Act (WIOA), the Division of Vocational Rehabilitation (DVR) provides, or arranges for the provision of, pre-employment transition services (Pre-ETS) to eligible and potentially eligible students with disabilities.

DVR coordinates Pre-ETS with transition services provided under the Individuals with Disabilities Education Act (IDEA) through ongoing collaboration with the Alaska Department of Education and Early Development (DEED), school districts, and transition teams. This coordination supports alignment of services, shared planning, and improved transition outcomes for students with disabilities.

According to DEED, the October 1, 2021, Special Education Child Count identified 5,609 students with disabilities aged 14 to 21. During the reporting period of July 1, 2021, through June 30, 2022, DVR provided Pre-ETS to 976 students, establishing a baseline of approximately 1,000 students served annually.

Based on CSNA findings, DVR has established a goal to provide Pre-ETS to at least 1,000 students annually over the next three years. The average cost per student was \$1,523, resulting in an estimated annual investment of approximately \$1.523 million in required Pre-ETS activities.

Identified Needs

Survey respondents and stakeholders identified the following as critical skills and services needed to support a successful transition to postsecondary education and competitive integrated employment:

- Work readiness and soft skills, including interpersonal communication, professionalism, and workplace expectations
- Problem-solving and decision-making skills
- Access to job supports, including job development, job coaching, and ongoing supports
- Work-based learning and work experience opportunities
- Literacy and numeracy skills necessary for employment and postsecondary education

Findings also identified broader system needs:

- Increased availability of employment opportunities for youth, particularly in rural and remote communities
- Expanded outreach and awareness of DVR and Pre-ETS services among students, families, and schools

Barriers

Respondents identified several barriers affecting transition outcomes for youth with disabilities:

- Lack of family support
- Transportation challenges
- Unstable living situations
- Limited community resources
- Challenges navigating statewide systems
- Limited access to programs tailored to specific disability-related needs

Opportunities for Improvement

Stakeholders identified opportunities to strengthen Pre-ETS service delivery:

- Increasing outreach and awareness of Pre-ETS among students and families
- Improving the inclusiveness, accessibility, and relevance of Pre-ETS activities

- Enhancing support and capacity for DVR counselors delivering Pre-ETS services

These findings indicate strong alignment between the needs of Alaska's youth with disabilities and the required Pre-ETS activities described in section 113 of the Rehabilitation Act. DVR prioritizes delivering the five required Pre-ETS activities: job exploration counseling, work-based learning experiences, counseling on postsecondary opportunities, workplace readiness training, and self-advocacy instruction. The findings support continued efforts to improve transition outcomes to postsecondary education and competitive integrated employment.

Collectively, these findings identify the need to strengthen service capacity, coordination, and provider infrastructure, as further described in Section VR(b)(2), and align with the State's workforce development strategies described in Section II(c).

(2) Identify the need to establish, develop, or improve community rehabilitation programs within the State.

In accordance with sections 101(a)(15), (17), and (23) of the Rehabilitation Act, and in response to the needs identified in Section VR(b)(1), the Division of Vocational Rehabilitation (DVR) assessed the capacity of community rehabilitation programs (CRPs) to deliver services statewide.

Findings from DVR's Comprehensive Statewide Needs Assessment (CSNA) indicate an ongoing need to establish, develop, and improve CRP capacity across Alaska to effectively meet the vocational rehabilitation needs of individuals with disabilities, particularly individuals with the most significant disabilities (MSD) who require Supported Employment and long-term supports.

CSNA survey respondents, focus group participants, and key informant interviewees consistently identified systemic challenges affecting the sustainability, availability, and effectiveness of CRPs and other service provider partners statewide.

Key Capacity Challenges

The CSNA identified the following primary challenges affecting CRP capacity:

- Limited funding and financial sustainability constraints affecting CRP operations, particularly for small and nonprofit providers, reducing their ability to maintain service capacity, invest in staff development, and expand services
- Workforce shortages, including limited availability of qualified, trained staff and high staff turnover, especially in rural and remote areas, are affecting service continuity and quality
- Limited access to long-term supports for Supported Employment, including insufficient funding and coordination of extended services necessary for individuals with MSD to achieve and maintain competitive integrated employment
- Insufficient referral volume in some regions, particularly in smaller or rural communities, affects program viability and discourages provider participation or expansion
- Geographic service gaps, with limited availability of CRPs in rural and remote areas, resulting in reduced access to vocational rehabilitation and Supported Employment services

Impacts on Service Delivery

These challenges collectively affect the capacity of CRPs to deliver consistent, high-quality services and limit access to critical supports for individuals with disabilities, particularly those with MSD who require intensive and ongoing services. Staffing shortages and limited long-term supports were identified as having the most significant impact on service continuity and competitive integrated employment outcomes.

Opportunities for Improvement

CSNA findings indicate a need for DVR to pursue strategies to strengthen CRP capacity and infrastructure, including:

- Provider development and expansion strategies to increase the number and geographic distribution of CRPs
- Targeted technical assistance and training to support provider capacity, service quality, and compliance with vocational rehabilitation requirements under 34 CFR Part 361
- Workforce development strategies to recruit, train, and retain qualified CRP staff
- Strategies to improve coordination and access to long-term supports for individuals receiving Supported Employment services
- Approaches to stabilize provider operations, including efforts to address referral flow and service demand in rural and underserved areas

Strengthening CRP infrastructure is critical to ensuring equitable access to services and improving employment outcomes for individuals with disabilities statewide. DVR will prioritize developing CRP capacity in underserved and rural areas to improve equitable access to Supported Employment services. These efforts are consistent with the State's workforce development strategies described in Section II(c).

Use of Innovation and Expansion Funds

Innovation and Expansion (I&E) funds were not expended for the establishment or development of CRPs during the CSNA period. DVR will continue to evaluate opportunities to utilize available resources, including I&E funds, to support CRP development and capacity building in alignment with identified needs.

(c) Goals, Priorities, and Strategies. Section 101(a)(15) and (23) of the Rehabilitation Act require VR agencies to describe the State's goals and priorities in carrying out the VR and Supported Employment programs. The goals and priorities are based on (1) the most recent CSNA, including any updates; (2) the State's performance under the performance accountability measures of section 116 of WIOA; and (3) other available information on the operation and effectiveness of the VR program, including any reports received from the SRC and findings and recommendations from monitoring activities conducted under section 107 of the Rehabilitation Act. VR agencies must—

(1) Describe how the SRC and the VR agency jointly developed and agreed on the goals and priorities and any revisions; and

In accordance with sections 101(a)(15) and 101(a)(23) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR), in partnership with the Alaska State Vocational Rehabilitation Committee (SVRC), jointly develops and agrees upon the goals and priorities for the Vocational Rehabilitation (VR) and Supported Employment programs.

DVR utilizes a structured, multi-year strategic planning process aligned with the federally required triennial Comprehensive Statewide Needs Assessment (CSNA) cycle to ensure continuous program improvement. This process incorporates:

- Findings from the most recent CSNA
- DVR's performance under section 116 of WIOA, including the primary indicators of performance
- Findings from monitoring activities conducted under section 107 of the Rehabilitation Act
- Input from DVR staff, stakeholders, and the SVRC

The strategic planning team includes DVR leadership and management staff, the SVRC Executive Committee, including the Client Assistance Program representative, and Tribal Vocational Rehabilitation (TVR) program partners. This collaborative structure ensures that diverse stakeholder perspectives are incorporated into the development of goals and priorities.

In January 2024, DVR and the SVRC Executive Committee jointly developed, reviewed, and formally agreed upon the goals and priorities reflected in the FFY 2024–2027 Strategic Plan. The development process was designed to ensure meaningful and informed participation by the SVRC.

Joint Development Process

The joint development and agreement process included the following steps:

- SVRC members were provided DVR’s CSNA, Executive Summary, and an annotated draft Strategic Plan in advance of planning sessions
- The annotated draft identified how each proposed goal and priority aligned with CSNA findings
- SVRC members were given sufficient time to review materials, ask questions, and provide feedback
- Structured strategic planning sessions were conducted to review and refine each goal and priority

All substantive input and recommendations provided by the SVRC were accepted and incorporated into the final goals, priorities, and strategies, either as formal priorities or as action steps within the strategic plan.

Ongoing SVRC Engagement and Oversight

The SVRC continues to play an active role in monitoring progress toward these goals and priorities. DVR leadership, including the Director, Chief, Deputy Chief, and Regional Managers, provides regular updates during quarterly SVRC meetings on progress, performance outcomes, and implementation status.

DVR and the SVRC review and, as necessary, revise goals and priorities on an ongoing basis to respond to emerging needs, performance trends, and updated CSNA findings.

In PY 2024, the SVRC operated through four subcommittees: Executive, Policy and Program Evaluation, Assistive Technology, and Planning and Membership, which provided targeted input into DVR operations and strategic priorities.

Example of SVRC Input and Implementation

The SVRC conducted a comprehensive review of the DVR website and provided recommendations to improve accessibility and usability. DVR implemented all recommended enhancements, including:

- Increasing the prominence of key resources for parents and educators
- Improving navigation and reducing unnecessary complexity
- Expanding alternative formats, including exploration of video-based content

Subsequent user testing and external review confirmed measurable improvements in accessibility and user experience.

Through this structured and collaborative process, DVR and the SVRC ensure that goals and priorities are jointly developed, data-informed, responsive to stakeholder input, and continuously refined to improve service delivery and competitive integrated employment outcomes for individuals with disabilities.

(2) Identify measurable goals and priorities in carrying out the VR and Supported Employment programs and the basis for selecting the goals and priorities (e.g., CSNA, performance accountability measures, SRC recommendations, monitoring, other information). As required in section 101(a)(15)(D), (18), and (23), describe under each goal or priority, the strategies or methods used to achieve the goal or priority, including, as applicable, description of strategies or methods that—

(A) Support innovation and expansion activities;

(B) Overcome barriers to accessing VR and supported employment services;

(C) Improve and expand VR services for students with disabilities, including the coordination of services designed to facilitate the transition of such students from school to postsecondary life (including the receipt of VR services, postsecondary education, employment, and pre-employment transition services); and

(D) Improve the performance of the VR and Supported Employment programs in assisting individuals with disabilities to achieve quality employment outcomes.

In accordance with sections 101(a)(15)(D), (18), and (23) of the Rehabilitation Act, the Division of Vocational Rehabilitation (DVR) has established the following measurable goals and priorities for the Vocational Rehabilitation (VR) and Supported Employment programs.

These goals and priorities are based on:

- DVR's most recent Comprehensive Statewide Needs Assessment (CSNA)
- Current and anticipated performance under section 116 of WIOA, including the primary indicators of performance
- Input and recommendations from the Alaska State Vocational Rehabilitation Committee (SVRC)
- Findings from monitoring, case review, and ongoing program evaluation activities

Under each goal and priority, DVR has identified strategies and methods designed to:

- Support innovation and expansion activities
- Overcome barriers to accessing VR and Supported Employment services
- Improve and expand VR services for students and youth with disabilities, including coordination with transition services under IDEA
- Improve performance outcomes for individuals with disabilities in achieving competitive integrated employment

Goal 1: Service Delivery

DVR will deliver high-quality vocational rehabilitation services to individuals with disabilities, assisting them in obtaining competitive, integrated employment consistent with their employment goals.

This goal reflects DVR's commitment to improving service delivery in response to the needs identified in the CSNA.

Performance Indicators

- Progress toward WIOA primary indicators of performance as reflected in RSA quarterly dashboards
- At least 80 percent customer satisfaction based on post-exit surveys
- Timely and effective service delivery as measured through AWARE case management data
- Demonstrated effectiveness of pre-employment transition services (Pre-ETS) through participant and stakeholder feedback

Priority 1.1: Improve Employment Outcomes for Individuals With Disabilities

Strategies:

- Ensure labor market research informs individualized plan for employment (IPE) development
- Expand access to education and training aligned with in-demand occupations
- Align participant knowledge, skills, and abilities with employer needs
- Utilize vocational evaluation for career exploration and engagement
- Promote self-advocacy and person-centered planning
- Provide employment supports and financial capability services

Performance Indicators:

- Increased employment in the second and fourth quarters after exit
- Increased wages at exit and over time
- Increased measurable skill gains and credential attainment
- Improved alignment between IPEs and labor market demand

Priority 1.2: Improve Supported Employment Services

Strategies:

- Strengthen coordination with long-term support providers
- Increase early engagement and awareness of services
- Ensure at least 50 percent of Supported Employment funds are used for youth with disabilities
- Expand CRP capacity for Supported Employment services
- Improve transportation access

Performance Indicators:

- Increased Supported Employment outcomes for individuals with the most significant disabilities
- Increased employment retention and wages
- Increased extended services for youth

Priority 1.3: Improve Service Delivery in Rural Areas

Strategies:

- Expand in-person and remote service delivery
- Strengthen partnerships with Tribal Vocational Rehabilitation (TVR) programs and community providers
- Increase use of tele-service delivery
- Utilize regional hubs and subsistence-based employment strategies

Performance Indicators:

- Increased number of individuals served in rural areas
- Increased credential attainment and measurable skill gains
- Increased access to services through technology

Priority 1.4: Expand Pre-ETS and Services to At-Risk Youth

Strategies:

- Expand work-based learning opportunities aligned with high-demand occupations
- Increase services within juvenile justice and treatment settings
- Expand CRP participation in Pre-ETS delivery
- Strengthen coordination with education partners

Performance Indicators:

- Increased number of students receiving Pre-ETS
- Increased participation of at-risk youth populations
- Improved postsecondary and employment outcomes

Priority 1.5: Strengthen Collaboration With Tribal VR Partners

Strategies:

- Increase shared case management and referrals
- Strengthen communication and coordination
- Update and maintain memoranda of understanding (MOUs) and partnership agreements

Performance Indicators:

- Increased shared cases and referrals
- Improved employment outcomes for Alaska Native and American Indian participants
- Increased coordination activities

Priority 1.6: Improve Quality and Utilization of CRP Services

Strategies:

- Implement a comprehensive CRP monitoring framework
- Expand CRP training and technical assistance
- Increase CRP capacity in rural areas
- Improve communication between DVR staff and CRPs

Performance Indicators:

- Increased number of active CRPs
- Improved service quality and satisfaction
- Increased access to services in underserved areas

Priority 1.7: Strengthen Information and Referral Services

Strategies:

- Expand access to assistive technology and training
- Improve coordination with behavioral health, housing, and transportation resources
- Strengthen referrals to independent living and benefits counseling services

Performance Indicators:

- Increased access to supportive services
- Increased participant income at exit
- Improved employment outcomes for individuals with complex barriers

Priority 1.8: Reduce Internal Process Barriers

Strategies:

- Streamline eligibility and IPE development processes
- Improve online referral systems
- Increase transparency in service timelines

Performance Indicators:

- 90 percent of eligibility determinations completed within 60 days
- 90 percent of IPEs are completed within 90 days
- Increased online referrals and engagement

Priority 1.9: Improve Services for Individuals Who Are Blind or Visually Impaired

Strategies:

- Conduct program evaluation and implement improvements
- Strengthen staff training and service consistency
- Modernize Business Enterprise Program operations

Performance Indicators:

- Increased employment outcomes and wages
- Increased retention rates
- Completion of program improvements

Priority 1.10: Improve Services for Individuals Who Are Deaf or Hard of Hearing

Strategies:

- Maintain and update the Model State Plan for the Deaf
- Expand interpreter and communication services
- Increase Pre-ETS participation

Performance Indicators:

- Increased employment and retention outcomes
- Increased participation in Pre-ETS
- Improved access to communication supports

Priority 1.11: Promote Employment for Individuals Age 55 and Older

Strategies:

- Strengthen partnerships with workforce and aging programs
- Increase employer engagement
- Develop performance tracking tools

Performance Indicators:

- Increased employment and retention outcomes
- Increased credential attainment
- Increased employer engagement

Goal 2: Staff Development

DVR will recruit, employ, retain, and train qualified and highly skilled rehabilitation staff to ensure effective service delivery.

This goal reflects the value DVR places on a highly trained workforce and the need for succession planning to ensure continuity of services.

Measures of success:

- The Training Specialist uses SurveyMonkey to survey all staff post-training to measure the overall effectiveness of training.
- Managers use a Competency Criteria Rating form for all VRA and VRC promotions, with minimum allowable scores in specific competency areas to achieve promotion.
- The Training Specialist maintains an employee listserv and notifies management and staff of relevant training opportunities.
- The Training Specialist maintains a Certified Rehabilitation Counselor (CRC) listserv and notifies CRC staff of continuing education opportunities to support credential maintenance.
- Case review results are compiled in aggregate to determine staff training needs, which are addressed through annual statewide training.

Priority 2.1: Ensure resources are available to hire and retain qualified staff

Strategies:

- Schedule annual all-staff training sessions for professional staff.
- Utilize internship programs to support recruitment.
- Expand recruitment strategies to fill both VRC and VRA vacancies.
- Ensure all staff are aware of continuing education and advancement opportunities.
- Develop educational development plans for non-CRC VRCs.
- Stay abreast of changes to CRC requirements.
- Ensure all VRAs receive VRA Online Training.
- Support VRA's higher education opportunities where feasible.

Performance indicators:

- All-staff training sessions are conducted annually.
- Internship positions are utilized to support recruitment.
- Staff receive regular communication regarding training opportunities.
- All non-CRC VRCs maintain an educational development plan.
- Training checklists are completed for all staff.

Priority 2.2: Ensure ongoing staff development and training**Strategies:**

- Stay informed about the requirements for maintaining or obtaining CRC credentials, and ensure candidates are informed throughout the hiring process.
- Provide specialized training for teams, including FAST, BEST, Blind Services, Deaf/Hard of Hearing, and DSAT.
- Provide ongoing training opportunities for VRAs.
- Keep training modules for VRCs current and relevant.
- Provide ongoing education on eligibility, disability severity, plans, and closures.
- Provide training on software systems and reporting tools.
- Ensure staff have access to current labor market and economic information.
- Provide training on career pathways, labor market research, self-advocacy, CRP coordination, behavioral health, and working with individuals experiencing housing instability.

Performance indicators:

- Training resources and materials are maintained and accessible.
- Specialized training is developed and delivered.
- Training opportunities are communicated to all staff.
- Training modules are updated and implemented.
- Quarterly training opportunities are scheduled and available.

Priority 2.3: Continue mentoring and succession planning**Strategies:**

- Provide opportunities for senior VRCs (CRCs) to serve as acting Regional Managers.
- Develop desk manuals for specialized positions.

Performance indicators:

- Acting leadership opportunities are distributed among qualified staff.
- Desk manuals are developed and accessible for key roles.
- Management guidance materials are maintained and updated.

Goal 3: Quality Assurance

DVR will continuously evaluate the efficiency and effectiveness of organizational systems and identify opportunities to improve service delivery and program performance.

This goal reflects DVR's commitment to continuous improvement, data integrity, and accountability.

Measures of success:

- The Case Review tool is used annually to evaluate the quality of VR services.
- The mini-case review tool is used quarterly by Managers to assess service quality.
- SARA is used to follow up with clients one year after exit to measure credential attainment.
- RSA quarterly dashboards are reviewed to monitor performance outcomes.

- The RSA-911 edit tool is used quarterly to ensure data accuracy.
- SaraWorks reports are used to measure system usage by staff and participants.
- Quarterly reminders are issued to ensure accurate tracking of measurable skill gains and credential attainment.
- Tableau reports are used to monitor timelines for eligibility and IPE development.
- Fiscal tools are used to review a sample of AFPs monthly.

Priority 3.1: Provide ongoing quality assurance and program evaluation

Strategies:

- Review program evaluation results with leadership and management staff.
- Analyze consumer satisfaction data and share results with SVRC and staff.
- Implement and maintain internal case review processes.
- Conduct both qualitative and quantitative case reviews.
- Develop internal controls to ensure data accuracy and integrity.
- Provide reporting tools for managers to monitor performance.
- Deliver ongoing support and training through Help Desk staff.

Performance indicators:

- Documentation is updated based on QA findings.
- Staff training is developed in response to case review results.
- Results are shared with the appropriate staff.
- Case reviews are completed regularly.
- Staff are trained on updated procedures.
- Managers have access to reporting tools.

Priority 3.2: Meet or exceed state and federal performance measures

Strategies:

- Establish baseline data and negotiate performance levels with RSA.
- Monitor data collection processes to ensure accuracy.
- Coordinate with external partners to obtain education and outcome data.
- Establish internal performance goals aligned with state priorities.

Performance indicators:

- Performance negotiations are completed.
- Federal reporting is accurate and submitted on time.
- Data sharing processes are established and maintained.
- State and federal performance targets are met or exceeded.

Priority 3.3: Improve AWARE system functionality and data quality

Strategies:

- Participate in AWARE user groups and system improvement efforts.
- Assess the impact of system updates and regulatory changes.
- Ensure accurate data collection by staff.
- Provide training on system updates.
- Conduct routine data quality reviews.
- Evaluate transition to paperless systems.
- Utilize SharePoint for policy and procedure management.

Performance indicators:

- System updates are implemented as required.
- Federal reports are produced accurately and on time.
- Data quality issues are identified and resolved.
- A plan for paperless systems is developed and implemented.
- Policies and procedures are accessible electronically.

Priority 3.4: Support and enhance the SARA communication system**Strategies:**

- Provide training and support for SARA usage.
- Improve integration between AWARE and SARA.
- Implement new system features such as electronic signatures and scheduling tools.
- Expand the use of SARA to CRPs and partners.

Performance indicators:

- System enhancements are implemented.
- Staff receive ongoing training.
- User feedback is collected and evaluated.
- CRP participation in SARA increases.

Priority 3.5: Improve use of technology in service delivery**Strategies:**

- Explore accessibility-focused positions and tools.
- Expand outreach through digital platforms.
- Support hybrid service delivery models.
- Coordinate with IT to support assistive technology.
- Implement electronic case file systems.

Performance indicators:

- Technology tools are maintained and updated.
- Outreach efforts increase participation.
- Electronic case file systems are implemented.

Priority 3.6: Review and update policies and procedures**Strategies:**

- Revise policies to reflect current practices and requirements.
- Obtain SVRC input on service-related policies.
- Update client service procedures.

Performance indicators:

- Policies are updated and implemented.
- Staff are trained on revised policies.
- Policies are publicly available.

Priority 3.7: Improve case process efficiency**Strategies:**

- Evaluate processes across all case statuses.
- Simplify documentation requirements.

- Improve staff guidance materials.
- Establish a process improvement committee.

Performance indicators:

- Service access is streamlined.
- Process redundancy is reduced.
- Consistency across offices is improved.

Goal 4: Employer Engagement and Workforce Alignment

DVR will prioritize the needs of Alaska businesses while strengthening partnerships across the workforce system.

This goal reflects DVR's responsibility to serve both job seekers and employers through a dual-customer approach.

Measures of success:

- ETA-9169 data is used to measure effectiveness in serving employers.
- Employer feedback is collected through CSNA survey tools.
- SARA is used to track co-enrollment with workforce partners.
- A referral system is developed to improve partner coordination.
- AWARE reports are used to monitor employer engagement activities.

Priority 4.1: Expand employment opportunities through employer engagement

Strategies:

- Partner with employers to increase opportunities in high-demand occupations.
- Provide training for job developers.
- Develop outreach materials and communication tools.
- Implement employer engagement planning through BEST.

Performance indicators:

- Increased employment placements in high-demand industries.
- Training programs for job developers are implemented.
- Employer engagement plans are developed and executed.

Priority 4.2: Strengthen collaboration with workforce partners

Strategies:

- Develop structured communication plans with DETS and DOLWD partners.
- Promote co-enrollment across programs.
- Advocate for VR representation in workforce planning.

Performance indicators:

- Increased referrals and co-enrollments.
- Improved interagency communication.
- Development of a universal referral system.

Priority 4.3: Promote Employment First strategies

Strategies:

- Increase awareness of DVR services.
- Expand supported employment opportunities.
- Promote provisional hiring practices.
- Provide training to hiring managers.

- Develop employer partnerships and task forces.

Performance indicators:

- Increased supported employment outcomes.
- Increased employer participation in hiring initiatives.
- Increased provisional hire placements.

Closing Alignment Statement

Collectively, these goals, priorities, strategies, and performance indicators operationalize DVR's response to the needs identified in the Comprehensive Statewide Needs Assessment and establish a framework for continuous improvement, expanded access to services, strengthened partnerships, and improved competitive integrated employment outcomes for individuals with disabilities.

(d) Evaluation and Reports of Progress: VR and Supported Employment Goals. For the most recently completed program year, provide an evaluation and report of progress for the goals or priorities, including progress on the strategies under each goal or priority, applicable to that program year. Sections 101(a)(15) and 101(a)(23) of the Rehabilitation Act require VR agencies to describe—

(1) Progress in achieving the goals and priorities identified for the VR and Supported Employment Programs;

In accordance with sections 101(a)(15) and 101(a)(23) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) provides the following evaluation of progress toward achieving the goals and priorities identified for the Vocational Rehabilitation (VR) and Supported Employment programs during the most recently completed program year.

During this period, DVR made substantial progress toward achieving its established goals and priorities, consistent with strategies outlined in the State Plan and informed by findings from the Comprehensive Statewide Needs Assessment (CSNA), performance data, and ongoing program evaluation activities.

Collectively, these efforts reflect DVR's continued focus on data-driven decision-making, continuous improvement, and alignment with workforce system priorities described throughout Section VI. DVR uses performance outcomes, case review findings, and stakeholder feedback to continuously refine strategies and improve service delivery.

Goal 1: Service Delivery

DVR continued to deliver high-quality vocational rehabilitation services to individuals with disabilities, supporting the attainment of competitive integrated employment consistent with informed choice.

Progress toward this goal was monitored through RSA Quarterly Dashboards, AWARE case management reports, customer satisfaction surveys, and fiscal oversight tools.

Performance data indicate that DVR met or exceeded most negotiated Common Performance Measures, including fourth-quarter employment retention, median earnings, and measurable skill gains. DVR did not meet the negotiated credential attainment and second-quarter employment rates and continues to implement targeted strategies to improve outcomes in these areas, including strengthening employer engagement, improving alignment between training and industry-recognized credentials, and enhancing early-career pathway planning.

Case review findings demonstrated increased alignment between Individualized Plans for Employment (IPEs), current State labor market information, employer-validated competencies, and participants' knowledge, skills,

abilities, and employment goals. DVR maintained customer satisfaction levels at or above the established target, indicating positive participant experiences with VR services.

DVR strengthened employment outcomes through continued emphasis on career exploration, vocational evaluation, education and training pathways, and employment-specific services. Wage progression, employment stability, and retention in career-aligned fields showed positive trends, reflecting the effectiveness of individualized service strategies.

Supported Employment and Individuals With the Most Significant Disabilities

DVR made measurable progress in improving Supported Employment (SE) services for individuals with the most significant disabilities (MSD), including youth with MSD. The agency ensured compliance with requirements to provide extended services for youth under age 24 who require ongoing support.

DVR expanded coordination with long-term support partners, including the Division of Senior and Disability Services (SDS) and the Alaska Association on Developmental Disabilities (AADD). Through participation in the State Employment Leadership Network (SELN) and ongoing interagency collaboration, DVR strengthened service coordination, early engagement strategies, and long-term employment supports, thereby improving employment retention outcomes.

Rural and Underserved Communities

DVR expanded service access in rural and remote communities through counselor travel, increased use of technology, coordination with Tribal Vocational Rehabilitation (TVR) partners, and utilization of rural service hubs. These strategies improved service reach and contributed to increased credential attainment and employment opportunities for individuals residing in rural areas, including opportunities that support remaining in local communities through telework or subsistence-based employment.

Youth and Pre-Employment Transition Services

DVR met its Pre-Employment Transition Services (Pre-ETS) participation targets, consistent with CSNA goals, and expanded services to at-risk youth, including those involved in the juvenile justice system.

Expanded work-based learning opportunities, improved alignment with high-demand industries, and enhanced collaboration with schools, Community Rehabilitation Programs (CRPs), and juvenile justice partners contributed to measurable gains in work readiness and career awareness, as reflected in pre- and post-service survey data.

Community Rehabilitation Programs

DVR improved the quality and consistency of CRP service delivery through enhanced monitoring, training, and technical assistance. Expansion of virtual service delivery, facilitation of a CRP Community of Practice, and improved communication between counselors and providers contributed to improved service timeliness, quality assurance, and employment outcomes.

Goal 2: Staff Development

DVR made significant progress toward recruiting, retaining, and developing a highly skilled rehabilitation workforce.

Comprehensive training initiatives, succession planning strategies, and expanded professional development opportunities supported staff competency and preparedness. Post-training evaluations and case review findings were used to inform continuous improvement of training curricula.

DVR continued to support Certified Rehabilitation Counselor (CRC) credentialing and staff development pathways for both counselors and rehabilitation assistants, strengthening workforce capacity and service quality.

Goal 3: Quality Assurance and Systems Improvement

DVR strengthened internal quality assurance processes and data integrity through routine case reviews, enhanced use of RSA-911 edit tools, and improved reporting capabilities within AWARE and Tableau systems.

Data accuracy, timeliness, and compliance with federal reporting requirements were maintained. DVR continued its modernization efforts, including expanded use of electronic systems, SARA communication tools, and a move toward paperless case files, thereby improving efficiency and accessibility.

Policy and procedure updates improved consistency across regions and reduced administrative barriers for individuals seeking VR services, supporting a more integrated and navigable workforce system.

Goal 4: Employer Engagement and Workforce Partnerships

DVR strengthened employer engagement and workforce system integration by expanding outreach, promoting the Employment First philosophy, and increasing use of the State's Provisional Hiring Program.

Collaboration with WIOA partners resulted in increased co-enrollment and referral activity. Employer engagement strategies emphasized alignment with high-demand industries and occupations identified through labor market information and employer feedback.

These efforts support DVR's dual-customer approach and reinforce alignment with broader workforce system strategies described in Sections I and II of the State Plan.

Additional Performance Highlights

To be considered a successful closure, an individual must obtain competitive integrated employment and maintain it for at least 90 days.

In Program Year 2024:

- 288 individuals achieved successful employment outcomes
- 218 were employed in the private sector
- 56 were employed in Federal, State, or local government
- 14 were self-employed

The average wage at exit was \$21.51 per hour, exceeding Alaska's minimum wage by \$9.06, reflecting continued progress in wage outcomes and employment quality.

DVR maintained strong performance in service timeliness:

- 95 percent of eligibility determinations were completed within 60 days
- 91 percent of IPEs were developed within 90 days

These outcomes reflect improved staff training, early assessment strategies, and enhanced case management processes.

Pre-Employment Transition Services (Pre-ETS)

DVR continues to meet federal requirements to reserve at least 15 percent of its federal award for Pre-ETS.

In Program Year 2024, DVR served 1,484 students with disabilities across 116 communities statewide, demonstrating significant statewide reach and continued leadership in Pre-ETS service delivery.

Summary

Overall, DVR demonstrated meaningful progress toward achieving its goals and priorities during the most recently completed program year.

Collectively, these outcomes demonstrate continued progress in strengthening service delivery, workforce capacity, quality assurance, and employer engagement, consistent with the needs identified in Section VI(b) and the strategic goals outlined in Section VI(c).

DVR's continued emphasis on wage progression, employment stability, and long-term retention reflects a strong commitment to accountability and outcome-driven service delivery consistent with WIOA and Rehabilitation Act requirements.

DVR will continue to use performance data, evaluation findings, and stakeholder input to refine strategies, address performance gaps, and strengthen outcomes in future program years, particularly in areas of credential attainment and early employment outcomes.

(2) Performance on the performance accountability indicators under section 116 of WIOA for the most recently completed program year, reflecting actual and negotiated levels of performance. Explain any discrepancies in the actual and negotiated levels; and

Performance Indicators	PY 2022 Expected Level	PY 2022 Negotiated Level	PY 2022 Actual Level
Employment (Second Quarter After Exit)	54.0%	54.9%	54.5%
Employment (Fourth Quarter After Exit)	49.8%	50.3%	52.2%
Median Earnings (Second Quarter After Exit)	\$5,252	\$5,473	\$6,964
Credential Attainment Rate	43.3%	48.0%	40.0%
Measurable Skill Gains	60.3%	63.4%	63.9%

In accordance with section 101(a)(15) of the Rehabilitation Act and section 116 of WIOA, the Alaska Division of Vocational Rehabilitation (DVR) provides the following summary of performance on the primary indicators of performance for the most recently completed program year, including an explanation of any discrepancies between negotiated and actual performance levels.

Performance Summary

Performance outcomes for the most recently completed program year are provided in the table above.

DVR met or exceeded negotiated performance levels for:

- Employment (Fourth Quarter After Exit)
- Median Earnings
- Measurable Skill Gains

DVR performed slightly below the negotiated level for Employment (Second Quarter After Exit) and did not meet the negotiated level for Credential Attainment Rate.

Collectively, these results indicate strong performance in employment retention, wage outcomes, and skill progression, with targeted improvement needed in early employment outcomes and credential attainment.

Explanation of Variances

Employment (Second Quarter After Exit)

DVR performed slightly below the negotiated level for second-quarter employment outcomes.

This variance reflects DVR's continued emphasis on quality employment matches, career pathway alignment, and long-term employment stability. These strategies may extend the time to initial employment but contribute to stronger retention outcomes over time.

This approach is supported by DVR exceeding the negotiated level for Employment (Fourth Quarter After Exit), indicating sustained employment and improved long-term outcomes.

DVR's performance reflects a deliberate programmatic focus on long-term employment quality and retention rather than on rapid placement alone, which may affect short-term employment outcomes but yields stronger long-term performance and wage progression.

Employment (Fourth Quarter After Exit)

DVR exceeded the negotiated performance level, demonstrating strong employment retention.

This outcome reflects effective job matching, continued engagement with participants post-placement, and alignment of services with employer demand and career pathway strategies.

Median Earnings

DVR exceeded the negotiated level for median earnings.

This result reflects a continued focus on career pathways, industry-aligned training, and placement into higher-wage occupations. These outcomes demonstrate progress toward improving employment quality, not solely employment placement.

Measurable Skill Gains

DVR exceeded the negotiated level for measurable skill gains.

This reflects strong program performance in supporting participants' progress during participation and effectively tracking educational and training milestones.

Credential Attainment Rate

DVR did not meet the negotiated level for Credential Attainment Rate and has identified this as a priority area for improvement.

Key contributing factors include:

- Challenges in collecting and verifying credential documentation
- Timing of credential completion relative to program exit
- Variability in alignment between training programs and recognized postsecondary credentials

These factors reflect both data-collection limitations and structural timing challenges inherent in measuring credential attainment, particularly for participants engaged in longer-term training pathways.

Improvement Strategies

In response, DVR is implementing targeted strategies to improve credential attainment outcomes:

- Strengthening documentation processes and staff training related to credential tracking
- Improving coordination with training providers and the National Student Clearinghouse to obtain credential data
- Increasing emphasis on credential-aligned training pathways during IPE development
- Enhancing internal monitoring of credential attainment before case closure

DVR is prioritizing credential attainment as a key performance improvement area and is implementing enhanced monitoring and accountability mechanisms to ensure measurable progress in future program years.

Continuous Improvement and Performance Management

DVR continues to prioritize improvement across all Common Performance Measures.

Consistent with Priority 3.2 (Quality Assurance and Systems Improvement) in the 2024–2027 Strategic Plan, DVR is implementing the following strategies:

- Establish baseline data for all WIOA-required data elements and negotiate performance levels with RSA
- Monitor data collection processes to ensure program fidelity and data accuracy
- Strengthen coordination with the National Student Clearinghouse to obtain education and credential data
- Work with leadership to establish and monitor State performance goals (Missions and Measures)

DVR uses performance data, variance analysis, and outcome trends to inform operational adjustments, resource allocation, and future performance negotiations, ensuring continuous alignment between program design, service delivery, and expected outcomes.

These strategies are aligned with DVR's broader quality assurance and continuous improvement framework described in Section VI(d)(1) and Section VI(c), ensuring consistency across performance management, service delivery, and program oversight.

Conclusion

DVR's performance reflects strong outcomes in employment retention, earnings, and measurable skill gains, while identifying credential attainment as a key area for targeted improvement.

DVR's ongoing focus on data integrity, staff training, and aligning services with labor market demand is expected to improve performance in areas that are not meeting negotiated levels while sustaining strong outcomes across core indicators.

These performance outcomes inform DVR's PY 2026–2027 projected levels and negotiation strategy, supporting the establishment of data-driven, achievable targets that balance continuous improvement with program integrity, participant success, and long-term employment outcomes.

(3) The use of funds reserved for innovation and expansion activities (sections 101(a)(18) and 101(a)(23) of the Rehabilitation Act) (e.g., SRC, SILC).

In accordance with sections 101(a)(18) and 101(a)(23) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) allocates funds reserved under section 110 for innovation and expansion (I&E) activities to support the enhancement of vocational rehabilitation (VR) services and to fulfill statutory requirements.

These funds are used to strengthen service delivery, support individuals with the most significant disabilities, and ensure meaningful stakeholder engagement and data-driven program improvement.

Collectively, these investments support DVR's commitment to continuous improvement, strategic planning, and effective administration of the VR program.

State Vocational Rehabilitation Committee (SVRC)

The State Vocational Rehabilitation Committee (SVRC) is a full and active partner in the development, implementation, and evaluation of DVR policies, procedures, and service delivery strategies.

The SVRC collaborates with DVR to conduct quarterly public meetings statewide, providing opportunities to gather stakeholder input, identify service gaps, and inform strategic planning and program improvement.

In Program Year 2024, SVRC-related I&E funds supported quarterly meetings conducted via videoconference.

Expenditures included:

- Court reporter services
- Accessibility accommodations for members and the public, including individuals with disabilities
- Technology costs to support remote participation

These investments ensured full public access, meaningful stakeholder engagement, and compliance with accessibility requirements.

Comprehensive Statewide Needs Assessment (CSNA)

DVR allocates I&E funds to support the development of the 2027–2030 Comprehensive Statewide Needs Assessment (CSNA).

These funds support data collection, stakeholder engagement, and analysis activities necessary to:

- Identify service gaps
- Inform strategic priorities
- Ensure alignment with statewide workforce and economic needs

The CSNA serves as a foundational element of DVR's planning and continuous improvement framework and directly informs the development of the State Plan and DVR Strategic Plan.

Innovation and Expansion Budget Allocations

DVR has allocated I&E funds to support both SVRC operations and CSNA activities, as follows:

Program Year 2025

- Support of the SVRC: \$19,840
- Support of the CSNA: \$29,644

Program Year 2026

- Support of the SVRC: \$22,500
- Support of the CSNA: \$37,055

Program Year 2027

- Support of the SVRC: \$22,500

Program Year 2028

- Support of the SVRC: \$22,500

These allocations reflect DVR's ongoing commitment to maintaining an active and engaged SVRC and ensuring that statewide needs assessment activities are adequately supported.

Use of Funds – SVRC Resource Plan Activities

In Program Years 2026 and 2027, SVRC Resource Plan funds will support quarterly meetings and associated accessibility and operational requirements, including:

- Virtual meeting platforms (e.g., Zoom)
- Court reporting services
- Sign language interpretation and other accessibility accommodations
- Meeting logistics and administrative support

As resources allow, funds may also support travel, lodging, and registration for SVRC members to attend the National Coalition of State Rehabilitation Councils (NCSRC) conference, strengthening capacity, engagement, and alignment with national best practices.

PY2025 Estimated Budget (SVRC and CSNA)

	Travel	Contractual	Commodities	Totals
Kenai Peninsula Reporting		\$ 15,000		
Annual Report		\$ 200		
Teleconferences (Zoom)		\$ 1,500		
Quarterly Meetings				
Interpreters		\$ 2,640		
Supplies			\$ 500	
Comprehensive Statewide Needs Assessment		\$29,644		
Totals	\$ -	\$ 48,984	\$ 500	\$ 49,484

SVRC Subcommittee Activities

Alaska's SVRC maintains four active subcommittees that support its statutory responsibilities:

- Executive Committee: Coordinates SVRC operations and quarterly meeting planning
- Policy and Program Evaluation: Provides recommendations on DVR policies and evaluates program performance and outcomes
- Planning and Membership: Collaborates on the State Plan, CSNA, and Strategic Plan, and supports member recruitment
- Assistive Technology: Provides consumer-driven input on the use of Assistive Technology (AT) Act funds

Through these subcommittees, I&E-funded activities directly support program evaluation, stakeholder engagement, and continuous improvement of VR services.

Statewide Independent Living Council (SILC)

Alaska DVR is no longer the Designated State Entity (DSE) responsible for oversight of the Statewide Independent Living Council (SILC).

The State Plan for Independent Living (SPIL) and associated resource planning are administered by the Division of Senior and Disability Services (SDS) in coordination with the SILC.

Accordingly, DVR does not allocate I&E funds for SILC activities.

Conclusion

DVR will continue to evaluate and prioritize the use of I&E funds to address emerging needs, strengthen system capacity, and improve access to high-quality VR services, particularly for individuals with the most significant disabilities and those in underserved and rural communities.

These investments support improved service delivery, strengthen workforce capacity, enhance quality assurance and data-driven decision-making, and expand employer engagement, resulting in improved employment outcomes, increased access to services, and stronger supports for individuals with the most significant disabilities.

(e) Supported Employment Services, Distribution of Title VI Funds, and Arrangements and Cooperative Agreements for the Provision of Supported Employment Services.

(1) Acceptance of title VI funds:

(A) ☒ VR agency requests to receive Title VI funds.

(B) ☐ VR agency does NOT elect to receive Title VI funds and understands that supported employment services must still be provided under Title I.

(2) If the VR agency has elected to receive Title VI funds, Section 606(b)(3) of the Rehabilitation Act requires VR agencies to include specific goals and priorities with respect to the distribution of Title VI funds received under Section 603 of the Rehabilitation Act for the provision of supported employment services. Describe the use of Title VI funds and how they will be used in meeting the goals and priorities of the Supported Employment program.

In accordance with section 606(b)(3) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) receives Title VI funds under section 603 to support the provision of Supported Employment (SE) services to individuals with the most significant disabilities (MSD), including youth with MSD.

DVR utilizes Title VI funds to advance the goals and priorities of the Supported Employment program, as identified in the State Plan and informed by the Comprehensive Statewide Needs Assessment (CSNA). These priorities include improving employment outcomes, increasing access to SE services, and strengthening long-term employment supports for individuals with MSD.

DVR aligns the use of Title VI funds with its broader strategic goals for service delivery, workforce capacity, and employer engagement, ensuring that Supported Employment services contribute to improved outcomes in competitive integrated employment.

Priority Population and Set-Aside for Youth With MSD

Consistent with federal requirements, DVR sets aside at least 50 percent of its Title VI Supported Employment award to serve youth with the most significant disabilities.

These funds are used to:

- Expand access to early Supported Employment services
- Improve coordination of transition and employment services for youth
- Increase the availability of extended supports necessary for long-term employment success

This targeted investment supports early engagement in career pathways. It improves long-term employment outcomes for youth with MSD, consistent with DVR's transition and Pre-Employment Transition Services (Pre-ETS) strategies.

Eligibility and Target Population

Supported Employment services funded through Title VI are provided to individuals who:

- Are determined eligible for VR services
- Have a most significant disability
- Require Supported Employment services based on a comprehensive assessment of rehabilitation needs

Title VI funds are used exclusively to support individuals with the most significant disabilities who require intensive services and extended supports to achieve and maintain competitive integrated employment.

Allowable Activities and Services

Title VI funds support a range of Supported Employment services, including:

- Supported Employment services delivered through Community Rehabilitation Programs (CRPs)
- Job development, job coaching, and placement services
- Ongoing support services necessary to maintain employment
- Coordination with long-term support providers to ensure continuity of services

These services are designed to support individualized, intensive, and sustained employment outcomes for individuals with MSD.

Coordination With Title I and Long-Term Supports

Title VI funds are used in coordination with Title I VR funds to ensure a seamless service delivery approach, including the transition from time-limited VR services to extended services funded through other sources. For youth with the most significant disabilities, DVR uses Title VI funds to provide extended services for up to four years or until other funding sources for extended supports become available.

DVR coordinates with long-term support partners, including the Division of Senior and Disability Services (SDS) and other providers, to ensure continuity of supports beyond the VR service period.

This coordinated funding approach ensures continuity of services and reduces the risk of service interruption, supporting sustained employment and long-term job retention.

Performance and Accountability

DVR monitors the effectiveness of Title VI-funded Supported Employment services through performance outcomes aligned with WIOA section 116 indicators and internal quality assurance processes.

Key performance areas include:

- Employment retention and stability
- Wage progression and employment quality
- Successful transition to extended services
- Long-term employment outcomes for individuals with MSD

DVR uses performance data, case reviews, and stakeholder feedback to assess program effectiveness and inform continuous improvement of Supported Employment services.

Conclusion

Through these strategies, DVR ensures that Title VI funds are used to improve service delivery, expand access to Supported Employment services, strengthen coordination with long-term support systems, and increase competitive integrated employment outcomes for individuals with the most significant disabilities.

These investments align with DVR's broader goals to strengthen service delivery, workforce capacity, quality assurance, and employer engagement, as outlined in Section VI(c), and support improved outcomes for individuals with the most significant disabilities.

DVR will continue to prioritize the strategic use of Title VI funds to expand Supported Employment capacity, improve service quality, and enhance long-term employment outcomes, particularly for youth and individuals with the most significant disabilities in underserved and rural communities.

(3) Supported employment services may be provided with Title 1 or Title VI funds following placement of individuals with the most significant disabilities in employment. In accordance with section 101(a)(22) and section 606(b)(3) of the Rehabilitation Act, describe the quality, scope, and extent of supported employment services to be provided to individuals with the most significant disabilities, including youth with the most significant disabilities; and the timing of transition to extended services.

In accordance with sections 101(a)(22) and 606(b)(3) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) provides Supported Employment (SE) services to individuals with the most significant disabilities (MSD), including youth with MSD, using a combination of Title I and Title VI funds.

Supported Employment is a specialized vocational rehabilitation service delivery model for individuals who require intensive, individualized supports to obtain and maintain competitive integrated employment or self-employment. SE is intended for individuals who, due to the severity and functional impact of their disability, require ongoing supports, including Extended Services, to sustain long-term employment outcomes.

Quality, Scope, and Extent of Supported Employment Services

Supported Employment services are designed to be individualized, intensive, and responsive to each participant's unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

The defining characteristic of Supported Employment is the individual's demonstrated need for Extended Services beyond DVR case closure. Without these long-term supports, individuals with MSD would be unable to secure or maintain competitive integrated employment.

Employment outcomes are informed by:

- Comprehensive assessment of rehabilitation needs
- Vocational assessment activities, as appropriate
- Labor market information and employer demand
- Individualized employment planning

Employment placement is not contingent upon completion of pre-placement training or attainment of predefined skill benchmarks. However, vocational assessment activities are utilized, as appropriate, to support informed vocational goal selection and individualized employment planning.

The quality of Supported Employment services is ensured through individualized service planning, ongoing monitoring of employment stability, and alignment with competitive integrated employment standards and employer needs.

Ongoing Support Services (Time-Limited VR Services)

DVR provides time-limited Ongoing Support Services, as documented in the Individualized Plan for Employment (IPE), for a period not to exceed 24 months, unless an extension is necessary to achieve the employment outcome identified in the IPE and is approved in accordance with agency policy.

Ongoing Support Services include:

- Assessment of employment stability
- Job coaching and skill reinforcement
- Coordination of services necessary to maintain employment
- Support services delivered at or away from the worksite, as appropriate

Monitoring of employment stability occurs at least twice monthly, either on-site or, under limited circumstances and with the individual's consent, off-site, consistent with federal requirements.

Comparable benefits are considered when identifying funding sources. When no other source is available, DVR funds Ongoing Support Services from the time of job placement through transition to Extended Services.

Timing and Process for Transition to Extended Services

Upon achieving job stabilization, DVR facilitates a coordinated transition from Ongoing Support Services to Extended Services, either through an external provider or through natural supports.

DVR maintains the case in open status for a minimum of 90 calendar days following stabilization to ensure continuity of services and a successful transition.

For youth with MSD who do not have access to Extended Services at the time of stabilization, DVR may provide Extended Services for a period not to exceed four years or until the individual reaches age 25, whichever occurs first, in accordance with federal requirements under Title VI.

This transition process is designed to ensure no interruption in services and to support sustained employment and long-term job retention for individuals with MSD.

Eligibility and Determination of Need for Supported Employment

Supported Employment services are provided to individuals who:

- Are determined eligible for VR services
- Have a most significant disability
- Require Supported Employment services based on a comprehensive assessment of rehabilitation needs

DVR must have a reasonable expectation that the individual will require Extended Services to maintain employment. While the anticipated source of Extended Services is identified during IPE development whenever possible, the provision of Supported Employment services is not delayed or denied solely because a source of Extended Services has not yet been secured.

Placement on a waiver waitlist or the individual's documented intent to pursue long-term supports constitutes a reasonable expectation that Extended Services will become available.

Service Delivery in Rural and Limited-Service Areas

In communities where long-term service providers are limited or unavailable, DVR assesses the availability of natural supports before IPE development.

If Extended Services cannot reasonably be anticipated, DVR may proceed with a non-Supported Employment IPE while continuing to provide the full range of VR services, ensuring individuals are not denied access to employment services.

These approaches support equitable access to services for individuals in rural and underserved areas while maintaining program integrity and compliance with Supported Employment requirements.

Coordination and Agreements for Extended Services

When Extended Services are provided by an entity other than DVR, a Supported Employment Long-Term Support Agreement is executed to document:

- The Extended Service provider
- The funding source
- Service roles and responsibilities

This agreement ensures continuity of services, clarity of responsibilities, and accountability for ongoing support.

Successful Employment Outcomes and Closure

Supported Employment cases are closed as successfully employed when the individual:

- Is working on the employment outcome identified on the IPE
- Is earning at least minimum wage in a competitive integrated setting
- Has achieved job stability
- Meets or is reasonably expected to meet the hours of employment specified in the IPE
- Has Extended Services in place through a source other than DVR

Alaska law prohibits the payment of subminimum wages. Accordingly, DVR does not support short-term employment as defined in 34 CFR § 363.1(c). All Supported Employment services in Alaska are designed to achieve and maintain competitive integrated employment outcomes in full compliance with federal and state requirements.

Conclusion

Through these policies and practices, DVR ensures that Supported Employment services are delivered with high quality, appropriate intensity, and clear coordination of time-limited and extended supports. These services strengthen service delivery, expand access for individuals with the most significant disabilities, support long-term employment retention, and align with DVR's broader goals related to workforce capacity, quality assurance, and employer engagement, as outlined in Section VI(c) and reflected in performance outcomes described in Section VI(d).

DVR will continue to strengthen Supported Employment service delivery by expanding provider capacity, improving coordination with long-term support systems, and enhancing access to services for individuals with the most significant disabilities, particularly in rural and underserved communities.

[\(4\) Sections 101\(a\)\(22\) and 606\(b\)\(4\) of the Rehabilitation Act require the VR agency to describe efforts to identify and arrange, including entering into cooperative agreements, with other State agencies and other appropriate entities to provide supported employment services. The description must include, as applicable, extended services for individuals with the most significant disabilities, including youth with the most significant disabilities, in accordance with 34 CFR 363.4\(a\) and 34 CFR 361.5\(c\)\(19\)\(v\).](#)

In accordance with sections 101(a)(22) and 606(b)(4) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) maintains formal and informal cooperative relationships with State agencies and other appropriate entities to identify, coordinate, and arrange for the provision of Supported Employment (SE) services and Extended Services for individuals with the most significant disabilities (MSD), including youth with MSD, consistent with 34 CFR 363.4(a) and 34 CFR 361.5(c)(19)(v).

These partnerships ensure a coordinated, seamless system of service delivery that supports access to Supported Employment services, early identification of Extended Services, and long-term employment success.

Primary Cooperative Agreement – Division of Senior and Disability Services (SDS)

DVR maintains a formal Cooperative Agreement with the Division of Senior and Disability Services (SDS), Intellectual and Developmental Disabilities (I/DD) Unit. This agreement was renewed in September 2021 to reflect regulatory changes to employment services under the Home and Community-Based Services (HCBS) Waivers and DVR's updated Supported Employment policies.

This partnership:

- Enhances coordination of Supported Employment and Extended Services
- Increases referrals between DVR and SDS
- Improves service continuity for individuals receiving waiver-based supports

- Strengthens employment outcomes for individuals with intellectual and developmental disabilities

Interagency Coordination and System Alignment

DVR and SDS maintain an interagency task force that meets quarterly to address employment-related issues affecting individuals with intellectual and developmental disabilities, including coordination of Supported Employment and Extended Services.

Key coordination activities include:

- Development of a DVR/SDS crosswalk to align terminology, eligibility criteria, and service delivery systems
- Ongoing cross-training of staff to strengthen interagency coordination and service delivery
- Joint problem-solving to address system barriers and improve service continuity

These efforts ensure that staff across agencies maintain a shared understanding of roles, responsibilities, and service pathways.

These structured coordination mechanisms support the consistent identification of service needs, reduce service duplication, and improve the timeliness and effectiveness of transitions to Extended Services.

Identification and Coordination of Extended Services

Extended Services are long-term support services necessary to support and maintain employment for individuals with MSD, including youth with MSD, in Supported Employment.

These services are:

- Provided and funded by entities other than DVR
- Coordinated with partners such as SDS, mental health providers, private nonprofit organizations, employers, co-workers, and natural supports (e.g., family members)

DVR works with partners to identify and arrange Extended Services as early as possible in the vocational rehabilitation process, including during development of the Individualized Plan for Employment (IPE), to ensure continuity of supports following DVR case closure.

Early identification and coordination of Extended Services ensures that individuals experience no interruption in supports and can maintain employment stability following transition from DVR-funded services.

Use of DVR Services and Transition to Extended Services

DVR provides vocational rehabilitation services not covered by HCBS Waivers, including job search, placement, and other employment-related services funded under Title I.

These time-limited services:

- Are individualized based on participant needs
- Typically do not exceed 24 months, unless an extension is necessary
- Support successful employment outcomes and transition to Extended Services

When no other funding source is available, DVR may provide Extended Services for youth with MSD for up to four years or until age 25, whichever occurs first, consistent with federal requirements.

Successful Employment Outcomes

DVR considers an individual to be successfully employed when the individual:

- Has maintained employment for at least 90 days and is stable in a position satisfactory to both the individual and employer

- Has achieved the employment goal and hours specified in the IPE
- Is compensated at or above minimum wage
- Is working in a competitive integrated employment setting
- Has Extended Services in place through SDS or another identified long-term support provider

Broader Partnerships and Statewide Collaboration

In addition to its cooperative agreement with SDS, DVR collaborates with a broader network of partners to strengthen Supported Employment outcomes, including the Alaska Association on Developmental Disabilities (AADD) and other service providers.

DVR, SDS, and AADD jointly participate in the State Employment Leadership Network (SELN), a national framework focused on advancing competitive integrated employment for individuals with disabilities.

Through SELN participation, partners engage in:

- Coordinated planning and systems alignment
- Data-informed problem-solving
- Continuous improvement of service delivery systems
- Reduction of service fragmentation and clarification of roles

This sustained collaboration enhances interagency coordination, strengthens access to Extended Services, and supports the development of effective and sustainable employment pathways for individuals with MSD, including youth, across Alaska.

Conclusion

Through these cooperative agreements and coordinated strategies, DVR ensures that Supported Employment services are delivered through an integrated, partner-driven system that emphasizes early coordination of Extended Services, continuity of supports, and long-term employment success.

These efforts strengthen service delivery, expand access to supports, enhance coordination across agencies, and improve employment outcomes for individuals with the most significant disabilities, consistent with DVR's strategic goals in Section VI(c) and performance outcomes described in Section VI(d).

DVR will continue to strengthen interagency partnerships and formalize coordination mechanisms to improve access to Extended Services, reduce service gaps, and support sustained employment outcomes, particularly for individuals with the most significant disabilities in rural and underserved communities.

(f) Annual Estimates. Sections 101(a)(15) and 101(a)(23) of the Rehabilitation Act require all VR agencies to annually conduct a full assessment of their resources and ability to serve all eligible individuals before the start of the Federal fiscal year. In accordance with 34 CFR § 361.29(b), annual estimates must include the following projections:

(1) Estimates for the next Federal fiscal year—

(A) VR Program; and

Sections 101(a)(15) and 101(a)(23) of the Rehabilitation Act require the designated State unit (DSU) to conduct an annual assessment of its resources and capacity to serve all eligible individuals with disabilities before the start of each Federal fiscal year. In accordance with 34 CFR § 361.29(b), the Alaska Division of Vocational Rehabilitation (DVR) develops annual estimates that project the number of individuals to be served, associated service costs, and the agency's capacity to deliver services across priority categories.

These estimates are informed by analysis of historical service utilization, current caseload trends, performance outcomes, available staffing resources, and findings from the Comprehensive Statewide Needs Assessment (CSNA). DVR uses this information to ensure that projected service levels are realistic, data-informed, and aligned with the agency's strategic priorities, including continued emphasis on serving individuals with the most significant disabilities (MSD) and expanding access to services in rural and underserved areas.

DVR also considers recent performance trends, including areas identified for improvement, such as credential attainment and early employment outcomes, and incorporates targeted strategies into planning assumptions to ensure projections remain achievable and aligned with continuous improvement efforts.

DVR's annual assessment includes an evaluation of available financial resources, staffing capacity, and service delivery infrastructure to ensure sufficient resources are in place to meet projected service needs across all priority categories.

Consistent with current capacity and projected resources, DVR anticipates serving all eligible individuals and does not expect to need to defer services for any priority category.

These projections reflect DVR's current capacity to serve all eligible individuals and support the determination that an Order of Selection is not required at this time, as described in section VI(g).

Priority Category (if applicable)	No. of Individuals Eligible for Services	No. of Eligible Individuals Expected to Receive Services under VR Program	Costs of Services using Title I Funds	No. of Eligible Individuals Not Receiving Services (if applicable)
MSD	1,250	1,250	\$1,700,000	NA
SD	853	853	\$973,000	NA
D	61	61	\$109,000	NA

(B) Supported Employment Program

Priority Category (if applicable)	No. of Individuals Eligible for Services	No. of Eligible Individuals Expected to Receive Services under Supported Employment Program	Costs of Services using Title I and Title VI Funds	No. of Eligible Individuals Not Receiving Services (if applicable)
MSD	189	189	\$779,000	NA

Conclusion

Through this annual estimation process, DVR ensures that resource allocation, staffing capacity, and service delivery planning are aligned to meet the needs of all eligible individuals with disabilities.

These projections support data-informed decision-making, reinforce DVR's commitment to serving individuals with the most significant disabilities, and ensure compliance with federal requirements related to capacity assessment and Order of Selection determinations.

DVR will continue to monitor resource utilization, service demand, and performance trends throughout the program year and will adjust projections and planning strategies as necessary to maintain service capacity and ensure equitable access to services statewide.

(g) Order of Selection.

☒ The VR agency is **not** implementing a selection order, and all eligible individuals will be served.

☐ The VR agency is implementing a selection order in which one or more categories are closed.

* VR agencies may maintain an order of selection policy and priority of eligible individuals without implementing or continuing to implement an order of selection.

Pursuant to section 101(a)(5) of the Rehabilitation Act, this description must be amended when the VR agency determines, based on the annual estimates described in description (f), that VR services cannot be provided to all eligible individuals with disabilities in the State who apply for and are determined eligible for services.

(1) For VR agencies that have defined priority categories, describe—

(A) The justification for the order;

Based on the annual estimates described in section VI(f), DVR has determined that sufficient financial resources, staffing capacity, and service delivery infrastructure are available to serve all eligible individuals.

Accordingly, DVR is not implementing an Order of Selection at this time.

DVR will continue to monitor service demand, resource utilization, and staffing capacity throughout the program year to ensure that sufficient resources remain available to serve all eligible individuals and to determine whether implementation of an Order of Selection becomes necessary.

(B) The order (priority categories) to be followed in selecting eligible individuals to be provided VR services, ensuring that individuals with the most significant disabilities are selected for services before all other individuals with disabilities; and

Not applicable. DVR is serving all eligible individuals.

(C) The VR agency's goals for serving individuals in each priority category, including how the agency will assist eligible individuals assigned to closed priority categories with information and referral, the method in which the VR agency will manage waiting lists, and the projected timelines for opening priority categories.
NOTE: Priority categories are considered open when all individuals in the priority category may be served.

Not applicable. All priority categories are open, and all eligible individuals are being served without delay.

(2) Has the VR agency elected to serve eligible individuals outside of the order of selection who require specific services or equipment to maintain employment?

☐ Yes

☒ No

Because an Order of Selection is not in effect, this provision is not applicable.

Conclusion

DVR's determination not to implement an Order of Selection reflects its current capacity to serve all eligible individuals statewide.

This approach supports timely access to services, ensures equitable service delivery across all priority categories, and aligns with DVR's commitment to serving individuals with the most significant disabilities while maintaining compliance with federal requirements.

DVR will reassess its capacity annually and more frequently as needed to ensure continued alignment between available resources and service demand, and to maintain compliance with Order of Selection requirements under the Rehabilitation Act.

(h) Waiver of Statewideness. The State plan shall be in effect in all political subdivisions of the State; however, the Commissioner of the Rehabilitation Services Administration (Commissioner) may waive compliance with this requirement in accordance with section 101(a)(4) of the Rehabilitation Act and the implementing regulations in 34 CFR 361.26. If the VR agency is requesting a waiver of statewideness or has a previously approved waiver of statewideness, describe the types of services and the local entities providing such services under the waiver of statewideness and how the agency has complied with the requirements in 34 CFR 361.26. If the VR agency is not requesting or does not have an approved waiver of statewideness, please indicate “not applicable.”

waiver of statewideness under section 101(a)(4) of the Rehabilitation Act and 34 CFR § 361.26.

DVR provides vocational rehabilitation (VR) services statewide, ensuring they are available to all eligible individuals with disabilities in every political subdivision of the State, including rural and remote communities.

Service delivery is supported through a combination of field offices, itinerant service delivery, technology-assisted services, and coordination with community partners to ensure equitable and consistent access statewide.

These service delivery strategies ensure that individuals in geographically isolated and underserved areas have access to VR services comparable to those available in more populated regions of the State.

Accordingly, this section is not applicable.

(i) Comprehensive System of Personnel Development. In accordance with the requirements in section 101(a)(7) of the Rehabilitation Act, the VR agency must develop and maintain annually a description (consistent with the purposes of the Rehabilitation Act) of the VR agency’s comprehensive system of personnel development, which shall include a description of the procedures and activities the VR agency will undertake to ensure it has an adequate supply of qualified State rehabilitation professionals and paraprofessionals that provides the following:

(1) Analysis of current personnel and projected personnel needs, including—

(A) The number and type of personnel that the VR agency employs in the provision of vocational rehabilitation services, including ratios of qualified vocational rehabilitation counselors to clients;

(B) The number of personnel currently needed by the VR agency to provide VR services, broken down by personnel category; and

(C) Projections of the number of personnel, broken down by personnel category, who the VR agency will need to provide VR services in 5 years based on projections of the number of individuals to be served, including individuals with significant disabilities, the number of personnel expected to retire or leave the field, and other relevant factors.

In accordance with section 101(a)(7) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) conducts an ongoing analysis of current staffing levels and projected personnel needs to ensure an adequate supply of qualified rehabilitation professionals and paraprofessionals necessary to deliver vocational rehabilitation (VR) services statewide.

This analysis incorporates current staffing data, projected service demand, anticipated staff attrition, and the needs of individuals with disabilities, including individuals with the most significant disabilities (MSD), to ensure alignment with service delivery priorities and performance expectations described in sections VI(c) and VI(d).

DVR’s personnel planning process is designed to ensure that staffing levels, qualifications, and workforce capacity

are sufficient to support the provision of high-quality VR services consistent with the purposes of the Rehabilitation Act.

Personnel Category	No. of Personnel Employed	No. of Personnel Currently Needed	Projected No. of Personnel Needed in 5 Years
Director	1	1	1
Chief	1	1	1
Deputy Chief	1	1	1
VR Manager	4	4	4
VR Counselor	24	35	40
VR Assistant	18	23	25
BEP Staff	3	3	3
Transition Coordinator	1	1	1
CRP Specialist	1	1	1
In-house ASL Interpreter	0	1	1
Client Services Admin.	6	6	6
Client Services non-Admin	6	8	8

(D) Ratio of qualified VR counselors to clients: 1: 58

(E) Projected number of individuals to be served in 5 years: 2,295

The analysis indicates a gap between current staffing levels and identified personnel needs, particularly in VR counselor and VR assistant positions. These gaps are influenced by Alaska's geographic challenges, workforce availability, and increasing service demand.

These staffing gaps could affect caseload distribution, service timeliness, and the intensity of individualized services if not addressed through targeted workforce strategies.

Strategies to Address Personnel Needs

DVR is addressing these gaps through strategies outlined in section VI(c), including:

- Strengthening recruitment pipelines and national outreach
- Expanding staff development and credentialing pathways
- Enhancing retention through professional development and career advancement opportunities
- Leveraging technology and alternative service delivery models to support rural and remote service delivery

DVR will continue to evaluate staffing trends and adjust recruitment, retention, and training strategies to ensure sufficient personnel capacity to meet projected service needs over the next five years.

Conclusion

Through this comprehensive personnel analysis and workforce planning approach, DVR ensures that staffing levels and personnel capacity are aligned with projected service demand and program priorities.

These efforts support DVR's ability to deliver high-quality VR services statewide, improve service access and timeliness, and achieve performance outcomes described in section VI(d).

(2) Data and information on personnel preparation and development, recruitment and retention, and staff development, including the following:

(A) A list of the institutions of higher education in the State that are preparing VR professionals, by type of program; the number of students enrolled at each of those institutions, broken down by type of program; and the number of students who graduated during the prior year from each of those institutions with certification or licensure, or with the credentials for certification or licensure, broken down by the personnel category for which they have received, or have the credentials to receive, certification or licensure.

The Alaska Division of Vocational Rehabilitation (DVR) relies on partnerships with out-of-state institutions of higher education to support the preparation of vocational rehabilitation (VR) professionals, as Alaska currently lacks in-state rehabilitation counseling degree programs.

These institutions provide education and training aligned with national certification standards, including programs that prepare individuals for certification as Certified Rehabilitation Counselors (CRC) and related professional credentials.

Institute of Higher Education	Type of Program	No. of Students Enrolled	No. of Prior Year Graduates
Idaho State University	MCoun in Clinical Rehabilitation Counseling	Unknown	Unknown
Portland State University	MS in Clinical Rehabilitation Counseling	42	8
Portland State University	Graduate Certificate in Orientation and Mobility	52	17
Western Oregon University	MS in Rehabilitation Counseling	55	13
Western Washington University	MA in Rehabilitation Counseling	39	16

Pipeline and Workforce Development

These institutions serve as critical training pipelines for DVR personnel and support the development of qualified rehabilitation professionals necessary to meet current and projected staffing needs.

DVR maintains relationships with these institutions through recruitment efforts, outreach to students and graduates, and participation in regional and national workforce development initiatives.

Where complete enrollment or graduation data are not available, DVR relies on ongoing communication with partner institutions and national labor market information to inform recruitment strategies and workforce planning assumptions.

Conclusion

Through these partnerships, DVR ensures access to a qualified pool of rehabilitation professionals who are prepared to meet certification and licensure requirements and support the delivery of high-quality VR services.

DVR will continue to strengthen partnerships with institutions of higher education and explore opportunities to expand training pipelines, including distance-based and alternative pathways, to address workforce needs and improve recruitment outcomes, particularly in rural and underserved areas.

(B) The VR agency's plan for recruitment, preparation, and retention of qualified personnel, which addresses the current and projected needs for qualified personnel; and the coordination and facilitation of efforts between the VR agency and institutions of higher education and professional associations to recruit, prepare, and retain personnel who are qualified, including personnel from minority backgrounds and personnel who are individuals with disabilities.

The Alaska Division of Vocational Rehabilitation (DVR) maintains a comprehensive and data-informed approach to the recruitment, preparation, and retention of qualified personnel, aligned with current workforce needs and projected staffing demands described in section VI(i)(1).

DVR evaluates personnel needs annually through its strategic planning process, incorporating data on staffing levels, turnover, anticipated retirements, and regional service delivery demands.

These efforts are designed to ensure an adequate supply of qualified personnel to meet current service demands and projected needs over the next five years, including the needs of individuals with the most significant disabilities.

Preparation and Credentialing of Personnel

Due to the absence of in-state rehabilitation counseling degree programs, DVR relies on partnerships with Council on Rehabilitation Education (CORE)- and Commission on Rehabilitation Counselor Certification (CRCC)-approved graduate programs to support staff qualification and credential attainment.

From PY2023 through PY2027, DVR has supported seven (7) counselors who are enrolled or planning to enroll in graduate-level rehabilitation counseling programs. Of these:

- Two (2) obtained Certified Rehabilitation Counselor (CRC) certification in PY2024
- One (1) additional counselor is scheduled to sit for the CRC examination in March 2026

DVR also maintains certification among existing staff, with:

- Twelve (12) counselors renewing CRC credentials during PY2023 and PY2024
- An additional nine (9) are expected to renew certification in calendar years 2026 and 2027

These efforts support the ongoing development of a qualified workforce consistent with national certification standards.

Recruitment Strategies

Recruitment of qualified personnel remains a challenge due to Alaska's geographic isolation, limited in-state training capacity, and the State of Alaska's hiring requirements, which prioritize in-state recruitment over national recruitment.

DVR addresses these challenges through a multi-faceted strategy that includes:

- Targeted outreach to tribal vocational rehabilitation programs, human service agencies, and national rehabilitation counseling programs
- Partnerships with institutions of higher education to support recruitment pipelines, distance education, and internship opportunities
- Paid and unpaid internships for graduate-level rehabilitation counseling students
- National recruitment efforts and relocation outreach

DVR has established and maintains partnerships with universities offering rehabilitation counseling programs, including Virginia Commonwealth University, the University of Kentucky, the University of Washington, West

Virginia University, the University of Massachusetts Boston, the University of Wisconsin–Stout, and Texas Tech University.

These partnerships support access to qualified candidates, strengthen recruitment pipelines, and facilitate coordination between DVR and institutions of higher education.

DVR also engages with professional associations and national networks to expand outreach and improve recruitment of qualified candidates.

Workforce Diversity and Inclusion

DVR is committed to building and maintaining a diverse workforce that reflects the populations served. DVR recruits from diverse sources, including tribal vocational rehabilitation programs and community-based organizations, and provides hiring preference for qualified individuals with disabilities in accordance with the Americans with Disabilities Act (ADA).

These efforts support recruitment and retention of personnel from minority backgrounds and individuals with disabilities, consistent with federal requirements.

Retention and Workforce Sustainability

To support retention, DVR invests in:

- Staff development and ongoing training
- Professional certification and credentialing support
- Career advancement pathways
- Succession planning and leadership development

DVR is also participating in a statewide class study conducted by the Alaska Division of Personnel and Labor Relations to evaluate job classifications and compensation structures. Anticipated updates are expected to improve recruitment and retention outcomes across all staffing levels.

DVR will continue to evaluate and refine retention strategies to improve staff stability, reduce turnover, and maintain sufficient personnel capacity to meet statewide service delivery needs.

Conclusion

Through these coordinated recruitment, preparation, and retention strategies, DVR ensures the development and sustainability of a qualified workforce capable of delivering high-quality vocational rehabilitation services. These efforts align with DVR's personnel projections, support service delivery across Alaska's diverse geographic regions, and contribute to achieving performance outcomes described in section VI(d).

(C) Description of staff development policies, procedures, and activities that ensure all personnel employed by the VR agency receive appropriate and adequate training and continuing education for professionals and paraprofessionals:

- i. Particularly with respect to assessment, vocational counseling, job placement, and rehabilitation technology, including training implemented in coordination with entities carrying out State programs under section 4 of the Assistive Technology Act of 1998; and
- ii. Procedures for the acquisition and dissemination of significant knowledge from research and other sources to VR agency professionals and paraprofessionals, and for providing training regarding the amendments to the Rehabilitation Act made by the Workforce Innovation and Opportunity Act.

The Alaska Division of Vocational Rehabilitation (DVR) maintains a structured and ongoing staff development system to ensure that all personnel, including professional and paraprofessional staff, receive appropriate and adequate training and continuing education to support high-quality VR service delivery.

Staff development activities are aligned with agency priorities, federal requirements, and emerging service delivery needs, and are coordinated through DVR's Training Specialist in collaboration with leadership and program teams. DVR provides a combination of statewide training, continuing education, and targeted professional development to ensure staff maintain competencies in core service areas, including assessment, vocational counseling, job placement, and rehabilitation technology.

These training activities ensure that personnel maintain the knowledge and skills necessary to deliver effective, individualized VR services consistent with the requirements of the Rehabilitation Act.

Statewide Training and Continuing Education

In PY2024, DVR provided statewide training on:

- Assistive technology
- Autism
- Conflict resolution and management
- Roles and functions of specialty DVR teams
- Ethics
- Generational diversity

Additional continuing education opportunities in PY2024 included:

- Ethics
- CPR and Narcan training
- Improving VR outcomes using intersectionality
- Employment network fundamentals
- ADA and sensitivity training for the Blind Services Team
- AWARE case management training
- Language deprivation and etiological considerations
- Visually Speaking (ASL 101)
- Randolph-Sheppard virtual training
- Reducing recidivism and reentry conference
- Statewide special education conference
- Innovation Inspiration Expo
- IPAT-16pf for DSAT team
- Exploring the AI summit
- Emerging leaders training

- Leadership training

In PY2025, DVR expanded training offerings, including:

- AWARE case management and SARA
- Collaborating with VR clients
- Improving client outcomes and consumer engagement
- Counseling and guidance
- Motivational interviewing
- Bridges Out of Poverty
- Self-care: trauma and compassion

Continuing education opportunities in PY2025 included:

- Virtual transition conference
- Supported employment
- Discover sign language
- Statewide special education conference
- Full Lives conference
- Innovation Inspiration Expo
- Mental health first aid
- Team building through art
- Frontline leadership
- Avoiding burnout
- VRTAC-QE training series
- Strategies to support individuals with mental health conditions
- Trauma-informed care
- LeadVR leadership development
- Windmills training
- Addressing complex behaviors
- Employer engagement training series
- Alaska Disability 101 – Youth in transition
- Introduction to motivational interviewing
- Apprenticeship toolkit training
- National symposium on quality employment

Rehabilitation Technology and Assistive Technology Training

In accordance with the Assistive Technology Act of 1998, DVR partners with Assistive Technology of Alaska (ATLA) to provide specialized training on assistive technology, including assessment, cognitive accessibility, and the use of technology to support employment outcomes.

In PY2024, ATLA provided four training sessions to DVR staff.

These coordinated efforts ensure that DVR personnel receive training in rehabilitation technology consistent with federal requirements and best practices, including collaboration with entities that implement programs under the Assistive Technology Act.

Knowledge Dissemination and WIOA Alignment

DVR maintains procedures for acquiring and disseminating knowledge from research, technical assistance centers, and federal guidance. The Training Specialist distributes information through formal training, internal communications, and professional development opportunities.

Training includes topics related to WIOA implementation and amendments to the Rehabilitation Act, including:

- Rapid engagement strategies
- Section 511 requirements
- Apprenticeship programs
- Ticket to Work
- WIOA desk reference materials
- Youth service strategies

DVR ensures that new research, policy updates, and federal guidance are systematically communicated to staff and incorporated into training and professional development activities to support continuous improvement in service delivery.

Conclusion

Through these coordinated staff development policies, procedures, and activities, DVR ensures that personnel remain informed of current best practices, federal requirements, and emerging trends, and are equipped to deliver high-quality VR services statewide.

DVR will continue to evaluate and enhance its staff development system to ensure that training remains responsive to evolving service delivery needs, workforce demands, and federal policy changes.

(3) Description of VR agency policies and procedures for the establishment and maintenance of personnel standards consistent with section 101(a)(7)(B) to ensure that VR agency professional and paraprofessional personnel are adequately trained and prepared, including—

(A) Standards that are consistent with any national or State-approved or -recognized certification, licensing, registration, or other comparable requirements that apply to the profession or discipline in which such personnel are providing VR services; and

(B) The establishment and maintenance of education and experience requirements, in accordance with section 101(a)(7)(B)(ii) of the Rehabilitation Act, to ensure that the personnel have a 21st century understanding of the evolving labor force and the needs of individuals with disabilities.

In accordance with section 101(a)(7)(B) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) maintains policies and procedures to establish and uphold personnel standards that ensure VR professional and paraprofessional staff are adequately trained and prepared to deliver high-quality vocational rehabilitation services.

These standards are incorporated into DVR's Comprehensive System of Personnel Development (CSPD) and are applied consistently across recruitment, hiring, training, and professional development activities.

(A) Standards Consistent with National Certification Requirements

The State of Alaska does not currently mandate licensure for rehabilitation counselors. As a result, DVR has adopted the standards established by the Commission on Rehabilitation Counselor Certification (CRCC) as the benchmark for counselor qualifications.

These standards typically require a master's degree in rehabilitation counseling or a closely related field from a program accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP), or equivalent coursework and supervised experience, to qualify for Certified Rehabilitation Counselor (CRC) certification.

DVR reinforces these standards through internal policies and procedures and supports staff in obtaining and maintaining CRC certification, ensuring alignment with nationally recognized professional competencies.

These standards ensure that DVR personnel meet or exceed nationally recognized qualifications for rehabilitation counseling practice.

(B) Education and Experience Requirements

DVR establishes and maintains education and experience requirements consistent with section 101(a)(7)(B)(ii) of the Rehabilitation Act to ensure personnel possess a 21st century understanding of the evolving labor force and the needs of individuals with disabilities.

To support these requirements, DVR implements the following strategies:

- Participating in recruitment events and career fairs, including the Employment First Conference
- Maintaining specialized internal teams (e.g., blind services, business engagement, assessment teams) to support skill development
- Offering paid and unpaid graduate-level internships
- Supporting rehabilitation counseling as an employment goal for DVR participants
- Supporting staff in meeting academic requirements for CRC eligibility and recertification
- Utilizing national training and technical assistance resources, including:
 - University of Washington Center for Continuing Education in Rehabilitation
 - University of Arkansas CURRENTS program
 - University of Alaska Center for Human Development
 - Vocational Rehabilitation Technical Assistance Center for Quality Employment (VRTAC-QE)
 - YesLMS
- Developing career advancement pathways that integrate education, training, and credential requirements for initial hire and promotion

These activities ensure that personnel are equipped with current knowledge of labor market trends, employer engagement strategies, and evolving service delivery approaches.

CSPD Implementation and Staff Qualification Process

DVR integrates these standards into its CSPD through structured onboarding, training, and ongoing professional development.

During new-hire orientation, counselors who are not CRC-credentialed receive a CSPD packet outlining required competencies and educational expectations. Staff are required to review and acknowledge these requirements, and documentation is maintained in personnel and training records.

DVR supports employees in meeting CSPD requirements through structured supervision, academic support, and professional development planning. When a degree or coursework is required, an Employee Development Plan (EDP) is developed collaboratively by the employee, supervisor, and Training Specialist to document required training and timelines.

This structured approach ensures consistent application of personnel standards and supports the timely attainment of required qualifications.

Education Support and Reimbursement Policies

DVR provides education and training support to eligible employees to facilitate compliance with CSPD standards and promote professional growth.

- Employees may receive support for tuition, fees, and required materials for approved coursework aligned with CSPD requirements or job-related competencies
- Supervisory approval is required before enrollment, and coursework must align with job duties and organizational needs
- The Chief of Vocational Rehabilitation Services provides final approval for education-related expenditures
- Employees are encouraged to pursue RSA scholarships and other financial aid to offset costs
- DVR covers CRC-related expenses for eligible staff, including examination and recertification fees

Employees are generally expected to complete coursework outside of regular working hours, unless otherwise approved. Travel associated with academic programs must comply with the State of Alaska travel policies.

Training Participation and Resource Prioritization

DVR ensures that training and professional development activities are implemented in a manner that supports service delivery while maintaining operational efficiency.

- Limited use of work time for training may be approved with supervisory authorization
- Training participation must not disrupt service delivery responsibilities
- When training resources are limited, DVR prioritizes employees who must complete required education to maintain CSPD compliance

This approach ensures that DVR maintains compliance with federal personnel standards while strategically investing in workforce development to meet current and future service delivery needs.

Conclusion

Through these policies and procedures, DVR ensures that personnel standards are consistently applied and aligned with national certification requirements, evolving workforce demands, and the needs of individuals with disabilities.

These efforts support the development of a qualified and prepared workforce capable of delivering high-quality vocational rehabilitation services statewide.

(4) Method(s) the VR agency uses to ensure that personnel can communicate in appropriate modes of communication with or in the native language of applicants or eligible individuals who have limited English speaking ability.

The Alaska Division of Vocational Rehabilitation (DVR) utilizes a combination of staff capacity, contracted services, and assistive communication technologies to ensure that personnel can communicate effectively in appropriate modes of communication and in the native language of applicants and eligible individuals, including those with limited English proficiency (LEP) and individuals who are deaf, hard of hearing, or have other communication needs.

These methods ensure that communication is provided in formats and languages that are accessible and appropriate to the individual's needs, consistent with federal requirements.

Staff Capacity and Communication Methods

DVR maintains internal capacity to support communication access through specialized staff and technology. The agency ensures access to American Sign Language (ASL) interpretation services and encourages staff to develop ASL proficiency to enhance communication with individuals who are deaf or hard of hearing.

DVR utilizes tele-interpreting and remote communication tools to ensure timely and accessible communication statewide, including in rural and remote areas. VR counselors may also use text-based communication platforms, such as SARA, to accommodate individual communication preferences and needs.

Limited English Proficiency (LEP) Services

For individuals with limited English proficiency, the Department of Labor and Workforce Development maintains a roster of multilingual employees accessible to DVR staff. In addition, DVR procures qualified interpreter and translation services, as needed, to ensure effective communication in the individual's preferred language and to provide meaningful access to services.

These services support compliance with federal language access requirements and ensure that individuals with LEP receive equitable access to VR services.

Coordination with Tribal and Community Partners

DVR coordinates with Tribal Vocational Rehabilitation (TVR) programs and community partners to support culturally responsive communication approaches, particularly for Alaska Native participants.

These partnerships enhance staff understanding of culturally appropriate communication methods and community-specific considerations, improving engagement and service effectiveness.

Auxiliary Aids and Assistive Communication Technology

DVR ensures access to a range of auxiliary aids and services based on individualized communication needs, including:

- IP relay (TTY/TDD systems) to facilitate telephone communication through relay operators
- Video phones to support visual communication and relay services
- Captioned telephone (CapTel) services to provide real-time text of phone conversations
- Communication access real-time translation (CART) for live captioning
- Screen readers and assistive technology software such as JAWS, Dragon, Fusion, and CCTV readers
- Video conferencing platforms, such as Zoom, with closed captioning functionality

Conclusion

Through these coordinated methods, DVR ensures that communication with applicants and eligible individuals is accessible, culturally appropriate, and responsive to individual preferences and needs.

These efforts support meaningful access to services and are consistent with Section 504 of the Rehabilitation Act, the Americans with Disabilities Act (ADA), and WIOA Section 188 nondiscrimination requirements.

DVR will continue to evaluate and enhance communication access strategies to ensure equitable service delivery across Alaska's diverse and geographically dispersed populations.

[\(5\) As appropriate, describe the procedures and activities to coordinate the designated State unit's comprehensive system of personnel development with personnel development under the Individuals with Disabilities Education Act.](#)

The Alaska Division of Vocational Rehabilitation (DVR) coordinates its Comprehensive System of Personnel Development (CSPD) with personnel development activities conducted under the Individuals with Disabilities Education Act (IDEA) through ongoing collaboration with the Alaska Department of Education and Early Development (DEED).

This coordination supports the development of a qualified, cross-system workforce. It ensures that vocational rehabilitation personnel and education professionals share a common understanding of transition requirements,

service roles, and effective practices to support students with disabilities in achieving postsecondary education and employment outcomes.

These efforts ensure alignment between VR and IDEA personnel development systems and support consistent implementation of transition services across agencies.

Interagency Coordination and Service Alignment

DVR maintains structured communication and collaboration between VR counselors and education personnel to support coordinated service delivery and aligned personnel development.

VR counselors within each regional office are assigned to specific schools to facilitate:

- Consistent engagement with education partners
- Streamlined referrals to VR services
- Participation in Individualized Education Program (IEP) development, as appropriate

DVR maintains ongoing communication with assigned schools throughout the year to ensure that education partners are informed of DVR services, referral processes, and transition-related supports.

In rural and remote communities, coordination occurs through special education staff and DVR personnel assigned to those regions, including staff who travel to support service delivery and collaboration.

Transition-Focused Personnel Development

To promote consistent implementation of transition services statewide, the DVR Transition Coordinator convenes bi-monthly meetings with VR counselors engaged in transition activities.

These meetings support personnel development by providing a structured forum for:

- Information sharing
- Discussion of emerging practices
- Identification of challenges
- Refinement of Pre-ETS delivery strategies

DVR personnel are trained and supported to deliver the five required Pre-ETS activities to students with disabilities, including those eligible or potentially eligible for VR services. These services include:

- Job exploration counseling
- Work-based learning experiences
- Counseling on opportunities for enrollment in postsecondary education or comprehensive transition programs
- Workplace readiness training focused on employability and independent living skills
- Instruction in self-advocacy, including peer mentoring

VR staff also engage in transition coordination activities, including participation in IEP meetings and involvement in person-centered planning meetings for individuals receiving services under Title XIX of the Social Security Act.

Joint Training and Professional Development

DVR integrates IDEA-related personnel development into its CSPD through joint training and shared professional development opportunities with education partners.

VR counselors participate in statewide education training events, including the Alaska Statewide Special Education Conference, to maintain alignment with IDEA requirements and current special education practices.

Participation in these events is tracked and incorporated into staff development expectations and performance management processes.

The DVR Transition Coordinator also participates as a presenter and exhibitor, providing training on Pre-ETS delivery and strategies to support successful transition to postsecondary education and employment. These joint training activities support the acquisition and dissemination of knowledge across systems, including best practices in:

- Assessment
- Job development
- Job accommodations
- Employment supports
- Transition planning processes

Continuous Improvement and CSPD Integration

Information gathered through joint training, interagency collaboration, and transition coordination activities informs CSPD planning, identifies emerging training needs, and supports continuous improvement in staff development strategies.

This continuous feedback loop ensures that personnel development activities remain responsive to evolving policy requirements, service delivery needs, and best practices across both VR and education systems.

Coordination with Education Officials

DVR maintains a Transition Services policy that defines the scope and timing of services for students transitioning from education to employment.

Consistent with this policy, DVR prioritizes the timely development of Individualized Plans for Employment (IPEs), generally within 90 days of eligibility determination, or, for students in their final semester, before graduation.

This approach supports continuity of services and reduces gaps between the completion of educational programming and the initiation of VR services.

Conclusion

Through these coordinated efforts, DVR ensures that its CSPD is aligned with IDEA personnel development activities, strengthens cross-system capacity, and promotes consistent, coordinated transition practices that improve outcomes for students with disabilities across Alaska.

DVR will continue to strengthen collaboration with education partners to enhance personnel development, improve service coordination, and support successful transitions to postsecondary education and competitive integrated employment.

COOPERATION, COLLABORATION, AND COORDINATION (Section 101(a)(11) of the Rehabilitation Act)

(j) Coordination with Education Officials. In accordance with the requirements in section 101(a)(11)(D) of the Rehabilitation Act—

(1) Describe plans, policies, and procedures for coordination between the designated State agency and education officials responsible for the public education of students with disabilities that are designed to facilitate the transition of the students with disabilities from the receipt of educational services in school to the receipt of vocational rehabilitation services, including pre-employment transition services.

In accordance with section 101(a)(11)(D) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) maintains established plans, policies, and procedures to ensure effective coordination with the Alaska Department of Education and Early Development (DEED) and local education agencies (LEAs) to support the transition of students with disabilities from school-based services to vocational rehabilitation (VR) services, including pre-employment transition services (Pre-ETS).

These efforts are implemented through a coordinated, statewide system that integrates policy, interagency collaboration, and service delivery practices to support seamless transition outcomes.

This coordinated approach ensures that students with disabilities experience a smooth, timely transition from educational services to VR services and to competitive integrated employment.

Transition Policies and Service Alignment

DVR maintains a Transition Services policy that defines the scope and timing of services for students transitioning from education to employment.

Consistent with this policy, DVR prioritizes the timely development of Individualized Plans for Employment (IPEs), generally within 90 days of eligibility determination or, for students in their final semester, before graduation. This approach promotes continuity of services and reduces gaps between the completion of educational programming and the initiation of VR services.

Pre-Employment Transition Services (Pre-ETS)

DVR maintains a comprehensive Pre-Employment Transition Services policy and has invested in training staff to deliver the five required Pre-ETS activities and to coordinate effectively with education partners.

DVR works collaboratively with state and local education officials to support:

- Early identification of students with disabilities
- Outreach and engagement of both potentially eligible and eligible students
- Access to Pre-ETS statewide
- Seamless transition into VR services, when appropriate

These efforts ensure that Pre-ETS are delivered in a consistent, coordinated manner and aligned with both VR and education system requirements.

Referral Processes and Shared Tools

To support consistent and transparent referral practices, DVR and DEED utilize shared tools and resources that guide schools, families, and students through the referral process.

These include publicly available transition resources, such as:

- Referral guidance
- Frequently asked questions

- School contact information identifying assigned VR counselors

These tools support early outreach, improve communication, and strengthen coordination at the local level.

Interagency Coordination and Collaboration

DVR and DEED maintain a longstanding collaborative relationship in the development, implementation, and expansion of Pre-ETS statewide.

This coordination occurs through both formal and informal interagency mechanisms, including:

- Joint planning efforts
- Shared training initiatives
- Collaborative transition activities
- Participation in the Alaska Interagency Transition Council (AITC)

DVR and DEED also collaborate to ensure continuity of services through distance and virtual platforms, particularly for rural and remote communities.

Outcomes and Continuous Improvement

Through these coordinated efforts, DVR and its partners promote improved graduation rates and post-school outcomes by supporting:

- Transition teacher training
- Data-informed planning
- Consistent statewide delivery of Pre-ETS

Information gathered through coordination activities, training events, and stakeholder engagement is used to assess the effectiveness of transition services and inform continuous improvement of policies, procedures, and service delivery strategies.

DVR will continue to strengthen coordination with education partners to improve transition outcomes, expand access to Pre-ETS, and ensure alignment between education and workforce systems.

(2) Describe the current status and scope of the formal interagency agreement between the VR agency and the State educational agency. Consistent with the requirements of the formal interagency agreement pursuant to 34 CFR 361.22(b), provide, at a minimum, the following information about the agreement:

- (A) Consultation and technical assistance, which may be provided using alternative means for meeting participation (such as video conferences and conference calls), to assist educational agencies in planning for the transition of students with disabilities from school to post-school activities, including pre-employment transition services and other vocational rehabilitation services;
- (B) Transition planning by personnel of the designated State agency and educational agency personnel for students with disabilities that facilitates the development and implementation of their individualized education programs (IEPs) under section 614(d) of the Individuals with Disabilities Education Act;
- (C) The roles and responsibilities, including financial responsibilities, of each agency, including provisions for determining State lead agencies and qualified personnel responsible for transition services and pre-employment transition services;
- (D) Procedures for outreach to and identification of students with disabilities who need transition services and pre-employment transition services. Outreach to these students should occur as early as possible during the transition planning process. It must include, at a minimum, a description of the purpose of the vocational rehabilitation program, eligibility requirements, application procedures, and scope of services that may be provided to eligible individuals.
- (E) Coordination necessary to satisfy documentation requirements outlined in 34 CFR part 397 regarding students and youth with disabilities who are seeking subminimum wage employment; and
- (F) Assurance that, in accordance with 34 CFR 397.31, neither the SEA nor the local educational agency will enter into a contract or other arrangement with an entity, as defined in 34 CFR 397.5(d), for the purpose of operating a program under which youth with a disability is engaged in work compensated at a subminimum wage.

As of December 2024, the Alaska Division of Vocational Rehabilitation (DVR) has a current, formal interagency cooperative agreement with the Alaska Department of Education and Early Development (DEED), Division of Innovation and Education Excellence (IEE).

This agreement is active and implemented statewide and establishes a structured framework for coordination to support the transition of students with disabilities from secondary education to postsecondary education, training, and competitive integrated employment.

The agreement is consistent with the requirements of 34 CFR §361.22(b). It outlines consultation, coordination, roles and responsibilities, outreach, and compliance requirements related to transition services and pre-employment transition services (Pre-ETS). This formal interagency agreement ensures coordinated service delivery, minimizes duplication of services, and supports improved transition outcomes for students with disabilities statewide.

Consultation and Technical Assistance

In accordance with 34 CFR §361.22(b)(1), DVR provides ongoing consultation and technical assistance to DEED/IEE and LEAs to support planning for the transition of students with disabilities from school to post-school activities.

Consultation and technical assistance are provided throughout the school year and may occur through in-person meetings, video conferencing, conference calls, email, or other alternative means.

Activities include:

- Descriptions of DVR services, including Pre-ETS and VR eligibility criteria
- Referral and application procedures for VR services
- Coordination of transition-related activities and work-based learning experiences
- Participation in statewide and local transition planning forums and conferences
- Cross-training of DVR and educational personnel to improve statewide service coordination

DVR maintains active participation in statewide transition initiatives, including engagement with DEED/IEE leadership, the Alaska Interagency Transition Council, and statewide special education and transition conferences.

Transition Planning and IEP Coordination

DVR and DEED/IEE collaborate to support transition planning that facilitates the development and implementation of Individualized Education Programs (IEPs) in accordance with section 614(d) of the Individuals with Disabilities Education Act (IDEA).

DVR may participate in IEP meetings when invited and available, either in person or through alternative means such as teleconference or videoconference. When DVR is unable to attend, follow-up communication ensures alignment between IEP transition goals and VR planning.

DVR provides or arranges delivery of Pre-ETS to students with disabilities who are identified as needing these services. For students determined to be eligible for VR services, DVR develops an Individualized Plan for Employment (IPE) that is consistent with and informed by the student's IEP and transition goals.

Roles, Responsibilities, and Financial Responsibilities

The cooperative agreement clearly delineates the roles and responsibilities of DVR and DEED/IEE, including financial responsibilities and procedures for interagency coordination and dispute resolution.

- DEED/IEE retains responsibility for the provision and funding of transition services required under IDEA to ensure a free appropriate public education (FAPE). Nothing in the agreement reduces or shifts this obligation.
- DVR is responsible for the coordination, funding, and delivery of Pre-ETS and VR services authorized under the Rehabilitation Act that are not the responsibility of LEAs under IDEA.
- Each agency designates qualified personnel at the state and local levels to support coordination, service delivery, and implementation of the agreement.

Outreach and Identification of Students with Disabilities

The agreement establishes procedures for early and ongoing outreach to and identification of students with disabilities who may need transition services and Pre-ETS.

Outreach occurs as early as possible during the transition planning process and includes collaboration with LEAs to identify:

- Students receiving special education services
- Students with disabilities served under Section 504
- Students in nontraditional or alternative education settings

Outreach includes, at a minimum, information provided to students and families regarding:

- The purpose of the VR program
- Eligibility requirements
- Application and referral procedures
- The scope of Pre-ETS and VR services

With appropriate consent, LEAs share documentation necessary to verify disability status and support service coordination, consistent with confidentiality requirements.

Coordination Related to Subminimum Wage Documentation

DVR and DEED/IEE coordinate to ensure compliance with 34 CFR Part 397 requirements for students and youth with disabilities seeking or considering subminimum wage employment.

This coordination includes information sharing, consultation, and documentation practices to ensure that required transition services, Pre-ETS, and VR services are provided and documented before entry into subminimum wage employment.

Assurance Regarding Subminimum Wage Employment

In accordance with 34 CFR §397.31, DEED/IEE assures that neither the State educational agency nor any local educational agency will enter into a contract or arrangement with an entity holding a special wage certificate under section 14(c) of the Fair Labor Standards Act for the purpose of employing youth with disabilities at subminimum wage.

Confidentiality

DVR and DEED/IEE ensure that the confidentiality of all student records and information shared under the agreement is maintained in accordance with applicable federal and state laws and regulations.

(k) Coordination with Employers. In accordance with the requirements in section 101(a)(11)(E) of the Rehabilitation Act, describe how the VR agency will work with employers to identify competitive integrated employment and career exploration opportunities to facilitate the provision of VR services; and transition services for youth and students with disabilities, including pre-employment transition services for students with disabilities.

In accordance with section 101(a)(11)(E) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) coordinates with employers statewide to identify competitive integrated employment (CIE) opportunities and meaningful career exploration experiences that support the delivery of vocational rehabilitation (VR) services, transition services, and pre-employment transition services (Pre-ETS) for students and youth with disabilities. These efforts are implemented through a coordinated, statewide employer engagement system that aligns business needs with workforce development strategies and VR service delivery.

This approach ensures that DVR services are responsive to labor market demand while expanding access to competitive integrated employment and career pathways for individuals with disabilities.

Employer Engagement and Labor Market Responsiveness

DVR's employer engagement efforts are aligned with the State's workforce investment strategy. They are guided by five strategic pillars: employer engagement, sector-based workforce development, talent preparation, system coordination, and continuous improvement.

DVR actively engages employers by prioritizing outreach to federal contractors and industries with high workforce demand. Employer engagement activities are informed by labor market information, employer input collected through the AWARE system, and regular Job X meetings.

Job X meetings provide employers with a structured forum to describe workforce needs, hiring processes, and workplace culture directly to regional job developers and partner agencies. This approach ensures that DVR services remain responsive to real-time employer demand and aligned with business needs.

DVR's Business Engagement Services Team (BEST) serves as the primary liaison between DVR, employers, and community rehabilitation providers (CRPs). BEST staff collaborate with CRPs to:

- Identify businesses that may benefit from technical assistance, training, or customized recruitment strategies
- Expand employment opportunities for individuals served by DVR
- Strengthen employer partnerships across regions and industries

DVR also provides employers with technical assistance related to:

- Disability inclusion and workplace accessibility
- Reasonable accommodations
- Employee retention and advancement strategies

Sector-Based Workforce Development

DVR supports sector-based workforce strategies by working with employers, chambers of commerce, economic development organizations, and employer-funded trade associations to align training and placement activities with priority industries.

DVR coordinates with employer-sponsored training providers to offer short-term, industry-specific training aligned with current workforce needs. These opportunities support:

- Career exploration
- Skill development
- Pathways to postsecondary education, registered apprenticeship, and industry-recognized credentials

Talent Preparation and Career Exploration

DVR works with employers to support early exposure to the world of work for students with disabilities through coordinated Pre-ETS activities.

Employers participate in in-person and virtual transition camps, career exploration events, and instructional sessions where students learn directly from businesses about workplace expectations, job requirements, and career pathways. When feasible, employers also provide worksite tours to support informed career decision-making.

Students with disabilities participate in in-school and summer work experience programs that provide structured work-based learning opportunities with Alaska businesses.

DVR and its partners coordinate with employers to:

- Identify appropriate candidates
- Define job duties and expectations
- Establish supervision and performance expectations
- Support successful work-based learning outcomes

System Coordination and Public Sector Partnerships

DVR coordinates employer engagement efforts with core WIOA partners through the Alaska Job Center network to ensure aligned business services and a unified approach to employer outreach.

DVR also coordinates with the State of Alaska and federal human resources partners to promote Provisional Hire and Schedule A hiring authorities. These partnerships support streamlined hiring processes and expand access to competitive integrated employment within public-sector workplaces.

DVR's employer coordination efforts are integrated across regional offices and workforce system partners to promote:

- Consistency in employer engagement

- Shared communication and outreach strategies
- Efficient and coordinated service delivery

Employers benefit from a streamlined point of contact, while VR participants gain access to a broader range of employment opportunities.

Continuous Improvement and Innovation

DVR continuously evaluates employer engagement strategies and adapts service delivery methods based on employer feedback, labor market trends, and performance outcomes.

The use of virtual platforms, distance-based training, and statewide coordination has expanded access to employer-led instruction, work-based learning, and career exploration opportunities, particularly in rural and remote communities.

Outcomes and System Impact

Through these coordinated efforts, DVR strengthens Alaska's workforce by:

- Connecting employers with qualified talent
- Supporting career exploration and skill development for students and youth with disabilities
- Facilitating access to competitive integrated employment that meets both employer demand and workforce system priorities

These efforts support improved employment outcomes, increased employer engagement, and expanded access to competitive integrated employment consistent with WIOA performance indicators.

(I) Interagency Cooperation with Other Agencies. In accordance with the requirements in section 101(a)(11)(C) and (K), describe interagency cooperation with and utilization of the services and facilities of agencies and programs that are **not** carrying out activities through the statewide workforce development system to develop opportunities for community-based employment in integrated settings, to the greatest extent practicable, for the following:

(1) State programs (designate lead agency(ies) and implementing entity(ies)) carried out under section 4 of the Assistive Technology Act of 1998;

In accordance with sections 101(a)(11)(C) and (K) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) collaborates with Assistive Technology of Alaska (ATLA) to carry out activities under section 4 of the Assistive Technology Act of 1998.

DVR serves as the State's designated lead agency for the Assistive Technology (AT) program, providing administrative oversight and ensuring compliance with federal requirements. ATLA serves as the implementing entity responsible for delivering assistive technology services statewide.

Service Coordination and Integration

Through this partnership, DVR coordinates referrals and integrates assistive technology into individualized VR service strategies to support independence, employment readiness, and successful participation in competitive integrated employment.

Coordination activities include:

- Assistive technology assessments to identify functional needs related to employment
- Device demonstrations and short-term equipment loans
- Provision of assistive technology devices and services aligned with employment goals
- Collaboration on individualized solutions to address barriers to employment

These services support participants in achieving greater independence and accessing employment opportunities in integrated community settings.

Governance and Oversight

DVR fulfills its responsibilities under the Assistive Technology Act by convening the Assistive Technology Advisory Council, which operates as a component of the State Vocational Rehabilitation Council.

DVR conducts regular bi-monthly meetings and an annual strategic planning session with Advisory Council members and ATLA leadership to support:

- Program oversight and accountability
- Consumer input and stakeholder engagement
- Strategic planning and continuous program improvement

(2) Programs carried out by the Under Secretary for Rural Development of the Department of Agriculture;

In accordance with sections 101(a)(11)(C) and (K) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) has assessed opportunities for coordination with programs administered by the U.S. Department of Agriculture (USDA), Rural Development.

At this time, DVR has determined that USDA Rural Development programs do not have a direct or consistent alignment with vocational rehabilitation service delivery or employment-focused outcomes for individuals with disabilities.

Assessment and Ongoing Review

DVR recognizes that USDA Rural Development programs are primarily focused on infrastructure, housing, and community development activities. While these programs play an important role in supporting rural communities, they do not currently provide direct pathways to coordinate individualized VR services or to develop competitive integrated employment opportunities.

Accordingly, DVR does not maintain formal interagency agreements with USDA Rural Development programs at this time.

Future Coordination Opportunities

Given Alaska's rural context and evolving workforce and infrastructure needs, DVR will continue to monitor opportunities to coordinate with USDA Rural Development programs.

DVR will assess future alignment where programs may intersect with:

- Workforce development initiatives
- Community-based employment opportunities
- Infrastructure-related job creation
- Economic development activities in rural and remote communities

If alignment opportunities are identified, DVR will pursue appropriate coordination strategies to support employment outcomes for individuals with disabilities.

(3) Non-educational agencies serving out-of-school youth;

In accordance with sections 101(a)(11)(C) and (K) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) collaborates with non-educational agencies and community-based organizations to support out-of-school youth with disabilities in accessing vocational rehabilitation services and achieving competitive integrated employment.

Coordination with Juvenile Justice and Child Welfare Systems

DVR collaborates with the Division of Juvenile Justice (DJJ) and the Office of Children's Services (OCS) to support youth transitioning from the juvenile justice system and foster care.

These partnerships emphasize:

- Early identification of youth with disabilities who may benefit from VR services
- Coordinated referrals and service planning
- Continuity of services during and after system involvement

DVR works closely with DJJ and OCS staff to align individualized employment goals with available supports and to ensure timely access to VR services.

Coordination with Workforce and Community-Based Providers

DVR coordinates with WIOA Youth providers, including Nine Star Enterprises and Covey Academy, to align VR services with workforce development activities and support out-of-school youth in re-engaging with education and employment pathways.

Through these partnerships, youth have access to:

- Work-readiness training
- Work-based learning experiences
- Occupational skills training
- Supportive services that reinforce participation in education and employment

These coordinated efforts support the development of career pathways and increase access to competitive integrated employment.

Outreach to Youth Experiencing Homelessness

DVR maintains a consistent on-site presence at Covenant House, providing direct outreach, vocational guidance, and service connection for youth experiencing homelessness.

This approach supports:

- Early engagement with youth who may not otherwise access services
- Trust-building and relationship development
- Immediate connection to VR and partner services

System Impact

Through these coordinated partnerships, DVR expands access to services for out-of-school youth with disabilities and supports successful transitions to employment and independence.

These efforts reduce barriers to employment, strengthen cross-system collaboration, and increase access to community-based employment opportunities in integrated settings.

(4) State use contracting programs;

In accordance with sections 101(a)(11)(C) and (K) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) has assessed opportunities for coordination with state use contracting programs.

At this time, DVR has determined that state use contracting programs are not currently established in Alaska in a manner that aligns with vocational rehabilitation service delivery or supports competitive integrated employment outcomes for individuals with disabilities.

Assessment and Current Status

DVR recognizes that state contracting programs in other states are often designed to create employment opportunities for individuals with disabilities through set-aside contracts or designated vendors. However, no comparable statewide program currently exists in Alaska that provides a structured framework for coordination with DVR services or supports placement in competitive integrated employment.

Accordingly, DVR does not maintain formal coordination or interagency agreements related to state use contracting programs at this time.

Future Coordination Opportunities

DVR will continue to evaluate opportunities for coordination should state use contracting programs be developed or expanded in Alaska, particularly those that:

- Support inclusive and integrated employment models
- Align with competitive integrated employment requirements under the Rehabilitation Act
- Provide pathways to employment in community-based settings

If such programs are established, DVR will pursue appropriate coordination strategies to support employment outcomes for individuals with disabilities.

[\(5\) State agency responsible for administering the State Medicaid plan under title XIX of the Social Security Act \(42 U.S.C. 1396 et seq.\);](#)

In accordance with sections 101(a)(11)(C) and (K) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) coordinates with the Division of Public Assistance (DPA), the State agency responsible for administering the Medicaid program under Title XIX of the Social Security Act.

DVR maintains a Memorandum of Understanding (MOU) with DPA that establishes a framework for coordination of services for individuals with disabilities who require long-term services and supports (LTSS) to achieve and maintain competitive integrated employment.

Service Coordination and Integration

Through this partnership, DVR coordinates with Medicaid-funded services to support individuals with disabilities in obtaining and sustaining employment.

Coordination activities include:

- Alignment of vocational rehabilitation services with Medicaid-funded long-term supports
- Coordination of service planning to support individualized employment goals
- Consideration of benefits, counseling, and work incentives
- Access to ongoing supports necessary for employment retention and advancement

This coordination is particularly critical for individuals with significant disabilities who require extended services to maintain employment in integrated settings.

Current Status and Operational Coordination

Although updates to the MOU have been delayed due to external factors affecting DPA operations, DVR and DPA continue to coordinate at the operational level to support shared participants and ensure continuity of services.

Operational coordination includes ongoing communication between staff, collaborative service planning, and alignment of supports to meet participant needs.

Future Alignment and Agreement Updates

DVR has developed a draft updated agreement that reflects current best practices, including improved alignment of employment services and long-term supports.

DVR remains committed to formalizing the updated MOU as conditions allow and will continue to strengthen coordination with DPA to enhance service delivery and support long-term employment outcomes.

System Impact

Through this partnership, DVR ensures that individuals who require long-term supports have access to the services necessary to achieve and maintain competitive integrated employment.

This collaboration strengthens cross-system coordination, improves service continuity, and supports sustained employment outcomes for individuals with significant disabilities.

(6) State agency responsible for providing services for individuals with developmental disabilities;

In accordance with sections 101(a)(11)(C) and (K) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) coordinates with the Division of Senior and Disabilities Services (SDS), the State agency responsible for providing services to individuals with intellectual and developmental disabilities.

DVR maintains a Memorandum of Understanding (MOU) with SDS that establishes a framework for coordinated service delivery to support individuals in achieving and maintaining competitive integrated employment.

Service Coordination and Roles

This partnership reflects a shared commitment to competitive integrated employment as the preferred outcome and supports coordinated assessment, planning, and service delivery.

- DVR provides time-limited vocational rehabilitation services leading to employment through the Individualized Plan for Employment (IPE)
- SDS provides long-term supports through Medicaid Home and Community-Based Services (HCBS) waivers

This coordinated approach ensures continuity of services from initial employment placement through long-term job retention.

Funding and Service Delivery Coordination

DVR and SDS coordinate funding and service delivery responsibilities to support individuals with intellectual and developmental disabilities in achieving successful employment outcomes.

Coordination includes:

- Alignment of vocational rehabilitation and long-term support services
- Use of braided funding strategies to support job development and supported employment services
- Transition from DVR-funded services to SDS-funded extended services for ongoing job support and retention

These strategies ensure that individuals receive the appropriate level of support at each stage of employment.

Training, Technical Assistance, and Dispute Resolution

DVR and SDS maintain processes for joint training, technical assistance, and interagency coordination to support consistent service delivery and shared understanding of roles and responsibilities.

The agencies also maintain procedures for dispute resolution to ensure that service coordination challenges are addressed promptly and do not delay access to services.

System Impact

Through this coordinated partnership, DVR and SDS expand access to supported employment and long-term services that enable individuals with intellectual and developmental disabilities to obtain and maintain competitive integrated employment.

This collaboration strengthens cross-system alignment, improves service continuity, and supports long-term employment success.

(7) State agency responsible for providing mental health services;

In accordance with sections 101(a)(11)(C) and (K) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) coordinates with the Division of Behavioral Health (DBH), the State agency responsible for providing mental health services.

DVR and DBH maintain an active Memorandum of Understanding (MOU) that establishes a framework for coordination to support individuals with behavioral health conditions in achieving and maintaining competitive integrated employment.

Service Coordination and Partnership Structure

In collaboration with the Alaska Mental Health Trust Authority, DVR and DBH convene a standing interagency workgroup that meets regularly to address:

- Policy alignment across systems
- Service coordination and delivery strategies
- Funding and resource alignment
- Emerging needs and service gaps

This coordinated structure supports cross-system planning and ensures alignment of services for individuals with behavioral health conditions.

Service Delivery and Target Populations

Through this partnership, DVR and DBH support individuals with significant behavioral health conditions, including those experiencing or at risk of homelessness, in preparing for, obtaining, and maintaining competitive integrated employment.

Coordination activities include:

- Alignment of vocational rehabilitation services with behavioral health treatment and recovery supports
- Collaborative service planning to support individualized employment goals
- Coordination of referrals and access to services
- Integration of employment into recovery-oriented service models

System Impact

Through this coordinated partnership, DVR and DBH expand access to employment services for individuals with behavioral health conditions and support long-term employment stability.

This collaboration strengthens cross-system coordination, improves service continuity, and promotes competitive integrated employment as a key component of recovery and independence.

(8) Other Federal, State, and local agencies and programs outside the workforce development system; and

In accordance with sections 101(a)(11)(C) and (K) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) maintains partnerships with a broad range of Federal, State, local, and community-based agencies and programs that are not part of the statewide workforce development system.

These partnerships support coordinated service delivery and expand access to community-based, competitive integrated employment opportunities for individuals with disabilities across Alaska.

Coordination with Corrections and Reentry Programs

Returning Citizens

DVR collaborates with the Department of Corrections, Division of Probation and Parole, and local reentry initiatives to support individuals transitioning from incarceration.

Coordination includes:

- Pre-release planning and early identification of individuals with disabilities
- Referral processes to ensure timely access to VR services
- Coordination of employment services to support successful community reintegration

These efforts support reduced recidivism and improved employment outcomes.

Coordination with Youth-Serving Systems

At-Risk Youth

DVR works with the Division of Juvenile Justice and community partners to support youth with disabilities in accessing employment services and developing career pathways.

These partnerships emphasize early engagement, coordinated service delivery, and alignment with long-term employment goals.

Coordination with Postsecondary Education

Postsecondary Programs

DVR collaborates with the University of Alaska system to support students with disabilities through coordinated access to accommodations, training, and VR services.

These efforts support:

- Credential attainment
- Transition from education to employment
- Alignment with Alaska's workforce needs

Coordination with Tribal Vocational Rehabilitation Programs

Tribal Vocational Rehabilitation (TVR)

DVR partners with the Alaska Tribal Vocational Rehabilitation Consortium and American Indian Vocational Rehabilitation Services (AIVRS) programs through formal cooperative agreements.

These partnerships support:

- Coordinated service delivery
- Shared training and technical assistance
- Continuity of services across VR systems

A representative from the TVR Consortium serves on the State Vocational Rehabilitation Council, strengthening cross-system alignment and ensuring tribal representation in statewide planning.

Coordination with Independent Living Programs

Independent Living Programs

DVR collaborates with Independent Living Centers statewide to support individuals with disabilities, including those with traumatic brain injury, through coordinated referrals and service planning.

These partnerships promote independence, community integration, and access to employment opportunities.

Coordination with Veterans Services

Veterans Services

DVR maintains an interagency agreement with the U.S. Department of Veterans Affairs Vocational Rehabilitation and Employment (VR&E) program.

Through shared case coordination and regular communication, DVR supports veterans with disabilities in preparing for, obtaining, and maintaining competitive integrated employment.

System Impact

Through these coordinated partnerships, DVR expands access to services, strengthens cross-system collaboration, and supports individuals with disabilities in achieving competitive integrated employment and long-term career success.

These efforts ensure that individuals with diverse needs and barriers to employment receive comprehensive, coordinated support across multiple service systems.

(9) Other private nonprofit organizations.

Private Nonprofit Organizations

In accordance with sections 101(a)(11)(C) and (K) of the Rehabilitation Act, the Alaska Division of Vocational Rehabilitation (DVR) maintains agreements with qualified private nonprofit Community Rehabilitation Providers (CRPs) to deliver employment-related services that support competitive integrated employment outcomes.

Community Rehabilitation Provider Framework

DVR has implemented a structured CRP approval framework that establishes qualification standards, service classifications, and performance expectations to ensure consistent, high-quality service delivery statewide.

CRP classifications include:

- Standard providers
- Provisional providers
- Exception providers

These classifications provide flexibility to address regional and rural service needs while maintaining consistent quality and accountability standards.

Workforce Development and Training

To support workforce competency and service quality, DVR partners with the University of Alaska Anchorage to provide Association of Community Rehabilitation Educators (ACRE)-accredited training statewide.

CRPs are required to complete a minimum of 40 hours of training to meet baseline qualifications, with additional training encouraged for providers delivering specialized or advanced services.

Contract Requirements and Service Expectations

CRP agreements include clearly defined requirements to ensure consistency, accountability, and compliance with applicable standards.

Requirements include:

- Personnel qualifications and background checks
- Service rates and fee structures
- Defined roles, responsibilities, and reporting expectations
- Compliance with organizational, fiscal, safety, and accessibility standards

Monitoring and Performance Management

DVR conducts ongoing monitoring of CRPs to ensure quality service delivery and alignment with employment outcomes.

Monitoring activities include:

- Review of service reports and documentation
- Fiscal oversight and contract compliance
- Case reviews and service validation
- Performance evaluation and outcome tracking

The DVR CRP Specialist works closely with VR Managers to assess provider performance, identify service gaps, and address regional service needs.

When performance concerns are identified, DVR provides technical assistance or implements corrective action plans. DVR may suspend or terminate agreements, as necessary, to ensure service quality and accountability.

System Impact and Continuous Improvement

CRP capacity and performance data are incorporated into DVR's Comprehensive Statewide Needs Assessment (CSNA) to inform provider development, address service gaps, and strengthen statewide service delivery capacity.

Through these partnerships, DVR expands access to employment services, improves service quality, and supports individuals with disabilities in achieving competitive integrated employment and long-term career success.

VOCATIONAL REHABILITATION CERTIFICATIONS AND ASSURANCES

ASSURANCES

The designated State agency or designated State unit, as appropriate and identified in the State certifications included with this VR services portion of the Unified or Combined State Plan and its supplement, through signature of the authorized individual, assures the Commissioner, that it will comply with all of the requirements of the VR services portion of the Unified or Combined State Plan and its supplement, as outlined in sections 101(a) and 606 of the Rehabilitation Act. The individual authorized to submit the VR services portion of the Unified or Combined State Plan and its supplement makes the following assurances:

The State Plan must provide assurances that:	
1.	Public Comment on Policies and Procedures: The designated State agency assures compliance with all statutory and regulatory requirements for public participation in the VR Services Portion of the Unified or Combined State Plan, as required by section 101(a)(16)(A) of the Rehabilitation Act.
	The designated State agency assures it will comply with all statutory and regulatory requirements for public participation in the VR Services Portion of the Unified or Combined State Plan, as required by section 101(a)(16)(A) of the Rehabilitation Act.
2.	Submission of the VR services portion of the Unified or Combined State Plan and its Supplement: The designated State unit assures it will comply with all requirements about the submission and revisions of the VR services portion of the Unified or Combined State Plan and its supplement for the State Supported Employment Services program, as required by sections 101(a)(1), (22), (23), and 606(a) of the Rehabilitation Act; section 102 of WIOA in the case of the submission of a Unified State plan; section 103 of WIOA in the case of a submission of a Combined State Plan; 34 C.F.R. 76.140.
	The designated State unit assures it will comply with all requirements regarding the submission and revisions of the VR services portion of the Unified or Combined State Plan and its supplement for the State Supported Employment Services program, as required by sections 101(a)(1), 101(a)(22), 101(a)(23), and 606(a) of the Rehabilitation Act; section 102 of WIOA in the case of the submission of a Unified State Plan; section 103 of WIOA in the case of the submission of a Combined State Plan; and 34 CFR 76.140.
3.	Administration of the VR services portion of the Unified or Combined State Plan: The designated State agency or designated State unit, as appropriate, assures it will comply with the requirements related to: (a) the establishment of the designated State agency and designated State unit, as required by section 101(a)(2) of the Rehabilitation Act. (b) Either a State independent commission or State Rehabilitation Council, as required by section 101(a)(21) of the Rehabilitation Act. (c) consultations regarding the administration of the VR services portion of the Unified or Combined State Plan, in accordance with section 101(a)(16)(B) of the Rehabilitation Act. (d) The financial participation by the State, or if the State so elects, by the State and local agencies, to provide the amount of the non-Federal share of the cost of carrying out the VR program in accordance with section 101(a)(3). (e) as applicable, the local administration of the VR services portion of the Unified or Combined State Plan, in accordance with section 101(a)(2)(A) of the Rehabilitation Act. (f) as applicable, the shared funding and administration of joint programs, in accordance with section 101(a)(2)(A)(ii) of the Rehabilitation Act. (g) statewideness and waivers of statewideness requirements, as outlined in section 101(a)(4) of the Rehabilitation Act. (h) the requirements for cooperation, collaboration, and coordination, as required by sections 101(a)(11) and (24)(B); and 606(b) of the Rehabilitation Act.

	(i) all required methods of administration, as required by section 101(a)(6) of the Rehabilitation Act. (j) The requirements for the comprehensive system of personnel development, as outlined in section 101(a)(7) of the Rehabilitation Act. (k) The compilation and submission to the Commissioner of statewide assessments, estimates, State goals and priorities, strategies, and progress reports, as appropriate, and as required by sections 101(a)(15), 105(c)(2), and 606(b)(8) of the Rehabilitation Act. (l) The reservation and use of a portion of the funds allotted to the State under section 110 of the Rehabilitation Act for the development and implementation of innovative approaches to expand and improve the provision of VR services to individuals with disabilities, particularly individuals with the most significant disabilities as outlined in section 101(a)(18)(A). (m) the submission of reports as required by section 101(a)(10) of the Rehabilitation Act.
	The designated State agency or designated State unit, as appropriate, assures it will comply with the requirements related to: 3. a. The establishment of the designated State agency and designated State unit, as required by section 101(a)(2) of the Rehabilitation Act. 3.b. Either a State independent commission or State Rehabilitation Council, as required by section 101(a)(21) of the Rehabilitation Act. 3.c. Consultations regarding the administration of the VR services portion of the Unified or Combined State Plan, in accordance with section 101(a)(16)(B) of the Rehabilitation Act. 3.d. The financial participation by the State, or if the State so elects, by the State and local agencies, to provide the amount of the non-Federal share of the cost of carrying out the VR program in accordance with section 101(a)(3) of the Rehabilitation Act. 3.e. As applicable, the local administration of the VR services portion of the Unified or Combined State Plan, in accordance with section 101(a)(2)(A) of the Rehabilitation Act. 3.f. As applicable, the shared funding and administration of joint programs, in accordance with section 101(a)(2)(A)(ii) of the Rehabilitation Act. 3.g. Statewideness and waivers of statewideness requirements, as outlined in section 101(a)(4) of the Rehabilitation Act. 3.h. The requirements for cooperation, collaboration, and coordination, as required by sections 101(a)(11), 101(a)(24)(B), and 606(b) of the Rehabilitation Act. 3. i. All required methods of administration, as required by section 101(a)(6) of the Rehabilitation Act. 3.j. The requirements for the comprehensive system of personnel development are outlined in section 101(a)(7) of the Rehabilitation Act. 3.k. The compilation and submission to the Commissioner of statewide assessments, estimates, State goals and priorities, strategies, and progress reports, as appropriate, and as required by sections 101(a)(15), 105(c)(2), and 606(b)(8) of the Rehabilitation Act. 3.l.

	The reservation and use of a portion of the funds allotted to the State under section 110 of the Rehabilitation Act for the development and implementation of innovative approaches to expand and improve the provision of VR services to individuals with disabilities, particularly individuals with the most significant disabilities, as outlined in section 101(a)(18)(A) of the Rehabilitation Act. 3.m. The submission of reports as required by section 101(a)(10) of the Rehabilitation Act.
4.	Administration of the Provision of VR Services: The designated State agency, or designated State unit, as appropriate, assures that it will: (a) comply with all requirements regarding information and referral services in accordance with sections 101(a)(5)(E) and (20) of the Rehabilitation Act. (b) impose no duration of residence requirement as part of determining an individual's eligibility for VR services, or that excludes from services under the plan any individual who is present in the State in accordance with section 101(a)(12) of the Rehabilitation Act. (c) provide the full range of services listed in section 103(a) of the Rehabilitation Act, as appropriate, to all eligible individuals with disabilities in the State who apply for services or, if implementing an order of selection, in accordance with criteria established by the State for the order of selection as set out in section 101(a)(5) of the Rehabilitation Act. (d) determine whether comparable services and benefits are available to the individual in accordance with section 101(a)(8) of the Rehabilitation Act. (e) comply with the requirements for the development of an individualized plan for employment in accordance with section 102(b) of the Rehabilitation Act. (f) comply with requirements regarding the provisions of informed choice for all applicants and eligible individuals in accordance with section 102(d) of the Rehabilitation Act. (g) provide vocational rehabilitation services to American Indians who are individuals with disabilities residing in the State, in accordance with section 101(a)(13) of the Rehabilitation Act. (h) comply with the requirements for the conduct of semiannual or annual reviews, as appropriate, for individuals employed either in an extended employment setting in a community rehabilitation program or any other employment under section 14(c) of the Fair Labor Standards Act of 1938, as required by sections 101(a)(14) and 511 of the Rehabilitation Act. (i) meet the requirements in sections 101(a)(17) and 103(b)(2) of the Rehabilitation Act if the State elects to construct, under special circumstances, facilities for community rehabilitation programs. (j) With respect to students with disabilities, the State: (i) has developed and will implement, (A) strategies to address the needs identified in the assessments; and (B) strategies to achieve the goals and priorities identified by the State, to improve and expand vocational rehabilitation services for students with disabilities on a statewide basis; and (ii) has developed and will implement strategies to provide pre-employment transition services (sections 101(a)(15), 101(a)(25), and 113). (iii) shall reserve not less than 15 percent of the allocated funds for the provision of pre-employment transition services; such funds shall not be used to pay for the administrative costs of providing pre-employment transition services.
	The designated State agency, or designated State unit, as appropriate, assures that it will: 4. a. Comply with all requirements regarding information and referral services in accordance with sections 101(a)(5)(E) and 101(a)(20) of the Rehabilitation Act. 4.b.

Impose no duration of residence requirement as part of determining an individual's eligibility for VR services, or that excludes from services under the plan any individual who is present in the State, in accordance with section 101(a)(12) of the Rehabilitation Act.

4.c.

Provide the full range of services listed in section 103(a) of the Rehabilitation Act, as appropriate, to all eligible individuals with disabilities in the State who apply for services or, if implementing an order of selection, in accordance with criteria established by the State for the order of selection as set out in section 101(a)(5) of the Rehabilitation Act.

4.d.

Determine whether comparable services and benefits are available to the individual in accordance with section 101(a)(8) of the Rehabilitation Act.

4.e.

Comply with the requirements for the development of an individualized plan for employment in accordance with section 102(b) of the Rehabilitation Act.

4.f.

Comply with requirements regarding the provision of informed choice for all applicants and eligible individuals in accordance with section 102(d) of the Rehabilitation Act.

4.g.

Provide vocational rehabilitation services to American Indians who are individuals with disabilities residing in the State, in accordance with section 101(a)(13) of the Rehabilitation Act.

4.h.

Comply with the requirements for the conduct of semiannual or annual reviews, as appropriate, for individuals employed either in an extended employment setting in a community rehabilitation program or any other employment under section 14(c) of the Fair Labor Standards Act of 1938, as required by sections 101(a)(14) and 511 of the Rehabilitation Act.

4.i.

Meet the requirements in sections 101(a)(17) and 103(b)(2) of the Rehabilitation Act if the State elects to construct, under special circumstances, facilities for community rehabilitation programs.

4.j. With respect to students with disabilities, the State:

4.j.i.

Has developed and will implement:

4.j.i.A.

Strategies to address the needs identified in the assessments; and

4.j.i.B.

Strategies to achieve the goals and priorities identified by the State, to improve and expand vocational rehabilitation services for students with disabilities on a statewide basis; and

4.j.ii.

Has developed and will implement strategies to provide pre-employment transition services, in accordance with sections 101(a)(15), 101(a)(25), and 113 of the Rehabilitation Act.

4.j.iii.

	Shall reserve not less than 15 percent of the allocated funds for the provision of pre-employment transition services; such funds shall not be used to pay for the administrative costs of providing pre-employment transition services.
5.	Program Administration for the Supported Employment Title VI Supplement to the State plan: (a) The designated State unit assures that it will include in the VR services portion of the Unified or Combined State Plan all information required by section 606 of the Rehabilitation Act. (b) The designated State agency assures that it will submit reports in such form and in accordance with such procedures as the Commissioner may require and collect the information required by section 101(a)(10) of the Rehabilitation Act separately for individuals receiving supported employment services under title I and receiving supported employment services under title VI of the Rehabilitation Act.
	5. a. The designated State unit assures that it will include in the VR services portion of the Unified or Combined State Plan all information required by section 606 of the Rehabilitation Act. 5.b. The designated State agency assures that it will submit reports in such form and in accordance with such procedures as the Commissioner may require, and collect the information required by section 101(a)(10) of the Rehabilitation Act separately for individuals receiving supported employment services under title I and individuals receiving supported employment services under title VI of the Rehabilitation Act.
6.	Financial Administration of the Supported Employment Program (Title VI): (a) The designated State agency assures that it will expend no more than 2.5 percent of the State's allotment under title VI for administrative costs of carrying out this program; and, the designated State agency or agencies will provide, directly or indirectly through public or private entities, non-Federal contributions in an amount that is not less than 10 percent of the costs of carrying out supported employment services provided to youth with the most significant disabilities with the funds reserved for such purpose under section 603(d) of the Rehabilitation Act, in accordance with section 606(b)(7)(H) and (I) of the Rehabilitation Act. (b) The designated State agency assures that it will use funds made available under title VI of the Rehabilitation Act only to provide supported employment services to individuals with the most significant disabilities, including extended services to youth with the most significant disabilities, who are eligible to receive such services; and, that such funds are used only to supplement and not supplant the funds provided under Title I of the Rehabilitation Act, when providing supported employment services specified in the individualized plan for employment, in accordance with section 606(b)(7)(A) and (D), of the Rehabilitation Act.
	6. a. The designated State agency assures that it will expend no more than 2.5 percent of the State's allotment under title VI for administrative costs of carrying out this program; and that the designated State agency or agencies will provide, directly or indirectly through public or private entities, non-Federal contributions in an amount that is not less than 10 percent of the costs of carrying out supported employment services provided to youth with the most significant disabilities with the funds reserved for such purpose under section 603(d) of the Rehabilitation Act, in accordance with section 606(b)(7)(H) and (I) of the Rehabilitation Act. 6.b. The designated State agency assures that it will use funds made available under title VI of the Rehabilitation Act only to provide supported employment services to individuals with the most

	significant disabilities, including extended services to youth with the most significant disabilities, who are eligible to receive such services; and that such funds are used only to supplement, and not supplant, the funds provided under title I of the Rehabilitation Act when providing supported employment services specified in the individualized plan for employment, in accordance with section 606(b)(7)(A) and (D) of the Rehabilitation Act.
7.	Provision of Supported Employment Services: (a) The designated State agency assures that it will provide supported employment services as defined in section 7(39) of the Rehabilitation Act. (b) The designated State agency assures that the comprehensive assessment of individuals with significant disabilities conducted under section 102(b)(1) of the Rehabilitation Act and funded under title I of the Rehabilitation Act includes consideration of supported employment as an appropriate employment outcome, in accordance with the requirements of section 606(b)(7)(B) of the Rehabilitation Act an individualized plan for employment that meets the requirements of section 102(b) of the Rehabilitation Act, which is developed and updated with title I funds, in accordance with sections 102(b)(3)(F) and 606(b)(7)(C) and (E) of the Rehabilitation Act.
	7. a. The designated State agency assures that it will provide supported employment services as defined in section 7(39) of the Rehabilitation Act. 7.b. The designated State agency assures that the comprehensive assessment of individuals with significant disabilities conducted under section 102(b)(1) of the Rehabilitation Act and funded under title I of the Rehabilitation Act includes consideration of supported employment as an appropriate employment outcome, in accordance with section 606(b)(7)(B) of the Rehabilitation Act, and that an individualized plan for employment meeting the requirements of section 102(b) of the Rehabilitation Act is developed and updated with title I funds, in accordance with sections 102(b)(3)(F) and 606(b)(7)(C) and (E) of the Rehabilitation Act.

CERTIFICATIONS

CERTIFICATIONS States must provide written and signed certifications that:	
1.	The (enter the name of designated State agency or designated State unit, as appropriate,) is authorized to submit the VR services portion of the Unified or Combined State Plan under title I of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended by title IV of WIOA, ⁸ and its State Plan supplement under title VI of the Rehabilitation Act;
	Alaska Division of Vocational Rehabilitation

⁸ Public Law 113-128.

2.	In the event the designated State agency is not primarily concerned with vocational and other rehabilitation of individuals with disabilities, the designated State agency must include a designated State unit for the VR program (Section 101(a)(2)(B)(ii) of the Rehabilitation Act). As a condition for the receipt of Federal funds under title I of the Rehabilitation Act for the provision of VR services, the (enter the name of designated State agency or the designated State unit when the designated State agency has a designated State unit) ⁹ agrees to operate and is responsible for the administration of the State VR Services Program in accordance with the VR services portion of the Unified or Combined State Plan ¹⁰ , the Rehabilitation Act, 34 CFR 361.13(b) and (c), and all applicable regulations ¹¹ , policies, and procedures established by the Secretary of Education. Funds made available to States under section 111(a) of the Rehabilitation Act are used solely for the provision of VR services and the administration of the VR services portion of the Unified or Combined State Plan;
	Alaska Department of Labor and Workforce Development
3.	As a condition for the receipt of Federal funds under title VI of the Rehabilitation Act for supported employment services, the designated State agency or the designated State unit when the designated State agency has a designated State unit, agrees to operate and is responsible for the administration of the State Supported Employment Services Program in accordance with the supplement to the VR services portion of the Unified or Combined State Plan ¹² , the Rehabilitation Act, and all applicable regulations ¹³ , policies, and procedures established by the Secretary of Education. Funds made available under title VI are used solely for the provision of supported employment services and the administration of the supplement to the VR services portion of the Unified or Combined State Plan;
4.	The designated State unit, or if not applicable, the designated State agency, has the authority under State law to perform the functions of the State regarding the VR services portion of the Unified or Combined State Plan and its supplement, and is responsible for the administration of the VR program in accordance with 34 CFR 361.13(b) and (c);
5.	The State legally may carry out each provision of the VR services portion of the Unified or Combined State Plan and its supplement.
6.	All provisions of the VR services portion of the Unified or Combined State Plan and its supplement are consistent with State law.
7.	The (enter title of State officer below) has the authority under State law to receive, hold, and disburse Federal funds made available under the VR services portion of the Unified or Combined State Plan and its supplement;
	Director of the Alaska Division of Vocational Rehabilitation

⁹ All references in this plan to "designated State agency" or to "the State agency" relate to the agency identified in this paragraph.

¹⁰ No funds under title I of the Rehabilitation Act may be awarded without an approved VR services portion of the Unified or Combined State Plan in accordance with section 101(a) of the Rehabilitation Act.

¹¹ Applicable regulations, in part, include the Education Department General Administrative Regulations (EDGAR) in 34 CFR parts 76, 77, 79, 81, and 82; 2 CFR part 200 as adopted by 2 CFR part 3474; and the State VR Services program regulations at 34 CFR part 361.

¹² No funds under title VI of the Rehabilitation Act may be awarded without an approved supported employment supplement to the VR services portion of the Unified or Combined State Plan in accordance with section 606(a) of the Rehabilitation Act.

¹³ Applicable regulations, in part, include the citations in footnote 4, as well as the Supported Employment program regulations at 34 CFR part 363.

8.	The (enter title of State officer below) has the authority to submit the VR services portion of the Unified or Combined State Plan and the supplement for Supported Employment services;		
	Director of the Alaska Division of Vocational Rehabilitation		
9.	The agency that submits the VR services portion of the Unified or Combined State Plan and its supplement has adopted or otherwise formally approved the plan and its supplement.		
	Signatory information	Enter Signatory information in this column.	
	Name of Signatory	Kathryn Duder	
	Title of Signatory	Director, Alaska Division of Vocational Rehabilitation	
	Date Signed	March 3, 2026	

DRAFT

VII. PROGRAM-SPECIFIC REQUIREMENTS FOR COMBINED STATE PLAN PARTNER PROGRAM

States choosing to submit a Combined State Plan must provide information concerning the six core programs—the Adult program, Dislocated Worker program, Youth program, Wagner-Peyser Act program, Adult Education and Family Literacy Act program, and the Vocational Rehabilitation program—and also submit relevant information for any of the eleven partner programs it elects to include in its Combined State Plan. When a State includes a Combined State Plan partner program in its Combined State Plan, it need not submit a separate plan or application for that particular program.¹⁴ If included, Combined State Plan partner programs are subject to the “common planning elements” in Sections II-IV of this document, where specified, as well as the program-specific requirements for that program.

Senior Community Service Employment Program (SCSEP)

(OMB Control No. 1205-0040)

(a) Economic Projections and Impact

(1) Discuss long-term projections for jobs in industries and occupations in the State that may provide employment opportunities for older workers. (20 CFR 641.302(d))(May alternatively be discussed in the economic analysis section of strategic plan.)

The Senior Community Service Employment Program (SCSEP), known statewide as Mature Alaskans Seeking Skills Training (MASST), operates within Alaska’s unique economic and geographic environment, which presents both opportunities and challenges for older workers.

Economic Context and Regional Factors

Regional variation, seasonal employment patterns, and reliance on key industries, including healthcare, construction, transportation, tourism, and resource development, characterize Alaska’s economy.

Many communities, particularly in rural and remote areas, face limited employment opportunities, infrastructure constraints, and higher costs of living. These conditions can disproportionately impact older individuals seeking employment and require targeted service delivery strategies to ensure access to training and employment opportunities.

Projected Industry Demand

Long-term employment projections developed by the Alaska Department of Labor and Workforce Development indicate continued demand across several key sectors. Growth and replacement needs are expected to sustain employment opportunities in:

- Healthcare and social assistance
- Construction and infrastructure development
- Transportation and logistics
- Leisure and hospitality, including tourism
- Resource industries, including oil, gas, and mining

In addition to growth, a significant share of projected job openings is driven by replacement needs, creating consistent opportunities for entry-level and re-entry workers, including older individuals.

¹⁴ States that elect to include employment and training activities carried out under the Community Services Block Grant (CSBG) Act (42 U.S.C. 9901 et seq.) under a Combined State Plan would submit all other required elements of a complete CSBG State Plan directly to the Federal agency that administers the program. Similarly, States that elect to include employment and training activities carried out by the Department of Housing and Urban Development would submit all other required elements of a complete State Plan for those programs directly to the Federal agency that administers them.

Occupational Opportunities For Older Workers

These industry trends translate into demand for occupations that align well with SCSEP participants' skills and experience, including:

- Office and administrative support
- Healthcare support occupations
- Food preparation and service
- Building and grounds maintenance
- Retail and customer service roles
- Transportation and material moving

These occupations provide accessible entry points, opportunities for part-time or flexible work, and pathways to unsubsidized employment.

Labor Market Demand and Employer Needs

Alaska's labor market continues to experience workforce shortages across multiple sectors, particularly in positions requiring reliability, customer interaction, and adaptability. Employers increasingly seek workers with strong interpersonal skills, dependability, and a willingness to learn—qualities commonly demonstrated by SCSEP participants.

SCSEP supports employer demand by preparing participants with transferable skills and connecting them to job opportunities aligned with regional workforce needs.

Demographic Trends

Demographic trends further reinforce demand for SCSEP services. Alaska's population aged 55 and older continues to grow, increasing the number of individuals seeking to remain in or re-enter the workforce due to financial necessity, evolving retirement patterns, and a desire to remain engaged in their communities.

Program Alignment with State Strategy

SCSEP aligns with Alaska's Workforce Future (AWF) and the strategies outlined in Section II(c) of this plan by preparing participants for employment in high-demand sectors through targeted training, community service assignments, and coordinated engagement with the workforce system.

SCSEP functions as a talent pipeline for older workers, aligning community service-based training with employer demand and facilitating transitions into unsubsidized employment.

SCSEP is integrated within the Alaska Job Center network and works in coordination with WIOA Title I programs, Wagner-Peyser Employment Services, and Vocational Rehabilitation to support participant access to comprehensive services, including referrals, co-enrollment opportunities, and employment placement. Through this alignment, SCSEP supports older workers in transitioning to unsubsidized employment, while increasing labor force participation and meeting Alaska's workforce needs.

[\(2\) Discuss how the long-term job projections discussed in the economic analysis section of the strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skill training to be provided. \(20 CFR 641.302\(d\)\)](#)

SCSEP aligns training and service strategies with the long-term job projections identified in the economic analysis section of this plan. These projections inform the types of unsubsidized jobs for which participants are prepared and guide the development of skill training that supports entry into in-demand occupations.

SCSEP is fully integrated into Alaska's broader workforce development system and aligns with activities carried out under WIOA core programs. Program services are delivered in coordination with the Alaska Job Center Network, ensuring that SCSEP participants have access to a comprehensive array of employment and training services that support transition to unsubsidized employment.

Core Services Available to Participants

SCSEP participants access a range of services designed to prepare them for employment, including:

- Career assessment and individualized employment planning
- Job search assistance and job readiness training
- Occupational skills training and short-term credentialing opportunities
- Supportive services to address barriers to employment
- Work-based learning through community service assignments

These services are structured to support participant progression from initial assessment through skill development and transition to unsubsidized employment.

Alignment With Unsubsidized Employment Opportunities

Consistent with long-term projections, SCSEP services are aligned with unsubsidized employment opportunities in high-demand industries identified in this plan, including healthcare, administrative support, retail, food service, facilities support, and transportation.

Participants are prepared for occupations such as:

- Office and administrative support roles
- Healthcare support positions
- Food preparation and service occupations
- Building and grounds maintenance
- Retail and customer service roles
- Transportation and material moving occupations

These roles provide accessible entry points for older workers and reflect both projected growth and replacement needs across Alaska's economy.

Training Strategy and Skill Development

Training strategies are informed by long-term labor market projections and designed to equip participants with the skills required to enter in-demand occupations. SCSEP emphasizes:

- Short-term, stackable credentials aligned with industry needs
- Digital literacy and basic technology skills required across sectors
- Workplace communication, customer service, and employability skills
- Sector-specific skills aligned with high-demand industries

Community service assignments function as structured work-based learning opportunities, allowing participants to develop and apply these skills in real-world settings while building experience directly relevant to unsubsidized employment.

System Coordination and Co-Enrollment

SCSEP coordinates with WIOA Title I Adult and Dislocated Worker programs, Wagner-Peyser Employment Services, and other partner programs to support co-enrollment and service alignment. Through the Alaska Job Center Network, participants are connected to additional training resources, labor exchange services, and supportive services.

This integrated service delivery model expands access to training and employment opportunities while promoting efficient use of workforce system resources and improving participant outcomes.

Host Agency Partnerships

SCSEP collaborates with community-based organizations, nonprofit agencies, and public sector partners that serve as host agencies for community service assignments. These partnerships provide participants with opportunities to:

- Gain relevant work experience
- Develop transferable and occupation-specific skills
- Build connections to potential employers

These experiences serve as a bridge between training and employment, supporting participants' transition from subsidized community service to unsubsidized employment.

Outcome

By aligning training strategies, service delivery, and work-based learning with long-term job projections and high-demand industries, SCSEP prepares participants for successful entry into unsubsidized employment.

This approach supports increased labor force participation among older workers while helping meet Alaska's current and projected workforce needs.

[\(3\) Discuss current and projected employment opportunities in the State \(such as by providing information available under §15 of the Wagner-Peyser Act \(29 U.S.C. 491-2\) by occupation\), and the types of skills possessed by eligible individuals. \(20 CFR641.325\(c\)\)](#)

The Senior Community Service Employment Program (SCSEP), known statewide as Mature Alaskans Seeking Skills Training (MASST), prepares eligible older Alaskans (age 55 and older) for unsubsidized employment through paid, part-time community service assignments and individualized training plans delivered in coordination with the Alaska Job Center Network.

Consistent with 20 CFR 641.325(c), program targeting and skill development are guided by labor market information (LMI) developed under Section 15 of the Wagner-Peyser Act (29 U.S.C. 491-2).

Current and Projected Employment Opportunities

Alaska's labor market reflects favorable conditions for employment placement, particularly for entry-level and re-entry workers. In March 2025, the state's job opening rate was 5.6 percent, with approximately 0.8 unemployed individuals per job opening.

The 2025 statewide employment forecast projects an increase of approximately 5,300 jobs (+1.6 percent), led by:

- Construction
- Healthcare
- Transportation
- Resource industries

Long-term projections estimate approximately 37,000 annual job openings through 2032, driven largely by replacement needs. These conditions create sustained employment opportunities for SCSEP participants across multiple regions of the state.

High-Demand Occupations

These employment opportunities are concentrated in occupations that align well with SCSEP participants' skill profiles, including:

- Office and administrative support
- Healthcare support
- Food service
- Building and grounds maintenance
- Retail
- Transportation and material moving

These occupations provide accessible entry points for older workers and support transitions to unsubsidized employment.

Participant Skills and Experience

SCSEP participants possess a range of transferable skills that support successful transitions to employment, including:

- Administrative and clerical functions, including reception, scheduling, recordkeeping, and data entry
- Customer service and communication skills
- Reliability, punctuality, and teamwork

These skills are developed through prior work experience, volunteer activities, and community engagement and are highly valued by employers across multiple industries.

Skills Developed Through SCSEP

Through participation in SCSEP, individuals further develop skills aligned with current labor market demand, including:

- Digital literacy, including use of office software, online job search tools, and virtual communication platforms
- Sector-specific skills aligned with healthcare, retail, food service, facilities support, and transportation industries
- Workplace readiness competencies necessary for successful transition to unsubsidized employment

Community service assignments are structured work-based learning opportunities that enable participants to apply and strengthen these skills in real-world settings.

Healthcare Sector Focus

Healthcare remains a critical employment sector and a key pathway for SCSEP participants. Statewide demand includes approximately 9,400 healthcare workers annually, including support and administrative roles aligned with SCSEP training pathways.

SCSEP coordinates with WIOA core and partner programs to support access to short-term, stackable credentials that facilitate entry into healthcare and other high-demand occupations.

Use of Labor Market Information

SCSEP leverages Alaska's labor market information systems, maintained by the Department of Labor and Workforce Development's Research and Analysis Section, to inform training strategies, job matching, and individualized service plans.

Coordination with WIOA core and partner programs, including Wagner-Peyser Employment Services, and the use of AlaskaJobs ensures alignment between participant skills and high-demand occupations. This approach supports efficient transitions to unsubsidized employment and strengthens alignment with statewide workforce strategies.

LMI-driven service planning ensures that participant training and placement activities remain responsive to changing economic conditions and employer demand across Alaska.

(b) Service Delivery and Coordination

(1) A description of actions to coordinate SCSEP with other programs. This may alternatively be discussed in the State strategies section of the strategic plan, but regardless of placement in the document, it must include:

(A) Planned actions to coordinate activities of SCSEP grantees with WIOA Title I programs, including plans for using the WIOA one-stop delivery system and its partners to serve individuals aged 55 and older. (20 CFR 641.302(g), 641.325(e))

SCSEP is fully integrated within the Alaska Job Center Network and aligned with WIOA Titles I–IV through co-location, co-enrollment, and coordinated service delivery, consistent with the State’s integrated service delivery approach described in Section II(c) of this plan.

Consistent with 20 CFR 641.302(g) and 641.325(e), Alaska implements and continues to strengthen coordinated service strategies to ensure individuals aged 55 and older have access to the full range of workforce system services.

Integration Within the One-Stop Delivery System

SCSEP staff maintain an on-site presence in Alaska Job Centers to support coordinated service delivery and access to partner programs. This includes:

- Referrals across partner programs
- Shared case management and documentation
- Joint service planning with WIOA Title I Adult and Dislocated Worker programs, Wagner-Peyser Employment Services, the Division of Vocational Rehabilitation, and other required partners

AlaskaJobs supports integrated case management through shared documentation and case notes, reducing duplication and improving coordination across programs.

Services Available to SCSEP Participants Through the One-Stop System

Through the Alaska Job Center Network, SCSEP participants have access to a comprehensive range of services, including:

- Job search tools and labor market information
- Workshops, orientations, and hiring events
- Training opportunities aligned with regional demand
- Career pathway information and supportive services

These services support participant progression from initial engagement through training and placement into unsubsidized employment.

Referral and Co-Enrollment Strategies

SCSEP utilizes bidirectional referral processes to ensure individuals are connected to appropriate services across the workforce system:

- Individuals not eligible for SCSEP are referred to WIOA Title I and other partner programs
- SCSEP participants are referred to additional services, including vocational rehabilitation, occupational skills training, and supportive services

Co-enrollment strategies are used to expand access to resources, reduce service gaps, and support participants in achieving employment outcomes.

Planned Actions to Strengthen Coordination

Alaska will continue to implement the following actions to strengthen coordination between SCSEP, WIOA Title I programs, and One-Stop partners:

- Expand co-enrollment strategies across WIOA core programs
- Strengthen referral tracking, documentation, and follow-up processes
- Enhance cross-training among partner staff to support integrated service delivery
- Align service delivery approaches and performance strategies across programs
- Increase coordination with business services teams to support employer engagement and job placement

These efforts reinforce a seamless, customer-centered service delivery model that improves access, reduces duplication, and accelerates transitions to unsubsidized employment.

Ongoing Coordination And Oversight

Ongoing coordination is supported through structured communication and shared accountability across partners, including:

- Joint staff training and professional development
- Regular partner meetings and coordination activities
- Data-sharing practices that support integrated case management
- Alignment of performance strategies and continuous improvement efforts

Oversight and technical assistance are provided by the Department of Labor and Workforce Development to ensure consistent implementation of coordination strategies statewide.

Outcome

Through these coordinated actions, SCSEP functions as an active partner within the One-Stop delivery system. This approach ensures individuals aged 55 and older have access to integrated services that support successful transitions to unsubsidized employment and align with Alaska's broader workforce development strategies.

(B) Planned actions to coordinate activities of SCSEP grantees with the activities being carried out in the State under the other titles of the Older Americans Act (OAA). (20 CFR 641.302(h))

Alaska coordinates SCSEP with activities carried out under the Older Americans Act (OAA) through alignment with the Alaska Commission on Aging, the Department of Health, as the State Unit on Aging, and the Alaska State Plan for Senior Services (FFY 2024–FFY 2027).

Consistent with 20 CFR 641.302(h), Alaska implements coordinated strategies to align SCSEP services with OAA programs to support individuals with the greatest economic and social need.

Alignment with OAA Programs

SCSEP prioritizes individuals with the greatest economic and social need and integrates employment services with the broader senior services network. Coordination includes alignment with:

- OAA Title III supportive services, nutrition, and caregiver programs
- OAA Title VI programs serving Alaska Native communities
- OAA Title VII elder rights programs

This alignment ensures that participants receive both employment and supportive services necessary to achieve and maintain unsubsidized employment.

Service Coordination and Delivery

Coordination is operationalized through integrated and community-based service delivery strategies, including:

- Co-location and community-based service delivery
- Warm handoffs and streamlined referral pathways
- Shared case management practices

Partnerships with senior centers, Aging and Disability Resource Centers, and community-based organizations ensure access to wraparound supports, including:

- Transportation
- Nutrition services
- Housing assistance
- Health services
- Legal assistance

These coordinated services address barriers to employment and support participant stability and long-term success.

Planned Actions to Strengthen Coordination

Alaska will continue to implement the following actions to strengthen coordination between SCSEP and OAA programs:

- Strengthen referral pathways between SCSEP and OAA service providers
- Expand collaboration with Title VI programs serving tribal communities
- Increase cross-training between SCSEP staff and OAA program staff
- Align service planning with the Alaska State Plan for Senior Services
- Enhance coordination with Aging and Disability Resource Centers to improve access to supportive services

These efforts reinforce a seamless, customer-centered service delivery model that improves access to services, reduces duplication across programs, and strengthens participant outcomes.

Ongoing Coordination and Alignment

Ongoing coordination is supported through structured collaboration across programs, including:

- Joint planning and policy alignment
- Cross-program training and technical assistance
- Regular meetings to coordinate service delivery and clarify roles

These activities ensure consistent implementation of coordinated strategies and support continuous improvement across SCSEP and OAA programs.

Outcome

Through these coordinated and continuously improving efforts, Alaska ensures that SCSEP participants benefit from integrated employment and supportive services aligned with the Older Americans Act.

This approach supports successful transitions to unsubsidized employment, improves participant well-being, and ensures services remain responsive to participant needs and community conditions across Alaska.

(C) Planned actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities. (20 CFR 641.302(i))

SCSEP coordinates with a broad network of public and private entities to support older Alaskans, including community- and faith-based organizations, transportation providers, housing programs, and organizations serving individuals with disabilities and others facing barriers to employment.

Consistent with 20 CFR 641.302(i), Alaska implements coordinated strategies to align SCSEP services with community-based and partner programs, ensuring comprehensive, integrated service delivery for older individuals.

Outreach and Recruitment Strategies

Outreach and recruitment are conducted through coordinated partnerships and community engagement strategies, including:

- Engagement through community-based organizations and nonprofit networks
- Distribution of outreach materials at community locations
- Partner referrals and coordinated outreach activities

These strategies ensure that eligible individuals, including those in underserved and rural communities, are aware of and able to access SCSEP services.

Service Coordination and Partnerships

Coordination is supported through cross-referral processes and partnerships with public and private entities, including:

- Housing navigators and housing assistance programs
- Alaska Temporary Assistance for Needy Families (TANF)
- Alaska Native organizations
- Reentry programs
- Regional training providers

These partnerships expand access to supportive services and workforce resources and support coordinated service delivery across programs.

Host Agency and Work-Based Learning Integration

Host agency placements across nonprofit organizations, public agencies, and community-based settings provide structured work-based training opportunities that build job skills and support transitions to unsubsidized employment.

These placements are aligned with participants' employment goals and regional labor market demand, ensuring that training activities remain relevant, job-driven, and responsive to employer needs.

Planned Actions to Strengthen Coordination

Alaska will continue to implement the following actions to strengthen coordination with public and private partners:

- Expand partnerships with community- and faith-based organizations in underserved and rural areas
- Strengthen coordination with transportation and housing providers to address access barriers
- Increase collaboration with disability service providers and programs serving individuals with special needs
- Enhance referral tracking, documentation, and follow-up across partner programs

- Support the development of additional host agencies in community-based settings

These efforts reinforce a seamless, customer-centered service delivery model that improves access to services, reduces duplication across programs, and accelerates transitions to unsubsidized employment.

Integrated, Person-Centered Service Delivery

Through warm handoffs, shared case management, and coordinated service planning, SCSEP aligns supportive services with participant employment objectives. Services may include:

- Transportation
- Housing stability supports
- Nutrition services
- Benefits navigation
- Disability-related services

These coordinated approaches support person-centered and culturally responsive service delivery and improve employment outcomes for participants.

Outcome

Through these coordinated and expanding partnerships, SCSEP ensures that older Alaskans have access to comprehensive, integrated services that address barriers to employment and support successful transitions to unsubsidized employment.

This approach strengthens alignment across programs, improves the effectiveness of service delivery, and ensures services remain responsive to participants' needs and community conditions throughout Alaska.

[\(D\) Planned actions to coordinate SCSEP with other labor market and job training initiatives. \(20 CFR 641.302\(j\)\)](#)

Alaska coordinates SCSEP with labor market and job training initiatives by aligning service delivery with statewide sector strategies, employer engagement efforts, and broader workforce system initiatives, consistent with 20 CFR 641.302(j).

Workforce System and Employer Engagement

SCSEP staff collaborate with Alaska Job Centers, the Business Employment Services Team (BEST), and employer partners to connect participants to:

- Job fairs and hiring events
- Employer-driven recruitment activities
- Industry-specific training opportunities

These coordinated efforts strengthen connections between SCSEP participants and employers and support placement into in-demand occupations.

Training Provider Partnerships

SCSEP partners with Alaska Adult Education, Nine Star Enterprises, Southeast Regional Resource Center, the University of Alaska system, and other training providers to support foundational and occupational skill development, including:

- Reading, writing, and math skills
- Communication and workplace readiness
- Digital literacy and technology skills

AlaskaJobs supports job search, résumé development, interview preparation, and job matching, ensuring alignment between participants' skills and available job opportunities.

Co-Enrollment and Resource Alignment

To expand access to training and employment opportunities, SCSEP leverages co-enrollment and braided funding strategies with:

- WIOA programs
- Older Americans Act programs
- Reentry Employment Opportunities
- State Training and Employment Program (STEP)

These strategies reduce duplication, maximize available resources, and expand access to training, supportive services, and career pathways.

Sector-Based Training Alignment

Training priorities are aligned with high-demand industries identified in the State Plan, including:

- Healthcare
- Transportation and logistics
- Hospitality and tourism
- Administrative services

SCSEP also coordinates with registered apprenticeship and pre-apprenticeship programs to support career pathways in construction, healthcare, and information technology.

Host agency placements reflect regional labor market demand in both rural and urban areas, strengthening alignment between training activities and employment opportunities.

Planned Actions to Strengthen Coordination

Alaska will continue to implement the following actions to strengthen coordination with the labor market and job training initiatives:

- Expand partnerships with training providers aligned with high-demand industries
- Increase participant access to sector-based and work-based learning opportunities
- Strengthen coordination with registered apprenticeship and pre-apprenticeship programs
- Enhance co-enrollment strategies and braided funding approaches
- Improve alignment between training investments and labor market demand

These efforts reinforce a seamless, customer-centered service delivery model that improves access to training, reduces duplication across programs, and accelerates transitions to unsubsidized employment.

Outcome

Through these coordinated and expanding efforts, SCSEP strengthens alignment with Alaska's workforce system and labor market initiatives.

This approach ensures participants receive training and support that lead to unsubsidized employment in high-demand occupations while improving system efficiency and responsiveness to employer demand across Alaska.

[\(E\) Actions to ensure that SCSEP is an active partner in the one-stop delivery system and the steps the State will take to encourage and improve coordination with the one-stop delivery system. \(20 CFR 641.335\)](#)

Alaska ensures that SCSEP remains an active partner in the One-Stop delivery system through full integration within the Alaska Job Center Network and alignment with WIOA core and required partners, consistent with 20 CFR 641.335.

Program Integration and Presence

SCSEP is administered by the Division of Vocational Rehabilitation and co-located with the Division of Employment and Training Services. SCSEP staff maintain a consistent presence in Alaska Job Centers to conduct:

- Outreach and recruitment
- Intake and eligibility determination
- Participant orientation
- Case management
- Coordination with partner programs

SCSEP is included in the Alaska Workforce Investment Board Memoranda of Understanding and Infrastructure Funding Agreements, ensuring formal integration into the One-Stop delivery system.

AlaskaJobs serves as the primary system for service delivery, case management, data tracking, and participant engagement across partner programs.

Coordination and Service Alignment

Coordination across the One-Stop delivery system is strengthened through integrated service delivery practices, including:

- Standardized referral pathways
- Shared case management practices
- Cross-training among partner staff
- Joint service delivery activities

These practices support co-enrollment, reduce duplication of services, and ensure consistent, coordinated service delivery statewide.

Continuous Improvement and System Alignment

To further strengthen SCSEP's role within the One-Stop delivery system, Alaska will continue to implement the following actions:

- Expand co-enrollment strategies with WIOA core programs
- Enhance cross-program staff training and knowledge sharing
- Strengthen referral tracking, documentation, and follow-up processes
- Increase coordination with business services teams to support employer engagement
- Leverage AlaskaJobs to improve data sharing, performance tracking, and alignment across programs

These efforts reinforce a seamless, customer-centered service delivery model that improves access to services, reduces duplication, and accelerates transitions to unsubsidized employment while strengthening alignment across the workforce system.

Outcome

Through this integrated and continuously improving approach, Alaska ensures that SCSEP functions as an active and aligned partner within the One-Stop delivery system.

This approach improves access to services, strengthens coordination across programs, and enhances participant outcomes while ensuring services remain responsive to employer demand and workforce system priorities across Alaska.

Alaska strengthens SCSEP engagement in rural and remote communities through coordination with local economic development offices and regional partners to align workforce services with community and economic priorities.

Regional Partnerships and Community Alignment

SCSEP collaborates with Alaska Native regional and village organizations, tribal health consortia, nonprofit organizations, and community partners that serve as host sites and referral sources across remote regions. These partnerships ensure that services are culturally responsive and aligned with local workforce needs and community priorities.

Alignment with Regional Economic Priorities

Coordination efforts focus on aligning training and community service assignments with regional economic development priorities, including:

- Tourism
- Fisheries
- Transportation and logistics
- Natural resource management
- Rural healthcare
- Office administration

These efforts support both participant employment outcomes and local economic development strategies.

Engagement with Economic Development Entities

SCSEP collaborates with local economic development offices, workforce and economic development entities, chambers of commerce, and community organizations to:

- Identify employment opportunities in high-demand sectors
- Recruit host agencies and employer partners
- Align training opportunities with regional economic initiatives

These coordinated efforts strengthen connections between SCSEP participants and locally relevant employment opportunities.

Addressing Rural Access Barriers

To address geographic and infrastructure barriers, SCSEP incorporates flexible and community-based service delivery approaches, including:

- Remote and technology-supported participation where feasible
- Community-based host site development
- Locally coordinated outreach and service delivery

These strategies expand access to training and work-based learning opportunities and ensure services remain accessible in rural and remote areas.

Planned Actions to Strengthen Coordination

Alaska will continue to implement the following actions to strengthen coordination with rural economic development efforts:

- Expand engagement with local and regional economic development offices
- Strengthen alignment between SCSEP training activities and regional economic plans
- Increase the development of host sites in rural and tribal communities
- Enhance outreach and recruitment in underserved rural areas
- Support partnerships that connect participants to locally relevant employment opportunities

These efforts reinforce a seamless, customer-centered service delivery model that improves access to services, reduces geographic barriers, and accelerates transitions to unsubsidized employment in rural communities.

Outcome

Through these coordinated and expanding efforts, SCSEP enhances economic opportunity for older Alaskans, supports community development, and strengthens pathways to unsubsidized employment in rural and remote communities.

This approach ensures services remain responsive to regional economic conditions, supports local workforce needs, and strengthens alignment between workforce development and economic development strategies across Alaska.

(2) The State's long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e)) (May alternatively be discussed in the State strategies section of the strategic plan.)

Alaska's long-term strategy for engaging employers to support the placement of SCSEP participants in unsubsidized employment is integrated within the State's broader workforce development system and aligned with the State Strategies section of this Combined State Plan.

This strategy emphasizes sustained employer partnerships, alignment with labor market demand, and the development of employment pipelines that connect SCSEP participants to in-demand occupations.

Employer Partnerships and Demand Alignment

SCSEP collaborates with employers, industry consortia, chambers of commerce, and workforce partners to identify current and projected hiring needs and align training with industry demand.

Participants are prepared for employment through targeted skill development, including:

- Digital literacy
- Workplace communication
- Résumé development and interview preparation
- Industry-recognized credentials aligned with high-demand occupations

These efforts ensure that participants are equipped with the skills necessary to meet employer expectations and successfully transition to unsubsidized employment.

Public Sector and Strategic Initiatives

The State has expanded partnerships with public-sector employers and military installations and supports initiatives such as Provisional Hire to address workforce shortages and create entry points for SCSEP participants.

SCSEP, the Division of Vocational Rehabilitation, and Alaska Job Center staff promote the value of hiring older workers by emphasizing:

- Reliability and work ethic
- Transferable skills and experience
- Strong retention outcomes

These efforts strengthen employer awareness and expand opportunities for SCSEP participants across public- and private-sector employment pathways.

Employer Engagement and Service Integration

Employer engagement is supported through coordinated, system-wide activities integrated within the Alaska Job Center Network, including:

- Job fairs and hiring events
- Business engagement and business connection services
- Targeted outreach to employers in high-demand sectors
- Coordination with the Business Employment Services Team (BEST)

These activities ensure that employers are connected to a pipeline of qualified SCSEP participants and that services remain aligned with employer demand.

Co-enrollment and braided funding strategies support participant success by addressing employment barriers, including transportation, tools, and work-related expenses.

Development of Employment Pathways

SCSEP strengthens pathways to unsubsidized employment by:

- Aligning community service assignments with employer needs and career pathways
- Facilitating direct connections between participants and employers
- Supporting transitions from host agency placements to unsubsidized employment where appropriate
- Coordinating with training providers to support skill advancement in high-demand industries

These strategies position SCSEP as a talent pipeline that connects trained participants to employers with workforce needs.

Planned Actions to Strengthen Employer Engagement

Alaska will continue to implement the following actions to strengthen employer engagement and improve employment outcomes:

- Increase outreach to employers in high-growth and high-demand industries
- Strengthen partnerships with business services teams and sector partnerships
- Expand work-based learning and on-the-job training opportunities
- Enhance alignment between SCSEP training activities and employer needs
- Improve tracking of employer engagement and placement outcomes

These efforts reinforce a seamless, customer-centered service delivery model that improves employer engagement, strengthens job matching, and accelerates transitions to unsubsidized employment.

Outcome

Through these coordinated and forward-looking strategies, Alaska strengthens employer partnerships, improves job matching, and expands opportunities for SCSEP participants to achieve unsubsidized employment.

This approach ensures employer engagement efforts remain responsive to labor market demand, supports sector-based workforce strategies, and strengthens alignment between workforce development and employer needs across Alaska.

(3) The State's long-term strategy for serving minority older individuals under SCSEP. (20 CFR 641.302 (c))

Alaska's long-term strategy for serving minority older individuals under SCSEP is grounded in equitable access, culturally responsive service delivery, and targeted outreach to populations facing disproportionate barriers to employment.

Minority older individuals in Alaska include Alaska Native and American Indian populations, individuals with limited English proficiency, and other underserved communities in both rural and urban areas.

Outreach and Culturally Responsive Service Delivery

SCSEP conducts inclusive, targeted outreach and develops host-agency placements within minority-serving organizations, including Alaska Native organizations, tribal health providers, community health clinics, senior centers, and nonprofit organizations.

These placements ensure that training environments reflect participants' cultural, linguistic, and community contexts and support engagement in familiar and trusted settings.

Priority Populations and Equitable Access

SCSEP prioritizes individuals with the greatest economic and social need, consistent with program requirements, and ensures equitable access to services across all service areas.

When individuals are not eligible for SCSEP due to income or other criteria, staff provide referrals to partner programs to ensure continued access to workforce and supportive services.

Partnerships and Service Coordination

The State strengthens coordination with Alaska Native corporations, tribal entities, community-based organizations, and workforce system partners, including WIOA Titles I–IV programs, Older Americans Act (OAA) Title VI programs, the Division of Vocational Rehabilitation, Public Assistance, Public Housing, and Corrections.

Through coordinated referrals, co-enrollment, and shared case management supported by AlaskaJobs, participants access industry-aligned training, foundational skills development, and supportive services.

Training and Support Strategies

Training strategies focus on developing:

- Digital literacy
- Workplace communication
- English language skills, as appropriate

SCSEP also provides access to supportive services that address barriers to employment and support successful transitions to unsubsidized employment.

Data-Driven Equity and Continuous Improvement

The State employs data-driven strategies to monitor equity and program effectiveness. Participation, employment, retention, and wage outcomes are analyzed to identify disparities among minority populations.

These data are used to:

- Inform continuous improvement efforts
- Refine outreach and service delivery strategies
- Establish measurable goals to improve equity in access and outcomes

This approach ensures that service delivery remains responsive to participant needs and labor market conditions and supports continuous improvement in equitable outcomes.

Demographic Context

Alaska's senior population continues to grow and diversify. As of July 2024, approximately 201,428 Alaskans are age 55 and older, representing 27.3 percent of the state's population.

Additional detail on age distribution is provided in Appendix I – Alaska Senior Population Demographics (Age 55+), which supports planning for service delivery, workforce participation strategies, and targeted outreach to older workers.

Planned Actions to Strengthen Equity

Alaska will continue to implement the following actions to strengthen equitable service delivery:

- Expand outreach to underserved minority populations in rural and urban areas
- Strengthen partnerships with tribal and minority-serving organizations
- Enhance culturally responsive service delivery practices
- Improve access to language assistance and supportive services
- Continue refining data-driven strategies to address disparities in outcomes

These efforts reinforce a seamless, customer-centered service delivery model that improves access, reduces disparities, and strengthens employment outcomes for minority older individuals.

Outcome

Through these coordinated and forward-looking strategies, SCSEP ensures that older minority individuals have equitable access to training, supportive services, and employment opportunities.

This approach strengthens economic inclusion, improves employment outcomes, and positions SCSEP as a responsive, equity-driven workforce program aligned with the needs of diverse communities across Alaska.

(4) A list of community services that are needed and the places where these services are most needed. Specifically, the plan must address the needs and locations of the 75 individuals most in need of community services, as well as the groups working to meet those needs. (20 CFR 641.330)

Alaska directs SCSEP community service assignments to nonprofit organizations and public agencies that provide essential services while supporting participant skill development and pathways to unsubsidized employment. Host sites include senior centers, schools, healthcare facilities, libraries, and other community-based organizations where participants engage in supervised, work-based training that builds transferable skills such as customer service, clerical support, and digital literacy.

Geographic Areas of Need

Community service needs are most pronounced in rural and remote areas of Alaska, as well as in population centers including Anchorage, the Matanuska–Susitna Borough, Fairbanks, the Kenai Peninsula, and Juneau. Rural and remote regions, including Southwest Alaska, the Yukon-Kuskokwim Delta, the Northwest Arctic, Bristol Bay, and rural Southeast Alaska, experience particularly high demand due to geographic isolation, limited infrastructure, and reduced access to essential services.

SCSEP prioritizes service delivery in these areas to ensure equitable access to both community services and workforce opportunities.

Individuals Most in Need of Services

Consistent with 20 CFR 641.330, SCSEP prioritizes individuals with the greatest economic and social need and those with the greatest barriers to employment. The 75 individuals most in need of community services are

identified through program intake, assessment, and prioritization processes and are primarily located in high-need rural and urban service areas.

These individuals include those who:

- Have low incomes
- Have limited employment histories
- Are members of minority populations
- Are veterans or eligible spouses
- Have limited English proficiency or low literacy
- Are formerly incarcerated or under supervision
- Reside in rural or remote communities with limited access to services

These populations are concentrated in both urban centers with high service demand and rural regions with limited service availability.

High-Demand Community Services

The 75 individuals most in need are connected to host agencies that provide services addressing critical community needs, including:

- Digital access and digital literacy support
- Employment and job search assistance
- Information and referral services
- Transportation assistance
- Congregate meals and nutrition services
- Housing navigation and housing stability support
- Healthcare and long-term care navigation
- Utility and food assistance
- Mental health support services
- Financial literacy services
- Vision and related health services

These services reflect the most pressing needs identified across Alaska's communities and align with both community priorities and participants' employment pathways.

Organizations Providing Services

SCSEP partners with a broad network of organizations to meet these needs, including:

- Tribal entities and Alaska Native organizations
- Nonprofit and community-based organizations
- Senior centers and Aging and Disability Resource Centers
- Healthcare providers and community health clinics
- Schools and libraries
- Transportation providers and housing authorities
- Faith-based organizations and food banks
- Vocational training providers and the University of Alaska system

These organizations serve as host agencies and are strategically located in areas where the 75 most in-need individuals reside, ensuring that services are accessible and aligned with community demand.

Participant Skill Development

SCSEP participants gain hands-on experience delivering these services while developing skills aligned with in-demand occupations.

Training emphasizes:

- Customer service
- Clerical and administrative functions
- Basic office technology
- Workplace readiness competencies

These skills support successful transitions to unsubsidized employment and align with regional labor market needs.

Data-Driven Targeting and Continuous Improvement

Alaska utilizes data from AlaskaJobs, labor market information, and partner program insights to identify high-need communities and ensure that the 75 individuals most in need are effectively targeted and served.

This data-driven approach supports:

- Continuous refinement of service locations and host site development
- Alignment of community service assignments with identified needs
- Monitoring of participant outcomes to improve program effectiveness

These efforts ensure that service delivery remains responsive to changing community conditions and workforce demands.

Outcome

Through this coordinated and data-informed approach, Alaska ensures that the 75 individuals most in need of community services are connected to appropriate services where they need them most.

This approach strengthens community service delivery, supports vulnerable populations, and prepares participants for successful transition into unsubsidized employment while aligning SCSEP activities with broader workforce and community development priorities.

(5) The State's long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to achieve the goals of the program better. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k))

Alaska's long-term strategy to improve SCSEP services focuses on continuous improvement, equitable access, and program adaptability to the State's unique geographic and demographic conditions.

The State is implementing targeted enhancements to program design, service delivery, and program operations to expand access, modernize training, and strengthen alignment with labor market demand.

Program Design and Service Delivery Enhancements

Key program design improvements include:

- Integrating digital literacy and remote work competencies
- Expanding sector-based training pathways in high-demand industries such as healthcare, tourism, transportation, logistics, and administrative services
- Increasing the use of flexible and remote service delivery models

These strategies improve access for participants in rural and underserved communities and ensure that training aligns with evolving workplace expectations.

Data-Driven Strategy and Regional Responsiveness

SCSEP employs regionally tailored strategies that respond to local labor market conditions and community needs. The program leverages AlaskaJobs and SCSEP performance data to identify service gaps across regions and priority populations, including by race and ethnicity, disability status, and other characteristics.

These data-driven approaches support:

- Continuous improvement
- Targeted resource allocation
- Improved participation and employment outcomes

This approach ensures that program design remains responsive, scalable, and aligned with both community needs and workforce demand.

Employer Engagement and Sector Alignment

To strengthen employer engagement and training relevance, Alaska has expanded partnerships with host agencies and employers through sector-based training pipelines and structured employer input.

These partnerships:

- Inform training design
- Validate required competencies
- Support direct connections to unsubsidized employment opportunities

This approach strengthens SCSEP's role as a workforce pipeline aligned with employer needs.

Alignment With WIOA and System Integration

The State continues to align SCSEP with Alaska's WIOA Combined Plan by advancing sector partnerships, developing career pathways, sharing cross-program data, and implementing job-driven investment strategies. Co-enrollment and braided funding with workforce and education partners are expanded to:

- Maximize resources
- Reduce duplication
- Improve service integration across the Alaska Job Center Network

These strategies reinforce a fully integrated, system-wide approach to service delivery.

Supportive Services and Benefits Coordination

Long-term improvements include enhancements to supportive services and benefits counseling. Participants receive guidance on work incentives and, as appropriate, are connected to programs such as Social Security work incentives, Medicaid, While Working, Ticket to Work, and related services.

Coordination with the Division of Vocational Rehabilitation and Aging and Disability Resource Centers ensures comprehensive, person-centered support that addresses barriers to employment and supports retention.

Grantee and Program Operator Strategy

To improve program effectiveness, Alaska will continue to refine the roles and utilization of SCSEP grantees and program operators by:

- Strengthening performance expectations and accountability measures
- Enhancing coordination between grantees and One-Stop partners
- Expanding operator capacity to serve rural and underserved communities
- Increasing use of community-based and remote service delivery models
- Supporting ongoing staff development and cross-training

These strategies ensure that program operators are aligned with statewide priorities and positioned to deliver high-quality services across all regions.

Operational and Performance Improvements

Alaska is optimizing the use of SCSEP staff, grantees, and One-Stop partners through clearly defined roles, strengthened co-location within the Alaska Job Center Network, expanded use of remote and community-based host sites, and ongoing staff training.

Performance management strategies emphasize key indicators, including:

- Enrollment
- Employment outcomes
- Retention
- Earnings
- Equity measures

These efforts support accountability, continuous improvement, and sustained program effectiveness.

Recommendations and Continuous Improvement

Alaska will continue to assess program effectiveness and may provide recommendations to the U.S. Department of Labor to support program flexibility in rural and remote areas, including considerations related to:

- Flexible service delivery models
- Host site development in remote communities
- Participant support strategies tailored to geographic challenges

These recommendations support the program's ongoing evolution and its alignment with Alaska's unique service delivery environment.

Outcome

Through these long-term strategies, Alaska will continue to improve SCSEP service delivery, expand access for underserved populations, and strengthen pathways to unsubsidized employment.

This approach ensures that SCSEP remains responsive, innovative, and aligned with statewide workforce priorities, employer needs, and the evolving economic landscape across Alaska.

[\(6\) The State's strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513\(a\)\(2\)\(E\)\(ii\). \(20 CFR 641.302\(f\)\)](#)

Alaska's strategy for continuous improvement in SCSEP performance is designed to increase participants' entry into unsubsidized employment and to meet or exceed the performance levels established under Section 513(a)(2)(E)(ii) of the Older Americans Act.

The State utilizes a data-driven, integrated approach that aligns service delivery, training, and employer engagement to improve outcomes across all required performance indicators.

Performance Accountability and Monitoring

SCSEP is governed by core performance measures, including:

- Unsubsidized employment in the second and fourth quarters after exit
- Median earnings
- Effectiveness in serving employers and host agencies

Alaska uses AlaskaJobs and the SCSEP Grantee Performance Management System (GPMS) to conduct ongoing performance monitoring. This includes:

- Regular data reviews
- Trend analysis and root cause analysis
- Implementation of corrective actions to address performance gaps

These practices ensure the timely identification of performance issues and support continuous improvement across the program.

Participant Assessment and Individualized Planning

Continuous improvement efforts begin at intake, where standardized assessments are used to evaluate participant skills, interests, aptitudes, and barriers to employment.

Individualized Employment Plans (IEPs) are developed to align participant goals with local labor market demand. Co-enrollment with WIOA programs expands access to training, supportive services, and job placement resources, strengthening pathways to unsubsidized employment.

Training and Skill Development Strategies

To enhance job readiness and accelerate employment outcomes, SCSEP expands competency-based training in:

- Digital literacy
- Workplace communication
- Sector-specific skills aligned with high-demand industries

Priority sectors include healthcare, hospitality and tourism, transportation and logistics, and administrative services.

Training strategies are supported by wraparound services, including transportation assistance, tools, and work-related supplies, as well as flexible and distance service delivery options where appropriate.

Employer Engagement and Work-Based Learning

Employer engagement strategies include:

- Partnerships with employers and industry groups
- Work-based learning opportunities and on-the-job training
- Sector-based employment pipelines

Host agencies are evaluated on their effectiveness in supporting participants' transitions to unsubsidized employment. Host site development is prioritized for placements with strong potential to lead to unsubsidized employment outcomes.

Quality Assurance and Continuous Improvement Cycle

Alaska applies a structured continuous improvement framework that includes:

- Ongoing performance monitoring and data analysis
- Identification of performance gaps and disparities across regions and populations
- Implementation of targeted corrective actions and service adjustments
- Evaluation of outcomes and refinement of strategies

Quality assurance is strengthened through cross-training of SCSEP, Division of Vocational Rehabilitation (DVR), and Alaska Job Center staff; shared case management; and coordinated service delivery.

The State monitors key performance indicators, including employment entry, retention, earnings, and equity outcomes, to ensure alignment with federal performance requirements and continuous improvement across the program.

Data-Driven Performance Optimization

Alaska enhances performance outcomes by strategically using data systems and predictive analytics to identify trends, inform adjustments to service delivery, and improve participant outcomes.

This approach supports:

- Early identification of participants at risk of not achieving employment outcomes
- Targeted interventions and service adjustments
- Alignment of training and placement strategies with labor market demand

These efforts strengthen the State's ability to proactively manage performance and improve results across all indicators.

Planned Actions to Improve Performance

Alaska will continue to implement the following actions to strengthen performance outcomes:

- Enhance data-driven decision-making and performance tracking
- Expand co-enrollment and integrated service delivery strategies
- Strengthen employer engagement and placement pipelines
- Increase access to training aligned with high-demand occupations
- Improve service delivery in rural and underserved communities
- Continue refining strategies to address disparities in outcomes

These actions reinforce a seamless, customer-centered service delivery model that improves employment outcomes and ensures alignment with federal performance expectations.

Outcome

Through this structured, data-driven, continuous-improvement framework, Alaska strengthens SCSEP performance, enhances service quality, and ensures participants achieve sustained, measurable gains in unsubsidized employment.

This approach supports achievement of, and continuous improvement beyond, the performance levels established under the Older Americans Act and ensures that SCSEP remains a high-performing, accountable, and results-driven program aligned with workforce system goals.

(c) Location and Population Served, including Equitable Distribution

(1) A description of the localities and populations for which projects of the type authorized by title V are most needed. (20 CFR 641.325 (d))

Alaska prioritizes SCSEP projects in localities where services authorized under Title V are most needed, based on concentrations of older individuals with the greatest economic and social need and barriers to employment, consistent with 20 CFR 641.325(d).

These localities include Anchorage, Fairbanks, the Matanuska–Susitna Borough, the Kenai Peninsula, Bethel, and Juneau, as well as rural, tribal, and frontier communities with limited access to workforce services, employment opportunities, and transportation.

Ongoing impacts from the loss of host sites and employment opportunities following the COVID-19 pandemic have further increased the need for targeted project development and sustained partner engagement in these areas.

Priority Populations

SCSEP serves populations with the greatest economic and social need, consistent with statutory requirements and Alaska's demographic and economic conditions. These populations include:

- Alaska Native elders
- Older adults with disabilities
- Individuals living in poverty or on fixed incomes
- Individuals experiencing homelessness
- Justice-involved older adults
- Widowed or divorced individuals
- Veterans
- Individuals with limited work histories or who are not eligible for Social Security benefits

These populations are present in both urban centers and rural communities, with particularly high concentrations in rural and tribal regions.

Data-Driven Identification of Need

To identify where SCSEP services are most needed, Alaska utilizes multiple data sources, including:

- Poverty rates
- Unemployment trends
- U.S. Census demographic data
- Analysis from the Alaska Department of Labor and Workforce Development Research and Analysis Section

This analysis is supplemented by input from local partners, including tribal organizations, community-based providers, and Alaska Job Center staff, to ensure that service delivery reflects real-time community needs and conditions.

Project Placement and Service Areas

SCSEP projects are developed and implemented in locations where community service needs and participant demand are highest. Projects are primarily carried out through host agency placements in public and nonprofit organizations.

Key service areas include:

- Government services
- Senior services
- Transportation
- Education
- Healthcare
- Retail trade
- Leisure and hospitality

Training and community service opportunities are made available statewide, contingent upon the availability of host agencies and qualified supervision.

Access and Rural Service Delivery

Host site assignments are made with consideration of geographic access, including travel distance, transportation availability, and local infrastructure, to ensure participants can reasonably access services.

In rural and remote areas, SCSEP utilizes flexible, community-based placements, including locally based host agencies and, where feasible, remote service delivery strategies, to expand access and reduce barriers to participation.

Equitable Distribution

The State ensures that SCSEP services are distributed across both urban and rural regions to achieve equitable access for eligible individuals statewide.

Allocation and project placement decisions are guided by:

- Data-driven analysis of need and service gaps
- Community input from local and regional partners
- Ongoing evaluation of participation, service levels, and outcomes across regions and populations

This approach ensures that resources are strategically allocated to underserved areas and priority populations while maintaining statewide coverage.

Outcome

By aligning project placement, outreach, and training strategies with local labor market conditions and community needs, Alaska ensures that SCSEP services are delivered to the areas and populations most in need.

This approach strengthens local workforce capacity, improves equitable access to services, and supports older Alaskans in achieving unsubsidized employment and long-term economic self-sufficiency.

(2) List the cities and counties where the project will be conducted. Include the number of SCSEP authorized positions and indicate where the positions changed from the prior year.

Alaska prioritizes SCSEP projects in localities where services authorized under Title V are most needed, based on concentrations of older individuals with the greatest economic and social need and barriers to employment, consistent with 20 CFR 641.325(d).

These localities include Anchorage, Fairbanks, the Matanuska-Susitna Borough, the Kenai Peninsula, Bethel, and Juneau, as well as rural, tribal, and frontier communities with limited access to workforce services, employment opportunities, and transportation.

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- Poverty rates
- Unemployment trends
- U.S. Census demographic data
- Analysis from the Alaska Department of Labor and Workforce Development Research and Analysis Section

This analysis is supplemented by input from local partners, including tribal organizations, community-based providers, and Alaska Job Center staff, to ensure that service delivery reflects real-time community needs and conditions.

Project Locations and Authorized Positions

SCSEP projects are conducted statewide across boroughs and census areas in alignment with the federally established equitable distribution methodology. This methodology determines the number of authorized positions based on the relative share of eligible populations in each geographic area.

The table below summarizes authorized positions by major regions for Program Year (PY) 2025 and PY 2024, including changes between program years. The full list of boroughs and census areas, including detailed position allocations, is provided in Appendix J – SCSEP Authorized Positions by Borough and Census Area.

Table 1. SCSEP Authorized Positions Summary by Region

Region	PY 2025	PY 2024	Change
Anchorage Municipality	32	35	(3)
Matanuska-Susitna Borough	16	16	0
Fairbanks North Star Borough	11	12	(1)
Kenai Peninsula Borough	12	13	(1)
Southeast Alaska (Combined)*	9	11	(2)
Rural and Remote Areas (Combined)**	17	22	(5)
Total Slots	99	109	(10)

* Southeast Alaska includes Juneau, Ketchikan Gateway Borough, Sitka City and Borough, Petersburg Borough, Prince of Wales-Hyder Census Area, Haines Borough, and Hoonah-Angoon Census Area.

** Rural and Remote Areas include all remaining boroughs and census areas not listed above.

Adjustments to authorized positions reflect updated population data and application of the federal equitable distribution methodology. These changes ensure that SCSEP positions remain aligned with demographic shifts and the distribution of eligible individuals across the State.

Project Placement and Service Areas

SCSEP projects are developed and implemented in locations where community service needs and participant demand are highest. Projects are primarily carried out through host agency placements in public and nonprofit organizations.

Key service areas include:

- Government services
- Senior services
- Transportation
- Education

- Healthcare
- Retail trade
- Leisure and hospitality

Training and community service opportunities are made available statewide, contingent upon the availability of host agencies and qualified supervision.

Access and Rural Service Delivery

Host site assignments are made with consideration of geographic access, including travel distance, transportation availability, and local infrastructure, to ensure participants can reasonably access services.

In rural and remote areas, SCSEP utilizes flexible, community-based placements, including locally based host agencies and, where feasible, remote service delivery strategies, to expand access and reduce barriers to participation.

Equitable Distribution

The State ensures that SCSEP services are distributed across both urban and rural regions to achieve equitable access for eligible individuals statewide.

Allocation and project placement decisions are guided by:

- Data-driven analysis of need and service gaps
- Community input from local and regional partners
- Ongoing evaluation of participation, service levels, and outcomes across regions and populations

This approach ensures that resources are strategically allocated to underserved areas and priority populations while maintaining statewide coverage.

Participant Protections and Service Continuity

Alaska maintains a participant-centered approach to implementing equitable distribution and ensures that changes in slot allocations do not adversely impact current SCSEP participants.

- No participant will be displaced from their position due to equitable distribution adjustments
- Participants will continue to receive services regardless of geographic changes
- No enrollee will be terminated solely due to changes in authorized positions

The State maintains flexibility in service delivery to support participants in areas where authorized positions may decrease. This approach ensures continuity of services, minimizes disruption, and supports successful transitions to unsubsidized employment.

Outcome

By aligning project placement, outreach, and training strategies with local labor market conditions and community needs, Alaska ensures that SCSEP services are delivered to the areas and populations most in need.

This approach strengthens local workforce capacity, improves equitable access to services, and supports older Alaskans in achieving unsubsidized employment and long-term economic self-sufficiency.

[\(3\) Describe current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.](#)

Alaska's SCSEP operates without a waitlist; however, slot imbalances persist due to the State's vast geography, rural isolation, and uneven distribution of host-site capacity.

Current Slot Imbalances

Slot imbalances in Alaska are characterized by relatively higher enrollment and utilization in urban hub communities and under-enrollment in rural and remote regions.

Urban hub communities, including Anchorage, Fairbanks, the Matanuska-Susitna Borough, the Kenai Peninsula, and Juneau, have greater infrastructure, transportation access, and a higher concentration of host agencies, resulting in comparatively higher slot utilization.

In contrast, rural, remote, and tribal communities where concentrations of older individuals with the greatest economic and social needs are often highest experience under-enrollment due to:

- Limited host-site availability
- Transportation barriers
- Reduced access to workforce services

Contributing Factors

Additional factors contributing to slot imbalances include:

- Pandemic-related host-site closures
- Seasonal employment fluctuations
- Income-eligibility dynamics, including rapid employment placement or ineligibility due to income thresholds

These conditions can result in temporary underutilization or uneven distribution of authorized positions across service areas.

Data-Driven Redistribution Strategy

To correct these imbalances, Alaska implements a data-driven and adaptive approach to slot allocation and service delivery.

The State regularly analyzes:

- Poverty levels
- Unemployment rates
- Senior population density
- Current slot utilization

These data inform redistribution strategies, and authorized positions are adjusted, as appropriate, to better align with areas of greatest need.

This approach ensures that slot allocation remains responsive to demographic changes, economic conditions, and service demand across regions.

Flexible Slot Management

Alaska maintains flexibility through a strategic reserve approach to slot management, allowing the State to rapidly deploy positions to areas experiencing increased demand or emerging opportunities.

Quarterly equity reviews and seasonal adjustments ensure that slot distribution remains responsive to changing economic conditions and local labor market demand.

Targeted Outreach and Capacity Building

Targeted outreach is conducted to increase enrollment and rebuild host-site capacity in underserved regions.

These efforts leverage partnerships with:

- Alaska Job Centers
- Division of Vocational Rehabilitation (DVR)
- Tribal organizations
- Faith-based entities
- Chambers of commerce
- Community-based organizations

Outreach strategies include community engagement, on-site recruitment, and distribution of informational materials to connect eligible individuals to SCSEP services.

Integrated Service Delivery

Shared case management and co-enrollment with WIOA partner programs maximize available resources, reduce duplication of services, and improve participant access to training and employment opportunities.

Cross-training of staff strengthens referral systems, improves service coordination, and enhances placement outcomes.

Continuous Monitoring and Equity Assurance

Alaska applies an ongoing equity-focused monitoring approach to ensure that slot distribution aligns with federal equitable distribution requirements and statewide priorities.

This includes:

- Regular review of participation and service levels across regions
- Monitoring of disparities among priority populations
- Adjustment of strategies to address identified gaps

These efforts ensure accountability and support continuous improvement in equitable service delivery.

Outcome

Through these coordinated and data-driven actions, Alaska systematically addresses slot imbalances, improves utilization of authorized positions, and ensures that SCSEP services are equitably distributed across urban, rural, and tribal communities.

This approach strengthens access to employment and training opportunities, supports efficient use of program resources, and advances economic inclusion for older Alaskans statewide.

(4) The State's long-term strategy for achieving an equitable distribution of SCSEP positions within the State that:

(A) Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365.

Alaska's long-term strategy for achieving equitable distribution of SCSEP positions is grounded in a structured, data-driven process that actively moves positions from overserved to underserved locations in compliance with 20 CFR 641.365.

The State conducts regular analyses of slot distribution relative to need to identify areas where positions exceed or fall below equitable levels.

Current Distribution Context

Urban areas such as Anchorage and the Matanuska-Susitna Borough maintain a higher concentration of authorized positions due to larger senior populations and greater host-site capacity.

In contrast, underserved regions, including Bethel and the Yukon-Kuskokwim Delta, Bristol Bay, the Northwest Arctic, Nome, Kodiak, rural Southeast Alaska, and other frontier communities, have fewer positions relative to need due to:

- Geographic barriers
- Limited infrastructure
- Reduced availability of host agencies

Phased Reallocation Strategy

To address these imbalances, Alaska implements a phased reallocation strategy that gradually shifts positions from overserved to underserved areas while minimizing disruption to current participants.

Because the State is not over-enrolled, position adjustments are implemented through:

- Natural attrition
- Vacancy management
- Strategic placement of new enrollments

This approach ensures that no active participants are displaced while advancing equitable distribution.

Data-Driven Allocation Framework

The State conducts quarterly equity reviews and develops an annual equitable distribution plan to guide adjustments. Allocation decisions are informed by:

- Poverty rates
- Unemployment levels
- Senior population density
- Rural isolation and transportation barriers
- Availability of qualified host agencies and on-site supervision

This framework ensures that position distribution remains responsive to changing demographic and economic conditions.

Flexible Deployment Strategy

Alaska maintains flexibility through a limited reserve of positions that can be deployed to underserved areas as new host sites are developed or demand increases.

This approach allows the State to respond quickly to emerging needs while maintaining overall program stability and alignment with equitable distribution requirements.

Consultation and Implementation

In accordance with 20 CFR 641.365, Alaska consults with:

- SCSEP subrecipients
- Program staff
- Alaska Workforce Investment Board (AWIB)
- Alaska Job Centers
- Host agencies

The State provides advance notice, technical assistance, and targeted outreach to support capacity building in receiving areas and ensure the successful implementation of position redistribution.

Monitoring and Performance Alignment

Performance and distribution outcomes are monitored through AlaskaJobs and the SCSEP Grantee Performance Management System (GPMS) to ensure positions remain aligned with areas of greatest need and that slot utilization is maximized.

Ongoing Gaps and Targeted Response

Despite these efforts, service gaps persist in regions such as Southwest Alaska, the Northwest Arctic, the Yukon-Kuskokwim Delta, and parts of Southeast Alaska.

To address these disparities, SCSEP staff conduct sustained outreach and partner with local and tribal organizations to:

- Develop host sites
- Recruit participants
- Expand access to training and employment opportunities

Outcome

Through this long-term, adaptive strategy, Alaska ensures that SCSEP positions are progressively redistributed in alignment with equitable distribution requirements, while maintaining participant stability and expanding access to services for older adults in underserved and rural communities.

(B) Equitably serves rural and urban areas.

Alaska's SCSEP program is designed to equitably serve both urban and rural communities, recognizing the State's vast geography, transportation barriers, and diverse population distribution.

Urban Service Delivery Context

Urban hubs such as Anchorage, Fairbanks, and the Matanuska-Susitna Borough provide greater access to host agencies, public transportation, and workforce infrastructure. These conditions support:

- In-person training
- Co-enrollment with partner programs
- Direct service delivery through Alaska Job Centers

Rural and Remote Service Challenges

Rural and remote regions often face:

- Limited infrastructure
- Fewer employment opportunities
- Reduced access to workforce services

To ensure equitable access, Alaska implements tailored service delivery strategies that address these geographic and logistical challenges while maintaining consistent program quality and participant outcomes.

Targeted Service Strategies

SCSEP coordinates with Alaska Job Centers, WIOA partner programs, tribal organizations, and community-based nonprofits to expand access statewide.

Key strategies include:

In Rural Areas:

- Development of community-based host sites
- Distance and flexible service delivery models
- Targeted outreach to identify and enroll eligible participants

In Urban Areas:

- Co-location within Alaska Job Centers
- Integrated case management
- Employer engagement to maximize placement opportunities

Equitable Distribution and Access

Annual equitable distribution review guide:

- Reallocation of participant positions
- Development of host agencies in underserved rural areas
- Expansion of digital access and remote training opportunities

These efforts ensure that service availability is not limited by geography and that participants in both rural and urban communities have access to comparable training, supportive services, and employment pathways.

Sustained Statewide Coverage

The State's long-term strategy for sustaining equitable service delivery includes:

- Awarding subrecipient grants to operators with demonstrated regional capacity
- Embedding SCSEP staff within Alaska Job Centers
- Strengthening partnerships with tribal and community organizations to extend reach into remote areas

Outcome

Through these coordinated strategies, Alaska ensures that SCSEP services are equitably distributed and accessible across both rural and urban communities, supporting comparable outcomes, promoting economic inclusion, and enabling older Alaskans to achieve unsubsidized employment regardless of location.

(C) Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365, 641.520)

Alaska's SCSEP ensures priority of service for individuals with the greatest economic and social need and those with the greatest barriers to employment, in full alignment with 20 CFR 641.520 and the Older Americans Act.

Priority of Service Implementation

The State applies standardized priority-of-service procedures during intake, assessment, and enrollment to ensure that eligible individuals who meet priority criteria are served first.

Program staff utilize consistent screening and documentation processes to identify priority populations at the point of entry. When enrollment opportunities are limited, individuals meeting priority criteria are given precedence for participation and placement into community service assignments and related authorized activities.

SCSEP staff coordinate with the Alaska Job Center Network and WIOA Title I partner programs to ensure that priority populations receive equitable access to services across both urban and rural areas.

Priority Populations

Priority is afforded to eligible individuals who meet one or more of the following criteria:

- Age 65 or older
- Individuals with disabilities
- Individuals with limited English proficiency or low literacy
- Residents of rural areas
- Veterans and eligible spouses (as defined under 38 U.S.C. 4215(a))
- Individuals with low employment prospects
- Individuals who have not obtained employment after utilizing WIOA Title I one-stop services
- Individuals who are homeless or at risk of homelessness
- Individuals who are formerly incarcerated or under supervision following release within the last five years

Consistency and Monitoring

Alaska ensures that priority of service is applied consistently across all service areas through:

- Staff training
- Cross-program coordination
- Ongoing monitoring and oversight

These procedures ensure that individuals with the greatest need receive timely and equitable access to SCSEP services while maintaining compliance with federal requirements and consistent service delivery statewide.

(5) The ratio of eligible individuals in each service area to the total eligible population in the State. (20 CFR 641.325(a))

Alaska determines the distribution of SCSEP positions across service areas based on the ratio of eligible individuals in each area to the statewide total eligible population, consistent with 20 CFR 641.325(a).

Methodology for Calculating Ratios

This ratio is calculated using:

- U.S. Census data
- Poverty thresholds
- Demographic estimates of individuals age 55 and older who meet SCSEP eligibility criteria

These data sources are used to estimate the proportion of eligible individuals within each service area relative to the statewide total.

Application of the Equitable Distribution Formula

Alaska applies the federal equitable distribution methodology to align authorized SCSEP positions with the proportional share of eligible individuals in each geographic area.

This ensures that:

- Service capacity reflects relative need across all regions
- Both urban and rural areas are proportionally represented
- Resource allocation is grounded in objective demographic and economic data

The resulting ratios directly inform the State's equitable distribution plan and annual slot allocation decisions.

Ongoing Review and Alignment

Alaska conducts annual reviews of equitable distribution reports and demographic data to assess alignment between current slot allocations and the statewide ratio of eligible individuals.

These reviews include:

- Comparison of authorized positions to proportional eligibility shares
- Identification of over-served and underserved areas
- Validation of alignment with the State's equitable distribution plan

Adjustment Strategies

Where discrepancies are identified, the State implements gradual adjustments through:

- Attrition-based reallocation
- Strategic placement of new enrollments

These strategies allow Alaska to realign positions with the eligible population ratio while avoiding disruption to current participants.

Continuous Improvement and Equity Assurance

To strengthen alignment over time, Alaska integrates ratio analysis into its broader framework for equitable distribution and monitoring.

This includes:

- Incorporation of ratio data into quarterly equity reviews
- Coordination with subrecipients to adjust service strategies
- Alignment with long-term redistribution and rural access strategies

Outcome

Through this structured and data-driven approach, Alaska ensures that SCSEP positions are distributed in proportion to the eligible population across the State, supporting equitable access to services and compliance with federal equitable distribution requirements.

(6) The relative distribution of eligible individuals who:

(A) reside in urban and rural areas within the State

(B) Have the greatest economic need

(C) Are minorities

(D) Are limited English proficient.

(E) Have the greatest social need. (20 CFR 641.325(b))

Alaska's SCSEP serves individuals with the greatest economic and social need, consistent with federal requirements. The following data reflect the relative distribution of enrolled participants across priority populations identified in 20 CFR 641.325(b).

These data inform outreach, equitable distribution, service design, and continuous improvement strategies to ensure alignment with federal priorities and statewide workforce needs.

A. Individuals Residing in Urban and Rural Areas

- 56% of participants reside in urban areas
- 44% of participants reside in rural areas

This distribution reflects Alaska's geographic realities and demonstrates ongoing efforts to maintain access to services across both population centers and remote communities.

B. Individuals with the Greatest Economic Need

- 87% are at or below the poverty level
- 81% are receiving public assistance
- 47% are homeless or at risk of homelessness
- 8% are veterans or eligible spouses of veterans

These data indicate that SCSEP is effectively prioritizing individuals with significant economic barriers to employment.

C. Minority Individuals

- 48% of participants are minorities

This reflects strong engagement with diverse populations, including Alaska Native communities and other historically underserved groups.

D. Individuals with Limited English Proficiency

- 4% have limited English proficiency
- 7% have low literacy skills

These data inform targeted outreach and service strategies, including language access and literacy support.

E. Individuals with the Greatest Social Need

- 76% have low employment prospects
- 37% have severely limited employment prospects in areas of persistent unemployment
- 26% have disabilities
- 25% have severe disabilities
- 16% are frail
- 13% are age 75 or older

These indicators demonstrate that SCSEP is serving individuals facing multiple and significant barriers to employment.

Supplemental Priority Population Data

- 17% of participants are formerly incarcerated individuals, consistent with TEGL 17-20

This additional data reflects Alaska's commitment to serving individuals with significant reentry barriers and supporting pathways to employment.

Use of Data for Program Improvement

Alaska integrates these data into its broader planning and performance framework to:

- Inform equitable distribution and slot allocation decisions
- Guide targeted outreach to underserved populations
- Strengthen partnerships with community and tribal organizations
- Align service strategies with participant needs and barriers

Regular review of these data ensures that SCSEP services remain responsive, equitable, and aligned with federal priorities.

Outcome

These data demonstrate that Alaska's SCSEP is effectively targeting individuals with the greatest economic and social need and those facing significant barriers to employment.

Through ongoing analysis and strategic application of these data, the State ensures equitable access to services, strengthens program effectiveness, and advances economic inclusion for older Alaskans.

(7) A description of the steps taken to avoid disruptions to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data become available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))

Alaska's SCSEP implements a structured, participant-centered approach to avoid disruptions when positions are redistributed, when new Census or other reliable data become available, or when over-enrollment occurs, in accordance with 20 CFR 641.325(i) and 641.302(b).

Participant-Centered Continuity Strategy

The State prioritizes continuity of service for all participants and host agencies. When adjustments to position distribution are necessary, Alaska implements gradual, planned transitions rather than abrupt changes.

Redistribution of positions is primarily achieved through:

- Natural attrition
- Strategic vacancy management (not refilling positions in overserved areas)
- Targeted placement of new enrollments in underserved areas

This approach ensures that current participants are not displaced from their assignments.

Phased Adjustment Approach

Alaska applies a phased adjustment model to ensure that redistribution occurs over time and aligns with participant exit patterns, enrollment cycles, and local capacity.

Adjustments are timed to:

- Align with participant exits and completions
- Avoid interruption of active community service assignments
- Maintain stability for host agencies and service providers

This structured approach minimizes disruption while maintaining compliance with equitable distribution requirements.

Transition Planning and Communication

When redistribution or other adjustments are required, SCSEP staff initiate coordinated transition planning. This includes timely communication with affected participants, host agencies, and partner programs to outline anticipated changes, timelines, and available options.

Staff works directly with participants to maintain continuity of services through:

- Reassignment to alternate host sites, where appropriate
- Continuation of existing assignments when feasible
- Connection to other workforce services and employment opportunities

Service Continuity and System Integration

To further minimize disruption, Alaska leverages the Alaska Job Center Network to ensure uninterrupted access to employment and training services, including:

- Assessments and case management

- Training and skill development
- Job placement assistance

Where in-person opportunities are limited, SCSEP utilizes flexible service delivery models, including remote and hybrid training options, to maintain participant engagement and progress toward employment goals.

Monitoring and Early Identification

The State continuously monitors enrollment levels and position distribution through AlaskaJobs and the SCSEP Grantee Performance Management System (GPMS) to identify potential over-enrollment or imbalances early.

This monitoring framework enables:

- Early identification of redistribution needs
- Proactive planning for adjustments
- Coordination with subrecipients and host agencies

Coordination with Partners and Subrecipients

Regular communication with subrecipients, host agencies, and partner programs ensures alignment and supports timely, coordinated implementation of any necessary adjustments.

Technical assistance is provided to support:

- Host site transitions
- Participant reassignment
- Capacity building in underserved areas

Continuous Improvement and Risk Mitigation

Alaska integrates disruption avoidance strategies into its broader equitable distribution and monitoring framework.

This includes:

- Ongoing evaluation of redistribution outcomes
- Adjustment of strategies based on lessons learned
- Alignment with federal guidance and best practices

These efforts ensure that redistribution processes remain effective, equitable, and minimally disruptive.

Outcome

Through attrition-based redistribution, phased adjustments, proactive monitoring, coordinated communication, and flexible service delivery, Alaska ensures that required changes are implemented with minimal disruption. This approach maintains participant stability, supports continuity of host agency, and advances successful transitions to unsubsidized employment.

APPENDICES

The following appendices provide supporting data, figures, and program descriptions referenced throughout the State Plan. These materials supplement Sections II and III and provide additional detail on economic conditions, workforce characteristics, and partner programs.

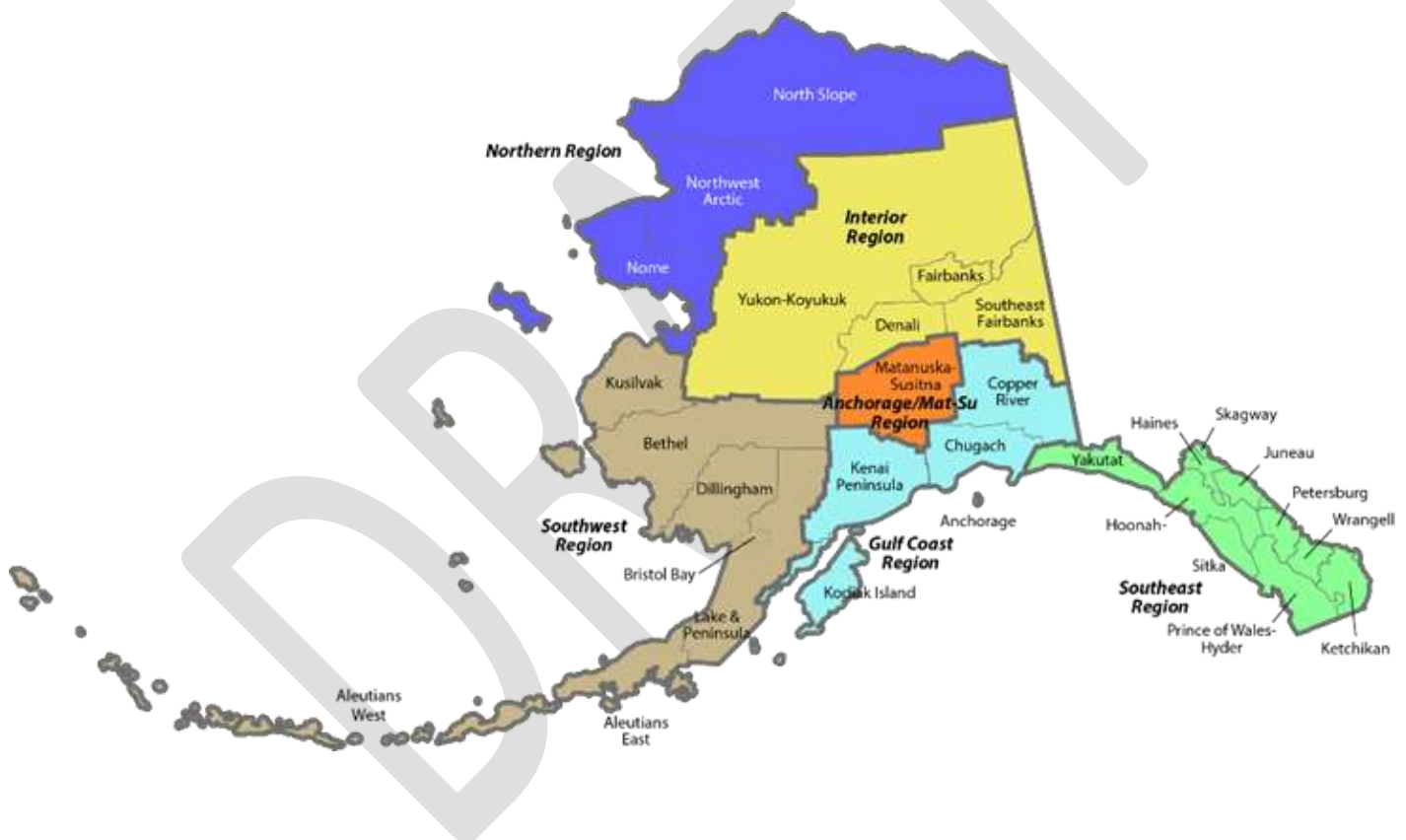
Appendix A – Economic and Labor Market Data

This appendix provides detailed labor market information supporting the economic analysis presented in Section II(a)(1)(A). Data are derived from the Alaska Department of Labor and Workforce Development (DOLWD) Research and Analysis Section and reflect the most recent available statewide and regional labor market information.

Statewide and Regional Economic Structure

- **Figure A-1. Alaska Economic Regions Map**

Displays Alaska's six economic regions used for labor market analysis and workforce planning.



Industry Employment Outlook

- Figure A-2. Alaska Job Outlook by Industry, 2026**

Provides projected statewide employment trends across major industry sectors.

	Monthly avg, 2024 ¹	Monthly avg, 2025 ¹	Change, 2024-25	Percent change	JOBS FORECAST		
					Monthly avg, 2026	Change, 2025-26	Percent change
Total Nonfarm Employment²	333,900	337,800	3,900	1.2%	340,800	3,000	0.9%
Total Private	254,300	258,300	4,000	1.6%	261,700	3,400	1.3%
Mining and Logging	12,500	13,400	900	7.2%	14,400	1,000	7.5%
Oil and Gas	8,300	9,000	700	8.4%	10,000	1,000	11.1%
Construction	18,500	19,500	1,000	5.4%	20,200	700	3.6%
Manufacturing	11,900	11,900	0	0%	11,800	-100	-0.8%
Trade, Transportation, and Utilities	66,400	67,000	600	0.9%	67,500	500	0.7%
Wholesale Trade	6,500	6,500	0	0%	6,500	0	0%
Retail Trade	34,900	34,700	-200	-0.6%	34,600	-100	-0.3%
Transportation, Warehousing, and Utilities	25,000	25,800	800	3.2%	26,400	600	2.3%
Information	4,400	4,300	-100	-2.3%	4,300	0	0%
Financial Activities	10,800	10,800	0	0%	10,800	0	0%
Professional and Business Services	28,800	29,000	200	0.7%	29,200	200	0.7%
Educational (private) and Health Services	53,000	54,600	1,600	3.0%	55,700	1,100	2.0%
Health Care	41,700	43,200	1,500	3.6%	44,300	1,100	2.5%
Leisure and Hospitality	35,900	35,800	-100	-0.3%	35,700	-100	-0.3%
Other Services	12,100	12,000	-100	-0.8%	12,100	100	0.8%
Total Government	79,700	79,500	-200	-0.3%	79,100	-400	-0.5%
Federal, except military	15,500	15,200	-300	-1.9%	14,800	-400	-2.6%
State, incl. University of Alaska	23,900	24,200	300	1.3%	24,300	100	0.4%
Local and tribal, incl. public schools	40,300	40,100	-200	-0.5%	40,000	-100	-0.2%

¹Preliminary and adjusted estimates. ²Excludes the self-employed, uniformed military, most commercial fishermen, domestic workers, and unpaid family workers.

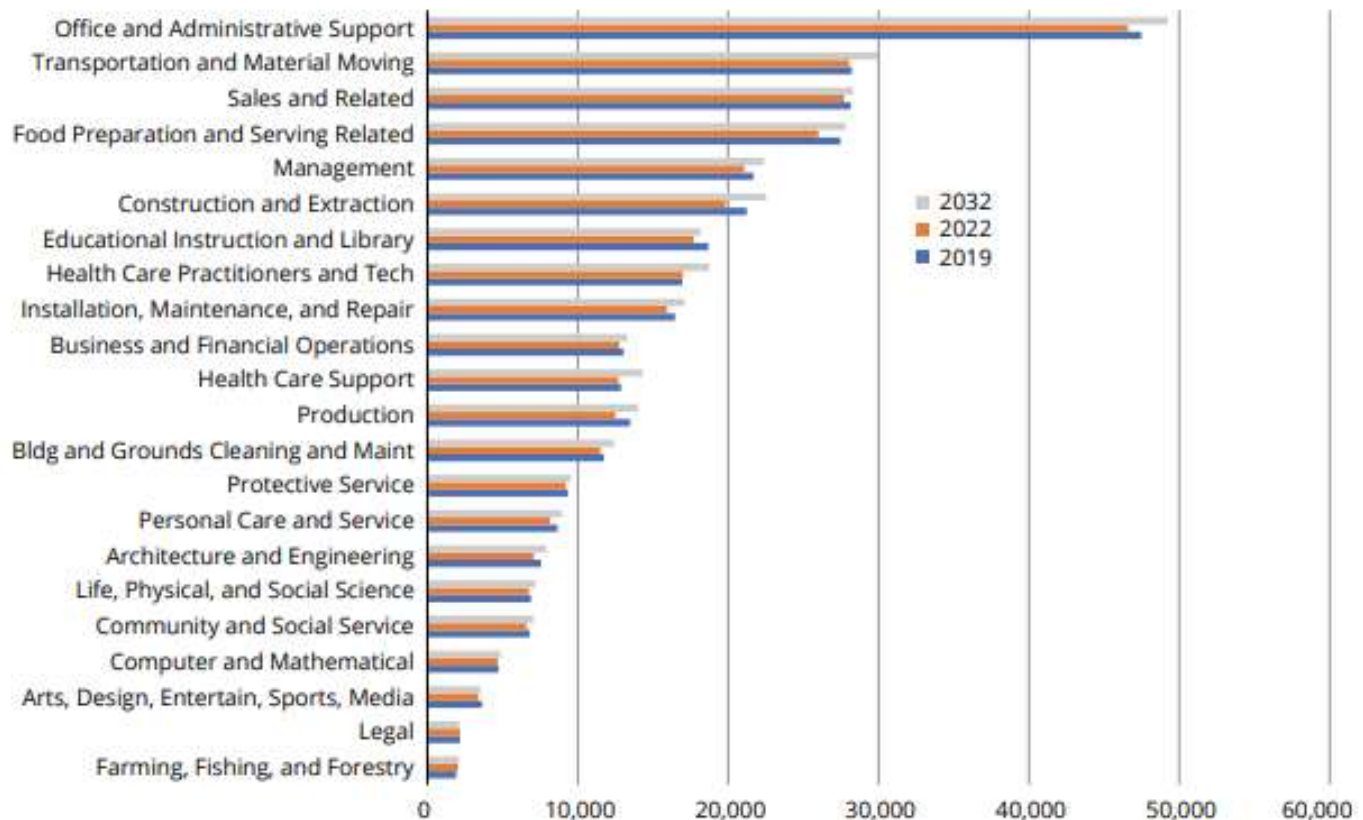
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Occupational Demand and Projections

- **Figure A-3. Alaska Occupational Projections by Group, 2022–2032**

Illustrates projected occupational demand and growth across major occupational groups.

Projected total job counts by occupational group through 2032



Note: Occupational categories are based on the federal Standard Occupational Classification Manual.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Appendix B – Workforce Analysis Supporting Figures

This appendix provides supporting figures and data visualizations related to Alaska’s workforce analysis, including labor force participation, employment and unemployment trends, and workforce characteristics. The information is based on data from the Alaska Department of Labor and Workforce Development and other relevant sources and supports the analysis presented in Section II(a)(1)(B).

Figure B-1: U.S. and Alaska Job Growth (Percent Change, 2015–2025)

This figure compares job growth trends between the United States and Alaska over time, illustrating differences in economic recovery patterns, growth rates, and long-term employment trends.



Figure B-2: Worker Residency by Area

This figure illustrates the distribution of resident and nonresident workers across Alaska's economic regions, highlighting regional workforce dynamics, reliance on nonresident labor, and implications for workforce availability.

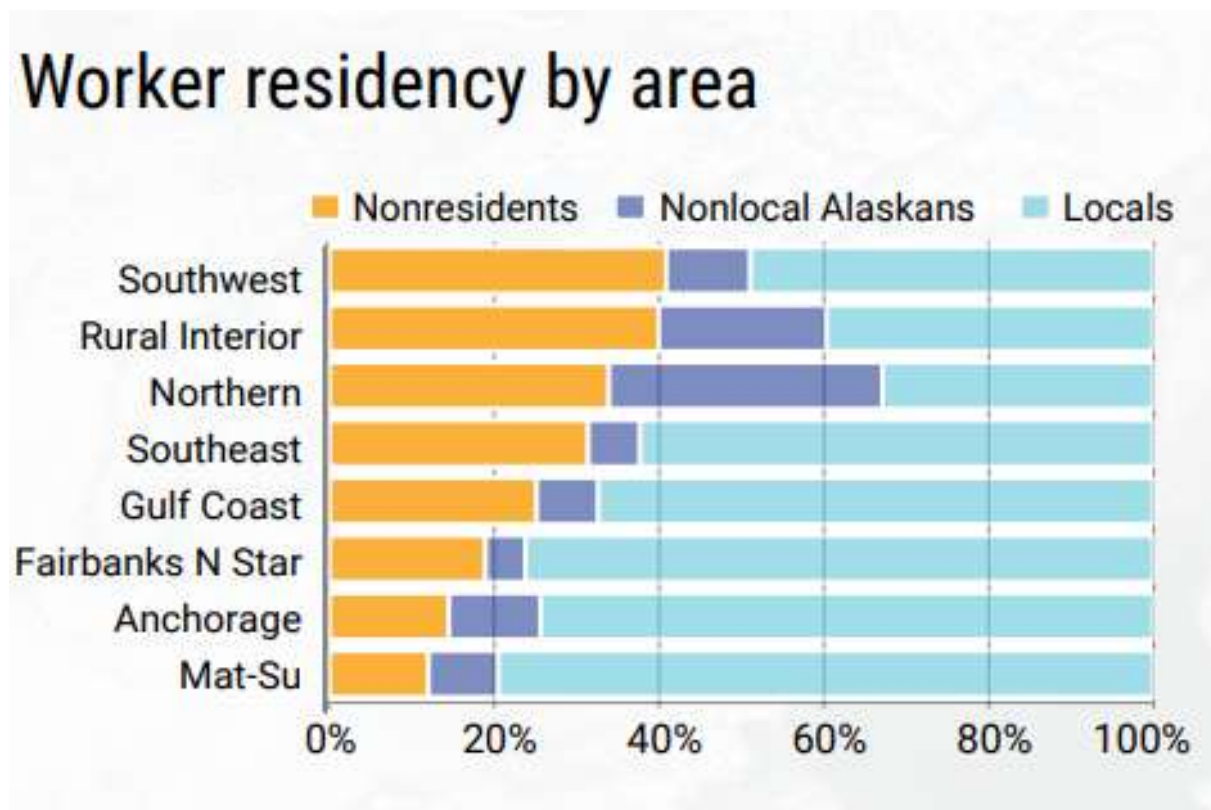
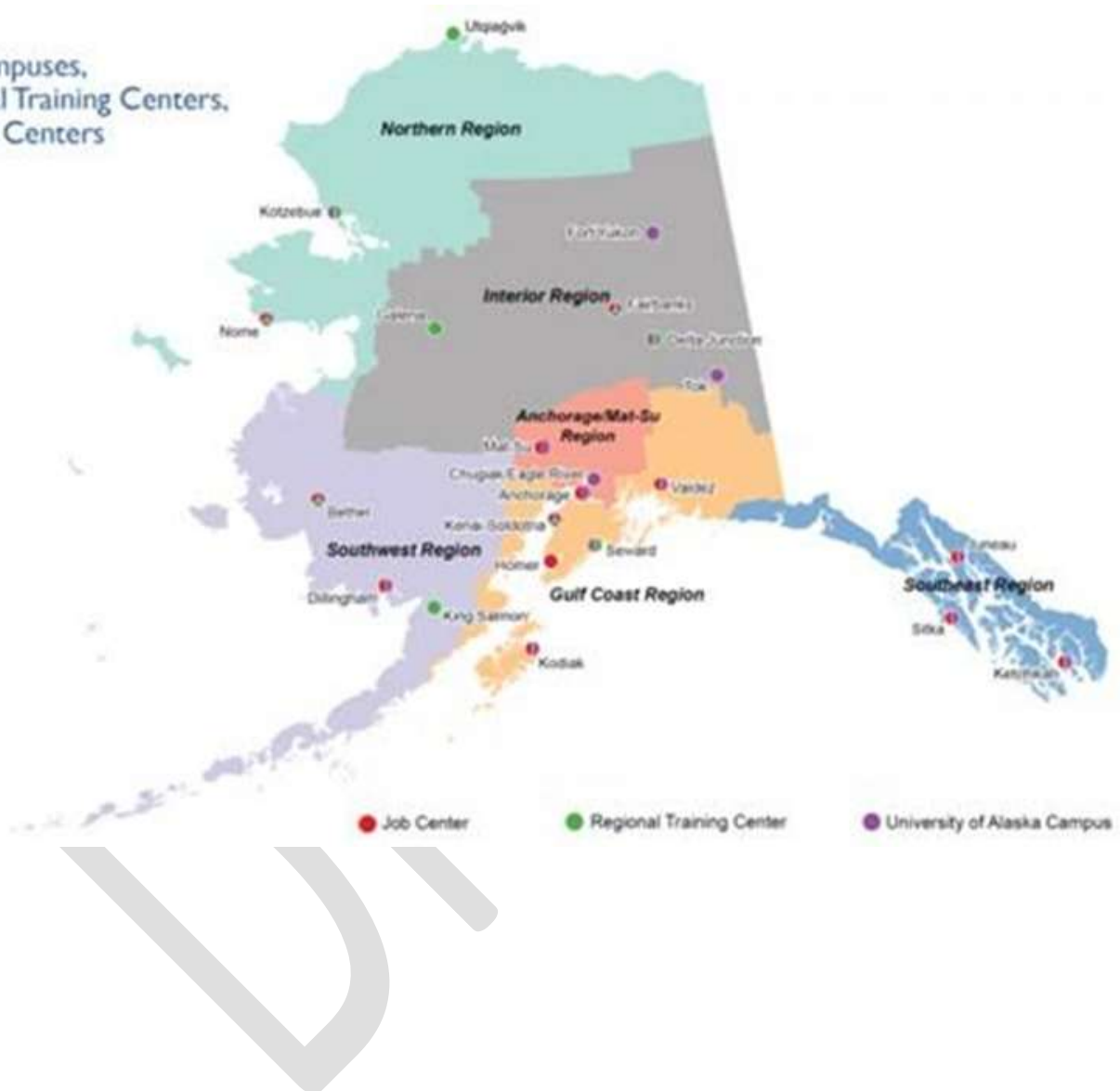


Figure B-3: Job Centers, Regional Training Centers, and University of Alaska Campuses

The map illustrates the geographic distribution of Alaska Job Centers, Regional Training Centers, and University of Alaska campuses. This figure provides context for the statewide distribution of workforce education and training infrastructure described in this section. The map illustrates key physical locations and does not represent the full range of service delivery methods, including virtual services, itinerant staffing, or partner-based service models.



Appendix C – Performance Goals for the Core Programs

This appendix presents Alaska’s expected performance levels for the primary indicators of performance for WIOA core programs, consistent with Section 116(b)(2)(A) of the Workforce Innovation and Opportunity Act (WIOA). These levels reflect the State’s proposed performance targets for Program Years 2026 and 2027 and are subject to negotiation and agreement with the U.S. Department of Labor and the U.S. Department of Education.

	Title I – Adult Program			
	Program Year: 2026		Program Year: 2027	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	80.5%		81.0%	
Employment (Fourth Quarter after Exit)	81.0%		81.5%	
Median Earnings (Second Quarter after Exit)	\$11,750		\$12,000	
Credential Attainment Rate	69.5%		70.0%	
Measurable Skill Gains	68.5%		69.0%	

	Title I – Dislocated Worker Program			
	Program Year: 2026		Program Year: 2027	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	88.5%		89.0%	
Employment (Fourth Quarter after Exit)	83.5%		84.0%	
Median Earnings (Second Quarter after Exit)	\$13,750		\$14,000	
Credential Attainment Rate	62.0%		62.5%	
Measurable Skill Gains	75.0%		75.5%	

	Title I – Youth Program			
	Program Year: 2026		Program Year: 2027	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit) ¹⁵	61.0%		62.0%	
Employment (Fourth Quarter after Exit) ¹⁶	60.5%		61.5%	
Median Earnings (Second Quarter after Exit)	\$4,500		\$4,600	
Credential Attainment Rate	56.5%		57.0%	
Measurable Skill Gains	69.0%		70.0%	

¹⁵ For Title I Youth programs, employment, education or training.

¹⁶ For Title I Youth programs, employment, education or training.

	Title II – Adult Education and Family Literacy Act Program			
	Program Year: 2026		Program Year: 2027	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	32.0%	32.0%	33.0%	33.0%
Employment (Fourth Quarter after Exit)	36.0%	36.0%	37.0%	37.0%
Median Earnings (Second Quarter after Exit)	\$6,450	\$6,450	\$6,500	\$6,500
Credential Attainment Rate	20.0%	20.0%	20.5%	20.5%
Measurable Skill Gains	25.5%	25.5%	26.0%	26.0%

	Wagner-Peyser Act Employment Service Program			
	Program Year: 2026		Program Year: 2027	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	66.0%		66.5%	
Employment (Fourth Quarter after Exit)	65.0%		65.5%	
Median Earnings (Second Quarter after Exit)	\$7,200		\$7,350	
Credential Attainment Rate	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Measurable Skill Gains	Not Applicable	Not Applicable	Not Applicable	Not Applicable

	Vocational Rehabilitation Program			
	Program Year: 2026		Program Year: 2027	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	54.5%		54.6%	
Employment (Fourth Quarter after Exit)	52.2%		52.3%	
Median Earnings (Second Quarter after Exit)	\$5,800		\$6,000	
Credential Attainment Rate	40.0%		40.0%	
Measurable Skill Gains	63.5%		63.6%	

****THIS METRIC WILL NOT BE PART OF PY2026 – 2027 NEGOTIATIONS.**

	All WIOA Core Programs			
	Program Year: 2026		Program Year: 2027	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Effectiveness in Serving Employers	N/A	N/A	N/A	N/A

Appendix D – State Workforce Policy Inventory

This appendix provides an inventory of Alaska’s workforce policies governing the administration and implementation of WIOA core and partner programs. It includes key policies related to program operations, service delivery, performance accountability, and system coordination, and supports the framework described throughout this State Plan.

WIOA Adult, Dislocated Worker, Youth, Wagner-Peyser, AEFLA, and AWIB Policies

WIOA Adult, Dislocated Worker, Youth, Wagner-Peyser, AEFLA, and AWIB Policies	Policy Number
Alaska Adult Education	Assessment and Technical Assistance Manual
Allocating Wagner-Peyser Staff to Job Centers	07-519
Allowable Cost Guidelines	07-520.2
Cash Management	07-504.1
Co-enrollment	07-505.1
Data Integrity	07-541
Dislocated Worker Eligibility	07-524.2
Eligible Training Provider List	07-501.2
Equal Opportunity Discrimination Complaints Policy	07-506.4
GED® Manager Policy	07-544
Grant Monitor Corrective Action Plan Timelines	200-2016
High Concentration of Eligible Youth	07-503.3
Incident Report of Fraud, Waste, or Abuse	07-536.1
Job Center Universal Access for Customers with Disabilities	07-516
Military Veteran Priority of Service	07-509.1
Monitoring and Single Audit	07-523.2
Once-Stop Operator Certification	100-2017
Participant Common Exit	07-539
Participant Performance Data Collection	07-508.2
Pre-Award Risk Assessment and Due Diligence	07-527.3
Priority Populations - Adult Program	07-517.2
Process for AWIB Endorsement of Industry Workforce Development Plans	100-2016
Program Complaint and Appeal	07-510.2
Property Management	07-511.1
Quality Pre-Apprenticeship Definition	07-525.1
Rapid Response Activities Policy	07-545.1
Registrant Family Income	07-512.1
Sanctions for Non-Compliance	07-513.1
Self-Sufficiency	07-514.3
Subaward Amendments	07-526.1
Subaward Appeal	07-507.1
Subaward Close-out	07-528.1
Subrecipient Accrual-Based Reporting	07-538.1

Supportive Service Limitations for Information Technology Supplies	100-2020
Supportive Services	07-521.2
Time Charging	07-531.1
Tuition and Training Funds	07-530.2
Wagner-Peyser (WP) Enrollment Policy	07-565
Wagner-Peyser Program Monitoring Plan and Policy	07-543
WIOA Incumbent Worker Training	07-529.3
WIOA Title I-B Within State Funding Allocations	07-518.1
WIOA Title I-B Youth Program Eligibility	07-502.2
Work Experience	07-515.3
Youth Incentives	07-522.2
Youth Program Eligibility Policy	07-502.2

Vocational Rehabilitation Policies (<https://labor.alaska.gov/dvr/policies/index.html>)

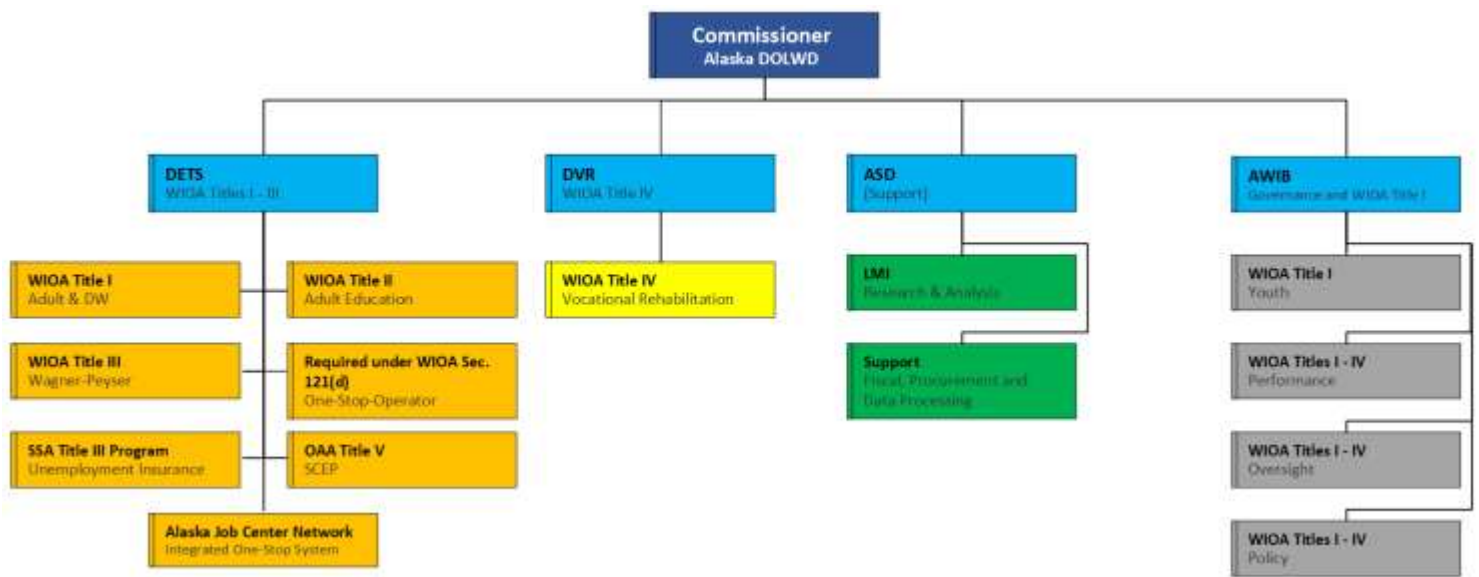
Vocational Rehabilitation Policy	Policy Number
Co-enrollment	07-505
Ethics	CS 1.0
Confidentiality	CS 2.0
Informed Choice	CS 3.0
Appeals	CS 4.0
Pre-Employment Transition Services	CS 5.0
Application	CS 6.0
Eligibility	CS 7.0
Trial Work	CS 8.0
Significance of Disability Determination	CS 9.0
Financial Participation	CS 10.0
Individualized Plan for Employment	CS 11.0
Vocational Rehabilitation Services	CS 12.0
Employment	CS 13.0
Supported Employment	CS 14.0
Self-Employment	CS 15.0

Senior Community Service Employment Program Policies

Senior Community Service Employment Program (SCSEP) Policy	Policy Number
SCSEP: Senior Community Service Employment Program Eligibility	07-S01
SCSEP: MASST Individual Durational Limits	07-S02
SCSEP: MASST Participant Termination	07-S03
SCSEP: MASST Wages and Unemployment Insurance	07-S04

Appendix E – Organizational Chart Reference

This appendix presents the organizational structure of the Alaska Department of Labor and Workforce Development, including the divisions and units responsible for WIOA program administration and service delivery.



Appendix F – Alaska Workforce Investment Board (AWIB) Membership

This appendix provides the current membership roster for the Alaska Workforce Investment Board (AWIB), consistent with the composition requirements of the Workforce Innovation and Opportunity Act (WIOA), Section 101(b), and 20 CFR Part 679. The roster identifies each member's organization and representation category and demonstrates compliance with federal requirements, including the business majority representation requirement

AWIB Membership Roster

Name	Organization	Representation Category	WIOA Category
Dahlstrom, Nancy	State of Alaska Lt. Governor	Government / Required Partner	Government
Howell, Kelly	State of Alaska Lt. Governor Designee	Government / Required Partner	Government
Muñoz, Catherine	State of Alaska DOLWD Commissioner	Government / Required Partner	Government
Vacant	State of Alaska DOLWD Commissioner Designee	Government / Required Partner	Government
Bishop, Deena	State of Alaska DEED Commissioner	Government / Required Partner	Government
Billings, Brad	State of Alaska DEED Commissioner Designee	Government / Required Partner	Government
Hedberg, Heidi	State of Alaska DOH Commissioner	Government / Required Partner	Government
Marasigan, Christine	State of Alaska DOH Commissioner Designee	Government / Required Partner	Government
Sande, Julie	State of Alaska DCCED Commissioner	Government / Required Partner	Government
Robb, Sylvan	State of Alaska DCCED Commissioner Designee	Government / Required Partner	Government
Rizk, Michelle	University of Alaska	Higher Education	Education
Toussaint, Beki	Alaska Resource Education	Postsecondary Voc. Education	Education
Vacant	-	Secondary Vocational Education	Education

Zugg, Patricia (Trish)	Matanuska-Susitna Borough School District	Public Education	Education
Vacant	-	Adult Basic Education	Education
Betts, Katrena	Arc of Anchorage	Professional Development Disabilities	Workforce
Delia, Tony	Tony Delia Enterprise LLC	Native Employment and Training Organization	Workforce
Pacarro, Brenda	Cook Inlet Region, Inc. (CIRI)	Business/Industry	Business
Bell, Larry	Nat. Electrical Contractors Assn. NECA	Business/Industry	Business
Murray, George	Arctic Slope Regional Corporation Energy Services	Business/Industry	Business
Maltby, Alicia	Associated Builders and Contractors	Business/Industry	Business
Owens, Nicholas	Bristol Bay Industrial, LLC (BBI)	Private Industry	Business
Rose, Patrick	Northern Industrial Training LLC.	Private Industry	Business
Vacant	-	Veteran	Workforce
Manternach, Keith	Specialty Truck and Auto	Private Industry	Business
Freeman, Jarret	Ice Services Inc	Private Industry	Business
Johnson, Kenn	Alaska Trowel Trades Apprenticeship	Labor Organization / Workforce Representative	Workforce
Baxter, Ronald (Corey)	International Union of Operating Engineers 302	Labor Organization / Workforce Representative	Workforce
Dungey, Antwon	Alaska Teamsters Union	Labor Organization / Workforce Representative	Workforce
Woodard, Jon	Pacific Northwest Ironworkers District Council	Labor Organization / Workforce Representative	Workforce
Vacant	-	Non-Voting Local Elected Official	Government
Vacant	-	Non-Voting Local Elected Official	Government

Appendix G – ETPL Performance Criteria and Scoring Methodology

This appendix outlines the performance criteria, scoring methodology, and minimum thresholds used by the State of Alaska to determine initial and continued eligibility for training providers under WIOA Section 122.

Initial Eligibility – Existing Training Programs

Rate And Earnings	Point Value
Employment Rate 2nd Quarter After Exit must meet 60 percent	15.0
Employment Rate 4th Quarter After Exit must meet 60 percent	15.0
Median Earnings 2nd Quarter After Exit must meet \$5,025	15.0
Credential Attainment Rate must meet 65 percent	7.5
The program completion rate must meet 35 percent	7.5
Industry-Recognized Credential	20.0
Partnership With Business	5.0
Accessible Throughout The State By Web-Based Learning	5.0
In-Demand Industry/Occupation	10.0
Total Points Available	100.0

- Minimum score required: 75 points

Initial Eligibility – New Training Programs

Rate And Earnings	Point Value
New Program – No Completer Data Available	N/A
Industry-Recognized Credential	20.0
Partnership With Business	5.0
Accessible Throughout The State By Web-Based Learning	5.0
In-Demand Industry/Occupation	10.0
Total Points Available	40.0

- Minimum score required: 30 points

Continued Eligibility

Rate And Earnings	Point Value
Employment Rate 2nd Quarter After Exit must meet 60 percent	20.0
Employment Rate 4th Quarter After Exit must meet 60 percent	20.0
Median Earnings 2nd Quarter After Exit must meet \$5,025	20.0
Credential Attainment Rate must meet 65 percent	10.0
The program completion rate must meet 35 percent	10.0
In-Demand Industry/Occupation	20.0
Total Points Available	100.0

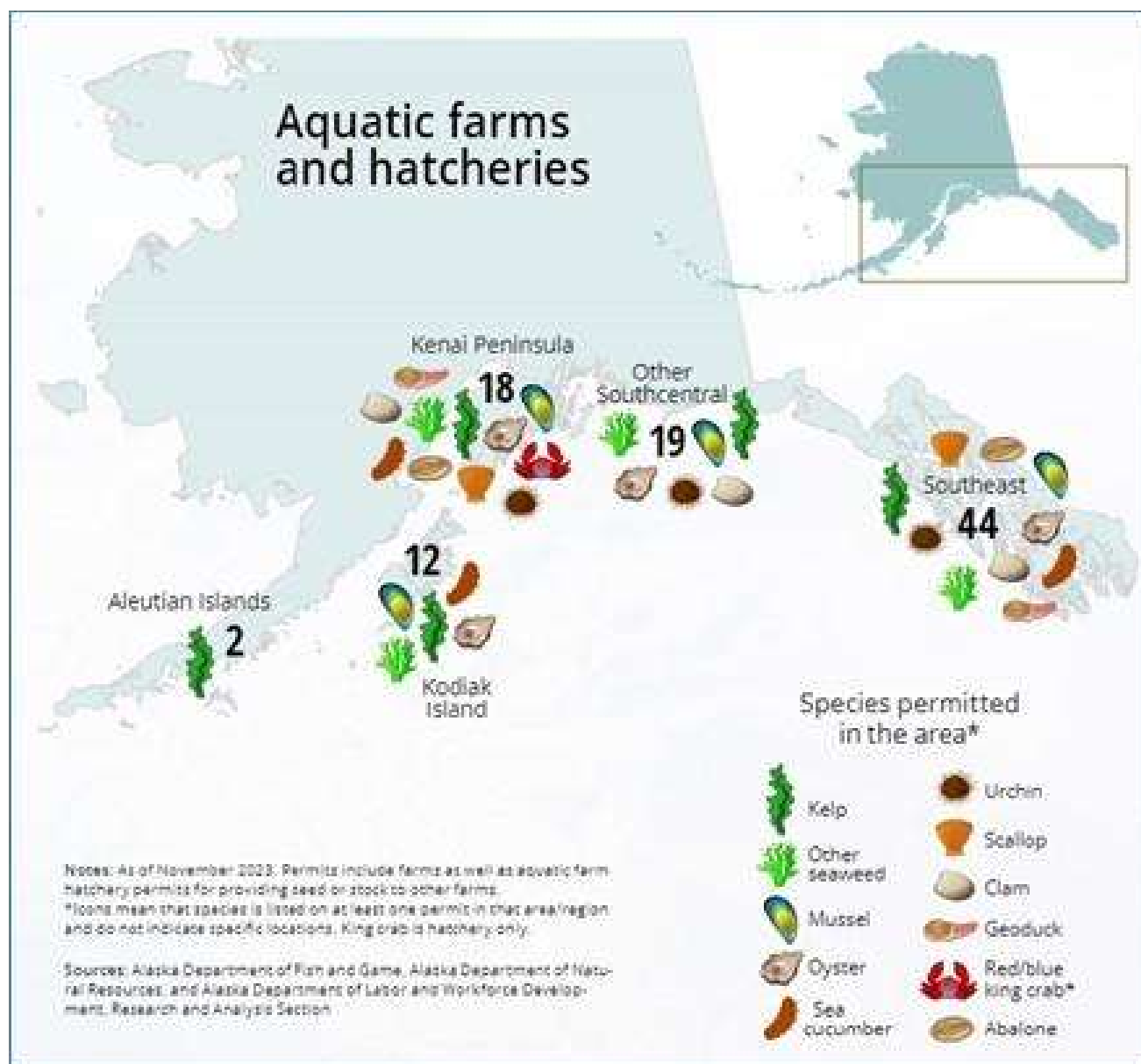
- Minimum score required: 80 points

Notes

- These thresholds represent minimum performance standards for eligibility
- Criteria may be updated through State policy to reflect economic conditions and federal guidance
- Performance data is validated using Unemployment Insurance wage records and provider-reported outcomes

Appendix H – Locations of Aquatic Farms and Hatcheries in Alaska

This appendix provides geographic information on the locations of aquatic farms and hatcheries across Alaska, supporting analysis of the state’s mariculture and aquaculture industries and related workforce development considerations.



Appendix I – Alaska Senior Population Demographics (Age 55+)

This appendix provides an overview of Alaska’s population age 55 and older, based on July 2024 estimates from the Alaska Department of Labor and Workforce Development, Research and Analysis Section. The data illustrate the size, distribution, and growth of the senior population across the state and support analysis of workforce trends related to aging populations, labor force participation, and service needs for older individuals.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section (July 2024 Estimates)

Age Group	Total	Male	Female
Total (55+)	201,428	101,442	99,986
55–59	40,522	20,878	19,644
60–64	45,614	23,489	22,125
65–69	42,325	21,323	21,002
70–74	33,048	16,680	16,368
75–79	20,854	10,427	10,427
80–84	11,217	5,386	5,831
85–89	5,177	2,303	2,874
90+	2,671	956	1,715

Appendix J – SCSEP Authorized Positions by Borough and Census Area

This appendix provides the distribution of authorized Senior Community Service Employment Program (SCSEP) positions across Alaska by borough and census area, consistent with federal equitable distribution requirements and supporting statewide program planning and service delivery.

FIPS	Alaska Borough/Census Area	PY 2025	PY 2024	Change
2013	Aleutians East Borough	1	1	0
2016	Aleutians West Census Area	1	1	0
2020	Anchorage Municipality	32	35	(3)
2050	Bethel Census Area	2	4	(2)
2063	Chugach Census Area	1	1	0
2066	Copper River Census Area	1	1	0
2070	Dillingham Census Area	1	1	0
2090	Fairbanks North Star Borough	11	12	(1)
2100	Haines Borough	1	1	0
2105	Hoonah-Angoon Census Area	1	1	0
2110	Juneau City and Borough	2	4	(2)
2122	Kenai Peninsula Borough	12	13	(1)
2130	Ketchikan Gateway Borough	2	2	0
2150	Kodiak Island Borough	2	2	0
2158	Kusilvak Census Area	1	2	(1)
2170	Matanuska-Susitna Borough	16	16	0
2180	Nome Census Area	2	2	0
2185	North Slope Borough	1	1	0
2188	Northwest Arctic Borough	1	1	0
2195	Petersburg Borough	1	1	0
2198	Prince of Wales-Hyder Census Area	2	2	0
2220	Sitka City and Borough	1	1	0
2240	Southeast Fairbanks Census Area	2	2	0
2290	Yukon-Koyukuk Census Area	2	2	0
	Total Slots	99	109	(10)

Appendix K – Acronyms and Abbreviations

This appendix provides a comprehensive list of acronyms and abbreviations used throughout the State Plan to support clarity and ease of reference for reviewers and stakeholders.

Acronym	Definition
ABE	Adult Basic Education
ADA	Americans with Disabilities Act
AEFLA	Adult Education and Family Literacy Act (WIOA Title II)
AJC	American Job Center
AJCN	Alaska Job Center Network
ARS	Agricultural Recruitment System
ASD	Administrative Services Division (DOLWD)
AT	Assistive Technology
AWF	Alaska Workforce Futures
AWIB	Alaska Workforce Investment Board
BRU	Business Relations Unit (DVR)
CCRS	College and Career Readiness Standards
CIE	Competitive Integrated Employment
CFR	Code of Federal Regulations
CSBG	Community Services Block Grant
DOLWD	Alaska Department of Labor and Workforce Development
DVR	Division of Vocational Rehabilitation (Alaska)
DVOP	Disabled Veterans' Outreach Program
ELL	English Language Learner
ES	Employment Service (Wagner-Peyser)
ETA	Employment and Training Administration (USDOL)
ETPL	Eligible Training Provider List
FFY	Federal Fiscal Year
GEPA	General Education Provisions Act
GPRA	Government Performance and Results Act
HCBS	Home- and Community-Based Services
I&E	Innovation and Expansion (VR funds)
IEP (Education)	Individualized Education Program (IDEA)
IET	Integrated Education and Training
IELCE	Integrated English Literacy and Civics Education
IFA	Infrastructure Funding Agreement
IPE	Individualized Plan for Employment (VR)
I&R	Information and Referral
ITA	Individual Training Account
JVSG	Jobs for Veterans State Grant
LEP	Limited English Proficiency
LMI	Labor Market Information
MSG	Measurable Skill Gains
MSFW	Migrant and Seasonal Farmworker
NFJP	National Farmworker Jobs Program
OAA	Older Americans Act
OA	U.S. Department of Labor, Office of Apprenticeship
OEC	Office of Employment & Training

OJT	On-the-Job Training
OOS	Order of Selection (VR)
OSO	One-Stop Operator
PD	Professional Development
Pre-ETS	Pre-Employment Transition Services
QA	Quality Assurance
RA	Registered Apprenticeship
RESEA	Reemployment Services and Eligibility Assessment
SCSEP	Senior Community Service Employment Program
SEA	State Educational Agency
SE	Supported Employment
SILC	Statewide Independent Living Council
SNAP E&T	Supplemental Nutrition Assistance Program Employment & Training
SRC	State Rehabilitation Council
SSA	Social Security Administration
TANF	Temporary Assistance for Needy Families
TA	Technical Assistance
TAA	Trade Adjustment Assistance
USDOL	U.S. Department of Labor
UI	Unemployment Insurance
VR	Vocational Rehabilitation
WBLE	Work-Based Learning Experience
WEX	Work Experience
WIOA	Workforce Innovation and Opportunity Act
WP	Wagner-Peyser Act
WSB	Workforce System Business Services

Appendix L – One-Stop Partner Programs and Workforce System Resources

This appendix provides an overview of required and optional one-stop partner programs and additional workforce system resources that support coordinated service delivery under the Workforce Innovation and Opportunity Act (WIOA). These programs contribute to integrated service strategies, referrals, supportive services, and co-enrollment across Alaska's workforce system.

These partner programs support the alignment strategies described in Section II(c) and the service delivery framework outlined in Section III by contributing to coordinated referrals, shared service delivery, and improved access to workforce, education, and supportive services.

Required and Optional One-Stop Partner Programs

Temporary Assistance for Needy Families (TANF)

Program description

- Provides time-limited cash assistance and supportive services to eligible low-income families with children
- Promotes employment, self-sufficiency, and family stability

Workforce system role

- Coordinates referrals to the Alaska Job Center Network
- Supports co-enrollment with WIOA core programs
- Provides supportive services that enable participation in workforce activities

Perkins Postsecondary Career and Technical Education (CTE)

Program description

- Supports career and technical education programs aligned with industry demand
- Provides technical training and credential pathways through postsecondary institutions

Workforce system role

- Aligns training programs with in-demand occupations and career pathways
- Supports credential attainment and skill development
- Coordinates with workforce programs to align education and training investments

Job Corps

Program description

- Provides residential education and career training for eligible youth ages 16–24
- Offers academic instruction, career technical training, and support services

Workforce system role

- Serves as a training and education pathway for eligible youth
- Coordinates referrals with WIOA Youth programs and Alaska Job Centers
- Supports transitions to employment, apprenticeship, or postsecondary education

Housing and Supportive Service Programs

Alaska Housing Finance Corporation (AHFC) – Jumpstart Program

Program description

- Provides housing assistance through the Moving to Work (MTW) Demonstration Program
- Implements the Jumpstart Program to support economic self-sufficiency
- Offers case management and financial incentives tied to employment and education outcomes

Key outcomes include:

- First-time employment
- Increased wages
- Reduced reliance on public assistance
- Credential attainment
- Progress toward economic independence

Workforce system role

- Provides housing stability that supports participation in employment and training

- Coordinates with workforce programs to align housing and employment goals
- Supports individuals with barriers to employment through integrated service strategies

Tribal and Community Workforce Programs

Alaska Native Coalition on Employment and Training (ANCET)

Program description

- Represents a coalition of tribal workforce development organizations serving Alaska Native populations
- Provides employment, training, and supportive services across rural and urban communities

Services provided include:

- Job readiness and career services
- Occupational skills training and credential attainment
- Work-based learning and employment placement
- Supportive services to address barriers to employment

Participating organizations include:

- Aleutian-Pribilof Islands Association (APIA)
- Association of Village Council Presidents (AVCP)
- Bristol Bay Native Association (BBNA)
- Cook Inlet Tribal Council (CITC)
- Kawerak, Inc.
- Tanana Chiefs Conference (TCC)
- Southeast Alaska Regional Health Consortium (SEARHC)
- Kodiak Area Native Association (KANA)

Workforce system role

- Provides culturally responsive workforce services across Alaska
- Supports service delivery in rural and remote communities
- Coordinates with Alaska Job Centers for referrals and co-enrollment
- Expands access to workforce services for populations facing barriers to employment

Additional Workforce System Resources

These programs, while not always formal one-stop partners, contribute to the broader workforce system by supporting employment, training, education, and supportive service needs.

Workforce system role across resources includes:

- Supporting coordinated referrals and service access
- Enhancing training and employment opportunities
- Providing supportive services that enable workforce participation
- Strengthening alignment between workforce, education, and community programs

System Integration and Coordination

Across all partner programs and resources, Alaska's workforce system emphasizes:

- Coordinated intake, assessment, and referral processes
- Co-enrollment across WIOA core and partner programs
- Shared service delivery through the Alaska Job Center Network
- Alignment of workforce, education, and supportive service strategies
- Data-informed decision-making and performance accountability

These integrated approaches ensure that individuals can access a comprehensive range of services in a seamless, coordinated manner while supporting improved employment outcomes and system efficiency.