



THE STATE
of **ALASKA**
GOVERNOR MIKE DUNLEAVY

Department of Labor and Workforce Development

Office of the Commissioner

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November 18, 2025

The Honorable Lori Chavez-DeRemer
United States Secretary of Labor
U.S. Department of Labor
200 Constitution Avenue, N.W. Washington, D.C. 20210

Dear Secretary Chavez-DeRemer,

On behalf of the Alaska Department of Labor and Workforce Development (AK DOLWD) and the Alaska Workforce Investment Board (AWIB), I am pleased to submit Alaska's Workforce Innovation and Opportunity Act (WIOA) Annual Statewide Performance Report Narrative for Program Year (PY) 2024. This report highlights Alaska's workforce development system; the benefits received by program participants; and the vision, strategies, and goals outlined in the Alaska Combined State Plan.

From the southernmost point of the Southeast Panhandle to the Arctic, Alaska is a vast landscape with exceptional conditions and challenges: job seekers residing in remote regions; the seasonality of many principal employment sectors; and a vulnerability to natural disasters. Despite this, Alaska has continued its recovery from the pandemic with an evolution of approaches in PY 2024 to better assist Alaskans in overcoming barriers to obtaining meaningful employment. Alaska diligently fosters its relationships with public, private, tribal, union, and non-union partners to ensure ongoing access to training in high-demand industries. The state's WIOA programs offer many options including apprenticeships, retraining, reskilling, internships, on-the-job- training, entrepreneurship, and more to connect Alaskans with work that provides family-sustaining wages while meeting critical industry workforce needs.

We appreciate and value this important federal/state partnership. Thank you for your continued support to the people of Alaska.

Sincerely,

A handwritten signature in cursive script that reads "Catherine Muñoz".

Catherine Muñoz
Commissioner

State of
Alaska

WORKFORCE INNOVATION AND OPPORTUNITY ACT



**Program
Year 2024**

Annual Report Narrative



ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT

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Assurances: The Alaska Department of Labor and Workforce Development assures that all required elements for the Program Year 2024 WIOA Annual Report are reported uniformly. All WIOA title programs, I – IV, are coordinated in the development of this report.

This project is 100% federally funded. Alaska Stevens Amendment required information is available at <https://labor.alaska.gov/commish/grant-awards.html>.

Alaska's Program Year 2024 WIOA Overview

During Program Year (PY) 2024, Alaska successfully navigated the challenges of serving a geographically dispersed population amid evolving economic and environmental conditions. The state's Workforce Innovation and Opportunity Act (WIOA) vision centers on creating diverse pathways to high-skill, high-wage careers and ensuring broad access to education, training, and supportive services that prepare Alaskans for high-demand occupations with family-sustaining wages. Progress toward this vision is driven by flexible implementation, the use of technology, and the strategic integration of WIOA resources with other state and federal programs.

The Alaska Department of Labor and Workforce Development (DOLWD) plays a crucial role in implementing WIOA and state training initiatives that offer clear, accessible learning opportunities for workers at every stage of their careers. These initiatives address employers' skills needs while prioritizing key populations, including veterans, transitioning service members and their families, and individuals with disabilities. With strategic input from industry partners, Alaska continues to build talent pipelines for high-growth sectors, including healthcare, construction, maritime, oil and gas, renewable and alternative energy, transportation, technology, education, and mining.

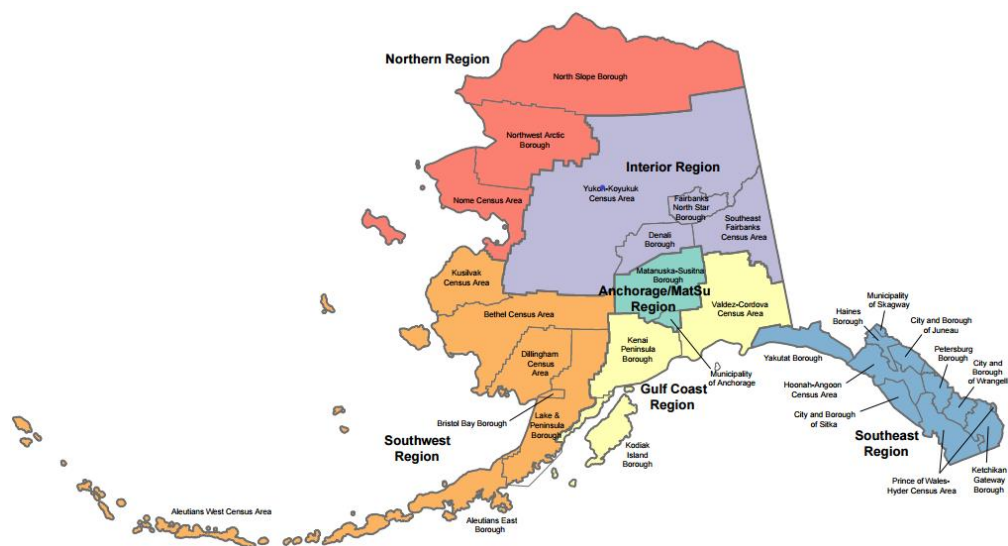
To advance these goals, DOLWD employs sector partnerships, cross-program data integration, and the expansion of career pathways through registered apprenticeship, pre-apprenticeship, and other work-based learning opportunities. DOLWD also continues to innovate in Alaska Job Center service delivery, with a focus on at-risk populations. Additional detail on Alaska's strategic vision, goals, sector strategies, and career pathways is provided in the state's [Combined Plan](#).

In PY 2024, the Alaska Workforce Investment Board (AWIB) partnered with the Department of Education & Early Development to launch teacher apprenticeship pilots and finalize a principal apprenticeship pathway, directly addressing shortages of qualified educators and school leaders. Additionally, AWIB secured U.S. DOL State Apprenticeship Expansion Formula (SAEF) base funding to expand school-to-apprenticeship pipelines and accelerate statewide apprenticeship growth.

In PY 2024, the Division of Employment and Training Services (DETS), which oversees the Alaska Job Center Network and the local WIOA Title I Adult and Dislocated Worker programs, started a new partnership with Division of Motor Vehicles to match participant data for Commercial Driver License credentials to increase the reportable credential attainment rate. Other DETS highlights from PY 2024 include an ongoing alliance with the University of Alaska to increase local education and training programs eligible for WIOA funds, and a continued partnership with U.S. DOL Office of Apprenticeship to encourage registered apprenticeship sponsors to join the Eligible Training Provider List (ETPL). During PY 2024, DETS added 76 new programs to the ETPL, 41 of which were with the University of Alaska and 14 of which were Registered Apprenticeships.

DETS also continued to improve and promote [AlaskaJobs](#), its online labor exchange and case management system, to enhance service delivery, reporting, and provide a single user sign-on for WIOA Title I, II, and III programs; Trade Adjustment Assistance (TAA); and other state programs. AlaskaJobs provides access to an array of no-cost online self-services for individuals and employers. AlaskaJobs also supports common WIOA participant federal reporting and allows staff the ability to provide the highest level of customer service across programs. DETS continues to incorporate best practices for its virtual and distance delivery methods, expanding access to rural areas and to those who prefer virtual services. DETS also promoted WIOA training opportunities in priority career pathways across the state via radio, digital advertising and search presence, and public transportation ads in the state’s largest cities. DETS houses the AlaskaJobs Help Desk to assist with AlaskaJobs technical issues and respond to customer questions.

Economic Planning Regions and Overview



Alaska has six state-defined economic regions, which are used to collect and analyze labor market information and to inform strategic planning.

- Anchorage/Mat-Su Region** – This region is home to 55 percent of the state’s population. Anchorage headquarters many of the state’s large resource extraction companies and Alaska Native corporations, and with Joint Base Elmendorf-Richardson (Air Force and Army), is also home to a large military population. The Matanuska-Susitna Valley (Mat-Su) has long been the fastest growing part of the state due mostly to its relatively inexpensive housing, desirable lifestyle, and proximity to the Anchorage job market.
- Gulf Coast Region** – South of Anchorage and part of the population corridor known as the Railbelt, the Gulf Coast Region is especially diverse considering its relatively small population of 11 percent of the state’s 741,147 people. Nearly every industry sector in the state is represented to some degree in the region: oil and natural gas, fishing, tourism, and federal government/military (Coast Guard).

- **Southeast Region** – Historically the population center of Alaska, Southeast’s share of the state’s population has steadily diminished since World War II as most large infrastructure investments have occurred in Anchorage and Fairbanks and now represents 10 percent of the state’s total. Southeast has an older population and slower population growth but the region’s robust economic assets, including commercial and sport fishing, tourism, military (Coast Guard) and mining, have healthy prospects.
- **Interior Region** – This region has 15 percent of the state’s total population and has a mix of resource industries including large coal and gold mines, a prominent and growing military presence (Air Force and Army), the state’s main research-focused university campus in Fairbanks, and Denali National Park, which generates a large volume of seasonal tourism jobs.
- **Northern Region** – This region is sparsely populated with only about four percent of the state’s population living year-round in this vast geographic area, but it is home to most of the state’s large oil and gas industry including Prudhoe Bay and the spread of fields and infrastructure that have followed, as well as the world’s largest zinc mine, Red Dog.
- **Southwest Region** – Heavily dependent on the state’s rich and varied fishing industry, with five percent of the state’s population, this region supplies a large percentage of the nation’s total commercial fish harvest by both poundage and value. Bristol Bay sockeye salmon, Bering Sea crab, and pollock caught in the region represent some of the largest salmon, crab, and whitefish fisheries in the world. In addition to massive commercial fishing activity, sport fishing is also an important economic asset.

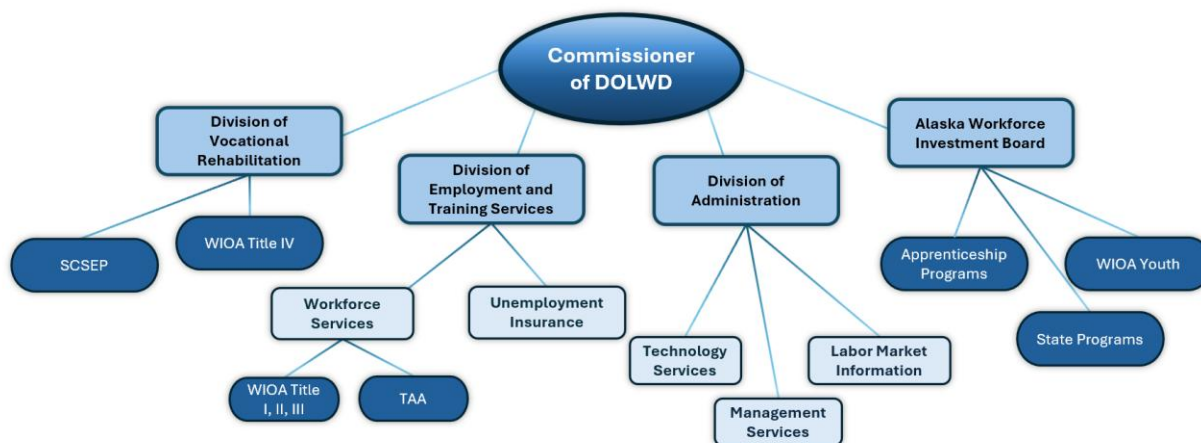
Alaska ranks 48th among states by population — only Wyoming and Vermont have fewer people — but it is by far the largest in land. With an area of 570,641 square miles, the state accounts for 16 percent of the total land mass of the United States. Alaska has experienced negative net migration for the last 12 years, by far the longest stretch of migration-related losses since statehood. Alaska’s 2024 population was 741,147 with a working-age population – ages 15 to 64 – that has shrunk by about 20,000 since 2010. Those declines were due mostly to its large baby boomer cohort aging out of the workforce, and also to migration-related losses of people in their 30s and 40s. The working-age population is expected to stabilize but not grow significantly in the coming years, suggesting that current labor shortages are likely to persist.

The state’s largest economic drivers are the federal government, including large populations of Air Force, Army, and Coast Guard personnel; oil and gas; tourism; seafood; and mining. Excepting oil and gas, the health of those assets remain generally sound and several are poised for potentially strong growth in the next decade.

Alaska Department of Labor and Workforce Development

As the state’s lead entity for workforce development, DOLWD, through DETS, administers WIOA Title IB Adult and Dislocated Worker programs, most Title ID National programs, Title II Adult Education, Title III Wagner-Peyser programs, and the Unemployment Insurance (UI) program. The department also administers Title IV of WIOA and the Senior Community Service

Employment Program (SCSEP) through the Division of Vocational Rehabilitation (DVR); and state funded employment and training programs, Apprenticeship programs, and the WIOA Youth program competitive granting process through AWIB.



Alaska Workforce Investment Board

AWIB’s vision is to connect Alaskans to good jobs by aligning data, partners, and programs statewide. Guided by labor market intelligence and input from sector/regional stakeholders, AWIB drives continuous improvement of the state’s workforce system. As the Governor’s lead workforce planning entity, AWIB sets the statewide workforce investment policy framework and coordinates programs and agencies to ensure a proper, accessible system for all customers, businesses seeking qualified workers, unemployed Alaskans pursuing employment and training, and incumbent workers upskilling to meet changing industry demands while advancing rural access, accessibility, and services for priority populations.

Division of Employment and Training Services

The mission of DETS is to provide labor exchange services, employment and training services, and UI benefits to Alaskans, thereby advancing opportunities for employment and providing economic stability for communities in Alaska. The division administers WIOA formula funds through the Alaska Job Center Network.

As part of DETS, Career Support and Training Services (CSTS) case managers in one-stop job centers provide support for Alaska’s WIOA Adult and Dislocated Worker programs. CSTS staff work with individuals to determine program eligibility and, after enrollment, identify goals and an appropriate combination of services to address individual needs via comprehensive objective assessments, career evaluation, and labor market analysis to develop an Individual Employment Plan while providing referrals for necessary additional resources. Participants may receive pre-vocational, vocational, occupational, apprenticeship, on-the-job, and Incumbent Worker Training, as well as supportive services to help meet costs of housing, transportation, tools, clothing, books, and other supplies while participating in program services.

Division of Vocational Rehabilitation

The mission of DVR is to assist people with disabilities to obtain and maintain employment. In partnership with other WIOA programs, SCSEP, school districts, and tribal vocational rehabilitation programs, DVR provides career services, training services, and other supportive services to Alaskans who experience disabilities and want to work. DVR also provides Pre-Employment Transition Services to students with disabilities who may be eligible for services. DVR offices are collocated in four job centers throughout the state to better serve co-enrolled participants, thus creating a seamless system that allows for an individual to leverage multiple program resources. Additionally, DVR leadership continues to work closely with WIOA partners to carry out department priorities and initiatives.

WIOA Combined State Plan Waiver Request

The primary goals of Alaska’s Combined State Plan and its waiver request are rooted in a commitment to optimizing Alaska’s workforce system. The Plan supports the state’s vision to enhance and improve opportunities for all Alaskans to obtain high-skill, high-wage jobs and careers by promoting the dignity of work and the value of employment. The approved waiver grants AWIB authority to act as the sole local board for the entire state while allowing DOLWD to report as a single entity. This approach streamlines reporting, enhances transparency, and fosters a more efficient and accountable workforce development system tailored to Alaska’s unique economic and geographic challenges.

A unified board overseeing workforce investments strengthens collaboration under the leadership of the Alaska Commissioner of Labor. It ensures coordination across all DOLWD programs and promotes inclusivity and diversity throughout the state’s regions. Recognizing the diverse needs of its workforce, AWIB actively seeks and values input from local officials and employers through multiple engagement methods, including outreach by board members, public input at three annual board meetings held in different locations, and participation in local economic development summits. The board’s work is bolstered by its geographic diversity, a dedicated subcommittee on diversity, and non-voting seats for mayors from each local area, ensuring local participation and diverse perspectives are integral to regional and statewide planning.

AWIB aligns training and employment programs with local employer demand and engages in regional convenings to address workforce priorities. Under the waiver, AWIB facilitates collaboration among the Alaska Job Center Network, educational and training providers, employers, industry associations, labor organizations, and nonprofit partners. These partnerships surface hiring needs and co-design responsive programs that address sector demand, achieve WIOA performance outcomes, and reach all regions.

Alaska’s Evaluation Projects and Products

With a portion of WIOA Title I Statewide Activities funds set aside by the Governor, AWIB and DETS partner with Research & Analysis (R&A), other DOLWD divisions, national, state, and

local agencies, trade unions and industry organizations, training providers, and other nonprofit and private entities to evaluate WIOA program performance through a range of analytic products. R&A integrates national, state, and local data and collaborates with WIOA program leaders to conduct and publish longitudinal studies on Alaska’s demography and economy as they relate to the workforce, supporting continuous improvement in targeted training and services for employers and job seekers. R&A’s Occupational Database and related information systems link participant records with rich labor market information, enabling rigorous and long-term evaluation of workforce programs and outcomes. For a list of highlights of R&A’s PY 2024 evaluation projects and products, including links, see [Appendix II – PY 2024 Evaluation Highlights](#).

Reemployment Services and Eligibility Assessment (RESEA)

Alaska reworked its evaluation study design for the RESEA program due to the state’s small population pool resulting in an inadequate sample size for its original design. Alaska’s geography and population size creates challenges unique to Alaska and partnering with other states to increase its sample size is not an option. The evaluation study partners UI program analysts, programmers, two economists from R&A, serving as evaluators, and Abt Global. Rules for the random assignment of claimants to treatment and control groups were completed but due to limited programming resources and competing projects, a specific completion date for this evaluation study has not yet been determined. Programming the random assignment framework and selection will resume in January 2026, as other projects are completed. Once additional information is gathered from the programmers, the evaluators will meet with Abt Global to further refine the evaluation process and address any necessary adjustments for implementing a random assignment evaluation study.

Inter-Title Participant Referral Process

Alaska participated in the U.S. DOL Employment and Training Administration (DOLETA) Workforce GPS 2024 Evaluation Peer Learning Cohort (EvalPLC) with representation from all four WIOA Titles as well as AWIB. The Capstone Project identified by the team was *Inter-Title Participant Referral Process*, which is a continuation of the EvalPLC 2023 capstone project. More specifically, the capstone focused on evaluating the process of referring customers initially being served under one WIOA Title to another to ensure provision of all necessary services met customers’ needs with the goals of increasing co-enrollment and automating, measuring, and improving the referral process. EvalPLC 2024 cohort activities were progressing well until the EvalPLC assistance model underwent changes at the federal level in the spring of 2025, resulting in a pause in support. The evaluation is currently in the nascent stages involving identification of a baseline (how referrals are currently accomplished) and identification of a data source common to all WIOA Titles. Due to several obstacles including software differences, data sharing restrictions, data ownership and access, and a small population of participants that would benefit from referrals, the evaluation is not expected to be short-term. Currently, the project is entirely internal to DOLWD, and completion is not expected until well into PY 2025.

Customer Satisfaction

Measuring customer satisfaction allows the state to better understand the effectiveness of statewide service delivery. Survey results are presented to AWIB, the Alaska State Legislature, DETS program management, and job center staff to improve services and better meet the needs of job seekers and employers. Due to the importance of customer satisfaction survey results, Alaska conducts this survey process weekly, as well as issuing reminders of initial survey invitations to encourage a maximum response rate. Tabulated results and comments are shared with Alaska Job Center Network (AJCN) regional managers and WIOA program leads on a weekly basis to provide positive feedback to staff and promptly address concerns. During PY 2024, a survey for job seekers receiving services from AJCN staff was added. These results can be compared to the baseline established in PY 2023 but are not comparable to prior survey results.

In PY 2024, the participant survey was expanded from previous years. The expanded survey increased from 9 questions to 37 possible questions. Of those 37, approximately half are primary questions while the rest are secondary questions generated based on initial responses. Participants are also encouraged to submit additional feedback and offer ideas for improvements to the program.

During the program year, 558 training participants received services and were invited to take the survey and 193 of those responded to at least one question. This was a 34.6 percent response rate, a decrease from PY 2023's rate of 46.9 percent.

In PY 2023, employer satisfaction was measured using a survey of three questions and a freeform feedback option for staff assisted services received in the job centers. However, this changed during PY 2024. The employer survey increased to 39 possible questions. Like the participant survey, approximately half are primary questions that may generate additional questions depending on how employers respond. The average aggregated survey satisfaction rate for employers in PY 2024 was 70.4 percent, a decrease from PY 2023. Of the 1,146 invited to take the survey, 216 employers responded for an 18.9 percent response rate, a slight decrease from the prior year's 22.7 percent response rate.

PY 2024 Customer Satisfaction: Individual Question Response Trends					
PY	Satisfied	Not Satisfied	Neutral	Total Responses	Percent Satisfied
Training Participant					
2024	173	5	15	193	89.64%
2023	260	10	12	282	92.20%
Employer					
2024	152	11	53	216	70.37%
2023	215	20	35	270	79.63%
Youth					
2024	18	1	3	22	81.82%
2023	51	6	12	69	73.91%
Job Seeker					
2024	459	47	262	768	59.77%

Performance Accountability System

Overview

Alaska met the majority of its negotiated levels of performance in PY 2024 but fell short in the Credential Attainment Rate (CAR) for Adult and Dislocated Worker programs. Alaska met its Measurable Skill Gains (MSG) metric for the Adult and Dislocated Worker programs but did not meet it for the Youth program and did not meet the CAR for the Adult Education program, see [Appendix IV – Performance Accountability Data](#) for more comprehensive performance level breakdowns. The department reviews these metrics and the Quarterly Report Analysis (QRA) metrics monthly, with discussions on root causes and solutions to the MSG and CAR shortfalls. In May of 2025, Alaska began drawing staff’s attention to participants that did not meet these measurements on the current month’s QRA report. This enabled staff to make a focused effort on contacting those individuals to try and obtain necessary information or documentation to meet these measurements. However, Adult Education continues to struggle with CAR due to the nature of the transient population they serve.

Alaska uses performance accountability measures in accordance with the strategic vision and priorities of the department to evaluate the effectiveness of the workforce investment framework and individual core programs, with the goal of ensuring participants exiting our systems are work-ready and can obtain and maintain self-sustaining wages. Data entry quality control is performed via the robust business rules of the AlaskaJobs system, which prevents the entry of inappropriate information and whenever possible prevents the entry of inaccurate information through system controls.

Alaska ensures the data integrity of reported information through monitoring, quarterly data validation, logical validation, and the use of QRA metrics provided by DOLETA as described in the Data Validation Methodology section of this report and covered in detail in the department’s data integrity policy [07-541](#) and procedures. Alaska also analyzes the QRA metrics monthly, graphing both QRA metrics and negotiated metrics over time to identify trends as they emerge and take timely corrective action if needed.

Effectiveness in Serving Employers

Alaska includes data from WIOA Titles I, II, III, and IV to calculate its Retention Rate (*how many workers continue to work for the same employer in the second and fourth quarters after exit*).

The **Retention Rate** is intended to indicate how well Alaska matches job seekers to employers and is determined by aligning core program data with wage information. Factors that influence the Retention Rate include Alaska’s economic climate, the high rate of seasonal and transitional workers, challenges stemming from geographical barriers, and one of the highest ratios of nonresident to resident workers in the nation.



In PY 2024, Alaska saw an increase in the total number of establishments that received recruitment services but the Retention Rate decreased slightly from 64.4 percent to 63.8 percent.

Data Validation Methodology and Results Summary

Alaska implemented Data Integrity policy [07-541](#) in accordance with TEGL 7-18, Change 1; TEGL 23-19, Change 2; and Program Memorandum OCTAE 19-1 to cover joint data integrity, logical validations, standard data validation, monitoring, and the use of quarterly report analyses to ensure data is valid, accurate, reliable, and comparable across programs. The policy is supplemented with data integrity procedures.

Data validation is conducted quarterly, concluding mid-September just prior to certification of annual performance reporting, with records selected to ensure that all organizations' records are sampled and validated each year. An annual assessment of the data validation process is conducted within 90 days of the conclusion of fourth quarter data validation. Revisions to the data validation policy and procedures are considered based on error rates, trends in data accuracy, and identification of issues during monitors.

TEGL 23-19 Change 2 Attachment II is used for allowable source documentation. Sample sizes are based on readily available population proportion sample size calculators using a 95 percent confidence level, a 50 percent population proportion, and a 15 percent confidence interval. The sampling frame consists of program participants enrolled during the previous 24 months and, if exited, exited during the previous 18 months. Participants are selected using stratified probability sampling, with 75 percent active and 25 percent exited participants selected.

Failure scores are assigned to each data element as follows:

$$DE \text{ Failure Score} = \frac{\text{Count of DE Failures}}{\text{Records including DE}} \times \frac{\text{Count of DE Failures}}{\text{Total Errors}}$$

This method prevents an element with a high failure rate but low frequency from appearing to have more impact than an element with a lower failure rate but high frequency. A threshold of five is set for highest scrutiny, but all failures are reviewed for process improvement. Validation worksheets identifying failed data elements are sent to case managers. All errors are corrected, and error correction documentation is returned within 30 days of receipt of the validation worksheets. The validation worksheet and error correction documentation including the result of the correction, steps taken to correct the error, a determination of why the error

occurred, and the steps that will be taken to preclude the error from occurring again, are attached to the participant file. The effectiveness of the data validation process is

PY 2024 Data Validation Results				
Files Validated	Passed	Pass Rate	Failed	Fail Rate
289	247	85.47%	42	14.53%

evaluated quarterly upon the completion of interim data validation efforts through an analysis of error trends.

Case managers and staff associated with data entry or validation are provided annual refresher training that includes an overview of validation results and corrective actions from the previous program year, identification of trends, a summary of the effectiveness assessment, an explanation of any changes to the data validation policy or procedures including source documentation requirements, case manager feedback, and reinforcement of the importance of their roles in ensuring valid, reliable data. An analysis of records managed by each case manager is reviewed for trends that are unique to that case manager. Procedures are reviewed to ensure the case manager has all necessary resources. Process changes resulting from annual refresher training are shared as quickly as possible and incorporated in future training.

The following are maintained in accordance with the department’s records retention schedules: electronic copies of data validation records, including frozen quarterly wage records; records of errors, missing data, and other anomalies, along with associated correction documentation; records identifying error rates and trends in common data accuracy issues; records of corrective actions taken; and records of individualized and system-wide training.

Data integrity reviews consist of monthly local QRA calculations, quarterly comparison of local results to DOLETA QRA results, monthly analysis of local results and QRA results by program managers for alignment with internal expectations and DOLETA-established targets, ongoing evaluation by data analysts and program managers of feedback provided by DOLETA, and routine evaluation by management and case managers of participant information for alignment with expectations.

Self-Appraisal System (SAS)

Per 20 CFR §658.601, Alaska has established a self-appraisal system for job center operations to determine success in reaching goals and to correct deficiencies in performance. The self-appraisal system includes a quantitative appraisal conducted quarterly by region and an annual qualitative appraisal for each region.

PY 2024 Self-Appraisal System Results				
	Registered Job Seekers with Services	Staff-Assisted Job Orders	Records Reviewed	Statewide Average Pass Rate
Job Seekers	4,336		95	93.6%
Job Orders		7,435	139	99.0%

The quarterly appraisal consists of reviewing a random sample of records of Wagner-Peyser enrolled individuals who received a staff assisted service and employer records

for those with job orders created by staff in AlaskaJobs during the review period. An Employment and Training Technical Unit (ETTU) staff member pulls the records and performs a review. The overall job center accuracy rating must be 90 percent or higher. Those with scores below 90 percent are required to complete a corrective action plan.

The annual qualitative appraisal is conducted by AJCN management using the *Policy and Procedure Annual Self-Appraisal Checklist*. Any section of the checklist with a negative

response is required to have an explanatory comment based on information obtained from AJCN managers.

Common Exit Policy

Per department policy [07-539](#), common exit applies to WIOA Adult, Dislocated Worker, and Youth; Wagner-Peyser; and TAA programs. Common exit occurs when a participant who is enrolled in two or more applicable programs has met the exit criteria for each program, has not received qualifying participant-level services from any of those programs for at least 90 consecutive days, and has no future qualifying participant-level services planned. The date of exit is automatically determined and applied retroactively to the participant record in AlaskaJobs based on the completion date of the last qualifying participant-level service.

Federal Employment and Training Administration Monitoring

In PY 2024, AWIB participated in one federal monitoring process. Staff from DOLETA conducted a program review of the State Apprenticeship Expansion, Equity and Innovation (SAEEI) grant, which resulted in several findings. AWIB staff worked on the corrective action plan, and all items have been resolved.

State Monitoring

Per the department’s [Monitoring and Single Audit Policy 07-523.2](#), comprehensive reviews ensure subrecipients are operating in compliance with federal and state laws and regulations; the terms and conditions of their grants; the state’s policies and procedures; participant program eligibility; and performance accountability. Monitor guides include questions, reviews, and observations necessary to ensure staff are following written data validation and source documentation procedures. Appropriate corrective action is explained in monitor reports if data validation procedures are not being followed, and follow-up reviews are conducted to ensure corrective actions are properly implemented.

Monitored in PY 2024		
Program	Organization	Date
WIOA Youth - AWIB	Alaska Works Partnership	December 3, 2024
	Alaska Department of Family & Community Services: Division of Juvenile Justice	February 12, 2025
	Alaska Vocational Technical Center	February 26, 2025
	University of Alaska Anchorage: Kenai Peninsula College	March 24, 2025
Alaska Adult Education	University of Alaska Anchorage: Prince William Sound College	August 28, 2024
	Southeast Regional Resource Center	September 11, 2024
	Alaska Department of Corrections	November 7, 2024
	Alaska Literacy Program	March 5, 2025
SCSEP/MASST	Southeast Regional Resource Center	Monthly

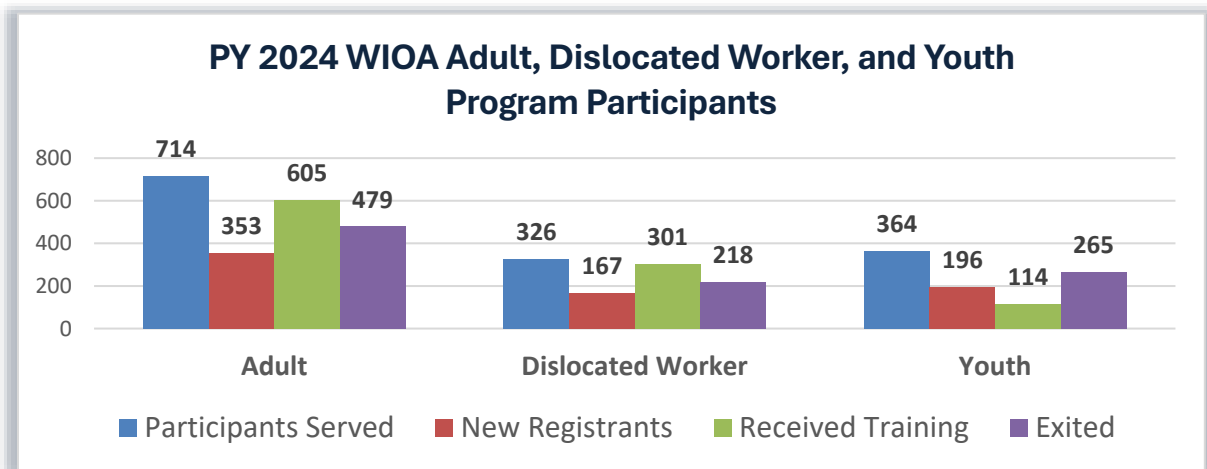
In PY 2024, AWIB monitored the activities of four WIOA Youth subrecipients. DETS monitored four Alaska Adult Education local providers, with a goal of ensuring that subrecipients and grantees were adhering to the vision, strategies, and procedures of their programs as mandated by DOLETA; U.S. Department of Education Office of Career, Technical, and Adult Education; and the State of Alaska. DVR conducted internal and ongoing monitoring of SCSEP providers across five regional sites due to staff turnover and medical illnesses. The oversight ensured staff were properly trained, documentation was accurate, and participants continued receiving high-quality services despite operational challenges.

DETS supervisory staff continued internal monitoring of Adult, Dislocated Worker, and Wagner-Peyser programs in the job centers with spot check reviews throughout the program year per [Wagner-Peyser Program Monitoring Plan and Policy 07-543](#). The ETTU provides quarterly reports to job center management as a proactive approach to identify data entry inconsistencies. As a result of monitoring, the division provides intensive training for new WIOA case managers to increase knowledge, accuracy, and performance. On-site monitoring of Adult, Dislocated Worker, and Wagner-Peyser programs occurred at six job centers in PY 2024, which was two more locations than the previous program year.

Job Center	Date
Ketchikan	October 28, 2024
Juneau	November 1, 2024
Anchorage Midtown	November 8, 2024
MatSu	March 5, 2025
Kenai	April 25, 2025
Fairbanks	May 16, 2025

State Strategies, Best Practices, and Needs

WIOA Title I – Adult, Dislocated Worker, Youth, and Statewide Programs



Across all titles, WIOA programs prioritize high-need populations, with special focus on supporting veterans and their eligible spouses, displaced homemakers, individuals with barriers to employment including but not limited to recipients of public assistance, low-income individuals, older individuals, ex-offenders, youth in or aged out of foster care, long-term unemployed individuals, basic skills deficient individuals, and other groups determined by the Governor to have barriers to employment. Job center staff also collaborate with

Dislocated Worker PY 2024 Performance	Negotiated	Actual
Employment Rate (Q2)	88.0%	90.5%
Employment Rate (Q4)	83.0%	87.5%
Median Earnings	\$13,500	\$17,452
Credential Attainment Rate	62.2%	53.6%
Measurable Skill Gains Rate	75.0%	81.1%

Registered Apprenticeship (RA) programs to promote and enhance the use of apprenticeships. Staff understand the value of apprenticeship as a work-based opportunity for jobseekers, how to establish new apprenticeship programs, and ways to blend and braid WIOA funds into RA opportunities.

Alaska continued to strengthen WIOA Adult and Dislocated Worker programs in PY 2024 as evidenced by meeting or exceeding most program year performance indicators, continuing to improve the division’s integrated data and case management system, fostering inter-agency and external partnerships, and supporting Incumbent Worker Training in multiple industries to increase employers’ competitiveness by developing a skilled workforce. CSTS staff continue to partner with and serve Alaskans in a shared effort to strengthen the state’s diverse workforce.

Adult PY 2024 Performance	Negotiated	Actual
Employment Rate (Q2)	80.0%	87.3%
Employment Rate (Q4)	80.5%	89.7%
Median Earnings	\$11,500	\$14,498
Credential Rate	69.5%	68.9%
Measurable Skill Gains Rate	68.9%	76.5%

DETS, DVR, and AWIB staff collaborate to maximize outreach and participant funding through WIOA Adult, Dislocated Worker, Youth, Rapid Response, TAA, SCSEP, and Vocational Rehabilitation programs in accordance with the department’s [Co-enrollment Policy 07-505.1](#).

Adult

Throughout its one-stop job center network, providing services in accordance with [Priority Populations Policy 07-517.1](#), DETS CSTS case managers actively worked with 714 Adult participants, of whom 353 were new registrants during the program year. Program exits increased from 456 in PY 2023 to 479 in PY 2024. Alaska’s WIOA Adult program served more male than female identifying individuals by an approximate two-to-one ratio (470 to 241—three individuals chose not to provide a “gender”), with 60 percent (432) in the 25-44 age bracket. Low-income individuals comprised 57 percent (407), 9 percent (63) experienced disabilities, and 11 percent (77) were single parents. Of the 714 participants, 647 identified as a single race and of these, 65 percent (421) identified as Caucasian.

Dislocated Worker

Per policy [07-524.1](#), Alaska’s WIOA Dislocated Worker program provides employment and training services to individuals who have lost their job through no fault of their own or received

a layoff notice, employees who have received notice that they will lose their job unless they complete additional training or acquire additional credentials, displaced homemakers who have relied on the income of another family member and no longer receive that support, and relocated active military spouses. Self-employed individuals who have experienced income reduction or were compelled to close their business due to economic conditions in their community or natural disaster may also be considered dislocated workers. In PY 2024, the Dislocated Worker program served 326 individuals and similar to the Adult program, served more male than female identifying individuals (257 to 67—two individuals chose not to provide a “gender”), with 59 percent (193) in the 25-44 age bracket. Low-income individuals comprised 27 percent (88) of this group and 7 percent (23) were single parents. Of the 326 individuals served, 282 identified as a single race and of these, 90 percent (254) identified as Caucasian.

Incumbent Worker Training

Alaska’s Incumbent Worker Training program assisted eight employers to train 13 incumbent workers in ground and air transportation, hospitality management, oil and gas, and utilities industries. Benefits to employers included business expansion, increased stability, highly qualified and motivated employees, and improved efficiency. Benefits to employees included portable credentials, pay increases, and career advancement.

Rapid Response

Alaska’s Rapid Response program is designed to avert or quickly respond to an announcement of a permanent closure, mass layoff, or natural or other disaster which results in workers being laid off through no fault of their own. During PY 2024, the Rapid Response program received three Worker Adjustment and Retraining Notification (WARN) notices, provided services to 26 employers, and a total of 226 affected workers participated in 20 rapid response events.

Program Year	WARN Notices	Rapid Responses
2019	19	85
2020	7	73
2021	3	15
2022	1	15
2023	3	17
2024	3	26

The Rapid Response team consists of a statewide Rapid Response Coordinator, regional rapid response representatives, and trained backup rapid response representatives. The state’s Rapid Response team provides customized strategies, support, and assistance to businesses, communities, families, and individuals to avoid or minimize the impact of job loss and business closures. Utilizing various data and resources provided by the department’s UI and R&A teams, the statewide Rapid Response Coordinator identifies and gathers information for early indication of potential layoffs or opportunities for layoff aversion. The Rapid Response team also receives notification of potential layoffs and business closures via workers filing UI claims, direct contact from impacted employers and workers, partnerships, media announcements, fluctuations in employer tax contributions, and WARN notices. The team then conducts an assessment, coordinating with appropriate stakeholders and partners, and implements a plan to address the layoff or closure.

Rapid Response assistance is tailored to each worksite and dislocation, and may include:

- On-site or virtual worker meetings with affected workers regarding services to assist with reemployment.
- Layoff aversion strategies and activities customized to specific needs such as:
 - Developing, funding, and managing the state Incumbent Worker Training program or other worker upskilling approaches as part of a layoff aversion strategy or activity;
 - Referring employers to other federal, state, and local resources to address business needs that cannot be funded with resources provided under WIOA;
 - Connecting businesses to employer loan programs for employee skill upgrading. For example, the Alaska Department of Commerce, Community, and Economic Development’s Division of Investments administers several state employer loan programs;
 - Establishing linkages with economic development entities including local business retention and expansion activities;
 - Connecting businesses and workers to short-term, on-the-job, or customized training programs and registered apprenticeships before or after a layoff to help facilitate continued employment or rapid reemployment; and
 - Providing employers with information on Work Opportunity Tax Credits and other programs that may help defray payroll expenses.
- On-site or virtual worker meetings with the affected workers regarding services to assist with reemployment, which typically include representatives from UI, Employment Services, CSTS, TAA (if applicable), and other partner agencies who provide information on services and benefits that are available and necessary to appropriately serve the affected workers.
- On-site or virtual job fairs or workshops tailored to the employers’ and workers’ needs. Topics for workshops may include resume preparation, interviewing skills, labor market information, and making a career change.
- Job center services and resources, including access to career services, assessments, educational services, supportive services, employer services, and information on UI, the TAA program, Pell Grants, the GI Bill, and other resources.

The Rapid Response team is also responsible for developing and maintaining partnerships with federal, state, and local agencies; AWIB; elected officials; and employer associations, labor organizations, and other public and private organizations, to share resources and provide timely assistance to dislocated workers. This includes working with these partners, when needed, regarding state or local economic development assistance. The team also partners and coordinates with the provision of emergency assistance adapted to a layoff or disaster.

Youth

AWIB’s Grant Unit administers the WIOA Youth program. A comprehensive statewide system of WIOA Youth partners delivers services funded via an annual competitive solicitation award process.

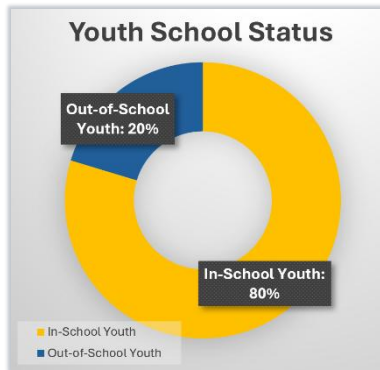
These partners provide industry-driven vocational, educational, and supportive services to eligible In-School Youth (ISY) and Out-of-School Youth (OSY),

with the majority of resources focused on OSY and priority groups such as youth experiencing homelessness, foster youth, and justice-involved youth.

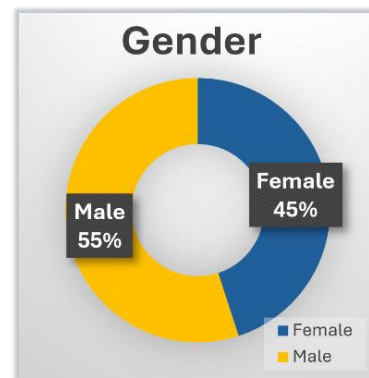
PY 2024 WIOA Youth Performance	Negotiated	Actual
Employment Rate (Q2)	60.0%	66.2%
Employment Rate (Q4)	59.5%	63.1%
Median Earnings	\$4,500	\$4,010
Credential Rate	56.7%	67.3%
Measurable Skill Gains	71.0%	69.8%

Alaska continued to strengthen the WIOA Youth program in PY 2024 while navigating reduced funding and fewer subrecipients. AWIB allocated \$1,920,000 to eight subrecipients across six economic regions. Collectively, these providers served 364 youth and exited 478, reflecting current-year and prior-year enrollments reaching completion and underscoring the value of consistent service delivery and oversight.

Of the youth served, 201 identified as male and 163 as female. By race/ethnicity, the largest group identified as White (208), followed by American Indian or Alaska Native (139), more than one race (74), Black or African American (54), Asian (35), Hispanic/Latino (54), and Native Hawaiian or Other Pacific Islander (13). Counts may exceed totals due to multi-race/ethnicity reporting. OSY represented the majority (290).



Many participants faced barriers to employment, including low-income status (347), single parenthood (93), involvement in the justice system (58), foster care (27), and disability (17). Educational attainment included 176 with a high school diploma/equivalency and 127 with some postsecondary education or a credential.



Funding decreases prompted a reassessment of co-enrollment strategies, contributing to increased participation among youth with disabilities. Subrecipients continued to serve diverse populations, including Asian and multiracial youth, while maintaining a focus on OSY and low-income youth.

Statewide and Governor’s Reserve Funds Activities

Statewide Activities funds are a vital part of Alaska’s workforce development system. Consistent with WIOA Title I (§134(a)) and 20 CFR part 682 (e.g., §682.200), these funds support required statewide activities, including AWIB oversight; management of the ETPL; dissemination of labor market information; additional assistance to local areas with high concentrations of eligible youth; operation of fiscal and management accountability

information systems; monitoring and performance evaluation; and staff training, capacity building, and technical assistance to optimize one-stop delivery system operations. Statewide Governor’s Reserve funds also provide flexible, strategic capacity to expand services to Alaskans through targeted grant awards.

Alaska’s ETPL continued to grow during PY 2024 to a total of 756 programs delivered by 84 providers. The University of Alaska, with its multiple campuses statewide, is the most robust training provider, offering more than half of the training programs currently available on the list.

Outreach efforts are made by job center staff as well as the ETPL Coordinator to continue growing the list. Newly registered apprenticeships are also contacted quarterly by Alaska’s USDOL State Director and invited to be added to the ETPL since they are automatically eligible.

PY 2024 WIOA Title I Funding Snapshot

Program	Available	Expended	Percent Expended	Available Balance
WIOA Youth	\$3,444,195.00	\$2,818,096.54	82%	\$626,098.46
WIOA Adult	\$3,235,035.00	\$2,969,388.67	91.79%	\$265,646.33
WIOA DW	\$5,876,555.00	\$4,768,382.76	81.14%	\$1,108,172.24
Title I Totals	\$12,555,785.00	\$10,555,867.97	84.07%	\$1,999,917.03
Subsets from Data Above				
Local Admin	\$1,037,858.96	\$272,382.94	26.24%	\$765,476.02
Rapid Response	\$293,827.75	\$58,221.19	19.81%	\$235,606.56
Statewide	\$1,883,367.75	\$1,338,646.13	71.08%	\$544,721.62
Totals	\$3,215,054.46	\$1,669,250.26	51.92%	\$1,545,804.20

WIOA Title II – Adult Education and Family Literacy

Within DETS, the Alaska Adult Education (AAE) office administers a statewide program for adults to enhance their postsecondary education skills as they transition into the labor market, vocational training, or collegiate level academia. The AAE office manages Adult Education and Family Literacy Act (AEFLA) funds to forge partnerships and provide students with the educational advantages they need. AAE grantees are funded according to their capacity to conduct basic adult education, literacy, family, and workplace literacy; English language acquisition; workforce preparation activities; digital literacy; civics education; and integrated education and training. In PY 2024, AAE awarded over \$2.5 million to regional adult education grantees including an integrated correctional system to deliver federally mandated adult education and literacy activities, and a grant for Integrated English Literacy and Civics Education (IELCE). Some PY 2024 AAE program highlights included:

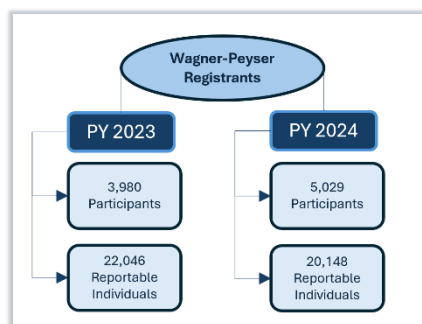
- Basic skills and pre-secondary education, which is instruction comparable to first through eighth grade educational levels and is designed to prepare students for secondary education courses. During PY 2024, 58 percent of AAE’s full-time students tested at or below eighth grade educational functional level.

- Secondary education and high school equivalency preparation, which provides instruction to improve students’ skills for transition into higher education, training, or employment. This curriculum is rigorously aligned with the functional level of high school. Pre-testing determined only three percent of incoming students tested in the ninth through twelfth grade range.
- AAE measures achievement of educational functioning level (EFL) gain from pre- to post-testing using standardized proctored testing, as well as attainment of a high school diploma or equivalent, to demonstrate measurable skill gains. In PY 2024, 45 percent of students achieved EFL gains through pre/post- testing, and 78 percent achieved a gain by passing a subtest on the state recognized high school equivalency examination, which is GED Testing Services in Alaska.
- Alaska awarded 527 high school equivalency diplomas in PY 2024, an increase from the previous year.
- The English as a Second Language (ESL) program assists students to improve their reading, writing, speaking, and comprehension of the English language. In PY 2024, 39 percent of full-time students assessed were ESL students.
- AAE is working to strengthen Integrated Education and Training (IET) programs throughout the state. In PY 2024, two percent of students participated in an IET program and 67 percent achieved a measurable skills gain.

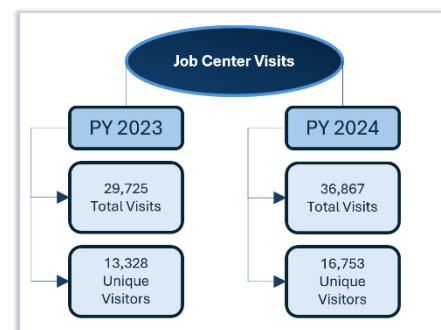
WIOA Title III – Wagner-Peyser

Alaska’s Wagner-Peyser labor exchange services are delivered through 13 Alaska one-stop job centers and one satellite job center, collectively known as the [Alaska Job Center Network \(AJCN\)](#). The AJCN collaborates with partner agencies to provide universal access and services under one roof to employers, job seekers, and workers. Comprehensive self-services are also available via [AlaskaJobs](#), Alaska’s free online labor exchange system connecting job seekers with Alaskan employers.

Services for Job Seekers – Resource Room



Resource Room staff offer workshops for job seeking tips, resume writing, cover letters, interviewing skills, employment after incarceration, and annual My Free Tax Initiative services. Additionally, they provide assessments of skill levels and abilities, aptitude testing, and career guidance. Job



seekers may also participate in the Alaska Career Ready program for ACT WorkKeys® curricula and assessments, which provides them with opportunities to earn National

Career Readiness Certificates (NCRCs). In PY 2024, job seekers, including incarcerated individuals prior to release, underwent 1,240 WorkKeys assessments to earn 316 NCRCs, a 2.23 percent increase in assessments taken and a 3.36 percent decrease in NCRCs over the prior year. Resource Room staff also provided appropriate referrals to partner programs and agencies, including veteran’s representatives, and WIOA Title I program staff for assistance with training and support, job search assistance, referral, and placement.

Most job fairs, workshops, and recruiting events were held in person during PY 2024, with telephonic or electronic options, to best meet customer needs, for services not requiring in-

Wagner-Peyser PY 2023 Performance		
	Negotiated	Actual
Employment Rate (Q2)	60.0%	69.0%
Employment Rate (Q4)	59.0%	68.7%
Median Earnings	\$6,500	\$9,428

Wagner-Peyser PY 2024 Performance		
	Negotiated	Actual
Employment Rate (Q2)	66.0%	70.9%
Employment Rate (Q4)	65.0%	66.1%
Median Earnings	\$7,000	\$10,270

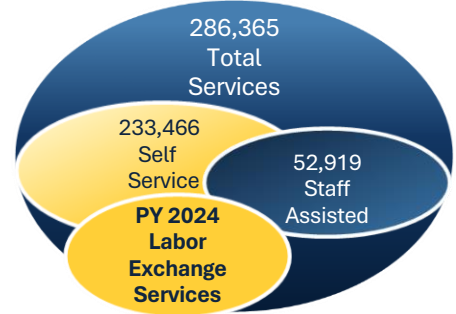
person interaction such as WorkKeys Curriculum online courseware and virtual job fairs. Substantial increases continued for PY 2024 in job center visits (24.03 percent), unique visitors (25.70 percent), and participants receiving services (26.36 percent). However, a slight decrease in reportable individuals receiving services (-8.61 percent) did occur in PY 2024. Despite that, Alaska continued to improve and exceed negotiated targets for two out of three performance

measures for PY 2024. The Employment Rate (Q4) measure saw a decrease from PY 2023 but remained above the negotiated target in PY 2024.

Along with federal common performance indicators, Alaska has state-identified performance targets: connecting employers with qualified job seekers; increasing the number of job seekers receiving staff assisted services; and increasing the number of employers using the online labor exchange system. In a continuation of pandemic recovery, a slight decrease was seen in Alaskan job seekers (11,256) who sought Wagner-Peyser services in PY 2024 compared to job seekers (12,405) who sought Wagner-Peyser services in PY 2023. However, the number of staff assisted services continued to increase (52,919) in PY 2024, up from the 52,749 staff-assisted services in PY 2023. Similarly, 17,154 job seekers received 233,446 self-services during PY 2024, an increase from the 15,715 job seekers who received 197,284 self-services during PY 2023. The AlaskaJobs labor exchange system saw a decline in overall use compared to the prior year. There was an average of 41,431 users per quarter accessing the website for an average of 120,950 sessions per quarter, 45 percent of whom accessed AlaskaJobs from a mobile phone. The state is currently testing a mobile application version of its labor exchange system.

Services for Employers – Business Connection

Job center staff are also trained to serve employers, and DETS has dedicated Business Connection staff at the state’s five largest job centers. Alaska’s approach to serving employers emphasizes proactive, staff-initiated outreach designed to establish long-term relationships to meet employers’ current and future employment and training needs. Staff assist employers with special recruitments, ensure job applicant suitability, conduct job fairs, make referrals for Incumbent Worker Training, and provide information to help ensure compliance with state and federal laws. The AJCN also houses apprenticeship specialists who support employers in sponsoring Registered Apprenticeship programs, which allow employers to establish their own standards of proficiency while developing a local and loyal workforce.



PY 2024:
1,351 employers placed
11,739 job orders in the online
labor exchange system for
25,240 job openings!

The number of employers using the online labor exchange is an indicator of the market share of all active employers in Alaska. In PY 2024, 1,589 employers used the AlaskaJobs labor exchange system, including 1,351 employers who placed 11,739 job orders for 25,240 job openings at 2,050 worksites and viewed 11,206 resumes online. These included 155 Foreign Labor Certification job orders tied to H-2A and H-2B temporary labor certification requests, primarily for seafood, retail, and food service industry positions.

The AJCN is often the first line for information about labor market conditions and employer activity including layoffs and business closures. Rapid Response and TAA staff foster a statewide team approach throughout a layoff, closure, or dislocation process. Job centers and AlaskaJobs are also sources of information on valuable hiring incentives such as on-the-job training wage reimbursement, Fidelity Bonding for at-risk job seekers, the Alaska Veteran Hire Tax Credit, and the Work Opportunity Tax Credit (WOTC) program. By leveraging the enhanced capacity of the AlaskaJobs WOTC module, the WOTC program processed 11,117 requests and issued 3,342 certifications for up to \$9,397,800 in tax credits in PY 2024, and 15 fidelity bonds, for a total of \$75,000 in coverage, were issued to employers who hired justice-involved individuals.

Veterans Services

According to the 2023 American Community Survey 5-Year Estimate, there are approximately 58,910 veterans in Alaska which consist of 11 percent of the state’s adult population, the highest per capita veteran population in the nation. Veterans receive priority for services in all job centers, and veterans and eligible spouses are offered specialized programs and opportunities to maximize training potential, employment, and job retention. Using a team approach to providing services to veterans, all job center staff receive training on the Jobs for

Veterans Act, Americans with Disabilities Act, and other legislation that impacts veteran priority, preference, and employability.

When job seekers indicate they are a veteran, a transitioning service member (TSM), or a military spouse upon initial entry to a job center, they are also screened for Disabled Veterans' Outreach Program (DVOP) eligibility. The state follows all Special Grant Provisions, Veterans' Program Letters, USDOL/VETS Public Law 107-288, and Title 38 U.S.C.

Eligible veterans and other eligible persons interested in one-on-one career counseling or training are assisted by specialized staff funded through the Jobs for Veterans State Grant (JVSG). DVOP specialists and Local Veterans' Employment Representative (LVER) staff are housed in job centers in areas with the highest veteran populations. JVSG staff also work with employers to recruit, hire, promote, and retain veterans in meaningful employment. Outreach is conducted in places such as U.S. Department of Veterans Affairs medical and veteran centers, homeless shelters, civic and service organization locations, Veteran Stand Down events, veterans' job fairs, and military installations.

JVSG Funded Services		
PY 2024 Performance	Negotiated	Actual
Employment Rate (Q2)	57%	65%
Employment Rate (Q4)	54%	60.4%
Median Earnings	\$7,600	\$10,018

In PY 2024, a total of 1,213 veterans and eligible military spouses received 6,559 staff assisted services. Of those veterans, 143 received DVOP case management services. Alaska exceeded all three JVSG negotiated performance targets. The annual Veterans and Military Spouses Job Fair occurred in person in November 2024, where job seekers were able to access over 100 employers and education, training, and apprenticeship providers in attendance. A memorandum of understanding with Department of Defense (DoD) was established enabling DOLWD to become a DoD SkillBridge Industry Partner. SkillBridge offers an opportunity for retiring and TSMs to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of military service prior to release from Active Duty. One TSM successfully completed an AJCN SkillBridge internship in PY 2024, and four TSMs are scheduled to participate in the second quarter of PY 2025 across three different job centers.

Unemployment Insurance

To maintain eligibility for benefits, Alaska's UI claimants must maintain an active resume in AlaskaJobs and document their job searches. There was an increase from PY 2023 to PY 2024 in the amount of UI benefits paid, the average weekly benefit amount, and the average number of weeks claimed. DOLWD continued work on upgrading UI systems to improve efficiencies in processing claims and tax filings.

PY 2024 UI Highlights						
UI Benefits				UI Collections		
Total Benefits Paid	Average Weekly Benefit	Total Number of Recipients	Average Weeks Claimed	Fraud Overpayments	Fraud Penalties	Non-Fraud Overpayments
\$59,105,559	\$291.90	17,794	16.8	\$1,529,214	\$620,522	\$1,132,511
Automated System Claims			UI Claim Center Call Responses			
Weeks Filed: 99%			52,593			
Initial Claims: 99%						

Reemployment Services and Eligibility Assessment

The RESEA program is a priority for Alaska. After filing a first weekly claim, claimants living in areas with full-service job centers, including recently separated veterans and those deemed most likely to exhaust their benefits, are randomly selected to participate in RESEA. The program connects participants with in-person assessments and reemployment services to reduce long-term unemployment in Alaska. In addition to resume and job search requirements, participation in a RESEA interview and receipt of a selection of staff-assisted services is mandatory for continued UI eligibility.

Alaska’s RESEA program worked with the AlaskaJobs developer to code a second interview requirement and, together, successfully launched the 2nd RESEA interview requirement in January of 2025, after many years of programming and planning.

During the program year, 3,435 claimants participated in the initial RESEA interview, 1,985 of whom successfully completed program requirements. During the program year, 502 claimants participated in the 2nd RESEA interview, 280 of whom successfully completed program requirements. In the first six months of the 2nd RESEA interview, 44 percent of selectees failed to report to their 2nd RESEA interview. This percentage will serve as a baseline for improvements going forward.

Registered Apprenticeship

Alaska’s RA programs have enjoyed steady growth since the creation of its first trade apprenticeship in 1947, especially in health care, aviation, and construction careers, as more employers have become aware of how apprenticeship can make their businesses more competitive. The department uses a two-tiered approach to apprenticeship expansion. Apprenticeship specialists, housed in job centers, work with employers to promote apprenticeship and to assist apprentices with the costs of apprenticeship, while AWIB assists sponsors and intermediaries with funding to expand the infrastructure of apprenticeship, including pre-apprenticeship and multi-employer sponsorship.

In PY 2024, the department continued expanding apprenticeships, supported by a \$3.99 million State Apprenticeship Expansion, Equity, and Innovation (SAEEI) grant awarded in June 2021. The department collaborates with six subrecipients, including the Department of Corrections for Culinary and Peer Support apprenticeships, Pacific Northwest Ironworkers for

Metal Fabricator apprenticeships, and Providence Hospital for healthcare apprenticeships. Alaska also approved its first teacher apprenticeship with the Bristol Bay Career & Technical Education Consortium as a subrecipient.

In July 2024, AWIB was awarded a \$427,539 State Apprenticeship Expansion Formula Grant. This one-year grant fosters collaboration with the Department of Education and Early Development (DEED) and DETS. The primary objective of this partnership is to integrate School-to-Work initiatives and Career & Technical Education (CTE) with RA programs.

In July 2024, DOLWD was awarded a \$5.28 million State Apprenticeship Expansion Formula Competitive Project (SAEF2) grant to further develop its Grow Your Own Apprenticeship Initiatives, focusing on building sustainable talent pipelines throughout the state. The department collaborated with DEED for teacher apprenticeship. Additionally, they decided to expand a registered apprenticeship program for principal apprenticeship program.

Expanding RA opportunities has significantly impacted Alaskan apprentices' earnings. On average, those who complete an apprenticeship can earn three times more than they did the year prior to entering their apprenticeship program. As of June 2025, Alaska was serving 2,619 registered apprentices in a wide variety of occupations. Apprentices who completed their RA programs during the prior fiscal year had an average annual wage of \$97,000 in the 12 months following completion, about 93 percent higher than the average Alaskan worker in fiscal year 2025.

WIOA Title IV – Vocational Rehabilitation Services

In PY 2024, 881 individuals applied for Vocational Rehabilitation services and a total of 1,997 individuals received services under the Vocational Rehabilitation program. DVR also provided Pre-Employment Transition Services to 1,482 students with disabilities. Thirty-six percent of individuals served experienced a psychosocial impairment, 33 percent experienced a cognitive impairment, 19 percent experienced a physical and orthopedic impairment, 7 percent experienced a blind/visual impairment, and 5 percent experienced a deaf/communicative impairment. While the number of individuals applying for services continues to remain low, DVR continues to implement strategies to increase access to the program. In PY 2024, DVR assisted 288 individuals with disabilities to obtain employment, and the average hourly wage of those employed was \$20.15. In addition to vocational rehabilitation services provided to individuals with disabilities, DVR provided 488 services to 170 employers.

Senior Community Service Employment Program

In PY 2024, Alaska's SCSEP, locally known as Mature Alaskans Seeking Skills Training (MASST), advanced WIOA-aligned workforce inclusion by equipping 115 low-income, unemployed Alaskans aged 55+ with community service-based training, prioritizing veterans, individuals with disabilities, and other high-barrier populations. Through strategic co-enrollment, interagency collaboration, and supported skill development, MASST fostered equitable employment pathways that preserve dignity, promote independence, and sustain senior workforce engagement statewide. Both Q2 and Q4 employment rates surpassed negotiated

targets, indicating strong job placement and retention efforts. Median earnings were more than double the target, reflecting significant improvement in wage outcomes for participants. The program also served a higher percentage of individuals with barriers to employment than anticipated, demonstrating a commitment to inclusivity and support for vulnerable populations.

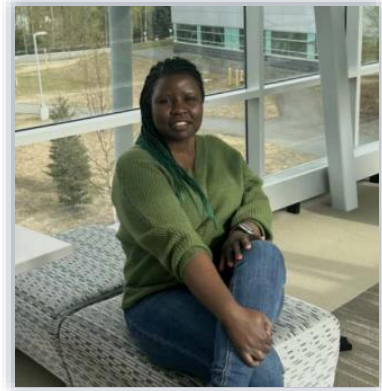
SCSEP PY 2024 Performance	Negotiated	Actual	Actual to Negotiated Comparison	Evaluation
Employment Rate (Q2)	32.3%	33.3%	103.10%	Exceeded target
Employment Rate (Q4)	23.50%	28.60%	121.70%	Exceeded target
Median Earnings	\$3,338	\$6,822	204.37%	Outstanding earnings growth
Barriers to Employment	3.10%	3.49%	112.58%	Serving more high-barrier individuals

Appendices

Appendix I – Alaska’s Success Stories

WIOA Adult Program

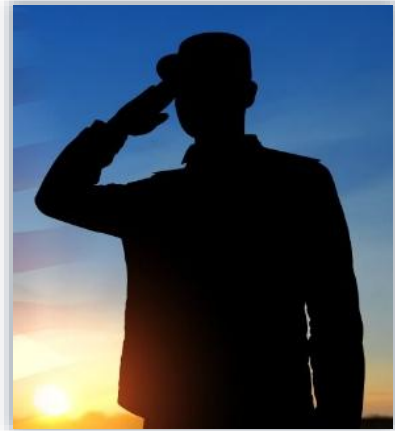
From Hospital Housekeeper to Registered Nurse: Everline knew she wanted to become a nurse on her first day working as a housekeeper in the Maternity Ward of Bassett Army Hospital at Fort Wainwright, Alaska. She felt amazed because none of the patients were screaming in pain as they would have been in Kenya where she and her three children emigrated from in 2018. After becoming a Certified Nursing Aide, she decided to pursue her dream of becoming a Registered Nurse (RN) and gain self-sufficiency but struggled with the thought of reducing her working hours to attend school. A co-worker suggested that she visit the local job center to seek financial assistance with training. Once she enrolled in the WIOA Adult Program, her case manager was able to provide funding to pay for her tuition and fees, books and supplies, clothing, equipment, and testing fees so that Everline could attend the Bachelor of Science in Nursing Program through the University of Alaska in Fairbanks. Because English is her second language, her studies were even more difficult, but her children encouraged and inspired her to do her homework every night. Shortly after graduation, she began her new career as a full-time RN with Foundation Health Partners, earning a self-sustaining wage of \$34.00 per hour plus benefits. Everline says the program changed her life and inspired her family, friends, and coworkers.



Greater Opportunities Through Training: Kacy had been unemployed since 2024 and struggled to find self-sustaining work. Although he had experience driving a dump truck, forklift, and other equipment, he didn’t have the certifications, training, or licenses to do it as a career. Kacy saw an ad on social media and followed it to his local job center to seek out the assistance needed for career success. Because he’d had no income for more than six months, he qualified for the WIOA Adult Program with a low-income priority of service. With funding from WIOA for training, fees, and licensing, Kacy earned his Class A Commercial Driving License and a Hazardous Materials endorsement and is now earning \$41.00 per hour plus benefits as a full-time Tank Farm Operator with Olgoonik Holdings.

WIOA Dislocated Worker Program

Veteran Family has Bright Future: Even with additional income from serving in the National Guard, Michael could not earn enough as a civilian gas and oil industry roustabout to support his 100% disabled veteran spouse and their three children. He was offered employment with Worley Engineering Services, but it was contingent upon him receiving a Class A Commercial Driving License with Tanker and Hazardous Materials endorsements. The WIOA Dislocated Worker Program assisted Michael by providing funding for his training and licensing fees to attend training at Northern Industrial Training. Michael is now able to support his family working full-time earning \$34.00 per hour plus benefits as a Wells Intervention Technician.



Collaboration Leads to Civilian Success for Transitioning Veteran: When Chase decided to leave the military, he was referred to the job center through the Transition Assistance Program at Joint Base Elmendorf Richardson. WIOA Dislocated Worker funds were used to pay for his training, fees, and license at AKA Hauling so that he could earn his Class A Commercial Driving License with Hazardous Materials, Double/Triple, and Tanker endorsements. His Case Manager also provided intensive resume and job search assistance, helping him obtain his job as a full-time Down Hole Pump Operator for ASRC Energy Services. Chase is now earning a self-sustaining wage of \$25.00 per hour plus benefits with opportunities for advancement.



Gearing Up for Success: When Brooke was dispatched to Granite Construction for her first year as a Construction Craft Laborer Apprentice, she couldn't afford to purchase the required clothing and equipment. Alaska Laborers Training School referred her to the local job center where she was assessed and enrolled in WIOA Dislocated Worker. Funds were used to pay for the clothing and equipment she needed to accept the dispatch and continue her apprenticeship. Brooke is now working full-time earning \$30.48 per hour plus benefits.

WIOA Youth Program

Leading by Example: J.S. has emerged as a role model within the facility, inspiring his peers through dedication and achievement. Over the course of nine months, he earned 7.75 high school credits by consistently participating in the Education Tutoring Program and engaging in

self-directed independent study, demonstrating a strong commitment to completing his diploma.

He also maximized WIOA-supported training opportunities, earning multiple Northern Industrial Training Certificates, an Alaska Host Customer Service Essentials Certificate, and completing a 40-hour Iron Worker’s Training Program. Beyond academics and training, J.S. actively engaged in independent living and employment readiness programs through Transition Services Unit (TSU)’s Applied Life Skills and Applied Treatment Concepts, as well as services from the Cook Inlet Tribal Council’s Youth Employment and Navigational Center.

These efforts culminated in J.S. securing full-time employment with Horizon Café before his release. Since transitioning into the Anchorage community, he has maintained his role as a Food Service Worker, continuing to build confidence and pride as a productive member of society.

A Journey of Resilience and Growth: M.L. demonstrated remarkable growth and resilience during her time with the TSU at Mat-Su Youth Facility (MSYF). Entering the Division of Juvenile Justice in June 2020, she faced significant behavioral challenges and minimal family support, making her preparation for the workforce especially difficult.

Through the WIOA program at both the Juneau Youth Center (JYC) and the Mat-Su region, M.L. accessed critical resources that helped her overcome these barriers. She obtained essential documentation, such as identification and licensing, and secured appropriate clothing for interviews. She also participated in career development opportunities, including career planning, ATSSA Flagger training, and facility-based work experience.

Combining these supports with her determination, M.L. secured full-time employment with UPS on May 28, 2025. Her employer praised her preparedness and enthusiasm, recognizing her as a valuable team member. While M.L.’s personal resilience was central to her success, the WIOA program provided structure and tools that allowed her to thrive.

Alaska’s Veterans’ Program



Kyron’s Story: Kyron, a justice-involved Army Veteran, was referred to the Fairbanks Job Center from the Veterans Center. He was recently released from incarceration, homeless, and unemployed. He was enrolled in the Jobs for Veterans State Grant (JVSG) program on June 13th. The Disabled Veterans’ Outreach Program (DVOP) specialist referred him to the Fairbanks Rescue Mission and worked with their Supportive Services for Veteran Families (SSVF) program director to get Kyron enrolled. Kyron was promptly moved into the SSVF dorms at the mission a day after the referral. The DVOP also assisted with his

resume, applying for jobs, obtaining a copy of his DD-214, etc. On June 25th, Kyron accepted a job at Black Gold Express as a Mechanic, making \$22.00 an hour. The DVOP co-enrolled Kyron into the WIOA Adult Program to assist him with obtaining tools and clothing for his new position. By August, Kyron was able to obtain an apartment, purchased a vehicle, and his pay was upgraded to \$26.00 an hour. The DVOP continued to conduct monthly check-ins.

Alaska's Apprenticeship Program

Bristol Bay Regional Career & Technical Education Apprenticeship Program: Nestled on the scenic shores of Iliamna Lake in Southwest Alaska, the small community of Newhalen is home to Kelsea, a dedicated paraprofessional aide at Newhalen School who is pursuing her teaching credentials through Bristol Bay Regional Career & Technical Education apprenticeship program. At Newhalen School, Kelsea works primarily with Pre-K through 1st grade students in this vibrant community of just 168 residents. Kelsea's journey into teaching began with encouragement from her principal, whose persistent mentions of the apprenticeship program ultimately inspired her to enroll. Now, she's developing her natural affinity for working with children into formal teaching techniques under the guidance of an experienced mentor. "One thing I love most about working with children is getting endless hugs and hearing them laugh and have fun," Kelsea shares, highlighting the joy that drives her educational career. The mentorship she receives extends beyond classroom management to cultural education as well.

In Newhalen's rich blend of Dena'ina, Yupik, and Sugpiag cultures, Kelsea is learning to create educational experiences that honor the local community. She particularly admires how her mentor incorporates cultural elements into daily lessons, a practice she hopes to emulate in her own classroom one day. Balancing professional growth with family life is a skill Kelsea continually works on. When not at school, she dedicates time to her children, enjoying outdoor activities from play sessions to Honda rides. Her strategy for completing coursework involves waiting until her children are asleep, creating uninterrupted study time. Afterward, she ensures at least 30 minutes of personal time to decompress, either in quiet reflection or watching a show. For those considering the teacher apprenticeship program, Kelsea advises, "Go for it. It is a fun learning experience, and you get to meet new people along the way." Her journey from paraprofessional to future teacher exemplifies the program's mission: nurturing local talent to build stronger educational foundations in Alaska's rural communities.

Appendix II - PY 2024 Evaluations Highlights

Research and Analysis (R&A) Evaluation Products

Nonresidents Working in Alaska Report

<https://live.laborstats.alaska.gov/reshire/nonres.pdf>

To benefit Alaska’s economy, it is critical to prepare Alaska workers for occupations and specialties with high rates of nonresident hire. Published in February 2025, the Nonresidents Working in Alaska report examines the industries, occupations, and regions with high percentages of nonresident workers. The Alaska Workforce Investment Board (AWIB) and other policymakers use this information to identify where to develop training programs that will prepare more Alaskans for high-paying jobs.

Training Program Performance Report

https://awib.alaska.gov/documents/tvep_sfy2022.pdf

The Training Program Performance Report details the employment and earnings for participants of several training programs in Alaska. These include WIOA Adult, Dislocated Worker, Youth, and other programs. R&A uses data from its internal occupational database system to compare trainees’ occupations and earnings the year before training to the year after. This comparison is mandated by Alaska Statute 23.15.580, which requires the Department of Labor and Workforce Development to evaluate state employment-related training programs. The employment and wage outcomes R&A produces are delivered to the AWIB each year, with the outcomes intended to guide training program development and workforce needs.

Coming in October 2025 – Analysis for AWIB focusing on the WIOA Youth age population (14 to 24) in Alaska. The report will profile the WIOA Youth age group, their representation in the overall population and workforce, how they are distributed around the state, and their primary industries and occupations. The report will also include some longitudinal analysis of WIOA Youth program participants and their wage trajectories over a ten-year period.

Special Labor Market Topics

R&A published several special research topics in the monthly publication Alaska Economic Trends, including:

[Alaska Jobs Forecast for 2025](#)

Demand for Nonresident Workers: [Worker Demand and Nonresidents](#)

Senior Population in Alaska: [Seniors Are a Growing Slice of Alaska](#)

[Federal Jobs and Workers in Alaska](#)

Wages and Inflation: [The Cost of Living in Alaska](#)

[Dairy Farming: A Niche Industry](#)

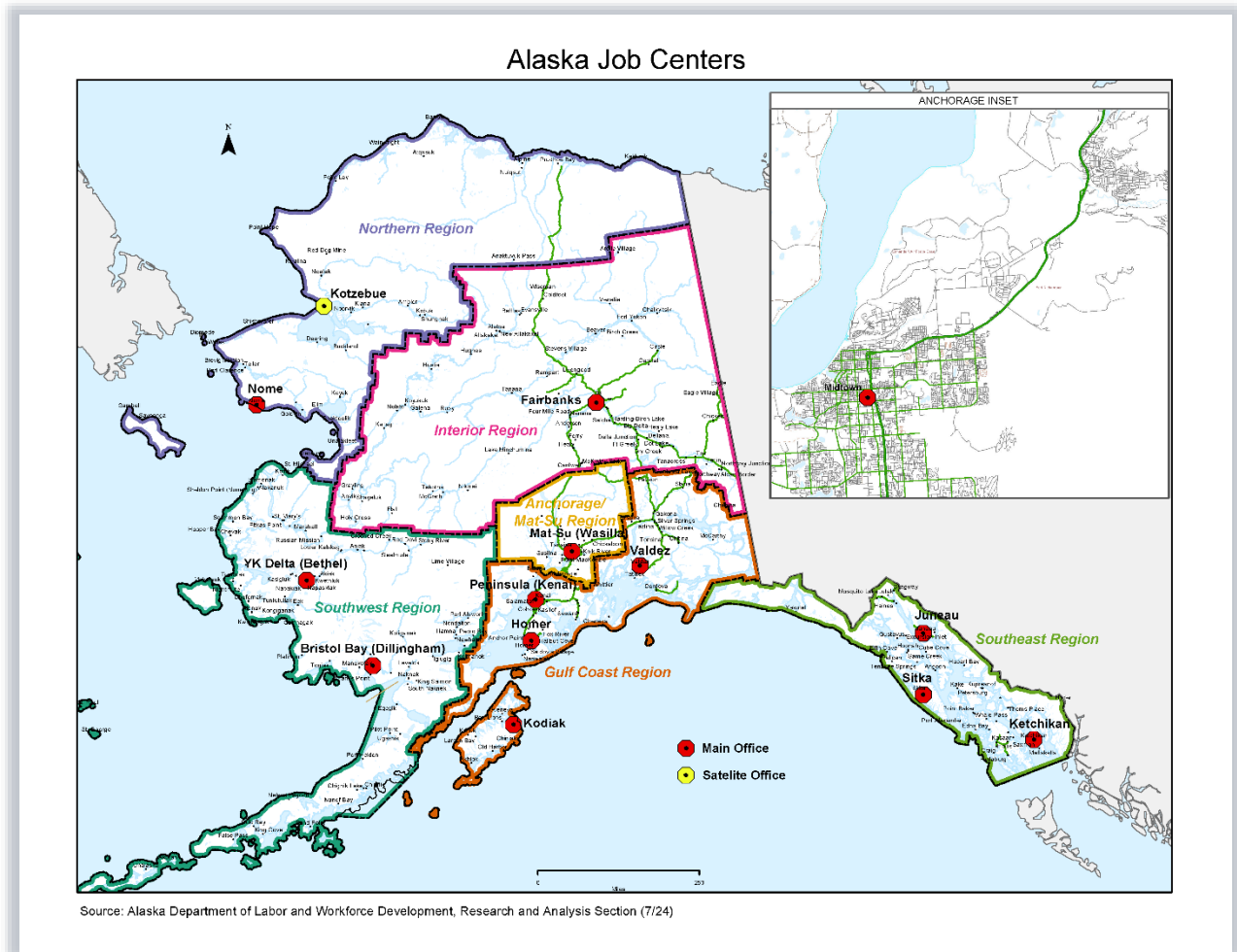
[Teenage Workers in Alaska](#)

[Alaska Industry and Occupational Projections for 2022-2032](#)

Fishing Industry jobs in Alaska: [Fishing Jobs Decline 8 Percent](#)

Alaska Population Projections: [Population Projections Through 2050](#)

Appendix III – Alaska Job Center Network Map



Appendix IV – Performance Accountability Data

PY 2024		
Negotiated Performance Levels and Results	Target	Actual
Adult		
Employment Rate 2nd Quarter after Exit	80.0%	87.3%
Employment Rate 4th Quarter after Exit	80.5%	89.7%
Median Earnings 2nd Quarter after Exit	\$11,500	\$14,498
Credential Attainment Rate (CAR)	69.5%	68.9%
Measurable Skill Gains (MSG)	68.9%	76.5%
Dislocated Worker		
Employment Rate 2nd Quarter after Exit	88.0%	90.5%
Employment Rate 4th Quarter after Exit	83.0%	87.5%
Median Earnings 2nd Quarter after Exit	\$13,500	\$17,452
Credential Attainment Rate (CAR)	62.2%	53.6%
Measurable Skill Gains (MSG)	75.0%	81.1%
Youth		
Employment Rate 2nd Quarter after Exit	60.0%	66.2%
Employment Rate 4th Quarter after Exit	59.5%	63.1%
Median Earnings 2nd Quarter after Exit	\$4,500	\$4,010
Credential Attainment Rate (CAR)	56.7%	67.3%
Measurable Skill Gains (MSG)	71.0%	69.8%
Wagner – Peyser		
Employment Rate 2nd Quarter after Exit	66.0%	70.9%
Employment Rate 4th Quarter after Exit	65.0%	66.1%
Median Earnings 2nd Quarter after Exit	\$7,000	\$10,270
Adult Education		
Employment Rate 2nd Quarter after Exit	40.0%	39.68%
Employment Rate 4th Quarter after Exit	40.0%	40.35%
Median Earnings 2nd Quarter after Exit	\$5,400	\$7,364
Credential Attainment Rate (CAR)	35.0%	16.08%
Measurable Skill Gains (MSG)	20.0%	29.28%