

Grant Approval Memo



Grantee: Alaska Safety Alliance
Request Amount: \$120,000.00
Project Title: A Successful Start: AHWC Year II Continuation Request
Grant Term: 9/1/2026 to 8/31/2027
Trust Staff: Samantha Ponts

Staff Analysis:

- What does this project do?
Trust funds will support personnel, travel, and operating expenses for the Alaska Health Workforce Coalition (AHWC) to coordinate efforts, increase communication across Alaska's health workforce development organizations, and lead initiatives that address workforce gaps. AHWC serves as a statewide organization that convenes stakeholders across the healthcare ecosystem. During its first year, AHWC engaged 105 professionals representing 80 organizations, convened five coalition-led events with more than 114 participants, and participated in 30 workforce-related events reaching an estimated 14,000 individuals statewide.
- Who is receiving the funds?
The Alaska Safety Alliance/Alaska Workforce Alliance (ASA/AWA) is the fiscal agent and organizational home for AHWC. ASA/AWA is an Alaska-based workforce development organization that provides statewide coordination across multiple sectors, including healthcare, behavioral health, workforce development, education, behavioral health, disability, and government stakeholders to strengthen Alaska's healthcare workforce system.
- Why is staff recommending this project?
Alaska's healthcare workforce shortages create barriers for Trust beneficiaries to access services and supports. Trust beneficiaries rely on a qualified workforce and many providers face recruitment and retention challenges. The Alaska Health Workforce Coalition is a convener that brings together healthcare providers, educational institutions, workforce development organizations, state agencies, and other stakeholders to coordinate workforce development efforts and advance system level solutions. During its first year, AHWC established a statewide steering committee, engaged more than 100 professionals representing 80 organizations, and identified priority areas including workforce data, education and training, workforce supports, access, collaboration, and funding. The coalition has established foundational structures, identified statewide priorities, and is positioned to support emerging opportunities through the Rural Health Transformation Program. Continued Trust support will sustain momentum, strengthen collaboration, and help advance workforce solutions that directly impact beneficiary access.
- Will this be a multi-year project?
Yes. This represents Year 2 of Trust support and is intended to continue as AHWC develops sustainable funding through ASA/AWA membership opportunities, other funding opportunities, including Rural Health Transformation Program support.

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Trust Five Year Funding History

<u>Fiscal Year</u>	<u>Project Title</u>	<u>Amount</u>	<u>Status</u>	<u>Final Expended</u>
2026	Re-Envisioned: Alaska's New Statewide Health Workforce Coalition	\$120,000	Active	Grant ends 8/31/2026

<u>Comp Plan - Area of Focus</u>	<u>Strategic Priority Area</u>
Area of Focus 9: Workforce	Not Affiliated with a Strategic Priority Area

Project Description (from grant application)

The Alaska Health Workforce Coalition (AHWC) is completing its first successful year of operations and is seeking ongoing funding to coordinate efforts, increase communication across Alaska's health workforce development organizations, and lead initiatives that address barriers and close critical gaps.

In its first year, AHWC strategically built connections and foundational frameworks across the healthcare workforce system. It has since been integrated into the programming of the Alaska Safety/Workforce Alliance (ASA/AWA), connecting it to statewide and regional efforts under Alaska's Workforce Future - the cross-industry plan coordinated with the Alaska Workforce Investment Board.

Attaching the newly relaunched AHWC to the more established ASA/AWA has been a strategic success. Because it is small, nimble, and experienced in workforce development, the AWA has been the perfect home. Not only has the AHWC been able to align with existing workforce development initiatives, but it has also introduced Behavioral Health, Substance Use Disorder, and Traumatic Brain Injury outreach into the Oil and Gas, Construction, and Maritime workforce sectors.

The restart of the AHWC coincided with the federal announcement of Rural Health Transformation funding and the subsequent application by the State of Alaska Department of Health, which listed workforce development as one of its proposal targets. With potentially hundreds of new Alaska health workforce initiatives developing over the next five years, it is now more important than ever for a neutral, statewide organization to convene and align stakeholders across the healthcare ecosystem - coordinating collective action, strengthening workforce pathways, and supporting systems that improve healthcare access for all Alaskans.

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Grantee Proposed Evaluation Measures (from grant application)

The AHWC is leading an effort to address entrenched, systemic issues and, in leading a coalition, is coordinating coordinators and, colloquially, herding cats. Consequently, directly measuring programs and impacts can sometimes be challenging. In order to evaluate success, AHWC plans to track and report:

- The number partnerships and engaged participants
- The number of events and attendees
- Number of initiatives
- Outcomes of the initiatives

Proposed Project Performance Measures (developed by the Trust)

How much did you do?

- a. Number (#) of outreach activities conducted during the grant reporting period. Please include a list of the activities, the date the activity was held, as well as a description of the event.
- b. Number (#) of unduplicated professionals engaged in the coalition during the grant reporting period. Provide a list of the organizations that were represented.
- c. Number (#) of unduplicated stakeholders engaged in the coalition during the grant reporting period. Provide a list of the organizations that were represented.
- d. Number (#) of participating organizations involved in the coalition.

How well did you do it?

- a. Provide a narrative describing the activities, timeline, successes, challenges, and any lessons learned during the grant reporting period. Be sure to describe any outcomes of initiatives undertaken during the reporting period.
- b. Provide a summary of the results from the program effectiveness survey.
- c. Number (#) and percentage (%) of coalition members reporting satisfaction with the level of progress the coalition has made over the grant reporting period.
- d. Describe efforts made towards future sustainability of the project beyond Trust funding.

Is anyone better off?

- a. Number (#) and percentage (%) of coalition organizations that actively participate in at least two coalition activities during the grant reporting period.
- b. Two statements from coalition members that describe, in their opinion, how the Alaska Health Workforce Coalition has impacted the health workforce industry in Alaska.

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Sustainability (from grant application)

AHWC is moving toward sustainability through further integration with the Alaska Safety Alliance / Alaska Workforce Alliance (ASA/AWA). ASA/AWA currently generates sustainable revenue for other programs through membership fees and offering relevant training and certifications. AHWC has already started to successfully onboard healthcare memberships and is working on developing other program-supporting initiatives.

Further, although it is not a long-term solution, as it moves forward to develop its framework in the immediate future, AHWC expects to submit projects for consideration for Rural Health Transformation Program funding.

Who We Serve (from grant application)

To integrate into the communities where they live and have opportunities to lead active and meaningful lives, it is critically important for Trust Beneficiaries to have access to a robust and stable health workforce pipeline. Yet, from doctors to DSPs (Direct Support Professionals), Alaska has historically struggled with finding and retaining enough healthcare workers. Many educational and training institutions are working to train healthcare workers throughout the state, but for many professions, it simply isn't enough.

Sticking with the status quo will not meet the health workforce needs of Trust Beneficiaries. There are opportunities to improve the overall system for everyone - for Trust Beneficiaries, health workers, employers, and education and training institutions - that are being missed. Now that it is established, AHWC, in its role as a neutral entity, will continue to coordinate discussions and lead efforts to develop and test potential health workforce development solutions as part of its second-year initiatives.

Over the past year, AHWC has interviewed stakeholders, identified priorities, and researched potential solutions. Many health workforce staffing problems are multidimensional, multifaceted, and complex, while others are relatively straightforward. Although many challenges are large and entrenched, others could be addressed by creating a neutral space for stakeholders or simply through developing a pilot project. Over the past year AHWC's discovered ways to potentially lead potential important improvements including building a workforce data dashboard, convene participants to the Peer Support Specialist training, certification, and hiring process, and consolidating currently difficult-to-find health workforce scholarships into a universal application and portal.

Estimated Numbers of Beneficiaries Served Experiencing (from grant application)

Mental Illness:	20
Developmental Disabilities:	20
Alzheimer's Disease & Related Dementias:	20
Substance Abuse	20
Traumatic Brain Injuries:	20
Number of people to be trained	100

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Project Budget (from grant application)

Personnel Services Costs	\$100,000.00
Personnel Services Costs (Other Sources)	\$45,000.00
Personnel Services Narrative	Three positions, including fringe benefits, will support this project: Alaska Workforce Alliance Executive Director, overall program oversight Executive Director: \$12,060.00 (salary) and \$3,497.40 (fringe) AHWC Manager: \$60,724.60 (salary) and \$15,075.00 (fringe) Administrative staff: \$6,700.00 (salary) and \$1,943.00 (fringe)
Travel Costs	\$3,821.00
Travel Costs (Other Sources)	\$2,000.00
Travel Costs Narrative	The Alaska Health Workforce Coalition coordinator will travel within Alaska included to rural regional hubs. Expected travel to one national workforce conference has also been included. Travel includes airfare, lodging, per diem, and ground transportation.
Supplies Costs	\$1,800.00
Supplies Costs (Other Sources)	\$1,800.00
Supplies Narrative	Supplies include print, banners, presentation and marketing materials; office supplies used for facilitation.
Other Costs	\$14,379.00
Other Costs (Other Sources)	\$2,500.00
Other Costs Narrative	Included in these costs are: - Catering - Subscriptions and tech tools - Alaska Health Workforce Coalition website technical services and maintenance - marketing design assistance; social media outreach - Photography and video editing services - Conference fees and memberships - Shipping costs Administrative Overhead Costs: - Office space - Internet - Utilities, phone

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Other Funding Sources (from grant application)

Mat-Su Health Foundation - Secured	\$50,000.00
State of Alaska Rural Health Transformation Program - Pending	\$20,000.00
Total Leveraged Funds	\$70,000.00

DRAFT FY 2027-2032 Strategic Plan

ALASKA HEALTHCARE WORKFORCE COALITION

Updated June 2026

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Executive Summary

The Alaska Healthcare Workforce Coalition (AHWC) is a statewide collective of healthcare stakeholders committed to improving access to health careers in Alaska. The coalition officially launched in February of 2026 and has been gaining momentum to support increased coordination and collaboration across Alaska's health workforce efforts.

They are guided by their mission, vision, and purpose.

Mission: The Alaska Health Workforce Coalition convenes and aligns stakeholders across the healthcare ecosystem to coordinate collective action, strengthen workforce pathways, and support systems change that improves healthcare access for all Alaskans.

Vision: Alaska's health workforce recruitment and retention needs are consistently met through cross-sector collaboration and centralized workforce data, resulting in reliable and equitable access to healthcare statewide.

Purpose: The Alaska Health Workforce Coalition is working to address health workforce shortages and expand career opportunities for Alaskans, improving health access in communities throughout the state. The AHWC is a hub for Alaskan healthcare workforce career development, connecting educators, trainers, and healthcare organizations to create coordinated pathways into health professions.

In May 2026, the AHWC hosted a convening of healthcare stakeholders to discuss health workforce needs, gaps, and opportunities. Through facilitated discussions, participants identified six priority areas to guide the coalition's work over the next five years:

- Education and Training
- Coordinated Collaboration
- Ongoing Workforce Supports
- Access
- Funding
- Information and Data

Following the convening, participants and other coalition stakeholders were invited to participate in action planning meetings for each priority area to outline the goals, objectives, and strategies contained in this document. This draft strategic plan reflects the feedback and ideas generated during those discussions. The AHWC Steering Committee will continue to refine and prioritize these strategies to ensure feasibility. The resulting strategic plan will serve as a roadmap to guide the AHWC's efforts over the next five years and ultimately improve outcomes for Alaska's healthcare workforce.

Plan Framework

Plan Component	Definition	Content
Priorities	Where the AHWC will focus its efforts	1. Education and Training 2. Coordinated Collaboration 3. Ongoing Workforce Supports 4. Access 5. Funding 6. Information and Data
Goals	High-level strategic targets that define success within a Priority.	Example: Strengthen coordination between Alaska's Education and Workforce Development Systems.
Objectives	Specific, measurable targets that define what you intend to achieve to reach a goal.	Example: Develop mechanisms to identify and connect workforce development partners across Alaska.
Strategies	Specific, measurable steps needed to advance an objective.	Example: Identify organizations and key partners involved in health workforce development.
Actions	Sets of actions to achieve a strategy.	Example: Bring together those offering workforce development programs to ensure alignment and avoid duplication.

Strategic Plan

Priority Area: Education and Training

Goal 1: Support Increased Awareness and Coordination of Career Pathways and Experiential Learning Opportunities

Objective 1.1: Improve understanding of employer capacity, barriers, and opportunities related to experiential learning placements.

- Strategy 1.1.1: Develop and implement a process to collect information from health organizations regarding experiential learning opportunities and capacity.
- Strategy 1.1.2: Identify barriers that limit organizations' ability to host interns, apprentices, and other experiential learning participants.
- Strategy 1.1.3: Share findings with stakeholders to inform workforce planning and collaborative solutions.

Objective 1.2: Increase coordination of experiential learning opportunities statewide.

- Strategy 1.2.1: Identify existing experiential learning opportunities and resources across Alaska.
- Strategy 1.2.2: Explore the possibility of creating or supporting a centralized directory of experiential learning opportunities.
- Strategy 1.2.3: Bring together employers, educational institutions, and workforce partners to identify strategies for expanding placement opportunities.

Objective 1.3: Increase awareness and use of health career pathway programs.

- Strategy 1.3.1: Promote workforce pathway programs available to priority populations, including veterans.
- Strategy 1.3.2: Develop a communication approach to share career pathway opportunities, including coordination with partner organizations to align outreach efforts such as event tabling and shared advertising.

Objective 1.4: Help increase employer capacity to provide high-quality experiential learning opportunities.

- Strategy 1.4.1: Increase awareness of resources and trainings available to employers.
 - Action: Identify existing training programs and resources for internships, practicums, and clinical supervision.
 - Action: Identify and share trainings for employers to effectively supervise and mentor learners.
 - Action: Share promising practices and lessons learned from organizations hosting experiential learning participants.
- Strategy 1.4.2: Identify employer barriers to participating in experiential learning programs.
 - Action: Use stakeholder feedback and assessment findings to identify common workforce and supervisory capacity challenges.
 - Action: Convene partners to explore approaches to reducing barriers and expanding participation.
 - Action: Develop recommendations to strengthen employer capacity to provide experiential learning statewide.

Goal 2: Improve Access to Professional Development Opportunities

Objective 2.1: Increase awareness of available professional development, continuing education, and other training opportunities across Alaska's health workforce.

- Strategy 2.1.1: Identify existing training programs, continuing education opportunities, certifications, and workforce development resources available statewide.
- Strategy 2.1.2: Raise awareness of training opportunities.
 - Action 2.1.2.1: Develop a communications plan that identifies target audiences, key messages, communication channels, and available resources.
 - Action 2.1.2.2: Utilize conferences, career fairs, tabling events, newsletters, social media, and partner networks to promote opportunities.
 - Action 2.1.2.3: Support partners in sharing training and professional development opportunities through coalition channels.

Objective 2.2: Support the affordability and sustainability of professional development opportunities.

- Strategy 2.2.1: Identify and share funding opportunities that support workforce training and professional development.
- Strategy 2.2.2: Support the continued availability of free to low-cost training opportunities.
 - Action: Connect with partners to discuss strategies for maintaining and expanding access to affordable professional development opportunities.
 - Action: Advocate for continued investment in workforce training programs that address identified workforce needs.

Objective 2.3: Strengthen coordination among organizations providing workforce training and professional development.

- Strategy 2.3.1: Convene stakeholders to improve awareness, alignment, and coordination of workforce development efforts.
 - Action 2.3.1.1: Bring together training providers, employers, educational institutions, professional associations, and workforce partners to share information on available opportunities.
 - Action 2.3.1.2: Identify gaps, duplication, and opportunities for collaboration within the professional development landscape.
 - Action 2.3.1.3: Facilitate ongoing information sharing and partnership development.

Goal 3: Improve Access to Entry-Level Training Opportunities

Objective 3.1: Increase the awareness of entry-level trainings and career pathways for Alaska's health workforce.

- Strategy 3.1.1: Identify available entry-level training opportunities and assess gaps.
- Strategy 3.1.2: Increase awareness of health career pathways.

- Action: Promote opportunities through partner networks, workforce agencies, educational institutions, and events.
- Action: Identify effective communication channels for reaching students, job seekers, career changers, and other priority audiences.

Objective 3.2: Engage with the K-12 system to identify and subsequently share early career paths.

- Strategy 3.2.1: Review existing entry-level training opportunities available to K-12 students.
- Strategy 3.2.2: Coordinate with school counselors and youth programs to better understand their needs in guiding students toward training opportunities.

Objective 3.3: Raise awareness of financial supports for entry-level trainees.

- Strategy 3.3.1: Map out what scholarship and grant funding is currently available for students entering entry-level healthcare training.
- Strategy 3.3.2: Help partners share streamlined, youth-friendly information regarding these financial resources.

Goal 4: Increase Awareness of Workforce Navigation and Support Systems and Improve Coordination of Efforts.

Objective 4.1: Engage and connect existing navigation and support programs across Alaska.

- Strategy 4.1.1: Explore the coalition's role in workforce navigation by mapping out and engaging the different independent programs already doing this work.
- Strategy 4.1.2: Provide a collaborative space for regional navigation and support partners to share information and reduce duplication of effort.

Objective 4.2: Build statewide awareness of who is offering workforce supports.

- Strategy 4.2.1: Use coalition meetings and communications to raise awareness of active workforce resources, initiatives, and the organizations leading them.
- Strategy 4.2.2: Create a shared feedback loop within the coalition to keep members informed on emerging regional supports and best practices.

Priority Area: Coordinated Collaboration

Goal 5: Strengthen Coordination Between Alaska's Education and Workforce Development Systems

Objective 5.1: Develop mechanisms to identify and connect workforce development partners across Alaska.

- Strategy 5.1.1: Identify organizations and key partners involved in health workforce development.

- Action: Identify organizations and specific individuals who have established networks to support information sharing and stakeholder engagement.
- Action: Bring together those offering workforce development programs to ensure alignment and avoid duplication.
- Strategy 5.1.2: Improve access to workforce development information and resources.
 - Action: Develop processes for regularly updating and disseminating workforce development information to partners.

Objective 5.2: Strengthen coordination among education, workforce development partners, and employers.

- Strategy 5.2.1: Convene stakeholders across the education-to-employment continuum.
 - Action: Facilitate regular opportunities for communication and collaboration among K-12 education, training providers, postsecondary institutions, employers, and workforce agencies.
 - Action: Identify opportunities to align workforce development efforts with employer needs.
 - Action: Utilize newsletters or other dissemination channels to share promising practices and lessons learned from local, regional, and statewide initiatives.
- Strategy 5.2.2: Improve employer engagement with education and workforce development efforts.
 - Action: Create opportunities for employers to share workforce needs with educators and training providers.
 - Action: Increase awareness among employers of available education, training, and workforce development resources.
 - Action: Identify opportunities for stronger partnerships between employers and education providers.

Objective 5.3: Strengthen regional-to-statewide communication and collaboration.

- Strategy 5.3.1: Utilize a bidirectional approach for information sharing.
 - Action: Gather workforce development needs, challenges, and successes from regional partners and communicate them to statewide stakeholders.
 - Action: Share statewide initiatives, resources, and opportunities with regional and local partners.
 - Action: Identify opportunities to adapt statewide resources to regional and local workforce needs.

Objective 5.4: Improve awareness and coordination of career navigation resources and supports.

- Strategy 5.4.1: Promote existing career navigation tools.
 - Action: Increase awareness of resources such as State of Alaska Career Guides, Hot Jobs in Healthcare, Division of Vocational Rehabilitation information and services, and other workforce navigation supports.
 - Action: Identify opportunities to connect career navigation resources with education, training, and workforce partners.
 - Action: Share information on career pathways, certification requirements, and workforce opportunities through partner networks.
- Strategy 5.4.2: Support coordinated career pathway navigation.
 - Action: Convene partners to discuss strategies for improving navigation and case management supports across the workforce continuum.
 - Action: Work with partners to develop recommendations to strengthen the pathway from career exploration to training, certification, and employment opportunities.

Goal 6: Support Improved Coordination Across Alaska's Behavioral Health Workforce

Objective 6.1: Improve coordination among behavioral health workforce partners.

- Strategy 6.1.1: Bring together behavioral health providers, educational institutions, training organizations, workforce agencies, Tribal partners, and other stakeholders to discuss workforce challenges and opportunities.
- Strategy 6.1.2: Increase awareness of active behavioral health workforce initiatives.
 - Action: Identify current behavioral health workforce development efforts occurring at the local, regional, and statewide levels.
 - Action: Share information about existing initiatives, resources, and partnership opportunities with coalition stakeholders.
 - Action: Engage leaders of existing initiatives to identify opportunities for collaboration and alignment.

Objective 6.2: Strengthen behavioral health career pathways.

- Strategy 6.2.1: Identify and promote behavioral health career pathways that recognize different workforce entry points.
 - Action: Gather information on behavioral health career pathways, trainings, and advancement opportunities available across Alaska.
 - Action: Showcase career pathways that include lived experience, peer support, Behavioral Health Aide, and other community-based workforce roles.
 - Action: Share information on educational requirements, certifications, and advancement opportunities within behavioral health professions.

- Strategy 6.2.2: Identify barriers and opportunities within behavioral health workforce pathways.
 - Action: Identify workforce bottlenecks between education, certification, credentialing, and career entry.
 - Action: Develop recommendations to improve pathway navigation and workforce entry.
- Strategy 6.2.3: Promote workforce environments that support and value lived experience and peer support roles.
 - Action: Increase awareness of the value of lived experience within the behavioral health workforce.
 - Action: Highlight successful models that incorporate peer support specialists and other lived-experience roles.
 - Action: Share resources and best practices that help employers build supportive workplace cultures.

Objective 6.3: Improve transitions from behavioral health training programs to employment opportunities.

- Strategy 6.3.1: Strengthen connections between training providers and employers.
 - Action 6.3.1.1: Identify opportunities to integrate career information, pathway navigation, and workforce resources into existing behavioral health training programs.
 - Action 6.3.1.2: Explore models for providing warm handoffs between training and employment opportunities.
 - Action 6.3.1.3: Facilitate connections between employers, training providers, and workforce support organizations to improve workforce transitions.
- Strategy 6.3.2: Support experiential learning and workforce readiness opportunities.
 - Action: Coordinate with stakeholders involved in practicum placements, internships, and other experiential training opportunities.
 - Action: Host discussions on how to expand placement capacity and strengthen partnerships between educational institutions and employers.

Goal 7: Develop a Shared Accountability Framework that Promotes Sustainable Coordination and Collaboration Across Alaska's Health Workforce System

Objective 7.1: Establish coalition processes for maintaining and sharing workforce information and resources.

- Strategy 7.1.1: Define ownership and responsibilities for coalition resources.
 - Action: Identify responsible organizations or individuals for maintaining the directory.

- Action: Develop procedures for updating coalition resources on a regular basis.
- Action: Create mechanisms for stakeholders to submit updates on new organizations, programs, initiatives, and workforce resources.

Objective 7.2: Create coalition processes that include clear accountability for coalition priorities and support collaborative action.

- Strategy 7.2.1: Establish a process for tracking coalition priorities and initiatives.
 - Action: Develop an annual action agenda that identifies priority initiatives, responsible parties, timelines, and expected outcomes.
 - Action: Incorporate regular progress updates into coalition meetings and reporting processes.
- Strategy 7.2.2: Encourage shared ownership of coalition priorities.
 - Action: Identify coalition champions or lead organizations for priorities.
 - Action: Encourage shared accountability by assigning multiple partners to key action items.
 - Action: Establish clear expectations for participation, follow-through, and reporting on coalition commitments.

Objective 7.3: Strengthen coordination around shared workforce priorities.

- Strategy 7.3.1: Use the coalition as a forum for identifying and addressing statewide workforce issues.
 - Action: Support coordination among local, regional, Tribal, and statewide partners working toward shared workforce goals.
 - Action: Share information and resources that support coordinated responses to workforce needs.
 - Action: Bring together stakeholders working on rural workforce recruitment, retention, and career pathway development.

Objective 7.4: Strengthen employer engagement with coalition efforts.

- Strategy 7.4.1: Create regular opportunities for employers to inform coalition priorities and workforce solutions.
 - Action: Convene employers to discuss workforce needs, barriers, and emerging trends.
 - Action: Incorporate employer feedback into coalition planning, implementation, and evaluation efforts.

Priority: Ongoing Workforce Supports

Goal 8: Support and Improve Workforce Retention

Objective 8.1: Increase stakeholder knowledge of workforce retention challenges, including burnout, turnover, and workforce satisfaction.

- Strategy 8.1.1: Identify and compile existing data sources related to workforce turnover, vacancy rates, employee satisfaction, and retention across Alaska's health sectors.
 - Action: Assess the use of exit interviews, employee surveys, and other workforce feedback mechanisms among employers.
- Strategy 8.1.2: Advance the knowledge base on workforce well-being and burnout trends.
 - Action: Identify indicators and early warning signs for burnout.
 - Action: Gather information on interventions and practices currently being used to support employee well-being.
 - Action: Share emerging research and promising practices related to workforce resilience and retention.
- Strategy 8.1.3: Increase understanding of economic factors that influence workforce retention.
 - Action: Gather information on workforce compensation trends and regional differences.
 - Action: Identify available research and data related to living wage considerations across Alaska's regions.
 - Action: Share findings with stakeholders to inform workforce planning and retention discussions.

Objective 8.2: Increase awareness of workforce retention strategies and supports.

- Strategy 8.2.1: Identify and promote promising practices for workforce retention.
 - Action: Inventory retention initiatives currently being implemented by employers and organizations across Alaska.
 - Action: Highlight innovative approaches that address employee well-being, work-life balance, workplace culture, and workforce flexibility.
 - Action: Create opportunities for employers to share lessons learned and successful retention strategies.
 - Action: Facilitate connections between organizations seeking retention solutions and existing workforce support programs.

Goal 9: Foster Workplace and Community Cultures that Support Employee Well-Being and Retention

Objective 9. 1: Promote workplace cultures that support psychological safety, help-seeking behaviors, and burnout prevention.

- Strategy 9. 1.1: Promote organizational practices that contribute to positive workplace culture.

- Action: Connect with employers to share approaches related to psychological safety, trauma-informed leadership, employee engagement, and work-life balance.
 - Action: Spotlight the role of supervisors and managers in shaping workplace culture and employee well-being.
- Strategy 9. 1.2: Identify current employee feedback processes and supports and opportunities to improve.
 - Action: Gather information on existing mechanisms for employees to seek assistance, report concerns, or provide feedback.
 - Action: Utilize available data and stakeholder input to identify barriers that prevent employees from utilizing available supports.
 - Action: Share examples of anonymous, virtual, and peer-supported feedback systems being used successfully across organizations.

Objective 9. 2: Support community-based and peer-led approaches that strengthen workforce connection and resilience.

- Strategy 9.2.1: Identify existing community-based and peer-led approaches.
- Strategy 9.2.2: Promote community and peer-based approaches.
 - Action: Spotlight organizations in newsletters or other communications.
 - Action: Encourage coalition membership and participation with community-based and peer-based organizations.
- Strategy 9. 2.3: Facilitate discussions to normalize workplace stress and mental well-being.
 - Action: Share resources and messaging that reduce stigma associated with seeking support.
 - Action: Elevate employer practices that foster open communication and employee wellness.
 - Action: Support cross-sector conversations focused on building healthy, supportive workplace cultures.

Goal 10: Support Career Growth, Advancement, and Transitions for Alaska's Health Workforce.

Objective 10.1: Strengthen career advancement pathways across the workforce.

- Strategy 10. 1.1 Convene employers, educators, and workforce partners to identify barriers and opportunities for career advancement.
 - Action: Facilitate discussions on barriers to advancement across professions and career stages.

- Action: Identify and share information and resources on primary barriers and possible approaches to address them.

Objective 10. 2: Expand awareness and utilization of work-based learning opportunities.

- Strategy 10. 2.1 Increase awareness of apprenticeship and work-based learning models.
 - Action: Promote apprenticeship opportunities and resources available to employers and workers.
 - Action: Highlight existing programs offered through the Alaska Department of Labor and Workforce Development.
- Strategy 10. 2.2 Support employer capacity to participate in work-based learning.
 - Action: Encourage collaboration between employers, educators, and workforce partners to expand work-based learning opportunities.
 - Action: Share information on funding opportunities that support apprenticeships, mentors, and trainees.
 - Action: Share reimbursement and incentive programs available to employers.

Objective 10. 3: Support successful career transitions, including transitions into rural Alaska.

- Strategy. 10. 3.1 Promote mentorship and peer support throughout career transitions.
 - Action: Connect with employers to hear effective mentorship practices.
 - Action: Promote resources geared towards mentor capacity.
- Strategy 10. 3.2 Increase awareness of strategies that support employees during career transitions.
 - Action: Share best practices for supporting employees through role changes, rural placements, onboarding, and career advancement.
 - Action: Promote resources that help address workplace stress and emotional demands during transitions.
 - Action: Highlight organizational practices that foster resilience and long-term career success.
- Strategy 10.3.3: Identify primary challenges and supports for healthcare workers transitioning into rural Alaska.
 - Action: Convene rural partners to discuss existing transition supports, challenges, and promising practices.
 - Action: Gather and share lessons learned from organizations that successfully recruit and retain workers in rural communities.

- Action: Identify opportunities to strengthen coordination among employers, communities, and workforce partners to support successful transitions.
- Action: Highlight resources and community supports available to individuals relocating to rural Alaska.

Goal 11: Improve Accessibility in Alaska's Health Workplaces.

Objective 11.1: Promote workplace practices that improve accessibility for employees with disabilities.

- Strategy 11.1.1: Encourage employers to prioritize and improve their accessibility practices.
 - Action: Highlight employer practices that successfully implement workplace accommodations and flexible work arrangements.
 - Action: Share resources that help employers create accessible work environments and remove barriers to employment.
- Strategy 11.1.2: Normalize disabilities in the workplace.
 - Action: Facilitate conversations on building workplace cultures where employees feel comfortable requesting accommodations and discussing accessibility needs.
 - Action: Promote strategies that normalize disabilities and foster inclusive workplace environments.

Objective 11.2: Promote the meaningful inclusion of individuals with lived experience in the workforce.

- Strategy 11.2.1: Promote employment opportunities for individuals with lived experience.
 - Action: Convene employers and workforce partners to identify barriers and opportunities to recruiting, hiring, and retaining individuals with lived experience.
 - Action: Share resources and promising practices that support employers in recruiting, hiring, onboarding, and retaining employees with lived experience.
- Strategy 11.2.2: Champion the value of lived experience within the health workforce.
 - Action: Highlight organizations and programs that successfully incorporate lived experience into service delivery and workforce development.
 - Action: Promote the value of lived experience as a professional asset across health occupations.
 - Action: Facilitate cross-sector conversations on opportunities to expand and strengthen lived experience roles within the workforce.

Objective 11.3: Promote flexible and family-friendly workplace practices.

- Strategy 11.3.1: Encourage employer policies that support work-life flexibility and family-friendly workplaces.
 - Action: Highlight organizations that have implemented flexible and family-friendly workplace practices.
 - Action: Facilitate conversations with employers to understand barriers and hesitations that are hindering their adoption of supportive practices.
- Strategy 11.3.2: Share promising practices for flexible scheduling and other family-centered workplace accommodations.
 - Action: Identify best practices in work-life flexibility
 - Action: Gather and share research and other resources that highlight the benefits of flexible scheduling
 - Action: Facilitate conversations on workplace policies that improve employee recruitment and retention.

Objective 11.4: Promote access to behavioral health supports for the workforce.

- Strategy 11.4.1: Share behavioral health programs and resources geared towards the health workforce
 - Action: Feature tele-behavioral health and telepsychiatry resources available to healthcare workers.
 - Action: Share promising practices for expanding access to behavioral health supports, particularly in rural and underserved communities.
- Strategy 11.4.2: Encourage employers to offer behavioral health supports to their employees.
 - Action: Share programs and opportunities with employers to improve awareness and utilization of workforce mental health resources.

Priority: Access

Goal 12: Improve Access to Education for Alaska's Health Workforce

Objective 12.1: Increase awareness of education and training opportunities.

- Strategy 12.1.1: Develop a communication plan for education and training opportunities.
 - Action: Identify awareness gaps and how the coalition can add the most value.
 - Action: Gather input from partners and coalition members.
 - Action: Develop a plan to communicate opportunities at a regular and recurring interval.

Objective 12.2: Improve awareness of financial supports.

- Strategy 12.2.1: Share grants, scholarships, and financial assistance opportunities and programs.
 - Action: Share information about grants, scholarships, loan repayment, and other financial assistance programs.
 - Action: Highlight funding opportunities available through employers, educational institutions, state agencies, Tribal organizations, and other partners.
 - Action: Promote resources that help individuals navigate available financial supports for education and training.

Goal 13: Strengthen Access to Health Workforce Opportunities in Rural Alaska

Objective 13.1: Improve understanding of regional workforce needs, challenges, and opportunities across rural Alaska.

- Strategy 13.1.1: Facilitate cross-regional knowledge sharing and peer networks.
 - Action: Convene regional partners to collaborate around shared and unique workforce challenges across Alaska's rural landscape.
 - Action: Share approaches that have improved recruitment, retention, and workforce development in rural Alaska.
- Strategy 13.1.2: Support workforce planning at the regional level.
 - Action: Encourage regional assessments of workforce needs, barriers, and available resources.
 - Action: Share regional data and information through coalition channels.

Objective 13.2: Act as a conduit between rural and regional health workforce initiatives and urban and statewide efforts.

- Strategy 13.2.1: Facilitate collaboration opportunities to bring together rural, regional, and statewide partners.
 - Action: Hold discussions that promote shared learning between rural and urban/statewide planners and employers.
 - Action: Share statewide initiatives with rural and regional partners.
 - Action: Elevate rural and regional health workforce needs and initiatives into statewide dialogues.

Objective 13.3: Increase awareness of innovative approaches that expand workforce capacity in rural communities.

- Strategy 13.3.1: Promote technology-based workforce solutions.
 - Action: Highlight uses of telehealth, telepsychiatry, remote supervision, and other technologies that support the rural workforce.

- Action: Share examples of technology that improves access to training, mentorship, and consultation.
- Strategy 13.3.2: Increase awareness of policy and regulatory considerations affecting rural workforce access.
 - Action: Convene stakeholders to identify licensing, credentialing, and scope-of-practice barriers affecting rural workforce recruitment and retention.
 - Action: Share information on policy approaches that support workforce flexibility while maintaining quality of care.

Objective 13.4: Improve the cultural awareness of the healthcare workforce for rural Alaska.

- Strategy 13.4.1: Promote culturally responsive approaches to rural workforce training and development.
 - Action: Share resources that strengthen providers' understanding of the communities they serve.
 - Action: Showcase organizations that successfully integrate cultural knowledge into workforce development and service delivery.

Goal 14: Improve Access to Alaska's Behavioral Health Workforce

Objective 14.1: Strengthen behavioral health career pathways for Alaskans.

- Strategy 14.1.1: Increase awareness of behavioral health education and career opportunities.
 - Action: Highlight behavioral health career pathways and education programs available throughout Alaska.
 - Action: Promote resources that help students and job seekers explore behavioral health careers.
 - Action: Share promising practices for recruiting individuals into behavioral health professions.
- Strategy 14.1.2: Support efforts to educate and retain Alaska's behavioral health workforce.
 - Action: Convene education, workforce, and behavioral health partners to identify opportunities to strengthen in-state career pathways.
 - Action: Share examples of successful grow-your-own behavioral health workforce initiatives.

Objective 14.2: Expand access to behavioral health in underserved areas of Alaska.

- Strategy 14.2.1: Identify opportunities to improve behavioral health workforce access in underserved areas.

- Action: Engage with current efforts to expand behavioral health access in rural Alaska.
- Action: Identify ways the coalition can add to the knowledge base or current efforts.
- Action: Actively engage rural behavioral health providers in the coalition.
- Strategy 14.2.2: Improve the rural readiness and cultural responsiveness of the health workforce in Alaska.
 - Action: Highlight resources that prepare behavioral health providers to work effectively in Alaskan communities.
 - Action: Share promising practices for orienting and supporting providers who relocate to Alaska.
 - Action: Facilitate conversations on workforce preparation that strengthen retention and community connection.

Priority: Funding

Goal 15: Increase Awareness and Alignment of Program Funding.

Objective 15.1: Improve knowledge of the intersection between program gaps and needs and program funding.

- Strategy 15.1.1: Compile and synthesize existing workforce assessments and funding landscape information.
 - Action: Inventory existing and active needs assessments across Alaska's health workforce system, including identifying what populations, regions, and workforce roles are currently represented.
 - Action: Review findings from key sources such as RHTP-funded projects, Alaska Hospital and Healthcare Association (AHHA) workforce reports, Mat-Su Health Foundation data summaries, and Alaska Department of Labor and Workforce Development (DOLWD) workforce analyses.
- Strategy 15.1.2: Assess alignment between workforce needs and funding distribution.
 - Action: Convene partners to review whether current funding structures are addressing identified workforce gaps.
 - Action: Compile available information on funding priorities and program and staffing gaps to highlight if funding allocation is contributing to workforce challenges.
- Strategy 15.1.3: Identify opportunities to improve coordination across funding sources.

- Action: Promote awareness of major funding streams, including RHTP, foundation investments, and other state and federal funding opportunities.
- Action: Encourage alignment of funding strategies across organizations supporting the health workforce.
- Action: Highlight opportunities for shared or braided funding approaches between partners.

Objective 15.2: Increase awareness of funding opportunities for workforce development.

- Strategy 15.2.1: Identify and disseminate information on grants and workforce funding opportunities.

Goal 16: Improve Workforce Compensation and Incentive Practices

Objective 16.1: Improve understanding of current compensation and incentive practices across the health workforce.

- Strategy 16.1.1: Compile and synthesize existing employer compensation and incentive approaches.
 - Action: Inventory current employer practices related to compensation, including wages, retention bonuses, loan repayment programs, tuition support, and other financial incentives.
 - Action: Identify where loan repayment and other incentive programs are currently offered and assess employer awareness and utilization of these options.
 - Action: Use coalition communication channels to highlight innovative or promising compensation models being used across Alaska.
- Strategy 16.1.2: Identify existing efforts and stakeholders engaged in workforce compensation work.
 - Action: Engage partners to map who is currently engaged in compensation, incentive, and retention efforts across the health workforce system.
 - Action: Build understanding of where coordination already exists and where efforts are occurring in isolation.

Objective 16.2: Assess alignment between compensation strategies and workforce needs.

- Strategy 16.2.1: Convene stakeholders to identify gaps between current compensation structures and workforce recruitment and retention challenges.

Goal 17: Improve Access to Funding for Employee Development Opportunities

Objective 17.1: Improve awareness and accessibility of employee development funding opportunities.

- Strategy 17.1.1: Compile information on available employee development funding and promote a centralized place to locate this information.
 - Action: Highlight existing tools and platforms (e.g., Alaska Community Foundation portal, AKCIS scholarship resources) that match individuals to funding opportunities.
 - Action: Share information on funding opportunities through coalition communications and partner networks.
- Strategy 17.1.2: Increase the visibility of employer programs and practices that fund employee development.
 - Action: Collect and highlight employer practices related to tuition reimbursement, professional development funding, and training support.
 - Action: Encourage employers and partners to share available development supports in a consistent, accessible format.
 - Action: Share information on effective employer practices through coalition channels.

Objective 17.2: Promote the continued funding of employee development programs.

- Strategy 17.2.1: Advocate within state-planning efforts for the continued funding of employee development and training opportunities offered at low or no cost.
 - Action: Highlight the importance of these services to Alaska's healthcare workforce.
 - Action: Elevate funding needs and challenges for employee development to statewide health workforce conversations.

Goal 18: Build a Sustainable Coalition.

Objective 18.1: Identify and assess sustainable and diversified funding sources for the AHCW.

- Strategy 18.1.1: Conduct a comprehensive funding source and gap assessment.
 - Action: Inventory potential funding sources, including grants, donations, membership revenue, event-based income, and other public/private funding opportunities.
 - Action: Assess opportunities for braided funding approaches.
 - Action: Identify funding models used by similar statewide or cross-sector workforce coalitions.
- Strategy 18.1.2: Explore revenue-generating opportunities.
 - Action: Hear from members to explore potential fundraising strategies, including events, sponsorships, and contribution-based activities.
 - Action: Assess the feasibility of having coalition-hosted fundraising events

Objective 18.2: Develop a clear member value statement.

- Strategy 18.2.1: Develop and communicate a clear coalition value statement.
 - Action: Convene members to define and refine the coalition's value statement, including networking, shared learning, and access to workforce information.
 - Action: Highlight the coalition's role in connecting partners and disseminating workforce knowledge across sectors.
 - Action: Develop consistent messaging that communicates the benefits of participation to current and prospective members.

Objective 18.3: Strengthen coalition infrastructure, governance, and operational capacity.

- Strategy 18.3.1: Clarify governance structure and operations.
 - Action: Facilitate discussions to clarify governance needs, decision-making structures, and membership roles.
 - Action: Identify staffing needs to support coalition operations, including communications and coordination functions.
 - Action: Highlight administrative models used by similar coalitions to support sustainability and continuity.

Priority: Information and Data

Goal 19: Improve Workforce Data Sharing and Access Across Systems

Objective 19.1: Increase stakeholder knowledge of existing workforce data sources, tools, and collection efforts.

- Strategy 19.1.1: Identify existing workforce data systems and sources.
 - Action: Promote existing publications and syntheses (e.g., ISER work, DOLWD reports, foundation data summaries) through coalition communications.
 - Action: Showcase workforce trends in accessible formats (e.g., newsletters, presentations).
 - Action: Identify and highlight how data is currently being used to inform workforce and training decisions.
- Strategy 19.1.2: Clarify health workforce data use and needs.
 - Action: Convene partners to identify who is using workforce data and for what purposes, including grant reporting and program evaluation.
 - Action: Identify opportunities to improve transparency and coordination in workforce data sharing.

Objective 19.2: Highlight health workforce data.

- Strategy 19.2.1: Use coalition communication channels to share workforce data insights, such as Alaska Hospital and Healthcare Association (AHHA) workforce reports and Alaska Department of Labor and Workforce Development publications, including healthcare-related labor trends.

Goal 20: Strengthen Workforce Data Use

Objective 20.1: Strengthen alignment between workforce demand, education, and training systems

- Strategy 20.1.1: Provide informal and structured forums for information sharing between employers, educators, and workforce systems.
- Strategy 20.1.2: Translate workforce data into usable insights for employers, educators, and policymakers.
 - Action: Develop and disseminate user-friendly summaries of key workforce data findings.
 - Action: Use coalition platforms to elevate workforce data, data-informed success stories, and system improvements.

Goal 21: Gather Workforce Data to Better Understand Workforce Needs and Opportunities.

Objective 21.1: Expand workforce data collection to address key information gaps.

- Strategy 21.1.1: Identify priority workforce data needs across the health workforce.
 - Action: Convene partners to identify workforce data gaps and prioritize future data collection efforts.
 - Action: Improve coordination between existing data collection efforts to reduce duplication and surface data needs.
- Strategy 21.1.2: Participate in collaborative workforce research and assessment efforts.
 - Action: Partner with organizations conducting workforce research, evaluation, and assessments.
 - Action: Support statewide and regional workforce surveys, needs assessments, and environmental scans.
 - Action: Encourage standardized approaches to workforce data collection to improve comparability across organizations and regions.

Objective 21.2: Support data collection on workforce compensation and career pathways.

- Strategy 21.2.1: Contribute to efforts that gather workforce compensation and career pathway data.

- Action: Support efforts to collect wage and compensation data across health professions.
- Action: Participate in initiatives that gather information on education and training wait times, program capacity, and access.
- Action: Support data collection on barriers to entering and progressing through health career pathways.

DRAFT



Jacqueline Summers, AHWC Program Director

Relaunched in August 2025 and now housed within the Alaska Safety / Workforce Alliance, the Alaska Health Workforce Coalition (AHWC) has onboarded community partners, formed a steering committee, and identified six priority areas to move Alaska's healthcare workforce forward.

Mission & Vision

MISSION Convene and align stakeholders across the healthcare ecosystem to coordinate collective action, strengthen workforce pathways, and support systems change that improves healthcare access for all Alaskans.	VISION Alaska's health workforce recruitment and retention needs are consistently met through cross-sector collaboration and centralized workforce data, resulting in reliable and equitable access to healthcare statewide.
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Six Priority Areas

Information & Data – Aggregated, visual health workforce data platform – Initial focus: CNAs, Peer Support Specialists, Community Health Workers	Education & Training – Improve Peer Support Specialist career pathway & certification – Support Community Health Worker occupation development in Alaska
Ongoing Workforce Supports – Focus on workforce retention & mental health access – Support for Recovery Friendly workplaces	Coordinated Collaboration – Spaces for cross-networking and collaboration – Cross introductions & Alaska Health Workforce Directory
Access – Support community-based healthcare focused on intervention – Technology-based solutions for timely, accessible care	Funding – Programs, marketing, and portals for scholarship awareness – Increased access to health workforce training & education funding

The AHWC Steering Committee brings together leaders from across Alaska's healthcare, education, and workforce sectors to guide coalition priorities and drive systems-level change.

Steering Committee Members

MEMBER	ORGANIZATION
DA Donna Aguiniga <i>Assistant Dean of Social Work</i>	University of Alaska Anchorage, School of Social Work
Terissia Bell <i>Associate Professor and Program Director of Health Information Management</i>	University of Alaska Southeast, Health Information Management
GB Gloria Burnett <i>Director, Alaska Center for Rural Health and Health Workforce; Director, Alaska AHEC</i>	University of Alaska, Alaska Center for Rural Health & Health Workforce / AHEC
Lisa Cauble <i>Director, Center for Human Development Training; Director, Alaska Training Cooperative</i>	University of Alaska Center for Human Development
KC Kim Champney <i>Executive Director</i>	Alaska Association of Developmental Disabilities
Dr. Travis Hedwig <i>Assistant Dean; Director, Center for Alcohol and Addiction Studies</i>	University of Alaska Anchorage, Division of Population Health Sciences
VI Vandana Ingle <i>Chief Community Impact Officer</i>	Alaska Behavioral Health Association
Elizabeth King <i>Vice President of Operations</i>	Alaska Hospital & Healthcare Association
MK Mike Kruzinski <i>Health Program Manager</i>	State of Alaska, Department of Health
Dr. Eric Murphy <i>Professor; Director, Psychology Department</i>	University of Alaska Anchorage, Psychology Department
KP Katie Pagani <i>Dean of Student Enrollment Services</i>	Alaska Pacific University
Samantha Ponts <i>Program Officer</i>	Alaska Mental Health Trust Authority



AHWC Outreach Activities — Summary | August 1, 2025 – June 19, 2026

From August 2025 through June 2026, AHWC convened stakeholders, launched its steering committee, held its first spring convening, facilitated workforce groups, and built a growing digital presence across Alaska's healthcare ecosystem.

5

AHWC-Led Events

114+

Total Event Participants

2,096

LinkedIn Followers

152

Newsletter Subscribers

AHWC-Led Events & Convenings

DATE	EVENT	SUMMARY	PARTICIPANTS
Nov 6, 2025	Building a New AHWC (Online)	Cross-section of champions convened to develop priorities for the AHWC	25
Jan 23, 2026	AHWC Steering Committee Convening	Hybrid convening for all onboarded steering committee members — cross-introductions and orientation	20
May 15, 2026	2026 AHWC Spring Convening	Hybrid event for cross-introductions and strategic planning across all six priority areas	60
Jun 9 & 16, 2026	Priority Area Follow-Up Sessions	Follow-up to Spring Convening; small-group development of six priority areas: Education & Training, Access, Funding, Workforce Supports, Collaboration, and Data	9
Feb – Jun 2026	Monthly Steering Committee Meetings	Monthly updates and coalition development meetings	Avg. 13 per meeting

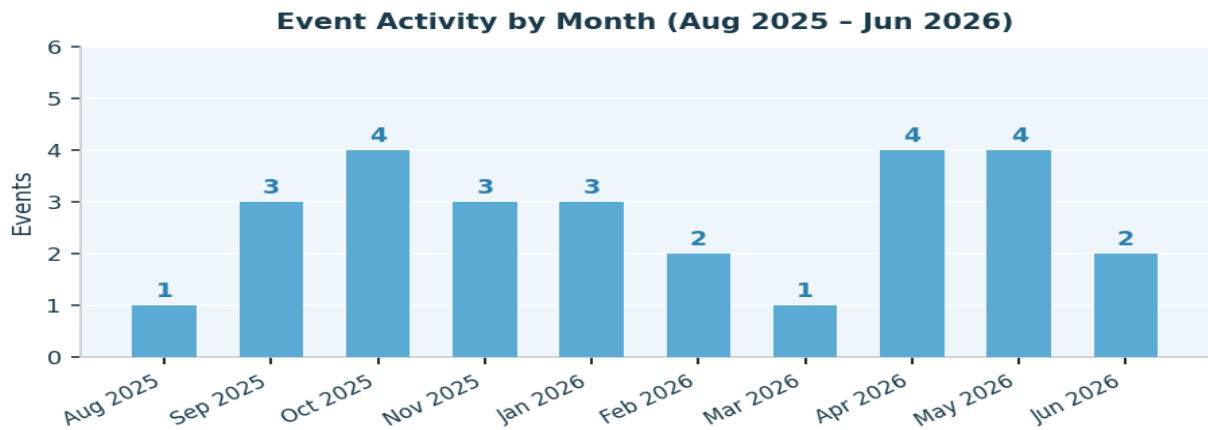


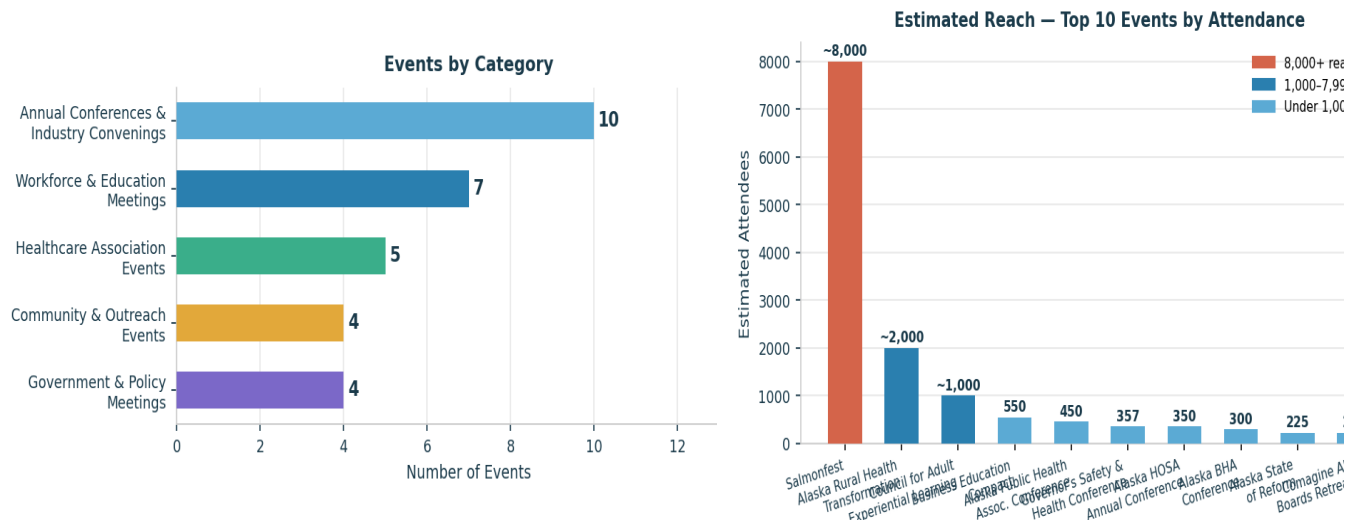
Events, Meetings & Outreach — August 1, 2025 – June 19, 2026

From August 2025 through June 2026, AHWC participated in and helped convene 30 events across Alaska and beyond — reaching an estimated 14,000+ individuals through conferences, workforce convenings, community outreach, and government briefings.



Activity at a Glance





Full Event Directory

DATE	EVENT	AUDIENCE / SUMMARY	REACH
Annual Conferences & Industry Convenings			
Sep 11, 2025	Alaska State of Reform	Annual conference for practitioners, thought leaders, and policymakers improving Alaska's healthcare system	~225
Sep 16–18, 2025	AK Hospital & Healthcare Assoc. Annual Conference	Annual conference bringing together AHHA members	~200
Oct 21, 2025	AADD Fall Convening	Statewide event supporting organizations serving individuals with intellectual and developmental disabilities	100
Oct 22, 2025	Alaska Safety Alliance Annual Meeting	ASA members and invited guests; program outreach and networking	150
Nov 10–14, 2025	Council for Adult Experiential Learning	Conference dedicated to United States workforce development	~1,000
Jan 20–22, 2026	Alaska Public Health Association Conference	Annual statewide public health conference	~450
Mar 2–4, 2026	Alaska Behavioral Health Assoc. Conference	Presentation to ABHA members regarding AHWC	~300
Apr 4–6, 2026	Alaska HOSA Annual Conference	Gathering of students and instructors of HOSA high school health workforce programs	~350
Apr 29, 2026	AADD Spring Convening	Statewide event supporting organizations serving individuals with IDD	~150
Apr 20–22, 2026	Comagine All Boards Retreat	Gathering of multi-state advisory boards to develop priorities and discuss solutions	~225

Workforce & Education Meetings			
Aug 1–3, 2025	Salmonfest	Outreach to attendees for healthcare career awareness	~8,000
Jul 2025 – Jun 2026	Business Education Compact	Monthly cross-industry workforce development meetings	550 total
Sep 2025 – Jun 2026	Alaska Graduate Medical Education Council	Group working to expand graduate medical education opportunities in Alaska (10 meetings)	35 each
Oct 2025 – Jun 2026	Alaska HOSA Advisory Board	Meetings of high school healthcare career program advisory board (4 meetings)	6 each
Oct 14–17, 2026	Alaska Workforce Alliance / CTE Conference	Joint workforce and career & technical education convening	~250
Nov 2025 – Jun 2026	State of Alaska CHW Meetings	State-convened meetings discussing expansion of Community Health Worker occupations	8 each
Jan – Jun 2026	Alaska Rural Health Transformation Meetings	Multiple in-person and virtual meetings providing an overview of the Alaska RHTP process	~2,000
Healthcare Association & Committee Events			
Nov 13, 2025	AHHA Workforce Convening	Targeted workforce event to develop an Alaska Nurse Workforce Center	75
Jan – Jun 2026	Comagine Alaska Board Meetings	Launch of Alaska Comagine board; 6 meetings	10 each
May 1, 2026	Alaska AHEC Steering Committee	Steering committee meeting to develop FY 2027 priorities	30
May 8, 2026	UAA Behavioral AKABA Conference	Conference for Alaska Association for Behavior Analysis	60
May 10, 2026	UAA Psychological Services Open House	Event to celebrate the opening of a new psychological services clinic	~150
Sep 25, 2026	Alaska Nursefest	Event focused on nurses including career pathway support	125
Community & Outreach Events			
Oct 13, 2025	Anchorage Chamber Make It Monday	Topic: workforce programs for youth with Covenant House and other partners	~75
Jan 9, 2026	Mat-Su Health Foundation Grantee Reception	Nonprofits and members of the Mat-Su community	~150
Apr 15, 2026	Covenant House Open House	Introduction to new Covenant House programs, including new workforce development initiative	—
May 11–12, 2026	Governor's Safety and Health Conference	Statewide industry conference addressing safety and health in frontline careers	357
Government & Policy Meetings			
Oct 2025 – Jun 2026	National Academy for State Health Policy	Webinars and meetings focused on behavioral health workforce development	107
Feb 10, 2026	Alaska Commission on Aging Board	Presentation to the ACoA board regarding AHWC	12



Professionals Engaged

Summary of Progress | August 1, 2025 – June 19, 2026

105

Professionals Engaged

185

Total Interactions

50%

Attended Multiple Times

80

Organizations Represented

Full Professional Directory

Name	Organization	Mtgs
Aguniga, Donna	University of Alaska Anchorage School of Social Work	1
Aruzbi, Eric	Frontier Psychiatry	4
Baldwin, Michael	Alaska Mental Health Trust Authority	1
Barstad, Kelda	Alaska Mental Health Trust Authority	3
Beck, Jim	Mat-Su Health Foundation	4
Bell, Terissia	University of Alaska Southeast, Dept. of Health Sciences / Information Management	2
Bernhardt, Rachel	Alaska Natural Burial / Flameless Cremations	2
Bitton, Jana	Nurse Workforce Center	1
Bitzer, Becky	Agnew::Beck	2
Bookey, Terry	State of Alaska HWEP Program	1
Borowski, Florian	Providence Alaska	1
Boyer, Eric	Alaska Mental Health Trust Authority	1
Bracken, Quavon	Alaska Behavioral Health	1
Bradley, Savanna	Denali Daniels and Associates	2
Burnett, Gloria	University of Alaska, Alaska Center for Rural Health & Health Workforce / AHEC	3
Carlson, Megan	Agnew::Beck	1
Carson, Jenn	State of Alaska Division of Behavioral Health	2
Cauble, Lisa	University of Alaska Anchorage Center for Human Development	1
Champney, Kim	Alaska Association of Developmental Disabilities	2
Cochran, Jessica	Alaska Behavioral Health	1
Craft, Katherine	University of Alaska College of Health	1
Crago, Louise	Alaska Literacy Program	2
Diffley, Amy	Alaska Primary Care Association	1
Downes, Jessica	Envoy Integrated Health	1
DuCharme, Naomi	Integrated Health Services	2

Evans, Dela Rentae	State of Alaska Office of Apprenticeships	1
Fedcowicz, Bonnie	Nightingale Nursing Solutions	1
Forrest, Alexandra	Alaska Primary Care Association	3
Franklin, Tricia	State of Alaska Rural Health Transformation Program	2
Galvan, Jen	Alaska Peer LLC	2
Gardner, Marie	Mat-Su College	2
Gat, Nyabony	Alaska Literacy Program	2
Gromoff, Cierra	Kismet Health	1
Grove, Adam	Alaska Brain Bus	3
Habib, Elana	State of Alaska Division of Behavioral Health	2
Hamburger, Marjie	Alaska Hospital and Healthcare Association	2
Hampsted, Beth	Alaska Native Tribal Health Consortium	1
Harvill, Jessica	University of Alaska Anchorage Center for Human Development	1
Havelock, Bruce	AKUA Sobriety Outreach Alaska	3
Hedwig, Travis	University of Alaska Anchorage College of Health	2
Hegwood, Caitlin	True North Recovery	3
Hellman, Ryan	REACH	3
Hogan, Bill	Answer Creek Consulting	1
Holmes, Nikki	Comagine Health	2
Hunter, Susan	State of Alaska Department of Labor, Apprenticeships	1
Ingle, Vandana	Mat-Su Health Foundation	4
Kallaway, Emma	Kinetic West	1
Kato, Lindsay	State of Alaska Department of Public Health	1
Kildal, Victoria	Alaska Behavioral Health Association	6
King, Elizabeth	Alaska Hospital and Healthcare Association	1
Kouremetis, Megan	Kodiak High School Certified Nursing Aide Instruction	1
Kraska, Nick	True North Recovery	3
Krebs, Deb	University of Alaska AHEC	3
Kruzinski, Mike	State of Alaska Department of Public Health	1
Lee, Charity	Denali Daniels and Associates	3
Marcil, Shena	State of Alaska Department of Labor, Apprenticeships	1
Martin, Ashley	Catholic Social Services, Behavioral Health	2
Mattson, Bridget	Resilient Youth Community, Ketchikan	1
Mayorga, Bridgett	University of Alaska Anchorage, School of Allied Health	1
McCain, Bonnie	Alaska Primary Care Association	1
McIlmail, Megan	University of Alaska Anchorage School of Social Work	1
Miller, Craig	University of Alaska Anchorage School of Arts and Sciences	1
Missel, Tania	Anchorage School District	2
Murphy, Eric	University of Alaska Anchorage College of Arts and Sciences, Dept. of Psychology	2
Murphy, Peter	People Worth Caring About	1
Mystrol, Brad	University of Alaska Anchorage, Justice Center	3
Nesbitt, Tim	State of Alaska Behavioral Health	2
Nettleton, Jeremy	Mat-Su College	1
Newman, Anthony	State of Alaska Senior and Disability Services	1
Nowers, Stephanie	Mat-Su College Connector	2

O'Conner, Tari	Alaska Primary Care Association	2
Odom, Polly-Beth	Daybreak Inc.	1
Ortiz, Cory	AVTEC	1
Pagani, Katharine (Katie)	Alaska Pacific University	3
Pomeroy, Amy	Alaska Behavioral Health	1
Ponts, Samantha (Sam)	Alaska Mental Health Trust Authority	1
Powell, Michael	State of Alaska Department of Health	1
Protzman, Toni	Protzman Consulting	2
Radbod, Yasmin	State of Alaska Commission on Aging	2
Reig, Pascual	Alaska Small Business Developmental Center	2
Renard, Sara	Alaska Behavioral Health	1
Reynolds, Jared	University of Alaska Center for Economic Development / Alaska SBDC	1
Rodrigues, Alyssa	EDC Consulting	1
Rodriguez, Adelina	Mat-Su Health Foundation Scholarships	2
Samuel, Amy	University of Alaska Southeast, Dept. of Health Sciences	4
Skoog, Chellie	Foraker Group	2
Sonnier, Joe	Alaska Community Foundation	1
Spatrisano, Issa	Rasmuson Foundation	2
Stamm, Nathan	University of Alaska AHEC/HOSA	2
Stenson, Zach	Pathfinder Solutions, Alaska Career Guides Initiative	4
Stockwell, Carolyn	State of Oregon Behavioral Health	1
Stoepler, Kristin	Independent Consultant	2
Story, Adam	Pacific Northwest University of Health Sciences	1
Sturm, Chris	healthEConnect Alaska	1
Swearingin, Windy	University of Alaska, Kenai Campus, Adult Education	1
Takeda, Colby	Pear Suite	2
Teylan, Merilee	Kinetic West	1
Veasy, Demetria	State of Alaska Department of Labor	2
Vetter, Samantha	State of Alaska Department of Vocational Rehabilitation	4
Walch, Brian	Shift Focus	1
Whiteman, Keja	Nokomis Strategies	2
Wilson, Beth	State of Alaska, Division of Behavioral Health	1
Woodall, Chloe	Frontier Psychiatry	1
Yewchin, Audra	Outstanding Therapy Solutions	1
Zagyva, Chris	Lionheart Construction	1