



Fairbanks North Star Borough Comprehensive Economic Development Strategy (CEDS)

Education and Workforce Development Roundtable

January 27, 2022

Invited Participants

Name	Affiliation (alphabetical)	Role	Status
Missy Lizotte	Alaska Job Center Network	Fairbanks Job Center Regional Manager	Attended
Jessica Krier	Alaska Works Partnership	Fairbanks Case Manager	Attended
Tiffany Simmons	Doyon Foundation	Executive Director	Attended
Robert Allen	Eielson Airman and Family Readiness Center	Employment Specialist	Attended
Doug Tansy	Fairbanks Central Labor Council (AFL-CIO)	President	Invited
Joni Simpson	Fairbanks North Star Borough School District	Career and Technical Education Coordinator	Attended
Jimmy Russell	Fort Wainwright Military and Family Support Center	Employment Readiness Program Manager /Army Volunteer Corps Coordinator	Attended
Jacob Howdeshell	Laborers Alaska Fairbanks Local 942	Business Representative/President	Attended
Keith Swarner	UAF Career & Technical College	Associate Dean	Attended
Michele Stalder	UAF Community & Technical College	Dean	Invited
Mathew Carrick	UAF Community & Technical College	Executive Office	Attended

The Project Team

Project Steering Committee: the **FNSB Economic Development Commission**

Mayor Bryce Ward | Abigail Riggs | Frank Tomaszewski | Kristan Kelly | Mark Billingsley | Paul Robinson | Russell Talvi



FNSB Project Manager:
Brittany Smart



Contracting Team:
Shelly Wade, AICP
Molly Mylius

Supporting team
members:



Project Purpose

To develop an updated Five-Year FNSB Comprehensive Economic Development Strategy (CEDS).

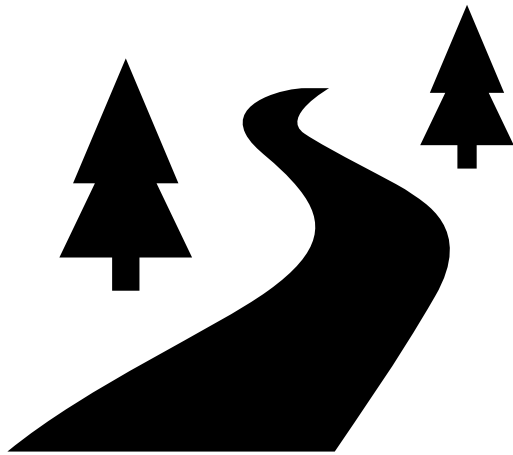


CEDS must go through a robust update every five years, with shorter, less intensive updates annually.



CEDS Purpose

A CEDS is a locally-based, regionally-driven economic development planning document that guides local government and community action.



It serves as a road map to economy resilience and prosperity.

What does a CEDS do?

- Brings the private and public sector together to develop a regional strategy and action plan.
- Identifies projects and makes recommendations to:

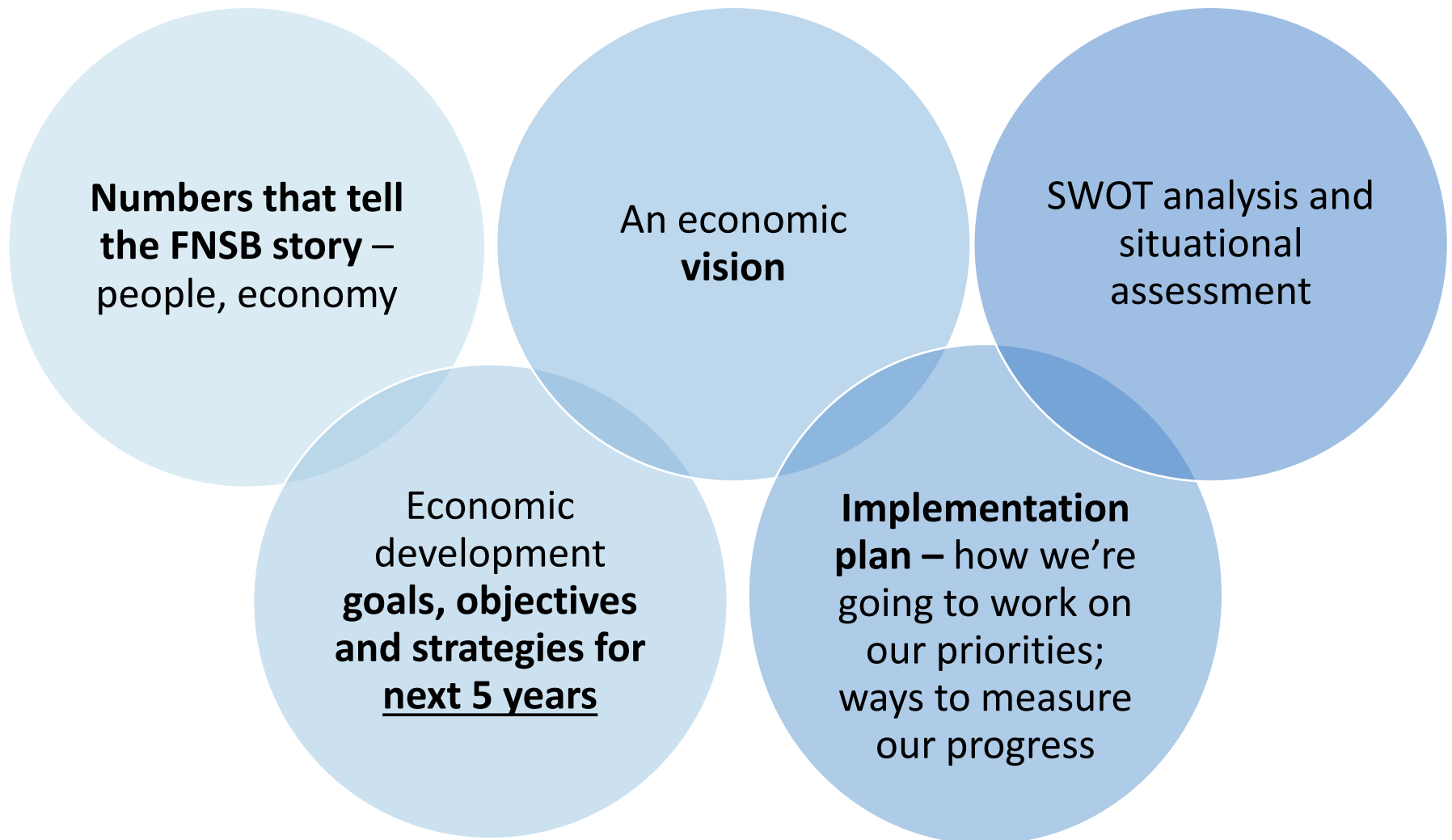
Secure and
support
businesses

Create more
and better
paying jobs

Improve
quality of life

Increase
resilience to
changes,
threats

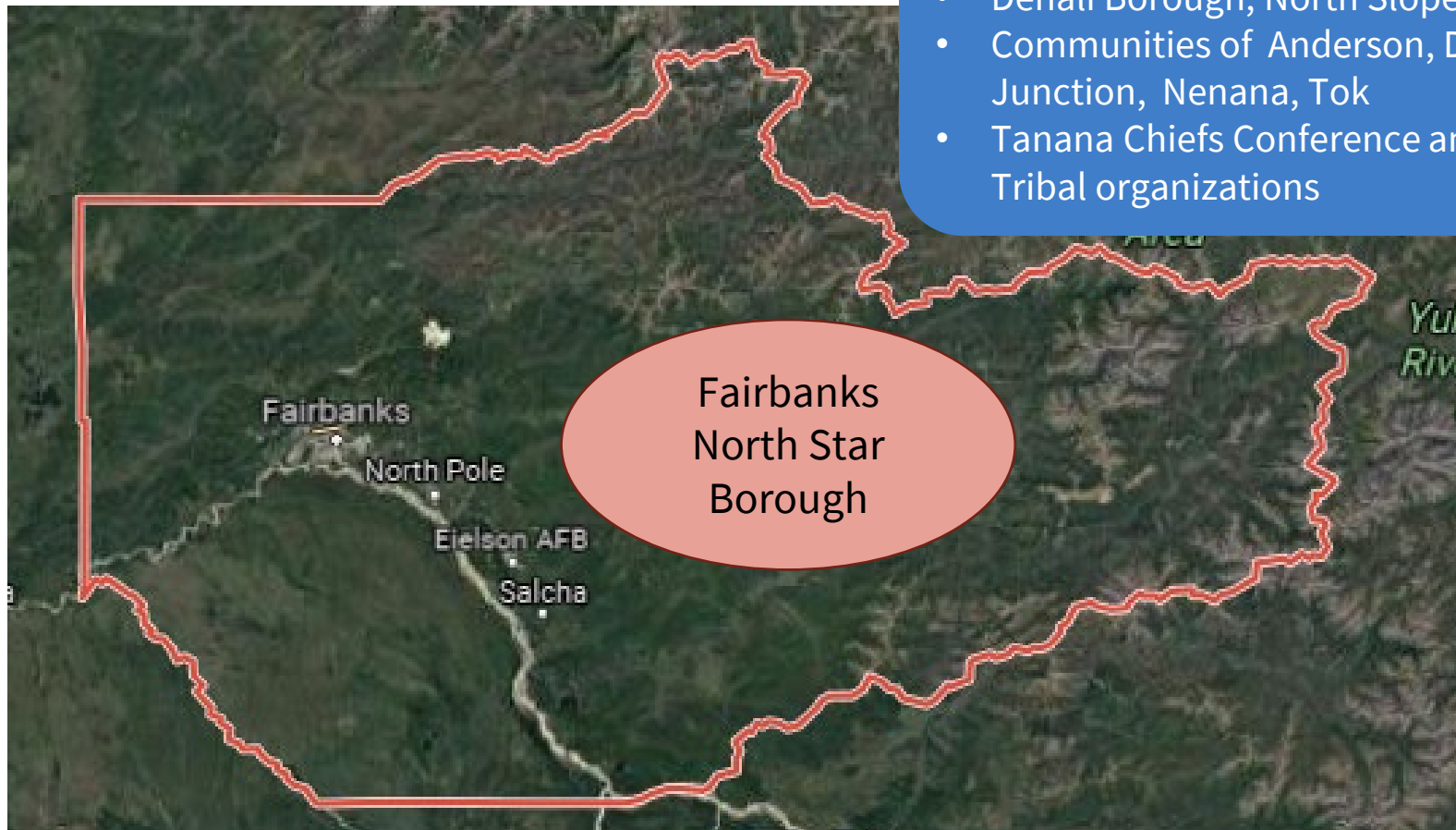
What does a CEDS include?



Project Area: FNSB

Key regional partners beyond FNSB boundaries include:

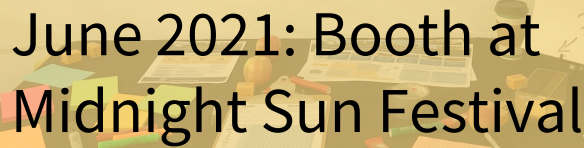
- Denali Borough, North Slope Borough
- Communities of Anderson, Delta Junction, Nenana, Tok
- Tanana Chiefs Conference and other Tribal organizations



CEDS Update Timeline

	2021									2022						
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	→
Project Website	•	← ongoing website updates →														Adoption →
Stakeholder Interviews	•	•	•	•	•	•	•	•	•	•						
Interactive Discussions	•	•	•	•	•	•	•	•	•	•						
Community Events			Midnight Sun, Golden Days, Fair													
Economic Summit											•					
E-Newsletters, <u>Social Media</u>, Public Notices, News, Radio										•	•		•		•	
Key Phases	<i>Project Kickoff</i>		<i>Research & Events, Interviews</i>				<i>Draft Vision & Goals</i>			<i>Economic Summit</i>		<i>Public Review Draft</i>			<i>Final CEDS</i>	→

Community Events



Proposed FNSB CEDS Topics/Sectors

Industry Clusters

key sectors that drive the FNSB economy

Energy
Health Care
Military
Natural Resources
(Agriculture, Forestry, Mining)
Research & Innovation
Visitation

Community Influencers

supportive foundations that clusters rely on to grow and flourish

Communications
Education & Workforce Development
Government
Housing and Land Use
Quality of Life
Transportation
Utilities

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- Position the community/industry for **funding and investment opportunities**.
- Hold everyone accountable with **measurable short and longer-term targets** and **ways to track and communicate progress**.



Education and Workforce Development Context

Education and Workforce Development in the 2016 CEDS: Objectives and Strategies

- Develop and retain an educated workforce.
 - Support programs that will **train educators, teachers and instructors** to ensure the quality of the educational system and preserve cultural heritages.
 - Encourage **excellence in the K-12 and post-secondary systems** producing results that exceed state and national averages.
 - Support the **expansion and enhancement** of the **Community and technical College** (CTC), encouraging funding levels that allow growth, promote excellence, increase maintenance funding, the addition of new programs and both programmatic and institutional accreditation.
 - **Retain those we educate.**
- Provide job skills development opportunities. **Promote vocational, technical, and career training opportunities** within the FNSB that prepare residents to compete in the global marketplace as well as meeting regional industry cluster needs. Local and regional vocational needs include:

Educators

Health care professionals

Transportation and civil engineers

Health, safety and environmental inspectors

Mining workers

Pipeline welders & other oil and gas occupations

2016 CEDS – Education and Workforce Development Projects

- **Coordinate training services to support the needs of expanded underground mining operations.** A mining training center has been established in Delta Junction... The FNSB workforce and local mining industry would benefit from further coordination of training agencies and educational institutions to provide access for existing and potential mine workers to specialized training. This may be accomplished through the development of online training connections to the Delta Junction Training Center.
- **Coordinate with workforce agencies to assist Peony industry to secure a reliable workforce for harvest season.** A workforce of about 300 is needed during the Peony harvest season. While this is a short time frame, the industry has a worldwide market and provides an excellent opportunity to diversify agricultural exports from FNSB.

Are these projects still relevant? What progress has been made?

Education and Workforce Development in the Eielson Regional Growth Plan – Recommendations

Source: Eielson Regional Growth Plan pgs. 273-276

Part 1: Military Spouses

- WFD1. Remove barriers for military spouses to obtain **occupational licenses**.
- WFD2. **Coordinate with the Airman and Family Readiness Center (A&FRC)** to supplement existing information sharing with Air Force families before they arrive at EAFB.
- WFD3. Encourage FNSB-located Job Centers, workforce development program representatives and large employers to **participate in military family welcoming programs**.
- WFD4. Prior to PCS, **conduct debrief/departure interviews or focus groups with military families** regarding experience with FNSB employment and workforce development.
- WFD5. **Expand access to affordable child care** services for military households.

Are these recommendations still relevant?
What progress has been made?

Education and Workforce Development in the Eielson Regional Growth Plan - Recommendations

*Source: Eielson Regional
Growth Plan pgs. 273-276*

Part 2: Training the FNSB Workforce to Meet Industry Needs

- **WFD6. Host local training and employment events for residents and incoming military families** to learn about education, training and employment opportunities available in FNSB.
- **WFD7. Conduct targeted recruitment efforts to encourage businesses to relocate to the FNSB area.**
- **WFD8. Support implementation of Alaska's five workforce development plans**, including the Maritime Workforce Plan, the Teacher Education Plan, the Oil & Gas Workforce Plan, the Mining Workforce Plan and the Health Workforce Plan.

Part 3: Preparing Future Workers

- **WFD9. Continue to strengthen and expand existing secondary and postsecondary vocational and technical education programs.**
- **WFD10. Expand and market the use of University of Alaska's Career Coach**, as developed by Emsi.

Are these recommendations still relevant? What progress has been made?

UAF's 2027 Strategic Plan

Goal 1

Modernize the student experience

Goal 2

Strengthen our position as global leaders in Alaska Native and Indigenous programs

Goal 3

Achieve Tier 1 research status

Goal 4

Transform UAF's intellectual property development and commercialization enterprise

Goal 5

Embrace and grow a culture of respect, diversity, inclusion and caring

Goal 6

Revitalize key academic programs

Source: <https://uaf.edu/strategic/goals.php>

Fairbanks North Star Borough School District FY2020-FY2025 Strategic Plan: Goals

- 1. STUDENT SUCCESS:** Increase academic achievement and social emotional well-being for all students.
- 2. EQUITY & INCLUSION:** Provide equitable opportunities and an inclusive environment where all students and staff are respected and feel welcome, safe and supported.
- 3. COMMUNICATION & ENGAGEMENT:** Ensure students, staff, families and the community are informed, connected and engaged with the District.
- 4. WORKFORCE & ORGANIZATIONAL EXCELLENCE:** Create an environment that supports the strengths and needs of staff so they can create a safe climate where students thrive

Interior Alaska COVID-19 Economic Impact and Recovery Plan



Interior Alaska COVID-19 Economic Impact and Recovery Plan



Objective: *To create an Interior Alaska COVID-19 Economic Impact and Recovery Plan focused on the following principles:*



Resilience through
innovation



Strong local businesses



A safe & healthy
community



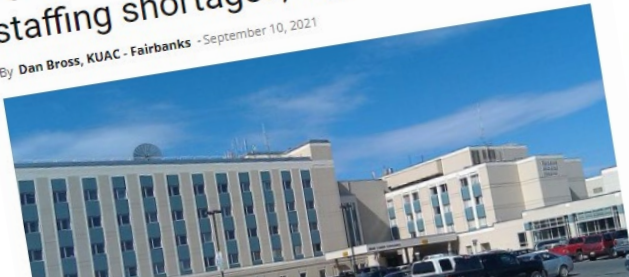
A fully-employed
workforce

Source: <https://covid-fnsb.hub.arcgis.com/pages/strategies>

Education and Workforce Development In the News

Fairbanks hospital faces persistent staffing shortages, higher turnover

By Dan Bross, KUAC - Fairbanks - September 10, 2021



Daily News-Miner
THE VOICE OF INTERIOR ALASKA

Inside Business

The business of early childhood care

By Patty Meritt Aug 15, 2021



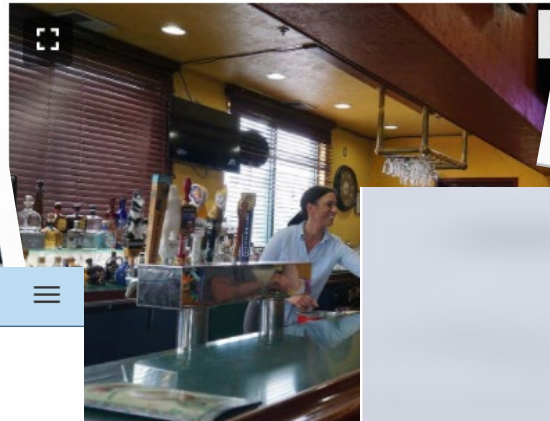
"Hello? Can you help me? I need someone to care for my children. . . and I thought maybe some of your college students would like to work for me?"

This is a common question we field a couple of times a week at the UAF Community and Technical College (CTC) Early Childhood Education (ECE) program. These calls reflect many feelings, as well as the state of early

Local restaurants feel strain from employment shortages

Alena Naiden, anaiden@newsminer.com

Jul 11, 2021 Updated Jul 12, 2021



dar serves a drink to a customer at , July 8, 2021, in Fairbanks, Alaska

UA president highlights technical training that leads to six-figure jobs

Linda F. Hersey Jan 25, 2022 Updated Jan 25, 2022



Does your student want to learn to fly?

FNSBSD is currently piloting two courses at West Valley High School titled Private Pilot Ground School 1A and 1B

Draft curriculum is now available for review and public comment.

Public comment closes on December 20, 2020.



FNSBSD is currently piloting two courses at West Valley High School titled Private Pilot Ground School 1A and 1B Draft curriculum is now...

Education and Workforce Development: Strengths and Weaknesses of the Region

1. What **factors have/will contribute** to a successful education and workforce development in the FNSB?
2. What **factors are a barrier** to a successful education and workforce development in the FNSB?

Discussion: Strengths and Positive Factors

- Workforce development partners have been working on getting people (e.g., school counselors) re-trained with refreshed professional development since jobs have changed so much.
- Construction trade programs and the high school to apprenticeship program are working really well. Young grads who are only a few years into their careers are brought back as advocates, instead of much older workers.
- Money will be coming in to build health clinics, homes, etc. Lots of construction and infrastructure employment opportunities.

Discussion: Barriers and Weaknesses, Part 1

- Financial barriers for post secondary education.
- Childcare cost/availability prevents many parents from working.
- Some local employers treat workers as disposable, as “warm bodies.”
Need to change how our community thinks about workers, even entry level workers.
- This has been a rough winter, weather-wise; more people will likely relocate this summer.
- For military households, the winter driving conditions are a barrier to employment. Most jobs are in Fairbanks but folks are uncomfortable with the 20-30 minute commute, especially in winter. Many have never lived in a winter community before. Instead they seek out jobs on base. By the time someone is comfortable driving in winter, they are sent to a new station.

Discussion: Barriers and Weaknesses, Part 2 – Pandemic-Related

- People are working differently now. Want more independence, flexibility. Employers and trainers need to figure out how to adapt. See Forbes article [here](#).
 - Especially true for young people. “They are working for less wages and are instead looking for lifestyle value and benefits. We need to adapt to be more flexible, nimble, creative.”
 - The gig economy jobs offer flexibility but they do not pay enough and are not stable. How can we help people navigate out of these jobs?
- Competing with other locations for skilled workers.
 - All states are getting an infusion of construction funds, not just Alaska.
 - Employers like school districts have a hard time competing; for example, Alaska teachers don’t pay into social security and have limited retirement benefits.
- The economy has seen some huge shifts during the pandemic. “Educating workers is great, but we need to convert it into employment.” Unique situation with huge amounts of vacancies; still learning about what’s driving some of these trends.
 - Key industries with employment shortages include health care, services, construction, education, infrastructure.
 - We will not be returning to “normal,” many of these feel like permanent shifts.
 - Ongoing challenges with school closures, daycare closures, and lack of reliable bus service mean many parents cannot commit to a traditional work schedule.

Priorities: Discussion

- What are the shared, regionwide priorities/strategies that you would like to see over the next five years? What are the greatest needs?
- What can we collectively do to better support businesses and workers?
- What is most important for us to focus on over the next five years?

Discussion: Projects, Strategies, and Priorities

- Incorporate refreshed apprenticeship curriculum into schools, with a greater focus on innovation
- Establish rideshare programs to help DoD household members commute to job centers.
- Introduce pathway opportunities (e.g., apprenticeship programs) even earlier and help students navigate to programs with the best fit.
- Provide targeted support for individuals working in the gig economy to help them navigate to more stable employment with better wages.
 - Is there a way to measure how many people are participating in the “gig” economy (e.g., Door Dash, Uber, Turo, etc.)?

What are the education and workforce development trends and how can we measure success?

What	Source
Educational Attainment – Number w/Post-Secondary Education	Census
Average Wages	Census
Apprenticeship registrations	Alaska Dept. of Labor & Workforce Development
Number of industry occupation vacancies	FNSB Real-Time Labor Market Data

What other data should we consider?

What measurable progress do we want to make together over the next 5 years?

Discussion: Measuring Success

- Is there a way to measure how many people are participating in the “gig” economy (e.g., Door Dash, Uber, Turo, etc.)?

Next Steps and Wrap-Up

Next Steps

- January 2022 – Conclude sector outreach
- **February 22-23, 2022 – Economic Summit**
- April 2022 – Release public review draft
- June 2022 – Release final draft

Interior Alaska Economic Summit

February
22-23, 2022

View the flyer
online [here](#)



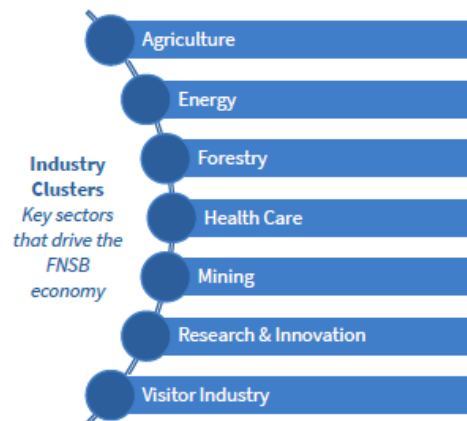
Save the Date: February 22nd -23rd 2022

2022 Interior Alaska Economic Summit

The 2022 Interior Alaska Economic Summit will bring regional community, business, and industry leaders together to collaborate on economic opportunities as we work towards a stronger, more resilient Interior Alaska economy. The Summit is free and will be held at the Westmark in Fairbanks.

Topics for Breakout Sessions

(preliminary at-a-glance agenda on reverse)



RSVP Today

More details coming soon. RSVP and stay informed: www.surveymonkey.com/r/IAEconSummit



PURPOSE & OUTCOMES

- The 2022 Interior Alaska Economic Summit will inform development of the updated 5-Year Fairbanks North Star Borough Comprehensive Economic Development Strategy (CEDS).
- Participants will review and confirm CEDS components, including a shared economic development vision, goals, and 5-year priorities.
- The updated CEDS will better position the community for funding & investment opportunities.

Interior Alaska Economic Summit

February
22-23, 2022

View the at-a-glance agenda online [here](#)

February 22nd – Focus on Industry Clusters

Time	Topic		Virtual Option?
9:00 – 9:45 am	Opening Plenary: Welcome and Inspiration		Yes
9:45 – 10:00 am	<i>Break</i>		
10:00 – 11:45 am	Industry Breakouts Round 1	Agriculture	No
		Energy	No
11:45 am – 1:00 pm	<i>Lunch – on your own</i>		
1:00 – 2:45 pm	Industry Breakouts Round 2	Forestry	No
		Health Care	No
2:45 – 3:00 pm	<i>Break</i>		
3:00 – 5:00 pm	Industry Breakouts Round 3	Mining	No
		Research and Innovation	No
		Visitor Industry	No

February 23rd – Focus on Community Influencers

Time	Topic		Virtual Option?
9:00 – 10:45 am	Influencer Breakouts Round 1	Small Business Development & Entrepreneurship	No
		Communications (phone, internet connectivity)	No
10:45 – 11:00 am	<i>Break</i>		
11:00 am – 12:45 pm	Influencer Breakouts Round 2	Land Use, Housing, & Environment (includes utilities)	No
		Indoor & Outdoor Recreation (includes entertainment, retail, parks, trails)	No
12:45 – 1:45 pm	<i>Lunch – on your own</i>		
1:45 – 3:30 pm	Influencer Breakouts Round 3	Education & Workforce Development	No
		Transportation (includes roads, aviation, rail, bike/pedestrian connections)	No
3:30 – 4:00 pm	<i>Break</i>		
4:00 – 5:00 pm	Closing Plenary: Summary of Results and Next Steps		Yes

Learn More on Our Website



2021 Fairbanks North Star Borough Comprehensive Economic Development Strategy (CEDS) Update

[PURPOSE](#)[WHAT IS INCLUDED?](#)[TOPICS](#)[PROJECT TEAM](#)[GET INVOLVED](#)[SCHEDULE](#)[RESOURCES](#)[CONTACT US](#)

A Stronger, More Resilient Economy.

www.FNSBCEDS.com

Other Relevant Planning Efforts

Tanana Chiefs Conference Comprehensive Economic Development Strategy	www.tananachiefs.org/ceds/
Comprehensive Roads Plan	fnsbroadspan.com/
Fairbanks Downtown Plan	<i>Updated website coming soon</i>
Comprehensive Recreational Trails Plan	fnsbtrailsplan.com/
Pioneer Park Master Plan	fairbankspioneerparkplan.com/

Thank you!

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