



Workforce Development Survey 2024

Katrina Erick

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Overview

The Doyon Foundation applied and was awarded a grant in 2023 to complete its first workforce program endeavor. In April of 2024, a program staff was hired to oversee workforce programs and the implementation of grant deliverables in partnership with Doyon, Limited's Information Technology Department. This project was federally funded by a *Social and Economic Development Strategies* grant through the *Administration for Native Americans*. This grant award funded four youth Shareholders to engage in a 6 monthly Information Technology internship and new technology for the Doyon Foundation as it moved into its own office space. The one-year grant ended in September 2024 with two interns accepting regular full-time employment within the Doyon Family of companies.

Doyon Foundation felt it crucial to solicit Doyon Limited shareholder feedback before embarking on its next workforce endeavor. On August 9, 2024, Doyon Foundation rolled out its first *Workforce Development Survey* to Shareholders. This survey aimed to gauge the current economic condition in its communities, the support needed to achieve career goals and overall receive candid feedback from all shareholders. Doyon Foundation supported various methods of survey completion in an effort to ensure all Shareholder voices had the opportunity to be heard.

Doyon Foundation received over 1,300 complete surveys at the time the survey closed and considered this a successful amount of Shareholder feedback. Staff was able to share this data internally and with the Doyon Foundation board during their quarterly committee and Board of Directors meetings in October 2024. Staff reviewed each response received and will use this valuable Shareholder feedback to create strategic goals for the workforce program over the next year or more.



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LIVE ON KRFF

Monday, August 19, at 10:00 a.m. AKDT





Methodology

Doyon Foundation's Workforce Development Survey ended on September 6, 2024, giving Shareholders one month to give feedback. The survey was created using Survey Monkey's web application and could be printed to allow paper copies to be completed manually and returned.

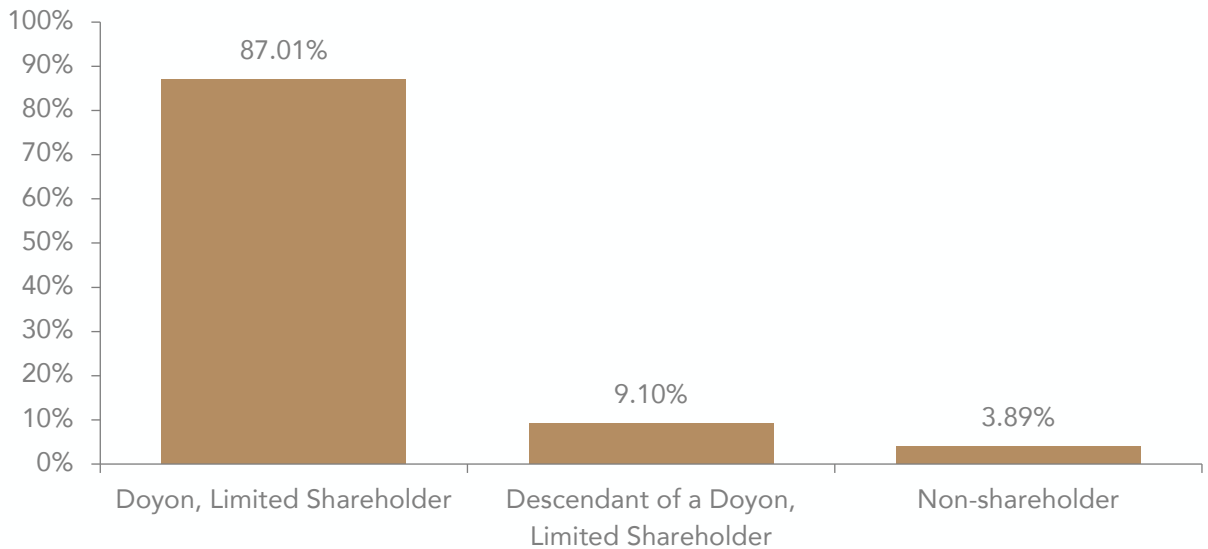
The survey consisted of 17 questions. Questions one through 13 required respondents to respond to multiple-choice questions. Some questions required a minimum of one or three selected answers or asked respondents to select all answers that applied to them. Questions 14 -16 posed open-ended questions and required a text response from participants. The final question asked the participant to provide their contact information if they wished their name would be entered into a prize drawing when the survey concluded. The survey offered 10 prize bundles that would be selected by a randomized drawing done on September 6 via Facebook Live. Prizes ranged from locally sourced artwork or goods to custom swag. Prizes were mailed to participants once winners were announced and contacted.

Questions gathered demographic data for participants, including Shareholder status, gender, age, and location. If participants stated they lived within a village in the Doyon Region, they would be directed to question five to indicate which subregion they reside in. If participants did not indicate residing in a Doyon Region, they would automatically skip to question six. Questions 5 -13 asked targeted questions about employment status, opinions about available workforce resources or offerings, and barriers youth or adults face. The final three questions asked for a text response on the participant's opinions on how the Doyon Foundation could best support youth, adults, or in general. These questions took the most time to review due to the valuable length of responses.

The survey was widely advertised to Shareholders and community partners through social media, e-mail, radio, and mail campaigns. Paper surveys were mailed to tribes in the Doyon Region along with postage-paid envelopes to encourage them to return. Surveys were also received back via fax, and callers needing support completed them telephonically with staff. In total, 1,363 participants engaged in the study, with 1064 completing the full survey. 31 surveys were mailed back from tribes, including Tanacross, Tanana, and Galena. On average, 75% of participants answered all questions and spent an average of 6 minutes completing the survey.



Question 1: Are you a Doyon Shareholder?



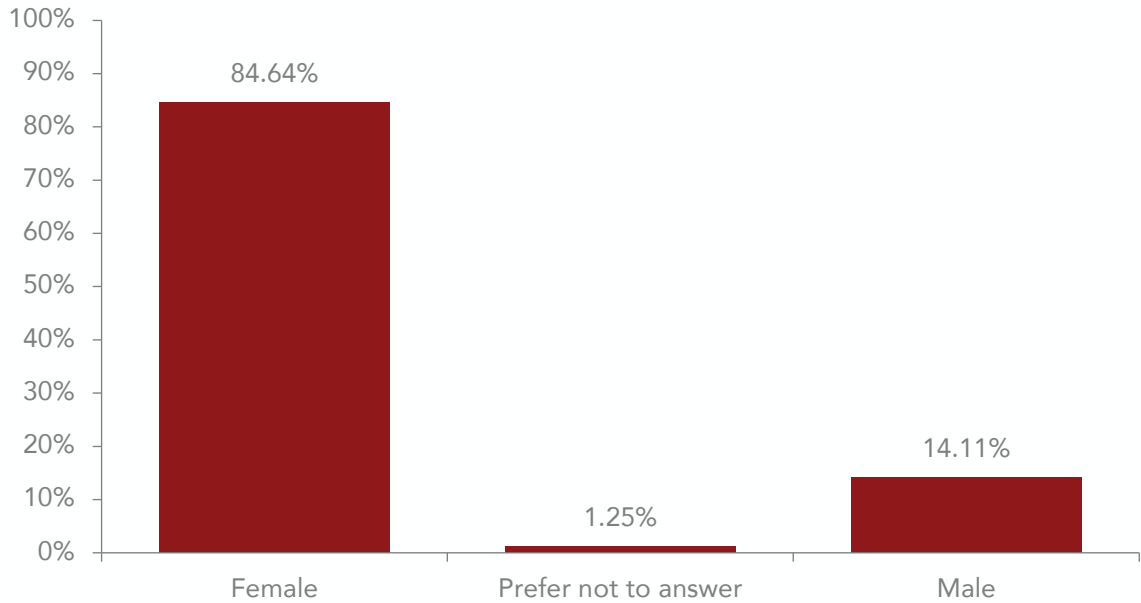
ANSWER CHOICES	RESPONSES	
Doyon, Limited Shareholder	87.01%	1186
Descendant of a Doyon, Limited Shareholder	9.10%	124
Non-shareholder	3.89%	53
TOTAL		1363

Answered: 1,363 Skipped: 0



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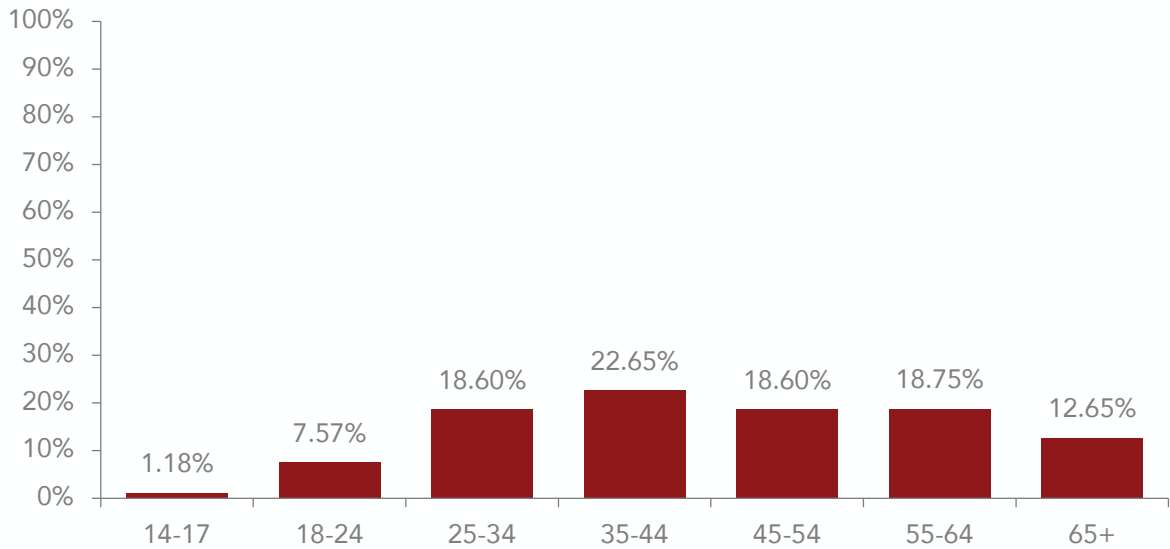
Question 2: What is your gender?



ANSWER CHOICES		RESPONSES
Female	84.64%	1152
Prefer not to answer	1.25%	17
Male	14.11%	192
TOTAL		1361

Answered: 1,361 Skipped: 2

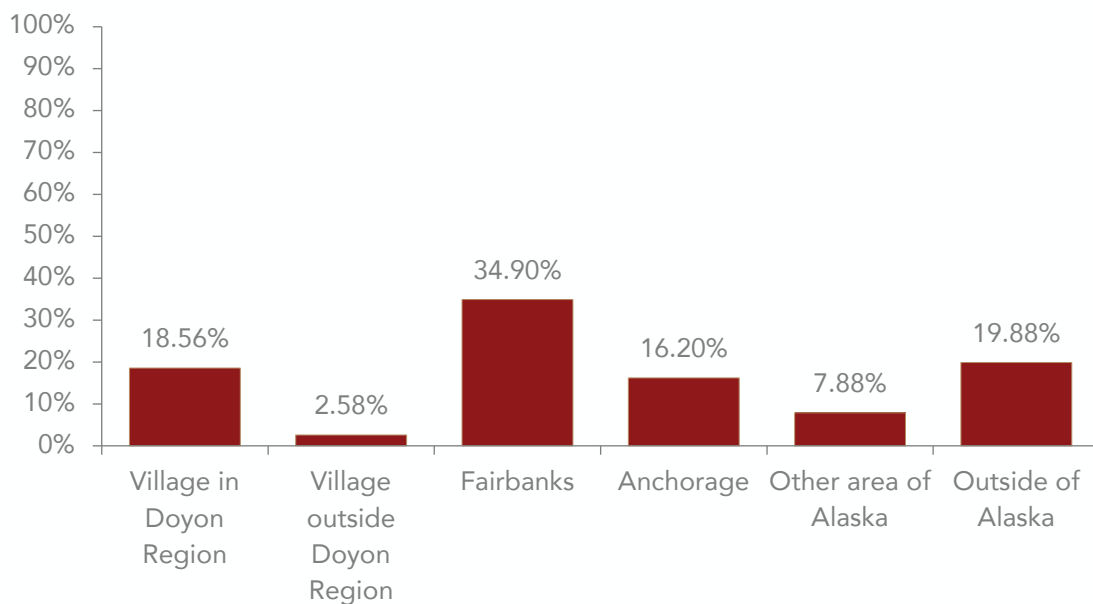
Question 3: What is your age?



ANSWER CHOICES	RESPONSE %	RESPONSE COUNT
14-17	1.18%	16
18-24	7.57%	103
25-34	18.60%	253
35-44	22.65%	308
45-54	18.60%	253
55-64	18.75%	255
65+	12.65%	172
TOTAL		1360

Answered: 1,360 Skipped: 3

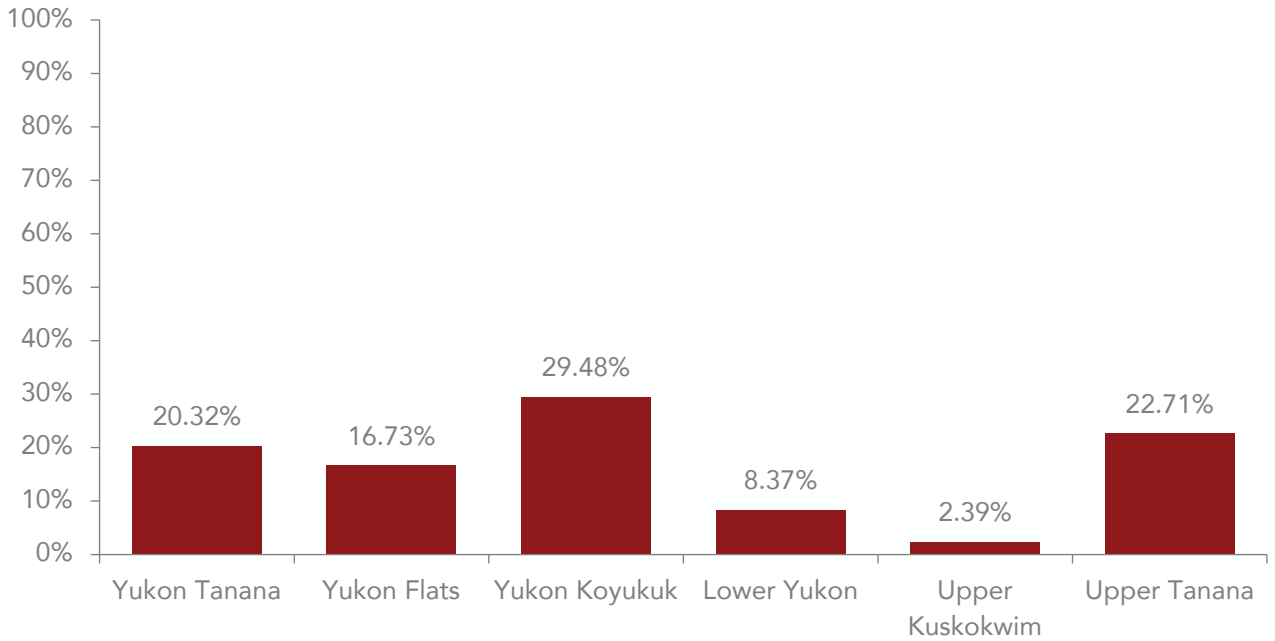
Question 4: Where do you live?



ANSWER CHOICES	RESPONSES	
Village in Doyon Region	18.56%	252
Village outside Doyon Region	2.58%	35
Fairbanks	34.90%	474
Anchorage	16.20%	220
Other area of Alaska	7.88%	107
Outside of Alaska	19.88%	270
TOTAL		1358

Answered: 1,358 Skipped: 5

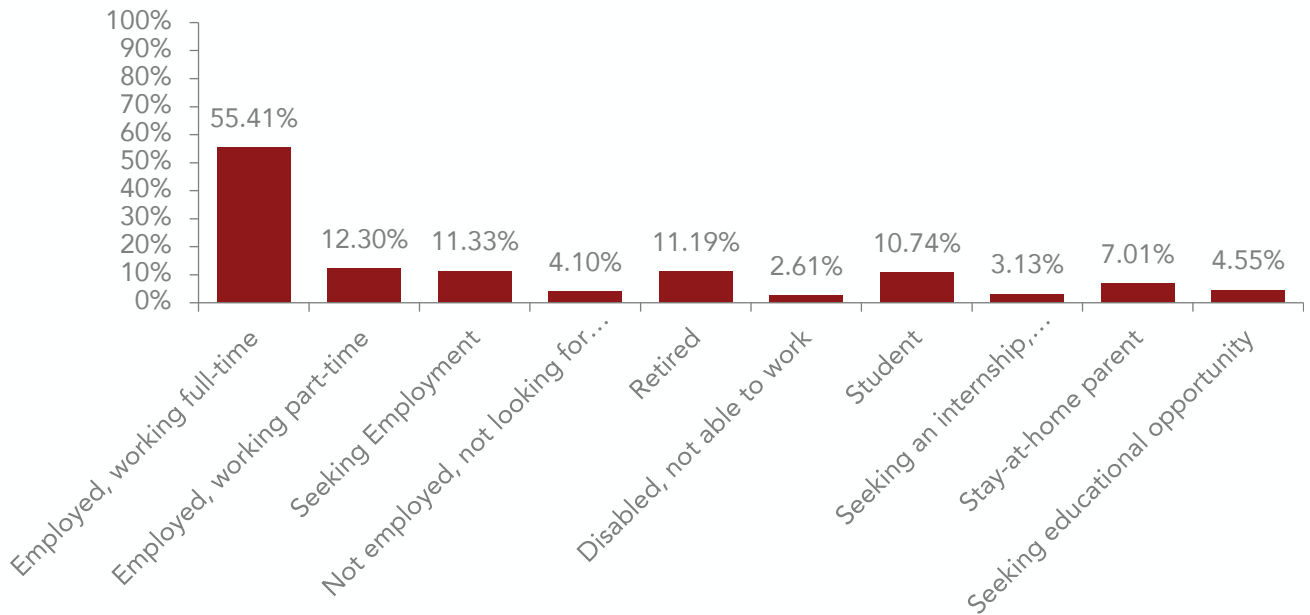
Question 5: If you live in a village in the Doyon region, what region do you reside in?



ANSWER CHOICES	RESPONSES	
Yukon Tanana-Allakaket, Evansville, Hughes, Manley, Minto, Nenana, Rampart, Stevens Village, Tanana	20.32%	51
Yukon Flats-Beaver, Birch Creek, Chalkyitsik, Circle, Fort Yukon	16.73%	42
Yukon Koyukuk-Galena, Huslia, Kaltag, Koyukuk, Nulato Ruby	29.48%	74
Lower Yukon-Anvik, Holy Cross, Grayling, Shageluk	8.37%	21
Upper Kuskokwim-McGrath, Medfra, Nikolai, Takotna, Telida	2.39%	6
Upper Tanana-Dot Lake, Eagle, Healy Lake, Northway, Tanacross, Tok	22.71%	57
TOTAL		251

Answered: 251 Skipped: 1112

Question 6: Which of the following best describes your employment status? *Choose all that apply*

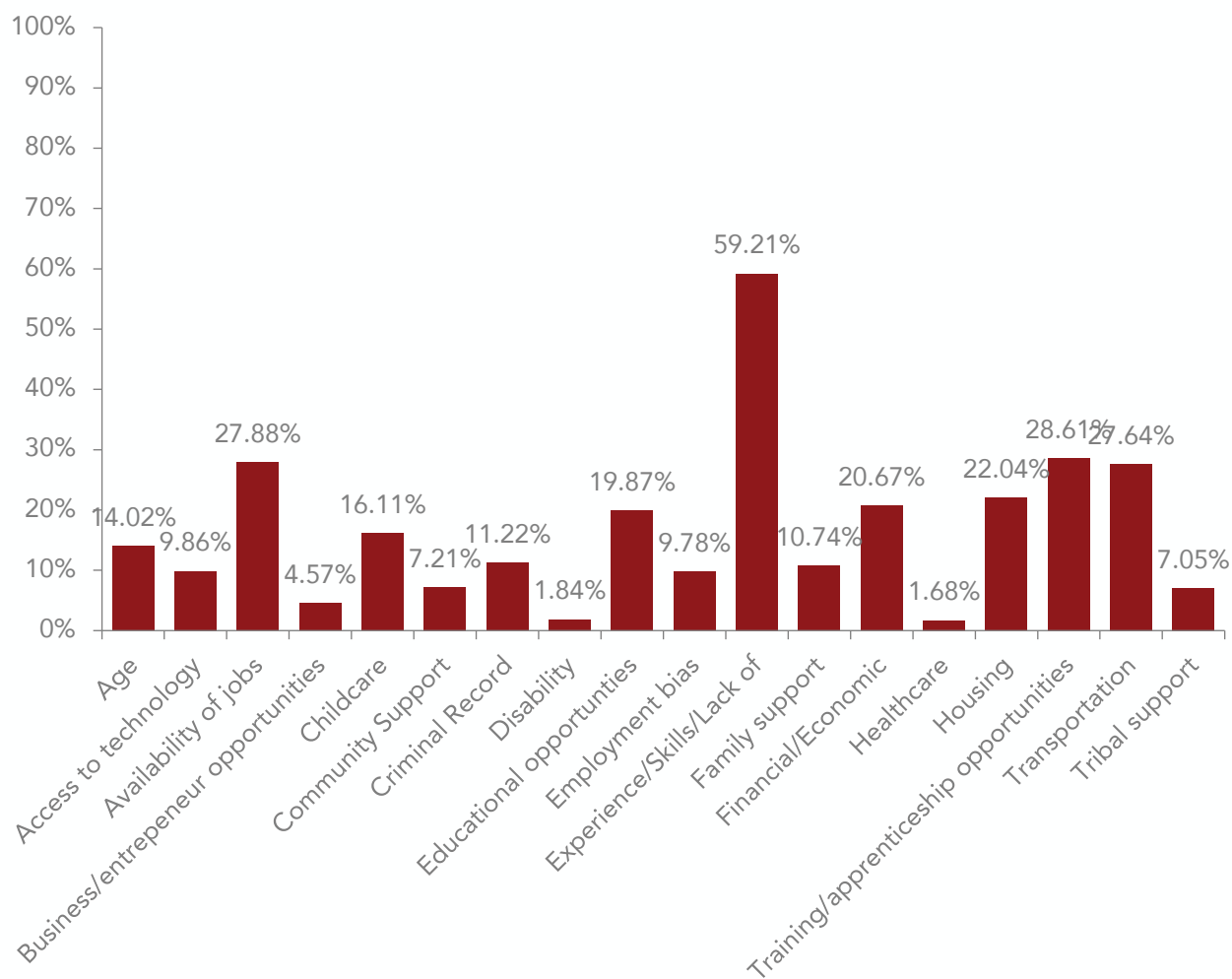


ANSWER CHOICES	RESPONSES	
Employed, working full-time	55.41%	743
Employed, working part-time	12.30%	165
Seeking Employment	11.33%	152
Not employed, not looking for employment	4.10%	55
Retired	11.19%	150
Disabled, not able to work	2.61%	35
Student	10.74%	144
Seeking an internship, apprenticeship, or vocational opportunity	3.13%	42
Stay-at-home parent	7.01%	94
Seeking educational opportunity	4.55%	61
TOTAL		1641

Answered:1641 Skipped: 22

Q7: What do you feel are the most significant barriers for youth preparing to enter the workforce?

Please select your top three choices



Answered: 1248 Skipped: 115



Q7: What do you feel are the most significant barriers for youth preparing to enter the workforce?

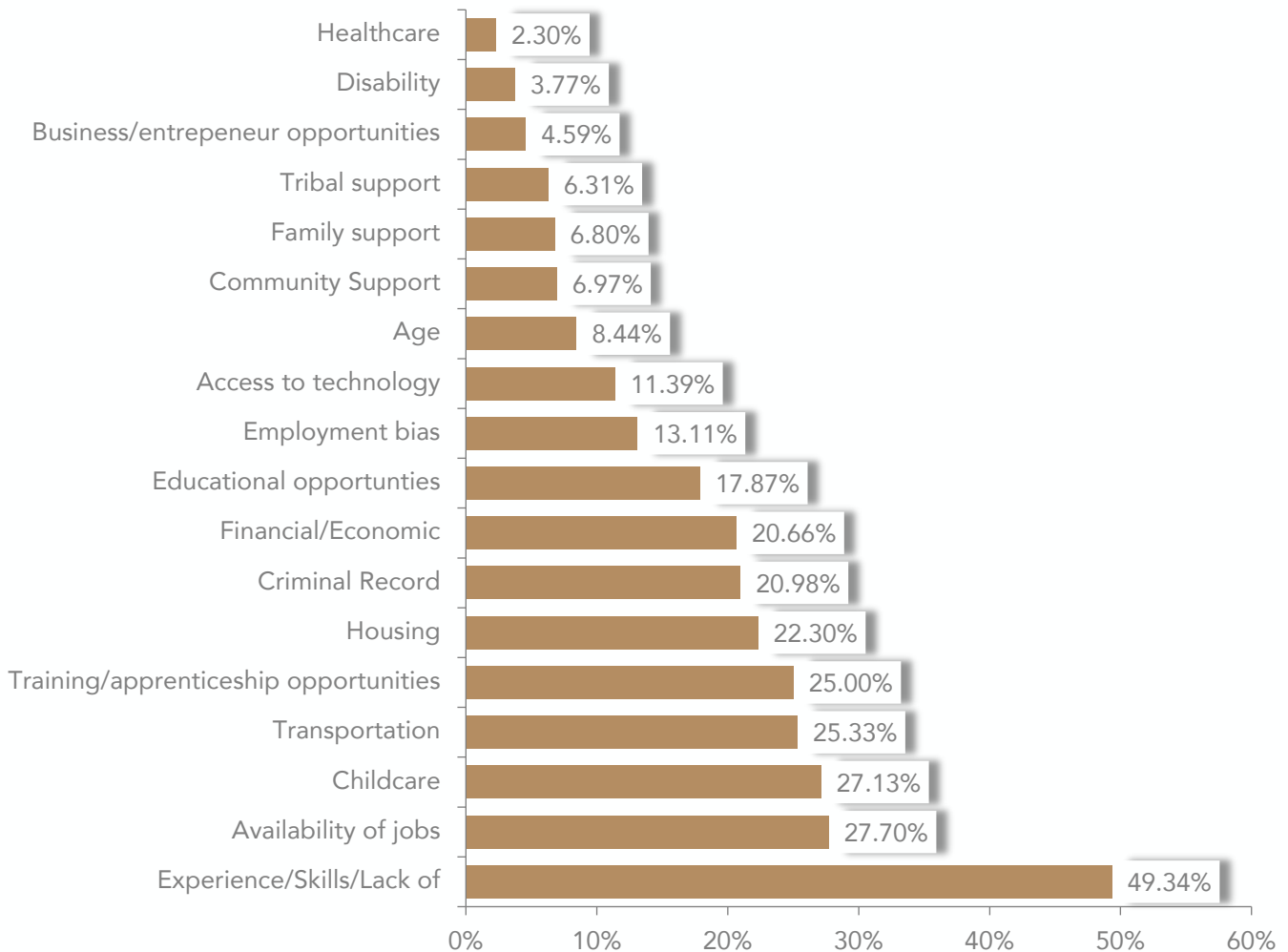
Please select your top three choices

ANSWER CHOICES	RESPONSE %	RESPONSE COUNT
Age	14.02%	175
Access to technology	9.86%	123
Availability of jobs	27.88%	348
Business/entrepreneur opportunities	4.57%	57
Childcare	16.11%	201
Community Support	7.21%	90
Criminal Record	11.22%	140
Disability	1.84%	23
Educational oportunties	19.87%	248
Employment bias	9.78%	122
Experience/Skills/Lack of	59.21%	739
Family support	10.74%	134
Financial/Economic	20.67%	258
Healthcare	1.68%	21
Housing	22.04%	275
Training/apprenticeship opportunities	28.61%	357
Transportation	27.64%	345
Tribal support	7.05%	88
TOTAL		3744



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Q8: What do you feel are the most significant barriers preventing shareholders from gaining meaningful employment? *Please select your top three choices*



Answered: 1220 Skipped: 143



Q9: What do you feel are the most significant barriers preventing shareholders from gaining meaningful employment? *Please select your top three choices*

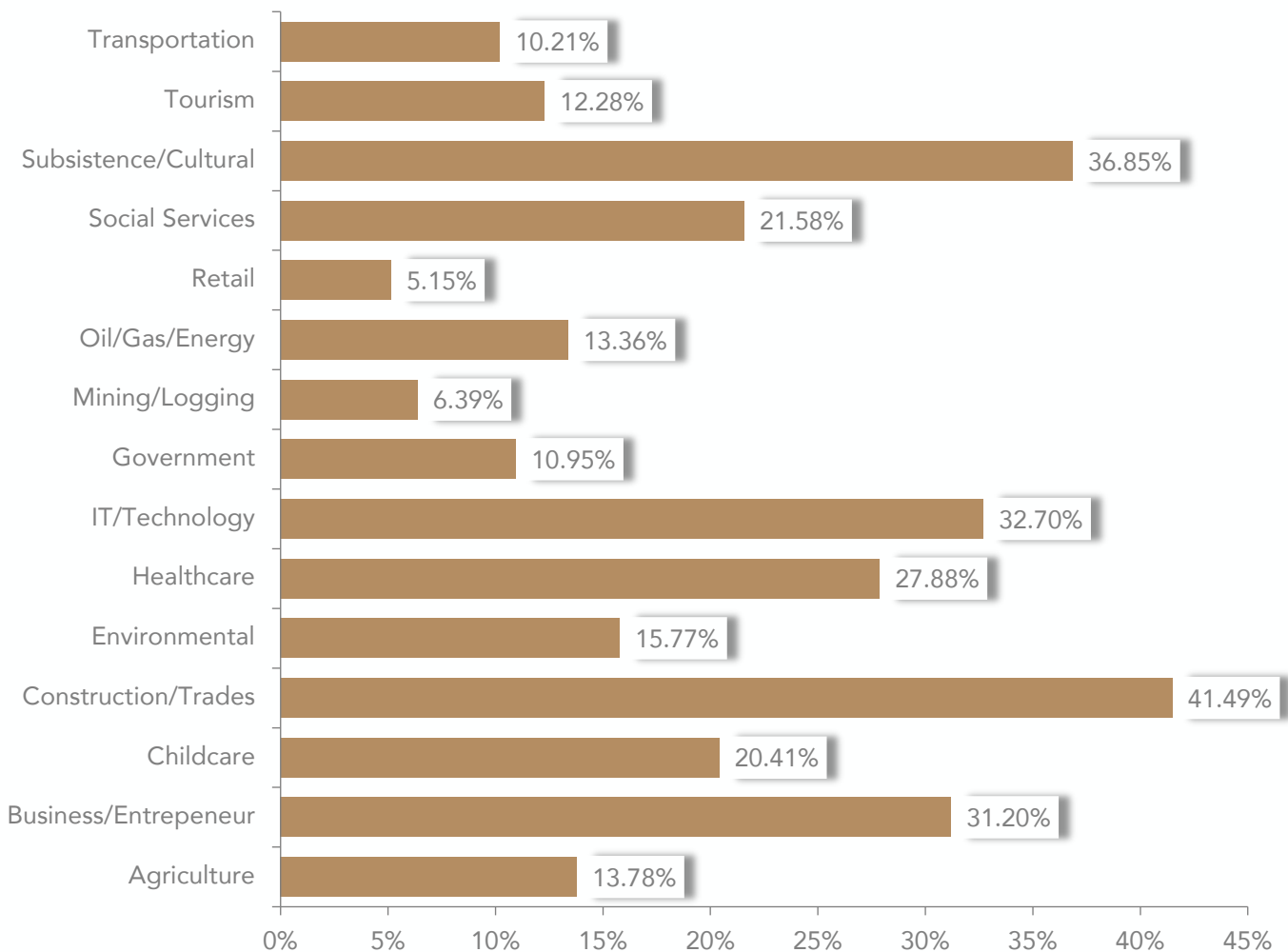
ANSWER CHOICES	RESPONSE %	RESPONSE COUNT
Agriculture	13.78%	166
Business/Entrepreneur	31.20%	376
Childcare	20.41%	246
Construction/Trades	41.49%	500
Environmental	15.77%	190
Healthcare	27.88%	336
IT/Technology	32.70%	394
Government	10.95%	132
Mining/Logging	6.39%	77
Oil/Gas/Energy	13.36%	161
Retail	5.15%	62
Social Services	21.58%	260
Subsistence/Cultural	36.85%	444
Tourism	12.28%	148
Transportation	10.21%	123
TOTAL		3615



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Q9: What types of employment opportunities would you like to see available in your community?

Please select your top three choices



Answered: 1205 Skipped: 158

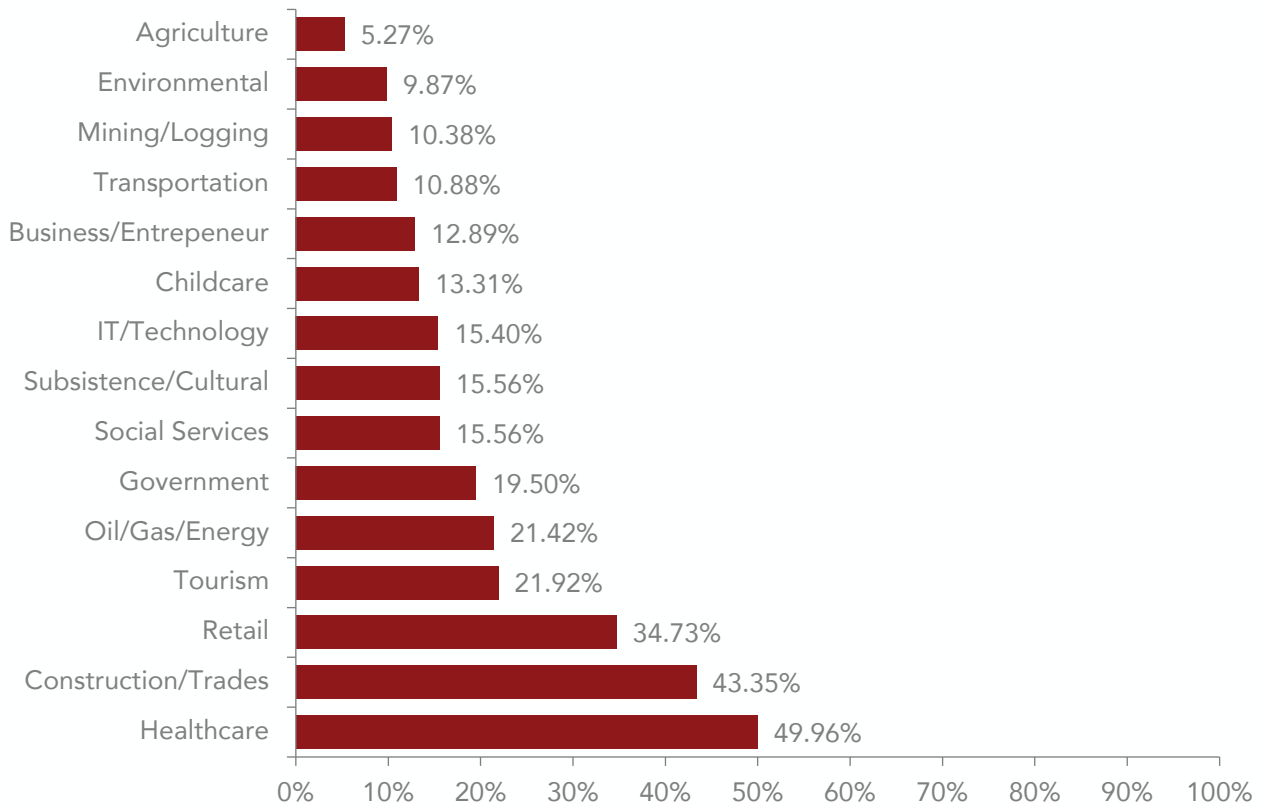


Q9: What types of employment opportunities would you like to see available in your community?

Please select your top three choices

ANSWER CHOICES	RESPONSE %	RESPONSE COUNT
Agriculture	13.78%	166
Business/Entrepreneur	31.20%	376
Childcare	20.41%	246
Construction/Trades	41.49%	500
Environmental	15.77%	190
Healthcare	27.88%	336
IT/Technology	32.70%	394
Government	10.95%	132
Mining/Logging	6.39%	77
Oil/Gas/Energy	13.36%	161
Retail	5.15%	62
Social Services	21.58%	260
Subsistence/Cultural	36.85%	444
Tourism	12.28%	148
Transportation	10.21%	123
TOTAL		1205

Q10: What opportunities do you feel are currently available to job seekers in your community? *Please select your top three choices*



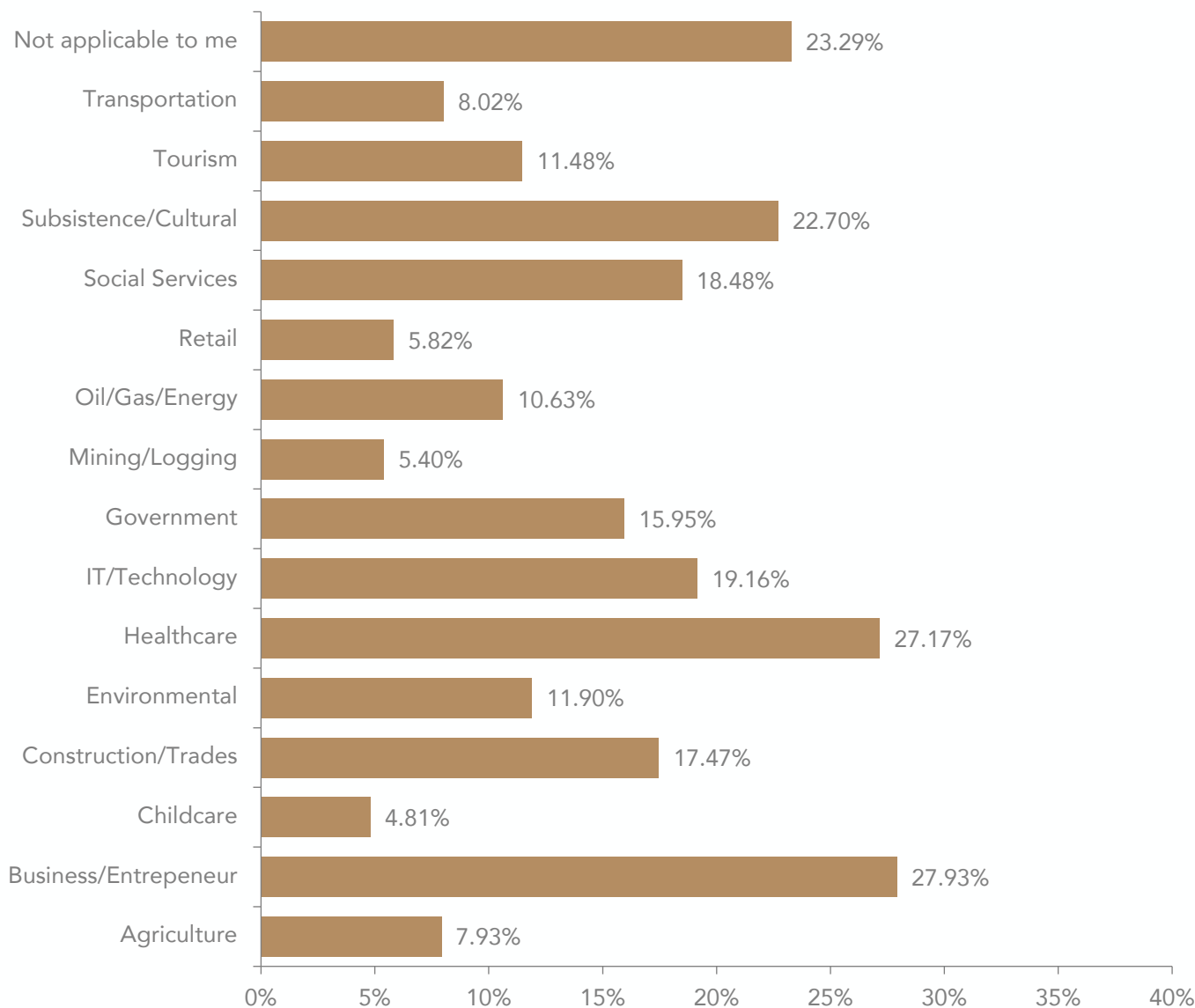
Answered: 1195 Skipped: 168



Q10: What opportunities do you feel are currently available to job seekers in your community? *Please select your top three choices*

ANSWER CHOICES	RESPONSE %	RESPONSE COUNT
Healthcare	49.96%	597
Construction/Trades	43.35%	518
Retail	34.73%	415
Tourism	21.92%	262
Oil/Gas/Energy	21.42%	256
Government	19.50%	233
Social Services	15.56%	186
Subsistence/Cultural	15.56%	186
IT/Technology	15.40%	184
Childcare	13.31%	159
Business/Entrepreneur	12.89%	154
Transportation	10.88%	130
Mining/Logging	10.38%	124
Environmental	9.87%	118
Agriculture	5.27%	63
TOTAL		3585

Q11: If you are or will soon be a job seeker, what career field(s) interest you? *Select all that apply*

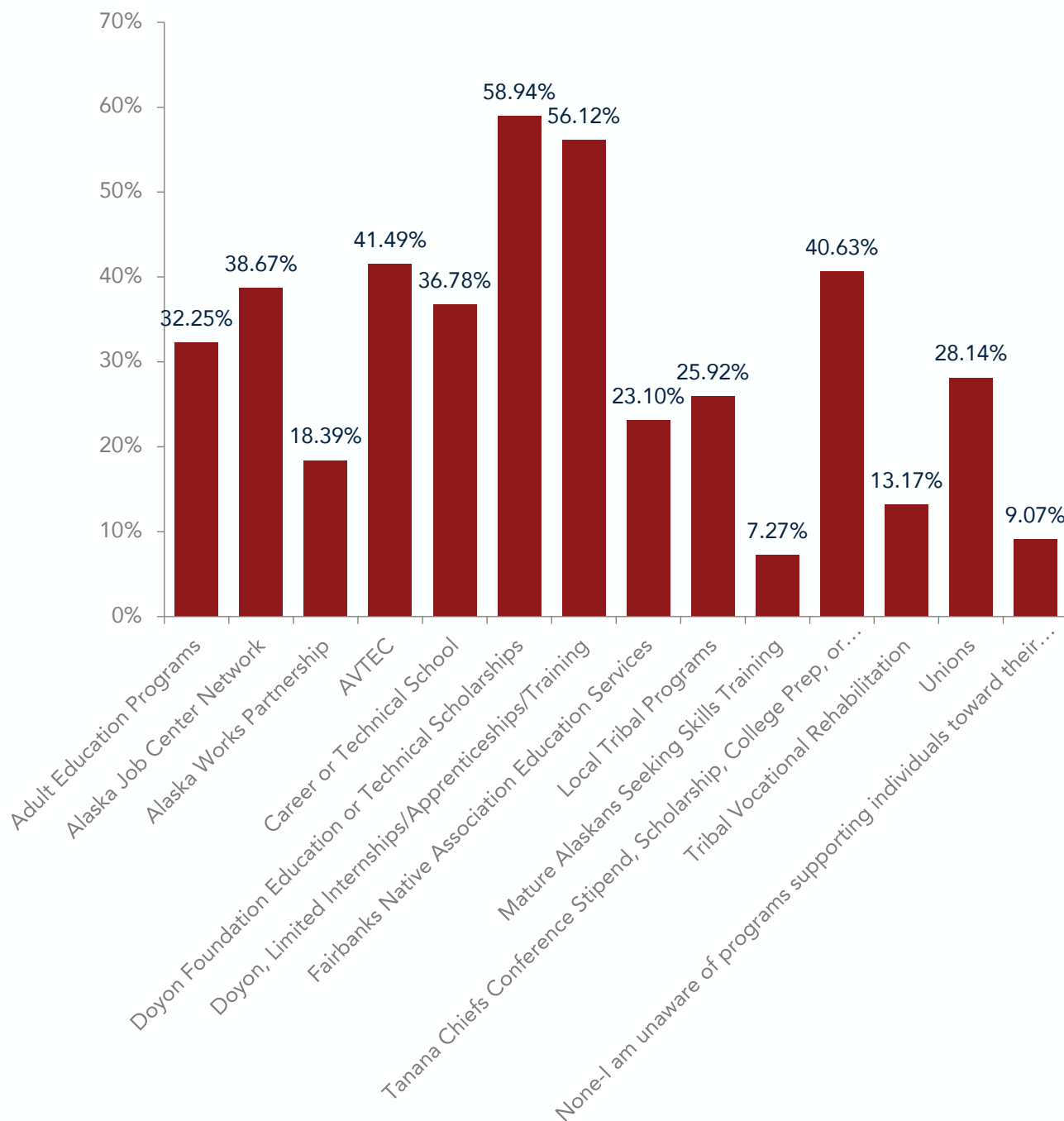


Answered: 1185 Skipped: 178

Q11: If you are or will soon be a job seeker, what career field(s) interest you? *Select all that apply*

ANSWER CHOICES	RESPONSE %	RESPONSE COUNT
Agriculture	7.93%	94
Business/Entrepreneur	27.93%	331
Childcare	4.81%	57
Construction/Trades	17.47%	207
Environmental	11.90%	141
Healthcare	27.17%	322
IT/Technology	19.16%	227
Government	15.95%	189
Mining/Logging	5.40%	64
Oil/Gas/Energy	10.63%	126
Retail	5.82%	69
Social Services	18.48%	219
Subsistence/Cultural	22.70%	269
Tourism	11.48%	136
Transportation	8.02%	95
Not applicable to me	23.29%	276
TOTAL		2822

Q12: What resources are you aware of that can support shareholders in their vocational or educational goals? *Select all that apply*



Answered: 1169 Skipped: 194



Q12: What resources are you aware of that can support shareholders in their vocational or educational goals? *Select all that apply*

ANSWER CHOICES	%	COUNT
Adult Education Programs	32.25%	377
Alaska Job Center Network	38.67%	452
Alaska Works Partnership	18.39%	215
AVTEC	41.49%	485
Career or Technical School	36.78%	430
Doyon Foundation Education or Technical Scholarships	58.94%	689
Doyon, Limited Internships/Apprenticeships/Training	56.12%	656
Fairbanks Native Association Education Services	23.10%	270
Local Tribal Programs	25.92%	303
Mature Alaskans Seeking Skills Training	7.27%	85
Tanana Chiefs Conference Stipend, Scholarship, College Prep, or Reimbursement Programs	40.63%	475
Tribal Vocational Rehabilitation	13.17%	154
Unions	28.14%	329
None-I am unaware of programs supporting individuals toward their educational or vocational goals	9.07%	106
TOTAL		5026



Q13: How do you think the Doyon Foundation can support shareholders to achieve gainful employment opportunities in your area? *Select all that apply*



Answered: 1164 Skipped: 199



Q13: How do you think the Doyon Foundation can support shareholders to achieve gainful employment opportunities in your area? *Select all that apply*

ANSWER CHOICES	%	COUNT
Access to technology	40.21%	468
Apprenticeship opportunities	51.20%	596
Financial literacy courses	36.00%	419
Funding for travel/lodging to bring training to your community	51.37%	598
Funding for travel/lodging to attend training outside of your community	57.39%	668
Internship opportunities	40.46%	471
Job preparedness courses (i.e. how to build a resume, interview skills, etc)	57.73%	672
Mentorship Opportunities	39.86%	464
Sharing frequent information about opportunities	33.59%	391
Support achieving a license	40.21%	468
Support achieving vocational certification	36.86%	429
Scholarship Opportunities	43.81%	510
Vocational training	46.22%	538
Other (please specify)	7.39%	86
TOTAL		6778



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Notes on Questions 14-16

Questions 14-16 were open-ended questions that required participants to enter any amount of text. For online survey participants, all questions were on the same page, and they could not move forward to the final page without typing a minimum of one character into each text box.

This set of questions received answers ranging from one-character answers to paragraph-long responses. The responses provided a substantial amount of valuable data that required analysis.

Answers that were held with a single value, such as a "." or other place holder, so that the participant could move forward to the final question (the survey entry) were immediately sorted out. Similar answers that wrote "n/a" or "I don't know," "Not sure," or "None" were also sorted out.

This allowed the reviewer to read each answer that provided true feedback to the answer posed. The other benefit of this method was the ability for the Survey Monkey platform to use the true data collected to create a word cloud.

The next three pages show selected answers from respondents and a word cloud created from each question's responses.

The word cloud provided a visual representation of words used frequently across the answers. To the left is a word cloud that represents frequently used words from Shareholder responses to all three open-ended questions from the Workforce Survey.

A word cloud of frequently used words from Shareholder responses. The words are arranged in a cluster, with some words appearing larger and more prominent than others. The words include: Village, People, Internships, Training, Shareholders, Help, Transportation, Opportunities, Need, Programs, Support, Provide, Jobs, Work, and Skills. The words are in various shades of red, blue, and grey.



* Some responses were lightly edited for clarity.



Individual Responses to Q14 Continued

Individual Responses Received*

"Industry skills seminars. Job interview/resume practice and reviews. Mentoring about opportunities. Coaching for confidence."

"Encourage them to create resumes. Teach them about how they can start a good job early and be successful in the future."

"Increase training in non-administrative or health careers. Provide small business start-up training."

"Summer employment, job shadowing, training to assist with fundamentals of entering the workforce."

"Funding for training inside and outside the village. Help with getting work tools and equipment."

"Social media posts to engage. Reels about applying for scholarships, training opportunities, and a day on the job."

"Training for the basics of successful employment: show up to work; not taking leave as it is accrued; paying attention; responding respectfully when spoken to; learn as you work (there's always more to learn); work with enthusiasm; know what is expected (skills, job description)."

"There seems to be more support for young women to make the transition from high school to getting a job/trade. There is a significant need for more mentors and meaningful training opportunities for young men to help them make the transition from high school to a job/trade. This is especially true in urban areas. There needs to be a boots on the ground, hands-on training approach for students. The American classroom only educational system is leaving male students behind. There is a gap that happens between high school and being 20 something years old where some young men are lost and not making the transition to a meaningful trade/job on their own."

"Help connect youth to DF alum mentors who have meaningful employment experience, are safe adults, and are interested in supporting youth development and being a point of contact to help guide people through this journey."

"Having driving classes to obtain their drivers license for youth and adults."

"Industry skills seminars. Job interview/resume practice and reviews. Mentoring about opportunities. Coaching for confidence."

* Some responses were lightly edited for clarity.



* Some responses lightly edited for clarity.



Individual Responses to Q15 Continued

"Bring career focused training to the villages and help provide childcare to participants. Internships for participants in village or in the city while assisting with childcare, transportation, and mentorship."

"Access to use computers to fill out online applications. Many that are willing to work have no access to computer or don't know how to use one."

"The same actions as for helping youth, supplied at the appropriate level. (Youth will have less experience but may have developed fewer habits that hinder their employment.)"

"This survey is a great start! Understanding what the community needs are and working alongside the folks with those specific needs to help develop opportunities and support meeting their needs."

"Provide more funding to attend trainings and/or have the trainings in the home community. Also, help them achieve their driver's license and/or CDL license."

"Prepare them through emotional intelligence, making good choices, free thinking and feeling supported while valued for the experience they have. Create opportunities for them to mentor others."

"Offer grants like the Arctic Slope Regional Corporation for shareholders to start their own businesses."

"Start or advertise and support entry, middle and advanced level training courses. We've seen good success at Doyon from DDI Roustabout Training and Doyon Technology Group IT Academy."

"Offer paid training opportunities to earn income while gaining certifications. Adults have financial obligations and cannot pause those to pay for training and not earn while training."

"Hold local meetings inviting any adults interested in employment to attend. It really depends on the target area concerning employment opportunities. You're not going to need retail jobs in Galena for example, but you could have classes to train them in that field."

"Courses/workshop to help attendees find their life's purpose and then partner with tribal social workers to operationalize it."

"Many adults in the villages need to obtain a drivers license they need to create a resume, and furthermore, they need access to the internet and computers."

"If way out of your comfort zone, a man living in a city of a million people, can be the loneliest man of the world. Let them know you are there."



* Responses have been lightly edited for clarity.



Individual Responses to Q16 Continued

"What about programs to support continued work skills development after workers are initially hired? Again, work ethic development can be a problem. In my home community we see jobs advertised, but when people are hired, they don't consistently show up to work. Sometimes that ends up with having to import someone or just add the duties to someone else's job. (It might also help to have some sort of counselor or coordinator who could work with the employing entities - such as school districts - to develop work arrangements that allow better time flexibility for subsistence and cultural activities."

"Help young individuals identify and realize the skills they don't know they have. Help young individuals realize early in high school career what they plan as an adult. I've talked to many young adults (20's) that still don't know what they want to be when they grow up."

"Consider helping students that might not have the support to seek new trade school opportunities."

"More apprenticeship opportunities by volume and or certification courses in the trades, heavy equipment operating classes, forklift licensing, concrete masonry, blueprints, machine fabrication."

"The work ethic of this generation is quite different than previous generations - it would be helpful to get training (for employers and potential employees) about those differences and what typical work expectations are for incoming workers."

"Honest discussions about expectations of employers; how to handle disagreements effectively; assessment of current opportunities."

"I work with the Bureau of Indian Affairs nationally. As a Tozitna Limited shareholder I know there are resources out there for more jobs, grant money, stability, housing and scholarships. As heirs and Guardians of this region at Nuchallawoyya I know it's tough but possible for us to safely to cross and access more development of minerals out there. My kids have been training, working with the community as they are heirs to my mother's estate. Please update us how to get our college scholarships in. I will stop by Doyon Foundation soon in person with my kids soon for meet and greet."

"The way the economy is these days, it's hard to afford housing and daily expenses and be able to receive proper training. I would love to be able to be receive training or be part of an apprentice program if I would be able to still pay my bills."



APPENDIX

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Workforce Development Survey

Thank you for participating in our first-ever workforce survey. Shareholder feedback is crucial as we seek to create further programs. The information we collect will guide us in creating programs that support shareholders in achieving their career goals and securing well-paying jobs.

Once you complete the survey, your name will be entered into a drawing to win one of ten prizes! The drawing will be held on Friday, September 6th, after the survey concludes.

Prizes include shipping if necessary:

- 1) Camp Bundle: One North Face duffel/backpack combo, a handmade moose jaw knife and leather belt sheath by Patrick Holland of Alaska's Far Northern Knives, Lunchbox, Beanie, Sunglasses, Flashlight, and a Carabiner.**
- 2) Berry Bundle: Patagonia sling backpack, collapsible berry bucket, REI lightweight trail stool, 12 half-pint Ball jars, Lunchbox, Beanie, Sunglasses, Flashlight, Carabiner.**
- 3) Jobsite Bundle: One 20-liter soft-shell Hydroflask cooler, carpenter pencils, Nalgene water bottle, Lunchbox, Beanie, Sunglasses, Flashlight, and a Carabiner.**
- 4) Bead Bundle: One sewing basket, two pairs of Fiskar scissors, beads from Birch Country Beads, Beanie, and Sunglasses.**
- 5) Workday Bundle: One Stanley Quencher H2.0 Tumbler, Padfolio, Lunchbox, Beanie, Sunglasses, Flashlight, Carabiner.**
- 6) Roadtrip Bundle: One 20-liter soft-shell Hydroflask cooler, Lunchbox, Beanie, Sunglasses, Flashlight, and a Carabiner.**
- 7) Doyon Foundation Swag Bag: Lunchbox, Lunchbox, Beanie, Sunglasses, Flashlight, and a Carabiner.**
- 8) Moosehide earrings by Gwendolyn Hoffman, Beanie, Sunglasses.**
- 9) Moosehide earrings by Gwendolyn Hoffman, Beanie, Sunglasses.**
- 10) Pendelton Blanket: People of the Water**

Thank you again for your help as we seek new ways to help shareholders reach their dreams! If you have any questions about this survey or our Workforce Development program, do not hesitate to reach out to Katrina Erick at 907-459-2057 or erickk@doyon.com



Workforce Development Survey

* 1. Are you a Doyon shareholder?

- ☐ Doyon, Limited Shareholder
- ☐ Descendant of a Doyon, Limited Shareholder
- ☐ Non-shareholder

* 2. Gender?

- ☐ Female
- ☐ Prefer not to answer
- ☐ Male

* 3. What is your age?

- ☐ 14-17
- ☐ 18-24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ 65+

* 4. Where do you live?

- ☐ Village in Doyon Region
- ☐ Village outside Doyon Region
- ☐ Fairbanks
- ☐ Anchorage
- ☐ Other area of Alaska
- ☐ Outside of Alaska

* 5. If you live in a village in the Doyon region, what region do you reside in?

- ☐ Yukon Tanana-Allakaket, Evansville, Hughes, Manley, Minto, Nenana, Rampart, Stevens Village
- ☐ Tanana Yukon Flats-Beaver, Birch Creek, Chalkyitsik, Circle, Fort Yukon
- ☐ Yukon Koyukuk-Galena, Huslia, Kaltag, Koyukuk, Nulato Ruby Lower Yukon-Anvik, Holy Cross, Grayling, Shageluk
- ☐ Upper Kuskokwim-McGrath, Medfra, Nikolai, Takotna, Telida
- ☐ Upper Tanana-Dot Lake, Eagle, Healy Lake, Northway, Tanacross, Tok



* 6. Which of the following categories best describes your employment status?

Choose all that apply

- ☐ Employed, working full-time
- ☐ Employed, working part-time
- ☐ Seeking Employment
- ☐ Not employed, not looking for employment
- ☐ Retired
- ☐ Disabled, not able to work
- ☐ Student
- ☐ Seeking an internship, apprenticeship, or vocational opportunity
- ☐ Stay-at-home parent
- ☐ Seeking educational opportunity
- ☐ Other (please specify)

* 7. What do you feel are the most significant barriers for youth preparing to enter the workforce? ***Please select your top three choices***

- ☐ Age
- ☐ Access to technology
- ☐ Availability of jobs
- ☐ Business/entrepreneur opportunities
- ☐ Childcare
- ☐ Community Support
- ☐ Criminal Record
- ☐ Disability
- ☐ Educational opportunities
- ☐ Employment bias
- ☐ Experience/Skills/Lack of
- ☐ Family support
- ☐ Financial/Economic
- ☐ Healthcare
- ☐ Housing
- ☐ Training/apprenticeship opportunities
- ☐ Transportation
- ☐ Tribal support



* 8. What do you feel are the most significant barriers preventing shareholders from gaining meaningful employment? ***Please select your top three choices***

- ☐ Age
- ☐ Access to technology
- ☐ Availability of jobs
- ☐ Business/entrepreneur opportunities
- ☐ Childcare
- ☐ Community Support
- ☐ Criminal Record
- ☐ Disability
- ☐ Educational opportunities
- ☐ Employment bias Experience/Skills/Lack of
- ☐ Family support
- ☐ Financial/Economic
- ☐ Healthcare

- ☐ Housing
- ☐ Training/apprenticeship opportunities
- ☐ Transportation
- ☐ Tribal support

* 9. What types of employment opportunities would you like to see available in your community? ***Please select your top three choices***

- ☐ Agriculture
- ☐ Business/Entrepreneur
- ☐ Childcare
- ☐ Construction/Trades
- ☐ Environmental
- ☐ Healthcare
- ☐ IT/Technology
- ☐ Government
- ☐ Mining/Logging
- ☐ Oil/Gas/Energy
- ☐ Retail
- ☐ Social Services
- ☐ Subsistence/Cultural
- ☐ Tourism
- ☐ Transportation
- ☐ Other (please specify)



* 10. What employment opportunities do you feel are currently available in your community? ***Please select your top three choices***

- ☐ Agriculture
- ☐ Business/Entrepreneur
- ☐ Childcare
- ☐ Construction/Trades
- ☐ Environmental
- ☐ Healthcare
- ☐ IT/Technology
- ☐ Government
- ☐ Mining/Logging
- ☐ Oil/Gas/Energy
- ☐ Retail
- ☐ Social Services
- ☐ Subsistence/Cultural
- ☐ Tourism
- ☐ Transportation
- ☐ Other (please specify)

* 11. If you are or will soon be a job seeker, what career field(s) interest you?

Select all that apply

- ☐ Agriculture
- ☐ Business/Entrepreneur
- ☐ Childcare
- ☐ Construction/Trades
- ☐ Environmental
- ☐ Healthcare
- ☐ IT/Technology
- ☐ Government
- ☐ Mining/Logging
- ☐ Oil/Gas/Energy
- ☐ Retail
- ☐ Social Services
- ☐ Subsistence/Cultural
- ☐ Tourism
- ☐ Transportation
- ☐ Other (please specify)



12. What resources are you aware of that can support shareholders in their vocational or educational goals? ***Select all that apply***

- ☐ Adult Education Programs
- ☐ Alaska Job Center Network
- ☐ Alaska Works Partnership
- ☐ AVTEC
- ☐ Career or Technical School
- ☐ Doyon Foundation Education or Technical Scholarships
- ☐ Doyon, Limited Internships/Apprenticeships
- ☐ Fairbanks Native Association Education Services
- ☐ Local Tribal Programs
- ☐ Mature Alaskans Seeking Skills Training
- ☐ Tanana Chiefs Conference Stipend, Scholarship, College Prep, or Reimbursement Programs
- ☐ Tribal Vocational Rehabilitation
- ☐ Unions
- ☐ None-I am unaware of programs supporting individuals toward their educational or vocational goals

* 13. How do you think the Doyon Foundation can support shareholders to achieve gainful employment opportunities in your area? ***Select all that apply***

- ☐ Access to technology
- ☐ Apprenticeship opportunities
- ☐ Financial literacy courses
- ☐ Funding for travel/lodging to bring training to your community
- ☐ Funding for travel/lodging to attend training outside your community
- ☐ Internship opportunities
- ☐ Job preparedness courses (i.e. how to build a resume, interview skills, etc.)
- ☐ Mentorship opportunities
- ☐ Sharing frequent information about opportunities
- ☐ Support achieving a license
- ☐ Support achieving a vocational certification
- ☐ Scholarship opportunities
- ☐ Vocational training
- ☐ Other (please specify)



Workforce Development Survey

* 14. How can the Doyon Foundation support youth seeking meaningful employment?

* 15. How can the Doyon Foundation support adults seeking meaningful employment?

* 16. What other ideas or comments would you like the Doyon Foundation to consider as we shape Workforce programs for shareholders?

Thank you for participating in this survey from the Doyon Foundation. Your answers are vital to helping the Doyon Foundation shape future programs that support workforce development. To learn more about the Doyon Foundation: www.doyonfoundation.com

Small print: Survey winners will be drawn by number through a random number generator. Doyon Foundation employees are not eligible to receive a prize. Prizes will be drawn and announced within 7 days of the survey's close. Winners will be notified via e-mail or phone. Participants who do not provide their contact information will not be entered into the drawing.

***17. Please provide your contact information if you would like to be entered into the prize drawing:**

Name

Email Address

Phone Number



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