



SCHOLARSHIP RESOURCE HANDBOOK



DOYON
FOUNDATION

Dear Students, Potential Students, and Future Leaders,

Your education is an investment not only in your future, but in the strength and prosperity of our communities. At the Doyon Foundation, we are proud to support your journey as you pursue educational, career, and cultural opportunities.

Our work focuses on three key areas: scholarships, workforce development, and language revitalization. These priorities help support academic success, prepare you for meaningful careers, and preserve the cultural knowledge and traditions that define who we are.

The Doyon Foundation is guided by four core values: community, culture and language, integrity, and quality. Together, these values shape our commitment to supporting and empowering the next generation of leaders. This year, we are excited to introduce several updates designed to better serve you and align our programs with today's educational and workforce needs.

What's New in This Edition?

Expanded Career & Technical Award (CTA) Opportunities

We have refined our Career & Technical Award (CTA) to better align education with workforce demand. CTA programs now focus on providing students with technical, academic, and employability skills that lead to marketable careers and industry-recognized certifications. This ensures that your training directly supports in-demand career pathways.

Updated CTA Payment Structure

To better support your progress, CTA funding is now distributed in stages:

- 50% of the award is issued at the start of the program upon enrollment verification.
- 50% is issued at the program midpoint after submission of a progress report and confirmation of continued participation.
- Final payments may be adjusted or withheld if required documents are not submitted.

Streamlined Application Process

We've made it easier than ever to apply. Our updated application system is more user-friendly, efficient, and designed to help you focus on your goals.

New Document Deadlines and Requirements

Clearer timelines and updated submission requirements will help ensure timely processing and accountability, keeping you on track throughout your program.

These updates reflect a renewed commitment to providing you with meaningful support that leads to real opportunities. Whether you are applying for funding, building career skills, or strengthening your connection to culture and community, this handbook is designed to guide and support you every step of the way.

We encourage you to explore all the resources available, take advantage of these opportunities, and continue striving toward your goals. Your success strengthens not only your future, but the future of our people. With respect and encouragement,

The Doyon Foundation Scholarship Team



DOYON FOUNDATION

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SCHOLARSHIP OVERVIEW

SCHOLARSHIP TYPES

Doyon Foundation offers four scholarships including Competitive, Full- and Part-Time, Career & Technical Award (CTA) and High School Award.

COMPETITIVE

- \$8,500 for undergraduate, per academic year
- \$10,500 for graduate, per academic year
- \$12,500 for doctorate, per academic year
- Awarded once per year (Half distributed in fall and half distributed in spring).

PART-TIME AND FULL-TIME

- \$1,600 for part-time students per semester
- \$2,400 for full-time students per semester
- Available three times per year (fall, spring, summer semesters).

CAREER & TECHNICAL AWARD (CTA)

- Covers the actual cost of non-degree-seeking programs, courses and trainings, up to \$7,200 annually.
- Students may apply year-round for funding.
- Students must apply for the award 14 days before their program begins.
- Students may receive multiple awards up to \$7,200 per calendar year.
- This is funded on a first-come, first-served basis.
- Can pay for LSAT, MCAT, GRE, GMAT and other required testing.

HIGH SCHOOL AWARD

- High school students are eligible to receive this award.
- High school students may apply year-round for funding
- Doyon Foundation will pay the actual cost of the course or program, not to exceed \$1,000.
- This is funded on a first-come, first-served basis.

There is a maximum total award amount that students are eligible to receive during their academic career. See details on page 10.

SCHOLARSHIP DEADLINES

Competitive, Full- and Part-Time Award applications must be received online at doyonfoundation.com by:



CTA and High School Award applications are accepted year-round.

Please read the detailed requirements for each scholarship starting on page 4.

Students must submit an application for each semester they wish to receive funding; this applies to Full-Time, Part-Time and Competitive Award recipients. Supporting materials, such as proof of academic enrollment, class schedule, letters of recommendation and unofficial transcripts may be submitted online via the scholarship portal at doyonfoundation.com, emailed to scholarships@doyon.com, or postmarked by the appropriate scholarship deadline.

Students who apply and are not selected to receive a Competitive Award will automatically be awarded a Full- or Part-Time Award if all criteria are met. Students do not need to submit separate online applications for the Competitive and Full-Time and Part-Time Awards.

SCHOLARSHIP ELIGIBILITY

To be eligible for these programs, applicants must:

- 1 Be an original shareholder of Class A, B, C or D shares or the child of an original shareholder of Class A, B, C or D shares (descendant). If the applicant is a descendant, a certified (notarized) copy of an original birth certificate is required for verification. **Gifted or inherited shares do not qualify an individual for scholarship eligibility.**
- 2 For Competitive, Full- and Part-Time Award applicants: Be accepted to an accredited college or university, and be in a program that lasts at least six weeks or 120 hours. Students who have not been accepted by May 15 should submit a verification letter from the school stating they have applied. Competitive recipients must be attending college full time THROUGHOUT the academic year (fall and spring semesters). If full-time status is not met at any time throughout the academic year, the scholarship will be terminated and the student may be required to pay back the scholarship.
- 3 For CTA scholarship applicants: Be in a non-degree-seeking program, course or training, which does not exceed a year
- 4 For High School Award applicants: High school students taking a course with an accredited college or university are eligible to receive this award. Students do not have to be admitted to a degree seeking program



It is the student's responsibility to contact Doyon Foundation to ensure his/her application is complete and submitted by the appropriate deadlines. LATE and INCOMPLETE applications will not be reviewed or considered.

- 5 Maintain the following cumulative grade point average (GPA):
 - Undergraduates: 2.00
 - Graduate or Master's: 3.00
 - Specialists or Doctorates: 3.25

If a new student applies with a GPA below these criteria, the student will immediately be placed on Second Chance status for the first funding period. If a returning student's GPA falls below these criteria during any funding period, the student will be placed on Second Chance status. If the student fails to increase his/her cumulative GPA to the minimum level during the Second Chance period, sequential funding will be canceled and the student must successfully complete a semester on his/her own before reapplying for funding.
- 6 Have a high school diploma or GED (except for the High School Award).



Applicants cannot be recipients of multiple scholarships simultaneously. For example, a student:

- Cannot** receive a Career & Technical Award (CTA) for training or testing during the fall semester while also receiving a Part- or Full-Time Award for the fall semester.
- Cannot** be a Competitive Award recipient for the fall and spring semester and receive a CTA during the fall or spring semester.
- Can** receive a CTA for training or testing that is completed during the summer. They are then eligible to receive a Competitive, Part- or Full-Time Award for the fall semester.

TRANSCRIPTS

Applicants must submit the most recent unofficial transcripts from the last school attended (high school, college, university, or vocational school) with each application.

- **Fall Term:**
 - New Students: May 15
 - Returning Students*: August 14
- **Spring Term:**
 - New Students: November 15
 - Returning Students*: December 18
- **Summer Term:**
 - New Students: March 15
 - Returning Students*: May 8

**Doyon Foundation
does not accept scholarship
materials via fax.**

**Applications are only
accepted online at
doyonfoundation.com.**

Final grades will need to be submitted once a term has ended and you applied for the next term.

*Returning students are those who were awarded a scholarship in the prior semester.



HIGH SCHOOL AWARD

DEADLINES

High school students may apply year-round for funding. This is funded on a first-come, first-served basis.

AMOUNTS

Doyon Foundation will pay the actual cost of the course or program, not to exceed \$1,000.

APPLICATION REQUIREMENTS

1. A complete High School Award online application form, available at doyonfoundation.com.
2. Proof of academic enrollment from the school he/she will be attending.
3. Current high school transcripts.

CAREER & TECHNICAL AWARD (CTA)

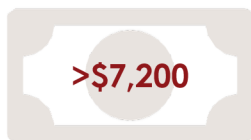
CAREER & TECHNICAL EDUCATION DEFINITION:

We define Career & Technical Education (CTE) as an educational model that aligns education with labor market demand. It equips students with the technical, academic, and employability skills necessary for success. Completing a CTE program should result in marketable skills in a career field and the attainment of a certifiable qualification. As a result, we will no longer fund personal growth, professional development, or other courses that do not align with this definition. We may request a syllabus or course outline to help us determine whether the course aligns with our policies.



DEADLINES

Applications are accepted year-round and must be submitted at least 14 days prior to the start date; funding is awarded on a first-come, first-served basis.



AMOUNTS

Doyon Foundation will pay the actual cost of the non-degree-seeking program, course or training. It can also be used to pay for LSAT, MCAT, GRE, GMAT and other required testing. Students may receive multiple awards up to \$7,200 per calendar year.

APPLICATION REQUIREMENTS

Applicants must submit:

- 1 Complete Application: Students must submit a fully complete CTA online application 14 days before program begins.
- 2 Proof of Enrollment: Applicants need to provide verification of acceptance or enrollment, along with program details and cost.
- 3 Transcripts from the most recent school attended (university, college or vocational school) are required with each application.

STUDENT RESPONSIBILITIES

- Submit a mid-term progress report
- Provide final grades or completion verification
- Submit official certificates/credentials earned

Failure to submit the required documentation will result in:

- Delay or cancellation of remaining funds
- Ineligibility for future CTA award

PAYMENT STRUCTURE

1. 50% of the award is issued at the start of the program upon verification of enrollment.
2. The remaining 50% is issued after the midpoint, once the student submits a mid-term progress report and confirms continued participation.
3. Final payment may be adjusted or withheld if required documents are not submitted.



PART-TIME & FULL-TIME AWARDS

DEADLINES

Part-Time & Full-Time Award applications must be submitted on or before the following deadlines:

FALL DEADLINES

Application: May 15

New Student Unofficial transcripts: May 15

Returning Student Grades: August 14

SPRING DEADLINES:

Application: November 15

New Student Unofficial transcripts: November 15

Returning Student Grades: December 18

SUMMER DEADLINES:

Application: March 15

New Student Unofficial transcripts: March 15

Returning Student Grades: May 8

** A returning student as a student that was awarded a Doyon Foundation scholarship the previous semester.*

Students must submit an application for **each semester** they wish to receive funding – spring, summer and fall.

**\$1,600 -
\$2,400**

TYPES AND AMOUNTS

Applicants applying for the Doyon Foundation Full- or Part-Time Award may be attending school either part-time or full-time. Awards are \$1,600 for part-time students and \$2,400 for full-time students per semester. These scholarships are awarded on a semester basis, and are awarded on a first-come, first-served basis.

APPLICATION REQUIREMENTS

Applicants must submit:

- 1 A complete scholarship online application form, available at doyonfoundation.com.
- 2 Proof of academic enrollment* (i.e., copy of letter of acceptance or enrollment verification letter for semester applying for) from the school he/she will be attending; this must show student's field of study. A class schedule for the semester applying for is also required.
- 3 Unofficial transcripts** from the last school attended (university, college or vocational school) are required with each application.

Applicants cannot be recipients of multiple scholarships simultaneously. See details on page 2. There is a maximum total award amount that students are eligible to receive during their academic career. See details on page 10.

** Requirements for proof of academic enrollment: First-time scholarship applicants must provide an acceptance letter from their institution showing their expected degree and field of study and a course schedule when it comes available. Returning applicants must provide a class schedule for each semester a scholarship is applied for.*

*** Students new to higher education must submit their most current senior-level transcript or GED scores.*

COMPETITIVE AWARDS

Students applying for the Doyon Foundation Competitive Award must be attending school full-time. If full-time status is not met at any time throughout the academic year, the scholarship will be terminated and the student may be required to pay back the scholarship.

DEADLINES



Applications must be received online at doyonfoundation.com.



Deadline for Competitive recipients to reapply for spring semester funding.

Half of each Competitive Award is distributed in fall and the other half in spring. Competitive recipients funded in the fall semester must reapply for the spring semester by November 15. Note that an essay and letters of recommendation are not required for the spring application.

LIST OF COMPETITIVE SCHOLARSHIPS

Each year, Doyon Foundation awards 25 Competitive Scholarships totaling \$243,000 (depending on available funds):

MORRIS THOMPSON

Doctorate · \$12,500

Graduate · \$10,500

Certificate, Associate or

Undergraduate FRESHMAN · \$8,500

Committee Choice · \$8,500

NATURAL RESOURCES

Certificate, Associate or Undergraduate

SOPHOMORE-SENIOR · \$8,500

ARCTIC INFORMATION TECHNOLOGY

IT or Business Competitive · \$8,500

TANANA CHIEF'S CONFERENCE HEALTH

Doctorate · \$12,500

Graduate · \$10,500 x2

Certificate, Associate, Undergraduate,

Graduate or Doctorate · \$8,500 x2

FLANNERY & SCHUTT LEGAL SCHOLARSHIP

\$8,500

MARY JANE & HUGH FATE JR. LEADERSHIP SCHOLARSHIP

Healthcare, mental health care, business or any profession that contributes to the greater Alaska

Native business, cultural or social community · \$8,500

EDUCATION

Certificate, Associate or Undergraduate · \$8,500 x2

LIBERAL ARTS

Certificate, Associate or Undergraduate · \$8,500

Graduate · \$10,500

ALASKA NATIVE STUDIES (*Language or Indigenous studies*)

Undergraduate · \$8,500

Graduate · \$10,500

ENGINEERING

Certificate, Associate or Undergraduate · \$8,500

SCIENCE

Certificate, Associate or Undergraduate · \$8,500 x2

Graduate · \$10,500

BUSINESS

Undergraduate · \$8,500

Graduate · \$10,500

These Competitive Awards are made possible by the generosity of many individual and corporate donors. To view a list of current donors, or to make a donation, please visit doyonfoundation.com.

TYPES AND AMOUNTS

The Foundation normally awards three different types of Competitive Awards:



Students do not apply for specific Competitive Awards. Applications are categorized by the selection committee based on a student's field of study, class standing and/or degree program.

Please note that amounts vary for special Competitive Awards, such as corporate-funded, field-specific and memorial scholarships.

ONLINE APPLICATION PROCESS

Competitive applications are only accepted online. Students should first create an online account at doyonfoundation.com. This allows students to complete applications online quickly and easily. Completed applications packets are reviewed by an independent scholarship review committee, and scored in the following areas: personal essay (40 points possible), grade point average (40 points possible), letters of recommendation (30 points possible) and personal impression (10 points possible) for a total of 120 possible points. See page 9 for details on the selection process.

OTHER REQUIREMENTS

Doyon Foundation encourages Competitive Award recipients to complete one summer internship, volunteer at least 20 hours, serve on a local or regional board, or give presentations on their field of study. Doyon Foundation requests that recipients submit a written report detailing the internship/service and lessons learned within one month of completing the activity.

DESCRIPTION OF REQUIRED MATERIALS

1 Online Competitive Award application

Students are required to fill out the application online at doyonfoundation.com.

2 Proof of academic enrollment

This includes a copy of letter of acceptance or enrollment verification letter AND class schedule for semester applying for from the school the student will be attending. Must show student's field of study and class standing. Students who have not been accepted by May 15 should submit a verification letter from the school stating that he/she has applied.

REQUIRED MATERIALS

The following must be received by May 15:

- Online Competitive Award application
- Proof of academic enrollment
- Transcripts
- Personal essay
- Two professional letters of recommendation

See pages 7-8 for details on each of the required materials.

Note: Doyon Foundation does not accept faxed application materials.

3 Transcripts (40 possible points)

- Unofficial transcripts are acceptable.
- Each student's GPA will be scored for a total of 40 possible points. For example, a GPA of 3.2 = 32 points.
- Students new to higher education should submit high school transcripts or GED scores.
- High school students who have not yet graduated are to submit their most recent transcripts, and also submit final high school transcripts upon graduation.
- Students returning to higher education must submit their most recent university, college or vocational school transcripts.
- Students who received a spring semester scholarship from Doyon Foundation, but whose spring semester has not ended by the May 15 deadline, can submit their transcripts to scholarships@doyon.com once the semester has ended.

5 Personal essay (40 possible points)

The personal essay should focus on four topics. Each topic is worth up to 10 points, for a total possible score of 40 points. The four topics areas are:

1. Educational goals (10 possible points)
2. Professional goals (10 possible points)
3. Extra-curricular and community service activities/volunteerism (10 possible points)
4. Cultural awareness and contributions to a healthy Native community (10 possible points)

- The online essay screen is broken out into four topic fields.
- Each field is limited to 250 words. It is advised to type the essay in a word processing format, run spell check and have at least two people proofread the essay.
- Students should outline how they intend to achieve their goals, and focus on their strengths.
- Returning students should not submit a copy of their previously submitted essay, but should revise their original essay to incorporate current activities, achievement and growth experiences.
- Proofread and run spellcheck!

**6 Two professional letters of recommendation (30 possible points)**

The letters of recommendation should come from individuals who can attest to the student's academic abilities, professional and educational development, community involvement or cultural activities.

Letters from immediate family members will not be accepted.

Letters must be:

- Current (within the last year).
- Maximum of two pages.
- Written on letterhead, which includes the author's contact information.
- Containing an original signature.

Letters must be submitted by the author directly to Doyon Foundation.

- Letters are to be uploaded directly to the scholarship portal (the application contains a link to provide an email address for your reference.)

7 Personal impression (10 possible points)

A total of 10 possible points will be awarded for the personal impression of the overall packet.

Tips to maximize personal impression points include:

- Do not include pictures, folders, resumes or cover letters with application materials.
- Include a well-rounded essay and letters of recommendation addressing all the focus points.
- Ensure professional quality of all submitted materials (i.e., proofread all materials, follow instructions, etc.).

COMPETITIVE AWARD REVIEW COMMITTEE

COMMITTEE MEMBER SELECTION PROCESS

The Competitive Award review committee is an independent group consisting of five members who each hold three-year terms. One committee member must reside in a rural village within the Doyon region. To qualify for a position, candidates must be a Doyon, Limited shareholder age 18 or older. Also, per IRS regulations, committee members cannot be employees of the Doyon Family of Companies or Doyon Foundation.

When a seat is open, Doyon Foundation sends out a public notice via the Doyon, Limited newsletter, and Doyon Foundation social media to solicit members.

Interested parties are asked to submit a resume and letter of interest stating why they are interested in serving on the committee. These members are then selected by the Doyon Foundation board of directors at a regularly scheduled quarterly meeting. An orientation for committee members is held in May or June to review expectations and the scoring process.

CURRENT DUTIES

The duties of serving on the scholarship review committee include:

Evaluating and scoring all competitive award applications.

Awarding scholarships based on scores, fields of study and class standings.

Making scholarship policy recommendations to the Doyon Foundation board of directors via the executive director and scholarship review committee.

Dedicating 30 — 40 hours of time to review competitive applications, with no monetary compensation.

Committing to a three-year term.

The committee reviews the application packets on a secure website from late June to early August. They then meet virtually to determine the recipients. Competitive Award applicants are notified in late August as to whether or not they received an award. Recipients are notified by phone. Those who did not receive a Competitive Award are notified by email.



SELECTION PROCESS

After the May 15 Competitive application deadline:

Staff sort applications by class standing, field of study and/or degree program.

Application packet materials are scanned and uploaded to a secure website.

The scholarship committee begins reviewing application packets online in late June or July. This process takes an estimated 30 — 40 hours per member.

The application is scored in the following areas, for a total of 120 possible points:

- Personal essay (40 points possible)
- Grade point average (40 points possible)
- Letters of recommendation (30 points possible)
- Personal impression (10 points possible)

Note: Ratings by committee members are subjective.

Once applications are scored by individual members, the committee meets as a team for a final review and selection.

Once recipients are selected, an award letter from the scholarship manager is emailed to students. Recipients also receive a phone call notifying them of their selection.

Scholarship awards are sent directly to the recipient's academic facility financial aid office. Each recipient receives half of the Competitive Award amount for the fall semester and the remaining half for the following spring.

Applicant scores are available upon request.

Applicants who are not chosen for a Competitive Award are notified by email. If eligible, they automatically receive a full-time award for the fall semester.

SCHOLARSHIP POLICIES

Please carefully review the scholarship policies below, and contact Doyon Foundation with any questions about the requirements.

If a student is over 18, we cannot speak about scholarships to anyone except for the student. We can speak to parents or guardians for students that are still legally minors.

SCHOLARSHIP LIFETIME LIMITS:

Students are eligible to receive up to the following cumulative award amounts during their academic career:

Undergraduate: \$25,000

Master's: \$36,000 (includes any undergrad funding received; up to an additional \$11,000 beyond the undergrad limit)

Doctorate: \$49,000 (includes any prior undergraduate and master's funding)

Non-Degree-Seeking: \$25,000

FAILURE TO ATTEND/DROP OUT: If a recipient fails to attend the educational institution outlined in their application, or drops out before completion of a semester beyond institution's drop deadline, Doyon Foundation will require that the scholarship be returned in full, either by institution, the recipient or a combination thereof.

If the recipient fails to return the scholarship to Doyon Foundation, the student will be placed on Second Chance status the next attending term. (When a student is placed on Second Chance status, they will not be eligible for a scholarship the following semester.)

If Doyon Foundation is not notified beforehand by the student that they will not be attending or that they are withdrawing, student will be placed on Second Chance status the next attending term.

CHANGE IN FULL-TIME/PART-TIME STATUS:

After award letters are issued, scholarship recipients will have two weeks to notify Doyon Foundation of a change in their full-time or part-time status. If notification of credit load change is made by the educational institution and not the scholarship recipient, student will be placed on Second Chance status for the next attending term.

COMPETITIVE AWARD RECIPIENTS NOT ELIGIBLE FOR SECOND SEMESTER:

If at any time during a year in which a student has received a Competitive Award the student does not meet the agreed-upon criteria in the scholarship guidelines and in their signed Conditions of Acceptance form, Doyon Foundation will require that the scholarship be returned in full, either by the institution, the recipient or a combination thereof. If the scholarship is not returned in full, student will not be considered for future Competitive Awards.

SECOND CHANCE STATUS CAP: If a student is placed on Second Chance status more than three times in their academic career, future applications will not be considered.

MISUSE OF FUNDS:

If a recipient misuses or attempts to misuse scholarship funds, Doyon Foundation will require the funds be returned in full, either by the institution, the recipient or a combination thereof. If the recipient fails to return funds to Doyon Foundation, future applications will not be considered and any current award approved for the recipient will be withheld. In the case of fraud or criminal act, the scholarship committee may decline to consider any new scholarship applications, even if the scholarship recipient repaid the misused funds in full. The scholarship committee will determine improper use of funds on a case-by-case basis.

HARDSHIP WAIVER:

A once-in-a-lifetime waiver may be issued for students who have experienced exceptional or extraordinary circumstances "beyond the student's control" that result in the failure to satisfy scholarship requirements and where there is a reasonable expectation that the student will meet these requirements in the future. Exceptional or extraordinary circumstances may include, but are not limited to, a death or illness in the family or personal illness. A letter explaining the circumstances must be submitted to the Doyon Foundation. The letter will be reviewed by management and a final decision issued to the student. Supporting documentation, such as an obituary, letter from doctor or counselor, statement from advisor, etc., will be required.

HELPFUL DEFINITIONS

FULL-TIME

Students must be enrolled in 12 or more credits. Graduate students must be enrolled in 9 or more credits.

PART-TIME

Students must be enrolled in 3 to 11 credits. Graduate students must be enrolled in 2 to 8 credits.

CAREER & TECHNICAL AWARD (CTA) STUDENTS

We define CTE as an educational model that aligns education with labor market demand. It equips students with the technical, academic, and employability skills necessary for success. Completing a CTE program should result in marketable skills in a career field and the attainment of a certifiable qualification. As a result, we will no longer fund personal growth, professional development, or other courses that do not align with this definition. We may request a syllabus or course outline to help us determine whether the course aligns with our policies. Progress reports are due midway through the course and upon completion of the course.

HIGH SCHOOL AWARD STUDENTS

High school students enrolled in a course or program where they receive college credit. High School Award students must complete a separate application and submit the required materials.

UNDERGRADUATE STUDENTS

Those enrolled in a four-year minimum bachelor's degree program.

RETURNING STUDENTS

Returning students are those who were awarded a scholarship in the prior semester.

CERTIFICATE DEGREE

Certificate degree programs that are more than a year in length, through an accredited University, are paid per semester through our general scholarship applications.

GRADUATE STUDENTS

Those enrolled in any degree program upon completion of their bachelor's degree (i.e., master's, JD, MD or PhD).

UNOFFICIAL TRANSCRIPT

Applicants must submit their most recent unofficial transcripts from the last institution attended (high school, college, university, or vocational school) with each application. Unofficial transcripts must be received by the following deadlines based on the term and applicant status: for the Fall term, May 15 for new students and August 14 for returning students; for the Spring term, November 15 for new students and December 18 for returning students; and for the Summer term, March 15 for new students and May 8 for returning students. Returning students are defined as applicants who have previously been enrolled.

Students new to higher education may submit unofficial high school transcripts or GED scores.

PROOF OF ACADEMIC ENROLLMENT

May include a copy of letter of acceptance, enrollment verification letter or National Student Clearinghouse enrollment verification. Class schedule for semester applying for is also required.



WORKFORCE DEVELOPMENT PROGRAM



The Workforce Development Program assists Shareholders and Descendants pursuing meaningful careers across industries by collaborating to provide programs and information about education, training, and employment opportunities.

Internship

We offer a customized internship program for high school seniors that earns them credits and wages while they learn on-the-job skills.

Career Panels

This volunteer-based program brings real-life experience to the classroom. Volunteers share their stories while offering valuable insights into career pathways.

Partnership

We are committed to community partnerships that align our programs with current industry needs and enable us to collaboratively deliver training opportunities such as Career Explorers and Introduction to the Trades.

LUNCH & LEARN

Join us for our monthly virtual series highlighting a different industry each session. Hear from employers, educators, and training professionals as they share insights on pathways to employment.

Each event features a Shareholder Spotlight Speaker who tells their own career story, offering a personal perspective on opportunities in the field.

Watch previous episodes on our YouTube page!



Scan to subscribe
to our weekly
Workforce Wednesday
E-mail Newsletter

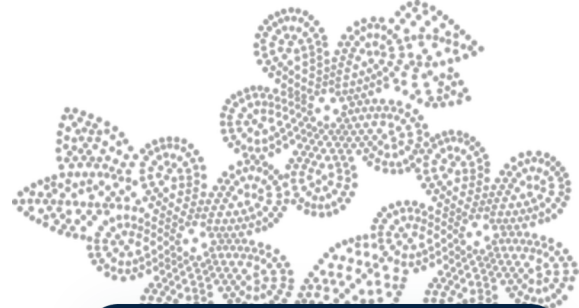


Learn more & stay engaged:
doyonfoundation.com/workforce
3702 Cameron St., Fairbanks, AK

**Need support navigating your
career pathway? Get in touch:**
907-459-2048 or workforce@doyon.com



LANGUAGE REVITALIZATION PROGRAM ●●●●●●●●



The Language Program supports Shareholders and Descendants in reclaiming and revitalizing their ancestral languages by providing accessible resources, educational programming, and community-driven learning opportunities to ensure our Native languages thrive for generations to come.

Doyon Languages Education Through this ANE-funded initiative, we are training a new generation of language teachers. We provide our learners with practical methods and the confidence to lead their own language circles and classrooms.

Denaakk'e Game-Based Learning Also supported by ANE funding, this initiative uses modern tools to honor our traditional ways of learning through play and storytelling, connecting our ancient languages with the digital world they live in today.

Community Partnerships We collaborate with local partners to ensure our languages are heard, respected, and leading the way across our homelands:

- Partnering to center Native place names and traditional knowledge as the foundation for environmental education and our connection to the land.
- Bringing our languages to the airwaves through the "Word of the Week," ensuring our ancestral sounds remain a constant presence in the Interior.
- Collaborative work that honors Elder wisdom and uses our traditional names for plants and waters to guide how we care for the land.
- Hosting our annual Native Language Spelling Bee, a community event that celebrates our students' hard work and honors the beauty of our languages through friendly competition and public recognition.



LEARN ON THE GO!

DLO offers free, web-based lessons for our 10 regional languages, designed for Shareholders and Descendants to learn or teach whenever and wherever they choose. Whether you are just starting your journey or a speaker wanting to share your knowledge, these courses will inspire you to bring our languages into your daily life.

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Learn more & stay engaged: (907) 459-2015
doyonfoundation.com/language-programs/
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**For more information or assistance,
please contact the scholarship program manager at:**

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