



Ambler Access Project Workforce Development Plan

Pre-Development Phase

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1 SCOPE

This plan describes the workforce development strategy and tactics for the Ambler Access Project (AAP) or Ambler Road. This workforce development plan is intended to provide guidance and recommendations to prepare for the future workforce needed to support road construction, road operations, and the mining industry. It includes recommendations for recruiting, training, and education to enable a qualified workforce for potential road construction and operations once the road is ready to be constructed and operated. The purpose or objective of workforce development is to facilitate and enable qualified applicants for the road and related mining industry.

2 FUTURE WORKFORCE NEEDS AND CONSIDERATIONS

Due to the remote location and Arctic environment, AAP anticipates the need for a year-round workforce during construction but a seasonal workforce for the preconstruction and exploration phases for mining companies. The bulk of the workforce will be needed during the construction phase. The challenge will be to have a sufficiently trained workforce when an investment decision is made.

2.1 Considerations for Hiring, Recruiting, and Training Success

The following are considerations for regional hiring, recruiting, and training:

- **State of Alaska hiring statute:** AAP will comply with the Alaska Hire statute (AS 36.10.150). AAP must navigate the complexities of promoting local employment while adhering to the U.S. Constitution's Privileges and Immunities Clause and the Alaska Constitution's Equal Rights Opportunities and Protection Clause. This involves balancing the state's desire to prioritize local hiring with the need to avoid discrimination against nonresidents and to treat similarly situated individuals equally. Hiring strategies will focus on lawful ways to stimulate local employment without contravening constitutional mandates.
- **Alaska Native land ownership:** When working on Alaska Native land, it's important to follow any land agreements with the owners and collaborate closely with the local communities for mutually beneficial outcomes. This includes workforce development, recruiting, and hiring.
- **Contractor hire:** AIDEA intends to hire contractors to perform road construction and long term road operations. AIDEA will follow the Request for Proposals (RFP) and a structured procurement process for hiring contractors. Contractors will be advised on land agreements and this workforce development plan.
- **HUB Zone/Zone of Underemployment:** This project, located in a Zone of Underemployment, will not only adhere to the essential guidelines of AS 36.10.150 but will also specifically focus on one of its key points: the promotion of employment opportunities for underemployed individuals. By aligning with AS 36.10.150, the project is committed to actively seeking and providing employment to those who

are currently underutilized in the workforce, thereby addressing a critical aspect of this statute.

2.2 Future Positions Identified

The following potential positions are anticipated for the AAP and related mining activity (** indicates high demand positions for road construction and operations):

- Commercial Drivers**
- Bear Guards**
- Diamond Drill Helpers
- Diamond Drillers
- Emergency Medical Technicians
- Helicopter Coordinators
- Helicopter Mechanics
- Helicopter Pilots
- Pad Builders**
- Administrative Assistants**
- Assistant Camp Managers
- Camp Maintenance Workers**
- Camp Cooks
- Camp Housekeepers
- Core Cutters
- Core Shack Coordinator
- Plumbers
- Drill Coordinators
- Electricians
- Environmental Coordinators
- Environmental Technicians
- Equipment Operators**
- Geologists - Core Logging
- Geologists – Mapping
- Geotechnicians
- Mechanics (Heavy Equipment and Small Engine)**
- Utility Operators**
- Heavy Equipment Operators**
- HR Manager
- Accounting Staff/Bookkeepers**
- Fire Fighters
- Project Managers
- Safety Coordinators
- Soil Samplers
- Surveyors

2.3 Labor Shortages and Occupations in Highest Demand

The Infrastructure Investment and Jobs Act (IIJA) is anticipated to significantly increase the demand for jobs that can be obtained with a maximum of two years of postsecondary education or training, an apprenticeship, or through moderate to long-term on-the-job training. Below is a list of the top 10 occupations anticipated to be in highest demand.

1. Maintenance and repair workers, general
2. Operating engineers and other construction equipment operators
3. Heavy and tractor-trailer truck drivers
4. Carpenters
5. Electricians
6. Installation, maintenance, and repair workers, all other
7. Plumbers, pipefitters, and steamfitters
8. Mobile heavy equipment mechanics, except engines
9. Welders, cutters, solderers, and brazers
10. Bus and truck mechanics and diesel engine specialists

These positions correlate with the highest demand positions for the road construction and operations. Therefore, preparing for future workforce needs early will be imperative due to the increased demand for skilled labor brought about by the IJJA. It will also be the focus for training and development (Section 3).

2.4 Challenges to Recruitment and Training Success

The following are anticipated challenges to regional recruitment:

- **Follow through on the application process:** Applicants who express interest during the outreach and recruiting process do not always complete the application even with support during the application window.
- **Pre-employment drug screening:** Several applicants will make it to the job offer phase of the process and despite direct questions and warnings during the interview process either drop out of the process just before the drug test, fail to show up for the drug test, or fail it.
- **Driver's license:** Most positions require employees to operate motor vehicles, but many potential employees living in the regional villages do not have driver's licenses despite the availability of off-highway licenses availability.
- **Shallow Available Workforce Pool:** When recruiting for positions, some individuals are hired for more than one position in their community (i.e. the post office worker is also the tribal liaison). It will be important in the future to target new individuals and develop an expanded bench of workers for positions rather than competing for the same individuals as other companies.
- **Lead time for recruitment:** Successfully recruiting a qualified candidate for a position often requires a considerable amount of time and effort. Significant lead time is necessary to advertise positions and encourage regional applicants. Therefore, it is crucial to factor in these extended periods for recruitment when planning for staffing.

3 TRAINING AND DEVELOPMENT

3.1 Vocational Training

Alaska has many technical and vocational training institutions covering all manner of trades. An extensive list of those facilities and organizations can be found in Appendix B. The following sections discuss in detail the facilities that are particularly relevant to the types of jobs AAP and mining companies will expect to require over the next few years. The locations of these key facilities are shown below in Figure 1.

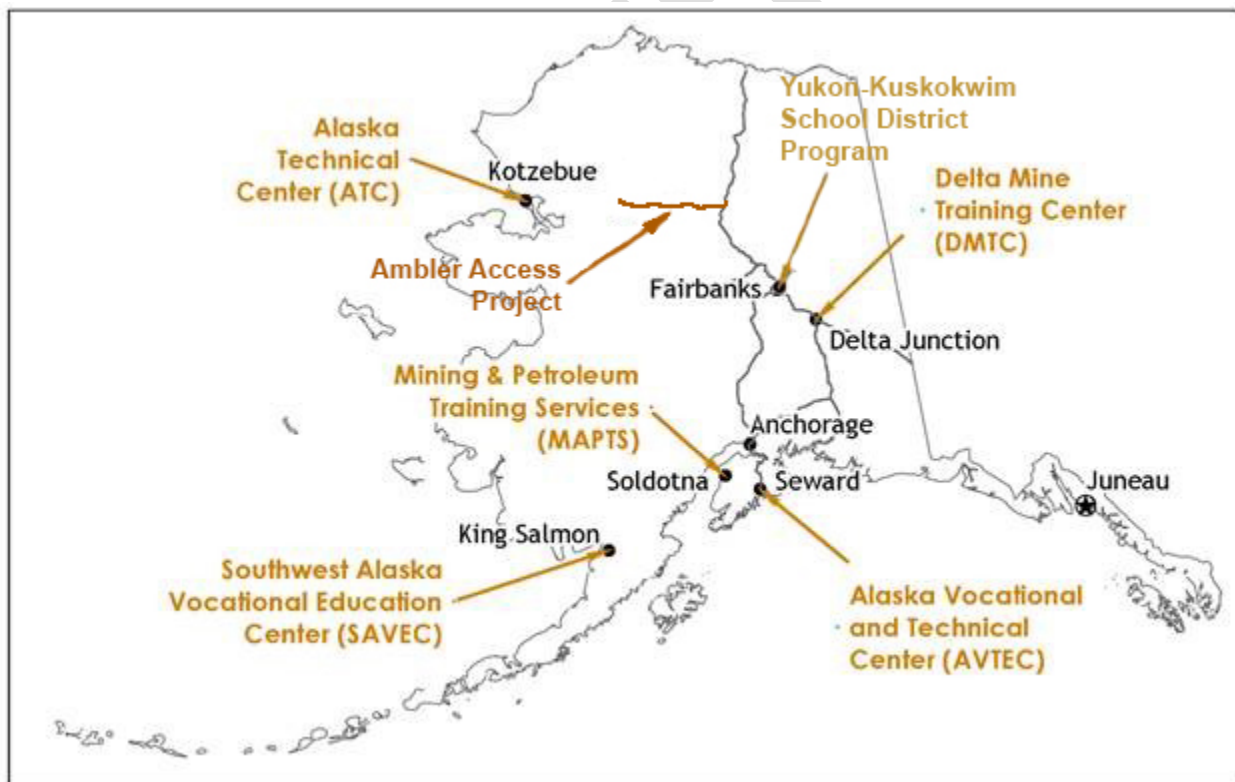


Figure 1: Key Alaska Vocational Training Centers

3.1.1 Alaska Technical Center (ATC)

ATC in Kotzebue advertises vocational training in the following areas:

- Process Technology
- Construction Trades Technology
- Culinary Arts
- Health Care Occupations such as Certified Nurse's Aide (CNA) and Personal Care Attendants (PCA).

The ATC has also provided training for Commercial Drivers Licensing, Heavy Equipment Operator, regular Class D Driver's Education, DOT Flagger, and HAZWOPER training.

Starting in 2024, AAP will post job openings at the ATC. Human Resources and/or operations management will conduct in-person interviews at the ATC for students enrolled in relevant programs.

3.1.2 YKSD/Career & Technical Education

The Yukon-Koyukuk School District Career & Technical Education (CTE) is an education program that provides technical knowledge and skills based training to prepare students for future careers in four career pathways:

- Construction • Education • Service Careers • STEM – Computer Science

The Construction Career Pathway program is designed to help students develop the technical qualifications and life skills needed to begin a career in the construction industry or the ability to meet the requirements for an apprenticeship program. Occupations for this pathway include:

- Carpenter
- Laborer
- Welder
- Painter
- Ironworker
- Truck Driver
- Pipefitter
- Surveyor
- Maintenance Person
- Plumber
- Roustabout
- Electrician
- Heavy Equipment Operator
- Crane Operator
- Sheet Metal Worker
- Millwright
- Roofer
- Construction Manager

AAP will establish contacts with CTE's leadership to ensure they are aware of the job opportunities available on the project and work closely with them to determine partnership opportunities.

3.1.3 Mining and Petroleum Training Service (MAPTS)

MAPTS is based in Soldotna, Alaska, and is affiliated with the University of Alaska. Their current focus is on safety training and certification for the oil drilling and mining industries. MAPTS purchased and operates the formerly private Delta Mine Training Center (DMTC) in Delta Junction, Alaska. This facility provides operator and safety training for both surface and underground mining operations.

The MAPTS's programs include safety, general workplace skills, and hands-on learning. Their integrated camp provides the advantage that students live and study on campus without the opportunity to go into town where they can be tempted by alcohol or drugs.

Costs for their two-week surface operator's course are approximately \$10,000 but MAPTS's director advises that offsetting funding is often available.

3.1.4 Alaska Vocational Technical Center (AVTEC)

AVTEC is the vocational education branch of the State of Alaska Department of Labor and Workforce Development. Their campus is in Seward, Alaska. AVTEC offers mining-related programs such as Business and Office Technology, Construction Technology, Culinary Arts, Diesel/Heavy Equipment Technologies, Industrial Electricity, Industrial Welding, Information Technology, and Plumbing & Heating.

AAP will establish contacts with AVTEC's leadership to ensure they are aware of the job opportunities available on the project.

3.1.5 Southwest Alaska Vocational and Education Center (SAVEC)

Located in King Salmon, Alaska, SAVEC offers a variety of industry-related courses including OSHA 10-hr Construction Safety, HAZWOPER, and Alaska Driver's Education Preparation. Other mining-related courses include Construction Technology, Welding Technology, and Heavy Equipment Operations.

While SAVEC is too far from the region to rely on directly, they appear to have programs that are beneficial to present and future AAP needs. AAP will coordinate with ATC and SAVEC to see if there is an opportunity to use the already-developed curriculum.

3.2 Job Shadowing/On-the-Job

The mining companies will typically provide job shadow opportunities for early-career local residents to work alongside a mentor in a job classification that interests them. Participants are usually recent or soon-to-be high school graduates from the local villages 18 years of age or older.

4 K-12 MINERALS INDUSTRY EDUCATION OPPORTUNITIES

Alaska's natural resource industries have established several K-12 programs to teach youth about those industries and the job opportunities available in those fields. The programs most relevant to the current and future work for AAP include Alaska Resource Education, GeoFORCE Alaska, ANSEP, Alaska EXCEL, and Junior Achievement of Alaska.

4.1 GeoFORCE Alaska

GeoFORCE Alaska (geoforce.alaska.edu) is an outreach program at the University of Alaska Fairbanks for rural high school students from the North Slope, Northwest Arctic, and Interior. Students are recruited in 8th or 9th grade and travel around Alaska and throughout the country to learn about geology and career paths in the geosciences.

GeoFORCE Alaska is a four-year program. Each summer, the cohort of students reunites to attend a two-week Academy in a different region of the United States. (GeoFORCE Alaska, 2021)

4.2 Alaska Resource Education (ARE)

ARE (www.akresource.org) is a state and privately-funded educational nonprofit organization whose mission is to educate students about Alaska's resources by providing educational opportunities to students and teachers and distributing primary education curriculum that meets Alaska State Science Standards. ARE also hosts several youth programs and camps in support of its mission. Some of these programs are focused on cultivating STEM interest in girls by introducing them to female professionals in STEM fields.

AAP will support ARE through:

- Introducing regional schools to the program
- Encouraging staff to participate as guest speakers

4.3 Alaska EXCEL

Alaska EXCEL provides educational opportunities to students starting in the 7th grade and can continue until the summer following high school graduation. The program focuses on careers relevant to their regions and participants may explore jobs in health care, construction, heavy equipment operation, aviation, culinary arts, maritime, and more. Foundational sessions focus on life skills, such as leadership and healthy living, all the while working on employability skills.

AAP will support communication with local village schools to be aware of the program and encourage participation. If there is local interest, we will review opportunities to sponsor high school students who wish to participate in the 12-day specialty camps to receive certifications in high-need areas, such as driver education, carpentry, and heavy equipment operators.

AAP will monitor local interest and determine if future support is appropriate.

4.4 Alaska Native Science and Engineering Program

The Alaska Native Science and Engineering Program (ANSEP) located in Anchorage, Alaska is a multi-stage initiative designed to prepare and support Alaska Native students from elementary through graduate school to succeed in science, technology, engineering, and math (STEM) careers.

Based at the University of Alaska, ANSEP prepares and supports Alaska Native students to succeed in engineering and science careers. ANSEP offers intensive academic support, exposure to industry, and the opportunity to participate in a learning community incorporating Alaska Native cultural identity. ANSEP provides comprehensive programming for its precollege, undergraduate, and graduate components aimed at empowering and exciting youth around engineering and science, promoting success in educational and career paths, and connecting local communities to science, technology, engineering, and math (STEM) resources. In addition to supporting individual students, the ANSEP model is also designed to effect systemic change to improve the

climate for Alaska Natives in the Alaska kindergarten through 12th grade (K–12) educational system, the University of Alaska, and Alaska's STEM industries.

AAP will support communication with local village schools to be aware of the program and encourage participation. AAP will monitor local interest and determine if future support is appropriate.

4.5 Junior Achievement of Alaska

Junior Achievement (JA) of Alaska is dedicated to giving young people across the state the knowledge and skills they need to own their economic success, plan for their futures, and make smart academic and economic choices. JA's programs primarily focus on work readiness, entrepreneurship, and financial literacy. AAP will monitor local interest and determine if future support is appropriate.

5 RECRUITMENT

5.1 Contractor Recommendations

Once the Ambler Road is ready to be constructed, contractors will be encouraged to support this Workforce Development Plan with recruiting efforts for positions.

Once the construction phase begins, this general schedule is encouraged for recruitment. Dates are general recommendations to encourage an early start for positions that have been traditionally harder to fill.

Period	Activity
Nov – January	<ul style="list-style-type: none"> Post for technical positions and recruit at: <ul style="list-style-type: none"> – AMA and Round Up conventions – Alaska Universities – Local schools – Association of General Contractors (AGC) – Community buildings/tribal offices
February	<ul style="list-style-type: none"> Start posting seasonal positions
Late Feb – Early March	<ul style="list-style-type: none"> Shortlist candidates for interview UAF and UAA job fairs
Year-round	<ul style="list-style-type: none"> Village recruiting visits to assist with the application process and in-person interviews Interview applicants remotely (phone, online)

5.2 Job Posting Guidance

A hiring strategy is contemplated for each type of position that considers job description, timing of need, pre-requisites, availability of local applicants, and current job market parameters. Once the strategy for each position is determined, the Human Resources Manager creates a job posting and advertises through:

- AIDEA and AAP web pages

- Facebook and social media
- Arctic Sounder
- Postings forwarded to NANA and Doyon for local posting
- Village store bulletin boards
- Postings are announced on KOTZ Radio Kotzebue (<http://kotz.org/>)
- Alaska Technical Center
- Tribal Offices
- Various online job posting platforms for technical positions such as:
 - Glass Door
 - Handshake (Univ of Alaska)
 - Infomine
 - LinkedIn
 - Monster
 - SME

5.3 Application Process

The AAP and Support Contractor application process consists of:

- Online application (preferred, but written applications can be accommodated by exception)
- NANA and Doyon staff are available to assist with the application process
- If there are no COVID-19 restrictions in place, AAP or contractor staff will make in-person site visits to the local villages to assist with the application process.

5.4 Selection Process

5.4.1 Interviews

A short list of qualified applicants is created based on information provided in the application such as skills, experience, education, driver's license, shareholder status, residence, etc.

The Human Resources department then schedules phone or in-person interviews with the short list of candidates. The interviews are conducted by the Human Resources Manager and/or the hiring manager(s).

5.4.2 Professional References

AAP solicits professional references from direct hire candidates before advancing the candidate to the job offer stage. Work references are preferred but personal references will also be considered.

AAP or contractor staff will contact references to assess the candidates:

- Work ethic
- Safety attitude
- Personality
- Reliability
- Strength
- Areas needing improvement

If positive references are received, preferred candidates from the interview process are presented with a job offer contingent on a background check and pre-employment drug screening.

5.4.3 Background Checks

A criminal background check is completed by a third-party service provider who checks the candidate's criminal history. If a criminal background is noted by the service provider, the Human Resources Manager, hiring manager, and Vice President, Operations will review the history and determine if AAP will proceed to the next step. The group considers the following when evaluating a criminal background:

- Nature of the offense: Was the crime against another person, against property, financial, or statutory?
- Severity of the offense: Was the crime violent or involve weapons? Was it a fistfight or a sexual assault?
- History of offences: How recent was the crime? Is there a pattern of criminal activity?
- Above all, does the individual's history give the reviewing team concern for the safety of camp personnel or Ambler Metal's assets and reputation?

Candidates have the opportunity to explain and/or dispute charges and convictions before a final determination.

5.4.4 Pre-employment Drug Screen

Candidates will take a pre-employment drug screen that is administered by a qualified testing facility.

The urinalysis screens for a variety of substances as defined by the State of Alaska Drug & Alcohol Policy, including marijuana, but excluding alcohol.

Failure to show up for a test and failure of the test are common reasons for candidates being denied a final offer with AAP or its contractors.

6 HIRING STRATEGY

AAP must comply with the Alaska Hire statute (AS 36.10.150). AAP must navigate the complexities of promoting local employment while adhering to the U.S. Constitution's Privileges and Immunities Clause and the Alaska Constitution's Equal Rights Opportunities and Protection Clause. This involves balancing the state's desire to prioritize local hiring with the need to avoid discrimination against nonresidents and to treat similarly situated

individuals equally. Hiring strategies will focus on lawful ways to stimulate local employment without contravening constitutional mandates.

For example, AAP plans to invest in vocational training programs specifically tailored to the jobs listed in section 2.2. See Section 3 for training and development. Vocational training programs will provide Alaskan residents in the local area with the necessary skills and certifications to compete effectively for jobs in these sectors. By focusing on skill development rather than direct hiring preferences, the AAP can enable a more skilled workforce, potentially leading to higher employment rates among residents without contravening constitutional mandates.

7 FUTURE REVISIONS

This Workforce Development Plan will be developed through an iterative process with the AAP Workforce Development Working Group that meets quarterly. AAP operational leadership will maintain a copy and work with contractors regarding the recommendations in the plan.

As the AAP advances, this Workforce Development Plan will be modified to include a more robust Construction and Operations section.

8 REPORTING

A review of the workforce development progress and status will be done quarterly in preparation for workforce development working group meetings. Once the AAP begins the construction phase, ongoing updates for recruiting and hiring will be done monthly as part of the invoicing and monthly reporting practice with contractors.

APPENDIX A JOB REQUIREMENT MATRIX

Typical seasonal positions hired for the Exploration, Operations, and Environmental Departments are shown below in

A.1 Exploration Department Season Jobs

Position	# Hired ¹	# On site	# Offsite	Supervisory Role?	MS Office	Organizational	Communications	Basic Math Skills	Prev. Exp. Req ¹ d	Remote Field Work	Driver License ²	Trades Certification	Minimum Education ³	Respirator Clearance	Physical Demands	Comments
Core Cutter	4	2	N	N	N	Y	N	Y	N	N	N	NA	N	Y	<ul style="list-style-type: none"> Lifting <ul style="list-style-type: none"> – 50 lb occasionally – 30 lb frequently – 10 lb constantly Long-duration standing 	<ul style="list-style-type: none"> Success in regional villages. We typically hire a lead role. Could progress to Geotech position, although employees tend to stay in the Core Cutter role.
Core Logger	5			N	Y	Y	Y	Y	Y	N	N	N	GEO	N	<ul style="list-style-type: none"> Transporting 35 pounds frequently Ability to occasionally traverse steep, uneven terrain Also requires the ability to learn site-specific software. 	<ul style="list-style-type: none"> Availability of candidates is volatile based on industry activity occasionally requiring contracted personnel. Also challenged by the short seasonal nature of our project. Recruitment should start in November before field season with first offers made by February.
Core Shack Coordinator	1	.5		Y	Y	Y	Y	Y	Y	N	N	N	GEO		<ul style="list-style-type: none"> Transporting 35 pounds frequently Ability to occasionally traverse steep, uneven terrain Also requires the ability to learn site-specific software. 	<ul style="list-style-type: none"> Experience logging on site preferred.
Drilling Coordinator	2	1	1	N	Y	Y	Y	Y	Y	Y	N	N	GEO	N	<ul style="list-style-type: none"> Ability to frequently traverse steep and uneven terrain Ability to transport 35 pounds frequently 	<ul style="list-style-type: none"> We have had reasonable success in filling these positions with Alaska-based geologists. Suggest moving the offer period to March each year. Suggest we take a hard look at this position to determine if it requires a degreed individual.
Geologist – Mapping	3	2	0	N	Y	Y	Y	Y	Y	Y	N	N	GEO	N	<ul style="list-style-type: none"> Ability to frequently traverse steep and uneven terrain Ability to transport 35-50 pounds frequently 	Availability is volatile based on industry activity. Move up hire dates
Geotechnician			0	N	Y	Y	Y	Y	N	N	N	N	HS	N	<ul style="list-style-type: none"> Lifting <ul style="list-style-type: none"> – 50 lb occasionally – 30 lb frequently – 10 lb constantly Long-duration standing 	<ul style="list-style-type: none"> Lead role also hired Typically successful sourcing position in the region. No change to recruitment strategy recommended.
Soil Samplers	6	4	0	N	N	N	N	N	N	x	N	N	HS	N	<ul style="list-style-type: none"> Ability to frequently traverse steep and uneven terrain Ability to transport 35-50 pounds frequently 	Likely hired for a partial season.

¹ Typical hiring levels which are subject to change depending on annual program needs.

² Driver's License required for individuals driving vehicles or equipment on the road system. Alaska Off-road Driver's License is acceptable. Some positions within a job classification may not require it. Y = Required, P = Preferred, N = Not required

³ Education: NA = Not applicable, HS = High School Diploma or GED preferred, JM = Journeyman Certification, GEO = College degree in geology or approved equivalent. [Previous work experience may be considered in lieu of education on a case-by-case basis], PS = Post Secondary Education appropriate for the position.

A.2 Operations Department Seasonal Jobs

Position	# Hired ⁴	# On site	# Offsite	Supervisory Role?	MS Office	Organizational	Communications	Basic Math Skills	Prev. Exp. Req'd	Remote Field Work	Driver License ⁵	Trades Certification	Minimum Education ⁶	Respirator Clearance	Physical Demands	Comments
Administrative Assistant	4	2	2	N	Y	Y	Y	Y	N	N	N	P	HS	N	<ul style="list-style-type: none"> Ability to perform light work, exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly 	
Assistant Camp Manager	2	1	1	Y		Y	Y	Y	Y		Y	P	HS	N	<ul style="list-style-type: none"> Lifting <ul style="list-style-type: none"> 30-50 lb occasionally 10 lb frequently 	Y
Camp Maintenance Worker	4	2	0	N	N	Y	Y	Y	N	Y	P	N	NA		<ul style="list-style-type: none"> Lifting <ul style="list-style-type: none"> 50 lb occasionally 30 lb frequently 10 lb constantly 	<ul style="list-style-type: none"> Typically, successful sourcing position in the region. No change to recruitment strategy recommended.
Electrician	1	0.5	0.5	N	N	N	N	N	Y	N	N	Y	JM	N	<ul style="list-style-type: none"> Must be able to see color to discern color-coded wiring Prolonged periods of standing, kneeling, bending, and climbing ladders or scaffolding Must be physically capable of pulling wires and cables through conduits Ability to perform heavy work, exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects. 	<ul style="list-style-type: none"> There are some qualified NANA shareholders. Are apprenticeships feasible?
Equipment Operator	4	2	0	N	N	N	Y	N	Y	Y	P	P	NA	N	<ul style="list-style-type: none"> Lifting <ul style="list-style-type: none"> 50 lb occasionally 30 lb frequently 10 lb constantly 	<ul style="list-style-type: none"> Lots of operators in the region. Few have driver's licenses.
Mechanics	3	2	0	N	N	Y	Y	Y	Y	Y	P	P	?	Y	<ul style="list-style-type: none"> Lifting <ul style="list-style-type: none"> 50 lb occasionally 30 lb frequently 10 lb constantly 	
Housekeepers	4	2	2	N	N	N	Y	N	N	N	N	N	NA	N	<ul style="list-style-type: none"> Ability to read and interpret labels, instruction manuals, and Safety Data Sheets as well as to record daily notes and shared logs Ability to frequently lift, push, and pull required load (usually about 30 lbs). Ability to stand and walk for prolonged periods. 	<ul style="list-style-type: none"> Have hired a lead in the past. That person does need supervisory experience and training.

⁴ Typical hiring levels which are subject to change depending on annual program needs.

⁵ Driver's License required for individuals driving vehicles or equipment on the road system. Alaska Off-road Driver's License is acceptable. Some positions within a job classification may not require it. Y = Required, P = Preferred, N = Not required

⁶ Education: NA = Not applicable, HS = High School Diploma or GED preferred, JM = Journeyman Certification, GEO = College degree in geology or approved equivalent. [Previous work experience may be considered in lieu of education on a case-by-case basis], PS = Post Secondary Education appropriate for the position.

Position	# Hired ⁴	# On site	# Offsite	Supervisory Role?	MS Office	Organizational	Communications	Basic Math Skills	Prev. Exp. Req' d	Remote Field Work	Driver License ⁵	Trades Certification	Minimum Education ⁶	Respirator Clearance	Physical Demands	Comments
Light Vehicle Mechanic	?		0	N	N	N	Y	N	Y	Y	P	P	?	Y	<ul style="list-style-type: none"> • Lifting <ul style="list-style-type: none"> - 50 lb occasionally - 30 lb frequently - 10 lb constantly 	
Safety Coordinator	2	1	1	N	Y	Y	Y	Y	Y	Y	Y	P	PS	Y		

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A.3 Environmental Department Seasonal Jobs

Position	# Hired ⁷	# On site	# Offsite	Supervisory Role?	MS Office	Organizational	Communications	Basic Math Skills	Prev. Exp. Req ⁹ d	Remote Field Work	Driver License ⁸	Trades Certification	Minimum Education ⁹	Respirator Clearance	Physical Demands	Comments
Environmental Coordinator	1	0.5	0.5	N	Y	Y	Y	Y	Y	Y			BS Biology, Nat. Resources, Environmental Sciences	N	<ul style="list-style-type: none"> Lifting <ul style="list-style-type: none"> – 50 lb occasionally – 30 lb frequently – 10 lb constantly Ability to occasionally traverse steep, uneven terrain 	
Environmental Technician	1	0.5	0.5	N	Y	Y	Y	Y	Y	Y		HS	N	<ul style="list-style-type: none"> Lifting <ul style="list-style-type: none"> – 50 lb occasionally – 30 lb frequently – 10 lb constantly Ability to occasionally traverse steep, uneven terrain 		

⁷ Typical hiring levels which are subject to change depending on annual program needs.

⁸ Driver's License required for individuals driving vehicles or equipment on the road system. Alaska Off-road Driver's License is acceptable. Some positions within a job classification may not require it. Y = Required, P = Preferred, N = Not required

⁹ Education: NA = Not applicable, HS = High School Diploma or GED preferred, JM = Journeyman Certification, GEO = College degree in geology or approved equivalent. [Previous work experience may be considered in lieu of education on a case-by-case basis], PS = Post Secondary Education appropriate for the position.

APPENDIX B RELEVANT EDUCATIONAL INSTITUTIONS

B.1 Alaska Vocational and Technical Institutions and Training Centers

The following is a list of technical and vocational institutes in Alaska offering educational opportunities relevant to current and future work at the UKMP.

ALASKA CAREER COLLEGE

Accounting Technology • Computer Technology
• Human Resources

Anchorage, Alaska

Telephone: 907-563-7575 or 800-770-7575

Email: admissions@alaskacareercollege.edu

www.alaskacareercollege.edu

ALASKA CONSTRUCTION ACADEMIES

Building Maintenance/Repairer • Carpenter •
Construction Driver • Electrician • Operating
Engineer • Pipeline Construction • Plumber and
Pipefitter • Rural Apprenticeship • Surveyor •
Welder

Anchorage, Alaska

Telephone: 907-770-1826

Email: info@alaksaca.org

www.alaskaca.org

Academies are located throughout the state.
Check the website for more information.

ALASKA JOB CORPS CENTER – PALMER

Carpentry • Culinary/Cooking • Electrician (pre-
apprenticeship) • Facilities Maintenance •
GED/High School Diploma • Heavy Equipment •
IT Technician • Office Assistants •
Water/Wastewater Operator

Anchorage, Alaska

Telephone: 907-861-8800 or 800-733-5627

Email: admissions@alaskajobcorps.com

www.alaskajobcorps.com

ALASKA PROCESS INDUSTRY CAREERS CONSORTIUM (APICC)

Mining Career Information Resources

Anchorage, Alaska

Telephone: 907-770-5250

<http://www.apicc.org>

ALASKA TECHNICAL CENTER (ATC)

Accounting Clerk • Administrative Assistant •
Core Driller • Mine Maintenance

Kotzebue, Alaska

Telephone: 907-442-3733 (main) or 800-478-3733

www.nwarctic.org/atc

ALASKA VOCATIONAL TECHNICAL CENTER (AVTEC)

Cooking/Baking • Welding • Diesel/Heavy
Equipment Technologies • Accounting Specialist
• Administrative Assistant • Facilities
Maintenance Construction • Industrial Electrician
(pre-apprenticeship) • Information Technology
(IT) • Plumbing and Heating Technician (pre-
apprenticeship) • Power Plant Operator

Seward, Alaska

Telephone: 907-224-3322 (admissions)

or 800-478-5389

Email: admissions@avtec.edu

<http://avtec.labor.state.ak.us>

ALASKA WORKS PARTNERSHIP INC.

Can help you connect with training and
apprenticeship opportunities in construction.

Anchorage Office

Anchorage, Alaska

Telephone: 907-569-4711 or 1-866-297-9566

www.akwp.org

Fairbanks Office

Fairbanks, Alaska

Telephone: 907-457-2597

Helmets To Hardhats Program

Telephone: 907-790-8883 or 866-993-8181

Pipeline Training Program

Telephone: 907-457-2597

CENTER FOR EMPLOYMENT EDUCATION

Hazardous Materials Certifications • Construction
Trades • Mine Safety Courses • OSHA
Certifications

Anchorage, Alaska

Telephone: 907-279-8451

Email: cee@acsalaska.net

www.cee-ak.com

**DELTA CAREER ADVANCEMENT CENTER
PARTNERS FOR PROGRESS IN DELTA, INC.**

Construction Trades • Heavy Equipment
Operation • Mine Safety Courses • OSHA
Certifications • Welding

Delta Junction, Alaska
Telephone: 907-895-4605
Email: sce@wildak.net
www.partnersforprogressindelta.org

**ENVIRONMENTAL MANAGEMENT
INCORPORATED**

Hazardous Waste (HAZWOPER) • Certifications •
OSHA Certifications

Anchorage, Alaska
Telephone: 907-272-8852 or 800-458-2580
Email: training@emi-alaska.com
www.emi-alaska.com

**NEW FRONTIER VOCATIONAL TECHNICAL
CENTER**

Accounting Clerk • Administrative Assistant •
Microsoft Office Training

Soldotna, Alaska
Telephone: 907-262-9055
Email: nfvtc@aecak.org
www.nfvtc.org

NORTHERN INDUSTRIAL TRAINING

Hazardous Materials Certifications • Heavy
Equipment • Mine Safety Training Programs •
OSHA Certifications • Pipefitting • Welding

Palmer, Alaska
Telephone: 907-357-6400 or 888-367-6482
Email: info@nitalaska.com
www.nitalaska.com

NORTHWEST TECHNICAL SERVICES

Recruiting firm providing job resources in the
engineering, aviation, and maritime fields.

Anchorage, Alaska
Telephone: 907-562-1633
Email: nwtstraining@ak.net
www.nwts-ak.com

**SOUTHEAST ALASKA REGIONAL
RESOURCE CENTER AND THE LEARNING
CONNECTION**

Job shadowing for high school students.

Juneau, Alaska
Telephone: 907-586-6806
Email: info@serrc.org
www.serrc.org

B.2 Colleges and Universities

ALASKA PACIFIC UNIVERSITY

Bachelor's Degrees • Master's Degrees • Accounting • Business Administration • Communications • Environmental Sciences • Information Technology

Anchorage, Alaska

Telephone: 907-564-8248 or 800-252-7528

Email: admissions@alaskapacific.edu

www.alaskapacific.edu

CHARTER COLLEGE

Bachelor's Degrees • Accounting • Business Administration • Construction Management • Information Technology • Medical Assistant • Welding

Anchorage, Alaska

Telephone: 907-277-1000

contact@chartercollege.edu

www.chartercollege.edu

UNIVERSITY OF ALASKA

The following programs, degrees, and certifications relevant to current and future positions at the UKMP are available at various University of Alaska campuses. Please check the course catalog of each campus to determine what programs are specifically available at that campus.

Associate's Degrees • Bachelor's Degrees • Master's Degrees • Accounting • Architectural and Engineering Technology • Automotive and Diesel Technology • Business Administration • Chemistry • Civil Engineering • Communications • Construction Management • Construction Technology • Culinary Arts • Electrical Engineering • Environmental Sciences • Fire and Emergency Services Technology • Geology • Geomatics • Heavy Duty Transportation and Equipment • Industrial Safety • Information Technology • Logistics • Mechanical Engineering • Mechanical Technology • Occupational Health and Safety • Paramedical Technology • Process Technology • Welding

University of Alaska, Anchorage (UAA)

Anchorage, Alaska

Telephone: 907-786-1800

Email: enroll@uaa.alaska.edu

www.uaa.alaska.edu

University of Alaska Fairbanks (UAF)

Fairbanks, Alaska

Telephone: 907-474-7211

Email: admissions@uaf.edu www.uaf.edu

University of Alaska Southeast (UAS)

Juneau, Alaska

Telephone: 907-796-6000 or 877-465-4827

Email: uas.info@uas.alaska.edu

www.uas.alaska.edu

Kenai River Campus, Kenai Peninsula College/UAA

Soldotna, Alaska

Telephone: 907-262-0330

Email: iyinfo@kpc.alaska.edu

www.kpc.alaska.edu

B.3 Two-Year College and University Programs

UNIVERSITY OF ALASKA

Many programs, degrees, and certifications relevant to UKMP are available at various University of Alaska campuses. Please check the course catalog of each campus to determine what programs are available at that campus.

Bristol Bay Campus/UAF

Dillingham, Alaska
907-842-5109
Email: bbcinfo@uaf.edu www.uaf.edu/bbc

Chukchi Campus/UAF

Kotzebue, Alaska
Telephone: 1-800-478-3402
Email: admissions@uaf.edu
www.uaf.edu/chukchi

Interior-Aleutians Campus/UAF

Fairbanks, Alaska
Telephone: 907-474-5439 (main) or 888-474-5207
Email: uaf-iacinfo@alaska.edu www.uaf.edu/iac

Kachemak Bay Campus, Kenai Peninsula College/UAA

Homer, Alaska
Telephone: 907-235-7743 or 877-262-0330
Email: iykbc1@kpc.alaska.edu
www.kpc.alaska.edu/KBC

Ketchikan Campus/UAS

Ketchikan, Alaska
Telephone: 907-228-4508 (main) or 888-550-6177
Email: ketch.info@uas.alaska.edu
www.ketch.alaska.edu

Kodiak College/ UAA

Kodiak, Alaska
Telephone: 907-486-4161 (main) or 800-486-7660
www.koc.alaska.edu

Kuskokwim Campus/UAF

Bethel, Alaska
Telephone: 907-543-4500 (main) or 800-478-5822
www.bethel.uaf.edu

Matanuska-Susitna College/UAA

Palmer, Alaska
Telephone: 907-745-9774 (main) or 907-745-9746 (admissions)
Email: info@matsu.alaska.edu
www.matsu.alaska.edu

MINING AND PETROLEUM TRAINING SERVICE (MAPTS – UAA)

Soldotna, Alaska

Telephone: 907-262-2788 (Soldotna) |
907-786-6413 (Anchorage)
Email: mapts@alaska.net
www.alaska.net/~mapts
MAPTS Classes are given at the following locations:

Kenai/Soldotna

Kenai River Campus - 162 College Road

Anchorage

University Center - 3901 Old Seward Highway

Juneau

UAS Tech Center - 1415 Harbor Highway

Nome

110 Front Street - Old Federal Building, Suite 112

Fairbanks

DEC Classes at Pioneer Park, Blue Room
MSHA Classes at UAF CTC Building:

Nome, Alaska

Telephone: 907-443-2201 (main) or 800-478-2202
Email: nwc.info@alaska.edu
www.nwc.uaf.edu

Sitka Campus/UAS

Sitka, Alaska
Telephone: 907-747-7700 (main) or 800-478-6653
Email: student.info@uas.alaska.edu
www.uas.alaska.edu/sitka

UAF Community and Technical College

Fairbanks, Alaska
Telephone: 907-455-2800
www.tvc.uaf.edu

ILISAGVIK COLLEGE

Carpentry • CDL Test Preparation • Chemistry •
Construction • Electrical • First Aid • HAZWOPER
• Human Resources • Information Technology •
Microsoft Office Training • Plumbing • Welding

Barrow, Alaska
Telephone: 907-852-3333 or 800-478-7337
www.ilisagvik.cc

**PRINCE WILLIAM SOUND COMMUNITY
COLLEGE**

Business Administration • Fisheries Technology •
Millwright • Oil Spill Response • Safety
Management
Valdez, Alaska

Telephone: 907-834-1600 (main) or 800-478-8800
Email: StudentServices@pwsc.edu
www.pwsc.edu

DRAFT

B.4 Apprenticeship Programs in Alaska

ALASKA JOINT ELECTRICAL APPRENTICESHIP & TRAINING TRUST

Anchorage, Alaska
Telephone: 907-337-9508
Email: office@ajeatt.org
www.ajeatt.org

KORNFEIND TRAINING CENTER

Fairbanks, Alaska
Telephone: 907-479-4449 or 800-479-4495

ALASKA OPERATING ENGINEERS APPRENTICESHIP TRAINING

Palmer, Alaska
Telephone: 907-746-3117
Email: training@aoeett.org
www.aoeett.org

Fairbanks, Alaska Office

Telephone - 907-456-5421

Juneau Office

Telephone: 800-478-9551 (toll-free)

ALASKA TEAMSTER-EMPLOYER SERVICE TRAINING TRUST

Anchorage, Alaska
Telephone: 907-278-3674 (Apprenticeship Info)
Email: atestt@acsalaska.net
www.akteamsterstraining.com

ANCHORAGE PLUMBERS AND STEAMFITTERS LOCAL 367

Joint Apprenticeship Training Committee

Anchorage, Alaska
Telephone: 907-562-2810
Email: billings@ualocal367.org
www.ualocal367.org

ASSOCIATED BUILDERS AND CONTRACTORS, INC.

Anchorage, Alaska
Telephone: 907-565-5600
Email: info@abcalaska.org www.abcalaska.org

CARPENTERS JOINT LOCAL 2247

Apprenticeship Training Committee
Juneau, Alaska
Telephone: 907-586-3675
www.ubcalaska.org/2247_Southeast_Ak.html

FAIRBANKS PLUMBERS & STEAMFITTERS LOCAL 375

Apprenticeship Training Committee
Fairbanks, Alaska
Telephone: 907-456-5989
Email: jatc@ualocal375.org www.ualocal375.org

FAIRBANKS SHEET METAL WORKERS INTERNATIONAL ASSOCIATION LOCAL 23

Fairbanks, Alaska
Contact: Apprenticeship Coordinator
Telephone: 907-452-3864
http://local23jatc.org

INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS, ASBESTOS WORKERS UNION LOCAL 97

Anchorage, Alaska
Telephone: 272-8224

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW) LOCAL 1547

Juneau Apprenticeship Training Committee

Juneau, Alaska

Telephone: 907-586-3050
Email: vvanfleet@ibew1547.org
www.ibew1547.org

Ketchikan, Alaska

Telephone: 907-225-4020
www.ibew1547.org

IRONWORKERS LOCAL 541

Anchorage, Alaska
Contact: Apprenticeship Coordinator
Telephone: 907-563-4767

JUNEAU PLUMBERS AND PIPEFITTERS LOCAL 262

Juneau, Alaska
Telephone: 907-586-2874
www.aatca.org/Plumbers_Juneau.html

LABORERS' INTERNATIONAL UNION LOCAL 942

Alaska Laborers Apprenticeship Training School

Anchorage, Alaska
Telephone: 907-345-3853

Fairbanks Training School

Telephone: 907-452-3146

Fax: 907-452-6285

Juneau Training School

Telephone: 907-586-2860

**MARINE EXCHANGE OF ALASKA
MARITIME**

Pride and Education Program

Juneau, Alaska

Telephone: 907-463 2607

Email: training@mxak.org

www.mxak.org

**NORTHERN ALASKA CARPENTERS LOCAL
1243**

Fairbanks Carpenters Training Center

Fairbanks, Alaska

Telephone: 907-452-4626

**PAINTERS AND ALLIED TRADES ALASKA
APPRENTICESHIP TRAINING
COORDINATORS ASSOCIATION**

Anchorage, Alaska

Telephone: 907-562-8843

Email: dhansen@local1959.org www.aatca.org

DRIVERS UNION LOCAL 2520

Apprenticeship Training Program

Anchorage, Alaska

Contact: Apprenticeship Coordinator

Telephone: 907-272-7576

www.local2520.org

PLASTERERS' AND CEMENT MASONS

Anchorage Alaska

Telephone: 907-223-0838

**ROOFERS AND WATERPROOFERS LOCAL
190**

**Joint Apprenticeship Training Committee
Apprenticeship Coordinator**

Anchorage, Alaska

Telephone: 907-272-4311

Email: local190union@alaska.net

www.aatca.org/Roofers.html

SEAFARERS INTERNATIONAL UNION

Anchorage, Alaska

Telephone: 907-561-4988

**SHEET METAL WORKERS INTERNATIONAL
ASSOCIATION LOCAL 23**

Joint Apprenticeship Training Committee

Contact: Apprenticeship Coordinator

Telephone: 907-277-5367

http://local23jatc.org

SOUTHERN ALASKA CARPENTERS

Local's 1281, 2247, & 1501

Joint Apprenticeship Training Committee

Anchorage, Alaska

Contact: Apprenticeship Coordinator

Telephone: 907-344-1541 or 1-888-825-1541

www.sactcapprentice.org

U.S. DEPARTMENT OF LABOR

Bureau of Apprenticeship Training

Anchorage, Alaska

Telephone: 907-271-5035

APPENDIX C FUTURE PHASE JOBS

C.1 Construction Phase Job Types

The following types of jobs will be required during the construction phase of the project. Most will be filled by contractors while some will be direct hire positions with Ambler Metals.

- Accountants
- Administrative Assistants
- Airport Maintenance
- Avalanche Technicians
- Blasters
- Bus Drivers
- Camp Facility Maintenance
- Camp Manager
- Chefs
- Concrete & Rebar Laborers
- Concrete Batch Plant Operators
- Construction Laborers
- Construction QA/QC Technicians
- Construction Safety Personnel
- Contract Administrators
- Crane Operators
- Diamond Driller
- Dishwashers
- Drillers (Air track & production)
- Electricians
- Engineers (Civil, Piping, Electrical, Mining, Structural)
- Environmental Technicians
- Excavator Operators
- Fiber Optic Technicians
- Forklift Operators
- Front End Loader Operators
- Geotechnical Engineers
- Grader Operators
- Heavy Equipment Mechanics
- Housekeepers
- Instrumentation Technicians
- Iron Workers
- IT Personnel
- Light Vehicle Mechanics
- Millwrights
- Network Administrators
- Nurses
- Paramedics / EMTs
- Payroll Clerks
- Pipefitters
- Plow Truck Operators
- Plumbers
- Power Plant Operators
- Project Managers
- Rock Crusher / Screen Operators
- Surveyors
- Tracked Dozer Operators
- Truck Driver
- Water Truck Drivers
- Welder

C.2 Operations Phase Job Types

The following types of jobs will be required during the operations phase of the project. Most will be direct hires to Ambler Metals while some will be contracted positions.

- Accountants
- Administrative Assistants
- Airport Maintenance
- Assayers
- Avalanche Technicians
- Blasters
- Bus Drivers
- Camp Facility Maintenance
- Camp Manager
- Chefs
- Concentrate Filter Operators
- Concentrate Truck Drivers
- Construction Laborers
- Contract Administrators
- Crane Operators
- Crusher Operators
- Diamond Driller
- Dishwashers
- Drillers (Air track & production)
- Electricians
- Environmental Engineers
- Environmental Technicians
- Excavator Operators
- Flotation Circuit Operators
- Forklift Operators
- Front End Loader Operators
- Geologists – Core Logging
- Geologists – Exploration
- Geologists – Mine Production
- Geotechnical Engineers
- Geotechnical Engineers
- Grade Control Technicians
- Grader Operators
- Grinding Circuit Operators
- Haul Truck Driver
- Heavy Equipment Mechanics
- Housekeepers
- Human Resources Administrators
- Instrumentation Technicians
- Iron Workers
- IT Personnel
- Light Vehicle Mechanics
- Maintenance Managers
- Maintenance Planners
- Metallurgists
- Millwrights
- Mine Dispatchers
- Mine Safety Personnel
- Mining Engineers
- Network Administrators
- Nurses
- Paramedics / EMTs
- Payroll Clerks
- Pipefitters
- Pit Shovel Operators
- Plow Truck Operators
- Potable Water Treatment Plant Operators
- Power Plant Operators
- Process Water Treatment Plant Operators
- Supervisors (all areas)
- Surveyors
- Tracked Dozer Operators
- Trainers (Mine & Process Plant)
- UAV Pilots
- Wastewater Treatment Plant Operators
- Water Truck Drivers
- Welders