



Addressing Alaska's Healthcare Workforce Shortage

Alaska's increasing demand for a local healthcare workforce continues to impact communities across the state, particularly in rural and frontier areas where access to training opportunities can be limited. The Alaska Primary Care Association (APCA) has a proven track record of supporting healthcare employers and employees through flexible workforce training programs designed to help recruit, train, and retain skilled healthcare professionals without requiring participants to leave their communities. This brief provides an early snapshot of program outcomes and workforce impact ahead of APCA's full report coming in Fall 2026.



Creating Solutions for Alaska

Registered Apprenticeships: Distance-delivered earn-and-learn training that helps healthcare employers develop talent from within through structured, hands-on experience.

Occupational Training Programs: Flexible online and contracted training opportunities that support healthcare employees in building job-specific skills and earning industry-recognized credentials.

Supporting Career Readiness: Flexible foundational and skills-based training opportunities that support workforce readiness and help employees build on existing workplace skills.



Workforce Training Impact

APCA's workforce training programs support Alaska's Community Health Centers, hospitals, private practices, and other nonprofit social services through employer-connected training and career development opportunities.



1,657

participants enrolled since 2022



78%

of participants completed training



882

participants secured employment or pay increase



71

employer partners across Alaska

Data reflects participant and employer engagement from 2022–2025 through programs supported by the Good Jobs Challenge Grant.

Strengthening Care Through Workforce Training



“There's a huge savings to the system, and it's also providing better care to our patients because our staff have received advanced training and are better equipped to serve patients.”

At Mat-Su Health Services, APCA's Registered Apprenticeships have helped the organization avoid training costs of \$20,000 to \$27,000 per employee.

Elena Shawback
Chief Executive Officer, Mat-Su Health Services



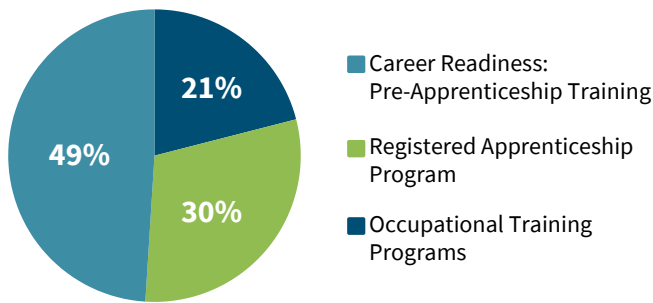
“It gave me the foundation and the knowledge to help patients.”

Now a graduate of APCA's Registered Apprenticeship Program, Andrea also mentors another Seward Community Health Center employee as they advance in their career.

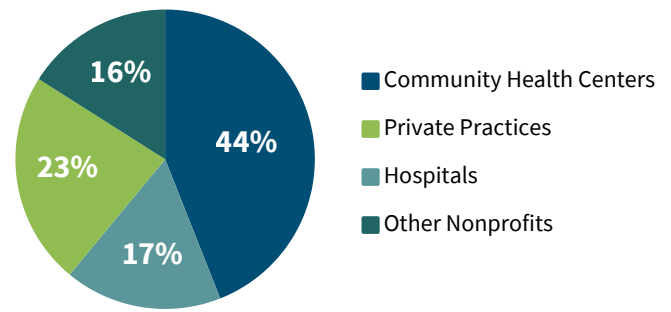
Andrea Rodriguez
Clinic Administrator, Seward Community Health Center

Program Benefits

Enrolled Participants by Training Program



Enrolled Participants by Employer Type



APCA's workforce training programs support healthcare employers across Alaska through flexible training pathways designed to strengthen and grow Alaska's healthcare workforce. Occupational Training Programs include Medical Assistant, Pharmacy Technician, Dental Assistant, Medical Coding and Billing Professional, and other online and contracted training opportunities, including Advanced EMT and Certified Nursing Assistant training. Program participation and employer representation demonstrate the broad reach of these statewide partnerships across community health centers, hospitals, private practices, and other nonprofit social services.

Building Alaska's Healthcare Workforce

The Challenge

Alaska's aging population is driving an increased demand for healthcare jobs, while the number of working-age residents available to fill critical healthcare roles is limited. Alaska's healthcare sector grew by approximately 11%¹ over the past five years, and these trends are expected to continue. This job growth trend, combined with ongoing turnover, is expected to create a need for nearly 10,000² new healthcare workers each year. Many of APCA's occupational and contracted training opportunities, such as Medical Assistant, Pharmacy Technician, and Certified Nursing Assistant, are designed to fill positions with the highest demand.

The Workforce Gap

As workforce shortages persist, many positions are being increasingly filled by temporary or out-of-state workers who cost anywhere from 15%³ to 60%⁴ more than hiring and retaining Alaskans. At the same time, training opportunities can be limited, particularly in rural communities, or prohibitively expensive for employers and employees, making it difficult to build a sustainable healthcare workforce from within.

A Proven Solution

With a proven track record of supporting Alaska's healthcare workforce, APCA provides employers with flexible training pathways that help develop talent from within, strengthen workforce readiness, and support employees in earning industry-recognized credentials. By investing in Alaska's workforce, these grow-your-own programs help reduce costs, improve retention, and decrease reliance on costly out-of-state workers.

(1) Alaska Department of Labor Monthly Employment Statistics, (2) Alaska Department of Labor 2022 to 2032 Occupational Forecast, (3) Alaska Department of Labor 2024 Nonresidents Working in Alaska Report, (4) Alaska Department of Labor Wage Data and Vivian Alaska Travel Nurse Salary Guide



Partner in the Solution

Addressing Alaska's healthcare workforce shortage requires sustained investment, employer engagement, and strong community partnerships.

Partner with us to invest in Alaska's healthcare workforce!



(907) 290-5959



Workforce@AlaskaPCA.org



AlaskaHealthcareCareers.com