



# FUND YOUR FUTURE

*Education & Career Guide for CIRI Shareholders & Descendants*



2025-2026

THE CIRI FOUNDATION



# Chin'an!

## HONORING OUR LEADERSHIP

The CIRI Foundation extends our deepest gratitude to our Board of Directors for their vision, leadership, and commitment to education. Their dedication ensures that CIRI shareholders and descendants have access to life-changing opportunities.

With appreciation, we recognize:

- Jeffrey Gonnason, OD, Chair
- Ryan Newton, Vice Chair
- Louis "Lou" Nagy, Jr., Secretary/Treasurer
- Deanna Sackett, Assistant Secretary/Treasurer
- Jessica Greiner
- Donna James
- Daniel Mitchell
- Cynthia Muller
- Cheryl Wilga, PhD
- Susan Wells
- David Wight

## WITH GRATITUDE TO CIRI

TCF is deeply grateful to CIRI's Board of Directors for their unwavering support. In 2024, CIRI contributed more than \$400,000 to empower students and strengthen our community.

Your generosity fuels educational success and self-sufficiency for CIRI shareholders and descendants.

*Thank you*



# A Message From The CIRI Foundation

Dear Students, Alumni, and Future Leaders,

Your education is a powerful investment in yourself, your career, and your community. Fund Your Future is here to help you take the next step—whether that means applying for a scholarship, preparing for a new career, or reconnecting with TCF as an alum.

For decades, this resource was known as the *Education Resource Handbook*, but last year, it got a **new name**—and this year, it's getting a **full glow-up!** With a fresh design, updated content, and a sharper focus on real opportunities for CIRI Shareholders and Descendants, *Fund Your Future* is now a more powerful tool.

Whether you're looking for funding, exploring career paths, or building your professional network, this edition is designed to guide you forward.

## WHAT'S NEW IN 2025?

✨ **Scholarship Updates That Impact You** – TCF's 2025 scholarship program includes a new funding formula, per-term awards, updated lifetime funding limits, and an improved online scholarship portal.

👛 **More Career Opportunities** – Learn how to turn your education into a career with expanded insights on job pathways within the CIRI family.

⚡ **Expanded Support for Career Technical Education (CTE)** – More funding, open deadlines, and a streamlined application process make it easier to train for in-demand jobs.

💛 **Join the TCF Alumni Directory** – If you've ever received a TCF scholarship, now's the time to connect, build your network, and access career-building opportunities.

📖 **More Ways to Find Scholarships** – *Fund Your Future* highlights key opportunities for CIRI Shareholders and Descendants, and students can find additional scholarships on TCF's Education Resources page.

This isn't just an update—it's a new era of *Fund Your Future*, built to empower, support, and connect you at every stage of your journey. Use this guide, explore your options, and take the next step toward your future.

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Scan for a digital edition of *Fund Your Future* with live links.

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# EXPLORE

## Education Pays!

Your future is in your hands. Whether heading to college, career training, or an apprenticeship, every step forward is an investment in you. TCF is here to help you make the most of it.

### Which Path is Right for You?

#### 🎓 COLLEGE DEGREES:

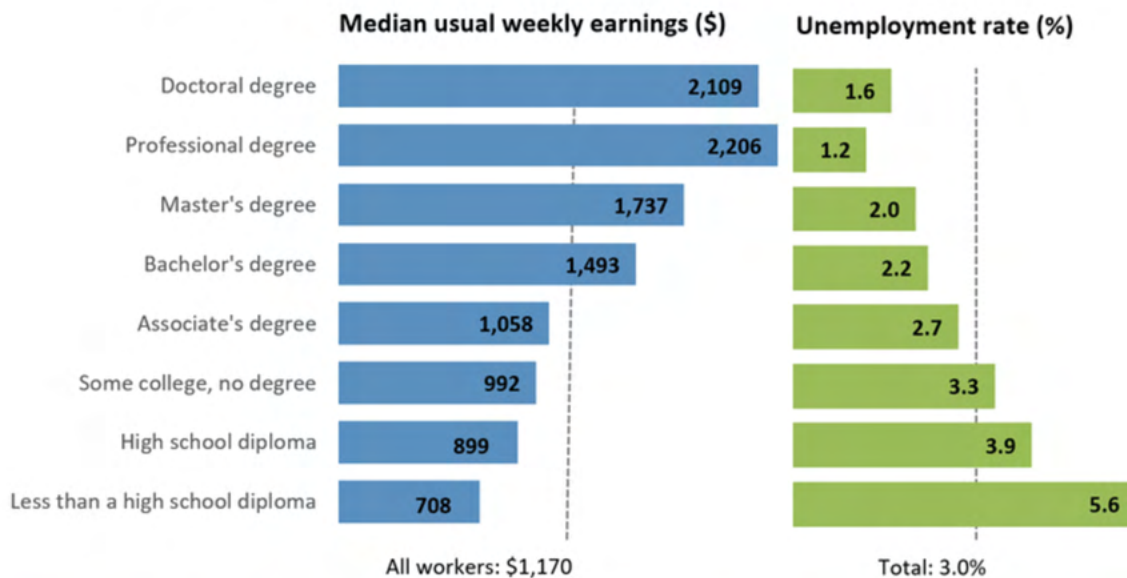
- ✓ Best for careers in business, healthcare, education, and STEM.
- ✓ Build a strong academic foundation while **specializing in your field**.
- ✓ Opens doors to **higher long-term earning potential**.
- ✓ Takes 2-4+ years to complete.

#### ⚡ CAREER TECHNICAL EDUCATION (CTE):

- ✓ Best for hands-on, high-demand construction, healthcare, technology, and energy careers.
- ✓ Focused, **skill-based training** with real-world experience.
- ✓ Employers need CTE grads NOW.
- ✓ High pay, **no student debt**.
- ✓ **Takes months, not years**.

Whether you attend college or CTE, your education should match your career goals.

### Earnings and unemployment rates by educational attainment, 2023



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.  
Source: U.S. Bureau of Labor Statistics, Current Population Survey.

# EXPLORE


## College, CTE, or Workforce

Your ideal career begins with understanding what excites and motivates you.

Take a moment to reflect:

1. *What subjects or activities spark your interest?*
2. *Do I prefer working with people, technology, nature, or ideas?*
3. *What types of work environments energize me?*

Use self-assessment tools, career quizzes, or mentorship discussions to clarify your goals.

 **TCF Tip:** Think about moments when you felt the most engaged—whether in a class, a hobby, or a job. These experiences can point you toward careers that match your strengths and interests.



### WHAT'S THE BEST FIT FOR YOU?

#### College

- Best for careers that require a degree (law, engineering, teaching, business, etc.).
- Typically takes years to complete.
- Higher long-term earning potential may come with student debt.

#### Career Technical Education (CTE)

- Fast-track careers in skilled trades, healthcare, IT, aviation, and more.
- Hands-on learning with certification or associate degree programs.
- Most programs take two years or less, leading to high-paying jobs with little or no debt.

#### Workforce (Job Training & Apprenticeships)

- Great for on-the-job training, apprenticeships, and direct-to-work careers.
- Some industries pay you to learn, covering training costs while you work.
- High-demand fields like construction, energy, and transportation offer strong job placement.

**Choosing the right educational path requires strategic decision-making.**

Consider the following:

- **Career Goals:** What do you want to achieve in the long-run?
- **School Selection:** Does the institution match your learning style and career goals?
- **Field of Study:** Are your interests aligned with job market demands?
- **Financial Aid:** What scholarships, grants, or funding options can help you?
- **Support Resources:** What tools can help your transition into higher education or the workforce?



# EXPLORE

## Alaska's Workforce Needs

HIGH-DEMAND CAREERS AND HOW TO GET THERE WITH EDUCATION, TRAINING, AND OPPORTUNITY.

Alaska's economy is growing fast. With **over \$20 billion in planned infrastructure and resource development projects, thousands of new jobs are opening in construction, healthcare, energy, and technology.** Whether you choose college, career training, or an apprenticeship, now is the time to build your skills—and future.

The Alaska Department of Labor and Workforce Development projects over 5,000 new jobs in 2025, with workforce demand continuing through 2030. Anchorage is also on track to fully recover to pre-pandemic job levels in 2025, with strong construction, healthcare, and government sector growth (AEDC, 2025).

As our economy expands, Career Technical Education (CTE) pathways are more important than ever. These programs help students gain real-world skills, earn industry-recognized credentials, and launch meaningful careers.

### 🔍 WHERE ARE THE JOBS?

#### ✔ Skilled Trades & Construction

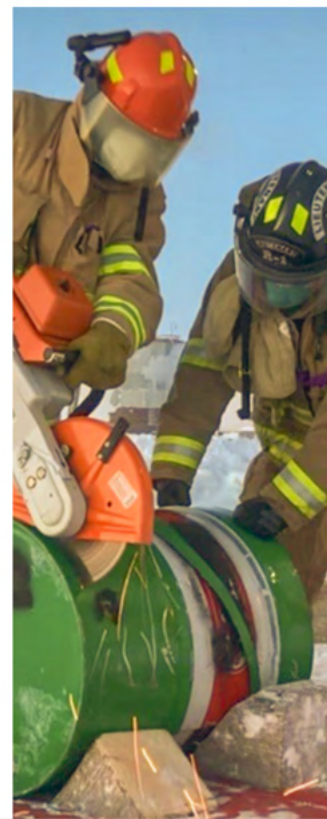
- **Careers:** Electricians, Carpenters, Welders, Heavy Equipment Operators
- **Why It's Growing:** Infrastructure and development projects need skilled labor.
- **CTE Pathway:** Many programs take under 12 months, leading to high wages with no student debt.

#### ✔ Healthcare & Behavioral Health

- **Careers:** Nursing Assistants, Behavioral Health Technicians, Medical Lab Techs
- **Why It's Growing:** Increased demand for healthcare workers statewide.
- **Training Options:** TCF's \$9,000/year CTE scholarship covers many healthcare certification programs.

#### ✔ Energy & Oil Industry

- **Careers:** Pipeline Operators, Industrial Safety Inspectors, Power Plant Technicians
- **Why It's Growing:** Alaska's oil, gas, and renewable energy sectors continue to expand.
- **Workforce Training:** Many employers offer apprenticeships with paid training.



**TRAINING & COLLEGE TIMELINE**

1

**9TH-10TH GRADE: EXPLORE & BUILD YOUR SKILLS**

Try different classes, clubs, and activities to discover your interests. Take Career Technical Education (CTE) courses at your school if available.

Look into dual credit/AP classes to get ahead.

Start a scholarship list—some are available as early as 9th grade.

Meet with a school counselor to discuss your goals.

**💡 TCF Tip:** If you're interested in dual enrollment, see TCF's Jump Start Program at [www.thecirifoundation.org/scholarships](http://www.thecirifoundation.org/scholarships)

**11TH GRADE: GET READY FOR APPLICATIONS**

1. Narrow down career and education goals—college, CTE, or workforce?

2. Research schools, apprenticeships, and training programs.

3. Take the SAT/ACT (if needed) or explore test-optional schools.

4. Job shadow or get a part-time job in a field that interests you.

5. Build a resume with volunteer work, extracurriculars, and awards.

**💡 TCF Tip:** If you're interested in CTE training or a skilled trade, explore pre-apprenticeships and certification programs now.

2

3

**12TH GRADE: APPLY & SECURE FUNDING**

1. Apply for TCF Scholarships—The deadlines for higher education are June 30 and December 31, and the deadline for CTE is open.

2. Complete the FAFSA as soon as possible—grants, work-study, and scholarships depend on it.

3. Submit college, trade school, or apprenticeship applications early.

4. Apply for additional scholarships from tribal, state, and private organizations.

5. Decide your path by May 1 (National College Decision Day) or secure an apprenticeship/training program.

6. Plan housing and transportation for your program or job training.

**💡 TCF Tip:** TCF's \$9,000/year CTE scholarship supports training for construction, healthcare, IT, and more careers.



# PLAN

## Choosing a School

Choosing the right school means looking beyond tuition—choose a program that supports your education and career goals.

1. **Affordability** – Compare tuition, fees, financial aid, and scholarship options.
2. **Programs & Training** – Does the school offer the degree, certificate, or trade program you need?
3. **Career-Focused Learning** – Look for hands-on training, industry certifications, and employer partnerships.
4. **Time to Completion** – Many Career & Technical Education (CTE) programs take a year or less.
5. **Learning Environment** – Consider location, class size, online flexibility, and campus safety.
6. **Support Services** – Check for academic advising, career counseling, and job placement assistance.
7. **Accreditation & Reputation** – Ensure the school is recognized by the U.S. Department of Education and respected in your field.

💡 **TCF Tip:** For help choosing, visit [nces.ed.gov/collegenavigator](https://nces.ed.gov/collegenavigator) for in-depth school comparisons.

## Programs of Study

Finding the right program is an exciting step toward your future. Think about your **career goals, interests, budget, and the time commitment** for each option:

- **Career Diploma/Certificate** – 2 to 9 months
- **Vocational Training Program** – 2 to 18 months
- **Associate Degree** – About 2 years
- **Bachelor's Degree** – About 4 years
- **Master's Degree** – 1 to 3 years after a bachelor's

**Doctoral Degree** – 7 to 9 years after a bachelor's



**TCF FUNDS MANY OF THESE PATHS!**

See Page 11 for scholarship details.

## CTE: A FAST-TRACK TO THE WORKFORCE

✓ **CTE Schools:** Hands-on training in trades, healthcare, IT, and more. Many programs can be completed in a year or less.

✓ **Technical Colleges:** Career-focused associate degree programs for high-demand fields.

✓ **Vocational & Trade Schools:** Short-term certification and apprenticeship programs leading directly to employment.

✓ **Apprenticeships & Workforce Training:** Earn while you learn through structured, on-the-job training with little to no tuition costs.

## FLEXIBLE & SPECIALIZED LEARNING

✓ **Private, For-Profit Colleges:** Offer flexible scheduling for working students; research accreditation and credit transfer policies.

✓ **Online & Hybrid Programs:** Self-paced education options, including degrees, certifications, and career training.

## FOUR-YEAR COLLEGES & UNIVERSITIES

✓ **Public Colleges & Universities:** State-funded schools with diverse degree options.

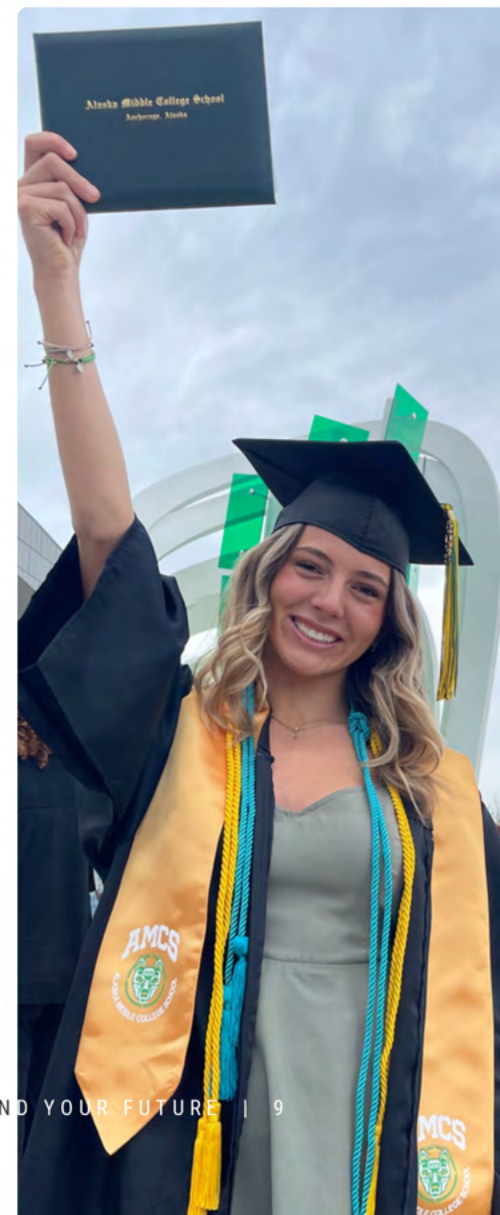
✓ **Private Colleges & Universities:** Smaller classes, specialized programs, and unique learning environments.

✓ **Tribal Colleges & Universities:** Accredited programs rooted in Indigenous knowledge and culture.

## TWO-YEAR & TRANSFER-FRIENDLY OPTIONS

✓ **Community Colleges:** Affordable two-year programs for career training or transferring to a four-year school.

✓ **Private Junior Colleges:** Two-year institutions offering general education with transfer pathways.





# TCF'S NEW

# ALUMNI DIRECTORY

## Join the TCF Alumni Directory!

TCF is proud of every scholarship recipient who's taken the next step toward a degree, credential, career, or dream. **With thousands of past recipients, our alumni network is strong, accomplished, and growing.** Now, we want to celebrate and connect with you.

By joining the TCF Alumni Directory, you can:

- ✓ Stay in touch with fellow alumni
- ✓ Explore career and internship opportunities
- ✓ Share your story to inspire future students
- ✓ Build relationships through mentoring and networking

Whether you're just launching your career or leading in your field, being part of the TCF Alumni Directory helps you stay connected to opportunities and the people who understand your journey.

**JOIN TODAY!** 





# SCHOLARSHIP PROGRAM

2024-2025  
Scholarship  
Awards Total

**\$1,612,200**

*Congratulations recipients!*



◆ **Career Technical Education (CTE) Scholarships:** Available to students with a high school diploma or GED enrolled in a certificate or vocational training.


✔ **Higher Education Scholarships** – Available to students with a high school diploma or GED enrolled part-time or full-time in a 2-year, 4-year, undergraduate, or graduate program. Applications open from April 1 through June 30 and October 1 through December 31.

◆ **Jump Start Awards** – Supports high school students who are direct descendants of CIRI original shareholders by funding accredited "Running Start" programs that simultaneously allow students to earn high school and postsecondary credits.

✔ **Achievement Annual Scholarship** – A competitive award for full-time students in four-year undergraduate or graduate programs. Requires a minimum 3.0 GPA. Selected via the Higher Education Scholarship application.

◆ **Excellence Annual Scholarship** – Recognizes outstanding academic performance and community involvement. Requires a minimum 3.5 GPA for full-time four-year undergraduate or graduate students. Selected via the Higher Education Scholarship application.

✔ **High School Graduating Senior Excellence Annual Scholarship** – For high school seniors pursuing higher education immediately after graduation. Requires a minimum 3.5 GPA and full-time enrollment in a four-year undergraduate or graduate program.

Requirements	Higher Education Scholarships	Career Technical Education Scholarships	Jumpstart Program
Educational Level	High school diploma or GED	High school diploma or GED	High school diploma or GED
Program Enrollment	Degree programs (Undergraduate to Graduate) or prerequisite courses	Technical skill training programs (certificate, certification, or license)	Concurrent enrollment in high school and post-secondary education
Academic Achievement	Minimum term GPA of 2.0	Minimum term GPA of 2.0 (Equivalent to 2.5 GPA for prior CTE coursework)	Minimum term GPA of 2.0
Application Deadlines	Summer/Fall: June 30 <i>Opens: April 1</i>  Spring/Winter: December 31 <i>Opens: October 1</i>	 OPEN	OPEN

## YOUR GUIDE TO APPLYING FOR A TCF SCHOLARSHIP

### Do's

- ✓ Use the **application code** provided in your eligibility-approved email.
- ✓ Upload your latest transcripts showing your most recent classes. **Unofficial** copies are accepted.
- ✓ Upload your current class schedule showing your enrolled credits.
- ✓ Use the **attestation form** if your class schedule or transcript is not available by the application deadline.
- ✓ **Keep in touch with TCF, and ensure your contact info is kept current.**

### Don'ts

- ✗ **Don't hesitate to call TCF** at 907-793-3575 for help.
- ✗ **Don't miss the deadline.** Late applications won't be accepted.
- ✗ **Don't wait until the last minute!** TCF processes applications in the order received, so applying early means getting awarded sooner.
- ✗ **Don't forget to click submit!** Once your application is submitted, you'll receive a confirmation email. If you don't see it, double-check that it was successfully submitted.

To give your scholarship application the best review possible, you need these documents uploaded to your application.

Emailed documents are not accepted.



*Submit your eligibility request at least 14 days before your first application deadline to allow time for processing.*

*Once approved, your eligibility applies to all future scholarship applications.*



*Please plan ahead for annual TCF office closures during the week of July 4th and Christmas/New Years.*

## JUNE 30 DEADLINE

**TCF HIGHER EDUCATION SCHOLARSHIP APPLICATION OPEN ON APRIL 1**

- Summer Term
- Fall Term
- Competitive Awards

## DECEMBER 31 DEADLINE

**TCF HIGHER EDUCATION SCHOLARSHIP APPLICATION OPENS ON OCTOBER 1**

- Winter Term
- Spring Term

## OPEN

**TCF CAREER TECHNICAL EDUCATION SCHOLARSHIP**



# 2025 PROGRAM UPDATES



**IMPORTANT**

## NEW FUNDING FORMULA

TCF applicants enroll in programs nationwide, many of which do not follow a traditional academic year schedule. By shifting to per-term funding, we can more effectively support all qualified applicants, regardless of their program's structure.

**ALL AWARDS ARE PER TERM. BE SURE TO APPLY EACH TERM.**  
**\$200 Per Credit Hour** - Up to \$3,000 per term with 15+ credits  
**Yearly Total: Up to \$9,000** with 45 credits, including summer school



**Apply Now**

## APPLICATION UPGRADE

Applying for scholarships is now easier, faster, and better than ever with TCF's newly improved application portal!

**What You Need to Know:**

- ✓ Create a new user ID and password—it's a fresh start for everyone!
- ✓ Already approved for eligibility? You will just need to set up your new ID and password.



**TCF IS HERE TO HELP**  
**FROM 8 AM TO 5 PM ALASKA TIME,**  
**MONDAY THROUGH FRIDAY.**  
**Call 907-793-3575.**  
**Email [tcf@thecirifoundation.org](mailto:tcf@thecirifoundation.org).**



## LIFETIME FUNDING LIMITS

**CTE/UNDERGRADUATE: \$30,000**  
**GRADUATE: \$20,000**  
**TOTAL: \$50,000**

TCF's Board of Directors has updated our funding to sustain our programs for future generations. We've also streamlined operations and reduced costs to prioritize student funding.

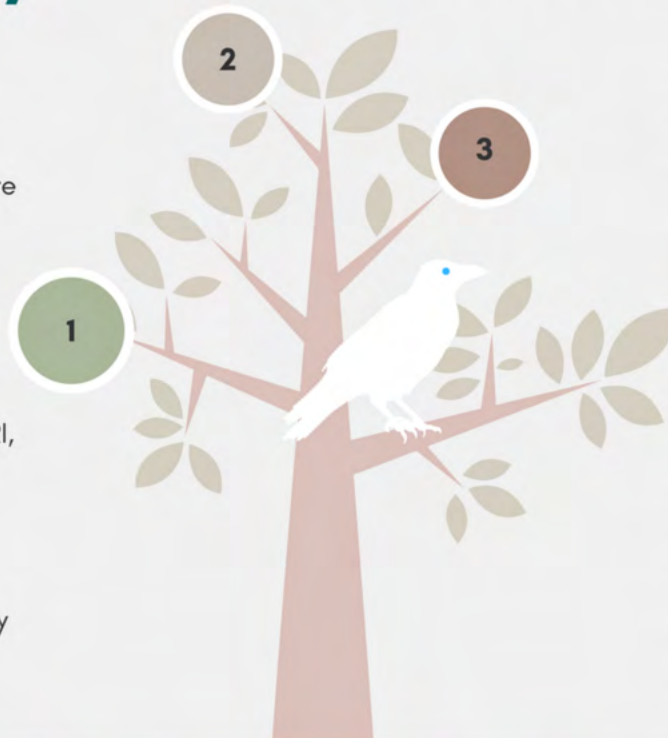
# TCF Eligibility

## CIRI Lineal Descendant

Eligibility extends to lineal descendants of CIRI's original shareholders, encompassing biological and legally adopted children, grandchildren, and subsequent generations. This includes all lineal descendants, whether by birth or legal adoption, at any generational level, recognizing them equally. Incorporating adopted descendants emphasizes the value of legal and familial relationships, transcending biological ties.

## CIRI Original Shareholder

Individuals who were granted original shares under the Alaska Native Claims Settlement Act of 1971. This acknowledges the foundational shareholders of CIRI, directly allocated shares at its inception, highlighting their crucial role in the corporation's history and ownership.



## CIRI Voting Shareholders

Raven Fund eligibility is for voting CIRI shareholders who acquired their shares through inheritance or as gifts, differentiating from lineal descendants of original shareholders. This emphasizes the inclusion of those who, by receiving shares, gain voting rights and contribute to CIRI's governance and strategic direction.

## Specialized Funding Opportunities

- ◆ **Village Scholarships** – Available for Alaska Native original shareholders and their descendants from
  - *Eklutna, Inc.*,
  - *Ninilchik Native Association, Inc.*
  - *Salamatof Native Association, Inc. (including spouses for SNAI).*

[www.thecirifoundation.org/scholarships/village-funding](http://www.thecirifoundation.org/scholarships/village-funding)

- ◆ **Raven Fund Awards** – Provides educational funding for CIRI voting shareholders who are not original shareholders or their direct descendants, covering studies from associate to graduate levels.

[www.thecirifoundation.org/scholarships](http://www.thecirifoundation.org/scholarships)

- ◆ **The Cap Lathrop Scholarship**, established in memory of Captain "Cap" Lathrop—a pioneer in Alaska's telecommunications and broadcast industry—supports Alaska Native students pursuing careers in media-related fields.

[www.thecirifoundation.org/scholarships](http://www.thecirifoundation.org/scholarships)



## COOK INLET REGION

### Tribal Councils & Associations

**Cook Inlet Tribal Council** provides scholarships, vocational training, and career development support to eligible Alaska Native CIRI shareholders and direct lineal descendants.  
[www.citci.org](http://www.citci.org)

**Tyonek Native Corporation** supports education and workforce development through the **Tebughna Foundation**, which offers scholarships and vocational training grants for shareholders, descendants, and tribal citizens of Tyonek.  
[tebughnafoundation.com](http://tebughnafoundation.com)

**Knik Tribal Council** offers educational support services to assist tribal members in achieving their academic and career objectives.  
[kniktribe.org/education](http://kniktribe.org/education)

**Salamatof Tribe** partners with The CIRI Foundation to offer scholarships and grants that support higher education and vocational training for tribal members, descendants, and spouses.  
[thecirifoundation.org/scholarships/village-funding](http://thecirifoundation.org/scholarships/village-funding)

**Kenaitze Indian Tribe's Education and Career Development** program offers scholarships and job training for tribal members.  
[www.kenaitze.org](http://www.kenaitze.org)

**Ninilchik Traditional Council** Ninilchik Traditional Council offers scholarships and vocational training assistance to support the education and career goals of its tribal members. Programs include a high school scholarship and the Adult Vocational Training Program for those seeking higher education or skill-building opportunities.  
[www.ninilchiktribe-nsn.gov/education](http://www.ninilchiktribe-nsn.gov/education)  
The CIRI Foundation is pleased to administer scholarships on behalf of **Ninilchik Native Association, Inc.**  
[thecirifoundation.org/scholarships/village-funding](http://thecirifoundation.org/scholarships/village-funding)

**Seldovia Village Tribe** Seldovia Village Tribe provides scholarships for college, vocational programs, and student exchange opportunities to help tribal members achieve their educational goals.  
[svt.org/members](http://svt.org/members)

*It takes a village!*



## CONTINUING A LEGACY OF EDUCATION AND LEADERSHIP

TCF NAMED ENDOWMENTS LISTED IN ALPHABETICAL ORDER

*The CIRI Foundation's named endowments honor the vision and generosity of leaders who have championed education, economic self-sufficiency, and cultural preservation. These scholarships provide vital support across diverse fields, empowering the next generation to build upon the legacy of those who paved the way for self-determination and success.*

**Susie Qimmiqsak Bevins Endowment Fund:** Established in 1990 to provide scholarships in the visual, performing, and literary arts. Susie Qimmiqsak Bevins was a prominent figure in the arts, significantly contributing to the cultural heritage of the Native community.

**Margaret L. Brown Scholarship Fund:** Established by CIRI in 2013 to support students pursuing degrees in land use policy and planning, conservation economics, environmental science, education policy, or related fields. Margaret L. Brown is a vigorous advocate for post-secondary education and served as CIRI President/CEO from 2005 to 2012.



**Penny Carty Scholarship Fund:** Established in 2021 to provide general or career technical education scholarships, with a preference for Alaska Native women pursuing a business degree focused on leadership or serving on boards for education and Alaska Native community organizations. Penny Carty was a dedicated member of the CIRI, CITC, CIHA, and Salamatof boards, known for her commitment to education and community service.

**John N. Colberg Endowment Scholarship Fund:** Established in 2003 to support students pursuing law studies. John N. Colberg served as Chairman and Chairman Emeritus on the CIRI Board of Directors for almost 30 years, pivotal in guiding the corporation's legal and strategic direction

**Roy M. Huhndorf Endowment Scholarship Fund:** Established in 1995 by Southcentral Foundation to support students pursuing health science degrees. Roy M. Huhndorf served as CIRI President/CEO from 1975 to 1995 and strongly advocated healthcare services and higher education, instrumental in developing CIRI and the Alaska Native Claims Settlement Act.

**Peter Kalifornsky Memorial Endowment Fund:** Established in 1993 with a preference for students enrolled in Alaska Native studies. Peter Kalifornsky was a self-taught writer and scholar of Dena'ina Athabascan descent, preserving the Dena'ina language and culture.

**Howard Keck/Westmin Ltd. Endowment Scholarship Fund:** Established in 1986 to provide scholarships available in all fields. Howard Keck was a prominent businessman and philanthropist known for his education and community development contributions.



**Carl H. Marrs Scholarship Fund:** Established in 2001 to support students in business administration, economics, finance, organizational management, accounting, or similar fields. Carl H. Marrs served as CIRI President/CEO from 1995 to 2004, advocating for educational opportunities for CIRI shareholders and their descendants.

**Lawrence Matson Memorial Endowment Scholarship Fund:** Established in 1989 to support students in language, education, social sciences, arts, communications, and law. Lawrence Matson served on the CIRI Board of Directors. He had deep convictions about his Native heritage and the importance of education.

**Kirby McDonald Education Endowment Scholarship Fund:** Established in 1991 to provide scholarships for culinary arts (preferred), business administration, and engineering. Kirby McDonald was the president of Universal Ogden Services, a worldwide caterer of remote sites.

**George Miller, Jr. Management Leadership Endowment Fellowship**  
Established in 1996 to provide scholarships for improving tribal/cultural and corporate management skills. George Miller, Jr. was the first President of CIRI and President of Kenai Natives Association, playing a significant role in Alaska Native leadership.




**Jason Moore Scholarship Fund:**  
Established in 2018 to support students in public relations, journalism, communications, or related fields. Jason Moore was a respected figure in communications, contributing significantly to media and public relations.

**William D. Phillips Scholarship Fund**  
Established to provide annual scholarships at the special excellence level for students in government and public policy, public administration, budget and public finance, social policy, or education policy. Applicants must be original shareholders of CIRI or their lineal descendants. William D. Phillips was a dedicated public servant and advocate for effective governance and policy.

# HOW TO FIND SCHOLARSHIPS

*Apply for Every Opportunity!*



 **SCHOLARSHIPS** |  **CAREER TOOLS** |  **RESOURCES**  
Scan the code to access these and more through TCF's  
*Online Opportunity Center.*

*March-May*

## **SPRING: Follow Up & Finalize Your Aid**

- ◆ Follow up on submitted applications.
- ◆ Apply for any last-minute or summer scholarships.
- ◆ Compare financial aid award letters and appeals if needed.

*December - February*

## **WINTER: Apply, Apply, Apply!**

- ◆ Apply for major national and Alaska-based scholarships.
- ◆ Complete tribal and ANCSA scholarship applications.
- ◆ Double-check FAFSA verification if requested.



*June - August*

## **SUMMER: Prep for the Year Ahead**

- ◆ Secure work-study, summer jobs, or paid internships.
- ◆ Finalize your budget and accept your best financial aid package.
- ◆ Watch for new scholarship cycles opening in the fall.

*September - November*

## **FALL: Get Organized & Start Early**

- ◆ Research scholarships early and track deadlines.
- ◆ Prepare essays and gather recommendation letters.
- ◆ Submit the FAFSA as soon as possible after it opens.

## WHERE TO LOOK FOR MORE SCHOLARSHIPS

Scholarships are one of the best ways to pay for school without debt—but many go unclaimed because students don't apply. With the right strategy, you can get your share!

✔ **Check with every village, tribe, and Native corporation you or your family are part of—many offer scholarships you can stack with TCF awards.**

### 🎯 How to Strengthen Your Application

- ✔ Start early and stay organized
- ✔ Reuse essays and documents
- ✔ Tell your unique story in personal statements - include career aspirations, personal motivations, challenges overcome, accomplishments, and community contributions
- ✔ Proofread and get feedback

## PERSONAL AND FAMILY HERITAGE

<p><b>Certificate of Indian Blood (CIB):</b> Do you possess a Certificate of Indian Blood card?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No If yes, list the details.</p>
<p><b>Tribal Membership:</b> Are you or at least one of your parents a recognized member of a tribe?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No If yes, note the tribe's name.</p>
<p><b>Tribal Service Area Residency:</b> Do you reside within the service area of a tribe, which might differ from actual tribe membership? (e.g. Anchorage is in CITC service area.)</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No If yes, specify the tribal service area.</p>
<p><b>Village Association or Corporation Shares:</b> Are you or at least one of your parents a member of a village association or a holder of village corporation shares?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No If yes, indicate the village association.</p>
<p><b>ANCSA Corporation Shareholding:</b> Are you a shareholder in any ANCSA Corporations?</p>	<ul style="list-style-type: none"> <li>• <input type="checkbox"/> Yes <input type="checkbox"/> No</li> <li>• If yes, specify the corporation.</li> </ul>
<p><b>Family Shareholding in ANCSA Corporations:</b> Are your parents or grandparents shareholders in ANCSA Corporations?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No If yes, list the corporations and the relation (parent/grandparent).</p>

# Funding Your Future: ANCSA's Role in Education

## SCHOLARSHIPS & GRANTS FOR ALASKA NATIVE STUDENTS

Alaska Native students have access to various financial aid opportunities, including scholarships and grants for academic and vocational training programs. These resources reflect a commitment to supporting diverse educational pathways and empowering students to achieve their goals.

Numerous programs, from regional corporation foundations to tribal organizations and nonprofit entities, are designed to support Alaska Native students in their educational and career journeys.

By leveraging these opportunities, students can access financial aid tailored to their unique needs while strengthening their connection to Alaska Native communities and culture.

## STEPS TO DETERMINE ELIGIBILITY

**🔍 Research** – Review scholarship and grant guidelines directly from organizations and foundations offering these opportunities. Many have dedicated resources to help students navigate the application process.

**🏠 Affiliation** – Contact the organizations you are affiliated with, such as regional or village corporations and tribal councils, to inquire about available scholarships and grants.

**📄 Application Process** – Follow each program's application process, deadlines, and specific requirements to ensure you meet eligibility criteria and submit a qualified application.

## ALASKA NATIVE REGIONAL CORPORATIONS



ANCSA Regional Association



## UNDERSTANDING ANCSA: YOUR CONNECTION TO REGIONAL CORPORATIONS, TRIBES, AND VILLAGES

*It is important to know your family's connection to Alaska Native regional corporations, tribes, and village corporations. You may belong to more than one corporation or tribe.*

*The Alaska Native Claims Settlement Act established these organizations, shaping opportunities for Alaska Native people in education, employment, and economic development.*

*To learn more about ANCSA and how it impacts you, visit the ANCSA Regional Association at [www.ancsaregional.com/about-ancsa/](http://www.ancsaregional.com/about-ancsa/).*

*For a list of village corporations by region, visit the Alaska Native Village Corporation Association (ANVCA) at [www.anvca.biz/about-us/](http://www.anvca.biz/about-us/).*

# ALASKA NATIVE REGIONAL EDUCATION SUPPORT



**Ahtna Shareholder Development**  
Ahtna, Inc. provides education and career development resources to support its shareholders.



**Aqqaluk Trust** provides scholarships and educational resources for NANA Regional Corporation shareholders and descendants.



**Beringia Settlement Trust** offers scholarships and education assistance for shareholders and descendants of Bering Straits Native Corporation.



**Calista Education and Culture, Inc.** offers scholarships and educational resources for Calista Corporation shareholders and descendants.



**Doyon Foundation** provides scholarships and education funding for Doyon, Limited shareholders and descendants.



**Sealaska Scholarship Program** provides scholarships and educational resources for Sealaska Corporation shareholders and descendants.



**The Aleut Foundation** offers scholarships, training, and career support for Aleut shareholders and descendants.



**Arctic Education Foundation** provides scholarships and funding opportunities for Arctic Slope Regional Corporation shareholders and descendants.



**Bristol Bay Foundation** provides scholarships, training, and educational support for Bristol Bay Native Corporation shareholders and descendants.



**Chugach Heritage Foundation** provides scholarships and educational opportunities for Chugach Alaska Corporation shareholders and descendants.



**Koniag Education Foundation** provides scholarships and educational resources for Koniag, Inc. shareholders and descendants.

## KEY ELIGIBILITY CRITERIA

- ✔ **Tribal Membership** – Enrollment in a federally recognized Alaska Native tribe or being a descendant of an Alaska Native enrollee.
- ✔ **Shareholder or Descendant Status** – Membership in a regional or village corporation or a tribal council established under ANCSA.



## MORE WAYS TO REACH YOUR GOALS

*Fund Your Future* highlights opportunities for CIRI Shareholders and Descendants—focusing on education, training, and careers in the CIRI Region, including jobs with shareholder and descendant hiring preference.

***We also recognize the important role other Alaska Native education foundations play in supporting student success.***

***We encourage contacting them directly for the most accurate and up-to-date information.***

Scan the QR codes to explore additional resources and opportunities.

# FINANCIAL AID BASICS – MAXIMIZING RESOURCES

## Most Scholarships Provide Partial Funding — Plan to Fill the Gaps

Studies show that most scholarships do not fully cover the cost of education. To graduate with little to no debt, you need a strategy—and that starts with knowing where to go for financial aid information and applying for as many scholarships as possible.

### STEP 1: START WITH THE FAFSA AND ACPE

The Free Application for Federal Student Aid is the key to unlocking grants, work-study opportunities, and low-interest federal student loans.

Alaska residents also use the FAFSA to apply for state-specific programs, including:

#### **Alaska Education Grant:**

Provides need-based grants for students attending approved Alaska institutions.

[acpe.alaska.gov/AK-Education-Grant](https://acpe.alaska.gov/AK-Education-Grant)

#### **Alaska Performance**

**Scholarship:** This scholarship offers merit-based awards to Alaska high school graduates who meet specific academic criteria.

[acpe.alaska.gov/AK-Performance-Scholarship](https://acpe.alaska.gov/AK-Performance-Scholarship)

### STEP 2: APPLY FOR MULTIPLE SCHOLARSHIPS

Apply for as many scholarships as possible to reach full funding without taking on student loans. Organizations across Alaska offer funding, and many awards can be combined to cover educational costs.

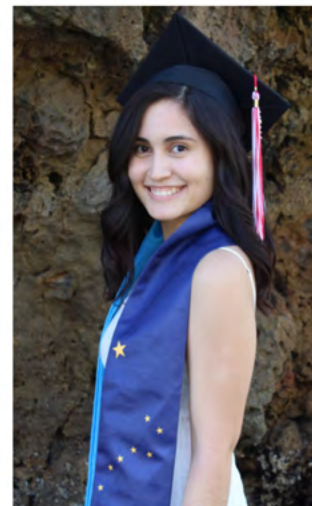
### STEP 3: MAXIMIZE ANCSA & TRIBAL SCHOLARSHIPS

If you are an Alaska Native student, additional funding may be available through your tribe, regional corporation, or village corporation. These scholarships can be combined with The CIRI Foundation's awards to reduce out-of-pocket costs.

### ESTABLISH ELIGIBILITY EARLY

You must confirm your eligibility and many scholarship providers require documentation that takes time to process. Do this well before the scholarship application season begins.

Check with future scholarship providers directly for guidance on eligibility requirements. Starting early ensures you can apply for every scholarship you qualify for!



### NO DEBT STRATEGY

✓ **Submit the FAFSA early** – ideally on opening day.

✓ **Apply for every scholarship you qualify for** – even small amounts add up!

✓ **Check for tribal scholarships**

✓ **Use state and institutional grants** – don't leave free money on the table.

✓ **Consider work-study** or part-time jobs related to your career goals.

✓ **Budget wisely** – track tuition, books, housing, and transportation costs.

✓ **Explore cost-saving options** like community college, online courses, or tuition exchange programs.

# CLASS OF 2022 PELL GRANT DOLLARS LEFT ON THE TABLE

Your future deserves full funding—fill out the FAFSA!



NCAN.ORG CHART

IT'S IMPORTANT TO CONFIRM AVAILABLE PROGRAMS WITH YOUR SCHOOL'S FINANCIAL AID OFFICE.

## FEDERAL STUDENT AID

The Free Application for Federal Student Aid is the gateway to accessing federal student aid.

Completing the FAFSA is essential for determining your eligibility for federal grants, work-study programs, loans, and many state and private aid opportunities.

- **Application:** [studentaid.gov/h/apply-for-aid/fafsa](https://studentaid.gov/h/apply-for-aid/fafsa)
- **Help Center:** [studentaid.gov/help-center](https://studentaid.gov/help-center)

## ALASKA COMMISSION ON POSTSECONDARY EDUCATION

Visit ACPE for low-cost student and family education loans and educational grants. Programs are updated annually, so be sure to check their website for deadlines and any changes.

### ACPE SUCCESS CENTER

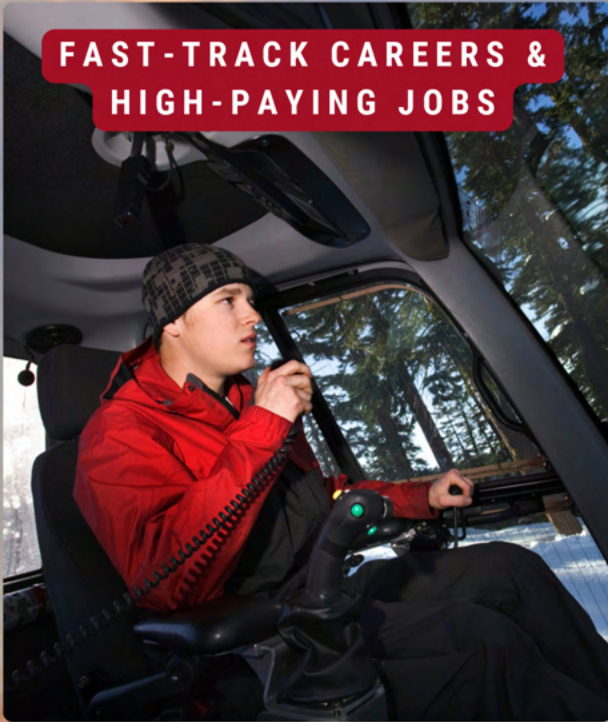
One-on-one FAFSA completion and StudentAid.gov Account creation/troubleshooting assistance



SCAN TO SCHEDULE APPOINTMENT



## FAST-TRACK CAREERS & HIGH-PAYING JOBS



**Rapid Skill Development:** Gain job-ready skills in less than 2 years.

**High Demand Fields:** Over 60% of skilled trades report a shortage of workers.



**Competitive Earnings:** The average income of construction workers in Alaska is \$85,000.

**Real-World Experience:** 92% of career technical education trainees find employment in their field within 6 months.

## WHY CHOOSE CTE?



**Career Progression:** Career technical education graduates see an average 20% salary increase after certification.

## CAREER TECHNICAL EDUCATION OPPORTUNITIES IN ALASKA

*You could start your new career in just months—let's make it happen!*

Alaska's CTE programs offer fast-track training in construction, healthcare, aviation, IT, and more. Whether you're starting fresh or advancing your skills, there's a clear pathway to high-paying jobs.

### WHAT MAKES A STRONG CTE PROGRAM?

- ✓ **Accelerated training**—Get job-ready skills in months
- ✓ **Hands-on learning**—gain fundamental skills employers need
- ✓ **Employer connections**—direct pathways to great jobs

Programs listed here may qualify for scholarships from The CIRI Foundation and others. **To be eligible, training must:**

- **Lead to a recognized certificate or license.**
- **Be offered by an accredited or approved institution.**
- **Provide enrollment verification and cost documentation.**

### AVIATION & MARITIME TRAINING

#### ⚓ Alaska Maritime Training Center (AVTEC) – Seward

U.S. Coast Guard-approved training for Alaska's maritime workforce.

Programs include:

- **Vessel Operations**
- **Marine Safety**
- **Navigation Systems**

✓ Full-bridge ship simulator and flexible course options

✓ **Jobs: Deckhand, Able Seaman, Maritime Transport**

🕒 Program length: 3 days to several weeks  
[avtec.edu/maritime-training-center](http://avtec.edu/maritime-training-center)

#### ⚓ Alaska Nautical School – Anchorage

Private maritime training programs for professional mariners

Courses include:

- **Captain's License (OUPV, 100 Ton)**
- **Radar**
- **Navigation**

✓ U.S. Coast Guard-approved

✓ **Jobs: Charter Boat Operator, Fishing Vessel Captain, Water Taxi**


🕒 Course lengths vary; most under 2 weeks  
[alaskanautical.com](http://alaskanautical.com)

#### ⚓ FAST FACTS

- **Alaska has more pilots per capita than any other U.S. state**
- **Coast Guard-credentialed maritime workers are in demand across coastal and river communities**




## HEALTHCARE & EMERGENCY SERVICES

 **Train for vital roles in Alaska's healthcare system. These programs offer hands-on experience and fast entry into high-demand jobs in clinics, hospitals, Tribal health organizations, and emergency response.**

 **Alaska Pacific University (APU) – Anchorage**  
*Flexible, culturally responsive healthcare training.*


Programs include:

- **Licensed Practical Nurse (LPN) Certificate**
- **Associate of Science in Health Sciences**
- **Bachelor of Science in Nursing (continuing option)**

- ✓ LPN program can be completed in 12 months
  - ✓ Prepares for licensure and allied health careers
-  [alaskapacific.edu/healthcare-programs](http://alaskapacific.edu/healthcare-programs)

 **University of Alaska Anchorage (UAA) – School of Allied Health – Anchorage & Statewide**  
*Workforce-focused healthcare programs for direct entry.*

- **Certified Nursing Assistant (CNA)**
- **Medical Assisting • Dental Assisting**
- **Phlebotomy • Surgical Tech**

- ✓ Short-term certificates and 2-year degrees
  - ✓ Available in Anchorage and select regional campuses
-  [uaa.alaska.edu/allied-health](http://uaa.alaska.edu/allied-health)

 **Southcentral Foundation (SCF) – Anchorage**  
*Career development and entry-level healthcare employment.*

- Programs include:
- **Paid internships and training**
  - **Pathways in clinical and administrative roles**

- ✓ Alaska Native/American Indian hiring priority
- ✓ Advancement opportunities in nursing, behavioral health & more


 [southcentralfoundation.com/employment](http://southcentralfoundation.com/employment)

 **Ilisagvik College**  
**– Utqiagvik & Statewide Distance**  
*Tribal college offering culturally grounded healthcare training.*

Programs include:

- **Certified Nursing Assistant (CNA)**
- **Allied Health Introduction**
- **Health Occupations Certificate**

- ✓ Designed for rural and Arctic Alaska
- ✓ Distance and regional learning options


 [ilisagvik.edu/health-programs](http://ilisagvik.edu/health-programs)

 **Alaska Native Tribal Health Consortium (ANTHC) – Anchorage & Statewide**  
*Health aide training and Tribal-based healthcare career pathways.*

Programs include:

- **Community Health Aide/Practitioner (CHA/P)**
- **Tribal Doctor Apprenticeship**
- **Continuing Education**

- ✓ Supports careers in rural and village-based healthcare
- ✓ US Indian Health Service recognized CHA/P system

 [anthc.org/learning](http://anthc.org/learning)



 **Kenai Peninsula College (KPC – UAA) – Soldotna & Homer**


*Hands-on training for healthcare and emergency careers.*

Programs include:

- **Nursing (AAS) • Paramedicine**
- **Process Technology • Welding Technology**

- ✓ Modern simulation labs and regional access

- ✓ Prepares students for healthcare and safety-focused careers

 [kpc.alaska.edu](http://kpc.alaska.edu)

 **Emergency Medical Services (EMS) Training – Multiple Locations**

*Offered through UAA, AVTEC, and rural training centers.*

Programs include:

- **Emergency Trauma Technician (ETT)**
- **Emergency Medical Technician (EMT I, II, III)**

- ✓ Prepares for real-world emergency response

- ✓ Courses range from 40 hours to 6+ months

 [uaa.alaska.edu/ems](http://uaa.alaska.edu/ems)

### **SCHOLARSHIP ELIGIBILITY NOTE**

Programs listed here may qualify for scholarships from The CIRI Foundation and others. **To be eligible, training must:**

- **Lead to a recognized certificate or license.**
- **Be offered by an accredited or approved institution.**
- **Provide enrollment verification and cost documentation.**

## OIL, GAS & INDUSTRIAL SAFETY

Fuel Alaska's economy with high-skill, high-demand careers in energy production, transportation, and industrial safety. These programs prepare students for work on the North Slope, in refineries, remote camps, and job sites statewide.

### Kenai Peninsula College (KPC - UAA) - Soldotna & Homer

Career training for Alaska's energy, processing, and safety sectors.

Programs include:

- **Process Technology**
- **Industrial Process Instrumentation**
- **Occupational Safety & Health**
- **Welding Technology**

✔ Industry-aligned curriculum and modern lab facilities

✔ **Jobs: Process Technician, Instrumentation Tech, Safety Coordinator**

🕒 Certificate and AAS degree options

[kpc.alaska.edu](http://kpc.alaska.edu)

### Iliisagvik College - Utqiagvik & Statewide Distance

Tribal college offering culturally relevant industrial career training.

Programs include:

- **CDL/Heavy Truck Operation**
- **Applied Heavy Equipment**
- **Petroleum Technology** • **Workplace Safety**

✔ Supports Arctic and rural workforce needs

✔ **Jobs: CDL Driver, Oilfield Operator, Equipment Operator**

🕒 Short-term and 1-2 year programs

[ilisagvik.edu/trades-technology](http://ilisagvik.edu/trades-technology)

### **AVTEC - Alaska's Institute of Technology - Seward**

Statewide training in trades and safety-focused occupations.

Programs include:

- **Industrial Electricity** • **Refrigeration**
- **Welding** • **Construction Technology**

✔ Emphasis on job site safety and technical readiness

✔ **Jobs: Electrician Helper, Industrial Maintenance Tech, Welder**

🕒 Programs range from 6 weeks to 10 months

[avtec.edu](http://avtec.edu)

### Northern Industrial Training (NIT) - Palmer

Intensive, hands-on training in key industrial certifications.

Programs include:

- **Commercial Driver's License (CDL)**
- **Heavy Equipment Operation** • **Oilfield Certifications**


✔ Real-world job site simulations

✔ **Jobs: CDL Driver, Heavy Equipment Operator, Leasehand**

🕒 Most programs run 2-8 weeks

[nitalaska.com](http://nitalaska.com)

## SKILLED TRADES & CONSTRUCTION

 Start building your future. These hands-on programs prepare you for high-paying, in-demand jobs across Alaska—no four-year degree is required.

## STATEWIDE OPPORTUNITIES

### **Alaska Works Partnership**

📍 Anchorage | 🕒 Short-term

Pathway to union apprenticeships and skilled trade jobs. Start a trade career with free hands-on training in:

- **Carpentry**
- **Welding**
- **Electrical**
- **Heavy Equipment Operation**

[alaskaworks.org](http://alaskaworks.org)

### **Northern Industrial Training (NIT)**

📍 Palmer | 🕒 Varies

Real-world, job site training in active environments. Industry-recognized certifications in:

- **CDL (Truck Driving)**
- **Welding**
- **Heavy Equipment Operation**

[nitalaska.com](http://nitalaska.com)

### **Alaska Construction Academies**

📍 Multiple Locations | 🕒 Short-term

Programs offered across Alaska. Free classes for high school students and adults in:

- **Carpentry**
- **Plumbing**
- **Electrical**

[alaskaca.org](http://alaskaca.org)

### **AVTEC - Alaska Vocational Technical Center**

📍 Seward | 🕒 Weeks to 10 months

Train for careers in:

- **Welding**
- **Industrial Electricity**
- **Plumbing & Heating**
- **Construction Tech**
- **Maritime Operations**
- **Residential housing available**

[avtec.edu](http://avtec.edu)

## KENAI PENINSULA

### **Kenai Peninsula College (KPC - UAA)**

📍 Soldotna & Homer | 🕒 Certificate & AAS programs

Hands-on training in:

- **Welding Technology**
- **Millwright**
- **Process Technology**
- **Occupational Safety & Health**
- **Industrial Instrumentation**
- **Apprenticeship Technologies**

[kpc.alaska.edu](http://kpc.alaska.edu)

## Kenai Peninsula Construction Academy (KPCA)

📍 Kenai, Homer, Nikiski | ⌚ Short-term

Free training for youth & adults in:

- **Carpentry**
- **Plumbing**
- **Welding**
- **Electrical**

🔗 [kpconstructionacademy.org](http://kpconstructionacademy.org)

## ⚙️ MAT-SU & ANCHORAGE

### Mat-Su College (UAA)

📍 Palmer | ⌚ Certificate & AAS programs

Career & technical training in:

- **Diesel Power Technology**
- **Refrigeration & Heating**
- **Electronics**
- **Computer Systems Tech**
- **Sustainable Energy**

🔗 [matsu.alaska.edu](http://matsu.alaska.edu)

### Alaska Works – Anchorage Training Center

📍 Anchorage | ⌚ Short-term

Free introductory classes in construction trades:

- **Carpentry**
- **Electrical**
- **Welding**
- **Heavy Equipment**

🔗 [alaskaworks.org](http://alaskaworks.org)

### Anchorage Construction Academy

📍 Anchorage | ⌚ Short-term  
Free programs for high school students & adults in:

- **Construction**
- **Plumbing**
- **Carpentry**
- **Electrical**
- **Partnership with Anchorage School District.**

🔗 [alaskaca.org](http://alaskaca.org)

## 🖥️ TECHNOLOGY & BUSINESS

**Get ahead in IT, business administration, cybersecurity, and more.**

### AVTEC Information Technology Training:

Certifications in IT support, cybersecurity & networking  
🔗 [www.avtec.edu](http://www.avtec.edu)

**Charter College Alaska:** Career training in medical assisting, welding, IT & business administration

🔗 [www.chartercollege.edu](http://www.chartercollege.edu)

**UAF Community & Technical College:** Certificate & degree programs in fire science, law enforcement & business

🔗 [www.ctc.uaf.edu](http://www.ctc.uaf.edu)

## 🔧 APPRENTICESHIPS & WORKFORCE TRAINING

👤 **Earn while you learn with industry-leading training programs.**

### Union Apprenticeships & Employer-Sponsored Training

- Earn while you learn with paid training programs
- Industry mentors & direct job placement opportunities

🔗 [www.apprenticeship.gov](http://www.apprenticeship.gov)

## CAREER MATCHMAKERS

**See where your strengths can take you**

✅ **Get personalized career recommendations based on your skills and interests.**

✅ **See what training you need to land a job in Alaska's growing healthcare and construction industries.**

### 🔧 **Want a high-paying, hands-on career with job security?**

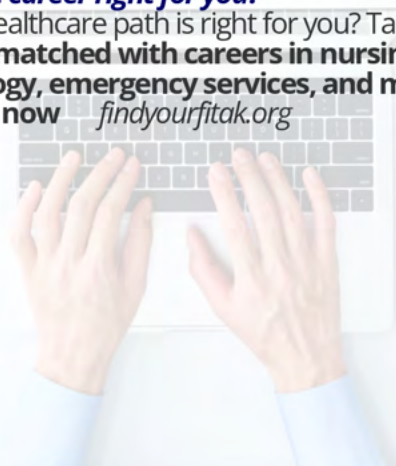
WeBuildAlaska.com makes it easy to explore your options. Use their **interactive career tool to see how to start a career in construction, welding, electrical work, heavy equipment operation, and more.**

🔗 **Find your trade today** [www.webuildalaska.com/careers](http://www.webuildalaska.com/careers)

### 🏥 **Is a healthcare career right for you?**

Not sure which healthcare path is right for you? Take the **Find Your Fit Quiz** and **get matched with careers in nursing, medical assisting, radiology, emergency services, and more.**

🔗 **Take the quiz now** [findyourfitak.org](http://findyourfitak.org)



## \$9,000/YR CTE SCHOLARSHIP

You don't need a four-year degree to launch a great career. With CTE, you can train in months, earn certifications, and start earning sooner.

### What Can You Do with CTE?

1. **Construction & Skilled Trades:** \$55K–\$90K Average Salary
2. **Healthcare & Behavioral Health:** \$45K–\$85K Average Salary
3. **Energy & Oil Industry:** \$65K–\$120K Average Salary
4. **Technology & IT:** \$60K–\$100K Average Salary
5. **Aviation & Maritime Careers:** \$50K–\$110K Average Salary

*CTE graduates enter the workforce faster, earn competitive salaries, and avoid student loan debt.*

## CTE FAST TRACK

### Faster Training. Better Pay. No Debt.

Looking for a faster, hands-on path to a great job? **CTE Fast Track** is your chance to explore careers in skilled trades, technology, and healthcare—without the wait of a four-year degree.

### What to Expect:

- ✓ Meet industry professionals in high-demand fields
- ✓ Explore apprenticeships, certifications & career paths
- ✓ Learn how to train fast & start earning sooner
- ✓ Connect with organizations offering job-ready skills

**Coming to Elders & Youth 2025**

HOSTED BY TCF &  
FIRST ALASKANS INSTITUTE



Sign up to receive updates as more details become available.

# APPLICATION TOOLKIT: ESSAYS & READINESS

Compiled by: **Holly Miowak Guise, Former Admission Officer at Stanford University**

- **Ph.D., History, Yale University**
- **M.A., History, Yale University**
- **B.A.H., Native American Studies, Stanford University**

## General Application Tips:

1. Familiarize yourself with the Common Application to apply to multiple colleges at [commonapp.org](http://commonapp.org). Your application should be a highlight reel emphasizing your positive impacts.
2. Consider "fee waivers" if application costs are a barrier, and consult your high school guidance counselor.
3. List all activities, including jobs, family responsibilities, and cultural activities, and include all awards and leadership positions.
4. Choose recommendation letter writers from core subjects who favorably view your performance and give them ample time to write.

## SAT/ACT Preparation:

- Register four to 12 months before your college applications. If unsure during the test, use the process of elimination and avoid extreme answers in the reading section.
- Review sample questions online to familiarize yourself with the form at <https://satsuite.collegeboard.org/sat/practice-preparation>.

## Extra Curricular Activities

List all activities, including jobs, family responsibilities, religious, subsistence, and cultural activities, not just those at school. Be sure to include all awards and leadership positions such as Native Youth Olympics and regional/state awards.

## Letters of Recommendation

Choose teachers from core subjects who have a favorable opinion of you. Give them eight to 12 weeks to write the letter. Ask them to include specific examples of what you contribute to the classroom and what you are like as a student.

## Personal Essay

*Keep it simple.*

- Stick to five paragraphs, one single or two pages double-spaced.
- Topics on identity and personal growth stand out.
- Write about your passions and familiar topics rather than trying to predict what the reader might prefer.

## Short Answer Essay

*Be specific.*

- Always directly answer the question if there is a specific prompt!
- Use the entire space/word count provided.

Tailor your answer for each school by incorporating specific details from the school's website, such as academic programs and student resources, including Native American Cultural Centers.

# Follow TCF



Looking for more scholarships, internships, job opportunities, and cultural connections? Check out TCF's pages!  
We share new opportunities and resources nearly every day.



[www.facebook.com/thecirifoundation](http://www.facebook.com/thecirifoundation)



[www.linkedin.com/company/the-ciri-foundation](http://www.linkedin.com/company/the-ciri-foundation)



[www.thecirifoundation.org/share-your-story](http://www.thecirifoundation.org/share-your-story)



<https://thecirifoundation.org/recent-posts>



# BARRIER CRIMES & JOB READINESS

## *Know the Rules, Plan Your Future*

Many careers require background checks, drug testing, or certifications—understanding these requirements before starting training can help you avoid surprises and ensure you're on the right path.



### **What Are Barrier Crimes?**

Some criminal offenses limit healthcare, finance, education, security, and law enforcement employment.

### **Examples of Careers with Background Check Requirements:**

1. Healthcare (Nursing, Medical Techs)
2. Childcare & Education (Teachers, Counselors)
3. Financial & Government Jobs
4. Security, Law Enforcement, and Justice Services

### **⊘ Common Barrier Crimes That Can Disqualify Applicants:**

- ◆ Drug-Related Convictions May prevent hiring in oil & gas, aviation, transportation (even marijuana use).
- ◆ Violent Offenses Can block healthcare, education, and law enforcement jobs.
- ◆ Felony Theft or Fraud Often restricts finance, banking, and retail management jobs.

💡 **TCF Tip:** Not all barriers are permanent! Some careers allow for waivers or rehabilitation programs—knowing your options is key.

### **How to Avoid Career Barriers**

#### *Check the Requirements Early*

- **Before enrolling in a training program, make sure your career path allows you to work in that field.**
- Contact employers, licensing boards, or training schools to ask about background checks and waivers.

#### *Stay Informed About Drug Testing*

- Marijuana use is still a disqualifier for many oil & gas, transportation, and federal jobs—even in legal states.
- Some careers require regular random drug tests—know the expectations before investing in training.

#### *Look for Alternative Career Paths*

- Some industries have waiver programs or allow for rehabilitation periods.
- CTE careers in construction, IT, and entrepreneurship often have fewer restrictions.

💡 **TCF Tip:** If you have concerns about background checks, talk to a trusted advisor or potential employer early. Many fields offer second chances through waivers, support programs, or alternate pathways.

# CIRI CAREER CONNECTIONS

## Build Your Career with CIRI & Its Socially Driven Enterprises

### ☀️ **INTERNSHIPS & MENTORSHIPS – INVEST IN YOUR FUTURE**

#### **CIRI Internship Program – Gain Real-World Experience**

CIRI's internship program offers paid, hands-on experience with CIRI and its family of organizations. professionals, build career-ready skills and gain exposure to business, real estate, finance, government contracting, and IT industries.

- ✓ Paid internships in high-demand fields
- ✓ Mentorship & professional networking opportunities
- ✓ Career development workshops & leadership training
- ✓ Flexible placements with CIRI & its partner organizations

**Apply:** [www.ciri.com/shareholders-descendants/programs/internships](http://www.ciri.com/shareholders-descendants/programs/internships)

#### **CIRI Virtual Mentorship Program – Guidance from Industry Leaders**

Wherever you are, connect with professionals ready to support your success. CIRI's Virtual Mentorship Program pairs Shareholders and Descendants with experienced mentors in a variety of fields, offering guidance on:

- ✓ Career planning & job search strategies
- ✓ Industry insights & professional development
- ✓ Networking support & resume reviews
- ✓ Workplace skills & leadership coaching

This flexible, online mentorship program is perfect for students, recent graduates, and early-career professionals seeking personalized career guidance.

**Apply:** [www.ciri.com/shareholders-descendants/programs/mentorship](http://www.ciri.com/shareholders-descendants/programs/mentorship)

🔥 New to the workforce? Looking to level up? **CIRI's Yah'duh'Yah (YAH) Program** connects CIRI shareholders and descendants with paid internships, mentorships, and hands-on career development across CIRI and its affiliated organizations. Build your skills, gain real-world experience, and open doors to new opportunities!

**Apply:** [www.ciri.com/yah-program](http://www.ciri.com/yah-program)





## SCF CAREER TRAINING PROGRAMS – GET PAID WHILE YOU LEARN

SCF offers specialized training programs for those interested in career and technical education (CTE) positions within the healthcare system. These programs provide classroom instruction, hands-on experience, and career placement opportunities.

◆ **Dental Assistant Trainee Program:** Train to become a dental assistant through SCF's paid, hands-on training program. This program provides classroom instruction and real-world experience in SCF's dental clinics, covering:

- ✓ Chairside assisting
  - ✓ Dental terminology & radiography
  - ✓ Patient care training
  - ✓ Career placement within SCF upon program completion
- 🔗 [www.southcentralfoundation.com/careers/datp](http://www.southcentralfoundation.com/careers/datp)

◆ **Community Health Aide (CHA) Trainee Program:** Prepare for a career in rural healthcare. Trainees receive on-the-job training to provide acute, chronic, emergency, and preventive medical care in Alaska's communities. Benefits include:

- ✓ Paid training with salary increases as you advance
  - ✓ On-the-job clinical experience
  - ✓ Pathway to becoming a certified Community Health Aide
- 🔗 [www.southcentralfoundation.com/careers/community-health-aide-trainee-opportunities](http://www.southcentralfoundation.com/careers/community-health-aide-trainee-opportunities)

◆ **Administrative Support Training Program (ASTP)**

Gain business and administrative skills for healthcare operations:

- ✓ Professional development training
  - ✓ On-the-job experience in SCF's administrative departments
  - ✓ Career placement opportunities within SCF
- 🔗 [www.southcentralfoundation.com/careers/astp](http://www.southcentralfoundation.com/careers/astp)

## SCF INTERNSHIP & FELLOWSHIP PROGRAMS – BUILD YOUR CAREER IN HEALTHCARE

◆ **Nuka Improvement Internship – Hands-On Healthcare Experience** in an 11-month, paid program designed for individuals who have completed their undergraduate studies and are looking for introductory work experience in healthcare improvement. Interns will:

- ✓ Work alongside improvement teams & healthcare professionals
- ✓ Gain experience in both rural and urban healthcare settings
- ✓ Develop leadership and professional skills

🔗 [www.scfnuka.com/opportunities/students/internship-fellowship-opportunities](http://www.scfnuka.com/opportunities/students/internship-fellowship-opportunities)

◆ **Nuka Improvement Fellowship – Advanced Leadership Training** in an 11-month program for graduate and postgraduate students, medical residents, and early-career professionals who want to develop healthcare improvement and leadership expertise. Fellows will:

- ✓ Lead improvement projects in collaboration with healthcare teams
- ✓ Participate in intensive training & mentorship
- ✓ Develop leadership skills in a real-world healthcare setting

🔗 [www.scfnuka.com/opportunities/students/internship-fellowship-opportunities](http://www.scfnuka.com/opportunities/students/internship-fellowship-opportunities)





## ALASKA NATIVE JUSTICE CENTER: EMPOWERING FUTURE LEGAL PROFESSIONALS LAW CLERK AND LAW FELLOWSHIP PROGRAMS

### ◆ LAW CLERK PROGRAM

✓**Eligibility:** Current law students, with a preference for those in their second year; first-year students are also considered.

✓**Duration:** Typically, a 10-12 week full-time position during the summer; part-time opportunities may be available during the academic year.

✓**Responsibilities:** Law clerks engage in research and writing, observe court hearings, and provide technical assistance to Alaska Native Tribes.

🔗 <https://anjc.org/about-us/law-clerk-and-law-fellowship-programs>

### ◆ LAW FELLOWSHIP PROGRAM

✓**Eligibility:** Recent law school graduates, with a preference for those admitted to the Alaska Bar.

✓**Duration:** Full-time positions lasting one to two years.

✓**Responsibilities:** Law fellows work on various projects, including providing legal services to victims of crime, supporting Alaska Tribes in enhancing their justice systems, and representing Tribes in state court cases involving the Indian Child Welfare Act (ICWA).

🔗 <https://anjc.org/about-us/law-clerk-and-law-fellowship-programs>

### ◆ ANIKATIGA MENTORSHIP PROGRAM

In partnership with Big Brothers Big Sisters Alaska, ANJC launched Anikatiga (Iñupiaq for "my brother or sister"), a mentorship program to improve academic outcomes and increase resiliency among Alaska Native youth.

✓**Eligibility:** Alaska Native youth ages 6-19 in Anchorage, the Mat-Su Valley, Juneau, and Fairbanks.

✓**Features:** Participants are paired with mentors ("bigs") and have access to case management, social service referrals, cultural connection activities, and more.

🔗 <https://anjc.org/2020/07/mentors-make-the-difference-2>

### ◆ COLOR OF JUSTICE PROGRAM

The Color of Justice is a two-day program designed for high school students interested in careers in justice. ANJC partners with the State of Alaska Court System to provide interactive presentations and workshops led by attorneys, judges, and professors.

✓**Eligibility:** High school juniors and seniors, with preference given to current juniors and seniors.

✓**Features:** Activities include "You Be the Judge," "Constitutional Cranium," "Mentor Jet" (a speed-mentoring experience), and more.

🔗 <https://anjc.org/services/color-of-justice>

## ALASKA NATIVE HERITAGE CENTER: EMPOWERING YOUTH THROUGH CULTURAL AND PROFESSIONAL DEVELOPMENT

The Alaska Native Heritage Center is dedicated to preserving and strengthening the traditions, languages, and arts of Alaska's Native people. ANHC offers various programs to support this mission to provide cultural education, professional development, and mentorship opportunities for Alaska Native youth.

### ◆ Cultural Tourism Internship & Ambassador Program

This intergenerational and culturally responsive program offers interns opportunities to learn from elders and Master Artists, participate in cultural activities, and gain valuable workforce development skills.

✓**Eligibility:** Alaska Native youth interested in cultural tourism and heritage preservation.

✓**Duration:** Typically aligns with the summer tourism season.

✓**Benefits:** Hands-on experience in cultural education, mentorship from cultural leaders, and development of professional skills in tourism and customer service.

🔗 [www.alaskanative.net/learn/cultural-programming](http://www.alaskanative.net/learn/cultural-programming)

## COOK INLET TRIBAL COUNCIL: EMPOWERING THROUGH EDUCATION AND EMPLOYMENT

CITC is committed to helping individuals achieve their potential by providing services that promote self-sufficiency and personal growth. Their programs encompass internships, mentorships, job skills training, and career development services.

### ◆ Youth Employment Program (YEP) Summer Internship

YEP offers a 10- to 12-week paid summer internship for young individuals aged 14–24. This program provides participants with valuable work experience, job training, and support in career planning.

✓ **Eligibility:** Youth aged 14–24.

✓ **Duration:** 10–12 weeks during the summer.

✓ **Benefits:** Participants gain work experience, receive job training, develop resumes, and have access to CITC caseworkers for additional support.

🔗 <https://citci.org/youth-services/job-skills-training>

### ◆ Career Development Center

CITC's Career Development Center provides comprehensive services to assist individuals in achieving self-sufficiency and securing meaningful employment. Services include vocational training, career counseling, job placement assistance, and supportive services.

✓ **Services Offered:** Vocational training scholarships and grants.

✓ **Career counseling and job placement services.**

✓ **Life-skills and workplace competencies workshops.**

✓ **Supportive services such as work attire, tools, and transportation assistance.**

🔗 <https://citci.org/career-development>

### ◆ Youth Education Services

Through its Youth Education Services, CITC offers programs to connect youth to their potential by providing educational support, mentoring, and cultural engagement. The Denelchin Lab is the hub for these services, offering after-school programs, camps, and supportive educational services.

✓ **Services Offered:** Afterschool tutoring and mentoring.

✓ **School-break camps.**

✓ **Access to CITC's Denelchin Lab.**

✓ **Healthy lifestyle development.**

✓ **Career planning and preparation.**

🔗 <https://citci.org/youth-services>

## NORTH WIND GROUP INTERNSHIP OPPORTUNITIES

Provide unique experiences across various disciplines. For example, the OnePPPO Internship initiative involves interns from different contractors and the Department of Energy, allowing participants to exchange insights, ideas, and best practices.

✓ **Eligibility:** Varies by specific internship position; typically aimed at students or recent graduates in relevant fields.

✓ **Duration:** Varies depending on the internship program.

✓ **Benefits:** Offers hands-on experience, exposure to real-world projects, and opportunities to collaborate with professionals across disciplines.

🔗 <https://northwindgrp.com/unique-experiences-for-interns-at-ports>



## CIRI is a best-in-class Alaska Native corporation.

Our subsidiary operations and investments span 5 continents, 45 states and two U.S. territories.

### LOOKING FOR A DREAM JOB WITH HIRING PREFERENCE FOR CIRI SHAREHOLDERS & DESCENDANTS?

EXPLORE QUALITY CAREERS WITH CIRI'S SOCIALLY DRIVEN ENTERPRISES OUTSTANDING BENEFITS WHILE CONTRIBUTING TO THE STRENGTH AND SUCCESS OF THE CIRI COMMUNITY.

#### ALASKA NATIVE JUSTICE CENTER (ANJC)

**Mission:** Advocating for justice and equity through legal services, victim advocacy, and reentry programs for Alaska Native individuals.

◆ **Opportunities:** Legal advocates, case managers, and victim services coordinators.

🔗 **Apply:** [www.anjc.org/careers](http://www.anjc.org/careers)

#### COOK INLET HOUSING AUTHORITY (CIHA)

**Mission:** Strengthening Alaska Native communities by developing affordable housing and fostering economic opportunities.

◆ **Opportunities:** Construction, real estate development, property management, maintenance, and community planning.

🔗 **Apply:** [www.cookinlethousing.org/careers](http://www.cookinlethousing.org/careers)

#### CIRI (COOK INLET REGION, INC.)

**Mission:** As one of Alaska's 12 regional Native corporations, CIRI invests in sustainable businesses, real estate, and energy while creating economic opportunities for shareholders and descendants.

◆ **Opportunities:** Business development, corporate finance, real estate, energy, and project management.

🔗 **Apply:** [www.ciri.com/careers](http://www.ciri.com/careers)

#### CITC (COOK INLET TRIBAL COUNCIL)

**Mission:** Empowering Alaska Native people through education, job training, and family support services.

◆ **Opportunities:** Social work, education, vocational training, career coaching, and youth services.

🔗 **Apply:** [www.citci.org/careers](http://www.citci.org/careers)



#### Koahnic Broadcast Corporation (KNBA 90.3FM)

**Mission:** Strengthening Alaska Native voices and cultures through radio programming, journalism, and media production.

◆ **Opportunities:** Broadcasting, journalism, audio engineering, marketing, and media production.

🔗 **Apply:** [www.knba.org/jobs](http://www.knba.org/jobs)

#### Southcentral Foundation (SCF)

**Mission:** A leading Alaska Native healthcare organization, SCF focuses on holistic, relationship-based care through the Nuka System of Care.

◆ **Opportunities:** Nursing, behavioral health, medical support, and patient care coordination.

🔗 **Apply:** [www.southcentralfoundation.com/employment](http://www.southcentralfoundation.com/employment)

#### The Alaska Native Heritage Center (ANHC)

**Mission:** Sharing, preserving, and celebrating Alaska Native cultures through education, exhibitions, and events.

◆ **Opportunities:** Cultural education, event coordination, museum curation, youth programs, and marketing.

🔗 **Apply:** [www.alaskanative.net/employment](http://www.alaskanative.net/employment)

#### The CIRI Foundation (TCF)

**Mission:** Supporting CIRI shareholders and descendants in achieving self-sufficiency through education and training, and funding cultural preservation projects.

**Opportunities:** Scholarship administration, grant management, nonprofit operations, and communications.

🔗 **Apply:** [www.thecirifoundation.org/about/careers](http://www.thecirifoundation.org/about/careers)



## ADDITIONAL SCHOLARSHIP OPPORTUNITIES

### *For Alaska Native and American Indian Students*

The CIRI Foundation encourages students to explore a variety of funding sources. Scholarships, grants, and other financial aid can reduce out-of-pocket costs, create more flexibility, and help support your education and career goals.

The opportunities listed here complement TCF's offerings and are especially relevant for Alaska Native and American Indian students. Apply early, stay organized, and build a strong foundation for your future.

WE COULDN'T CALL IT **FUND YOUR FUTURE** WITHOUT MAKING SURE YOUR SCHOLARSHIP SEARCH ENDS STRONG.



### ALASKA & NATIONAL SCHOLARSHIPS

#### **Alaska Community Foundation Scholarships**

[alaskaaf.org/scholarships](https://alaskaaf.org/scholarships)

Various scholarships for Alaska students, including Alaska Native applicants.

#### **Southcentral Foundation Education Scholarships**

[southcentralfoundation.com](https://southcentralfoundation.com)

For SCF beneficiaries pursuing education and training.

#### **Alaska Native Tribal Health Consortium (ANTHC) Scholarships**

[anthc.org/scholarship-opportunities](https://anthc.org/scholarship-opportunities)

Funding for students pursuing careers in healthcare and public health.

#### **Alaska Pacific University – Alyeska Native Scholarship**

[alaskapacific.edu/scholarships/alyeska-native-scholarship](https://alaskapacific.edu/scholarships/alyeska-native-scholarship)

For Alaska Native students attending APU.

### **American Indian Science & Engineering Society (AISES) Scholarships**

[aises.org/scholarships](https://aises.org/scholarships)

Scholarships for Native students in STEM fields.

### **Association on American Indian Affairs Scholarships**

[indian-affairs.org/nativescholarship.html](https://indian-affairs.org/nativescholarship.html)

Funding for undergraduate and graduate Native students nationwide.

### **American Indian College Fund**

[collegefund.org](https://collegefund.org)

Merit-based scholarships for American Indian and Alaska Native students.

### **Udall Undergraduate Scholarship**

[udall.gov](https://udall.gov)

For Native sophomores/juniors committed to tribal policy, health, or the environment.

### **Gates Millennium Scholars Program**

[gmsp.org](https://gmsp.org)

Full-ride scholarships for high-achieving minority students, including Native students.

### **American Association of Airport Executives (AAAE) Scholarships**

[aaae.org](https://aaae.org)

For students pursuing airport management or aviation careers.



## **WASHINGTON STATE & REGIONAL SCHOLARSHIPS**

Many CIRI shareholders and descendants live in both Alaska and Washington. These regional scholarships support Alaska Native and Native American students connected to Washington-based institutions, programs, or tribal affiliations.

### **Washington State Indian Education Association Scholarships**

[native.wsu.edu/outside-scholarships](https://native.wsu.edu/outside-scholarships)

Scholarships for Native students pursuing higher education in Washington.

### **Washington Indian Gaming Association Scholarships**

[washingtonindiagaming.org/scholarships](https://washingtonindiagaming.org/scholarships)

Supports Native students connected to Washington's tribal gaming industry.

### **Northwest Indian Housing Association Scholarships**

[nwiha.org](https://nwiha.org)

Scholarships for students from tribal housing programs in the Northwest.

### **Washington State University Native American Scholarships**

[native.wsu.edu/scholarships-2](https://native.wsu.edu/scholarships-2)

Scholarships for Native students attending WSU.

### **Native Cougar Scholars Fund (WSU)**

[native.wsu.edu/native-coug-scholars-fund](https://native.wsu.edu/native-coug-scholars-fund)

For Native American or Alaska Native undergraduates at WSU.

### **WSUAA Leadership Scholarship**

[native.wsu.edu/scholarships-2](https://native.wsu.edu/scholarships-2)

\$6,000 award for WSU Native students with 3.3+ GPA and strong leadership.



**CONSTRUCTION TRADE APPRENTICESHIPS**

Phone Number

TRADE	AGE	EDUCATION	RESIDENCY	TERM OF APPRENTICE		TRADE RELATED INSTRUCTION (CLASSROOM)		WAGE INFORMATION			
				Approx. Years	Hours	Number Weeks 1st Class	Additional Each Year	Estimated Starting Wage Per Hour	% Journeyman Pay	Rates in Pay as Indicated	Journeyman Wage Per Hour
<b>BOILERMAKERS</b>	18+	X		4	6,000	3	144 hrs per year	\$40.01	70%	1,000 hrs.	\$55.33
<b>BRICKLAYERS</b>	18+	X	X	4	6,000	8	144 hrs per year	\$24.00	50%	1st: 500 hrs. 2nd: 1,000 hrs. 3rd: 1,500 hrs. 4th: 1,000 hrs.	\$48.00
<b>CARPENTER</b>	18+	X		4	5,200	4	160 hrs per year	\$29.12	60%	875 hrs.	\$48.54
<b>CEMENT MASON / PLASTERER</b>	18+	X	X	4	4,000	144 hrs per year		\$28.16	60%	1,000 hrs.	\$44.16
<b>ELECTRICAL LINEMAN *** Outside (Anchorage &amp; Fairbanks) \$25.00 Application Fee</b>	18+	HS/GED + 1 year Algebra 1 (other math options available)		4	8,000	8	8	\$34.30	50%	1,000 hrs.	\$68.59
<b>ELECTRICAL WIREMAN Inside (Anchorage &amp; Fairbanks) \$25.00 Application Fee</b>	18+	HS/GED + 1 year Algebra 1 (other math options available)		4	8,000	7	7	\$28.02	55%	1,000 hrs.	\$50.94
<b>TELECOMMUNICATIONS TECHNICIAN *** Outside \$25.00 Application Fee</b>	18+	HS/GED + 1 year Algebra 1 (other math options available)		4	8,000	8	8	\$26.14	50%	1,000 hrs.	\$52.48
<b>TELECOMMUNICATIONS TECHNICIAN Inside \$25.00 Application Fee</b>	18+	HS/GED + 1 year Algebra 1 (other math options available)		4	8,000	8	8	\$28.02	55%	1,000 hrs.	\$50.94
<b>LINE CLEARANCE TREE TRIMMER *** \$25.00 Application Fee</b>	18+	HS/GED + 1 year Algebra 1 (other math options available)		2	4,000	N/A	N/A	\$20.66	50%	1,000 hrs.	\$41.32
<b>HEAT AND FROST INSULATORS</b>	18+	HS/GED or Transcripts	AK Drivers License	4	6,400	144 hrs per year		\$24.81	60%	1,600 hrs.	\$41.35
<b>IRON WORKER ***</b>	18+	X	X	4	6,000	204 hrs per year		\$29.24	65%	1,500 hrs.	\$44.99
<b>LABORERS (Alaska Laborers Training School) Starting wages as of 4/1/2024</b>	18+	X		4	5,100	144 hrs per year		\$26.78	70%	1st: 1,000 hrs. 2nd: 2,500 hrs. 3rd: 4,000 hrs.	\$38.25
<b>OPERATING ENGINEER Operating / Service Oilers/ Mechanic \$30.00 Application Fee</b>	18+	X	AK Driver License & Residency by start of program	3 to 5	5,000 - 8,000	7-12 weeks	80 hrs per year	\$30.23 - \$32.75	60-65%	1,000 hrs. 1,250 hrs	\$50.39
<b>PAINTERS &amp; ALLIED TRADES: Commercial Painter (a) &amp; Industrial Coater (b) Drywall Finisher (c) &amp; Floor Coverers (d) wages vary for Painters &amp; Tapers in Fairbanks</b>	18+	X		3	6,000	144 hrs per year		\$21.56-a \$22.38-b \$22.33-c \$19.93-d	60% 60% 60% 50%	500 to 1,500 hrs.	\$35.47-a \$37.32-b \$37.22-c \$39.86-d
<b>PAINTERS &amp; ALLIED TRADES (Glazier)</b>	18+	X	AK Driver License	4	8,000	144 hrs per year		\$24.86	55%	1,000 to 1,500 hrs	42.95.
<b>PILEDRIVERS &amp; COMMERCIAL DIVERS</b>	18+	X		4	5,200	4	160 hrs per year	\$29.12	60%	1,300 hrs.	\$48.54
<b>PLUMBERS and STEAMFITTERS</b>	18+	HS/GED + WorkKeys		5	10,000	6		\$22.25	50%	2,000 hrs.	\$44.50
<b>PLUMBERS and PIPEFITTERS</b>	18+	HS/GED + WorkKeys		5	8,000 - 10,000	10 weeks	7-8 weeks	\$28.48	55%	1 year	\$51.66
<b>PLUMBERS AND PIPEFITTERS</b>	18+	HS/GED + WorkKeys	X	5	10,000	6		\$26.10	60%	1,000 hrs. After 1st 3,000 hrs	\$43.50
<b>SHEET METAL WORKERS</b>	18+	HS/GED + WorkKeys	AK Driver License	4	8,000	240 hrs per year		\$24.38	50%	1,000 hrs.	\$48.75
<b>SHEET METAL WORKERS</b>	18+	HS/GED + WorkKeys	X	4	8,000	240 hrs per year		\$25.97	50%	1,000 hrs.	\$51.93
<b>TEAMSTER (Freight Transport Driver)</b>	21+	HS/GED + WorkKeys	AK Drivers License for 30 Days	2	2,000	7 weeks	144 hrs per year	\$26.00 - \$27.00	80%	500 hrs & 1500 hrs	\$33.00 - \$34.00
<b>TEAMSTER (Surveyor Technician)</b>	18+	HS/GED + WorkKeys	AK Drivers License for 30 Days	4	4,000	2 weeks	144 hrs per year	\$25.00 - \$35.00	60%	1,000 hrs.	\$40.00 - \$50.00
<b>TEAMSTER (Logistic Technician)</b>	18+	HS/GED + WorkKeys	AK Drivers License for 30 Days	2	4,000	144 hrs per year		\$32.64	80%	3,000 hrs.	\$40.80
<b>TEAMSTER (Construction Driver)</b>	18+	HS/GED + WorkKeys	AK Drivers License for 30 Days	2 - 3	3,750	8 weeks	144 hrs per year	\$25.00 - \$33.00	60%	1,000 hrs.	\$40.00 - \$51.00

TCF RECIPIENTS & ALUMNI

# SHARE YOUR STORY

WWW.THECIRIFOUNDATION.ORG/SHARE-YOUR-STORY



Not sure what to share? Need inspiration?

Go to [www.thecirifoudantion.org/recent-posts](http://www.thecirifoudantion.org/recent-posts).

**Registering as a CIRI Descendant early helps TCF verify your eligibility faster—so when it's time to apply for scholarships, you're ready to go.**

**THE TIME IS  
NOW**



*please*

**CIRI DESCENDANT REGISTRATION**



# TCF Wants To Fund Your Future

Education. Career Training. Opportunity.

The CIRI Foundation is here for your journey—whether you're earning a degree, pursuing career training, or building new skills. This guide connects you with scholarships, resources, and opportunities to help you succeed. TCF recipients are career builders, community leaders, and changemakers. You can be, too. Take your next step today.

Invest in yourself. Invest in your future.