



What We Heard

TCF Workforce Opportunities Survey Results

Input from CIRI Shareholders & Descendants | Spring 2026

The CIRI Foundation invited shareholders and descendants to share input on workforce training opportunities, rotational work, skilled trades, emergency services, logistics, and cybersecurity pathways.

Executive Summary

The survey received 780 responses from CIRI shareholders and descendants. Respondents shared meaningful interest in short-term workforce training opportunities, strong curiosity about cybersecurity and technology pathways, and broad interest in workforce participation when financial support and clear program information are available.

TCF and CIRI both distributed the survey through their master email lists for shareholders and descendants. Percentages in this report are based on the number of respondents who answered each question. Some questions allowed multiple selections, so totals may exceed 100 percent.

780	Total survey responses
64.3%	Selected a four-week intensive training option with housing included
66.3%	Expressed interest, curiosity, or exploration of cybersecurity and technology pathways
63.2%	Expressed at least possible openness to rotational work
365+	Respondents asked TCF to stay in touch about future workforce and training opportunities
61.0%	Respondents living in Alaska

Key Findings

- Respondents showed the strongest interest in short-term intensive workforce training opportunities.
- Cybersecurity and technology showed strong interest among respondents, though many people are still early in the training process.
- Financial concerns, housing, travel, and family responsibilities remain important barriers to workforce participation.
- More than 365 respondents asked TCF to stay in touch about future workforce and training opportunities.

Interest in a Four-Week Training Cohort

TCF asked respondents about interest in a possible four-week workforce training cohort for Welding and Emergency Trauma Technician (ETT).

More than half of respondents expressed at least possible interest in the cohort concept. Responses showed balanced interest between the two training pathways rather than a single dominant preference.

Short-term workforce training generated strong interest across multiple career pathways.

	Percentage
Very interested	23.9%
Possibly interested	27.8%
Not interested	35.8%
Not sure	12.6%

Among respondents who selected a preferred training area, 27.4% selected Emergency Trauma Technician (ETT), 25.4% selected Welding, and 32.5% selected either option. These results suggest broad interest in both workforce pathways.

Travel, Timing, and Commitment

TCF asked whether respondents would travel to Kenai, Alaska, for a four-week in-person training program with campus housing included. A combined 81.5% expressed at least possible willingness to travel for training.

Travel Response	Percentage
Yes	35.9%
Possibly, with more information	45.6%
No	9.7%
Not sure	8.9%

Availability was stronger for June than May. Among respondents who answered the timing question, 26.6% selected June 2026, 9.8% selected May 2026, and 22.3% selected either timeframe.

When asked whether they would commit to participating if selected and funded, 24.7% said yes and 36.7% said likely, but would need final details.

Career Pathways of Interest

Respondents shared interest across a wide range of workforce pathways. The strongest areas of interest included IT and cybersecurity, EMT and emergency services, welding and pipefitting, logistics, and construction and skilled trades.

Career Pathway	Interest
IT / Technology / Cybersecurity	35.8%
EMT / Emergency Services	33.5%
Welding / Pipefitting	27.6%
Logistics	25.7%
Construction & Skilled Trades	25.1%
Heavy Equipment	22.8%
CDL / Commercial Driver	21.2%
Industrial / Process Technology	17.4%

An additional 18.2% said they need to learn more about specific jobs, showing that career awareness remains an important part of workforce outreach.

Rotational Work

TCF asked whether respondents would consider rotational schedules, which are common in some infrastructure, industrial, and energy industries. A combined 63.2% expressed at least possible openness to rotational work.

Response	Percentage
Yes	29.5%
Possibly, with more information	33.8%
No	26.1%
Not sure	10.7%

Cybersecurity & Technology

Cybersecurity and technology showed strong interest among respondents. Combined, 66.3% expressed interest, curiosity, or active exploration of cybersecurity or technology pathways.

At the same time, relatively few respondents currently hold certifications. Responses suggest that many people are still early in the training process and may benefit from additional information and entry-level opportunities.

Respondents showed broad interest in cybersecurity and technology pathways.	
Response	Percentage
Strong interest	17.8%
Interested but need more information	30.3%
Exploring options	18.1%
Already working in the field	1.0%
Not interested	32.7%

Among respondents describing their current experience level, 7.9% currently work in IT or technology, 20.5% have taken courses or training, 43.2% are interested but have not started training, and 28.4% are still exploring career options.

Among respondents asked about certifications, 4.1% currently hold IT or cybersecurity certifications, 2.0% are currently enrolled, and 93.9% do not currently hold certifications.

Training Preferences and Readiness

Respondents showed the strongest interest in short-term intensive training when financial support is available.

Training Option	Interest
4-week intensive program with housing included	64.3%
1-year certificate program	45.1%
Short safety or industry certification programs	45.0%
2-year applied degree program	37.0%
Not interested in additional training	9.9%

Respondents represented a wide range of experience levels, from people already working in these fields to people still exploring future training opportunities.

Readiness Level	Percentage
Already have credentials or experience	14.6%
Have some related experience but need additional training	20.7%
Currently enrolled in training or school	5.6%
Interested but have not started training	21.1%
Not currently pursuing work or training in these fields	38.0%

Barriers to Participation

Respondents shared several practical barriers that may affect participation in workforce training opportunities. Financial concerns during training were the most common challenge, followed by time away from family or home, housing during training, and travel to the training location.

Barrier	Percentage
Financial concerns during training	51.2%
Time away from family or home	39.4%
Housing during training	35.2%
Travel to Alaska or the training location	33.8%
Childcare or family responsibilities	25.3%
Need more information about the careers	25.3%
Unsure how to get started	17.5%

Location and Follow-Up Interest

The survey reached respondents both inside and outside Alaska. Overall, 61.0% of respondents live in Alaska, while 38.5% live outside Alaska.

Location	Percentage
Alaska: Anchorage / Kenai / Mat-Su	52.1%
Alaska: Other community	8.9%
Pacific Northwest	14.0%
Other U.S. state	24.5%
Prefer not to answer	0.5%

Many respondents asked TCF to stay in touch about future workforce and training opportunities. More than 365 respondents shared contact information for future updates and outreach.

More than 365 respondents requested follow-up information from TCF.

Closing

TCF appreciates everyone who participated in the survey and shared their perspective.

The results show meaningful interest in workforce pathways, especially when training opportunities are clearly explained and financial support is available. Respondents also shared practical barriers that may affect participation, including financial concerns, travel, housing, and family responsibilities.

The feedback gathered through this survey provides TCF with valuable insight into how shareholders and descendants may want to engage with workforce training and career pathways in the future.

