



# Preparing our Shareholders for the Future



# Agenda

- NANA Regional Corporation
- Shareholder Services
- Company Services
- Red Dog
- Achieving Our Mission

# Alaska Native Corporations





# Mission

To improve the quality of life for our people.





# Achieving our Mission

Economic Growth. Land Management. Healthy Communities.





**NANA has more than 13,000 Iñupiat shareholders**  
**8,000 are working age**  
**86% live in Alaska**  
**50% live in the NANA Region**



# Shareholder Employment & Development Overview

- Educating, developing and engaging shareholders as they pursue meaningful career and life goals.
- Working diligently with NANA companies and management to: provide opportunities for shareholders, increase shareholder hire and development programs to advance shareholders in their careers.
- Build and maintain relationships with outside organizations which have common goals to provide them with valuable human resources while providing further opportunities for our shareholders.



# Commitment to Shareholder Hire

- NANA's employs 18 full-time employees who focus solely on shareholder employment and development
  - 11 positions in-Region, direct service to shareholders, 1 in Anchorage
  - 4 employed in Anchorage, direct service to shareholders and companies
  - 2 in larger subsidiaries





# Services to Shareholders

- Career Counseling
- Identify Training Opportunities
- Locate Funding
- Resume/Interviewing Assistance
- Job Search & Referrals
- Youth outreach



# Programs: Youth Outreach

- Intended to increase career awareness and help prepare youth for successful futures
  - Monthly visits in each school and as needed
  - NANA created curriculum: history of NANA, interviewing skills, healthy choices
  - BWISE: Businesses Working in School Environments, Partners: NANA Companies and Northwest Arctic Borough School District



# Programs: Youth Outreach

- Reached over 1,000 youth this past year to help prepare them for successful futures.
- 5 Communities have BWISE partners





# Programs: College Support Program

- Internships held each summer across enterprise
- Weekly workshops in June and July
- Online social networking site with resources such as internships, scholarships, scholarship deadline reminders, networking
- Ongoing relationship building



In FY13, NANA had 36 interns at 13 subsidiaries





# Eliminating Barriers

- Shareholder employment barriers:
  - Incomplete applications, lack of resumes
  - Interviewing skills (cultural)
- Created workshops intended to educate shareholders on how to apply online, resume writing, and how to be successful during the interviewing process



# Services to NANA Companies

- Shareholder Referrals
- Development of Programs
- Career Counseling of Employees
- Partner in Programs



# Program: MSHA Trainers

- Mining Safety Health Administration (MSHA)
  - Training two NANA shareholders to be certified MSHA instructors
  - Provided first in-Region MSHA class in March 2014 at Alaska Technical Center





# Program: Welder Training

- NANA acquired GIS headquartered in LA.
- Shareholders are recruited to work in LA on a rotational schedule of three months on, one month off.
- Partner with Alaska Technical Center to provide initial training
- Allows shareholders an opportunity to gain industrial experience and hone skills. They can come back to Alaska making higher wages.



# Bridging Shareholders and Opportunities

- Connecting companies and shareholders
  - Career fairs
  - Employability workshops
  - Open houses
  - Programs



# Red Dog Mine

In FY2013, shareholders earned more than \$35M in wages





# Red Dog Mine

- NANA and Teck work closely together
- Millwright apprentices are recruited from Alaska Technical Center.
- Shareholder hire rate at Teck ranges from 55%-60%
- Teck posts all jobs on NANA's site



# Preparing Shareholders for Opportunities

- Youth must know of opportunities and how to get there
- Provide support needed to achieve goals
- Partner with agencies to bridge gaps
- Understand barriers not only at individual level, but also at company / industry level

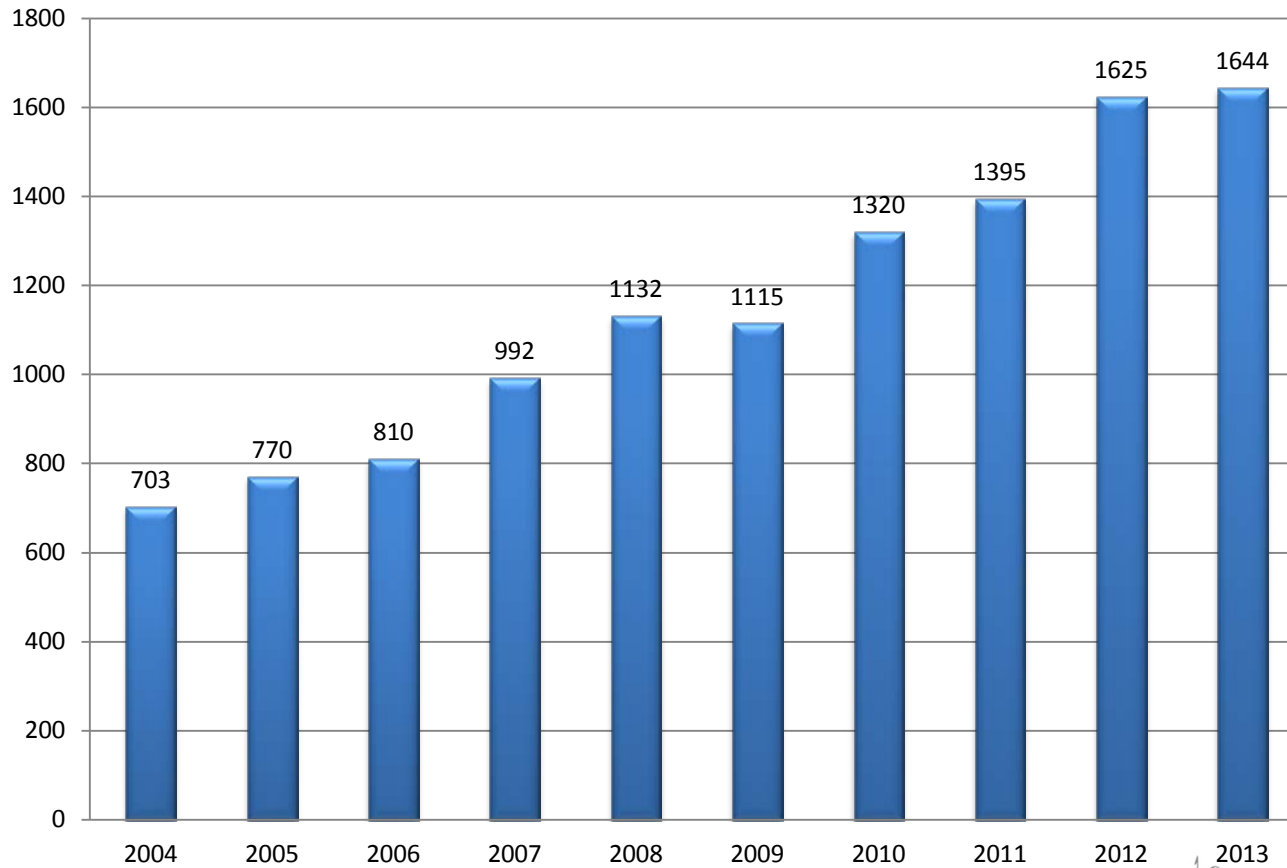


# Results

- Through all the efforts, partnerships and commitment, NANA has increased shareholder hire overall each year for the past several years
- Increased employment and development opportunities for shareholders helps us achieve our mission

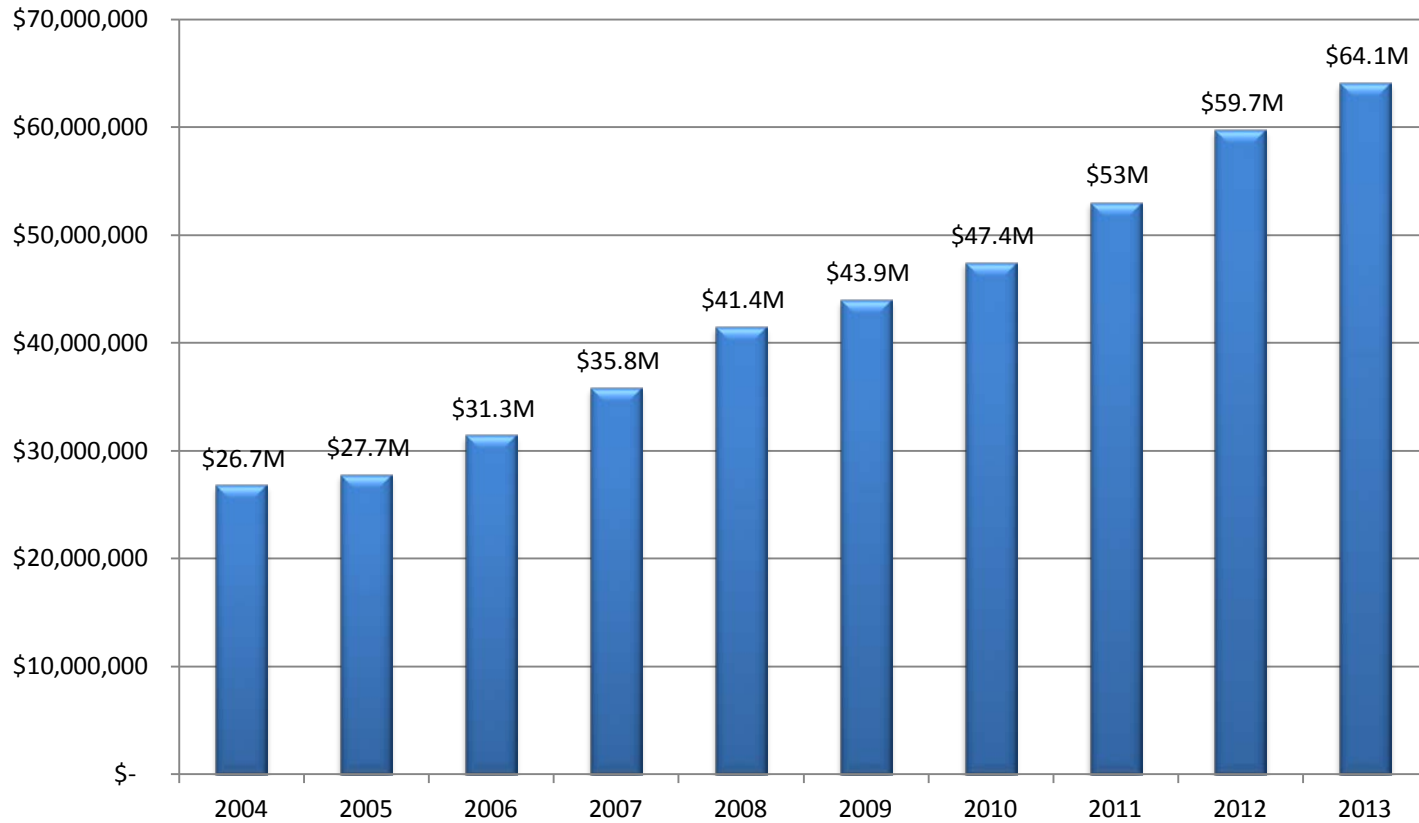


## Shareholders Receiving Paychecks 2004 - 2013





## Shareholder Wages 2004 - 2013







Improving the quality of life of our people



# Contact us!

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