

Remote Work Readiness: Case Studies in Chignik Lagoon, Kokhanok, & New Stuyahok

Prepared for



by

information
insights

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Executive Summary

The Bristol Bay region covers 27.5 million acres of land with 31 federally recognized Tribes and 6880 residents spread out within the region. Community infrastructure, culture, remoteness, available resources, and challenges vary greatly across communities. Kristina Andrew, Bristol Bay Native Association's Economic Development Program Manager made visits to three communities (Chignik Lagoon, Kokhanok, and New Stuyahok), meeting with the local tribal council and residents to learn about their experiences and the possibility for remote work positions once broadband is installed.

Andrew's findings confirmed that data available from outside sources such as the U.S. Census Bureau, federal organizations such as the Federal Communications Commission (FCC), and internet service providers, is limited and often does not show a realistic picture of internet access in these communities. Community members continue to pay extremely high rates for a limited data amount and inconsistent internet access, with actual speeds much lower than advertised. While the baseline cost for limited data and poor internet could cost between \$300-\$400 on average, if residents go over their limited data plan (which is common), bills begin looking closer to \$1200 a month. Starlink has emerged as a potentially viable option for connection in some communities, though it is unclear how the equipment and service will fare in the winter months. Both cell and landline phone service is also in dire need of improvement.

Despite poor connectivity, there is a high interest in remote work among Bristol Bay residents, with 86 percent of all survey respondents indicating interest. Anchor institutions and multi-purpose community spaces in these communities are also being invested in as broadband and workspace hubs, though a lack of adequate funding and grant writing capacity continues to be a barrier.

Potential Next Steps

- Invest staff time and financial resources in developing work-from-home training and local industry pathways
- Establish sub-regional workforce development coordinators
- Explore Low Earth Orbiting (LEO) satellite services such as OneWeb or Starlink as a near to mid-term broadband solution
- Leverage the FCC's Affordable Connectivity program or public-private partnerships to expand access to devices
- Launch elder & youth digital skills program
- Invest in integrative approaches to workforce trainings and regionally coordinated IT support programs
- Collaborate with other communities to develop appropriate guidance for working from home in the Bristol Bay context

Note on Terminology: In the surveyed community, approximately 40-60 percent of respondents interpret "remote work" to imply working in a "remote" area (or multiple remote areas) away from home, while the remaining respondents associated the term "remote work" with working online from home. Using wording like "work from home" or "virtual jobs" may make this distinction clearer.

Methodology

- 1. Survey:** The study was conducted utilizing a survey developed by Information Insights and Bristol Bay Native Association’s Economic Development Program Manager, Kristina Andrew (see Appendix A). The survey was intended to understand the realities of broadband usage, gauge the interest of residents working remotely, and assess the digital skills, equipment, and barriers for remote work in each community. The survey was predicted to take between 10-15 minutes to complete. The surveys were available via a QR code and online link and paper copies were printed to fill out in person. The survey submissions were compiled and sent to Information Insights, where they were entered into google forms to assess the results.
- 2. Community Tours:** In Fall 2022 and Winter 2023, Andrew flew to each community to hear from residents and talk with tribal councils about the possibility of remote work in their communities. Andrew had prepared for these visits by advertising her trip via Facebook, local radio, and phone calls. These advertisements let community members know that Andrew was going to be at the tribal offices during certain days, conducting a study about remote work, and each person who submitted a survey would be entered to win a door prize for an iPad. For the majority of the survey submissions, the residents came to the tribal offices, spoke with Andrew, then filled out the paper survey. For a few folks, Andrew walked through the entirety of the survey with them.

While Andrew was visiting, she asked for a tour in each community, with a lens to the physical assets that are already in place in each location. These tours included whatever the tribal administrators chose to show Andrew and could have included hydro flow of river generators, powerhouses, community subsistence buildings, water treatment plants, tribal offices, HUD housing, waste collection, breakwater harbors, vacant housing, barge landings, roads, water distribution system, school locations, bulk fuel storage systems, and the tribal shops and airport runways.

Table 1. Study Participants

	Chignik Lagoon	Kokhanok	New Stuyahok
Study participants	16*	15**	24***
Study participation as a percentage of population	26%	60%	5%

*Includes 12 community members and 4 tribal administrators
 **Includes 12 community members and 3 village council employees
 ***Includes 23 community members and 1 city employee

Table 2. Community Comparisons at a Glance

	Chignik Lagoon	Kokhanok	New Stuyahok	Alaska
<i>Demographics</i>				
Population	61*	25	570	732,673
Median age	40	29	29	35
Median income	\$44,375	\$29,583	\$45,893	\$80,287
In Labor Force (#)	12	48	218	386,787
Unemployment	-	11.40%	10.30%	4.60%
<i>Digital Access</i>				
Computer access	100%	25%	56%	96%
Highest Reported Internet Speeds (Mbps download/upload)	88/9 (Starlink, \$110/mo)	5/1 (GCI, approx \$300/mo)	10/1 (Bristol Bay Telephone Cooperative, approx \$300/mo)	2,500/- (Alaska Communication Fiber, \$100+)
Average time spent online (hours)	6	5	3.5	3¹
Average price residents are could pay for internet	\$146	\$164	\$170	unknown
Have space to work from home (spare room / empty desk)	100%	84%	52%	unknown
<i>Education</i>				
High school graduate or higher (%)	100%	80%	83%	93%
Bachelor's degree or higher (%)	13%	16%	17%	30%

*Andrew's visit identified that the community has over 60 people in total. This number is at least 25 people higher than the U.S. Census Bureau's American Community Survey estimate of 35.

¹ Eric Griffith, "State by State: Alaskans Spend the Most Time in Front of Screens," PC Magazine, 2019, <https://www.pcmag.com/news/state-by-state-alaskans-spend-the-most-time-in-front-of-screens>

Chignik Lagoon

Lake and Peninsula Borough

[61 residents]



Key Strengths

1. **Familiarity with remote work:** The tribe currently has a village administrator, IGAP coordinator, IGAP tech Assistant/Tribal Court Coordinator, and Deputy Administrator all working from home (one in Homer and three others within the community). When their internet allows them and provided the work gets done, the council has allowed remote work or flex scheduling. There is also a policy regarding seasonal/subsistence leave, where positions will be held for individuals to return after the subsistence season. To accommodate more virtual jobs, policies would need to be modified to change moving/approving document processes and systems, create an online file system, and develop policies regarding these changes. Because there is a need for qualified personnel and the community lacks office space to support additional staff, work from home candidates would be preferred.
2. **Emerging Use of Starlink:** Starlink is a viable option with little to no delays, though there seems to be a lot of variability in the speeds/latency. Speeds range from 17/2 - 88/9 Mbps while latency is between 120 and 2100 ms. It is currently available for \$110-\$135/month, six or more residents have signed up and started using Starlink satellite Internet with successful implementation. This is a new system and needs to be tested in the winter months with high winds and storms. Starlink can potentially become a quick and affordable broadband adoption solution, and will also be valuable for wifi calling capabilities, as Cell service for phone calls is sub-par. Many residents are happy with the current implementation of this system compared with the performance of GCI and Velocity. Velocity has some speed delays and some apps do not work due to lack of connectivity. Residents cannot send photos out via Velocity and websites load slowly (20+ seconds).
3. **Physical Assets:** Seventy-percent of surveyed respondents noted that they'd be interested in working at home with the availability of broadband and many community members and employers noted an additional preference for hybrid arrangements, wanting to keep some staff meetings in person due to the value added for workplace and community culture. There are now active efforts in Chignik Lagoon to establish a community workspace / computer lab in the community. The tribe is currently using capital improvement funds to improve the subsistence building and provide a computer lab space for people and tele-medicine health care options. There is also a local home for sale that could be used to help facilitate a remote workspace for the community, though funding has not yet been identified. Establishing a shared workspace has the potential to expand opportunities for workforce development training in the community, in addition to providing a space for remote co-working while retaining some in-person culture.

Key Challenges

1. **Outmigration:** The Bristol Bay Native Associations CEDS highlights that “without many job opportunities or adequate training for labor needs, many people have left the region to look for opportunities in larger cities like Anchorage or in the Lower 48. Between 2010 and 2020, there was a net migration of -1,116 people from the Bristol Bay population.² This loss is felt heavily in more rural communities where population drops [below the 10 student enrollment minimum] have caused some schools to close as people leave communities. The local schools are key to community survival – when a school closes, often all families with school-aged children leave, and not long after the community is abandoned.”³ Since the 1970s, six community schools have closed in the region, and several schools, including Chignik Lagoon are only a few families away from closing, with a student count of less than 25.
2. **Understaffing:** Local administrators mentioned that for virtual jobs to be implemented in Chignik Lagoon, they would need additional staff capacity to train people to have the specific skills for the work that needs to be done. There is a lack of capacity with the administrative leaders to accommodate onboarding. Templates for onboarding steps need to be created, in addition to tools that prepare people to be ready to work from start date to independence. Staff management tools also need to be taught, such as Google Drive and other programs that are cloud-based, task management systems like *Sauna*, project management systems, and timecard and reporting systems. Jobs will also need to have tangible goals set out like a scope of work or manual to allow for self-paced work and ensure the jobs are getting done.

Village Council is not the only organization in the area that struggles with short-staffing. “Internship opportunities and jobs go unfilled because residents do not have the career path awareness and assistance they need to fill the positions. Contractors or consultants are often brought in from outside the region instead of being able to fill the positions with educated, skilled people from Bristol Bay.”⁴ There is a lot of work that is currently outsourced, because specific skill sets, consultant work, and more employer-community partnerships are needed. There is a general need for local skilled workers, and cross training within local organizations. Several interviewees hoped that the rise in virtual job opportunities will entice people to move back to their home communities to start or continue their careers.

3. **Poor Mobile and Landline Infrastructure:** Cell service is very bad and data is slow. Most people are not able to make calls unless in line of sight from an antenna and rely on wifi to make calls. Repeaters are needed. Chignik Lagoon residents have access to ACS for local landlines, and GCI for long distance, both are not functional half the year. Several respondents also mentioned that they exclusively access the internet through their cell phones.

²“PFD-Based Migration Data,” *Alaska Department of Labor and Workforce Development, Research & Analysis Section*, 2022, <https://live.laborstats.alaska.gov/pop/migration.html>

³“CEDS – Bristol Bay,” *Bristol Bay Native Association*, 2022, <https://bbna.com/ceds-bristol-bay/>

⁴ Kristina Andrew, “Interviews with Workforce Development Programs,” *Bristol Bay Native Association*, 2021, <https://bbna.com/ceds-bristol-bay/>

Potential Solutions

- 1. Invest staff time and financial resources in developing work-from-home training and local industry pathways:** In ten years, Chignik Lagoon Administrator, Michelle Anderson would hope to see “at least one person in Chignik that is able to provide a specific skill such as accounting, consulting, and/or electrical work. The benefits of remote work could be more local/diverse job opportunities, reinvestment in the local economy, local ownership of projects, and work efficiencies.” Funding for the expansion of or adaptation of programs like the Bristol Bay Native Corporation (BBNC) Caliaq Grant Youth Internship project will be essential to growing local expertise and career opportunities for the community's youth. In 2022, BBNC received a 5 year grant from Department of Education Demonstration Grants for Native Youth Community Program in partnership with Bristol Bay Native Corporation (BBNC), in partnership with the Lake and Peninsula School District (LPSD), Bristol Bay Borough School District (BBBSD), Dillingham City School District (DCSD), Southwest Region School District (SWRSD) and the Bristol Bay Regional Career and Technical Education program (BBRCTE). Of the 1,600 students enrolled, this project will directly impact 160 11th and 12th graders annually with internship opportunities and over 800 6th through 12th graders with college-and career-readiness skills.⁵ Caliaq will address five major gaps or needs among Alaska Native youth in Southwestern Alaska:
 - a. Lack of linkage to internships and apprenticeship opportunities
 - b. Lack of timely exposure to career possibilities
 - c. Lack of individualized, school-based career counseling in high school
 - d. Employment Gap
 - e. Achievement & Graduation Gaps

- 2. Establish Sub-regional Workforce Development Coordinators:** Regional coordination was highlighted as a need in interviews with tribal administrators in Chignik Lagoon. Both tribal administrators and residents mentioned that there is also a need for more community-industry partnerships on networking and job placement and developing technical skills. One interviewee also noted that establishing a shared labor pool with neighboring communities would help employers tap into an extended network and labor pool in the Bristol Bay region, facilitating more investment into the local economy. Responsibilities of a sub-regional coordinator might include:
 - a. Build relationships with local community organizations, employers (local and statewide remote), educational groups, and other stakeholders and serve as a representative on committees as needed.
 - b. Locate and secure venues in Bristol Bay communities for skill building sessions to be held in-person and instruct at least one digital skills orientation session, two workforce development orientations and one micro credential per month.
 - c. Develop a regional schedule (times, locations, assign instructors) for sessions that meet the needs of participants throughout Bristol Bay/specific subregions.
 - d. Maintain a regional and/or sub regional job board.
 - e. Deliver appropriate marketing and outreach materials
 - f. Maintain a database of attendees and communicate information on courses, employment opportunities, funding opportunities, and remote work resources in a listserv and/or on social media.

⁵ “Caliaq – Bristol Bay Youth Internship Program,” *Bristol Bay Native Corporation (BBNC)*, 2021, https://oese.ed.gov/files/2022/10/S299A220058_Redacted_508.pdf

Kokhanok

Lake and Peninsula Borough

[125 residents]

Kokhanok School

Kokhanok Village Council

Key Strengths

1. **Strong community interest in remote work:** All of surveyed Kokhanok residents would be interested in working from home when broadband is available, with one resident remarking “it would be so nice, I’d get to spend more time with my kids.” Local employees also already work with consultants, auditors, and accountants remotely, and conduct council meetings remotely as needed. With added work from home jobs in the community, locals envision more people employed, leading to happier, healthier families and communities that are sustainable. People would be able to stay in their own communities and small villages like Kokhanok would be able to keep their schools open. Some administrators also noted that more digital opportunities would lead to an increase in inter-community collaboration and idea-sharing.
2. **Kokhanok’s Village Council:** A core community asset with approximately 18 employees in total, the village council provides technical support and access to their office hardware (computers and/or scanners) on a daily basis to community members (sometimes up to 5 times per day). Only a couple of people in Kokhanok have access to a computer at home, with estimates of less than 25% of the population, and most residents only have access to a printer or scanner at the village office. Only an estimated five percent of the population in Kokhanok have access at home. The village council wants to, and is working on providing a multipurpose facility, which will house tribal operations and incorporate a computer lab that can be used for remote work and learning. They are also currently able to provide digital equipment for their own employees if they were to work from home. Village council policy is also in place to support subsistence leave and workable/flexible schedules to their employees.
3. **Social Media Use / Local Networks:** Surveyed Kokhanok residents are familiar with using online tools, spending an average of 5 hours online a day, with 30 percent spending over 8 hours online a day. Social media channels (Facebook, Instagram, Twitter, LinkedIn, Snapchat, etc) were the most familiar online tools to surveyed respondents with 100 percent somewhat or very familiar with using them. Next were document managers (MS Office, Google Drive, Dropbox, OneDrive, etc.), and online communication tools (Zoom, Google Meet, Skype, MS Teams, etc) with 80 percent somewhat or very familiar with using them. Business tools such as Quickbooks, Squarespace, Graphic Design Software, etc were the least familiar to respondents with 50 percent not familiar at all with them. Around 30 percent use the internet for work and classes. Social media, Facebook in particular, is a powerful tool in rural Alaska, for

more than just connecting with friends and family, with information passed surrounding subsistence, cultural resources, food security, and weather events.⁶

Key Challenges

1. **Expensive & Unstable Internet:** Residents rely on limited internet access to stay connected, map weather and tides, and order food and supplies. Current internet options do not meet the standard of 25/3 speeds to be considered served by broadband. Some apps are unable to load, and satellite options in particular are extremely high latency based on Ookla speed tests. Both internet options in Kokhanok (Hughes Net and GCI) are estimated to cost residential customers between \$200 and \$300 a month for very small substandard service (speeds ranging from 2/1 - 5/1), and latency ranging from 893-2457 ms for satellite services. This number does not include overages, which are easy to incur (because of the very small service package) and brings monthly bills to around \$1200 a month. Several respondents also mentioned that they exclusively access the internet through their cell phones.
2. **Limited Digital Skills:** All employees interviewed mentioned that their community is not confident at all in accessing online platforms. One administrator noted that confidence in using digital software (such as Microsoft Office, Google Drive, Adobe, Zoom, Teams, etc.) is limited, even among some office workers. Classes/trainings and many opportunities for practice are necessary to get community members comfortable with using online software. Additional trainings that are needed include in-person training on various software, such as Raven Scan (and the software listed above), online navigating and communication, and troubleshooting basic computer issues.

One administrator estimated that if online work opportunities became available tomorrow, over half of the village office (approximately 10 people) would be interested and able to take advantage of these opportunities, however, if training and digital skills building opportunities were provided, this would additionally enable over half of the village (at least 75 people) to access these opportunities.

“I wish it was more common and more accepted, but people are not very used to computers for work. Only a select few are knowledgeable.”

3. **Lack of Access to Funding:** Only 50 percent of surveyed Kokhanok residents had access to a computer at home, and only 15 percent of these respondents had access to a printer or a scanner at home. 100 percent of these respondents thought it would be beneficial to have a shared workspace or computer lab in the community. In Kokhanok, a larger building and better internet would be required to house printers, workspaces, and computers available for community members. On average, administrators estimated that their community would require a minimum of 15 additional workspaces/computers to provide adequate service to the community.

⁶ Richard Hum, “Online social media as a social-ecological systems research tool: Facebook and two rural Alaskan communities,” *Scholarworks@UA*, 2013, <https://scholarworks.alaska.edu/handle/11122/4474>

When asked what sort of funding would be needed to make printers, workspaces, and computers more available to community members, one administrator mentioned that “individual funding would be great, that way there is more accountability,” while another noted that “these requests could be incorporated into some grants and/or matching funds or fundraising.” One village administrator saw a need for state workforce development organizations to address workforce needs for the whole community, another listed a need for grant writing support among administrators.

Potential Solutions

1. **Utilize the FCC 2.5Ghz Tribal Spectrum to Explore Low Earth Orbiting (LEO) satellite services such as OneWeb or Starlink as a near to mid-term broadband solution:** The FCC 2.5Ghz Tribal Spectrum is available to all federally recognized tribes and Alaska Native villages. This allows tribes to utilize LEO technology, such as OneWeb and Starlink, to gain broadband access, quickly, to serve the internet needs of the communities. Starlink is still in its early stages, but it has already proved to be a “game-changer” in rural Alaska.⁷ It offers internet speeds of up to 150 Mbps and low latency, meaning Alaskans can now access the same services, applications, and websites available to the rest of the world.
2. **Leverage the FCC’s Affordable Connectivity program or public-private partnerships to expand access to devices:** Created by the Bipartisan Infrastructure Law, the Affordable Connectivity Program provides a discount of up to \$75 per month on internet bills for households on Tribal lands (or a discount of up to \$30/month for other households), as well as a one-time \$100 discount on a connected device. Households are eligible if they earn 200 percent of the Federal Poverty Guidelines or less (currently \$55,500 for a family of four) or if they already participate in certain federal programs, including a wide range of Tribal assistance programs. Specifically, households participating in Bureau of Indian Affairs General Assistance, Tribal Head Start (if the household meets the relevant income qualifying standard), Tribal Temporary Assistance for Needy Families (TANF), and the Food Distribution Program on Indian Reservations. Households can check their eligibility, find a fully-covered plan, and sign up at [GetInternet.gov](https://www.getinternet.gov).⁸

⁷ Marcin Frąckiewicz, “The Future of Internet Access in Alaska: Starlink Takes Flight,” *TS2 Space*, 2023, <https://ts2.space/en/the-future-of-internet-access-in-alaska-starlink-takes-flight/>

⁸ “FACT SHEET: Biden-Harris Administration Brings High-Speed, Affordable Internet to Tribal Communities,” *The White House*, 2022, <https://www.whitehouse.gov/briefing-room/statements-releases/2022/08/11/fact-sheet-biden-harris-administration-brings-high-speed-affordable-internet-to-tribal-communities/>



New Stuyahok

Dillingham Census Area

[570 residents]

Key Strengths

1. **Youth Population:** Tribal administrators identified that about 230 young members in the community would be interested in taking advantage of opportunities and future trainings that lead to building digital skills/pursuing remote work. Local administrators noted that young people are also most likely to be digitally skilled, where they have the knowledge necessary to find, evaluate, use, share, and create content using digital devices, such as computers and smartphones.⁹ When administrators were asked about their perception of the status of digital skills in New Stuyahok, they estimated that around half of the population, particularly younger people, are confident in accessing online platforms, while the other half need assistance to use the internet. 87 percent of surveyed New Stuyahok residents also noted they would be interested in working from home when broadband becomes available.
2. **Digital Skills:** Social media channels such as Facebook, Instagram, Twitter, LinkedIn, Snapchat, etc were the most familiar online tools to surveyed respondents with 96 percent somewhat or very familiar with using them. Next most familiar were online communication tools (Zoom, Google Meet, Skype, MS Teams, etc) with 87 percent somewhat or very familiar with using them, and document managers (MS Office, Google Drive, Dropbox, OneDrive, etc.) with 82 percent somewhat or very familiar with using them. Business tools such as Quickbooks, Squarespace, Graphic Design Software, etc were the least familiar to respondents with 26 percent not familiar at all with them. Most common uses for the internet among respondents were communication and social media (78 percent mentioned), entertainment (movies, TV shows, reading) (30 percent mentioned), education (homework, learning new hobbies)(22 percent mentioned), shopping (22 percent mentioned), paying bills/banking (17 percent mentioned), and work (13 percent mentioned). The internet is important for ordering gear, parts, clothing, etc that are unavailable locally.
3. **Anchor Institutions:** Most residents that have internet access at home have GCI or Bristol Bay Telephone Cooperative, both costing around \$300/month for less than 25/3 speeds. Sixty percent of surveyed residents have access to a computer at home, and very few, if any, have access to a printer or scanner at home. As a result, many residents come into the tribal office to use scanners and the fax machine. Of those that don't have a computer at home, two don't access the internet at all, while others go to the tribe, school, library, family members houses, or their place of work to go online.

⁹ "What Are Digital Skills?," *University of Nevada, Las Vegas: Continuing Education*, 2022, <https://digitalskills.unlv.edu/digital-marketing/what-are-digital-skills/>

The New Stuyahok Tribal Family Resource Center & Airport were both highlighted as essential anchor institutions that enable access to the internet for community members. New Stuyahok residents can currently access community computer spaces at the New Stuyahok Council Office building, the Tribal Family Resource Center, and New Stuyahok, Limited. Current cell service is also substandard and cell phones do not work in half the village for text or calls. There is no cell data in the community so residents must drive three miles out of town to the airport to access reliable cell data.

Key Challenges

1. **Affordable Housing & Local Infrastructure:** Community priorities mentioned in interviews include the need for affordable housing, a qualified workforce, and road improvements. Overcrowded homes are an issue, roads are in dire need of repair, and there is high turnover in the workforce. New construction is often prohibitively expensive in rural communities, and federal funding has tapered off. A lack of available or affordable housing in the area will be a limiting factor in enticing new residents and former community members home.
2. **Lack of Access to Capital and Operating Funding for a Community Workspace:** The three internet service providers in New Stuyahok are Bristol Bay Telephone Cooperative, Hughes Net, and GCI. Approximately half (56 percent) of the population has access to a computer at home, while the other half go to the tribe, school, library, family members houses, or their place of work to go online (if they access the internet at all - nine percent of respondents do not have any means of accessing the internet in their daily life). 100 percent of surveyed residents think it would be beneficial to have a shared workspace/computer lab in the community, a resource formerly provided by the Bristol Bay Campus before funding was cut and the facility closed.
3. **Limited Policy/Guidance to Support Remote Work:** During the pandemic, similar to other communities in the region, staff did not have access to necessary software or access to programs like Quickbooks or shared file systems at home (and lack IT support and training to set up remote systems) so still had to spend some of their time in the office with staggered shifts / alternating schedules, instead of transitioning to fully remote. This has resulted in uneven adoption of remote work across the region, with some communities having years of experience as of 2023, while others have yet to fully implement work from home options.

Potential Solutions

1. **Launch Elder & Youth Digital Skills Program:** Training and technical assistance is currently needed to teach people the necessities of knowing how to log onto a PC, navigate settings and apps, and utilize digital design software. Training that teaches the necessary and best practices of soft skills such as work etiquette, communication, and other workforce training for youth, are also desired. Models for intergenerational programs have shown success in pairing youth (ages 16 to 25) with seniors (age 55+) in a learning circle where “youth support seniors in IT usage, and, in return, seniors mentor youth in their efforts to access the labor market and to face challenges of

adult life.”¹⁰ One city administrator has also emphasized that single trainings will not be sufficient to teach necessary skills, recommending that each community member have the opportunity to reinforce learned skills in trainings that are broken down into 3 or 4 sessions over a longer period of time. A longer term (months or years) intergenerational program would offer an opportunity to reinforce learned skills while building relationships between community members.

2. **Invest in Integrative Approaches to Workforce Trainings and Regionally Coordinated IT Support Programs:** Surveyed communities do not currently have the staff capacity or the expertise to provide IT support to their community members and employees. There is also demand for other forms of skilled labor in these communities, such as financial management, skilled trades (electricians, aviation export, etc), accounting, consulting, and many others.

“This training must be all the way from the entry level to the top level and provide the support services that come along with a Bristol Bay resident getting employment – childcare, transportation, housing, food security, etc...”¹¹

3. **Collaborate with other communities to develop culturally appropriate guidance for working from home in the Bristol Bay context:** New Stuyahok has a high harvest rate of subsistence wild foods with an estimated harvest of 700 pounds per person.¹² While most subsistence harvesting is done between June and September (white fish, salmon, water fowl, moose, berries and plants), many engage in some form of subsistence harvesting year round (such as small game hunting/trapping and fishing). Of the surveyed New Stuyahok residents, approximately 50 percent spend a period of between two to four weeks in the subsistence seasons harvesting these foods. Some (22 percent) spend several months, while others (13 percent) spend a few hours each day harvesting these foods depending on the season. These patterns need to be taken into account when developing local/regional remote work policies and to help create guidance on negotiating time off or alternative scheduling for community members seeking jobs in the wider digital economy.

¹⁰ Julija Glosaitė, “Promoting Intergenerational Communication with Project “Trans E-scouts,” *Central Library of Vilnius City*, 2015, <https://slideplayer.com/slide/12363162/>

¹¹ “Bristol Bay Workforce Snapshot,” Bristol Bay Native Corporation, 2022, <https://bbna.com/wp-content/uploads/2022/05/BBNC-Workforce-Development-Report-2022-small.pdf>

¹² “New Stuyahok Comprehensive Plan,” New Stuyahok Planning Team, City of New Stuyahok, New Stuyahok Traditional Council, and Stuyahok, Ltd. with assistance from Agnew::Beck Consulting, 2005, LLC https://www.agnewbeck.com/pdf/downloads/BristolBayCommunityPlanningProject/New_Stuyahok/03_Background.pdf

Appendix A. Community Survey



Remote Work Opportunity Survey

bit.ly/BBRemoteWorkSurvey



Purpose: BBNA is working on a Broadband Implementation study to take a look at current online work opportunities globally, review what online work opportunities are available with our regional organizations, and what communities and people need to be ready to take advantage of online work opportunities once fiber is installed. This survey will help us understand community interest, needs, and barriers related to remote work. Thank you so much for your input!

Confidentiality: Your participation is voluntary, and responses will be kept confidential.

Citations: You may choose to remain anonymous by skipping the “contact information” section of the survey. If you would like to be named in the final report, please provide your name and affiliation. Note we will not link your name or affiliation to your responses in the report without your permission. **Please provide your contact information if you would like to have the opportunity to be quoted in the final report and be entered into a drawing for an ipad.**

Section 1: Contact Information

Name:

Phone:

Affiliation & Community:

Email:

Section 2: Remote Work Questions

1. When you hear the words “remote work” what do you think of?
2. Are you interested in potentially working from home when broadband is available?
3. What do you use your internet for in your daily life?
4. How much time do you spend online in a day?
5. Do you have access to a computer at home? **Yes / No**
 - a. If no, where do you go when you need to access a computer?
6. Do you have access to a printer or scanner at home? **Yes / No**
 - a. If no, where do you go to print things?
7. Do you have space in your home to work from home? ie. a spare room, empty desk, etc? **Yes / No**
8. Do you think it would be beneficial to have a computer lab or shared workspace in your community? **Yes / No**

9. **[Circle your familiarity level for each tool]** How familiar are you with using:
- Document Managers** (MS Office, Google Drive, Dropbox, OneDrive, etc.)
 - Very familiar
 - Somewhat familiar
 - Not familiar at all
 - Online Communication Tools** (Zoom, Google Meet, Skype, MS Teams, etc)
 - Very familiar
 - Somewhat familiar
 - Not familiar at all
 - Business Tools** (Quickbooks, Squarespace, Graphic Design Software, etc)
 - Very familiar
 - Somewhat familiar
 - Not familiar at all
 - Social Media Channels** (Facebook, Instagram, Twitter, LinkedIn, Snapchat, etc)
 - Very familiar
 - Somewhat familiar
 - Not familiar at all
10. What would you be willing to pay to have a quality internet subscription at home?

Section 3: Scheduling & Subsistence

11. What subsistence foods do you harvest and at what time of year?
12. How long do you spend harvesting these foods?
13. Do you think you could work a job online and still engage in subsistence activities (if you had the flexibility at work)? **Yes / No**
14. Do you have any other comments you'd like to share?