

Employer Toolkit: Culturally Inclusive Native Hiring

Best Practices for Alaska HR Leaders & Corporate Hiring Managers

Building High-Trust Tribal Workforce Partnerships

This toolkit outlines strategies for Alaska employers to recruit, onboard, and retain Alaska Native talent across urban and rural Alaska communities.

Key Recommendations for HR Leaders

1. Partner directly with CITC Employment & Training Services for candidate referrals.
2. Recognize vocational certifications and digital skill badges alongside traditional degrees.
3. Offer rotational flexibility for subsistence harvesting seasons where operationally feasible.
4. Provide cultural mentorship and onboarding support for remote workers relocating to Anchorage.