

## **GAP Analysis: Why are we seeing Attrition Among the Alaska GAP Network Today?**

What is attrition? **at·tri·tion**/ə'triSHən/ *noun* The action or process of gradually reducing the strength or effectiveness of someone or something through sustained pressure.

ANTHC is conducting an attrition analysis for Alaska, and we would like your input. **This is a fillable form.** Please let us know any thoughts you might have on this topic. *Reply 'Yes or No,' and describe your answer in 1-3 sentences.*

Please email your response back to: [tmockta@anthc.org](mailto:tmockta@anthc.org) at your convenience, **but no later than Monday, November 27th.**

### **Community wellness**

When was the last time you felt proud about something you achieved at work?

On a scale from 1-10 (1 being very unsatisfied and 10 being very satisfied), how satisfied are you with your job? What would you improve and why? OR If given the opportunity, what changes would you make?

**1      2      3      4      5      6      7      8      9      10**

How secure do you feel in your current role?

How often do you feel overwhelmed/burnt out with your job and work environment? What do you think will help reduce stress or feeling burnt out?

## **Environmental Program Sustainability**

Are the required systems for applying for and administering federal grants interfering and/or affecting your ability to build an environmental program? If yes, please describe how?

Some Tribes have reported that pulling together human resources for survival activities related to severe environmental and public events has affected their ability to administer federal funds. Is this your experience (Merbok, COVID, etc.)? If so, please explain how this impacted your Tribe's environmental program.

Is training readily available for you to complete your Tribe's environmental priorities set forth in the ETEP? How about the workplan?

Do you feel that you can go to your Alaska resource team and discuss issues and solutions?

*Reply: 'Yes or No' next to each resource, and describe your perspective in 1-3 sentences. In addition, check the box for the importance on a scale from 1-10 (1 being least important and 10 being most important).*

**Immediate Supervisor and colleagues:**    **Yes**                      **No**

**1      2      3      4      5      6      7      8      9      10**

**Council: Yes            No**

**1      2      3      4      5      6      7      8      9      10**

**Community Leaders/local partners: Yes            No**

**1      2      3      4      5      6      7      8      9      10**

**Community Members: Yes            No**

**1      2      3      4      5      6      7      8      9      10**

**Regional Tribal Consortia: Yes            No**

**1      2      3      4      5      6      7      8      9      10**

ANTHC: Yes      No

1      2      3      4      5      6      7      8      9      10

EPA Tribal Coordinator/Project Officer: Yes      No

1      2      3      4      5      6      7      8      9      10

### **Financial Support**

Do you have the tools you need to perform your job?

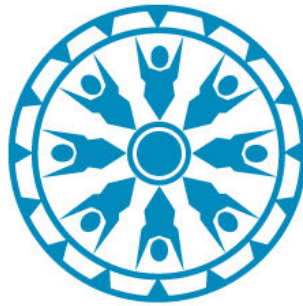
Are you satisfied with the benefits and perks you get from your employer (time off, benefits, bonuses, retirement, travel budget, etc.)? – If not what would you like to see in the future?

Is the current level of GAP funds sufficient for your Tribe? Please explain.

If increased funds become available for FY25 GAP (or other funding sources), what is the top project and budget amount you would like to spend it on?

***Thank you for your time and commitment to all the important  
work you do every day!***

*– The Tribal Capacity & Training Program Team*



***Alaska Native Tribal Health Consortium***

***Tribal Capacity & Training Program***

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