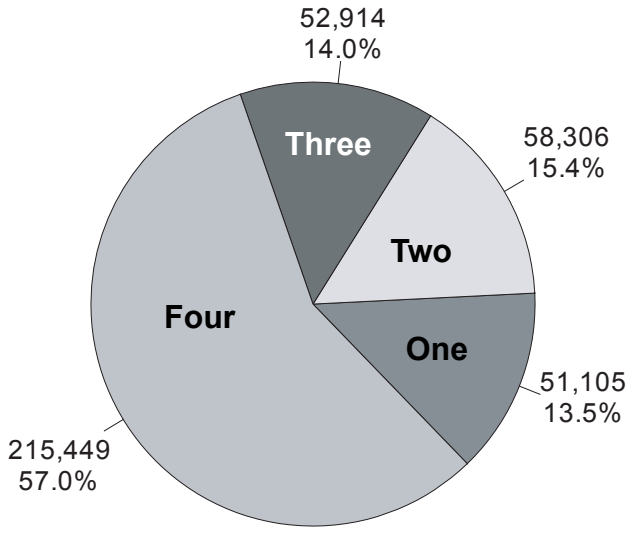
Wage Records

By Jeff Hadland

Using them to fill the data gaps for Alaska worker profiles

If each of Alaska's workers was employed in one job continuously throughout his working life, then the task of understanding the labor market would be simple. However, we all know the labor market is much more fluid. Workers are hired and separate from jobs continuously throughout the year. Some workers are employed in multiple jobs consecutively or concurrently over time. Some work only seasonally, and some come from other parts of the country and from around the world to work in Alaska. And workers earn higher wages as their years of experience and training accumulate.

1 Quarters Worked in 2003
Employees in Alaska



Note: Includes private sector, state and local government.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Many of the labor market statistics currently published are simple snapshots of the labor market at a particular point in time. They don't reflect the dynamic nature of the labor force or how an individual worker's labor market status will change over time.

Over the last several years, Alaska has been a national leader in the use of unemployment insurance (UI) wage records submitted quarterly by employers for each worker to better understand the Alaska labor market. Resident hire research, training program performance outcomes, age and gender related employment characteristics, and new hiring activity have all been reported on a regular basis by the Alaska Department of Labor and Workforce Development. Most of these reports are possible only through the analysis of wage records in conjunction with other types of demographic characteristics available for Alaska workers.

Alaska's quarterly UI wage records provide detailed information about each worker including employer, industry, earnings, occupation, and place of work. Employers are required to report earnings and other information about each wage and salary worker covered by Alaska UI. UI wage record data are not available for the self employed, military and federal government workers. When coupled with secondary data sources, age, gender, and place of residence can be used to identify differences between worker populations.

This report provides the latest characteristics of workers by age and gender, along with some new economic measures using wage records that can be used to better understand the dynamics and condition of the Alaska labor market. Hiring, separations, turnover, attachment to labor force, years of experience with an employer or in an industry, the size of the low-wage labor force, and some new measures of economic conditions can be determined through longitudinal analysis of quarterly UI wage record information.

Alaska worker characteristics–a closer look

In 2003, more than 17,400 private sector, state government and local government employers had nearly 378,000 unique individuals working for them during one or more quarters of the calendar year. Average monthly employment for those industry sectors in 2003 was significantly smaller—approximately 280,000, indicating the much larger number of workers that flow through the economy over the course of a year. Although about 71 percent of all workers employed in 2003 worked for just one employer, there were more than 540,000 unique employer-employee relationships. Some workers move from job to job over the year; however, about 91 percent of workers had only one or two employers during the year.

About 57 percent of workers employed in Alaska in 2003 worked all four quarters of the year. Peak quarterly employment occurs each third quarter of the year (July through September), with nearly 319,000 individuals employed at some time during that quarter of 2003. (See Exhibits 1 and 2.)

Gender and age differences in the labor market

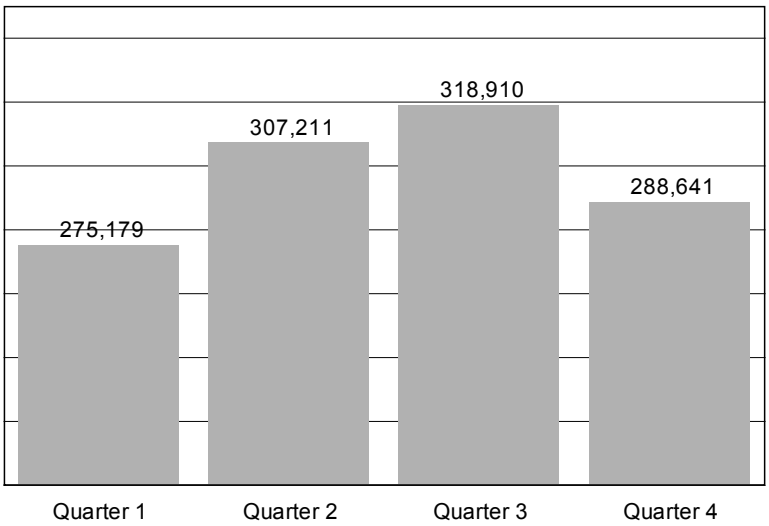
Gender and age information about Alaska's workers is obtained from matches with secondary data sources, primarily historical Permanent Fund Dividend (PFD) information. Approximately 85 percent of UI wage record data can be matched with demographic information including age, sex and place of residence. Individuals for whom no information is available are primarily nonresident workers in Alaska. A few states are testing the use of national databases to obtain demographic information about their workers. It is anticipated that this information will be available to Alaska in the future and help fill this "data gap."

Just as there is a significant difference in earnings and labor force attachment of resident and nonresident workers employed in Alaska (see Nonresidents Working in Alaska-2003), there are major differences in employment and earnings measures between age groups and between the sexes and dramatic differences in the age and sex profile between industries and occupations.

Men earned more than women in 2003

Differences in total and average earnings between the sexes are the result of many factors including differences in full-time versus part-time work, seasonal work, career choices, child rearing, and work experience. Men slightly outnumber women

Workers Employed by Quarter 2
Alaska 2003



Note: Includes private sector, state and local government.
Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section

in the Alaska labor force, men also outnumber women in the working age population. Although the percentages of the Alaska male and female population that worked in Alaska in 2003 are about the same, their total and average earnings profiles are very different. Based upon those workers for whom we have demographic data, men earned more than $5.6 billion of the $9.2 billion in wage and salary income in private sector, state government, and local government jobs, or $2.1 billion more than women in 2003. Men were 52% of the workers and earned 62% of the wages. The largest discrepancy in total and average earnings between the sexes was in the peak earning years, age 40 to 54. (See Exhibit 3.)

In 2003, Alaska's female workers earned on average $23,056, or 68.3 percent of that earned by male workers, a significant improvement over the 66.4 percent rate found in 2001. Since 2001,

3 Employment and Earnings in 2003
By Industry, age group, and sex

	MALE			FEMALE			
By Industry	Total Employment	Total Wages	Average Wage	Total Employment	Total Wages	Average Wage	Female to male earnings ratio
Natural Resources and Mining	11,123	$728,207,385	$65,469	1,743	$77,238,342	$44,313	67.7
Construction	20,953	722,618,150	34,488	2,905	67,558,091	23,256	67.4
Manufacturing	7,361	193,063,142	26,228	3,172	48,662,713	15,341	58.5
Trade, Transportation & Utilities	42,320	1,351,844,612	31,943	29,213	530,607,562	18,163	56.9
Information	4,229	197,105,153	46,608	3,506	115,428,510	32,923	70.6
Financial Activities	6,097	220,931,506	36,236	9,294	281,486,108	30,287	83.6
Professional and Business Svcs	13,813	465,812,009	33,723	11,318	261,089,695	23,069	68.4
Educational and Health Svcs	8,958	338,772,920	37,818	28,029	757,140,829	27,013	71.4
Leisure and Hospitality	16,053	218,403,008	13,605	18,312	190,850,144	10,422	76.6
Other Services	4,811	121,193,903	25,191	5,923	108,662,557	18,346	72.8
Public Administration	187	4,852,481	25,949	202	4,813,584	23,830	91.8
Nonclassifiable	72	1,167,274	16,212	31	163,597	5,277	32.6
Private Sector	135,977	4,563,971,544	33,564	113,648	2,443,701,733	21,502	64.1
Local Government	19,642	594,739,217	30,279	27,159	706,531,316	26,015	85.9
State Government	12,219	507,897,515	41,566	12,503	384,538,336	30,756	74.0
Total	167,838	5,666,608,277	33,762	153,310	3,534,771,384	23,056	68.3
By Age Group							
Less than 16	2,466	7,621,521	3,091	2,601	7,079,538	2,722	88.1
Age 16-18	10,562	47,214,710	4,470	10,629	46,152,119	4,342	97.1
Age 19-24	23,315	339,023,294	14,541	21,816	261,993,517	12,009	82.6
Age 25-29	16,895	447,121,104	26,465	15,312	313,674,237	20,486	77.4
Age 30-34	17,879	605,990,212	33,894	15,731	384,423,730	24,437	72.1
Age 35-39	18,276	703,099,380	38,471	16,654	437,113,796	26,247	68.2
Age 40-44	21,425	917,792,312	42,837	19,734	560,833,044	28,420	66.3
Age 45-49	21,132	1,002,221,249	47,427	19,597	614,730,927	31,369	66.1
Age 50-54	17,028	834,096,980	48,984	15,220	492,075,873	32,331	66.0
Age 55-59	10,572	492,893,761	46,623	9,077	267,552,622	29,476	63.2
Age 60-64	5,251	199,685,748	38,028	4,410	109,723,465	24,881	65.4
Age 65-74	2,636	63,082,182	23,931	2,219	36,322,410	16,369	68.4
Age 75 and over	371	5,918,336	15,952	296	2,769,272	9,356	58.6
Unknown	30	847,488	28,250	14	326,833	23,345	82.6
Age 14-17	8,372	25,261,314	3,017	8,630	25,866,985	2,997	99.3
Age 18-21	16,412	161,502,169	9,840	15,812	135,580,204	8,575	87.1
Age 60 and over	8,258	268,686,266	32,536	6,925	148,815,148	21,490	66.0

Note: Demographic information obtained from recent Alaska PFD files.

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

both male and female average earnings have increased, but female earnings grew nearly twice the rate of men's (6.5 percent vs. 3.5 percent over the two year period). (See Exhibit 4.)

Industry comparison

Women made up a disproportionate share of the workers in the Educational and Health Services (75.8%), Financial Activities (60.4%), Local Government (58.0%) and Other Services (55.2%) industry sectors in 2003. They were noticeably underrepresented in the Construction (12.2%) and Natural Resources and Mining (13.5%) industry sectors. (See Exhibit 5.)

Women earned less than men in all major industry categories. Highest average earnings were paid to women working in the Natural Resources and Mining ($44,313) and Information industries ($32,923). Women came closest to achieving parity in earnings with men in Local Government, where women earned on average about 86% as much as men. (See Exhibit 6.)

Government, health care and retail trade employers were the top employers of women in 2003. The top three employers of women in Alaska were the State of Alaska, Anchorage School District and the University of Alaska. Top private sector employers of women were Providence Hospital, Safeway, Wal-Mart, Fred Meyer, and Alaska Airlines. (See Exhibit 7.) Women earned the most in the 50 to 54 age group. (See Exhibit 8.)

Gender Earnings Ratio 4
1988 to 2003

Average Annual Earnings

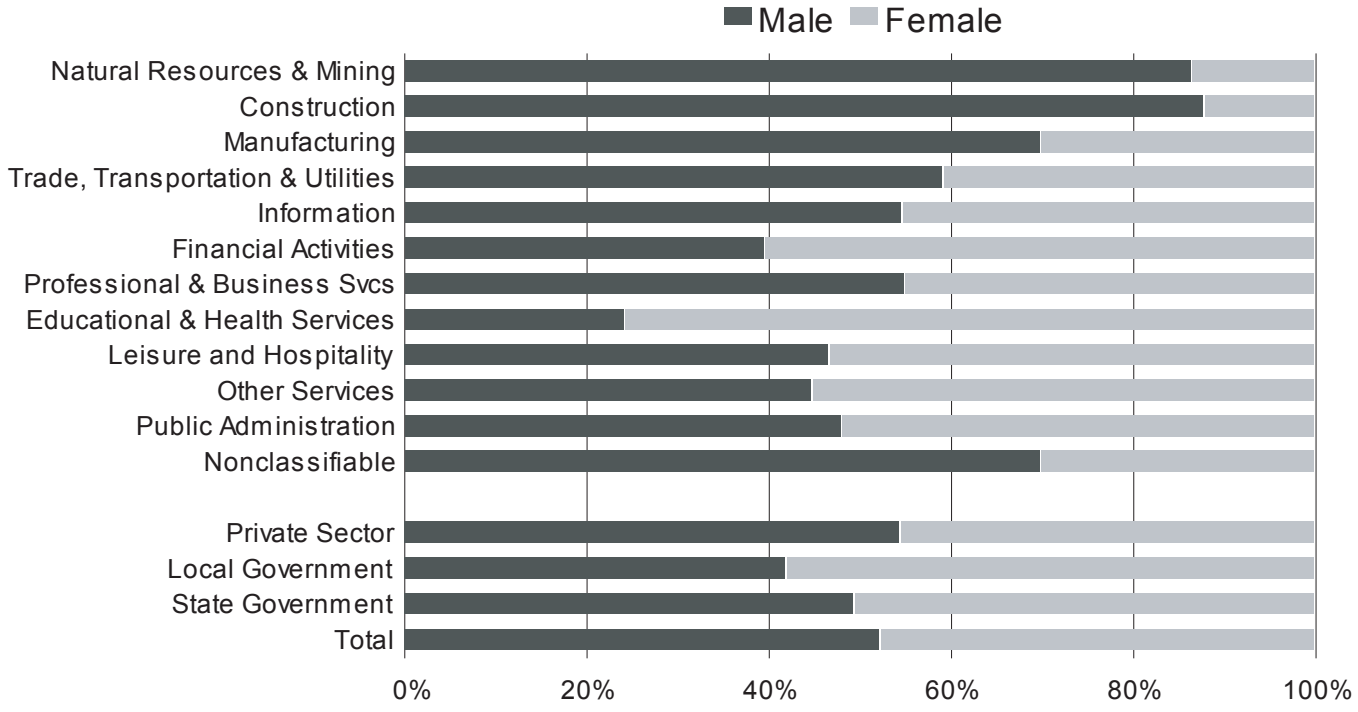
	1988	1990	1995	1997	1999	2001	2003
Male	$24,232	$27,655	$29,261	$29,327	$30,066	$32,618	$33,762
Female	14,962	16,934	19,182	19,059	20,079	21,644	23,056

Ratio Female to Male Average Wage

1988	1990	1995	1997	1999	2001	2003
61.7%	61.2%	65.6%	65.0%	66.8%	66.4%	68.3%

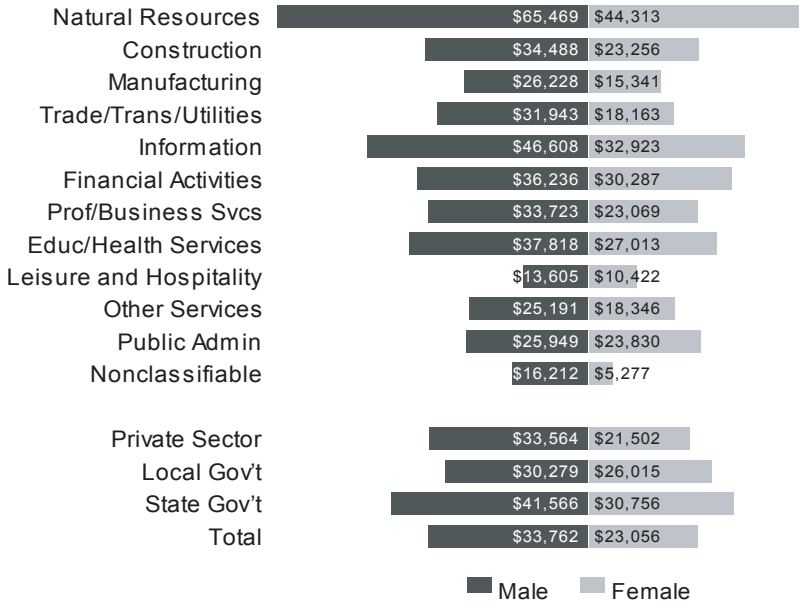
Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

Male and Female Employment 5
By industry, 2003



Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

6 Average Annual Earnings by Sex
And industry, Alaska 2003



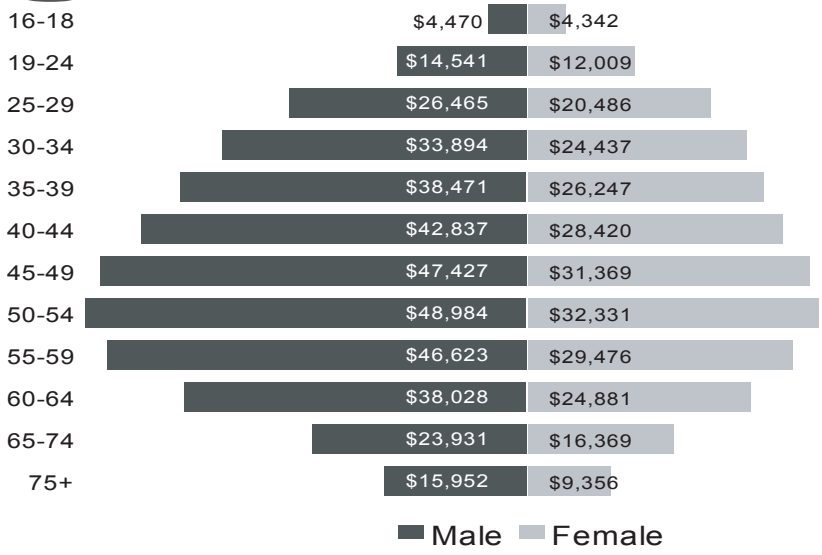
Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

7 Top Ten Employers of Females
Private sector, state & local government

State of Alaska Executive Branch	8,554
Anchorage School District	5,983
University of Alaska	3,606
Providence Hospital	2,994
Fairbanks North Star School District	2,067
Safeway Inc.	2,053
Wal-Mart Associates Inc.	1,729
Mat-Su Borough Schools	1,667
Fred Meyer Stores Inc.	1,656
Kenai Peninsula Borough Schools	1,168

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

8 Average Annual Earnings
By age group and sex, 2003



Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

Top occupations by gender

The top reported occupations for women in 2003 include retail salespersons, office clerks, cashiers, bookkeeping, accounting, and auditing clerks, teacher assistants, secretaries, and registered nurses. The most common occupations for men include construction laborers, retail salespersons, laborers, carpenters, janitors, and operating engineers.

In occupations with more than 50 female workers in 2003, women had the highest earnings as physicians, geoscientists, loan officers, engineers, education administrators, postsecondary teachers, and pharmacists. Men had the highest average earnings while working as physicians, petroleum engineers, financial analysts, petroleum operators, mining engineers, chief executives, and securities sales agents.

In occupations with more than 50 male and female workers and where women earn more than the annual average wage of approximately $36,000 per year, females earned at least 95% as much as men. Examples of these occupations are door-to-door sales workers, installation/maintenance/repair workers, several teacher categories (special education, music, postsecondary), computer systems analysts, and sales representatives. (See Research and Analysis website for detailed occupational tables.)

Alaska's working age profile

The desire to have Alaska residents benefit from the development of major new projects in the state, including the gasline included in our most recent long term employment forecast, will likely place additional demands on training programs and current employers as jobseekers seek training and better paying employment opportunities. UI wage record analysis shows the employment experience of workers by age and can identify the number of unemployed and underemployed workers that are likely available for full-time work. A preliminary look at the characteristics of Alaska's current labor force suggests that there are enough potential workers to meet major project development demands, but barriers will likely include training, experience, qualifications, and location.

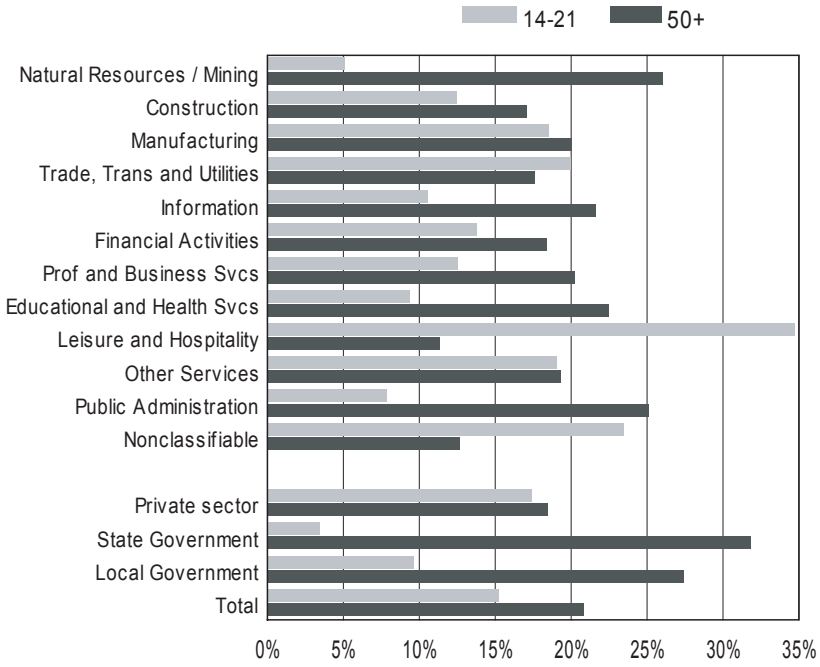
Over each of the next ten years, approximately 11,000 Alaskans will reach age 16—generally considered working age. In addition to young workers entering the labor force, a significant number of unemployed and underemployed workers at any given time represent a large, underutilized supply of labor. In 2004, the average number of unemployed was about 25,000 each month while more than 60,000 workers received Alaska UI benefits—about 51,000 of those UI claimants received their benefits in-state.

Each year a large number of young workers enter the labor force, and an approximately equal, and increasing, number of Alaskans approach retirement age. (See Population Projections, Alaska Economic Trends, February 2005). Although this presents an opportunity for young workers, it will place demands on training programs to fill the openings due to growth in employment, retirement of workers, and normal turnover resulting from job changes and normal out-migration.

The number of workers approaching retirement age in a particular occupation is one of the measures used to prioritize scarce training resources. (Other measures used to identify occupations and industries with a high training fund priority include anticipated employment growth, percentage nonresident workers, and wage rates.) The percentage of workers approaching retirement age varies considerably by industry and occupation. Many of the stable and high paying industry sectors have workers that have been employed since the post-pipeline, oil-fueled economic boom in the late 1970s. These workers are now approaching retirement age. Some industries have a "flatter" age profile with a relatively even distribution of workers in all age groups, while the age profile of others indicates their dependence on young workers to fill their positions. (See Exhibit 9.)

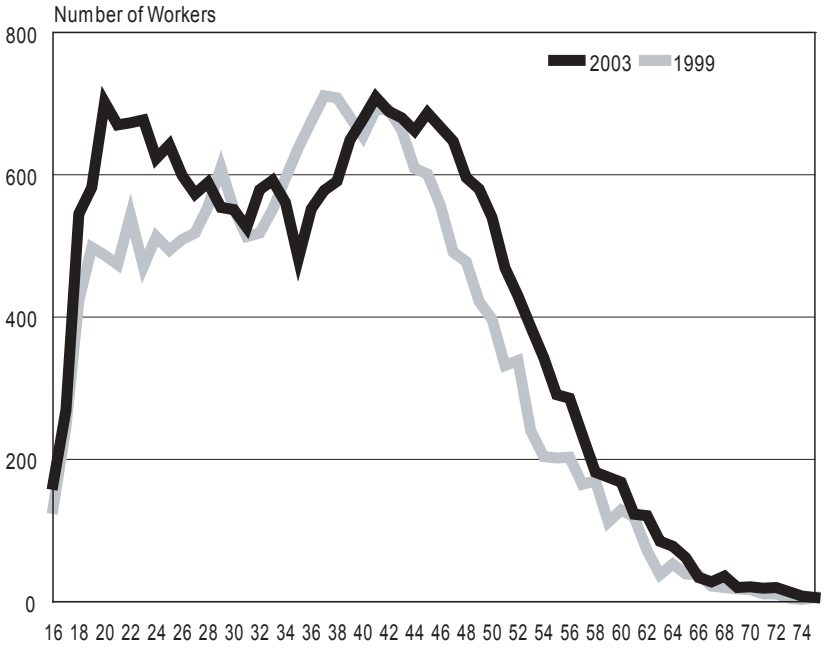
Construction and health care are two of several industries given high priority for training dollars by the Alaska Workforce Investment Board. The construction industry typically has a younger retirement age than many other industries, due to the particular physical demands of many of the jobs. With a large number of workers approaching

Workers Age 14-21 and 50+ 9
Percent 2003



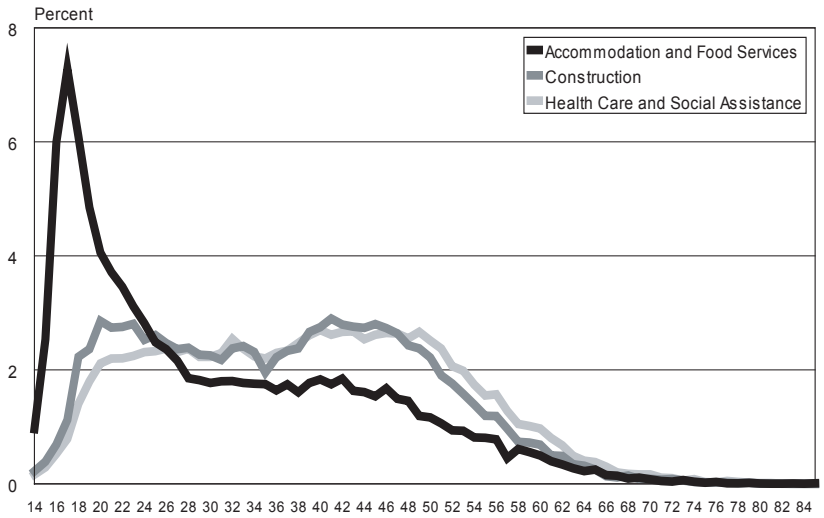
Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

Construction Workers by Age 10
1999 and 2003



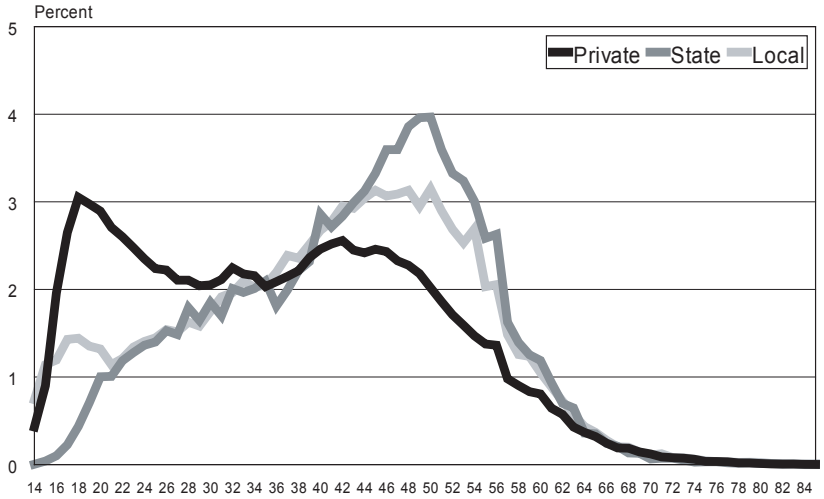
Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

11 Workers by Age
Selected Industries, 2003



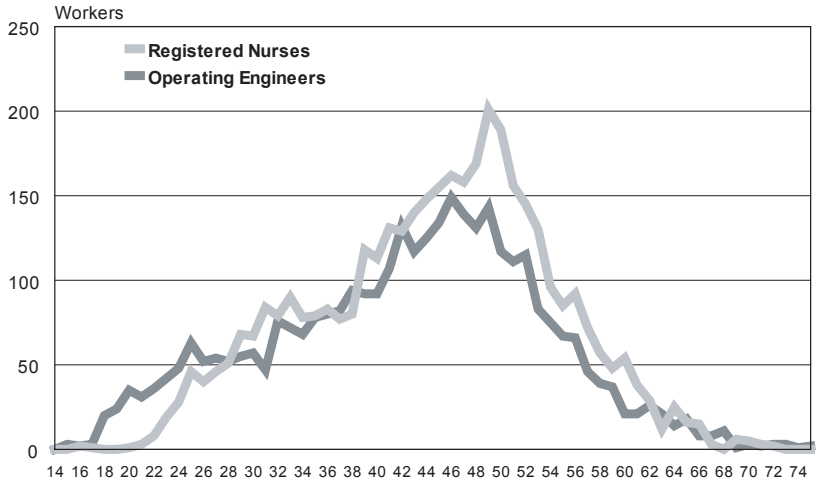
Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

12 Workers by Age
Private sector, state & local gov't, 2003



Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

13 Workers by Age
In two older worker occupations, 2003



Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

retirement age, new training programs have been established to meet the replacement and growth needs of that industry. The construction industry exhibits a "wave" of older workers that has continued to age over time, with a large number in their mid to late forties, and has also shown a marked increase in the number of young construction workers over the last several years. Exhibit 10 shows a comparison of the construction industry worker age profile in 1999 versus 2003. The Construction and Health Care and Social Assistance age profiles are very similar while state and local government is facing an even more dramatic number of prospective retirees over the next few years. (See Exhibits 11 and 12.)

Occupations with the largest number of workers age 50 and over in 2003 were Retail Salespersons, Office Clerks, Janitors and Cleaners, Registered Nurses, General and Operations Managers, Teacher Assistants, Elementary School Teachers, Bookkeeping Clerks, and Maintenance and Repair Workers.

Two benchmark occupations most associated with the health care and construction industry sectors are Registered Nurses and Operating Engineers. Surprisingly, these two occupations have very similar age profiles with a large number and percentage of older workers in their ranks. Nearly one-third of registered nurses were age 50 or older in 2003, while about 27 percent of operating engineers were that age. (See Exhibits 13 and 14.) Both occupations are facing considerable replacement needs due to retirements over the next several years.

Exhibit 15 shows the percent distribution of workers by age in major industry categories. Clearly, the training needs driven by an aging labor force vary across industries. Based upon a review of detailed industry sectors (tables available on the Research and Analysis website), industries with more than 100 workers and the largest percentages of workers age 50 and over include: Pipeline Transportation, Transit and Ground Passenger Transportation, Oil and Gas Extraction, State Government, Chemical Manufacturing, Private Households, Utilities, Forestry and Logging, Local Government, and

Demographic Profile of Alaska's Top Occupations 2003 14

	Total Number of Workers	Workers with Demographic Info	Average Age	Percent Workers Age 14-17	Percent Workers Age 18-21	Percent Workers Age 50 or older	Percent Workers Age 60 or older	Percent Female Workers
Retail Salespersons	14,925	13,061	32.5	10.9	20.6	15.1	4.3	57.2
Seafood Processing Workers, Except Surimi	10,401	3,321	36.3	9.9	14.7	21.5	6.4	33.3
Office Clerks, General	8,661	7,969	36.9	5.4	11.1	20.4	5.2	79.2
Combined Food Prep & Serving Workers	7,545	6,326	23.5	36.3	28.8	4.4	1.6	52.9
Construction Laborers	7,164	6,379	34.0	3.7	15.6	12.0	2.4	10.0
Cashiers	7,110	6,235	30.9	12.5	23.7	12.0	4.1	73.2
Laborers & Freight, Stock, and Material Movers, Hand	6,781	5,993	33.1	6.4	18.6	12.4	2.8	12.9
Janitors and Cleaners, except Maids & Housekeeping Cleaners	6,457	5,899	39.4	5.7	9.0	26.1	6.7	36.0
Waiters and Waitresses	5,753	4,537	30.8	7.0	15.2	7.6	1.8	78.4
Carpenters	5,421	4,707	37.9	1.4	8.2	17.5	2.9	2.5
Teacher Assistants	5,304	4,984	39.6	5.1	6.8	24.0	7.2	81.2
Bookkeeping, Accounting, and Auditing Clerks	4,929	4,706	40.4	1.0	3.8	23.8	5.0	88.0
Registered Nurses	4,637	3,937	44.5	0.1	0.1	32.5	5.4	91.1
Executive Secretaries and Administrative Assistants	4,343	4,097	39.3	1.7	6.2	23.2	4.4	88.6
Elementary School Teachers, Except Special Education	4,337	4,076	42.3	0.7	1.5	29.1	2.9	77.1
Maids and Housekeeping Cleaners	4,310	3,470	36.8	8.4	13.0	21.4	5.9	79.8
General and Operations Managers	4,233	3,893	43.6	0.2	1.9	31.0	6.1	37.6
Office and Administrative Support Workers, All Other	4,088	3,832	36.4	6.3	10.5	19.4	4.3	74.2
Operating Engineers & other Construction Equip Operators	3,952	3,463	42.5	0.2	3.2	26.7	4.9	5.1
Maintenance and Repair Workers, General	3,847	3,459	41.1	4.7	6.3	28.1	6.8	9.0
Receptionists and Information Clerks	3,690	3,338	34.2	6.8	14.7	16.7	4.7	90.3
Customer Service Representatives	3,656	3,326	34.0	4.8	15.9	13.9	3.6	69.0
Teachers and Instructors, All Other	3,286	2,952	41.5	2.1	4.1	30.4	7.6	71.9
Managers, All Other	3,067	2,855	43.2	0.3	1.9	28.9	5.9	48.9
Stock Clerks and Order Fillers	2,971	2,655	31.4	16.3	16.3	11.5	3.2	29.1
Packaging and Filling Machine Operators and Tenders	2,730	512	41.1	5.1	6.1	29.7	10.7	40.6
Cooks, Restaurant	2,690	2,041	34.6	2.8	11.8	10.4	2.2	20.8
Food Preparation Workers	2,662	2,296	32.9	17.3	17.7	15.8	4.3	54.9
Truck Drivers, Heavy and Tractor-Trailer	2,570	2,375	42.3	0.4	1.9	27.3	6.7	4.3
Electricians	2,516	2,115	38.7	0.2	5.3	20.0	4.3	3.6
Secretaries, Except Legal, Medical, and Executive	2,515	2,389	39.9	4.0	6.8	25.2	5.4	91.3
Security Guards	2,399	2,156	39.7	2.0	7.0	28.2	7.6	18.1
Secondary School Teachers, Except Special & Voc Ed	2,393	2,253	42.4	0.3	1.3	29.0	4.0	60.0
Sales and Related Workers, All Other	2,348	2,097	33.8	8.5	16.3	15.1	5.0	45.9
Child Care Workers	2,249	1,935	29.3	10.3	27.6	9.6	3.3	87.7
Bartenders	2,187	1,869	37.1	2.8	4.1	16.2	3.7	68.0
Automotive Service Technicians and Mechanics	2,138	1,937	36.9	1.7	8.6	14.8	3.4	2.3
Nursing Aides, Orderlies, and Attendants	2,130	2,015	36.9	0.6	11.2	17.1	3.2	86.6
Counter Attendants, Cafeteria, Food Concession, & Coffee Shop	2,106	1,906	29.9	17.5	22.7	10.1	1.8	67.6
Dishwashers	2,051	1,604	29.4	21.5	21.9	10.9	4.0	18.1
Personal and Home Care Aides	2,022	1,870	38.0	2.4	12.4	22.9	7.6	82.5
Counter and Rental Clerks	2,012	1,806	31.3	15.0	19.5	12.7	3.7	61.0
Home Health Aides	1,985	1,797	37.9	0.9	10.7	20.9	5.9	78.1
Healthcare Support Workers, All Other	1,969	1,807	37.5	0.8	8.8	18.7	4.2	80.3
First-Line Supv/Mgr of Office & Admin Support Wkrs	1,921	1,818	42.7	0.3	2.0	27.5	5.6	79.4
Chief Executives	1,893	1,790	48.2	0.1	0.3	45.5	12.7	37.4
Plumbers, Pipefitters, and Steamfitters	1,860	1,553	38.0	0.9	6.5	17.2	2.6	1.6
Tour Guides and Escorts	1,858	976	31.6	10.1	22.7	15.2	5.0	36.9
Food Preparation and Serving Related Workers, All Other	1,729	1,466	31.4	19.4	19.2	15.6	4.7	53.9
Truck Drivers, Light or Delivery Services	1,695	1,559	37.0	1.2	9.8	16.8	3.8	10.9
Administrative Services Managers	1,557	1,492	44.3	0.7	1.0	33.6	6.0	64.3

Occupation of primary earnings workers employed at any time during the year

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

Educational Services. Largest private employers of workers age 50 and over include: Providence Hospital, Safeway, BP Exploration, Wal-Mart, Alaska Airlines, Fred Meyer, Alyeska Pipeline, NANA Management, and Banner Health.

Youth and Older Workers

Young workers and older workers are alike in that they are more likely to be part-time, part-year, and/or low wage workers than other age groups. They play an important role for many employers—filling their seasonal or part-time hiring needs. However, these two groups differ in that young workers are often getting their first work experience, while older workers are keeping themselves busy or making ends meet.

Work experience is important in that it can provide more information about future training and career paths, but will also give a better understanding of what every employer expects—dependability, timeliness, and an ability to learn. While older workers generally have acquired a lifetime of skills and habits that can be applied to a job, young workers generally need more training.

Young Workers

In 2003, about 49,000 Young Alaskan workers age 14 to 21 earned about $348 million dollars. Although they represented 15.3% of total workers employed at some time during the year, they earned less than 4% of total wages for all age groups. For many young workers, employment is for the summer or part-time only.

In previous reports on youth, workers age 14 to 17 and workers age 18 to 21 have been considered separately because of their different characteristics. The younger age group includes those still in high school, while the older youth group includes those with a little more work experience, but still employed in one of their first jobs or working while pursuing postsecondary education.

15 Worker Demographics
By industry, 2003

	Total Number of Workers	Total Number of Workers with Demographic Info	Average Age	Percent Workers Age 14-17	Percent Workers Age 18-21	Percent Workers Age 50 or older	Percent Workers Age 60 or older	Percent Female Workers
Natural Resources	15,710	12,978	41.6	1.2	4.0	26.1	5.3	13.5
Construction	28,246	23,943	36.9	2.4	10.2	17.2	3.5	12.2
Manufacturing	24,385	10,602	37.1	6.9	11.8	20.2	5.1	30.1
Trade, Trans and Utilities	81,656	71,683	35.7	6.3	13.8	17.7	4.5	40.8
Information	8,200	7,740	38.7	4.3	6.3	21.7	4.1	45.3
Financial Activities	16,591	15,416	36.9	3.4	10.5	18.5	4.4	60.4
Prof & Business Svcs	30,124	25,205	37.7	3.1	9.5	20.3	5.3	45.0
Educ and Health Svcs	40,824	37,039	38.9	1.9	7.5	22.6	5.4	75.8
Leisure and Hospitality	44,441	34,458	30.8	16.6	18.2	11.4	3.1	53.3
Other Services	12,061	10,754	36.3	7.0	12.2	19.4	5.5	55.2
Public Administration	406	389	40.1	2.1	5.9	25.2	5.9	51.9
Nonclassifiable	183	102	34.7	9.8	13.7	12.7	2.9	30.1
Private Sector	302,827	250,309	36.4	5.9	11.6	18.6	4.5	45.4
Local Government	48,995	46,838	40.7	4.5	5.2	27.5	5.6	58.0
State Government	25,952	24,754	43.0	0.4	3.2	32.0	5.4	50.6
Total	377,774	321,901	37.5	5.3	10.0	20.9	4.7	47.7

Note: Demographic information obtained from recent Alaska PFD files.

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

High school age youth earned only about $51 million in 2003, or an average of about $3,000 per worker. Top occupations for the high school age youth include food service workers, retail salespersons, cashiers, seafood processing workers, and stock clerks. Top industries for these workers include restaurants, schools, grocery stores, tribal governments, and hotels. Top employers include Safeway, McDonald's, Denali Foods, Alaska Commercial, Fred Meyer, and Subway.

College age youth, age 18 to 21, had significantly higher total and average earnings than high school age youth. Total earnings for this group was $297 million in 2003, with average earnings totaling $9,200. Similar to high school age youth, these slightly older workers were employed as retail salespersons, food service workers, and cashiers, but also worked as laborers and construction laborers. Top industries include restaurants, government offices, hotels, and warehouse clubs/supercenters. Top employers were Wal-Mart, Fred Meyer, Safeway, and McDonald's. (See Exhibits 16 and 17.)

Older workers age 60 and over

Workers age 60 and over fall into two categories, semi-retired and individuals at their earnings and professional peak. In 2003, this group earned more than $417 million and an average of $27,500, although the "younger" members of this age group had much higher average earnings than the oldest workers.

Older workers were most often employed as retail salespersons, office clerks, janitors, teacher assistants, and cashiers. Top industry sectors for these workers include elementary and secondary schools, government offices, colleges, hospitals, seafood processing, and oil industry support. Major employers of older workers include Wal-Mart, Providence Hospital, Safeway, Alaska Airlines, and Laidlaw Transit.

Job tenure and work experience

Using each unique worker-employer relationship identified in the third calendar quarter of 2004

Top Ten Employers of 14 to 17-year olds, 2003 — 16

Safeway Inc	594
McDonalds Restaurants of Alaska	300
Denali Foods Inc	224
Interior Alaska McDonalds	219
AK Commercial Co	205
Fred Meyer Stores Inc	168
Subway of Alaska Inc	160
Restaurants Northwest Inc	158
Pizza Hut	116
McDonalds	112

Note: Demographic information obtained from recent Alaska PFD files.

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

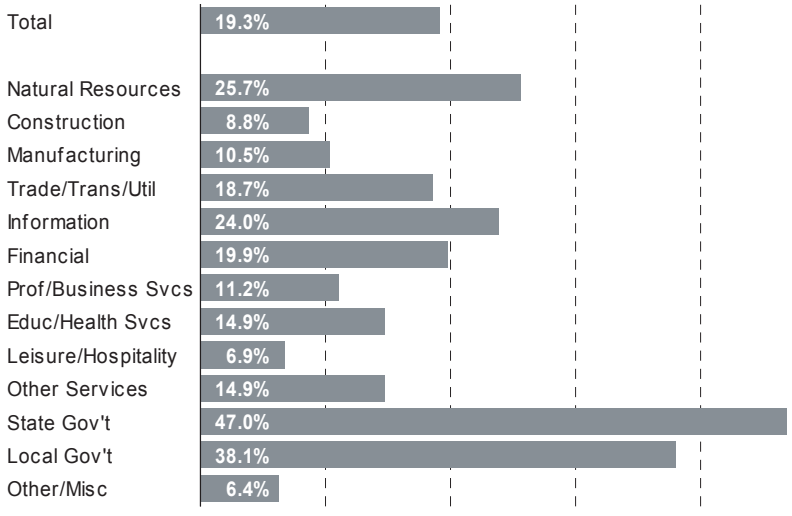
Top Ten Employers of 18 to 21-year olds, 2003 — 17

Wal-Mart Associates Inc	607
Fred Meyer Stores Inc	558
Safeway Inc	481
McDonalds Restaurants of Alaska	216
Denali Foods Inc	204
Sears Roebuck and Co.	182
Alaska Commercial Co.	171
Costco Wholesale Corp.	159
Nana Management Services LLC	155
Pizza Hut	155

Note: Demographic information obtained through 2003 and 2004 PFD applications.

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

Workers with Five plus Years with same employer, Third Quarter 2004 — 18



Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

as the base or reference point, historical worker-employer relationships over the prior seven years were matched. The prior 28 quarters of work history provide measures of prior work experience by current industry, age, and sex. Prior work experience was measured in terms of:

- duration of employment with the reference quarter employer
- duration of employment in any industry
- previous experience in other industries

Although Alaska's UI wage records contain occupational information, changes in occupational coding systems over the seven year period and slight variations in employer reporting can make inter-quarter comparisons by detailed occupation less reliable. Long term analysis of experience by occupation is ongoing. Surprisingly, there was virtually no difference in average employer tenure by sex.

19 Years Experience with Same Employer
1997 through third quarter 2004

	Total	One Quarter	2 to 4 Quarters	1 to 2 Years	2 to 5 Years	5 Years or More	% 2 Years or More	% 5 Years or More
Industry in Third Quarter 2004	372,119	66,550	95,409	57,466	80,938	71,756	41.0	19.3
Natural Resources and Mining	14,625	1,391	2,569	1,908	4,994	3,763	59.9	25.7
Construction	29,823	7,961	9,213	4,934	5,099	2,616	25.9	8.8
Manufacturing	24,245	7,329	7,004	3,038	4,319	2,555	28.4	10.5
Trade, Transportation, Utilities	81,614	13,490	22,366	13,381	17,077	15,300	39.7	18.7
Information	7,770	714	1,538	1,154	2,499	1,865	56.2	24.0
Financial Activities	16,720	2,510	4,595	2,665	3,618	3,332	41.6	19.9
Professional and Business Svcs	30,733	6,412	9,230	5,395	6,242	3,454	31.6	11.2
Educational and Health Svcs	38,677	5,040	9,540	7,583	10,740	5,774	42.7	14.9
Leisure and Hospitality	47,502	13,129	16,925	7,010	7,184	3,254	22.0	6.9
Other Services	11,034	1,993	3,080	1,901	2,417	1,643	36.8	14.9
State Government	25,738	1,507	3,147	2,836	6,164	12,084	70.9	47.0
Local Government	41,980	4,232	5,724	5,543	10,471	16,010	63.1	38.1
Other/Misc	1,658	842	478	118	114	106	13.3	6.4
Age								
Less than 16	8,299	3,577	3,737	703	232	50	3.4	0.6
Age 16-18	23,776	8,052	10,515	3,663	1,517	29	6.5	0.1
Age 19-24	45,191	10,267	15,833	9,365	8,774	952	21.5	2.1
Age 25-29	31,399	4,689	8,063	6,078	9,300	3,269	40.0	10.4
Age 30-39	32,591	4,209	6,847	5,511	9,715	6,309	49.2	19.4
Age 35-39	34,050	3,857	6,570	5,311	9,702	8,610	53.8	25.3
Age 40-44	40,147	3,923	6,903	5,740	11,218	12,363	58.7	30.8
Age 45-49	39,722	3,373	6,105	5,070	10,614	14,560	63.4	36.7
Age 50-54	30,587	2,218	4,236	3,807	7,722	12,604	66.5	41.2
Age 55-59	17,763	1,326	2,408	2,334	4,608	7,087	65.8	39.9
Age 60-64	7,770	511	1,100	1,075	2,095	2,989	65.4	38.5
Age 65-74	3,541	271	558	486	942	1,284	62.9	36.3
Age 75 and over	434	39	76	41	107	171	64.1	39.4
Unknown	56,849	20,238	22,458	8,282	4,392	1,479	10.3	2.6

Notes:

Age data available for those that have applied for a PFD.

Workers May Be Employed By More Than One Employer in Each Quarter.

Includes Private sector, state and local government wage and salary workers.

Note: Demographic information obtained from recent Alaska PFD files.

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

State government (47.0%), local government (38.1%), natural resources and mining (25.7%), and information (24.0%) industries had the largest percentage of workers with five or more years of total experience with that employer. Leisure and Hospitality (6.9%), Construction (8.8%) and Manufacturing (10.5%) had the lowest percentage of workers with five or more years of experience with the same employer. (See Exhibit 18.)

Previous work experience with the same employer varies considerably by age. The very youngest workers in 2004 are least likely to have significant job tenure with the same employer, in part due to their age and the fact that they are likely to move from employer to employer as they gain work experience and apply their education. By age 50 to 54, job tenure peaks, with more than 66% of that age cohort having 2 or more years of experience with the same employer. (See Exhibit 19.)

Many workers are employed seasonally or intermittently, by many different employers over time and in many different industries. The construction industry is a particularly interesting example, in that nearly 58% of the 30,000 UI wage records for construction workers employed in third quarter 2004 had one year or less of total work experience with the same construction employer. (See Exhibit 19.) About 18% of construction UI wage records were for workers that had no work experience with that employer at any time in the prior seven year period. For those employed in construction during the third quarter 2004, a large number had work experience in other industries. For example, 26% of construction workers had some prior work experience in the trade, transportation and utilities industry. (See Exhibit 21.) More than 3,600 of the construction workers had some work experience in the Natural Resources and Mining industry during the last seven years.

Quarters of Previous Work Experience in Any Industry 20

Since 1997, Alaska workers employed in third quarter 2004

Industry in Third Quarter 2004	Total	One Quarter	2 to 4 Quarters	1 to 2 Years	2 to 5 Years	5 or More Years	% 2 years+	% 5 years +
Natural Resources and Mining	14,625	961	1,806	1,393	3,961	6,504	71.6	44.5
Construction	29,823	3,475	6,073	5,023	8,472	6,780	51.1	22.7
Manufacturing	24,245	5,452	6,098	3,502	5,163	4,030	37.9	16.6
Trade, Transportation and Utilities	81,614	6,754	14,906	12,245	21,551	26,158	58.5	32.1
Information	7,770	584	1,146	948	1,932	3,160	65.5	40.7
Financial Activities	16,720	1,843	3,334	2,584	4,079	4,880	53.6	29.2
Professional and Business Services	30,733	4,239	7,593	6,046	7,277	5,578	41.8	18.2
Educational and Health Services	38,677	3,031	6,318	6,721	11,442	11,165	58.5	28.9
Leisure and Hospitality	47,502	6,465	13,132	8,828	12,346	6,731	40.2	14.2
Other Services	11,034	1,501	2,748	1,906	2,695	2,184	44.2	19.8
State Government	25,738	1,387	3,001	2,710	6,066	12,574	72.4	48.9
Exec. Branch	16,745	682	1,376	1,560	3,876	9,251	78.4	55.2
Local Government	41,980	2,577	4,746	5,212	11,753	17,692	70.1	42.1
Unduplicated Previous AK Work Experience	318,448	38,860	79,561	51,701	76,943	71,383	46.6	22.4

Note: Workers may be employed in more than one industry in a quarter.

Includes Private sector, state and local government wage and salary workers.

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

Other findings:

- The shortest job tenures with the same employer were in the sightseeing, food service, construction, and accommodation industries. Geographic areas with high tenure were North Slope Borough, Juneau, Aleutians East and Northwest Arctic Borough.
- Not surprisingly, those workers that earned the most had the longest tenure with the same employer.

Alternative measures of economic distress

Several special labor market surveys conducted by Research and Analysis in communities throughout Alaska disclose that there are a large number of people of working age that are not working, yet are not considered unemployed by official definitions because they have not recently looked for work. These workers are often called "discouraged workers" in that they are familiar with the job market in their area, know that there is no work available to them, and therefore have not sought employment. Based upon survey findings many of these discouraged workers say they would be willing to work if there were a job available.

Many other workers earn very little, either because they can only find part-time work or because their pay rate is low. Wage record analysis can identify the number of residents of an area that worked and the number of working residents that earn less than a particular threshold income. The percentage of residents of an area or workers in an industry that are "low wage" workers can provide valuable information about the health of an economy.

Each year, Research and Analysis helps identify distressed communities for the Alaska Denali Commission using a variety of income and employment criteria. Exhibit 22 A, B, C shows

21 Workers with Prior Experience in Other Industries
By industry of current employment
Alaska workers employed in third quarter 2004

Current and Prior Industry of Work Experience

	Natural Resources and Mining	Construction	Manufacturing	Trade, Transportation and Utilities	Information	Financial Activities	Professional/ Business Services	Educ/Health Services	Leisure and Hospitality	Other Services	Public Admin.	Local Govt.	State Govt.
Natural Resources	14,625	2,557	663	2,081	141	422	1,584	310	1,033	437	62	784	235
Construction	3,639	29,823	2,140	7,741	541	2,089	5,041	1,486	4,328	2,118	340	2,799	728
Manufacturing	747	1,263	24,245	4,106	223	728	1,640	698	2,786	828	169	1,253	277
Trade/Trans/Utilities	2,182	5,991	4,759	81,614	2,063	5,206	10,759	6,046	17,431	4,977	590	7,468	2,496
Information	149	439	200	1,736	7,770	489	1,164	485	1,004	339	46	569	303
Financial Activities	368	1,495	627	4,681	534	16,720	2,680	1,595	3,034	1,191	343	2,198	831
Prof/Business Svcs	1,570	3,147	1,627	8,420	1,264	2,259	30,733	3,200	7,118	1,944	224	2,614	1,640
Educ/Health Svcs	441	1,245	1,078	8,000	700	2,036	5,325	38,677	6,429	3,130	449	4,995	2,449
Leisure &Hospitality	844	2,942	3,096	14,613	1,313	2,924	7,427	4,438	47,502	3,192	295	4,179	1,601
Other Services	297	911	522	3,124	256	811	1,552	1,367	2,315	11,034	185	1,462	577
Public Admin	13	64	28	138	9	63	52	82	57	50	540	448	52
Local Gov't	844	3,748	1,523	8,392	664	4,190	3,170	5,357	4,372	3,260	3,297	41,980	2,907
State Gov't	402	968	480	3,795	447	884	2,476	2,550	2,540	1,087	213	2,876	25,738

Notes:
Workers may be employed in more than one industry.
Includes Private sector, state and local government wage and salary workers.

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

similar baseline measures of employment and earnings at the Borough/Census Area level that provide a good indication of the economic health of an area. Relatively low regional employment rates, low rates of year-round employment, and/or a high percentage of working residents that earn a low wage are powerful measures of the economic condition in an area that can be tracked on a quarterly basis.

The most recent Alaska PFD file is used to identify residents age 16 and over. Only records with complete place of residence and identifier information are included in the matching process, and hence differ from other published estimates of the population which include additional data sources. The PFD resident population file is matched with historical UI wage records to determine employment and earnings information. Self-employed, federal government, and military employment are not included in these files.

Employment and Earnings Measures of Economic Distress 22a

By borough, Alaska residents 2003[1]

	Reported Residents	Employed 2003		Worked Four Quarters of 2003		Earned Less than Avg. Annual Wage of $36,700		Earned Less Than FT Min Wage of $14,872	
	Age 16+	Number	Percent of Residents	Number	Percent of Employed	Number	Percent of Employed	Number	Percent of Employed
Statewide	454,077	289,323	63.7	198,884	68.7	194,573	67.3	105,795	36.6
Aleutians East	979	660	67.4	437	66.2	522	79.1	276	41.8
Aleutians West	2,238	1,823	81.5	1,466	80.4	1,056	57.9	429	23.5
Anchorage	186,994	122,194	65.3	90,230	73.8	77,945	63.8	38,067	31.2
Bethel	10,088	7,577	75.1	4,576	60.4	6,003	79.2	4,090	54.0
Bristol Bay Borough	871	596	68.4	381	63.9	381	63.9	218	36.6
Denali	1,385	809	58.4	458	56.6	543	67.1	322	39.8
Dillingham	3,080	2,167	70.4	1,322	61.0	1,619	74.7	1,032	47.6
Fairbanks	56,733	35,931	63.3	24,558	68.3	23,886	66.5	12,975	36.1
Haines	1,866	1,058	56.7	570	53.9	869	82.1	549	51.9
Juneau	22,721	15,631	68.8	11,411	73.0	10,027	64.1	4,868	31.1
Kenai	37,565	22,600	60.2	14,362	63.5	15,600	69.0	9,445	41.8
Ketchikan	9,680	6,253	64.6	4,181	66.9	4,453	71.2	2,299	36.8
Kodiak	8,805	5,642	64.1	3,958	70.2	4,276	75.8	2,323	41.2
Lake and Peninsula	1,101	757	68.8	386	51.0	623	82.3	447	59.0
MatSu	48,721	29,157	59.8	19,292	66.2	19,237	66.0	10,755	36.9
Nome	5,765	4,314	74.8	2,747	63.7	3,255	75.5	2,058	47.7
North Slope Borough	4,451	3,373	75.8	2,078	61.6	2,011	59.6	1,279	37.9
Northwest Arctic Borough	4,302	3,012	70.0	1,801	59.8	2,117	70.3	1,356	45.0
POW-Outer Ketchikan	3,711	2,359	63.6	1,384	58.7	1,858	78.8	1,176	49.9
Sitka	6,112	3,882	63.5	2,768	71.3	2,741	70.6	1,420	36.6
Skagway-Hoonah-Angoon	2,371	1,421	59.9	765	53.8	1,199	84.4	734	51.7
Southeast Fairbanks	4,457	2,522	56.6	1,351	53.6	1,899	75.3	1,271	50.4
Valdez-Cordova	7,284	4,711	64.7	2,951	62.6	3,162	67.1	1,940	41.2
Wade Hampton	4,190	3,085	73.6	1,721	55.8	2,782	90.2	2,020	65.5
Wrangell-Petersburg	4,642	2,594	55.9	1,608	62.0	2,041	78.7	1,225	47.2
Yakutat	473	344	72.7	189	54.9	273	79.4	173	50.3
Yukon-Koyukuk	4,517	3,066	67.9	1,562	50.9	2,537	82.7	1,790	58.4
Other/Unknown	8,975	1,785	19.9	371	20.8	1,658	92.9	1,258	70.5

Notes:

[1] Applicants for an Alaska PFD in 2004 that provided an SSN were considered residents for this estimate

Resident estimates differ from other population estimates prepared by DOLWD, Research and Analysis due to different methodology

Includes residents out of the labor force including older residents, or those unable to work.

Demographic information obtained from recent Alaska PFD files.

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

Summary information for 2003 shows a wide variation between regions, the sexes, and age groups for these employment and earnings measures of economic distress. In terms of participation in employment at some time during the calendar year of 2003, some of the rural Boroughs/Census Areas have some of the highest employment rates. Aleutians West, Bethel, and North Slope Borough had employment rates of greater than 75% for residents age 16 and over. Lowest employment rates were found in Wrangell-Petersburg, Southeast Fairbanks, Denali, Mat-Su and Skagway-Hoonah-Angoon.

In terms of employment stability and attachment to the labor force as measured by employment in each of the four calendar quarters of the year, Aleutians West came out on top, followed by Anchorage, Juneau, Sitka and Kodiak. Only about half of the residents age 16 and over that worked in Yukon-Koyukuk worked year-round.

Areas with the highest percentage of workers earning more than the statewide annual average wage of $36,700 (total wages divided by average monthly employment) included Aleutians West, North Slope Borough, Anchorage, and Bristol Bay. Skagway-Hoonah-Angoon fared poorly across all measures of distress.

22b Employment and Earnings Measures of Economic Distress
By age, Alaska residents 2003[1]

	Reported Residents	Employed 2003		Worked Four Quarters of 2003		Earned Less than Avg. Annual Wage of $36,040		Earned Less Than FT Min Wage of $14,872	
	Age 16+	Number	Percent of Residents	Number	Percent of Employed	Number	Percent of Employed	Number	Percent of Employed
Male	232,234	148,494	63.9	100,575	67.7	87,610	59.0	48,546	32.7
Female	221,775	140,796	63.5	98,297	69.8	106,936	76.0	57,232	40.6
Age 16 to 18	30,779	19,851	64.5	5,127	25.8	19,821	99.8	19,136	96.4
Age 19 to 24	51,839	39,940	77.0	20,327	50.9	37,585	94.1	24,704	61.9
Age 25 to 29	38,122	28,756	75.4	19,906	69.2	21,918	76.2	10,052	35.0
Age 30 to 34	42,628	30,556	71.7	22,608	74.0	19,735	64.6	8,807	28.8
Age 35 to 39	46,129	32,219	69.8	24,293	75.4	19,604	60.8	8,883	27.6
Age 40 to 44	54,479	38,177	70.1	29,760	78.0	21,611	56.6	9,352	24.5
Age 45 to 49	54,478	37,937	69.6	30,126	79.4	19,598	51.7	8,315	21.9
Age 50 to 54	46,199	29,987	64.9	23,955	79.9	14,867	49.6	6,133	20.5
Age 55 to 59	32,271	18,049	55.9	13,721	76.0	9,916	54.9	4,483	24.8
Age 60 to 64	20,899	8,806	42.1	6,127	69.6	5,695	64.7	3,046	34.6
Age 65 to 74	22,976	4,446	19.4	2,634	59.2	3,673	82.6	2,447	55.0
Age 75 and Over	13,278	599	4.5	300	50.1	550	91.8	437	73.0

Notes:

[1] Applicants for an Alaska PFD in 2004 that provided an SSN were considered residents for this estimate.

Resident estimates differ from other population estimates prepared by DOLWD, Research and Analysis due to different methodology

Includes residents out of the labor force including older residents, or those unable to work.

Demographic information obtained from recent Alaska PFD files.

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

When comparing the sexes, overall employment participation rates were comparable, but earnings were not. Only 24% of working women earned more than $36,700 compared with 41% of male workers. In terms of age, workers age 50 to 54 were the top performers with more than half of those workers earning more than the average annual wage.

New hire, separation, and turnover dynamics

Each time an employer fills a job, it represents a hiring opportunity for a jobseeker. New hires may be individuals filling a newly created or ongoing job.

Hires, New Hires and Separations 23a

Third quarter 2004, preliminary

	Total Wage Records	Hires	New Hire	Percent New Hires	Percent Rehires	Separation Rate
Total	372,119	85,758	73,532	19.8	14.3	29.0
Industry						
Natural Resources	14,625	1,921	1,639	11.2	14.7	18.4
Construction	29,823	10,197	8,882	29.8	12.9	36.1
Manufacturing	24,245	9,906	7,835	32.3	20.9	55.2
Trade/Trans/Utilities	81,614	16,416	14,474	17.7	11.8	25.7
Information	7,770	859	761	9.8	11.4	25.5
Financial Activities	16,720	3,258	2,877	17.2	11.7	20.7
Prof/Business Services	30,733	7,966	6,969	22.7	12.5	30.0
Educ/Health Services	38,677	6,115	5,405	14.0	11.6	19.9
Leisure and Hospitality	47,502	15,783	14,031	29.5	11.1	44.9
Other Services	11,034	2,418	2,140	19.4	11.5	27.3
Public Administration	540	179	118	21.9	34.1	31.9
Local Government	41,980	7,625	5,835	13.9	23.5	21.0
State Government	25,738	2,351	1,811	7.0	23.0	14.0
Executive Branch	16,745	1,077	878	5.2	18.5	8.5
Other/Misc.	1,118	764	755	67.5	1.2	64.8
Sex						
Male	165,412	34,862	29,214	17.7	16.2	26.6
Female	149,179	27,257	23,238	15.6	14.7	24.5
NA	57,528	23,639	21,080	36.6	10.8	47.4

Notes for exhibits 23 A, B, C:

Workers may be employed by more than one employer in a quarter.

Includes Private sector, state and local government wage and salary workers.

Demographic information obtained from recent Alaska PFD files.

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

23b Hires, New Hires and Separations
Third quarter 2004, preliminary

	Total Wage Records	Hires	New Hire	Percent New Hires	Percent Rehires	Separation Rate
Total	372,119	85,758	73,532	19.8	14.3	29.0
Borough/Census Area						
Aleutians East	2,987	633	418	14.0	34.0	36.9
Aleutians West	5,147	1,353	1,099	21.4	18.8	23.8
Anchorage	155,769	30,342	27,191	17.5	10.4	22.7
Bethel	8,224	2,654	2,030	24.7	23.5	32.4
Bristol Bay Borough	2,988	1,638	1,283	42.9	21.7	80.6
Denali Borough	3,049	955	864	28.3	9.5	45.9
Dillingham	2,665	886	686	25.7	22.6	42.9
Fairbanks	42,352	9,519	8,506	20.1	10.6	29.6
Haines	1,441	398	203	14.1	49.0	43.9
Juneau	19,219	3,484	2,901	15.1	16.7	24.1
Kenai	26,041	6,574	5,647	21.7	14.1	36.0
Ketchikan	9,552	2,711	2,100	22.0	22.5	33.9
Kodiak	7,184	1,808	1,517	21.1	16.1	32.3
Lake and Peninsula	1,661	734	544	32.8	25.9	58.4
MatSu	22,568	5,227	4,511	20.0	13.7	29.5
Nome	5,327	1,673	1,279	24.0	23.6	29.8
North Slope Borough	10,849	1,710	1,384	12.8	19.1	22.8
Northwest Arctic Borough	3,916	1,055	848	21.7	19.6	40.3
POW-Outer Ketchikan	3,316	880	727	21.9	17.4	33.6
Sitka	5,615	1,303	1,122	20.0	13.9	30.6
Skagway-Angoon	2,672	623	523	19.6	16.1	51.0
Southeast Fairbanks	3,397	867	775	22.8	10.6	38.4
Valdez-Cordova	7,398	1,925	1,650	22.3	14.3	38.4
Wade Hampton	2,848	900	637	22.4	29.2	35.5
Wrangell-Petersburg	3,747	1,298	964	25.7	25.7	42.9
Yakutat	559	219	169	30.2	22.8	35.8
Yukon-Koyukuk	3,475	1,158	922	26.5	20.4	46.6
Offshore	1,554	553	441	28.4	20.3	45.4
Outside AK	2,486	546	480	19.3	12.1	21.9
Age Group						
Less than 16	8,299	3,969	3,650	44.0	8.0	57.6
Age 16-18	23,776	9,461	8,419	35.4	11.0	53.4
Age 19-24	45,191	13,503	11,577	25.6	14.3	38.2
Age 25-29	31,399	6,459	5,439	17.3	15.8	25.9
Age 30-39	32,591	5,710	4,885	15.0	14.4	21.5
Age 35-39	34,050	5,542	4,591	13.5	17.2	20.4
Age 40-44	40,147	5,661	4,667	11.6	17.6	18.1
Age 45-49	39,722	5,048	4,054	10.2	19.7	16.6
Age 50-54	30,587	3,450	2,682	8.8	22.3	15.9
Age 55-59	17,763	2,070	1,615	9.1	22.0	16.5
Age 60-64	7,770	885	648	8.3	26.8	18.4
Age 65-74	3,541	476	345	9.7	27.5	21.5
Age 75 and over	434	83	59	13.6	28.9	28.1
Unknown	56,849	23,441	20,901	36.8	10.8	47.5

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

Definition of hiring and other job transaction measures:

- Hire: A worker employed by a firm in the reference calendar quarter that was not employed by that firm in the prior quarter.
- New Hire: A worker employed by a firm in the reference quarter that was not employed by that firm in any of the four previous quarters.
- Separation: A worker employed by a firm in the reference quarter that was not employed by that same firm in the subsequent quarter.

Tracking and tabulating the number of workers that start and leave a job and their duration of employment provides important insight into the health of the economy, the quality of the labor force, and the ability of the economy to respond to change, such as major project development. Labor market analysts describe the study of the longitudinal analysis of employment status as "employment dynamics."

For several years labor market analysts, the Bureau of Labor Statistics, and the U.S. Census Bureau through its Local Employment Dynamics (LED) have been looking at UI wage records as a new tool to measure hiring activity, job losses, turnover, multiple jobholding and other labor market transactions. Alaska utilizes detailed wage record information, rather than adjusted and summarized data, to measure what is called "Labor Market Dynamics". Alaska tabulates and summarizes hiring data at the industry, area, and firm level by a variety of characteristics including residency, age, and sex. Information is further matched with training program participant records to determine placement rates and program success. This information is critical in identifying unmet training needs, and will become even more important in conjunction with major project development.

Hires, New Hires and Separations 23c

Third quarter 2004, preliminary

	Total Wage Records	Hires	New Hire	Percent New Hires	Percent Rehires	Separation Rate
Total	372,119	85,758	73,532	19.8	14.3	29.0
Quarterly Wage						
Less Than $2,500	112,323	52,956	46,226	41.2	12.7	52.9
$2,500-$5,000	63,132	16,233	14,087	22.3	13.2	34.0
$5,000-$7,500	56,332	7,622	6,247	11.1	18.0	20.1
$7,500-$10,000	43,430	3,806	2,993	6.9	21.4	13.9
$10,000-$12,500	30,275	1,924	1,457	4.8	24.3	11.1
$12,500-$15,000	20,347	1,103	874	4.3	20.8	9.3
$15,000-$20,000	23,634	1,102	862	3.6	21.8	9.1
$20,000 and Higher	22,646	1,012	786	3.5	22.3	9.3

Source: Alaska Department of Labor & Workforce Development, Research and Analysis Section

The third quarter of the year always brings on a flood of new hires, particularly in the seafood processing and construction industries. The third quarter of 2004 was no exception. Highest new hire rates occurred in those industries. Hiring was slightly higher for men than women in the quarter. Highest hiring rates occurred in the Bristol Bay Borough, again in response to a spike in seafood processing employment. New hire rates were highest for young workers, age 24 and younger. (See Exhibit 23 A, B, C.)

Alaskans for Jobs?

UI wage record analysis can provide a more complete picture of economic conditions in Alaska, especially for special worker groups, and small geographic areas than survey data.

Alaska's detailed data can also provide a clearer picture of labor supply and demand, determine occupations eligible for resident hire preference, help estimate the number of experienced workers available for major construction projects, identify unmet training needs and identify the current place and potential opportunities for special demographic groups.

With the most recent long term industry forecast anticipating construction on a gas pipeline and other major energy related developments to begin in about five years, Alaska will be called upon to provide experienced workers to the developers of these major projects, or face the prospect of a large number of nonresidents of the state taking jobs that unemployed or underemployed Alaskans could fill. Alaska's unique data sources provide the opportunity to understand where we are now, identify unmet training needs and plan for the labor demands of the next 10 years.