ALASKA ECONOMIC TRENDS

FEBRUARY 2009

Apprenticeships in Alaska

WHAT'S INSIDE

Employment Scene

Unemployment rate rises to 7.5 percent in December

ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT

Sarah Palin, Governor

Commissioner Click Bishop

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Sarah Palin, Governor of Alaska
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Alaska Economic Trends is a monthly publication dealing with a wide variety of economic-related issues in the state. Its purpose is to inform the public about those issues.

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Cover: Second-year outside power lineman apprentices and their instructor practice "hot stick work" in March at the Tom Cashen Training Center in Anchorage. Garrette Francis (l to r) and Deborah Kelly work up high while Nicholas Kimmel, Pete Leov (the instructor, in the yellow hardhat) and Brad Baldridge support them on the ground. The training center is run by the Alaska Joint Electrical Apprenticeship and Training Trust (www.ajeatt.org). The apprentices are paid during their apprenticeship; they only pay for books. Photo by Melissa Caress, AJEATT

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Correction

In *Trends'* January issue, the statewide employment forecast article incorrectly stated that miles of the trans-Alaska oil pipeline were discovered to be corroded and in need of repair in 2006. The pipeline that was discovered to be corroded and in need of repair was part of the transit pipeline system controlled and operated by BP and not the trans-Alaska oil pipeline itself.

Apprenticeship Programs Keep Workers in Alaska

By Governor Sarah Palin

Only one in five Alaska jobs requires a four-year bachelor's degree or more – however many of the rest do require education and training after high school.

In Alaska, these post-secondary training needs are being served by a variety of institutions, including the University of Alaska system, the Alaska Vocational Technical Center, regional training centers, trade unions and the private sector.

This month's *Trends* highlights one workforce development training model – registered apprenticeship – and a groundbreaking cooperative study between the Alaska Department of Labor and Workforce Development and the U.S. Department of Labor.

Our economists worked with the USDOL to create a first-of-its-kind study in the U.S. that evaluated the performance of Alaska's registered apprenticeship programs. The numbers indicate that workers who complete an apprentice program earn nearly twice as much as those who canceled out of an apprenticeship – on average $65,342 compared to $33,435.

The study also found that since 1996, 90 percent of those who completed an apprenticeship are still working in Alaska.

The data back up what we've known for some time: apprenticeship works. With this workforce development training model, we can help improve Alaska hire and give hope to our most valuable asset – our youth.

Registered apprenticeship combines on-the-job learning with classroom instruction, with a progressive pay scale so that participants earn while they learn. Apprenticeship allows employers to establish the standards of proficiency they need while developing a local and loyal workforce.

We're creating partnerships within Alaska's educational system so that high school students can begin earning credits for school-to-apprenticeship programs that will apply to both independent and union training programs. These credits can also be used at AVTEC or the University of Alaska.

While there are more than 950 federally recognized apprenticeable occupations, Alaska currently has about 80 apprenticeable occupations. Alaska has about 285 registered apprenticeship programs, 2,200 apprentices and 285 sponsors (employers, unions or employer associations – all either independent or union). Most apprenticeships in Alaska are in the building trades and construction industries, with two compulsory programs for licensing of electricians and plumbers.

New opportunities for apprenticeship will come from non-traditional industries such as health care, seafood, oil and gas, mining, forestry, transportation and logistics, and other high-demand occupations.

To support registered apprenticeship programs in these industries and to build a sustainable model of workforce development, the Alaska Department of Labor is providing up to $4,500 in wage incentives per qualified apprentice and related technical instruction of up to $3,000 per apprentice to encourage new registered apprenticeship sponsors.

The second apprenticeship conference, "Building Alaska's Future," will be in Anchorage on April 30. It's for employers interested in how apprenticeship can work for them and for educators who want to find out how apprenticeship works in our training system.

These strong partnerships – between state government, education and industry – will develop the strong, globally competitive workforce Alaska needs for the future.

Apprenticeships in Alaska

By Jeff Hadland,
Economist

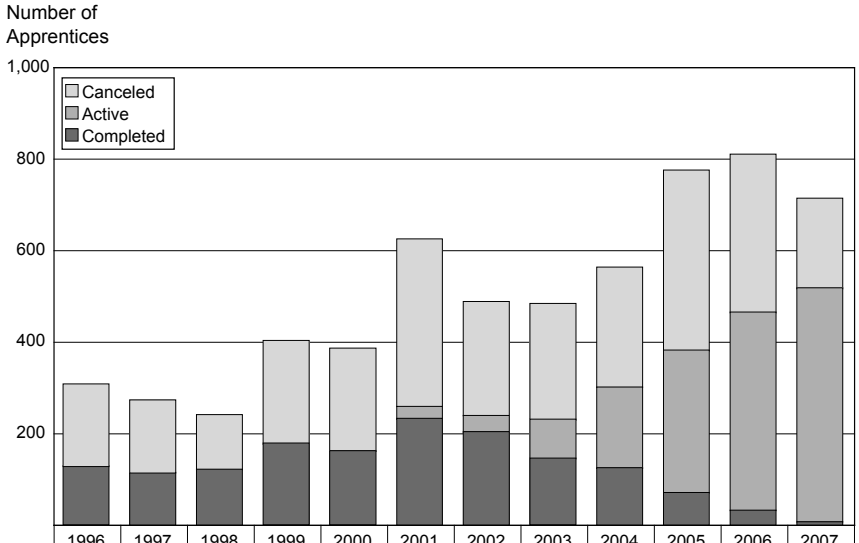
A measurable path to employment success

Young Alaskans today have many career options after high school. Some jump right into a job that requires basic skills while others continue with vocational education or college. An important and often overlooked option is taking part in a registered apprenticeship program.

Roughly 11,000 young Alaskans join the working-age population each year and are in need of education and training. Those youth have to compete with people who are unemployed, estimated at nearly 28,000 for Alaska in December 2008, and a national labor force that sends thousands of nonresident workers to Alaska each year to fill jobs that require a significant skill level.

In a continuing effort to meet the needs of employers and provide greater career opportunities for Alaska's youth, the Alaska Department of Labor and Workforce Development has made a commitment to apprenticeship training by reaching out to not only the industries that have traditionally used the apprenticeship model for workers in the skilled trades – such as construction and mining – but to other high-demand industries in Alaska including health care, manufacturing and retail trade.

1 Apprentices by Current Status
By year of registration, 1996 to 2007



	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Canceled	178	158	117	221	219	366	249	253	262	393	345	196
Active	1	-	2	3	5	26	35	85	176	311	433	510
Completed	130	116	123	180	163	234	205	147	126	72	33	9

Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

An apprenticeship demonstration research project

Although employment and earnings data are available for most of Alaska's vocational and postsecondary education programs, very little information has been available to demonstrate the relative success of Alaska's registered apprenticeship programs.

To gain a better understanding of the value of registered apprenticeship programs, the Alaska Department of Labor is participating in a research demonstration project with the U.S. Department of Labor's Office of Apprenticeship. The project was designed to gain a clearer understanding of the importance of apprenticeship programs in Alaska today by determining the number of participants and completion rates, and measuring the long-term employment and

earnings performance of registered apprentices in the state.

As part of the project, the U.S. Department of Labor provided the Alaska Department of Labor with characteristic data for people participating in registered apprenticeship programs in Alaska since 1996. That information was matched with Alaska unemployment insurance wage records and other administrative data to determine a wide variety of measures for the 1996 to 2007 period, including completion rates, employment, and the earnings, occupation and Alaska residency of the apprentices.

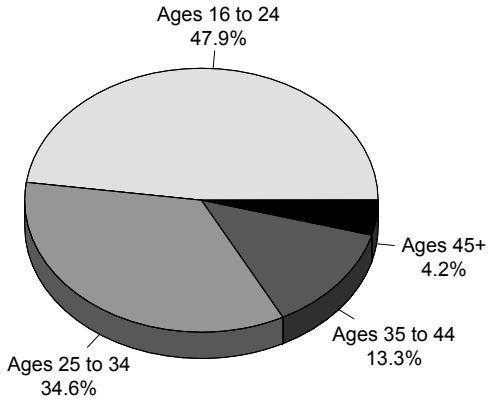
A registered apprenticeship recognized by the U.S. Department of Labor's Office of Apprenticeship combines paid learning while working on-the-job, along with technical instruction following industry standards. Although new, more flexible standards have just recently been adopted at the national level, registered apprenticeship programs generally consist of at least 2,000 hours of on-the-job training along with the classroom-related training. As the apprentices progress and gain additional experience and skills, their earnings increase. When they complete the program, they receive a nationally recognized certificate.

There are around 950 apprenticeable occupations in the U.S.; Alaska's apprentices are in about 80 different occupations. The state's roughly 2,200 apprentices can be found in virtually every industry, but primarily in construction, natural resources and mining, and trade, transportation and utilities.

More than half of Alaska's apprentices are in apprenticeship programs for electricians, carpenters, plumbers, construction laborers, building maintenance repairers, operating engineers, pipefitters or telephone maintenance mechanics.

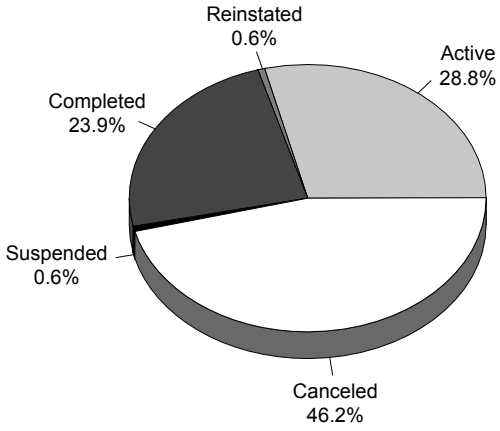
Construction industry apprenticeships are a good career choice due to the relatively high wages of construction occupations, large numbers of nonresident workers, aging Alaska construction work force and the prospect of an Alaska gasline using a large number of apprenticeable occupations.

Apprentices' Ages at Registration 2
Alaska, 1996 to 2007



Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

Most Recent Apprenticeship Status 3
Apprentices in Alaska, 1996 to 2007



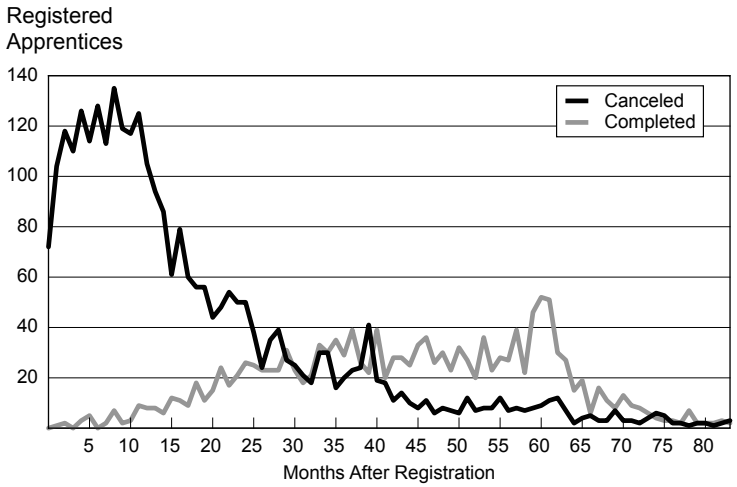
Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

While the vast majority of apprenticeships in Alaska are construction-related, the apprenticeship model is now being considered for a broader set of occupations, including a number of occupations in health care, retail trade and other industries.

Number and demographic characteristics of Alaska's apprentices

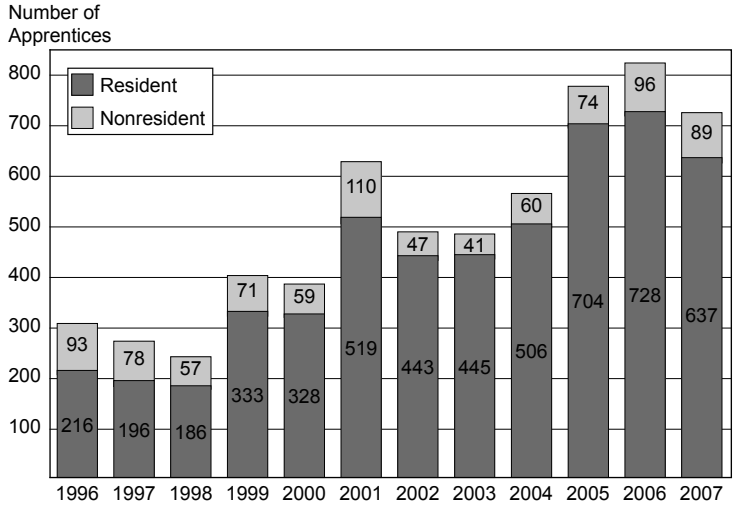
The number of new registered apprentices has shown an upward trend since 1996, with more than 700 new registrants embarking on apprenticeship programs in 2007 alone. That is more

4 Most Cancellations Occur Early
Apprentices in Alaska, 1996 to 2007



Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

5 Alaska Residency in 2007
By year of registration, 1996 to 2007



Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

than twice as many apprentices as had registered in 1996. (See Exhibit 1.)

Of the 6,457 apprentices tracked for the 1996 to 2007 period, about 1,900 were still active in 2007. The remaining 4,557 have either canceled or completed their apprenticeship. (See Exhibits 1, 3 and 12.)

It takes years to know the ultimate outcome for many of the apprenticeship programs, as many apprenticeship programs last from three to five years. All electrical worker apprenticeships, for instance, take about five years to complete.

Just as with most education and training programs, the majority of Alaska's apprentices are young and just starting out on their career path. Apprentices had a median age of 24 at the time of registration with about 82.5 percent age 34 or younger. (See Exhibit 2.)

About 70 percent of the apprentices were white, while 23 percent were American Indian/ Alaska Native, closely mirroring the working age-race profile for Alaska.

About 92 percent of apprentices were men, owing in part to the disproportionate percentage of men in Alaska's construction occupations that have historically been the focus of the apprenticeship programs in Alaska.

Seventy-four percent of Alaska's apprentices came from Anchorage, Fairbanks and Mat-Su but applicants were drawn from all over the state in numbers commensurate with the state's population. Rural areas were well-represented in the apprenticeship pool. (See Exhibit 12.)

Apprenticeships are offered by "sponsors" that can be employers, unions or employer associations.[1] In Alaska, about two-thirds of apprentices in this study were registered through "joint" (union affiliated) programs while the remainder were registered with non-joint sponsors, typically construction-related contractors without union affiliation. Detailed information on Alaska apprenticeship programs may be found on the Web at jobs.alaska.gov/apprentice. (See box on Page 15.)

The top apprenticeable occupations for the 1996 to 2007 period were electrician, carpenter, plumber, construction craft laborer, building maintenance repairer, operating engineer, pipe fitter, telephone maintenance mechanic, maintenance mechanic and line maintainer.[2]

[1] Alaska now has about 285 sponsors.

[2] Operating engineers run heavy equipment such as bulldozers and front-end loaders. Maintenance mechanics maintain heavy equipment and industrial machinery. Line maintainers work on electrical lines and transmission towers.

About 24 percent of the registrants have successfully completed their apprenticeship program, while about 29 percent are still actively registered.

About 46 percent of the registrants canceled their apprenticeship, or failed to complete it. Aside from demanding apprenticeship program requirements, employers also often have stringent work requirements, including drug testing, which leads to dismissal for some participants. (See Exhibit 3.) Although detailed reasons for failing to complete their apprenticeship are not available, top reasons for cancellation reported by sponsors include: discharged (29 percent), voluntary quit (27 percent), unsatisfactory performance (20 percent), transfer to another program (7 percent), or left for other employment (6 percent).

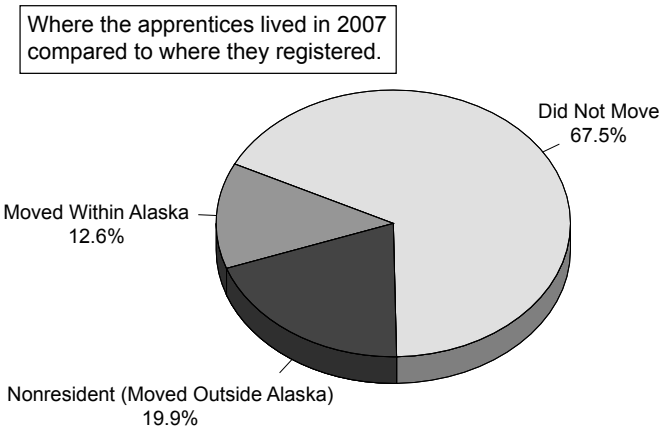
There is a high dropout rate for most education and training programs and there is no indication that the results from this study are different from that experienced in other education or training programs. For example, 28 percent of full-time freshmen at University of Alaska do not return for their second year, according to a study by the Institute of Social and Economic Research at the University of Alaska Anchorage.[3]

For those apprentices who leave or cancel out of an apprenticeship program, their departure from the program generally occurs within the first 12 months. For many apprenticeship programs, successful completion requires three to five years of training, so if an apprenticeship program is not a good fit for the participant, it is best to learn that early in the process. (See Exhibit 4.)

Cancellation rates varied considerably by apprenticeable occupation, type of program, and gender and race of the apprentice. For instance, non-joint program cancellation rates were higher than joint program cancellation rates. Pipefitters, plumbers and electricians had lower cancellation rates than did bakers, bricklayers and painters. Women had higher cancellation rates than men and whites had lower cancellation rates than racial minorities.

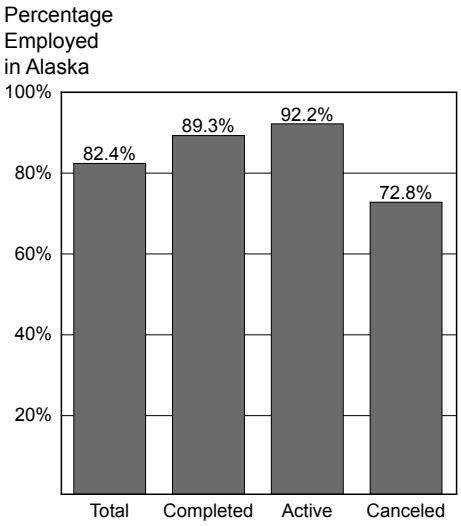
[3] Similar studies have said that Alaska has a higher percentage of high school dropouts than other states, fewer high school graduates who go to college, fewer students who continue with college, and fewer students who obtain their college degrees within six years.

Where They Were in 2007 6
Apprentices in Alaska, 1996 to 2007



Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

Employment in Alaska in 2007 7
By 2007 program status

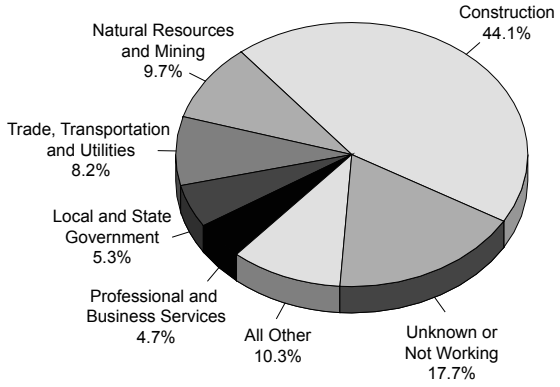


Note: This exhibit represents the apprentices who registered for their apprenticeship during the 1996 to 2007 period.
Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

Residency

About 90 percent of all current and former apprentices were living or working in Alaska in 2007. More than 91 percent of the Alaska apprentices who are currently active or had suc-

8 Where Apprentices Are Employed
By industry in 2007, Alaska



Note: This exhibit represents the apprentices who registered for their apprenticeship during the 1996 to 2007 period.
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

least on an intermittent basis. In 2007, nearly 4 percent of former apprentices were nonresident workers. Not surprisingly, an apprenticeship program that leads to high-paying, year-round jobs in Alaska has high residency retention rates. (See Exhibit 5.)

Active apprentices and those who have completed their apprenticeship are much more likely to stay in the borough or census area where they resided at the time of registration than are those who canceled out of the program. (See Exhibit 6.) More than 39 percent of the former apprentices who canceled had moved to another borough or census area, or outside Alaska, by 2007 while only 23 percent of active apprentices and 29 percent of completers had moved.

9 Comparing Apprentices to All Workers
Employment and earnings by industry, Alaska 2007

Alaska in 2007

	Apprentices		All Workers			
	Workers	Earnings	Workers	Earnings	Percentage Who Were Apprentices	Apprentice Earnings as a Percentage of All Workers' Earnings
Construction	2,849	$127,170,366	28,155	$1,075,259,118	10.1%	11.8%
Natural Resources and Mining	625	$37,194,825	20,353	$1,536,698,190	3.1%	2.4%
Trade, Transportation and Utilities	532	$19,383,795	85,741	$2,434,389,444	0.6%	0.8%
State and Local Government	344	$10,785,161	75,844	$2,518,182,324	0.5%	0.4%
Professional and Business Services	305	$11,161,205	34,175	$1,168,438,293	0.9%	1.0%
All other	666	$20,010,219	156,761	$3,821,285,380	0.4%	0.5%
Total	5,321	$225,705,571	401,474	$12,561,037,591	1.3%	1.8%

Note: "Apprentices" refers to the apprentices who registered for their apprenticeship during the 1996 to 2007 period.
Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

cessfully completed their apprenticeship were still Alaska residents in 2007.

Given Alaska's overall high migration and population turnover rate, apprentices exhibited a surprisingly high tendency to remain in the state. Even for apprentices who registered early in the study period, prior to the year 2000, about 75 percent were still in Alaska in 2007. And for those who canceled out of their apprenticeship during the 1996 to 2007 period, 83.6 percent were still Alaska residents in 2007.

Although some former apprentices have left the state, many continue to work in Alaska, at least on an intermittent basis. In 2007, nearly 4 percent of former apprentices were nonresident workers. Not surprisingly, an apprenticeship program that leads to high-paying, year-round jobs in Alaska has high residency retention rates. (See Exhibit 5.)

Apprentices' employment and earnings

Total Alaska wage and salary earnings[4] for more than 5,300 employed Alaska apprentices who were registered during the 1996 to 2007 period reached $225.7 million in 2007, an average of $42,418. More than 82 percent of current and former apprentices were employed in Alaska in 2007, with current apprentices having the highest employment rate. (See Exhibit 7.) Employment and active apprenticeship go hand-in-hand.

The majority of current and former apprentices were employed in construction (44.1 percent) or

[4] Earnings data are derived from quarterly reports submitted by every employer subject to state unemployment insurance laws. Earnings include each employee's wages, commissions, bonuses and other gratuities when paid in connection with the job. Those who are not subject to unemployment insurance laws include self-employed workers, fishermen, uniformed military, and elected and appointed officials.

Largest Employers of Apprentices 10
Alaska, 1996 to 2007

Norcon Inc.	Udelhoven Oilfield System Services
Alcan Electrical & Engineering Inc.	Alaska Communications Systems (ACS)
ASRC Energy Services	Slayden Plumbing & Heating Inc.
Davis Constructors & Engineers Inc.	Teck Cominco Alaska (Red Dog)
CH2MHill (formerly Veco)	State of Alaska
Neeser Construction Inc.	Fullford Electric Inc.
Colaska Inc. (includes QAP, SECON, Exclusive Paving and others)	Alaska Railroad Corporation
City Electric Inc.	Crowley Marine Services
Samson Electric Inc.	Redi Electric Inc.
ASRC Energy Services Pipeline Power & Communications	AVCP[1] Regional Housing Authority
Price Gregory Services Inc. (formerly HC Price Company)	Municipality of Anchorage
The Superior Group Inc.	Nanuq Inc.
Wilder Construction Company	Matanuska Telephone Association
Alaska Interstate Construction LLC	KLEBS Mechanical Inc.
Chugach Management Services Inc.	North Slope Borough

[1] AVCP is an acronym for Association of Village Council Presidents.
Sources: Alaska Department of Labor and Workforce Development, Research and Analysis; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

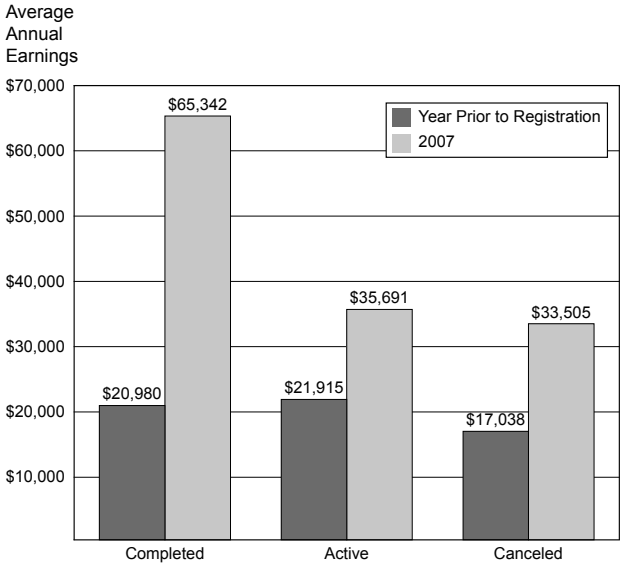
natural resources and mining (9.7 percent) in 2007. (See Exhibit 8.) The apprentices employed in construction earned the most, bringing home a total of $127.1 million in 2007, or more than 56 percent of all earnings paid to current and former apprentices. Although the majority of the total earnings appeared in the construction industry, apprentices' earnings were significant in all industries.

Apprentices are a major source of labor supply for the construction industry. More than 10 percent of all construction workers in 2007 had been an Alaska apprentice at some time since 1996. Apprenticeship programs also provided more than 3 percent of all workers employed in the natural resources and mining industry in 2007. (See Exhibit 9.)

The highest average earnings by industry sector for apprentices were in information services ($62,183), owing to the large contingent of electrical and line maintainers employed by that industry. Detailed earnings by occupation for those industries cannot be released due to the small number of sponsors and the associated confidentiality restrictions.

Looking at average total Alaska earnings in 2007 for current and former apprentices, male apprentices had average total earnings that were greater than female apprentices'. Whites earned more than minority groups, and employed apprentices age 35 to 44 in 2007 earned more than other age groups.

Apprenticeship Earnings 11
By 2007 program status, Alaska



Note: This exhibit represents the apprentices who registered for their apprenticeship during the 1996 to 2007 period.
Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

12 A Detailed Profile of the Apprentices
Alaska, 1996 to 2007

						Alaska in 2007					
	Number of All Current and Former Apprentices	Number of Completers	Percentage Who Were Completers	Number Who Canceled	Percentage Who Canceled	Number Employed	Percentage Employed	Total Earnings	Average Earnings	Number working in Alaska or who were residents[1]	Number of employed working in an apprenticeship-related occupation
Total	6,457	1,540	23.9%	2,981	46.2%	5,321	82.4%	$225,705,571	$42,418	5,785	4,317
Sex											
Female	502	102	20.3%	261	52.0%	398	79.3%	$12,531,065	$31,485	443	249
Male	5,955	1,438	24.1%	2,720	45.7%	4,923	82.7%	$213,174,507	$43,302	5,342	4,068
Race											
White	4,520	1,173	26.0%	1,920	42.5%	3,739	82.7%	$171,159,464	$45,777	4,042	3,097
American Indian/Alaska Native	1,457	292	20.0%	800	54.9%	1,232	84.6%	$42,606,613	$34,583	1,350	973
Asian	128	23	18.0%	70	54.7%	98	76.6%	$4,013,134	$40,950	108	72
Black	265	41	15.5%	152	57.4%	185	69.8%	$5,942,438	$32,121	213	125
Age in 2007											
16 to 24	1,600	140	8.8%	611	38.2%	1,451	90.7%	$48,624,033	$33,511	1,516	1,177
25 to 34	2,864	796	27.8%	1,342	46.9%	2,399	83.8%	$109,622,386	$45,695	2,596	1,954
35 to 44	1,373	436	31.8%	683	49.7%	1,057	77.0%	$49,801,998	$47,116	1,164	857
45 to 54	523	148	28.3%	280	53.5%	361	69.0%	$15,840,339	$43,879	433	289
65 to 74	81	19	23.5%	54	66.7%	41	50.6%	$1,581,292	$38,568	60	31
75+	11	1	9.1%	9	81.8%	8	72.7%	$143,691	$17,961	11	5
Unknown	5	0	0.0%	2	40.0%	4	80.0%	$91,832	$22,958	5	4
Where apprentices lived at the time of registration											
Aleutians East Borough	15	1	6.7%	14	93.3%	12	80.0%	$236,908	$19,742	13	10
Aleutians West Census Area	19	3	15.8%	11	57.9%	14	73.7%	$635,346	$45,382	16	11
Anchorage, Municipality of	2,464	587	23.8%	1,152	46.8%	2,004	81.3%	$84,332,669	$42,082	2,179	1,565
Bethel Census Area	124	11	8.9%	62	50.0%	111	89.5%	$2,078,764	$18,728	119	87
Bristol Bay Borough	18	5	27.8%	12	66.7%	16	88.9%	$467,322	$29,208	18	9
Denali Borough	22	8	36.4%	8	36.4%	20	90.9%	$1,062,534	$53,127	20	18
Dillingham Census Area	25	4	16.0%	12	48.0%	22	88.0%	$636,987	$28,954	25	18
Fairbanks North Star Borough	1,328	392	29.5%	557	41.9%	1,146	86.3%	$52,699,274	$45,985	1,223	980
Haines Borough	16	2	12.5%	8	50.0%	13	81.3%	$329,739	$25,365	14	9
Juneau Borough	235	68	28.9%	85	36.2%	202	86.0%	$8,691,751	$43,028	217	173
Kenai Peninsula Borough	461	92	20.0%	238	51.6%	349	75.7%	$16,494,029	$47,261	392	290
Ketchikan Gateway Borough	81	18	22.2%	33	40.7%	66	81.5%	$2,539,790	$38,482	71	51
Kodiak Island Borough	45	11	24.4%	18	40.0%	38	84.4%	$1,620,347	$42,641	41	35
Lake and Peninsula Borough	16	4	25.0%	9	56.3%	13	81.3%	$648,5926	$49,892	14	12
Matanuska-Susitna Borough	984	227	23.1%	441	44.8%	804	81.7%	$34,193,449	$42,529	882	666
Nome Census Area	85	10	11.8%	60	70.6%	72	84.7%	$2,275,386	$31,603	81	59
North Slope Borough	79	1	1.3%	64	81.0%	64	81.0%	$2,612,389	$40,819	72	42
Northwest Arctic Borough	63	14	22.2%	38	60.3%	54	85.7%	$3,056,082	$56,594	60	45
Prince of Wales-Outer Ketchikan Census Area	18	2	11.1%	7	38.9%	13	72.2%	$386,133	$29,703	16	9
Sitka Borough	41	6	14.6%	15	36.6%	34	82.9%	$1,367,880	$40,232	38	25
Skagway-Angoon Census Area	4	1	25.0%	2	50.0%	4	100.0%	n/d	n/d	4	2
Southeast Fairbanks Census Area	47	14	29.8%	20	42.6%	42	89.4%	$1,966,240	$46,815	44	36
Valdez-Cordova Census Area	83	25	30.1%	30	36.1%	72	86.7%	$3,169,923	$44,027	77	54
Wade Hampton Census Area	65	7	10.8%	36	55.4%	53	81.5%	$966,788	$18,241	61	40
Wrangell-Petersburg Census Area	15	4	26.7%	2	13.3%	13	86.7%	$430,107	$33,085	14	11
Yakutat Borough	4	1	25.0%	1	25.0%	3	75.0%	n/d	n/d	3	3
Yukon-Koyukuk Census Area	62	16	25.8%	37	59.7%	58	93.5%	$2,090,082	$36,036	60	48
Unknown	38	6	15.8%	9	23.7%	9	23.7%	$460,475	$51,164	11	9
Last reported status of apprentices											
Completed	1,540	1,540	100.0%	0	0.0%	1,375	89.3%	$89,845,277	$65,342	1,440	1,291
Registered	1,861	0	0.0%	0	0.0%	1,716	92.2%	$61,246,140	$35,691	1,780	1,502

A Detailed Profile of the Apprentices
Alaska, 1996 to 2007 (Continued)

12

	Number of All Current and Former Apprentices	Number of Completers	Percentage Who Were Completers	Number Who Canceled	Percentage Who Canceled	Alaska in 2007: Number Employed	Percentage Employed	Total Earnings	Average Earnings	Number working in Alaska or who were residents[1]	Number of employed working in an apprenticeship-related occupation
Last reported status of apprentices (Continued)											
Reinstated	38	0	0.0%	0	0.0%	32	84.2%	$1,080,452	$33,764	38	28
Canceled	2,981	0	0.0%	2,981	100.0%	2,171	72.8%	$72,738,717	$33,505	2,492	1,475
Suspended	37	0	0.0%	0	0.0%	27	73.0%	$794,985	$29,444	35	21
Industry of employment in 2007											
Unknown/Not Working	1,136	165	14.5%	810	71.3%	0	0.0%	$0	$0	464	0
Construction	2,849	876	30.7%	814	28.6%	2,849	100.0%	$127,170,366	$44,637	2,849	2,746
Educational and Health Services	146	17	11.6%	96	65.8%	146	100.0%	$4,196,863	$28,746	146	60
Financial Activities	112	12	10.7%	59	52.7%	112	100.0%	$2,439,13	$21,778	112	81
Information	108	56	51.9%	29	26.9%	108	100.0%	$6,715,767	$62,183	108	90
Leisure and Hospitality	137	10	7.3%	97	70.8%	137	100.0%	$2,122,048	$15,489	137	26
Local Government	251	43	17.1%	159	63.3%	251	100.0%	$7,173,704	$28,580	251	173
Manufacturing	97	8	8.2%	58	59.8%	97	100.0%	$2,884,731	$29,739	97	64
Natural Resources and Mining	625	152	24.3%	277	44.3%	625	100.0%	$37,194,825	$59,512	625	558
Other Services	60	12	20.0%	39	65.0%	60	100.0%	$1,559,904	$25,998	60	24
Professional and Business Services	305	62	20.3%	170	55.7%	305	100.0%	$11,161,205	$36,594	305	199
State Government	93	29	31.2%	47	50.5%	93	100.0%	$3,611,458	$38,833	93	61
Trade, Transportation and Utilities	532	96	18.0%	322	60.5%	532	100.0%	$19,383,795	$36,436	532	232
Unassigned	6	2	33.3%	4	66.7%	6	100.0%	$91,767	$15,294	6	3
Occupational work status											
Not working	1,136	165	14.5%	810	71.3%	0	0.0%	$0	$0	464	0
Working in an unrelated occupation	975	73	7.5%	688	70.6%	975	100.0%	$25,026,387	$25,668	975	0
Working in same occupation as apprenticeship	4,346	1,302	30.0%	1,483	34.1%	4,346	100.0%	$200,679,184	$46,176	4,346	4,317
Apprentices in various selected occupations[2]											
Baker (bakery products)	18	4	22.2%	13	72.2%	9	50.0%	$132,844	$14,760	13	4
Bricklayer (construction)	9	1	11.1%	6	66.7%	4	44.4%	n/d	n/d	4	4
Carpenter	748	184	24.6%	351	46.9%	622	83.2%	$22,047,070	$35,445	683	490
Optician, dispensing	9	1	11.1%	2	22.2%	8	88.9%	$282,719	$35,340	8	4
Cook (any industry)	54	9	16.7%	30	55.6%	20	37.0%	$580,328	$29,016	31	10
Cosmetologist	7	2	28.6%	3	42.9%	7	100.0%	$102,485	$14,641	7	4
Electrician (construction)	1,460	270	18.5%	673	46.1%	1,260	86.3%	$57,970,431	$46,008	1,354	1,069
Floor layer	32	5	15.6%	20	62.5%	18	56.3%	$519,996	$28,889	24	8
Glazier	105	27	25.7%	47	44.8%	84	80.0%	$2,995,961	$35,666	97	66
Line erector	5	0	0.0%	2	40.0%	1	20.0%	n/d	n/d	2	1
Millwright	50	12	24.0%	30	60.0%	43	86.0%	$2,544,825	$59,182	46	40
Painter	164	31	18.9%	104	63.4%	113	68.9%	$3,071,752n	$27,184	134	76
Pipe fitter	241	61	25.3%	85	35.3%	210	87.1%	$10,240,425	$48,764	220	188
Pipe fitter (sprinkler systems)	38	14	36.8%	13	34.2%	35	92.1%	$1,822,766	$52,079	35	0
Plumber	569	82	14.4%	240	42.2%	484	85.1%	$20,173,975	$41,682	517	392
Sheet-metal worker	161	50	31.1%	67	41.6%	138	85.7%	$6,318,844	$45,789	144	116
Heating and air conditioning installer and servicer	14	1	7.1%	8	57.1%	12	85.7%	$479,240	$39,937	12	12
Material coordinator	31	6	19.4%	25	80.6%	17	54.8%	$690,997	$40,647	22	16
Residential wireman	84	3	3.6%	43	51.2%	65	77.4%	$1,845,400	$28,391	74	46
Surgical technologist	8	1	12.5%	1	12.5%	8	100.0%	$341,598	$42,700	8	0

Notes:
This exhibit represents the apprentices who registered for their apprenticeship during the 1996 to 2007 period.
The abbreviation "n/d" means the data is not disclosable due to confidentiality restrictions.
[1] "Resident" is defined as someone who applied for an Alaska Permanent Fund dividend in 2007 or 2008.
[2] Occupation titles are from the List of Officially Recognized Apprenticeable Occupations from the U.S. Department of Labor's Office of Apprenticeship.

Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

13 Comparing Apprentices with All Workers
Alaska, 2007

	Employment and Earnings in 2007								
	All Workers				Apprentices				
	Number of Workers	Average Earnings	Average Earnings for Year-Round Workers	Number of Workers Employed Year-Round	Number of Apprentices	Average Earnings	Average Earnings for Year-Round Workers	Apprentice Completers' Earnings	Apprentice Completers' Earnings for Year-Round Workers
Top occupations for the employment of apprentices[1]									
Electricians	2,795	$53,255	$68,778	1,776	840	$49,531	$50,830	$59,472	$68,977
Plumbers, pipefitters and steamfitters	2,229	$48,394	$63,549	1,415	447	$48,861	$58,269	$63,540	$72,732
Carpenters	5,012	$33,047	$51,436	2,332	375	$39,816	$51,472	$59,702	$61,973
Electrical power-line installers and repairers	506	$75,373	$89,247	371	143	$76,942	$41,636	$42,465	$49,543
Laborers and freight, stock and material movers	6,434	$16,725	$31,327	2,628	100	$22,468	$54,801	$70,537	$76,223
Sheet metal workers	442	$48,168	$59,741	323	97	$52,153	$57,911	$65,129	$67,410
Telecommunications equipment installers and repairers, except line installers	926	$62,829	$72,614	748	85	$65,215	$47,958	$53,820	$60,951
Based on required education and experience									
Short-term training[2] or experience	141,521	$16,307	$26,539	70,548	866	$25,929	$36,796	$54,415	$61,848
Moderate-term or long-term training[2] or experience	101,149	$35,085	$48,809	61,280	3,713	$46,013	$55,375	$65,878	$73,295
Work experience in a related occupation	17,977	$50,021	$60,645	13,211	88	$52,255	$60,538	$75,930	$82,690
Associate degree or postsecondary vocational training	27,675	$42,965	$54,563	19,283	233	$54,757	$62,742	$79,262	$83,299
Bachelor's degree and above	58,198	$59,127	$68,908	45,569	126	$42,988	$51,283	$62,051	$65,316
Unknown	54,953	$21,393	$38,756	22,882	295	$32,652	$43,883	$48,231	$61,197
Based on age in 2007									
Age 16 to 24	70,802	$12,659	$22,342	29,818	1,451	$33,511	$42,040	$65,541	$69,645
Age 25 to 34	69,347	$30,821	$40,209	47,068	2,399	$45,695	$55,349	$67,203	$74,705
Age 35 to 44	69,578	$40,068	$49,225	51,765	1,057	$47,116	$58,132	$64,085	$71,271
Age 45 to 54	77,258	$46,288	$55,178	59,683	361	$43,879	$59,771	$59,398	$71,656
Age 55 to 64	39,584	$44,108	$53,619	29,199	41	$38,568	$48,077	$46,609	$51,098
Age 65 to 74	6,743	$26,735	$36,905	4,043	8	$17,961	n/d	n/d	n/d
Age 75 and over	888	$15,018	$24,375	442	n/a	n/a	n/a	n/a	n/a
Based on gender									
Male	175,477	$40,239	$55,012	113,932	4,923	$43,302	$53,539	$66,416	$73,661
Female	162,430	$26,239	$35,501	108,248	398	$31,485	$39,646	$49,827	$57,285
Total	401,473	$31,289	$46,154	232,773	5,321	$42,418	$52,612	$65,342	$72,778

Notes:
"Apprentices" refers to the apprentices who registered for their apprenticeship during the 1996 to 2007 period.
All earnings listed are for average annual earnings.
The abbreviation "n/d" means the data is not disclosable due to confidentiality restrictions; "n/a" means the data is not available.
Occupation, age and gender information was not available for all workers, so group totals may not add to the overall total.
[1] Occupation titles are from the federal Standard Occupational Classification Manual.
[2] For occupations requiring on-the-job training, which may include classroom time: short-term training is a month or less, moderate-term training is one to 12 months, and long-term training is more than 12 months.

Sources: Alaska Department of Labor and Workforce Development, Research and Analysis; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

Many factors impact apprentices' overall earnings: the choice of apprenticeship, attachment to the Alaska labor force, level of experience after their apprenticeship and whether they successfully completed their apprenticeship program.

The top employers of apprentices

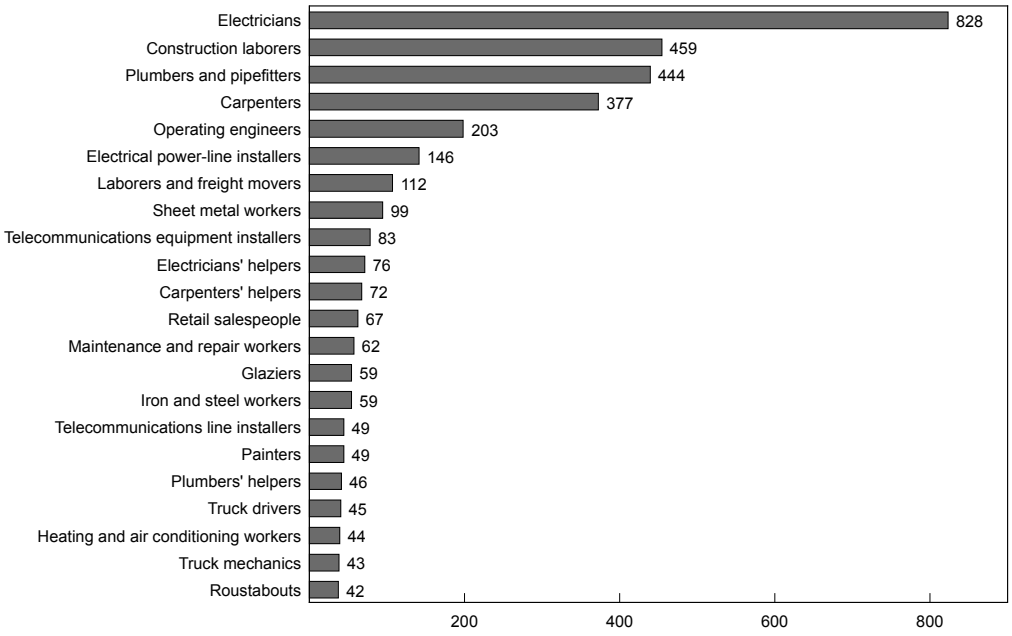
Employers are an integral part of apprenticeship programs. Alaska's largest construction, oil field service and transportation companies hire and utilize apprentices. The top employ-

ers of apprentices in 2007 were Norcon, Alcan Electrical & Engineering, ASRC Energy Services and Davis Constructors. (See Exhibit 10.)

Other measures

How do apprentices fare when comparing their earnings in the year before they registered for an apprenticeship with their earnings in the most recent full year? In 2007, those who had completed an apprenticeship earned three times as much as they earned in the year before they registered.

Apprentices by Occupation in 2007 Alaska 14



Notes:
This exhibit represents the apprentices who registered for their apprenticeship during the 1996 to 2007 period.
The occupational titles are from the federal Standard Occupational Classification Manual.
Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

Not surprisingly, apprentices who had completed their apprenticeship had the highest average earnings ($65,342) – much higher than the overall average for all current and former apprentices ($42,418). Completers also had the highest total earnings, with $89.8 million in 2007.

Apprentices who did not complete their program or canceled out had modest average earnings of $33,505 in 2007, about half as much as completers. However, former apprentices who canceled still showed a significant jump in earnings from their pre-apprenticeship period, with average earnings nearly doubling between the two time periods. (See Exhibit 11.)

Current and former apprentices earn more than Alaska workers overall

Current and former apprentices earned nearly 36 percent more than the Alaska worker average earnings of $31,289. For workers employed year-round in 2007 – all four calendar quarters – the year-round apprentices earned about 14 percent more than all year-round workers. Apprenticeship completers working year-round earned an average of $72,778 in 2007, nearly 58 percent more than all Alaska workers employed in all four quarters that year. (See Exhibit 13.)

Nearly 40 percent of the 5,321 current and former apprentices employed in 2007 were working in the top seven occupations reported by employers on their quarterly unemployment insurance wage records. Those occupations are not the occupations reported on their apprenticeship registration, but they closely align with apprenticeship occupations and are the occupations in which the apprentice generally is employed. For those seven selected occupations, apprentices working year-round made more than all workers in the state employed year-round in two of the occupations: carpenters and laborers, and freight, stock and material movers.

Apprentices who completed their apprenticeship and worked year-round had the highest earnings.

Among the top seven occupations, the highest earnings went to two occupations – laborers,

and freight, stock and material movers. The completers in the seven occupations earned more than all workers employed year-round in each occupational group, with the exception of those employed as electrical power-line installers and repairers; the general worker population of year-round workers had higher earnings in those occupations.

Comparing the earnings of current and former apprentices to all Alaska workers categorized by the education and training required for the occupation in which they were employed, current and former apprentices employed year-round earned $52,612, more than workers in jobs requiring moderate- to long-term training and experience ($48,809), and considerably more than workers in jobs requiring short-term training or experience ($26,539).

Apprenticeship completers working year-round had earnings that exceeded the average earnings of workers employed in year-round jobs requiring anything less than a bachelor's degree.

Current and former apprentices working year-round generally earned more than all workers in their same age group. Male apprentices employed year-round earned slightly less on average than all year-round male workers in Alaska, while female apprentices earned more than all female workers in the state.

Apprentices working in an occupation related to their apprenticeship

For all current and former apprentices employed in Alaska, 81.7 percent were employed in an occupation related to their apprenticeship. Nearly 95 percent of employed apprenticeship completers could be matched directly to an occupation related to their apprenticeship.

The majority of those former apprentices who had canceled out of an apprenticeship continued in the same occupational field as their apprenticeship, with 68.3 percent reported as working in a related occupation. If they were employed in a related occupation, they made an average of $46,176, compared to the $25,668 that canceled apprentices made working in a totally unrelated occupation.

When looking at the importance of apprenticeship programs as a source of labor supply to particular industries and occupational groups, a few occupations stand out. For instance, looking at all workers employed in Alaska by occupation, more than 50 percent of workers em-

Methodology Notes

In 2008, the Office of Apprenticeship, within the U.S. Department of Labor's Employment and Training Administration, provided the Alaska Department of Labor and Workforce Development with a data file of information for roughly 7,500 current and former registered Alaska apprentices that had been active since 1996.

After cleaning the data file, removing duplicate participant records and records with incomplete data and missing social security numbers, 6,457 participants were identified, matched with administrative data and tracked over the 1996 to 2007 period. Due to the removal of participant records with incomplete information, the apprentice counts in this report represent about 90 percent of the total active apprentices during that period.

Registered apprenticeship records were matched with Alaska unemployment insurance wage records to determine historical earnings, employment, industry, occupation, place of work and attachment to the labor force over the years.

Employment and earnings information for apprentices employed by the federal government (both military and civilian), those that are self-employed and those currently employed outside Alaska were not available.

Apprenticeship records were matched with other administrative data – including Alaska Permanent Fund dividend applicant files to determine current residency – and unemployment insurance records to find out if an apprentice was receiving unemployment insurance benefits.

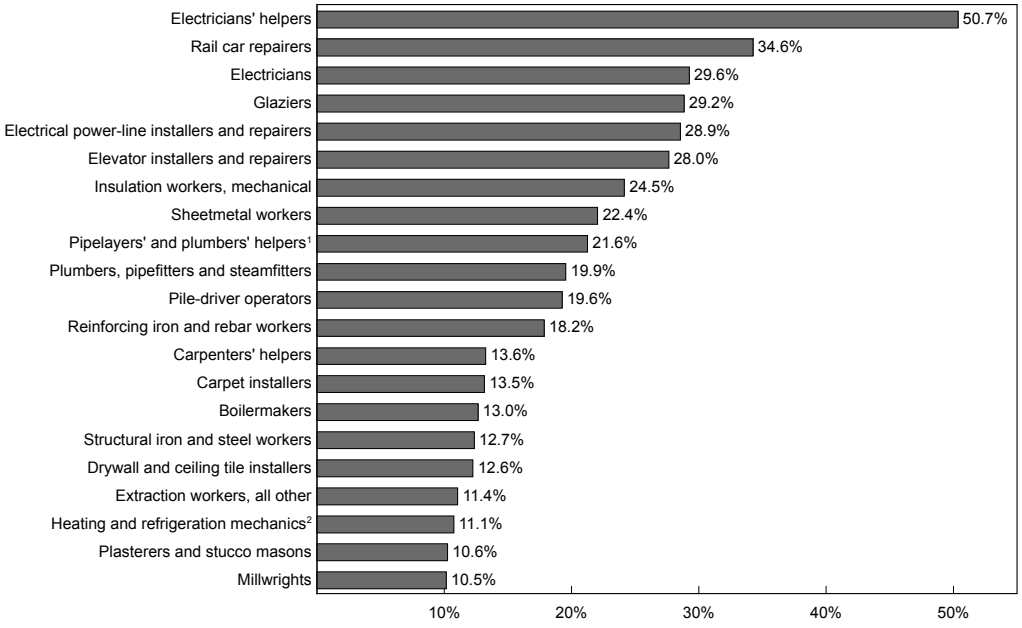
ployed as electrician's helpers in 2007 had been apprentices since 1996 and about 30 percent of all electricians employed in Alaska that year came out of the same apprenticeship pool. (See Exhibits 14 and 15.)

In summary

Overall, the research findings demonstrate that the successful completion of an apprenticeship program leads to high-wage, long-term, stable, year-round employment in Alaska, especially when comparing the outcomes of successful completers with those who dropped out of the program.

Apprentices as a Percentage of All Workers
For selected occupations, Alaska

15



Notes:
This exhibit represents the apprentices who registered for their apprenticeship during the 1996 to 2007 period.
The occupational titles are from the federal Standard Occupational Classification Manual.
[1] The occupation's full title is pipelayers', plumbers', pipefitters' and steamfitters' helpers.
[2] The occupation's full title is heating, air conditioning and refrigeration mechanics and installers.
Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship

Although the measureable success of apprenticeship programs in Alaska is due in part to high-wage construction occupations that currently represent the vast majority of participants, the apprenticeship model appears to be successful in occupations unrelated to construction as well.

Obviously, any significant decline in construction activity would impact the success of the apprenticeship programs.

Although total construction employment is expected to decline slightly over the next few years,[5] total construction employment is expected to grow by nearly 18 percent from 2006 through 2016 due in part to major project development, including preliminary work associated with an Alaska gasline.[6]

For More About Alaska's Apprenticeship Programs

For more information about Alaska's apprenticeship programs, go to the Alaska Department of Labor and Workforce Development's Web site at jobs.alaska.gov/apprentice.

The Web site has a whole host of information, including current apprenticeship openings (employers can have their openings added to the list), Alaska's apprenticeable occupations, "Hot Jobs in Alaska," and links to programs throughout the state.

People can contact the Alaska Department of Labor's Apprenticeship Office by emailing apprenticeship@alaska.gov, or by calling Gerry Andrews, the state's apprenticeship coordinator, in Anchorage at (907) 269-4675.

People can also get more information about apprenticeships through one of the state's 23 Alaska Job Centers. Call (877) 724-2539 or go to jobs.alaska.gov and click on "Alaska Job Centers" on the left for a list of job centers.

[5] See last month's *Trends'* issue for more detail on Alaska's employment forecast for 2009.
[6] See last month's *Trends'* issue for more detail on the state's 10-year occupational forecast (2006 to 2016).

In addition, the national emphasis on public works projects as a remedy for the economic downturn in the national economy bodes well for the demand for the majority of apprenticeship occupations. Just as important in terms of jobs are the employment opportunities in the construction industry due to the replacement of aging workers and turnover.

But apprenticeships will also provide an important alternate education and career path for youth seeking employment in the new industries where the apprenticeship model will be implemented or expanded – including health care, transportation and trade.

□ □ □

The Alaska Department of Labor's Research and Analysis Section would like to thank two people in particular for their technical assistance in the preparation of this article: Jim Conley and John Hakala. Jim Conley, based in Washington, D.C., is a lead program analyst within the U.S. Department of Labor's Division of Program Administration and Management Systems. John Hakala, based in Anchorage, is the state director for Alaska for the U.S. Department of Labor's Office of Apprenticeship.

A Safety Minute

Governor's Health and Safety Conference is March 17-19

Workplace safety and health performance is emerging as a key area for businesses to reduce costs and maintain competitive advantages. The 28th Annual Alaska Governor's Safety and Health Conference will be March 17-19, 2009, at the Sheraton Anchorage. The agenda covers training subjects to help businesses reach the next level in workplace safety and health performance in areas such as:

- Employer resources
- The transportation and warehousing industry
- The hospitality industry
- The oil and gas industry
- Youth safety and health
- An OSHA[1] 10-hour construction standards course
- An OSHA 10-hour general industry standards course
- A Voluntary Protection Program application workshop

The conference attracts numerous vendors to display the latest safety and health products and services. The conference courses range from "What Causes Accidental Injuries?," "Arc Flash Safety Talk" and "What's on Your Shoulders?" to "Working in Cold Weather" and "Bear and Moose as Public Safety Risks."

The Governor's Office will recognize companies, organizations and individuals for their achievements in workplace safety and health. Nominate your company or someone you know today!

To register, or for more information about the conference, award applications and sponsorship opportunities, visit the conference's Web site at www.regonline.com/gshc2009, call (907) 276-6060 or email gshc09@logisticsllc.com.

[1] OSHA is an acronym for the U.S. Department of Labor's Occupational Safety & Health Administration.

By Dan Robinson,
Economist

Unemployment rate rises to 7.5 in December

Alaska's seasonally adjusted unemployment rate rose three-tenths of a percentage point in December to 7.5 percent. Over the last three months the rate has climbed eight-tenths of a percentage point and is at its highest level since March 2004.

A rise in both unemployment *and* employment?

The estimated number of unemployed people in Alaska increased by more than 5,000 from December 2007 to December 2008, although there hasn't been a corresponding loss of jobs. In fact, payroll employment was up an estimated 3,200 over-the-year in December.

Those numbers may seem counterintuitive – an increase in both employment and unemployment – but it's not particularly unusual in Alaska, a state with a large flow of migration, both in and out.

The number of unemployed and unemployment rates can climb without job losses if a rising number of unemployed people from other states migrate to Alaska or if a decreasing number of unemployed Alaskans migrate out of the state. Both are more likely when the state's economy is healthy compared to the nation's.

In other words, Alaska's unemployment rate can climb as a result of the state's economy being a relatively more attractive place to seek work. In 2002, for example, on the heels of a national recession, the state added nearly 6,000 jobs but still saw unemployment increase by about 3,500 people and the unemployment rate rise by nine-tenths of a percentage point.

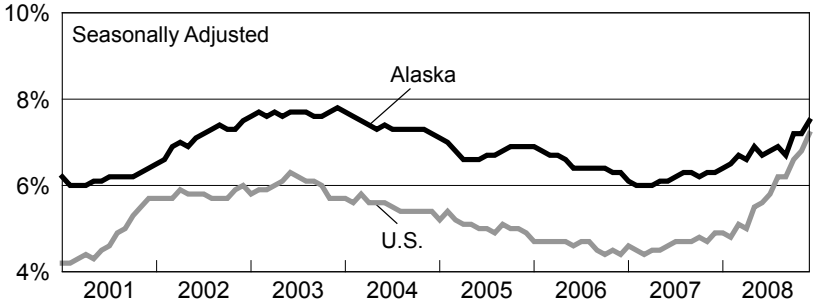
Unemployment and the unemployment rate have also fallen in years when the state lost jobs. In 1987 Alaska lost more than 10,000 jobs, but the losses didn't translate to a large increase in the number of unemployed people in the state. Instead, unemployment actually fell by more than 2,500 and the unemployment rate fell eight-tenths of a percentage point.

Conceptually, the important thing to understand is that a rising rate doesn't always mean a deteriorating economy and a falling rate doesn't always mean an improving economy. For now, Alaska's rising unemployment rates are most likely being caused by the weakening national job picture and Alaska's relative economic health.

For the U.S., rising unemployment and falling job counts

The national picture is clearer, as it almost always is when it comes to the interaction between job growth and the unemployment rate. The number of unemployed people in the country rose by more than 3.5 million from December 2007 to December 2008 and the number of payroll jobs fell by nearly 2.6 million over the same period. Mired in a recession that's forecasted to eventually cause job losses in Alaska, the nation's 7.2 percent unemployment rate in December was the highest since 1993.

1 Unemployment Rates, Alaska and U.S.
January 2001 to December 2008



Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Department of Labor, Bureau of Labor Statistics

2 Nonfarm Wage and Salary Employment

Alaska	Preliminary 12/08	Revised 11/08	Revised 12/07	Changes from: 11/08	Changes from: 12/07
Total Nonfarm Wage and Salary[1]	306,600	311,200	303,400	-4,600	3,200
Goods-Producing[2]	36,900	40,500	36,100	-3,600	800
Service-Providing[3]	269,700	270,700	267,300	-1,000	2,400
Natural Resources and Mining	15,400	15,400	14,200	0	1,200
Logging	200	300	300	-100	-100
Mining	15,300	15,200	13,900	100	1,400
Oil and Gas	13,100	13,000	11,800	100	1,300
Construction	15,000	16,100	15,100	-1,100	-100
Manufacturing	6,500	9,000	6,800	-2,500	-300
Wood Product Manufacturing	400	400	400	0	0
Seafood Processing	2,700	5,200	2,900	-2,500	-200
Trade, Transportation, Utilities	62,500	63,200	62,000	-700	500
Wholesale Trade	6,200	6,200	6,300	0	-100
Retail Trade	36,100	36,300	35,900	-200	200
Food and Beverage Stores	6,200	6,200	6,200	0	0
General Merchandise Stores	9,500	9,600	9,700	-100	-200
Transportation, Warehousing, Utilities	20,200	20,700	19,800	-500	400
Air Transportation	6,400	6,400	6,100	0	300
Truck Transportation	3,200	3,200	3,100	0	100
Information	7,000	7,000	6,900	0	100
Telecommunications	4,400	4,500	4,200	-100	200
Financial Activities	14,500	14,500	14,700	0	-200
Professional and Business Services	24,600	24,800	24,100	-200	500
Educational[4] **and Health Services**	37,300	37,300	36,700	0	600
Health Care	27,300	27,100	26,700	200	600
Leisure and Hospitality	28,200	28,200	28,400	0	-200
Accommodations	6,400	6,200	6,400	200	0
Food Services and Drinking Places	17,900	18,100	18,200	-200	-300
Other Services	11,500	11,600	11,400	-100	100
Government	84,100	84,100	83,100	0	1,000
Federal Government[5]	16,700	16,500	16,500	200	200
State Government	25,600	25,700	25,200	-100	400
State Government Education[6]	8,000	8,000	8,000	0	0
Local Government	41,800	41,900	41,400	-100	400
Local Government Education[7]	23,700	23,800	23,600	-100	100
Tribal Government	3,500	3,500	3,500	0	0

Notes for all exhibits on this page:

[1] Excludes the self-employed, fishermen and other agricultural workers, and private household workers; for estimates of fish harvesting employment, and other fisheries data, go to labor.alaska.gov/research/seafood/seafood.htm

[2] Goods-producing sectors include natural resources and mining, construction and manufacturing.

[3] Service-providing sectors include all others not listed as goods-producing sectors.

[4] Private education only

[5] Excludes uniformed military

[6] Includes the University of Alaska

[7] Includes public school systems

[8] Fairbanks North Star Borough

Sources for Exhibits 2 and 3: Alaska Department of Labor and Workforce Development, Research and Analysis Section; and the U.S. Department of Labor, Bureau of Labor Statistics
Sources for Exhibit 4: Alaska Department of Labor and Workforce Development, Research and Analysis Section; also the U.S. Department of Labor, Bureau of Labor Statistics, for Anchorage/Mat-Su and Fairbanks

3 Unemployment Rates By borough and census area

	Prelim. 12/08	Revised 11/08	Revised 12/07
SEASONALLY ADJUSTED			
United States	**7.2**	**6.8**	**4.9**
Alaska Statewide	**7.5**	**7.2**	**6.3**
NOT SEASONALLY ADJUSTED			
United States	**7.1**	**6.5**	**4.8**
Alaska Statewide	**7.7**	**7.0**	**6.7**
Anchorage/Mat-Su Region	**6.6**	**6.1**	**5.6**
Municipality of Anchorage	5.9	5.6	5.1
Mat-Su Borough	9.1	8.3	7.7
Gulf Coast Region	**10.6**	**9.1**	**9.1**
Kenai Peninsula Borough	10.1	9.0	8.8
Kodiak Island Borough	12.4	8.4	9.4
Valdez-Cordova Census Area	11.3	10.5	10.1
Interior Region	**7.8**	**7.0**	**6.4**
Denali Borough	16.4	14.0	16.6
Fairbanks North Star Borough	6.9	6.1	5.6
Southeast Fairbanks Census Area	10.6	9.5	9.4
Yukon-Koyukuk Census Area	16.2	15.2	14.4
Northern Region	**7.6**	**7.3**	**7.6**
Nome Census Area	10.4	9.4	9.6
North Slope Borough	3.8	4.2	4.5
Northwest Arctic Borough	10.5	9.8	10.0
Southeast Region	**8.5**	**7.4**	**7.3**
Haines Borough	12.1	9.9	13.3
Juneau Borough	6.1	5.5	4.7
Ketchikan Gateway Borough	7.7	6.8	6.3
Prince of Wales-Outer Ketchikan CA	16.5	14.1	14.3
Sitka Borough	6.7	6.0	6.4
Skagway-Hoonah-Angoon CA	24.6	21.5	21.2
Wrangell-Petersburg Census Area	12.7	9.6	13.1
Yakutat Borough	11.1	7.9	10.6
Southwest Region	**13.8**	**11.6**	**13.3**
Aleutians East Borough	20.8	12.3	22.3
Aleutians West Census Area	10.8	7.8	13.8
Bethel Census Area	13.8	12.6	12.7
Bristol Bay Borough	10.5	6.5	9.4
Dillingham Census Area	11.0	9.2	9.5
Lake and Peninsula Borough	8.4	6.0	5.9
Wade Hampton Census Area	19.2	17.0	18.8

4 Nonfarm Wage and Salary Employment By region

	Preliminary 12/08	Revised 11/08	Revised 12/07	Changes from: 11/08	Changes from: 12/07	Percent Change: 11/08	Percent Change: 12/07
Anch/Mat-Su	169,100	169,000	166,700	100	2,400	0.1%	1.4%
Anchorage	150,800	150,900	149,000	-100	1,800	-0.1%	1.2%
Gulf Coast	25,800	26,550	25,650	-750	150	-2.8%	0.6%
Interior	43,300	44,000	43,300	-700	0	-1.6%	0.0%
Fairbanks[8]	37,300	37,900	37,600	-600	-300	-1.6%	-0.8%
Northern	20,200	19,950	18,750	250	1,450	1.3%	7.7%
Southeast	33,300	34,350	33,350	-1,050	-50	-3.1%	-0.1%
Southwest	15,600	17,100	15,650	-1,500	-50	-8.8%	-0.3%

For more current state and regional employment and unemployment data, visit our Web site. We have a new address:

laborstats.alaska.gov

Employer Resources

Who Can Argue with Tax Credits for Employers?

Employers can get as much as $2,400 to $9,000 in federal tax credits by hiring job seekers in specific target groups as part of a program that helps people get on-the-job work experience and better jobs.

The Alaska Department of Labor and Workforce Development in 2007 certified that 907 employees were eligible for the Work Opportunity Tax Credit program, which potentially saved the employers who applied for the program $2.1 million in taxes, officials said.

The tax credit program, which Congress extended to 2011, is funded by the U.S. Department of Labor and is jointly administered through the Alaska Department of Labor and Workforce Development's Employment Security Division and the Internal Revenue Service.

The tax credits are based on an employee's hours worked and wages in the first or second year of employment. The various target groups are people with disabilities who have rehabilitation referrals, disabled veterans, members of families that receive public assistance, including veterans, people who have received Supplemental Security Income and ex-felons.

A critical part of the program is that employers must submit a specific form to the Department of Labor within 28 days after the employee started work. Staff at the Alaska Job Centers can also help employers find job seekers who qualify for the program.

For more information, go to the Work Opportunity Tax Credit program's Web site at jobs.alaska.gov/wotc.htm, call Janneth Bronyraur, the department's WOTC coordinator, at (907) 465-5956, stop by any Alaska Job Center or call (877) 724-ALEX (2539).

Fidelity Bonding – A Type of Business Insurance

The free Fidelity Bonding Program allows employers to insure an employee for six months against job-related theft and other crimes as an incentive to hire hard-to-place or "at-risk" job applicants.

Virtually any full-time or part-time employee can be bonded through the program. It's designed to help those who might otherwise have trouble finding a job due to their background – ex-offenders, recovering drug or alcohol abusers, people with poor financial credit, those with military dishonorable discharges, welfare recipients, economically disadvantaged youth and adults without a work history and others.

The program, which began as a federal program in 1966, is administered by the Department of Labor's Employment Security Division.

The bond insurance reimburses employers for any loss due to employee theft, forgery, larceny or embezzlement at the worksite or away from it. There's no deductible. The bonds are typically issued for $5,000; higher amounts must be approved.

To be bonded, people must be of legal working age and have federal taxes automatically deducted from their paychecks; self-employed workers aren't eligible. Bonds can also be issued to cover a current employee who needs bonding in order to avoid being laid off or to get a transfer or promotion within his or her company.

For more information, check with your nearest Alaska Job Center (job center staff can put the bond into effect within minutes), go to the Fidelity Bonding Program Web site at labor.alaska.gov/bonding, or call J. Allan MacKinnon, the department's bonding coordinator, at (907) 465-5955 or email him at Allan.MacKinnon@alaska.gov.