

# ALASKA ECONOMIC **TRENDS**

MAY 2012

## Holding Multiple Jobs in Alaska



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Profile of fish and wildlife biologists  
A few facts about Alaskans  
Unemployment by race and ethnicity



ALASKA DEPARTMENT OF LABOR  
& WORKFORCE DEVELOPMENT  
Governor Sean Parnell  
Acting Commissioner David G. Stone

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& WORKFORCE DEVELOPMENT

Governor Sean Parnell  
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# For some of us, working in Alaska is more than a '9 to 5'



**By David G. Stone,  
Acting Commissioner**

Alaskans are used to working hard. Making the most of our state's vast challenges and opportunities requires our usual ingenuity and creativity. For many, this means not only working long hours in often physically and environmentally challenging occupations, but working at more than one job.

This month, *Trends* looks at the substantial number of us who work in multiple jobs and industries. More than 10 percent of Alaska workers — almost 44,000 in 2010 — held more than one job. This may vary from taking on a second, short-term job to pay for extra expenses or a college education to combining several seasonal jobs as a long-term career choice.

There's an old joke about "not giving up your day job." In Alaska, it's often more about moving from job to job as the seasons change than about working a second job after hours. In some cases, second or third jobs are the way many Alaskans overcome our higher cost of living.

It makes sense that, on average, those with more than one job make more money than their peers who don't work a second job — about 5 percent and \$1,738 more a year. But their primary job still contributes most of their income — at least 90 percent.

Alaskans with more than one job work in every industry in the state, though most will take a second job in a different industry. Those who choose to work multiple jobs are as diverse as the work they do. Especially for workers under 30, Alaska's high cost of living often makes a second job essential to cover the bills. Our state's younger workers are also most likely to work in retail and visitor industries. Women as well as workers in trade, transportation, and utilities are most likely to hold a second job.

Alaska workers who paid more than the

maximum annual contribution of \$200.68 in unemployment insurance contributions during 2011 because they worked for more than one Alaska employer are eligible for a refund. The form is online at [Labor.Alaska.Gov/estax/forms/eerefund.pdf](http://Labor.Alaska.Gov/estax/forms/eerefund.pdf) or can be requested by mail from the Alaska Department of Labor and Workforce Development, Employment Security Contribution, P.O. Box 115509, Juneau, AK 99811-5509.

Refund request forms with proof of earnings must be submitted by Dec. 31. Unemployment insurance contributions paid by workers may be listed on workers' W-2 forms or pay stubs. Workers can also contact their employers for the information.

## **Fish and wildlife biologists**

This month's issue also looks at a profession with special significance in Alaska — wildlife and fisheries biologists.

These are the many men and women who often work in remote parts of our state to monitor and learn about our wildlife resources. Most work for state or federal agencies, and most have many years of experience and training in their often specialized field, whether it is one region or one species.

Alaska is unique in that our state constitution mandates protection of our wildlife and fisheries, and Alaskans access them for both subsistence and recreation. Biologists here pay a critical role in providing the information and research agencies and government need to meet these constitutional requirements.

Because of the training and experience required, it's also a mature workforce with roughly 75 percent of workers over age 34. This job also has the highest forecasted openings in the life, physical, and social sciences category.

# Holding Multiple Jobs in Alaska

## More common among young workers, women

**R**oughly 11 percent of Alaskans held more than one job at a time in 2010. For some, moonlighting is a one-time way to pay down debt or save for a high-ticket item. For others, seasonal employment offers a second-income opportunity that comes once a year. Others work two or more jobs as a year-in, year-out way of life — sometimes by choice but often by circumstance.

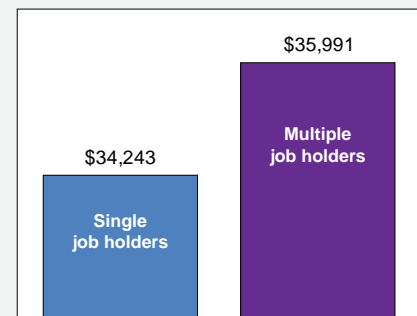
Multiple job holders spanned all industries and all parts of the state, and they made up 10.7 percent of Alaska's total workforce. More than half these workers were women, and almost a third were in their 20s.

### Wages low from secondary jobs

Total wages for workers who held a single job in 2010 approached nearly \$12.5 billion, with an average annual wage of \$34,243. Those with two or more jobs made just 5 percent more — or \$35,991 per year. (See Exhibit 1.)

For over a third of multiple job holders, second-

### 1 Slightly More Yearly Income Alaska multiple job holders, 2010



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

ary jobs accounted for less than 10 percent of their total wages in 2010. Another 20 percent earned between 10 and 20 percent from extra jobs, and more than a quarter earned over 30 percent. (See Exhibit 2.)

Having another job is often short term — two years or fewer for more than half of these workers. For others it was their normal routine, with about 10 percent holding two or more jobs for at least seven years. (See Exhibit 3.)

### All industries have them

Multiple job holders are not limited to any industry. Workers held at least one secondary job in every industry in 2010, most of them in a different industry from their primary work. (See Exhibit 4.)

Trade, transportation, and utilities was the industry with the most multiple job holders in 2010: more than 8,600 of its approximately 81,000 total workers. The educational and health services industry and local government came in second and third, with 7,400 and 7,350, respectively.

Although most held a second job in another indus-

### What is a 'multiple job holder'?

For this article, workers were considered multiple job holders if they worked for two different employers, in two different occupations, or in two different locations during the same quarter.

To eliminate people who merely changed jobs during a quarter and never actually held two jobs at the same time, only those who worked in one of the distinct jobs in the preceding and subsequent quarters were counted as multiple job holders.

For example, a person who worked as a server at the Olive Garden in Anchorage during the first three quarters of the year and who also worked as a groundskeeper for the city during the second quarter of the year would be identified as a multiple job holder during the second quarter. The job for which the person received the most wages over the year was considered his or her primary job.

Federal employees and self-employed workers, which include almost all of Alaska's commercial fishermen, are not included in this analysis because they are not covered by state unemployment insurance.

try, many stayed within their primary industry. The highest percentage who did so was in leisure and hospitality, where about 48 percent of its multiple job holders worked in a secondary position in the same industry. The second-highest percentage was in educational and health services at more than 46 percent, followed by construction with almost 45 percent.

The industry with the highest percentage of multiple job holders was educational and health services<sup>1</sup> with 15 percent. Personal care aides, registered nurses, and home health aides were the main secondary occupations. Local government followed with 14.3 percent, with the leading secondary occupations in retail, janitorial services, and cashiering. (See Exhibit 5.)

## No single area stands out

The types of common secondary work vary by area, according to the local economy. For example, retail salespeople, cashiers, and waiters and waitresses were popular secondary occupations in more urban areas, such as Anchorage, and places that depend on tourism, such as communities in Southeast.

In Southwest Alaska, where the economy is centered on fishing and seafood processing, demand was high for processing workers and people who move stock and freight part-time or seasonally.

Workers found secondary jobs in construction in every area of the state in 2010, but had significant opportunities in rural areas, where the percentage of total jobs in construction was higher.

In sheer number, Anchorage had the most multiple job holders in 2010 at about 18,300, followed by Fairbanks with more than 5,000. The Juneau, Matanuska-Susitna, and Kenai Peninsula boroughs each had more than 2,500. (See Exhibit 6.)

Though Yakutat had the lowest number of workers with multiple jobs — fewer than 80 — its proportion was the highest at more than 18 percent. Nome and Wade Hampton followed at 15.8 percent and 15.6 percent, respectively.

## Typical occupations

Certain occupations provide attractive secondary

<sup>1</sup>Educational and health services does not include workers in public schools, because they are categorized in local government.

## 2 Earnings from Second Job Percent, Alaska, 2010

Percent of earnings from secondary job	Multiple job holders in category	% of total multiple job holders in category
Less than 10%	15,089	34.5%
10% to less than 20%	8,581	19.6%
20% to less than 30%	8,675	19.8%
30% to less than 40%	7,024	16.0%
40% to less than 50%	4,403	10.1%

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

## 3 Most Are Short-Term Alaska multiple jobs, 2010

# of years holding multiple jobs	Multiple job holders in category	Percent of total multiple job holders
1	14,139	32.3%
2	8,943	20.4%
3	6,053	13.8%
4	4,313	9.9%
5	3,260	7.4%
6	2,606	6.0%
7	4,458	10.2%

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

employment, such as those with relatively high turnover and large numbers of openings. Others offer entry-level opportunities that require minimal education or prior training. These jobs also tend to offer flexible hours or off-hours that don't conflict with primary daytime work.

In 2010, retail salesperson was the occupation with the largest number of multiple job holders, at 2,064. Cashiers, waiters and waitresses, janitors and cleaners, and personal and home health aides followed, in that order. Together, workers who held these five occupations accounted for 17 percent — or 7,340 — of all multiple job holders for the year. (See Exhibit 7.)

Those with a second job in sales earned a total of \$59.6 million in 2010, more than any other single secondary occupation. Retail sales workers were followed by personal care aides, janitors and cleaners, waiters and waitresses, and cashiers.

# 4 Workers by Industry

## Multiple jobs, 2010

Industry of primary job	Total multiple job holders	Industry of Secondary Job													Un- known
		Local Gov	State Gov	Natl Res and Mining	Const	Manufacturing	Trade, Transp and Utilities	Info	Financial Activities	Business Svcs	Prof and Business Svcs	Educational/ Health Svcs	Leisure and Hospitality	Other Svcs	
Local Government	7,361	2,177	600	57	222	113	1,122	106	216	481	1,027	869	343	10	18
State Government	2,794	394	301	28	84	32	568	31	55	270	486	397	137	8	3
Natural Resources and Mining	951	84	26	184	145	31	176	5	16	130	39	69	39	1	6
Construction	2,431	183	35	75	1,089	43	281	15	77	257	86	191	80	-	19
Manufacturing	1,056	68	17	8	47	361	198	7	19	81	49	152	46	-	3
Trade, Transportation, Utilities	8,632	794	162	69	284	205	3,214	98	257	843	683	1,622	348	4	49
Information	661	76	23	4	17	6	118	107	21	92	44	117	33	-	3
Financial Activities	1,744	191	31	6	65	20	374	30	344	156	145	286	84	2	10
Professional and Business Svcs	3,582	233	150	62	236	63	569	34	98	958	353	668	136	1	21
Educational and Health Svcs	7,390	772	379	27	87	43	851	47	139	492	3,431	763	312	5	42
Leisure and Hospitality	5,377	335	81	17	101	89	888	43	118	448	396	2,601	218	4	38
Other Services	1,617	227	73	9	44	29	257	20	48	142	284	261	212	-	11
Public Administration	52	16	4	-	-	-	5	-	1	4	19	3	-	-	-
Unknown	124	16	1	1	9	1	21	3	2	18	8	29	11	-	4
Total	43,772	5,566	1,883	547	2,430	1,036	8,642	546	1,411	4,372	7,050	8,028	1,999	35	227

\* Primary jobs were those in which workers earned the highest wages over the year.  
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

# 5 Leading Primary and Secondary Occupations

## Alaska industries with the most multiple job holders, 2010

Industry	Primary job	Primary job count	Secondary job	Secondary job count
Trade, Transportation, and Utilities	Retail Salespersons	1,230	Retail Salespersons	157
		1,230	Cashiers	91
		1,230	Combined Food Preparation and Serving Workers, Incl Fast Food	52
		1,002	Retail Salespersons	85
		1,002	Cashiers	83
		1,002	Combined Food Preparation and Serving Workers, Incl Fast Food	53
		303	Material Moving Workers, All Other	127
		303	Tank Car, Truck, and Ship Loaders	52
		303	Laborers and Freight, Stock, and Material Movers, Hand	10
		295	Retail Salespersons	34
Sales and Related Workers, All Other		295	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	14
		295	Maids and Housekeeping Cleaners	13
		283	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	24
		283	Retail Salespersons	24
		283	Cashiers	15
Educational and Health Services	Personal Care Aides	869	Personal Care Aides	175
		869	Home Health Aides	93
		869	Health Care Support Workers, All Other	85
		528	Registered Nurses	258

(continued on next page)

# 5 Leading Primary and Secondary Occupations, continued

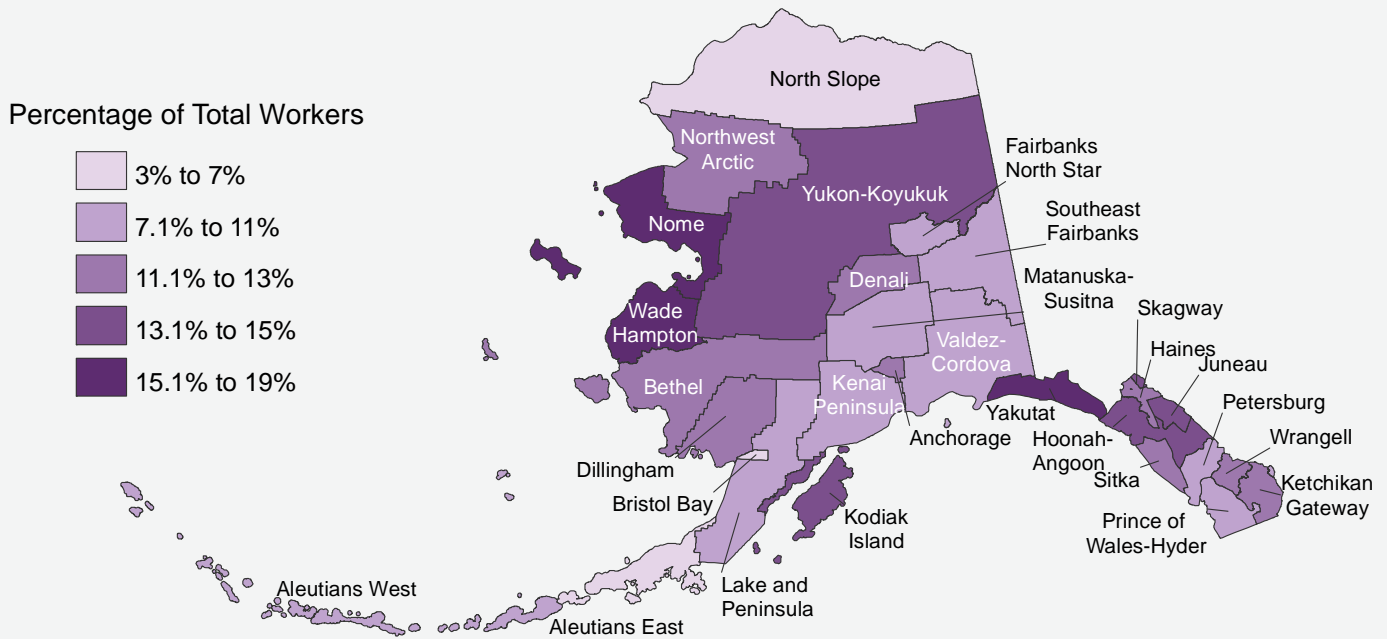
Industries with the most multiple job holders, Alaska, 2010

Industry	Primary job	Primary job count	Secondary job	Secondary job count
		528	Administrative Services Managers	26
		528	Licensed Practical and Licensed Vocational Nurses	25
	Home Health Aides	444	Personal Care Aides	86
		444	Home Health Aides	52
		444	Health Care Support Workers, All Other	50
	Healthcare Support Workers, All Other	411	Personal Care Aides	59
		411	Home Health Aides	38
		411	Healthcare Support Workers, All Other	26
	Nursing Assistants	257	Nursing Assistants	54
		257	Personal Care Aides	47
		257	Home Health Aides	24
Local Government	Teacher Assistants	703	Personal Care Aides	35
		703	Cashiers	34
		703	Retail Salespersons	33
	Elementary School Teachers, Except Special Education	433	Education, Training, and Library Workers, All Other	43
		433	Retail Salespersons	27
		433	Waiters and Waitresses	23
	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	428	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	72
		428	Laborers and Freight, Stock, and Material Movers, Hand	26
		428	Maids and Housekeeping Cleaners	17
		428	Personal Care Aides	16
		428	Home Health Aides	15
	Secondary School Teachers, Except Special and Career/Tech Education	413	Postsecondary Teachers, All Other	40
		413	Business Teachers, Postsecondary	21
		413	Retail Salespersons	18
	Special Education Teacher Assistants	385	Personal Care and Service Workers, All Other	42
		385	Home Health Aides	22
		385	Retail Salespersons	22
Leisure and Hospitality	Waiters and Waitresses	886	Waiters and Waitresses	228
		886	Bartenders	54
		886	Food Servers, Nonrestaurant	45
	Combined Food Preparation and Serving Workers, Including Fast Food	503	Combined Food Preparation and Serving Workers, Incl Fast Food	56
		503	Retail Salespersons	29
		503	Cashiers	27
	Maids and Housekeeping Cleaners	401	Maids and Housekeeping Cleaners	70
		401	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	55
		401	Combined Food Preparation and Serving Workers, Incl Fast Food	41
	Cooks, Restaurant	309	Cooks, Restaurant	97
		309	Waiters and Waitresses	24
		309	Food Preparation Workers	18
	Bartenders	273	Bartenders	82
		273	Waiters and Waitresses	52
		273	Cashiers	7
Professional and Business Services	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	345	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	94
		345	Maids and Housekeeping Cleaners	34
		345	Combined Food Preparation and Serving Workers, Incl Fast Food	9
	Security Guards	187	Security Guards	47
		187	Retail Salespersons	15
		187	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7
	Maids and Housekeeping Cleaners	149	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	33
		149	Maids and Housekeeping Cleaners	20
		149	Combined Food Preparation and Serving Workers, Incl Fast Food	7
	Office and Administrative Support Workers, All Other	116	Office and Administrative Support Workers, All Other	14
		116	Retail Salespersons	8
		116	Waiters and Waitresses	6
	Landscaping and Groundskeeping Workers	98	Landscaping and Groundskeeping Workers	56
		98	Retail Salespersons	4
		98	Heavy and Tractor-Trailer Truck Drivers	3

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

## 6 No Clear Geographic Pattern Emerges

Alaska multiple job holders by borough or census area, 2010



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

## 7 Top Secondary Occupations

Alaska multiple job holders, 2010

Secondary occupation	# of multiple job holders
Retail Salespersons	2,064
Cashiers	1,420
Waiters and Waitresses	1,318
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,315
Personal and Home Care Aides	1,225
Combined Food Preparation and Serving Workers, Including Fast Food	918
Construction Laborers	843
Office and Administrative Support Workers, All Other	805
Office Clerks, General	800
Home Health Aides	731
Laborers and Freight, Stock, and Material Movers, Hand	695
Bartenders	642
Maids and Housekeeping Cleaners	599
Registered Nurses	509
Seafood Processing Workers, Except Surimi and Fish Roe	504

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

Together, workers in these occupations made more than \$212 million, or 13.5 percent of all multiple job holder earnings for the year.

Although they aren't the norm, some secondary jobs require highly skilled and educated workers, such as the 500 registered nurses who earned more than \$32.7 million from these jobs in 2010. More than 460 people with jobs as postsecondary teachers and 290 who worked as heavy and tractor-trailer truck drivers earned \$29.5 million and \$16.1 million in secondary wages respectively for the same period.

### They tend to be young

Though some workers hold down two or more jobs well beyond typical retirement age, it's more common among younger workers. That isn't surprising, as many young people begin their careers in services and retail. Some recent high school and college graduates pay their bills by piecing together several part-time jobs.

More than 30 percent of the multiple job holders with reported ages were between 20 and 29



in 2010, and nearly 16 percent were 25 years old, the highest for any single age.

After age 25, the distribution began a gradual but steady decline to age 65, when less than 9 percent worked more than one job. (See Exhibit 8.)

## Older group earns more

Average wages from secondary jobs increased by age group until workers reached their 60s, a period when many cut back or retire, following the same pattern as wages from their primary jobs. This older group also earned most of their income from their primary jobs.

More than 7,400 multiple job holders in 2010 were in their 50s, making up 18 percent of the total. They earned \$47,386 from their primary and secondary jobs combined per year on average, more than any other age group. In contrast, the more than 12,100 multiple job holders in their 20s earned an average of \$26,295. (See Exhibit 9.)

## More women work 2 jobs

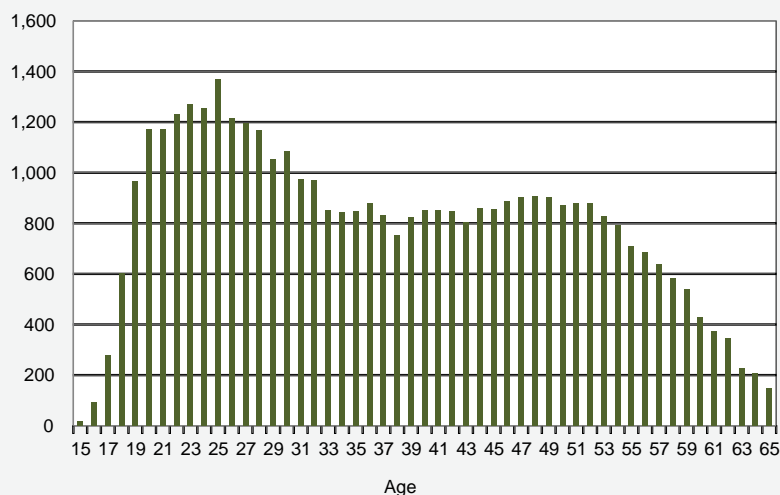
Women made up 54.4 percent of multiple job holders, but earned less than half of total secondary wages.

Women earned \$717 million in 2010, or about 46 percent of the total, in contrast to men's earnings of \$806 million. Women who held multiple jobs made an average of \$31,890 per year from both jobs combined, and men earned \$42,789. (See Exhibit 10.)

## Multiple Job Holders by Age

Alaska, 2010

8



Note: Includes only those whose age has been reported.

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

## Workers By Age and Earnings

Alaska multiple job holders, 2010

9

Age range	Multiple job holders	Average annual wages	Primary job earnings	Secondary job earnings	Total earnings
14-19	1,958	\$10,603	\$7,540	\$3,063	\$20,761,076
20s	12,101	\$26,295	\$20,122	\$6,173	\$318,197,691
30s	8,863	\$39,754	\$31,439	\$8,315	\$352,339,836
40s	8,674	\$44,512	\$35,296	\$9,215	\$386,093,617
50s	7,410	\$47,386	\$37,554	\$9,832	\$351,129,086
60s	2,122	\$42,062	\$33,087	\$8,975	\$89,256,069

Note: Does not include multiple job holders over age 70. Includes only those whose age has been reported.

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

## Workers by Gender

Alaska multiple job holders, 2010

10

	# of multiple job holders	Percent multiple job holders	Wages from secondary jobs	Percent of sec wages
Women	22,499	54.4%	\$717 million	40%
Men	18,836	45.6%	\$806 million	54%
Total	41,335		\$1.523 billion	

Note: Includes only those whose gender has been reported.

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

# Alaska Fish and Wildlife Biologists

## Education, wages, and employment outlook

Conducting aerial surveys from helicopters, sedating wild animals, and traveling to remote wilderness locations are just part of a day's work for many of Alaska's fish and wildlife biologists.

About 53 percent of Alaska is made up of parks, sanctuaries, wildlife preserves, and recreational areas. With so many wild places, it takes a large number of scientists to research and monitor various species and habitats. Not surprisingly, Alaska has the highest concentration of zoologists and wildlife biologists in the nation.

### Essential to state's vitality

Droves of tourists come here each year to view the wildlife, and commercial fishing provides thousands of jobs. Fish and wildlife are a key part of Alaska's economy, and their protection is required by the state constitution and federal law.

While some Alaskans like to hunt and fish recreationally, many rely on it. Alaska Natives lived off the land for thousands of years, and a subsistence lifestyle is still prevalent in rural areas where jobs can be few and living costs are high. Moose in the freezer is meat that didn't have to be purchased at a grocery store.

Biologists' research helps policy makers balance the needs of the state's many user groups while promoting healthy, sustainable populations.

### Different work, same occupation

Fisheries and wildlife biologists often specialize in one species. Wildlife biologists focus primarily



Ryan Scott, a state wildlife biologist, affixes a GPS radio collar to an immobilized mountain goat in Southeast Alaska. Photo by Kevin White, courtesy of the Alaska Department of Fish and Game

## 1 Reported Job Titles Zoologists and wildlife biologists

Wildlife biologist
Zoologist
Fish and wildlife biologist
Fisheries biologist
Fishery biologist
Wildlife manager
Aquatic biologist
Assistant research scientist
Conservation resources management biologist
Environmental specialist

Source: O\*NET

on mammals and birds, including seabirds and marine mammals, and fisheries biologists study creatures that live in rivers, lakes, and oceans. Salmon, trout, cod, and crab are just a few examples.

## What Employers Look For **2**

### Fish and wildlife biologists in Alaska

These biologists conduct experiments and study animals in their natural habitats for factors such as ecological threats from invasive species, wildlife habitat relationships, predator and prey relationships, and human impacts.

Alaska biologists often work in some of the state's most remote locations — from the North Slope to Southeast — so survival and outdoor skills are often a necessity. Many destinations lack roads and are accessible only by boat, small plane, helicopter, or snowmachine.

Biologists use a variety of research equipment and methods, often temporarily capturing animals to collect biological data and releasing them unharmed. Necessary equipment includes cameras, GPS collars, traps, firearms (for protection against bears), dart guns, nets, and scuba gear. Wildlife biologists also analyze self-reported data from hunters and fishermen, and write scientific reports.

A large portion of their research is focused on estimating populations to help biologist managers set harvest quotas. These estimates help determine how many salmon can be harvested from a particular river, how many halibut can be taken by sport fishermen, or how many moose can be hunted in specific locations. These decisions affect a variety of stakeholders, including subsistence and sport hunters, fishermen, and hunting guides.

Educating the public is another aspect of the job. Fisheries and wildlife biologists often give presentations at K-12 schools, universities, and other venues, and produce a variety of printed and online materials. For example, the Alaska Department of Fish and Game's Web site provides a wealth of information about the state's wildlife.

### Education

A bachelor's degree in biology or a closely related field is the minimum requirement for landing a job in this category, and a graduate degree

#### Desired Abilities:

1. Ability to communicate effectively, orally and in writing, with professional staff and the public.
2. Ability to set goals and priorities, monitor progress and adjust resources to accomplish objectives; lead others in the work and participate as a member of the work team.
3. Ability to work at remote field sites, to travel in small aircraft, to use field and laboratory equipment safely and properly, and to operate skiffs, all terrain vehicles, and firearms.

#### Desired Knowledge:

1. Considerable knowledge of scientific methods and techniques for biological research.
2. Considerable knowledge of wildlife species, their natural history and characteristics including habitat associations.
3. Working knowledge of statistical approaches and data analysis and evaluation, basic field and laboratory procedures, hypothesis testing, experimental design and scientific documentation.

*Source: Alaska Department of Administration, Workplace Alaska*

is often necessary.

Alaska's abundant wild places and wildlife are never far away, giving students unique opportunities to study them. Biology programs lay the ground work for understanding habitats, animal species, and biological principals.

Successful biologists need a blend of academic skills learned in the classroom and skills learned in the field, such as driving a skiff, living in remote field camps, battling insects, carrying a firearm, and wilderness hiking. Biologists also need to understand statistics and be able to analyze data, as estimating populations is one of the basic job duties.

Examples of skills and knowledge that make students more desirable to future employers are listed in Exhibit 2. The list is derived from the job class specifications for a wildlife biologist with the State of Alaska.

As usual, prior work experience also helps. Students can seek internships during the summers or work as biological technicians, which provides on-the-job training by seasoned biologists.

### Decent wages

Fisheries and wildlife biologists make less money

### 3 Average Annual Wages by Occupation

Life and physical sciences, May 2011

	Alaska	U.S.
Geoscientists, exc hydrologists and geographers	\$104,360	\$97,700
Conservation scientists	\$86,810	\$62,290
Atmospheric and space scientists	\$86,410	\$90,860
Economists	\$81,460	\$100,270
Hydrologists	\$78,620	\$79,070
Physical scientists, all other	\$76,900	\$96,290
Urban and regional planners	\$73,440	\$67,350
Clinical, counseling, and school psychologists	\$72,130	\$73,090
Biological scientists, all other	\$70,530	\$73,050
Zoologists and wildlife biologists	\$66,360	\$61,880

Note: May 2011 wage data are available for a total of 25 occupations in the life, physical, and social sciences.

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

than other scientists, but getting paid to study animals in Alaska is a dream job for some.

In 2011, Alaska’s zoologists and wildlife biologists made about \$66,360 — slightly higher than the national average. (See Exhibit 3.)

Average wages are based on data for a variety of workers, and wages can vary by employer, position, duties, experience, education, and geographic location. The general rule with most science-based jobs, though, is that more education equals higher pay.

The most recent national data show private-sector biologist managers made \$79,060 per year. Federal employees had the next-highest wages, at \$77,590 per year, and employees of scientific and technical research firms made \$70,480.

#### Employment outlook

Government agencies are the largest employers of zoologists and wildlife biologists nationwide, at about 66 percent. (See Exhibit 4.)

The State of Alaska employed 467 of these workers, and another 158 worked for private companies in the most recent quarter available.

Federal agencies employed 180 wildlife biologists, 154 fish biologists, and four zoologists in Alaska, bringing the overall count to more than 960 statewide.

Fewer government jobs are likely in coming years with anticipated cuts to federal spending. But even with federal cuts, state government will likely remain a large employer for this occupation. Fish and wildlife biologists will still be in demand in Alaska because of the high number of projected openings.

The Alaska Department of Labor and Workforce Development’s most recent 10-year occupational forecast shows that wildlife biologists had the highest number of projected job openings in the life, physical, and social sciences category. (See Exhibit 5.)

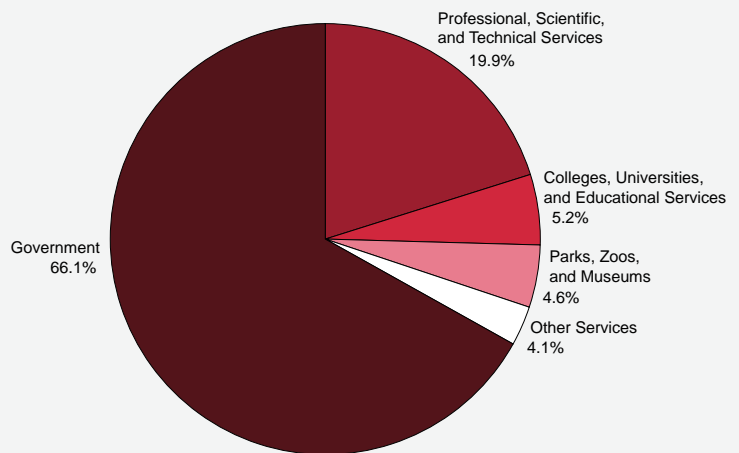
#### Gender and age of workforce

More men than women work in scientific fields, including this one. In 2010, 31 percent of Alaska’s fisheries and wildlife biologists were women — moderately less than the 36.3 percent average for all life and physical sciences. However, Alaska’s percentage has risen in recent years, from 25 percent female in 2000.

There were relatively few younger workers

### 4 Biologist and Zoologists by Industry

United States, 2011



Estimated U.S. employment: 18,380

Source: U.S. Department of Labor, Bureau of Labor Statistics

## Zoologists and Wildlife Biologist Top the Openings List **5**

Life, physical, and social sciences, Alaska forecast, 2008 to 2018

	2008 jobs	2018 jobs	Growth openings	Replacement openings	Total openings
1 Zoologists and wildlife biologists	635	705	70	213	283
2 Geological and petroleum technicians	616	683	67	157	224
3 Environmental scientists/specialists, incl health	595	677	82	107	189
4 Biological technicians	480	540	60	79	139
5 Geoscientists, exc hydrologists and geographers	331	370	39	60	99
6 Life, phys, and soc science technicians, all other	327	365	38	90	128
7 Urban and regional planners	220	247	27	86	113
8 Conservation scientists	210	231	21	61	82
9 Environmental science and protection technicians	189	220	31	48	79
10 Biological scientists, all other	194	218	24	66	90
11 Chemical technicians	141	154	13	41	54
12 Social scientists and related workers, all other	134	150	16	36	52
13 Physical scientists, all other	126	140	14	47	61
14 Chemists	112	124	12	52	64
15 Clinical, counseling, and school psychologists	91	101	10	20	30
16 Atmospheric and space scientists	86	99	13	50	63
17 Survey researchers	75	85	10	25	35
18 Economists	70	77	7	18	25

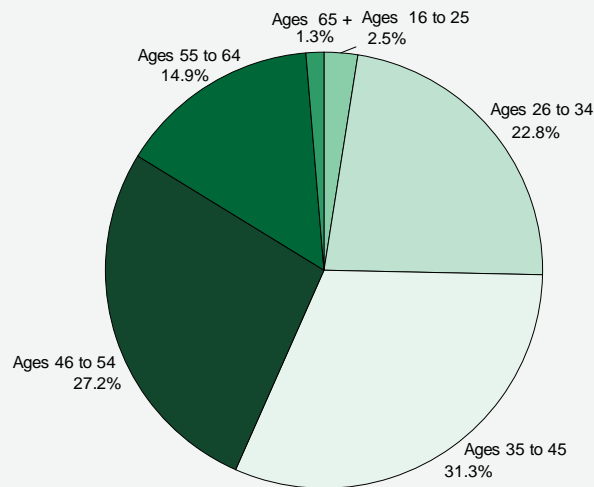
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

among fish and wildlife biologists — 97 percent were older than 25. (See Exhibit 6.) This is likely due to the above-average educational requirements and the fact that many positions require experience.

An estimated 14.9 percent of these workers were between the ages of 55 and 64, many of whom are likely to retire during the next eight years. Few continue in this occupation past the typical retirement age — just 1.3 percent were over 65.

## Ages of the Workforce **6**

Alaska wildlife biologists, 2010



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

# A Few Facts about Alaskans

## The American Community Survey covers a lot of ground

**T**he U.S. Census Bureau's American Community survey covers more than just the basics. Selected American households answer detailed survey questions each month covering everything from how much time they spend commuting to how they heat their homes.

As with any sample-based survey, the accuracy of the ACS is limited — but it's often the only source for much of the information it produces. (See the sidebar for more on the ACS.) The most recently released ACS data highlight some of Alaska's unique characteristics, and reveal some of the ways the state is not so different.

### Not a retirement haven

A larger-than-average share of Alaska's population is made up of new migrants from other states, and Alaska is especially attractive to people in their

20s. Is the state a draw for retirees? Not so much.

In 2010, 36,326 people moved to Alaska from another state (roughly 5 percent of the state's 2010 population). Of that number, 22 percent were in the 20-to-24 age group and an additional 13 percent were 25 to 29, which means more than one-third of all sister-state migrants to Alaska were in their 20s.

Alaska is less enticing for people of retirement age — less than 2 percent of migrants from other states were 65 or older.

To give those numbers context, just 2 percent of the nation's population moved from one state to another in 2010. As with Alaska, the largest percentage of movers were people in their 20s, although by a smaller percentage — 29 percent compared to Alaska's 35 percent.

People 65 and older moved at a lower rate than other age groups, just as in Alaska, but the 65-plus population made up 6 percent of nationwide state-to-state migration — three times higher than Alaska's 2 percent.

Migration numbers for Florida, a state known to attract retirees, present a striking contrast to the Alaska data. About 14 percent of Florida's migrants from other states were people 65 and older.

About 10 percent of total migrants to Florida from other states in 2010 were between 20 and 24 — considerably lower than the 22 percent for Alaska. That age group still made up the largest single percentage of state-to-state migrants to Florida, as students and nonstudents alike in their early 20s are especially mobile. But Alaska apparently has an especially strong pull for people in their 20s



**ALASKA HAS MORE VETERANS**—Sharlott Uriarte holds her son Justo while waiting for her husband, Tech Sgt. Chris Uriarte, to deplane after returning from Afghanistan last May. Photo by Maj. Guy Hayes, Alaska National Guard

and a relatively weak one for people 65 and older.

## Fewer never-married women

A smaller-than-average percentage of Alaska women have never been married, but Alaska men are on par with the rest of the country.

About 20 percent of Alaska women age 20 or older had never been married as of 2010, slightly less than the 23 percent for the nation as a whole. On the men's side, 29 percent of Alaska men 20 or older had never been married, equal to the nationwide percentage.

Utah stands out for its low percentage in that age group who have never been married: just 17 percent of Utah women and 23 percent of Utah men.

New York is the opposite, with 29 percent of its women and 34 percent of its men in the 20-plus age group having never been married.

## Alaska has more veterans

Alaska has a noticeably higher percentage of veterans than the nation as a whole.

Approximately one out of every four Alaska men age 18 or older is a veteran — 24 percent — in contrast to 18 percent nationwide. Alaska women were also more likely to be veterans in 2010 — 4 percent in Alaska as opposed to 1 percent for the U.S.

## More about homes in the state

- Nearly 5 percent of Alaska's occupied housing



**ALASKA HAS DIFFERENT KINDS OF PLUMBING**—Above, this outhouse near Juneau features a solar-powered ventilation system. Photo by Nick Bonzey

units lacked complete plumbing in 2010. Nationwide, that percentage was just 0.6.

- Almost one-third of all Alaska owner-occupied housing units did not have a mortgage, presumably because many of the houses had been paid off — roughly the same percentage as the rest of the U.S.
- Less than 1 percent of Alaska's owner-occupied housing units (0.6 percent) were valued at \$1 million or more. Nationwide, 2.1 percent of owner-occupied housing units were worth \$1 million or more.

## What the American Community Survey can tell us about the population

For years, the decennial census was the only source of detailed social, housing, and economic information. In addition to its effort to count every person in the United States, it also collected more detailed information from a sample of households using a "long form." One drawback to that approach was that 10 years is a long time between surveys, especially in rapidly changing areas.

After the 2000 Census, the Census Bureau began shifting to a survey of about three million households a year to produce more frequent data. Starting in 2005, the bureau's American Community Survey began to produce detailed yearly data for areas with populations of 65,000 or more. Data for areas with 20,000 or more have been produced each year since 2007, and data for even smaller areas produced every year since 2009.

Data for areas with populations of less than 65,000 are only available over multiple-year periods because it takes time to collect enough data to produce reliable numbers. For example, data released for Kotzebue in 2010 covers the five-year period from 2005 to 2009, and data released in 2011 covers 2006 to 2010.

Juneau and the Kenai Peninsula Borough are large enough for the ACS to produce data covering three-year periods. Only Anchorage, Fairbanks, and Mat-Su are large enough for the ACS to produce single-year estimates.

For more on the ACS, see the March 2011 issue of *Trends*. For a convenient way to access the ACS data, visit our Web site at [live.laborstats.alaska.gov/cen/acsarea.cfm](http://live.laborstats.alaska.gov/cen/acsarea.cfm).

# Employment Scene

## Unemployment by race and ethnicity in Alaska



The U.S. Bureau of Labor Statistics publishes labor force data each month by demographic groups such as age, gender, and race. This isn't the case in Alaska, nor in most states, because the sample sizes of these monthly surveys aren't large enough to produce reliable estimates at that level of detail.

The U.S. Census Bureau's American Community Survey can provide that information at the state and local level, however. The most recent ACS gives Alaska data for 2006 through 2010.

As explained in the preceding article, the ACS is

a sample-based survey, and a five-year average is necessary to produce estimates for places with populations of less than 20,000. In Alaska's case, 24 of its 29 boroughs and census areas fit that description. Even at the five-year level, the margins of error for these places are large, but the data can still shed light on broad unemployment trends among Alaska's racial and ethnic groups.

### Unemployment remains high among Alaska Natives

In eight of the 11 areas that reported unemploy-

## 1 Unemployment Rates by Race and Ethnicity

Select Alaska boroughs and census areas, 2006 to 2010

	Total*	White	Black/African American	Alaska Native/ Amer. Indian	Asian	Some other race	Two or more races	Hispanic or Latino
<b>Statewide</b>	<b>8.6%</b>	<b>8.3%</b>	<b>8.9%</b>	<b>21.7%</b>	<b>4.7%</b>	<b>9.9%</b>	<b>14.1%</b>	<b>9.0%</b>
Anchorage, Municipality	7.4%	6.0%	9.8%	17.1%	4.6%	—	13.9%	10.8%
Bethel Census Area	18.5%	—	—	24.3%	—	—	—	—
Dillingham Census Area	14.7%	—	—	21.2%	—	—	—	—
Fairbanks North Star Borough	7.1%	5.9%	—	19.3%	—	—	—	—
Juneau, City and Borough	5.8%	3.8%	—	—	—	—	—	—
Kenai Peninsula Borough	8.6%	7.9%	—	—	—	—	—	—
Matanuska-Susitna Borough	9.6%	8.9%	—	16.8%	—	—	16.2%	—
Nome Census Area	17.3%	—	—	24.4%	—	—	—	—
North Slope Borough	24.6%	—	—	27.1%	—	—	65.2%	—
Northwest Arctic Borough	26.3%	—	—	32.1%	—	—	—	—
Prince of Wales-Hyder Census Area	11.2%	—	—	15.4%	—	—	—	—
Southeast Fairbanks Census Area	13.2%	—	—	—	—	—	—	—
Valdez-Cordova Census Area	10.2%	—	—	—	—	—	—	—
Wade Hampton Census Area	26.5%	—	—	28.2%	—	—	—	—
Yukon-Koyukuk Census Area	24.2%	—	—	31.6%	—	—	—	—
<b>U.S.</b>	<b>7.9%</b>	<b>6.8%</b>	<b>14.0%</b>	<b>13.9%</b>	<b>6.4%</b>	<b>9.7%</b>	<b>12.2%</b>	<b>9.6%</b>

\*The total ACS unemployment rates differ from the official state unemployment rates, which are calculated each month from a different survey — the Current Population Survey — and administrative records including claims for unemployment insurance. The questions, samples, and collection methods for the two surveys are all at least slightly different, so the total unemployment rate published here from the ACS should not be compared to the unemployment rates published monthly for Alaska. The total unemployment rates in this table are included as a reference point for the unemployment rates by race and ethnicity.

Note: No reliable data exist for the Aleutians East Borough, Aleutians West Census Area, Bristol Bay Borough, Denali Borough, Hoonah-Angoon Census Area, Ketchikan Gateway Borough, Kodiak Island Borough, Lake and Peninsula Borough, Petersburg Census Area, City and Borough of Sitka, Municipality of Skagway, City and Borough of Wrangell, and City and Borough of Yakutat. A dash indicates no data are available for that category.

Source: U.S. Census Bureau, American Community Survey, 2006-2010



ment among Alaska Natives, rates exceeded 20 percent. The highest was 31.6 percent in the Yukon-Koyukuk Census Area. (See Exhibit 1.)

These high rates can be partly explained by persistently scarce employment opportunities in the rural parts of the state that tend to be Alaska Native majority areas.

Even though unemployment is lower for Alaska Natives in more urban areas, their rates are still high. For example, the rate in Anchorage for Alaska Natives was 17.1 percent, lower than the statewide rate of 21.7 percent for Natives, but still twice as high as Anchorage's overall jobless rate of 7.4 percent.

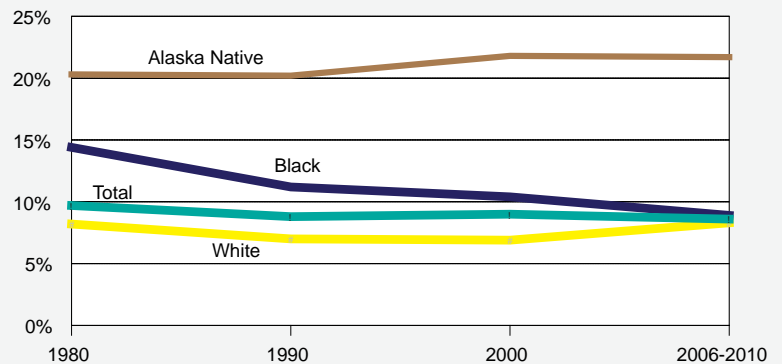
Historically, these rates have not changed much. (See Exhibit 2.) The 1980 rate for Alaska Natives was 20.3 percent — more than double the overall rate and not much different from the 21.7 percent reported for 2006 through 2010.

These jobless numbers don't capture qualitative change in the types of jobs Alaska Natives hold compared to previous decades, though. The advent and tremendous growth of Native corporations and organizations over the past two decades has likely changed their employment opportunities. However, the data clearly show high unemployment is still a factor for a substantial part of the state's Native population.

## A mixed geographic picture

The statewide unemployment data for most other racial and ethnic categories fall into a relatively

## Unemployment Trends by Race **2** Alaska, 1980 to 2010



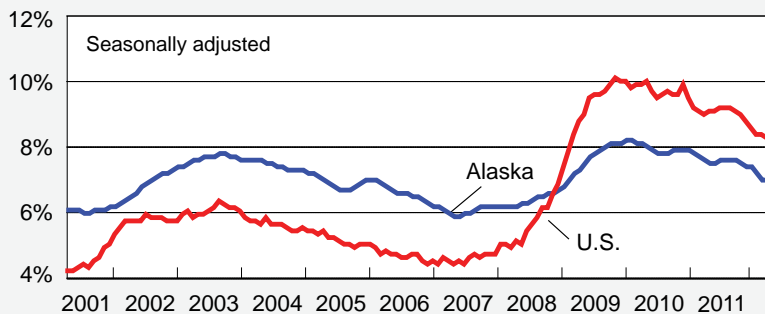
Source: U.S. Bureau of Labor Statistics, American Community Survey, 2006 to 2010

narrow band, with the exception of “Asian” and “two or more races.”

The higher jobless numbers for the two-or-more race category is probably an extension of the higher rates among Alaska Natives, as the largest group in that category is those who define themselves as a combination of Alaska Native and white.

The ACS doesn't give much additional detail by race and geography. The only area with that level of detail is Anchorage, which in some cases differs considerably from the rest of the statewide numbers. For example, the jobless rates for blacks and Hispanics in Anchorage are considerably higher than the overall average as opposed to the statewide percentages.

### 3 Unemployment Rates January 2001 to March 2012



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

### 4 Statewide Employment Nonfarm wage and salary

	Preliminary		Revised		Year-Over-Year Change	
	3/12	2/12	3/11	3/11	90% Confidence Interval	
<b>Alaska</b>						
<b>Total Nonfarm Wage and Salary<sup>1</sup></b>	319,400	317,100	316,800	2,600	-4,783	9,983
Goods-Producing <sup>2</sup>	39,400	38,900	40,900	-1,500	-4,384	1,384
Service-Providing <sup>3</sup>	280,000	278,200	275,900	4,100	-	-
<b>Mining and Logging</b>	16,100	16,000	15,300	800	7	1,593
Mining	15,800	15,700	15,000	800	-	-
Oil and Gas	13,200	13,200	12,600	600	-	-
<b>Construction</b>	11,300	11,500	12,800	-1,500	-4,083	1,083
<b>Manufacturing</b>	12,000	11,400	12,800	-800	-1,794	194
<b>Wholesale Trade</b>	5,900	6,000	6,100	-200	-756	356
<b>Retail Trade</b>	33,500	33,500	33,900	-400	-2,428	1,628
Food and Beverage Stores	6,200	6,200	6,000	200	-	-
General Merchandise Stores	9,400	9,500	9,500	-100	-	-
<b>Transportation, Warehousing, Utilities</b>	20,700	20,200	19,800	900	-138	1,938
Air Transportation	5,500	5,400	5,500	0	-	-
<b>Information</b>	6,300	6,300	6,400	-100	-681	481
Telecommunications	4,100	4,100	4,100	0	-	-
<b>Financial Activities</b>	14,700	14,700	14,500	200	-1,743	2,143
<b>Professional and Business Services</b>	27,400	27,100	25,900	1,500	-293	3,293
<b>Educational<sup>4</sup> and Health Services</b>	45,900	45,900	44,000	1,900	632	3,168
Health Care	31,900	32,100	31,100	800	-	-
<b>Leisure and Hospitality</b>	28,800	28,300	28,600	200	-1,837	2,237
<b>Other Services</b>	10,900	10,700	11,200	-300	-3,476	2,876
<b>Government</b>	85,900	85,500	85,500	400	-	-
Federal Government <sup>5</sup>	16,300	16,000	16,700	-400	-	-
State Government	26,500	26,400	26,400	100	-	-
State Government Education <sup>6</sup>	8,600	8,600	8,600	0	-	-
Local Government	43,100	43,100	42,400	700	-	-
Local Government Education <sup>7</sup>	25,700	25,600	25,300	400	-	-
Tribal Government	3,700	3,700	3,500	200	-	-

A dash means confidence intervals aren't available at this level.

<sup>1</sup>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](http://labor.alaska.gov/research/seafood/seafood.htm).

<sup>2</sup>Goods-producing sectors include natural resources and mining, construction, and manufacturing.

<sup>3</sup>Service-providing sectors include all others not listed as goods-producing sectors.

<sup>4</sup>Private education only

<sup>5</sup>Excludes uniformed military

<sup>6</sup>Includes the University of Alaska

<sup>7</sup>Includes public school systems

Sources for Exhibits 3, 4, and 5: Alaska Department of Labor and Workforce Development, Research and Analysis Section; and U.S. Department of Labor, Bureau of Labor Statistics

### 5 Unemployment Rates Boroughs and census areas

	Prelim.	Revised	
	3/12	2/12	3/11
<b>SEASONALLY ADJUSTED</b>			
<b>United States</b>	8.2	8.3	8.9
<b>Alaska Statewide</b>	7.0	7.0	7.6
<b>NOT SEASONALLY ADJUSTED</b>			
<b>United States</b>	8.4	8.7	9.2
<b>Alaska Statewide</b>	7.9	7.9	8.3
<b>Anchorage/Mat-Su Region</b>	6.8	6.8	7.4
Municipality of Anchorage	6.0	5.9	6.6
Matanuska-Susitna Borough	9.8	9.9	10.3
<b>Gulf Coast Region</b>	9.2	9.6	10.3
Kenai Peninsula Borough	9.9	10.2	11.1
Kodiak Island Borough	5.7	5.7	6.4
Valdez-Cordova Census Area	10.6	11.5	11.5
<b>Interior Region</b>	8.3	8.4	8.5
Denali Borough	20.4	21.3	19.0
Fairbanks North Star Borough	7.2	7.2	7.3
Southeast Fairbanks Census Area	12.1	12.5	12.7
Yukon-Koyukuk Census Area	17.3	17.7	17.6
<b>Northern Region</b>	10.1	9.8	10.1
Nome Census Area	11.7	11.6	12.5
North Slope Borough	5.5	5.3	5.2
Northwest Arctic Borough	16.2	15.4	15.6
<b>Southeast Region</b>	8.3	8.7	8.8
Haines Borough	12.0	12.6	11.7
Hoonah-Angoon Census Area <sup>1</sup>	25.8	26.0	26.7
Juneau, City and Borough of	5.4	5.4	5.9
Ketchikan Gateway Borough <sup>1</sup>	8.4	9.1	9.0
Petersburg Census Area <sup>1</sup>	12.1	13.0	12.9
Prince of Wales-Hyder Census Area <sup>1</sup>	18.3	19.4	18.8
Sitka, City and Borough of <sup>1</sup>	6.3	6.8	6.9
Skagway, Municipality of <sup>1</sup>	23.6	27.6	24.3
Wrangell, City and Borough of <sup>1</sup>	11.8	11.6	9.8
Yakutat, City and Borough of	13.8	15.2	16.6
<b>Southwest Region</b>	12.8	12.7	12.3
Aleutians East Borough	8.5	9.4	7.4
Aleutians West Census Area	4.9	4.9	4.0
Bethel Census Area	15.7	15.4	15.4
Bristol Bay Borough	11.8	11.4	11.2
Dillingham Census Area	10.5	10.6	11.4
Lake and Peninsula Borough	11.6	12.0	12.0
Wade Hampton Census Area	21.9	21.2	20.5

# Employer Resources

## On-the-job training benefits employers as well as workers

As an employer looking to hire new staff, consider establishing an on-the-job training, which allows you to tap a larger pool of candidates who may need additional training to become qualified.

On-the-job training provides a range of benefits. In addition to helping find, train, and pay candidates while they work, OJTs also reimburse part of the employee's wages during the training period — often a motivating factor for employers. Employers may train workers to meet their specific needs, and OJT hires tend to be more loyal to employers who have provided better career opportunities through training.

The Alaska Department of Labor and Workforce Development's Employment Security Division provides OJTs and wage reimbursement through the Alaska Job Center Network.

### The on-the-job training process

The Alaska Job Center looks for candidates who may be a good match for vacant positions, and evaluates the interested employer and the job for OJT eligibility. If eligible, the employer may interview candidates prior to an assessment of the employer's needs and the prospective worker's skills.

The Alaska Job Center uses the WorkKeys®\* assess-

ment to compare the individual's abilities to the skills required for the position — this is called a Skills Gap Analysis — and uses this analysis to create a training plan. To finalize the OJT, both parties sign an agreement that delineates the training plan, reimbursement amount, and length of the training.

Throughout the OJT, the job center monitors the work to ensure participants and employers adhere to the training plan, then reimburses employers as outlined in the agreement.

### How to seek an on-the-job training

For more information about on-the-job training, contact the Alaska Job Center Network at (877) 724-2539 or go to [www.jobs.alaska.gov/offices](http://www.jobs.alaska.gov/offices) to find a job center near you.

OJTs are available to public, private nonprofit, and private sector employers based on availability. However, OJTs are not available for gambling establishments, swimming pools, aquariums, zoos, or golf courses. Also, because OJTs are meant to train people for full-time, long-term jobs, they may not be used for high-turnover, part-time, low-skill, or seasonal positions.

\*To learn more about WorkKeys® and the Alaska Career Ready Program, visit [jobs.alaska.gov/acrw.html](http://jobs.alaska.gov/acrw.html).

# A Safety Minute

## Early measures are key to a safe seafood processing season

As the seafood processing industry gears up for another summer season, managers and supervisors can make the industry a safer place for employees and prevent costly accidents by focusing on prevention. Injuries are common in fish processing — especially strains, sprains, and chronic pain — and are typically due to ergonomics.

Employers should first evaluate all associated activities, then educate their employees before the work starts. Consider these common ergonomic suggestions:

- Keep your back straight when lifting.
- Never twist your back when lifting.
- Use your legs, not your back, for lifting.
- Avoid repetitive motions, or vary activities.
- Avoid excessive pressure on joints of the hand, back,

wrists, and shoulders.

- Do not strike objects with the heel of the hand.

Employees who receive pre-season training on lifting, body position, and repetitive motion injuries are much less likely to require medical attention during the work season. Workers should also report any strains or ergonomic concerns to their supervisors. Sometimes a small adjustment will resolve a problem that would otherwise create long-term or chronic injuries.

The Department of Labor and Workforce Development's Division of Occupational Safety and Health, Consultation and Training can help you develop a health and safety program for your business. Call (800) 656-4972 or visit 3301 Eagle Street, Suite 305, Anchorage, Alaska 99503.