

ALASKA ECONOMIC **TRENDS**

AUGUST 2013

Job Hoppers in Alaska

WHAT'S INSIDE

Rent up 5 percent from 2012
Spotlight on Kodiak Island Borough



ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT

Sean Parnell, Governor
Dianne Blumer, Commissioner

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A preliminary look at ‘job hoppers’ in Alaska



**By Dianne Blumer,
Commissioner**

This month’s *Trends* focuses on a first-of-its-kind analysis of “job hoppers” — Alaskans who repeatedly switch employers.

While the U.S. Bureau of Labor Statistics reports that 4.6 is the median number of years a worker had been with a current employer in 2012, there isn’t much additional nationwide data or even an accepted definition of job hopping.

What job hopping looks like in Alaska will become clearer as the Alaska Department of Labor and Workforce Development’s Research and Analysis team continues to collect data. The percentage of job hoppers has declined since 2001, with rates lower among all age groups.

Some workers follow the seasonal patterns of Alaska’s construction, tourism, and seafood industries. Others change jobs because they’re looking for the right career fit, and job hopping can open up opportunities to gain experience and expertise.

The Alaska Department of Labor recently awarded \$7.5 million in workforce development grants to help support job seekers and employers. The state-funded grants are part of Alaska Youth First, Career and Technical Education, and State Training Employment Program. The federally funded grants are part of the Workforce Investment Act-Youth program.

The Youth First and WIA-Youth grants include projects across the state that focus on career guidance, employability and work-readiness skills, and work experiences for youth with disabilities, among others.

Career and technical education provides relevant hands-on learning that incorporates academic skills, employability skills, and technical skills. The CTE grants support implementation of the

Alaska CTE Plan, a joint effort of the Alaska Department of Labor, Alaska Department of Education and Early Development, and the University of Alaska system.

STEP is funded by a percentage of employee contributions to Alaska’s unemployment insurance trust fund and projects target unemployed or underemployed workers. If we can reduce the amount of time workers are unemployed, we reduce the amount of unemployment insurance benefits paid.

These grant programs, which include industry-specific training, are helping prepare Alaskans for future careers and are supporting Alaska’s employers as they create jobs and help keep our economy healthy.

Rent on the rise

Also in this issue is a look at the median price of rent across the state, which has risen about 5 percent to \$1,119. The department works with the Alaska Housing Finance Corporation each year on a statewide rent survey that represents Alaska’s major population centers.

Kodiak Island has the highest median rent at \$1,365 compared to Wrangell Borough-Petersburg’s lowest at \$861. Fairbanks has seen the highest increase at 6 percent. Heating costs in Fairbanks have jumped in recent years, and 90 percent of area rentals include heat in the rental price.

The Kodiak Island Borough is also featured in this month’s Spotlight. The borough is one of the world’s major fishing centers, and more than a third of its employment — 36 percent — is seafood-related. Because of its location, Kodiak is also home to more than 1,000 active duty members of the U.S. Coast Guard.

Job Hoppers in Alaska

How many there are and what they have in common

Job hoppers — workers who repeatedly move from employer to employer, never staying with a single one for an extended period — raise key questions about work, careers, and the intersection between what employers and employees want.

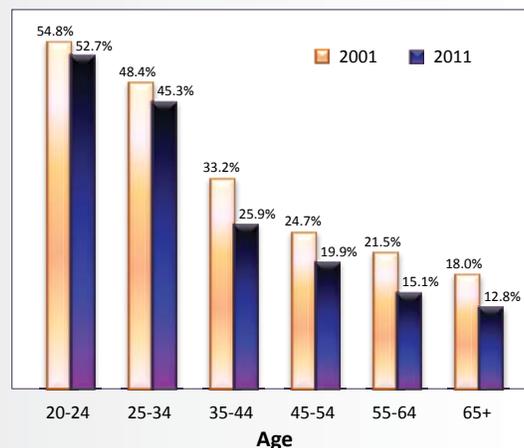
There are no regularly published national numbers or even a uniform definition of the term, but a preliminary analysis of Alaska’s data shows that: 1) job hopping is more common among younger age groups; and 2) the state had a smaller percentage of job hoppers in 2011 than in 2001. (See Exhibit 1.)

Younger workers hop more

More than half of Alaska workers who were between 20 and 24 years old in 2011 could be considered job hoppers. The percentage declines moderately to 45 percent for the next age group, 25 to 34, before dropping precipitously to 26 percent for workers 35 to 44. The decline continues more gradually into the older age groups.

One obvious reason younger workers change jobs often is that many are in school or training programs while holding jobs they don’t expect to keep. Jobs with flexible hours, relatively low pay, and

1 Job Hopping Drops Alaska, 2001 and 2011



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

minimal training requirements tend to be disproportionately filled by younger workers and have higher-than-average turnover.

Even after obtaining degrees and training credentials, workers at the beginning of their careers tend to be more mobile as they figure out the combination of work, salary, and benefits that work best for them against the backdrop of current economic realities.

One of the questions going forward is whether the existing generation of young workers will settle into jobs and careers at the same rates as their predecessors, or whether they’ll remain job hoppers to a greater degree throughout their working lives.

Less hopping in 2011 than 2001

For every age group, the percentage of Alaska workers who could be considered job hoppers fell from 2001 to 2011. That may not reveal a long-term trend, however, because workers are less likely to

2 Industries With the Most Job Hoppers Alaska, all age groups, 2011

Industry	% Job Hoppers in 2011
1. Construction	50.0%
2. Accommodation and Food Services	42.1%
3. Administrative Support and Waste Management	40.1%
4. Agriculture, Forestry, Fishing, and Hunting	38.5%
5. Arts, Entertainment, and Recreation	38.1%
6. Real Estate, Rental, and Leasing	36.6%
7. Other Services (except Public Admin.)	35.5%
8. Management of Companies and Enterprises	30.6%
9. Retail Trade	28.6%
10. Manufacturing	28.1%

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

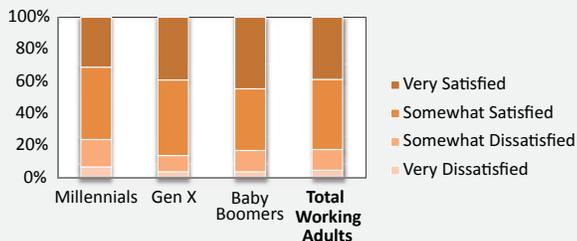
National speculation about job hopping and the millennial generation

Although there are no consistently produced national numbers on job hopping or a widely accepted definition of the term, some studies and surveys have reported that members of the millennial generation leave their employers more frequently and may view their jobs differently than preceding generations.

A survey conducted by the company Future Workplace found that 91 percent of people born between 1977 and 1997 expected to stay in a job for less than three years. In the same survey, 39 percent of that generation listed workplace flexibility as the most important feature of a job, considerably higher than the 22 percent of managers who considered flexibility most important.

The U.S. Bureau of Labor Statistics reports that in 2012, the median number of years workers ages 25 to 34 had spent at their current job was just 3.2, and that the median for workers aged 20-to-24 was 1.3 years. (See the table below.)

Less Job Satisfaction by Age



Source: Rutgers University and Net Impact, "The Talent Report: What Workers Want in 2012," May 2012

quit their jobs during recessions and in their aftermath, and one of the main reasons workers quit is to move to another job. Nationally, the number of workers who quit fell from a pre-recession high of nearly 3 million a month in 2007 to around 1.6 million in 2009. Four years, later the number is still only about 2 million a month.

Although the recession didn't have as large an effect on Alaska as elsewhere in the country, it did end the state's 21-year streak of job growth in 2009. The national mood also likely affected Alaska workers' willingness to leave their jobs.

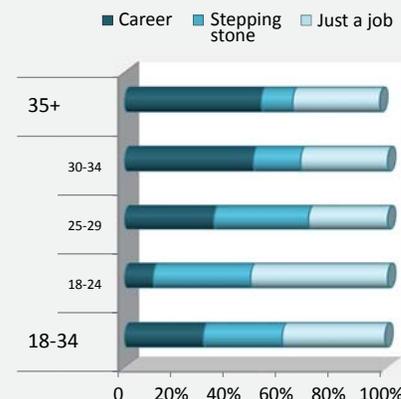
A survey done by the firm Net Impact and the Heldrich Center for Workforce Development at Rutgers University found that millennial workers — defined in the study as those between 21 and 32 — reported higher dissatisfaction with their jobs than the other generations surveyed. (See the bar graph below.)

A 2012 Pew Research Center report found that 30 percent of workers between 18 and 34 considered their current job a career compared to a much higher 52 percent of workers 35 or older. (See the graph at right.) Similarly, 30 percent of the younger group considered their current jobs to be stepping stones compared to just 12 percent of the workers who were 35 or older.

Whether job hopping is a good or bad thing is subject to debate. In a Forbes article called "The Pros and Cons of Job Hopping," the author notes that while hiring managers have historically been wary of resumes that list several jobs of short duration, job hopping can benefit certain types of workers.

Those in technology, for

Stepping Stone or Career?



Source: Pew Research Center, February 2012

example, gain technical knowledge from different workplaces and environments, and workers with diverse work experiences may benefit employers by providing new ideas.

On the negative side, employers may be hesitant to invest in a worker they don't expect to stay long, and short-tenured workers are often the first to go if layoffs become necessary.

Median Years at Current Job

Age group	2002	2004	2006	2008	2010	2012
20 to 24 years	1.2	1.3	1.3	1.3	1.5	1.3
25 to 34 years	2.7	2.9	2.9	2.7	3.1	3.2
35 to 44 years	4.6	4.9	4.9	4.9	5.1	5.3
45 to 54 years	7.6	7.7	7.3	7.6	7.8	7.8
55 to 64 years	9.9	9.6	9.3	9.9	10	10.3

Source: U.S. Bureau of Labor Statistics

What is a 'job hopper'?

For this article, the Alaska Department of Labor and Workforce Development defined a job hopper as someone who worked for at least three different employers in a 10-year period for less than two years each, and who never stayed with a single employer for four years or more during that time.

To be included in this report, a worker had to have been an Alaska resident at some point during the studied time period.

3 10 Occupations with the Highest Job Hopping Rates Alaska, 2011

AMONG YOUNGER WORKERS, AGES 20 to 34		AMONG OLDER WORKERS, AGE 35+	
Occupation	% Job Hoppers in 2011	Occupation	% Job Hoppers in 2011
1. Forest, Conservation, and Logging Workers	66.1%	1. Helpers, Construction Trades	49.1%
2. Supervisors of Production Workers	65.0%	2. Forest, Conservation, and Logging Workers	48.8%
3. Construction Trades Workers	64.1%	3. Construction Trades Workers	48.1%
4. Helpers, Construction Trades	61.1%	4. Entertainment Attendants and Related Workers	46.6%
5. Grounds Maintenance Workers	60.6%	5. Tour and Travel Guides	46.2%
6. Tour and Travel Guides	59.9%	6. Fishing and Hunting Workers	41.8%
7. Other Construction and Related Workers	59.8%	7. Grounds Maintenance Workers	39.4%
8. Motor Vehicle Operators	58.9%	8. Other Construction and Related Workers	36.5%
9. Cooks and Food Preparation Workers	58.8%	9. Cooks and Food Preparation Workers	36.1%
10. Other Food Preparation and Serving-Related Workers	58.1%	10. Other Food Preparation and Serving-Related Workers	

Note: Includes only occupations with 10 or more workers.

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

4 10 Occupations with the Lowest Job Hopping Rates Alaska, 2011

AMONG YOUNGER WORKERS, AGES 20 to 34		AMONG OLDER WORKERS, AGE 35+	
Occupation	% Job Hoppers in 2011	Occupation	% Job Hoppers in 2011
1. Lawyers, Judges, and Related Workers	16.8%	1. Rail Transportation Workers	1.4%
2. Supervisors of Installation, Maintenance, and Repair Workers	20.8%	2. Mathematical Science Occupations	2.0%
3. Mathematical Science Occupations	25.0%	3. Supervisors of Installation, Maintenance, and Repair Workers	4.7%
4. Engineers	26.0%	4. Lawyers, Judges, and Related Workers	4.8%
5. Computer Occupations	27.3%	5. Supervisors of Protective Service Workers	5.5%
6. Social Scientists and Related Workers	28.0%	6. Life Scientists	6.1%
7. Librarians, Curators, and Archivists	28.2%	7. Preschool, Primary, Secondary, and Special Education School Teachers	6.3%
8. Air Transportation Workers	28.5%	8. Computer Occupations	6.3%
9. Printing Workers	28.8%	9. Law Enforcement Workers	6.7%
10. Health Diagnosing and Treating Practitioners	29.0%	10. Religious Workers	6.7%

Note: Includes only occupations with 10 or more workers.

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

Job hopping by industry

The construction industry had the highest concentration of job hoppers in 2011. (See Exhibit 2.) Construction work is often seasonal and project-oriented, so its higher percentage of job hoppers is not surprising.

Alaska's especially seasonal economy — with its dramatic summer-to-winter swings in construction, tourism, and fishing — makes analysis of job hopping different here than in most other states or nationally. It's one thing to move from job to job voluntarily in search of something new and different and another thing to move from job to job because work is simply unavailable during certain times of the year.

Several other industries with high percentages of job hoppers were also quite seasonal, relatively low paying, or both.

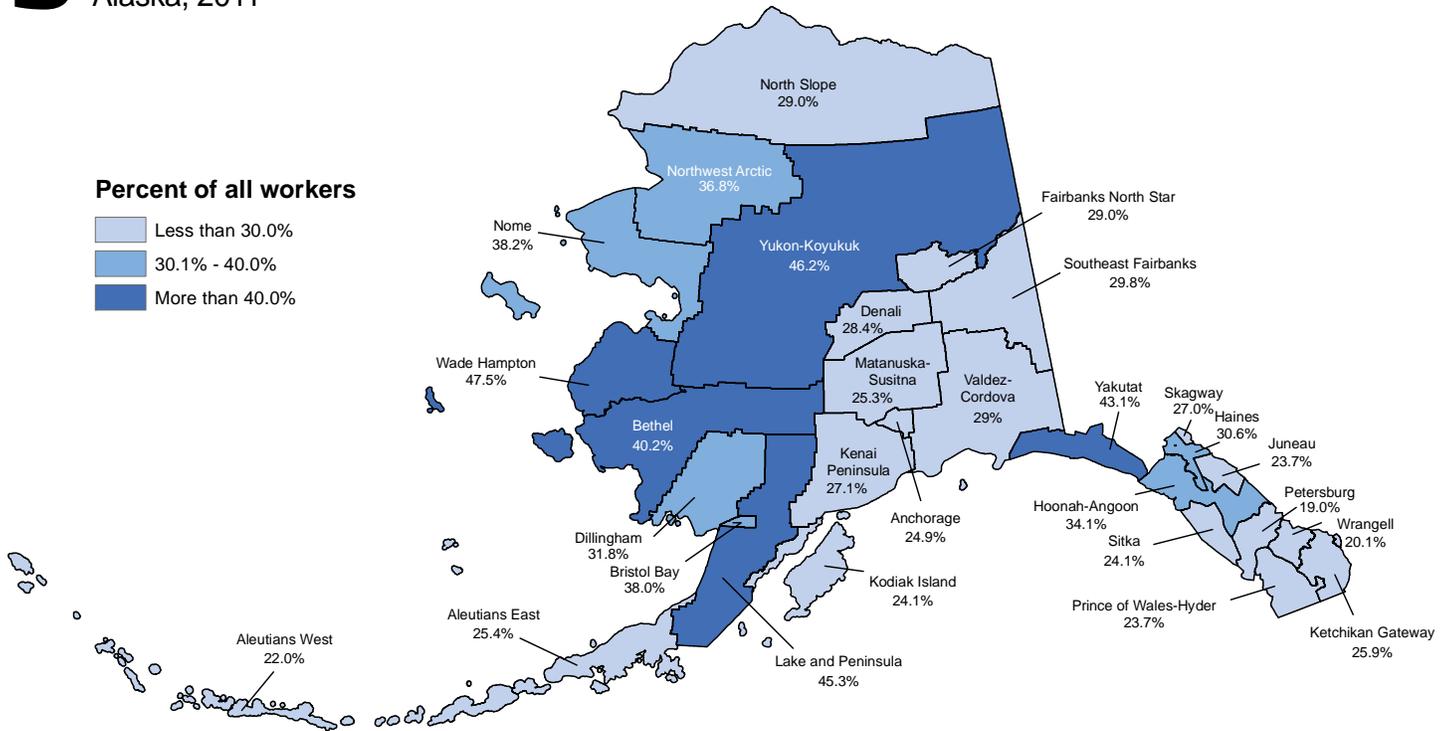
Occupational highs and lows

Job hopping rates varied considerably by occupation, even among younger workers. (See Exhibits 3 and 4.) For the 20-to-34 age group, most of the occupations with high rates were seasonal and several were relatively low paying. However, the more telling data were for the occupations with the fewest job hoppers.

Several of those occupations required significant postsecondary education, and they were all relatively high paying; lawyers, judges, engineers, and

5 Job Hopping More Common in Rural Areas

Alaska, 2011



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

mathematical science occupations are examples. Both of those factors would presumably weigh against switching jobs frequently.

The same basic patterns emerge in the 35-plus age group — higher rates of job hopping for seasonal and often lower-paying occupations. Many of the occupations have higher job hopping rates for workers new to the occupation, but for those who discover they like the work, job hopping may become relatively scarce. Special education teachers and law enforcement workers could fall into that category. Those occupations are not for everyone, but those with the aptitude and temperament for the work may find it deeply satisfying. Again, ongoing

analysis of the workers as they age will allow for more specific conclusions.

Job hopping around the state

Geographically, rural and remote Alaska generally had higher rates of job hopping. (See Exhibit 5.) Job hopping there, where jobs can be scarce, may be more a matter of necessity than choice. Those areas also tend to have high unemployment rates.

Southeast Alaska had some of the lowest job hopping rates, and it's probably not a coincidence that Southeast's population is older than the statewide average.

Rent Increases 5 Percent from 2012

Statewide median for all units now \$1,119 per month

Living in Alaska is expensive whether buying a home or renting, and for those who rent, the cost has gone up about 5 percent from 2012. Current median rent is \$1,119 per month for all unit types and survey areas combined, with costs varying considerably by community and the type and size of the unit.

Renting is more common in Alaska than it is nationwide. While the majority of Alaskans are homeowners, 36.9 percent of occupied housing units are rentals — more than the 34.9 percent nationally. Alaska’s slightly higher proportion of rentals is likely due to our young, mobile population and the high cost of purchasing a home.

Alaska’s major markets are often characterized by low vacancy rates as well as high rents. Although vacancy rates are up 0.8 percentage points from 2012, to 5.2 percent, that’s still well below the 10-year average of 6.4 percent.

For this article, discussion of median rent always refers to “adjusted rent,” which includes the estimated cost of any additional utilities. See the sidebar on page 9 for more detail.

Anchorage

Anchorage has the second-highest median rent in the survey at \$1,154, second only to Kodiak’s \$1,365. Anchorage’s rental market is tight as well as expensive; the city’s vacancy rate of 3.3 percent is the state’s lowest this year.

Rent for two-bedroom apartments, the most common size, is \$1,287 per month — also second to Kodiak’s high of \$1,369. Three-bedroom single-family homes, the most common single-family size, is closer to the middle of the pack at \$1,890.

Vacancy rates for both two-bedroom apartments and three-bedroom houses are also near the overall rate, at 3.4 and 3.3 percent respectively.

Natural gas is Anchorage’s predominant source of energy, providing both heat and hot water in more than 95 percent of surveyed units with the balance provided by electricity. For cooking stoves, the opposite is true — 95 percent of surveyed units use electricity to cook, with natural gas fueling the remainder.

Fairbanks

Rents have gone up more in Fairbanks over the past year than in any other surveyed area. A 6 percent increase from 2012 brought rent for all units combined to \$1,104, just under the survey-wide value of \$1,119.

Fairbanks has the third-highest vacancy rate, 9.2 percent, just behind the Ketchikan Gateway Borough and the Valdez-Cordova Census Area at 9.8 and 9.3 percent respectively.

1 Median Rent* for All Unit Types Alaska, 2013



*Adjusted rent (see sidebar)
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section and the Alaska Housing Finance Corporation: 2013 Rental Market Survey

Rents for both two-bedroom apartments and three-bedroom homes have risen 11 percent from 2012. At \$1,239, rent for a two-bedroom apartment is the fourth-highest among the surveyed areas.

The real story in Fairbanks is in single-family homes, where the median rent for a three-bedroom is the highest in the survey at \$2,131, beating out other high-cost communities such as Kodiak, Anchorage, and Juneau.

High rent may be driven by the expense of heating a single-family home in Fairbanks' extreme climate. Eighty-eight percent of the rentals surveyed heat with oil, and the utility adjustment for one month of oil heat for a three-bedroom rental in Fairbanks is \$378. (See the sidebar for an explanation of utility adjustment.) Ninety percent of Fairbanks rentals include heat in the contract rent.

The median rent for available vacant units in Fairbanks is \$106 more per month than currently

What is 'adjusted rent'?

Every March, the Alaska Department of Labor and Workforce Development surveys Alaska's landlords to gather residential rental information for the Alaska Housing Finance Corporation.

For each rental unit surveyed, property owners and managers report the monthly contract rent, building type, number of bedrooms, energy sources, and the utilities the rent includes.

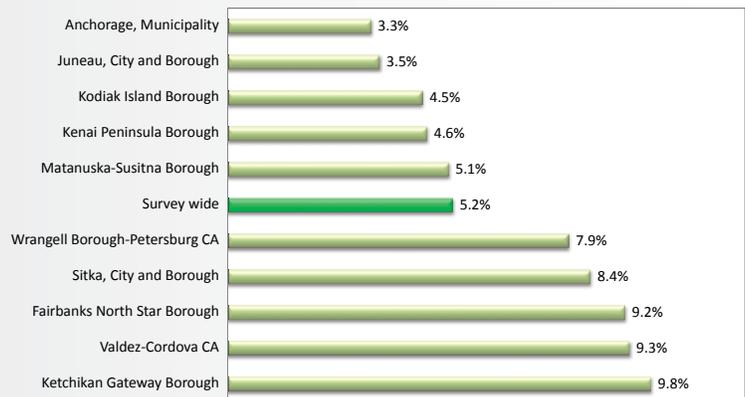
Respondents also report whether the unit was vacant during the week of March 11 of that year. "Contract rent" is the amount the tenant pays to the landlord each month, which may or may not include some utilities.

The utilities included in the contract rent can vary widely, making comparisons problematic. "Adjusted rent" adds the estimated cost of any utilities not included in the contract rent to make rents more comparable.

This article discusses rental costs in terms of the median adjusted rent, with the median as the middle value. Using the median tends to smooth out a data series as opposed to an average, which can be skewed by extremely high or low values.

The five areas discussed here represent Alaska's major population centers and account for 89 percent of all surveyed units.

2 Vacancy Rates for All Unit Types Alaska, 2013



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section and the Alaska Housing Finance Corporation: 2013 Rental Market Survey

occupied units. Rising rents and a relatively high vacancy rate seem to be counterintuitive; however, Fairbanks has averaged 9.3 percent vacancy over the last 10 years, with high turnover likely due to the military and the University of Alaska Fairbanks.

Juneau

Juneau's median rent for all units is \$1,100, placing it in the middle group of surveyed areas and below the median survey total. Rent has gone up 3 percent, or \$34 per month, since 2012.

Juneau's vacancy rate is the second-lowest of the surveyed areas at 3.5 percent. Vacant units are more expensive than those currently leased, coming in at \$119 over occupied unit rents.

Two-bedroom apartments rent for \$1,250 in Juneau and are third-most expensive after Kodiak and Anchorage. Juneau also comes in third-highest for three-bedroom single-family homes at \$1,950. The market for three-bedrooms is tight, and at the time of the 2013 rental survey, no respondents had one available.

While 68 percent of surveyed units in Juneau heat with oil, hydroelectric power heats 31 percent of the units and provides hot water for 51 percent. Sixty percent of surveyed units include heat in the contract rent.

3 Two-Bedroom Apartments, Median Rent* Alaska, 2013



*Adjusted rent (see sidebar on page 9)
Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section and the Alaska Housing Finance Corporation: 2013 Rental Market Survey

Kenai

With low rents and cheap natural gas, the Kenai Peninsula is an attractive rental market, evidenced by the low 4.6 percent vacancy rate.

The Kenai Peninsula has the second-lowest median rent at \$900, an increase of 4 percent from 2012, or \$35.

Rent for a two-bedroom apartment in Kenai is \$890, the second-lowest of the surveyed areas and 31 percent lower than Anchorage. Two-bedroom apartments are in high demand, resulting in a vacancy rate of just 2.3 percent.

Median rent among three-bedroom homes is \$1,352, also the second-lowest among surveyed areas. Their vacancy rate, 5.9 percent, is higher than for two-bedrooms, indicating less demand for the larger units.

The Kenai Peninsula has the most diverse energy portfolio of the surveyed areas: 62 percent of units heat with natural gas, 25 percent with oil, 8 percent with electricity, and 6 percent with other sources.

4 Three-Bedroom Houses, Median Rent* Alaska, 2013



*Adjusted rent (see sidebar on page 9)
Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section and the Alaska Housing Finance Corporation: 2013 Rental Market Survey

5 Percent of Surveyed Units Using Specific Energy Types All types of units, Alaska, 2013

	Heat				Hot Water				Cooking			
	Natural Gas	Oil	Electric	Other	Natural Gas	Oil	Electric	Other	Natural Gas	Oil	Electric	Other
Municipality of Anchorage	96.5%	0%	3.5%	0%	96.1%	0%	3.9%	0%	5.4%	0%	94.6%	0%
Fairbanks North Star Borough	5.1%	88.1%	0.2%	6.6%	4.6%	67.9%	20.6%	6.9%	0.8%	0%	97.6%	1.6%
Juneau Borough	0%	68.2%	31.1%	0.7%	0%	47.7%	51.1%	1.2%	0%	0%	97.6%	2.4%
Kenai Peninsula Borough	61.5%	24.8%	7.6%	6.2%	55.8%	9.5%	32.9%	1.8%	31.7%	0%	62.1%	6.2%
Ketchikan Gateway Borough	0%	82.3%	15.2%	2.5%	0.0%	48.9%	48.9%	2.2%	0%	0%	98.3%	1.7%
Kodiak Island Borough	0%	99.8%	0.3%	0%	0.0%	86.0%	12.8%	1.3%	0%	0%	94.5%	5.5%
Matanuska-Susitna Borough	89.4%	3.9%	5.8%	0.9%	82.1%	1.8%	15.2%	0.9%	38.0%	0%	60.4%	1.6%
Sitka Borough	0%	69.2%	30.5%	0.3%	0%	39.3%	60.1%	0.6%	0%	0%	98.1%	1.9%
Valdez-Cordova CA	0%	93.2%	0%	6.9%	0%	75.8%	15.5%	8.7%	0%	0%	93.8%	6.2%
Wrangell Borough-Petersburg CA	0%	40.8%	58.6%	0.7%	0%	18.4%	81.6%	0%	0%	0%	94.1%	5.9%

Note: Areas or bedroom sizes for which six units or fewer were surveyed are not reported for confidentiality reasons. Totals may not sum to 100 due to rounding.
Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section and the Alaska Housing Finance Corporation: 2013 Rental Market Survey

Mat-Su

When all units are considered, the Matanuska-Susitna Borough's rent ranks third-lowest in the state at \$940 — \$214 less than Anchorage and only \$40 more than Kenai.

Mat-Su is the only surveyed area where rents have fallen from last year, dropping 6 percent or \$64 a month. With a 5.1 percent vacancy rate, Mat-Su is on par with the survey average.

Two-bedroom apartments in Mat-Su rent for \$896, again the third-least expensive of the surveyed areas and down slightly from 2012. Two-bedroom apartments are 5.1 percent vacant, also the same as the area's overall rate.

Mat-Su's three-bedroom single-family homes move up the price spectrum considerably when it comes to cost, sitting just behind Anchorage at \$1,726. Three-bedroom homes have a lower vacancy rate than Mat-Su in general, at 3.0 percent, with high cost and low vacancy indicating high demand.

The median rent for a three-bedroom single-family home has risen \$50 since 2012, while the median rent for a two-bedroom apartment is down \$8.

Natural gas heats 89 percent of Mat-Su's units, provides 82 percent of the units' hot water, and fuels 38 percent of cook stoves. Fifty-six percent of the surveyed units include heat with contract rent, significantly less than the survey-wide 75 percent.

Complete results of the 2013 Rental Market Survey as well as other published data on Alaska's housing market are available on the Alaska Housing Finance Corporation's Web site at: www.ahfc.us or <http://bit.ly/16Y1xqE>.

Kodiak Island Borough

Group of islands among world's seafood capitals

The Kodiak Island Borough, which sits on the western edge of the Gulf of Alaska, comprises the larger Kodiak Island and a series of smaller, mostly uninhabited islands. Its location on the Gulf of Alaska plays a huge role in its seafood-oriented economy and makes it one of the world's fishing capitals.

Seafood jobs and earnings

Seafood-related employment, which includes harvesting and processing, made up about 36 percent of all jobs in the borough¹ in 2012 — more than any other industry.

Harvesters landed more than 300 million pounds of a variety of species last year, netting an estimated \$148 million. (See Exhibit 1.) The area is rich in a variety of species, including

¹This includes regular wage and salary employment plus estimated seafood harvesting jobs. Most seafood harvesters are considered self-employed and therefore are not included in standard wage and salary job counts.

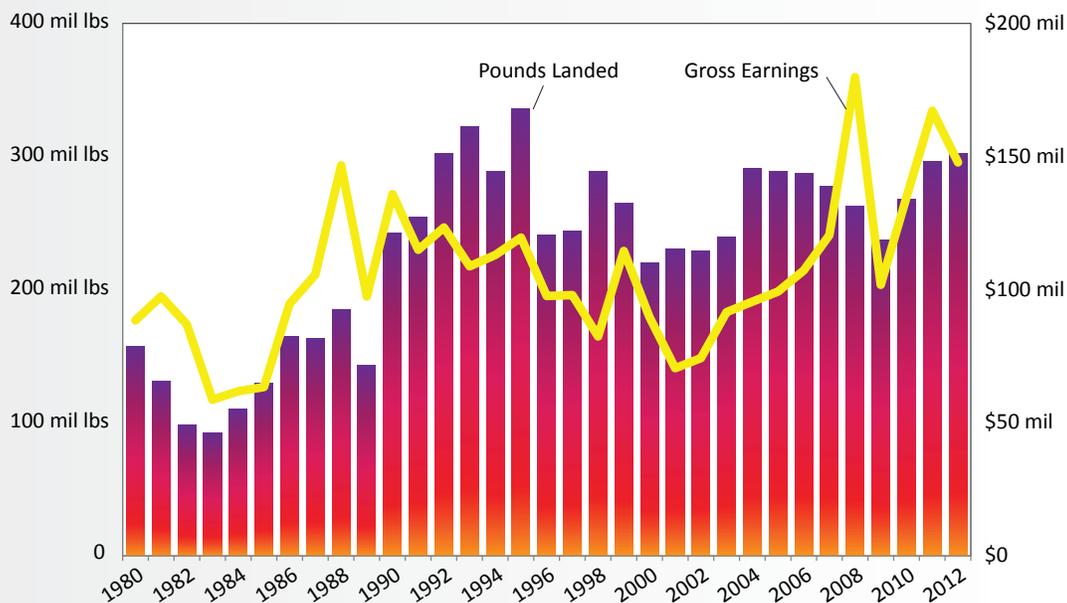
all five varieties of salmon, which return to the area to spawn each year. (See Exhibits 2 and 3.)

Other major employers

The area's next largest employer is the Coast Guard, with nearly 1,000 active duty personnel in 2013. Kodiak Station had an additional 130 support jobs for federal civilian employees. Adding families brings the total to approximately 1,500. Like the fishing industry, Coast Guard wages stimulate the Kodiak economy by bringing in outside money that supports jobs in a variety of other sectors.

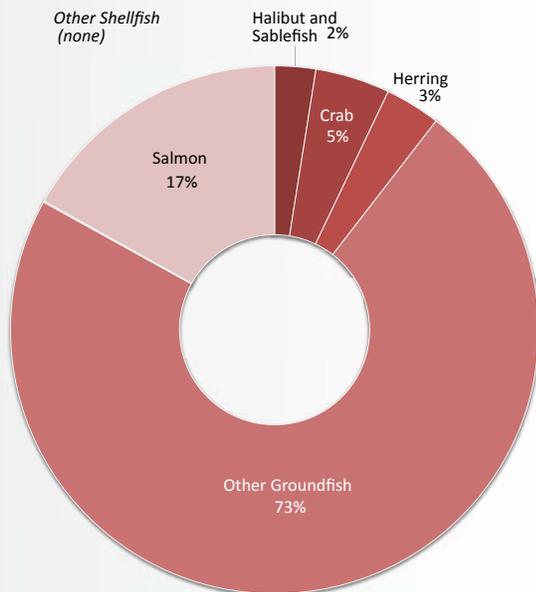
Support industries make up a large portion of the area's employment as well. (See Exhibit 4.) In 2012, 14 percent of jobs were in local government, including public schools, followed by health care at 9 percent and retail at 8 percent. It's common for small communities to have a large share of jobs in local government.

1 Pounds Landed and Gross Earnings Kodiak Island Borough, 1980 to 2012



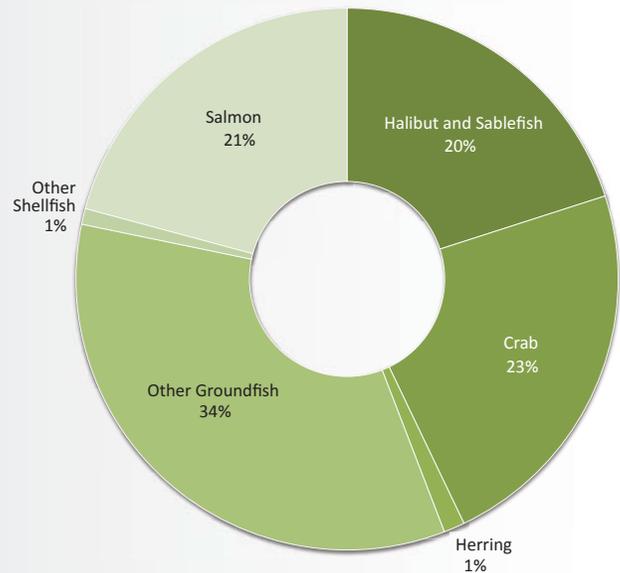
Source: Commercial Fisheries Entry Commission

2 Percent of Landings by Species Kodiak Island Borough, 2012



Source: Commercial Fisheries Entry Commission

3 Percent of Earnings by Species Kodiak Island Borough, 2012



Source: Commercial Fisheries Entry Commission

Construction jobs pay the most

Average annual earnings per job varied dramatically in the borough, with construction workers earning the most. Construction represented about 200 jobs in 2012 with average earnings of just over \$63,000.

Natural resources — which includes some finfish harvesting, finfish farming, and logging — was the second-highest at just under \$63,000.

The leisure and hospitality industry — entertainment and lodging such as restaurants, bars, hotels, and movie theaters — paid the lowest on average at \$18,600 per year. Many of these jobs are part-time, which pulls down the average.

4 Seafood Provides Over a Third of All Jobs Kodiak Island Borough, jobs and earnings, 2012

Industry	Jobs	Avg annual earnings	Percent of all jobs	Total earnings
Total, All Industries	6,461	\$41,859	100.0%	\$270,443,005
Total, Private Industries	4,952	\$40,937	76.6%	\$202,727,360
Natural Resources and Mining	146	\$62,648	2.3%	\$9,125,779
Construction	219	\$63,010	3.4%	\$13,794,021
Manufacturing	1,828	\$42,185	28.3%	\$77,117,670
Trade, Transportation, and Utilities	793	\$34,450	12.3%	\$27,307,334
Retail Trade	501	\$27,209	7.8%	\$13,631,858
Transportation and Warehousing	225	\$36,120	3.5%	\$8,136,065
Information	61	\$44,037	0.9%	\$2,678,926
Financial Activities	239	\$59,733	3.7%	\$14,246,213
Professional and Business Services	256	\$46,166	4.0%	\$11,818,616
Education and Health Services	689	\$46,718	10.7%	\$32,181,231
Health Care	586	\$50,290	9.1%	\$29,470,195
Leisure and Hospitality	459	\$18,592	7.1%	\$8,535,112
Other Services	261	\$22,238	4.0%	\$5,802,357
Federal Government (except military)	343	\$53,875	5.3%	\$18,497,161
State Government	281	\$56,079	4.3%	\$15,753,389
Local Government	884	\$37,839	13.7%	\$33,465,095
Local Government Education	446	\$43,544	6.9%	\$19,428,017
Total, All Industries plus 2011 Seafood Harvesting*	7,210	N/A	—	N/A
Estimated 2011 Seafood Harvesting*	749	N/A	10.4%	N/A
Est. Seafood Harvesting plus Manufacturing	2,577	N/A	35.7%	N/A

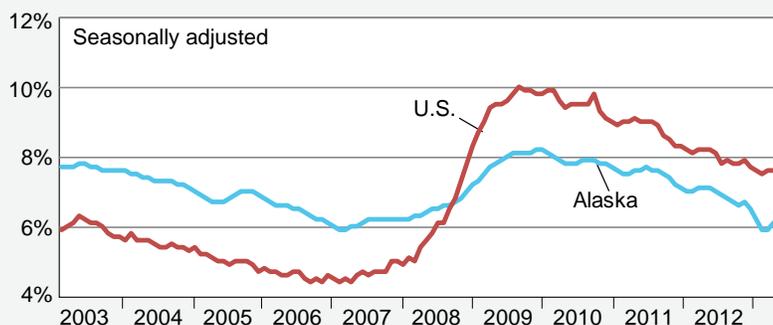
*Seafood harvesting numbers, which are not included in the department's standard employment data sets, are estimates the department creates based on data from the Commercial Fisheries Entry Commission and National Marine Fisheries Service. These estimates are comparable to wage and salary employment data.

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

Employment Scene

The month in numbers

1 Unemployment Rates January 2003 to June 2013



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

2 Statewide Employment Nonfarm wage and salary

Alaska	Preliminary	Revised		Year-Over-Year Change		90% Confidence Interval
	6/13	5/13	6/12	6/12		
Total Nonfarm Wage and Salary¹	352,800	333,700	353,700	-900	-6,977	5,177
Goods-Producing ²	53,700	44,000	53,900	-200	-3,166	2,766
Service-Providing ³	299,100	289,700	299,800	-700	-	-
Mining and Logging	18,400	17,800	17,500	900	-335	2,135
Mining	17,800	17,300	17,200	600	-	-
Oil and Gas	14,500	14,300	13,800	700	-	-
Construction	19,900	17,100	18,800	1,100	-413	2,613
Manufacturing	15,400	9,100	17,600	-2,200	-4,559	159
Wholesale Trade	6,100	5,900	6,400	-300	-639	39
Retail Trade	38,100	36,900	37,400	700	-84	1,484
Food and Beverage Stores	6,200	6,100	6,500	-300	-	-
General Merchandise Stores	10,400	10,100	10,000	400	-	-
Transportation, Warehousing, Utilities	24,500	23,300	24,000	500	-334	1,334
Air Transportation	6,800	5,900	6,300	500	-	-
Information	6,200	6,100	6,300	-100	-375	175
Telecommunications	4,100	4,000	4,200	-100	-	-
Financial Activities	13,900	13,400	13,700	200	-667	1,067
Professional and Business Services	29,500	28,700	30,000	-500	-1,856	856
Educational⁴ and Health Services	47,600	47,400	46,500	1,100	-35	2,235
Health Care	34,200	33,800	33,100	1,100	-	-
Leisure and Hospitality	38,600	33,300	39,500	-900	-3,569	1,769
Other Services	11,700	11,600	11,800	-100	-921	721
Government	82,900	83,100	84,200	-1,300	-	-
Federal Government ⁵	15,600	15,200	17,000	-1,400	-	-
State Government ⁶	25,200	25,700	25,300	-100	-	-
State Government Education ⁷	6,400	7,500	6,400	0	-	-
Local Government	42,100	42,200	41,900	200	-	-
Local Government Education ⁸	22,300	23,400	22,900	-600	-	-
Tribal Government	3,700	3,400	4,000	-300	-	-

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

¹Excludes 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.

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

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

⁴Private education only

⁵Excludes uniformed military

3 Unemployment Rates Boroughs and census areas

	Prelim.	Revised	
	6/13	5/13	6/12
SEASONALLY ADJUSTED			
United States	7.6	7.6	8.2
Alaska Statewide	6.1	5.9	7.1
NOT SEASONALLY ADJUSTED			
United States	7.8	7.3	8.4
Alaska Statewide	6.6	5.9	7.3
Anchorage/Mat-Su Region	5.8	5.1	6.6
Municipality of Anchorage	5.4	4.7	6.1
Matanuska-Susitna Borough	7.2	6.4	8.4
Gulf Coast Region	6.9	6.4	7.7
Kenai Peninsula Borough	7.1	6.6	8.1
Kodiak Island Borough	5.9	4.6	6.8
Valdez-Cordova Census Area	6.9	7.7	7.2
Interior Region	6.7	5.9	7.3
Denali Borough	4.3	6.0	4.7
Fairbanks North Star Borough	5.9	5.1	6.6
Southeast Fairbanks Census Area	11.2	9.4	11.6
Yukon-Koyukuk Census Area	14.7	13.0	14.8
Northern Region	10.5	8.9	11.3
Nome Census Area	12.8	11.0	13.5
North Slope Borough	5.7	4.6	6.4
Northwest Arctic Borough	15.5	13.7	16.6
Southeast Region	5.8	5.2	6.5
Haines Borough	7.0	6.2	6.8
Hoonah-Angoon Census Area	10.6	11.2	11.1
Juneau, City and Borough of	4.6	3.8	5.0
Ketchikan Gateway Borough	5.6	5.2	6.3
Petersburg Census Area ¹	6.9	7.2	10.2
Prince of Wales-Hyder Census Area	13.0	11.6	13.7
Sitka, City and Borough of	5.3	4.5	6.0
Skagway, Municipality of	1.8	2.7	2.6
Wrangell, City and Borough of	7.5	6.1	7.3
Yakutat, City and Borough of	8.2	7.5	9.0
Southwest Region	13.6	14.2	13.6
Aleutians East Borough	12.9	18.4	13.6
Aleutians West Census Area	9.7	14.4	8.4
Bethel Census Area	17.2	15.2	17.2
Bristol Bay Borough	1.8	3.2	2.3
Dillingham Census Area	8.8	8.7	9.0
Lake and Peninsula Borough	5.8	6.6	6.7
Wade Hampton Census Area	25.4	22.1	26.0

Sources for Exhibits 1, 2, and 3: Alaska Department of Labor and Workforce Development, Research and Analysis Section; and U.S. Department of Labor, Bureau of Labor Statistics

⁶This number is not a count of state government positions, but the number of people who worked during any part of the pay period that included the 12th of the month (the same measure used for all employment numbers in this table). The numbers can vary significantly from month to month; when attempting to identify trends, annual averages are more useful.

⁷Includes the University of Alaska. Variations in academic calendars from year to year occasionally create temporarily large over-the-year changes.

⁸Includes public school systems. Variations in academic calendars from year to year occasionally create temporarily large over-the-year changes.

Employer Resources

Fidelity bonding helps employers as well as job seekers

Fidelity bonding is a form of insurance that allows employers to hire from a larger pool of qualified applicants without putting themselves at financial risk. Obtaining this free bond allows the employer to focus on a worker's skills and productivity while being protected from potential worker dishonesty on the job.

There is no paperwork for the employer or the prospective employee to complete. The bonds are issued in increments of \$5,000 and provide six months of insurance coverage, with larger bonds issued on a case-by-case basis. Employers may also use bonding to promote a current employee to a more responsible position without exposing the company to risk.

Bonding is a reemployment tool that removes a significant barrier for applicants that may otherwise have a difficult time getting a job. Eligible individuals include ex-offenders, former addicts, those with poor credit or a

history of bankruptcy, those with dishonorable discharges from the military, and economically disadvantaged people who lack a work history.

The Fidelity Bonding Program is administered by the Employment Security Division of the Alaska Department of Labor and Workforce Development. It began as a federal program in 1966, and states began administering their own programs in 1998. The program coordinator issues fidelity bonds from Travelers Property Casualty at no cost to the employer or the job seeker.

Employers seeking bonding insurance can call their closest Alaska Job Center. To find the nearest job center, go to: jobs.alaska.gov/offices/ or call (877) 724-2539. For more information about the program, visit the Fidelity Bonding Web site at: labor.alaska.gov/bonding.

Employer Resources is written by the Employment Security Division of the Alaska Department of Labor and Workforce Development.

Safety Minute

Three steps help protect construction workers from fatal falls

Roofers in residential construction are more likely than any other type of construction worker to die from a fall. Despite personal fall protection equipment and cutting-edge engineering controls, roofers continue to lead the industry in deaths due to falls. However, roofers are not the only class of worker at risk for fatal falls, which occur almost as frequently among general construction laborers who fall from ladders.

A death can emotionally devastate coworkers and employers as well as family, but that's seldom considered when employers look at the cost of losing an employee on the job.

While seasonal pressure to get the job done can influence the speed of a construction project, the requirement to protect workers never changes. Seasonal time constraints and other production influences must never take a precedent over work site safety.

OSHA's three-step approach to ensuring workers are safe on the job site is:

- **Plan ahead:** Determine how the job will unfold. Assess likely hazards and determine which engineering controls and personal protective equipment are necessary.
- **Provide the right equipment:** The equipment for employees should address the work's specific hazards.
- **Train:** Train all employees who work at an elevation to observe safety rules and recognize hazards. Provide hands-on training for safety equipment and require all employees to show they understand how to select and use the equipment before starting work.

For more information on workplace safety, contact the Alaska Department of Labor and Workforce Development, Labor Standards and Safety Division at (800) 656-4972, or visit our Web site at: labor.alaska.gov/lss/oshhome.htm.

Safety Minute is written by the Labor Standards and Safety Division of the Alaska Department of Labor and Workforce Development.