

# ALASKA ECONOMIC TRENDS

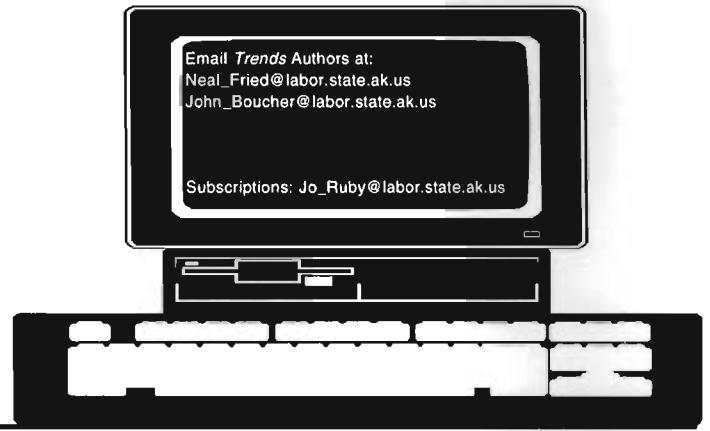
ALASKA SEAFOOD PROCESSING—  
A GROWING JOB SOURCE?

March  
1996



DECEMBER CHILLS  
STATE'S ECONOMY

# ALASKA ECONOMIC TRENDS



*Alaska Economic Trends* is a monthly publication dealing with a variety of economic-related issues in the state.

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# Alaska Seafood Processing— A Growing Job Source?

by Neal Fried

Seafood processing is one of Alaska's earliest industries. Alaskan Natives processed fish and traded their surplus with other tribes. The first commercial fish canning operations opened in 1878, and by the turn of the century almost 50 canneries operated in the Alaska territory. At one time, about 75 percent of taxes from the Territory of Alaska came from canned salmon.

Despite its long history, the processing side of Alaska's fishing industry operates in relative obscurity. One reason is that many industry operators are nonresidents. Another is the attention focused on the harvesting segment of the industry. Although both halves of this industry depend on each other, the money and romance favor the harvesting side. However, as employment opportunities in Alaska become less plentiful, interest may turn to the state's fish processing industry as an important source of jobs for Alaskans.

## Fish processing is a big employer

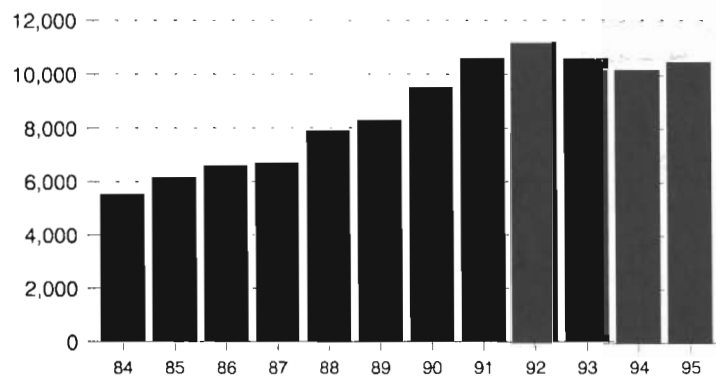
Seafood processing is the leading manufacturer in the state. In 1995, Alaska's 197 seafood processing plants accounted for about 64 percent of all manufacturing employment. No other state in the U.S. approached this level of industry concentration. Seafood processing provided an average of 11,000 jobs with a total payroll of more than \$240 million. (See Figure 1.) In July, the number of processing jobs climbed to 19,300. (See Figure 2.) Over 25,000 people held fish processing jobs at some time during the year. These numbers exclude most of the factory trawler fleet and other off-shore processing vessels because much of their employment occurs outside the state's jurisdiction. Including factory trawlers, employment could add another 5,000 workers to the fish processing work force.

## Employment doubled in the past decade

After the collapse of the king crab fishery in the early 1980s, processing employment slid for three years and then changed little for the next five. But, in 1988, the Americanization of the groundfish resource along the state's coastal waters began to turbo-charge Alaska's fish processing industry. (See Figure 3.) The next year, the volume of groundfish processed surpassed salmon production for the first time in history. During the past decade, employment in the processing industry grew

Figure • 1

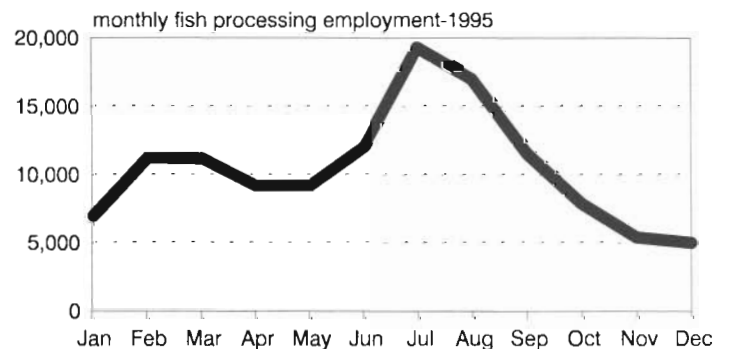
### Alaska Seafood Processing Employment Stable During Past Five Years



Source: Alaska Department of Labor, Research & Analysis Section.

Figure • 2

### Industry Undergoes Incredible Seasonality



Source: Alaska Department of Labor, Research & Analysis Section.

*About the author:* Neal Fried is a labor economist with the Research & Analysis Section, Administrative Services Division, Alaska Department of Labor. He is located in Anchorage.

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much more rapidly than total wage and salary employment. (See Figure 4.) From 1991 to 1995, processing employment, also boosted by strong salmon harvests, surpassed 10,000. Employment peaked in 1992 at 11,200.

These figures tell only part of the story because the non-Alaskan factory trawler fleet harvests more than half of the groundfish. When this fleet's activity is included, the growth becomes even more impressive. In 1986, only 12 trawlers were fishing in Alaska's waters, but by 1992 the trawler fleet had grown to 75. (See Figure 5.) Including processing on the factory trawlers, Alaska's fish processing employment more than doubled in less than five years—a feat few other large industries have ever managed.

### Processing dominates some regions

Though statewide fish processing employment, excluding most factory trawlers, accounts for about 4 percent of all wage and salary employment, in many coastal areas fish processing reigns king. (See Table 1.) In two

## Alaska's Biggest Fish Processing Areas in 1995

	Annual Employment *
Aleutians East Borough	2,175
Kodiak Island Borough	2,034
Aleutians West	1,142
Kenai Peninsula Borough	953
Petersburg	419
Ketchikan Island Borough	412
Cordova	289

\*Represents employment during July 1994-June 1995.  
Source: Alaska Department of Labor, Research & Analysis Section.

boroughs and one census area, processing provides over one-third of the area's wage and salary employment. (See Figures 6 and 7.) Kodiak, with 11 processors, is home to the largest number of plants in the state, while Dutch Harbor has the largest processing work force. Approximately 57 percent of Dutch Harbor's wage and salary employment is seafood processing. For many other communities, the story is similar. In remote sites like Port Bailey in Kodiak, fish processing represents the only economic activity in

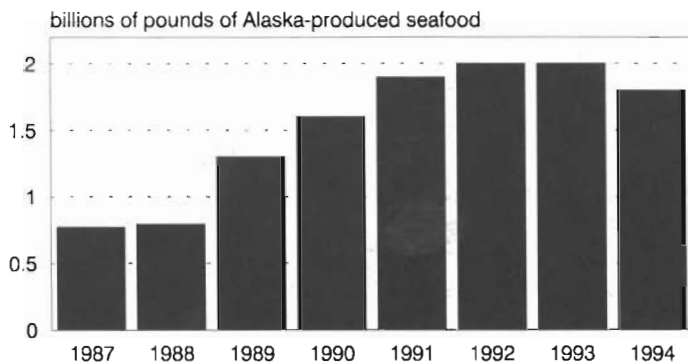
the area. In fact, several communities in the state exist because someone located a cannery at that site.

### Diversified fisheries reduce seasonality

Except for the visitor industry, fish processing is Alaska's most seasonal industry. In 1995, employment varied by more than four-fold from the peak month to the trough. (See Figure 2.) For many individual regions, the seasonality is far more dramatic. Processing employment in the Lake and Peninsula Borough goes from nearly zero in March to 600 in July.

F i g u r e • 3

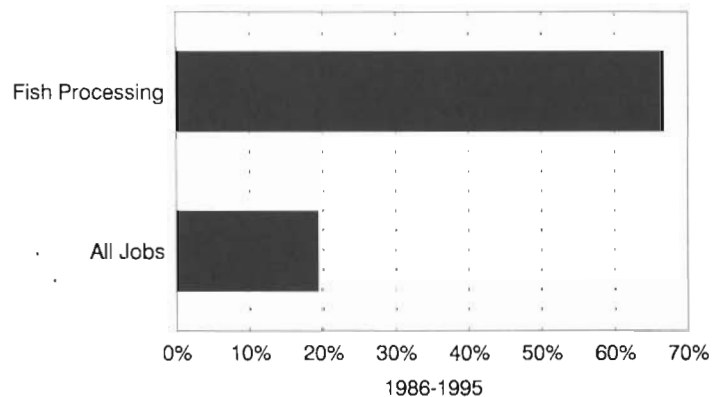
### Since 1989, Processors Have Gained Boost From Groundfishery



Source: Alaska Department of Fish and Game.

F i g u r e • 4

### Fish Processing Jobs Have Grown Faster Than Overall Economy in Past Decade



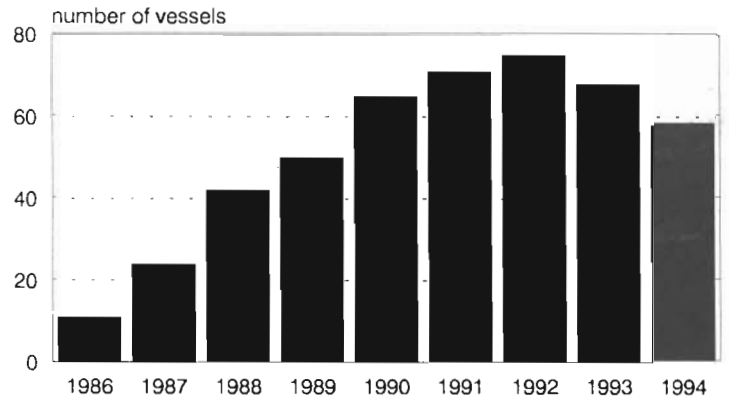
Source: Alaska Department of Labor, Research & Analysis Section.

Figure • 5

**Factory Trawler Fleet Created  
Thousands of Jobs Starting in Late 1980s**

While seasonality is a constant influence in this industry, its magnitude varies with the length and diversity of the fisheries. (See Figure 8.) In the late 1970s and early 1980s, the king crab winter harvests boosted employment during traditionally low months. After the crash of the king crab fishery, seasonality increased dramatically. In 1985, a seven-fold difference between the high and low months occurred.

The advent of the huge harvest of groundfish during the non-summer months raised hopes for more year-round employment. These expectations were met—at least temporarily. For example, during the late 1980s and early 1990s, nearly all of Kodiak’s processors operated through the winter months. Because of the increased groundfish harvest and some strong crab harvests, in 1990, processing’s highest monthly employment was only three times that of the lowest. That year, for the first time in the industry’s history, employment crested the 10,000 mark during a non-summer month. In 1992, when processing reached its historical peak, employment fell below 10,000 for only four months. But then, as in other Alaska fisheries, so many new players entered the fishery that the length of the harvests began to shrink. In 1989, the Bering Sea pollock season was opened the entire year. By 1995, it was split into two distinct seasons for a combined length of 110 days.



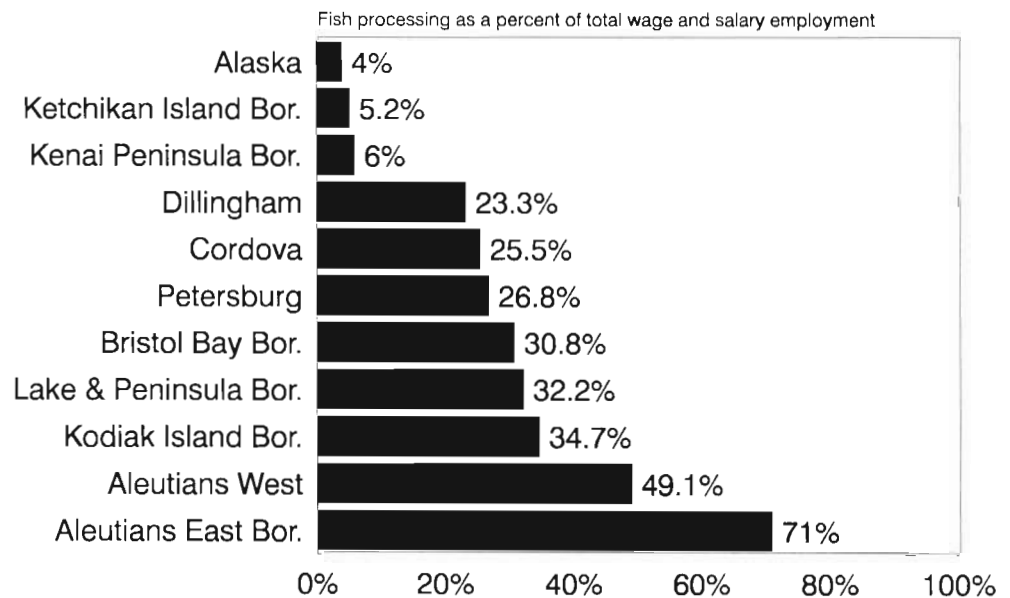
Source: Impact Assessment, Inc., for the North Pacific Fishery Management Council.

Figure • 6

**Places Where Fish Processing Employment is Big**

**Compensation is generally low**

In 1995, the average hourly wage for jobs in the fish processing industry was \$8.51. (See Figure 9.) This figure covers all non-supervisory workers in the industry and all gross earnings, including overtime. Compensation has changed little over time; when adjusted for inflation, it has actually declined. (See Figure 10.) Why wages have stagnated is not clear. During the past five years, pay scales for processing workers showed little or no movement. Working long hours can boost earnings. A processing worker earning \$6 per hour earns \$9 per hour after eight hours per day and/or 40 hours



Source: Alaska Department of Labor, Research & Analysis Section.

### Fish Processing Wages Not Lowest 1994's Average Monthly Wage

Statewide Average	\$2,689
<b>FISH PROCESSING</b>	<b>\$1,953</b>
Timber	\$3,421
Construction	\$3,833
Retail Trade	\$1,463
Hotels	\$1,375
Services	\$2,024
Government	\$3,146

Source: Alaska Department of Labor, Research & Analysis Section.

### The Salary Range of Some Positions on the Seattle Factory Trawler Fleet

Occupational Title	Average Annual Wage Rate
Captains	\$100,000-\$200,000
Engineers	\$100,000 plus
Mates	\$55,000-\$117,000
Deck Hands	\$44,000-\$90,000
Stewards/Chefs	\$56,000-\$80,000
Factory Forepersons	\$96,000-\$128,000
Processors	\$24,000-\$35,000

Source: Impact Assessment, Inc., for the North Pacific Fishery Management Council. Information provided by the trawlers.

per week. During July of 1995, the average seafood processing employee worked 57.7 hours per week. Room and board can also boost total compensation, particularly for workers on factory trawlers.

The average monthly or annual wage for this industry also remains relatively low. In 1994, the average monthly wage for seafood processing was \$1,953, only about 73 percent of the statewide average for all industries. (See Table 2.) These figures cover all workers in the industry from management to the "slime line."

While fish processors, due to their number, dominate these average wages, other jobs in this industry pay considerably more. (See Table 3 and Figure 11.) Wages in a plant may range from \$5.85 to \$18 per hour.

### Cannery workers not only seafood occupation

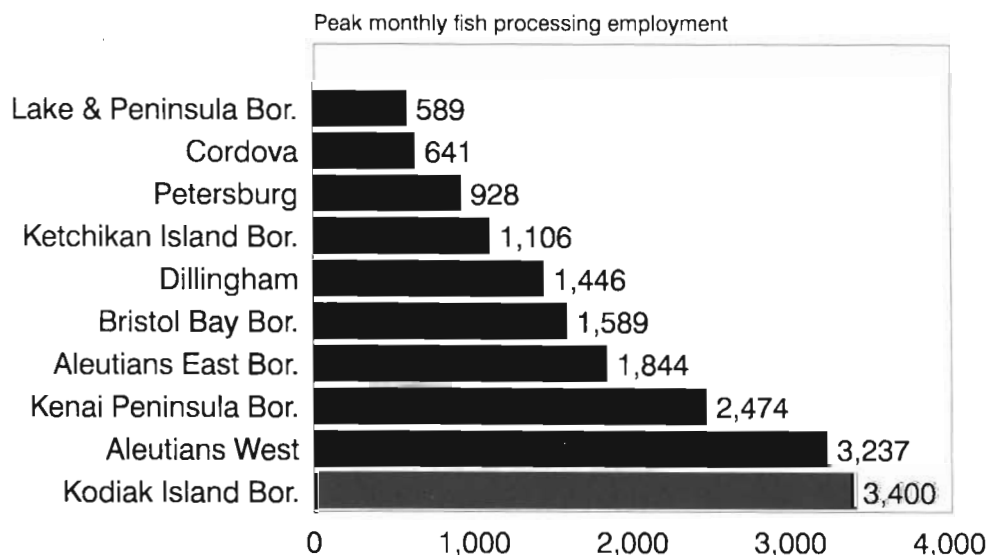
The first occupation that comes to mind when discussing this industry is the cannery worker (processor) and for good reason—almost two-thirds of the workforce are cannery workers. (See Figure 11.) A myriad of other occupations is also represented. (See Table 4.) According to the industry, many of the individuals holding the better jobs today began their careers on the "slime line."

Most processing workers receive on-the-job training but even some of these jobs, such as trimmers and hand

filleters, require much more experience. Compensation for these jobs is higher. Many fish processing occupations are highly skilled and well compensated, such as roe technicians who grade the salmon roe and oversee its packing. The majority of these positions are presently held by foreign nationals. Machine maintenance occupations, such as Baader filleting machine technician and surimi technician, also are highly skilled. These technicians are among the highest paid processing workers. There are dozens of other career quality occupations including refrigeration mechanics, quality control technicians, fore persons, machinists, maintenance repairers, graders, engineers.

Figure • 7

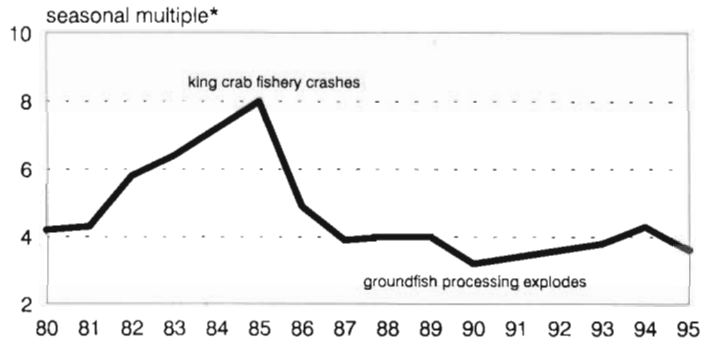
### Peak Monthly Employment in Places Where Fish Processing is Big



Source: Alaska Department of Labor, Research & Analysis Section.

Figure • 8

### Seasonality in Seafood Processing Has Varied Over Time



\*Seasonal multiple equals peak processing monthly employment divided by the lowest month.  
 Source: Alaska Department of Labor, Research & Analysis Section.

### Few residents are employed in the industry

Although Alaska's fish processing industry generates thousands of jobs, it does not employ many residents. According to the latest data, in 1994, over three-quarters of all workers in this industry were not residents of Alaska—the largest non-resident fish processing work force recorded since the statistics have been kept. (See Figures 12 and 13.) This proportion is much greater than in other industries. (See Figure 14.)

An itinerant work force has been a common feature of this industry throughout its history. According to the author of a PhD thesis on the salmon canning industry written in 1939, 75% of its work force was imported. In most areas of the state where fish processing is big, the nonresident work force is large. For example, in 1994 over 80 percent of the Aleutians East Borough's private sector wage and salary work force were nonresidents. (See Figure 15.) A majority of these nonresidents were fish processing workers.

### Why are so few residents processing fish?

There are many reasons and theories to explain this huge nonresident work force. They include a combination of seasonality, low wages, low status, lack of housing, harsh working conditions, remote work sites with no or only a small local labor force and a long tradition of processors hiring their work force out of state.

As a result, most residents seek other economic opportunities that can sustain

them year round. In Alaska's recent history, a buoyant economy has provided many alternatives. But, if the economy slows as predicted, employment options may not remain as plentiful. In the future, more residents may be seeking employment in the state's fish processing sector.

A look at the past illustrates this effect. Nonresident employment in the industry fell dramatically between the years 1986-1988. (See Figure 12.) In 1987, less than half of this employment was nonresident. These years coincided with the state's worst recession. Therefore,

Figure • 9

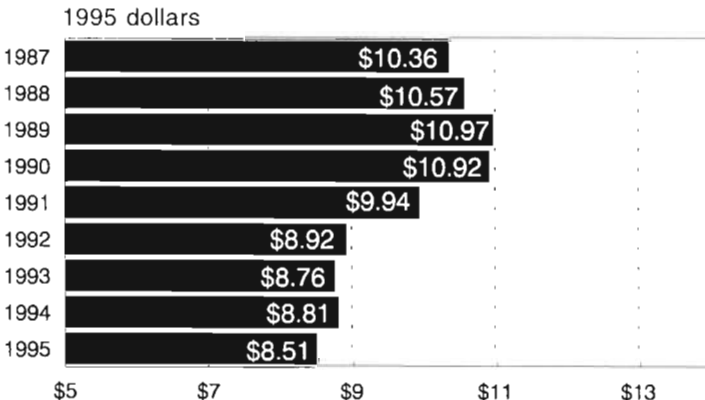
### Hourly Wage for Fish Processing Industry Has Changed Little...



Source: Alaska Department of Labor, Research & Analysis Section.

Figure • 10

### After Adjustment for Cost-of-Living Hourly Wage Has Fallen



Source: Alaska Department of Labor, Research & Analysis Section.

T a b l e • 4

### The Crew Composition of a Surimi and Fillet Factory Trawler

Occupational Title	Number of Positions
Captains	1
First Mate/Mates	3
Chief Engineers	1
Assistant Engineers	1
Electricians	4
Boatswains	2
Deck Hands	2
Galley	5
Factory Managers	1
Factory Engineers	2
Forepersons	2
Quality Control Technicians	8
Processors	98
<b>Total</b>	<b>132</b>

Source: Impact Assessment, Inc., for the North Pacific Fishery Management Council.

one explanation for this change was that, as employment opportunities disappeared, more state residents turned to the fish processing industry for employment. These years also corresponded with the strong growth in the groundfish fishery which provided more sustained year-round employment. When the economy began to recover, nonresident employment climbed to new highs.

In areas of the state where a larger, more permanent labor force exists, the proportion of nonresidents is not as dominant. Kodiak offers a good example. This relatively large community provides housing, although expensive and scarce, and other services.

Throughout the year, Kodiak maintains a high level of processing employment that enables some individuals to earn a year-round living in seafood processing. Recently, there is concern in Kodiak that, as the groundfish seasons become shorter, its resident processing work

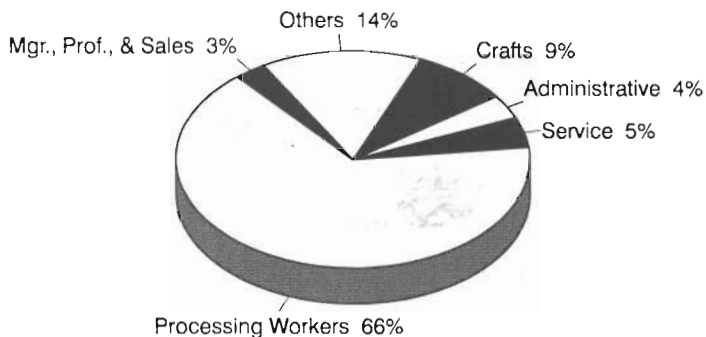
force may not be able to sustain itself. If this scenario develops, the number of nonresidents working in Kodiak could rise.

In spite of the itinerant nature of this work force, many processors now report that most of their workers are experienced and have worked for the processors for several seasons. This holds true for both the factory trawler fleet and shore-based processors. Some of these employers report turnover rates of less than 10 percent. Unlike in previous times where transients made up the bulk of the processing crew, today they may only fill in during peak periods. The processors can increasingly depend on a

trained, seasoned, and available cadre of workers. This could be because, nationally, finding better job alternatives is no longer as easy as it was once. The growing immigrant work force may also help explain this availability.

Figure • 1 1

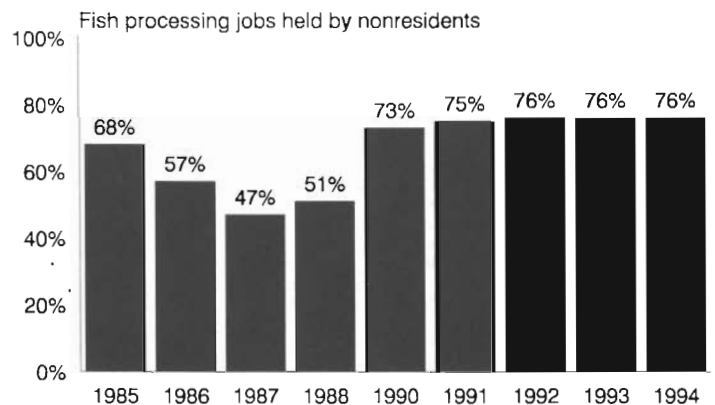
### The Industry Employs More Than Fish Processors



Source: Alaska Department of Labor, Research & Analysis Section, 1994.

Figure • 1 2

### Not Many Alaskans Are Processing Fish



Source: Alaska Department of Labor, Research & Analysis Section.



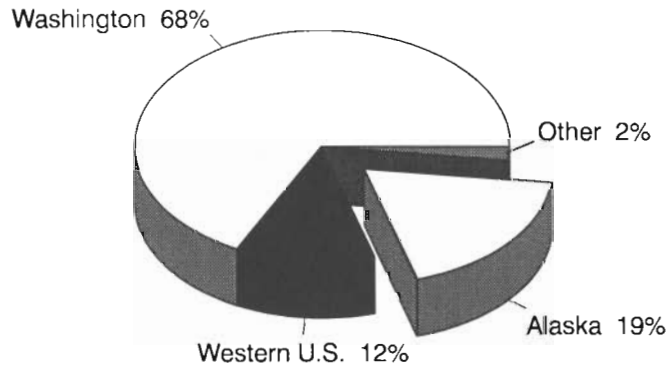
Figure • 13

**The Future?**

Many reasons exist for optimism, and some for concern, for the future of Alaska's seafood industry. Presently, processors and the rest of the industry are under tremendous financial stress. Low prices, particularly for salmon, but for other species as well, are creating a tough marketplace. In the near future, an increase in bankruptcies among processors could occur.

The biggest positive is the industry's long-term potential for growth. Value-added processing in Alaska remains rudimentary at best—and even a great deal of primary processing takes place out of state. Most of the secondary processing and wholesaling are performed elsewhere. In 1994, the Pacific Seafood Processors Association commissioned a study titled, "Impacts of Washington's Inshore Seafood Processing Industry on the Washington State Economy." They found that Washington's 147 seafood processing and 139 seafood wholesaling plants manufactured \$2.13 billion worth of seafood products and generated 23,490 full-time-equivalent jobs. Alaska contributed 85% of the harvest for this processed

**Trawler Fleet Not Yet Employing Many Alaskans**



Source: Impact Assessment, Inc., for the North Pacific Fishery Management Council. Based on a survey of trawlers in 1993.

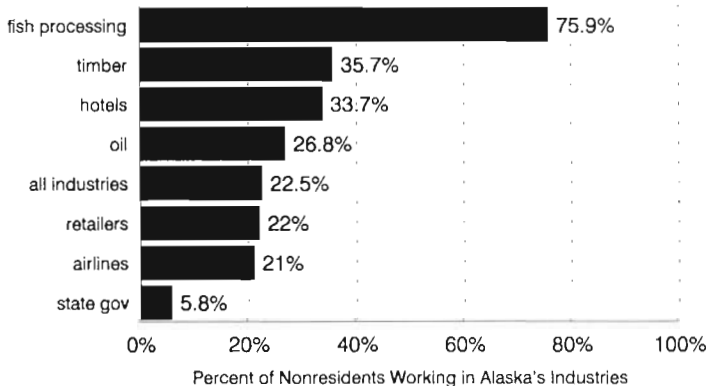
seafood, valued at \$1.8 billion. These numbers exclude the Seattle-based factory trawler fleet and the processing of Alaska harvested fish that takes place elsewhere in the world.

One benefit from more value added activity obviously is more jobs. Possibly more important is that the work force associated with the management, wholesaling and secondary processing parts of the industry tends to be better paid and less seasonal. This may help explain why the average weekly wage for processing in Washington was \$635 versus \$438 in Alaska.

Historically, the higher cost of doing business in Alaska was cited as the chief reason for the lack of secondary processing. However, during the past decade, this argument has become less persuasive. Billions of dollars have built new and expanded airports and harbors. The size and availability of the state's work force have grown tremendously. The cost of living in road and marine accessed areas of Alaska, compared with that of the Pacific Northwest, has narrowed (See the June 1995 issue of *Alaska Economic Trends*.), as have wages and income.

Figure • 14

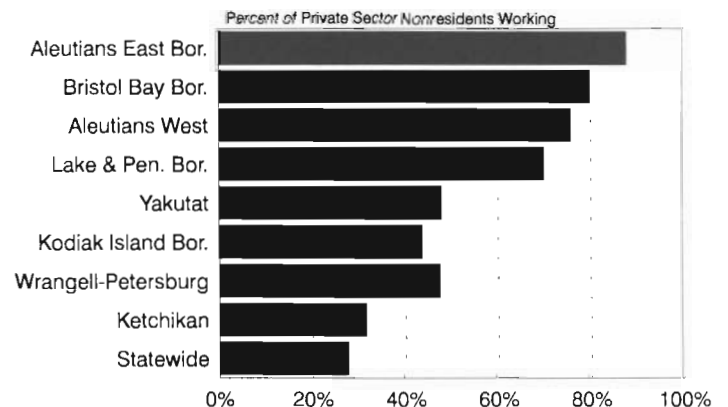
**More Nonresidents Employed in Fish Processing than in any Other Industry**



Source: Alaska Department of Labor, Research & Analysis Section.

Figure • 15

**More Nonresidents Tend to be Employed in Alaska's Fishing Communities**



Source: Alaska Department of Labor, Research & Analysis Section.

Several more immediate positives also exist for the industry. A growing number of processors are experimenting with value added products—some quite successfully. The Fish Tech Center in Kodiak is working on new products and technology. Another recent positive development was the creation of the Community Development Quota program, or CDQs. This program allocat-

ed 7.5% of the Bering Sea and Aleutian Island pollock catch to six groups representing 56 western coastal communities in Alaska. As a result, all of these groups are partnering with shore-based processors or trawlers. One of the many benefits these residents reap from CDQs is employment with the processors.

## State Seafood Link May Increase Alaska's Job Catch

With over 75 percent of the state's seafood processing jobs filled by non-residents annually, the seafood industry is a good potential source of employment for many Alaskans. Governor Knowles in 1995 directed the Alaska Department of Labor (AKDOL) to work with this industry to increase Alaska hire.

In August 1995, AKDOL created a Seafood Unit led by a statewide coordinator to advance the Governor's plan. The unit is responsible for building partnerships between the seafood processing industry and Alaska. The emphasis is on employment of Alaskans, particularly rural Alaskans, and on removing barriers to local hire, both for the industry and for Alaska's workers. The state seafood coordinator leads a staff of 17 community coordinators in Alaska Employment Service offices located where the seafood industry maintains a strong presence. Theirs is a grass roots effort to generate enthusiasm for seafood work, and to help processors overcome obstacles to local hire.

The work of community seafood coordinators ranges widely. They recruit; screen, rank, and in some cases, hand-deliver applications to employers; negotiate transportation and housing arrangements with employers for the well being of industry workers; schedule job interviews, often providing office space for interviewing; conduct worker orientation sessions on transportation, safety, wages, drug testing, overtime, and benefits; and, most importantly, they work with employers and job seekers to break down stereotypes each group may hold about the other. Over 40 major seafood processing companies have been contacted personally by the seafood coordinators to establish vital industry and agency networks and to explain the benefit of local hire.

The industry appears responsive. Only six months since the Seafood Unit's inception, in-state hiring already is enhanced. Outcomes include an unprecedented number of seafood companies recruiting for the first time in Alaska for the 1996 pollock "A" season, which begins in mid-January and lasts six weeks to three months. Figures are not conclusive, but an encouraging trend is evident—over 100 Alaskans were hired in Kodiak, and more than 200 in the Anchorage area. A significant recruitment effort was based out of Bethel for the "A" season. Fliers were printed in English and Yupik and distributed to 52 villages. The National Guard established a pilot program for members to work as a team for a Dutch Harbor processor.

Seafood coordinators are working with the Department of Community and Regional Affairs (DCRA) to develop State Training and Employment Program grant funds for employers to recruit in rural Alaska. Focus in rural Alaska has resulted in joint recruitment programs between AKDOL's Employment Security Division, the Cook Inlet Tribal Council and the Tanana Chiefs. The DCRA, Coastal Village Fishing Cooperative and AKDOL are working together to place a Bethel vocational counselor to work in 17 villages. The counselor will give villagers information on job opportunities and prepare them for work in the processing industry.

A significant factor in the local hire challenge, the need for training in the seafood work force, is being addressed in a number of ways. The Alaska Department of Education's School-to-Work program is providing students an opportunity to learn more about the seafood industry. Students in Seward will job shadow at processing plants, and six Chugach School District students will intern with a value-added processor. Local seafood coordinators are networking with school counselors and industry representatives to stage job fairs. A special seafood recruitment is scheduled at the University of Alaska Fairbanks campus in April 1996. In Sitka, Sheldon Jackson College is working with roe technician trainers and employers to design two-year and four-year certified roe processing programs.

Momentum generated for the Governor's seafood initiative appears strong. The interest of both industry and potential workers, particularly in rural areas of the state, has been captured, and the effort shows promise for what may become a source of steady, skilled employment for Alaskans.

(Questions regarding Governor Knowles' seafood initiative may be directed to Virginia Klepser, State Seafood Coordinator, at (907) 465-5947, or email [Virginia\\_Klepser@labor.state.ak.us](mailto:Virginia_Klepser@labor.state.ak.us).)

# December Chills State's Economy

by John Boucher

Alaska's economy neared its seasonal low point in December, as unemployment increased in every area of the state. The statewide unemployment rate climbed eight-tenths of a percentage point to 8.2%.

Not surprisingly, December's wage and salary job statistics supported unemployment data, as the bulk of the job loss was associated with the winter slowdown. The statewide job loss of 4,400 was counted largely in the construction, seafood processing and timber industries. (See Table 1.) Colder weather slowed logging and construction activity, and seafood processing employment in every part of the state hit its seasonal low point.

While the state moved toward its annual winter high in unemployment, the gap between the national unemployment rate and the state's unemployment rate grew wider. The comparable national unemployment rate (civilian not seasonally adjusted) in December was 5.2%.

## Rural rates feel the chill

Many areas of the state experienced a typically high seasonal unemployment rate. Of the 27 areas measured, over half had unemployment rates above 10 percent. The highest area unemployment rates were in the Kodiak Island Borough at 19.0% and the Prince of Wales-Outer Ketchikan census area at 16.6%. (See Table 4.) Kodiak's high rate marked the end of a busy, if not particularly profitable, year for Alaskan seafood processors. Prince of Wales' high rate resulted from seasonal slowdown in Southeast Alaska's logging industry.

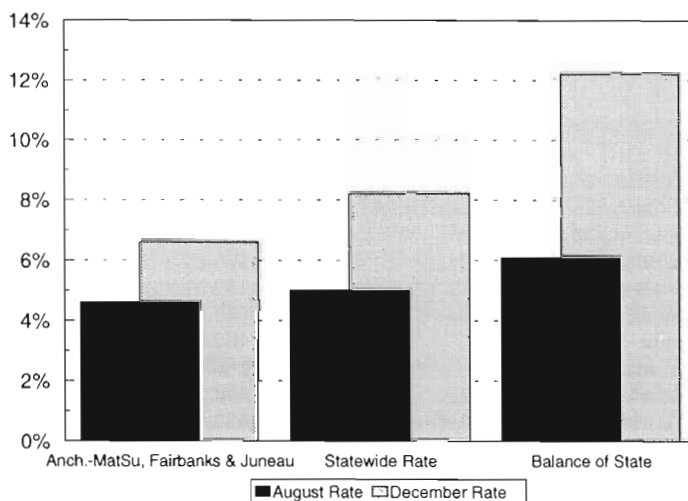
Regionally, Anchorage-MatSu's 6.4% unemployment rate was the state's lowest. Anchorage and Alaska's other urban areas fluctuate less with the changing seasons than rural Alaska. The urban areas help anchor the economy in an otherwise dismal season for job seekers. Outside of the Anchorage-MatSu, Fairbanks and Juneau labor markets, the average unemployment rate in December was 12.2%, four percentage points higher than the statewide rate. Last August, the unemployment rate outside of Anchorage, Fairbanks and Juneau was 6.1%, only one percentage point above the August statewide rate of 5.0%. (See Figure 1.)

## Males experience bulk of seasonal unemployment

A look at unemployment claims data helps put a face on Alaska's seasonally unemployed population. That face is most likely to belong to a male under the age of 45 who worked in Alaska's construction, manufacturing or mining industries. In August, males comprised half of the 8,600 individuals collecting unemployment benefits. By December, males were claiming two-thirds of the 14,150 Unemployment Insurance (UI) weeks claimed. In August, UI benefit claimants whose last work was in the mining, manufacturing or construction industry accounted for 16.4% of the benefit weeks claimed. In December, that figure rose to 34.9% of UI benefit weeks claimed. Also, the average age of UI claimants tends to drop in the winter. Comparing August to December, claimants under the age of 45 grew as a percent of the total unemployment claimants.

Figure • 1

### Rural Area Unemployment Fluctuates More



Source: Alaska Department of Labor, Research & Analysis Section.

*About the author:* John Boucher is a labor economist with the Research & Analysis Section, Administrative Services Division, Alaska Department of Labor. He is located in Juneau.

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## Nonagricultural Wage and Salary Employment by Place of Work

Alaska	p/	r/	Changes from			Municipality of Anchorage	p/	r/	Changes from		
	12/95	11/95	12/94	11/95	12/94		12/95	11/95	12/94	11/95	12/94
Total Nonag. Wage & Salary	252,400	256,800	250,600	-4,400	1,800	Total Nonag. Wage & Salary	120,500	121,500	120,700	-1,000	-200
Goods-producing	30,800	34,500	30,700	-3,700	100	Goods-producing	10,700	11,400	10,700	-700	0
Mining	9,600	9,800	9,700	-200	-100	Mining	2,700	2,700	2,900	0	-200
Construction	11,300	12,900	11,100	-1,600	200	Construction	6,200	6,800	6,000	-600	200
Manufacturing	9,900	11,800	9,900	-1,900	0	Manufacturing	1,800	1,900	1,800	-100	0
Durable Goods	2,200	3,100	2,300	-900	-100	Service-producing	109,800	110,100	110,000	-300	-200
Lumber & Wood Products	1,500	2,200	1,600	-700	-100	Transportation	11,700	11,900	12,500	-200	-800
Nondurable Goods	7,700	8,700	7,600	-1,000	100	Air Transportation	4,100	4,300	4,600	-200	-500
Seafood Processing	4,300	5,400	4,300	-1,100	0	Communications	2,300	2,300	2,400	0	-100
Pulp Mills	500	500	500	0	0	Trade	30,200	30,400	29,400	-200	800
Service-producing	221,600	222,300	219,900	-700	1,700	Wholesale Trade	6,200	6,200	6,000	0	200
Transportation	21,600	22,200	22,500	-600	-900	Retail Trade	24,000	24,200	23,400	-200	600
Trucking & Warehousing	3,100	3,100	3,000	0	100	Gen. Merch. & Apparel	5,200	5,400	5,100	-200	100
Water Transportation	1,800	1,900	1,600	-100	200	Food Stores	3,400	3,300	3,500	100	-100
Air Transportation	6,600	6,900	7,300	-300	-700	Eating & Drinking Places	8,000	8,000	7,700	0	300
Communications	3,700	3,700	3,800	0	-100	Finance-Ins. & Real Estate	7,100	7,100	7,200	0	-100
Trade	55,200	55,200	54,100	0	1,100	Services & Misc.	32,300	32,300	31,800	0	500
Wholesale Trade	8,400	8,400	8,200	0	200	Hotels & Lodging Places	2,700	2,700	2,800	0	-100
Retail Trade	46,800	46,800	45,900	0	900	Health Services	6,700	6,700	6,600	0	100
Gen. Merch. & Apparel	10,400	10,200	10,200	200	200	Government	28,500	28,400	29,100	100	-600
Food Stores	7,400	7,400	7,400	0	0	Federal	10,500	10,500	11,200	0	-700
Eating & Drinking Places	14,700	15,000	14,500	-300	200	State	8,300	8,300	8,300	0	0
Finance-Ins. & Real Estate	11,800	11,800	11,800	0	0	Local	9,700	9,600	9,600	100	100
Services & Misc.	59,100	59,200	57,700	-100	1,400						
Hotels & Lodging Places	5,600	5,700	5,500	-100	100						
Health Services	13,500	13,400	12,900	100	600						
Government	73,900	73,900	73,800	0	100						
Federal	17,500	17,400	18,400	100	-900						
State	21,700	21,900	21,100	-200	600						
Local	34,700	34,600	34,300	100	400						

T a b l e • 2

## Alaska Hours and Earnings for Selected Industries

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	p/	r/		p/	r/		p/	r/	
	12/95	11/95	12/94	12/95	11/95	12/94	12/95	11/95	12/94
Mining	\$1,219.94	\$1,256.74	\$1,189.72	53.6	54.1	49.0	\$22.76	\$23.23	\$24.28
Construction	945.65	1,048.67	1,082.02	39.6	42.2	42.7	23.88	24.85	25.34
Manufacturing	453.67	465.85	441.59	34.5	35.0	34.1	13.15	13.31	12.95
Seafood Processing	340.58	289.01	346.29	36.7	32.4	36.8	9.28	8.92	9.41
Trans., Comm. & Utilities	670.32	675.47	682.35	34.2	34.8	35.8	19.60	19.41	19.06
Trade	406.95	408.24	392.05	33.8	33.6	34.3	12.04	12.15	11.43
Wholesale	646.94	636.00	642.95	38.6	37.7	38.5	16.76	16.87	16.70
Retail	365.31	368.15	347.39	33.0	32.9	33.5	11.07	11.19	10.37
Finance-Ins. & Real Estate	487.61	485.16	469.92	36.2	35.7	35.6	13.47	13.59	13.20

Notes to Tables 1-3:

Tables 1&2- Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Table 3- Prepared in part with funding from the Employment Security Division.

p/ denotes preliminary estimates.

r/ denotes revised estimates.

Government includes employees of public school systems and the University of Alaska.

Average hours and earnings estimates are based on data for full- and part-time production workers (manufacturing) and nonsupervisory workers (nonmanufacturing). Averages are for gross earnings and hours paid, including overtime pay and hours.

Benchmark: March 1994

## Nonagricultural Wage and Salary Employment by Place of Work

Southeast Region	p/	r/	Changes from		
	12/95	11/95	12/94	11/95	12/94
Total Nonag. Wage & Salary	33,350	34,450	32,900	-1,100	450
Goods-producing	4,350	5,350	4,200	-1,000	150
Mining	250	250	200	0	50
Construction	1,450	1,650	1,250	-200	200
Manufacturing	2,650	3,450	2,750	-800	-100
Durable Goods	1,200	1,700	1,300	-500	-100
Lumber & Wood Products	1,050	1,600	1,200	-550	-150
Nondurable Goods	1,450	1,750	1,450	-300	0
Seafood Processing	750	1,050	750	-300	0
Pulp Mills	500	500	500	0	0
Service-producing	29,000	29,100	28,700	-100	300
Transportation	2,600	2,650	2,500	-50	100
Trade	6,650	6,700	6,700	-50	-50
Wholesale Trade	500	550	550	-50	-50
Retail Trade	6,150	6,150	6,150	0	0
Finance-Ins. & Real Estate	1,450	1,450	1,500	0	-50
Services & Misc.	6,100	6,150	6,000	-50	100
Government	12,200	12,150	12,000	50	200
Federal	1,750	1,750	1,800	0	-50
State	5,350	5,350	5,100	0	250
Local	5,100	5,050	5,100	50	0

### Anchorage/Mat-Su Region

Total Nonag. Wage & Salary	130,250	131,450	130,250	-1,200	0
Goods-producing	11,300	12,150	11,400	-850	-100
Mining	2,750	2,700	3,000	50	-250
Construction	6,650	7,500	6,500	-850	150
Manufacturing	1,900	1,950	1,900	-50	0
Service-producing	118,950	119,300	118,850	-350	100
Transportation	12,600	12,850	13,350	-250	-750
Trade	32,800	32,950	32,000	-150	800
Finance-Ins. & Real Estate	7,500	7,500	7,600	0	-100
Services & Misc.	34,650	34,650	34,050	0	600
Government	31,400	31,350	31,850	50	-450
Federal	10,650	10,550	11,300	100	-650
State	9,100	9,200	9,050	-100	50
Local	11,650	11,600	11,500	50	150

### Gulf Coast Region

Total Nonag. Wage & Salary	23,650	24,650	23,200	-1,000	450
Goods-producing	4,300	5,050	4,150	-750	150
Mining	1,000	1,000	1,000	0	0
Construction	1,050	1,300	1,050	-250	0
Manufacturing	2,250	2,750	2,100	-500	150
Seafood Processing	1,100	1,500	1,000	-400	100
Service-producing	19,350	19,600	19,050	-250	300
Transportation	2,100	2,150	2,150	-50	-50
Trade	4,800	4,850	4,700	-50	100
Wholesale Trade	550	550	550	0	0
Retail Trade	4,250	4,300	4,150	-50	100
Finance-Ins. & Real Estate	700	700	700	0	0
Services & Misc.	5,100	5,150	5,000	-50	100
Government	6,650	6,750	6,500	-100	150
Federal	650	650	600	0	50
State	1,700	1,750	1,650	-50	50
Local	4,300	4,350	4,250	-50	50

Interior Region	p/	r/	Changes from:		
	12/95	11/95	12/94	11/95	12/94
Total Nonag. Wage & Salary	35,000	35,400	34,500	-400	500
Goods-producing	2,850	3,150	2,750	-300	100
Mining	700	700	850	0	-150
Construction	1,600	1,850	1,350	-250	250
Manufacturing	550	600	550	-50	0
Service-producing	32,150	32,250	31,750	-100	400
Transportation	2,500	2,500	2,500	0	0
Trade	7,900	7,900	8,000	0	-100
Finance-Ins. & Real Estate	1,100	1,100	1,150	0	-50
Services & Misc.	7,650	7,800	7,400	-150	250
Government	13,000	12,950	12,700	50	300
Federal	3,550	3,550	3,650	0	-100
State	4,850	4,850	4,600	0	250
Local	4,600	4,550	4,450	50	150

### Fairbanks North Star Borough

Total Nonag. Wage & Salary	30,900	31,000	30,400	-100	500
Goods-producing	2,600	2,800	2,550	-200	50
Mining	500	500	700	0	-200
Construction	1,550	1,750	1,300	-200	250
Manufacturing	550	550	550	0	0
Service-producing	28,300	28,200	27,850	100	450
Transportation	2,050	2,050	2,100	0	-50
Trucking & Warehousing	500	550	500	-50	0
Air Transportation	550	550	650	0	-100
Communications	300	300	250	0	50
Trade	7,400	7,400	7,450	0	-50
Wholesale Trade	800	850	800	-50	0
Retail Trade	6,600	6,550	6,650	50	-50
Gen. Merch. & Apparel	1,350	1,300	1,400	50	-50
Food Stores	800	800	750	0	50
Eating & Drinking Places	2,400	2,450	2,550	-50	-150
Finance-Ins. & Real Estate	1,000	1,000	1,050	0	-50
Services & Misc.	7,200	7,250	7,000	-50	200
Government	10,650	10,500	10,250	150	400
Federal	3,000	2,950	3,050	50	-50
State	4,650	4,650	4,400	0	250
Local	3,000	2,900	2,800	100	200

### Southwest Region

Total Nonag. Wage & Salary	14,700	15,300	14,900	-600	-200
Goods-producing	2,800	3,250	2,800	-450	0
Seafood Processing	2,500	2,850	2,450	-350	50
Service-producing	11,900	12,050	12,100	-150	-200
Government	5,700	5,800	5,950	-100	-250
Federal	650	700	850	-50	-200
State	500	500	450	0	50
Local	4,550	4,600	4,650	-50	-100

### Northern Region

Total Nonag. Wage & Salary	15,250	15,400	15,150	-150	100
Goods-producing	5,450	5,600	5,300	-150	150
Mining	5,000	5,150	4,750	-150	250
Service-producing	9,800	9,800	9,850	0	-50
Government	4,950	4,950	5,000	0	-50
Federal	200	200	250	0	-50
State	300	300	300	0	0
Local	4,450	4,450	4,450	0	0

## Air transportation loses more altitude

While seasonal drops dominated December's employment scene, not all of the change was attributed to seasonal factors. Part of the job loss in the air transportation industry was caused by the near shutdown of MarkAir Express. The loss of about 300 MarkAir Express jobs, combined with earlier losses due to MarkAir's demise, earned the air transportation sector the dubious distinction of being the state's second largest job loser compared to last December's job counts. Since last December, nearly one of every ten jobs in Alaska's air industry was lost. Some of the laid-off workers will be absorbed as other airlines fill in the gaps left by departed carriers, but it's unlikely that the industry will regain the altitude it reached in 1994 anytime soon. Losses in air transportation were surpassed only by federal government job losses.

## Hotel growth halting for now

Spurred by new facilities, most notably the Alyeska Resort and Prince Hotel, the hotel and lodging industry posted strong growth early in 1995. By year's end hotel job growth had waned considerably. One factor was the disappointing performance of the Alyeska hotel, which has significantly trimmed staff numbers from initial operating levels. An unusual lack of snow combined with extremely cold temperatures in the Anchorage area has dampened skiers' visits to the resort. However, the halt in hotel industry growth is likely a temporary phenomenon. Two hotels under construction in Fairbanks should come on line in 1996. Elsewhere, the Princess Tours lodge near Talkeetna will add seasonal rooms to the Denali Park area; Marriot and two other national chains are seriously looking at new facilities in Anchorage; and developers are working on projects that would add to Juneau's and Ketchikan's hotel capacity.

## Employment indicates below par holiday season

Retailers who added staff for the holiday season provided one exception to industry job loss in December. While Alaskan retailers did not label the 1995 holiday season a bust, employment levels indicate that previous years' holiday seasons were more robust. Since the mid-80s, general merchandisers have added about 15 percent to their staff levels during the holiday season compared to only about 10 percent this holiday season. A slower holiday season is not a surprising development, given the tremendous expansion in the retail sector during the past several years, while overall job and income growth has been slow.

## Year end finds economy stumbling

Seasonal movements dominated December employment and unemployment statistics. However, exceptions to seasonal patterns generally pointed to a slowing economy. Job losses in the transportation industry and the federal government combined with slower growth in retail and services to leave Alaska's economy running on the fumes of its most recent round of expansion. Looking at 1996, Alaska's economy will need to find new impetus for growth if it is to extend an eight-year run of job growth.

## T a b l e • 4

### Unemployment Rates by Region & Census Area

Not Seasonally Adjusted	Percent Unemployed		
	p/ 12/95	r/ 11/95	12/94
<b>United States</b>	5.2	5.3	5.1
<b>Alaska Statewide</b>	8.2	7.4	8.2
<b>Anchorage/Mat-Su Region</b>	6.4	6.0	6.5
Municipality of Anchorage	5.6	5.2	5.7
Mat-Su Borough	10.8	10.0	10.9
<b>Gulf Coast Region</b>	15.2	13.0	15.0
Kenai Peninsula Borough	14.7	12.9	14.4
Kodiak Island Borough	19.0	15.0	20.2
Valdez-Cordova	11.3	10.5	9.8
<b>Interior Region</b>	8.7	8.0	8.6
Denali Borough	16.3	15.6	14.0
Fairbanks North Star Bor.	7.8	7.2	7.9
Southeast Fairbanks	15.0	13.8	14.2
Yukon-Koyukuk	14.8	13.8	13.1
<b>Northern Region</b>	9.6	9.0	9.5
Nome	12.5	11.0	12.5
North Slope Borough	3.4	3.8	3.3
Northwest Arctic Borough	13.7	13.4	13.5
<b>Southeast Region</b>	9.2	7.7	9.4
Haines Borough	15.9	13.7	12.7
Juneau Borough	6.6	6.6	6.1
Ketchikan Gateway Borough	9.9	8.0	10.4
Pr. of Wales-Outer Ketch.	16.6	10.3	15.5
Sitka Borough	6.5	5.8	8.3
Skagway-Hoonah-Angoon	10.1	7.1	14.0
Wrangell-Petersburg	13.9	10.8	13.5
Yakutat Borough	9.2	3.9	14.4
<b>Southwest Region</b>	7.3	6.9	6.7
Aleutians East Borough	5.6	4.3	2.6
Aleutians West	1.3	1.1	2.6
Bethel	9.4	9.2	8.2
Bristol Bay Borough	8.9	8.8	10.0
Dillingham	8.3	8.5	10.4
Lake & Peninsula Borough	8.1	5.2	4.3
Wade Hampton	15.0	14.2	12.1
<b>Seasonally Adjusted</b>			
United States	5.6	5.6	5.4
Alaska Statewide	7.9	7.3	7.8

p/ denotes preliminary estimates      r/ denotes revised estimates  
Benchmark: March 1994

- Comparisons between different time periods are not as meaningful as other time series published by the Alaska Department of Labor.
- The official definition of unemployment currently in place excludes anyone who has made no attempt to find work in the four-week period up to and including the week that includes the 12th of each month. Most Alaska economists believe that Alaska's rural localities have proportionately more of these discouraged workers.

Source: Alaska Department of Labor, Research & Analysis Section.

# Alaska Employment Service

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Anchorage: Phone 269-4800

Bethel: Phone 543-2210

Dillingham: Phone 842-5579

Eagle River: Phone 694-6904/07

Mat-Su: Phone 376-2407/08

Fairbanks: Phone 451-2871

Glennallen: Phone 822-3350

Kotzebue: Phone 442-3280

Nome: Phone 443-2626/2460

Tok: Phone 883-5629

Valdez: Phone 835-4910

Kenai: Phone 283-4304/4377/4319

Homer: Phone 235-7791

Kodiak: Phone 486-3105

Seward: Phone 224-5276

Juneau: Phone 465-4562

Petersburg: Phone 772-3791

Sitka: Phone 747-3347/3423/6921

Ketchikan: Phone 225-3181/82/83



The Alaska Department of Labor shall foster and promote the welfare of the wage earners of the state and improve their working conditions and advance their opportunities for profitable employment.