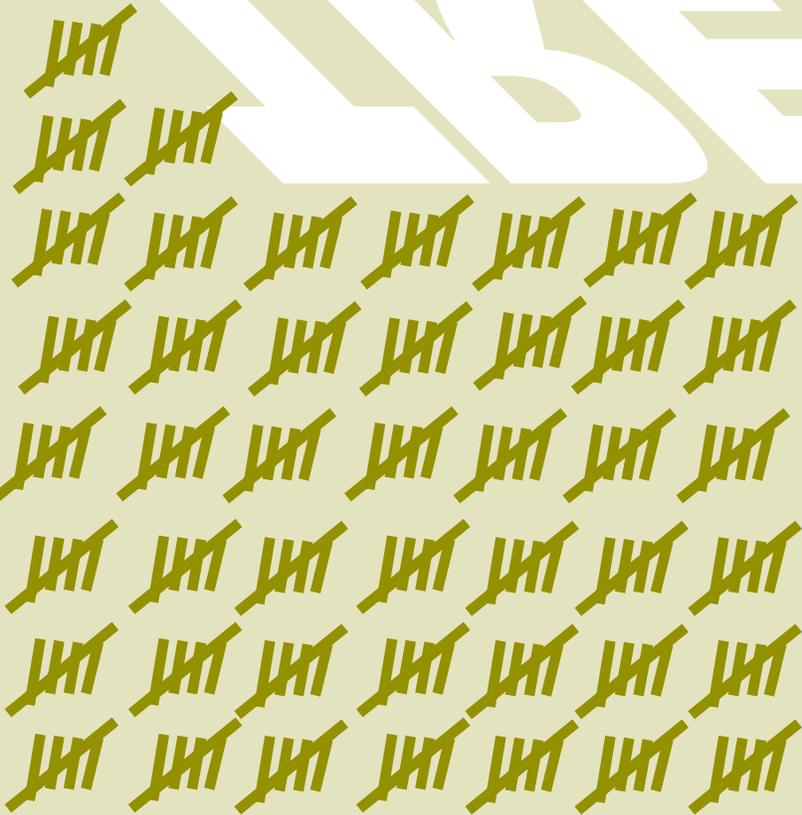


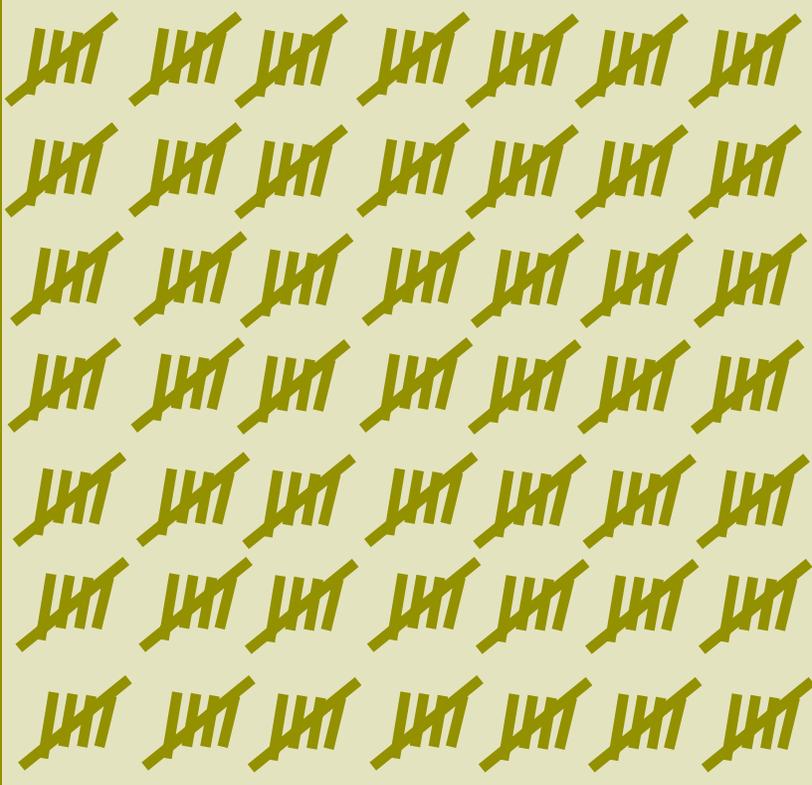
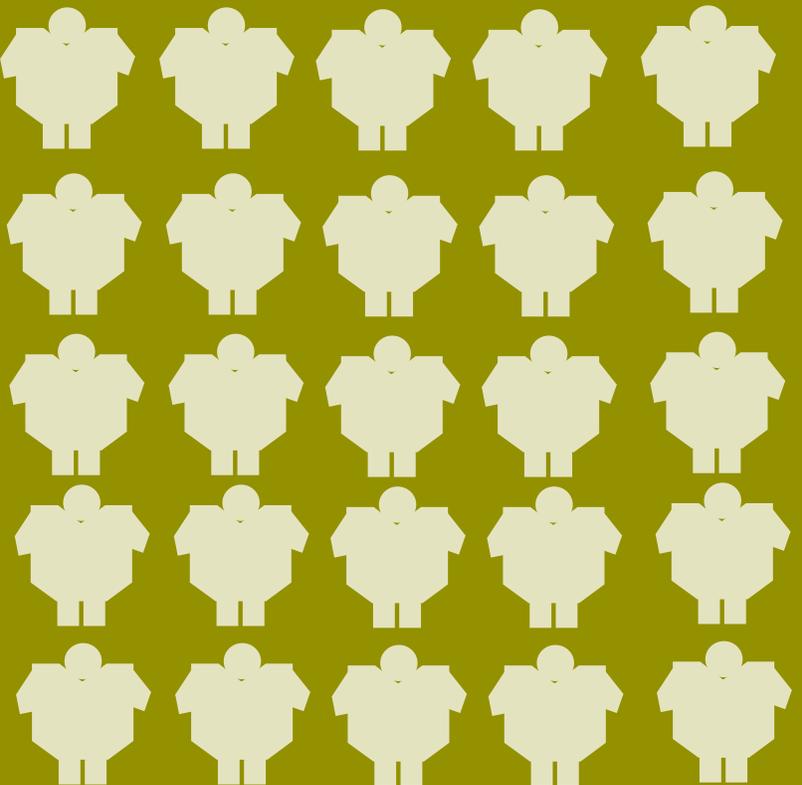
# TRENDS



Census 2000

Workforce Investment Act

Employment Scene



# ALASKA ECONOMIC **TRENDS**

March  
2000  
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-

# U.S. Census 2000

by Kathryn Lizik  
Labor Economist

**It's a massive effort to count everyone. Census data form the basis for redistricting legislative bodies, and are relied upon by a host of programs.**

**R**epresentation and direct Taxes shall be apportioned among the several States which may be included within this Union, according to their respective Numbers..... The actual Enumeration shall be made within three Years after the first Meeting of the Congress of the United States, and within every subsequent Term of ten Years, in such Manner as they shall by Law direct.

Article I, Section 2 of the Constitution of the United States

The United States has again reached that point in the decade when the nation's largest peacetime mobilization effort, the decennial census, takes place. For over 200 years, ever since the 13 original colonies broke their ties with Great Britain, national censuses have been conducted. Originally established both to apportion taxes and to support a representative style of government, the census today no longer has a role in tax collection. The census does, however, provide the basis for apportionment, the process of distributing the 435 congressional seats among the states. At the state level, census numbers are relied upon for redistricting, the redrawing of political districts within the states.

U.S. Census 2000 is being touted as the first fully computerized census, from collecting data to releasing the final results on the Internet. This electronic foundation will position Census 2000 as the information cornerstone for the next century. The distribution of billions of federal,

state and local dollars on thousands of projects and programs across our nation every year is tied directly to census data. Where that money gets spent and the reliability of all that data depends on the accuracy of the final count.

There are two key ingredients to a successful census: identifying all living quarters where people live, and getting a response to the census questionnaire for every person living in those quarters. Many conditions, however, challenge

*(Continued on page 5)*

## Census Counts First American in Unalakleet



Stanton Katchatag, 82, an Inupiaq Eskimo elder, and his wife, Irine, welcomed Census Bureau Director Kenneth Prewitt into their home in Unalakleet January 20, and became the first persons enumerated in the 2000 Census. A few minutes later, Prewitt took a snowmachine ride to the next house.  
*Photo: Al Grillo*

# 1 Census 2000 Short Form

**PLEASE DO NOT FILL OUT THIS FORM.**  
*This is not an official census form. It is for informational purposes only.*

## United States Census 2000

U.S. Department of Commerce • Bureau of the Census

**This is the official form for all the people at this address. It is quick and easy, and your answers are protected by law. Complete the Census and help your community get what it needs — today and in the future!**

---

### Start Here

Please use a black or blue pen.

- How many people were living or staying in this house, apartment, or mobile home on April 1, 2000?
 
 Number of people
 

*INCLUDE* in this number:

  - foster children, roomers, or housemates
  - people staying here on April 1, 2000 who have no other permanent place to stay
  - people living here most of the time while working, even if they have another place to live

*DO NOT INCLUDE* in this number:

  - college students living away while attending college
  - people in a correctional facility, nursing home, or mental hospital on April 1, 2000
  - Armed Forces personnel living somewhere else
  - people who live or stay at another place most of the time
- Is this house, apartment, or mobile home — Mark  *ONE* box.
  - Owned by you or someone in this household with a mortgage or loan?
  - Owned by you or someone in this household free and clear (without a mortgage or loan)?
  - Rented for cash rent?
  - Occupied without payment of cash rent?
- Please answer the following questions for each person living in this house, apartment, or mobile home. Start with the name of one of the people living here who owns, is buying, or rents this house, apartment, or mobile home. If there is no such person, start with any adult living or staying here. We will refer to this person as Person 1.
 

What is this person's name? *Print name below.*

Last Name MI

First Name
- What is Person 1's telephone number? *We may call this person if we don't understand an answer.*

Area Code + Number
- What is Person 1's sex? Mark  *ONE* box.
  - Male
  - Female
- What is Person 1's age and what is Person 1's date of birth?
 

Age on April 1, 2000

*Print numbers in boxes.*

Month	Day	Year of birth

**→ NOTE: Please answer BOTH Questions 7 and 8.**

- Is Person 1 Spanish/Hispanic/Latino? Mark  the "No" box if *not* Spanish/Hispanic/Latino.
  - No, not Spanish/Hispanic/Latino
  - Yes, Puerto Rican
  - Yes, Mexican, Mexican Am., Chicano
  - Yes, Cuban
  - Yes, other Spanish/Hispanic/Latino — *Print group.*
- What is Person 1's race? Mark  *one or more* races to indicate what this person considers himself/herself to be.
  - White
  - Black, African Am., or Negro
  - American Indian or Alaska Native — *Print name of enrolled or principal tribe.*
  - Asian Indian
  - Japanese
  - Native Hawaiian
  - Chinese
  - Korean
  - Guamanian or Chamorro
  - Filipino
  - Vietnamese
  - Samoan
  - Other Asian — *Print race.*
  - Other Pacific Islander — *Print race.*
  - Some other race — *Print race.*

**→ If more people live here, continue with Person 2.**

OMB No. 9607-0856; Approval Expires 12/31/2000

Form **D-61A**

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

*(Continued from page 3)*

the collection of an accurate count, including the presence of more immigrants, a larger non-English speaking population, a more mobile population, more total households, and more irregular living arrangements. What has and is being done to overcome these challenges follows.

## Operations

Long before the first census questionnaire was printed and delivered, census workers spent months walking the streets of every city and place updating master address lists. The originals were constructed primarily from the U.S. Postal Service and the 1990 census address list. This extraordinary effort was invoked because inaccurate addresses would increase the cost of the census to taxpayers—currently projected at \$4 billion—due to undeliverable questionnaires and unnecessary postage.

In areas without house numbers and street names, census workers list the address of each housing unit or other structure where a person lives or could live, note its location on a special census map, and update the map with any new streets or street names. Later, census takers can locate the non-addressable housing to deliver, leave or complete a questionnaire. The maps are also used by census non-response workers to track down those who do not mail back their questionnaires.

For Census 2000, every listed address will receive, at minimum, three items: a letter in advance of the census, the questionnaire, and a thank you/reminder card. The way these items are delivered will vary between big cities and rural areas.

In places where the U.S. Postal Service uses street addresses for mail delivery, the questionnaire will be mailed directly to the residence. In Alaska this approach will be greatly

expanded from what was done in 1990 when only Anchorage and the city of Fairbanks received questionnaires by direct mail delivery. For Census 2000, all of Anchorage Municipality, Fairbanks North Star Borough, and major parts of the Kenai Peninsula, Kodiak Island, Mat-Su and Juneau Boroughs will participate in this more efficient method of enumeration.

In rural areas where rural route/box number, post office box, and/or general delivery addresses are used, enumerators will deliver questionnaires to each address and recheck the address list to ensure that it includes every housing unit.

In most of the United States the census begins on April 1. It started earlier in Alaska because many rural residents leave to hunt and fish when the temperature begins to rise. Remote areas are also easier to reach by bush plane, dogsled and snowmobile while the ground is still frozen.

January 20 marked the official beginning of Census 2000, when Census Director Kenneth Prewitt traveled to Unalakleet to officially enumerate the first person in the entire nation. Most of the state's rural villages and places will follow suit with early enumeration to ensure that full coverage of these areas is completed before spring breakup.

In March, residents of larger cities, such as Anchorage, Fairbanks and Juneau, will receive their questionnaires in the mail. Census workers also will drop off questionnaires to residents in larger hub communities, such as Bethel, Nome, Barrow, and Kotzebue.

About 100 million census forms will go in the mail for the rest of the nation in mid-March. The bureau expects to have most of the forms back by April 11. After that, census workers will hit the streets and try to track down those who haven't returned their forms.

## Who gets counted?

The planners of the first decennial census in 1790 established the concept of "usual residence" as the main principle in determining where people were to be counted. This concept has been followed in all subsequent censuses and is the guiding principle for Census 2000. Usual residence has been defined as the place where the person lives and sleeps most of the time. This place is not necessarily the same as the person's voting residence or legal residence. Non-citizens who are living in the United States are included, regardless of their immigration status.

Determining usual residence is easy for most people. But given the wide diversity in types of living arrangements, the usual residence for some people is not so apparent. A few examples are people without housing, commuter workers, snowbirds, college students, live-in nannies, military personnel, and seasonal or migrant workers.

Applying the usual residence concept to real living situations means that people will not always be counted at the place where they happen to be staying on Census Day (Saturday, April 1, 2000). For example, people temporarily away from their usual residence, such as on vacation or on a business trip on Census Day, will be counted at their usual residence. People who live at more than one residence during the week, month, or year will be counted at the place where they live most of the time. People without a usual residence, however, will be counted where they are staying on Census Day.

## Preparation

The Census Bureau's address list and related maps are the foundation of a complete and accurate census. Some people not counted in the 1990 census were missed because the Census Bureau did not know their housing units existed. Up-to-date maps will help the Census Bureau

verify where each housing unit is located.

There are several major steps required to obtain a complete and accurate list of addresses and up-to-date maps. In Alaska, as in the other states, the process began by updating two separate computerized databases.

The first was the Topologically Integrated Geographic Encoding and Referencing (TIGER) system, which was developed for the 1990 census. It is the geographic source of all census maps and data. Throughout the 1990s, the Alaska Department of Labor's Census and Geographic Information Network participated in a series of geographic programs that corrected and updated Alaska's mapping data. Part of this mission was to work cooperatively with the state's many local governments to ensure the streets and other visible features agreed with their data. Statistical areas were also identified that would lend themselves to useful summary data after the census.

The other database, often referred to as the Master Address File, is the repository of all the Census Bureau's address information. The Census Bureau entered into partnership with any local government willing to review the address list specific to its jurisdiction. The participants had to agree to keep the information confidential as they reviewed the lists and maps for their areas and made necessary corrections. This operation was called the "Local Update of Census Addresses" (LUCA). Pre-census canvassing by census field workers added another layer of review. And finally, a New Construction Program will allow local jurisdictions to submit to the bureau, all the way up to Census Day, new housing units in those areas receiving questionnaires by direct mail.

## Employment

The Census Bureau will have 520 offices open across the country with each needing to hire

### Person 2

Your answers are important!  
Every person in the Census counts.



1. What is Person 2's name? *Print name below.*

Last Name: \_\_\_\_\_  
 First Name: \_\_\_\_\_ MI: \_\_\_\_\_

2. How is this person related to Person 1? *Mark [X] ONE box.*

<input type="checkbox"/> Husband/wife	<i>If NOT RELATED to Person 1:</i>
<input type="checkbox"/> Natural-born son/daughter	<input type="checkbox"/> Roomer, boarder
<input type="checkbox"/> Adopted son/daughter	<input type="checkbox"/> Housemate, roommate
<input type="checkbox"/> Stepson/stepdaughter	<input type="checkbox"/> Unmarried partner
<input type="checkbox"/> Brother/sister	<input type="checkbox"/> Foster child
<input type="checkbox"/> Father/mother	<input type="checkbox"/> Other nonrelative
<input type="checkbox"/> Grandchild	
<input type="checkbox"/> Parent-in-law	
<input type="checkbox"/> Son-in-law/daughter-in-law	
<input type="checkbox"/> Other relative — <i>Print exact relationship.</i>	_____

3. What is this person's sex? *Mark [X] ONE box.*

Male  Female

4. What is this person's age and what is this person's date of birth? *Print numbers in boxes.*

Age on April 1, 2000: \_\_\_\_\_  
 Month: \_\_\_\_\_ Day: \_\_\_\_\_ Year of birth: \_\_\_\_\_

→ NOTE: Please answer BOTH Questions 5 and 6.

5. Is this person Spanish/Hispanic/Latino? *Mark [X] the "No" box if not Spanish/Hispanic/Latino.*

No, not Spanish/Hispanic/Latino  Yes, Puerto Rican  
 Yes, Mexican, Mexican Am., Chicano  Yes, Cuban  
 Yes, other Spanish/Hispanic/Latino — *Print group.* \_\_\_\_\_

6. What is this person's race? *Mark [X] one or more races to indicate what this person considers himself/herself to be.*

White  
 Black, African Am., or Negro  
 American Indian or Alaska Native — *Print name of enrolled or principal tribe.* \_\_\_\_\_

Asian Indian  Japanese  Native Hawaiian  
 Chinese  Korean  Guamanian or Chamorro  
 Filipino  Vietnamese  Samoan  
 Other Asian — *Print race.* \_\_\_\_\_  Other Pacific Islander — *Print race.* \_\_\_\_\_

Some other race — *Print race.* \_\_\_\_\_

→ If more people live here, continue with Person 3.

### Person 3

Census information helps our community get financial assistance for roads, hospitals, schools, and more.



1. What is Person 3's name? *Print name below.*

Last Name: \_\_\_\_\_  
 First Name: \_\_\_\_\_ MI: \_\_\_\_\_

2. How is this person related to Person 1? *Mark [X] ONE box.*

<input type="checkbox"/> Husband/wife	<i>If NOT RELATED to Person 1:</i>
<input type="checkbox"/> Natural-born son/daughter	<input type="checkbox"/> Roomer, boarder
<input type="checkbox"/> Adopted son/daughter	<input type="checkbox"/> Housemate, roommate
<input type="checkbox"/> Stepson/stepdaughter	<input type="checkbox"/> Unmarried partner
<input type="checkbox"/> Brother/sister	<input type="checkbox"/> Foster child
<input type="checkbox"/> Father/mother	<input type="checkbox"/> Other nonrelative
<input type="checkbox"/> Grandchild	
<input type="checkbox"/> Parent-in-law	
<input type="checkbox"/> Son-in-law/daughter-in-law	
<input type="checkbox"/> Other relative — <i>Print exact relationship.</i>	_____

3. What is this person's sex? *Mark [X] ONE box.*

Male  Female

4. What is this person's age and what is this person's date of birth? *Print numbers in boxes.*

Age on April 1, 2000: \_\_\_\_\_  
 Month: \_\_\_\_\_ Day: \_\_\_\_\_ Year of birth: \_\_\_\_\_

→ NOTE: Please answer BOTH Questions 5 and 6.

5. Is this person Spanish/Hispanic/Latino? *Mark [X] the "No" box if not Spanish/Hispanic/Latino.*

No, not Spanish/Hispanic/Latino  Yes, Puerto Rican  
 Yes, Mexican, Mexican Am., Chicano  Yes, Cuban  
 Yes, other Spanish/Hispanic/Latino — *Print group.* \_\_\_\_\_

6. What is this person's race? *Mark [X] one or more races to indicate what this person considers himself/herself to be.*

White  
 Black, African Am., or Negro  
 American Indian or Alaska Native — *Print name of enrolled or principal tribe.* \_\_\_\_\_

Asian Indian  Japanese  Native Hawaiian  
 Chinese  Korean  Guamanian or Chamorro  
 Filipino  Vietnamese  Samoan  
 Other Asian — *Print race.* \_\_\_\_\_  Other Pacific Islander — *Print race.* \_\_\_\_\_

Some other race — *Print race.* \_\_\_\_\_

→ If more people live here, continue with Person 4.

800 to 1,000 people for four to six weeks around Census Day, April 1. About 860,000 workers will be needed to reach an anticipated 275 million people across the United States.

Instead of using full-time workers as was done in past censuses, the bureau will rely more heavily on part-timers. A tight labor market dictates the need to use more flexible hiring practices, turning to retirees, students, homemakers and federal employees working at other government agencies to fill the needed positions. Higher wages are also being promoted as an incentive to lure workers into this massive but short-lived employment opportunity. In 1990 enumerators received anywhere from \$5.50 to \$9 an hour, depending on local prevailing wages; in comparison, this year, they'll receive about \$7 to \$18 an hour. In Alaska starting wages for field workers will be \$18.75 per hour which includes the federal cost of living adjustment (COLA).

Following the advice of Census Director Prewitt, who said, "Our goal is to have a pool of local people who are familiar with their communities and committed to a successful count in their own neighborhoods," the bureau recruited workers across Alaska. A local census office opened in Anchorage in 1999; it currently employs about 100 workers. Two supply offices also opened in Juneau and Fairbanks earlier this year.

In January, team leaders and locally hired village liaisons started the rural enumeration process. In February, field enumerators covering the "Update/Leave" operation began the next phase. Finally, field workers tackling non-response for the Mail Out Mail Back areas will be on the payroll by the second week of April.

By the time the full Alaska operation reaches closure, intended to be no later than July, between 1,500 and 1,800 workers will have received a federal paycheck.

## Questionnaire

The Census Bureau decided to adopt a six-person questionnaire for Census 2000, which would apply to both the short and long-form version. This number was chosen as a result of research which found about four million households with six or more persons in the mailback areas, and only slightly more than one million households with seven or more persons.

Deciding which subjects to include was an interactive process involving the Census Bureau, the Office of Management and Budget, and the U.S. Congress. To balance concerns about the intrusiveness of the decennial census, the many requirements placed on federal agencies, and the needs of state, local, and tribal governments to manage programs, only those subjects that had specific federal legislative justification or were needed to meet legal requirements stemming from U.S. court decisions such as the Voting Act were recommended for Census 2000. For that reason some questions were dropped from 1990, (children ever born, year last worked, source of water, sewage disposal, and condominium status), some were moved from the short to the long form (marital status, units in structure, number of rooms, value of home, and monthly rent) and only one question was added (grandparents as caregivers).

The following questions will be on the short form (100%) questionnaire that everyone receives: Tenure (whether a housing unit is owned or rented), Name, Sex, Age, Relationship to household, Hispanic Origin, and Race.

The long form (sample) questionnaire, which goes to an average of one in six households, has the short form questions plus additional questions on the following subjects:

Social characteristics of population: marital status, place of birth, citizenship, year of entry, education, school enrollment, educational attainment,

ancestry, residence five years ago (migration), language spoken at home, veteran status, disability, and grandparents as caregivers.

structure built, year moved into unit, house heating fuel, telephone, vehicles available, and farm residence.

Economic characteristics of population: labor force status (current), place of work and journey to work, work status last year, industry/occupation/class of worker, and income (previous year).

Financial characteristics of housing: value of home, monthly rent, shelter costs (selected monthly owner costs).

### Race

Physical characteristics of housing: units in structure, number of rooms, number of bedrooms, plumbing and kitchen facilities, year

The question on race for Census 2000 has been modified to be consistent with the Office of

## Important Milestones in the Conduct of the Census **3** Census 2000

START DATE	FINISH DATE	EVENT	DESCRIPTION
1/31/00	5/1/00	List/Enumeration (Including Alaska)	Enumerators will visit each household in very remote or very sparsely populated areas (e.g. remote Alaska). Census maps will be updated, interviews conducted, and each address/location will be listed.
3/3/00	3/30/00	Update/Leave	This strategy is conducted in areas with predominately non-city-style addresses. Census workers will deliver the questionnaires to housing units and at the same time update their list of addresses of the units in their assignment area.
3/6/00	3/31/00	Mail Delivery	The mail delivery strategy includes an advance letter, questionnaire mailout, and a reminder card for nonrespondents (the reminder card is sent to all on the mailing out list—as a thank you card to those that have responded and to those who have not yet responded).
3/3/00	6/8/00	Telephone Questionnaire Assistance (TQA)	A toll-free telephone service will be provided by a commercial phone center to provide respondents assistance completing their Census 2000 questionnaires. Assistance will be available in several languages.
4/27/00	7/7/00	Nonresponse Followup (NRFU)	Enumerators begin follow-up on addresses for which a completed questionnaire has not been received.
7/27/00	8/15/00	Coverage Improvement Followup	The purpose of this operation is to improve coverage of persons in housing units potentially classified in error during NRFU. Census staff will re-visit these addresses to determine the status of the address as of Census Day.
3/7/00	8/24/00	Data Capture	This operation converts the responses on the census questionnaires into computer processed data.
12/31/00	12/31/00	Delivery of Apportionment Data	By legal mandate, apportionment data will be delivered to the President of the United States.
2/12/01	3/31/01	Redistricting Data	Completes the release of redistricting data to the states.

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

Management and Budget's (OMB) revised standards for collecting and tabulating data on race and ethnicity. In October, 1997, the OMB issued revised federal standards, which, among other changes, now allow each person answering the race question the option of marking or selecting one or more races. Each respondent decides his or her racial identity.

Other changes include: Three separate response identifiers (American Indian, Eskimo, and Aleut) used in the 1990 Census are now combined into one response category, American Indian or Alaska Native.

The Asian and Pacific Islander groups listed in two columns under the spanner "Asian or Pacific Islander" on the 1990 Census questionnaire are now grouped into two separate categories: 1) Asian and 2) Native Hawaiian and Other Pacific Islander.

In 1990 there were two write-in areas: one for American Indian and a shared area for Other Asian and Pacific Islander (Other API) and Other Race. For Census 2000, there are three write-in areas for people to provide more detailed information on an American Indian or Alaska Native tribe, an Other Asian group, an Other Pacific Islander group, or Some Other Race. On this form, the write-in area for an Other Asian group and for an Other Pacific Islander group is shared.

The groups shown in the census race question can be collapsed into the basic race categories needed by the federal government: White, Black or African American, American Indian and Alaska Native, Asian, Native Hawaiian and Other Pacific Islander, and Other.

These six discrete race categories can be used to yield 15 potential combinations of two races, 20 combinations of three races, 15 combinations of

four races, six combinations of five races, and finally, one ultimate combination for the American who chooses every racial option.

Altogether, this yields 63 different permutations, each of which can also be Hispanic or not, for a grand total of 126 possibilities.

### Confidentiality

Federal law (Title 13, United States Code) mandates that no one outside the Census Bureau, not even the President, can ever be given any information that would enable them to connect your answers with your name and address.

This includes courts of law, credit companies, solicitors, the police and military, the Internal Revenue Service, the Federal Bureau of Investigation, immigration, and welfare agencies. But what about the Freedom of Information Act? It could give individuals access to extensive compiled information, but not to individual census answers.

After you return your form, it will be sent to one of the Census Bureau's four processing centers, where workers will scan it directly into computers that can read responses. Within 10 to 15 days, it will be shredded. Your answers will be combined with those of other people to produce statistical summaries.

The Census Bureau's policy on confidentiality dates back 150 years. Since it was established, the agency has processed hundreds of millions of questionnaires—from those filled out by movie stars to those completed by your neighbors—without any breach of trust.

Information collected in the census, including addresses, is kept confidential for 72 years by law. Violations of the law can result in fines and imprisonment.

## Undercount adjustment

On January 25, 1999, the Supreme Court ruled five to four that the Census Bureau could not use statistical sampling to adjust the final numbers in the 2000 Census for congressional apportionment purposes. The term statistical sampling in this context was strictly for the adjustment of the final census numbers, which might be necessary if there were a potential under or over count which could be established by some method such as a post-census survey. The other type of sampling prohibited was one that could make up the difference caused by non-responses from those persons who for whatever reason did not or would not answer the census. The pros and cons of this issue were extensively debated prior to the court decision, and even with the decision, interpretations are coloring what the long-term outcome will be.

According to the Census Bureau, the court's decision will not affect the historically established sampling ratio for use of the census long form, of about one sample questionnaire for every six households. This sampling ratio will be used as it has been in previous censuses to obtain more detailed information.

## Outreach/promotion

With an operation as big and noteworthy as a decennial census, one would think everyone in the country would be aware of it. Not so. The response rate in 1990 was so dismal in some areas that the Census Bureau knew it had to take very pro-active steps in 2000 to counteract the different negative perceptions that could again detract from full participation. Several outreach and promotional approaches were developed to educate and encourage people to fill out and send in their questionnaires.

One of those approaches expends funds, for the first time in census history, to generate awareness

about a decennial census via print, broadcast and outdoor advertising. On October 27, 1999, the Census Bureau launched a multicultural and multilingual outreach campaign to inform everyone in the United States and its territories about the importance of participating in Census 2000. The campaign incorporates paid television, radio and print ads.

A somewhat different and more traditional approach continues in the form of partnerships with state, local, and tribal governments, community groups, advocacy groups, labor unions, trade and professional associations, service organizations, religious organizations, schools, youth groups, stores/local businesses, chambers of commerce, and media organizations.

The partnership program is a means to encourage mail response by those people who are not persuaded by direct mail, advertising or other methods. It complements the other methods by spreading information about the census, by assuring people that it is okay to participate and by providing help if needed.

The program has both a national and a regional focus. On the national level, the program is designed to implement promotional activities that may be sponsored and/or supported by national/umbrella government and nongovernmental organizations. For example, the Census Bureau will partner with Fortune 500 companies to promote the importance of the census through the services and products they provide.

Yet another approach will use media relations to encourage positive, informative coverage emphasizing the importance of responding to the census. "How America Knows What America Needs" challenges every member of every community in America to participate in the census. The first component of the program '90 Plus Five' challenges communities in areas where the census is conducted by mail to increase their mail response rate in Census 2000 by at least five percentage

points over the 1990 level. To gauge progress, Census 2000 response rates will be posted on the Internet and updated daily from March 27 to April 11.

### **Processing all that data**

Once a questionnaire has been filled out and mailed, where does it go and how does it change into data that can be tabulated and released as a census product?

Four data capture centers capable of processing the more than 150 million Census 2000 questionnaires anticipated to be returned, opened during 1999. Located in Phoenix, AZ, Pomona, CA, Baltimore County, MD, and Jeffersonville, IN, each center has equipment capable of scanning images which will be processed and translated into computer code. The optical scanners will, for the first time, be able to recognize handwritten responses, and not just filled-in ovals or boxes. The responses will be transmitted electronically over secure lines to Census Bureau headquarters for statistical analysis.

The Phoenix center has been designated to process about 1.7 million Spanish language questionnaires, while Pomona will receive about 1.8 million questionnaires from Puerto Rico.

### **Full Count Review**

A new quality enhancement program will be undertaken in Census 2000. The Demographic Full Count Review will check data for reasonableness and consistency with historical and external data sources. The review will capitalize on every opportunity to improve the data, by mustering the best analytic resources available. The analysis draws on demographic data and expertise to rapidly examine, rectify if possible, and approve data files and products for further processing or release to the public. This review will be facilitated through the Federal/State Cooperative Program for Population

Estimates. Research and Analysis' demographics unit will be working directly with the Census Bureau to bring their detailed knowledge of Alaska's demographic makeup to bear on this review.

The review process begins prior to Census Day with activities to improve the quality of the information contained in the Bureau's Special Place/Group Quarters files. The objective of this review is to provide the most complete data possible going into Census Day. The program will continue after the census, as data and products are generated.

### **Data distribution**

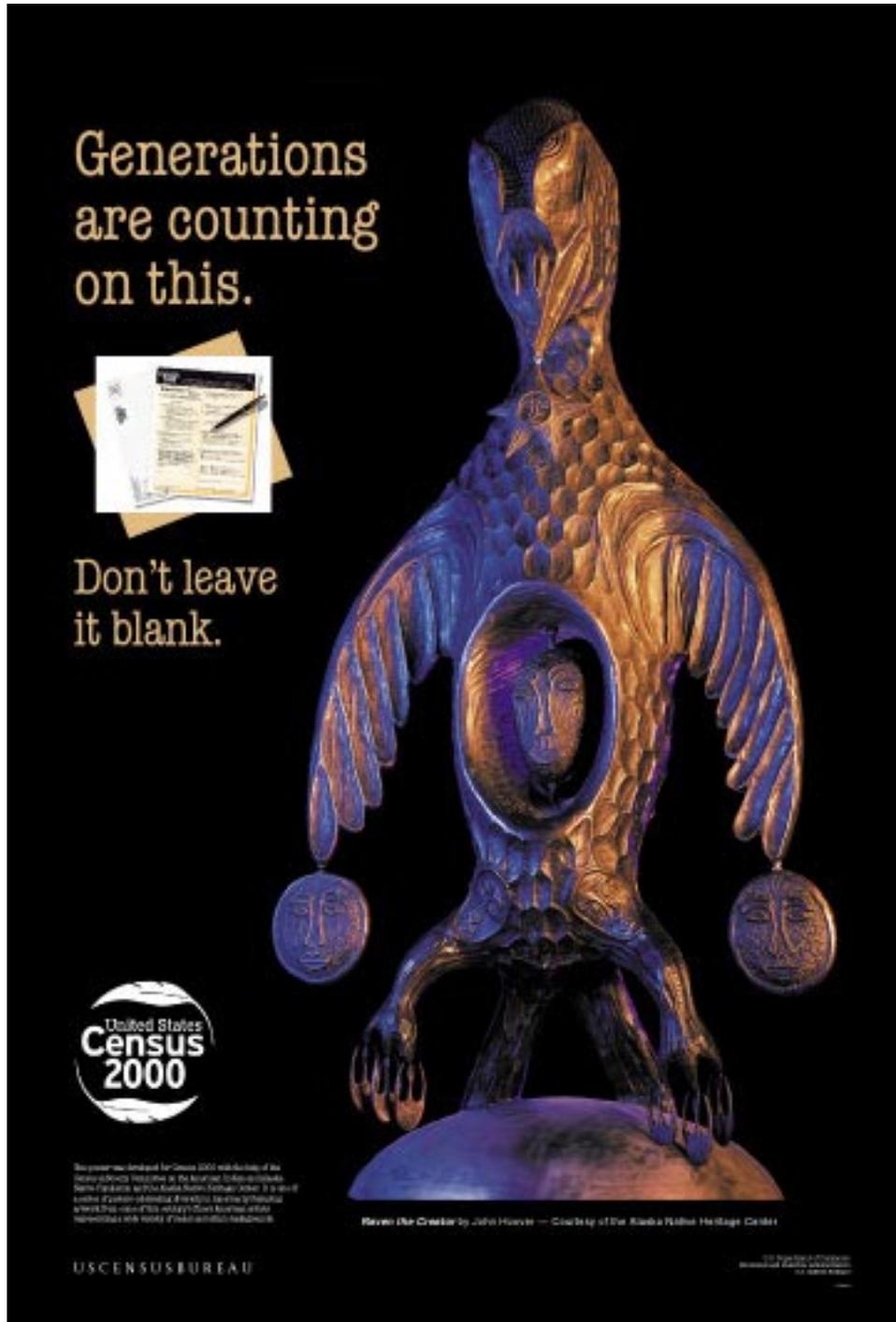
As with past censuses, anticipation of the new and better data from Census 2000 leads analysts, consultants and other data users to wonder just how soon products will become available once the census has concluded. Some of the first census data products are required by law, Title 13, U.S. Code, and include delivery of the state population counts to the President on or before December 31, 2000. These counts will be used to reapportion the seats in the U.S. House of Representatives.

Under the Voting Rights Act, the Census Bureau must next provide the states with race and ethnic data for small geographic areas to be used for the redistricting process specified in P.L. 94-171 by April 1, 2001. All other products will be released on a flow basis from June, 2001, through September, 2003.

Census 2000 will offer five categories of products: Profiles, Printed Reports, Electronic Files, Quick Tables, Geographic Summary Tables, and Microdata Files. All data will be available for Alaska through the Census Bureau's state partnership program, the Census and Geographic Information Network, located in the Research and Analysis Section of the Department of Labor and Workforce Development, via its websites and/or by directly contacting program staff.

# Poster Helps Raise Awareness of the Census **4**

*Raven the Creator* by John Hoover



Source: U.S. Census Bureau, U.S. Department of Commerce. Poster developed in cooperation with the Census Advisory Committee on the American Indian and Alaska Native Population and the Alaska Native Heritage Center.

# The Workforce Investment Act

by Corine Geldhof  
Communications Coordinator

## Federal law mandates job training consolidation; "One Stop" brings many programs under one roof

**A**s the new century commences, preparing the state's workforce is more important than ever before. New skills and new knowledge for workers are demanded, and many Alaskans want to be better prepared. Employers report difficulty finding skilled workers. Both new entrants into the labor force and those already there are challenged to adapt to a constantly changing job market. The challenges are large and complex, but new federal legislation signed into law by the President in 1998 changes the approach. Called the Workforce Investment Act (WIA), the new law mandates integration of national and state job training programs and is the first major reform of its type in more than 15 years.

The act is the result of a four-year bipartisan effort on the part of the Administration and Congress. The WIA's stated purpose is:

"...to provide workforce investment activities, through statewide and local workforce investment systems, that increase the employment, retention, and earnings of participants, and increase occupational skill attainment by participants, and as a result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation."

By rewriting federal job training laws, the legislation reduced the number of funding

streams from 70 to three—for adults, dislocated workers and youth—and consolidated a patchwork of some 60 federal job training programs generated over the last six decades. By integrating these widespread education, training and employment programs into a comprehensive design, the WIA may overcome the effects of the long established piecemeal approach to getting the national labor force ready for the ever-changing world of work. The private sector's questioning of the value of job training, and the flow of federal funds to institutions regardless of performance may become history. For Alaska, some training will be easier to achieve and accountability will be the watchword.

By July 1, 2000, two principal changes are called for in the way state labor departments—the traditional venue for employment and training program administration—must conduct the business of preparing job seekers for work, actually assisting them in finding jobs, and getting employers the skilled workers they need.

1) The WIA repeals the Job Training Partnership Act (JTPA) and replaces it with an employment and training system for adults, dislocated workers, and youth. It remains locally focused, but with increased flexibility in the use of program dollars; and

2) A locally driven "one-stop" service delivery system is mandated, integrating a broad array of employment and training programs.

There were also amendments to existing programs such as the Wagner-Peyser Act, which governs the Employment Service program, legislation governing adult education and literacy, and the Rehabilitation Act. The new act also strengthens the focus on employment statistics at the local, state and national levels, which will provide sought-after labor market information about job vacancies, occupations in demand and the skills and earnings associated with them.

The cornerstone of the new workforce investment system is "one-stop" service delivery. "One-stop" brings together under one roof a choice of training, education and employment programs. One-stop offices are already open in local communities across the state. The employment security system, in place in Alaska since 1937, plays a critical role in a one-stop system as the primary job-finding source, especially for eligible unemployed workers who receive cash benefits while temporarily out of work. Under WIA, more intensive services are required to assist those in low wage jobs to increase their earnings.

Alaska's current workforce development system has been primed to implement the WIA by several recent initiatives. The Alaska Job Center Network, a result of a three-year, federal implementation grant, established a one-stop delivery system in the state. The purpose of the grant was to consolidate and simplify employment and training services for both job seekers and employers at easy-to-reach sites. There are currently 10 full service job centers in Alaska, and 11 satellite offices, mostly in rural areas. (See Exhibit 1.) In 1999, legislation (House Bill 40) consolidated related employment, education, training and vocational rehabilitation programs into the newly renamed Alaska Department of Labor and Workforce Development. In June, 1999, Governor Knowles signed Administrative Order No. 182 designating the state workforce investment board and local workforce investment

areas, all required under the new federal law. Collectively, these measures codify the one-stop career center approach currently in place in Alaska and ensure that the state can take advantage of the flexibility and innovation available under the Workforce Investment Act.

The law allows one-stops to be run by the best available operator, who must ensure the major elements of the WIA are incorporated. These are:

- Increased coordination – to encourage joint ventures with emphasis on coordination of plans, programs and activities to improve services and to avoid duplication.
- One-stop delivery systems – to conveniently deliver choice of services to participants and link the new workforce development system to the employer; over twelve federal workforce development programs will be represented in one-stop service delivery systems.
- Universal access – to make assessment, counseling, job search assistance, and information on jobs and job prospects available to everyone. Access to intensive services and job training is based on eligibility with priority given to recipients of public assistance or low-income individuals.
- Work first – to help individuals gain employment as the first stage of service delivery and prior to offering training.
- Empowered customers – to give customers the ability to make informed choices that meet their employment goals by providing easy access to a wealth of labor market information, information on the performance of training providers, and the use of individual training accounts (vouchers).
- Increased flexibility – to meet local training

*(Continued on page 17)*

# 1 Alaska's One-Stop Offices

## Alaska Job Centers

Go to:

<http://www.jobs.state.ak.us/offices.htm>

to find the nearest Alaska Job Center in your area.

*(Continued from page 15)*

needs and use available resources more creatively through partnerships with local governments and boards to develop systems that are responsive to the needs of the workforce and businesses in the local labor market.

➤ Business focused – to make business a critical partner in the development and design of service delivery systems with strong linkages to economic development.

➤ Increased accountability – to require state and local entities managing the system to meet core indicators of performance, or suffer sanctions. Through vouchers, participants choose training based on program outcomes. To survive in the market, training providers must make accountability for performance a top priority.

To put these themes into practice, the WIA provides new guidelines for both state and local governance and service delivery with business in the lead. At the same time, it offers the option of capitalizing on the workforce investments in place through a "grandfather" option. Long term strategic plans (five years) are required at both the state and local levels to help maximize the use of employment and training resources and to ensure results. Alaska is now in the process of writing a five-year plan with input from seven mandated Work Groups drawn from the private sector, state and local governments, organized labor and education.

It is important to note that, although JTPA is going away, many of the services delivered and functions required under JTPA are not. The Workforce Investment Act continues to provide funding for services to adults, dislocated workers, and youth. Unquestionably, there are significant changes: funding is more flexible, performance will be measured differently, and local governance is different. However, Alaska's JTPA system has been a strong one with measurable success and has much to offer as Alaska makes the transition under the new law.

## Summary

Job training reform comes at an opportune time. In shifting economic times, where creativity, innovation and technology are facilitators of labor market activities, and where the level of skills needed in the workplace has increased, making education and job training even more critical, reforms under the Workforce Investment Act may bring welcome possibilities in Alaska.

Many employers are having difficulty locating and attracting qualified workers for entry-level jobs, while at the same time, many workers with little or no skills are trapped in low-wage, dead end jobs. WIA will permit Alaska to continue building a delivery system in which any adult interested in advancing his or her career, regardless of income, can keep on learning. Also, it permits any job seeker, such as low-income adults and welfare parents, disadvantaged youth, unemployed or displaced workers, and others willing to learn and work, access to high quality information and services.

In Alaska, workers will continue to need jobs and employers will continue to need workers. With the advent of WIA, both will be given a more ordered, accessible array of public employment and training services, now called a workforce investment system.

# Low Unemployment and Modest Job Growth Mark 1999

## Alaska Employment Scene

by  
Rachel Baker  
Labor Economist

### December unemployment matches record low for month

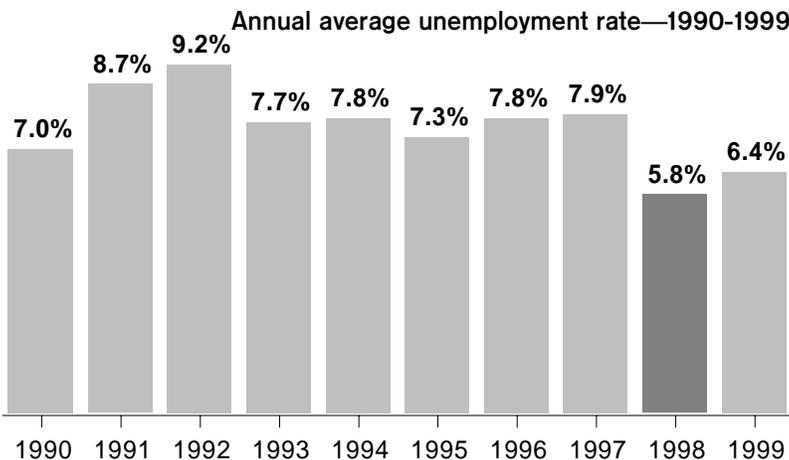
**A**s 1999 came to a close, Alaska's economy continued to have historically low unemployment rates and modest job growth. The December unemployment rate of 5.9% matched the December 1998 rate, which was the lowest on record for that month. The 1999 annual average unemployment rate came in at 6.4%, which was the second-lowest rate recorded in the last 20 years. (See Exhibit 1.)

Regionally, Anchorage's 3.9% unemployment rate was the lowest in the state, moving down two-tenths of a percentage point from November. The unemployment rates in Anchorage and other urban areas such as Fairbanks and Juneau typically respond less to seasonal activity than Alaska's rural areas. For example, the unemployment rate jumped 5.5 percentage points in the Lake and Peninsula Borough in December and the Prince of Wales-Outer Ketchikan Census Area had an increase of 4.8 points. Seasonal industries like fishing and timber are important economic components in these areas, and the winter slowdown significantly affects unemployment rates. (See Exhibit 6.)

The December wage and salary job count dropped 3,400 from the previous month. The construction, seafood processing, timber and transportation industries drove the loss, which was fairly typical for December. In contrast, retail shops and the Postal Service (federal government sector) added workers for the busy holiday season. (See Exhibit 3.)

## 1 1999 Unemployment Rate is second lowest on record

1998 rate is all-time low



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

### Job growth small, but positive in 1999

Alaska's economy has gained 3,200 jobs since December of 1998. Although most of those jobs

were added in services, other gains came from transportation, trade and construction. (See Exhibit 2.) Most of the gain in the transportation, communications and utilities sector came from the transfer of the municipal telephone utility in Anchorage (local government) to the private sector. The transfer of about 700 jobs took place in June 1999, and by December, staff increases in local school districts compensated for the loss and pushed the statewide local government employment level 100 above last year.

Preliminary estimates for average employment growth in 1999 put the gain close to 2,700 jobs, which translates into an annual growth rate of 1.0%. This rate fell short of growth seen earlier in the 1990s, but was still positive in spite of a tough year for Alaska's oil industry. Cutbacks at oil production and service companies dampened job growth throughout the first half of 1999, but by the final months of the year, employment levels had bottomed out in the industry.

Although oil prices have been high for several months, uncertainty about the outcome of the BP Amoco and Atlantic Richfield Company merger has limited oil field activity and made it increasingly difficult to speculate about future production, exploration and development plans in Alaska. After the Federal Trade Commission voted on February 2 to block the merger with a federal lawsuit, the outlook for employment and investment in Alaska's oil and gas industry became even more uncertain.

### Construction is still going strong

Construction employment was surprisingly strong in 1999, despite less than robust growth in other sectors of the economy. Although building activity slowed in December as part of a normal seasonal downturn, the Anchorage International Airport expansion and other publicly funded construction pushed the employment level 400 above last

year. Retail store and hotel construction also added to employment in the industry.

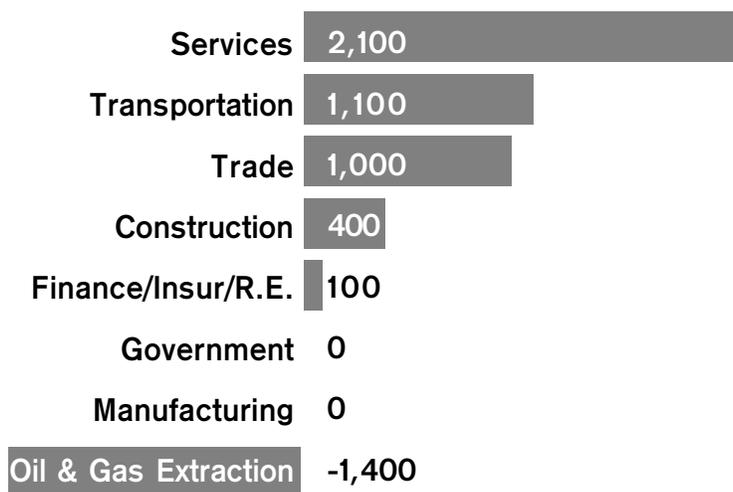
The outlook for publicly funded construction projects improved recently with news that the U.S. Corps of Engineers plans to increase its level of spending into 2002. The corps will fund upgrades to schools, hospitals, hangars, and other facilities at military bases. Nonmilitary construction plans include a new harbor in Wrangell and harbor upgrades in Seward and Nome. About \$241 million has also been budgeted for environmental cleanup at sites that were previously owned by the military.

There was more good news for the construction industry with the announcement of a \$350 million bond proposal to improve roads in Anchorage, the Mat-Su Borough, Fairbanks, and rural Alaska and add faster ferries to the Alaska Marine Highway System in Southeast. Although these

*(Continued on page 22)*

## Services Sector Leads Growth 2

Employment change December 1998-1999



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

# 3 Nonagricultural Wage and Salary Employment

## By place of work

Alaska	preliminary	revised	Changes from:		
	12/99	11/99	12/98	11/99	12/98
Total Nonag. Wage & Salary	268,300	271,700	265,100	-3,400	3,200
Goods-producing	29,100	32,300	30,200	-3,200	-1,100
Service-producing	239,200	239,400	234,900	-200	4,300
Mining	8,800	8,800	10,300	0	-1,500
Oil & Gas Extraction	7,500	7,400	8,900	100	-1,400
Construction	12,100	13,300	11,700	-1,200	400
Manufacturing	8,200	10,200	8,200	-2,000	0
Durable Goods	2,400	2,800	2,400	-400	0
Lumber & Wood Products	1,400	1,700	1,400	-300	0
Nondurable Goods	5,800	7,400	5,800	-1,600	0
Seafood Processing	3,100	4,700	3,100	-1,600	0
Transportation/Comm/Utilities	25,500	25,800	24,400	-300	1,100
Trucking & Warehousing	3,000	2,900	2,900	100	100
Water Transportation	1,500	1,700	1,500	-200	0
Air Transportation	9,200	9,100	9,000	100	200
Communications	5,300	5,300	4,400	0	900
Electric, Gas & Sanitary Svcs.	2,500	2,500	2,500	0	0
Trade	57,500	57,500	56,500	0	1,000
Wholesale Trade	8,900	8,900	8,700	0	200
Retail Trade	48,600	48,600	47,800	0	800
Gen. Merchandise & Apparel	10,600	10,500	10,000	100	600
Food Stores	7,000	7,000	7,300	0	-300
Eating & Drinking Places	15,800	16,000	15,400	-200	400
Finance/Insurance/Real Estate	12,600	12,600	12,500	0	100
Services & Misc.	69,200	68,900	67,100	300	2,100
Hotels & Lodging Places	5,800	5,800	5,500	0	300
Business Services	9,000	8,900	9,100	100	-100
Health Services	15,800	15,700	15,100	100	700
Legal Services	1,600	1,600	1,600	0	0
Social Services	7,900	7,900	7,500	0	400
Engineering & Mgmt. Svcs.	7,900	8,000	7,800	-100	100
Government	74,400	74,600	74,400	-200	0
Federal	16,600	16,500	16,600	100	0
State	21,800	22,100	21,900	-300	-100
Local	36,000	36,000	35,900	0	100

Municipality of Anchorage	preliminary	revised	Changes from:		
	12/99	11/99	12/98	11/99	12/98
Total Nonag. Wage & Salary	132,600	132,200	130,200	400	2,400
Goods-producing	10,800	11,300	10,700	-500	100
Service-producing	121,800	120,900	119,500	900	2,300
Mining	2,300	2,300	2,600	0	-300
Oil & Gas Extraction	2,200	2,200	2,500	0	-300
Construction	6,500	6,900	6,200	-400	300
Manufacturing	2,000	2,100	1,900	-100	100
Transportation/Comm/Utilities	14,300	14,200	13,200	100	1,100
Air Transportation	6,100	6,000	5,900	100	200
Communications	3,500	3,500	2,600	0	900
Trade	32,600	32,300	32,300	300	300
Wholesale Trade	6,500	6,400	6,400	100	100
Retail Trade	26,100	25,900	25,900	200	200
Gen. Merchandise & Apparel	5,400	5,400	5,100	0	300
Food Stores	2,700	2,700	3,000	0	-300
Eating & Drinking Places	9,200	9,100	9,000	100	200
Finance/Insurance/Real Estate	7,600	7,500	7,500	100	100
Services & Misc.	38,200	37,900	37,200	300	1,000
Hotels & Lodging Places	2,800	2,800	2,600	0	200
Business Services	6,400	6,400	6,500	0	-100
Health Services	8,400	8,400	8,100	0	300
Legal Services	1,200	1,200	1,200	0	0
Social Services	3,700	3,600	3,600	100	100
Engineering & Mgmt. Svcs.	5,700	5,800	5,600	-100	100
Government	29,100	29,000	29,300	100	-200
Federal	10,100	9,900	10,000	200	100
State	8,700	8,800	8,800	-100	-100
Local	10,300	10,300	10,500	0	-200

Notes to Exhibits 3, 4, & 5—Nonagricultural excludes self-employed workers, fishers, domestics, and unpaid family workers as well as agricultural workers. Government category includes employees of public school systems and the University of Alaska.

Exhibits 3 & 4—Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Exhibit 5—Prepared in part with funding from the Employment Security Division.

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

# 4 Hours and Earnings

## For selected industries

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	preliminary	revised	12/98	preliminary	revised	12/98	preliminary	revised	12/98
	12/99	11/99		12/99	11/99		12/99	11/99	
Mining	\$1,336.76	\$1,356.60	\$1,265.66	49.2	47.5	46.6	\$27.17	\$28.56	\$27.16
Construction	1,070.12	1,028.35	1,038.77	39.9	38.4	40.8	26.82	26.78	25.46
Manufacturing	534.55	492.40	521.03	35.9	36.1	36.9	14.89	13.64	14.12
Seafood Processing	289.17	284.49	331.89	30.6	32.7	34.5	9.45	8.70	9.62
Transportation/Comm/Utilities	698.35	723.10	623.31	34.9	35.0	32.6	20.01	20.66	19.12
Trade	441.86	445.11	414.96	33.5	33.9	32.7	13.19	13.13	12.69
Wholesale Trade	619.55	628.46	615.65	36.9	37.7	36.3	16.79	16.67	16.96
Retail Trade	411.25	413.34	379.74	32.9	33.2	32.1	12.50	12.45	11.83
Finance/Insurance/Real Estate	598.19	604.82	557.72	34.9	34.9	36.5	17.14	17.33	15.28

Average hours and earnings estimates are based on data for full-time 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 1998

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



# 6 Unemployment Rates

## By region and census area

(Continued from page 19)

Not Seasonally Adjusted	Percent Unemployed		
	preliminary	revised	
	12/99	11/99	12/98
United States	3.7	3.8	4.0
Alaska Statewide	5.9	5.8	5.9
Anchorage/Mat-Su Region	4.4	4.5	4.2
Municipality of Anchorage	3.9	4.1	3.6
Mat-Su Borough	6.8	6.6	7.0
Gulf Coast Region	11.2	11.1	10.8
Kenai Peninsula Borough	11.4	11.1	10.7
Kodiak Island Borough	10.9	12.0	11.9
Valdez-Cordova	10.4	10.1	9.5
Interior Region	6.2	5.9	6.6
Denali Borough	10.6	10.7	8.8
Fairbanks North Star Borough	5.5	5.2	6.0
Southeast Fairbanks	11.6	10.7	10.9
Yukon-Koyukuk	11.0	11.9	12.2
Northern Region	8.4	9.2	7.6
Nome	8.7	8.9	8.9
North Slope Borough	6.2	7.6	5.0
Northwest Arctic Borough	11.2	12.2	9.7
Southeast Region	6.4	5.6	7.0
Haines Borough	12.3	11.4	12.1
Juneau Borough	4.3	4.4	5.1
Ketchikan Gateway Borough	6.7	6.4	7.6
Prince of Wales-Outer Ketchikan	10.4	8.4	12.2
Sitka Borough	4.3	3.9	5.6
Skagway-Hoonah-Angoon	10.4	5.6	6.7
Wrangell-Petersburg	9.6	6.9	9.6
Yakutat Borough	8.2	5.8	9.4
Southwest Region	9.1	7.8	9.3
Aleutians East Borough	7.2	4.5	6.8
Aleutians West	7.9	6.1	11.3
Bethel	8.5	7.8	8.6
Bristol Bay Borough	10.0	9.8	8.6
Dillingham	8.8	7.8	5.9
Lake & Peninsula Borough	9.5	4.0	6.6
Wade Hampton	13.7	13.2	14.6
Seasonally Adjusted			
United States	4.1	4.1	4.4
Alaska Statewide	5.9	5.7	5.6

### March 1998 Benchmark

Comparisons between different time periods are not as meaningful as other time series produced by Research and Analysis. The official definition of unemployment currently in place excludes anyone who has not made an active attempt to find work in the four-week period up to and including the week that includes the 12th of the reference month. Due to the scarcity of employment opportunities in rural Alaska, many individuals do not meet the official definition of unemployed because they have not conducted an active job search. They are considered not in the labor force.

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

projects were already in the planning stages, the proposed bond package borrows against future federal highway funds and allows work to begin ahead of the original schedule. If the bond proposal receives legislative and voter approval, work could begin in the next fiscal year.

### Crab industry has short-lived celebration

The king crab season was a definite success for fishers, as they received a record \$6.25 per pound in December for their catch. The high prices were attributed to reduced inventories and increased demand for crab at New Year's Eve celebrations. The crabbers' celebration was short-lived, however, for the opening of the January opilio (snow) crab fishery was postponed to no earlier than April 1 due to weather conditions. The postponement added insult to injury for the snow crab fleet, which already faced an 85 percent drop in allowable harvest from last year. A sudden crash in snow crab stocks caused the quota reduction, and is likely to result in the cancellation of next year's fishery. The fleet's earnings will be cut by almost \$148 million if last year's price per pound holds, but the drastically reduced harvest could bring a higher price for this year's catch.

### Merger mania moves to Alaska's banking industry

In December, Wells Fargo announced that it plans to purchase the National Bank of Alaska's (NBA) holding company. Wells Fargo and NBA hope to secure shareholder and regulator approval by May of this year. Wells Fargo has been actively purchasing banks like NBA to gain a foothold in new markets, and it typically leaves the management structure of the purchased companies relatively undisturbed. A Wells Fargo spokesman indicated that there were no plans to make significant changes in NBA's staff level of about 1,250.

# Employer Resources

The President has extended the Work Opportunity Tax Credit and Welfare-to-Work programs through December 31, 2001. These programs offer tax credits to businesses as incentives to hire people in seven specific target

groups. More information on these tax credits and other topics of interest to employers is available through the Alaska Job Center Network website at [www.jobs.state.ak.us](http://www.jobs.state.ak.us)

The screenshot shows a web browser window titled "Employer Connection - AJCN - Microsoft Internet Explorer". The address bar shows "http://www.jobs.state.ak.us/employer.htm". The page content includes a header "Welcome to the Alaska Job Center Network Employer Connection" with a banner image of five people. Below the header, there are several sections: "Seafood Industry Employers" with a blue background, "Job Order Options" with a blue background, and "Welfare-to-Work" with a blue background. A central logo for "Jobs" (Alaska Job Center Network) and "America's Job Bank" is present. At the bottom, there is a grid of links including "Alaska Employer Handbook", "Employment Related Posters", "Unemployment Insurance", "Business Services", "Employment Security Tax", "Vocational Rehabilitation", "Employment Application (.pdf)", "Occupational Safety and Health", "Wage and Hour", "Employee Bonding", "Tax Credits" (circled in red), and "Workers Compensation".

The screenshot shows a web browser window titled "Work Opportunity and Welfare-to-Work Tax Credits - Microsoft Internet Explorer". The address bar shows "http://www.labor.state.ak.us/wotc/wotc.htm". The page content includes a header "www.labor.state.ak.us" with sub-links for "Job Seeker", "Employer", and "Worker". The main heading is "Work Opportunity and Welfare-to-Work Tax Credits". Below this, there is a list of links: "What are the WOTC and W2W Programs?", "Who is Helped by WOTC and W2W?", "How Much is the Tax Credit?", "Who are the Targeted Groups?", "Who Doesn't Qualify?", "Instructions for Employers in Alaska", "How to Get Forms", "Contacts for Additional Information", and "How to Find Tax Credit Qualified Applicants". The main text section is titled "What are the WOTC and W2W Programs?" and explains that employer tax credits are an important part of strategies to help people gain on-the-job experience and acquire better employment. It states that the Work Opportunity Tax Credit (WOTC) and Welfare-to-Work (W2W) programs offer federal tax credits to employers as an incentive to hire people in seven specific target groups, with the tax credits extended through December 31, 2001. A second section titled "Who is Helped by WOTC and W2W?" explains that WOTC and W2W help both employers and targeted job seekers, with employers saving on payroll expenses and job seekers gaining an advantage in the job market.



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