

HB

58

FISCAL NOTE

STATE OF ALASKA
2009 LEGISLATIVE SESSION

Fiscal Note Number: HB58
 Bill Version: _____
 () Publish Date: _____

Identifier (file name): HB058-EED-ACPE-02-27-09 Dept. Affected: Education
 Title An Act relating to a student loan repayment program for RDU ACPE
specified occupations or fields in which a shortage of.... Component Program Administration and
 Sponsor Rep. Bill Thomas Operations
 Requester (H)EDC Component Number 2738

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

	Appropriation Required	Information										
		FY 2010	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015				
OPERATING EXPENDITURES												
Personal Services	62.7		64.3		65.9		67.5		68.9		70.2	
Travel												
Contractual												
Supplies												
Equipment												
Land & Structures												
Grants & Claims		2,100.0		4,300.0		6,400.0		8,500.0		10,600.0		12,800.0
Miscellaneous												
TOTAL OPERATING		2,100.0		4,364.3		6,465.9		8,567.5		10,668.9		12,870.2
CAPITAL EXPENDITURES		150.0										
CHANGE IN REVENUES ()												

FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts												
1003 GF Match												
1004 GF		2,100.0		4,364.3		6,465.9		8,567.5		10,668.9		12,870.2
1005 GF/Program Receipts												
1037 GF/Mental Health												
Other Interagency Receipts												
TOTAL		2,100.0	0.0	4,364.3	6,465.9	8,567.5	10,668.9	12,870.2				

Estimate of any current year (FY2009) cost: _____

POSITIONS

Full-time	1.0									
Part-time										
Temporary										

ANALYSIS: (Attach a separate page if necessary)
 As currently drafted, this bill provides for education loan repayment benefits to individuals who are hired on or after 7/1/09 in any one of nine professions in Alaska. The qualifying debt is incurred by the individual from a lending institution in the state for the purpose of pursuing the credential required for the qualifying education. In estimating potential costs of this program, AK Department of Labor projected numbers of annual job openings in the following occupational categories were used: biological sciences, zoologists, wildlife biologists, environmental scientists, foresters, teachers and allied education professions, dentist, and registered nurses (no separate category for practical nurse was noted). The aggregate number of annual openings was 8,360. Because no degree-specific

Prepared by: Diane Barrans, Executive Director Phone 465-6740
 Division Alaska Commission on Postsecondary Education Date/Time 2/27/09 8:00 AM
 Approved by: Diane Barrans, Executive Director Date 2/27/2009
Alaska Commission on Postsecondary Education

FISCAL NOTE

STATE OF ALASKA
2009 LEGISLATIVE SESSION

BILL NO. HB58

ANALYSIS CONTINUATION

education debt load data is available, the estimate incorporates a statewide average debt load calculated by the Institute of College Access and Success, which regularly publishes this data on a state-by-state basis. For the most recent reported year, average education debt amount was \$25,000.

For the purpose of calculating annual program costs, the assumption is that approximately 5% of annual openings in the specified professions would be filled by individuals who: are Alaska residents, have qualifying debt, and, are hired on or after July 1, 2009. Also assumed is that the majority of these individuals would be employed in urban rather than rural locations resulting in the benefits being paid out over a longer period of time.

For FY10, assumes 419 participants at cost of \$2.1 million
For FY11, assumes 838 participants at cost of \$4.3 million
For FY12, assumes 1,257 participants at cost of \$6.4 million
For FY13, assumes 1,676 participants at cost of \$8.5 million
For FY14, assumes 2,095 participants at cost of \$10.6 million
For FY15, assumes 2,514 participants at cost of \$12.8 million

No adjustments are assumed for increases in average debt load or annual openings for this period. The interest rate on the debt is assumed to be 6.8% which is the standard rate on the unsubsidized federal Stafford Loan. Assuming repayment occurs over a reduced period of 6 years (normal repayment is ten years), total to be repaid per individual is \$30,500.

With respect to program administrative costs, these estimates assume that by developing a web-based program management tool, the program can be supported by one mid-level, Range 13 administrative position to manage intake and processing of applications, as well as to serve as liaison with program participants and their employers.

The costs estimate relating to the capital appropriation is based upon the commission's experience developing a web-based program management tool for the state's need-based grant program.

Amendment #4 Adapted

OFFERED IN THE HOUSE

To CSHB 58 (26-LS0307/P)

By:

Page 3, Lines 27-28

DELETE ALL MATERIAL

26-LS0307P
Mischel
2/25/09

CS FOR HOUSE BILL NO. 58()
IN THE LEGISLATURE OF THE STATE OF ALASKA
TWENTY-SIXTH LEGISLATURE - FIRST SESSION

BY

Offered:
Referred:

Sponsor(s): REPRESENTATIVES THOMAS, WILSON AND MILLETT, Harris, Ramras, Kerttula, Johnson

A BILL
FOR AN ACT ENTITLED

1 **"An Act relating to a student loan repayment program for occupations or fields in**
2 **which a shortage of qualified employees exists; and providing for an effective date."**

3 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

4 *** Section 1.** The uncodified law of the State of Alaska is amended by adding a new section
5 to read:

6 **FINDINGS; PURPOSE.** (a) The legislature finds that a shortage of qualified
7 employees in certain occupations and fields exists in this state.

8 (b) The purpose of this Act is to establish the Alaska qualified employees recruitment
9 loan repayment program to provide financial incentives through the repayment, in whole or
10 part, by the state of education loans from the corporation for qualified applicants upon the
11 completion of a term of employment in the state.

12 *** Sec. 2.** AS 14.42.030(b) is amended to read:

13 (b) The commission shall

14 (1) administer the financial aid and interstate education compact

1 programs under AS 14.43.091 - 14.43.920 and 14.43.990, and AS 14.44;

2 (2) administer the provisions of AS 14.48 concerning regulation of
3 postsecondary educational institutions;

4 (3) resolve disputes under a consortium or other cooperative agreement
5 between institutions of public and private higher education in the state; [AND]

6 (4) serve as the state agency required under 20 U.S.C. 1001 - 1155;

7 and

8 (5) perform duties assigned under AS 14.43.800 - 14.43.849

9 (Alaska qualified employee recruitment loan repayment program).

10 * Sec. 3. AS 14.42.040 is amended by adding a new subsection to read:

11 (c) The executive director of the commission shall administer the Alaska
12 qualified employee recruitment loan repayment program under AS 14.43.800 -
13 14.43.849 in accordance with standards and eligibility criteria set by the commission.

14 * Sec. 4. AS 14.42.295(a) is amended to read:

15 (a) The board may elect to pay the state a return of contributed capital, or a
16 dividend, for each base fiscal year that the corporation's net income equals or exceeds
17 \$2,000,000. The payment may not be less than 10 percent nor more than 35 percent, as
18 approved by the board, of the corporation's net income for the base fiscal year, and is
19 subject to the provisions of any applicable bond indentures of the corporation. If a
20 payment is authorized under this section, payment must be made available by the
21 corporation before the end of the fiscal year in which payment has been authorized.
22 The corporation shall notify the commissioner of revenue when the amount of the
23 payment authorized under this section is available for appropriation. The money
24 made available under this subsection may be appropriated for the Alaska
25 qualified employee recruitment loan repayment program under AS 14.43.800 -
26 14.43.849.

27 * Sec. 5. AS 14.43 is amended by adding new sections to read:

28 **Article 11A. Alaska Qualified Employee Recruitment Loan Repayment Program.**

29 **Sec. 14.43.800. Program established.** (a) There is established the Alaska
30 qualified employee recruitment loan repayment program to provide financial
31 incentives for qualified employees in certain occupations and fields to work in this

1 state through the repayment of education loans.

2 (b) The program is not a financial obligation of the corporation.

3 **Sec. 14.43.810. Alaska qualified employee recruitment loan repayment**
4 **program account.** (a) The Alaska qualified employee recruitment loan repayment
5 program account is created in the general fund. The account shall be used for the
6 repayment of education loans from the corporation under the program and to pay for
7 the costs of administering the program.

8 (b) The account includes money that the legislature appropriates from the
9 corporation's dividend to the state under AS 14.42.295, the interest and earnings on
10 money that are appropriated to the account, and funds contributed from federal or
11 other sources and appropriated by the legislature to the account. If money available is
12 inadequate to finance the requests from eligible applicants under this program for a
13 fiscal year, additional money may be requested from the general fund and appropriated
14 to the account for the program.

15 **Sec. 14.43.820. Administration.** (a) The Alaska qualified employee
16 recruitment loan repayment program shall be administered by the executive director
17 using

18 (1) the standards and eligibility criteria of the program established by
19 the commission under AS 14.43.830; and

20 (2) the financial management standards for proper administration of
21 the Alaska qualified employee recruitment loan repayment program account as
22 established by the commission.

23 (b) The commission may adopt regulations to carry out its duties and the
24 executive director's duties under the program.

25 **Sec. 14.43.830. Eligibility criteria.** (a) An applicant for loan repayment under
26 AS 14.43.800 - 14.43.849 must meet the following criteria:

27 (1) the applicant is a resident of the state at the time of submitting the
28 application and during the loan repayment period;

29 (2) the applicant was hired as a qualified full-time employee in an
30 occupation or field specified under (b) of this section in this state on or after July 1,
31 2009, and within four years after attaining a degree that qualifies the applicant for the

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specified occupation or field;

(3) the applicant is employed as a qualified employee in a specified occupation or field in this state during the loan repayment period;

(4) the applicant owes an outstanding education loan debt obligation to the corporation;

(5) the applicant shall agree to fulfill any requirement of the program.

(b) An applicant under this section must have completed a postsecondary program that qualifies the applicant to be employed and licensed in the state, if a license is required by state law, in an occupation or field specified by the Department of Labor and Workforce Development as having a shortage of qualified employees in the state.

Sec. 14.43.840. Conditions and limitations on loan payments. (a) The executive director shall repay a loan under this section directly to the corporation on annually over a period of not more than six years. The maximum annual repayment benefit under this section is

(1) for qualified employment in rural areas of the state,

(A) after one year of employment, 25 percent of the outstanding principal plus accrued interest;

(B) after two years of employment, 25 percent of the outstanding principal plus accrued interest;

(C) after three years of employment, 25 percent of the outstanding principal plus accrued interest;

(D) after four years of employment, the remaining outstanding principal plus accrued interest;

(2) for employment in areas of the state that are not rural,

(A) after one year of employment, 16.67 percent of the outstanding principal plus accrued interest;

(B) after two years of employment, 16.67 percent of the outstanding principal plus accrued interest;

(C) after three years of employment, 16.67 percent of the outstanding principal plus accrued interest;

1 (D) after four years of employment, 16.67 percent of
2 outstanding principal plus accrued interest;

3 (E) after five years of employment, 16.67 percent of the
4 outstanding principal plus accrued interest;

5 (F) after six years of employment, the remaining outstanding
6 principal plus accrued interest.

7 (b) A repayment benefit must be conditioned on the availability of money for
8 the program. The executive director shall monitor the outstanding repayment benefits
9 made under the program to ensure the adequacy of the balance of the account to meet
10 program needs. If the executive director finds that the balance of the account is

11 (1) sufficient to pay for existing repayment benefits but insufficient for
12 new or pending applicants, the executive director shall pay existing benefits and shall
13 approve repayment benefits available for new or pending applicants according to
14 criteria approved by the commission; or

15 (2) insufficient to pay for existing repayment benefits, the executive
16 director shall prorate the money available in the account among all existing benefit
17 recipients and shall suspend the acceptance of new applications and the processing of
18 pending applications under the program.

19 (c) An education loan or interest on a loan is not eligible for repayment under
20 the program if the loan or interest is eligible for repayment under another source,
21 including another loan repayment or forgiveness program.

22 **Sec. 14.43.849. Definitions.** In AS 14.43.800 - 14.43.849, unless the context
23 otherwise requires,

24 (1) "account" means the Alaska qualified employee recruitment loan
25 repayment program account established in AS 14.43.810;

26 (2) "executive director" means the executive director of the
27 commission;

28 (3) "program" means the Alaska qualified employee recruitment loan
29 repayment program;

30 (4) "rural" means a community with a population of 5,500 or less that
31 is not connected by road or rail to Anchorage or Fairbanks or with a population of

1 1,500 or less that is connected by road or rail to Anchorage or Fairbanks.

2 * **Sec. 6.** The uncodified law of the State of Alaska is amended by adding a new section to
3 read:

4 **TRANSITION: REGULATIONS.** The Alaska Commission on Postsecondary
5 Education may immediately proceed to adopt regulations necessary to implement this Act.
6 The regulations take effect under AS 44.62 (Administrative Procedure Act), but not before
7 July 1, 2009.

8 * **Sec. 7.** Section 6 of this Act takes effect immediately under AS 01.10.070(c)

9 * **Sec. 8.** Except as provided in sec. 7 of this Act, this Act takes effect July 1, 2009.

CS 6-1 P-13
Vote

Murphy YES

Wills YES

Ely YES

Keller YES

Bueh YES

Good No

See YES



REPRESENTATIVE BILL THOMAS

ALASKA STATE LEGISLATURE DISTRICT 5

e-mail: Representative.Bill.Thomas@legis.state.ak.us

webpage: www.akrepublicans.org/thomas/

State Capitol

Juneau AK, 99801-1182

907-465-3732

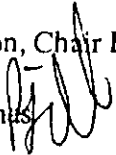
888-461-3732

FAX 907-465-2652

MEMORANDUM

DATE: March 25, 2009

TO: Representative Seaton, Chair House Education Committee

FROM: Representative Thomas 

RE: HB 58 Student Loan Repayment Program

Attached please find three potential amendments to HB 58. I have drafted them as three separate amendments so that the committee may accept or reject each of the proposals individually. The amendments are as follows:

- 1.) Amendment #1 changes the eligibility criteria to include applicants who work in fields that have been determined jointly by the Commissioner of the Department of Administration and the Commissioner of Labor and Workforce Development as having a shortage of qualified employees working for the state.

I have worked with both commissioners on this amendment and we are in agreement that this is the proper way to proceed at this time. This allows for both departments to work together in determining the employment needs of the state government and also allows for the eligibility to change as the needs of the state change. This is also consistent with the findings of the working group established by A.O. 237 (also attached) which state that a loan forgiveness/repayment program may help in recruitment for state jobs.

- 2.) Amendment #2 establishes a cap of \$50,000 for the amount of the repayment benefit that each student may receive. For most applicants this will either be the entire amount of their student loans or a good chunk of it. It will also allow the state to better estimate how much a program like this will cost.
- 3.) Amendment #3 reaffirms that this program is not an entitlement and the commission may cancel or modify a person's repayment benefit at any time. This language was suggested by the Post Secondary Education Commission in order to make it clear that they are not obligated to pay a benefit where there are prohibitive circumstances. This program is subject to appropriation by the legislature and I want to make it clear that should the

legislature fail to make an appropriation, the commission is then not obligated to continue with the program if there is no money to fund the program.

Further, after discussions with the commission, the point was well made that if the needs of the state change and they are locked in to making payments to students for positions that are no longer lacking, the whole impetus of the bill may be lost. While they are using up funds for positions that are no longer in shortage, they may end up having to short fund applicants who are filling positions that are currently in high demand.

This amendment makes it clear that the commission is under no obligation to give out a repayment benefit where there is no longer a need or where there is no longer funding available.

AMENDMENT #1 Adopted

OFFERED IN THE HOUSE

BY REPRESENTATIVE THOMAS

TO: CSHB 58(), Draft Version "P"

1 Page 3, line 29, following "hired":

2 Insert "by the state"

3

4 Page 4, line 2, following "employed":

5 Insert "by the state"

6

7 Page 4, line 8:

8 Delete "in"

9 Insert "by"

10

11 Page 4, lines 9 - 11:

12 Delete "by the Department of Labor and Workforce Development as having a shortage
13 of qualified employees in the state"

14 Insert "jointly by the commissioner of administration and the commissioner of labor
15 and workforce development as having a shortage of qualified persons available to be
16 employed by the state"

AMENDMENT #2 *Adopted*

OFFERED IN THE HOUSE

BY REPRESENTATIVE THOMAS

TO: CSHB 58(), Draft Version "P"

1 Page 4, line 13:

2 Delete "on annually over a period of not more than six years. The maximum annual
3 repayment benefit under this section is"

4 Insert "in an amount not to exceed \$50,000, payable by dividing that amount into
5 annual payments to be paid over a period of not more than six years, as follows:"
6

7 Page 4, line 18:

8 Delete "principal plus accrued interest"

9 Insert "loan balance"
10

11 Page 4, line 20:

12 Delete "principal plus accrued interest"

13 Insert "loan balance"
14

15 Page 4, line 22:

16 Delete "principal plus accrued interest"

17 Insert "loan balance"
18

19 Page 4, line 24:

20 Delete "principal plus accrued interest"

21 Insert "loan balance"
22

23 Page 4, line 27:

1 Delete "principal plus accrued interest"
2 Insert "loan balance"
3
4 Page 4, line 29:
5 Delete "principal plus accrued interest"
6 Insert "loan balance"
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8 Page 4, line 31:
9 Delete "principal plus accrued interest"
10 Insert "loan balance"
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12 Page 5, line 2:
13 Delete "principal plus accrued interest"
14 Insert "loan balance"
15
16 Page 5, line 4:
17 Delete "principal plus accrued interest"
18 Insert "loan balance"
19
20 Page 5, line 6:
21 Delete "principal plus accrued interest"
22 Insert "loan balance"

AMENDMENT #3 *Adopted*

OFFERED IN THE HOUSE

BY REPRESENTATIVE THOMAS

TO: CSHB 58(), Draft Version "P"

- 1 Page 5, line 8, following "program":
- 2 Insert "and is subject to appropriation"
- 3
- 4 Page 5, following line 21:
- 5 Insert a new subsection to read:
- 6 "(d) A repayment benefit approved under this section may not be construed as
- 7 an entitlement and is subject to cancellation or modification by the commission at any
- 8 time."

**Executive Working Group
FINAL Report to Governor Sarah Palin
Administrative Order No. 237
Recruitment and Retention of State Employees**

I. INTRODUCTION:

Governor Sarah Palin signed Administrative Order No. 237 (AO 237) August 24, 2007. The order established an Executive Branch Working Group to address issues concerning recruitment and retention of State employees in the executive branch. The Working Group was tasked with researching and addressing the issue and providing the Governor with recommendations concerning the findings of the order.

A. The Working Group:

A Working Group, composed of seven members appointed by the commissioner of the Department of Administration was assembled to address recruitment and retention issues. The Working Group members included:

- Department of Administration, Commissioner Annette Kreitzer, chairman;
- Office of Management and Budget, Director Karen Rehfeld;
- Department of Health and Social Services, Commissioner Karleen Jackson;
- Department of Public Safety, Commissioner Walt Monegan;
- Department of Environmental Conservation, Commissioner Larry Hartig;
- Department of Labor and Workforce Development, Commissioner Click Bishop;
- Department of Transportation and Public Facilities, Commissioner Leo von Scheben.

The members' combined experience and accumulated knowledge from 75 plus years working in government service and over 75 years in the private sector ensured a broad-based approach to examining the recruitment and retention situation.

Meetings:

The Working Group held a total of four meetings during September and October. In the short time the Group met, we reviewed current State employee turnover rates that were at 16% in 2006, representing the mid-range for states responding to our request for information. As with other states and the private sector, more troubling is the number of State

employees eligible to retire now and in the next five years, and what that might portend for the State's ability to retain experienced, professional employees to balance and mentor less senior employees.

B. Input:

The Working Group polled the Commissioners from each State department for their views on the current status of recruitment and retention of State employees. Each labor union business manager was contacted and requested to give input. Hiring managers throughout State government, who are on the front lines of hiring decisions and frustrations with the current system of employee recruitment, were canvassed for their ideas and comments. The information gathered from the responses was compiled into a spread sheet which organized the data into categories.

The Working Group specifically requested suggestions without a monetary component, but recognizes there are some solutions that are in the monetary category. The State is faced with employee retention issues on both ends of the spectrum from recruitment to retaining knowledgeable, professional employees. The Working Group identified suggestions to quickly impact a majority of problems brought on by a tight salary schedule and personnel rules. Negotiating fair labor contracts is one piece of the financial puzzle, removing an outdated "longevity" step concept is another. These details are included under, "E. Financial Incentives".

C. Supplemental Data:

Appendices include Administrative Order No. 237, State Employee Unions summary sheet and statistics about State employees excluding the University of Alaska, the Legislature and the Court System. Our efforts were focused only on the Executive Branch departments represented at the Cabinet level.

II. IDENTIFY ISSUES AND PROPOSALS:

AO No. 237 charged the Working Group with identifying the recruitment and retention situation, the costs involved in training, changes that will allow the State to effectively serve its citizens while limiting expansion, opportunities for partnering and cross-training and cost neutral or low-cost solutions to increase worker satisfaction.

A. Costs of training new State employees:

Training costs are a significant expenditure for State agencies.

- A recent federal Department of Labor Study shows that turnover costs one-third to one-half times the annual salary of the employee, not including productivity loss.
- The State must clearly define a training/education track tied to proficiency and advancement in a job series. Some level of mandatory supervisory or other training might be necessary.
- The State may need to provide education incentives and professional development in an effort to provide career-long learning opportunities. The practice of providing education incentives among state agencies is currently inconsistent. The Working Group requested and is awaiting a survey of all departments showing what training and education the State currently pays for and what departments believe would be reasonable for the State to undertake.
- **We recommend analyzing the cost of a tuition reimbursement and student loan forgiveness program with payback obligations tied to time on the job, based on a sliding percentage from zero to five years.**
- Many departments have commented that the State has become a training ground for other prospective employers. By retaining employees longer with fair contracts and other potential financial considerations, we will lower our total cost of training.

B. Changes that restrain growth of government:

Even with significantly higher oil prices, today's production is only about one-third of what it used to be.

- The State must focus on the highest priorities by division and department to live within our means.
- Contracting some work out where appropriate, should be considered. This currently requires a feasibility study and could require revision to labor contract language.
- The State spends hundreds of millions of dollars on technology to improve and make public documents more accessible. Some of this technology will automate processes meaning that fewer employees will be needed to manually enter data like timesheets. The State needs to plan with these employees an exit strategy to other available State jobs.

C. Opportunities to cross-train within and encourage efficiencies:

The State cannot continue to heavily rely on retirees to return to work as a stop-gap measure to training new employees.

- Develop and implement knowledge transfer plans for soon to be retiring employees.
- High turnover positions must have a "desk manual" to ensure that the most basic information of the position is available when a new employee is hired. Documenting a high turnover position's responsibilities cuts down on the amount of time spent explaining the duties.
- From hiring managers on up, there must be a frank understanding that many entry level jobs will have high turnover. Accepting this and planning for it, while encouraging entry level employees to move up on a State career ladder, will help retention overall.

D. Cost-neutral or low-cost solutions to increase workplace satisfaction:

The State should continue to encourage work/life scheduling flexibility. Hiring managers particularly noted these suggestions related to flexible work schedules and recruitment efforts:

- Broader use of alternate work weeks (4-10's, 9-80's). Some departments are using flexible work schedules but this could be done on a more consistent basis.
- Encourage consideration of broader use of telecommuting and job sharing agreements. An approach could require employees to complete one year on the job in the office location, and be in the office several days a week as part of a telecommuting plan.
- Establish employee recognition and appreciation programs as part of a statewide culture. Department programs should complement the Governor's Statewide Denali Peak Performance Program. Many Commissioners commented that they look for opportunities to recognize excellent customer service or project work by employees.
- Initiate a health and fitness program as part of the State health benefit package. This could pay for itself over time through healthier employees, less sick leave usage, etc. We will need to work with and coordinate with union health trusts on this issue.
- Provide sabbaticals without a break in service or interruption of health benefits. For example, one month after 10 years, three months after 20 years. These could be used in conjunction with

annual leave for continuing education, travel, or just "recharging their batteries".

III. EVALUATE AND RECOMMEND:

The Working Group was charged with evaluating the hiring criteria and practices, education requirements and minimum qualifications, recruitment tools and whether there are ways to improve upon the merit principle to provide better incentives and retain quality employees.

A. Current hiring criteria and practices:

It will take time to inculcate the ideas we believe will result in efficiencies in the State's hiring practices. The processes in place have resulted from years of patchwork attempts to incrementally fix personnel system deficiencies.

- Revamp the classification process and review adequacy of classification resources in the Division of Personnel and Labor Relations to get through all current and backlogged requests and to be more responsive and proactive to workforce changes.
- Conduct a review of the classification system. Review all job classes, update and consolidate with more generic job classes. Minimize or eliminate single-position job classifications.
- Solicit input from younger workers on what it takes to attract, retain, and satisfy the new generation of workers.
- Encourage a broader use of flexibly classed positions, with easier movement between levels in a job series (i.e. I-II-III). (Current list is included in appendices.)
- Review the effectiveness of the HR integration. This should be scheduled in 2008. There continues to be some concern about the impact of the Human Resources integration and its impact on some departments.

B. Current education requirements and minimum qualifications for state employment:

The State needs to be more flexible in its efforts to attract qualified job candidates. The Working Group acknowledges that not every location in the State is having the same challenges drawing applicants.

- Change minimum qualifications to broaden applicant pools. This is not a "dumbing down" of the applicant pools as suggested by some, but a more strategic approach to actual job requirements.

Some examples include removal of a specific degree requirement (i.e. accounting, biology), and replacing with a general degree with a certain number of field-specific credit hours. Specific degree requirements could also be replaced by technical certification or demonstrated expertise. Several departments requested a minimum qualification waiver process.

C. Recruitment tools:

The Workplace Alaska recruitment portal needs to be changed to be more comparable to and competitive with links like monster.com and dice.com – this old technology is not attractive and does not present the State as a progressive, interesting employer. This change will require more planning as it will impact the Online Public Notice system.

- In the short term, we should enable applicants to post resumes on Workplace Alaska similar to other employment websites.
- Each department should have a web link to jobs available on its main website.
- Formalize employee surveys; upon initial hire, after one month, and/or at a minimum an exit survey upon termination. Some suggested making exit interviews mandatory.
- Encourage broader use of internship program. Partner with the University of Alaska on an apprenticeship program. Streamline internship classification with greater flexibility in I-IV levels.

D. Improvements to Merit System:

Efforts should be made to recognize exceptional work and eliminate barriers to employment and promotional opportunities.

- Provide more discretion for increased pay based on performance. Base performance incentives and service steps on the performance evaluations. Use steps (b) through (f) for performance incentives and steps beyond (f) for service steps. This recommendation cannot work if there is not a concomitant effort to prepare proper evaluations.
- Eliminate pay barriers that discourage employees from taking promotions, i.e. not enough pay for the added work and responsibility, loss of over-time pay, if applicable, etc.
- Expand our ability to promote existing employees. In some cases it is easier to hire a new State employee at an advanced step (based on recruitment difficulty or exceptional qualifications).

- Analyze the effectiveness of continued use of market-based pay adjustments. This process addresses specific pay issues but disrupts internal alignment and creates supervisor differentials.

E. Financial Incentives:

In certain areas, the State has become a training ground for the federal government. There is a 24% Alaska cost of living differential between the Federal and State governments that exacerbates this problem.

State labor contracts recently concluded will mean:

1. The 7,920 members of the General Government Unit (GGU) of Alaska State Employees Association will receive a 4% retroactive pay increase contingent on legislative appropriation. The 4% is retroactive to July 1, 2007, followed by 3% increases in FY08 and FY09.
2. The Teachers' Education Association of Mt. Edgecumbe ratified an agreement of a 3% retroactive raise in FY07, followed by 3% in FY08 and 3% in FY09.
3. Labor, Trades and Crafts, Local 71, has ratified an agreement for a two-year contract which includes a 5% increase in FY08 and 2% increase in FY 09. (about 1600 members)
4. Alaska Public Employees Association, bargaining on behalf of the Confidential Employees Association (195 members) ratified an agreement with the State on a three-year contract beginning July 1, 2007 which includes a 4% wage increase on that date, followed by a 3% increase beginning July 1, 2008 and a 3% increase beginning July 1, 2009.

In addition to the monetary components of union contracts the State is a party to, the State makes annual contributions on behalf of each employee to the Public Employee's Retirement System and the Teacher's Retirement System. In the FY09 budget, the State's share of this responsibility for all State employees (union and nonunion) is about \$340 million.

The Working Group agrees that we cannot solve, in this fiscal year, all of the inequities that may have built up over time to make the State a less competitive employer. There are concrete steps that can be taken however, some of which will have long lasting effects:

- Eliminate the outmoded longevity steps where employees go years without a pay adjustment. What was meant as an inducement to retain employees has become a barrier to hiring and promoting professional employees. Removing the barrier can be accomplished in some labor contracts, but the statute (AS 39.27.022) must be updated as employees hired at an advanced step are often frozen at that pay range for up to seven years since the system does not recognize private or other government experience. The removal of this barrier would allow the State to recognize experience and provide merit increments in shorter spans of time. Currently, some employees must wait four, nine and 13 years for a pay increase.
- Salaries for the so-called "non-covereds" or non-union State employees will be impacted by the above action in addition to any changes made to the statutory salary schedule to reflect changes negotiated with union employees.
- HB 98 (CHAPTER 53 SLA 05) increased salaries of commissioners among others, but neglected to include deputy commissioner salaries. For a supervisory track beginning with a new single job classification of Administrative Services Manager, which could lead to promotion to a Deputy Division Director and then to Division Director, the Working Group recommends the following structure. We also recognize that professional job classifications within each agency also provide career tracks to director and other management positions. Any changes to existing positions resulting in increases will be absorbed by existing budgets.

Position	Previous	Current	Proposed	Comment
Commissioner	28E	28-30	No change	AS 39.20.080(a)
Deputy Commissioner		28 A-F	28-29	AS 39.20.080(b) requires legislation to increase
Assistant Commissioner		27	27-28	Not widely used, but can be helpful for very large agencies (e.g., HSS)
Division Director	26	27	No change	Increased Nov. 2006
Deputy Director		23	24 or 25	Implement in FY08-no legislation required
Assistant Director		22	23	Not widely used
Admin. Services Manager/Admin Operations Mgr I-III		22-24	23	Make a single job class to progress to deputy director
Administrative Manager I-IV		15-21	No change	

F. Healthy Work Environment:

We know by surveys and studies that employees value a healthy work environment: One where they are encouraged to be proactive about their own health and if a manager, to model good health habits to their co-workers and subordinates.

This cannot be a mandate. Employees must believe this is also important to their abilities in their jobs. This effort is to support those

who willingly want to maintain or make a change in their lifestyles to a healthier one.

As the provider of health insurance coverage for active and retired State employees, the State has incentive to look for ways to encourage both populations to be proactive about fitness and good health.

Through the Alaska Retirement Management Board and the Health Benefits Evaluation Committee (created in the Supervisory Union's labor contract, specific to the 5,500 State of Alaska employees and dependents covered by the Select Benefits health plan) recommendations are coming to the Commissioner of the Department of Administration to make changes to the health plans to entice employees to use preventive health and fitness measures, to provide coverage for colorectal cancer screening for retirees, and for well baby coverage for active employees. This work will continue in conjunction with the Governor's Health Care Strategies Planning Council.

IV. Conclusion:

The State can do better as an employer. We've started down a path to improving our stature as an employer with fair union contracts and a culture of high ethical standards.

The Working Group recognizes that the State must have a plan for implementing further change and intends to continue to meet to provide a roadmap to reach our ultimate goal of regaining and maintaining our status as a competitive employer.

There are many ways the State has constrained itself as an employer through our methods of recruitment. Changes will take time, effort and a commitment from State employees to implement. We can change the current situation and do more to provide a healthy work environment for our employees.

The Working Group evaluated suggestions and comments submitted by various groups throughout the State workforce. The many responses touched on in this report serve as a starting point for State action for current employees as well as those who will work here in the future.

Some have suggested that we should immediately initiate a salary survey. It is our recommendation that we focus on changes encompassed in this report over the next one to two years, and initiate a

salary survey in 2009-10 to help analyze the effectiveness of the changes and identify additional areas needing adjustment.

We encourage all commissioners to carefully review the data available for each department to plan for pending retirements and the knowledge transfer necessary for the State to successfully continue to provide services. The Division of Personnel and Labor Relations will work to streamline this process for departments and provide guidance and tips on successful implementation.

It is imperative that we continue to engage in an open conversation about ways we can improve and continue to meet our recruitment and retention needs.

Action Plan for Administrative Order No. 237

Near Term Actions:

- Continue negotiating and settling labor contracts which are fair and sustainable.
- Prepare legislation to repeal longevity step impediments and replace with a fair alternative.
- Prepare legislation to provide greater flexibility for deputy commissioner's pay.
- Implement deputy director pay increase in FY08.
- Review the training, education and certification survey of all departments and make recommendations for FY09 or FY10.
- There continues to be some concern about the impact of the Human Resources integration and its impact on some departments. A review of the effectiveness of the HR integration should be scheduled in 2008.
- Streamline the intern program process so it is easier for students to come back to work for the State in between college sessions, and it is less cumbersome for those wanting to hire interns.
- Analyze the effectiveness of continued use of market-based pay adjustments.
- Look for opportunities to promote effective healthy living habits that employees can maintain.

Within two years:

- Request funding in the FY09 budget to perform a geographic differential study in accordance with AS 39.27.030.

- Review the history of tuition reimbursement and student loan forgiveness programs and work with the Legislature to determine a flexible plan with payback obligations tied to time on the job, based on a sliding percentage from zero to five years.
- Every department must develop and implement knowledge transfer plans for soon to be retiring employees.
- Every department must continue to audit its use of flexible work schedules (using information already provided by DOA) to determine if broader use of flexible schedules would be welcomed by employees and still accomplish State priorities.
- Revamp the classification process and review adequacy of classification resources in the Division of Personnel and Labor Relations.
- Conduct a review of the classification system. Review all job classes, update and consolidate with more generic job classes. Minimize, eliminate single-position job classifications.

Within three years:

- Conduct a salary survey.
- Replace the Work Place Alaska portal (and the Online Public Notice System).
- Consider legislation to implement a 40-hour work week.

Ongoing Efforts:

- Continue efforts between the DOA and other departments to write less restrictive minimum qualifications for positions, which allow departments more discretion in hiring the most qualified, best person for the position.
- Continue to encourage a broader use of flexibly classed positions, with easier movement between levels in a job series (i.e. I-II-III). (Current list is included in appendices.)

**Administrative Order No. 237
Executive Working Group
Status Report of Recommendations**

The Executive Working Group on Recruitment and Retention set out a list of action items in the November 2007 report to the Governor. These items and their current status are listed below.

Action Items – Near Term

Action Item	Status	Details
Labor Contracts: ASEA-GGU, APEA-SU, APEA-CEA, PSEA, AVTECTA and IBU	Completed	Salary adjustments resulting from HB 417 and labor negotiations have had a cumulative impact of \$150 million over three years (FY08-\$56.4 million, FY09-\$49.8 million, FY10-\$44.2 million). See attached cost summary.
LTC, TEAME, ACOA	Upcoming	Contracts expire 6/30/09
MM&P, MEBA	In Negotiations	Contracts expired 6/30/08
Longevity Step Repeal and replacement with fair alternative	Completed	HB 417 repealed longevity steps and implemented pay increments for non-covered employees. PSEA negotiated similar provisions and Letters of Agreement have been signed with GGU, CEA and SU (pending) effective January 1, 2009. Cost to implement estimated at \$2.3 million in FY09 and \$1.5 million in FY10.
Flexibility for Deputy Commissioner Pay	Completed	HB 417 provides for appointment within range 28.
Deputy Director Pay Increase	Completed	Division Operations Manager, range 24 Deputy Director, range 25 (partially exempt only)
Training/Certification/ Education Survey Status	No Action	Will be put into New Work Plan
HR Integration Study	Upcoming	Development of the RFP will begin by October 1, 2008. RFP will be vetted through Working Group before release.
Streamline Intern Process	Completed	Levels were consolidated and flex staffing was implemented. Intern openings are now advertised through Workplace Alaska. This allows all interested parties to view/post internships in one central location.
Market-Based Pay	On Hold	A contractor will be hired to conduct a salary survey in 2009 to provide a more holistic approach.
Healthy Living Habits	Ongoing	Web Portal has been developed and usage is still in discovery stage. The database will be developed in 2009. Incentives for participation are under development.

Action Items – Within Two Years

Action Item	Status	Details
Geographic Differential Study	In Progress	\$400.0 for study appropriated. The contractor began work on September 16, 2008. The report is planned to be completed by January 31, 2009. The budget impact of implementation will be presented to the 2009 Legislature.
Tuition Reimbursement & Student Loan forgiveness	In Progress	Many departments currently reimburse employees for tuition for job-related classes. Departments will be advised of available options. Review of student loan forgiveness will be put into new work plan.
Knowledge Transfer Plans	In Progress	DOPLR has a presentation available to assist agencies in the development of these plans.

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**Administrative Order No. 237
Executive Working Group
Status Report of Recommendations**

Flexible Work Schedules (Alternate Workweeks)	In Progress	The number of agreements statewide has increased from 1,508 in 2007 to 1,941 in 2008. Effort is continuing to inform departments of available options.
Revamp Classification Process and Review of Resources	In progress	Classification studies are being limited to those in class series which have experienced a significant change in duties. A parallel process to address salaries will be explored in conjunction with comprehensive salary survey.
Classification System Review	In progress	When appropriate, job classifications are being consolidated and single position job classifications are being eliminated.

Action Items – Within Three Years		
Action Item	Status	Details
Salary Survey	In Progress	Plan to award contract to begin study in January 2009 with expected completion by October 2009.
Workplace Alaska Portal Replacement	In Progress	Task Order has been released for the development of system requirements.
Legislation for 40 hour Workweek	No Action	Consideration will be given to implement for select groups of employees.

Ongoing Efforts		
Action Item	Status	Details
Less Restrictive Minimum Qualifications	In Progress	21 job class specifications involving over 350 state jobs have been reviewed and updated to ensure MQs reflect current job requirements.
Broader Use of Flexibly Classed Positions	Completed	The use of flexibly classed positions has been broadened for use within any series so long as the work exists at the requested levels.
Administrative Clerk Study	In Progress	This comprehensive study of 1,150 clerical positions is scheduled for completion by June 30, 2009. The study will examine the changes in clerical work since the classes were last studied (in 1996) and will provide a benchmark for aligning other clerical, paraprofessional and entry-level job classes.
Revamp Employee Evaluation Process	In Progress	Newly established pay increments require completion of an evaluation. The evaluation process is being reviewed and streamlined to ensure that employees are evaluated in a meaningful and timely manner.

Discussion Items	
Item	Details
Sabbaticals	Explore concept for state employees with extensive service - 15 yrs and up.
Telecommuting	Explore concept for working from home up to three days a week. Policy is under review and development.



REPRESENTATIVE BILL THOMAS

ALASKA STATE LEGISLATURE DISTRICT 5

e-mail: Representative.Bill.Thomas@legis.state.ak.us

webpage: www.akrepublicans.org/thomas/

State Capitol

Juneau AK, 99801-1182

907-465-3732

888-461-3732

FAX 907-465-2652

Changes Made to HB 58 from Original Bill to Proposed Education CS

Section 1:

Findings and Purpose: remains the same.

Establishes that the purpose of the bill is to provide financial incentives to students who return to Alaska to work.

Section 2:

Remains the same.

Allows Alaska Student Loan Commission to perform duties assigned by the Alaska qualified employee recruitment loan repayment program. (Technical conforming language.)

Section 3:

Remains the same.

Allows the Executive Director of the Alaska Student Loan Commission to administer the Alaska qualified recruitment loan repayment program. (Technical conforming language.)

Section 4:

Remains the same.

Allows unrestricted capital monies made available to Alaska Student Loan Corporation to be appropriated to the loan repayment program.

Section 5:

Changed Eligibility Criteria

HB 58 → In order to be eligible for the program the student must:

- 1.) Be a resident of the state when applying
- 2.) Be employed in a specified field:
 - a. Biologist
 - b. Education
 - c. Dentist
 - d. Nursing

Changed in CS → In order to be eligible for the program the student must:

- 1.) Be a resident at the time of applying for the program
- 2.) Is working full time in a field determined by the Department of Labor to be in a shortage in the state

- 3.) Applicant began working in the designated field in Alaska within four years of attaining his/her degree
- 4.) Student recieved a loan from the Alaska Student Loan Corporation

Changed Conditions and Limitations on Loan Repayment

Clarified that the loan repayment will only be for the outstanding loan amount at the time of the application to the program. Therefore if a student elects to pay some of the loan on their own, the state will not be reimbursing them for payments already made.



REPRESENTATIVE BILL THOMAS

ALASKA STATE LEGISLATURE DISTRICT 5

e-mail: Representative.Bill.Thomas@legis.state.ak.us
webpage: www.akrepublicans.org/thomas/

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888-461-3732

FAX 907-465-2652

Sponsor Statement for HB 58 Student Loan Repayment Program

For every young person that leaves Alaska and doesn't return, Alaska loses a part of its future. Our students are leaving Alaska and choosing to stay elsewhere after they have attained their degrees. Alaska needs to do more to retain our best and brightest students.

The cost of living in Alaska is rising, wages are not keeping up, and the remoteness of our unique state brings its own set of challenges. Not only are these challenges present in our urban areas, but in our rural areas to an even greater degree. With an ever growing retiring work force, Alaska needs to address the problem before it reaches a crisis. Any assistance we can give to our graduating students to bring them home should be explored.

HB 56 proposes to repay the student loans of students who leave Alaska to attain degrees that are determined to be in shortage in the state. Repayment will be up to 100% of the loan incurred. The repayment schedule is four years if a graduate chooses to work in their field in a rural area and six years if the graduate chooses to work in an urban area. We want our young people to return home and build their careers here. Alaska cannot survive without them.



Office of the Dean & Director

P.O. Box 757140

Fairbanks, Alaska

99775-7140

Phone: (907) 474-7083

Fax: (907) 474-6567

email: fysnras@uaf.edu

School of Natural Resources and Agricultural Sciences
Agricultural and Forestry Experiment Station

February 11, 2009

Paul Seaton
Attn: Hannah Harrison
State Capitol Room 102
Juneau, AK 99802

Dear Representative Seaton:

I am writing in support of HB 58: "An Act relating to a student loan repayment program for occupations or fields in which a shortage of qualified employees exists; and providing for an effective date." As you are aware, and as pointed out very substantively in an article authored by Jeff Hadland in the Monthly Labor Review May 2004 issue, Alaska's 'brain drain' of students trained in Alaska is not a myth it is real.

Another reality is the vacancy rates that are continuing to increase in positions vital to the state in a variety of areas, but particularly in natural resources management that includes geography. I am the Dean of the School of Natural Resources and Agricultural Sciences and Director of the Agricultural and Forestry Experiment Station. We train students for jobs critical to allow Alaska to continue to sustainably manage and develop its natural resources.

Almost all students require some financial aid to complete their post-secondary education. These loans are not easy to repay particularly in public sector employment where many entry-level salaries are low and recruitment and retention of qualified employees is difficult. Students are, therefore, attracted to higher paying jobs or leave the state. As our economy continues to falter, student loan repayment will be even more difficult and recruitment and retention possibilities will remain bleak.

HB 58 addresses not only the ability of students to pay back loans but also the recruitment and retention problem. It has my strong support and I know that our faculty would agree with my concurrence relative to the importance of this bill. I am grateful that Representatives Thomas, Wilson, Millet, Harris, Ramras, and Kerttula had the foresight to sponsor a bill that is destined to impact the success of Alaskan students.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Carol E. Lewis'.

Carol E. Lewis, Dean and Director
School of Natural Resources and Agricultural Sciences
Agricultural and Forestry Experiment Station

Alaska State Legislature
Representative Bill Thomas
Juneau, AK 99801
Fax: 907-465-2652

February 13, 2009

Shannon Johnson-Nanalook
P.O. Box 66
Iliamna, AK 99606
Ph. 907-571-3130

Re: Support for HB 58

Dear Representative Thomas,

I am writing to express my support of HB 58, "an Act relating to a student loan repayment program for specified occupations or fields in which a shortage of qualified employees exists."

Recently I was in Juneau and had the wonderful opportunity to discuss this bill and I am pleased that this important issue is being addressed.

Alaska has high rates of risky behaviors and leading causes of death among our youth. Social Work is an ideal profession that is almost nonexistent in our Alaskan communities. School social workers, medical social workers, and community social work counselors are all very important and needed for all the overall health of our State.

It is very difficult to fund our education to get into a position to benefit our State. This bill will help in educating our people who want to live and give back to their communities and culture.

Thank you for sponsoring this bill and supporting this bill that would greatly change the lack of service providers in our State.

Respectfully,


Shannon Johnson-Nanalook

Alaska's 'brain drain': myth or reality?

A variety of administrative data are used to determine if the long-term education, employment, and outmigration patterns of Alaska's youth are draining Alaska's labor force, causing 'brain drain'

Jeff Hadland

Alaska has one of the highest outmigration rates in the Nation. The general belief is that a disproportionately large percentage of Alaska's young adults leave Alaska after graduating from high school or after completing some postsecondary education in the State. Also, there is wide concern that the percentage of Alaskans who continue their education beyond high school is among the lowest in the Nation.¹ This article presents data to quantify these phenomena, sometimes characterized as a "brain drain," using a variety of administrative data.

This article tracks a study group of more than 16,000 Alaskans, age 15–16 in 1994 (hereinafter, 1994 Youth).² It follows this group through their postsecondary education in Alaska and at out-of-State institutions and examines their employment status in Alaska.

Summary of findings

- More than 62 percent of the 1994 Youth were still Alaskan residents in 2002, compared with 71.3 percent of the total Alaskan population.
- A little more than 55 percent of the 1994 Youth group had some reported postsecondary education, nearly identical to the postsecondary education rate of a group of 17- and 18-year-old Alaskan youth in 2000.
- Approximately 62 percent of the 1994 Youth group who pursued postsecondary education, did so exclusively in Alaska.
- More than 84 percent of the 1994 Youth who

had received their postsecondary education exclusively in Alaska were still Alaska residents in 2002, compared with 51 percent of the 1994 Youth who had received postsecondary education exclusively outside the State were Alaska residents in 2002.

- Nearly 70 percent of the 1994 Youth group with postsecondary education had attended the University of Alaska at some time from 1996 through 2002.
- More than 12 percent of the total 1994 Youth group earned one or more degrees as of the end of 2002.
- Nearly 54 percent (8,659) of the 1994 Youth group were employed in Alaska in 2002 based upon a match with Alaskan unemployment insurance wage records. Average 2002 earnings varied by educational attainment, with highest average earnings in Alaska achieved by those youth who had earned a degree at the University of Alaska.

The number of young Alaskans entering the labor force each year is rapidly increasing. In 2002, there were nearly twice as many 16-year-old Alaskans (11,246) as there were new jobs created in Alaska from 2001 to 2002 (6,500). Nevertheless, a significant number of employment opportunities are available to new entrants to the labor force. The large number of new hires each quarter and an increasing number of workers approaching retirement age all present opportunities to young jobseekers. Although there is always the likelihood

Jeff Hadland is an economist for the Alaska Department of Labor and Workforce Development Research and Analysis Section, Juneau, AK. E-mail: Jeff_Hadland@labor.state.ak.us

of a mismatch between skills of a new worker and job openings, tracking the postsecondary education and employment patterns of young Alaskans can be helpful in determining priorities and programs that could provide additional opportunities in the coming years for Alaska youth.

Methodology

More than 16,000 Alaskans age 15–16 in 1994 were identified based upon reported date of birth on their Alaska Permanent Fund Dividend application³ and matched with unemployment insurance wage records, as well as a variety of administrative data. This cohort was tracked from 1994 to 2002 and monitored on its continuing education and employment outcomes. There is currently no high school graduate database available for Alaska, so this compilation was used as a proxy for that information. An additional group of 20,413 17- and 18-year-olds in 2000 was selected for tracking short-term postsecondary education choices.

The majority of the study group retained their Alaska residency during the 1994–2002 evaluation period and had identifiable postsecondary education both within and outside Alaska. No information was available for youth employed outside Alaska or youth who died or left the United States during this period. Youth arriving in Alaska after 1994 were excluded from the study group.

Administrative data. The Alaska Permanent Fund Dividend application form provides a few key demographic variables. Age, sex and place of residence information is collected from the file and used to identify the population, identify place of residence by year, determine continued residency and track in-State and estimate out-of-State migration.

Continuing education among Alaskan youth was tracked using University of Alaska and other Alaska postsecondary education files, as well as National Student Clearinghouse data showing education and degrees obtained in other Alaskan schools and in other States. Although not all out-of-State schools and all years were available, the Clearinghouse data helped to fill a gap in information about the large number of Alaskans who pursue postsecondary education outside the State. Although not all schools report information for all years, the data provided was the best available for postsecondary education activity and outcomes of the Alaska youth population.

Other available data In addition to industry and earnings information, Alaska's unemployment insurance wage record file contains occupation and place of work information for most wage and salary workers in the State. Employers are provided with special occupational coding manuals, based on the Standard Occupational Classification system that assist them in coding each of their worker's jobs. Besides providing

information on the progress of workers through a career ladder, the coding manuals allow researchers to compare occupational information by matching an occupation with the typical education level for that occupation and examine earnings by occupation. In addition, occupation data associated with each worker are helpful in determining if workers were employed in an occupation related to their education and training. This information is collectively known as Alaska's Occupational Database. The Wage Record Interchange System could not be used to track the employment outcomes of youth that were employed outside the State because that file can be used only for evaluating the performance of certain federally funded training programs, primarily those associated with the Workforce Investment Act.

Characteristics of Alaska's youth

The study cohort of 16,114 Alaskans age 15–16 in 1994 had significantly more men (52.5 percent) than women (47.5 percent). In fact, the number of men exceeded the number of women in all age groups in Alaska in 1994. Also consistent with the overall population distribution in Alaska, the 1994 Youth population reported their residence as: 37.8 percent in Anchorage, 12.3 percent in Fairbanks, 10.4 percent in Matanuska-Susitna⁴, and 8.7 percent in Kenai.

No information is currently available indicating whether the 1994 Youth were Alaskan high school students in 1994 or had graduated from an Alaskan high school in 1994. In 1996 and 1997, the Alaska Department of Education and Early Development reported that there were 12,209 high school graduates from Alaska's school districts, and this group represents a large percentage of the total high school-graduation-age population for those years. (The statewide dropout rate for grades 7–12 ranged from 3.4 percent to 4.1 percent from 1996 to 1998.)

For purposes of comparison, a second group of Alaskan youth age 17–18 in 2000 was selected and matched with administrative data. This group of recent high-school-graduation-age youth was examined to determine their employment and postsecondary education outcomes shortly after their high school years.

Residency and outmigration

Older youth and young adults typically have the highest migration rates of any other population group. These individuals are at a crossroads of their lives when they are either continuing their education or considering a serious job or career. To achieve these goals, many young persons consider moving to another location. Although the majority of Alaska's 1994 Youth study group chose to continue their work or education close to home, many others chose to leave Alaska to pursue their long-term goals.

Due primarily to outmigration during the 1994–2002 period, there was a significant decline in the number of Alaska's 1994 Youth from 1994 through 1997 when most of the students would have been old enough to graduate from high school. In 1997, 82.6 percent of the 1994 Youth group were still Alaskan residents based upon Permanent Fund Dividend applications. By 2002, 62.5 percent of this population were still Alaska residents. (See chart 1.)⁵

Outmigration rates for Alaskan youth age 17–19 and age 15–16 in 1994 were the highest of any other age group. In comparison, 28.7 percent of all of Alaska's residents (Permanent Fund Dividend basis) were no longer Alaskan residents in 2002, fully 37.5 percent of 15- and 16-year-olds and 38.8 percent of 17- and 19-year-olds no longer resided in Alaska in 2002. (See table 1.) The migration rate for male and female youth was virtually the same for those in the 15- and 16-age-group.

Overall, 37.7 percent of the 1994 Youth age 15–16 were no longer residents of Alaska in 2002. Although there were significant differences in outmigration rates from Alaska by age group from 1994 to 2002, the migration rates by geographic area varied dramatically depending on where the youth lived in Alaska in 1994. (See table 2.) Boroughs in Southeast Alaska exhibited the largest outmigration rate for the 15–16 year old population, with only 50.5 percent of these youth from Ketchikan still in Alaska in 2002, 52.5 percent of the Juneau

youth cohort remaining in Alaska, and 56.8 percent of the Sitka youth remaining in the State.

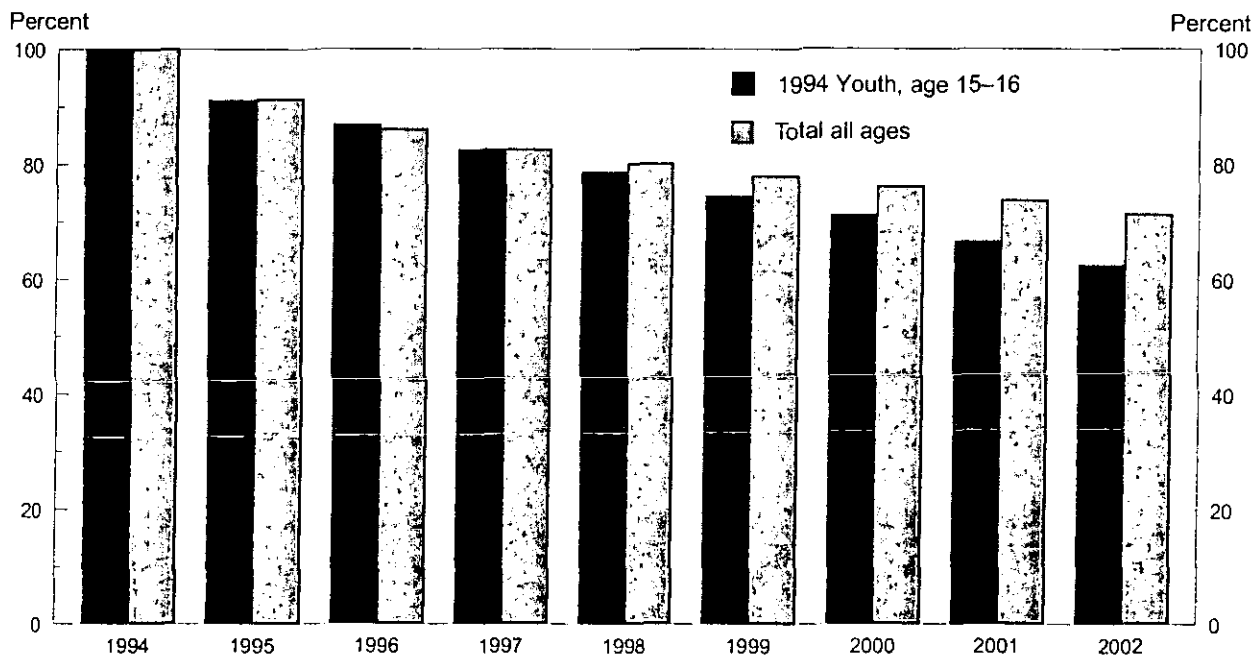
Some of Alaska's rural Boroughs and census areas had very low outmigration rates, with nearly 90 percent of the 1994 Youth of Wade Hampton, 88.4 percent of Dillingham youth, 85.9 percent of Nome youth, and 84.6 percent of Bethel youth remaining in-State through 2002.

By 2002, more than 14 percent of Alaska resident 1994 Youth moved to another borough or census area in Alaska. (See chart 2.) Rural resident youth were just as likely to move to another part of Alaska than to move outside Alaska. Following a wider variety of education or employment opportunities, those who moved from a rural area and stayed in Alaska were much more likely to move to Anchorage or Fairbanks than to another rural region.

Alaska generally has one of the highest interstate migration rates of any other State. Outmigration during the 1990's averaged 7.2 percent per year for the total population. Based upon analysis of Internal Revenue Service tax return data, 46.9 percent of gross migration (both "immigration" and outmigration) was to States in the western part of the United States. Washington and California were the two top States for interstate migration.⁶ Alaska youth attended out-of-State postsecondary schools in these same "magnet" States.

Although some of the regions in Alaska with the highest

Chart 1. Percent of population retaining Alaskan residency, 1994 Youth cohort and total all ages, 1994–2002



SOURCE: Department of Labor Workforce Development, Research and Analysis, and Alaska Permanent Fund Dividend application data.

Table 1. Percent of Alaska 1994 population remaining in Alaska in subsequent years, by age group

Age group	1994	1995	1996	1997	2002
Total	100	91.4	86.1	82.6	71.3
Age 14 years and under	100	91.5	86.9	83.9	74.8
15-16 years	100	91.2	86.9	82.6	62.3
17-19 years	100	88.9	82.3	77.2	61.2
20-29 years	100	87.8	80.6	76.0	65.9
30-39 years	100	92.1	86.8	83.5	74.1
40-49 years	100	93.4	89.2	86.5	76.2
50 years and older	100	91.5	86.2	82.1	65.9

NOTE: Continued residency in Alaska measured by application for Alaska Permanent Fund Dividend.

SOURCE: Alaska Population Overview-1999 Estimates, Alaska Department of Labor and Workforce Development, Research and Analysis, May 2000.

migration rates had slow growing or declining economies, this was not the entire explanation for this pattern. Some of the rural regions of Alaska with relatively low migration rates also exhibited slow growth prospects during the 1990's. Clearly, both economic, cultural factors and environmental

factors play a part in the decision to leave Alaska for continuing education and pursuing economic opportunities.

There was very little flow from "resident" to "nonresident" status and back, over the course of the 9 years from 1994 through 2002. For those resident youth in 1994 who were still residents in 2002, more than 90 percent had been residents throughout the entire period. Once they left Alaska and became nonresidents, very few became residents again in later years. For the recent population study of Alaskan youth age 17-18 in 2000, 86.1 percent were still residents of Alaska in 2002 based upon Alaska Permanent Fund Dividend application.

Postsecondary education rates

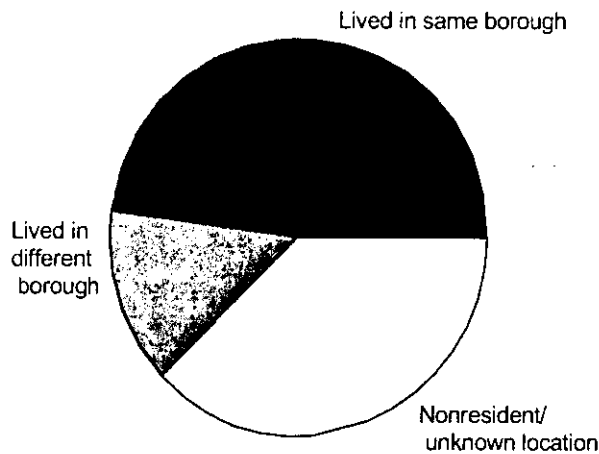
Three sources of information were used to identify postsecondary education activity for Alaska's youth: University of Alaska student records from 1996 through 2002, Alaska training program records collected as part of an annual evaluation of State funded training programs, and data from the National Student Clearinghouse, 2000 through 2002. The National Student Clearinghouse data includes information

Table 2. Borough/census area place of residence of Alaskan youth age 15-16 in 1994 and place of residence in 2002

Residence in 1994	Residence in 2002						
	Total	Remained in same borough/census area		Moved to other borough/census area in Alaska		Moved outside Alaska	
		Number	Percent	Number	Percent	Number	Percent
Total	16,114	7,713	47.9	2,324	14.4	6,077	37.7
Aleutians East	38	23	60.5	7	18.4	8	21.1
Aleutians West	69	24	34.8	18	26.1	27	39.1
Anchorage	6,089	3,180	52.2	515	8.5	2,394	39.3
Bethel	443	316	71.3	59	13.3	68	15.3
Bristol Bay	29	8	27.6	10	34.5	11	37.9
Denali	53	21	39.6	15	28.3	17	32.1
Dillingham	130	87	66.9	28	21.5	15	11.5
Fairbanks	1,982	937	47.3	198	10	847	42.7
Haines	74	19	25.7	22	29.7	33	44.6
Juneau	904	288	31.9	186	20.6	430	47.6
Kenai	1,409	593	42.1	233	16.5	583	41.4
Ketchikan	428	162	37.9	54	12.6	212	49.5
Kodiak	359	141	39.3	70	19.5	148	41.2
Lake and Peninsula	52	26	50.0	18	34.6	8	15.4
MatSu	1,682	769	45.7	319	19	594	35.3
Nome	284	180	63.4	64	22.5	40	14.1
North Slope	186	117	62.9	34	18.3	35	18.8
Northwest Arctic	210	136	64.8	41	19.5	33	15.7
pow-Outer Ketchikan	183	75	41.0	35	19.1	73	39.9
Sitka	241	95	39.4	42	17.4	104	43.2
Skagway-Hoonah-Angoon	107	33	30.8	32	29.9	42	39.3
Southeast Fairbanks	208	70	33.7	75	36.1	63	30.3
Valdez-Cordova	282	88	31.2	75	26.6	119	42.2
Wade Hampton	198	141	71.2	36	18.2	21	10.6
Wrangell-Petersburg	179	65	36.3	36	20.1	78	43.6
Yakutat	24	9	37.5	8	33.3	7	29.2
Yukon-Koyukuk	244	110	45.1	88	36.1	46	18.9
Unknown	27	0	0	6	22.2	21	77.8

SOURCE: Alaska Population Overview-1999 estimates, Alaska Department of Labor and Workforce Development, Research and Analysis, May 2000.

Chart 2. Residence in 2002 of the 1994 Alaskan Youth, age 15-16



SOURCE: Department of Labor Workforce Development, Research and Analysis, and Alaska Permanent Fund Dividend historical application Data.

about the education and degree status of more than 90 percent of the students enrolled in the Nation's colleges and universities.

At least 55.3 percent (8,903) of the 1994 Alaskan Youth population had attended one or more postsecondary schools from 1996 through 2002. More than 34 percent (5,537) of these youth pursued their postsecondary education exclusively in Alaska, 7.4 percent (1,190) went to school exclusively outside Alaska, and 13.5 percent (2,176) attended postsecondary education institutions both inside and outside the State. Nationwide, about 63 percent of high school graduates age 16 to 24, and about 43 percent of all 18- to 24-year-olds had enrolled in college in 1999.

More than 6,200 of the 1994 Youth attended the University of Alaska at some time from 1996 through 2002. Of those youth, 34.1 percent earned credits, and the remainder either withdrew from their course or courses, received an incomplete, or failed. Nearly 70 percent of the 1994 Alaska Youth that attended a postsecondary institution attended the University of Alaska.

More than 12 percent (1,989) of the 1994 Youth group had earned one or more degrees or certificates, or both, as of December 2002. From 1996 through 2002, 838 of the youth earned one or more degrees and certificates of all types from the University of Alaska.

Residency and current employment status varied significantly depending upon the location of reported postsecondary education activity. Those 1994 Youth who had reported both in-State and out-of-State postsecondary education had the lowest current Alaska employment and residency, with only 25 percent of those youth residents of Alaska in 2002 and 18 percent reported working in the State in 2002. (See table 3.)

The number (and percent) of 1994 Youth who attended a postsecondary institution varied significantly by place of residence (See table 4 and chart 3). Rural areas had representatives among both the lowest and highest postsecondary participation groups. Lowest postsecondary participation (less than 45 percent) was reported in the North Slope Borough, Northwest Arctic Borough, and Bethel Census Area and the highest rates (more than 60 percent) were reported in Valdez-Cordova Census Area, Denali Borough, and Dillingham Census Area.

The 1994 youth in the urban areas of Anchorage, Fairbanks and Matanuska-Susitna attained the largest number of postsecondary degrees or certificates, and urban areas generally had higher rates of attainment. However, the Aleutians West Census Area and Denali Borough both had high rates of degree attainment, but with very small total numbers. In general, rural areas fared poorly in terms of degree attainment, with the North Slope Borough and Wade Hampton having less than 2 percent of their youth population reporting that they had achieved a degree or certificate as of 2002.

Postsecondary education, 2000

The 20,413 of Alaska's youth age 17-18 in 2000 were matched with University of Alaska and National Student Clearinghouse files to identify their participation in postsecondary education. (See table 4 and chart 4) Their participation mirrored the 1994 Youth group, with a 55.1-

Table 3. Residency and employment status in 2002 of Alaskan youth age 15-16 years in 1994

Education	Total	Resident in 2002		Employed in Alaska 2002	
		Number	Percent	Number	Percent
No reported postsecondary school information	7,211	4,202	58.3	3,623	50.2
Alaska only	5,537	4,679	84.5	4,207	76.0
Outside Alaska only	1,190	607	51.0	428	36.0
Inside and outside Alaska	2,176	549	25.2	400	18.4
Total	16,114	10,037	62.3	8,658	53.7

SOURCE: Alaska Population Overview-1999 estimates, Alaska Department of Labor and Workforce Development, Research and Analysis, May 2000.

Table 4. Education, residency, and employment indicators of Alaskan youth in 1994 and 2000 by place and residence

Residency	Youth age 15-16 in 1994					Youth age 17-18 in 2000				
	Total youth	Attended Post-secondary education	Degree recipient	Resident in 2002	Employed in Alaska in 2002	Total youth	Attended Post-secondary education	Degree recipient	Resident in 2002	Employed in Alaska in 2002
Total	16,114	8,886	1,989	10,037	8,658	20,413	11,254	142	17,566	14,300
Aleutians East	38	22	4	30	24	54	27	0	48	38
Aleutians West	69	44	11	42	44	75	38	1	60	48
Anchorage	6,089	3,503	843	3,695	3,146	7,587	4,207	40	6,619	5,400
Bethel	443	160	17	375	356	552	221	3	517	442
Bristol Bay	29	17	4	18	15	39	28	0	33	28
Denali	53	37	10	36	30	60	38	2	55	38
Dillingham	130	86	9	115	100	153	99	1	145	109
Fairbanks	1,982	1,176	295	1,135	971	2,413	1,418	17	2,091	1,769
Haines	74	36	8	41	42	98	53	1	80	69
Juneau	904	499	118	474	434	1,213	643	11	1,015	856
Kenai	1,409	794	192	826	693	1,838	1,191	11	1,597	1,265
Ketchikan	428	243	48	216	201	439	231	2	361	284
Kodiak	359	219	41	211	175	393	262	7	329	256
Lake and Peninsula	52	28	2	44	38	73	42	0	61	56
Matanuska-Susitna	1,682	885	198	1,088	914	2,311	1,200	24	2,008	1,582
Nome	284	141	22	244	212	318	145	2	292	246
North Slope	186	47	3	151	133	257	84	0	227	205
Northwest Arctic	210	68	9	177	159	259	84	0	241	196
Pow-Outer Ketchikan	183	72	10	110	90	208	91	0	172	126
Sitka	241	157	28	137	121	273	176	2	219	183
Skagway-Hoonah-Angoon ..	107	54	14	65	61	100	53	2	85	72
Southeast Fairbanks	208	107	21	145	123	238	122	5	203	149
Valdez-Cordova	282	197	39	163	142	338	270	7	293	237
Wade Hampton	198	73	3	177	164	270	77	1	255	215
Wrangell-Petersburg	179	90	20	101	81	212	127	0	171	125
Yakutat	24	14	0	17	15	21	9	0	20	18
Yukon-Koyukuk	244	103	14	198	169	269	136	0	246	201
Other/unknown	27	14	6	6	5	352	182	3	123	87

SOURCE: *Alaska Population Overview-1999 estimates*, Alaska Department of Labor and Workforce Development, Research and Analysis, May 2002.

percent rate for those attending one or more postsecondary institutions. Longer term tracking of the 2000 Youth group will likely result in higher postsecondary education participation rates than the 1994 group.

Although only the most ambitious 17-year-old would have had time to earn a Bachelor's degree by the end of 2002, more than 140 youth in this group had earned certificates or Associate degrees by that time.

For those youth who had received some postsecondary education, as of 2002, two-thirds had received that education exclusively in Alaska. The remainder received some postsecondary education outside the state, with 12.4 percent continuing their education exclusively outside Alaska.

Female youth more likely to participate in postsecondary education. More than 50 percent (4,279) of men in the 1994 Youth group had some reported postsecondary education and 60.2 percent (4,602) of the women had postsecondary education. A little less than 10 percent of the men earned a degree and more than 15 percent of the women were degree recipients. Nearly 59 percent of those with degrees were

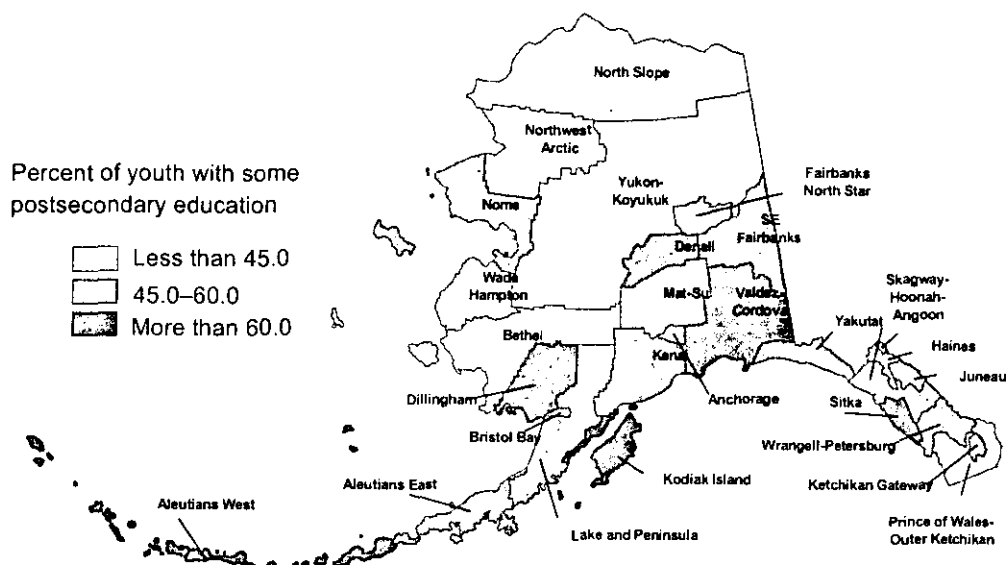
women. For those attending postsecondary schools, women were more likely to attend exclusively in Alaska.

Alaska students matriculate along the west coast. The 1994 Youth group attended colleges and universities in every State in the Nation from 2000-02 (See chart 5). However, postsecondary education students who went to school at some time outside Alaska were most likely to attend colleges and universities in the western part of the United States. Based upon the State of the last school that the 1994 Youth group attended, Washington, Oregon, California, Colorado, Utah, Montana and Nevada were the top States for college and university attendance.

University of Alaska student data

Nearly 39 percent of the 1994 Youth (6,264 students) attended one or more terms at the University of Alaska from the fall of 1996 through the fall of 2002. However, a large percentage (46.7 percent) of the youth who attended the University of Alaska attended for three or fewer terms during the period. More than 62 percent of those youth who attended the

Chart 3. Percent of 1994 Youth with some postsecondary education, 2002



SOURCE: Department of Labor Workforce Development, Research and Analysis, and Alaska Permanent Fund Dividend application data.

University of Alaska at some time during the period started their attendance by the fall of 1997.

As of fall 2002, 838 of the youth cohort had received one or more degrees from the University of Alaska. Based upon the first reported degree awarded, 488 had earned a baccalaureate degree; 308, an Associate's degree; and the remainder had earned advanced degrees or other certifications.

Each year, the University of Alaska awards approximately 1,300 bachelor's degrees. Chart 6 shows the number of degrees awarded and the 2002 resident and employment status for each year's degree recipients. As expected, the 2002 University of Alaska graduates have the highest current Alaska residency and employment rates, but those students who earned degrees early in the decade have relatively high and stable employment and residency rates as well. For the recent youth cohort, those Alaskans age 17-18 in 2000, 38.6 percent attended the University of Alaska at some time from 1996 through 2002. Nearly 16 percent were still attending the University of Alaska as of fall 2002.

Employment and earnings of University of Alaska students.

A little more than 4,200 2002 graduates and former students of the University of Alaska from the 1994 Youth cohort were employed in Alaska in 2002. This group earned more than \$79 million, based upon administrative record matches with

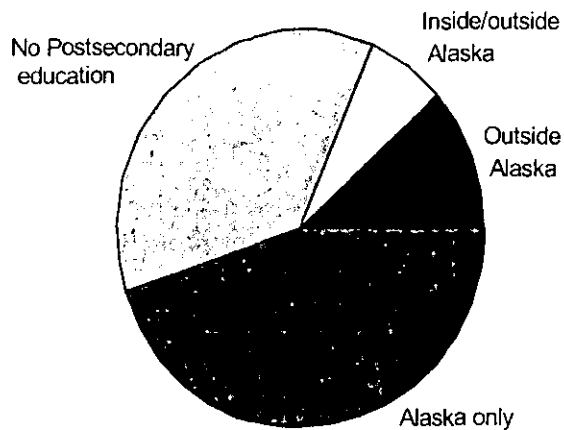
Alaska unemployment insurance wage records. Students who earned one or more degrees at the University of Alaska had the highest average total Alaska earnings in 2002 when compared with all other 1994 Youth. (See chart 7 and table 5.) Workers who reported having between 61 and 90 University of Alaska credits had the second highest average earnings.

No matter the level of educational attainment, the male group earned more than the female cohort in Alaska in 2002. Nevertheless, there was a much larger number of reported female degree recipients and a much larger number who were employed in Alaska in 2002. (See table 6.) Women who earned a degree at the University of Alaska had wage and salary earnings approximately 50 percent greater than those females who did not attend the University of Alaska. In 2002, male youth who did not attend the university had average earnings that were 94 percent as much as the entire male youth cohort and female youth who did not attend earned 83.9 percent as much as all women in the group.

Employment and earnings of Alaska youth

Total wage and salary earnings in Alaska in 2002 for the 8,659 employed 1994 Youth were \$149.2 million. These workers, representing 53.7 percent of the total 1994 Youth study group, earned on average \$17,238 in 2002, compared with \$25,808 average

Chart 4. Postsecondary education status thru 2002 for year 2000 Alaskan youth age 17-18



SOURCE: Department of Labor Workforce Development, Research and Analysis.

annual earnings for all workers employed at some time during the year in Alaska in the same year. The largest number of workers and the highest total earnings were in the trade, transportation and utilities industry, however, highest average and median earnings were paid to workers in the natural resource and mining industry. (See table 7.)

Alaska's oil and mining industry has very high paying jobs. Average earnings for the 1994 Youth workers in that industry were \$35,226; twice as much as the average for all of the 1994 Youth working in Alaska in 2002. But these 1994 Youth workers still earned significantly less than all workers employed in the natural resources and mining industry who average \$62,557 annual earnings in 2002.

Although Alaska's unemployment insurance wage record file does not capture the number of hours worked for each employee, calendar quarters worked does provide some indication of attachment to the labor force over time. In 2002, 55 percent of the 1994 Youth employed in Alaska 2002 worked during all four quarters of the year suggesting a strong attachment to the labor force. (See chart 8.) However, nearly 64 percent of the 1994 Youth workers employed at some time during the year in Alaska earned less than \$20,000 and about 40 percent earned less than \$10,000. (See chart 9.) Workers who were employed during all four quarters earned an average of \$25,129.

Youth with postsecondary education. Matching the 1994 Youth age 15-16 records with 2002 Alaska unemployment insurance wage records and education and residency administrative data, this study finds that the majority of total Alaska earnings were received by those youth who had reported some Alaska postsecondary education. Total earnings were \$149.2 million, with \$81.0 million going to youth with some Alaska postsecondary education (table 8). Those youth who had earned one or more degrees had the highest average earnings (\$19,754), although those youth reporting some Alaska postsecondary education earned nearly as much, with \$19,251 in 2002. Lowest average and total earnings were received by youth who had postsecondary education both inside and outside Alaska.

Based upon analysis of those 1994 Youth employed at some time during 2002, nearly 53 percent were employed by one employer during the year, 28.3 percent of workers were employed by two employers (either consecutively or concurrently), and 12.0 percent were employed by three employers in 2002. These workers were employed an average of 3.2 quarters per year.

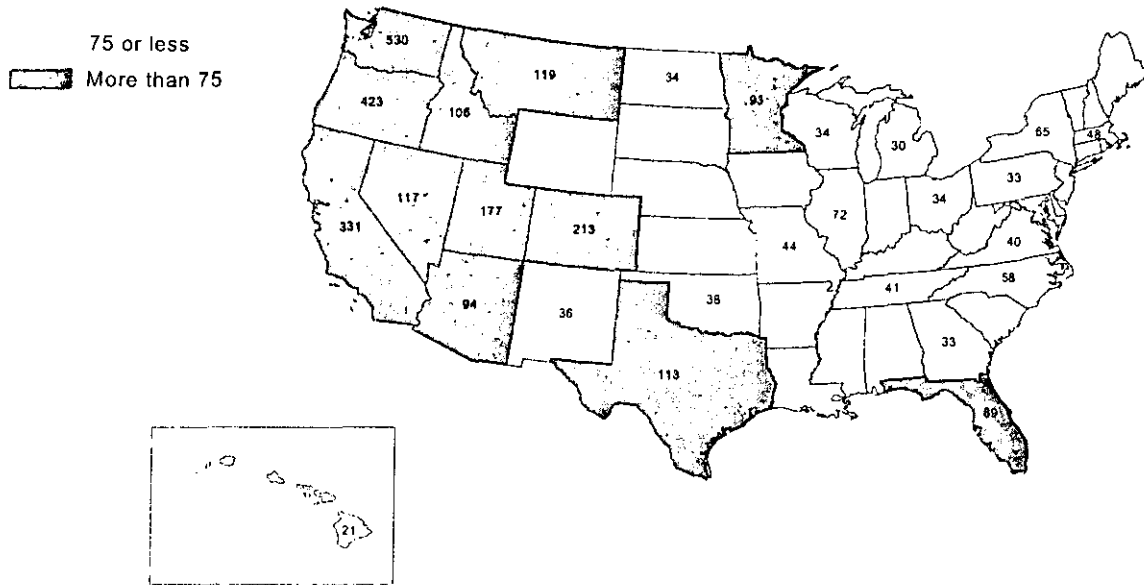
Occupation and educational attainment

Alaska's unemployment insurance wage records contain Standard Occupational Classification- based occupational identifiers for more than 95 percent of unemployment insurance wage records. Minimum training level codes, assigned according to the Bureau of Labor Statistics classification system, can be used to determine if postsecondary education graduates, or those receiving significant postsecondary education are working in an occupation that require that level of training. If workers are employed in an occupation that requires only short-term on- the-job training, but they had received considerable postsecondary education, they can be considered "underemployed."

The 1994 Youth group has not had time for significant work experience following postsecondary education. Preliminary findings show that about one-third of the 991 youth who had degrees were employed in Alaska in 2002 in occupations with assigned training levels and were working in occupations in which a degree was required. (See table 9.)

However, a significant number of 1994 Youth with no reported degree information were working in occupations generally requiring degrees. Some of the occupations most frequently reported in this category include financial specialists, general and operations managers, biological technicians, preschool teachers, computer support specialists, recreation workers, accountants and auditors, engineering technicians, and health technologists. Incomplete educational attainment information and occupational coding issues both may be a factor in the discrepancy, but it is clear that a large number of the 1994 Youth

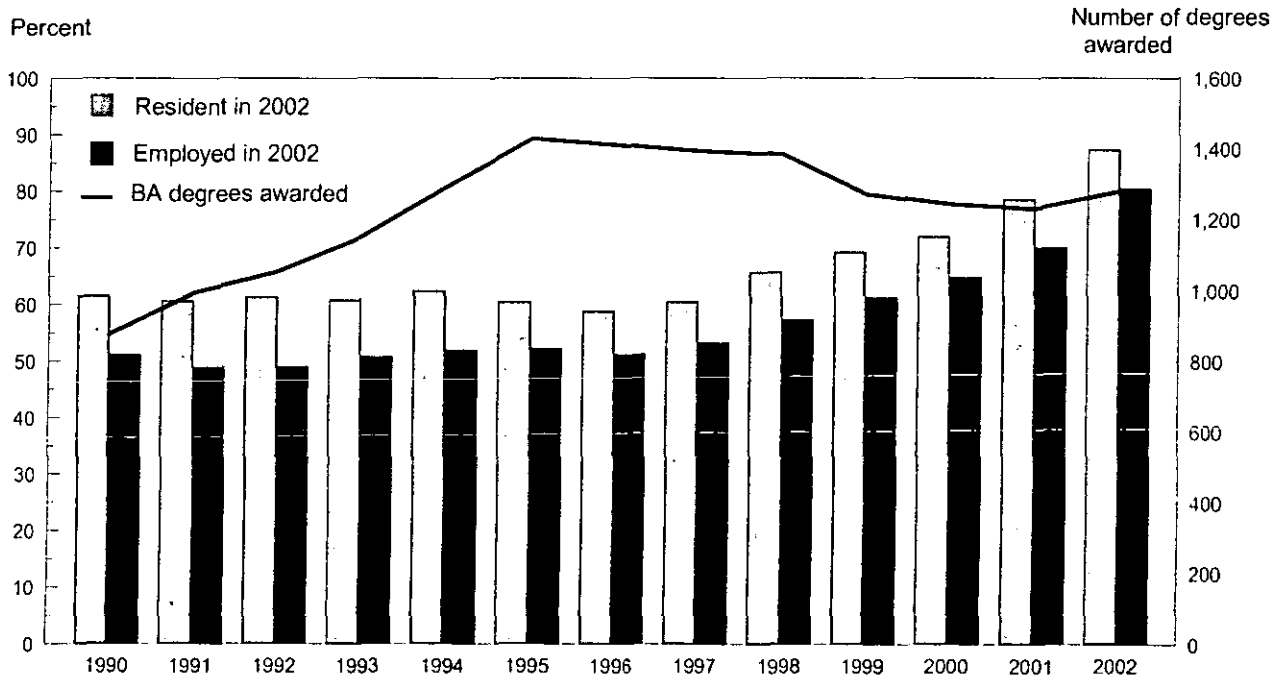
Chart 5. Number of Alaskan youth who attended postsecondary institutions outside Alaska by State, 2002



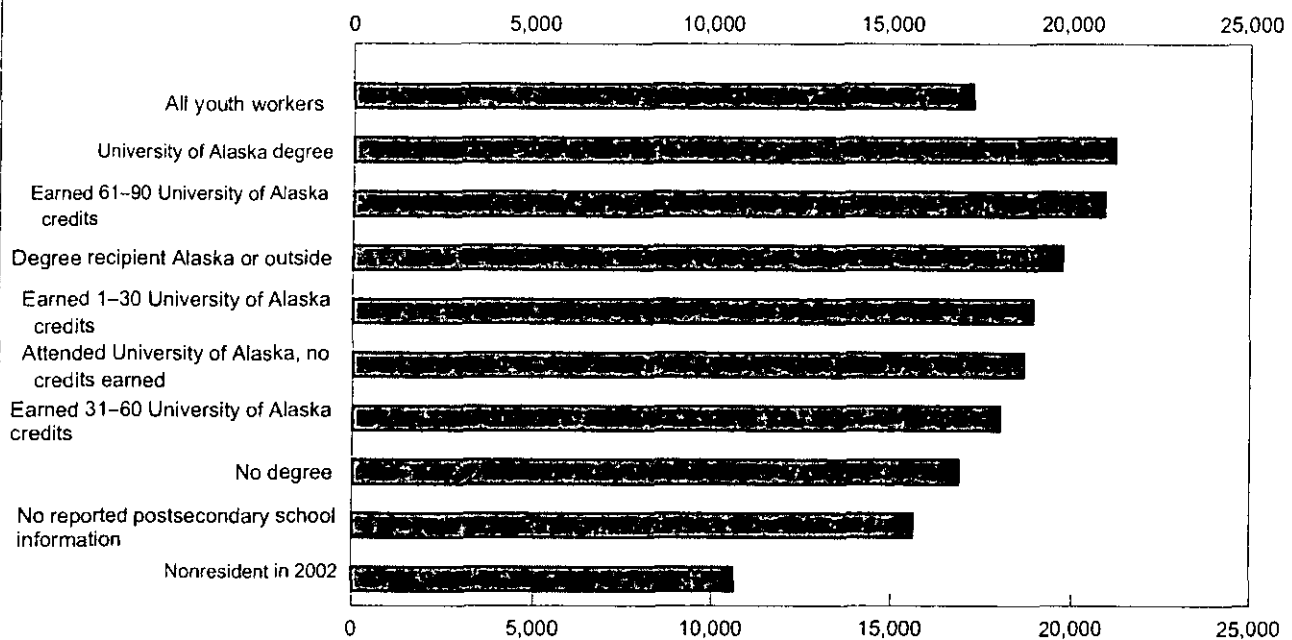
NOTE: Count included on map for States with 30 or more youth.

SOURCE: Department of Labor Workforce Development, Research and Analysis, and Alaska Permanent Fund Dividend application data.

Chart 6. Number of Baccalaureate Degrees from University of Alaska, percent of residency, and employed in Alaska, 1990–2002



SOURCE: Department of Labor Workforce Development, Research and Analysis, and Alaska Permanent Fund Dividend application data.

Chart 7. Average total Alaska earnings for selected education and residency groups, 1994 Youth ages 15-16, 2002

SOURCE: Department of Labor Workforce Development, Research and Analysis, May 2002.

workers, whether or not degree status information was available, were employed in 2002 in occupations requiring a significant level of training. It should be noted that many of these workers had earned a significant number of credits from the University of Alaska.

Occupation and gender

Occupations most frequently held in 2002 by the 1994 Youth workers varied significantly by gender. (See table 10.) The top occupations in terms of total numbers and average earnings for the men were generally construction related occupations. Specifically, construction laborer had the highest number of men, and operating engineers/equipment operators had the highest average earnings for men. However, retail salesperson and janitors did make the top five in total numbers for men. The women were most frequently employed as office clerks, retail salespersons, and waiters/waitresses, with the highest average earnings paid to executive secretaries/administrative assistants.

Identifying employment opportunities

The relatively high migration rate among youth from Alaska is the result of many factors. The estimated number of youth

leaving the State is quite high, but the overall rate of outmigration has not increased in recent years. In fact, the percentage of 18-year-olds leaving the State in the late 1990s (about 9 percent annually) was lower than that at any time during the decade.

Each year during the 1990s, at least 11,000 Alaska youth entered the labor force. This inflow was more than matched by a growing number of job openings. Current Occupational Employment Statistics projections estimate an increase in Alaska employment of 16.7 percent from 302,255 to 352,693 between 2000 and 2010, resulting in more than 12,000 job openings projected annually during this 10-year period. These projected openings are the combined result of employment growth and net separations from the occupations and do not include jobs resulting from employee turnover.

In addition to overall employment growth, there are additional opportunities available to new entrants to the labor force. Currently, the Alaska Department of Labor and Workforce Development estimates that there were nearly 68,000 nonresidents of Alaska employed at some time in Alaska in 2001. Alaska residency of workers is determined using Permanent Fund Dividend data. Industries, occupations, and employers that have high nonresident hire rates signal an unmet training need and a placement opportunity for Alaska's training programs.

Turnover in the workplace provides additional employment opportunities. In 2001, there were approximately 200,000 new

Table 5. Employment, earnings, and residency in 2000 of youth age 15–16 in 1994, University of Alaska students, and other groups in 1994, 2002 residency, employment, and earnings

Education	Youth age 15–16 in 1994	Resident in 2002	Employed in Alaska	Total earnings	Average total earnings	Total quarters worked
Total	16,114	10,037	8,659	\$149,262,715	\$17,238	27,434
Attended University of Alaska:						
Attended but no credits earned	736	533	468	8,435,591	18,025	1,518
1 to 30 credits earned	3,327	2,458	2,143	40,589,836	18,941	7,014
31 to 60 credits earned	884	701	609	11,361,407	18,656	2,014
61 to 90 credits earned	486	431	354	7,408,458	20,928	1,160
91 to 120 credits earned	371	344	307	5,256,249	17,121	1,020
121 or more credits earned	421	391	346	6,088,189	17,596	1,113
Earned one or more degrees	838	734	657	13,952,018	21,236	2,210
Attended University of Alaska	6,264	4,887	4,255	79,561,938	18,698	13,924
Did not attend University of Alaska	9,850	5,150	4,404	69,700,777	15,827	13,510

SOURCE: *Alaska Population Overview—1999 estimates*, Alaska Department of Labor and Workforce Development, Research and Analysis, May 2002.

Table 6. Employment and average earnings in 2002 by Alaskan youth age 15–16 in 1994, University of Alaska students, and other groups

Education	Male youth			Female youth		
	Number	Employed in Alaska	Average total earnings	Number	Employed in Alaska	Average total earnings
Total	8,458	4,605	19,098	7,642	4,051	15,123
Attended University of Alaska:						
Attended but no credits earned	424	272	20,064	312	196	15,194
1 to 30 credits earned	1,546	985	20,699	1,779	1,156	17,441
31 to 60 credits earned	403	284	20,473	481	325	17,068
61 to 90 credits earned	239	177	24,719	247	177	17,136
91 to 120 credits earned	152	126	18,153	219	181	16,403
121 or more credits earned	161	123	18,065	260	223	17,337
Earned one or more degrees	314	237	25,267	524	420	18,961
Did not attend University of Alaska ..	5,511	2,619	17,967	4,327	1,784	12,686

NOTE: Totals for male and female youth may not add to total due to missing gender data for some youth. SOURCE: *Population Overview—1999 estimates*, Alaska Department of Labor and Workforce Development, Research and Analysis, May 2002.

Table 7. Employment and earnings in 2002 of Alaskan youth age 15–16 in 1994, by industry

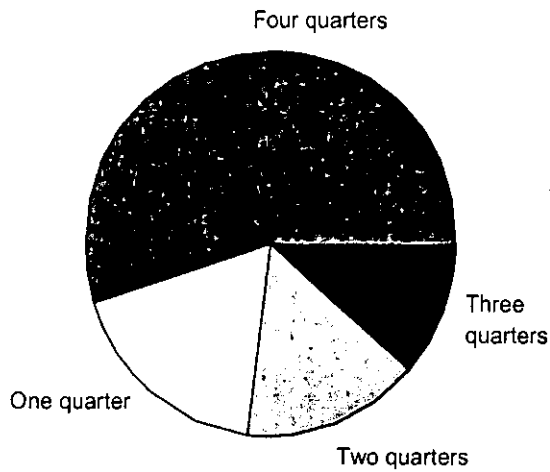
Industry	Total workers	Total earnings	Mean earnings	Median earnings
Total ¹	8,659	\$149,262,715	\$17,238	\$13,905
Local government	932	12,563,184	13,480	9,462
State government	422	8,104,181	19,204	18,743
Construction	808	19,437,983	24,057	21,488
Educational and health services	945	16,555,507	17,519	16,451
Financial activities	451	8,155,414	18,083	17,446
Information	199	4,741,951	23,829	21,686
Leisure and hospitality	1,175	11,782,065	10,027	7,197
Manufacturing	216	3,114,855	14,421	9,997
Natural resources and mining	312	10,990,562	35,226	32,650
Other services	365	5,623,264	15,406	13,337
Professional and business services	715	11,742,102	16,423	13,514
Trade, transportation, and utilities	2,110	36,275,154	17,192	14,840

¹ Includes some unknown industries.

SOURCE: *Alaska Population Overview—1999 estimates*, Alaska Department of Labor and Workforce Development, Research and Analysis, May 2002.

ment of Labor and Workforce Development, Research and Analysis, May 2002.

Chart 8. Number of quarters worked in 2002, 1994 Youth age 15-16



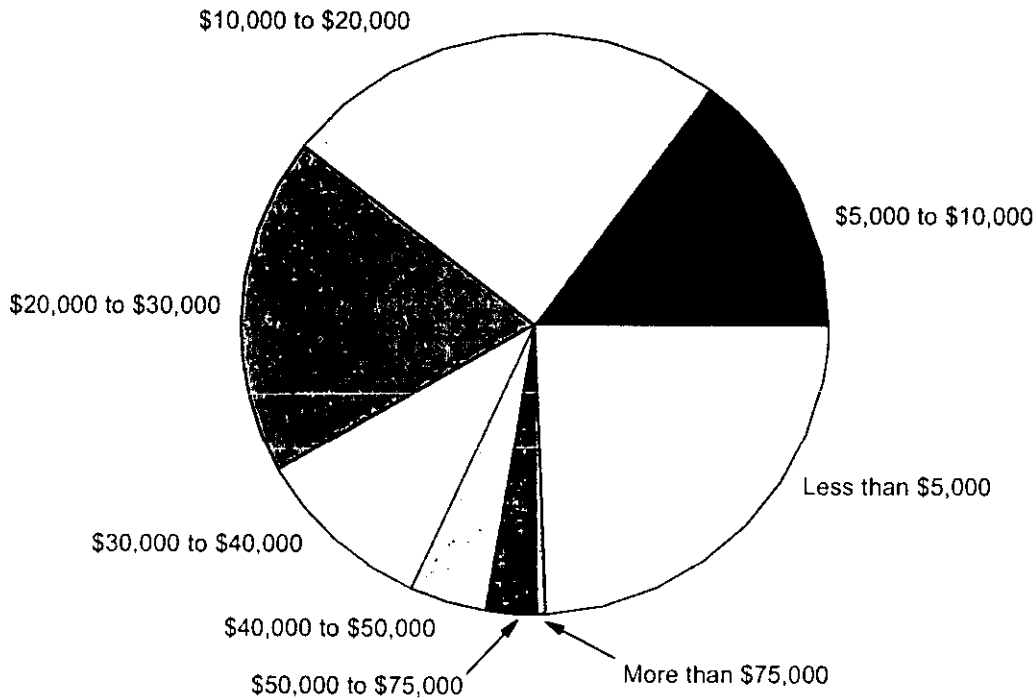
SOURCE: Department of Labor Workforce Development, Research and Analysis.

"hires," defined as a worker, hired by an employer in a quarter, who had not worked for that employer at any time in the previous four calendar quarters. (See table 11.) These hires, along with other wage record transaction measures can help to identify employment opportunities for jobseekers and training needs for training providers.

Wage records matched with administrative data also help to identify rapidly changing retirement rates in particular industries and occupations. Alaska's population is "aging" rapidly, and assuming no significant change in the average retirement age, the quickly increasing average age of workers suggests that retirement (and death) will play an even larger role in the number of Alaska job openings during the next several years. In 2001, 16.6 percent of private sector workers in Alaska were age 50 and older and 8.5 percent were age 55 and older. More than 20 percent of workers in the oil industry and health care industry are age 50 or older, and in State government, more than 28 percent of all workers are older than age 50.

Given the relatively long lead time required to train workers in many occupations, the combination of increasing average age, turnover, and underlying growth in industry and occupations are all important in identifying training needs and opportunities.

Chart 9. Average total earnings in 2002, 1994 Youth age 15-16



SOURCE: Department of Labor Workforce Development, Research and Analysis.

Table 8. Residency, employment, and earnings in 2002 of Alaskan youth age 15–16 in 1994, by educational attainment

Education	Youth age 15–16 in 1994	Resident	Employed in Alaska	Total earnings	Average total earnings	Total quarters worked
Total	16,114	10,037	8,659	\$149,262,715	\$17,238	27,434
Postsecondary education status:						
No reported postsecondary school information	7,211	4,202	3,623	56,633,076	15,632	11,252
Alaska postsecondary only	5,537	4,679	4,207	80,989,972	19,251	14,055
Outside Alaska postsecondary only	1,190	607	429	6,027,828	14,051	1,117
Inside and outside Alaska	2,176	549	400	5,611,840	14,030	1,010
Degree status (Alaska and United States):						
No degree earned	14,125	8,803	7,635	129,034,593	16,900	24,209
One or more degrees earned	1,989	1,234	1,024	20,228,122	19,754	3,225

SOURCE: *Alaska Population Overview—1999 estimates*, Alaska Department of Labor and Workforce Development, Research and Analysis, May 2002.

Table 9. Employment and average earnings in 2002 by Alaskan youth age 15–16 in 1994, University of Alaska students, and other groups

Minimum level of training/education required for occupation	No reported degree earned		One or more degrees earned (all sources)		One or more University of Alaska degrees earned	
	Number of workers	Average total earnings	Number of workers	Average total earnings	Number of workers	Average total earnings
Short-term on-the-job training	4,005	\$13,293	396	\$12,917	256	\$14,474
Moderate-term on-the-job training	1,464	20,529	124	22,417	83	23,895
Long-term on-the-job training	704	22,558	42	27,037	26	32,514
Work experience in a related occupation	227	21,394	24	25,855	16	24,623
Postsecondary vocational award	354	22,187	40	29,189	32	32,172
Associate degree	157	21,634	68	25,656	42	27,822
Bachelor's degree	410	19,677	227	23,494	138	23,734
Bachelor's or higher degree, plus work experience	86	23,687	24	24,780	18	26,011
Master's degree	50	20,144	36	25,480	23	25,379
Doctoral degree	9	14,981	4	9,967	2	16,203
First professional degree	10	23,329	6	22,466	3	29,911

NOTE: Education level information is not available for all workers so total workers will not equal total employed in Alaska in 2002.

SOURCE: *Alaska Population Overview—1999 estimates*, Alaska Department of Labor and Workforce Development, Research and Analysis, May 2002.

ALASKA'S YOUTH APPEAR TO BE participating in postsecondary education at rates comparable to youth in the rest of the United States, although there is a significant difference in participation rates between different geographic areas of Alaska. Overall outmigration from Alaska continues to be quite high, with the highest rates found in the older youth-young adult age groups. These high migration rates for youth and young adults suggest that brain drain is more reality than

myth. Despite the high level of outmigration and participation in postsecondary education outside the State, the majority of Alaska youth age 15–16 in 1994 retained their Alaskan residency through 2002.

The 1990's was a period of slow economic growth in Alaska, with a shift in industry importance from resource extraction to services and retail. During the next decade, overall employment is expected to exhibit fundamental growth, while underlying

Table 10. Top occupations in 2002 of youth age 15-16 in 1994

Occupation	Number of workers	Average earnings
Male		
Construction laborers	271	\$20,436
Laborers and freight, stock, and material movers, hand	250	12,163
Retail salespersons	193	16,547
Carpenters	147	20,796
Janitors and cleaners, except maids and housekeeping cleaner	89	9,194
Combined food preparation and serving workers	73	7,526
Office clerks, general	71	15,966
Cashiers	69	10,522
Automotive service technicians and mechanics	63	23,107
Operating engineers and other construction equipment operators	61	40,389
Female		
Office clerks, general	239	15,006
Retail salespersons	208	13,012
Waiters and waitresses	165	8,915
Cashiers	162	8,528
Receptionists and information clerks	138	15,277
Teacher assistants	136	10,695
Bookkeeping, accounting, and auditing clerks	108	19,437
Executive secretaries and administrative assistants	108	21,340
Office and administrative support workers, all other	104	18,316
Combined food preparation and serving workers	73	5,567

SOURCE: Alaska Population Overview-1999 estimates, Alaska Department of Labor and Workforce Development, Research and Analysis, May 2002.

demographic shifts and turnover will provide an increasing number of job openings for the quickly growing young adult population in Alaska. Changes in the types of workers required and the number of youth seeking postsecondary education will continue to present opportunities and challenges to Alaska's educational institutions. □

Notes

¹ See Ronald A. Phipps, *Access to Higher Education in Alaska - Strategies for Success* (The Institute for Higher Education Policy, prepared for the Alaska Commission on Postsecondary Education, December 2000). The paper reports that in 1998, 24.2 percent of 19-year-old Alaskans enrolled in college and that in 1996, Alaska enrolled 38.9 percent of recent high school graduates anywhere as first-time freshmen in a college or university, compared with 58 percent of high school graduates in the Nation.

² Jeff Hadland, *Alaska Brain Drain? Using Alaska UI Wage Records and Administrative Data to Determine the Long Term Education, Employment and Migration Patterns of Alaska's Youth* (Alaska Department of Labor and Workforce Development, Research and Analysis Section, December 2004).

³ The Alaska Permanent Fund is derived from earnings from the Alaska Permanent Fund, an oil revenue funded endowment. Each resident is entitled to the dividend after meeting eligibility requirements. In 2002, each Alaskan was paid \$1,542.

⁴ This borough is presented as "Mat-Su" in tables prepared by the Alaska Department of Labor and Workforce Development.

⁵ Residency in Alaska was measured by application for the Alaska Permanent Fund Dividend on an annual basis. The Permanent Fund Dividend program allows absences from Alaska for education, military, illness, and other reasons.

⁶ Alaska Department of Labor and Workforce Development, Research and Analysis, *Alaska Population Overview-1999 Estimates*, May 2000.

Table 11. Estimated number of new hires in Alaska by occupational category, quarterly data, 2001

Occupational category	New hires in 2001			
	Quarter I	Quarter II	Quarter III	Quarter IV
Total	44,704	69,296	47,444	38,074
Management	1,338	1,351	1,243	1,041
Business and financial operations	671	545	504	513
Computer and mathematical	376	207	210	210
Architecture and engineering	542	935	464	289
Life, physical, and social science	325	744	331	234
Community and social services	645	569	567	622
Legal	107	115	171	102
Education, training, and library	1,553	1,784	2,337	3,025
Arts, design, entertainment, sports, and media	486	704	440	504
Health care practitioners and technical	2,378	1,170	1,135	961
Health care support	1,280	769	690	929
Protective service	639	716	690	728
Food preparation and serving related	4,560	8,454	5,594	4,528
Building, grounds cleaning, and maintenance	1,627	3,547	1,682	1,347
Personal care and service	1,517	3,818	1,856	2,041
Sales and related	3,992	7,198	5,153	4,188
Office and administrative support	6,718	7,885	6,006	5,410
Farming, fishing, and forestry	571	1,254	550	156
Construction and extraction	4,113	8,935	6,131	3,400
Installation, maintenance, and repair	1,988	2,611	1,805	1,441
Production	3,623	4,471	2,892	1,061
Transportation and material moving	3,596	7,110	3,805	3,005

SOURCE: Alaska Population Overview-1999 estimates, Alaska Department of Labor and Workforce Development, Research and Analysis, May 2002.

Data obtained from Alaska Occupational Database and new hires calculated using MDAR methodology.

Executive Branch
Total Permanent Positions by Job Class as of PPE 12/31/2008

Job Class Desc	Total Permanent Position(s)	Filled Position(s)	Vacant Position(s)	Vacancy Rate%
Internet Specialist II	5	4	1	20.0
PUB ADVOCATE UTIL ANALYST I	4	3	1	25.0
Wildland Fire Dispatcher II	13	10	3	23.1
WILDLAND FIRE/RESOURCE TECH V	9	7	2	22.2
ADMIN OPERATIONS MGR II	8	6	2	25.0
FORENSIC SCIENTIST III-CHEMIST	6	5	1	16.7
Deputy Director	5	2	3	60.0
EXECUTIVE DIRECTOR, NRCDB	1		1	100.0
HEALTH FACILITIES SURVEY MGR	1		1	100.0
Radio Dispatcher II	47	37	10	21.3
Communications Center Supervisor	2	1	1	50.0
Mail Services Courier	14	12	2	14.3
Administrative Clerk I	11	8	3	27.3
Administrative Clerk II	441	357	84	19.0
Administrative Clerk III	564	492	72	12.8
EXECUTIVE SECRETARY II	2	1	1	50.0
EXECUTIVE SECRETARY I	2	1	1	50.0
Accountant II	15	13	2	13.3
Accountant V	13	11	2	15.4
Accounting Supervisor II	15	12	3	20.0
Tax Technician II	5	4	1	20.0
Revenue Audit Supervisor I	3	2	1	33.3
Oil and Gas Revenue Auditor II	5	4	1	20.0
Oil and Gas Revenue Auditor IV	8	5	3	37.5
Corporate Income Tax Auditor I	3	2	1	33.3
Corporate Income Tax Auditor III	2	1	1	50.0
Corporate Income Tax Auditor IV	3	2	1	33.3
Internal Auditor II	3	2	1	33.3
Internal Auditor IV	8	6	2	25.0
Supply Technician I	10	8	2	20.0
Human Resource Specialist II	22	18	4	18.2
Equal Employment Officer III	3	2	1	33.3
Labor Relations Analyst III	3	2	1	33.3
Labor Relations Analyst IV	1		1	100.0
Budget Analyst I	3	2	1	33.3
Training Specialist I	6	4	2	33.3
Analyst/Programmer I	8	5	3	37.5
Analyst/Programmer II	25	20	5	20.0
Analyst/Programmer III	59	46	13	22.0
Data Processing Manager II	18	14	4	22.2
Systems Programmer I	5	4	1	20.0
Data Communications Specialist I	4	3	1	25.0
Statistical Technician I	8	6	2	25.0
Demographer	2	1	1	50.0
Research Analyst I	13	8	5	38.5
Research Analyst II	25	21	4	16.0
Research Analyst III	40	32	8	20.0
Database Specialist III	8	5	3	37.5
Local Government Specialist III	15	12	3	20.0
Mail Services Manager	1		1	100.0
Special Assistant To The Commissioner I	7	5	2	28.6
Special Assistant To The Commissioner II	17	14	3	17.6

Source: VacancyAllDepts 090112

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Prepared by EAbad,HRS,DOPLR EPIC

Executive Branch
Total Permanent Positions by Job Class as of PPE 12/31/2008

Job Class Desc	Total Permanent Position(s)	Filled Position(s)	Vacant Position(s)	Vacancy Rate%
Administrative Services Manager II	1		1	100.0
Emergency Management Specialist I	3	2	1	33.3
Safety Officer	5	3	2	40.0
Deputy Commissioner	23	19	4	17.4
Administrator, Violent Crimes Compensation Board	1		1	100.0
Airport Operations Specialist	5	4	1	20.0
Assistant Commissioner	7	5	2	28.6
Loan/Collection Officer I	9	6	3	33.3
Loan/Collection Officer III	2	1	1	50.0
Loan Closer/Processor I	3	1	2	66.7
Ferry Reservations Agent	1		1	100.0
Reservations Specialist	3	2	1	33.3
Ferry Terminal Assistant I	56	44	12	21.4
Economist II	5	3	2	40.0
Chief, Revenue Economic Research	1		1	100.0
Petroleum Economist II	4	3	1	25.0
Facilities Manager I	7	6	1	14.3
Telecommunications Planner I	2	1	1	50.0
Community Development Specialist II	22	21	1	4.5
Development Specialist I (Option A)	2	1	1	50.0
Planner I	5	2	3	60.0
Planner II	9	6	3	33.3
Planner III	31	25	6	19.4
Insurance Financial Examiner I	3	2	1	33.3
Financial Institution Examiner I	2	1	1	50.0
Financial Institution Examiner III	2		2	100.0
Occupational Licensing Examiner	23	19	4	17.4
Utility Financial Analyst I	1		1	100.0
Utility Financial Analyst III	2	1	1	50.0
Insurance Licensing Examiner I	4		4	100.0
Insurance Analyst IV	1		1	100.0
Insurance Analyst III	5	4	1	20.0
Hearing Examiner	7	5	2	28.6
Industrial Hygienist	8	5	3	37.5
Commercial Vehicle Enforcement Officer I	8	3	5	62.5
Commercial Vehicle Enforcement Officer III	4	3	1	25.0
Right-Of-Way Assistant	4	3	1	25.0
Right-Of-Way Agent II	16	13	3	18.8
Right-Of-Way Agent V	1		1	100.0
Education Associate I	3	2	1	33.3
Education Specialist I	6	5	1	16.7
Education Specialist II	25	19	6	24.0
Education Administrator II	6	3	3	50.0
AVTEC Instructor	21	15	6	28.6
Assistant Chief, Vocational Rehabilitation Services	1		1	100.0
Vocational Rehabilitation Assistant I	6	5	1	16.7
Vocational Rehabilitation Manager	6	5	1	16.7
Vocational Rehabilitation Counselor III	16	13	3	18.8
Museum Protection & Visitor Services Assistant	6	4	2	33.3
Deputy Director, Alaska State Libraries	1		1	100.0
Oral Transliteration Interpreter	1		1	100.0

Source: VacancyAllDepts 090112

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Prepared by EAbad,HRS,DOPLR EPIC

Executive Branch
Total Permanent Positions by Job Class as of PPE 12/31/2008

Job Class Desc	Total Permanent Position(s)	Filled Position(s)	Vacant Position(s)	Vacancy Rate%
American Sign Language Interpreter	1		1	100.0
Publications Specialist I	1		1	100.0
Publications Specialist II	22	18	4	18.2
Information Officer III	7	5	2	28.6
Social Services Associate I	11	9	2	18.2
Public Assistance Programs Officer	6	3	3	50.0
Eligibility Technician I	112	94	18	16.1
Eligibility Technician III	42	33	9	21.4
Medical Assistance Administrator I	11	8	3	27.3
Medical Assistance Administrator III	17	14	3	17.6
Medical Assistance Administrator IV	10	7	3	30.0
Project Assistant	35	28	7	20.0
Disability Adjudicator I	8	4	4	50.0
Disability Adjudicator Associate I	8	6	2	25.0
Adult Probation Officer II, Alcohol Safety Action Program (ASAP)	12	10	2	16.7
Juvenile Probation Officer I	11	8	3	27.3
Juvenile Probation Officer IV	4	3	1	25.0
Employment Security Specialist IA	6	3	3	50.0
Employment Security Specialist III	13	11	2	15.4
Employment Service Manager III	4	2	2	50.0
Appeals Referee II	4	3	1	25.0
DEP DIR ESD	1		1	100.0
Wage-Hour Technician	3	2	1	33.3
Project Coordinator	35	26	9	25.7
Workers' Compensation Officer II	6	5	1	16.7
Nurse I	6	4	2	33.3
Nurse II (Psychiatric)	44	36	8	18.2
Nurse III (Psychiatric)	13	11	2	15.4
Nurse IV (Psychiatric)	9	8	1	11.1
Public Health Nurse I	9	6	3	33.3
Public Health Nurse III	44	34	10	22.7
Public Health Nurse IV	8	6	2	25.0
Public Health Nurse V	6	4	2	33.3
Public Health Nurse Aide	6	4	2	33.3
Psychiatric Nursing Assistant I	3	2	1	33.3
Psychiatric Nursing Assistant II	2	1	1	50.0
Certified Nurse Aide II	6	5	1	16.7
Health Practitioner I	24	20	4	16.7
Health Practitioner II	2	1	1	50.0
Medical Officer	1		1	100.0
Public Health Medical Specialist	5		5	100.0
Psychological Counselor II	7	5	2	28.6
Coordinator, Suicide Prevention Council	1		1	100.0
Radiological Health Specialist I	1		1	100.0
Occupational Therapist I	1		1	100.0
Physical Therapist	2	1	1	50.0
Health Facilities Surveyor I	7	6	1	14.3
Health Facilities Surveyor II	2	1	1	50.0
Microbiologist I	4	3	1	25.0
Laboratory Technician	12	10	2	16.7
Public Health Microbiologist I	13	11	2	15.4

Source:VacancyAllDepts 090112

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Prepared by EAbad,HRS,DOPLR EPIC

Executive Branch
Total Permanent Positions by Job Class as of PPE 12/31/2008

Job Class Desc	Total Permanent Position(s)	Filled Position(s)	Vacant Position(s)	Vacancy Rate%
Public Health Microbiologist II	7	6	1	14.3
Health Program Manager II	56	45	11	19.6
Health Program Manager IV	9	6	3	33.3
Public Health Specialist I	12	9	3	25.0
Public Health Specialist II	42	33	9	21.4
Health And Social Services Planner III	3	2	1	33.3
Fish And Wildlife Technician I	6	3	3	50.0
Fish And Wildlife Technician II	344	257	87	25.3
Fish And Wildlife Technician III	209	166	43	20.6
Fish Culturist III	2	1	1	50.0
Biometrician I	4	2	2	50.0
Biometrician II	5	2	3	60.0
Biometrician III	20	17	3	15.0
Wildlife Biologist IV	10	9	1	10.0
Wildlife Scientist II	1		1	100.0
Fisheries Scientist I	8	7	1	12.5
Fishery Biologist I	107	72	35	32.7
Fishery Biologist II	127	102	25	19.7
Fishery Biologist IV	32	28	4	12.5
Habitat Biologist II	13	11	2	15.4
Habitat Biologist III	30	24	6	20.0
Habitat Biologist IV	11	9	2	18.2
Assistant Director, Department Of Fish And Game	7	6	1	14.3
Wildlife Physiologist II	2	1	1	50.0
Fisheries Geneticist II	3	1	2	66.7
Subsistence Resource Specialist I	2	1	1	50.0
Subsistence Resource Specialist II	10	7	3	30.0
Subsistence Program Manager	3	2	1	33.3
Agronomist II	4	3	1	25.0
Wildland Fire and Resource Technician III	48	38	10	20.8
Wildland Fire and Resource Technician IV	16	14	2	12.5
Forester III	15	11	4	26.7
Forester IV	9	7	2	22.2
Natural Resource Technician I	6	5	1	16.7
Natural Resource Specialist II	73	63	10	13.7
Natural Resource Specialist IV	5	2	3	60.0
Natural Resource Manager I	28	23	5	17.9
Natural Resource Manager III	10	8	2	20.0
Historian I	2	1	1	50.0
Paralegal I	33	28	5	15.2
Victim/Witness Paralegal I	5	4	1	20.0
Recorder IV	3	2	1	33.3
Motor Vehicle Customer Services Representative I	76	64	12	15.8
Correctional Industries Production Manager I	6	4	2	33.3
Court Services Officer	59	48	11	18.6
State Trooper	315	246	69	21.9
Corporal, Department Of Public Safety	6	5	1	16.7
Public Safety Technician I	16	11	5	31.3
Alaska Automated Fingerprint Identification System Operator I	3	2	1	33.3
Investigator I	6	5	1	16.7
Investigator II	34	27	7	20.6

Source:VacancyAllDepts 090112

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Prepared by EAbad,HRS,DOPLR EPIC

Executive Branch
Total Permanent Positions by Job Class as of PPE 12/31/2008

Job Class Desc	Total Permanent Position(s)	Filled Position(s)	Vacant Position(s)	Vacancy Rate%
Dormitory Attendant	6	5	1	16.7
Airport Police and Fire Officer II	70	58	12	17.1
Fire Training Specialist	5	4	1	20.0
Deputy Fire Marshal I	6	5	1	16.7
Hydrologist II	5	4	1	20.0
Chemist IV	6	3	3	50.0
Geologist III	12	9	3	25.0
Engineering Geologist II	7	3	4	57.1
Engineering Geologist III	1		1	100.0
Cartographer III	5	4	1	20.0
Drafting Technician III	29	19	10	34.5
Building Maintenance Superintendent	2	1	1	50.0
Environmental Program Technician	15	11	4	26.7
Environmental Program Specialist I	15	13	2	13.3
Environmental Program Specialist II	44	35	9	20.5
Environmental Program Specialist III	111	89	22	19.8
Environmental Program Specialist IV	27	22	5	18.5
Environmental Program Manager I	33	29	4	12.1
Environmental Program Manager III	10	8	2	20.0
Environmental Impact Analyst I	6	3	3	50.0
Environmental Impact Analyst II	14	11	3	21.4
Environmental Impact Analyst III	17	13	4	23.5
Environmental Impact Analysis Manager I	8	6	2	25.0
Environmental Engineering Assistant I	4	3	1	25.0
Environmental Engineering Assistant II	5	4	1	20.0
Environmental Engineer I	12	10	2	16.7
Environmental Engineer II	12	10	2	16.7
Village Safe Water Engineering Associate	2	1	1	50.0
Village Safe Water Engineer I	7	4	3	42.9
Village Safe Water Engineer II	4	3	1	25.0
Vessel Construction Manager II	5	4	1	20.0
Land Survey Specialist I	3	2	1	33.3
Land Surveyor I	11	8	3	27.3
Land Surveyor II	6	4	2	33.3
Engineering Assistant I	21	11	10	47.6
Engineering Assistant II	142	101	41	28.9
Engineering Assistant III	136	112	24	17.6
Engineer/Architect I	50	29	21	42.0
Engineer/Architect II	36	27	9	25.0
Maintenance Specialist, Electrician, Journey II/Lead	47	38	9	19.1
Maintenance and Operations Superintendent	13	11	2	15.4
Equipment Operator, Journey I	66	48	18	27.3
Equipment Operator, Sub-Journey I	24	16	8	33.3
Equipment Operator, Sub-Journey II	10	8	2	20.0
International Airport Foreman	4	3	1	25.0
Driller, Journey	9	5	4	44.4
Engineering Technician, Journey	55	42	13	23.6
Engineering Technician, Sub-Journey I	1		1	100.0
Engineering Technician, Sub-Journey II	67	39	28	41.8
Engineering Technician, Sub-Journey III	41	33	8	19.5
Materials Laboratory Technician, Journey	6	5	1	16.7
Materials Laboratory Technician, Sub-Journey IV	7	3	4	57.1

Source:VacancyAllDepts 090112

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Executive Branch
Total Permanent Positions by Job Class as of PPE 12/31/2008

Job Class Desc	Total Permanent Position(s)	Filled Position(s)	Vacant Position(s)	Vacancy Rate%
Survey, Journey	7	6	1	14.3
Survey, Lead	7	6	1	14.3
Aircraft Pilot II	7	6	1	14.3
Boat Officer I	6	5	1	16.7
Boat Officer II	4	3	1	25.0
Vessel Technician II	6	4	2	33.3
Maintenance and Operations Specialist	6	5	1	16.7
Microfilm/Imaging Operator I	10	8	2	20.0
Microfilm/Imaging Operator III	1		1	100.0
Boiler And Pressure Vessel Inspector I	5	3	2	40.0
Occupational Safety Compliance Officer	18	15	3	16.7
DEPARTMENT HEAD - AVTEC	7	5	2	28.6
TEACHER - AVTEC	19	15	4	21.1
SPECIAL STAFF ASSISTANT	1		1	100.0
ADMIN SUPPORT TECHNICIAN	4	3	1	25.0
ADMIN SUPPORT TECHNICIAN	1		1	100.0
CHIEF OF STAFF	1		1	100.0
SPECIAL STAFF ASSISTANT	4	2	2	50.0
TRANSFER OFFICER	1		1	100.0
EXEC DIR TRUSTEE COUNCIL	1		1	100.0
PROGRAM ASSISTANT	1		1	100.0
INFORMATION OFFICER	1		1	100.0
Program Coordinator	1		1	100.0
PROGRAM SERVICES AIDE	8		8	100.0
FINANCE ASSISTANT	2	1	1	50.0
SENIOR PETROLEUM ENGINEER	3	2	1	33.3
PETROLEUM INSPECTOR	6	5	1	16.7
LOAN SERVICING TECHNICIAN II	2	1	1	50.0
LOAN SERVICING TECHNICIAN I	3	1	2	66.7
PROJECT MANAGER	3	2	1	33.3
COMM FISH PERMIT CLERK VI	2	1	1	50.0
PETROLEUM GEOLOGIST I	4	3	1	25.0
PETROLEUM RESERVOIR ENGINEER	3	2	1	33.3
ADMINISTRATIVE SPECIALIST	7	6	1	14.3
INVESTMENT OFFICER	7	6	1	14.3
COORDINATOR	2	1	1	50.0
CUSTOMER SERVICE SPEC II	11	7	4	36.4
CUSTOMER SERVICE SPEC III	14	11	3	21.4
STAFF PSYCHIATRIST	10	2	8	80.0
STAFF PHYSICIAN	8	6	2	25.0
ASSISTANT MEDICAL DIRECTOR	3	1	2	66.7
FORENSIC PSYCHIATRIST	2	2		0.0
STATE MEDICAL EXAMINER/CHIEF	1		1	100.0
ACCOUNTANT	6	5	1	16.7
DOCUMENTS PROCESSOR	3	2	1	33.3
EXECUTIVE SECRETARY II	13	11	2	15.4
PRESS SECRETARY	1		1	100.0
EXECUTIVE RESIDENCE CHEF	1		1	100.0
Deputy Director	2	1	1	50.0
Internal Auditor III	1		1	100.0
Project Coordinator	3		3	100.0
LOAN SPECIALIST	11	9	2	18.2

Source: VacancyAllDepts 090112

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Executive Branch
Total Permanent Positions by Job Class as of PPE 12/31/2008

Job Class Desc	Total Permanent Position(s)	Filled Position(s)	Vacant Position(s)	Vacancy Rate%
FED MGMT RESEARCH COORD	1		1	100.0
ECONOMIST	1		1	100.0
DIR OF OFFICE OF INT'L TRADE	1		1	100.0
DIRECTOR	3	2	1	33.3
DATA SYSTEMS TECHNICIAN	1		1	100.0
Project Coordinator	1		1	100.0
KLC FACILITY MAINT SUPERVISOR	2	1	1	50.0
SPECIAL SECURITY AGENT	1		1	100.0
ELECTION TECHNICIAN	1		1	100.0
CHILDREN'S CABINET PROJ COORD	1		1	100.0
GRADUATE INTERN	1		1	100.0
PIPELINE LIASON OFFICER	1		1	100.0
TOBACCO ENFORCEMENT WORKER	2		2	100.0
REGULATIONS ADMINISTRATOR	1		1	100.0
MICROCOMPUTER TECHNICIAN	1		1	100.0
RAILROAD ADVISOR	1		1	100.0
ADMIN SUPERVISOR, ELECTIONS	1		1	100.0
ANILCA COORDINATOR	2	1	1	50.0
HAVA PROGRAM ASSISTANT	1		1	100.0
DEP EX DIR CORP AFFAIRS KABATA	1		1	100.0
MAINTENANCE TECHNICIAN	5	2	3	60.0
AWIB MANAGER	1		1	100.0
CIRCUIT RIDER TECHNICIAN	1		1	100.0
PHARMACIST	9	7	2	22.2
ADMINISTRATIVE CLERK (CDVSA)	1		1	100.0
ABSENTEE CLERK, ELECTIONS	1		1	100.0
FINANCIAL MANAGER	1		1	100.0
Administrative Assistant	1		1	100.0
LIAISON OFFICER	1		1	100.0
PROJECT MGR FED AID CONTRACT	1		1	100.0
PROJECT MGR P3 CONTRACT	1		1	100.0
STATE GAS PIPELINE COORDINATOR	1		1	100.0
INTER-GOVERNMENTAL COORDINATOR	1		1	100.0
INVENTORY PROPERTY MGMT SPEC	1		1	100.0
AUDIT MASTER	4	3	1	25.0
INFO SYSTEM SECURITY MANAGER	1		1	100.0
RSTS TECHNICIAN IV	1		1	100.0
Accountant V	1		1	100.0
OPERATIONS SAFETY SPECIALIST	1		1	100.0
CONSTITUENT RELATIONS ASSIST	1		1	100.0
EXEC. RESIDENCE HOUSEKEEPER	1		1	100.0
CONSTITUENT RELATIONS ASST	1		1	100.0
ELECTION CLERK II	2	1	1	50.0
ELECTION CLERK III	4	2	2	50.0
ELECTION ADMIN ASSISTANT II	4	3	1	25.0
TRUST RESOURCE MANAGER	8	6	2	25.0

Executive Branch
Total Permanent Positions by Job Class as of PPE 12/31/2008

Job Class Desc	Total Permanent Position(s)	Filled Position(s)	Vacant Position(s)	Vacancy Rate%
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Department of Natural Resources DRAFT
Status of Select Job Classes
As of August 12, 2008

On average, it takes 165 hours to go through the exit procedures for a departing employee and recruit, hire, and provide basic job training to a new employee. This is the equivalent of 4.4 weeks of work. If the first attempt at a hire is unsuccessful, the hours increase significantly as steps are repeated. The hours quoted are for the DNR employees. Additional hours are devoted to new hires in the Division of Personnel.

THIS IS AN INCOMPLETE DRAFT. TO BE ADDED:
Comparable salaries in the public and private sector (if info is verifiable)
Additional explanation of hiring difficulties specific to the job class

Cartographers

16 positions, 2 currently vacant, 5 retiring in 5 years
6 recent recruitments, 2 unsuccessful

Wildland Fire Resource Technicians

95 positions, 11 currently vacant, 11 retiring in 5 years
We are seeing a lot of turnover in these job classes, apparently from wages. Salary isn't competitive.

Foresters

51 positions, 8 currently vacant, 23 retiring in 5 years
12 recent recruitments, 7 with no hire made
Wildland Fire Resource Technicians and Foresters who are eligible for overtime will not apply for promotions (or transfers) to Forester positions that are overtime exempt. Fire positions are particularly impacted since fire qualifications and training are critical requirements. If the trained/experienced personnel won't move up into management, you only have options of hiring retirees for fire seasons (if even available). One Forester II position in fire has been open for two fire seasons due to no applicants. We are unable to fill Forester III and IV positions even with repeated recruitments in and out of state. Positions at the higher levels are critical.

Hydrologists

6 positions, 1 currently vacant, 3 retiring in 5 years
3 recent recruitments, 2 with no hire made

Land Surveyors

11 positions, 3 currently vacant, 4 retiring in 5 years
9 recent recruitments, 6 with no hire made

Natural Resource Managers

63 positions, 9 currently vacant, 31 retiring in 5 years
13 recent recruitments, 13 with no hire made

Natural Resource Specialists

148 positions, 24 currently vacant, 33 retiring in 5 years
113 recent recruitments, 27 with no hire made

Petroleum-Specific Job Classes

28 positions, 5 currently vacant, 8 retiring in 5 years

Recorders

40 positions, 4 currently vacant, 11 retiring in 5 years

Prepared by the ALASKA COMMISSION ON POSTSECONDARY EDUCATION
SECTIONAL ANALYSIS













Amendments to CS for HB58\P 2/25/09ver—Alaska Qualified Employee Recruitment Loan Repayment Program
Alaska education loan repayment for programs in specified occupations in workforce shortage fields leading to employment in
Alaska

BILL SECTION	SECTION TITLE	PAGE	LINE	PURPOSE OF SECTION	COMMENTS/QUESTIONS	EFFECTIVE DATE
1	Findings and purpose	1	4-11	Describes the objectives/purpose of the proposed program		The Act takes effect July 1, 2009
2	ACPE authorized functions	1 2	12-14 1-9	Provides that the commission will perform assigned duties		
3	Executive Director and staff	2	10-13	Provides that executive director will administer the program		
4	Appropriation of funds	2	14-26	Provides that appropriation of the ASLC dividend to the state may be a fund source for the program		
5	Alaska Qualified Employee Recruitment Loan Repayment Program established	2 3	27-31 1 2 3-7 8-14	Provides for the repayment of education loans to qualified employees in specific occupations and fields if work in Alaska Provides that program is not a financial obligation of the ASLC Creates the program account in the general fund and designates it for repayment of eligible education loans and administrative costs Specifies the program account consists of ASLC dividend appropriations, contributions from other sources, interest and earnings, and general fund appropriations		
5	Administration	3	15-19 20-22	Provides that executive director administer the program with eligibility criteria provided in 14.43.830 Provides that the commission will establish standards for managing the program account		



Products

is on Sale

-  Cups/Lids
-  Plates
-  Bowls
-  Containers
-  Clamshells
-  Trays
-  Utensils
-  Souffle Cups
-  PCW Recycled Paper
-  Biodegradable Bags
-  Sample Packs
-  Accessories

Product Categories

- " Cafeterias
- " Events
- " Retail
- " Restaurants




Customer Service

- " Minimum Order
- " Shipping and Handling
- " Return Policy
- " Discounts
- " Terms of Ordering
- " FAQ

BILL SECTION	SECTION TITLE	PAGE	LINE	PURPOSE OF SECTION	QUESTIONS	EFFECTIVE DATE
			23-24	Commission authority to adopt necessary regulations		
5	Eligibility	3 4	25-31 1-6	<p>An eligible applicant must:</p> <ul style="list-style-type: none"> • be a state resident • be hired as a qualified full-time employee in a qualified occupation or field on or after July 1, 2009, within four years of receiving the relevant degree • be employed during the loan repayment period • have an outstanding education loan debt with the corporation • agree to fulfill requirements of the program • had outstanding education loans from an Alaska institution 		
5		4	7-11	Applicant must be qualified for and employed in an occupation specified by the <u>commissioners of Admin and Labor</u> as having a shortage of qualified <u>employees working</u> for the state [workers].	Proposed language adds requirement that applicant qualifies for employment in a capacity for which the commissioners of Admin/Labor assert there is a shortage of qualified employees working for the state. There appears to be no stipulation that eligible applicants are only those <i>actually employed by the SOA</i> , just that they be otherwise qualified and working in an area in which SOA has a shortage.	
5	Conditions and limitations on loan payments	4 5	12-31 1-6	<p>Provides for [annual] loan repayments, <u>capped at \$50,000 and paid pro rata for no more than six years</u> for qualified employment:</p> <ul style="list-style-type: none"> • in rural areas, 25% of outstanding loan balance for each of four years of employment • in non-rural areas, 16.67% of outstanding loan 	It is unclear how the cap of \$50k interacts with the subsequent payment schedules. If the absolute cap is \$50k, then clarifying that the outstanding balance is paid down using the lesser of 1) % of outstanding	

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Available Products

Item Info	Packaged As	Sold As: Case of 400
 <p>7 Gallon T-shirt Handle Bag (thin) Length: 22.0" Width: 16.1" Thickness: 0.7 mil</p>	<p>Sold As: Roll of 25 SKU # 187025-P Our Price: \$4.00 Add to Cart</p>	<p>SKU # 187025 Our Price: \$51.75 Add to Cart</p>
 <p>7 Gallon T-shirt Handle Bag (thick) Length: 19.7" Width: 16.1" Thickness: 0.9 mil</p>	<p>Sold As: Case of 500 SKU # 191127 Our Price: \$77.51 Add to Cart</p>	
 <p>10 Gallon T-shirt Handle Bag Length: 22.8" Width: 17.7" Thickness: 1.1 mil</p>	<p>Sold As: Case of 500 SKU # 191139 Our Price: \$116.61 Add to Cart</p>	
<p>IMAGE WORLD CENTRIC AVAILABLE</p>	<p>Grip Hole Shopping Bag Length: 13.8" Width: 9.8 " Thickness: 0.9 mil</p>	<p>Sold As: Case of 1000 SKU # 191149 Our Price: \$83.26 Add to Cart</p>

BILL SECTION	SECTION TITLE	PAGE	LINE	PURPOSE OF SECTION	QUESTIONS	EFFECTIVE DATE
			7-18	balance for each of six years of employment. Directs the executive director to monitor funding for adequacy and enforce limitations when short funded; <u>clarifies that all payments are subject to appropriation</u>	balance, or the pro rata balance using either a 4 or 6 year schedule would resolve the issue. ACPE's finance officer recommends replacing "outstanding principal plus accrued interest" with "outstanding balance" throughout. Manage through self-certification on application.	
			19-21	Education loans are not eligible under this program if they are eligible for repayment under another source		
			22-?	<u>Amended to clarify that payment of benefits is not an entitlement of an individual and may be cancelled or modified by the commission at any time.</u>	Creates a "pay as you go" mode where benefits are only paid if: 1) funds are available, and, 2) if the area of employments continues to qualify as a shortage area.	
5	Definitions	5-6	?	Program account; Executive director of ACPE is ED of program; program is repayment; and, rural defined		
6	Transition language	6	?	Provides that commission may adopt necessary regulations to implement program, but they are not effective until 7/1/09.		Immediately
7	Effective Date	6	?	Provides authorization to adopt regulations immediately		Immediately
8	Effective Date	6	?	Except for Sec. 7, provisions of Act effective 7/1/09		7/1/09

Sponsor statement

Hb 200 promotes healthy waters systems by allowing non-profits access to the Alaska Clean Water Fund for watershed protection and enhancement projects. It does this by establishing a linked deposit program to provide low-interest financing for water quality and nonpoint source pollution control projects.

The Clean Water Fund is a federal program administered by the Alaska Department of Environmental Conservation (DEC). It was established to fund projects that deal with the care of water and water systems. These projects range from the establishment of new wastewater treatment facilities to estuary conservation and management. Currently, the Alaska Clean Water Fund can be used only by municipalities and state agencies. HB 200 expands the impact of clean water dollars by allowing non-profits to borrow

Amendment

OFFERED IN THE HOUSE

To CSHB 58 (26-LS0307/P)

By:

Page 3, Lines 27-28

DELETE ALL MATERIAL