UNIVERSITY of ALASKA
*Many Traditions One Alaska*

# Report on UA Graduate's Employment in Alaska

Board of Regents Academic & Student Affairs Committee, April 9-10, 2015

In collaboration with the University of Alaska, the Alaska Department of Labor and Workforce Development identified the residency, employment and earnings of individuals graduating from UA since FY99, at one and five years after graduation[1]. Outcomes were analyzed by career cluster, degree level and by the university granting the degree, and are presented in the figures and graphs on pages 3 - 7. Observed residency and employment patterns after graduation are the product of each individual graduate's education and training experiences, as well as personal lifestyle goals.

More than 80 percent of all alumni graduating since FY99 were Alaska residents one year after graduation, with 75 percent of alumni working in Alaska. Five years after, 70 percent of degree recipients were Alaska residents and 60 percent were working in the state (Figure 2 and Table 2). Annual earnings, on average for UA graduates employed full- or part-time, was $31,735 one year after graduation and $45,090 five years after graduation. Average annual wage and salary earnings of graduates is a key program outcome measure, however such earnings make up only half of all annual income for individuals in Alaska, with other primary sources being investment income and government payments[2].

Three career clusters account for more than 40 percent of all UA degrees awarded (Figure 1): *General Program*, primarily comprised of associate of arts programs (21 percent), *Business, Management, and Administration* (10 percent), and *Fisheries, Agriculture, and Natural Resource*s (10 percent). Not surprisingly, the proportion of alumni who remained in state and worked in Alaska over time varies by career cluster, as do average annual earnings. More than three-quarters of *Mining, Manufacturing, and Process Technology* degree recipients were working in Alaska five years after graduation, while less than half of *Transportation, Distribution, and Logistics* program graduates did so (Table 1).

Some industries, like *Health* and *Mining, Manufacturing, and Process Technology*, provide high-paying entry-level career opportunities for UA graduates. In other industries starting pay for entry-level jobs may be relatively low, and UA graduates can earn significantly higher pay after working in the field for a few years. For example, the average annual wages for Associate of Arts degree holders (*General Program* cluster) more than doubles from the first year of employment to the fifth year.

Another source of information about the experience of UA graduates is the University of Alaska Recent Alumni Survey 2014 report[3]. This indicates recent graduates are increasingly likely to consider employment a primary post-graduation activity, with 71 percent reporting this in 2014, compared to 66 percent of recent graduates in 2010. Other reported primary post-graduation activities included pursuit of additional undergraduate and graduate education, and starting a family. More than half of UA alumni reported that finding a job was easy or very easy (56 percent). Finally, most alumni did their job searches in Alaska (86 percent), suggesting that UA continues to contribute to increasing Alaska's pool of workers with advanced training.

[1] For example, residency and employment of FY99 degree recipients is considered in FY00 (one year after) and FY04 (five years after).

[2] http://labor.alaska.gov/research/trends/feb15art3.pdf

[3] Based on the survey conducted by the McDowell Group in September 2014, managed by UA Student and Enrollment Services.

Methodology and Data Considerations for Residency and Employment Information

- Alaska residency was determined by receipt of the Alaska Permanent Fund Dividend in a given year.

- Employment data includes wage and salary employment in the private sector, and in state and local government of Alaska. Employment data does not include the self-employed, workers in the seafood-harvesting industry, or Alaska-based employees of the federal government and military.

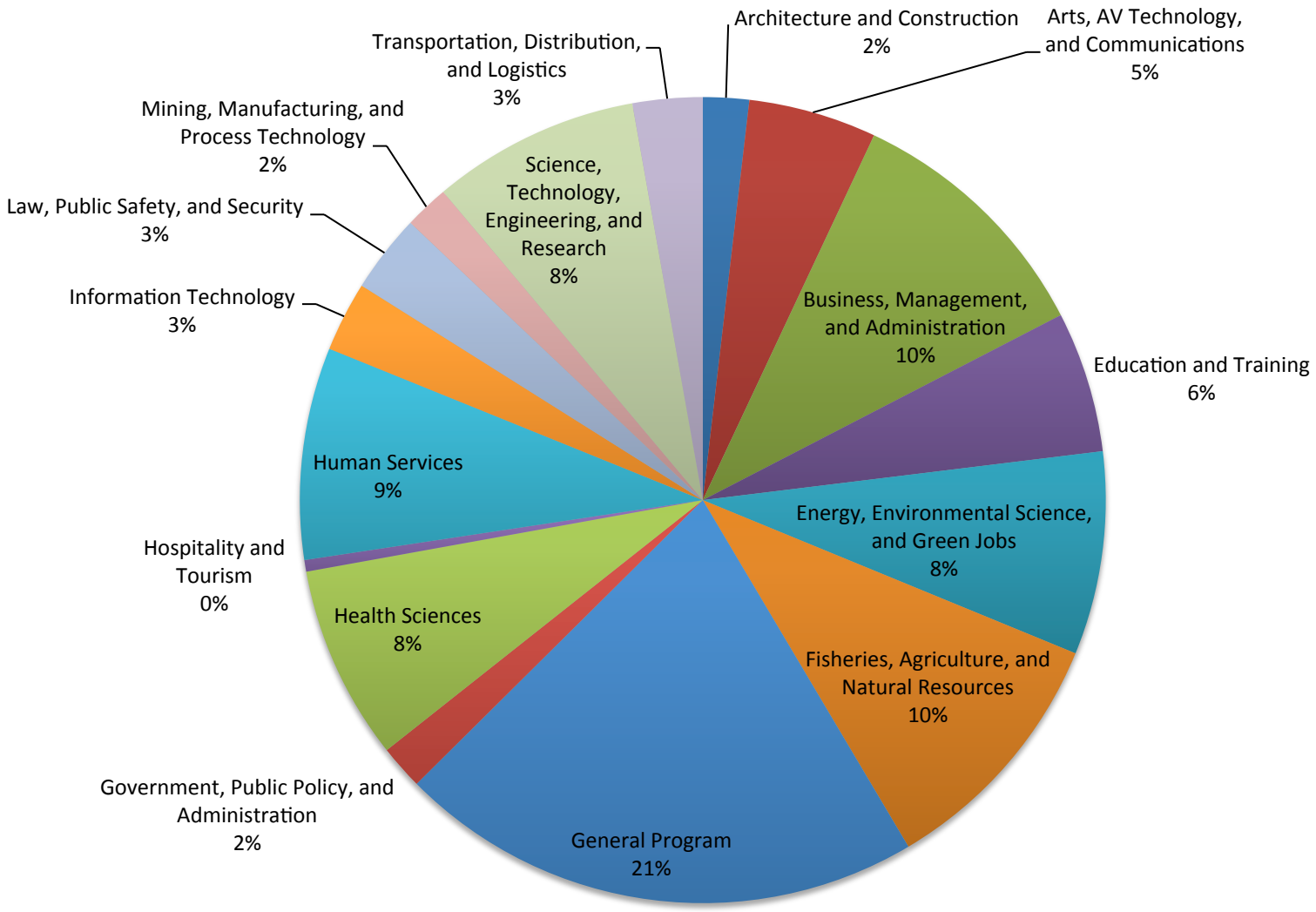
- Average annual earnings are calculated from the actual wages earned by all employed alumni, which is often based on less than full-time, year-round employment.

- Career cluster categories consist of entry-level through professional-level occupations within a broad industry area, and are assigned based on the degree or certificate received.

- The type of occupation a graduate worked in, "in field" or not, was determined from the standard occupational code reported by each employer. Approximately 2 percent of all graduates are arbitrarily classified as not working in the field they earned a degree in, as a result of the graduate's employer not reporting the standard occupation code information.

- Many of Alaska's industries are highly seasonal. Construction and tourism/hospitality job opportunities are strongest in the summer months, while local education and government jobs peak in the non-summer months.

# Figure 1. FY99-FY08 Total UA Graduates by Career Cluster



# Figure 2. FY99-FY08 UA Graduates by Program Career Cluster: In-State Residency and Employment Five Years After Graduation

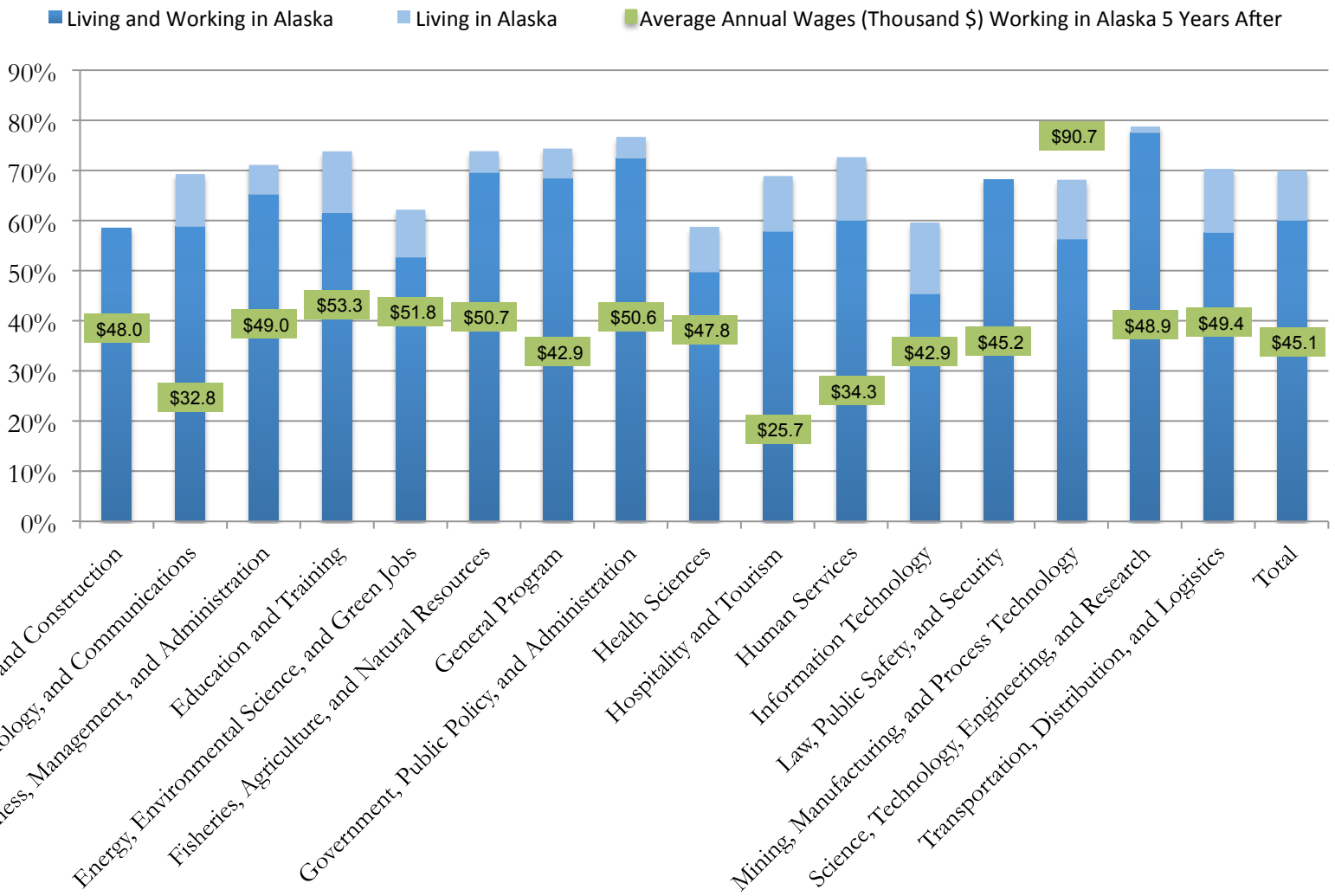


Table 1. In-State Employment of UA Degree Recipients by Career Cluster, One and Five Years after Graduation

| Career Cluster of Program | FY99-FY12 Graduates: 1 Year After Comparison | FY99-FY08 Graduates: 5 Years After Comparison | Alaska Resident | | Working* in Alaska | | Average Annual Wages | | Of Workers, Percent Working "In Field" | | Average Annual Salary, Working "In Field" | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After |
| Architecture and Construction | 1,182 | 655 | 89% | 67% | 77% | 68% | $ 36,276 | $ 48,044 | 40% | 39% | $ 43,233 | $ 47,793 |
| Arts, AV Technology, and Communications | 2,798 | 1,823 | 78% | 59% | 73% | 50% | $ 19,787 | $ 32,817 | 32% | 44% | $ 23,288 | $ 36,952 |
| Business, Management, and Administration | 5,657 | 3,696 | 82% | 69% | 75% | 59% | $ 33,947 | $ 49,032 | 51% | 60% | $ 39,537 | $ 55,853 |
| Education and Training | 7,036 | 2,004 | 86% | 77% | 82% | 72% | $ 36,354 | $ 53,301 | 67% | 81% | $ 40,714 | $ 56,012 |
| Energy, Environmental Science, and Green Jobs | 353 | 2,889 | 76% | 74% | 71% | 70% | $ 34,459 | $ 51,772 | 45% | 78% | $ 20,643 | $ 54,709 |
| Fisheries, Agriculture, and Natural Resources | 1,056 | 3,641 | 70% | 71% | 64% | 65% | $ 26,831 | $ 50,680 | 68% | 78% | $ 29,951 | $ 53,262 |
| General Program | 5,319 | 7,480 | 80% | 68% | 65% | 59% | $ 21,286 | $ 42,853 | 13% | 50% | $ 26,562 | $ 50,413 |
| Government, Public Policy, and Administration | 1,030 | 631 | 80% | 68% | 70% | 56% | $ 33,694 | $ 50,641 | 39% | 52% | $ 43,317 | $ 55,797 |
| Health Sciences | 4,585 | 2,769 | 88% | 74% | 85% | 68% | $ 39,418 | $ 47,811 | 38% | 31% | $ 40,160 | $ 47,208 |
| Hospitality and Tourism | 284 | 165 | 86% | 70% | 79% | 58% | $ 20,381 | $ 25,678 | 61% | 56% | $ 19,761 | $ 26,305 |
| Human Services | 4,406 | 3,016 | 87% | 74% | 78% | 62% | $ 25,490 | $ 34,270 | 32% | 39% | $ 28,759 | $ 38,996 |
| Information Technology | 1,430 | 995 | 86% | 73% | 74% | 60% | $ 28,492 | $ 42,853 | 37% | 43% | $ 32,322 | $ 46,787 |
| Law, Public Safety, and Security | 1,680 | 1,116 | 83% | 69% | 77% | 58% | $ 29,761 | $ 45,159 | 45% | 47% | $ 37,930 | $ 49,235 |
| Mining, Manufacturing, and Process Technology | 1,114 | 631 | 86% | 79% | 83% | 77% | $ 58,105 | $ 90,731 | 24% | 24% | $ 68,970 | $ 84,268 |
| Science, Technology, Engineering, and Research | 4,629 | 2,958 | 76% | 62% | 70% | 53% | $ 31,436 | $ 48,861 | 58% | 66% | $ 37,833 | $ 53,450 |
| Transportation, Distribution, and Logistics | 1,701 | 993 | 77% | 60% | 70% | 45% | $ 29,413 | $ 49,402 | 39% | 48% | $ 34,030 | $ 50,661 |

Table 2. In-State Employment of UA Degree Recipients by Program Level, One and Five Years after Graduation

| Program Level | FY99-FY12 Graduates: 1 Year After Comparison | FY99-FY08 Graduates: 5 Years After Comparison | Alaska Resident | | Working in Alaska | | Average Annual Wages | | Of Workers, Percent Working "In Field" | | Average Annual Salary, Working "In Field" | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After |
| Licensure | 836 | 231 | 90% | 79% | 100% | 97% | $ 48,990 | $ 58,561 | 80% | 84% | $ 49,684 | $ 58,543 |
| Occupational Endorsement | 812 | 38 | 92% | 89% | 88% | 85% | $ 31,149 | $ 32,669 | 37% | 10% | $ 33,571 | Suppressed |
| Certificate (1-2 years) | 3,030 | 2,099 | 92% | 82% | 89% | 85% | $ 28,468 | $ 37,471 | 38% | 37% | $ 27,872 | $ 36,322 |
| Associate of Arts/Science (AA) | 4,597 | 1,267 | 81% | 64% | 80% | 84% | $ 20,400 | $ 32,970 | 9% | 9% | $ 25,299 | $ 29,250 |
| Associate of Applied Science | 8,162 | 5,324 | 88% | 75% | 91% | 85% | $ 33,376 | $ 46,641 | 36% | 35% | $ 35,520 | $ 44,071 |
| Bachelor's | 19,299 | 12,964 | 82% | 67% | 93% | 86% | $ 27,908 | $ 42,309 | 44% | 54% | $ 32,369 | $ 46,188 |
| Master's | 7,170 | 4,661 | 76% | 66% | 96% | 89% | $ 45,273 | $ 57,078 | 69% | 76% | $ 48,914 | $ 59,555 |
| Doctoral | 354 | 21 | 49% | 33% | 100% | 86% | $ 44,683 | $ 62,095 | 86% | 100% | $ 45,072 | $ 62,095 |
| Total | 44,569 | 26,825 | 83% | 70% | 75% | 60% | $ 31,735 | $ 45,090 | 44% | 51% | $ 37,466 | $ 48,808 |

Table 3. In-State Employment of UAA Degree Recipients by Program Level, One and Five Years after Graduation

| Credential Type | FY99-FY12 Graduates: 1 Year After Comparison | FY99-FY08 Graduates: 5 Years After Comparison | Alaska Resident | | Working in Alaska | | Average Annual Wages | | Of Workers, Percent Working "In Field" | | Average Annual Salary, Working "In Field" | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After |
| Licensure | 332 | 123 | 90% | 77% | 101% | 98% | $ 58,805 | $ 71,174 | 79% | 84% | $ 60,139 | $ 71,140 |
| Occupational Endorsement | 458 | 25 | 94% | 84% | 84% | 95% | $ 28,536 | $ 41,571 | 23% | 10% | $ 22,340 | Suppressed |
| Certificate (1-2 years) | 1,098 | 810 | 91% | 81% | 85% | 82% | $ 27,832 | $ 41,281 | 49% | 45% | $ 28,454 | $ 37,944 |
| Associate of Arts/Science (AA) | 2,942 | 2,072 | 81% | 66% | 77% | 76% | $ 20,470 | $ 32,383 | 9% | 12% | $ 26,032 | $ 30,648 |
| Associate of Applied Science | 5,716 | 3,651 | 88% | 74% | 91% | 85% | $ 34,584 | $ 48,636 | 36% | 35% | $ 37,288 | $ 46,447 |
| Bachelor's | 11,616 | 7,752 | 84% | 69% | 92% | 86% | $ 29,734 | $ 43,233 | 43% | 51% | $ 34,160 | $ 46,799 |
| Master's | 3,534 | 2,388 | 84% | 73% | 94% | 89% | $ 48,789 | $ 60,817 | 70% | 77% | $ 53,367 | $ 63,083 |
| Total | 26,005 | 17,041 | 85% | 71% | 77% | 60% | $ 33,078 | $ 46,182 | 42% | 47% | $ 39,513 | $ 50,377 |

Table 4. In-State Employment of UAF Degree Recipients by Program Level, One and Five Years after Graduation

| Credential Type | FY99-FY12 Graduates: 1 Year After Comparison | FY99-FY08 Graduates: 5 Years After Comparison | Alaska Resident | | Working in Alaska | | Average Annual Wages | | Of Workers, Percent Working "In Field" | | Average Annual Salary, Working "In Field" | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After |
| Licensure | 215 | 97 | 91% | 79% | 100% | 97% | $ 33,258 | $ 43,683 | 77% | 85% | $ 33,347 | $ 46,027 |
| Occupational Endorsement | 200 | 0 | 92% | | 95% | | $ 35,604 | | 52% | | $ 38,418 | |
| Certificate (1-2 years) | 1,670 | 1,116 | 93% | 83% | 92% | 86% | $ 29,001 | $ 34,788 | 32% | 31% | $ 26,736 | $ 33,123 |
| Associate of Arts/Science (AA) | 1,065 | 821 | 77% | 61% | 81% | 84% | $ 21,731 | $ 34,334 | 9% | 11% | $ 22,308 | $ 30,334 |
| Associate of Applied Science | 1,990 | 1,381 | 89% | 77% | 90% | 85% | $ 30,608 | $ 43,820 | 36% | 35% | $ 31,515 | $ 38,836 |
| Bachelor's | 6,424 | 4,353 | 79% | 65% | 93% | 86% | $ 24,890 | $ 41,201 | 47% | 59% | $ 29,913 | $ 45,628 |
| Master's | 2,466 | 1,562 | 63% | 54% | 99% | 88% | $ 38,290 | $ 52,985 | 69% | 77% | $ 40,926 | $ 55,779 |
| Doctoral | 354 | 21 | 49% | 33% | 100% | 86% | $ 44,683 | $ 62,095 | 86% | 100% | $ 45,072 | $ 62,095 |
| Total | 14,693 | 9,571 | 79% | 67% | 73% | 57% | $ 28,929 | $ 41,897 | 45% | 50% | $ 33,177 | $ 45,783 |

Table 5. In-State Employment of UAS Degree Recipients by Program Level, One and Five Years after Graduation

| Credential Type | FY99-FY12 Graduates: 1 Year After Comparison | FY99-FY08 Graduates: 5 Years After Comparison | Alaska Resident | | Working in Alaska | | Average Annual Wages | | Of Workers, Percent Working "In Field" | | Average Annual Salary, Working "In Field" | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After | 1 Year After | 5 Years After |
| Licensure | 289 | 11 | 89% | 100% | 97% | 91% | $ 49,404 | $ 52,844 | 84% | 80% | $ 49,456 | $ 35,852 |
| Occupational Endorsement | 154 | 13 | 90% | 100% | 92% | 69% | $ 32,466 | $ 12,887 | 53% | 11% | $ 41,141 | Suppressed |
| Certificate (1-2 years) | 262 | 173 | 88% | 79% | 93% | 90% | $ 27,417 | $ 38,439 | 38% | 40% | $ 31,328 | $ 44,470 |
| Associate of Arts/Science (AA) | 590 | 446 | 86% | 70% | 90% | 85% | $ 18,187 | $ 30,811 | 7% | 7% | $ 27,222 | $ 26,418 |
| Associate of Applied Science | 456 | 292 | 85% | 73% | 88% | 85% | $ 30,009 | $ 35,181 | 36% | 34% | $ 30,440 | $ 39,700 |
| Bachelor's | 1,259 | 859 | 79% | 66% | 92% | 87% | $ 25,459 | $ 39,195 | 49% | 62% | $ 29,093 | $ 44,178 |
| Master's | 1,170 | 711 | 80% | 67% | 96% | 94% | $ 46,403 | $ 50,930 | 68% | 73% | $ 48,835 | $ 53,249 |
| Total | 4,489 | 2,725 | 83% | 69% | 76% | 61% | $ 33,248 | $ 40,880 | 49% | 51% | $ 40,364 | $ 47,607 |