ALASKA ECONOMIC

TRENDS

JUNE 2020

Oil industry's ups and downs

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COVID-19: Job losses and unemployment claims

ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT • **RESEARCH AND ANALYSIS**

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ALASKA ECONOMIC TRENDS

SARA WHITNEY
Editor

DAN ROBINSON
Chief, Research and Analysis

Design by Sara Whitney

ON THE COVER:

Close-up of the Trans-Alaska Pipeline System, photo courtesy of Carol M. Highsmith, U.S. Department of State, Bureau of Global Public Affairs

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Trends is a nonpartisan, data-driven magazine that covers a range of economic topics in Alaska.

The oil industry's ups and downs

Oil is no stranger to disruptions, but faces new pressures

By NEAL FRIED
and SARA TEEL

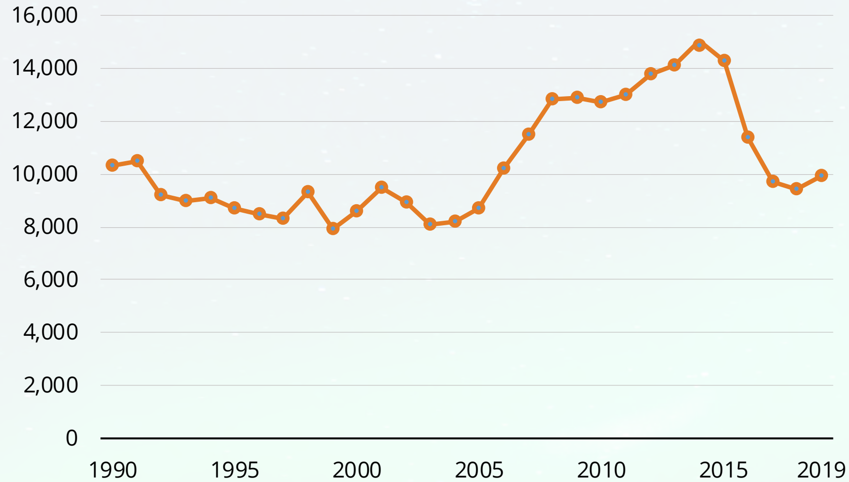
COVID-19 caused large job losses in most industries this spring, but it's far from the first time Alaska's oil industry has faced a period of turmoil.

In addition to the current losses from measures to curb the pandemic, the industry has sustained at least five other periods of job loss during Alaska's short history, nearly all due to falling oil prices — and the worst stretch ended just over a year ago.

The other four periods fell between 1985 and 2003. Some were shallow and short-lived, such as the 1985-1987 and 2001-2002 losses, and others were longer and deeper.

Those downturns don't necessarily shed light on how the industry will weather this one — a pandemic puts us in new territory, and other factors are putting additional downward pressure on jobs — but historical and current data show waxing and waning has been common over the last 30 years.

Total oil industry employment, 1990 to 2019



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

How the oil industry is defined here

This article focuses on a narrow group of oil industry employers that are either oil producers or oil field service companies. Thousands of other jobs that serve the oil industry, but they aren't categorized as oil industry employers.

For example, in 2019, 29 percent of the jobs in Prudhoe Bay were in other categories such as security, catering, accommodations, transportation, and engineering services. This analysis excludes those types of jobs.

The big picture for jobs in the industry since 1990

During the 1990s, direct oil industry employment (see the sidebar) fell from a high of 10,700 in 1991 to a low of 7,900 by the decade's end. Those swings felt dramatic and volatile at the time, but in retrospect, job levels remained within a fairly tight range.

Employment did trend downward over that decade, however, and it wasn't until 2006 that the trend reversed. The industry broke the 10,000 jobs level again that year and employment continued to climb.

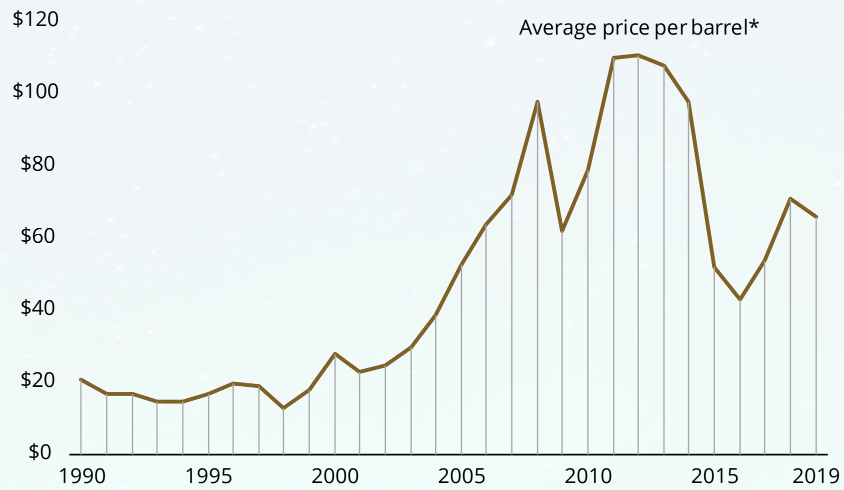
By 2013, industry employment topped 14,000. It peaked in 2014 at 14,800 jobs, then remained above 14,000 through 2015.

But in 2015, after four years of oil prices around $100 per barrel, prices fell to half that level and remained low for the next three years. Jobs declined over those three years as well. Between 2015 and 2018, the oil industry lost a third of its employment (nearly 5,000 jobs). That was more than double the amount the industry had lost at any point in history.

After bottoming out at 9,400 jobs in 2018, the industry regained its footing and began to add jobs again. Employment grew to 9,900 by the end of 2019 and to 10,500 by March 2020.

We forecasted that growth would continue in 2020, but the industry took a double hit from COVID-19 restrictions and plunging oil prices in late March, and jobs and prices began to fall in concert. Employment dropped to an estimated 8,900 in April, the lowest since 2005, and is anticipated to fall further.

Oil prices volatile over the last two decades



*Not adjusted for inflation
Source: Alaska Department of Revenue

A number of recent factors put brakes on employment growth

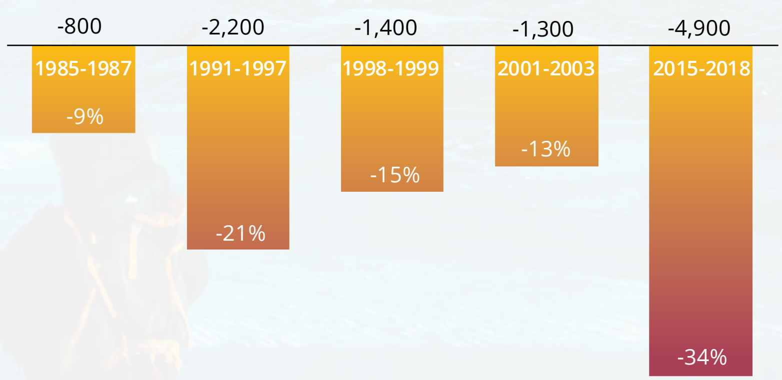
Even before the pandemic-related travel and hiring restrictions hit, several factors were restraining the industry's job growth. Technology continues to improve, which reduces labor costs, and the state's production had been on the decline for decades before the small gains in recent years. However, the effects of technology and production on jobs aren't clear cut.

Employment remained near its peak in 2015 despite production hitting its lowest daily level that same year. Record oil prices and more independents entering the scene who were willing to tap smaller or harder-to-develop fields explain part of this apparent paradox.

A closer look how at jobs relate to oil production

In the early 2000s, declining oil production led Alaskans to doubt the industry would ever again reach the 10,000 jobs mark it first passed in the early

Recent stretch of oil job loss was steepest



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

We are in new territory, as production has never fallen so hard and so fast, and prices have never fallen so low.

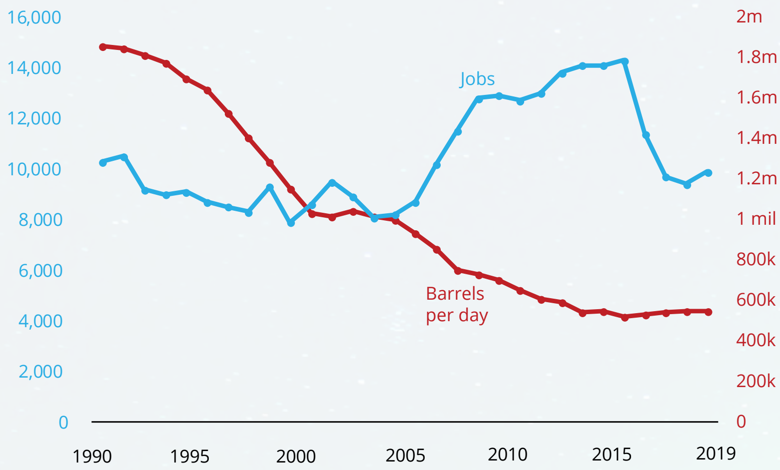
1990s. In our jobs forecast for 2004 through 2014, we projected zero growth for the industry.

By 2006, production had dwindled to half its peak. The downward trajectory was broadly accepted as permanent, which presumably meant employment would follow the same path. But that didn't happen. A combination of high oil prices, new exploration and development, and the need for more labor to produce the same amount of oil kept industry employment at much higher levels than observers had thought possible.

In a sense, lower production with higher employment isn't surprising. The Prudhoe Bay oil field, North America's largest and most productive, has been on a long decline, requiring more effort to produce a barrel of oil. Most of the new fields have been smaller and require more investment as well as more labor.

In 1992, the average Alaska oil industry employee produced 197 barrels of oil a day. That fell to 107 by 2005, then to a low of 36 barrels per worker in 2015 — around the same time employment hit its highest level to date.

Production and jobs don't always track



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

The biggest determinant for jobs was the price of oil

Prices were the real tonic behind the industry's dramatic job numbers. The price of oil doubled from 2002 to 2005, to around $53 per barrel, allowing employment to resume growing and hit new heights within just two years.

By 2008, oil reached an average of $98 a barrel — a new annual high — and in July of that year it briefly hit $144. Prices softened during the U.S. Great Recession that followed, then rose above $100 a barrel again in 2011 and remained high for four years.

The job count followed a similar pattern, surpassing 12,000 in 2008 and breaking new records each year before topping out at 14,800 in 2014.

What's different this time

The price of oil will be the biggest variable in determining the size of the state's oil workforce in the coming years, and COVID-19 means additional pressures and uncertainty. Production has never fallen so hard or so fast, and prices have never fallen so low. The related oversupply and how long it lasts is another concern.

In January 2020, a barrel of Alaska North Slope crude sold for $65, which halved to $33 in March and halved again by April, to $17. Toward the end of April, the price dropped below $10 for four days, with one day registering a negative price — something that's never happened before. A negative oil price means that due to oversupply, a seller must pay someone to take possession of the oil, at least on paper. (At press time, prices had moved into more positive territory and were hovering in the $30s.)

The pandemic was the main reason for the glut, as global shelter-in-place orders and other social restrictions spurred an unprecedented and sudden drop in demand for crude oil worldwide, estimated at 20 million fewer barrels per day during the early weeks.

At the same time, the Saudi and Russian governments waged a price war over output and market share, resulting in Saudi Arabia flooding the market with crude oil. The sheer volume put immense pressure on storage capacity and price.

To deal with the economic and logistical problems, oil producers are taking far-reaching measures such as curtailing production, slashing capital budgets, and laying off workers.

What Alaska's oil industry workforce looks like today

Alaska had 8,900 direct oil industry jobs in April, and nearly all of them were in three areas: The North Slope Borough, Anchorage, and the Kenai Peninsula Borough. Oil comes from the North Slope and Kenai, and Anchorage is the headquarters and service center for most of the industry.

While Valdez is the terminus for the Trans-Alaska Pipeline, most of Valdez's oil-related workforce moves oil from the North Slope to tidewater. Fairbanks has a small number of oil industry jobs, but it is a major logistic and supply center for the North Slope.

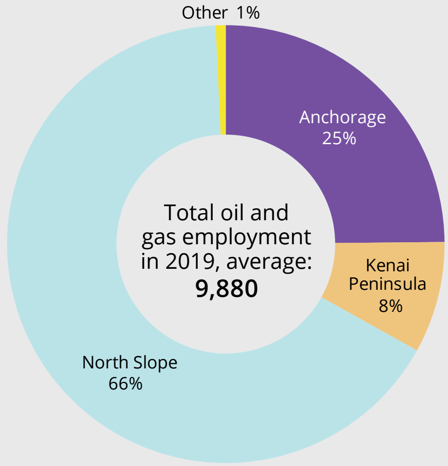
While the jobs are concentrated in these areas, the industry draws workers who live in nearly every part of the state. (The North Slope Borough itself is an exception. Few of its residents work on the Slope.)

A prime example is the Matanuska-Susitna Borough, which has no oil employment or production yet supplies the third-largest group of Alaskans to the North Slope, after Anchorage and the Kenai Peninsula Borough.

Six percent of working Mat-Su residents commute to the North Slope. In 2018, that was 1,789 workers who earned $193 million. That's an impressive number because it represents more in payroll than any single Mat-Su industry generated in 2018.

Overall, nonresidents hold more than a third of the state's oil industry jobs, at 35 percent in 2018, which was up slightly from the year before but down somewhat from the record high of 37 percent in 2016. Over the long term, the percent of nonresidents has been the rise, but it will take time to see if the COVID-19 disruptions affect that trend.

Two-thirds of oil industry jobs are on the North Slope



Resident oil industry workers and their total wages in 2018

Place of residence	Resident workers	Total wages to residents
Municipality of Anchorage	3,218	$508,449,652
Kenai Peninsula Borough	1,889	$203,530,877
Matanuska-Susitna Borough	1,789	$192,747,065
Fairbanks North Star Borough	429	$38,351,115
Valdez-Cordova Census Area	57	$5,793,803
Northwest Arctic Borough	34	$1,108,201
Yukon-Koyukuk Census Area	34	$2,706,004
Southeast Fairbanks CA	22	$1,851,659
North Slope Borough	18	$1,129,330
Haines Borough	14	$617,498
Lake and Peninsula Borough	10	$629,955
Dillingham Census Area	7	$421,082
Juneau, City and Borough	6	$607,986
All other	39	$3,773,591

Note: Areas with fewer than six workers are not disclosable.

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

So far in Alaska, ConocoPhilips has announced plans to cut its North Slope production by 100,000 barrels per day, and the Trans-Alaska Pipeline reduced its flow rate by 50,000 barrels per day for several weeks in late April and early May.

ConocoPhilips and OilSearch have already reduced their capital budgets in Alaska. Doyon, Halliburton, Schlumberger, and Baker Hughes are among a number of companies that have each reported layoffs of at least 700 employees.

With such uncertainty, Alaska's oil and gas employment is likely to remain at lower levels for an extended period.

Neal Fried is an economist in Anchorage. Reach him at (907) 269-4861 or neal.fried@alaska.gov.

Sara Teel is an economist in Juneau. Reach her at (907) 465-6027 or sara.teel@alaska.gov.

A first look at job loss from pandemic

April's job numbers show unpredecented and widespread decline

By DAN ROBINSON

April's job numbers provided initial details on Alaska's COVID-19-related losses, showing an unprecedented drop of 13.1 percent from April of last year. The closest we've come to a loss of that magnitude was in August 1977, when employment fell 11.7 percent after the Trans-Alaska Pipeline was completed. The state's deep recession of the late 1980s, at its worst, produced a decline of 7.5 percent in September 1986.

The historical comparisons give rough context to the depth of the current losses, but they're of limited value when evaluating the situation we face now. Job losses caused by the pandemic and efforts to slow its spread differ fundamentally from those caused by economic bubbles and temporary imbalances in market forces, which are the typical reasons for large-scale job losses and recessions.

Because April's losses were mostly linked to mandatory government restrictions that have since been lifted, some of the April losses could quickly reverse. Looking at the April numbers in detail can help clarify what we're likely to see for May and June.

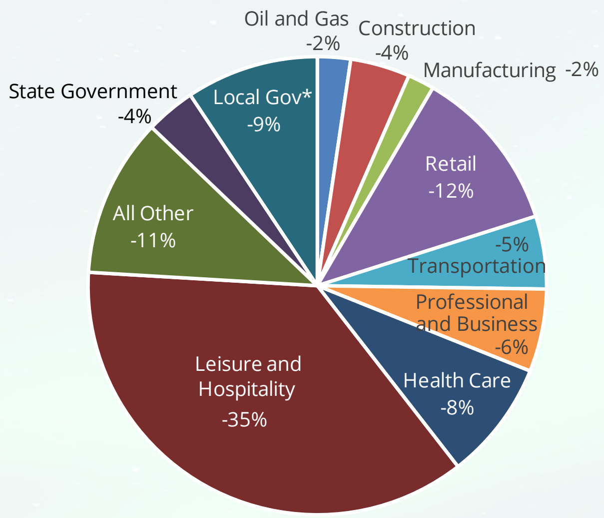
Losses were widespread, and leisure and hospitality hit hardest

Alaska had an estimated 280,300 jobs in April, down from 322,500 in April 2019. To determine whether we're truly adding or losing jobs, we compare job numbers to the same month in the prior year to account for typical seasonal employment swings, which are strong and somewhat unpredictable.

Still, it's interesting to note that since at least 1960, Alaska has always added jobs from March to April as seasonal work picks up. Always, that is, until 2020. April's job count was nearly 40,000 below March's.

The biggest over-the-year losses were in the leisure and hospitality sector, which includes businesses like hotels, restaurants, and bars as well as gyms,

Industry job losses from April 2019 to April 2020



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

museums, and performing arts companies. Of the roughly 42,200 jobs lost, 15,600 were from leisure and hospitality, which nearly cut that sector's employment in half from last April's 32,400 jobs.

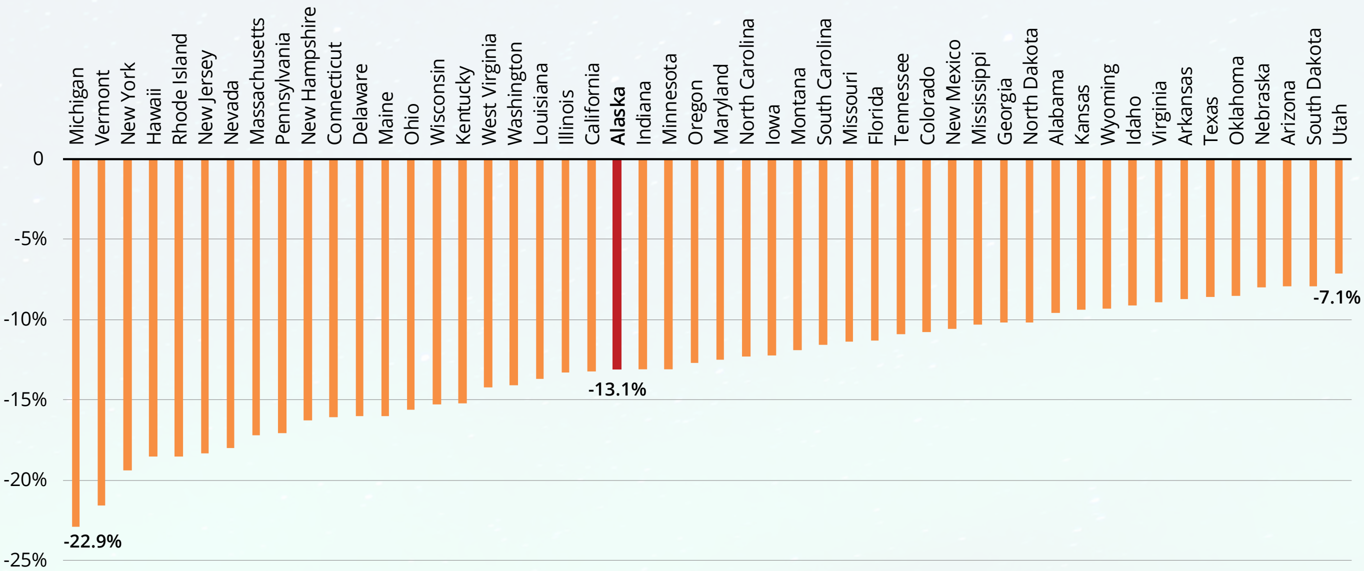
The second-largest numerical declines were in retail trade (-5,000) and health care (-3,600). The only sector that didn't lose jobs was federal government, partly due to temporary hiring for the 2020 Census.

Otherwise, losses were substantial both numerically and in percent terms for every major sector of the state's economy, including state and local government. At the low end, financial activities fell 4.4 percent. At the high end was leisure and hospitality's dramatic 48.1 percent drop.

All states lost jobs in April, and Alaska was in the middle

All states' employment took a major hit in April,

April 2020's job losses by state, compared to April 2019



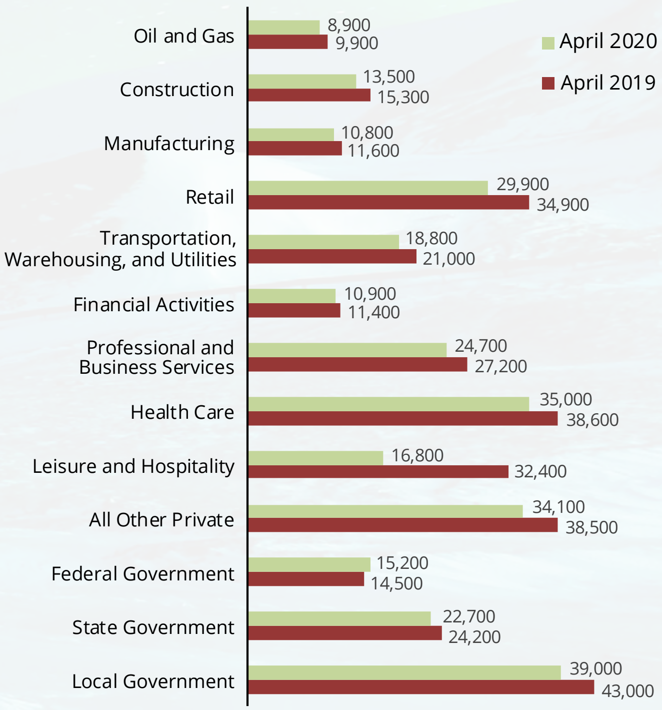
Source: U.S. Bureau of Labor Statistics

with declines ranging from nearly -23 percent in Michigan to -7 percent in Utah. Alaska's loss ranked in the middle of the pack for severity, although these numbers are preliminary and small differences probably don't mean much.

At the early stages, the worst-affected states were mainly either Eastern (Vermont, New York, Rhode Island, New Jersey, Massachusetts, Pennsylvania, New Hampshire, Connecticut, Delaware, and Maine) or tourism-dependent (Hawaii and Nevada).

The state with the biggest loss, Michigan, doesn't fall into either category, however. Its losses came disproportionately from its large manufacturing sector. Michigan's total employment fell from 4.4 million in April of last year to 3.4 million in April 2020, and roughly 190,000 of the lost jobs were in manufacturing — nearly a third of that industry's jobs.

How April's employment compares to last April



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

How our economy is similar to and different from U.S. overall

One way to anticipate the pandemic's effects on Alaska is to compare our economy to the national economy. The more alike we are, the more likely it is that we'll follow a similar trajectory. The graphs on page 11 show some of the similarities and differences.

Limiting the comparison to the percentages of jobs in certain sectors shows that Alaska has about the same percentages of jobs as the U.S. in health care, retail, bars and restaurants, construction, and the arts, entertainment, and recreation sector.

Of the 42,200 jobs Alaska lost over the year, 15,600 were from leisure in hospitality — nearly cutting that sector's employment in half.

The ways our economies differ might be more telling, though.

Three percent of Alaska's jobs, for example, are in the oil and gas industry, which is 10 times higher than for the U.S. overall (0.3 percent). Alaska also has substantially more state and local government jobs as a percent of our total (19.7 percent and 13.1 percent, respectively), and a higher share of federal jobs (4.5 percent for Alaska and 1.9 percent for the U.S.).

More of Alaska's manufacturing jobs are in food manufacturing, at 2.9 percent in Alaska and 1.1 percent nationwide. Almost all of Alaska's manufacturing is seafood processing, while U.S. food manufacturers produce a variety of foods.

Alaska has a tiny fraction of jobs in the manufacturing of durable goods, and the types differ as well. While building cars, airplanes, furniture, and other consumer and industrial goods makes up 5.3 percent of U.S. jobs, it's 0.6 percent for Alaska and in just a few specialized areas such as ship building and specialty equipment used in oil and gas or mining work.

Alaska also has smaller shares of professional and business services and financial activities. Here, those jobs mainly support in-state businesses and residents, unlike parts of the U.S. where finance, insurance, technology, and other services are exported throughout the nation and world.

What to watch for in the next few months

Many businesses began to reopen in May, but mainly in the second half of the month — and for semi-technical reasons, the data are biased toward employment levels in the first half. That means May's data will likely show large losses again. By June, we'll get a better sense of how quickly different types of jobs are returning.

Some types of jobs will bounce back faster than others. Health care providers, for example, primarily serve Alaskans, and consumer spending on health care procedures and services is less discretionary than spending on new furniture, a new car, or a restaurant meal.

As we've written about over the last few months, seasonal jobs that depend on large cruise ship tourism are unlikely to materialize this summer. Alaska's summer-dominant tourism industry is different in that respect from Hawaii, Nevada, and Florida, which draw large numbers of visitors all year.

In Alaska, tourism-dependent jobs won't return in large numbers sooner than 2021, and even that depends on resolving public health concerns and restoring consumer confidence. It may take longer than a year or two for tourism to return to normal, but visitor interest in Alaska has been strong and growing in recent years, a trend that is unlikely to change.

Another category to watch in the next few months is the jobs that depend on in-state consumer and business spending. If that type of spending is slow to resume because of concerns about job security, public health, the state's finances, or anything else, it will take longer for the state's economy to bounce back.

Finally, job counts for state and local government will play an important role in economic recovery. Those jobs were down by 5,500 in April, and some of the state government losses in particular predate the pandemic.

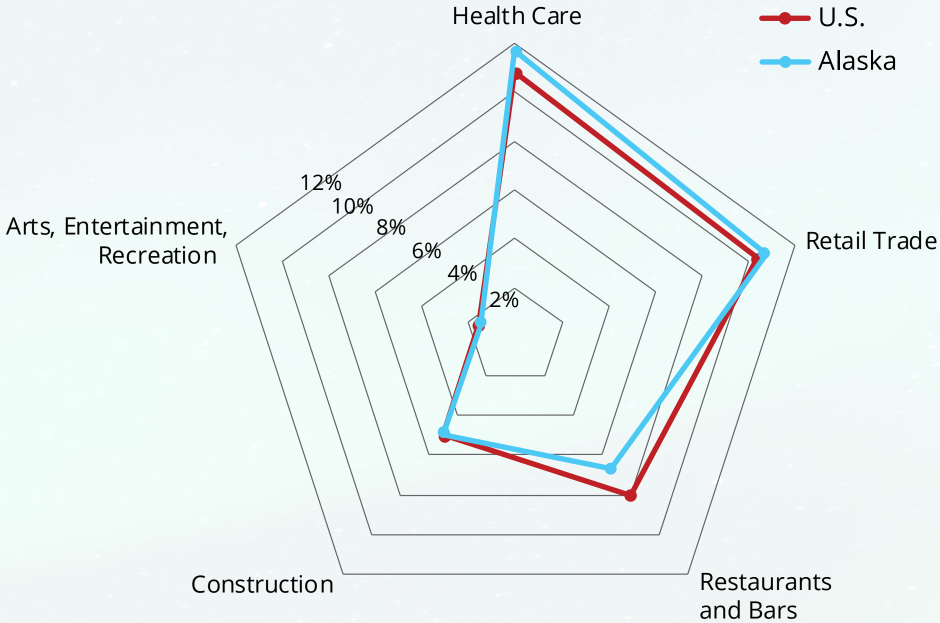
State and local government revenues will take a substantial hit, which will mean additional job losses in the coming months. Federal funding will at least temporarily ease the declines, but the range of possible cuts to state and local government jobs and services is far wider now than it was earlier in the year.

Dan Robinson is chief of Research and Analysis. Reach him in Juneau at (907) 465-6040 or dan.robinson@alaska.gov.

Comparing and contrasting Alaska, U.S. economies

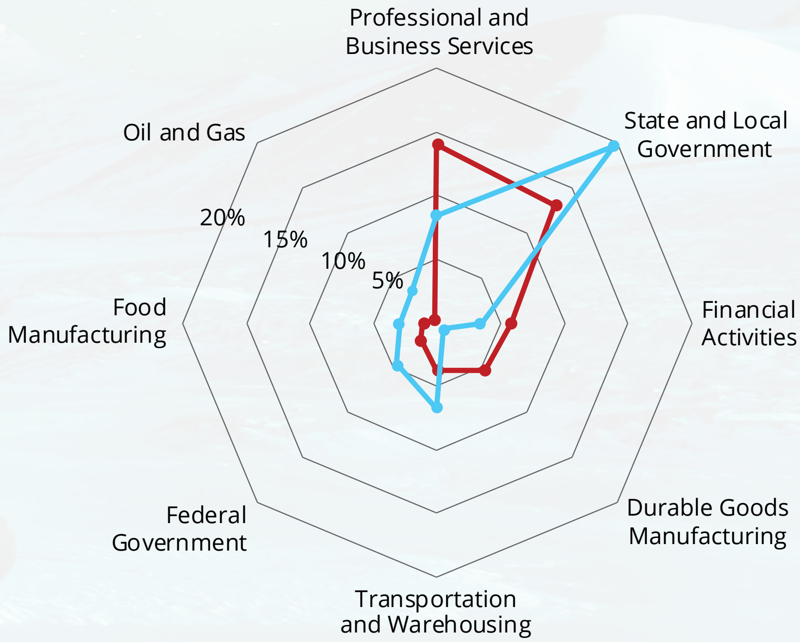
How they're similar

(Percent of total employment, 2019)



How they differ

(Percent of total employment, 2019)



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

Details on claimants paid in April

Unemployment benefit payments reached historic levels

By JENNA LUHRS

More than 48,200 people received a weekly unemployment insurance payment from the state in April. Of that group, 80 percent opened their initial claim during the six-week period that began in early March with the COVID-19-related shutdowns, and the remaining 20 percent first filed before the pandemic reached Alaska.

In the past few years, claims had fallen by an average of 33 percent from March to April as seasonal hiring picked up. This year, April's claims load was four times higher than is typical, and the number of people who received a benefit payment in April alone was about 20,000 more than the number who received a payment during all of 2019.

At a glance

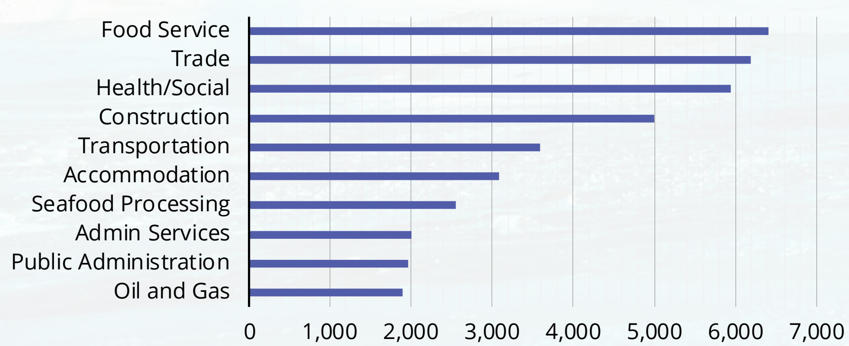
Total April claims	**48,238** (~7% of the population)
Total amount paid	**$126 million**
State benefits	$36 million
Federal benefits	$90 million
First-time claimants	**25,622 (53%)**
Total w/ dependents	**13,972 (29%)**
Percent of eligible workers filing	**5.4%**

Temporary federal add-on increased weekly benefit by $600

At the beginning of April, most claimants began receiving $600 per week in federal pandemic relief in addition to the regular benefit from the state, which averaged $247. This brought the average weekly amount to $847 in Alaska.

The federal add-on, which will expire at the end of July, also significantly raised the percentage of claimants' qualifying wages that benefits replaced. Most state programs replace between 30 and 50 percent of what workers earn on average, and $600 is the amount the federal government determined would boost the average American worker to 100 percent wage replacement.

Industries with the most claims in April



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

For Alaska, the add-on increased the average replacement rate from 31 percent in March to 71 percent in April. It also raised the amount disbursed statewide in April to $126 million, which was 18 times the amount distributed in April of last year.

The federal government paid the bulk of regular benefits in April, and although Alaska's system is handling four times the normal claims load, its trust fund remains solvent. The balance was $465 million at the end of April, down from about $495 million at the beginning of March.

Federal extended benefits were triggered in mid-April

From the time they open their claim, filers qualify for up to 26 weeks of regular benefits — but certain economic conditions trigger federally funded programs that extend the allowed duration.

Federal extended benefits kicked in for Alaska the week ending April 18, and filers will be allowed to collect for an additional 13 weeks while the program is in effect.

> The federal government paid most of April's benefits, and although Alaska is handling four times the normal claims load, our trust fund remains solvent.

A closer look at the 48,238 claimants paid in April

A third worked in just three industries

The highest number of initial claims were filed between March 14 and 28, after the first measures to stop the spread of COVID-19 took effect. That two-week window included the statewide closures of restaurants, bars, theaters, gyms, bowling alleys, and bingo halls that were announced on March 17.

Over those two weeks, 24,000 people filed a new claim, and by the end of April, about 48,000 had received a payment during the month.

Closures and distancing requirements hit in-person service jobs the hardest. Food services, retail, and health and social assistance accounted for the largest number of claims during the month, and one in three claimants worked in those industries.

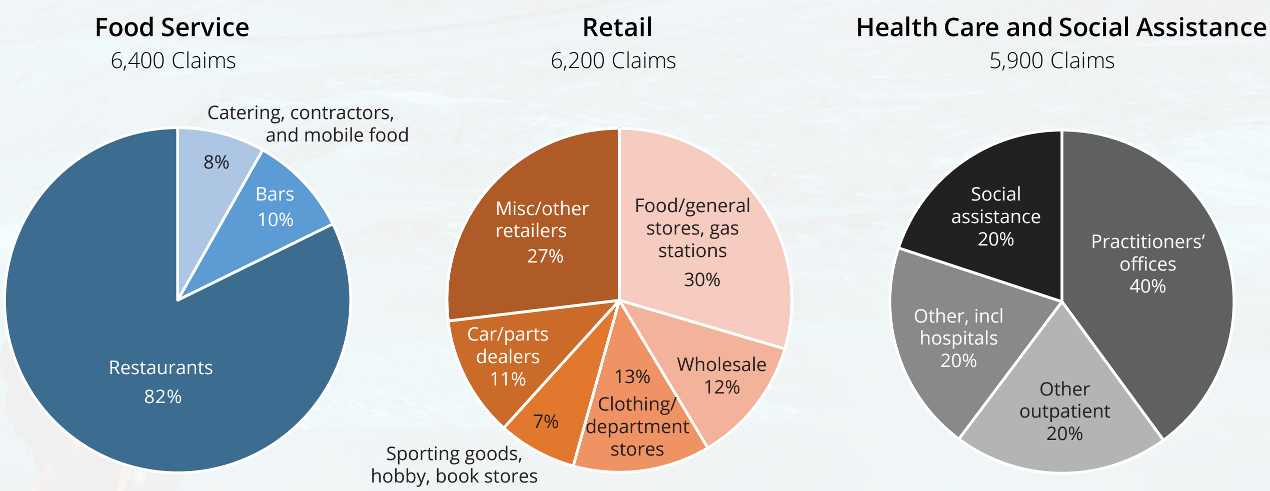
Out of 6,400 food service claimants, more than 5,000, or 80 percent, had been working in restaurants and other eating places. Claims were lower from eateries able to offer takeout or other limited service, but roughly 30 percent of the state's restaurant employment was cut because of the pandemic.

Although the number of claims from bars and other drinking places was lower than from restaurants, at 1,300, it represented nearly half of those jobs in Alaska. Bars, gyms and theaters remained closed through May 9, after which they were allowed to open at limited capacity.

About 6,200 retail workers collected benefits in April, and their most common employers were warehouse clubs and supercenters (503 claims), new car dealers (403), and supermarkets and grocery stores (312 claims).

For health care and social assistance, the majority

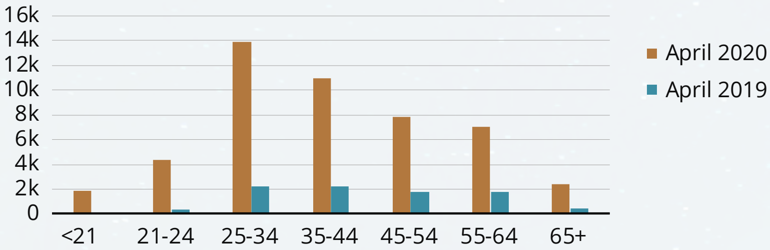
Breakdown of businesses in the top three industries for April claims



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section came from dentists' offices (1,273 claims) followed by doctors' offices (682) and hospitals (637).

Tourism-related jobs in food service, transportation, and accommodation were hit by travel restrictions as well as closures in April. Air passenger transportation claims were 20 times higher than last April, accommodation claims were 11 times higher, and scenic and sightseeing transportation claims were up by a factor of nine.

Biggest increases among younger filers



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

More young workers, women than usual filed

The largest group of filers is usually between ages 25 and 34, and that held for April's historic claims load. Twenty-nine percent of all filers fell into this age group, followed by 23 percent who were between 35 and 44.

As a percent of overall claims, filers under 21 increased the most over the year, from fewer than 50 to nearly 2,000. The number of claimants who were between 21 and 24 also jumped, from 400 to more than 4,000.

Total claimants in each of the age groups above 34 increased by an average factor of four compared to last April.

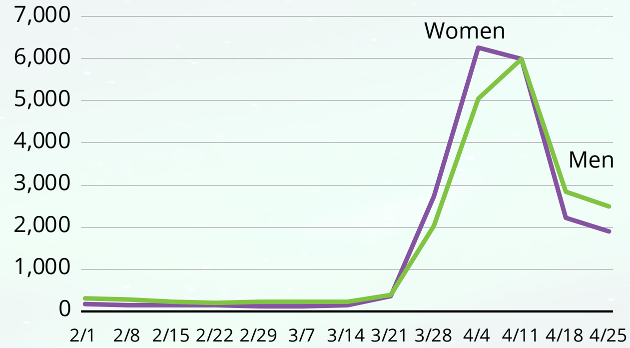
More women than usual filed for benefits during early COVID-19 restrictions. Claimants are typically around 35 percent women, which jumped to 47 percent in April — the highest share since data were first recorded.

Female claimants were the majority from food services, retail, and health care and social assistance — the three industries that had the most claimants overall. For health care and social assistance, women represented 81 percent of claims.

More than half had never filed before

Of the 48,000 who received a payment in April, just over half had never participated in the program before, or at least not since 2008. The 26,000

Larger increase in women collecting benefits in April



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

newcomers weren't concentrated in any particular industries, but 22 percent were younger than 25 compared with just 3 percent of the 23,000 repeat filers.

Claimants by borough and census area

See the sidebar at right for details on Anchorage's claims in April. Similar data for all of Alaska's boroughs and census areas will be available June 5 on our website, laborstats.alaska.gov.

Jenna Luhrs is an economist in Juneau. Reach her at (907) 465-4507 or jenna.luhrs@alaska.gov.

Anchorage unemployment benefit claims in April

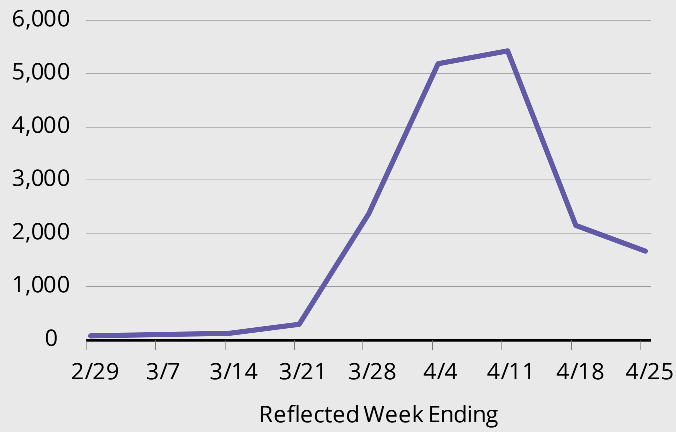
Claims by industry

Food Service	3,501
Retail and Wholesale Trade	3,207
Health Care and Social Assistance	2,657
Construction	1,498
Accommodation	1,437
Transportation	1,202
Administrative Services	1,067
Professional and Business Svcs	542
Education	536
Arts, Entertainment, and Rec	520

Anchorage at a glance

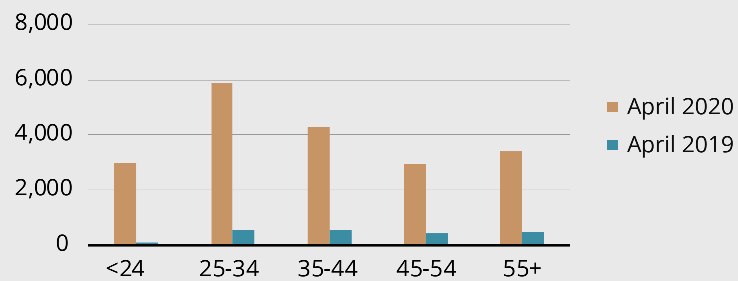
Share of state population	39.9%
Share of state claims, April	40.4%
Total April claims	19,499
Increase from April 2019	798%
Average wage replacement	68%
Average weekly payment	$848
First-time claimants	61%
Share with dependents	28%
Female-male split	52%/48%

When Anchorage claimants received their first payment



86% of Anchorage claimants received their first payment on or after 3/28.

Anchorage claimants by age group

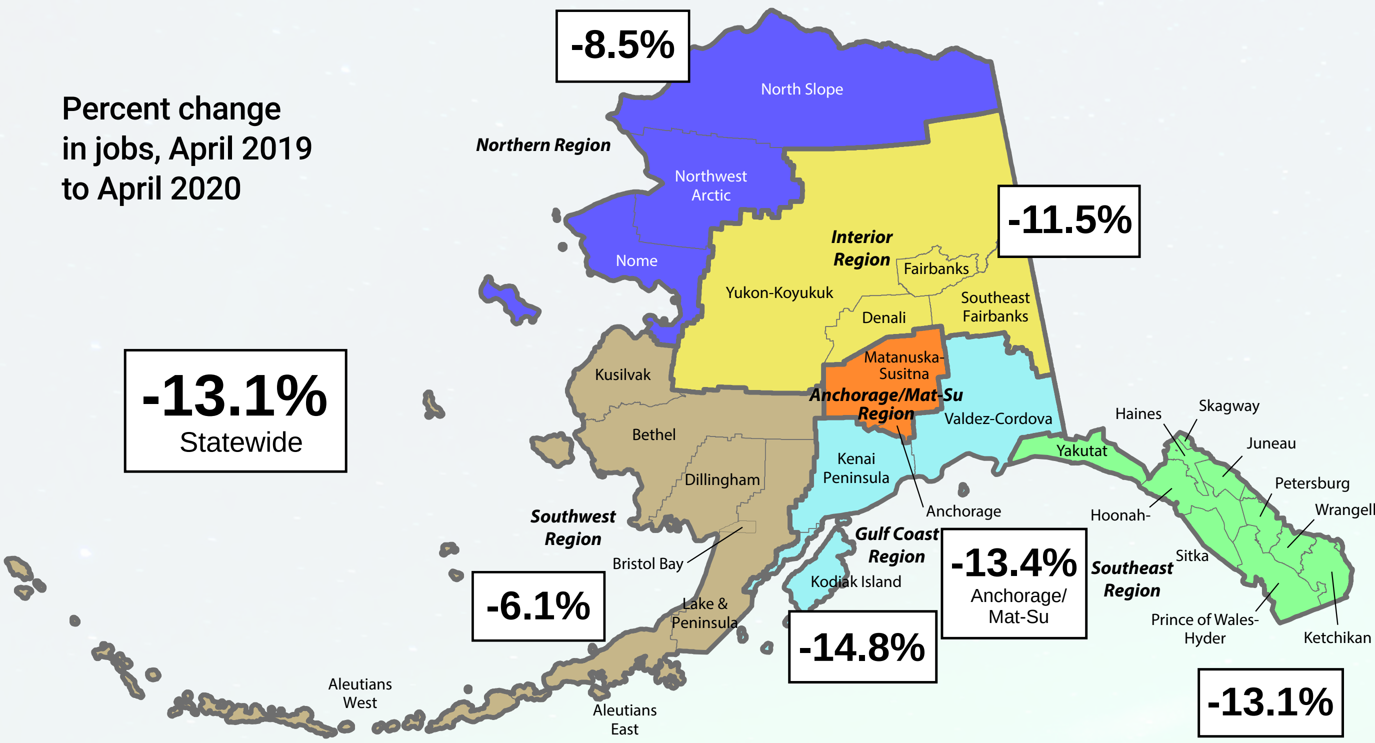


On June 5, claims data for all of Alaska's boroughs and census areas will be available at: laborstats.alaska.gov.

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

Employment by Region

Percent change in jobs, April 2019 to April 2020



Unemployment Rates

Seasonally adjusted

	Prelim. 04/20	Revised 03/20	04/19
United States	**14.7**	**4.4**	**3.6**
Alaska	**12.9**	**5.2**	**6.1**

Not seasonally adjusted

	Prelim. 04/20	Revised 03/20	04/19
United States	**14.4**	**4.5**	**3.9**
Alaska	**13.7**	**5.9**	**6.3**

Regional, not seasonally adjusted

	Prelim. 04/20	Revised 03/20	04/19
Interior Region	**11.6**	**5.7**	**6.5**
Denali Borough	24.5	16.8	15.6
Fairbanks N Star Borough	11.2	5.0	5.6
Southeast Fairbanks Census Area	10.5	8.2	9.7
Yukon-Koyukuk Census Area	15.4	12.4	15.8
Northern Region	**10.8**	**8.4**	**10.4**
Nome Census Area	12.6	9.5	11.6
North Slope Borough	5.5	4.4	6.0
Northwest Arctic Borough	14.5	12.1	14.4
Anchorage/Mat-Su Region	**14.3**	**5.2**	**5.5**
Anchorage, Municipality	13.9	4.7	5.0
Mat-Su Borough	15.5	6.9	7.1

	Prelim. 04/20	Revised 03/20	04/19
Southwest Region	**11.4**	**8.4**	**10.4**
Aleutians East Borough	10.4	2.3	2.8
Aleutians West Census Area	4.5	2.0	3.0
Bethel Census Area	12.6	11.5	13.6
Bristol Bay Borough	10.1	12.6	6.9
Dillingham Census Area	9.6	7.2	8.9
Kusilvak Census Area	20.4	17.4	20.5
Lake and Peninsula Borough	14.2	10.4	12.3
Gulf Coast Region	**15.7**	**7.0**	**7.0**
Kenai Peninsula Borough	17.2	7.2	7.1
Kodiak Island Borough	10.6	4.2	5.2
Valdez-Cordova Census Area	14.0	9.6	8.4

	Prelim. 04/20	Revised 03/20	04/19
Southeast Region	**13.8**	**6.2**	**6.2**
Haines Borough	27.3	14.5	8.6
Hoonah-Angoon Census Area	18.0	14.7	13.5
Juneau, City and Borough	10.8	4.1	4.6
Ketchikan Gateway Borough	17.3	7.3	6.8
Petersburg Borough	15.5	9.5	8.8
Prince of Wales-Hyder Census Area	13.6	9.6	10.9
Sitka, City and Borough	12.8	4.2	4.1
Skagway, Municipality	31.4	17.0	11.7
Wrangell, City and Borough	14.7	7.4	7.6
Yakutat, City and Borough	9.0	10.8	6.0

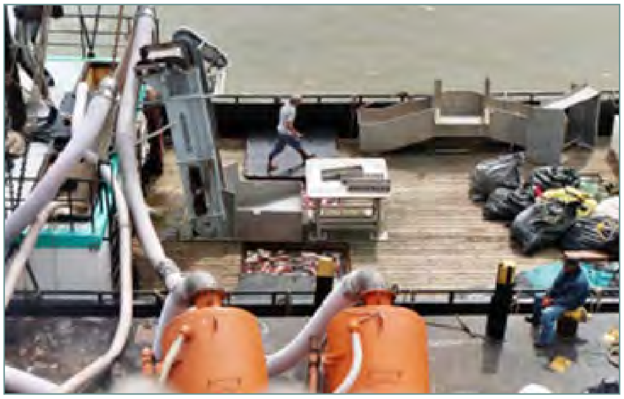
EMPLOYER RESOURCES

Need a commercial fishing deckhand this summer?

If you're a commercial fisherman seeking deckhands from Alaska, the Seafood Employment Office at the Anchorage Midtown Job Center can help.

Our recruitment services are at no cost to you and include:
- Advertising your jobs on our online Alaska Labor Exchange system, ALEXsys
- Creating customized flyers and distributing them statewide to Alaska Job Centers and partners
- Posting flyers on the department's Facebook page
- Identifying and prescreening the most qualified candidates to meet your needs

For more information, call the Seafood Employment Office at (907) 269-4746 or email: dol.seafood@alaska.gov.



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

SAFETY MINUTE

Preventing coronavirus spread on construction sites

As the state begins to reopen for business, construction season is pushing into high gear. Construction in Alaska involves challenges such as a harsh climate, wildlife, and logistics — and COVID-19 presents an additional layer of challenges.

Employers are required to keep workers safe from infectious hazards as well as physical hazards. The following guidelines will help you reduce the risk of virus transmission on construction sites this summer.

Social distancing
- Stagger start times for contractors and employees to make it easier for workers to maintain social distance of at least six feet.
- When a task requires two or more employees to work closer together than six feet, encourage them to wear cloth face coverings.
- Stagger lunches and breaks to prevent groups from forming, and ensure there is plenty of space for these activities.
- Minimize ride-sharing and nonessential travel off the site during the work day.

Sanitizing
- Ensure sanitization stations are accessible that include room temperature water, soap, and other sanitizers recommended by the Centers for Disease Control.
- Clean and sanitize shared items such as tools and equipment. Before cleaning tools, employees should read the manufacturer recommendations.
- Ensure portable toilets are sanitized regularly, especially the frequently touched areas such as seats and door handles.

Site control
- Limit the number of visitors to your site. If contractors need to come on-site to deliver materials and equipment, provide an area to off-load items away from the main part of the site.
- Minimize contact between delivery contractors and your employees.

Communication
Clearly communicate expectations to employees, such as the importance of staying home when sick, following company protocols, and social distancing. When it comes to training procedures such as sanitization, social distancing, and minimizing contact with others, it's best to overcommunicate.

This Safety Minute was written by Donnie Farwell, a safety consultant at the Alaska Occupational Safety and Health Consultation and Training Section in Anchorage. labor.alaska.gov/lss/oshhome.htm