ALASKA ECONOMIC TRENDS

MAY 2025



Federal jobs in Alaska

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

FROM THE COMMISSIONER

Alaska takes multiple steps to expand apprenticeship

By Catherine Muñoz, Commissioner

It is a buyer's market for job seekers, with many jobs requiring some training or education to get started. Alaska has a robust network of training providers, whether through the University of Alaska, the Alaska Vocational and Technical Center, or one of Alaska's many regional training providers.

One proven pathway is Registered Apprenticeship. Through the "earn as you learn" model, participants work and earn wages while learning new job skills that result in an industry-recognized certification upon completion. Many industries have a successful history with apprenticeships, especially in the skilled trades for electricians, plumbers, HVAC, and construction.

Opportunities are expanding in nontraditional apprenticeship training. Health care and education are increasingly adopting the apprenticeship model to meet critical workforce needs. The Departments of Labor and Workforce Development and Education and Early Development are leading one of these new pathways.

Alaska's "Grow Your Own" apprenticeship program trains educators and paraprofessionals using registered apprenticeships to become certified teachers. We are excited about this program as it provides new options, especially in rural school districts, to train Alaskans to fill important roles in our schools.

Health care is also embracing the apprenticeship model to address urgent workforce demands. For example, the Alaska Primary Care Association has established eight apprenticeship programs, including pharmacy technician, clinical medical assistant, and community health worker.

Other apprenticeships are available in the maritime, hospitality, aviation, and automotive industries. Our department has staff ready to assist Alaskans interested in exploring these options. Contact the Statewide Apprenticeship Office at (907) 269-3729, find information on our website, or walk into one of the department's fourteen job centers.



Yesterday, Governor Mike Dunleavy proclaimed April 30 Alaska Apprenticeship Day, joining the nationwide celebration of apprenticeships as a great pathway for a good job in Alaska. The governor's proclamation highlights the importance of Registered Apprenticeship, calling it "a key strategy to improving job quality and creating access to high-paying, family-sustaining jobs."

Looking ahead, Alaska has a major opportunity to expand its apprenticeship system. We are pursuing a transition to a State Apprenticeship Agency, a move that would allow Alaska to oversee, register, and expand apprenticeship programs directly. Apprenticeships are currently registered through the federal Department of Labor Office of Apprenticeship.

By becoming an SAA, all of Alaska's apprenticeship efforts including program registration, grant management, and outreach would be vertically integrated within the Department of Labor and Workforce Development. This streamlined structure would make it easier for employers, training providers, and job seekers to navigate the system, create new programs faster, and align apprenticeship growth with the priorities of Alaska businesses and industries.

This is a critical step toward modernizing Alaska's apprenticeship system, which grows our economy, strengthens our communities, and puts more Alaskans on pathways to good jobs. With employers urgently seeking skilled workers and Alaskans eager for opportunity, now is the time to invest in the future of apprenticeship and bring the full power of this proven workforce model home to Alaska.

Sincerely,

Catherine Muñoz

Contact Commissioner Catherine Muñoz at
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ON THE COVER:

An Alaska Army National Guard flight medic assigned to G Company, 2-211th General Support Aviation Battalion exits an HH-60M Black Hawk helicopter on a hoist cable during a simulated rescue deep in Alaska's Chugach mountains east of Joint Base Elmendorf-Richardson in July 2023. The crew chiefs and flight medics wear red jackets for enhanced visibility and identification during operations. Photo by Alan Brown, Alaska National Guard

ALASKA
DEPARTMENT of LABOR and WORKFORCE DEVELOPMENT

Governor
Mike Dunleavy

Commissioner
Catherine Muñoz

ALASKA ECONOMIC TRENDS

4 FEDERAL JOBS and WORKERS in ALASKA

13 HOUSING MARKET UNCHANGED in 2024

18 GAUGING THE ECONOMY

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

ON THIS SPREAD: The background image for 2025 is a panorama of snowy tundra at Selawik National Wildlife Refuge. Photo by Lisa Hupp, U.S. Fish and Wildlife Service

If you have questions or comments, contact the authors listed at the end of each article or the editor at sara.whitney@alaska.gov or (907) 465-6561. This material is public information, and with appropriate credit it may be reproduced without permission. To sign up for a free electronic subscription, read past issues, or purchase a print subscription, visit labor.alaska.gov/trends.

Federal jobs and workers in Alaska

State ranks third for concentration of federal employment

By KARINNE WIEBOLD

Alaska has about 15,500 federal civilian jobs, representing 4.6 percent of the state's total employment. That concentration ranks third among states, after Virginia and Hawaii.

The federal government paid $1.5 billion in civilian wages in Alaska in federal fiscal fiscal year 2024, and a third of that came from the Department of Defense.

The Department of Defense is the largest agency in Alaska, with more than 6,300 civilian jobs in federal fiscal year 2024 and more than triple that number in active-duty service. The Department of the Interior is second largest at 2,300 jobs and the U.S. Postal Service is third with 1,500. (See the table on pages 6-7 for jobs and wages by department and agency.)

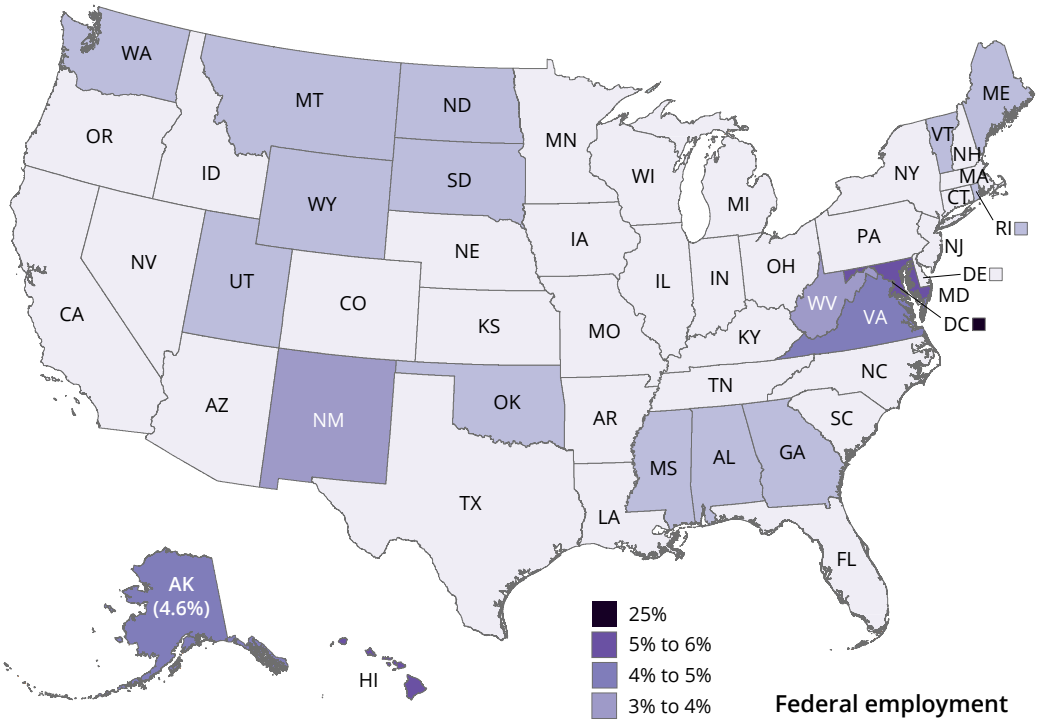
Wages by department were highest at the Department of Justice (about $143,000) and the Department of Transportation ($141,000). The average federal salary was just under $100,000.

The lowest-paying among large agencies was the Postal Service, averaging $82,000. The Department of Defense was second lowest at $86,000. Many civilian jobs at DoD are in base support services.

Every borough and census area has at least some federal jobs

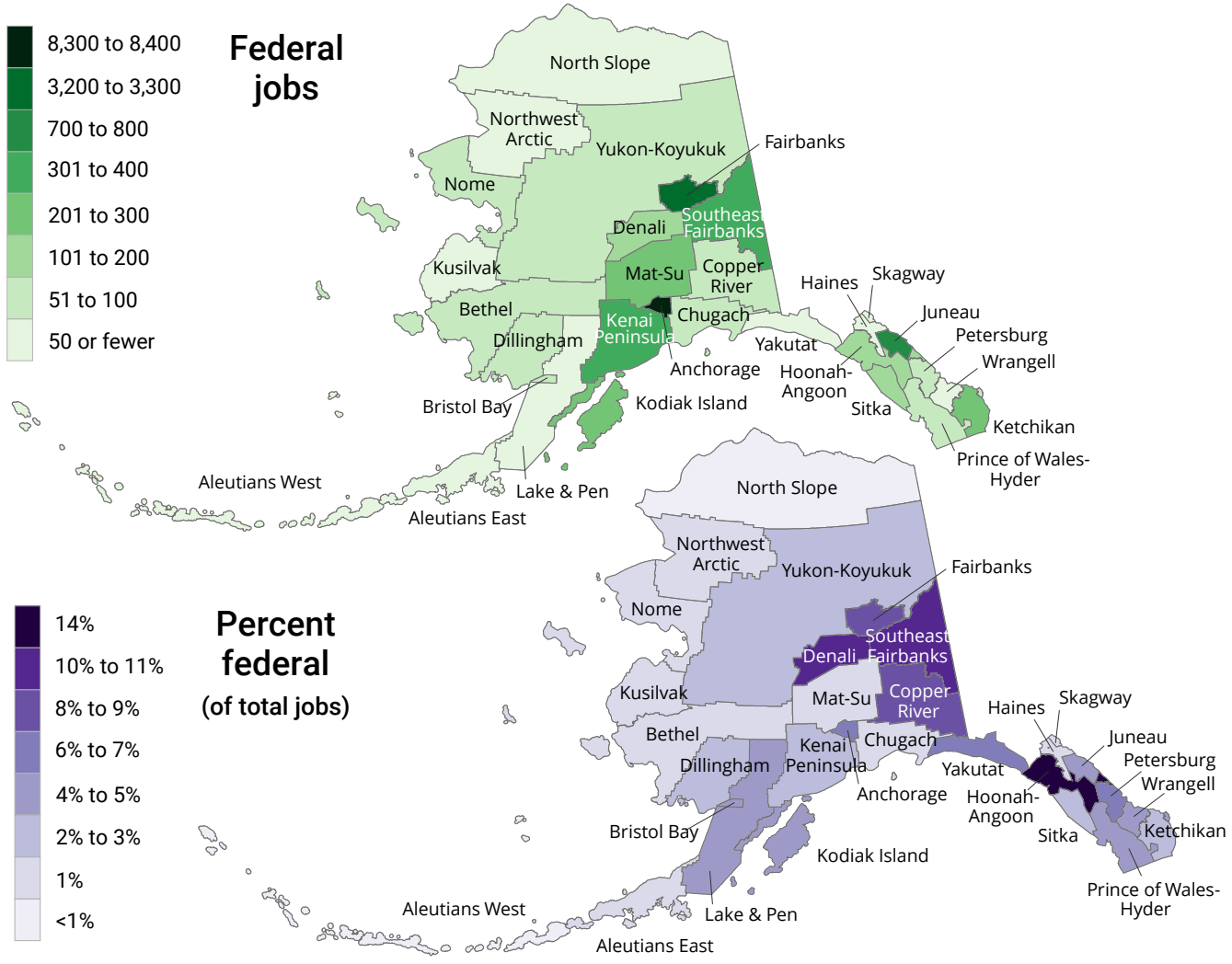
Alaska's bigger cities have more federal jobs but they represent a bigger slice of overall employment in small places. Anchorage and Fairbanks have 77

Alaska has one of the highest concentrations of federal jobs



Note: Calendar year 2023
Source: U.S. Bureau of Labor Statistics, Current Employment Statistics Program

Federal employment numbers and share by Alaska area, 2024



Note: Federal fiscal year 2024
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

percent of the state's federal employment, but every borough and census area has at least some.

The federal government makes up 14 percent of the Hoonah-Angoon Census Area's total job count, primarily with the National Park Service in Glacier Bay National Park. The Southeast Fairbanks Census Area's employment is 11 percent federal because of Fort Greely. The Denali Borough's share is 10 percent, also in the National Park Service.

Although Skagway and Haines had just a handful of federal jobs, their average wages were the highest in 2024, with Skagway topping $150,000. Both are U.S.-Canada border towns where U.S. Customs and Border Control is the main federal employer.

Juneau's wage was the third highest at $118,000. The capital's largest federal employers are the National Oceanic and Atmospheric Administration, or NOAA, and the U.S. Forest Service.

Rural areas with little federal employment had the lowest wages, nearly all at post offices. The Bethel and Yukon-Koyukuk census areas also have some jobs in the Fish and Wildlife Service, the National Park Service, the Bureau of Land Management, and the Transportation Safety Administration.

This data set doesn't factor in the hours worked, and some of these areas' averages are lowered by part-time positions at post offices where mail service is lower-volume and less frequent. The Kusilvak Census Area in western Alaska averaged $39,000 last year.

Text continues on page 8

Alaska federal civilian jobs and wages by department, 2024

Department/agency	Jobs	Total wages	Avg wage
TOTAL FEDERAL	**15,469**	**$1,543,177,370**	**$99,759**
DEPARTMENT OF DEFENSE (CIVILIAN)	**6,317**	**$544,958,203**	**$86,269**
Pacific Air Forces	2,857	$271,028,288	$94,865
Army Installation Management Command	967	$102,532,006	$106,031
Air Force Base Support Services	**531**	**$18,992,100**	**$35,767**
Military Treatment Facilities Under DHA/Defense Health Agency	476	$50,477,547	$106,045
Army Corps of Engineers	463	$52,870,394	$114,191
Army Air Force Exchange Service/PX	354	$4,723,140	$13,342
Army Morale, Welfare, and Recreation	351	$15,704,223	$44,741
Defense Commissary Agency	171	$9,743,884	$56,982
Undisclosed	67	$8,667,379	$129,364
Space Force	37	$5,276,916	$142,619
Air Force Civilian Career Training	17	$1,682,896	$98,994
Naval Sea Sys Command/Naval Special Warfare Command/Air Force Mtrl Command	16	$2,204,788	$137,799
Army National Guard Units, Title 32	10	$1,054,642	$105,464
DEPARTMENT OF THE INTERIOR	**2,264**	**$244,518,709**	**$108,003**
National Park Service	732	$68,441,725	$93,500
Bureau of Land Management	632	$72,738,887	$115,093
Fish and Wildlife Service	505	$55,984,235	$110,860
U.S. Geological Survey	166	$18,900,509	$113,858
Bureau of Indian Affairs	100	$10,875,163	$108,752
Bureau of Ocean Energy Management	46	$6,388,088	$138,871
Office of the Secretary	44	$5,473,513	$124,398
Bureau of Safety and Environmental Enforcement/Bureau of Reclamation	22	$2,961,523	$134,615
Office of Inspector General/Office of the Solicitor	17	$2,755,066	$162,063
POSTAL SERVICE	**1,540**	**$125,624,176**	**$81,574**
DEPARTMENT OF TRANSPORTATION (includes Federal Aviation Administration)	**1,141**	**$160,927,256**	**$141,041**
DEPARTMENT OF HOMELAND SECURITY	**1,087**	**$111,130,619**	**$102,236**
Transportation Security Administration/TSA Administrator	581	$53,863,678	$92,709
Coast Guard (Civilian)	231	$26,846,634	$116,219
Customs and Border Protection	125	$19,437,283	$155,498
Coast Guard Morale, Welfare, and Recreation	62	$1,406,663	$22,688
Federal Emergency Management Agency	33	$3,973,554	$120,411
Immigration and Customs Enforcement	20	$2,955,706	$147,785
Citizenship and Immigration Service/Secret Service	19	$2,172,774	$114,357
Coast Guard Exchange	17	$474,327	$27,902
DEPARTMENT OF VETERANS AFFAIRS	**950**	**$105,670,239**	**$111,232**
Alaska VA Health Care System	546	$59,461,786	$108,904
Veterans Affairs/Fort Richardson National Cemetery	202	$21,092,038	$104,416
Anchorage Vet Center	129	$16,617,373	$128,817
Wasilla Vet Center	25	$2,987,331	$119,493
Fairbanks Vet Center	25	$2,875,786	$115,031
Kenai Vet Center Satellite	23	$2,635,925	$114,605
DEPARTMENT OF AGRICULTURE	**903**	**$91,030,985**	**$100,810**
Forest Service	711	$70,794,555	$99,570
Natural Resources Conservation Service	88	$9,831,218	$111,718
Animal and Plant Health Inspection/Food Safety and Inspection Service	67	$6,347,951	$94,746
Rural Housing Service	23	$2,835,809	$123,296
Rural Development/National Agricultural Statistics Service	7	$828,135	$118,305
Farm Service Agency County Office	6	$393,317	$65,553
DEPARTMENT OF COMMERCE	**525**	**$64,758,974**	**$123,350**
National Oceanic and Atmospheric Administration	463	$62,238,537	$134,424
Bureau of the Census/Economic Development Administration	62	$2,520,437	$40,652
DEPARTMENT OF JUSTICE	**247**	**$35,454,528**	**$143,541**
Federal Bureau of Investigation	128	$18,388,327	$143,659
U.S. Attorney's Office	68	$9,451,834	$138,998
U.S. Marshals Service	25	$3,858,882	$154,355
Drug Enforcement Administration	15	$2,139,234	$142,616
Bureau of Alcohol, Tobacco, Firearms, and Explosives	11	$1,616,251	$146,932

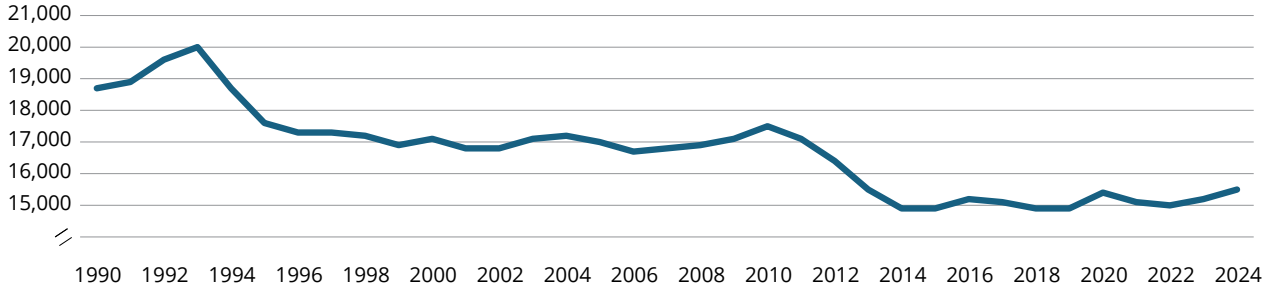
Alaska federal civilian jobs and wages by department, 2024 (continued)

Department/agency	Jobs	Total wages	Avg wage
INDEPENDENT AGENCIES	**154**	**$18,974,614**	**$123,212**
Environmental Protection Agency	40	$5,154,965	$128,874
General Services Administration	40	$4,669,799	$116,745
Social Security Administration	34	$3,513,753	$103,346
Denali Commission	16	$2,348,714	$146,795
Small Business Administration	11	$1,373,500	$124,864
All Other	10	$1,235,486	$123,549
National Transportation Safety Board	5	$678,397	$135,679
FEDERAL COURTS	**116**	**$12,586,884**	**$108,508**
DEPARTMENT OF HEALTH AND HUMAN SERVICES	**94**	**$10,529,804**	**$112,019**
Indian Health Service	46	$5,628,199	$122,352
Centers for Disease Control and Prevention	32	$3,744,011	$117,000
All Other	16	$1,157,594	$72,350
DEPARTMENT OF TREASURY	**60**	**$7,553,757**	**$125,896**
Internal Revenue Service/Office of the Comptroller of the Currency	60	$7,553,757	$125,896
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	**35**	**$4,657,835**	**$133,081**
DEPARTMENT OF LABOR	**23**	**$3,025,510**	**$131,544**
All Other	12	$1,466,806	$122,234
Occupational Safety and Health Administration/Mine Safety and Health Administration	11	$1,558,704	$141,700
DEPARTMENT OF STATE/DEPARTMENT OF EDUCATION/DEPARTMENT OF ENERGY	**14**	**$1,775,277**	**$126,806**

Notes: Federal fiscal year 2024, which was Oct. 1, 2023 through Sept. 30, 2024. Does not include active-duty military. Agencies may not sum because of rounding. A "/" indicates we combined agencies from the federal agency breakouts derived from federal wage records.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section, Quarterly Census of Employment and Wages

Federal employment in Alaska has declined over the last three decades



Note: Calendar years

Sources: Alaska Department of Labor and Workforce Development, Research and Analysis Section, Current Employment Statistics

Federal employment by Alaska area, 2024

Borough or census area	Total jobs	Federal jobs	Percent federal	Average federal wage
Aleutians East Borough	1,833	15	1%	$69,733
Aleutians West Census Area	3,240	14	0%	$96,112
Anchorage, Municipality	146,375	8,397	6%	$102,304
Bethel Census Area	6,382	69	1%	$66,926
Bristol Bay Borough	1,232	54	4%	$105,111
Chugach Census Area	3,730	55	1%	$94,381
Copper River Census Area	1,099	92	8%	$91,054
Denali Borough	1,955	197	10%	$90,802
Dillingham Census Area	2,086	64	3%	$84,266
Fairbanks North Star Borough	36,849	3,234	9%	$90,769
Haines Borough	1,028	12	1%	$138,927
Hoonah-Angoon Census Area	1,016	147	14%	$79,630
Juneau, City and Borough	17,626	715	4%	$118,267
Kenai Peninsula Borough	21,294	391	2%	$99,217
Ketchikan Gateway Borough	7,237	204	3%	$103,980
Kodiak Island Borough	5,537	251	5%	$78,502
Kusilvak Census Area	1,948	26	1%	$39,340
Lake and Peninsula Borough	871	35	4%	$57,383
Matanuska-Susitna Borough	29,195	283	1%	$113,137
Nome Census Area	3,861	51	1%	$73,870
North Slope Borough	11,302	18	0%	$78,452
Northwest Arctic Borough	2,971	44	1%	$79,072
Petersburg Borough	1,236	82	7%	$95,207
Prince of Wales-Hyder CA	2,103	89	4%	$84,679
Sitka, City and Borough	4,319	109	3%	$97,004
Skagway Municipality	909	10	1%	$152,372
Southeast Fairbanks CA	3,153	355	11%	$106,543
Wrangell, City and Borough	772	40	5%	$86,885
Yakutat, City and Borough	334	19	6%	$91,316
Yukon-Koyukuk Census Area	2,223	62	3%	$66,702

Notes: Federal fiscal year 2024. May not sum to total employment because some jobs are not assigned to a specific location.

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

Other lower wages — although considerably higher than Kusilvak — were in the Lake and Peninsula Borough ($57,000) and the Yukon-Koyukuk and Bethel census areas ($67,000).

Defense, Interior are the largest and visible

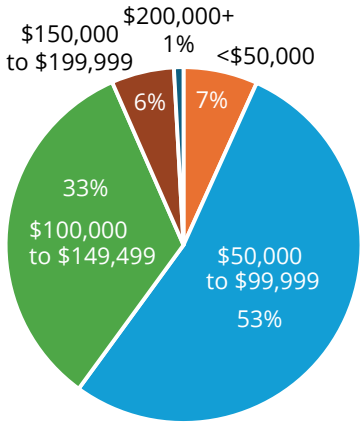
Department of Defense eclipses the rest

The active-duty military isn't part of Alaska's regular job numbers, but they show their numbers are higher than all federal civilian employment combined. The state has almost 22,000 service members and roughly 29,000 dependents.

Although multiple installations have come and gone throughout Alaska's history, the military has been a stable component of Alaska's population in the recent past. The active-duty count in 2024 was close to the 15-year average.

The Department of Defense is most visible in its large bases near Anchorage and Fairbanks, where over

How much Alaska federal workers earned in 2023



Sources: U.S. Office of Personnel Management; and Alaska Department of Labor and Workforce Development, Research and Analysis Section

Active-duty military by area, 2024

Borough or census area	Service members
Statewide total	**21,785**
Fairbanks North Star Borough	10,012
Anchorage	9,883
Kodiak Island Borough	720
Juneau, City and Borough	223
Southeast Fairbanks Census Area	220
Ketchikan Gateway Borough	205
Sitka, City and Borough	181
Chugach Census Area	136
Kenai Peninsula Borough	90
Denali Borough	80
Petersburg Borough	23
Aleutians West Census Area	12

Notes: As of July 2024. Includes the Coast Guard. Location is based on on the installation to which the person is assigned. Excludes service members deployed overseas.

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

90 percent of Alaska service members are stationed. Alaska's main military bases are Joint Base Elmendorf-Richardson in Anchorage, Fort Wainwright and Eielson Air Force Base near Fairbanks, and Coast Guard bases in Kodiak, Juneau, Sitka, and Ketchikan. The state houses smaller operations at Clear Space Force Station and Fort Greely, and a handful of other minor installations.

The Coast Guard is part of the Department of Homeland Security rather than Defense, although during wartime it functionally transfers to the Navy. The Coast Guard is included in the active-duty table on the previous page but is listed under DHS in the military civilian employment table on pages 6 and 7.

DoD's influence goes beyond direct jobs

Defense's economic role in the state goes well beyond its direct employment. The department spent $4.7 billion in Alaska in fiscal year 2023. (DoD's 2023 Defense Spending by State report is the most recent available.)

While that amount represented less than 1 percent of DoD's total spending that year, those funds have an outsized impact on Alaska. Defense spending per Alaska resident ranked fourth among states at $6,405, more than triple the national average of $1,819.

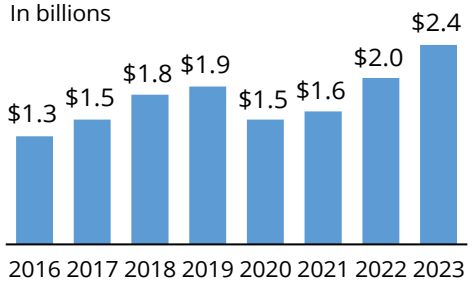
Federal defense spending made up 7 percent of Alaska's gross domestic product — the value of all our goods and services — again ranking us fourth among states.

Top defense contractors in 2023

Contractor	In millions
Arctic Slope Regional Corp.	$389.5
Doyon, Ltd.	$107.4
Siemens	$76.5
Kiewit Corp.	$68.1
Triton Marine	$67.9
Chugach Alaska Corp.	$65.5
Amentum Alaska Decommissioning, LLC	$65.3
The Aleut Corporation	$44.3
Unit Co.	$41.5
Koniag, Inc.	$41.0

Source: U.S. Department of Defense, Office of Local Defense Community Cooperation, Defense Spending by State report, federal fiscal year 2023

Defense contract spending



Source: U.S. Department of Defense, Office of Local Defense Community Cooperation, Defense Spending by State report, federal fiscal year 2023

About the state and federal data sources

The State of Alaska works with the U.S. Bureau of Labor Statistics to collect employment and wage data through the Quarterly Census of Employment and Wages and Current Employment Statistics programs.

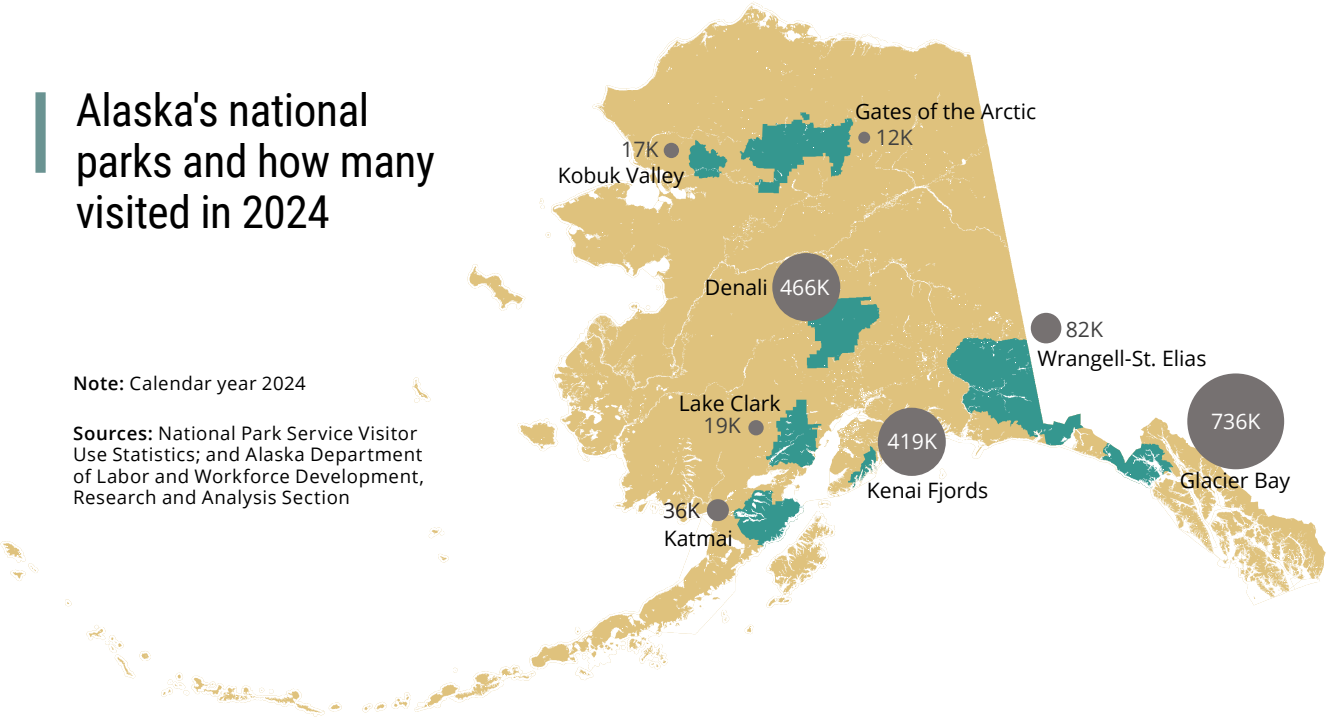
Detailed occupational data for federal workers come from the federal Office of Personnel Management, which provides quarterly snapshots of the federal workforce.

The two sources differ in the positions and departments they cover. The State of Alaska data cover all departments and include more than 15,000 jobs. The OPM's worker count of about 11,000 excludes the Postal Service and Transportation Safety Administration, positions in the Department of Defense that are paid through nonappropriated funds, the judiciary, and a few other small categories. For more information, visit the OPM's FedScope.

We used the federal fiscal year for the employment analysis, except where otherwise noted. The federal fiscal year is Oct. 1 through the following Sept. 30. OPM data are by calendar year.

We used the most recent year available for each data source.

Alaska's national parks and how many visited in 2024



Note: Calendar year 2024

Sources: National Park Service Visitor Use Statistics; and Alaska Department of Labor and Workforce Development, Research and Analysis Section

The biggest federal job categories in 2023

Category	Workers	% of all federal*	Average salary
Business and Financial Operations	2,520	23%	$102,600
Life, Physical, and Social Sciences	2,013	18%	$96,800
Transportation and Material Moving	1,110	10%	$102,500
Office and Administrative Support	1,032	9%	$57,400
Management	859	8%	$113,700
Installation, Maintenance, and Repair	763	7%	$86,400
Architecture and Engineering	704	6%	$113,300
Health Care Practitioners and Technical	547	5%	$112,500
Protective Services	409	4%	$73,900
Educational Instruction and Library	184	2%	$75,800
Production	161	1%	$77,200
Arts, Design, Entertainment, Sports, Media	147	1%	$93,600
Legal	145	1%	$112,300
Community and Social Services	145	1%	$100,500
Construction and Extraction	139	1%	$86,000
Personal Care and Service	68	1%	$70,400
Health Care Support	60	1%	$58,500
Food Preparation and Serving	50	0%	$65,900
Computer and Mathematical	37	0%	$105,400
Sales and Related	19	0%	$40,000
Building, Grounds Cleaning/Maintenance	8	0%	$70,300

*Percentage of all the federal workers covered by the Office of Personnel Management, which excludes certain departments. See the sidebar on the previous page.

Note: Calendar year 2023

Sources: U.S. Office of Personnel Management and Alaska Department of Labor and Workforce Development, Research and Analysis Section

Alaska-specific defense contracts totaled $2.4 billion in 2023, significantly more than in previous years. Jobs created by defense contracts are in the private sector, but direct federal government support can blur that line.

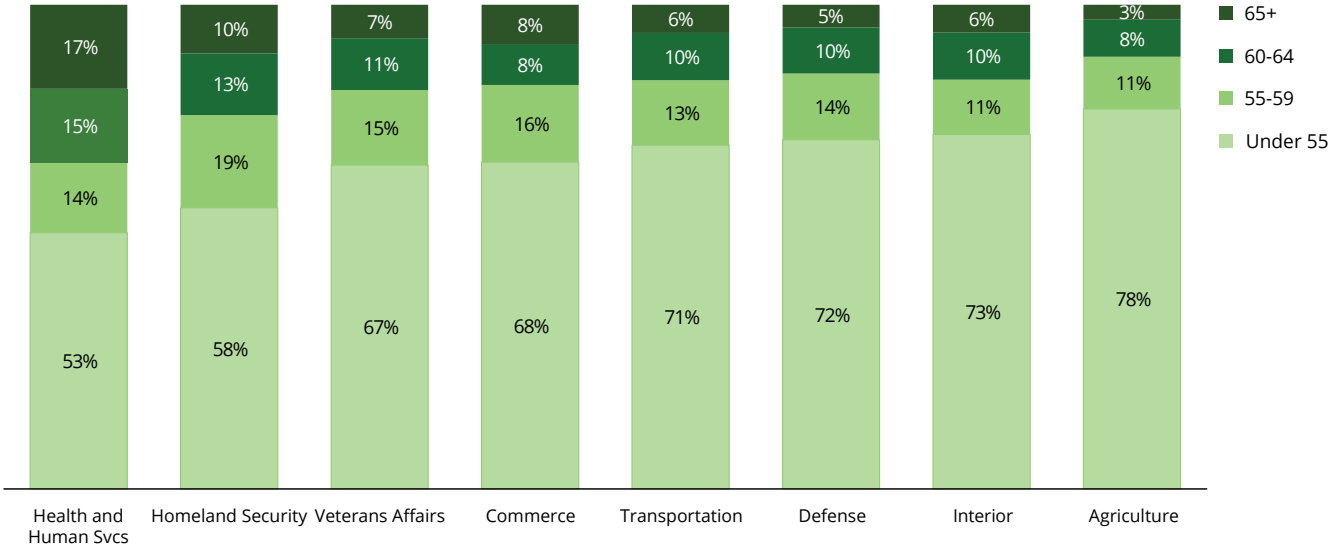
As the table on the previous page shows, several of the largest recipients are Alaska Native Corporations, which receive federal contract preference. Arctic Slope Regional Corporation and Doyon Ltd. were the largest federal contractors in Alaska in 2023.

Hundreds of thousands visit Alaska's parks each year

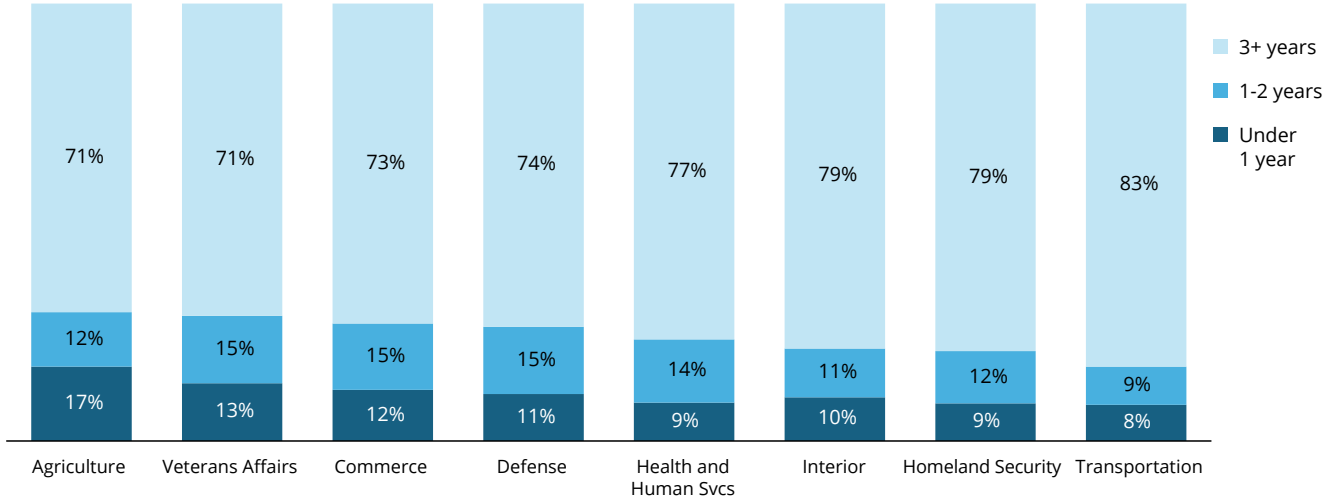
The Department of Interior is a distant second for the number of jobs in Alaska at almost 2,300, but its largest agency, the National Park Service, has a highly visible presence throughout the state in eight national parks and multiple monuments, historic places, and preserves.

Glacier Bay National Park in Southeast hosted more than 700,000 visitors in 2024. Glacier Bay is a common destination for cruise passengers and the fourth most popular cruise ship stop, with even more visitors scheduled for this year.

Health has the oldest workers, with nearly half over age 55 in 2023



Average length of total federal service by department, 2023



Note: Calendar year 2023. Includes only the departments with at least 100 employees. The Department of Defense includes the Air Force, Army, and Navy. Homeland Security includes the Coast Guard.

Sources: U.S. Office of Personnel Management; and Alaska Department of Labor and Workforce Development, Research and Analysis Section

The second most-visited park is Denali. On the road system and rail belt, the park is popular with Alaskans and independent travelers as well as cruise ship passengers who take the bus or train north.

Denali visitor numbers have been depressed in recent years because of the 2024 wildfires and the Pretty Rocks landslide that closed the only road into the park in 2021. The road is scheduled to reopen in 2026 after a $100 million reconstruction.

Outside of department headquarters in Anchorage, the two parks had the most NPS jobs. Denali had 150 jobs and Glacier Bay had 121, although these are annual averages. Park employment roughly doubles from winter to the summer peak.

A closer look at the federal workforce and what they do

Nearly half are older than 50

We used data from the federal Office of Personnel Management to take a closer look at the workers, as the OPM provides age, tenure, and pay ranges. It

The 25 most common federal jobs that pay *more* than $100,000

Occupation title	Average salary	Workers
Business Operations Specialists	$103,488	1,638
Air Traffic Controllers	$123,177	457
Biological Scientists	$103,335	444
Computer and Information Sys	$112,935	410
Registered Nurses	$129,342	281
Management Analysts	$104,886	280
Zoologists and Wildlife Biologists	$105,159	243
Civil Engineers	$115,867	178
Transportation Inspectors	$137,802	143
Purchasing Agents	$104,456	139
Social Workers	$101,467	125
Engineers	$126,933	121
Physical Scientists	$115,410	116
Conservation Scientists	$120,138	115
Geoscientists, Exc Hydrologists/Geographers	$122,054	85
Atmospheric and Space Scientists	$110,258	84
Lawyers	$146,028	67
Environmental Science/Protection Techs	$116,035	65
Public Relations Specialists	$104,560	62
Financial Specialists	$104,586	60
Medical and Health Services Managers	$257,195	56
Occupational Health and Safety Specialists	$107,684	53
Hydrologists	$106,023	48
Electrical Engineers	$127,307	47
Environmental Engineers	$120,334	47

The 25 most common federal jobs that pay *less* than $100,000

Occupation title	Average salary	Workers
Office Clerks, General	$54,100	349
Forest and Conservation Technicians	$59,400	233
Fish and Game Wardens	$82,100	201
Maintenance and Repair Workers, General	$78,700	201
Information and Record Clerks	$52,100	201
Firefighters	$69,500	188
Logisticians	$99,600	162
Aircraft Mechanics and Service Technicians	$90,400	155
Budget Analysts	$91,600	141
Motor Vehicle Operators	$72,900	136
Property, Real Estate, Comm Assoc Mgrs	$85,300	135
Mobile Heavy Equipment Mechanics	$88,400	133
Human Resources Managers	$99,400	132
Social Scientists and Related Workers	$91,400	119
Biological Technicians	$51,600	113
Laborers/Freight, Stock, Matl Movers. Hand	$63,300	113
Engineering Techs, Except Drafters	$95,600	112
Office and Administrative Support Workers	$63,100	108
Stockers and Order Fillers	$58,000	92
Teachers and Instructors	$90,500	92
Elec Repairers, Commercial and Industrial	$94,400	89
Anthropologists and Archeologists	$94,000	76
Material Moving Workers	$86,900	72
Life, Physical, and Social Science Technicians	$71,100	69
Eligibility Interviewers, Government Programs	$82,200	68

Note: Calendar year 2023

Sources: U.S. Office of Personnel Management and Alaska Department of Labor and Workforce Development, Research and Analysis Section

covers slightly different departments than our data, as the sidebar on page 9 explains, but it encompasses more than 11,000 federal workers and is the only source for these details.

Alaska's federal workforce skews older. In 2023, 43 percent were over 50 and only 9 percent were younger than 30. While the federal retirement age varies depending on the length of service, nearly 30 percent are over 55.

Health and Human Services, Homeland Security, Veterans Affairs, and Commerce have the oldest workforces. (See the exhibits on the previous page.)

About one in five federal workers in Alaska have more than 20 years of service. One in four have less than two years, meaning many are probationary and don't yet have the protections of permanent employees. More federal workers are probably on probation than these data suggest because probationary status is usually based on someone's current position rather than the total length of federal service.

The most common federal occupations

Alaska has 216 distinct federal occupations, although 61 of those have just a handful of workers.

The largest federal occupations are broad. The biggest is business operations specialists at 15 percent of all federal workers, as this occupation spans departments.

The next-largest is air traffic controllers — Alaska has 457 and they earn $123,000 a year on average. Biological scientists are third, with 444 workers averaging $103,000.

These three also top the list of federal occupations that pay more than $100,000. (See the tables above.)

Big picture, wages are highest in management occupations (just under $114,000), followed closely by architecture and engineering and health care practitioners and legal occupations. The table on page 10 shows the most common occupational groupings for federal workers.

Wages were lowest in sales-related occupations ($40,000), office and administrative work ($57,000), and health care support ($59,000).

Karinne Wiebold is an economist in Juneau. Reach her at (907) 465-6039 or karinne.wiebold@alaska.gov.

Housing market was steady in 2024

Interest rates leveled off but affordability remained low

By ROB KREIGER

Alaska's 2024 housing market was broadly similar to 2023. Interest rates bounced around but averaged about the same over the two years, and home-buying remained near its least affordable level on record.

Sales prices continued to climb, although slower than during the heated conditions of 2020-2022. The housing supply remained limited, and new home construction, although up from the 2020 nadir, was still low historically.

Although 2024 interest rates averaged about the same as the previous year, they were punctuated by some volatility. Limited inventory and buyers looking to capitalize on rate dips likely pushed sales prices higher over the year.

Without a major increase in inventory, a significant decline in interest rates, a large increase in wages, or a drop in prices, 2025 will probably be another repeat. However, this year's market remains uncertain, especially with recent changes and shocks in the broader economy that are shifting expectations about inflation.

Rates level off but are still elevated

After hitting a historical low in 2021, interest rates for 30-year fixed-rate mortgages rose to a 17-year high in 2023. Although rates have been higher in the past, the pace of that climb was unprecedented.

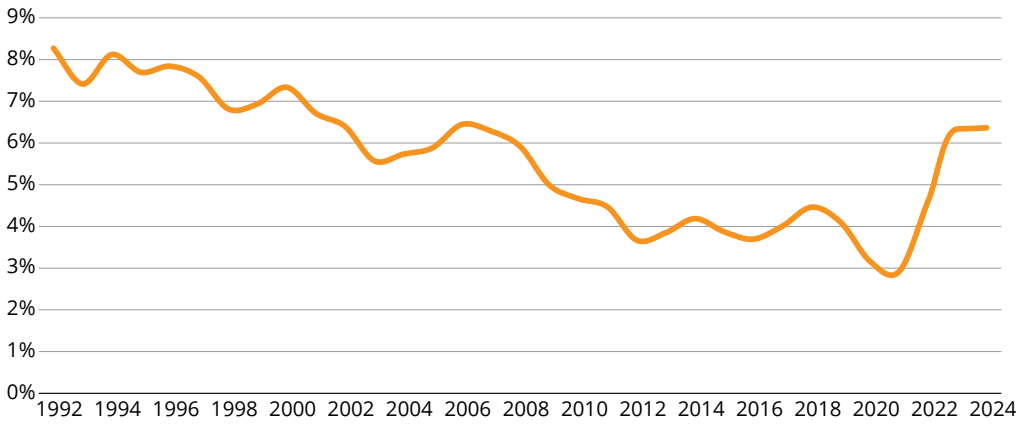
Mortgage rates bottomed out in 2021 because of Federal Reserve policies intended to stabilize the economy during the pandemic, then shot up with policies implemented to control inflation.

The average rate in 2024 was 6.36 percent, up just 0.03 of a percentage point from 2023. Throughout the year, the rate fluctuated from 6.52 percent in the first quarter to 6.04 percent in the fourth.

Buying remains at its least affordable level on record

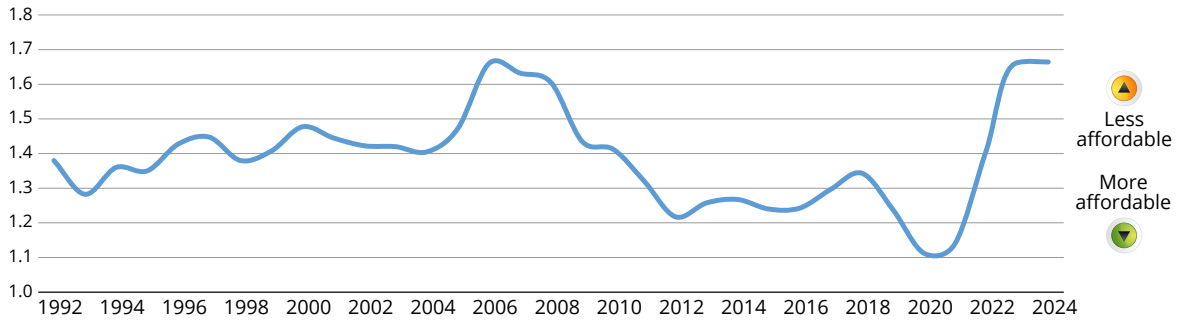
Housing affordability for this article is based on the income required to make a typical monthly mortgage payment. The Affordability Index value is the number of average earners necessary to pay the

Interest rates leveled out in 2024 after a steep climb



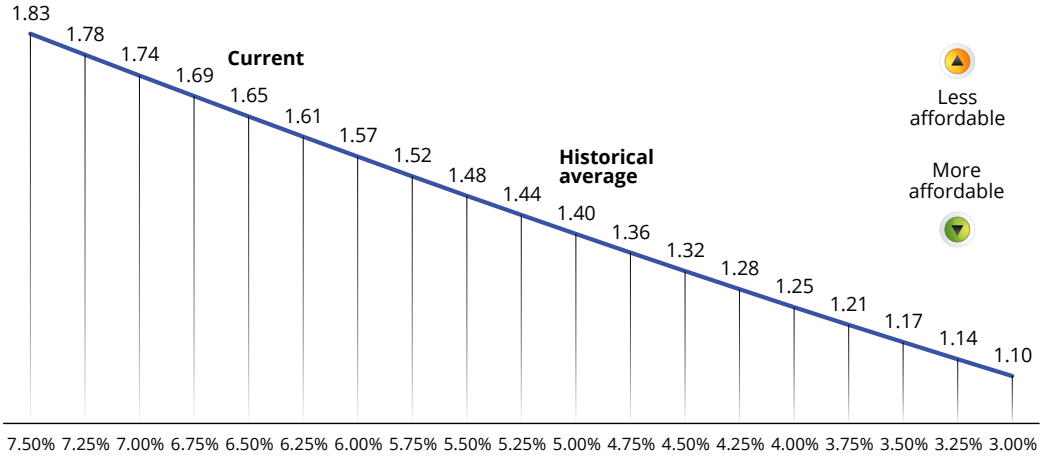
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section and the Alaska Housing Finance Corporation

Housing remained at historically least affordable level in 2024



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section and the Alaska Housing Finance Corporation

Examples of housing affordability at different interest rates



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section and the Alaska Housing Finance Corporation

monthly principal and interest on a 30-year fixed-rate mortgage. (See the sidebar on the next page for more on how the index is calculated.)

An index value of 1.0 means one person's average monthly pay is sufficient. As the index value rises, it means housing is becoming less affordable.

Various market conditions can change index values from year to year, and different parts of Alaska have different affordability levels.

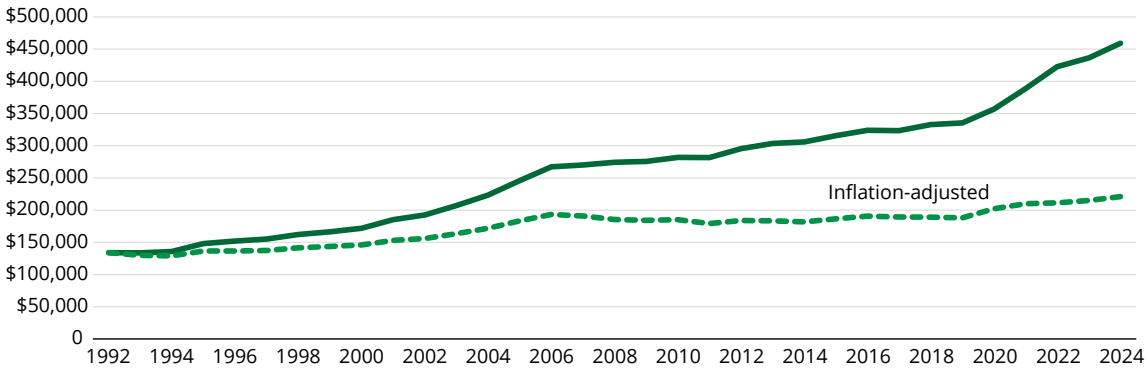
The index provides a basic affordability measure across major markets in Alaska and shows the direction affordability is moving. However, it only takes the mortgage payment into account.

The true costs of owning a home are much higher; property taxes, utilities, and insurance can add hundreds or more each month. It also doesn't consider buyer-specific factors that can make a home more affordable than the index would suggest.

Buyers can qualify for lower-than-average interest rates, for example, based on their credit history. Just a few basis points' difference can make a big difference in the monthly payment, and so can a larger down payment.

Alaska's affordability index held steady in 2024 at 1.66, keeping home-buying at its least affordable level in at least 30 years. The historical affordability average is 1.40.

Average sales prices for a single-family home, 1992 to 2024



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section and the Alaska Housing Finance Corporation

Small fluctuations throughout the year shifted that number considerably. For example, at an interest rate of 6.5 percent, affordability was 1.65. At 6.0 percent, it was 1.57. While that might not seem like a big difference, it can add up to thousands of dollars over the year, depending on the size of the mortgage.

Sales prices increased and building stayed low

The average single-family home cost $459,089 in 2024, up 5 percent from 2023. While that was a larger increase than the previous year, prices rose slower last year than during the pandemic.

Limited inventory amid some buyers reentering the market during 2024's rate dips likely contributed to the price rise.

Multiple Listing Service data for Alaska's largest markets showed 2024 sales up slightly from the previous year but still historically low.

New construction in 2023, the most recent year available, was up from the 2020 nadir but remained well below historically averages, further limiting the supply.

Preliminary data for 2024 suggest the number of new homes will be similar to 2023.

About the affordability index

The Alaska Affordability Index is calculated using the monthly principal and interest payment for a 30-year fixed-rate mortgage to buy an average-priced single-family home with a down payment using the average loan-to-value ratio. The monthly income required to make that payment is the mortgage payment divided by 24 percent. Twenty-four percent is the maximum recommended share of income a homebuyer should spend on a mortgage. Using 24 percent is more conservative than the 30 percent commonly used in other homeownership calculations.

The resulting index value is the required income from the above calculation divided by the average monthly wage for an area, according to Alaska wage data.

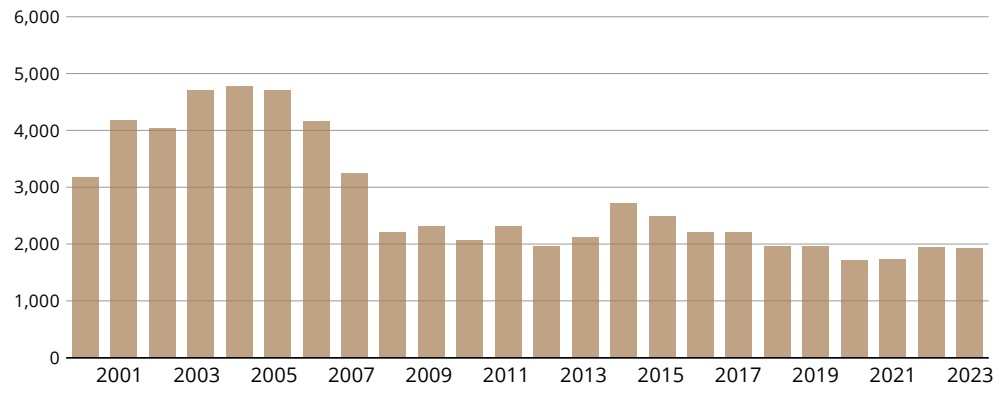
When the required monthly income and average monthly wages are the same, the index value is 1.0, meaning one average earner can afford the typical mortgage. As the index value increases, more earners are required to make the payment, so a higher index value means home-buying is getting less affordable. As the gap between required income and average wages narrows and the index value drops, housing becomes more affordable.

The average wage comes from unemployment insurance tax reports that Alaska employers provide each quarter to the Alaska Department of Labor and Workforce Development.

The estimated monthly mortgage payment is based on the average loan amount for the average-priced single-family home and the fixed interest rate that Alaska mortgage lenders report in the Alaska Quarterly Survey of Lending Activity. We conduct this survey with Alaska Housing Finance Corporation.

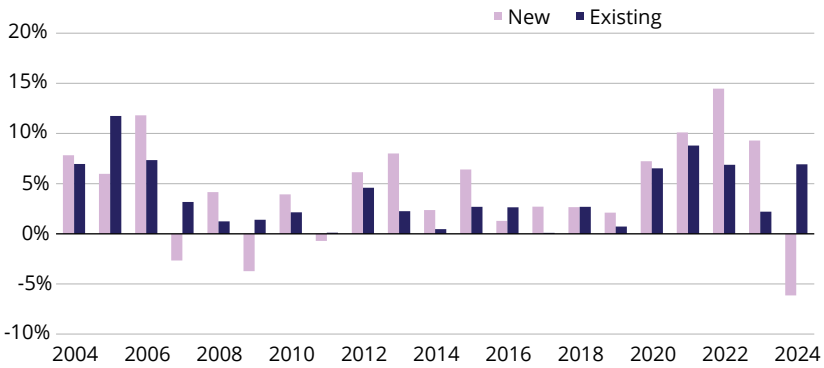
Click here for the Alaska Affordability Index on our website.

New home building ticked up from historical low in 2020



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section and the Alaska Housing Finance Corporation

Prices for new homes pulled back in 2024



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section and the Alaska Housing Finance Corporation

Some conditions are shifting in 2025

Housing market conditions aren't likely to change much in the short term. However, economic uncertainty swelled during the first quarter of 2025.

Concerns about inflation rising heightened significantly in the weeks before publishing this article as some tariffs took effect and others were delayed or remained uncertain. As these expectations continue to shift, so will mortgage rates.

To the extent that rates fall, more buyers may rush to take advantage of them, creating bursts of demand that push prices up.

Without significant wage growth or marked decreases in interest rates or sales prices, however, overall housing affordability isn't likely to change much this year.

Rob Kreiger is an economist in Juneau. Reach him at (907) 465-6031 or rob.kreiger@alaska.gov.

Access AlaskaJobs for the Work Opportunity Tax Credit

You can receive substantial federal tax credits—between $1,200 and $9,600 per new employee—when you hire eligible “at-risk” job seekers!

The Alaska Work Opportunity Tax Credit program will determine eligibility and issue certifications for you to submit to the IRS when you hire veterans, public assistance recipients and their families, those with disabilities, the long-term unemployed, felons, and some residents of Rural Renewal Counties and designated Empowerment Zones.

To apply for certification, Alaska employers should submit WOTC requests online via the AlaskaJobs labor exchange system within 28-calendar days of the new hire’s start date.

Whether your business is new to the program or has applied before, AlaskaJobs is your path to these tax credits and the most timely and efficient way to manage requests and communication. Employers must establish an account to submit new requests or connect with their existing WOTC portfolio in AlaskaJobs. Click here for instructions.

Once you have created your AlaskaJobs account, you can also enlist a third party, such as your tax preparer or payroll processor, to submit tax credit requests and manage your portfolio on your behalf.

For more information and the required ETA Form 9198 for third-party representation, please visit ETA WOTC Resources online here.

Please email dol.wotc@alaska.gov if you have questions about the WOTC program or need assistance with your account. For additional help identifying potential eligible job seekers for your positions, contact your local Alaska Job Center or (877) 724-2539. Assisting employers is our top priority!

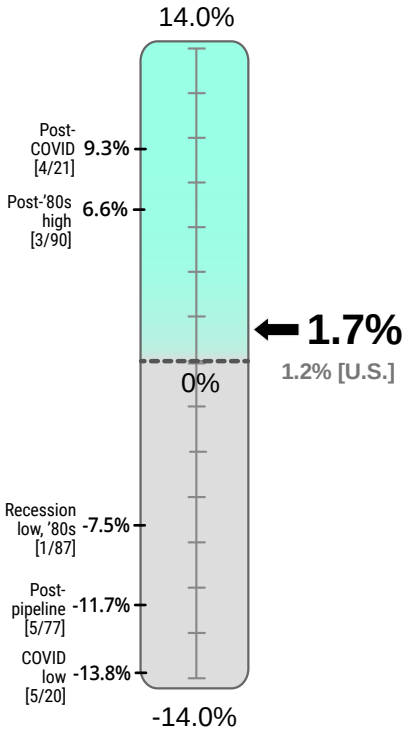
Employer Resources is written by the Employment and Training Services Division of the Alaska Department of Labor and Workforce Development.

Gauging The Economy



Job Growth

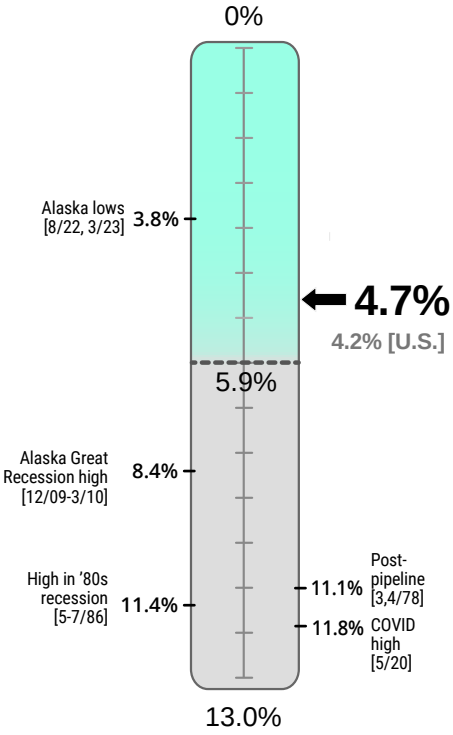
March 2025
Over-the-year percent change



Alaska's March employment was 1.7 percent above last March while national employment was up by 1.2 percent over the same period.

Unemployment Rate

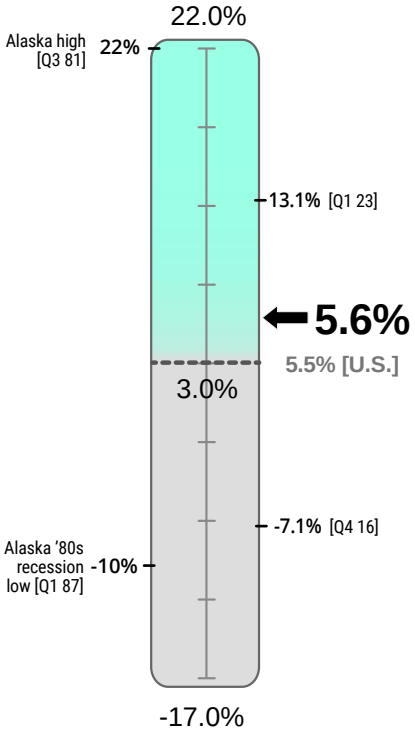
March 2025
Seasonally adjusted



Alaska's unemployment rate has climbed nearly a percentage point since early 2023 but remains well below its 10-year average.

Wage Growth

3rd Quarter 2024
Over-the-year percent change



Total wages paid by Alaska employers have shown strong growth in recent quarters.

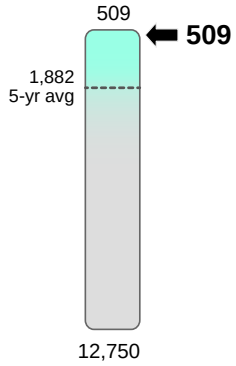
Wages were up 5.6 percent from year-ago levels in the third quarter of 2024 — on par with the 5.5 percent growth for the U.S. — and 26.5 percent above third quarter 2019.

Gauging The Economy

ALASKA'S 10-YR AVERAGE
CURRENT ALASKA

Initial Claims

Unemployment, week ending April 5, 2025*

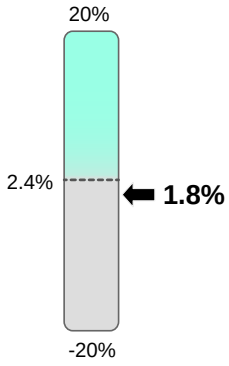


Pandemic-driven high claims loads have fallen, and new claims for benefits are well below their long-term average.

*Four-week moving average ending with specified week

GDP Growth

4th Quarter 2024
Over-the-year percent change*

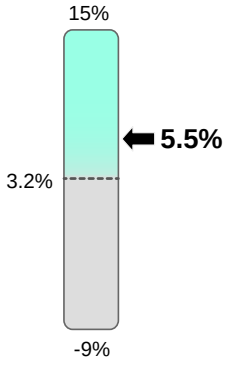


Gross domestic product is the value of the goods and services a state produces. It's an important economic measure but also a volatile one for Alaska because commodity prices influence the numbers so much — especially oil prices.

*In current dollars

Personal Income Growth

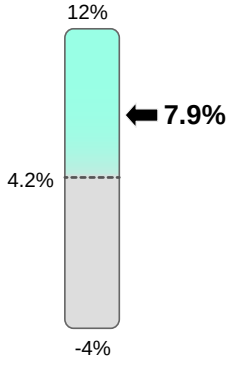
4th Quarter 2024
Over-the-year percent change



Personal income consists of three main parts: 1) wages and salaries; 2) dividends, interest, and rents; and 3) transfer payments (payments from governments to individuals).

Change in Home Prices

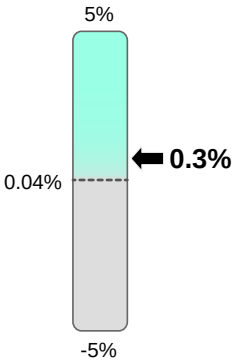
Single-family, percent change from prior year, Q4 2024



Home prices shown include only those for which a commercial loan was used. This indicator tends to be volatile from quarter to quarter.

Population Growth

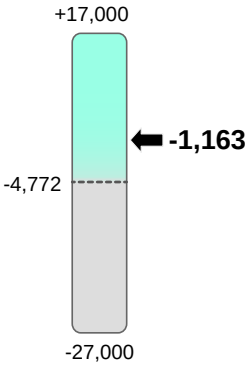
2023 to 2024



After four years of decline, Alaska's population has grown slightly in each of the last four years as natural increase (births minus deaths) has slightly exceeded migration losses.

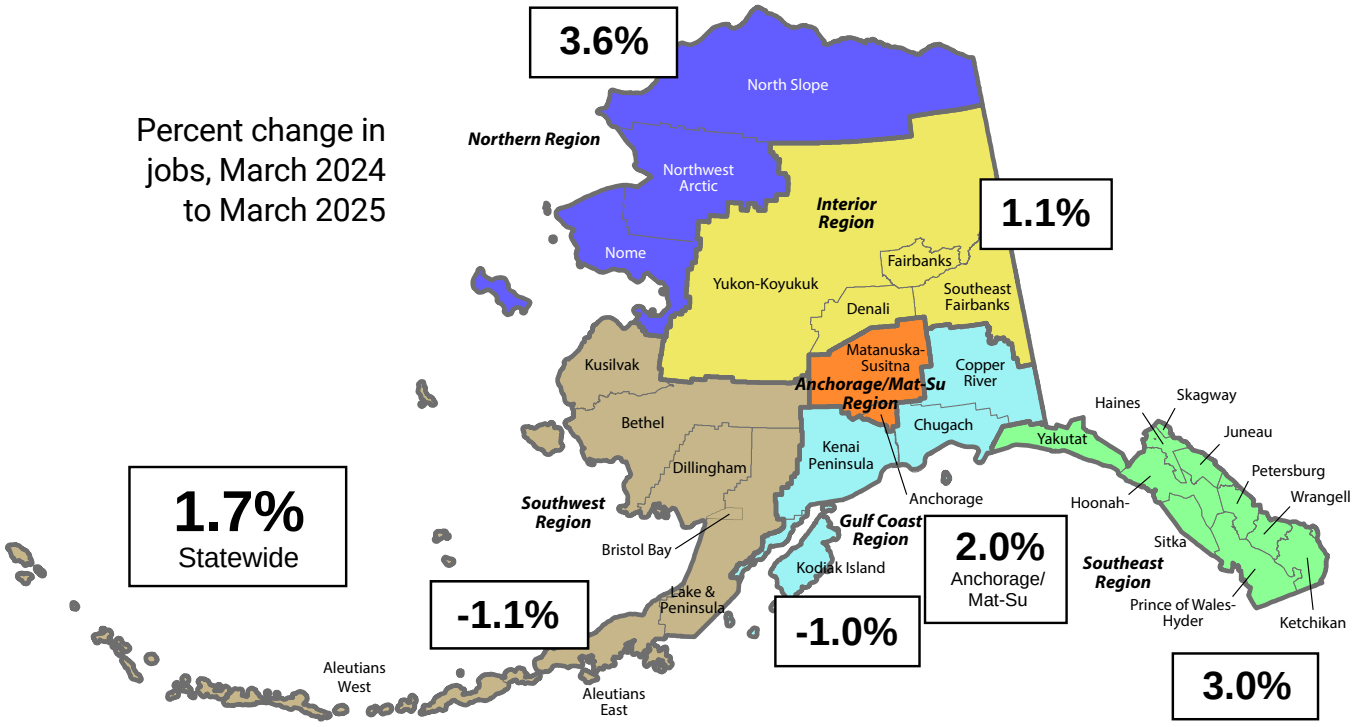
Net Migration

2023 to 2024



The state had net migration losses for the 12th consecutive year in 2024. Losses were on par with 2023 and significantly smaller than the late 2010s. Net migration is the number who moved to Alaska minus the number who left.

Employment Growth by Region



Unemployment Rates

Seasonally adjusted

	Prelim.	Revised	
	3/25	2/25	3/25
United States	4.2	4.1	3.9
Alaska	4.7	4.7	4.4

Not seasonally adjusted

	Prelim.	Revised	
	3/25	2/25	3/25
United States	4.2	4.5	3.9
Alaska	4.9	5.4	4.8

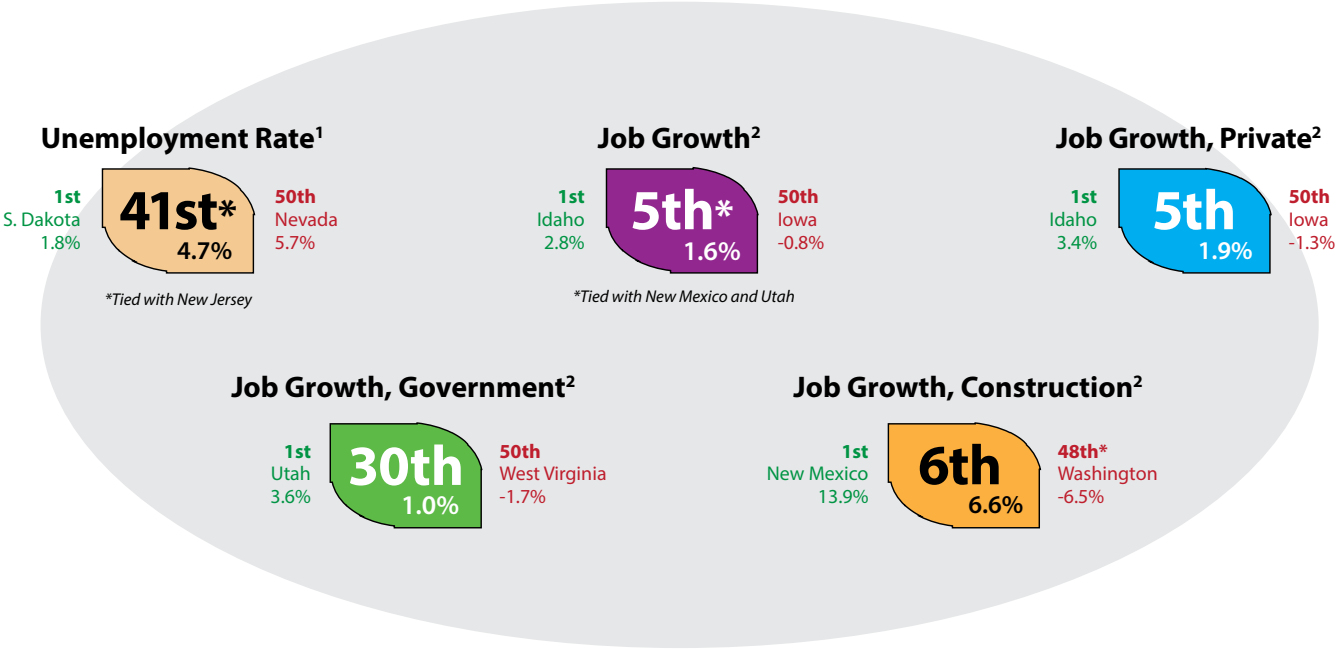
Regional, not seasonally adjusted

	Prelim.	Revised	
	3/25	2/25	3/25
Interior Region	4.7	5.1	4.6
Denali Borough	11.7	12.6	10.8
Fairbanks N Star Borough	4.0	4.5	4.0
Southeast Fairbanks Census Area	7.4	7.4	6.4
Yukon-Koyukuk Census Area	12.0	12.6	10.5
Northern Region	6.7	6.9	6.6
Nome Census Area	9.5	9.5	9.3
North Slope Borough	3.0	3.2	2.9
Northwest Arctic Borough	10.4	10.8	10.0
Anchorage/Mat-Su Region	4.3	4.7	4.3
Anchorage, Municipality	3.9	4.3	3.9
Mat-Su Borough	5.5	5.9	5.5

	Prelim.	Revised	
	3/25	2/25	3/25
Southwest Region	8.8	9.2	8.1
Aleutians East Borough	2.6	3.1	3.4
Aleutians West Census Area	2.2	2.4	2.0
Bethel Census Area	12.2	12.5	10.9
Bristol Bay Borough	7.6	11.0	7.7
Dillingham Census Area	7.7	8.6	7.8
Kusilvak Census Area	18.1	19.3	16.0
Lake and Peninsula Borough	7.0	7.3	6.7
Gulf Coast Region	6.1	6.7	5.8
Kenai Peninsula Borough	6.0	6.7	6.0
Kodiak Island Borough	3.5	4.4	3.2
Chugach Census Area	8.6	8.0	7.0
Copper River Census Area	12.2	14.0	10.9

	Prelim.	Revised	
	3/25	2/25	3/25
Southeast Region	5.0	5.7	4.7
Haines Borough	13.4	12.5	13.3
Hoonah-Angoon Census Area	11.2	11.7	8.4
Juneau, City and Borough	3.6	4.1	3.4
Ketchikan Gateway Borough	5.0	5.6	4.5
Petersburg Borough	6.7	7.3	6.4
Prince of Wales-Hyder Census Area	8.8	9.8	9.1
Sitka, City and Borough	3.4	4.2	3.1
Skagway, Municipality	15.2	20.0	14.9
Wrangell, City and Borough	4.6	6.1	5.7
Yakutat, City and Borough	6.7	7.9	7.1

How Alaska Ranks



Note: Government employment includes federal, state, and local government plus public schools and universities.
[1]March seasonally adjusted unemployment rates
[2]March employment, over-the-year percent change
*Two states don't produce construction job estimates: Delaware and Hawaii.

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

Other Economic Indicators

	Current		Year ago	Change
Urban Alaska Consumer Price Index (CPI-U, base: 1982-84=100)	268.039	2nd half 2024	262.806	+2.0%
Commodity prices				
Crude oil, Alaska North Slope,* per barrel	$73.39	March 2025	$84.11	-12.7%
Natural gas, Henry Hub, per thousand cubic feet (mcf)	$4.14	March 2025	$4.14	+136.6%
Gold, per oz. COMEX	$3,435.10	4/21/25	$2,332.20	+47.3%
Silver, per oz. COMEX	$32.64	4/21/25	$27.21	+20.0%
Copper, per lb. COMEX	$4.72	4/21/25	$4.50	+4.9%
Bankruptcies	37	Q4 2024	42	-11.9%
Business	2	Q4 2024	6	-66.7%
Personal	35	Q4 2024	36	-2.8%
Unemployment insurance claims				
Initial filings	2,658	March 2025	3,265	-18.6%
Continued filings	24,090	March 2025	24,826	-3.0%
Claimant count	5,910	March 2025	6,416	-7.9%

*Department of Revenue estimate

Sources for this page and the preceding three pages include Alaska Department of Labor and Workforce Development, Research and Analysis Section; U.S. Bureau of Labor Statistics; U.S. Bureau of Economic Analysis; Bloomberg; U.S. Census Bureau; Yahoo Finance: COMEX; Alaska Department of Revenue; and U.S. Courts, 9th Circuit