ALASKA ECONOMIC TRENDS

NOVEMBER 2016

DETERMINING SALMON PRICES

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ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT

ALASKA ECONOMIC TRENDS

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ON THE COVER: An overflowing hatch near Petersburg, photo by Flickr user Nick Rahaim. On page 4, salmon roe by Flickr user Kohel314.

Alaska Economic Trends is a monthly publication whose purpose is to objectively inform the public about a wide variety of economic issues in the state. *Trends* is funded by the Employment and Training Services Division of the Alaska Department of Labor and Workforce Development and is published by the department's Research and Analysis Section. *Trends* is printed and distributed by Assets, Inc., a vocational training and employment program, at a cost of $1.37 per copy.

A year of progress on apprenticeships

Heidi Drygas
Commissioner

I hope you will join me at the state's Registered Apprenticeship Roundtable on Dec. 6 and 7 in Chugiak. Since our last roundtable one year ago, we have made incredible progress expanding apprenticeship in Alaska. Consider some of these exciting new apprenticeship opportunities:

- The Alaska Primary Care Association is starting community health worker, medical biller/coder, medical administrative assistant, and clinical medical assistant apprenticeships for its members' statewide network of primary care clinics.
- The Alaska Air Carriers Association is developing commercial pilot, airframe and power plant mechanic, and aircraft dispatcher apprenticeships, with "developing a curriculum" workshops planned for this month.
- Calista Corporation is starting a multi-employer maritime apprenticeship program for deck hands, able bodied seaman, and other maritime occupations in partnership with Brice Marine and other employers.
- Southeast Alaska Regional Health Consortium enrolled eight apprentices in its new medical assistant apprenticeship.
- Fourteen chiropractic clinics are signing up apprentices in the Alaska Chiropractic Association's new chiropractic assistant apprenticeship.
- The Anchorage Economic Development Corporation is in the process of including apprenticeship training opportunities as part of its economic development outreach to employers.

All of these programs have been developed in the last year. We've also made significant progress with the Alaska Health Care Apprenticeship Consortium, the multi-employer sponsor of registered apprenticeship developed with funding from the American Apprenticeship Initiative. The consortium's members are hiring an executive director and enrolling apprentices. ANTHC continues to move forward with its behavioral health aide apprenticeship, with apprentice enrollment expected next year. We've also made progress toward an apprenticeship-plus-college template in partnership with the University of Alaska Anchorage.

Registered apprenticeship is an age-old training model that consists of on-the-job training coupled with related technical or classroom instruction. In the United States, apprenticeship has long been the foundation of training our construction workforce. However, this training model is not limited to construction. Other countries such as Switzerland and Germany have approximately half the youth unemployment of the United States, largely because their robust apprenticeship programs offer a path to the middle class for youth in many fields.

Considering that three-quarters of Alaskans will not obtain a college degree, it is essential that we have training opportunities for all Alaskans. Gone are the days when vocational and career education are viewed as substandard forms of education; to the contrary, some of our highest-paying and most skilled occupations are the result of vocational education, including registered apprenticeship. And due to recent policy innovations, it is increasingly common to complete a registered apprenticeship while earning credit toward a college degree. This model is extremely promising because it offers a path to college completion without a crushing debt load.

Come learn about these and other apprenticeship initiatives at the Registered Apprenticeship Roundtable in December. (To RSVP, email Commissioner.Labor@alaska.gov.) The roundtable is part of a broader effort in which we'll be developing an Alaska Apprenticeship Plan. I look forward to our continued collaboration to strengthen Alaska's middle class and the workforce development system with registered apprenticeship.

Follow the Alaska Department of Labor and Workforce Development on Facebook (facebook.com/alaskalabor) and Twitter (twitter.com/alaskalabor) for the latest news about jobs, workplace safety, and workforce development.

Determining Salmon Prices

Farming, currencies, global relations are major factors

By **CONOR BELL**

Commercial salmon harvesting is vital to many coastal towns and employs far more people than any other Alaska fishery. The salmon fishing industry is highly volatile, with prices and catch volumes subject to big changes from year to year. From 2013 to 2015, for example, prices for Alaska pink and sockeye salmon fell by over 50 percent.

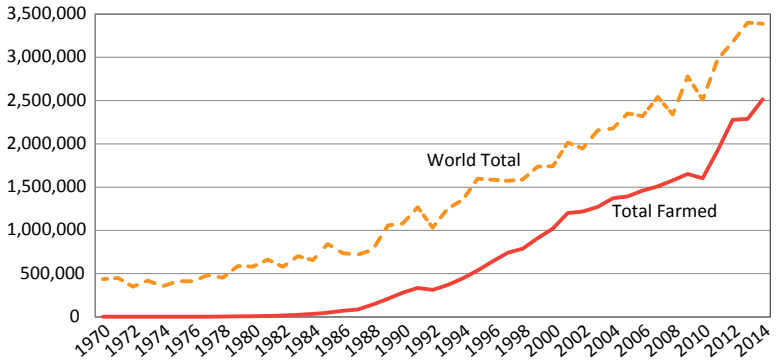
Salmon prices are dictated by a number of local, national, and international factors that extend from the Bristol Bay gillnetter to corporate offices in Tokyo and seafood markets in Paris. Like other commodities, salmon prices rise and fall depending on market conditions, the most critical of which we will examine here.

Smaller world share means less stability

Before salmon farming became dominant and global trade ubiquitous, Alaska processors had power over salmon prices. This allowed for relative stabil-

1 Farmed Fish Has Flooded Global Market

FARMED AND TOTAL PRODUCT IN METRIC TONS, 1970 TO 2014



Source: Food and Agriculture Organization of the United Nations

At left, a floating salmon farm in Norway. Norway is the world's largest salmon producer.

Photo by Ghent University Lab of Aquaculture in Ghent, Kortrijk, Belgium

ity, with market prices going down during years more salmon were caught, and vice versa. Now that Alaska supplies a much smaller percentage of the world's salmon, it has little effect on world prices and that stabilizing effect has all but disappeared.

Although Alaska supplied over 80 percent of salmon produced or caught in the United States in 2014, it only contributed around 10 percent of the world's total salmon. Norway, the world's largest salmon producer, exported almost three times the total U.S. catch.

Most of world's salmon is farmed

Salmon farming, also known as aquaculture, is a relatively new development and has been the biggest change to the industry in modern history. Until 1978, farmed salmon made up less than 1 percent of the world's salmon supply. Since then, farming has quintupled the world's supply. (See Exhibit 1.)

Alaska's wild salmon prices had been buoyed in the 1980s by Japan's bubble economy and other factors such as smaller catches, but Alaska's diminished global influence and the growing practice of farming salmon led to a steep decline in prices. (See Exhibit 2.)

The farmed salmon supply tends to be more consistent than wild catch, as it's produced and sold year-round so stores and restaurants can offer fresh fish consistently. Although it theoretically doesn't have the large annual fluctuations inherent with wild salmon, some producers have come up against problems such as disease and sea lice, which are much more common in confined spaces and have resulted in supply fluctuations.

Although Norway has been relatively unscathed, the world's second-largest salmon producer, Chile, has been particularly troubled. Between 2008 and 2010, a disease outbreak among farmed salmon lowered Chilean production by 75 percent. Earlier this year, an algal bloom killed millions of Chile's fish, causing a 20 percent drop in production.

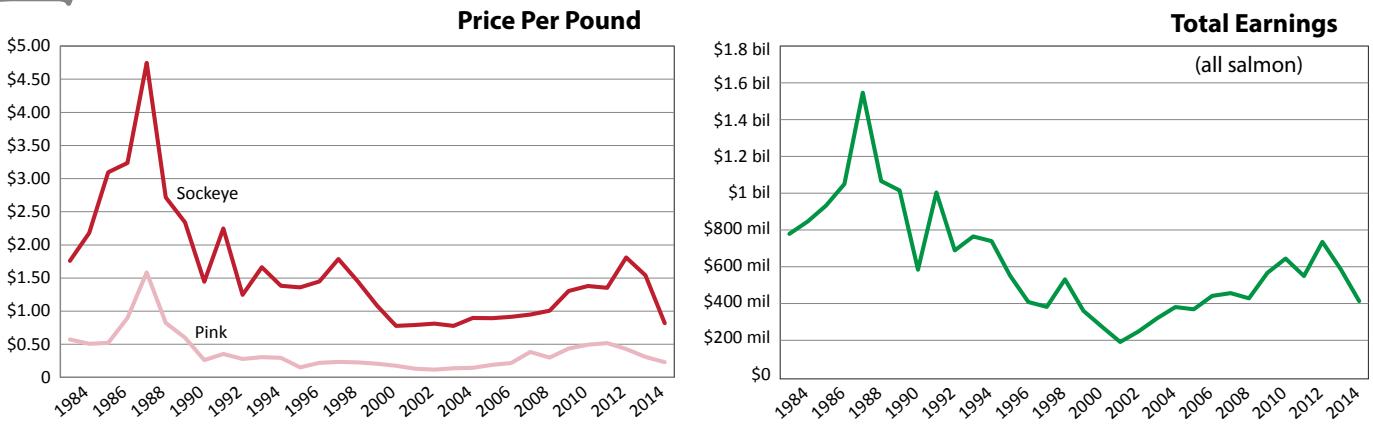
While Alaska product holds status and a higher price tag compared to non-Alaska and farmed salmon, its performance still varies based on the performance of other suppliers.

The explosion of salmon farming has increased competition for Alaska. Alaska salmon is marketed as a distinctive product, and people are willing to spend more for it than farmed or even non-Alaska wild salmon. Alaska sockeye, coho, and especially Chinook salmon are high-value products sold as fillets in grocery stores or high-end restaurants. And while pink and chum salmon fillets have a lower wholesale value than Atlantic salmon, they can still command a premium in value-added (processed) products, and their roe is considered a delicacy.

Prices of cheaper substitute goods still affect top-shelf products. While Alaska product holds status and a higher price tag compared to non-Alaska and farmed salmon, its performance still varies based on the per-

2 Prices, Total Earnings Hit a High in the ’80s

ALASKA SALMON PRICES AND EARNINGS IN 2014 DOLLARS, 1984 TO 2014



Note: Earnings are those paid directly to fishermen.
Source: Alaska Department of Fish and Game

formance of other suppliers. But mounting concerns about salmon farming’s antibiotic use, genetic engineering, pollution, and the risk of salmon escaping have helped to increase the premium for wild salmon over the past decade.

Economic conditions affect price

People’s willingness to pay for Alaska salmon also depends on economic conditions. Salmon is expensive compared to chicken or pork, and wild salmon tends to cost more than its farmed competition. If the economy is doing well, people tend to have more disposable income and can pay extra for salmon over other meats, or wild over farmed. This allows Alaska salmon prices to rise. During recessions, lower consumer incomes can depress the price of all salmon in addition to the premium Alaska salmon holds over farmed product.

3 Earnings Mainly Pink, Sockeye

ALASKA SALMON, 2011-15 AVERAGES

Species	Price per pound	Total earnings
Sockeye	$1.26	$293,839,065
Pink	$0.36	$165,957,062
Chum	$0.66	$85,716,939
Coho	$1.09	$30,762,713
Chinook	$3.97	$20,152,792

Note: Prices and earnings reflect those paid to fishermen.
Source: Alaska Department of Fish and Game

The interplay of exchange rates

The majority of U.S. salmon is sold abroad, and changes in exchange rates also mean a change in price. When our dollar appreciates relative to another country’s currency, it becomes more expensive for that country to buy our goods.

China is the biggest importer of American salmon, at 24 percent of its total value. (See Exhibit 4.) Most isn’t actually consumed in China but is processed, packaged, and resold to markets in Europe or even sent back to the U.S. The other primary importers are Japan, Canada, and the European Union.

The U.S. dollar is currently strong against the currencies of our primary buyers, making it more expensive for them to purchase from us. The currencies of other exporting countries are almost as important. Norway’s weak kronor has been giving them an extra advantage over U.S. sellers.

The broad role of political change

When a good is traded internationally, it is subject to shocks resulting from political change. Countries entering or exiting the world market can have a significant effect on prices.

Russia was the second-biggest buyer of Alaska pink and chum salmon roe and a major purchaser of other salmon products until 2014, when it placed an embargo on American goods. Roe contributes a large share

of a pink and chum's total value, and the embargo has been a major factor in their falling values.

The impacts of political changes ripple throughout the economy, based on intercountry relationships. For example, Russia's embargo extends to Norway and throughout the E.U. Norway is the largest aquaculture producer, and before the embargo, Russia was their biggest importer at 8.5 percent of Norway's total product. With that market closed off, Norway will sell elsewhere, increasing competition and driving down prices.

Transportation costs and expected catch

When determining prices for salmon, processors incorporate all the preceding factors but also take into account transportation costs and expected catch for the season. Transportation costs primarily depend on oil prices.

Processors use expected catch to determine how much product can be contracted to wholesalers. When catches turn out smaller or larger than anticipated, prices can swing widely in the middle of a season. Because processors must honor their wholesale contracts, they need to ensure they get enough fish. In the case of a smaller run, processors will raise prices to entice more fishermen. Likewise, processors don't want more salmon than they can sell, so if a run is too large, they'll decrease the price to discourage an even bigger catch.

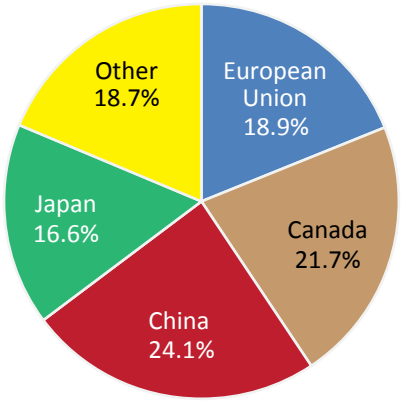
Both of these things happened during the 2015 Bristol Bay sockeye run. The early season was slow, and the anticipated peak period didn't come. The run forecast was adjusted down 44 percent, and prices rose to attract fishermen. The run finally came strong and fast, leading processors to lower prices. The condensed time frame also overwhelmed processors. Not having the capacity to process all the salmon being caught, they were forced to set limits on how much they would buy from fishermen.

Though a large catch may not have a huge impact on world supply, it can give processors a long-running surplus. Even when offering a discounted price, lining up new buyers can be time consuming.

Alaska had huge runs of pink and sockeye salmon in 2013 and 2014, respectively, and processors were left with warehouses full of canned salmon. To bail out the fisheries, the U.S. Department of Agriculture bought $13 million in canned Alaska pink in 2014 and $30 million in canned sockeye in 2015 for food assistance programs.

4 China Gets Largest Share of Exports

U.S. SALMON BY VALUE, 2015



Source: National Oceanic and Atmospheric Administration

Harvesters, crew members hit hardest by price drops

Fishermen tend to benefit during good times more than processors, with harvesters' earnings increasing more percentage-wise, but they also take a bigger hit when prices are low. This is largely because changes in prices are the same for fishermen and processors but fishermen are paid less to begin with, so a price change means a larger percent difference in their earnings.

Lower prices affect crew members as well as permit holders, as most are paid a share of their boat's earnings. Alaska-owned permits account for just over two-thirds of total salmon earnings.

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Seafood Harvesting Jobs

Slight job loss in 2015, mainly in groundfish after prior year's spike

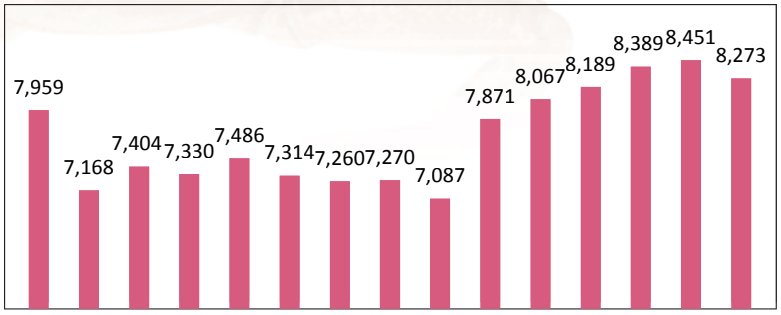
By **JOSHUA WARREN**

Jobs in Alaska's commercial fishing industry fell by 2.1 percent in 2015, or about 178 jobs, primarily because groundfish[1] returned to its historically typical levels after a spike the year before. Most of the 2014 job increase was in the Aleutians, which had most of the corresponding dip in 2015.

Although this is the first decrease in estimated harvesting employment since 2009 (see Exhibit 1), statewide seafood harvesting jobs are still at a historically high level. (See the sidebar on page 11 for more on how we define and estimate harvesting jobs.)

1 Average Monthly Jobs Went Down

ALASKA SEAFOOD HARVESTING, 2001 TO 2015



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

Salmon, crab fisheries added jobs

After strong growth in 2013, the increase in salmon fishery jobs has steadied. The increase was a modest 1.4 percent in 2015, which brought the fishery to another record year[2] for employment. (See Exhibit 3.)

Crab was the only other fishery to gain a significant number of net jobs in 2015. While salmon fisheries have had relatively stable employment from year to year, crab is harder to predict and often has large swings from one year to the next.

In 2015, the crab fishery gained 68 average jobs, which

[1]"Groundfish" refers primarily to walleye pollock and Pacific cod. Although sablefish (or black cod) is considered groundfish, it is categorized separately in this article.

[2]Records have been kept since 2000.

equated to a 13.5 percent increase for a fishery that small. In 2014, crab harvesting employment grew by 2.5 percent.

Sablefish and shellfish jobs were stable

Other fisheries either treaded water or lost jobs in 2015. Sablefish and shellfish harvesters remained at about the same level as 2014 after losing jobs for several years prior.

These two fisheries combined represented about 614 yearly jobs in 2015 (436 for sablefish and 178 for shellfish). While the net employment levels were steady, there was a considerable amount of fluctuation from month to month, with some months showing growth and others registering declines from the same month in the previous year.

Large percent losses for herring

Although herring fisheries are especially small, they were hit hardest in percent terms in 2015, with employment falling by 40 percent. The annual average went from 135 jobs in 2014 to 81 jobs in 2015, but the losses were entirely in April and May, with March even showing an increase that was quickly offset. This is because herring fisheries depend on spawning times, which came earlier in 2015.

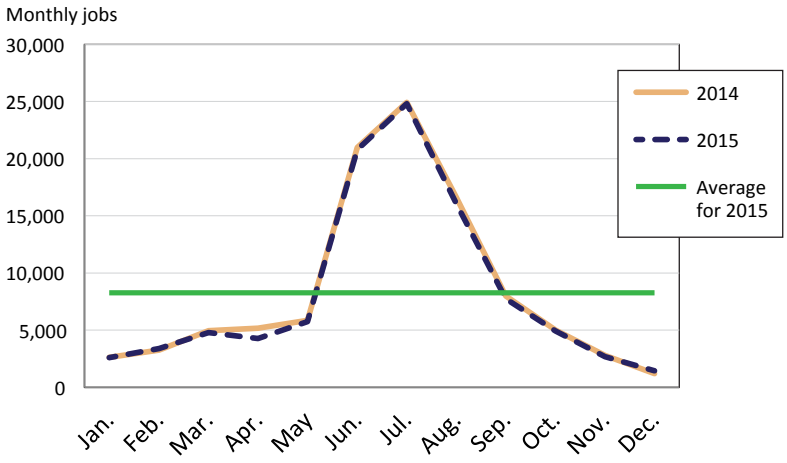
Groundfish dominates poundage

According to the most recent report from the National Oceanic and Atmospheric Administration, Alaska fisheries still account for over half of total U.S. fish harvest volume and almost a third of the value of U.S. harvests, largely due to massive Alaska groundfish harvests.

Groundfish poundage continues to dominate in Alaska, accounting for 78.5 percent of Alaska's seafood catch. In terms of value, groundfish was No. 1 in Alaska in 2014 but fell to second place in 2015 behind salmon, where it's typically been historically. (See Exhibit 4.)

2 Most Months Similar to Year Before

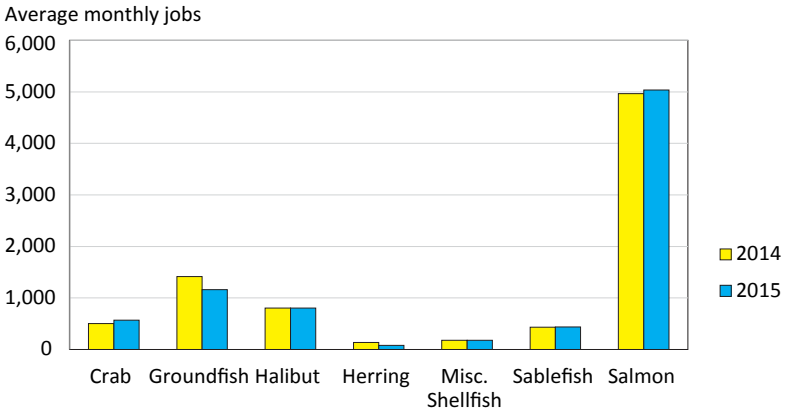
ALASKA SEAFOOD HARVESTING, 2014 AND 2015



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

3 Groundfish Jobs Down, Salmon Up

ALASKA HARVESTED SPECIES, 2015 VS. 2014



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

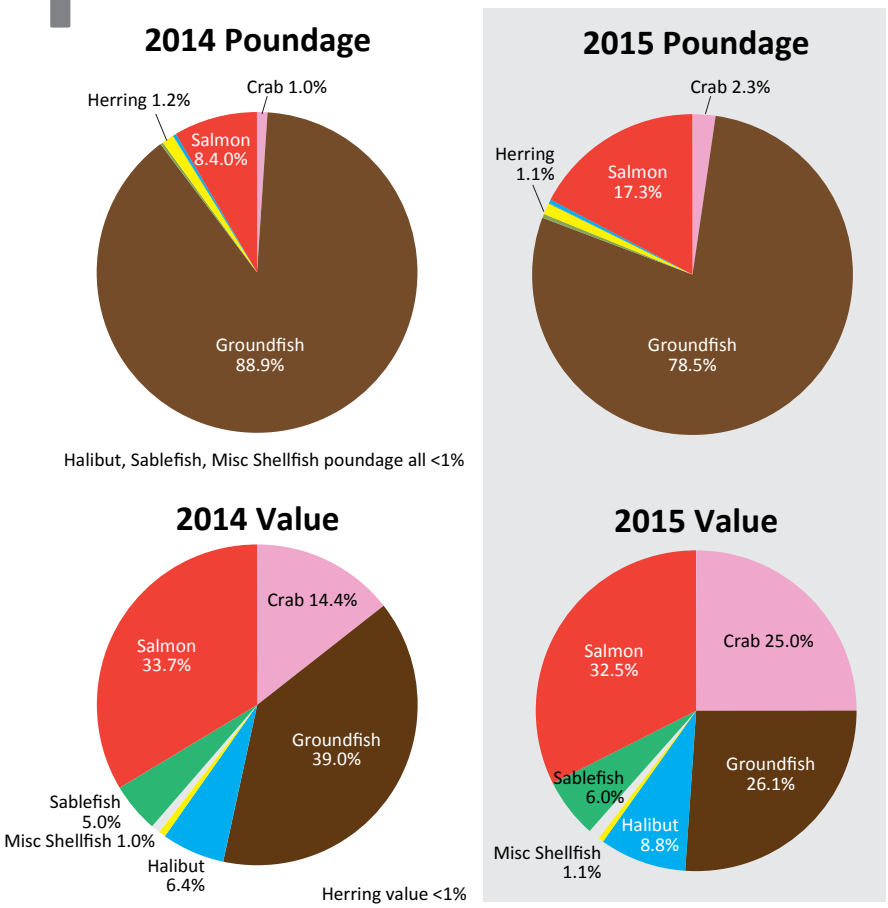
Although value and poundage shift from year to year, salmon will always be the largest seafood harvesting employer because of the labor required to catch salmon. Salmon fishermen have limits on the size and type of equipment that can be used as well as the number of fishing days allowed, so salmon harvests require more crew and effort to harvest the same value and volume as some other species. The larger ships that fish the Bering Sea for pollock, for example, can do so with fewer crew members and may fetch higher total value than salmon because of the sheer mass of their catch.

Regional overview

Only two regions gained yearly jobs in 2015: Kodiak

4 Some Value and Poundage Shifted

ALASKA SEAFOOD HARVESTS, 2015 VS. 2014



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

and Southcentral. However, the gains in those regions weren't large enough to offset the losses elsewhere.

Southeast holds the highest percentage of statewide harvesting jobs (see Exhibit 5), but its share continued to decline in 2015 due to a small job loss.

Southcentral, which includes the Prince William Sound and Cook Inlet salmon fisheries and a halibut fleet, had the second-highest employment.

The Aleutians and Pribilof Islands fell to third place in 2015 because of the decrease in groundfish employment, but they still had a diverse harvest, with triple-digit average annual employment in salmon, halibut, groundfish, and crab harvesting.

Kodiak jobs up 2 percent

Kodiak fisheries employment grew by 2 percent in 2015, a step toward regaining its 2012 employment level after losing groundfish employment in 2013 and nearly 200 winter crab jobs in 2014. Kodiak's crab fishery was closed in 2014 and 2015.

While statewide groundfish employment declined, it grew by 8.7 percent in Kodiak, or 25 jobs.

Bristol Bay subject to seasonal shift

Bristol Bay's job loss followed the statewide trend in 2015. The region's employment is almost entirely in salmon harvesting, which is mainly where it lost jobs in 2015, but this was more about season length than an actual reduction in the number of people fishing.

Bristol Bay fisheries occasionally continue further into August, boosting the annual numbers. That's what happened in 2014, but not in 2015, meaning 2015 had a shorter season.

Small loss for Northern Region

The Northern Region has just a few harvesting jobs, so small losses can produce large percent decreases. The

loss of just three net jobs in 2015 translated to a 1.9 percent average monthly decrease for the year. This figure was made up of six lost jobs in crab harvesting, partially offset by a small amount of growth when a herring fishery briefly reopened in May.

Aleutians grew in only two months

Harvesting in the Aleutians and Pribilof Islands was down more than 180 net jobs in 2015. June and December had the only increases, and the first few months of the year had the largest losses.

Groundfish was responsible for the area's employment gains in 2014, and with the fishery returning to normal levels statewide, it was the main source of losses in 2015. Salmon and crab fisheries gained jobs, which was the reason June and December's levels were up.

All Southeast fisheries stable

Southeast fisheries remained relatively flat in 2015 after losing 164 jobs in 2014. The region lost just 18 jobs on average during 2015 for a 0.8 percent decline.

Southeast's stability spanned most of its fisheries rather than comprising a mix of ups and downs like other regions. The exception was the herring fishery, which lost 42 jobs from the prior year for 43.0 percent loss. This was due to reduced activity in April and no employment in May because of earlier spawning.

Southcentral hits record job level

Seventy-seven percent of Southcentral's harvesting jobs were in salmon fisheries in 2015, and that employment grew steadily over the year to help the region hit a record 1,638 average annual jobs.

The gains in salmon employment, combined with minor growth in the region's other fisheries, netted a 5.5 percent employment increase, or 85 additional jobs. All of Southcentral's fisheries except shellfish gained jobs — even groundfish, which declined statewide.

Joshua Warren is an economist in Juneau. Reach him at (907) 465-6032 or joshua.warren@alaska.gov.

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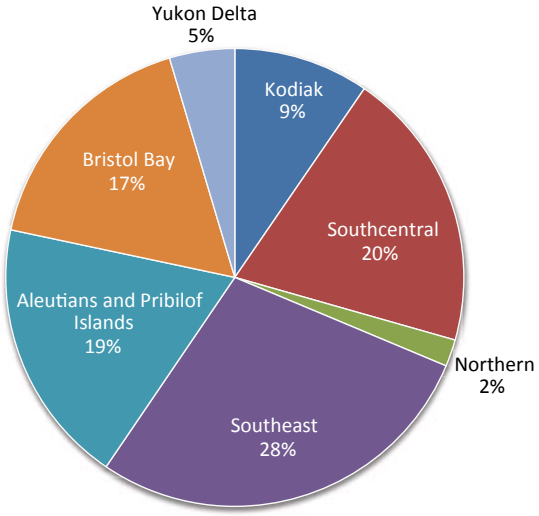
Southeast Has Largest Share

SEAFOOD HARVESTING JOBS, 2015



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

How we estimate jobs

Unlike the "nonfarm payroll employment" numbers published every month by state and federal statistical agencies, fish harvesting employment estimates can't be generated simply by asking employers how many people they had on their payroll in a certain month. Instead, employment of a certain number of people has to be inferred from the fish or other seafood "landings" — the initial sale of the catch.

Because of the way the fisheries are managed — by permits that are generally associated with a specific type of gear, including boat size — a landing under a certain permit requires about the same number of people to be involved in the catch. Those numbers are called "crew factors."

For example, a certain permit to fish for king crab in Bristol Bay with pot gear on a vessel more than 60 feet long requires about six people to be involved in the crab harvest according to the survey responses of people who own those permits. So when a crab harvest is landed under that permit in a calendar month, we assume the permit generated six jobs in that month.

The jobs are assigned to a location based on harvest areas rather than by place of residence of the permit holder. That approach approximates what's done with payroll employment numbers, which are categorized by place of work rather than by the place of the workers' residence. Most permits have a geographic designation for where the specific species can be harvested. Employment generated under permits that allow fishing anywhere in the state is assigned to a region by a different method (a special harvest area code).

The numbers are presented here as annual averages because that comes closest to the way payroll employment numbers are published and analyzed. Like construction and tourism jobs, seafood harvesting employment has much higher employment in the summer than in the winter. Averaging the seafood harvesting employment numbers across all 12 months allows for more meaningful comparisons between job counts in different industries.

RESIDENTS IN SEAFOOD PROCESSING

Resident workforces vary considerably by area

By **ROB KREIGER**

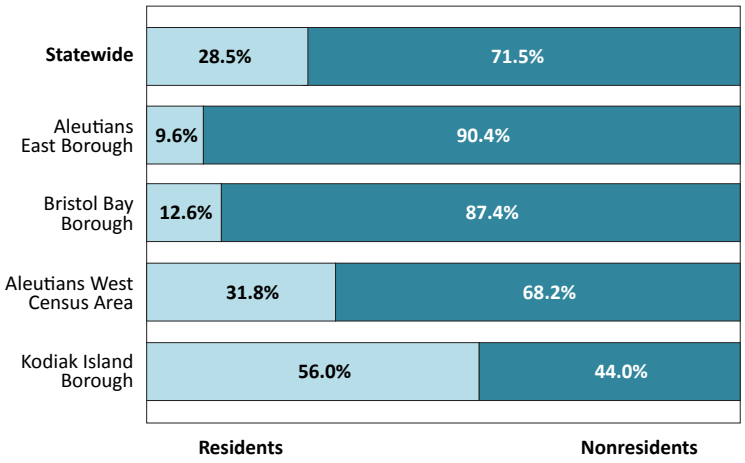
The seafood processing industry is well known for the many nonresidents who come to Alaska in the summer to work the slime lines. Seafood processing has had the highest percentage of nonresidents of any industry since we began collecting data more than 30 years ago. In 2014, nonresidents made up almost 72 percent of seafood processing workers and earned 65 percent of total wages.

With such a large nonresident presence, it's easy to forget that a significant number of Alaskans work in the industry as well. In 2014, 8,200 residents worked in seafood processing and earned more than $140 million.

Resident seafood processing workers differ from nonresidents in more ways than just their numbers. Though they all work in the same occupations and in the same places across the state, residency percentages and the time worked vary significantly by area. The differences have to do with location, type of fishery, and the availability of local labor.

1 Percent Resident Processors by Area

2014



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

Bristol Bay

Bristol Bay is remote, with its largest season centering on salmon processing in July and August. Because of the location, the relatively short season, and the fact that the area had just 730 residents of working age in 2014, most seafood processing workers have to come from elsewhere.

Of the 3,254 Bristol Bay seafood processing workers who worked at some point in 2014, 13 percent were Alaska residents — the second lowest of the four major seafood processing locations, after Aleutians East. Also, of the resident workers, just 5 percent were from Bristol Bay Borough.

The area's few resident workers tend to have more experience, though, with almost 70 percent having worked in seafood processing the prior year as well. Just 41 percent of the nonresidents worked the year before, which suggests Bristol Bay also has the highest turnover of the four major seafood processing locations.

Kodiak

Seafood processing is a big part of Kodiak's economy,

and Kodiak has a variety of fisheries that provide year-round work. The majority of seafood processing workers in Kodiak are Alaska residents, at 56 percent, and nine out of 10 of those live in Kodiak. The area's resident workforce is large enough that Kodiak has nearly a fifth of Alaska's resident seafood processing workers.

Unlike Bristol Bay, which is centered on salmon and has no significant local workforce, Kodiak had 9,300 residents of working age in 2014 and processed a range of species.

Seafood processing is a career for many of Kodiak's resident workers, with nearly 90 percent having worked in the industry the year before and nearly 60 percent for five consecutive years.

Aleutians East and West

The Aleutians East Borough processes crab, pollock, halibut, and rockfish throughout the year as well as salmon in the summer. The largest cannery in Alaska is in King Cove, operated by Peter Pan Seafoods, and Akutan has a large onshore processing plant operated by Trident Seafoods — both are large national companies.

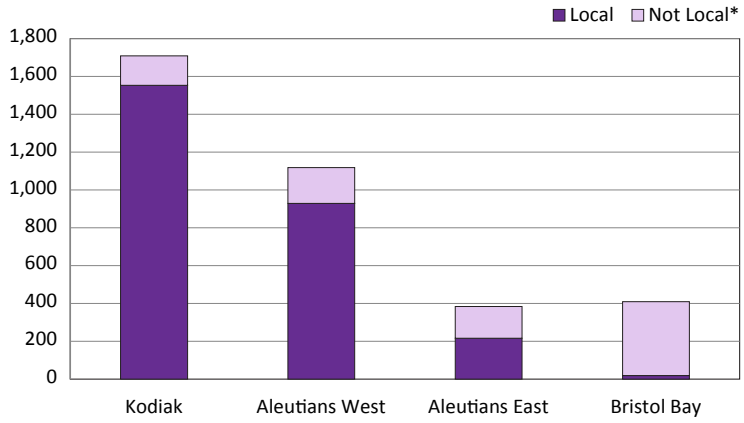
The area's onshore and offshore processing facilities require a large number of workers to operate, but the borough is small and only has around 1,000 working age residents. In 2014, its processing industry's workforce of 4,014 was 90 percent nonresident.

Of the 384 resident workers, 57 percent lived in Aleutians East. Unlike Bristol Bay, where 95 percent of resident workers come from outside the borough, this small group lives mainly in the area and has worked more years in the industry: 86 percent worked in the industry the prior year and 61 percent the last five years.

The Aleutians West Census Area includes Dutch Harbor, the largest fishing port in the United States in terms of pounds landed. Like Kodiak, the Aleutians West industry focuses on species other than salmon and has a large winter fishery.

2 Share of Residents Who Are Local Varies

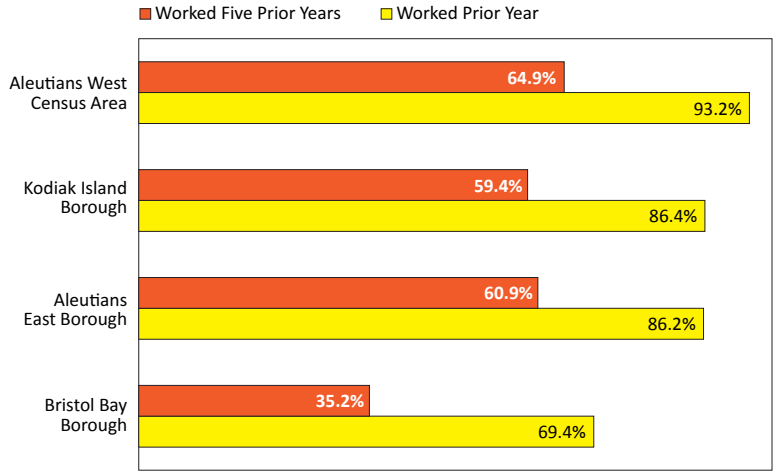
RESIDENT SEAFOOD PROCESSING WORKERS, 2014



*Local residents are those who live and work in the same borough or census area.
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

3 Resident Worker Retention by Area

ALASKA SEAFOOD PROCESSING WORKERS, 2014



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

For this area, the remote location is the biggest factor in its higher percentage of nonresidents. In 2014, it was 68 percent — still a majority, but a smaller share than Bristol Bay and Aleutians East. That's because it isn't the type of place where workers spend a season and move on. The industry in Aleutians West demands a more skilled worker with more experience, and 93 percent of its 1,100 resident workers in 2014 had also worked there the year before. Sixty-five percent had worked five consecutive years.

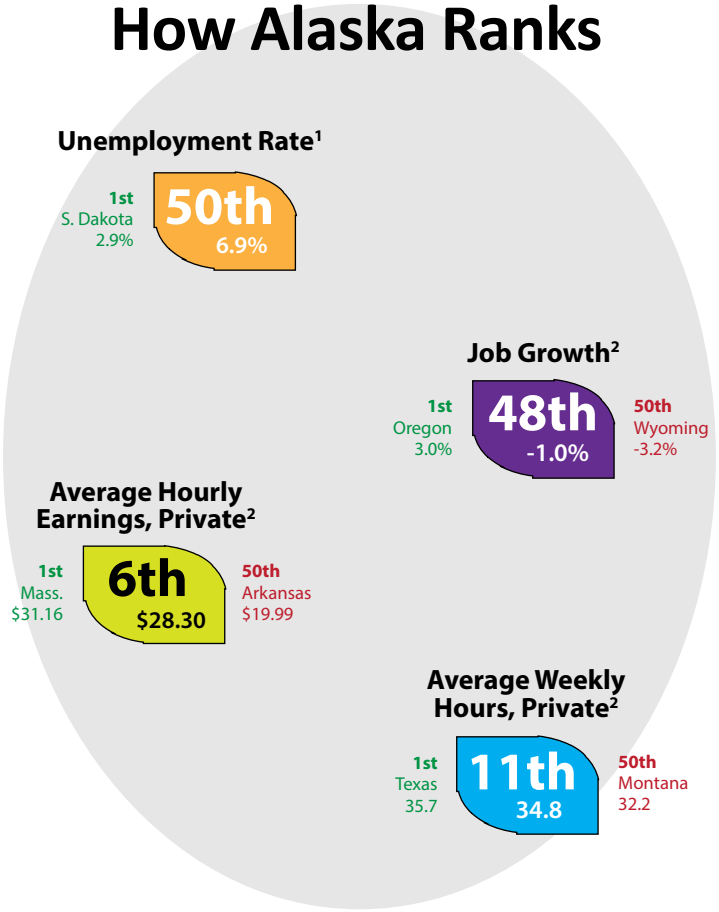
Rob Kreiger is an economist in Juneau. Reach him at (907) 465-6031 or rob.kreiger@alaska.gov.

The Month in Numbers

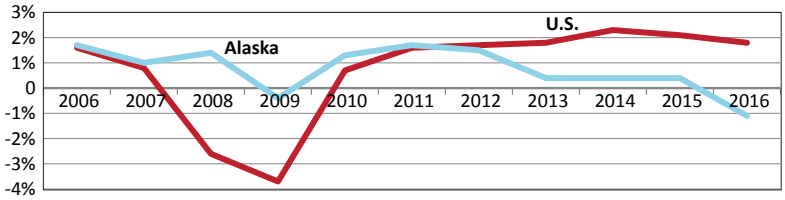
Unemployment Rates

	Prelim.	Revised	
SEASONALLY ADJUSTED	**9/16**	**8/16**	**9/15**
United States	**5.0**	**4.9**	**5.1**
Alaska Statewide	**6.9**	**6.8**	**6.5**
NOT SEASONALLY ADJUSTED			
United States	**4.8**	**5.0**	**4.9**
Alaska Statewide	**6.4**	**5.9**	**5.8**
Anchorage/Mat-Su Region	**5.9**	**5.5**	**5.3**
Municipality of Anchorage	5.4	5.0	4.8
Matanuska-Susitna Borough	7.7	7.4	7.0
Gulf Coast Region	**7.0**	**6.3**	**6.4**
Kenai Peninsula Borough	7.6	6.9	7.1
Kodiak Island Borough	4.8	4.8	3.8
Valdez-Cordova Census Area	6.9	5.4	6.4
Interior Region	**6.2**	**5.6**	**5.6**
Denali Borough	4.4	3.2	4.6
Fairbanks North Star Borough	5.6	4.9	4.8
Southeast Fairbanks CA	9.4	8.7	8.8
Yukon-Koyukuk Census Area	15.8	16.4	16.7
Northern Region	**11.2**	**11.9**	**9.7**
Nome Census Area	11.9	13.6	10.2
North Slope Borough	7.2	6.9	5.8
Northwest Arctic Borough	16.2	16.5	14.7
Southeast Region	**5.2**	**4.4**	**5.1**
Haines Borough	6.4	5.9	5.7
Hoonah-Angoon Census Area	8.3	7.3	9.7
Juneau, City and Borough	4.4	3.6	4.1
Ketchikan Gateway Borough	5.1	4.4	5.2
Petersburg Borough	6.6	5.7	6.9
Prince of Wales-Hyder CA	9.3	9.4	9.8
Sitka, City and Borough	4.0	3.0	3.8
Skagway, Municipality	3.4	3.0	4.4
Wrangell, City and Borough	6.9	5.4	6.3
Yakutat, City and Borough	6.3	5.8	5.8
Southwest Region	**9.7**	**9.7**	**10.4**
Aleutians East Borough	2.8	1.9	2.8
Aleutians West Census Area	3.4	2.2	3.1
Bethel Census Area	13.3	14.1	14.0
Bristol Bay Borough	8.9	5.6	10.7
Dillingham Census Area	9.5	8.1	10.0
Kusilvak Census Area	16.4	21.7	19.3
Lake and Peninsula Borough	9.2	9.2	8.4

How Alaska Ranks



Job Growth in Alaska and the Nation[3]



All data sources are U.S. Bureau of Labor Statistics and Alaska Department of Labor and Workforce Development, Research and Analysis Section, unless otherwise noted.
[1]September seasonally adjusted unemployment rates
[2]Current Employment Statistics, not seasonally adjusted; subject to potentially large revisions
[3]Annual average percent change; 2016 data are for January to September compared to the same months in 2015

Alaska Veteran Employment Tax Credit

SAVE UP TO $3,000!

- **$3,000 for employing a disabled veteran**
- **$2,000 for employing a veteran who is not disabled**
- **$1,000 for employing a veteran in a seasonal position**

APPLYING IS FAST AND EASY!

- Only one form
- No certification process
- Employers apply when they submit their annual corporate income taxes

Hour requirements:

Full-time: 1,560 (12 consecutive months immediately following employment)
Seasonal: 500 (three consecutive months immediately following employment)

Veteran eligibility requirements:

1. Must have been unemployed for more than four weeks *and*
2. Have been discharged or released from military service:

a. Less than 10 years before the date employment begins for disabled veteran (service-connected disability through the Veterans Administration); or
b. Less than two years before the date employment begins for veteran who is not disabled.

jobs

ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT

A proud partner of the americanjobcenter network

Apply with Alaska state form 6325 when employer files taxes, which can be found at:
tax.alaska.gov/programs/programs/forms/index.aspx?60380
For more info on how you can recruit veteran talent, contact your nearest job center: **(877) 724-2539**

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