

Human Capital

Employment and Demographics

Until the mid-1990's, the population of Southeast Alaska had enjoyed nearly a century of growth that intensified after Alaska statehood in 1959. The Southeast Alaska workforce expanded in the areas of mining, government, fishing and timber. In 1990, there were 3,450 direct sawmill and logging jobs in the region, but the industry began to decline. In the 1990's, significant timber mill closures in Ketchikan, Sitka, and Wrangell eliminated the major private sector source of year round employment in those communities and substantially impacted other communities that depended on the timber industry. By 2002, only 450 sawmill and logging jobs remained in Southeast.

From 2000 to 2009, 8,304 more people moved away from Southeast Alaska than moved to the region. While the population of Juneau stayed flat, the regional population outside of Juneau plummeted 8.7 percent in just 10 years. All across the region population levels are declining, and as they decline, they are aging. By 2020, a third of Southeast Alaskans will be over the age of 55, compared to just 12% in that age range in 1990. The Alaska Department of Labor has recently projected that the population of Southeast Alaska will continue to decline and continue to age in complete contrast to the rest of the state as we move forward.

Yet despite the challenges there are areas that are projected to grow and many opportunities for entrepreneurship.

Southeast Alaska Employment and Wages

In 2009 the number of total jobs in Southeast Alaska shrank by two percent (825 annual average jobs) to 36,209, eliminating gains made in 2008. More than three-quarters (77 percent) of this loss was in Juneau alone, and the loss in regional construction employment was confined entirely to Juneau. Outside of Juneau, regional construction employment actually grew by one half of one percent. If Juneau's payroll losses are set aside, total non-Juneau regional payroll actually increased by \$15 million, or 2.2 percent. (The table below includes Juneau).

Total Southeast Alaska Employment by Industry, 2008-2009

	Annual average Employment 2009	Annual average Employment 2008	Change in Employment 2008-2009	% of Employees in Juneau by Sector	Total Payroll (in thousands)	Avg. Annual Wage
Private Sector	22,914	23,836	-4%	45%	\$795,357	\$34,711
Natural Resource & Mining	744	770	-3%	61%	\$53,285	\$71,651
Construction	1,436	1,569	-8%	52%	\$87,106	\$60,648
Manufacturing	1,869	1,818	3%	15%	\$64,429	\$34,477
Trade, Transportation, & Utilities	7,219	7,781	-7%	46%	\$223,694	\$30,987
Information	561	571	-2%	49%	\$23,819	\$42,453
Financial Activities	1,319	1,358	-3%	46%	\$56,812	\$43,088
Professional Business Services	1,325	1,333	-1%	64%	\$52,784	\$39,827
Education & Health Services	3,666	3,585	2%	46%	\$140,560	\$38,342
Leisure & Hospitality	3,558	3,840	-7%	40%	\$64,873	\$18,234
Other Services	1,212	1,210	0%	50%	\$27,857	\$22,977
Total Government	13,295	13,199	1%	55%	\$642,082	\$48,294
Federal Government	1,745	1,786	-2%	48%	\$120,846	\$69,269
State Government	5,483	5,447	1%	77%	\$268,867	\$49,039
Local Government	6,068	5,966	2%	37%	\$252,370	\$41,590
Total Employment	36,209	37,035	-2%	48%	\$1,437,440	\$39,698

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

Areas in which losses were felt in the **non-Juneau** Southeast region included the following:

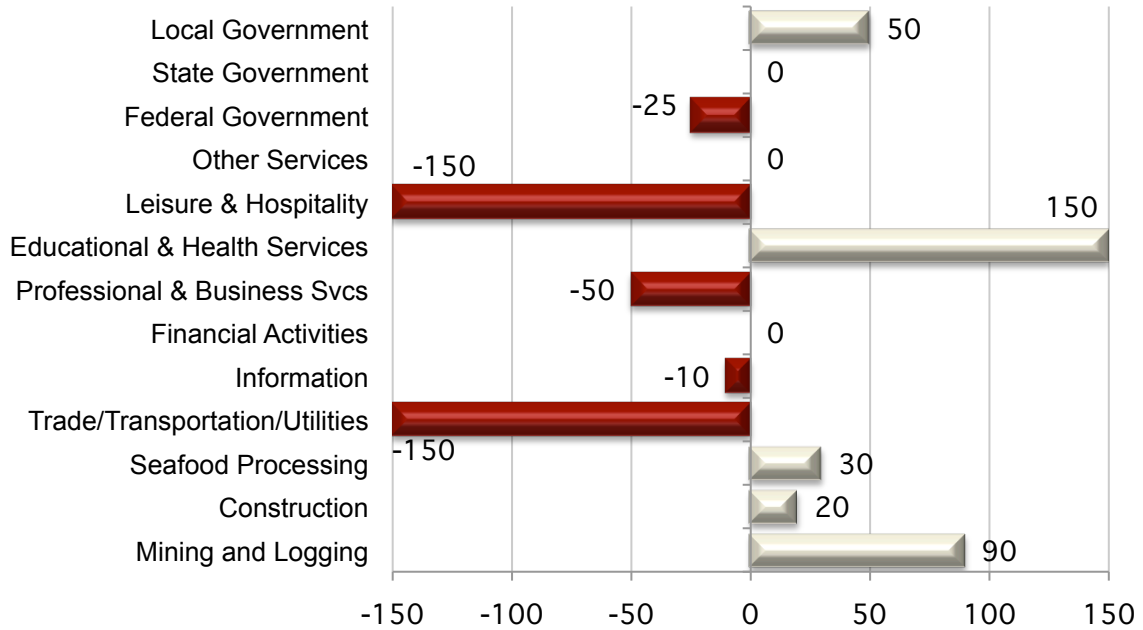
- Retail trade, down 118 jobs (average annual employment);
- Leisure and hospitality, down 102 jobs;
- Accommodation, down 80 jobs;
- Real estate, down 59 jobs;
- Scenic and sightseeing transportation, down 51 jobs; and
- Federal employment, which had 36 fewer jobs.

At the same time 77 local government jobs were added, along with 60 seafood product preparation and packaging annual average jobs, 56 general merchandise store jobs, and 48 health care jobs.

Based on the first ten months of Alaska Department of Labor data, JEDC expects the region to lose 160 more jobs in 2010 as a whole. These losses will mostly be in tourism -- in the leisure, hospitality

and transportation industries, along with retail. Gains will be seen in health care, construction and mining. So, while we are not predicting job gains in 2010, we are predicting a fraction of the job losses seen in 2009.

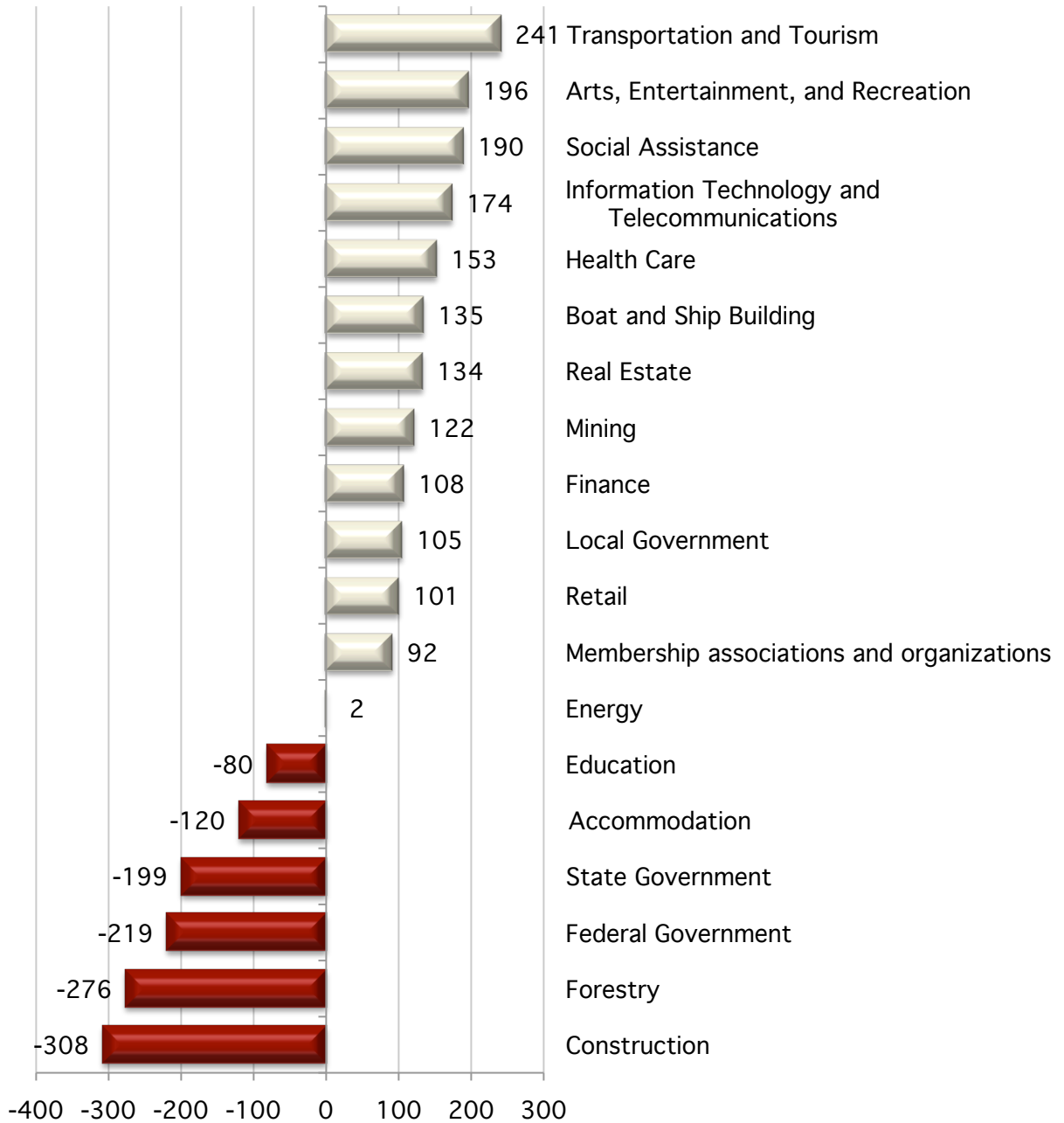
Southeast Alaska Economy Projected Change in Annual Average Employment 2009-2010



Source: Alaska Department of Labor and Workforce Development, Research & Analysis and JEDC analysis.

The following chart shows change in employment levels from 2003 to 2009 in the region

Change in Southeast Alaska Annual Average Employment 2003-2009



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

Southeast Alaskans are much more likely to work for the government relative to state or national rates. Regionally, one-third of employees work for the government, compared to just 15% nationally. Southeast Alaskans are also more likely to be self-employed. In 2009, 7.1% of Southeast Alaskans worked for themselves, compared to 6.4% nationally. This is because of the high participation in the fishing industry regionally.

Class Of Worker

	Southeast Alaska 2009 Estimate	Southeast 2009 Estimate	Alaska 2009 Estimate	US 2009 Estimate
Civilian employed population 16 years and over	37,096	37,096	333,464	140,602,470
Private wage and salary workers	22,174	59.8%	68.2%	78.6%
Government workers	12,248	33.0%	24.5%	14.8%
Self-employed in own not incorporated business workers	2,623	7.1%	7.0%	6.4%

Source: 2009 American Community Survey, U.S. Census Bureau

Compared to the state or nation, Southeast Alaska had a significantly higher proportion of those over the age of 16 in the labor force. According to the American Community Survey, in 2009, 75% of those over the age of 16 in Southeast Alaska were working, compared to 71% in Alaska and 65% nationally. Moreover, the percentage of women in the workforce is also significantly higher. In 2009, 71% of all Southeast women participated in the workforce, compared to just 60% nationally.

Employment Status

	Southeast Alaska 2009 Estimate	Southeast 2009 %	Alaska 2009 %	US 2009 %
Population 16 years and over	54,168	54,168	536,007	241,002,178
In labor force	40,425	74.6%	71.4%	65.3%
Civilian labor force	39,806	73.5%	68.7%	64.7%
Employed	37,096	68.5%	62.2%	58.3%
Unemployed	2,710	5.0%	6.5%	6.4%
Armed Forces	619	1.1%	2.7%	0.5%
Not in labor force	13,743	25.4%	28.6%	34.7%
Civilian labor force	39,806	39,806	368,338	156,044,453
Percent Unemployed	6.8%	6.8%	9.5%	9.9%
Females 16 years and over	26,648	26,648	259,309	123,417,091
In labor force	18,857	70.8%	66.7%	59.8%
Own children under 6 years	5,817	5,817	61,489	24,308,646
All parents in family in labor force	4,070	70.0%	57.8%	64.4%
Own children 6 to 17 years	8,882	8,882	113,145	46,642,970
All parents in family in labor force	6,569	74.0%	69.0%	71.7%

Source: 2009 American Community Survey, U.S. Census Bureau

Income

The following table presents jobs and average annual wages of Southeast Alaska residents by Borough and Census Area for 2008 and 2009. Overall, the region gained 3.1% in average annual wages paid to residents. Wages earned by Southeast Alaska residents gained over statewide inflation because the cost of living increase over the same time period (as measured by the Anchorage Consumer Price Index) was only 1.2%. Areas that gained jobs were the Municipality of Skagway (+5.1%), the City and Borough of Yakutat (+2.5%), and the Prince of Wales-Outer Ketchikan Census Area (+0.1%). The Hoonah-Angoon Census Area had the largest percentage job loss (-4.7%), followed by the City and Borough of Wrangell (-3.7%), and the Ketchikan Gateway Borough (-2.0%).

Jobs and Average Annual Wages for Southeast Alaska residents By Borough and Census Area, 2008 and 2009

Borough or Census Area	2008 Jobs	2008 Average Annual Wage	2009 Jobs	2009 Average Annual Wage	Change in jobs	Percent Change in Jobs	Percent Change in Annual Wage
Haines Borough	999	\$25,396	981	\$26,218	-18	-1.8%	3.2%
City and Borough of Juneau	15,601	\$35,977	15,342	\$37,016	-259	-1.7%	2.9%
Ketchikan Gateway Borough	6,239	\$32,896	6,115	\$33,985	-124	-2.0%	3.3%
Prince of Wales-Outer Ketchikan	2,377	\$24,411	2,379	\$25,981	2	0.1%	6.4%
City and Borough of Sitka	3,842	\$30,533	3,740	\$31,475	-102	-2.7%	3.1%
Municipality of Skagway	431	\$30,683	453	\$30,046	22	5.1%	-2.1%
Hoonah-Angoon	936	\$19,764	892	\$18,799	-44	-4.7%	-4.9%
Petersburg Census Area	1,535	\$24,641	1,511	\$25,768	-24	-1.6%	4.6%
City and Borough of Wrangell	897	\$26,506	864	\$27,933	-33	-3.7%	5.4%
City and Borough of Yakutat	319	\$21,958	327	\$23,020	8	2.5%	4.8%
TOTAL	33,176	\$32,178	32,604	\$33,184	-572	-1.7%	3.1%

Source: Alaska Department of Labor and Workforce Development, Research & Analysis, 2009. Note: Does not include self-employed persons such as sole proprietors and commercial fishers.

Generally, Southeast Alaskan income is lower than statewide averages, but significantly higher than national averages. In 2009, the median household income was \$64,005, compared to \$66,953 statewide, and \$50,221 nationally.

Income And Benefits (In 2009 Inflation-Adjusted Dollars)

	Southeast 2009 Estimate	Alaska 2009 Estimate	US 2009 Estimate
Median household income (dollars)	\$64,005	\$66,953	\$50,221
Mean household income (dollars)	78,033	81,471	68,914
Mean retirement income (dollars)	24,894	25,825	21,383
Median family income (dollars)	79,604	79,934	61,082
Mean family income (dollars)	91,520	92,333	80,155
Per capita income (dollars)	32,645	29,504	26,409
Median earnings for workers (dollars)	34,677	30,878	28,365
Median earnings for male full-time, year-round workers (dollars)	57,048	51,019	45,485
Median earnings for female full-time, year-round workers (dollars)	39,886	39,017	35,549

Source: 2009 American Community Survey, U.S. Census Bureau

Regionally, Skagway has the highest per capita personal income, followed by Haines and Ketchikan.

Per Capita Personal Income, 2000-2008

Borough or Census Area	2008	2007	2000	Change 2007-08	Change 2000-08
Juneau City and Borough	\$48,435	\$46,011	\$35,767	5%	35%
Ketchikan Gateway Borough	\$52,030	\$48,380	\$35,338	8%	47%
Sitka City and Borough	\$41,872	\$39,472	\$29,716	6%	41%
Haines Borough	\$52,887	\$49,084	\$33,223	8%	59%
Hoonah-Angoon Census Area	\$38,066	NA	NA	NA	NA
Skagway Borough	\$62,685	NA	NA	NA	NA
Wrangell-Petersburg Census Area	\$41,514	\$39,276	\$28,441	6%	46%
Skagway-Hoonah-Angoon Census Area	NA	\$42,797	\$30,473	NA	NA
Prince of Wales-Outer Ketchikan Census Area	\$28,359	\$25,496	\$21,589	11%	31%
Yakutat City and Borough	\$44,168	\$39,865	\$28,841	11%	53%
Anchorage Municipality	\$49,805	\$47,051	\$34,389	6%	45%
Alaska state total	\$43,922	\$41,081	\$30,531	7%	44%

Source: Regional Economic Information System, Bureau of Economic Analysis, US Department of Commerce, June 2010
<http://www.bea.gov/regional/reis/drill.cfm>

Per capita personal income is the total personal income of an area divided by population. Employment income represents approximately 70 percent of per capita income. Another source of income is "transfer payments" that include the PFD, Medicare and public assistance medical payments, government retirement income, social security, food stamps, and unemployment insurance payments. Juneau residents also receive income from dividends (other than the PFD), interest, and rent.

Top Employers

The employers with the highest number of workers in Southeast Alaska include:

- State of Alaska (except University of Alaska);
- Juneau School District;
- Southeast Alaska Regional Health Consortium (SEARHC);
- City and Borough of Juneau;
- University of Alaska;
- Bartlett Regional Hospital;
- Ketchikan Gateway Borough School District;
- City of Ketchikan;
- Wal-Mart Associates, Inc.. and
- Peace Health – Ketchikan General Hospital;

The chart below contains Southeast Alaska's top private employers.



Southeast Alaska's Top 10 Private Employers, 2009

2009	2008	Employer	Average Number of Employees (Range)
1	1	SEARHC (Southeast Alaska Regional Health Consortium)	750 - 999
2	2	Ketchikan General Hospital	250 - 499
3	3	Wal-Mart Associates Inc.	250 - 499
4	4	Hecla Greens Creek Mining Company	250 - 499
5	5	Alaska Airlines Inc.	250 - 499
6	8	Reach Inc.	100 - 249
7	7	Trident Seafood Corporation	100 - 249
8	9	Safeway Inc.	100 - 249
9	6	Fred Meyer Stores Inc.	100 - 249
10	10	Central Council Tlingit & Haida	100 - 249

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

Non-residency

The following table shows what percentage of the workforce were non-resident workers in 2008 for each Southeast Alaska borough and Census area. Some of these workers are residents of other communities in Alaska, but the majority is from outside the State. Much of the non-resident workers are in Southeast Alaska during the summer season to work in the fish processing and tourism industries. Non-resident workers had 75.8% of the jobs in the Southeast Alaska fish processing industry in 2008.

Percent of Nonresident Workers in Southeast Alaska in 2008 In State and Local Government, and Private Industry

Borough or Census Area	State Government	Local Government	Private Industry
Haines Borough	6.8%	14.7%	50.6%
Juneau Borough	11.6%	11.7%	31.5%
Ketchikan Gateway Borough	28.8%	20.3%	39.1%
Prince of Wales-Outer Ketchikan	15.0%	17.5%	44.9%
Sitka Borough	18.3%	14.6%	39.0%
Skagway-Hoonah-Angoon	8.6%	19.5%	62.7%
Wrangell-Petersburg	2.5%	10.7%	49.0%
Yakutat Borough	7.1%	20.0%	49.2%
Southeast Alaska Region	14.2%	15.2%	39.1%

Source: Alaska Department of Labor and Workforce Development, Research & Analysis, Nonresidents Working in Alaska, 2008. Note: For this count, nonresident workers include both workers from other Alaska locations, and workers from outside the state.

Unemployment

Southeast Alaska unemployment rates are one area that demonstrates the lesser impact of the national recession on the region. However, Southeast Alaska communities experience dramatic changes in seasonal unemployment rates, while the US as a whole does not.

Southeast Alaska Unemployment Rates 2000 and 2009

		2000	2009	Change 2000-2009
Juneau Borough	Labor Force	18,004	18,458	3%
	Employment	17,188	17,333	1%
	Unemployment	816	1,125	38%
	Unemployment Rate	4.5	6.1	1.60
Ketchikan Gateway Borough	Labor Force	8,279	8,377	1%
	Employment	7,774	7,767	0%
	Unemployment	505	610	21%
	Unemployment Rate	6.1	7.3	1.20
Sitka Borough	Labor Force	4,449	4,626	4%
	Employment	4,241	4,320	2%
	Unemployment	208	306	47%
	Unemployment Rate	4.7	6.6	1.90
Haines Borough	Labor Force	1,394	1,398	0%
	Employment	1,284	1,266	-1%
	Unemployment	110	132	20%
	Unemployment Rate	7.9	9.4	1.50
Prince of Wales-Outer Ketchikan CA	Labor Force	2,655	2,406	-9%
	Employment	2,287	2,018	-12%
	Unemployment	368	388	5%
	Unemployment Rate	13.9	16.1	2.20
Skagway-Hoonah-Angoon CA	Labor Force	1,824	1,831	0%
	Employment	1,648	1,555	-6%
	Unemployment	176	276	57%
	Unemployment Rate	9.6	15.1	5.50
Wrangell-Petersburg Census Area	Labor Force	3,068	2,849	-7%
	Employment	2,778	2,549	-8%
	Unemployment	290	300	3%
	Unemployment Rate	9.5	10.5	1.00
Yakutat Borough	Labor Force	370	321	-13%
	Employment	345	285	-17%
	Unemployment	25	36	44%
	Unemployment Rate	6.8	11.2	4.40
Southeast Economic Region	Labor Force	40,043	40,266	1%
	Employment	37,545	37,093	-1%
	Unemployment	2,498	3,173	27%
	Unemployment Rate	6.2	7.9	1.70

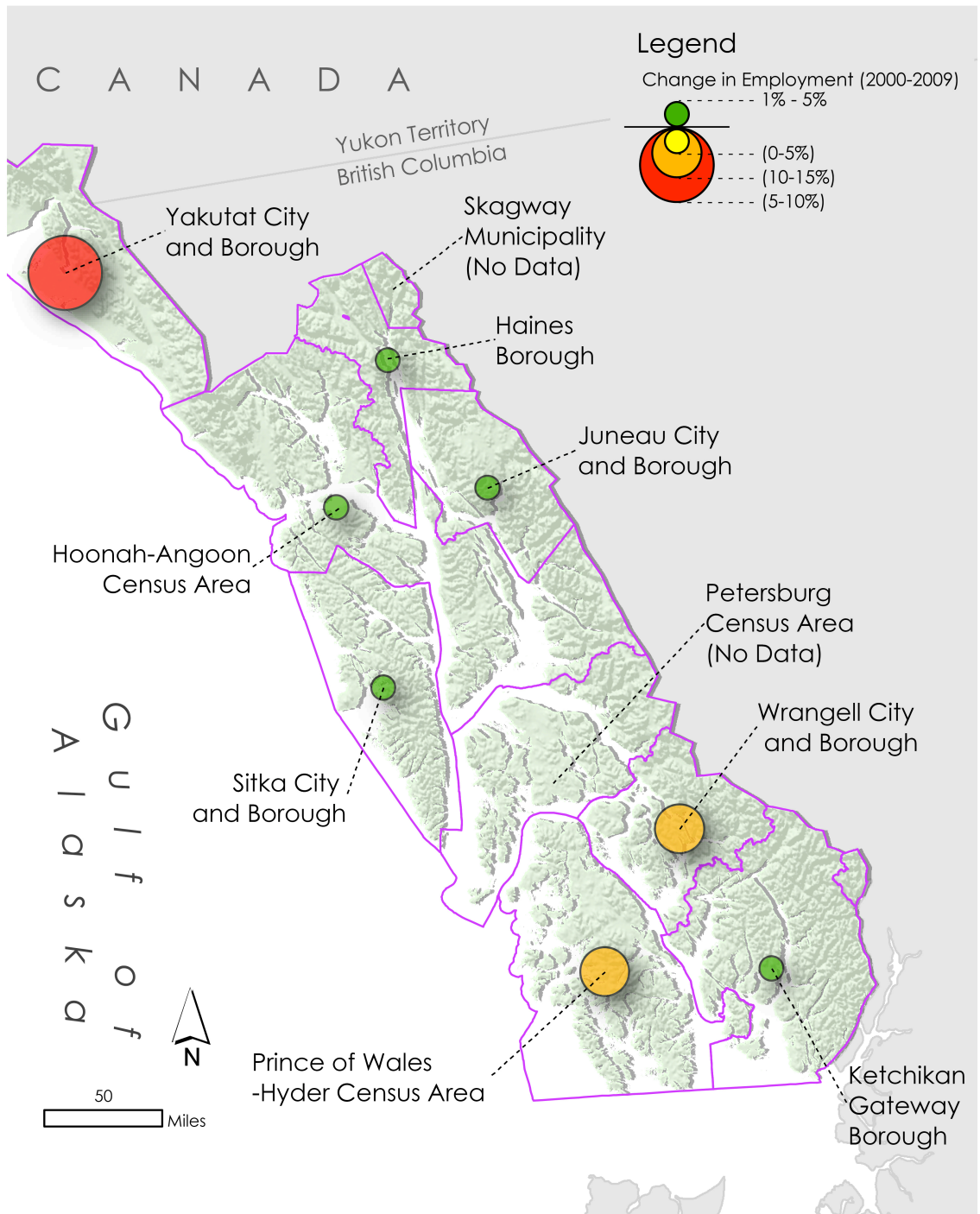
Source: Alaska Department of Labor and Workforce Development, Research & Analysis

Southeast Alaska Unemployment 2010

		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Juneau Borough	Labor Force	18,280	18,137	18,208	18,524	18,078	18,305	18,529	18,309	18,253	18,013
	Employment	16,958	16,814	16,935	17,418	17,035	17,271	17,581	17,331	17,278	16,969
	Unemployment Rate	7.2	7.3	7.0	6.0	5.8	5.6	5.1	5.3	5.3	5.8
Ketchikan Gateway Borough	Labor Force	7,535	7,511	7,608	8,114	8,298	9,074	9,712	9,882	8,905	7,988
	Employment	6,728	6,712	6,819	7,430	7,700	8,488	9,196	9,359	8,373	7,391
	Unemployment Rate	10.7	10.6	10.4	8.4	7.2	6.5	5.3	5.3	6.0	7.5
Sitka Borough	Labor Force	4,330	4,382	4,462	4,541	4,748	4,800	5,139	5,358	4,814	4,492
	Employment	3,961	4,020	4,125	4,260	4,456	4,506	4,870	5,085	4,550	4,214
	Unemployment Rate	8.5	8.3	7.6	6.2	6.1	6.1	5.2	5.1	5.5	6.2
Haines Borough	Labor Force	1,073	1,121	1,144	1,209	1,440	1,539	2,044	2,053	1,848	1,403
	Employment	917	959	982	1,075	1,327	1,436	1,957	1,966	1,759	1,290
	Unemployment Rate	14.5	14.5	14.2	11.1	7.8	6.7	4.3	4.2	4.8	8.1
Prince of Wales-Outer Ketchikan CA	Labor Force	2,346	2,357	2,379	2,245	2,342	2,439	2,539	2,514	2,349	2,367
	Employment	1,871	1,884	1,925	1,885	2,011	2,106	2,215	2,191	2,038	2,058
	Unemployment Rate	20.2	20.1	19.1	16.0	14.1	13.7	12.8	12.8	13.2	13.1
Skagway	Labor Force	556	531	511	527	715	790	821	824	738	603
	Employment	388	369	377	431	697	769	804	803	709	480
	Unemployment Rate	30.2	30.5	26.2	18.2	2.5	2.7	2.1	2.5	3.9	20.4
Hoonah-Angoon CA	Labor Force	882	868	862	918	1,364	1,470	1,514	1,509	1,347	951
	Employment	662	631	645	737	1,192	1,315	1,373	1,373	1,212	820
	Unemployment Rate	24.9	27.3	25.2	19.7	12.6	10.5	9.3	9.0	10.0	13.8
Wrangell-Petersburg Census Area	Labor Force	2,575	2,749	2,717	2,693	2,871	2,969	3,393	3,535	2,977	2,765
	Employment	2,174	2,349	2,355	2,405	2,604	2,708	3,164	3,302	2,747	2,513
	Unemployment Rate	15.6	14.6	13.3	10.7	9.3	8.8	6.7	6.6	7.7	9.1
Yakutat Borough	Labor Force	288	276	277	323	322	339	330	354	344	298
	Employment	241	231	236	287	292	310	304	328	321	273
	Unemployment	47	45	41	36	30	29	26	26	23	25
	Unemployment Rate	16.3	16.3	14.8	11.1	9.3	8.6	7.9	7.3	6.7	8.4
Southeast Region	Labor Force	37,865	37,932	38,168	39,094	40,178	41,725	44,021	44,338	41,575	38,880
	Employment	33,900	33,969	34,399	35,928	37,314	38,909	41,464	41,738	38,987	36,008
	Unemployment	3,965	3,963	3,769	3,166	2,864	2,816	2,557	2,600	2,588	2,872
	Unemployment Rate	10.5	10.4	9.9	8.1	7.1	6.7	5.8	5.9	6.2	7.4

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

Change in Southeast Alaska Labor Force, 2000 to 2009



Source: Alaska Department of Labor. Note: Some boroughs have changed or been created since 2000.

Top Jobs

For an occupation to have the Top Job tag, it must have a percent of growth greater than that for all occupations as a whole, be projected to grow by at least 75 jobs over the ten-year period 2008-2018, and must rank in the top two wage quartiles; or be among the top 50 occupations with the most projected openings and rank in the top two wage quartiles. Occupations lacking wage data were not eligible. The following table shows those occupations in Southeast that have the Top Job tag and are categorized by level or type of training required.

Southeast Alaska's Top Jobs 2008 to 2018¹

	Employment			Openings 2008-2018			Wage Quartile ²
	2008	2018	Pct Chg	Growth	Replacement	Total	
Bachelor's degree or above							
Kindergarten and Elementary School Teachers, Except Special Education** ³	2,962	3,280	10.7%	318	466	784	\$\$\$\$
General and Operations Managers	3,968	4,314	8.7%	346	715	1,061	\$\$\$\$
Associate degree or vocational training							
Registered Nurses**	5,032	6,400	27.2%	1,368	1,143	2,511	\$\$\$\$
Work experience in a related occupation							
Executive Secretaries and Administrative Assistants	3,953	4,360	10.3%	407	761	1,168	\$\$\$
Long-term on-the-job training							
Carpenters**	3,239	3,600	11.1%	361	519	880	\$\$\$
Moderate-term on-the-job training							
Construction Laborers**	5,245	5,920	12.9%	675	730	1,405	\$\$\$
Maintenance and Repair Workers, General	3,431	3,720	8.4%	289	655	944	\$\$\$

¹ To rank as a "Top Job", the occupation must: 1) rank in the top two wage quartiles; AND 2) have projected growth of at least 75 jobs and greater percentage growth than all occupations combined, OR be among one the 50 occupations with the most projected openings (of those with wages in the top two quartiles).

² Earnings: \$\$\$ = \$19.50 - \$29.98 hourly (\$40,570 - \$62,330 annually), \$\$\$\$ = More than \$29.98 hourly (\$62,330 annually). Based on May 2009 OES estimates for Alaska.

³ Combines two standard occupations: Kindergarten Teachers (25-1212) and Elementary School Teachers (25-2011)

**Denotes occupations projected to grow by at least 75 jobs with percentage growth greater than percentage growth for all occupations; and among the top 50 occupations (in the top two wage quartiles) projected to have the most job openings throughout the forecast period.

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

The top job, by number of employees, in Southeast Alaska is retail salesperson. Other jobs in the top five are cashiers, construction workers, office clerks, and bookkeepers. The top 50 jobs are listed below:

Top 50 Jobs in Southeast Alaska

Rank	Title	Number Employed	% Aged 50 or older
1	Retail Salespersons	1,224	26%
2	Cashiers	879	18%
3	Construction Laborers	705	24%
4	Office Clerks, General	673	29%
5	Bookkeeping, Accounting, and Auditing Clerks	667	33%
6	Meat, Poultry, and Fish Cutters and Trimmers	567	30%
7	Teacher Assistants	537	33%
8	Office and Administrative Support Workers, All Other	507	28%
9	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	498	43%
10	Executive Secretaries and Administrative Assistants	484	37%
11	Combined Food Preparation and Serving Workers, Including Fast Food	479	12%
12	Laborers and Freight, Stock, and Material Movers, Hand	421	23%
13	Maintenance and Repair Workers, General	412	42%
14	General and Operations Managers	407	44%
15	Registered Nurses	396	53%
16	Waiters and Waitresses	386	12%
17	Elementary School Teachers, Except Special Education	378	39%
18	Nursing Aides, Orderlies, and Attendants	357	31%
19	Carpenters	350	21%
20	Teachers and Instructors, All Other	340	39%
21	Tour Guides and Escorts	332	24%
22	Maids and Housekeeping Cleaners	327	32%
23	Receptionists and Information Clerks	301	27%
24	Stock Clerks and Order Fillers	299	20%
25	Sales and Related Workers, All Other	298	26%
26	Operating Engineers and Other Construction Equipment Operators	288	42%
27	Accountants and Auditors	277	39%
28	Administrative Services Managers	263	49%
29	Secretaries, Except Legal, Medical, and Executive	259	40%
30	Transportation Attendants, Except Flight Attendants and Baggage Porters	244	41%
31	Customer Service Representatives	242	19%
32	Secondary School Teachers, Except Special and Vocational Education	241	37%
33	Bartenders	240	26%
34	Reservation and Transportation Ticket Agents and Travel Clerks	230	27%
35	Personal and Home Care Aides	228	37%
36	Truck Drivers, Heavy and Tractor-Trailer	227	34%
37	First-Line Supervisors/Managers of Retail Sales Workers	225	34%
38	Sailors and Marine Oilers	223	41%
39	First-Line Supervisors/Managers of Office and Administrative Support Workers	220	40%
40	Managers, All Other	220	50%
41	Cargo and Freight Agents	209	26%
42	Tellers	184	19%
43	Transportation Workers, All Other	182	19%
44	Captains, Mates, and Pilots of Water Vessels	181	41%
45	Food Preparation Workers	179	27%
46	Medical and Health Services Managers	178	48%
47	Billing and Posting Clerks and Machine Operators	174	35%
48	Police and Sheriff's Patrol Officers	172	13%
49	Chief Executives	168	63%
50	Computer Programmers	159	40%

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

The following table shows how many business licenses are held in each regional community.

Total Southeast Alaska Business Licenses November 2010

Juneau	3425
Ketchikan	2042
Sitka	1265
Petersburg	516
Haines	398
Wrangell	290
Craig	267
Skagway	247
Ward Cove	220
Auke Bay	216
Douglas	209
Gustavus	130
Hoonah	103
Thorne Bay	99
Klawock	88
Coffman Cove	56
Elfin Cove	40
Kake	33
Pelican	29
Tenakee Springs	24
Metlakatla	22
Angoon	21
Hyder	21
Hydaburg	16
Port Alexander	16
Edna Bay	13
Kasaan	13
Naukatli Bay	11
Whale Pass	8
Point Baker	6
Meyers Chuck	5
Klukwan	1
Grand Total	9851

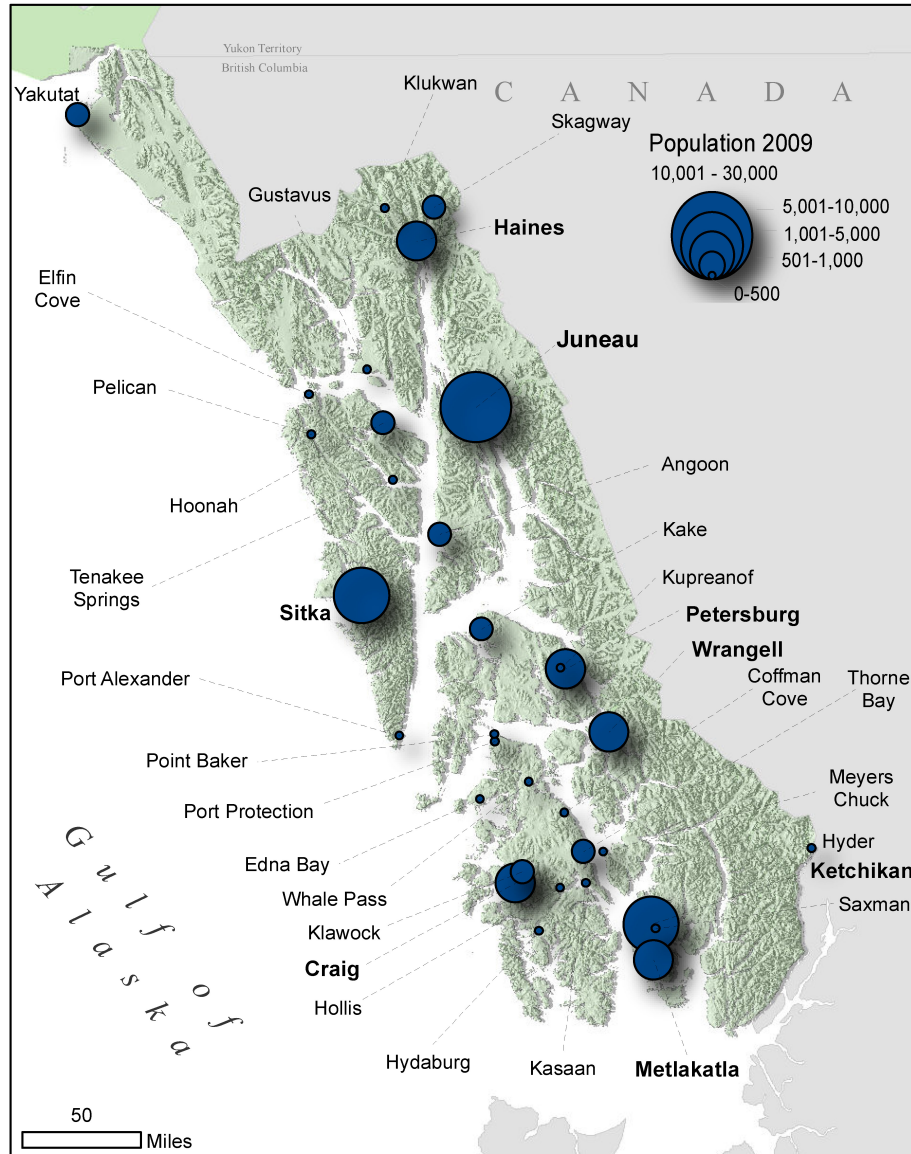
Source: Alaska Division of Corporations, Business, and Professional Licensing

Southeast Alaska Population

The 2009 population of Southeast Alaska is 69,338 with the largest concentrations of population in Juneau, Ketchikan, and Sitka, which together comprise 75 percent of the regional population.

Population by Community

Population of Southeast Alaska 2009



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

There are 34 communities in Southeast Alaska with a population of more than one, and 22 with a population more than 100. Of those 22 communities, 18 lost a portion of their population between

2000 and 2009, including six that lost between 20 and 30 percent of local residents: Yakutat, Kake, Angoon, Thorne Bay, Coffman Cove, and Pelican.

Southeast Alaska Community Population Change, 2000-2009

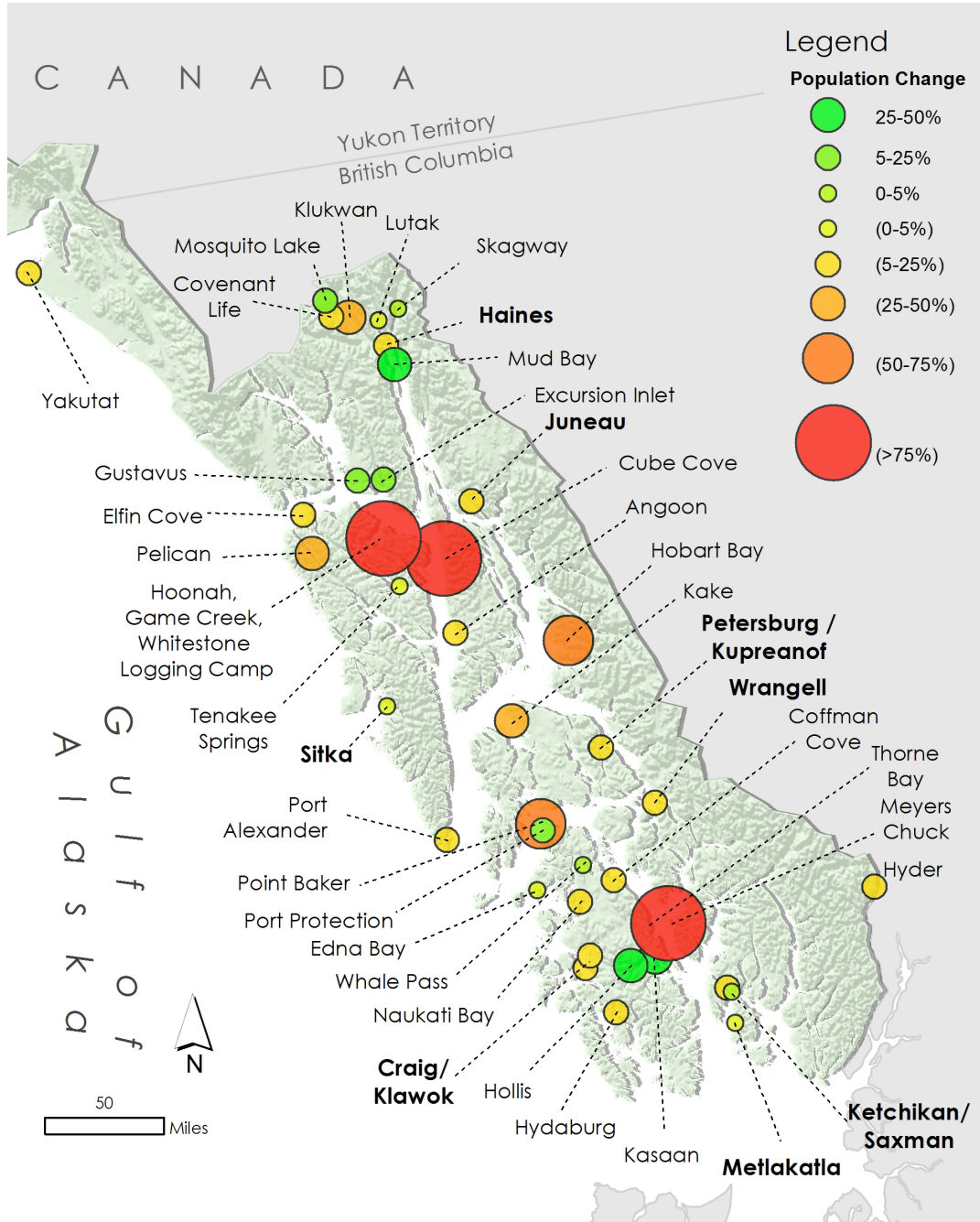
Southeast Alaska Community	2009	2008	2000	Change 2000-09	Change 2008-09
Juneau City and Borough	30,661	30,405	30,711	0%	1%
Ketchikan Gateway Borough	12,984	12,980	14,059	-8%	0%
Sitka City and Borough	8,627	8,641	8,835	-2%	0%
Petersburg City	2,973	3,010	3,224	-8%	-1%
Haines City and Borough (includes Covenant Life, Mosquito Lake, Mud Bay, Lutak, and Excursion Inlet)	2,286	2,322	2,392	-4%	-2%
Wrangell City and Borough	2,058	2,109	2451	-16%	-2%
Craig (AK Native Village Statistical Area)	1,400	1,413	1,725	-19%	-1%
Metlakatla Indian Community	1,385	1,370	1,447	-4%	1%
Skagway Municipality	865	846	862	0%	2%
Klawock City	782	781	854	-8%	0%
Hoonah City	764	819	860	-11%	-7%
Yakutat City and Borough	628	592	808	-22%	6%
Kake City	497	519	710	-30%	-4%
Gustavus City	451	446	429	5%	1%
Angoon City	442	429	572	-23%	3%
Thorne Bay City	424	439	557	-24%	-3%
Hydaburg City	340	341	382	-11%	0%
Hollis CDP	193	179	139	39%	8%
Coffman Cove City	152	141	199	-24%	8%
Pelican City	122	112	163	-25%	9%
Naukatli Bay CDP	118	123	135	-13%	-4%
Tenakee Springs City	104	99	104	0%	5%
Hyder CDP	87	94	97	-10%	-7%
Klukwan CDP (Chilkat)	72	72	139	-48%	0%
Port Protection CDP	72	66	63	14%	9%
Port Alexander City	61	51	81	-25%	20%
Whale Pass CDP	60	48	58	3%	25%
Kasaan City	56	54	39	44%	4%
Edna Bay CDP	49	40	49	0%	23%
Elfin Cove CDP	25	22	32	-22%	14%
Kupreanof City	24	27	23	4%	-11%
Game Creek CDP	16	18	35	-54%	-11%
Point Baker CDP	11	15	35	-69%	-27%
Whitestone Log. Camp CDP	9	11	116	-92%	-18%

Source: ADOL, Research and Analysis Section and the US Census Bureau. 2009 populations greater than one.

Note: CDPs (census-designated places) are populated areas that resemble incorporated places, but lack separate municipal government.

The following map shows the percent change in population by community, 2000 to 2009.

Change in Southeast Alaska Population, 2000 to 2009



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

Southeast Alaska's Population Decline

Southeast continues to have the largest overall population declines in Alaska. The region as a whole had experienced slow population growth until about 1997, although some communities had been losing population before that time. Much of the population loss in the region (especially in the Prince of Wales-Outer Ketchikan and Wrangell-Petersburg Census Areas) since 2000 is due to decline in the timber harvest and manufacturing industries. According to a 2004 Alaska Trends article, Neil Gilbersen sites jobs losses in the fishing industry as a secondary reason for regional population losses. There has also been a reduction in state and federal jobs. Declines in these industries and stagnation in others has resulted in slower job growth in the region. In addition, reductions in State and Federal funds available to communities and high fuel prices have curtailed municipal services offered and increased cost of living in small communities, resulting in out-migration. Out-migration from smaller communities may have contributed to in-migration to the larger communities in the region where jobs are more available, such as Ketchikan, Sitka and, especially, Juneau.

From 2000 to 2009, 8,304 more people moved away from Southeast Alaska than moved to the region and the regional population outside of Juneau lost 8.7 percent. During the same time, the population of Alaska grew by 10 percent.

In 2009, the non-Juneau Southeast region was 8.7 percent below its 2000 population level, while Juneau is less than one percent below its 2000 population. In this way, the region lags behind state and national trends. Between 2000 and 2009, the population of Alaska increased by 65,383 (10 percent), while the population of Juneau decreased by 50 and the population of the region decreased by 3,744.

Juneau and Regional Population Overview

Population	2009	2008	2000	Change 2008-2009	Change 2000-2009
Southeast Alaska	69,338	69,163	73,082	0.3%	-5.1%
Non Juneau Southeast Alaska	38,677	38,758	42,371	-0.2%	-8.7%
Alaska	692,314	681,977	626,931	1.5%	10.4%
United States	307,006,550	304,059,724	282,216,952	1.0%	8.8%

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

Migration

The following table shows population changes in Southeast Alaska's boroughs and Census Areas between 2000 and 2009. A look at the elements of population change shows that there has been positive natural growth in the region of 4,560. In other words, there were 4,560 more births in Southeast Alaska between 2000 and 2009 than deaths. However, migration statistics shows a declining population trend. Between 2000 and 2009 there were 8,304 more people who moved away from the region than moved to Southeast Alaska, and every community had a negative net migration.

The population of Southeast Alaska is extremely mobile, resulting in a high influx and outflux of residents. According to the state demographer, between 5,600 to 5,900 permanent Southeast Alaska residents move away from Southeast Alaska annually, to be replaced by 5,600 to 5,900 incoming residents. The US Census estimates that 10% of Southeast Alaska residents lived in a different community just one year ago. In this way, Southeast Alaskans have a higher migration rate than Alaskans as a whole (9%) and significantly higher than the US (6%).

Southeast Alaska Population Trends by Borough or Census Area

Borough or Census Area	2000 Census	2009 Estimate	Change 2000-2009	Natural Increase (Births - Deaths) 2000-2009*	Net Migration (In-Out) 2000-2009*
Haines Borough	2,392	2,286	-4.43%	36	-142
Juneau City and Borough	30,711	30,661	-0.16%	2,349	-2,399
Ketchikan Gateway Borough	14,059	12,984	-7.64%	861	-1,936
Prince of Wales-Outer Ketchikan CA	6,157	5,392	-12.42%	367	-1,132
Sitka City and Borough	8,835	8,627	-2.35%	606	-814
Skagway-Hoonah-Angoon CA **	3,436	2,908	-15.37%	133	-661
Wrangell-Petersburg CA**	6,684	5,852	-12.45%	172	-1,004
Yakutat City and Borough	808	628	-22.28%	36	-216
Southeast Alaska Total	73,082	69,338	-5.12%	4,560	-8,304

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

*Natural Increase and Net Migration were calculated between 04/01/2000 (U.S. Census count) and 06/30/2009 (AKDOLWD estimate). **Between 2000 and 2008, Skagway and Wrangell formed boroughs. To be able to report changes consistently, 2009 population counts were reported in the former Census Areas.

Change in Southeast Alaska Population by Age

Migration is one mechanism that changes the demographic of our region, aging is another. While the number of older Alaskans is increasing at a rate more than four times the national average, Southeast Alaska has aged at a faster pace than the state or nation. Southeast Alaska's shifting demographics mean that Southeast's senior population is becoming more significant by the year. The proportion of those 55 and older in Southeast increased from 12 percent in 1990 to 24 percent in 2009. By 2020 those 55 and older are expected to make up nearly a third (32 percent) of the local population.

Southeast Alaska is aging at a much faster rate than the state or nation. By 2020, a third of the region will be 55 or older.

Southeast Residents 55 and Older: by Percent of Population 1990, 2009, 2020 (est.)

Area	1990	2009	2020
Total 55+ %	12%	24%	32%

Source: ADOL, Research and Analysis Section and the US Census Bureau.

Some age groups are growing faster than others. From 2000 to 2009, the number of Southeast Alaskans between the ages of 55 to 69 increased by a staggering 60 percent. During the same period, the number of Southeast Alaskans between the ages of 30 and 34 decreased by 27 percent.

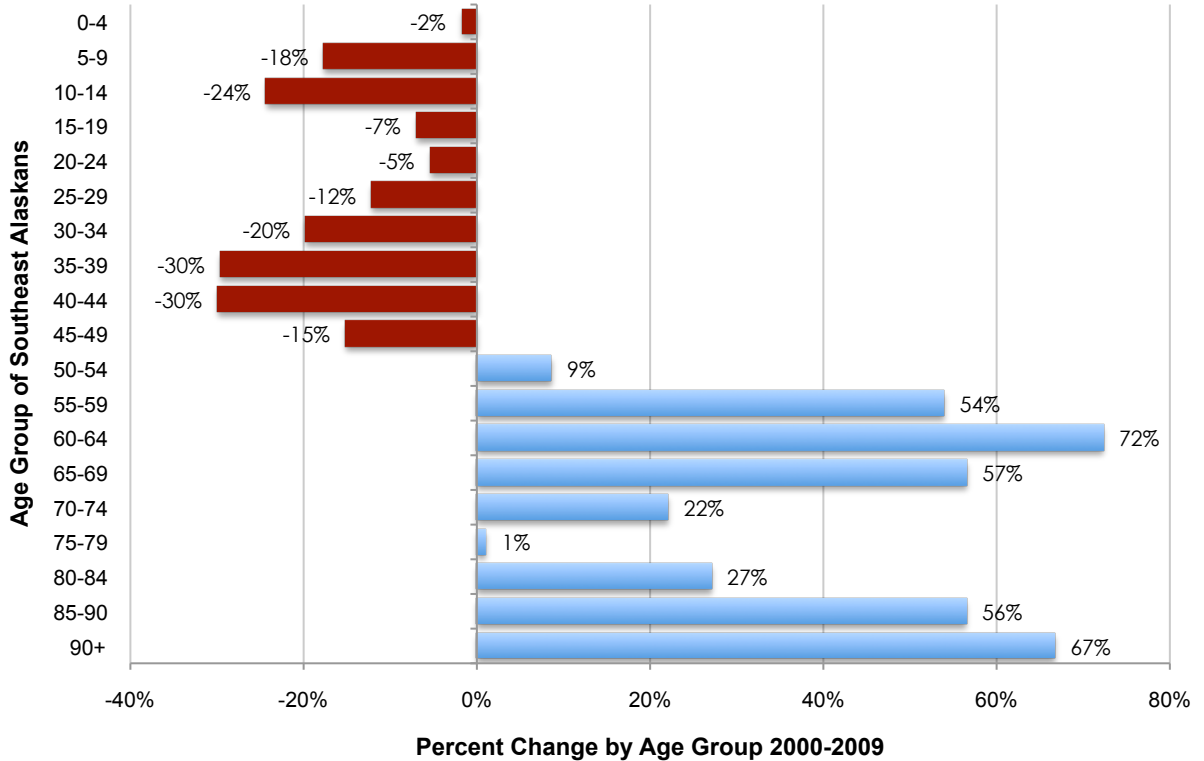
Change in Southeast Alaska Population by Age, 2000-2009

Age Group	2000	2009	Percent Change 2000-2009
0-14	16,683	14,094	-16%
15-29	13,580	12,488	-8%
30-44	18,731	13,692	-27%
45-54	12,637	12,081	-4%
55-69	7,876	12,624	+60%
70+	3,575	4,359	+22%
Median	35.8	39.3	+3.5 years

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

The chart below depicts the aging of Southeast by age group in five-year increments between 2000 and 2009. The number of Southeast Alaskans in every age group under 49 has decreased in size during this time period, while every age group above the age of 50 has increased.

Change in Southeast Alaska Population by Age, 2000-2009



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

In 2009 the median age in Southeast Alaska was 39.3, a leap in median age of 3.5 years from 2000 when the median age was 35.8. The Southeast regional population was the oldest in the state. Some areas of the region are notably older, such as Haines, with a median age of 46.4 and Wrangell at 45.2. The state and national median ages were both lower than the region, 33.5 and 36.7 respectively.

Median Age, 2009, 2019 (est.)

Area	Median Age 2009	Projected Median Age 2019
Southeast Alaska	39.3	39.6
Juneau	38.0	38.1
Haines	46.4	49.7
Ketchikan	39.0	38.9
Prince of Wales/Outer Ketchikan	39.3	39.8
Sitka	39.3	40.2
Skagway-Hoonah-Angoon	43.5	45.0
Wrangell-Petersburg	42.2	43.3
Yakutat	38.4	40.2
Alaska	33.5	32.5

Source: ADOL, US Census

Population Projections

The Alaska Department of Labor and Workforce Development (AKDOLWD) recently released population projections for Alaska from 2009 to 2034. The following table presents those projections for Southeast Alaska by Borough and Census Area.

From 2009 to 2019, the total population of Alaska is expected to grow by 25 percent. The only regional population in the state expected to decline over the projection period is Southeast Alaska. Southeast's projected loss is nearly 3,000 people (a 4 percent decline). By 2023, Southeast Alaska is expected to be down 9,866 people from 2009 levels (a 14 percent drop). Southeast Alaska is home to the three areas expected to have the most dramatic population losses in the state, including the Haines Borough, the Wrangell-Petersburg and Prince of Wales census areas.

The only region in Alaska expected to lose population in the future is Southeast Alaska.

Population Projections for Southeast Alaska, 2009 to 2034

	2009	2014	2019	2024	2029	2034	Projected Pop Change 2009-2019	Projected Pop Change 2009-2034
Haines Borough	2,286	2,133	1,974	1,802	1,619	1,422	-14%	-38%
Juneau City and Borough	30,661	30,884	31,051	31,040	30,710	30,191	1%	-2%
Ketchikan Gateway Borough	12,984	12,464	11,934	11,339	10,633	9,878	-8%	-24%
Prince of Wales-Outer Ketchikan	5,392	5,052	4,721	4,368	3,966	3,566	-12%	-34%
Sitka City and Borough	8,627	8,578	8,505	8,400	8,215	8,000	-1%	-7%
Skagway-Hoonah-Angoon	2,908	2,785	2,642	2,483	2,297	2,100	-9%	-28%
Wrangell-Petersburg	5,852	5,445	5,070	4,701	4,276	3,828	-13%	-35%
Yakutat City and Borough	628	607	583	559	528	487	-7%	-22%
Southeast Region Total	69,338	67,948	66,480	64,692	62,244	59,472	-4%	-14%

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

Southeast Alaska's negative growth rate was calculated based on historic population loss, relatively low birth rates, and a high median age. According to the Alaska Department of Labor, the future of Southeast Alaska is uncertain because of its "dependence on future social and economic developments". For Southeast Alaska to grow in the future, a sharp rise in net-migration would be required. In this way, the population projections are a bit like the ghost of Southeast Alaska to come. If industry expansion does not occur, and Southeast Alaskans continue to age in place without attracting a significant number of new residents, the region can expect continued population declines. The region must be innovated and attract new industries and opportunities.

Population History

Past trends show that Southeast Alaska has historically been a high growth region, and could be again. Between 1970 and 2000, for example, most of the communities of the region grew rapidly. The largest community of the region, Juneau, grew by 127 percent during this period. The communities of Craig, Gustavus, Klawock, Port Alexander, and Yakutat each grew by 100 to 570 percent. The decline of the timber industry was an extreme loss to the region, but past trends indicate that a turn around is possible.

Historic Population Levels

Community	1970	1980	1990	2000	2009	Population Change 1970-2000
Angoon	400	465	638	572	442	43%
Craig	272	527	1,260	1,397	1,400	414%
Edna Bay	112	6	86	49	49	-56%
Elfin Cove	49	28	57	32	25	-35%
Gustavus	64	98	258	429	451	570%
Haines Borough	1,504	1,680	2,117	2,392	2,286	59%
Hoonah	748	680	795	860	764	15%
Hydaburg	214	298	384	382	340	79%
Hyder	49	77	99	97	87	98%
Juneau	13,556	19,528	26,751	30,711	30,661	127%
Kake	448	555	700	710	497	58%
Kasaan	30	25	54	39	56	30%
Ketchikan Gateway Borough	10,041	11,316	13,828	14,070	12,984	40%
Klawock	213	318	722	854	782	301%
Klukwan	103	135	129	139	72	35%
Kupreanof	36	47	23	23	24	-36%
Metlakatla	1,245	1,333	1,464	1,375	1,385	10%
Pelican	133	180	222	163	122	23%
Petersburg	2,042	2,821	3,207	3,224	2,973	58%
Point Baker	80	90	39	35	11	-56%
Port Alexander	36	86	119	81	61	125%
Sitka	6,109	7,803	8,588	8,835	8,627	45%
Skagway	675	814	692	862	865	28%
Tenakee Springs	86	138	94	104	104	21%
Thorne Bay	443	377	569	557	424	26%
Yakutat	190	449	534	808	628	325%

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

Southeast Alaska Dependency Ratios

According to the Alaska Department of Labor, dependency ratios show how large a burden of support is placed on the working age population by the young and the old. In 2009, every 100 Southeast Alaskans of working age supported 38.1 children under 18 years of age and 15.5 persons over 65 and a total dependency of 53.6. In 2009, every 100 persons of working age in the United States as a whole supported 38.6 children and 20.5 persons over 65 for a total dependency of 59.1.

Thus, working Southeast Alaskans have a lower dependency burden than the average American, or the average Alaskan because of the lower burden of elders nationally and the lower burden of youth statewide. It is important to note that the dependency burden for White Alaskans is far less than that for Alaska Natives. Every 100 Alaska Native persons of working age must support 69.3 additional persons compared to 51.8 for Whites. This added burden is made worse by the higher unemployment, lower labor force participation and lower incomes of many Alaska Natives.

Southeast Alaska Dependency Ratios, 2000-2009

	Southeast 2009	Alaska 2009	US 2009
Aged Dependency (65+/18-64)	15.5	11.9	20.5
Youth Dependency (<18/18-64)	38.1	45.4	38.6
Total Dependency Ratio	53.6	57.2	59.1

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

Southeast Alaska Dependency Ratios, 2000-2009

	Aged Dependency (65+/18-64)		Youth Dependency (<18/18-64)	
	2009	2000	2009	2000
Southeast	15.5	11.1	38.1	43.1
Haines Borough	21.7	16.4	31.0	40.1
Ketchikan Gateway Borough	16.4	12.3	39.6	44.0
Sitka Borough	17.3	13.1	37.5	42.1
Hoonah-Angoon Census Area	20.0	10.8	34.4	45.0
Yakutat Census Area	14.3	8.0	40.7	42.2
Petersburg Census Area	18.5	13.5	40.1	49.1
Juneau Borough	12.6	9.1	37.7	41.2
Prince Of Wales- Outer Ketchikan Census Area	16.3	9.0	43.3	49.1
Skagway-Hoonah-Angoon Census Area	18.0	11.1	31.4	40.6
Skagway Municipality	13.8	11.9	25.0	28.9
Wrangell-Petersburg Census Area	21.6	15.6	39.5	48.8
Wrangell City And Borough	27.6	19.1	38.5	47.5

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

Education and Workforce Readiness

In this section we will explore workforce readiness, the quality of public kindergarten through 12th grade education, and the University of Alaska Southeast.

As part of the Southeast Alaska Business Climate 2010 Survey, business owners and operators were asked about several aspects of workforce readiness. Specific elements were identified as benefits or barriers to operating a business in Southeast Alaska. In each workforce area (quality of high school and university graduates, availability of semi-skilled and professional labor, and the job readiness of entry-level workforce) business owners were more likely to say that the quality or job readiness of the workforce was a barrier rather than a benefit. Of the workforce elements, business owners were least likely to say that the quality of local university undergraduates presented a barrier to their business (21% said it was a barrier, 19% said it was a benefit, 35% said it was neither).

Southeast Alaska business leaders are not satisfied with the level of workforce readiness for entry-level workers, with half of the region's employers calling their level of readiness a barrier.

Approximately half of respondents (49%) considered the job readiness of entry-level workforce to be a problem.

How Significant are each of the Workforce Elements Listed Below to Operating Your Business in Southeast Alaska?

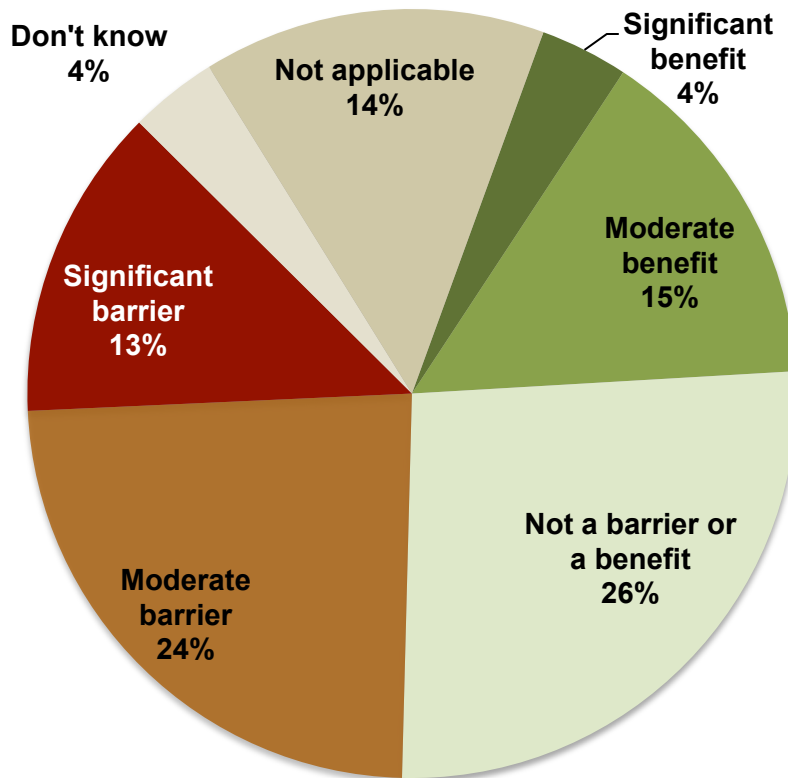
	The quality of local high school graduates	The quality of local university undergraduates	Job-readiness of entry-level workforce	Availability of semi-skilled workforce	Availability of professional & technical workforce
Net benefit	19%	19%	13%	14%	14%
Significant benefit	4%	5%	3%	5%	5%
Moderate benefit	15%	13%	9%	9%	9%
Net barrier	37%	21%	49%	45%	43%
Moderate barrier	24%	16%	28%	28%	22%
Significant barrier	13%	5%	21%	17%	21%
Not a barrier or a benefit	26%	35%	22%	26%	24%
Don't know	4%	6%	4%	2%	3%
Not applicable	14%	20%	12%	13%	16%

Source: "Southeast Alaska Business Climate Survey" December 2010, JEDC

Quality of K-12 education:

More than a third (37%) of business owners and business leaders consider the quality of Southeast Alaska high school graduates to be an impediment to business operations, while 19% said that the quality of regional high school graduates was a benefit.

How significant is the quality of local high school graduates to operating your business in Southeast Alaska?



Source: "Southeast Alaska Business Climate Survey" December 2010, JEDC

Some in depth analysis is presented below:

- Business owners in Wrangell were the least likely to say that graduate quality constituted a barrier (29%), while Sitka respondents were the most likely to have concerns regarding high school quality (57%).
- Generally, the more employees a business has, the more likely it is that the owner/manager found high school graduate quality to be an issue. 26% of owners/managers of smaller companies (1-3 employees) found the quality of regional high

school education to be a barrier, versus 50% of those leading larger companies (25 or more employees).

- Industry sectors where more than half of the respondents considered the quality of high school education to be a barrier included forestry, mining, construction, and the financial sectors.

Math, Science and Reading Test Scores

JEDC did an analysis of Standards-Based Assessment (SBA) test scores by Southeast Alaska community. JEDC averaged scores administered to 4th, 8th, and 10th grade students – as those are

The schools in the region with the highest test scores can be found in Skagway, Wrangell and Haines.

the years that test science proficiency – so that one average score per community could be compared to the rest of the region and the state. The resulting data show that the highest performing students on the SBA exams come from

the communities of Skagway, Wrangell and Haines. Overall, the Wrangell school district scored the best on math and reading, while Haines scores the best on science. Half of the school districts in the region performed better than the state-wide average.

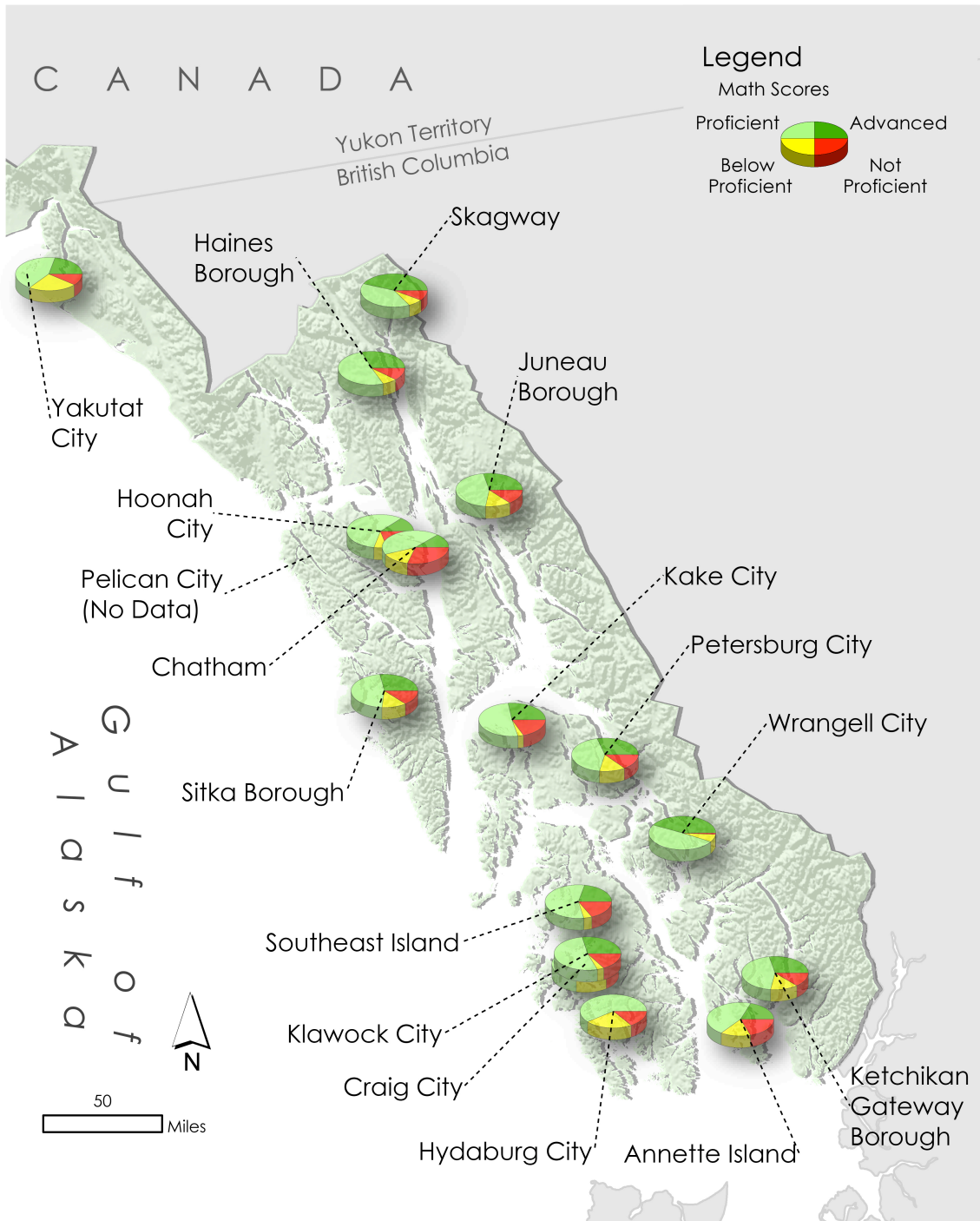
Average 4th, 8th, & 10th grade SBA scores by School District, 2009

School District	Average of Advanced Scores			Combined Proficient & Advanced		
	Math	Reading	Science	Math	Reading	Science
Skagway	45%	51%	41%	85%	89%	78%
Wrangell	44%	47%	35%	93%	95%	73%
Haines	32%	42%	43%	83%	92%	78%
Sitka	28%	38%	27%	73%	85%	60%
Juneau	29%	35%	29%	73%	83%	62%
Klawock	29%	27%	23%	82%	91%	54%
Ketchikan	29%	34%	22%	72%	85%	59%
Petersburg	30%	37%	23%	71%	88%	50%
Southeast Island	21%	32%	27%	79%	81%	58%
Craig	21%	41%	22%	69%	90%	55%
Yakutat	21%	18%	19%	63%	87%	46%
Kake	28%	28%	0%	79%	79%	38%
Annette Island	18%	27%	16%	63%	78%	42%
Hoonah	11%	13%	9%	71%	87%	48%
Chatham	11%	17%	9%	55%	68%	36%
Hydaburg	0%	0%	0%	58%	80%	13%
Southeast	25%	31%	22%	73%	85%	53%
Statewide	26%	31%	23%	69%	81%	55%

Source: State of Alaska Department of Education and Early Development



Average 4th, 8th, and 10th Grade SBA Math Scores by Southeast Alaska School District, 2009



Source: State of Alaska Department of Education and Early Development

Declining Enrollment

As previously discussed, in 2009 the Southeast Alaska population was significantly below its 2000 population levels. One area in which the effect of this change is very evident is in the decreasing population of Southeast Alaska school children.

In 2009 Southeast Alaska had 2,400 fewer children enrolled in the public school system (preschool through 12th grade) than in 2000, a regional decrease of 17 percent.

From 2000 to 2009, every Southeast Alaska school district saw enrollment declines between 12 and 58 percent.

This decline is due to the aging demographics of the region, state and nation, along with the regional decline of the timber industry. In 1990, 3,400 workers were directly employed in the timber industry in Southeast Alaska, whereas today there are 214. Losing so much of this major industry in the region has directly impacted the population.

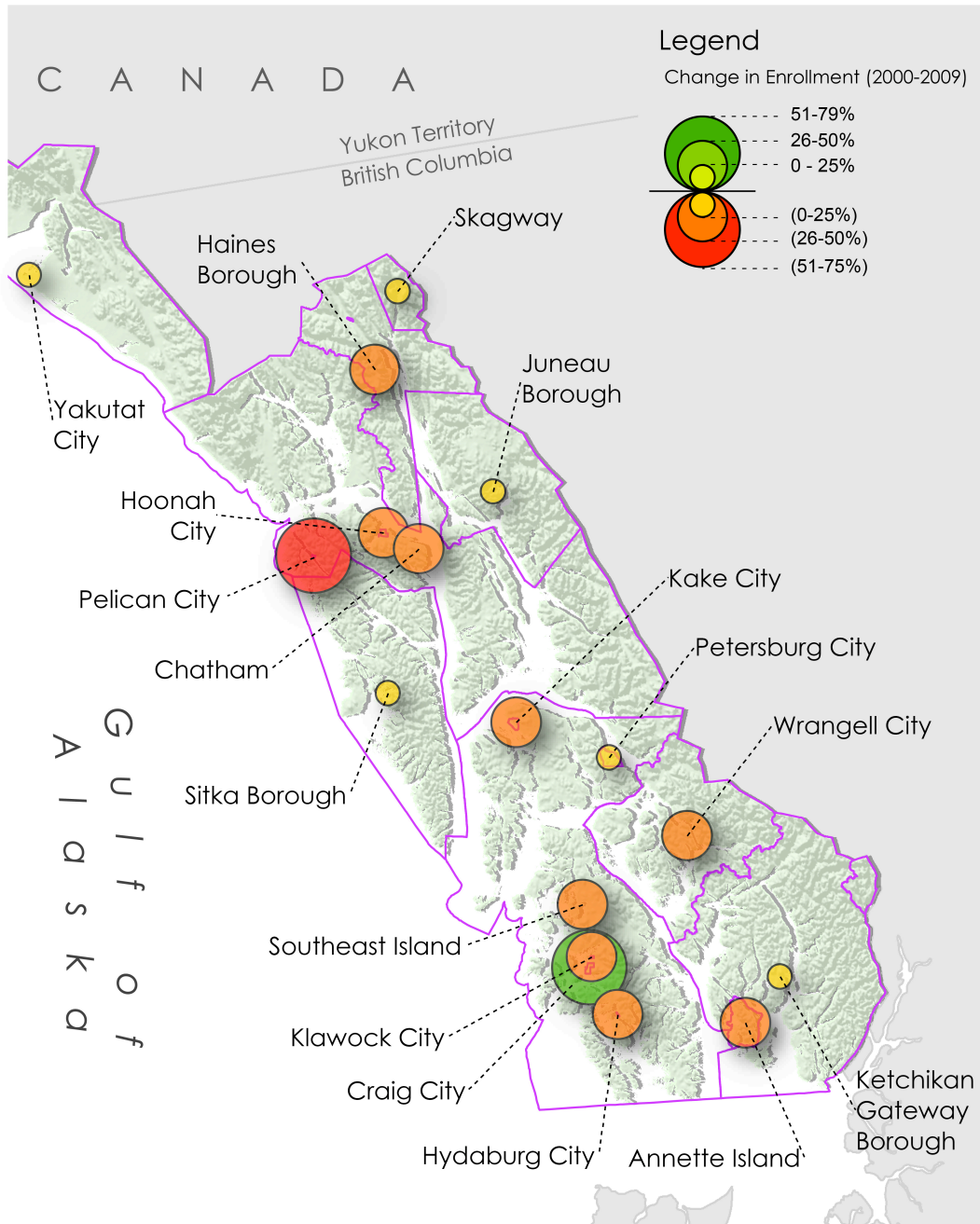
Change in School Enrollment Southeast Alaska, 2000 to 2009

District Name	Total Schools 2009	PK to 12th Enrollment 2000	PK to 12th Enrollment 2009	Change In Enrollment 2000 to 2009
Annette Island School District	3	374	273	-27%
Chatham School District	5	248	157	-37%
Craig City School District	5	420	736	75%
Haines Borough School District	4	425	312	-27%
Hoonah City School District	2	236	126	-47%
Hydaburg City School District	1	108	69	-36%
Juneau Borough School District	14	5,699	5,036	-12%
Kake City School District	1	166	96	-42%
Ketchikan Gateway Borough School District	10	2,643	2,164	-18%
Klawock City School District	1	203	125	-38%
Pelican City School District	1	36	15	-58%
Petersburg City School District	3	701	526	-25%
Sitka School District	6	1,746	1,335	-24%
Skagway City School District	1	133	100	-25%
Southeast Island School District	11	298	173	-42%
Wrangell Public School District	3	505	325	-36%
Yakutat School District	1	159	124	-22%

Source: State of Alaska Department of Education and Early Development

While the Craig City School District appears to have more students enrolled, this increase is due to a new statewide correspondence program added in that time, and does not represent an increase in the Craig or Southeast Alaska student populations.

Change in Preschool through 12th Grade Enrollment in Southeast Alaska by School District, 2000-2009



Source: State of Alaska Department of Education and Early Development



Graduation and Dropout Rates

In 2009, 858 students graduated from Southeast Alaska high schools. The three school districts with the highest graduation rates include Wrangell, Annette Island, and Mt. Edgecumbe. The highest number of high school graduates came from Juneau, with 348. On average, the Southeast Alaska dropout rates are lower in Southeast Alaska than Alaska as a whole (3.8% in Southeast versus 5.2% statewide) and the high school graduation rates are higher (73% in Southeast versus 68% statewide).

Diplomas, High School Graduation and Dropout Rates, 2009

District Name	High School Graduates Regular Diplomas	High School Dropout Rate 2009	High School Graduation Rate 2009
Annette Island School District	24	0.0%	96.0%
Chatham School District	9	5.4%	75.0%
Craig City School District	19	6.6%	57.6%
Haines Borough School District	20	2.6%	87.0%
Hoonah City School District	5	4.6%	35.7%
Hydaburg City School District	4	8.8%	80.0%
Juneau Borough School District	348	4.3%	76.5%
Kake City School District	4	6.8%	57.1%
Ketchikan Gateway Borough School District	155	6.0%	62.8%
Klawock City School District	12	1.5%	85.7%
Mt. Edgecumbe	89	0.0%	93.7%
Pelican City School District	0	0.0%	0.0%
Petersburg City School District	47	0.8%	88.7%
Sitka School District	91	3.4%	78.4%
Skagway City School District	5	5.7%	83.3%
Southeast Island School District	11	6.9%	73.3%
Wrangell Public School District	31	2.3%	91.2%
Yakutat School District	8	0.0%	88.9%
Alaska Average	8,008	5.2%	67.6%
Southeast Average	858	3.8%	72.8%

Source: State of Alaska Department of Education and Early Development

Southeast Alaska higher education:

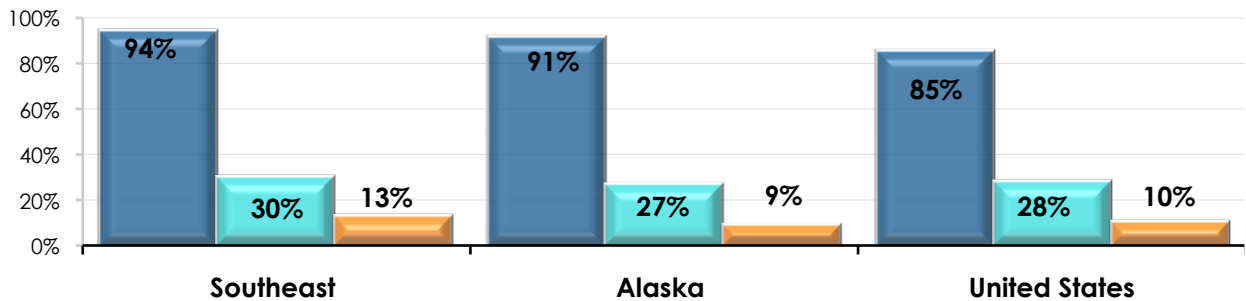
Educational Attainment

Juneau and Southeast Alaska residents have a higher level of average educational attainment than the state and national populations. In 2009, 94 percent of Southeast residents over the age of 25 had at least a high school degree, 30% had a Bachelor's degree or higher, and 13 percent had a graduate degree. The percent Southeast residents who are high school graduates is 9 percentage points higher than the US average of 85 percent. Overall, 94 percent of Southeast Alaska residents have at least a high school degree (or equivalent).

Educational Attainment by Percent 2009, Age 25+

	Southeast Alaska 2009 Estimate	Southeast 2009 Estimate	Alaska 2009 Estimate	US 2009 Estimate
Population 25 years and over	47,744	47,744	431,178	201,952,383
Less than 9th grade	375	1%	3%	6%
9th to 12th grade, no diploma	2,436	5%	6%	9%
High school graduate (includes equivalency)	13,191	28%	28%	29%
Some college, no degree	13,215	28%	30%	21%
Associate's degree	4,318	9%	8%	8%
Bachelor's degree	8,133	17%	18%	18%
Graduate or professional degree	6,076	13%	9%	10%
Percent high school graduate or higher	94%	94%	91%	85%
Percent bachelor's degree or higher	30%	30%	27%	28%

■ High School Degree or Higher ■ Bachelor's Degree or Higher ■ Graduate Degree or Higher



Source: 2009 American Community Survey, U.S. Census Bureau

University of Alaska Southeast

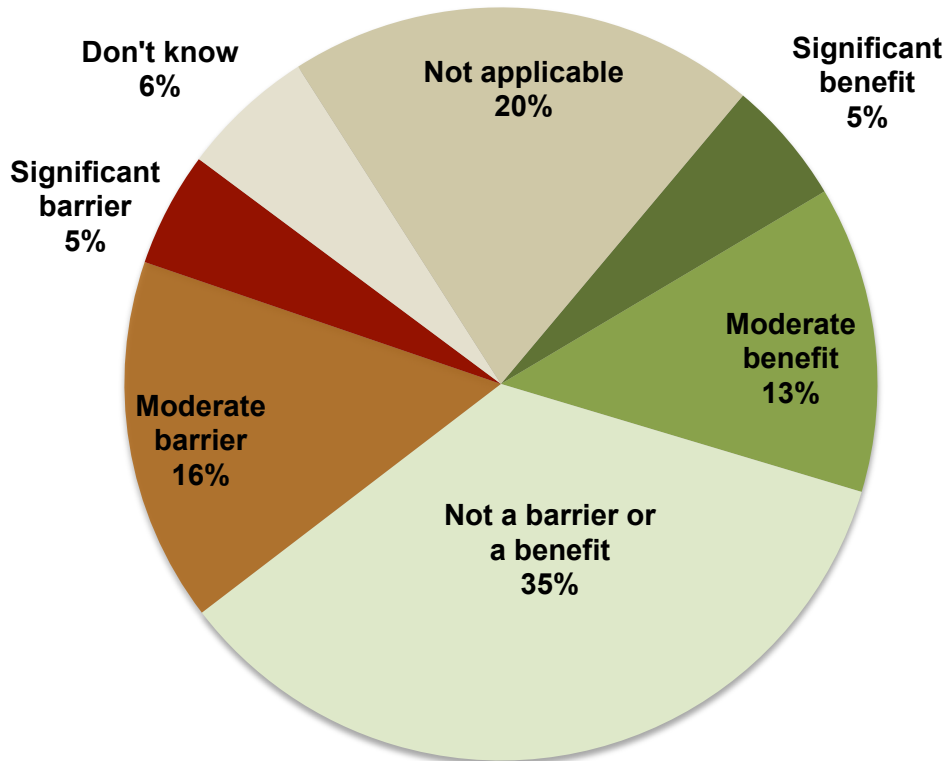
There are three regional university centers in the UA system: UA Anchorage, UA Fairbanks and UA Southeast. The University of Alaska Southeast (UAS) serves students from campuses in Juneau, Sitka and Ketchikan, and from outreach locations throughout Southeast Alaska. UAS offers a variety of degree programs available through traditional enrollment and distance delivery. They include certificate, associate and baccalaureate degrees, as well as master's degrees in the areas of administration and education.

The Juneau Campus is a residential institution located in Juneau. Academic units include the School of Education, School of Management, School of Arts & Sciences and School of Career Education. The Ketchikan and Sitka campuses offer certificate and associate degree programs along with a variety of continuing education programs. The Sitka Campus also offers distance-delivered courses across Alaska and to students in other states. UA Corporate Programs provide workforce development opportunities to industry, including courses offered by the Mining and Petroleum Training Service division.

Quality of UAS

According to the JEDC Southeast Alaska Business Climate Survey, three-fifths (61%) of business owners and business leaders do not consider the quality of University of Alaska undergraduates as either a barrier or benefit to their business.

How significant is the quality of local University Undergraduates to operating your business in Southeast Alaska?



Source: "Southeast Alaska Business Climate Survey" December 2010, JEDC

Some more analysis regarding the survey is presented below:

- By Area: Business leaders in the Hoonah-Angoon census area were most likely to say that the quality of UAS graduates is a benefit to their businesses (31%), while respondents from Haines, Skagway, and the Petersburg census area were most likely to say it was a barrier.
- By Industry: Respondents in health care and education services were much more likely to say that the quality of UAS graduates are a benefit to them (40%). Those least likely to call UAS graduates a benefit included those in the finance (5%) and trade (10%) sectors.

University of Alaska Southeast Summary

	FY06	FY07	FY08	FY09	FY10	FY10 Targets	Change FY06-FY10
First-Time, Full-Time Undergraduate Retention UAS	66%	58%	52%	54%	58%	55%	-8.5%
Recent High School Graduates Attending UAS	109	113	92	137	161	140	48%
Student Credit Hours Attempted (Thousands) UAS	52	49	47	49	54	49	4%
High Demand Job Graduates UAS	198	205	259	236	287	272	45%
Research Expenditures (Million \$) UAS	0.8	1.2	2.1	1.5	1.1	1.5	38%
University Generated Revenue (Million \$) UAS	20	19	20	19	20	21	0%

Source: University of Alaska, "UA in Review, 2010"

Degrees Awarded

In FY09, the University of Alaska Southeast awarded 309 degrees, including 88 bachelor's degrees and 98 master's degrees. Of the degrees awarded, 280 were awarded in Juneau and 29 were awarded in Ketchikan and Sitka. UAS degrees represented nine percent of all University of Alaska degrees awarded in FY2009, and 44 percent of all licenses.

Degrees, Certificates and Endorsements Awarded by Academic Organization FY09

	Juneau	Ketchikan	Sitka	UA Southeast	UA System	UAS as a % of UA
Occupational Endorsement Certificate	3		2	5	80	6%
Certificate (1 yr)	2		2	4	38	11%
Certificate (2 yr)	7		3	10	159	6%
Associate (AAS)	12	4	5	21	630	3%
Associate (AA)	17	11	2	30	298	10%
Bachelor's	88			88	1,527	6%
Licensure	53			53	121	44%
Master's	98			98	537	18%
Doctorate					37	0%
Total	280	15	14	309	3,427	9%

Source: University of Alaska, "UA in Review, 2010"

The number of degrees awarded in FY09 was down from FY08.

Degrees, Certificates and Endorsements Awarded by the University of Alaska Southeast

	FY05	FY06	FY07	FY08	FY09
Occupational Endorsement Certificate			2	28	5
Certificate (1 yr)	8	5	3	26	4
Certificate (2 yr)	16	17	13	26	10
Associate (AAS)	28	34	35	35	21
Associate (AA)	36	34	48	30	30
Bachelor's	94	119	108	93	88
Post-Master's Certificates					53
Master's	72	89	88	116	98
Total	254	298	297	354	309

Source: University of Alaska, "UA in Review, 2010"

Student Retention

In FY10, UAS had a retention rate of 57.5 percent. This was a 7 percent increase from the FY09 performance level of 53.7 percent, but well below the total University of Alaska system retention of 68%. In FY09, UAS commissioned the McDowell Group to conduct a survey of former non-graduating students to ascertain the reasons why students chose to leave UAS. The survey results determined that there were two primary reasons why students leave: 1) courses are not offered in a consistent enough manner to allow students to graduate within set time frames, and 2) students feel disconnected from one-another and want a stronger sense of community. Lower retention might also be due to the fact that UAS students are older than UAF and UAA student, UAS students tend to be older than the UA students by four to five years.

UAS Headcount by Age, Fall 2009

	Under 20	20-24	25-29	30-39	40-49	Over50	Total	% under 25	Average Age	Median Age
Juneau	461	502	433	525	425	463	2,811	34%	34	30
Ketchikan	65	149	100	128	59	49	550	39%	31	28
Sitka	141	191	141	226	116	127	942	35%	33	30
UA Southeast	617	694	580	777	552	612	3,834	34%	34	30
UA System	6,888	9,412	5,005	5,100	3,658	3,621	33,710	48%	30	25
UAS as a % of UA	9%	7%	12%	15%	15%	17%	11%			

Source: University of Alaska, "UA in Review, 2010"

UAS is pursuing a number of strategies to increase its retention rate including ensuring course availability for students, hiring an Activities Coordinator who will plan and coordinate student events that encourage student engagement and promote satisfaction, and continued emphasis on recruitment and retention of high achieving Alaska high school students. In FY2010, 161 recent Alaska high school graduates attended UAS, representing a 24-student increase from FY09.

High Demand Job Area (HDJA) UAS Programs

UAS can help the region to develop a workforce with the skills to serve the professional needs of the region, and develop a workforce that plans to live and work in Southeast Alaska. UAS is working on and tracking both of objectives.

UAS is actively working to turn out more workforce ready graduates from its three Southeast Alaska campuses to fill vacancies around the region. One way to do this is to increase the number of High-Demand Job Areas (HDJA) graduates. HDJA are determined by the Alaska Department of Labor. HDJA programs available at the UAS include: nursing, allied health, behavioral health, engineering, welding, computer networking, construction management and technology, information technology, business, accounting, logistics, and many others aligned with the Department of Labor and Workforce Development workforce projections. According to the UAS, demand continues to be particularly strong for teachers, business/management professionals, and health occupations professionals. An area experiencing continued growth is the mining field; especially with the recent opening of the Kensington Mine located near Juneau.

In FY10, the University of Alaska Southeast awarded 287 degrees in high-demand job area programs, which was a 21 percent increase from FY09, exceeding the target set for FY10 of 272 awards. The current UAS target for FY2011 is 300 HDJD degrees.

High Demand Job Area Degrees, Certificates and Occupational Endorsements Awarded by UAS, FY2006-FY2010

Fiscal Year	YTD Total
FY 2010	287
FY 2009	237
FY 2008	259
FY 2007	206
FY 2006	198

Most of UAS¹ degrees are in high demand jobs fields. They include programs in Teacher Education, Accounting, Business, Information Systems, Health Occupations, Marine Biology, Biology, Environmental Science, Marine Transportation, Mining, and Vocational Occupations.

The UAS is also focusing within HDJA on teacher education and training. In FY10, the University of Alaska Southeast awarded 155 degrees, certificates, and occupational endorsements in teacher education, a near 10 percent increase from FY09, above the target level set for FY10 of 145 awards.

In addition to an increased number of degrees awarded in high demand jobs areas HDJA enrollment has also increased recently at UAS. From fall 2005 to 2009, enrollment in HDJA has increased by 19%. Enrollment in teacher education rose 48% to 398 students in fall 2009.

High Demand Job Area Programs: Enrollment at UAS Fall 2005-2009

	2005	2006	2007	2008	2009	Change 2005- 2009	UAS as a % of UA
UA Southeast							
Teacher Education	269	299	288	351	398	48%	23%
Business Finance and Management	347	345	335	361	371	7%	12%
Health	132	122	132	135	165	25%	4%
Natural Resources	118	118	121	91	124	5%	7%
Information Technology	65	55	42	34	39	-40%	6%
Transportation	15	14	14	20	32	113%	5%
Construction	11	8	5	6	8	-27%	4%
Engineering and Related			-	2	1	NA	0%
Protective Services	2	1	-	-	-	NA	NA
Total	959	962	937	1,000	1,138	19%	8%

Source: University of Alaska, "UA in Review, 2010"

UAS Mine Training Center¹

Another workforce benefit of the University of Alaska Southeast is the UAS Mine Training Center. The UAS School of Career Education is collaborating with the UA Mining and Petroleum Training Services (MAPTS), UA Corporate Programs and the state's underground mining companies to provide training to meet the workforce needs of this growing industry. UAS-MAPTS' regional partners include: Coeur Alaska, Greens Creek Mining Company and the Alaska Department of Labor (DOL). Currently, the Mine Training Center focuses on three different types of training: Entry

¹ UAS-MAPTS Mine Training Center, UAS School of Career Education

Level New Miner Training, Mine Safety and Health Administration (MSHA) Training and Progression training for the mining workforce.

Entry-Level Mine Laborer Training: Since 2009, the training center has held 2 five-week, Entry-Level underground Mine Laborer training courses. These courses are a combination of classroom work and hands on training in a local historic underground mine. Students learn everything from mining terms and the importance of good safety and environmental practices to how to hang utilities and run a jackleg drill. Twenty- six students have completed the course with most getting jobs at either the Kensington or Greens Creek Mine. These classes will continue to be offered in the future depending on industry need.

Regularly-scheduled monthly MSHA training at the UAS/MAPTS Mine Training Center: Since fall 2007, Mine Safety and Health Administration (MSHA) Parts 48 A and B, federally-mandated training has been held at the Mine Training Center every month on a regularly scheduled basis. Individuals completing the training receive a "5000-23" certificate from MAPTS. Anyone working at a mine site is required to have a current 5000-23 certificate. The regular schedule and availability of training has been well received as it enables companies to refer new hires for certification and plan for company training needs in advance. It also enables contractors to get their employees eligible to work on projects at mine sites. Over 44 businesses from all over Alaska, the US, and Canada (and a film crew from England) have sent employees to the UAS/MAPTS Mine Training Center for MSHA certification. From July 2009 through December of 2010, 762 people attended MSHA training at the UAS/MAPTS Mine Training Center.

Progression training for incumbent mining workforce: The UAS/MAPTS Mine Training Center provides "short course" progression training for the mining workforce through the UAS School of Career Education's Diesel Department. These classes are offered on an "as needed" basis around the mines shift schedule. Classes have included DC Electric, Welding, Preventative Maintenance for Mine Machinery, AutoCAD and Air-Conditioning and Refrigeration.

The UAS/MAPTS Mine Training Center currently has plans to enhance and expand training with the acquisition of a state of the art training simulator. The simulator will be used to teach new employees how to run dangerous, expensive mining equipment in a safe, controlled environment.

University of Alaska Graduates: Where do they live?

In addition to tracking the number of graduates in HDJA, the University of Alaska and the Alaska Department of Labor work together to track the number of UA graduates from Southeast Alaska that are continuing to live and work in Southeast Alaska

Of the Southeast residents who graduate from the University of Alaska, 60 percent stay in or return to Southeast Alaska to live.

post graduation. Of the 2,664 students and who graduated from the University of Alaska between 2000 and 2010, and who were originally from Southeast, 60 percent are living in Southeast Alaska. An additional 565 UA graduates who were not originally from Southeast Alaska are currently living in the region. Approximately half of that group likely originated from outside Alaska.

University of Alaska Graduates, 2000 to 2010, Residency at Enrollment and Residency 2010

Residence Region at Enrollment	Total UA Grads Living in Southeast Alaska 2010	Total UA Grads Living All Places
Out of State or Unknown	289	6,270
MatSu Region	14	2,641
Fairbanks Region	55	5,361
Northern Region	13	516
Rural Interior Region	13	732
Southwest Region	16	1,123
Anchorage Region	104	11,556
Gulf Coast Region	61	3,085
Southeast Region	1,594	2,664
Total UA	2,159	33,948

Source: Alaska Department of Labor in collaboration with the University of Alaska

Many of the University of Alaska graduates (from 2000 to 2010, all campuses) who are currently living in Southeast Alaska had non-specialized general program or liberal arts degrees. Those with specialized education who are living in the region are most likely to have degrees in education, business, nursing, technology, and science. In the past 10 years, the University of Alaska has turned out graduates who have chosen to live in Southeast Alaska including 425 with education related degrees, 319 with business administration or related degrees, 172 with technology related degrees, 128 with nursing or health related degrees, and 131 with degrees in hard sciences, such as biology or fisheries. The below table presents the number of University of Alaska graduates (from 2000 to 2010) currently living in Southeast Alaska by specific degree area.

University of Alaska Graduates 2000 to 2010 Living in the Southeast Region by Degree Area, 2010 (Filter: More than 5 degrees in area)

Degree Area	UA Grads 2000-2010 Living in the Southeast Region	UA Grads 2000-2010 From Southeast Living in Southeast	Total UA Grads
Total	1,874	1,594	33,948
Education (general)	266	207	1,287
General Program	242	240	3,516
Business Administration	232	231	1,249
Liberal Arts	140	130	323
Nursing	61	58	609
Social Science	42	29	67
Biology	41	26	165
Social Work	35	29	656
Educational Leadership	30	23	336
Elementary Education	29	22	789
Early Childhood Education	27	29	191
Fisheries	26	13	149
Computer Info Office Systems	25	22	127
Accounting Technician	25	25	122
English	24	13	685
Health Information Mgt	24	23	94
Accounting	23	15	899
Nursing Science	22	14	1,153
Public Administration	22	21	208
Marine Biology	17	6	77
Rural Human Services	15	14	242
Construction Technology	15	15	26
Limited Radiography	14	12	26
Biological Sciences	13	6	825
Paralegal Studies	13	12	229
Information Systems	13	12	18
Mathematics	12	9	228
Principal	11	9	93
Human Service Technology	11	10	92
Environmental Science	11	5	36
Psychology	10	7	1,022
Small Business Mgmt	10	10	44
Ed Cert - Elementary Education	10	8	38
Outdoor Skills & Leadership	10	1	30
Human Services	9	5	945
History	9	5	578
Art	9	4	374
Ed Cert - Special Education	9	6	40
Power Technology	9	9	25
Carving	9	9	14
Justice	8	8	576
Community Wellness Advocate	8	8	12
Civil Engineering	7	7	486
Radiologic Technology	7	7	168
Rural Development	7	7	154
Secondary Education	7	5	151
Special Education	7	6	123
Electrical Engineering	6	4	173
Law Enforcement	6	5	77

Source: Alaska Department of Labor in collaboration with the University of Alaska

Human Capital Strength/Constraints

Key strengths/opportunities

Southeast Alaska was once thriving, and can be again. The regional workforce is more highly educated than the state or nation, with 13% of those over the age of 25 having a master's or PhD. Public schools in Skagway, Wrangell and Haines have students with high test scores in the areas of math, science and reading. Southeast Alaska has a university system that focuses on turning out graduates in high demand job areas. Moreover, 60 percent of Southeast residents who graduate from the University of Alaska, stay in or return to Southeast Alaska to live.

Comparing Southeast Alaska's industry projected growth rate to the National Growth Rate, industries that highlight opportunity are health care, construction, advanced business services-just to name three. The State of Alaska projects that between 2008 and 2018 the jobs that show the greatest potential for growth are also within these industries. The seafood industry in Alaska is mature, but in the specialized area of mariculture there is the potential for extreme growth in the future. Infrastructure development in the area of renewable energy will also continue to add jobs to the region. An industry in Southeast that has yet to be fully realized is boat and ship building, and by extension, metal fabrication. With business of various sizes and capabilities spread throughout Southeast, boat and ship building sits on the edge of creating a healthy job boost for the region.

Key constraints/obstacles

Decreasing regional population and flat Juneau population.

An aging population. By 2020, a third of Southeast Alaskans will be over the age of 55, compared to just 12% in that age range in 1990. The Alaska Department of Labor has recently projected that the population of Southeast Alaska will continue to decline and continue to age in complete contrast to the rest of the state as we move forward.

The high cost of housing or lack of available housing affects employment in many areas of Southeast. The ACCRA Cost of Living Index reflects cost differentials for professional and executive households in the top income quintile. According to the index housing is 73 percent more expensive in Juneau than the standard US city.

Juneau Economic Development Council's 2010 Business Climate Survey indicated that many employers feel that those seeking entry-level positions may not be fully prepared to enter the workforce. Of the businesses surveyed 48 percent indicated that a barrier to doing business is the job-readiness of the entry-level workforce. Even the availability of semi-skilled workforce is proving to be a barrier for businesses in the region.

Businesses need a young vibrant workforce to thrive. As much of the workforce in Southeast Alaska is starting to think about retirement, finding entry-level workforce employees becomes increasingly difficult, especially qualified ones. According to a recent Southeast Alaska Business Climate Survey, Southeast Alaska business leaders are not satisfied with the level of workforce readiness for entry-level workers, with half of the region's employers that responded calling their level of readiness a barrier. Nor are they happy with the job readiness of the region's high school graduates, with nearly two out of five labeling the quality of Southeast Alaska's high school graduates as a barrier to operating business.