



Juneau Nonresident Miners Satisfaction Survey



Completed by the Juneau
Economic Development Council
in partnership with Greens Creek
and Kensington Mines

April 29, 2025

*JEDC research efforts are
supported by core funding from
the City & Borough of Juneau*



Table of Contents

Executive Summary	2
Potential Improvements	3
Broader Context for Mining Survey Results.....	3
Methodology	6
Findings	7
Respondent Characteristics	7
Juneau Aspect Evaluation	10
Quality of Life in Juneau	13
Respondent Suggestions	17
Closing Comments	19
Response Correlations	21
Summary of Findings and Potential Next Steps	22
Addendum 1	25
Local Hire Programs and Incentives	25
Appendix A.....	26
2024 Survey Questions	26

Executive Summary

The Juneau Economic Development Council (JEDC) partnered with Greens Creek and Kensington Mines to survey nonresident employees about their satisfaction with Juneau and its amenities. The survey objective was to better understand why people who have year-round full-time employment in Juneau choose not to live in Juneau. The survey also served to elicit ideas for changes or improvements to Juneau's recreation and cultural opportunities, medical access, education options, and housing so that our community might be more attractive for current or prospective long-term residents.

The survey was made available to employees online via Survey Monkey in September and October 2024. One hundred ninety-one responses were received and 185 of these respondents met the necessary "nonresident" criteria to qualify for the survey. Nonresident employees were defined as: Employees who work regularly, year-round in Juneau but currently do not maintain a permanent residence in Juneau. Instead, they commute from another community, either inside or outside of Alaska. This group includes remote workers who work for a Juneau-based employer and could live in Juneau but choose to live elsewhere.

The survey findings revealed challenges and priorities influencing nonresident miners' decisions to maintain permanent residences elsewhere. The primary deterrent for nonresidents considering relocation to Juneau is the high cost of living, particularly housing. Survey respondents repeatedly cited exorbitant housing prices, with median single-family home costs exceeding \$560,000 and median rental rates at \$1,500 for typical living spaces. These costs are perceived as disproportionately high compared to other regions, making homeownership or renting unattainable for many, even those earning six-figure salaries. Additionally, restrictive land use policies and limited housing stock exacerbate affordability issues, discouraging potential movers.

Juneau's geographical isolation emerged as a significant barrier to residency. The lack of road access and reliance on expensive air travel were frequently noted concerns. Respondents expressed frustration with Alaska Airlines' perceived monopoly on air travel, contributing to inflated ticket prices and limited transportation options. This remoteness impacts family connections, emergency travel, and overall convenience, making Juneau less appealing for long-term residency.

The city's wet and overcast climate also plays a role in deterring residents. Many respondents cited persistent rain and gloomy weather as contributors to dissatisfaction. For some, this environmental factor compounds the challenges of isolation and high living costs, creating an overall sense of inconvenience.

The survey reflects the sentiment that Juneau's social and cultural environment may not align with the values of all potential residents. About 4% of the survey pool (13% of respondents who elected to leave open-ended responses) expressed dissatisfaction with

the political climate, which they perceived as overly liberal or lacking inclusivity for conservative demographic interests and ideas. Drug abuse, homelessness, and rising crime rates were concerns for survey participants. Additionally, about 7% of total respondents (19% of open-ended responses) expressed frustration with the prioritization of tourism over the needs of residents, leading to inflated prices and strained resources.

While employment opportunities in mining and other industries attract workers to Juneau, many noted the lack of support for out-of-state employees, including inadequate travel allowances and limited family-oriented amenities. The city's healthcare system also drew criticism, with respondents highlighting insufficient local services and the necessity of traveling to Anchorage or Seattle for specialized care.

Potential Improvements

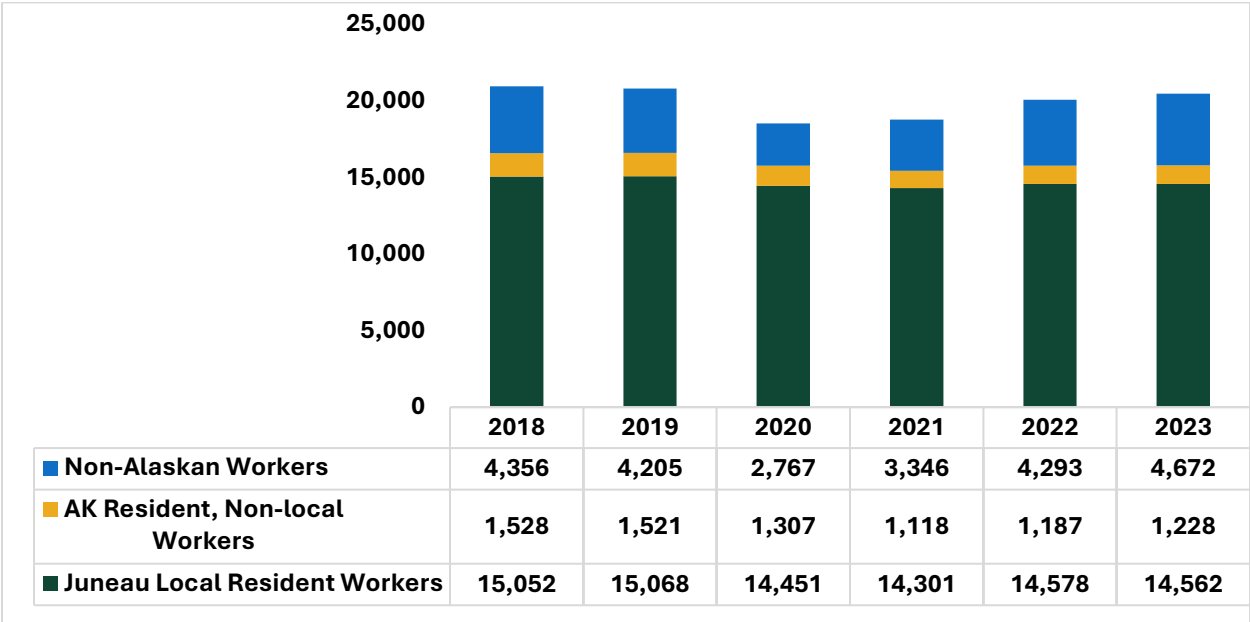
To attract and retain residents, respondents suggested several actionable steps:

1. Expanding housing availability and reducing costs by addressing zoning restrictions and increasing land use options.
2. Building road access to reduce reliance on air travel, barges, and improve connectivity.
3. Enhancing local amenities, such as healthcare facilities, recreational opportunities, and entertainment options.
4. Prioritizing community needs over tourism-focused policies.
5. Addressing safety concerns by tackling homelessness and drug-related issues.

Broader Context for Mining Survey Results

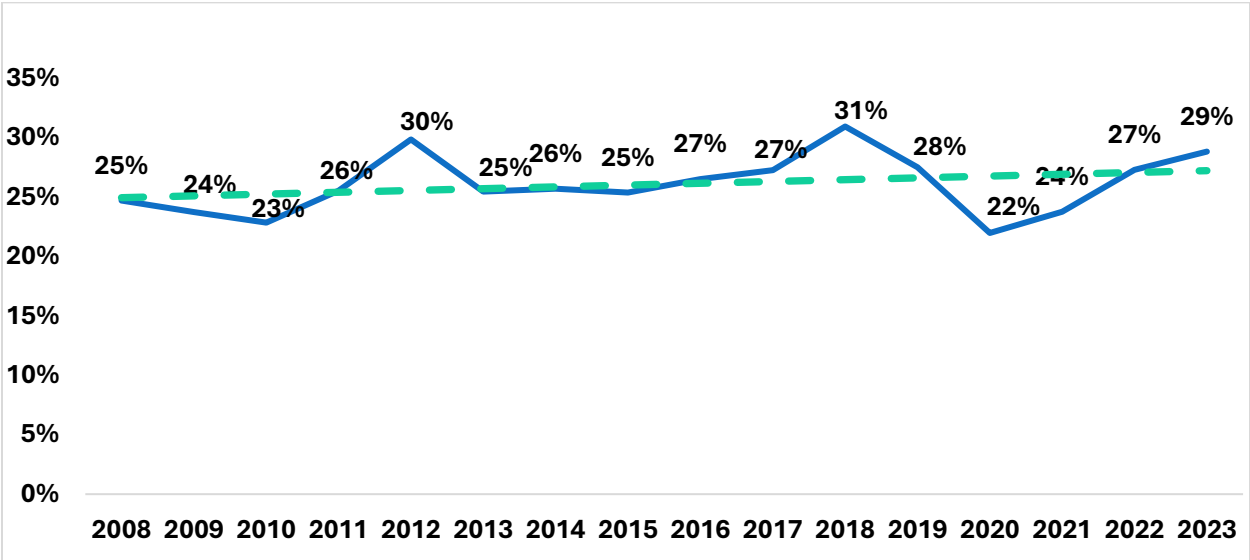
Juneau relies on a significant number of nonresident workers (Figure 1), and the share of nonresident workers has been slowly increasing among all industries in Juneau. This indicates an increasing reliance on non-local labor, which has a negative economic impact due to less wages being re-circulated within the local Juneau economy. Non-local workers will often purchase homes, goods, and services outside of Juneau. According to the most recent “Nonresidents Working in Alaska” report published by the Alaska Department of Labor and Workforce Development (2025), Juneau's share of nonlocal resident and nonresident workers has been gradually increasing across all industries over the past 15 years, with nonresidents making up a significant portion of the workforce. In 2023, Juneau had 4,672 non-Alaskan workers and 1,228 Alaska resident non-local workers, compared to 14,562 local resident workers. Notably, nonresident workers account for 29% of Juneau's private sector workforce and 36% when including non-local Alaska residents (Figure 2).

Figure 1. Number of Nonresident, Non-Local Resident, and Local Workers in Juneau



Source: *Nonresidents working in Alaska 2023 Report*

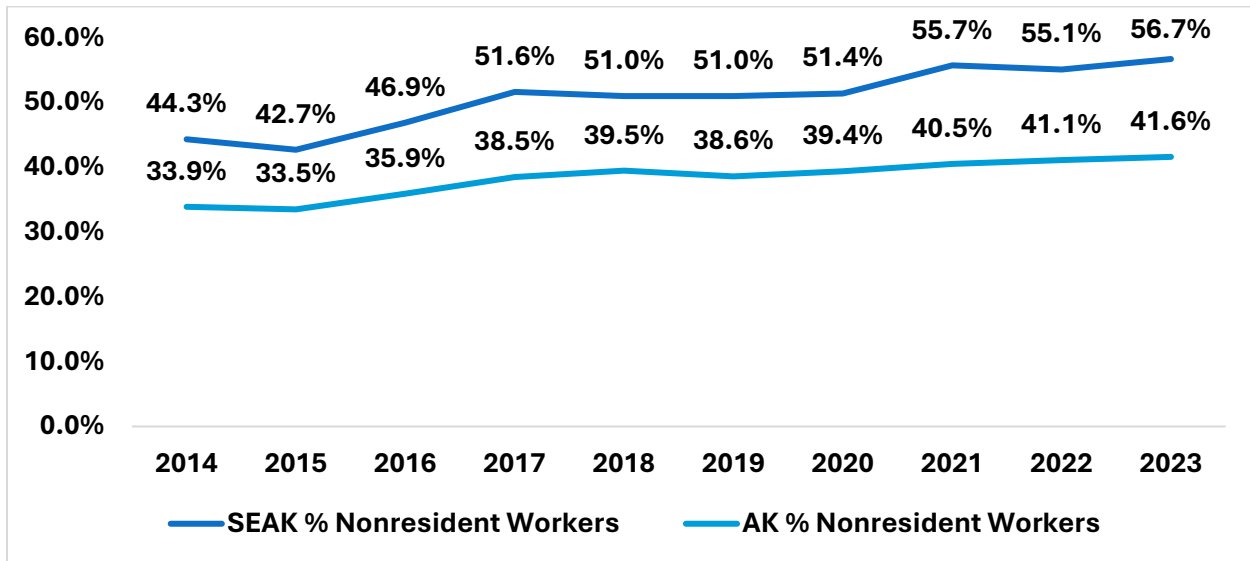
Figure 2. Share of Nonresident Workers, All Juneau Industries



Source: *Nonresidents working in Alaska 2023 Report*

Alaska’s mining workforce relies on nonresident labor at a much higher rate compared to other industries, especially in the Southeast region, where 56.7% of miners were nonresidents in 2023 compared to 44.3% in 2014 (Figure 3). Within the past decade, the share of nonresident miners increased by 7.7% in Alaska and by 12.4% in Southeast Alaska. These trends highlight the increasing reliance on nonresident labor in the mining sector particularly.

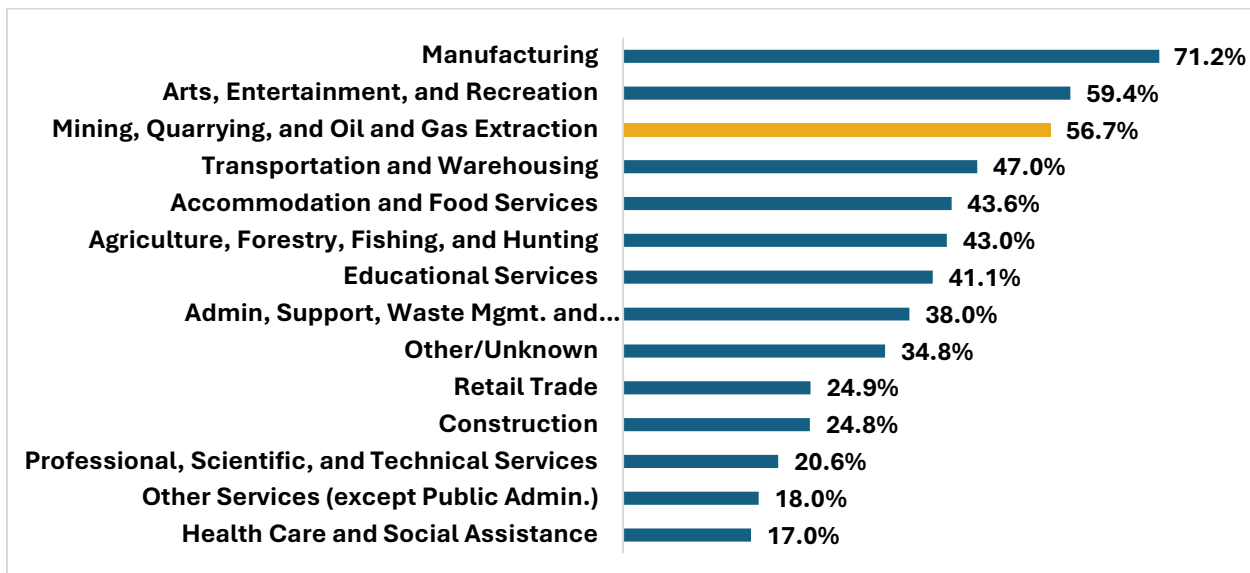
Figure 3. Nonresident % of Mining Workforce, Alaska and Southeast Region



Source: *Nonresidents working in Alaska 2023 Report*

Mining, Quarrying, and Oil & Gas Extraction has the third-highest share of nonresident workers in Southeast Alaska at 56.7% (Figure 4). Since quarrying and oil & gas extraction is not very prevalent in Southeast Alaska, this statistic can reasonably be assumed to mostly regard mining workers. Only two industries (manufacturing and arts, entertainment, and recreation) had a higher share of nonresident workers in 2023.

Figure 4. Nonresident Share of Workforce by Southeast Alaska Industry, 2023

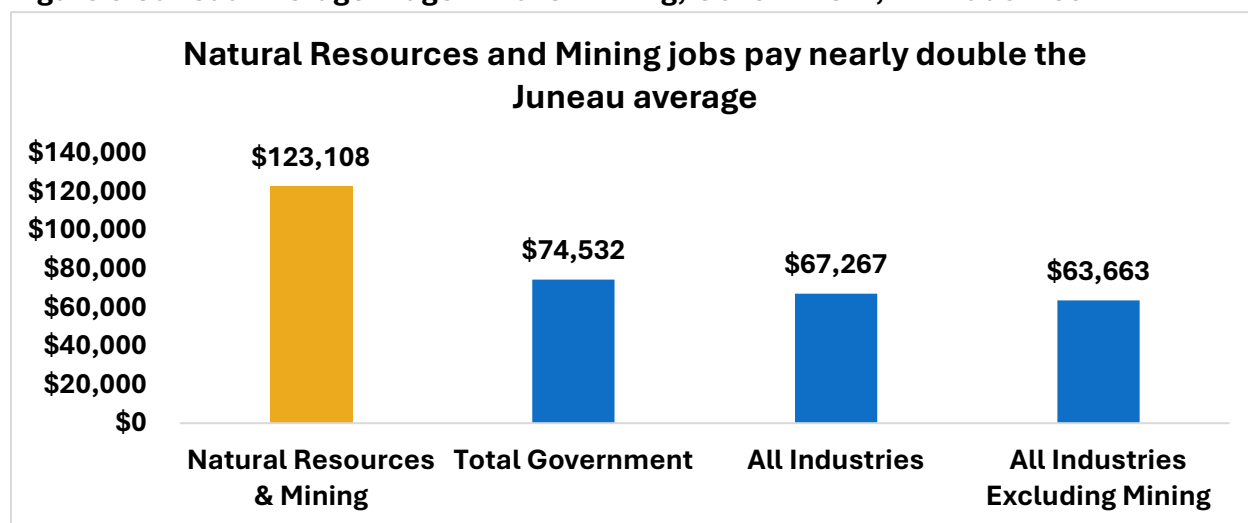


Source: *Nonresidents working in Alaska 2023 Report*

The high share of nonresident labor is particularly concerning within the mining sector because the average wage for miners is almost twice as much as the average wage in

Juneau, at \$123,108 in 2023 (Figure 5). Economically, this means that nonresident miners present the greatest reduction in local spending among all industries, having a negative effect on the local economy by taking wages outside of Alaska. In 2023, mining, quarrying, and oil and gas extraction led all Southeast industries in wage payments, totaling over \$73.5 million. Despite these high wages, nonresident miners are less likely to convert to local residency compared to workers in other sectors. The residency conversion rate for mining from 2022-2023 was the second lowest of all industries, at just 4.7%, compared to higher rates in sectors like finance (23%), local government (21%), and utilities (20%).

Figure 5. Juneau Average Wage in 2023: Mining, Government, All Industries



Source: *Nonresidents working in Alaska 2023 Report*

Methodology

JEDC initially sought to capture responses from nonresident employees across several industries to evaluate their satisfaction with Juneau and its amenities. The survey tool used distinct links for Greens Creek and Kensington mines, Alaska Glacier Seafoods, and Eaglecrest Ski Area. However, the majority of the 198 total responses came from Kensington and Greens Creek mines. The survey was made available to employees online in September and October 2024 via Survey Monkey, an online survey development and analysis tool, where the survey could be taken electronically.

The survey asked about satisfaction with amenities, services, and institutions, and solicited opinions on how to improve Juneau. JEDC developed the survey with input from both Greens Creek and Kensington human resource management officials. The survey consisted of 14 questions. Some were multiple-choice, some were open-response, and some were opinions based on a rating scale. Anonymity was guaranteed.

One hundred ninety-one responses were received and 185 of these respondents met the necessary “nonresident” criteria to qualify for the survey. Nonresident employees were defined as: “Employees who work regularly, year-round in Juneau but currently do not

maintain a permanent residence in Juneau. Instead, they commute from another community, either inside or outside of Alaska”. This group includes remote workers who work for a Juneau-based employer and could live in Juneau but choose to live elsewhere.

Of 191 respondents to the survey, six respondents reported they did not hold a year-round job or maintain a household most or all of the year in Juneau, and their responses were removed from the dataset. This report discusses the survey results for the subset of respondents not living in Juneau year-round, as improving the experience of living in Juneau for this population is a specific intent of this survey. A further breakdown of responses is given in the chart below.

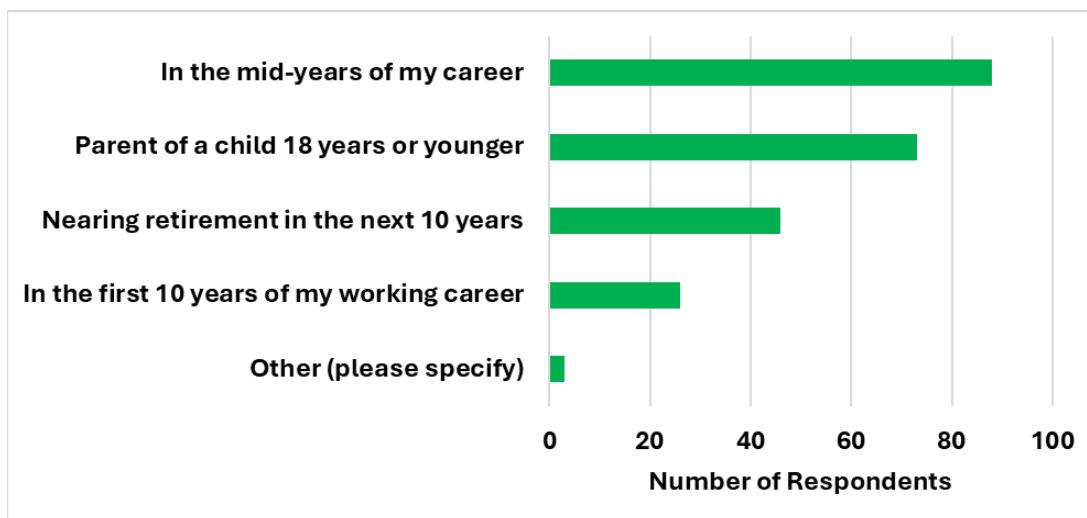
Findings

Respondent Characteristics

The survey collected responses regarding the age groups of participants, with a total of 183 individuals providing input. Most respondents, 60% (110 individuals), were aged 30-49 years, reflecting a strong representation of mid-career professionals. The 50-65 age group made up 24.0% (44 respondents), likely representing individuals nearing retirement or at the peak of their careers. Younger respondents aged 18-29 accounted for 14.2% (26 individuals), while those over 65 years old constituted only 1.6% (3 participants). These results underscore that the survey’s primary respondents are within the working-age population, particularly those in their mid-career stages.

Respondents were also asked to describe their career stages (Figure 6), providing insights into their professional trajectories. Nearly half (48%) of participants identified as being in the mid-years of their careers, aligning with the age distribution trends. Another significant group, 40% of respondents, were parents of children 18 years or younger, highlighting family-oriented concerns such as education and childcare. Meanwhile, 25% of respondents were nearing retirement or already retired, suggesting that housing, healthcare, and quality-of-life factors likely influence their perspectives. A smaller segment, 14%, reported being in the first 10 years of their careers, reflecting a limited representation of early-career professionals.

Figure 6. Which best describes you?

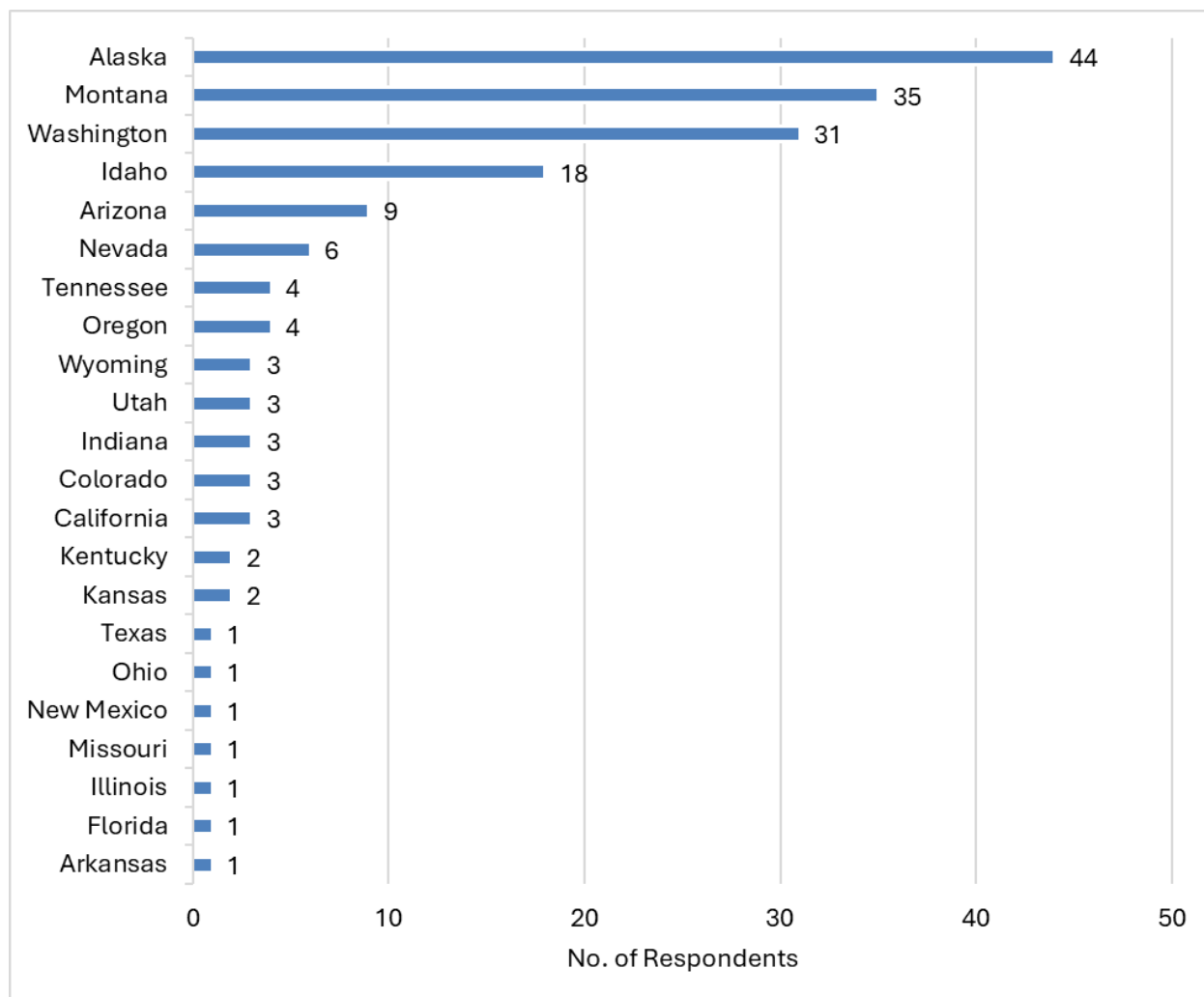


The educational background of respondents revealed a diverse range of attainment levels. Of the 182 participants, 36.3% (66 individuals) reported completing high school as their highest level of education, representing the largest group. This was followed by 23.6% (43 respondents) who had pursued trade, technical, or vocational training, underscoring the importance of practical skills in the workforce. Additionally, 19.8% (36 respondents) attended some college, while 20.3% (37 participants) held a college degree or higher. This diversity in educational backgrounds highlights the blend of vocational and academic achievements within the workforce.

Gender representation was another focus of the survey, with 181 respondents answering this question. The data showed a significant gender disparity, with males comprising 94.5% (171 individuals) of respondents, compared to only 5.5% (10 females).

The geographic distribution and residency preferences of nonresident miners in Juneau were also identified (Figure 7). Question 8 focused on identifying the states where respondents maintain their permanent residences. The responses revealed that while Alaska accounted for the largest share at 27.8%, a significant majority resided in other states. Montana followed closely at 22.2%, with Washington accounting for 19.6%. Idaho and Arizona also featured prominently, representing 11.4% and 5.7%, respectively. This geographic diversity indicates that operations at Kensington and Greens Creek are heavily reliant on nonresident workers from nearby or economically connected states.

Figure 7: In which state is your permanent residence?



The survey next asked whether respondents had ever made Juneau their permanent home. An overwhelming majority, 75.1%, reported that they had not made Juneau their permanent residence, while 24.9% stated that they had lived in the city at some point. For those who had left, the reasons frequently centered on the high cost of living, which was seen as a major barrier to establishing a permanent home. Respondents highlighted exorbitant housing prices, limited availability of affordable rentals, and restrictive land use policies as key deterrents. For example, some noted that comparable housing options in other states were available at significantly lower costs, making Juneau's housing market untenable even for those with higher incomes.

Overall, the insights from the questions pertaining to preferred current and past residency underscore the challenges that prevent nonresident workers from committing to long-term residency in Juneau. High living costs, geographic isolation, and a perceived imbalance in resource allocation between tourists and residents are major barriers. Addressing these issues will require targeted interventions, such as expanding housing availability,

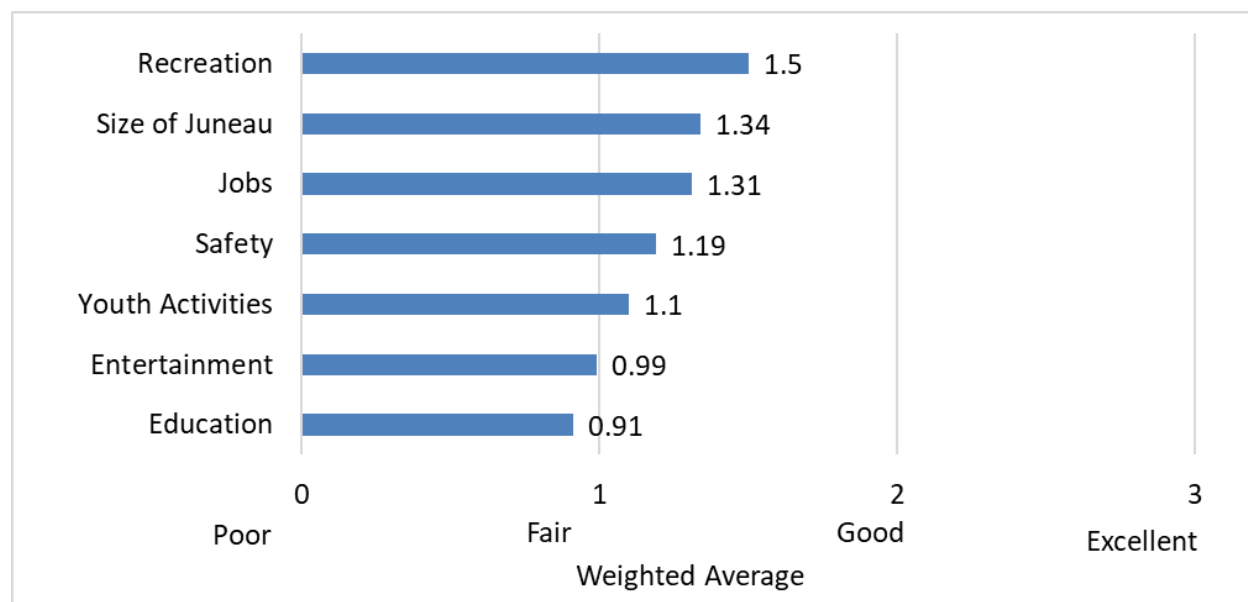
improving transportation infrastructure, and ensuring that resident needs are prioritized alongside tourism-driven policies. These steps could enhance Juneau’s attractiveness as a place to live and work, fostering greater stability in its workforce.

Juneau Aspect Evaluation

The survey next asked about worker satisfaction with several aspects of their stay in Juneau (Excellent, Good, Fair, Poor). Rating responses were averaged over the number of responses received for a question. The result is an average evaluation score for each aspect (Figure 8).

Results showed that miners were less than moderately satisfied with select Juneau aspects. On a scale from 0-3, workers rated the “quality of K-12/University education” the lowest of all options with a score of 0.91, while the “availability of recreational and outdoor activities” was rated the highest at 1.5. Further analysis did not identify significant demographic trends for respondents with favorable opinions of Juneau’s recreation – answers were mostly consistent with the population age, career status, and current residency breakdowns.

Figure 8: How would you rate the following aspects of Juneau?



Question 11 offered a deep dive into how various aspects of Juneau influence nonresident miners’ decisions to maintain residences elsewhere, with key insights drawn from their evaluations of affordability, accessibility, and quality of life. By correlating these responses with demographic data from previous questions, a clearer picture emerges of how individual circumstances shape perceptions of Juneau. See Figure 9 below for respondent rankings of Juneau characteristics, listed in descending order of weighted average score.

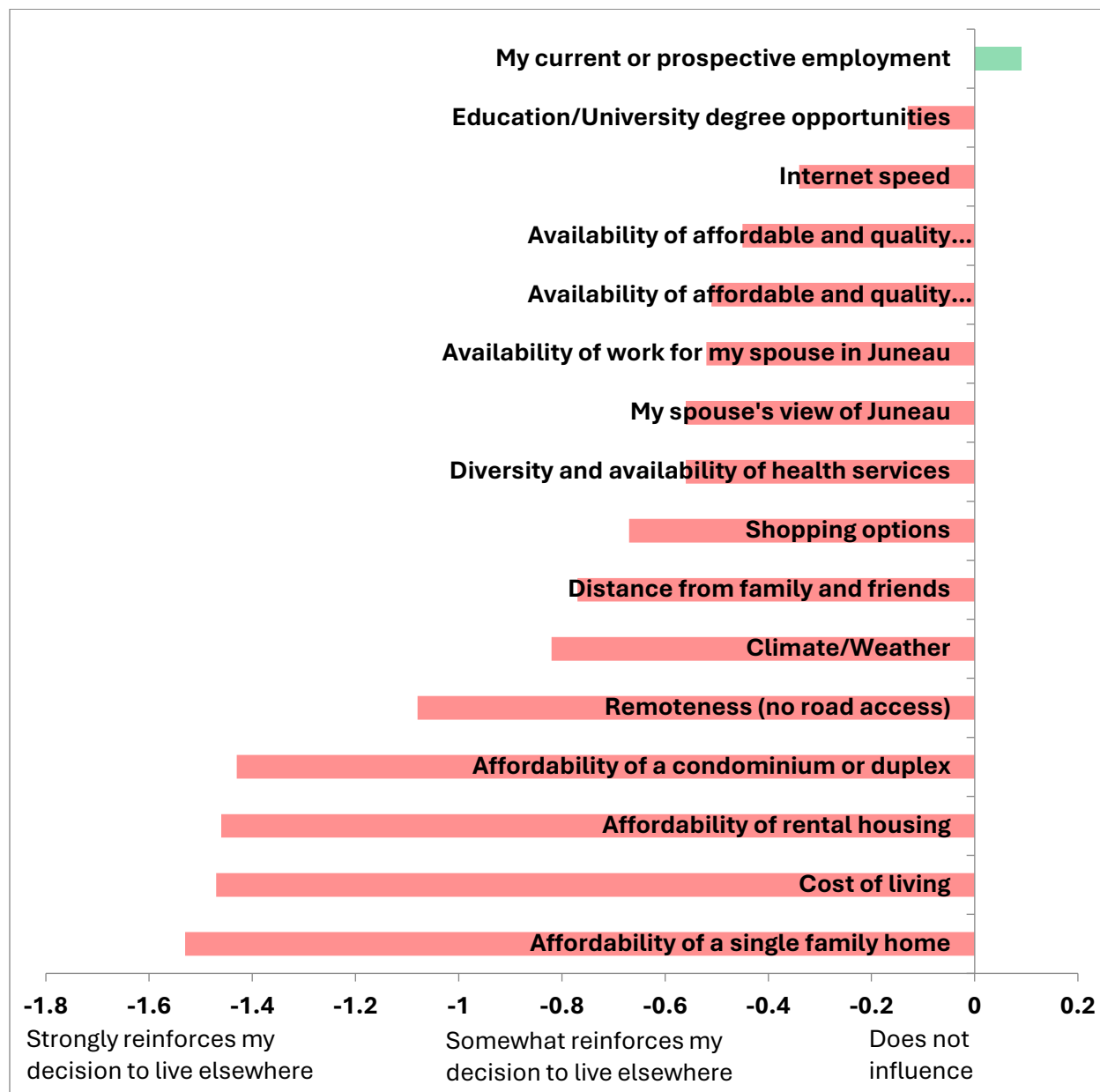
Housing affordability remained one of the strongest deterrents, particularly among respondents aged 30-49, who made up the largest group (60.1%). Many in this demographic are likely in their mid-career stages and balancing family needs, where 40% identify as parents of children under 18. For these respondents, the high cost of single-family homes, condominiums, and rental properties was a significant barrier. The mismatch between earnings and housing costs at their current residences likely explains why many families prefer to reside in more affordable states like Montana or Idaho, as indicated in the open-ended responses.

The **cost of living** was another influential factor, with respondents across all educational backgrounds expressing dissatisfaction. Those with trade or vocational training (23.6%) and high school diplomas (36.3%)—groups more likely to pursue hands-on industries—were particularly impacted by Juneau’s high prices for essentials such as groceries, utilities, and transportation. These challenges are further magnified for younger workers aged 18-29, who often have fewer financial resources and are in the early stages of their careers. Their evaluations suggest that limited income opportunities in Juneau do not offset the city’s elevated cost of living.

Geographic **remoteness** was another commonly cited issue, correlating slightly with respondents’ career stages and family dynamics. For those nearing retirement (24% of the surveyed population) and non-local Alaskans (28%), the isolation of Juneau was less of a concern. However, younger respondents aged 18-29 were more averse to Juneau’s remoteness as a percentage of their population than other age groups. Those in dual-income households also expressed frustration with limited job opportunities for spouses, highlighting the economic and logistical challenges of relocating to a remote city.

Climate and weather—factors that are immutable—elicited mixed responses. Younger individuals and those new to the workforce were more likely to view the persistent rain and lack of sunlight as negative, aligning with broader preferences for regions offering more favorable weather conditions. Meanwhile, respondents who were less averse Juneau’s unique environment as a percentage of their survey population were parents of young children, respondents aged 30-65, and non-local Alaskans, suggesting that adaptability to climate varies somewhat by generation.

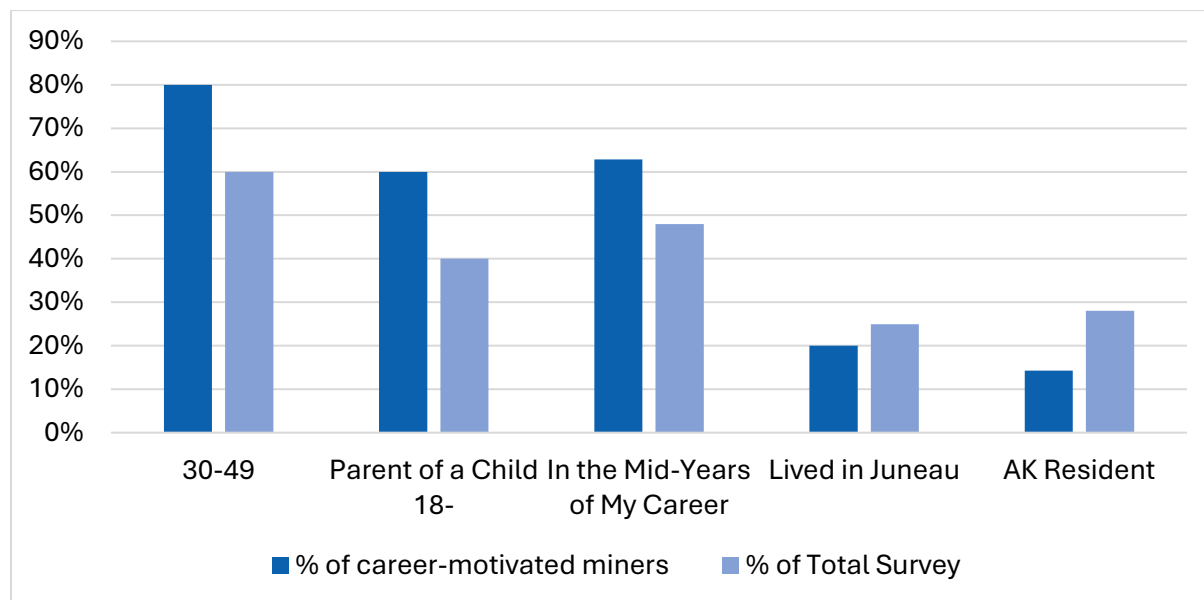
Figure 9: Indicate the degree to which each of the following aspects of Juneau influence your decision to keep your permanent residence outside of Juneau.



The most likely “community aspect” to influence miners’ decisions to move to Juneau was in fact their current or prospective employment, accounting for 35 respondents who stated either “This makes me want to live here” or “This is somewhat attractive”. Figure 10 below compares the prevalence of select demographics among these 35 respondents against their share of the entire survey pool. 30 to 49-year-olds, parents of young children, and workers in the mid-years of their careers were more likely to be career motivated to

relocate. Prior Juneau residents and current AK residents were less likely to be career motivated relocators.

Figure 10: Select demographics of miners who stated that their “current or prospective employment” was an appeal for moving to Juneau, relative to that demographic’s percentage of the sampled population.



In conclusion, responses to this question illustrate how demographic factors such as age, career stage, and current or past residency intersect with community aspects to shape nonresident miners’ views of Juneau. All workers and families prioritize affordable housing, cost of living, and accessibility.

Quality of Life in Juneau

The following question explored whether various aspects of Juneau’s quality of life met the needs of survey respondents (Figure 11). This analysis provides a comprehensive understanding of how respondents perceive community amenities and services, with correlations to their demographic profiles where applicable. Non-participation in Juneau’s amenities was also notable, with 10 out of 21 surveyed amenities receiving 60% or greater “I don’t use this” responses (Figure 12). Restaurants, retail stores, hiking trails, and the rifle range were popular among nonresident miners independent of the measure to which those amenities met their needs.

A portion of respondents expressed dissatisfaction with Juneau’s community features, particularly in areas related to entertainment, retail, and cultural opportunities. For example, concerts, live theater, and the local art scene were often described as inadequate, with many participants noting that these amenities only partially met their needs or failed to do so altogether. This sentiment aligns closely with the demographics

highlighted in earlier questions, particularly among younger respondents and those in the early stages of their careers. These groups, often more inclined to seek social and cultural opportunities, perceived Juneau's limited offerings to be a deterrent. The perceived lack of concerts, for example, was ranked unfavorably among 18–29-year-olds, parents of children aged 18 or younger, workers in the first 10 years of their career, and particularly among previous residents of Juneau (Figure 13).

Recreational facilities received a mix of reviews. Hiking trails and bike paths were among several amenities that garnered positive feedback. These features appeared to meet the needs of outdoor enthusiasts and workers nearing retirement, who often cited Juneau's natural beauty as one of its primary attractions. Facilities such as swimming pools, bowling alleys, organized sports, recreational youth programs, and athletic clubs received mixed ratings but trended positively, particularly by families with children under 18.

The lack of nightlife and entertainment options was another recurring theme. Respondents in their mid-career stages, younger professionals, and prior Juneau residents expressed dissatisfaction with the limited venues or concert options. Respondents also pointed out that the dominance of tourism-focused amenities detracts from the development of resident-centered facilities, leaving locals with few quality-of-life enhancements outside the peak tourist season.

Religious and volunteer opportunities, while present, were not a strong focus for most respondents. However, those who did comment on these aspects noted a desire for greater inclusivity and diversity in community activities, particularly for non-native residents.

In summary, we see a mixed picture of Juneau's quality of life for nonresident miners. While the city's natural beauty and outdoor amenities receive praise, deficiencies in entertainment, youth programs, and resident-centered infrastructure remain significant challenges. In the comments section, respondents mentioned the lack of desired amenities such as automotive racing, off-road and ATV recreation, and golfing. One respondent mentioned the limiting factors of seasonality and high prices.

Figure 11: Satisfaction with Juneau’s amenities; the chart below ignores “N/A, I don’t use this” responses.

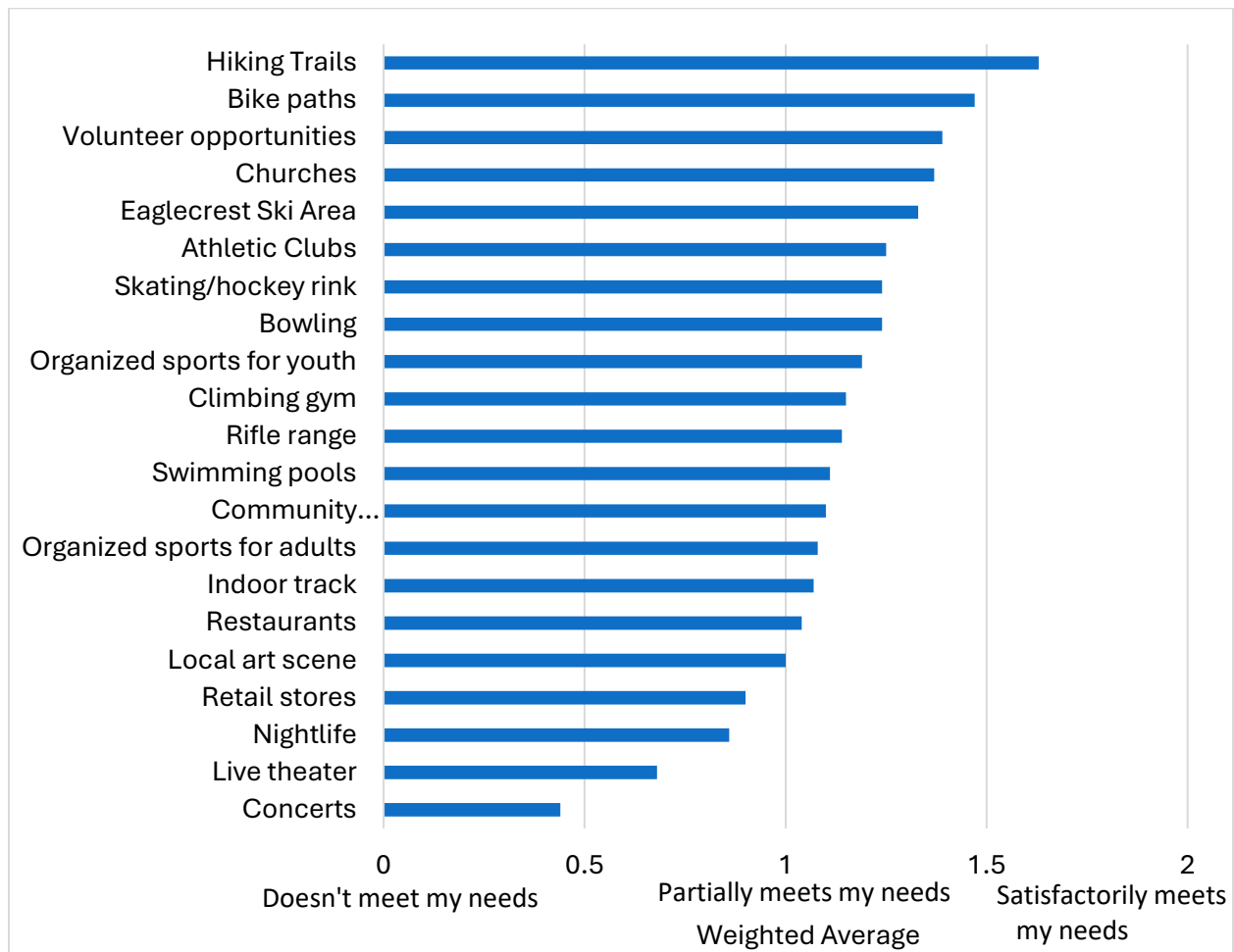


Figure 12: “I don’t use this” responses to select Juneau amenities

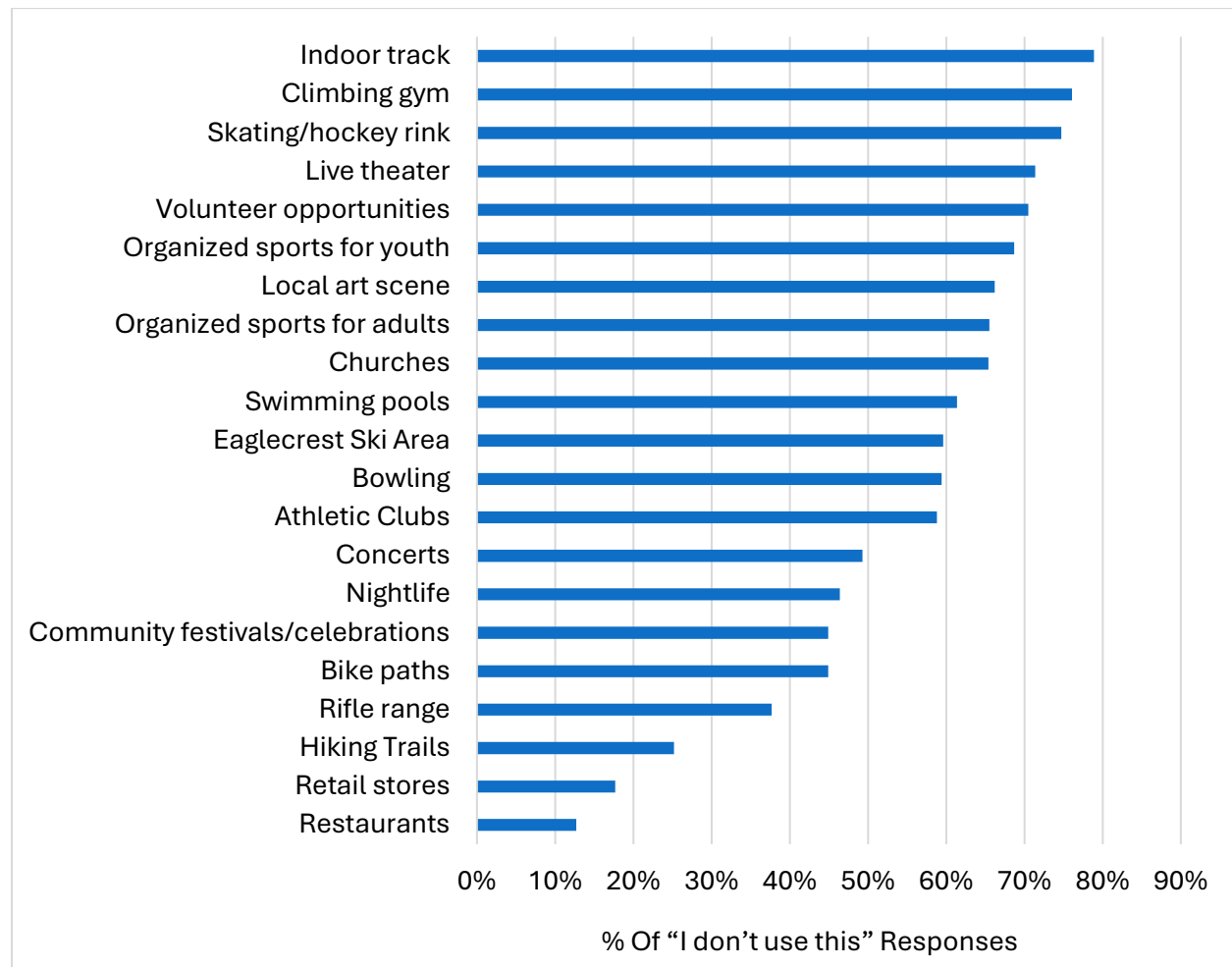
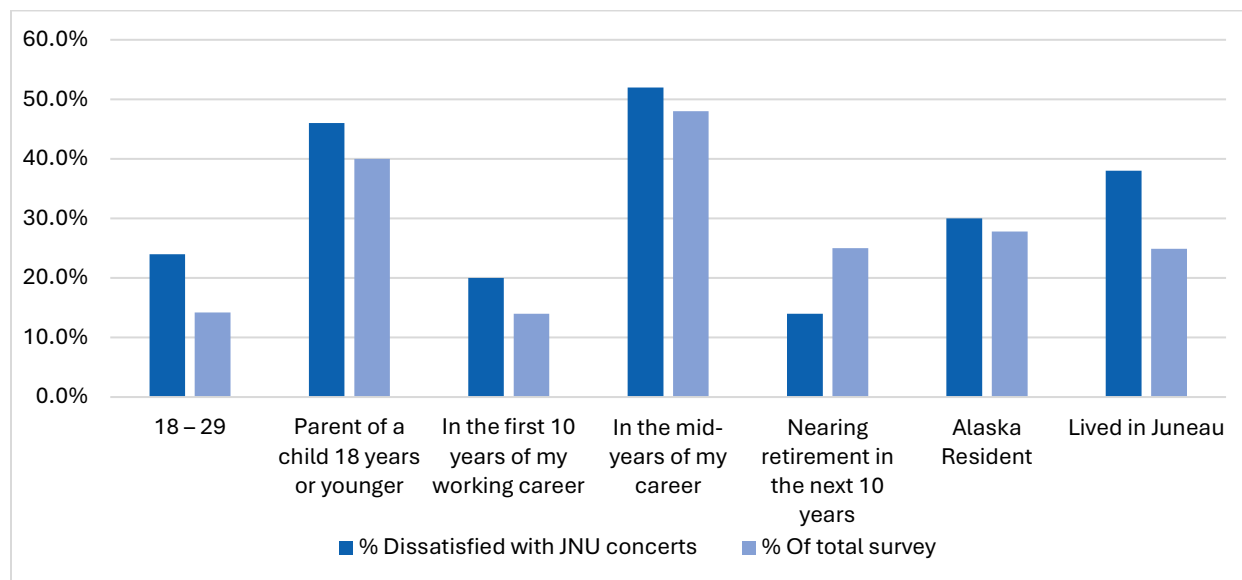


Figure 13: Select demographics of miners who stated that Juneau concerts do not meet their needs, relative to that demographic’s percentage of the sampled population.



Respondent Suggestions

Respondents were then invited to share specific suggestions that could make Juneau a more appealing place to establish permanent residence. The insights provided were wide-ranging, reflecting the diverse priorities and concerns. This analysis synthesizes key themes from the responses, offering a nuanced understanding of the changes respondents believe would improve Juneau’s livability. Fifty-two respondents provided 117 comments on one or more categories provided. The following frequency of responses for six categories was recorded to the question, “Please let us know of anything specific that could make Juneau appealing as a place to establish your permanent residence”:

1. 79% of 52 respondents left 41 comments regarding Housing.
2. 46% of 52 respondents left 24 comments regarding Recreational Opportunities.
3. 42% of 52 respondents left 22 comments regarding Medical Services.
4. 19% of 52 respondents left 10 comments regarding Cultural Opportunities.
5. 19% of 52 respondents left 10 comments regarding Education.
6. 19% of 52 respondents left 10 comments regarding “Other”.

One of the most common suggestions revolved around improving housing affordability and availability. Many respondents emphasized the need for expanded housing options, particularly single-family homes that are accessible to middle-income families. High housing costs were frequently cited as a major barrier to residency, with several participants noting that comparable housing in other states is significantly more

affordable. To address this issue, respondents suggested revising zoning laws, increasing land availability for residential development, and incentivizing the construction of affordable housing units. The consensus among these respondents is that more affordable housing options would attract younger families and professionals to settle in Juneau.

Transportation infrastructure was another prominent area of concern. Many participants highlighted Juneau's geographic isolation as a significant drawback, underscoring the need for a road system to connect the city to other parts of Alaska and beyond. The lack of road access not only limits travel options but also contributes to the high cost of goods and services, as supplies must be shipped by air or sea. Respondents argued that building a road would reduce costs, enhance accessibility, and provide residents with more flexibility in travel. Additionally, some participants suggested expanding ferry services and exploring alternative transportation solutions to mitigate the challenges posed by the city's remoteness.

Recreational opportunities also featured prominently in responses. Many respondents expressed a desire for more diverse recreational activities, including facilities for motorized sports such as ATV trails and snowmobiling. Additionally, respondents suggested improving indoor recreational facilities, such as gyms and community centers, to provide year-round activities for residents of all ages. These suggestions reflect a desire to create a more balanced recreational landscape that accommodates a variety of interests and preferences.

Economic development and job opportunities were another recurring theme. Respondents noted that while certain industries, such as mining, provide stable employment, there is a lack of job diversity in Juneau. This limitation can be particularly challenging for dual-income families, where one spouse may struggle to find suitable work. Participants also emphasized the importance of aligning wages with the high cost of living to make residency more financially viable.

Community-focused improvements were frequently mentioned as well. Many respondents expressed frustration with the perceived prioritization of tourism over resident needs. They suggested shifting some focus to enhancing amenities and services that cater to locals, such as better healthcare facilities, improved educational institutions, and expanded retail options. Addressing issues like drug abuse and homelessness was also highlighted as essential for creating a safer and more welcoming environment. Respondents believed that tackling these social challenges would significantly enhance the quality of life for residents and make Juneau a more attractive place to live.

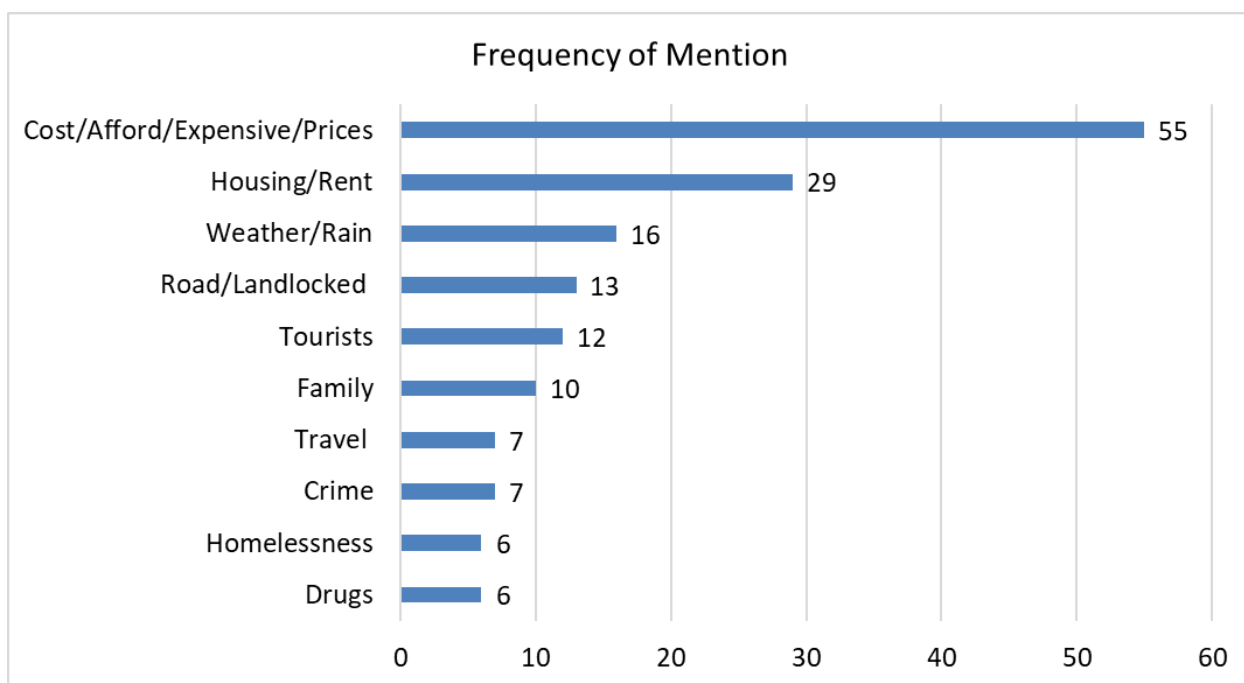
Several participants mentioned the importance of fostering a sense of inclusivity and community. Suggestions included organizing more community events, supporting cultural diversity, and creating spaces for social interaction that go beyond tourist-focused venues.

Respondents felt that a more inclusive community atmosphere would help retain current residents and attract new ones.

Closing Comments

One final survey question was recorded open-ended closing comments. Many repeating concerns expressed above and effectively providing a summary of issues raised in this survey. A computation of the 62 responses yielded the frequency of mentions in Figure 14, below. The greatest number of responses pertained to the cost of living, particularly related to the lack of affordable housing. The next most-cited issues were Juneau's climate and weather, transportation infrastructure, tourism, crime and homelessness.

Figure 14: Closing comments; frequency of keywords



The closing comments included some passionate responses that mostly echoed those already stated above. Some additional comments were made about the lack of road access and cost of travel/ options out of Juneau, unfavorable political makeup, crime/drugs/homelessness, over-tourism, and family considerations.

“Nothing against Juneau. Just not conducive to my lifestyle with children and grandchildren all here in Montana. I'm also close to retirement so it doesn't make sense to leave my home and family to move to Juneau.”

“Juneau is a beautiful community, but housing is outrageous.”

“It isn't too terrible of a place to live. I think if I still had my boat and my kids were over 18, I would definitely consider moving back. It's just not the right time for me and I would need a few toys that would open up my recreational activity options.”

“It’s mainly the weather. Too much rain. Also, my wife is a (health care worker), and the hospital isn’t large enough for her. Outside of that, Juneau is pretty cool.”

“Juneau housing market is niche. Prices go up but never down. Renting is almost as much as a mortgage because everyone is trying to pay their mortgage through renting, almost criminal in my mind, not even half the mortgage. \$2400 mortgage for a 4-bed house and rent out a room for \$1500. Get real. No one is wanting to move to Juneau, only out.”

“There was nothing in this survey that reflects the absolute disdain for the cruise ship traffic and the hordes of people who are catered to instead of the people who actually live in the town. The cruise ship season is repulsive and drives up prices for locals and drives people out.

“The cost and availability of living makes Juneau impossible to consider moving to.”

“I love Alaska. But Juneau isn't Anchorage.”

“I have kids from a past marriage, and they live in Washington, that is the biggest reason I don’t live in Juneau. The second would be the weather”

“Have you seen the price of housing here, I can buy (and have) bought a house for \$280K in Fairbanks that in Juneau is \$600K+ and that is a fixer upper. I would love to come back to Juneau, but no job for my husband, which is the one of the two reasons that I left. The rent is so bad that we can't even think of moving, for a two bedroom that allows pets is \$3k, it would break us. So lower cost of housing and more people would live in Juneau.”

“If the two mines closed and the capital was to move to Anchorage, Juneau would not survive. If you want to incorporate and entice a younger crowd, lower the cost of living, and entice outside influence. Smaller communities such as Haines, Hoonah, and Petersburg have stepped outside their comfort zones and brought in more than just cruise ships to look at a dying glacier or whale watch. The interior has a lot more to offer and is cheaper. Even though goods are still barged up or flown in.”

“I spent over a year working and living in my car in Juneau, with my family out of state. During that time, I watched housing prices climb 100k or more. There are only like 2 options for a 3-bedroom rental in town. (Commercial. not talking private landlords.) Out of those 2, only 1 rents to pet owners. (I have a normal size dog). and I could never get them to answer the phone or call me back. After asking around I found there was some Facebook group for private housing, sadly with working I was always too slow. The place would be rented before I got off work.”

“I don't foresee anything/anyone pushing Juneau to make any changes for permanent residents. Your available properties are either government assistance in which most make too much or are owned by someone living in another state and rented out for tourism, thus

refusing to rent long term or for a fair value. Then there is the fact no one can build so your market is artificially inflated.”

“Cost of living is too expensive and not pet friendly. Need more indoor facilities for sports, especially for winter. I know I fly out throughout the year because of Hecla but would be nice to have another airline beside Alaska airlines. Airline prices ain’t a joke it be nice to have another airline year-round maybe it’ll lower prices.”

“it’s the cost of housing in Juneau. it was cheaper for us to buy airplane tickets and commute than to rent a 4-bedroom house for the family.”

“No force on earth could get me and my family to move to this overpriced, over glorified tourist trap.”

“There are too many tourists in Juneau for me.”

Response Correlations

- Age and Likelihood to Move:
 - Younger workers (30-49) seem slightly more open to the possibility of moving to Juneau compared to older workers, though the high cost of living remains a significant barrier for all age groups.
- Career Stage and Relocation:
 - Those in the early stages of their careers appear more flexible about potentially relocating, but concerns about affordability persist regardless of career stage.
- Family Status and Housing Concerns:
 - Parents of young children consistently rate housing affordability and the availability of quality childcare as major concerns, strongly reinforcing their decision to live elsewhere.
- Education Level and Perception of Opportunities:
 - Those with higher education levels tend to rate job opportunities in Juneau more favorably.
- Previous Juneau Residency:
 - A few respondents who previously lived in Juneau cited the high cost of housing as their reason for leaving, indicating a persistent issue with affordability.
- State of Origin and Perception of Juneau:
 - Respondents from outside Alaska tend to rate Juneau's remoteness as a stronger deterrent compared to those from other parts of Alaska.

Summary of Findings and Potential Next Steps

Overall, survey results show that nonresident miners are unlikely to consider relocating to Juneau. By addressing housing affordability, transportation challenges, recreational diversity, economic opportunities, seasonality, and community inclusivity, Juneau could transform into a more attractive city for permanent residents. These changes may not only improve the quality of life for current residents but also make the city a more viable option for nonresident workers considering relocation. To make Juneau a more attractive home for mining employees, initiatives should address affordable housing, family support services, spouse employment, expanded amenities, and improved transportation. Addressing these barriers will not only benefit the mining sector but also strengthen Juneau's overall economic vitality by increasing its year-round resident workforce.

Implications for Economic Development Work

The survey of Greens Creek and Kensington Mines employees who work in Juneau but live elsewhere highlights several key factors influencing their decision not to reside in Juneau. These findings have important implications for economic development strategies, the City and Borough of Juneau, and mining companies seeking to attract and retain a resident workforce.

1. Housing Affordability and Availability Is a Primary Barrier

- **Finding:** The cost of living, especially the affordability of single-family homes, rental housing, and condominiums, is the top factor strongly reinforcing the decision to live elsewhere. Over 70% of respondents said the affordability of a single-family home strongly influenced their choice not to live in Juneau, with similar trends for rental and condo housing.
- **Possible Action:** Prioritize initiatives to expand the supply of affordable housing options, including rentals and ownership, and support policies or partnerships that lower the cost and increase the availability of workforce housing. We may also explore incentives or policy changes that lower construction costs or subsidize rents.

2. Family and Social Connections Remain Strong Outside Juneau

- **Finding:** Distance from family and friends is a significant deterrent, with over half of respondents citing it as a strong or somewhat strong reason for not relocating to Juneau.
- **Possible Action:** While this factor is less directly actionable, local organizations can work with local employers and the city to promote community-building initiatives and support services that help new residents establish roots and social networks in Juneau.

3. Limited Job Opportunities for Spouses and Lack of Childcare

- Finding: The availability of work for spouses and the lack of affordable, quality childcare are both notable barriers. Nearly half of respondents indicated these issues reinforced their decision to live elsewhere.
- Possible Action: Collaborate with employers and local agencies to improve job placement services for spouses and expand quality childcare options, making Juneau more attractive for families.

4. Perceptions of Limited Amenities and Services

- Finding: Respondents rated Juneau's range of youth activities, entertainment, arts, and culture as only fair or poor. Many also cited limited shopping options, medical services, and educational opportunities as drawbacks.
- Possible Action: Community development efforts could support the growth of amenities, cultural offerings, and service sectors that enhance quality of life, particularly for families and young professionals.

5. Geographic Isolation and Transportation Challenges

- Finding: Juneau's remoteness (no road access) and climate were frequently cited as factors discouraging relocation.
- Possible Action: While geography cannot be changed, the community can advocate for improved transportation links (air, ferry) and promote the unique benefits of Juneau's setting to counterbalance these concerns.

6. Opportunities for Collaboration

- Finding: Many nonresident workers are in their prime working years (60% ages 30-49) and have families, indicating a demographic that could be retained with the right incentives and community supports.
- Possible Action: Collaborate on targeted recruitment, relocation assistance, and programs that address the specific needs identified in the survey, combining efforts to make relocation incentives more attractive and tailored to the needs of miners.

7. Mitigating Negative Effects of Nonresidency on Alaska's Economy

- Finding: There are many immutable factors affecting miners' decisions to not live in Juneau. Factors like weather and remoteness are simply a fact of living in Southeast Alaska. Miners earn almost twice Juneau's average salary, and this money is

essentially removed from the local/state economy when salaries are spent elsewhere.

- Possible Action: In collaboration with other Southeast communities that face similar issues, local advocacy may prioritize policy changes that help capture more mining industry revenue to offset the negative economic on local communities. Examples include an income or nonresidency tax, corporate social responsibility agreements, localized workforce development initiatives, or policies that encourage nonresident spending within the local community.

Addendum 1

Local Hire Programs and Incentives

The administrations of both mines currently offer relocation incentives. In the case of Hecla Greens Creek, in-state hourly employees are offered a \$5,000 gross payable loan and out-of-state employees are offered a \$10,000 gross payable loan. The lump sum “loan” is for a period of 24 months that is only repaid pro-rata in the event of a company departure prior to the 24-month lapse. These allowance figures have been in effect since 2017. Kensington local hire incentives include a \$10,000 relocation bonus for employees relocating from the Lower-48 and \$5,000 for employees relocating from anywhere in Alaska. Also offered is a 3% pay differential for Southeast Alaska residents. Both Kensington and Greens Creek offer local benefits including Eaglecrest Ski Resort Passes, Goldbelt Tram Passes, and discounted gym memberships.

Attracting and recruiting Alaskans has been a challenge for both mines due to a lack of qualified local applicants. To address this, Kensington has been investing in their Environmental Science Endowment fund through UAS since 1991 and working with the UAF Mining and Petroleum Training Service program since 2019. Kensington launched their Coeur Alaska Mobile Mechanic Trainee Program through UAS in 2021, the Mining Pathways Program through UAS in 2024, and committed to funding introductory diesel and welding courses through Spring of 2026 for high school students to attend at no cost.

Hecla Greens Creek has also invested in educational programs at UAS, including contributions to the UAS Center for Mine Training and an endowment fund for an Environmental Science program. Hecla also instructs the Introduction to Mining Operations & Occupations (IMOO) course at the UAS Technology Education Center. The IMOO course is built specifically for high school Juniors & Seniors who earn dual-enrollment credit while learning about all the career paths available in the mining industry. The course is co-sponsored by Hecla so that it is offered to students free of charge.

Appendix A

2024 Survey Questions

	Questions List for 2024 Nonresident Miner Juneau Satisfaction Survey
Question 1	Do you hold a year-round job in Juneau, but you choose to maintain a household most or all of the year outside of Juneau?
Question 2	How are you employed in Juneau? (Choose all that apply)
Question 3	What is your age?
Question 4	Which career phase described you? (Select all that apply)
Question 5	What is the highest level of education you have completed?
Question 6	Are you male or female?
Question 7	Where do you make your permanent home?
Question 8	In which state is your permanent residence?
Question 9	Have you ever made your permanent home in Juneau?
Question 10	How would you rate each of the following aspects of Juneau?
Question 11	Please indicate the degree to which each of the following aspects of Juneau influence your decision to keep your permanent residence outside of Juneau.
Question 12	Do the following aspects of Juneau's quality of life meet your needs?
Question 13	Please let us know of anything specific that could make Juneau appealing as a place to establish your permanent residence:
Question 14	Do you have any closing comments?