

ADMINISTRATION & FINANCE INDUSTRY AND UA GRADUATES FAST FACTS



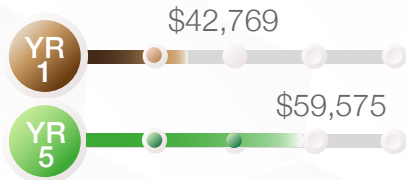
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The University of Alaska has identified 33 programs whose graduates are important to the administration and finance industry in Alaska. Detailed below are their employment and wage outcomes, plus other information that can be used to assess UA programs and their usefulness to one of the state's key industries.

Graduates from key UA programs

ACCOUNTING

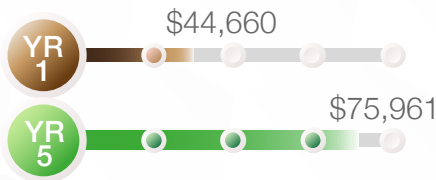
81.5% working in AK within a year of graduating



39.2% wage growth

ECONOMICS & FINANCE

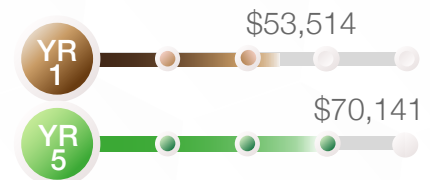
76.1% working in AK within a year of graduating



70.1% wage growth

ADMINISTRATION

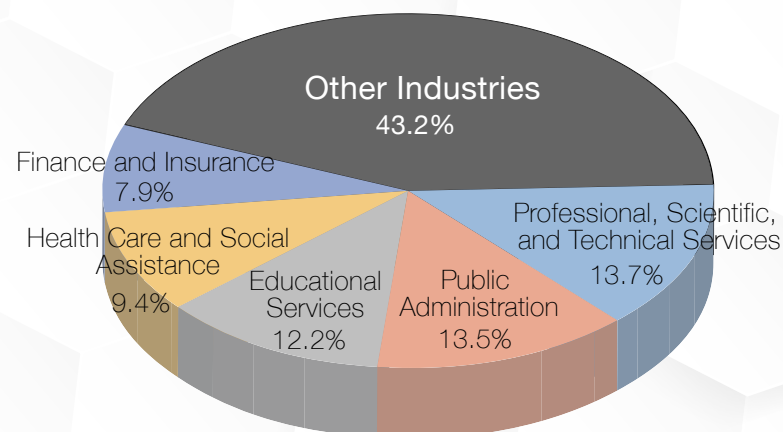
72.6% working in AK within a year of graduating



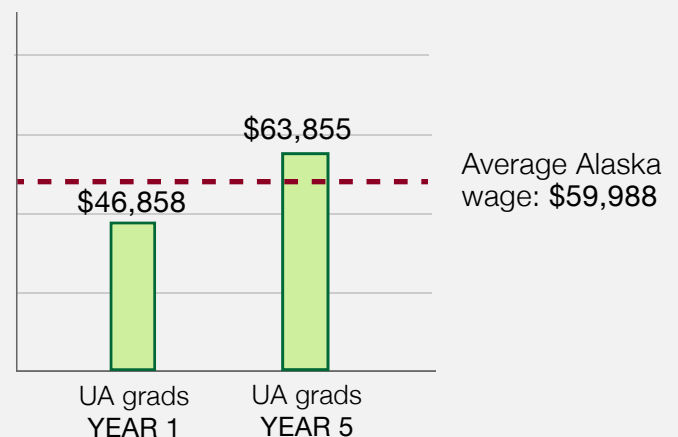
31.1% wage growth

Note: Data reflects the actual employment and wage data of all graduates, and is not limited to those employed in administration and finance

The industries where first-year graduates work



Program grads' average wages



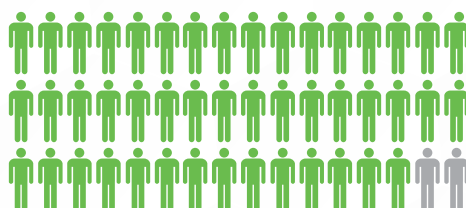
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Do these programs boost the Alaska hire rate?

96.9%
of working graduates
are Alaska residents



For comparison, residency is ...

- 79.3% for all Alaska workers
- 90.7% for all admin/finance workers

Over the last three years, the industry hired ...

5,137 Bookkeeping, Accounting,
and Auditing Clerks

4,870 General and Operations
Managers

3,274 Chief Executives

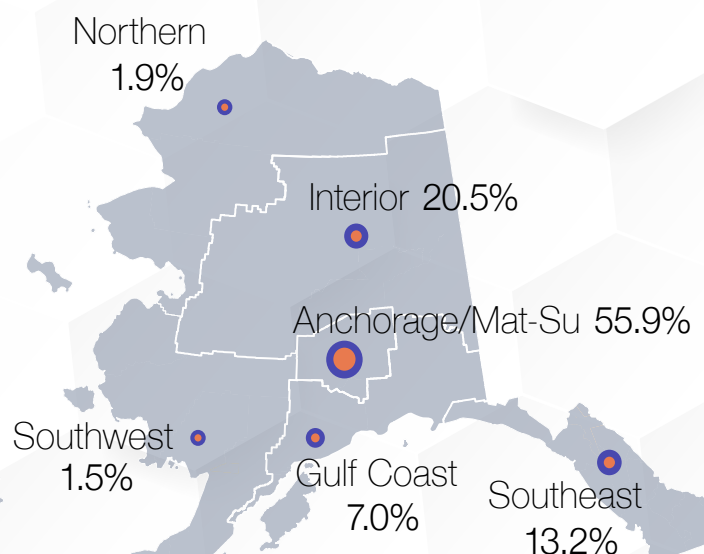
1,559 Accountants and Auditors

971 Sales Managers

821 Financial Managers

Notes: These occupations have had the most hires in the past three years among occupations that require postsecondary education. Hires include all hires, not just UA grads, to identify where demand is greatest.

Where do UA's administration & finance program grads work?



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More information on programs and the industry connection

The economic value of training and education is abundantly clear in the relevant data. Median earnings, for example, jump from \$35,328 for high school graduates to \$44,619 for Alaskans with an associate degree, \$57,708 for those with a bachelor's degree, and \$77,402 for holders of graduate or professional degrees. More education and training also correlate strongly with lower unemployment rates.

The University of Alaska, in an effort to highlight and enhance the relationship between its programs and key Alaska industries, has prepared data on the 33 programs that are particularly relevant to the state's Administration and Financial Occupations. These include nine that result in a certificate or license, seven that result in an associate degree, and 17 that result in a bachelor's degree or above.

Over the last 10 years, 5,815 people have graduated from those programs with the following outcomes by degree type:

- **Licenses and Certificates:** 472 graduates, 388 employed in Alaska within a year of graduating with average first-year wages of \$40,441 and average fifth-year wages of \$47,915
- **Associate Degrees:** 1,360 graduates, 1,020 employed in Alaska within a year of graduating with average first-year wages of \$38,397 and average fifth-year wages of \$49,495
- **Bachelor's Degrees and Above:** 3,983 graduates, 3,014 employed in Alaska within a year of graduating with average first-year wages of \$50,531 and average fifth-year wages of \$70,335

Three types of programs account for a large share (76.1 percent) of graduates and warrant special mention:

- **Accounting** (one associate and one bachelor at UAA, one endorsement, certificate, associates, and one bachelor at UAF, one endorsement and one certificate at UAS): 1,544 graduates, 1,259 employed in Alaska within a year of graduating with average first-year wages of \$42,769 and average fifth-year wages of \$59,545
- **Economics & Finance** (three bachelors at UAA, one masters at UAF, one certificate at UAS): 406 graduates, 309 employed in Alaska within a year of graduating with average first-year wages of \$44,660 and average fifth-year wages of \$75,961
- **Administration** (three bachelors and two masters at UAA, one bachelor and one master's program at UAF and UAS): 2,402 graduates, 1,745 employed in Alaska within a year of graduating with average first-year wages of \$53,514 and average fifth-year wages of \$70,141

The relationship between UA programs and hiring in administration and finance

In an industry where thousands of people have been hired over the last several years, the University of Alaska admin/finance programs have been very focused on meeting the demand. Over the last ten years, 25.6% of the students who found employment during the first year after graduating from an administrative or finance program worked in targeted occupations.

Attempts to precisely match the supply of graduates with the demand for certain workers by industry would be misguided, but the data shown here are appropriate for general conclusions about the benefits of certain UA programs. More importantly, this information can help facilitate conversations with key industries about how programs could be expanded, changed, or developed to provide them with more and better trained workers.

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Related questions and answers

Q: What percentage of Administration and Finance hires are UA grads?

Those types of questions can be answered only for specific program graduates or specific industry occupations, based on the long-running collaboration between the University of Alaska and the Department of Labor and Workforce Development. It's less useful to lump all the programs and degree types together.

Q: Where do the employment numbers come from?

The University of Alaska and the Alaska Department of Labor and Workforce Development's Research and Analysis Section have worked together for years to identify where university graduates are working in the state.

The detailed employment and wage information comes from quarterly reports that nearly all Alaska employers are required to file under state employment insurance law. Those records do not include federal workers or the self-employed, so university program graduates in those categories are not shown here.

Q: How were the programs and target occupations selected?

The University of Alaska analyzed labor market information to determine the largest and fastest-growing occupations in the administration and finance industry, then linked 33 programs based on occupations' titles and characteristics.

Q: Are there emphasis areas embedded within degree programs that could provide targeted training towards high growth occupations in this industry sector?

Yes, several degree programs provide options for students to specialize in an emphasis area that can enhance their education and employability. For example, while most administration and finance programs provide broad training in the high growth occupations of Human Resources & Compensation, Benefits Specialists, or Managers, some programs also offer targeted training through an emphasis area.

Q: Can this information be used for program evaluation?

It can inform those types of decisions, as well as decisions about which programs to expand, but there's far more to consider than which programs have the highest earnings or best employment outcomes. Other data such as short-term and long-term industry and occupational projections, enrollment numbers, and tuition and program costs are important, and so are less formal insights and information gathered from industry and other key stakeholders. When making key decisions about university programs, it will also be important to consider the most recent developments in the economy that can't yet be measured.

Q: Are there majors in the field of Human Resources & Compensation/Benefits Specialists/Managers?

There are currently not any programs directly related to these fields, except for an emphasis area in the UAS Bachelor's degree in Business Administration. However, many of these majors could lead to jobs within those high growth occupations.

This report is a collaboration among UA Workforce Development, UA Data Strategy and Institutional Research, and the Alaska Department of Labor and Workforce Development's Research and Analysis Section. For more information, visit <https://www.alaska.edu/research/wd/>.

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The 33 programs linked to administration and finance

Target occupations	University	Major	Degree	Graduates	Employed in AK within a year	1st-year avg wage	5th-year avg wage
Accountants, Auditors, Compliance Officers, & Bookkeepers (13-2011, 13-1041, 43-3031)	UAF	Bookkeeping Technician	Occupational Endorsement Cert	55*	41	\$34,069	\$41,243
	UAS	Accountant Endorsement	Occupational Endorsement Cert	66*	60	\$52,218	\$60,422
	UAF	Accounting Technician	Certificate	77*	60	\$34,343	\$37,572
	UAS	Accounting Technician	Certificate	103	83	\$38,837	\$50,815
	UAA	Accounting	Associate of Applied Science	298	237	\$36,106	\$48,719
	UAF	Applied Accounting	Associate of Applied Science	145	106	\$37,819	\$48,010
	UAA	Accounting	Bachelor of Business Admin.	591	503	\$46,608	\$69,182
	UAF	Accounting	Bachelor of Business Admin.	209	169	\$46,748	\$69,516
General, Operations Managers, Management Analysts, & Chief Executives (11-1021, 13-1111, 11-1011)	UAF	Applied Business Management	Certificate	90	73	\$39,692	\$43,564
	UAF	Tribal Management	Certificate	40*	38	\$38,106	\$42,887
	UAA	Small Business Management	Certificate	6*	5	-	-
	UAS	Small Business Management	Certificate	24*	19	\$39,196	-
	UAA	General Business	Associate of Applied Science	167*	123	\$35,095	\$45,363
	UAA	Small Business Administration	Associate of Applied Science	174	132	\$35,727	\$51,038
	UAF	Applied Business	Associate of Applied Science	304	213	\$40,755	\$49,345
	UAF	Tribal Management	Associate of Applied Science	35*	32	\$42,746	-
	UAS	Business Administration	Associate of Applied Science	234*	176	\$42,468	\$56,567
	UAA	Global Log Supply Chain Mgt	Bachelor of Business Admin.	62*	49	\$55,231	\$73,685
	UAA	Management	Bachelor of Business Admin.	639	487	\$41,002	\$62,010
	UAF	Business Administration	Bachelor of Business Admin.	345	232	\$35,672	\$59,995
	UAS	Business Administration	Bachelor of Business Admin.	399	261	\$53,635	\$61,380
	UAA	Applied Technologies Leadership	Bachelor of Science	9*	5	-	-
	UAA	General Management	Master of Business Admin.	362*	292	\$71,333	\$90,491
	UAF	General Management	Master of Business Admin.	282*	197	\$63,802	\$74,806
Financial Managers, Personal Financial Advisors, Investment/Commodities Analysts, Budget/Tax Examiners, Loan Officers, Insurance Underwriters (11-3031, 13-2052, 13-2098, 13-2081, 41-3031, 13-2031, 13-2041, 13-2072, 13-2053)	UAA	Public Administration	Master of Public Admin.	111*	87	\$55,262	\$74,599
	UAS	Public Administration	Master of Public Admin.	193	135	\$65,032	\$100,986
	UAS	Financial Institutions	Occupational Endorsement Cert	4*	4	-	-
	UAA	Economics	Bachelor of Arts	110	86	\$37,148	\$66,378
	UAA	Economics	Bachelor of Business Admin.	76	61	\$41,166	\$60,749
Marketing Specialists, Public Relations Specialists, & Sales Managers (13-1161, 11-2021, 27-3031, 11-2022)	UAA	Finance	Bachelor of Business Admin.	215	161	\$47,467	\$80,481
	UAF	Resource & Applied Economics	Master of Science	52	39	\$49,491	\$75,234
	UAA	Marketing	Bachelor of Business Admin.	152	124	\$39,853	\$55,699
	UAF	Professional Communication	Master of Arts	45*	32	\$38,578	\$43,514

*Program had not yet existed for 10 years

Note: Graduate numbers are for 2009 through 2018. When wages aren't shown for a program, it's because it had too few graduates.