

ADMINISTRATION & FINANCE

UA GRADUATES



The University of Alaska has identified 36 programs whose graduates are important to administration and finance 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

Working in Alaska within One Year of Graduating

(Rate | Actual)

ACCOUNTING

76.6% | 428

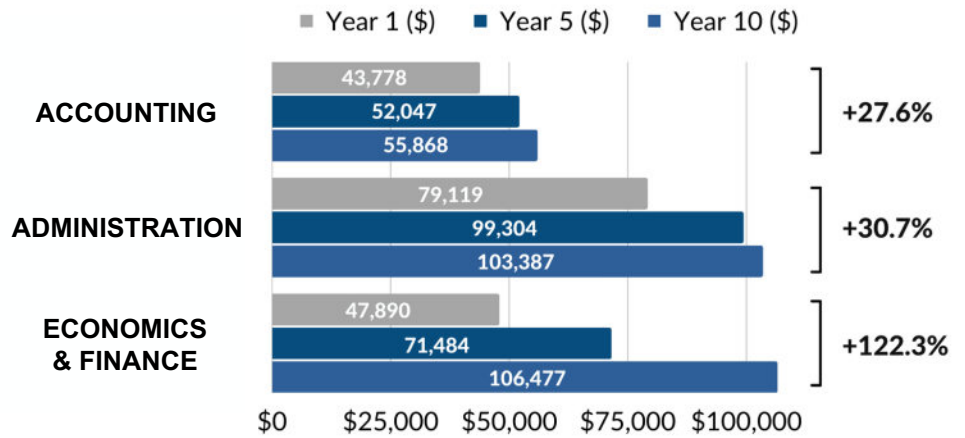
ADMINISTRATION

73.2% | 1,021

ECONOMICS & FINANCE

74.6% | 309

Wage Growth

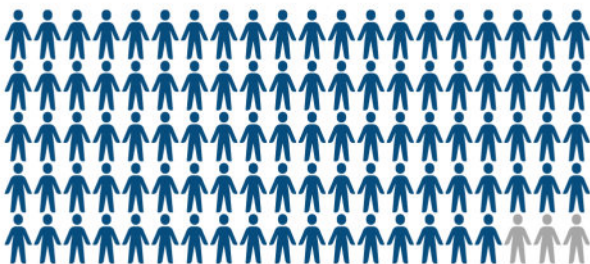


Note: Data reflects the actual employment and wage data of all graduates, and is not limited to those employed in administration & finance.

UA Programs Boost Alaska's Hire Rate

96.7%

Of Working Graduates are Alaska Residents

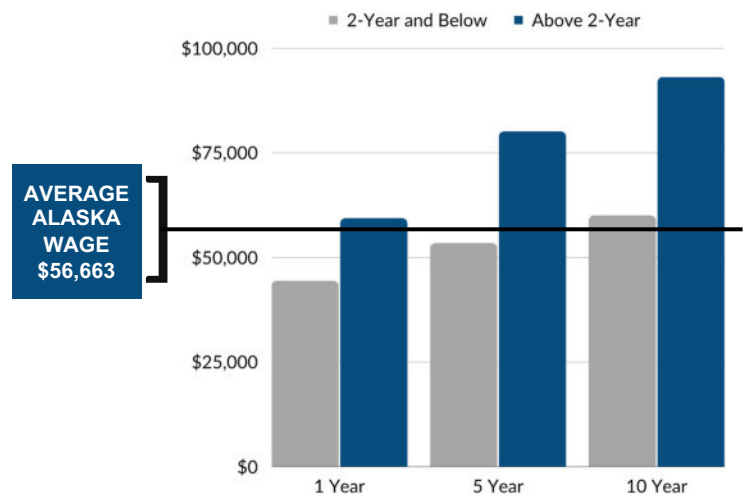


For comparison, residency is...

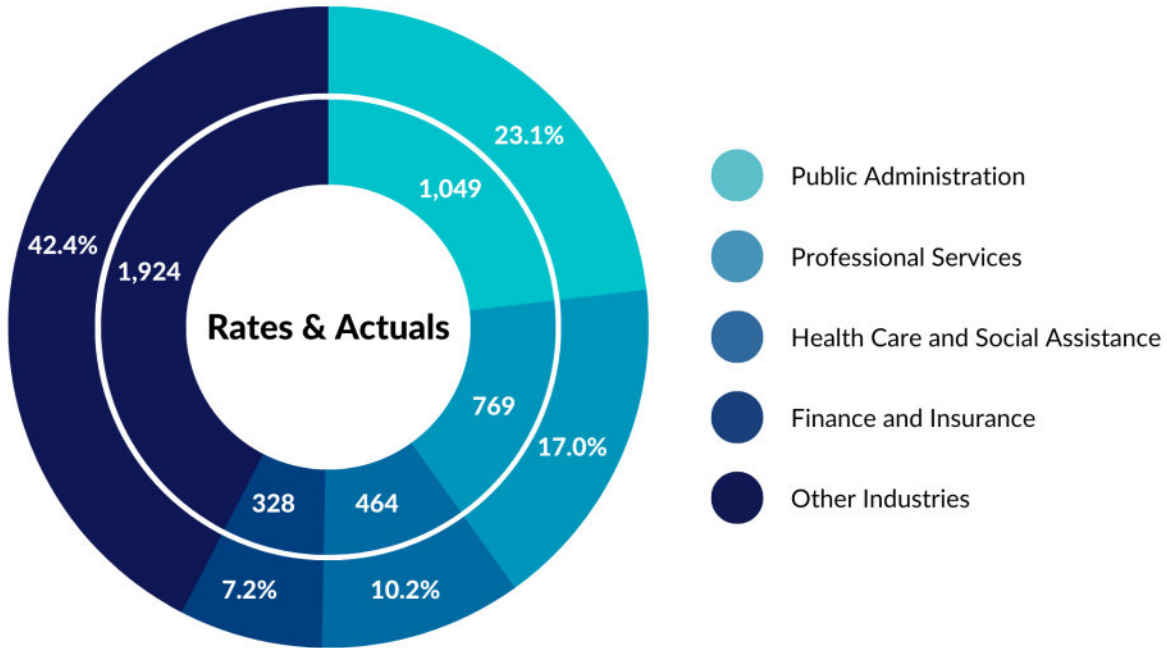
79.8% for all Alaska Workers

69.8% for all Admin. & Finance Workers

Program Graduates' Average Wage



Industries Where First-Year Graduates Work



Over the last three years, the administrative and finance industry hired...



7,826
 Chief Executives



3,587
 Bookkeeping, Accounting, and Auditing Clerks



2,528
 General and Operations Managers

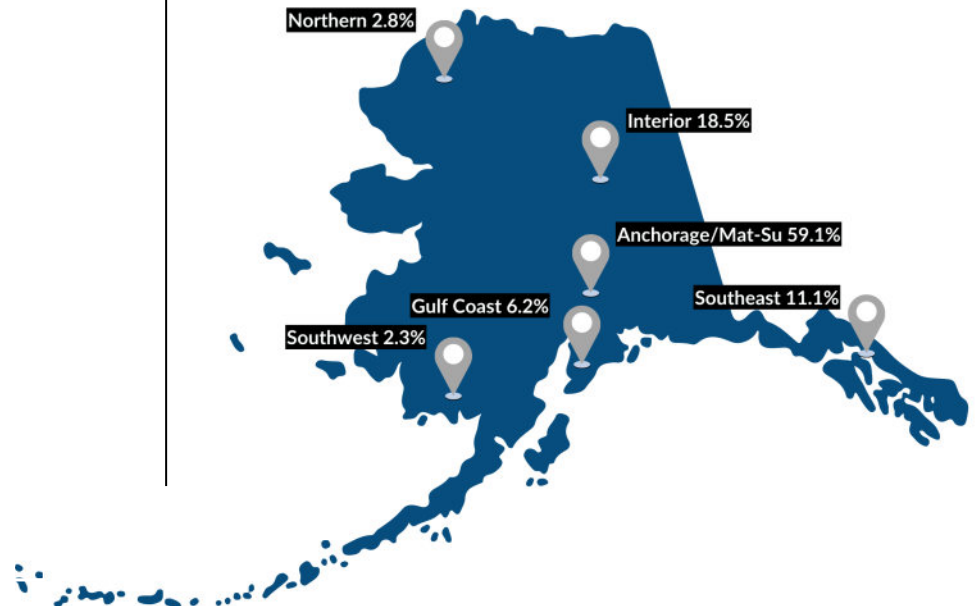


1,181
 Accountants and Auditors



503
 Sales Managers

Regions where UA administration and finance program graduates work



Note: These occupations require postsecondary education and include all hires, not just UA grads, to identify greatest demand.

Programs and the Industry Connection

Education pays — people working jobs in Alaska that require a high school degree earn an average of \$44,679 annually, which jumps to \$63,883 for jobs that require associate degrees, \$86,140 for those that require bachelor degrees, and \$102,511 for jobs in Alaska that require graduate or professional degrees.

In an industry where thousands of people have been hired over the last several years, the University of Alaska administration and finance programs have been very focused on meeting the demand. Graduates from these programs are employed in all of Alaska's major industries, with especially high percentages working in local or state government (23%), professional services (17%), and health care and social assistance (10%).

The number of job openings in Alaska has jumped by 40 percent from 2019 to 2022, and spending from the 2021 Infrastructure Act— nearly \$3 billion has already been announced so far for Alaska — will make filling high-wage jobs, most of which require postsecondary training or education, even more difficult. The state's ten consecutive years of negative net migration (more people moving out of the state than moving in) creates an additional challenge for Alaska employers looking to fill open positions. These challenges, however, create unprecedented opportunities for Alaska workers, especially those with sought-after education and training credentials.

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.

Since 2011, 6,114 people have graduated from programs relevant to the state's administration and finance industry, producing the following outcomes:

Degree Type*	Graduates	% Employed in Alaska within 1 Year	Average First-Year Wage (\$)	Average Fifth-Year Wage (\$)	Average Tenth-Year Wage (\$)
Certificate	380	80.0%	\$47,823	\$48,706	\$59,206
Associate	1,244	74.2%	\$43,206	\$54,810	\$60,373
Bachelor and Above	4,490	73.8%	\$59,335	\$80,040	\$93,038

*Certificates (1-2 yrs); Associate Degrees (2 yrs); Bachelor Degrees and Above (4-4+ yrs).

Questions and Answers

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 work together each year to identify where university graduates are working in the state and what their wages are.

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

Wages numbers have been annualized and have been inflation adjusted to 2022 wages to make them comparable across the ten-year window of this report. Annualizing wages is a method used to calculate what the wages would be if all workers worked all four quarters in the year.

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 is 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 is also important to consider the most recent developments in the economy that cannot yet be measured.

How were programs & 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 programs based on occupations' titles and characteristics.



Do graduates work only in Administration and Finance?

No, they work in a variety of industries. Graduates being hired and paid well by employers in any industry indicate successful outcomes for both the program graduates and the Alaska economy.

How long does it take to earn a certificate, associate degree, or bachelor degree?

If a student is attending classes full-time, certificate programs take less than 2 years (often 1 year or less); associate degrees are generally 2 years; bachelor degrees are four years; and advanced degrees are more than 4 years.

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, such as the UAS Bachelor's degree in Business Administration with a Human Resources Management emphasis. That particular program is still new, however, and there were no graduates during the timeframe covered by this report.



36 Programs Linked to Administration and Finance

Target Occupations	University	Major	Degree	Graduates	% Employed in AK within a year	1st-year average wage	5th-year average wage
Accountants, Auditors, Compliance Officers, & Bookkeepers (13-2011, 13-1041, 43-3031)	UAF	Bookkeeping Technician	Occupational Endorsement Cert	74	68.9%	41,021	47,091
	UAS	Accountant Endorsement	Occupational Endorsement Cert	76	92.1%	58,066	66,463
	UAF	Accounting Technician	Certificate	91	76.9%	40,894	40,791
	UAS	Accounting Technician	Certificate	123	82.9%	44,451	57,577
	UAA	Accounting	Associate of Applied Science	322	79.5%	39,270	56,401
	UAF	Applied Accounting	Associate of Applied Science	159	70.4%	44,554	50,167
	UAA	Accounting	Bachelor of Business Admin.	648	84.4%	51,383	74,163
	UAF	Accounting	Bachelor of Business Admin.	238	79.0%	49,391	77,094
General, and Operations Managers, Management Analysts, & Chief Executives - Private Sector (11-1021, 13-1111, 11-1011)	UAF	Supervision & Personnel Management	Occupational Endorsement Cert	6	100.0%	59,192	*
	UAF	Applied Business Mgmt	Certificate	107	81.3%	42,404	49,697
	UAS	Small Business Management	Certificate	33	84.8%	38,650	50,421
	UAA	General Business	Associate of Applied Science	384	74.0%	39,743	52,252
	UAF	Applied Business	Associate of Applied Science	342	69.3%	44,054	55,089
	UAS	Business Administration	Associate of Applied Science	289	76.8%	46,811	64,282
	UAF	Applied Management	Bachelor of Applied Management	10	60.0%	87,503	*
	UAA	Global Log Supply Chain Mgt	Bachelor of Business Admin.	87	78.2%	53,549	90,839
	UAA	Management	Bachelor of Business Admin.	719	74.4%	45,642	71,573
	UAF	Business Administration	Bachelor of Business Admin.	414	61.8%	40,630	68,405
	UAS	Business Administration	Bachelor of Business Admin.	368	68.2%	59,368	66,117
	UAA	Applied Technologies Leadership	Bachelor of Science	82	64.6%	70,141	*
	UAA	General Management	Master of Business Admin.	388	80.9%	80,780	104,560
	UAF	Business Administration	Master of Business Admin.	361	66.5%	73,224	87,164
UAA	Global Supply Chain Mgmt	Master of Science	58	70.7%	85,201	108,215	
UAA	Project Management	Master of Science	189	68.8%	106,108	126,838	
General, and Operations Managers, Management Analysts, & Chief Executives - Public Sector (11-1021, 13-1111, 11-1011)	UAF	Tribal Governance	Certificate	56	92.9%	46,462	51,536
	UAF	Tribal Governance	Associate of Applied Science	48	91.7%	49,309	58,852
	UAF	Rural Development	Bachelor of Arts	88	84.1%	76,793	74,963
	UAF	Rural Development	Master of Arts	51	82.4%	79,215	82,913
	UAA	Public Administration	Master of Public Admin	106	78.3%	60,326	79,284
	UAS	Public Administration	Master of Public Admin	253	71.1%	72,512	95,354
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	Economics	Bachelor of Arts	125	76.0%	42,033	69,524
	UAA	Economics	Bachelor of Business Admin.	75	82.7%	42,364	124,872
	UAA	Finance	Bachelor of Business Admin.	241	73.0%	51,646	73,775
Marketing Specialists, Public Relations Specialists, & Sales Managers (13-1161, 11-2021, 27-3031, 11-2022)	UAA	Marketing	Bachelor of Business Admin.	169	81.7%	41,752	64,035
	UAS	Marketing	Bachelor of Business Admin.	27	51.9%	46,166	62,479
	UAF	Professional Communication	Master of Arts	47	68.1%	42,539	43,458

*Data unavailable. Program has been offered for a limited period of time, or wages are suppressed when fewer than 5 graduates are employed in Alaska. Note: Graduate numbers are from 2011 through 2021.

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 alaska.edu/research/wd/.