

The University of Alaska has identified 38 programs whose graduates are important to education 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)

EARLY CHILDHOOD

80.5% | 417

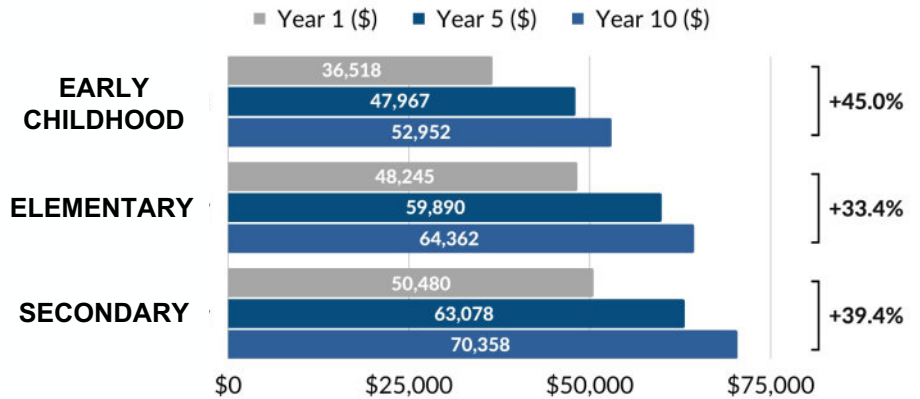
ELEMENTARY

87.2% | 578

SECONDARY

87.1% | 433

Wage Growth

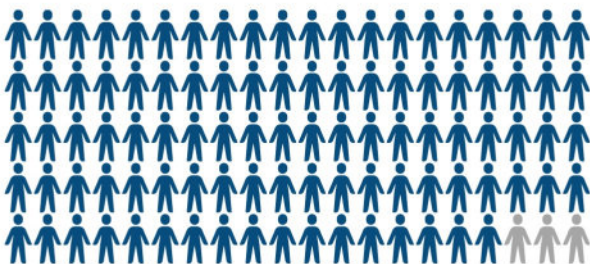


Note: Data reflects the actual employment and wage data of all graduates, and is not limited to those employed in education.

UA Programs Boost Alaska's Hire Rate

97.3%

Of Working Graduates are Alaska Residents



For comparison, residency is...

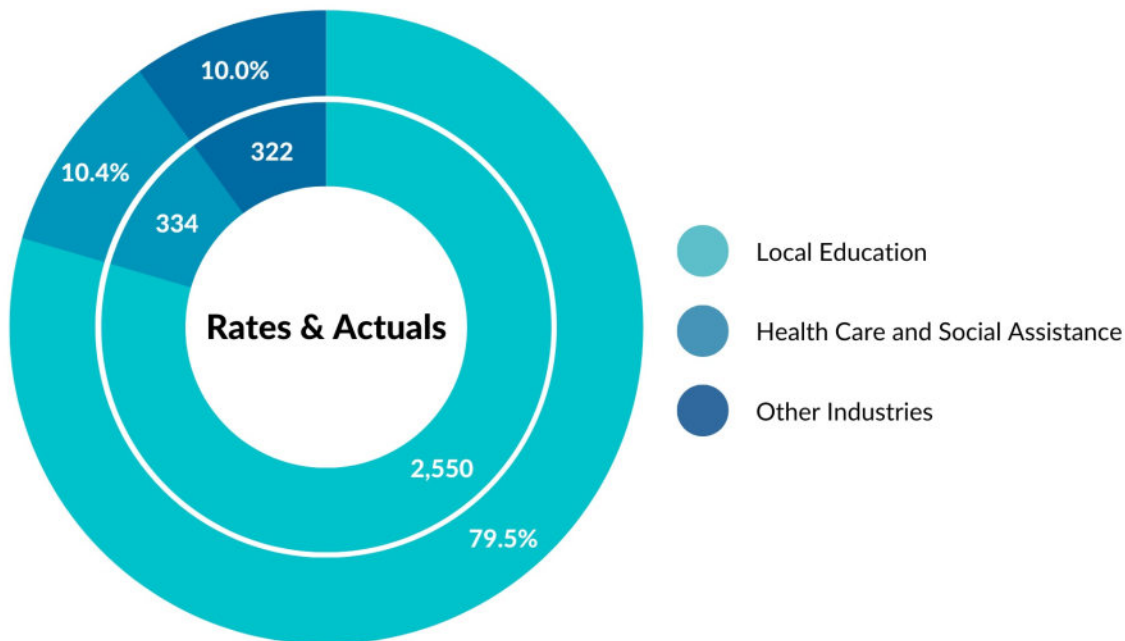
79.8% for all Alaska Workers

78.5% for all Education Workers

Program Graduates' Average Wage



Industries Where First-Year Graduates Work



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



3,696
Teachers (General)



1,135
Education Instruction/Library



748
Teaching Assistants



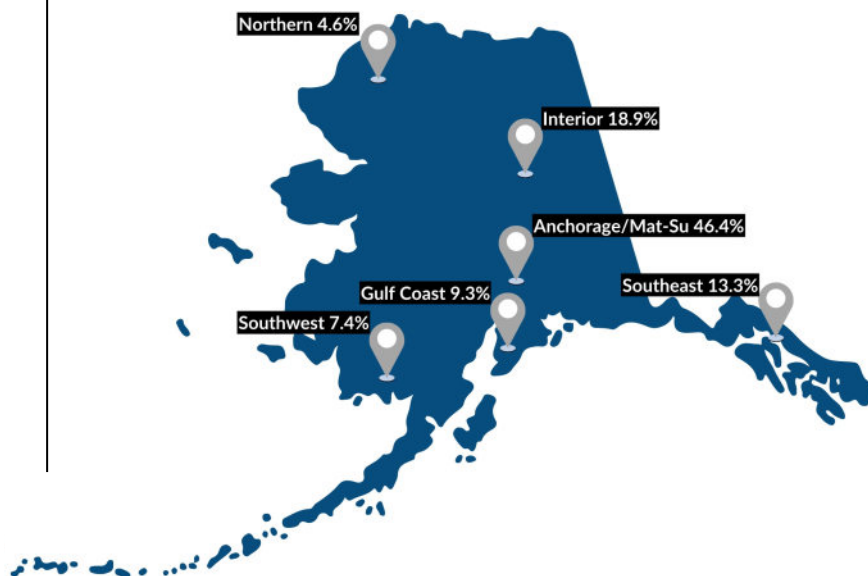
730
Elementary Teachers
(Except Special Education)



618
Secondary Teachers
(Except Special & Career/Tech)

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

Regions where UA education program graduates work





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.

Well over 2,000 graduates from University of Alaska education programs have gone to work in local schools over the last ten years. Many of those graduates became teachers, but administration programs have also proven to be remarkably important to Alaska employers. Ninety-five percent of those graduates were working in Alaska within a year.

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, 3,708 people have graduated from programs relevant to the state's education 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	8	75.0%	\$33,466	**	**
Associate	242	78.1%	\$34,015	\$37,970	\$44,640
Bachelor and Above	3,458	87.1%	\$59,536	\$74,981	\$81,985

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

**Wages are suppressed when fewer than 5 graduates are employed in Alaska.



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 education industry, then linked programs based on occupations' titles and characteristics. While other UA programs also provide some preparation for education jobs, this report excludes general administrative training programs that are useful for all sectors, such as accountants and human resource professionals.

Do graduates work only in education?

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.





38 Programs Linked to Education

Target Occupations	University	Major	Degree	Graduates	% Employed in AK within a year	1st-year average wage	5th-year average wage
Preschool, Except Special Ed. (25-2011)	UAF	Early Childhood Education	Certificate	12	75.0%	35,308	*
	UAA	Early Childhood Development	Associate of Applied Science	149	77.2%	29,789	36,883
	UAF	Early Childhood Education	Associate of Applied Science	142	79.6%	38,014	44,784
	UAA	Early Childhood Education	Bachelor of Arts	197	89.8%	38,387	55,485
	UAF	Child Develop & Family Studies	Bachelor of Arts	100	72.0%	40,327	56,797
Kindergarten and Elementary School Teachers, Except Special Ed. (25-2012, 25-2021)	UAF	Elementary Education	Bachelor of Arts	249	92.4%	42,685	58,107
	UAS	Elementary Education	Bachelor of Arts	157	90.4%	44,905	56,152
	UAS	Elementary Education	Master of Arts in Teaching	172	77.9%	57,874	70,446
	UAF	Elementary Education	Graduate Licensure Program	73	86.3%	48,618	69,877
Middle School & Secondary Teachers, Except Special Ed. & CTE (25-2031, 25-2022)	UAS	Ed Cert - Elementary Education	Graduate Licensure Program	215	89.8%	48,455	67,286
	UAF	Secondary Education	Bachelor of Arts	13	76.9%	47,603	*
	UAF	Teach Cred-Sec Ed	Undergrad Licensure Program	38	92.1%	46,688	58,629
	UAS	Secondary Education	Master of Arts in Teaching	316	87.7%	51,469	64,938
Elementary, Middle School, and Secondary Education, Except Special Ed. (25-2021, 25-2031, 25-2022)	UAF	Secondary Education	Graduate Licensure Program	153	88.9%	49,133	63,399
	UAS	Ed Cert - Secondary Education	Graduate Licensure Program	11	81.8%	55,128	*
	UAA	Music	Bachelor of Music	73	72.6%	23,301	56,605
	UAF	Music Education	Bachelor of Music	12	91.7%	26,410	*
	UAA	Kinesiology	Bachelor of Science	177	79.1%	28,820	60,024
	UAA	Speech Language Pathology	Post Baccalaureate Cert	41	73.2%	39,312	*
	UAS	Education	Master of Arts in Teaching	89	89.9%	72,184	87,382
	UAF	Education	Master of Education	90	80.0%	68,866	77,130
	UAS	Reading Specialist	Master of Education	89	89.9%	69,932	80,249
	UAA	Teaching and Learning	Master of Education	93	87.1%	66,048	79,524
Special Education Teachers, All Levels (25-2051, 25-2052, 25-2053, 25-2054, 25-2059)	UAF	Science Teaching & Outreach	Graduate Certificate	13	76.9%	28,505	*
	UAF	K-12 Art	Graduate Licensure Program	13	92.3%	39,910	53,621
	UAS	Ed Cert - Reading	Graduate Licensure Program	93	88.2%	68,244	79,663
	UAS	Special Education	Bachelor of Arts	23	87.0%	46,746	*
	UAS	Special Education	Master of Arts in Teaching	49	87.8%	59,437	61,544
	UAA	Special Education	Master of Education	47	78.7%	64,869	77,392
	UAF	Special Education	Master of Education	138	85.5%	76,433	76,043
	UAS	Special Education	Master of Education	128	84.4%	64,793	75,041
	UAA	Special Education	Graduate Certificate	136	94.1%	57,678	71,535
	UAF	Post-Bacc K-12 Spec Ed Lic Prg	Graduate Licensure Program	81	88.9%	58,774	74,789
Educational, Guidance, School, and Vocational Counselors (21-1012)	UAS	Ed Cert - Special Education	Graduate Licensure Program	229	90.8%	62,556	73,868
	UAF	Counseling	Master of Education	162	80.9%	57,695	71,470
Education Administrators, Elementary & Secondary (11-9032)	UAA	Educational Leadership	Master of Education	295	93.9%	83,548	98,432
	UAS	Educational Leadership	Master of Education	185	96.2%	85,061	98,913
	UAA	Educational Leadership: Principal	Graduate Certificate	159	96.2%	88,110	102,978

*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/.