

HEALTH PROGRAMS

UA GRADUATES

The University of Alaska has identified 60 programs whose graduates are important to the clinical and behavioral health 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 Clinical Health Programs

Working in Alaska within One Year of Graduating

(Rate | Actual)

Certified Nurse Aide

90.7% | 272

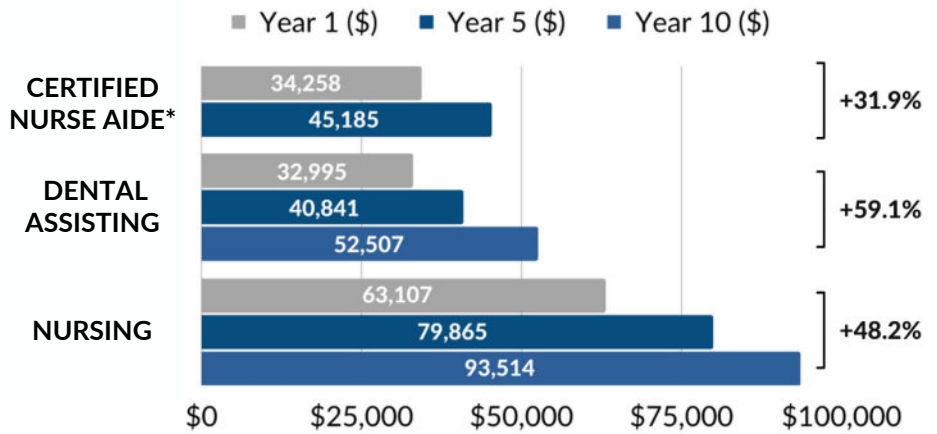
Dental Assisting

82.1% | 165

Nursing

87.9% | 2,387

Wage Growth



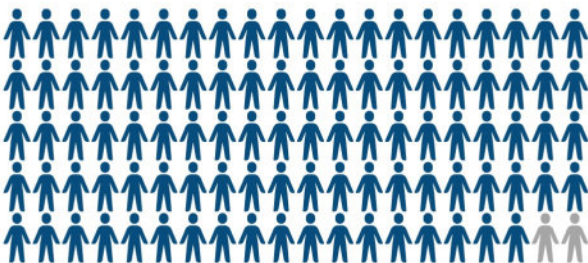
*Year 10 wage growth unavailable. See page 7 for more information.

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

UA Programs Boost Alaska's Hire Rate

97.6%

Of Working Graduates are Alaska Residents

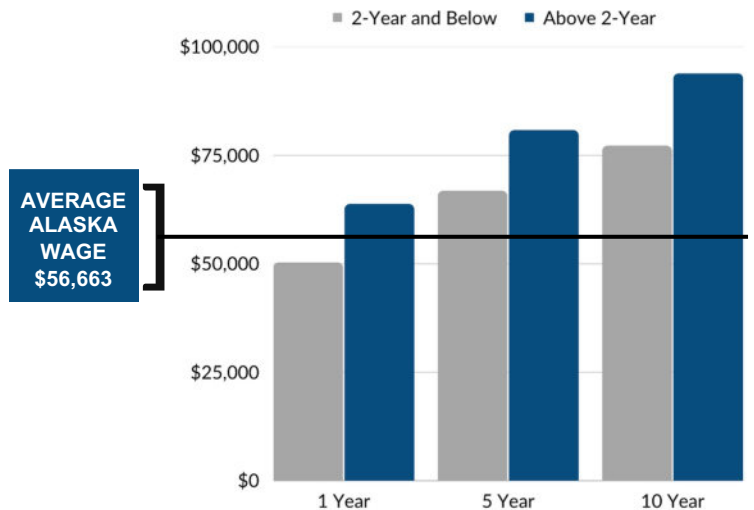


For comparison, residency is...

79.8% for all Alaska Workers

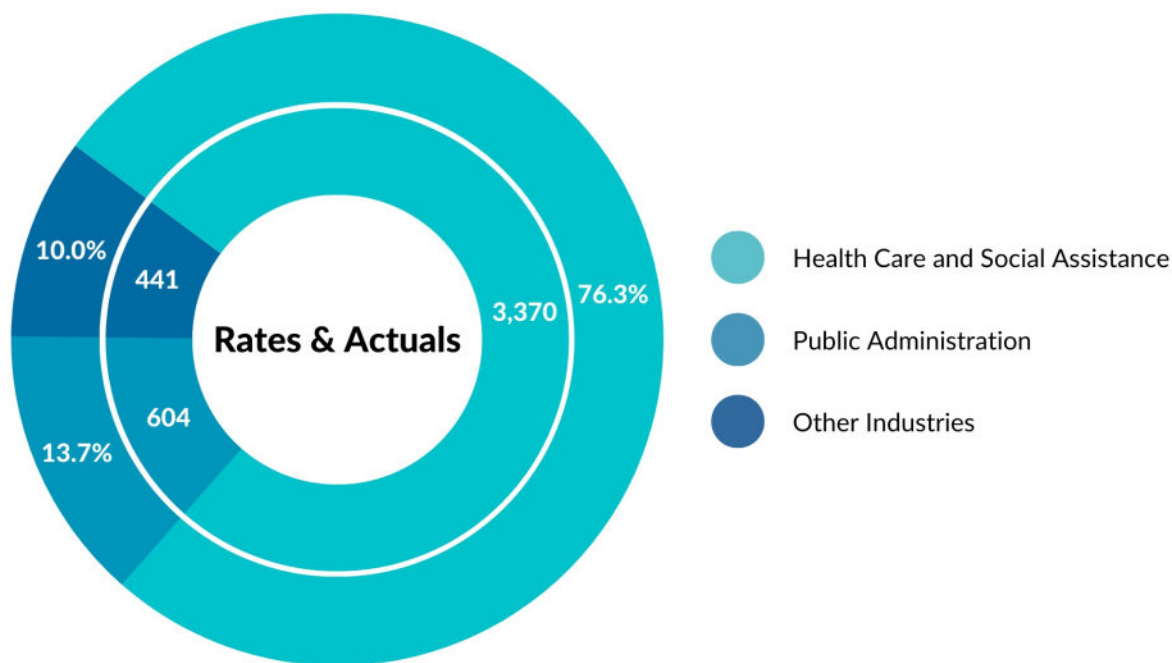
81.2% for all Clinical Health Workers

Program Graduates' Average Wage





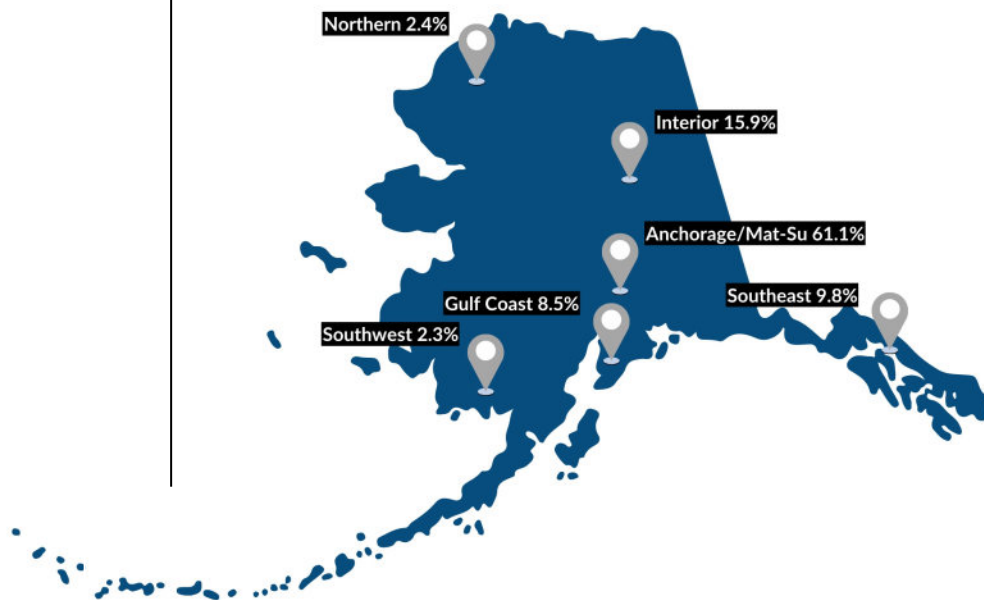
Industries where First-Year Clinical Health Graduates Work



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

- 3,775**
Registered Nurses
- 2,444**
Medical Assistants
- 1,718**
Nursing Assistants
- 1,336**
Dental Assistants
- 1,022**
Medical and Health Services Managers
- 492**
Medical and Clinical Laboratory Technicians

Regions where UA clinical health program graduates work



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

The University of Alaska has identified 60 programs whose graduates are important to the clinical and behavioral health 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 Behavioral Health Programs

Working in Alaska within One Year of Graduating

(Rate | Actual)

Human Services

81.2% | 601

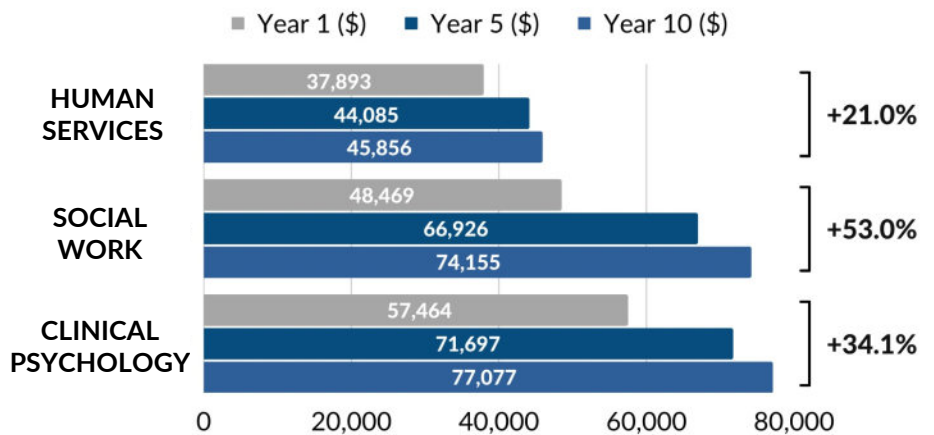
Social Work

76.6% | 514

Clinical Psychology

82.4% | 145

Wage Growth

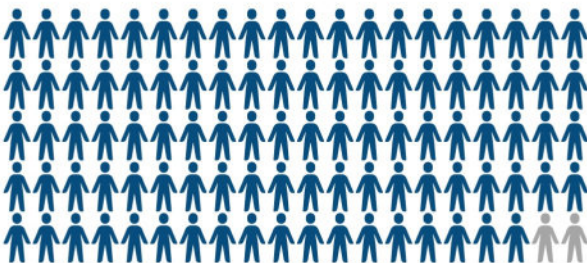


Note: Data reflects the actual employment and wage data of all graduates, and is not limited to those employed in health.

UA Programs Boost Alaska's Hire Rate

97.8%

Of Working Graduates are Alaska Residents

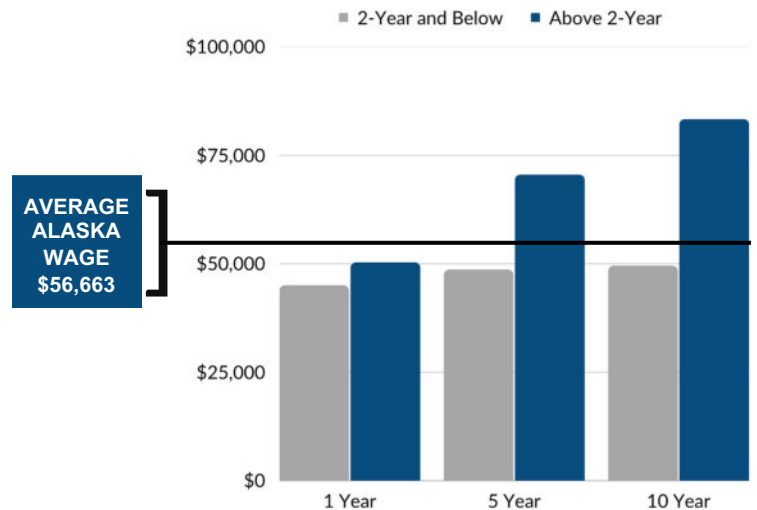


For comparison, residency is...

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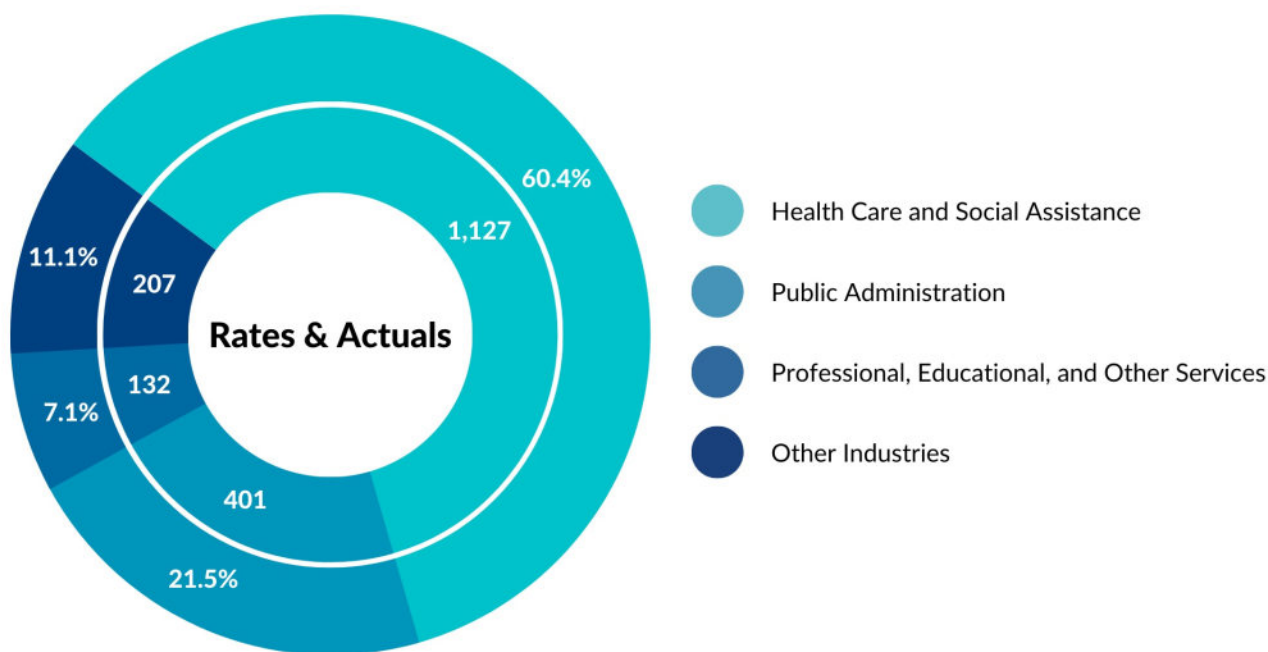
82.3% for all Behavioral Health Workers

Program Graduates' Average Wage

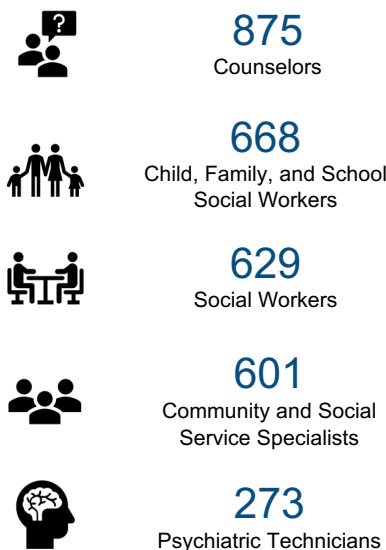




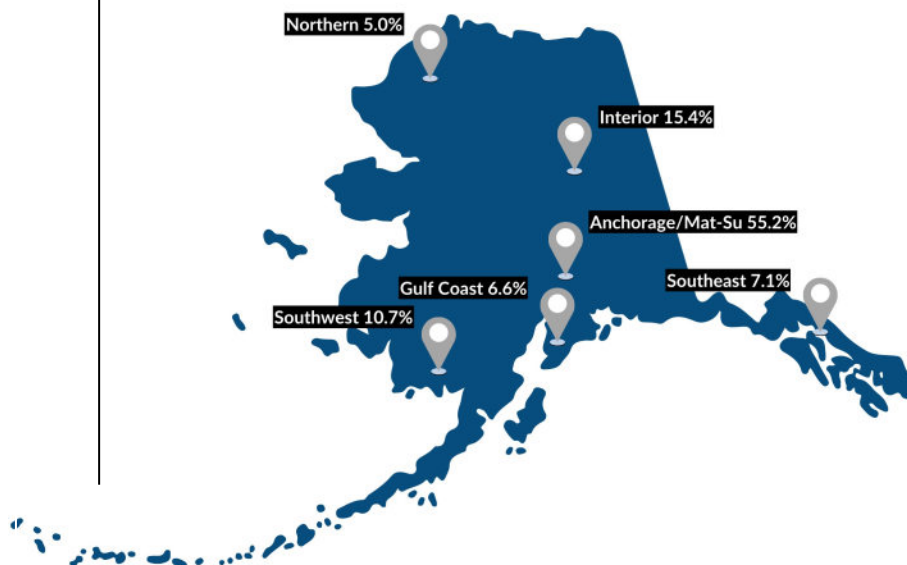
Industries Where First-Year Behavioral Health Graduates Work



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



Regions where UA behavioral health 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.

No industry has grown as much as health care over the last decade, and the University of Alaska has focused on meeting that strong demand, which is forecasted to continue for at least the next decade. More than 6,300 graduates from clinical and behavioral health programs were working in Alaska within a year after graduation, and 4,500 of them were working directly for health care employers (others were working in state and local government or other industries).

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, 7,499 people have graduated from programs relevant to the state's health 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	1,545	81.9%	\$40,576	\$49,129	\$51,649
Associate	2,554	86.6%	\$54,166	\$68,715	\$77,773
Bachelor and Above	3,400	81.8%	\$57,984	\$76,777	\$89,723

*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.

How were programs & target occupations selected?

The University of Alaska analyzed labor market information to determine the largest and fastest-growing occupations in the health industry, then linked programs based on occupations' titles and characteristics. While other UA programs also provide some preparation for health 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 the healthcare industry?

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.

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 does UA support health workforce needs in disciplines for which they don't have an academic program?

UA partners with other universities to provide opportunities in Alaska for students to pursue health careers for which UA does not have an academic program. For example, WWAMI is a collaborative medical school among universities in five northwestern states, Washington, Wyoming, Alaska, Montana, and Idaho, based at the University of Washington School of Medicine. Other examples include the UAA-Idaho State University (ISU) Doctor of Pharmacy program; UAA-Creighton University occupational therapy partnership program; UAA-East Carolina University's distance education Master of Science in Communication Sciences and Disorders program; and the UAA-University of Washington School of Medicine MEDEX/Physician Assistant graduate program.





42 Programs Linked to Clinical Health

Target Occupations	University	Major	Degree	Graduates	% Employed in AK within a year	1st-year average wage	5th-year average wage
Registered Nurses & Nurse Practitioners (29-1141, 29-1171)	UAF	Pre-Nursing Qualifications	Certificate	82	72.0%	32,269	64,984
	UAS	Nursing	Certificate	49	83.7%	37,518	85,772
	UAA	Nursing	Associate of Applied Science	1,169	90.5%	61,779	78,053
	UAS	Health Science	Associate of Applied Science	61	86.9%	36,425	77,548
	UAA	Nursing	Bachelor of Science	1,370	87.9%	61,424	78,603
	UAA	Nursing Science	Master of Science	159	83.6%	91,963	118,098
	UAA	Psychiatric and Mental Health Nurse Practitioner	Graduate Certificate	7	71.4%	106,615	*
	UAA	Nursing Practice	Doctor of Nursing Practice	14	78.6%	131,166	*
Nursing Assistants & Home Health Aides (31-1014, 31-1011)	UAF	Nurse Aide	Occupational Endorsement Cert	144	90.3%	37,193	51,719
	UAS	Certified Nurses Aide	Occupational Endorsement Cert	185	90.8%	31,840	48,261
Medical Assistants (31-9092)	UAF	Medical Assistant	Certificate	238	79.4%	37,399	47,943
	UAS	Medical Assisting	Certificate	41	82.9%	47,425	*
	UAA	Medical Assisting	Associate of Applied Science	185	90.3%	35,275	51,325
	UAF	Medical Assistant	Associate of Applied Science	167	81.4%	38,227	50,541
Billing and Posting Clerks, Medical Records Technicians, Medical Administrative Assistants (43-3021, 29-2071, 43-6013)	UAA	Medical Office Coding	Occupational Endorsement Cert	91	60.4%	40,971	63,790
	UAF	Medical Billing	Occupational Endorsement Cert	23	60.9%	34,418	*
	UAF	Medical Coding	Occupational Endorsement Cert	60	70.0%	37,363	49,905
	UAF	Medical Office Reception	Occupational Endorsement Cert	12	50.0%	34,719	*
	UAS	Healthcare Information Tech	Occupational Endorsement Cert	54	59.3%	44,954	50,337
	UAF	Health Care Reimbursement	Certificate	127	72.4%	37,604	51,551
	UAF	Medical/Dental Reception	Certificate	75	84.0%	34,036	43,693
	UAS	Health Info Mgt Coding Spec	Certificate	94	67.0%	47,752	57,437
Dental Assistants (31-9091)	UAA	Dental Assisting	Certificate	77	89.6%	30,686	42,970
	UAF	Dental Assistant	Certificate	58	82.8%	32,374	43,705
	UAA	Dental Assisting	Associate of Applied Science	80	82.5%	33,015	47,697
	UAF	Dental Assistant	Associate of Applied Science	33	72.7%	36,376	52,273
Medical and Health Services Managers (11-9111)	UAS	Health Information Mgt	Associate of Applied Science	95	69.5%	52,299	69,326
Dental Hygienists (29-2021)	UAA	Dental Hygiene	Bachelor of Science	203	91.6%	67,394	78,043
Radiologic and Surgical Technicians (29-3034, 29-3034, 29-2055)	UAS	Pre-Radiologic Technology	Certificate	14	78.6%	34,588	*
	UAA	Diagnostic Medical Sonography	Associate of Applied Science	33	90.9%	71,987	76,382
	UAA	Radiologic Technology	Associate of Applied Science	219	93.0%	56,172	65,838
Clinical Laboratory Technicians (29-2018, 31-9097)	UAA	Surgical Technology	Associate of Applied Science	31	90.3%	53,747	*
	UAA	Phlebotomist	Occupational Endorsement Cert	90	74.4%	26,171	61,639
	UAA	Medical Laboratory Technology	Associate of Applied Science	36	86.1%	40,811	84,003
Emergency Medical Technicians and Paramedics (29-2041)	UAA	Medical Laboratory Science	Bachelor of Science	123	80.5%	63,038	75,422
	UAA	Paramedical Tech	Associate of Applied Science	163	86.5%	64,498	90,061
Dietitians and Nutritionists (29-1030)	UAF	Paramedicine	Associate of Applied Science	90	74.4%	58,301	86,480
	UAA	Dietetics	Bachelor of Science	106	64.2%	26,109	58,017
Pharmacy Technicians and Assistants (29-2052)	UAA	Pharmacy Technology	Occupational Endorsement Cert	96	77.1%	28,900	43,991
Speech and Language Pathology (29-1127)	UAA	Speech Language Pathology	Post Baccalaureate Cert	41	73.2%	39,312	*
Physical Therapists and Assistants (29-1123, 31-2021)	UAA	Physical Therapist Assistant	Associate of Applied Science	70	90.0%	42,027	43,476

*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/.



18 Programs Linked to Behavioral Health

Target Occupations	University	Major	Degree	Graduates	% Employed in AK within a year	1st-year average wage	5th-year average wage
Social Workers (21-1023, 21-1029, 21-1022, 21-1021)	UAF	Social Work	Bachelor of Arts	234	72.2%	46,229	65,289
	UAA	Social Work	Bachelor of Social Work	241	78.0%	37,838	56,653
	UAA	Social Work	Master of Social Work	273	81.3%	55,611	73,300
Community Health Workers, Managers, & Educators (21-1094, 11-9151, 21-1091)	UAA	Health Sciences	Bachelor of Science	261	81.2%	48,850	128,030
	UAA	Clinical Psychology	Master of Science	130	81.5%	44,927	72,482
	UAA	Clinical-Community Psychology	Doctor of Philosophy	25	68.0%	81,677	*
Social and Human Service Assistants (21-1093)	UAS	Behavioral Health Assistant	Occupational Endorsement Cert	27	96.3%	49,976	*
	UAF	Rural Human Services	Certificate	184	94.0%	41,615	45,899
	UAA	Human Services	Associate of Applied Science	386	75.9%	30,205	44,167
	UAF	Human Services	Associate of Applied Science	174	85.1%	39,456	44,779
	UAA	Human Services	Bachelor of Human Services	171	80.1%	38,222	47,485
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	UAA	Children's Behavioral Health	Occupational Endorsement Cert	37	97.3%	41,935	48,484
	UAA	Conflict Resolution	Occupational Endorsement Cert	32	81.3%	34,417	40,744
	UAF	Community Health	Certificate	157	96.8%	63,794	60,677
	UAF	Community Health	Associate of Applied Science	38	97.4%	69,314	67,592
	UAA	Public Health Practice	Master of Public Health	139	69.1%	66,527	73,751
Clinical Counseling and School Psychologists (19-3031)	UAF	Counseling	Master of Education	162	80.9%	57,695	71,470
	UAA	Children's Mental Health	Graduate Certificate	27	85.2%	54,935	70,171

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