

The University of Alaska has identified 13 programs whose graduates are important to law and public safety 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)

HOMELAND SECURITY

42.4% | 78

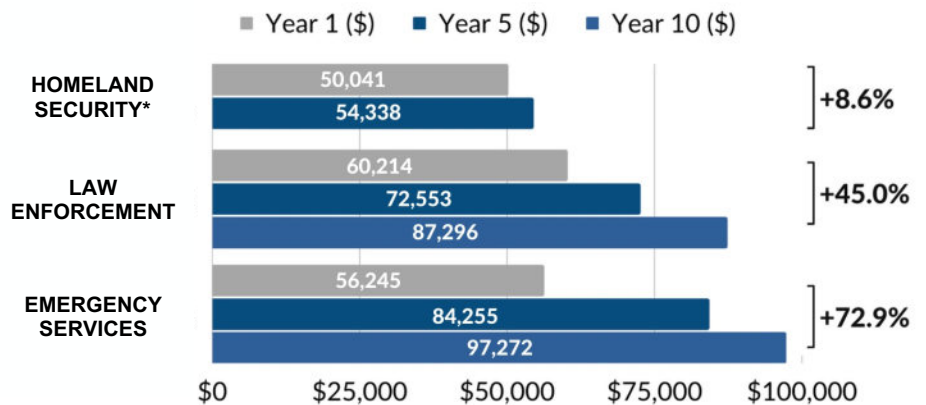
LAW ENFORCEMENT

88.7% | 899

EMERGENCY SERVICES

81.9% | 465

Wage Growth

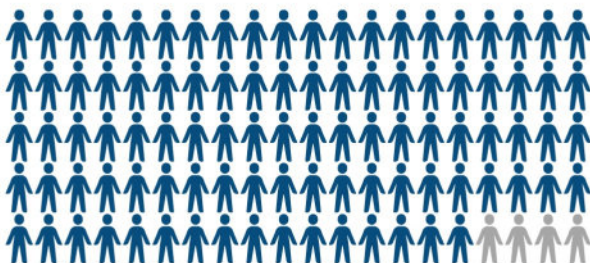


*Year 10 wage growth unavailable. See page 5 for more information.
Note: Data reflects the actual employment and wage data of all graduates, and is not limited to those employed in law and public safety.

UA Programs Boost Alaska's Hire Rate

95.6%

Of Working Graduates are Alaska Residents



For comparison, residency is...

79.8% for all Alaska Workers

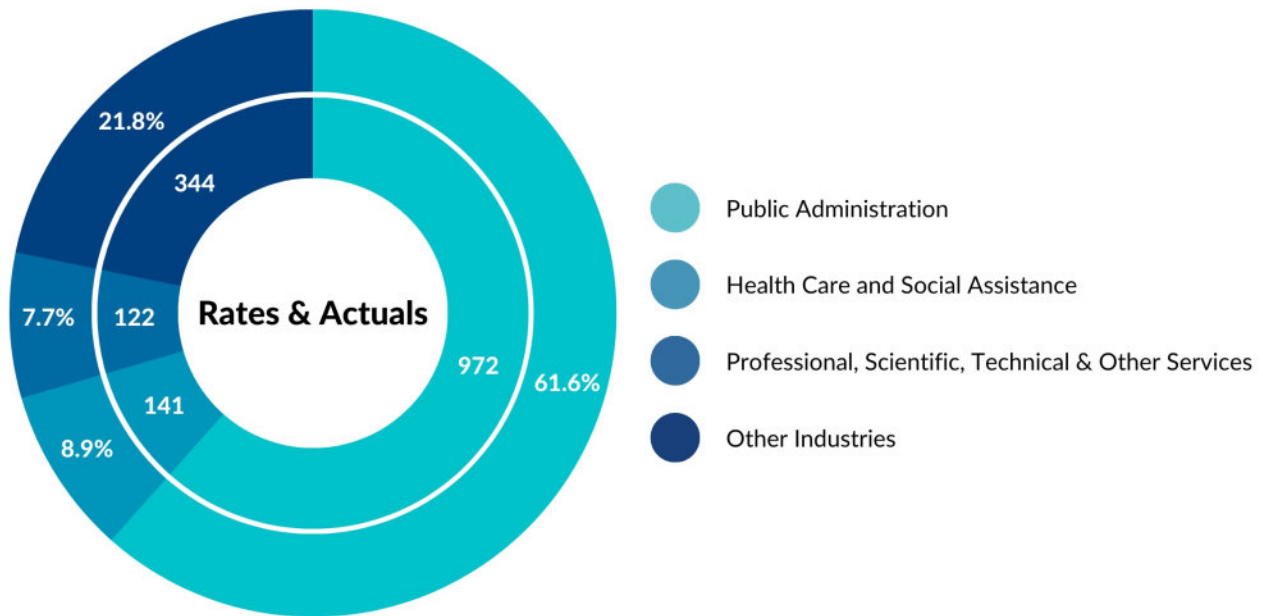
88.0% for all Law & Public Safety workers

Program Graduates' Average Wage

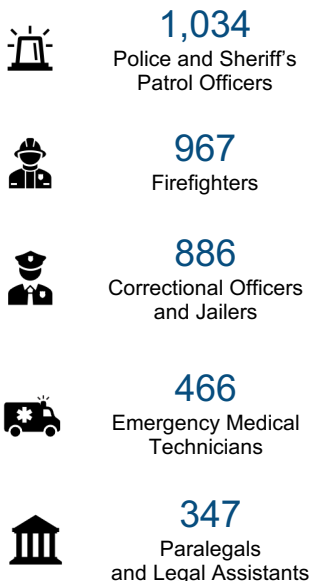




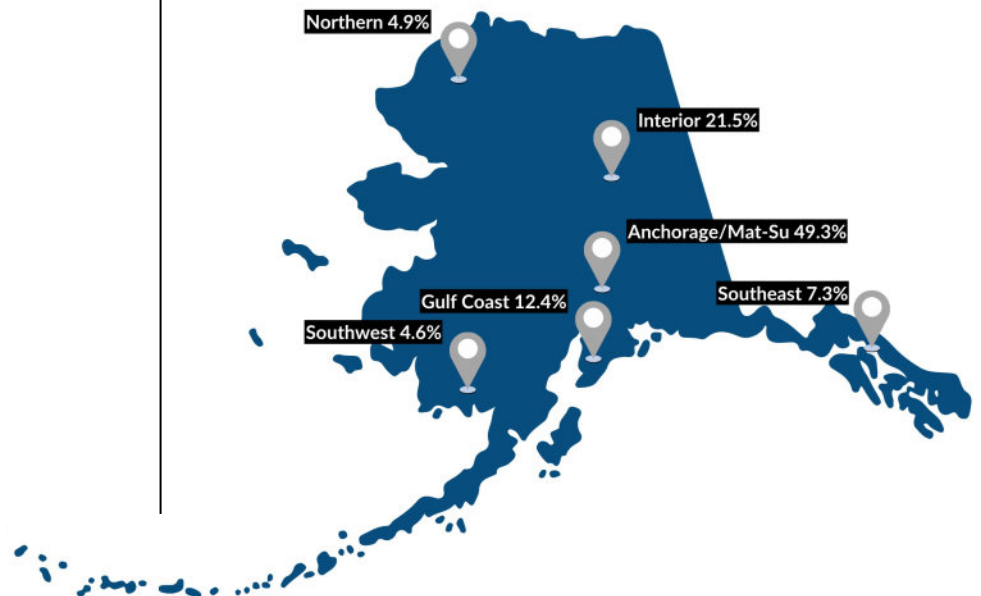
Industries Where First-Year Graduates Work



Over the last three years, the law and public safety industry hired...



Regions where UA law and public safety 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.

Nearly 2,000 people have completed University of Alaska programs related to law and public safety over the last ten years. Wherever there are people in Alaska, there is a need for these types of workers. They provide emergency medical care, respond to fires, protect communities through policing, and help the courts and the legal system function.

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, 1,954 people have graduated from programs relevant to the state's law and public safety 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	701	93.4%	\$67,932	\$78,198	\$94,743
Associate	622	80.9%	\$55,286	\$84,765	\$91,798
Bachelor and Above	631	67.0%	\$41,439	\$54,550	\$69,421

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

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.

Do graduates work only in the law and public safety 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.

Why do graduates from programs that take two years or less earn higher wages than graduates from programs that take more than two years?

The detailed data on page 5 show that wages are especially high for graduates of the largest program in terms of the number of graduates — UAS's occupational endorsement certificate. Those graduates' wages and employment outcomes are an example of a program that provides value to people already employed in a field. In other words, the occupational endorsement certificate in law enforcement was almost certainly not the only post-secondary training those graduates had completed, but a complement to the training they'd previously done to obtain employment in a law enforcement field.

Why do so few of the graduates from the homeland security programs show up as working in Alaska within a year?

The probable reason those percentages are so small is because the program graduates are unusually likely to find work with the federal government and, as noted in answer to the first question on this page, these reports don't include the employment and wage outcomes for graduates who find work with the federal government.

Why are the average tenth-year wages lower than the average fifth-year wages for UAF's associate degree in paralegal studies and UAA's associate degree in paramedical technology?

In both cases, the number of graduates is small enough for there to be only a small number who have been out and working for ten years. Absent unusual circumstances, it is unlikely that any specific graduates made less money ten years after graduating than five years after graduating. Unusual circumstances would be, for example, graduates who went from full-time to part-time work or graduates who moved to an entirely different type of job such that their previous experience didn't make them more valuable to their new employer.

Remember that the number of graduates who have been in the workforce for five years is generally going to be much larger than the number who have been in the workforce for ten years, which can skew the results, especially when the number who have been out for ten years is small.

13 Programs Linked to Law & Public Safety

Target Occupations	University	Major	Degree	Graduates	% Employed in AK within a year	1st-year average wage	5th-year average wage
Legal and Paralegal Studies (23-2011, 23-1012, 23-2099)	UAA	Paralegal Studies	Associate of Applied Science	29	75.9%	41,125	*
	UAF	Paralegal Studies	Associate of Applied Science	76	71.1%	39,914	51,388
	UAA	Legal Studies	Bachelor of Arts	75	77.3%	46,023	67,875
	UAA	Paralegal Studies	Post Baccalaureate Certificate	19	63.2%	50,218	*
Law Enforcement and Justice (33-3051, 33-1012)	UAF	Law Enforcement	Occupational Endorsement Cert	190	91.6%	58,697	69,849
	UAS	Law Enforcement	Occupational Endorsement Cert	457	97.6%	73,647	91,190
	UAA	Justice	Bachelor of Arts	378	76.5%	37,700	55,256
Emergency Services (29-2042)	UAA	Fire and Emergency Services Technology	Associate of Applied Science	113	85.8%	55,734	86,391
	UAA	Paramedical Technology	Associate of Applied Science	163	86.5%	64,498	90,061
	UAF	Fire Science	Associate of Applied Science	145	80.7%	43,553	55,507
	UAF	Paramedicine	Associate of Applied Science	222	79.7%	51,038	91,094
Homeland Security (11-9161, 15-1212)	UAF	Homeland Security & Emergency Management	Bachelor of Science in Emergency Management	148	47.3%	51,395	84,894
	UAF	Security & Disaster Management	Master of Science in Disaster Management	39	41.0%	54,078	*

*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/wdl/.

