More and more people have been graduating from the University of Alaska Anchorage in the past decade. Do they stay in Alaska? What kinds of jobs do they have? How much do they earn? It turns out that most of them stay in Alaska for at least five years after they graduate, they work throughout the economy, and by five years after they graduate their average earnings double. Around one-quarter do leave within a few years. But Alaska's population on the whole is transient, and it looks as if UAA graduates are no more likely than other Alaskans to leave the state. And the limited evidence for those who graduated in the most recent years suggests they may be staying on in higher numbers.

These are among the findings of an analysis ISER and UAA's Office of Institutional Research did for university leaders, who wanted to know more about UAA graduates working in Alaska. It’s based on patterns among nearly 9,000 people who got UAA certificates or degrees from 2003 through 2007. We asked researchers at the Alaska Department of Labor and Workforce Development to compare data on graduates with data on employment and residence, in the years since they graduated. The department's employment data cover only people working for businesses or state and local governments. There is no comparable data on federal workers or self-employed people. So when we describe graduates working in Alaska, the figures don’t include those who work for the federal government or are self-employed.

- At least 78% of UAA graduates work in Alaska the year they graduate, and five years later at least 60% still do. But the actual share working is higher, because some are federal workers or self-employed.

- Another 12% of graduates who aren’t in the Department of Labor’s employment data are still residents five years after graduating. That includes people without jobs as well as federal workers and self-employed people—but we don’t have the data to separate them.

- After five years, 28% of all UAA graduates are not state residents. The rate at which they leave Alaska appears to be similar to that among other young Alaskans.

- Graduates of some programs are more likely to stay, maybe because of more job opportunities. For example, more than 80% of graduates in teaching, civil engineering, and process technology were still in the state five years after graduating.

- Graduates are more likely than other Alaskans to work in health care, education, social services, and management—fields in which UAA offers professional programs.

- Graduates from 2003 through 2007 earned on average $51,000 (adjusted for inflation) five years after leaving school. But there was a wide gap in average earnings among graduates of individual programs we studied—from $38,000 to $105,000.
SNapShot of Uaa
The University of Alaska Anchorage offers more than 200 programs, from certificates (at undergraduate and graduate levels) to a few doctoral programs; these are recent and are offered jointly with the University of Alaska Fairbanks and other universities. Close to 20,000 students take classes the University of Alaska Anchorage offers—about 80% take classes offered through the Anchorage campus, and 20% take classes offered by several smaller college campuses around Southcentral Alaska.

In recent years bachelor’s and associate’s degrees have accounted for 76% of all awards at UAA, master’s degrees 13%, and undergraduate and graduate certificates 11%. Nearly two-thirds of those earning degrees were under age 30.

Kodiak College
Occupational endorsement certificates
Undergraduate certificates
Associate’s degrees
Bachelor’s degrees
Post-bachelor’s certificates
Master’s degrees
Graduate certificates
Doctoral programs

Type of Program Number of Programs
Occupational endorsement certificates 33
Undergraduate certificates 26
Associate’s degrees 41
Bachelor’s degrees 61
Post-bachelor’s certificates 3
Master’s degrees 30
Graduate certificates 17
Doctoral programs 3

Awards by Type and Age of Graduate
Bachelor’s 43%
Associate’s 33%
Undergraduate certificates 3%
Post-graduate certificates 3%
Master’s 5%
Occupational endorsements 5%

Who Earns Certificates and Degrees? (2010–2013)
Bachelor’s 34%
Associate’s 33%
Master’s 13%
Post-graduate certificates 20%

Where was the growth in awards?
Bachelor’s 33%
Associate’s 20%
Master’s 13%

Why are awards up when enrollment is flat?
• More students seeking degrees
2003 2013
2003 2013
2003 2013

Enrollment at UAA was fairly flat over the past decade, varying between about 19,500 and 20,500. But during the same period, the number of certificates and degrees awarded was up sharply, from around 1,600 in 2003 to nearly 2,500 by 2013.

Two changes seem to largely explain why the number of graduates jumped while the number of students stayed about the same:
• The percentage of students attending with the goal of getting degrees or certificates (compared, for instance, with just taking specific classes) increased from 53% in 2003 to 74% by 2013.
• More students are in their 20s, the age when people are most likely to be working toward degrees—up from 38% in 2003 to 47% by 2013.
Which Graduates Can We Identify as Working in Alaska?

When we talk about UAA graduates working in Alaska, we are talking only about those who work for wages in either private industry or state and local governments. Those workers account for an estimated 70% of all workers (Figure 5). The rest are federal employees (civilian and military) and the self-employed (including thousands of commercial fishermen).

The Alaska Department of Labor was able to identify UAA graduates who work for businesses and the state or local governments because their employers are required to report data for the state’s unemployment compensation system. The federal government has its own system and doesn’t report to the Department of Labor, and self-employed people aren’t covered by the state system. Some graduates certainly work for the federal government or are self-employed, but we don’t know how many.

How Do We Identify Residents?

The Alaska Department of Labor determined residence at the time of graduation and later years with data on applications for Permanent Fund dividends: those who receive dividends are classified as residents.

Dividends are annual payments the state government makes to every Alaska resident from the earnings of the state’s big savings account, the Permanent Fund. People must live in Alaska for at least a year and meet other requirements before they can qualify or apply for dividends.

It’s likely some graduates who were non-residents at the time they graduated later became residents. It’s also possible that some who were non-residents five years later might have actually been in Alaska but for didn’t at the time qualify for dividends.

Earnings of UAA Graduates and All Workers

Figure 6 shows that those who graduated from UAA from 2003 through 2007 saw their real average annual wages double after five years, increasing from about $26,000 in the year they graduated to nearly $51,000 five years later. “Real” wages means they have been adjusted to take price inflation into account—in this case, adjusted to 2012 dollars.

Figure 7 compares wages of 2003-2007 graduates, five years after graduation, and all resident Alaska wage workers in 2012, overall and in some occupational groups. These average wages are simply total wages divided by total workers. But keep in mind that many workers don’t work the entire year.

• The average real wage of 2003-2007 UAA graduates five years after they left school was substantially higher than the average for all Alaska workers in 2012—$51,000, compared with $37,000. One reason for that difference is that graduates five years out of school are probably more likely than workers in general to work the entire year. All workers include many who work seasonally; who are very young and just entering the work force; or who arrive in or leave the state some time during the year. The higher average graduate wage probably also reflects the fact that the graduates as a group tend to be more concentrated in higher-paying jobs.

• The wage picture is mixed among occupational groups. The higher average wages for all workers in management and architecture and engineering occupations likely reflects the fact that older workers with more experience tend to earn more. The average wage among all workers in the health-care practitioners group is boosted by earnings of doctors and dentists.

But in a number of other occupational groups, the average UAA graduate wage was higher. Keep in mind that every occupational group includes a variety of higher- and lower-paying jobs—and it may be that those with certificates or degrees from UAA are better able to get higher-paying jobs.
Comparing All Occupational Groups

On the front page we compared the most common occupational groups among UAA graduates and all Alaska wage earners. Here we compare all occupation groups, in Figures 8 and 9.

This big picture not only helps show more about differences in the kinds of jobs graduates and all wage earners hold, but also helps put in perspective the occupational differences we’ll see in the coming pages, as we compare graduates at different degree levels and in selected programs.

What Kinds of Jobs are in Occupational Groups?

Every occupational group shown in the figures includes many specific jobs. We don’t have room to show all the jobs in each category, but below we list some (not all) of the jobs included in the most common occupational groups among 2003–2007 UAA graduates.

Office and Administrative Support

Office and administrative support is the most common job group among both UAA graduates and all Alaska wage earners. Around 16% of both work in these jobs—which isn't surprising, since it includes dozens of different jobs, including:
- Supervisors of office workers
- Insurance, payroll, accounting, brokerage, traffic, and other clerks
- Police, fire, and other dispatchers
- Postal clerks and mail carriers
- Desktop publishers and proofreaders
- Administrative assistants and computer operators

Health-Care Practitioners and Technical Support

About 15% of UAA graduates work in this occupational group, making it a close second to office and administrative support jobs. Health-care practitioners and technical support jobs include:
- Doctors and dentists
- Nurses
- Nurse practitioners and physician's assistants
- Dental hygienists and assistants
- Paramedics and EMTs
- Medical and laboratory technicians and assistants

Education, Training, and Library

Almost as many UAA graduates—14%—work in this occupation group as in office and health-care jobs. It includes:
- Teachers at all levels, teacher's assistants, and instructional coordinators
- Librarians and other library workers
- Archivists and curators

Community and Social Services

Around 7% of UAA graduates work in community or social service jobs, which include:
- Substance-abuse, mental health, and other counselors
- Family, school, health-care, and other social workers
- Community health workers
- Clergy and other religious workers

Management jobs are also fairly common among UAA graduates, with about 7% working in jobs that include:
- General, financial, human resources, and fundraising managers
- Computer and information systems managers
- Construction, transportation, distribution, and food-service managers
- Legislators
GRADUATES BY DEGREE LEVEL

So far we’ve talked about UAA graduates as a group. On this page we compare the work and residence status of graduates at different degree levels.

- At least three-quarters of graduates at all levels are working in Alaska in the year they leave school (Figure 10). That includes those who worked while in school, as well as those who got jobs—or got better jobs—in the year they graduated.

- Those earning master’s degrees had the highest share working in the year they left school, at 80%. Many of those working toward master’s degrees work full-time and take classes part-time. Some of UAA’s largest master’s programs—including the master’s in education and the master’s in public administration—are specifically structured to accommodate students working full-time.

- Graduates with master’s degrees are concentrated in education, management, and social service occupations (Figure 11). That’s not surprising, since UAA’s largest master’s programs are in education, business, and social work.

- The most common jobs among those with associate’s and bachelor’s degrees are in office and administrative support and health care (Figure 12). Many of those with bachelor’s degrees are also in education. Those common occupations in part reflect UAA’s large nursing and teacher’s programs, which train people at all degree levels.

- Average earnings five years after graduation are highest for those who hold master’s degrees—but the next highest are for those with certificates or associate’s degrees, followed by those with bachelor’s degrees (Figure 10). Among 2003-2007 graduates, average earnings five years after graduation were $68,500 for those with master’s degrees, $48,000 for those with associate’s, and $46,700 for those with bachelor’s degrees.

Income statistics show that more years of schooling generally translate into higher earnings—and that’s true for graduates of many individual UAA bachelor’s programs. But in Alaska there are also a number of well-paid technical and maintenance occupations that require certificates or two-year degrees.
GRADUATES OF SELECTED PROGRAMS
We don’t have room here to look separately at graduates of every UAA program. But on the next several pages we discuss seven programs (or groups of programs) that show the considerable variation in occupations and earnings of graduates of different programs—and in their likelihood of staying in Alaska.

MAINTENANCE FIELDS
We’ve grouped graduates of several relatively small programs together under “Maintenance Fields.” These are graduates with associate’s degrees in aviation technology and non-destructive testing—testing equipment or parts to determine how long they will last—as well as those with certificates in automotive and diesel technology, heavy-duty equipment, and welding.

- Graduates in these fields are more likely than the average UAA graduate to be working both in the year they graduate and five years later—and less likely to leave Alaska (Figure 13).
- More than 70% are in occupations that involve making, repairing, building, transporting, or producing equipment and goods (Figure 14).
- Demand for graduates in these fields is strong in Alaska, and as a group they earn slightly more than the average for all UAA graduates. Five years after graduation, 2003-2007 graduates in maintenance fields earned on average more than $51,000 (Figure 15).

PROCESS TECHNOLOGY
Process technology is an associate’s degree program that teaches students chemical or other processes that are used in petroleum production and refining, as well as in power generation, water treatment, and seafood processing.

- More than 85% of the graduates of the process technology program are working in Alaska five years after they graduate, and relatively few leave the state (Figure 16).
- More than 40% work in production jobs (Figure 17). That compares with about 2% among all UAA graduates.
- The strong demand for these graduates is clear in their earnings: five years after getting process technology degrees, 2003-2007 graduates earned on average more than $100,000. (Figure 18). That was double the average for all UAA graduates—and far more than the average for civil engineers or those with master’s degrees.

<table>
<thead>
<tr>
<th>Year graduated</th>
<th>Other residents</th>
<th>Non-residents</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>85%</td>
<td>13%</td>
</tr>
<tr>
<td>5 years later</td>
<td>69%</td>
<td>15%</td>
</tr>
</tbody>
</table>

*Graduates with associate’s degrees in aviation technology and non-destructive testing and certificates in apprenticeship, automotive technology, diesel technology, heavy-duty transportation and equipment, and welding.


Figure 14. Top Occupations, UAA Graduates in Maintenance Fields* (2003-2007 Graduates, Average, 1 to 5 Years After Graduation)

Figure 15. Average Wages of UAA Graduates with Certificates or Associate’s Degrees in Maintenance Fields* (Inflation-Adjusted: 2012 Dollars)

Figure 16. How Many Graduates with Associate’s in Process Technology Work in Alaska? (2003-2007 Graduates: 131)

Figure 17. Top Occupations, UAA Graduates with Associate’s Degrees, Process Technology* (2003-2007 Graduates, Average, 1 to 5 Years After Graduation)

*Graduates with associate’s degrees in aviation technology and non-destructive testing and certificates in apprenticeship, automotive technology, diesel technology, heavy-duty transportation and equipment, and welding.

*2003-2007 graduates with jobs in businesses or state/local governments with associate’s degrees in aviation technology and non-destructive testing and certificates in apprenticeship, automotive technology, diesel technology, heavy-duty transportation and equipment, and welding.

*2003-2007 graduates with wage jobs in businesses or state/local governments.

*2003-2007 graduates with wage jobs in private industry or state and local governments.

*Graduates with wage jobs in businesses or state/local governments. Includes associate’s degrees in aviation technology and non-destructive testing and certificates in apprenticeship, automotive technology, diesel technology, heavy-duty transportation and equipment, and welding.

*2003-2007 graduates with wage jobs in private industry or state and local governments.

*Graduates with associate’s degrees in aviation technology and non-destructive testing and certificates in apprenticeship, automotive technology, diesel technology, heavy-duty transportation and equipment, and welding.
**Nursing Programs**

UAA’s nursing programs have hundreds of graduates a year—at the certificate, associate, bachelor’s, and master’s levels—preparing graduates to be certified nursing assistants, registered nurses, and nurse practitioners. The associate’s program is offered at 14 sites statewide, including Fairbanks and Juneau and smaller communities in Southeast and Western Alaska.

- At least 83% of nursing graduates are working in Alaska when they graduate. By five years later that figure drops to 66%, and 28% are no longer Alaska residents (Figure 19). That’s probably in part a sign of the demand for nurses nationwide.

- Close to 90% of all nursing graduates work in jobs related to health care (Figure 20).

- On average, 2003-2007 nursing graduates earned $55,000 five years after graduating (Figure 21). That was about $4,000 more a year than the average for all UAA graduates.

**Initial Teacher Licenses**

Graduates with initial teacher licenses are those going into the classroom for the first time, either with bachelor’s degrees or master’s of arts in teaching degrees.

- Teacher graduates are much more likely than the average UAA graduate to be working in Alaska the year they get their degrees and to still be working five years later—92% work in the year they graduate and 76% five years later (Figure 22). Those numbers indicate the demand for teachers in Alaska, where the annual rate of turnover is high, especially in rural districts.

- More than eight in ten teacher graduates work in jobs related to education (Figure 23).

- Average wages for 2003-2007 teacher graduates five years after they left school were under $46,000—that includes income, if any, that they earned from summer jobs when school was not in session (Figure 24). It’s considerably short of the $51,000 average among all UAA graduates. But as Table 1 (page 11) shows, teachers with experience who come back to earn master’s degrees in education have significantly higher wages.
CIVIL ENGINEERS

The largest single program in UAA’s College of Engineering is the bachelor’s degree in civil engineering, with about 100 graduates from 2003 through 2007.

- Almost all graduates in civil engineering are working in Alaska the year they graduate and at least 74% still are five years later (Figure 25). We say “at least” because some UAA graduates probably work for the federal Corps of Engineers, which employs many people in Alaska. The “other residents” yellow bar in Figure 23 includes engineering graduates working for the federal government, but also those who may be self-employed or without jobs.
- Engineering graduates are much less likely than UAA graduates as a whole to be non-residents five years after they graduate—16% compared with 28%.
- Nearly 90% of graduates in civil engineering work in engineering jobs (Figure 26).
- The average wage of 2003-2007 engineering graduates five years after they left school was more than $69,000 (Figure 27). That was considerably above the average of around $51,000 among all graduates.

BUSINESS ADMINISTRATION

More than 800 people got bachelor’s degrees in business administration from 2003 through 2007, including those majoring in marketing, management, accounting, and finance—making business administration programs among the largest at UAA.

- Graduates with degrees in business administration are somewhat less likely than the average UAA graduate to be working in Alaska five years after they leave school—58% compared with 63%. They’re also more likely to be non-residents within five years—33%, as compared with 28% among all graduates (Figure 28).
- More than half the graduates in business administration work in office or administrative support or business and financial operations, and another 10% are in management (Figure 29).
- Those who graduated with degrees in business administration from 2003 through 2007 earned on average $56,000 five years after they left college (Figure 30). That was about $5,000 more than the average for all UAA graduates.

Table: Figure 25. How Many Graduates with Bachelor’s in Civil Engineering Work in Alaska? (2003-2007 Graduates: 98)

<table>
<thead>
<tr>
<th>Year graduated</th>
<th>Working in private or state/local government jobs</th>
<th>Other residents</th>
<th>Non-residents</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 years later</td>
<td>93%</td>
<td>5%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Table: Figure 26. Top Occupations, UAA Graduates with Bachelor’s Degrees in Civil Engineering* (2003-2007 Graduates, Average, 1 to 5 Years After Graduation)

- Architecture and Engineering: 87%
- Construction and Extraction: 3%
- Office and Administrative Support: 4%
- Management: 2%
- Education, Training, Library: 2%
- 17 Other Occupational Groups: 3%

Table: Figure 27. Average Wages of UAA Graduates with Bachelor’s Degrees in Civil Engineering* (Inflation-Adjusted: 2012 Dollars)

<table>
<thead>
<tr>
<th>In year graduated</th>
<th>1 year later</th>
<th>2 years later</th>
<th>3 years later</th>
<th>4 years later</th>
<th>5 years later</th>
</tr>
</thead>
<tbody>
<tr>
<td>$28,453</td>
<td>$54,405</td>
<td>$69,224</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Figure 28. How Many Graduates with Bachelor’s in Business Administration Work in Alaska? (2003–2007 Graduates: 804)

- Working in private or state/local government jobs: 77%
- Other residents: 10%
- Non-residents: 13%

Figure 29. Top Occupations, Graduates with Bachelor’s Degrees in Business Administration* (2003–2007 Graduates, Average, 1 to 5 Years After Graduation)

- Business and Financial Operations: 26%
- Sales and Related: 17%
- Management: 10%
- 19 Other Occupational Groups: 30%
- Computer, Mathematical: 8%
- Education, Training, Library: 7%
- 17 Other: 7%

Figure 30. Average Wages of UAA Graduates with Bachelor’s Degrees in Business Administration* (Inflation-Adjusted: 2012 Dollars)

<table>
<thead>
<tr>
<th>In year graduated</th>
<th>1 year later</th>
<th>2 years later</th>
<th>3 years later</th>
<th>4 years later</th>
<th>5 years later</th>
</tr>
</thead>
<tbody>
<tr>
<td>$27,179</td>
<td>$39,353</td>
<td>$56,255</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*2003-2007 graduates with wage jobs in private industry or state and local governments.
**Humanities**

We grouped several bachelor's degree programs under the umbrella of humanities—English, history, languages, and philosophy. About 500 people graduated with degrees in those disciplines from 2003 through 2007.

Unlike the programs we just described, humanities programs are not generally intended to prepare people for specific jobs. They instead focus on teaching skills—like critical thinking and communication—that can help students succeed in a wide range of careers.

- About 77% of UAA graduates with humanities degrees work in Alaska the year they graduate, with that share dropping to 58% five years later (Figure 31). That means they’re less likely than UAA graduates on the whole to work in Alaska, in the year they graduate and five years later.

- Humanities graduates are less concentrated in particular job groups than graduates of professional programs. Their most common jobs are in office or administrative support and education, which together account for about half the jobs they hold (Figure 32).

- Average earnings of humanities graduates fall considerably short of the average among all UAA graduates. Five years after leaving school, the 2003-2007 graduates in humanities earned about $38,000—more than $10,000 less than UAA graduates on average earned (Figure 33).

**Comparing Selected Programs**

We can draw some broad conclusions from our descriptions of UAA graduates at different degree levels and in selected programs.

- People with master’s degrees earn considerably more on average than other UAA graduates. But graduates with certificates or associate’s degrees in high-demand fields in Alaska can earn as much—or more—as some of those with more years of education.

- Graduates who train for specific professions that are in demand in Alaska—like nursing, teaching, civil engineering, and process technology—are very successful at getting jobs in those professions.

- Despite the demand for teachers in Alaska—especially in rural districts, where turnover is very high—their average pay lags behind that of UAA graduates on the whole and of others who get professional degrees.

- Graduates of humanities programs leave school with a broad education that has many benefits. But without a career focus, they tend to hold lower-paying jobs in Alaska, and fewer of them are working in the state five years after they graduate.

- Degrees in business administration are among the most popular at UAA, and graduates earn above-average wages. But the fact that a third of business-administration graduates leave Alaska within five years may indicate they can’t find jobs in Alaska—or that they have better opportunities elsewhere.
STAYING AND LEAVING: ARE PATTERNS CHANGING?
The figures we’ve presented so far describe work and residence patterns among 2003-2007 UAA graduates as a group. We used that graduation period so we could follow graduates for at least five years after they left school, in sufficient numbers to give us confidence in our analysis.

Figure 34 does something different: it reports patterns among graduates for each year from 2003 through 2012. We wanted to see whether the percentages working and living in Alaska were similar or different among graduates of individual years—and whether those patterns are different for the more recent graduates. We found that:

- In all graduating classes, more than 90% were residents when they graduated, and that share dropped with each passing year.
- Among graduates we can follow for at least three years, the percentage who remained residents and the percentage working both increased in the more recent years. Three years after graduation, 63% of those in the class of 2003 were working in Alaska, compared with 66% of those in the class of 2006 and 69% in the class of 2009.
- In the most recent years—2009, 2010, and 2011—more graduates stayed on right after graduation. For instance, among those who graduated in 2010, two years later 84% were Alaska residents and 75% were working. But among those who graduated in 2003, two years after graduation just 77% were residents and 66% were working.

This is just early information about recent graduates: more years need to pass, before we can tell for certain if they are more likely to stay in Alaska over the long run. Graduates who need jobs go where the jobs are. Alaska’s economy did relatively better than the national economy during the recent Great Recession—and that likely helped keep some graduates in the state.

ARE UAA GRADUATES MORE LIKELY THAN OTHER ALASKANS TO LEAVE?
We found that 28% of UAA graduates were not residents five years after they graduated. But do graduates—who are mostly young adults—leave at a higher rate than other Alaskans? The answer seems to be that they leave at similar rates as other young adults, based on recent analyses by state demographers.

In one analysis, using Permanent Fund dividend records, the demographers found that 37% of those who had applied for dividends in 2000 as 15-to-18-year olds were no longer residents in 2010, when they would have been 25 to 28. In a second analysis, of migration to and from Alaska over the decade 2000-2010, they reported that young adults (18 to 29) leave Alaska at the highest rates (Figure 35). But keep in mind that Figure 35 just shows rates at which people leave Alaska. The demographers also found that “the state consistently attracts more people 21 to 35 than it loses.”

So even as some UAA graduates leave the state with the education and skills they got here, other people arrive—bringing with them education and skills they got elsewhere.
Table 1 allows a quick comparison of graduate numbers, work and residence status, average wages, and top occupational groups for the programs we just discussed and a number of other UAA programs we didn’t have room to describe in detail. Any given occupational group includes a number of different jobs; page 4 lists some of the kinds of jobs in the most common occupational groups.

<table>
<thead>
<tr>
<th>Degree/Program</th>
<th>Number of Graduates, 2003-2007</th>
<th>Percent in Alaska, 5 Years After Graduation</th>
<th>Percent Working in Alaska 5 Years After Graduation</th>
<th>Average Annual Wage, 5 Years After Graduation</th>
<th>Top Occupational Group</th>
<th>Percent in Top Occupational Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Graduates</td>
<td>8,862</td>
<td>72%</td>
<td>60%</td>
<td>$50,889</td>
<td>Office/Administrative Support</td>
<td>16%</td>
</tr>
<tr>
<td>All Certificates and Associate's Degrees</td>
<td>3,457</td>
<td>73%</td>
<td>59%</td>
<td>$48,427</td>
<td>Health Care Practitioners</td>
<td>19%</td>
</tr>
<tr>
<td>All Bachelor's Degrees</td>
<td>4,021</td>
<td>69%</td>
<td>59%</td>
<td>$46,701</td>
<td>Office/Administrative Support</td>
<td>18%</td>
</tr>
<tr>
<td>All Master's Degrees</td>
<td>1,301</td>
<td>74%</td>
<td>64%</td>
<td>$68,466</td>
<td>Education, Training, and Library</td>
<td>35%</td>
</tr>
<tr>
<td>Maintenance Fields (Certificates and AA's)</td>
<td>119</td>
<td>84%</td>
<td>69%</td>
<td>$51,271</td>
<td>Install/Maintain/Repair</td>
<td>41%</td>
</tr>
<tr>
<td>Process Technology (AA)</td>
<td>131</td>
<td>88%</td>
<td>86%</td>
<td>$105,627</td>
<td>Production</td>
<td>43%</td>
</tr>
<tr>
<td>General Program (AA)</td>
<td>961</td>
<td>68%</td>
<td>52%</td>
<td>$36,032</td>
<td>Office/Administration Support</td>
<td>28%</td>
</tr>
<tr>
<td>Culinary Arts (AA)</td>
<td>63</td>
<td>70%</td>
<td>56%</td>
<td>$28,762</td>
<td>Food Preparation/Serving</td>
<td>51%</td>
</tr>
<tr>
<td>Occupational Health/Safety (AA)</td>
<td>26</td>
<td>96%</td>
<td>85%</td>
<td>$76,909</td>
<td>Architectural/Engineering</td>
<td>26%</td>
</tr>
<tr>
<td>Initial Teacher License (BA and MA)</td>
<td>328</td>
<td>82%</td>
<td>76%</td>
<td>$45,869</td>
<td>Education, Training, and Library</td>
<td>84%</td>
</tr>
<tr>
<td>Education (Master's)</td>
<td>414</td>
<td>83%</td>
<td>76%</td>
<td>$69,224</td>
<td>Education, Training, and Library</td>
<td>49%</td>
</tr>
<tr>
<td>Civil Engineering (BS)</td>
<td>98</td>
<td>84%</td>
<td>74%</td>
<td>$64,951</td>
<td>Engineering and Architecture</td>
<td>87%</td>
</tr>
<tr>
<td>Business Administration (BA)</td>
<td>804</td>
<td>67%</td>
<td>58%</td>
<td>$56,255</td>
<td>Office/Administration Support</td>
<td>30%</td>
</tr>
<tr>
<td>Business Administration (Master's)</td>
<td>137</td>
<td>66%</td>
<td>57%</td>
<td>$101,200</td>
<td>Business/Financial</td>
<td>28%</td>
</tr>
<tr>
<td>Humanities (BA) (English, history, languages, philosophy)</td>
<td>508</td>
<td>70%</td>
<td>58%</td>
<td>$38,003</td>
<td>Office/ Administrative Support</td>
<td>25%</td>
</tr>
<tr>
<td>Psychology (Bachelor's)</td>
<td>295</td>
<td>71%</td>
<td>58%</td>
<td>$34,436</td>
<td>Community/Social Services</td>
<td>27%</td>
</tr>
<tr>
<td>Human Services (Bachelor's)</td>
<td>159</td>
<td>75%</td>
<td>64%</td>
<td>$37,232</td>
<td>Community/Social Services</td>
<td>40%</td>
</tr>
<tr>
<td>Computers Science (Bachelor's)</td>
<td>61</td>
<td>62%</td>
<td>59%</td>
<td>$63,188</td>
<td>Computer/Math</td>
<td>71%</td>
</tr>
<tr>
<td>Biology (Bachelor's)</td>
<td>122</td>
<td>62%</td>
<td>45%</td>
<td>$36,738</td>
<td>Life/Physical/Social Services</td>
<td>19%</td>
</tr>
<tr>
<td>Journalism (Bachelor's)</td>
<td>195</td>
<td>64%</td>
<td>57%</td>
<td>$39,849</td>
<td>Office/Administrative Support</td>
<td>25%</td>
</tr>
<tr>
<td>Social Work (Bachelor's)</td>
<td>97</td>
<td>76%</td>
<td>64%</td>
<td>$34,452</td>
<td>Community/Social Services</td>
<td>54%</td>
</tr>
<tr>
<td>Social Work (Master's)</td>
<td>105</td>
<td>83%</td>
<td>72%</td>
<td>$52,330</td>
<td>Community/Social Services</td>
<td>69%</td>
</tr>
<tr>
<td>Justice (Bachelor's)</td>
<td>187</td>
<td>70%</td>
<td>55%</td>
<td>$48,507</td>
<td>Office/Administrative Support</td>
<td>24%</td>
</tr>
<tr>
<td>Nursing (all levels)</td>
<td>910</td>
<td>72%</td>
<td>66%</td>
<td>$55,088</td>
<td>Health Care Practitioners and Technical Occupations</td>
<td>85%</td>
</tr>
</tbody>
</table>

a Including both those with wage jobs in businesses or state and local governments and other residents (including people without jobs and those who work for the federal government or are self-employed).

b Including only those with wage jobs in businesses or state and local governments.
**Conclusion**

This analysis describes wages, occupations, and residence and employment patterns among UAA graduates from 2003 through 2007. We chose that period so we could follow graduates through at least five years after they left school.

We think this research provides useful information about UAA graduates working and living in Alaska, but it includes only a small part of the information available on the more than 200 programs UAA offers.

The Office of Institutional Research, our partner in this analysis, is continuing to study additional data. For more information, get in touch with OIR at 907-786-1493 or uaa_oir@uaa.alaska.edu.

**Endnotes**


3. See note 2.

**About the Authors**

Alexandra Hill is a senior research associate at ISER who has years of experience studying Alaska education issues. Gunnar Knapp is ISER’s director and a professor of economics. Blake Steenhoven was a student intern and a researcher at ISER in the spring and summer of 2014.

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