

Hiring Patterns in 2001

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Data shed light on new hire activity

Patterns of past hiring activity indicate where hiring opportunities might exist in the future. By looking at these patterns, employment specialists gain insight into Alaska's job market. Training providers use the information to target occupations likely to have high demand. Hiring patterns may also be of interest to job seekers—whether they are entering the labor market, or already employed but looking for a change. This article identifies industries, occupations, and employers which had significant hiring activity in 2001.

The typical seasonal pattern is for hiring traffic to be strongest in the second and third quarters, when tourism and seafood processing are at their peaks. In keeping with this pattern, new hires nearly doubled from the first to the second quarter in 2001, jumping from 49,939 to 76,209. Hiring continued to increase in the third quarter, leveling off at 77,119. Fourth quarter hiring slowed to 50,913 as the busy summer construction and travel seasons came to a close. (See Exhibit 1.)

One in five positions is a new hire

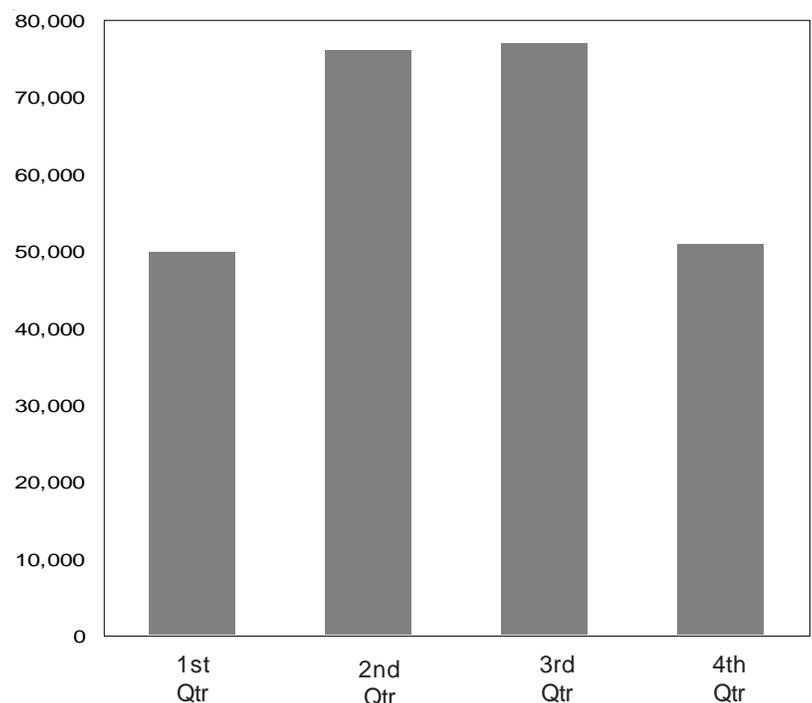
In 2001, employers hired more than 250,000 new workers. These new hires represented about 19 percent of workers covered by Alaska's Unemployment Insurance (UI) program. Hiring activity in 2001 is about on par with prior years. The hiring rate has fluctuated little over the past 10 years, from 18.6 percent to 19.8 percent.

UI-covered workers who did not work for their employer in any of the previous four quarters are "new hires." The four quarter time lapse is used to exclude those employees returning to seasonal jobs with the same employer. Absent from the analysis are federal, self-employed, or other workers (such as most offshore seafood processors), who are not covered by Alaska's UI program.

Hiring patterns in 2001 were typical

For the last ten years, the transition from winter to spring has marked the beginning of the peak

New Hires by Quarter 2001



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

The pace of hiring was brisk at the start of 2001, then slowed somewhat through the remainder of the year. The Interior and Northern regions were mainly responsible for the strong showing in the first quarter. The only region to show improvement from the prior year was the Interior, where hiring was better than 2000 levels in all four quarters. In Anchorage, hiring was largely unchanged from the previous year. Areas associated with seafood harvesting were down significantly.

Some workers were hired multiple times

Some hires involved workers newly hired by more than one employer. Workers with multiple employers are included in this analysis more than once; this means the same worker can be counted as a new hire for more than one employer during a quarter. However, each worker-employer relationship is counted only once during the year.

At the individual worker level, 178,454 persons were newly hired in 2001. As shown in Exhibit 2, the vast majority, about 72 percent of these new workers, were hired by only one employer. Another 19 percent were hired by two employers. The remaining nine percent—those hired by more than two employers—accounted for 23 percent of total hiring activity.

Bristol Bay Borough had highest new hire rate

The highest concentration of new hires in 2001 was in Bristol Bay Borough (32 percent of all workers). (See Exhibit 3.) Hiring activity (mostly in seafood processing) was strong in second and third quarters. Denali Borough, with its tourism-based economy, had the second highest new hire rate (30 percent). Hotels and lodging places accounted for the bulk of hiring activity. More than half of Denali's workers were new hires in second quarter (58 percent). Conversely, Denali's new hire rate plummeted to seven percent in fourth quarter after the tourism season ended.

Exhibit 4 shows the number of new hires by area. Anchorage/Mat-Su, Interior, Gulf Coast, and Southeast regions followed typical seasonal patterns with hires peaking in the second quarter. Due to the strong influence of the seafood industry in the region, Southwest's peak hiring season coincided with peak salmon runs in the third quarter. The Southwest region also had elevated hiring in first quarter due to a robust winter fishery.

Retail Trade and Services accounted for most new hires

Retail Trade accounted for 27 percent of new hire activity in 2001. The Services industry was a close second with 24 percent. Construction and Public Administration had significant proportions of new hires with 10 percent each. The Mining (except Oil and Gas) and the Agriculture/Forestry/Fishing sectors were at the other end of the scale with 0.4 percent and one percent, respectively. (See Exhibit 5.)

2 2001 New Hires By number of employers



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

For the most part, the peak hiring season for individual industries followed the statewide pattern. An exception was Oil and Gas Extraction, the only industry to peak in the first quarter. This is typical for the industry because exploration activities are easier to carry out during winter months when the ground is frozen. Seafood processing also had a strong first quarter showing due to the winter fishery in western Alaska.

Construction Trades led the pack

Exhibit 6 shows new hires by occupation groups. Shading indicates the peak hiring quarter. Peak hiring for most occupation groups occurred during the second quarter as employers ramped up for the busy summer season. The top ten occupations account for half of all hiring. Nearly 24,000 Construction Trades workers were hired in 2001, more than in any other occupation group. In second place, Retail Sales Workers accounted for more than 20,341 new hires, while Food and Beverage Serving Workers followed closely with 18,769.

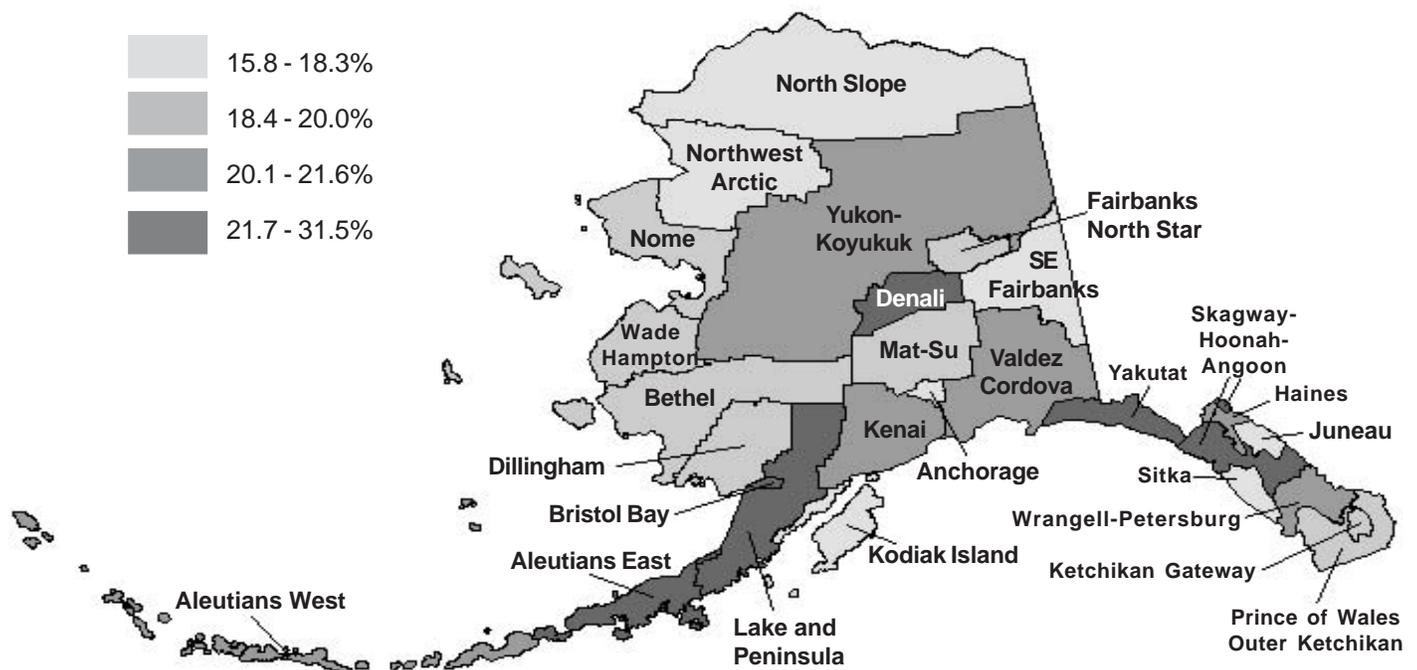
Employers sometimes fail to supply the employee's occupation when filing quarterly unemployment insurance tax reports, the source of the new hire data. Employers did not submit occupations for about one in ten new hires in 2001. More than 3,500 of these employees worked in seafood processing; therefore, the 9,904 new hires reported for Food Processing Workers is a conservative estimate. Likewise, the Services, Retail Trade, Public Administration, and Transportation/Communications/Utilities industries also had significant numbers of new hires without occupational classifications.

Top employers of new hires

Knowing the what (occupation), where (area), and when (peak quarter) of hiring patterns is only part of the puzzle—the final piece is knowing *who* is doing the hiring. Exhibit 7 shows Alaska

New Hires **3**

As percent of total workers - 2001



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

4 New Hires by Region

2001

| Region | Total New Hires | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter |
|--------------------------------------|-----------------|---------------|---------------|---------------|---------------|
| Total New hires | 254,180 | 49,939 | 76,209 | 77,119 | 50,913 |
| Northern | 14,313 | 3,909 | 3,649 | 3,940 | 2,815 |
| Nome Census Area | 3,584 | 631 | 827 | 1,225 | 901 |
| North Slope Borough | 7,964 | 2,725 | 1,990 | 1,924 | 1,325 |
| Northwest Arctic Borough | 2,765 | 553 | 832 | 791 | 589 |
| Interior | 34,674 | 6,155 | 11,704 | 10,293 | 6,522 |
| Denali Census Area | 2,496 | 183 | 1,496 | 701 | 116 |
| Fairbanks Borough | 27,933 | 5,275 | 8,999 | 8,012 | 5,647 |
| Southeast Fairbanks Census Area | 1,239 | 170 | 378 | 451 | 240 |
| Yukon - Koyukuk Census Area | 3,006 | 527 | 831 | 1,129 | 519 |
| Southwest | 20,375 | 4,926 | 4,736 | 7,241 | 3,472 |
| Aleutians East Borough | 3,006 | 1,106 | 562 | 1,076 | 262 |
| Aleutians West Census Area | 3,756 | 1,639 | 490 | 1,180 | 447 |
| Bethel Census Area | 6,291 | 1,196 | 1,483 | 2,089 | 1,523 |
| Bristol Bay Borough | 1,893 | 71 | 788 | 891 | 143 |
| Dillingham Census Area | 1,953 | 351 | 441 | 813 | 348 |
| Lake and Peninsula Borough | 1,195 | 103 | 402 | 480 | 210 |
| Wade Hampton Census Area | 2,281 | 460 | 570 | 712 | 539 |
| Anchorage | 122,608 | 23,980 | 35,630 | 35,263 | 27,735 |
| Anchorage Borough | 109,414 | 21,881 | 31,589 | 30,988 | 24,956 |
| Matanuska - Susitna Borough | 13,194 | 2,099 | 4,041 | 4,275 | 2,779 |
| Gulf Coast | 28,514 | 4,519 | 9,770 | 9,679 | 4,546 |
| Kenai Peninsula Borough | 18,185 | 2,698 | 6,475 | 6,149 | 2,863 |
| Kodiak Island Borough | 4,770 | 1,092 | 1,270 | 1,449 | 959 |
| Valdez - Cordova Census Area | 5,559 | 729 | 2,025 | 2,081 | 724 |
| Southeast | 30,551 | 5,596 | 10,095 | 9,552 | 5,308 |
| Haines Borough | 961 | 81 | 372 | 422 | 86 |
| Juneau Borough | 11,822 | 2,381 | 3,798 | 2,988 | 2,655 |
| Ketchikan Borough | 6,884 | 1,246 | 2,192 | 2,529 | 917 |
| Prince of Wales - Outer Ketchikan CA | 1,966 | 348 | 738 | 538 | 342 |
| Sitka Borough | 3,452 | 623 | 1,141 | 1,052 | 636 |
| Skagway - Hoonah - Angoon CA | 1,869 | 185 | 962 | 527 | 195 |
| Wrangell - Petersburg Census Area | 3,045 | 629 | 711 | 1,314 | 391 |
| Yakutat Borough | 552 | 103 | 181 | 182 | 86 |
| Statewide Total | 251,035 | 49,085 | 75,584 | 75,968 | 50,398 |
| Outside Alaska | 3,105 | 853 | 611 | 1,129 | 512 |
| Other | 13 | 0 | 11 | 0 | 2 |
| Unknown | 27 | 1 | 3 | 22 | 1 |

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

new hires by employer for the top 50 employers of 2001, ranked by annual number of new hires. Of the more than 16,000 employers covered by UI, the top 50 accounted for 19 percent of all new hires. The State of Alaska led all employers with 3,150 hires. Other top employers of new hires in the Public Administration sector included the University of Alaska with 2,702, Anchorage School District with 1,831, and Fairbanks North Star School District with 1,012 hires.

Three of the top five employers were in Retail Trade. Kmart Corporation was ranked second in new hires for 2001 (2,761). In the same sector was fourth place Safeway with 2,423, fifth place Fred Meyer with 2,110, and sixth place Wal-Mart with 2,032.

After Public Administration and Retail Trade, most of the top employers were in the Seafood Processing and Services industries. Examples of top employers in Seafood Processing were Trident Seafoods (1,838 new hires), ranking number seven, and Icicle Seafoods (1,050), placing twelfth. In the Services sector the top employer was ninth ranked Labor Ready Northwest, an employment

agency, with 1,254 new hires. Providence Hospital placed tenth overall with 1,171 hires.

Some other top 50 employers in other sectors included VECO Alaska, Peak Oilfield Services, Alaska Petroleum Contractors (all in Oil and Gas Extraction), Osborne Construction, and First Student Services (operators of a school bus company).

The Alaska new hire data series helps employment specialists and job seekers identify likely employment opportunities in their area. More information expanding on the topics discussed here can be found on Research and Analysis' website under the Employment & Unemployment section (<http://almis.labor.state.ak.us>). For example, there are tables for each area of the state detailing hiring activity by occupation, as well as listings of top employers by census area. New hire data does not include current job openings. These can be found at an Alaska Job Center or the Alaska Job Bank at <http://www.jobs.state.ak.us/akjb/>

New Hires by Industry **5** 2001

| Industry | Total New Hires | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter |
|---|-----------------|-------------|-------------|-------------|-------------|
| Total New hires | 254,180 | 49,939 | 76,209 | 77,119 | 50,913 |
| Agriculture/Forestry/Fish | 2,554 | 332 | 1,156 | 734 | 332 |
| Mining, except Oil and Gas | 903 | 142 | 353 | 277 | 131 |
| Oil and Gas Extraction | 5,965 | 1,984 | 1,875 | 1,270 | 836 |
| Construction | 26,834 | 4,403 | 8,621 | 9,044 | 4,766 |
| Manufacturing, except Seafood Processing | 4,083 | 851 | 1,342 | 1,138 | 752 |
| Seafood Processing | 14,357 | 3,421 | 3,208 | 7,037 | 691 |
| Transportation/Communications/Utilities, Other ¹ | 13,297 | 2,823 | 3,962 | 3,853 | 2,659 |
| Tourism Related Transportation | 5,156 | 640 | 2,704 | 1,373 | 439 |
| Wholesale Trade | 7,106 | 1,310 | 2,331 | 2,221 | 1,244 |
| Retail Trade | 67,268 | 12,255 | 20,214 | 19,644 | 15,155 |
| Finance, Insurance, Real Estate | 7,842 | 1,539 | 2,220 | 2,372 | 1,711 |
| Services, except Hotels and Lodging | 60,730 | 13,343 | 16,689 | 16,394 | 14,304 |
| Hotels and Lodging | 11,202 | 1,469 | 4,873 | 3,523 | 1,337 |
| Public Administration ² | 26,544 | 5,357 | 6,571 | 8,141 | 6,475 |
| Unknown | 339 | 70 | 90 | 98 | 81 |

¹ Other Trans/Comm/Util includes passenger and freight transportation, communications services, and electricity, gas, steam, water, or sanitary services. It does not include tourism-related transportation.

² Includes all state or local government and other publicly owned institutions.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

6 Top 50 Occupations of New Hires, 2001

With peak hiring quarter shaded

| Occupation Group | Total New Hires | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter |
|---|-----------------|-------------|-------------|-------------|-------------|
| Total New Hires | 254,180 | 49,939 | 76,209 | 77,119 | 50,913 |
| Construction Trades Workers | 23,989 | 3,685 | 7,579 | 8,312 | 4,413 |
| Retail Sales Workers | 20,341 | 3,569 | 6,599 | 6,057 | 4,116 |
| Food and Beverage Serving Workers | 18,769 | 3,598 | 5,664 | 5,537 | 3,970 |
| Material Moving Workers | 13,414 | 2,654 | 4,289 | 4,099 | 2,372 |
| Other Office and Administrative Support Workers | 10,277 | 2,515 | 2,910 | 2,726 | 2,126 |
| Food Processing Workers | 9,904 | 2,177 | 2,421 | 4,780 | 526 |
| Building Cleaning and Pest Control Workers | 9,105 | 1,829 | 2,955 | 2,619 | 1,702 |
| Information and Record Clerks | 8,782 | 1,910 | 2,640 | 2,359 | 1,873 |
| Cooks and Food Preparation Workers | 7,226 | 1,292 | 2,483 | 2,050 | 1,401 |
| Other Food Preparation and Serving Related Workers | 6,924 | 1,148 | 2,080 | 2,228 | 1,468 |
| Motor Vehicle Operators | 5,486 | 1,262 | 1,634 | 1,498 | 1,092 |
| Other Personal Care and Service Workers | 5,482 | 1,057 | 1,420 | 1,550 | 1,455 |
| Other Installation, Maintenance, and Repair Occupations | 4,962 | 1,033 | 1,605 | 1,435 | 889 |
| Material Recording, Scheduling, Dispatching, and Distributing | 3,890 | 918 | 1,111 | 974 | 887 |
| Other Sales and Related Workers | 3,650 | 466 | 843 | 1,091 | 1,250 |
| Secretaries and Administrative Assistants | 3,335 | 836 | 911 | 886 | 702 |
| Other Education, Training, and Library Occupations | 3,320 | 734 | 593 | 785 | 1,208 |
| Financial Clerks | 3,311 | 772 | 894 | 911 | 734 |
| Vehicle and Mobile Equipment Mechanics, Installers, Repairers | 3,102 | 697 | 926 | 781 | 698 |
| Other Construction and Related Workers | 2,847 | 559 | 879 | 856 | 553 |
| Health Diagnosing and Treating Practitioners | 2,563 | 577 | 674 | 761 | 551 |
| Specialists, Counselors, Social Workers, other Community Svc. | 2,327 | 571 | 573 | 610 | 573 |
| Other Teachers and Instructors | 2,220 | 468 | 433 | 634 | 685 |
| Helpers, Construction Trades | 2,194 | 381 | 689 | 723 | 401 |
| Transportation, Tourism, and Lodging Attendants | 2,153 | 131 | 1,219 | 673 | 130 |
| Other Healthcare Support Occupations | 2,112 | 476 | 535 | 523 | 578 |
| Other Management Occupations | 2,085 | 498 | 536 | 614 | 437 |
| Entertainment Attendants and Related Workers | 2,077 | 370 | 528 | 500 | 679 |
| Other Protective Service Workers | 2,033 | 367 | 491 | 588 | 587 |
| Other Production Occupations | 2,018 | 338 | 673 | 782 | 225 |
| Extraction Workers | 1,792 | 526 | 542 | 467 | 257 |
| Health Technologists and Technicians | 1,751 | 410 | 474 | 439 | 428 |
| Grounds Maintenance Workers | 1,728 | 119 | 917 | 529 | 163 |
| Other Transportation Workers | 1,645 | 265 | 489 | 561 | 330 |
| Agricultural Workers | 1,578 | 353 | 640 | 468 | 117 |
| Nursing, Psychiatric, and Home Health Aides | 1,517 | 332 | 331 | 342 | 512 |
| Teachers, Primary, Secondary, and Special Education | 1,322 | 205 | 134 | 716 | 267 |
| Top Executives | 1,299 | 317 | 328 | 347 | 307 |
| Water Transportation Workers | 1,282 | 160 | 528 | 404 | 190 |
| Sales Representatives, Services | 1,234 | 312 | 365 | 328 | 229 |
| Air Transportation Workers | 1,146 | 269 | 382 | 230 | 265 |
| Metal Workers and Plastic Workers | 1,109 | 277 | 354 | 279 | 199 |
| Business Operations Specialists | 1,055 | 289 | 263 | 246 | 257 |
| Financial Specialists | 1,025 | 224 | 295 | 236 | 270 |
| Entertainers and Performers, Sports and Related Workers | 960 | 225 | 272 | 222 | 241 |
| Drafters, Engineering, and Mapping Technicians | 851 | 151 | 307 | 264 | 129 |
| Fishing and Hunting Workers | 828 | 125 | 234 | 365 | 104 |
| Computer Specialists | 816 | 269 | 194 | 176 | 177 |
| Engineers | 812 | 223 | 273 | 178 | 138 |
| Operations Specialties Managers | 695 | 194 | 170 | 176 | 155 |

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Top 50 Employers of New Hires

2001

| Rank | Employer Name | Industry | Total New Hires | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter |
|------|--------------------------------------|------------------------------------|-----------------|-------------|-------------|-------------|-------------|
| 1 | State of Alaska | Public Admin. ² | 3,150 | 690 | 921 | 883 | 656 |
| 2 | Kmart Corp | Retail Trade | 2,761 | 217 | 371 | 997 | 1,176 |
| 3 | University of Alaska | Public Admin ² | 2,702 | 487 | 810 | 898 | 507 |
| 4 | Safeway Inc | Retail Trade | 2,423 | 463 | 743 | 750 | 467 |
| 5 | Fred Meyer Shopping Centers | Retail Trade | 2,110 | 326 | 736 | 567 | 481 |
| 6 | Wal-Mart Associates Inc | Retail Trade | 2,032 | 402 | 517 | 593 | 520 |
| 7 | Trident Seafoods Corporation | Seafood Processing | 1,838 | 737 | 315 | 734 | 52 |
| 8 | Anchorage School District | Public Admin. ² | 1,831 | 404 | 291 | 518 | 618 |
| 9 | Labor Ready Northwest Inc | Services, except Lodging | 1,254 | 283 | 405 | 362 | 204 |
| 10 | Providence Hospital Payroll | Services, except Lodging | 1,171 | 317 | 333 | 297 | 224 |
| 11 | Nana/Marriott Joint Venture | Retail Trade | 1,059 | 239 | 348 | 291 | 181 |
| 12 | Icicle Seafoods Inc | Seafood Processing | 1,050 | 272 | 169 | 592 | 17 |
| 13 | VECO Alaska Inc | Oil & Gas Extraction | 1,027 | 358 | 401 | 171 | 97 |
| 14 | Fairbanks North Star School District | Public Admin. ² | 1,012 | 284 | 130 | 284 | 314 |
| 15 | Wards Cove Packing Co Inc | Seafood Processing | 866 | 32 | 100 | 717 | 17 |
| 16 | Alaska Commercial Co | Retail Trade | 850 | 165 | 194 | 267 | 224 |
| 17 | Norquest Seafood's Inc | Seafood Processing | 845 | 126 | 240 | 440 | 39 |
| 18 | Alaska Hotel Properties LLC | Services, except Lodging | 820 | 49 | 505 | 223 | 43 |
| 19 | Denali Foods Inc | Retail Trade | 818 | 133 | 204 | 263 | 218 |
| 20 | Unisea Inc | Seafood Processing | 816 | 494 | 10 | 277 | 35 |
| 21 | Aramark Services Inc | Retail Trade | 806 | 30 | 472 | 267 | 37 |
| 22 | McDonald's Restaurants of Alaska | Retail Trade | 776 | 198 | 161 | 257 | 160 |
| 23 | Restaurants Northwest Inc | Retail Trade | 766 | 153 | 192 | 214 | 207 |
| 24 | Lokan & Associates Inc | Services, except Lodging | 756 | 156 | 187 | 221 | 192 |
| 25 | Chugach North Technical Services | Services, except Lodging | 746 | 364 | 142 | 124 | 116 |
| 26 | Pizza Hut | Retail Trade | 733 | 128 | 154 | 223 | 228 |
| 27 | The Alaska Club | Services, except Lodging | 717 | 213 | 175 | 173 | 156 |
| 28 | Sears Roebuck and Co | Retail Trade | 699 | 71 | 160 | 212 | 256 |
| 29 | Peter Pan Seafoods Inc | Seafood Processing | 653 | 177 | 191 | 279 | 6 |
| 30 | North Pacific Processors Inc | Seafood Processing | 636 | 45 | 228 | 353 | 10 |
| 31 | Interior Alaska McDonald's | Retail Trade | 629 | 131 | 239 | 123 | 136 |
| 32 | Peak Oilfield Service Co | Oil & Gas Extraction | 624 | 175 | 145 | 164 | 140 |
| 33 | Westmark Hotels Inc | Services, except Lodging | 621 | 83 | 333 | 167 | 38 |
| 34 | Yukon Kuskokwim Health Corp | Services, except Lodging | 620 | 127 | 155 | 167 | 171 |
| 35 | First Student Services LLC | Other Trans/Comm/Util ¹ | 601 | 0 | 11 | 493 | 97 |
| 36 | Alaska Petroleum Contractors Inc | Oil & Gas Extraction | 600 | 90 | 257 | 118 | 135 |
| 36 | Municipality Of Anchorage | Public Admin. ² | 600 | 102 | 161 | 240 | 97 |
| 38 | Williams WPC-I Inc | Retail Trade | 593 | 104 | 148 | 194 | 147 |
| 39 | Mat-Su Borough Schools | Public Admin. ² | 591 | 131 | 106 | 140 | 214 |
| 40 | Lower Kuskokwim School District | Public Admin. ² | 581 | 129 | 112 | 148 | 192 |
| 41 | Westward Seafood Inc | Seafood Processing | 550 | 290 | 5 | 238 | 17 |
| 42 | Cook Inlet Processing | Seafood Processing | 541 | 104 | 110 | 324 | 3 |
| 43 | Ocean Beauty Seafoods Inc | Seafood Processing | 526 | 42 | 196 | 278 | 10 |
| 43 | Subway of Alaska Inc | Retail Trade | 526 | 107 | 150 | 148 | 121 |
| 45 | Osborne Construction | Construction | 519 | 63 | 147 | 237 | 72 |
| 46 | Adams & Associates Inc | Services, except Lodging | 516 | 94 | 157 | 145 | 120 |
| 46 | Kenai Peninsula Borough School Dist. | Public Admin. ² | 516 | 117 | 89 | 141 | 169 |
| 48 | Doyon/Universal Services | Retail Trade | 503 | 159 | 79 | 94 | 171 |
| 49 | Zan Inc | Retail Trade | 500 | 96 | 119 | 167 | 118 |
| 50 | Border Entertainment LLC | Services, except Lodging | 499 | 132 | 97 | 153 | 117 |

¹ Other Trans/Comm/Util includes passenger and freight transportation, communications services, and electricity, gas, steam, water, or sanitary services. It does not include tourism-related transportation.

² Includes all state or local government and other publicly owned institutions.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section