

# Winter '95 New Hires Hit Four-Quarter Low

by Todd Mosher

T a b l e • 1

## Alaska New Hires<sup>1</sup> 1st Quarter 1995

	1st Qtr 95 Winter	Change from 4th Qtr 94 Fall	Change from 1st Qtr 94 Winter
<b>Total New Hires:</b>	<b>45,020</b>	<b>-2,928</b>	<b>-2,823</b>
<b>By Region<sup>2</sup></b>			
Northern	2,671	-1	-1,809
Interior	4,625	-1,312	-233
Southwest	5,167	863	-311
Anchorage	19,771	-3,623	-1,254
Gulf Coast	5,578	622	334
Southeast	5,758	-250	1,044
Marine	981	820	34
Outside	358	11	-406
Unknown	98	-71	88
<b>By Industry</b>			
Ag./Forestry/Fishing	231	-52	-35
Mining	1,156	160	-1,484
Construction	3,062	-1,755	-770
Manufacturing	6,902	4,189	630
Seafood Processing	5,878	4,472	667
All Other	1,024	-283	-37
Trans./Comm./Util.	2,965	-348	-45
Tourism Related	750	302	212
All Other	2,215	-650	-257
Wholesale Trade	1,523	162	-24
Retail Trade	10,760	-3,248	-697
Fin./Ins./Real Estate	1,501	-530	-226
Services	12,300	-419	-200
Hotels & Lodging	1,048	-11	4
All Other	11,252	-408	-204
Public Admin. <sup>3</sup>	4,620	-1,087	28

<sup>1</sup> A "new hire" is defined as an employee that was hired by the firm in the report quarter and has not been employed by the firm during any of the previous four quarters. New hires figures include turnover and should not be used to assess job growth trends.

<sup>2</sup> An employee's region is determined by his or her actual place of employment.

<sup>3</sup> Includes all employees of publicly-owned institutions.

Source: Alaska Department of Labor, Research and Analysis.

The Alaska New Hires Quarterly Report identifies seasonal fluctuations in Alaska job openings. A new hire is defined as an employee who was not working for the employer during any of the previous four quarters. A new hire represents either a new job or the turnover of an existing job, excluding seasonal rehires from the previous year. The new hires report is primarily designed to provide specific information about the seasonal peaks and troughs of job entry opportunities for Alaska regions, industries, and occupations. Because the new hires data include job turnover, readers are cautioned against making broad inferences about Alaska job growth trends based only on quarterly new hires data.

### Seasonal declines in retail and construction drop winter new hires to four-quarter low

There were 45,020 Alaska new hires in the winter of 1995, nearly 3,000, or 6.5%, fewer than in the fall of 1994 and about 2,800, or 6.3%, fewer than in the previous winter. (See Table 1.) The seemingly sharp decline in new hires from the previous winter was partly the result of the previous year's short-term boost from the North Slope's GHX-2 gas-handling project and related services. Excluding the Northern Region, new hires were down by 2.3% from the previous winter. In Southeast Alaska, expansion of the services and retail sectors led to an 18.1% increase in new hires from the previous winter. On the other hand, Anchorage area new hires were down from the previous winter by 6.3%, primarily because of slower retail growth.

The fall-to-winter drop in new hires coincides with the normal seasonal downturn in the retail and construction industries, which left Alaska with about nine percent fewer retail and construction jobs. The seasonal transition's impact on new hires, which includes turnover, was more dramatic. Winter of 1995 retail new hires were 3,248, or 30.2%,

lower than in the fall of 1994. Construction new hires fell by 1,755, or 57.3%.

**Seafood industry presents different picture for Southwest and Gulf Coast**

In Southwest Alaska and the Gulf Coast, the first wave of seafood processing hiring propelled First Quarter 1995 new hires above the previous quarter's level. (See Table 1.) Gains in seafood industry new hires more than offset substantial fall-to-winter declines in most other industries.

**Interior and Anchorage experienced steepest fall-to-winter declines**

Interior new hires dropped by 1,312, or 28.1%, from the fall of 1994 to the winter of 1995. Most of the decline was in the construction, retail, and government sectors. Anchorage new hires fell by 3,623, or 18.3%, from fall to winter, primarily due to losses in the retail, construction, and services industries.

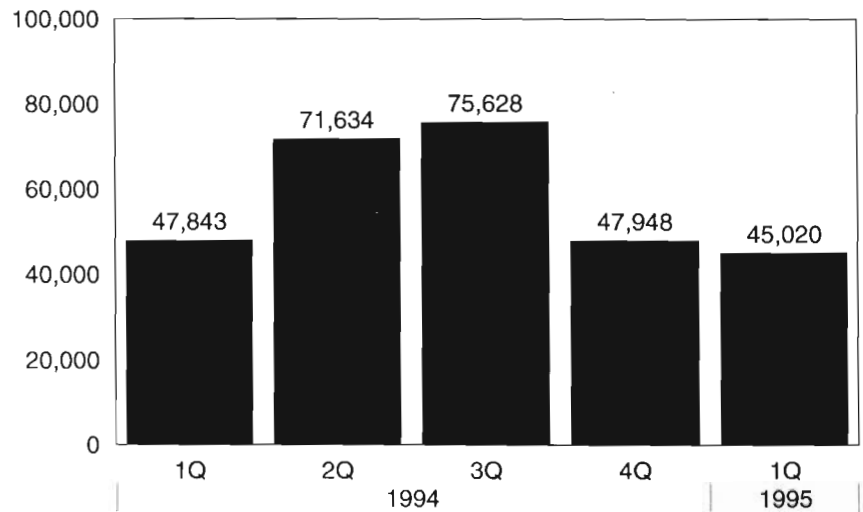
**Northern and Southeast Alaska fared better**

In Northern Alaska, winter new hires held steady with the previous quarter. A modest jump in mining industry new hires offset losses in public sector new hires, while most other industries changed minimally. Southeast's winter new hires dropped by a modest 4.3% from the previous quarter. Excluding the construction industry, which had 238 fewer new hires in the winter, Southeast's fall and winter totals were nearly identical.

**Top occupations for winter new hires dominated by seafood and services jobs**

In the winter of 1995, retail and construction jobs were supplanted by cannery workers and other seafood processors, and miscellaneous manual occupations as the top occupations for new hires. (See Table 2.) The rest of the winter's top 20 list was dominated by services-related occupations. Of those occupations on the top 20 list, manufacturing-related jobs accounted for over 6,500 new

**Alaska New Hires**  
From 1st Quarter 1994 through 1st Quarter 1995



A "new hire" is defined as an employee that was hired by the firm in the report quarter and had not been employed by the firm during any of the previous four quarters. New hires figures include turnover and should not be used to assess job growth trends.

Source: Alaska Department of Labor, Research and Analysis Section.

**Top 20 Occupations for New Hires**  
1st Quarter 1995

Rank	Occupation	New Hires 1Q95	Change from 4Q94
1	Cannery Workers, Seafood Processing	3,849	2,973
2	Misc. Manual Occupations	1,684	283
3	General Office Occupations	1,540	-199
4	Sales Clerks	1,174	-581
5	Janitors & Cleaners	1,157	-130
6	Waiters & Waitresses	1,121	-206
7	Seafood Handcutters and Trimmers	989	939
8	Cashiers	901	-128
9	Construction Laborers	821	-669
10	Misc. Food & Beverage Preparers	711	-107
11	Fast Food Prep & Service Workers	656	-20
12	Carpenters	646	-893
13	Child Care Workers, Except Private Household	625	139
14	Kitchen Workers, Food Prep Workers	570	-44
15	Secretaries	510	39
16	Receptionists	504	-20
17	Bookkeepers, Accounting & Auditing Clerks	479	-23
18	Teacher Aides	467	-307
19	Food Counter & Related Cafeteria Occupations	460	-219
20	Attendants, Amusement & Recreation	445	-4

New hires figures include turnover and should not be used to assess job growth trends. Source: Alaska Department of Labor, Research and Analysis Section.

related jobs accounted for over 6,500 new hires, food service jobs accounted for over 3,500 new hires, and office support occupations accounted for over 3,000 new hires. The top 20 occupations combined represented about 43 percent of all new hires for the quarter.

Todd Mosher is a statistical technician with the Research & Analysis Section, Administrative Services Division, Alaska Department of Labor. He is located in Juneau.

### Summer was peak, winter was trough for Alaska new hires

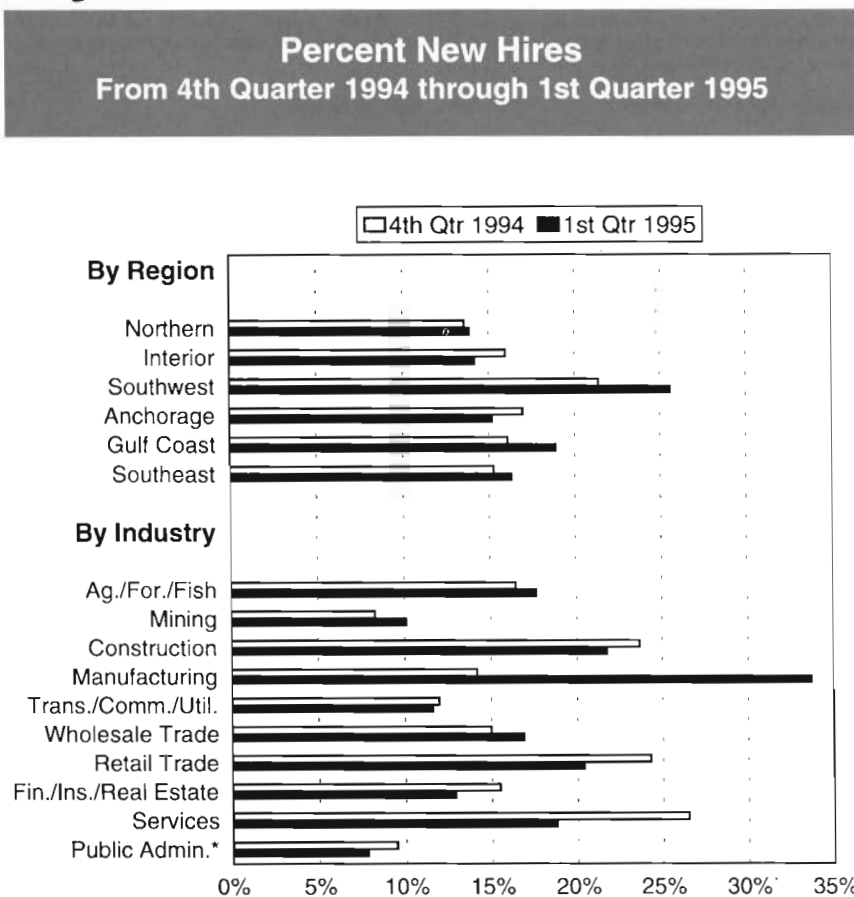
Figure 1 shows Alaska new hires for the five quarters starting with the winter of 1994 and ending with the winter of 1995. Statewide, the summer of 1994 was the peak season for new hires over this period, while the winter of 1995 was the trough. Over the

four-quarter period ending with the First Quarter of 1995, new hires peaked in the summer of 1994 for all major regions of the state except the Interior. (See Table 3.) All of Alaska's major industries peaked in either the spring or summer. However, the two largest spring-peaking industries, retail and services, were only slightly above their summer levels.

### Seasonal variation in new hires was significant for many occupations

Table 4 shows the statewide seasonal fluctuation of new hires by occupation over the four-quarter period ending with the winter of 1995. Of the top 100 occupations for new hires over the period, only four peaked during the winter quarter: child care workers, seafood handcutters and trimmers, postsecondary teachers, and general managers and other top executives. Forty-eight occupations peaked in the spring of 1994; thirty-nine peaked in the summer; and nine peaked in the fall.

Figure • 2



\*Includes all employees of publicly-owned institutions.  
An employee's region is determined by his or her actual place of employment. If the place of employment is not reported, the employee's region is determined by the location of the employer.  
Source: Alaska Department of Labor, Research & Analysis Section.

In addition to travel-related occupations, many retail and service occupations peaked in the spring, when employers were gearing up for the tourism season. With the exception of travel agents and clerks, pilots, bus and cab drivers, and public transportation attendants, most of these occupations maintained near-peak levels of new hires during the summer. Newly hired excavators, maintenance repairers, heavy equipment mechanics, gardeners and nursery workers, timbercutters and many office occupations had peak levels during the spring which were significantly higher than summer levels. Newly hired manufacturing workers (including seafood processors), construction-related workers, janitors and cleaners, security guards, recreation attendants, sailors and deckhands, secretaries and receptionists, and many professional occupations hit their highest four-quarter levels in the summer of 1994. The most prominent fall-peaking occupations were: teachers (other than postsecondary) and other education-related workers, nursing aides and attendants, driver-sales workers, carpet and tile installers, boilermakers, industrial engineers, garment and textile salespersons, communication equipment repairers, and officers and administrators.

### Alaska New Hires for the Four Quarters Ending March 31, 1995

#### Methodology

The new hires series is produced by matching Occupational Data Base files, Alaska Department of Labor wage files, and Permanent Fund Dividend files keyed on employer numbers and employee social security numbers. This match is made for the report quarter and the four previous quarters. Each employer's full listing of employees is considered for the report quarter. If an employee worked for the employer in any of the previous four quarters, he or she is considered continuously employed or a seasonal rehire and is excluded from the new hires subset; otherwise, the employee is defined as a new hire for that employer.

A worker can be counted as a new hire for more than one employer during the report quarter, but not more than once for the same employer. This method purposely treats the turnover of an existing job as a new hire. The new hires series is designed to measure job opportunities provided by the combined effect of turnover and job growth.

An employee's region is set by his or her actual place of employment, unless that information is not provided by the employer. Historically, employers do not report place of employment information for about 10 percent of all employees. In that case, the employee's region is determined by the location of the employer.

	2Q94 Spring	3Q94 Summer	4Q94 Fall	1Q95 Winter	Four Qtr. Average
<b>Totals</b>	<b>71,634</b>	<b>75,628</b>	<b>47,948</b>	<b>45,020</b>	<b>60,058</b>
<b>By Region</b>					
Northern	3,632	<b>4,443</b>	2,672	2,671	3,355
Interior	<b>11,172</b>	10,238	5,937	4,625	7,993
Southwest	5,364	<b>7,220</b>	4,304	5,167	5,514
Anchorage	29,781	<b>30,353</b>	23,394	19,771	25,825
Gulf Coast	9,995	<b>10,745</b>	4,956	5,578	7,819
Southeast	10,250	<b>10,753</b>	6,008	5,758	8,192
Marine	801	843	161	<b>981</b>	697
Outside	444	<b>585</b>	347	358	434
Unknown	195	<b>448</b>	169	111	231
<b>By Industry</b>					
Ag/For/Fish	<b>960</b>	858	283	231	583
Mining	1,303	<b>1,669</b>	996	1,156	1,281
Construction	7,547	<b>9,126</b>	4,817	3,062	6,138
Manufacturing	8,256	<b>10,612</b>	2,713	6,902	7,121
Trans/Comm./					
Public Util.	<b>6,036</b>	5,070	3,313	2,965	4,346
Wholesale Trade	1,962	<b>2,190</b>	1,361	1,523	1,759
Retail Trade	<b>19,040</b>	18,598	14,008	10,760	15,602
Fin/Insur/Realty	2,460	<b>2,634</b>	2,031	1,501	2,157
Services	<b>18,538</b>	18,482	12,719	12,300	15,510
Pub Admin	5,532	<b>6,389</b>	5,707	4,620	5,562

*Shading indicates peak quarter for new hires over the four-quarter period. New hires figures include turnover and should not be used to assess job growth trends. Region is determined by the worker's place of employment.*

*Source: Alaska Department of Labor, Research and Analysis Section.*

T a b l e • 4

**Top 100 Occupations for New Hires**  
**Four-Quarter Average: April 1, 1994-March 31, 1995**

New Hires	2Q94 Spring	3Q94 Summer	4Q94 Fall	1Q95 Winter	Four Qtr. Average
Cannery Workers, Seafood Processing	4,116	<b>6,710</b>	876	3,849	3,888
Misc. Manual Occupations	2,561	<b>2,758</b>	1,401	1,684	2,101
Sales Clerks	<b>2,965</b>	2,491	1,755	1,174	2,096
General Office Workers	<b>2,286</b>	2,018	1,739	1,540	1,896
Construction Laborers	2,306	<b>2,699</b>	1,490	821	1,829
Waiters & Waitresses	<b>2,188</b>	2,044	1,327	1,121	1,670
Carpenters	1,465	<b>2,132</b>	1,539	646	1,446
Janitors & Cleaners	1,544	<b>1,589</b>	1,287	1,157	1,394
Cashiers	<b>1,711</b>	1,494	1,029	901	1,284
Misc. Food & Beverage Preparers	<b>1,466</b>	1,312	818	711	1,077
Kitchen Workers, Food Prep	<b>1,231</b>	996	614	570	853
Maids & Housemen	<b>1,233</b>	1,062	320	374	747
Food Counter & Related Occupations	<b>799</b>	775	679	460	678
Fast Food Prep & Service Workers	660	674	<b>676</b>	656	667
Receptionists	648	<b>721</b>	524	504	599
Electricians	536	<b>827</b>	482	396	560
Misc. Freight, Stock, & Material Movers	<b>752</b>	662	434	389	559
Child Care Workers, Except Private Household	550	571	486	<b>625</b>	558
Secretaries	605	<b>622</b>	471	510	552
Bookkeepers, Accounting & Auditing Clerks	<b>617</b>	550	502	479	537
Truck Drivers, Light	<b>622</b>	616	468	439	536
Attendants, Amusement & Recreation	545	<b>635</b>	449	445	519
Stock Handlers & Baggers	<b>620</b>	616	462	321	505
Teacher Aides	296	473	<b>774</b>	467	503
Seafood Handcutters & Trimmers	351	520	50	<b>989</b>	478
Cooks, Restaurant	<b>633</b>	554	320	270	444
Bartenders	<b>575</b>	435	364	383	439
Adult Education Teachers	405	352	<b>597</b>	365	430
Misc. Salespersons	505	<b>541</b>	441	222	427
Guards & Police, Except Public	334	<b>638</b>	359	329	415
Counter Clerks	410	<b>496</b>	329	392	407
Sailors & Deckhands	521	<b>576</b>	214	266	394
Truck Drivers, Heavy	<b>506</b>	<b>506</b>	311	237	390
Vehicle Washers & Equipment Cleaners	<b>578</b>	439	265	205	372
Stock & Inventory Clerks	411	<b>480</b>	251	312	364
Short-Order Cooks	378	<b>433</b>	341	300	363
Waiters'/Waitresses' Assistants	418	<b>437</b>	204	169	307
Operating Engineers	<b>444</b>	419	189	146	300
Plumbers, Pipefitters & Steamfitters	356	<b>444</b>	232	153	296
Garage & Service Station Workers	318	<b>435</b>	246	169	292
Misc. Hand Working Occup.	176	<b>595</b>	89	237	274
Automobile Mechanics	<b>367</b>	288	236	195	272
Misc. Personal Service Occupations	<b>360</b>	316	216	175	267
Social Workers	224	<b>281</b>	274	268	262
Stevedores	255	<b>336</b>	242	198	258
Cooks	<b>346</b>	287	219	164	254
Hand Packers & Packagers	344	<b>350</b>	150	172	254
Maintenance Repairers, General Utility	<b>406</b>	267	143	132	237
Salespersons, Garments & Textiles	273	274	<b>303</b>	96	237
Recreation Workers	<b>312</b>	274	145	181	228
Registered Nurses	248	<b>264</b>	222	174	227
Misc. Mechanics & Repairers	263	<b>280</b>	208	147	225

Table • 4 (cont.)

### Top 100 Occupations for New Hires Four-Quarter Average: April 1, 1994-March 31, 1995

New Hires	2Q94 Spring	3Q94 Summer	4Q94 Fall	1Q95 Winter	Four Qtr. Average
Painters, Construction & Maintenance	304	<b>368</b>	126	97	224
Misc. Construction Trades	248	<b>388</b>	183	68	222
Guides	<b>444</b>	369	51	15	220
Reservation Agents & Ticket Clerks	<b>378</b>	232	100	139	212
Data Entry Keyers	<b>259</b>	235	192	142	207
Admin. Support Occupations	210	206	<b>213</b>	189	205
Postsecondary Teachers	110	272	141	<b>292</b>	204
Nursing Aides, Orderlies, & Attendants	156	224	<b>246</b>	167	198
Groundskeepers & Gardeners, Except Farm	<b>425</b>	261	72	34	198
Welders & Cutters	262	<b>263</b>	151	103	195
Misc. Management Related Occupations	<b>219</b>	191	160	191	190
Carpenters' Helpers	187	<b>308</b>	182	70	187
Heavy Equipment Mechanics	<b>327</b>	171	94	150	186
Bus Drivers	192	<b>294</b>	120	126	183
Bank Tellers	<b>242</b>	233	117	134	182
General Managers & Other Top Executives	189	178	140	<b>210</b>	179
Hotel Clerks	<b>271</b>	226	98	111	177
Airplane Pilots & Navigators	<b>269</b>	160	115	131	169
Elementary School Teachers	69	228	<b>242</b>	128	167
Excavating & Loading Machine Oprs.	<b>214</b>	186	131	94	156
Hairdressers & Cosmetologists	164	<b>170</b>	137	115	147
Fishers	191	<b>257</b>	55	72	144
Driver-Sales Workers	125	135	<b>180</b>	100	135
Secondary School Teachers	69	162	<b>172</b>	134	134
Traffic, Shipping, & Receiving Clerks	176	<b>191</b>	113	55	134
Salespersons, Motor Vehicles & Mobile Homes	157	<b>167</b>	96	114	134
Supervisors, Food & Beverage Prep & Service	<b>197</b>	143	95	86	130
Timber Cutting & Related Occupations	<b>196</b>	149	64	95	126
Cooks, Institutional & Cafeteria	<b>144</b>	129	121	99	123
Truck Drivers, Tractor-Trailer	<b>183</b>	162	94	54	123
Misc. Logging Occupations	<b>166</b>	153	92	79	123
Baggage Porters & Bellhops	<b>188</b>	151	90	60	122
Managers, Administrative Services	<b>168</b>	111	84	125	122
Supervisors, Sales & Retail	<b>151</b>	105	117	115	122
Salespersons, Sporting Goods	104	<b>185</b>	116	75	120
Dancers	148	<b>154</b>	55	116	118
Dental Assistants	118	<b>153</b>	112	90	118
Misc. Technicians	<b>179</b>	172	65	55	118
File Clerks	<b>183</b>	130	86	68	117
Sales Occupations, Misc. Services	<b>147</b>	117	121	80	116
Misc. Occupations, Not Elsewhere Classified	<b>159</b>	119	80	87	111
Administrative Assistants & Officers	108	<b>124</b>	94	110	109
Misc. Material Moving Equipment Operators	<b>143</b>	135	72	84	109
Athletes & Related Workers	<b>148</b>	67	107	88	103
Misc. Cleaning & Building Service Occupations	<b>121</b>	107	82	100	103
Nursery (Agricultural/Horticultural) Workers	<b>278</b>	42	21	46	97
Teachers, Except Postsecondary N.E.C.	71	<b>153</b>	89	72	96

Shading indicates peak quarter for new hires over the four-quarter period. New hires figures include turnover and should not be used to assess job growth trends.

Source: Alaska Department of Labor, Research and Analysis Section.