

EDUCATION HIRING AND UA GRADUATES FAST FACTS



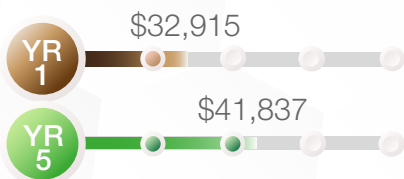
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The University of Alaska has identified 41 programs whose graduates are important to education in Alaska. Detailed below are their employment and wage outcomes, plus other information that can be used to assess UA programs and their usefulness to one of the state's key industries.

Graduates from key UA programs

EARLY CHILDHOOD

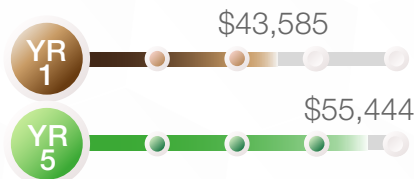
82.6% working in AK within a year of graduating



27.1% wage growth

ELEMENTARY

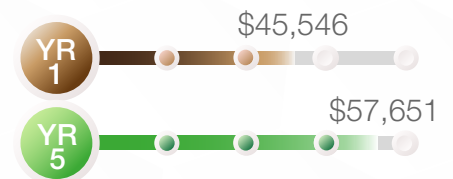
89.7% working in AK within a year of graduating



27.2% wage growth

SECONDARY

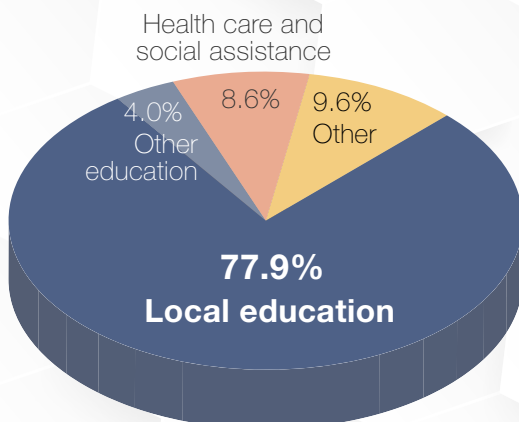
89.4% working in AK within a year of graduating



26.6% wage growth

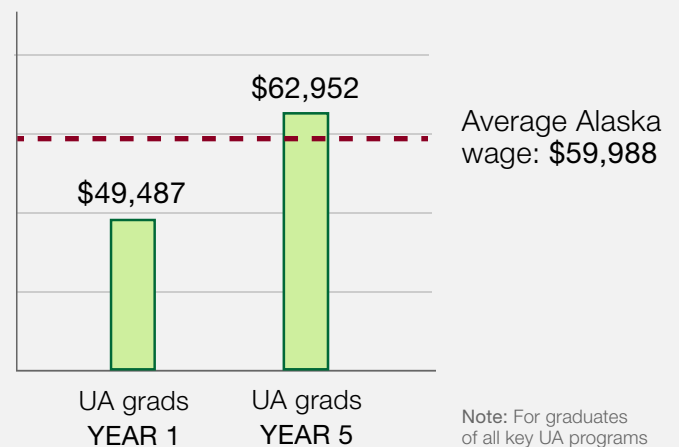
Note: Employment and wage data not limited to graduates who work in education

The industries where first-year graduates work



Note: For graduates of all key UA programs

Program grads' average wages



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Do these programs boost the Alaska hire rate?

97.8%

of working graduates
are Alaska residents



For comparison, residency is ...

- 79.3% for all Alaska workers
- 90.4% for all education workers

Over the last 3 years, the
education industry hired ...

10,360 Teachers, General

4,480 Teaching Assistants

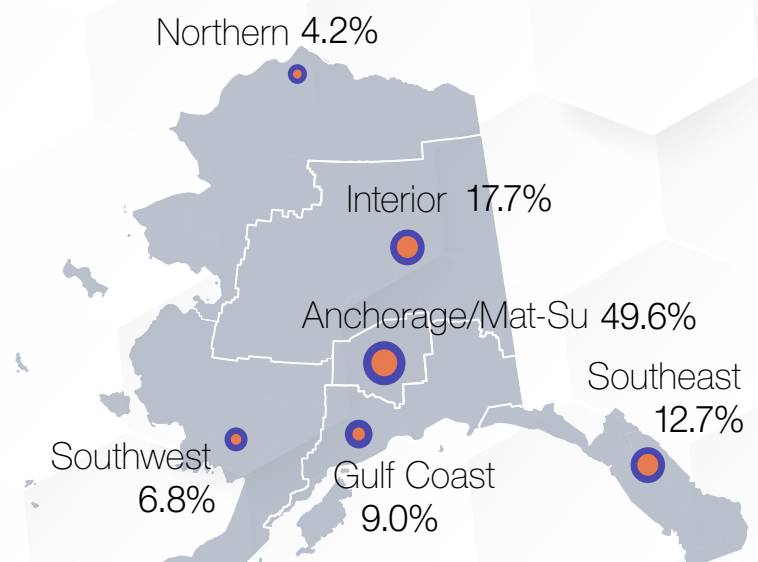
2,266 Educ Instruction/Library

1,544 Elementary Teachers

1,080 Secondary Teachers

887 Training and
Development Specialists

Where do UA's education program grads work?



Notes: These occupations have had the most hires in the past three years among occupations that require postsecondary education. Hires include all hires, not just UA grads, to identify where demand is greatest. The "Teachers, general" category does not include the elementary and secondary teachers listed separately.

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More information on programs and the industry connection

The economic value of training and education is abundantly clear in the relevant data. Median earnings, for example, jump from \$35,328 for high school graduates to \$44,619 for Alaskans with an associate degree, \$57,708 for those with a bachelor's degree, and \$77,402 for holders of graduate or professional degrees. More education and training also correlate strongly with lower unemployment rates.

The University of Alaska, in an effort to highlight and enhance the relationship between its programs and key Alaska industries, has prepared data on the 41 current programs that are particularly relevant to local education employment in the state. These include 15 that result in a certificate or licensure, two that result in an associate degree, and 24 that result in a bachelor's degree or above.

Over the last 10 years, 5,225 people have graduated from those programs with the following outcomes by degree type:

- **Licenses and Certificates:** 1,506 graduates, 1,383 employed in Alaska within a year of graduating with average first-year wages of \$53,463 and average fifth-year wages of \$65,150
- **Associate Degrees:** 258 graduates, 208 employed in Alaska within a year of graduating with average first-year wages of \$30,139 and average fifth-year wages of \$36,646
- **Bachelor's Degrees and Above:** 3,461 graduates, 3,024 employed in Alaska within a year of graduating with average first-year wages of \$48,862 and average fifth-year wages of \$63,485

Three types of programs account for the largest share of graduates (56.1 percent) and warrant special mention:

- **Early Childhood Education** (one associate program at UAA; and one certificate, one associate, and one bachelor at UAF): 582 graduates, 481 employed in Alaska within a year of graduating with average first-year wages of \$32,915 and average fifth-year wages of \$41,837
- **Elementary Education** (one certificate and one bachelor program at UAA; and one license, one bachelor, and one master at both UAF and UAS): 1,263 graduates, 1,133 employed in Alaska within a year of graduating with average first-year wages of \$43,585 and average fifth-year wages of \$55,444
- **Secondary Education** (two licenses, one bachelor, and one master at UAF; and one license and one master at UAS): 1,086 graduates, 971 employed in Alaska within a year of graduating with average first-year wages of \$45,546 and average fifth-year wages of \$57,651

The relationship between UA programs and education hiring

The University of Alaska education programs focused on meeting demand in an industry that has hired thousands in Alaska over the last several years. Over the last 10 years, 77.5 percent of the students who found jobs during the first year after graduating from an education program worked in local government education.

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.

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Related questions and answers

Q: How were the programs and target occupations selected?

The University of Alaska analyzed labor market information to determine the largest and fastest-growing occupations in education, then linked 41 programs based on occupations' titles and characteristics. While other UA programs also provide some preparation for jobs in education, this report excludes general administrative training programs that are useful for all sectors, such as accountants and human resource professionals.

Q: 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 have worked together for years to identify where university graduates are working in the state.

The detailed employment and wage information comes from quarterly reports that nearly all Alaska employers are required to file under state employment insurance law. Those records do not include federal workers or the self-employed, so university program graduates in those categories are not shown here.

Q: Why do students with certificates earn more than those with bachelor's degrees?

Many of the certification programs are graduate-level, so the students already have advanced degrees and most likely are already employed. These certifications give students additional skills and an opportunity to earn higher wages.

Q: 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's 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 will also be important to consider the most recent developments in the economy that can't yet be measured.

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The 41 programs linked to education

Target occupations	University	Major	Degree	Category	Graduates	Employed in AK within a year	1st-year avg wage	5th-year avg wage
Preschool, Except Special Education (25-2011)	UAF	Early Childhood Education	Certificate	Early Childhood	13*	10	\$20,692	\$31,177
	UAA	Early Childhood Development	Associate of Applied Science	Early Childhood	118	92	\$26,485	\$33,082
	UAF	Early Childhood Education	Associate of Applied Science	Early Childhood	127	106	\$33,122	\$40,164
	UAF	Child Develop & Family Studies	Bachelor of Arts	Early Childhood	77*	56	\$35,817	\$42,526
Kindergarten and Elementary School Teachers, Except Special Ed (25-2012, 25-2021)	UAF	Elementary Education	Bachelor of Arts	Elementary Ed	204*	183	\$36,708	\$52,222
	UAS	Elementary Education	Bachelor of Arts	Elementary Ed	99	87	\$38,675	\$52,613
	UAS	Elementary Education	Master of Arts in Teaching	Elementary Ed	126	101	\$48,041	\$59,778
	UAF	Elementary Education	Master of Education	Elementary Ed	20*	13	\$49,237	\$65,141
	UAF	Elementary Education	Graduate Licensure Program	Elementary Ed	67	60	\$42,069	\$55,687
	UAS	Ed Cert - Elementary Education	Graduate Licensure Program	Elementary Ed	201	179	\$43,809	\$55,919
	UAA	Language Education	Graduate Certificate	Elementary Ed	122*	119	\$59,264	-
Middle School and Secondary Teachers, Except Special Ed & CTE (25-2031, 25-2022)	UAF	Secondary Education	Bachelor of Arts	Secondary Ed	6*	4	-	-
	UAF	Teach Cred-Sec Ed	Undergrad Licensure Program	Secondary Ed	46	43	\$39,855	\$52,061
	UAS	Secondary Education	Master of Arts in Teaching	Secondary Ed	330	292	\$43,996	\$54,023
	UAF	Secondary Education	Master of Education	Secondary Ed	158*	132	\$47,447	\$66,119
	UAS	Secondary Education	Graduate Licensure Program	Secondary Ed	133	116	\$42,040	\$56,158
Elementary, Middle School, and Secondary Ed, except Special Ed (25-2021, 25-2031, 25-2022)	UAS	Ed Cert - Secondary Education	Graduate Licensure Program	Secondary Ed	5*	4	-	-
	UAF	K-12 Art	Undergrad Licensure Program	Multiple Ed Levels	3	3	-	-
	UAA	Music Education	Bachelor of Music	Multiple Ed Levels	65	52	\$21,721	\$44,491
	UAF	Music Education	Bachelor of Music	Multiple Ed Levels	4*	4	-	-
	UAA	Physical Education	Bachelor of Science	Multiple Ed Levels	146	116	\$25,768	\$57,400
	UAF	Education	Master of Education	Multiple Ed Levels	92	79	\$61,216	\$66,202
	UAS	Education	Master of Education	Multiple Ed Levels	157	140	\$58,892	\$72,776
	UAS	Reading Specialist	Master of Education	Multiple Ed Levels	79*	71	\$62,416	\$73,795
	UAA	Teaching and Learning	Master of Education	Multiple Ed Levels	53*	45	\$57,608	-
	UAS	Ed Cert - Reading	Graduate Licensure Program	Multiple Ed Levels	94	82	\$60,179	\$69,287
Special Education Teachers, All Levels (25-2051, 25-2052, 25-2053, 25-2054, 25-2059)	UAF	K-12 Art	Graduate Licensure Program	Multiple Ed Levels	13*	12	\$35,482	-
	UAS	Special Education	Bachelor of Arts	Special Ed	10*	9	\$33,325	-
	UAS	Special Education	Master of Arts in Teaching	Special Ed	32*	27	\$56,287	-
	UAA	Early Childhood Special Educ	Master of Education	Special Ed	66	48	\$50,054	\$59,176
	UAA	Special Education	Master of Education	Special Ed	82	76	\$52,774	\$69,878
	UAF	Special Education	Master of Education	Special Ed	34*	26	\$54,271	-
	UAS	Special Education	Master of Education	Special Ed	99*	83	\$57,489	\$65,078
	UAA	Special Education	Graduate Certificate	Special Ed	129	121	\$50,158	\$63,088
	UAF	Post-Bacc K-12 Spec Ed Lic Prg	Graduate Licensure Program	Special Ed	60*	54	\$52,495	\$66,462
Educational, Guidance, School, and Vocational Counselors (21-1012)	UAS	Ed Cert - Special Education	Graduate Licensure Program	Special Ed	237	216	\$54,138	\$66,112
	UAF	Counseling	Master of Education	Counseling	120*	91	\$48,562	\$63,598
Education Administrators, Elem and Secondary (11-9032)	UAF	Counseling	Graduate Licensure Program	Counseling	20*	17	\$51,935	\$60,867
	UAA	Educational Leadership	Master of Ed	Ed Admin	322	302	\$73,355	\$86,020
	UAS	Educational Leadership	Master of Ed	Ed Admin	107*	105	\$73,246	\$91,245
	UAA	Principal	Master of Ed	Ed Admin	148	147	\$76,629	\$90,927

*Program had not yet existed for 10 years

Note: Graduate numbers are for 2009 through 2018. When wages aren't shown for a program, it's because it had too few graduates.