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Anchorage Economic
Development Corporation

REAL-TIME JOBS INTELLIGENCE REPORT

Q 3 2 0 2 4



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Introduction

The data from the Real-Time Jobs Intelligence Report comes from Lightcast, a service that provides access to labor market data down to the zip code. This report is a snapshot of the Anchorage job market in 2024.

In this report, readers will find information on the types of jobs, education levels, certifications and hard and soft skills that are most sought-after in Anchorage.

This information helps to inform important business decisions, from tech schools using hard data to determine which certification programs are most crucial, businesses using ad duration periods to identify which jobs are easiest to fill, to prospective employees deciding top certificates in which to invest their time and resources.

The appendices supplement this at-a-glance report by extending the top 10 lists to at least the top 50 and including an estimate of median wages.

This report and all data herein were produced by Lightcast a Economics and analytics. The information contained herein was obtained from sources we believe to be reliable. However, we cannot guarantee its accuracy and completeness.

Total Online Job Postings

(Postings active between July 2024- September 2024)

46,384

Representing:

13,922 Unique Job Postings

and:

2,692 Employers



Top 10 Unique Job Openings by SOC Occupation

1. Registered Nurses
2. Secretaries and Administrative Assistants
3. Retail Salespersons
4. Customer Service Representatives
5. First-Line Supervisors of Retail Sales Workers
6. Laborers and Freight, Stock, and Material Movers
7. MRI Technologists
8. Maintenance and Repair
9. Financial Managers
10. General Managers



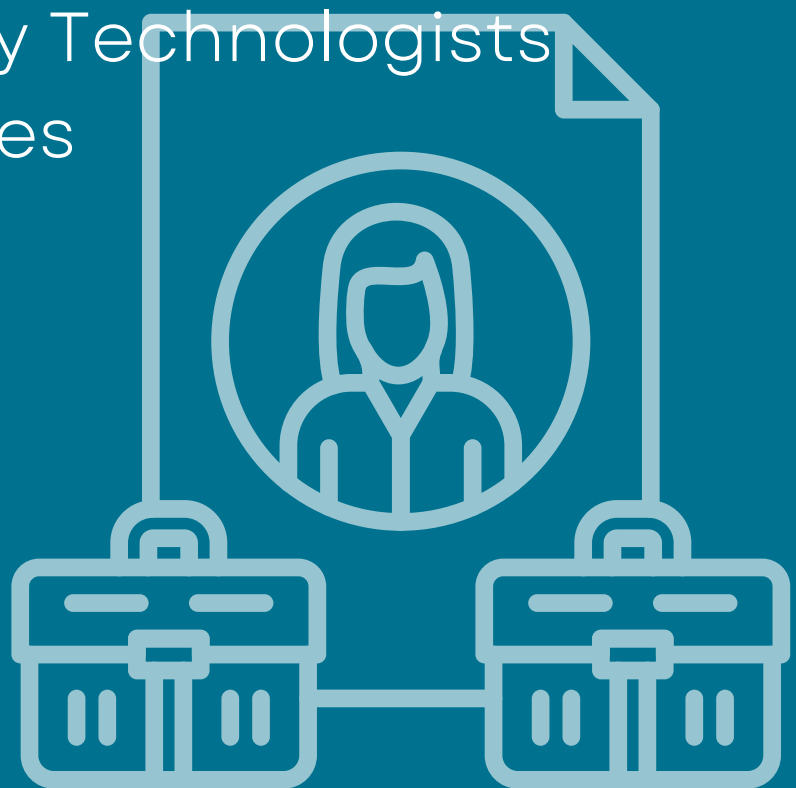
Top Industries Posting Jobs

1. General Medical & Surgical Hospitals
2. Temporary Help Services
3. Other General Government Support
4. Offices of Physicians
5. Colleges and Schools
6. Supermarkets
7. Full-Service Restaurants
8. Engineering Services
9. Computer Programming Services
10. Outpatient Care Centers



Top 10 Openings by Job Title

1. Administrative Assistants
2. Travel Registered Nurses
3. MRI Technologists
4. Travel Physical Therapists
5. Retail Sales Associates
6. Customer Service Representatives
7. Registered Nurses
8. Travel MRI Technicians
9. Mammography Technologists
10. Sales Associates

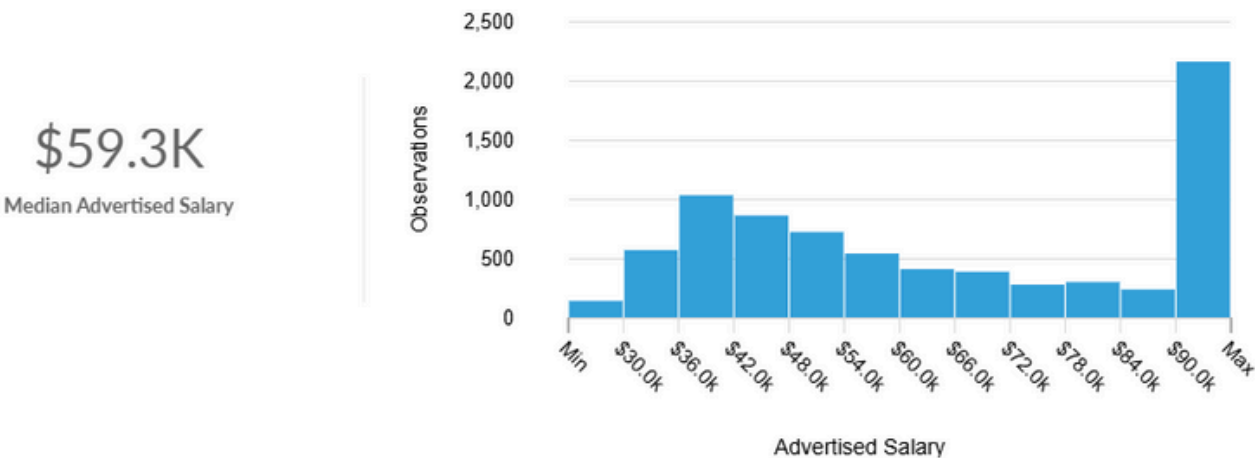


Advertised Salary & Wage Trends

In Q3, there were 7,616 advertised salary observations
(55% of the 13,922 unique postings)

Advertised Salary

There are 7,616 advertised salary observations (55% of the 13,922 matching postings).



Advertised Salary Trend

▲ 7.4% Apr 2024 – Sep 2024
\$58.5k Median

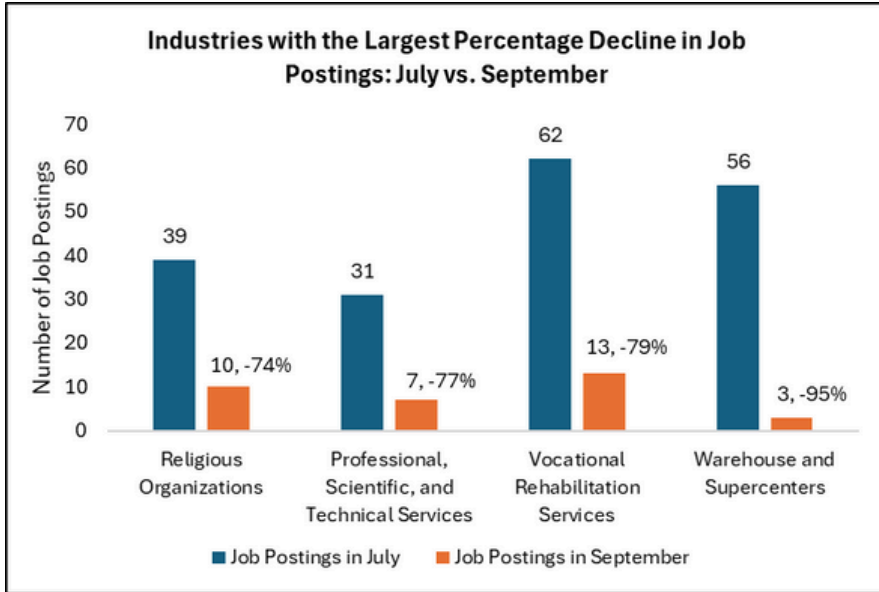


16,453 Job Postings



Largest Percent Change in Job Posting: Q3, July to September

Sectors in Decline



The industries experiencing the largest percentage decline in job postings between July and September all reflect seasonal trends coming to a close.

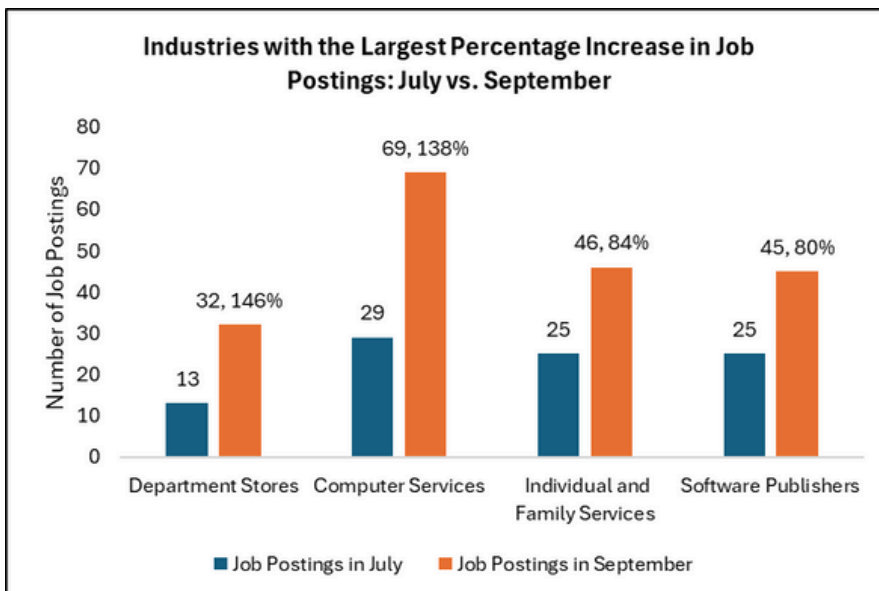
Religious Organizations saw reduced hiring due to the conclusion of summer outreach and community programs.

Professional, Scientific, and Technical Services's decline is tied to the conclusion of summer fieldwork and project cycles.

Vocational Rehabilitation Services dropped as summer programming wound down.

Warehouse and Supercenters postings fell as the state's commercial fishing season ended and the demand for storing seafood petered out.

Sectors with Growth

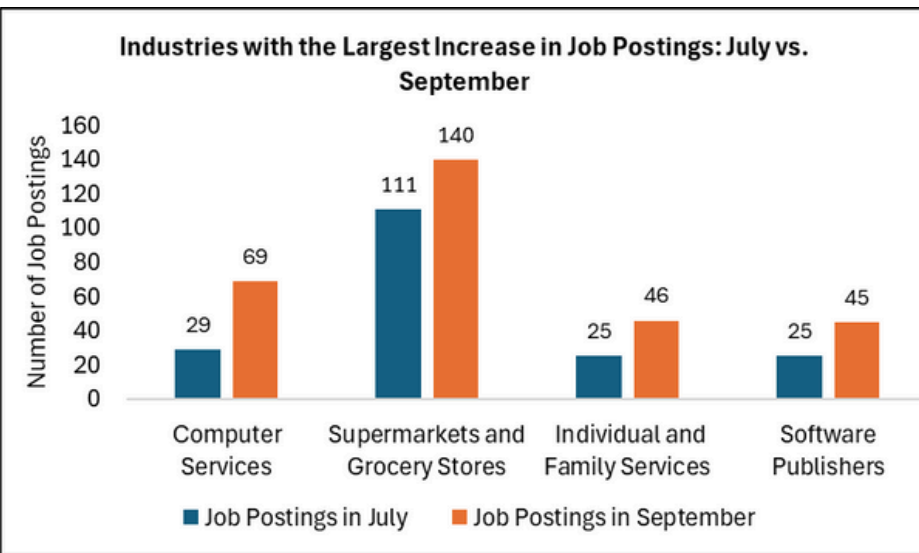


The September job postings indicate that employers are beginning to advertise their seasonal winter positions.

Department stores are looking to hire workers, schools are looking to bring on staff counselors and social work positions, and electronic retailers are looking to bring on workers before the holiday rush.

Largest Overall Change in Job Posting: Q3, July to September

Sectors With the Largest Increase



Taking a different view, the sectors on the left showed the largest increase in job postings from July to September.

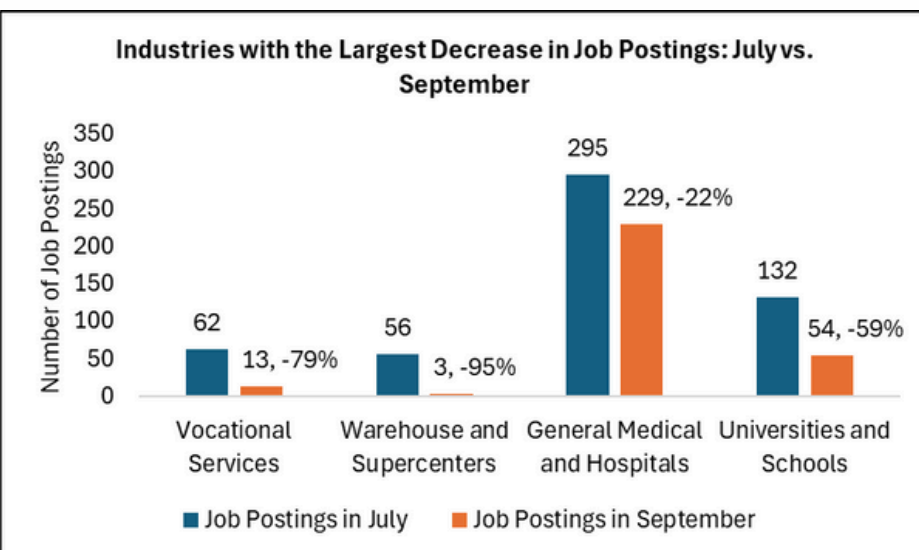
Demand for Computer Services likely surged as businesses prepared for year-end operations, focusing on IT upgrades cybersecurity measures, and infrastructure development.

Similarly, Software Publishers experienced growth as organizations adopted new digital tools and applications.

Meanwhile, Supermarkets and Grocery Stores faced a need for additional staff as they began preparing for increased customer demand during the holiday season.

The rise in Individual and Family Services job postings reflects heightened demand for social support programs and services as schools resumed, families adjusted to fall routines, and community programs expanded with renewed funding.

Sectors with the Largest Decrease



For sectors with the largest drop in total job postings for September compared to July, Universities and Schools led the way with the largest decrease in jobs being posted.

Universities and schools typically complete the majority of their hiring in the spring or early summer ahead of the academic year, leaving less need to hire teachers ahead of the new school year.

Top 10 employers with the most unique job postings

1. State Of Alaska
2. Providence
3. Alaska Regional Hospital
4. University of Alaska
5. Anchorage School District
6. Southcentral Foundation
7. Alaska Native Tribal Health Consortium
8. Municipality of Anchorage
9. NANA Regional Corporation
10. Kroger



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Top 10 Posted Qualifications

1. Valid Driver's License
2. Registered Nurse (RN)
3. Basic Life Support (BLS)
4. Advanced Cardiac Life Support
5. Cardiopulmonary Resuscitation
6. Basic Cardiac Life Support
7. Food Handler's Card
8. First Aid Certification
9. Security Clearance
10. American Red Cross (ARC)

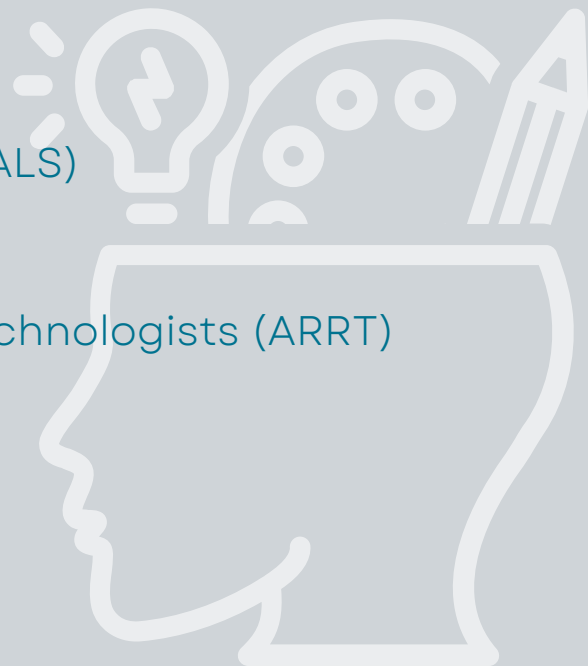
Other high-demand certifications:

Pediatric Advanced Life Support (PALS)

Certified Nursing Assistant (CNA)

Commercial Driver's License (CDL)

American Registry Of Radiologic Technologists (ARRT)



Top 10 Specialized Skills

1. Project Management
2. Nursing
3. Auditing
4. Accounting
5. Merchandising
6. Warehousing
7. Marketing
8. Performance Appraisal
9. Curriculum Development
10. Data Entry



Top 10 Common Skills

1. Communication
2. Management
3. Customer Service
4. Operations
5. Leadership
6. Detail Oriented
7. Sales
8. Problem Solving
9. Writing
10. Planning



Top 10 Software Skills

1. Microsoft Office
2. Microsoft Excel
3. Microsoft Outlook
4. Microsoft PowerPoint
5. Microsoft Word
6. Spreadsheets
7. Microsoft Access
8. Operating Systems
9. Microsoft SharePoint
10. Accounting Software



What levels of education are Anchorage employers looking for?

7,032

No Education Listed

3,576

High school diploma or equivalent

1,028

Associate's degree

2,956

Bachelor's degree

954

Master's degree

367

Doctoral or professional degree



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Data Notes

It is important to note that job postings are not necessarily the same as job vacancies; there is a correlation, but many recruitment practices make it an imperfect relationship. Job postings are a measure of recruitment marketing by employers purportedly looking to fill job vacancies.

The methodology used to obtain job advertisements from publicly available online job boards and company websites is based on Lightcast advanced scraping technology. Once Lightcast identifies an online site as a valid source of employment opportunities, a dedicated spider is programmed, tested, and activated. The spider visits the site regularly and pulls job information for all jobs posted; the information is then stored in a database. The sites with the newest jobs or with the highest frequency of change in postings are visited most frequently. Lightcast currently scrapes more than 65,000 sites worldwide.

Lightcast's database is a full reflection of job listings posted across the Internet, as such robust processes are required to identify and remove duplicate listings. Lightcast applies a unique two-step approach to deduplication that results in up to 80% of all jobs we collect being deduplicated.

The first step: On a source-level basis, we use intelligence contained within the scraping spiders to identify a new advertisement for that source. The spiders refrain from collecting advertisements that have previously been aggregated.

The second step: As the same new advertisement can be found across multiple sources. We use normalized fields including job title, company, location and check to see if these fields have been used in new advertisements found in another source. This is checked across 60 days of data to identify duplicates.

To illustrate 'step two', here is an example: if there is a job for a Marketing Specialist at Google posted for the first time on March 1st, Lightcast considers this as the 'original posting' then for the next 60 days Lightcast considers any advertisements found as duplicates. In theory, if Google posts the same ad every day for the entire year on different sources Lightcast will count it 6 times.

Once postings are collected, Lightcast technologies parse, extract, and code dozens of data elements including the following: Lightcast job title, Occupation, Company, detailed data about the specific skills, educational credentials, certifications, experience levels, and work activities required for a specific job, as well as data about salary, number of openings, and job type. The high-level of detail enables users to look beyond summary statistics to discover specific skills in demand and skills that job seekers can identify and acquire if needed.

Source: analyst.lightcast.io . Copyright 2024 Lightcast, Economics & Analytics, All rights Reserved.

Appendix A: Top Postings by Occupation

Occupation (SOC)	Total Postings
Registered Nurses	5,154
Secretaries and Administrative Assistants	1,179
Retail Salespersons	1,466
Customer Service Representatives	999
Laborers and Freight, Stock, and Material Movers, Hand	769
First-Line Supervisors of Retail Sales Workers	743
Fast Food and Counter Workers	565
Food Service Managers	514
Health Technologists and Technicians	494
Cardiovascular Technologists and Technicians	486
Medical and Health Services Managers	476
General Managers	435
Maintenance and Repair	434
Driver/Sales Workers	426
Home Health and Personal Care Aides	423
Security Guards	422
Sales Representatives	397
First-Line Supervisors of Office and Administrators	394
Bookkeeping, Accounting	390
Nursing Assistants	382
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	362
MRI Technologists	357
Financial Managers	354
Surgical Technologists	349
Heavy and Tractor-Trailer Truck Drivers	346
Human Resources Specialists	335
Radiologic Technologists and Technicians	314

Appendix A: Top Postings by Occupation, Continued

Merchandise Displayers and Window Trimmers	314
Managers, All Other	308
Computer User Support Specialists	296
Receptionists and Information Clerks	292
Automotive Technicians & Mechanics	290
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	287
Project Management Specialists	284
Cashiers	282
Physical Therapists	272
Maids and Housekeeping Cleaners	257
Computer Occupations	254
Accountants and Auditors	241
Medical Assistants	227
Occupational Therapists	226
Transportation, Storage, and Distribution Managers	218
Child, Family, and School Social Workers	217
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	211
Speech-Language Pathologists	203
Buyers and Purchasing Agents	200
Civil Engineers	197
Medical Secretaries and Administrative Assistants	182
Cooks, Restaurant	124
Software Developers	115

Appendix B: Top Postings by Employer

Company	Total Postings
Providence	2,259
State Of Alaska	1,493
Alaska Regional Hospital	1,389
Anchorage School District	865
Kroger	722
University of Alaska	574
Municipality of Anchorage	532
NANA Regional Corpora	349
Albertsons	281
Southcentral Foundation	260
Intuit	256
Lowe's	255
Alaska Native Tribal Health Consortium	247
Alyeska Resort	230
First National Bank of Alaska	217
Domino's Pizza	216
Outlier Ai	199
Walmart	189
Safeway	180
Alaska Club	173
Npower (Nonprofit)	172
Aya Healthcare	169
Headway	169
United States Department of Veterans Affairs	158
The Salvation Army	146
Bass Pro Shops	135
NES Fircroft	133
Bering Straits Native Corporation	133
ConocoPhillips	120
United States Department of Transportation	120
TDL Staffing	119

Appendix B: Top Postings by Employer, Continued

Cross Country Healthcare	115
Pmi 2.0	113
The USA Exchange	95
Nms Agency	88
GCI Communication	83
HealthTrust Workforce Solutions	81
Op Staffing Group	78
Catholic Social Services	78
Cook Inlet Tribal Council	75
United States Department of Defense	60
Be Happy Property Services	57
49th State Brewing Co - Anchorage	54
Alaska Behavioral Health	51
The Nature Conservancy	50
Alaska Housing Finance Corporation (AHFC)	50
Renaissance	36

Appendix C: Postings by Specialized Skill

Skills	Postings
Project Management	883
Nursing	872
Auditing	860
Accounting	834
Merchandising	743
Warehousing	600
Marketing	580
Performance Appraisal	536
Curriculum Development	528
Data Entry	509
Finance	502
Invoicing	481
Office Equipment	478
Construction	451
Billing	419
Selling Techniques	387
Workflow Management	386
Restaurant Operation	383
Statistics	382
Social Work	380
Inventory Management	370
Purchasing	348
Administrative Support	344
Procurement	341
Housekeeping	319
Financial Statements	318
Effective Communication	304
Cash Handling	293
Mental Health	291
Medical Records	287
Oil and Gas	287

Appendix C: Postings by Specialized Skill, Continued

Accounts Payable	285
Product Knowledge	281
Continuous Improvement Process	273
Computer Science	269
Psychology	267
Cash Register	263
Forklift Truck	244
Food Safety And Sanitation	242
Data Analysis	239
Case Management	239
Accounts Receivable	227
Rehabilitation	225
Pediatrics	218
General Mathematics	214
Process Improvement	209
HVAC	192
Data Collection	192
Radiology	191
Treatment Planning	190

Appendix D: Postings by Common Skill

Skills	Postings
Communication	4,653
Management	3,456
Customer Service	3,419
Operations	2,399
Leadership	1,945
Detail Oriented	1,919
Sales	1,684
Problem Solving	1,656
Writing	1,578
Planning	1,471
English Language	1,316
Coordinating	1,282
Interpersonal Communications	1,281
Microsoft Office	1,260
Professionalism	1,171
Microsoft Excel	1,169
Lifting Ability	1,093
Organizational Skills	1,002
Research	959
Good Driving Record	954
Computer Literacy	929
Time Management	917
Scheduling	883
Verbal Communication Skills	865
Ethical Standards And Conduct	846
Multitasking	832
Microsoft Outlook	803
Self-Motivation	794
Accountability	772
Presentations	765

Postings by Common Skill, continued

Teamwork	723
Decision Making	673
Prioritization	651
Troubleshooting (Problem Solving)	600
Mathematics	543
Ability To Meet Deadlines	531
Cleanliness	529
Microsoft PowerPoint	515
Innovation	499
Administrative Functions	495
Clerical Works	457
Budgeting	444
Microsoft Word	436
Coaching	436
Mentorship	433
Filing	429
Positivity	425
Tactfulness	411
Arithmetic	408
Critical Thinking	408

Appendix E: Postings by Software Skill

Skill	Number
Microsoft Office	1,260
Microsoft Excel	1,169
Microsoft Outlook	803
Microsoft PowerPoint	515
Microsoft Word	436
Spreadsheets	327
Microsoft Access	191
Operating Systems	133
Microsoft SharePoint	129
Accounting Software	114
Python (Programming Language)	101
SQL (Programming Language)	87
SAP Applications	84
AutoCAD	83
Linux	83
Epic EMR	81
Ubuntu (Operating System)	76
Salesforce	76
Geographic Information Systems	74
Project Management Software	73
QuickBooks (Accounting Software)	64
Deltak Costpoint	62
Microsoft Teams	60
Microsoft Project	59
Generative Artificial Intelligence	58
Network Management System	58
Business Software	57
Microsoft Windows	55
Application Programming Interface (API)	53
Inventory Management System	45

Appendix E: Postings by Software Skill, Continued

Google Workspace	44
Human Resources Information System (HRIS)	42
Active Directory	41
Zoom (Video Conferencing Tool)	40
Database Application	40
Kubernetes	40
Design Software	39
Microsoft Azure	39
Firewall	38
Dashboard	35
Enterprise Application Software	35
Database Systems	34
ArcGIS (GIS Software)	34
TurboTax	33
Microsoft Office 365	33
Go (Programming Language)	32
C (Programming Language)	32
Power BI	32
Microsoft 365	31
Adobe Creative Suite	31

Appendix F: Postings by Qualification

Qualification	Postings with Qualification
Valid Driver's License	2421
Registered Nurse (RN)	1085
Basic Life Support (BLS) Certification	944
Advanced Cardiovascular Life Support (ACLS) Certification	311
Cardiopulmonary Resuscitation (CPR) Certification	268
Basic Cardiac Life Support	239
Food Handler's Card	225
First Aid Certification	190
Security Clearance	180
American Red Cross (ARC) Certification	178
Pediatric Advanced Life Support (PALS)	140
Certified Nursing Assistant (CNA)	111
Commercial Driver's License (CDL)	111
American Registry Of Radiologic Technologists (ARRT) Certified	98
Certified Public Accountant	93
Neonatal Resuscitation Program Certification (NRP)	92
Board Certified/Board Eligible	82
Nurse Practitioner (APRN-CNP)	80
Licensed Clinical Social Worker (LCSW)	71
ServSafe Certification	69
Automotive Service Excellence (ASE) Certification	66
Licensed Practical Nurse (LPN)	63
Secret Clearance	62
Advanced Life Support	62
Professional Engineer (PE) License	60
Licensed Professional Counselor (LPC)	59
Advanced Trauma Life Support (ATLS)	57
Project Management Professional Certification	57
Emergency Medical Technician (EMT)	53
CDL Class A License	52

Appendix F: Postings by Qualification, Continued

Forklift Certification	46
Airframe & Powerplant (A&P) Certificate	46
Certified Medical Assistant (CMA)	46
Certified Accounting Technician	44
CDL Class B License	43
Teaching Certificate	41
Professional in Human Resources	39
Engineer in Training	39
Certified Patient Care Technician (CPCT)	36
Licensed Marriage And Family Therapist (LMFT)	34
Certified Pharmacy Technician	33
30-Hour OSHA General Industry Card	32
Clinical Psychology License	28
Registered Pharmacist (RPh)	27
Automated External Defibrillator (AED) Certification	25
Trauma Nurse Core Course (TNCC)	25
SHRM-CP (Society for Human Resource Management Certified Professional)	24
Certified Loss Control Specialist	23
Emergency Nurse Pediatric Course (ENPC)	22
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	22

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