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Development Corporation

REAL-TIME JOBS INTELLIGENCE REPORT

Q 4 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 October 2024- December 2024)

42,365

Down 18% from the same period in 2023

Representing:

12,292 Unique Job Postings

Down 9% from the same period in 2023

and:

2,135 Employers

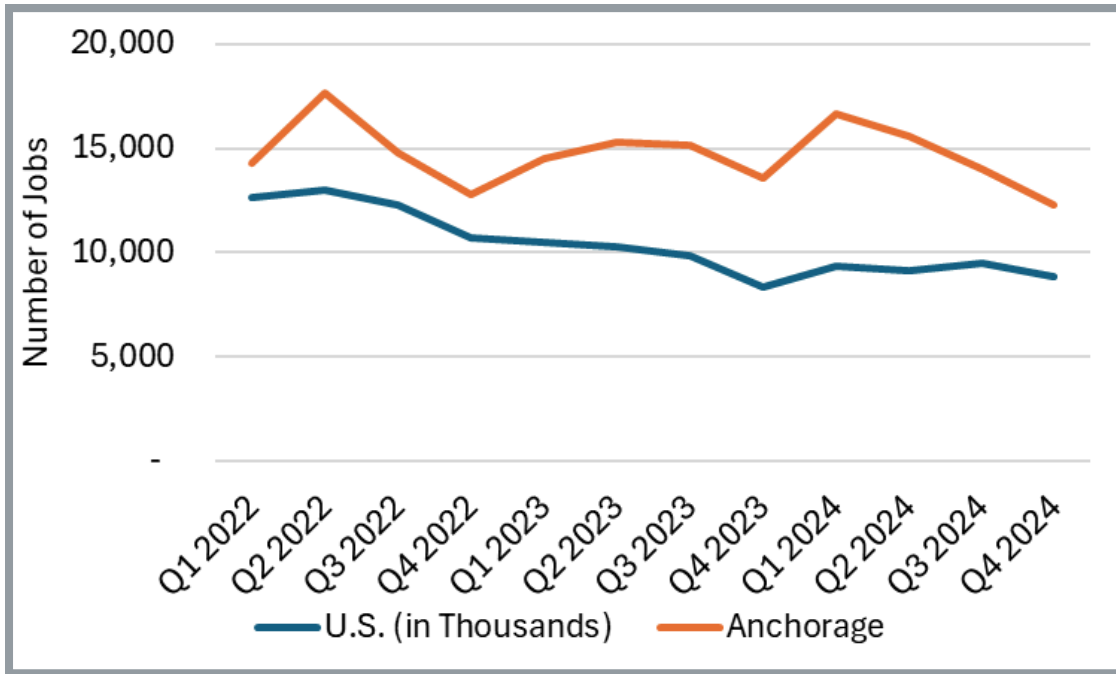
Down 6% from the same period in 2023



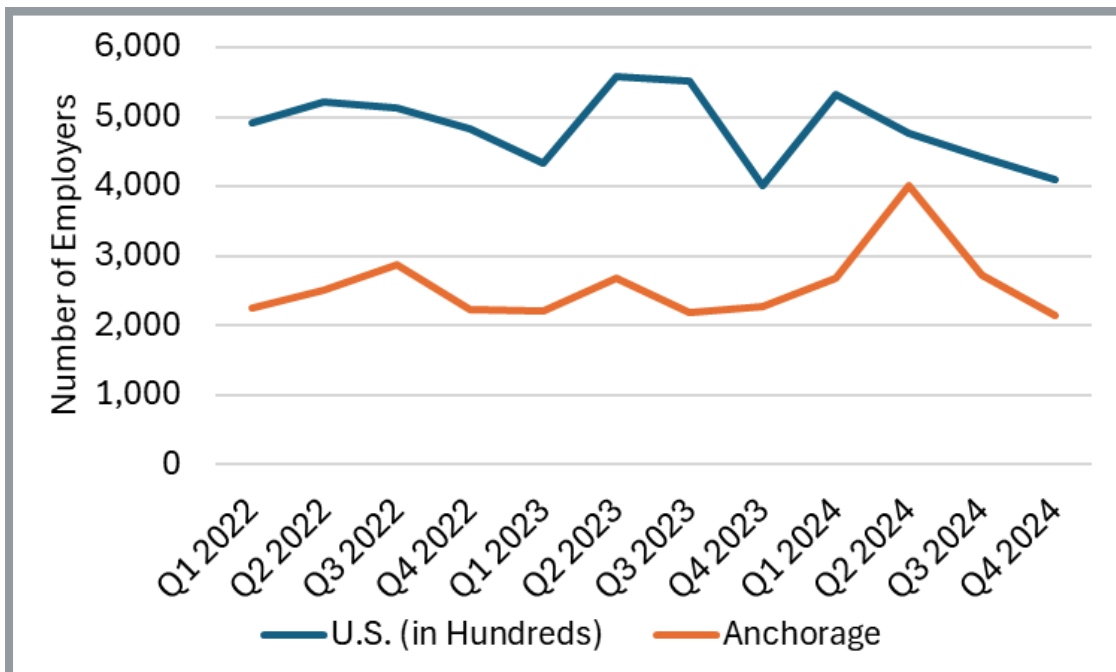
Job Postings

Anchorage vs. Nationwide

Unique Job Postings

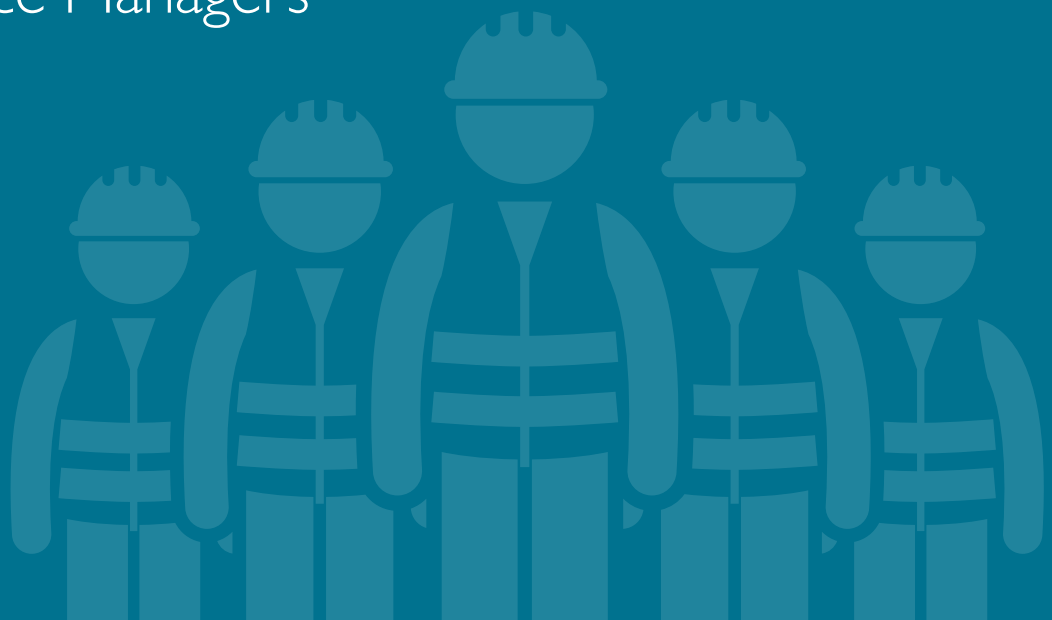


Unique Employers



Top 10 Unique Job Openings by SOC Occupation

1. Registered Nurses
2. Fast Food Workers
3. Retail Worker Supervisor
4. Security Guards
5. Occupational Therapists
6. Radiologic Technicians
7. Manual Laborers
8. Home Health and Personal Care Aides
9. MRI Technologists
10. Food Service Managers



Top Industries Posting Jobs

1. General Medical & Surgical Hospitals
2. Temporary Help Services
3. Other General Government Support
4. Supermarkets
5. Limited-Service Restaurants
6. Home Centers
7. Offices of Physicians
8. Regulation of Utilities
9. Clothing Retailers
10. Engineering Services



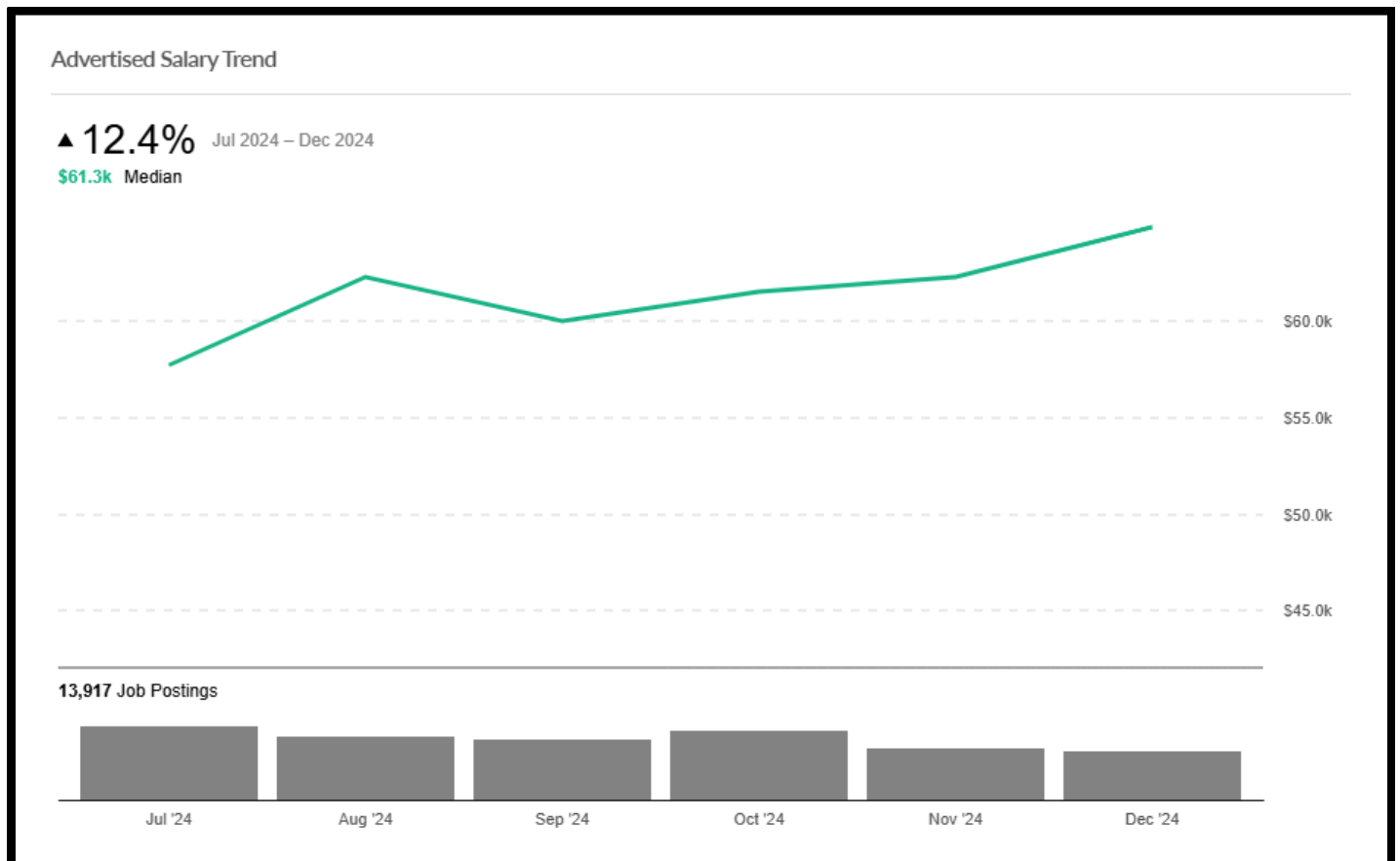
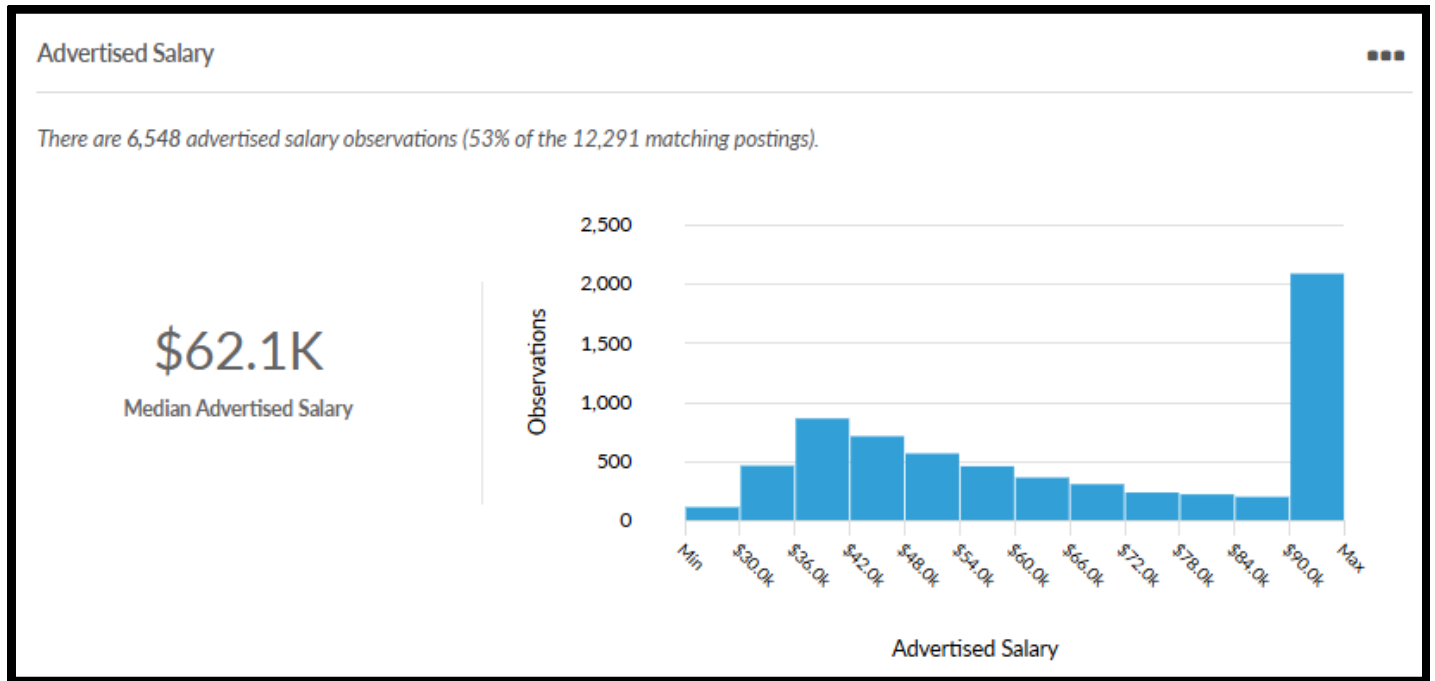
Top 10 Openings by Job Title

1. Travel Occupational Therapists
2. Travel Registered Nurses
3. Administrative Assistants
4. Travel MRI Technicians
5. Delivery Drivers
6. Mammography Technologists
7. Travel Physical Therapists
8. Operating Room Nurses
9. Pharmacy Technicians
10. Long Term Care Nurses



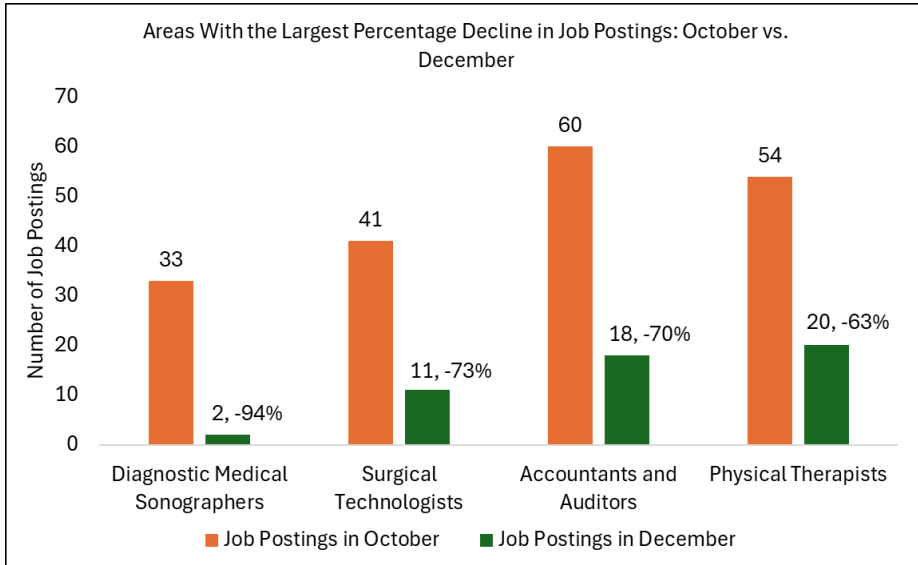
Advertised Salary & Wage Trends

In Q4, there were 6,429 advertised salary observations
(53% of the 12,087 unique postings)



Largest Percent Change in Job Posting: Q4, October to December

Sectors in Decline

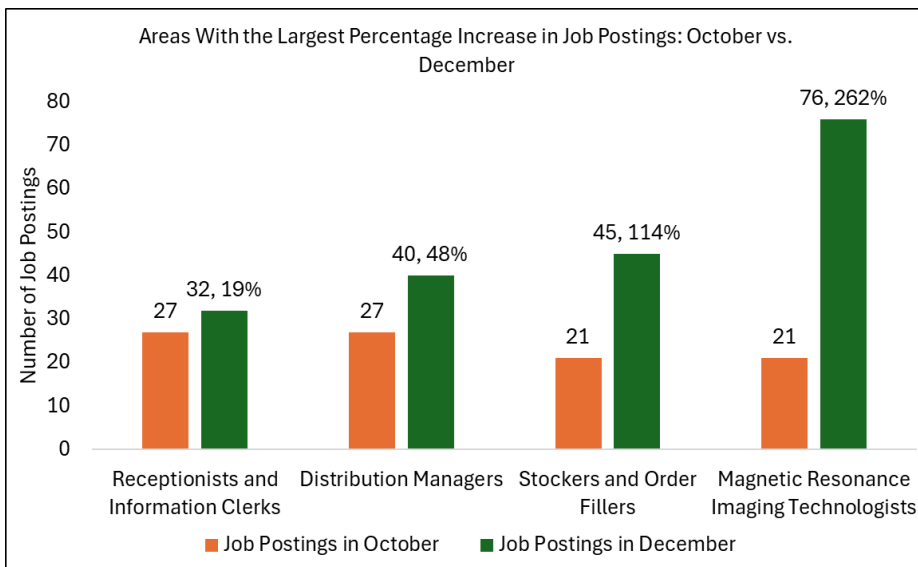


From October to December, several occupations experienced significant drops in job postings.

Healthcare-related roles, such as Diagnostic Medical Sonographers, Surgical Technologists, and Physical Therapists, may have seen reduced hiring as many healthcare organizations finalize budgets and lower recruitment intensity towards the end of the year.

Similarly, the drop in postings for Accountants and Auditors may be attributed to the natural lull before the peak tax season and year-end financial reporting, which typically drives demand in early spring.

Sectors with Growth



The sectors with the largest increase in job postings were tied to holiday activities.

Distribution Managers and Stockers and Order Fillers experienced growth as businesses expanded their operations to meet the surge in demand during the holiday season, requiring additional staffing for logistics and inventory management.

Similarly, the significant rise in postings for Magnetic Resonance Imaging (MRI) Technologists may reflect healthcare facilities scheduling more diagnostic procedures at the end of the year, as patients seek to maximize their insurance benefits before they reset.

Top 10 employers with the most unique job postings

1. Providence
2. Alaska Regional Hospital
3. State Of Alaska
4. Lowe's
5. Kroger
6. Municipality of Anchorage
7. HCA Healthcare
8. NANA Regional Corporation
9. Anchorage School District
10. Cross Country Healthcare



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Top 10 Posted Qualifications

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

Other high-demand certifications:

Commercial Driver's License (CDL)
Pediatric Advanced Life Support (PALS)
Nurse Practitioner (APRN-CNP)
Certified Nursing Assistant (CNA)



Top 10 Specialized Skills

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



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Top 10 Common Skills

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



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Top 10 Software Skills

1. Microsoft Excel
2. Microsoft Office
3. Microsoft Outlook
4. Microsoft PowerPoint
5. Microsoft Word
6. Spreadsheets
7. Microsoft Access
8. Operating Systems
9. Python (Programming Language)
10. Microsoft SharePoint



What levels of education are Anchorage employers looking for?

6,240

No Education Listed

3,022

High school diploma or equivalent

922

Associate's degree

2,661

Bachelor's degree

859

Master's degree

352

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.



Appendix A: Top Postings by Occupation

Occupation (SOC)	Total Postings
Registered Nurses	4,547
Fast Food Workers	1,030
Retail Worker Supervisor	739
Security Guards	645
Occupational Therapists	602
Radiologic Technicians	569
Manual Laborers	524
Home Health and Personal Care Aides	451
MRI Technologists	434
Food Service Managers	429
Software Developers	426
General Managers	418
Substance Abuse and Mental Health Counselors	416
Health Technicians	398
Maintenance and Repair	392
First-Line Supervisors of Office and Administrators	387
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	366
Heavy and Tractor-Trailer Truck Drivers	362
Driver/Sales Workers	360
Medical and Health Services Managers	350
Secretaries and Administrative Assistants	340
Merchandise Displayers and Window Trimmers	306
Sales Representatives	294
Financial Managers	284
Automotive Technicians & Mechanics	280
Bookkeeping, Accounting	280
Accountants and Auditors	269

Appendix A: Top Postings by Occupation, Continued

Pharmacy Technicians	256
Project Management Specialists	251
Nurse Practitioners	248
Physical Therapists	246
Computer Occupations	242
Civil Engineers	228
Human Resources Specialists	228
Cardiovascular Technologists	227
Mechanics	210
Managers	207
Sales Managers	191
Management Analyst	181
Receptionists and Information Clerks	179
Surgical Technologists	179
Medical Assistants	175
Distribution Managers	174
Computer User Support Specialists	164
Stockers	164
Cleaning Staff	160
Construction Managers	152
Lawyers	148
Human Resources Managers	147

Appendix B: Top Postings by Employer

Company	Total Postings
Providence	1,858
Alaska Regional Hospital	1,447
State Of Alaska	1,313
Lowe's	1,073
Kroger	615
Municipality of Anchorage	572
HCA Healthcare	495
NANA Regional Corporation	439
Anchorage School District	383
Cross Country Healthcare	356
Walgreens Boots Alliance	316
Southcentral Foundation	296
Alaska Native Tribal Health Consortium	282
Canonical Group	244
Domino's Pizza	232
GCI Communication Corp	204
University of Alaska Fairbanks	204
Albertsons	198
UPS	196
First National Bank Alaska	174
The USA Exchange	168
Alyeska Resort	154
Alaska Dialysis - Laurel Street	149
Walmart	129
Alaska Club	129
Intuit	113
Arctic Slope Regional Corporation	108
United States Merchant Marine Academy	108
OneStaff Medical	105
Allied Universal	102
Chugach Electric Association	102

Appendix B: Top Postings by Employer, Continued

Safeway	93
Global Credit Union	87
Fusion Medical Staffing	83
Bering Straits Native Corporation	83
ConocoPhillips	82
The Nature Conservancy	81
Opti Staffing Group	76
Nms Agency	70
Be Happy Property Services	69
NES Fircroft	64
University of Alaska Southeast	52
Cook Inlet Tribal Council	50
Asrc	47
Aya Healthcare	46
United States Department of Defense	40
CompHealth	40
Cengage Learning	33

Appendix C: Postings by Specialized Skill

Skills	Postings
Project Management	811
Nursing	774
Auditing	734
Accounting	725
Merchandising	719
Marketing	536
Construction	458
Data Entry	451
Warehousing	444
Performance Appraisal	434
Invoicing	424
Curriculum Development	420
Finance	420
Office Equipment	414
Selling Techniques	377
Workflow Management	369
Billing	360
Restaurant Operation	359
Administrative Support	357
Inventory Management	325
Medical Records	321
Housekeeping	310
Procurement	306
Social Work	292
Cash Handling	287
Effective Communication	285
Computer Science	282
Oil and Gas	267
Food Safety And Sanitation	253
Product Knowledge	249
Purchasing	248

Appendix C: Postings by Specialized Skill, Continued

Financial Statements	247
Cash Register	246
Hand Tools	239
Psychology	238
Statistics	235
Retail Operations	230
Radiology	226
Mental Health	214
Telecommunications	211
Accounts Payable	208
Continuous Improvement Process	208
Data Analysis	206
Safety Standards	196
Machinery	187
Process Improvement	187
General Mathematics	186
Pediatrics	177
Food Services	176
Data Collection	175

Appendix D: Postings by Common Skill

Skills	Postings
Communication	4,203
Management	3,070
Customer Service	2,995
Operations	2,238
Leadership	1,842
Detail Oriented	1,742
Sales	1,651
Problem Solving	1,547
Planning	1,386
Writing	1,365
Coordinating	1,179
Interpersonal Communications	1,162
English Language	1,117
Microsoft Excel	1,062
Lifting Ability	1,041
Organizational Skills	1,004
Microsoft Office	1,004
Professionalism	925
Good Driving Record	901
Computer Literacy	870
Research	869
Verbal Communication Skills	826
Time Management	811
Scheduling	806
Multitasking	738
Presentations	737
Accountability	730
Self-Motivation	710
Microsoft Outlook	710
Ethical Standards And Conduct	705

Postings by Common Skill, continued

Teamwork	691
Decision Making	662
Troubleshooting (Problem Solving)	618
Cleanliness	562
Prioritization	557
Innovation	505
Administrative Functions	458
Microsoft PowerPoint	452
Ability To Meet Deadlines	445
Mathematics	444
Critical Thinking	422
Coaching	416
Microsoft Word	415
Budgeting	408
Arithmetic	384
Mentorship	384
Filing	368
Positivity	364
Compassion	358
Clerical Works	358

Appendix E: Postings by Software Skill

Skill	Number
Microsoft Excel	1,062
Microsoft Office	1,004
Microsoft Outlook	710
Microsoft PowerPoint	452
Microsoft Word	415
Spreadsheets	281
Microsoft Access	147
Operating Systems	140
Python (Programming Language)	120
Microsoft SharePoint	104
AutoCAD	102
Linux	98
Ubuntu (Operating System)	91
Accounting Software	88
Microsoft Teams	75
Epic EMR	69
Geographic Information Systems	69
Project Management Software	66
QuickBooks (Accounting Software)	65
Application Programming Interface (API)	64
SAP Applications	62
Google Workspace	61
Design Software	56
SQL (Programming Language)	56
Zoom (Video Conferencing Tool)	54
Microsoft Windows	52
ArcGIS (GIS Software)	51
Network Management System	49
Go (Programming Language)	48
Active Directory	48

Appendix E: Postings by Software Skill, Continued

Business Software	47
Web Browsers	47
Microsoft Azure	44
Dashboard	44
Debian Linux	43
Human Resources Information System (HRIS)	43
Inventory Management System	42
Microsoft Project	41
Software Systems	41
Enterprise Application Software	41
Kubernetes	41
Deltek Costpoint	40
Database Systems	37
C (Programming Language)	37
Microsoft Visio	37
Salesforce	37
Firewall	35
Payroll Systems	34
Microsoft Office 365	34
Database Software	33

Appendix F: Postings by Qualification

Qualification	Postings with Qualification
Valid Driver's License	2195
Registered Nurse (RN)	905
Basic Life Support (BLS) Certification	786
Cardiopulmonary Resuscitation (CPR) Certification	256
Advanced Cardiovascular Life Support (ACLS) Certification	239
Basic Cardiac Life Support	231
First Aid Certification	194
Food Handler's Card	163
American Red Cross (ARC) Certification	148
Security Clearance	145
Commercial Driver's License (CDL)	117
Pediatric Advanced Life Support (PALS)	114
Nurse Practitioner (APRN-CNP)	97
Certified Nursing Assistant (CNA)	90
American Registry Of Radiologic Technologists (ARRT) Certified	89
Licensed Practical Nurse (LPN)	82
ServSafe Certification	75
Board Certified/Board Eligible	75
Professional Engineer (PE) License	70
Secret Clearance	66
Automotive Service Excellence (ASE) Certification	63
Certified Public Accountant	63
Neonatal Resuscitation Program Certification (NRP)	63
Project Management Professional Certification	63
Licensed Clinical Social Worker (LCSW)	55
CDL Class A License	54
Airframe & Powerplant (A&P) Certificate	53
Engineer in Training	51
Automated External Defibrillator (AED) Certification	49
Licensed Professional Counselor (LPC)	48

Appendix F: Postings by Qualification, Continued

Advanced Trauma Life Support (ATLS)	43
Master Of Business Administration (MBA)	42
Emergency Medical Technician (EMT)	40
Certified Accounting Technician	40
Advanced Life Support	39
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	38
Certified Pharmacy Technician	35
Registered Pharmacist (RPh)	32
Forklift Certification	31
Professional in Human Resources	30
Security Identification Display Area (SIDA) Badge	30
Certified Patient Care Technician (CPCT)	30
CompTIA A+	27
Certified Medical Assistant (CMA)	25
Teaching Certificate	24
Trauma Nurse Core Course (TNCC)	22
Licensed Vocational Nurse (LVN)	22
Insurance License	21
Licensed Marriage And Family Therapist (LMFT)	21
Emergency Nurse Pediatric Course (ENPC)	19

Thank You to our Diamond Investors



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