Q4 2025

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# Real-Time Jobs
# Intelligence Report

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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 for the fourth quarter of 2025.

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.

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

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# Unique Online Job Postings

**(Postings active between October 2025- December 2025)**

# 10,672

**Down 14% from the same period in 2024**

**Representing:**

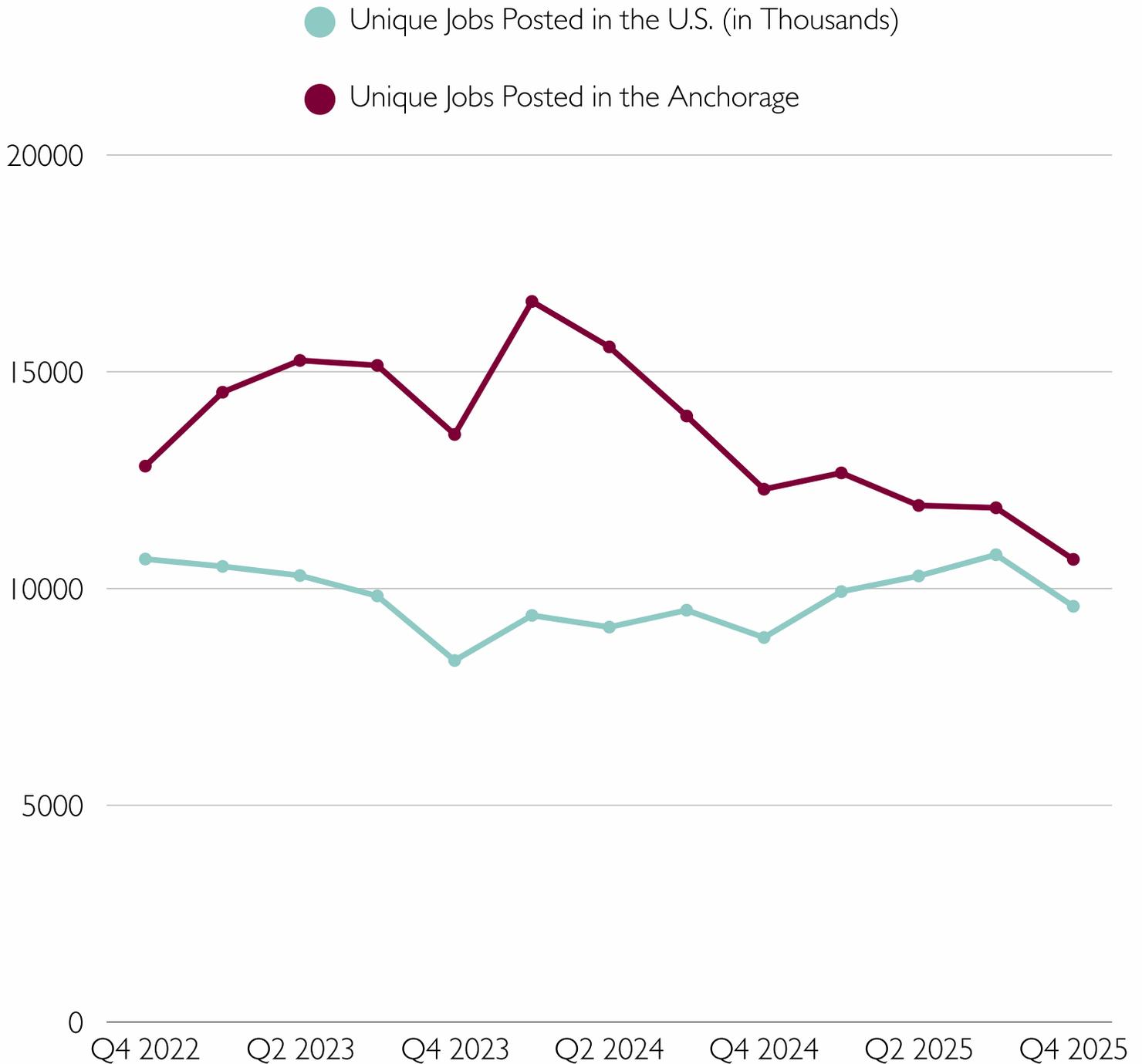# 30,987 Total Job Postings

**Down 40% from the same period in 2024**

**and:**

# 2,247 Employers
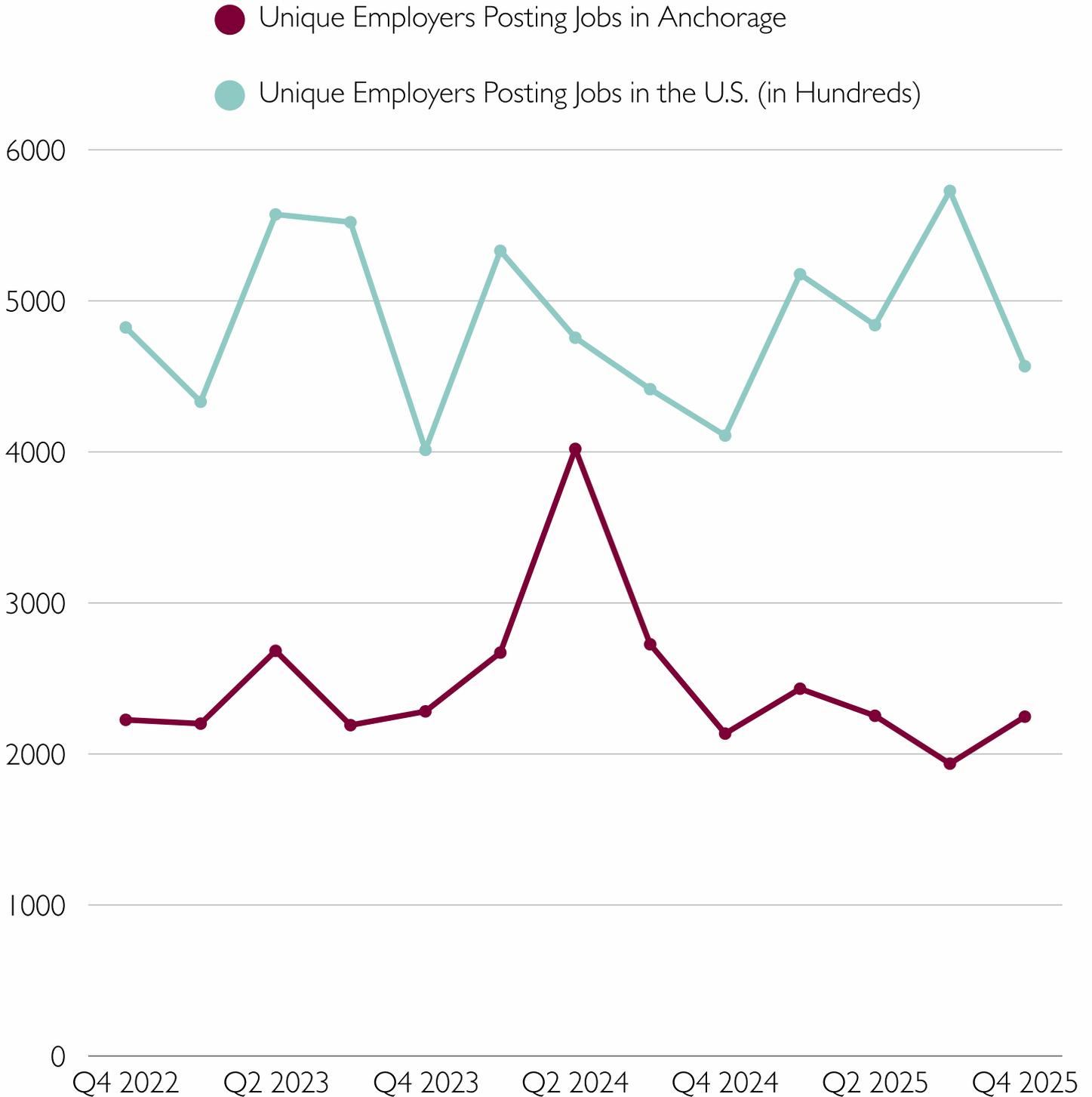
**Down 1% from the same period in 2024**

# Job Postings
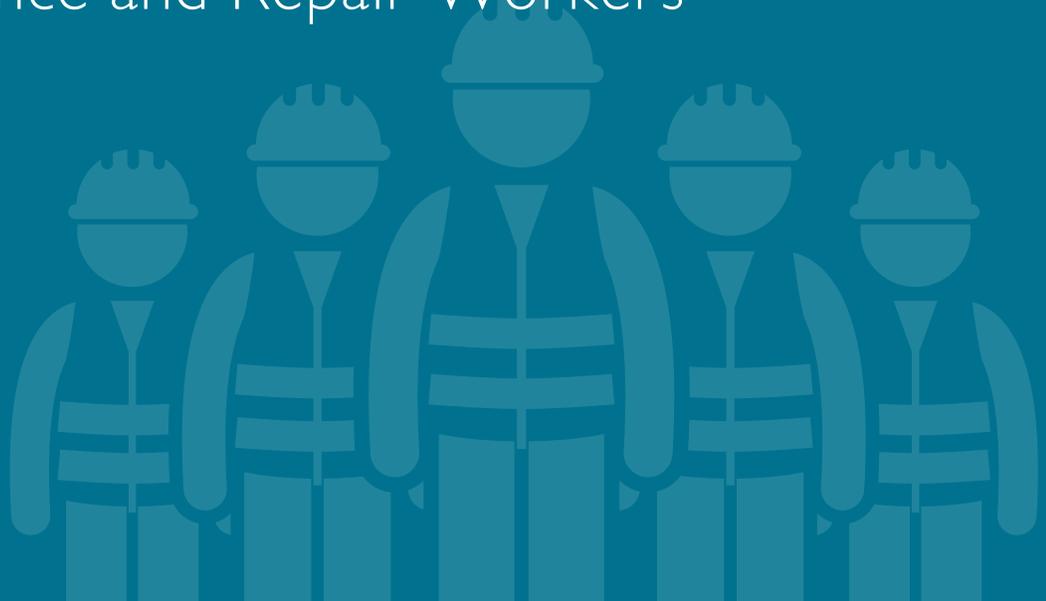# Anchorage vs. Nationwide

## Unique Job Posting Trends

● Unique Jobs Posted in the U.S. (in Thousands)

● Unique Jobs Posted in the Anchorage



Lightcast Q4 2025 Data Set | lightcast.io

# Job Postings
# Anchorage vs. Nationwide

## Unique Employer Trends

● Unique Employers Posting Jobs in Anchorage

● Unique Employers Posting Jobs in the U.S. (in Hundreds)

# Top 10 Unique Job Openings by SOC Occupation

1. Registered Nurses
2. Retail Salespersons
3. Customer Service
4. First-Line Supervisors of Retail Sales
5. Radiologic Technologists and Technicians
6. Medical and Health Services Managers
7. Laborers and Freight
8. Home Health and Personal Care Aides
9. Heavy and Tractor-Trailer Truck Drivers
10. Maintenance and Repair Workers

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# Top Industries Posting Jobs

1. Employment Placement Agencies
2. General Medical and Surgical Hospitals
3. Temporary Help Services
4. Other General Government Support
5. Offices of Physicians
6. Engineering Services
7. Supermarkets and Other Grocery
8. Colleges, Universities, and Professional Schools
9. All Other Outpatient Care Centers
10. Investment Banking and Securities Intermediation

# Top 10 Openings by Job Title

1. Operating Room Registered Nurses
2. Administrative Assistants
3. Customer Service Representatives
4. Registered Nurses
5. Speech Language Pathologists
6. Physical Therapists
7. Dishwashers
8. Occupational Therapists
9. PACU Registered Nurses
10. Maintenance Technicians
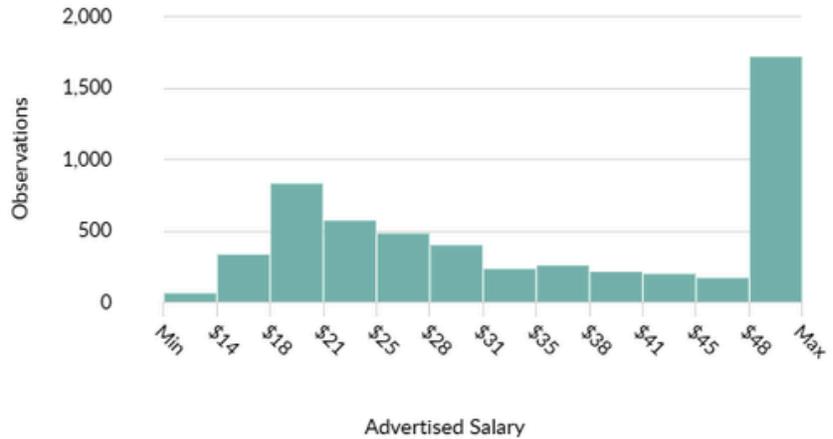
# Advertised Salary & Wage Trends

## In Q4, there were 5,415 advertised salary observations (51% of the 10,672 unique postings)

### Advertised Salary

There are 5,415 advertised salary observations (51% of the 10,672 matching postings).
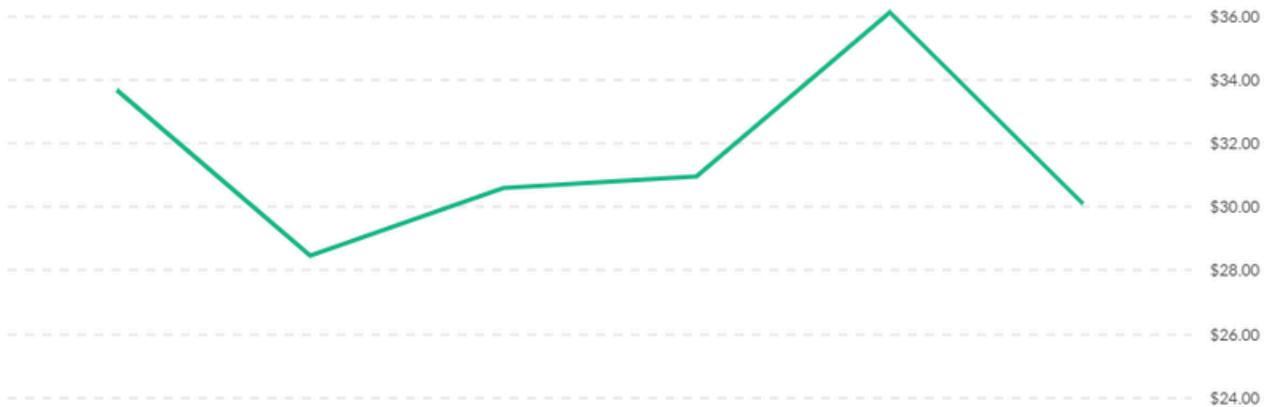
**$32.18/hr**

Median Advertised Salary



### Advertised Salary Trend

▼ **10.6%**   Jul 2025 – Dec 2025

**$31.20** Median



**11,412** Job Postings

# Top 10 employers with the most unique job postings

1. Providence
2. State Of Alaska
3. HCA Healthcare
4. Alaska Regional Hospital
5. Soliant Health
6. Southcentral Foundation
7. NANA Regional Corporation
8. Vetted Health
9. GE Aerospace
10. CHRISTUS Health

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# Top 10 Posted Qualifications

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

# Top 10 Specialized Skills

1. Lifting Ability
2. Nursing
3. Good Driving Record
4. Merchandising
5. Auditing
6. Project Management
7. Accounting
8. Regulatory Compliance
9. Inventory Management
10. Finance

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# Top 10 Common Skills

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

# Top 10
# Software Skills

1. Microsoft Office
2. Microsoft Excel
3. Microsoft Outlook
4. Microsoft PowerPoint
5. Productivity Software
6. Microsoft Word
7. Spreadsheets
8. Epic EMR
9. Network Management System
10. Operating Systems

# What levels of education are Anchorage employers looking for?

## 5,979
No Education Listed

## 2,300
High school diploma or equivalent

## 783
Associate's degree

## 2,039
Bachelor's degree

## 718
Master's degree

## 259
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.

# Thank You to our Diamond Investors



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