

Real-Time Jobs Report



AEDC
Anchorage Economic
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Anchorage Economic Development Corporation

Real-Time Jobs Report

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Introduction

AEDC is excited to present this Quarter's ***Real-Time Jobs Report***.

This report uses Lightcast data combined with other economic indicators to provide a quarterly overview of Anchorage's labor market and its relation to state and national trends. The data provided by Lightcast comes from collecting and analyzing online job postings as well as local, state and federal data sets.

The data presented in the Real-Time Jobs Intelligence Report are sourced from Lightcast, a labor market analytics service providing detailed data at the ZIP code level. This report represents a snapshot of the Anchorage job market based off Q1 2026 and historical data.

The report includes analysis of in-demand occupations, education requirements, certifications, and both hard and soft skills sought by employers in Anchorage.

These insights are intended to inform key decision-making across multiple stakeholders. For example, technical and vocational institutions may use this data to align certification programs with market demand; employers may assess job posting duration to better understand hiring challenges; and job seekers may identify high-value certifications to guide their professional development.

All data and analysis contained in this report were produced by Lightcast, an economic and analytics firm. While the information has been obtained from sources believed to be reliable, no guarantee is made as to its accuracy or completeness.

This report is sponsored by the University of Alaska Anchorage and KeyBank.

President Memo



In the first quarter of 2026, the data shows a continuing downward trend in the number of online job postings in Anchorage. This is in marked contrast to both statewide and national trends, which have been increasing over the last five years. The decline in Anchorage postings includes both the number of jobs listed which are down 7% year over year as well as a decline in the number of companies posting jobs which have declined by 11% year over year. These reductions occurred at the same time that statewide job postings increased by 3%.

While the reduction in job postings at first may seem to indicate an economic contraction, the overall employment numbers remain strong in Anchorage which leads us to believe that the data is more indicative of a stabilizing job market than a contracting one. Fewer employees leaving their jobs or changing jobs lead to fewer job posting and fewer businesses using online job services. Overall, that's good news for both employers and employees.

Population decline is also a factor in the job numbers. Anchorage has lost over 2,300 residents since 2020, primarily in the 18-64 year old age range. This is at the same time that employment in Anchorage has increased by 8.3% or 13,365 jobs in the same time period. This has resulted in Anchorage having some of the lowest unemployment rates the city has seen in the last 25 years. If this trend continues, it will increase pressure on employers looking to fill jobs, particularly those that require technical skills or certifications.

The top industries still posting for jobs in 2026 represent some of the larger employment sectors in the Anchorage economy and are also showing the highest job losses year over year between 2026 and 2025. Professional, Scientific, and Technical Services, Retail Trade, Finance & Insurance and Accommodation & Food Services have all seen a drop in the number of jobs year over year but also represent the majority of job postings in Q1 2026. While it's hard to determine the cause for that discrepancy, one explanation could be that the employees in those positions having more opportunity for job migration outside of Anchorage, leaving the empty positions still needing to be filled but with fewer and fewer skilled workers to fill them.

Interestingly enough, the tightening labor market isn't being reflected in Anchorage's wage growth. Since April 2023, median wages have increased in Anchorage by 13%. During the same time period median wages in Alaska increased by 36.8% and nationally wages increased by 24.5%. This lag in wages could also be a contributing factor in the declining workforce in the Municipality.

Job Postings Anchorage vs. State

Job Postings and Labor Market Trends

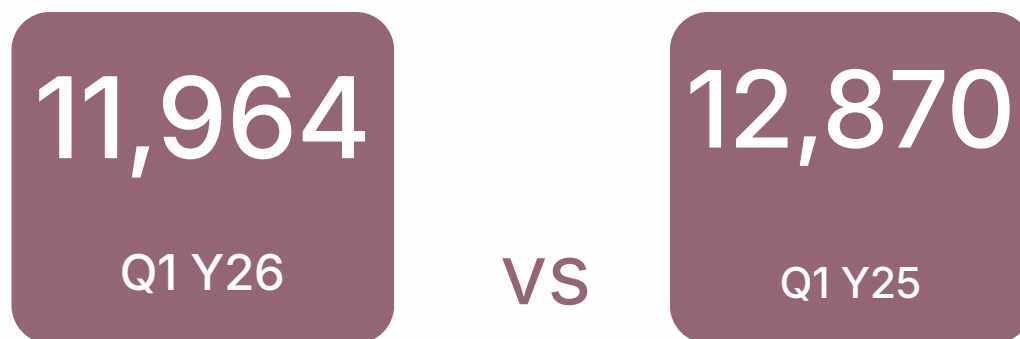
Job postings have continued to trend downward both in Anchorage and nationally, with Anchorage experiencing a steeper rate of decline over the past five years. In Q1 2026, Anchorage recorded 11,964 unique job postings, down from 12,870 in Q1 2025—representing a 7% year-over-year decline for this period.

Looking at full-year trends, FY 2025 saw a total of 48,215 unique job postings compared to 59,754 in FY 2024, reflecting an overall decrease of approximately 19% year-over-year.

This sustained decline suggests a cooling in labor demand, with Anchorage’s contraction outpacing national trends. It may also indicate shifting hiring patterns, increased selectivity among employers, or broader economic adjustments impacting workforce demand. Notably, Anchorage appears to have an inverse relationship with statewide trends, as Alaska job postings have continued to rise over the past five years.

In Q1 2026, 2,158 companies posted jobs, compared to 2,425 companies in Q1 2025—an 11% decrease in the number of employers posting jobs year-over-year. In contrast, Alaska experienced a 3% increase in job postings during the same period.

Unique Job Postings



Unique Job Posting Trends Anchorage vs. Alaska



Lightcast Q1 2026 Data Set | lightcast.io

Anchorage Economic Overview

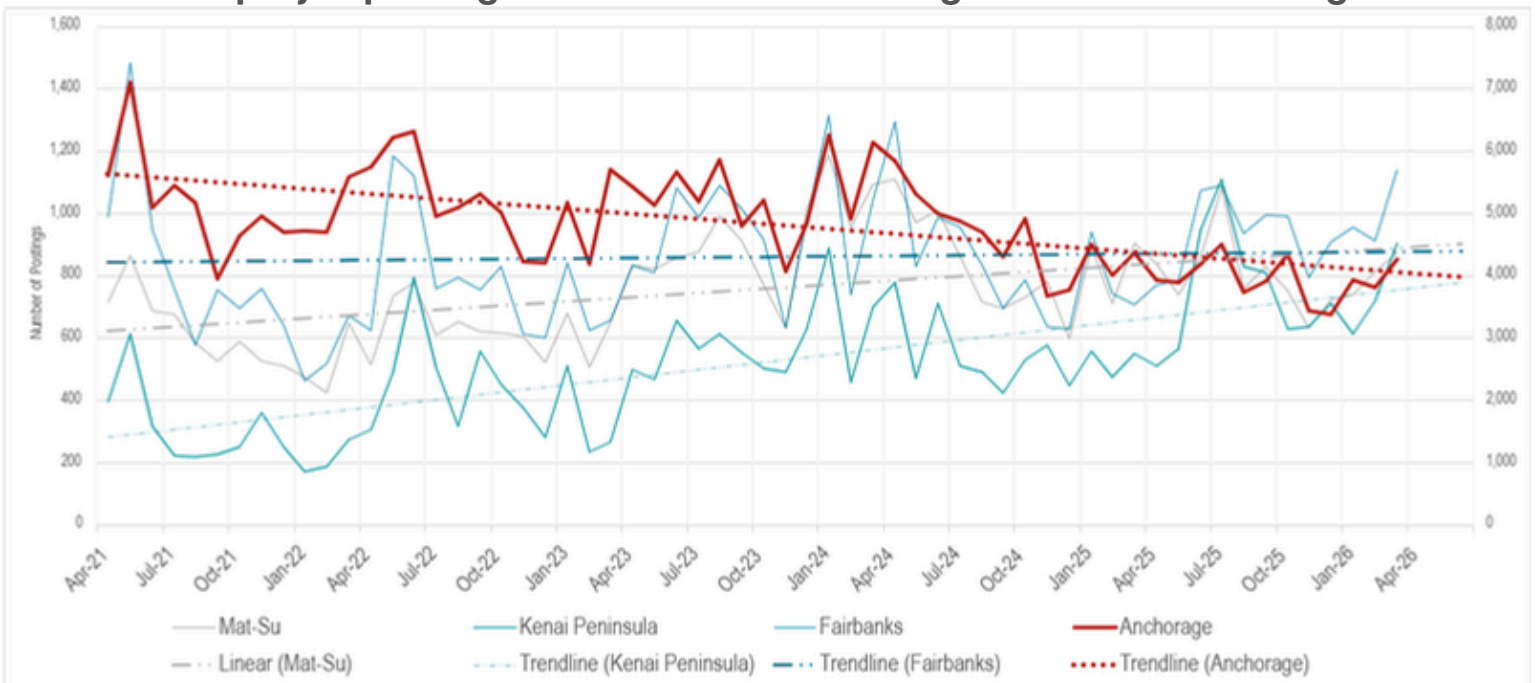
As of 2025, Anchorage's population has declined by 0.8% since 2020, representing a loss of 2,338 residents. This trend is expected to continue, with projections indicating an additional 0.2% decline between 2025 and 2030 (approximately 672 more residents).

Despite this population decline, employment in Anchorage has grown. From 2020 to 2025, total employment increased by 8.3%, rising from 160,778 to 174,143 jobs. However, this growth still lags behind the national rate of 10.6%. During the same period, the labor force participation rate improved from 68.4% to 71.2%, suggesting more residents are either working or actively seeking work.

These trends highlight a growing imbalance in Anchorage's labor market. While overall population is shrinking, demand for workers is much needed. At the same time, job postings are trending downward year over year. This imbalance likely reflects several underlying factors, including a tightening labor supply, a declining or aging working-age population, and potential shifts in employer hiring behavior as businesses adjust to ongoing workforce constraints.

In short, Anchorage is facing a structural workforce challenge: fewer people, modest gains in participation, and continued pressure on employers to fill roles in a constrained labor market.

Unique job posting trends for in state outmigration from Anchorage



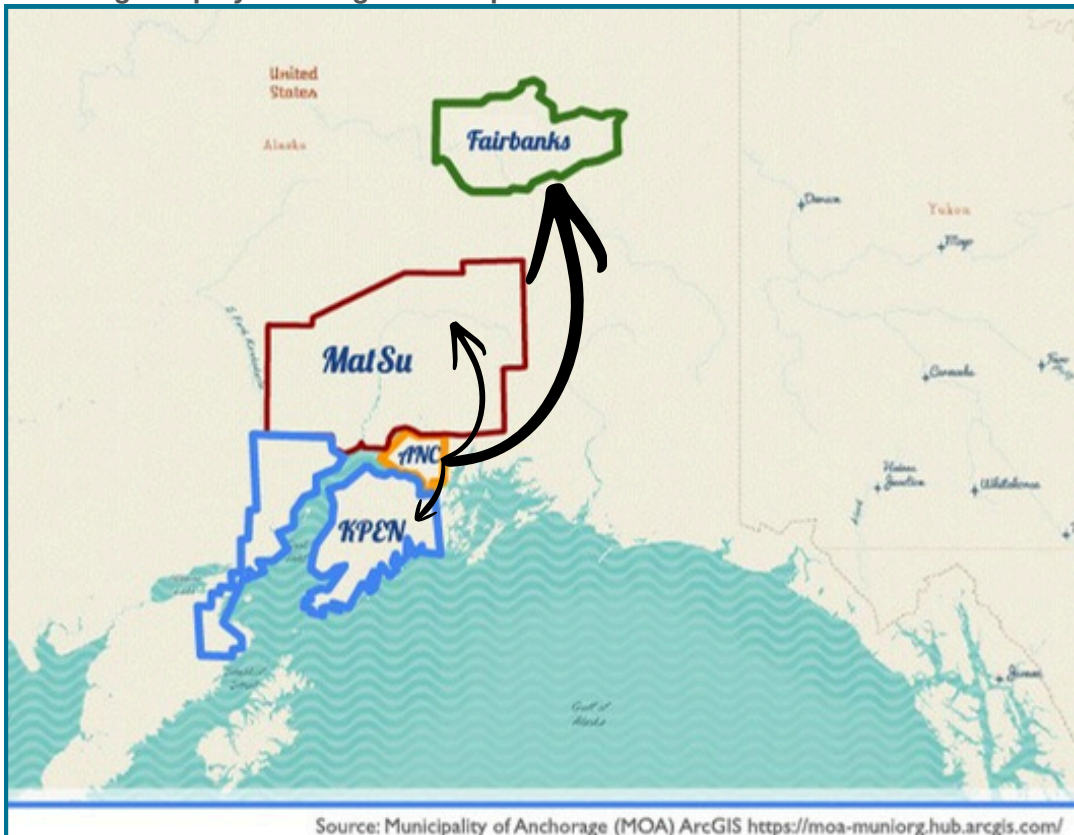
Regional Migration Job Posting Trends

The largest migration flows to and from Anchorage are with the Matanuska-Susitna Borough. As of 2025, the borough's population has grown by 11.1% since 2020, adding 11,931 residents. Growth is expected to continue, with projections showing a 7.7% increase between 2025 and 2030—an additional 9,179 residents.

While migration occurs across much of the state, the Matanuska-Susitna Borough is followed by the Kenai Peninsula Borough and the Fairbanks North Star Borough as the next most significant destinations.

From 2020 to 2025, employment in the Matanuska-Susitna Borough increased by 19.6%, rising from 30,048 to 35,949 jobs, outpacing the national growth rate by 9.0 percentage points. All three regions are experiencing increased job postings in line with statewide trends; however, Anchorage is seeing a year-over-year decline in both migration and job postings.

Anchorage Employment Migration Map



Top Unique Postings in Anchorage

Top Posted Job Titles

1. Registered Nurses- 56
2. Administrative Assistants- 52
3. Speech Language Pathologists- 49
4. Sales Associates- 43
5. Customer Service Representatives- 43
6. Med Surge Nurses- 38
7. Maintenance Technicians- 36
8. Housekeepers- 35
9. Occupational Therapists- 35
10. Medical Assistants- 34

Top Posted Occupations (4 Digit NAICS)

1. Registered Nurses- 888
2. Physicians- 402
3. Therapists- 335
4. Retail Salespersons- 307
5. Laborers and Material Movers- 274
6. Driver/Sales Workers and Truck Drivers- 256
7. Building Cleaning Workers- 233
8. First-Line Supervisors of Sales Workers- 228
9. Diagnostic Related Technologists and
10. Technicians- 197
Misc. Healthcare Support Operations- 196

Top Industries (2 Digit NAICS)

1. Health Care and Social Assistance
2. Administrative and Support
3. Retail Trade
4. Professional, Scientific, and Technical Services
5. Public Administration
6. Finance and Insurance
7. Accommodation and Food Services
8. Other Services (except Public Administration)
9. Construction
10. Manufacturing

Top Companies Posting

1. State of Alaska
2. Providence
3. Alaska Regional Hospital
4. TriWest Healthcare Alliance
5. NANA Regional Corporation
6. Municipality of Anchorage
7. Southcentral Foundation
8. GE Aerospace
9. Soliant Health
10. HCA Healthcare

Lightcast Q1 2026 Data Set | lightcast.io



Anchorage Advertised Salary & Wage Trends

12,004

Unique Postings
34,340 Total Postings

2,158

Companies Posting
2,158 Total Companies

20 Days

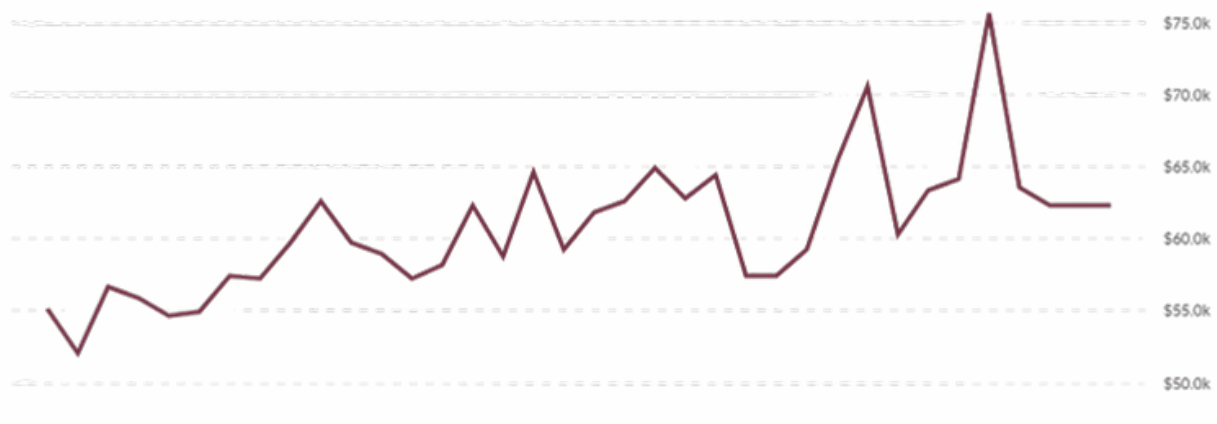
Median Posting Duration
Regional Average: 20 Days

\$62.3K
Median Advertised Salary



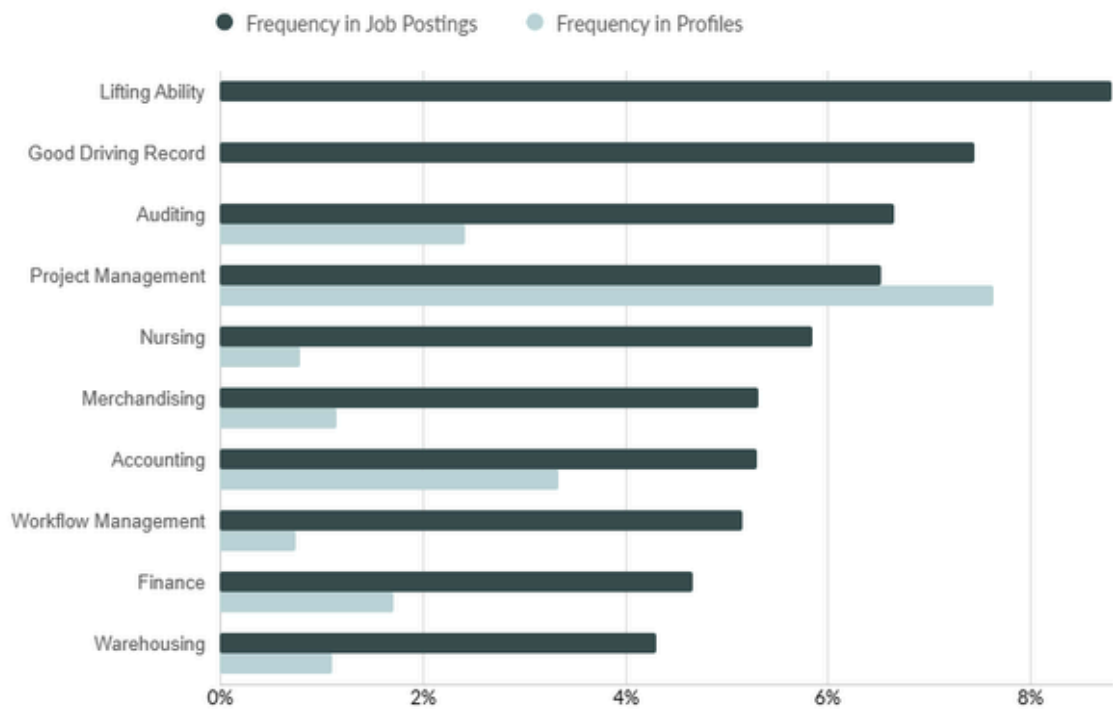
Advertised Salary Trend

▲ **13.0%** Apr 2023 – Mar 2026
\$60.3k Median



Anchorage Skills in Demand

Top Specialized Skills



Skills	Postings	% of Total Postings	Projected Skill Growth	Skill Growth Relative to Market
Lifting Ability	1,057	9%	+10.6%	Growing
Good Driving Record	894	7%	+17.3%	Growing
Auditing	799	7%	+21.8%	Rapidly Growing
Project Management	783	7%	+19.8%	Rapidly Growing
Nursing	703	6%	+20.1%	Rapidly Growing
Merchandising	638	5%	+15.0%	Growing
Accounting	637	5%	+24.0%	Rapidly Growing
Workflow Management	619	5%	+18.0%	Growing
Finance	560	5%	+27.3%	Rapidly Growing
Warehousing	518	4%	+13.0%	Growing

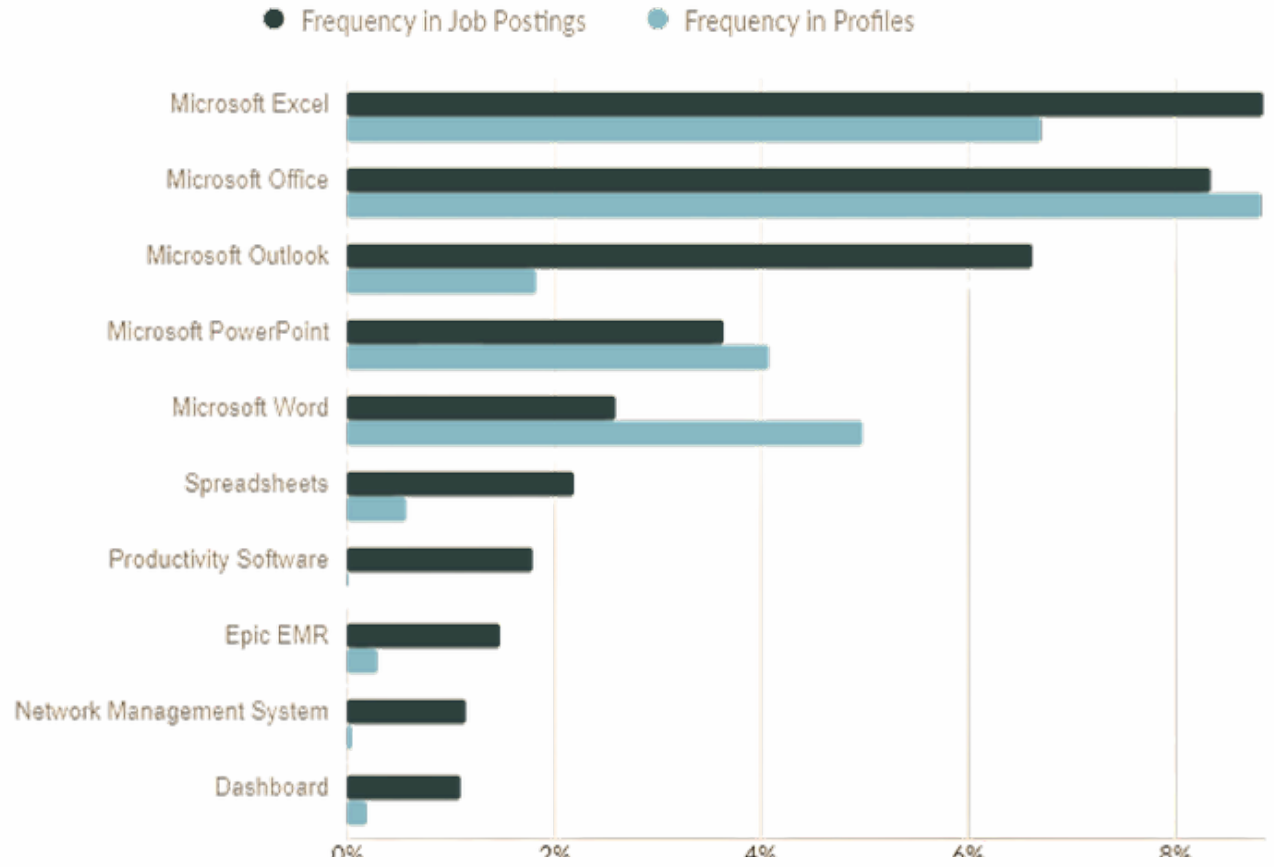
Lightcast Q1 2026 Data Set | lightcast.io

Anchorage Skills in Demand



Skills	Postings	% of Total Postings	Projected Skill Growth	Skill Growth Relative to Market
Communication	4,842	40%	+3.6%	Lagging
Customer Service	3,186	27%	+5.2%	Stable
Management	2,825	24%	+5.3%	Stable
Operations	2,663	22%	+8.1%	Stable
Leadership	2,233	19%	+8.5%	Stable
Detail Oriented	2,011	17%	+7.1%	Stable
Sales	1,634	14%	+7.8%	Stable
Problem Solving	1,632	14%	+11.3%	Growing
Planning	1,383	12%	+10.9%	Growing
Coordinating	1,350	11%	+14.7%	Growing

Anchorage Skills in Demand

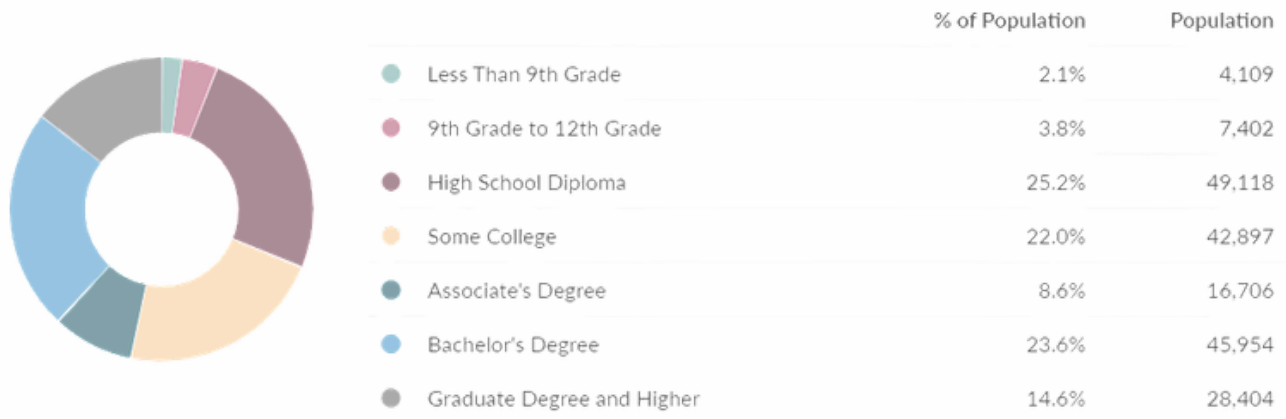


Skills	Postings	% of Total Postings	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	1,052	9%	+17.7%	Growing
Microsoft Office	994	8%	+18.5%	Growing
Microsoft Outlook	789	7%	+25.0%	Rapidly Growing
Microsoft PowerPoint	433	4%	+26.1%	Rapidly Growing
Microsoft Word	311	3%	+7.2%	Stable
Spreadsheets	259	2%	+22.2%	Rapidly Growing
Productivity Software	212	2%	+11.8%	Growing
Epic EMR	179	1%	+16.4%	Growing
Network Management System	137	1%	+19.4%	Growing
Dashboard	131	1%	+25.3%	Rapidly Growing

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What levels of education are Anchorage employers looking for?

Concerning educational attainment, 23.6% of Anchorage Borough, AK residents possess a Bachelor's Degree (1.8% above the national average), and 8.6% hold an Associate's Degree (0.3% below the national average).



23.6% of Anchorage residents hold a bachelor's degree (1.8 percentage points above the national average), while 8.6% hold an associate degree (0.3 percentage points below the national average).

Key Takeaways

Overall, the key takeaways in this report are that Anchorage's labor market is stabilizing after an expansion period in 2025 with fewer job postings and fewer employers looking for new workers. The industries that are continuing to post the highest number of job listings represent some of the industries that are losing the highest number of employees year over year which may be due to employee migration to other markets rather than a contraction in employment opportunities. While wages have been increasing in the Anchorage market over the last three years, that increase has failed to keep pace with state or national wage increase which also may play a part in population and workforce declines. Overall, as more economic activity occurs in and around Anchorage, the pressures on the available workforce will continue to increase and employers will find it increasingly difficult to fill positions, particularly skilled positions.

Anchorage Industry Highlight: Healthcare

3,697
Unique Postings
12,106 Total Postings

641
Companies Posting
2,486 Total Companies

17 days
Median Posting Duration
Regional Average: 20 days

Average Healthcare Salary Postings

\$107.4K
Median Advertised Salary



Lightcast Q1 2026 Data Set | lightcast.io

There were 12,106 total job postings in Healthcare from January 2026 to March 2026, of which 3,697 were unique.

Overall, the healthcare industry reports a median advertised salary of approximately \$107,400, reflecting strong wage levels across clinical and specialized roles. However, entry-level healthcare occupations—including surgical technologists, surgical assistants, home health aides, phlebotomists, and medical assistants—offer significantly lower starting wages, with an average advertised salary of \$50,600, or about \$24.32 per hour. While these wages are more modest, they represent important entry points into a high-demand and upwardly mobile industry. As of 2024, the average person employed in entry level jobs and healthcare support makes an hourly rate of \$23.60/hr (U.S. Bureau of Labor Statistics, Occupational Employment and Wages in Anchorage- May 2024) which is slightly below the average posting range.

Average Entry Level Healthcare Pay

\$50.6K
Median Advertised Salary



Most of these entry-level positions require only a high school diploma or GED, making them accessible to a broad segment of the workforce. Some roles may require additional certifications or an associate degree, but typically do not require a four-year degree. This creates a valuable opportunity for workforce development efforts to quickly train and place individuals into stable, in-demand careers while also building a pipeline for advancement into higher-paying healthcare roles.

Hiring demand is largely driven by major regional providers, with Providence serving as the leading employer for these occupations. Alaska Regional Hospital also demonstrates strong demand, posting roughly half as many openings as Providence, but still representing a significant share of the market. This concentration of hiring among a few large employers suggests opportunities for targeted partnerships in training, apprenticeship programs, and direct-to-employer pipelines.

In terms of skills, employers are consistently seeking candidates with both foundational healthcare competencies and soft skills. High-demand technical skills include caregiving, vital signs monitoring, medical assisting, phlebotomy, and familiarity with medical records systems. Additionally, skills such as personal care, basic housekeeping, attention to detail, and patient communication are critical, particularly for roles in home health and direct patient care. Strengthening these competencies through short-term training programs, certifications, and hands-on experience will be key for job seekers entering the healthcare field and for workforce programs aiming to meet employer demand.

\$124.2K
Median Advertised Salary



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Average Specialized Healthcare Pay

Positions requiring specialized education—such as registered nurses, speech-language pathologists, physical therapists, and occupational therapists—command significantly higher wages within the healthcare sector. Job postings for these roles reflect an average advertised salary of approximately \$124,200 annually, or about \$59.69 per hour. By comparison, the average hourly wage for professionals currently employed in these occupations is closer to \$57.37 per hour—roughly \$2 per hour lower than what is being advertised.

Healthcare practitioners in Anchorage make approximately \$7/hr more than the United States average (BLS, 2024). While this gap is narrower than in entry-level roles, it still highlights a consistent pattern of employers posting slightly elevated wages to remain competitive in a tight labor market.

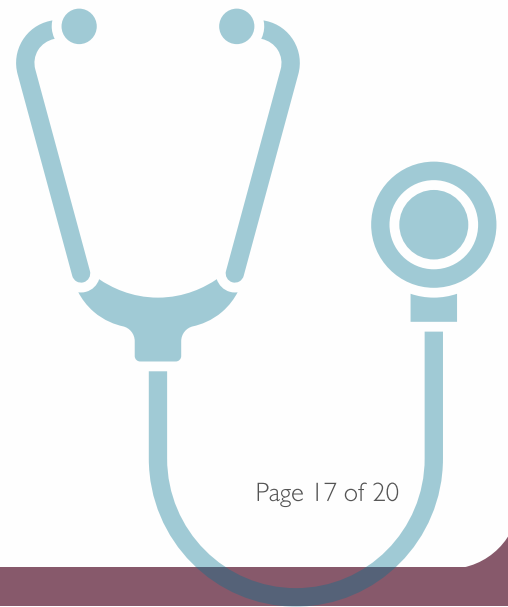
University of Alaska Anchorage’s nursing enrollment reflects the increased demand for specializations in the healthcare field. In 4-year programs, nursing enrollment has risen by over 200 students since 2021, a 540% increase. The university’s heightened focus on healthcare education aims to bolster the available skilled labor force within Anchorage’s healthcare system and alleviate the city’s labor force shortage.

Occupation	Avg Monthly Postings (Jan 2026 - Mar 2026)	Avg Monthly Hires (Jan 2026 - Mar 2026)
Registered Nurses	358	133
Physical Therapists	53	15
Occupational Therapists	47	9
Speech-Language Pathologists	45	8

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Average Advertised Salary for Specialized Healthcare Job Postings

\$ 124.2 K
Job Postings
Specialized Healthcare



Unique Healthcare Job Postings

In Q1 2026, this segment of specialized healthcare accounted for nearly half of all unique healthcare job postings in Anchorage, totaling 1,511 postings. This concentration underscores that high-skill clinical roles represent the most critical workforce need in the region's healthcare system.

1,511
Job Postings
Q1 Y26

The vast majority of these positions require a bachelor's or master's degree in a specialized field, reflecting the advanced training and licensure required. However, approximately one-quarter of postings indicate pathways for candidates with an associate degree—primarily within nursing—suggesting some opportunities for more accelerated entry into these high-demand roles.

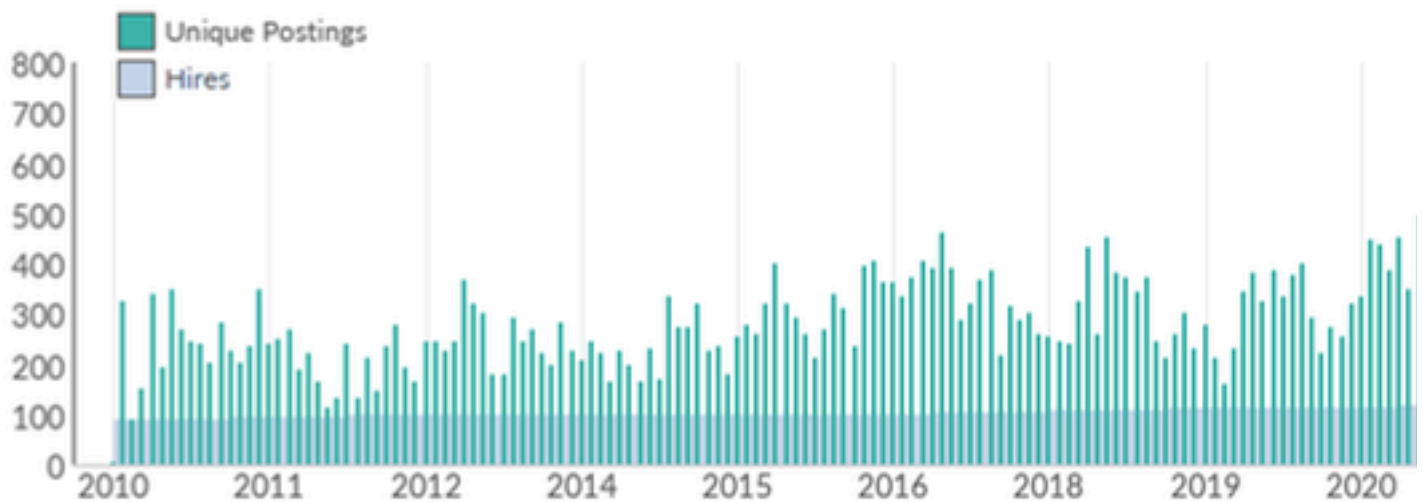
Healthcare
High Demand
Roles

Registered nurses dominate demand within this category, comprising 71% of all specialized healthcare job postings. Despite this strong demand, only about one-third of nursing positions are successfully filled, pointing to a significant and persistent workforce gap. This shortage has implications not only for healthcare delivery capacity but also for wage pressure, as employers continue to raise advertised salaries and expand incentives in an effort to attract qualified candidates.

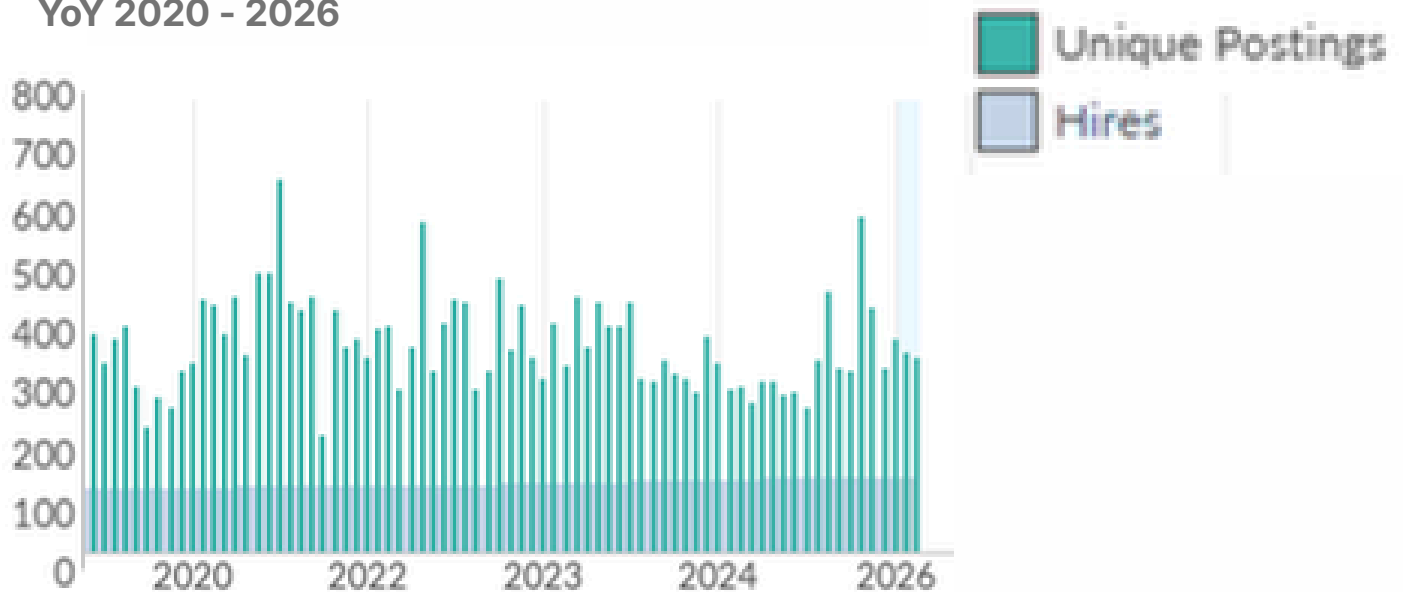
71 %
of Healthcare Jobs
Posted for
Registered Nurses

Registered Nurse Posting vs. Hires Year over Year

YoY 2010 - 2020



YoY 2020 - 2026



Overall, the data highlights a clear imbalance between demand and supply for highly trained healthcare professionals in Anchorage. Addressing this gap will likely require a combination of expanded education and training pipelines, stronger retention strategies, and increased alignment between employers and local institutions to ensure that graduates are equipped to meet the specific needs of the healthcare system.

Thank you Diamond Investors



AEDC wishes to thank our report sponsor, University of Alaska Anchorage and KeyBank, and our Diamond Investors who made this report possible.

Thank you.

For more information on how to be a sponsor or investor, please contact development@aedcweb.com

Thank you



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