Real-Time Jobs Report

AEDC
Anchorage Economic
Development Corporation

JULY- SEPT 2026 Q3



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Anchorage Economic Development Corporation

Real-Time Jobs Report

A Quarterly Publication

Q3 2026

AEDC
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Development Corporation

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Executive Summary

Anchorage's job market closed the summer of 2026 with its busiest posting quarter in two years. Employers posted 13,480 unique jobs in the third quarter, ▲ 110% more than a year earlier and ▲ 5.7% more than in Q2.

The State of Alaska nearly doubled its job postings this quarter when the hiring freeze was lifted. The number of companies posting also ticked up ▲ 1.2% to 2,210, easing the narrowing employer base flagged last quarter. But the applicant pool behind each opening keeps thinning: posting intensity (a job market metric that measures how many times a job is advertised in total compared to the number of unique job openings) fell to 2:1 in September, the first month below 3:1 in five years of data.

The State's employment estimates show why demand on paper is not turning into net new jobs. Anchorage averaged 154,250 jobs in July and August, ▼ 0.7% below the same months of 2025. Nearly all of that loss is government: federal employment fell ▼ 1.9% (about 1,000 jobs) and private-sector employment was essentially flat (▲ 0.1%). Health care, the source of the most job postings, held at 23,100 jobs with no year-over-year growth, so most nursing postings are replacing workers rather than adding them.

Pay signals are softening. The median advertised wage was $31.94 per hour (about $66,400 a year), ▼ 3.0% from Q2 and part of a ▼ 8.0% slide since April. Postings now stay open a median 25 days, four days longer than in Q2. Transportation and warehousing is the quiet growth story, ▲ 4.3% in jobs year over year, matching strong demand for truck drivers and laborers.



Dena'ina View, Visit Anchorage, PC: Clark Mishler

Job Postings Anchorage

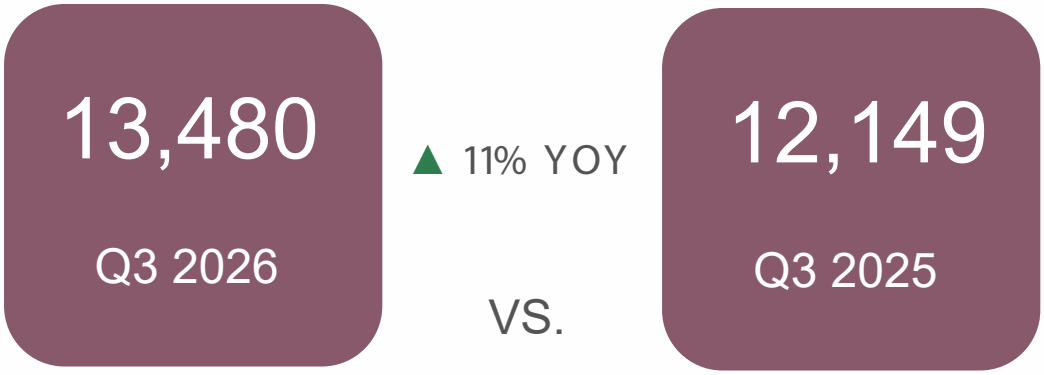
Job Postings Volume

Job postings in Anchorage reached their highest quarterly level since Q3 2024. In Q3 2026, Anchorage recorded 13,480 unique job postings, up ▲ from 12,149 in Q3 2025, a ▲ 11.0% year-over-year gain. That is also up from 12,753 in Q2 2026, a ▲ 5.7% rise quarter-over-quarter, with August (4,555) the strongest single month since October 2024.

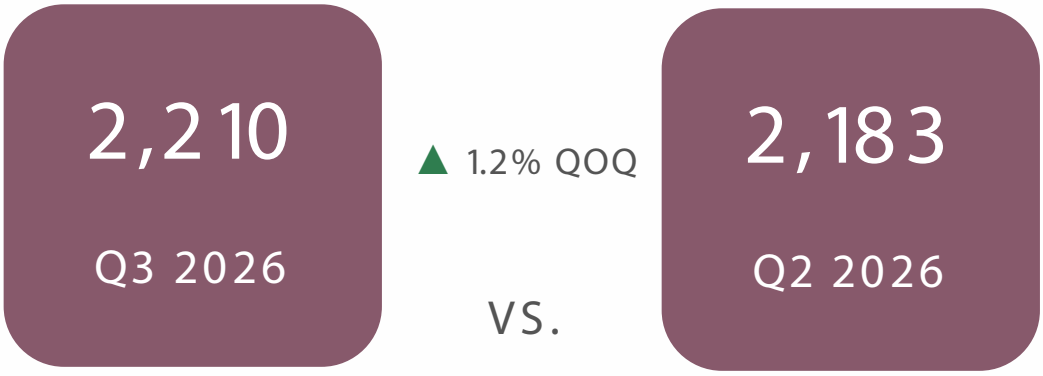
The summer gain held through September instead of fading. Postings stayed above 4,400 in each month of the quarter, while a year ago they dropped to 3,739 in August. That points to steadier baseline demand from health care, transportation and retail rather than a short seasonal spike.

The employer base also stopped shrinking. In Q3 2026, 2,210 companies posted jobs in Anchorage, up ▲ 1.2% from 2,183 in Q2, after a ▼ 5.6% year-over-year drop last quarter. Hiring is still concentrated in large health care and public employers, but more firms are back in the market.

Unique Job Postings



Employers Posting



Postings are not hires. The employment data on page 8 shows Anchorage's total job count slightly below last year, so much of this demand reflects turnover and hard-to-fill roles rather than workforce growth.

Job Postings Anchorage

Top Occupations Posted	Q2 2026	Q3 2026	Change - / +	Change %
Registered Nurses	766	866	+100	+13.1%
Retail Salespersons	308	307	-1	-0.3%
First-Line Retail Sales Supervisors	222	210	-12	-5.4%
Medical & Health Services Managers	153	201	+48	+31.4%
Customer Service Representatives	180	200	+20	+11.1%
Laborers and Material Movers	202	193	-9	-4.5%
Heavy & Tractor-Trailer Truck Drivers	176	181	+5	+2.8%
Secretaries & Administrative Assistants	160	171	+11	+6.9%

TOP OCCUPATIONS

Registered Nurses rebounded to 866 unique postings, ▲ 13% from Q2 and 6.4% of all postings. Medical and health services managers rose ▲ 31%, the fastest gain in the top eight.

866
Registered Nurse Jobs Posted
Q3 2026

Top Employers Posted
State of Alaska
Providence
Alaska Native Tribal Health Consortium
Alaska Regional Hospital
NANA Regional Corporation
Southcentral Foundation



The State of Alaska (469) and Providence (438) led all employers. With the state hiring freeze lifted, State of Alaska job postings nearly doubled. Staffing firms are now the top posting industry, with placement and temp agencies behind 1,413 postings (10.5%), led by travel-nurse recruiters like Aya Healthcare.

Job Postings Anchorage

Wages and Posting Duration

The median advertised wage in Anchorage was $31.94 per hour in Q3 2026, about $66,400 a year, ▼ 3.0% below Q2's $68,500. Lightcast's monthly series shows the median sliding ▼ 8.0% from April to September. Only 48% of postings list pay, and the pay data is split: about one in three salaried postings advertise $44 an hour or more, mostly clinical roles, while about half advertise less than $31. Postings now stay open a median 25 days, up from 21 in Q2, so roles are taking longer to fill even as advertised pay eases.

$66,400
Median Advertised Wage
Q3 2026, annualized

▼ 3.0%*

*v. Q2 2026

Skills Employers Are Seeking

Skill Wanted	% of Postings	Growth	Change %
Lifting Ability	9%	Growing	+10.2%
Auditing	7%	Rapidly Growing	+20.8%
Project Management	7%	Rapidly Growing	+19.4%
Good Driving Record	7%	Growing	+16.8%
Workflow Management	6%	Growing	+16.4%
Finance	5%	Rapidly Growing	+22.4%

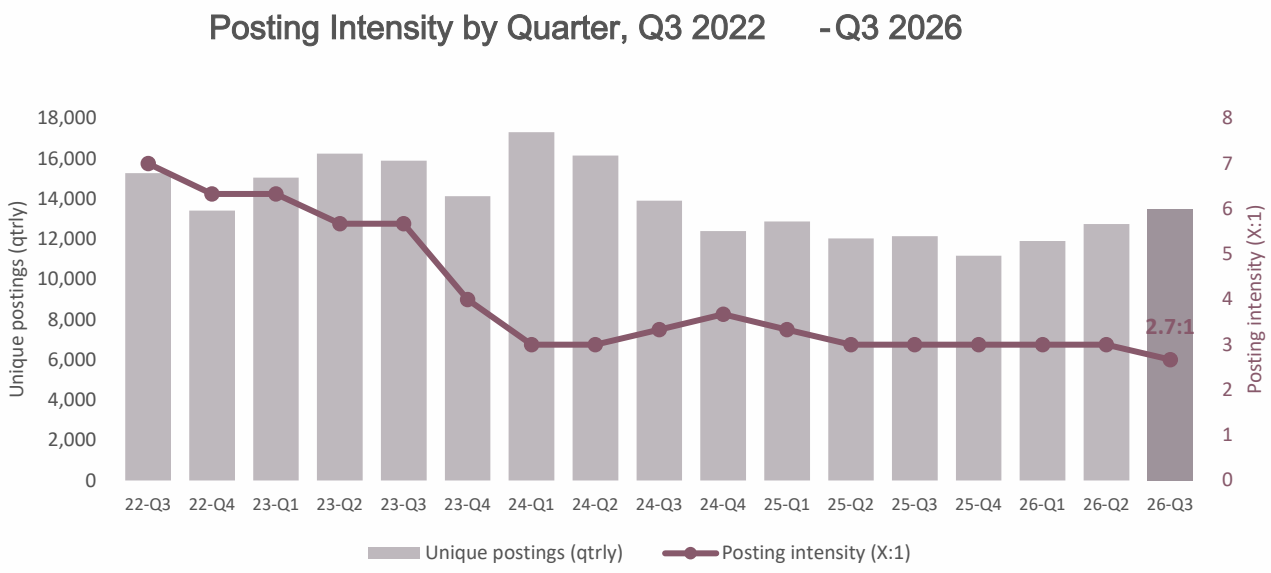
Employer skill demand barely moved from Q2: lifting ability, auditing, project management and a clean driving record lead the list. Finance (▲ 22.4% projected growth) and auditing (▲ 20.8%) remain the fastest-growing, yet appear in far fewer worker profiles than postings. Basic Life Support certification, required in 1,003 postings, is the second most requested credential after a driver's license.



Job Postings Anchorage

Posting volume recovered in Q3 2026, but the ratio of total postings to unique openings, or 'posting intensity', kept falling. It dropped from 6 -7 in 2022 to 3 by 2025, and in September 2026 it reached 2:1 for the first time in this five -year series. Postings are not hires: they may be reposted, expire, or close without a hire.

Higher demand alongside thinner reposting points to a supply -side squeeze. Employers have more openings but are relisting each one less, consistent with a smaller pool of active candidates and longer time to fill (25 days, up from 21).



Why this matters specifically for Anchorage

- Population is not growing to meet demand. Anchorage has had net outmigration in recent years, and the State's estimates show total jobs ▼ 0.7% below last summer even as postings rose ▲ 11%. Openings are going unfilled, not disappearing.

- Anchorage has a limited labor pool. Unlike Lower 48 cities, Anchorage has few nearby places to draw workers from. The Mat-Su Valley and a handful of Railbelt communities supply most commuters, so when local supply tightens there are few options to fill the gap.

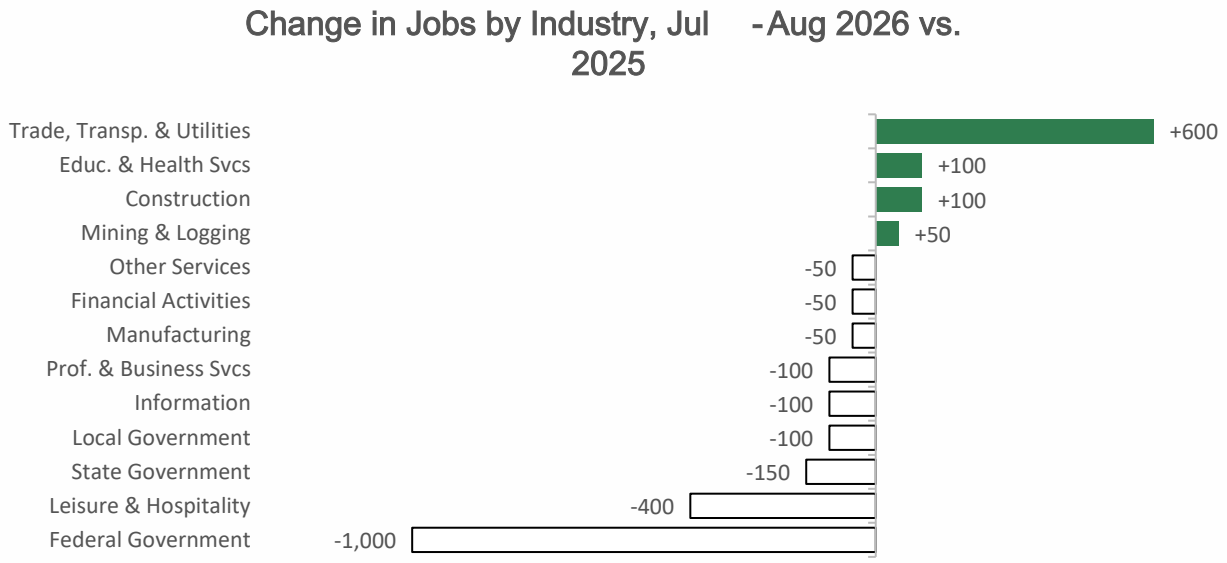
- Retention matters more than recruiting. Health care added no net jobs year over year despite posting 866 nursing openings, a sign that hiring is mostly replacing departures. Investments in retention, career ladders, childcare and housing will do more than competing for the same small pool.

Data Sources: Lightcast Q4 2026 Data Set; Alaska DOLWD; AEDC Real-Time Jobs Report Q2 2026

Employment Anchorage

The State's monthly employment estimates count jobs actually held, not openings. Anchorage averaged 154,250 jobs in July and August 2026, ▼ 1,150 (▼ 0.7%) below the same months of 2025. Private employers held steady at about 129,100 jobs (▲ 0.1%). Government accounted for the whole decline, ▼ 1,250 jobs (▼ 4.7%).

September estimates were not yet published when this report was prepared, so the comparison uses July and August. Current-year figures are preliminary and subject to revision.



What the employment data adds

- **Federal jobs are at a 20-year low.** Federal employment averaged 7,400 this summer, ▼ 11.9% from 8,400 a year ago and ▼ 16% from 2024. It is the lowest level in State records going back to 2005, a direct drag on Anchorage's economy.

- **Health care postings are replacement hiring.** Health care held at 23,100 jobs, unchanged from summer 2025, even though nurses are the top posted job. The sector is up 14% since 2016, but this year's demand is about filling vacancies, not adding staff.

- **Logistics is the growth engine.** Transportation, warehousing and utilities rose ▲ 4.3% (▲ 650 jobs) to 15,600, up 32% from 2019, consistent with strong demand for truck drivers and material movers. Hospitality softened, with food service ▼ 3.8%.

Data Source: Alaska DOLWD Research and Analysis, Monthly Employment Statistics (CES), Municipality of Anchorage. Jul -Aug averages; 2026 preliminary.

Thank you, Diamond Investors



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