

ALASKA YOUTH WORKFORCE PROFILE

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Prepared for the Alaska Workforce Investment Board

**Alaska Department of Labor
and Workforce Development**

RESEARCH AND ANALYSIS SECTION

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Introduction

About this report

This report is intended to inform the Alaska Workforce Investment Board about young workers in Alaska who fall within the age eligibility requirements of the Workforce Innovation and Opportunities Act Youth Program.

Using estimates of the overall population, wage records, and Permanent Fund Dividend applications, this report provides a profile of WIOA Youth-aged workers including:

- The number and percentage of Alaska's total population ages 14 to 24 for the most recent year available, both statewide and by borough and census area.
- The number and percentage of Alaska's overall resident workforce ages 14 to 24 over the past decade, statewide and by borough and census area.
- WIOA Youth age resident workers and average wages by age and gender, statewide and by borough and census area.
- The types of occupations held by WIOA Youth age workers by age and economic region.
- A historical look at statutorily required performance measures required in the Alaska Training Program Performance Report.
- A review of State Fiscal Year 2023 WIOA Youth participants by age.
- A longitudinal look at WIOA Youth participants who exited a program in state fiscal year 2014 and their wage trajectory over time compared to all workers age 14 to 24.

Eligibility requirements

"In-School Youth" is an individual who is:

1. Attending school (as defined by state law)
2. Between the ages of 14 and 21
3. A low-income individual; and
4. Has one or more of the following barriers:
 - Basic skills deficient
 - English language learner
 - An offender
 - Homeless, runaway, or foster care
 - Pregnant or parenting
 - Has a disability
 - Requires additional assistance to complete an educational program or to secure or hold employment

"Out-of-School Youth" is an individual who is:

1. Not attending any school (as defined by state law).
2. Between the ages of 16 and 24; and
3. Has one or more of the following barriers:
 - School dropout
 - Within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter
 - Recipient of a secondary school diploma or its recognized equivalent who is low income and basic skills deficient
 - An English language learner
 - Subject to the juvenile or adult justice system
 - Homeless, runaway, or foster care
 - Pregnant or parenting
 - Has a disability
 - Low-income requiring additional assistance to complete an educational program or to secure or hold employment

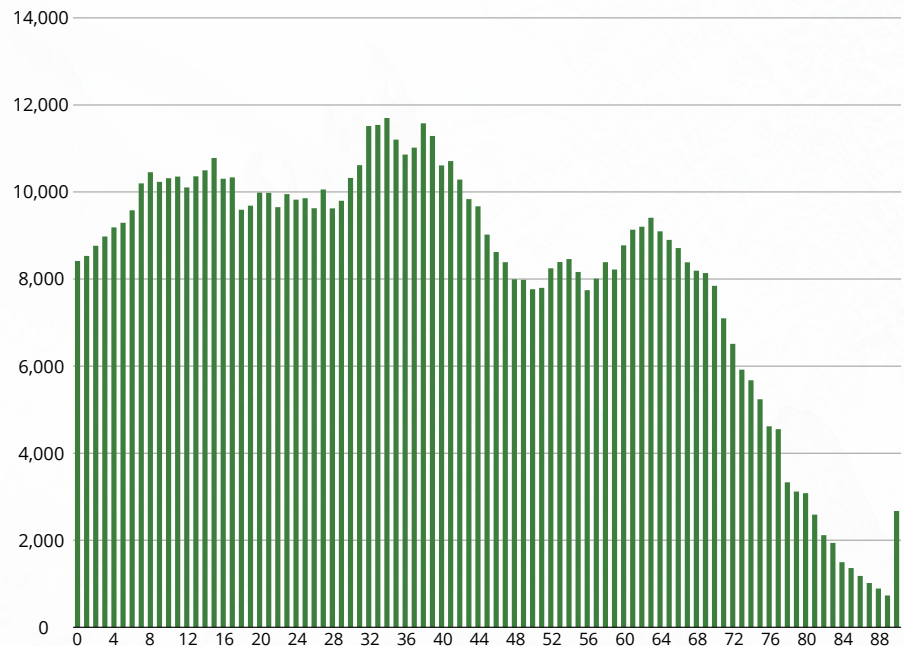
The Overall Population

What percentage of Alaska's population is aged 14 to 24?

In 2024, Alaska's total population was estimated at 741,147.

Of those, 110,581, or 14.9 percent, were ages 14 to 24.

Alaska population by age, 2024



To qualify for Alaska's Workforce Innovation and Opportunity Act Youth programs, a person must be between the ages of 14 and 24 at the time of enrollment. The most recent population estimates show that 14.9 percent of Alaska's population were within that age range in 2024.

Within that group, 15-year-olds made up the largest age category while 18-year-olds were the smallest.

Males outnumbered females in every age category, with 14-year-olds having the smallest gender difference (50.7 percent boys and 49.3 percent girls).

The largest gender difference was among 21-year-olds, at 57.4 percent men and 42.6 percent women.

The Overall Population

How does the 14-to-24 age group size differ by area?

The percentage ranged from 8 percent in Haines to 19.4 percent in the Kusilvak Census Area.

In Alaska's most populated areas – Anchorage, Mat-Su, Fairbanks, and Juneau – the WIOA age group represented 15.1, 14.1, 17.7, and 13.1 percent, respectively.

The statewide median age was 36.9 in 2024.

Around the state, the median age ranged from 24.3 in Kusilvak to 49.8 in Haines.

In terms of the ages 14-24 population by borough and census area, Kusilvak had the highest percentage at 19.4 percent. North Slope Borough and Bethel Census Area followed with 18.9 and 18.8 percent. Haines was lowest at 8 percent.

Haines, the Aleutians East Borough, and the Denali Borough were all below 9 percent.

Population and age structure by borough/census area, 2024

Borough or census area	Median age	Total population	WIOA age					
			WIOA age		WIOA age female		WIOA age male	
Kusilvak Census Area	24.3	8,100	1,569	19.4%	750	47.8%	819	52.2%
North Slope Borough	33.9	10,583	2,002	18.9%	830	41.5%	1,172	58.5%
Bethel Census Area	27.9	18,264	3,436	18.8%	1,712	49.8%	1,724	50.2%
Fairbanks North Star Borough	33.6	97,327	17,197	17.7%	7,067	41.1%	10,130	58.9%
Nome Census Area	31.0	9,651	1,669	17.3%	789	47.3%	880	52.7%
Anchorage Municipality	36.6	290,761	43,972	15.1%	20,484	46.6%	23,488	53.4%
Dillingham Census Area	32.7	4,503	674	15.0%	318	47.2%	356	52.8%
Kodiak Island Borough	36.1	12,570	1,874	14.9%	766	40.9%	1,108	59.1%
Matanuska-Susitna Borough	37.4	116,313	16,425	14.1%	7,794	47.5%	8,631	52.5%
Lake and Peninsula Borough	34.8	1,312	182	13.9%	90	49.5%	92	50.5%
Yukon-Koyukuk Census Area	39.0	5,054	686	13.6%	328	47.8%	358	52.2%
Sitka City and Borough	41.8	8,063	1,078	13.4%	498	46.2%	580	53.8%
Southeast Fairbanks Census Area	39.3	7,078	946	13.4%	410	43.3%	536	56.7%
Juneau City and Borough	40.3	31,436	4,113	13.1%	2,035	49.5%	2,078	50.5%
Prince of Wales-Hyder Census Area	41.7	5,740	745	13.0%	330	44.3%	415	55.7%
Ketchikan Gateway Borough	41.2	13,420	1,727	12.9%	828	47.9%	899	52.1%
Chugach Census Area	38.8	6,769	824	12.2%	372	45.1%	452	54.9%
Kenai Peninsula Borough	43.2	61,350	7,422	12.1%	3,424	46.1%	3,998	53.9%
Aleutians West Census Area	38.6	4,943	589	11.9%	182	30.9%	407	69.1%
Copper River Census Area	45.9	2,660	309	11.6%	147	47.6%	162	52.4%
Petersburg Borough	44.3	3,379	371	11.0%	150	40.4%	221	59.6%
Yakutat City and Borough	45.4	637	69	10.8%	27	39.1%	42	60.9%
Bristol Bay Borough	40.6	777	84	10.8%	45	53.6%	39	46.4%
Wrangell City and Borough	49.1	2,030	217	10.7%	101	46.5%	116	53.5%
Skagway Municipality	42.5	1,123	119	10.6%	61	51.3%	58	48.7%
Hoonah-Angoon Census Area	48.5	2,248	229	10.2%	111	48.5%	118	51.5%
Denali Borough	43.4	1,613	138	8.6%	65	47.1%	73	52.9%
Aleutians East Borough	41.4	3,538	288	8.1%	108	37.5%	180	62.5%
Haines Borough	49.8	2,537	203	8.0%	88	43.3%	115	56.7%

Ages 14 to 24 in the Workforce

What percentage of Alaska's resident workers are ages 14 to 24?

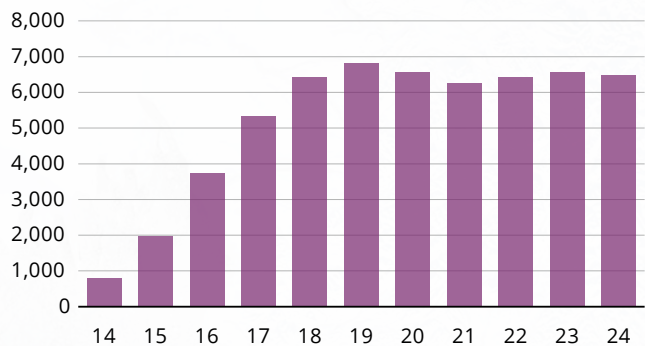
It was 17.9 percent in 2023, the most recent year available.

Alaska had 319,341 resident workers in 2023, of whom 17.9 percent (57,321) were WIOA Youth-aged.

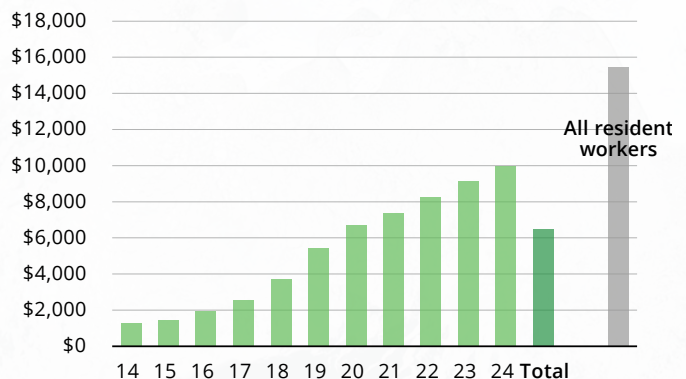
The total number of people working in Alaska each year consists of residents and nonresidents. For residents, we can determine age and gender by combining unemployment insurance wage records with Permanent Fund Dividend applications. We have no way of determining age and gender for nonresidents.

The percentage of WIOA Youth-age workers has declined over the past 20 years. Since hitting a high of 21.4 percent in 2004, the share has steadily declined, hitting a low of 16.7 percent in 2020. Since then, the percentage has ticked back up, reaching 17.9 percent in 2022 and 2023 as the post-pandemic labor shortage has increased demand for youth workers.

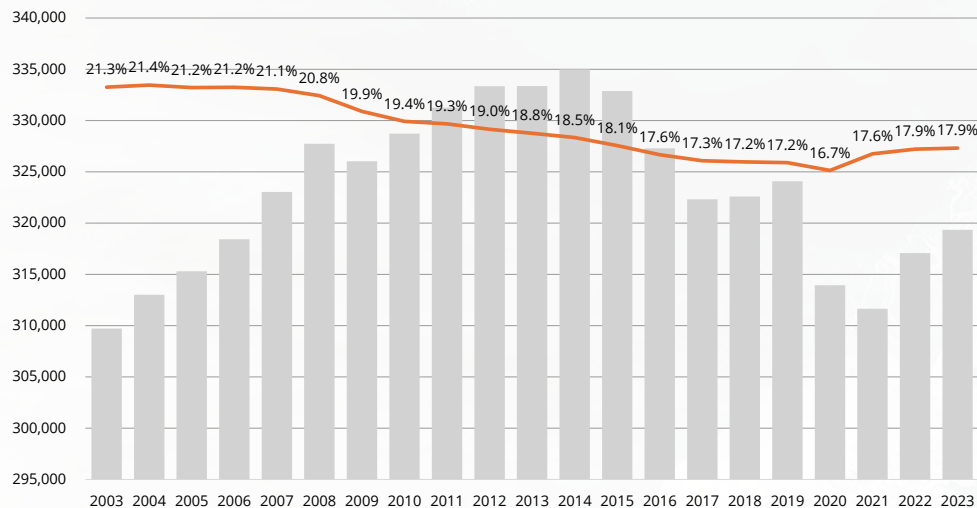
Young workers by year of age, 2023



... and how quarterly wages stack up



Share of resident workers who are aged 14 to 24, 2023



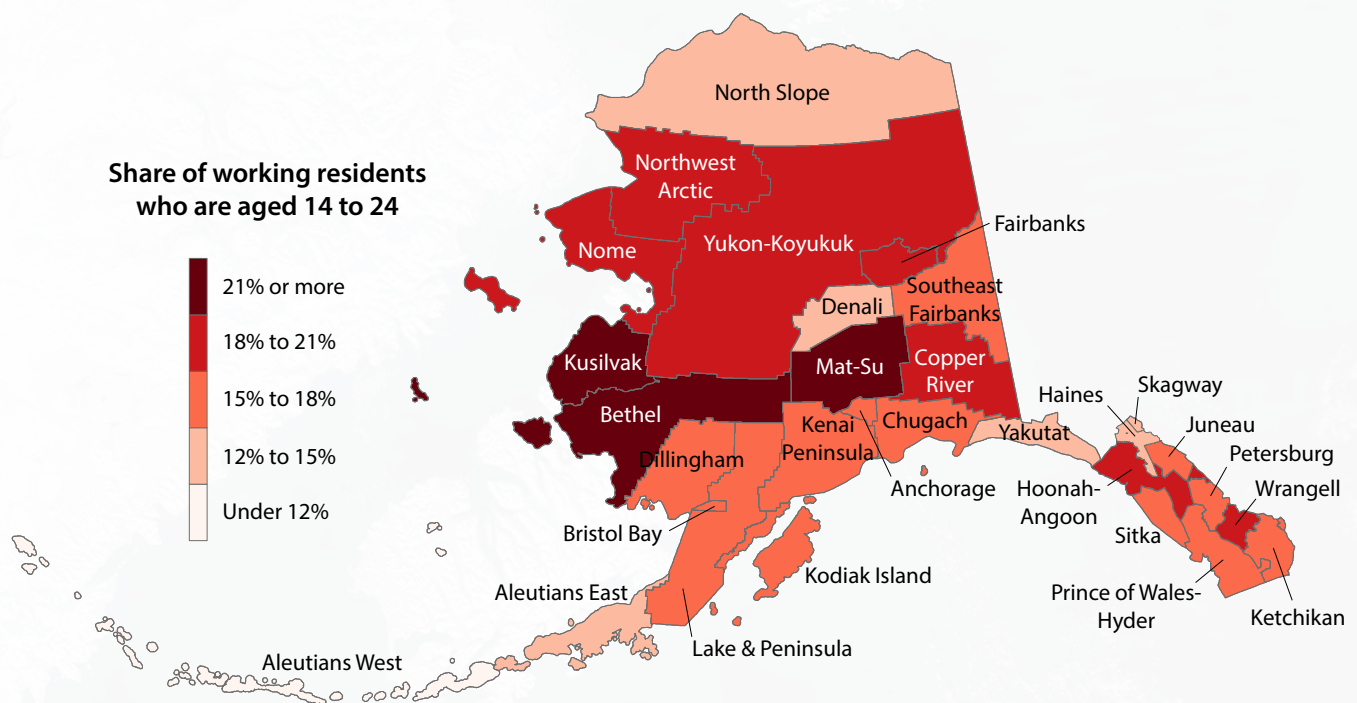
Ages 14 to 24 in the Workforce

How does their share of resident workers differ by area?

Among resident workers, Kusilvak had the highest percentage who were between 14 and 24, at 28.4 percent. The Aleutians West Census Area was lowest at 10.6 percent.

The Kusilvak Census Area is also the youngest borough/census area in Alaska.

The distribution of WIOA-age workers among working residents does not exactly mirror that of the overall population shown on page 4.



Ages 14 to 24 in the Workforce

What are the numbers of WIOA Youth-age workers by gender?

Of the total resident workers between 14 and 24, the gender split was about even with 49.9 percent female and 50.1 percent male.

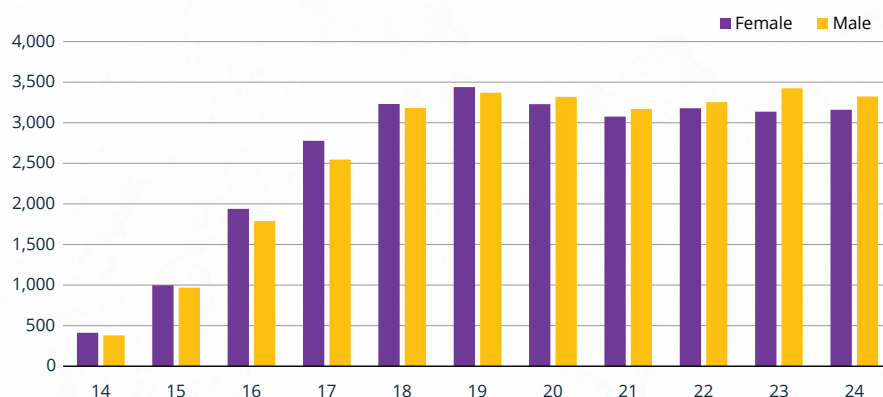
How do wages differ by gender from age 14 through 24?

Males earn more than females in every age category between 14 and 24.

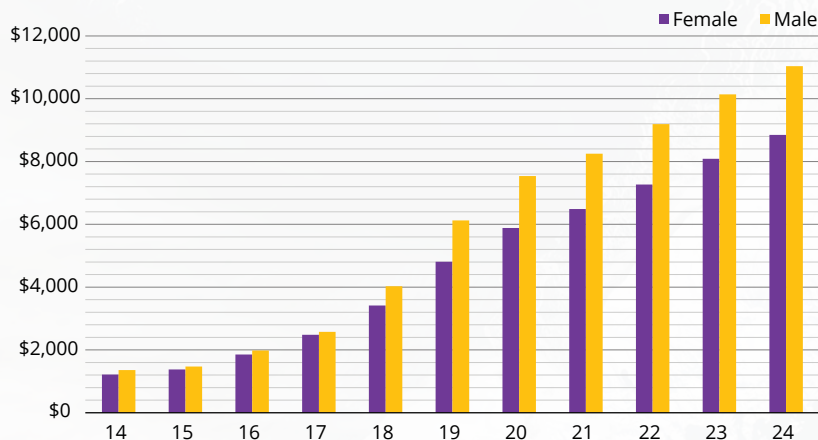
However, the difference between female and male wages is narrowest for workers under age 18.

The gap between female and male wages begins to grow wider after age 18.

WIOA Youth-age workers by gender and age, 2023



Average quarterly wages by gender, 2023



Ages 14 to 24 in the Workforce

What are the top jobs for this age group at each year of age?

AGE 14

Occupation	Workers in 2023
Fast Food and Counter Workers	68
Laborers/Freight, Stock, and Material Movers, Hand	68
Office and Admin Support Workers, All Other	63
Cashiers	38
Retail Salespersons	36
Food Preparation Workers	31
Receptionists and Information Clerks	28
Grounds Maintenance Workers, All Other	27
Office Clerks, General	26
Umpires, Referees, and Other Sports Officials	25

AGE 15

Occupation	Workers in 2023
Fast Food and Counter Workers	266
Laborers/Freight, Stock, and Material Movers, Hand	149
Food Preparation Workers	144
Office and Admin Support Workers, All Other	124
Retail Salespersons	110
Cashiers	69
Receptionists and Information Clerks	53
Grounds Maintenance Workers, All Other	47
Landscaping and Groundskeeping Workers	46
Office Clerks, General	42

AGE 16

Occupation	Workers in 2023
Fast Food and Counter Workers	679
Retail Salespersons	334
Food Preparation Workers	288
Cashiers	172
Laborers/Freight, Stock, and Material Movers, Hand	140
Office and Admin Support Workers, All Other	122
Hosts/Hostesses, Restaurant, Lounge, Coffee Shop	88
Food Prep and Serving Related Workers, All Other	75
Waiters and Waitresses	69
Grounds Maintenance Workers, All Other	66

AGE 17

Occupation	Workers in 2023
Fast Food and Counter Workers	999
Retail Salespersons	523
Food Preparation Workers	312
Cashiers	240
Laborers/Freight, Stock, and Material Movers, Hand	171
Office and Admin Support Workers, All Other	144
Hosts/Hostesses, Restaurant, Lounge, Coffee Shop	136
Dining Room/Cafeteria Attend, Bartender Helpers	131
Food Prep and Serving Related Workers, All Other	124
Waiters and Waitresses	106

AGE 18

Occupation	Workers in 2023
Fast Food and Counter Workers	894
Retail Salespersons	705
Cashiers	278
Food Preparation Workers	278
Laborers/Freight, Stock, and Material Movers, Hand	219
Construction Laborers	149
Hosts/Hostesses, Restaurant, Lounge, Coffee Shop	149
Office and Admin Support Workers, All Other	135
Stockers and Order Fillers	120
Customer Service Representatives	110

AGE 19

Occupation	Workers in 2023
Retail Salespersons	758
Fast Food and Counter Workers	690
Cashiers	241
Food Preparation Workers	191
Construction Laborers	178
Office and Admin Support Workers, All Other	176
Laborers/Freight, Stock, and Material Movers, Hand	173
Stockers and Order Fillers	136
Food Prep and Serving Related Workers, All Other	112
Waiters and Waitresses	112

Ages 14 to 24 in the Workforce

What are the top jobs for this age group at each year of age?

AGE 20

Occupation	Workers in 2023
Retail Salespersons	611
Fast Food and Counter Workers	515
Cashiers	236
Construction Laborers	197
Laborers/Freight, Stock, and Material Movers, Hand	177
Food Preparation Workers	173
Office and Admin Support Workers, All Other	162
Stockers and Order Fillers	137
Janitors/Cleaners, Exc Maids and Housekeeping	109
Customer Service Representatives	102

AGE 21

Occupation	Workers in 2023
Retail Salespersons	549
Fast Food and Counter Workers	440
Cashiers	238
Office and Admin Support Workers, All Other	180
Construction Laborers	175
Laborers/Freight, Stock, and Material Movers, Hand	147
Food Preparation Workers	129
Janitors/Cleaners, Exc Maids and Housekeeping	117
Maids and Housekeeping Cleaners	108
Stockers and Order Fillers	106

AGE 22

Occupation	Workers in 2023
Retail Salespersons	486
Fast Food and Counter Workers	350
Cashiers	220
Office and Admin Support Workers, All Other	188
Construction Laborers	175
Laborers/Freight, Stock, and Material Movers, Hand	160
Waiters and Waitresses	135
Food Preparation Workers	119
Office Clerks, General	117
Janitors/Cleaners, Exc Maids and Housekeeping	111

AGE 23

Occupation	Workers in 2023
Retail Salespersons	447
Fast Food and Counter Workers	276
Cashiers	232
Office and Admin Support Workers, All Other	174
Laborers/Freight, Stock, and Material Movers, Hand	163
Construction Laborers	140
Waiters and Waitresses	126
Office Clerks, General	120
Stockers and Order Fillers	120
Janitors/Cleaners, Exc Maids and Housekeeping	114

AGE 24

Occupation	Workers in 2023
Retail Salespersons	441
Cashiers	240
Fast Food and Counter Workers	217
Office and Admin Support Workers, All Other	191
Construction Laborers	163
Laborers/Freight, Stock, and Material Movers, Hand	139
Waiters and Waitresses	122
Office Clerks, General	114
Janitors/Cleaners, Exc Maids and Housekeeping	112
Personal Care Aides	87

Ages 14 to 24 in the Workforce

What occupations do residents ages 14-24 work, by area?

Matanuska-Susitna Borough

Resident occupations by age, 14-24

Age	Occupation	Resident workers
14	Fast Food and Counter Workers	12
14	Food Preparation Workers	6
14	Recreation Workers	6
14	Coaches and Scouts	5
14	Farmworkers/Laborers, Crop, Nursery, Grnhouse	4
15	Fast Food and Counter Workers	32
15	Food Preparation Workers	24
15	Farmworkers/Laborers, Crop, Nursery, Grnhouse	12
15	Food Prep and Serving Related Workers, All Other	11
15	Retail Salespersons	8
16	Fast Food and Counter Workers	82
16	Food Preparation Workers	33
16	Food Prep and Serving Related Workers, All Other	26
16	Retail Salespersons	26
16	Hosts/Hostesses, Restaurant, Lounge, Coffee Shop	24
17	Fast Food and Counter Workers	149
17	Retail Salespersons	56
17	Food Preparation Workers	43
17	Dishwashers	33
17	Dining Room/Cafeteria Attendants, Bar Helpers	32
18	Fast Food and Counter Workers	149
18	Retail Salespersons	69
18	Cashiers	38
18	Construction Laborers	35
18	Food Preparation Workers	33
19	Fast Food and Counter Workers	124
19	Retail Salespersons	84
19	Construction Laborers	33
19	Cashiers	29
19	First-Line Supervisors of Retail Sales Workers	22
20	Fast Food and Counter Workers	73
20	Retail Salespersons	69
20	Construction Laborers	31
20	Cashiers	28
20	Food Preparation Workers	18
21	Fast Food and Counter Workers	71
21	Retail Salespersons	49
21	Construction Laborers	35
21	Janitors/Cleaners, Exc Maids and Housekeeping	22
21	Cashiers	21
22	Fast Food and Counter Workers	48
22	Retail Salespersons	44
22	Construction Laborers	25
22	Waiters and Waitresses	25
22	Cashiers	17
23	Fast Food and Counter Workers	44
23	Retail Salespersons	36
23	Cashiers	29
23	Construction Laborers	29
23	Waiters and Waitresses	21
23	Stockers and Order Fillers	20
24	Retail Salespersons	44
24	Cashiers	28
24	Fast Food and Counter Workers	27
24	Construction Laborers	26
24	Waiters and Waitresses	26

Fairbanks North Star Borough

Resident occupations by age, 14-24

Age	Occupation	Resident workers
14	Umpires, Referees, and Other Sports Officials	17
14	Landscaping and Groundskeeping Workers	13
14	Food Preparation Workers	6
14	Fast Food and Counter Workers	5
14	Retail Salespersons	5
15	Fast Food and Counter Workers	36
15	Food Preparation Workers	25
15	Umpires, Referees, and Other Sports Officials	22
15	Landscaping and Groundskeeping Workers	16
15	Retail Salespersons	15
16	Fast Food and Counter Workers	108
16	Retail Salespersons	96
16	Food Preparation Workers	28
16	Cashiers	18
16	Landscaping and Groundskeeping Workers	18
17	Retail Salespersons	164
17	Fast Food and Counter Workers	150
17	Food Preparation Workers	28
17	Construction Laborers	18
17	Hosts/Hostesses, Restaurant, Lounge, Coffee Shop	17
18	Retail Salespersons	250
18	Fast Food and Counter Workers	157
18	Food Preparation Workers	37
18	Construction Laborers	22
18	Cashiers	20
19	Retail Salespersons	271
19	Fast Food and Counter Workers	101
19	Office and Admin Support Workers, All Other	33
19	Construction Laborers	21
19	Cashiers	20
20	Retail Salespersons	211
20	Fast Food and Counter Workers	98
20	Office and Admin Support Workers, All Other	37
20	Cashiers	25
20	Construction Laborers	24
21	Retail Salespersons	190
21	Fast Food and Counter Workers	77
21	Office and Admin Support Workers, All Other	40
21	Cashiers	27
21	Construction Laborers	27
22	Retail Salespersons	160
22	Fast Food and Counter Workers	62
22	Office and Admin Support Workers, All Other	32
22	Construction Laborers	22
22	Cashiers	21
23	Retail Salespersons	161
23	Fast Food and Counter Workers	32
23	Office and Admin Support Workers, All Other	31
23	Cashiers	25
23	Janitors/Cleaners, Exc Maids and Housekeeping	20
24	Retail Salespersons	146
24	Office and Admin Support Workers, All Other	40
24	Fast Food and Counter Workers	32
24	Cashiers	18
24	Construction Laborers	17
24	Waiters and Waitresses	26

Ages 14 to 24 in the Workforce

What occupations do residents ages 14-24 work, by area?

Northern Region

Resident occupations by age, 14-24

Age	Occupation	Resident workers
14	Office and Admin Support Workers, All Other	12
14	Grounds Maintenance Workers, All Other	6
14	Fast Food and Counter Workers	3
14	Secretaries/Admin Assts, Exc Legal, Med, Exec	3
14	Janitors/Cleaners, Exc Maids and Housekeeping	2
15	Office and Admin Support Workers, All Other	23
15	Grounds Maintenance Workers, All Other	13
15	Fast Food and Counter Workers	11
15	Laborers/Freight, Stock, and Matl Movers, Hand	9
15	Retail Salespersons	7
16	Office and Administrative Support Workers, All Other	20
16	Grounds Maintenance Workers, All Other	18
16	Maids and Housekeeping Cleaners	17
16	Fast Food and Counter Workers	12
16	Retail Salespersons	7
17	Office and Admin Support Workers, All Other	20
17	Maids and Housekeeping Cleaners	13
17	Fast Food and Counter Workers	8
17	Food Preparation Workers	8
17	Grounds Maintenance Workers, All Other	8
18	Laborers/Freight, Stock, and Material Movers, Hand	25
18	Educational Instruction and Library Workers	19
18	Cashiers	18
18	Maids and Housekeeping Cleaners	17
18	Construction Laborers	16
19	Construction Laborers	22
19	Janitors/Cleaners, Exc Maids and Housekeeping	18
19	Office and Admin Support Workers, All Other	18
19	Maids and Housekeeping Cleaners	16
19	Cashiers	14
20	Maids and Housekeeping Cleaners	26
20	Janitor/Cleaners, Exc Maids and Housekeeping	16
20	Office and Admin Support Workers, All Other	16
20	Construction Laborers	14
20	Stockers and Order Fillers	12
21	Maids and Housekeeping Cleaners	25
21	Construction Laborers	19
21	Janitors/Cleaners, Exc Maids and Housekeeping	19
21	Laborers/Freight, Stock, and Material Movers, Hand	16
21	Office and Admin Support Workers, All Other	15
22	Construction Laborers	26
22	Office and Admin Support Workers, All Other	19
22	Janitors/Cleaners, Except Maids and Housekeeping	18
22	Laborers/Freight, Stock, and Material Movers, Hand	16
22	Maids and Housekeeping Cleaners	15
23	Maids and Housekeeping Cleaners	24
23	Construction Laborers	18
23	Roustabouts, Oil and Gas	18
23	Food Prep and Serving Related Workers, All Other	13
23	Janitors/Cleaners, Exc Maids and Housekeeping	13
24	Construction Laborers	23
24	Janitors/Cleaners, Except Maids and Housekeeping	22
24	Maids and Housekeeping Cleaners	20
24	Laborers/Freight, Stock, and Material Movers, Hand	16
24	Operating Engrs, Other Const Equipment Operators	12
24	Waiters and Waitresses	26

Rural Interior Region

Resident occupations by age, 14-24

Age	Occupation	Resident workers
14	Grounds Maintenance Workers, All Other	6
14	Office and Admin Support Workers, All Other	6
14	Landscaping and Groundskeeping Workers	5
14	Laborers/Freight, Stock, and Matl Movers, Hand	4
14	Office Clerks, General	4
15	Office and Administrative Support Workers, All Other	14
15	Grounds Maintenance Workers, All Other	12
15	Laborers/Freight, Stock, and Matl Movers, Hand	12
15	Fast Food and Counter Workers	6
15	Landscaping and Groundskeeping Workers	5
16	Laborers/Freight, Stock, and Material Movers, Hand	15
16	Office and Admin Support Workers, All Other	15
16	Fast Food and Counter Workers	7
16	Landscaping and Groundskeeping Workers	7
16	Food Prep and Serving Related Workers, All Other	6
17	Food Prep and Serving Related Workers, All Other	19
17	Office and Administrative Support Workers, All Other	16
17	Fast Food and Counter Workers	10
17	Laborers/Freight, Stock, and Material Movers, Hand	10
17	Food Preparation Workers	5
17	Landscaping and Groundskeeping Workers	5
18	Office and Administrative Support Workers, All Other	11
18	Fast Food and Counter Workers	8
18	Cashiers	7
18	Laborers/Freight, Stock, and Material Movers, Hand	7
18	Construction Laborers	6
19	Construction Laborers	9
19	Laborers/Freight, Stock, and Material Movers, Hand	7
19	Operating Engrs and Other Const Equip Operators	7
19	Carpenters	5
19	Fast Food and Counter Workers	5
20	Office and Administrative Support Workers, All Other	9
20	Cashiers	8
20	Construction Laborers	7
20	Food Preparation Workers	7
20	Firefighters	6
21	Office and Administrative Support Workers, All Other	11
21	Food Preparation Workers	9
21	Laborers/Freight, Stock, and Material Movers, Hand	6
21	Retail Salespersons	6
21	Firefighters	5
22	Extraction Workers, All Other	7
22	Shipping, Receiving, and Inventory Clerks	7
22	Cashiers	6
22	Food Preparation Workers	6
22	Office and Administrative Support Workers, All Other	6
23	Janitors/Cleaners, Exc Maids and Housekeeping	9
23	Carpenters	8
23	Maids and Housekeeping Cleaners	6
23	Cashiers	5
23	Construction Laborers	5
24	Oper Engineers and Other Const Equip Operators	11
24	Extraction Workers, All Other	7
24	Office and Administrative Support Workers, All Other	7
24	Office Clerks, General	6
24	Janitors/Cleaners, Exc Maids and Housekeeping	5

Ages 14 to 24 in the Workforce

What occupations do residents ages 14-24 work, by area?

Southwest Region

Resident occupations by age, 14-24

Age	Occupation	Resident workers
14	Laborers/Freight, Stock, and Matl Movers, Hand	61
14	Receptionists and Information Clerks	22
14	Office and Admin Support Workers, All Other	6
14	Office Clerks, General	6
14	Shipping, Receiving, and Inventory Clerks	4
15	Laborers/Freight, Stock, and Matl Movers, Hand	119
15	Receptionists and Information Clerks	36
15	Office and Admin Support Workers, All Other	18
15	Office Clerks, General	16
15	Recreation Workers	8
16	Laborers/Freight, Stock, and Material Movers, Hand	104
16	Receptionists and Information Clerks	37
16	Cashiers	19
16	Office Clerks, General	19
16	Office and Administrative Support Workers, All Other	15
17	Laborers/Freight, Stock, and Material Movers, Hand	110
17	Receptionists and Information Clerks	32
17	Cashiers	21
17	Office and Administrative Support Workers, All Other	21
17	Office Clerks, General	16
18	Laborers/Freight, Stock, and Material Movers, Hand	84
18	Cashiers	32
18	Receptionists and Information Clerks	24
18	Office and Admin Support Workers, All Other	23
18	Stockers and Order Fillers	20
19	Laborers/Freight, Stock, and Material Movers, Hand	53
19	Cashiers	40
19	Teach Assts, Preschool, Elem, Middle, Sec, ex Spec Ed	20
19	Construction Laborers	17
19	Receptionists and Information Clerks	17
20	Laborers/Freight, Stock, and Material Movers, Hand	34
20	Cashiers	29
20	Stockers and Order Fillers	25
20	Janitor/Cleaners, Exc Maids and Housekeepings	20
20	Construction Laborers	19
21	Cashiers	39
21	Janitors/Cleaners, Exc Maids and Housekeepings	19
21	Construction Laborers	17
21	Office Clerks, General	14
21	Teach Assts, Preschool, Elem, Middle, Sec, ex Spec Ed	13
22	Cashiers	35
22	Construction Laborers	20
22	Laborers/Freight, Stock, and Material Movers, Hand	19
22	Teach Assts, Preschool, Elem, Middle, Sec, ex Spec Ed	19
22	Janitors/Cleaners, Exc Maids and Housekeepings	18
23	Laborers/Freight, Stock, and Material Movers, Hand	26
23	Cashiers	25
23	Stockers and Order Fillers	21
23	Janitors/Cleaners, Exc Maids and Housekeepings	20
23	Office Clerks, General	19
24	Cashiers	24
24	Janitors/Cleaners, Exc Maids and Housekeepings	18
24	Teach Assts, Preschool, Elem, Middle, Sec, ex Spec Ed	18
24	Office Clerks, General	15
24	Construction Laborers	14
24	Waiters and Waitresses	26

Anchorage

Resident occupations by age, 14-24

Age	Occupation	Resident workers
14	Fast Food and Counter Workers	22
14	Food Preparation Workers	17
14	Office and Admin Support Workers, All Other	13
14	Coaches and Scouts	12
14	Retail Salespersons	10
15	Fast Food and Counter Workers	115
15	Food Preparation Workers	89
15	Office and Admin Support Workers, All Other	28
15	Retail Salespersons	22
15	Coaches and Scouts	20
16	Fast Food and Counter Workers	336
16	Food Preparation Workers	208
16	Retail Salespersons	115
16	Hosts/Hostesses, Restaurant, Lounge, Coffee Shop	42
16	Cashiers	41
17	Fast Food and Counter Workers	511
17	Retail Salespersons	198
17	Food Preparation Workers	184
17	Cashiers	82
17	Hosts/Hostesses, Restaurant, Lounge, Coffee Shop	71
18	Fast Food and Counter Workers	430
18	Retail Salespersons	267
18	Food Preparation Workers	161
18	Hosts/Hostesses, Restaurant, Lounge, Coffee Shop	86
18	Cashiers	80
19	Fast Food and Counter Workers	347
19	Retail Salespersons	270
19	Food Preparation Workers	100
19	Cashiers	71
19	Office and Admin Support Workers, All Other	71
20	Fast Food and Counter Workers	244
20	Retail Salespersons	236
20	Cashiers	84
20	Food Preparation Workers	83
20	Laborers/Freight, Stock, and Material Movers, Hand	78
21	Retail Salespersons	218
21	Fast Food and Counter Workers	197
21	Cashiers	77
21	Office and Admin Support Workers, All Other	72
21	Transportation Workers, All Other	71
22	Retail Salespersons	194
22	Fast Food and Counter Workers	180
22	Office and Admin Support Workers, All Other	87
22	Laborers/Freight, Stock, and Material Movers, Hand	84
22	Cashiers	71
23	Retail Salespersons	180
23	Fast Food and Counter Workers	134
23	Office and Admin Support Workers, All Other	91
23	Cashiers	79
23	Laborers/Freight, Stock, and Material Movers, Hand	78
24	Retail Salespersons	179
24	Fast Food and Counter Workers	114
24	Cashiers	101
24	Office and Admin Support Workers, All Other	92
24	Laborers/Freight, Stock, and Material Movers, Hand	66
24	Waiters and Waitresses	26

Ages 14 to 24 in the Workforce

What occupations do residents ages 14-24 work, by area?

Gulf Coast Region

Resident occupations by age, 14-24

Age	Occupation	Resident workers
14	Fast Food and Counter Workers	15
14	Grounds Maintenance Workers, All Other	9
14	Cashiers	6
14	Farmworkers/Laborers, Crop, Nursery, Grnhouse	6
14	Retail Salespersons	6
15	Fast Food and Counter Workers	39
15	Retail Salespersons	13
15	Cashiers	11
15	Food Servers, Nonrestaurant	11
15	Grounds Maintenance Workers, All Other	11
16	Fast Food and Counter Workers	83
16	Retail Salespersons	26
16	Cashiers	23
16	Maids and Housekeeping Cleaners	14
16	Food Prep and Serving Related Workers, All Other	13
17	Fast Food and Counter Workers	107
17	Retail Salespersons	42
17	Food Preparation Workers	24
17	Food Prep and Serving Related Workers, All Other	20
17	Cashiers	19
18	Fast Food and Counter Workers	80
18	Retail Salespersons	41
18	Cashiers	26
18	Construction Laborers	22
18	Food Preparation Workers	20
19	Fast Food and Counter Workers	61
19	Retail Salespersons	49
19	Food Preparation Workers	23
19	Maids and Housekeeping Cleaners	22
19	Cashiers	20
20	Fast Food and Counter Workers	51
20	Retail Salespersons	40
20	Construction Laborers	29
20	Cashiers	17
20	First-Line Supervisors of Retail Sales Workers	16
21	Retail Salespersons	45
21	Fast Food and Counter Workers	42
21	Construction Laborers	24
21	Maids and Housekeeping Cleaners	20
21	Cashiers	18
22	Retail Salespersons	37
22	Cashiers	33
22	Fast Food and Counter Workers	32
22	Construction Laborers	20
22	Laborers/Freight, Stock, and Material Movers, Hand	17
23	Retail Salespersons	33
23	Fast Food and Counter Workers	29
23	Cashiers	24
23	Construction Laborers	17
23	Laborers/Freight, Stock, and Material Movers, Hand	12
24	Retail Salespersons	33
24	Construction Laborers	25
24	Fast Food and Counter Workers	22
24	Cashiers	21
24	Laborers/Freight, Stock, and Material Movers, Hand	16
24	Waiters and Waitresses	26

Southeast Region

Resident occupations by age, 14-24

Age	Occupation	Resident workers
14	Cashiers	20
14	Office and Admin Support Workers, All Other	17
14	Retail Salespersons	13
14	Fast Food and Counter Workers	11
14	Stockers and Order Fillers	7
15	Retail Salespersons	45
15	Cashiers	31
15	Office and Admin Support Workers, All Other	27
15	Fast Food and Counter Workers	25
15	Janitors/Cleaners, Exc Maids and Housekeepings	10
16	Retail Salespersons	59
16	Fast Food and Counter Workers	49
16	Cashiers	47
16	Office and Admin Support Workers, All Other	27
16	Lifeguards, Ski Patrol, Other Rec Protective Service	23
17	Cashiers	62
17	Retail Salespersons	57
17	Fast Food and Counter Workers	56
17	Office and Admin Support Workers, All Other	26
17	Lifeguards, Ski Patrol, Other Rec Protective Service	24
18	Retail Salespersons	61
18	Fast Food and Counter Workers	57
18	Cashiers	55
18	Office and Admin Support Workers, All Other	26
18	Dining Room/Cafeteria Attendants, Bartend Helpers	18
19	Retail Salespersons	62
19	Cashiers	44
19	Fast Food and Counter Workers	43
19	Customer Service Representatives	23
19	Lifeguards, Ski Patrol, Other Rec Protective Service	23
20	Fast Food and Counter Workers	44
20	Retail Salespersons	39
20	Cashiers	36
20	Tour Guides and Escorts	21
20	Laborers/Freight, Stock, and Material Movers, Hand	16
21	Fast Food and Counter Workers	45
21	Cashiers	43
21	Retail Salespersons	34
21	Office and Admin Support Workers, All Other	16
21	Nursing Assistants	11
22	Retail Salespersons	36
22	Cashiers	27
22	Fast Food and Counter Workers	23
22	Office and Admin Support Workers, All Other	16
22	Waiters and Waitresses	16
23	Cashiers	34
23	Fast Food and Counter Workers	31
23	Retail Salespersons	28
23	Construction Laborers	16
23	Office Clerks, General	14
24	Cashiers	36
24	Retail Salespersons	26
24	Construction Laborers	17
24	Office and Admin Support Workers, All Other	17
24	Waiters and Waitresses	15
24	Janitors/Cleaners, Exc Maids and Housekeeping	5

WIOA Youth Performance Measures

Current performance measures from the Training Program Performance Report

Per AS 23.15.580(e):

1. The percentage of former participants who have a job one year after leaving the training program
2. The median wage of former participants seven to 12 months after leaving the program
3. The percentage of former participants who were employed seven to 12 months after leaving the training program and who received job-related training
4. The percentage of former participants who reported they were satisfied or somewhat satisfied with the overall quality of the training program
5. The percentage of employers who reported they were satisfied with the services received through the workforce development system

The statutory performance measures attempt to show employment and wage outcomes for

Performance measures

Fiscal year 2014 to 2023

Exit year	Participants identified	Working in Alaska 1 year after exiting	
FY 2014	298	144	48.3%
FY 2015	402	204	50.8%
FY 2016	230	110	47.8%
FY 2017	492	236	48.0%
FY 2018	316	166	52.5%
FY 2019	292	158	54.1%
FY 2020	394	188	47.7%
FY 2021	177	105	59.3%
FY 2022	405	218	53.8%
FY 2023	418	215	51.4%
10-yr avg	342	174	51.4%

select institutions and programs that provide job training.

Because all the providers and programs listed in the TPPR have different student populations and training focus, it is more effective to review performance for each provider over time as opposed to comparing them to each other in one year.

In the case of the WIOA Youth program, looking at the performance measures over the past 10 years can provide a baseline for gauging annual performance and setting realistic goals.

WIOA Youth Outcomes Over Time

How are WIOA participants distributed around the state?

Residence of 2023 WIOA participants

Borough or census area	2023 WIOA participants
Unknown/Unavailable	98
Anchorage Municipality	136
Bethel Census Area	6
Dillingham Census Area	4
Fairbanks North Star Borough	36
Haines Borough	1
Hoonah-Angoon Census Area	1
Juneau City and Borough	16
Kenai Peninsula Borough	41
Ketchikan Gateway Borough	1
Kodiak Island Borough	2

Borough or census area	2023 WIOA participants
Kusilvak Census Area	13
Lake and Peninsula Borough	1
Matanuska-Susitna Borough	44
Nome Census Area	4
North Slope Borough	1
Northwest Arctic Borough	4
Prince of Wales-Hyder Census Area	1
Sitka City and Borough	2
Southeast Fairbanks Census Area	1
Yukon-Koyukuk Census Area	5

Note: Place of residence is determined by Permanent Fund Dividend application files.

How do exiters' wages compare to Alaskans of the same age?

Their wages are lower.

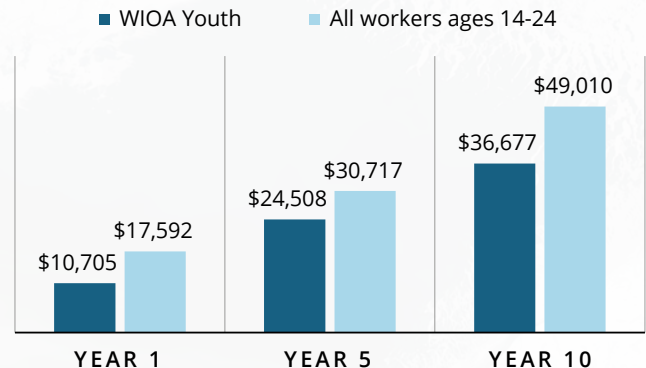
Among WIOA Youth participants who exited the program in FY 2014, wages were lower than other working residents in the same age group over the next 10 years.

Despite their wages being lower, WIOA exiters' average wages grew at a much faster rate than their age counterparts over the decade.

Using wage records, Research and Analysis can evaluate program participant employment and wage outcomes over time as well as compare them to other populations. For example, we can compare WIOA Youth participants to all working residents aged 14 to 24.

The exhibit on this page shows WIOA Youth program exiters in FY 2014 and their employment and wages at one year, five years, and ten years

How program wages compare to all workers the same ages



after exit. For comparison, it provides the wage trajectory for all others of the same ages.

This exhibit can also be produced for single-year ages to be compared against other groups.

WIOA Youth Outcomes Over Time

In what industries and occupations do WIOA Youth exiters work?

WIOA Youth exiters work in all industries and dozens of occupations, and the numbers shift over the years after they finish the program.

The industry and occupational mix for WIOA Youth exiters does change over time and differs at one, five, and 10 years after exit.

In addition to wage and employment outcomes over time, R&A can use wage records to analyze exiters' industries and occupations over time.

On the right, the top table shows that at one, five, and 10 years after exit, the top two industries for WIOA Youth participants are retail trade and accommodations and food services.

Further down the list however, more exiters find their way to the health and social services industries over time. Note that some of the FY 14 exiters left the workforce, left Alaska, or found jobs not covered in wage records (such as self-employment), so the exiter totals differ by year.

The table on the next page shows the top occupations for WIOA Youth who exited the program in FY 2014 at one, five, and 10 years after finishing.

Industries of WIOA participants Exited program in 2014

Industry	Year 1 after exit	Year 5 after exit	Year 10 after exit
Retail Trade	38	32	28
Accommodation and Food Services	38	33	16
Public Administration	31	17	22
Manufacturing	20	9	2
Health Care and Social Assistance	18	23	18
Admin/Support/Waste Mgmt, Remediation Svcs	12	9	8
Educational Services	7	3	9
Transportation and Warehousing	6	8	9
Other Services (except Public Administration)	6	9	4
Construction	5	8	11
Finance and Insurance	4	7	3
Information	4	0	1
Professional, Scientific, and Technical Services	3	4	6
Real Estate and Rental and Leasing	3	5	3
Utilities	2	3	2
Arts, Entertainment, and Recreation	2	3	2
Mining, Quarrying, and Oil and Gas Extraction	1	1	1
Wholesale Trade	0	2	3
Management of Companies and Enterprises	0	1	1

WIOA Youth Outcomes Over Time

Occupations of WIOA participants Exited program in 2014

Occupation	Yr 1	Yr 5	Yr 10
Firefighters	13	6	6
Cashiers	11	7	5
Fast Food and Counter Workers	10	11	10
Retail Salespersons	10	7	10
Janitors and Cleaners, Exc Maids/Housekeeping	10	5	3
Laborers/Freight, Stock, and Matl Movers, Hand	7	4	7
Office and Administrative Support, All Other	6	4	3
Receptionists and Information Clerks	6	3	5
Construction Laborers	5	8	5
Maids and Housekeeping Cleaners	5	4	1
Childcare Workers	5	0	1
Dishwashers	4	5	1
Maintenance and Repair Workers, General	4	5	1
Seafood Processing, Except Surimi and Fish Roe	4	4	0
Hosts/Hostesses, Restaurant, Lounge, Coffee Shop	4	1	0
Food Preparation and Serving Related Workers	4	1	0
Sales and Related Workers, All Other	4	1	2
Stockers and Order Fillers	3	5	0
Cooks, Restaurant	3	3	1
Office Clerks, General	3	3	1
Personal Care Aides	3	2	1
Driver/Sales Workers	3	2	1
Tire Repairers and Changers	3	1	1
Fish Roe Technicians	3	1	0
Food Preparation Workers	2	4	2
Waiters and Waitresses	2	4	1
Financial Specialists, All Other	2	1	1
Security Guards	2	1	4
Grounds Maintenance Workers, All Other	2	1	0
Bookkeeping, Accounting, and Auditing Clerks	2	1	0
Production Workers, All Other	2	1	0
Cleaners of Vehicles and Equipment	2	1	0
Teachers and Instructors, except Postsecondary.	2	0	0
Teaching Assistants, All Other	2	0	0
First-Line Supervisors of Food Prep/Serving Workers	2	0	1
Dining Room/Cafeteria Attendants/Bar Helpers	2	0	0
Ushers, Lobby Attendants, and Ticket Takers	2	0	1
Interviewers, Except Eligibility and Loan	2	0	0
Production, Planning, and Expediting Clerks	2	0	0
Bus and Truck Mechanics and Diesel Engine Specs	2	0	0
Meat, Poultry, and Fish Cutters and Trimmers	2	0	0
Home Health Aides	1	3	1
Landscaping and Groundskeeping Workers	1	2	3
Tellers	1	2	0
Unknown	1	2	4
Food Service Managers	1	1	0
Community and Social Service Specialists, All Other	1	1	0
Protective Service Workers, All Other	1	1	0
Cooks, Fast Food	1	1	0
Baggage Porters and Bellhops	1	1	0
Demonstrators and Product Promoters	1	1	0
Customer Service Representatives	1	1	4
Carpenters	1	1	1
Operating Engineers, Other Const Equip Operators	1	1	2
Automotive Service Technicians and Mechanics	1	1	2
Mobile Heavy Equipment Mechanics, Except Engines	1	1	0
Power Plant Operators	1	1	1
Network and Computer Systems Administrators	1	0	0
Environmental Scientists and Specs, Including Health	1	0	0
Preschool Teachers, Except Special Education	1	0	0
Floral Designers	1	0	0
Umpires, Referees, and Other Sports Officials	1	0	0
Media and Communication Workers, All Other	1	0	0
Nursing Assistants	1	0	0
Healthcare Support Workers, All Other	1	0	1
Bartenders	1	0	0
Animal Caretakers	1	0	1
Hairdressers, Hairstylists, and Cosmetologists	1	0	0
File Clerks	1	0	0
Public Safety Telecommunicators	1	0	0
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	1	0	0
Extraction Workers, All Other	1	0	0
Computer, Automated Teller, and Office Machine Repairers	1	0	0
Heating, Air Conditioning, and Refrig Mechs and Installers	1	0	0
Installation, Maintenance, and Repair Workers, All Other	1	0	0

Occupation	Yr 1	Yr 5	Yr 10
Assemblers and Fabricators, All Other	1	0	0
Bakers	1	0	1
Cabinetmakers and Bench Carpenters	1	0	0
Helpers--Production Workers	1	0	1
Industrial Truck and Tractor Operators	1	0	0
Material Moving Workers, All Other	1	0	0
Business Operations Specialists, All Other	0	2	0
Emergency Medical Technicians	0	2	0
First-Line Supervisors of Retail Sales Workers	0	2	1
Insurance Sales Agents	0	2	0
General and Operations Managers	0	1	1
Lodging Managers	0	1	0
Drafters, All Other	0	1	0
Mental Health Counselors	0	1	0
Legal Support Workers, All Other	0	1	0
Teachers and Instructors, All Other	0	1	0
Teaching Assistants, Special Education	0	1	0
Educational Instruction and Library Workers, All Other	0	1	0
Interpreters and Translators	0	1	1
Medical Records Specialists	0	1	0
Dental Assistants	0	1	1
Medical Assistants	0	1	1
Pharmacy Aides	0	1	0
Police and Sheriff's Patrol Officers	0	1	0
Cooks, Short Order	0	1	0
Building Cleaning Workers, All Other	0	1	0
Amusement and Recreation Attendants	0	1	2
Tour Guides and Escorts	0	1	0
Exercise Trainers and Group Fitness Instructors	0	1	1
Gambling Change Persons and Booth Cashiers	0	1	0
Counter and Rental Clerks	0	1	0
Sales Reps of Svcs, exc Ads, Insurance, Finance Travel	0	1	0
Sales Reps, Wholesale, Manufacturing, Tech/Scis	0	1	0
Bill and Account Collectors	0	1	2
Financial Clerks, All Other	0	1	0
Reservation and Transportation Ticket Agents/Clerks	0	1	0
Executive Secretaries and Exec Admin Assistants	0	1	1
Medical Secretaries and Administrative Assistants	0	1	0
Secretaries/Admin Assistants, Exc Legal, Med, Exec	0	1	1
Data Entry Keyers	0	1	1
Mail Clerk/Mail Machine Operators, Exc Postal Service	0	1	0
Helpers, Construction Trades, All Other	0	1	0
Aircraft Structure, Surfaces, Rigging, Sys Assemblers	0	1	0
Water and Wastewater Treatment Plant, Sys Opers	0	1	0
Heavy and Tractor-Trailer Truck Drivers	0	1	2
Light Truck Drivers	0	1	1
Bus Drivers, Transit and Intercity	0	1	1
Motor Vehicle Operators, All Other	0	1	0
Passenger Attendants	0	1	0
Transportation Workers, All Other	0	1	3
Packers and Packagers, Hand	0	1	0
Property, Real Estate, and Community Assoc Managers	0	0	1
Managers, All Other	0	0	1
Human Resources Specialists	0	0	1
Logisticians	0	0	1
Computer User Support Specialists	0	0	1
Electrical and Electronics Drafters	0	0	1
Social and Human Service Assistants	0	0	1
Substitute Teachers, Short-Term	0	0	1
Teaching Assts, Preschool, Elem, Middle, Sec, Exc Spec Ed	0	0	1
Registered Nurses	0	0	1
Lifeguards, Ski Patrol, Other Rec Protective Svc Workers	0	0	1
Cooks, All Other	0	0	1
First-Line Supervisors of Housekeeping, Janitorial Wkrs	0	0	1
Tree Trimmers and Pruners	0	0	1
Gambling Service Workers, All Other	0	0	1
Switchboard Operators, Including Answering Service	0	0	1
Hotel, Motel, and Resort Desk Clerks	0	0	2
Shipping, Receiving, and Inventory Clerks	0	0	1
Painters, Construction and Maintenance	0	0	1
Helpers--Electricians	0	0	1
Highway Maintenance Workers	0	0	1
Septic Tank Servicers and Sewer Pipe Cleaners	0	0	1
Mechanical Door Repairers	0	0	1
Maintenance Workers, Machinery	0	0	1
Helpers--Installation, Maintenance, and Repair Workers	0	0	1
Welders, Cutters, Solderers, and Brazers	0	0	1
Inspectors, Testers, Sorters, Samplers, and Weighers	0	0	1
1st-Line Supervisors of Helpers/Laborers/Matl Movers	0	0	1
Bus Drivers, School	0	0	1

More teens enter the workforce

Higher wages, labor shortages bring in more aged 14-17

By ROB KREIGER

Teenagers from 14 to 17 were a steady share of Alaska's resident workforce — around 4 percent — until 2008, when their representation began to decline. The percentage dropped again at the start of the pandemic.

Since 2021, however, workers aged 14 to 17 have been on the rise. The number surged by 23 percent in 2021, to nearly 10,400. Their workforce representation jumped to 3.3 percent that year, the highest since 2008, and has continued to rise.

We don't often talk about workers this young because they make up such a small percentage of the workforce and their time and energy go mostly to school and growing up. But at 14, they can work a variety of jobs, and most 17-year-olds are still in high school, so their experience with work during these years tells us something about changing attitudes and opportunities for a group that will soon enter the adult workforce.

A decline began around 2008

The Great Recession of the late 2000s may have

played a role in the downward trend. While Alaska wasn't hit as hard by the housing crash as the Lower 48, the state lost some workers in 2009, many in the service industries that employ teenagers — accommodations, food service, and retail.

While these industries recovered in the subsequent years, the number of working teens did not. Instead, their share of the resident workforce stayed between 2.7 and 2.9 percent for the next decade.

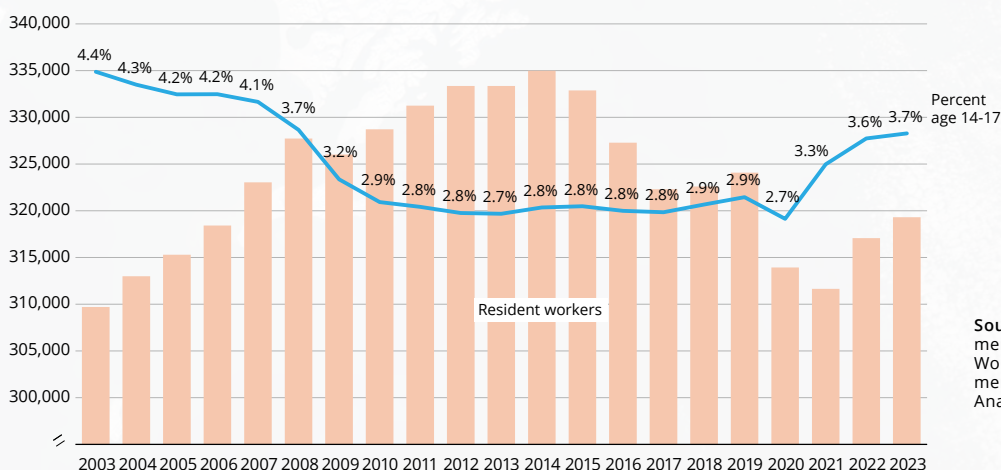
The downward trend was national

The teen workforce shrinking in 2008 and 2009 and then stabilizing at lower levels didn't just happen in Alaska. The same thing occurred nationwide.

The U.S. Bureau of Labor Statistics published a study on teen labor force participation before and after the Great Recession that linked the decline to prioritizing school, including summer classes and heavier class loads. It also cited rising college enrollment — the BLS study covered ages 16 to 19, so it captured some college entrants.

This age group can act as an as-needed workforce, and during and after the steep national recession,

Teen share of Alaska resident workers dipped at COVID onset, then surged



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Youth article in *Trends*, Oct. 2025

they may have simply been less needed in a relatively tepid labor market that was slow to recover.

Alaska numbers rose after 2020

The downward trend intensified when the pandemic hit, but in Alaska, it also did a quick U-turn.

In 2020, the number and percentage of working minors dropped to the lowest levels in at least 18 years. At the same time, Alaska's total resident worker count fell to its lowest level since 2004.

While the total resident worker count kept falling in 2021, the number of working teenagers jumped by over 23 percent, pushing their share of Alaska's resident workforce back up. (See the exhibit on the previous page.)

The pandemic-spurred labor shortage, particularly in entry-level jobs, created multiple new opportunities for young workers. That combined with a significant jump in wages may have enticed many to enter the workforce.

Teens started earning a lot more

Wages for workers under 18 soared in the post-COVID years, although they remain low relative to other workers.

Child labor laws restrict hours and the types of work teenagers can do. (See the sidebar on the right.) Many work only in the summer, and hours are limited for those who work during the school year. As a result, over the last 20 years, inflation-adjusted wages for the 14-17 category have averaged \$1,770 per quarter compared to \$14,560 for all working residents.

Still, teens' pay has increased considerably over the last few years. Real wages went up about 4 percent for all Alaskans from 2019 to 2023 and 21 percent for ages 14 to 17.

Most of the five-year increase for teens came in

Wages for Alaska teens jump at start of pandemic



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

About Alaska child labor law

Minors from 14 to 16 must have a work permit on file with the Department of Labor and Workforce Development, and 17-year-olds must have a permit if the employer is a restaurant licensed to serve alcohol.

No one under 18 is allowed to work more than six days a week.

When school is in session, 14-to-15-year-olds may work only between 5 a.m. and 9 p.m., and the hours spent in school plus work cannot exceed nine. Total hours worked in a week are limited to 23. During school vacations, work hours are limited to 5 a.m. to 9 p.m., and no more than 40 a week.

Teens younger than 14 can *only* work in newspaper sales and delivery, babysitting, handiwork or domestic jobs in homes, and in the entertainment industry, with a special permit. Workers under 14 are not included in this article.

The list of prohibited work, which is long and available at the link below, is almost all high-risk physical jobs. Minors also may not work in the cannabis industry or sell tobacco products.

Visit [Summary of Alaska Child Labor Law](#) for the prohibited jobs list and more detail on the law.

Youth article in *Trends*, Oct. 2025

2020, when their wages jumped by over 25 percent. That same year, the number of teens working fell by 12 percent.

The wage spike shows that the types of jobs high-schoolers take were in huge demand as the pandemic shuttered many businesses, especially those with face-to-face services. Employers had to pay much more to attract workers, especially during the worst of COVID.

The types of jobs haven't changed

While the number of working teens and their wages have risen in recent years, other characteristics have held steady over time.

For example, in 2023, over 75 percent were 16 or 17, and just 7 percent were 14. Child labor laws are far more restrictive for 14-to-15-year-olds.

The type of work they do also hasn't changed much, as jobs in high school are usually a young person's first real work experience. In 2023, half of these workers were in nine occupations, with the top two being fast food and counter workers and retail salespersons. (See the table at right.)

Similarly, the vast majority are in just a few industries, with 54 percent working in accommodation

Teen workers by occupation, 2023

	Percent of teens in job
Fast Food and Counter Workers	16.7%
Retail Salespersons	8.4%
Food Preparation Workers	6.4%
Laborers and Freight, Stock, Matl Movers	4.4%
Cashiers	4.3%
Office and Administrative Support Workers	3.8%
Hosts/Hostesses, Restaurant, Lounge, Coffee	2.1%
Food Prep and Serving Related Workers	2.1%
Waiters and Waitresses	1.8%
Dining Rm/Cafeteria Attend, Bartender Helpers	1.7%
Receptionists and Information Clerks	1.7%
Landscaping and Groundskeeping Workers	1.6%
Grounds Maintenance Workers, All Other	1.5%
Office Clerks, General	1.5%
Dishwashers	1.4%
Maids and Housekeeping Cleaners	1.4%
Stockers and Order Fillers	1.3%
Customer Service Representatives	1.3%
Coaches and Scouts	1.2%
Lifeguards, Ski Patrol, and Similar Workers	1.2%
Food Servers, Nonrestaurant	1.2%
Construction Laborers	1.1%
Recreation Workers	1.1%
Janitors and Cleaners, Exc Maids/Housekeeping	1.0%
Farmworkers/Laborers, Crop/Nursery/Green	0.9%
Packers and Packagers, Hand	0.9%
Sales and Related Workers, All Other	0.9%
Umpires, Referees, and Other Sports Officials	0.9%
Child Care Workers	0.9%
Cooks, Restaurant	0.8%

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Workers ages 14-17 in Alaska by industry, 2023

	Number of teenagers	Percent of teen wkrs	Avg wage, quarterly
Accommodation and Food Services	4,175	35.3%	\$2,399
Retail Trade	2,171	18.4%	\$2,232
Local Government	1,079	9.1%	\$1,523
Other Services (except Public Admin)	935	7.9%	\$1,262
Arts, Entertainment, and Recreation	701	5.9%	\$1,335
Health Care and Social Assistance	473	4.0%	\$1,933
Construction	364	3.1%	\$2,993
Transportation and Warehousing	361	3.1%	\$2,656
Admin Support/Waste Mgmt, Remediation	295	2.5%	\$2,303
Professional, Scientific, and Tech Services	216	1.8%	\$1,692
Manufacturing	214	1.8%	\$2,170
Educational Services	204	1.7%	\$1,083
Information	168	1.4%	\$1,918
Agriculture, Forestry, Fishing and Hunting	135	1.1%	\$1,986
Real Estate and Rental and Leasing	129	1.1%	\$2,310
Wholesale Trade	65	0.6%	\$2,622
State Government	46	0.4%	\$2,063
Finance and Insurance	26	0.2%	\$2,507
Other/Unknown	54	0.5%	\$2,773
Total	11,811	100.0%	\$2,115

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Youth article in *Trends*, Oct. 2025

and food service — hotels, restaurants, food trucks, etc. — or retail. More than a third of all workers in accommodation and food services come from this age group.

Local government was another major employer of teens at just over 9 percent. In some parts of Alaska, especially rural areas where local government is the dominant employer because of the basic services it provides and because there are fewer jobs in hotels and restaurants, local government is also the largest employer of teens.

Concentrations of teen workers and top industries vary by area

Some areas have higher percentages of teens in their workforce than others.

Nearly 10 percent of workers in the rural Kusilvak Census Area in western Alaska were under 18 in 2023. Kusilvak is the youngest part of Alaska, and its workforce skews young.

The Hoonah-Angoon Census Area was second at 7.5 percent. While Hoonah-Angoon has an older population overall, it has high shares of both young workers and workers over 60.

Bristol Bay and Yakutat were the lowest at less than 2 percent each. Both areas have small resident workforces, with Yakutat's being the smallest in the state. Yakutat is also one of the oldest parts of Alaska.

Bristol Bay's largest employer is seafood processing, work that child labor laws don't allow for this

Percentages of resident workers who were aged 14 to 17 in 2023

	Percent teen workers
Kusilvak Census Area	9.7%
Hoonah-Angoon Census Area	7.5%
Yukon-Koyukuk Census Area	6.8%
Copper River Census Area	6.6%
Bethel Census Area	5.4%
Petersburg Borough	5.3%
Wrangell, City and Borough	4.9%
Haines Borough	4.9%
Sitka, City and Borough	4.9%
Matanuska-Susitna Borough	4.8%
Ketchikan Gateway Borough	4.8%
Chugach Census Area	4.2%
Prince of Wales-Hyder Census Area	4.2%
Kenai Peninsula Borough	4.1%
Fairbanks North Star Borough	4.0%
Juneau, City and Borough	3.8%
Denali Borough	3.8%
Southeast Fairbanks Census Area	3.7%
Skagway, Municipality	3.7%
Nome Census Area	3.3%
Aleutians East Borough	3.3%
Kodiak Island Borough	3.3%
Anchorage, Municipality	3.1%
Dillingham Census Area	2.9%
Aleutians West Census Area	2.6%
Lake and Peninsula Borough	2.4%
Northwest Arctic Borough	2.1%
North Slope Borough	2.0%
Yakutat, City and Borough	1.6%
Bristol Bay Borough	1.5%

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

age group, and most workers are nonresidents. Teens working in Bristol Bay may also be working on family-owned fishing vessels, jobs that aren't included in the data.

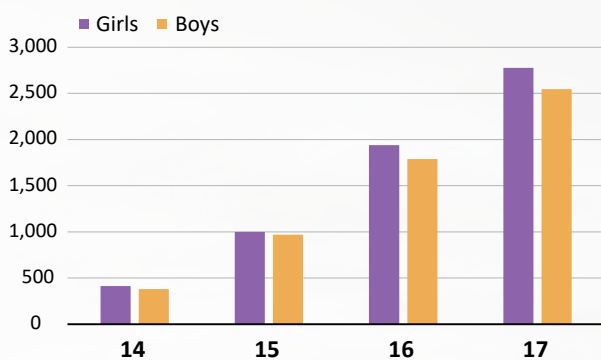
The common industries for these young workers also vary by area. In urban areas such as Anchorage, Fairbanks, and the Matanuska-Susitna Borough, the top industry is accommodation and food services.

As mentioned, in rural areas, it's often local government. Local government includes tribal governments, which can also be top employers for teens in rural Alaska.

A narrower gender-wage gap

One characteristic unique to these young workers is the lack of a notable wage gap by gender.

More girls than boys working at all ages



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Top jobs for teens by gender, 2023

Alaska occupation	
Girls, 14-17	Fast Food and Counter Workers
	Retail Salespersons
	Food Preparation Workers
	Cashiers
	Office and Administrative Support Workers
	Laborers/Freight, Stock, and Matl Movers, Hand
	Hosts/and Hostesses, Restaurant, Lounge and Coffee Shop
	Food Preparation and Serving Related Workers
	Waiters and Waitresses
	Receptionists and Information Clerks
Boys, 14-17	Fast Food and Counter Workers
	Retail Salespersons
	Food Preparation Workers
	Laborers/Freight, Stock, and Matl Movers, Hand
	Cashiers
	Office and Administrative Support Workers
	Landscaping and Groundskeeping Workers
	Construction Laborers
	Dining Room/Cafeteria/Bartender Helpers
	Dishwashers

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

The most recent data on wage differences between men and women in Alaska found that among residents, women earned 73 cents for every dollar a man earned in 2023. The gender wage gap is complex, influenced by experience, training, education, hours worked, job and industry choice, and discrimination.

Among these young workers, girls earned 96 cents for every dollar a boy earned. The gap was widest for 14-year-olds at 89 cents and smallest among 17-year-olds, where it was just under 97 cents on the dollar.

There are gender differences among teen workers, however. More girls were working in 2023, and at younger ages. Teen workers were 51.9 percent female and 48.1 percent male. The largest difference was at

About the data in this issue

The articles in this issue both cover Alaska residents only: workers 65 and older and workers aged 14 to 17. By area, we categorize workers by where they work rather than where they live.

Although workers can change jobs or work multiple jobs within a year, each worker and total wages earned during the year are assigned to the industry, occupation, place of work, and employer where they earned the most in a single quarter. For the 14-to-17 age group, we used quarterly rather than annual wages because they tend not to work all year.

To calculate employment and wages, we match PFD applicants with quarterly reports Alaska employers file as required by state unemployment insurance laws. Federal workers, the military, and the self-employed are excluded from those wage records because they are not covered by state unemployment insurance laws.

These articles use residency definitions and data from our *Nonresidents Working in Alaska* report, which considers workers residents if they applied for an Alaska Permanent Fund Dividend in either of the two most recent years.

age 17, when it was 52.2 percent to 47.8 percent.

Both genders work in mostly the same jobs, at least for the top three, but the lists diverge further down. (See the exhibit at right.)

Top jobs that only made the list for girls included restaurant hosts, food preparation and serving workers, waiters and waitresses, and receptionists. Top occupations only on the boys' list were landscapers, construction laborers, dining room attendants, and dishwashers.

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