
STATE OF ALASKA

Equal Employment Opportunity and Affirmative Action in Alaska State Government

2025 PROGRESS REPORT



Governor Mike Dunleavy

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PREFACE

This 2025 Progress Report is filed with the Governor and the Legislature in accordance with Alaska Statute 39.28.020(a)(12).¹ Additional State of Alaska Executive Branch employee demographics may be found in the annually published “Workforce Profile / Annual Report” by the Department of Administration, Division of Personnel, which is available online at the division’s webpage.

The subject of this report is the status of Equal Employment Opportunity (EEO) and Affirmative Action (AA) in the Executive Branch of the State of Alaska (hereafter the State). This report is intended to give an overview of female and racial/ethnic minority employee demographics in the sixteen principal departments of the Executive Branch.² This report does not include workforce information on the Alaska State Legislature, Alaska Court System, Alaska State Defense Force, Alaska National Guard, University of Alaska, Alaska Housing Finance Corporation, nor the Alaska Railroad Corporation. This report captures workforce data for full- and part-time permanent positions in the Executive Branch, including seasonal positions. It does not capture employee data for non-permanent positions. Workforce numbers were drawn from the data as of June 30, 2024, consistent with the annual State of Alaska Workforce Profile and biennial Federal EEO-4 Report.

Data sources for this report, unless otherwise noted, are the U.S. Census Bureau; the U.S. Bureau of Labor Statistics; the State of Alaska Department of Labor & Workforce Development; prior EEO and AA Progress Reports; the legacy statewide payroll system, AKPAY, as preserved in the AKPAY Inquiry database; and the current statewide payroll system, IRIS HRM. For employee privacy, data labels smaller than 3.0% may be omitted from this report. This data is not omitted from the corresponding analysis. Inclusion in this report of technical terms such as underutilization, availability, and underrepresentation does not signify that the State agrees that these terms are properly applied to any situation, nor that the State agrees that it is liable under applicable laws. These terms are utilized only to provide leaders and managers with information for effective and targeted policy decisions.

As an employer, the State of Alaska is governed by the Merit Principle as codified in the Constitution of the State of Alaska Section 12.6 and Alaska Statute 39.25.010. Under the Merit Principle, the recruitment, selection, and advancement of employees is based on ability, knowledge, and skills without regard for irrelevant traits such as race, ethnicity, and sex.

¹ AS 39.28.020(a)(12) – The director of the division of personnel shall “prepare and submit an annual report to the governor and the legislature by February 15 on the progress and problem areas in the equal employment opportunity program and the implementation of the affirmative action plan.”

² For a complete list and descriptions of the Executive Branch’s departments and duties, see Appendix A.

This report was prepared by the Equal Employment Opportunity Program (EEOP) in partnership with the Employee Planning and Information Center within the State of Alaska, Department of Administration, Division of Personnel. The EEOP welcomes comments regarding this report. Interested parties may submit feedback in writing to:

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February 2025

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INTRODUCTION

The State of Alaska is committed to monitoring trends that depict the overall state of employment within the Executive Branch. This report analyzes Executive Branch workforce demographic data regarding the employment of women and/or individuals belonging to racial or ethnic minority groups. Data for this 2025 report reflects workforce numbers as of June 30, 2024, under Governor Mike Dunleavy’s administration. Data has been collected for the past 25 years, spanning six gubernatorial administrations: Tony Knowles (1995 to 2002), Frank Murkowski (2002 to 2006), Sarah Palin (2006 to 2009), Sean Parnell (2009 to 2014), Bill Walker (2014 to 2018), and current Governor Mike Dunleavy (2018 to present). When relevant, Executive Branch demographics will be compared to those of the Alaska Civilian Labor Force (CLF).³ This year’s CLF relied on American Community Survey data collected by the United States Census Bureau between 2019 and 2023, the most current data available.

For the purposes of EEO and AA, it is necessary to categorize employees’ racial and/or ethnic identities. This report utilizes the seven race/ethnicity categories recognized by the federal U.S. Equal Employment Opportunity Commission (EEOC), listed below.⁴

Throughout this report, “racial/ethnic minority” refers to individuals identifying as any category except “White (not Hispanic or Latino),” the largest single category in the general U.S. and Alaskan populations. The use of “racial/ethnic minority” does not indicate that “White (not Hispanic or Latino)” represents the majority of individuals in any specific context.

EEOC Race/Ethnicity Categories

Black or African American (not Hispanic or Latino)

Alaska Native or American Indian (not Hispanic or Latino)

Asian (not Hispanic or Latino)

Hispanic or Latino

Pacific Islander or Native Hawaiian (not Hispanic or Latino)

White (not Hispanic or Latino)

Two or More Races (not Hispanic or Latino)

³ The CLF is defined as all non-institutionalized (i.e., not incarcerated) civilians (i.e., not serving in the U.S. military) aged 16 and older who are either working or seeking employment (unemployed).

⁴ For definitions of the EEOC’s race/ethnicity categories, see Appendix B.

With the exception of CLF data and outside references, the language “not Hispanic or Latino” describes all racial/ethnic categories except “Hispanic or Latino” even when omitted from this report.⁵

Another essential aspect of assessing job equity is to examine the distribution of employees among different job categories to identify potential occupational segregation. The EEOC utilizes eight occupational job categories to study employment equity, listed aside.⁶ State and local governments are required by law to submit biennial reports to the EEOC showing the representation of men and women from their seven racial/ethnic groups in these eight job categories.

EEOC Job Categories

Officials and Administrators

Professionals

Technicians

Protective Service Workers

Paraprofessionals

Administrative Support

Skilled Craft Workers

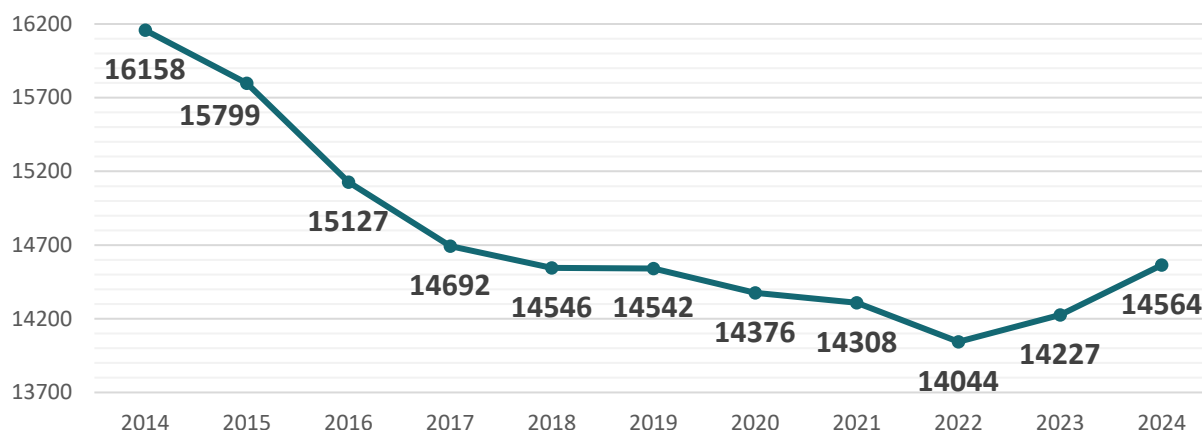
Service-Maintenance Workers

DEMOGRAPHICS

The Executive Branch has seen an overall increase in the workforce for the second consecutive year. The current data captures 14,564 employees, which is 337 more employees than the previous year and the highest total since the COVID-19 pandemic was identified in the United States. **Exhibit One** shows the total number of Executive Branch employees from 2014 to 2024. Despite recent gains, the current workforce is smaller than ten years ago by 1,594 employees.

Exhibit One

Executive Branch Workforce Total Employees: 2014-2024



⁵ The U.S. Census Bureau includes ethnically Hispanic or Latino respondents in all CLF categories except “White, not Hispanic or Latino.”

⁶ For definitions of the EEOC’s job categories, see Appendix C.

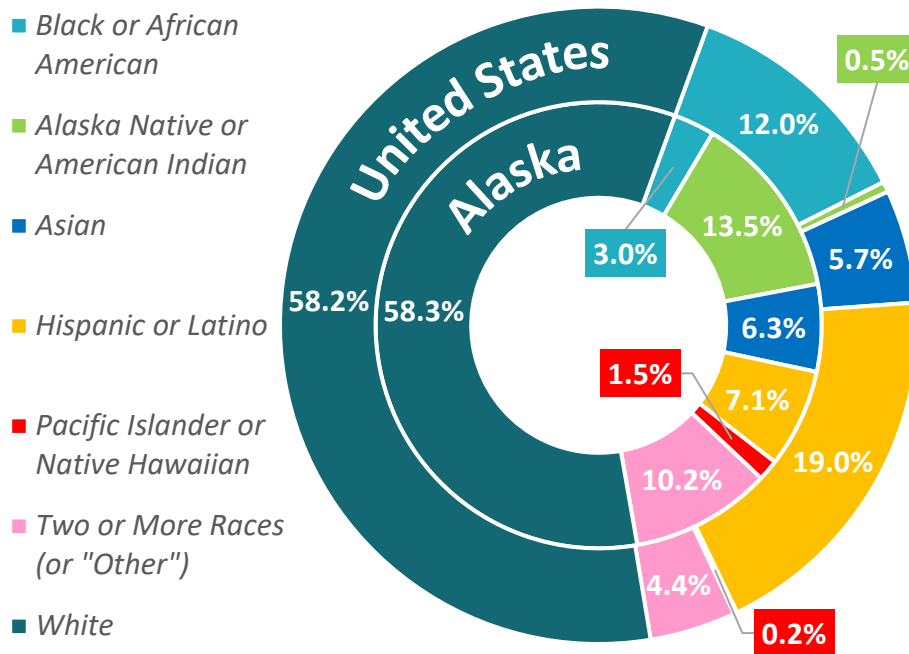
Executive Branch employees are geographically spread across 10 regions within Alaska.ⁱ The majority are located in the greater Anchorage/Matanuska-Susitna area, which accounts for 52.4% of our workforce, followed by the Southeast region, including the City and Borough of Juneau, at 23.0%. The Greater Fairbanks region is the only other area with more than 10% of employees, representing 11.6% of the total.

Executive Branch data should be analyzed in the context of Alaska’s population as a whole. Alaska reported a total population of 733,971 in 2024, a loss of approximately 2,841 since 2023. Due to rising death rates, falling birth rates, and persistent outmigration, Alaska’s population is projected to continue declining. By 2050, the population is currently predicted to drop by about 2%.ⁱⁱ

Alaska’s population has rich cultural backgrounds. **Exhibit Two** reflects racial/ethnic demographics within Alaska as well as the nation as a whole.ⁱⁱⁱ This data is provided for the first time according to the EEOC's racial/ethnic categories and is not directly comparable with population data from previous reports. While Alaska has a smaller percentage of people identifying as Black or African American, or Hispanic or Latino, it has significantly more people identifying as Alaska Native or American Indian, Asian, Pacific Islander or Native Hawaiian, or Two or More Races (or “Other”).

Exhibit Two

National and Alaskan Populations by Race/Ethnicity

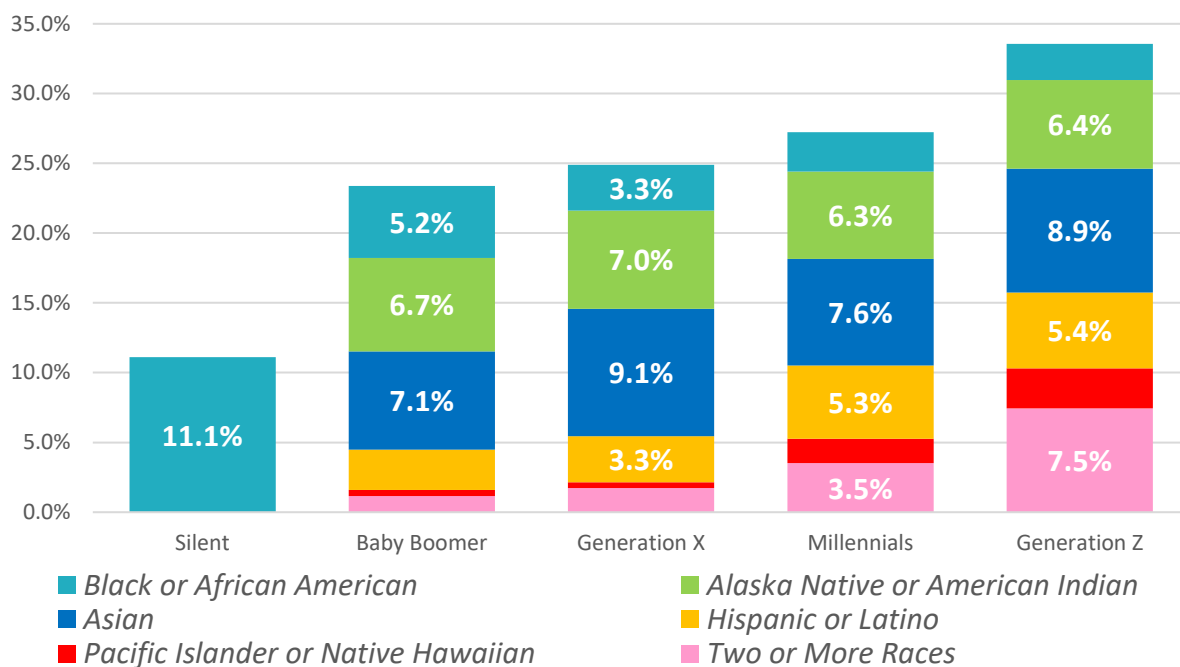


As the nation and state experience ongoing demographic changes, so will the State of Alaska Executive Branch workforce. Beginning in 2045, citizens identifying as racially White alone are no longer projected to make up the majority of the population.^{iv} Each successive generation of Executive Branch employees reports a decreasing number of individuals identifying as racially White alone.

Exhibit Three shows racial/ethnic minority employees of the Executive Branch grouped by their generation and race/ethnicity. As of the data draw date, only nine Executive Branch employees belong to the Silent Generation (born before 1945).

Exhibit Three

Executive Branch Racial/Ethnic Minority Employees by Generation



According to a 2023 survey, 53% of job seekers and employees consider an employer's care for employees' sense of belonging and value as crucial factors when evaluating job opportunities.^v This percentage is higher for younger workers: 63% of Millennial respondents (born between 1981 and 1996) cited it while 77% of Generation Z respondents (born after 1996) noted its importance. These trends are noteworthy as the Executive Branch's goals as an employer organization include attracting and retaining top talent from a labor force that is increasingly multicultural.

Supporting the employment of women is further emphasized due as research shows that women in our nation typically earn less than men, and these numbers are affected by age and race/ethnicity.^{vi} On average, women working fulltime earn 84 cents for every dollar a man earns. That gap narrows for younger women (89 cents on the dollar for those between age 15 and 24) but widens as they get older (78 cents on the dollar for women aged 45 to 64). These disparities are even more pronounced among women who belong to racial or ethnic minority groups. Specifically, compared to White, non-Hispanic men, Black women earn 69 cents for every dollar; American Indian and Alaska Native women earn 59 cents on the dollar; and Hispanic women earn 57 cents on the dollar.

HIGHLIGHTS

Competency-Based Recruitments

Effective February 14, 2023, Governor Dunleavy issued Administrative Order 343 and directed the Executive Branch, as an employer organization, to emphasize competency-based minimum qualifications and expand the use of education, training, and experience with the goal of improving recruitment and retention within the State’s workforce.⁷ Competency-based hiring focuses on a candidate’s ability to perform specific job tasks and demonstrate key skills, rather than just educational background or previous job titles. This initiative presents significant opportunities for recruiting employees from a multitude of rich backgrounds.^{vii} Removing educational attainment requirements wherever reasonable broadens job opportunities for all candidates, particularly for those from populations with disparities in educational attainment.

Strong Families Childcare Initiatives

The Governor’s vision is to strengthen Alaskan families by enhancing quality of life in areas such as housing, childcare, education, public safety, food security, and affordable energy.^{viii} Such efforts, particularly those aimed at improving affordable access to childcare, are expected to improve employment outcomes for parents, especially women. A 2023 Department of Health survey revealed that 46% of full-time employees in Alaska utilize childcare outside of the home, which comes at a considerable expense.^{ix} In 2023, monthly childcare rates in Alaska averaged at approximately \$1000 for infants, \$950 for toddlers, \$850 for pre-school children, and \$707 for school-age children.^x When a family faces challenges in securing childcare, women are disproportionately impacted.

According to the Women’s Bureau, mothers are approximately three times more likely than fathers to attribute reduced work hours to childcare difficulties.^{xi} Women from racial/ethnic minority groups are further disproportionately affected by the costs and challenges of caregiving. While White women forgo approximately 15% of their lifetime earnings to provide unpaid care for family members, predominately children, Hispanic or Latino women forgo approximately 19% of their lifetime income, the highest of any demographic.^{xii} Black or African American women forgo the smallest proportion of their lifetime earnings to unpaid care at approximately 8%. However, they are the most likely of any racial/ethnic group to report difficulties securing childcare at 27.3%, compared to 18.9% of White women and 18.1% of Hispanic or Latino women.^{xiii} This may be partially attributed to sources of household income: Black or African American mothers

⁷ “Competency” is defined as combination of interrelated knowledge, skills, abilities, and behaviors that enable a person to act effectively in a job or situation.

are almost twice as likely to be equal, primary, or sole earners in their households (65.9%) compared to White mothers (36.4%) and Hispanic or Latino mothers (39.3%).^{xiv}

Pregnant Workers Fairness Act

An integral part of supporting maternal health and improving employment outcomes for women is providing workplace accommodations related to pregnancy and childbirth. Effective June 27, 2023, the Pregnant Workers Fairness Act (PWFA) requires that employers provide reasonable accommodations to applicants and employees affected by pregnancy, childbirth, or related medical conditions.^{xvi} The PWFA supports the recruitment, retention, and advancement of women who are pregnant or have recently given birth.

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

The State is committed to promoting a workforce that reflects Alaska's population. A primary goal of the State's Equal Employment Opportunity Program is to ensure that positions within public services are accessible to all qualified individuals. The EEOP is administered under Alaska Statute 39.28 by the Director of the Division of Personnel.⁸ Director Kate Sheehan administered the program and dedicated EEOP staff that consisted of those listed below.

Name	Job Class	Role
Mauria Gerdeman	Human Resource Consultant 5	Acting EEOP Manager
Sarah Darling	Human Resource Consultant 2	EEO Specialist
Mercedes Sylva	Human Resource Consultant 1	EEO Specialist

The EEOP's mandate includes ensuring departments uphold federal and state civil rights laws and state EEO policies. The EEOP works cooperatively with other sections of the Division of Personnel to meet essential workforce needs that include EEO and AA consultations and technical assistance, complaint investigations, data reporting, employment outreach, and training.

⁸ AS 39.28.020 - "Powers and duties of the director of personnel regarding the administration of the equal employment opportunity program."

DID YOU KNOW?

Outmigration is believed to be a leading factor in Alaska's shrinking population. Between 2022 and 2023, approximately 5,000 more residents left the state than arrived. The majority of the outflowing population relocated to Texas (13.0%), followed by Oregon (9.0%) and Washington (7.4%). The majority of the inflowing population arrived from California (15.2%), also followed by Oregon (10.3%) and Washington (7.4%).^{xv}

Consultations and Technical Assistance

As the principles of EEO are embedded in all personnel actions and business practices, dedicated specialists help fulfill EEO mandates while promoting consistent responses to EEO issues. Through its specialists, the EEOP provides input on personnel actions from recruitment to discipline. The EEOP further provides professional guidance to employees, managers, and applicants for employment in the Executive Branch on any EEO related issues, including workplace accommodations and exceptions to EEO laws in the form of *bona fide* occupational qualifications.

Complaint Investigations

The EEOP receives, investigates, and attempts to resolve internal complaints of discrimination in Executive Branch employment from current or former state employees and applicants for state employment. The EEOP will proffer recommendations as warranted by specific circumstances of investigations. When external complaints of employment discrimination are filed, the EEOP represents Executive Branch agencies before state and federal enforcement agencies.

Data Reporting

In partnership with the Division's Employee Planning & Information Center, the EEOP prepares workforce reports associated with EEO and AA, including this annual Progress Report on EEO and AA in State Government. Reports are available to the public on the Division of Personnel website.

Employment Outreach

The EEOP serves as the liaison between the Executive Branch and state and federal agencies and community groups. In cooperation with the Division's Workforce Services section, the EEOP team also trains Executive Branch recruitment (Talent Acquisition) specialists in best practices. EEOP outreach also includes the presence of consultants at the annual Alaska Federation of Natives convention.

Training

Encouraging learning enriches the careers of employees and strengthens the workforce. In collaboration with the State's Learning & Development (L&D) unit, department Human Resource Business Partners, and various leadership teams, EEOP staff design and deliver a variety of training options and ensure the quality of EEO training offered through the State of Alaska online

learning platform, AspireAlaska. The following table shows approximate total completions of courses related to workplace civility and EEO compliance during this reporting period.⁹

EEO Training Topic	Description	Completions
A Respectful Workplace	Focuses on recognizing and modifying disrespectful behaviors before they escalate.	1,126
Preventing Sexual Harassment	Concentrates on examples of sexual harassment, intervention methods, and legal obligations.	43
Supervisory and Leadership Skills	Covers essential supervisory and leadership skills, including the adherence to state and federal anti-discrimination laws.	820
Valuing Diversity	Teaches cultural competency and EEO compliance.	927
<i>Total</i>		2,916

Executive Branch employees have access to civility and EEO compliance related trainings in a variety of delivery methods to suit employees' learning styles and preferences. The majority of employees nationwide now prefer online, self-paced courses (70%) followed by instructor-led trainings (63%) and hybrid options (62%).^{xvii}

Instructor-Led: Instructor-led trainings are available to Executive Branch employees both in-person and virtually. In-person, instructor-led courses have historically been in high demand with waiting lists for attendance. Some of this demand is now being met through virtual, instructor-led courses that use video conferencing software.

Self-Paced: Many of the Executive Branch's training opportunities are now provided in a self-paced, online format through AspireAlaska. AspireAlaska's learning platform contains a robust catalog of prepackaged, self-paced courses that are updated quarterly.

Hybrid: A hybrid course combines self-placed and instructor-led training by providing self-paced education materials either before or after an instructor-led learning session. This decreases instructor-led course hours, enabling instructors to hold additional sessions and reach more employees.

⁹ Due to the dynamic nature of our training platform and development of new training materials, this data may not be directly comparable to data from previous years.

MINORITY RACES/ETHNICITIES IN THE EXECUTIVE BRANCH

CURRENT OUTLOOK

The Executive Branch saw an increase in the number of employees and, with that, an increase in the total number of minority employees. The proportion of minority employees continues to grow. As shown in [Exhibit Four](#), racial/ethnic minority employees currently make up 36.2% of the Alaska CLF and 26.8% of the Executive Branch workforce (3,903 employees). This is a slight increase from 26.2% in 2023. The number of minority employees in the CLF also grew 1.0 percentage point from the previous year.

Exhibit Four

Employees by Racial/Ethnic Minority Status

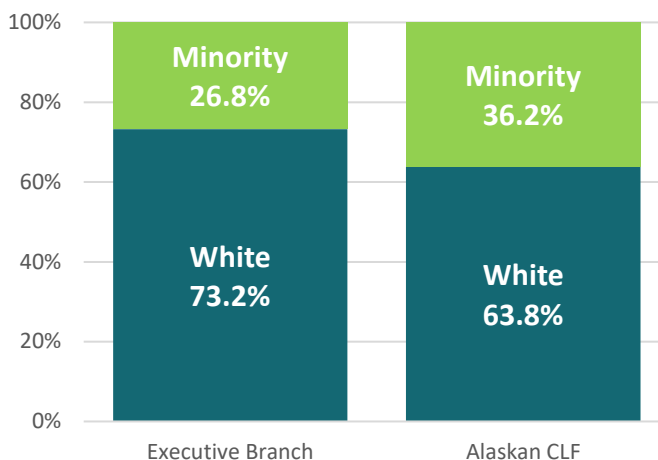
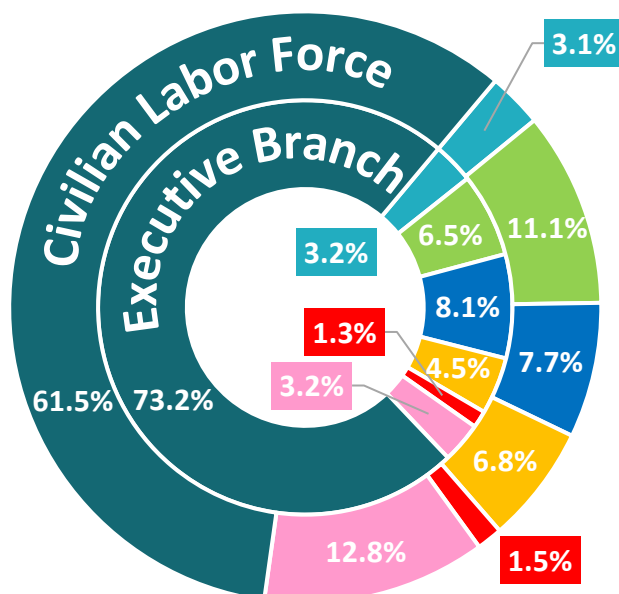


Exhibit Five

Alaska CLF and Executive Branch Employees by Race/Ethnicity

- Black or African American
- Alaska Native or American Indian
- Asian
- Hispanic or Latino
- Pacific Islander or Native Hawaiian
- Two or More Races (or "Other")
- White



[Exhibit Five](#) shows the Alaska CLF and Executive Branch Workforce by racial/ethnic category.¹⁰ The Alaska CLF remains more diverse than the Executive Branch workforce in every race/ethnicity group except for Black or African American and Asian. The percentages of Executive Branch employees identifying as Asian, Pacific Islander or Hawaiian, and Black or African American reflect the

percentages of such employees in the Alaska CLF within 0.5%. Employees identifying as Alaska

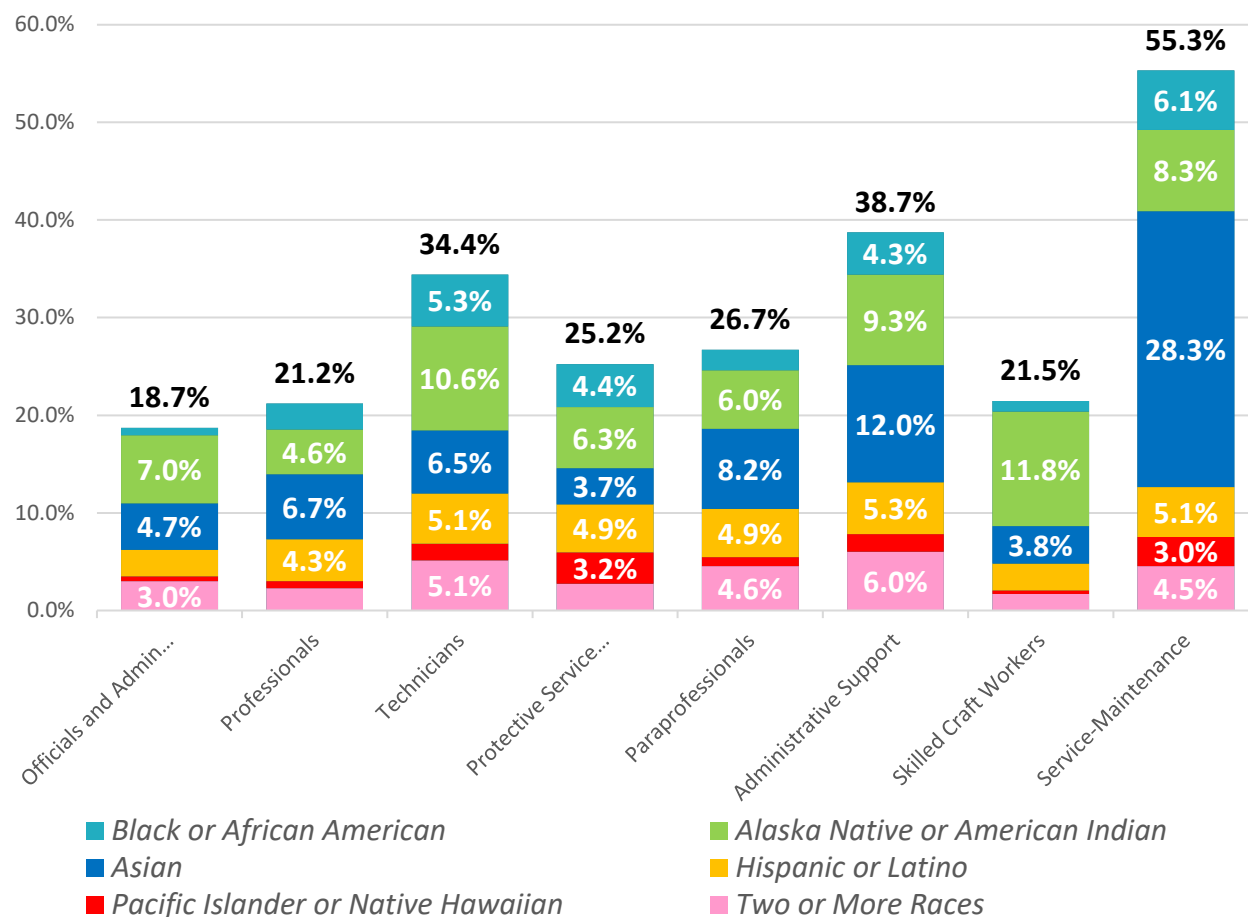
¹⁰ Exhibit Five's sum of minority racial/ethnic categories in the Alaska CLF does not total 36.2% as shown in Exhibit Four due to the U.S. Census Bureau's methods for compiling data on individuals identifying as Hispanic or Latino.

Native or American Indian and Two or More Races are the most underrepresented groups in the Executive Branch.

Exhibit Six shows the percentages of racial/ethnic minority employees within the EEOC's eight job categories. Consistent with prior years, occupational segregation is evident. While racial/ethnic minority employees make up 26.8% of our total workforce, they constitute 38.7% of Administrative Support workers, a 1.0 percentage point increase from last year, and 55.3% of Service-Maintenance workers, a less than 1.0 percentage point increase. These two percentages have continuously increased since 2022. Overall, the proportion of racial/ethnic minority employees in all job categories increased with the exception of Skilled Craft Workers, which remained the same. The Technicians category demonstrated the largest increase at 1.7 percentage points, followed by Officials and Administrators at 1.28 percentage points.

Exhibit Six

Executive Branch Racial/Ethnic Minority Employees by Job Category and Race/Ethnicity



The data shows both overrepresentation and underrepresentation of specific racial/ethnic groups. Despite comprising only 7.7% of the Alaska CLF and 8.1% of the Executive Branch workforce, employees who identify as Asian constitute 28.3% of Service-Maintenance workers for the

second consecutive year. Racial/ethnic minority employees continue to be most underrepresented in Officials and Administrators at 18.7% and Professionals at 21.2%, although representation increased in both categories by 1.28 and 0.6 percentage points, respectively.

Exhibit Seven shows the percentage of racial/ethnic minority employees in each of the Executive Branch's sixteen departments. For improved legibility, this exhibit is presented in two directly comparable parts: A and B. Proportional gains were reported in a total of 10 departments and losses in 6 departments. The Department of Family & Community Services (DFCS) had the greatest proportion of racial/ethnic minority employees for the second consecutive year at 45.6%, exceeding the second highest proportion of 35.0% in the Department of Military & Veterans Affairs (DMVA). The DMVA saw the largest proportional increase of racial/ethnic minority employees by 3.2 percentage points. The Department of Fish & Game (DFG) and Department of Natural Resources (DNR) maintain the lowest proportions of racial/ethnic minority employees.

Exhibit Seven (A)

Executive Branch Racial/Ethnic Minority Employees by Department and Race/Ethnicity

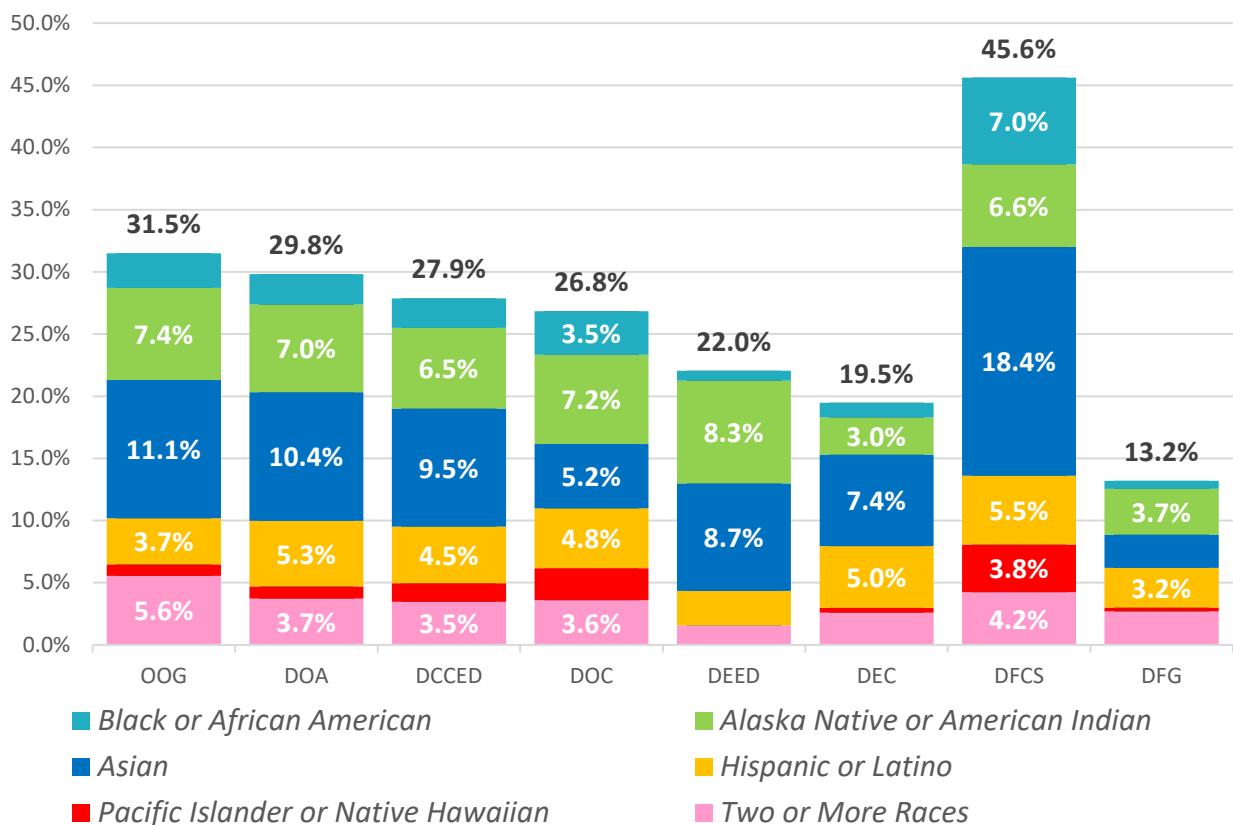
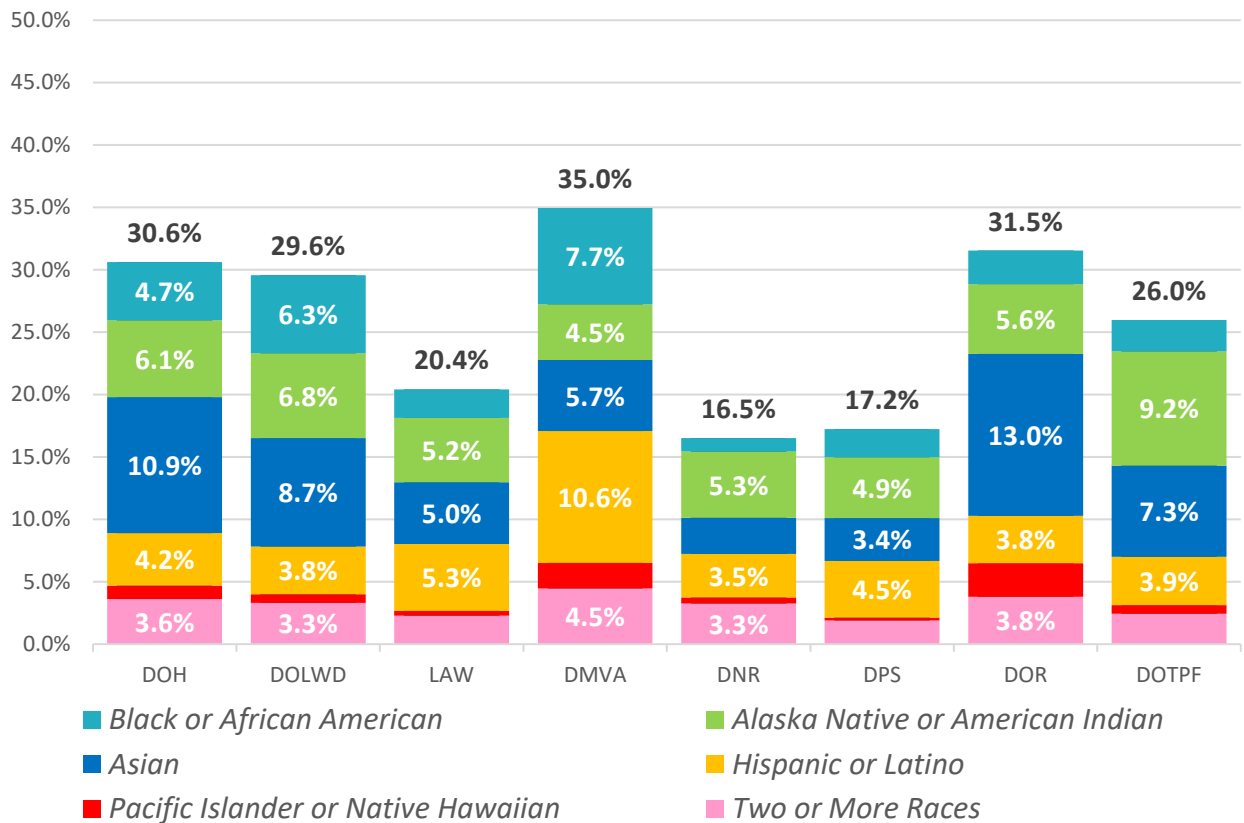


Exhibit Seven (B)

Executive Branch Racial/Ethnic Minority Employees by Department and Race/Ethnicity



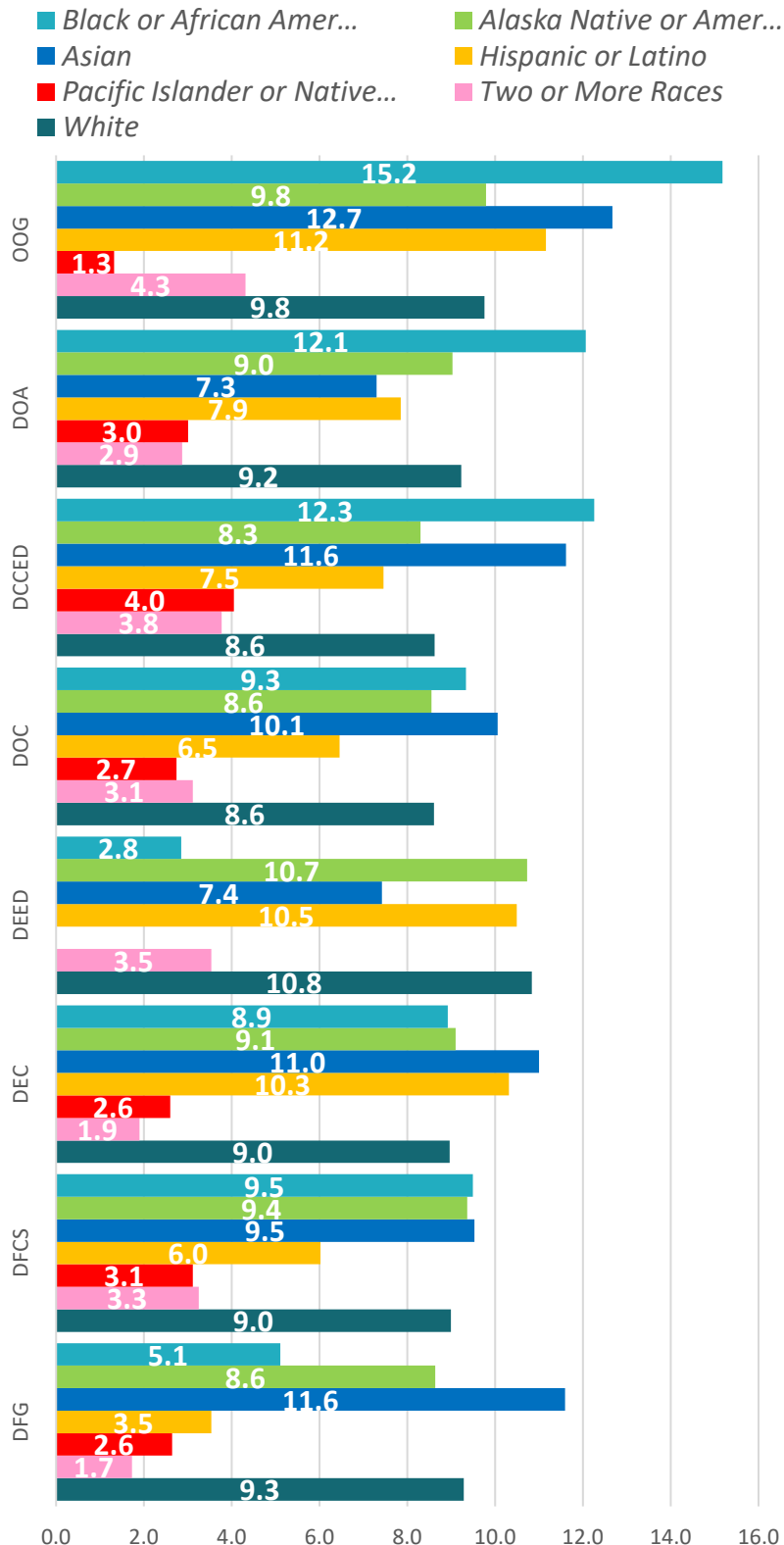
Comparing the longevity of racial/ethnic minority employees to White employees within the same department highlights retention trends. [Exhibit Eight](#) shows each department's average years of service by racial/ethnic category. For improved legibility, this exhibit is presented in two directly comparable parts: A and B.

Overall, White employees average 9.4 years of service across all departments, with a minimum average of 8.6 years shared by four departments: the Department of Commerce, Community & Economic Development (DCCED); Department of Corrections (DOC); Department of Law (LAW); and DNR. The highest average of 10.8 years was reported by the DEED. Black or African American employees average the longest years of service at 9.8 years, closely followed by Asian employees at 9.7 years. Alaska Native or American Indian employees average slightly shorter terms at 9.0 years of service, followed by Hispanic or Latino employees at 7.4 years. Employees identifying as Pacific Islander or Hawaiian and Two or More Races averaged the shortest terms of service at 3.1 years, 6 years less than the average years of service for the overall workforce.

There are continuing trends of variation in the departmental averages for Black or African American, Hispanic or Latino, and Pacific Islander or Hawaiian employees. The highest departmental

Exhibit Eight (A)

Average Years of Service by Race/Ethnicity

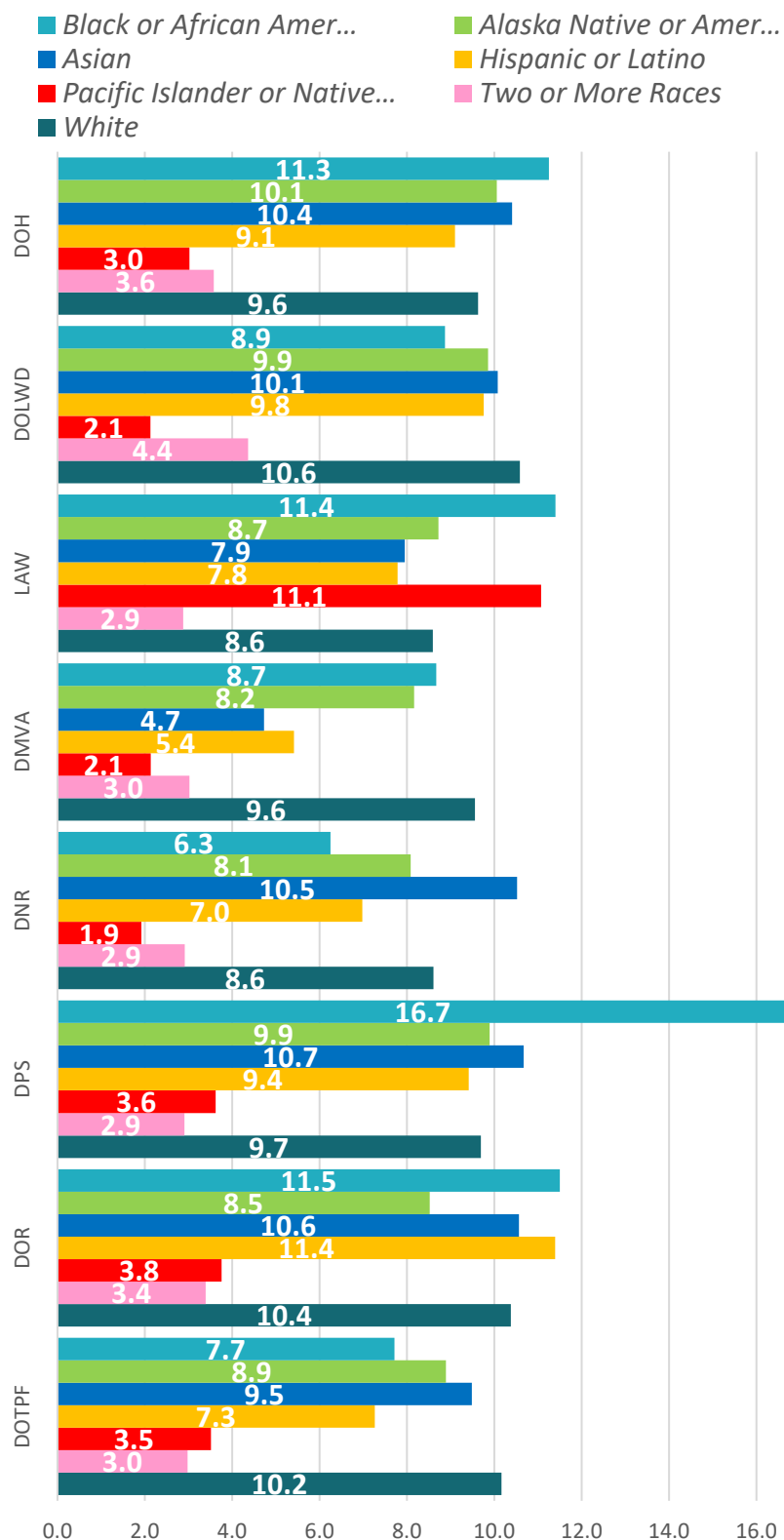


average for Black or African American employees was in the Department of Public Safety (DPS) at 16.7 years, while the lowest was in the DEED at 2.8 years. The highest departmental average for Hispanic or Latino employees was in the Department of Revenue (DOR) at 11.4 years, while the lowest was in the DFG at 3.5 years. The Department of Law (LAW) had the highest average for Pacific Islander or Hawaiian employees at 11.1 years—over 7 years longer than the second-highest average of 4.0 years in the DCCED.

Exhibit Nine shows the percentage of positions filled by racial/ethnic minority employees by Department and two position strata: positions at or above pay range 18 and executive positions. Positions at or above pay range 18 are considered “highly paid” and include non-appointed senior professional and managerial levels. As of June 30, 2024, there were a total of 5,837 positions in the Executive Branch at or above pay range 18, an increase of 406 positions. Executive positions

Exhibit Eight (B)

Average Years of Service by Race/Ethnicity

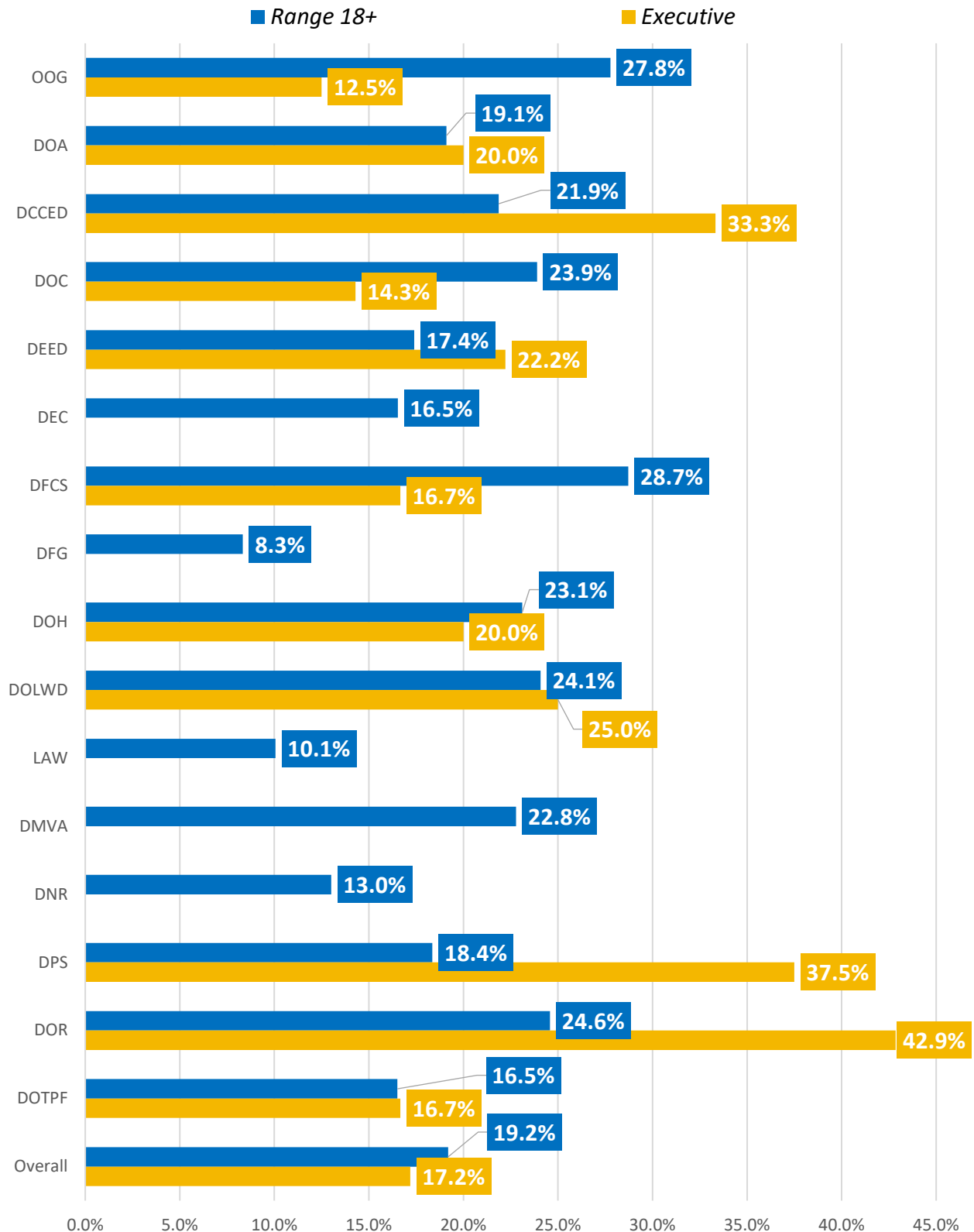


include Directors, Commissioners, and their deputies. Only 128 positions in the Executive Branch were defined as executive positions as of June 30, 2024, an increase of four positions.

Nine departments increased their proportions of racial/ethnic minority employees at pay ranges 18 and above. The greatest proportional increase was reported in the DOR at 3.8 percentage points, followed by the DFCS and DOC at 3.6 and 3.5 percentage points, respectively. The greatest proportional decrease was reported by the DMVA at 1.9 percentage points, followed by the Department of Administration (DOA) at 1.2 percentage points. Compared to availability in the Executive Branch overall, racial/ethnic minority employees were underrepresented in highly paid positions by 10.0 or more percentage points in five departments: the Department of Environmental Conservation (DEC), DFG, LAW, DNR, and Department of Transportation & Public Facilities (DOTPF).

Exhibit Nine

Pay Range 18+ and Executive Positions Percentage Racial/Ethnic Minority by Department

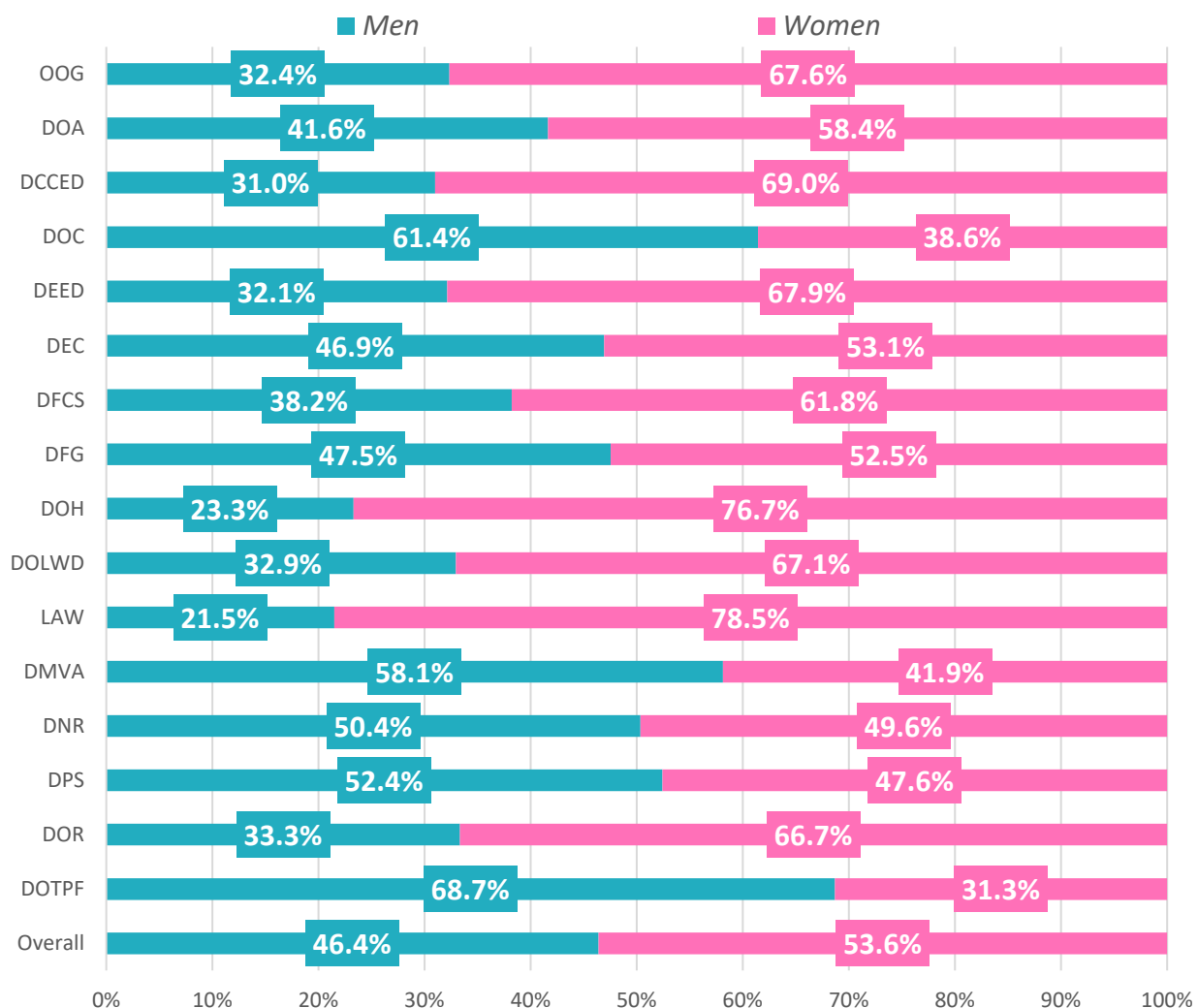


No department reported a change in racial/ethnic minority executives greater than one employee. Consistent with the previous year, five departments reported no racial/ethnic minority executives: the DEC, DFG, LAW, DMVA, and DNR. The greatest proportional decrease in racial/ethnic minority executives was reported by the DOA at 10.0 percentage points, and the greatest increase was reported by the DOR at 14.3 percentage points.

Exhibit Ten shows Executive Branch racial/ethnic minority employees divided by sex and department. For all Executive Branch employees divided by sex and department, see Exhibit Sixteen in the “Women in the Executive Branch” section of this Report. Of the 3,903 racial/ethnic minority employees in the Executive Branch, 53.6% are women. These women are unevenly distributed across departments. Women constitute the majority of racial/ethnic minority employees in eleven departments and the minority in five. In twelve of sixteen departments, there is a disparity of 10 percentage points or more between the percentage of racial/ethnic minority men and

Exhibit Ten

Racial/Ethnic Minority Employees by Sex and Department

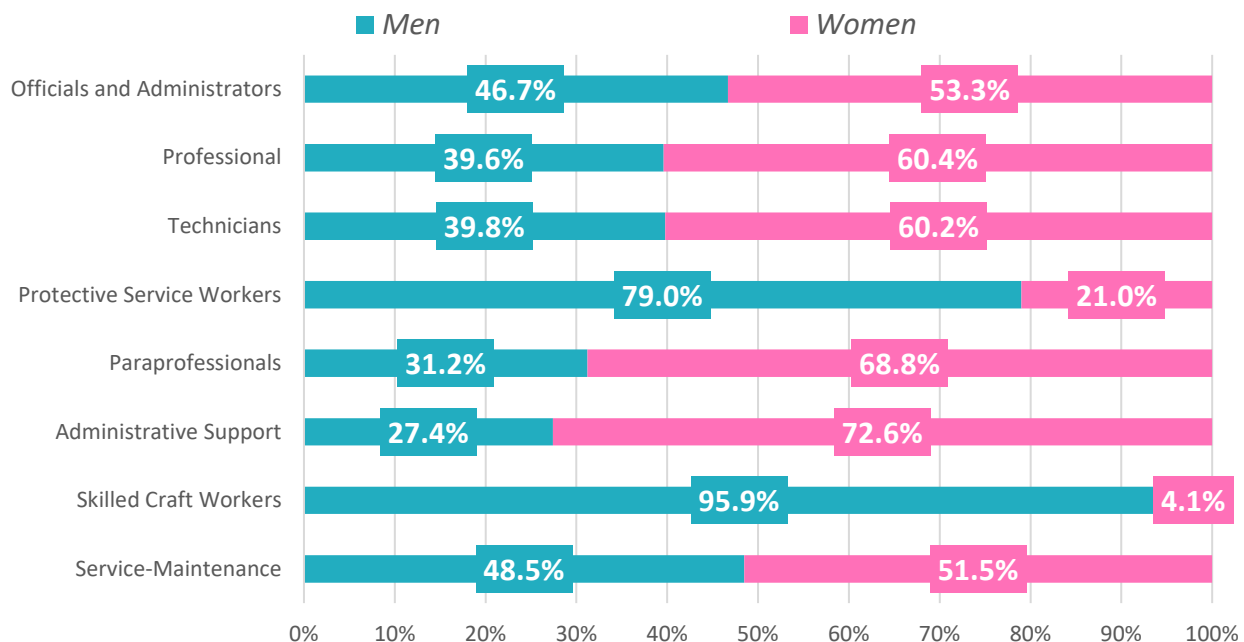


women. Of these, women outnumber men in the OOG, DOA, DCCED, DEED, DEC, DFCS, DFG, Department of Health (DOH), Department of Labor & Workforce Development (DOLWD), LAW, and DOR while men outnumber women in the DOC, DMVA, DNR, DPS, and DOTPF. The only proportional change greater than five percentage points was reported by the DEED with a 7.6 percentage points decrease in the proportion of women.

Comparing this data to job category data provides valuable insights. **Exhibit Eleven** shows Executive Branch racial/ethnic minority employees divided by sex and job category. For all Executive Branch employees by sex and job category, see Exhibit Seventeen in the “Women in the Executive Branch” section of this report. Racial/ethnic minority women are unevenly distributed across categories. Women represent the majority of racial/ethnic minority employees in six of eight categories. A disparity of 10 percentage points or more exists in every category except Officials and Administrators and Service-Maintenance. The greatest disparities are in the Skilled Craft Workers (4.1% women), Protective Service Workers (21.0% women), and Administrative Support (72.6% women) categories. The largest proportional changes occurred in the Officials and Administrators and Technicians categories, which proportionally decreased in women by 3.6 and 3.0 percentage points, respectively.

Exhibit Eleven

Racial/Ethnic Minority Employees by Sex and Job Category

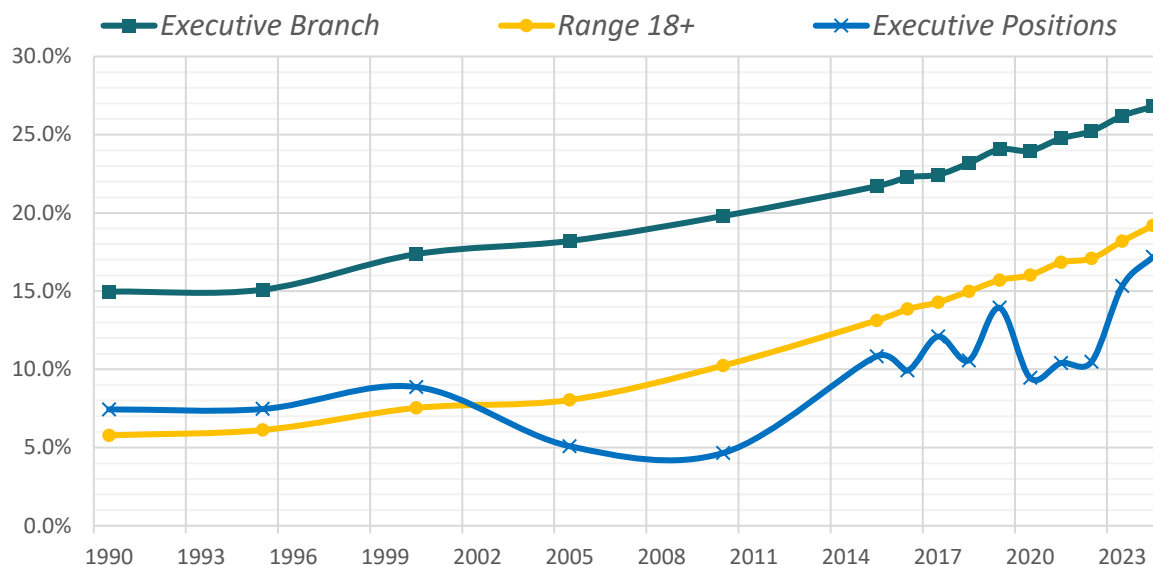


TRENDS

The State continues to improve employment outcomes of racial/ethnic minority employees within the Executive Branch. **Exhibit Twelve** demonstrates the percentage of positions filled by racial/ethnic minority employees from 1990 to present. Data is provided for the entire Executive Branch, positions in pay range 18 or higher, and executive positions.

Exhibit Twelve

Percentage Racial/Ethnic Minority by Pay Range 18+ and Executive Status: 1990-2024



The proportion of racial/ethnic minority employees in the Executive Branch has been trending upward since 1995, reaching a record high for the second consecutive year in 2024 at 26.8%. Although still lower than the proportion of racial/ethnic minority individuals in the Alaska CLF (36.2%), this represents a positive indicator of recruitment and retention efforts promoting greater utilization. This trend continues at the higher strata of employment. The proportion of racial/ethnic minority employees at or above pay range 18 increased by over 1.0 percentage point for the third consecutive year. In 2024, racial/ethnic minority employees held 22 executive positions, 17.2% of the total. This is a record high, the previous highest proportion being 15.3% in 2023, followed by 13.9% in 2019.

Exhibit Thirteen highlights trends in the percentage of racial/ethnic employees by department. For improved legibility, this exhibit is presented in three parts: A, B, and C. Parts A and C compare five departments of the Executive Branch. Part B compares seven departments, as the Department of Health & Social Services (DHSS) was split into two separate departments, the DOH and DFCS, in 2022. All data in these parts is directly comparable and analysis includes comparing all departments.

Exhibit Thirteen (A)

Percentage Racial/Ethnic Minority by Department: 2007-2024

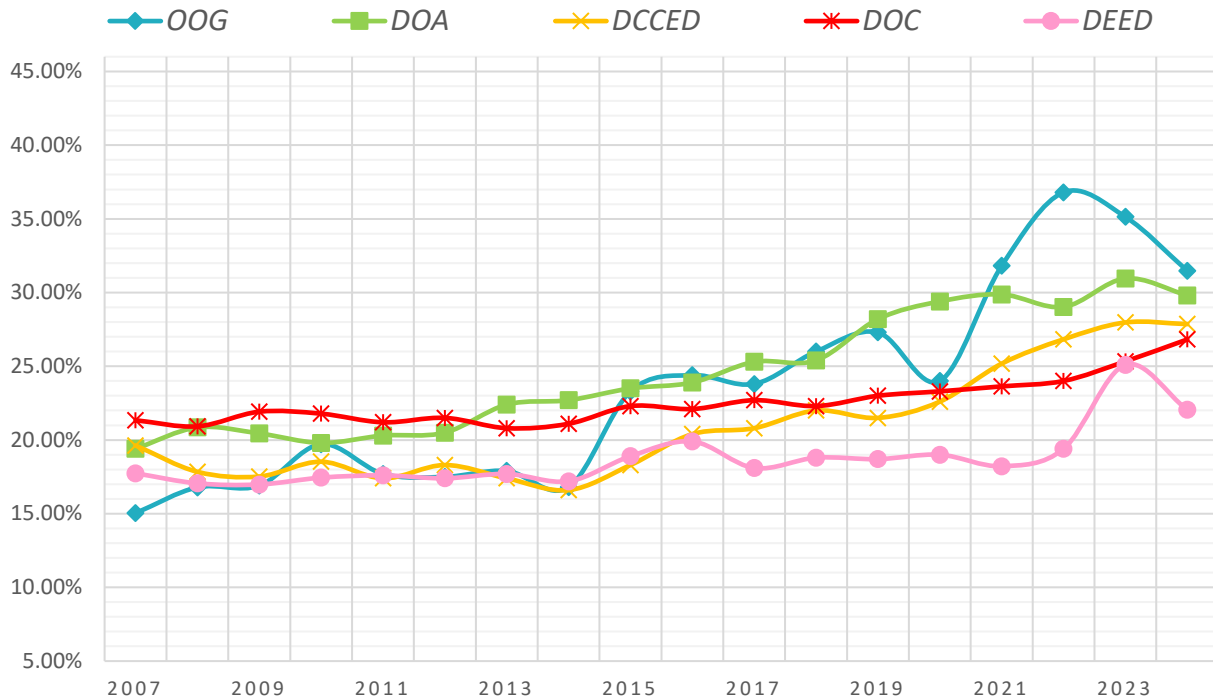


Exhibit Thirteen (B)

Percentage Racial/Ethnic Minority by Department: 2007-2024

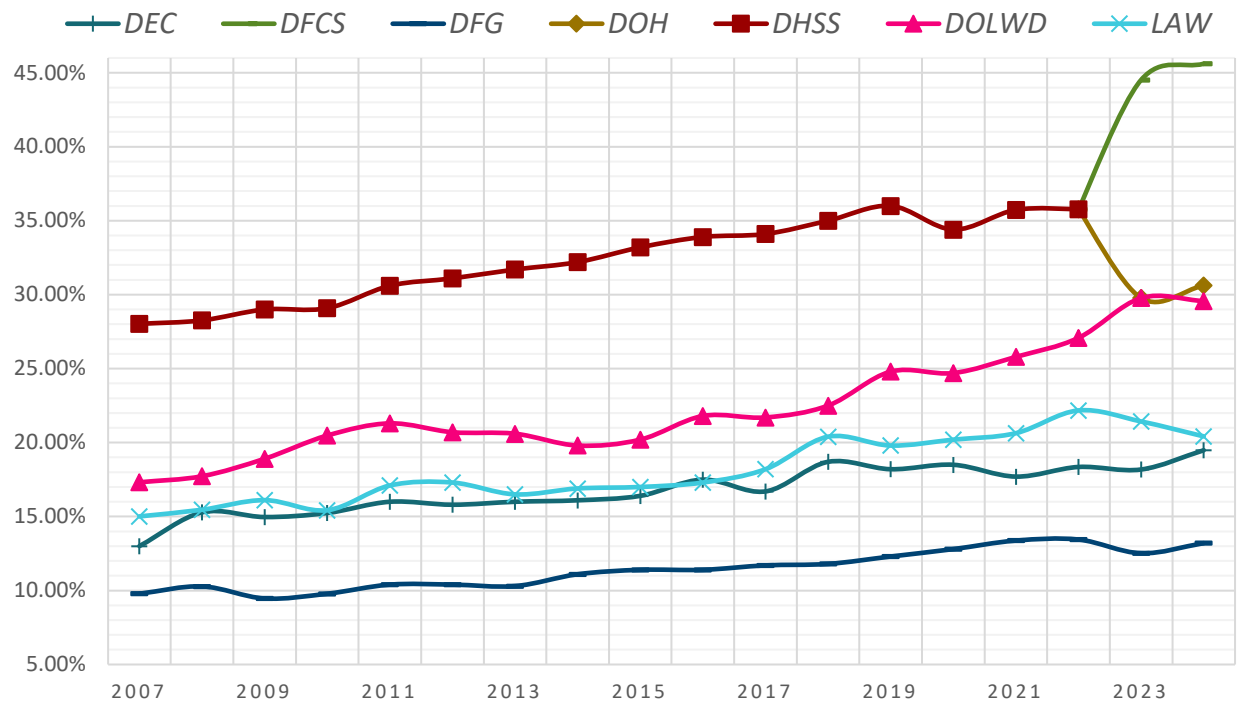
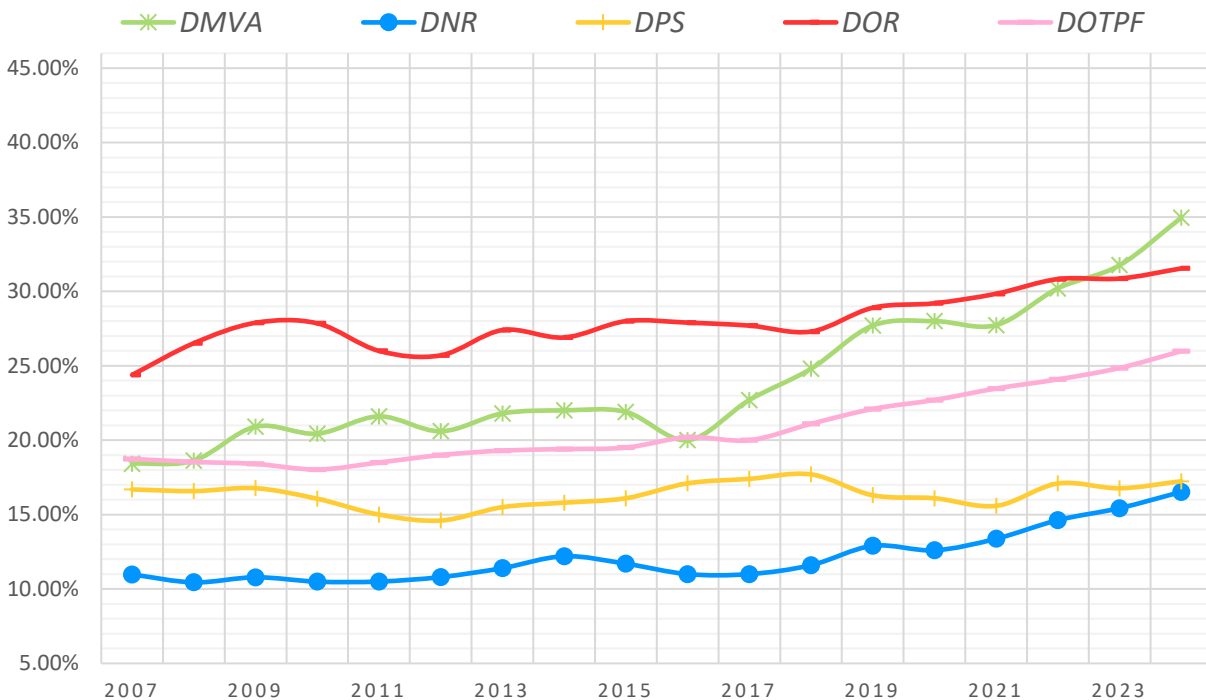


Exhibit Thirteen (C)

Percentage Racial/Ethnic Minority by Department: 2007-2024



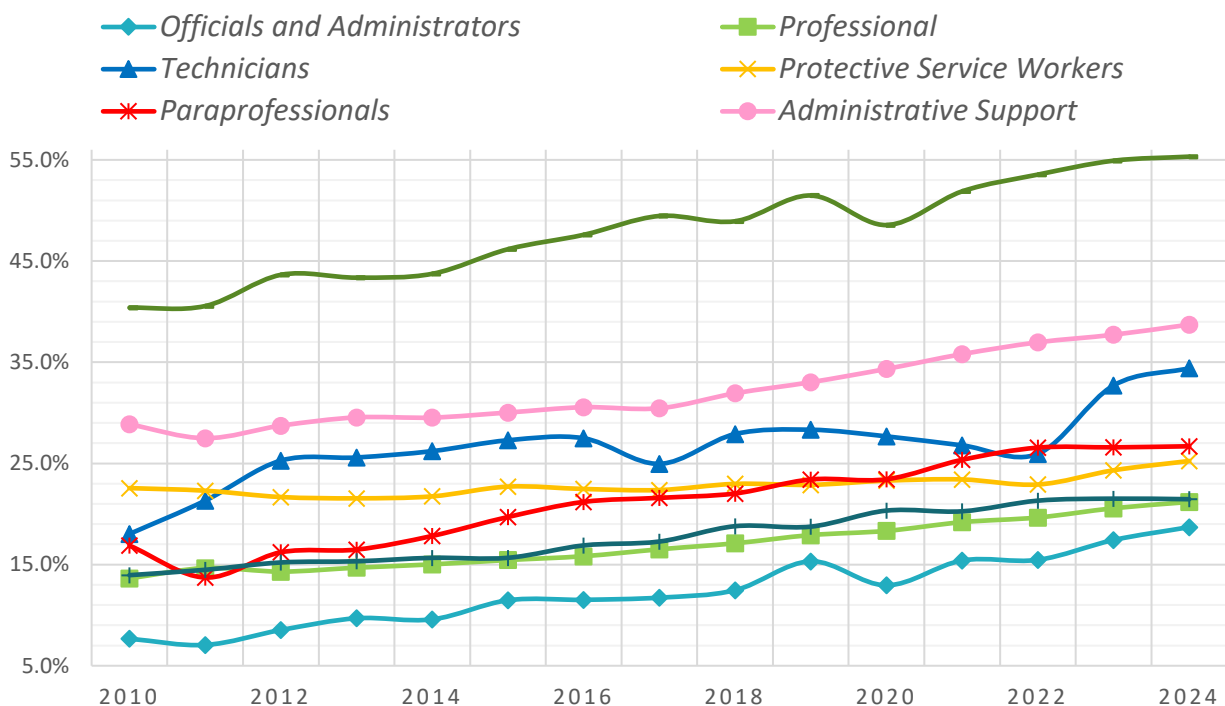
The overall percentage of racial/ethnic minority employees in the workforce continues to trend upward. Both new departments saw an increase in racial/ethnic minority employees: the DOH saw an increase of 0.85 percentage points for a total of 30.6% and the DFCS saw an increase of 1.09 percentage points for a total of 45.6%. The largest increase was reported by the DMVA at 3.2 percentage points for a total of 35.0% minority employees. As a trend, the DFG continues to have the lowest proportion of racial/ethnic minority employees at 13.2%, a 0.68 percentage point increase from 2023 but a 0.25 percentage point decrease from the record high in 2022. The DOTPF has continuously increased since 2017, marking the longest consecutive increase. A total of six departments showed proportional decreases in racial/ethnic minority employees.

Exhibit Fourteen shows trends in the proportion of Executive Branch racial/ethnic minority employees in each job category. The proportions of racial/ethnic minority employees have trended upward in each category overall, although the Skilled Craft Workers category saw no change compared to the previous year. Since 2022, proportional growth in this category as well as the Paraprofessionals category has stagnated with these categories reporting overall increases of only 0.2 and 0.1 percentage points, respectively. The percentage of racial/ethnic minority employees changed by less than 1.0 percentage point in the Protective Service Workers, Professional, Service-Maintenance, Paraprofessionals, and Skilled Craft Workers job categories. For the second consecutive year, Technicians saw the greatest increase of 1.7 percentage points. Although the proportion of racial/ethnic minority employees among Protective Service Workers has

changed by only 2.5 percentage points since 2010, the smallest overall increase, this proportion has trended upward for the third consecutive year.

Exhibit Fourteen

Percentage Racial/Ethnic Minority by Job Category: 2010-2024



The overrepresentation of racial/ethnic minority employees in the Service-Maintenance category and underrepresentation in the Officials and Administrators category are established trends. The proportion within the Officials and Administrators category increased by 1.3 percentage points, the second largest increase of 2024, and is now only 2.5 percentage points smaller than the second smallest proportion among Professionals. This category has seen the third largest increase since 2010, up 11.0 percentage points overall. The proportion in the Service-Maintenance category (55.3%) remains significantly higher than the second largest proportion in Administrative Support (38.7%) by 16.6 percentage points.

WOMEN IN THE EXECUTIVE BRANCH

CURRENT OUTLOOK

Women comprise 48.2% of the Executive Branch workforce and 46.2% of the Alaska CLF as demonstrated by **Exhibit Fifteen**.

This year saw the proportion of female employees in the Executive Branch increase by 0.1 percentage points representing 7,021 employees, 173 more than last year. This increase marks the second consecutive year of proportional growth since 2022, which had the smallest proportion of women in the Executive Branch workforce since 1999. The percentage of women within the CLF decreased by 0.6

percentage points. The percentage of female employees in the Executive Branch proportionally exceeds the percentage of female employees in the Alaska CLF by 2.3 percentage points.

Exhibit Fifteen

Employees by Sex

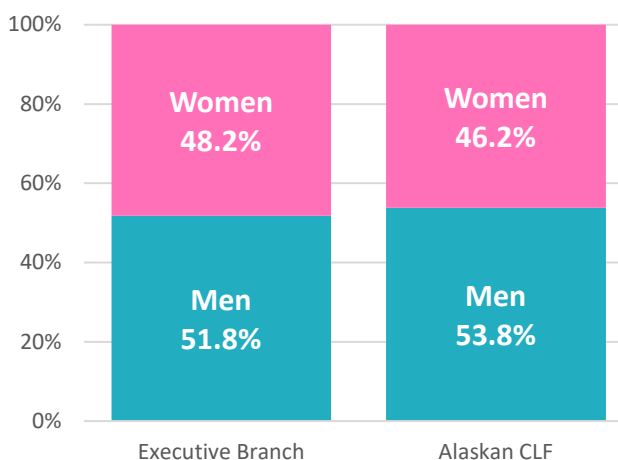


Exhibit Sixteen divides all Executive Branch employees by department and sex. Women constitute the majority of employees in ten departments and exceed men by 10 percentage points or more in each of them. Women are highly represented in the DOH (73.2%), LAW (66.8%), DEED (66.5%), and the OOG (65.7%). Inversely, in four of the six departments in which women are not the majority, men exceed women by 10 or more percentage points.

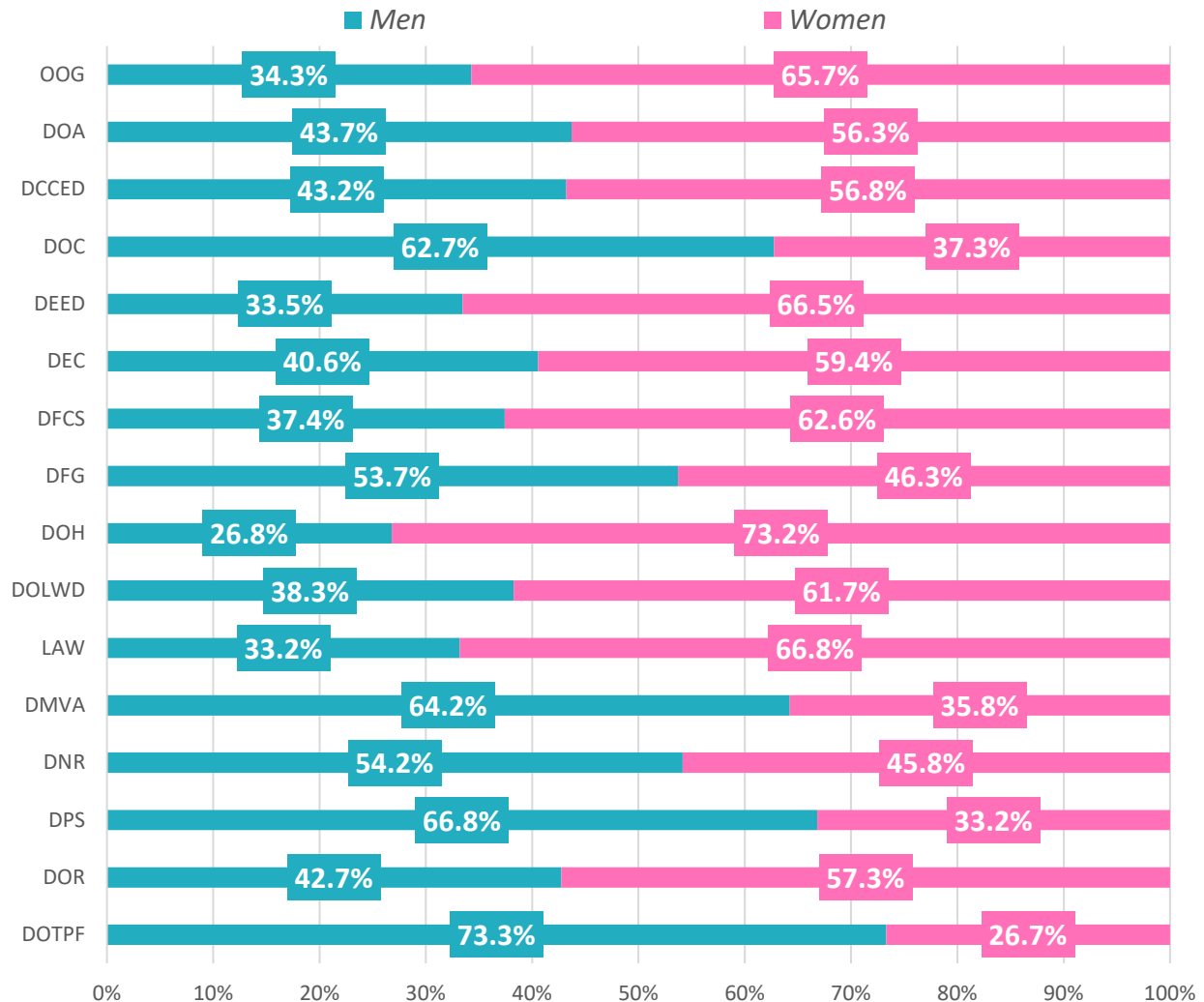
DID YOU KNOW?

Data provided by the Pew Research Center suggests that Alaska was the second most successful state in closing the "Gender Pay Gap" between 2012 and 2022. For every \$1.00 earned by a man, Alaskan women earned \$0.74 in 2012 compared to \$0.86 in 2022, an improvement of 12.62%. Only Wyoming exceeded Alaska with an improvement of 16.57%. West Virginia followed with an improvement of 8.10%.^{xviii}

For only racial/ethnic minority employees divided by department and sex, see Exhibit Ten in the "Minority Races/Ethnicities in the Executive Branch" section of this report. Women constitute a greater proportion of racial/ethnic minority employees than employees overall in every department except the DEC and DFCS. The proportion of racial/ethnic minority women exceeds the overall proportion of women by more than ten percentage points in three departments: DPS (14.4 percentage points higher), DCCED (12.2 percentage

Exhibit Sixteen

Executive Branch Employees by Sex and Department



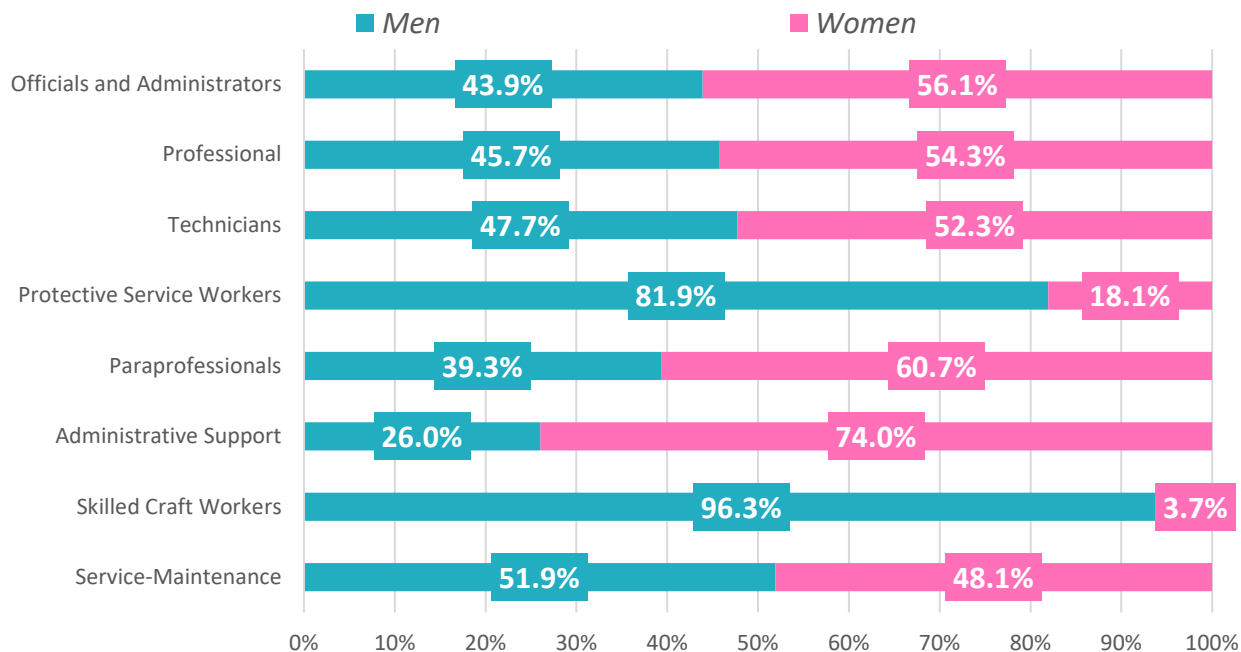
points higher), and LAW (11.7 percentage points higher). Women in these departments are more likely to identify with a racial/ethnic minority group.

Exhibit Seventeen shows Executive Branch employees utilizing the EEOC's eight job categories and sex. The category with the greatest proportion of women is Administrative Support (74% representing 1,387 women) while the category with the most women employed is Professionals (54.3% representing 3,856 women). Women are less represented in the Protective Service (18.1%) and Skilled Craft Workers (3.7%) categories, a continuing trend.

For only racial/ethnic minority employees separated by job category and sex, see Exhibit Eleven in the "Minority Races/Ethnicities in the Executive Branch" section of this report. Women

Exhibit Seventeen

Executive Branch Employees by Sex and Job Category

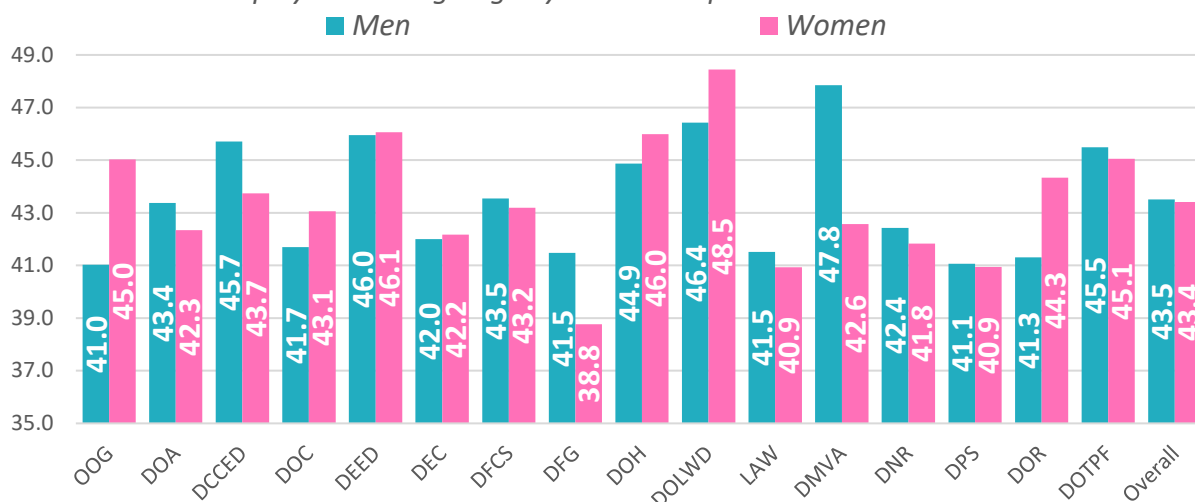


constitute an equal or greater proportion of racial/ethnic minority employees compared to employees overall in every category except Officials and Administrators and Administrative Support. Compared to women overall, the highest proportions of women identifying with racial/ethnic minority groups are among Paraprofessionals (8.1 percentage points higher), Technicians (7.9 percentage points higher) and Professionals (6.1 percentage points higher).

Employee age is another factor that provides insight into Executive Branch employment. [Exhibit Eighteen](#) shows the average age of Executive Branch employees by sex and department. In the

Exhibit Eighteen

Executive Branch Employees Average Age by Sex and Department



overall Executive Branch workforce, the average employee age is 43.4 years for women and 43.5 years for men. Women average younger than men in nine departments, most notably the DMVA by 5.3 years, the DFG by 2.7 years, and the DCCED by 2.0 years. Men average younger than women in seven departments, most notably the OOG by 4.0 years, DOR by 3 years, and DOLWD by 2.0 years.

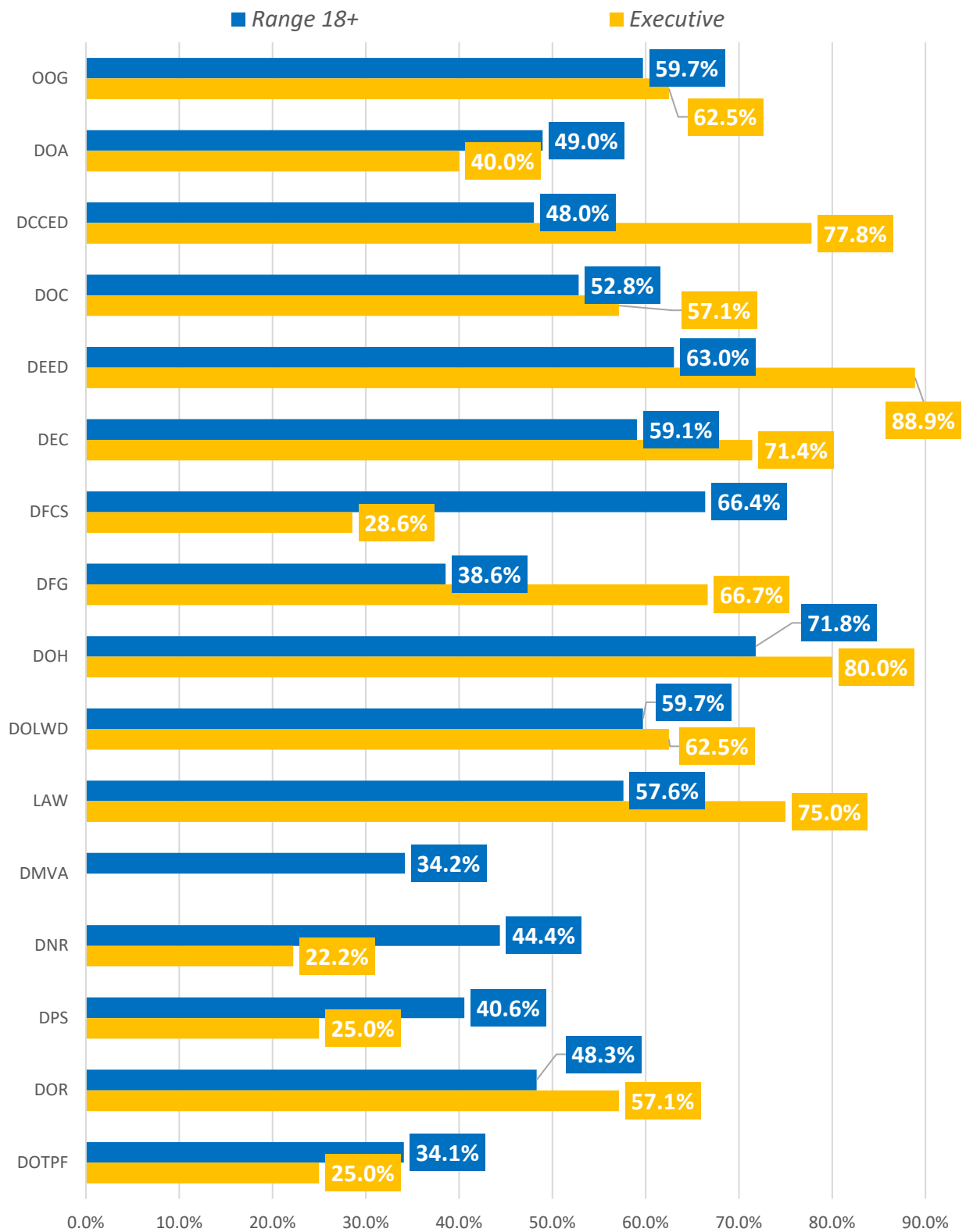
Compensation data is essential for analyzing the representation of women in the Executive Branch, as women have historically earned less than men, both overall and in comparable roles. **Exhibit Nineteen** shows the percentage of positions filled by women by department and two position strata: positions at or above pay range 18 and executive positions. Positions at or above pay range 18 are considered “highly paid” and include non-appointed senior professional and managerial levels. Executive positions include directors, commissioners, and their deputies. The overall proportion of women in positions range 18 and higher has decreased by 0.2 percentage points to 51.7%, while the overall proportion of women representing executives has increased by 2.4 percentage points to 51.6%.

Women hold the majority of highly paid positions in eight departments. Compared to their availability in the Executive Branch overall, women are overrepresented in highly paid positions by 10.0 or more percentage points in six departments: the OOG, DEED, DEC, DFCS, DOH, and DOLWD. Women are underrepresented in highly paid positions by 10.0 or more percentage points in two departments: the DMVA and DOR.

Women hold an equal or majority proportion of executive positions in ten departments, three more than the previous year. In eight of these ten departments, women are overrepresented among executives by 10.0 or more percentage points compared to their availability in the Executive Branch overall. In five of the six departments in which women are the minority, women were underrepresented by 10.0 or more percentage points compared to their availability in the Executive Branch overall.

Exhibit Nineteen

Pay Range 18+ and Executive Positions Percentage Female

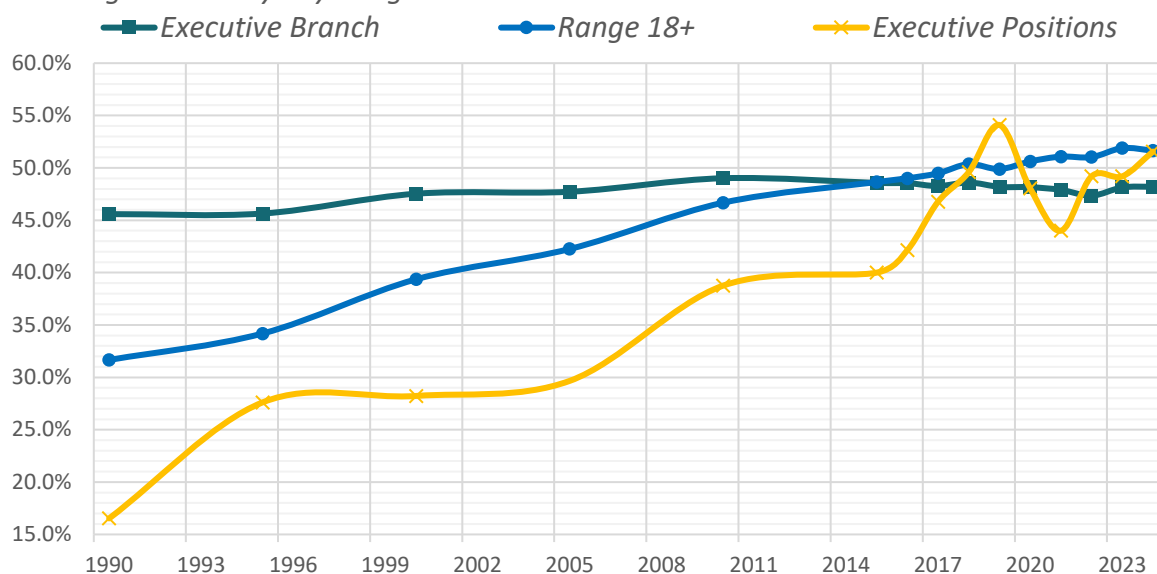


TRENDS

The State has shown improvement in the recruitment and retention of women since 1995. Although there has been a slight decline from the peak of 49.1% in 2013, the percentage of women in the Executive Branch has remained around 48% for the past decade. Data shows a total of 173 women joined the workforce in 2024, which marks the second consecutive year of growth. The number of women in higher paying positions also increased by 197 women. **Exhibit Twenty** demonstrates the proportion of positions filled by female employees from 1990 to present. Data is provided for the entire Executive Branch, positions in pay range 18 and higher, and executive positions.

Exhibit Twenty

Percentage Female by Pay Range and Executive Status: 1990 -2024



This data illustrates ongoing success in parity for women; over the past thirty years, the stratification gap at each level has narrowed by approximately 15.0 percentage points. The percentage of women at every stratum of Executive Branch employment now exceeds their percentage in the Alaska CLF (46.2%). Although the proportion of women in highly paid positions decreased this year by 0.2 percentage points, it has continued to remain stable at around 50% since 2018.

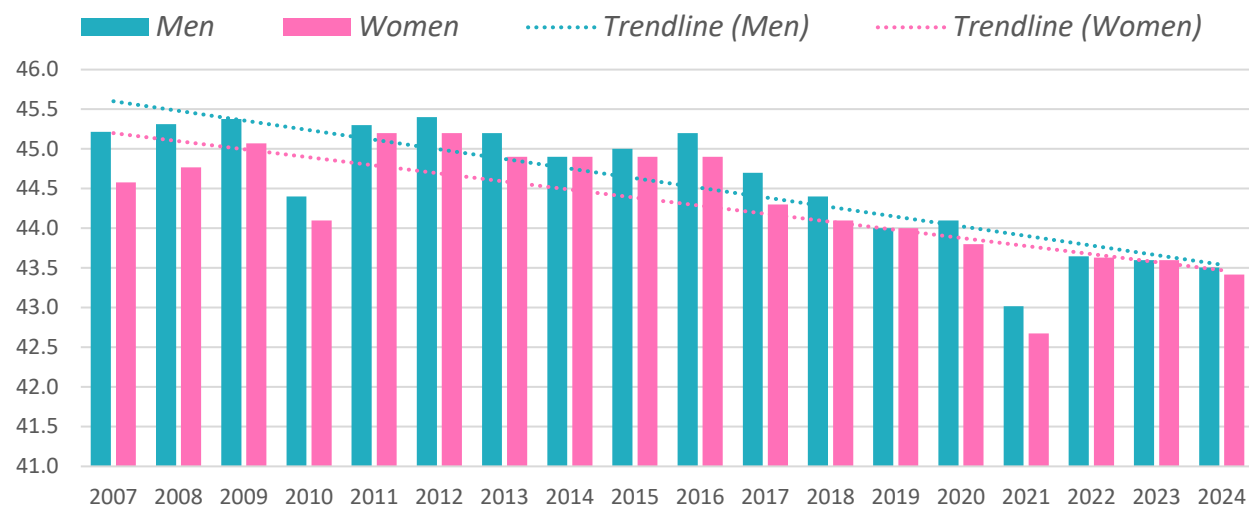
While 2020 and 2021 saw reductions in the percentage of women executives by 10.1 percentage points, the numbers from 2022 reflected a rebound with a gain of 5.2 percentage points. This rebound leveled in 2023 but resumed in 2024 with another 2.4 percentage point gain. This data corresponds meaningfully with the onset of the COVID-19 pandemic in 2020 and the associated workforce fluctuations.

Age is a key demographic factor in analyzing employment as it directly influences workforce participation, career progression, and economic outcomes for both men and women. **Exhibit**

Twenty-One shows the average age of Executive Branch employees overall by sex and year. The 0.1 percentage point difference between the average age of men (43.5 years) and women (43.4 years) is the first recorded disparity since 2021, when the average age of women (42.7 years) was lower than men (43.0 years). As shown by the trendlines, male employees have been older than female employees on average, but this age gap has gradually narrowed. Both metrics have decreased over the past fifteen years, with a notable drop in 2021, coinciding with the onset of the COVID-19 pandemic.

Exhibit Twenty-One

Executive Branch Employees Average Age by Sex and Year

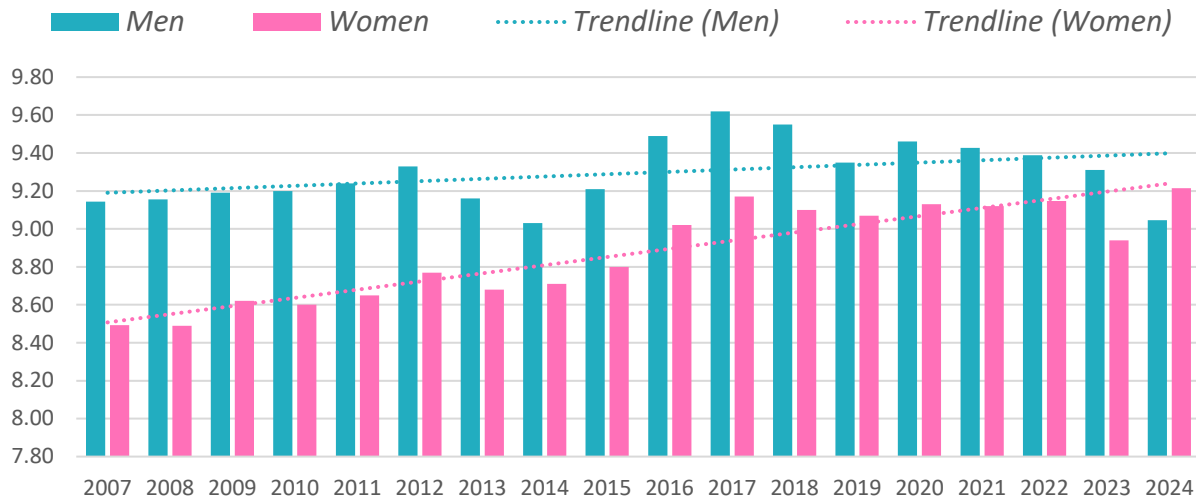


To assess employee retention, **Exhibit Twenty-Two** shows trends in average years of service by sex. Over the past sixteen years, this metric has increased for both men and women in the Executive Branch. The average length of service for women has increased from the reported 8.9 years in 2023 to 9.2 years in 2024, a record high overall average for women in the Executive Branch. The average years of service for men decreased from 9.3 years in 2023 to 9.1 years in 2024.

Although the gap widened in 2023, the exhibit trendlines indicate that the previously significant difference in average years of service between men and women continues to narrow. The gap in average years of service between men and women was 0.4 in 2023 and has decreased to an all-time low of 0.2 in 2024.

Exhibit Twenty-Two

Average Years of Service by Sex: 2007 -2024



Women have historically been unevenly represented across various departments and job categories. **Exhibit Twenty-Three** shows trends in the percentage of female employees by department. For improved legibility, this exhibit is presented in three parts: A, B, and C. Parts A and C compare five departments of the Executive Branch while Part B compares seven to reflect the 2022 split of the DHSS into two departments. All data in these parts is directly comparable and analysis includes comparing all departments.

Exhibit Twenty-Three (A)

Percentage Female By Department: 2007-2024

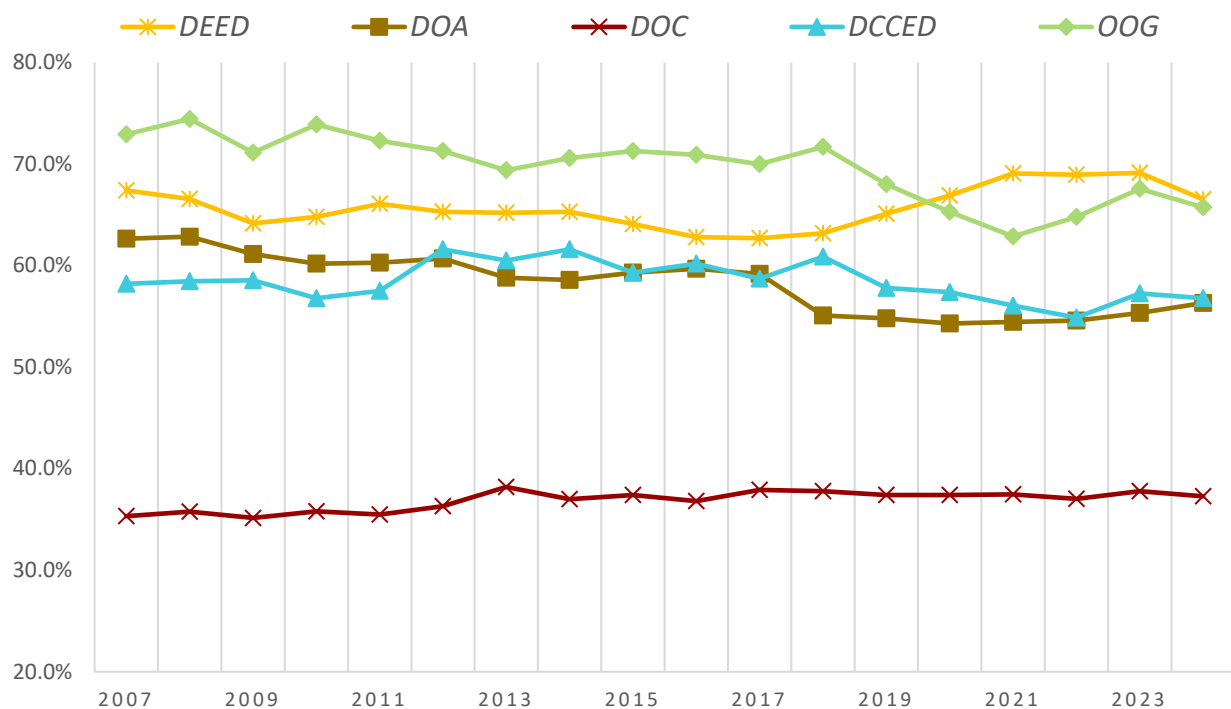


Exhibit Twenty-Three (B)

Percentage Female By Department: 2007-2024

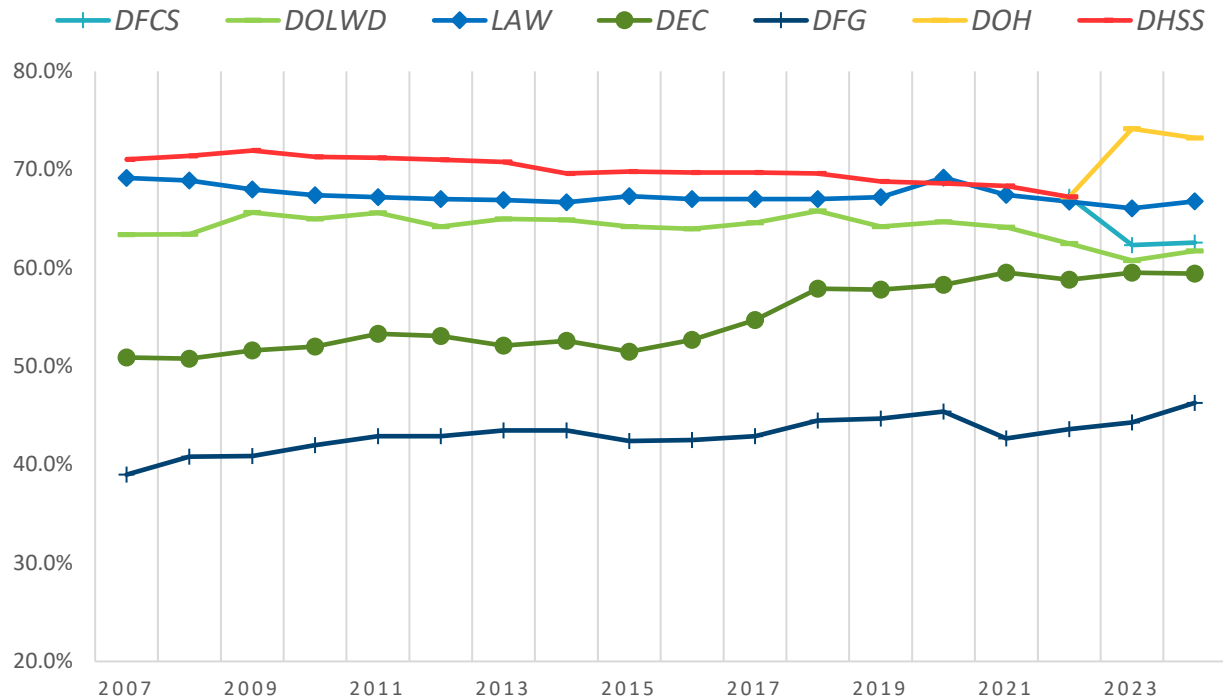
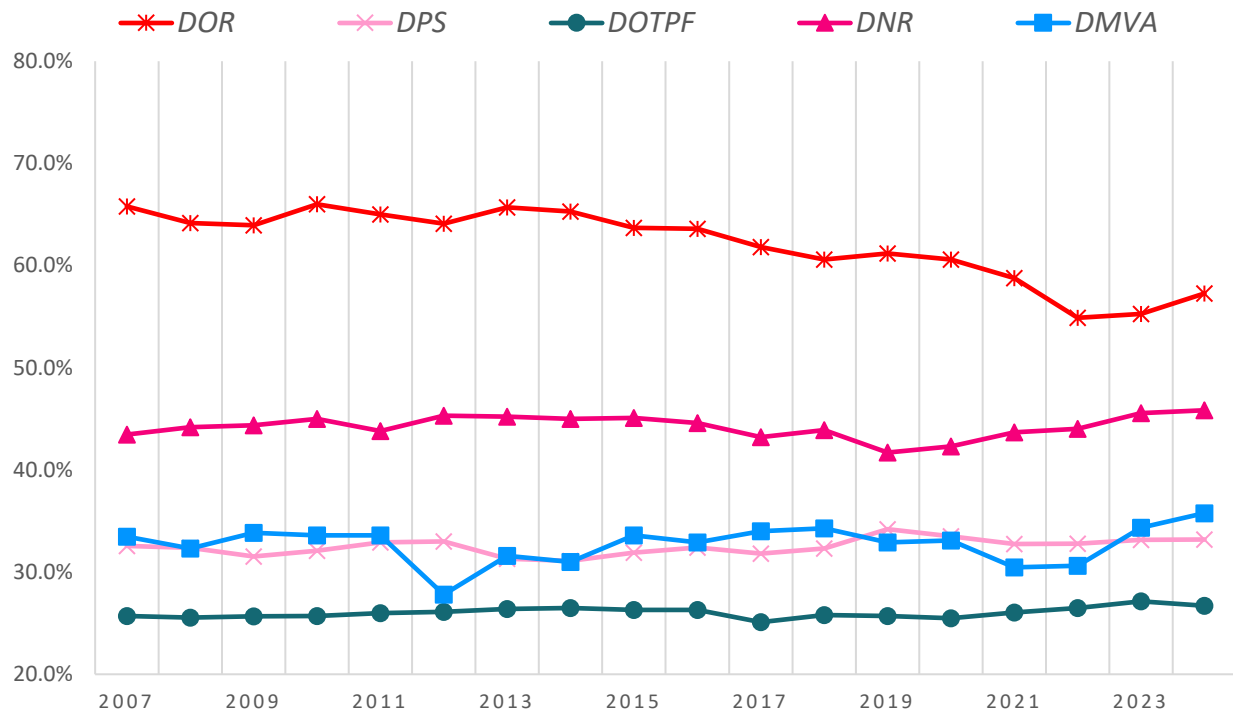


Exhibit Twenty-Three (C)

Percentage Female By Department: 2007-2024



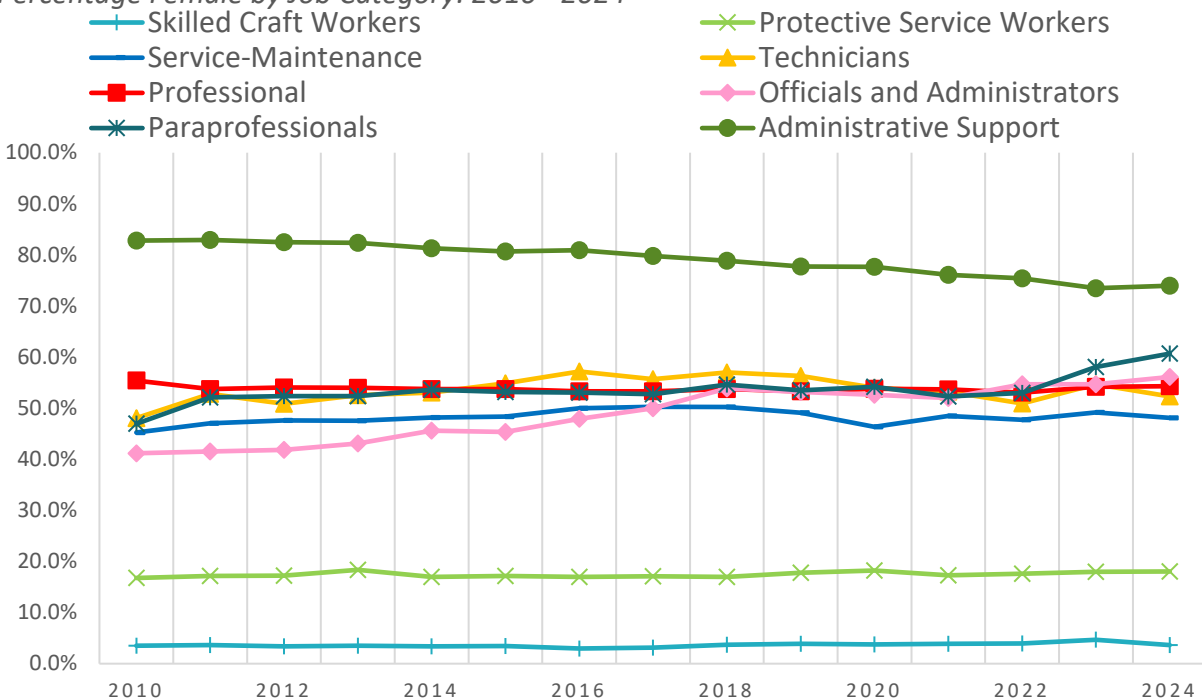
In 2024, the DOR and DFG reported the largest increases in the proportions of women by 2.0 percentage points. The DOH showed the largest proportion of women overall for the second consecutive year at 73.2%, a slight decrease from 2023. The DOTPF has the lowest proportion of women at 26.7%, a continuing trend. After trending downwards for three or more consecutive years, the proportions of women increased slightly in both the DOLWD and LAW. The DEED showed the greatest decline, dropping by 2.6 percentage points.

The underrepresentation of women constitutes a trend in multiple departments. Proportions of female employees have remained below 35.0% in the DMVA, DPS, and DOTPF. In the DOC, this percentage has remained below 40.0%. Inversely, overrepresentation constitutes a trend in the LAW, DOH, and DEED, which have remained over 65.0% female. Notably, DOC's representation of women in higher level positions (over the pay range 18 and executives) exceeds 52.0 %.

Exhibit Twenty-Four demonstrates trends in the percentage of female employees in the Executive Branch by job category. As a trend, women have been consistently underrepresented as Protective Service Workers (under 20.0%) and Skilled Craft Workers (under 5.0%). Paraprofessionals saw an increase in women by 2.6 percentage points, exhibiting an all-time high of 60.7%. Conversely, Technicians saw the steepest decline by 2.4 percentage points. Women have consistently been over-represented in the Administrative Support category (exceeding 75.0%), but this proportion has steadily declined over the past 13 years, dropping by a total of 8.5 percentage points. This proportion increased slightly from the record low of 73.5% in 2023 to 74.0% in 2024. All other categories report relatively steady proportions of women from 2010 to 2024.

Exhibit Twenty-Four

Percentage Female by Job Category: 2010 - 2024



CONCLUSION

Demographic information on Alaska's labor force and population provides Executive Branch leaders with insights on where and how to focus their ongoing recruitment and retention efforts. The State will continue to implement efforts and initiatives aimed at legal compliance.

Data indicates an overall increase in the number of racial/ethnic minority employees within the Executive Branch workforce. It is important to note, however, that these employees are unevenly distributed across departments, categories, and strata. Following multiple years of decline incited by the COVID-19 pandemic, data reflects an increase of women in the workforce for the second consecutive year. The percentage of women at every stratum of Executive Branch employment now exceeds their percentage in the Alaska CLF. In 2024, the average length of service for women in the Executive Branch reached a record high. Women continue to be unevenly represented across departments and job categories.

Thank You

APPENDICES

APPENDIX A: EXECUTIVE BRANCH DEPARTMENTS AND DUTIES

The scope of this report is limited to the sixteen principal departments of the Executive Branch of Alaskan State Government. The majority of state employees work in these departments. Descriptions below include lists of duties that are not intended to be comprehensive.

Office of the Governor (OOG): Supervises each principal department; appoints members for regulatory, quasi-judicial, and advisory boards as well as District, Superior, and Supreme Court judges and non-attorney members of the Judicial Council; and enforces laws through court actions, pardons, commutations, and the suspending or remitting of fines and forfeitures.

Administration (DOA): Centralizes state administrative services in matters of administration, including finance, personnel, and property and risk management; provides indigent defense and children's advocacy programs; and registers and licenses vehicles and drivers in Alaska.

Commerce, Community & Economic Development (DCCED): Promotes economic development, sustainable energy, strong communities, and consumer protection; regulates capital markets, state grants and loans, banks, securities, corporations, insurance, occupations, and public utilities; markets Alaskan products and tourism; and provides financial and technical assistance to communities.

Corrections (DOC): Provides secure confinement, reformatory programs, and supervised community reintegration for Alaskan inmates in thirteen state correctional facilities as well as community jails.

Education & Early Development (DEED): Regulates fifty-three public city and borough school districts, regional educational attendance areas, and a residential high school; provides research and consulting services to schools and government agencies; and certifies public school teachers.

Environmental Conservation (DEC): Executes the state's policy to conserve, improve, and protect Alaska's natural resources and environment while controlling pollution.

Family and Community Services (DFCS): A newly operating department as of July 1, 2022, per Governor Dunleavy's Executive Order 121 (EO 121), which restructured the Department of Health and Social Services into two new departments: Department of Health and Department of

Family and Community Services. The divisions assigned to the Department of Family and Community Services include Juvenile Justice, Alaska Psychiatric Institute, Alaska Pioneer Homes, and Office of Children's Services.

Fish & Game (DFG): Oversees the research, management, maintenance, protection, and improvement of the state's fish and wildlife resources; regulates recreational fishing and hunting; and monitors subsistence fishing and hunting.

Health (DOH): A newly operating department as of July 1, 2022, per Governor Dunleavy's EO 121, which restructured the Department of Health and Social Services into two new departments: Department of Health and Department of Family and Community Services. The divisions assigned to the Department of Health include Public Health, Public Assistance, Behavioral Health, Health Care Services, and Senior and Disability Services.

Labor & Workforce Development (DOLWD): Fosters the welfare of all wage earners in the state through improved working conditions and employment opportunities; provides employment services and unemployment insurance programs; enforces jurisdictional laws and regulations; and collects, analyzes, and distributes labor and population statistics.

Law (LAW): Through the Attorney General, serves as the legal advisor for the Governor and other state officers, prosecutes all violations of state criminal law, and enforces consumer protection and unfair trade practices laws.

Military & Veterans Affairs (DMVA): Through the Adjutant General, conducts state military affairs, including all units and installations assigned or attached to the Alaska National Guard, Alaska Naval Militia, or the Alaska State Defense Force; provides training and instruction in preparation of emergency situations; and responds to national emergencies. Administers the Alaska Military Youth Academy.

Natural Resources (DNR): Manages all of the state's natural resources except fish and game, including some of the largest oil fields in North America and the most extensive state park system in the nation; encourages the settlement of state land and the development of its resources consistent with the public interest; contributes to the state treasury through the sale of natural resource permits and leases; maintains resources inventory data; and records all real and personal property transactions in Alaska.

Public Safety (DPS): Provides functions relative to the protection of life, property, and wildlife resources; enforces laws and regulations relating to crime, traffic, wildlife, and fire; and administers search and rescue efforts, court services, and criminal justice records.

Revenue (DOR): Enforces state tax laws, manages and provides accounting services for nearly all state funds, administers the Permanent Fund Dividend, obtains and enforces child support orders, regulates charitable gaming, and investigates jurisdictional criminal cases.¹¹

Transportation & Public Facilities (DOTPF): Plans, designs, constructs, maintains, and operates state transportation systems and public facilities; implements long-term statewide project planning; ensures compliance with state and federal measurement and safety standards; designs and contracts for other departments; and operates and maintains the state equipment fleet.

¹¹ The Permanent Fund Dividend is an annual dividend paid to residents of Alaska from the investment earnings of mineral royalties.

APPENDIX B: RACE AND ETHNICITY CATEGORY DEFINITIONS

The seven race and ethnicity categories in this report stem from federal government standards and are used by federal agencies including the U.S. Equal Employment Opportunity Commission.

They are designed for collecting data on the race and ethnicity of broad population groups.

They are based on social and political considerations, not anthropological nor scientific.

Further, the race categories include both racial and national origin groups.

Black or African American (Not Hispanic or Latino): A person having origins in any of the Black racial groups of Africa.

Alaska Native or American Indian (Not Hispanic or Latino): All persons having origins in any of the original peoples of the Americas and who maintain cultural identification through tribal affiliation or community attachment. The terms “Alaska Native” and “American Indian” represent many separate groups of people with distinct ethnic and cultures throughout Alaska and the contingent United States. Alaska Native peoples include Iñupiaq, Yup’ik/Cup’ik, Alutiiq, Aleut, Eyak, Athabaskan (comprised by eleven cultural and linguistic groups), Tlingit, Haida, and Tsimshian.

Asian (Not Hispanic or Latino): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

Pacific Islander or Native Hawaiian (Not Hispanic or Latino): A person having origins in any of the peoples of Hawaii, Guam, Samoa, Mariana Islands, or other Pacific Islands.

White (Not of Hispanic or Latino origin): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Two or More Races (Not Hispanic or Latino): A person who identifies with more than one of the above races.

APPENDIX C: JOB CATEGORY DEFINITIONS

The eight job categories in this report stem from federal government Standards and are used by federal agencies including the U.S. Equal Employment Opportunity Commission. They are designed for collecting data on job stratification and equal opportunity.

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district, or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

Professionals: Occupations that require specialized and theoretical knowledge, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

Technicians: Occupations that require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers.

Protective Service Workers: Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police, patrol officers, firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience

normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a “New Careers” concept. Includes: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemaker aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

Administrative Support (including Clerical and Sales): Occupations in which workers are responsible for internal and external communication, recording and retrieving data and/or information, and other bookkeeping required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

Skilled Craft Workers: Occupations in which workers perform jobs which require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

Service-Maintenance Workers: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene, or safety of the general public or which contribute to the upkeep and care of buildings, facilities, or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry-cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

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