



SOUTHEAST ALASKA by the Numbers 2024

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CHANGES 2022 TO 2023

SOUTHEAST ALASKA'S ECONOMY



THE **LABOR FORCE**
INCREASED BY **1,428**
JOBS TO **45,883 +3%**



TOTAL WAGES
INCREASED BY **\$120**
MILLION TO \$2.76
BILLION, **+5%**



TOURISM JOBS
INCREASED BY **26%**,
WAGES INCREASED BY
44%, +\$105 MILLION



VALUE OF SEAFOOD
LANDED IN THE REGION
DECREASED BY **20%**,
-\$66 MILLION
CATCH WAS UP BY **74**
MILLION POUNDS



REGIONAL **POPULATION**
DECREASED BY **796**
PEOPLE TO **71,077**



HEALTHCARE JOBS
INCREASED BY **88**,
WAGES INCREASED BY
\$24 MILLION

2023

Southeast Alaska's economy is growing. In 2023 jobs were up by 3% and wages were up by 5% over 2022. All but two communities gained workers as 1,400 new jobs were added across the region. However, the region's two top private sector industries, seafood and tourism, experienced very different outcomes.

In 2023, tourism became the largest sector in the region, with a lot more jobs, and more wages than any other sector, including local or state government. Tourism jobs flooded back, growing by 26%, an increase of 1,700 year-round-equivalent jobs. Workers earned \$105 million more than the year before, a 44% increase.

Seafood was the top private sector industry in 2022 and brought in a massive harvest in 2023. But while the catch was the largest in more than a decade, it had one of the lowest catch values on record, \$66 million less than the smaller catch from the year before. Wages fell by 26%, as global markets drove down prices.

Other sectors were mostly up. The government, healthcare, retail, construction, finance, and mining sectors all added workers to their payrolls. Tribal government grew by 9%. Regional GDP was up by 31%. Nine communities saw double digit wage growth. But not all indicators were up. State jobs continued to decline, social services were down, along with professional & business services. Population and school enrollment declined.

2024

The economy of 2024 is strong and diversified. Two-thirds of Southeast business leaders are optimistic looking forward, with 30% saying their prospects will be even better over the next year. The regional economy has finally fully recovered from the pandemic.

Tourism is having another strong year as 1.68 million cruise passengers are expected to visit. The construction industry is responding to \$334 million in infrastructure bill investments in Southeast. Inflation has normalized. Wages are on the rise.

Seafood continues to be a concern. While prices are up slightly from 2023 levels, the catch is down significantly, although the season is ongoing.

While jobs continue to grow in 2024, so do concerns about the lack of a sufficient workforce in the region. Compared to 2010, when the population was nearly identically sized, the region now has 1,700 more jobs and 5,600 fewer workforce-aged residents. In 2024, regional business leaders were asked where the focus needs to be over the next five years. The top two answer were clear:

1. Housing initiatives, and
2. Attracting and retaining a workforce-aged population.

We need more young people in the region, and in order to attract them, we need more housing and more affordably-priced homes.

The Whole Southeast Alaska Economy 2023

In 2023, Southeast Alaska gained more than 1,400 year-round equivalent jobs and \$120 million in workforce earnings compared to 2022.

Annual Average Jobs

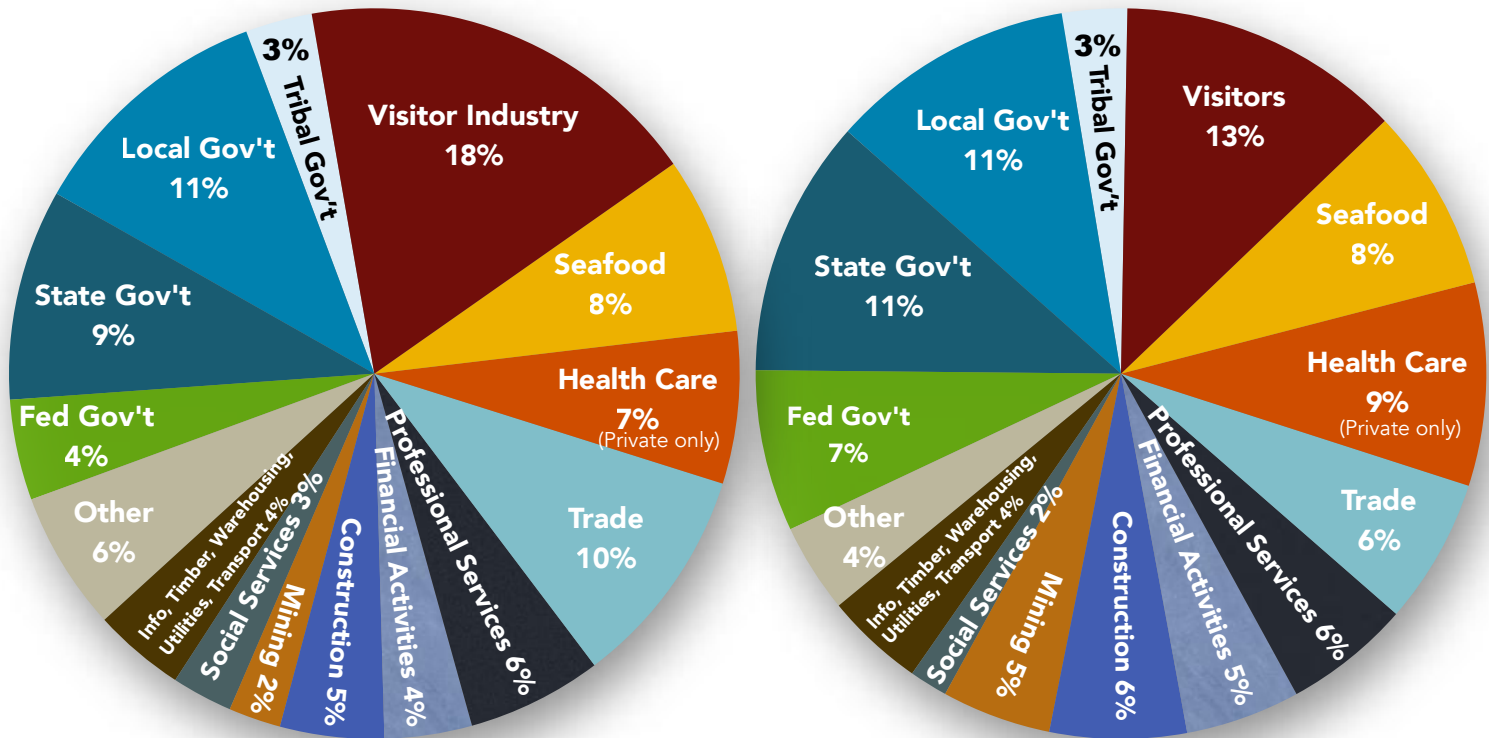
45,883 Jobs

UP 1,428 JOBS IN 2023 +3%

Employment Earnings

\$2.76 Billion Workforce Earnings

UP \$120 MILLION +5%

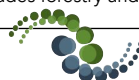


2023 Southeast Alaska Employment Earnings

	EMPLOYMENT RELATED EARNINGS			EMPLOYMENT NUMBERS			
	Wages (2023)	Self-Employment Earnings (est.)	Total Earnings	Annual Average Employment (2023)	Self-Employed (est.)	Total Employment	Change 2022 to 2023
Government (includes Coast Guard)	\$832,280,274	\$60,120,000	\$892,400,274	12,110	668	12,778	134
Visitor Industry	\$308,869,594	\$38,487,214	\$347,356,808	7,212	1,050	8,263	1,694
Seafood Industry	\$104,743,179	\$120,094,157	\$224,837,336	1,453	2,151	3,604	-49
Trade: Retail and Wholesale	\$152,775,223	\$25,737,565	\$178,512,788	3,950	566	4,515	261
Health Care Industry (private only)	\$231,396,548	\$17,181,417	\$248,577,965	2,815	279	3,095	72
Construction Industry	\$119,487,289	\$47,894,644	\$167,381,933	1,479	632	2,110	72
Financial Activities	\$61,963,111	\$78,305,008	\$140,268,119	1,015	761	1,776	30
Professional and Business Services	\$101,092,563	\$53,776,335	\$154,868,898	1,526	1,220	2,746	-191
Mining Industry	\$133,345,932	\$462,762	\$133,808,694	1,054	7	1,061	59
Social Services	\$42,641,296	\$4,188,024	\$46,829,320	1,049	190	1,238	-27
Information	\$16,259,923	\$1,025,356	\$17,285,279	325	47	372	-107
Timber Industry	\$16,939,861	\$2,301,703	\$19,241,564	239	52	291	-4
Warehousing, Utilities & Non-Visitor Transportation	\$71,535,757	\$12,717,397	\$84,253,154	955	245	1,200	-768
Other	\$70,534,248	\$38,567,492	\$109,101,740	1,734	1,099	2,833	251
Total	\$2,263,864,798	\$500,859,075	\$2,764,723,873	36,914	8,968	45,883	1,428

Sources: Alaska Department of Labor Employment & Wage data; (latest available) US Census Nonemployer (self-employment) Statistics; Active Duty Military Population, ADOL.

*These cells in Government refer to active duty Coast Guard personnel employment and wages, and not self-employment data. **Notes:** **Seafood Industry** includes animal aquaculture, fishing & seafood product preparation, and Southeast Alaska resident commercial fishermen (nonresident fishermen & crew who did not report income are excluded). **Visitor Industry** includes leisure & hospitality, and visitor transportation (air, water, scenic). **Timber** includes forestry and logging support activities for forestry, and wood product manufacturing.



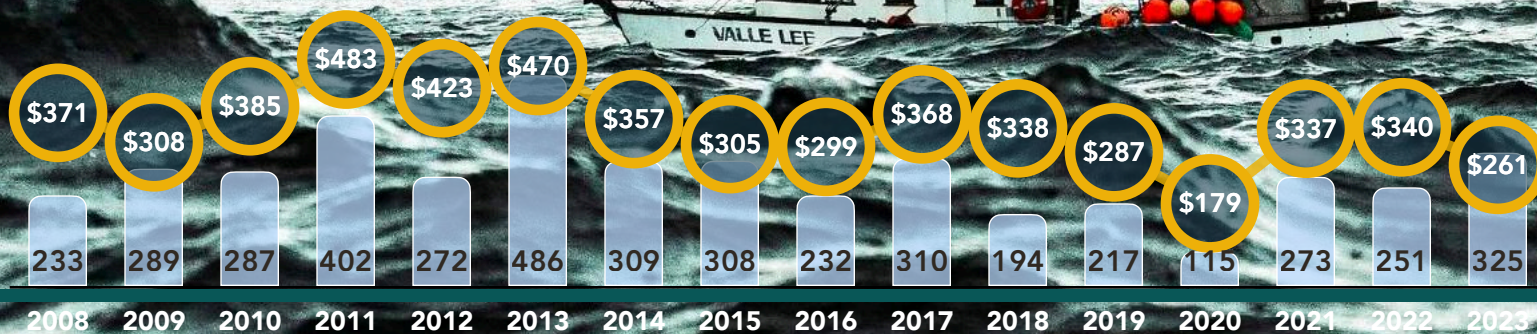
CHANGE IN THE LAST YEAR: 2022 to 2023

Table tracks key Southeast indicators over the past year, along with associated changes.

DEMOGRAPHICS	2022	2023	% CHANGE 2022-2023	CHANGE 2022-2023
Total Population ¹	71,873	71,077	-1%	-796
Under Age 15 ²	12,422	11,993	-3%	-429
Twenty-somethings ²	7,824	8,038	3%	214
Ages 65 and older ²	13,462	13,698	2%	236
UAS Enrollment (fall enrollment)	2,148	2,177	1%	29
K-12 School District Enrollment ³	10,803	10,697	-1%	-106
GENERAL ECONOMIC CONDITIONS				
Total Labor Force (jobs, includes self-employed & USCG) ^{1,5,6}	44,455	45,883	3%	1,428
Total Job Earnings ^{1, 5, 6}	\$2.64 billion	\$2.76 billion	5%	\$120 million
Total Private Sector Payroll ^{1, 6}	\$1.8 billion	\$1.97 billion	9%	\$166.7 million
Average Annual Wage ¹	\$59,493	\$60,257	1%	\$763
Annual Unemployment Rate ¹	3.6%	3.9%	0.3%	0.3%
TOP ECONOMIC SECTORS	2022	2023	% CHANGE	CHANGE
GOVERNMENT	PUBLIC SECTOR: 32% OF ALL EMPLOYMENT EARNINGS			
Total Government Employment ^{1, 5}	12,644	12,778	1%	134
Federal Employment ^{1, 5} (8% of all employment earnings)	2,019	2,044	1%	25
State Employment ¹ (14% of all job earnings)	4,334	4,287	-1%	-47
City and Tribal Employment ¹ (14% of all job earnings)	6,291	6,446	2%	155
Total Government Payroll (includes USCG) ^{1, 5}	\$842.7 million	\$892.4 million	6%	\$49.7 million
State of Alaska Payroll ¹	\$289.1 million	\$315 million	9%	\$25.9 million
VISITOR INDUSTRY	KEY INDUSTRY: 13% OF ALL EMPLOYMENT EARNINGS			
Total Visitor Industry Employment ^{1, 6}	6,569	8,263	26%	1,694
Total Visitor Industry Wages/Earnings ^{1, 6}	\$241.9 million	\$347.4 million	44%	\$105.5 million
Total Southeast Alaska Passenger Arrivals	1,652,223	2,145,049	30%	492,826
Cruise Passengers ¹⁰	1,178,123	1,670,000	42%	491,877
Total Air Passenger Arrivals from Outside SE ¹¹	465,299	467,738	1%	2,439
Total AMHS Passengers from Outside SE ¹²	8,801	7,311	-17%	-1,490
COMMERCIAL FISHING & SEAFOOD INDUSTRY	KEY INDUSTRY: 8% OF ALL EMPLOYMENT EARNINGS			
Total Seafood Employment (includes fishermen) ^{1, 6}	3,653	3,604	-1%	-49
Total Seafood Employment Earnings ^{1, 6}	\$301.8 million	\$224.8 million	-26%	-\$77 million
Commercial Fishing Boats Homeported in SE ¹⁵	2,647	2,661	1%	14
Value of Seafood Processed ⁷	\$765.7 million	\$508.2 million	-34%	-\$257.5 million
Pounds (whole seafood landed pounds by SE residents) ⁸	251.4 million	325.2 million	29%	73.7 million
Estimated Gross Earnings (ex-vessel value of pounds landed) ⁸	\$326.8 million	\$260.7 million	-20%	-\$66.1 million
HEALTH CARE INDUSTRY (PUBLIC & PRIVATE HEALTH)	KEY INDUSTRY: 11% OF ALL EMPLOYMENT EARNINGS			
Health Care Employment ^{1, 6}	3,811	3,899	2%	88
Health Care Wages ^{1, 6}	\$287.2 million	\$311.5 million	8.5%	\$24.4 million
MARITIME ECONOMY (Includes employment from all industries)	KEY INDUSTRY: 14% OF ALL EMPLOYMENT EARNINGS			
Private Maritime plus USCG Employment ^{1,5,6}	5,558	5,567	0%	9
Private Maritime plus USCG Wages ^{1,5,6}	\$482.2 million	\$380.2 million	-21%	-\$102 million
OTHER SELECTED STATISTICS	2022	2023	% CHANGE	CHANGE
Construction Employment ^{1, 6} (6% of all employment earnings)	2,038	2,110	4%	72
Mining Employment ¹ (5% of all employment earnings)	1,002	1,061	6%	59
Price of Gold ⁷	\$1,802	\$1,928	7%	126
Total Southeast AMHS Ridership ¹²	113,868	127,461	12%	13,593
Cost of Living: Consumer Price Index ¹	256.4	260.4	2%	4
Housing Units Permitted/Completed ^{4,1}	169	258	53%	89
Avg. Daily Volume ANS Oil Production (mbbls/day) ¹⁴	485,193	468,445	-3%	-16,748
Annual Avg. Domestic Crude WTI Oil Prices (in \$/Barrel) ¹⁴	\$100	\$83	-17%	-17

Sources: ¹Alaska Department of Labor (ADOL); ²ADOL Southeast Alaska Population by Age; ³Alaska Department of Education and Early Development; ⁴Based on the quarterly Alaska Housing Unit Survey, a survey of local governments and housing agencies; ⁵US Coast Guard; ⁶US Census Nonemployer (self-employment) Statistics and estimates based on business climate surveys; ⁷Kitco Metals Inc.; ⁸ADF&G Southeast Alaska Commercial Seafood Industry Harvest and Ex-Vessel Value Information; ⁹Cruise Line Agencies of Alaska; ¹⁰US Bureau of Transportation Statistics (BTS); ¹¹US Bureau of Transportation Statistics (BTS); ¹²Alaska Marine Highway System data; ¹³Alaska Department of Revenue Crude Oil and Natural Gas Prices; ¹⁴Commercial Fisheries Entry Commission.

○ Inflation Adjusted Value to Fishermen (millions)
■ Landed Whole Pounds (millions)



Seafood Industry 3,604 Annualized Jobs 2023

**EARNINGS DOWN
\$77 MILLION IN 2023**

2023 While seafood was the top private sector wage provider in the region in 2021 and 2022, the value of seafood dropped precipitously in 2023, but not for lack of fish.

In 2023, regional fishermen caught 325 million pounds of seafood (measured in whole pounds) the largest catch since 2013. Yet it was one of the lowest catch values on record with a value of \$261 million. Only 2020 was lower in recent history. The overall gross value of the catch was down 20%, a \$66 million decrease over 2022. Total earnings across the seafood sector dropped by \$77 million.

The overall harvest was huge. Fishermen caught 74 million more pounds of seafood in 2023 than they did in 2022. This includes 78 million more pounds of pink salmon — due to it being an odd year — and 27 million more pounds of chum. But the per pound value of species were down considerably, up to 49%. The pandemic and the Russia-Ukraine war had contributed to an over-

abundant global salmon supply, leading to depressed prices across all species. Overall jobs were basically flat, down by 1%, so workers simply earned a lot less than they had in 2022, after working more.

In 2023, the five salmon species represented 82% of the regional seafood catch by pounds landed, and slightly more than half the overall value (54%). Halibut, black cod, crab, and the dive fisheries accounted for just 10% of pounds landed, but 41% of the total harvest value. The majority of the statewide catch of Chinook, coho, chum, shrimp, Dungeness crab, and the dive fisheries typically occurs in Southeast Alaska.

KEY ECONOMIC DRIVER

The regional seafood industry (including commercial fishing and seafood processing) generated 3,604 annual regional jobs and

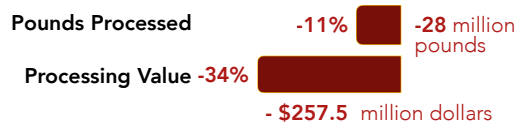
\$225 million in earnings in 2023, making up 8% of earnings and jobs in the region.

The 10-year Southeast seafood harvest averages are 253 million whole pounds, and an inflation adjusted value of \$307 million.

SEAFOOD PROCESSING

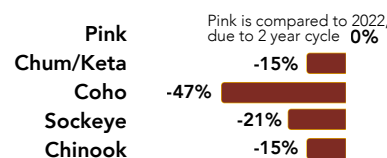
Seafood processing values were also down significantly. In 2023, shore-based seafood facilities in Southeast Alaska processed 229 million pounds of seafood in the region, with a wholesale value of \$508 million, including shorebased processors and direct marketers. This represents a 34% decrease in value over 2022 as 28 million fewer pounds of seafood were processed.

SE Seafood Processing: 2022 vs. 2023



2024 The 2024 harvest-to-date is down, and fish prices remain low. Southeast has seen a solid pink salmon return, in contrast with the rest of Alaska, which has been reporting abysmal pink harvests. In ASMI's September 2024 update is below:

SE Salmon Catch: 2023 vs. 2024 Year over year: week 36



2024 continues to be a challenge for regional fishermen and processors, although prices appear to be up slightly from 2023's deflated levels.

THE 2023 SOUTHEAST CATCH COMPARED TO THE 2022 CATCH IN MILLIONS				
Species	2023 Pounds Landed	2022 Pounds Landed	2023 Catch Value	22-23 Change in Value
Pink Salmon	146.5	68.3	\$40.0	10%
Chum Salmon	102.3	74.9	\$68.3	-30%
Herring	22.6	51.8	\$11.0	28%
Black Cod	15.6	17.1	\$39.6	-28%
Coho Salmon	10.4	9.3	\$12.2	-15%
Halibut	8.0	8.9	\$38.3	-30%
Sockeye Salmon	5.3	6.9	\$6.5	-54%
Chinook	2.5	3.4	\$14.0	-22%
Geoduck, Sea Cucumbers, Urchins	2.2	2.0	\$13.6	52%
Crab	5.2	4.2	\$14.4	-24%
All Other	4.7	4.8	\$3.0	-2%
Pounds	325 million	251 million	\$261 million	-\$66 million

Sources: Combination of ADOL Employment and Wage data; US Census Nonemployer (self-employment) Statistics; ADF&G Seafood Production of Shorebased Plants in Southeast Alaska; ADF&G Southeast Alaska Commercial Seafood Industry Harvest and Ex-Vessel Value Information; Alaska Commercial Salmon Harvests and Ex-vessel Values, ADF&G. Weekly Alaska Salmon Harvest Updates are produced for ASMI by McKinley Research. **Seafood Industry** includes animal aquaculture, fishing, & seafood product preparation and Southeast Alaska resident commercial fishermen (nonresident fishermen & crew who did not report income are excluded). **Photo by Rafe Hanson Photography.**

VISITOR INDUSTRY

SOUTHEAST ALASKA CRUISE PASSENGERS



Visitor Industry

8,263 Annualized Jobs

\$347 Million in Wages in 2023

JOBS UP 1,694 JOBS IN 2023

EARNINGS UP BY 44% +\$106M

2023 Nearly 2.2 million passengers arrived in Southeast Alaska by air, ferry, and cruise ship in 2023.

RECORD BREAKING CRUISE SHIP SEASON

Cruise passenger numbers grew by a nearly a half million passengers, a 42% increase from 2022, as the pandemic's impact on tourism was finally erased. The 2023 season's 1.67 million cruise ship passengers marked a new regional record, breaking the previous record of 1.33 million cruise passengers set in 2019. Airline passengers increased by more than 2,400. Although total ferry passenger traffic arriving from outside the region was down by about 1,500 passengers due to scaled back marketing.

In 2023, visitor sector jobs increased by 26% over 2022, as nearly 1,700 new year round equivalent jobs were added, and wages grew by \$105.5 million, a 44% increase. Those working in the visitor industry earned \$347 million in 2023, comprising 13% of all regional employment income, making tourism the top economic sector in the region.

2024 BUSINESS LEADERS SURVEY
By all accounts 2024

has been a very good year for tourism businesses, and by extension, the regional economy. In spring 2024, business leaders from the tourism, food, and beverage sectors reported a strong economic climate with 81% calling the business climate good or very good for their business. Nearly half (43%) expected their business operations to be even stronger headed into 2024 and 2025.

SIMILAR-SIZED CRUISE SEASON IN 2024

After 3 years of cruise passenger number volatility, 2024 offers a stable supply of cruise passengers. The City and Borough of Juneau (CBJ) is working with the cruise industry on passenger abatement strategies to ensure a holding pattern on growth. In 2024, ships are expected to carry 1.68 million passengers by the end of this summer.

Tourism businesses are reporting record revenues, and are becoming competitive with other sectors for workers, as visitor sector wages increase. Between 2022 and 2023, the average tourism wage increased 14%.

"Sales are definitely up, but so are expenses."
Tourism business leader in August 2024

WORKFORCE AND HOUSING CHALLENGES

With the most visitor sector jobs the region has ever had, attracting a workforce sufficient to serve visitors has remained a challenge for regional businesses, and business leaders place the primary blame on housing. In a visitor industry SWOT, leaders say the top tourism weakness in the region is limited housing, the top opportunity is workforce housing development, and the top threat is a shortage of housing.

JET PASSENGERS

Total air passenger arriving from outside Southeast was up by 1% in 2023 to just under a half million. In the first half of 2024 total air passenger arrivals for the region was 2% above 2023 levels.

2025 VISITOR STABILITY EXPECTED IN 2025/2026

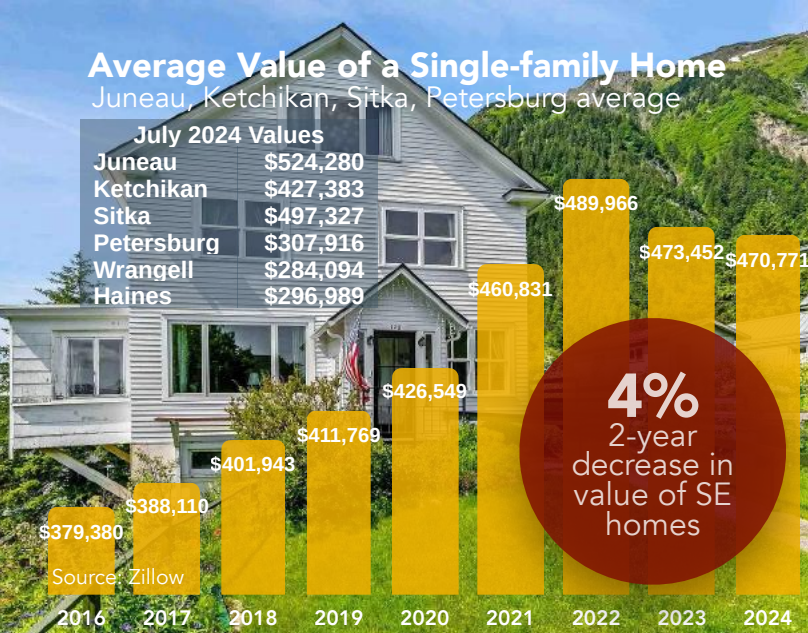
Moving into 2026, regional cruise ship passenger numbers are expected to be slightly smaller than the 2023 and 2024 seasons. This is due to three significant agreements between local communities and the larger cruise industry:

- 1) 5-Ship Limit:** In 2024, the CBJ started enforcing a 5-ship-per-day limit, a recommendation of the community's Visitor Industry Task Force, and agreed to by the industry.
- 2) Daily Caps:** CBJ worked with the cruise lines to set a daily agreed upon limit of 16,000 on weekdays and 12,000 on weekends, which will be enacted in 2026.
- 3) Shorter Season:** Also in 2026, the cruise season will be significantly shorter. Instead of starting in early April, the 2026 cruise season is currently slated to begin on April 28th, and instead of running through the end of October, the season will end on October 6th.

These three changes are intended to cap significant overall cruise passenger growth and includes an agreement to meet annually to balance the schedule.

Sources: CLIA Alaska & Cruise Line Agencies of Alaska. Combination of ADOL Employment and Wage data and US Census Nonemployer (self-employment) Statistics; Alaska Visitors Statistics Program (AVSP) VII; US Bureau of Transportation Statistics (RITA); Alaska Marine Highway System; Juneau International Airport Passenger Statistics; Juneau Docks & Harbors capacity figures. **Note:** In this analysis, the visitor industry includes leisure and hospitality businesses, along with air, water & scenic transportation companies.

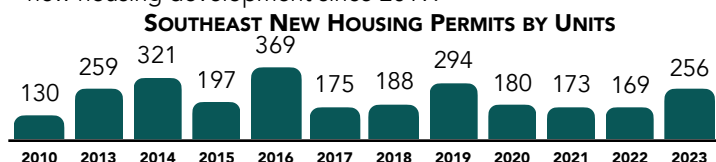




Housing Indicators

Southeast business leaders say that housing is the top obstacle to economic development in the region, with 61% of business leaders saying it is **critically important** for their local community to focus on housing over the next five years. Southeast has 28,854 occupied housing units.

New Housing: In the past 10 years, Southeast communities added more than 2,300 new permitted housing units, a 9% increase, including nearly 1,300 single-family homes, 400 multi-family homes (2-4 units), and 600 apartment units. 2023 marked the highest year of new housing development since 2019.



Growth in Single-Person Households: Southeast continues to experience a housing crisis, but the core cause has shifted. The rise of single occupancy households — from a quarter of all regional households to a third — has erased many inventory gains. This is primarily due to a demographic shift. There are more residents aged 65 and older, a segment that is more likely to live alone, generating more than 1,400 new single-occupancy households in the past eight years.

Rental Housing: The region has more than 10,000 rentals. Based on a 2023 survey of 2,100 rental units in the region by the Alaska Department of Labor, the overall rental vacancy rate was 4.5%, similar to 2022. Two bedroom units have the lowest vacancy rates, at 3.8%. A healthy vacancy rate is considered to be approximately 8%. The average adjusted rent in Southeast Alaska was \$1,392 in 2023, a 6.8% increase over 2022. Sitka has the lowest increase at 1.6%, while Ketchikan rent increased by 9.4%.

2023 SE RENTAL VACANCY RATES



Short-Term Rentals: Use of short-term rentals, like Airbnb and Vrbo, have risen by 7% from 912 active listings in the summer of 2023 to 979 active listings in August of 2024. Just 140 of these regional listings are available all or most of the year (more than 270 days), making the overall impact on the housing market relatively low.

Sources: Air DNA, ADOL Quarterly Alaska Housing Unit Survey, a survey of local governments and housing agencies; US Census; Zillow. Kitco Metals Inc; Coeur Mining Inc. Annual Report; Hecla Mining Company Annual Report.

Mining Industry

1,061 Annualized Jobs in 2023

UP 59 JOBS IN 2023, WAGES UP BY 12%, +\$14M

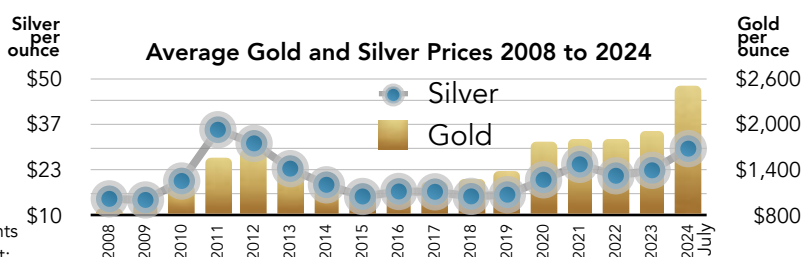
2023 The mining sector continues to grow. Mining jobs in Southeast Alaska were up by 6% and wages were up by 12% in 2023. The average annual mining wage was \$126,100 in 2022, more than twice the overall regional wage of \$60,226. Three mines in the region account for nearly all mining employment.

- **Hecla Greens Creek** is one of the largest silver mines in the world. In August 2024, Hecla Greens Creek had 520 full-time permanent employees (+14 from 2023) and continues to ramp up production and employment. Greens Creek is the largest private sector employer in Juneau as well as the highest taxpayer. In 2023, Greens Creek produced 9.1 million ounces of silver, similar to 2022.
- **Coeur Alaska's Kensington** is exclusively a gold mine. Kensington had a production of 84,789 ounces of gold in 2023, a 22% decrease from 2022. In 2024, Coeur Alaska Kensington had a full-time permanent staff of 369 (-14 from 2023).
- **Dawson** is a smaller gold and silver project on Prince of Wales. Dawson Mine reported 48 full-time workers in 2024.

Additional mining exploration projects are active in the region, including the Palmer Project in Haines, Herbert Gold in Juneau, Bokan Mountain, and Niblack, both on Prince of Wales.

The forecast for mining in the near term is positive with high metals prices and solid production from the areas producing mines. However, the industry continues to be challenged by the shortage of skilled labor.

Gold and silver have surged in 2024, and are up by 21+% since the start of the year. Gold reached a new peak of \$2,500 in August 2024.





CONSTRUCTION



HEALTHCARE

Construction Industry

2,110 Annualized Jobs in 2023

JOBS UP 72, WAGES UP BY \$14 MILLION

2023

For the fourth year in a row, construction employment was up. Construction jobs increased by 4% (72 jobs), while wages grew by 9% in 2023. Construction

workers in the region earned \$167 million, representing 6% of all regional workforce earnings in 2023. Early data shows construction jobs increased by another 300 jobs in the first half of 2024.

Sector growth is limited by a lack of workers, not projects. The Federal Infrastructure Investment and Jobs Act (IIJA) has led to large construction projects across Southeast, but local firms must compete statewide and nationally for workers as similar investments into infrastructure projects are occurring across the US. Local business leaders say that the workforce shortage makes it difficult to develop projects.

By June 2024, IIJA awards totaling \$334 million for work across Southeast communities had been announced to support the region's roads, bridges, ports, airports, energy grids, communication systems, and ferries (note that ferry funding that was not Southeast specific is excluded from this list).

In Southeast in 2024, grants for federal infrastructure act funding, by community, include:

Infrastructure Act Awards in SE

Area	Millions
Juneau Borough	\$37.1
Ketchikan Borough	\$18.2
Sitka Borough	\$9.5
Petersburg Borough	\$10.9
Haines Borough/Klukwan	\$6.7
Wrangell Borough	\$29.5
Skagway Borough	\$20.5
Yakutat Borough	\$13.3
Prince of Wales Island	\$22.0
Hoonah	\$43.1
Metlakatla	\$19.7
Angeon	\$11.7
Kake	\$5.2
Gustavus	\$3.6
Hyder, Tenakee, Elfin Cove, Pelican, Port Alexander	\$2.1
Other Regional	\$80.6
Total SE Investment	\$334 Million

Sources: Combination of Alaska Department of Labor Employment and Wage data and US Census Nonemployer (self-employment) Statistics; State of Alaska.

Photography credit: Petersburg Medical Center

Health Care Industry

3,900 Annualized Jobs in 2023

JOBS UP 88, WAGES UP BY \$24 MILLION

2023

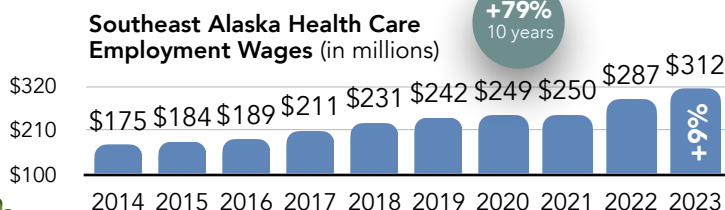
Southeast Alaska's 3,900 public and private healthcare workers comprised 8% of the regional workforce in 2023, earning 11% of all wages, \$312 million.

Healthcare is the biggest economic sector in Alaska — both in terms of jobs and wages — accounting for 13% of all workforce earnings and 11% of jobs statewide, having outpaced Alaska's historically-dominant sectors years ago. Through growth and turnover more than 7,500 new healthcare workers need to be hired across Alaska every year to keep up with staffing needs. Since there are too few Alaska healthcare workers to fill the demand for services in Alaska, job vacancies in the industry are increasing. Southeast Alaska medical facilities must compete statewide and nationally for high-demand healthcare workers.

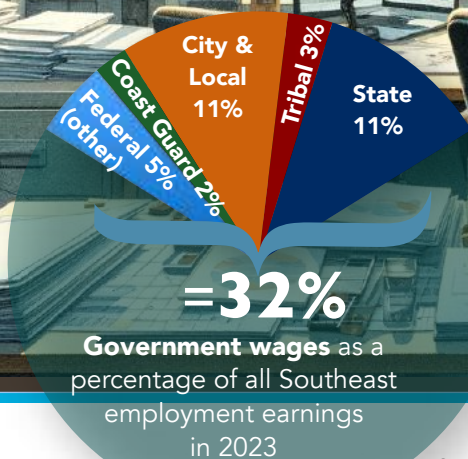
In 2023, the region added 88 healthcare jobs, amidst growing demand for services as the population ages. Southeast providers have repeatedly increased wages to remain competitive in attracting and retaining workers. Regional healthcare wages increased by 9% between 2022 and 2023 in an effort to compete for workers. Over the last 10 years total regional healthcare wages grew by \$137 million, a 79% increase.

The SouthEast Alaska Regional Health Consortium (SEARHC) is the region's largest healthcare provider with 1,222 staff in 27 communities in 2023 and a payroll (including benefits) of \$186 million. The next largest employer, Bartlett Regional Hospital, has a staff of 770, while PeaceHealth, the third largest, has a staff of approximately 500.

Early data indicates that regional healthcare jobs have declined slightly in the first half of 2024.



GOVERNMENT



Government Jobs 2023

Municipal 5,090 Jobs +46

State 4,287 Jobs -47

Federal 2,031 Jobs +25

Tribal 1,356 Jobs +109

Government

12,778 Annualized Jobs in 2023 5,600

UP 134 JOBS IN 2023

WAGES UP BY 6%, \$50 MILLION

2023 Government workers made up 32% of all regional

employment earnings (\$892 million) in 2023, and 27% (12,778) of the region's jobs.

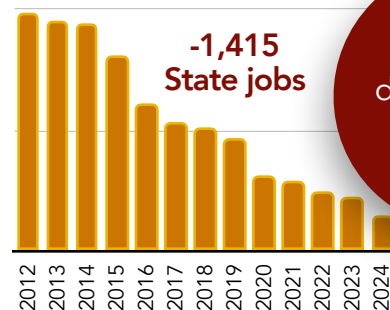
Overall public sector wages grew by \$50 million in 2023, an increase of 6%, while government jobs grew by 3%.

STATE GOVERNMENT LOSSES

Despite being home to the State Capital, the region's State government sector has been cut for 12 years in a row. From 2012 to 2024, State jobs have been reduced by a quarter, a decline of 1,415 annualized workers. Outside the region State jobs are down just 6% over the same period. Since 2022, the State added more than 1,000 new jobs outside of Southeast Alaska.

Southeast State Jobs

State jobs in the region are down for the 12th year in a row, for a total of 1,415 jobs lost since 2012, a decline of 25%



US COAST GUARD

The federal job count includes 668 active duty US Coast Guard (USCG) personnel. The USCG announced in August that the port of Juneau will serve as an icebreaker homeport base. The hope is that the 360-ft Aiviq will be ready with a limited crew by 2026, but deployment with the full crew of 190 is expected to take longer.

Homeporting preparations, such as improved mooring, crew facilities and increased housing, will boost the local and regional economy.

LOCAL GOVERNMENT

Because the local government has to absorb some public services reduced by the state, employment has increased. In 2023, local governments added 46 jobs, a 1% increase. Employment is also up in the first half of 2024. Local government workers consists of the following: 44% public administration, 40% public education, just over 2,000 workers in Southeast; and 16% public health care workers.

TRIBAL GOVERNMENT PROSPERS

Tribal government staff grew by 9% to 1,356 annualized workers in 2023, while wages grew by 13% to \$79.5 million — making it one of the fastest growing sectors in the region. In the past 7 years, tribal government jobs increased by 51%, and now make up 11% of all government jobs in the region, along with 3% of all Southeast jobs.

PERMANENT FUND CHALLENGES

Alaska's revenue structure is dependent on oil prices and permanent fund earnings. The \$81 billion Alaska Permanent Fund, which contributes more than half of the State's general fund revenue, has been posting negative returns. More money is being spent from the fund than is being deposited or earned through investments. Without sufficient earnings the fund could be unable to contribute to state services or pay dividends within the next several years.

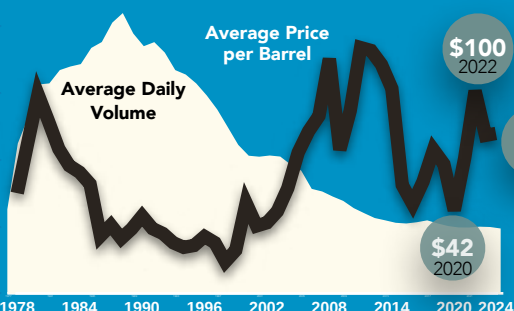
FEDERAL GOVERNMENT

Federal jobs were up by 1% in 2023 to 2,031, with associated earnings of nearly \$200 million. Early jobs data indicate that federal employment numbers will be up again in 2024.

Federal investments have been critical for restoring the regional economy post-pandemic, as more than a billion dollars have been spent in, or pledged to, the region.

Sources: ADOL Employment and Wage data; Alaska Department of Revenue Crude Oil Prices. Alaska Office of Management Budget.

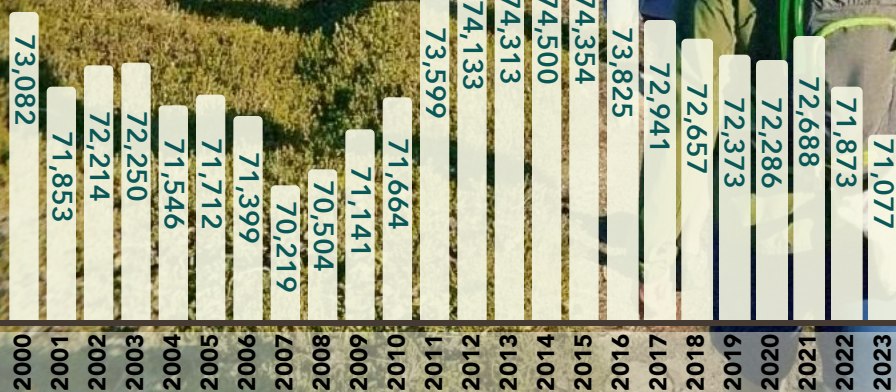
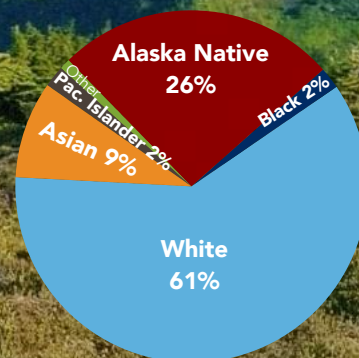
Avg. Daily Volume of the Trans Alaska Pipeline System and Inflation Adjusted Price Per Barrel, 1978-2023



DEMOGRAPHICS

Population 71,077

-796, -1.1%



POPULATION CHANGE 2022 TO 2023

Community	2022	2023	Change
Juneau Borough	31,834	31,549	-1%
Ketchikan Borough	13,776	13,475	-2%
Sitka Borough	8,354	8,231	-1%
Petersburg Borough	3,358	3,367	0.3%
Haines Borough	2,576	2,530	-2%
Wrangell Borough	2,085	2,039	-2%
Metlakatla	1,444	1,446	0%
Skagway Borough	1,147	1,127	-2%
Craig	993	1,019	3%
Hoonah	917	885	-3%
Klawock	694	696	0.3%
Yakutat Borough	673	677	1%
Gustavus	658	655	-0.5%
Kake	530	530	0%
Thorne Bay	447	478	7%
Angoon	340	343	1%
Hydaburg	348	337	-3%
Coffman Cove	201	191	-5%
Hollis	139	145	4%
Naukati Bay	131	130	-1%
Tenakee Springs	126	123	-2%
Whale Pass	84	91	8%
Pelican	83	90	8%
Klukwan	86	87	1%
Port Alexander	57	51	-11%
Kasaan	49	50	2%
Edna Bay	42	49	17%
Hyder	46	47	2%
Elfin Cove	38	38	0%
Port Protection	33	36	9%
Game Creek	18	18	0%
Point Baker	10	10	0%
Remainder	556	537	-3%
Total	71,873	71,077	-1.1%

2023

The region's population was down in 2023, declining by more than one percent to 71,077 residents, a loss of nearly 800 people. Although 15 communities saw population gains.

SCHOOL ENROLLMENT

K-12 enrollment was down by 1%, as school numbers fell by 106 students in 2023. However, losses were primarily experienced by Juneau and Ketchikan schools, and mostly at grade school level. Enrollment for K-5th grade in those two communities alone fell by 150 students. Ten of the region's smallest school districts gained students, for a combined 117 enrollment increase.

A CHANGING WORKFORCE

Southeast continues to have the state's oldest residents. Since 2010 — a year with a similar resident count to 2023 — the region lost more than 2,000 kids, while the 60-plus population grew by more than 7,000 older residents, from 17% of the overall population to 27%. Those of prime working age, aged 19 to 59, shrank by more than 5,600 residents. While many work well into their senior years, this demographic shift has resulted in a declining regional workforce.

GREAT SUMMER JOB MARKET

In 2023, Juneau was named the 3rd best city in the US for summer jobs (out of 180), highlighting the ample high-quality seasonal work opportunities for the region's teens and those in their 20s.

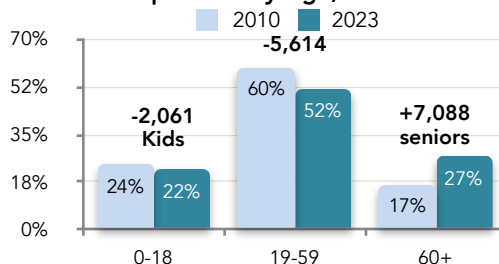
WORKFORCE RESIDENCY

In 2022, 7% of the Southeast workforce were Alaskans from other areas of the state, and 28% were non-Alaskans. Non-Alaskans earned 19% of all regional wages in 2022. Southeast's largest numbers of nonresidents work in seafood processing (68%). The sector with the most residents is utilities (89%).

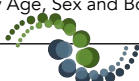
OUT MIGRATION

In 2023, nearly 800 more people moved away from Southeast Alaska than those who moved here, and deaths slightly outnumbered births. The majority of those who moved away left Alaska entirely.

SE Population by Age, 2010-2023



Sources: Alaska Department of Labor (ADOL); ADOL Southeast Alaska Population by Age, Sex and Borough/Census Area; Alaska Population Projections; US Census. WalletHub. Nonresidents Working in Alaska (ADOL).



Jobs by Community

Looking at all communities across Southeast in 2023, job counts were up in nearly every community compared to 2022. The largest 2022 to 2023 job gains percentage-wise included **Skagway** (+16%), **Wrangell** (+11%), **Haines/Klukwan** (+11%), **Hoonah** (+9%), and **Gustavus** (+9%). Two communities experienced continued job losses in 2023 compared to 2022. **Metlakatla** and **Angoon** each lost 2-3% of all jobs.

Wages were up in every community, and more than half saw double digit wage increase percentages. The largest increases in total wages were seen in **Klukwan** (+25%), **Skagway** (+22%), **Wrangell** (+18%), and **Gustavus** (+18%).

Regional job rates remained below 2019 levels for many communities in 2023. Five communities had more jobs in 2023 than they did in 2019, including **Gustavus** (+37%), **Hoonah** (+21%), and **Yakutat** (+21%).

Approximately half of all regional jobs (49%) and wages (52%) are in **Juneau**.

Note: This analysis **excludes self-employment data**, which is not made available below the borough/census area level. Still, tracking change in labor figures is an important way to track overall workforce changes in a community.

ANNUAL EMPLOYMENT CHANGE BY COMMUNITY 2022 TO 2023

Community	2022 Annual Average Employment	2023 Annual Average Employment	2023 Wages in millions	Wages Change 2022-2023	Employment Change 2022-2023	Employment Change 2019-2023
Juneau	17,323	17,722	\$1,170.5	8%	2%	-1%
Ketchikan	6,963	7,281	\$432.6	9%	5%	-2%
Sitka	4,267	4,341	\$265.1	9%	2%	1%
Prince of Wales	1,393	1,436	\$73.0	10%	3%	-6%
Petersburg	1,244	1,253	\$67.4	10%	1%	-2%
Haines	913	1,017	\$46.9	16%	11%	-1%
Wrangell	673	749	\$41.3	18%	11%	-9%
Skagway	879	1,017	\$54.9	22%	16%	-6%
Metlakatla	503	493	\$27.9	4%	-2%	-2%
Hoonah SSA	476	520	\$26.5	15%	9%	21%
Yakutat	341	340	\$21.9	8%	0%	21%
Gustavus SSA	255	279	\$14.7	18%	9%	37%
Kake	161	166	\$6.1	5%	3%	-1%
Angoon SSA	138	134	\$4.7	3%	-3%	-13%
Hyder	38	42	\$2.6	13%	11%	-19%
Klukwan	48	54	\$1.3	25%	13%	6%

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

Notes: The Hoonah sub-subarea (SSA) includes Pelican and Elfin Cove. The Angoon SSA includes Tenakee Springs. Prince of Wales includes the Hollis SSA, Thorne Bay SSA and Hydaburg. An SSA is the smallest unit for which the Quarterly Census of Employment and Wages is analyzed.

SOUTHEAST ALASKA GDP 2022 = \$5.5 BILLION
Change 2021 TO 2022 = 31%

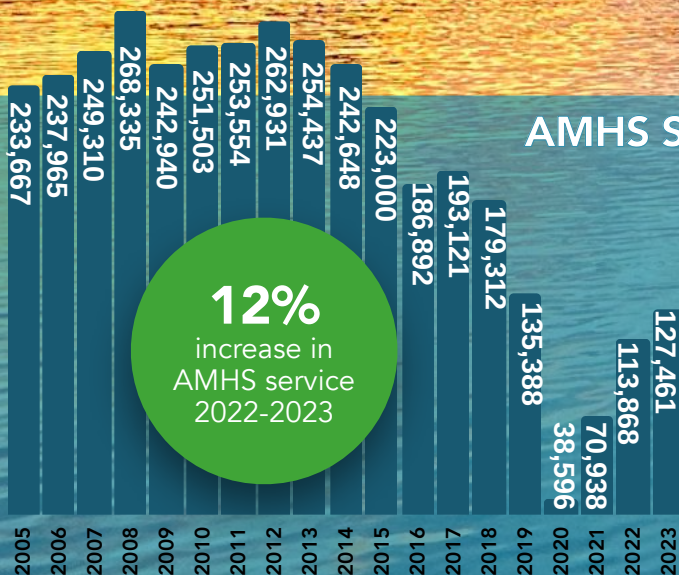
Source: BEA

AMHS Southeast Ridership

Ferry connectivity, long identified as the most vulnerable element of the regional economy, has been cut dramatically over the past decade. However, ridership was up by 12% between 2022 and 2023, as pandemic recovery continues. Although ridership of those coming to Southeast from outside the region is down by 17%, as marketing to the lower-48 market has been paused.

Ferry service in 2024 continues to be plagued by maintenance needs and a lack of workers. The Tazlina, Columbia, and Matanuska were out of service due to significant maintenance needs. The smaller fleet and just one operating mainliner meant another year without cross gulf service. The Kennicott is heading to the shipyard in November. Lack of qualified crew continues to limit service.

The State continues to work with federal agencies to get three new ferries to replace the Tustumena, Matanuska, and Lituya — including one hybrid model and an electric ferry — constructed and ready for operations by 2027.



Source: AMHS.

SOUTHEAST ALASKA REGIONAL OVERVIEW

VIRTUALLY ALL OF THE REGIONAL LAND BASE IS FEDERAL. THE FEDERALLY-MANAGED TONGASS NATIONAL FOREST MAKES UP NEARLY 4/5TH OF ALL SOUTHEAST ALASKA LANDS.

Southeast Alaska Land Ownership
Circle size = Number of Acres

78%
TONGASS

94%
FEDERAL
LANDS

16%

OTHER FEDERAL
HOLDINGS MAKE UP
NEARLY ALL THE REST
(MOSTLY GLACIER BAY)

3.4%

ALASKA NATIVE
ORGANIZATIONS ARE THE
REGION'S NEXT LARGEST
LANDOWNER

2.5%

STATE OF ALASKA
LANDS INCLUDE THOSE
MANAGED AS PART OF THE
MENTAL HEALTH TRUST

0.25%

MUNICIPAL LAND
HOLDINGS

0.05%

← PRIVATE LANDOWNERS



THE REGION

The Southeast Alaska panhandle extends 500 miles along the coast from Metlakatla to Yakutat, encompassing approximately 33,500 square miles of land and water. The saltwater shoreline of Southeast Alaska totals approximately 18,500 miles. More than 1,000 islands make up 40 percent of the total land area. The region is home to 34 communities. The three largest communities – Juneau, Ketchikan, and Sitka – together are home to 75 percent of the regional population.

CULTURE

The dominant culture in the region is indigenous. Alaska Natives – the Tlingit, Haida, and Tsimshian – make up more than a quarter (26%) of the region's population. Alaska's Native peoples have resided in the region for at least 11,000 years. The region's mild climate, abundant food and raw materials supported the development of highly-organized and culturally-advanced societies with extensive trade routes and rich artwork.

ECONOMIC TRENDS

Starting in the 1880s, the economy of Southeast Alaska experienced a century of growth that intensified after statehood in 1959. From statehood into the 1990s, population and employment levels in Southeast more than doubled as the workforce expanded in the areas of mining, government, fishing, tourism, and timber. In the early 1990's seafood and timber directly accounted for a fifth of the regional economy. Over the next decade pulp mills and sawmills in the region closed, laying off 3,200 workers. During the same period, the value of salmon declined and catch levels fell. The population continued to decline through 2007. Between 2008 and 2015, the region experienced a significant economic recovery, rebounding to record numbers of jobs, wages, and residents. However, the loss of a quarter of all State of Alaska jobs in the region stymied recovery. The regional economy was decimated in 2020 as the pandemic wiped out the tourism season and an extremely poor 2020 salmon season exacerbated the economic losses. By 2024 the jobs, tourists, fish, and wages are back, but low seafood prices, and a declining workforce, are creating new economic challenges.

LAND OWNERSHIP

A lack of privately-owned land and accessible land available for development is unique to Southeast Alaska and impacts the ability of the region to nurture the private sector. (See infographic on the left.) Southeast Alaska's land ownership is dominated by the federal government, which manages 94 percent of the land base. Most of this (78%, or 16.7 million acres) is the Tongass National Forest. The remaining federal lands are mostly in Glacier Bay National Park. Alaska Native organizations, including village, urban, regional corporations, and the Annette Island Reservation, own 3.4 percent (728,100 acres). The State manages 2.5 percent of the total land base (511,500 acres). Boroughs and communities own 53,000 acres — a quarter of one percent of the regional land base. Other private land holdings account for 0.05% of the regional land base.

Sources: State of Alaska; US Forest Service; Sealaska. *Economies in transition: An assessment of trends relevant to management of the Tongass National Forest, USDA 1998.*
Image Credits: Mike Dangeli and Mike Russ Photography

JULY 2024 ECONOMIC SNAPSHOT

Change in July 2024 Jobs compared to July 2023 Levels: **+400 jobs**

July 2024 versus July 2023 job counts

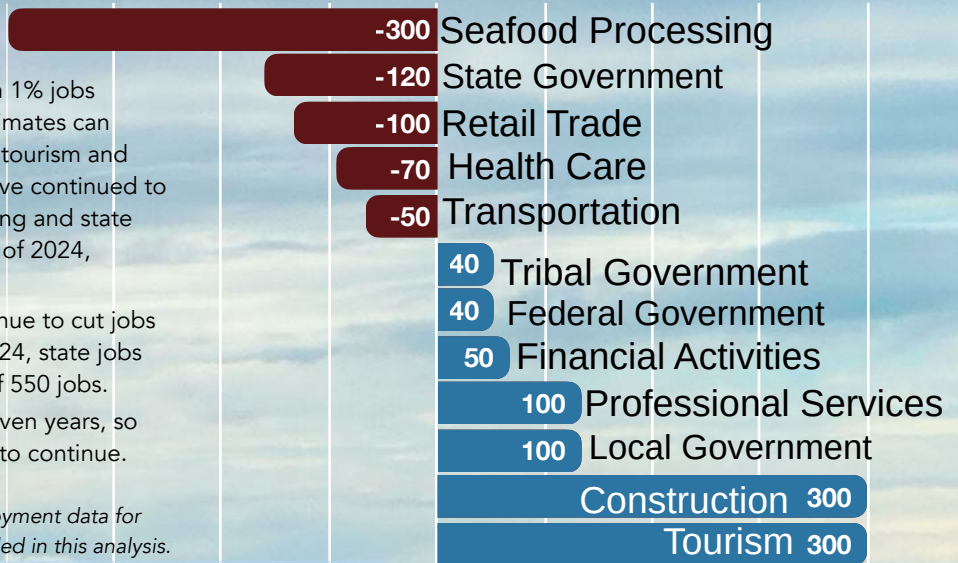
July 2024 jobs up **1.2%** Over 2023 levels

In July 2024 the regional job numbers were 400 above July 2023 levels, a 1% jobs increase. These early estimates can change, but as expected tourism and construction job counts have continued to grow, while seafood processing and state government jobs are down in July of 2024, compared to 2023.

State government is the only sector that continue to cut jobs following peak pandemic losses. By July of 2024, state jobs were down by 12% over July of 2019, a loss of 550 jobs.

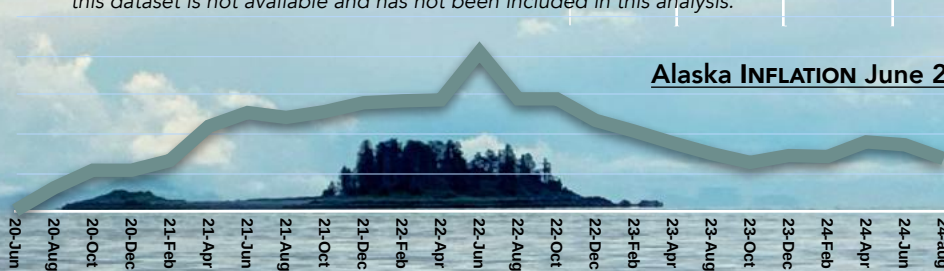
Seafood processing jobs are always down in even years, so the losses in the seafood sector are expected to continue.

Note that 2024 numbers are preliminary. Self-employment data for this dataset is not available and has not been included in this analysis.



Alaska INFLATION June 2020 to August 2024: % change by

After rising post-2020, Alaska's urban inflation levels have normalized. Between August 2023 to August 2024, CPI rose 1.5%. Food prices rose 0.5%, energy prices increased 4.6%, and medical costs rose 9.4% according to the Bureau of Labor Statistics.

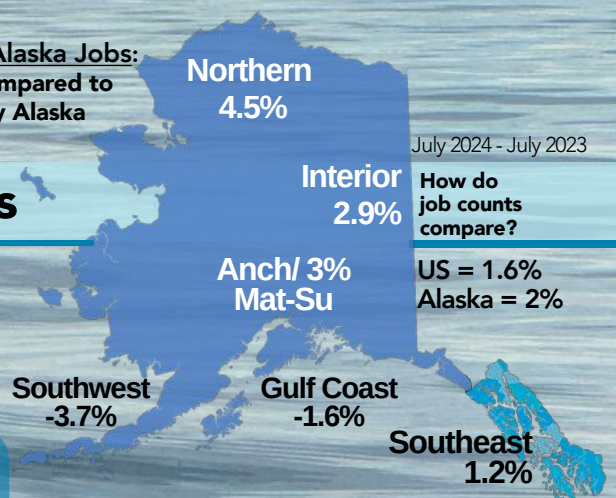


Change in Alaska Jobs: July 2024 compared to July 2023, by Alaska region

Southeast Employment Changes

SE jobs compared to 2019 Pre-pandemic Levels in the Same Month

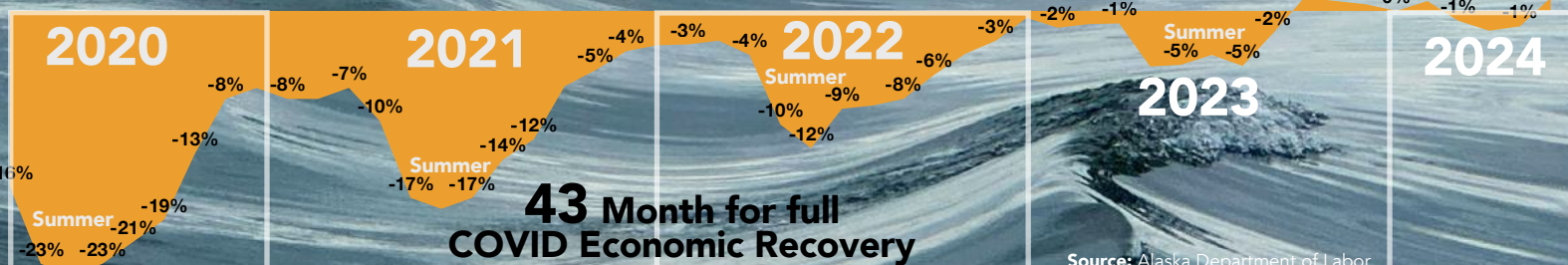
Jobs in the Southeast region were down sharply in the wake of the pandemic, especially in the summer months. It took 43 months — April 2020 until November of 2023 — for Southeast Alaska to make a full recovery to pre-pandemic workforce levels.



July 2024 - July 2023

How do job counts compare?

US = 1.6%
Alaska = 2%



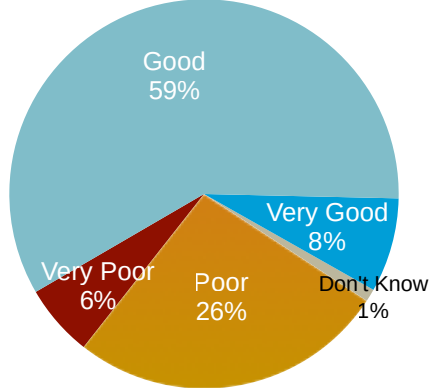
43 Month for full COVID Economic Recovery

Source: Alaska Department of Labor

SOUTHEAST ECONOMIC OUTLOOK SURVEY

“How do you view the overall business climate right now?”

67% Positive / 32% Negative



2ND BEST BUSINESS CLIMATE SINCE SURVEY BEGAN IN 2010

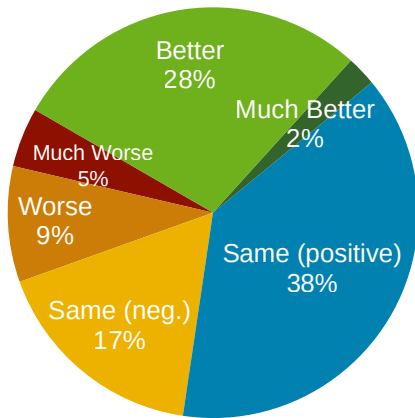
In April 2024, 440 Southeast Alaska business owners and top managers from 25 communities responded to Southeast Conference’s Business Climate Survey. Approximately two-thirds (67%) have a positive view of the Southeast business climate, **making it the 2nd highest rated business climate since surveying began in 2010.** Only 2023 was better.

While many sectors have a positive perspective on the current economy, those leading **financial** organizations, **tourism** enterprises, and **construction** or **engineering**—focused businesses were the most positive; along with business leaders in **Skagway**, **Yakutat**, **Sitka**, and **Hoonah**.

The **seafood** sector was most likely to call the 2024 economy poor or very poor, along with business leaders in **Petersburg**.

“What is the economic outlook for your business or industry over the next year (compared to the previous year)?”

68.5% Positive / 31.5% Negative THE OUTLOOK IS SOLID



Business leaders are also optimistic about the future. Almost a third of respondents expect their prospects to be better or much better over the next year, with an overall positivity rating of 68%.

The economic outlook for **Alaska Native** organizations, **tourism**, **nonprofits**, and **healthcare** are most positive moving into 2024. Communities with the most positive outlooks include **Hoonah**, **Skagway**, and **Ketchikan**.

Seafood and **timber** have the most negative outlooks, along with community leaders in **Wrangell** and **Petersburg**.

Southeast Alaska Industry Strengths, Weaknesses, Opportunities, and Threats 2024

Seafood

- Top Strength: **High quality product**
- Top Weakness: **High costs**
- Top Opportunity: **Increase value-added processing**
- Top Threat: **Low seafood prices**

Visitor Industry

- Top Strength: **Natural beauty of region**
- Top Weakness: **Limited seasonal housing**
- Top Opportunity: **Workforce housing development**
- Top Threat: **Housing shortages**

Transportation

- Top Strength: **Connecting communities**
- Top Weakness: **Lack of qualified workforce**
- Top Opportunity: **Improve ferry service**
- Top Threat: **Demise of AMHS**

Energy

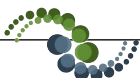
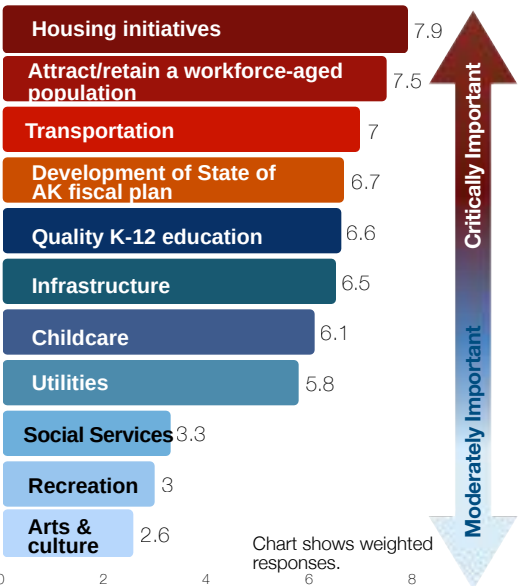
- Top Strength: **High % renewable/hydropower**
- Top Weakness: **High costs of infrastructure**
- Top Opportunity: **Heat pump installation**
- Top Threat: **Inadequate workforce**

Creating A Vibrant Business Climate: “How important is it to focus on these factors over the next five years?”

HOUSING, WORKFORCE, TRANSPORTATION SOLUTIONS ARE NEEDED FOR A VIBRANT SOUTHEAST ALASKA BUSINESS CLIMATE

Southeast Alaska business leaders were asked to rank the importance of focusing on 11 key element necessary for creating a vibrant business climate. **Business leaders continue to identify housing as the top obstacle to economic development** and critical for creating a vibrant business climate in the region, with 61% of business leaders saying it is *critically important* to focus on housing over the next five years. The housing shortage is deterring young families and workers from relocating to, or remaining in, the region. Half of regional business leaders say that **finding better ways to attract and retain workforce-aged residents to the region is critically important**. This is most strongly expressed by Juneau, Wrangell, Petersburg, and Ketchikan businesses leaders, where three-fifths of respondents say the need to attract young professionals over the next five years is critical.

Nearly half of business leaders say a continued focus on transportation remains a **critical area of focus**, a percentage that rises sharply in communities like Kake, Pelican, Gustavus, and Haines. The reduction of Alaska Marine Highway ferry service and lack of ferry reliability negatively impacts regional businesses.



SOUTHEAST 2025 STRATEGIC PLAN SUMMARY

These initiatives were finalized in 2021. The 2030 Strategic Plan is currently being developed.

In April 2021, Southeast Conference released the Southeast Alaska 2025 Economic Plan, a five-year strategic plan for the region. The membership worked together to develop an overall vision statement, more than 50 objectives, and 3 priority objectives, along with regional and industry specific SWOT analyses. More than 400 people representing small businesses, tribes, Alaska Native organizations, municipalities, and nonprofits were involved in various elements of the planning process. The Plan's prioritized objectives are listed below.

TRANSPORTATION



1. **Priority** Sustain and support the Alaska Marine Highway System
2. Develop a long-term, strategic, multi-modal, regional transportation plan
3. Ensure the stability of regional passenger transportation services
4. Move freight to and from markets more efficiently
5. Ports and harbors infrastructure improvements
6. Road Development



SEAFOOD & MARITIME



Seafood

1. **Priority** Mariculture development
2. Work to promote a year-round seafood economy
3. Further develop seafood markets
4. Maintain a stable regulatory regime
5. Research the effects of changing ocean conditions on the marine environment
6. Support regional processors becoming economically competitive
7. Communicate the importance of salmon hatcheries
8. Seafood sector workforce development
9. Full resource utilization & ocean product development



Maritime

1. Increase employment & training opportunities for Southeast Alaska residents in the Marine Industrial Support Sector
2. Increase energy efficiency & reduce energy costs
3. Expand marine industrial support capacity

ENERGY SECTOR



1. **Priority** Promote beneficial electrification
2. Continue to support rural Southeast communities with high-cost electric rates without access to lower-cost hydroelectricity
3. Work with communities to create energy systems that provide sustainable, affordable, renewable thermal energy
4. Implement regional energy plan with a focus on "committed units" and deployment of renewables
5. Energy workforce development

VISITOR INDUSTRY

1. Market Southeast Alaska to attract more visitor spending and visitor opportunities
2. Grow cultural and arts tourism opportunities
3. Increase access to public lands and expand trail network
4. Increase yacht and small cruise ship visitation
5. Educate public on the economic value of tourism



MINING INDUSTRY

1. Proactively support mining operations and mineral exploration projects
2. Support efforts to increase access to minerals and energy sources for mining on state and federal lands
3. Mining and exploration workforce development
4. Preserve access to reliable, year-round transportation for miners living in rural Southeast Alaska
5. Attract mining capital



HEALTH CARE

1. Plan for a post COVID-19 health care system
2. Retain Alaska-trained health care students
3. Meet the health care needs of an aging population
4. Increase health care training within the region and state

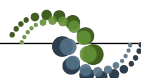
TIMBER INDUSTRY

1. Provide an economically viable and dependable supply of timber from the Tongass National Forest to regional timber operators
2. Revise the Tongass National Forest Land Management Plan
3. Support an integrated timber industry that includes harvest of young growth and old growth
4. Community-based timber workforce development
5. Work with USFS to direct federal contracts and timber sale opportunities toward eligible locally-owned businesses



OTHER OBJECTIVES

1. **Housing:** Support the sustainable development of housing
2. **Childcare:** Increase childcare capacity
3. **Communications:** Improve communications access
4. **Education Objective:** Partner with University of Alaska Southeast and K-12 school districts to build career pathways and meet employer needs for a skilled workforce
5. **Natural Disaster Planning:** Support disaster preparation and relief efforts
6. **Solid Waste:** Support regional solid waste management solutions
7. **Food Security:** Increase supply, demand and equitable access and distribution of local foods and regional food system opportunities
8. **Arts:** Increase the recognition of Southeast Alaska's thriving Northwest Coast arts economy
9. **Cultural Wellness:** Support the development of activities and infrastructure that promotes cultural wellness and multicultural wellness



A Message from Southeast Conference

Executive Director Robert Venables



The secret to our success? You! Your partnerships and participation in our planning efforts continue to lead to millions of dollars in new investments in our region. Since the pandemic, Southeast Alaska has seen a billion dollars in federal investment. Those funds have stabilized economies while working to revitalize communities by creating infrastructure improvements to

our basic needs of roads, ports, harbors and facilities. It has also provided technical assistance and empowerment for business startups from broadband to mariculture.

While we are ecstatic about the large federal investments in mariculture and now heat pumps, we are even more pleased to see the future of AMHS come into focus. While AMHS continues to struggle with an aging fleet and crew shortages which has left communities with limited service, a new, long-range plan is emerging that will guide the ferry system's operations and investment decisions to 2045. This plan promotes a modernized AMHS with increased standardization and needed system efficiencies.

This year, the Southeast Conference board revamped SEC's mission, vision and values statement to acknowledge SEC's role in addressing the challenges and opportunities faced, dubbing this year's theme, Navigating the Changing Tides. Our mission is to undertake and support activities that promote strong economies, sustainable communities and a healthy environment in Southeast Alaska. Our vision is to facilitate enduring connections that enable dynamic, diverse, and thriving economies across Southeast Alaska as we:

- **Position** Southeast Alaska as an economic leader in the global economy.
- **Engage** community leaders to develop solutions which will enhance the economic sustainability of our region.
- **Catalyze** change and prosperity for our diverse region.
- **Facilitate** visionary and adaptive solutions to sustain our region in perpetuity.
- **Build** trust among our partners.
- **Respect** and celebrate the diversity of our region.
- **Develop** capacity internally and externally to accomplish our mission.

Incoming President Zak Kirkpatrick

Zak Kirkpatrick is the Chief Marketing Officer for Allen Marine/Alaskan Dream Cruises



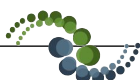
In the mid-1950s my great grandparents immigrated from the mountains of Sweden to Haines with their three children in tow. Upon arrival, they built a small fishing boat and lived out the rest of their lives providing for the family through the bounty of the sea. Compelled by a relative's promise of Alaska as a superlative "land of opportunity" they left everything familiar behind to make the journey across the Atlantic (and the United States).

As a born and raised Alaskan, I've found that promise to my great grandparents remains true. For me, opportunity has largely come through the visitor industry. In high school, work as a fishing guide and for the United States Forest Service at the Mendenhall Glacier provided me spending money to put gas in my skiff's outboard. Later, marine tour deckhanding led to the ability to get my captain's license and helped pay for my advertising degree at Brigham Young University in Utah. While most of my classmates chased marketing jobs in large, metropolitan marketing firms after graduation, I wanted to return home. The visitor industry offered the chance to live in the place I was raised, and had grown to love, while offering compelling, year-round work in my field.

Advancement within the Allen Marine organization has enabled us to raise our young family and put down roots. For me, tourism equaled big opportunity! For others in my family, great opportunities have come in the form of fishing, mining, transportation, healthcare, state government, and other fields.

As we go about our daily lives and unique work tasks, it can be easy to get a certain measure of tunnel vision as we focus on our own niches, which is why I enjoy Southeast Conference. This fantastic organization brings together a wide array of industries and sectors, helping all of us learn from the experience of others and providing us with knowledge to support one another. Hopefully we ultimately realize we're all united under a common goal of supporting activities that lead to strong economies, sustainable communities, and a healthy environment for our beautiful corner of the world.

The mission of Southeast Conference is to **undertake and support activities that promote strong economies, sustainable communities, and a healthy environment in Southeast Alaska**. As the state- and federally-designated regional economic development organization, Southeast Conference serves as the collective voice for advancing the region's economy. We have 200 member organizations representing 1,200 people from 32 regional communities. We started 66 years ago with a group of people supporting the establishment of a regional transportation system, leading to the formation of the Alaska Marine Highway System. Our members stayed together through more than a half-century to focus on concerns unique to the region.





SOUTHEAST CONFERENCE

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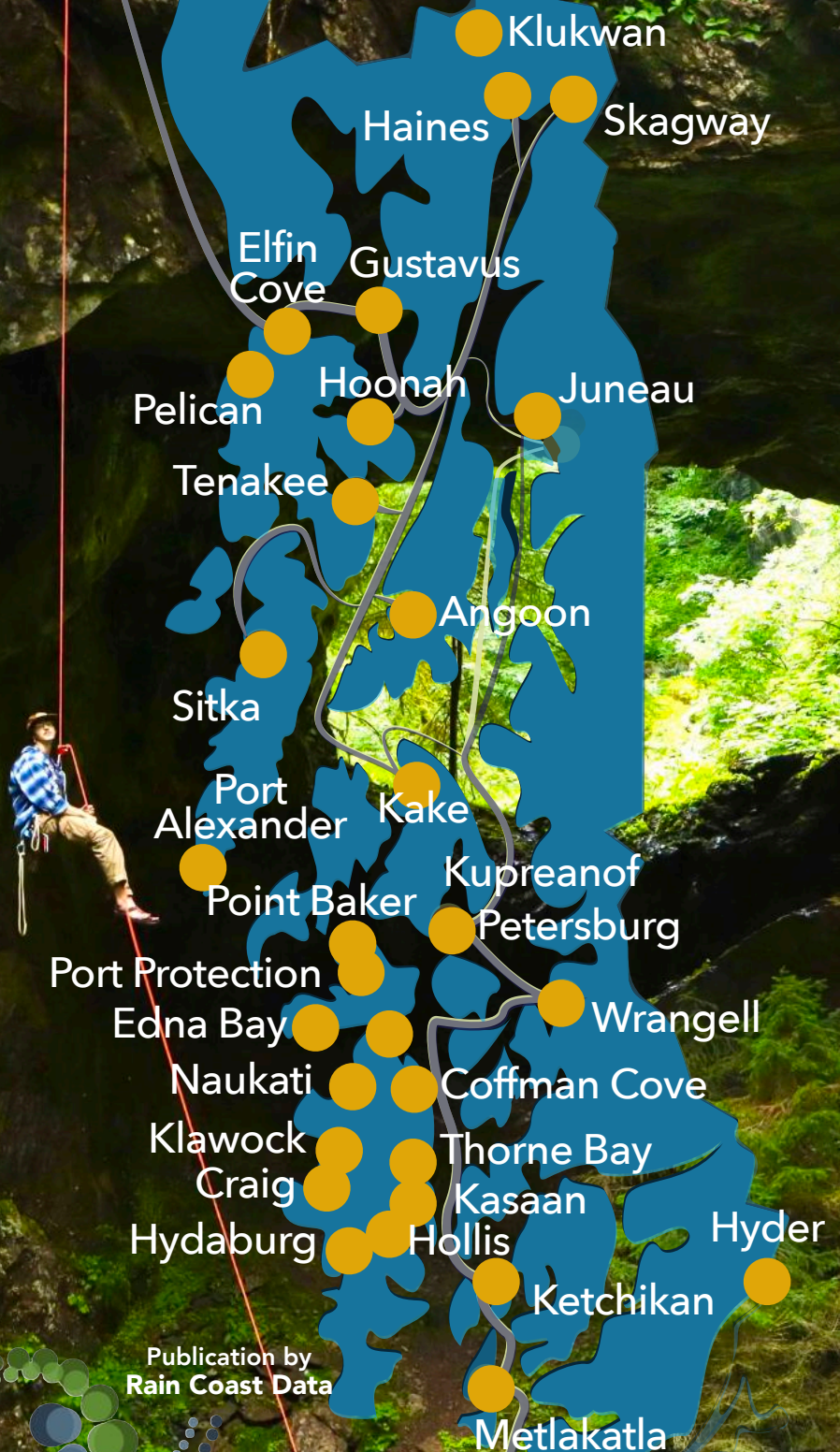
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Southeast Conference 9360 Glacier Highway, Suite 201, Juneau, AK 99801
(907) 586-4360 www.seconference.org