

Alabama Workforce Council

2021

State and Regional Workforce Profiles





Regional Workforce Council Profile

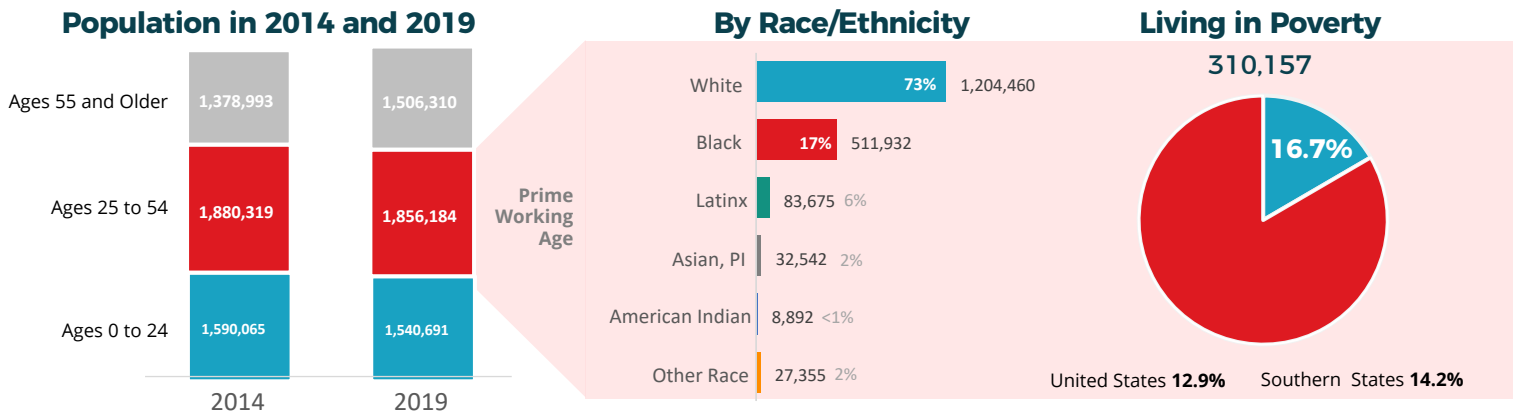
STATEWIDE



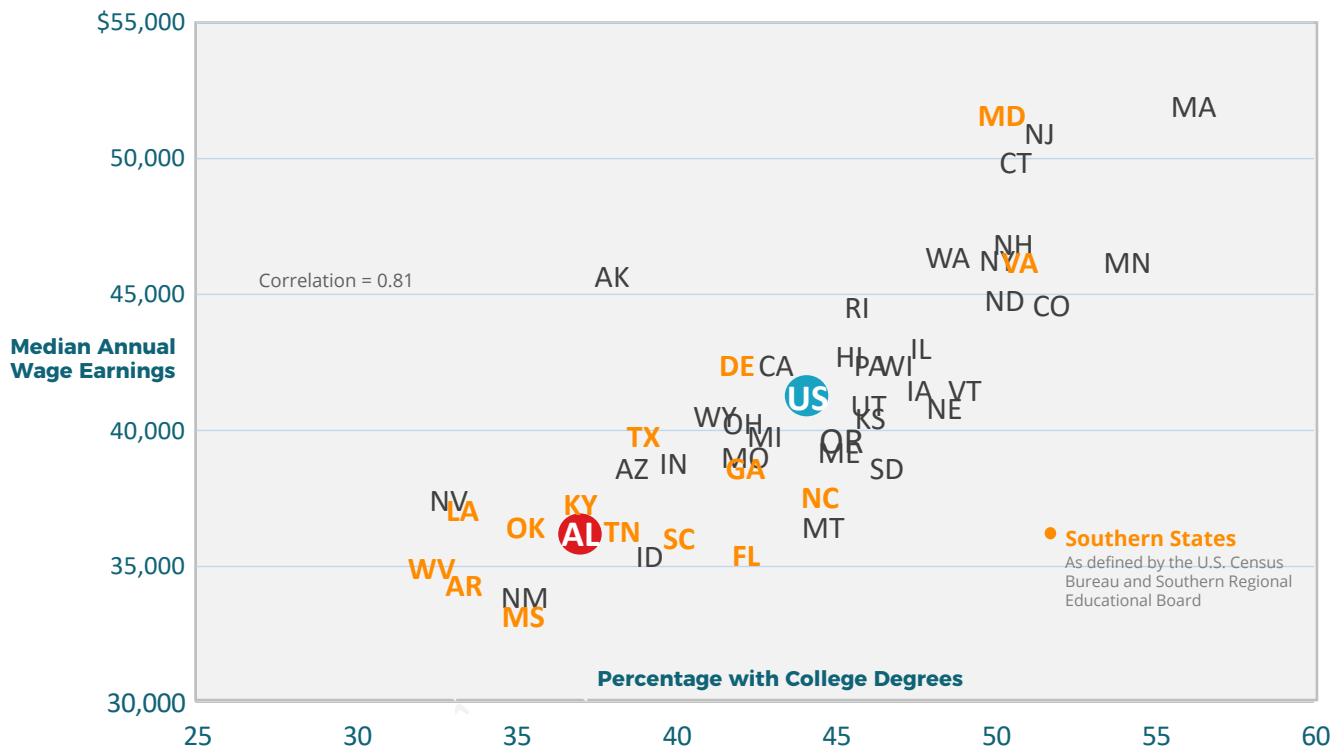
Under the leadership of Governor Kay Ivey, Alabama set the ambitious attainment goal of adding 500,000 credentialed Alabamians to the labor force, surpassing the national labor force participation rate and returning to pre-pandemic employment levels. Reaching these goals requires understanding the differences across Alabama's seven workforce regions and expanding place-based strategies that serve the education and workforce needs of our communities. In this profile, we present key data points on the state's workforce and on the workforce ecosystem, which help provide a foundation for achieving the state's attainment goal.

Alabama's Prime Working Age Population 2019

Ages 25 to 54



Relationship between Education and Wages





Regional Workforce Council Profile

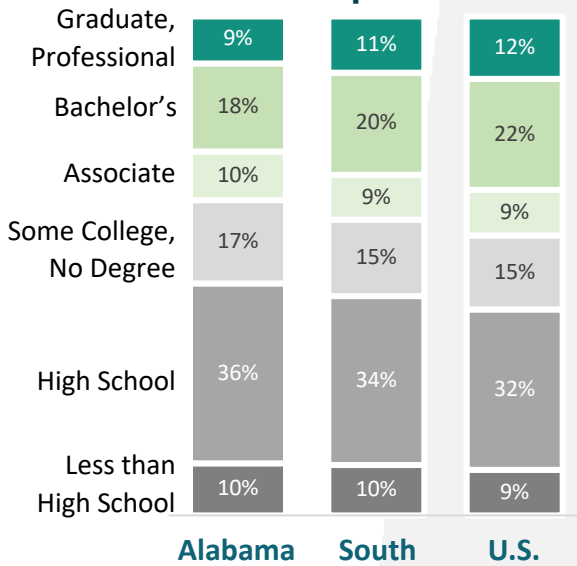
STATEWIDE



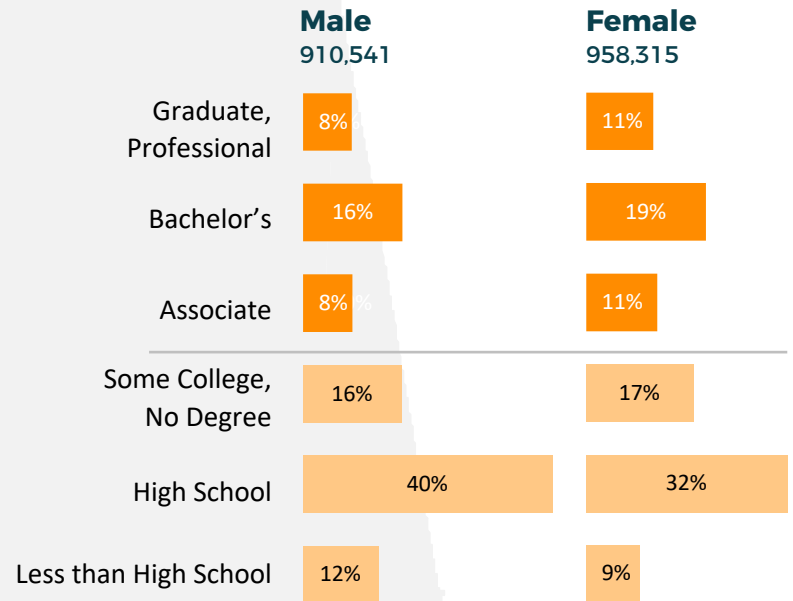
Educational Attainment

(Prime Working Ages 25 to 54)

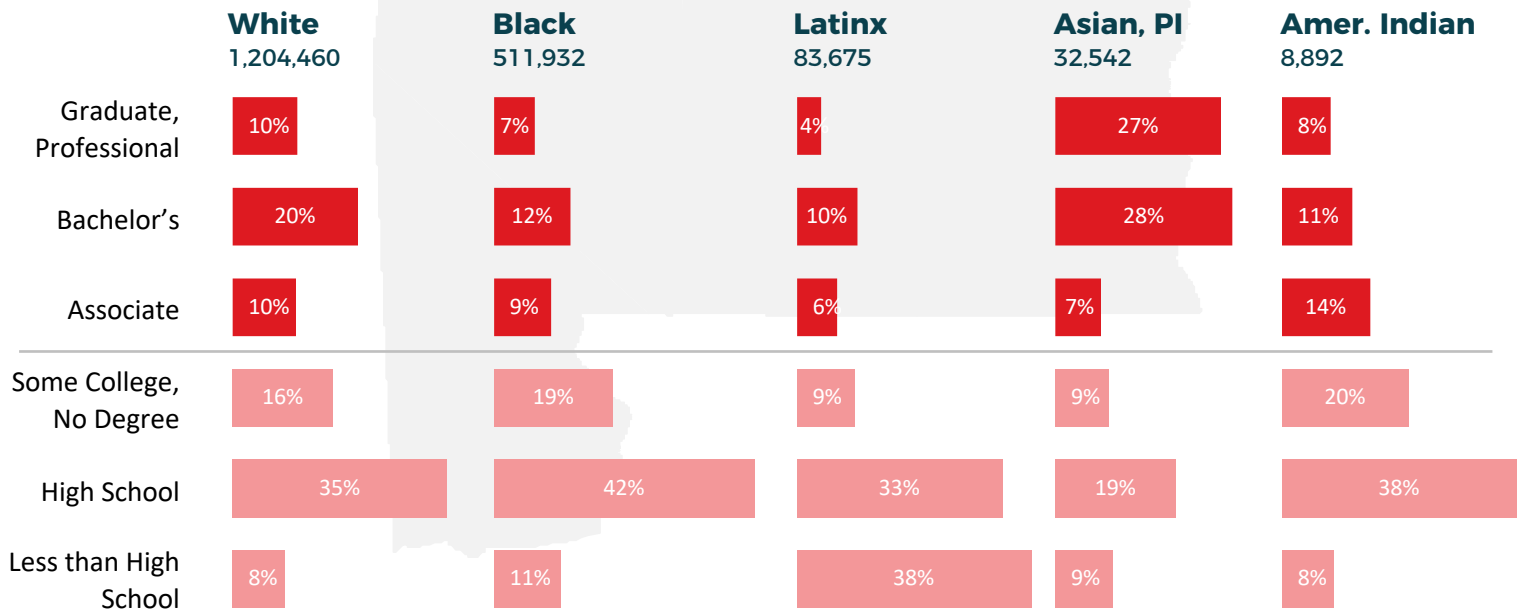
Geographic Comparison



By Gender



By Race and Ethnicity





Regional Workforce Council Profile

STATEWIDE



Employment Characteristics

(Prime Working Ages 25 to 54)

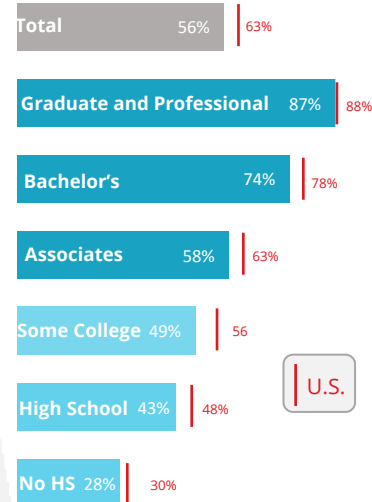
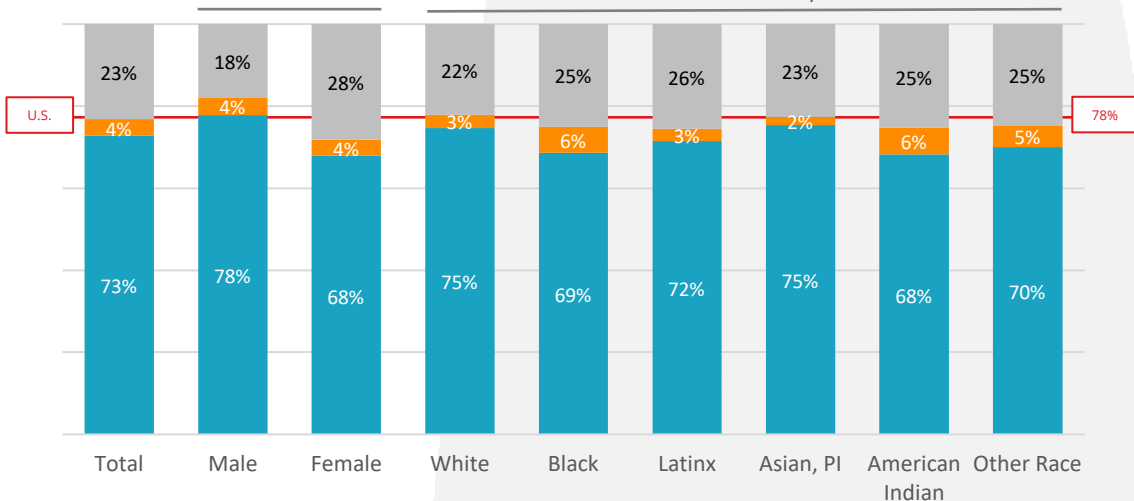
Labor Force Participation

Working 30+ Hours, Earning \$35k

■ Employed ■ Unemployed ■ Not in Labor Force

Gender

Race and Ethnicity



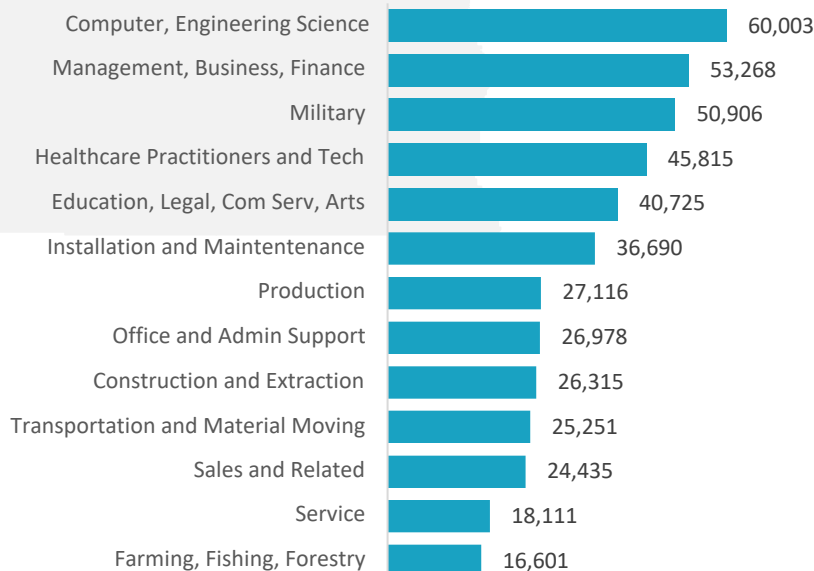
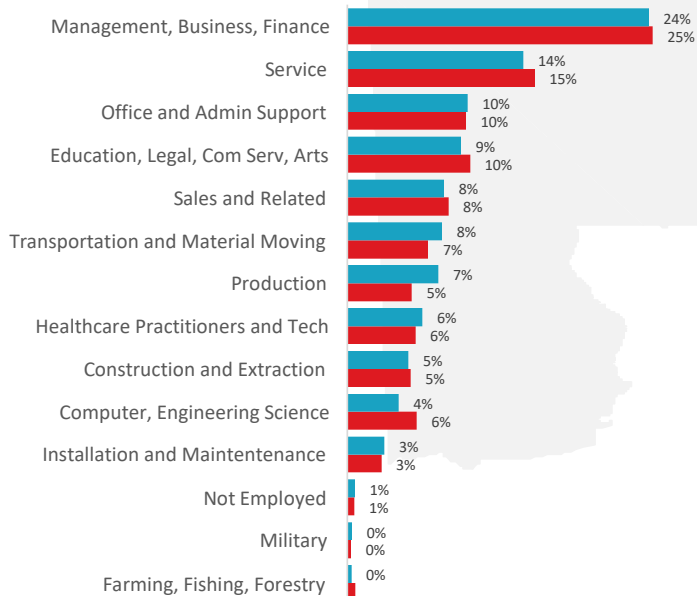
Type of Employment

By Occupation

Median Annual Wages by Occupation

All Workers with Wages Greater than \$0

■ Alabama ■ United States





Regional Workforce Council Profile

STATEWIDE

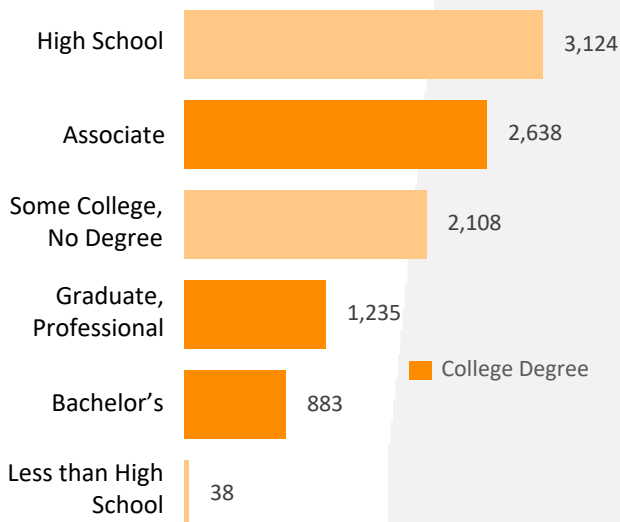


Annual Net Migration from 2014 to 2019

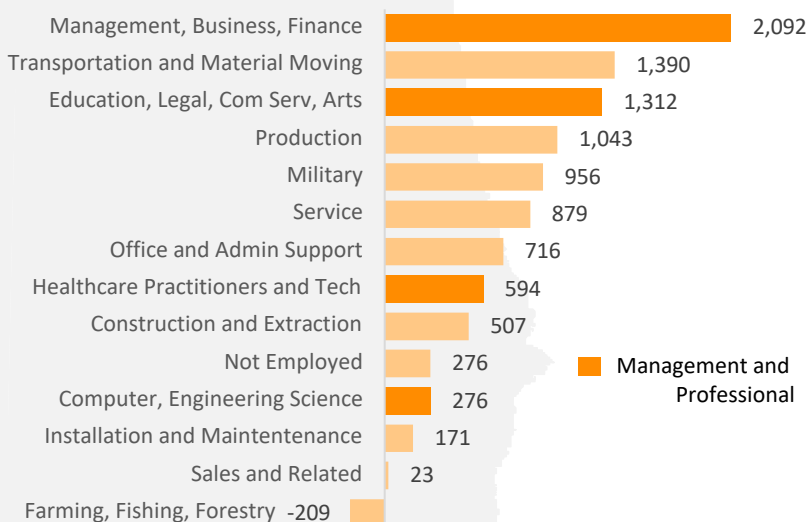
(Prime Working Ages 25 to 54 Moving In vs Moving Out)



By Highest Level of Education



By Type of Occupation



Key Findings

- The prime working age and younger populations in Alabama have slightly declined over the past five years.
- There is a strong positive relationship between education and wage income across the nation, and Alabama is similar to most southern states with lower- than-average levels of college attainment and annual wages.
- Compared to the U.S. and the southern states., smaller percentages of prime working age residents in Alabama have completed college credentials. There are sizable gaps between White individuals and individuals of color, and males and females.
- Alabama is below the U.S. average in the percentage of working adults participating in the labor force. Among the largest gender and racial/ethnic subpopulations, females and Black individuals participate in the labor force at the lowest rates.
- Workers in Alabama workers struggle more than those across the U.S. to earn wages of \$35,000 annually, at all levels of education completed.
- Alabama is a net-importer at all levels of education. However, it imports more residents with just a high school diploma than those at any other education level. Management, business and finance are the largest net-import occupations; followed by transportation and production and education, legal and community service occupations.
- The data suggest that Alabama's economy, compared to the economies of the nation and its southern neighbors, relies more on the acquisition of workers with shorter-term credentials and associate degrees for mid-level jobs.

Data Sources: U.S. Census Bureau, 2019 American Community Survey 5-year PUMS (Public Use Microdata Sample) – the most recent available. Steven Ruggles, Sarah Flood, Sophia Foster, Ronald Goeken, Jose Pacas, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 11.0 [dataset], Minneapolis, MN: IPUMS, 2021. <https://doi.org/10.18128/D010.V11.0C>





Regional Workforce Council Profile

REGION ONE

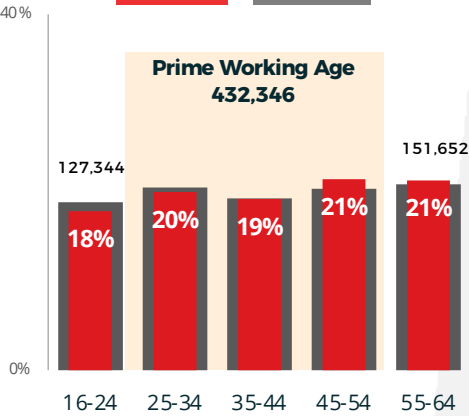


Prime Working Ages 25 to 54

Age-Group

REGION 1 ALABAMA

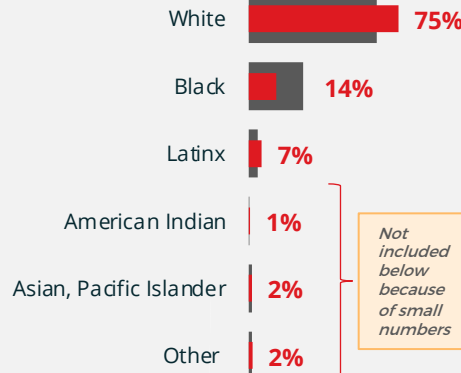
Prime Working Age
432,346



Race & Ethnicity

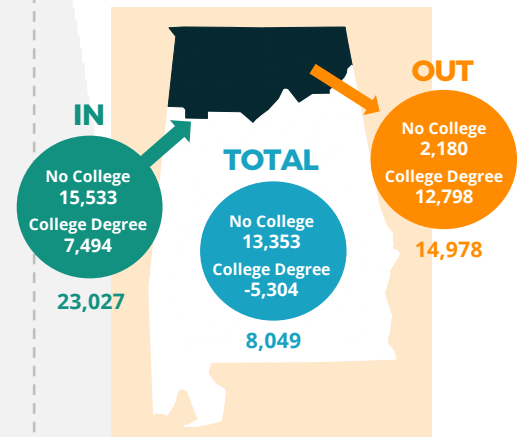
Prime Working Age

REGION 1 ALABAMA



Annual Migration

by Level of Education

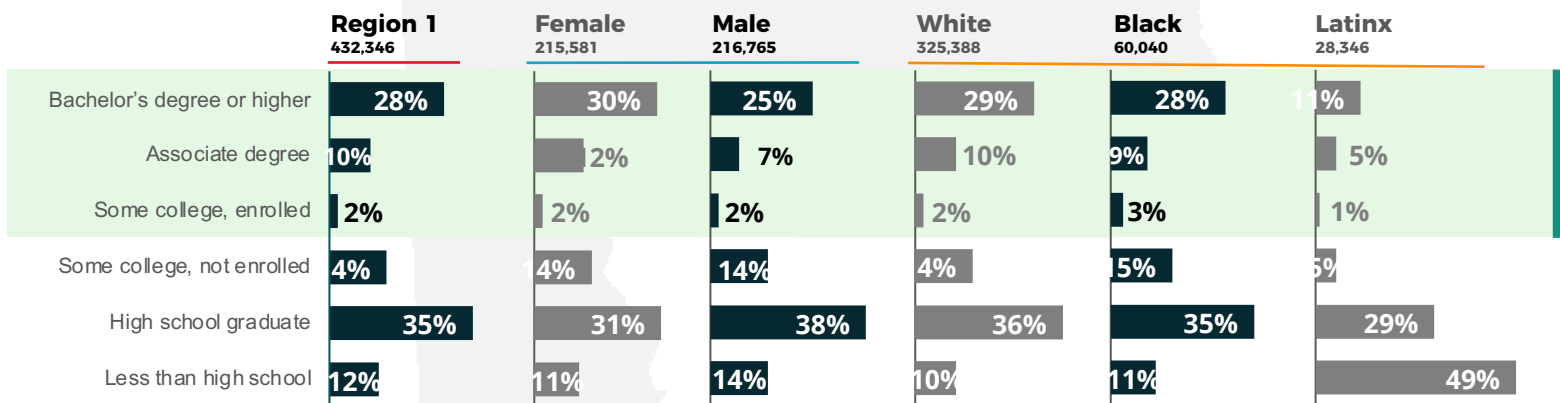


Prime working-age population declined 1.1% from 2014 to 2019 (compared to a 1.3% decline statewide)

Educational Attainment

(Prime Working Ages 25 to 54)

Highest Level of Education Completed - by Gender and Race/Ethnicity



15,630

YOUTH AGES 16-24 ARE NOT IN SCHOOL & NOT EMPLOYED



How can we **engage** these working-age adults to **pursue more education and training**?

29,958

ADULTS AGES 25-34 HAVE NO COLLEGE DEGREE, ARE NOT IN SCHOOL & NOT EMPLOYED





Regional Workforce Council Profile

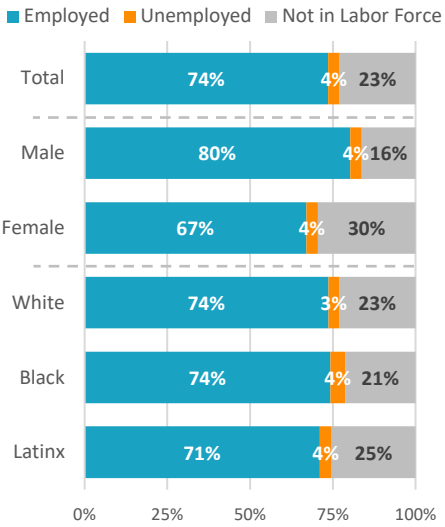
REGION ONE



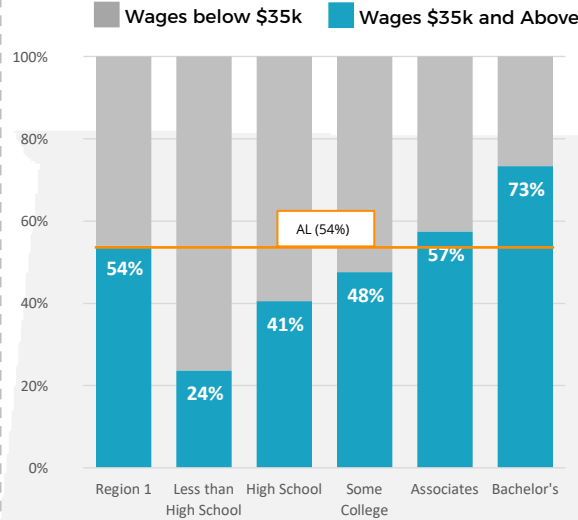
Workforce Characteristics

(Prime Working Ages 25 to 54)

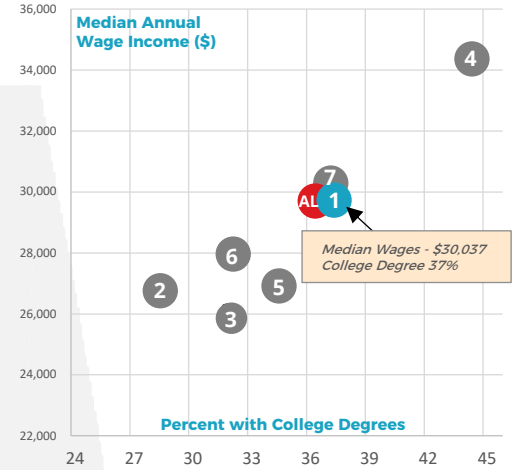
Labor Force Participation



Wages (working 30+ hours a week)



Wage Earnings and Education



141,997

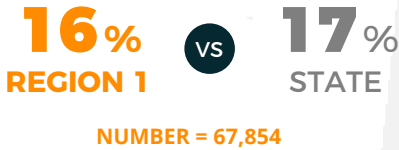
STRUGGLING IN THE WORKFORCE

Ages 25 to 54 working 30 or more hours a week, earning less than \$35k per year

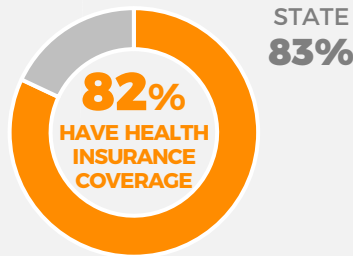
Factors Impacting Work and Education

(Prime Working Ages 25 to 54)

Living in Poverty



Healthcare

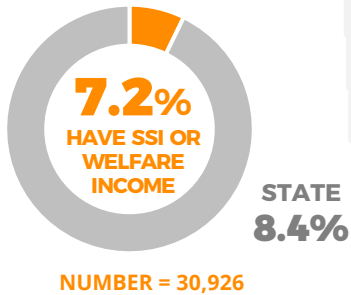


Transportation

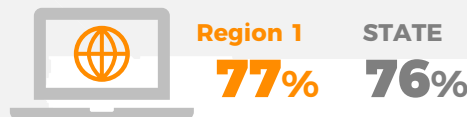


Income Assistance

Receiving SSI or Welfare Payments



Broadband Access



7,306 WORKERS HAVE NO VEHICLE



Data Sources

U.S. Census Bureau, 2019 American Community Survey 5-year PUMS (Public Use Microdata Sample).

Steven Ruggles, Sarah Flood, Sophia Foster, Ronald Goeken, Jose Pacas, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 11.0 [dataset]. Minneapolis, MN: IPUMS, 2021. <https://doi.org/10.18128/D010.V11.0>





Regional Workforce Council Profile

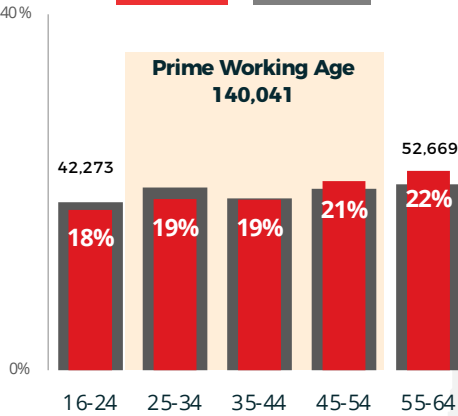
REGION TWO



Prime Working Ages 25 to 54

Age-Group

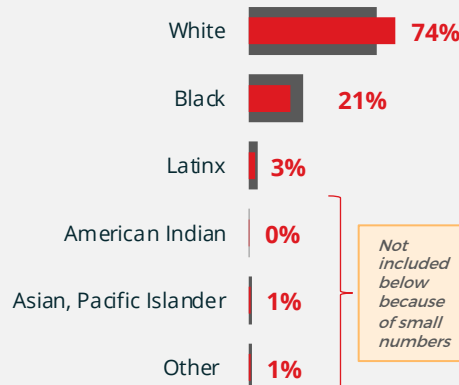
REGION 2 ALABAMA



Race & Ethnicity

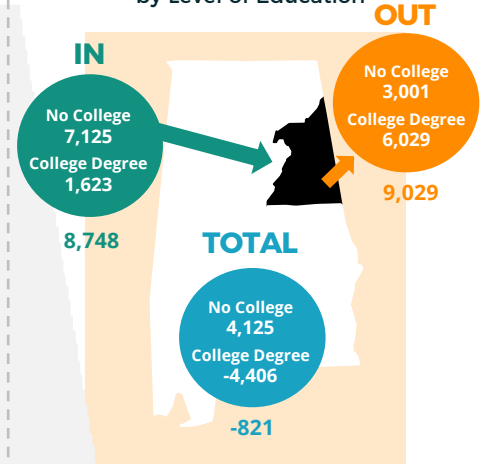
Prime Working Age

REGION 2 ALABAMA



Annual Migration

by Level of Education



Prime working-age population declined 4.9% from 2014 to 2019 (compared to a 1.3% decline statewide)

Educational Attainment

(Prime Working Ages 25 to 54)

Highest Level of Education Completed - by Gender and Race/Ethnicity

| | Region 2 140,041 | Female 68,410 | Male 71,631 | White 103,448 | Black 29,235 | Latinx 4,329 |
|-----------------------------|---------------------|------------------|----------------|------------------|-----------------|-----------------|
| Bachelor's degree or higher | 18% | 21% | 14% | 20% | 12% | 7% |
| Associate degree | 10% | 11% | 8% | 10% | 9% | 5% |
| Some college, enrolled | 1% | 2% | 1% | 1% | 2% | 1% |
| Some college, not enrolled | 17% | 19% | 16% | 18% | 17% | 7% |
| High school graduate | 40% | 34% | 46% | 38% | 49% | 30% |
| Less than high school | 14% | 13% | 15% | 13% | 11% | 49% |

6,834

YOUTH AGES 16-24 ARE NOT IN SCHOOL & NOT EMPLOYED



How can we engage these working-age adults to pursue more education and training?

10,440

ADULTS AGES 25-34 HAVE NO COLLEGE DEGREE, ARE NOT IN SCHOOL & NOT EMPLOYED





Regional Workforce Council Profile

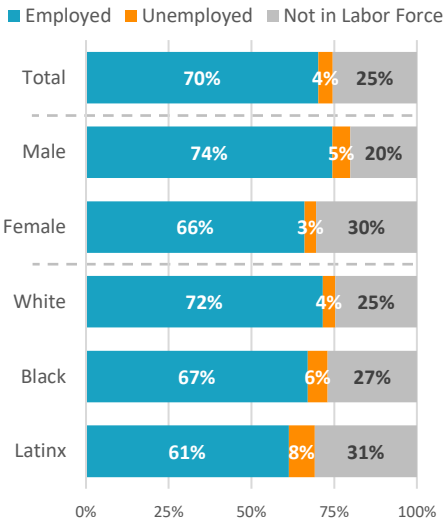
REGION TWO



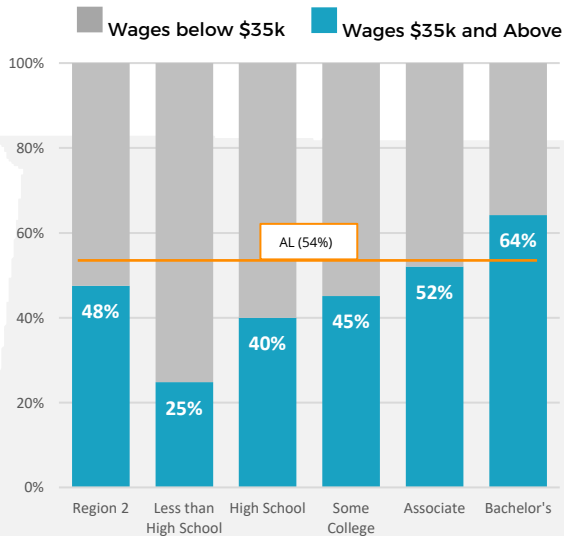
Workforce Characteristics

(Prime Working Ages 25 to 54)

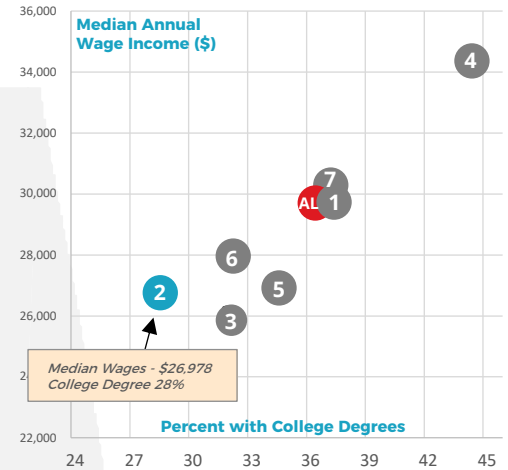
Labor Force Participation



Wages (working 30+ hours a week)



Wage Earnings and Education



51,278

STRUGGLING IN THE WORKFORCE

Ages 25 to 54 working 30 or more hours a week, earning less than \$35k per year

Factors Impacting Work and Education

(Prime Working Ages 25 to 54)

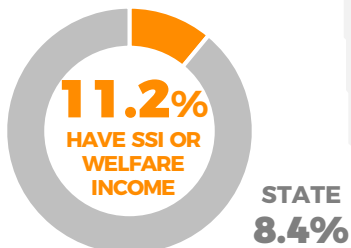
Living in Poverty

18% REGION 2 vs **17%** STATE

NUMBER = 24,577

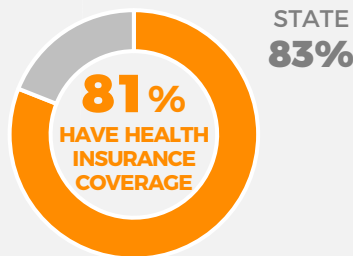
Income Assistance

Receiving SSI or Welfare Payments



NUMBER = 15,737

Healthcare



Broadband Access



Transportation



3,050 WORKERS HAVE NO VEHICLE



Data Sources

U.S. Census Bureau, 2019 American Community Survey 5-year PUMS (Public Use Microdata Sample).

Steven Ruggles, Sarah Flood, Sophia Foster, Ronald Goeken, Jose Pacas, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 11.0 [dataset]. Minneapolis, MN: IPUMS, 2021. <https://doi.org/10.18128/D010.V11.0>





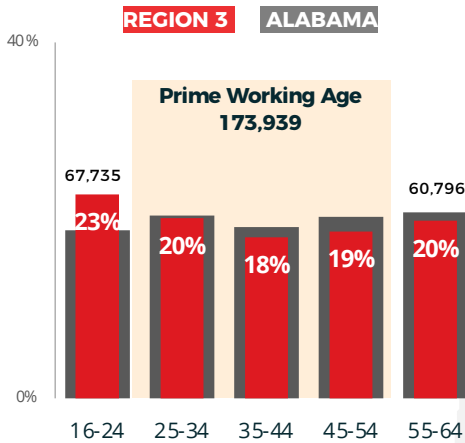
Regional Workforce Council Profile

REGION THREE

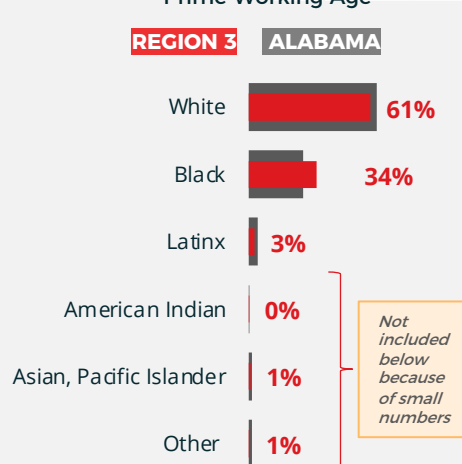


Prime Working Ages 25 to 54

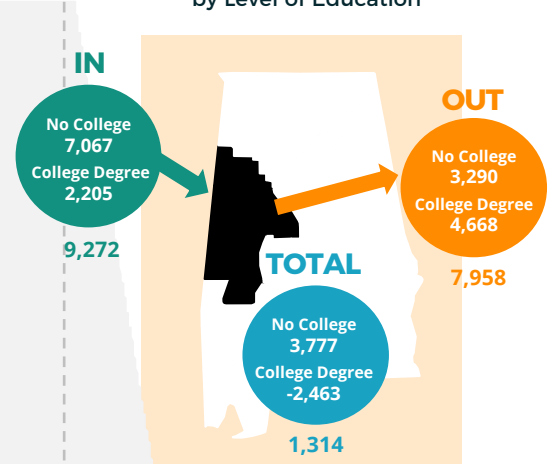
Age-Group



Race & Ethnicity



Annual Migration



Prime working-age population rose **0.4%** from 2014 to 2019 (compared to a 1.3% decline statewide)

Educational Attainment

(Prime Working Ages 25 to 54)

Highest Level of Education Completed - by Gender and Race/Ethnicity

| | Region 3 173,939 | Female 84,386 | Male 89,553 | White 106,462 | Black 59,143 | Latinx 5,258 |
|-----------------------------|---------------------|------------------|----------------|------------------|-----------------|-----------------|
| Bachelor's degree or higher | 22% | 26% | 19% | 27% | 15% | 8% |
| Associate degree | 10% | 2% | 7% | 11% | 8% | 11% |
| Some college, enrolled | 2% | 2% | 2% | 1% | 3% | 1% |
| Some college, not enrolled | 5% | 16% | 14% | 4% | 17% | 12% |
| High school graduate | 40% | 35% | 45% | 37% | 47% | 39% |
| Less than high school | 11% | 9% | 13% | 10% | 10% | 29% |

10,448

YOUTH AGES 16-24 ARE NOT IN SCHOOL & NOT EMPLOYED



How can we **engage** these working-age adults to **pursue more education and training?**

16,647

ADULTS AGES 25-34 HAVE NO COLLEGE DEGREE, ARE NOT IN SCHOOL & NOT EMPLOYED





Regional Workforce Council Profile

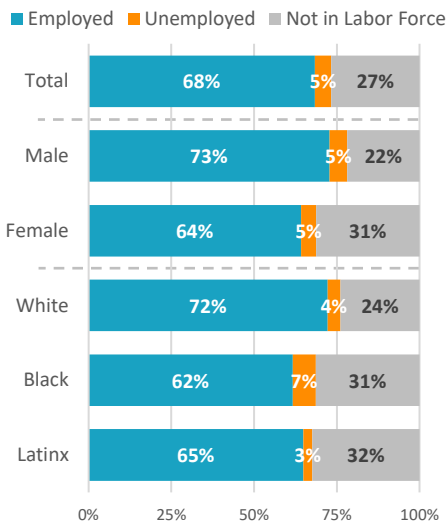
REGION THREE



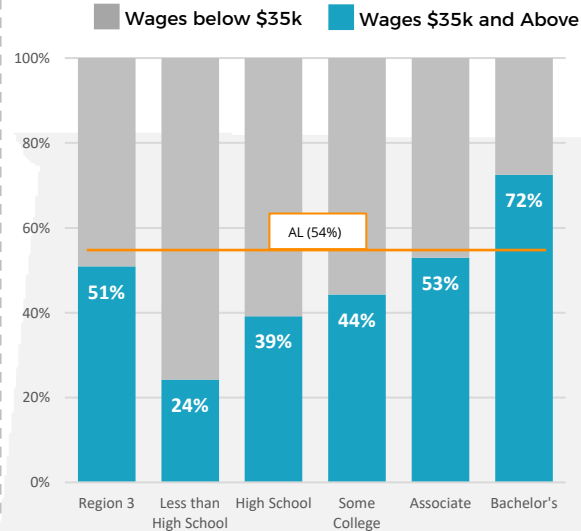
Workforce Characteristics

(Prime Working Ages 25 to 54)

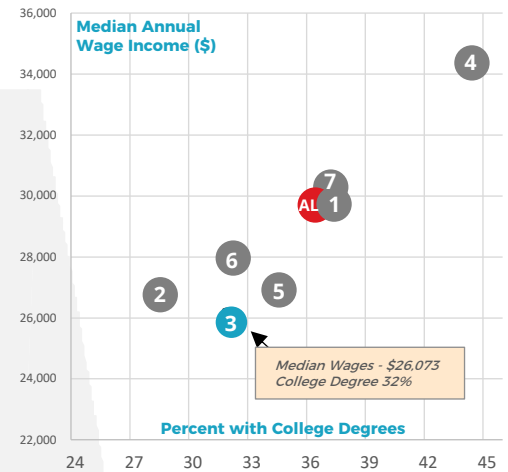
Labor Force Participation



Wages (working 30+ hours a week)



Wage Earnings and Education



56,847

STRUGGLING IN THE WORKFORCE

Ages 25 to 54 working 30 or more hours a week, earning less than \$35k per year

Factors Impacting Work and Education

(Prime Working Ages 25 to 54)

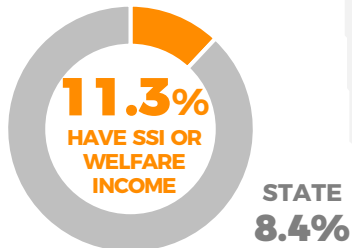
Living in Poverty

20% REGION 3 vs **17%** STATE

NUMBER = 32,262

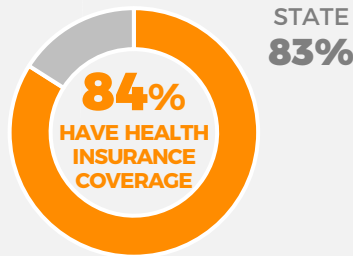
Income Assistance

Receiving SSI or Welfare Payments

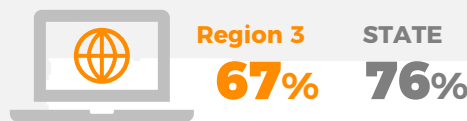


NUMBER = 19,737

Healthcare



Broadband Access



Transportation



5,746 WORKERS HAVE NO VEHICLE



Data Sources

U.S. Census Bureau, 2019 American Community Survey 5-year PUMS (Public Use Microdata Sample).

Steven Ruggles, Sarah Flood, Sophia Foster, Ronald Goeken, Jose Pacas, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 11.0 [dataset]. Minneapolis, MN: IPUMS, 2021. <https://doi.org/10.18128/D010.V11.0>





Regional Workforce Council Profile

REGION FOUR

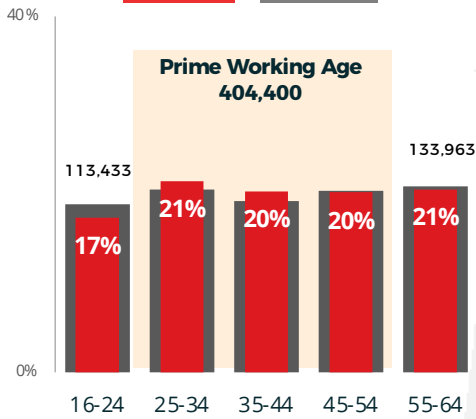


Prime Working Ages 25 to 54

Age-Group

REGION 4 ALABAMA

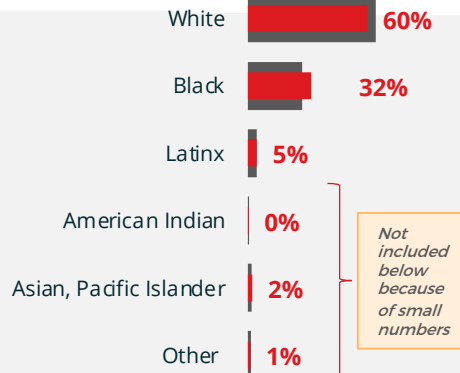
Prime Working Age
404,400



Race & Ethnicity

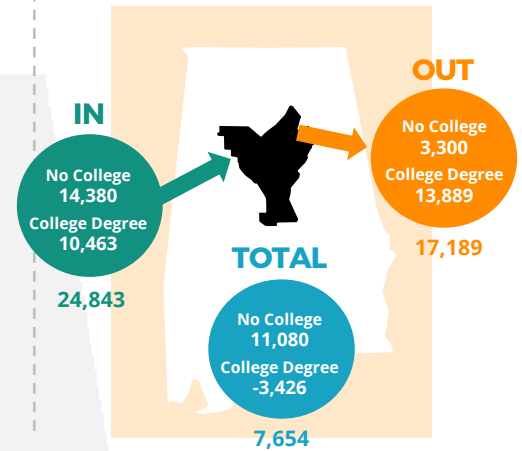
Prime Working Age

REGION 4 ALABAMA



Annual Migration

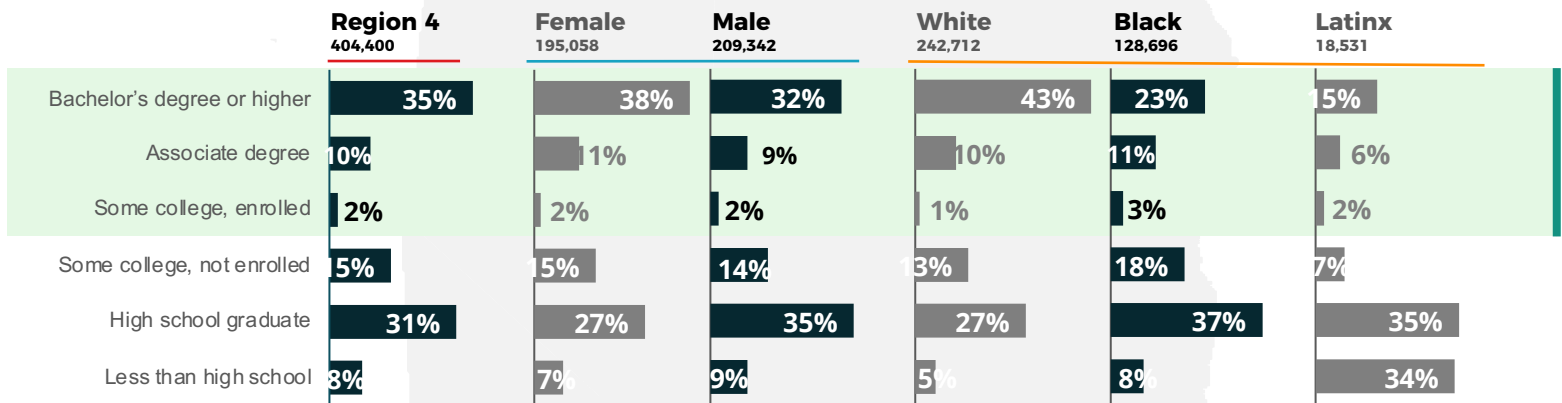
by Level of Education



Educational Attainment

(Prime Working Ages 25 to 54)

Highest Level of Education Completed - by Gender and Race/Ethnicity



14,415

YOUTH AGES 16-24 ARE NOT IN SCHOOL & NOT EMPLOYED



How can we engage these working-age adults to pursue more education and training?

22,032

ADULTS AGES 25-34 HAVE NO COLLEGE DEGREE, ARE NOT IN SCHOOL & NOT EMPLOYED





Regional Workforce Council Profile

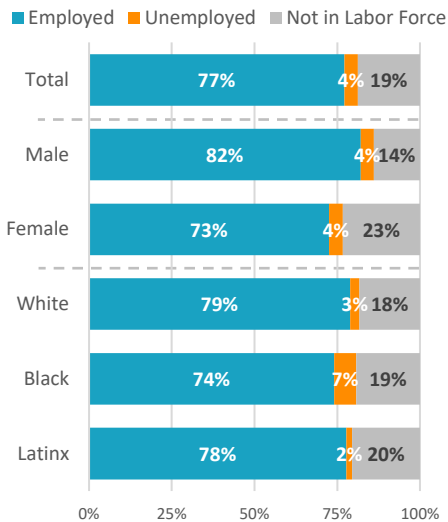
REGION FOUR



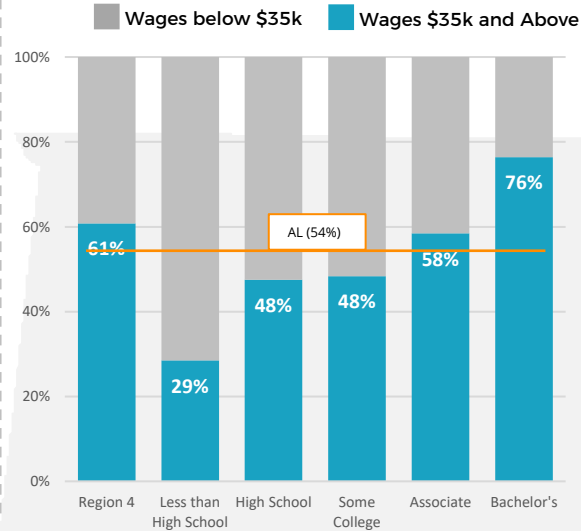
Workforce Characteristics

(Prime Working Ages 25 to 54)

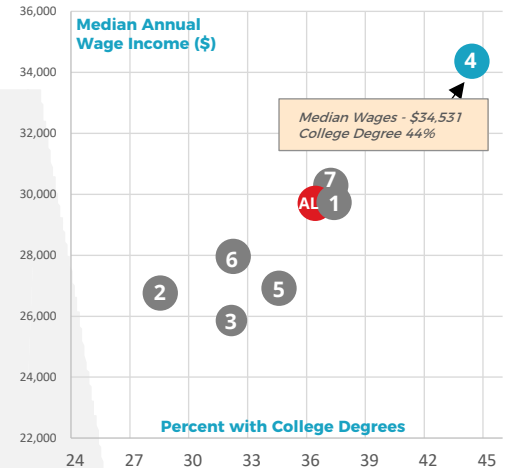
Labor Force Participation



Wages (working 30+ hours a week)



Wage Earnings and Education



117,794

STRUGGLING IN THE WORKFORCE

Ages 25 to 54 working 30 or more hours a week, earning less than \$35k per year

Factors Impacting Work and Education

(Prime Working Ages 25 to 54)

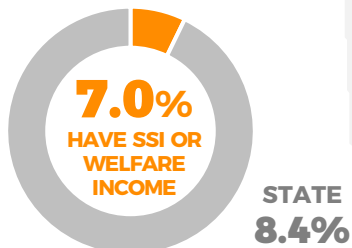
Living in Poverty

13% REGION 4 vs **17%** STATE

NUMBER = 54,018

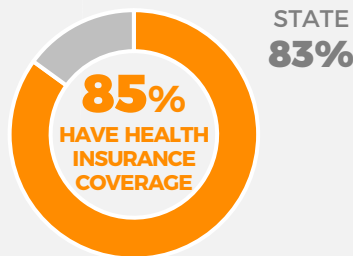
Income Assistance

Receiving SSI or Welfare Payments

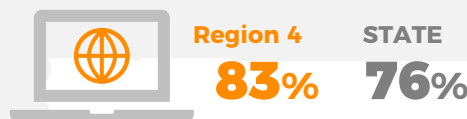


NUMBER = 28,276

Healthcare



Broadband Access



Transportation



6,449 WORKERS HAVE NO VEHICLE



Data Sources

U.S. Census Bureau, 2019 American Community Survey 5-year PUMS (Public Use Microdata Sample).

Steven Ruggles, Sarah Flood, Sophia Foster, Ronald Goeken, Jose Pacas, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 11.0 [dataset]. Minneapolis, MN: IPUMS, 2021. <https://doi.org/10.18128/D010.V11.0>





Regional Workforce Council Profile

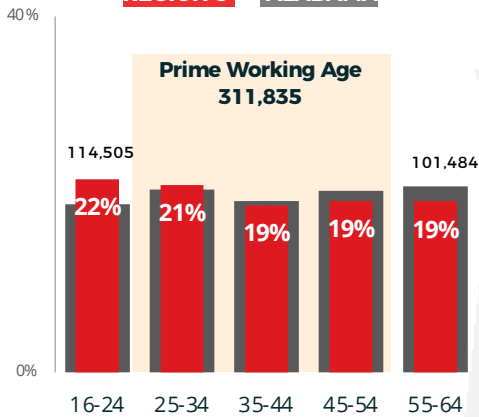
REGION FIVE



Prime Working Ages 25 to 54

Age-Group

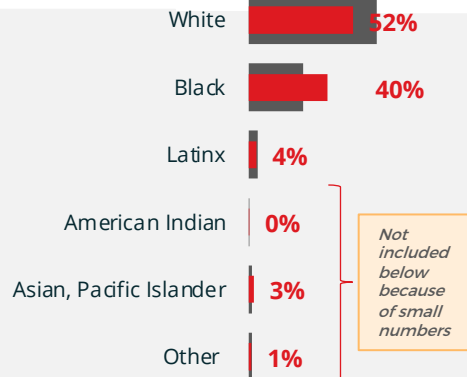
REGION 5 ALABAMA



Race & Ethnicity

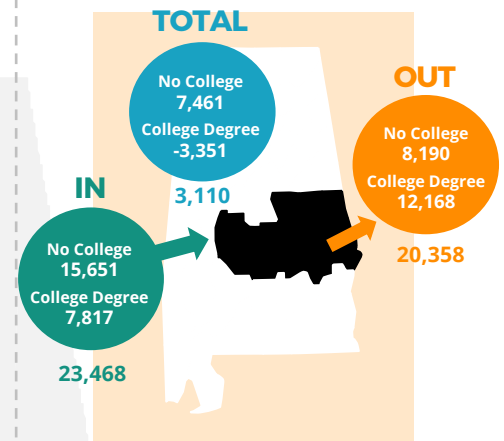
Prime Working Age

REGION 5 ALABAMA



Annual Migration

by Level of Education

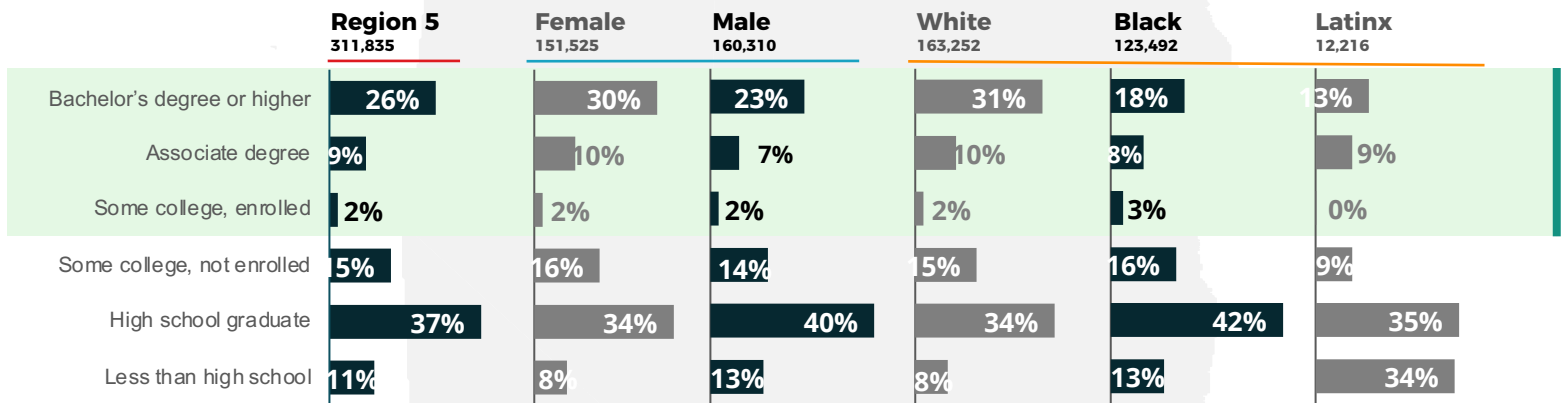


Prime working-age population **declined 0.7%** from 2014 to 2019 (compared to a 1.3% decline statewide)

Educational Attainment

(Prime Working Ages 25 to 54)

Highest Level of Education Completed - by Gender and Race/Ethnicity



15,780

YOUTH AGES 16-24 ARE NOT IN SCHOOL & NOT EMPLOYED



How can we **engage** these working-age adults to **pursue more education and training**?

25,976

ADULTS AGES 25-34 HAVE NO COLLEGE DEGREE, ARE NOT IN SCHOOL & NOT EMPLOYED





Regional Workforce Council Profile

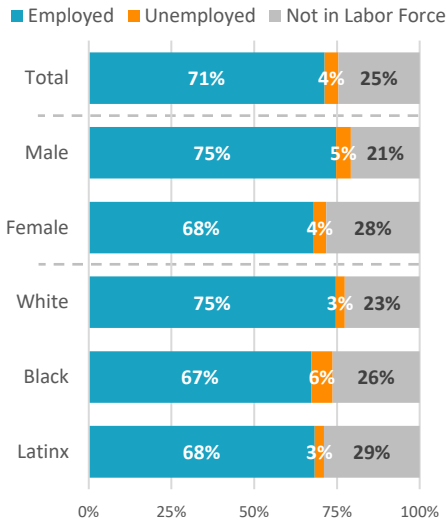
REGION FIVE



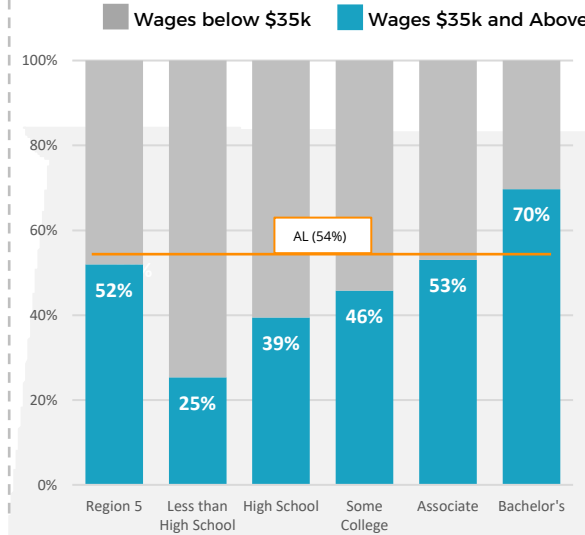
Workforce Characteristics

(Prime Working Ages 25 to 54)

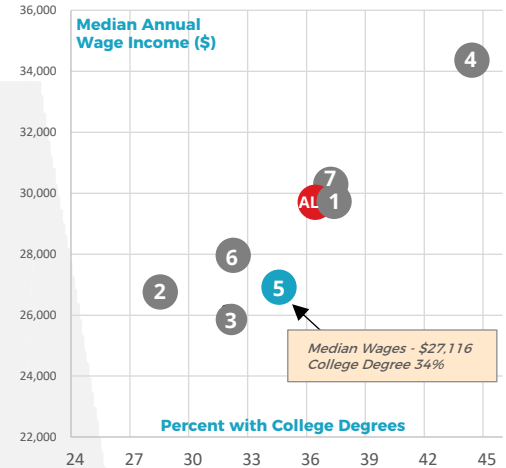
Labor Force Participation



Wages (working 30+ hours a week)



Wage Earnings and Education



104,793

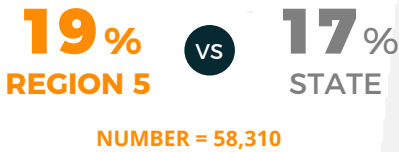
STRUGGLING IN THE WORKFORCE

Ages 25 to 54 working 30 or more hours a week, earning less than \$35k per year

Factors Impacting Work and Education

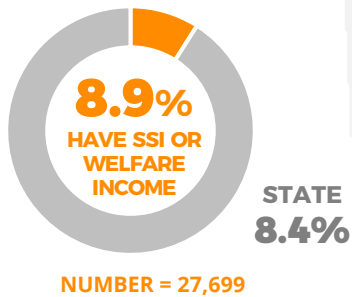
(Prime Working Ages 25 to 54)

Living in Poverty

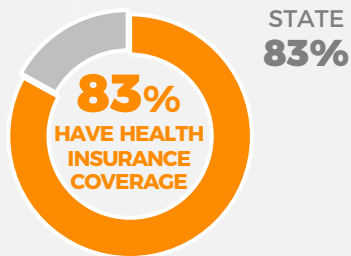


Income Assistance

Receiving SSI or Welfare Payments



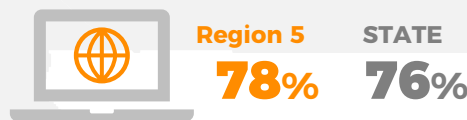
Healthcare



Transportation



Broadband Access



9,364 WORKERS HAVE NO VEHICLE



Data Sources

U.S. Census Bureau, 2019 American Community Survey 5-year PUMS (Public Use Microdata Sample).

Steven Ruggles, Sarah Flood, Sophia Foster, Ronald Goeken, Jose Pacas, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 11.0 [dataset]. Minneapolis, MN: IPUMS, 2021. <https://doi.org/10.18128/D010.V11.0>





Regional Workforce Council Profile

REGION SIX

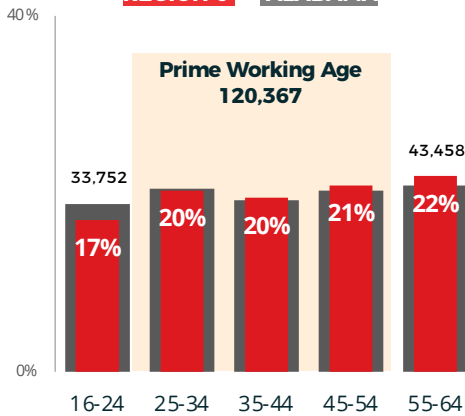


Prime Working Ages 25 to 54

Age-Group

REGION 6 ALABAMA

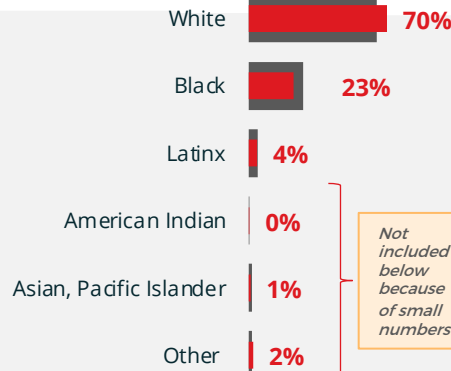
Prime Working Age
120,367



Race & Ethnicity

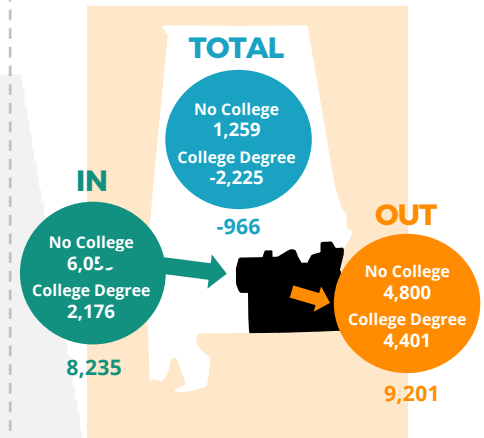
Prime Working Age

REGION 6 ALABAMA



Annual Migration

by Level of Education



Prime working-age population declined 1.6% from 2014 to 2019 (compared to a 1.3% decline statewide)

Educational Attainment

(Prime Working Ages 25 to 54)

Highest Level of Education Completed - by Gender and Race/Ethnicity

| | Region 6 120,367 | Female 58,333 | Male 61,834 | White 83,639 | Black 60,040 | Latinx 28,346 |
|-----------------------------|---------------------|------------------|----------------|-----------------|-----------------|------------------|
| Bachelor's degree or higher | 20% | 22% | 22% | 23% | 16% | 18% |
| Associate degree | 12% | 3% | 13% | 2% | 9% | 4% |
| Some college, enrolled | 2% | 2% | 2% | 2% | 2% | 2% |
| Some college, not enrolled | 16% | 16% | 16% | 16% | 17% | 16% |
| High school graduate | 40% | 36% | 44% | 38% | 49% | 28% |
| Less than high school | 11% | 10% | 12% | 10% | 13% | 23% |

6,666

YOUTH AGES 16-24 ARE NOT IN SCHOOL & NOT EMPLOYED



How can we engage these working-age adults to pursue more education and training?

9,225

ADULTS AGES 25-34 HAVE NO COLLEGE DEGREE, ARE NOT IN SCHOOL & NOT EMPLOYED





Regional Workforce Council Profile

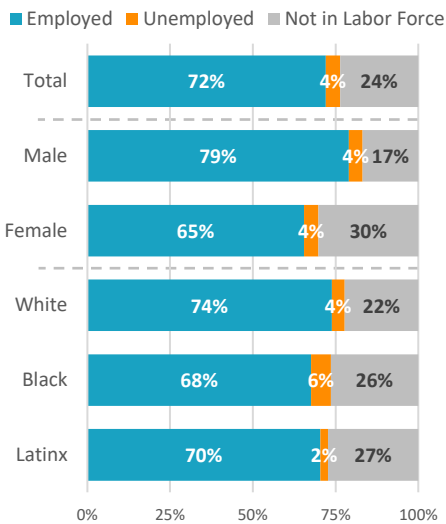
REGION SIX



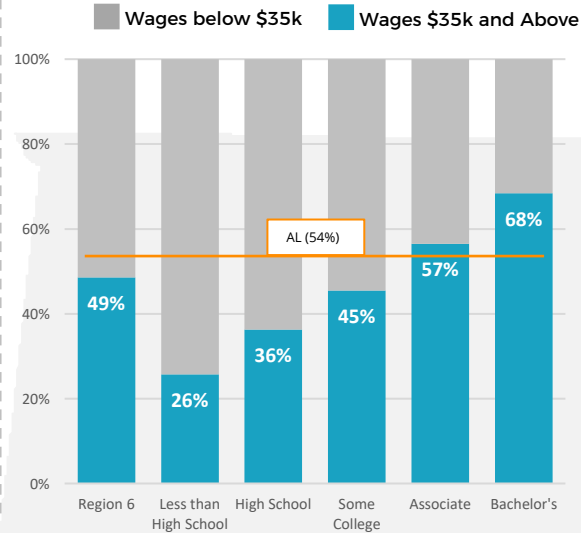
Workforce Characteristics

(Prime Working Ages 25 to 54)

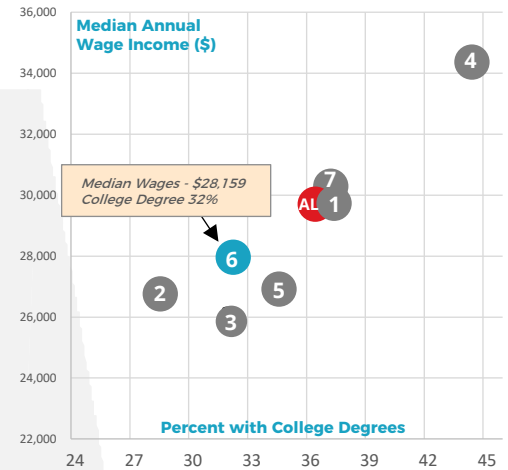
Labor Force Participation



Wages (working 30+ hours a week)



Wage Earnings and Education



42,831

STRUGGLING IN THE WORKFORCE

Ages 25 to 54 working 30 or more hours a week, earning less than \$35k per year

Factors Impacting Work and Education

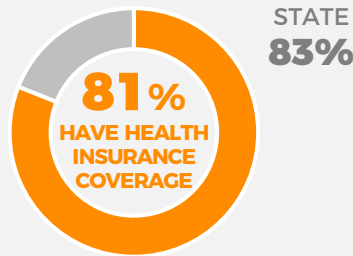
(Prime Working Ages 25 to 54)

Living in Poverty

19% REGION 6 vs **17%** STATE

NUMBER = 22,608

Healthcare

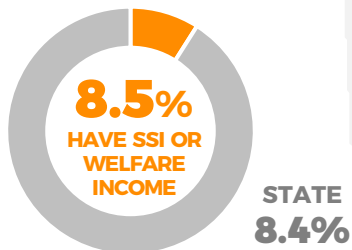


Transportation

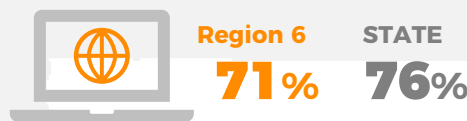


Income Assistance

Receiving SSI or Welfare Payments



Broadband Access



2,876 WORKERS HAVE NO VEHICLE



Data Sources

U.S. Census Bureau, 2019 American Community Survey 5-year PUMS (Public Use Microdata Sample).

Steven Ruggles, Sarah Flood, Sophia Foster, Ronald Goeken, Jose Pacas, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 11.0 [dataset]. Minneapolis, MN: IPUMS, 2021. <https://doi.org/10.18128/D010.V11.0>





Regional Workforce Council Profile

REGION SEVEN

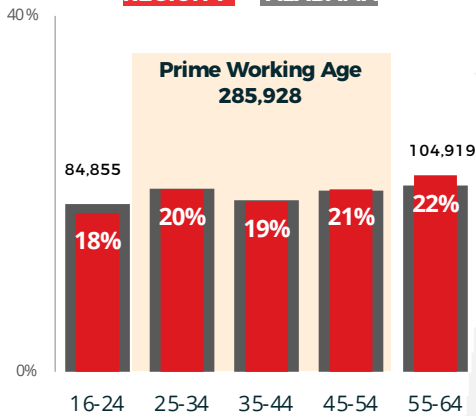


Prime Working Ages 25 to 54

Age-Group

REGION 7 ALABAMA

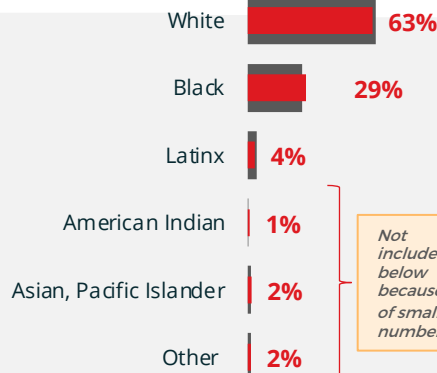
Prime Working Age
285,928



Race & Ethnicity

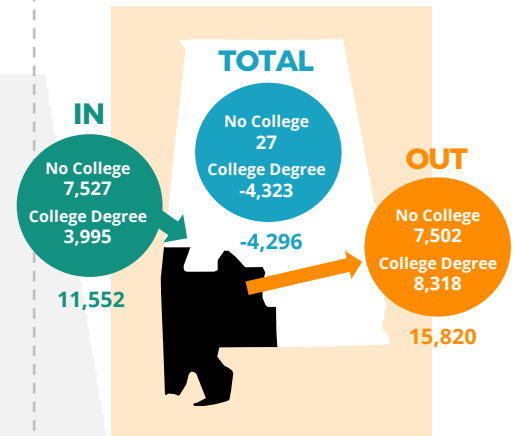
Prime Working Age

REGION 7 ALABAMA



Annual Migration

by Level of Education



Prime working-age population declined 1.1% from 2014 to 2019 (compared to a 1.3% decline statewide)

Educational Attainment

(Prime Working Ages 25 to 54)

Highest Level of Education Completed - by Gender and Race/Ethnicity

| | Region 7 285,298 | Female 137,048 | Male 148,880 | White 179,519 | Black 84,030 | Latinx 10,008 |
|-----------------------------|---------------------|-------------------|-----------------|------------------|-----------------|------------------|
| Bachelor's degree or higher | 25% | 29% | 21% | 30% | 16% | 23% |
| Associate degree | 10% | 11% | 8% | 10% | 10% | 4% |
| Some college, enrolled | 2% | 2% | 1% | 1% | 2% | 2% |
| Some college, not enrolled | 4% | 5% | 14% | 5% | 5% | 9% |
| High school graduate | 39% | 36% | 43% | 37% | 46% | 39% |
| Less than high school | 9% | 7% | 11% | 7% | 11% | 23% |

14,608

YOUTH AGES 16-24 ARE NOT IN SCHOOL & NOT EMPLOYED



How can we engage these working-age adults to pursue more education and training?

22,534

ADULTS AGES 25-34 HAVE NO COLLEGE DEGREE, ARE NOT IN SCHOOL & NOT EMPLOYED





Regional Workforce Council Profile

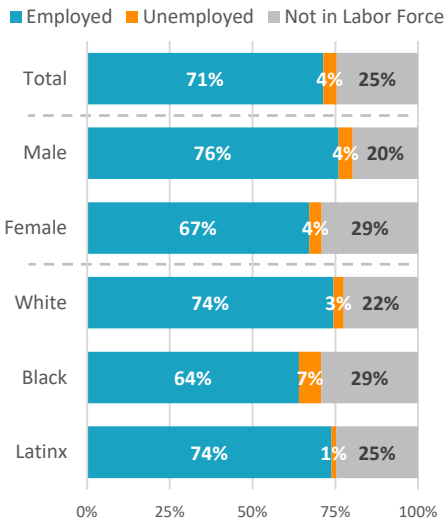
REGION SEVEN



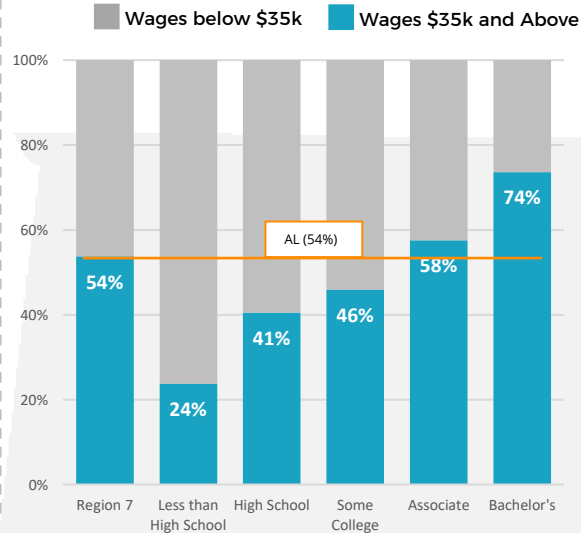
Workforce Characteristics

(Prime Working Ages 25 to 54)

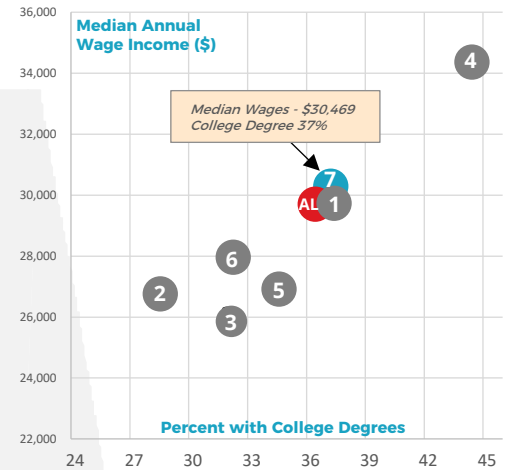
Labor Force Participation



Wages (working 30+ hours a week)



Wage Earnings and Education



91,529

STRUGGLING IN THE WORKFORCE

Ages 25 to 54 working 30 or more hours a week, earning less than \$35k per year

Factors Impacting Work and Education

(Prime Working Ages 25 to 54)

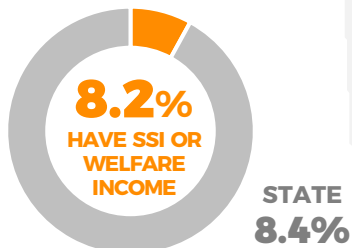
Living in Poverty

17% REGION 7 vs **17%** STATE

NUMBER = 48,528

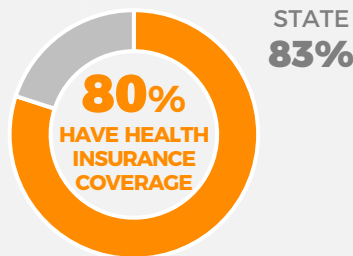
Income Assistance

Receiving SSI or Welfare Payments

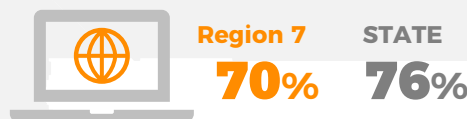


NUMBER = 23,489

Healthcare



Broadband Access



Transportation



6,946 WORKERS HAVE NO VEHICLE



Data Sources

U.S. Census Bureau, 2019 American Community Survey 5-year PUMS (Public Use Microdata Sample).

Steven Ruggles, Sarah Flood, Sophia Foster, Ronald Goeken, Jose Pacas, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 11.0 [dataset]. Minneapolis, MN: IPUMS, 2021. <https://doi.org/10.18128/D010.V11.0>



