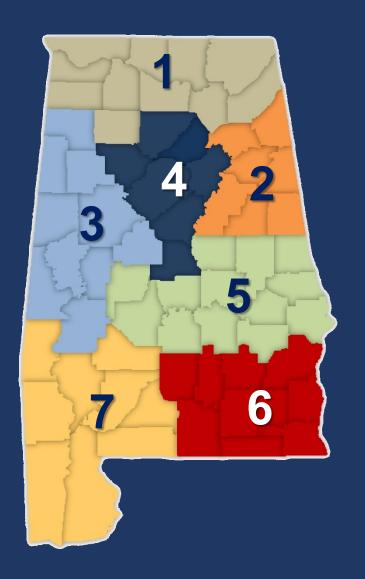
# Alabama Commission on Higher Education

# 2023 State and Regional Workforce Profiles







# **Alabama Workforce Regions**

Under Governor Ivey's leadership, Alabama set an aspirational goal of adding 500,000 credentialed Alabamians to the labor force by 2025. Attaining this goal requires understanding the differences among Alabama's workforce regions and expanding their local strategies that serve the education and workforce needs of those communities. In this profile, key data points are presented on the state's workforce and on the workforce ecosystem to help provide a foundation for achieving the state's workforce goal. Data for the regions shown in this publication are based solely on the Public Use Microdata Areas (PUMAs)\* provided by the U.S. Census Bureau from the American Community Survey (ACS) 2021 five-year data, which is the most recent data available.

#### **Region 1: North** Limestone & Madison (Outer) Counties-Huntsville (North) & Madison (East) Cities Huntsville City (Far West & Southwest) DeKalb & Jackson Counties Lauderdale, Colbert, Franklin & Marion (Northeast) Counties Huntsville City (Central & South) Morgan & Lawrence Marshall & Madison (Southeast) Counties--Decatur City **Region 2: East** Counties--Huntsville City (Far Cullman & Winston **Region 3: West** Southeast) Counties Ftowah County Walker, Marion (South & West). Favette & Lamar Counties Calhoun County Tuscaloosa (Outer) & Pickens **Region 4: Central Six** Tuscaloosa & Northport Counties--Northport City (Southeast) Cities Jefferson County (Northeast)-Trussville, Center Point & Talladega Cherokee St. Clair & Blount Randolph, Cleburne & Gardendale Cities Counties Dallas, Bibb, Marengo, Hale, Clay Counties Sumter, Perry & Greene Counties Jefferson County (West)-Bessemer, Hueytown & Pleasant Grove Cities Jefferson County (Southeast)--Hoover (North), Vestavia Hills & Birmingham City (West) Homewood Cities **Region 7: Southwest** Birmingham City (East) Shelby County **Region 5: Central** Southwest Alabama Chilton, Tallapoosa, Chambers & Coosa Counties Mobile County (Outer)--Prichard City, Tillmans Lee County--Auburn City Elmore, Autauga ,{Montgomery **Region 6: Southeast** Corner & Saraland City Baldwin County (Outer) & Lowndes Countie Mobile City (West) Russell, Pike, Barbour, Macon Mobile City (East) Montgomery City & Pike Road Town (North) Coffee, Covington, Butler & Crenshaw Counties Houston, Dale, Geneva & Henry Counties--Dothan City

\*Public Use Microdata Areas (PUMAs) are analysis units for the annual U.S. Census Bureau, American Community Survey. In order to secure valid and reliable sampling, PUMAs have a minimum population size of 100,000 people and must maintain that population throughout a decade. PUMA boundaries nest within the states and are combinations of more than one county in sparsely populated areas, disaggregated within county boundaries (at the Census tract level) in more densely populated metropolitan areas.

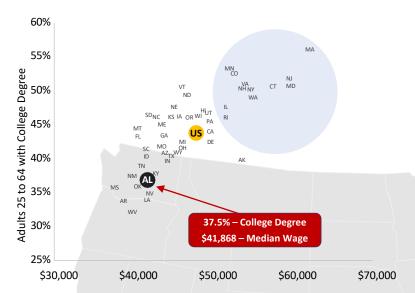


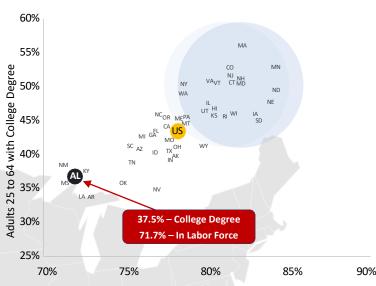
Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <a href="https://doi.org/10.18128/D010.V12.0">https://doi.org/10.18128/D010.V12.0</a>

# States with Higher Levels of Postsecondary Completion Have . . .



#### **Higher Labor Force Participation**





Median Wages for Full-Time Workers (30 or More Hours a Week)

Adults Ages 25 to 64 Participating in the Labor Force

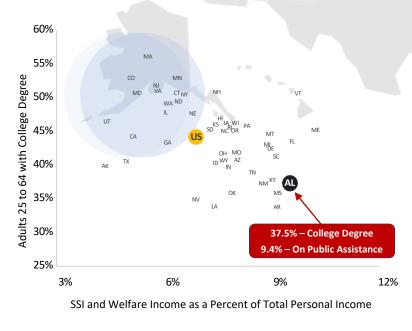


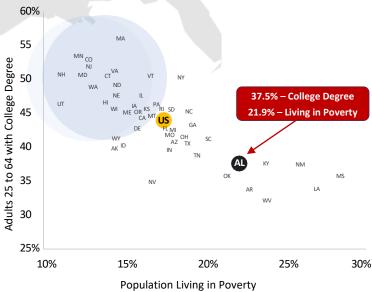




#### Less Reliance on Public Assistance

#### **Lower Rates of Poverty**





Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0







## **Alabama Statewide Workforce Profile**

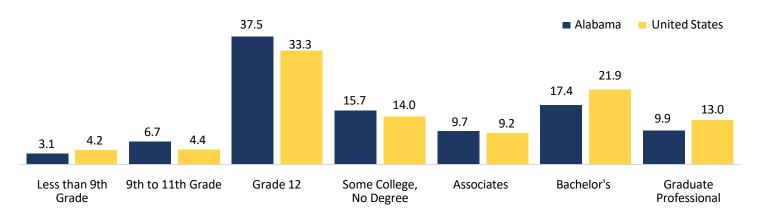
**STATEWIDE** 

2023

# Vorking-Age Population Adults Ages 25 to 64 2,571,093 Alabamians

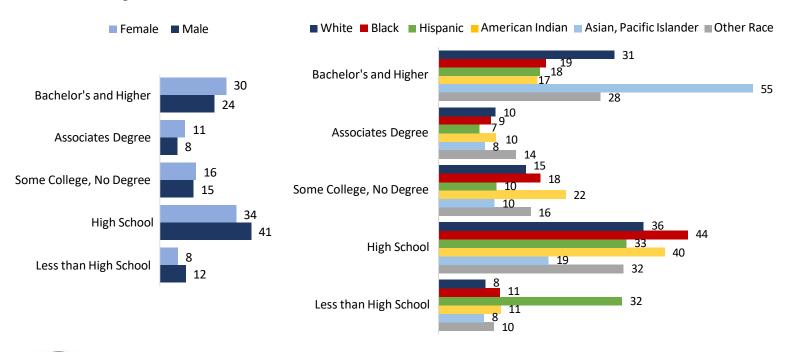


#### **Educational Attainment of Alabama Relative to the United States**



#### **By Gender**

#### By Race and Ethnicity



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <a href="https://doi.org/10.18128/D010.V12.0">https://doi.org/10.18128/D010.V12.0</a>

[2021 ACS Five-Year Data, most recent available]

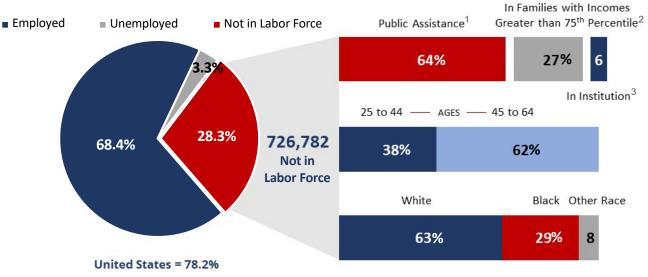


## **Alabama Statewide Workforce Profile**

4 2

STATEWIDE 2023

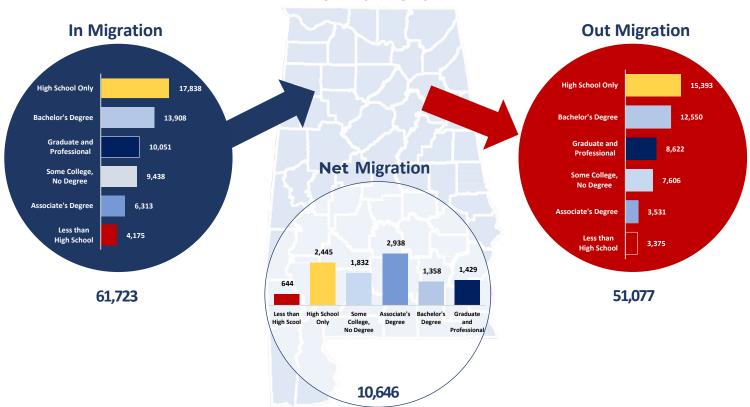
#### **Employment and Labor Force Participation**



1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.

#### **Net Migration By Highest Level of Education Completed**

From 2017 to 2019



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0

[2021 ACS Five-Year Data, most recent available]





#### **REGION 1: NORTH**

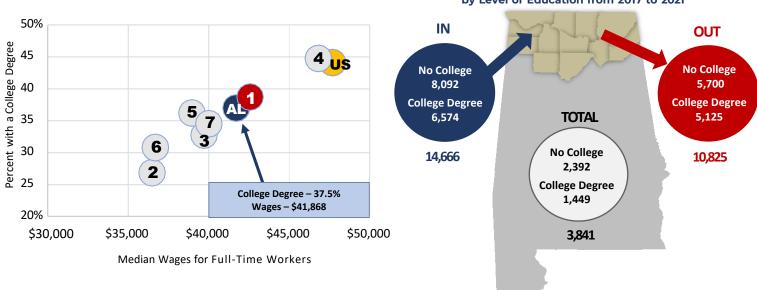
2023

# WORKING-AGE POPULATION AGES 25 TO 64 604,321

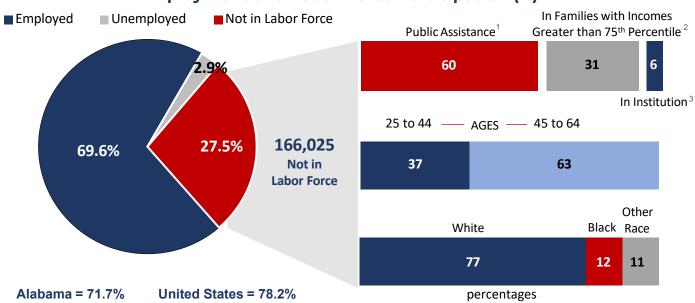


#### Wage Earnings and Education

# Annual Migration by Level of Education from 2017 to 2021



#### **Employment and Labor Force Participation (%)**



1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0

[2021 ACS Five-Year Data, most recent available]

4 2

**REGION 1: NORTH** 

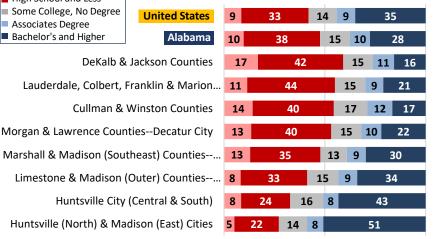
2023

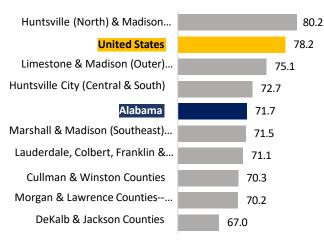
# VARIATION WITHIN THE NORTH REGION AGES 25 TO 64

# AGES 25 TO 64



#### Participation in the Labor Force (%)



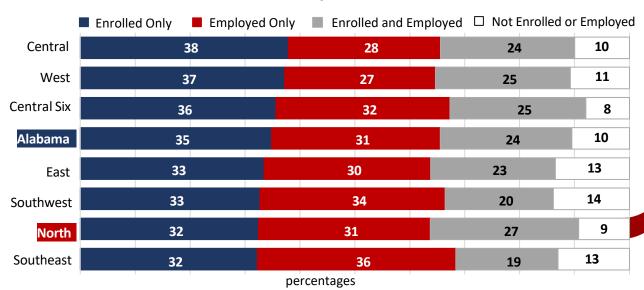




**11,927**YOUNG ADULTS AGES 16 TO 24 WHO

ARE NOT ENROLLED *OR* EMPLOYED

## YOUNG ADULTS AGES 16 to 24 129,305



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <a href="https://doi.org/10.18128/D010.V12.0">https://doi.org/10.18128/D010.V12.0</a>

[2021 ACS Five-Year Data, most recent available]





#### **REGION 2: EAST**

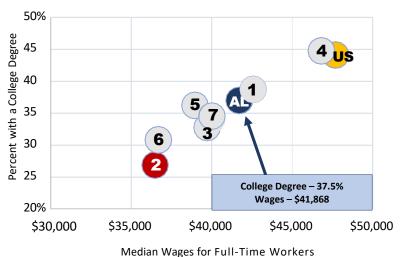
2023

#### **WORKING-AGE POPULATION AGES 25 TO 64** 194,412

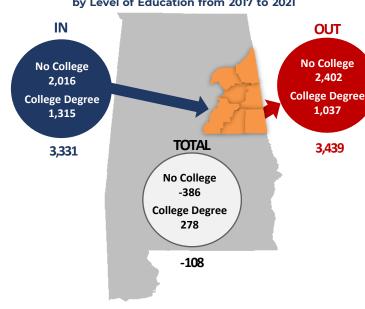


#### Wage Earnings and Education

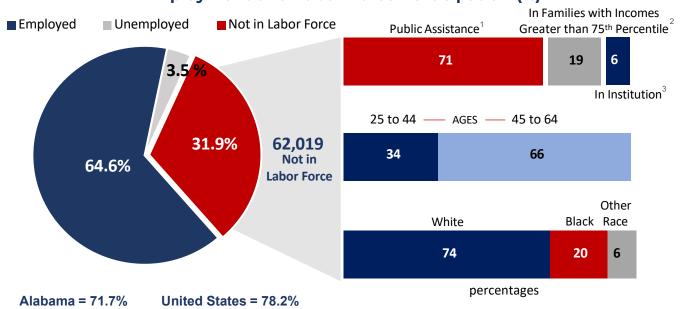
#### **Annual Migration** by Level of Education from 2017 to 2021



Median Wages for Full-Time Workers



#### **Employment and Labor Force Participation (%)**



1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.

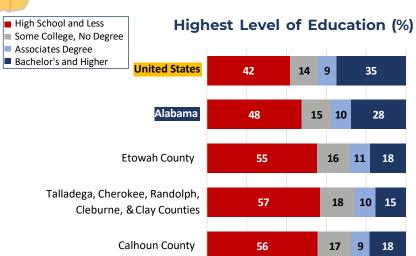


Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0

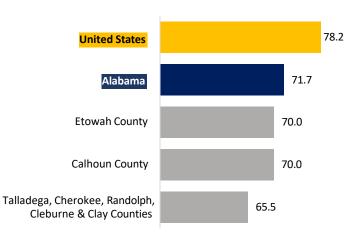
**REGION 2: EAST** 

2023

#### VARIATION WITHIN THE EAST REGION **AGES 25 TO 64**



#### Participation in the Labor Force (%)



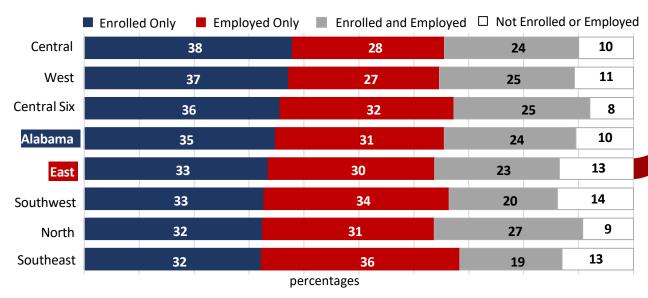


5,646

ARE NOT ENROLLED OR EMPLOYED



## **YOUNG ADULTS AGES 16 to 24** 41,841



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0

[2021 ACS Five-Year Data, most recent available]





#### **REGION 3: WEST**

2023

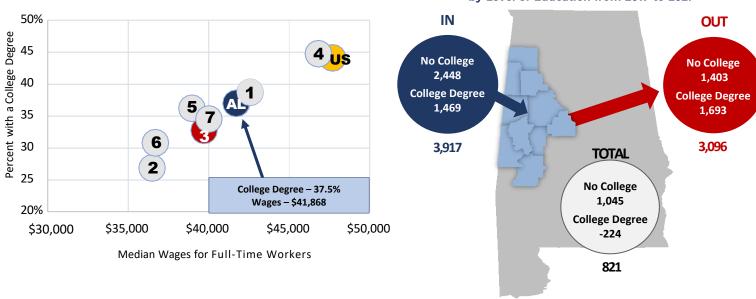
# WORKING-AGE POPULATION AGES 25 TO 64 241,156



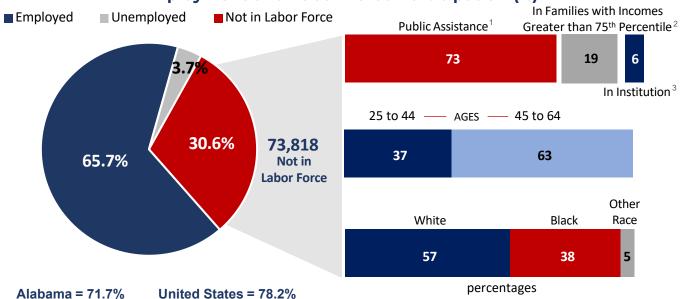
#### **Wage Earnings and Education**

#### **Annual Migration**

by Level of Education from 2017 to 2021



#### **Employment and Labor Force Participation (%)**



1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0



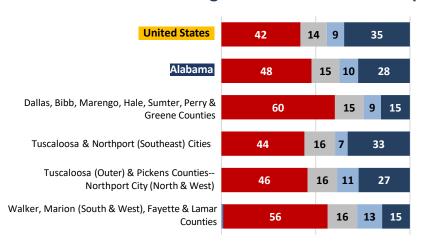
#### **REGION 3: WEST**

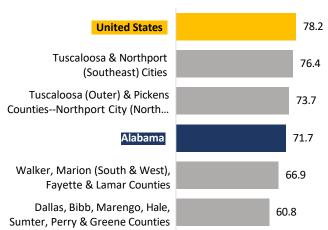
2023

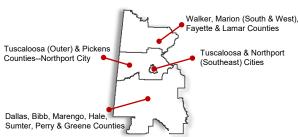
# VARIATION WITHIN THE WEST REGION AGES 25 TO 64

#### **Highest Level of Education (%)**

#### Participation in the Labor Force (%)





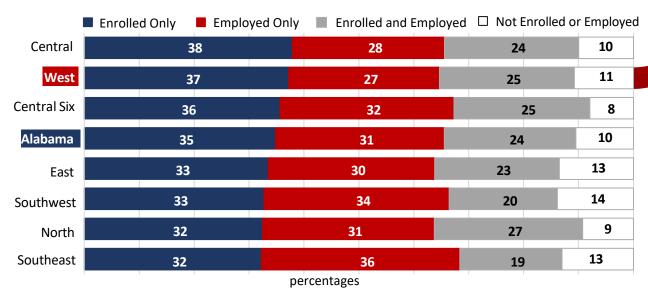


7,720

YOUNG ADULTS AGES 16 TO 24 WHO ARE NOT ENROLLED *OR* EMPLOYED



# YOUNG ADULTS AGES 16 to 24 71,647



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0

[2021 ACS Five-Year Data, most recent available]





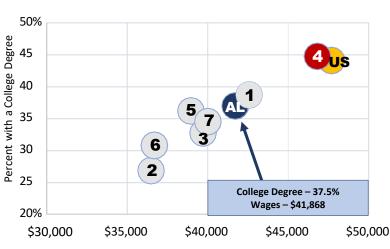
#### **REGION 4: CENTRAL SIX**

2023

#### **WORKING-AGE POPULATION AGES 25 TO 64** 547,818



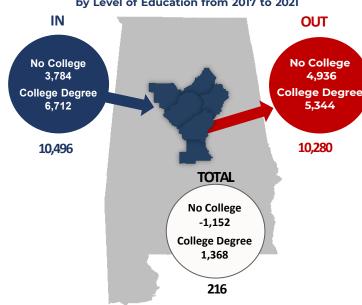
#### Wage Earnings and Education



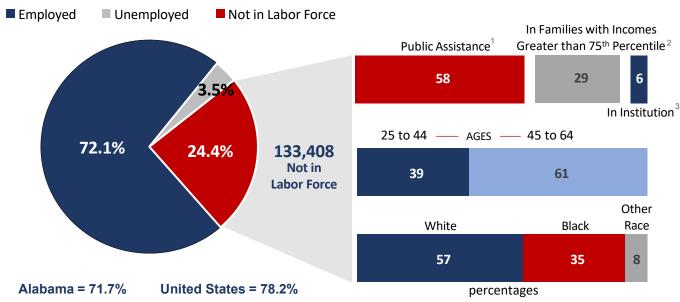
Median Wages for Full-Time Workers

#### **Annual Migration**

by Level of Education from 2017 to 2021



#### **Employment and Labor Force Participation (%)**



1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0

[2021 ACS Five-Year Data, most recent available]

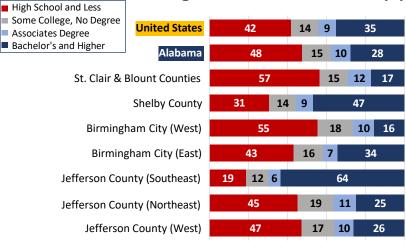
#### **REGION 4: CENTRAL SIX**

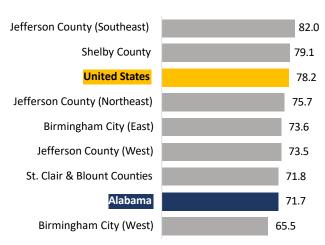
2023

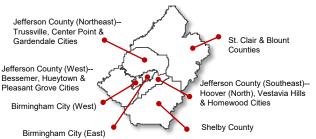
# VARIATION WITHIN THE CENTRAL SIX REGION AGES 25 TO 64

**Highest Level of Education (%)** 

#### Participation in the Labor Force (%)





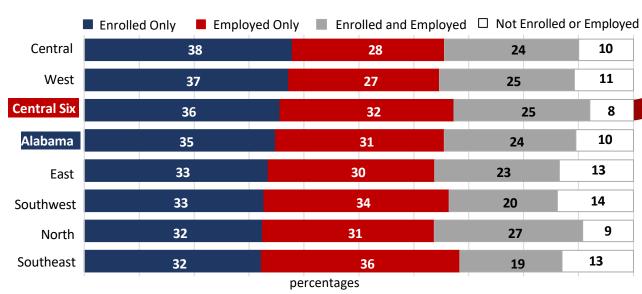


**9,187**YOUNG ADULTS AGES 16 TO 24 WHO

ARE NOT ENROLLED OR EMPLOYED

•

## YOUNG ADULTS AGES 16 to 24 115,712



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <a href="https://doi.org/10.18128/D010.V12.0">https://doi.org/10.18128/D010.V12.0</a>

[2021 ACS Five-Year Data, most recent available]





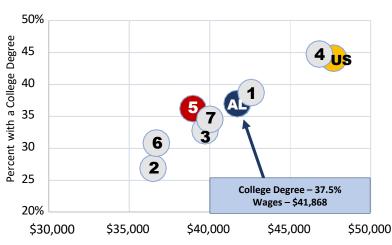
#### **REGION 5: CENTRAL**

2023

# WORKING-AGE POPULATION AGES 25 TO 64 425,542



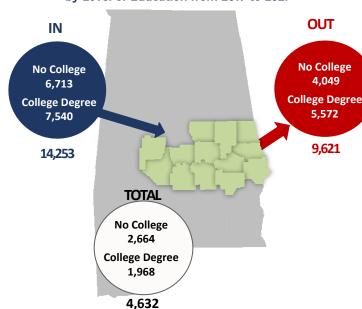
#### **Wage Earnings and Education**



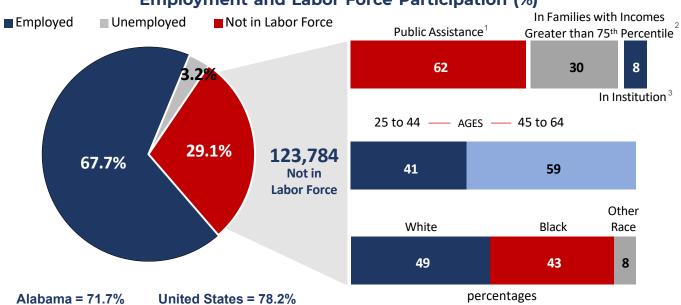
Median Wages for Full-Time Workers

#### **Annual Migration**

by Level of Education from 2017 to 2021



#### **Employment and Labor Force Participation (%)**



1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0

[2021 ACS Five-Year Data, most recent available]



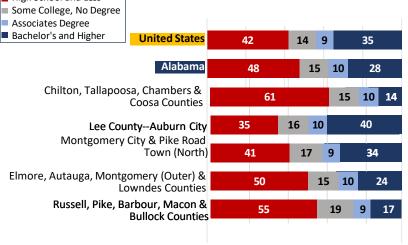
#### **REGION 5: CENTRAL**

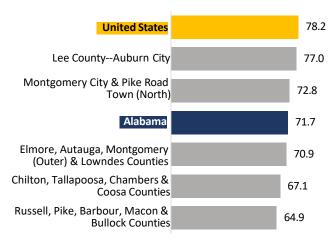
2023

# VARIATION WITHIN THE CENTRAL REGION AGES 25 TO 64



#### Participation in the Labor Force (%)





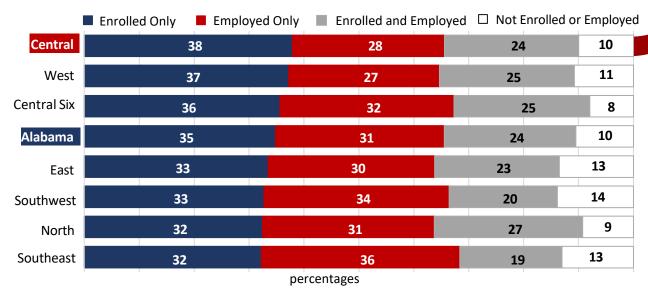


11,412

YOUNG ADULTS AGES 16 TO 24 WHO ARE NOT ENROLLED *OR* EMPLOYED



## YOUNG ADULTS AGES 16 to 24 114,710



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0

[2021 ACS Five-Year Data, most recent available]





#### **REGION 6: SOUTHEAST**

2023

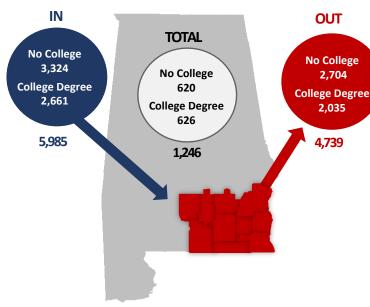
#### **WORKING-AGE POPULATION AGES 25 TO 64** 163,880



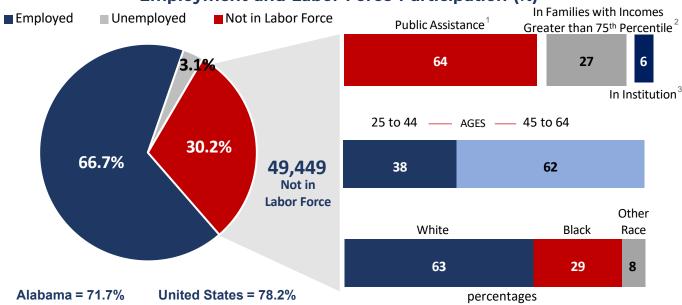
#### Wage Earnings and Education

#### **Annual Migration** by Level of Education from 2017 to 2021





#### **Employment and Labor Force Participation (%)**



1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-acade



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0

[2021 ACS Five-Year Data, most recent available]



High School and Less

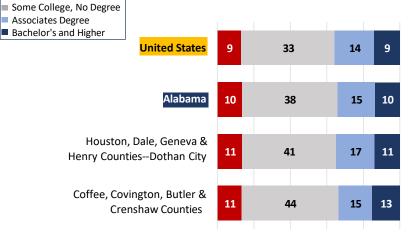
#### **REGION 6: SOUTHEAST**

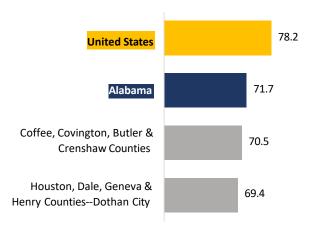
2023

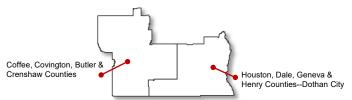
#### VARIATION WITHIN THE SOUTHEAST REGION AGES 25 TO 64

**Highest Level of Education (%)** 

Participation in the Labor Force (%)



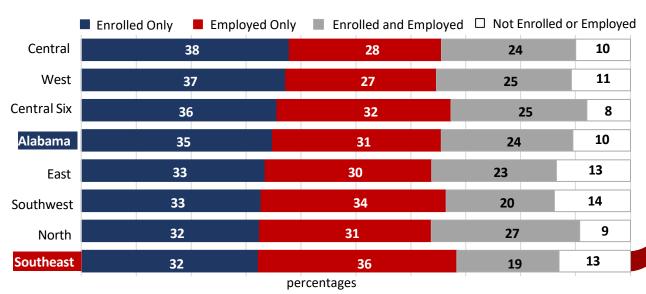




4,335
YOUNG ADULTS AGES 16 TO 24 WHO

ARE NOT ENROLLED OR EMPLOYED

# YOUNG ADULTS AGES 16 to 24 33,341



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0

[2021 ACS Five-Year Data, most recent available]





#### **REGION 7: SOUTHWEST**

2023

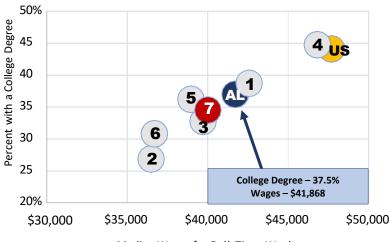
# WORKING-AGE POPULATION AGES 25 TO 64 393,964



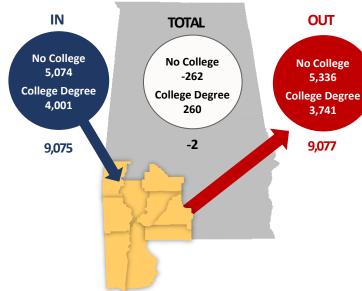
#### Wage Earnings and Education

#### Annual Migration

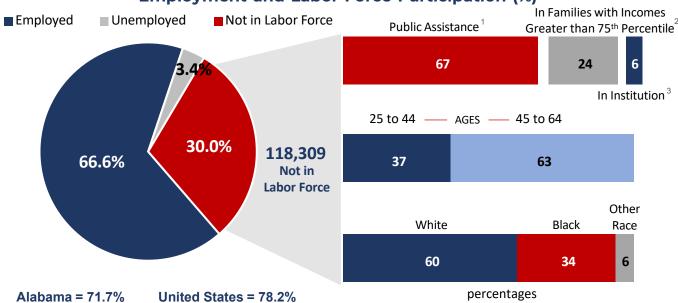




Median Wages for Full-Time Workers



#### **Employment and Labor Force Participation (%)**



1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.



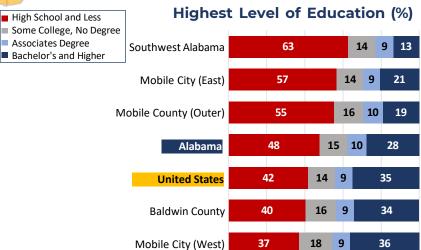
Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0



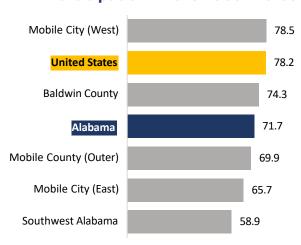
#### **REGION 7: SOUTHWEST**

2023

# VARIATION WITHIN THE SOUTHWEST REGION AGES 25 TO 64



#### Participation in the Labor Force (%)



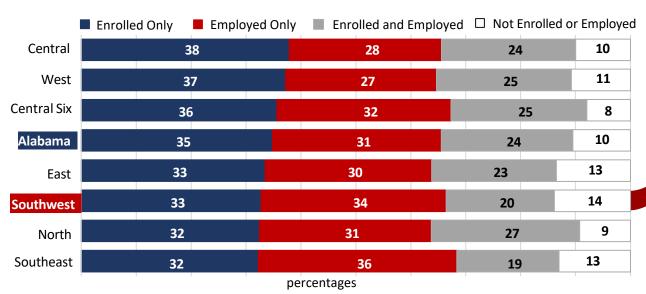


11,606

YOUNG ADULTS AGES 16 TO 24 WHO ARE NOT ENROLLED *OR* EMPLOYED



## YOUNG ADULTS AGES 16 to 24 83,737



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <a href="https://doi.org/10.18128/D010.V12.0">https://doi.org/10.18128/D010.V12.0</a>

[2021 ACS Five-Year Data, most recent available]



Alabama Commission on Higher Education 100 North Union Street Montgomery, AL 36104 www.ache.edu

(334)242-1998 ir

info@ache.edu