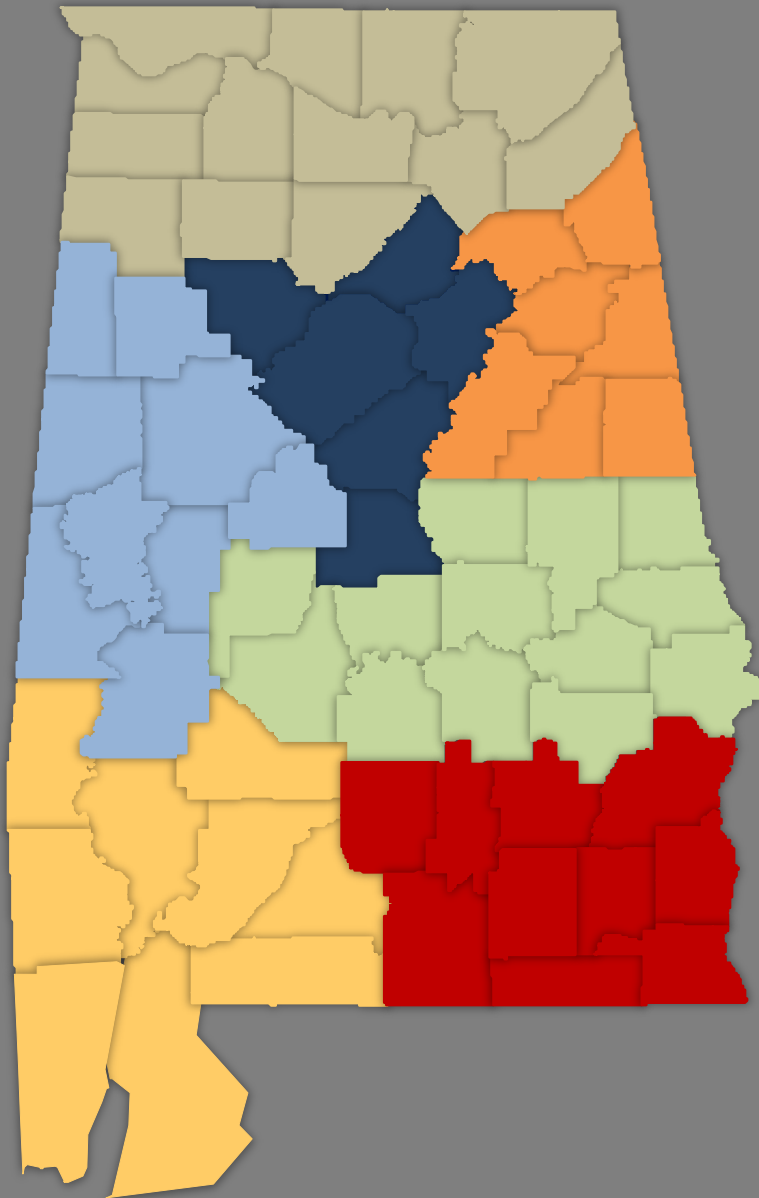


# Alabama Commission on Higher Education

## 2025

### Alabama Regional Workforce Profiles

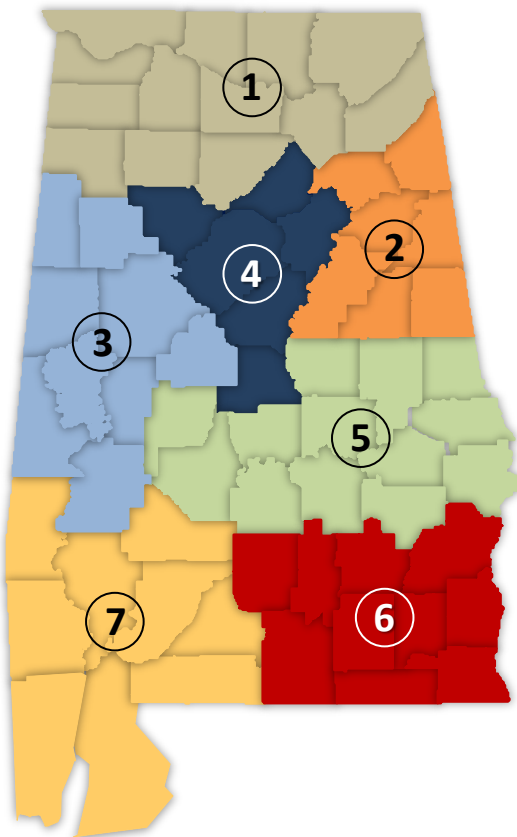


# Alabama Regional Workforce Profile

## Public Use Microdata Areas (PUMAs)

Public Use Microdata Areas (PUMAs) are geographic analysis units used in the U.S. Census Bureau's annual American Community Survey. Each PUMA must have at least 100,000 people and maintain that population for a decade to ensure valid, reliable sampling. PUMA boundaries nest within the states and are formed by grouping multiple counties in rural areas or subdividing counties by Census tracts in more densely populated areas. The 2023 American Community Survey identified 39 PUMAs in Alabama.

## Alabama Workforce Regions and Public Use Microdata Areas (PUMAs)



### 1 NORTH

Cullman, Marion, & Winston Counties  
DeKalb & Jackson Counties  
Lauderdale, Colbert, & Franklin Counties  
Limestone County  
Madison County (North & East)-Huntsville (East)  
Huntsville (North & Far West), Madison (East), & Triana  
Huntsville City (Central & South)  
Marshall & Madison (Far Southeast) Counties  
Morgan & Lawrence Counties-Decatur City

### 2 EAST

Calhoun County  
Etowah & Cherokee Counties  
Talladega, Randolph, Cleburne, & Clay Counties

### 3 WEST

Tuscaloosa County (Outer)-Northport (North & West)  
Tuscaloosa & Northport (Southeast)  
West Alabama

### 4 CENTRAL SIX

Birmingham City  
Jefferson (Northwest) & Walker Counties  
Jefferson County (West)-Bessemer, Hueytown, & Pleasant Grove Cities  
Jefferson County (Northeast)-Trussville, Center Point, & Gardendale  
Jefferson County (Southeast)-Hoover (North), Vestavia Hills, & Homewood  
Shelby County (North)-Hoover (South), Alabaster (North), & Pelham  
Shelby (South & East) & Chilton Counties-Alabaster (South) & Chelsea  
St. Clair & Blount Counties

### 5 CENTRAL

Autauga, Dallas, Lowndes, & Perry Counties  
Montgomery City (West)  
Montgomery City (East) & Pike Road Town (Northwest)  
Elmore & Montgomery (South & Far East) Counties  
Tallapoosa, Chambers, Macon, Coosa, & Bullock Counties  
Lee County (West)-Auburn & Opelika Cities  
Lee (East) & Russell Counties-Phenix City & Smiths Station Cities

### 6 SOUTHEAST

Coffee & Dale Counties  
Covington, Pike, Barbour, Butler, & Crenshaw Counties  
Houston, Geneva, & Henry Counties – Dothan City

### 7 SOUTHWEST

Baldwin County (North)-Daphne, Fairhope & Spanish Fort  
Baldwin County (South)-Foley, Gulf Shores & Robertsdale  
Mobile County (Outer)-Prichard & Saraland  
Mobile City (West) & Tillmans Corner CDP  
Mobile City (East)  
Southwest Alabama

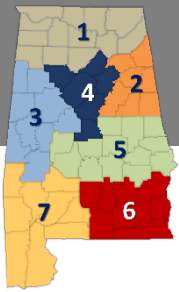
## Data Sources

Education Workforce Needs Index. Alabama State and Regional Workforce Profiles 2025.  
<https://tinyurl.com/etmessjf>

IPUMS USA: Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rodgers, and Megan Schouweiler. IPUMS USA: Version 15.0 [dataset]. Minneapolis, MN: IPUMS, 2024. <https://doi.org/10.18128/D010.V15.0>

U.S. Census Bureau. 2023 American Community Survey-Public Use Microdata Sample (5-Year sample).  
<https://data.census.gov/app/mdat/ACSPUMS1Y2023>

# Alabama Regional Workforce Profile



**STATEWIDE**

**2025**

## Education and Workforce Needs in Alabama

### Education and Workforce Needs

The Education and Workforce Needs Index (EWNI) assesses education and workforce conditions in Alabama and its economic development regions. It offers a visual tool for understanding the strengths and challenges in building education and workforce capacity at both state and regional levels. Backed by over 20 years of research and practice, the EWNI incorporates 11 proven metrics that reflect key aspects of education and workforce conditions. These measures, benchmarked against national data and over 2,400 Public Use Microdata Areas (PUMAs), provide insight into a region's current and future economic competitiveness. The scatterplot illustrates how Alabama and its workforce regions compare to the nation in terms of education and workforce competitiveness.

### Measures

#### Education Factors

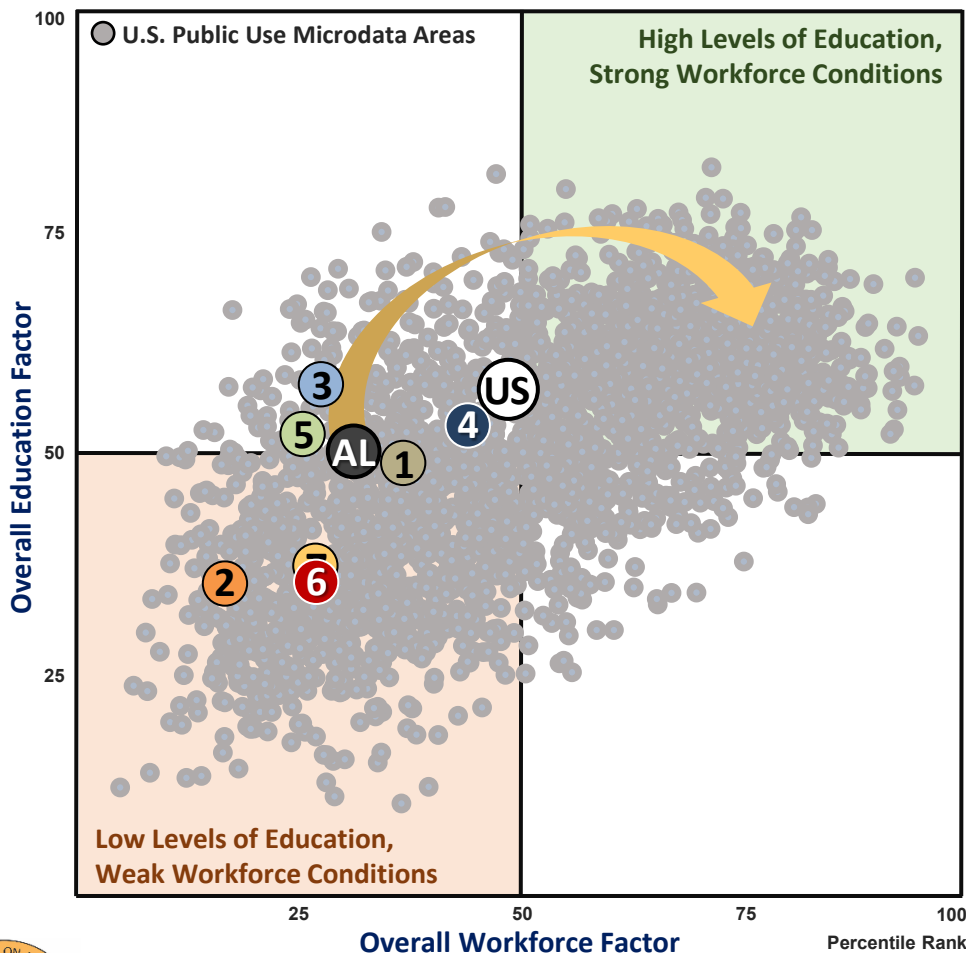
Ages 18 to 64 with a High School Diploma Only  
Ages 25 to 64 with an Associate Degree  
Ages 25 to 64 with a Bachelor's Degree  
Difference in College Attainment between Young and Older Adults  
Enrollment of Adults Ages 18 to 29 with No College Credentials

#### Workforce Factors

Working-Age Participation in the Labor Force  
Unemployment  
Employment in Manufacturing and Extraction (volatile industries)  
Median Annual Wage Income (full-time workers)  
Median Family Income  
Adults with SSI or Welfare Income



## Education and Workforce Needs Index Alabama Workforce Regions Compared to Other U.S. PUMAs



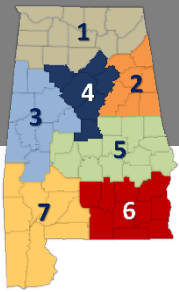
The Education and Workforce Needs Index figure summarizes the competitive positions of Alabama's seven workforce regions relative to the education and workforce conditions of its working-age population. Areas in the upper right-hand quadrant are the top performing regions based on the education and workforce metrics.

Overall, Alabama and many of its workforce regions fall below the U.S. median on these measures. While three regions perform above the median in education, workforce conditions remain a significant challenge across the state.

Given the strong link between education and workforce outcomes, Alabama must continue to focus on improving education and expanding training opportunities that align with well-paying jobs to compete with top-performing workforce regions.



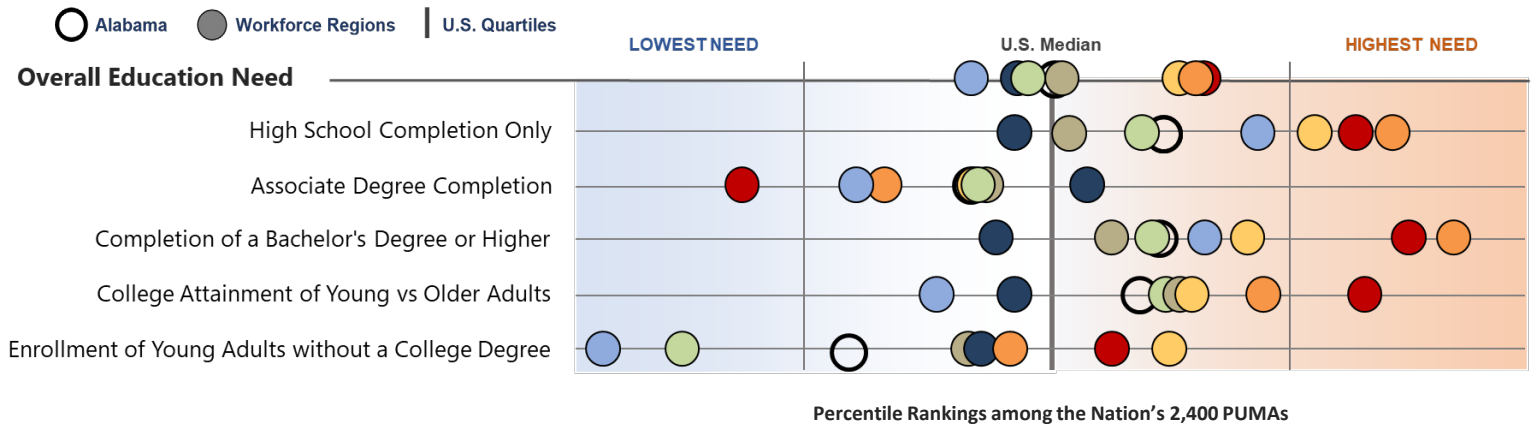
# Alabama Regional Workforce Profile



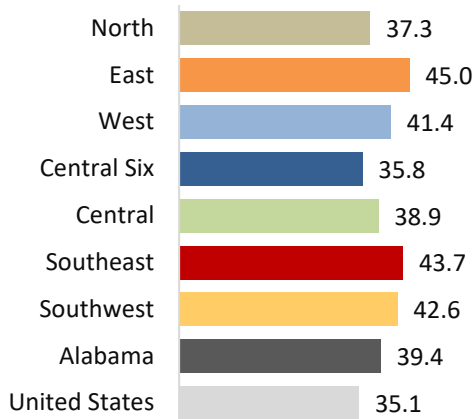
**STATEWIDE**

**2025**

## Education Needs and Challenges



### Adults Ages 18 to 64 with High School Completion Only



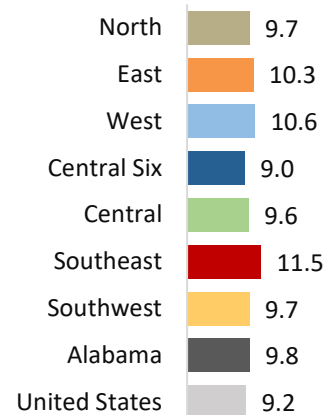
In today's economy, nearly all living-wage jobs require education beyond high school. For maximizing growth potential, this metric as low as possible.

Compared to the U.S. average, a larger share of Alabama's working-age population ends their education after high school—ranging from 36% in Central Six (Birmingham) to 45% in the East Region.

Alabama—and all but one of its workforce regions—surpass the national average in associate degree attainment among working-age adults.

This highlights a strong community college system but may also reflect a local economy with fewer opportunities for advanced-degree holders.

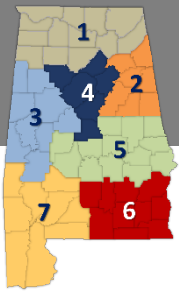
### Adults Ages 25 to 64 with Associate Degree Completion



Decimals Represent Percentage Values



# Alabama Regional Workforce Profile

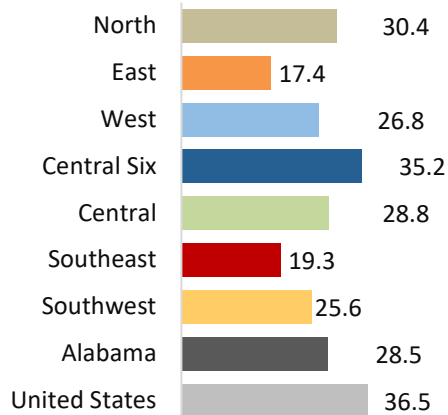


**STATEWIDE**

**2025**

## Education Needs and Challenges

### Adults Ages 25 to 64 with Bachelor's Degree and Higher



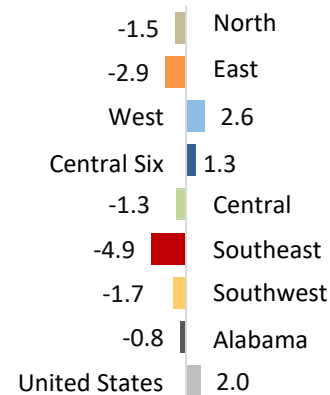
Communities with more college graduates typically enjoy higher wages, more startups, greater technological innovation, and creative problem-solving. They also attract businesses, promote better health, strengthen civic engagement, and inspire future generations.

Alabama and all its workforce regions have comparatively a small share of working-age residents with bachelor's degrees or higher.

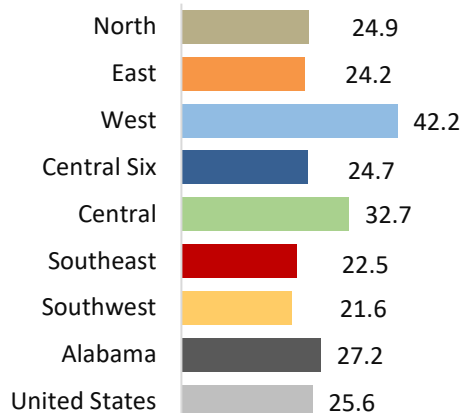
For any state or region, one of the most telling measures of the improvement in educational attainment and well-being is whether younger adults are educated at higher levels than older adults, as indicated by a positive percentage.

More young adults in five of Alabama's workforce regions need to improve participation and completion in postsecondary education to change the trajectory.

### Difference in College Attainment Between Younger (Ages 25 to 34) and Older (Ages 45 to 54) Adults



### Adults Ages 18 to 29 Enrolled in College Without a Degree



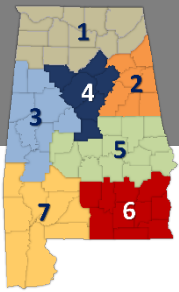
Higher enrollment in Alabama's West and Central Workforce Regions is influenced by the presence of large postsecondary institutions, which includes a high enrollment of students from out of their workforce regions as well as out of state.

The state needs greater than average participation in postsecondary education to make progress toward the national average and to remain economically competitive.

Decimals Represent Percentage Values



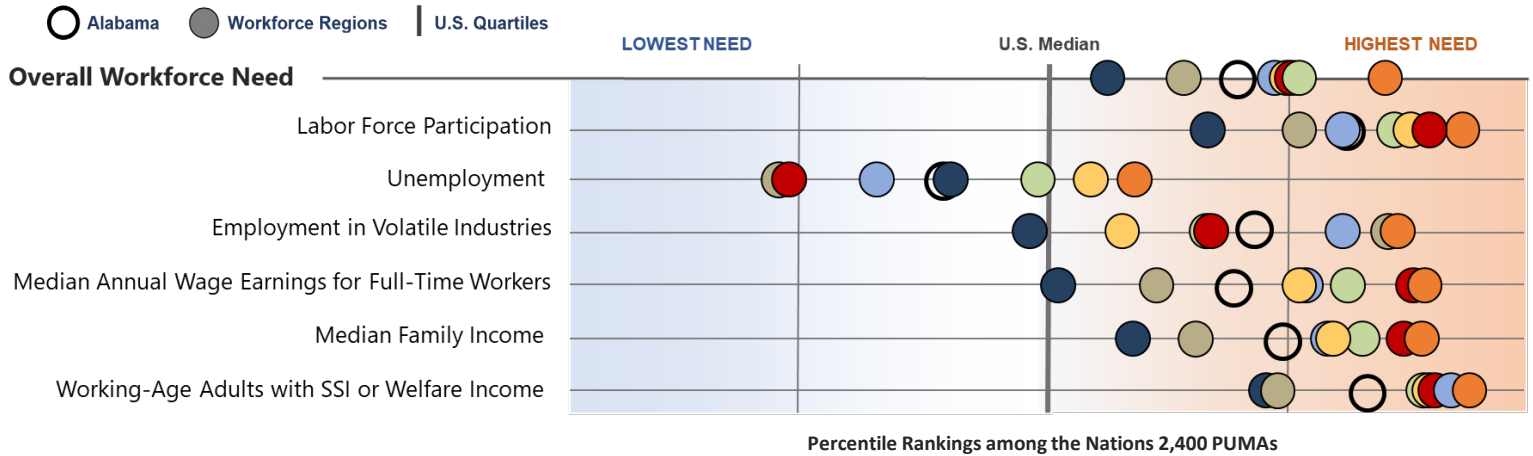
# Alabama Regional Workforce Profile



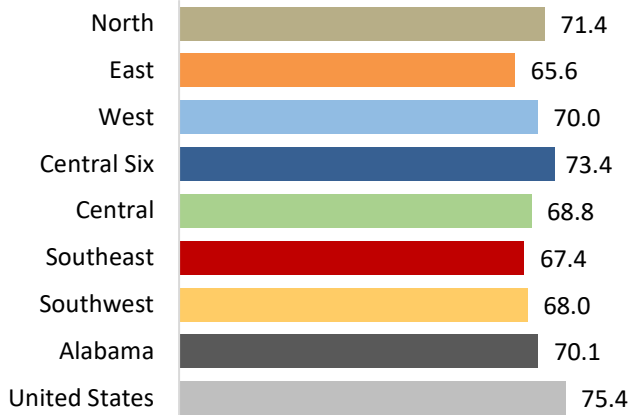
**STATEWIDE**

**2025**

## Workforce Needs and Challenges



### Adults Ages 25 to 64 Participating in the Labor Force



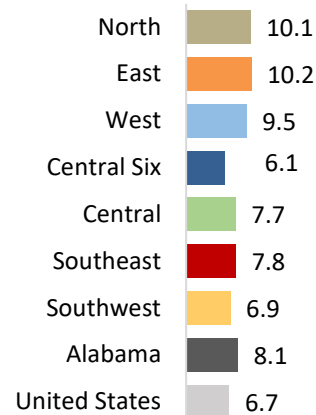
Alabama and its workforce regions fall well behind the U.S. and nearly all other states in the labor force participation rate of working-age residents.

High rates of labor force participation in areas are linked to stronger economic growth, larger tax base, less pressure on social welfare systems, improved standard of living, and better utilization of talent.

Alabama, like many of Southern states, relies heavily on volatile industries, such as manufacturing and extraction.

Rapid technological changes and unstable economic conditions can lead to large-scale layoffs, putting constant pressure on the postsecondary system to quickly train and retrain workers for short-term employment.

### Employment in Volatile Industries (Manufacturing, Extraction, Agriculture)

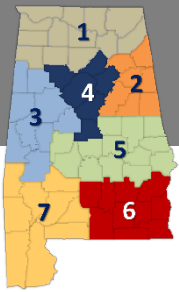


Decimals Represent Percentage Values





# Alabama Regional Workforce Profile

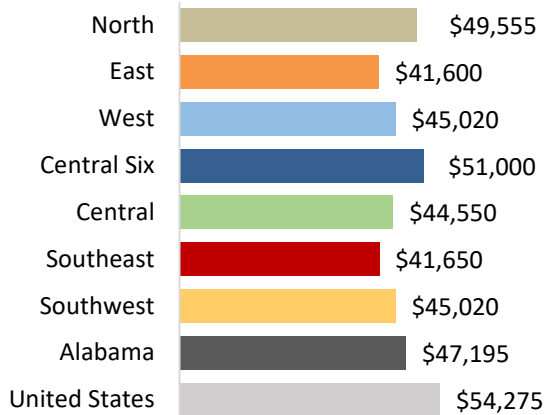


**STATEWIDE**

**2025**

## Workforce Needs and Challenges

### Adults Ages 25 to 64 Median Annual Wages for Full-Time Workers



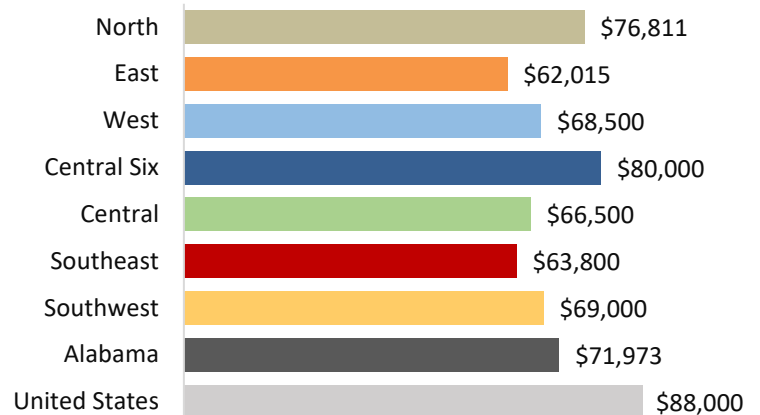
Wages in Alabama are substantially lower than in other parts of the country, which influences individual decisions and motivation regarding educational attainment.

Residents often do not see the same income boost from earning a college credential as they would in other parts of the state or country. Wages are highest in urban areas, particularly in the regions with higher educational attainment.

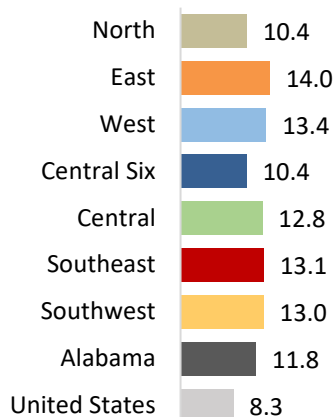
Although a lower cost of living helps offset it to some extent, Alabama's median family income remains below the national average – even in its metropolitan areas like Birmingham, Huntsville, and Mobile.

Higher family incomes drive economic development, expand the tax base, and reduce poverty and economic inequality.

### Median Family Income



### Adults Ages 25 to 64 with SSI or Welfare Income



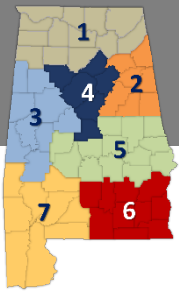
Residents across all regions of the state rely more on public assistance than most Americans.

Education and workforce leaders are increasingly concerned about the benefits cliff, where wages do not substantially off-set income received from public sources.

Decimals Represent Percentage Values



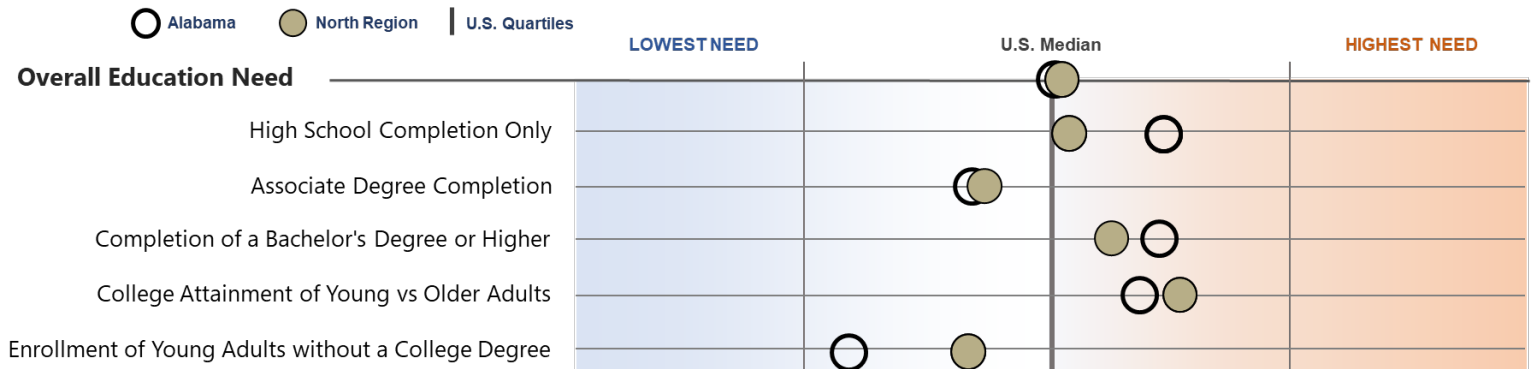
# Alabama Regional Workforce Profile



## REGION 1: NORTH

2025

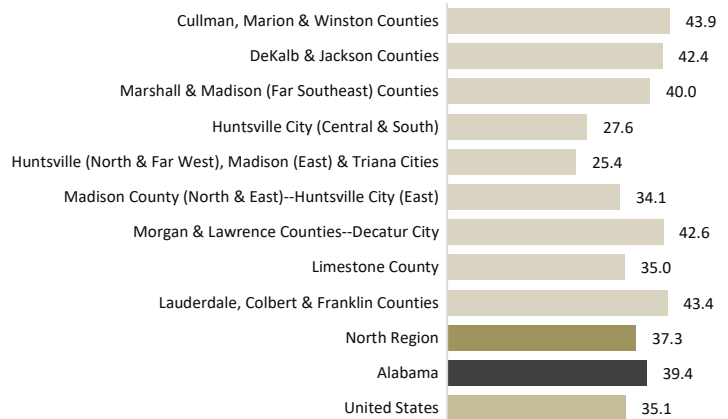
### Education



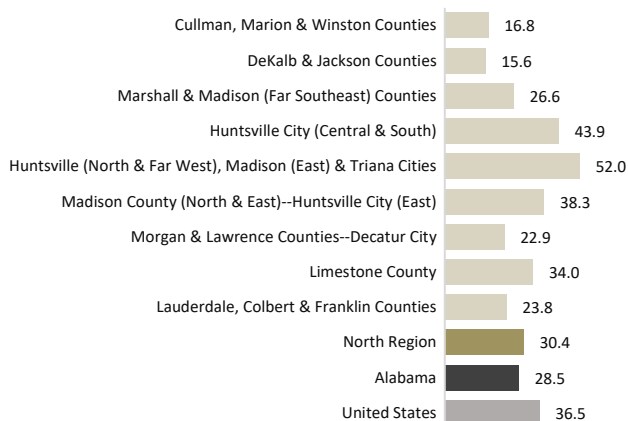
### Selected Focus Areas

- Prevalence of adults not continuing education beyond high school.** High proportion of adults with only a high school diploma, typical of former industrial areas where jobs required minimal education. Today, most living-wage jobs demand postsecondary education.
- Low bachelor's degree attainment.** Although this region has areas above the US median, the region overall falls below the national average.
- Younger generation's lower education levels.** A decline in generational progress can occur when younger adults have lower educational attainment than older generations.

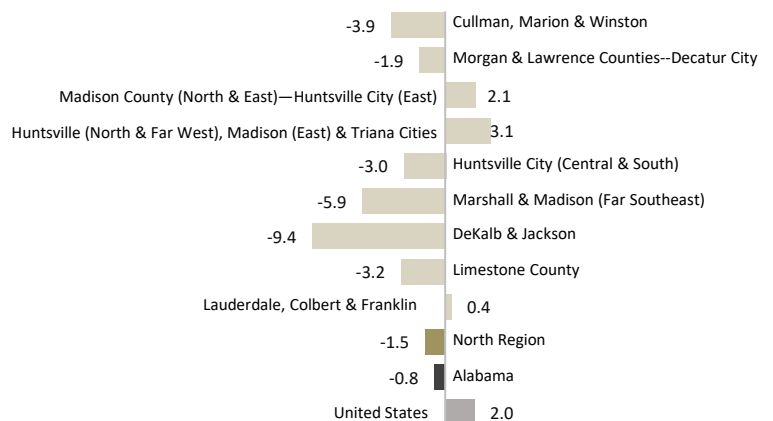
### Adults Ages 18 to 64 with High School Completion Only



### Adults Ages 25 to 64 with Bachelor's Degrees and Higher



### Difference in College Attainment between Younger and Older Adults

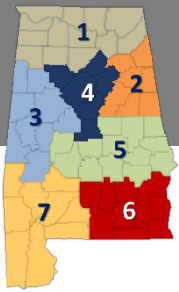


Decimals Represent Percentage Values





# Alabama Regional Workforce Profile



## REGION 1: NORTH

2025

### Workforce

○ Alabama ● North Region | U.S. Quartiles

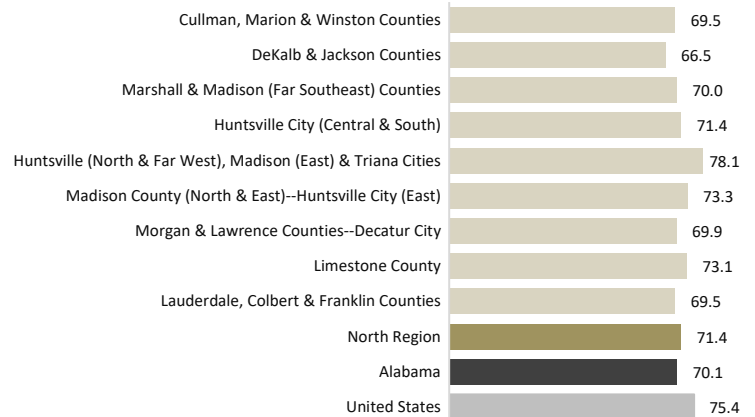
#### Overall Workforce Need



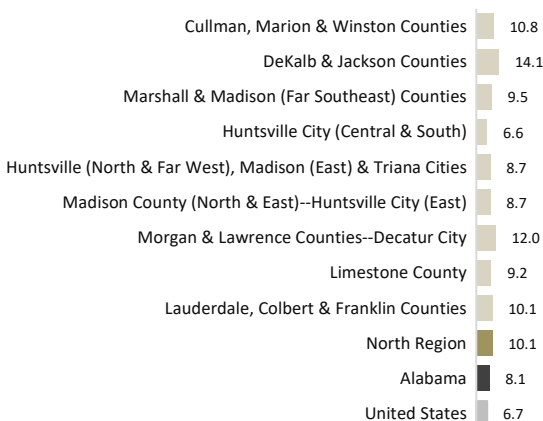
#### Selected Focus Areas

- **Low labor force participation.** While these rates are lower in the region than in many other areas in the U.S., they vary substantially across areas within the region.
- **High employment in volatile industries.** Many jobs are in unstable sectors, primarily manufacturing, requiring ongoing education and up-skilling.
- **High reliance on public assistance.** A large proportion of working-age residents depend on public assistance, often tied to low wages and low labor force participation.

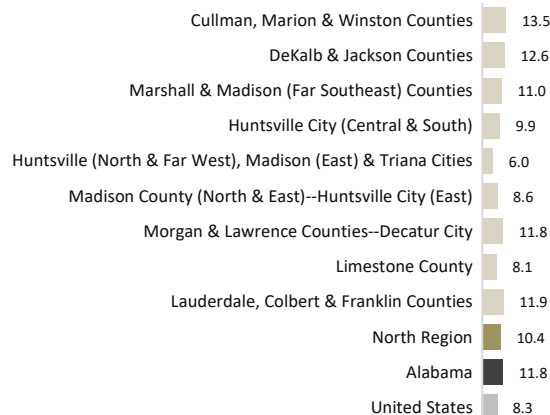
#### Percentage of Adults Ages 25 to 64 Participating in the Labor Force



#### Employment in Volatile Industries Manufacturing, Extraction, Agriculture



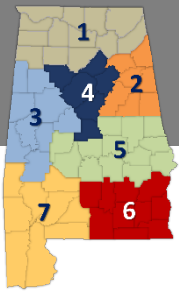
#### Adults Ages 25 to 64 with SSI or Welfare Income



Decimals Represent Percentage Values



# Alabama Regional Workforce Profile



## REGION 2: EAST

2025

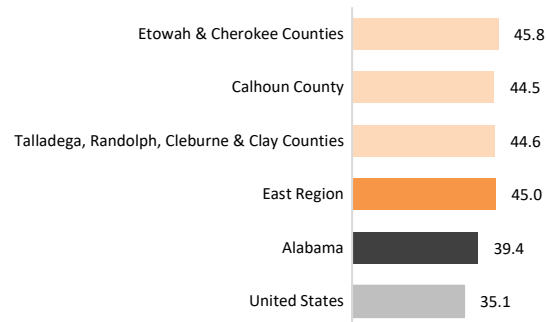
### Education Needs and Challenges



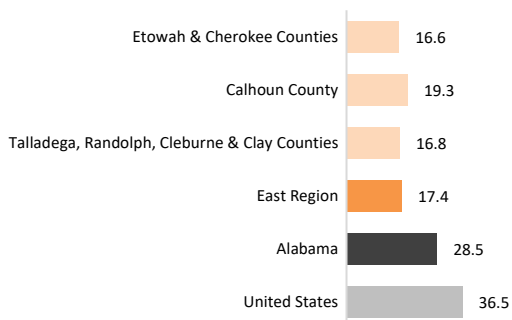
### Selected Focus Areas

- **Prevalence of adults not continuing education beyond high school.** High proportion of adults with only a high school diploma, typical of former industrial areas where jobs required minimal education. Today, most living-wage jobs demand postsecondary education.
- **Low bachelor's degree attainment.** The region falls below the national average in advanced degrees, which may reflect a local economy with fewer opportunities for advanced-degree holders.
- **Younger generation's lower education levels.** A decline in generational progress can occur when younger adults have lower educational attainment than older generations.

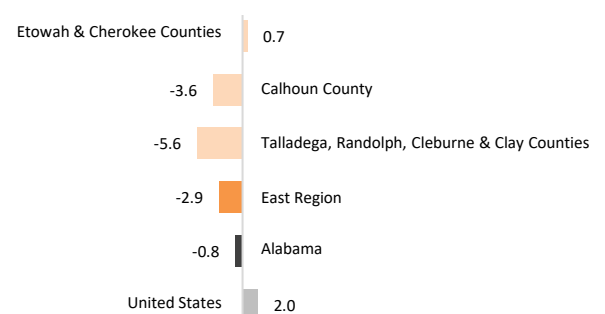
### Adults Ages 18 to 64 with High School Completion Only



### Adults Ages 25 to 64 with Bachelor's Degrees and Higher



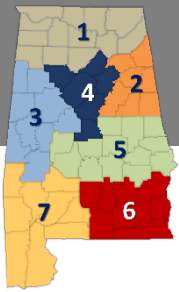
### Difference in College Attainment between Younger and Older Adults



Decimals Represent Percentage Values



# Alabama Regional Workforce Profile



## REGION 2: EAST

2025

### Workforce Needs and Challenges

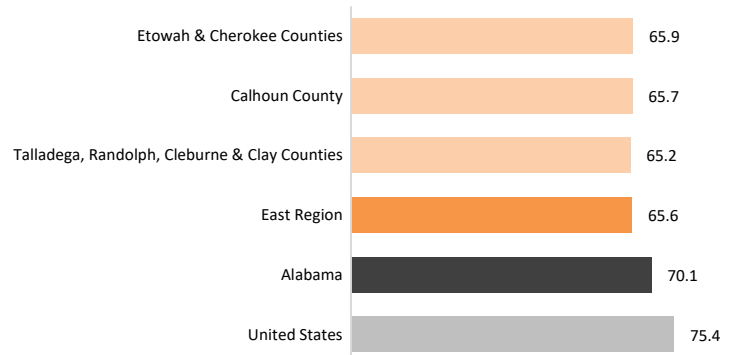
○ Alabama    ● East Region    | U.S. Quartiles



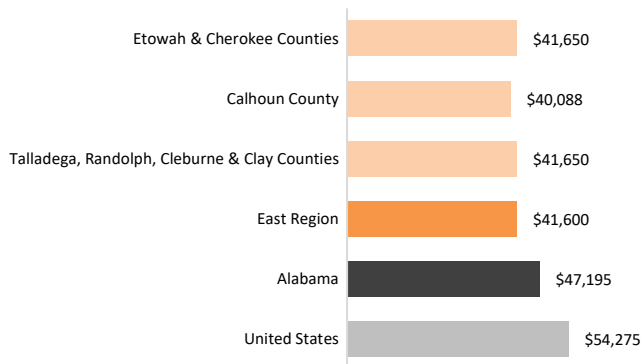
### Selected Focus Areas

- **Low labor force participation.** While these rates are lower in the region than in many other areas in the U.S., they vary substantially across areas within the region.
- **Low wages for full-time workers.** Low median wages signal economic distress and limited job opportunities, while higher wages indicate a healthier economy.
- **High reliance on public assistance.** A large proportion of working-age residents depend on public assistance, often tied to low wages and low labor force participation.

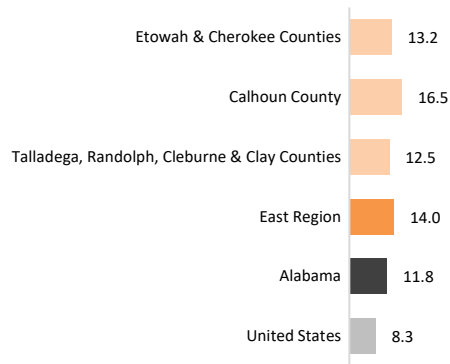
### Percentage of Adults Ages 25 to 64 Participating in the Labor Force



### Median Annual Wage Earnings for Full-Time Workers



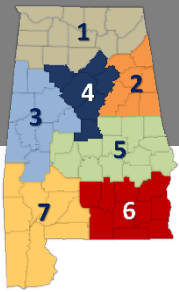
### Adults Ages 25 to 64 with SSI or Welfare Income



Decimals Represent Percentage Values



# Alabama Regional Workforce Profile



## REGION 3: WEST

2025

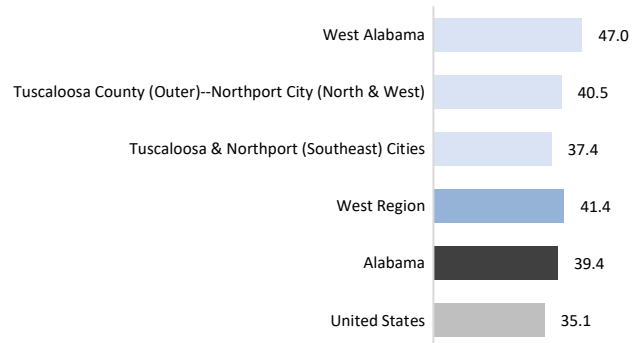
### Education Needs and Challenges



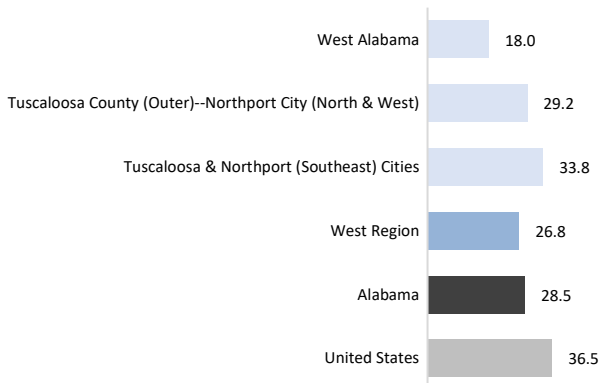
### Selected Focus Areas

- Prevalence of adults not continuing education beyond high school.** High proportion of adults with only a high school diploma, typical of former industrial areas where jobs required minimal education. Today, most living-wage jobs demand postsecondary education.
- Low bachelor's degree attainment.** The region falls below the national average in advanced degrees, which may reflect a local economy with fewer opportunities for advanced-degree holders.
- Younger generation's lower education levels.** A decline in generational progress can occur when younger adults have lower educational attainment than older generations.

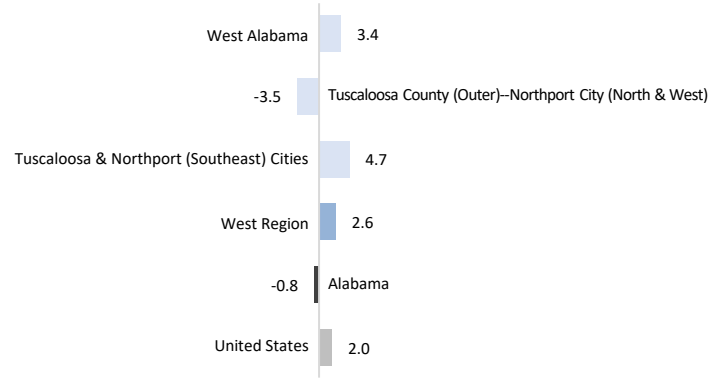
### Adults Ages 18 to 64 with High School Completion Only



### Adults Ages 25 to 64 with Bachelor's Degrees and Higher



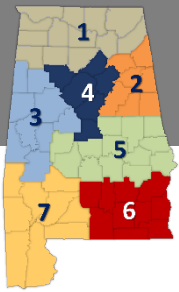
### Difference in College Attainment between Younger and Older Adults



Decimals Represent Percentage Values



# Alabama Regional Workforce Profile



## REGION 3: WEST

2025

### Workforce Needs and Challenges

○ Alabama ● West Region | U.S. Quartiles

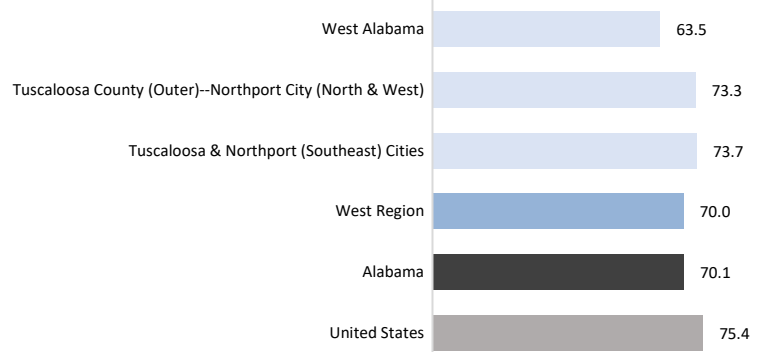
#### Overall Workforce Need



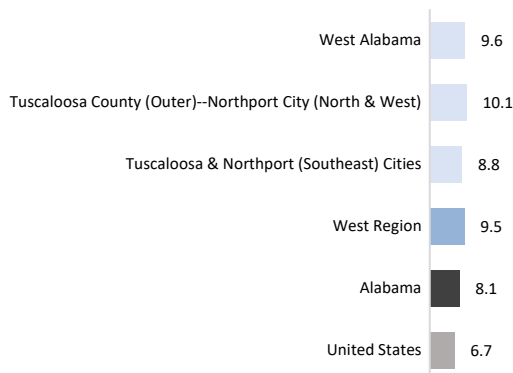
#### Selected Focus Areas

- **Low labor force participation.** While these rates are lower in the region than in many other areas in the U.S., they vary substantially across areas within the region.
- **High employment in volatile industries.** Many jobs are in unstable sectors, such as manufacturing, extraction, agriculture, requiring ongoing education and up-skilling.
- **High reliance on public assistance.** A large proportion of working-age residents depend on public assistance, often tied to low wages and low labor force participation.

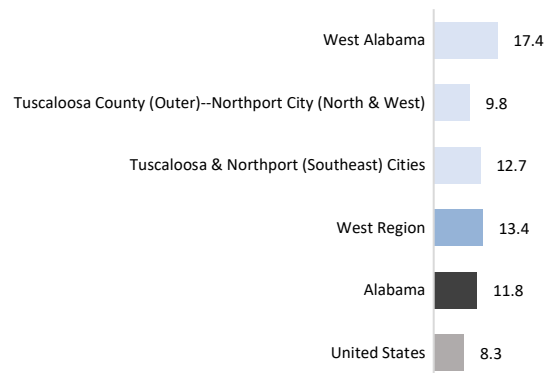
#### Percentage of Adults Ages 25 to 64 Participating in the Labor Force



#### Employment in Volatile Industries Manufacturing, Extraction, Agriculture



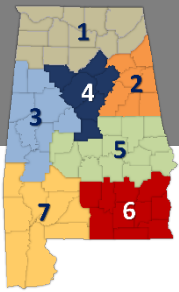
#### Adults Ages 25 to 64 with SSI or Welfare Income



Decimals Represent Percentage Values



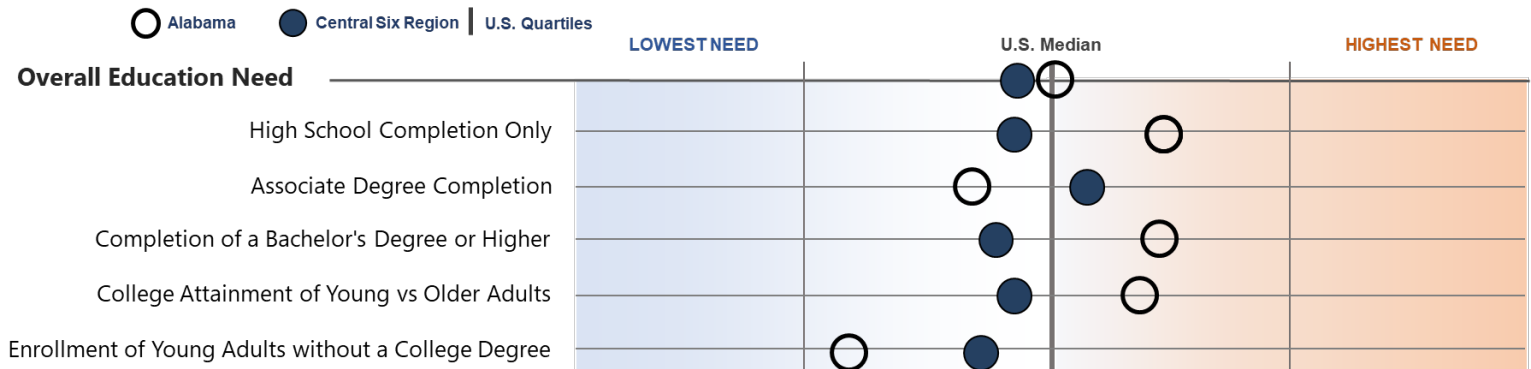
# Alabama Regional Workforce Profile



## REGION 4: CENTRAL SIX

2025

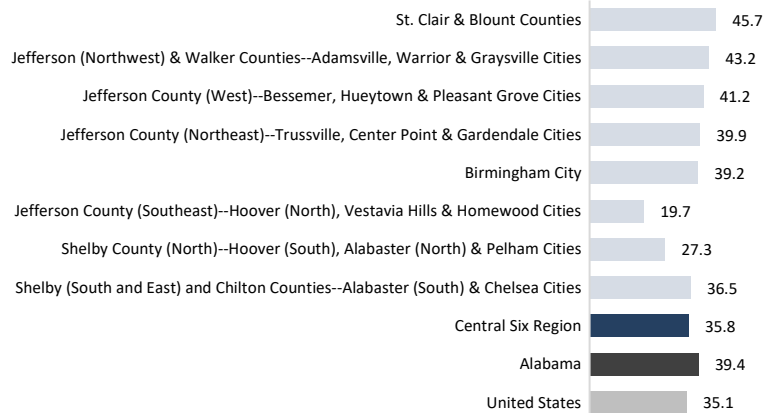
### Education Needs and Challenges



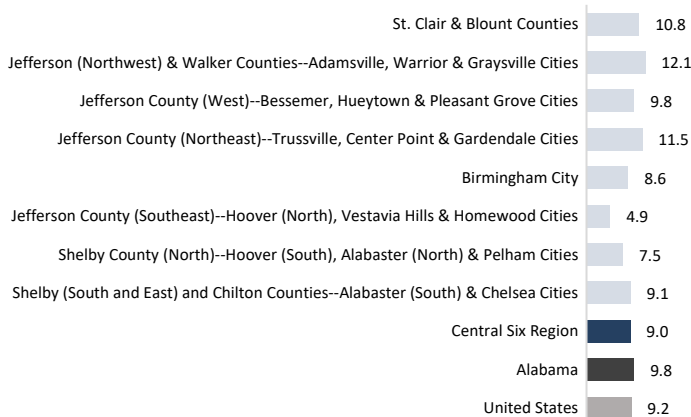
### Selected Focus Areas

- **Prevalence of adults not continuing education beyond high school.** High proportion of adults with only a high school diploma, typical of former industrial areas where jobs required minimal education. Today, most living-wage jobs demand postsecondary education.
- **Low associate degree attainment.** The region has a low proportion of adults with associate degrees, reflecting insufficient production of graduates for available jobs requiring this education level.
- **Younger generation's lower education levels.** A decline in generational progress can occur when younger adults have lower educational attainment than older generations.

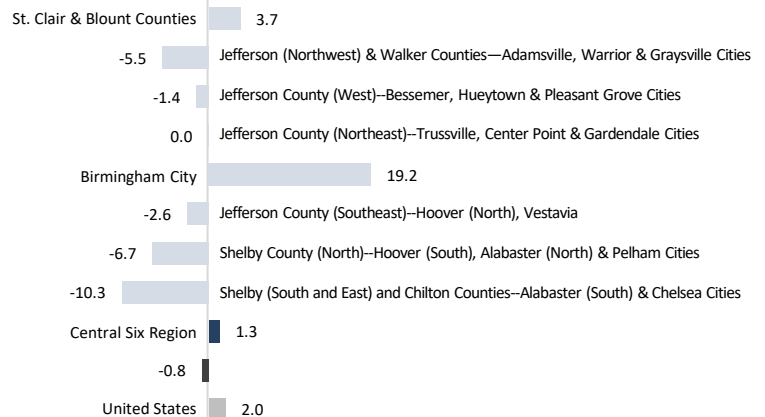
### Adults Ages 18 to 64 with High School Completion Only



### Adults Ages 25 to 64 with Associate Degree Completion



### Difference in College Attainment between Younger and Older Adults

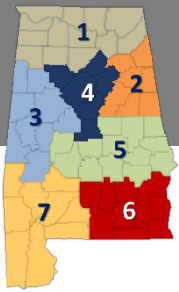


Decimals Represent Percentage Values





# Alabama Regional Workforce Profile



## REGION 4: CENTRAL SIX

2025

### Workforce Needs and Challenges

○ Alabama ● Central Six Region | U.S. Quartiles

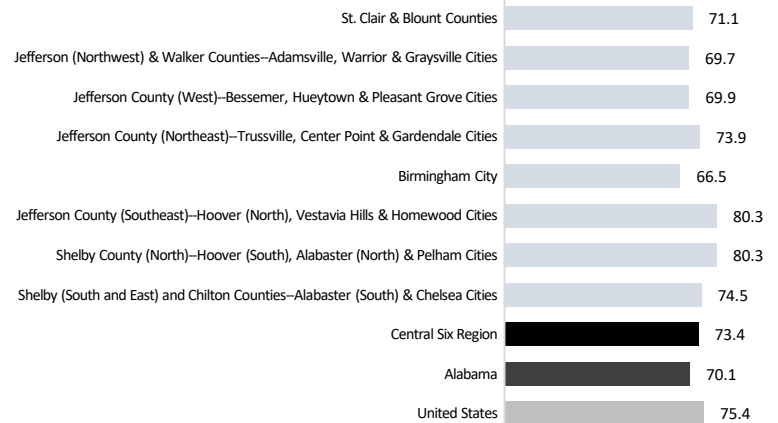
#### Overall Workforce Need



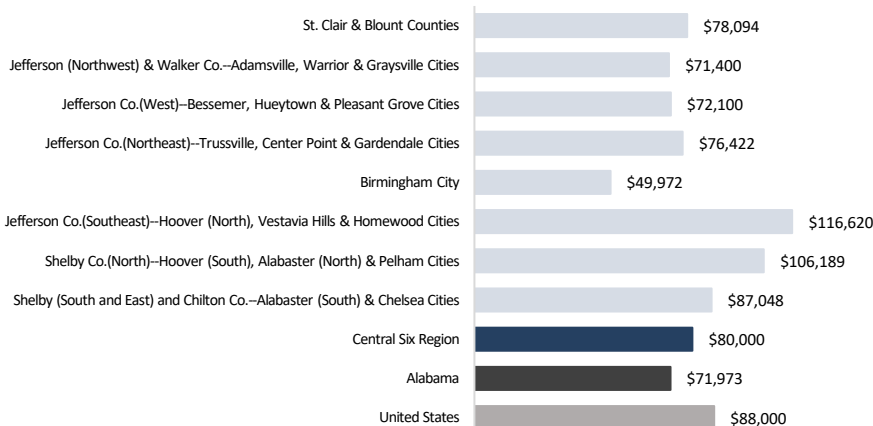
#### Selected Focus Areas

- **Low labor force participation.** While these rates are lower in the region than in many other areas in the U.S., they vary substantially across areas within the region.
- **Low family incomes.** Median family income reflects economic health, with lower incomes pointing to economic struggle and limited financial security.
- **High reliance on public assistance.** A large proportion of working-age residents depend on public assistance, often tied to low wages and low labor force participation.

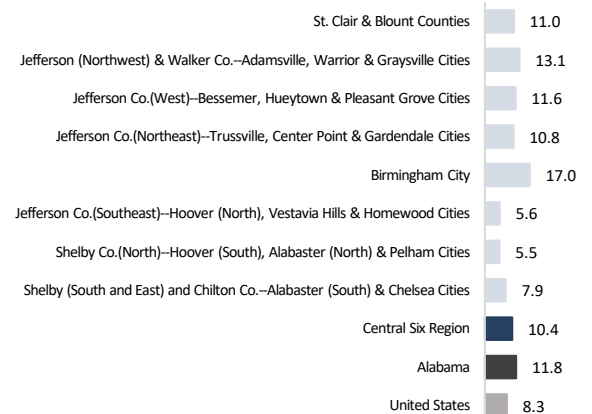
#### Percentage of Adults Ages 25 to 64 Participating in the Labor Force



#### Median Family Income



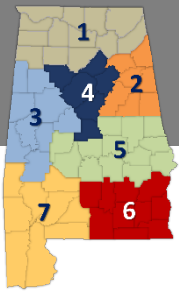
#### Adults Ages 25 to 64 with SSI or Welfare Income



Decimals Represent Percentage Values



# Alabama Regional Workforce Profile



## REGION 5: CENTRAL

2025

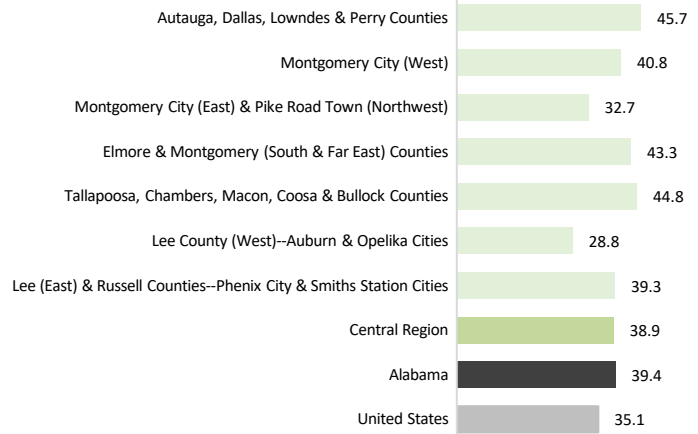
### Education Needs and Challenges



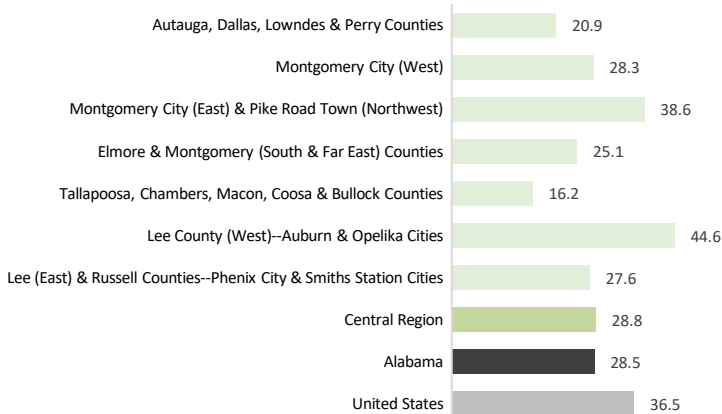
### Selected Focus Areas

- Prevalence of adults not continuing education beyond high school.** High proportion of adults with only a high school diploma, typical of former industrial areas where jobs required minimal education. Today, most living-wage jobs demand postsecondary education.
- Low bachelor's degree attainment.** The region falls below the national average in advanced degrees, which may reflect a local economy with fewer opportunities for advanced-degree holders.
- Younger generation's lower education levels.** A decline in generational progress can occur when younger adults have lower educational attainment than older generations.

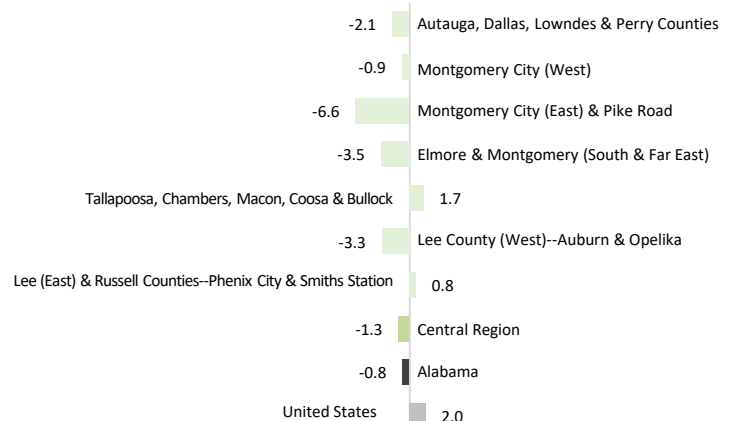
### Adults Ages 18 to 64 with High School Completion Only



### Adults Ages 25 to 64 with Bachelor's Degrees and Higher



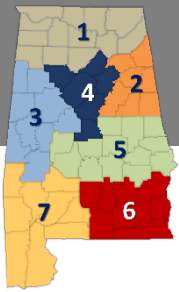
### Difference in College Attainment between Younger and Older Adults



Decimals Represent Percentage Values



# Alabama Regional Workforce Profile



## REGION 5: CENTRAL

2025

### Workforce Needs and Challenges

○ Alabama ● Central Region | U.S. Quartiles

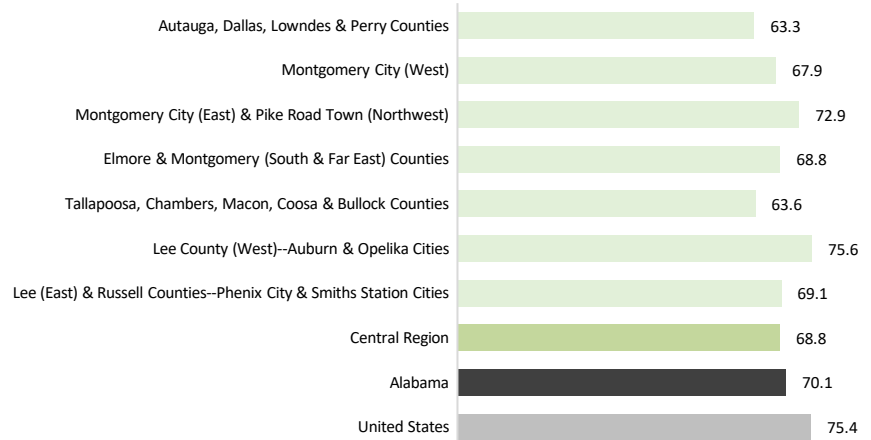
#### Overall Workforce Need



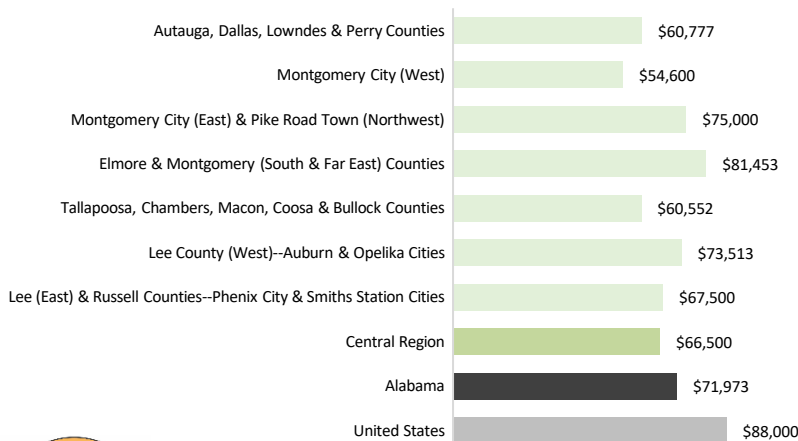
#### Selected Focus Areas

- **Low labor force participation.** While these rates are lower in the region than in many other areas in the U.S., they vary substantially across areas within the region.
- **Low family incomes.** Median family income reflects economic health, with lower incomes pointing to economic struggle and limited financial security.
- **High reliance on public assistance.** A large proportion of working-age residents depend on public assistance, often tied to low wages and low labor force participation.

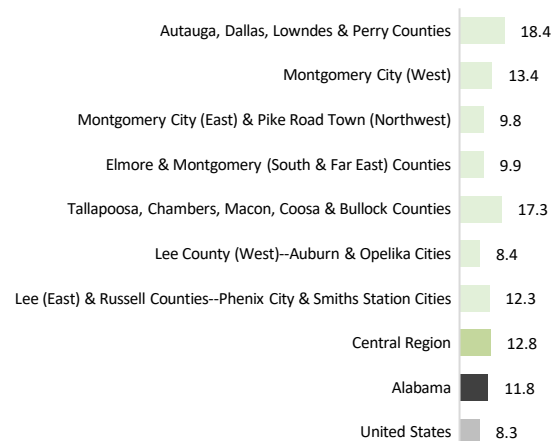
#### Percentage of Adults Ages 25 to 64 Participating in the Labor Force



#### Median Annual Wage Earnings for Full-Time Workers



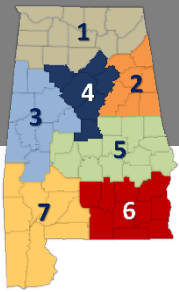
#### Adults Ages 25 to 64 with SSI or Welfare Income



Decimals Represent Percentage Values



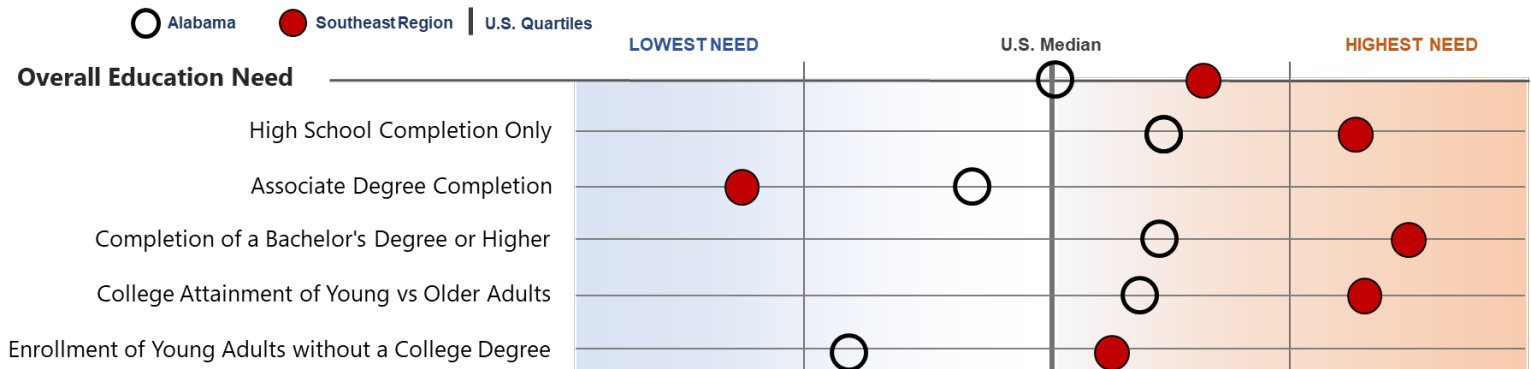
# Alabama Regional Workforce Profile



## REGION 6: SOUTHEAST

2025

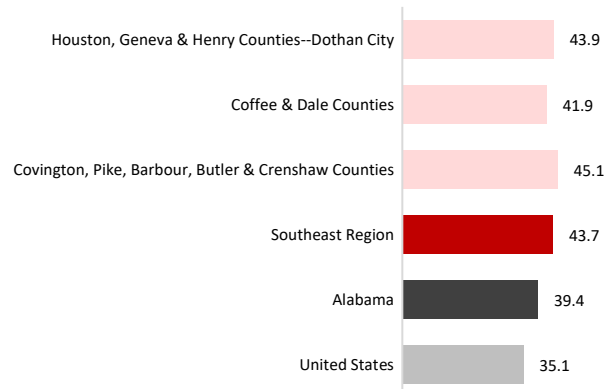
### Education Needs and Challenges



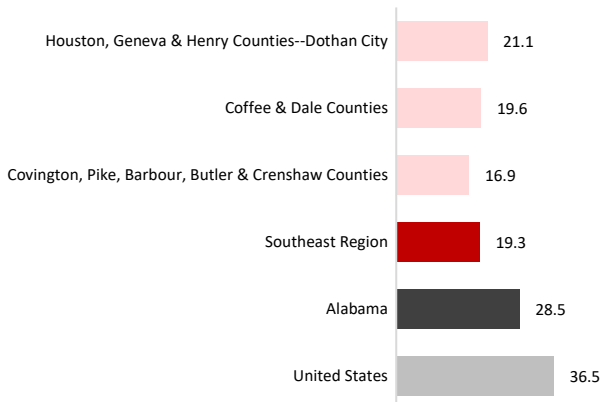
### Selected Focus Areas

- **Prevalence of adults not continuing education beyond high school.** High proportion of adults with only a high school diploma, typical of former industrial areas where jobs required minimal education. Today, most living-wage jobs demand postsecondary education.
- **Low bachelor's degree attainment.** The region falls below the national average in advanced degrees, which may reflect a local economy with fewer opportunities for advanced-degree holders.
- **Younger generation's lower education levels.** A decline in generational progress can occur when younger adults have lower educational attainment than older generations.

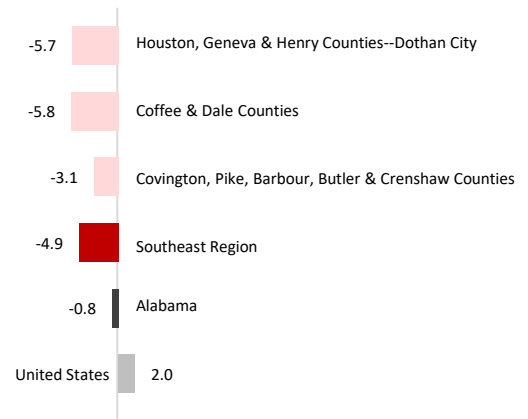
### Adults Ages 18 to 64 with High School Completion Only



### Adults Ages 25 to 64 with Bachelor's Degrees and Higher



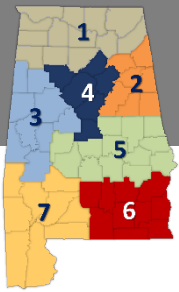
### Difference in College Attainment between Younger and Older Adults



Decimals Represent Percentage Values



# Alabama Regional Workforce Profile

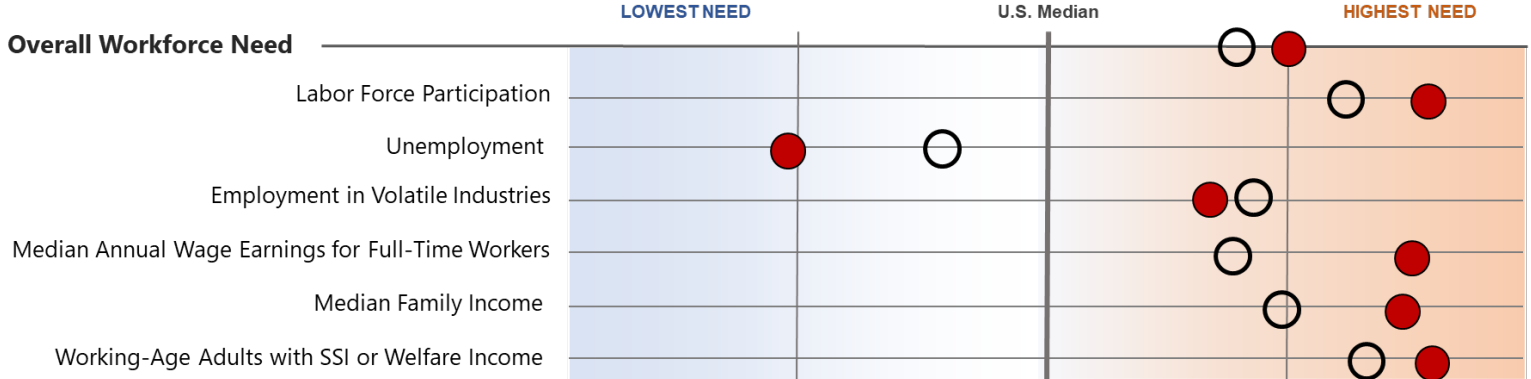


## REGION 6: SOUTHEAST

2025

### Workforce Needs and Challenges

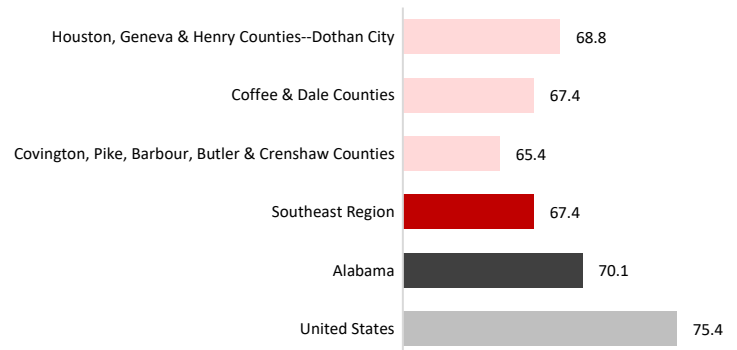
○ Alabama ● Southeast Region | U.S. Quartiles



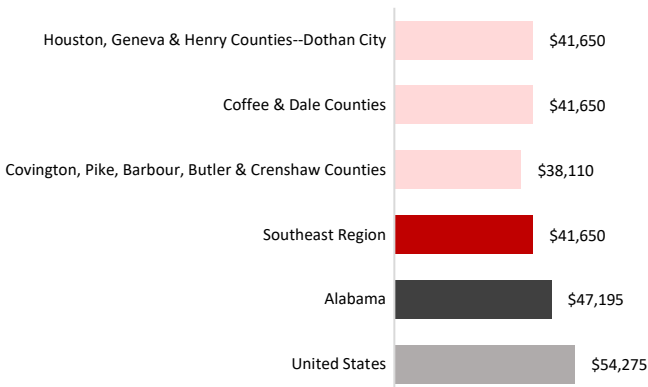
### Selected Focus Areas

- **Low labor force participation.** While these rates are lower in the region than in many other areas in the U.S., they vary substantially across areas within the region.
- **Low wages for full-time workers.** Low median wages signal economic distress and limited job opportunities, while higher wages indicate a healthier economy.
- **High reliance on public assistance.** A large proportion of working-age residents depend on public assistance, often tied to low wages and low labor force participation.

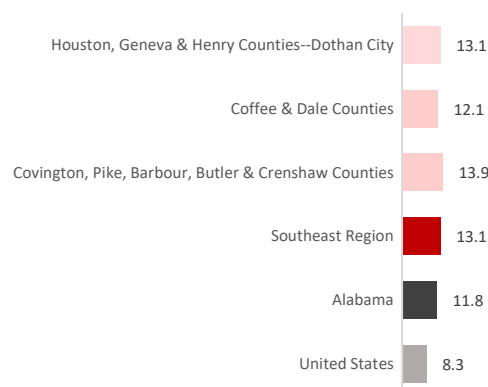
### Percentage of Adults Ages 25 to 64 Participating in the Labor Force



### Median Annual Wage Earnings for Full-Time Workers



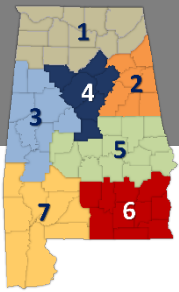
### Adults Ages 25 to 64 with SSI or Welfare Income



Decimals Represent Percentage Values



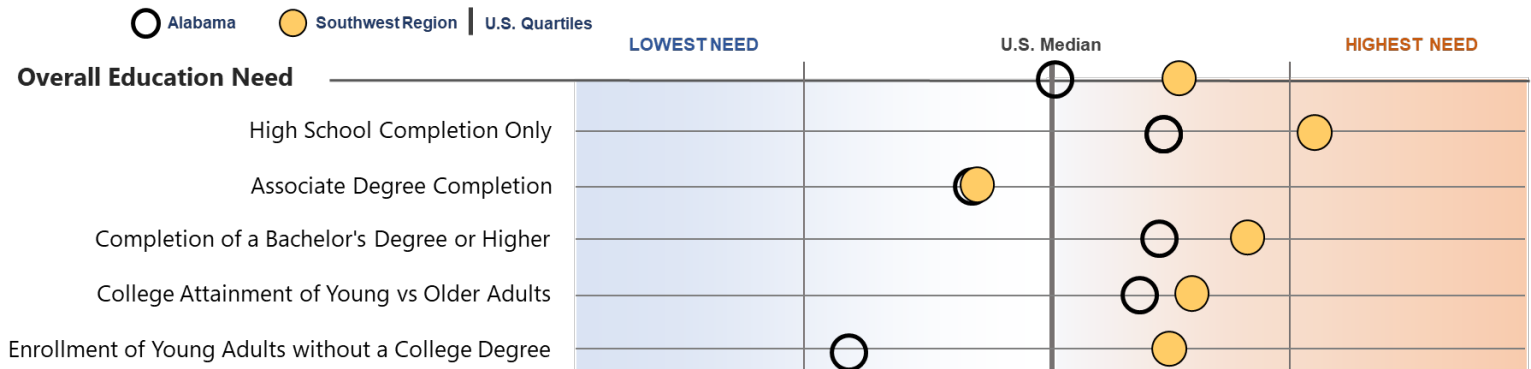
# Alabama Regional Workforce Profile



## REGION 7: SOUTHWEST

2025

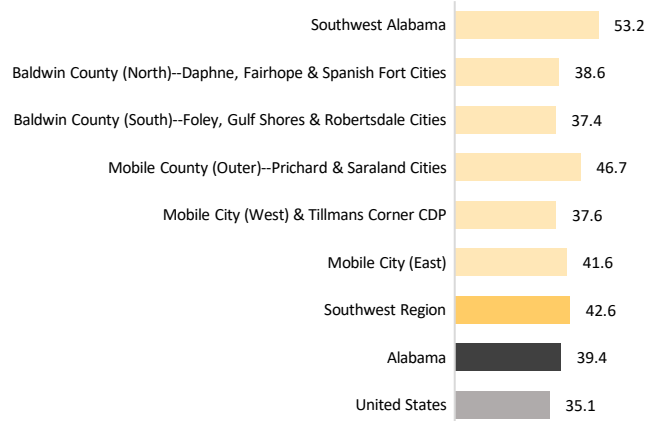
### Education Needs and Challenges



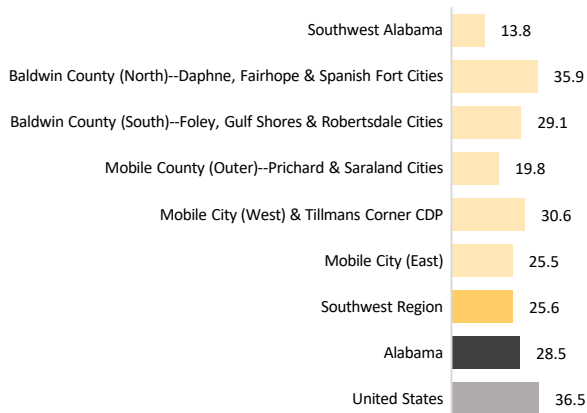
### Selected Focus Areas

- Prevalence of adults not continuing education beyond high school.** High proportion of adults with only a high school diploma, typical of former industrial areas where jobs required minimal education. Today, most living-wage jobs demand postsecondary education.
- Low bachelor's degree attainment.** The region falls below the national average in advanced degrees, which may reflect a local economy with fewer opportunities for advanced-degree holders.
- Younger generation's lower education levels.** A decline in generational progress can occur when younger adults have lower educational attainment than older generations.

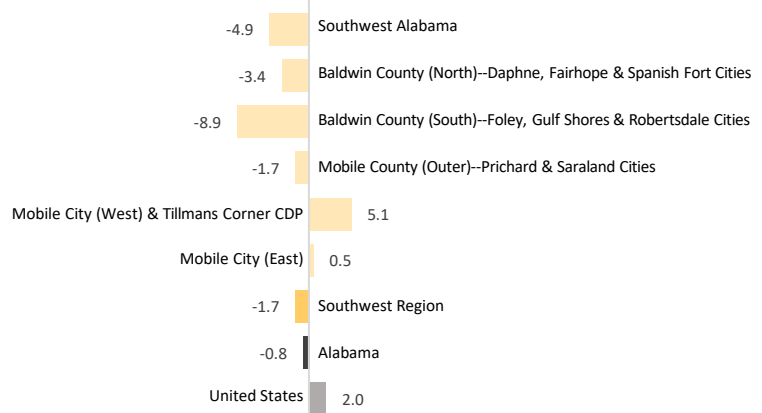
### Adults Ages 18 to 64 with High School Completion Only



### Adults Ages 25 to 64 with Bachelor's Degrees and Higher



### Difference in College Attainment between Younger and Older Adults

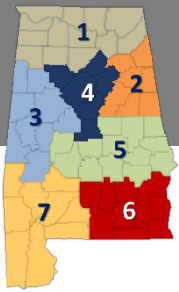


Decimals Represent Percentage Values





# Alabama Regional Workforce Profile



## REGION 7: SOUTHWEST

2025

### Workforce Needs and Challenges

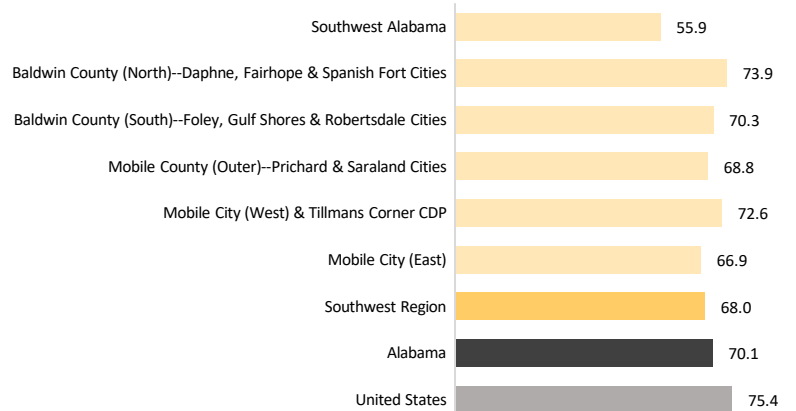
○ Alabama    ● Southwest Region | U.S. Quartiles



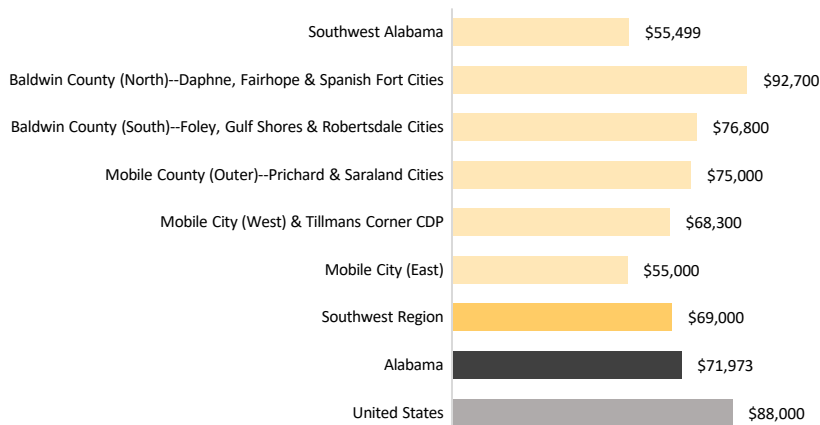
### Selected Focus Areas

- **Low labor force participation.** While these rates are lower in the region than in many other areas in the U.S., they vary substantially across areas within the region.
- **Low family incomes.** Median family income reflects economic health, with lower incomes pointing to economic struggle and limited financial security.
- **High reliance on public assistance.** A large proportion of working-age residents depend on public assistance, often tied to low wages and low labor force participation.

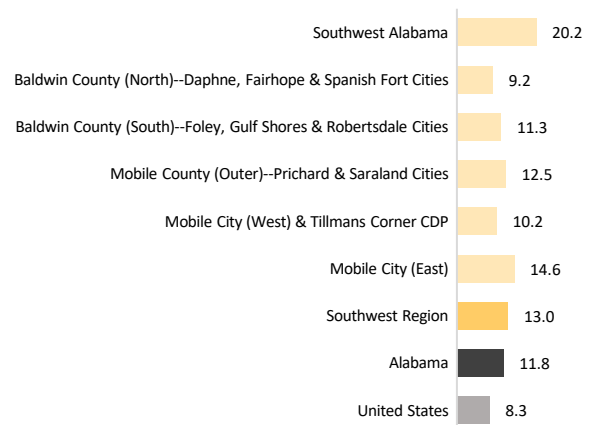
### Percentage of Adults Ages 25 to 64 Participating in the Labor Force



### Median Family Income

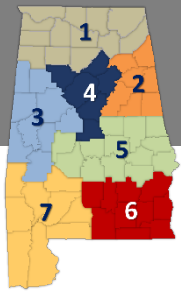


### Adults Ages 25 to 64 with SSI or Welfare Income



Decimals Represent Percentage Values

# Alabama Regional Workforce Profile



## Education Measures

### Education and Workforce Needs Index

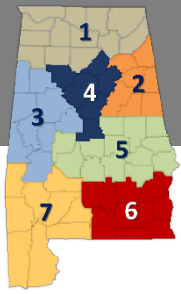
The Education metrics in the following table were selected for their strong correlation with positive workforce and wage outcomes in communities, supported by decades of field-tested research and stakeholder input from convenings and focus groups.

Public Use Microdata Areas (PUMAs)	Ages 18 to 64 with High School Completion Only	Ages 25 to 64 with Associate Degree Completion	Ages 25 to 64 with Bachelor's Degree or Higher	Difference in College Attainment Between Young and Older Adults	Ages 18 to 24 Enrolled in College With No Degree Earned
<b>Alabama</b>	<b>39.4</b>	<b>9.8</b>	<b>28.5</b>	<b>-0.8</b>	<b>27.2</b>
<b>North</b>	<b>37.3</b>	<b>9.7</b>	<b>30.4</b>	<b>-1.5</b>	<b>24.9</b>
Lauderdale, Colbert & Franklin Counties	43.4	8.9	23.8	0.4	29.2
Limestone County	35.0	10.2	34.0	-3.2	21.7
Morgan & Lawrence Counties--Decatur City	42.6	9.7	22.9	-9.4	21.8
Madison County (North & East)--Huntsville (East)	34.1	8.2	38.3	-5.9	21.7
Huntsville (North & Far West), Madison (East) & Triana	25.4	8.8	52.0	-3.0	32.4
Huntsville City (Central & South)	27.6	6.2	43.9	3.1	31.2
Marshall & Madison (Far Southeast) Counties	40.0	10.8	26.6	2.1	19.0
DeKalb & Jackson Counties	42.4	12.0	15.6	-1.9	19.9
Cullman, Marion & Winston Counties	43.9	12.5	16.8	-3.9	17.5
<b>East</b>	<b>45.0</b>	<b>10.3</b>	<b>17.4</b>	<b>-2.9</b>	<b>24.2</b>
Etowah & Cherokee Counties	45.8	10.9	16.6	0.7	20.6
Calhoun County	44.5	9.9	19.3	-3.6	29.9
Talladega, Randolph, Cleburne & Clay Counties	44.6	10.2	16.8	-5.6	21.5
<b>West</b>	<b>41.4</b>	<b>10.6</b>	<b>26.8</b>	<b>2.6</b>	<b>42.2</b>
Tuscaloosa County (Outer)--Northport City (North & West)	40.5	12.3	29.2	-3.5	24.9
Tuscaloosa & Northport (Southeast) Cities	37.4	8.5	33.8	4.7	53.7
West Alabama	47.0	11.0	18.0	3.4	32.3
<b>Central Six</b>	<b>35.8</b>	<b>9.0</b>	<b>35.2</b>	<b>1.3</b>	<b>24.7</b>
St. Clair & Blount Counties	45.7	10.8	17.6	3.7	18.7
Jefferson (Northwest) & Walker Counties	43.2	12.1	20.5	-5.5	19.6
Jefferson County (West)--Bessemer, Hueytown & Pleasant Grove Cities	41.2	9.8	27.3	-1.4	21.3
Jefferson County (Northeast)--Trussville, Center Point & Gardendale	39.9	11.5	27.4	0.0	23.9
Birmingham City	39.2	8.6	28.7	19.2	25.6
Jefferson County (Southeast)--Hoover (North), Vestavia Hills & Homewood	19.7	4.9	64.2	-2.6	28.7
Shelby County (North)--Hoover (South), Alabaster (North) & Pelham	27.3	7.5	51.3	-6.7	26.8
Shelby (South and East) and Chilton Counties--Alabaster (South) & Chelsea	36.5	9.1	34.9	-10.3	28.7
<b>Central</b>	<b>38.9</b>	<b>9.6</b>	<b>28.8</b>	<b>-1.3</b>	<b>32.7</b>
Autauga, Dallas, Lowndes & Perry Counties	45.7	9.2	20.9	-2.1	23.3
Montgomery City (West)	40.8	8.1	28.3	-0.9	24.7
Montgomery City (East) & Pike Road Town (Northwest)	32.7	9.9	38.6	-6.6	23.8
Elmore & Montgomery (South & Far East) Counties	43.3	10.2	25.1	-3.5	21.6
Tallapoosa, Chambers, Macon, Coosa & Bullock Counties	44.8	9.9	16.2	1.7	31.4
Lee County (West)--Auburn & Opelika Cities	28.8	9.2	44.6	-3.3	48.0
Lee (East) & Russell Counties--Phenix City & Smiths Station Cities	39.3	10.6	27.6	0.8	39.3
<b>Southeast</b>	<b>43.7</b>	<b>11.5</b>	<b>19.3</b>	<b>-4.9</b>	<b>22.5</b>
Houston, Geneva & Henry Counties--Dothan City	43.9	10.4	21.1	-5.7	19.9
Coffee & Dale Counties	41.9	13.0	19.6	-5.8	18.8
Covington, Pike, Barbour, Butler & Crenshaw Counties	45.1	11.6	16.9	-3.1	27.6
<b>Southwest</b>	<b>42.6</b>	<b>9.7</b>	<b>25.6</b>	<b>-1.7</b>	<b>21.6</b>
Southwest Alabama	53.2	9.1	13.8	-4.9	18.7
Baldwin County (North)--Daphne, Fairhope & Spanish Fort Cities	38.6	9.3	35.9	-3.4	20.0
Baldwin County (South)--Foley, Gulf Shores & Robertsdale Cities	37.4	10.7	29.1	-8.9	20.4
Mobile County (Outer)--Prichard & Saraland Cities	46.7	9.2	19.8	-1.7	23.3
Mobile City (West) & Tillmans Corner CDP	37.6	11.6	30.6	5.1	25.0
Mobile City (East)	41.6	8.7	25.5	0.5	20.8
<b>United States</b>	<b>35.1</b>	<b>9.2</b>	<b>36.5</b>	<b>2.0</b>	<b>25.6</b>

Decimals Represent Percentage Values



# Alabama Regional Workforce Profile



## Workforce Measures

### Education and Workforce Needs Index

The Workforce metrics in the following table were selected for their strong correlation to the education levels, skills, and family incomes of residents supported by decades of field-tested research and stakeholder input from convenings and focus groups.

Public Use Microdata Areas (PUMAs)	Ages 25 to 64 Participating in the Labor Force	2023 Unemployment Rate	Employment in Manufacturing and Extraction Industries	Median Annual Wage Earnings for Full-Time Workers	Median Family Income	Ages 18 to 64 with SSI or Welfare Income
<b>Alabama</b>	<b>70.1</b>	<b>3.0</b>	<b>8.1</b>	<b>\$47,195</b>	<b>\$71,973</b>	<b>11.8</b>
<b>North</b>	<b>71.4</b>	<b>2.5</b>	<b>10.1</b>	<b>\$49,555</b>	<b>\$76,811</b>	<b>10.4</b>
Lauderdale, Colbert & Franklin Counties	69.5	2.6	10.1	\$43,895	\$65,279	11.9
Limestone County	73.1	2.0	9.2	\$57,269	\$94,430	8.1
Morgan & Lawrence Counties--Decatur City	69.9	2.1	12.0	\$47,195	\$77,400	11.8
Madison County (North & East)--Huntsville (East)	73.3	1.6	8.7	\$60,174	\$103,200	8.6
Huntsville (North & Far West), Madison (East) & Triana	78.1	2.5	8.7	\$59,351	\$95,795	6.0
Huntsville City (Central & South)	71.4	4.0	6.6	\$53,000	\$80,468	9.9
Marshall & Madison (Far Southeast) Counties	70.0	2.8	9.5	\$47,000	\$70,379	11.0
DeKalb & Jackson Counties	66.5	2.9	14.1	\$39,393	\$57,000	12.6
Cullman, Marion & Winston Counties	69.5	2.4	10.8	\$41,296	\$67,253	13.5
<b>East</b>	<b>65.6</b>	<b>3.5</b>	<b>10.2</b>	<b>\$41,600</b>	<b>\$62,015</b>	<b>14.0</b>
Etowah & Cherokee Counties	65.9	3.7	9.5	\$41,650	\$60,777	13.2
Calhoun County	65.7	3.9	9.7	\$40,088	\$64,000	16.5
Talladega, Randolph, Cleburne & Clay Counties	65.2	2.8	11.4	\$41,650	\$64,000	12.5
<b>West</b>	<b>70.0</b>	<b>2.8</b>	<b>9.5</b>	<b>\$45,020</b>	<b>\$68,500</b>	<b>13.4</b>
Tuscaloosa County (Outer)--Northport City (North & West)	63.5	3.3	9.6	\$41,768	\$58,800	17.4
Tuscaloosa & Northport (Southeast) Cities	73.3	1.5	10.1	\$53,000	\$88,000	9.8
West Alabama	73.7	3.6	8.8	\$43,316	\$62,888	12.7
<b>Central Six</b>	<b>73.4</b>	<b>3.0</b>	<b>6.1</b>	<b>\$51,000</b>	<b>\$80,000</b>	<b>10.4</b>
St. Clair & Blount Counties	71.1	3.2	8.0	\$47,195	\$78,094	11.0
Jefferson (Northwest) & Walker Counties	69.7	2.5	8.0	\$49,555	\$71,400	13.1
Jefferson County (West)--Bessemer, Hueytown & Pleasant Grove Cities	69.9	4.1	6.2	\$50,000	\$72,100	11.6
Jefferson County (Northeast)--Trussville, Center Point & Gardendale	73.9	3.5	5.5	\$50,000	\$76,422	10.8
Birmingham City	66.5	4.1	5.2	\$39,393	\$49,972	17.0
Jefferson County (Southeast)--Hoover (North), Vestavia Hills & Homewood	80.3	2.0	4.4	\$65,000	\$116,620	5.6
Shelby County (North)--Hoover (South), Alabaster (North) & Pelham	80.3	1.9	5.5	\$62,534	\$106,189	5.5
Shelby (South and East) and Chilton Counties--Alabaster (South) & Chelsea	74.5	2.3	6.8	\$54,000	\$87,048	7.9
<b>Central</b>	<b>68.8</b>	<b>3.2</b>	<b>7.7</b>	<b>\$44,550</b>	<b>\$66,500</b>	<b>12.8</b>
Autauga, Dallas, Lowndes & Perry Counties	63.3	3.0	8.0	\$40,000	\$60,777	18.4
Montgomery City (West)	67.9	4.2	6.6	\$39,568	\$54,600	13.4
Montgomery City (East) & Pike Road Town (Northwest)	72.9	3.9	7.7	\$46,015	\$75,000	9.8
Elmore & Montgomery (South & Far East) Counties	68.8	2.5	7.0	\$49,522	\$81,453	9.9
Tallapoosa, Chambers, Macon, Coosa & Bullock Counties	63.6	3.3	11.0	\$40,000	\$60,552	17.3
Lee County (West)--Auburn & Opelika Cities	75.6	2.1	7.3	\$50,000	\$73,513	8.4
Lee (East) & Russell Counties--Phenix City & Smiths Station Cities	69.1	3.7	6.3	\$46,856	\$67,500	12.3
<b>Southeast</b>	<b>67.4</b>	<b>2.6</b>	<b>7.8</b>	<b>\$41,650</b>	<b>\$63,800</b>	<b>13.1</b>
Houston, Geneva & Henry Counties--Dothan City	68.8	3.1	6.5	\$41,650	\$65,000	13.1
Coffee & Dale Counties	67.4	2.4	6.7	\$41,650	\$62,942	12.1
Covington, Pike, Barbour, Butler & Crenshaw Counties	65.4	2.1	10.1	\$38,110	\$60,080	13.9
<b>Southwest</b>	<b>68.0</b>	<b>3.4</b>	<b>6.9</b>	<b>\$45,020</b>	<b>\$69,000</b>	<b>13.0</b>
Southwest Alabama	55.9	4.5	9.7	\$41,296	\$55,499	20.2
Baldwin County (North)--Daphne, Fairhope & Spanish Fort Cities	73.9	1.9	5.1	\$54,275	\$92,700	9.2
Baldwin County (South)--Foley, Gulf Shores & Robertsdale Cities	70.3	2.8	6.1	\$44,836	\$76,800	11.3
Mobile County (Outer)--Prichard & Saraland Cities	68.8	2.8	8.0	\$48,939	\$75,000	12.5
Mobile City (West) & Tillmans Corner CDP	72.6	3.4	6.4	\$49,980	\$68,300	10.2
Mobile City (East)	66.9	4.5	5.9	\$39,393	\$55,000	14.6
<b>United States</b>	<b>75.4</b>	<b>3.5</b>	<b>6.7</b>	<b>\$54,275</b>	<b>\$88,000</b>	<b>8.3</b>

Decimals Represent Percentage Values



## Public Use Microdata Areas

Public Use Microdata Areas (PUMAs) are analysis units for the annual U.S. Census Bureau American Community Survey. 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.

## Data Sources

Education Workforce Needs Index. Alabama State and Regional Workforce Profiles 2025. <https://tinyurl.com/etmessjf>

IPUMS USA: Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rodgers, and Megan Schouweiler. IPUMS USA: Version 15.0 [dataset]. Minneapolis, MN: IPUMS, 2024. <https://doi.org/10.18128/D010.V15.0>

U.S. Census Bureau. 2023 American Community Survey-Public Use Microdata Sample (5-Year sample). <https://data.census.gov/app/mdat/ACSPUMS1Y2023>

## AlabamaWorks!

AlabamaWorks! connects citizens across the state with local employment and training opportunities through its seven regional initiatives, each tailored to the unique needs and resources of their area. These regions feature dedicated career centers, providing accessible, personalized services to help you find employment, training, or career assistance.

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