

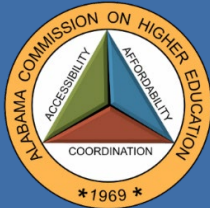
Alabama Commission on Higher Education

State and Regional Workforce Profiles

2026



Education, Labor Force, and Economic Trends from 2014 to 2024





State and Regional Workforce Profiles

Alabama Commission on Higher Education

2026

The Alabama Commission on Higher Education, a statewide 12-member lay board appointed by the Governor, Lieutenant Governor, and Speaker of the House and confirmed by the Senate, is the state agency responsible for the overall statewide planning and coordination of higher education in Alabama, the administration of various student aid programs, and the performance of designated regulatory functions. The Commission seeks to provide reasonable access to quality collegiate and university education for the citizens of Alabama. In meeting this commitment, the Commission facilitates informed decision making and policy formulation regarding wise stewardship of resources in response to the needs of students and the goals of institutions. The agency also provides a state-level framework for institutions to respond cooperatively and individually to the needs of the citizens of the State.





State and Regional Workforce Profiles

Developing Human Capital in Alabama

2026

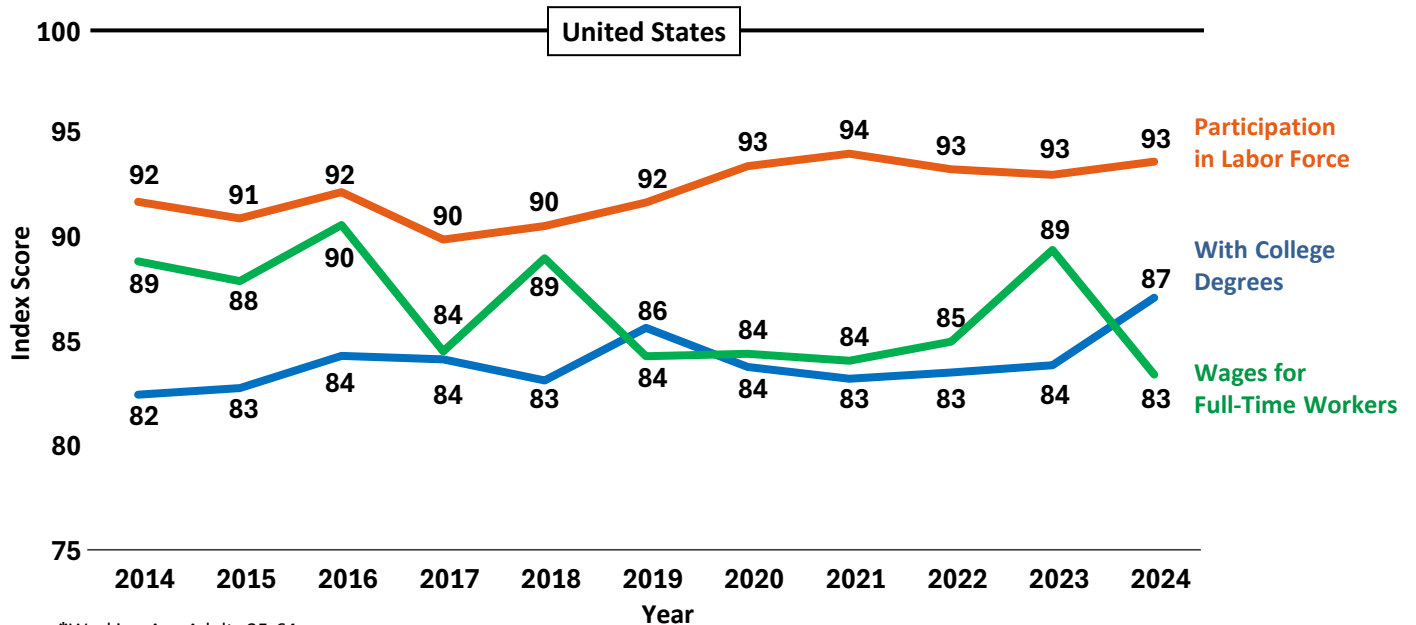
Developing Alabama's human capital is essential to the state's long-term economic growth and competitiveness. This can be assessed through three key measures: educational attainment, workforce participation, and median earnings. The chart below compares Alabama's index scores with the U.S. average for adults ages 25–64. **These values are not percentages.** An **index score** of 100 represents the U.S. average, and scores below 100 indicate Alabama is below the national average.

- **College Attainment** – Alabama's college attainment index increased from 82 in 2014 to 87 in 2024, reflecting steady progress relative to the U.S. average, although it remained below the national benchmark.
- **Labor Force Participation** – Alabama's participation in labor force index improved from 91–92 in 2014 to 93–94 beginning in 2020, indicating modest gains toward the national average, though still below many other states (see Appendix A).
- **Median Wages for Full-Time Workers** – Alabama's median wage index increased slightly from 89 in 2014 to 90 in 2016, remained relatively stable for several years, and declined to 83 by 2024, indicating wages did not keep pace with national growth.

Overall, Alabama has made progress in educational attainment and labor force participation relative to the U.S. average. However, median earnings fell behind the national average over the same time period.

Trends in Education, Employment, and Wages Among Working-Age Adults* Alabama Compared to the U.S. (Index Scores – Not Percentages)

100 Index Score = U.S. Average; An index score less than 100 indicates Alabama is lower than the national average in attainment of college degrees, participation in the labor force, and wages for full-time workers.



*Working-Age Adults 25-64

Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





Educational Attainment in Alabama 2014 to 2024

2026

The charts on the following page show how the educational composition of Alabama's working-age population (ages 25–64) changed between 2014 and 2024 and how those changes compare with the nation and neighboring southern states. The following observations can be drawn from the data.

- **High School Completion Only** – Alabama reduced the share of adults whose highest level of education is a high school diploma, reflecting an increase in participation in education and training beyond high school. The state's change generally followed national and regional trends. Alabama's ranking improved slightly, although it continued to rank below the national mean. Lower rankings indicate a smaller share of adults whose highest educational attainment is a high school diploma.
- **Some College, No Degree** – Nearly one-fifth of Alabama's working-age adults have attended college or earned a short-term credential but have not completed an associate degree, bachelor's degree, or higher credential. Alabama's rate is higher than both the U.S. and SREB averages, indicating that a larger share of adults have pursued education beyond high school without earning a degree.
- **Associate Degree** – Alabama increased the share of adults with an associate degree over the decade. The state remained above the SREB average and exceeded the U.S. average in associate degree attainment by 2024. Alabama's ranking improved from 32nd to 23rd among the states, reflecting an increase in associate degree attainment relative to other states.
- **Bachelor's Degree and Higher** – Alabama increased the share of adults with a bachelor's degree or higher from 24.2% to 29.3%. Despite this increase, the state remained below both the national average (37.2%) and the SREB average (33.0%). Alabama continued to rank below most states on this measure, reflecting a lower share of adults with a bachelor's degree or higher compared with most states.

Educational attainment increased in Alabama between 2014 and 2024, with growth occurring across postsecondary education levels. Although attainment increased, Alabama remained below both the national and Southern regional averages in the share of adults holding a bachelor's degree or higher. As a result, the gap between Alabama and these comparison groups remained over the period.





State and Regional Workforce Profiles

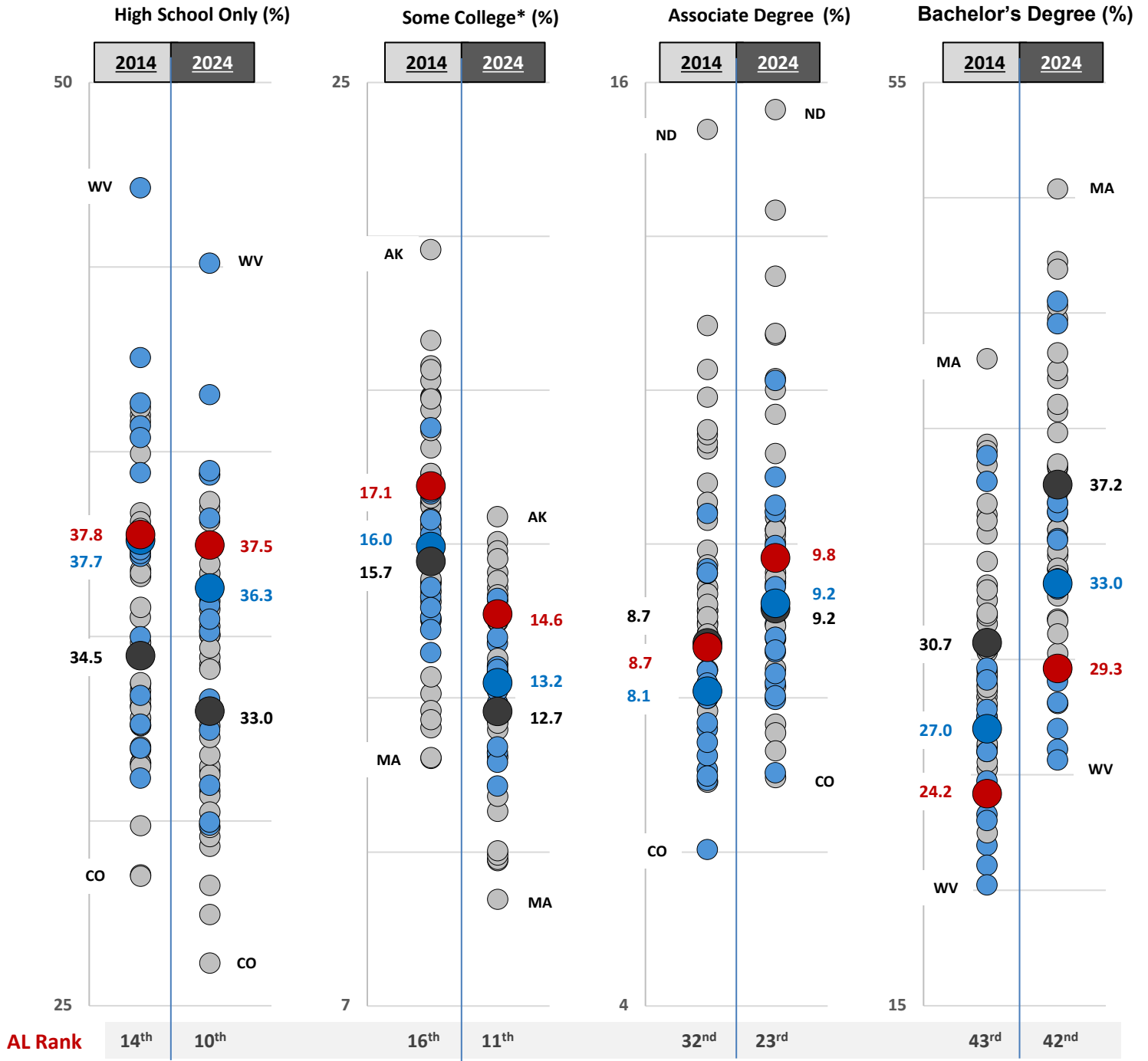
CHANGES FROM 2014 TO 2024

2026

Highest Levels of Education Attainment of Alabama and the States

● Alabama ● United States ● SREB States

Working Age Population 25 to 64



*Includes adults who enrolled in, but did not complete college, as well as those earning less than a two-year degree.

Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





Employment and Earnings in Alabama 2014 to 2024

2026

The charts to the right examine workforce participation and earnings in Alabama, comparing the state with national and Southern regional averages, as well as median annual wages for full-time workers by highest level of educational attainment. The measures used throughout this report account for **adults of working ages 25 to 64**; as opposed to the entire working population ages 16 and older.

- **Workforce Participation-** Alabama's labor force participation rate increased from 71.8% to 73.5% over the decade. Despite this increase, the state remained below both the U.S. average (77.6%) and the SREB average (76.5%). Alabama ranked below most states on this measure, reflecting a smaller share of working-age adults who were employed or actively seeking employment.
- **Wages for Full-Time Workers-** Median wages for full-time workers in Alabama increased from approximately \$47,700 to \$53,500. Although wages increased over the period, Alabama's median earnings remained below both the U.S. median (\$58,298) and the SREB average. Alabama's national ranking on this measure declined during the decade.
- **Wages by Highest Level of Education Completed-** Full-time workers in Alabama earned higher median wages at each successive level of educational attainment, with the highest earnings associated with bachelor's and graduate degrees. Differences in earnings across education levels were substantial, with higher levels of education corresponding to higher median wages.
- **Change in Wages by Highest Level of Education Completed-** Median wages increased over the past decade in Alabama, SREB states, and the United States overall, including among workers without college degrees and those with associate degrees or higher (all wages are expressed in 2024 dollars). Wage growth for Alabama workers with associate and bachelor's degrees was smaller than the growth observed for comparable groups nationally and across SREB states.

Workforce participation, educational attainment, and wages increased in Alabama over the past decade. However, Alabama remained below national and Southern regional averages on several measures, including labor force participation, median earnings, and bachelor's degree attainment. The data also show that workers with higher levels of educational attainment earned higher median wages than those with lower levels of education.





State and Regional Workforce Profiles

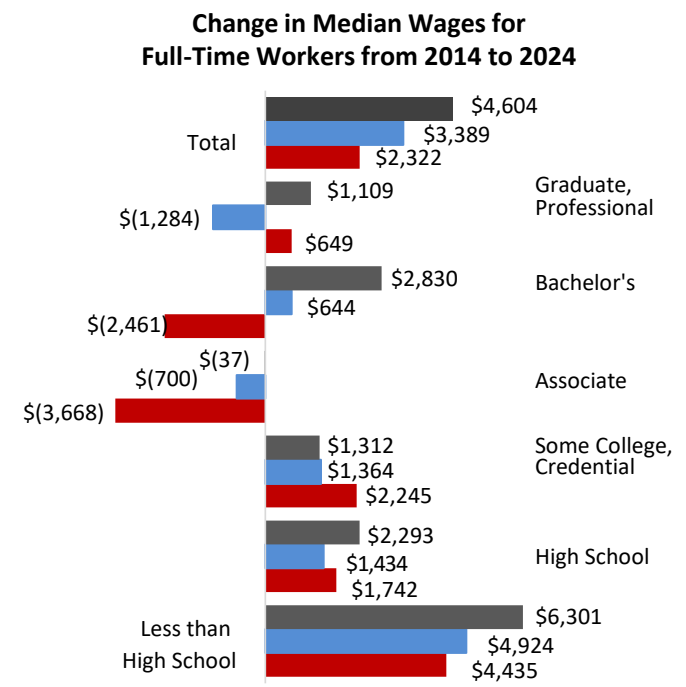
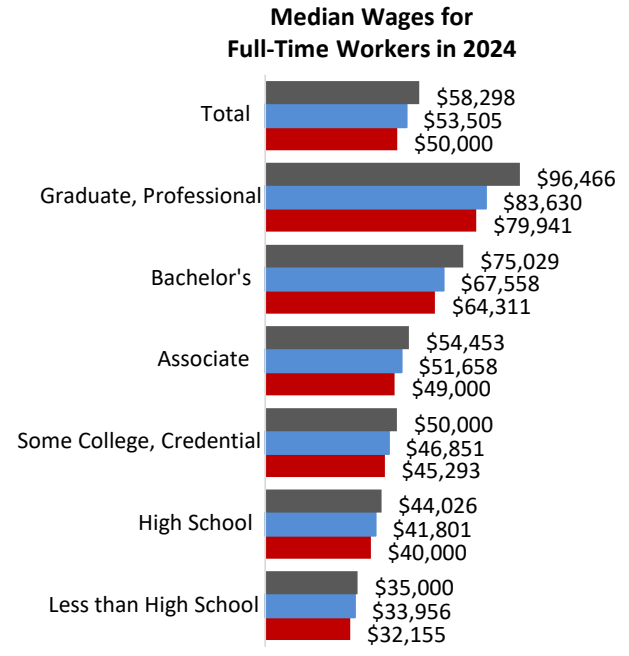
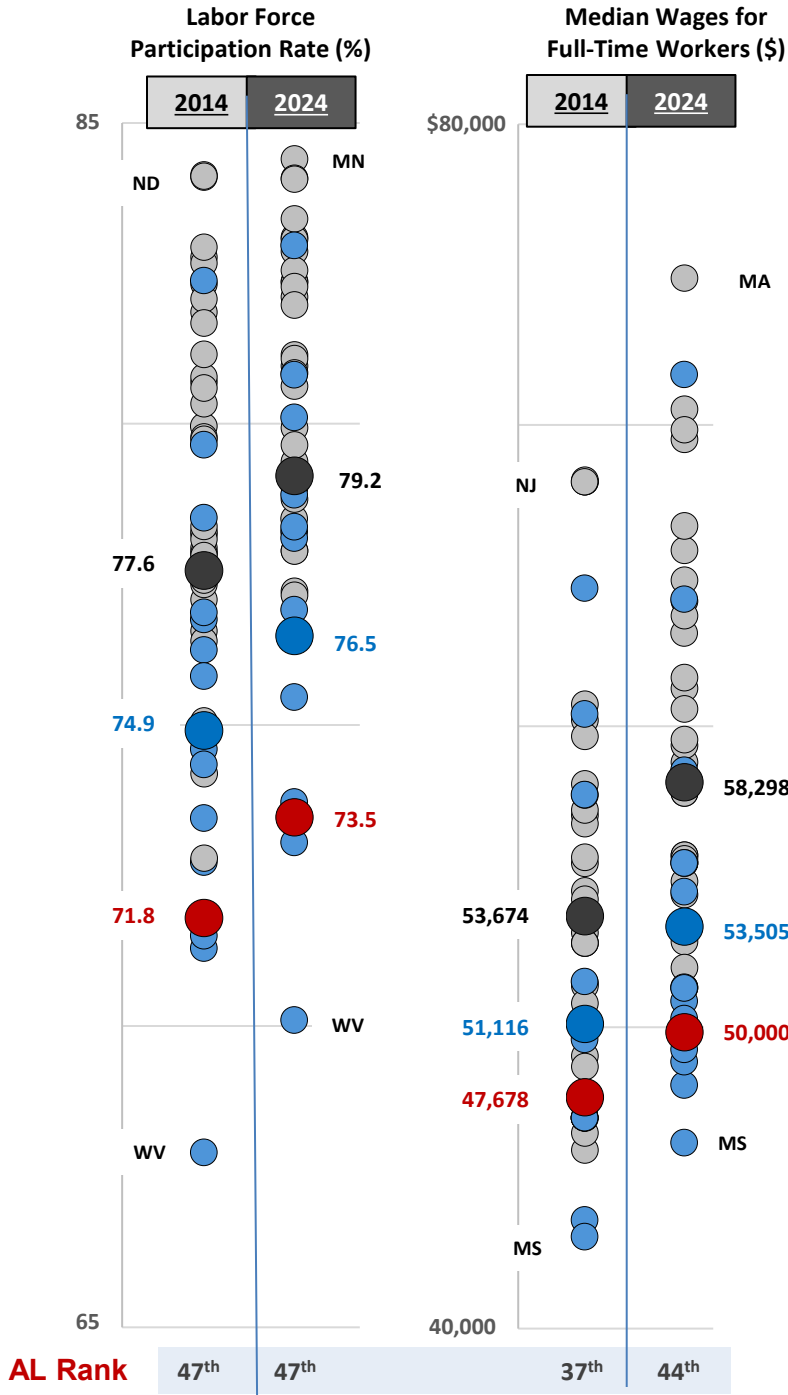
CHANGES FROM 2014 TO 2024

2026

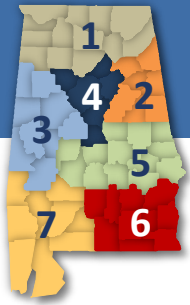
Employment and Earnings of Alabama and the States

● Alabama ● United States ● SREB States

Working Age Population 25 to 64



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org



State and Regional Workforce Profiles

ALABAMA WORKFORCE REGIONS

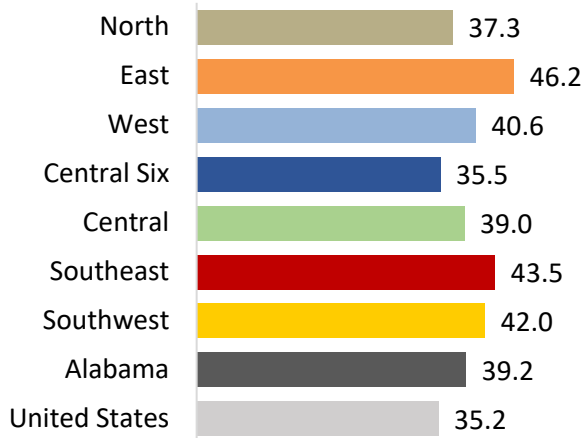
2026

Working Age Population 25 to 64

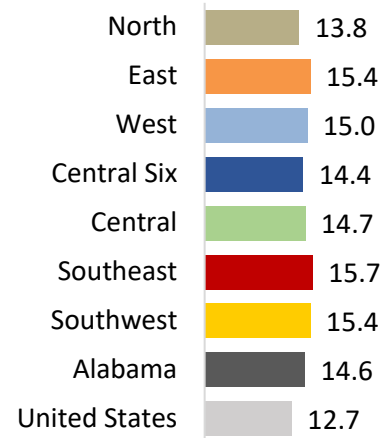
Educational Attainment by Level

2024

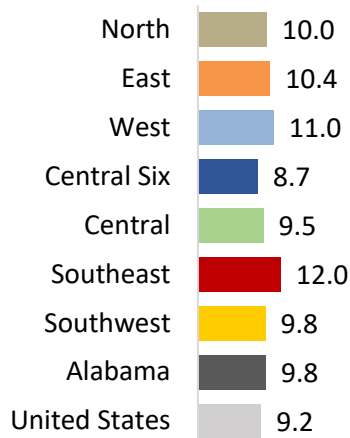
Ages 25 to 64 with High School Diploma Only (%)



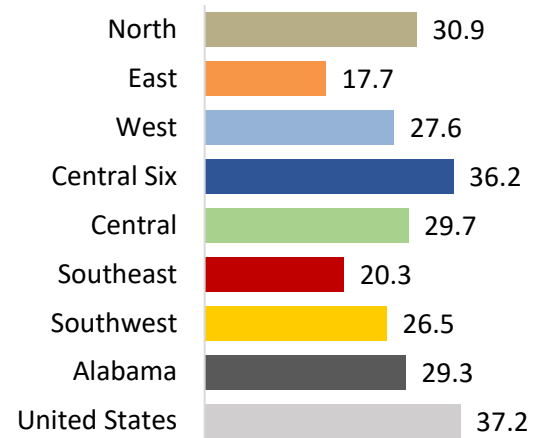
Ages to 25 to 64 with Some College, No Degree (%) (includes Short-Term Certificates)



Ages to 25 to 64 with Associate Degrees (%)

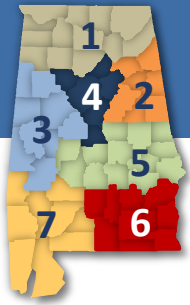


Ages 25 to 64 with Bachelor's Degrees and Higher (%)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





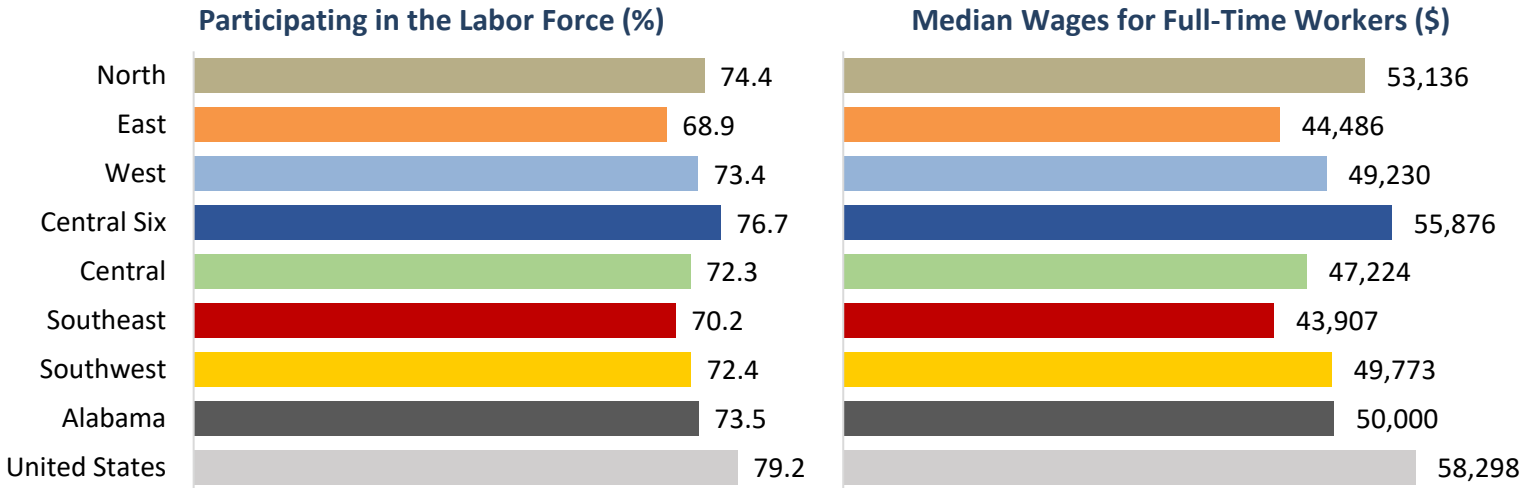
State and Regional Workforce Profiles

ALABAMA WORKFORCE REGIONS

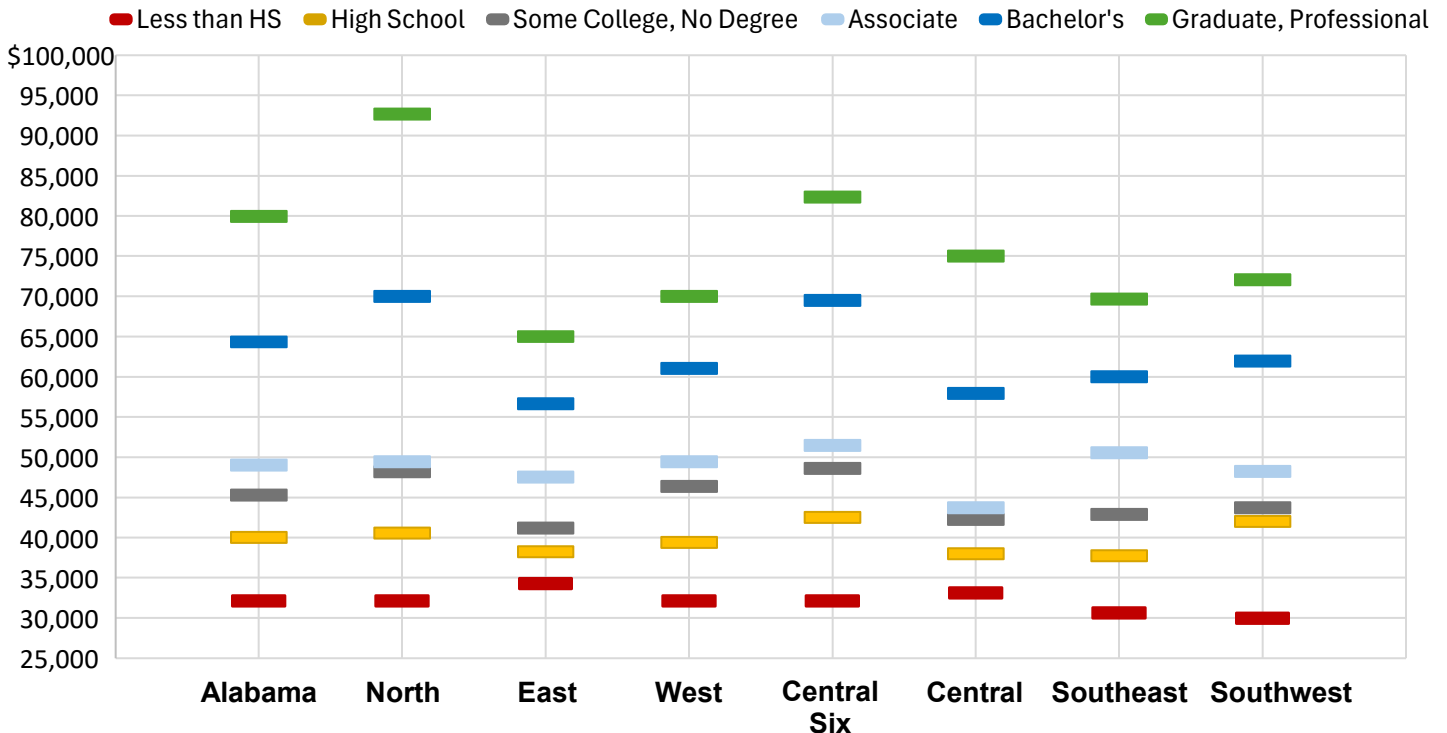
2026

Employment and Wages

2024

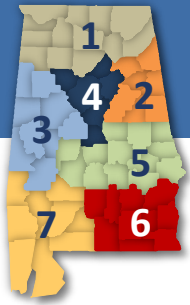


Median Wages (\$) for Full-Time Workers by Level of Education (2024) By Workforce Region



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

NORTH REGION

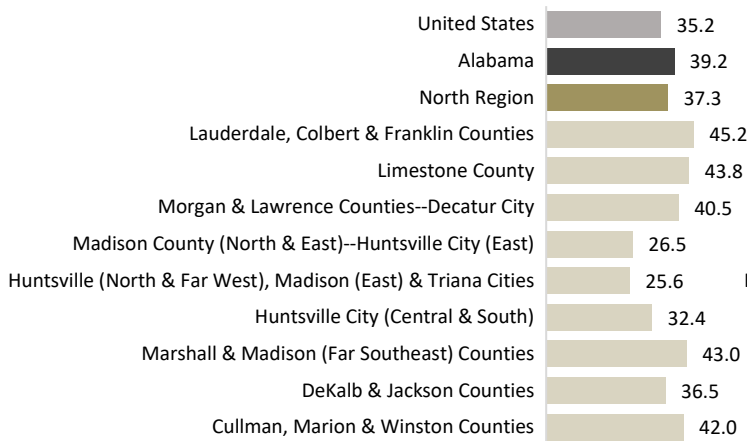
2026

Working Age Population 25 to 64

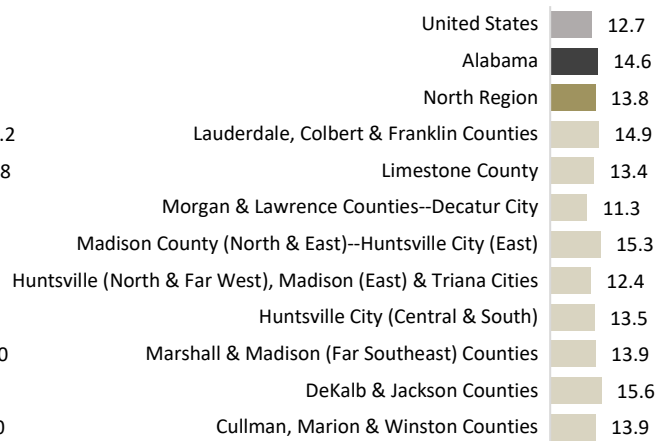
Educational Attainment by Level

2024

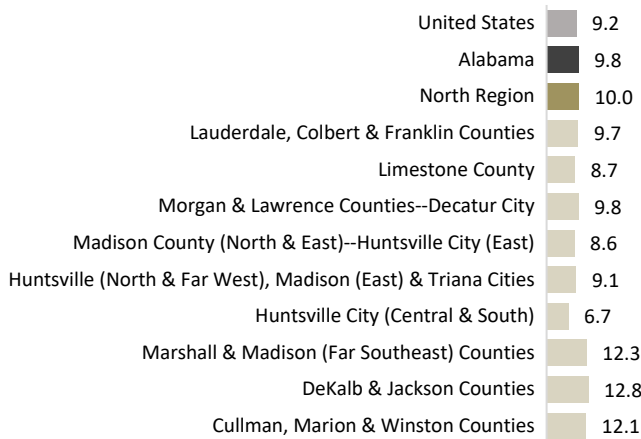
Ages 25 to 64 with High School Diploma Only (%)



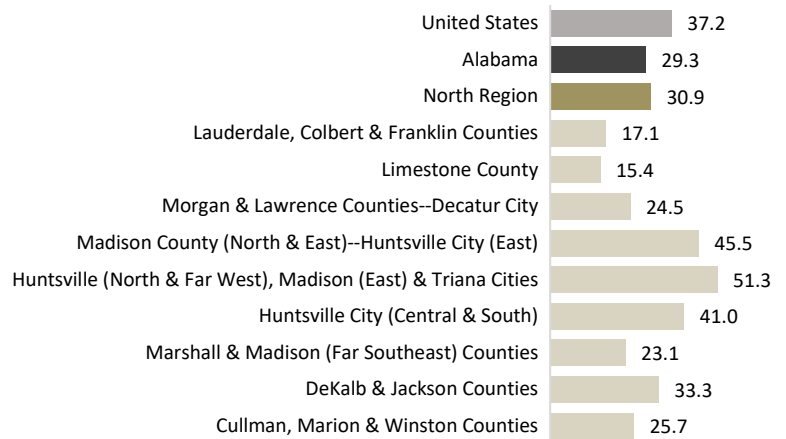
Ages 25 to 64 with Some College, No Degree (%) (includes Short-Term Certificates)



Ages 25 to 64 with Associate Degrees (%)

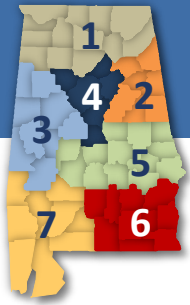


Ages 25 to 64 with Bachelor's Degrees and Higher (%)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

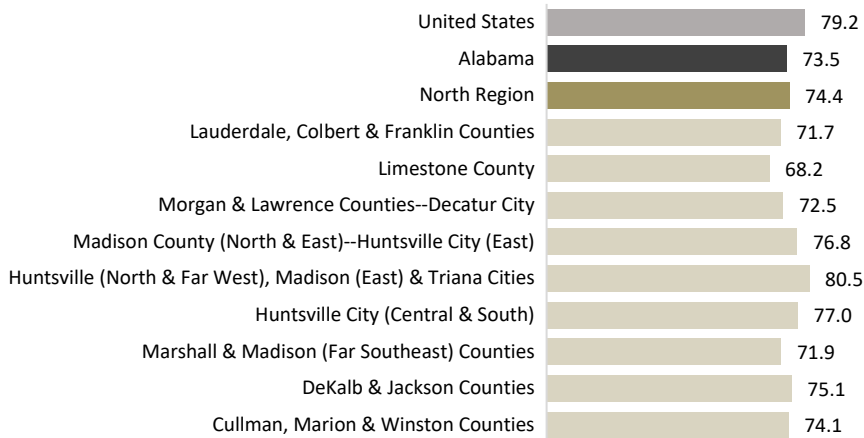
NORTH REGION

2026

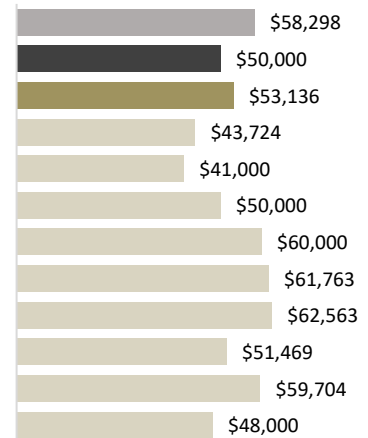
Employment and Wages

2024

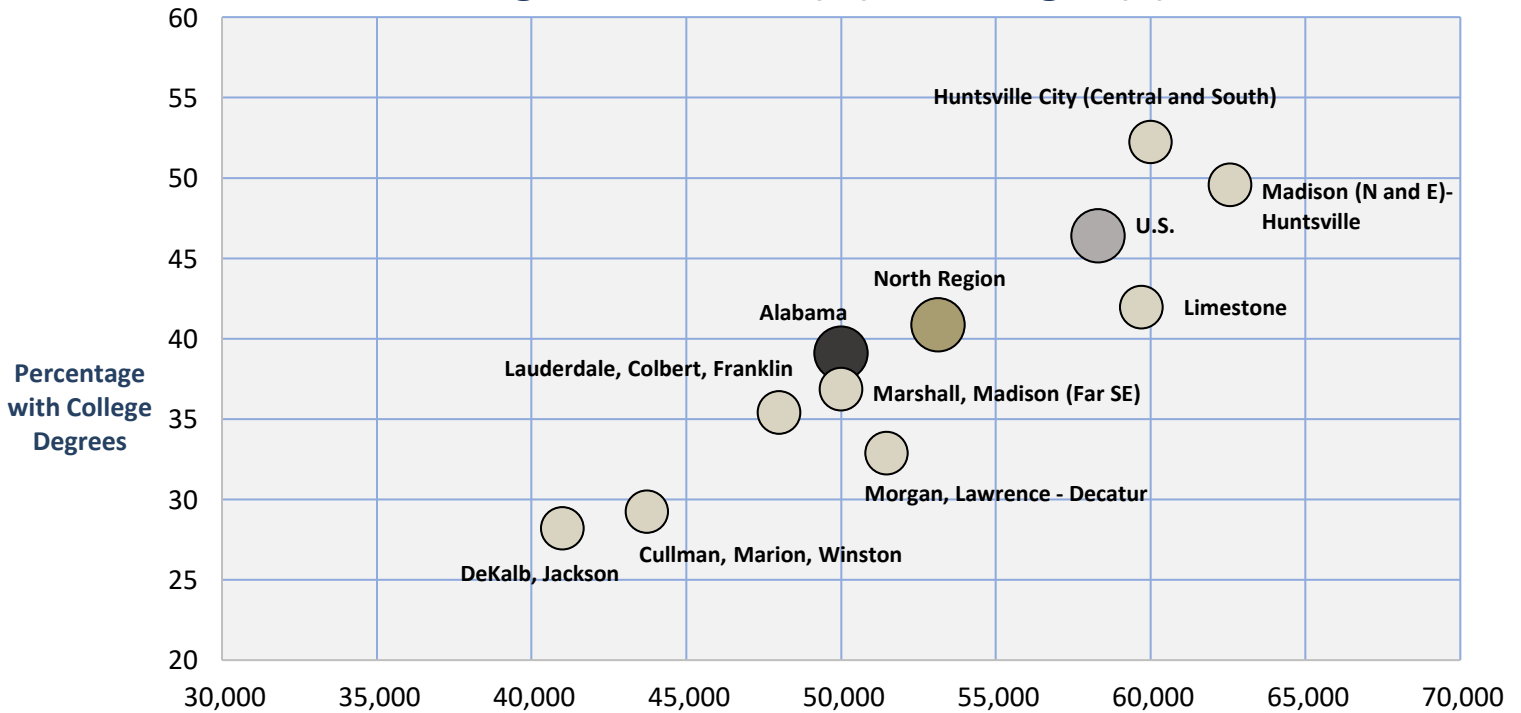
Participating in the Labor Force (%)



Median Wages for Full-Time Workers (\$)



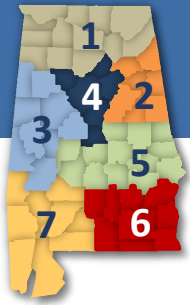
College Attainment (%) and Wages (\$)



Median Wages for Full-Time Workers

Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

EAST REGION

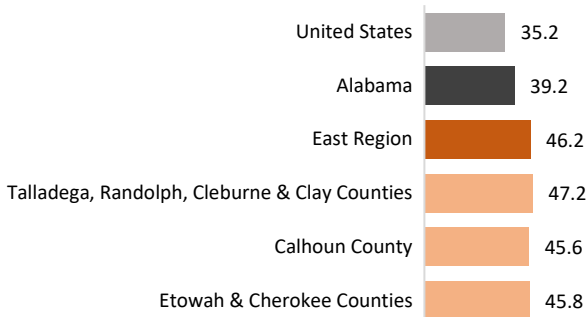
2026

Working Age Population 25 to 64

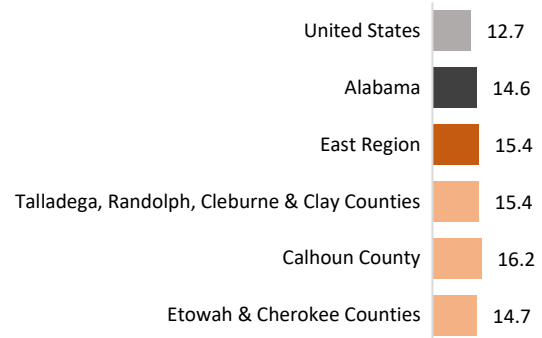
Educational Attainment by Level

2024

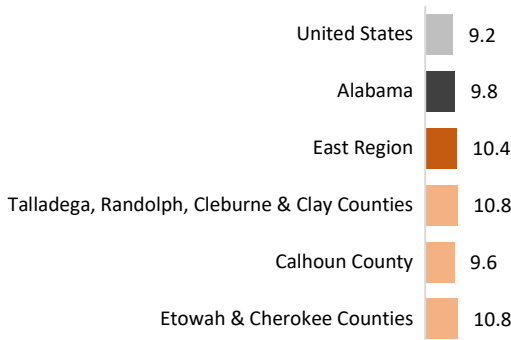
Ages 25 to 64 with High School Diploma Only (%)



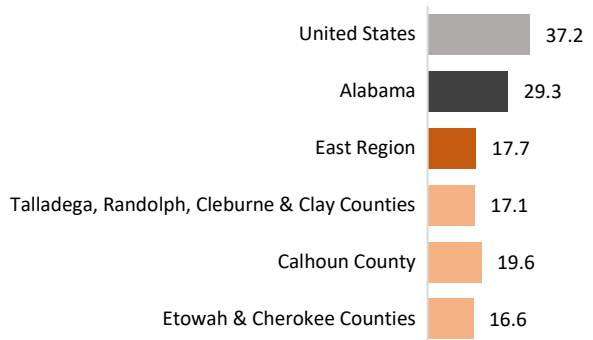
Ages 25 to 64 with Some College, No Degree (%) (includes Short-Term Certificates)



Ages 25 to 64 with Associate Degrees (%)

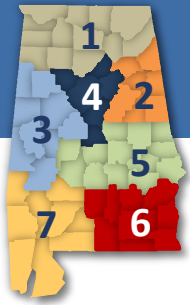


Ages 25 to 64 with Bachelor's Degrees and Higher (%)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

EAST REGION

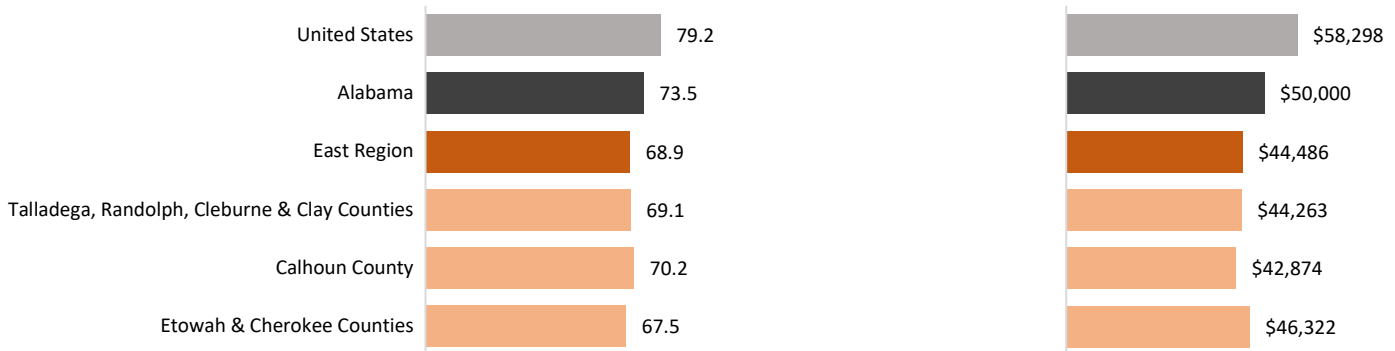
2026

Employment and Wages

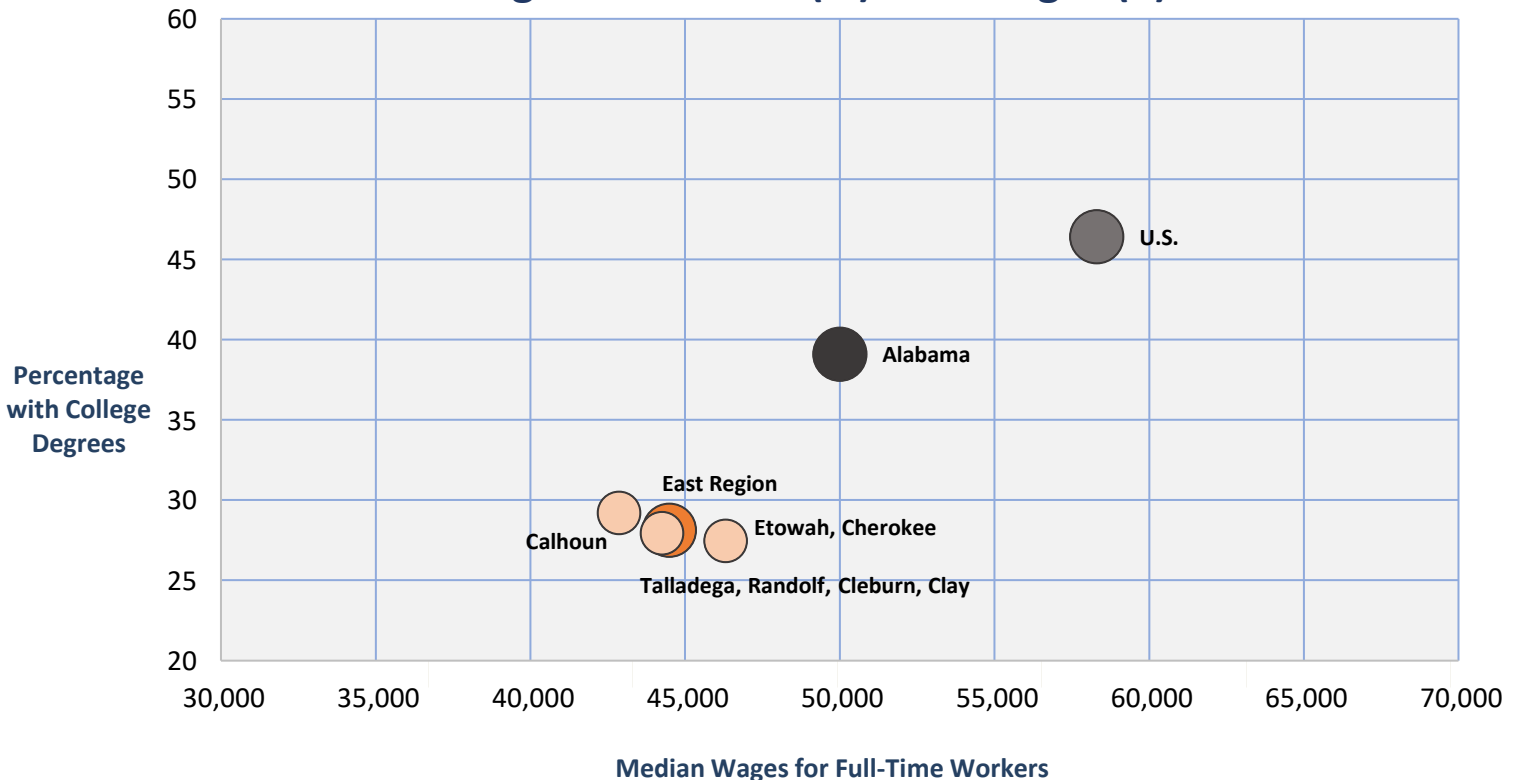
2024

Participating in the Labor Force (%)

Median Wages for Full-Time Workers (\$)

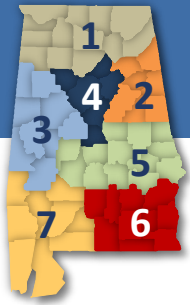


College Attainment (%) and Wages (\$)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

WEST REGION

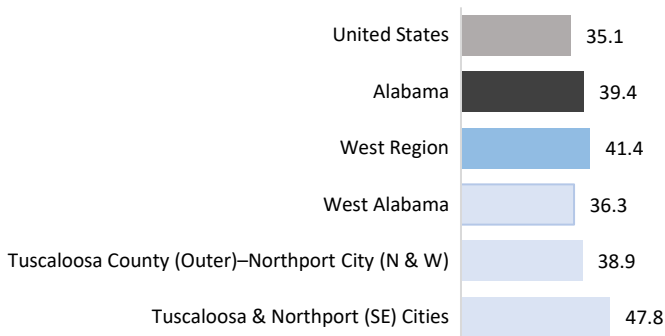
2026

Working Age Population 25 to 64

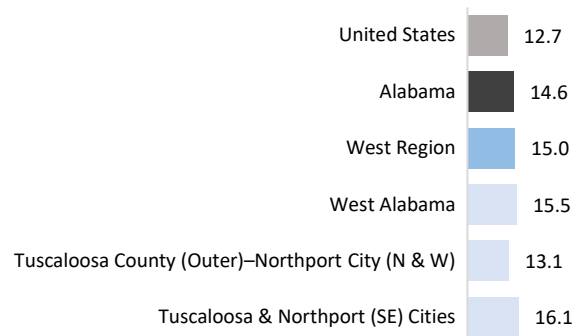
Educational Attainment by Level

2024

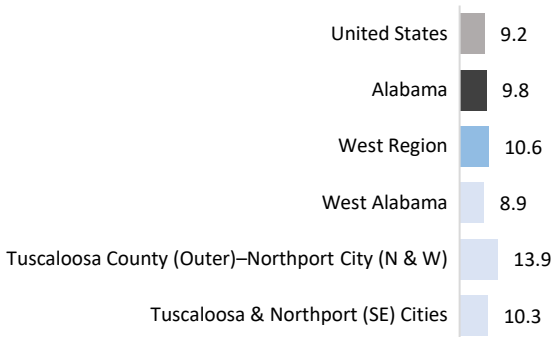
Ages 25 to 64 with High School Diploma Only (%)



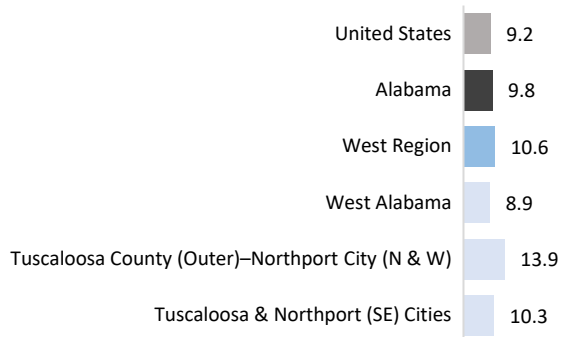
Ages 25 to 64 with Some College, No Degree (%) (includes Short-Term Certificates)



Ages 25 to 64 with Associate Degrees (%)

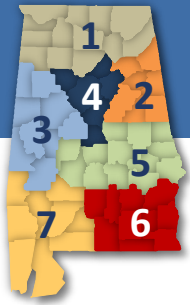


Ages 25 to 64 with Bachelor's Degrees and Higher (%)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

WEST REGION

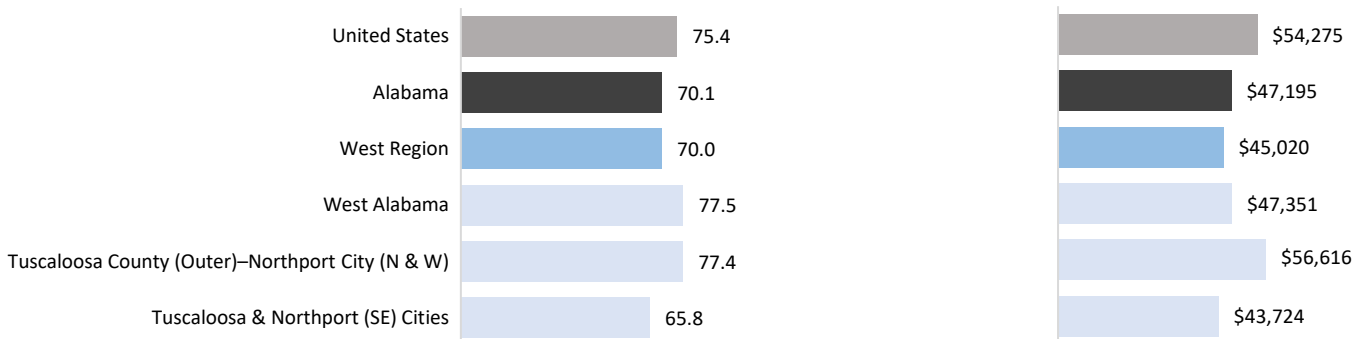
2026

Employment and Wages

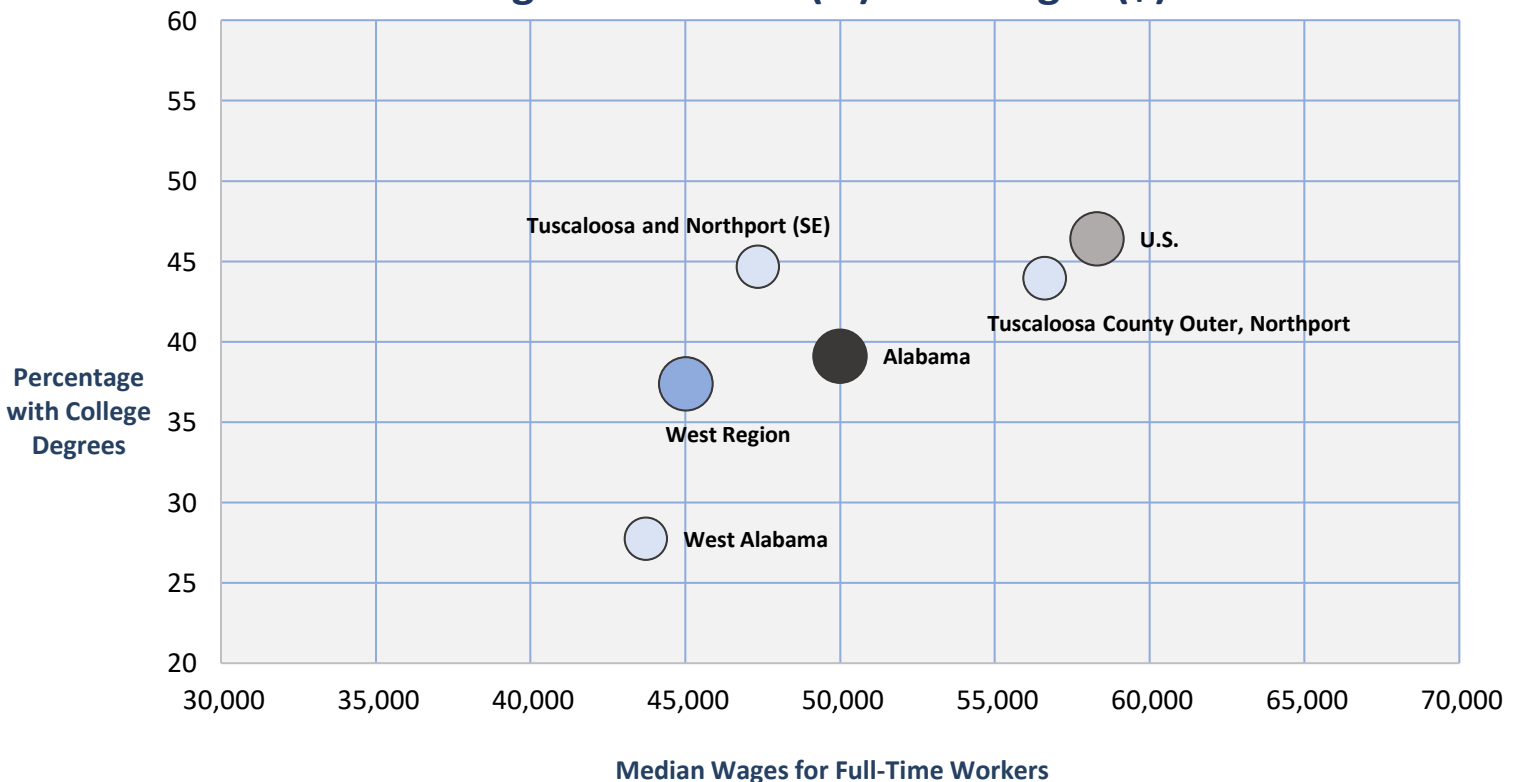
2024

Participating in the Labor Force (%)

Median Wages for Full-Time Workers (\$)

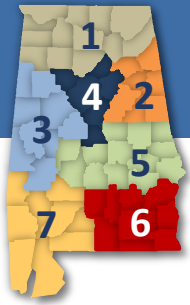


College Attainment (%) and Wages (\$)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

CENTRAL SIX REGION

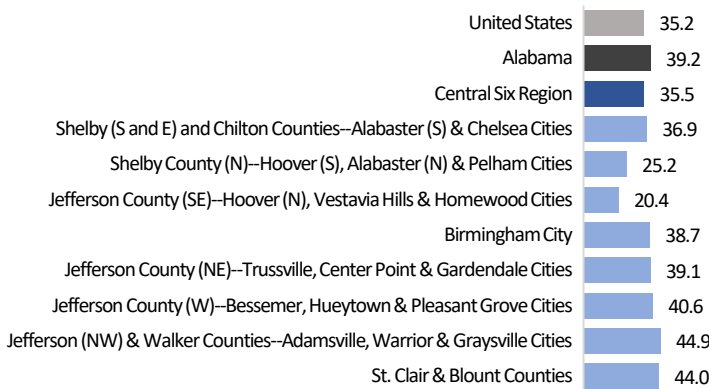
2026

Working Age Population 25 to 64

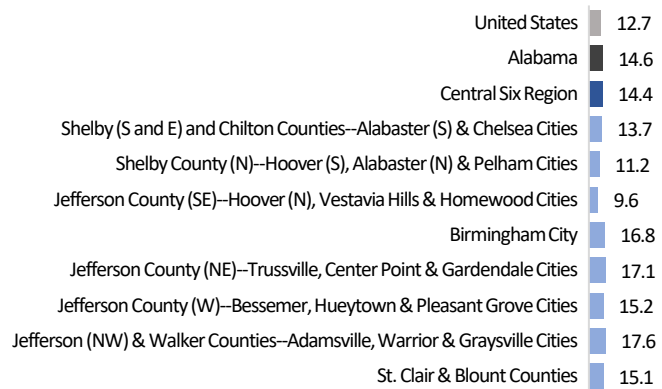
Educational Attainment by Level

2024

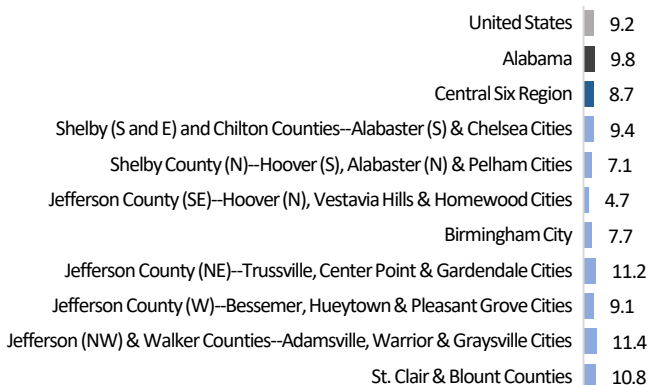
Ages 25 to 64 with High School Diploma Only (%)



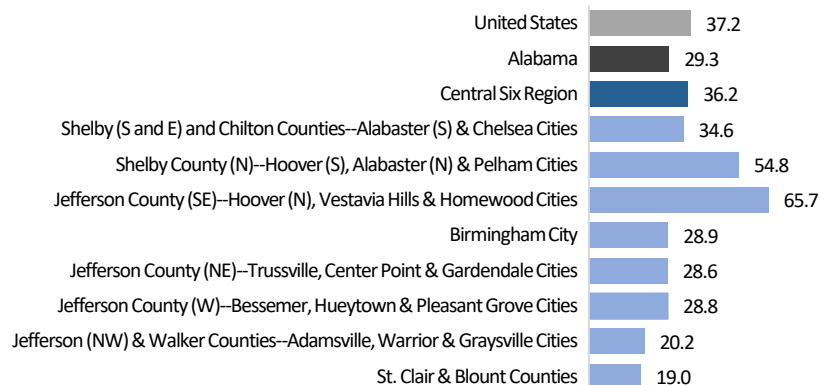
Ages to 25 to 64 with Some College, No Degree (%) (includes Short-Term Certificates)



Ages to 25 to 64 with Associate Degrees (%)

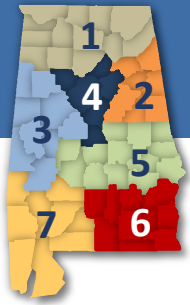


Ages 25 to 64 with Bachelor's Degrees and Higher (%)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

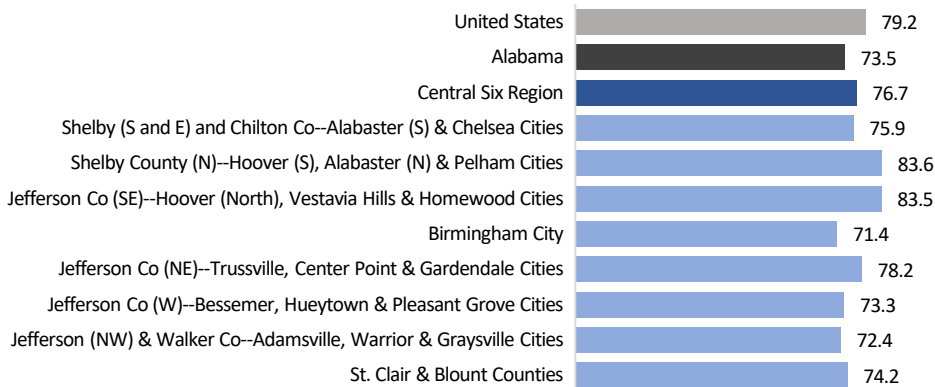
CENTRAL SIX REGION

2026

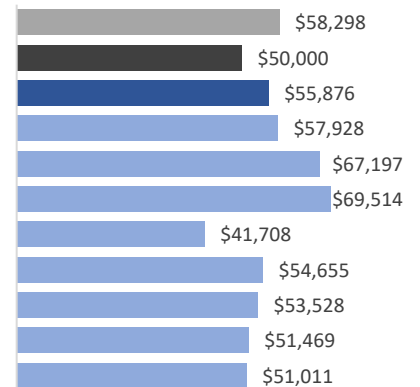
Employment and Wages

2024

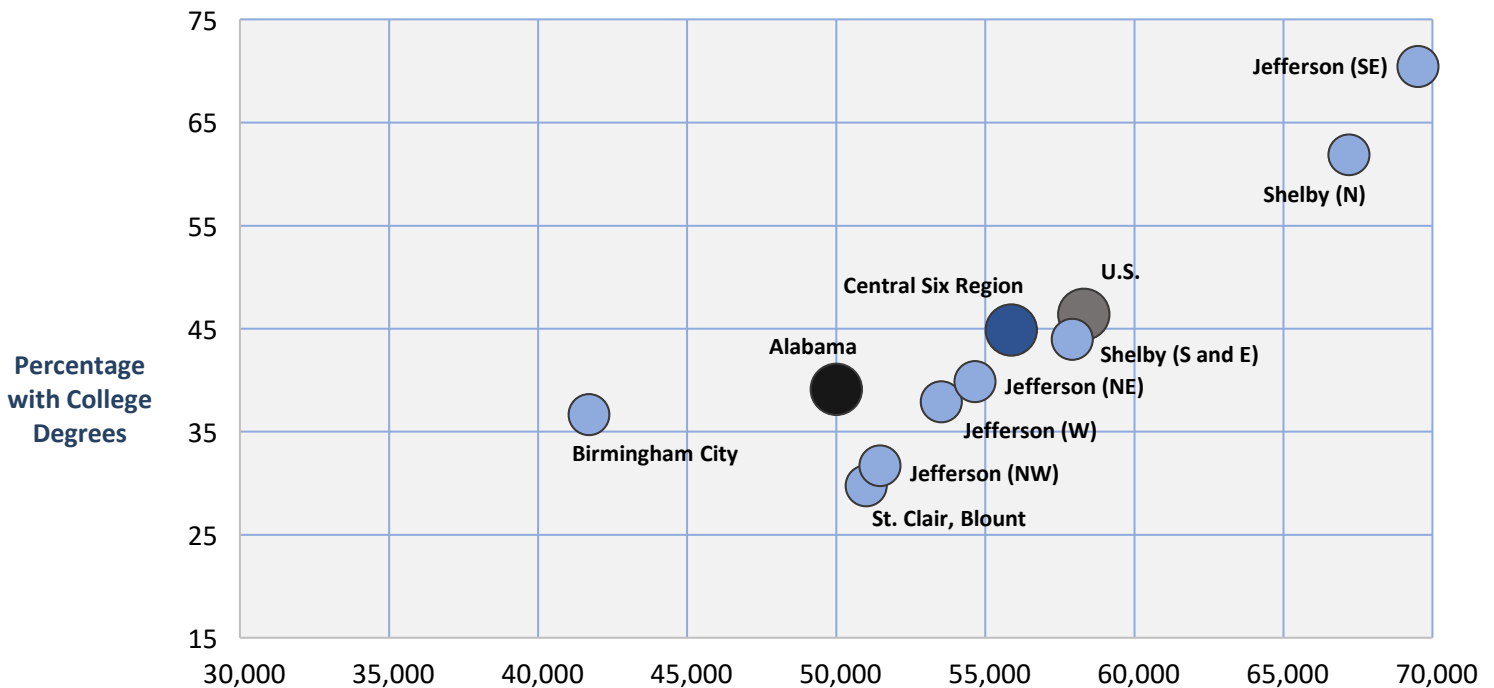
Participating in the Labor Force (%)



Median Wages for Full-Time Workers (\$)



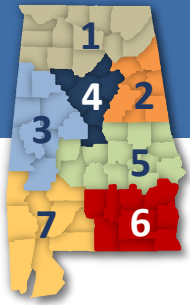
College Attainment (%) and Wages (\$)



Median Wages for Full-Time Workers

Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

CENTRAL REGION

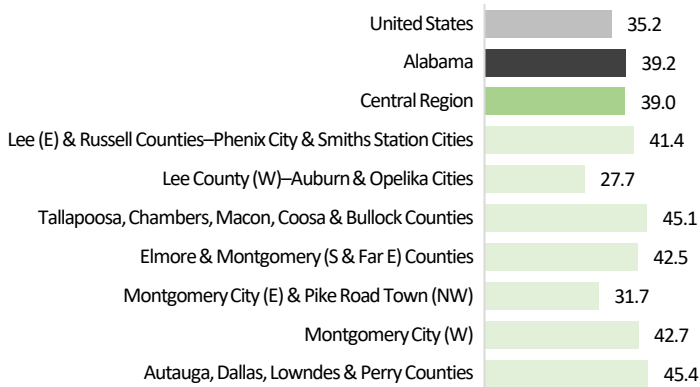
2026

Working Age Population 25 to 64

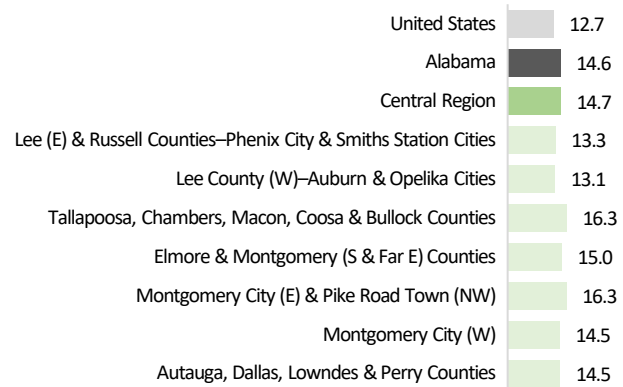
Educational Attainment by Level

2024

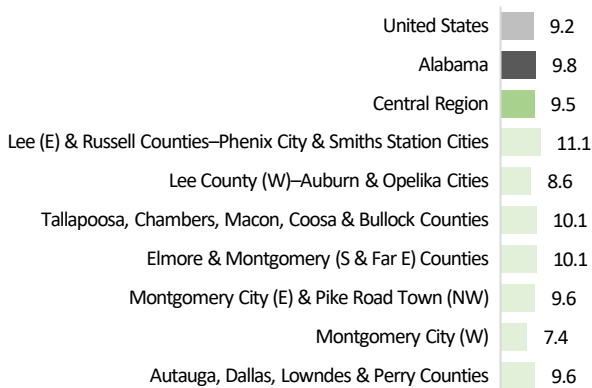
Ages 25 to 64 with High School Diploma Only (%)



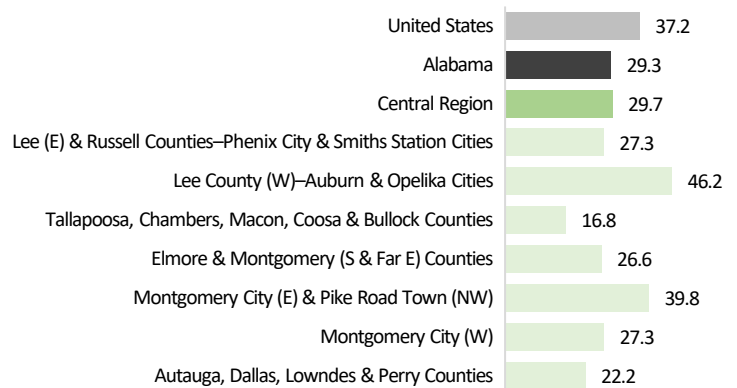
Ages 25 to 64 with Some College, No Degree (%) (includes Short-Term Certificates)



Ages 25 to 64 with Associate Degrees (%)

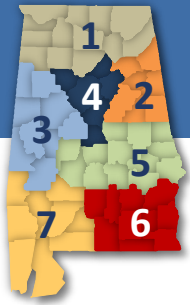


Ages 25 to 64 with Bachelor's Degrees and Higher (%)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

CENTRAL REGION

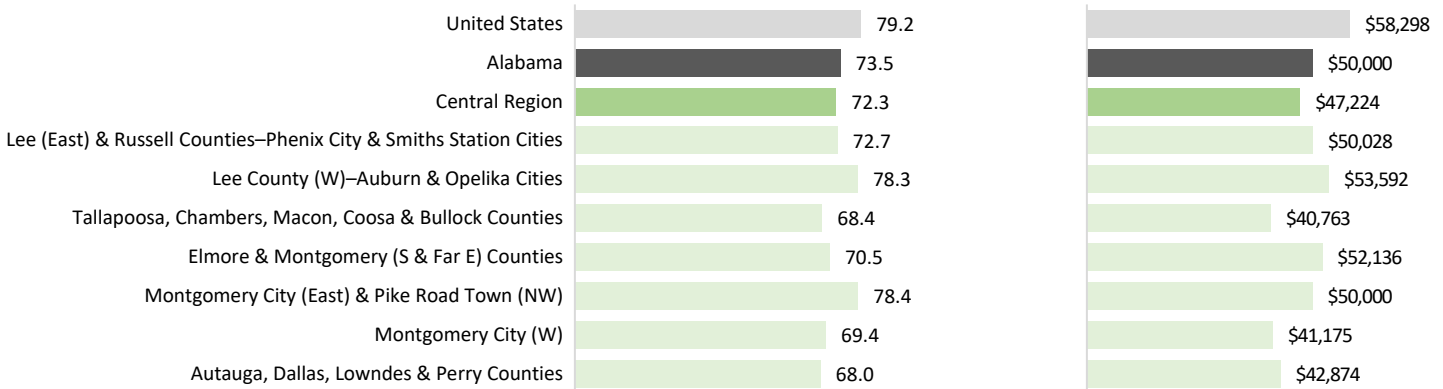
2026

Employment and Wages

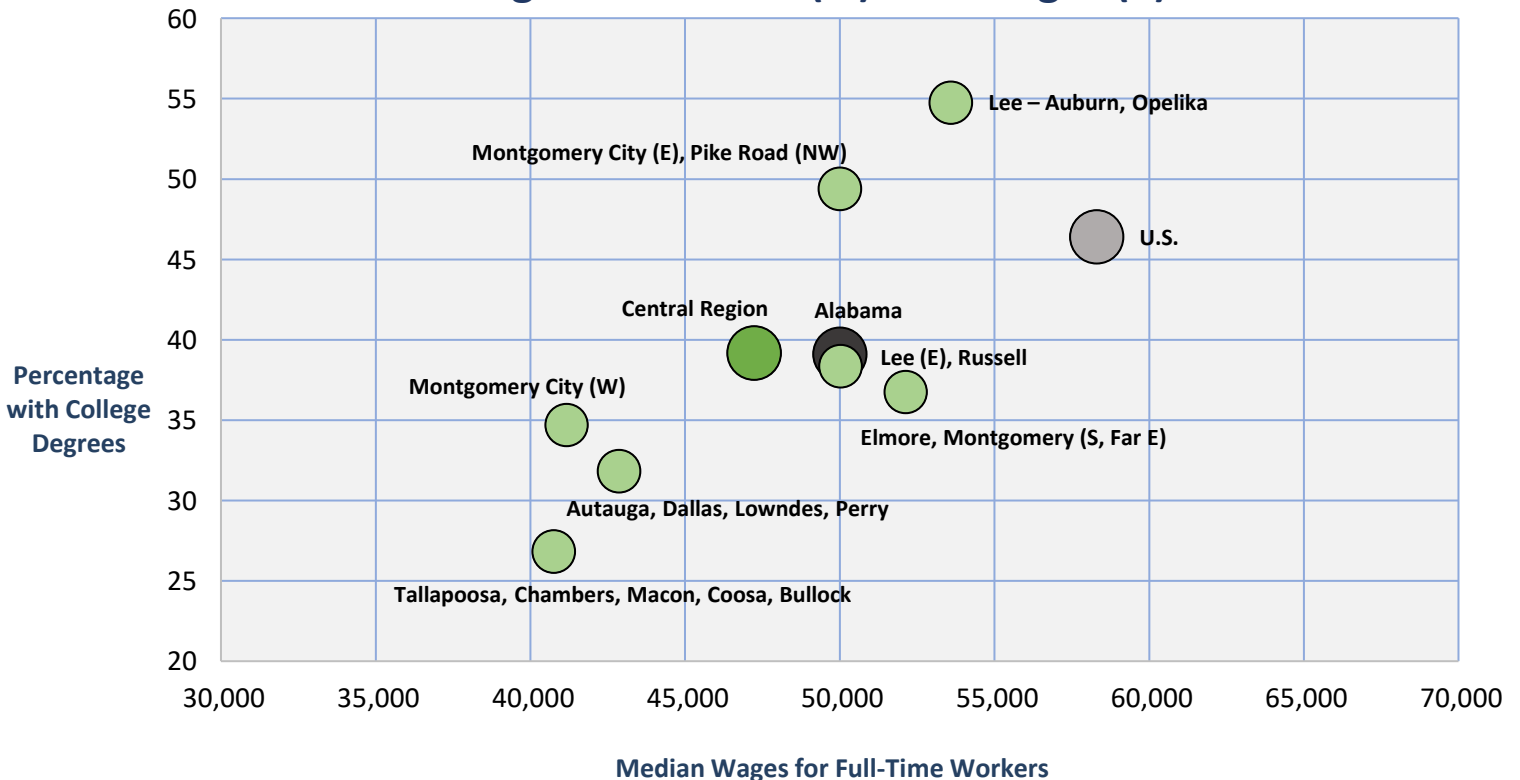
2024

Participating in the Labor Force (%)

Median Wages for Full-Time Workers (\$)

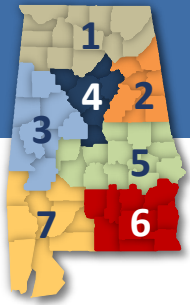


College Attainment (%) and Wages (\$)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

SOUTHEAST REGION

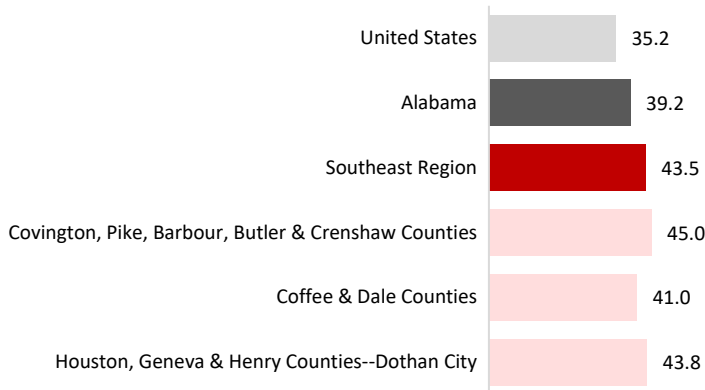
2026

Working Age Population 25 to 64

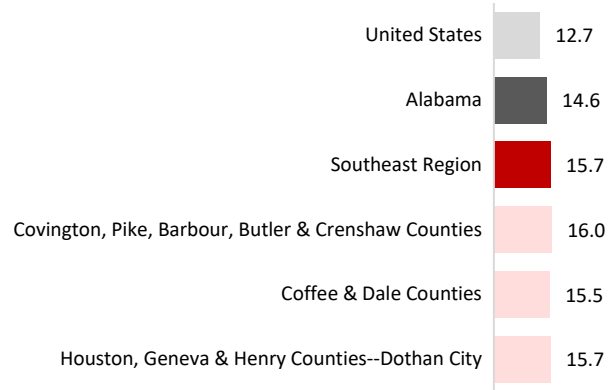
Educational Attainment by Level

2024

Ages 25 to 64 with High School Diploma Only (%)



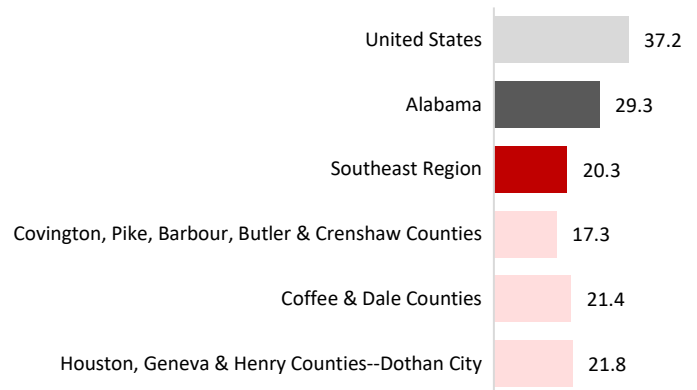
Ages to 25 to 64 with Some College, No Degree (%) (includes Short-Term Certificates)



Ages to 25 to 64 with Associate Degrees (%)

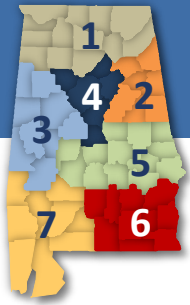


Ages 25 to 64 with Bachelor's Degrees and Higher (%)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

SOUTHEAST REGION

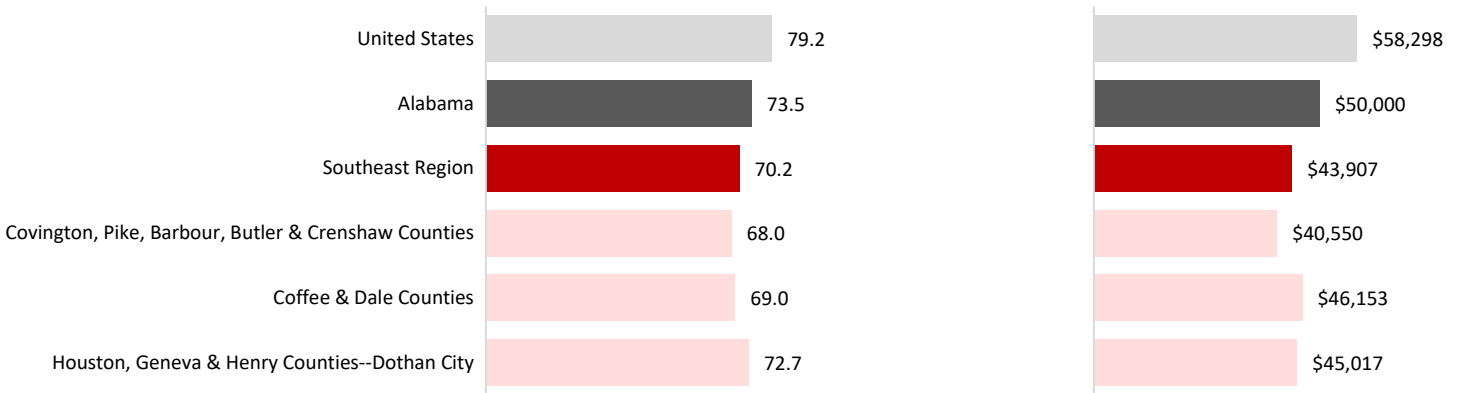
2026

Employment and Wages

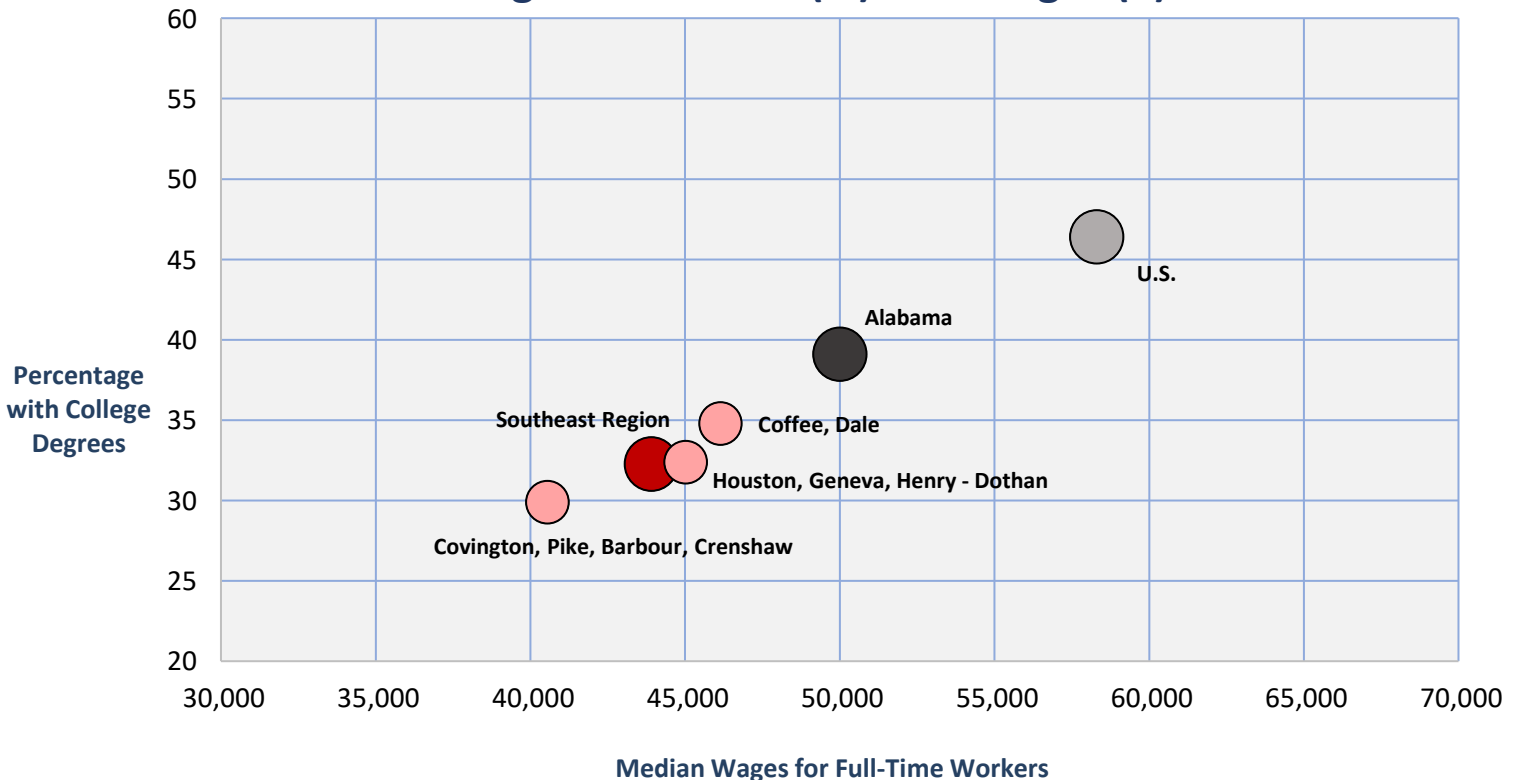
2024

Participating in the Labor Force (%)

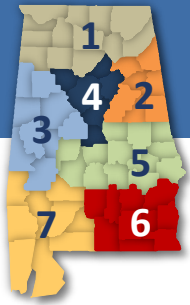
Median Wages for Full-Time Workers (\$)



College Attainment (%) and Wages (\$)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org



State and Regional Workforce Profiles

SOUTHWEST REGION

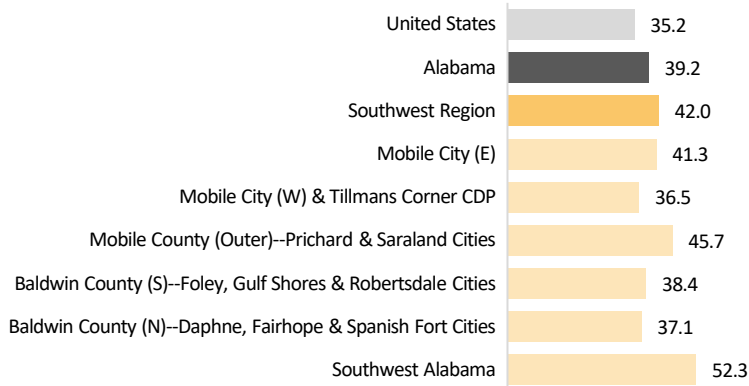
2026

Working Age Population 25 to 64

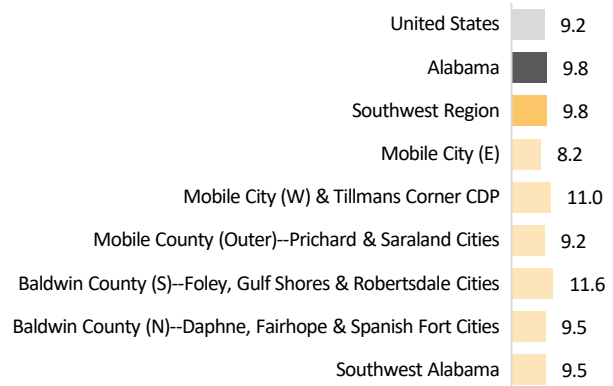
Educational Attainment by Level

2024

Ages 25 to 64 with High School Diploma Only (%)



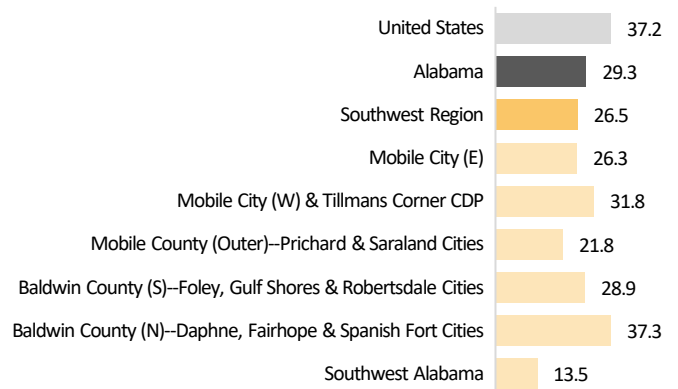
Ages 25 to 64 with Some College, No Degree (%) (includes Short-Term Certificates)



Ages 25 to 64 with Associate Degrees (%)

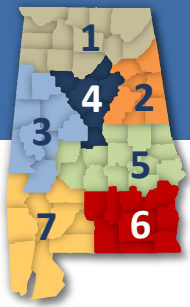


Ages 25 to 64 with Bachelor's Degrees and Higher (%)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org





State and Regional Workforce Profiles

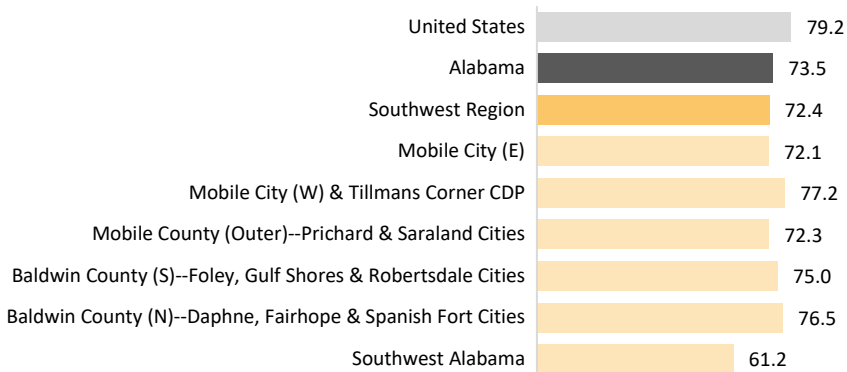
SOUTHWEST REGION

2026

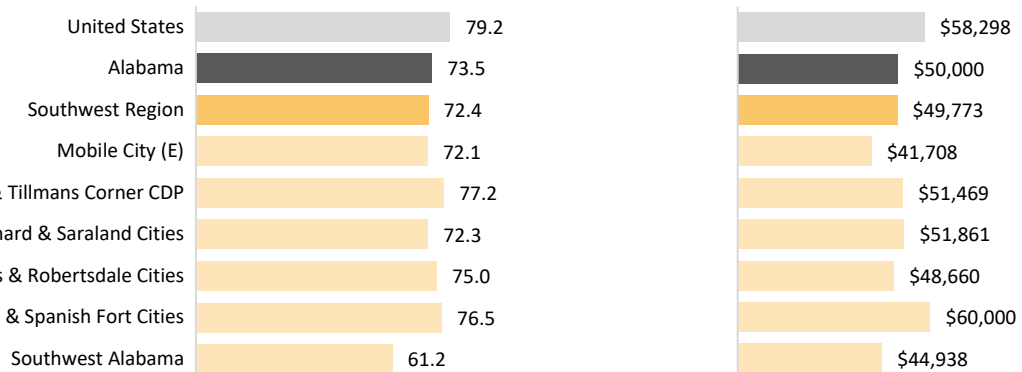
Employment and Wages

2024

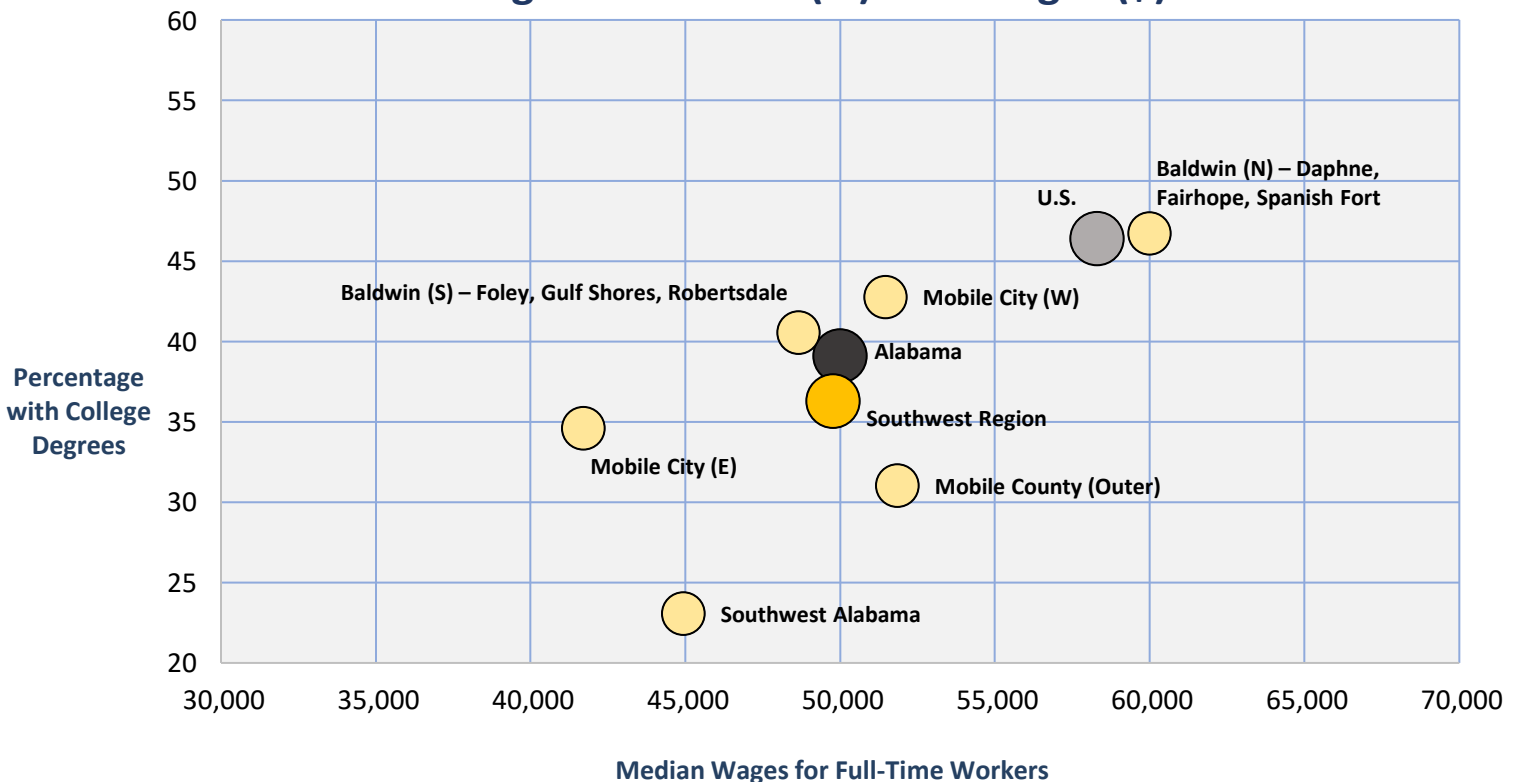
Participating in the Labor Force (%)



Median Wages for Full-Time Workers (\$)



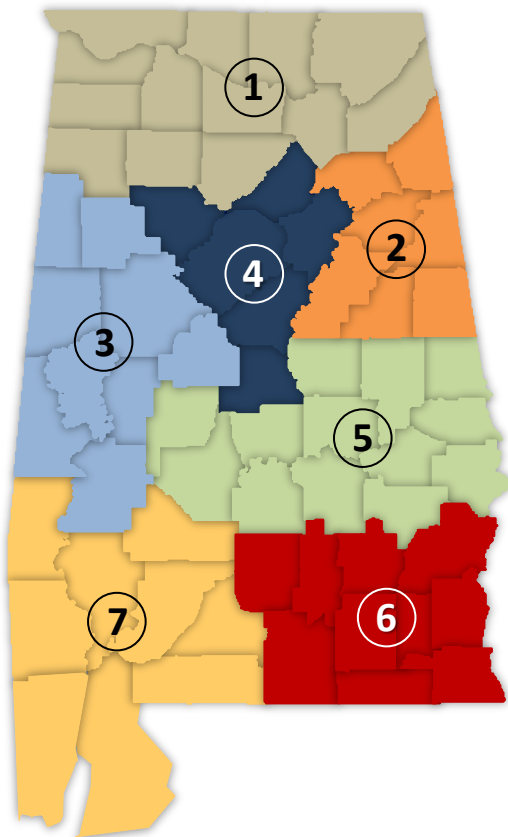
College Attainment (%) and Wages (\$)



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org

Public Use Microdata Areas (PUMAs) are the primary units of analysis for the U.S. Census Bureau’s American Community Survey (ACS). PUMAs are non-overlapping statistical geographic areas that cover the entirety of the United States, Puerto Rico, Guam, and the U.S. Virgin Islands. To ensure valid and reliable sampling, each PUMA must contain a minimum population of 100,000 people and maintain that population threshold throughout the decade. PUMA boundaries are defined every ten years and are used for the tabulation and dissemination of decennial census and ACS Public Use Microdata Sample (PUMS) data.

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

Alabama’s Public Use Microdata Areas (PUMAs) were redrawn in 2022 to reflect changes in population growth and migration patterns across the state. Because these boundaries were updated, workforce-region data reported by the U.S. Census Bureau cannot be compared consistently across the full 2014–2024 period. As a result, the figures shown reflect the most recent year available. For transparency and clarification, Appendix B provides the corresponding measures for each Alabama PUMA in both 2014 and 2024.



State and Regional Workforce Profiles

2026

Appendix A Educational Attainment, Employment and Wages by State

High School Only		Some College, Credential		Associate		Bachelor's and Higher		Labor Force Participation		Wages for Full-Time Employment	
2014	2024	2014	2024	2014	2024	2014	2024	2014	2024	2014	2024
WV 47.1	WV 45.1	AK 21.7	AK 16.5	ND 15.4	ND 15.6	DC 56.2	DC 68.0	ND 84.1	DC 85.2	DC \$79,200	DC \$98,378
AR 42.5	AR 41.5	UT 20.0	ID 16.1	IA 12.8	SD 14.3	MA 43.0	MA 50.0	NE 84.1	MN 84.4	NJ \$68,163	MA \$75,029
KY 41.3	OK 39.5	MT 19.5	NM 15.9	SD 12.3	IA 13.5	CT 39.3	CO 46.9	MN 84.1	ND 84.1	CT \$68,112	MD \$71,831
PA 41.2	KY 39.4	WY 19.4	WY 15.7	MN 11.9	WY 12.7	NJ 39.0	NJ 46.6	SD 82.9	NE 84.1	MA \$68,112	NJ \$70,673
IN 41.0	LA 39.4	NV 19.2	AZ 15.5	WY 11.5	MN 12.7	MD 38.8	MD 45.2	IA 82.8	SD 83.4	MD \$68,112	WA \$69,998
OH 40.8	NV 38.7	AZ 18.9	NV 15.3	WI 11.4	WI 12.1	CO 38.4	VT 45.0	NH 82.7	IA 83.1	AK \$64,573	CT \$69,670
LA 40.7	IN 38.5	NM 18.8	MT 15.1	NE 11.3	MS 12.1	VA 37.7	CT 44.4	MD 82.4	MA 83.1	NH \$60,720	NH \$66,800
TN 40.4	TN 38.2	OR 18.8	UT 15.0	HI 11.2	NE 12.0	VT 36.7	VA 44.2	CT 82.3	MD 83.0	VA \$60,406	CO \$66,000
ME 39.9	OH 38.1	ID 18.6	MS 14.9	ME 10.8	HI 11.7	NH 36.3	NY 42.9	VT 82.1	CO 82.9	NY \$60,192	NY \$65,000
OK 39.4	AL 37.5	MS 18.3	OR 14.9	WA 10.5	ME 11.2	NY 36.0	NH 42.2	DC 81.9	NJ 82.6	WA \$59,664	VA \$64,371
MO 38.3	MS 37.4	ND 18.2	AL 14.6	NH 10.4	FL 10.9	MN 35.4	MN 41.8	MA 81.9	CT 82.4	MN \$58,080	CA \$64,311
NV 38.1	AK 37.4	HI 17.9	LA 14.6	FL 10.4	SC 10.5	IL 34.2	WA 40.7	WI 81.7	NH 82.4	DE \$57,721	MN \$63,822
WI 37.9	PA 37.0	WA 17.4	ND 14.5	UT 10.3	NC 10.4	RI 33.2	IL 40.4	WY 81.1	VT 82.3	RI \$57,721	AK \$63,239
AL 37.8	MO 36.7	MI 17.4	MI 14.5	ID 9.9	MT 10.3	WA 33.0	RI 39.5	NJ 80.8	RI 82.1	IL \$57,214	RI \$61,763
WY 37.6	ME 36.0	OK 17.1	OK 14.2	MI 9.7	NH 10.2	KS 32.6	UT 38.1	KS 80.7	MI 82.0	CA \$57,035	IL \$61,404
DE 37.5	DE 35.8	AL 17.1	AR 14.1	NC 9.7	MI 10.2	NE 32.0	CA 38.0	RI 80.6	KS 81.2	CO \$56,760	UT \$60,727
MI 37.5	WY 35.7	TX 17.0	NE 13.8	SC 9.6	WA 10.2	HI 31.9	PA 38.0	CO 80.3	UT 81.1	WY \$55,643	PA \$59,704
IA 37.4	SC 35.5	LA 17.0	MO 13.7	MS 9.6	UT 10.1	CA 31.5	OR 37.9	AK 80.0	IL 81.0	PA \$55,440	OR \$59,513
SC 37.3	MI 35.3	KS 16.9	SC 13.6	MT 9.4	ID 10.0	UT 30.9	NC 37.3	HI 79.8	WY 80.9	HI \$54,528	HI \$58,951
MS 37.2	FL 35.1	AR 16.8	TX 13.6	NY 9.4	KY 10.0	DE 30.8	US 37.2	IL 79.7	VA 80.9	VT \$54,252	DE \$58,675
FL 37.2	ID 35.0	CA 16.7	KS 13.5	OH 9.2	IN 9.9	PA 30.8	KS 37.1	VA 79.7	HI 80.7	US \$53,694	VT \$58,420
ID 36.8	IA 35.0	CO 16.5	NC 13.5	IN 9.1	KS 9.8	US 30.7	NE 37.0	DE 78.4	DE 80.1	UT \$53,694	US \$58,298
VT 36.7	WI 34.7	NC 16.5	TN 13.5	AZ 9.1	AL 9.8	OR 30.7	HI 36.9	UT 78.3	PA 80.0	WI \$53,694	ND \$57,928
SD 36.6	NM 34.4	NE 16.4	WI 13.4	RI 9.1	NM 9.8	ND 30.4	GA 36.5	NY 78.2	WA 79.7	MI \$53,139	WI \$57,928
MT 35.8	MT 34.2	SD 16.3	CA 13.3	OR 9.0	OH 9.6	MT 30.3	ME 36.4	ME 78.2	NY 79.4	IA \$52,800	MI \$55,869
AK 35.5	HI 34.1	MO 16.3	HI 13.3	PA 9.0	PA 9.6	GA 29.6	DE 36.0	PA 78.1	IN 79.2	ND \$52,800	NE \$55,869
GA 35.0	SD 34.1	GA 16.2	SD 13.3	CO 8.8	AZ 9.5	ME 29.5	MT 36.0	MT 77.9	US 79.2	OH \$52,800	OH \$55,736
NH 34.8	GA 33.3	MN 16.0	GA 13.2	VT 8.8	AK 9.5	WI 29.3	ND 35.3	IN 77.9	CA 79.1	TX \$51,514	AZ \$55,611
US 34.5	AZ 33.1	SC 15.9	WA 13.2	KS 8.8	WV 9.4	NC 29.1	WI 35.3	NV 77.9	MO 79.0	AZ \$51,471	ME \$55,611
NM 33.7	US 33.0	US 15.7	KY 13.1	US 8.7	OR 9.3	IA 28.9	FL 34.9	WA 77.8	OH 79.0	KS \$51,370	TX \$55,611
KS 33.7	RI 33.0	TN 15.6	DE 12.9	NM 8.7	NY 9.2	SD 28.8	TX 34.8	US 77.6	ME 79.0	OR \$50,798	WY \$55,611
HI 33.5	KS 32.9	WI 15.3	CO 12.9	AK 8.7	US 9.2	MO 28.6	MO 34.4	OH 77.4	MT 79.0	NE \$50,223	IA \$55,000
NC 33.4	NH 32.6	IL 15.3	US 12.7	AL 8.7	MO 9.1	AK 28.4	MI 34.2	MO 77.3	TX 78.9	ME \$50,131	GA \$54,655
NJ 33.3	TX 32.5	IN 15.3	MN 12.7	IL 8.4	AR 9.0	MI 28.1	OH 33.6	CA 77.1	OR 78.8	GA \$50,079	KS \$54,557
IL 33.1	VT 32.3	KY 15.2	IN 12.7	KY 8.3	NV 8.9	TX 27.8	IA 33.6	TX 76.9	AK 78.5	IN \$50,079	IN \$53,592
NE 33.1	UT 31.8	IA 15.1	OH 12.7	OK 8.2	GA 8.8	FL 27.5	AZ 33.5	NC 76.7	NC 78.3	LA \$49,586	NC \$53,592
OR 33.1	IL 31.5	FL 15.0	IA 12.5	MO 8.2	VT 8.8	OH 27.5	SD 33.3	ID 76.6	FL 78.2	MO \$49,041	MO \$53,528
AZ 32.8	CT 31.4	OH 14.9	ME 12.5	MA 8.2	IL 8.8	AZ 27.3	SC 33.2	OR 76.4	GA 78.1	NV \$48,688	ID \$53,000
TX 32.6	OR 31.3	VA 14.8	IL 12.4	NV 8.0	OK 8.6	WY 26.3	TN 32.7	FL 76.2	ID 77.9	AL \$47,678	SD \$52,136
RI 32.6	NC 31.0	DE 14.6	WV 12.1	DE 8.0	DE 8.6	ID 26.2	ID 32.4	GA 75.8	NV 77.9	NC \$47,678	MT \$51,469
CT 32.6	ND 30.8	RI 14.5	FL 11.9	CA 8.0	CO 8.4	SC 26.0	AK 31.4	MI 75.1	AZ 77.3	KY \$47,520	NV \$51,469
ND 32.0	NE 30.7	ME 14.5	RI 11.9	CT 7.8	TN 8.3	TN 26.0	IN 31.3	SC 74.8	MI 77.2	NM \$47,354	SC \$51,469
MD 32.0	NJ 30.2	MD 14.3	VA 11.8	VA 7.7	LA 8.2	NM 25.5	WY 30.8	OK 74.6	TN 77.0	FL \$46,983	TN \$51,448
UT 31.9	VA 30.0	WV 13.9	MD 11.3	GA 7.6	RI 8.2	IN 25.3	NM 29.9	TN 74.3	SC 76.6	OK \$46,983	FL \$51,011
MN 31.6	MD 29.9	NH 13.4	NH 11.1	WV 7.4	VA 8.0	OK 24.7	AL 29.3	AZ 74.2	OK 75.5	SC \$46,983	KY \$50,440
NY 31.5	WA 29.8	CT 13.1	CT 10.8	TN 7.2	TX 8.0	AL 24.2	KY 29.1	LA 73.4	KY 73.8	SD \$46,983	AL \$50,000
WA 31.5	NY 29.6	NJ 12.8	VT 10.0	AR 7.1	CA 7.7	KY 23.3	OK 28.7	NM 72.8	AR 73.7	TN \$46,983	LA \$50,000
VA 31.2	CA 29.3	VT 12.6	PA 9.9	TX 7.0	CT 7.5	LA 23.0	LA 27.8	AR 72.7	LA 73.6	WV \$46,983	NM \$50,000
MA 29.9	MN 28.3	NY 12.4	NY 9.9	MD 6.9	MA 7.3	NV 22.5	NV 27.8	AL 71.8	AL 73.5	MT \$46,492	WV \$49,410
CA 28.5	MA 27.5	PA 11.8	NJ 9.8	NJ 6.9	MD 7.0	AR 21.9	AR 26.7	MS 71.5	NM 73.4	ID \$45,919	OK \$49,007
CO 28.5	CO 26.2	MA 11.8	MA 9.1	LA 6.0	NJ 7.0	MS 21.1	MS 25.8	KY 71.3	MS 73.1	AR \$43,592	AR \$48,233
DC 21.8	DC 17.1	DC 10.2	DC 7.5	DC 3.3	DC 2.4	WV 20.2	WV 25.3	WV 67.9	WV 70.1	MS \$43,048	MS \$46,322

Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org



State and Regional Workforce Profiles

Appendix B Education and Workforce Measures Alabama Public Use Areas 2014

2026

Public Use Microdata Area	High School Only	Some College, No Degree	Associate	Bachelor's and Higher	Labor Force Participation	Wages for Full-Time Workers
Alabama	37.4	17.1	8.7	24.4	66.0	\$36,120
Lauderdale, Colbert, Franklin & Marion (Northeast) Counties	42.2	17.2	8.5	20.1	65.1	\$32,670
Limestone & Madison (Outer) Counties--Huntsville City (Far West & Southwest)	32.8	16.4	8.3	32.2	71.3	\$41,742
Huntsville (North) & Madison (East) Cities	23.3	17.0	9.8	34.5	72.9	\$47,796
Huntsville City (Central & South)	27.2	15.7	8.7	33.1	66.5	\$40,000
DeKalb & Jackson Counties	43.3	13.6	9.2	44.5	62.3	\$29,508
Marshall & Madison (Southeast) Counties--Huntsville City (Far Southeast)	36.5	16.1	9.9	38.5	65.7	\$32,880
Morgan & Lawrence Counties--Decatur City	42.2	16.0	8.2	12.4	64.6	\$36,091
Cullman & Winston Counties	44.1	16.6	10.4	19.7	60.8	\$30,960
St. Clair & Blount Counties	42.6	16.5	9.5	18.2	62.4	\$40,000
Etowah County	37.3	16.8	9.3	12.3	65.2	\$36,959
Talladega, Cherokee, Randolph, Cleburne & Clay Counties	43.6	18.7	8.5	14.9	60.0	\$30,960
Calhoun County	42.9	18.0	7.5	16.5	60.0	\$31,616
Shelby County	36.2	17.6	7.9	26.7	66.3	\$38,829
Birmingham City (West)	39.4	23.0	10.3	14.1	58.8	\$26,000
Birmingham City (East)	33.8	16.5	7.0	60.3	64.6	\$30,508
Jefferson County (Southeast)--Hoover (North), Vestavia Hills & Homewood Cities	15.7	13.7	6.4	21.0	79.7	\$50,847
Jefferson County (Northeast)--Trussville, Center Point & Gardendale Cities	37.5	22.9	8.5	23.2	72.7	\$39,216
Jefferson County (West)--Bessemer, Hueytown & Pleasant Grove Cities	37.5	20.3	9.2	22.3	65.5	\$40,677
Walker, Marion (South & West), Fayette & Lamar Counties	40.5	18.5	8.0	13.6	64.7	\$35,000
Tuscaloosa (Outer) & Pickens Counties--Northport City (North & West)	43.8	16.9	7.9	16.0	61.5	\$34,882
Tuscaloosa & Northport (Southeast) Cities	38.4	14.9	8.2	35.3	64.7	\$31,634
Dallas, Bibb, Marengo, Hale, Sumter, Perry & Greene Counties	42.0	15.8	7.8	42.5	59.6	\$33,917
Chilton, Tallapoosa, Chambers & Coosa Counties	45.1	15.7	7.5	25.9	61.9	\$32,000
Lee County--Auburn City	31.1	16.8	6.7	15.3	70.5	\$38,993
Montgomery City & Pike Road Town (North)	34.1	17.6	8.1	29.8	68.7	\$37,500
Elmore, Autauga, Montgomery (Outer) & Lowndes Counties	44.5	14.1	8.5	60.2	62.7	\$36,961
Southwest Alabama	42.9	16.5	8.8	23.1	58.4	\$33,559
Coffee, Covington, Butler & Crenshaw Counties	43.2	16.5	9.8	23.8	65.9	\$33,457
Russell, Pike, Barbour, Macon & Bullock Counties	38.8	17.7	9.2	20.4	64.8	\$34,777
Houston, Dale, Geneva & Henry Counties--Dothan City	41.4	16.9	10.6	19.7	65.8	\$32,542
Baldwin County	35.3	18.9	10.5	25.0	70.7	\$32,670
Mobile City (East)	41.0	17.9	9.1	21.8	53.6	\$26,832
Mobile City (West)	30.2	22.5	8.5	15.6	71.6	\$37,016
Mobile County (Outer)--Prichard City, Tillmans Corner & Saraland City	42.6	17.2	9.4	34.7	66.9	\$41,280

Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org



State and Regional Workforce Profiles

Appendix B

2026

Education and Workforce Measures Alabama Public Use Areas 2024

Public Use Microdata Area	High School Only	Some College, No Degree	Associate	Bachelor's and Higher	Labor Force Participation	Wages for Full-Time Workers
Alabama	37.5	14.6	9.8	29.3	73.5	\$50,000
Lauderdale, Colbert & Franklin Counties	40.4	13.9	9.7	25.7	74.1	\$48,000
Limestone County	34.0	15.6	8.7	33.3	75.1	\$59,704
Morgan & Lawrence Counties--Decatur City	40.9	13.9	9.8	23.1	71.9	\$51,469
Madison County (North & East)--Huntsville City (East)	30.2	13.5	8.6	41.0	77.0	\$62,563
Huntsville (North & Far West), Madison (East) & Triana Cities	23.3	12.4	9.1	51.3	80.5	\$61,763
Huntsville City (Central & South)	23.5	15.3	6.7	45.5	76.8	\$60,000
Marshall & Madison (Far Southeast) Counties	38.5	11.3	12.3	24.5	72.5	\$50,000
DeKalb & Jackson Counties	42.0	13.4	12.8	15.4	68.2	\$41,000
Etowah & Cherokee Counties	46.0	14.7	10.8	17.1	69.1	\$44,263
Calhoun County	43.6	16.2	9.6	19.6	70.2	\$42,874
St. Clair & Blount Counties	43.4	15.1	10.8	19.0	74.2	\$51,011
Cullman, Marion & Winston Counties	44.0	14.9	12.1	17.1	71.7	\$43,724
West Alabama	46.5	16.1	10.3	17.4	65.8	\$43,724
Tuscaloosa County (Outer)--Northport City (North & West)	37.5	13.1	13.9	30.1	77.4	\$56,616
Tuscaloosa & Northport (Southeast) Cities	32.8	15.5	8.9	35.8	77.5	\$47,351
Jefferson (Northwest) & Walker Counties--Adamsville, Warrior & Graysville Cities	42.4	17.6	11.4	20.2	72.4	\$51,469
Jefferson County (West)--Bessemer, Hueytown & Pleasant Grove Cities	38.6	15.2	9.1	28.8	73.3	\$53,528
Jefferson County (Northeast)--Trussville, Center Point & Gardendale Cities	37.0	17.1	11.2	28.6	78.2	\$54,655
Birmingham City	36.9	16.8	7.7	28.9	71.4	\$41,708
Jefferson County (Southeast)--Hoover (North), Vestavia Hills & Homewood Cities	16.5	9.6	4.7	65.7	83.5	\$69,514
Shelby County (North)--Hoover (South), Alabaster (North) & Pelham Cities	23.3	11.2	7.1	54.8	83.6	\$67,197
Shelby (South and East) and Chilton Counties--Alabaster (South) & Chelsea Cities	35.3	13.7	9.4	34.6	75.9	\$57,928
Talladega, Randolph, Cleburne & Clay Counties	43.9	15.4	10.8	16.6	67.5	\$46,322
Autauga, Dallas, Lowndes & Perry Counties	43.4	14.5	9.6	22.2	68.0	\$42,874
Montgomery City (West)	40.1	14.5	7.4	27.3	69.4	\$41,175
Montgomery City (East) & Pike Road Town (Northwest)	29.0	16.3	9.6	39.8	78.4	\$50,000
Elmore & Montgomery (South & Far East) Counties	39.8	15.0	10.1	26.6	70.5	\$52,136
Tallapoosa, Chambers, Macon, Coosa & Bullock Counties	44.5	16.3	10.1	16.8	68.4	\$40,763
Lee County (West)--Auburn & Opelika Cities	26.0	13.1	8.6	46.2	78.3	\$53,592
Lee (East) & Russell Counties--Phenix City & Smiths Station Cities	40.5	13.3	11.1	27.3	72.7	\$50,028
Houston, Geneva & Henry Counties--Dothan City	42.2	15.7	10.6	21.8	72.7	\$45,017
Coffee & Dale Counties	39.7	15.5	13.4	21.4	69.0	\$46,153
Covington, Pike, Barbour, Butler & Crenshaw Counties	43.9	16.0	12.6	17.3	68.0	\$40,550
Southwest Alabama	52.7	14.7	9.5	13.5	61.2	\$44,938
Baldwin County (North)--Daphne, Fairhope & Spanish Fort Cities	34.8	14.3	9.5	37.3	76.5	\$60,000
Baldwin County (South)--Foley, Gulf Shores & Robertsdale Cities	36.6	16.1	11.6	28.9	75.0	\$48,660
Mobile County (Outer)--Prichard & Saraland Cities	44.4	15.0	9.2	21.8	72.3	\$51,861
Mobile City (West) & Tillmans Corner CDP	34.7	15.7	11.0	31.8	77.2	\$51,469
Mobile City (East)	40.4	16.6	8.2	26.3	72.1	\$41,708



Sources: U.S. Census Bureau, 2014 and 2024 American Community Survey; IPUMS USA, University of Minnesota, www.ipums.org

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

Ruggles, S., Flood, S., Sobek, M., Backman, D., Chen, A., Cooper, G., Richards, S., Rodgers, R., & Schouweiler, M. (2024). IPUMS USA: Version 15.0 [Data set]. IPUMS. <https://doi.org/10.18128/D010.V15.0>

U.S. Census Bureau. (2014). American Community Survey (ACS) Public Use Microdata Sample (PUMS) files [Data set]. U.S. Department of Commerce. <https://www.census.gov/programs-surveys/acs/microdata.html>

U.S. Census Bureau. (2024). American Community Survey (ACS) Public Use Microdata Sample (PUMS) files [Data set]. U.S. Department of Commerce. <https://www.census.gov/programs-surveys/acs/microdata.html>

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