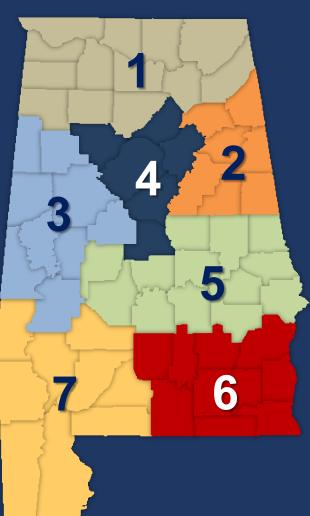
Alabama Commission on Higher Education

2023 State and Regional Workforce Profiles







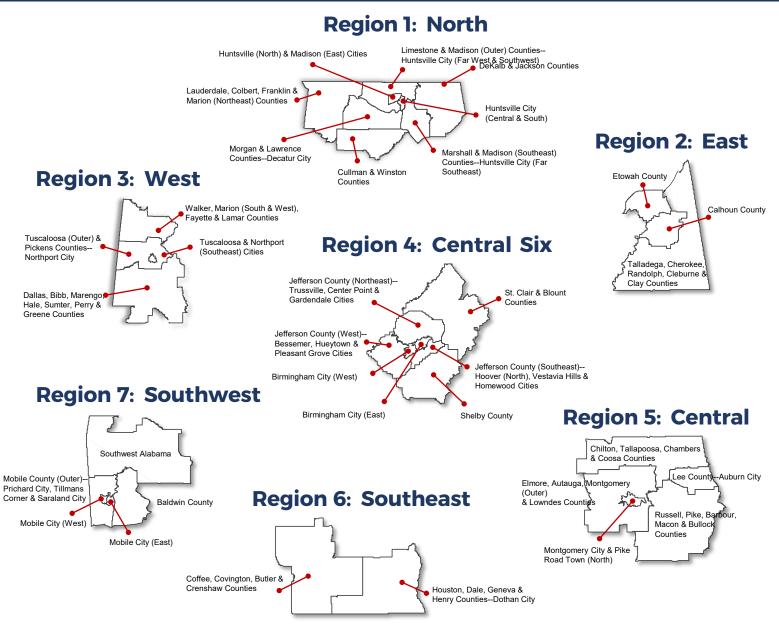


Alabama Workforce Regions

Under Governor Ivey's leadership, Alabama set an aspiring 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.

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 citizens find employment, training, or career assistance.





*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.



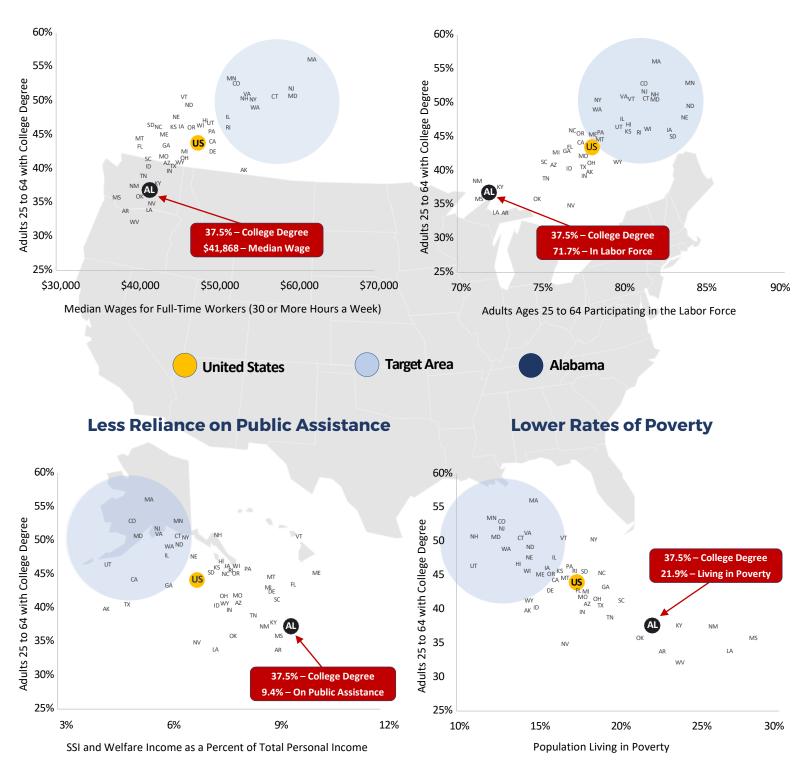
Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <u>https://doi.org/10.18128/D010.V12.0</u>

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

States with Higher Levels of Postsecondary Completion Have . . .



Higher Labor Force Participation



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. <u>https://doi.org/10.18128/D010.V12.0</u> [2021 ACS Five-Year Data. most recent available]



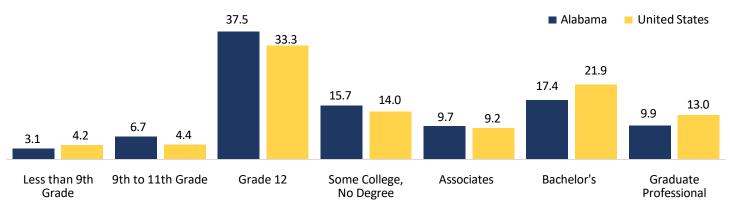
STATEWIDE

6

Working-Age Population Adults Ages 25 to 64 2,571,093

| | | 65% | | | 26% | 4% | 3 | |
|---------|-------|----------|-----------------|----|-----------------------|-------|---|--|
| ■ White | Black | Hispanic | American Indian | As | ian, Pacific Islander | Other | | |

Educational Attainment of Alabama Relative to the United States



By Gender



■ White ■ Black ■ Hispanic ■ American Indian ■ Asian, Pacific Islander ■ Other Race Female Male 31 19 17¹⁸ Bachelor's and Higher 30 55 Bachelor's and Higher 28 24 ¹⁰و 11 Associates Degree Associates Degree 10 8 14 15 16 Some College, No Degree 18 15 10 Some College, No Degree 22 10 16 34 **High School** 36 41 44 33 **High School** 40 19 Less than High School 32 12 - 8 11 32 Less than High School 11 8 10

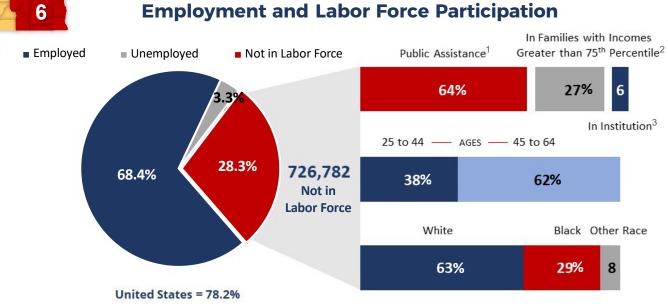
COORDMATION +196

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. <u>https://doi.org/10.18128/D010.V12.0</u> [2021 ACS Five-Year Data. most recent available]

Alabama Statewide Workforce Profile

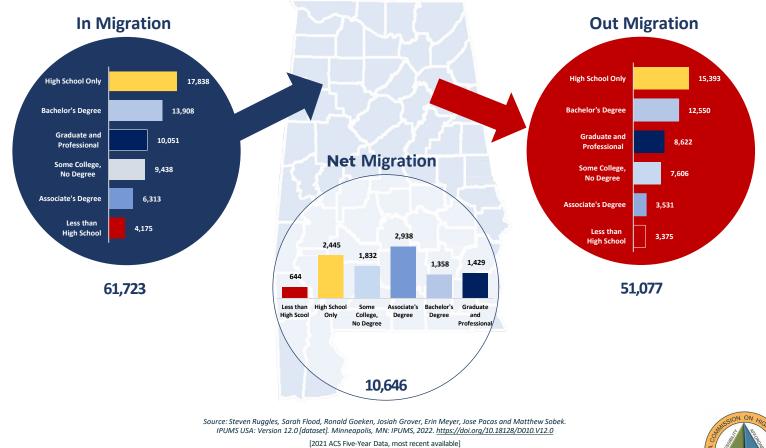
STATEWIDE

2023



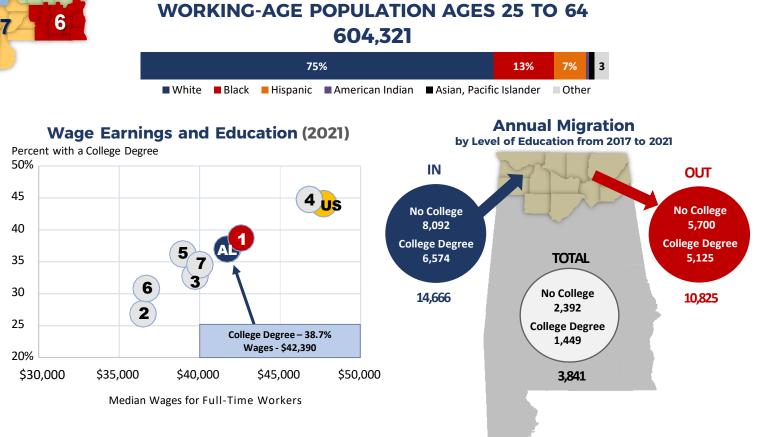
1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state's 75th percentile; 3. Reside in public institutions, non-academic.

Net Migration By Highest Level of Education Completed From 2017 to 2019

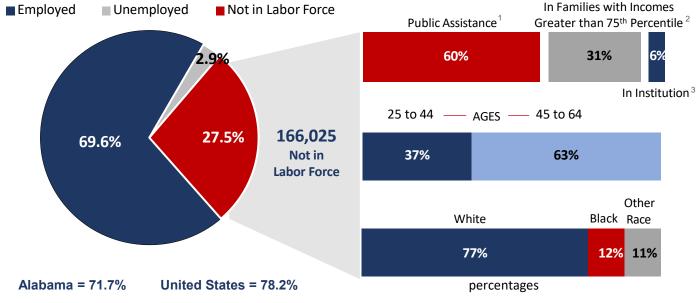


STATE AND REGIONAL WORKFORCE PROFILES | APRIL 2023

Alabama Regional Workforce Profile REGION 1: NORTH 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's 75th percentile; 3. Reside in public institutions, non-academic.



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

9

10

33

38

VARIATION WITHIN THE NORTH REGION **AGES 25 TO 64**

35

28

Participation in the Labor Force (%)

2023

| Huntsville (North) & Madison | 80.2 |
|-----------------------------------|------|
| United States | 78.2 |
| Limestone & Madison (Outer) | 75.1 |
| Huntsville City (Central & South) | 72.7 |
| Alabama | 71.7 |
| Marshall & Madison (Southeast) | 71.5 |
| Lauderdale, Colbert, Franklin & | 71.1 |
| Cullman & Winston Counties | 70.3 |
| Morgan & Lawrence Counties | 70.2 |
| DeKalb & Jackson Counties | 67.0 |

High School and Less Some College, No Degree Associates Degree Bachelor's and Higher

•

Alabama DeKalb & Jackson Counties Lauderdale, Colbert, Franklin & Ma Cullman & Winston Cou Morgan & Lawrence Counties--Decatur Marshall & Madison (Southeast) Count Limestone & Madison (Outer) Count Huntsville City (Central & So Huntsville (North) & Madison (East) (

| inties | 1 | 7 | | | 42 | | | | 5 | 11 | 16 | |
|--------|----|----|------|----|----|----|----|------|---|----|----|--|
| arion | 11 | | 44 | | | | | 15 | | • | 21 | |
| inties | 14 | 4 | 4 | | | 40 | | | | 12 | 17 | |
| r City | 13 | 3 | | 40 | | | | 15 1 | | | 22 | |
| ties | 13 | 3 | 35 | | | | 13 | 9 | 3 | | 30 | |
| ities | 8 | | 33 | | 1 | | 5 | 9 | | 34 | | |
| outh) | 8 | | 24 | | 16 | | 8 | | | 43 | | |
| Cities | 5 | 22 | 22 1 | | | 8 | 51 | | | 1 | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |

Highest Level of Education (%)

14 9

15 10



Counties

United States

Huntsville City (Far West & Southwest) (Central & South)

Marshall & Madison (Southeast) Counties--Huntsville City (Far Southeast)

11,927 YOUNG ADULTS AGES 16 TO 24 WHO ARE NOT ENROLLED OR EMPLOYED

YOUNG ADULTS AGES 16 to 24 129.305

| | Enrolled Only | Employed On | ly 🔳 Enro | olled and Em | ployed | 🗆 Not E | Inrolled or | Employed |
|-------------|---------------|-------------|-----------|--------------|--------|---------|-------------|----------|
| Central | 3 | 8 | | 28 | | 24 | , | 10 |
| West | 37 | 7 | | 27 | | 25 | | 11 |
| Central Six | 36 | | | 32 | | 2 | 25 | 8 |
| Alabama | 35 | | | 31 | | 24 | | 10 |
| East | 33 | | 3 | 0 | | 23 | | 13 |
| Southwest | 33 | | | 34 | | 20 | | 14 |
| North | 32 | | 3: | 1 | | 27 | | 9 |
| Southeast | 32 | | | 36 | | 19 | | 13 |

percentages

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]



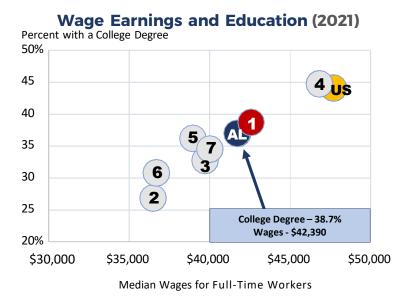


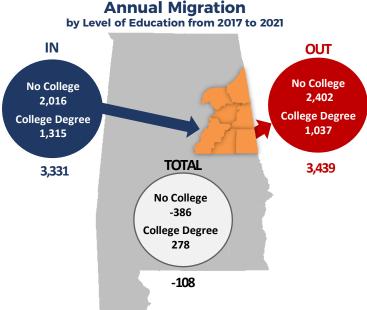
REGION 2: EAST

WORKING-AGE POPULATION AGES 25 TO 64 194,412

 74%
 20%
 3%

 White
 Black
 Hispanic
 American Indian
 Asian, Pacific Islander
 Other

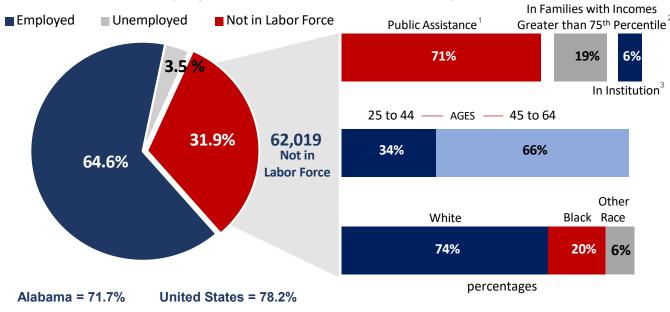




3

2023

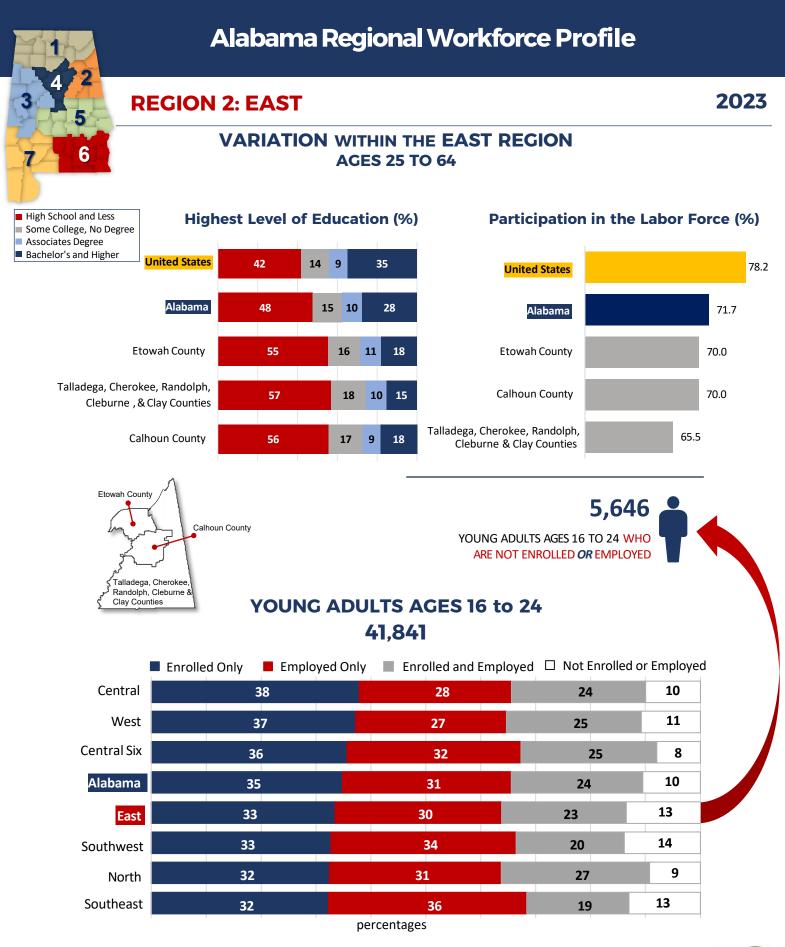
Employment and Labor Force Participation (%)



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



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. <u>https://doi.org/10.18128/D010.V12.0</u> [2021 ACS Five-Year Data, most recent available]



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. <u>https://doi.org/10.18128/D010.V12.0</u> [2021 ACS Five-Year Data, most recent available]







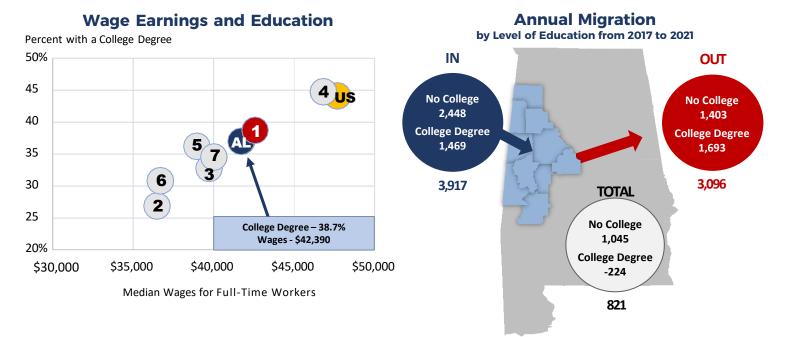
REGION 3: WEST

WORKING-AGE POPULATION AGES 25 TO 64 (2021) 241,156

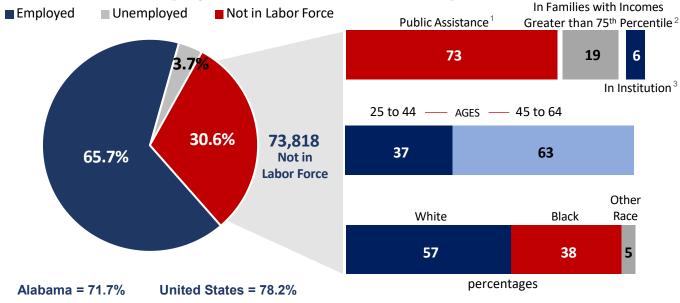
2023



■ White ■ Black ■ Hispanic ■ American Indian ■ Asian, Pacific Islander ■ Other







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



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. <u>https://doi.org/10.18128/D010.V12.0</u> [2021 ACS Five-Year Data, most recent available]

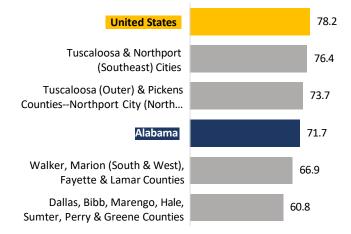


REGION 3: WEST

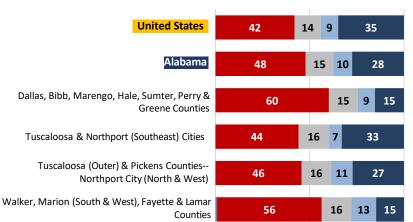
VARIATION WITHIN THE WEST REGION AGES 25 TO 64

Participation in the Labor Force (%)

2023



Highest Level of Education (%)



Valker, Marion (South & West), Fayette & Lamar Counties Tuscaloosa (Outer) & Pickens Counties--Northport City Dallas, Bibb, Marengo, Hale, Sumter, Perry & Greene Counties

7,720 YOUNG ADULTS AGES 16 TO 24 WHO ARE NOT ENROLLED OR EMPLOYED



| | Enrolled | d Only | Employed | Only | Enrolled a | nd Employed | l 🗆 Not E | nrolled or Er | nployed |
|-------------|----------|--------|----------|------|------------|-------------|-----------|---------------|---------|
| Central | | 3 | 8 | | 28 | | 24 | | 10 |
| West | | 37 | 7 | | 27 | | 25 | | 11 |
| Central Six | | 36 | | | 32 | | - | 25 | 8 |
| Alabama | | 35 | | | 31 | | 24 | | 10 |
| East | | 33 | | | 30 | | 23 | | 13 |
| Southwest | | 33 | | | 34 | | 20 | 1 | L4 |
| North | | 32 | | | 31 | | 27 | | 9 |
| Southeast | | 32 | | | 36 | | 19 | 1 | .3 |
| | 1 | | I | perc | entages | 1 | | | |

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. <u>https://doi.org/10.18128/D010.V12.0</u> [2021 ACS Five-Year Data, most recent available]



STATE AND REGIONAL WORKFORCE PROFILES | APRIL 2023



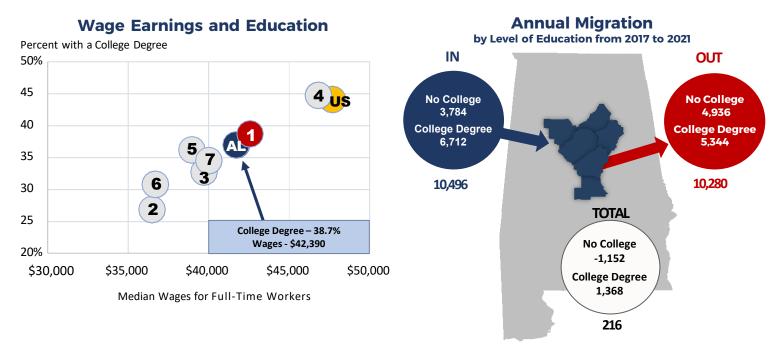
2023

REGION 4: CENTRAL SIX

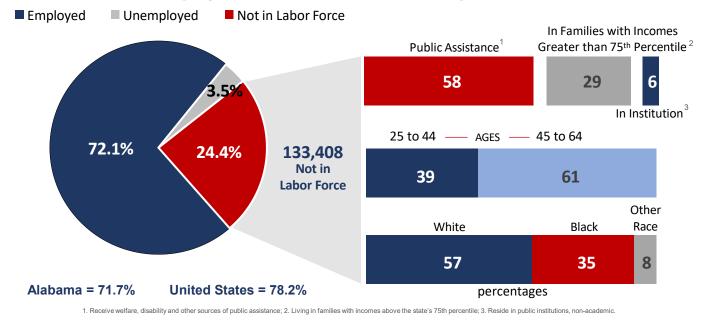
WORKING-AGE POPULATION AGES 25 TO 64 547,818



■ White ■ Black ■ Hispanic ■ American Indian ■ Asian, Pacific Islander ■ Other



Employment and Labor Force Participation (%)



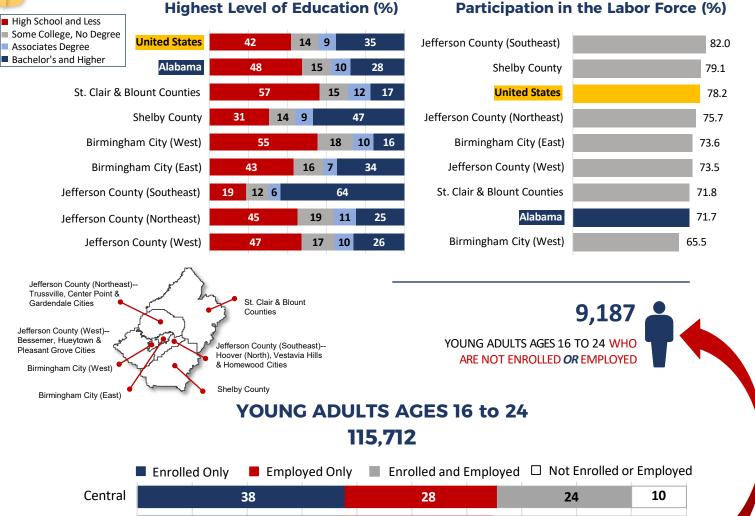


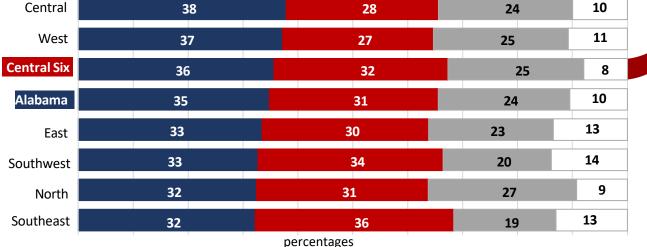
Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. https://doi.org/10.18128/D010.V12.0 [2021 ACS Five-Year Data, most recent available]

REGION 4: CENTRAL SIX

6

VARIATION WITHIN THE CENTRAL SIX REGION AGES 25 TO 64





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. <u>https://doi.org/10.18128/D010.V12.0</u> [2021 ACS Five-Year Data. most recent available]



2023

STATE AND REGIONAL WORKFORCE PROFILES | APRIL 2023

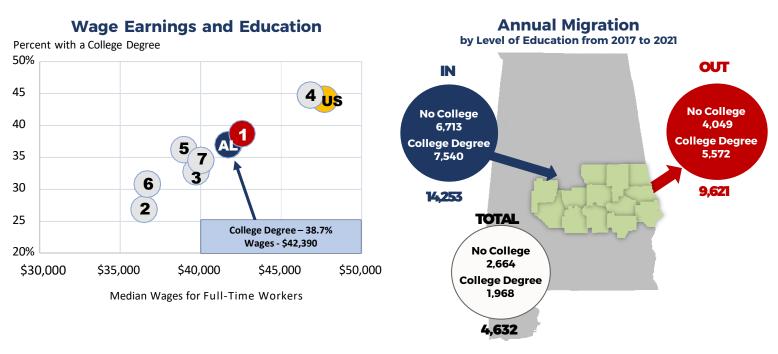


2023

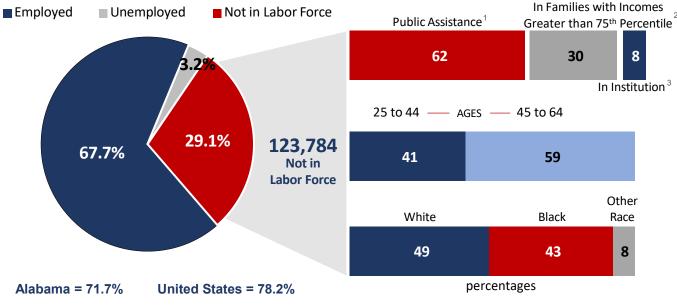
REGION 5: CENTRAL WORKING-AGE POPULATION AGES 25 TO 64 425,542



■ White ■ Black ■ Hispanic ■ American Indian ■ Asian, Pacific Islander ■ Other



Employment and Labor Force Participation (%)



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



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

6

VARIATION WITHIN THE CENTRAL REGION AGES 25 TO 64

| High School and Less | Highest | Level of | f Educa | tion (%) | Participation in the Labor Force (%) | | | | | |
|---|-------------------------------------|------------|-----------------|------------|--------------------------------------|---|----|------|--|--|
| Some College, No Degree Associates Degree Bachelor's and Higher | United States | 42 | 14 9 | 35 | | United States | | 78.2 | | |
| | Alabama | 48 | 15 1 | .0 28 | Lee Count | yAuburn City | | 77.0 | | |
| St. Clair & | Blount Counties | 57 | 15 | 12 17 | Montgomery Ci | ty & Pike Road Town (North) | | 72.8 | | |
| Chilton, Tallapoo | osa, Chambers & Coosa Counties | 61 | 1 | 15 10 14 | | Alabama | | 71.7 | | |
| Lee Cou | ntyAuburn City | 35 | Elmore, Autauga | | 70.9 | | | | | |
| Montgomery | City & Pike Road Town (North) | 41 | 17 9 | 34 | (Outer) & Low | (Outer) & Lowndes Counties Chilton, Tallapoosa, Chambers & | | | | |
| Elmore, Autauga, Montgor Lo | mery (Outer) & | 50 | 15 | 10 24 | (| Coosa Counties | | 67.1 | | |
| Russell, Pike, Ba | arbour, Macon & Bullock Counties | 55 | 19 | 9 17 | Russell, Pike, Bark Bi | oour, Macon & ullock Counties | | 64.9 | | |
| Montgomery City & Pi Road Town (North) | / | k Counties | | 114,71 | AGES 16 to 2 0 | | - | | | |
| Control | Enrolled Onl | | nployed O | nly 📕 En | | ed 🗆 Not Enrolled | _ | | | |
| Centra | _ | 38 | | | 28 | 24 | 10 | | | |
| West | | 37 | | | 27 | 25 | 11 | | | |
| Central Six | K | 36 | | | 32 | 25 | 8 | | | |
| Alabama | | 35 | | | 31 | 24 | 10 | | | |
| East | t | 33 | | | 30 | 23 | 13 | | | |
| Southwes | t | 33 | | | 34 | 20 | 14 | | | |
| North | North 32 | | | | 31 27 | | 9 | | | |
| Southeas | t | 32 | | | 36 | 19 | 13 | | | |
| | | | | percentage | es | | | | | |

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]



STATE AND REGIONAL WORKFORCE PROFILES | APRIL 2023

14

Participation in the Labor Force (%)



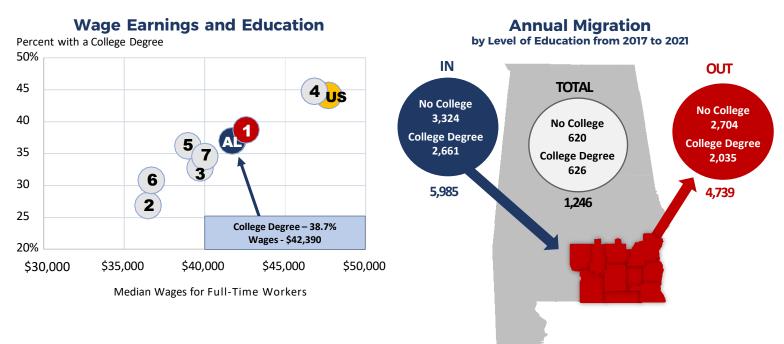
2023

REGION 6: SOUTHEAST

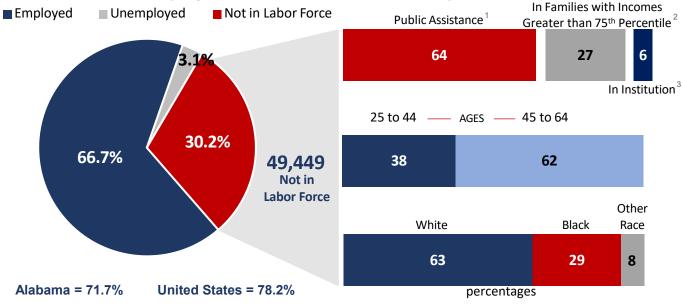
WORKING-AGE POPULATION AGES 25 TO 64 163,880



■ White ■ Black ■ Hispanic ■ American Indian ■ Asian, Pacific Islander ■ Other



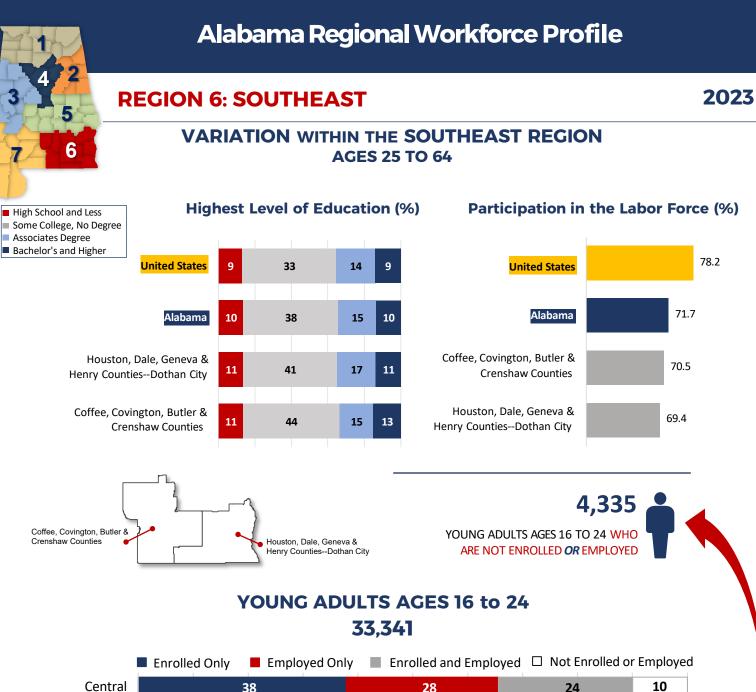


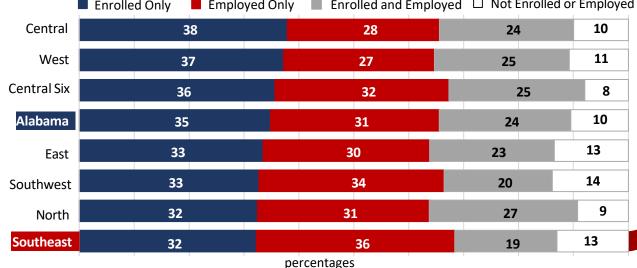


1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state's 75th percentile; 3. Reside in public institutions, non-academic.



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]





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. <u>https://doi.org/10.18128/D010.V12.0</u> [2021 ACS Five-Year Data, most recent available]



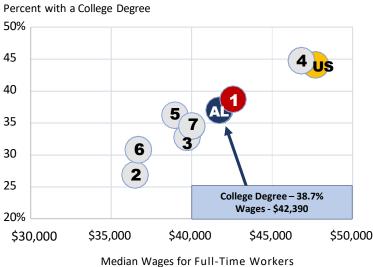


REGION 7: SOUTHWEST

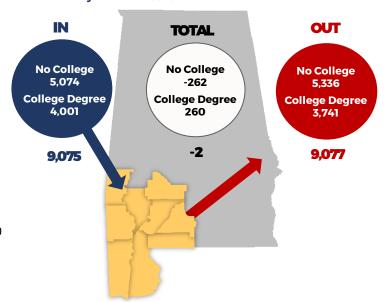
WORKING-AGE POPULATION AGES 25 TO 64 393,964



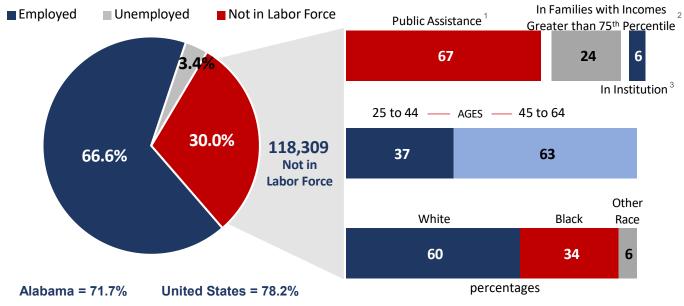
Wage Earnings and Education



Annual Migration by Level of Education from 2017 to 2021 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's 75th percentile; 3. Reside in public institutions, non-academic.



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. <u>https://doi.org/10.18128/D010.V12.0</u> [2021 ACS Five-Year Data, most recent available]

Alabama Regional Workforce Profile 2023 **REGION 7: SOUTHWEST VARIATION WITHIN THE SOUTHWEST REGION** 6 **AGES 25 TO 64 Highest Level of Education (%) Participation in the Labor Force (%)** High School and Less Some College, No Degree Associates Degree 14 9 13 Southwest Alabama 63 Mobile City (West) 78.5 Bachelor's and Higher Mobile City (East) 57 14 9 21 78.2 **United States Baldwin County** 19 74.3 Mobile County (Outer) 55 16 10 71.7 48 15 10 28 Alabama Alabama Mobile County (Outer) 69.9 14 42 9 35 **United States** Mobile City (East) 65.7 40 16 9 34 Baldwin County Southwest Alabama 58.9 Mobile City (West) 37 18 9 36 11,606 Southwest Alabama YOUNG ADULTS AGES 16 TO 24 WHO Mobile County (Outer)--Prichard City, Tillmans ARE NOT ENROLLED OR EMPLOYED Corner & Saraland City Baldwin County Mobile City (West) **YOUNG ADULTS AGES 16 to 24** Mobile City (East) 83,737 Employed Only Enrolled and Employed D Not Enrolled or Employed Enrolled Only Central 38 28 10 24 West 11 37 25 27 **Central Six** 36 32 25 8 Alabama 10 35 24 31 33 30 23 13 East 14 Southwest 33 34 20 9 32 North 31 27 Southeast 13 32 36 19 percentages

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. <u>https://doi.org/10.18128/D010.V12.0</u> [2021 ACS Five-Year Data, most recent available]





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