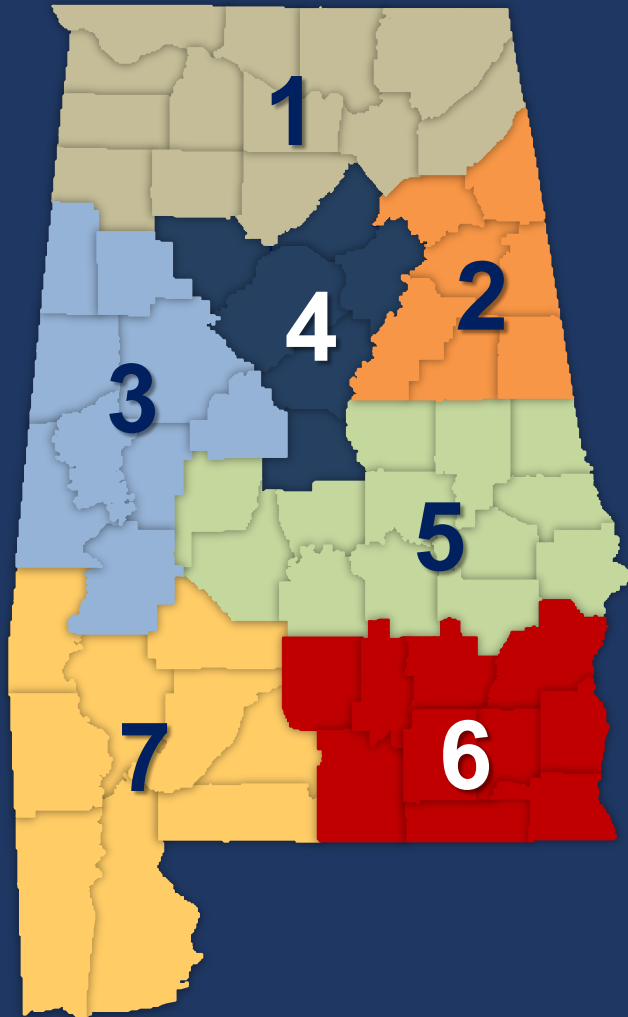


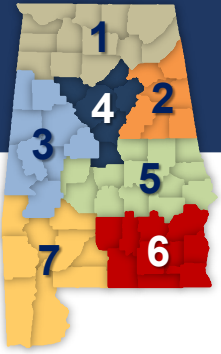
# Alabama Commission on Higher Education

# 2023

## State and Regional Workforce Profiles



# Alabama Workforce Regions

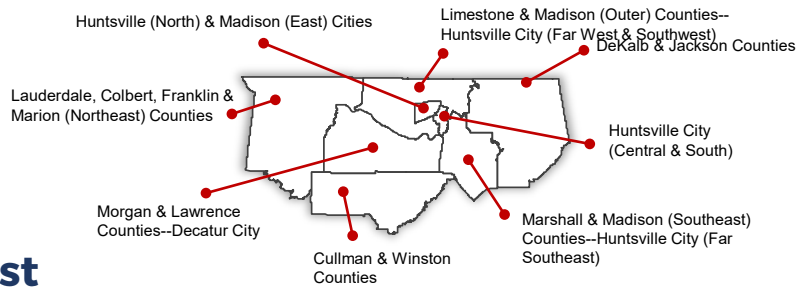


Under Governor Ivey's leadership, Alabama set an aspiring goal of adding 500,000 credentialed Alabamians to the labor force by 2025. Attaining this goal requires understanding the differences among Alabama's workforce regions and expanding their local strategies that serve the education and workforce 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.

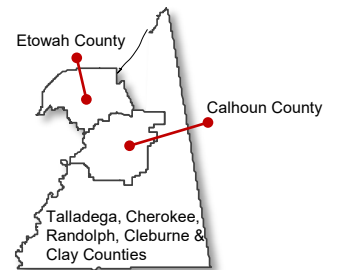
AlabamaWorks! connects citizens across the state with local employment and training opportunities through its seven regional initiatives, each tailored to the unique needs and resources of their area. These regions feature dedicated career centers, providing accessible, personalized services to help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



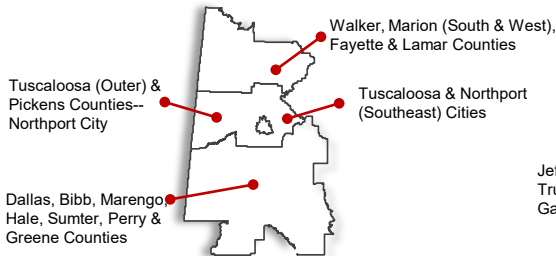
## Region 1: North



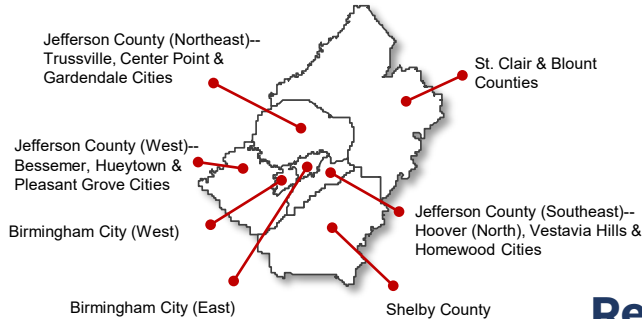
## Region 2: East



## Region 3: West



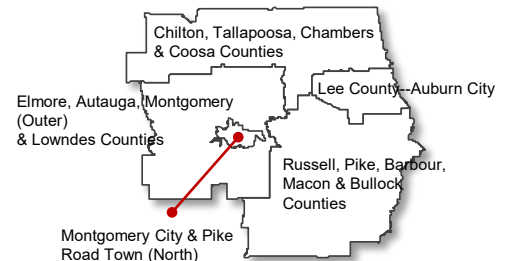
## Region 4: Central Six



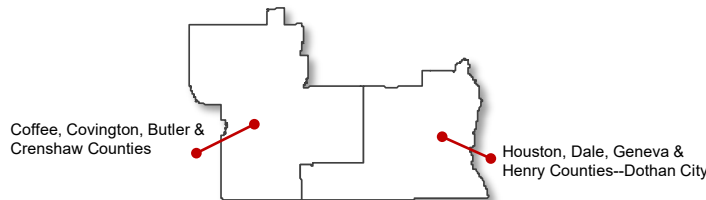
## Region 7: Southwest



## Region 5: Central



## Region 6: Southeast



\*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.

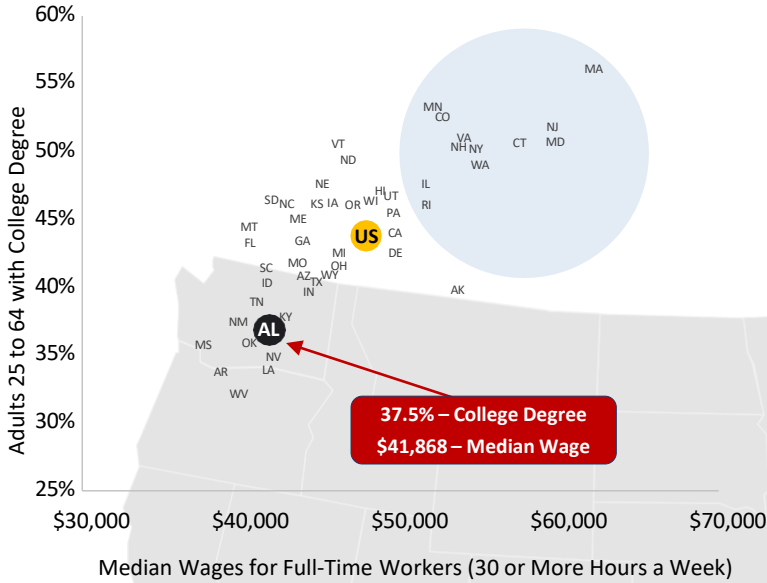
Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/0010.V12.0>

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

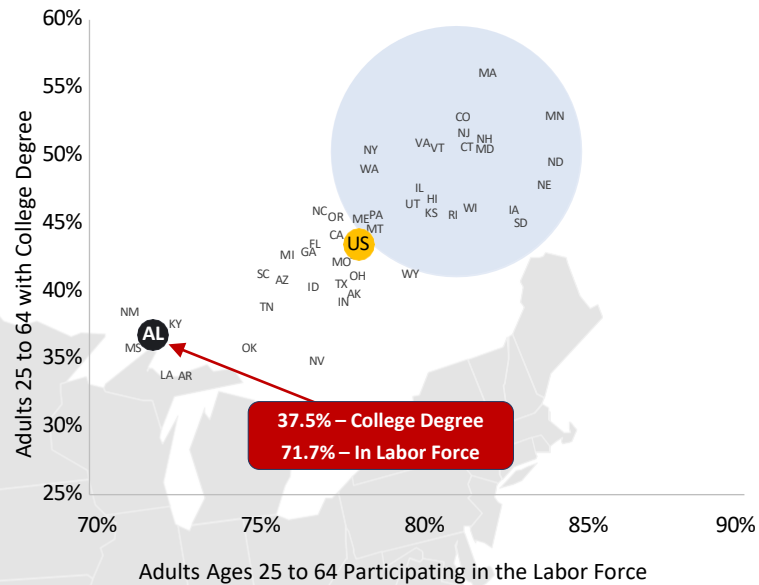


# States with Higher Levels of Postsecondary Completion Have . . .

## Higher Wages



## Higher Labor Force Participation

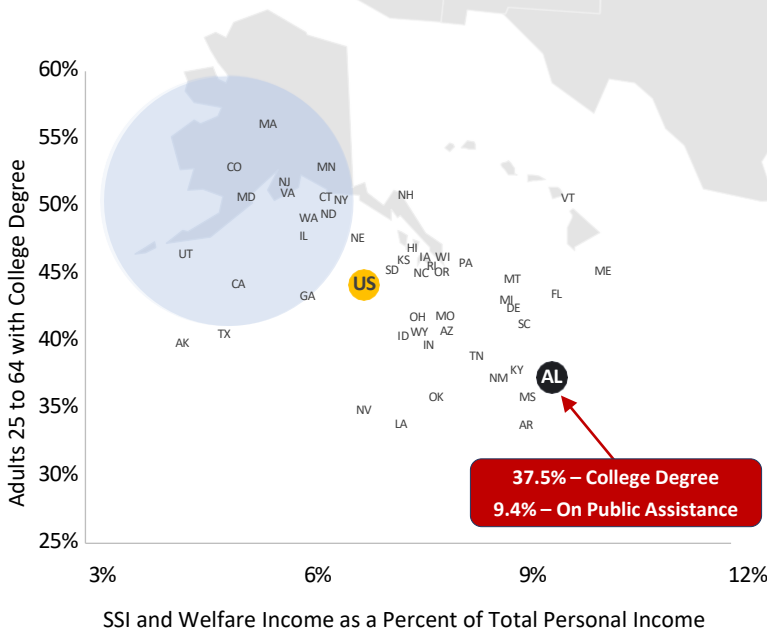


United States

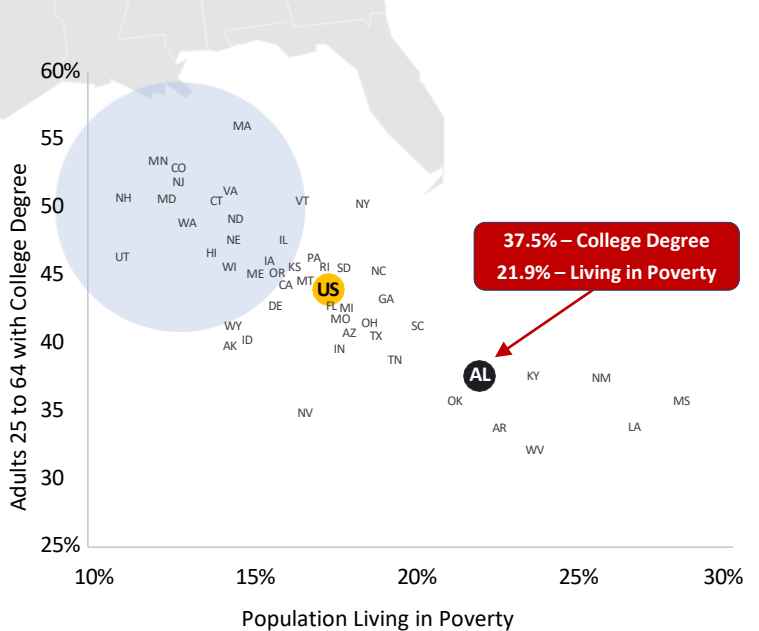
Target Area

Alabama

## Less Reliance on Public Assistance



## Lower Rates of Poverty



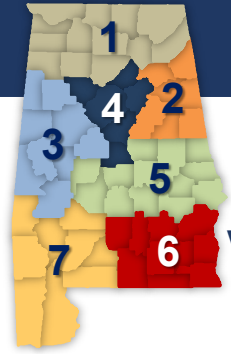
Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek.  
IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/0010.V12.0>

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

# Alabama Statewide Workforce Profile

STATEWIDE

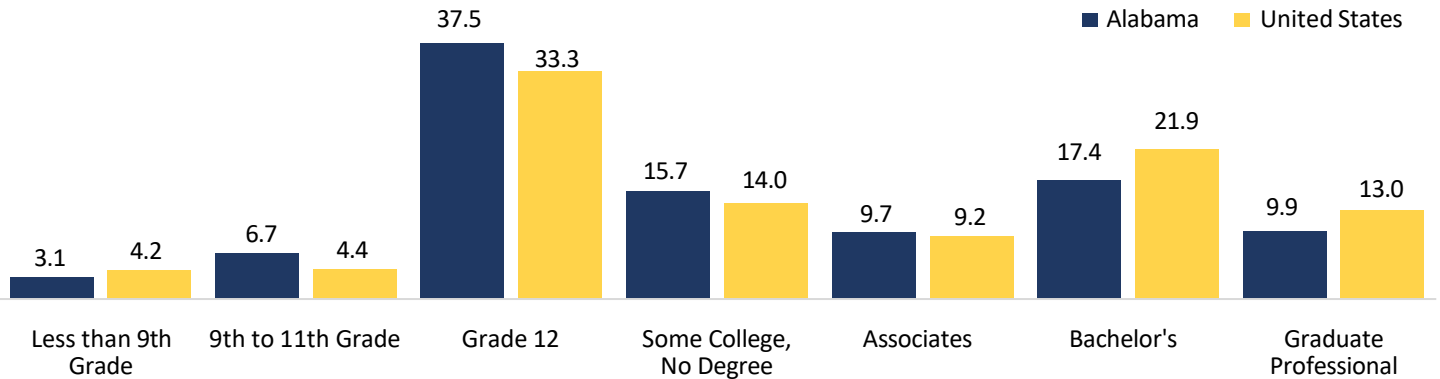
2023



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

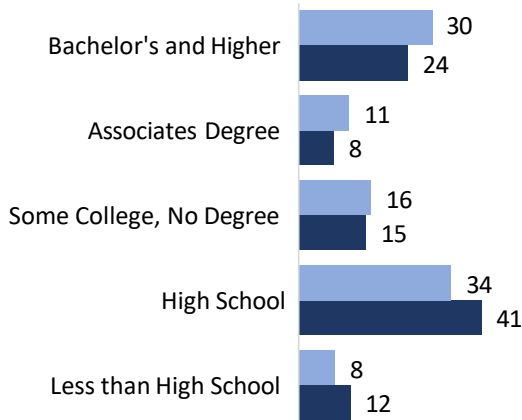


## Educational Attainment of Alabama Relative to the United States



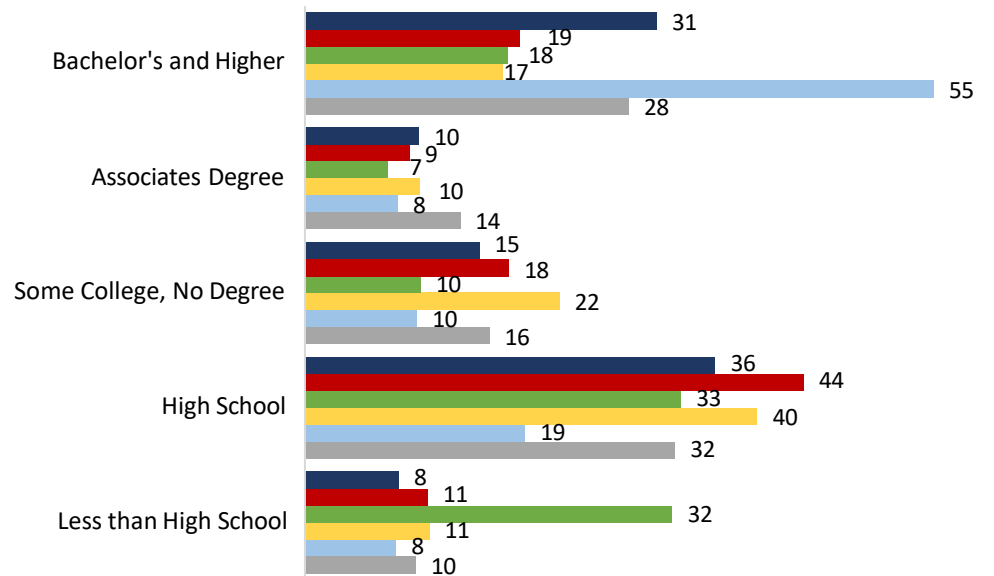
### By Gender

Female Male



### By Race and Ethnicity

White Black Hispanic American Indian Asian, Pacific Islander Other Race



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/10.18128/0010.V12.0>

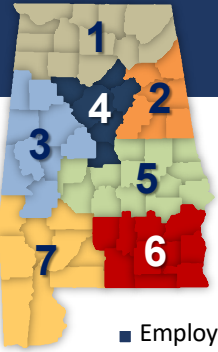
[2021 ACS Five-Year Data, most recent available]



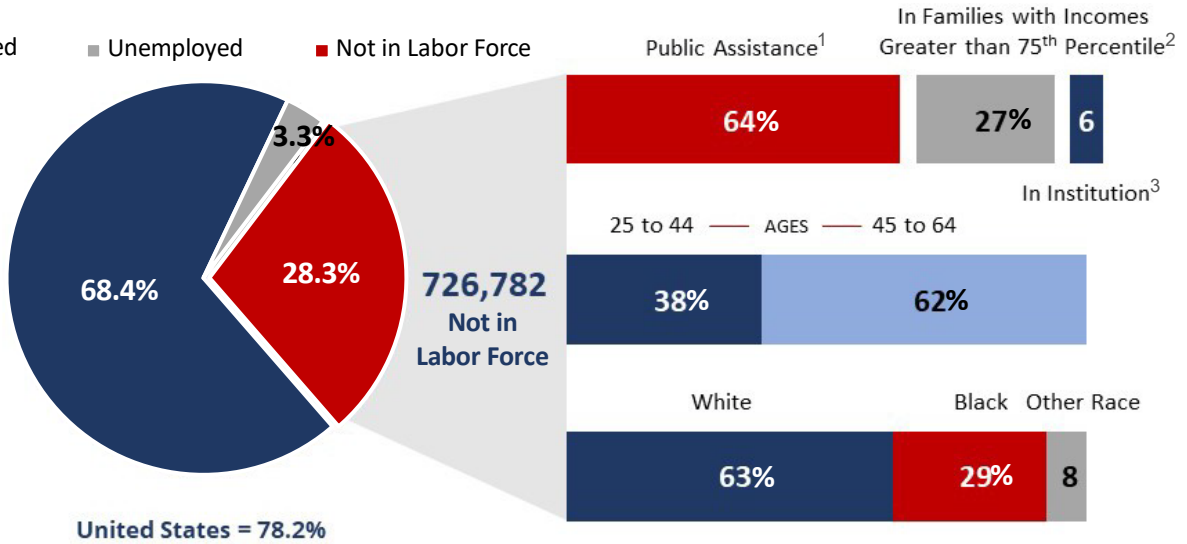
# Alabama Statewide Workforce Profile

STATEWIDE

2023



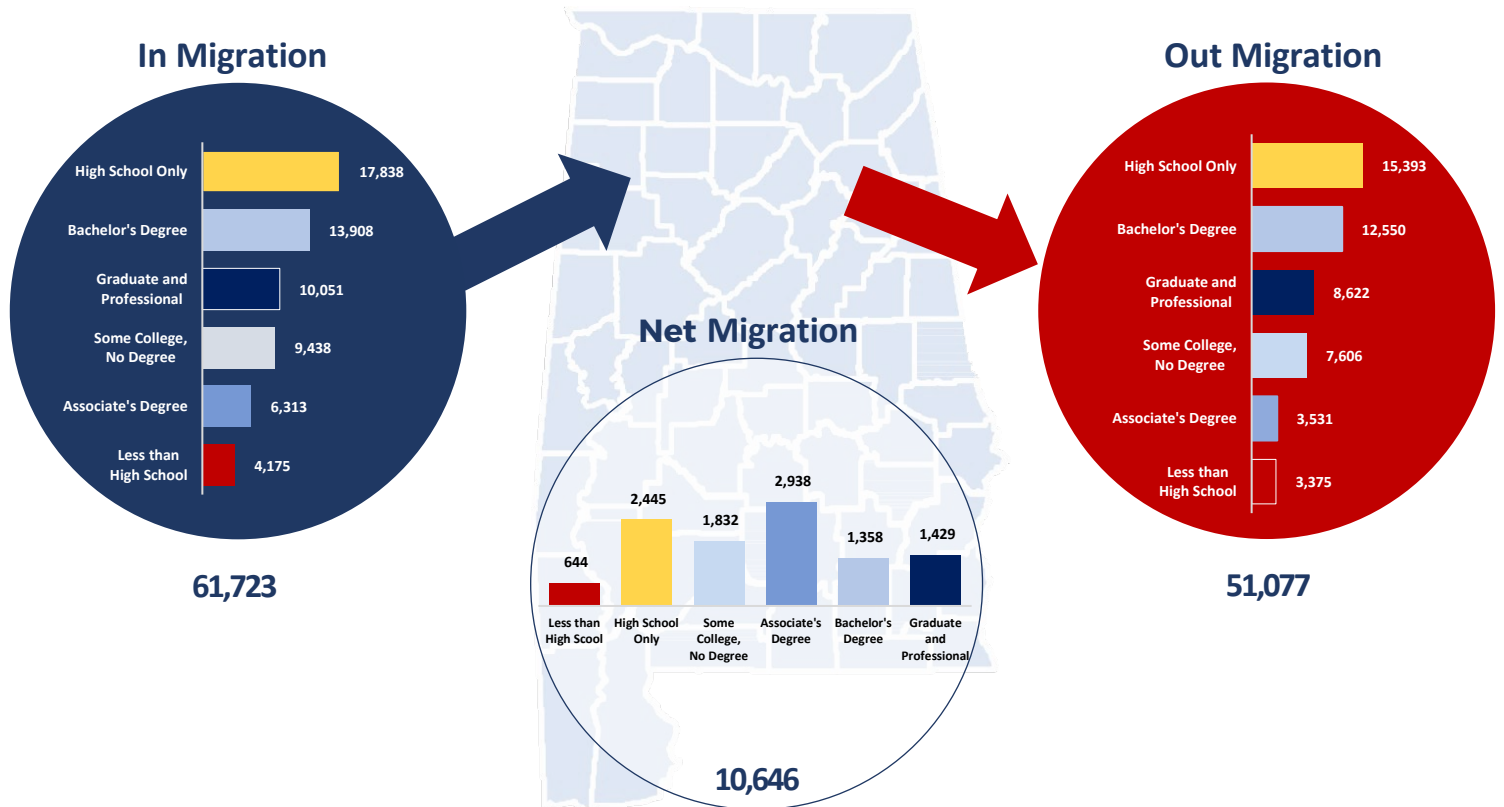
## Employment and Labor Force Participation



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

## Net Migration By Highest Level of Education Completed

From 2017 to 2019



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

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



# Alabama Regional Workforce Profile

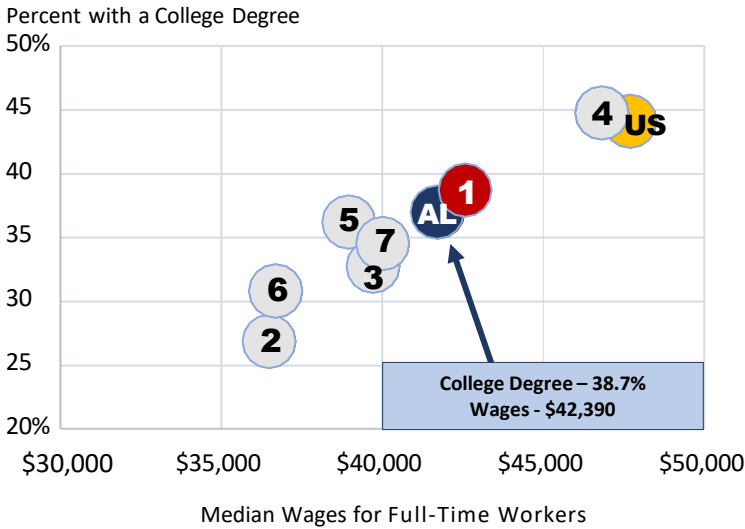
## REGION 1: NORTH

2023

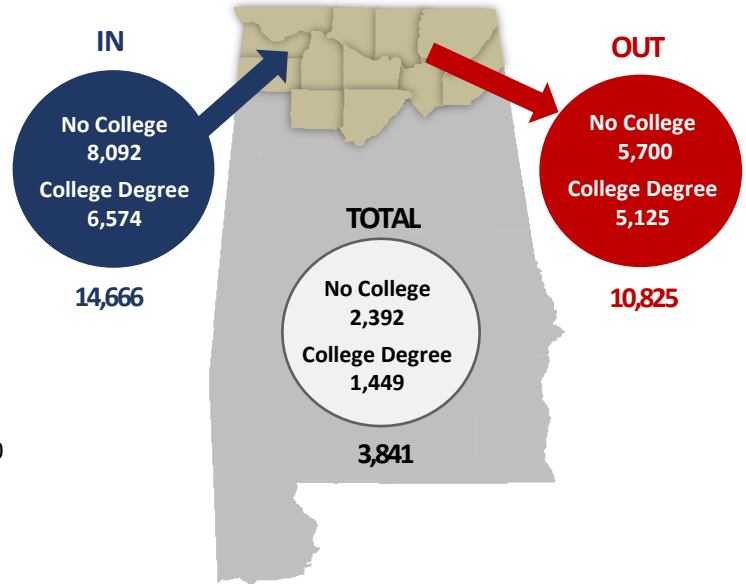
### WORKING-AGE POPULATION AGES 25 TO 64 604,321



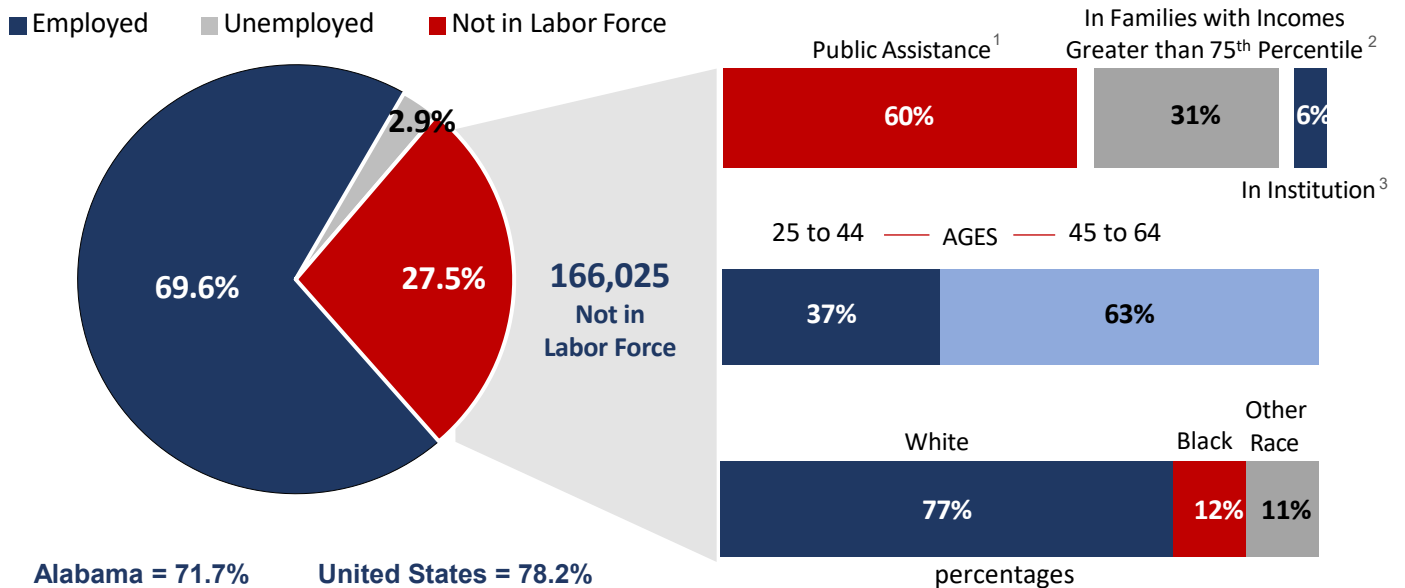
### Wage Earnings and Education (2021)



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



### Employment and Labor Force Participation (%)



1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state'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/10.18128/0010.V12.0>

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

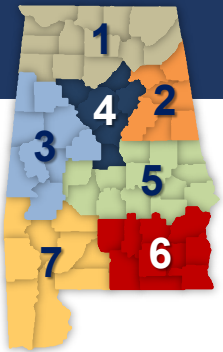


# Alabama Regional Workforce Profile

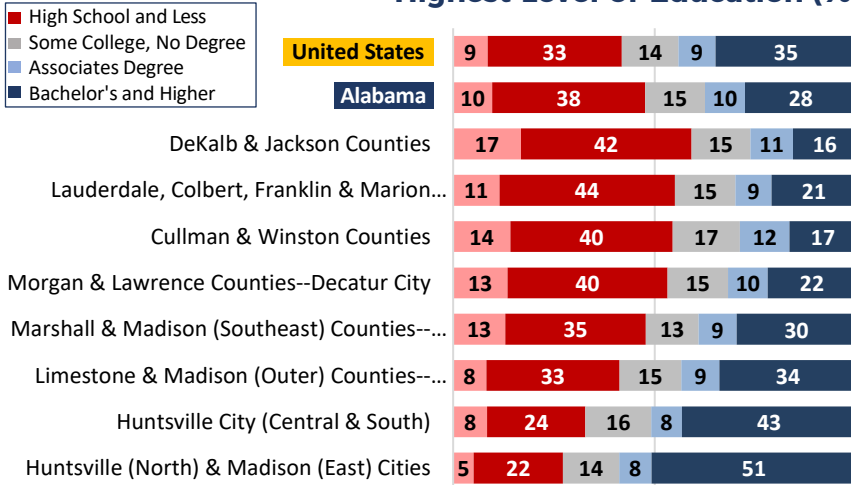
## REGION 1: NORTH

2023

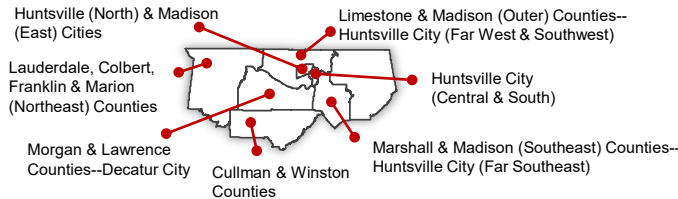
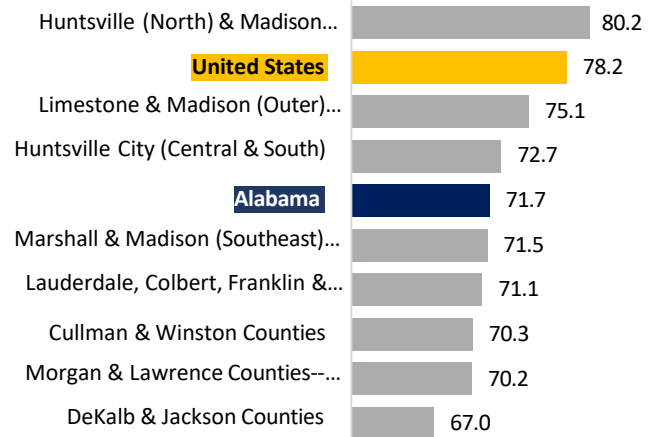
### VARIATION WITHIN THE NORTH REGION AGES 25 TO 64



#### Highest Level of Education (%)



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

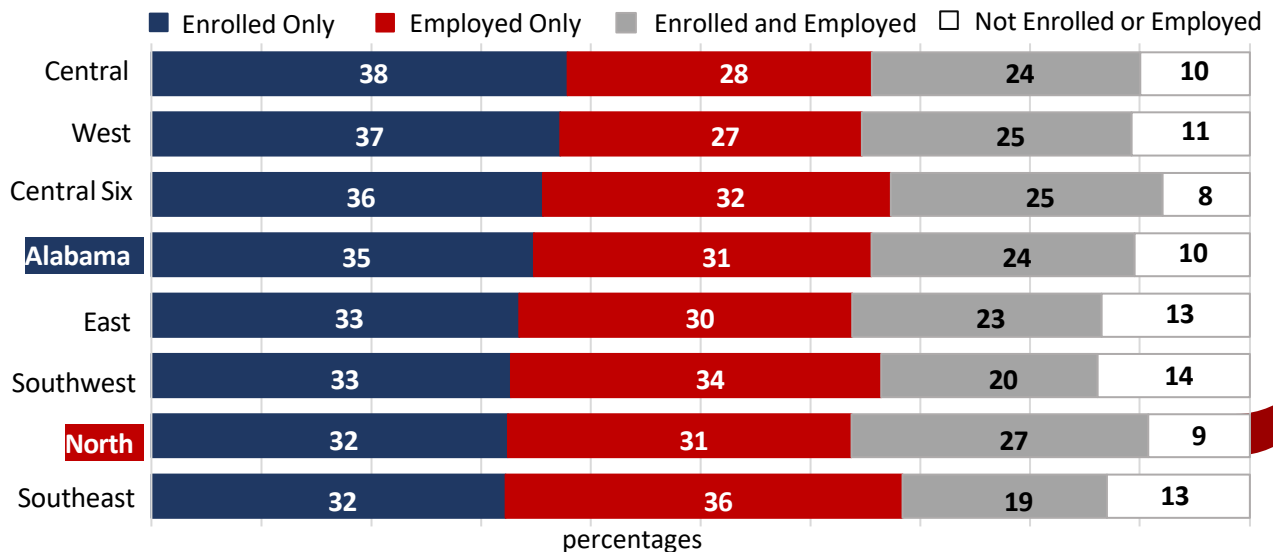


11,927

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

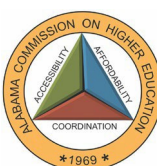


### YOUNG ADULTS AGES 16 to 24 129,305

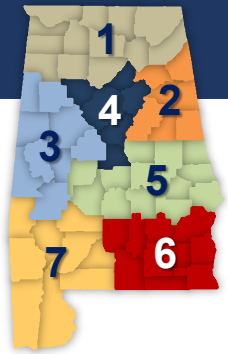


Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/0010.V12.0>

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



# Alabama Regional Workforce Profile



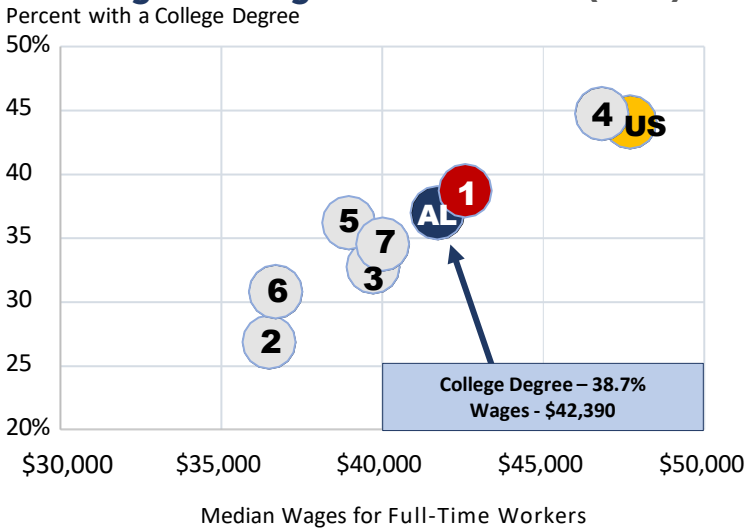
## REGION 2: EAST

2023

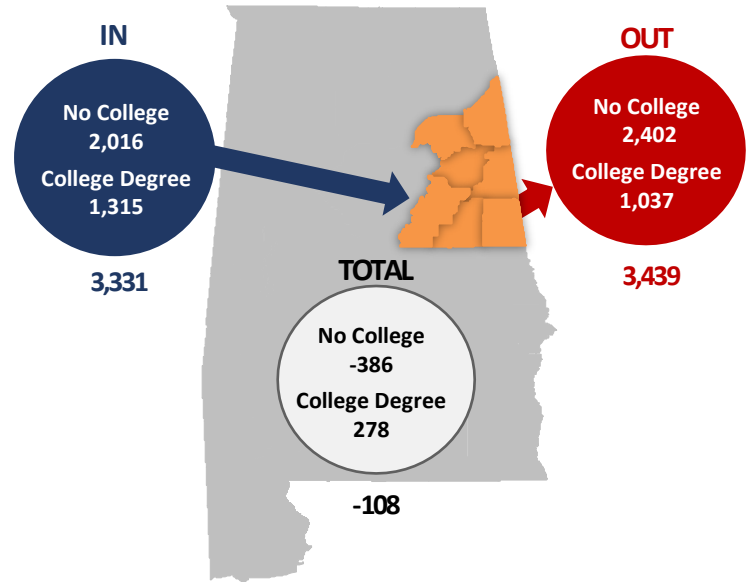
### WORKING-AGE POPULATION AGES 25 TO 64 194,412



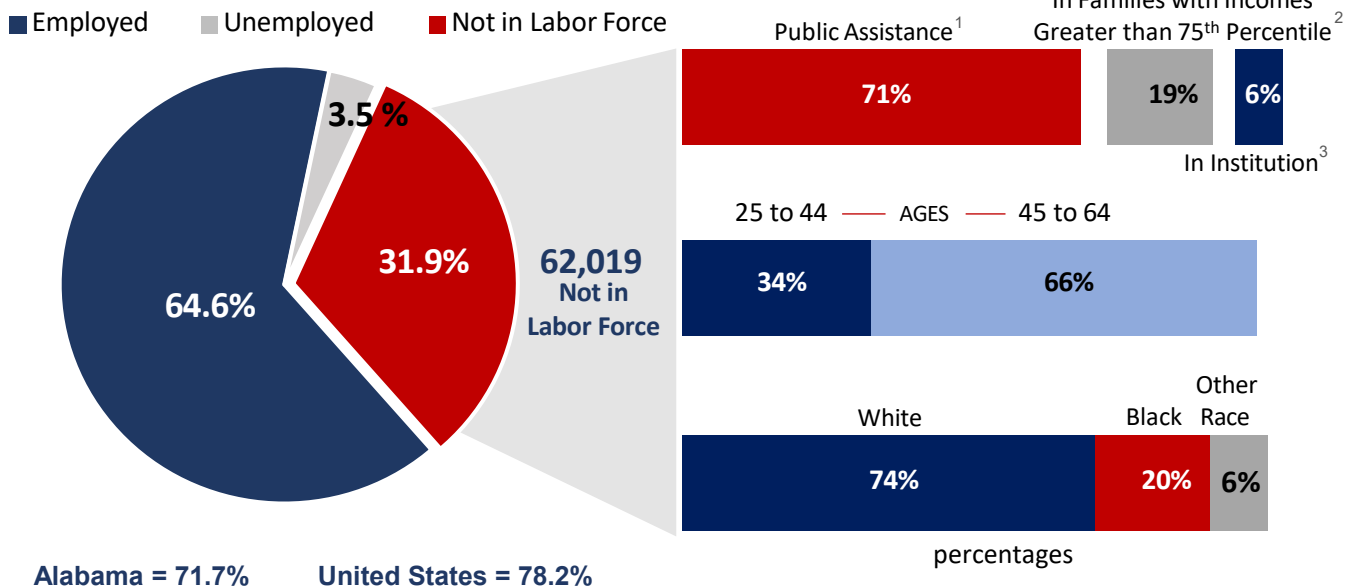
### Wage Earnings and Education (2021)



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



### Employment and Labor Force Participation (%)



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

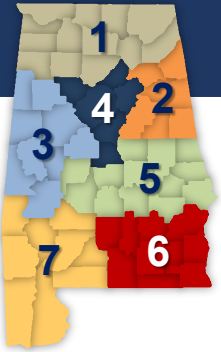
Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/0010.V12.0>

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





# Alabama Regional Workforce Profile



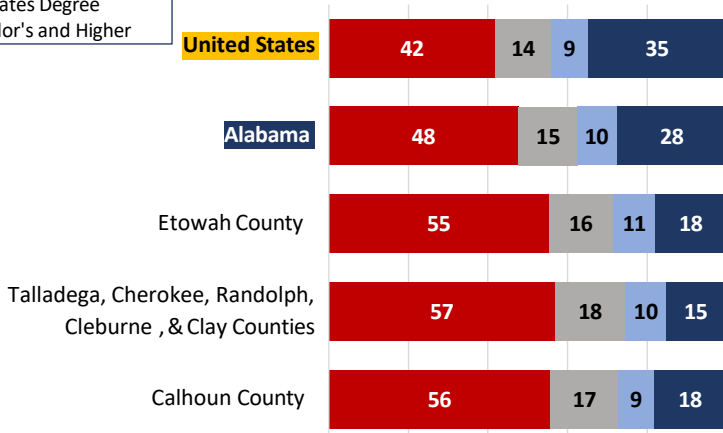
## REGION 2: EAST

2023

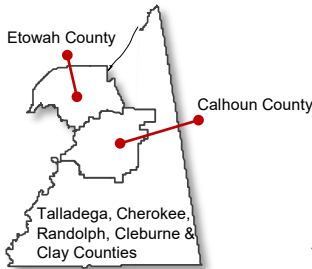
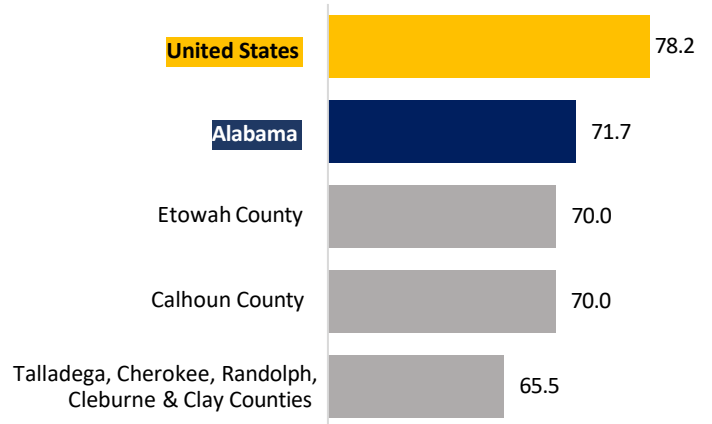
### VARIATION WITHIN THE EAST REGION AGES 25 TO 64

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

#### Highest Level of Education (%)



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

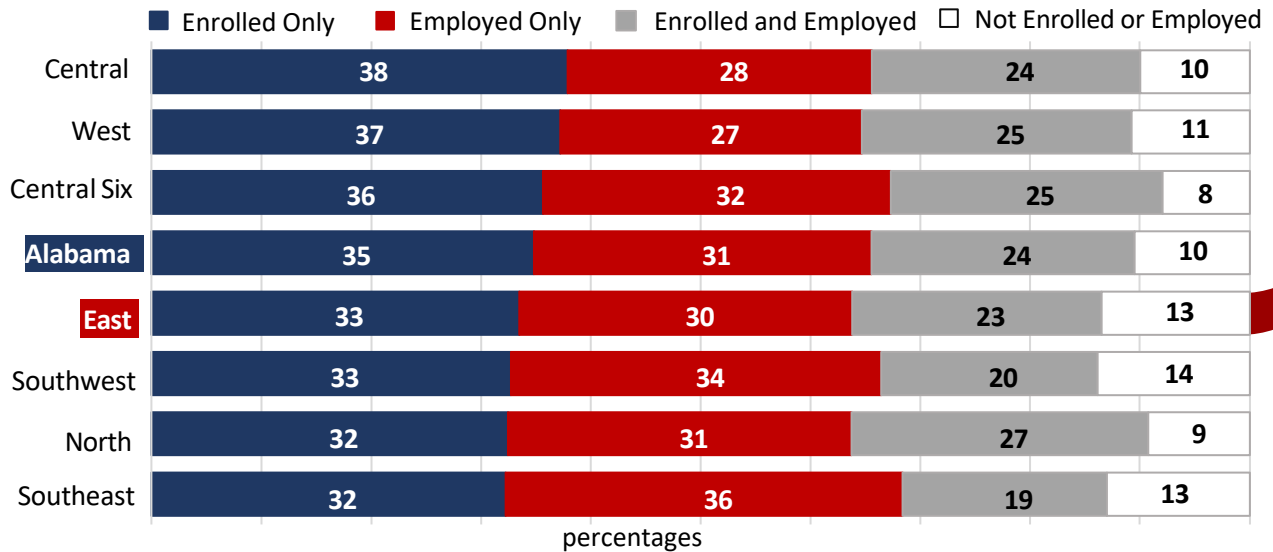


5,646



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

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



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/0010.V12.0>  
[2021 ACS Five-Year Data, most recent available]

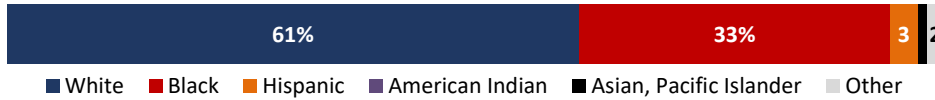


# Alabama Regional Workforce Profile

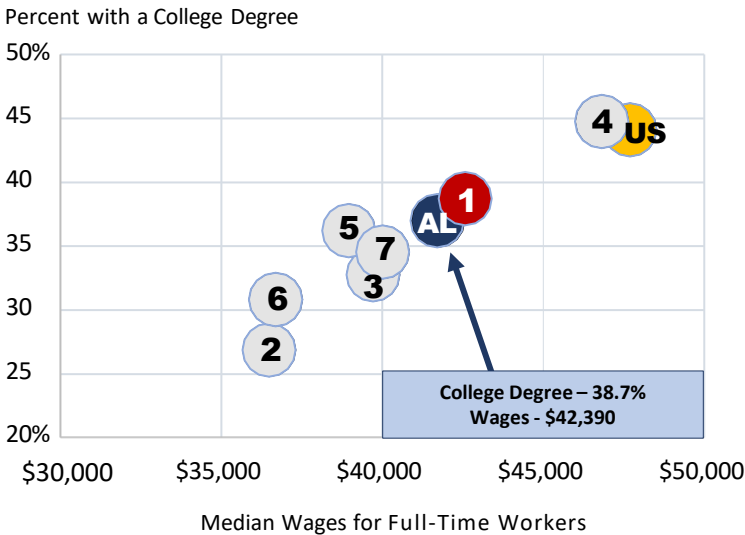
## REGION 3: WEST

2023

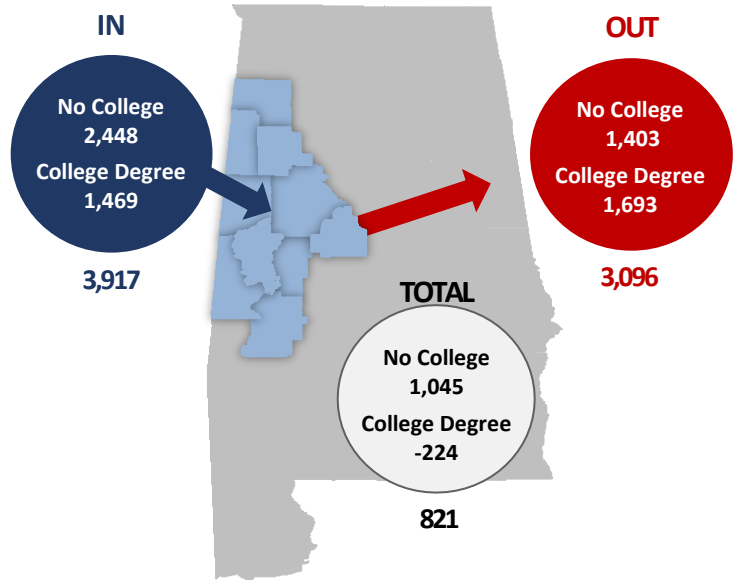
### WORKING-AGE POPULATION AGES 25 TO 64 (2021) 241,156



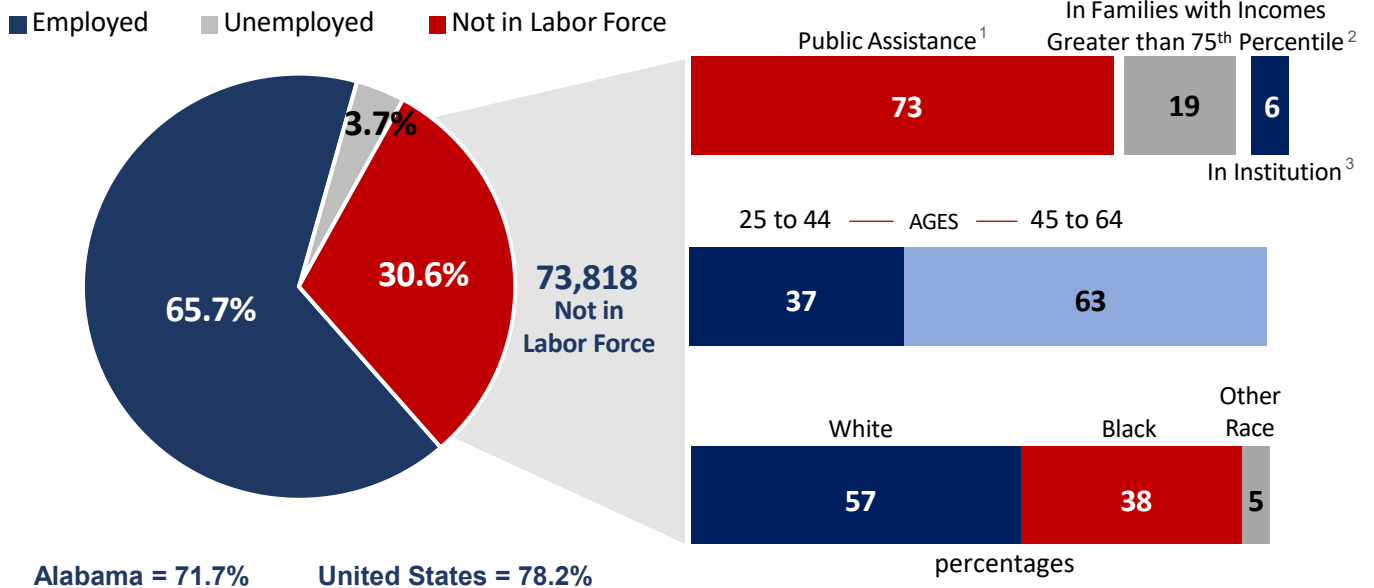
### Wage Earnings and Education



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



### Employment and Labor Force Participation (%)



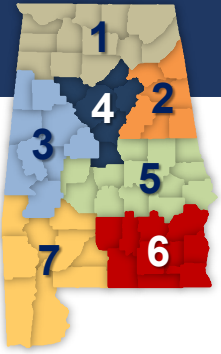
1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state's 75th percentile; 3. Reside in public institutions, non-academic.

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/10.18128/0010.V12.0>

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



# Alabama Regional Workforce Profile

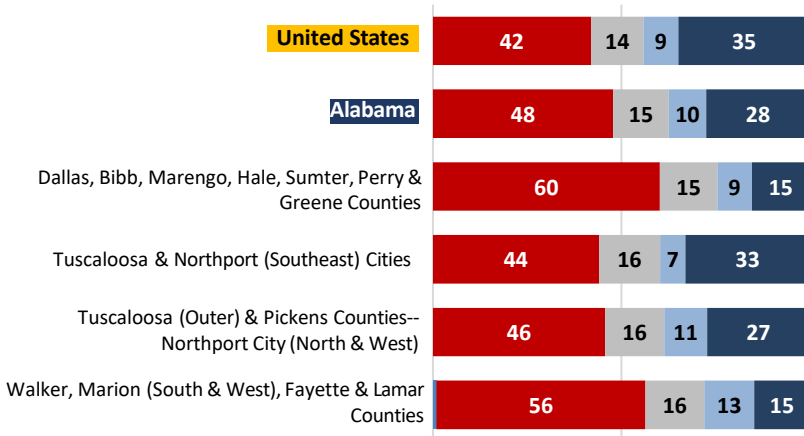


## REGION 3: WEST

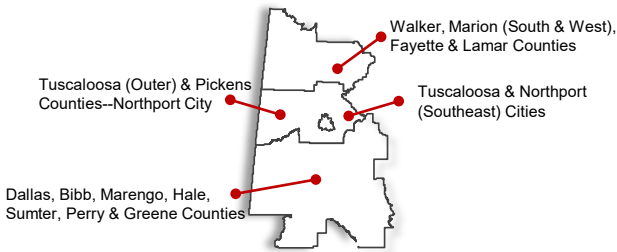
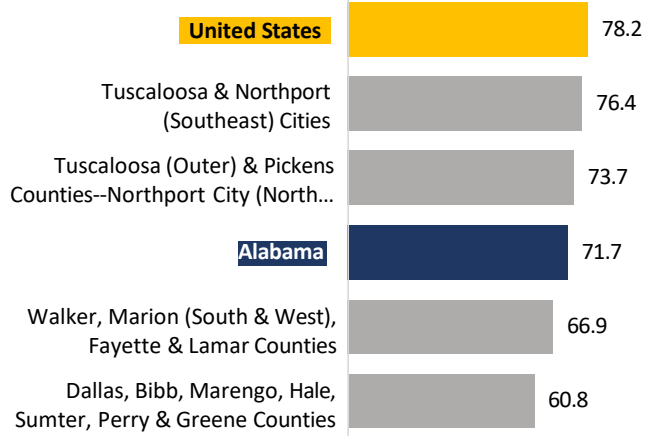
2023

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

#### Highest Level of Education (%)



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

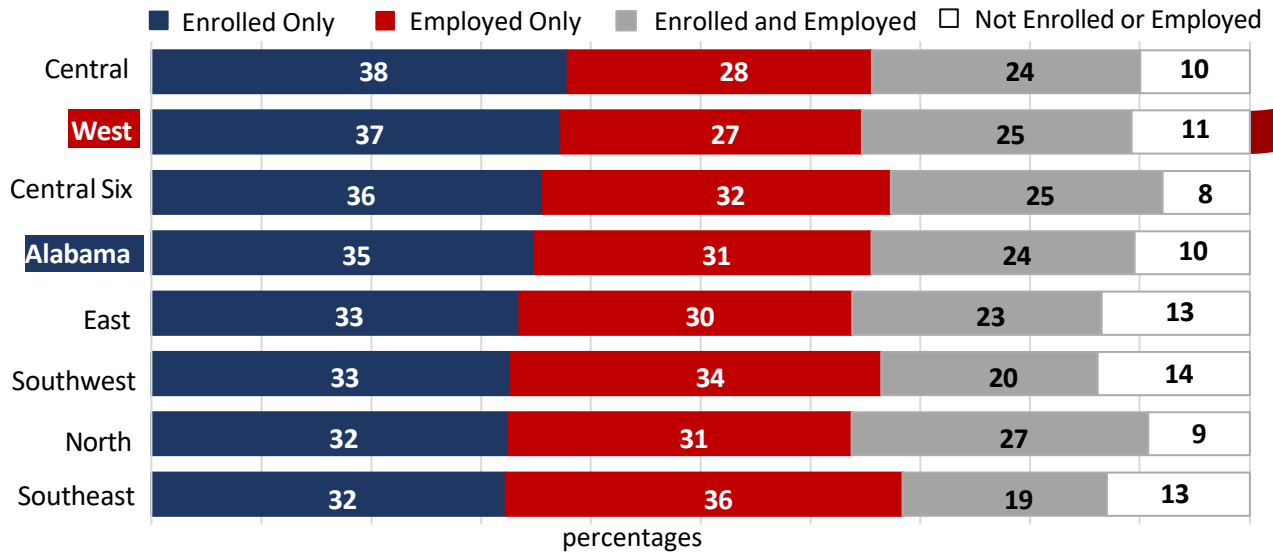


7,720



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

### YOUNG ADULTS AGES 16 to 24 71,647



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/0010.V12.0>

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



# Alabama Regional Workforce Profile

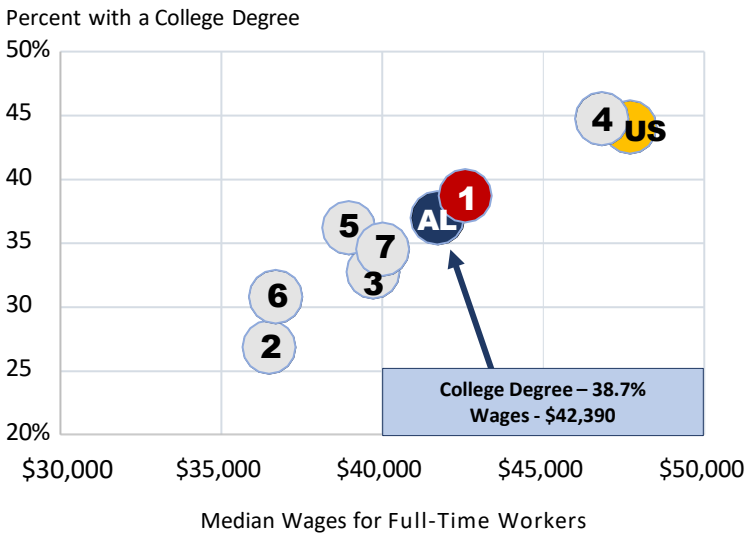
## REGION 4: CENTRAL SIX

2023

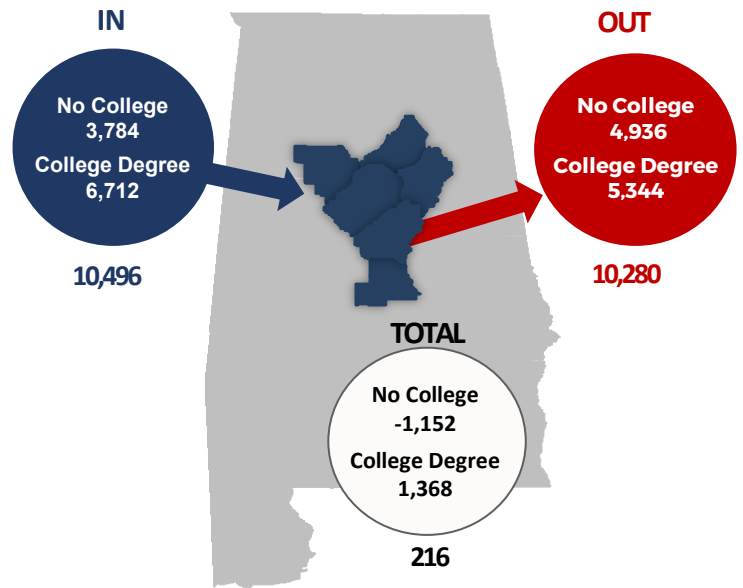
### WORKING-AGE POPULATION AGES 25 TO 64 547,818



### Wage Earnings and Education

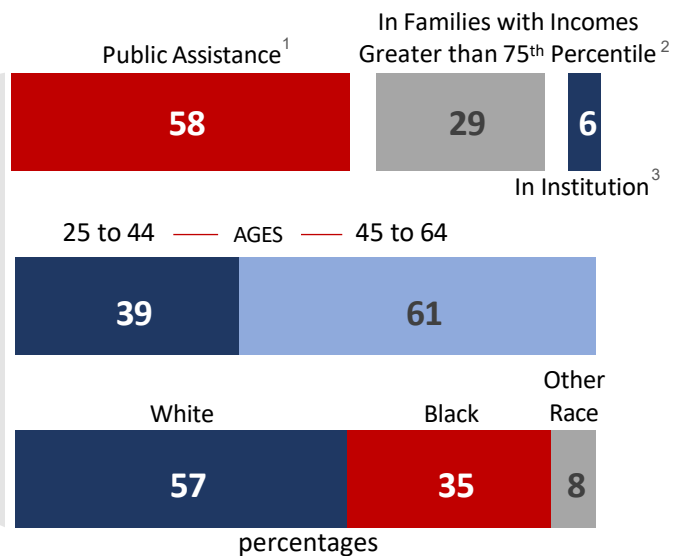
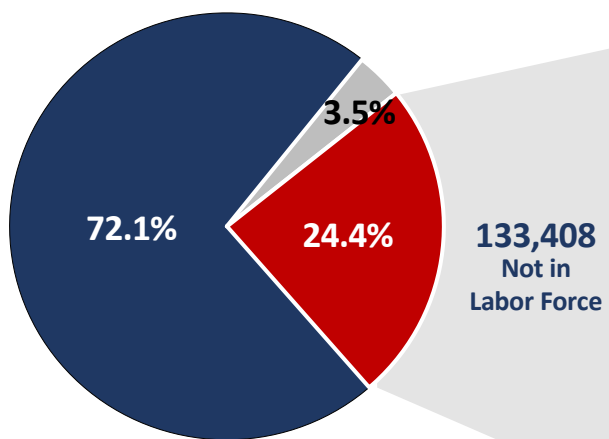


### Annual Migration by Level of Education from 2017 to 2021



### Employment and Labor Force Participation (%)

■ Employed ■ Unemployed ■ Not in Labor Force



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/10.18128/0010.V12.0>

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

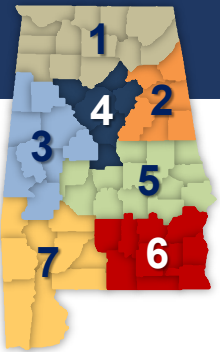


# Alabama Regional Workforce Profile

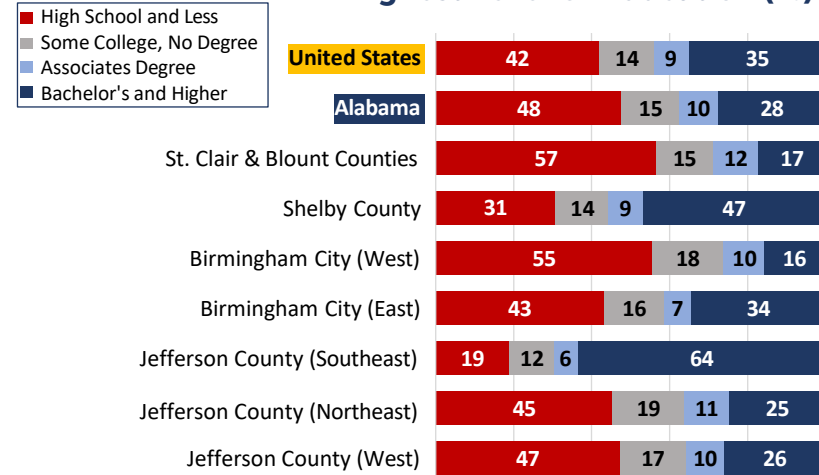
## REGION 4: CENTRAL SIX

2023

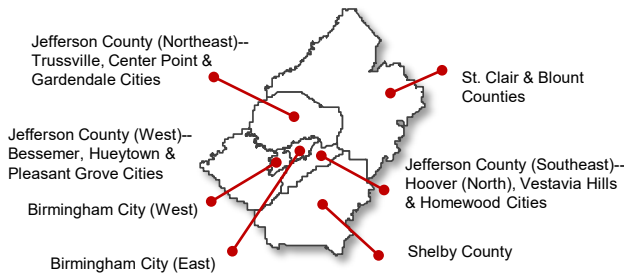
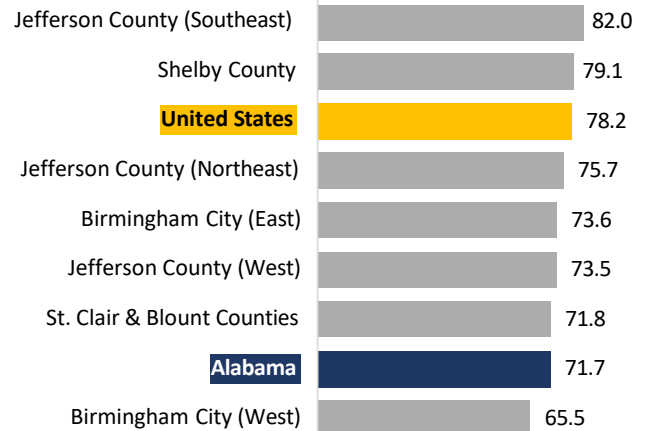
### VARIATION WITHIN THE CENTRAL SIX REGION AGES 25 TO 64



#### Highest Level of Education (%)



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

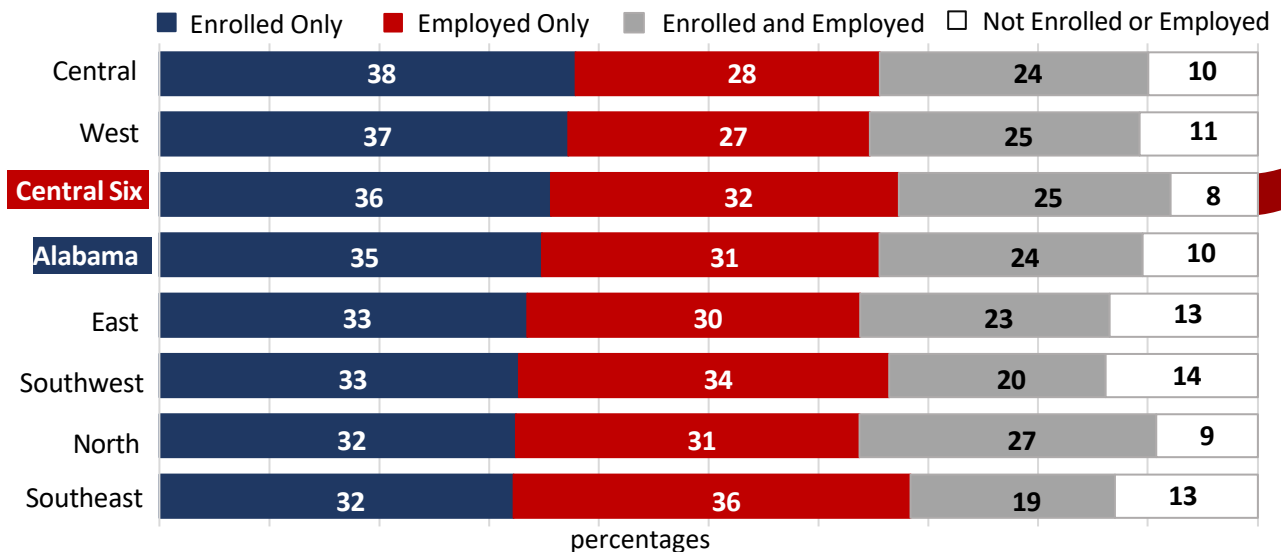


9,187

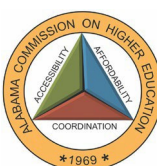


YOUNG ADULTS AGES 16 TO 24 WHO ARE NOT ENROLLED OR EMPLOYED

### YOUNG ADULTS AGES 16 to 24 115,712



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/0010.V12.0>  
[2021 ACS Five-Year Data, most recent available]



# Alabama Regional Workforce Profile

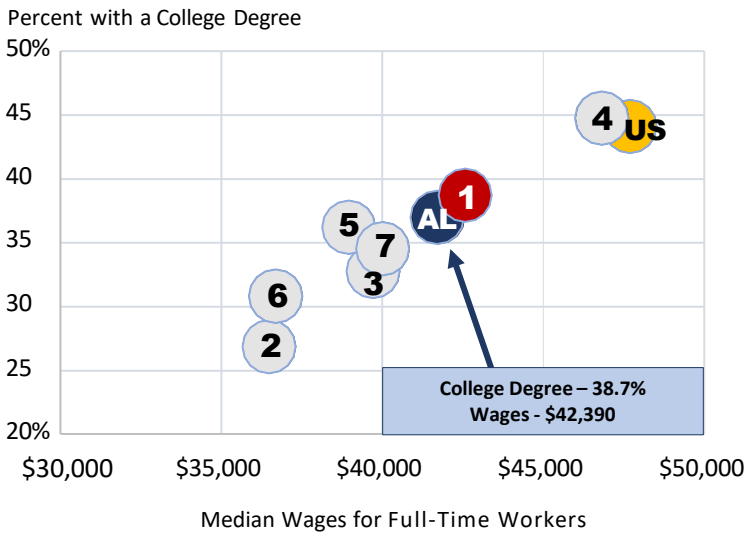
## REGION 5: CENTRAL

2023

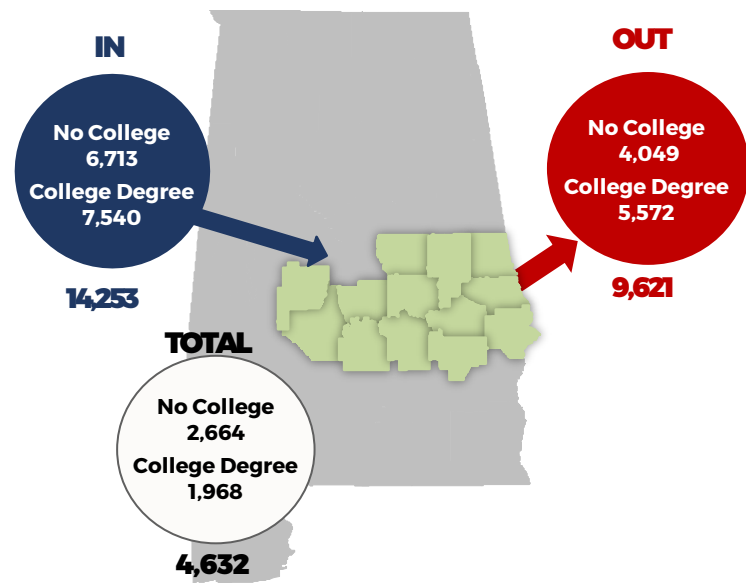
### WORKING-AGE POPULATION AGES 25 TO 64 425,542



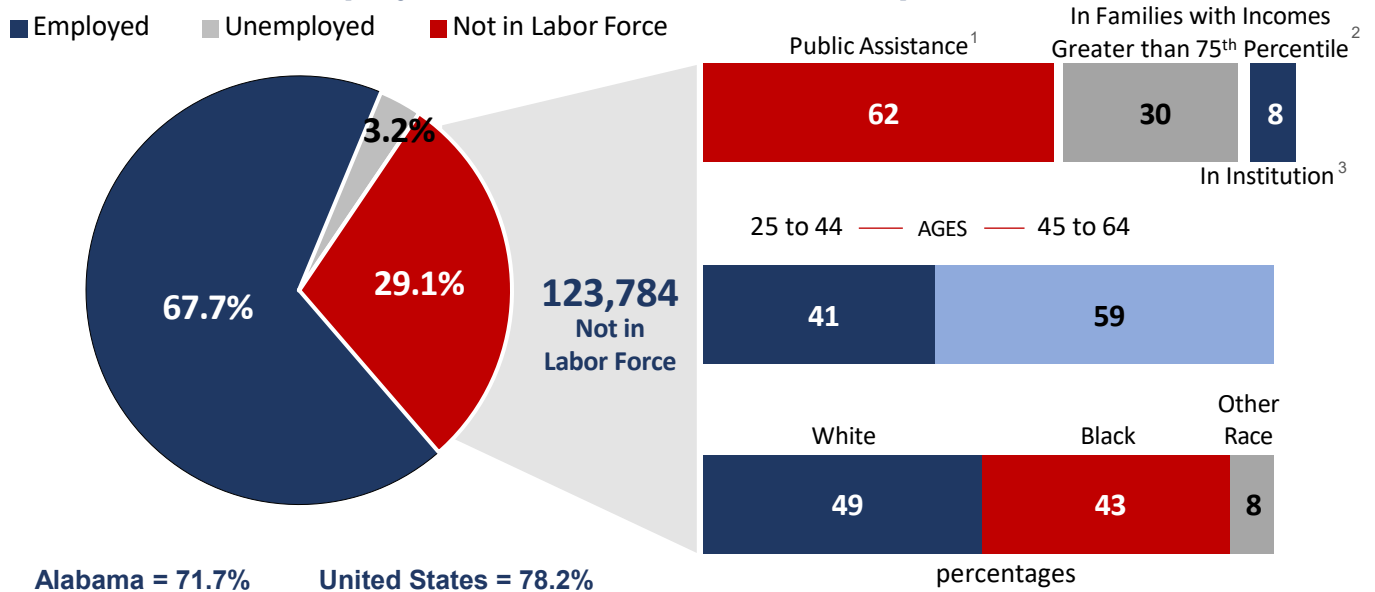
### Wage Earnings and Education



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



### Employment and Labor Force Participation (%)



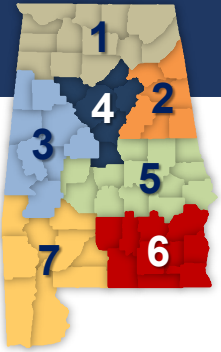
1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state's 75th percentile; 3. Reside in public institutions, non-academic.

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/10.18128/0010.V12.0>

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



# Alabama Regional Workforce Profile

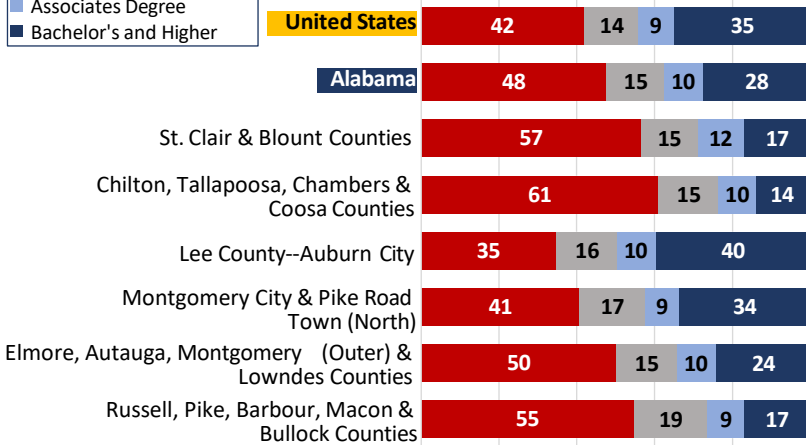
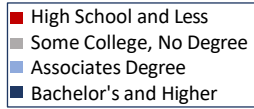


## REGION 5: CENTRAL

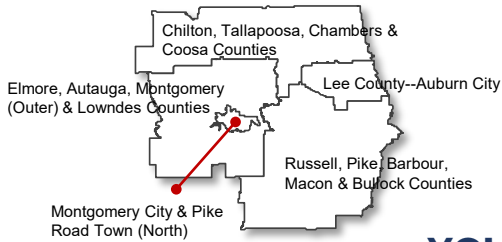
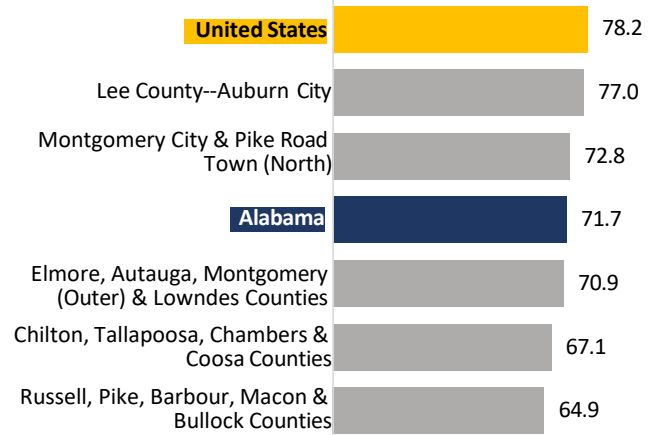
2023

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

#### Highest Level of Education (%)



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

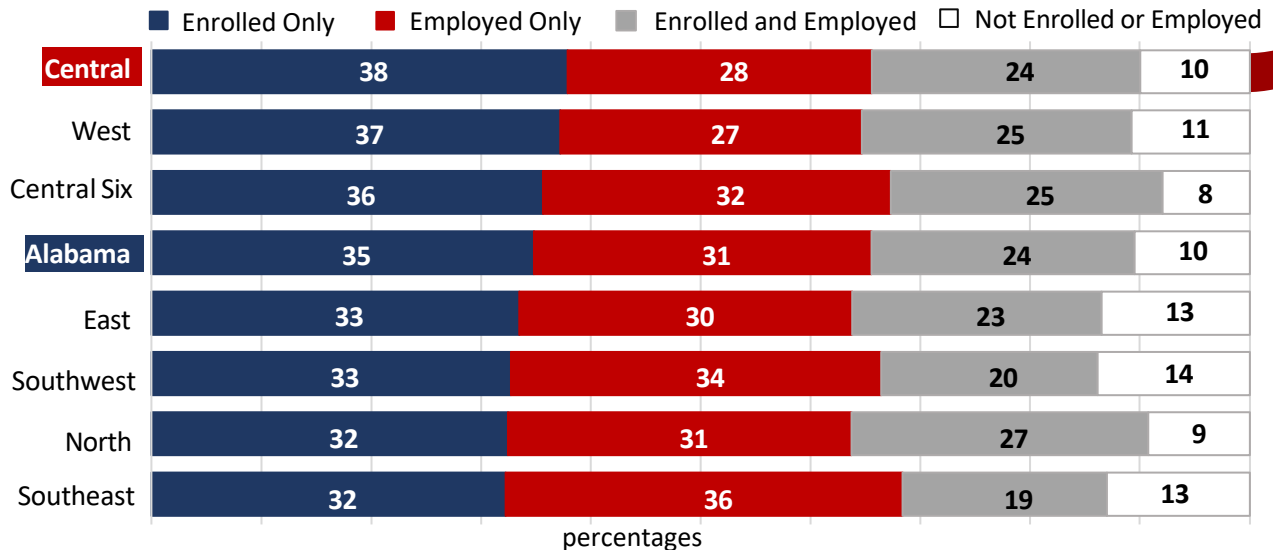


11,412

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



### YOUNG ADULTS AGES 16 to 24 114,710



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/0010.V12.0>  
[2021 ACS Five-Year Data, most recent available]



# Alabama Regional Workforce Profile

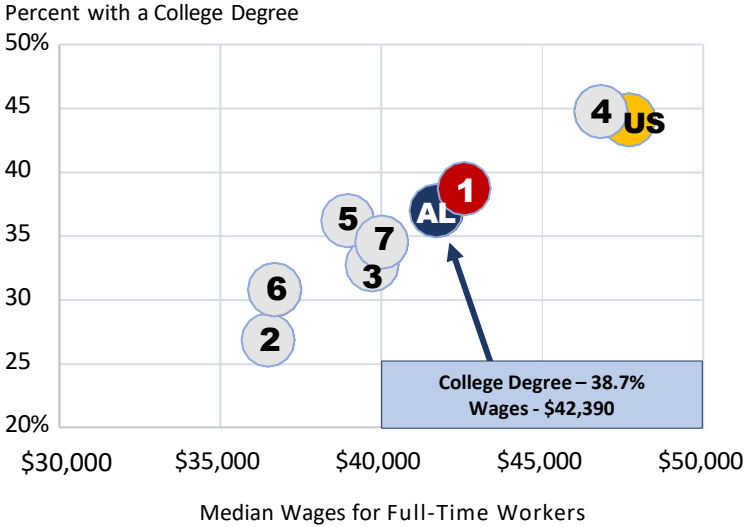
## REGION 6: SOUTHEAST

2023

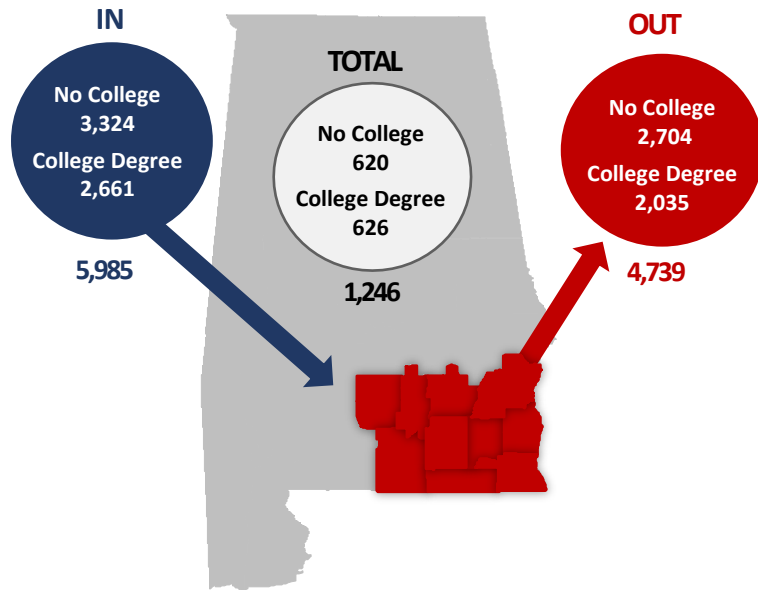
### WORKING-AGE POPULATION AGES 25 TO 64 163,880



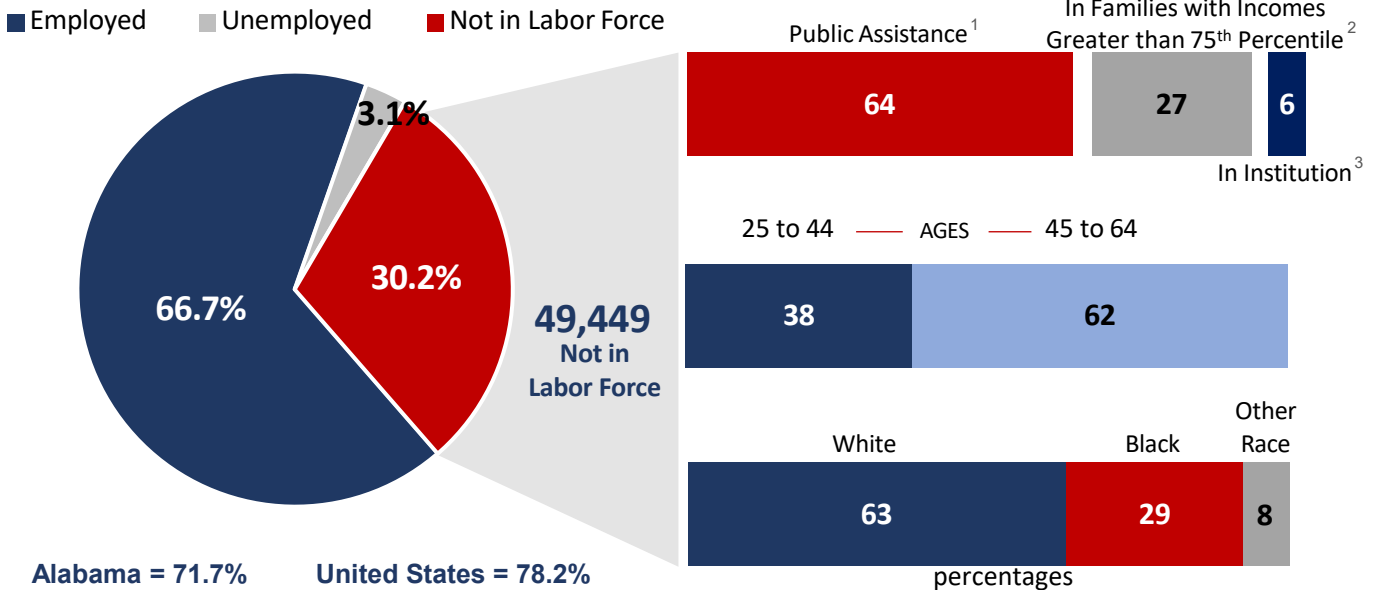
### Wage Earnings and Education



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



### Employment and Labor Force Participation (%)



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

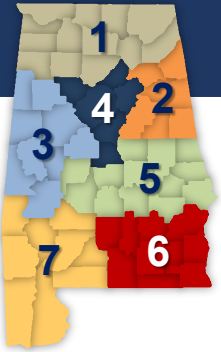
Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/0010.V12.0>

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





# Alabama Regional Workforce Profile

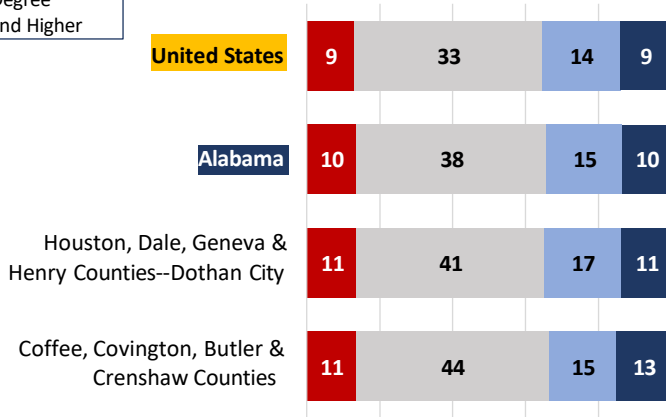
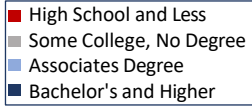


## REGION 6: SOUTHEAST

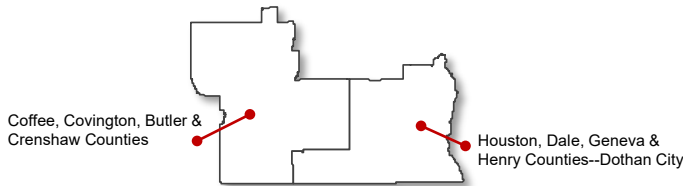
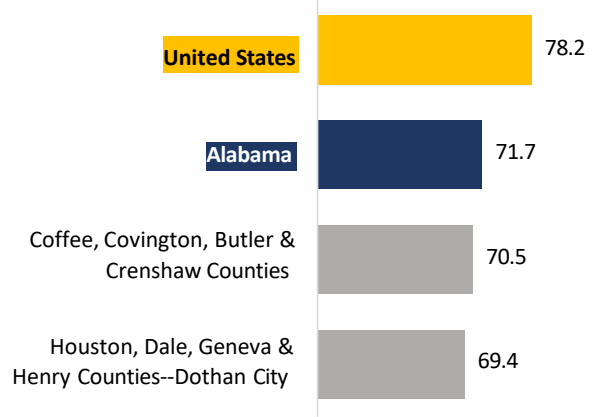
2023

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

#### Highest Level of Education (%)



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

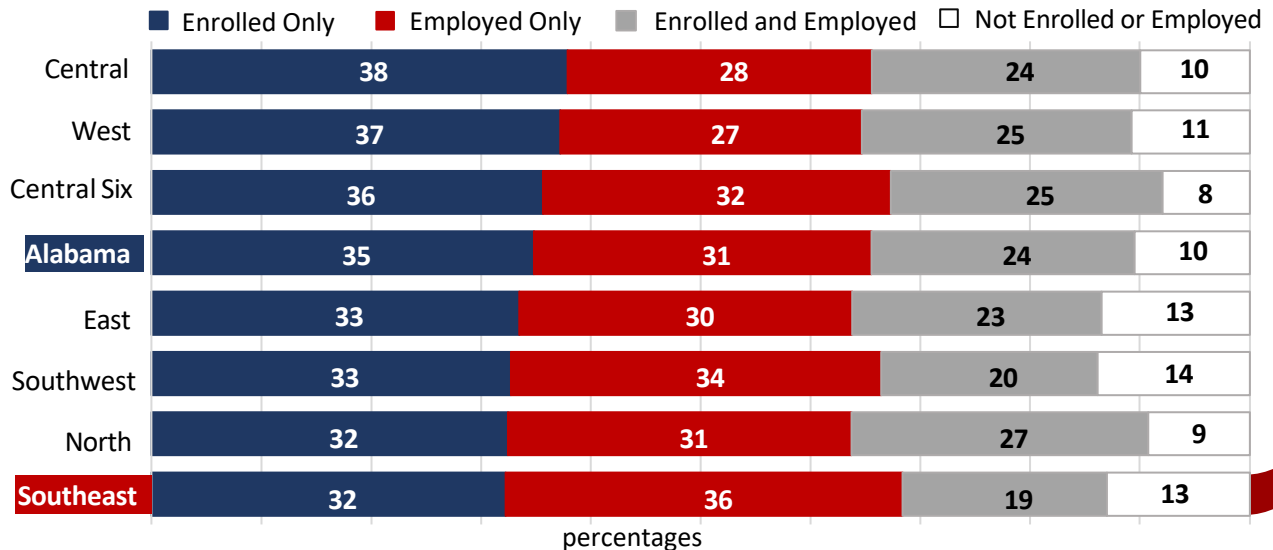


4,335

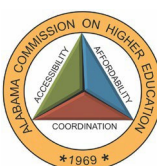


YOUNG ADULTS AGES 16 TO 24 WHO ARE NOT ENROLLED OR EMPLOYED

### YOUNG ADULTS AGES 16 to 24 33,341



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



# Alabama Regional Workforce Profile

## REGION 7: SOUTHWEST

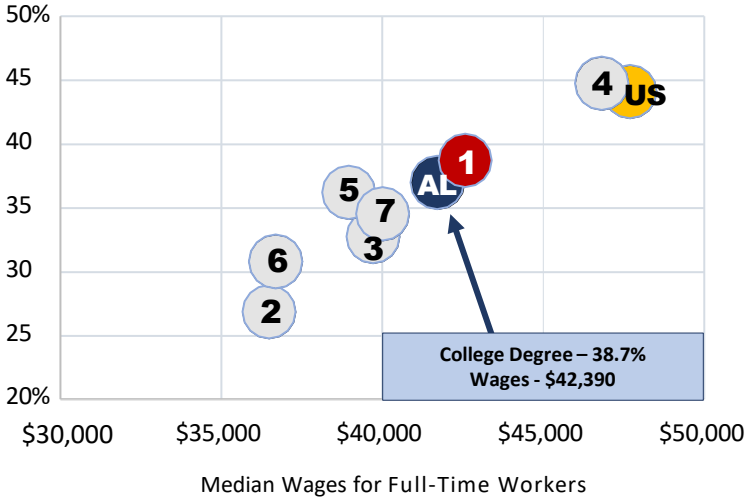
2023

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

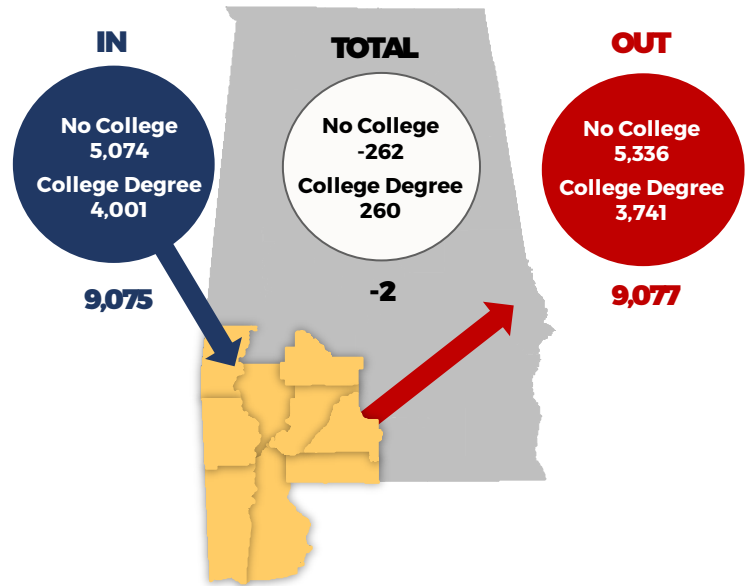


### Wage Earnings and Education

Percent with a College Degree

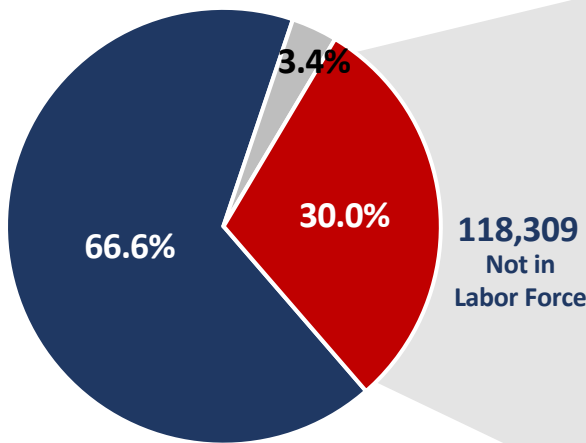


### Annual Migration by Level of Education from 2017 to 2021



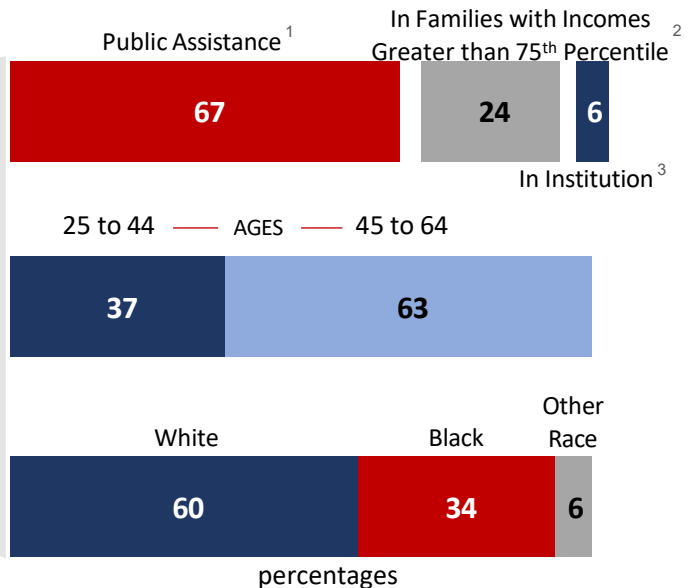
### Employment and Labor Force Participation (%)

■ Employed ■ Unemployed ■ Not in Labor Force



Alabama = 71.7%

United States = 78.2%



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/10.18128/0010.V12.0>

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



# Alabama Regional Workforce Profile

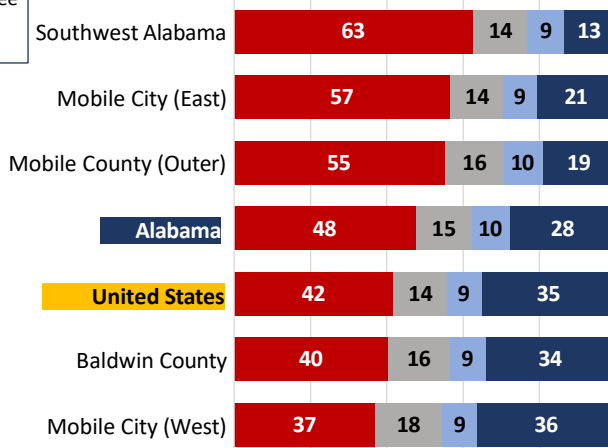
## REGION 7: SOUTHWEST

2023

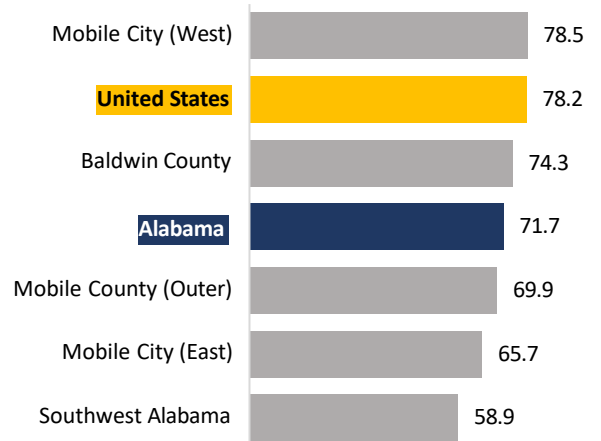
### VARIATION WITHIN THE SOUTHWEST REGION AGES 25 TO 64

#### Highest Level of Education (%)

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



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

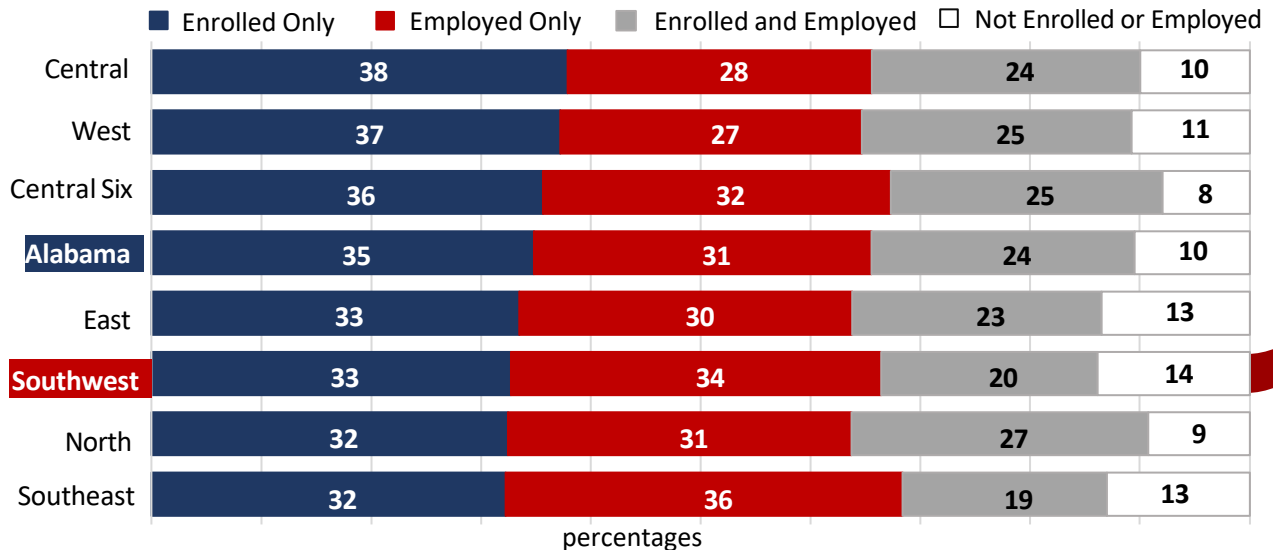


11,606

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

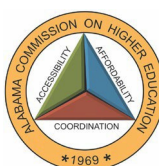


### YOUNG ADULTS AGES 16 to 24 83,737



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

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





**Alabama Commission on Higher Education  
100 North Union Street  
Montgomery, AL 36104**

**(334)242-1998      [info@ache.edu](mailto:info@ache.edu)**