

## Region 1 Demand Occupations ACCCP 2022-2023

|                                       | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|---------------------------------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                                       |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Agriculture, Food & Natural Resources | 37-2021  | Pest Control Workers   | 780             | 120                 | \$35,680             | 4                      | 4                   | 4                |
|                                       | 17-2081  | Environmental Engineers  | 170             | 15                  | \$93,996             | 7                      | 6                   | 6                |
|                                       | 37-3013  | Tree Trimmers & Pruners  | 160             | 20                  | \$46,191             | 3                      | 3                   | 4                |
|                                       | 37-3012  | Pesticide Handlers, Sprayers, & Applicators, Vegetation            | **              | 35                  | \$35,746             | 3                      | 3                   | 4                |
|                                       | 53-7081  | Refuse & Recyclable Material Collectors                            | 570             | 85                  | \$31,477             | 3                      | 3                   | 3                |
|                                       | 49-3041  | Farm Equipment Mechanics & Service Technicians                     | 320             | 35                  | \$40,170             | 3                      | 3                   | 4                |
|                                       | 19-4010  | Agricultural & Food Science Technicians                            | 110             | 15                  | **                   | 4                      | 4                   | 4                |
| Architecture & Construction           | 17-2051  | Civil Engineers  | 1,520           | 130                 | \$106,365            | 6                      | 6                   | 6                |
|                                       | 11-9021  | Construction Managers  | 1,110           | 100                 | \$81,008             | 5                      | 6                   | 5                |
|                                       | 47-1011  | Supervisors of Construction Trades & Extraction Workers            | 2,800           | 295                 | \$59,221             | 4                      | 5                   | 4                |
|                                       | 47-2111  | Electricians   | 2,950           | 345                 | \$45,523             | 4                      | 5                   | 5                |
|                                       | 13-1051  | Cost Estimators  | 660             | 60                  | \$61,352             | 5                      | 4                   | 4                |
|                                       | 47-2061  | Construction Laborers  | 3,930           | 445                 | \$32,336             | 3                      | 4                   | 4                |
|                                       | 47-2031  | Carpenters   | 2,380           | 240                 | \$41,617             | 4                      | 4                   | 4                |
|                                       | 47-2152  | Plumbers, Pipefitters, & Steamfitters                              | 1,760           | 195                 | \$51,793             | 4                      | 4                   | 4                |
|                                       | 49-9021  | Heating, Air Conditioning, & Refrigeration Mechanics & Installers  | 1,560           | 160                 | \$42,873             | 4                      | 4                   | 4                |
|                                       | 37-3011  | Landscaping & Groundskeeping Workers                               | 3,130           | 440                 | \$27,408             | 3                      | 3                   | 4                |
|                                       | 47-2073  | Operating Engineers & Other Construction Equipment Operators       | 1,580           | 185                 | \$39,034             | 3                      | 4                   | 4                |
|                                       | 49-9051  | Electrical Power-Line Installers & Repairers                       | 990             | 95                  | \$70,690             | 4                      | 4                   | 4                |
|                                       | 47-2141  | Painters, Construction & Maintenance                               | 670             | 60                  | \$34,841             | 3                      | 4                   | 4                |
|                                       | 37-1012  | Supervisors of Landscaping, Lawn Service, & Groundskeeping Workers | 490             | 55                  | \$41,906             | 5                      | 5                   | 4                |
|                                       | 17-3022  | Civil Engineering Technicians                                      | 640             | 60                  | \$47,680             | 4                      | 4                   | 4                |
|                                       | 47-2211  | Sheet Metal Workers  | 490             | 50                  | \$36,998             | 4                      | 4                   | 4                |
|                                       | 17-1011  | Architects, Except Landscape & Naval                               | 200             | 15                  | \$79,615             | 7                      | 7                   | 6                |
|                                       | 47-2221  | Structural Iron & Steel Workers                                    | 520             | 60                  | \$45,764             | 3                      | 3                   | 3                |
|                                       | 17-1022  | Surveyors  | **              | 35                  | \$46,032             | 5                      | 5                   | 5                |
|                                       | 47-2181  | Roofers  | 280             | 30                  | \$36,172             | 3                      | 3                   | 3                |
|                                       | 47-2051  | Cement Masons & Concrete Finishers                                 | 580             | 55                  | \$34,576             | 5                      | 4                   | 4                |
|                                       | 17-3011  | Architectural & Civil Drafters                                     | 310             | 30                  | \$48,496             | 5                      | 5                   | 5                |
|                                       | 49-9044  | Millwrights  | 310             | 30                  | \$43,637             | 4                      | 4                   | 4                |
|                                       | 49-9098  | Helpers--Installation, Maintenance, & Repair Workers               | 420             | 80                  | \$27,994             | 4                      | 4                   | 4                |
|                                       | 47-3013  | Helpers--Electricians  | 580             | 70                  | \$28,940             | 3                      | 4                   | 3                |
|                                       | 47-2121  | Glaziers   | 170             | 20                  | \$37,215             | 3                      | 3                   | 3                |
|                                       | 47-4051  | Highway Maintenance Workers  | 620             | 65                  | \$32,366             | 3                      | 4                   | 3                |
|                                       | 47-2151  | Pipelayers   | 240             | 25                  | \$41,927             | 3                      | 4                   | 4                |
|                                       | 53-7021  | Crane & Tower Operators  | 170             | 20                  | \$41,176             | 3                      | 3                   | 3                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 1 Demand Occupations ACCCP 2022-2023

|   | SOC Code | Occupation Title  | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|---|----------|---|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|   |          |   |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Architecture & Construction                   | 17-3031  | Surveying & Mapping Technicians   | 190             | 25                  | \$37,590             | 5                      | 4                   | 5                |
|   | 47-2071  | Paving, Surfacing, & Tamping Equipment Operators                            | 140             | 15                  | \$36,811             | 3                      | 4                   | 4                |
|   | 47-3015  | Helpers--Pipefitters, Plumbers, Pipefitters, & Steamfitters                 | 330             | 40                  | \$29,404             | 3                      | 3                   | 4                |
|   | 47-2131  | Insulation Workers, Floor, Ceiling, & Wall                                  | 190             | 20                  | \$37,189             | 3                      | 3                   | 3                |
|   | 47-2044  | Tile & Marble Setters   | 190             | 20                  | \$35,507             | 4                      | 4                   | 4                |
|   | 47-4031  | Fence Erectors  | **              | 15                  | **                   | 4                      | 4                   | 4                |
| Arts, Audio/Video Technology & Communications | 49-2022  | Telecommunications Equipment Installers & Repairers, Except Line Installers | 710             | 85                  | \$56,356             | 4                      | 4                   | 4                |
|   | 27-3042  | Technical Writers   | 370             | 35                  | \$69,414             | 3                      | 5                   | 4                |
|   | 27-1024  | Graphic Designers   | 470             | 45                  | \$48,670             | 4                      | 4                   | 4                |
|   | 49-9052  | Telecommunications Line Installers & Repairers                              | 320             | 40                  | \$42,413             | 3                      | 4                   | 4                |
|   | 27-3041  | Editors   | 180             | 20                  | \$84,532             | 3                      | 5                   | 4                |
|   | 27-4021  | Photographers   | 280             | 30                  | \$36,497             | 3                      | 4                   | 4                |
|   | 27-2012  | Producers & Directors   | 150             | 15                  | \$52,777             | 4                      | 5                   | 4                |
|   | 27-1014  | Multimedia Artists & Animators  | 170             | 20                  | \$70,256             | 4                      | 4                   | 4                |
|   | 27-3043  | Writers & Authors   | 200             | 20                  | \$40,843             | 3                      | 5                   | 4                |
|   | 27-2041  | Music Directors & Composers   | 250             | 35                  | \$36,076             | 3                      | 4                   | 4                |
|   | 27-4011  | Audio & Video Equipment Technicians   | 210             | 25                  | \$29,130             | 3                      | 5                   | 4                |
| Business Management & Administration          | 11-1021  | General & Operations Managers   | 7,550           | 725                 | \$113,650            | 5                      | 5                   | 5                |
|   | 13-1111  | Management Analysts   | 2,430           | 285                 | \$99,198             | 4                      | 4                   | 4                |
|   | 13-1071  | Human Resources Specialists   | 1,930           | 225                 | \$61,096             | 4                      | 4                   | 4                |
|   | 11-3051  | Industrial Production Managers  | 1,100           | 95                  | \$109,573            | 4                      | 4                   | 4                |
|   | 11-3021  | Computer & Information Systems Managers                                     | 1,480           | 135                 | \$140,680            | 5                      | 5                   | 5                |
|   | 15-2031  | Operations Research Analysts  | 360             | 35                  | \$115,494            | 7                      | 7                   | 7                |
|   | 43-4051  | Customer Service Representatives  | 8,650           | 1,125               | \$32,742             | 4                      | 4                   | 4                |
|   | 13-1151  | Training & Development Specialists  | 810             | 90                  | \$68,829             | 4                      | 5                   | 4                |
|   | 11-3121  | Human Resources Managers  | 370             | 35                  | \$105,260            | 5                      | 5                   | 4                |
|   | 11-3061  | Purchasing Managers   | 490             | 40                  | \$122,586            | 5                      | 4                   | 4                |
|   | 53-7065  | Stockers & Order Fillers  | 7,010           | 1,235               | \$25,645             | 3                      | 3                   | 3                |
|   | 11-3010  | Administrative Services & Facilities Managers                               | 280             | 25                  | \$107,578            | 5                      | 5                   | 4                |
|   | 43-4171  | Receptionists & Information Clerks  | 3,490           | 465                 | \$27,272             | 3                      | 4                   | 4                |
|   | 13-1121  | Meeting, Convention, & Event Planners                                       | 130             | 15                  | \$38,131             | 4                      | 4                   | 4                |
|   | 13-1131  | Fundraisers   | 140             | 15                  | \$42,584             | 4                      | 5                   | 4                |
| Education & Training                          | 25-1000  | Postsecondary Teachers  | 2,860           | 300                 | \$60,993             | 5                      | 7                   | 6                |
|   | 25-2021  | Elementary School Teachers, Except Special Education                        | 5,640           | 450                 | \$53,218             | 4                      | 6                   | 5                |
|   | 21-1012  | Educational, Guidance, School, & Vocational Counselors                      | 870             | 90                  | \$55,565             | 4                      | 4                   | 4                |
|   | 25-2022  | Middle School Teachers, Except Special & Career/Technical Education         | 2,490           | 200                 | \$54,709             | 4                      | 6                   | 5                |
|   | 11-9033  | Education Administrators, Postsecondary                                     | 450             | 35                  | \$85,839             | 5                      | 5                   | 5                |
|   | 25-2031  | Secondary School Teachers, Except Special & Career/Technical Education      | 3,340           | 255                 | \$54,655             | 4                      | 6                   | 5                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 1 Demand Occupations ACCCP 2022-2023

|                           | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|---------------------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                           |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Education & Training      | 11-9032  | Education Administrators, Elementary & Secondary School        | 860             | 70                  | \$82,659             | 5                      | 5                   | 5                |
|                           | 25-3021  | Self-Enrichment Education Teachers                             | 910             | 115                 | \$37,074             | 4                      | 4                   | 5                |
|                           | 25-4022  | Librarians & Media Collections Specialists                     | 560             | 55                  | \$55,823             | 4                      | 5                   | 4                |
|                           | 27-2022  | Coaches & Scouts   | 640             | 100                 | \$28,895             | 4                      | 4                   | 4                |
|                           | 25-9031  | Instructional Coordinators                                     | 220             | 20                  | \$66,817             | 3                      | 6                   | 4                |
|                           | 25-2012  | Kindergarten Teachers, Except Special Education                | **              | 15                  | \$59,559             | 4                      | 6                   | 5                |
|                           | 25-2052  | Special Education Teachers, Kindergarten & Elementary School   | 270             | 20                  | \$52,302             | 4                      | 6                   | 5                |
|                           | 11-9031  | Education Administrators, Preschool & Childcare Center/Program | 160             | 15                  | \$39,904             | 4                      | 5                   | 4                |
| Finance                   | 13-2011  | Accountants & Auditors   | 4,420           | 445                 | \$63,135             | 5                      | 4                   | 5                |
|                           | 11-3031  | Financial Managers   | 1,120           | 115                 | \$113,820            | 5                      | 5                   | 5                |
|                           | 13-2072  | Loan Officers  | 1,080           | 95                  | \$61,482             | 4                      | 5                   | 4                |
|                           | 41-3021  | Insurance Sales Agents   | 1,470           | 145                 | \$42,476             | 4                      | 5                   | 5                |
|                           | 13-2031  | Budget Analysts  | 620             | 55                  | \$94,288             | 5                      | 4                   | 5                |
|                           | 13-2052  | Personal Financial Advisors                                    | 540             | 40                  | \$69,035             | 4                      | 4                   | 4                |
|                           | 41-3031  | Securities, Commodities, & Financial Services Sales Agents     | 430             | 40                  | \$52,210             | 4                      | 4                   | 4                |
|                           | 43-4131  | Loan Interviewers & Clerks                                     | 580             | 55                  | \$34,592             | 3                      | 4                   | 4                |
|                           | 13-2082  | Tax Preparers  | 120             | 15                  | \$29,084             | 4                      | 4                   | 4                |
|                           | 43-9041  | Insurance Claims & Policy Processing Clerks                    | 310             | 30                  | \$28,577             | 3                      | 4                   | 4                |
|                           | 43-4041  | Credit Authorizers, Checkers, & Clerks                         | 160             | 15                  | \$38,797             | 4                      | 4                   | 4                |
|                           | 19-5011  | Occupational Health & Safety Specialists                       | 320             | 35                  | \$78,815             | 3                      | 4                   | 4                |
| Government & Public Admin | 13-1041  | Compliance Officers  | 500             | 45                  | \$66,150             | 3                      | 4                   | 4                |
|                           | 43-4061  | Eligibility Interviewers, Government Programs                  | 420             | 40                  | \$41,800             | 4                      | 5                   | 4                |
|                           | 13-2081  | Tax Examiners & Collectors, & Revenue Agents                   | 160             | 15                  | \$50,060             | 4                      | 4                   | 4                |
|                           | 43-4031  | Court, Municipal, & License Clerks                             | 480             | 50                  | \$31,816             | 3                      | 4                   | 4                |
|                           | 13-2020  | Property Appraisers & Assessors                                | 210             | 15                  | \$44,953             | 5                      | 5                   | 5                |
|                           | 29-1141  | Registered Nurses  | 9,990           | 635                 | \$54,770             | 5                      | 5                   | 4                |
| Health Science            | 11-9111  | Medical & Health Services Managers                             | 1,220           | 150                 | \$77,990             | 4                      | 4                   | 4                |
|                           | 29-1171  | Nurse Practitioners  | 1,150           | 140                 | \$97,375             | 6                      | 5                   | 4                |
|                           | 29-2061  | Licensed Practical & Licensed Vocational Nurses                | 2,370           | 200                 | \$39,996             | 4                      | 4                   | 4                |
|                           | 29-1051  | Pharmacists  | 920             | 40                  | \$125,141            | 6                      | 7                   | 7                |
|                           | 29-1123  | Physical Therapists  | 640             | 45                  | \$90,337             | 4                      | 6                   | 5                |
|                           | 31-2021  | Physical Therapist Assistants                                  | 440             | 85                  | \$60,926             | 4                      | 4                   | 4                |
|                           | 43-6013  | Medical Secretaries  | 1,460           | 185                 | \$34,268             | 3                      | 5                   | 4                |
|                           | 31-9092  | Medical Assistants   | 2,160           | 315                 | \$28,703             | 4                      | 4                   | 4                |
|                           | 29-2052  | Pharmacy Technicians   | 1,680           | 150                 | \$30,574             | 4                      | 4                   | 4                |
|                           | 29-1127  | Speech-Language Pathologists                                   | 420             | 40                  | \$59,120             | 4                      | 6                   | 5                |
|                           | 29-2010  | Clinical Laboratory Technologists & Technicians                | 830             | 60                  | \$37,454             | 5                      | 5                   | 5                |
|                           |          |  |                 |                     |                      |                        |                     |                  |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 1 Demand Occupations ACCCP 2022-2023

|                       | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|-----------------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                       |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Health Science        | 29-1151  | Nurse Anesthetists   | 410             | 30                  | \$157,762            | 5                      | 5                   | 4                |
|                       | 31-9091  | Dental Assistants  | 930             | 120                 | \$32,218             | 3                      | 4                   | 4                |
|                       | 29-2034  | Radiologic Technologists   | 680             | 55                  | \$47,135             | 3                      | 4                   | 4                |
|                       | 29-1021  | Dentists, General  | 420             | 15                  | \$146,904            | 6                      | 7                   | 7                |
|                       | 31-9097  | Phlebotomists  | 460             | 70                  | \$30,321             | 3                      | 4                   | 4                |
|                       | 29-1292  | Dental Hygienists  | 910             | 65                  | \$50,204             | 3                      | 4                   | 4                |
|                       | 29-1122  | Occupational Therapists  | 200             | 15                  | \$83,403             | 4                      | 6                   | 5                |
|                       | 31-2011  | Occupational Therapy Assistants  | **              | 20                  | \$67,920             | 4                      | 4                   | 4                |
|                       | 29-1126  | Respiratory Therapists   | 460             | 35                  | \$49,746             | 5                      | 6                   | 5                |
|                       | 29-1131  | Veterinarians  | 300             | 15                  | \$92,877             | 6                      | 7                   | 7                |
|                       | 29-2031  | Cardiovascular Technologists & Technicians   | 320             | 25                  | \$44,679             | 5                      | 5                   | 5                |
|                       | 29-2032  | Diagnostic Medical Sonographers  | 220             | 20                  | \$58,420             | 3                      | 4                   | 4                |
|                       | 29-2035  | Magnetic Resonance Imaging Technologists   | 170             | 15                  | \$57,674             | 4                      | 4                   | 4                |
|                       | 29-2055  | Surgical Technologists   | 450             | 35                  | \$41,460             | 3                      | 5                   | 4                |
|                       | 19-1042  | Medical Scientists, Except Epidemiologists   | 170             | 15                  | \$51,885             | 7                      | 7                   | 7                |
|                       | 29-2057  | Ophthalmic Medical Technicians   | 200             | 20                  | \$38,264             | 3                      | 4                   | 4                |
|                       | 29-2053  | Psychiatric Technicians  | 240             | 20                  | \$29,842             | 3                      | 4                   | 4                |
|                       | 29-2056  | Veterinary Technologists & Technicians   | 330             | 30                  | \$28,117             | 3                      | 4                   | 3                |
|                       | 31-1132  | Orderlies  | **              | 20                  | **                   | 4                      | 3                   | 3                |
|                       | 29-2081  | Opticians, Dispensing  | 260             | 25                  | \$27,917             | 3                      | 4                   | 4                |
|                       | 31-9093  | Medical Equipment Preparers  | 150             | 20                  | \$26,561             | 3                      | 4                   | 4                |
| Hospitality & Tourism | 11-9051  | Food Service Managers  | 820             | 100                 | \$49,112             | 3                      | 4                   | 4                |
|                       | 35-1012  | Supervisors of Food Preparation & Serving Workers  | 4,440           | 735                 | \$29,356             | 4                      | 5                   | 4                |
|                       | 37-1011  | Supervisors of Housekeeping & Janitorial Workers   | 640             | 75                  | \$35,807             | 4                      | 4                   | 4                |
|                       | 35-1011  | Chefs & Head Cooks   | 90              | 15                  | \$42,012             | 3                      | 4                   | 4                |
|                       | 27-2021  | Athletes & Sports Competitors  | 80              | 15                  | **                   | **                     | 4                   | 4                |
| Human Services        | 21-1018  | Substance Abuse, Behavioral Disorder, & Mental Health Counselors                               | 610             | 70                  | \$36,549             | 3                      | 5                   | 4                |
|                       | 21-2011  | Clergy   | 1,300           | 150                 | \$45,972             | 4                      | 5                   | 5                |
|                       | 11-9151  | Social & Community Service Managers  | 320             | 30                  | \$60,551             | 4                      | 5                   | 4                |
|                       | 21-1021  | Child, Family, & School Social Workers   | 890             | 85                  | \$41,618             | 4                      | 4                   | 4                |
|                       | 21-1022  | Healthcare Social Workers  | 390             | 45                  | \$47,670             | 4                      | 4                   | 4                |
|                       | 21-1093  | Social & Human Service Assistants  | 440             | 60                  | \$30,885             | 4                      | 4                   | 4                |
|                       | 39-1098  | Supervisors of Personal Service & Entertainment & Recreation Workers, Except Gambling Services | 480             | 60                  | \$33,568             | 4                      | 4                   | 4                |
|                       | 21-2021  | Directors, Religious Activities & Education  | 780             | 100                 | **                   | 4                      | 5                   | 4                |
|                       | 31-9011  | Massage Therapists   | 90              | 15                  | \$35,092             | 3                      | 4                   | 4                |
|                       | 21-1023  | Mental Health & Substance Abuse Social Workers   | 150             | 15                  | \$37,733             | 4                      | 4                   | 4                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 1 Demand Occupations ACCCP 2022-2023

|  | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|--|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|  |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Information Technology                     | 15-1256  | Software Developers & Software Quality Assurance Analysts & Testers                              | 9,830           | 995                 | \$108,192            | 4                      | 4                   | 4                |
|  | 15-1211  | Computer Systems Analysts  | 2,530           | 190                 | \$100,032            | 5                      | 4                   | 4                |
|  | 15-1212  | Information Security Analysts  | 1,020           | 120                 | \$88,698             | 5                      | 6                   | 6                |
|  | 15-1244  | Network & Computer Systems Administrators  | 1,220           | 90                  | \$78,381             | 5                      | 5                   | 4                |
|  | 15-1241  | Computer Network Architects  | 970             | 65                  | \$109,762            | 4                      | 5                   | 5                |
|  | 15-1232  | Computer User Support Specialists  | 1,700           | 150                 | \$46,308             | 4                      | 4                   | 4                |
|  | 15-1245  | Database Administrators & Architects   | 620             | 50                  | \$78,458             | 5                      | 4                   | 5                |
|  | 15-1257  | Web Developers & Digital Interface Designers   | 290             | 25                  | \$72,743             | 5                      | 5                   | 6                |
|  | 15-1231  | Computer Network Support Specialists   | 440             | 40                  | \$54,678             | 5                      | 5                   | 4                |
| Law, Public Safety, Corrections & Security | 23-1011  | Lawyers  | 1,170           | 65                  | \$89,437             | 5                      | 7                   | 5                |
|  | 33-9032  | Security Guards  | 2,370           | 325                 | \$26,921             | 3                      | 4                   | 4                |
|  | 33-3051  | Police & Sheriff's Patrol Officers   | 2,450           | 205                 | \$43,710             | 3                      | 4                   | 4                |
|  | 33-3021  | Detectives & Criminal Investigators  | 250             | 20                  | \$73,173             | 3                      | 4                   | 4                |
|  | 23-2011  | Paralegals & Legal Assistants  | 650             | 80                  | \$44,302             | 3                      | 6                   | 3                |
|  | 33-2011  | Firefighters   | 1,030           | 85                  | \$41,497             | 4                      | 4                   | 4                |
|  | 43-5031  | Police, Fire, & Ambulance Dispatchers  | 620             | 60                  | \$33,799             | 3                      | 4                   | 4                |
|  | 29-2040  | Emergency Medical Technicians & Paramedics   | 680             | 55                  | \$29,391             | 3                      | 5                   | 4                |
|  | 33-1012  | Supervisors of Police & Detectives   | 260             | 20                  | \$63,841             | 4                      | 5                   | 5                |
|  | 33-1021  | Supervisors of Fire Fighting & Prevention Workers  | 220             | 15                  | \$61,543             | 5                      | 5                   | 4                |
|  | 21-1092  | Probation Officers & Correctional Treatment Specialists  | **              | 15                  | **                   | 3                      | 4                   | 4                |
| Manufacturing                              | 51-1011  | Supervisors of Production & Operating Workers  | 4,360           | 575                 | \$58,238             | 4                      | 4                   | 4                |
|  | 49-1011  | Supervisors of Mechanics, Installers, & Repairers  | 2,060           | 205                 | \$66,270             | 4                      | 5                   | 5                |
|  | 17-3023  | Electrical & Electronics Engineering Technicians   | 1,480           | 145                 | \$58,152             | 4                      | 5                   | 5                |
|  | 51-4041  | Machinists   | 2,050           | 245                 | \$46,779             | 4                      | 4                   | 4                |
|  | 49-9071  | Maintenance & Repair Workers, General  | 3,940           | 405                 | \$35,481             | 4                      | 4                   | 4                |
|  | 49-9041  | Industrial Machinery Mechanics   | 3,530           | 470                 | \$48,641             | 4                      | 4                   | 4                |
|  | 43-5061  | Production, Planning, & Expediting Clerks  | 1,130           | 135                 | \$42,443             | 4                      | 4                   | 4                |
|  | 51-9061  | Inspectors, Testers, Sorters, Samplers, & Weighers   | 4,010           | 495                 | \$34,499             | 3                      | 4                   | 4                |
|  | 51-4121  | Welders, Cutters, Solderers, & Brazers   | 3,260           | 435                 | \$37,657             | 3                      | 3                   | 4                |
|  | 51-2090  | Miscellaneous Assemblers & Fabricators   | 12,360          | 1,465               | \$31,188             | 3                      | 3                   | 3                |
|  | 17-3026  | Industrial Engineering Technicians   | 400             | 45                  | \$50,590             | 4                      | 4                   | 4                |
|  | 51-9124  | Coating, Painting, & Spraying Machine Setters, Operators, & Tenders                              | 1,270           | 245                 | \$38,114             | 3                      | 3                   | 4                |
|  | 51-9011  | Chemical Equipment Operators & Tenders   | 1,040           | 115                 | \$62,184             | 4                      | 4                   | 4                |
|  | 51-4031  | Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic                | 1,840           | 215                 | \$35,699             | 3                      | 3                   | 4                |
|  | 51-2028  | Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers | 1,970           | 270                 | \$30,621             | 3                      | 3                   | 4                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).



## Region 1 Demand Occupations ACCCP 2022-2023

|               | SOC Code | Occupation Title  | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|---------------|----------|---|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|               |          |   |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Manufacturing | 51-9161  | Computer Numerically Controlled Tool Operators  | 830             | 95                  | \$40,185             | 4                      | 4                   | 4                |
|               | 17-3027  | Mechanical Engineering Technicians  | 260             | 25                  | \$59,832             | 4                      | 5                   | 5                |
|               | 17-3021  | Aerospace Engineering & Operations Technicians  | 480             | 55                  | \$64,274             | 4                      | 4                   | 4                |
|               | 51-2031  | Engine & Other Machine Assemblers   | **              | 115                 | **                   | 3                      | 3                   | 4                |
|               | 51-4021  | Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic                          | 1,000           | 110                 | \$35,764             | 3                      | 3                   | 4                |
|               | 19-4031  | Chemical Technicians  | 500             | 60                  | \$53,416             | 4                      | 5                   | 4                |
|               | 51-4033  | Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, & Tenders, Metal & Plastic | 490             | 70                  | \$43,691             | 3                      | 3                   | 4                |
|               | 51-6091  | Extruding & Forming Machine Setters, Operators, & Tenders, Synthetic & Glass Fibers                 | 400             | 60                  | \$46,062             | 3                      | 4                   | 4                |
|               | 51-4122  | Welding, Soldering, & Brazing Machine Setters, Operators, & Tenders                                 | 370             | 135                 | \$44,236             | 3                      | 4                   | 4                |
|               | 49-2098  | Security & Fire Alarm Systems Installers  | 210             | 25                  | \$48,274             | 4                      | 4                   | 4                |
|               | 51-9162  | Computer Numerically Controlled Tool Programmers  | 190             | 30                  | \$54,010             | 4                      | 4                   | 4                |
|               | 51-3021  | Butchers & Meat Cutters   | 480             | 60                  | \$29,532             | 4                      | 4                   | 4                |
|               | 17-3013  | Mechanical Drafters   | 230             | 20                  | \$53,123             | 5                      | 4                   | 5                |
|               | 51-4111  | Tool & Die Makers   | 270             | 30                  | \$51,173             | 4                      | 4                   | 4                |
|               | 53-7063  | Machine Feeders & Offbearers  | 870             | 130                 | \$32,530             | 3                      | 4                   | 4                |
|               | 51-8091  | Chemical Plant & System Operators   | **              | 30                  | **                   | 4                      | 4                   | 4                |
|               | 51-9081  | Dental Laboratory Technicians   | 490             | 75                  | \$31,814             | 3                      | 4                   | 4                |
|               | 51-4081  | Multiple Machine Tool Setters, Operators, & Tenders, Metal & Plastic                                | 870             | 120                 | \$35,458             | 3                      | 4                   | 4                |
|               | 51-9032  | Cutting & Slicing Machine Setters, Operators, & Tenders   | 560             | 70                  | \$31,367             | 3                      | 3                   | 4                |
|               | 51-9023  | Mixing & Blending Machine Setters, Operators, & Tenders   | 410             | 45                  | \$34,595             | 3                      | 4                   | 4                |
|               | 49-2094  | Electrical & Electronics Repairers, Commercial & Industrial Equipment                               | 290             | 25                  | \$52,625             | 4                      | 5                   | 4                |
|               | 51-7011  | Cabinetmakers & Bench Carpenters  | **              | 70                  | \$28,252             | 4                      | 4                   | 4                |
|               | 51-4072  | Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic               | 800             | 85                  | \$29,559             | 3                      | 3                   | 4                |
|               | 51-3092  | Food Batchmakers  | 250             | 35                  | \$29,379             | 3                      | 3                   | 4                |
|               | 51-9041  | Extruding, Forming, Pressing, & Compacting Machine Setters, Operators, & Tenders                    | 400             | 50                  | \$35,495             | 3                      | 3                   | 4                |
|               | 51-7042  | Woodworking Machine Setters, Operators, & Tenders, Except Sawing                                    | 700             | 85                  | \$28,960             | 4                      | 3                   | 3                |
|               | 51-7041  | Sawing Machine Setters, Operators, & Tenders, Wood  | 770             | 95                  | \$29,457             | 3                      | 3                   | 3                |
|               | 43-5111  | Weighers, Measurers, Checkers, & Samplers, Recordkeeping  | 130             | 15                  | \$30,873             | 3                      | 3                   | 4                |
|               | 49-9043  | Maintenance Workers, Machinery  | 270             | 25                  | \$40,867             | 4                      | 4                   | 4                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

# Region 1 Demand Occupations

## ACCCP 2022-2023

|  |         | SOC Code   | Occupation Title | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|--|---------|--|------------------|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|  |         |  |                  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Manufacturing                                  | 49-2011 | Computer, Automated Teller, & Office Machine Repairers   | 540              | 60              | \$31,049            | 5                    | 5                      | 5                   |                  |
|  | 51-9195 | Molders, Shapers, & Casters, Except Metal & Plastic  | 200              | 30              | \$32,930            | 3                    | 3                      | 4                   |                  |
|  | 51-4034 | Lathe & Turning Machine Tool Setters, Operators, & Tenders, Metal & Plastic                    | 120              | 15              | \$42,627            | 4                    | 4                      | 4                   |                  |
|  | 51-4051 | Metal-Refining Furnace Operators & Tenders   | 150              | 15              | \$36,493            | 3                    | 3                      | 4                   |                  |
|  | 51-9123 | Painting, Coating, & Decorating Workers  | 130              | 15              | \$35,016            | 3                    | 3                      | 4                   |                  |
|  | 51-9192 | Cleaning, Washing, & Metal Pickling Equipment Operators & Tenders                              | 110              | 15              | \$29,991            | 3                    | 3                      | 3                   |                  |
|  | 51-9193 | Cooling & Freezing Equipment Operators & Tenders   | 160              | 20              | \$29,521            | 3                    | 3                      | 3                   |                  |
| Marketing                                      | 41-4012 | Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products       | 4,420            | 480             | \$54,869            | 5                    | 5                      | 4                   |                  |
|  | 11-2022 | Sales Managers   | 640              | 60              | \$109,578           | 4                    | 5                      | 5                   |                  |
|  | 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel | 2,020            | 260             | \$54,889            | 5                    | 5                      | 4                   |                  |
|  | 13-1161 | Market Research Analysts & Marketing Specialists   | 1,200            | 160             | \$56,544            | 4                    | 4                      | 4                   |                  |
|  | 11-2021 | Marketing Managers   | 390              | 40              | \$128,339           | 7                    | 5                      | 5                   |                  |
|  | 41-4011 | Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products              | 530              | 60              | \$82,349            | 4                    | 4                      | 4                   |                  |
|  | 41-9022 | Real Estate Sales Agents   | 760              | 70              | \$43,883            | 4                    | 5                      | 4                   |                  |
|  | 27-3031 | Public Relations Specialists   | 470              | 50              | \$62,007            | 4                    | 5                      | 4                   |                  |
|  | 11-9141 | Property, Real Estate, & Community Association Managers  | 560              | 45              | \$45,094            | 4                    | 4                      | 4                   |                  |
|  | 27-1026 | Merchandise Displayers & Window Trimmers   | 510              | 50              | \$28,335            | 3                    | 4                      | 4                   |                  |
|  | 41-2022 | Parts Salespersons   | 860              | 110             | \$28,745            | 3                    | 3                      | 4                   |                  |
|  | 41-9031 | Sales Engineers  | 130              | 15              | \$85,243            | 6                    | 4                      | 4                   |                  |
| Science, Technology, Engineering & Mathematics | 17-2071 | Electrical Engineers   | 2,290            | 185             | \$104,658           | 7                    | 6                      | 6                   |                  |
|  | 17-2011 | Aerospace Engineers  | 3,230            | 240             | \$122,578           | 7                    | 6                      | 7                   |                  |
|  | 17-2141 | Mechanical Engineers   | 1,880            | 135             | \$97,060            | 6                    | 6                      | 6                   |                  |
|  | 11-9041 | Architectural & Engineering Managers   | 1,140            | 95              | \$150,641           | 7                    | 7                      | 5                   |                  |
|  | 17-2112 | Industrial Engineers   | 2,430            | 255             | \$92,163            | 5                    | 6                      | 6                   |                  |
|  | 17-2072 | Electronics Engineers, Except Computer   | 1,050            | 75              | \$122,577           | 7                    | 6                      | 6                   |                  |
|  | 17-2061 | Computer Hardware Engineers  | 960              | 65              | \$122,300           | 7                    | 6                      | 6                   |                  |
|  | 15-1221 | Computer & Information Research Scientists   | 270              | 25              | \$124,045           | 7                    | 5                      | 4                   |                  |
|  | 17-2111 | Health & Safety Engineers, Except Mining Safety Engineers & Inspectors                         | 390              | 30              | \$105,791           | 4                    | 4                      | 6                   |                  |
|  | 17-2131 | Materials Engineers  | 400              | 30              | \$103,744           | 6                    | 6                      | 6                   |                  |
|  | 17-2041 | Chemical Engineers   | 260              | 20              | \$107,980           | 7                    | 6                      | 7                   |                  |
|  | 19-2031 | Chemists   | 280              | 25              | \$80,014            | 7                    | 7                      | 7                   |                  |
| Trans  | 13-1081 | Logisticians   | 3,070            | 350             | \$98,957            | 5                    | 5                      | 5                   |                  |
|  | 53-3032 | Heavy & Tractor-Trailer Truck Drivers  | 7,300            | 895             | \$41,144            | 3                    | 4                      | 4                   |                  |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 1 Demand Occupations ACCCP 2022-2023

|  | SOC Code | Occupation Title  | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|--|----------|---|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|  |          |   |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Transportation, Distribution & Logistics | 53-1047  | Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling | **              | 195                 | \$49,756             | 4                      | 4                   | 4                |
|  | 53-7062  | Laborers & Freight, Stock, & Material Movers, Hand                                      | 10,870          | 1,590               | \$26,037             | 3                      | 3                   | 4                |
|  | 53-3033  | Light Truck or Delivery Services Drivers  | 2,680           | 320                 | \$30,535             | 3                      | 3                   | 3                |
|  | 49-3031  | Bus & Truck Mechanics & Diesel Engine Specialists                                       | 1,100           | 110                 | \$46,260             | 3                      | 4                   | 4                |
|  | 53-7051  | Industrial Truck & Tractor Operators  | 2,790           | 345                 | \$32,819             | 3                      | 3                   | 3                |
|  | 11-3071  | Transportation, Storage, & Distribution Managers  | 260             | 20                  | \$89,850             | 4                      | 4                   | 4                |
|  | 49-3011  | Aircraft Mechanics & Service Technicians  | 780             | 80                  | \$52,913             | 4                      | 5                   | 5                |
|  | 43-3021  | Billing & Posting Clerks  | 880             | 95                  | \$34,713             | 4                      | 4                   | 4                |
|  | 49-3021  | Automotive Body & Related Repairers   | 580             | 55                  | \$45,046             | 3                      | 4                   | 3                |
|  | 49-3042  | Mobile Heavy Equipment Mechanics, Except Engines  | 440             | 50                  | \$51,245             | 3                      | 3                   | 3                |
|  | 49-3093  | Tire Repairers & Changers   | 860             | 100                 | \$26,194             | 3                      | 3                   | 4                |
|  | 43-5032  | Dispatchers, Except Police, Fire, & Ambulance   | 610             | 55                  | \$36,321             | 3                      | 4                   | 4                |
|  | 53-2012  | Commercial Pilots   | 200             | 25                  | \$77,278             | 5                      | 6                   | 6                |
|  | 49-2091  | Avionics Technicians  | 140             | 15                  | \$59,679             | 4                      | 4                   | 5                |
|  | 43-5011  | Cargo & Freight Agents  | 160             | 20                  | \$32,095             | 3                      | 4                   | 4                |
|  | 53-3052  | Bus Drivers, Transit & Intercity  | 280             | 35                  | \$29,407             | 3                      | 4                   | 3                |
|  | 53-7121  | Tank Car, Truck, & Ship Loaders   | **              | 15                  | \$42,510             | 3                      | 4                   | 4                |
|  | 49-3051  | Motorboat Mechanics & Service Technicians   | 110             | 15                  | \$37,310             | 3                      | 4                   | 4                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).



## Region 2 Demand Occupations ACCCP 2022-2023

|                             | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|-----------------------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                             |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Agriculture, Food           | 13-1020  | Buyers & Purchasing Agents   | 380             | 40                  | \$55,714             | 5                      | 4                   | 5                |
|                             | 49-3041  | Farm Equipment Mechanics & Service Technicians                         | 150             | 20                  | \$43,179             | 3                      | 3                   | 4                |
|                             | 53-7081  | Refuse & Recyclable Material Collectors                                | **              | 25                  | \$27,689             | 3                      | 3                   | 3                |
|                             | 45-2091  | Agricultural Equipment Operators                                       | 180             | 30                  | **                   | 4                      | 4                   | 4                |
|                             | 39-2021  | Nonfarm Animal Caretakers  | 90              | 15                  | \$23,448             | 3                      | 3                   | 4                |
| Architecture & Construction | 47-2061  | Construction Laborers  | 1,290           | 140                 | \$32,610             | 3                      | 4                   | 4                |
|                             | 47-2111  | Electricians   | 530             | 60                  | \$47,526             | 4                      | 5                   | 5                |
|                             | 49-9051  | Electrical Power-Line Installers & Repairers                           | 170             | 15                  | \$76,433             | 4                      | 4                   | 4                |
|                             | 47-1011  | Supervisors of Construction Trades & Extraction Workers                | 580             | 60                  | \$54,898             | 4                      | 5                   | 4                |
|                             | 11-9021  | Construction Managers  | 220             | 20                  | \$92,636             | 5                      | 6                   | 5                |
|                             | 47-2073  | Operating Engineers & Other Construction Equipment Operators           | 610             | 70                  | \$36,009             | 3                      | 4                   | 4                |
|                             | 49-9021  | Heating, Air Conditioning, & Refrigeration Mechanics & Installers      | 410             | 40                  | \$36,624             | 4                      | 4                   | 4                |
|                             | 47-2152  | Plumbers, Pipefitters, & Steamfitters                                  | 370             | 40                  | \$44,993             | 4                      | 4                   | 4                |
|                             | 47-2141  | Painters, Construction & Maintenance                                   | 240             | 20                  | \$48,068             | 3                      | 4                   | 4                |
|                             | 37-3011  | Landscaping & Groundskeeping Workers                                   | 650             | 90                  | \$23,647             | 3                      | 3                   | 4                |
|                             | 49-9044  | Millwrights  | 200             | 20                  | \$52,412             | 4                      | 4                   | 4                |
|                             | 47-2031  | Carpenters   | 440             | 40                  | \$30,129             | 4                      | 4                   | 4                |
|                             | 47-2151  | Pipelayers   | 260             | 25                  | \$31,105             | 3                      | 4                   | 4                |
|                             | 47-4051  | Highway Maintenance Workers  | 190             | 20                  | \$28,750             | 3                      | 4                   | 3                |
| Business Management         | 11-1021  | General & Operations Managers  | 1,570           | 140                 | \$90,212             | 5                      | 5                   | 5                |
|                             | 11-3051  | Industrial Production Managers   | 280             | 25                  | \$104,293            | 4                      | 4                   | 4                |
|                             | 13-1071  | Human Resources Specialists  | 330             | 30                  | \$51,347             | 4                      | 4                   | 4                |
|                             | 53-7065  | Stockers & Order Fillers   | 1,680           | 300                 | \$25,424             | 3                      | 3                   | 3                |
|                             | 13-1111  | Management Analysts  | 130             | 15                  | \$72,227             | 4                      | 4                   | 4                |
|                             | 43-5052  | Postal Service Mail Carriers   | 460             | 35                  | \$48,551             | 3                      | 4                   | 4                |
| Education & Training        | 25-1000  | Postsecondary Teachers   | 750             | 75                  | \$72,618             | 5                      | 7                   | 6                |
|                             | 21-1012  | Educational, Guidance, School, & Vocational Counselors                 | 280             | 30                  | \$54,276             | 4                      | 4                   | 4                |
|                             | 25-2031  | Secondary School Teachers, Except Special & Career/Technical Education | 1,250           | 95                  | \$52,096             | 4                      | 6                   | 5                |
|                             | 25-2021  | Elementary School Teachers, Except Special Education                   | 1,340           | 110                 | \$51,028             | 4                      | 6                   | 5                |
|                             | 25-2022  | Middle School Teachers, Except Special & Career/Technical Education    | 1,000           | 80                  | \$53,440             | 4                      | 6                   | 5                |
|                             | 27-2022  | Coaches & Scouts   | 220             | 35                  | \$37,078             | 4                      | 4                   | 4                |
|                             | 25-4022  | Librarians & Media Collections Specialists                             | 180             | 20                  | \$54,604             | 4                      | 5                   | 4                |
|                             | 11-9032  | Education Administrators, Elementary & Secondary School                | 280             | 20                  | \$78,650             | 5                      | 5                   | 5                |
|                             | 25-9031  | Instructional Coordinators   | 140             | 15                  | \$80,791             | 3                      | 6                   | 4                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 2 Demand Occupations ACCCP 2022-2023

|                       | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Applied Math | Keys Scores Workplace Documents | Scores Graphic Literacy |
|-----------------------|----------|--|-----------------|---------------------|----------------------|------------------------------|---------------------------------|-------------------------|
| Edu                   | 25-3021  | Self-Enrichment Education Teachers   | 220             | 30                  | \$31,735             | 4                            | 4                               | 5                       |
|                       | 25-2012  | Kindergarten Teachers, Except Special Education  | **              | 15                  | \$50,309             | 4                            | 6                               | 5                       |
| Finance               | 13-2011  | Accountants & Auditors   | 710             | 65                  | \$58,455             | 5                            | 4                               | 5                       |
|                       | 11-3031  | Financial Managers   | 210             | 20                  | \$95,043             | 5                            | 5                               | 5                       |
|                       | 13-2072  | Loan Officers  | 240             | 20                  | \$50,841             | 4                            | 5                               | 4                       |
| Gov                   | 13-1041  | Compliance Officers  | 150             | 15                  | \$58,585             | 3                            | 4                               | 4                       |
|                       | 43-4061  | Eligibility Interviewers, Government Programs  | 150             | 15                  | \$41,768             | 4                            | 5                               | 4                       |
|                       | 43-4031  | Court, Municipal, & License Clerks   | 150             | 15                  | \$29,558             | 3                            | 4                               | 4                       |
| Health Science        | 29-1141  | Registered Nurses  | 2,730           | 165                 | \$59,627             | 5                            | 5                               | 4                       |
|                       | 11-9111  | Medical & Health Services Managers   | 370             | 45                  | \$76,540             | 4                            | 4                               | 4                       |
|                       | 29-2061  | Licensed Practical & Licensed Vocational Nurses  | 1,030           | 85                  | \$40,107             | 4                            | 4                               | 4                       |
|                       | 31-2021  | Physical Therapist Assistants  | 170             | 30                  | \$58,139             | 4                            | 4                               | 4                       |
|                       | 29-1171  | Nurse Practitioners  | 190             | 20                  | \$101,030            | 6                            | 5                               | 4                       |
|                       | 31-1131  | Nursing Assistants   | 1,640           | 210                 | \$23,757             | 3                            | 4                               | 4                       |
|                       | 43-6013  | Medical Secretaries  | 400             | 45                  | \$33,553             | 3                            | 5                               | 4                       |
|                       | 31-9092  | Medical Assistants   | 600             | 80                  | \$28,821             | 4                            | 4                               | 4                       |
|                       | 29-2010  | Clinical Laboratory Technologists & Technicians  | 420             | 30                  | \$39,286             | 5                            | 5                               | 5                       |
|                       | 29-2052  | Pharmacy Technicians   | 370             | 35                  | \$28,984             | 4                            | 4                               | 4                       |
|                       | 29-1127  | Speech-Language Pathologists   | 170             | 15                  | \$56,322             | 4                            | 6                               | 5                       |
|                       | 31-2011  | Occupational Therapy Assistants  | **              | 15                  | **                   | 4                            | 4                               | 4                       |
|                       | 29-2034  | Radiologic Technologists   | 210             | 15                  | \$46,003             | 3                            | 4                               | 4                       |
|                       | 29-1292  | Dental Hygienists  | 210             | 15                  | \$48,506             | 3                            | 4                               | 4                       |
|                       | 31-9091  | Dental Assistants  | 150             | 20                  | \$37,089             | 3                            | 4                               | 4                       |
|                       | 31-9096  | Veterinary Assistants & Laboratory Animal Caretakers   | 120             | 20                  | \$26,312             | 4                            | 4                               | 3                       |
|                       | 29-2053  | Psychiatric Technicians  | 150             | 15                  | \$24,669             | 3                            | 4                               | 4                       |
| Hospitality & Tourism | 11-9051  | Food Service Managers  | 260             | 30                  | \$54,408             | 3                            | 4                               | 4                       |
|                       | 35-1012  | Supervisors of Food Preparation & Serving Workers  | 1,560           | 240                 | \$27,664             | 4                            | 5                               | 4                       |
|                       | 51-3011  | Bakers   | **              | 25                  | \$29,366             | 3                            | 3                               | 4                       |
|                       | 37-1011  | Supervisors of Housekeeping & Janitorial Workers   | 120             | 15                  | \$31,522             | 4                            | 4                               | 4                       |
|                       | 27-2021  | Athletes & Sports Competitors  | 100             | 15                  | **                   | **                           | 4                               | 4                       |
| Human Services        | 21-2011  | Clergy   | 390             | 40                  | \$47,342             | 4                            | 5                               | 5                       |
|                       | 21-1021  | Child, Family, & School Social Workers   | 350             | 35                  | \$40,522             | 4                            | 4                               | 4                       |
|                       | 21-2021  | Directors, Religious Activities & Education  | 240             | 30                  | **                   | 4                            | 5                               | 4                       |
|                       | 21-1015  | Rehabilitation Counselors  | **              | 25                  | \$52,894             | 3                            | 5                               | 4                       |
|                       | 21-1022  | Healthcare Social Workers  | 130             | 15                  | \$50,145             | 4                            | 4                               | 4                       |
|                       | 21-1093  | Social & Human Service Assistants  | 140             | 20                  | \$25,457             | 4                            | 4                               | 4                       |
|                       | 39-9031  | Fitness Trainers & Aerobics Instructors  | **              | 15                  | \$30,369             | 4                            | 4                               | 4                       |
|                       | 39-1098  | Supervisors of Personal Service & Entertainment & Recreation Workers, Except Gambling Services | 130             | 15                  | \$25,297             | 4                            | 4                               | 4                       |
| IT                    | 15-1232  | Computer User Support Specialists  | 230             | 20                  | \$46,245             | 4                            | 4                               | 4                       |
|                       | 15-1244  | Network & Computer Systems Administrators  | 210             | 15                  | \$53,003             | 5                            | 5                               | 4                       |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 2 Demand Occupations ACCCP 2022-2023

|                    | SOC Code | Occupation Title  | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|--------------------|----------|---|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                    |          |   |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Law, Public Safety | 33-3051  | Police & Sheriff's Patrol Officers  | 730             | 65                  | \$41,232             | 3                      | 4                   | 4                |
|                    | 33-9032  | Security Guards   | 500             | 65                  | \$27,957             | 3                      | 4                   | 4                |
|                    | 29-2040  | Emergency Medical Technicians & Paramedics  | 680             | 50                  | \$25,796             | 3                      | 5                   | 4                |
|                    | 33-2011  | Firefighters  | 420             | 35                  | \$37,465             | 4                      | 4                   | 4                |
|                    | 23-2011  | Paralegals & Legal Assistants   | 130             | 15                  | \$38,127             | 3                      | 6                   | 3                |
|                    | 43-5031  | Police, Fire, & Ambulance Dispatchers   | 160             | 15                  | \$30,533             | 3                      | 4                   | 4                |
| Manufacturing      | 51-1011  | Supervisors of Production & Operating Workers   | 1,650           | 185                 | \$62,915             | 4                      | 4                   | 4                |
|                    | 51-2090  | Miscellaneous Assemblers & Fabricators  | 5,910           | 700                 | \$50,540             | 3                      | 3                   | 3                |
|                    | 49-1011  | Supervisors of Mechanics, Installers, & Repairers   | 630             | 60                  | \$55,422             | 4                      | 5                   | 5                |
|                    | 49-9071  | Maintenance & Repair Workers, General   | 1,020           | 100                 | \$33,928             | 4                      | 4                   | 4                |
|                    | 51-4121  | Welders, Cutters, Solderers, & Brazers  | 790             | 95                  | \$46,021             | 3                      | 3                   | 4                |
|                    | 49-9041  | Industrial Machinery Mechanics  | 1,030           | 120                 | \$45,759             | 4                      | 4                   | 4                |
|                    | 43-5061  | Production, Planning, & Expediting Clerks   | 370             | 40                  | \$46,952             | 4                      | 4                   | 4                |
|                    | 51-4041  | Machinists  | 680             | 75                  | \$46,103             | 4                      | 4                   | 4                |
|                    | 51-4031  | Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic                   | 510             | 55                  | \$34,118             | 3                      | 3                   | 4                |
|                    | 51-4033  | Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, & Tenders, Metal & Plastic | 330             | 40                  | \$31,228             | 3                      | 3                   | 4                |
|                    | 51-4111  | Tool & Die Makers   | 200             | 25                  | \$61,061             | 4                      | 4                   | 4                |
|                    | 51-9124  | Coating, Painting, & Spraying Machine Setters, Operators, & Tenders                                 | 330             | 40                  | \$35,362             | 3                      | 3                   | 4                |
|                    | 51-7011  | Cabinetmakers & Bench Carpenters  | 730             | 80                  | \$29,413             | 4                      | 4                   | 4                |
|                    | 49-2094  | Electrical & Electronics Repairers, Commercial & Industrial Equipment                               | 230             | 20                  | \$51,355             | 4                      | 5                   | 4                |
|                    | 51-9111  | Packaging & Filling Machine Operators & Tenders   | 160             | 20                  | \$32,416             | 3                      | 3                   | 4                |
|                    | 51-3022  | Meat, Poultry, & Fish Cutters & Trimmers  | 390             | 45                  | \$26,935             | 3                      | 3                   | 3                |
|                    | 51-7042  | Woodworking Machine Setters, Operators, & Tenders, Except Sawing                                    | 350             | 40                  | \$29,912             | 4                      | 3                   | 3                |
|                    | 51-3093  | Food Cooking Machine Operators & Tenders  | **              | 40                  | **                   | 3                      | 4                   | 4                |
|                    | 53-7063  | Machine Feeders & Offbearers  | 150             | 20                  | \$27,639             | 3                      | 4                   | 4                |
|                    | 51-3021  | Butchers & Meat Cutters   | 170             | 20                  | \$27,454             | 4                      | 4                   | 4                |
|                    | 51-4193  | Plating & Coating Machine Setters, Operators, & Tenders, Metal & Plastic                            | 140             | 15                  | \$38,869             | 3                      | 4                   | 4                |
|                    | 51-6063  | Textile Knitting & Weaving Machine Setters, Operators, & Tenders                                    | **              | 20                  | **                   | 3                      | 3                   | 4                |
|                    | 51-9023  | Mixing & Blending Machine Setters, Operators, & Tenders   | 120             | 15                  | \$34,718             | 3                      | 4                   | 4                |
|                    | 51-7041  | Sawing Machine Setters, Operators, & Tenders, Wood  | 120             | 15                  | \$28,792             | 3                      | 3                   | 3                |
|                    | 51-7021  | Furniture Finishers   | **              | 15                  | \$28,533             | 3                      | 3                   | 3                |
|                    | 51-2051  | Fiberglass Laminators & Fabricators   | **              | 15                  | **                   | 3                      | 3                   | 3                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 2 Demand Occupations ACCCP 2022-2023

|  | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|--|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|  |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Marketing                                | 41-4012  | Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products       | **              | 110                 | \$45,961             | 5                      | 5                   | 4                |
|  | 41-2031  | Retail Salespersons  | 3,350           | 495                 | \$23,476             | 3                      | 4                   | 4                |
|  | 13-1161  | Market Research Analysts & Marketing Specialists   | 240             | 30                  | \$46,124             | 4                      | 4                   | 4                |
|  | 41-4011  | Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products              | **              | 15                  | \$93,217             | 4                      | 4                   | 4                |
|  | 41-2021  | Counter & Rental Clerks  | 360             | 45                  | \$24,928             | 4                      | 3                   | 4                |
|  | 41-9022  | Real Estate Sales Agents   | 170             | 15                  | \$59,771             | 4                      | 5                   | 4                |
|  | 41-3091  | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel | 300             | 35                  | \$37,093             | 5                      | 5                   | 4                |
|  | 41-2022  | Parts Salespersons   | 330             | 40                  | \$26,426             | 3                      | 3                   | 4                |
|  | 11-9141  | Property, Real Estate, & Community Association Managers  | 180             | 15                  | \$45,657             | 4                      | 4                   | 4                |
| STEM                                     | 17-2112  | Industrial Engineers   | 420             | 40                  | \$86,583             | 5                      | 6                   | 6                |
|  | 17-2141  | Mechanical Engineers   | 360             | 30                  | \$75,777             | 6                      | 6                   | 6                |
| Transportation, Distribution & Logistics | 53-3032  | Heavy & Tractor-Trailer Truck Drivers  | 2,520           | 305                 | \$39,730             | 3                      | 4                   | 4                |
|  | 53-3033  | Light Truck or Delivery Services Drivers   | 1,080           | 125                 | \$32,743             | 3                      | 3                   | 3                |
|  | 53-7062  | Laborers & Freight, Stock, & Material Movers, Hand   | 2,410           | 345                 | \$26,521             | 3                      | 3                   | 4                |
|  | 53-1047  | Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling        | **              | 60                  | \$46,462             | 4                      | 4                   | 4                |
|  | 53-7051  | Industrial Truck & Tractor Operators   | 640             | 75                  | \$30,397             | 3                      | 3                   | 3                |
|  | 13-1081  | Logisticians   | **              | 25                  | \$56,581             | 5                      | 5                   | 5                |
|  | 49-3042  | Mobile Heavy Equipment Mechanics, Except Engines   | 780             | 80                  | \$51,352             | 3                      | 3                   | 3                |
|  | 49-3031  | Bus & Truck Mechanics & Diesel Engine Specialists  | 320             | 30                  | \$39,614             | 3                      | 4                   | 4                |
|  | 53-7064  | Packers & Packagers, Hand  | 790             | 110                 | \$27,770             | 3                      | 3                   | 4                |
|  | 53-7061  | Cleaners of Vehicles & Equipment   | 310             | 50                  | \$23,906             | 3                      | 4                   | 3                |
|  | 43-3021  | Billing & Posting Clerks   | 210             | 20                  | \$31,797             | 4                      | 4                   | 4                |
|  | 49-3021  | Automotive Body & Related Repairers  | 220             | 25                  | \$30,556             | 3                      | 4                   | 3                |
|  | 49-2093  | Electrical & Electronics Installers & Repairers, Transportation Equipment                      | **              | 15                  | **                   | 3                      | 3                   | 5                |
|  | 53-6031  | Automotive & Watercraft Service Attendants   | 100             | 15                  | \$24,250             | 3                      | 3                   | 3                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 3 Demand Occupations ACCCP 2022-2023

|                             | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|-----------------------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                             |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Agriculture                 | 13-1020  | Buyers & Purchasing Agents   | 280             | 30                  | \$54,852             | 5                      | 4                   | 5                |
|                             | 37-2021  | Pest Control Workers   | 170             | 25                  | \$36,371             | 4                      | 4                   | 4                |
|                             | 37-3013  | Tree Trimmers & Pruners  | 150             | 20                  | \$36,149             | 3                      | 3                   | 4                |
|                             | 45-4023  | Log Graders & Scalers  | 70              | 15                  | \$38,658             | 3                      | 3                   | 3                |
|                             | 53-7081  | Refuse & Recyclable Material Collectors                                | 160             | 20                  | \$26,610             | 3                      | 3                   | 3                |
| Architecture & Construction | 11-9021  | Construction Managers  | 580             | 45                  | \$84,530             | 5                      | 6                   | 5                |
|                             | 47-1011  | Supervisors of Construction Trades & Extraction Workers                | 1,210           | 125                 | \$62,741             | 4                      | 5                   | 4                |
|                             | 47-2111  | Electricians   | 600             | 70                  | \$53,050             | 4                      | 5                   | 5                |
|                             | 47-2061  | Construction Laborers  | 1,780           | 190                 | \$30,930             | 3                      | 4                   | 4                |
|                             | 47-2152  | Plumbers, Pipefitters, & Steamfitters                                  | 550             | 60                  | \$47,958             | 4                      | 4                   | 4                |
|                             | 37-3011  | Landscaping & Groundskeeping Workers                                   | 920             | 125                 | \$29,064             | 3                      | 3                   | 4                |
|                             | 47-2073  | Operating Engineers & Other Construction Equipment Operators           | 520             | 60                  | \$42,471             | 3                      | 4                   | 4                |
|                             | 49-9021  | Heating, Air Conditioning, & Refrigeration Mechanics & Installers      | 380             | 40                  | \$41,809             | 4                      | 4                   | 4                |
|                             | 17-2051  | Civil Engineers  | 310             | 25                  | \$72,542             | 6                      | 6                   | 6                |
|                             | 47-2031  | Carpenters   | 660             | 60                  | \$39,104             | 4                      | 4                   | 4                |
|                             | 47-5041  | Continuous Mining Machine Operators                                    | 220             | 30                  | \$54,306             | 3                      | 4                   | 4                |
|                             | 47-2141  | Painters, Construction & Maintenance                                   | 230             | 20                  | \$42,967             | 3                      | 4                   | 4                |
|                             | 53-7021  | Crane & Tower Operators  | 160             | 20                  | \$40,111             | 3                      | 3                   | 3                |
|                             | 37-1012  | Supervisors of Landscaping, Lawn Service, & Groundskeeping Workers     | 200             | 20                  | \$54,182             | 5                      | 5                   | 4                |
|                             | 49-9044  | Millwrights  | 180             | 15                  | \$49,749             | 4                      | 4                   | 4                |
|                             | 47-4051  | Highway Maintenance Workers  | 480             | 50                  | \$29,066             | 3                      | 4                   | 3                |
|                             | 47-5081  | Helpers--Extraction Workers  | **              | 15                  | **                   | 3                      | 4                   | 3                |
|                             | 49-9098  | Helpers--Installation, Maintenance, & Repair Workers                   | 140             | 20                  | \$28,151             | 4                      | 4                   | 4                |
| Business                    | 11-1021  | General & Operations Managers  | 1,580           | 145                 | \$88,185             | 5                      | 5                   | 5                |
|                             | 13-1071  | Human Resources Specialists  | 370             | 40                  | \$62,329             | 4                      | 4                   | 4                |
|                             | 11-3051  | Industrial Production Managers   | 220             | 20                  | \$112,534            | 4                      | 4                   | 4                |
|                             | 13-1111  | Management Analysts  | 160             | 15                  | \$74,465             | 4                      | 4                   | 4                |
| Education & Training        | 25-1000  | Postsecondary Teachers   | 2,470           | 265                 | \$75,549             | 5                      | 7                   | 6                |
|                             | 11-9033  | Education Administrators, Postsecondary                                | 500             | 40                  | \$99,157             | 5                      | 5                   | 5                |
|                             | 27-2022  | Coaches & Scouts   | 300             | 45                  | \$56,250             | 4                      | 4                   | 4                |
|                             | 21-1012  | Educational, Guidance, School, & Vocational Counselors                 | 380             | 40                  | \$50,382             | 4                      | 4                   | 4                |
|                             | 25-2022  | Middle School Teachers, Except Special & Career/Technical Education    | 550             | 45                  | \$51,043             | 4                      | 6                   | 5                |
|                             | 25-2021  | Elementary School Teachers, Except Special Education                   | 1,240           | 100                 | \$50,613             | 4                      | 6                   | 5                |
|                             | 25-2031  | Secondary School Teachers, Except Special & Career/Technical Education | 1,730           | 135                 | \$52,434             | 4                      | 6                   | 5                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).



## Region 3 Demand Occupations ACCCP 2022-2023

|                        | SOC Code | Occupation Title  | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores<br>Applied Math Workplace Documents Graphic Literacy |
|------------------------|----------|---|-----------------|---------------------|----------------------|---|
| Education              | 11-9032  | Education Administrators, Elementary & Secondary School             | 310             | 25                  | \$87,810             | 5 5 5   |
|                        | 25-4022  | Librarians & Media Collections Specialists                          | 150             | 15                  | \$57,489             | 4 5 4   |
|                        | 25-3021  | Self-Enrichment Education Teachers                                  | 220             | 25                  | \$38,772             | 4 4 5   |
| Finance                | 13-2011  | Accountants & Auditors  | 1,000           | 90                  | \$62,827             | 5 4 5   |
|                        | 11-3031  | Financial Managers  | 180             | 20                  | \$112,348            | 5 5 5   |
|                        | 41-3021  | Insurance Sales Agents  | 380             | 35                  | \$51,380             | 4 5 5   |
|                        | 13-2072  | Loan Officers   | 200             | 20                  | \$60,025             | 4 5 4   |
| Gov                    | 43-4061  | Eligibility Interviewers, Government Programs                       | 130             | 15                  | \$42,700             | 4 5 4   |
|                        | 43-4031  | Court, Municipal, & License Clerks                                  | 160             | 15                  | \$31,523             | 3 4 4   |
| Health Science         | 29-1141  | Registered Nurses   | 3,160           | 185                 | \$57,795             | 5 5 4   |
|                        | 11-9111  | Medical & Health Services Managers                                  | 340             | 40                  | \$87,595             | 4 4 4   |
|                        | 29-2061  | Licensed Practical & Licensed Vocational Nurses                     | 1,110           | 95                  | \$39,754             | 4 4 4   |
|                        | 29-1171  | Nurse Practitioners   | 180             | 20                  | \$94,899             | 6 5 4   |
|                        | 43-6013  | Medical Secretaries   | 330             | 40                  | \$36,979             | 3 5 4   |
|                        | 31-9092  | Medical Assistants  | 300             | 40                  | \$29,315             | 4 4 4   |
|                        | 29-2010  | Clinical Laboratory Technologists & Technicians                     | 350             | 25                  | \$36,358             | 5 5 5   |
|                        | 29-2052  | Pharmacy Technicians  | 360             | 30                  | \$29,085             | 4 4 4   |
|                        | 31-2021  | Physical Therapist Assistants                                       | 90              | 15                  | \$61,223             | 4 4 4   |
|                        | 31-9091  | Dental Assistants   | 220             | 30                  | \$34,975             | 3 4 4   |
|                        | 29-2034  | Radiologic Technologists  | 230             | 15                  | \$45,288             | 3 4 4   |
|                        | 29-1292  | Dental Hygienists   | 210             | 15                  | \$53,639             | 3 4 4   |
| Hospitality & Tourism  | 11-9051  | Food Service Managers   | 190             | 25                  | \$58,022             | 3 4 4   |
|                        | 35-1012  | Supervisors of Food Preparation & Serving Workers                   | 1,400           | 250                 | \$28,880             | 4 5 4   |
|                        | 37-2011  | Janitors & Cleaners, Except Maids & Housekeeping Cleaners           | 2,290           | 320                 | \$25,860             | 3 3 3   |
|                        | 37-1011  | Supervisors of Housekeeping & Janitorial Workers                    | 170             | 20                  | \$46,940             | 4 4 4   |
|                        | 39-9032  | Recreation Workers  | **              | 35                  | \$28,472             | 3 4 4   |
|                        | 35-1011  | Chefs & Head Cooks  | 90              | 15                  | \$29,164             | 3 4 4   |
| Human Services         | 39-9031  | Fitness Trainers & Aerobics Instructors                             | 270             | 50                  | \$36,991             | 4 4 4   |
|                        | 21-1018  | Substance Abuse, Behavioral Disorder, & Mental Health Counselors    | 180             | 20                  | \$43,581             | 3 5 4   |
|                        | 21-2011  | Clergy  | 400             | 40                  | \$45,045             | 4 5 5   |
|                        | 21-1021  | Child, Family, & School Social Workers                              | 210             | 20                  | \$39,679             | 4 4 4   |
|                        | 21-1022  | Healthcare Social Workers   | 210             | 20                  | \$42,957             | 4 4 4   |
|                        | 21-2021  | Directors, Religious Activities & Education                         | 240             | 30                  | **                   | 4 5 4   |
|                        | 21-1023  | Mental Health & Substance Abuse Social Workers                      | 180             | 20                  | \$31,462             | 4 4 4   |
| Information Technology | 15-1232  | Computer User Support Specialists                                   | 410             | 35                  | \$58,422             | 4 4 4   |
|                        | 15-1256  | Software Developers & Software Quality Assurance Analysts & Testers | 320             | 30                  | \$82,841             | 4 4 4   |
|                        | 15-1211  | Computer Systems Analysts   | 140             | 15                  | \$86,078             | 5 4 4   |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 3 Demand Occupations ACCCP 2022-2023

|                    | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|--------------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                    |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Law, Public Safety | 33-3051  | Police & Sheriff's Patrol Officers   | 950             | 75                  | \$47,965             | 3                      | 4                   | 4                |
|                    | 33-2011  | Firefighters   | **              | 30                  | \$51,062             | 4                      | 4                   | 4                |
|                    | 23-2011  | Paralegals & Legal Assistants  | 370             | 40                  | \$30,962             | 3                      | 6                   | 3                |
|                    | 29-2040  | Emergency Medical Technicians & Paramedics   | 440             | 35                  | \$29,432             | 3                      | 5                   | 4                |
|                    | 43-5031  | Police, Fire, & Ambulance Dispatchers  | 140             | 15                  | \$40,695             | 3                      | 4                   | 4                |
| Manufacturing      | 51-1011  | Supervisors of Production & Operating Workers  | 1,240           | 140                 | \$67,810             | 4                      | 4                   | 4                |
|                    | 49-1011  | Supervisors of Mechanics, Installers, & Repairers  | 630             | 60                  | \$64,361             | 4                      | 5                   | 5                |
|                    | 51-2090  | Miscellaneous Assemblers & Fabricators   | 5,240           | 635                 | \$46,135             | 3                      | 3                   | 3                |
|                    | 49-9041  | Industrial Machinery Mechanics   | 1,450           | 185                 | \$58,755             | 4                      | 4                   | 4                |
|                    | 51-4121  | Welders, Cutters, Solderers, & Brazers   | 630             | 80                  | \$45,139             | 3                      | 3                   | 4                |
|                    | 49-9071  | Maintenance & Repair Workers, General  | 1,050           | 110                 | \$33,774             | 4                      | 4                   | 4                |
|                    | 43-5061  | Production, Planning, & Expediting Clerks  | 170             | 20                  | \$58,138             | 4                      | 4                   | 4                |
|                    | 51-4031  | Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic        | 550             | 60                  | \$38,323             | 3                      | 3                   | 4                |
|                    | 51-9041  | Extruding, Forming, Pressing, & Compacting Machine Setters, Operators, & Tenders         | 200             | 25                  | **                   | 3                      | 3                   | 4                |
|                    | 51-8093  | Petroleum Pump System Operators, Refinery Operators, & Gaugers                           | **              | 15                  | **                   | 4                      | 4                   | 4                |
|                    | 51-4081  | Multiple Machine Tool Setters, Operators, & Tenders, Metal & Plastic                     | 340             | 40                  | \$38,650             | 3                      | 4                   | 4                |
|                    | 53-7063  | Machine Feeders & Offbearers   | 290             | 40                  | \$31,187             | 3                      | 4                   | 4                |
|                    | 51-9023  | Mixing & Blending Machine Setters, Operators, & Tenders                                  | 150             | 20                  | \$48,330             | 3                      | 4                   | 4                |
|                    | 51-3021  | Butchers & Meat Cutters  | **              | 25                  | \$28,049             | 4                      | 4                   | 4                |
|                    | 51-7041  | Sawing Machine Setters, Operators, & Tenders, Wood                                       | 630             | 85                  | \$27,653             | 3                      | 3                   | 3                |
|                    | 51-4041  | Machinists   | 110             | 15                  | \$52,942             | 4                      | 4                   | 4                |
|                    | 51-9124  | Coating, Painting, & Spraying Machine Setters, Operators, & Tenders                      | 180             | 20                  | \$37,949             | 3                      | 3                   | 4                |
|                    | 49-2011  | Computer, Automated Teller, & Office Machine Repairers                                   | 160             | 20                  | \$42,688             | 5                      | 5                   | 5                |
|                    | 51-3022  | Meat, Poultry, & Fish Cutters & Trimmers   | **              | 30                  | **                   | 3                      | 3                   | 3                |
|                    | 51-9191  | Adhesive Bonding Machine Operators & Tenders   | 120             | 15                  | \$44,819             | 3                      | 4                   | 4                |
|                    | 51-4072  | Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic    | **              | 25                  | **                   | 3                      | 3                   | 4                |
|                    | 51-9195  | Molders, Shapers, & Casters, Except Metal & Plastic                                      | **              | 15                  | **                   | 3                      | 3                   | 4                |
| Marketing          | 41-4012  | Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products | 800             | 80                  | \$50,585             | 5                      | 5                   | 4                |
|                    | 13-1161  | Market Research Analysts & Marketing Specialists   | 230             | 30                  | \$48,462             | 4                      | 4                   | 4                |
|                    | 27-1026  | Merchandise Displayers & Window Trimmers   | 200             | 20                  | \$28,929             | 3                      | 4                   | 4                |
|                    | 27-3031  | Public Relations Specialists   | 140             | 15                  | \$43,692             | 4                      | 5                   | 4                |
|                    | 41-2022  | Parts Salespersons   | 170             | 20                  | \$26,413             | 3                      | 3                   | 4                |
| STEM               | 17-2112  | Industrial Engineers   | 580             | 60                  | \$88,700             | 5                      | 6                   | 6                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 3 Demand Occupations ACCCP 2022-2023

|  | SOC Code | Occupation Title  | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|--|----------|---|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|  |          |   |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Transportation, Distribution & Logistics | 53-3032  | Heavy & Tractor-Trailer Truck Drivers   | 2,280           | 275                 | \$42,411             | 3                      | 4                   | 4                |
|  | 53-7062  | Laborers & Freight, Stock, & Material Movers, Hand                                      | 2,300           | 330                 | \$29,564             | 3                      | 3                   | 4                |
|  | 13-1081  | Logisticians  | 150             | 25                  | \$72,539             | 5                      | 5                   | 5                |
|  | 53-3033  | Light Truck or Delivery Services Drivers  | 580             | 65                  | \$32,857             | 3                      | 3                   | 3                |
|  | 53-7051  | Industrial Truck & Tractor Operators  | 1,100           | 140                 | \$32,357             | 3                      | 3                   | 3                |
|  | 53-1047  | Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling | 370             | 40                  | \$45,459             | 4                      | 4                   | 4                |
|  | 49-3031  | Bus & Truck Mechanics & Diesel Engine Specialists                                       | 380             | 35                  | \$39,739             | 3                      | 4                   | 4                |
|  | 49-3042  | Mobile Heavy Equipment Mechanics, Except Engines  | 290             | 30                  | \$53,342             | 3                      | 3                   | 3                |
|  | 43-3021  | Billing & Posting Clerks  | 170             | 20                  | \$36,241             | 4                      | 4                   | 4                |
|  | 49-3093  | Tire Repairers & Changers   | 170             | 20                  | \$27,409             | 3                      | 3                   | 4                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 4 Demand Occupations ACCCP 2022-2023

|                                       | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores<br>Applied Math Workplace Documents | Keys Scores<br>Graphic Literacy |   |
|---------------------------------------|----------|--|-----------------|---------------------|----------------------|--|---------------------------------|---|
| Agriculture, Food & Natural Resources | 19-4042  | Environmental Science & Protection Technicians, Including Health   | 170             | 20                  | \$72,061             | 5  | 5                               | 4 |
|                                       | 37-2021  | Pest Control Workers   | **              | 70                  | \$27,950             | 4  | 4                               | 4 |
|                                       | 53-7081  | Refuse & Recyclable Material Collectors                            | 610             | 85                  | \$34,800             | 3  | 3                               | 3 |
|                                       | 19-4021  | Biological Technicians   | 370             | 50                  | \$37,704             | 4  | 4                               | 4 |
|                                       | 47-4041  | Hazardous Materials Removal Workers                                | 220             | 25                  | \$39,808             | 3  | 4                               | 4 |
|                                       | 37-3012  | Pesticide Handlers, Sprayers, & Applicators, Vegetation            | **              | 15                  | \$32,911             | 3  | 3                               | 4 |
|                                       | 45-2093  | Farmworkers, Farm, Ranch, & Aquacultural Animals                   | 110             | 20                  | \$30,198             | 3  | 3                               | 3 |
|                                       | 49-3041  | Farm Equipment Mechanics & Service Technicians                     | 120             | 15                  | \$40,901             | 3  | 3                               | 4 |
|                                       | 45-4022  | Logging Equipment Operators  | 100             | 15                  | \$32,120             | 3  | 3                               | 4 |
| Architecture & Construction           | 11-9021  | Construction Managers  | 2,760           | 240                 | \$92,558             | 5  | 6                               | 5 |
|                                       | 47-1011  | Supervisors of Construction Trades & Extraction Workers            | 4,200           | 440                 | \$62,502             | 4  | 5                               | 4 |
|                                       | 17-2051  | Civil Engineers  | 1,090           | 90                  | \$74,466             | 6  | 6                               | 6 |
|                                       | 49-9021  | Heating, Air Conditioning, & Refrigeration Mechanics & Installers  | 1,950           | 205                 | \$44,095             | 4  | 4                               | 4 |
|                                       | 47-2111  | Electricians   | 2,680           | 315                 | \$45,773             | 4  | 5                               | 5 |
|                                       | 47-2061  | Construction Laborers  | 4,090           | 480                 | \$33,625             | 3  | 4                               | 4 |
|                                       | 49-9051  | Electrical Power-Line Installers & Repairers                       | 830             | 85                  | \$82,153             | 4  | 4                               | 4 |
|                                       | 13-1051  | Cost Estimators  | 540             | 50                  | \$63,864             | 5  | 4                               | 4 |
|                                       | 37-3011  | Landscaping & Groundskeeping Workers                               | 3,610           | 510                 | \$30,419             | 3  | 3                               | 4 |
|                                       | 47-2073  | Operating Engineers & Other Construction Equipment Operators       | 2,250           | 265                 | \$42,522             | 3  | 4                               | 4 |
|                                       | 47-2031  | Carpenters   | 2,200           | 215                 | \$43,139             | 4  | 4                               | 4 |
|                                       | 47-2152  | Plumbers, Pipefitters, & Steamfitters                              | 1,900           | 210                 | \$41,261             | 4  | 4                               | 4 |
|                                       | 17-1011  | Architects, Except Landscape & Naval                               | 520             | 40                  | \$84,079             | 7  | 7                               | 6 |
|                                       | 37-1012  | Supervisors of Landscaping, Lawn Service, & Groundskeeping Workers | 860             | 95                  | \$48,975             | 5  | 5                               | 4 |
|                                       | 47-2141  | Painters, Construction & Maintenance                               | 760             | 70                  | \$35,688             | 3  | 4                               | 4 |
|                                       | 17-3022  | Civil Engineering Technicians                                      | 490             | 50                  | \$48,197             | 4  | 4                               | 4 |
|                                       | 47-2211  | Sheet Metal Workers  | 410             | 40                  | \$44,546             | 4  | 4                               | 4 |
|                                       | 47-2051  | Cement Masons & Concrete Finishers                                 | 510             | 50                  | \$43,381             | 5  | 4                               | 4 |
|                                       | 17-3031  | Surveying & Mapping Technicians                                    | 300             | 40                  | \$47,852             | 5  | 4                               | 5 |
|                                       | 49-9012  | Control & Valve Installers & Repairers, Except Mechanical Door     | 310             | 25                  | \$50,480             | 3  | 3                               | 4 |
|                                       | 49-9044  | Millwrights  | 270             | 25                  | \$50,703             | 4  | 4                               | 4 |
|                                       | 47-2181  | Roofers  | 350             | 35                  | \$36,313             | 3  | 3                               | 3 |
|                                       | 17-1022  | Surveyors  | 260             | 25                  | \$48,122             | 5  | 5                               | 5 |
|                                       | 47-5022  | Excavating & Loading Machine & Dragline Operators, Surface Mining  | 130             | 15                  | \$65,347             | 3  | 4                               | 4 |
|                                       | 49-9098  | Helpers--Installation, Maintenance, & Repair Workers               | 480             | 65                  | \$31,509             | 4  | 4                               | 4 |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 4 Demand Occupations ACCCP 2022-2023

|                                      | SOC Code | Occupation Title  | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores Applied Math | Workplace Documents | Keys Scores Graphic Literacy |
|--------------------------------------|----------|---|-----------------|---------------------|----------------------|-------------------------------------|---------------------|------------------------------|
| Architecture & Construction          | 53-7021  | Crane & Tower Operators   | 170             | 20                  | \$46,985             | 3                                   | 3                   | 3                            |
|                                      | 47-2221  | Structural Iron & Steel Workers   | 280             | 35                  | \$43,002             | 3                                   | 3                   | 3                            |
|                                      | 47-4051  | Highway Maintenance Workers   | 670             | 75                  | \$31,229             | 3                                   | 4                   | 3                            |
|                                      | 47-2121  | Glaziers  | 210             | 25                  | \$39,453             | 3                                   | 3                   | 3                            |
|                                      | 47-3015  | Helpers--Pipelayers, Plumbers, Pipefitters, & Steamfitters                                    | 720             | 95                  | \$28,967             | 3                                   | 3                   | 4                            |
|                                      | 47-2151  | Pipelayers  | 420             | 40                  | \$35,924             | 3                                   | 4                   | 4                            |
|                                      | 47-5041  | Continuous Mining Machine Operators   | 160             | 20                  | \$45,442             | 3                                   | 4                   | 4                            |
|                                      | 47-5097  | Earth Drillers, Except Oil & Gas; & Explosives Workers, Ordnance Handling Experts, & Blasters | 170             | 20                  | \$39,479             | 3                                   | 4                   | 4                            |
|                                      | 47-3013  | Helpers--Electricians   | 310             | 40                  | \$28,963             | 3                                   | 4                   | 3                            |
|                                      | 47-2071  | Paving, Surfacing, & Tamping Equipment Operators  | 100             | 15                  | \$34,881             | 3                                   | 4                   | 4                            |
|                                      | 47-4071  | Septic Tank Servicers & Sewer Pipe Cleaners   | **              | 20                  | **                   | 3                                   | 4                   | 4                            |
|                                      | 47-2161  | Plasterers & Stucco Masons  | **              | 20                  | \$37,963             | 4                                   | 4                   | 3                            |
|                                      | 47-2131  | Insulation Workers, Floor, Ceiling, & Wall  | **              | 15                  | **                   | 3                                   | 3                   | 3                            |
|                                      | 47-2081  | Drywall & Ceiling Tile Installers   | 150             | 15                  | \$32,908             | 4                                   | 4                   | 4                            |
| Arts, Audio/Video Technology & Comm  | 49-9052  | Telecommunications Line Installers & Repairers  | 720             | 90                  | \$44,440             | 3                                   | 4                   | 4                            |
|                                      | 27-3041  | Editors   | 350             | 35                  | \$57,786             | 3                                   | 5                   | 4                            |
|                                      | 27-3043  | Writers & Authors   | 320             | 35                  | \$57,889             | 3                                   | 5                   | 4                            |
|                                      | 27-1024  | Graphic Designers   | 950             | 85                  | \$41,078             | 4                                   | 4                   | 4                            |
|                                      | 27-1011  | Art Directors   | 260             | 30                  | \$64,537             | 4                                   | 5                   | 5                            |
|                                      | 27-4021  | Photographers   | 300             | 35                  | \$38,286             | 3                                   | 4                   | 4                            |
|                                      | 27-4011  | Audio & Video Equipment Technicians   | 300             | 35                  | \$39,380             | 3                                   | 5                   | 4                            |
|                                      | 27-2041  | Music Directors & Composers   | 430             | 55                  | \$42,287             | 3                                   | 4                   | 4                            |
|                                      | 27-4012  | Broadcast Technicians   | **              | 15                  | \$44,953             | 3                                   | 4                   | 4                            |
| Business Management & Administration | 11-1021  | General & Operations Managers   | 10,110          | 940                 | \$105,935            | 5                                   | 5                   | 5                            |
|                                      | 13-1111  | Management Analysts   | 1,670           | 180                 | \$91,175             | 4                                   | 4                   | 4                            |
|                                      | 13-1071  | Human Resources Specialists   | 2,040           | 215                 | \$62,915             | 4                                   | 4                   | 4                            |
|                                      | 11-3121  | Human Resources Managers  | 580             | 50                  | \$105,639            | 5                                   | 5                   | 4                            |
|                                      | 11-3021  | Computer & Information Systems Managers   | 1,450           | 120                 | \$120,589            | 5                                   | 5                   | 5                            |
|                                      | 13-1151  | Training & Development Specialists  | 950             | 100                 | \$64,269             | 4                                   | 5                   | 4                            |
|                                      | 11-3051  | Industrial Production Managers  | 530             | 40                  | \$101,065            | 4                                   | 4                   | 4                            |
|                                      | 11-3010  | Administrative Services & Facilities Managers   | 460             | 40                  | \$102,753            | 5                                   | 5                   | 4                            |
|                                      | 43-4171  | Receptionists & Information Clerks  | 3,860           | 515                 | \$28,677             | 3                                   | 4                   | 4                            |
|                                      | 15-2031  | Operations Research Analysts  | 140             | 15                  | \$75,082             | 7                                   | 7                   | 7                            |
|                                      | 13-1141  | Compensation, Benefits, & Job Analysis Specialists  | 330             | 35                  | \$64,772             | 4                                   | 5                   | 4                            |
|                                      | 11-3061  | Purchasing Managers   | 190             | 15                  | \$101,496            | 5                                   | 4                   | 4                            |
|                                      | 13-1121  | Meeting, Convention, & Event Planners   | 370             | 40                  | \$45,201             | 4                                   | 4                   | 4                            |
|                                      | 43-5051  | Postal Service Clerks   | 320             | 25                  | \$51,189             | 3                                   | 4                   | 4                            |
|                                      | 43-5052  | Postal Service Mail Carriers  | 1,380           | 100                 | \$52,988             | 3                                   | 4                   | 4                            |
|                                      | 13-1131  | Fundraisers   | 370             | 40                  | \$47,231             | 4                                   | 5                   | 4                            |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).



## Region 4 Demand Occupations ACCCP 2022-2023

|                                    | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores<br>Applied Math | Workplace Documents | Keys Scores<br>Graphic Literacy |
|------------------------------------|----------|--|-----------------|---------------------|----------------------|--|---------------------|---------------------------------|
| Education & Training               | 25-1000  | Postsecondary Teachers   | 5,360           | 595                 | \$83,074             | 5                                      | 7                   | 6                               |
|                                    | 11-9033  | Education Administrators, Postsecondary                                | 940             | 70                  | \$89,389             | 5                                      | 5                   | 5                               |
|                                    | 21-1012  | Educational, Guidance, School, & Vocational Counselors                 | 1,140           | 120                 | \$58,584             | 4                                      | 4                   | 4                               |
|                                    | 25-2021  | Elementary School Teachers, Except Special Education                   | 5,480           | 420                 | \$54,112             | 4                                      | 6                   | 5                               |
|                                    | 25-2022  | Middle School Teachers, Except Special & Career/Technical Education    | 3,850           | 295                 | \$55,743             | 4                                      | 6                   | 5                               |
|                                    | 25-2031  | Secondary School Teachers, Except Special & Career/Technical Education | 2,200           | 165                 | \$56,032             | 4                                      | 6                   | 5                               |
|                                    | 25-9031  | Instructional Coordinators   | 410             | 40                  | \$79,540             | 3                                      | 6                   | 4                               |
|                                    | 11-9032  | Education Administrators, Elementary & Secondary Scho                  | 760             | 60                  | \$82,813             | 5                                      | 5                   | 5                               |
|                                    | 25-4022  | Librarians & Media Collections Specialists                             | 670             | 70                  | \$57,536             | 4                                      | 5                   | 4                               |
|                                    | 25-3021  | Self-Enrichment Education Teachers                                     | 1,340           | 170                 | \$37,173             | 4                                      | 4                   | 5                               |
|                                    | 11-9031  | Education Administrators, Preschool & Childcare Center/Program         | **              | 15                  | \$58,875             | 4                                      | 5                   | 4                               |
|                                    | 25-9044  | Teaching Assistants, Postsecondary                                     | 170             | 15                  | \$33,603             | 5                                      | 7                   | 6                               |
| Finance                            | 11-3031  | Financial Managers   | 2,570           | 240                 | \$128,552            | 5                                      | 5                   | 5                               |
|                                    | 13-2011  | Accountants & Auditors   | 7,700           | 735                 | \$68,224             | 5                                      | 4                   | 5                               |
|                                    | 41-3021  | Insurance Sales Agents   | 2,870           | 275                 | \$84,517             | 4                                      | 5                   | 5                               |
|                                    | 13-2052  | Personal Financial Advisors  | 940             | 70                  | \$119,581            | 4                                      | 4                   | 4                               |
|                                    | 13-2072  | Loan Officers  | 1,290           | 105                 | \$59,129             | 4                                      | 5                   | 4                               |
|                                    | 41-3031  | Securities, Commodities, & Financial Services Sales Age                | 1,490           | 135                 | \$47,509             | 4                                      | 4                   | 4                               |
|                                    | 13-2082  | Tax Preparers  | 240             | 25                  | **                   | 4                                      | 4                   | 4                               |
| Government & Public Administration | 13-1041  | Compliance Officers  | 760             | 65                  | \$79,516             | 3                                      | 4                   | 4                               |
|                                    | 19-5011  | Occupational Health & Safety Specialists                               | 420             | 30                  | \$84,025             | 3                                      | 4                   | 4                               |
|                                    | 47-4011  | Construction & Building Inspectors                                     | 700             | 80                  | \$69,932             | 5                                      | 5                   | 4                               |
|                                    | 43-4061  | Eligibility Interviewers, Government Programs                          | 1,250           | 115                 | \$47,533             | 4                                      | 5                   | 4                               |
|                                    | 13-2061  | Financial Examiners  | 1,200           | 130                 | \$48,294             | 5                                      | 4                   | 4                               |
|                                    | 13-2020  | Property Appraisers & Assessors  | 380             | 30                  | \$52,934             | 5                                      | 5                   | 5                               |
|                                    | 53-6051  | Transportation Inspectors  | **              | 15                  | \$65,701             | 3                                      | 3                   | 3                               |
|                                    | 43-4031  | Court, Municipal, & License Clerks                                     | 290             | 30                  | \$36,848             | 3                                      | 4                   | 4                               |
| Health Science                     | 11-9111  | Medical & Health Services Managers                                     | 2,320           | 280                 | \$86,896             | 4                                      | 4                   | 4                               |
|                                    | 29-1141  | Registered Nurses  | 16,540          | 1,030               | \$60,776             | 5                                      | 5                   | 4                               |
|                                    | 29-1171  | Nurse Practitioners  | 1,220           | 145                 | \$97,190             | 6                                      | 5                   | 4                               |
|                                    | 29-1051  | Pharmacists  | 1,440           | 55                  | \$123,336            | 6                                      | 7                   | 7                               |
|                                    | 29-2010  | Clinical Laboratory Technologists & Technicians                        | 2,150           | 165                 | \$48,078             | 5                                      | 5                   | 5                               |
|                                    | 29-1123  | Physical Therapists  | 880             | 55                  | \$97,420             | 4                                      | 6                   | 5                               |
|                                    | 29-2061  | Licensed Practical & Licensed Vocational Nurses                        | 2,760           | 250                 | \$43,803             | 4                                      | 4                   | 4                               |
|                                    | 43-6013  | Medical Secretaries  | 2,060           | 260                 | \$36,785             | 3                                      | 5                   | 4                               |
|                                    | 29-1126  | Respiratory Therapists   | 790             | 55                  | \$53,071             | 5                                      | 6                   | 5                               |
|                                    | 31-9092  | Medical Assistants   | 3,250           | 490                 | \$30,321             | 4                                      | 4                   | 4                               |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 4 Demand Occupations ACCCP 2022-2023

|                       | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|-----------------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                       |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Health Science        | 29-2034  | Radiologic Technologists   | 1,040           | 85                  | \$48,676             | 3                      | 4                   | 4                |
|                       | 29-1071  | Physician Assistants   | 350             | 35                  | \$87,880             | 6                      | 6                   | 7                |
|                       | 31-2021  | Physical Therapist Assistants  | 440             | 75                  | \$59,531             | 4                      | 4                   | 4                |
|                       | 29-1122  | Occupational Therapists  | 400             | 30                  | \$90,642             | 4                      | 6                   | 5                |
|                       | 29-1127  | Speech-Language Pathologists   | 410             | 35                  | \$64,826             | 4                      | 6                   | 5                |
|                       | 19-1042  | Medical Scientists, Except Epidemiologists   | 490             | 45                  | \$59,950             | 7                      | 7                   | 7                |
|                       | 29-2032  | Diagnostic Medical Sonographers  | 400             | 35                  | \$62,377             | 3                      | 4                   | 4                |
|                       | 29-2052  | Pharmacy Technicians   | 2,090           | 170                 | \$30,825             | 4                      | 4                   | 4                |
|                       | 31-9097  | Phlebotomists  | 800             | 120                 | \$32,981             | 3                      | 4                   | 4                |
|                       | 29-1151  | Nurse Anesthetists   | **              | 20                  | \$185,962            | 5                      | 5                   | 4                |
|                       | 29-2035  | Magnetic Resonance Imaging Technologists   | 220             | 20                  | \$61,844             | 4                      | 4                   | 4                |
|                       | 29-2055  | Surgical Technologists   | 460             | 40                  | \$40,482             | 3                      | 5                   | 4                |
|                       | 29-2031  | Cardiovascular Technologists & Technicians   | 270             | 20                  | \$49,785             | 5                      | 5                   | 5                |
|                       | 29-1031  | Dietitians & Nutritionists   | 240             | 20                  | \$52,385             | 5                      | 5                   | 5                |
|                       | 31-9091  | Dental Assistants  | 780             | 105                 | \$31,853             | 3                      | 4                   | 4                |
|                       | 29-1292  | Dental Hygienists  | 1,080           | 85                  | \$53,108             | 3                      | 4                   | 4                |
|                       | 29-1021  | Dentists, General  | **              | 15                  | \$198,682            | 6                      | 7                   | 7                |
|                       | 31-9093  | Medical Equipment Preparers  | 370             | 50                  | \$31,839             | 3                      | 4                   | 4                |
|                       | 31-2011  | Occupational Therapy Assistants  | **              | 15                  | \$71,536             | 4                      | 4                   | 4                |
|                       | 29-2053  | Psychiatric Technicians  | 820             | 65                  | \$27,769             | 3                      | 4                   | 4                |
|                       | 29-2057  | Ophthalmic Medical Technicians   | 260             | 25                  | \$36,101             | 3                      | 4                   | 4                |
|                       | 29-2081  | Opticians, Dispensing  | 340             | 30                  | \$35,840             | 3                      | 4                   | 4                |
|                       | 29-2056  | Veterinary Technologists & Technicians   | 170             | 15                  | \$30,929             | 3                      | 4                   | 3                |
| Hospitality & Tourism | 11-9051  | Food Service Managers  | 1,020           | 125                 | \$57,023             | 3                      | 4                   | 4                |
|                       | 35-1012  | Supervisors of Food Preparation & Serving Workers  | 4,360           | 735                 | \$30,730             | 4                      | 5                   | 4                |
|                       | 37-1011  | Supervisors of Housekeeping & Janitorial Workers   | 750             | 85                  | \$38,153             | 4                      | 4                   | 4                |
|                       | 35-1011  | Chefs & Head Cooks   | 120             | 20                  | \$56,033             | 3                      | 4                   | 4                |
|                       | 43-4181  | Reservation & Transportation Ticket Agents & Travel Cler                                       | 240             | 25                  | \$53,000             | 4                      | 4                   | 4                |
|                       | 39-7010  | Tour & Travel Guides   | 80              | 15                  | \$28,241             | 3                      | 5                   | 4                |
| Human Services        | 21-2011  | Clergy   | 2,450           | 280                 | \$49,005             | 4                      | 5                   | 5                |
|                       | 21-1018  | Substance Abuse, Behavioral Disorder, & Mental Health Counselors                               | 640             | 70                  | \$51,630             | 3                      | 5                   | 4                |
|                       | 21-2021  | Directors, Religious Activities & Education  | 1,420           | 185                 | **                   | 4                      | 5                   | 4                |
|                       | 11-9151  | Social & Community Service Managers  | 520             | 45                  | \$59,085             | 4                      | 5                   | 4                |
|                       | 21-1022  | Healthcare Social Workers  | 770             | 80                  | \$50,103             | 4                      | 4                   | 4                |
|                       | 21-1021  | Child, Family, & School Social Workers   | 900             | 90                  | \$41,637             | 4                      | 4                   | 4                |
|                       | 39-9031  | Fitness Trainers & Aerobics Instructors  | 930             | 175                 | \$28,105             | 4                      | 4                   | 4                |
|                       | 21-1091  | Health Educators   | 140             | 20                  | \$47,773             | 4                      | 5                   | 4                |
|                       | 39-1098  | Supervisors of Personal Service & Entertainment & Recreation Workers, Except Gambling Services | **              | 95                  | \$36,312             | 4                      | 4                   | 4                |
|                       | 19-3031  | Clinical, Counseling, & School Psychologists   | **              | 15                  | \$65,668             | 6                      | 7                   | 6                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 4 Demand Occupations ACCCP 2022-2023

|  | SOC Code | Occupation Title  | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores<br>Applied Math Workplace Documents Graphic Literacy |
|--|----------|---|-----------------|---------------------|----------------------|---|
| Human Services                             | 31-9011  | Massage Therapists  | 300             | 45                  | \$43,109             | 3 4 4   |
|  | 21-1023  | Mental Health & Substance Abuse Social Workers                                    | 320             | 35                  | \$36,915             | 4 4 4   |
|  | 21-1013  | Marriage & Family Therapists  | 140             | 15                  | \$46,378             | 4 4 4   |
|  | 21-1015  | Rehabilitation Counselors   | 170             | 15                  | \$45,859             | 3 5 4   |
|  | 39-5094  | Skincare Specialists  | 260             | 35                  | \$36,626             | 3 3 4   |
|  | 21-1094  | Community Health Workers  | **              | 15                  | \$36,162             | 4 4 4   |
| Information Technology                     | 15-1256  | Software Developers & Software Quality Assurance Analysts & Testers               | 4,070           | 380                 | \$90,846             | 4 4 4   |
|  | 15-1211  | Computer Systems Analysts   | 1,710           | 125                 | \$82,946             | 5 4 4   |
|  | 15-1244  | Network & Computer Systems Administrators   | 1,560           | 100                 | \$79,658             | 5 5 4   |
|  | 15-1232  | Computer User Support Specialists   | 1,970           | 155                 | \$50,601             | 4 4 4   |
|  | 15-1245  | Database Administrators & Architects  | 900             | 70                  | \$93,522             | 5 4 5   |
|  | 15-1212  | Information Security Analysts   | 590             | 65                  | \$79,036             | 5 6 6   |
|  | 15-1241  | Computer Network Architects   | 480             | 30                  | \$99,073             | 4 5 5   |
|  | 15-1257  | Web Developers & Digital Interface Designers                                      | 310             | 25                  | \$63,402             | 5 5 6   |
|  | 15-1231  | Computer Network Support Specialists  | 410             | 35                  | \$66,021             | 5 5 4   |
| Law, Public Safety, Corrections & Security | 23-1011  | Lawyers   | 2,850           | 160                 | \$125,727            | 5 7 5   |
|  | 23-2011  | Paralegals & Legal Assistants   | 1,840           | 225                 | \$53,545             | 3 6 3   |
|  | 33-3051  | Police & Sheriff's Patrol Officers  | 3,080           | 260                 | \$54,699             | 3 4 4   |
|  | 33-2011  | Firefighters  | 2,240           | 185                 | \$42,289             | 4 4 4   |
|  | 33-3021  | Detectives & Criminal Investigators   | 180             | 15                  | \$80,225             | 3 4 4   |
|  | 43-5031  | Police, Fire, & Ambulance Dispatchers   | 390             | 40                  | \$39,293             | 3 4 4   |
|  | 33-1021  | Supervisors of Fire Fighting & Prevention Workers                                 | 270             | 20                  | \$81,474             | 5 5 4   |
|  | 29-2040  | Emergency Medical Technicians & Paramedics  | 680             | 55                  | \$30,464             | 3 5 4   |
|  | 33-1012  | Supervisors of Police & Detectives  | 200             | 15                  | \$79,443             | 4 5 5   |
|  | 21-1092  | Probation Officers & Correctional Treatment Specialists                           | 180             | 15                  | \$51,959             | 3 4 4   |
|  | 27-3092  | Court Reporters & Simultaneous Captioners   | 150             | 15                  | \$45,326             | 4 5 4   |
|  |          |   |                 |                     |                      |   |
| Manufacturing                              | 49-1011  | Supervisors of Mechanics, Installers, & Repairers                                 | 2,820           | 275                 | \$67,505             | 4 5 5   |
|  | 51-1011  | Supervisors of Production & Operating Workers                                     | 2,600           | 280                 | \$63,278             | 4 4 4   |
|  | 49-9071  | Maintenance & Repair Workers, General   | 3,550           | 365                 | \$36,819             | 4 4 4   |
|  | 49-9041  | Industrial Machinery Mechanics  | 2,570           | 280                 | \$49,011             | 4 4 4   |
|  | 43-5061  | Production, Planning, & Expediting Clerks   | 690             | 75                  | \$48,450             | 4 4 4   |
|  | 51-4121  | Welders, Cutters, Solderers, & Brazers  | 2,150           | 255                 | \$40,597             | 3 3 4   |
|  | 17-3026  | Industrial Engineering Technicians  | 190             | 20                  | \$52,394             | 4 4 4   |
|  | 49-2098  | Security & Fire Alarm Systems Installers  | 630             | 70                  | \$45,686             | 4 4 4   |
|  | 51-4041  | Machinists  | 1,180           | 130                 | \$44,188             | 4 4 4   |
|  | 49-2095  | Electrical & Electronics Repairers, Powerhouse, Substation, & Relay               | 410             | 35                  | \$92,989             | 4 4 4   |
|  | 17-3023  | Electrical & Electronics Engineering Technicians                                  | 150             | 15                  | \$72,968             | 4 5 5   |
|  | 51-4031  | Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic | 1,410           | 145                 | \$36,007             | 3 3 4   |
|  |          |   |                 |                     |                      |   |
|  |          |   |                 |                     |                      |   |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 4 Demand Occupations ACCCP 2022-2023

|               | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|---------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|               |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Manufacturing | 17-3013  | Mechanical Drafters  | 300             | 30                  | \$52,176             | 5                      | 4                   | 5                |
|               | 51-9023  | Mixing & Blending Machine Setters, Operators, & Tenders  | 470             | 55                  | \$46,176             | 3                      | 4                   | 4                |
|               | 49-9062  | Medical Equipment Repairers  | 280             | 30                  | \$39,820             | 4                      | 5                   | 4                |
|               | 17-3027  | Mechanical Engineering Technicians   | 260             | 25                  | \$47,793             | 4                      | 5                   | 5                |
|               | 19-4031  | Chemical Technicians   | 310             | 35                  | \$47,719             | 4                      | 5                   | 4                |
|               | 51-9124  | Coating, Painting, & Spraying Machine Setters, Operators, & Tenders                              | 550             | 65                  | \$34,906             | 3                      | 3                   | 4                |
|               | 51-9111  | Packaging & Filling Machine Operators & Tenders  | 570             | 80                  | \$31,563             | 3                      | 3                   | 4                |
|               | 51-4081  | Multiple Machine Tool Setters, Operators, & Tenders, Metal & Plastic                             | 790             | 85                  | \$38,080             | 3                      | 4                   | 4                |
|               | 51-9195  | Molders, Shapers, & Casters, Except Metal & Plastic  | 300             | 35                  | \$40,675             | 3                      | 3                   | 4                |
|               | 51-2028  | Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers | 610             | 70                  | \$37,792             | 3                      | 3                   | 4                |
|               | 51-4194  | Tool Grinders, Filers, & Sharpeners  | **              | 35                  | **                   | 4                      | 3                   | 4                |
|               | 51-4111  | Tool & Die Makers  | 170             | 20                  | \$52,360             | 4                      | 4                   | 4                |
|               | 49-2092  | Electric Motor, Power Tool, & Related Repairers  | 230             | 25                  | \$50,540             | 3                      | 3                   | 3                |
|               | 51-9041  | Extruding, Forming, Pressing, & Compacting Machine Setters, Operators, & Tenders                 | 340             | 35                  | \$35,458             | 3                      | 3                   | 4                |
|               | 49-9094  | Locksmiths & Safe Repairers  | 140             | 15                  | **                   | 4                      | 4                   | 4                |
|               | 17-3012  | Electrical & Electronics Drafters  | **              | 15                  | \$44,233             | 5                      | 4                   | 5                |
|               | 43-5111  | Weighers, Measurers, Checkers, & Samplers, Recordkeepers   | 130             | 15                  | \$33,601             | 3                      | 3                   | 4                |
|               | 51-3022  | Meat, Poultry, & Fish Cutters & Trimmers   | 300             | 35                  | \$31,600             | 3                      | 3                   | 3                |
|               | 49-2094  | Electrical & Electronics Repairers, Commercial & Industrial Equipment                            | 170             | 15                  | \$45,175             | 4                      | 5                   | 4                |
|               | 49-9091  | Coin, Vending, & Amusement Machine Servicers & Repairers   | 200             | 25                  | \$39,909             | 4                      | 4                   | 4                |
|               | 51-9051  | Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders   | 190             | 15                  | \$45,732             | 3                      | 3                   | 4                |
|               | 49-3053  | Outdoor Power Equipment & Other Small Engine Mechanics   | **              | 15                  | \$40,070             | 3                      | 3                   | 4                |
|               | 49-9043  | Maintenance Workers, Machinery   | 150             | 15                  | \$43,683             | 4                      | 4                   | 4                |
|               | 51-9123  | Painting, Coating, & Decorating Workers  | 120             | 15                  | \$37,127             | 3                      | 3                   | 4                |
|               | 51-4193  | Plating & Coating Machine Setters, Operators, & Tenders, Metal & Plastic                         | 220             | 25                  | \$30,188             | 3                      | 4                   | 4                |
|               | 51-9021  | Crushing, Grinding, & Polishing Machine Setters, Operators, & Tenders                            | 140             | 15                  | \$35,163             | 3                      | 3                   | 4                |
|               | 53-7063  | Machine Feeders & Offbearers   | 150             | 20                  | \$29,163             | 3                      | 4                   | 4                |
|               | 51-7042  | Woodworking Machine Setters, Operators, & Tenders, Except Sawing                                 | **              | 15                  | \$29,577             | 4                      | 3                   | 3                |
|               | 51-9196  | Paper Goods Machine Setters, Operators, & Tenders  | 120             | 15                  | \$28,607             | 3                      | 3                   | 4                |
| Market        | 41-4012  | Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products         | 7,930           | 815                 | \$61,660             | 5                      | 5                   | 4                |
|               | 11-2022  | Sales Managers   | 1,190           | 110                 | \$100,994            | 4                      | 5                   | 5                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

# Region 4 Demand Occupations

## ACCCP 2022-2023

|  | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores<br>Applied Math | Workplace Documents | Keys Scores<br>Graphic Literacy |
|--|----------|--|-----------------|---------------------|----------------------|--|---------------------|---------------------------------|
| Marketing                                | 41-3091  | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel | 2,980           | 375                 | \$59,899             | 5                                      | 5                   | 4                               |
|  | 13-1161  | Market Research Analysts & Marketing Specialists   | 1,880           | 235                 | \$59,464             | 4                                      | 4                   | 4                               |
|  | 11-2021  | Marketing Managers   | 480             | 45                  | \$108,638            | 7                                      | 5                   | 5                               |
|  | 41-9022  | Real Estate Sales Agents   | 2,480           | 220                 | \$51,988             | 4                                      | 5                   | 4                               |
|  | 41-4011  | Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products              | 1,080           | 115                 | \$63,015             | 4                                      | 4                   | 4                               |
|  | 27-3031  | Public Relations Specialists   | 960             | 105                 | \$52,003             | 4                                      | 5                   | 4                               |
|  | 27-1026  | Merchandise Displayers & Window Trimmers   | 900             | 90                  | \$37,761             | 3                                      | 4                   | 4                               |
|  | 11-2030  | Public Relations & Fundraising Managers  | **              | 25                  | \$77,044             | 5                                      | 5                   | 5                               |
|  | 41-2022  | Parts Salespersons   | 1,080           | 140                 | \$34,175             | 3                                      | 3                   | 4                               |
|  | 41-9021  | Real Estate Brokers  | 410             | 35                  | \$49,367             | 4                                      | 5                   | 4                               |
| Science, Technology, Engineering & Math  | 17-2071  | Electrical Engineers   | 1,050           | 80                  | \$98,306             | 7                                      | 6                   | 6                               |
|  | 11-9041  | Architectural & Engineering Managers   | 560             | 40                  | \$152,464            | 7                                      | 7                   | 5                               |
|  | 17-2141  | Mechanical Engineers   | 620             | 40                  | \$90,304             | 6                                      | 6                   | 6                               |
|  | 17-2112  | Industrial Engineers   | 860             | 70                  | \$79,637             | 5                                      | 6                   | 6                               |
|  | 19-2041  | Environmental Scientists & Specialists, Including Health                                       | 190             | 20                  | \$59,615             | 5                                      | 7                   | 7                               |
|  | 19-2031  | Chemists   | 230             | 20                  | \$72,545             | 7                                      | 7                   | 7                               |
|  | 17-2011  | Aerospace Engineers  | **              | 20                  | \$136,579            | 7                                      | 6                   | 7                               |
| Transportation, Distribution & Logistics | 53-3032  | Heavy & Tractor-Trailer Truck Drivers  | 9,280           | 1,145               | \$47,326             | 3                                      | 4                   | 4                               |
|  | 49-3023  | Automotive Service Technicians & Mechanics   | 2,640           | 260                 | \$45,411             | 4                                      | 4                   | 4                               |
|  | 53-1047  | Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling        | **              | 250                 | \$56,685             | 4                                      | 4                   | 4                               |
|  | 11-3071  | Transportation, Storage, & Distribution Managers   | 400             | 35                  | \$86,095             | 4                                      | 4                   | 4                               |
|  | 53-7062  | Laborers & Freight, Stock, & Material Movers, Hand   | 8,690           | 1,255               | \$28,070             | 3                                      | 3                   | 4                               |
|  | 53-3033  | Light Truck or Delivery Services Drivers   | 4,420           | 530                 | \$31,468             | 3                                      | 3                   | 3                               |
|  | 49-3031  | Bus & Truck Mechanics & Diesel Engine Specialists  | 1,000           | 105                 | \$47,742             | 3                                      | 4                   | 4                               |
|  | 49-3042  | Mobile Heavy Equipment Mechanics, Except Engines   | 1,180           | 135                 | \$55,894             | 3                                      | 3                   | 3                               |
|  | 53-7051  | Industrial Truck & Tractor Operators   | 2,260           | 275                 | \$34,142             | 3                                      | 3                   | 3                               |
|  | 13-1081  | Logisticians   | 510             | 70                  | \$53,660             | 5                                      | 5                   | 5                               |
|  | 43-3021  | Billing & Posting Clerks   | 1,300           | 135                 | \$37,298             | 4                                      | 4                   | 4                               |
|  | 49-3021  | Automotive Body & Related Repairers  | 850             | 85                  | \$40,280             | 3                                      | 4                   | 3                               |
|  | 53-2012  | Commercial Pilots  | 120             | 15                  | \$96,949             | 5                                      | 6                   | 6                               |
|  | 43-5032  | Dispatchers, Except Police, Fire, & Ambulance  | 680             | 60                  | \$33,593             | 3                                      | 4                   | 4                               |
|  | 43-5011  | Cargo & Freight Agents   | 250             | 30                  | \$39,721             | 3                                      | 4                   | 4                               |
|  | 49-3011  | Aircraft Mechanics & Service Technicians   | 250             | 25                  | \$58,088             | 4                                      | 5                   | 5                               |
|  | 53-7121  | Tank Car, Truck, & Ship Loaders  | **              | 30                  | \$41,161             | 3                                      | 4                   | 4                               |
|  | 53-4031  | Railroad Conductors & Yardmasters  | **              | 30                  | **                   | 3                                      | 4                   | 4                               |
|  | 53-4011  | Locomotive Engineers   | **              | 25                  | **                   | 3                                      | 4                   | 4                               |
|  | 53-1041  | Aircraft Cargo Handling Supervisors  | **              | 15                  | \$39,382             | 5                                      | 5                   | 4                               |
|  | 49-3022  | Automotive Glass Installers & Repairers  | **              | 20                  | \$30,014             | 4                                      | 4                   | 4                               |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).



## Region 5 Demand Occupations ACCCP 2022-2023

|                                       | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|---------------------------------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                                       |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Agriculture, Food & Natural Resources | 37-2021  | Pest Control Workers   | **              | 50                  | \$28,964             | 4                      | 4                   | 4                |
|                                       | 53-7081  | Refuse & Recyclable Material Collectors                            | 550             | 80                  | \$30,974             | 3                      | 3                   | 3                |
|                                       | 45-4022  | Logging Equipment Operators  | 410             | 70                  | \$43,407             | 3                      | 3                   | 4                |
|                                       | 17-2081  | Environmental Engineers  | 180             | 15                  | \$73,073             | 7                      | 6                   | 6                |
|                                       | 37-3013  | Tree Trimmers & Pruners  | 90              | 15                  | \$48,662             | 3                      | 3                   | 4                |
|                                       | 19-4021  | Biological Technicians   | 110             | 15                  | \$39,926             | 4                      | 4                   | 4                |
|                                       | 45-2091  | Agricultural Equipment Operators                                   | 290             | 50                  | \$23,757             | 4                      | 4                   | 4                |
|                                       | 19-4010  | Agricultural & Food Science Technicians                            | 100             | 15                  | \$36,410             | 4                      | 4                   | 4                |
| Architecture & Construction           | 11-9021  | Construction Managers  | 770             | 70                  | \$83,018             | 5                      | 6                   | 5                |
|                                       | 47-1011  | Supervisors of Construction Trades & Extraction Workers            | 1,650           | 175                 | \$53,748             | 4                      | 5                   | 4                |
|                                       | 17-2051  | Civil Engineers  | 800             | 70                  | \$84,710             | 6                      | 6                   | 6                |
|                                       | 49-9021  | Heating, Air Conditioning, & Refrigeration Mechanics & Installers  | 1,000           | 110                 | \$44,787             | 4                      | 4                   | 4                |
|                                       | 49-9051  | Electrical Power-Line Installers & Repairers                       | 560             | 55                  | \$86,076             | 4                      | 4                   | 4                |
|                                       | 47-2111  | Electricians   | 1,300           | 155                 | \$42,546             | 4                      | 5                   | 5                |
|                                       | 47-2061  | Construction Laborers  | 2,060           | 240                 | \$28,173             | 3                      | 4                   | 4                |
|                                       | 37-3011  | Landscaping & Groundskeeping Workers                               | 2,580           | 380                 | \$26,729             | 3                      | 3                   | 4                |
|                                       | 47-2073  | Operating Engineers & Other Construction Equipment Operators       | 1,110           | 130                 | \$36,025             | 3                      | 4                   | 4                |
|                                       | 13-1051  | Cost Estimators  | 300             | 30                  | \$51,603             | 5                      | 4                   | 4                |
|                                       | 47-2152  | Plumbers, Pipefitters, & Steamfitters                              | 500             | 60                  | \$44,340             | 4                      | 4                   | 4                |
|                                       | 17-3022  | Civil Engineering Technicians                                      | 730             | 75                  | \$45,615             | 4                      | 4                   | 4                |
|                                       | 47-2031  | Carpenters   | 690             | 65                  | \$36,503             | 4                      | 4                   | 4                |
|                                       | 47-2141  | Painters, Construction & Maintenance                               | 510             | 50                  | \$35,429             | 3                      | 4                   | 4                |
|                                       | 17-1011  | Architects, Except Landscape & Naval                               | 210             | 15                  | \$81,404             | 7                      | 7                   | 6                |
|                                       | 37-1012  | Supervisors of Landscaping, Lawn Service, & Groundskeeping Workers | 190             | 20                  | \$55,686             | 5                      | 5                   | 4                |
|                                       | 47-4051  | Highway Maintenance Workers  | 710             | 80                  | \$30,200             | 3                      | 4                   | 3                |
|                                       | 47-2071  | Paving, Surfacing, & Tamping Equipment Operators                   | 210             | 25                  | \$36,895             | 3                      | 4                   | 4                |
|                                       | 49-9044  | Millwrights  | 150             | 20                  | \$44,937             | 4                      | 4                   | 4                |
|                                       | 49-9098  | Helpers--Installation, Maintenance, & Repair Workers               | 250             | 35                  | \$26,886             | 4                      | 4                   | 4                |
|                                       | 47-2221  | Structural Iron & Steel Workers                                    | **              | 25                  | \$43,206             | 3                      | 3                   | 3                |
|                                       | 49-9012  | Control & Valve Installers & Repairers, Except Mechanical Door     | 190             | 15                  | \$47,662             | 3                      | 3                   | 4                |
|                                       | 47-2051  | Cement Masons & Concrete Finishers                                 | 270             | 25                  | \$36,720             | 5                      | 4                   | 4                |
|                                       | 17-3011  | Architectural & Civil Drafters                                     | 140             | 15                  | \$49,190             | 5                      | 5                   | 5                |
|                                       | 51-2041  | Structural Metal Fabricators & Fitters                             | 280             | 30                  | \$35,680             | 3                      | 3                   | 4                |
|                                       | 47-2181  | Roofers  | 120             | 15                  | \$35,061             | 3                      | 3                   | 3                |
|                                       | 47-2211  | Sheet Metal Workers  | 110             | 15                  | \$40,381             | 4                      | 4                   | 4                |
|                                       | 47-3013  | Helpers--Electricians  | 260             | 35                  | \$26,379             | 3                      | 4                   | 3                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 5 Demand Occupations ACCCP 2022-2023

|   | SOC Code                             | Occupation Title  | 2020 Employment               | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores Applied Math | Workplace Documents | Keys Scores Graphic Literacy |
|---|--------------------------------------|---|-------------------------------|---------------------|----------------------|-------------------------------------|---------------------|------------------------------|
| Arch  | 47-3015                              | Helpers--Pipelayers, Plumbers, Pipefitters, & Steamfitters                  | 190                           | 25                  | \$30,294             | 3                                   | 3                   | 4                            |
|   | 47-2151                              | Pipelayers  | 180                           | 20                  | \$32,115             | 3                                   | 4                   | 4                            |
| Arts, Audio/Video Technology & Communications | 49-2022                              | Telecommunications Equipment Installers & Repairers, Except Line Installers | 350                           | 40                  | \$63,307             | 4                                   | 4                   | 4                            |
|   | 49-9052                              | Telecommunications Line Installers & Repairers                              | 160                           | 20                  | \$45,718             | 3                                   | 4                   | 4                            |
|   | 27-1024                              | Graphic Designers   | 390                           | 35                  | \$40,735             | 4                                   | 4                   | 4                            |
|   | 27-4021                              | Photographers   | 220                           | 25                  | \$44,147             | 3                                   | 4                   | 4                            |
|   | 27-1011                              | Art Directors   | 140                           | 15                  | \$68,486             | 4                                   | 5                   | 5                            |
|   | 27-2041                              | Music Directors & Composers   | 200                           | 25                  | **                   | 3                                   | 4                   | 4                            |
|   | 51-5112                              | Printing Press Operators  | 420                           | 45                  | \$27,966             | 3                                   | 4                   | 4                            |
|   | 27-4011                              | Audio & Video Equipment Technicians   | 110                           | 15                  | \$41,666             | 3                                   | 5                   | 4                            |
|   | Business Management & Administration | 11-1021   | General & Operations Managers | 4,440               | 420                  | \$98,521                            | 5                   | 5                            |
| 43-1011                                       |                                      | Supervisors of Office & Administrative Support Workers                      | 3,180                         | 315                 | \$51,160             | 4                                   | 4                   | 4                            |
| 13-1111                                       |                                      | Management Analysts   | 670                           | 75                  | \$77,077             | 4                                   | 4                   | 4                            |
| 13-1071                                       |                                      | Human Resources Specialists   | 920                           | 105                 | \$56,498             | 4                                   | 4                   | 4                            |
| 11-3051                                       |                                      | Industrial Production Managers  | 460                           | 40                  | \$98,237             | 4                                   | 4                   | 4                            |
| 43-4051                                       |                                      | Customer Service Representatives  | 4,700                         | 620                 | \$29,968             | 4                                   | 4                   | 4                            |
| 53-7065                                       |                                      | Stockers & Order Fillers  | 3,710                         | 660                 | \$27,270             | 3                                   | 3                   | 3                            |
| 11-3121                                       |                                      | Human Resources Managers  | 230                           | 20                  | \$94,365             | 5                                   | 5                   | 4                            |
| 13-1151                                       |                                      | Training & Development Specialists  | 350                           | 35                  | \$61,632             | 4                                   | 5                   | 4                            |
| 11-3021                                       |                                      | Computer & Information Systems Managers                                     | 490                           | 45                  | \$109,115            | 5                                   | 5                   | 5                            |
| 43-5071                                       |                                      | Shipping, Receiving, & Traffic Clerks                                       | 860                           | 80                  | \$32,684             | 3                                   | 4                   | 4                            |
| 11-3010                                       |                                      | Administrative Services & Facilities Managers                               | 180                           | 15                  | \$95,799             | 5                                   | 5                   | 4                            |
| 43-4171                                       |                                      | Receptionists & Information Clerks  | 1,870                         | 250                 | \$25,258             | 3                                   | 4                   | 4                            |
| 13-1121                                       |                                      | Meeting, Convention, & Event Planners                                       | 170                           | 20                  | \$45,538             | 4                                   | 4                   | 4                            |
| 13-1131                                       |                                      | Fundraisers   | 200                           | 20                  | \$53,389             | 4                                   | 5                   | 4                            |
| Education & Training                          | 25-1000                              | Postsecondary Teachers  | 4,000                         | 430                 | \$71,957             | 5                                   | 7                   | 6                            |
|   | 11-9033                              | Education Administrators, Postsecondary                                     | 610                           | 50                  | \$101,630            | 5                                   | 5                   | 5                            |
|   | 25-2022                              | Middle School Teachers, Except Special & Career/Technical Education         | 1,890                         | 150                 | \$52,315             | 4                                   | 6                   | 5                            |
|   | 21-1012                              | Educational, Guidance, School, & Vocational Counselors                      | 940                           | 100                 | \$52,235             | 4                                   | 4                   | 4                            |
|   | 25-2021                              | Elementary School Teachers, Except Special Education                        | 3,410                         | 275                 | \$50,994             | 4                                   | 6                   | 5                            |
|   | 25-9031                              | Instructional Coordinators  | 610                           | 60                  | \$74,982             | 3                                   | 6                   | 4                            |
|   | 27-2022                              | Coaches & Scouts  | 550                           | 90                  | \$39,365             | 4                                   | 4                   | 4                            |
|   | 25-2031                              | Secondary School Teachers, Except Special & Career/Technical Education      | 2,010                         | 155                 | \$52,957             | 4                                   | 6                   | 5                            |
|   | 25-2011                              | Preschool Teachers, Except Special Education                                | 1,210                         | 155                 | \$26,789             | 4                                   | 4                   | 5                            |
|   | 11-9032                              | Education Administrators, Elementary & Secondary School                     | 550                           | 45                  | \$79,500             | 5                                   | 5                   | 5                            |
|   | 25-4022                              | Librarians & Media Collections Specialists                                  | 450                           | 45                  | \$57,207             | 4                                   | 5                   | 4                            |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 5 Demand Occupations ACCCP 2022-2023

|                              | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores<br>Applied Math Workplace Documents | Graphic Literacy |   |
|------------------------------|----------|--|-----------------|---------------------|----------------------|--|------------------|---|
| Edu                          | 25-3021  | Self-Enrichment Education Teachers                         | 440             | 60                  | \$44,766             | 4  | 4                | 5 |
|                              | 25-9044  | Teaching Assistants, Postsecondary                         | **              | 15                  | \$26,274             | 5  | 7                | 6 |
| Finance                      | 13-2011  | Accountants & Auditors                                     | 3,410           | 330                 | \$62,441             | 5  | 4                | 5 |
|                              | 11-3031  | Financial Managers   | 800             | 75                  | \$111,980            | 5  | 5                | 5 |
|                              | 41-3021  | Insurance Sales Agents                                     | 860             | 80                  | \$47,609             | 4  | 5                | 5 |
|                              | 13-2072  | Loan Officers  | 530             | 50                  | \$55,634             | 4  | 5                | 4 |
|                              | 13-2052  | Personal Financial Advisors                                | 280             | 25                  | \$108,716            | 4  | 4                | 4 |
|                              | 41-3031  | Securities, Commodities, & Financial Services Sales Agents | 360             | 35                  | \$42,221             | 4  | 4                | 4 |
|                              | 43-4131  | Loan Interviewers & Clerks                                 | 380             | 35                  | \$32,649             | 3  | 4                | 4 |
|                              | 13-2082  | Tax Preparers  | 160             | 20                  | \$35,299             | 4  | 4                | 4 |
|                              | 43-9041  | Insurance Claims & Policy Processing Clerks                | 280             | 25                  | \$33,211             | 3  | 4                | 4 |
| Govt & Public Administration | 13-1041  | Compliance Officers  | 450             | 40                  | \$60,669             | 3  | 4                | 4 |
|                              | 13-2081  | Tax Examiners & Collectors, & Revenue Agents               | 520             | 45                  | \$60,417             | 4  | 4                | 4 |
|                              | 43-4061  | Eligibility Interviewers, Government Programs              | 600             | 60                  | \$39,993             | 4  | 5                | 4 |
|                              | 19-3051  | Urban & Regional Planners                                  | 190             | 20                  | \$53,321             | 6  | 6                | 6 |
|                              | 43-4031  | Court, Municipal, & License Clerks                         | 430             | 45                  | \$31,031             | 3  | 4                | 4 |
|                              | 11-1031  | Legislators  | 270             | 20                  | \$28,347             | 5  | 6                | 5 |
| Health Science               | 29-1141  | Registered Nurses  | 6,300           | 390                 | \$61,374             | 5  | 5                | 4 |
|                              | 11-9111  | Medical & Health Services Managers                         | 970             | 115                 | \$84,479             | 4  | 4                | 4 |
|                              | 29-1171  | Nurse Practitioners  | 480             | 65                  | \$103,522            | 6  | 5                | 4 |
|                              | 29-2061  | Licensed Practical & Licensed Vocational Nurses            | 1,670           | 140                 | \$41,444             | 4  | 4                | 4 |
|                              | 29-1051  | Pharmacists  | 600             | 25                  | \$124,198            | 6  | 7                | 7 |
|                              | 29-2010  | Clinical Laboratory Technologists & Technicians            | 670             | 50                  | \$45,007             | 5  | 5                | 5 |
|                              | 31-1131  | Nursing Assistants   | 3,370           | 435                 | \$24,441             | 3  | 4                | 4 |
|                              | 43-6013  | Medical Secretaries  | 650             | 85                  | \$33,694             | 3  | 5                | 4 |
|                              | 31-9092  | Medical Assistants   | 1,140           | 165                 | \$28,864             | 4  | 4                | 4 |
|                              | 29-1123  | Physical Therapists  | 290             | 20                  | \$81,965             | 4  | 6                | 5 |
|                              | 31-2021  | Physical Therapist Assistants                              | 170             | 30                  | \$56,065             | 4  | 4                | 4 |
|                              | 29-2052  | Pharmacy Technicians                                       | 810             | 65                  | \$30,442             | 4  | 4                | 4 |
|                              | 29-1127  | Speech-Language Pathologists                               | 230             | 20                  | \$59,666             | 4  | 6                | 5 |
|                              | 29-2034  | Radiologic Technologists                                   | 540             | 40                  | \$42,746             | 3  | 4                | 4 |
|                              | 31-9097  | Phlebotomists  | 210             | 30                  | \$33,968             | 3  | 4                | 4 |
|                              | 31-9091  | Dental Assistants  | 340             | 45                  | \$32,463             | 3  | 4                | 4 |
|                              | 29-1292  | Dental Hygienists  | 530             | 45                  | \$50,085             | 3  | 4                | 4 |
|                              | 29-1126  | Respiratory Therapists                                     | 210             | 15                  | \$53,068             | 5  | 6                | 5 |
|                              | 29-2055  | Surgical Technologists                                     | 360             | 30                  | \$32,129             | 3  | 5                | 4 |
|                              | 31-9096  | Veterinary Assistants & Laboratory Animal Caretakers       | 300             | 55                  | \$24,063             | 4  | 4                | 3 |
|                              | 29-2056  | Veterinary Technologists & Technicians                     | 250             | 20                  | \$32,369             | 3  | 4                | 3 |
|                              | 29-2057  | Ophthalmic Medical Technicians                             | 140             | 15                  | \$32,395             | 3  | 4                | 4 |
|                              | 31-9093  | Medical Equipment Preparers                                | 120             | 15                  | \$28,886             | 3  | 4                | 4 |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 5 Demand Occupations ACCCP 2022-2023

|  | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores<br>Applied Math Workplace Documents | Keys Scores<br>Graphic Literacy |   |
|--|----------|--|-----------------|---------------------|----------------------|--|---------------------------------|---|
| Health                                     | 31-1133  | Psychiatric Aides  | **              | 15                  | \$30,355             | 3  | 3                               | 4 |
|  | 29-2053  | Psychiatric Technicians  | 160             | 15                  | \$28,312             | 3  | 4                               | 4 |
| Hospitality & Tourism                      | 11-9051  | Food Service Managers  | 780             | 95                  | \$55,721             | 3  | 4                               | 4 |
|  | 35-1012  | Supervisors of Food Preparation & Serving Workers  | 2,770           | 465                 | \$29,945             | 4  | 5                               | 4 |
|  | 37-1011  | Supervisors of Housekeeping & Janitorial Workers   | 500             | 60                  | \$39,933             | 4  | 4                               | 4 |
|  | 35-1011  | Chefs & Head Cooks   | 120             | 20                  | \$49,208             | 3  | 4                               | 4 |
|  | 51-3011  | Bakers   | 270             | 35                  | \$29,528             | 3  | 3                               | 4 |
|  | 27-2021  | Athletes & Sports Competitors  | 90              | 15                  | **                   | **   | 4                               | 4 |
|  |          |  |                 |                     |                      |  |                                 |   |
| Human Services                             | 11-9151  | Social & Community Service Managers  | 550             | 50                  | \$59,786             | 4  | 5                               | 4 |
|  | 21-2021  | Directors, Religious Activities & Education  | 690             | 90                  | \$81,599             | 4  | 5                               | 4 |
|  | 21-1021  | Child, Family, & School Social Workers   | 790             | 80                  | \$44,959             | 4  | 4                               | 4 |
|  | 21-2011  | Clergy   | 1,130           | 135                 | \$45,625             | 4  | 5                               | 5 |
|  | 21-1018  | Substance Abuse, Behavioral Disorder, & Mental Health Counselors                               | 470             | 60                  | \$37,841             | 3  | 5                               | 4 |
|  | 39-9031  | Fitness Trainers & Aerobics Instructors  | 640             | 125                 | \$31,519             | 4  | 4                               | 4 |
|  | 21-1022  | Healthcare Social Workers  | 380             | 40                  | \$48,444             | 4  | 4                               | 4 |
|  | 19-3031  | Clinical, Counseling, & School Psychologists   | **              | 20                  | \$58,835             | 6  | 7                               | 6 |
|  | 39-1098  | Supervisors of Personal Service & Entertainment & Recreation Workers, Except Gambling Services | **              | 60                  | \$36,698             | 4  | 4                               | 4 |
|  | 39-9041  | Residential Advisors   | **              | 90                  | \$24,418             | 3  | 3                               | 3 |
|  | 21-1093  | Social & Human Service Assistants  | 310             | 40                  | \$25,034             | 4  | 4                               | 4 |
|  | 39-4031  | Morticians, Undertakers, & Funeral Directors   | 90              | 15                  | \$67,374             | 5  | 6                               | 5 |
|  | 21-1023  | Mental Health & Substance Abuse Social Workers   | 140             | 15                  | \$38,397             | 4  | 4                               | 4 |
|  |          |  |                 |                     |                      |  |                                 |   |
| Information Technology                     | 15-1256  | Software Developers & Software Quality Assurance Analysts & Testers                            | 1,180           | 125                 | \$85,333             | 4  | 4                               | 4 |
|  | 15-1245  | Database Administrators & Architects   | 760             | 60                  | \$84,019             | 5  | 4                               | 5 |
|  | 15-1232  | Computer User Support Specialists  | 1,070           | 90                  | \$49,859             | 4  | 4                               | 4 |
|  | 15-1244  | Network & Computer Systems Administrators  | 580             | 40                  | \$69,312             | 5  | 5                               | 4 |
|  | 15-1211  | Computer Systems Analysts  | 290             | 25                  | \$74,932             | 5  | 4                               | 4 |
|  | 15-1212  | Information Security Analysts  | 160             | 20                  | \$56,195             | 5  | 6                               | 6 |
|  | 15-1257  | Web Developers & Digital Interface Designers   | 160             | 15                  | \$59,386             | 5  | 5                               | 6 |
|  | 15-1231  | Computer Network Support Specialists   | 150             | 15                  | \$58,641             | 5  | 5                               | 4 |
| Law, Public Safety, Corrections & Security | 23-1011  | Lawyers  | 1,760           | 95                  | \$92,564             | 5  | 7                               | 5 |
|  | 33-9032  | Security Guards  | 2,140           | 305                 | \$25,474             | 3  | 4                               | 4 |
|  | 23-2011  | Paralegals & Legal Assistants  | 830             | 100                 | \$45,380             | 3  | 6                               | 3 |
|  | 33-3051  | Police & Sheriff's Patrol Officers   | 2,100           | 180                 | \$45,244             | 3  | 4                               | 4 |
|  | 33-2011  | Firefighters   | 940             | 80                  | \$37,549             | 4  | 4                               | 4 |
|  | 33-3021  | Detectives & Criminal Investigators  | 380             | 30                  | \$53,794             | 3  | 4                               | 4 |
|  | 43-5031  | Police, Fire, & Ambulance Dispatchers  | 380             | 40                  | \$31,866             | 3  | 4                               | 4 |
|  | 33-1021  | Supervisors of Fire Fighting & Prevention Workers  | 210             | 15                  | \$60,852             | 5  | 5                               | 4 |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 5 Demand Occupations ACCCP 2022-2023

|               | SOC Code | Occupation Title  | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores<br>Applied Math Workplace Documents | Keys Scores<br>Graphic Literacy |   |
|---------------|----------|---|-----------------|---------------------|----------------------|--|---------------------------------|---|
| Law           | 29-2040  | Emergency Medical Technicians & Paramedics  | 500             | 40                  | \$27,666             | 3  | 5                               | 4 |
|               | 21-1092  | Probation Officers & Correctional Treatment Specialists                               | 240             | 20                  | \$49,169             | 3  | 4                               | 4 |
|               | 33-9091  | Crossing Guards   | 90              | 20                  | \$24,276             | 3  | 4                               | 4 |
| Manufacturing | 51-1011  | Supervisors of Production & Operating Workers   | 2,000           | 240                 | \$58,027             | 4  | 4                               | 4 |
|               | 49-1011  | Supervisors of Mechanics, Installers, & Repairers                                     | 1,260           | 125                 | \$60,794             | 4  | 5                               | 5 |
|               | 49-9071  | Maintenance & Repair Workers, General   | 2,750           | 290                 | \$34,509             | 4  | 4                               | 4 |
|               | 49-9041  | Industrial Machinery Mechanics  | 1,430           | 185                 | \$50,146             | 4  | 4                               | 4 |
|               | 51-2090  | Miscellaneous Assemblers & Fabricators  | 8,660           | 1,045               | \$32,049             | 3  | 3                               | 3 |
|               | 51-4121  | Welders, Cutters, Solderers, & Brazers  | 1,020           | 130                 | \$40,310             | 3  | 3                               | 4 |
|               | 43-5061  | Production, Planning, & Expediting Clerks   | 380             | 45                  | \$49,857             | 4  | 4                               | 4 |
|               | 17-3026  | Industrial Engineering Technicians  | 120             | 15                  | \$53,590             | 4  | 4                               | 4 |
|               | 51-4041  | Machinists  | 610             | 75                  | \$42,507             | 4  | 4                               | 4 |
|               | 51-4031  | Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic     | 670             | 75                  | \$34,153             | 3  | 3                               | 4 |
|               | 17-3023  | Electrical & Electronics Engineering Technicians                                      | 140             | 15                  | \$54,812             | 4  | 5                               | 5 |
|               | 51-4072  | Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic | 590             | 70                  | \$31,851             | 3  | 3                               | 4 |
|               | 51-3021  | Butchers & Meat Cutters   | 320             | 40                  | \$30,143             | 4  | 4                               | 4 |
|               | 51-4081  | Multiple Machine Tool Setters, Operators, & Tenders, Metal & Plastic                  | 650             | 85                  | \$36,145             | 3  | 4                               | 4 |
|               | 49-9062  | Medical Equipment Repairers   | 170             | 20                  | \$42,797             | 4  | 5                               | 4 |
|               | 51-9111  | Packaging & Filling Machine Operators & Tenders                                       | 710             | 80                  | \$29,286             | 3  | 3                               | 4 |
|               | 51-9041  | Extruding, Forming, Pressing, & Compacting Machine Setters, Operators, & Tenders      | 420             | 50                  | \$36,544             | 3  | 3                               | 4 |
|               | 43-5111  | Weighers, Measurers, Checkers, & Samplers, Recordkeeping                              | 230             | 25                  | \$30,883             | 3  | 3                               | 4 |
|               | 51-9124  | Coating, Painting, & Spraying Machine Setters, Operators, & Tenders                   | 360             | 45                  | \$33,607             | 3  | 3                               | 4 |
|               | 51-3022  | Meat, Poultry, & Fish Cutters & Trimmers  | 1,200           | 145                 | \$25,989             | 3  | 3                               | 3 |
|               | 51-3092  | Food Batchmakers  | 250             | 30                  | \$33,011             | 3  | 3                               | 4 |
|               | 19-4031  | Chemical Technicians  | 160             | 20                  | \$54,194             | 4  | 5                               | 4 |
|               | 49-9043  | Maintenance Workers, Machinery  | 220             | 30                  | \$47,300             | 4  | 4                               | 4 |
|               | 51-9023  | Mixing & Blending Machine Setters, Operators, & Tenders                               | 340             | 40                  | \$37,251             | 3  | 4                               | 4 |
|               | 51-6031  | Sewing Machine Operators  | 470             | 85                  | \$24,243             | 3  | 3                               | 3 |
|               | 49-2094  | Electrical & Electronics Repairers, Commercial & Industrial Equipment                 | 160             | 15                  | \$66,889             | 4  | 5                               | 4 |
|               | 51-9032  | Cutting & Slicing Machine Setters, Operators, & Tenders                               | 280             | 35                  | \$31,971             | 3  | 3                               | 4 |
|               | 51-7042  | Woodworking Machine Setters, Operators, & Tenders, Except Sawing                      | 240             | 30                  | \$34,118             | 4  | 3                               | 3 |
|               | 51-9081  | Dental Laboratory Technicians   | 90              | 15                  | \$40,949             | 3  | 4                               | 4 |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).



## Region 5 Demand Occupations ACCCP 2022-2023

|  | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|--|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|  |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Manufacturing                            | 51-2028  | Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers | 300             | 40                  | \$26,294             | 3                      | 3                   | 4                |
|  | 51-7011  | Cabinetmakers & Bench Carpenters   | 210             | 20                  | \$30,369             | 4                      | 4                   | 4                |
|  | 49-3053  | Outdoor Power Equipment & Other Small Engine Mechanics   | 100             | 15                  | \$38,692             | 3                      | 3                   | 4                |
|  | 51-7041  | Sawing Machine Setters, Operators, & Tenders, Wood   | 150             | 20                  | \$30,315             | 3                      | 3                   | 3                |
|  | 51-4021  | Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic                       | 180             | 20                  | \$31,124             | 3                      | 3                   | 4                |
|  | 51-9195  | Molders, Shapers, & Casters, Except Metal & Plastic  | 110             | 15                  | \$27,935             | 3                      | 3                   | 4                |
| Marketing                                | 41-4012  | Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products         | 1,970           | 220                 | \$50,300             | 5                      | 5                   | 4                |
|  | 13-1161  | Market Research Analysts & Marketing Specialists   | 720             | 95                  | \$52,983             | 4                      | 4                   | 4                |
|  | 11-2022  | Sales Managers   | 350             | 35                  | \$92,522             | 4                      | 5                   | 5                |
|  | 41-9022  | Real Estate Sales Agents   | 570             | 50                  | \$65,314             | 4                      | 5                   | 4                |
|  | 41-4011  | Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products                | 530             | 55                  | \$74,604             | 4                      | 4                   | 4                |
|  | 41-3091  | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel   | 1,010           | 130                 | \$41,627             | 5                      | 5                   | 4                |
|  | 11-2021  | Marketing Managers   | 150             | 15                  | \$104,576            | 7                      | 5                   | 5                |
|  | 27-3031  | Public Relations Specialists   | 500             | 50                  | \$51,103             | 4                      | 5                   | 4                |
|  | 11-9141  | Property, Real Estate, & Community Association Managers  | 680             | 55                  | \$42,844             | 4                      | 4                   | 4                |
|  | 27-1026  | Merchandise Displayers & Window Trimmers   | 320             | 35                  | \$27,084             | 3                      | 4                   | 4                |
|  | 41-2022  | Parts Salespersons   | 450             | 55                  | \$30,691             | 3                      | 3                   | 4                |
|  | 41-2021  | Counter & Rental Clerks  | 790             | 95                  | \$24,673             | 4                      | 3                   | 4                |
| STEM                                     | 17-2112  | Industrial Engineers   | 750             | 75                  | \$79,906             | 5                      | 6                   | 6                |
|  | 17-2071  | Electrical Engineers   | 300             | 25                  | \$85,657             | 7                      | 6                   | 6                |
|  | 17-2141  | Mechanical Engineers   | 340             | 30                  | \$75,334             | 6                      | 6                   | 6                |
|  | 11-9041  | Architectural & Engineering Managers   | 190             | 15                  | \$122,923            | 7                      | 7                   | 5                |
|  | 19-2041  | Environmental Scientists & Specialists, Including Health   | 340             | 35                  | \$58,444             | 5                      | 7                   | 7                |
| Transportation, Distribution & Logistics | 53-3032  | Heavy & Tractor-Trailer Truck Drivers  | 4,160           | 525                 | \$40,135             | 3                      | 4                   | 4                |
|  | 49-3023  | Automotive Service Technicians & Mechanics   | 1,470           | 145                 | \$45,170             | 4                      | 4                   | 4                |
|  | 53-1047  | Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling          | 1,270           | 150                 | \$44,336             | 4                      | 4                   | 4                |
|  | 53-7062  | Laborers & Freight, Stock, & Material Movers, Hand   | 7,520           | 1,120               | \$25,352             | 3                      | 3                   | 4                |
|  | 53-7051  | Industrial Truck & Tractor Operators   | 1,400           | 175                 | \$32,898             | 3                      | 3                   | 3                |
|  | 53-3033  | Light Truck or Delivery Services Drivers   | 2,200           | 270                 | \$28,480             | 3                      | 3                   | 3                |
|  | 49-3031  | Bus & Truck Mechanics & Diesel Engine Specialists  | 580             | 60                  | \$41,353             | 3                      | 4                   | 4                |
|  | 11-3071  | Transportation, Storage, & Distribution Managers   | 190             | 15                  | \$81,381             | 4                      | 4                   | 4                |
|  | 13-1081  | Logisticians   | 210             | 25                  | \$67,461             | 5                      | 5                   | 5                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 5 Demand Occupations ACCCP 2022-2023

|  | SOC Code | Occupation Title                                 | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|--|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|  |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Transportation, Distribution & Logistics | 53-7064  | Packers & Packagers, Hand                        | 1,310           | 195                 | \$24,887             | 3                      | 3                   | 4                |
|  | 49-3021  | Automotive Body & Related Repairers              | 330             | 30                  | \$46,277             | 3                      | 4                   | 3                |
|  | 43-3021  | Billing & Posting Clerks                         | 410             | 45                  | \$33,882             | 4                      | 4                   | 4                |
|  | 49-3042  | Mobile Heavy Equipment Mechanics, Except Engines | 240             | 25                  | \$48,363             | 3                      | 3                   | 3                |
|  | 49-3093  | Tire Repairers & Changers                        | 550             | 65                  | \$28,392             | 3                      | 3                   | 4                |
|  | 53-2012  | Commercial Pilots                                | 170             | 20                  | \$80,014             | 5                      | 6                   | 6                |
|  | 43-5032  | Dispatchers, Except Police, Fire, & Ambulance    | 250             | 25                  | \$37,701             | 3                      | 4                   | 4                |
|  | 49-3011  | Aircraft Mechanics & Service Technicians         | 170             | 15                  | \$66,574             | 4                      | 5                   | 5                |
|  | 53-3052  | Bus Drivers, Transit & Intercity                 | **              | 45                  | \$25,006             | 3                      | 4                   | 3                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 6 Demand Occupations ACCCP 2022-2023

|                                | SOC Code | Occupation Title  | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores<br>Applied Math Workplace Documents Graphic Literacy |
|--------------------------------|----------|---|-----------------|---------------------|----------------------|---|
| Agri, Food & Natural Resources | 45-2091  | Agricultural Equipment Operators  | 420             | 70                  | \$31,836             | 4 4 4   |
|                                | 45-4022  | Logging Equipment Operators   | 420             | 65                  | \$37,681             | 3 3 4   |
|                                | 45-2093  | Farmworkers, Farm, Ranch, & Aquacultural Animals                            | 410             | 65                  | \$26,947             | 3 3 3   |
|                                | 37-2021  | Pest Control Workers  | 230             | 30                  | \$26,600             | 4 4 4   |
|                                | 53-7081  | Refuse & Recyclable Material Collectors                                     | 450             | 65                  | \$30,839             | 3 3 3   |
|                                | 49-3041  | Farm Equipment Mechanics & Service Technicians                              | 140             | 15                  | \$36,465             | 3 3 4   |
| Architecture & Construction    | 49-9021  | Heating, Air Conditioning, & Refrigeration Mechanics & Installers           | 660             | 65                  | \$47,395             | 4 4 4   |
|                                | 47-1011  | Supervisors of Construction Trades & Extraction Workers                     | 680             | 70                  | \$59,452             | 4 5 4   |
|                                | 47-2111  | Electricians  | 400             | 45                  | \$48,628             | 4 5 5   |
|                                | 47-2061  | Construction Laborers   | 1,110           | 120                 | \$27,625             | 3 4 4   |
|                                | 49-9051  | Electrical Power-Line Installers & Repairers                                | 310             | 30                  | \$70,725             | 4 4 4   |
|                                | 11-9021  | Construction Managers   | 270             | 25                  | \$90,324             | 5 6 5   |
|                                | 17-2051  | Civil Engineers   | 240             | 20                  | \$87,114             | 6 6 6   |
|                                | 47-2031  | Carpenters  | 500             | 50                  | \$35,144             | 4 4 4   |
|                                | 37-3011  | Landscaping & Groundskeeping Workers  | 840             | 110                 | \$23,192             | 3 3 4   |
|                                | 47-2073  | Operating Engineers & Other Construction Equipment Operators                | 480             | 55                  | \$32,182             | 3 4 4   |
|                                | 47-2152  | Plumbers, Pipefitters, & Steamfitters                                       | 260             | 30                  | \$42,576             | 4 4 4   |
|                                | 47-2141  | Painters, Construction & Maintenance  | 180             | 15                  | \$33,318             | 3 4 4   |
|                                | 49-9044  | Millwrights   | 160             | 15                  | \$40,990             | 4 4 4   |
|                                | 47-4051  | Highway Maintenance Workers   | 350             | 40                  | \$29,406             | 3 4 3   |
|                                | 47-2051  | Cement Masons & Concrete Finishers  | 150             | 15                  | \$32,344             | 5 4 4   |
|                                | 49-9098  | Helpers--Installation, Maintenance, & Repair Workers                        | 100             | 15                  | \$30,590             | 4 4 4   |
|                                | 47-2181  | Roofers   | 110             | 15                  | \$28,613             | 3 3 3   |
| Arts                           | 49-2022  | Telecommunications Equipment Installers & Repairers, Except Line Installers | 170             | 20                  | \$58,421             | 4 4 4   |
| Business Mgmt & Administration | 11-1021  | General & Operations Managers   | 1,780           | 165                 | \$79,905             | 5 5 5   |
|                                | 53-7065  | Stockers & Order Fillers  | 2,240           | 400                 | \$27,940             | 3 3 3   |
|                                | 13-1071  | Human Resources Specialists   | 420             | 45                  | \$50,932             | 4 4 4   |
|                                | 13-1151  | Training & Development Specialists  | 200             | 20                  | \$59,941             | 4 5 4   |
|                                | 13-1111  | Management Analysts   | 200             | 20                  | \$81,294             | 4 4 4   |
|                                | 11-3051  | Industrial Production Managers  | 210             | 15                  | \$101,863            | 4 4 4   |
|                                | 43-4171  | Receptionists & Information Clerks  | 970             | 125                 | \$24,883             | 3 4 4   |
| Education & Training           | 25-1000  | Postsecondary Teachers  | 780             | 85                  | \$59,358             | 5 7 6   |
|                                | 11-9033  | Education Administrators, Postsecondary                                     | 330             | 30                  | \$80,971             | 5 5 5   |
|                                | 21-1012  | Educational, Guidance, School, & Vocational Counselors                      | 290             | 30                  | \$54,932             | 4 4 4   |
|                                | 25-2031  | Secondary School Teachers, Except Special & Career/Technical Education      | 1,740           | 135                 | \$51,120             | 4 6 5   |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 6 Demand Occupations ACCCP 2022-2023

|                       | SOC Code | Occupation Title  | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores<br>Applied Math | Workplace Documents | Keys Scores<br>Graphic Literacy |
|-----------------------|----------|---|-----------------|---------------------|----------------------|--|---------------------|---------------------------------|
| Education & Training  | 25-2021  | Elementary School Teachers, Except Special Education                | 1,870           | 150                 | \$49,811             | 4                                      | 6                   | 5                               |
|                       | 27-2022  | Coaches & Scouts  | 150             | 25                  | \$45,482             | 4                                      | 4                   | 4                               |
|                       | 11-9032  | Education Administrators, Elementary & Secondary                    | 230             | 20                  | \$87,354             | 5                                      | 5                   | 5                               |
|                       | 25-2022  | Middle School Teachers, Except Special & Career/Technical Education | **              | 20                  | **                   | 4                                      | 6                   | 5                               |
|                       | 25-3021  | Self-Enrichment Education Teachers                                  | 250             | 30                  | \$44,437             | 4                                      | 4                   | 5                               |
|                       | 25-4022  | Librarians & Media Collections Specialists                          | 190             | 20                  | \$54,952             | 4                                      | 5                   | 4                               |
| Finance               | 13-2011  | Accountants & Auditors  | 940             | 90                  | \$61,592             | 5                                      | 4                   | 5                               |
|                       | 11-3031  | Financial Managers  | 270             | 25                  | \$103,263            | 5                                      | 5                   | 5                               |
|                       | 41-3021  | Insurance Sales Agents  | 460             | 45                  | \$50,853             | 4                                      | 5                   | 5                               |
|                       | 13-2072  | Loan Officers   | 270             | 25                  | \$54,011             | 4                                      | 5                   | 4                               |
|                       | 43-9041  | Insurance Claims & Policy Processing Clerks                         | 140             | 15                  | \$37,002             | 3                                      | 4                   | 4                               |
| Gov & Public Admin    | 13-1041  | Compliance Officers   | 180             | 15                  | \$52,909             | 3                                      | 4                   | 4                               |
|                       | 43-4061  | Eligibility Interviewers, Government Programs                       | 190             | 20                  | \$43,166             | 4                                      | 5                   | 4                               |
|                       | 43-4031  | Court, Municipal, & License Clerks                                  | 200             | 20                  | \$31,685             | 3                                      | 4                   | 4                               |
|                       | 45-2011  | Agricultural Inspectors   | **              | 25                  | **                   | 5                                      | 5                   | 4                               |
| Health Science        | 29-1141  | Registered Nurses   | 3,090           | 185                 | \$56,994             | 5                                      | 5                   | 4                               |
|                       | 11-9111  | Medical & Health Services Managers                                  | 610             | 75                  | \$81,787             | 4                                      | 4                   | 4                               |
|                       | 29-2061  | Licensed Practical & Licensed Vocational Nurses                     | 1,240           | 110                 | \$36,408             | 4                                      | 4                   | 4                               |
|                       | 29-1171  | Nurse Practitioners   | 300             | 35                  | \$91,971             | 6                                      | 5                   | 4                               |
|                       | 31-1131  | Nursing Assistants  | 2,130           | 290                 | \$23,147             | 3                                      | 4                   | 4                               |
|                       | 29-2010  | Clinical Laboratory Technologists & Technicians                     | 350             | 25                  | \$44,103             | 5                                      | 5                   | 5                               |
|                       | 29-1051  | Pharmacists   | 320             | 15                  | \$129,243            | 6                                      | 7                   | 7                               |
|                       | 29-1123  | Physical Therapists   | 210             | 15                  | \$98,073             | 4                                      | 6                   | 5                               |
|                       | 43-6013  | Medical Secretaries   | 420             | 50                  | \$32,784             | 3                                      | 5                   | 4                               |
|                       | 29-2052  | Pharmacy Technicians  | 640             | 60                  | \$29,482             | 4                                      | 4                   | 4                               |
|                       | 31-9092  | Medical Assistants  | 690             | 100                 | \$27,550             | 4                                      | 4                   | 4                               |
|                       | 29-1127  | Speech-Language Pathologists  | 140             | 15                  | \$61,515             | 4                                      | 6                   | 5                               |
|                       | 29-2034  | Radiologic Technologists  | 320             | 25                  | \$43,399             | 3                                      | 4                   | 4                               |
|                       | 29-1122  | Occupational Therapists   | 160             | 15                  | \$77,774             | 4                                      | 6                   | 5                               |
|                       | 31-2021  | Physical Therapist Assistants                                       | 110             | 15                  | \$58,314             | 4                                      | 4                   | 4                               |
|                       | 31-9091  | Dental Assistants   | 250             | 35                  | \$31,792             | 3                                      | 4                   | 4                               |
|                       | 29-1292  | Dental Hygienists   | 250             | 20                  | \$47,832             | 3                                      | 4                   | 4                               |
|                       | 31-9097  | Phlebotomists   | 150             | 20                  | \$27,169             | 3                                      | 4                   | 4                               |
|                       | 31-9096  | Veterinary Assistants & Laboratory Animal Caretakers                | 80              | 15                  | \$24,279             | 4                                      | 4                   | 3                               |
| Hospitality & Tourism | 11-9051  | Food Service Managers   | 220             | 25                  | \$61,540             | 3                                      | 4                   | 4                               |
|                       | 35-1012  | Supervisors of Food Preparation & Serving Workers                   | 1,370           | 230                 | \$30,222             | 4                                      | 5                   | 4                               |
|                       | 35-2014  | Cooks, Restaurant   | 1,310           | 275                 | \$23,319             | 3                                      | 3                   | 4                               |
|                       | 37-1011  | Supervisors of Housekeeping & Janitorial Workers                    | 110             | 15                  | \$31,623             | 4                                      | 4                   | 4                               |
|                       | 35-3041  | Food Servers, Nonrestaurant   | **              | 15                  | \$22,677             | 3                                      | 3                   | 3                               |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 6 Demand Occupations ACCCP 2022-2023

|                        | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores<br>Applied Math Workplace Documents Graphic Literacy |
|------------------------|----------|--|-----------------|---------------------|----------------------|---|
| Human Services         | 21-2011  | Clergy   | 440             | 50                  | \$44,769             | 4 5 5   |
|                        | 39-5012  | Hairdressers, Hairstylists, & Cosmetologists   | 600             | 75                  | \$25,313             | 3 3 4   |
|                        | 21-1018  | Substance Abuse, Behavioral Disorder, & Mental Health Counselors                               | 230             | 25                  | \$37,811             | 3 5 4   |
|                        | 21-1021  | Child, Family, & School Social Workers   | 300             | 30                  | \$40,523             | 4 4 4   |
|                        | 21-1022  | Healthcare Social Workers  | 210             | 20                  | \$48,273             | 4 4 4   |
|                        | 21-2021  | Directors, Religious Activities & Education  | 270             | 35                  | **                   | 4 5 4   |
|                        | 39-1098  | Supervisors of Personal Service & Entertainment & Recreation Workers, Except Gambling Services | **              | 20                  | \$33,974             | 4 4 4   |
|                        | 39-9041  | Residential Advisors   | 150             | 20                  | \$27,775             | 3 3 3   |
|                        | 39-5011  | Barbers  | 110             | 15                  | **                   | 3 3 4   |
|                        | 39-9031  | Fitness Trainers & Aerobics Instructors  | **              | 15                  | \$23,697             | 4 4 4   |
| Information Technology | 15-1256  | Software Developers & Software Quality Assurance Analysts & Testers                            | 410             | 35                  | \$74,870             | 4 4 4   |
|                        | 15-1232  | Computer User Support Specialists  | 240             | 20                  | \$41,416             | 4 4 4   |
|                        | 15-1244  | Network & Computer Systems Administrators  | 190             | 15                  | \$62,137             | 5 5 4   |
|                        | 15-1245  | Database Administrators & Architects   | 170             | 15                  | \$64,729             | 5 4 5   |
| Law, Public Safety     | 33-3051  | Police & Sheriff's Patrol Officers   | 760             | 65                  | \$37,560             | 3 4 4   |
|                        | 33-2011  | Firefighters   | 580             | 45                  | \$37,456             | 4 4 4   |
|                        | 23-1011  | Lawyers  | 320             | 15                  | \$74,017             | 5 7 5   |
|                        | 23-2011  | Paralegals & Legal Assistants  | 220             | 25                  | \$36,667             | 3 6 3   |
|                        | 43-5031  | Police, Fire, & Ambulance Dispatchers  | 370             | 35                  | \$25,246             | 3 4 4   |
| Manufacturing          | 51-1011  | Supervisors of Production & Operating Workers  | 1,210           | 130                 | \$62,133             | 4 4 4   |
|                        | 49-1011  | Supervisors of Mechanics, Installers, & Repairers  | 880             | 85                  | \$65,185             | 4 5 5   |
|                        | 49-9071  | Maintenance & Repair Workers, General  | 1,210           | 125                 | \$34,317             | 4 4 4   |
|                        | 51-9061  | Inspectors, Testers, Sorters, Samplers, & Weighers   | 670             | 80                  | \$34,738             | 3 4 4   |
|                        | 49-9041  | Industrial Machinery Mechanics   | 770             | 95                  | \$45,211             | 4 4 4   |
|                        | 51-2090  | Miscellaneous Assemblers & Fabricators   | 1,810           | 205                 | \$25,611             | 3 3 3   |
|                        | 51-4121  | Welders, Cutters, Solderers, & Brazers   | 990             | 120                 | \$31,604             | 3 3 4   |
|                        | 43-5061  | Production, Planning, & Expediting Clerks  | 320             | 35                  | \$45,964             | 4 4 4   |
|                        | 17-3023  | Electrical & Electronics Engineering Technicians   | 160             | 15                  | \$77,122             | 4 5 5   |
|                        | 51-3022  | Meat, Poultry, & Fish Cutters & Trimmers   | 2,500           | 310                 | \$25,508             | 3 3 3   |
|                        | 51-9081  | Dental Laboratory Technicians  | 70              | 35                  | \$42,397             | 3 4 4   |
|                        | 51-9197  | Tire Builders  | **              | 30                  | **                   | 3 3 4   |
|                        | 51-4031  | Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic              | 310             | 35                  | \$29,426             | 3 3 4   |
|                        | 51-9124  | Coating, Painting, & Spraying Machine Setters, Operators, & Tenders                            | 240             | 25                  | \$37,878             | 3 3 4   |
|                        | 43-5111  | Weighers, Measurers, Checkers, & Samplers, Recordkeeping                                       | 140             | 15                  | \$33,143             | 3 3 4   |
|                        | 51-9111  | Packaging & Filling Machine Operators & Tenders  | 310             | 35                  | \$28,592             | 3 3 4   |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).



## Region 6 Demand Occupations ACCCP 2022-2023

|                | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|----------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Manufacturing  | 49-2098  | Security & Fire Alarm Systems Installers   | 140             | 15                  | \$33,772             | 4                      | 4                   | 4                |
|                | 51-4041  | Machinists   | 140             | 20                  | \$32,251             | 4                      | 4                   | 4                |
|                | 53-7063  | Machine Feeders & Offbearers   | 180             | 25                  | \$28,783             | 3                      | 4                   | 4                |
|                | 51-3021  | Butchers & Meat Cutters  | 120             | 15                  | \$33,504             | 4                      | 4                   | 4                |
|                | 51-4051  | Metal-Refining Furnace Operators & Tenders   | **              | 50                  | **                   | 3                      | 3                   | 4                |
|                | 51-7011  | Cabinetmakers & Bench Carpenters   | 180             | 20                  | \$30,189             | 4                      | 4                   | 4                |
|                | 51-3093  | Food Cooking Machine Operators & Tenders   | **              | 25                  | **                   | 3                      | 4                   | 4                |
|                | 51-4081  | Multiple Machine Tool Setters, Operators, & Tenders, Metal & Plastic                             | 160             | 20                  | \$29,532             | 3                      | 4                   | 4                |
|                | 51-2028  | Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers | 170             | 20                  | \$26,388             | 3                      | 3                   | 4                |
|                | 51-9023  | Mixing & Blending Machine Setters, Operators, & Tenders  | 140             | 15                  | \$27,145             | 3                      | 4                   | 4                |
|                | 51-7042  | Woodworking Machine Setters, Operators, & Tenders, Except Sawing                                 | 150             | 20                  | \$25,520             | 4                      | 3                   | 3                |
|                | 51-3092  | Food Batchmakers   | 140             | 20                  | \$26,546             | 3                      | 3                   | 4                |
|                | 51-4072  | Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic            | 150             | 15                  | \$25,579             | 3                      | 3                   | 4                |
|                | 51-7041  | Sawing Machine Setters, Operators, & Tenders, Wood   | 100             | 15                  | \$25,147             | 3                      | 3                   | 3                |
| Marketing      | 41-4012  | Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products         | 1,160           | 125                 | \$45,257             | 5                      | 5                   | 4                |
|                | 41-2031  | Retail Salespersons  | 5,080           | 750                 | \$24,221             | 3                      | 4                   | 4                |
|                | 13-1161  | Market Research Analysts & Marketing Specialists   | 260             | 35                  | \$51,203             | 4                      | 4                   | 4                |
|                | 11-2022  | Sales Managers   | 140             | 15                  | \$90,497             | 4                      | 5                   | 5                |
|                | 41-3091  | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel   | 420             | 50                  | \$40,699             | 5                      | 5                   | 4                |
|                | 41-4011  | Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products                | 120             | 15                  | \$107,667            | 4                      | 4                   | 4                |
|                | 11-9141  | Property, Real Estate, & Community Association Managers  | 240             | 20                  | \$46,897             | 4                      | 4                   | 4                |
|                | 41-2022  | Parts Salespersons   | 400             | 50                  | \$29,990             | 3                      | 3                   | 4                |
| STEM           | 17-2112  | Industrial Engineers   | 380             | 30                  | \$80,476             | 5                      | 6                   | 6                |
|                | 17-2071  | Electrical Engineers   | 240             | 20                  | \$102,168            | 7                      | 6                   | 6                |
| Transportation | 53-3032  | Heavy & Tractor-Trailer Truck Drivers  | 4,020           | 460                 | \$41,080             | 3                      | 4                   | 4                |
|                | 49-3023  | Automotive Service Technicians & Mechanics   | 860             | 90                  | \$43,953             | 4                      | 4                   | 4                |
|                | 49-3011  | Aircraft Mechanics & Service Technicians   | **              | 160                 | **                   | 4                      | 5                   | 5                |
|                | 53-7062  | Laborers & Freight, Stock, & Material Movers, Hand   | 2,410           | 355                 | \$28,019             | 3                      | 3                   | 4                |
|                | 53-1047  | Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling          | **              | 65                  | \$50,765             | 4                      | 4                   | 4                |
|                | 53-7051  | Industrial Truck & Tractor Operators   | 890             | 110                 | \$34,281             | 3                      | 3                   | 3                |
|                | 49-3031  | Bus & Truck Mechanics & Diesel Engine Specialists  | 440             | 45                  | \$40,068             | 3                      | 4                   | 4                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 6 Demand Occupations ACCCP 2022-2023

|                | SOC Code | Occupation Title                                 | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|----------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Transportation | 53-3033  | Light Truck or Delivery Services Drivers         | 1,180           | 150                 | \$22,963             | 3                      | 3                   | 3                |
|                | 13-1081  | Logisticians                                     | 200             | 25                  | \$64,264             | 5                      | 5                   | 5                |
|                | 49-2091  | Avionics Technicians                             | **              | 35                  | **                   | 4                      | 4                   | 5                |
|                | 53-2011  | Airline Pilots, Copilots, & Flight Engineers     | 250             | 25                  | \$109,482            | 5                      | 6                   | 6                |
|                | 43-3021  | Billing & Posting Clerks                         | 350             | 40                  | \$30,202             | 4                      | 4                   | 4                |
|                | 53-7061  | Cleaners of Vehicles & Equipment                 | 550             | 80                  | \$22,644             | 3                      | 4                   | 3                |
|                | 53-7064  | Packers & Packagers, Hand                        | 360             | 50                  | \$24,039             | 3                      | 3                   | 4                |
|                | 49-3021  | Automotive Body & Related Repairers              | 190             | 20                  | \$42,390             | 3                      | 4                   | 3                |
|                | 49-3042  | Mobile Heavy Equipment Mechanics, Except Engines | 140             | 15                  | \$46,354             | 3                      | 3                   | 3                |
|                | 49-3093  | Tire Repairers & Changers                        | 190             | 25                  | \$24,182             | 3                      | 3                   | 4                |
|                | 53-6031  | Automotive & Watercraft Service Attendants       | 120             | 15                  | \$29,523             | 3                      | 3                   | 3                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 7 Demand Occupations ACCCP 2022-2023

|                                       | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|---------------------------------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                                       |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Agriculture, Food & Natural Resources | 37-2021  | Pest Control Workers   | 460             | 75                  | \$34,871             | 4                      | 4                   | 4                |
|                                       | 53-7081  | Refuse & Recyclable Material Collectors                            | 640             | 90                  | \$31,972             | 3                      | 3                   | 3                |
|                                       | 37-3013  | Tree Trimmers & Pruners  | 220             | 30                  | \$35,538             | 3                      | 3                   | 4                |
|                                       | 19-4042  | Environmental Science & Protection Technicians, Including Health   | 90              | 15                  | \$37,992             | 5                      | 5                   | 4                |
|                                       | 45-2091  | Agricultural Equipment Operators                                   | 210             | 35                  | **                   | 4                      | 4                   | 4                |
| Architecture & Construction           | 11-9021  | Construction Managers  | 900             | 85                  | \$88,288             | 5                      | 6                   | 5                |
|                                       | 47-1011  | Supervisors of Construction Trades & Extraction Workers            | 2,420           | 265                 | \$58,785             | 4                      | 5                   | 4                |
|                                       | 17-2051  | Civil Engineers  | 720             | 60                  | \$84,389             | 6                      | 6                   | 6                |
|                                       | 47-2111  | Electricians   | 2,460           | 300                 | \$49,692             | 4                      | 5                   | 5                |
|                                       | 49-9021  | Heating, Air Conditioning, & Refrigeration Mechanics & Installers  | 1,370           | 150                 | \$40,001             | 4                      | 4                   | 4                |
|                                       | 47-2152  | Plumbers, Pipefitters, & Steamfitters                              | 1,480           | 170                 | \$48,024             | 4                      | 4                   | 4                |
|                                       | 47-2031  | Carpenters   | 1,340           | 135                 | \$39,802             | 4                      | 4                   | 4                |
|                                       | 47-2061  | Construction Laborers  | 3,080           | 355                 | \$30,575             | 3                      | 4                   | 4                |
|                                       | 37-3011  | Landscaping & Groundskeeping Workers                               | 2,460           | 350                 | \$28,354             | 3                      | 3                   | 4                |
|                                       | 47-2141  | Painters, Construction & Maintenance                               | 1,090           | 100                 | \$36,407             | 3                      | 4                   | 4                |
|                                       | 37-1012  | Supervisors of Landscaping, Lawn Service, & Groundskeeping Workers | 690             | 75                  | \$52,405             | 5                      | 5                   | 4                |
|                                       | 13-1051  | Cost Estimators  | 400             | 40                  | \$53,305             | 5                      | 4                   | 4                |
|                                       | 47-2073  | Operating Engineers & Other Construction Equipment Operators       | 1,390           | 165                 | \$37,403             | 3                      | 4                   | 4                |
|                                       | 49-9051  | Electrical Power-Line Installers & Repairers                       | 420             | 40                  | \$71,780             | 4                      | 4                   | 4                |
|                                       | 53-7021  | Crane & Tower Operators  | 380             | 45                  | \$52,926             | 3                      | 3                   | 3                |
|                                       | 47-2181  | Roofers  | 270             | 30                  | \$34,936             | 3                      | 3                   | 3                |
|                                       | 49-9098  | Helpers--Installation, Maintenance, & Repair Workers               | 590             | 85                  | \$29,241             | 4                      | 4                   | 4                |
|                                       | 47-2051  | Cement Masons & Concrete Finishers                                 | 330             | 30                  | \$41,090             | 5                      | 4                   | 4                |
|                                       | 17-3022  | Civil Engineering Technicians                                      | 330             | 30                  | \$45,716             | 4                      | 4                   | 4                |
|                                       | 49-9044  | Millwrights  | 140             | 15                  | \$49,018             | 4                      | 4                   | 4                |
|                                       | 47-3013  | Helpers--Electricians  | 500             | 65                  | \$30,003             | 3                      | 4                   | 3                |
|                                       | 47-2221  | Structural Iron & Steel Workers                                    | 180             | 20                  | \$44,508             | 3                      | 3                   | 3                |
|                                       | 17-3011  | Architectural & Civil Drafters                                     | 120             | 15                  | \$49,492             | 5                      | 5                   | 5                |
|                                       | 47-4051  | Highway Maintenance Workers  | 590             | 65                  | \$31,248             | 3                      | 4                   | 3                |
|                                       | 49-9096  | Riggers  | 170             | 20                  | \$47,395             | 4                      | 3                   | 3                |
|                                       | 47-2211  | Sheet Metal Workers  | 150             | 15                  | \$37,516             | 4                      | 4                   | 4                |
|                                       | 47-2151  | Pipelayers   | 170             | 20                  | \$38,732             | 3                      | 4                   | 4                |
|                                       | 47-4071  | Septic Tank Servicers & Sewer Pipe Cleaners                        | 230             | 30                  | \$37,371             | 3                      | 4                   | 4                |
|                                       | 47-2121  | Glaziers   | **              | 15                  | \$38,388             | 3                      | 3                   | 3                |
|                                       | 47-2071  | Paving, Surfacing, & Tamping Equipment Operators                   | 210             | 25                  | \$31,137             | 3                      | 4                   | 4                |
|                                       | 47-3015  | Helpers--Pipelayers, Plumbers, Pipe and Steamfitters               | 180             | 25                  | \$27,553             | 3                      | 3                   | 4                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 7 Demand Occupations ACCCP 2022-2023

|                                      | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|--------------------------------------|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|                                      |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Arts, AV Tech                        | 27-2012  | Producers & Directors  | 150             | 15                  | \$67,112             | 4                      | 5                   | 4                |
|                                      | 27-1024  | Graphic Designers  | 210             | 20                  | \$39,869             | 4                      | 4                   | 4                |
|                                      | 27-4021  | Photographers  | 160             | 20                  | \$36,839             | 3                      | 4                   | 4                |
|                                      | 27-4011  | Audio & Video Equipment Technicians                                    | 150             | 15                  | \$32,930             | 3                      | 5                   | 4                |
|                                      | 27-2041  | Music Directors & Composers  | 260             | 30                  | **                   | 3                      | 4                   | 4                |
| Business Management & Administration | 11-1021  | General & Operations Managers  | 4,990           | 475                 | \$91,318             | 5                      | 5                   | 5                |
|                                      | 13-1071  | Human Resources Specialists  | 680             | 70                  | \$53,786             | 4                      | 4                   | 4                |
|                                      | 11-3051  | Industrial Production Managers   | 420             | 35                  | \$118,027            | 4                      | 4                   | 4                |
|                                      | 43-4051  | Customer Service Representatives                                       | 5,710           | 760                 | \$31,172             | 4                      | 4                   | 4                |
|                                      | 13-1111  | Management Analysts  | 350             | 40                  | \$74,310             | 4                      | 4                   | 4                |
|                                      | 53-7065  | Stockers & Order Fillers   | 3,300           | 575                 | \$26,043             | 3                      | 3                   | 3                |
|                                      | 11-3010  | Administrative Services & Facilities Managers                          | 200             | 20                  | \$89,311             | 5                      | 5                   | 4                |
|                                      | 43-4171  | Receptionists & Information Clerks                                     | 2,180           | 285                 | \$26,281             | 3                      | 4                   | 4                |
|                                      | 13-1151  | Training & Development Specialists                                     | 250             | 25                  | \$60,839             | 4                      | 5                   | 4                |
|                                      | 11-3121  | Human Resources Managers   | 170             | 15                  | \$105,871            | 5                      | 5                   | 4                |
|                                      | 11-3021  | Computer & Information Systems Managers                                | 360             | 30                  | \$109,226            | 5                      | 5                   | 5                |
|                                      | 13-1121  | Meeting, Convention, & Event Planners                                  | 250             | 30                  | \$54,676             | 4                      | 4                   | 4                |
|                                      | 43-4161  | Human Resources Assistants, Except Payroll & Timekeeping               | 160             | 15                  | \$36,254             | 4                      | 4                   | 4                |
|                                      | 43-9051  | Mail Clerks & Mail Machine Operators, Except Postal Service            | **              | 40                  | \$29,523             | 3                      | 3                   | 3                |
|                                      | 13-1131  | Fundraisers  | 130             | 15                  | \$36,980             | 4                      | 5                   | 4                |
| Education & Training                 | 25-1000  | Postsecondary Teachers   | 1,790           | 190                 | \$62,679             | 5                      | 7                   | 6                |
|                                      | 11-9033  | Education Administrators, Postsecondary                                | 390             | 30                  | \$96,341             | 5                      | 5                   | 5                |
|                                      | 25-2021  | Elementary School Teachers, Except Special Education                   | 3,380           | 265                 | \$50,557             | 4                      | 6                   | 5                |
|                                      | 21-1012  | Educational, Guidance, School, & Vocational Counselors                 | 650             | 70                  | \$52,330             | 4                      | 4                   | 4                |
|                                      | 25-2022  | Middle School Teachers, Except Special & Career/Technical Education    | 1,220           | 95                  | \$49,803             | 4                      | 6                   | 5                |
|                                      | 25-2031  | Secondary School Teachers, Except Special & Career/Technical Education | 1,370           | 105                 | \$51,688             | 4                      | 6                   | 5                |
|                                      | 11-9032  | Education Administrators, Elementary & Secondary School                | 400             | 30                  | \$82,245             | 5                      | 5                   | 5                |
|                                      | 27-2022  | Coaches & Scouts   | 370             | 60                  | \$35,624             | 4                      | 4                   | 4                |
|                                      | 25-9031  | Instructional Coordinators   | 180             | 20                  | \$66,691             | 3                      | 6                   | 4                |
|                                      | 25-3021  | Self-Enrichment Education Teachers                                     | 590             | 75                  | \$37,434             | 4                      | 4                   | 5                |
|                                      | 25-4022  | Librarians & Media Collections Specialists                             | 350             | 35                  | \$53,581             | 4                      | 5                   | 4                |
|                                      | 25-2012  | Kindergarten Teachers, Except Special Education                        | **              | 55                  | \$47,472             | 4                      | 6                   | 5                |
|                                      | 25-2052  | Special Education Teachers, Kindergarten & Elementary School           | 220             | 20                  | \$49,304             | 4                      | 6                   | 5                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 7 Demand Occupations ACCCP 2022-2023

|                                    | SOC Code | Occupation Title   | 2020       | Avg             | Median        | Median WorkKeys Scores |                     |                  |
|------------------------------------|----------|--|------------|-----------------|---------------|------------------------|---------------------|------------------|
|                                    |          |  | Employment | Annual Openings | Annual Salary | Applied Math           | Workplace Documents | Graphic Literacy |
| Finance                            | 13-2011  | Accountants & Auditors                                     | 2,390      | 235             | \$59,472      | 5                      | 4                   | 5                |
|                                    | 41-3021  | Insurance Sales Agents                                     | 1,020      | 105             | \$59,308      | 4                      | 5                   | 5                |
|                                    | 11-3031  | Financial Managers   | 560        | 55              | \$100,649     | 5                      | 5                   | 5                |
|                                    | 13-1031  | Claims Adjusters, Examiners, & Investigators               | 730        | 60              | \$72,537      | 3                      | 4                   | 4                |
|                                    | 13-2072  | Loan Officers  | 610        | 55              | \$50,663      | 4                      | 5                   | 4                |
|                                    | 41-3031  | Securities, Commodities, & Financial Services Sales Agents | 630        | 60              | \$43,167      | 4                      | 4                   | 4                |
|                                    | 13-2052  | Personal Financial Advisors                                | 390        | 30              | \$69,521      | 4                      | 4                   | 4                |
|                                    | 43-9041  | Insurance Claims & Policy Processing Clerks                | 370        | 40              | \$32,625      | 3                      | 4                   | 4                |
|                                    | 43-4131  | Loan Interviewers & Clerks                                 | 310        | 30              | \$31,874      | 3                      | 4                   | 4                |
| Government & Public Administration | 53-6051  | Transportation Inspectors                                  | **         | 60              | \$98,330      | 3                      | 3                   | 3                |
|                                    | 13-1041  | Compliance Officers  | 340        | 30              | \$65,444      | 3                      | 4                   | 4                |
|                                    | 19-5011  | Occupational Health & Safety Specialists                   | 170        | 15              | \$75,387      | 3                      | 4                   | 4                |
|                                    | 13-2020  | Property Appraisers & Assessors                            | 290        | 25              | \$63,502      | 5                      | 5                   | 5                |
|                                    | 43-4061  | Eligibility Interviewers, Government Programs              | 490        | 45              | \$41,246      | 4                      | 5                   | 4                |
|                                    | 13-2081  | Tax Examiners & Collectors, & Revenue Agents               | 170        | 15              | \$47,904      | 4                      | 4                   | 4                |
|                                    | 43-4031  | Court, Municipal, & License Clerks                         | 400        | 45              | \$33,500      | 3                      | 4                   | 4                |
| Health Science                     | 29-1141  | Registered Nurses  | 7,550      | 480             | \$57,710      | 5                      | 5                   | 4                |
|                                    | 11-9111  | Medical & Health Services Managers                         | 970        | 115             | \$79,358      | 4                      | 4                   | 4                |
|                                    | 29-1171  | Nurse Practitioners  | 510        | 60              | \$96,438      | 6                      | 5                   | 4                |
|                                    | 29-2061  | Licensed Practical & Licensed Vocational Nurses            | 2,050      | 190             | \$38,646      | 4                      | 4                   | 4                |
|                                    | 29-2010  | Clinical Laboratory Technologists & Technicians            | 770        | 60              | \$45,468      | 5                      | 5                   | 5                |
|                                    | 31-9092  | Medical Assistants   | 1,290      | 190             | \$28,945      | 4                      | 4                   | 4                |
|                                    | 29-2034  | Radiologic Technologists                                   | 580        | 45              | \$48,403      | 3                      | 4                   | 4                |
|                                    | 43-6013  | Medical Secretaries  | 720        | 90              | \$31,113      | 3                      | 5                   | 4                |
|                                    | 31-2021  | Physical Therapist Assistants                              | 220        | 40              | \$59,861      | 4                      | 4                   | 4                |
|                                    | 31-9097  | Phlebotomists  | 470        | 75              | \$31,980      | 3                      | 4                   | 4                |
|                                    | 29-1123  | Physical Therapists  | 290        | 20              | \$84,851      | 4                      | 6                   | 5                |
|                                    | 29-2052  | Pharmacy Technicians                                       | 810        | 65              | \$29,930      | 4                      | 4                   | 4                |
|                                    | 29-1151  | Nurse Anesthetists   | 340        | 25              | \$154,112     | 5                      | 5                   | 4                |
|                                    | 29-1127  | Speech-Language Pathologists                               | 270        | 20              | \$57,697      | 4                      | 6                   | 5                |
|                                    | 31-9091  | Dental Assistants  | 530        | 75              | \$30,773      | 3                      | 4                   | 4                |
|                                    | 29-1126  | Respiratory Therapists                                     | 410        | 30              | \$49,750      | 5                      | 6                   | 5                |
|                                    | 29-1071  | Physician Assistants                                       | 120        | 15              | \$94,536      | 6                      | 6                   | 7                |
|                                    | 29-2032  | Diagnostic Medical Sonographers                            | 180        | 15              | \$56,579      | 3                      | 4                   | 4                |
|                                    | 29-1292  | Dental Hygienists  | 530        | 40              | \$47,540      | 3                      | 4                   | 4                |
|                                    | 29-2055  | Surgical Technologists                                     | 250        | 20              | \$37,400      | 3                      | 5                   | 4                |
|                                    | 31-9096  | Veterinary Assistants & Laboratory Animal Caretakers       | 150        | 30              | \$24,771      | 4                      | 4                   | 3                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).



## Region 7 Demand Occupations ACCCP 2022-2023

|  |          |  | 2020       | Avg             | Median        | Median WorkKeys Scores |                     |                  |
|--|----------|--|------------|-----------------|---------------|------------------------|---------------------|------------------|
|  | SOC Code | Occupation Title   | Employment | Annual Openings | Annual Salary | Applied Math           | Workplace Documents | Graphic Literacy |
| Health Science                             | 31-9093  | Medical Equipment Preparers  | 110        | 15              | \$27,643      | 3                      | 4                   | 4                |
|  | 29-2056  | Veterinary Technologists & Technicians   | 210        | 20              | \$26,793      | 3                      | 4                   | 3                |
|  | 29-2081  | Opticians, Dispensing  | 170        | 15              | \$30,842      | 3                      | 4                   | 4                |
|  | 31-2022  | Physical Therapist Aides   | **         | 20              | \$24,512      | 3                      | 4                   | 4                |
| Hospitality & Tourism                      | 11-9051  | Food Service Managers  | 510        | 70              | \$52,325      | 3                      | 4                   | 4                |
|  | 35-1012  | Supervisors of Food Preparation & Serving Workers  | 2,540      | 480             | \$29,658      | 4                      | 5                   | 4                |
|  | 35-2014  | Cooks, Restaurant  | 2,730      | 640             | \$24,522      | 3                      | 3                   | 4                |
|  | 11-9081  | Lodging Managers   | 220        | 25              | \$59,125      | 5                      | 5                   | 5                |
|  | 37-1011  | Supervisors of Housekeeping & Janitorial Workers   | 600        | 75              | \$33,675      | 4                      | 4                   | 4                |
|  | 35-1011  | Chefs & Head Cooks   | 150        | 25              | \$50,079      | 3                      | 4                   | 4                |
|  | 35-2015  | Cooks, Short Order   | **         | 60              | \$34,461      | 3                      | 3                   | 3                |
| Human Services                             | 21-2021  | Directors, Religious Activities & Education  | 820        | 100             | **            | 4                      | 5                   | 4                |
|  | 21-1018  | Substance Abuse, Behavioral Disorder, & Mental Health Counselors                               | 430        | 50              | \$37,883      | 3                      | 5                   | 4                |
|  | 21-2011  | Clergy   | 1,360      | 145             | \$48,967      | 4                      | 5                   | 5                |
|  | 21-1021  | Child, Family, & School Social Workers   | 600        | 60              | \$41,208      | 4                      | 4                   | 4                |
|  | 11-9151  | Social & Community Service Managers  | 220        | 20              | \$60,395      | 4                      | 5                   | 4                |
|  | 39-1098  | Supervisors of Personal Service & Entertainment & Recreation Workers, Except Gambling Services | 530        | 70              | \$34,270      | 4                      | 4                   | 4                |
|  | 21-1093  | Social & Human Service Assistants  | 340        | 40              | \$30,066      | 4                      | 4                   | 4                |
|  | 39-9031  | Fitness Trainers & Aerobics Instructors  | **         | 70              | \$25,477      | 4                      | 4                   | 4                |
|  | 21-1022  | Healthcare Social Workers  | 320        | 35              | \$47,964      | 4                      | 4                   | 4                |
|  | 21-1094  | Community Health Workers   | 240        | 30              | \$47,724      | 4                      | 4                   | 4                |
|  | 39-4021  | Funeral Attendants   | 180        | 25              | \$27,950      | 3                      | 3                   | 3                |
|  | 31-9011  | Massage Therapists   | 100        | 15              | \$25,375      | 3                      | 4                   | 4                |
| Information Technology                     | 15-1256  | Software Developers & Software Quality Assurance Analysts & Testers                            | 1,390      | 130             | \$81,011      | 4                      | 4                   | 4                |
|  | 15-1232  | Computer User Support Specialists  | 1,120      | 95              | \$40,438      | 4                      | 4                   | 4                |
|  | 15-1244  | Network & Computer Systems Administrators  | 510        | 35              | \$64,311      | 5                      | 5                   | 4                |
|  | 15-1245  | Database Administrators & Architects   | 280        | 20              | \$69,383      | 5                      | 4                   | 5                |
| Law, Public Safety, Corrections & Security | 23-1011  | Lawyers  | 1,080      | 60              | \$106,549     | 5                      | 7                   | 5                |
|  | 23-2011  | Paralegals & Legal Assistants  | 400        | 50              | \$52,236      | 3                      | 6                   | 3                |
|  | 33-3051  | Police & Sheriff's Patrol Officers   | 1,850      | 155             | \$43,982      | 3                      | 4                   | 4                |
|  | 29-2040  | Emergency Medical Technicians & Paramedics   | 640        | 50              | \$31,338      | 3                      | 5                   | 4                |
|  | 33-3021  | Detectives & Criminal Investigators  | 230        | 20              | \$58,433      | 3                      | 4                   | 4                |
|  | 33-2011  | Firefighters   | 740        | 60              | \$34,408      | 4                      | 4                   | 4                |
|  | 43-5031  | Police, Fire, & Ambulance Dispatchers  | 420        | 40              | \$32,968      | 3                      | 4                   | 4                |
|  | 23-2093  | Title Examiners, Abstractors, & Searchers  | 170        | 15              | \$36,566      | 4                      | 4                   | 4                |
|  | 21-1092  | Probation Officers & Correctional Treatment Specialists  | 200        | 15              | \$45,738      | 3                      | 4                   | 4                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 7 Demand Occupations ACCCP 2022-2023

|               | SOC Code | Occupation Title   | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores Applied Math | Workplace Documents | Keys Scores Graphic Literacy |
|---------------|----------|--|-----------------|---------------------|----------------------|-------------------------------------|---------------------|------------------------------|
| Law           | 33-9091  | Crossing Guards  | 100             | 20                  | \$29,809             | 3                                   | 4                   | 4                            |
|               | 33-9092  | Lifeguards, Ski Patrol, & Other Recreational Protective Service Workers                          | 70              | 20                  | \$26,594             | 3                                   | 4                   | 4                            |
| Manufacturing | 49-1011  | Supervisors of Mechanics, Installers, & Repairers  | 1,670           | 165                 | \$58,212             | 4                                   | 5                   | 5                            |
|               | 51-1011  | Supervisors of Production & Operating Workers  | 1,710           | 190                 | \$68,347             | 4                                   | 4                   | 4                            |
|               | 49-9041  | Industrial Machinery Mechanics   | 2,140           | 240                 | \$60,348             | 4                                   | 4                   | 4                            |
|               | 49-9071  | Maintenance & Repair Workers, General  | 3,330           | 345                 | \$32,916             | 4                                   | 4                   | 4                            |
|               | 51-4121  | Welders, Cutters, Solderers, & Brazers   | 1,870           | 215                 | \$52,522             | 3                                   | 3                   | 4                            |
|               | 43-5061  | Production, Planning, & Expediting Clerks  | 310             | 35                  | \$52,268             | 4                                   | 4                   | 4                            |
|               | 51-4041  | Machinists   | 760             | 90                  | \$49,917             | 4                                   | 4                   | 4                            |
|               | 51-9011  | Chemical Equipment Operators & Tenders   | 700             | 70                  | \$66,784             | 4                                   | 4                   | 4                            |
|               | 51-2090  | Miscellaneous Assemblers & Fabricators   | 1,140           | 130                 | \$29,496             | 3                                   | 3                   | 3                            |
|               | 51-8091  | Chemical Plant & System Operators  | 760             | 80                  | \$78,445             | 4                                   | 4                   | 4                            |
|               | 51-2011  | Aircraft Structure, Surfaces, Rigging, & Systems Assemblers                                      | **              | 20                  | \$53,844             | 3                                   | 4                   | 4                            |
|               | 19-4031  | Chemical Technicians   | 300             | 35                  | \$64,088             | 4                                   | 5                   | 4                            |
|               | 51-4031  | Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic                | 500             | 50                  | \$45,319             | 3                                   | 3                   | 4                            |
|               | 51-9198  | Helpers--Production Workers  | 1,950           | 280                 | \$24,598             | 3                                   | 3                   | 3                            |
|               | 51-9124  | Coating, Painting, & Spraying Machine Setters, Operators, & Tenders                              | 330             | 45                  | \$41,695             | 3                                   | 3                   | 4                            |
|               | 51-9161  | Computer Numerically Controlled Tool Operators   | **              | 60                  | \$39,352             | 4                                   | 4                   | 4                            |
|               | 49-2098  | Security & Fire Alarm Systems Installers   | 130             | 15                  | \$48,968             | 4                                   | 4                   | 4                            |
|               | 43-5111  | Weighers, Measurers, Checkers, & Samplers, Recordkeeping   | 220             | 25                  | \$37,606             | 3                                   | 3                   | 4                            |
|               | 49-9062  | Medical Equipment Repairers  | 140             | 15                  | \$47,143             | 4                                   | 5                   | 4                            |
|               | 17-3027  | Mechanical Engineering Technicians   | 130             | 15                  | \$63,299             | 4                                   | 5                   | 5                            |
|               | 51-3021  | Butchers & Meat Cutters  | 250             | 30                  | \$31,676             | 4                                   | 4                   | 4                            |
|               | 51-4051  | Metal-Refining Furnace Operators & Tenders   | 200             | 20                  | \$58,785             | 3                                   | 3                   | 4                            |
|               | 51-7041  | Sawing Machine Setters, Operators, & Tenders, Wood   | 570             | 80                  | \$27,686             | 3                                   | 3                   | 3                            |
|               | 51-9111  | Packaging & Filling Machine Operators & Tenders  | 290             | 35                  | \$32,054             | 3                                   | 3                   | 4                            |
|               | 51-8093  | Petroleum Pump System Operators, Refinery Operators, & Gaugers                                   | 200             | 25                  | \$48,879             | 4                                   | 4                   | 4                            |
|               | 51-7042  | Woodworking Machine Setters, Operators, & Tenders, Except Sawing                                 | 460             | 60                  | \$30,514             | 4                                   | 3                   | 3                            |
|               | 51-6091  | Extruding & Forming Machine Setters, Operators, & Tenders, Synthetic & Glass Fibers              | **              | 15                  | **                   | 3                                   | 4                   | 4                            |
|               | 49-9043  | Maintenance Workers, Machinery   | 260             | 25                  | \$38,146             | 4                                   | 4                   | 4                            |
|               | 51-2028  | Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers | 240             | 40                  | \$29,813             | 3                                   | 3                   | 4                            |
|               | 51-7011  | Cabinetmakers & Bench Carpenters   | 240             | 25                  | \$32,832             | 4                                   | 4                   | 4                            |
|               | 51-9081  | Dental Laboratory Technicians  | 90              | 15                  | \$37,314             | 3                                   | 4                   | 4                            |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 7 Demand Occupations ACCCP 2022-2023

|                | SOC Code | Occupation Title  | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores Applied Math | WorkKeys Scores Workplace Documents | WorkKeys Scores Graphic Literacy |
|----------------|----------|---|-----------------|---------------------|----------------------|-------------------------------------|-------------------------------------|----------------------------------|
| Manufacturing  | 49-9091  | Coin, Vending, & Amusement Machine Servicers & Repai  | 170             | 20                  | \$37,672             | 4                                   | 4                                   | 4                                |
|                | 51-6064  | Textile Winding, Twisting, & Drawing Out Machine Setters, Operators, & Tenders                      | **              | 20                  | **                   | 3                                   | 3                                   | 4                                |
|                | 51-9032  | Cutting & Slicing Machine Setters, Operators, & Tenders   | 140             | 20                  | \$31,260             | 3                                   | 3                                   | 4                                |
|                | 51-4033  | Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, & Tenders, Metal & Plastic | 180             | 25                  | \$31,012             | 3                                   | 3                                   | 4                                |
|                | 49-3053  | Outdoor Power Equipment & Other Small Engine Mechan   | 120             | 15                  | \$35,903             | 3                                   | 3                                   | 4                                |
|                | 51-9195  | Molders, Shapers, & Casters, Except Metal & Plastic   | 100             | 15                  | \$34,182             | 3                                   | 3                                   | 4                                |
|                | 51-9191  | Adhesive Bonding Machine Operators & Tenders  | **              | 15                  | \$30,650             | 3                                   | 4                                   | 4                                |
|                | 51-2051  | Fiberglass Laminators & Fabricators   | 120             | 15                  | \$29,571             | 3                                   | 3                                   | 3                                |
| Marketing      | 41-4012  | Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products            | 3,450           | 365                 | \$60,556             | 5                                   | 5                                   | 4                                |
|                | 41-3091  | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel      | 1,360           | 175                 | \$50,841             | 5                                   | 5                                   | 4                                |
|                | 11-2022  | Sales Managers  | 410             | 35                  | \$89,705             | 4                                   | 5                                   | 5                                |
|                | 13-1161  | Market Research Analysts & Marketing Specialists  | 740             | 95                  | \$52,003             | 4                                   | 4                                   | 4                                |
|                | 41-9022  | Real Estate Sales Agents  | 1,000           | 90                  | \$40,991             | 4                                   | 5                                   | 4                                |
|                | 41-2031  | Retail Salespersons   | 12,900          | 1,850               | \$24,509             | 3                                   | 4                                   | 4                                |
|                | 11-9141  | Property, Real Estate, & Community Association Manage   | 570             | 45                  | \$46,389             | 4                                   | 4                                   | 4                                |
|                | 41-4011  | Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products                   | 190             | 20                  | \$67,647             | 4                                   | 4                                   | 4                                |
|                | 11-2021  | Marketing Managers  | 140             | 15                  | \$84,032             | 7                                   | 5                                   | 5                                |
|                | 41-2021  | Counter & Rental Clerks   | 870             | 105                 | \$26,989             | 4                                   | 3                                   | 4                                |
|                | 41-2022  | Parts Salespersons  | 600             | 75                  | \$29,978             | 3                                   | 3                                   | 4                                |
|                | 27-1026  | Merchandise Displayers & Window Trimmers  | 440             | 40                  | \$29,476             | 3                                   | 4                                   | 4                                |
|                | 11-2030  | Public Relations & Fundraising Managers   | 130             | 15                  | \$60,288             | 5                                   | 5                                   | 5                                |
|                | 27-3031  | Public Relations Specialists  | 290             | 25                  | \$44,786             | 4                                   | 5                                   | 4                                |
| STEM           | 17-2141  | Mechanical Engineers  | 490             | 40                  | \$93,857             | 6                                   | 6                                   | 6                                |
|                | 17-2071  | Electrical Engineers  | 330             | 30                  | \$99,211             | 7                                   | 6                                   | 6                                |
|                | 17-2112  | Industrial Engineers  | 760             | 70                  | \$98,178             | 5                                   | 6                                   | 6                                |
|                | 11-9041  | Architectural & Engineering Managers  | 260             | 25                  | \$132,955            | 7                                   | 7                                   | 5                                |
|                | 17-2041  | Chemical Engineers  | 250             | 20                  | \$113,849            | 7                                   | 6                                   | 7                                |
|                | 19-2041  | Environmental Scientists & Specialists, Including Health  | 210             | 25                  | \$57,111             | 5                                   | 7                                   | 7                                |
|                | 17-2131  | Materials Engineers   | 150             | 15                  | \$81,715             | 6                                   | 6                                   | 6                                |
| Transportation | 53-3032  | Heavy & Tractor-Trailer Truck Drivers   | 6,240           | 735                 | \$38,760             | 3                                   | 4                                   | 4                                |
|                | 53-1047  | Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling             | **              | 145                 | \$50,995             | 4                                   | 4                                   | 4                                |
|                | 49-3031  | Bus & Truck Mechanics & Diesel Engine Specialists   | 820             | 80                  | \$42,579             | 3                                   | 4                                   | 4                                |
|                | 53-7062  | Laborers & Freight, Stock, & Material Movers, Hand  | 5,020           | 705                 | \$26,466             | 3                                   | 3                                   | 4                                |
|                | 53-3033  | Light Truck or Delivery Services Drivers  | 2,260           | 270                 | \$29,676             | 3                                   | 3                                   | 3                                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

## Region 7 Demand Occupations ACCCP 2022-2023

|  | SOC Code | Occupation Title                                 | 2020 Employment | Avg Annual Openings | Median Annual Salary | Median WorkKeys Scores |                     |                  |
|--|----------|--|-----------------|---------------------|----------------------|------------------------|---------------------|------------------|
|  |          |  |                 |                     |                      | Applied Math           | Workplace Documents | Graphic Literacy |
| Transportation, Distribution & Logistics | 53-7051  | Industrial Truck & Tractor Operators             | 1,470           | 185                 | \$35,693             | 3                      | 3                   | 3                |
|  | 11-3071  | Transportation, Storage, & Distribution Managers | 230             | 20                  | \$100,422            | 4                      | 4                   | 4                |
|  | 53-7061  | Cleaners of Vehicles & Equipment                 | 1,050           | 155                 | \$27,056             | 3                      | 4                   | 3                |
|  | 13-1081  | Logisticians                                     | 240             | 35                  | \$58,264             | 5                      | 5                   | 5                |
|  | 49-3021  | Automotive Body & Related Repairers              | 380             | 35                  | \$46,042             | 3                      | 4                   | 3                |
|  | 49-3011  | Aircraft Mechanics & Service Technicians         | 400             | 45                  | \$60,056             | 4                      | 5                   | 5                |
|  | 49-2091  | Avionics Technicians                             | **              | 45                  | \$60,609             | 4                      | 4                   | 5                |
|  | 49-3042  | Mobile Heavy Equipment Mechanics, Except Engines | 600             | 70                  | \$45,381             | 3                      | 3                   | 3                |
|  | 43-3021  | Billing & Posting Clerks                         | 600             | 65                  | \$32,988             | 4                      | 4                   | 4                |
|  | 53-5021  | Captains, Mates, & Pilots of Water Vessels       | 160             | 15                  | \$70,598             | 5                      | 4                   | 4                |
|  | 43-5032  | Dispatchers, Except Police, Fire, & Ambulance    | 410             | 35                  | \$37,268             | 3                      | 4                   | 4                |
|  | 53-1041  | Aircraft Cargo Handling Supervisors              | **              | 15                  | **                   | 5                      | 5                   | 4                |
|  | 49-3051  | Motorboat Mechanics & Service Technicians        | 200             | 25                  | \$50,971             | 3                      | 4                   | 4                |
|  | 53-7121  | Tank Car, Truck, & Ship Loaders                  | 260             | 30                  | \$39,315             | 3                      | 4                   | 4                |
|  | 53-3052  | Bus Drivers, Transit & Intercity                 | 240             | 30                  | \$26,809             | 3                      | 4                   | 3                |

Source: Alabama Department of Labor, LMI Division 2020-2030 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

\*\* Data Suppressed Due to Confidentiality.

Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).