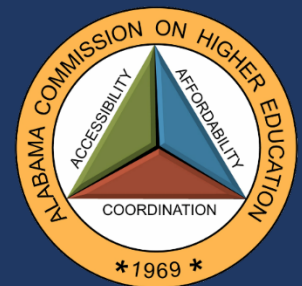
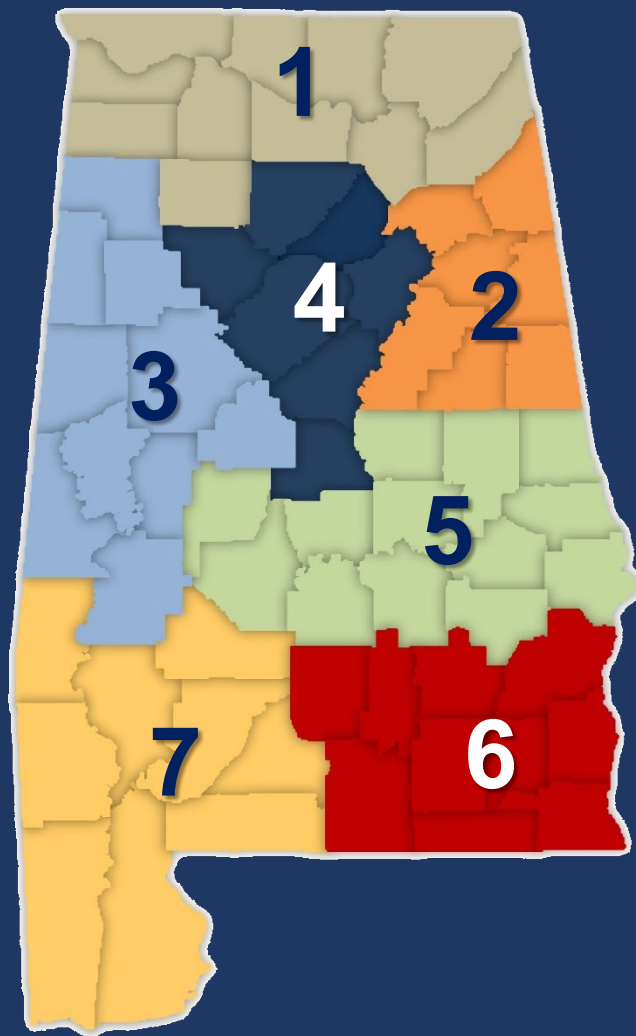


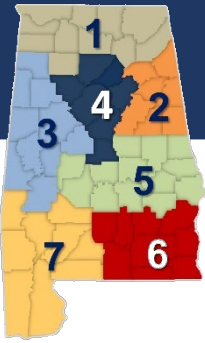
Alabama Commission on Higher Education

2023

State and Regional Workforce Profiles

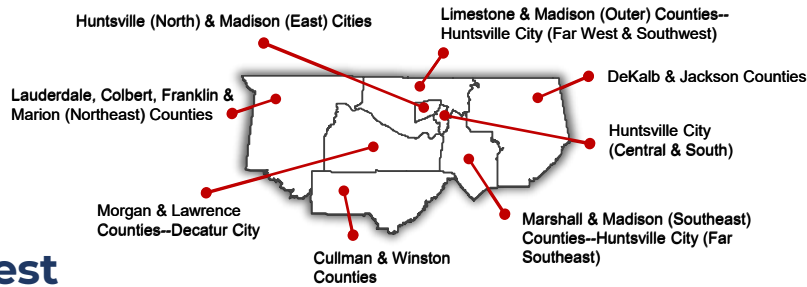


Alabama Workforce Regions

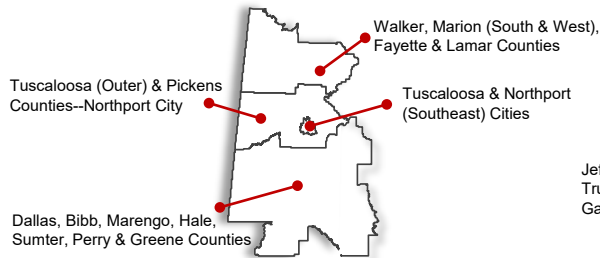


Under Governor Ivey's leadership, Alabama set an aspirational goal of adding 500,000 credentialed Alabamians to the labor force by 2025. Attaining this goal requires understanding the differences among Alabama's workforce regions and expanding their local strategies that serve the education and workforce needs of those communities. In this profile, key data points are presented on the state's workforce and on the workforce ecosystem to help provide a foundation for achieving the state's workforce goal. Data for the regions shown in this publication are based solely on the Public Use Microdata Areas (PUMAs)* provided by the U.S. Census Bureau from the American Community Survey (ACS) 2021 five-year data, which is the most recent data available.

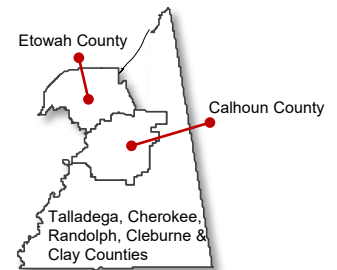
Region 1: North



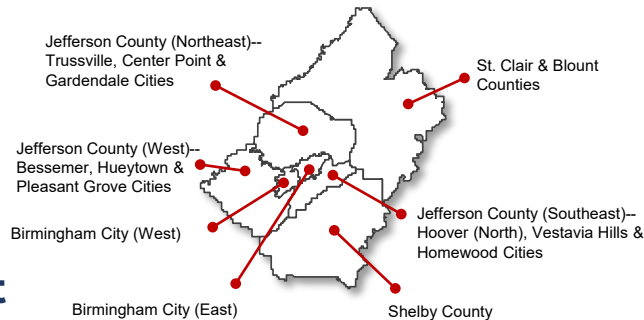
Region 3: West



Region 2: East



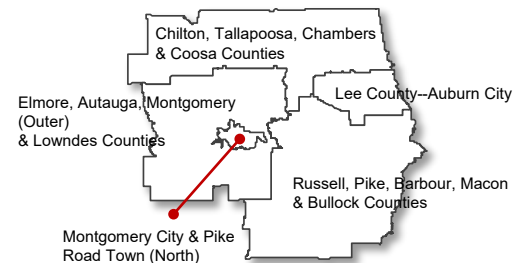
Region 4: Central Six



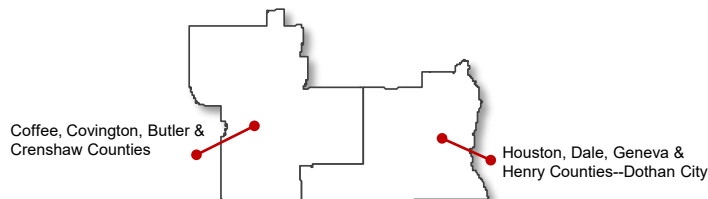
Region 7: Southwest



Region 5: Central



Region 6: Southeast



*Public Use Microdata Areas (PUMAs) are analysis units for the annual U.S. Census Bureau, American Community Survey. In order to secure valid and reliable sampling, PUMAs have a minimum population size of 100,000 people and must maintain that population throughout a decade. PUMA boundaries nest within the states and are combinations of more than one county in sparsely populated areas, disaggregated within county boundaries (at the Census tract level) in more densely populated metropolitan areas.

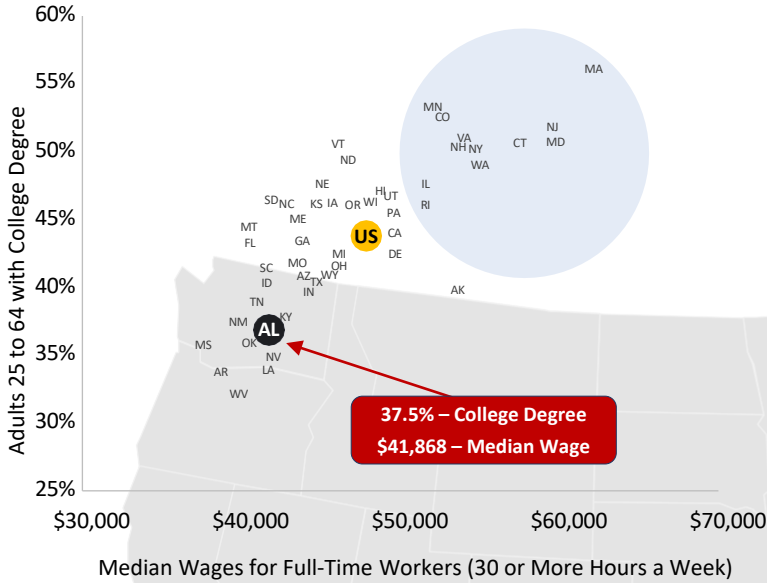
Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/D010.V12.0>

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

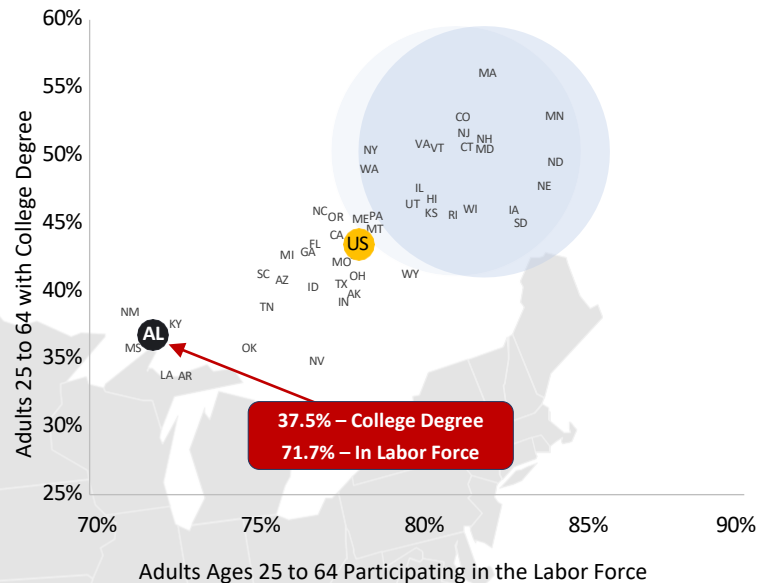


States with Higher Levels of Postsecondary Completion Have . . .

Higher Wages

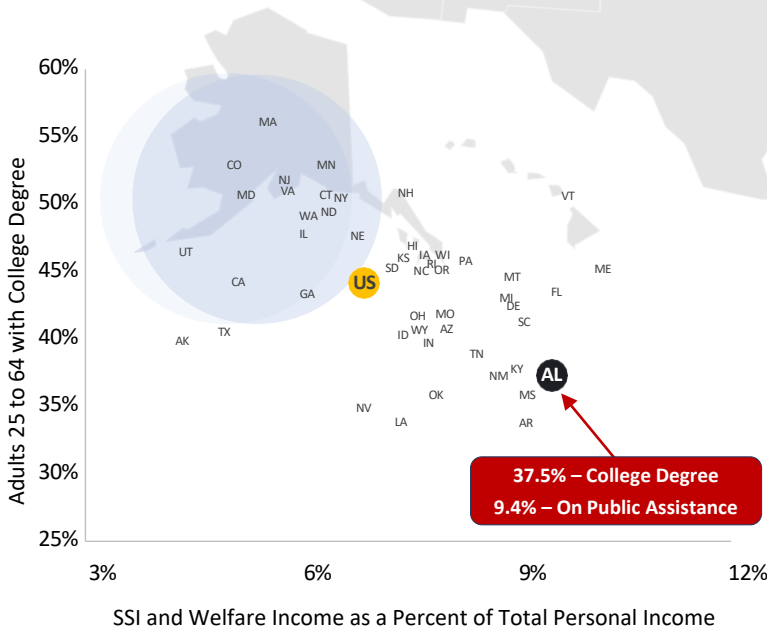


Higher Labor Force Participation

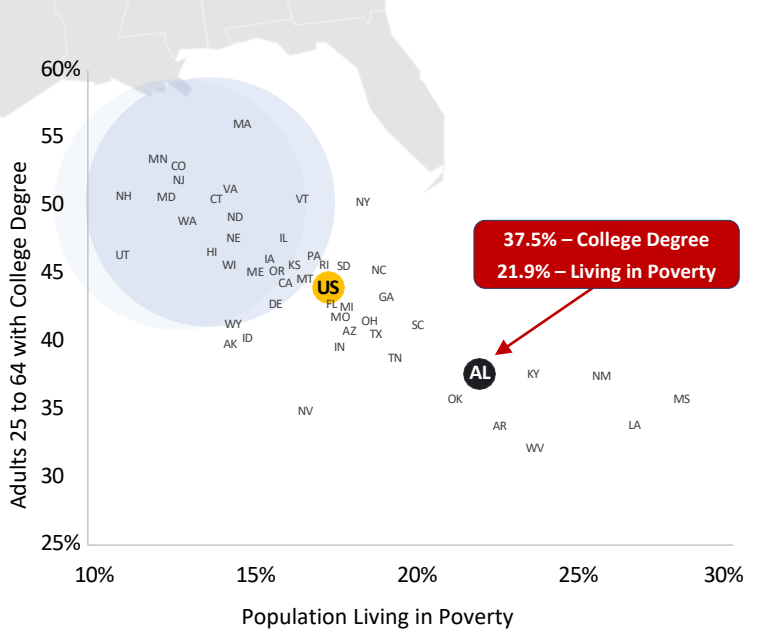


United States Target Area Alabama

Less Reliance on Public Assistance



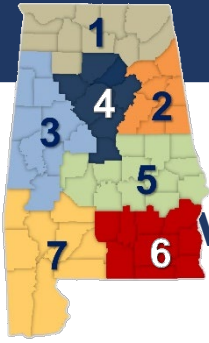
Lower Rates of Poverty



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



Alabama Statewide Workforce Profile



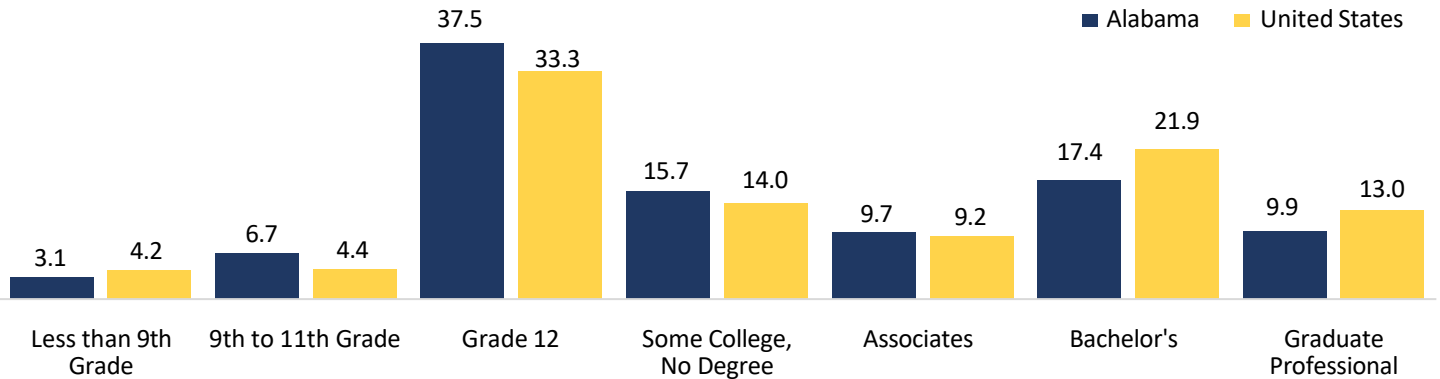
STATEWIDE

2023

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

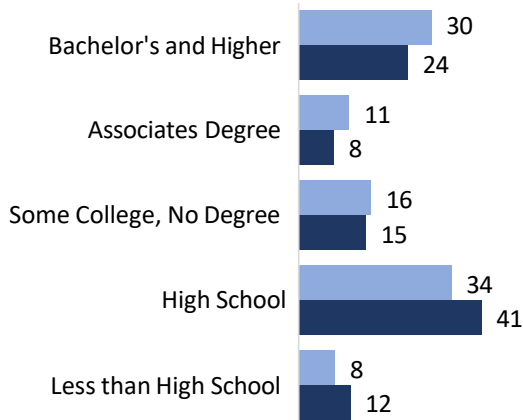


Educational Attainment of Alabama Relative to the United States



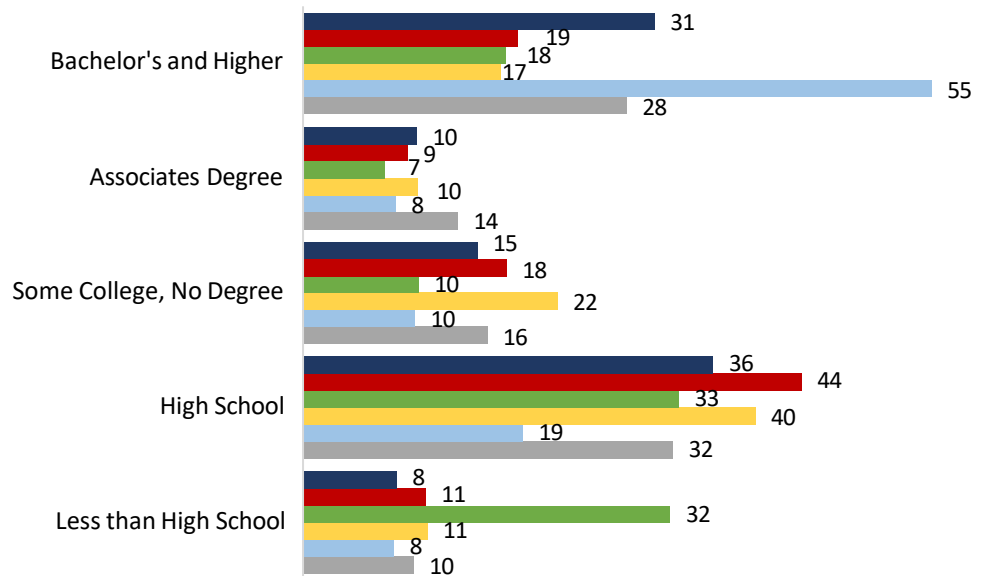
By Gender

Female Male



By Race and Ethnicity

White Black Hispanic American Indian Asian, Pacific Islander Other Race

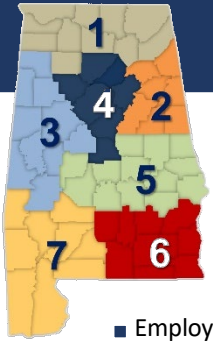


Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/D010.V12.0>

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



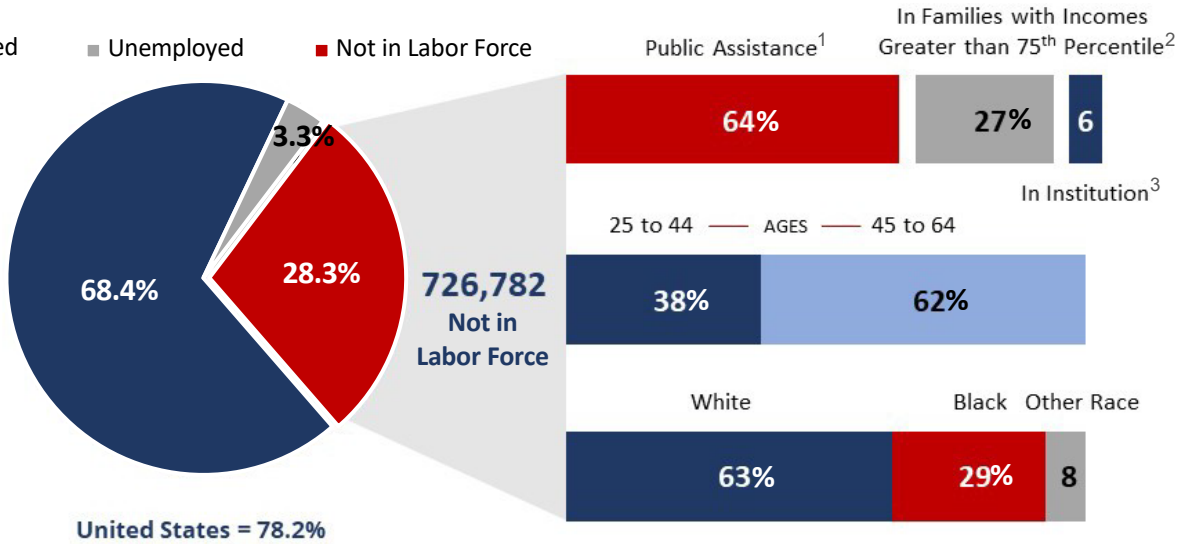
Alabama Statewide Workforce Profile



STATEWIDE

2023

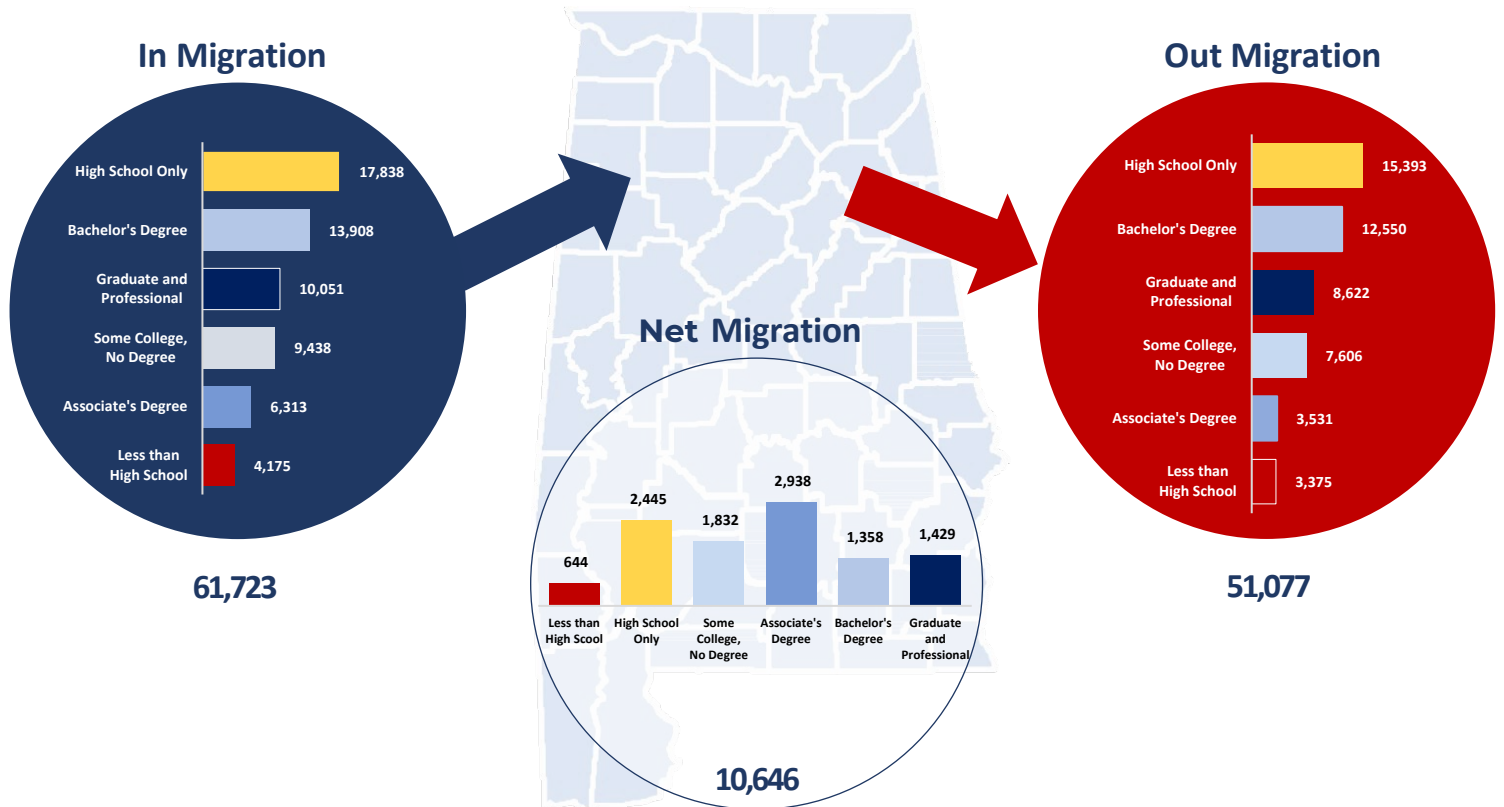
Employment and Labor Force Participation



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

Net Migration By Highest Level of Education Completed

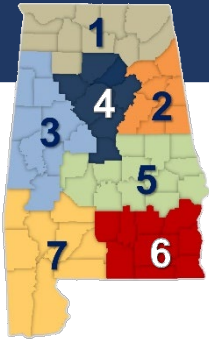
From 2017 to 2019



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



Alabama Regional Workforce Profile



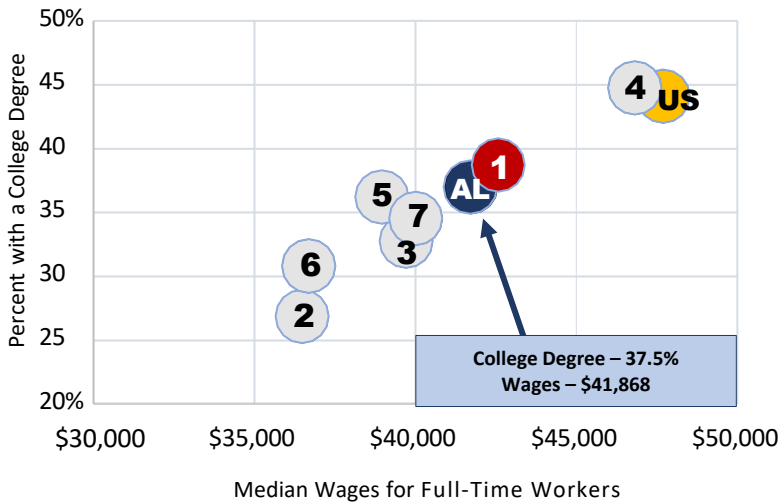
REGION 1: NORTH

2023

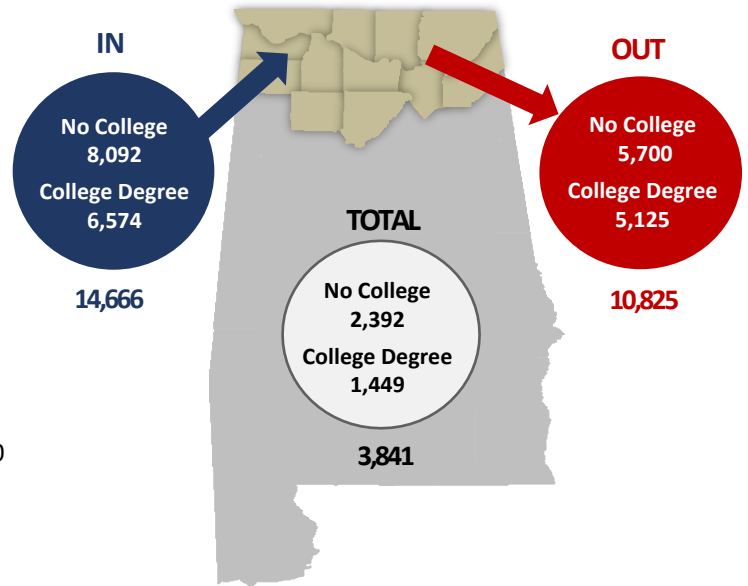
WORKING-AGE POPULATION AGES 25 TO 64 604,321



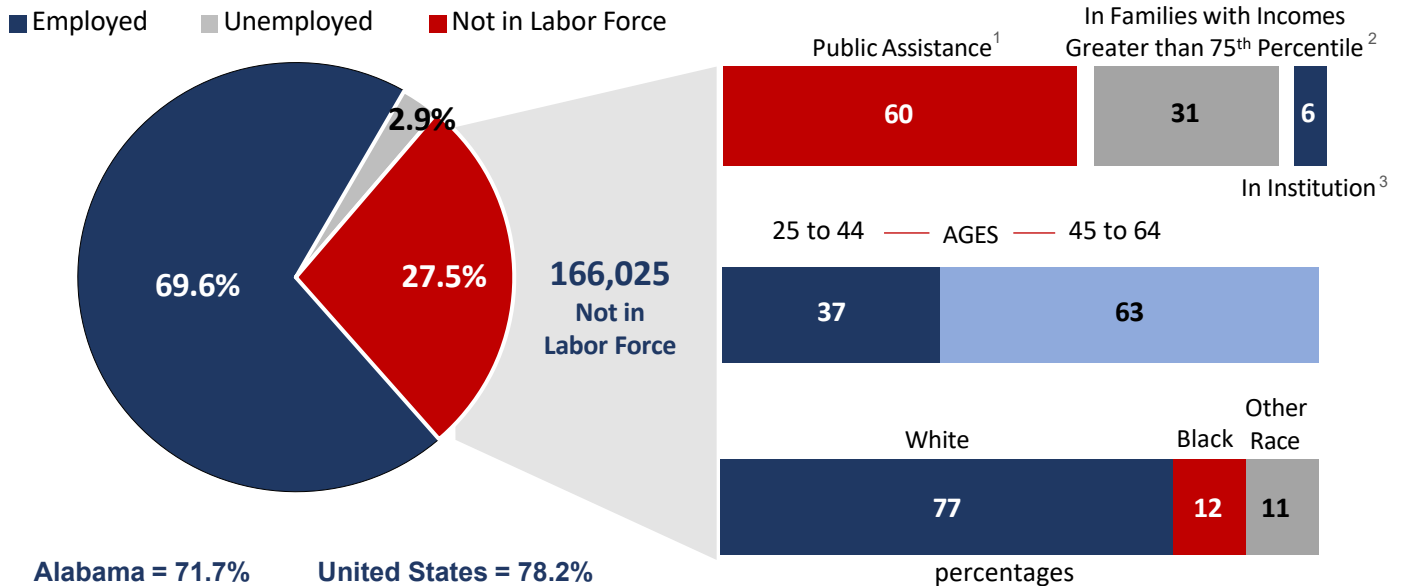
Wage Earnings and Education



Annual Migration by Level of Education from 2017 to 2021



Employment and Labor Force Participation (%)



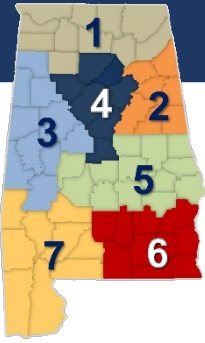
1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.

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

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



Alabama Regional Workforce Profile

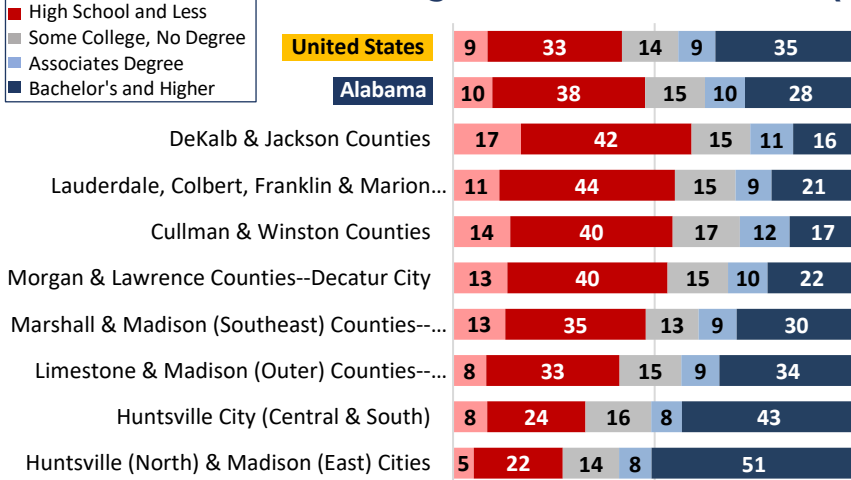


REGION 1: NORTH

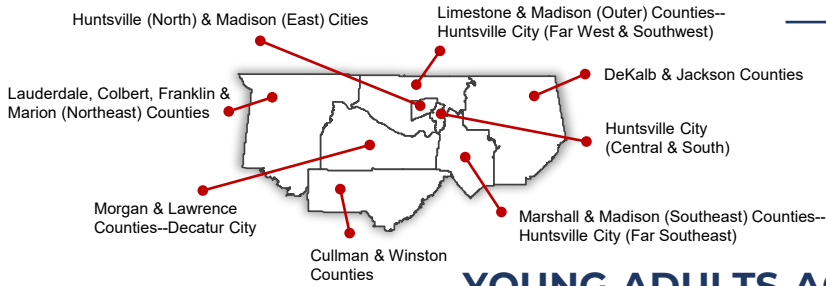
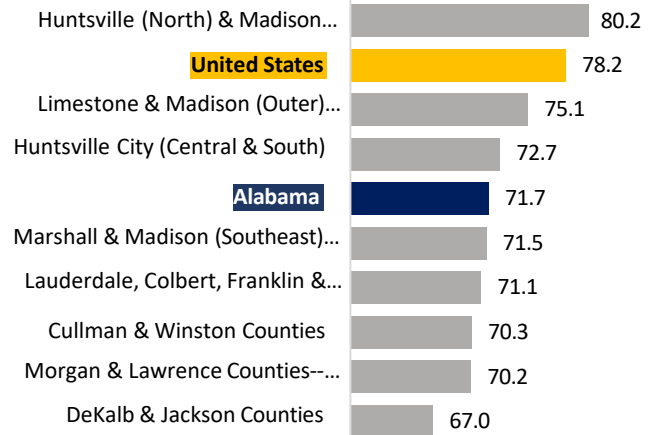
2023

VARIATION WITHIN THE NORTH REGION AGES 25 TO 64

Highest Level of Education (%)



Participation in the Labor Force (%)

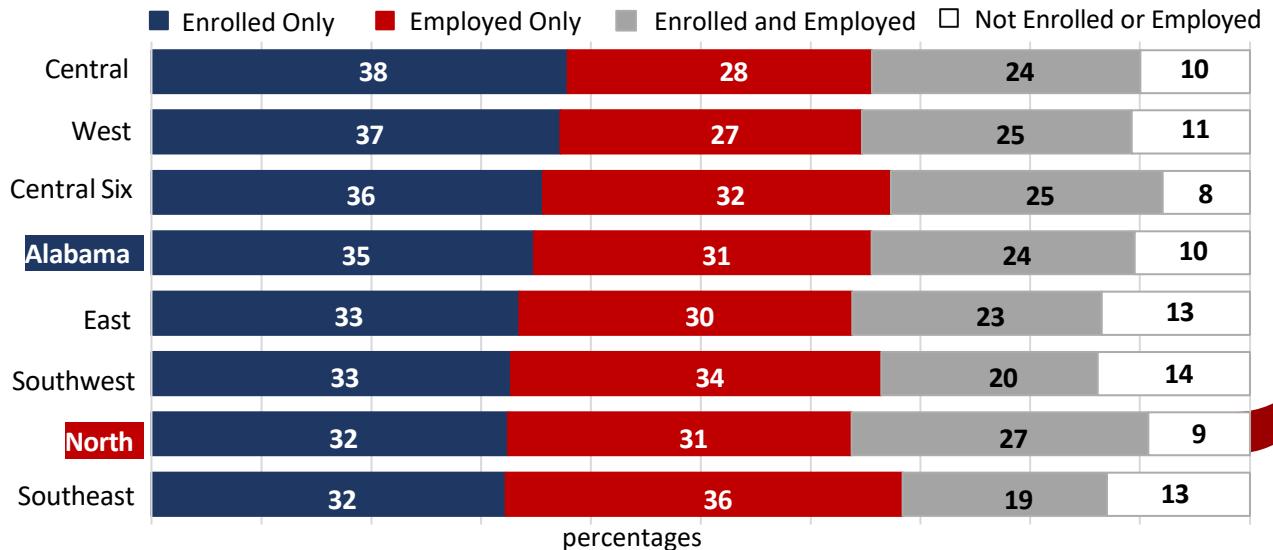


11,927

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



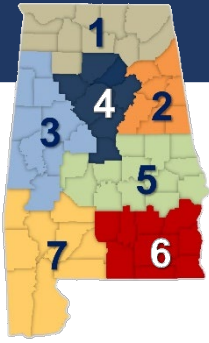
YOUNG ADULTS AGES 16 to 24 129,305



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



Alabama Regional Workforce Profile



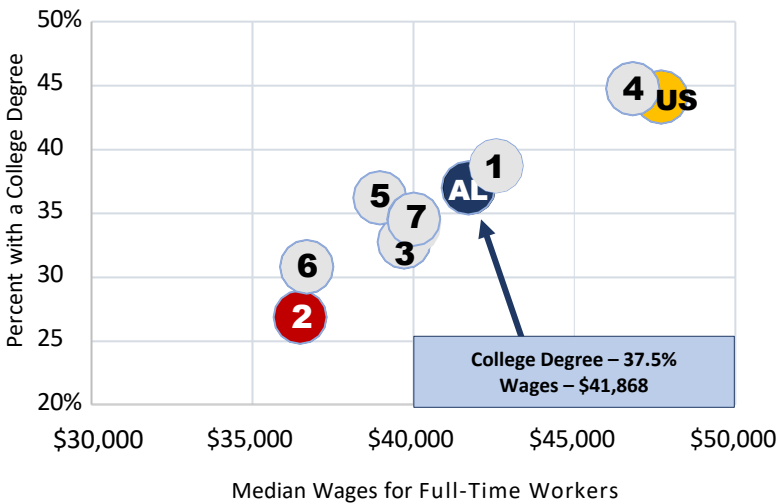
REGION 2: EAST

2023

WORKING-AGE POPULATION AGES 25 TO 64 194,412

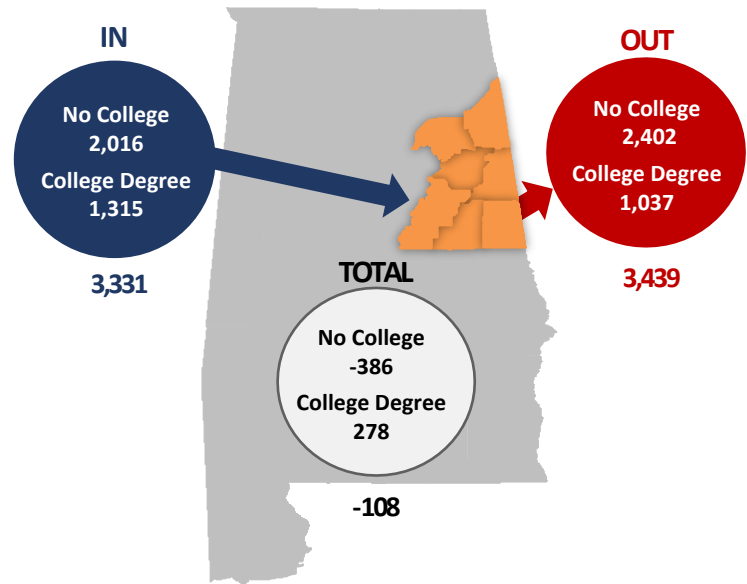


Wage Earnings and Education



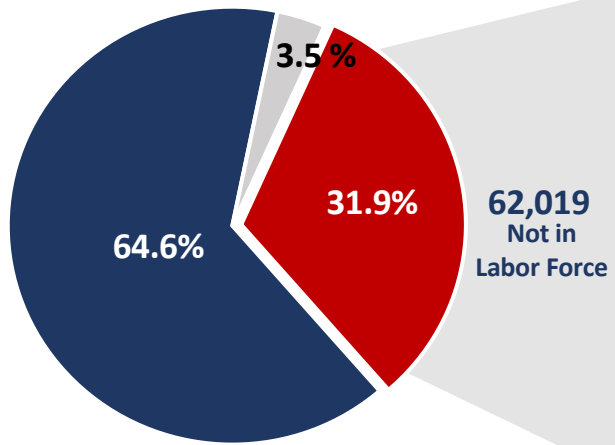
Annual Migration

by Level of Education from 2017 to 2021



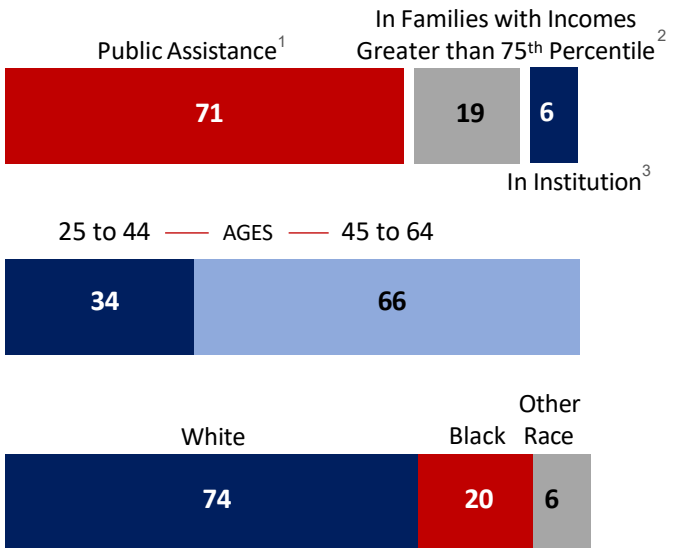
Employment and Labor Force Participation (%)

■ Employed ■ Unemployed ■ Not in Labor Force



Alabama = 71.7%

United States = 78.2%



percentages

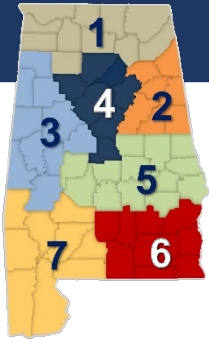
1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.

Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/DO10.V12.0>

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



Alabama Regional Workforce Profile



REGION 2: EAST

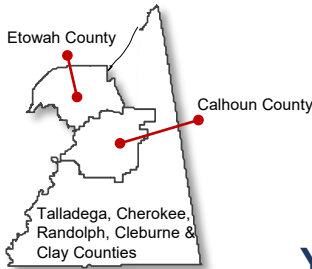
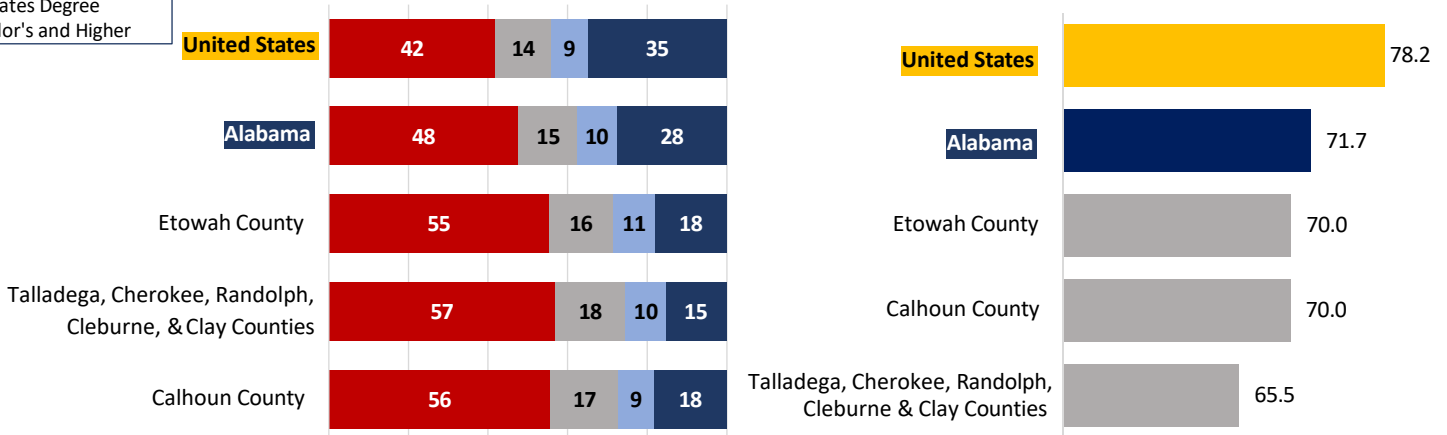
2023

VARIATION WITHIN THE EAST REGION AGES 25 TO 64

Highest Level of Education (%)

Participation in the Labor Force (%)

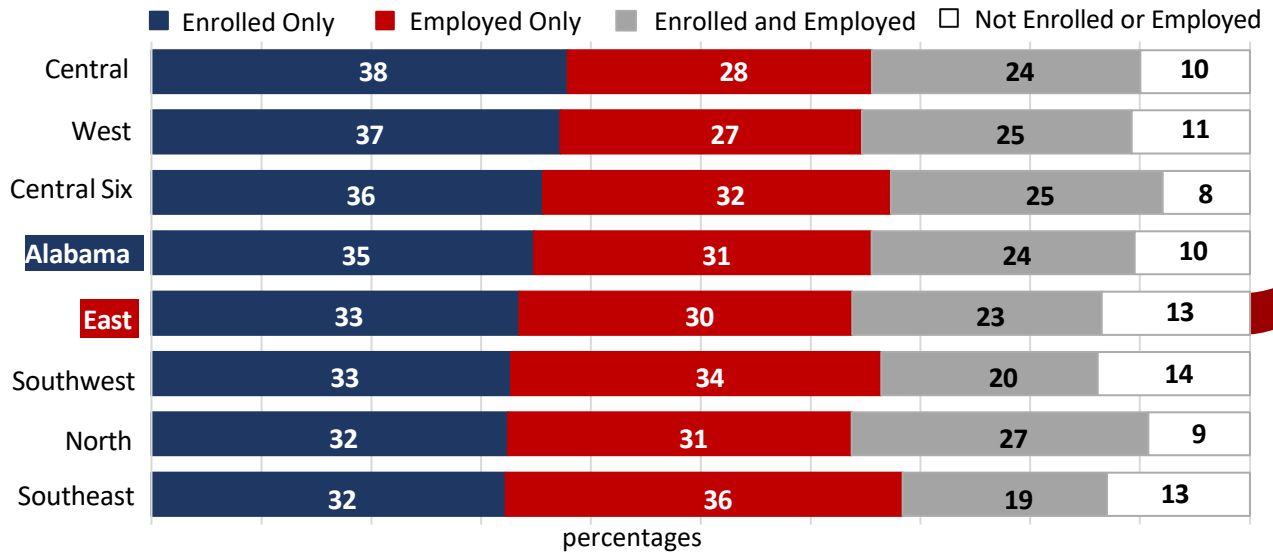
- High School and Less
- Some College, No Degree
- Associates Degree
- Bachelor's and Higher



5,646
YOUNG ADULTS AGES 16 TO 24 WHO
ARE NOT ENROLLED OR EMPLOYED



YOUNG ADULTS AGES 16 to 24 41,841



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



Alabama Regional Workforce Profile



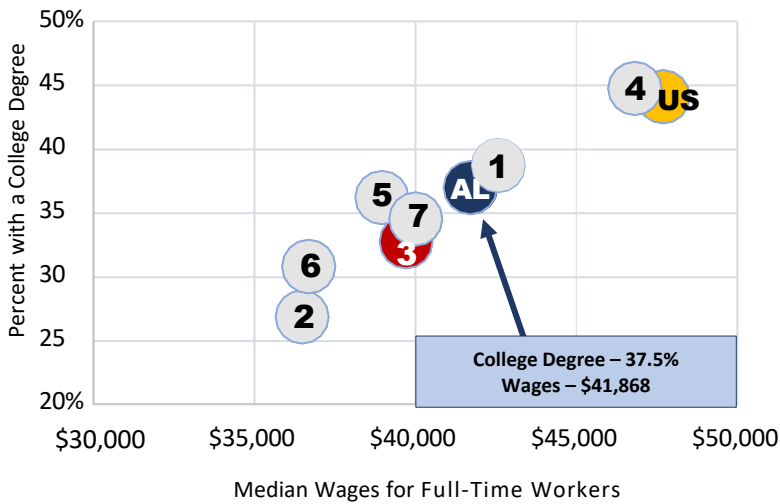
REGION 3: WEST

2023

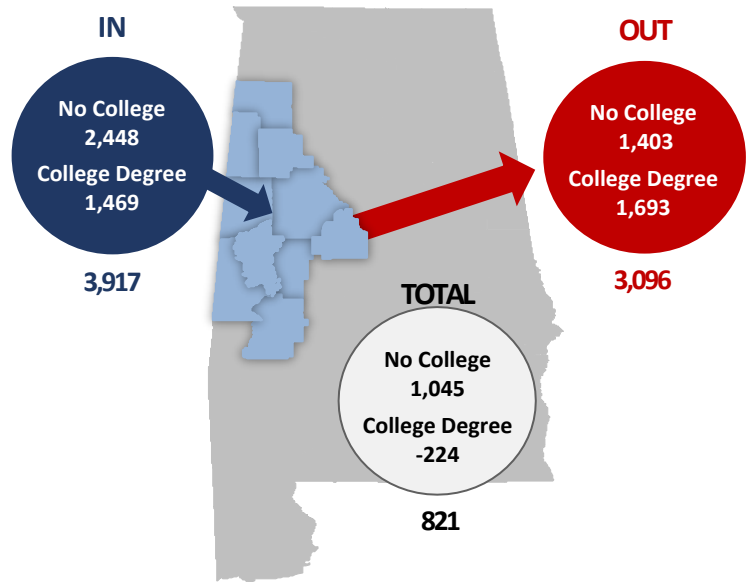
WORKING-AGE POPULATION AGES 25 TO 64 241,156



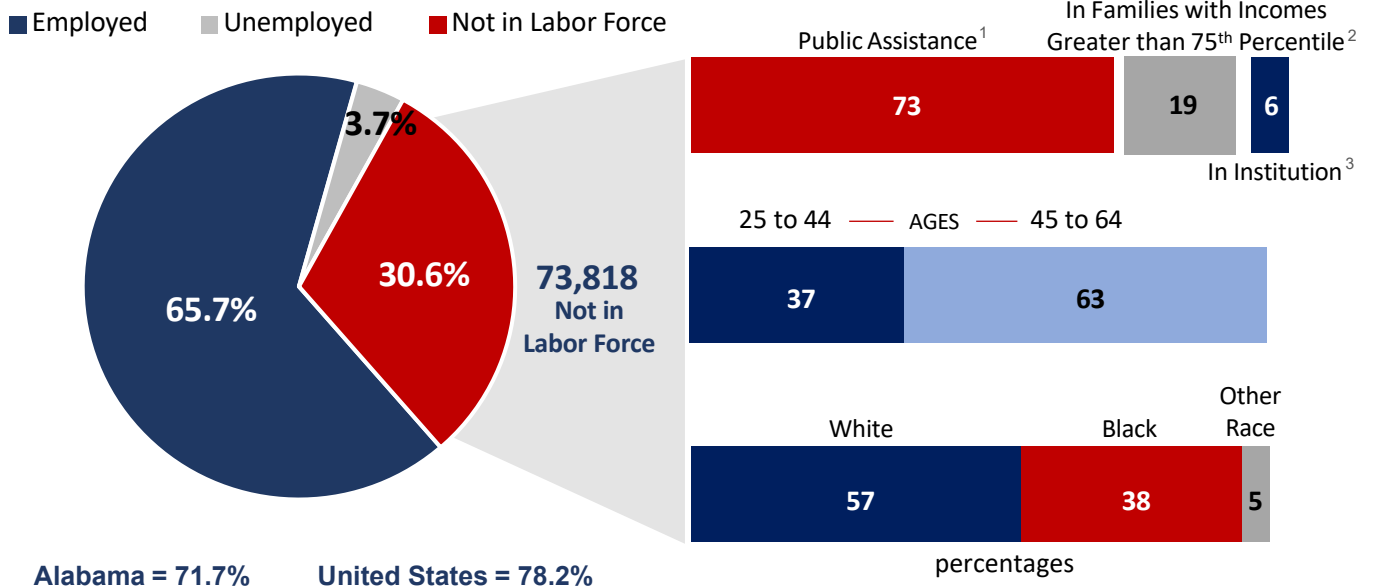
Wage Earnings and Education



Annual Migration by Level of Education from 2017 to 2021



Employment and Labor Force Participation (%)



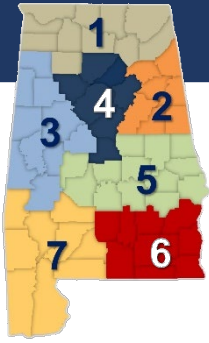
1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.

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

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



Alabama Regional Workforce Profile

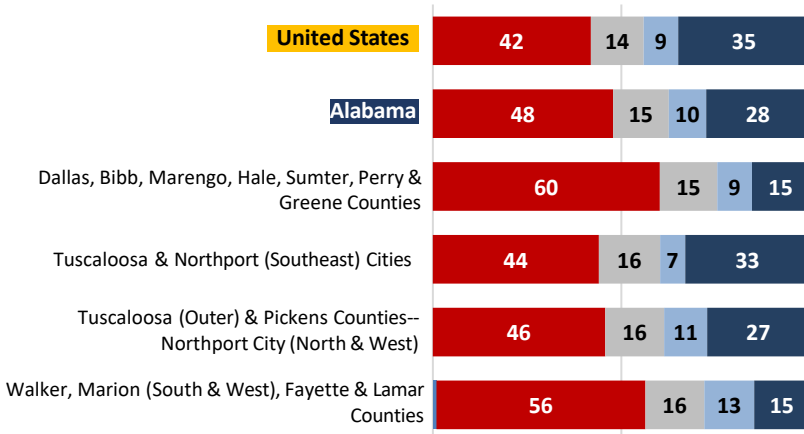


REGION 3: WEST

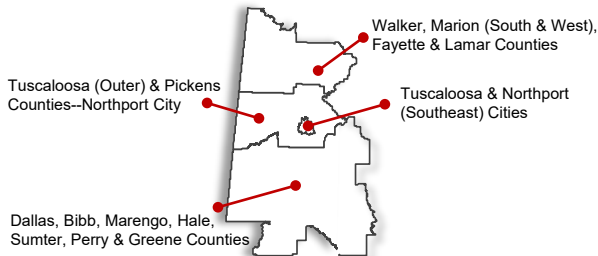
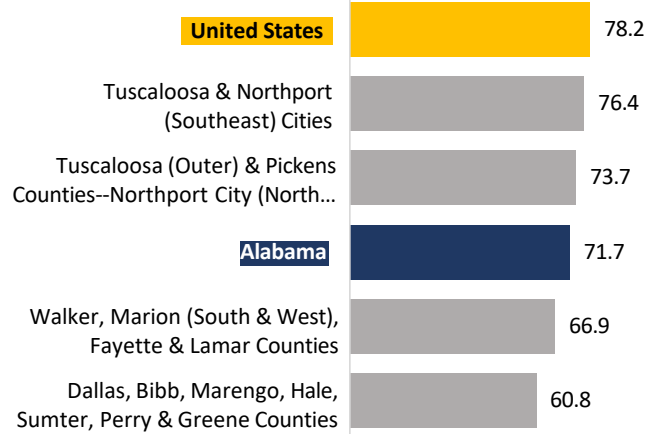
2023

VARIATION WITHIN THE WEST REGION AGES 25 TO 64

Highest Level of Education (%)



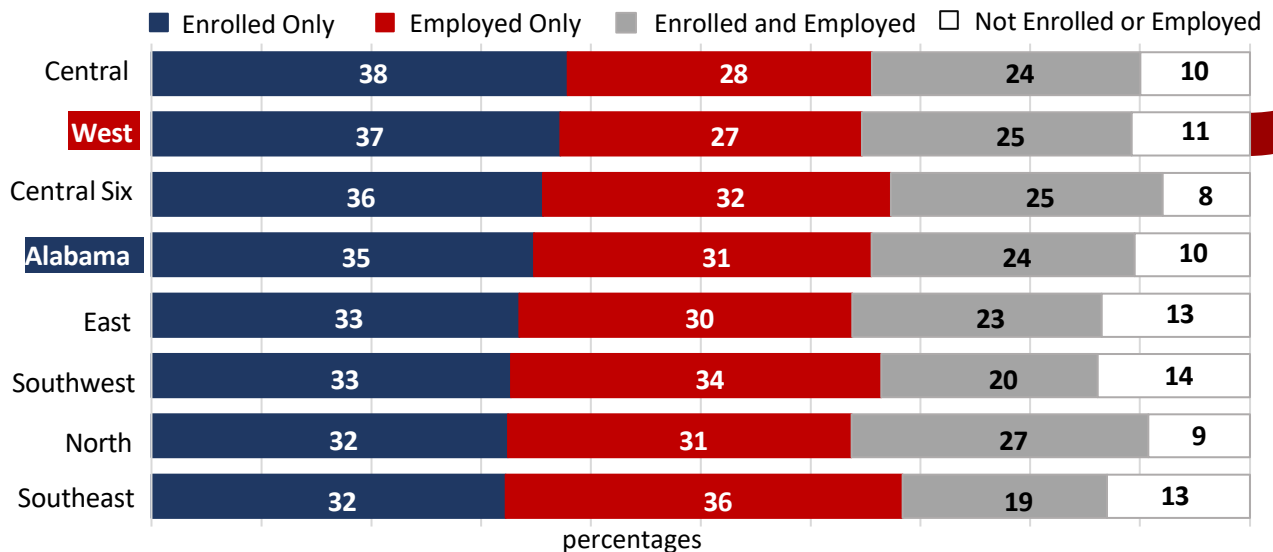
Participation in the Labor Force (%)



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



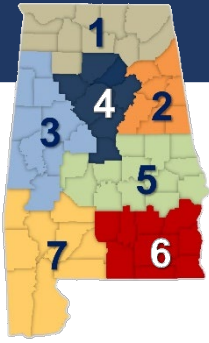
YOUNG ADULTS AGES 16 to 24 71,647



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



Alabama Regional Workforce Profile



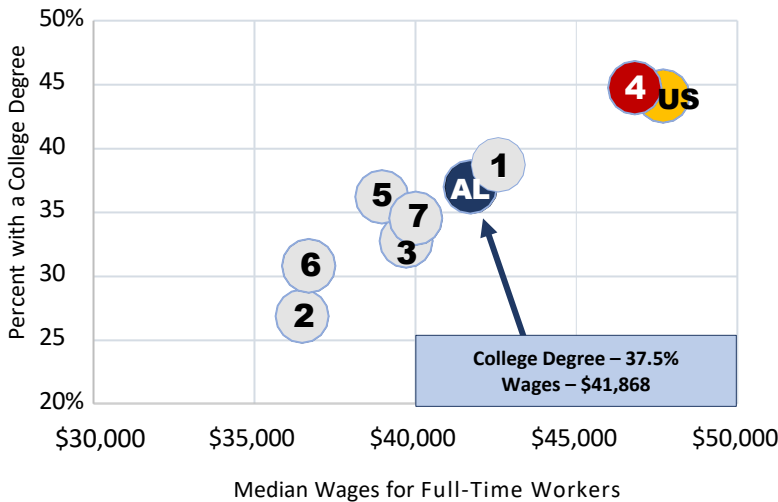
REGION 4: CENTRAL SIX

2023

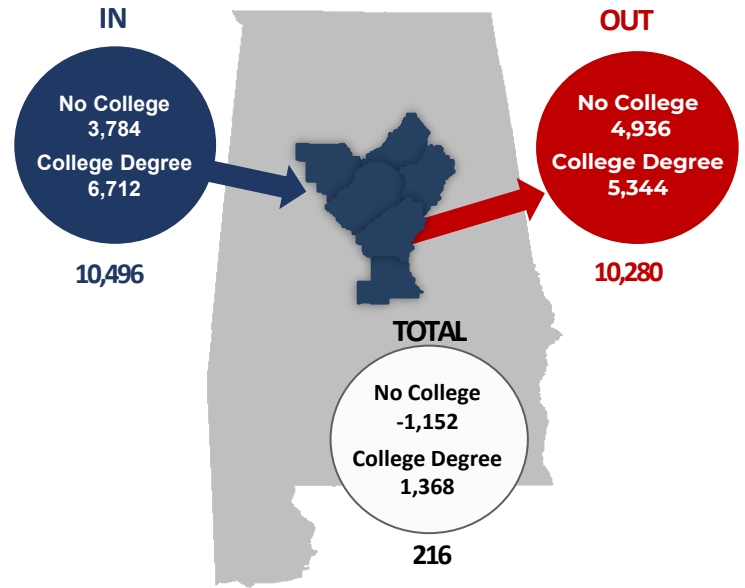
WORKING-AGE POPULATION AGES 25 TO 64 547,818



Wage Earnings and Education

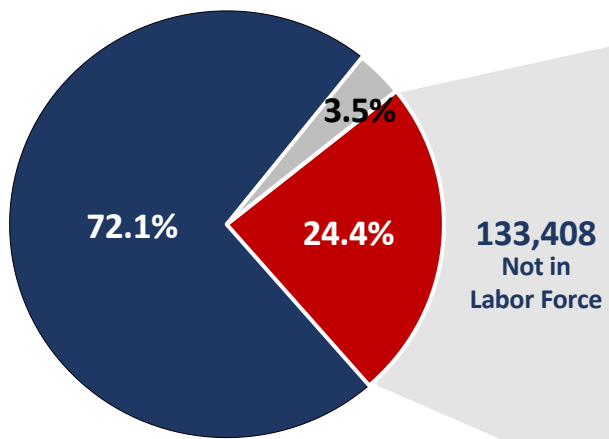


Annual Migration by Level of Education from 2017 to 2021



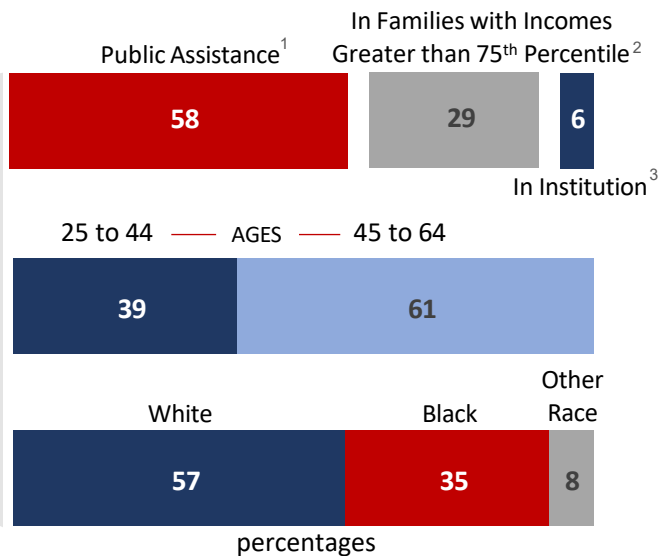
Employment and Labor Force Participation (%)

■ Employed ■ Unemployed ■ Not in Labor Force



Alabama = 71.7%

United States = 78.2%



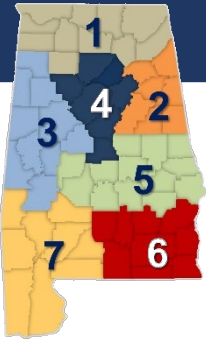
1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.

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

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



Alabama Regional Workforce Profile



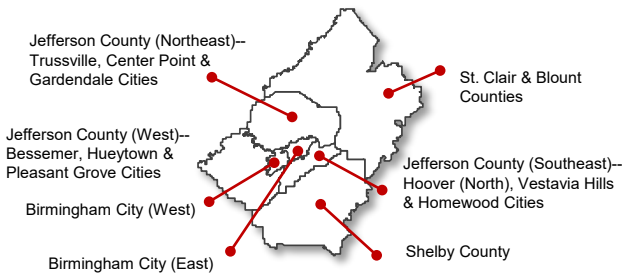
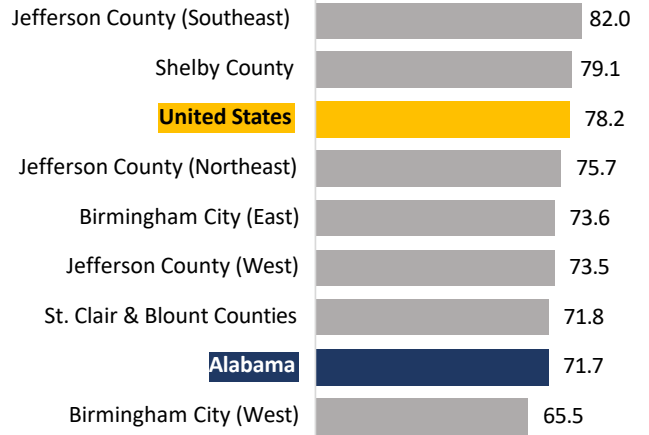
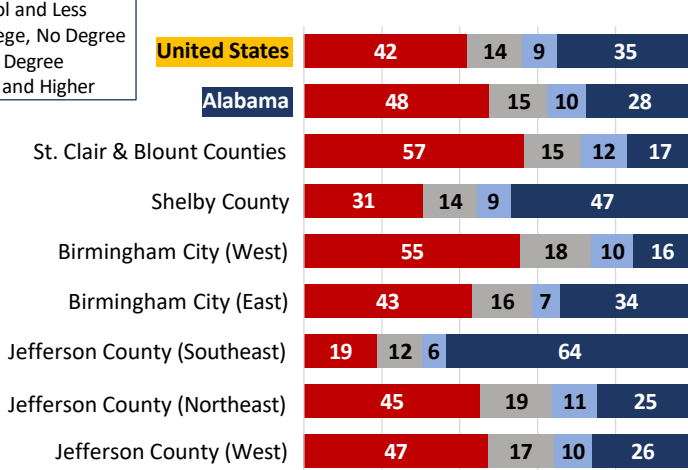
REGION 4: CENTRAL SIX

2023

VARIATION WITHIN THE CENTRAL SIX REGION AGES 25 TO 64

Highest Level of Education (%)

Participation in the Labor Force (%)

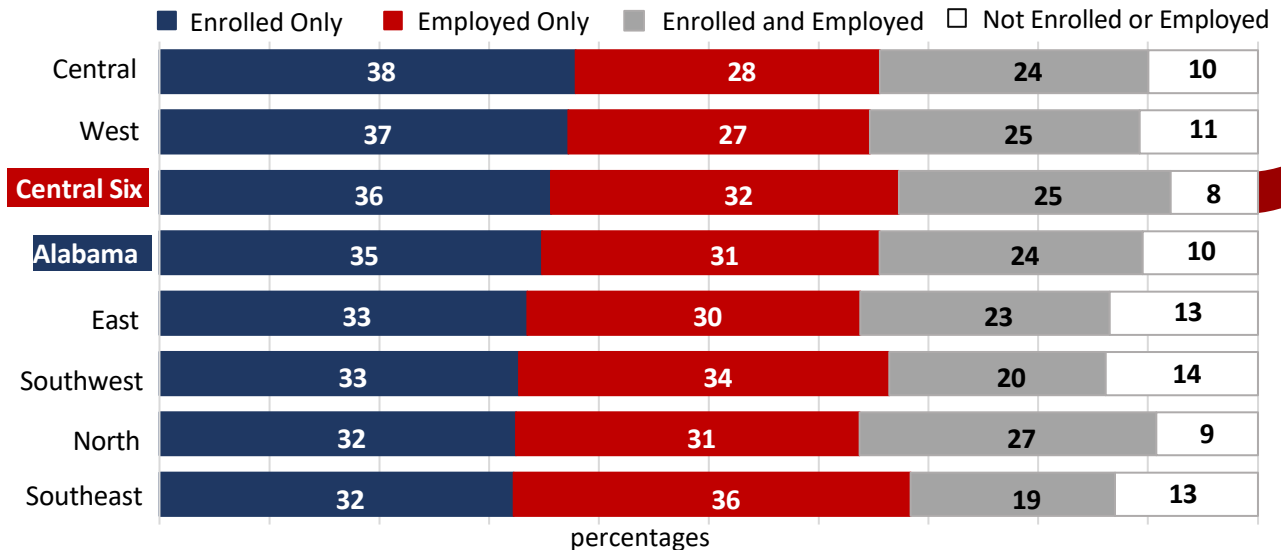


9,187



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

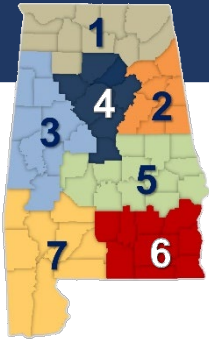
YOUNG ADULTS AGES 16 to 24 115,712



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



Alabama Regional Workforce Profile



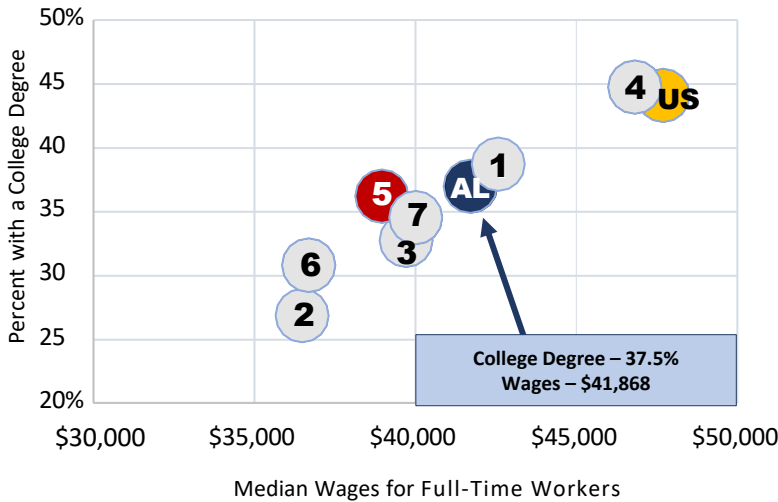
REGION 5: CENTRAL

2023

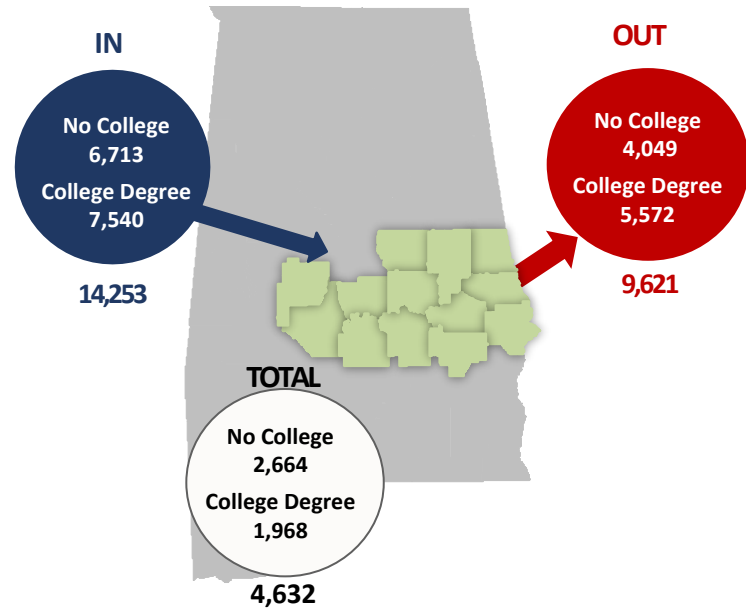
WORKING-AGE POPULATION AGES 25 TO 64 425,542



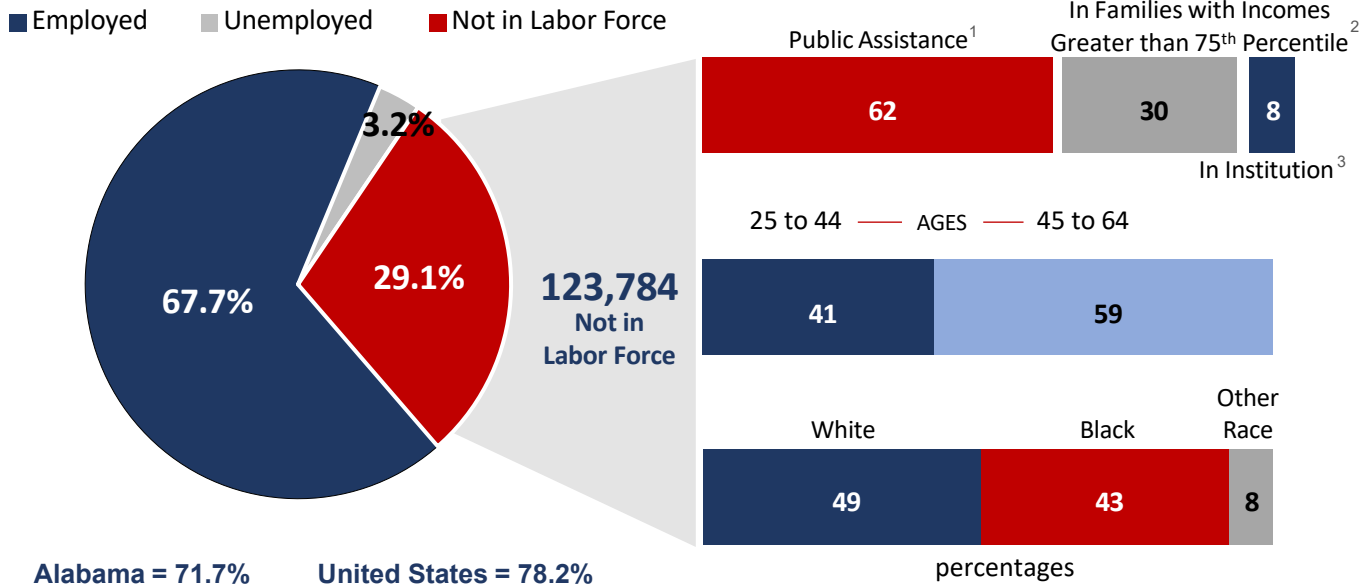
Wage Earnings and Education



Annual Migration by Level of Education from 2017 to 2021



Employment and Labor Force Participation (%)



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

Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek.
IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/DO10.V12.0>
[2021 ACS Five-Year Data, most recent available]



Alabama Regional Workforce Profile

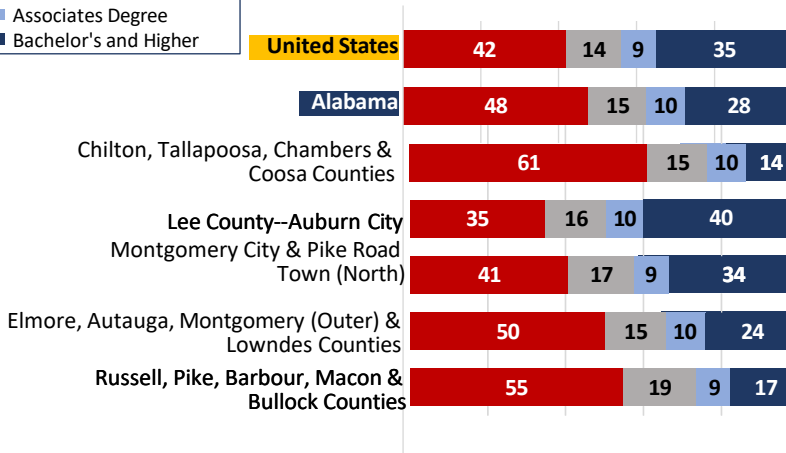
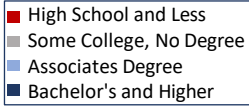


REGION 5: CENTRAL

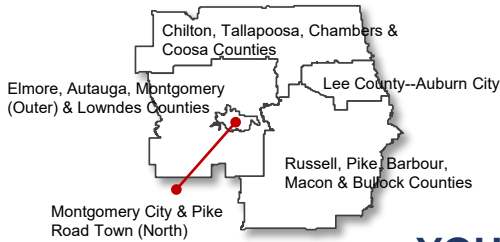
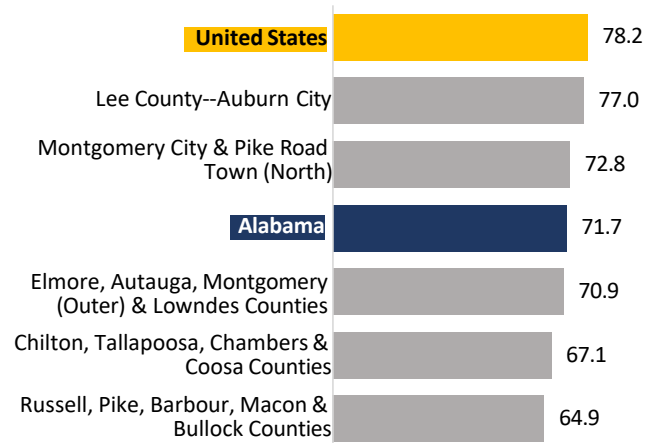
2023

VARIATION WITHIN THE CENTRAL REGION AGES 25 TO 64

Highest Level of Education (%)



Participation in the Labor Force (%)

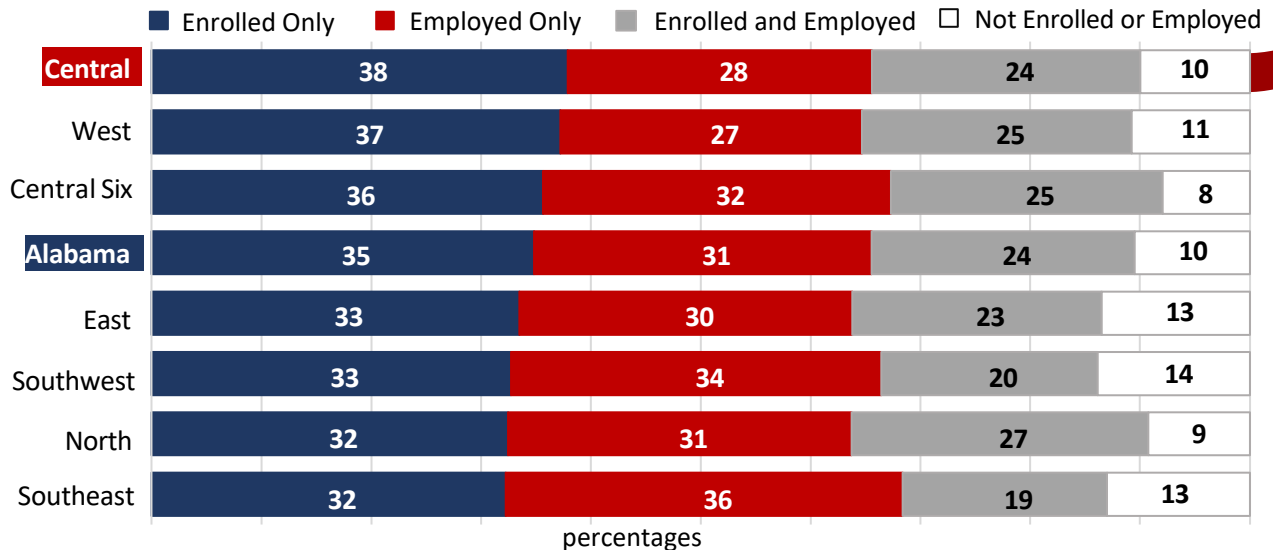


11,412



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

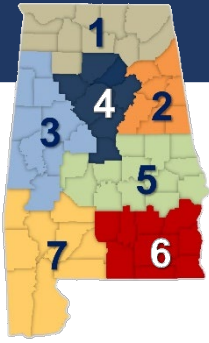
YOUNG ADULTS AGES 16 to 24 114,710



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



Alabama Regional Workforce Profile



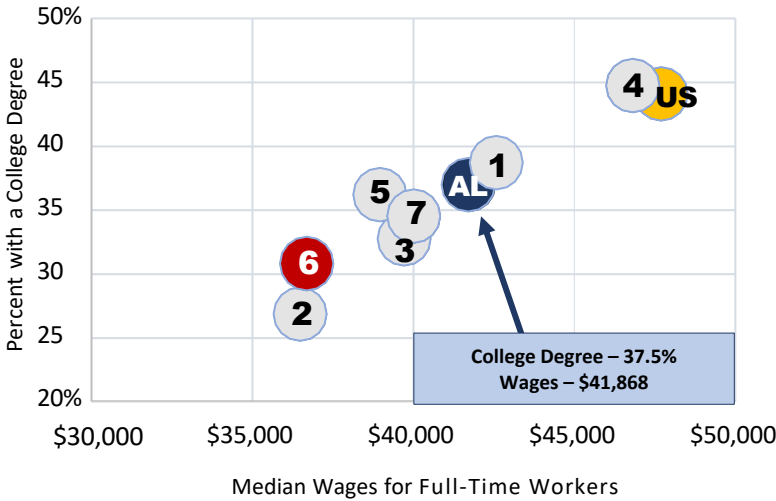
REGION 6: SOUTHEAST

2023

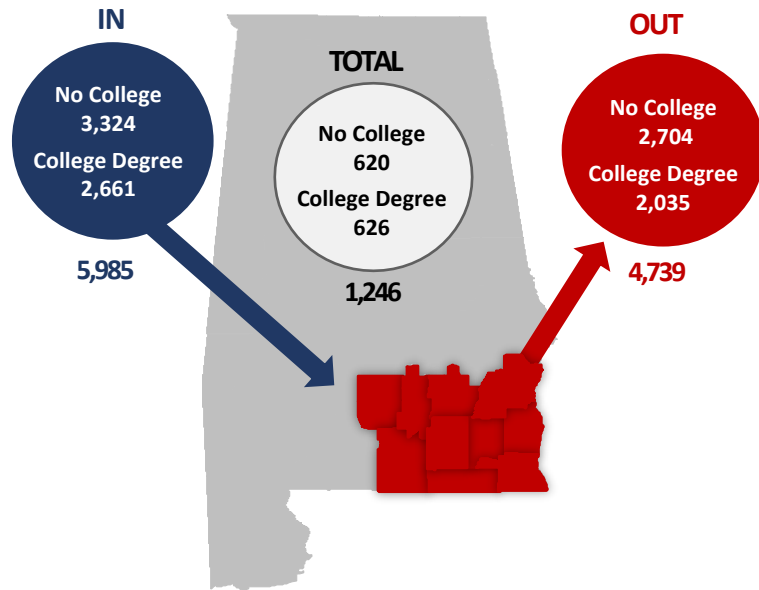
WORKING-AGE POPULATION AGES 25 TO 64 163,880



Wage Earnings and Education

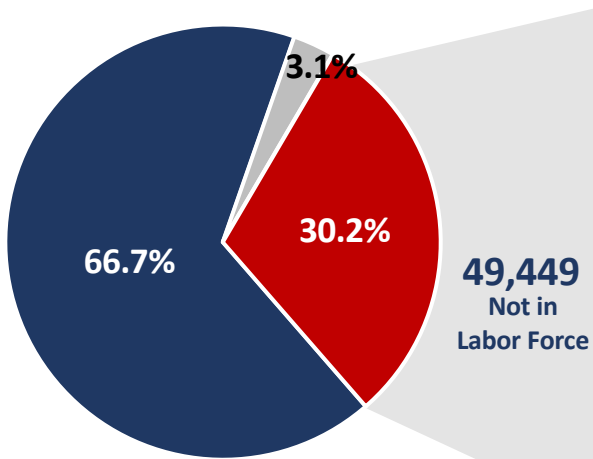


Annual Migration by Level of Education from 2017 to 2021



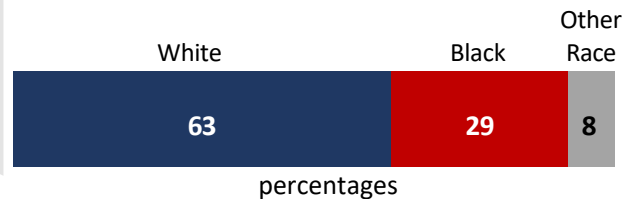
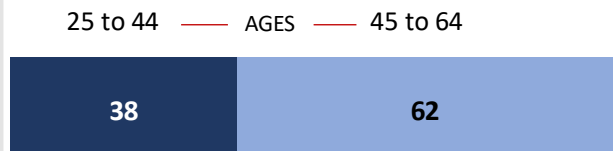
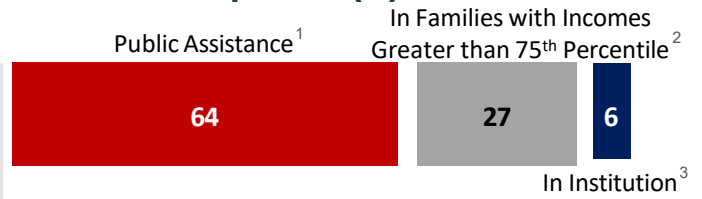
Employment and Labor Force Participation (%)

■ Employed ■ Unemployed ■ Not in Labor Force



Alabama = 71.7%

United States = 78.2%



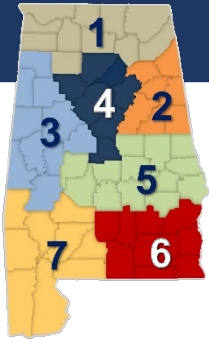
1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.

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

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



Alabama Regional Workforce Profile



REGION 6: SOUTHEAST

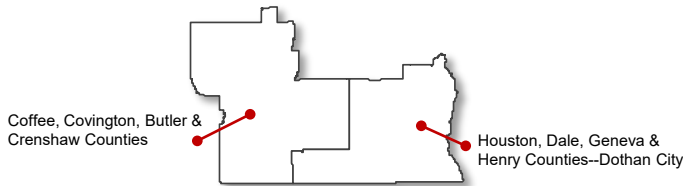
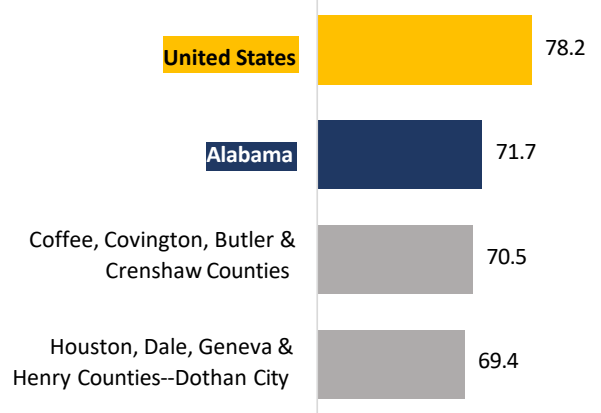
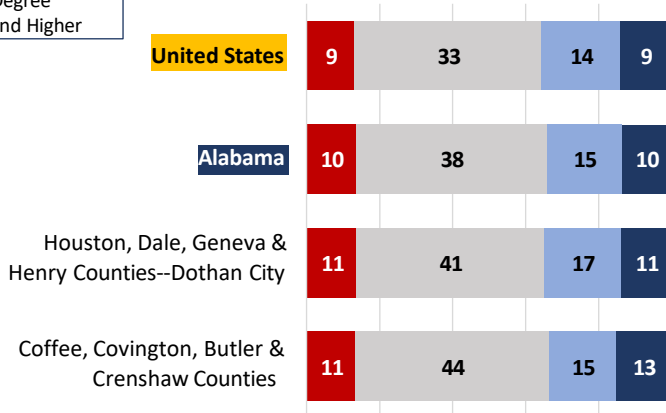
2023

VARIATION WITHIN THE SOUTHEAST REGION AGES 25 TO 64

Highest Level of Education (%)

Participation in the Labor Force (%)

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

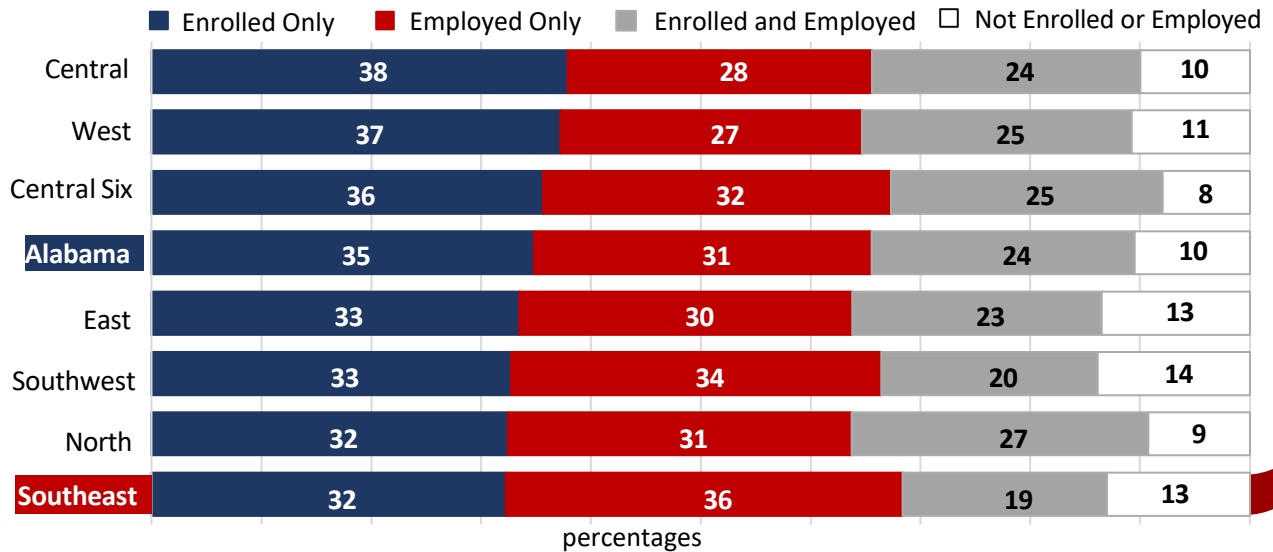


4,335



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

YOUNG ADULTS AGES 16 to 24 33,341



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



Alabama Regional Workforce Profile



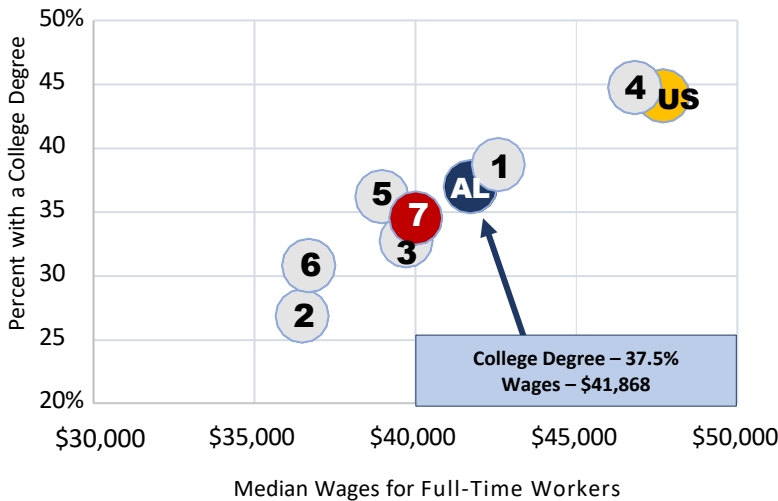
REGION 7: SOUTHWEST

2023

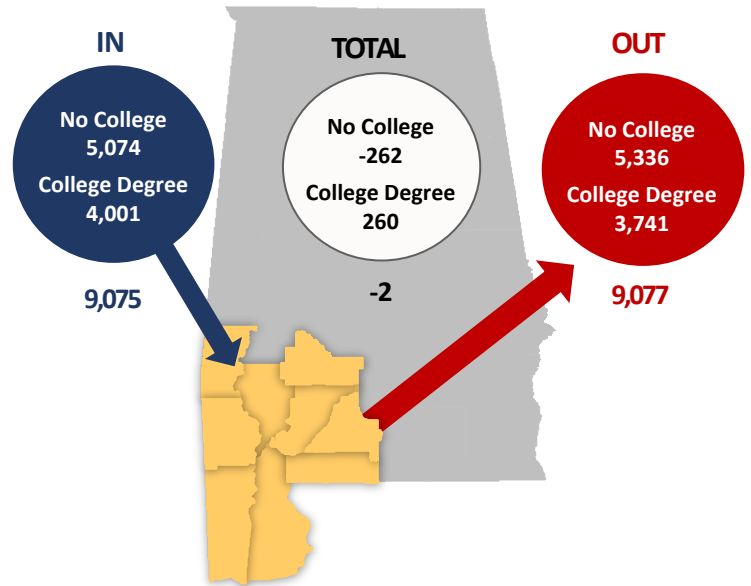
WORKING-AGE POPULATION AGES 25 TO 64 393,964



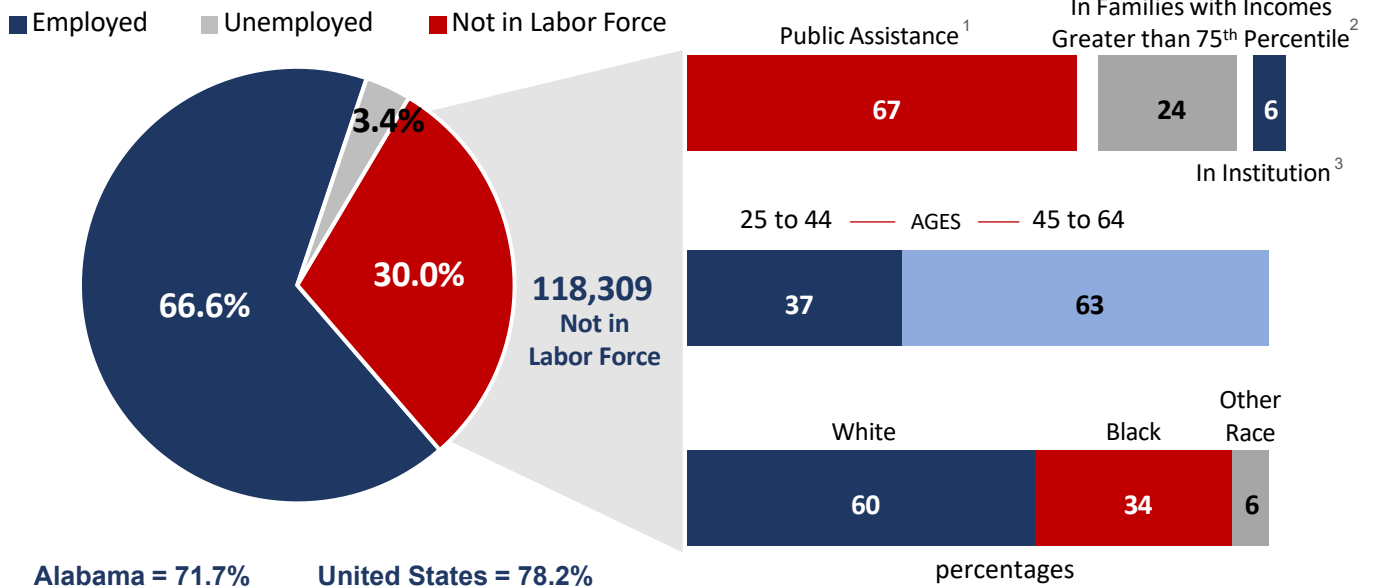
Wage Earnings and Education



Annual Migration by Level of Education from 2017 to 2021



Employment and Labor Force Participation (%)



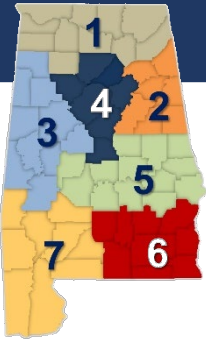
1. Receive welfare, disability and other sources of public assistance; 2. Living in families with incomes above the state 75th percentile; 3. Reside in non-academic institutional setting.

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

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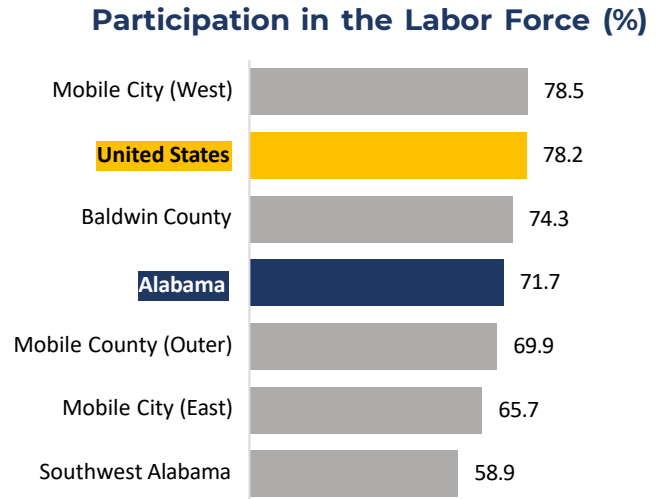
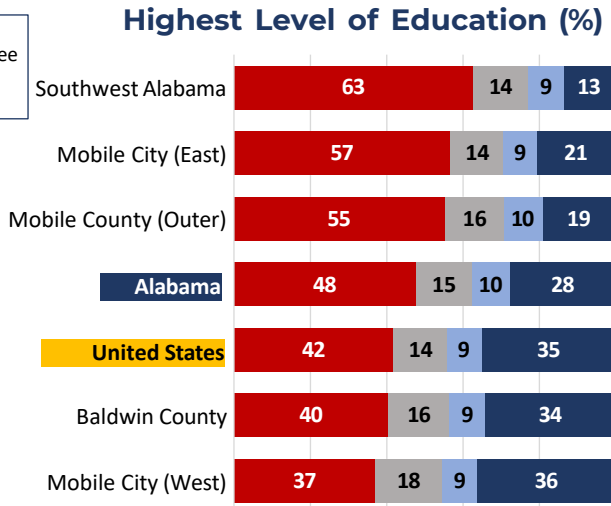
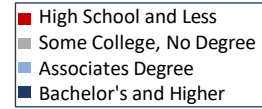
Alabama Regional Workforce Profile



REGION 7: SOUTHWEST

2023

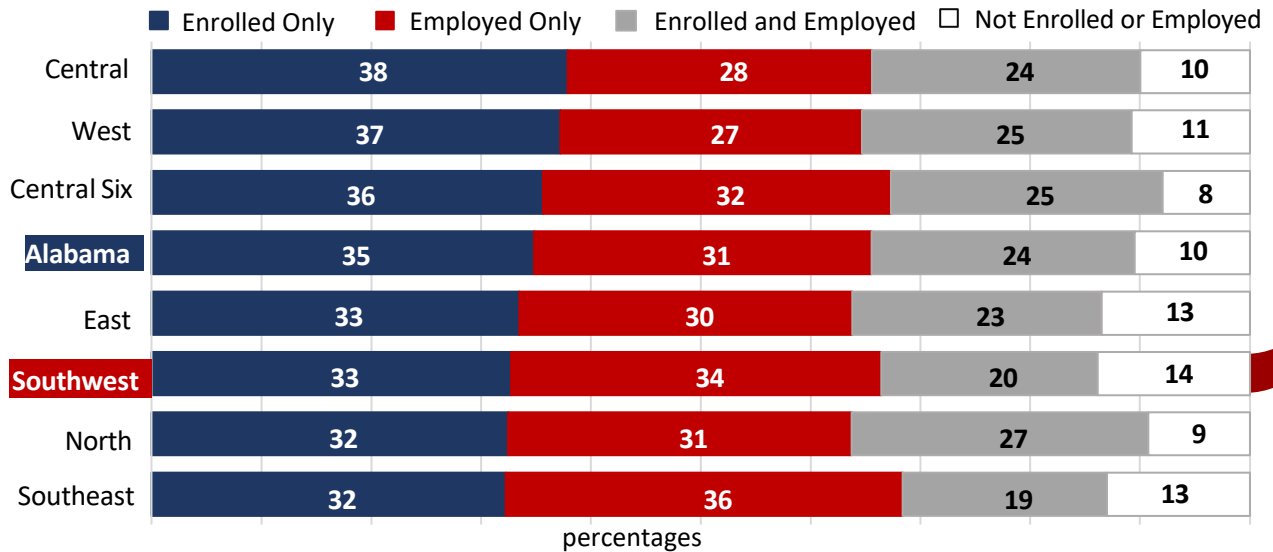
VARIATION WITHIN THE SOUTHWEST REGION AGES 25 TO 64



11,606
YOUNG ADULTS AGES 16 TO 24 WHO ARE NOT ENROLLED OR EMPLOYED



YOUNG ADULTS AGES 16 to 24 83,737



Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/0010.V12.0>
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Alabama Commission on Higher Education
100 North Union Street
Montgomery, AL 36104
www.ache.edu

(334)242-1998

info@ache.edu