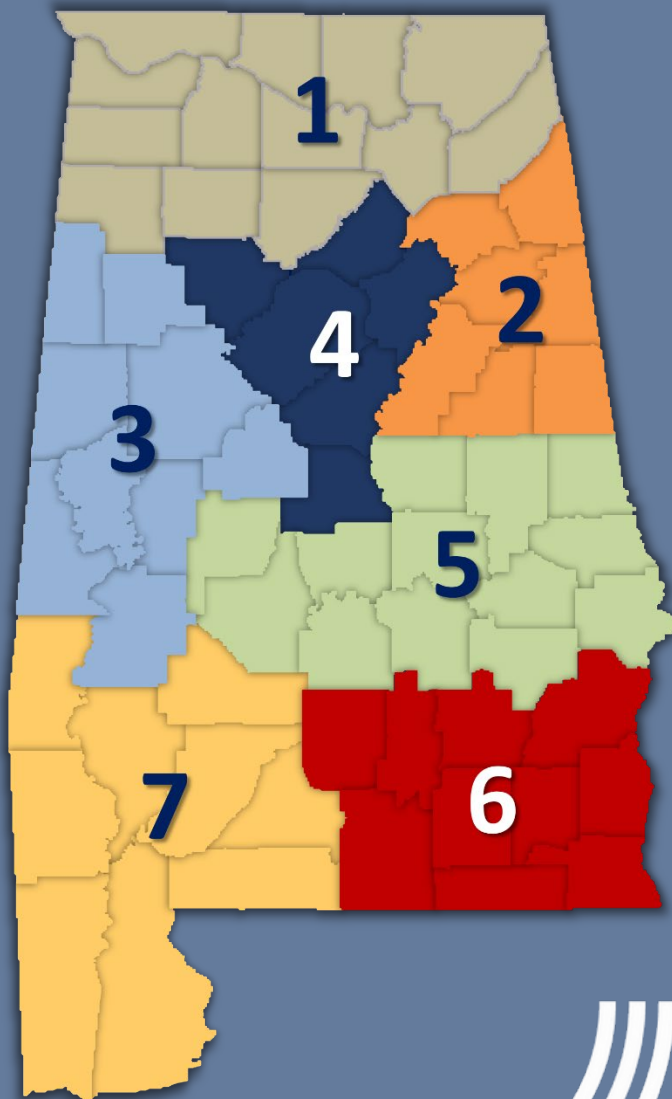
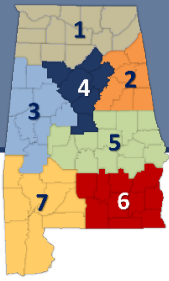


Alabama Commission on Higher Education

2024

State and Regional Workforce Profiles

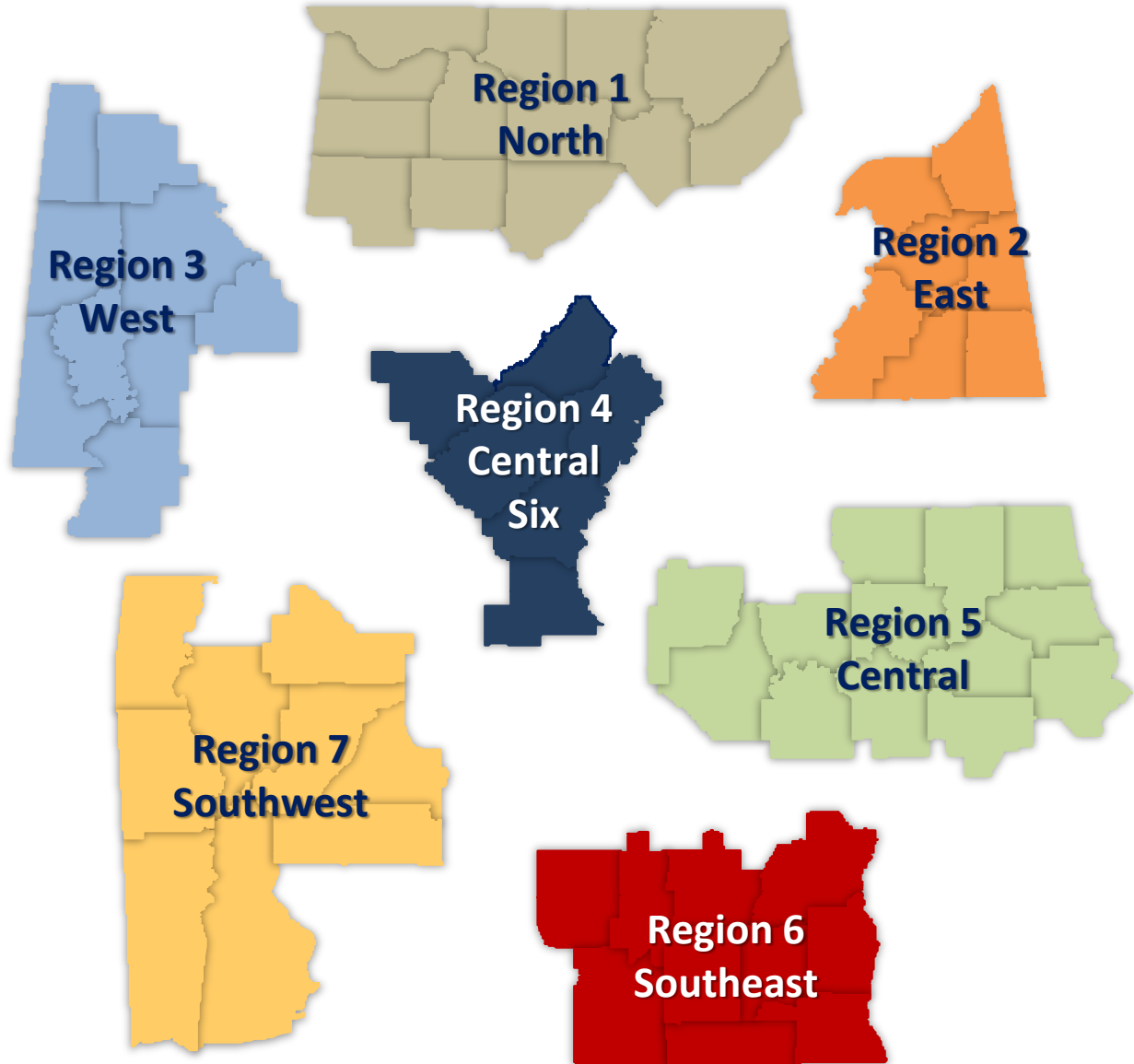




Alabama State and Regional Workforce Council Profiles

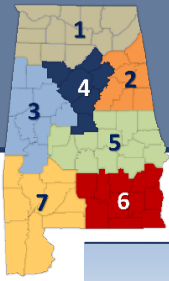
2024

Under the leadership of Governor Kay Ivey, Alabama set the ambitious attainment goal of adding 500,000 credentialed Alabamians to the labor force and surpassing the national labor force participation rate. Reaching these goals requires understanding the differences across Alabama's seven workforce regions and developing targeted strategies that serve the education and workforce needs of our communities. These profiles present key data points on migration, educational attainment, labor force participation, and earnings for Alabamians between the ages of 25 and 64. Most individuals in this age range have reached their highest education level and have not yet entered retirement.



This year's report includes a focus on "Early Career Adults," which includes those between the ages of 25 and 34. Early Career Adults have high labor force participation rates and many years of employment ahead of them. According to the data, Early Career Adults with college degrees (including associate degrees) tend to earn more and have higher family incomes than their peers without college degrees. In addition, adults between 25 and 34 tend to enroll in postsecondary education at higher rates than older adults who are further along in their careers.

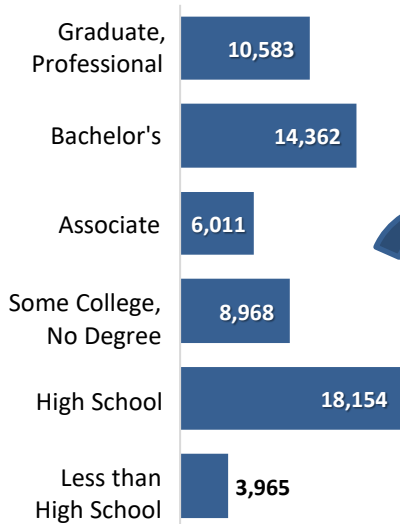




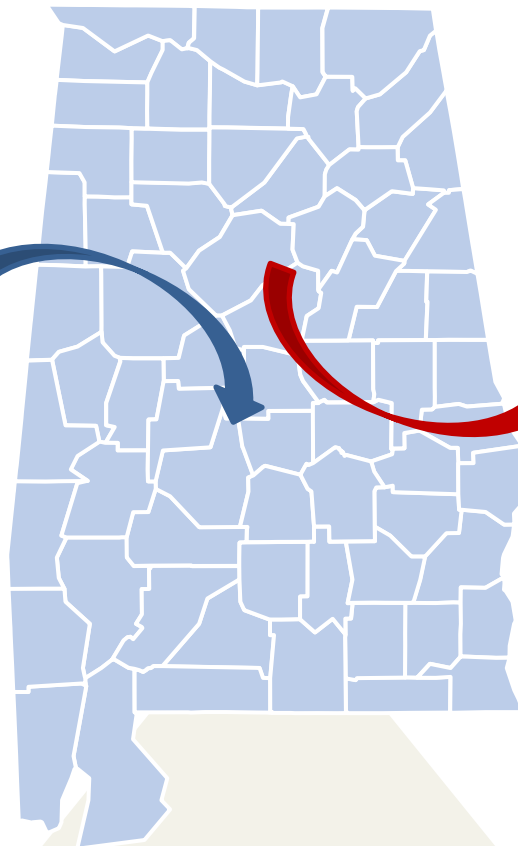
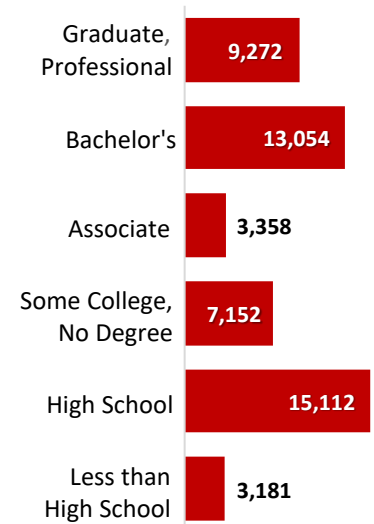
Alabama Annual Migration by Highest Level of Education (from 2018 to 2022)

Working-Age Population Ages 25 to 64

Moved to Alabama

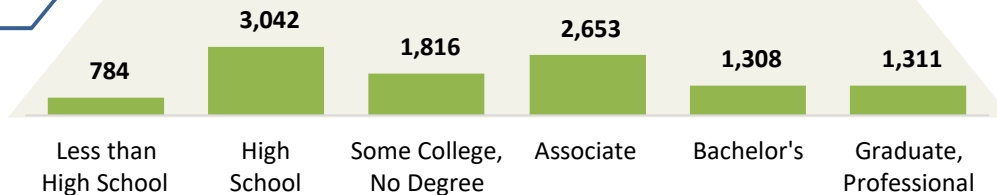


Moved Out of Alabama

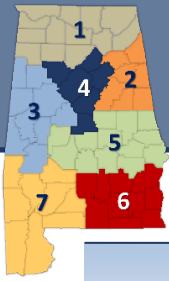


Alabama saw net population gains across all levels of education with the greatest gains coming from those whose highest level of education is a high school diploma or associate degree.

Total Net Migration



Alabama Statewide Workforce Profiles



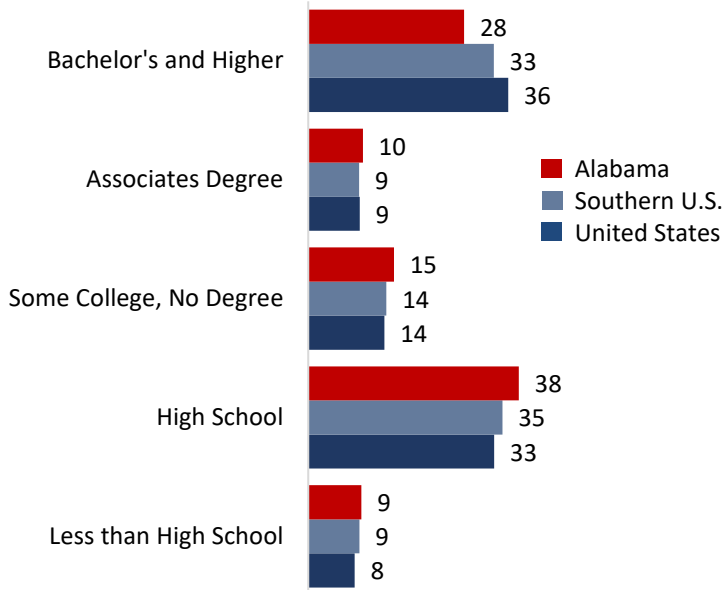
STATEWIDE

2024

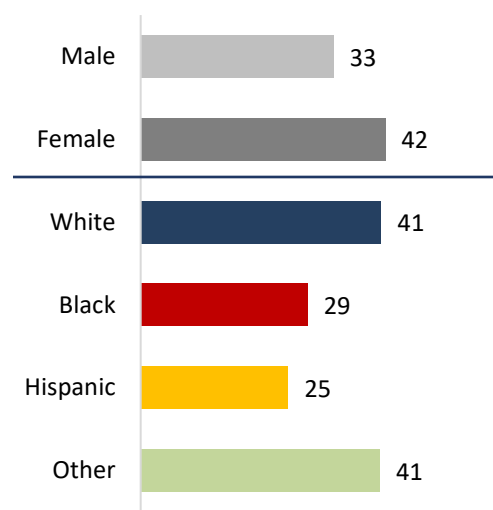
Working-Age Population Ages 25 to 64 2,559,536



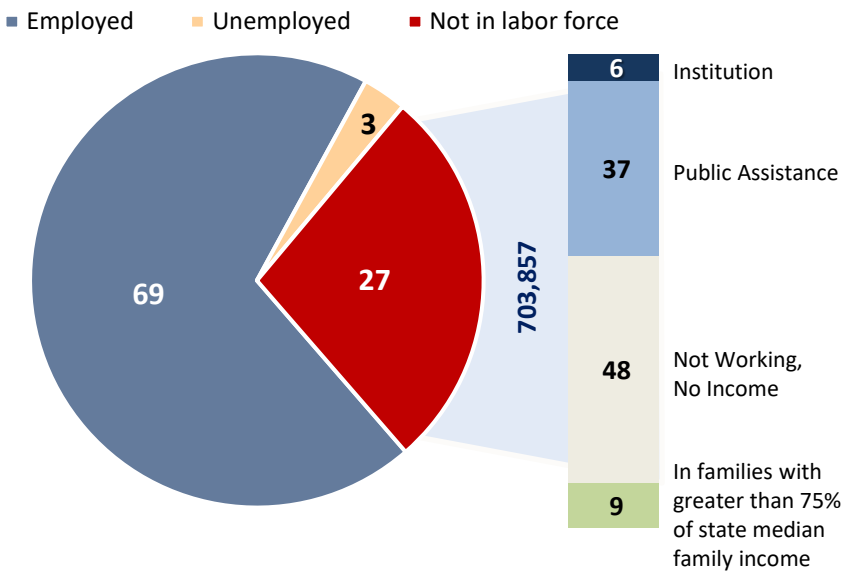
Highest Level of Education Attained (%)



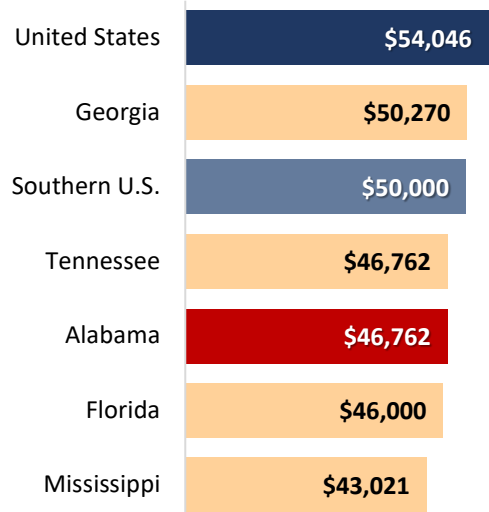
Percentage with College Degrees by Gender and Race, Ethnicity in Alabama (%)



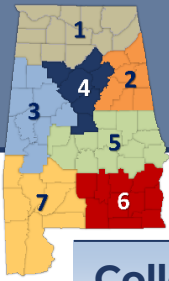
Employment and Labor Force Participation (%)



Median Annual Wages for Full-Time Workers



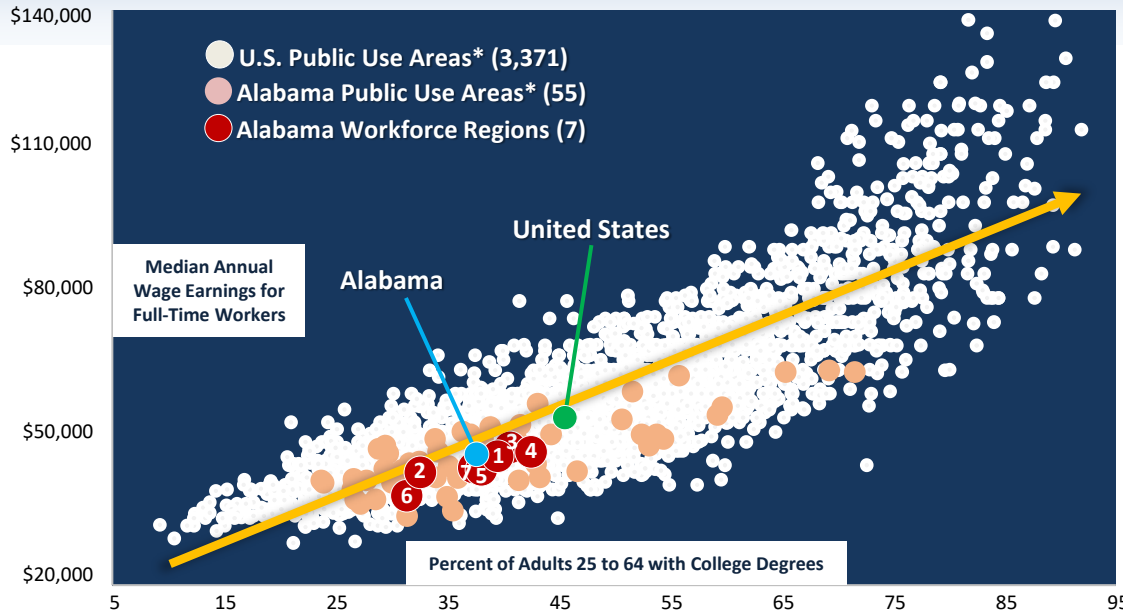
Alabama Statewide Workforce Profiles



STATEWIDE

2024

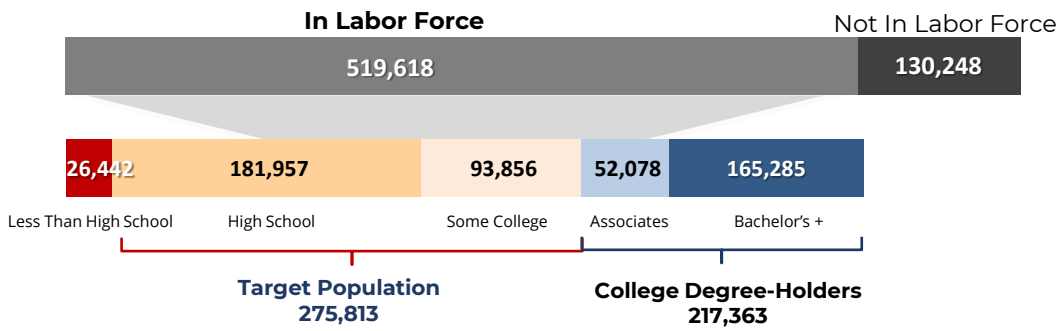
College Education and Wages in Alabama Compared to Other U.S. Areas



The yellow line shows the relationship between college attainment and wages. Areas with a higher proportion of college degree holders tend to have higher wages for full-time workers. Alabama falls below the national average on both measures.

*Public Use Area definition appears on back cover.

Focus on Early Career Adults: Ages 25 to 34 649,866



Percentages (%) of Target Population* Compared to College Degree Holders

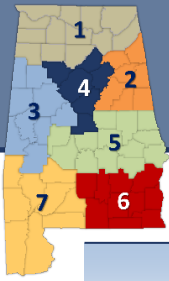
Legend: Target Population College Degree-Holders

Workforce Region	Living in Families with Family Incomes Above the State Median		Earning More than the State Median Wage for 25 to 34 Year Olds		Representation by Race, Ethnicity							
	White	Black	White	Black	White	Black	Hispanic	Other	White	Black	Hispanic	Other
North	46	70	37	67	70	20	7	3	76	13	4	7
East	47	63	39	61	69	24	5	2	81	12	2	5
West	44	66	36	61	57	35	5	4	68	25	3	5
Central Six	44	67	36	65	47	46	4	3	68	24	3	5
Central	47	61	33	58	45	48	4	3	59	30	3	8
Southeast	41	64	30	57	58	33	4	5	68	22	4	6
Southwest	49	63	37	63	56	35	4	5	68	22	3	7
Alabama	46	66	36	63	57	35	5	3	69	21	3	6

* Target Population: Working Adults Ages 25 to 34 Who Have Completed High School or Some College but No College Degree



Alabama Regional Workforce Profiles



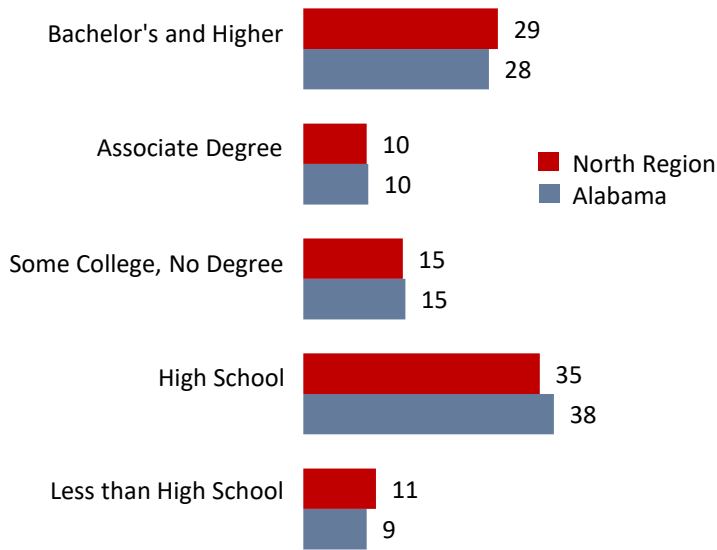
REGION 1: NORTH

2024

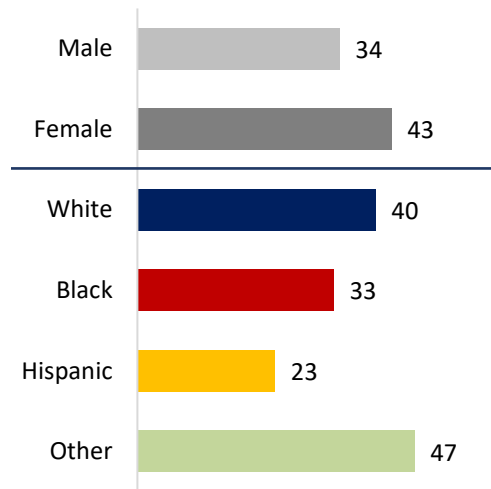
Working-Age Population Ages 25 to 64 629,127



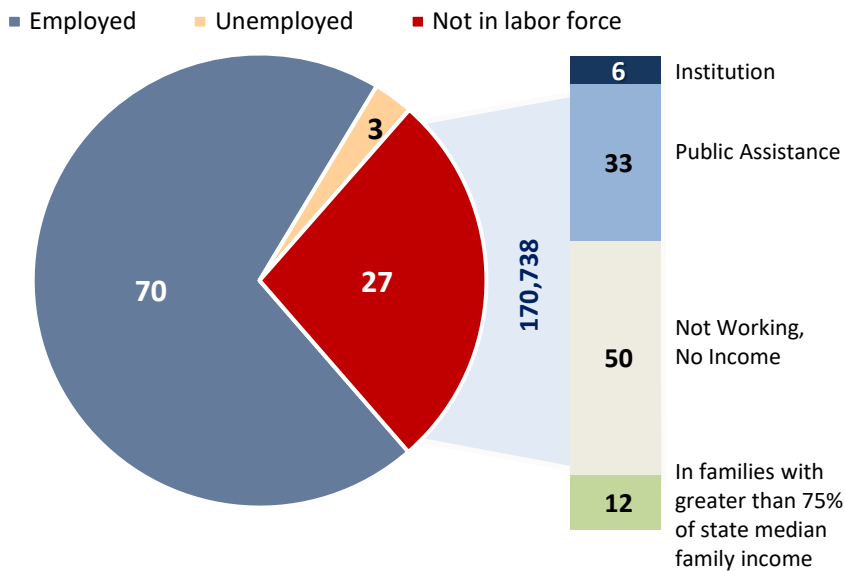
Highest Level of Education Attained (%)



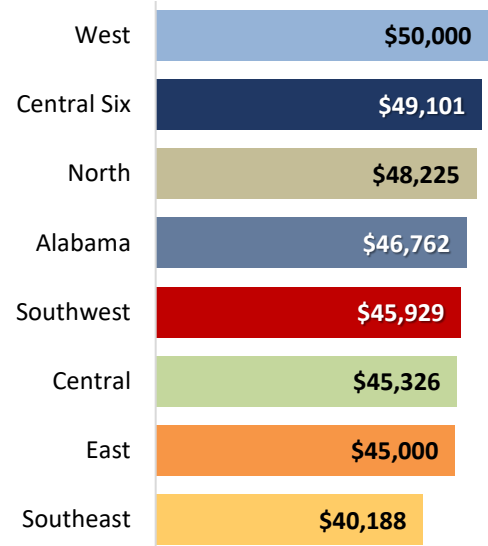
Percentage with College Degrees by Gender and Race, Ethnicity in Alabama (%)



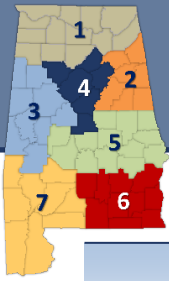
Employment and Labor Force Participation (%)



Median Annual Wages for Full-Time Workers



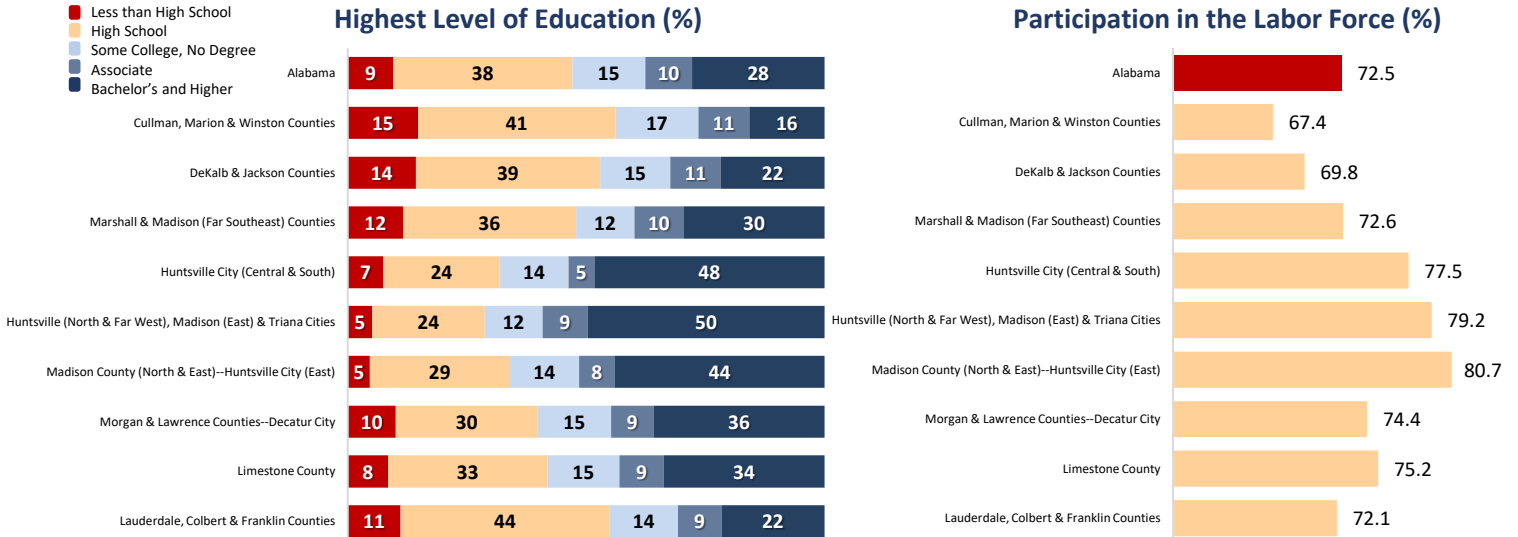
Alabama Regional Workforce Profiles



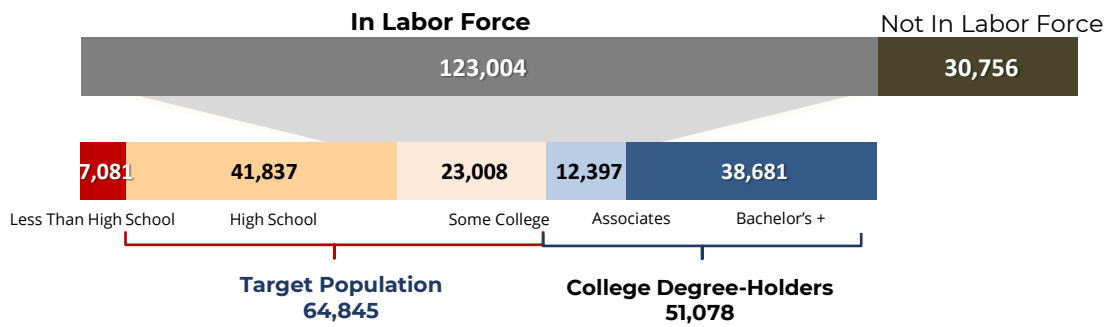
REGION 1: NORTH

2024

Working-Age Population Ages 25 to 64 629,127



Focus on Early Career Adults: Ages 25 to 34 153,760



Percentages (%) of Target Population* Compared to College Degree Holders

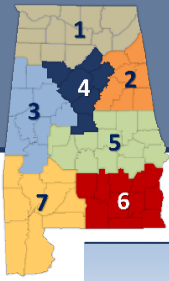
Target Population (light blue) | College Degree-Holders (dark blue)

Workforce Region	Living in Families with Family Incomes Above the State Median		Earning More than the State Median Wage for 25 to 34 Year Olds		Representation by Race, Ethnicity (%)							
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Southeast	41	64	30	57	58	33	4	5	68	22	4	6
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Alabama	46	66	36	63	57	35	5	3	69	21	3	6

* Target Population: Working Adults Ages 25 to 34 Who Have Completed High School or Some College but No College Degree



Alabama Regional Workforce Profiles



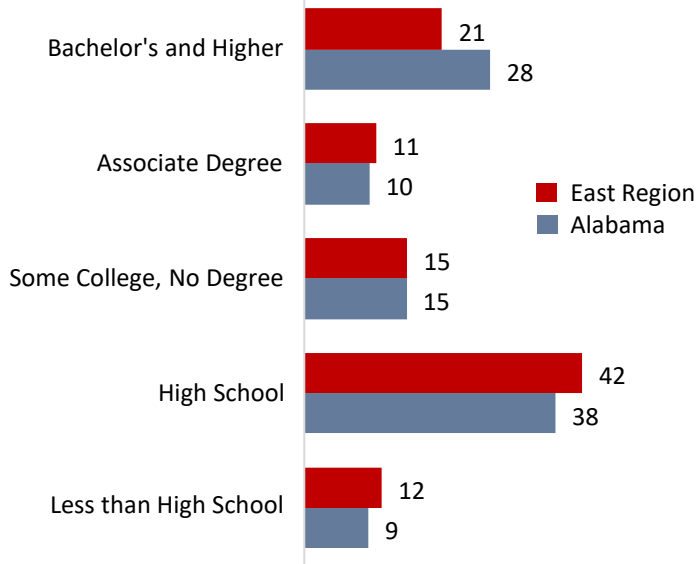
REGION 2: EAST

2024

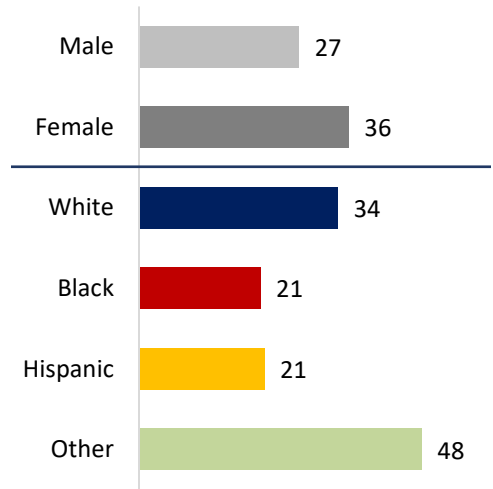
Working-Age Population Ages 25 to 64 189,772



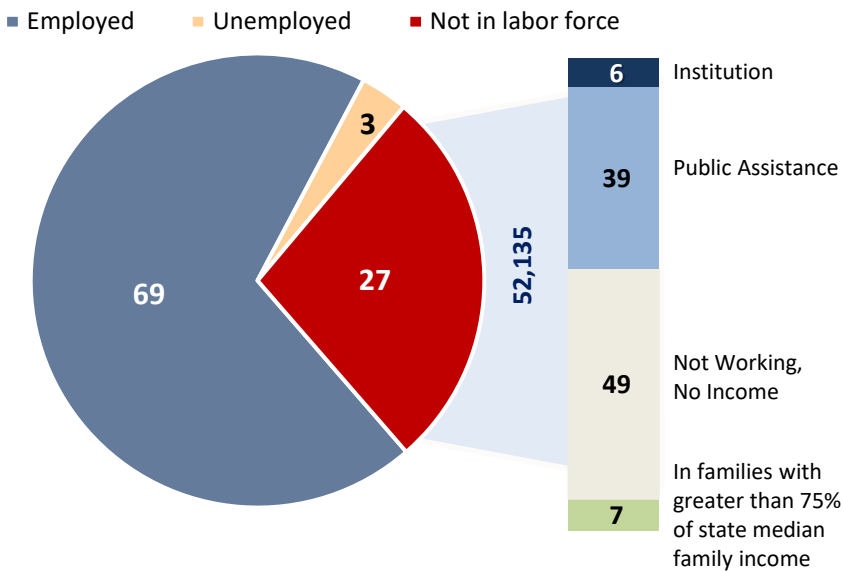
Highest Level of Education Attained (%)



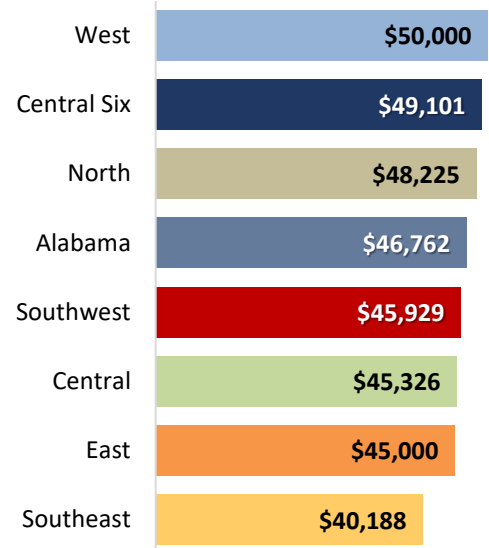
Percentage with College Degrees by Gender and Race, Ethnicity in Alabama (%)



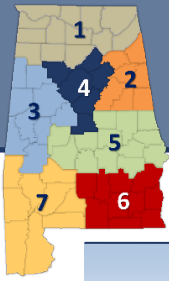
Employment and Labor Force Participation (%)



Median Annual Wages for Full-Time Workers



Alabama Regional Workforce Profiles



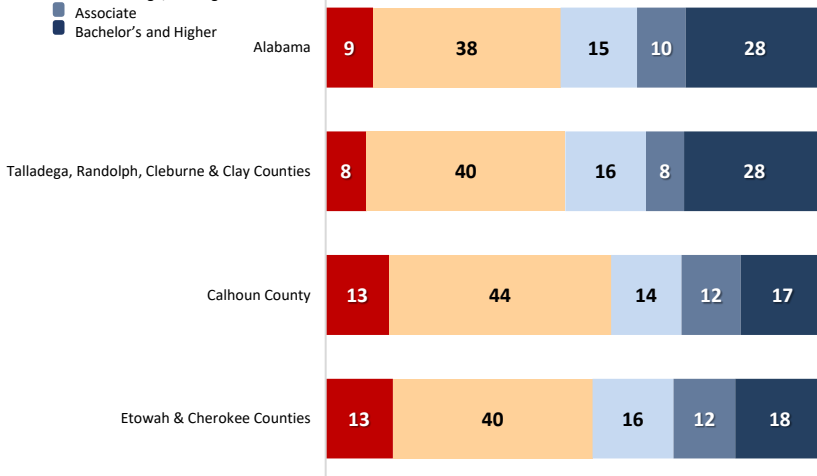
REGION 2: EAST

2024

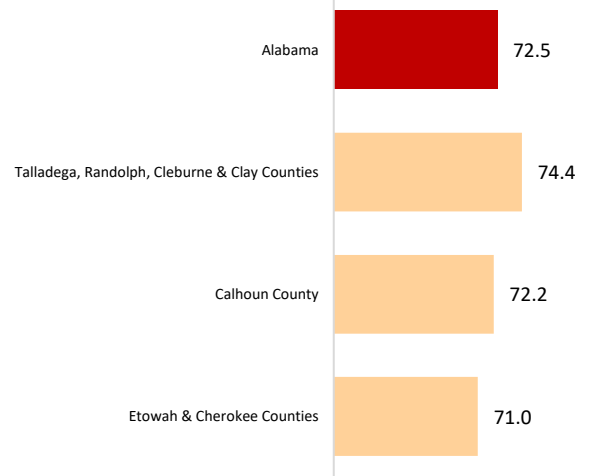
Working-Age Population Ages 25 to 64 189,772

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

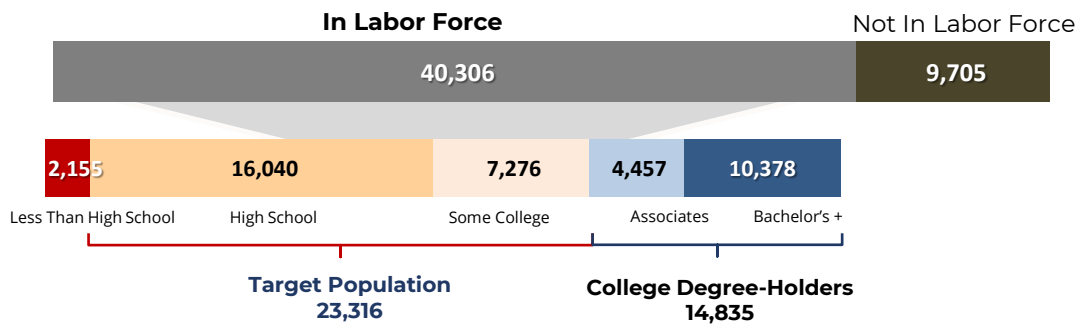
Highest Level of Education (%)



Participation in the Labor Force (%)



Focus on Early Career Adults: Ages 25 to 34 50,011



Percentages (%) of Target Population* Compared to College Degree Holders

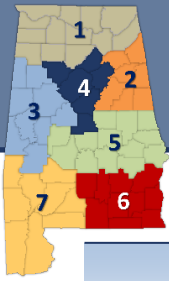
Target Population College Degree-Holders

Workforce Region	Living in Families with Family Incomes Above the State Median		Earning More than the State Median Wage for 25 to 34 Year Olds		Representation by Race, Ethnicity (%)							
	White	Black	White	Black	White	Black	Hispanic	Other	White	Black	Hispanic	Other
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Central Six	44	67	36	65	47	46	4	3	68	24	3	5
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Southwest	49	63	37	63	56	35	4	5	68	22	3	7
Alabama	46	66	36	63	57	35	5	3	69	21	3	6

* Target Population: Working Adults Ages 25 to 34 Who Have Completed High School or Some College but No College Degree



Alabama Regional Workforce Profiles



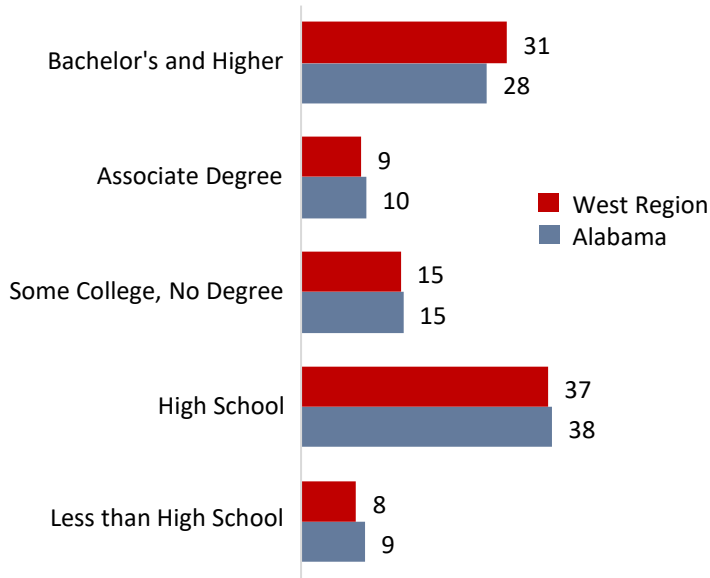
REGION 3: WEST

2024

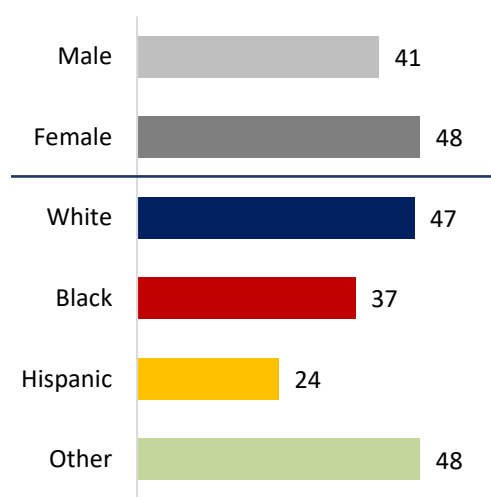
Working-Age Population Ages 25 to 64
236,842



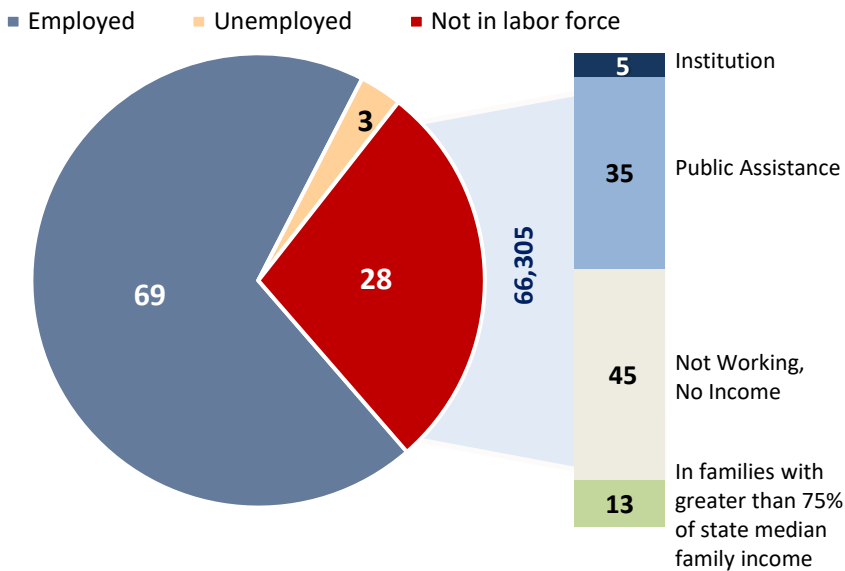
Highest Level of Education Attained (%)



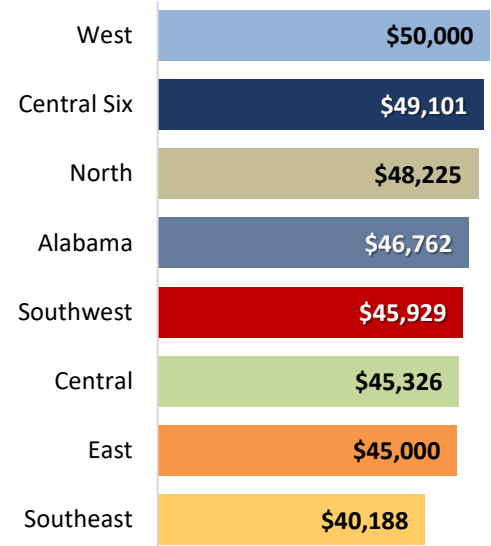
Percentage with College Degrees by Gender and Race, Ethnicity in Alabama (%)



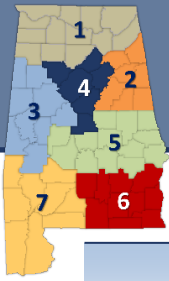
Employment and Labor Force Participation (%)



Median Annual Wages for Full-Time Workers



Alabama Regional Workforce Profiles



REGION 3: WEST

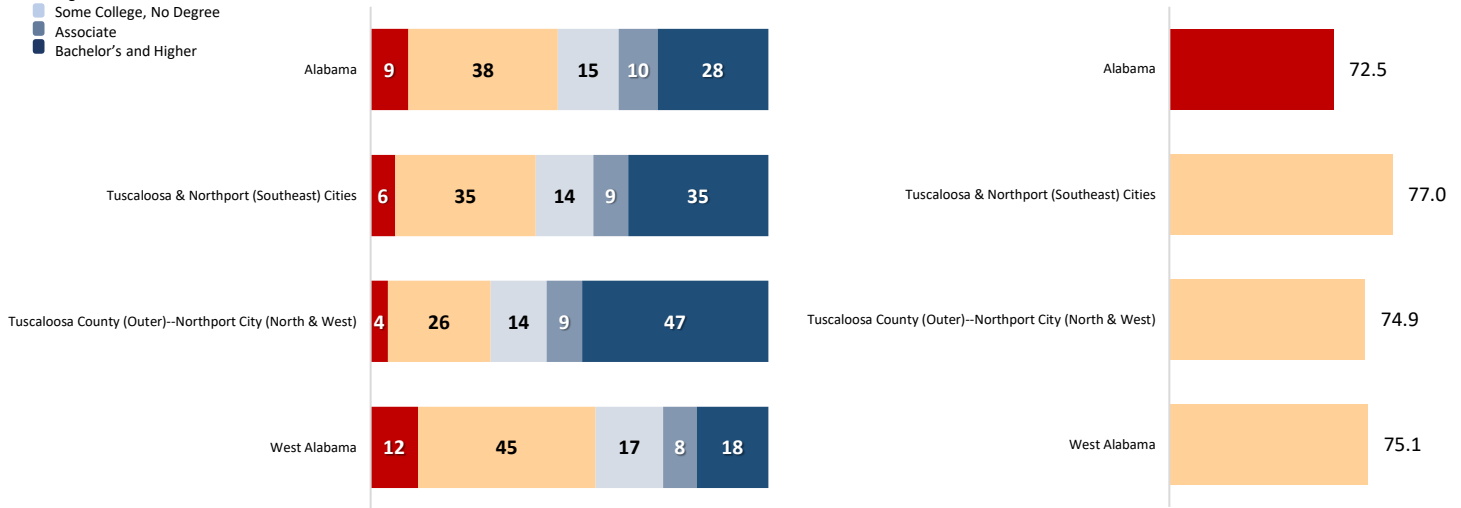
2024

Working-Age Population Ages 25 to 64 236,842

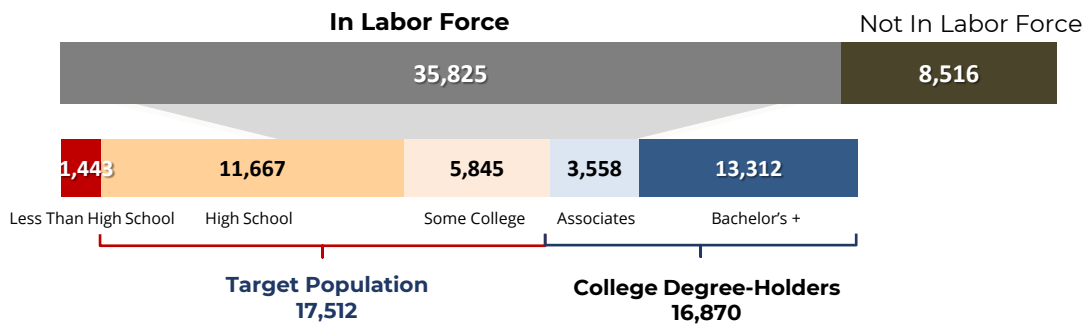
- Less than High School
- High School
- Some College, No Degree
- Associate
- Bachelor's and Higher

Highest Level of Education (%)

Participation in the Labor Force (%)



Focus on Early Career Adults: Ages 25 to 34 44,341



Percentages (%) of Target Population* Compared to College Degree Holders

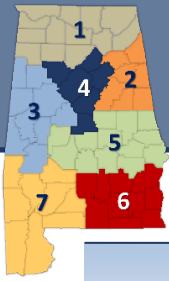
Target Population (light blue) College Degree-Holders (grey)

Workforce Region	Living in Families with Family Incomes Above the State Median		Earning More than the State Median Wage for 25 to 34 Year Olds		Representation by Race, Ethnicity (%)							
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Alabama	46	66	36	63	57	35	5	3	69	21	3	6

* Target Population: Working Adults Ages 25 to 34 Who Have Completed High School or Some College but No College Degree



Alabama Regional Workforce Profiles



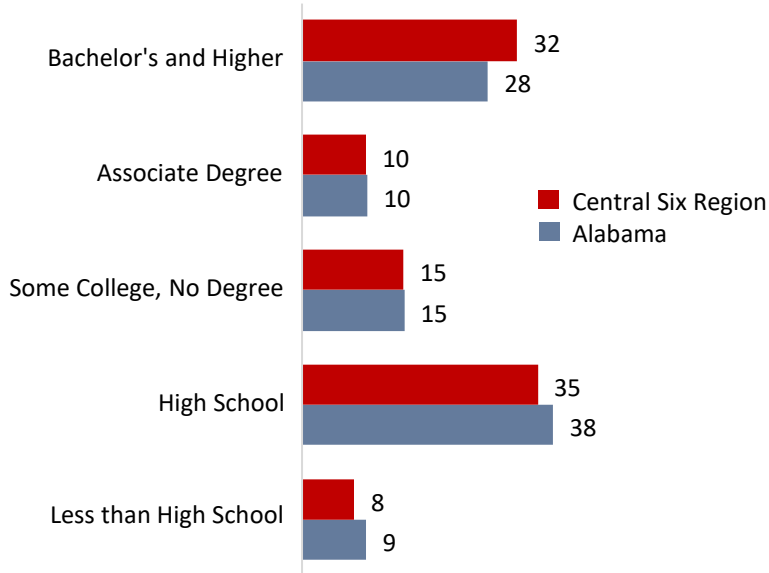
REGION 4: CENTRAL SIX

2024

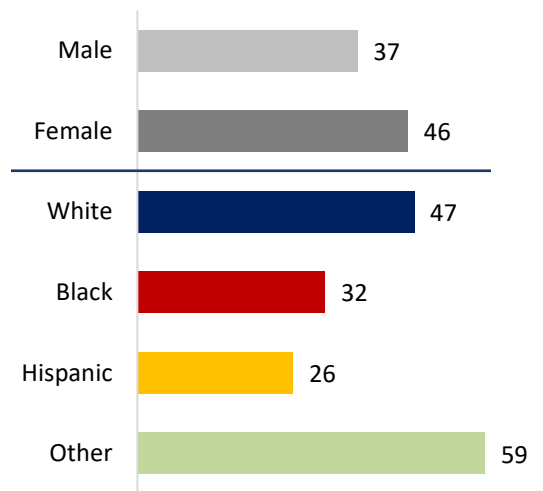
Working-Age Population Ages 25 to 64 536,429



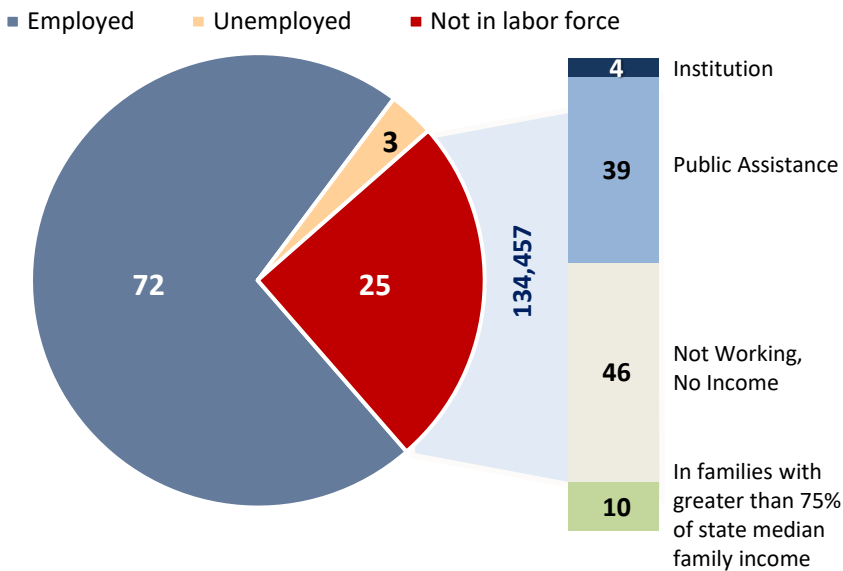
Highest Level of Education Attained (%)



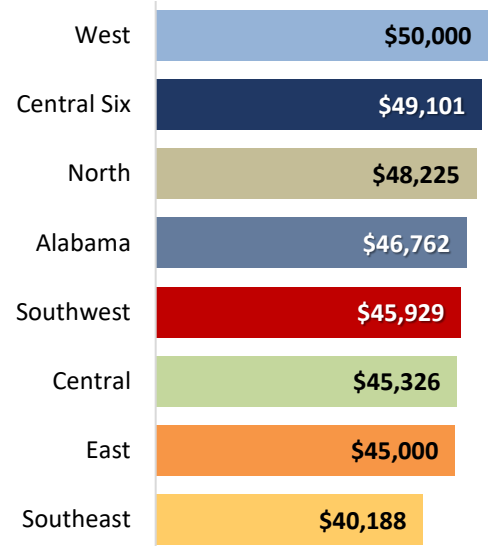
Percentage with College Degrees by Gender and Race, Ethnicity in Alabama (%)



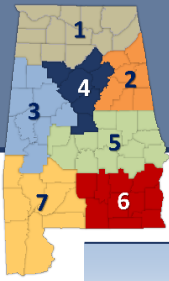
Employment and Labor Force Participation (%)



Median Annual Wages for Full-Time Workers



Alabama Regional Workforce Profiles



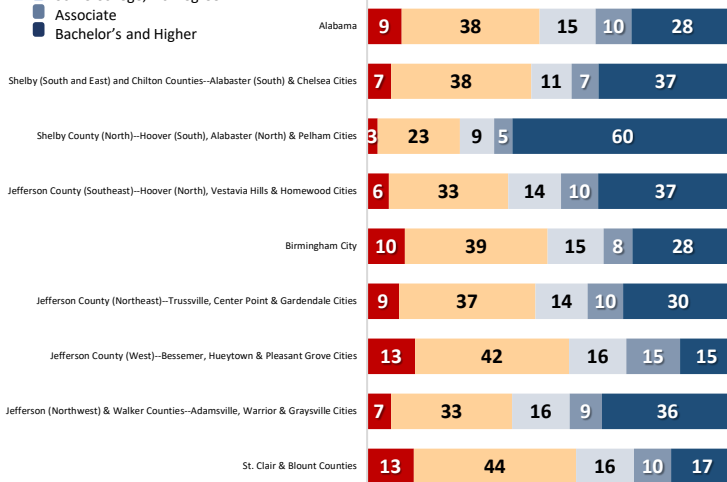
REGION 4: CENTRAL SIX

2024

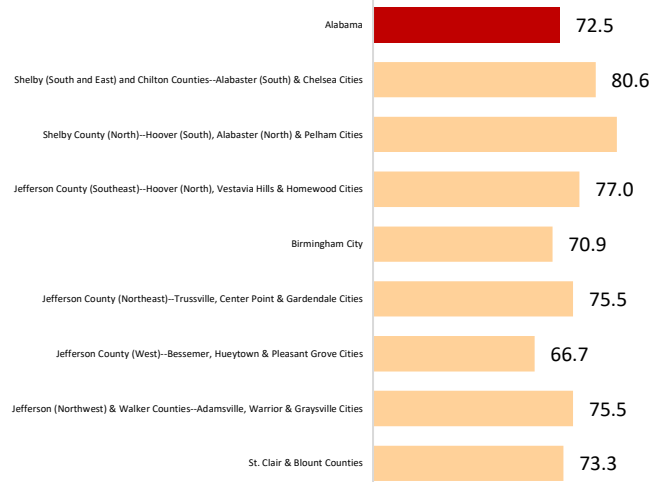
Working-Age Population Ages 25 to 64 536,429

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

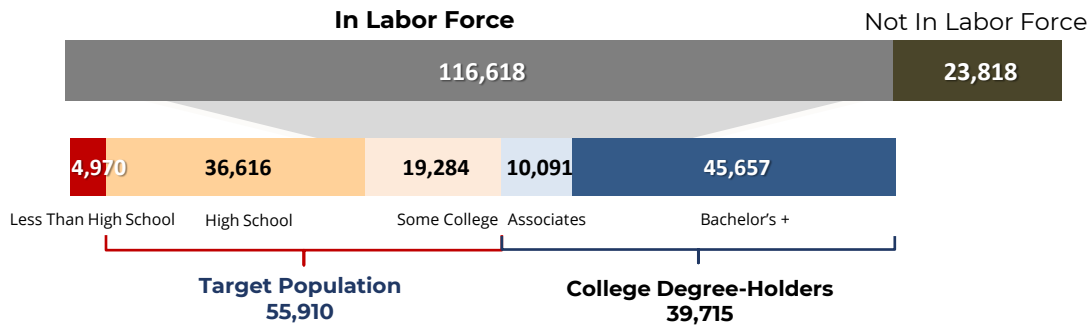
Highest Level of Education (%)



Participation in the Labor Force (%)



Focus on Early Career Adults: Ages 25 to 34 140,436



Percentages (%) of Target Population* Compared to College Degree Holders

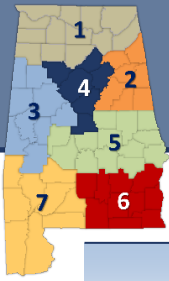
Target Population (light blue) | College Degree-Holders (grey)

Workforce Region	Living in Families with Family Incomes Above the State Median		Earning More than the State Median Wage for 25 to 34 Year Olds		Representation by Race, Ethnicity (%)							
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Alabama	46	66	36	63	57	35	5	3	69	21	3	6

* Target Population: Working Adults Ages 25 to 34 Who Have Completed High School or Some College but No College Degree



Alabama Regional Workforce Profiles



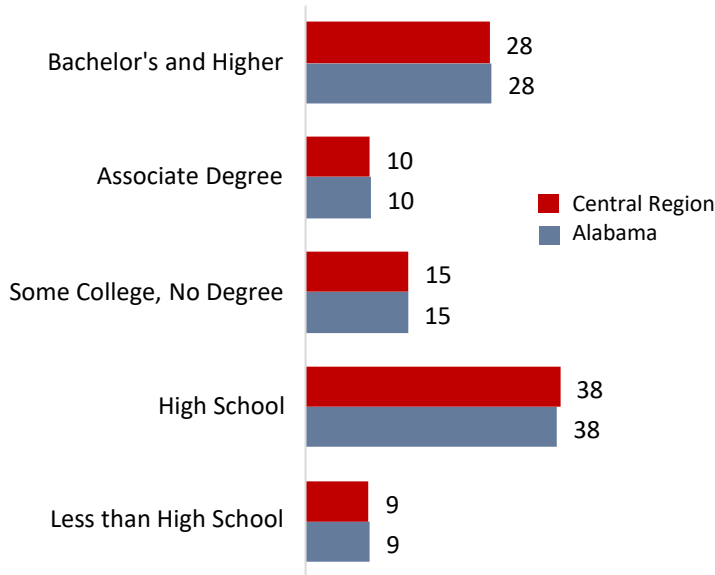
REGION 5: CENTRAL

2024

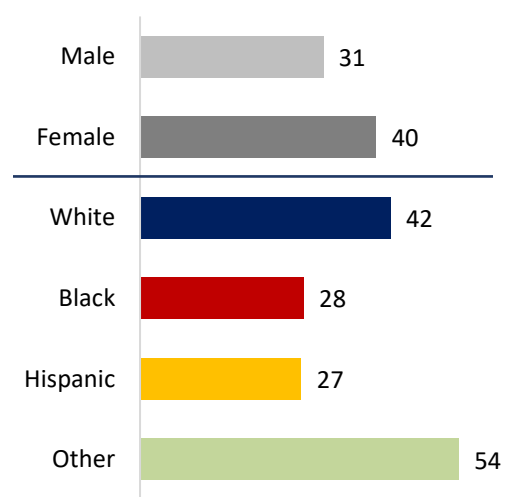
Working-Age Population Ages 25 to 64 399,282



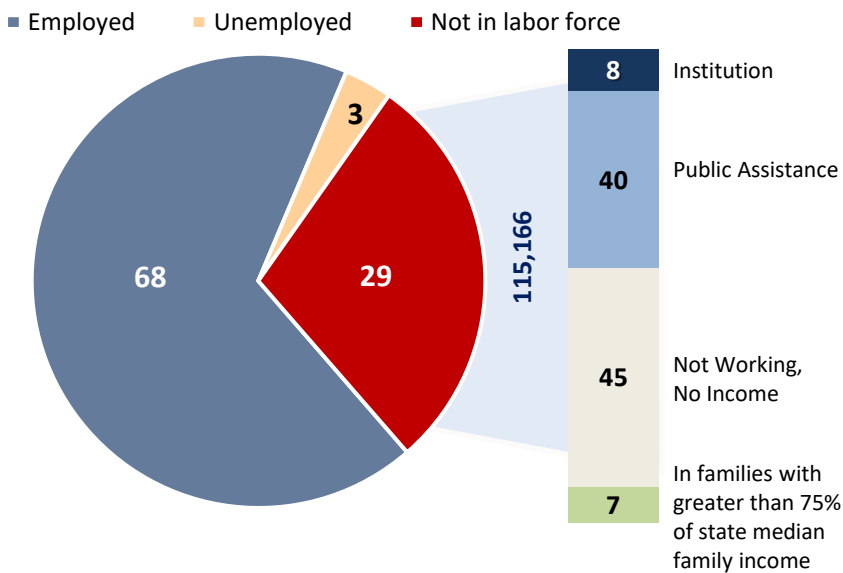
Highest Level of Education Attained (%)



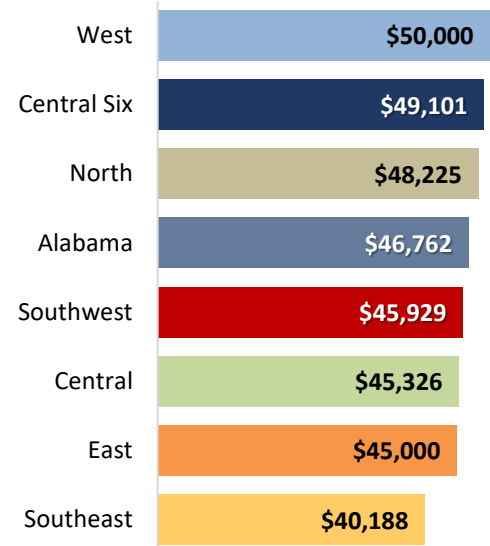
Percentage with College Degrees by Gender and Race, Ethnicity in Alabama (%)



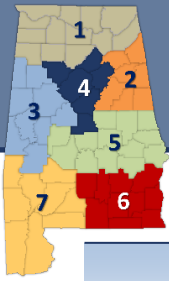
Employment and Labor Force Participation (%)



Median Annual Wages for Full-Time Workers



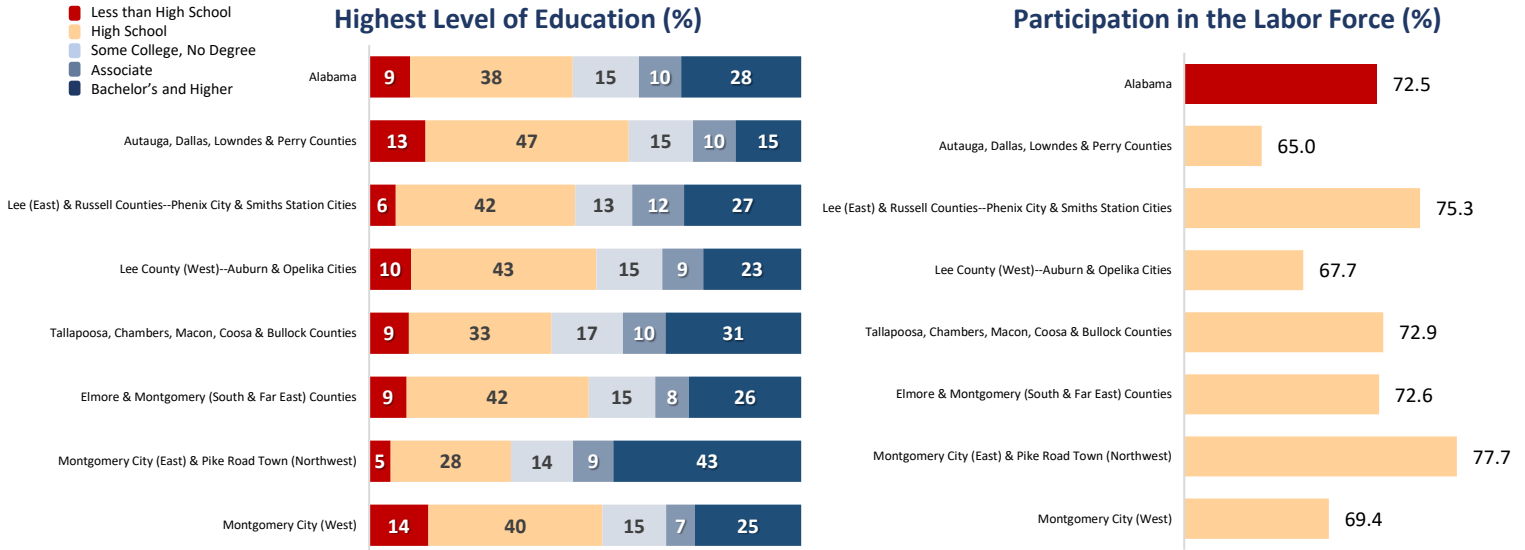
Alabama Regional Workforce Profiles



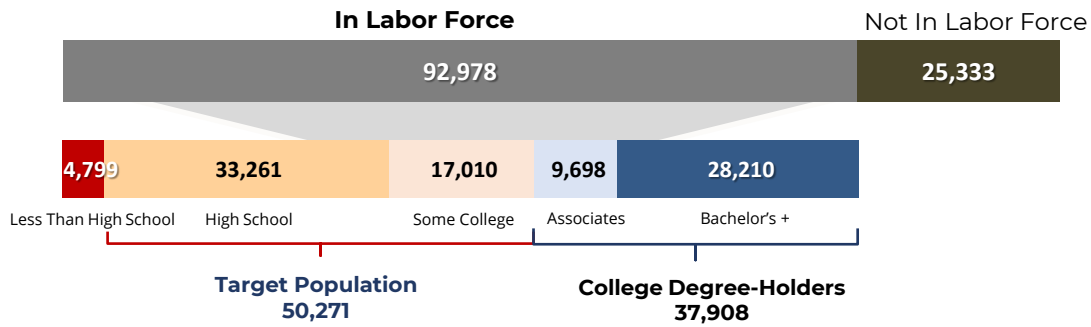
REGION 5: CENTRAL

2024

Working-Age Population Ages 25 to 64 339,282



Focus on Early Career Adults: Ages 25 to 34 118,311



Percentages (%) of Target Population* Compared to College Degree Holders

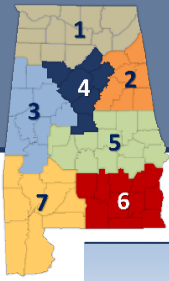
Target Population (light blue) | College Degree-Holders (dark blue)

Workforce Region	Living in Families with Family Incomes Above the State Median		Earning More than the State Median Wage for 25 to 34 Year Olds		Representation by Race, Ethnicity (%)							
	White	Black	White	Black	White	Black	Hispanic	Other	White	Black	Hispanic	Other
North	46	70	37	67	70	20	7	3	76	13	4	7
East	47	63	39	61	69	24	5	2	81	12	2	5
West	48	68	41	65	64	26	6	4	71	21	3	5
Central Six	44	67	36	65	47	46	4	3	68	24	3	5
Central	46	61	31	56	44	49	4	3	59	31	3	8
Southeast	41	64	30	57	58	33	4	5	68	22	4	6
Southwest	49	63	37	63	56	35	4	5	68	22	3	7
Alabama	46	66	36	63	57	35	5	3	69	21	3	6

* Target Population: Working Adults Ages 25 to 34 Who Have Completed High School or Some College but No College Degree



Alabama Regional Workforce Profiles



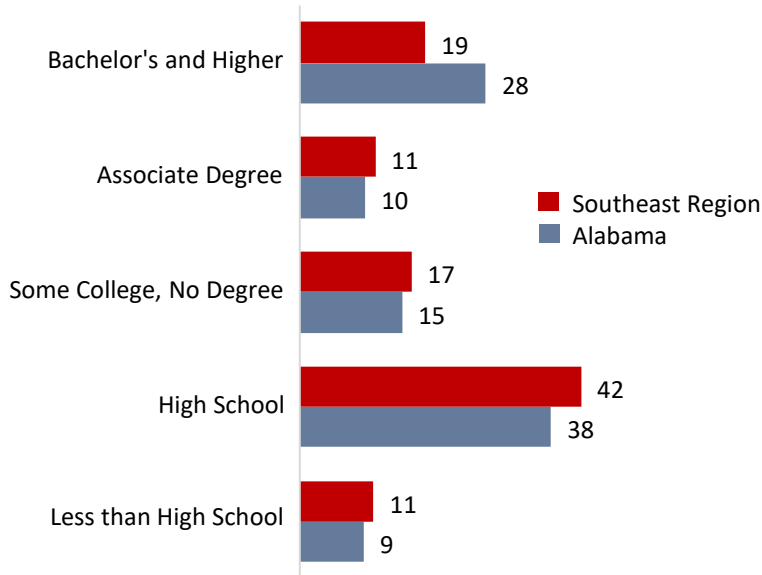
REGION 6: SOUTHEAST

2024

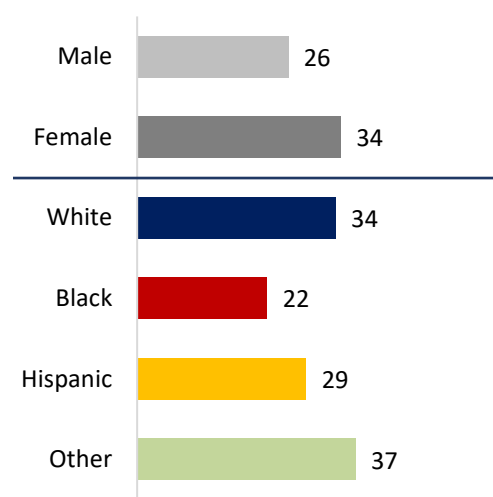
Working-Age Population Ages 25 to 64 226,393



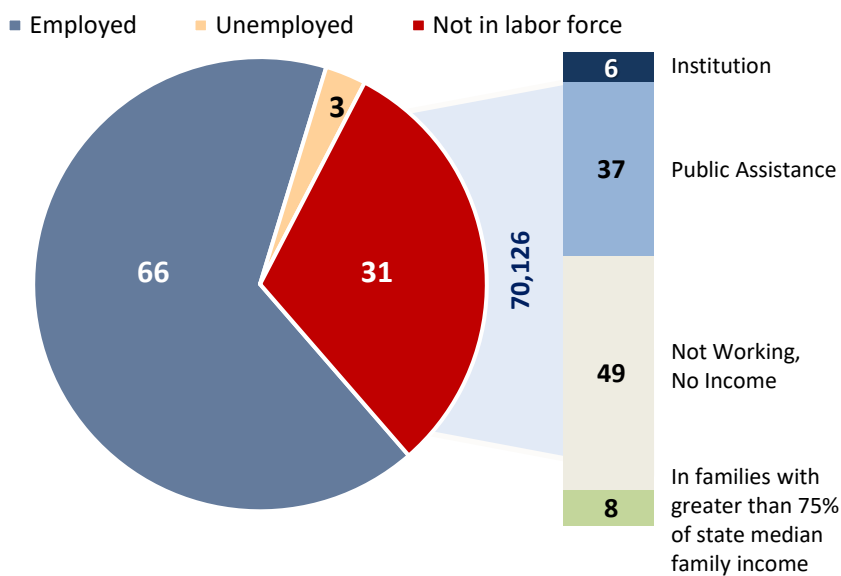
Highest Level of Education Attained (%)



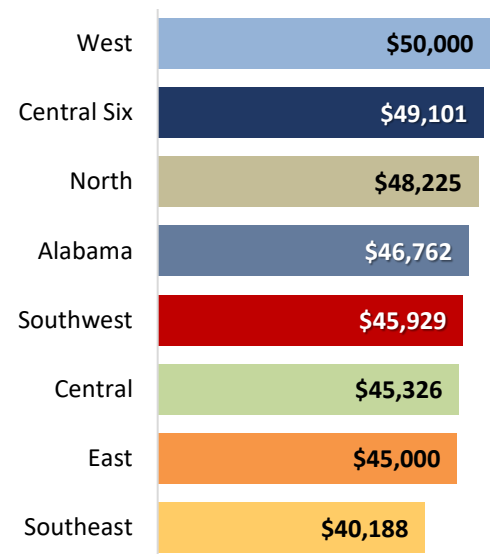
Percentage with College Degrees by Gender and Race, Ethnicity in Alabama (%)



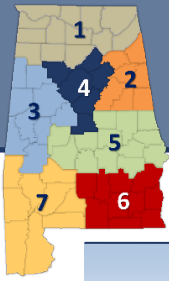
Employment and Labor Force Participation (%)



Median Annual Wages for Full-Time Workers



Alabama Regional Workforce Profiles



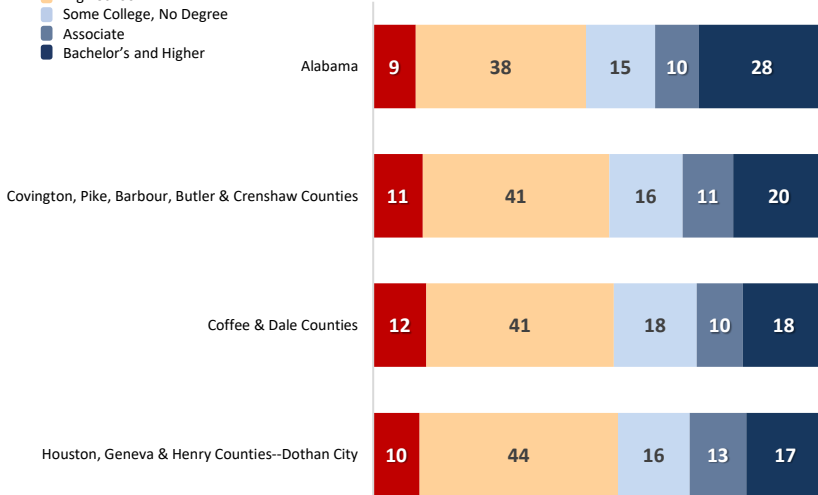
REGION 6: SOUTHEAST

2024

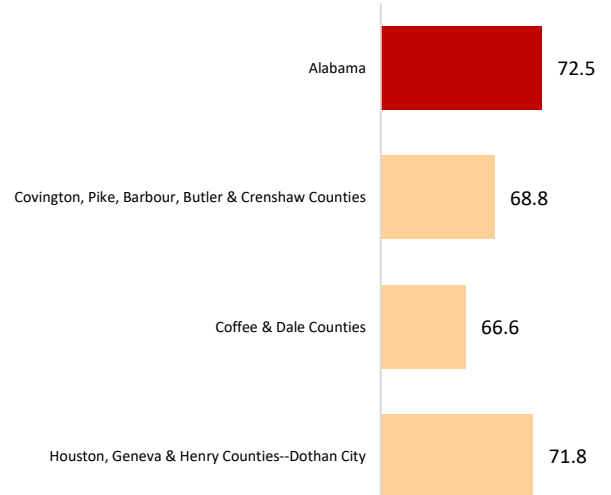
Working-Age Population Ages 25 to 64 226,393

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

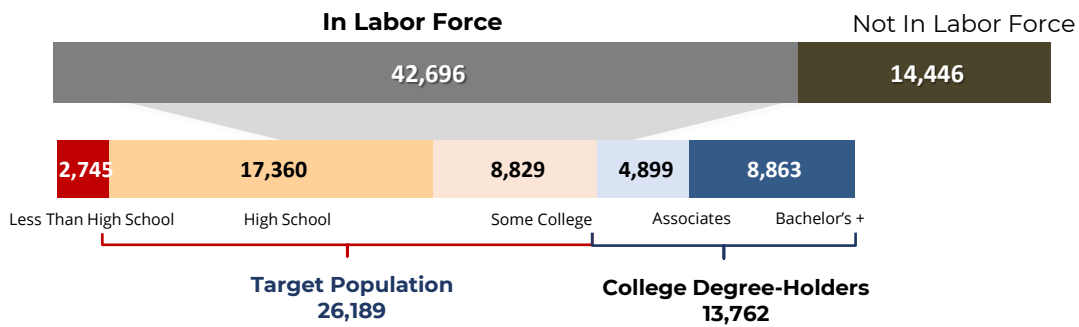
Highest Level of Education (%)



Participation in the Labor Force (%)



Focus on Early Career Adults: Ages 25 to 34 57,142



Percentages (%) of Target Population* Compared to College Degree Holders

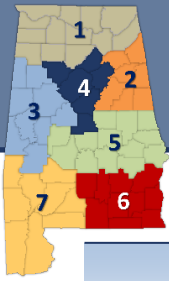
Target Population (light blue) College Degree-Holders (dark blue)

Workforce Region	Living in Families with Family Incomes Above the State Median		Earning More than the State Median Wage for 25 to 34 Year Olds		Representation by Race, Ethnicity (%)							
	White	Black	White	Black	White	Black	Hispanic	Other	White	Black	Hispanic	Other
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Alabama	46	66	36	63	57	35	5	3	69	21	3	6

* Target Population: Working Adults Ages 25 to 34 Who Have Completed High School or Some College but No College Degree



Alabama Regional Workforce Profiles



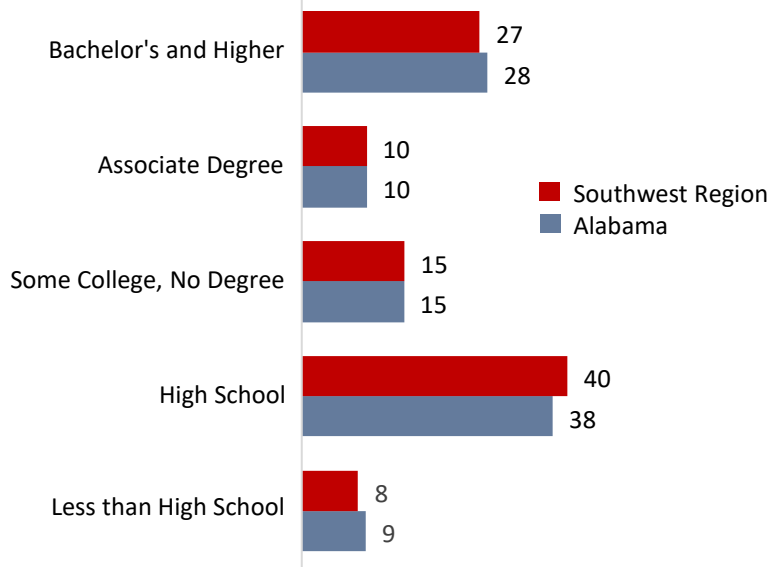
REGION 7: SOUTHWEST

2024

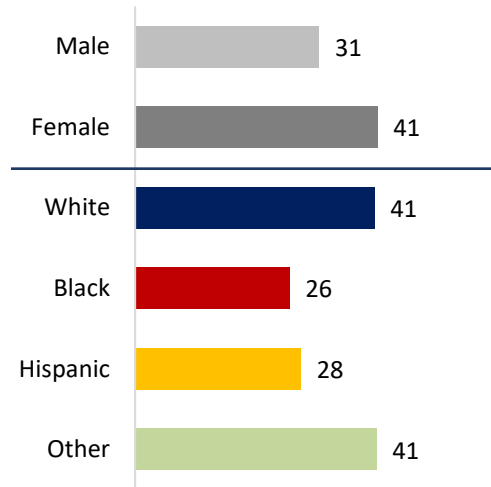
Working-Age Population Ages 25 to 64 341,691



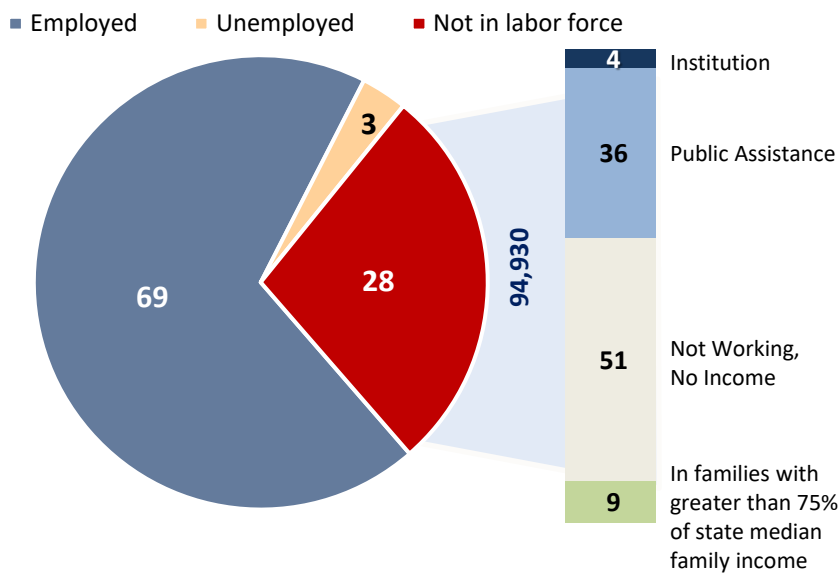
Highest Level of Education Attained (%)



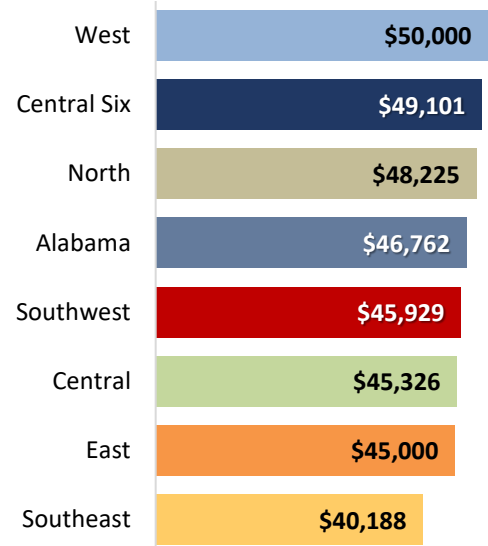
Percentage with College Degrees by Gender and Race, Ethnicity in Alabama (%)



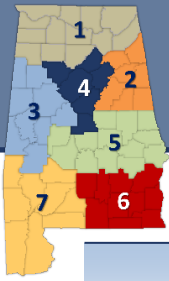
Employment and Labor Force Participation (%)



Median Annual Wages for Full-Time Workers



Alabama Regional Workforce Profiles



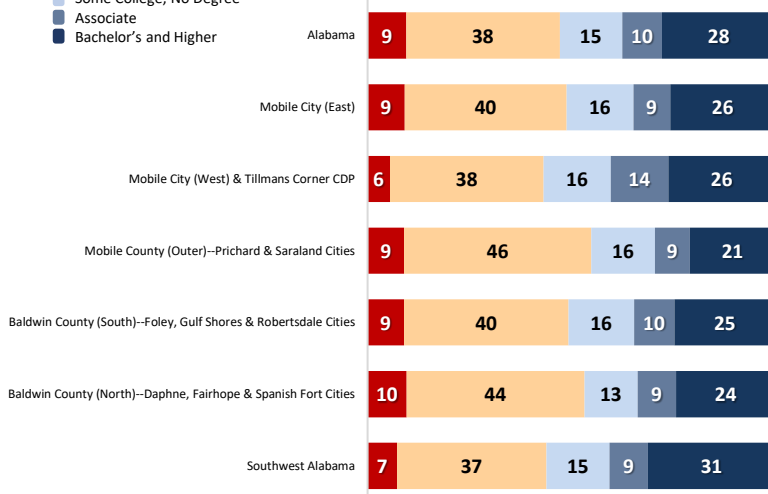
REGION 7: SOUTHWEST

2024

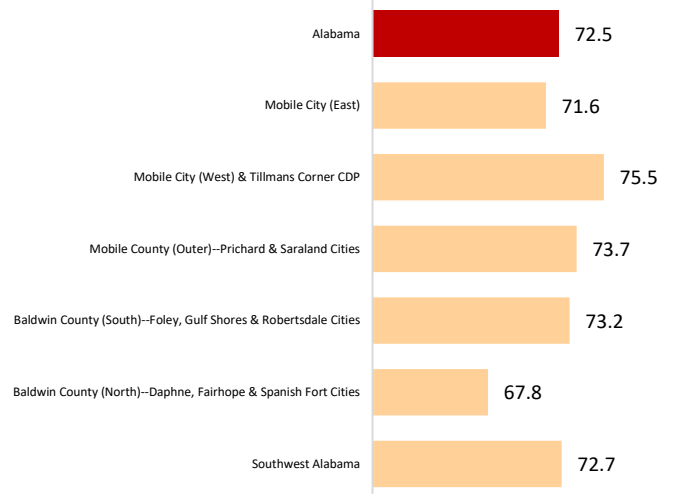
Working-Age Population Ages 25 to 64 341,691

- Less than High School
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- Associate
- Bachelor's and Higher

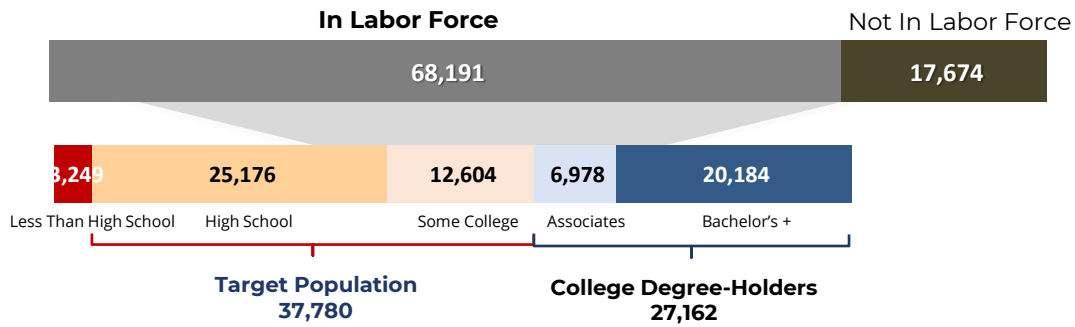
Highest Level of Education (%)



Participation in the Labor Force (%)



Focus on Early Career Adults: Ages 25 to 34 85,865



Percentages (%) of Target Population* Compared to College Degree Holders

Target Population (light blue) | College Degree-Holders (dark blue)

Workforce Region	Living in Families with Family Incomes Above the State Median		Earning More than the State Median Wage for 25 to 34 Year Olds		Representation by Race, Ethnicity (%)							
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* Target Population: Working Adults Ages 25 to 34 Who Have Completed High School or Some College but No College Degree



Public Use Microdata Areas

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.

Data Sources

U.S. Census Bureau: 2022 American Community Survey
Public Use Microdata Sample (5-Year sample)

IPUMS USA

Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rodgers, and Megan Schouweiler. IPUMS USA: Version 15.0 [dataset]. Minneapolis, MN: IPUMS, 2024, <https://doi.org/10.18128/D010.V15.0>

AlabamaWorks!

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

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