

Region 1 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Agriculture	Pest Control Workers	680	110	\$35,959	4	4	4
	Environmental Engineers	230	20	\$83,462	7	6	6
	Tree Trimmers & Pruners	200	30	\$40,061	3	3	4
	Agricultural Equipment Operators	690	120	\$29,105	4	4	4
	Refuse & Recyclable Material Collectors	490	70	\$30,376	3	3	3
	Farm Equipment Mechanics & Service Technicians	280	30	\$44,124	3	3	4
Architecture & Construction	Construction Managers	1,770	160	\$93,639	5	6	5
	Civil Engineers	1,540	120	\$98,026	6	6	6
	Supervisors of Construction Trades & Extraction Workers	2,980	300	\$61,200	4	5	4
	Electricians	3,020	330	\$46,079	4	5	5
	Construction Laborers	4,680	490	\$29,887	3	4	4
	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	1,550	155	\$43,567	4	4	4
	Cost Estimators	540	50	\$60,879	5	4	4
	Carpenters	2,520	245	\$37,418	4	4	4
	Landscaping & Groundskeeping Workers	3,780	530	\$28,564	3	3	4
	Plumbers, Pipefitters, & Steamfitters	1,920	195	\$47,057	4	4	4
	Operating Engineers & Other Construction Equipment Operators	2,100	230	\$37,998	3	4	4
	Supervisors of Landscaping, Lawn Service, & Groundskeeping Workers	780	85	\$39,563	5	5	4
	Sheet Metal Workers	540	55	\$38,236	4	4	4
	Civil Engineering Technologists & Technicians	360	40	\$47,794	4	4	4
	Architectural & Civil Drafters	350	40	\$48,981	5	5	5
	Roofers	340	35	\$36,644	3	3	3
	Cement Masons & Concrete Finishers	410	40	\$37,841	5	4	4
	Helpers--Installation, Maintenance, & Repair Workers	460	65	\$29,077	4	4	4
	Millwrights	240	20	\$48,418	4	4	4
	Highway Maintenance Workers	690	80	\$30,692	3	4	3
	Surveyors	180	15	\$49,364	5	5	5
	Structural Iron & Steel Workers	290	35	\$37,821	3	3	3
	Paving, Surfacing, & Tamping Equipment Operators	190	25	\$37,330	3	4	4
	Crane & Tower Operators	220	25	\$42,874	3	3	3
	Glaziers	130	15	\$37,968	3	3	3
	Surveying & Mapping Technicians	210	30	\$37,680	5	4	5
	Insulation Workers, Floor, Ceiling, & Wall	220	20	\$46,303	3	3	3
	Brickmasons & Blockmasons	130	15	\$46,559	4	3	4
	Drywall & Ceiling Tile Installers	190	15	\$36,606	4	4	4
	Tile & Stone Setters	150	15	\$36,153	4	4	4

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

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Arts, AV Tech & Communications	Telecommunications Equipment Installers & Repairers, Except Line Installers	630	80	\$60,797	4	4	4
	Technical Writers	380	35	\$77,026	3	5	4
	Telecommunications Line Installers & Repairers	470	50	\$50,159	3	4	4
	Photographers	380	35	\$38,551	3	4	4
	Audio & Video Technicians	220	20	\$38,530	3	5	4
Business Management & Administration	General & Operations Managers	8,940	845	\$99,237	5	5	5
	Management Analysts	2,650	285	\$100,032	4	4	4
	Human Resources Specialists	2,160	230	\$60,736	4	4	4
	Industrial Production Managers	970	85	\$105,802	4	4	4
	Computer & Information Systems Managers	1,720	160	\$131,765	5	5	5
	Training & Development Specialists	910	95	\$64,497	4	5	4
	Operations Research Analysts	360	30	\$122,512	7	7	7
	Purchasing Managers	540	50	\$125,547	5	4	4
	Stockers & Order Fillers	8,380	1,570	\$28,562	3	3	3
	Human Resources Managers	440	40	\$100,703	5	5	4
	Project Management Specialists	330	30	\$102,433	4	5	4
	Facilities Managers	170	15	\$108,506	5	5	4
	Meeting, Convention, & Event Planners	210	25	\$46,880	4	4	4
Education & Training	Postsecondary Teachers	2,790	265	\$63,737	5	7	6
	Elementary School Teachers, Except Special Education	5,170	395	\$57,550	4	6	5
	Educational, Guidance, & Career Counselors & Advisors	830	75	\$60,308	4	4	4
	Middle School Teachers, Except Special & Career/Technical Education	2,370	185	\$59,572	4	6	5
	Secondary School Teachers, Except Special & Career/Technical Education	4,130	300	\$58,444	4	6	5
	Education Administrators, Postsecondary	440	35	\$81,126	5	5	5
	Education Administrators, Kindergarten through Secondary	960	75	\$79,216	5	5	5
	Coaches & Scouts	550	75	\$35,055	4	4	4
	Librarians & Media Collections Specialists	530	55	\$60,130	4	5	4
	Instructional Coordinators	180	20	\$63,793	3	6	4
	Kindergarten Teachers, Except Special Education	220	25	\$60,408	4	6	5
	Special Education Teachers, Kindergarten & Elementary School	250	20	\$56,919	4	6	5
	Special Education Teachers, Secondary School	160	15	\$60,040	4	6	5
Finance	Accountants & Auditors	5,110	475	\$62,513	5	4	5
	Financial Managers	1,200	115	\$120,232	5	5	5
	Financial & Investment Analysts	1,000	80	\$99,040	5	5	4
	Insurance Sales Agents	1,680	160	\$48,380	4	5	5
	Loan Officers	1,310	110	\$57,620	4	5	4

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Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
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Finance	Personal Financial Advisors	660	55	\$96,358	4	4	4
	Budget Analysts	560	45	\$98,774	5	4	5
	Securities, Commodities, & Financial Services Sales Agents	540	50	\$48,472	4	4	4
	Loan Interviewers & Clerks	680	65	\$35,327	3	4	4
	Insurance Claims & Policy Processing Clerks	490	55	\$31,383	3	4	4
	Tax Preparers	290	35	\$28,316	4	4	4
Government & Public Administration	Occupational Health & Safety Specialists	420	50	\$75,203	3	4	4
	Compliance Officers	540	45	\$63,041	3	4	4
	Eligibility Interviewers, Government Programs	310	35	\$43,337	4	5	4
	Court, Municipal, & License Clerks	510	60	\$32,269	3	4	4
	Tax Examiners & Collectors, & Revenue Agents	200	20	\$47,300	4	4	4
	Property Appraisers & Assessors	200	15	\$42,071	5	5	5
Health Science	Registered Nurses	9,970	675	\$59,664	5	5	4
	Medical & Health Services Managers	1,600	200	\$78,947	4	4	4
	Nurse Practitioners	1,150	130	\$99,502	6	5	4
	Licensed Practical & Licensed Vocational Nurses	2,230	210	\$39,312	4	4	4
	Pharmacists	1,200	50	\$126,948	6	7	7
	Medical Secretaries & Administrative Assistants	1,140	150	\$37,167	3	5	4
	Physical Therapists	510	40	\$94,016	4	6	5
	Medical Assistants	2,350	385	\$29,965	4	4	4
	Physical Therapist Assistants	380	80	\$61,040	4	4	4
	Pharmacy Technicians	1,900	200	\$30,530	4	4	4
	Speech-Language Pathologists	470	45	\$61,537	4	6	5
	Dental Assistants	970	145	\$35,773	3	4	4
	Phlebotomists	660	110	\$29,903	3	4	4
	Medical Records Specialists	650	55	\$36,928	4	4	4
	Occupational Therapists	290	25	\$84,652	4	6	5
	Radiologic Technologists & Technicians	860	50	\$47,304	3	4	4
	Nurse Anesthetists	270	15	\$165,605	5	5	4
	Veterinarians	340	15	\$99,622	6	7	7
	Dental Hygienists	740	50	\$48,919	3	4	4
	Cardiovascular Technologists & Technicians	370	25	\$47,304	5	5	5
	Occupational Therapy Assistants	80	20	\$61,444	4	4	4
	Respiratory Therapists	500	35	\$48,387	5	6	5
	Clinical Laboratory Technologists & Technicians	1,020	80	\$38,900	5	5	5
	Medical Scientists, Except Epidemiologists	220	15	\$63,016	7	7	7
	Surgical Technologists	500	40	\$44,390	3	5	4
	Veterinary Assistants & Laboratory Animal Caretakers	370	80	\$28,084	4	4	3
Diagnostic Medical Sonographers	240	15	\$59,664	3	4	4	

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Health Science	Ophthalmic Medical Technicians	270	35	\$36,095	3	4	4
	Veterinary Technologists & Technicians	370	45	\$28,981	3	4	3
	Psychiatric Technicians	280	30	\$29,161	3	4	4
	Orderlies	200	30	\$29,983	4	3	3
	Medical Equipment Preparers	160	25	\$28,693	3	4	4
	Opticians, Dispensing	210	20	\$29,354	3	4	4
Hospitality & Tourism	Food Service Managers	1,110	140	\$53,506	3	4	4
	Supervisors of Food Preparation & Serving Workers	4,650	795	\$30,147	4	5	4
	Supervisors of Housekeeping & Janitorial Workers	830	100	\$38,177	4	4	4
	Chefs & Head Cooks	140	20	\$62,350	3	4	4
	Animal Trainers	80	15	\$29,477	3	4	4
Human Services	Exercise Trainers & Group Fitness Instructors	900	180	\$36,057	4	4	4
	Social & Community Service Managers	450	45	\$59,527	4	5	4
	Child, Family, & School Social Workers	820	80	\$42,280	4	4	4
	Healthcare Social Workers	500	55	\$48,796	4	4	4
	Social & Human Service Assistants	590	80	\$29,562	4	4	4
	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	610	80	\$38,517	3	5	4
	Supervisors of Personal Service Workers	390	50	\$35,224	4	4	4
	Supervisors of Entertainment & Recreation Workers, Except Gambling Services	340	40	\$37,188	4	4	4
	Massage Therapists	320	50	\$29,007	3	4	4
	Morticians, Undertakers, & Funeral Arrangers	130	20	\$45,057	5	6	5
	Skincare Specialists	170	25	\$31,118	3	3	4
	Mental Health & Substance Abuse Social Workers	120	15	\$38,429	4	4	4
	Rehabilitation Counselors	150	15	\$38,292	3	5	4
	Manicurists & Pedicurists	230	35	\$26,995	3	3	3
	Funeral Attendants	130	20	\$28,084	3	3	3
	Information Technology	Software Developers	7,490	740	\$102,566	4	4
Computer Systems Analysts		2,400	195	\$102,092	5	4	4
Information Security Analysts		1,300	145	\$99,043	5	6	6
Software Quality Assurance Analysts & Testers		800	80	\$94,981	4	4	4
Network & Computer Systems Administrators		1,520	110	\$78,301	5	5	4
Computer Network Architects		1,170	80	\$122,319	4	5	5
Computer User Support Specialists		1,910	170	\$47,905	4	4	4
Database Administrators		510	40	\$78,802	5	4	5
Web Developers		210	25	\$61,037	5	5	6
Computer Network Support Specialists		290	25	\$62,073	5	5	4
Law	Lawyers	1,370	70	\$103,747	5	7	5

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					Applied Math	Workplace Documents	Graphic Literacy
Law, Public Safety, Corrections & Security	Police & Sheriff's Patrol Officers	2,540	225	\$47,207	3	4	4
	Detectives & Criminal Investigators	290	25	\$64,513	3	4	4
	Firefighters	1,090	95	\$48,152	4	4	4
	Paralegals & Legal Assistants	500	65	\$42,280	3	6	3
	Public Safety Telecommunicators	510	60	\$37,184	3	4	4
	Paramedics	420	30	\$36,625	3	5	4
	Emergency Medical Technicians	470	45	\$27,064	3	5	4
	Supervisors of Police & Detectives	280	20	\$65,749	4	5	5
	Probation Officers & Correctional Treatment Specialists	220	20	\$47,794	3	4	4
Manufacturing	Supervisors of Production & Operating Workers	4,580	575	\$60,739	4	4	4
	Supervisors of Mechanics, Installers, & Repairers	2,280	225	\$62,348	4	5	5
	Maintenance & Repair Workers, General	3,950	390	\$37,079	4	4	4
	Electrical & Electronics Engineering Technologists & Technicians	1,020	110	\$59,809	4	5	5
	Machinists	1,920	245	\$47,444	4	4	4
	Production, Planning, & Expediting Clerks	900	115	\$47,629	4	4	4
	Industrial Machinery Mechanics	4,040	515	\$48,254	4	4	4
	Inspectors, Testers, Sorters, Samplers, & Weighers	4,200	555	\$30,148	3	4	4
	Miscellaneous Assemblers & Fabricators	12,670	1,600	\$34,051	3	3	3
	Welders, Cutters, Solderers, & Brazers	2,900	370	\$37,879	3	3	4
	Industrial Engineering Technologists & Technicians	340	40	\$55,676	4	4	4
	Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic	2,350	250	\$36,453	3	3	4
	Computer Numerically Controlled Tool Operators	990	105	\$38,053	4	4	4
	Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	1,730	210	\$29,822	3	3	4
	Aerospace Engineering & Operations Technologists & Technicians	770	85	\$62,406	4	4	4
	Chemical Equipment Operators & Tenders	740	75	\$60,229	4	4	4
	Mechanical Engineering Technologists & Technicians	600	60	\$47,104	4	5	5
	Coating, Painting, & Spraying Machine Setters, Operators, & Tenders	1,350	190	\$37,624	3	3	4
	Engine & Other Machine Assemblers	*	125	\$59,722	3	3	4
	Security & Fire Alarm Systems Installers	240	25	\$48,421	4	4	4
	Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic	2,060	220	\$36,709	3	3	4
	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	600	65	\$37,272	3	3	4
	Butchers & Meat Cutters	470	60	\$29,553	4	4	4
	Tool & Die Makers	310	40	\$48,959	4	4	4

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Manufacturing	Chemical Technicians	370	50	\$47,864	4	5	4
	Packaging & Filling Machine Operators & Tenders	780	90	\$29,015	3	3	4
	Mixing & Blending Machine Setters, Operators, & Tenders	520	65	\$37,266	3	4	4
	Machine Feeders & Offbearers	750	140	\$31,147	3	4	4
	Extruding & Forming Machine Setters, Operators, & Tenders, Synthetic & Glass Fibers	200	25	\$59,182	3	4	4
	Multiple Machine Tool Setters, Operators, & Tenders, Metal & Plastic	990	125	\$37,373	3	4	4
	Medical Equipment Repairers	110	15	\$59,570	4	5	4
	Cabinetmakers & Bench Carpenters	780	95	\$29,625	4	4	4
	Welding, Soldering, & Brazing Machine Setters, Operators, & Tenders	430	80	\$37,879	3	4	4
	Computer Numerically Controlled Tool Programmers	120	20	\$49,394	4	4	4
	Chemical Plant & System Operators	*	20	\$76,668	4	4	4
	Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, & Tenders, Metal & Plastic	410	55	\$35,987	3	3	4
	Weighers, Measurers, Checkers, & Samplers, Recordkeeping	120	15	\$37,194	3	3	4
	Cutting & Slicing Machine Setters, Operators, & Tenders	450	60	\$34,000	3	3	4
	Woodworking Machine Setters, Operators, & Tenders, Except Sawing	780	85	\$29,209	4	3	3
	Electrical & Electronics Repairers, Commercial & Industrial Equipment	270	30	\$48,419	4	5	4
	Extruding, Forming, Pressing, & Compacting Machine Setters, Operators, & Tenders	410	40	\$36,542	3	3	4
	Sawing Machine Setters, Operators, & Tenders, Wood	570	65	\$29,702	3	3	3
	Molders, Shapers, & Casters, Except Metal & Plastic	170	25	\$33,213	3	3	4
	Cleaning, Washing, & Metal Pickling Equipment Operators & Tenders	110	15	\$29,573	3	3	3
Marketing	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	4,730	520	\$57,782	5	5	4
	Sales Managers	810	75	\$106,474	4	5	5
	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	2,650	310	\$58,078	5	5	4
	Marketing Managers	470	45	\$127,142	7	5	5
	Market Research Analysts & Marketing Specialists	1,620	200	\$49,499	4	4	4
	Real Estate Sales Agents	1,260	115	\$47,778	4	5	4
	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	560	65	\$74,150	4	4	4
	Public Relations Specialists	580	55	\$61,521	4	5	4
	Merchandise Displayers & Window Trimmers	540	70	\$30,139	3	4	4
	Counter & Rental Clerks	1,140	140	\$28,136	4	3	4

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Mktg	Parts Salespersons	1,120	145	\$28,923	3	3	4
	Sales Engineers	170	20	\$98,598	6	4	4
Science, Technology, Engineering & Mathematics	Aerospace Engineers	3,690	260	\$123,802	7	6	7
	Mechanical Engineers	2,870	210	\$99,040	6	6	6
	Electrical Engineers	2,050	140	\$101,780	7	6	6
	Architectural & Engineering Managers	1,470	115	\$151,439	7	7	5
	Industrial Engineers	3,070	270	\$97,086	5	6	6
	Electronics Engineers, Except Computer	1,380	90	\$123,802	7	6	6
	Computer Hardware Engineers	740	45	\$123,802	7	6	6
	Health & Safety Engineers, Except Mining Safety Engineers & Inspectors	310	20	\$114,275	4	4	6
	Materials Engineers	440	35	\$101,780	6	6	6
	Computer & Information Research Scientists	170	15	\$123,802	7	5	4
	Chemical Engineers	190	15	\$99,040	7	6	7
	Environmental Scientists & Specialists, Including Health	150	15	\$69,004	5	7	7
	Data Scientists	300	30	\$99,044	7	7	6
Transportation, Distribution & Logistics	Logisticians	3,830	440	\$98,405	5	5	5
	Heavy & Tractor-Trailer Truck Drivers	8,030	1,030	\$42,480	3	4	4
	Laborers & Freight, Stock, & Material Movers, Hand	12,270	1,900	\$29,520	3	3	4
	Light Truck Drivers	3,760	465	\$31,002	3	3	3
	Industrial Truck & Tractor Operators	2,790	360	\$36,632	3	3	3
	Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors	2,050	260	\$49,280	4	4	4
	Transportation, Storage, & Distribution Managers	290	30	\$97,740	4	4	4
	Bus & Truck Mechanics & Diesel Engine Specialists	1,170	115	\$46,657	3	4	4
	Aircraft Mechanics & Service Technicians	480	55	\$61,907	4	5	5
	Billing & Posting Clerks	830	100	\$36,751	4	4	4
	Commercial Pilots	340	50	\$101,727	5	6	6
	Mobile Heavy Equipment Mechanics, Except Engines	590	60	\$47,948	3	3	3
	Avionics Technicians	130	15	*	4	4	5
	Dispatchers, Except Police, Fire, & Ambulance	480	50	\$37,255	3	4	4
	Cargo & Freight Agents	130	15	\$48,040	3	4	4
	Tire Repairers & Changers	450	50	\$27,496	3	3	4
	Aircraft Service Attendants	100	15	*	3	3	3
	Shuttle Drivers & Chauffeurs	450	65	\$27,309	3	4	3
Bus Drivers, Transit & Intercity	160	20	\$27,796	3	4	3	

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Region 2 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Ag	Pest Control Workers	*	20	\$30,635	4	4	4
	Agricultural Equipment Operators	190	30	*	4	4	4
Architecture & Construction	Construction Laborers	1,370	140	\$33,538	3	4	4
	Electricians	530	60	\$46,104	4	5	5
	Electrical Power-Line Installers & Repairers	180	15	\$76,705	4	4	4
	Construction Managers	300	25	\$89,004	5	6	5
	Supervisors of Construction Trades & Extraction Workers	660	65	\$57,995	4	5	4
	Operating Engineers & Other Construction Equipment Operators	640	70	\$36,988	3	4	4
	Landscaping & Groundskeeping Workers	900	125	\$24,725	3	3	4
	Plumbers, Pipefitters, & Steamfitters	380	40	\$43,371	4	4	4
	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	300	30	\$37,034	4	4	4
	Painters, Construction & Maintenance	240	20	\$49,962	3	4	4
	Carpenters	430	45	\$36,119	4	4	4
	Supervisors of Landscaping, Lawn Service, & Groundskeeping Workers	160	20	\$43,871	5	5	4
	Highway Maintenance Workers	250	30	\$29,032	3	4	3
	Helpers--Installation, Maintenance, & Repair Workers	120	15	\$27,941	4	4	4
Arts	Telecommunications Equipment Installers & Repairers, Except Line Installers	160	20	\$60,543	4	4	4
Business Mgmt & Administration	General & Operations Managers	1,930	175	\$77,188	5	5	5
	Human Resources Specialists	410	40	\$55,254	4	4	4
	Industrial Production Managers	270	25	\$99,635	4	4	4
	Stockers & Order Fillers	1,940	375	\$24,178	3	3	3
	Management Analysts	200	20	\$74,720	4	4	4
	Postal Service Mail Carriers	460	40	\$49,826	3	4	4
Education & Training	Postsecondary Teachers	840	75	\$63,904	5	7	6
	Elementary School Teachers, Except Special Education	1,870	150	\$48,648	4	6	5
	Secondary School Teachers, Except Special & Career/Technical Education	1,190	90	\$56,631	4	6	5
	Educational, Guidance, & Career Counselors & Advisors	250	25	\$59,696	4	4	4
	Middle School Teachers, Except Special & Career/Technical Education	820	65	\$49,447	4	6	5
	Education Administrators, Kindergarten through Secondary	360	30	\$77,677	5	5	5
	Librarians & Media Collections Specialists	180	20	\$59,257	4	5	4
	Kindergarten Teachers, Except Special Education	110	15	\$55,703	4	6	5
Fin	Accountants & Auditors	850	80	\$58,810	5	4	5
	Financial Managers	190	15	\$98,555	5	5	5

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 2 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Finance	Insurance Sales Agents	350	30	\$38,368	4	5	5
	Loan Officers	300	25	\$48,561	4	5	4
	Securities, Commodities, & Financial Services Sales Agents	130	15	\$43,178	4	4	4
Gov & Public Admin	Occupational Health & Safety Specialists	120	15	\$75,608	3	4	4
	Compliance Officers	160	15	\$58,760	3	4	4
	Eligibility Interviewers, Government Programs	140	15	\$42,280	4	5	4
	Court, Municipal, & License Clerks	160	20	\$29,743	3	4	4
Health Science	Registered Nurses	2,720	190	\$59,469	5	5	4
	Medical & Health Services Managers	500	60	\$75,837	4	4	4
	Licensed Practical & Licensed Vocational Nurses	910	85	\$42,843	4	4	4
	Physical Therapist Assistants	170	30	\$59,332	4	4	4
	Nurse Practitioners	230	25	\$98,983	6	5	4
	Pharmacists	320	15	\$123,533	6	7	7
	Medical Assistants	760	120	\$28,889	4	4	4
	Medical Secretaries & Administrative Assistants	360	45	\$34,465	3	5	4
	Pharmacy Technicians	530	60	\$29,146	4	4	4
	Speech-Language Pathologists	150	15	\$60,893	4	6	5
	Occupational Therapy Assistants	70	15	\$62,506	4	4	4
	Respiratory Therapists	200	15	\$47,711	5	6	5
	Clinical Laboratory Technologists & Technicians	360	30	\$36,556	5	5	5
	Phlebotomists	100	20	\$28,281	3	4	4
	Dental Assistants	220	35	\$34,467	3	4	4
Radiologic Technologists & Technicians	220	15	\$47,232	3	4	4	
Hosp	Supervisors of Housekeeping & Janitorial Workers	190	25	\$31,216	4	4	4
Human Services	Child, Family, & School Social Workers	290	35	\$41,267	4	4	4
	Social & Human Service Assistants	200	25	\$28,821	4	4	4
	Social & Community Service Managers	140	15	\$59,062	4	5	4
	Healthcare Social Workers	150	15	\$47,782	4	4	4
	Exercise Trainers & Group Fitness Instructors	140	25	\$34,516	4	4	4
	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	160	20	\$38,337	3	5	4
IT	Computer User Support Specialists	190	15	\$46,151	4	4	4
Law, Public Safety, Corrections	Police & Sheriff's Patrol Officers	860	80	\$40,696	3	4	4
	Firefighters	500	45	\$39,552	4	4	4
	Lawyers	270	15	\$81,066	5	7	5
	Correctional Officers & Jailers	420	40	\$33,072	3	4	3
	Paralegals & Legal Assistants	120	15	\$36,652	3	6	3
	Public Safety Telecommunicators	140	15	\$30,106	3	4	4

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 2 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Manufacturing	Supervisors of Production & Operating Workers	1,690	195	\$60,043	4	4	4
	Supervisors of Mechanics, Installers, & Repairers	640	65	\$60,613	4	5	5
	Miscellaneous Assemblers & Fabricators	5,340	650	\$42,993	3	3	3
	Maintenance & Repair Workers, General	1,030	100	\$35,852	4	4	4
	Inspectors, Testers, Sorters, Samplers, & Weighers	1,150	140	\$34,519	3	4	4
	Welders, Cutters, Solderers, & Brazers	920	115	\$45,688	3	3	4
	Industrial Machinery Mechanics	1,290	150	\$47,367	4	4	4
	Machinists	660	80	\$47,819	4	4	4
	Production, Planning, & Expediting Clerks	370	45	\$46,946	4	4	4
	Computer Numerically Controlled Tool Operators	430	45	\$37,748	4	4	4
	Coating, Painting, & Spraying Machine Setters, Operators, & Tenders	550	65	\$40,101	3	3	4
	Tool & Die Makers	220	25	\$59,701	4	4	4
	Electrical & Electronics Repairers, Commercial & Industrial Equipment	240	25	\$52,458	4	5	4
	Cabinetmakers & Bench Carpenters	580	80	\$29,490	4	4	4
	Woodworking Machine Setters, Operators, & Tenders, Except Sawing	420	55	\$29,282	4	3	3
	Packaging & Filling Machine Operators & Tenders	200	25	\$28,621	3	3	4
	Welding, Soldering, & Brazing Machine Setters, Operators, & Tenders	*	20	*	3	4	4
	Machine Feeders & Offbearers	160	30	\$24,269	3	4	4
	Butchers & Meat Cutters	180	25	\$28,272	4	4	4
	Textile Knitting & Weaving Machine Setters, Operators, & Tenders	180	25	*	3	3	4
Sawing Machine Setters, Operators, & Tenders, Wood	160	20	\$29,620	3	3	3	
Marketing	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	1,030	115	\$49,311	5	5	4
	Sales Managers	150	15	\$94,691	4	5	5
	Market Research Analysts & Marketing Specialists	250	30	\$48,392	4	4	4
	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	430	50	\$44,737	5	5	4
	Merchandise Displayers & Window Trimmers	250	30	\$27,916	3	4	4
	Counter & Rental Clerks	240	30	\$27,122	4	3	4
	Parts Salespersons	380	50	\$27,694	3	3	4
STEM	Industrial Engineers	450	40	\$89,817	5	6	6
	Mechanical Engineers	380	30	\$76,925	6	6	6
Transport	Heavy & Tractor-Trailer Truck Drivers	2,320	295	\$45,408	3	4	4
	Laborers & Freight, Stock, & Material Movers, Hand	2,800	425	\$28,437	3	3	4
	Industrial Truck & Tractor Operators	750	90	\$30,982	3	3	3

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Region 2 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Transportation, Distribution & Logistics	Mobile Heavy Equipment Mechanics, Except Engines	870	90	\$51,050	3	3	3
	Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors	*	75	\$47,174	4	4	4
	Bus & Truck Mechanics & Diesel Engine Specialists	320	30	\$38,100	3	4	4
	Logisticians	190	25	\$58,926	5	5	5
	Automotive & Watercraft Service Attendants	190	30	\$27,715	3	3	3
	Billing & Posting Clerks	210	25	\$32,864	4	4	4
	Shuttle Drivers & Chauffeurs	90	15	\$26,882	3	4	3

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Region 3 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Ag	Logging Equipment Operators	470	80	\$37,478	3	3	4
	Pest Control Workers	*	20	\$36,217	4	4	4
	Agricultural Equipment Operators	150	25	*	4	4	4
Architecture & Construction	Construction Managers	540	55	\$82,641	5	6	5
	Supervisors of Construction Trades & Extraction Workers	1,010	135	\$63,006	4	5	4
	Electricians	640	80	\$48,944	4	5	5
	Construction Laborers	1,380	155	\$30,123	3	4	4
	Plumbers, Pipefitters, & Steamfitters	560	65	\$47,381	4	4	4
	Landscaping & Groundskeeping Workers	1,100	150	\$29,376	3	3	4
	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	360	35	\$48,008	4	4	4
	Operating Engineers & Other Construction Equipment Operators	760	90	\$38,236	3	4	4
	Carpenters	710	75	\$38,236	4	4	4
	Civil Engineers	240	20	\$82,270	6	6	6
	Millwrights	170	20	\$49,901	4	4	4
	Painters, Construction & Maintenance	270	25	\$37,998	3	4	4
	Supervisors of Landscaping, Lawn Service, & Groundskeeping Workers	270	30	\$46,355	5	5	4
	Continuous Mining Machine Operators	90	25	\$47,988	3	4	4
	Highway Maintenance Workers	430	55	\$29,948	3	4	3
	Civil Engineering Technologists & Technicians	140	15	\$43,337	4	4	4
	Cement Masons & Concrete Finishers	170	15	\$38,591	5	4	4
	Helpers--Installation, Maintenance, & Repair Workers	140	20	\$29,236	4	4	4
	Paving, Surfacing, & Tamping Equipment Operators	100	15	\$29,413	3	4	4
	Arts	Graphic Designers	140	15	\$48,893	4	4
Business Mgmt & Administration	General & Operations Managers	1,860	180	\$94,522	5	5	5
	Human Resources Specialists	390	40	\$60,736	4	4	4
	Stockers & Order Fillers	1,790	345	\$28,084	3	3	3
	Management Analysts	240	25	\$81,160	4	4	4
	Industrial Production Managers	210	20	\$104,694	4	4	4
Education & Training	Postsecondary Teachers	2,610	255	\$77,102	5	7	6
	Education Administrators, Postsecondary	490	40	\$94,411	5	5	5
	Middle School Teachers, Except Special & Career/Technical Education	730	55	\$58,200	4	6	5
	Educational, Guidance, & Career Counselors & Advisors	380	35	\$48,519	4	4	4
	Elementary School Teachers, Except Special Education	1,550	120	\$49,012	4	6	5
	Coaches & Scouts	270	40	\$47,575	4	4	4

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Region 3 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Education	Secondary School Teachers, Except Special & Career/Technical Education	950	70	\$57,236	4	6	5
	Education Administrators, Kindergarten through Secondary	270	20	\$82,177	5	5	5
	Librarians & Media Collections Specialists	150	15	\$60,130	4	5	4
Finance	Accountants & Auditors	1,100	105	\$61,626	5	4	5
	Financial Managers	240	25	\$102,304	5	5	5
	Insurance Sales Agents	400	55	\$48,341	4	5	5
	Loan Officers	340	30	\$59,932	4	5	4
	Securities, Commodities, & Financial Services Sales Agents	180	15	\$46,621	4	4	4
	Loan Interviewers & Clerks	160	15	\$36,556	3	4	4
Gov	Eligibility Interviewers, Government Programs	130	15	\$43,337	4	5	4
	Court, Municipal, & License Clerks	140	15	\$30,775	3	4	4
Health Science	Registered Nurses	2,930	200	\$60,501	5	5	4
	Medical & Health Services Managers	470	60	\$81,905	4	4	4
	Licensed Practical & Licensed Vocational Nurses	1,030	100	\$43,222	4	4	4
	Nurse Practitioners	270	30	\$100,035	6	5	4
	Pharmacists	370	20	\$129,739	6	7	7
	Medical Secretaries & Administrative Assistants	330	45	\$37,490	3	5	4
	Medical Assistants	510	80	\$29,987	4	4	4
	Pharmacy Technicians	540	60	\$29,786	4	4	4
	Physical Therapist Assistants	130	25	\$62,663	4	4	4
	Dental Assistants	210	30	\$36,877	3	4	4
	Radiologic Technologists & Technicians	240	15	\$47,648	3	4	4
	Medical Records Specialists	180	15	\$36,776	4	4	4
	Clinical Laboratory Technologists & Technicians	460	35	\$37,738	5	5	5
	Dental Hygienists	190	15	\$48,654	3	4	4
	Phlebotomists	90	15	\$29,893	3	4	4
Hospitality & Tourism	Food Service Managers	310	45	\$58,693	3	4	4
	Supervisors of Food Preparation & Serving Workers	1,380	250	\$29,736	4	5	4
	Cooks, Restaurant	880	195	\$27,576	3	3	4
	Supervisors of Housekeeping & Janitorial Workers	220	25	\$39,096	4	4	4
	Recreation Workers	180	40	\$28,950	3	4	4
	Bakers	90	15	\$28,891	3	3	4
Human Services	Exercise Trainers & Group Fitness Instructors	280	50	\$38,953	4	4	4
	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	210	25	\$46,939	3	5	4
	Healthcare Social Workers	190	20	\$48,730	4	4	4
	Child, Family, & School Social Workers	200	20	\$41,267	4	4	4

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Region 3 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Hmn Svc	Mental Health & Substance Abuse Social Workers	220	25	\$30,923	4	4	4
	Massage Therapists	100	15	\$30,789	3	4	4
IT	Computer User Support Specialists	400	35	\$60,326	4	4	4
	Software Developers	220	30	\$80,665	4	4	4
	Network & Computer Systems Administrators	190	15	\$76,288	5	5	4
Law, Public Safety	Police & Sheriff's Patrol Officers	890	80	\$51,985	3	4	4
	Lawyers	350	20	\$93,765	5	7	5
	Firefighters	460	40	\$51,219	4	4	4
	Public Safety Telecommunicators	190	20	\$37,204	3	4	4
	Paralegals & Legal Assistants	110	15	\$44,393	3	6	3
Manufacturing	Supervisors of Production & Operating Workers	1,610	190	\$64,069	4	4	4
	Supervisors of Mechanics, Installers, & Repairers	700	75	\$63,388	4	5	5
	Industrial Machinery Mechanics	1,320	160	\$56,958	4	4	4
	Welders, Cutters, Solderers, & Brazers	780	105	\$47,370	3	3	4
	Maintenance & Repair Workers, General	1,140	115	\$36,460	4	4	4
	Miscellaneous Assemblers & Fabricators	5,240	685	\$38,592	3	3	3
	Inspectors, Testers, Sorters, Samplers, & Weighers	1,090	135	\$36,215	3	4	4
	Production, Planning, & Expediting Clerks	150	20	\$49,795	4	4	4
	Machinists	250	30	\$47,552	4	4	4
	Coating, Painting, & Spraying Machine Setters, Operators, & Tenders	330	35	\$38,161	3	3	4
	Mixing & Blending Machine Setters, Operators, & Tenders	270	30	\$47,435	3	4	4
	Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic	910	105	\$30,630	3	3	4
	Tool & Die Makers	*	15	*	4	4	4
	Woodworking Machine Setters, Operators, & Tenders, Except Sawing	400	45	\$29,418	4	3	3
	Machine Feeders & Offbearers	200	35	\$31,147	3	4	4
	Sawing Machine Setters, Operators, & Tenders, Wood	400	55	\$29,920	3	3	3
	Computer, Automated Teller, & Office Machine Repairers	120	15	\$47,894	5	5	5
	Welding, Soldering, & Brazing Machine Setters, Operators, & Tenders	*	15	*	3	4	4
	Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	160	25	*	3	3	4
	Cutting & Slicing Machine Setters, Operators, & Tenders	120	15	\$29,692	3	3	4
	Packaging & Filling Machine Operators & Tenders	200	25	\$28,786	3	3	4
	Molders, Shapers, & Casters, Except Metal & Plastic	120	15	\$31,397	3	3	4
	Multiple Machine Tool Setters, Operators, & Tenders, Metal & Plastic	150	15	\$36,706	3	4	4

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Region 3 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Marketing	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	940	100	\$50,272	5	5	4
	Market Research Analysts & Marketing Specialists	320	35	\$49,036	4	4	4
	Real Estate Sales Agents	290	25	\$47,778	4	5	4
	Property, Real Estate, & Community Association Managers	340	30	\$47,639	4	4	4
	Parts Salespersons	290	35	\$29,524	3	3	4
STEM	Industrial Engineers	440	40	\$80,775	5	6	6
	Mechanical Engineers	290	20	\$82,498	6	6	6
Transportation, Distribution & Logistics	Heavy & Tractor-Trailer Truck Drivers	2,380	300	\$41,656	3	4	4
	Laborers & Freight, Stock, & Material Movers, Hand	2,290	360	\$29,726	3	3	4
	Logisticians	230	30	\$59,187	5	5	5
	Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors	*	55	\$49,360	4	4	4
	Industrial Truck & Tractor Operators	950	120	\$35,788	3	3	3
	Mobile Heavy Equipment Mechanics, Except Engines	320	40	\$49,001	3	3	3
	Bus & Truck Mechanics & Diesel Engine Specialists	370	35	\$43,170	3	4	4
	Captains, Mates, & Pilots of Water Vessels	110	15	\$97,691	5	4	4
	Billing & Posting Clerks	200	25	\$36,945	4	4	4
	Automotive & Watercraft Service Attendants	120	20	\$29,053	3	3	3

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Region 4 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Agriculture, Food & Natural Resources	Pest Control Workers	650	105	\$37,399	4	4	4
	Environmental Engineers	210	20	\$78,208	7	6	6
	Environmental Science & Protection Technicians, Including Health	140	15	\$75,215	5	5	4
	Refuse & Recyclable Material Collectors	560	80	\$31,147	3	3	3
	Biological Technicians	380	50	\$38,921	4	4	4
	Tree Trimmers & Pruners	140	20	*	3	3	4
	Farm Equipment Mechanics & Service Technicians	120	15	\$47,265	3	3	4
	Agricultural Equipment Operators	170	30	*	4	4	4
Architecture & Construction	Construction Managers	2,520	245	\$98,496	5	6	5
	Supervisors of Construction Trades & Extraction Workers	3,960	435	\$62,646	4	5	4
	Civil Engineers	1,310	105	\$79,094	6	6	6
	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	1,510	160	\$47,593	4	4	4
	Construction Laborers	5,350	590	\$35,975	3	4	4
	Electricians	2,990	350	\$48,106	4	5	5
	Cost Estimators	670	60	\$62,320	5	4	4
	Electrical Power-Line Installers & Repairers	710	80	\$95,148	4	4	4
	Plumbers, Pipefitters, & Steamfitters	1,900	210	\$47,833	4	4	4
	Landscaping & Groundskeeping Workers	3,920	555	\$29,838	3	3	4
	Operating Engineers & Other Construction Equipment Operators	2,180	270	\$46,594	3	4	4
	Carpenters	2,440	240	\$37,875	4	4	4
	Architects, Except Landscape & Naval	490	35	\$100,694	7	7	6
	Painters, Construction & Maintenance	980	85	\$37,858	3	4	4
	Supervisors of Landscaping, Lawn Service, & Groundskeeping Workers	970	110	\$46,993	5	5	4
	Sheet Metal Workers	720	70	\$38,236	4	4	4
	Control & Valve Installers & Repairers, Except Mechanical Door	270	25	\$61,202	3	3	4
	Roofers	440	45	\$37,671	3	3	3
	Cement Masons & Concrete Finishers	510	50	\$40,275	5	4	4
	Structural Iron & Steel Workers	490	55	\$47,041	3	3	3
	Millwrights	270	25	\$53,559	4	4	4
	Helpers--Installation, Maintenance, & Repair Workers	490	65	\$30,428	4	4	4
	Civil Engineering Technologists & Technicians	330	35	\$47,313	4	4	4
	Glaziers	190	25	\$45,764	3	3	3
	Surveyors	250	20	\$47,404	5	5	5
	Highway Maintenance Workers	550	65	\$29,600	3	4	3

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 4 Demand Occupations 2023-2024

		Occupation Title	2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
						Applied Math	Workplace Documents	Graphic Literacy
Architecture & Construction	Surveying & Mapping Technicians	210	30	\$46,521	5	4	5	
	Continuous Mining Machine Operators	210	30	\$48,422	3	4	4	
	Paving, Surfacing, & Tamping Equipment Operators	170	25	\$37,503	3	4	4	
	Brickmasons & Blockmasons	150	15	\$49,199	4	3	4	
	Helpers--Pipelayers, Plumbers, Pipefitters, & Steamfitters	330	40	\$36,360	3	3	4	
	Drywall & Ceiling Tile Installers	200	20	\$38,621	4	4	4	
	Excavating & Loading Machine & Dragline Operators, Surface Mining	120	15	\$38,844	3	4	4	
	Pipelayers	220	25	\$38,112	3	4	4	
	Insulation Workers, Floor, Ceiling, & Wall	240	25	\$35,894	3	3	3	
	Septic Tank Servicers & Sewer Pipe Cleaners	180	20	\$37,910	3	4	4	
	Tile & Stone Setters	170	15	\$34,893	4	4	4	
	Fence Erectors	130	15	*	4	4	4	
Arts, AV Technology & Communications	Telecommunications Line Installers & Repairers	370	50	\$61,134	3	4	4	
	Graphic Designers	840	75	\$49,699	4	4	4	
	Producers & Directors	300	30	\$49,388	4	5	4	
	Art Directors	300	30	\$78,925	4	5	5	
	Photographers	340	35	\$37,845	3	4	4	
	Audio & Video Technicians	350	35	\$38,223	3	5	4	
	Music Directors & Composers	430	45	\$47,041	3	4	4	
Business Management & Administration	General & Operations Managers	10,610	990	\$99,041	5	5	5	
	Management Analysts	1,750	185	\$80,236	4	4	4	
	Human Resources Specialists	2,150	215	\$61,534	4	4	4	
	Computer & Information Systems Managers	1,530	135	\$127,142	5	5	5	
	Human Resources Managers	470	45	\$102,939	5	5	4	
	Training & Development Specialists	950	90	\$63,169	4	5	4	
	Industrial Production Managers	440	35	\$101,384	4	4	4	
	Receptionists & Information Clerks	5,090	695	\$28,999	3	4	4	
	Facilities Managers	220	20	\$105,149	5	5	4	
	Administrative Services Managers	170	15	\$102,116	5	5	4	
	Project Management Specialists	180	15	\$127,429	4	5	4	
	Compensation, Benefits, & Job Analysis Specialists	360	30	\$63,167	4	5	4	
	Meeting, Convention, & Event Planners	350	40	\$48,409	4	4	4	
	Fundraisers	390	40	\$48,067	4	5	4	
Education & Training	Postsecondary Teachers	5,670	585	\$82,930	5	7	6	
	Education Administrators, Postsecondary	880	70	\$84,007	5	5	5	
	Educational, Guidance, & Career Counselors & Advisors	810	75	\$61,179	4	4	4	
	Middle School Teachers, Except Special & Career/Technical Education	3,730	285	\$61,393	4	6	5	

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 4 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Education & Training	Elementary School Teachers, Except Special Education	4,490	345	\$60,040	4	6	5
	Secondary School Teachers, Except Special & Career/Technical Education	2,380	175	\$60,265	4	6	5
	Education Administrators, Kindergarten through Secondary	870	70	\$83,509	5	5	5
	Coaches & Scouts	880	125	\$30,659	4	4	4
	Librarians & Media Collections Specialists	630	65	\$60,409	4	5	4
	Self-Enrichment Teachers	1,050	130	\$38,613	4	4	5
	Tutors	440	70	\$36,708	4	6	5
Education & Childcare Administrators, Preschool & Daycare		190	15	\$37,853	4	5	4
Finance	Financial Managers	2,460	235	\$126,631	5	5	5
	Accountants & Auditors	8,100	745	\$63,109	5	4	5
	Insurance Sales Agents	4,420	415	\$60,113	4	5	5
	Personal Financial Advisors	1,560	125	\$100,098	4	4	4
	Financial & Investment Analysts	950	75	\$96,942	5	5	4
	Loan Officers	1,950	160	\$57,857	4	5	4
	Securities, Commodities, & Financial Services Sales Agents	1,120	105	\$47,686	4	4	4
Government & Public Admin	Compliance Officers	770	65	\$76,006	3	4	4
	Occupational Health & Safety Specialists	460	50	\$77,026	3	4	4
	Financial Examiners	*	70	\$62,747	5	4	4
	Property Appraisers & Assessors	250	25	\$60,745	5	5	5
	Court, Municipal, & License Clerks	420	50	\$37,167	3	4	4
Health Science	Medical & Health Services Managers	2,850	350	\$82,906	4	4	4
	Registered Nurses	18,620	1,220	\$61,652	5	5	4
	Nurse Practitioners	1,360	140	\$100,226	6	5	4
	Pharmacists	1,510	70	\$128,001	6	7	7
	Licensed Practical & Licensed Vocational Nurses	2,190	225	\$46,689	4	4	4
	Physical Therapists	920	60	\$100,192	4	6	5
	Clinical Laboratory Technologists & Technicians	2,480	190	\$47,856	5	5	5
	Nursing Assistants	5,040	865	\$29,225	3	4	4
	Medical Assistants	3,380	570	\$30,356	4	4	4
	Medical Secretaries & Administrative Assistants	1,380	180	\$37,255	3	5	4
	Respiratory Therapists	1,030	70	\$48,956	5	6	5
	Physical Therapist Assistants	470	90	\$61,726	4	4	4
	Speech-Language Pathologists	570	50	\$64,842	4	6	5
	Radiologic Technologists & Technicians	1,170	70	\$49,003	3	4	4
	Nurse Anesthetists	590	40	\$168,695	5	5	4
	Occupational Therapists	460	35	\$95,623	4	6	5
	Pharmacy Technicians	2,320	230	\$29,755	4	4	4
Diagnostic Medical Sonographers	510	40	\$61,652	3	4	4	

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Region 4 Demand Occupations 2023-2024

	Occupation Title	2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Health Science	Phlebotomists	780	120	\$30,837	3	4	4
	Medical Scientists, Except Epidemiologists	470	40	\$62,473	7	7	7
	Dental Assistants	1,330	195	\$37,231	3	4	4
	Surgical Technologists	820	60	\$38,746	3	5	4
	Medical Records Specialists	630	55	\$37,529	4	4	4
	Physician Assistants	190	20	\$80,295	6	6	7
	Veterinarians	390	15	\$101,954	6	7	7
	Cardiovascular Technologists & Technicians	380	25	\$47,450	5	5	5
	Psychiatric Technicians	890	90	\$29,338	3	4	4
	Magnetic Resonance Imaging Technologists	220	15	\$61,523	4	4	4
	Dietitians & Nutritionists	220	15	\$59,221	5	5	5
	Occupational Therapy Assistants	120	25	\$63,215	4	4	4
	Medical Equipment Preparers	390	55	\$29,918	3	4	4
	Dental Hygienists	850	60	\$49,555	3	4	4
	Ophthalmic Medical Technicians	360	50	\$36,360	3	4	4
	Veterinary Assistants & Laboratory Animal Caretakers	460	90	\$28,458	4	4	3
	Veterinary Technologists & Technicians	390	40	\$29,208	3	4	3
	Opticians, Dispensing	170	15	\$30,705	3	4	4
	Pharmacy Aides	110	20	\$27,586	3	4	4
	Psychiatric Aides	110	20	\$29,031	3	3	4
Hospitality & Tourism	Food Service Managers	980	125	\$62,858	3	4	4
	Supervisors of Food Preparation & Serving Workers	4,640	810	\$30,734	4	5	4
	Cooks, Restaurant	4,050	850	\$27,955	3	3	4
	Supervisors of Housekeeping & Janitorial Workers	900	110	\$38,092	4	4	4
	Chefs & Head Cooks	180	25	\$64,083	3	4	4
	Lodging Managers	170	20	\$62,214	5	5	5
	Travel Agents	110	15	*	4	5	4
	Tour & Travel Guides	60	15	\$36,186	3	5	4
	Animal Trainers	80	15	\$27,813	3	4	4
Human Services	Clergy	2,430	270	\$49,718	4	5	5
	Healthcare Social Workers	690	75	\$50,420	4	4	4
	Social & Community Service Managers	550	55	\$60,966	4	5	4
	Exercise Trainers & Group Fitness Instructors	980	190	\$37,534	4	4	4
	Health Education Specialists	170	20	\$60,632	4	5	4
	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	950	115	\$44,062	3	5	4
	Social & Human Service Assistants	960	125	\$30,464	4	4	4
	Supervisors of Entertainment & Recreation Workers, Except Gambling Services	400	55	\$39,011	4	4	4

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Region 4 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Human Services	Supervisors of Personal Service Workers	370	45	\$39,056	4	4	4
	Directors, Religious Activities & Education	1,660	205	\$36,685	4	5	4
	Massage Therapists	400	60	\$38,030	3	4	4
	Mental Health & Substance Abuse Social Workers	220	25	\$38,433	4	4	4
	Marriage & Family Therapists	180	15	\$43,740	4	4	4
	Morticians, Undertakers, & Funeral Arrangers	120	20	\$48,939	5	6	5
	Skincare Specialists	210	30	\$31,028	3	3	4
	Manicurists & Pedicurists	290	40	\$28,990	3	3	3
	Funeral Attendants	90	15	\$28,523	3	3	3
Information Technology	Software Developers	4,280	365	\$99,525	4	4	4
	Computer Systems Analysts	1,510	115	\$80,286	5	4	4
	Information Security Analysts	690	75	\$94,981	5	6	6
	Computer User Support Specialists	1,830	145	\$48,339	4	4	4
	Software Quality Assurance Analysts & Testers	380	35	\$77,618	4	4	4
	Database Administrators	790	55	\$80,296	5	4	5
	Computer Network Support Specialists	510	40	\$77,152	5	5	4
	Web Developers	290	30	\$51,883	5	5	6
Law, Public Safety, Corrections & Security	Lawyers	2,780	160	\$127,525	5	7	5
	Paralegals & Legal Assistants	1,720	220	\$55,349	3	6	3
	Police & Sheriff's Patrol Officers	3,130	290	\$60,040	3	4	4
	Firefighters	2,110	195	\$47,517	4	4	4
	Detectives & Criminal Investigators	200	15	\$80,201	3	4	4
	Public Safety Telecommunicators	490	55	\$36,749	3	4	4
	Supervisors of Firefighting & Prevention Workers	310	25	\$76,734	5	5	4
	Emergency Medical Technicians	690	65	\$29,257	3	5	4
	Supervisors of Police & Detectives	230	15	\$80,563	4	5	5
	Paramedics	200	15	\$37,706	3	5	4
Manufacturing	Supervisors of Mechanics, Installers, & Repairers	3,140	320	\$68,263	4	5	5
	Supervisors of Production & Operating Workers	2,750	300	\$62,103	4	4	4
	Maintenance & Repair Workers, General	3,970	420	\$38,577	4	4	4
	Industrial Machinery Mechanics	2,790	300	\$48,703	4	4	4
	Welders, Cutters, Solderers, & Brazers	2,320	275	\$47,202	3	3	4
	Electrical & Electronics Engineering Technologists & Technicians	230	25	\$74,298	4	5	5
	Electrical & Electronics Repairers, Powerhouse, Substation, & Relay	500	50	\$101,989	4	4	4
	Machinists	1,160	130	\$47,264	4	4	4
	Security & Fire Alarm Systems Installers	390	45	\$49,231	4	4	4
	Medical Equipment Repairers	440	50	\$47,122	4	5	4

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 4 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Manufacturing	Butchers & Meat Cutters	610	80	\$30,820	4	4	4
	Power Distributors & Dispatchers	190	20	\$131,344	4	4	4
	Packaging & Filling Machine Operators & Tenders	630	95	\$36,673	3	3	4
	Coating, Painting, & Spraying Machine Setters, Operators, & Tenders	590	65	\$37,272	3	3	4
	Mixing & Blending Machine Setters, Operators, & Tenders	470	55	\$39,036	3	4	4
	Tool & Die Makers	200	25	\$60,567	4	4	4
	Food Batchmakers	210	40	\$38,724	3	3	4
	Electrical & Electronics Repairers, Commercial & Industrial Equipment	190	20	\$60,735	4	5	4
	Mechanical Engineering Technologists & Technicians	150	15	\$48,525	4	5	5
	Molders, Shapers, & Casters, Except Metal & Plastic	250	35	\$34,733	3	3	4
	Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	410	50	\$31,809	3	3	4
	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	250	30	\$30,600	3	3	4
	Computer Numerically Controlled Tool Programmers	100	15	\$47,042	4	4	4
	Extruding, Forming, Pressing, & Compacting Machine Setters, Operators, & Tenders	160	15	\$37,550	3	3	4
	Plating Machine Setters, Operators, & Tenders, Metal & Plastic	170	20	\$29,967	3	4	4
Marketing	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	6,960	735	\$61,388	5	5	4
	Sales Managers	1,410	120	\$105,408	4	5	5
	Market Research Analysts & Marketing Specialists	2,360	285	\$60,834	4	4	4
	Marketing Managers	600	60	\$117,531	7	5	5
	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	3,870	440	\$50,441	5	5	4
	Real Estate Sales Agents	1,450	145	\$48,587	4	5	4
	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	1,280	130	\$60,551	4	4	4
	Property, Real Estate, & Community Association Managers	1,090	95	\$50,231	4	4	4
	Public Relations Specialists	860	80	\$56,715	4	5	4
	Merchandise Displayers & Window Trimmers	980	125	\$36,553	3	4	4
	Counter & Rental Clerks	1,620	220	\$29,200	4	3	4
	Parts Salespersons	1,220	160	\$29,975	3	3	4
	Real Estate Brokers	350	35	\$53,649	4	5	4
	STEM	Electrical Engineers	1,110	80	\$120,385	7	6
Architectural & Engineering Managers		540	40	\$135,831	7	7	5
Mechanical Engineers		670	45	\$83,535	6	6	6
Industrial Engineers		770	55	\$80,232	5	6	6

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 4 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
STEM	Electronics Engineers, Except Computer	330	25	\$99,980	7	6	6
	Chemists	230	20	\$77,026	7	7	7
Transportation, Distribution & Logistics	Heavy & Tractor-Trailer Truck Drivers	9,950	1,260	\$48,183	3	4	4
	Automotive Service Technicians & Mechanics	2,820	290	\$39,319	4	4	4
	Bus & Truck Mechanics & Diesel Engine Specialists	1,630	160	\$47,554	3	4	4
	Logisticians	590	80	\$62,319	5	5	5
	Mobile Heavy Equipment Mechanics, Except Engines	1,380	145	\$56,597	3	3	3
	Billing & Posting Clerks	1,360	155	\$36,893	4	4	4
	Automotive Body & Related Repairers	600	60	\$47,182	3	4	3
	Commercial Pilots	170	20	\$102,170	5	6	6
	Cargo & Freight Agents	240	30	\$38,057	3	4	4
	Automotive & Watercraft Service Attendants	430	70	\$29,939	3	3	3
	Tire Repairers & Changers	300	35	\$29,551	3	3	4
Bus Drivers, Transit & Intercity	220	30	\$38,393	3	4	3	

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Region 5 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Agriculture, Food & Natural Resources	Pest Control Workers	340	55	\$36,065	4	4	4
	Environmental Engineers	240	20	\$78,237	7	6	6
	Water & Wastewater Treatment Plant & System Operators	400	40	\$45,790	4	4	4
	Refuse & Recyclable Material Collectors	430	75	\$30,267	3	3	3
	Logging Equipment Operators	340	60	\$37,951	3	3	4
	Agricultural Equipment Operators	270	50	\$28,018	4	4	4
	Tree Trimmers & Pruners	100	15	\$37,371	3	3	4
Architecture & Construction	Construction Managers	1,030	90	\$93,761	5	6	5
	Supervisors of Construction Trades & Extraction Workers	1,560	165	\$59,153	4	5	4
	Civil Engineers	870	70	\$82,270	6	6	6
	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	760	80	\$46,641	4	4	4
	Construction Laborers	2,600	280	\$28,955	3	4	4
	Landscaping & Groundskeeping Workers	2,240	325	\$28,704	3	3	4
	Electricians	1,290	150	\$38,350	4	5	5
	Operating Engineers & Other Construction Equipment Operators	1,310	155	\$36,954	3	4	4
	Electrical Power-Line Installers & Repairers	420	40	\$78,587	4	4	4
	Plumbers, Pipefitters, & Steamfitters	810	90	\$45,338	4	4	4
	Carpenters	1,240	120	\$36,902	4	4	4
	Cost Estimators	230	20	\$60,312	5	4	4
	Civil Engineering Technologists & Technicians	510	55	\$46,652	4	4	4
	Architects, Except Landscape & Naval	240	20	\$78,808	7	7	6
	Supervisors of Landscaping, Lawn Service, & Groundskeeping Workers	450	50	\$40,171	5	5	4
	Painters, Construction & Maintenance	470	40	\$36,387	3	4	4
	Helpers--Installation, Maintenance, & Repair Workers	320	40	\$28,825	4	4	4
	Highway Maintenance Workers	580	75	\$29,354	3	4	3
	Control & Valve Installers & Repairers, Except Mechanical Door	170	15	\$48,175	3	3	4
	Structural Iron & Steel Workers	200	25	\$45,202	3	3	3
	Architectural & Civil Drafters	150	20	\$46,685	5	5	5
	Sheet Metal Workers	230	25	\$36,825	4	4	4
	Roofers	180	20	\$30,870	3	3	3
	Surveying & Mapping Technicians	110	15	\$45,817	5	4	5
	Paving, Surfacing, & Tamping Equipment Operators	130	15	\$36,019	3	4	4
	Cement Masons & Concrete Finishers	180	20	\$36,090	5	4	4
	Pipelayers	160	20	\$37,058	3	4	4
	Tile & Stone Setters	130	15	\$33,618	4	4	4

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Region 5 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Arch	Structural Metal Fabricators & Fitters	150	15	\$36,751	3	3	4
	Helpers--Pipelayers, Plumbers, Pipefitters, & Steamfitters	150	20	\$29,046	3	3	4
Arts, AV Technology	Graphic Designers	420	40	\$46,101	4	4	4
	Photographers	200	20	\$37,647	3	4	4
	Producers & Directors	150	15	\$49,268	4	5	4
	Audio & Video Technicians	140	15	\$38,504	3	5	4
Business Management & Administration	General & Operations Managers	4,730	460	\$94,147	5	5	5
	Management Analysts	750	80	\$77,488	4	4	4
	Human Resources Specialists	1,160	125	\$58,408	4	4	4
	Industrial Production Managers	430	35	\$99,236	4	4	4
	Human Resources Managers	300	30	\$94,730	5	5	4
	Computer & Information Systems Managers	600	60	\$110,729	5	5	5
	Stockers & Order Fillers	5,180	975	\$28,357	3	3	3
	Training & Development Specialists	330	35	\$58,239	4	5	4
	Receptionists & Information Clerks	2,300	325	\$28,030	3	4	4
	Purchasing Managers	130	15	\$94,664	5	4	4
	Meeting, Convention, & Event Planners	200	25	\$47,579	4	4	4
Fundraisers	310	30	\$49,782	4	5	4	
Education & Training	Postsecondary Teachers	3,820	420	\$78,903	5	7	6
	Education Administrators, Postsecondary	630	60	\$102,518	5	5	5
	Middle School Teachers, Except Special & Career/Technical Education	1,430	115	\$50,133	4	6	5
	Educational, Guidance, & Career Counselors & Advisors	820	85	\$49,127	4	4	4
	Instructional Coordinators	520	55	\$78,237	3	6	4
	Elementary School Teachers, Except Special Education	3,320	270	\$48,771	4	6	5
	Coaches & Scouts	670	100	\$44,457	4	4	4
	Secondary School Teachers, Except Special & Career/Technical Education	2,470	190	\$50,133	4	6	5
	Education Administrators, Kindergarten through Secondary	610	50	\$77,367	5	5	5
	Librarians & Media Collections Specialists	400	45	\$60,130	4	5	4
	Tutors	240	40	*	4	6	5
	Career/Technical Education Teachers, Secondary School	*	15	*	3	6	5
	Library Technicians	110	15	\$37,663	4	4	4
Finance	Financial Managers	840	80	\$110,729	5	5	5
	Accountants & Auditors	3,550	335	\$60,879	5	4	5
	Insurance Sales Agents	990	95	\$48,253	4	5	5
	Loan Officers	710	65	\$49,352	4	5	4
	Personal Financial Advisors	390	35	\$99,136	4	4	4
	Securities, Commodities, & Financial Services Sales Agents	460	45	\$46,452	4	4	4

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 5 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Finance	Financial & Investment Analysts	160	15	\$93,541	5	5	4
	Loan Interviewers & Clerks	400	40	\$30,746	3	4	4
	Insurance Claims & Policy Processing Clerks	400	50	\$29,948	3	4	4
Government & Public Administration	Occupational Health & Safety Specialists	200	25	\$72,216	3	4	4
	Compliance Officers	340	30	\$64,646	3	4	4
	Tax Examiners & Collectors, & Revenue Agents	540	50	\$59,546	4	4	4
	Eligibility Interviewers, Government Programs	550	60	\$40,275	4	5	4
	Emergency Management Directors	140	15	\$75,671	4	4	4
	Urban & Regional Planners	180	20	\$60,501	6	6	6
	Property Appraisers & Assessors	140	15	\$49,301	5	5	5
	Court, Municipal, & License Clerks	400	50	\$30,692	3	4	4
	Legislators	240	25	\$29,786	5	6	5
	Health Science	Medical & Health Services Managers	1,170	145	\$80,172	4	4
Registered Nurses		6,190	425	\$60,670	5	5	4
Nurse Practitioners		500	60	\$100,017	6	5	4
Licensed Practical & Licensed Vocational Nurses		1,470	140	\$44,813	4	4	4
Pharmacists		870	35	\$127,239	6	7	7
Medical Assistants		1,260	215	\$29,757	4	4	4
Physical Therapists		260	20	\$95,416	4	6	5
Physical Therapist Assistants		190	40	\$61,040	4	4	4
Medical Secretaries & Administrative Assistants		600	80	\$36,390	3	5	4
Pharmacy Technicians		1,200	115	\$29,685	4	4	4
Speech-Language Pathologists		280	25	\$60,808	4	6	5
Dental Assistants		530	80	\$35,675	3	4	4
Medical Records Specialists		370	30	\$37,326	4	4	4
Radiologic Technologists & Technicians		590	35	\$47,669	3	4	4
Clinical Laboratory Technologists & Technicians		790	65	\$45,843	5	5	5
Occupational Therapists		160	15	\$85,218	4	6	5
Phlebotomists		310	50	\$29,129	3	4	4
Respiratory Therapists		290	20	\$47,817	5	6	5
Veterinary Technologists & Technicians		350	40	\$35,033	3	4	3
Diagnostic Medical Sonographers		180	15	\$59,469	3	4	4
Surgical Technologists		390	30	\$36,794	3	5	4
Veterinary Assistants & Laboratory Animal Caretakers		270	60	\$28,444	4	4	3
Dental Hygienists		410	30	\$48,481	3	4	4
Medical Equipment Preparers		120	20	\$28,970	3	4	4
Psychiatric Technicians		210	20	\$27,864	3	4	4
Psychiatric Aides	90	15	\$29,525	3	3	4	

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 5 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Hospitality & Tourism	Food Service Managers	680	90	\$56,646	3	4	4
	Supervisors of Food Preparation & Serving Workers	3,260	555	\$29,721	4	5	4
	Supervisors of Housekeeping & Janitorial Workers	560	70	\$36,656	4	4	4
	Lodging Managers	130	20	\$59,456	5	5	5
Human Services	Social & Community Service Managers	520	50	\$61,803	4	5	4
	Child, Family, & School Social Workers	860	85	\$45,523	4	4	4
	Exercise Trainers & Group Fitness Instructors	560	115	\$35,776	4	4	4
	Clergy	1,300	120	\$45,223	4	5	5
	Healthcare Social Workers	360	40	\$48,049	4	4	4
	Social & Human Service Assistants	430	55	\$28,821	4	4	4
	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	560	70	\$38,196	3	5	4
	Supervisors of Entertainment & Recreation Workers, Except Gambling Services	240	35	\$38,149	4	4	4
	Rehabilitation Counselors	150	15	\$47,794	3	5	4
	Skincare Specialists	130	20	\$36,735	3	3	4
	Massage Therapists	230	35	\$27,108	3	4	4
	Mental Health & Substance Abuse Social Workers	120	15	\$38,429	4	4	4
	Manicurists & Pedicurists	140	20	\$27,541	3	3	3
Information Technology	Software Developers	1,040	105	\$80,437	4	4	4
	Computer User Support Specialists	1,060	90	\$48,406	4	4	4
	Database Administrators	680	50	\$80,036	5	4	5
	Network & Computer Systems Administrators	550	40	\$73,247	5	5	4
	Computer Systems Analysts	340	30	\$75,621	5	4	4
	Information Security Analysts	160	20	\$78,336	5	6	6
	Computer Network Architects	210	15	\$99,507	4	5	5
	Web Developers	140	15	\$48,567	5	5	6
Law, Public Safety, Corrections & Security	Lawyers	1,580	90	\$100,569	5	7	5
	Police & Sheriff's Patrol Officers	2,010	215	\$47,313	3	4	4
	Paralegals & Legal Assistants	660	85	\$46,029	3	6	3
	Firefighters	860	85	\$39,552	4	4	4
	Detectives & Criminal Investigators	350	30	\$59,546	3	4	4
	Public Safety Telecommunicators	370	50	\$30,075	3	4	4
	Supervisors of Police & Detectives	160	15	\$77,677	4	5	5
	Supervisors of Firefighting & Prevention Workers	200	15	\$61,634	5	5	4
	Emergency Medical Technicians	420	35	\$28,338	3	5	4
	Probation Officers & Correctional Treatment Specialists	290	25	\$47,794	3	4	4
	Supervisors of Correctional Officers	150	15	\$62,519	3	5	3

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCP). 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.

Region 5 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Manufacturing	Supervisors of Production & Operating Workers	2,540	310	\$61,323	4	4	4
	Supervisors of Mechanics, Installers, & Repairers	1,440	150	\$60,543	4	5	5
	Industrial Machinery Mechanics	2,010	255	\$49,891	4	4	4
	Maintenance & Repair Workers, General	2,570	270	\$35,988	4	4	4
	Welders, Cutters, Solderers, & Brazers	1,190	155	\$45,871	3	3	4
	Miscellaneous Assemblers & Fabricators	8,070	960	\$34,398	3	3	3
	Inspectors, Testers, Sorters, Samplers, & Weighers	2,020	275	\$30,012	3	4	4
	Production, Planning, & Expediting Clerks	340	40	\$47,463	4	4	4
	Industrial Engineering Technologists & Technicians	120	15	\$60,596	4	4	4
	Machinists	720	80	\$45,792	4	4	4
	Paper Goods Machine Setters, Operators, & Tenders	810	100	\$61,587	3	3	4
	Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic	730	85	\$34,365	3	3	4
	Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic	1,120	130	\$30,004	3	3	4
	Electrical & Electronics Engineering Technologists & Technicians	150	15	\$59,069	4	5	5
	Coating, Painting, & Spraying Machine Setters, Operators, & Tenders	590	70	\$44,082	3	3	4
	Chemical Equipment Operators & Tenders	240	25	\$59,641	4	4	4
	Computer Numerically Controlled Tool Operators	330	35	\$37,748	4	4	4
	Butchers & Meat Cutters	370	45	\$29,321	4	4	4
	Chemical Technicians	190	25	\$60,832	4	5	4
	Tool & Die Makers	140	15	\$61,329	4	4	4
	Electrical & Electronics Repairers, Commercial & Industrial Equipment	190	20	\$62,375	4	5	4
	Security & Fire Alarm Systems Installers	90	15	\$45,542	4	4	4
	Multiple Machine Tool Setters, Operators, & Tenders, Metal & Plastic	460	55	\$32,953	3	4	4
	Machine Feeders & Offbearers	220	35	\$30,146	3	4	4
	Cutting & Slicing Machine Setters, Operators, & Tenders	190	30	\$29,863	3	3	4
	Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	420	55	\$26,914	3	3	4
	Extruding, Forming, Pressing, & Compacting Machine Setters, Operators, & Tenders	200	25	\$30,492	3	3	4
	Sawing Machine Setters, Operators, & Tenders, Wood	240	30	\$29,625	3	3	3
	Textile Knitting & Weaving Machine Setters, Operators, & Tenders	*	35	*	3	3	4
	Cabinetmakers & Bench Carpenters	240	25	\$29,625	4	4	4
	Extruding & Forming Machine Setters, Operators, & Tenders, Synthetic & Glass Fibers	110	15	\$36,619	3	4	4

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Region 5 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Manufacturing	Woodworking Machine Setters, Operators, & Tenders, Except Sawing	290	30	\$29,881	4	3	3
	Coin, Vending, & Amusement Machine Servicers & Repairers	110	15	\$37,071	4	4	4
	Molders, Shapers, & Casters, Except Metal & Plastic	110	15	\$29,249	3	3	4
	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	210	25	\$28,825	3	3	4
Marketing	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	2,560	275	\$48,807	5	5	4
	Sales Managers	420	40	\$94,868	4	5	5
	Market Research Analysts & Marketing Specialists	930	115	\$50,460	4	4	4
	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	1,360	160	\$48,303	5	5	4
	Marketing Managers	240	25	\$99,507	7	5	5
	Real Estate Sales Agents	670	60	\$48,589	4	5	4
	Public Relations Specialists	710	65	\$58,278	4	5	4
	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	310	35	\$75,815	4	4	4
	Property, Real Estate, & Community Association Managers	620	50	\$47,053	4	4	4
	Parts Salespersons	660	90	\$28,816	3	3	4
	Counter & Rental Clerks	900	115	\$27,264	4	3	4
	Real Estate Brokers	190	20	\$73,644	4	5	4
STEM	Mechanical Engineers	570	40	\$78,942	6	6	6
	Industrial Engineers	810	70	\$79,923	5	6	6
	Architectural & Engineering Managers	230	20	\$126,500	7	7	5
	Electrical Engineers	370	25	\$93,255	7	6	6
	Environmental Scientists & Specialists, Including Health	380	35	\$61,015	5	7	7
Transportation, Distribution & Logistics	Heavy & Tractor-Trailer Truck Drivers	4,200	550	\$39,399	3	4	4
	Automotive Service Technicians & Mechanics	1,460	150	\$37,268	4	4	4
	Light Truck Drivers	2,790	360	\$29,519	3	3	3
	Industrial Truck & Tractor Operators	1,920	250	\$34,989	3	3	3
	Laborers & Freight, Stock, & Material Movers, Hand	6,810	1,005	\$27,177	3	3	4
	Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors	*	170	\$47,652	4	4	4
	Bus & Truck Mechanics & Diesel Engine Specialists	600	65	\$45,099	3	4	4
	Transportation, Storage, & Distribution Managers	150	15	\$84,386	4	4	4
	Logisticians	260	35	\$71,115	5	5	5
	Mobile Heavy Equipment Mechanics, Except Engines	400	45	\$47,148	3	3	3
	Billing & Posting Clerks	580	70	\$34,519	4	4	4
	Automotive Body & Related Repairers	300	30	\$46,615	3	4	3
	Dispatchers, Except Police, Fire, & Ambulance	260	30	\$37,055	3	4	4

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 5 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Transportation	Commercial Pilots	100	15	\$81,521	5	6	6
	Bus Drivers, Transit & Intercity	280	45	\$29,520	3	4	3
	Automotive & Watercraft Service Attendants	290	50	\$28,194	3	3	3
	Tire Repairers & Changers	300	35	\$28,107	3	3	4
	Aircraft Mechanics & Service Technicians	150	15	\$54,929	4	5	5
	Shuttle Drivers & Chauffeurs	280	45	\$27,238	3	4	3

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 6 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Agriculture	Farmers, Ranchers, & Other Agricultural Managers	*	195	*	6	5	5
	Logging Equipment Operators	380	65	\$38,030	3	3	4
	Refuse & Recyclable Material Collectors	330	50	\$29,878	3	3	3
	Graders & Sorters, Agricultural Products	150	25	\$31,703	3	3	3
	Farm Equipment Mechanics & Service Technicians	120	15	\$37,358	3	3	4
Architecture & Construction	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	650	65	\$59,426	4	4	4
	Construction Managers	420	35	\$90,723	5	6	5
	Construction Laborers	1,350	140	\$28,386	3	4	4
	Supervisors of Construction Trades & Extraction Workers	710	75	\$57,171	4	5	4
	Electrical Power-Line Installers & Repairers	320	30	\$75,267	4	4	4
	Electricians	470	50	\$45,959	4	5	5
	Operating Engineers & Other Construction Equipment Operators	660	75	\$36,569	3	4	4
	Carpenters	630	60	\$36,241	4	4	4
	Civil Engineers	240	20	\$82,638	6	6	6
	Plumbers, Pipefitters, & Steamfitters	360	35	\$43,577	4	4	4
	Cement Masons & Concrete Finishers	130	15	\$36,556	5	4	4
	Highway Maintenance Workers	330	40	\$29,354	3	4	3
	Sheet Metal Workers	160	15	\$36,991	4	4	4
Business Mgmt & Administration	General & Operations Managers	2,260	215	\$77,308	5	5	5
	Human Resources Specialists	470	45	\$53,414	4	4	4
	Management Analysts	340	35	\$81,679	4	4	4
	Stockers & Order Fillers	2,600	485	\$28,347	3	3	3
	Training & Development Specialists	190	20	\$61,349	4	5	4
	Industrial Production Managers	200	15	\$97,740	4	4	4
Education & Training	Postsecondary Teachers	1,040	105	\$61,344	5	7	6
	Elementary School Teachers, Except Special Education	1,740	135	\$48,771	4	6	5
	Educational, Guidance, & Career Counselors & Advisors	270	25	\$58,247	4	4	4
	Secondary School Teachers, Except Special & Career/Technical Education	1,420	105	\$49,729	4	6	5
	Middle School Teachers, Except Special & Career/Technical Education	600	45	\$48,649	4	6	5
	Education Administrators, Postsecondary	160	15	\$76,509	5	5	5
	Education Administrators, Kindergarten through Secondary	290	25	\$77,388	5	5	5
	Coaches & Scouts	230	30	\$30,588	4	4	4
	Librarians & Media Collections Specialists	180	20	\$59,007	4	5	4
Finance	Accountants & Auditors	1,100	100	\$59,897	5	4	5
	Insurance Sales Agents	490	50	\$58,688	4	5	5

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Region 6 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Finance	Financial Managers	270	25	\$112,562	5	5	5
	Loan Officers	350	30	\$48,561	4	5	4
	Securities, Commodities, & Financial Services Sales Agents	210	20	\$43,800	4	4	4
	Tax Preparers	*	15	*	4	4	4
	Loan Interviewers & Clerks	140	15	\$33,904	3	4	4
	Insurance Claims & Policy Processing Clerks	150	15	\$28,794	3	4	4
Government & Public Admin	Transportation Inspectors	*	25	\$77,608	3	3	3
	Compliance Officers	180	15	\$57,169	3	4	4
	Eligibility Interviewers, Government Programs	160	20	\$44,931	4	5	4
	Court, Municipal, & License Clerks	180	20	\$29,529	3	4	4
	Agricultural Inspectors	*	30	\$26,464	5	5	4
Health Science	Registered Nurses	3,290	225	\$57,884	5	5	4
	Medical & Health Services Managers	600	75	\$76,759	4	4	4
	Licensed Practical & Licensed Vocational Nurses	1,300	125	\$36,914	4	4	4
	Nurse Practitioners	280	30	\$95,833	6	5	4
	Pharmacists	360	20	\$123,407	6	7	7
	Physical Therapist Assistants	150	25	\$59,153	4	4	4
	Medical Secretaries & Administrative Assistants	360	50	\$35,574	3	5	4
	Pharmacy Technicians	570	65	\$29,138	4	4	4
	Medical Assistants	580	95	\$28,525	4	4	4
	Clinical Laboratory Technologists & Technicians	440	30	\$44,209	5	5	5
	Radiologic Technologists & Technicians	320	20	\$45,954	3	4	4
	Dental Assistants	260	40	\$34,491	3	4	4
	Respiratory Therapists	210	15	\$46,880	5	6	5
	Medical Records Specialists	200	15	\$35,816	4	4	4
	Phlebotomists	170	25	\$27,970	3	4	4
	Dental Hygienists	230	15	\$47,502	3	4	4
	Veterinary Assistants & Laboratory Animal Caretakers	110	25	\$27,358	4	4	3
Hospitality	Food Service Managers	350	45	\$48,388	3	4	4
	Supervisors of Food Preparation & Serving Workers	1,540	275	\$28,815	4	5	4
	Supervisors of Housekeeping & Janitorial Workers	250	30	\$30,447	4	4	4
Human Services	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	250	30	\$37,390	3	5	4
	Child, Family, & School Social Workers	280	25	\$39,270	4	4	4
	Exercise Trainers & Group Fitness Instructors	200	35	\$33,430	4	4	4
	Healthcare Social Workers	180	20	\$49,287	4	4	4
	Supervisors of Personal Service Workers	120	15	\$33,205	4	4	4

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCP). 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.

Region 6 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
IT	Software Developers	360	30	\$77,882	4	4	4
	Computer User Support Specialists	370	30	\$43,802	4	4	4
	Network & Computer Systems Administrators	200	15	\$61,943	5	5	4
Law, Public Safety	Police & Sheriff's Patrol Officers	950	85	\$38,371	3	4	4
	Firefighters	540	50	\$39,794	4	4	4
	Lawyers	440	20	\$93,620	5	7	5
	Paralegals & Legal Assistants	170	20	\$36,409	3	6	3
	Public Safety Telecommunicators	170	20	\$29,138	3	4	4
Manufacturing	Supervisors of Production & Operating Workers	1,260	155	\$60,739	4	4	4
	Supervisors of Mechanics, Installers, & Repairers	900	90	\$63,029	4	5	5
	Maintenance & Repair Workers, General	1,200	125	\$35,994	4	4	4
	Industrial Machinery Mechanics	1,010	120	\$47,041	4	4	4
	Miscellaneous Assemblers & Fabricators	2,110	250	\$29,264	3	3	3
	Inspectors, Testers, Sorters, Samplers, & Weighers	710	95	\$33,921	3	4	4
	Welders, Cutters, Solderers, & Brazers	800	95	\$36,755	3	3	4
	Production, Planning, & Expediting Clerks	240	30	\$48,132	4	4	4
	Electrical & Electronics Engineering Technologists & Technicians	170	20	\$73,258	4	5	5
	Meat, Poultry, & Fish Cutters & Trimmers	2,310	340	\$28,786	3	3	3
	Machinists	200	25	\$44,692	4	4	4
	Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic	300	35	\$29,625	3	3	4
	Tire Builders	*	25	\$49,196	3	3	4
	Packaging & Filling Machine Operators & Tenders	320	40	\$29,625	3	3	4
	Coating, Painting, & Spraying Machine Setters, Operators, & Tenders	310	35	\$35,765	3	3	4
	Butchers & Meat Cutters	220	30	\$28,419	4	4	4
	Machine Feeders & Offbearers	170	30	\$29,801	3	4	4
	Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic	240	25	\$27,390	3	3	4
	Food Batchmakers	140	20	\$29,573	3	3	4
	Extruding, Forming, Pressing, & Compacting Machine Setters, Operators, & Tenders	130	15	\$29,223	3	3	4
Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	100	15	\$28,164	3	3	4	
Multiple Machine Tool Setters, Operators, & Tenders, Metal & Plastic	140	15	\$26,252	3	4	4	
Marketing	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	1,120	120	\$48,461	5	5	4
	Sales Managers	200	20	\$94,691	4	5	5

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 6 Demand Occupations 2023-2024

	Occupation Title	2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Marketing	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	500	55	\$48,207	5	5	4
	Market Research Analysts & Marketing Specialists	300	40	\$48,000	4	4	4
	Merchandise Displayers & Window Trimmers	180	25	\$30,139	3	4	4
	Property, Real Estate, & Community Association Managers	300	25	\$44,231	4	4	4
	Parts Salespersons	460	60	\$28,191	3	3	4
STEM	Industrial Engineers	380	30	\$79,117	5	6	6
	Electrical Engineers	210	15	\$101,780	7	6	6
Transportation, Distribution & Logistics	Heavy & Tractor-Trailer Truck Drivers	4,100	510	\$45,835	3	4	4
	Aircraft Mechanics & Service Technicians	*	165	\$75,864	4	5	5
	Automotive Service Technicians & Mechanics	860	85	\$36,751	4	4	4
	Light Truck Drivers	1,220	165	\$28,825	3	3	3
	Bus & Truck Mechanics & Diesel Engine Specialists	580	55	\$38,544	3	4	4
	Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors	*	90	\$48,769	4	4	4
	Industrial Truck & Tractor Operators	1,010	125	\$30,982	3	3	3
	Logisticians	210	25	\$63,959	5	5	5
	Avionics Technicians	*	50	\$95,787	4	4	5
	Airline Pilots, Copilots, & Flight Engineers	230	30	\$113,630	5	6	6
	Billing & Posting Clerks	250	30	\$29,821	4	4	4
	Mobile Heavy Equipment Mechanics, Except Engines	180	20	\$47,299	3	3	3
	Automotive & Watercraft Service Attendants	210	35	\$28,084	3	3	3
	Dispatchers, Except Police, Fire, & Ambulance	160	15	\$37,543	3	4	4

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 7 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Agriculture, Food & Natural Resources	Pest Control Workers	440	75	\$37,735	4	4	4
	Buyers & Purchasing Agents	950	95	\$58,052	5	4	5
	Tree Trimmers & Pruners	150	25	\$38,418	3	3	4
	Water & Wastewater Treatment Plant & System Operators	410	40	\$45,976	4	4	4
	Refuse & Recyclable Material Collectors	450	70	\$29,492	3	3	3
	Farm Equipment Mechanics & Service Technicians	120	15	\$46,641	3	3	4
	Agricultural Equipment Operators	220	40	\$29,156	4	4	4
Architecture & Construction	Construction Managers	1,180	110	\$94,411	5	6	5
	Supervisors of Construction Trades & Extraction Workers	2,400	255	\$60,636	4	5	4
	Civil Engineers	820	65	\$87,818	6	6	6
	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	1,080	115	\$46,491	4	4	4
	Electricians	2,250	275	\$47,712	4	5	5
	Plumbers, Pipefitters, & Steamfitters	1,480	165	\$47,882	4	4	4
	Carpenters	1,690	170	\$37,736	4	4	4
	Construction Laborers	3,390	370	\$29,917	3	4	4
	Landscaping & Groundskeeping Workers	2,580	380	\$29,328	3	3	4
	Painters, Construction & Maintenance	730	65	\$37,338	3	4	4
	Operating Engineers & Other Construction Equipment Operators	1,680	200	\$37,325	3	4	4
	Cost Estimators	340	30	\$60,491	5	4	4
	Electrical Power-Line Installers & Repairers	370	35	\$77,230	4	4	4
	Supervisors of Landscaping, Lawn Service, & Groundskeeping Workers	550	65	\$46,502	5	5	4
	Crane & Tower Operators	330	40	\$49,230	3	3	3
	Roofers	280	25	\$37,138	3	3	3
	Sheet Metal Workers	340	35	\$39,387	4	4	4
	Millwrights	240	25	\$47,052	4	4	4
	Structural Iron & Steel Workers	270	30	\$39,749	3	3	3
	Architectural & Civil Drafters	150	20	\$47,737	5	5	5
	Civil Engineering Technologists & Technicians	280	30	\$46,652	4	4	4
	Helpers--Installation, Maintenance, & Repair Workers	340	40	\$29,263	4	4	4
	Cement Masons & Concrete Finishers	310	25	\$38,236	5	4	4
	Interior Designers	160	15	\$48,439	6	5	6
	Helpers--Electricians	400	50	\$29,459	3	4	3
	Surveying & Mapping Technicians	140	20	\$46,106	5	4	5
	Highway Maintenance Workers	520	65	\$29,205	3	4	3
	Insulation Workers, Floor, Ceiling, & Wall	170	15	\$44,587	3	3	3
	Riggers	110	15	\$37,648	4	3	3

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 7 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Arch & Const	Septic Tank Servicers & Sewer Pipe Cleaners	180	20	\$37,696	3	4	4
	Paving, Surfacing, & Tamping Equipment Operators	250	30	\$29,314	3	4	4
	Helpers--Pipelayers, Plumbers, Pipefitters, & Steamfitters	210	30	\$29,254	3	3	4
Arts, A/V Technology	Telecommunications Equipment Installers & Repairers, Except Line Installers	460	55	\$60,111	4	4	4
	Telecommunications Line Installers & Repairers	180	20	\$50,353	3	4	4
	Photographers	240	25	\$37,882	3	4	4
	Producers & Directors	150	15	\$44,521	4	5	4
	Audio & Video Technicians	150	15	\$34,838	3	5	4
Business Management & Administration	General & Operations Managers	5,580	535	\$90,626	5	5	5
	Human Resources Specialists	920	95	\$58,932	4	4	4
	Management Analysts	620	65	\$77,416	4	4	4
	Industrial Production Managers	410	35	\$119,400	4	4	4
	Customer Service Representatives	4,680	800	\$30,025	4	4	4
	Training & Development Specialists	350	45	\$60,751	4	5	4
	Receptionists & Information Clerks	2,720	375	\$28,425	3	4	4
	Human Resources Managers	230	20	\$102,007	5	5	4
	Computer & Information Systems Managers	500	45	\$119,626	5	5	5
	Purchasing Managers	130	15	\$102,583	5	4	4
	Meeting, Convention, & Event Planners	200	25	\$47,300	4	4	4
	Fundraisers	200	20	\$46,738	4	5	4
Education & Training	Postsecondary Teachers	1,800	190	\$63,587	5	7	6
	Education Administrators, Postsecondary	380	35	\$94,411	5	5	5
	Elementary School Teachers, Except Special Education	3,360	255	\$49,729	4	6	5
	Middle School Teachers, Except Special & Career/Technical Education	1,760	135	\$49,729	4	6	5
	Educational, Guidance, & Career Counselors & Advisors	570	55	\$49,255	4	4	4
	Education Administrators, Kindergarten through Secondary	590	45	\$78,472	5	5	5
	Secondary School Teachers, Except Special & Career/Technical Education	2,060	145	\$58,731	4	6	5
	Coaches & Scouts	480	75	\$35,288	4	4	4
	Self-Enrichment Teachers	610	70	\$37,953	4	4	5
	Librarians & Media Collections Specialists	330	35	\$60,756	4	5	4
	Library Technicians	110	15	\$30,229	4	4	4
Finance	Accountants & Auditors	3,190	300	\$60,641	5	4	5
	Financial Managers	650	60	\$119,626	5	5	5
	Personal Financial Advisors	530	45	\$99,410	4	4	4
	Loan Officers	660	60	\$56,306	4	5	4
	Securities, Commodities, & Financial Services Sales Agents	600	60	\$48,303	4	4	4

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Region 7 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Finance	Financial & Investment Analysts	210	15	\$80,951	5	5	4
	Loan Interviewers & Clerks	270	25	\$36,724	3	4	4
	Tax Preparers	160	20	\$29,154	4	4	4
Government & Public Admin	Occupational Health & Safety Specialists	250	30	\$64,646	3	4	4
	Compliance Officers	350	30	\$62,021	3	4	4
	Eligibility Interviewers, Government Programs	*	50	\$41,267	4	5	4
	Tax Examiners & Collectors, & Revenue Agents	190	20	\$48,963	4	4	4
	Court, Municipal, & License Clerks	450	60	\$36,200	3	4	4
Health Science	Medical & Health Services Managers	1,200	150	\$77,497	4	4	4
	Registered Nurses	7,260	485	\$60,041	5	5	4
	Nurse Practitioners	530	60	\$99,487	6	5	4
	Licensed Practical & Licensed Vocational Nurses	1,450	145	\$38,647	4	4	4
	Pharmacists	770	35	\$128,186	6	7	7
	Medical Assistants	1,600	270	\$29,338	4	4	4
	Medical Secretaries & Administrative Assistants	730	95	\$36,392	3	5	4
	Pharmacy Technicians	1,110	115	\$31,201	4	4	4
	Physical Therapist Assistants	290	55	\$61,700	4	4	4
	Clinical Laboratory Technologists & Technicians	720	60	\$47,018	5	5	5
	Phlebotomists	490	85	\$30,582	3	4	4
	Radiologic Technologists & Technicians	600	35	\$47,386	3	4	4
	Physical Therapists	340	20	\$84,340	4	6	5
	Dental Assistants	720	110	\$36,635	3	4	4
	Speech-Language Pathologists	300	25	\$60,518	4	6	5
	Medical Records Specialists	340	25	\$36,751	4	4	4
	Occupational Therapists	170	15	\$79,363	4	6	5
	Respiratory Therapists	350	25	\$48,288	5	6	5
	Diagnostic Medical Sonographers	190	15	\$60,320	3	4	4
	Surgical Technologists	310	25	\$36,932	3	5	4
	Cardiovascular Technologists & Technicians	240	15	\$37,078	5	5	5
	Dental Hygienists	440	30	\$48,495	3	4	4
	Veterinary Assistants & Laboratory Animal Caretakers	170	40	\$28,099	4	4	3
	Medical Equipment Preparers	110	15	\$30,099	3	4	4
	Veterinary Technologists & Technicians	200	25	\$28,640	3	4	3
Ophthalmic Medical Technicians	120	15	\$29,338	3	4	4	
Psychiatric Technicians	150	15	\$28,254	3	4	4	
Hospitality & Tourism	Food Service Managers	760	110	\$58,496	3	4	4
	Supervisors of Food Preparation & Serving Workers	3,400	650	\$30,199	4	5	4
	Cooks, Restaurant	3,340	770	\$27,433	3	3	4
	Supervisors of Housekeeping & Janitorial Workers	640	80	\$36,637	4	4	4

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Region 7 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Hospitality	Lodging Managers	170	20	\$61,100	5	5	5
	Recreation Workers	600	140	\$29,005	3	4	4
	Chefs & Head Cooks	160	25	\$62,316	3	4	4
Human Services	Social & Community Service Managers	320	30	\$61,953	4	5	4
	Exercise Trainers & Group Fitness Instructors	550	115	\$36,443	4	4	4
	Child, Family, & School Social Workers	610	60	\$40,275	4	4	4
	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	560	70	\$38,831	3	5	4
	Social & Human Service Assistants	450	55	\$30,314	4	4	4
	Healthcare Social Workers	350	40	\$47,587	4	4	4
	Community Health Workers	210	30	\$49,244	4	4	4
	Supervisors of Entertainment & Recreation Workers, Except Gambling Services	290	40	\$37,706	4	4	4
	Supervisors of Personal Service Workers	310	40	\$36,751	4	4	4
	Manicurists & Pedicurists	300	45	\$28,225	3	3	3
	Skincare Specialists	140	20	\$30,031	3	3	4
	Mental Health & Substance Abuse Social Workers	160	15	\$28,741	4	4	4
	Information Technology	Software Developers	1,200	95	\$96,816	4	4
Computer User Support Specialists		820	75	\$46,594	4	4	4
Network & Computer Systems Administrators		600	40	\$74,404	5	5	4
Software Quality Assurance Analysts & Testers		170	15	\$77,560	4	4	4
Computer Systems Analysts		290	20	\$79,861	5	4	4
Database Administrators		220	15	\$77,497	5	4	5
Information Security Analysts		160	15	\$77,883	5	6	6
Web Developers		120	15	\$48,307	5	5	6
Law, Public Safety, Corrections & Security	Lawyers	1,080	55	\$101,338	5	7	5
	Police & Sheriff's Patrol Officers	2,040	205	\$47,853	3	4	4
	Paralegals & Legal Assistants	550	65	\$46,848	3	6	3
	Fire Inspectors & Investigators	440	50	\$47,853	5	4	4
	Paramedics	350	30	\$36,751	3	5	4
	Public Safety Telecommunicators	490	60	\$36,167	3	4	4
	Emergency Medical Technicians	390	40	\$29,041	3	5	4
	Firefighters	*	45	\$37,904	4	4	4
	Detectives & Criminal Investigators	180	15	\$67,309	3	4	4
	Probation Officers & Correctional Treatment Specialists	210	20	\$47,794	3	4	4
MFG	Supervisors of Mechanics, Installers, & Repairers	1,810	180	\$62,514	4	5	5
	Supervisors of Production & Operating Workers	1,990	250	\$63,247	4	4	4
	Maintenance & Repair Workers, General	2,910	285	\$36,975	4	4	4
	Industrial Machinery Mechanics	2,280	265	\$60,113	4	4	4

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.

Region 7 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Manufacturing	Inspectors, Testers, Sorters, Samplers, & Weighers	800	110	\$42,448	3	4	4
	Production, Planning, & Expediting Clerks	390	45	\$48,339	4	4	4
	Welders, Cutters, Solderers, & Brazers	1,850	240	\$48,335	3	3	4
	Chemical Equipment Operators & Tenders	760	85	\$61,880	4	4	4
	Aircraft Structure, Surfaces, Rigging, & Systems Assemblers	190	35	*	3	4	4
	Machinists	700	95	\$48,229	4	4	4
	Miscellaneous Assemblers & Fabricators	1,190	145	\$29,459	3	3	3
	Chemical Plant & System Operators	620	70	\$77,026	4	4	4
	Electrical & Electronics Engineering Technologists & Technicians	100	15	\$73,970	4	5	5
	Chemical Technicians	250	35	\$60,969	4	5	4
	Security & Fire Alarm Systems Installers	170	20	\$47,830	4	4	4
	Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic	440	50	\$38,018	3	3	4
	Medical Equipment Repairers	120	15	\$48,764	4	5	4
	Butchers & Meat Cutters	400	50	\$29,791	4	4	4
	Mixing & Blending Machine Setters, Operators, & Tenders	290	35	\$47,829	3	4	4
	Metal-Refining Furnace Operators & Tenders	190	25	\$60,229	3	3	4
	Sawing Machine Setters, Operators, & Tenders, Wood	430	60	\$35,510	3	3	3
	Computer Numerically Controlled Tool Operators	260	35	\$38,187	4	4	4
	Packaging & Filling Machine Operators & Tenders	400	50	\$29,934	3	3	4
	Coating, Painting, & Spraying Machine Setters, Operators, & Tenders	350	40	\$37,529	3	3	4
	Cabinetmakers & Bench Carpenters	200	30	\$36,360	4	4	4
	Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	310	45	\$29,625	3	3	4
	Woodworking Machine Setters, Operators, & Tenders, Except Sawing	380	50	\$29,906	4	3	3
	Cutting & Slicing Machine Setters, Operators, & Tenders	140	20	\$37,666	3	3	4
	Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, & Tenders, Metal & Plastic	170	25	\$30,814	3	3	4
	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	140	20	*	3	3	4
	Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic	270	30	\$29,971	3	3	4
	Engine & Other Machine Assemblers	90	20	*	3	3	4
	Food Batchmakers	190	25	\$27,004	3	3	4
	Molders, Shapers, & Casters, Except Metal & Plastic	120	20	\$28,825	3	3	4
	Plating Machine Setters, Operators, & Tenders, Metal & Plastic	110	15	\$29,161	3	4	4

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Region 7 Demand Occupations 2023-2024

Occupation Title		2021 Employment	Avg Annual Openings	Median Annual Salary	Median WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Marketing	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	2,940	320	\$59,492	5	5	4
	Sales Managers	500	45	\$99,455	4	5	5
	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	1,810	210	\$49,591	5	5	4
	Supervisors of Non-Retail Sales Workers	740	70	\$78,288	5	5	4
	Real Estate Sales Agents	820	75	\$48,013	4	5	4
	Market Research Analysts & Marketing Specialists	890	110	\$49,570	4	4	4
	Marketing Managers	210	20	\$98,457	7	5	5
	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	170	20	\$62,184	4	4	4
	Counter & Rental Clerks	1,220	165	\$28,826	4	3	4
	Merchandise Displayers & Window Trimmers	420	50	\$30,005	3	4	4
Public Relations Specialists	350	30	\$48,745	4	5	4	
STEM	Mechanical Engineers	630	55	\$95,296	6	6	6
	Industrial Engineers	760	70	\$98,084	5	6	6
	Architectural & Engineering Managers	300	30	\$127,955	7	7	5
	Electrical Engineers	350	25	\$99,040	7	6	6
	Chemical Engineers	150	15	\$99,040	7	6	7
	Environmental Scientists & Specialists, Including Health	160	15	\$62,068	5	7	7
	Aerospace Engineers	140	15	\$77,497	7	6	7
Transportation, Distribution & Logistics	Bus & Truck Mechanics & Diesel Engine Specialists	720	70	\$45,372	3	4	4
	Logisticians	340	45	\$63,645	5	5	5
	Mobile Heavy Equipment Mechanics, Except Engines	950	100	\$48,778	3	3	3
	Automotive Body & Related Repairers	400	40	\$47,309	3	4	3
	Aircraft Mechanics & Service Technicians	520	55	\$61,822	4	5	5
	Billing & Posting Clerks	580	70	\$35,796	4	4	4
	Captains, Mates, & Pilots of Water Vessels	160	20	\$64,745	5	4	4
	Automotive & Watercraft Service Attendants	390	65	\$29,658	3	3	3
	Tank Car, Truck, & Ship Loaders	180	25	\$77,608	3	4	4
	Bus Drivers, Transit & Intercity	180	25	\$35,747	3	4	3
	Motorboat Mechanics & Service Technicians	230	25	\$47,008	3	4	4
	Shuttle Drivers & Chauffeurs	290	45	\$27,007	3	4	3

Source: Alabama Department of Labor, LMI Division 2021-2031 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics. *Indicates data suppressed due to confidentiality. Demand occupations are based on criteria developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP). 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.