

Workforce Supply

- **Workforce Development Region 10 has a 41,240-strong available labor pool that includes 32,079 underemployed workers who are looking for better jobs, as well as 9,161 unemployed residents.**

The underemployed are willing to extend their commute for a better job. For the one-way commute, 45.1 percent are prepared to travel for 20 or more minutes longer and 34.1 percent will go 20 or more extra miles.

Labor Force	141,717
Employed	132,556
Underemployment rate	24.2%
Number of underemployed workers	32,079
Unemployed	9,161
Available labor pool	41,240

Note: Based on March 2016 labor force data.

Source: Center for Business and Economic Research, The University of Alabama and Alabama Department of Labor.

- **Commute distances were up in 2015 compared to 2014 but times remained about the same suggesting that congestion may have eased. However, congestion is likely to worsen when employment picks as the economy recovers.**

Continuous maintenance and development of the region's transportation infrastructure and systems is still essential because impeding the mobility of workers and the flow of goods can slow economic development.

- **Region 10 has lower educational attainment and population growth than the state.**

	Region 10	AL
Population growth, 2010-2015	0.7%	1.7%
<i>Educational attainment, age 25 and over</i>		
High School or higher	81.8%	83.7%
Bachelor's or higher degree	18.3%	23.1%

Source: Center for Business and Economic Research, The University of Alabama and U.S. Census Bureau.

Workforce Demand

- **Employment is currently low but is expected to grow faster than the labor force and population.**
- **By sector the five largest employers in the region provided 73,820 jobs (64.1 percent of the region's 115,195 total) in the first quarter of 2015.**

Industry	Employment	Share
Manufacturing	19,416	16.9%
Health Care and Social Assistance	17,886	15.5%
Retail Trade	15,992	13.9%
Educational Services	10,423	9.1%
Accommodation and Food Services	10,103	8.8%

Source: Alabama Department of Labor and U.S. Census Bureau.

- **On average 5,493 jobs were created per quarter from second quarter 2001 to first quarter 2015; quarterly net job flows averaged 347.**

Job creation is the number of new jobs that are created either by new businesses or through expansion of existing firms. Net job flows reflect the difference between current and previous employment at all businesses.

- **The 50 highest earning occupations are mostly in the fields of management, health, engineering, science, and computer and have a minimum salary of \$77,356. Only four of these do not require a bachelor's or higher degree. Five of the top 10 are health occupations and four are management.**

- **The top five high-demand occupations are:** Registered Nurses; Licensed Practical and Licensed Vocational Nurses; Construction Laborers; Medical Assistants; and Carpenters.

- **The top five fast-growing occupations are:** Layout Workers, Metal and Plastic; Physical Therapist Assistants; Diagnostic Medical Sonographers; Personal Care Aides; and Nursing Instructors and Teachers, Postsecondary.

- **Nine jobs are high-earning and in high-demand:**

Commercial Pilots
Logisticians
Construction Managers
Medical and Health Services Managers
Physical Therapists
Software Developers, Applications
Software Developers, Systems Software
Occupational Therapists
Nurse Practitioners

- **The region has 16 jobs that are both fast-growing and in high-demand:**

Layout Workers, Metal and Plastic
Physical Therapist Assistants
Diagnostic Medical Sonographers
Personal Care Aides
Nursing Instructors and Teachers, Postsecondary
Physical Therapists
Helpers--Electricians
Medical Secretaries
Home Health Aides
Dietitians and Nutritionists
Medical Assistants
Logisticians
Dental Hygienists
Nurse Practitioners
Carpenters
Medical and Clinical Laboratory Technicians

- **Three occupations are high-earning, fast-growing, and in high-demand:**

Physical Therapists
Logisticians
Nurse Practitioners

Implications for Workforce Development

- From a 2012 base, worker shortfalls of 5,400 for 2022 and 13,100 for 2030 are expected.

Change from 2012	2022	2030
Total population growth	7.2	11.5
Age 20-64 population growth	1.4	2.1
Job growth	5.7	12.5
Worker shortfall (percent)	4.3	10.4
Worker shortfall (number)	5,426	13,085

Source: Center for Business and Economic Research, The University of Alabama.

A focus on worker skills and the projected worker shortfalls must be of high priority through 2030. Worker shortfalls in critical occupations will also need to be addressed continuously.

- **Strategies to address skill needs and critical occupation shortfalls should aim at increasing labor force participation and raising worker productivity.**

Such strategies might include:

1. Improving education and education funding
2. Continuing and enhancing programs to assess, retrain, and place dislocated workers
3. Focusing on hard-to-serve populations (e.g. out-of-school youth)
4. Using economic opportunities to attract new residents
5. Facilitating in-commuting
6. Encouraging older worker participation

- **Investment in education/training and skills development is crucial.**

Improving education is important because: (a) a highly educated and productive workforce is a critical economic development asset, (b) productivity rises with additional education, (c) more educated people are more likely to work, and (d) education yields high private and social rates of return on investment.

Publicizing both private and public returns to education can encourage individuals to raise their own educational attainment levels and also promote public and legislative support for education.

The higher incomes that come with improved educational attainment and work skills would help increase personal income for the region as well as raise additional local (county and city) tax revenues. This is important, especially for a region that has average population and labor force growth rates.

Of the region's 623 single occupations, 59 are expected to decline over the 2012 to 2022 period. Twenty sharpest-declining occupations are expected to see a decline of at least 12.0 percent, with each losing a minimum of 10 jobs. Education and training for declining occupations should slow accordingly.

- **Skill and education requirements keep rising. In the future, more jobs will require postsecondary education and training at a minimum.**

The importance of basic skills generally and for high-demand, high-growth, and high-earning jobs indicates a strong need for training in these skills.

In Region 10 the pace of training needs to increase for technical skills while the scale of training is raised for basic and social skills.

Ideally, all high school graduates should possess basic skills so that postsecondary and higher education can focus on other and more complex skills.

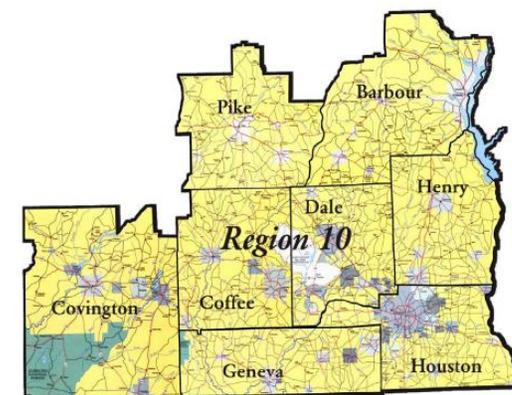
Employers should be an integral part of planning for training as they can help identify future skill needs and any existing gaps.

- **Economic development should target high-earning industries and workforce development should ensure availability of workers for such industries.**

Economic development should aim to diversify and strengthen the Region 10 economy by retaining, expanding, and attracting more high-wage providing industries. This is necessary despite having three large employment sectors paying higher than average wages.

- **Workforce development and economic development can together build a strong and well-diversified Region 10 economy. Indeed, one cannot achieve success without the other.**

State of the Workforce Report X: Region 10 2015 Summary



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