On June 10, 2019 Governor Kay Ivey signed into law Act 2019-506 which included the establishment of the Alabama Committee on Credentialing and Career Pathways (ACCCP). This committee, composed of both nine ex officio members and seven gubernatorial appointments who represent each of the seven workforce regions, is tasked with a two-fold mission: 1. Annually identify Alabama’s regional and statewide in-demand occupations within each of the Alabama 16 Career Clusters  2. Identify competency models, career pathways, and credentials of value, for each career cluster, linked to those in-demand occupations using labor market data. The ACCCP enlisted the expertise of the Alabama Department of Labor, Labor Market Information Division (LMI) to provide the data that would determine high demand occupations. On October 21, 2020 the ACCCP approved the following “Five Star Rubric” to determine regional and state high demand occupations.

### The Five-Star Rubric for In-Demand Occupations

<table>
<thead>
<tr>
<th>Criteria I</th>
<th>Criteria II</th>
<th>Criteria III</th>
<th>Criteria IV</th>
<th>Criteria V</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupation Must be at least 70% of Regional Median Wage</td>
<td>Positive projected growth</td>
<td>Occupation is projected to have a minimum of 15 openings a year</td>
<td>Occupation's median wage exceeds 70% of the current lower living standard income level (LLSIL).</td>
<td>Occupation Requires a post-secondary credential, certificate or degree for initial employment</td>
</tr>
</tbody>
</table>

### The Five-Star Rubric for Regional In-Demand Occupations

Must meet a minimum of 4 criteria
1. Must meet Criteria I-III
2. Must meet Criteria IV or V

**Statewide In-Demand Occupation Qualifications**
1. Must qualify in a minimum of 3 regions

In 2021, LMI worked to create occupational employment projections for 2018-2028, which is one of the two sources of data collected and reported by LMI to determine the demand occupations. ADOL, LMI is required to publish high demand occupations with each new release of occupational employment projections. Many of the variables included in the ACCCP rubric have historically been included in LMI’s methodology for demand occupations. Rather than produce a conflicting list of demand occupations, ADOL, LMI have now aligned its methodology with the ACCCP for all future demand occupations lists.
Due to the new methodology and emphasis on demand occupations within each of the sixteen career clusters, LMI publications have been changed to accommodate a much larger number of occupations. Under the ACCCP methodology, all occupations meeting the standards qualify, while LMI used a cutoff for the number that could be included at 40. ACCCP’s goals are to identify the common competencies required for each of the 16 career cluster, pathway, and demand occupations within that cluster; and also to create career pathways within each cluster that include training or credentials required between each of the higher skilled occupation along the path. The size of the list will change annually based on the changes in the data for each of the regions. The current totals range from a low of 127 in region 3 to a high of 282 in region 1.

Due to the large number, LMI provides additional summary tables for the demand occupations, which help determine the 25 fastest growing, the 25 highest demand, and the 25 highest demand requiring less than a 4 year degree. Each occupation in this entire list is approved by the ACCCP as a high demand occupation for the area. The summary tables are just to provide added information. Demand Lists are sorted by Career Cluster, then by occupations most in demand. Fast Growing tables are sorted by growth rate. Top 25 Tables are sorted by overall demand.

**ALABAMA CAREER CLUSTERS**

- AGRICULTURE, FOOD & NATURAL RESOURCES
- ARCHITECTURE & CONSTRUCTION
- ARTS, A/V TECHNOLOGY & COMUNICATION
- BUSINESS ADMINISTRATION & MANAGEMENT
- EDUCATION & TRAINING
- FINANCE
- GOVERNMENT & PUBLIC ADMINISTRATION
- HEALTH SCIENCE
- HOSPITALITY & TOURISM
- HUMAN SERVICES
- INFORMATION TECHNOLOGY
- LAW, PUBLIC SAFETY, CORRECTIONS & SECURITY
- MANUFACTURING
- MARKETING SALES & SERVICE
- SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS
- TRANSPORTATION, DISTRIBUTION & LOGISTICS