

ALABAMA SECTOR

Western Alabama and Eastern Mississippi (WAEM)

WIRED Region

2007 Labor Market Report

Revised June 2007



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Introduction

In November 2005, The U.S. Department of Labor launched the Workforce Innovation in Regional Economic Development (WIRED) Initiative. This initiative allowed regions across the country to apply for federal dollars to enhance economic development by bringing together state, local, and federal agencies. This first generation of the WIRED Initiative focused on regions that faced workforce challenges such as creating opportunities for growth in the region and bringing in new and innovative employers, both large and small.

Western Alabama and Eastern Mississippi form a region included in this first generation. This area encompasses eighteen counties in Alabama and nineteen counties in Mississippi. The counties included in the Alabama portion are Marion, Lamar, Fayette, Walker, Pickens, Tuscaloosa, Greene, Sumter, Hale, Perry, Dallas, Marengo, Choctaw, Clarke, Wilcox, Monroe, Lowndes, and Conecuh.

Partners and regional stakeholders need to know the condition of the region's labor market economy at the present time, before they can implement a plan of action. To that end, The Alabama Department of Industrial Relations, Labor Market Information Division has developed this report using the various data resources available in our Department and in the federal agencies we work with, such as the Bureau of Labor Statistics and the U.S. Census Bureau.

Quarterly Workforce Indicators (QWI's) are an amalgamation of Alabama administrative records and Census Bureau demographic data. An important attribute of these indicators is that they reflect *jobs*, not workers. As a result, workforce dynamics using these figures are illustrated from the perspective of *employer demand*. This distinction is significant in order to point out the need for attainable training and economic development targets.

Through our presentation of population, labor force, commuting patterns, industry mix, and occupational employment, we hope to provide a broad outlook of the region as a whole, and the counties that make up this region. We also hope to provide some projections of where growth in various industries and the occupations in those industries might occur. The target industries stated for the initiative in this region are Health Care, Advanced Manufacturing, and Biotechnology. Through this report you will see how these industries exist and the challenges to providing a skilled workforce for a brighter future in this region.



Population

The combined total population of counties in the WIRED area was approximately 552,280 as of July 1, 2005. Of that number, Tuscaloosa County alone accounted for 168,910 people. Walker County ranked second with an estimated 70,120 and is a member county of the Birmingham Metropolitan Statistical Area (MSA). Tuscaloosa County is the foundation of the Tuscaloosa MSA, all of which is included in the WIRED area. Other counties in the WIRED configuration range from a low of 9,660 in Greene County to a high of 44,370 in Dallas County using July 1, 2005 estimates.

Chart 1 illustrates differences in population levels of WIRED counties between the years 2000 and

Chart 1 Change in Population 2000 and 2005.

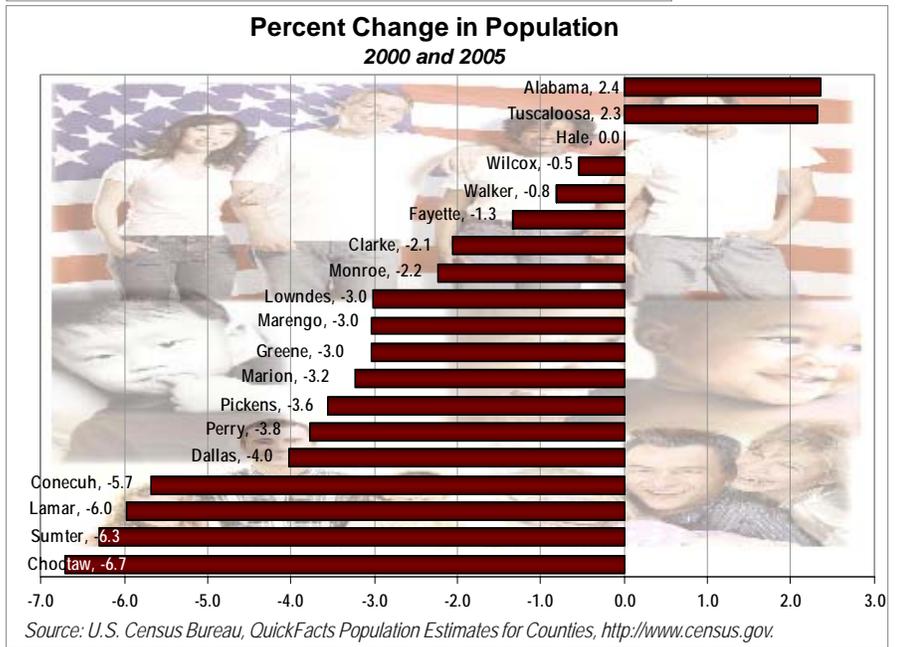
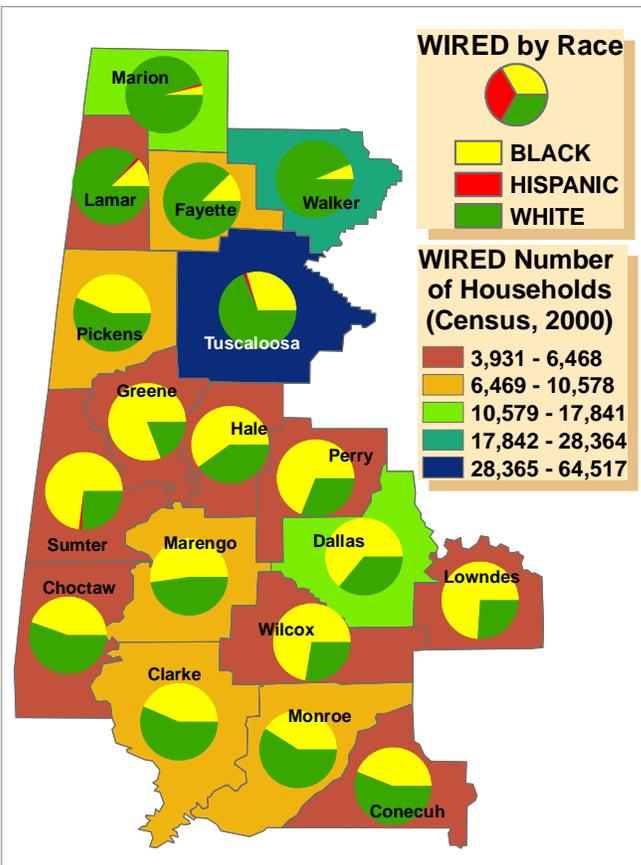


Figure 1 Race and Household.



Source: U.S. Census Bureau, 2000 Census of Population and Housing, Summary Population and Housing Characteristics PHC-1-2, Alabama.

2% of the statewide, total population estimate of 4,442,558. This segment of the population is now considered by the U.S. Census Bureau to be the fastest growing minority group in the United States.

2005. While Tuscaloosa County's growth was comparable to the state, no other county posted gains, although Hale County broke even for the period. The WIRED population has decreased overall by more than 7,360 people between the July 1, 2000 and July 1, 2005 estimates. Figure 1 shows the number of households per county, while population by race is shown in county pie charts. According to Alabama estimates from the 2005 American Community Survey, the Hispanic or Latino (of any race) population is 99,040 or just over

Chart 2 Hispanic Population.

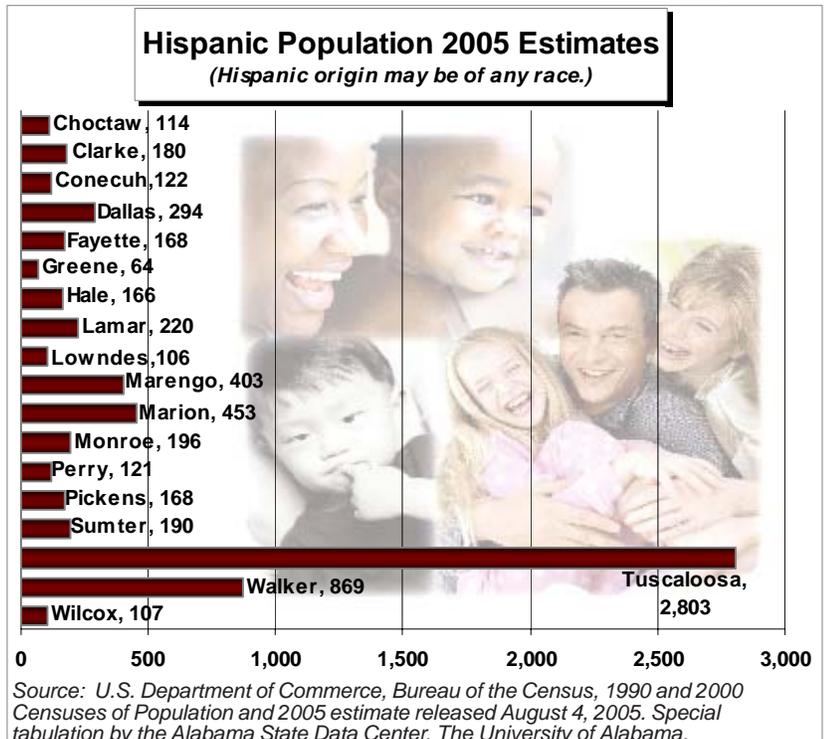
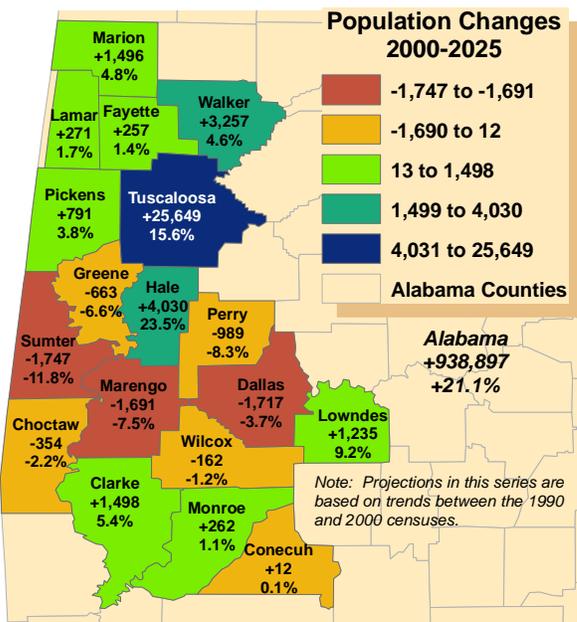


Figure 2 Population Projections.

**Alabama WIRED Region
Population Projections
2000-2025**

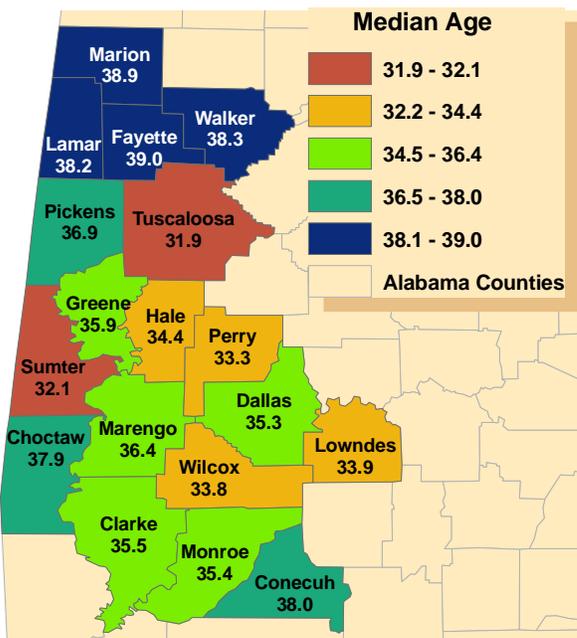


Source: U.S. Census Bureau and Center for Business and Economic Research, The University of Alabama, August 2001.

residents are found mostly in Walker and Dallas Counties with 1,798 and 1,417 youth respectively. Greene County had the least number of 16 to 18 year-olds with 278.

Figure 3 Median Age.

**Alabama WIRED Region
Census 2000
Median Age**

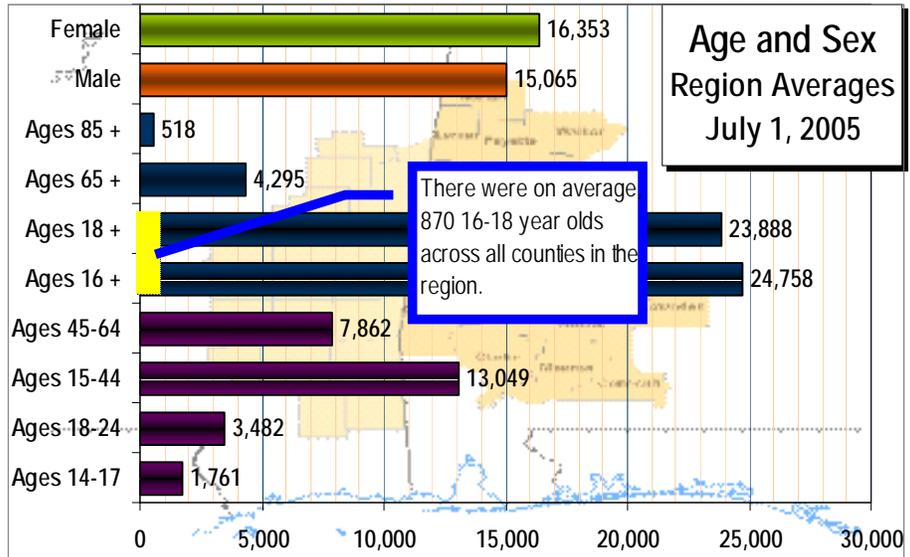


Source: U.S. Census Bureau, 2000 Census

Projected population changes through the year 2025 are charted on the left. Each county is labeled indicating the quantity of population change as well as the percentage of that change from base year 2000 figures to 2025. Tuscaloosa, Hale, and Walker Counties alone are projected to grow in population by over 32,900 by the year 2025. Increasing employment opportunities in metros will continue to draw workers from rural areas.

July 1, 2005 estimates show almost 1,300 more females than males in the West WIRED region. Subtracting between the 16+ and 18+ age groups in Chart 3 yields a figure for the 16 to 18 year-old segment of the population. This number represents the potential, entry-level worker in the civilian labor force. Although these older youth require some training and are major contributors of worker churn, they represent potential labor supply for positions that give good work experience at the lowest cost to employers. These younger

Chart 3 Age and Gender.



Source: U.S. Department of Commerce, Bureau of the Census, Estimates Division, Internet release date, August, 2006.

At the other end of the spectrum, it is estimated that 4,295 residents in July of 2005 were 65 and older. This segment of the population typically already has a strong work ethic; they are on time, are able to effectively problem-solve and tend to have better communication skills than their younger counterparts.

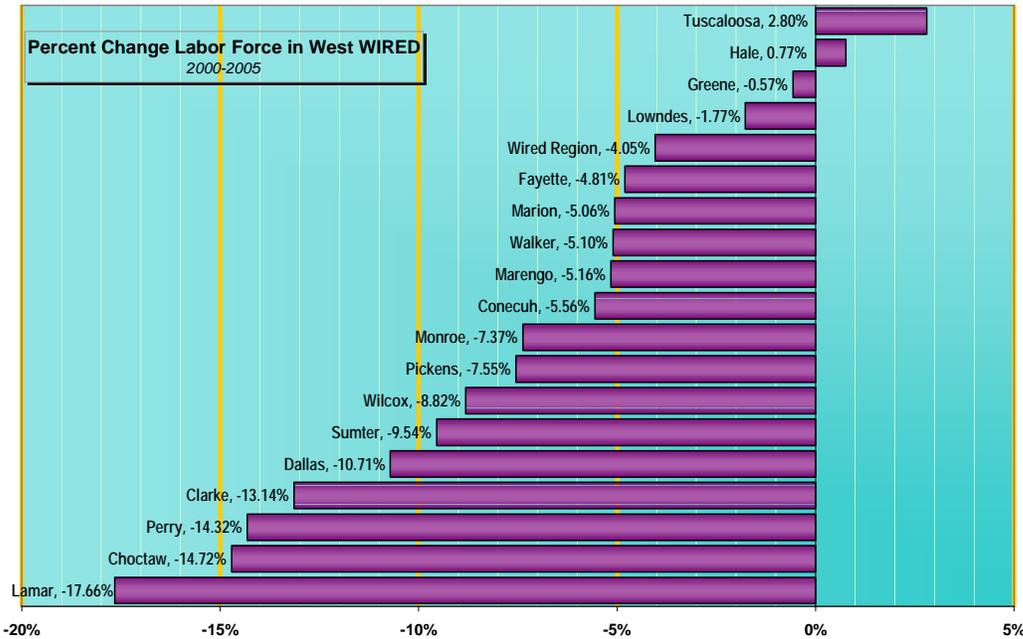
Population Summary

- ☼ The WIRED region has decreased in population by approximately 7,360 people from 2000-2005.
- ☼ Tuscaloosa is the only county growing in population.
- ☼ Two of 3 counties losing the least population are those adjoining the Birmingham and Tuscaloosa Metropolitan areas.
- ☼ The 4 most northern counties are characterized as having mostly white populations with each county's median age the oldest in the region, ranging from 38.2 in Lamar to 39 years in Fayette Counties.

Labor Force

The civilian labor force is defined as those people 16 years and older who are not institutionalized or on active military duty and are either employed or unemployed. In 2005, the civilian labor force in the WIRED region averaged 233,225; down over 4 percent from the year 2000. Population in the region went from 554,400 to 547,000, a decrease of just over 1 percent for the period. Considering the 2005 levels of civilian labor force and population, the labor participation rate in 2005 was approximately 43%. However, this figure is understated by definition, because the population includes those that are in prisons, mental institutions, and on active military duty and the civilian labor force does not; therefore, the labor participation rate appears somewhat lower than it actually is.

Chart 4 Change in Labor Force.



Estimates prepared by the Alabama Department of Industrial Relations in cooperation with the U.S. Bureau of Labor Statistics, based on 2005 benchmark.

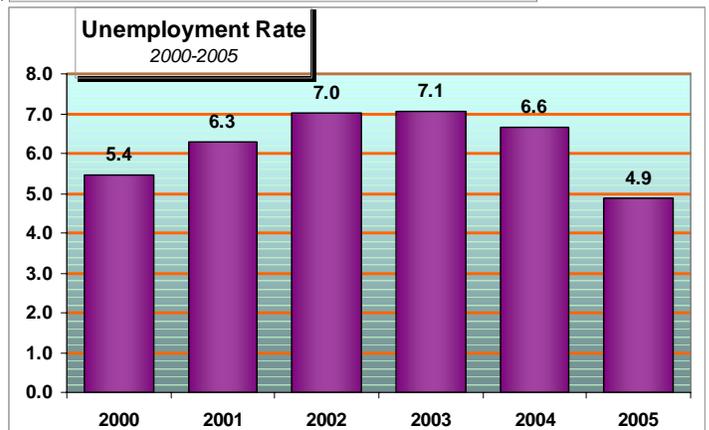
the period. Lamar County experienced a large drop in labor force from 2000-2005 of over 17%. This could be due to a decrease in the labor force participation rate, as population in the county only dropped 6% over the period.

Although the unemployment rate has only dropped from 5.4% in 2000 to 4.9% in 2005 for the entire region, Chart 5 illustrates much higher rates for the between years. The rate peaked at 7.1% for the region in 2003. On a more local level, the unemployment rate dropped for all counties except five; Choctaw, Dallas, Lowndes, Marengo, and Wilcox over the 6 year period. These are all contiguous counties located in the lower portion of the region. Some of the increase could be due to closings and/or layoffs in manufacturing industries such as wood products, food, and fabricated metals. On the other hand, both Lowndes and Dallas counties have benefited from the influx of automotive manufacturing suppliers, with several firms locating in those areas.

Labor Force Summary

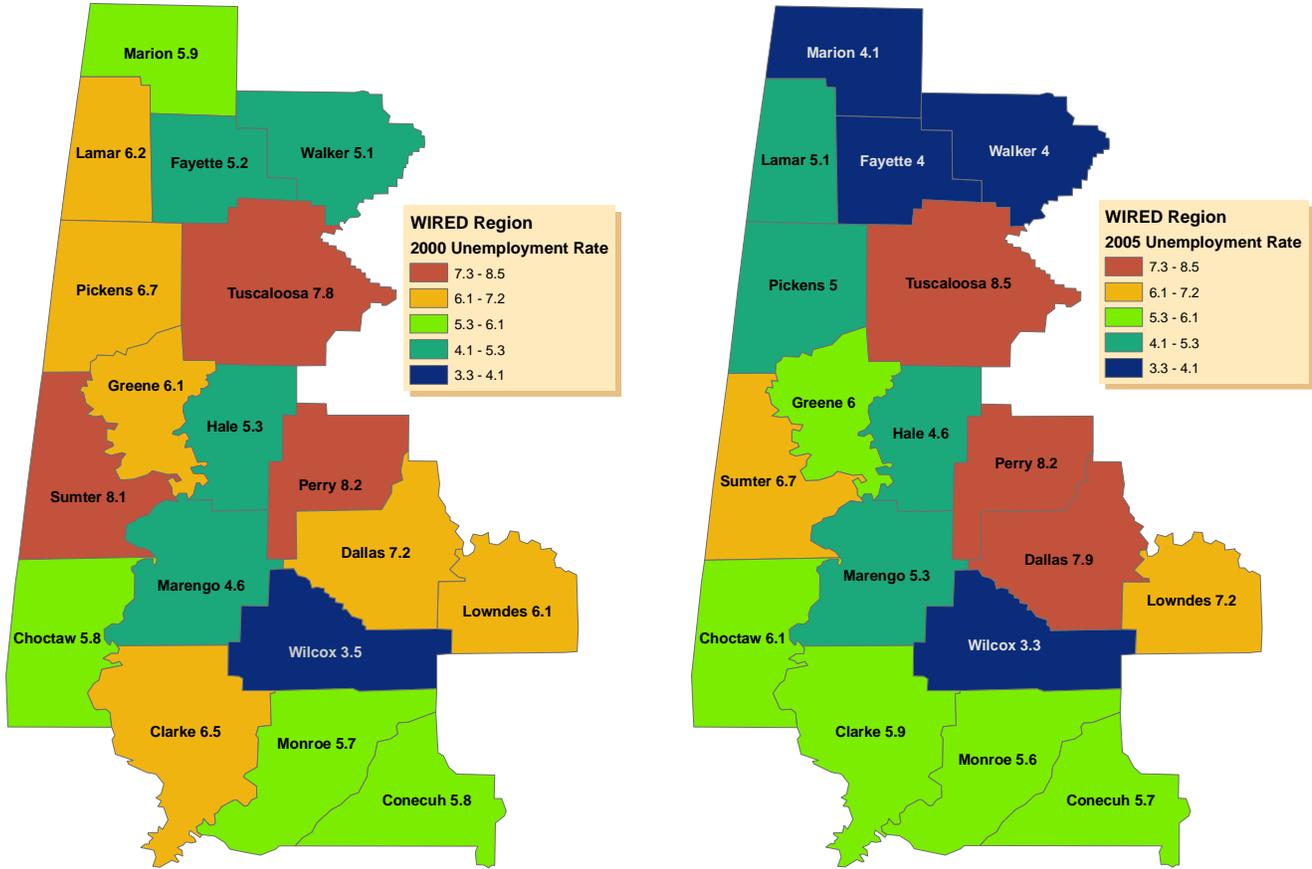
- ☼ WIRED area labor force has decreased 3 percent more than the population from 2000 to 2005.
- ☼ Labor participation in the WIRED is likely higher than 43%.
- ☼ Only the metro counties of Tuscaloosa and Hale increased their labor force from 2000 to 2005.

Chart 5 Region Unemployment Rates.



Estimates prepared by the Alabama Department of Industrial Relations in cooperation with the Bureau of Labor Statistics, based on 2005 benchmark.

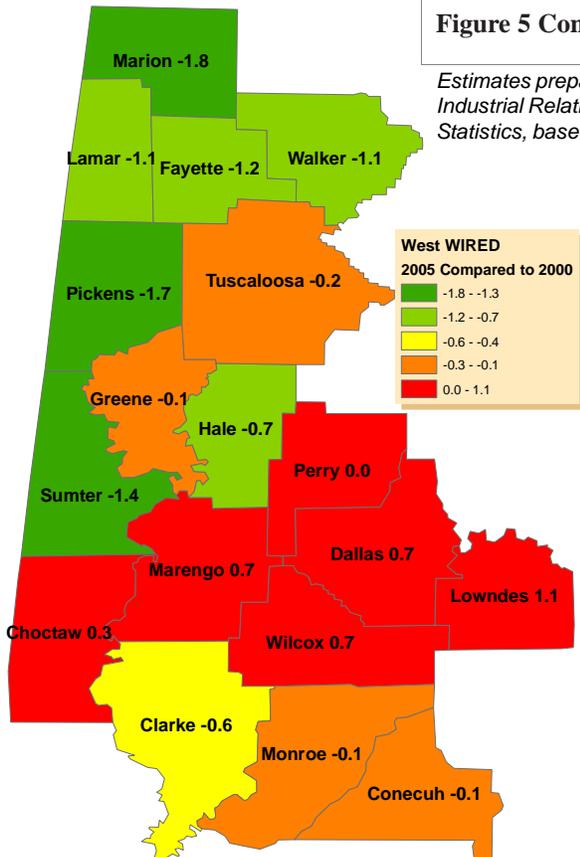
Figure 4 County Unemployment Rates for 2000 and 2005.



Estimates prepared by the Alabama Department of Industrial Relations in cooperation with the Bureau of Labor Statistics, based on 2005 benchmark.

Figure 5 Comparison of Rates, 2005 to 2000.

Estimates prepared by the Alabama Department of Industrial Relations in cooperation with the Bureau of Labor Statistics, based on 2005 benchmark.



Additional information regarding population and the civilian labor force is available at:

U.S. Census Bureau

<http://www.census.gov>

Alabama State Data Center

<http://cber.cba.ua.edu/asdc.html>

U.S. Bureau of Labor Statistics

<http://www.bls.gov/lau/home.htm>

Area Commuting

The commute map in Figure 6 suggests that in the WIRED area, more residents travel *out* of WIRED counties to work than those who both live and work *in* the area. At a broad level, this outflow is largely influenced by the surrounding metropolitan areas such as Birmingham, Montgomery, and Mobile. Each of these metro areas have developed infrastructure to support the needs of transportation of goods as well as necessary utilities and local services that support industry.

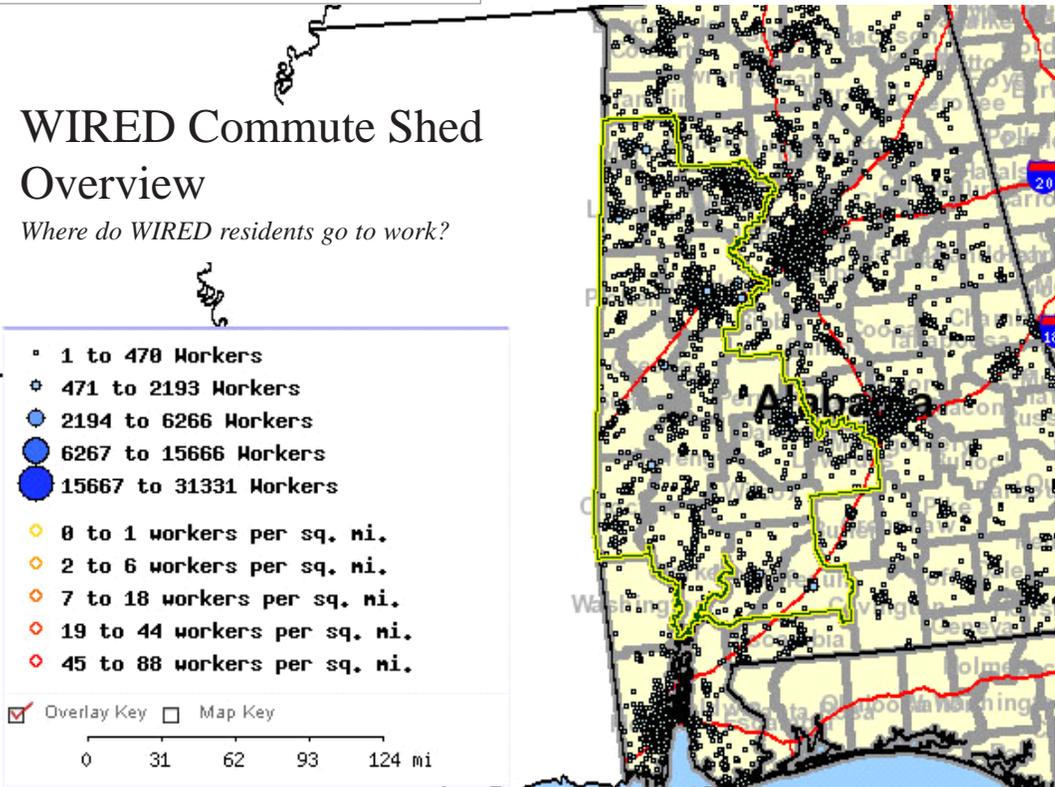
Table 1 lists the top counties where WIRED residents are employed. Share indicates the percentage of WIRED residents that work in the listed county. All Other Locations is the summation of any areas not listed in the top five.

Table 1 Commute Shed.

Counties Where Residents are Employed	2003		2002	
	Count	Share	Count	Share
* Tuscaloosa Co., AL	38,257	28.2%	38,536	28.1%
* Jefferson Co., AL	16,294	12.0%	17,016	12.4%
* Walker Co., AL	8,583	6.3%	8,289	6.0%
* Dallas Co., AL	8,452	6.2%	9,149	6.7%
* Marion Co., AL	5,908	4.4%	5,356	3.9%
* All Other Locations	58,073	42.8%	58,791	42.9%

Source: US Census Bureau and AL Department of Industrial Relations, LMI Division, LED Origin-Destination Data Base (2nd Quarter 2002 and 2003).

Figure 6 Commute Shed Map.



By definition, a labor market is an *economically integrated* area within which workers can readily change jobs without changing their place of residence. The Birmingham Metro is one such area to which many in the WIRED populace will travel to work. Other metropolitan areas that also affect the WIRED commuting pattern are Montgomery, Mobile, and Tuscaloosa. In addition to surrounding metropolitan areas, many adjoining counties within the region offer desirable amenities such as good schools, a small-town lifestyle and lower tax rates. The quality of work and

Source: US Census Bureau and AL Department of Industrial Relations, LMI Division, LED Origin-Destination Data Base (2nd Quarter 2002 and 2003).

its availability, versus quality of life standards are just two of many factors contributing to the distance workers are willing to commute without relocating.

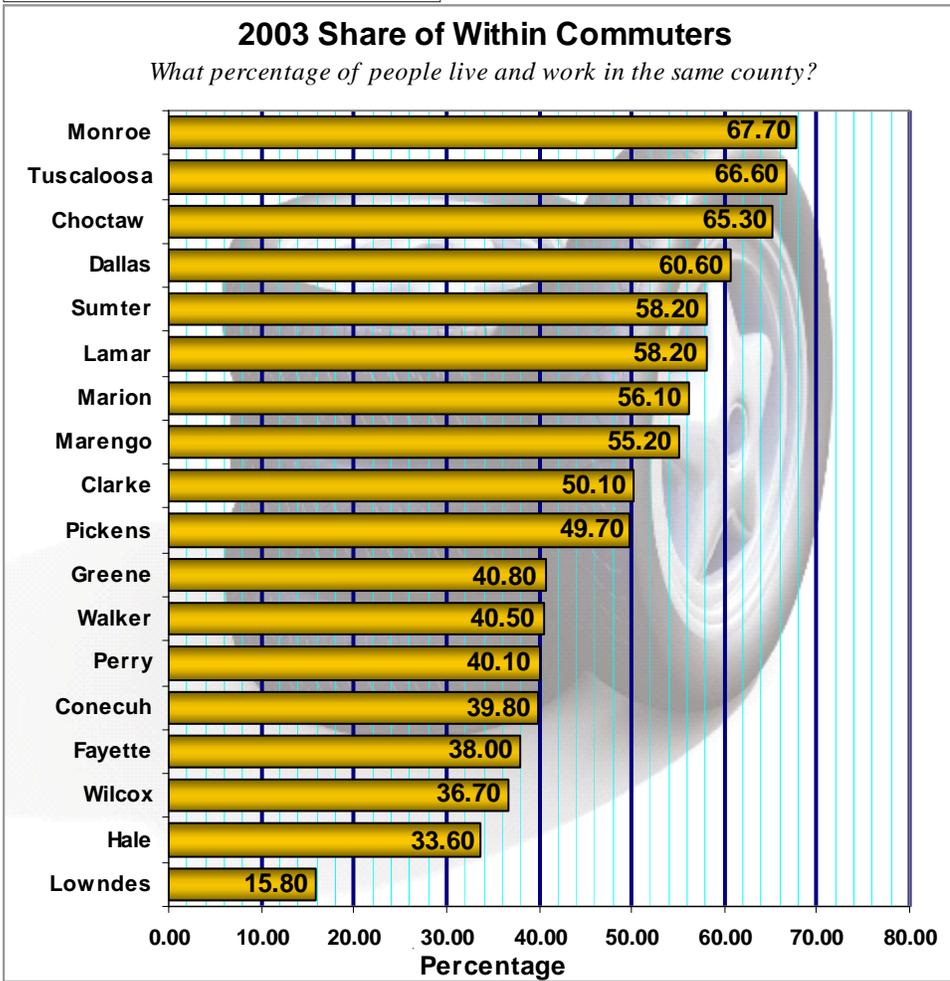
Table 2 Labor Shed.

Cities/Towns Where Workers Live	2003		2002	
	Count	Share	Count	Share
* Unincorporated Areas	70,909	52.00%	70,720	52.00%
* Tuscaloosa, AL	15,568	11.40%	16,202	11.90%
* Northport, AL	5,184	3.80%	5,249	3.90%
* Selma, AL	3,635	2.70%	4,029	3.00%
* Jasper, AL	2,524	1.80%	2,415	1.80%
* All Other Locations	38,614	28.30%	37,308	27.40%

Source: US Census Bureau & AL Dept. of Industrial Relations, LMI Division, LED Origin-Destination Data Base (2nd Quarter 2002 and 2003)

Within the WIRED area, there are several areas that qualify as labor markets. For example, while most resident jobholders from the City of Fayette are employed in the immediate area, many other small communities compete for Fayette workers such as Winfield, Guin, Vernon and Berry. Chart 6 shows the

Chart 6 Within Commuters.

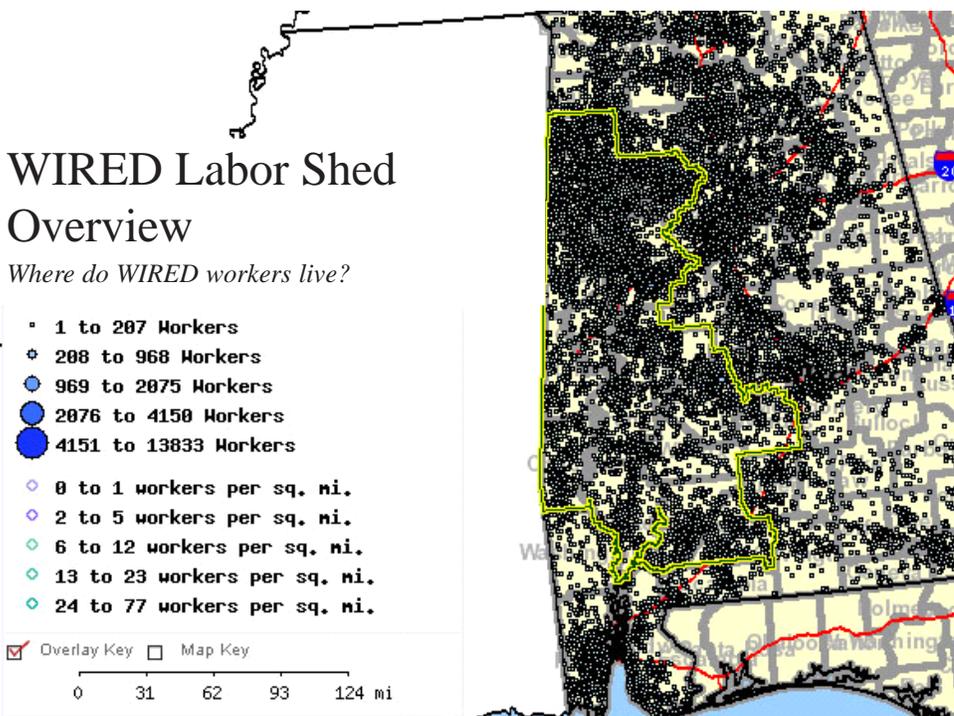


Source: US Census Bureau & AL Department of Industrial Relations, LMI Division, LED Origin-Destination Data Base (2nd Quarter 2002 and 2003).

percentages of people who, using 2003 commuting estimates, live and work in the same county within the WIRED area. Notice that only 15.8% of residents in Lowndes County also work in Lowndes. Over 45% of people who live in Lowndes County work in Montgomery County.

A note regarding the Labor and Commute Shed maps: Although employment locations are plotted as closely to the employee's worksite as possible, some employers with multiple worksites report all employment with the parent company. This effect can be seen in the subsequent labor shed figure. Birmingham, Mobile, Montgomery, and the Tuscaloosa Metros represent areas where many of these parent companies are located.

Figure 7 Labor Shed Map.



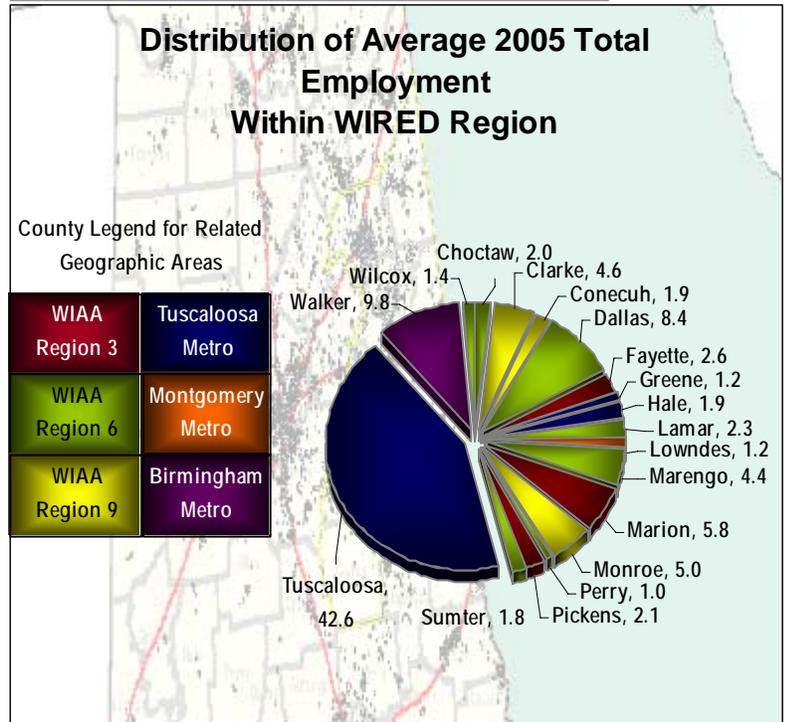
Source: US Census Bureau & AL Department of Industrial Relations, LMI Division, LED Origin-Destination Data Base (2nd Quarter 2002 and 2003).

Industry

Where is employment distributed?

Counties that are included in Metropolitan Statistical Areas (MSA's) by definition provide the greatest amount of employment. Although Tuscaloosa County provides the greatest amount of stable employment in the WIRED area, it is also the primary county in the Tuscaloosa MSA. In contrast, Walker County, a member county in the Birmingham MSA, contributes 9.8% to the WIRED total employment and is closely followed by Dallas County contributing 8.4%. Dallas is in the Workforce Investment Advisory Area (WIAA) 6 which has experienced little growth over the last decade. The largest labor market in WIAA 6 is the city of Selma, found in Dallas County. Marion County supplies the fourth largest number of employment opportunities at 5.8% and is the northernmost county in the WIRED region. The geographic distribution of counties makes it very unlikely that a contiguous labor market exists between all the counties in the WIRED region. Moreover, the labor markets that currently exist have diverse industrial profiles. The following discussion of industry employment is a generalized overview of the entire eighteen county region. Readers interested in a more specific portion of the WIRED area should refer to data published for the geographic areas noted in Chart 7.

Chart 7 Employment Distribution (%) by County



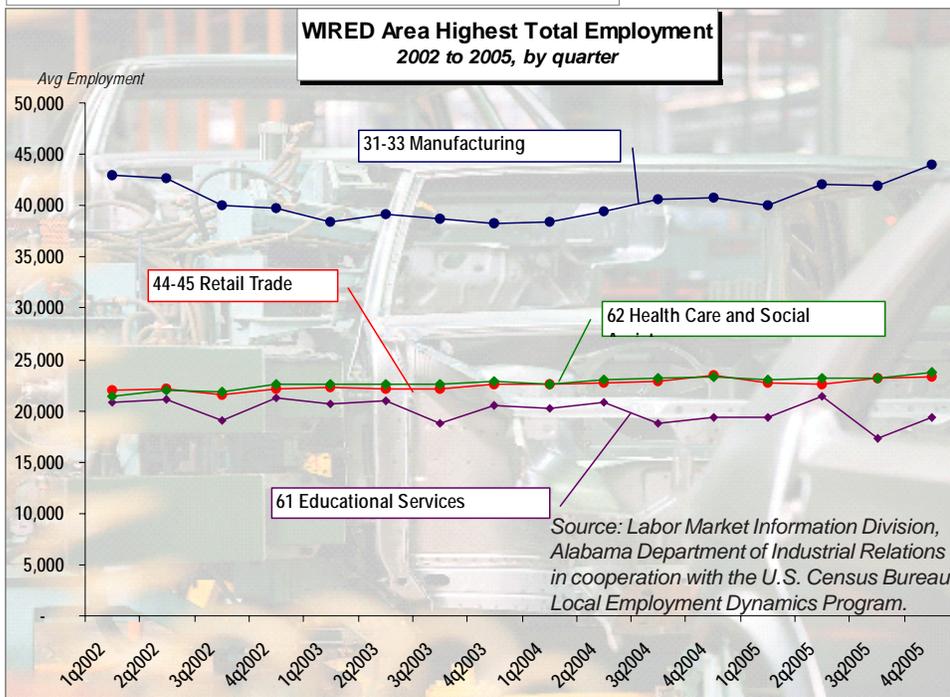
Source: Labor Market Information Division, Alabama Department of Industrial Relations in cooperation with the U.S. Census Bureau, Local Employment Dynamics Program.

Which industries are the biggest employers?

The Total Employment Quarterly Workforce Indicator (QWI) shows which industry sectors are providing the greatest employment in the WIRED area. This particular QWI counts the total number of workers who were employed by the

same employer in both the current quarter of interest and the previous quarter. This QWI utilizes the full employment count from the first to the last day of each quarter.

Chart 8 Highest Employment Industry Sectors.



Source: Labor Market Information Division, Alabama Department of Industrial Relations in cooperation with the U.S. Census Bureau, Local Employment Dynamics Program.

A brief analysis on this indicator was conducted using quarterly employment averages from 2002 through 2005 by industry sector. Except for the top four sectors, employment ranged from approximately 600 in Management of Companies and Enterprises at the close of 1st quarter, 2002 to 13,490 in Accommodation and Food Services, 4th quarter, 2005. The top four employing sectors were Manufacturing, Health Care and Social Assistance, Retail Trade, and Educational Services. Apart from those four, counties averaged a total employment of about 4,620 per quarter. The trend in these remaining sectors suggests

comparatively unchanging employment over the period. Also, employment levels from quarter to quarter indicate that employment either remained somewhat flat in the region or were consistent with statewide levels for the same period, depending on the particular industry.

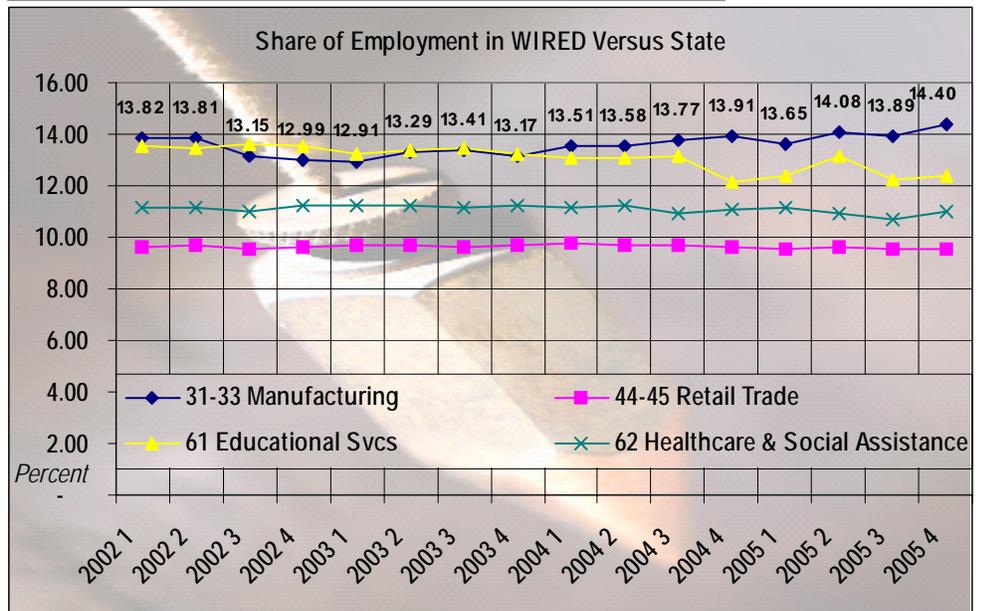
Educational Services, Retail Trade, and Health Care and Social Assistance sectors comprise a much larger employment group. In these industries, employment ranged from a low of 17,250 to a high of 23,732. Combined, these three sectors provided 36.3% of employment and represented an average 65,215 jobs during any quarter of the period. Even though third quarter drops are expected, Educational Services is the only sector of the top four with a downward trend over the 2002 to 2005 period.

Manufacturing was the lone sector that provided over 22.5% of employment during the period, and on average provided work in about 40,440 positions per quarter. Manufacturing is also the sector with the greatest amount of loss over the reference period. This is a concern when manufacturing facilities have historically provided the backbone of good-paying, stable jobs with greater financial investment in operations and facilities than other sectors.

Quarterly fluctuations in the employment share of Educational Services, Retail Trade, Health Care and Social Assistance, and Manufacturing industries were compared to statewide levels and reviewed for differences. That comparison is presented in Chart 9 with the WIRED percentage of statewide industry employment from quarter to quarter. This allows for assessment of changes in employment between the state and the region for the same time periods and industry sectors. Sharp changes from quarter to quarter within a sector should indicate an employment level in the WIRED area that deviates from statewide levels. As shown, Educational Services, Retail Trade and Health Care and Social Assistance did not fluctuate remarkably from 1st quarter 2002 through 4th quarter 2005. Manufacturing however, does show a decline

specifically from the beginning of 2nd quarter 2002 through the end of 1st quarter 2003. First to 2nd quarter 2003 indicates the strongest quarter of employment recovery, but was not enough to recoup losses of the previous year. Several detailed industries suffered layoffs or closings that contributed to this downturn and are summarized at the end of the Industry section. A skills perspective of this activity suggests that the individuals, who are no longer employed in manufacturing firms that closed, take with them knowledge and skill attributes that could potentially be retrained as labor for new industry development.

Chart 9 Employment Share.



Source: Labor Market Information Division, Alabama Department of Industrial Relations in cooperation with the U.S. Census Bureau, Local Employment Dynamics Program.

Location quotients go one step further and provide a measure of private industry concentrations in an area relative to the rest of the state. These quotients are the ratio of an industry's local employment rate to the industry's state employment rate. These quotients answer the question, "Which WIRED counties have export industries?" On the following page, scores that are lower than 1.0 mean there is less concentration of that industry in the county than the state. Scores over 1.0, but less than 2.0 indicate more of the industry locally than statewide. Industries with shares over 2.0 are considered very significant and represent export industries. Those cells in Table 3 with shares over 2.0 have been highlighted. This table illustrates a very important factor in the region. Seven of the counties in the region have a large share of exports in Agriculture, Forestry, and

Table 3 Location Quotients by Industry Sector.

West AL WIRED Location Quotients, 2005 Annual Quarterly Census of Employment and Wage

Industry	Choctaw	Clarke	Conecuh	Dallas	Fayette	Greene	Hale	Lamar	Lowndes
Base Industry: Total, all industries	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
NAICS 11 Agriculture, forestry, fishing & hunting	ND	5.9	ND	2.03	5.36	ND	9.97	ND	ND
NAICS 21 Mining	ND	NC	ND	0.59	21.88	ND	NC	ND	ND
NAICS 22 Utilities	ND	1.31	0.54	0.98	ND	ND	1.02	ND	ND
NAICS 23 Construction	0.73	0.68	0.36	0.64	0.39	0.38	0.56	0.32	1.72
NAICS 31-33 Manufacturing	2.32	1.36	0.73	1.75	1.85	1.12	2.1	2.15	2.45
NAICS 42 Wholesale trade	ND	0.29	2.6	0.37	ND	ND	0.29	ND	ND
NAICS 44-45 Retail trade	0.75	1.46	0.63	1.11	1.02	0.68	0.84	0.8	0.41
NAICS 48-49 Transportation & warehousing	1.16	0.98	8.25	0.6	0.81	0.29	0.87	4.26	1.03
NAICS 51 Information	0.55	0.58	0.4	0.58	0.58	0.31	0.49	0.49	ND
NAICS 52 Finance & insurance	0.56	1.09	0.33	0.45	0.45	0.4	0.68	ND	0.61
NAICS 53 Real estate & rental & leasing	0.28	0.57	0.2	0.71	0.33	NC	0.3	ND	0.33
NAICS 54 Professional & technical services	0.26	ND	ND	0.23	ND	0.14	0.19	0.25	0.1
NAICS 55 Management of companies & enterprises	NC	ND	ND	1.49	ND	NC	ND	NC	NC
NAICS 56 Administrative & waste services	0.08	0.21	0.26	0.33	0.39	0.13	ND	0.1	0.12
NAICS 61 Educational services	ND	ND	ND	1.17	0.18	ND	ND	NC	ND
NAICS 62 Health care & social assistance	ND	ND	ND	1.41	0.95	ND	ND	1.01	ND
NAICS 71 Arts, entertainment, & recreation	0.51	0.16	ND	0.48	ND	ND	ND	ND	ND
NAICS 72 Accommodation & food services	0.55	0.93	ND	0.79	ND	ND	ND	ND	ND
NAICS 81 Other services, except public administration	0.71	0.91	0.52	1.12	0.55	0.91	0.58	0.41	ND

Industry	Marengo	Marion	Monroe	Perry	Pickens	Sumter	Tuscaloosa	Walker	Wilcox
Base Industry: Total, all industries	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
NAICS 11 Agriculture, forestry, fishing & hunting	5.9	0.9	ND	5.2	ND	ND	0.4	1.8	10.18
NAICS 21 Mining	NC	0.8	ND	NC	ND	ND	6.99	5.5	NC
NAICS 22 Utilities	1.2	ND	0.46	ND	ND	0.8	0.48	3.4	ND
NAICS 23 Construction	0.7	0.3	0.24	0.5	0.74	0.6	1.41	0.6	1.44
NAICS 31-33 Manufacturing	2.1	2.5	2.41	1.6	1.31	1.0	1.11	0.7	1.8
NAICS 42 Wholesale trade	0.6	ND	0.52	ND	ND	1.2	0.55	0.4	0.55
NAICS 44-45 Retail trade	0.9	0.6	0.78	1.1	0.97	1.1	1.04	1.6	0.84
NAICS 48-49 Transportation & warehousing	1.2	0.9	2.85	ND	0.88	1.7	0.93	1.1	ND
NAICS 51 Information	0.6	0.3	0.69	ND	0.36	0.5	0.73	0.7	1.04
NAICS 52 Finance & insurance	0.9	0.8	0.58	0.7	1.21	0.7	0.64	0.8	1.03
NAICS 53 Real estate & rental & leasing	0.6	0.2	0.27	0.3	0.38	0.8	1.26	0.6	0.29
NAICS 54 Professional & technical services	ND	1.6	ND	ND	0.25	ND	0.7	0.5	ND
NAICS 55 Management of companies & enterprises	ND	ND	ND	NC	ND	ND	0.73	1.2	NC
NAICS 56 Administrative & waste services	0.3	ND	0.32	ND	ND	1.3	0.91	0.2	ND
NAICS 61 Educational services	1.1	NC	ND	13.1	ND	ND	0.95	ND	ND
NAICS 62 Health care & social assistance	0.7	1.0	ND	1.5	ND	ND	0.74	ND	ND
NAICS 71 Arts, entertainment, & recreation	0.6	0.3	ND	NC	0.54	0.5	0.92	0.7	ND
NAICS 72 Accommodation & food services	0.7	0.6	ND	0.5	0.45	1.0	1.22	1.2	ND
NAICS 81 Other services, except public administration	0.7	0.5	0.59	ND	1.23	0.6	1.09	1.0	1.21

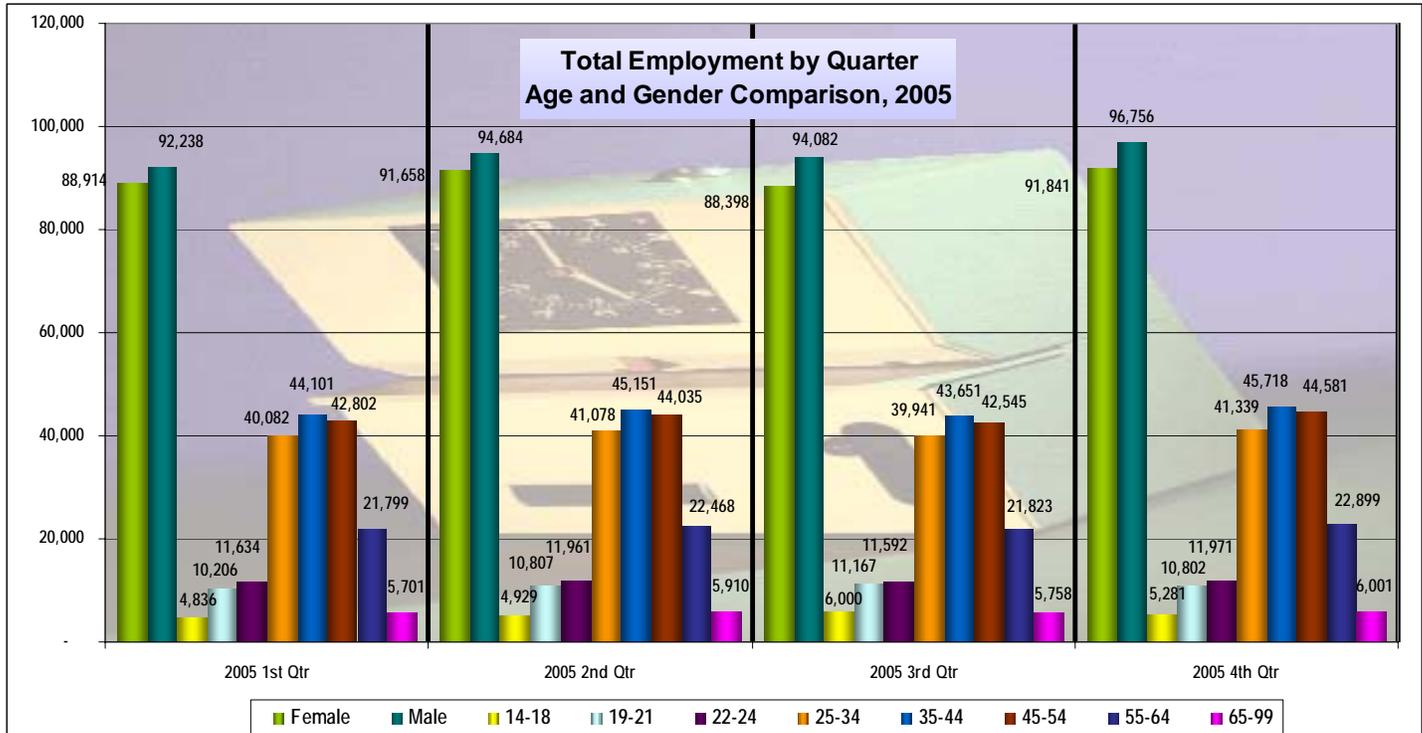
Source: Alabama Department of Industrial Relations, Labor Market Information Division in cooperation with the U.S. Bureau of Labor Statistics Quarterly Census of Employment Statistics program using 2005 Annual Average data.

Footnotes:

(ND) Not Disclosable

(NC) Not Calculable, the data does not exist or it is zero

Chart 10 Employment by Age and Gender,



Source: Labor Market Information Division, Alabama Department of Industrial Relations in cooperation with the U.S. Census Bureau, Local Employment Dynamics Program.

Fishing and Hunting. Since much of this industry includes small farms and self-employed family businesses, many employers in this industry are not counted in the industry employment figures. One can expect that this industry is very important to the region’s export business, but it is declining in this region as well as the state.

Location Quotients help to illustrate an area’s competitive advantage for strong industries. It is important to note that these quotients represent *private firms using 2005 average annual data*. Any of these reported cells can change drastically if a firm experiences a change of ownership from private to public.

Chart 10 breaks out Total Employment in the WIRED area by gender and age. Over the course of 2005, female employment levels varied more than males from quarter to quarter. The greatest difference occurred in the 3rd quarter as total employment for both genders declined. While employment for men declined by 602 across the quarter, employment numbers for women declined more sharply at 3,260. Employment by age in the WIRED region follows typical seasonality patterns with drops in 1st and 3rd quarter. The greatest changes occur in the 14 to 18 and 19 to 21 age categories. Seasonal patterns for these younger workers mean a slight *increase* in employment during 2nd and 3rd quarters. A large concern for the economy across the nation, as well as the WIRED region is the large number of baby boomers who are reaching retirement age, and will soon leave their jobs. Approximately 15% of the region’s workforce, as well as the state’s, in 3rd quarter 2005 was over the age of 55. In the WIRED region that equates to close to 29,000 people. In the next decade thousands of jobs will need to be filled due to these people leaving the workforce.

Health Care and Manufacturing industries are heavily affected by the employment of older workers, as these are important industries in the region. In 2005, Wood Product Manufacturing was the top private detailed industry in the region. Over 450 of the workers in this industry in 2005 were over the age of 55. More than 16% of the people employed in the region in Plastic and Rubber Products Manufacturing in 2005 were over the age of 55. Although this industry is expected to drop over 3 percent through 2014, it is likely that people will need to fill openings that retirees

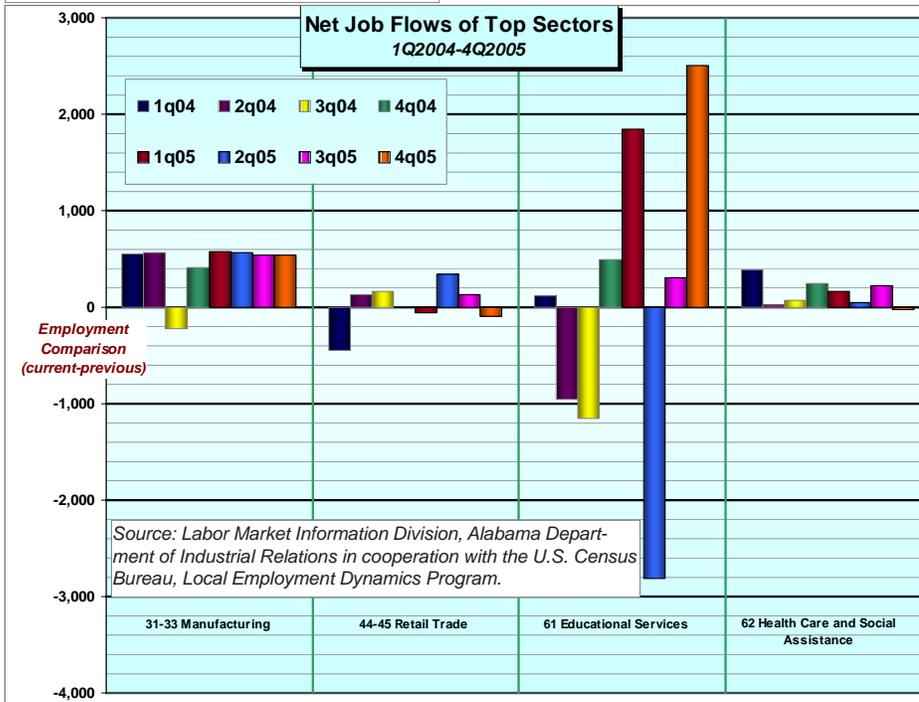
leave behind. Furthermore, Ambulatory Health Care Services and Nursing and Residential Care Facilities were in the top 5 industry employment in the region in 2005. These are also industries that employ a large amount of workers over 55, with over 700 in 2005. This is of much greater concern, since these health care industries are expected to grow much faster than average over the

Table 4 Potential Openings Due to Worker Retirement and Industry Growth.

Industry	Employment Over Age 55 4q2005	2014 Projected Openings Due to Growth	Potential Openings Due to Retirement & Industry Growth
452 General Merchandise Stores	557	430	987
321 Wood Product Manufacturing	462	90	552
621 Ambulatory Health Care Services	421	1,710	2,131
561 Administrative and Support Services	415	1,550	1,965
484 Truck Transportation	384	300	684
238 Specialty Trade Contractors	342	710	1,052
623 Nursing and Residential Care Facilities	315	660	975

Source: Labor Market Information Division, Alabama Department of Industrial Relations in cooperation with the U.S. Census Bureau, Local Employment Dynamics Program and Projections Managing Partnership.

Chart 11 Job Flows of Top Sectors.



Source: Labor Market Information Division, Alabama Department of Industrial Relations in cooperation with the U.S. Census Bureau, Local Employment Dynamics Program.

The Manufacturing sector experienced a positive change in employment during the years 2004 and 2005. Only one quarter in this period, 2004 3rd quarter, shows a contraction of 546 jobs. Although there were more expansions than contractions, some manufacturing firms did have layoffs or close. Overall, Manufacturing experienced a net increase of 3,523, Health Care and Social Assistance added 1,127, Educational Services netted 362, and Retail increased by 173 jobs over the eight quarter period.

Job Gains answer the question, “Which industries are creating the most jobs?”, and are shown on the right. Chart 12 illustrates the number of new jobs every quarter that were created by new area businesses or by

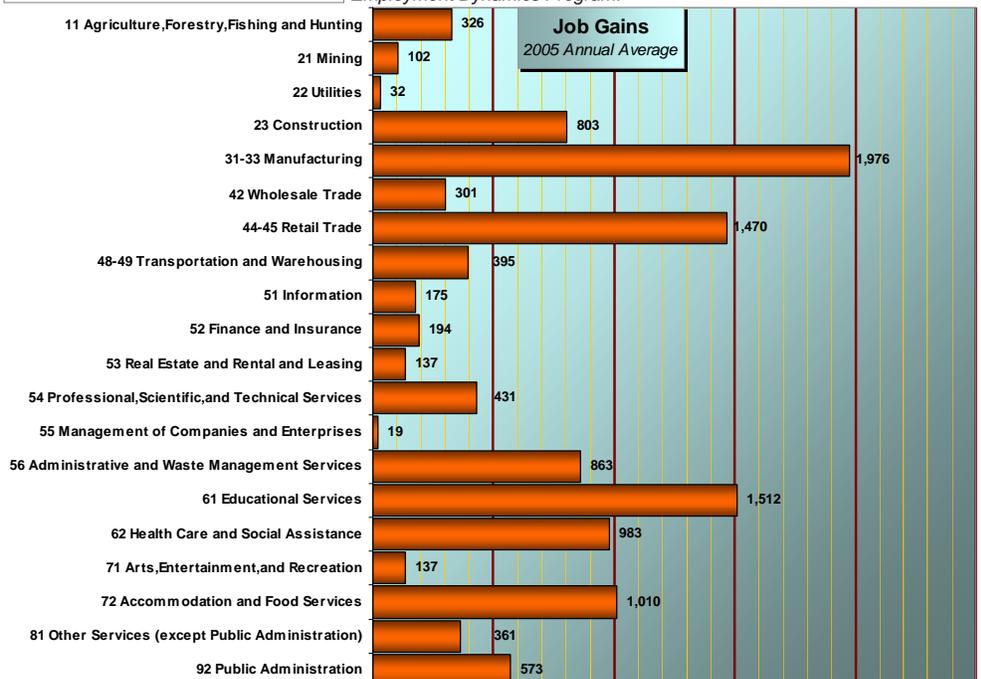
decade, thus creating new jobs. As a result, the region is going to have to produce a workforce for the growth of the industry *and* for the people who will be retiring from health care industries over the decade. Table 4 shows the potential openings through 2014 due to retiring workers and industry growth.

Which industries are expanding or contracting employment?

Net Job Flow is another QWI used to evaluate the WIRED area. This indicator shows the difference between the current quarter and previous quarter employment at each business.

Chart 12 Job Gains, 2005.

Source: Labor Market Information Division, Alabama Department of Industrial Relations in cooperation with the U.S. Census Bureau, Local Employment Dynamics Program.



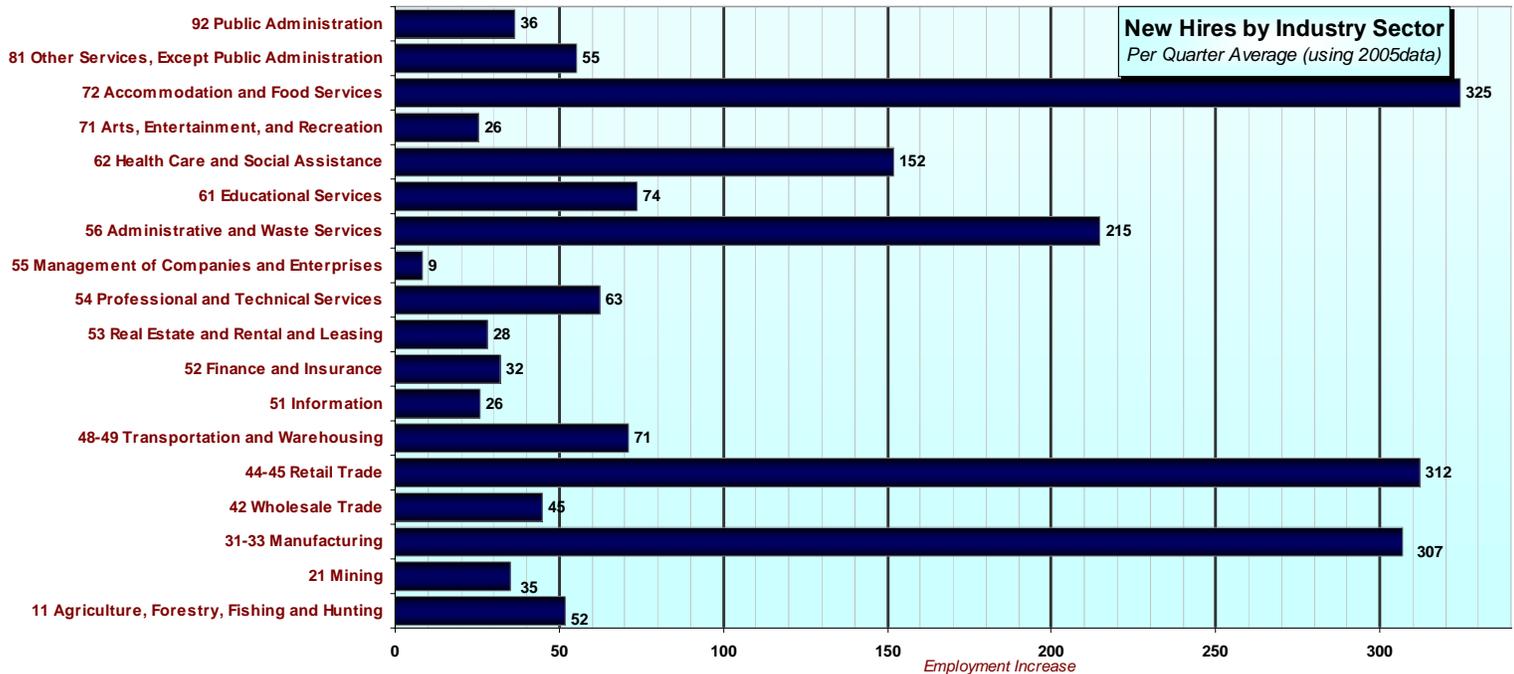
the expansion of employment in existing firms. For all quarters of 2005, those sectors with the most job creation were Manufacturing, Educational Services, and Retail Trade.

Which industries are hiring the most workers?

New Hires is a QWI that measures the number of new employees attached to a firm in the current quarter that were not employed with the same firm the previous four quarters. One benefit of using four quarters of data is in understanding which types of industries can successfully attract and retain quality personnel, thus keeping the investment made in

Chart 13 New Hires, 2005.

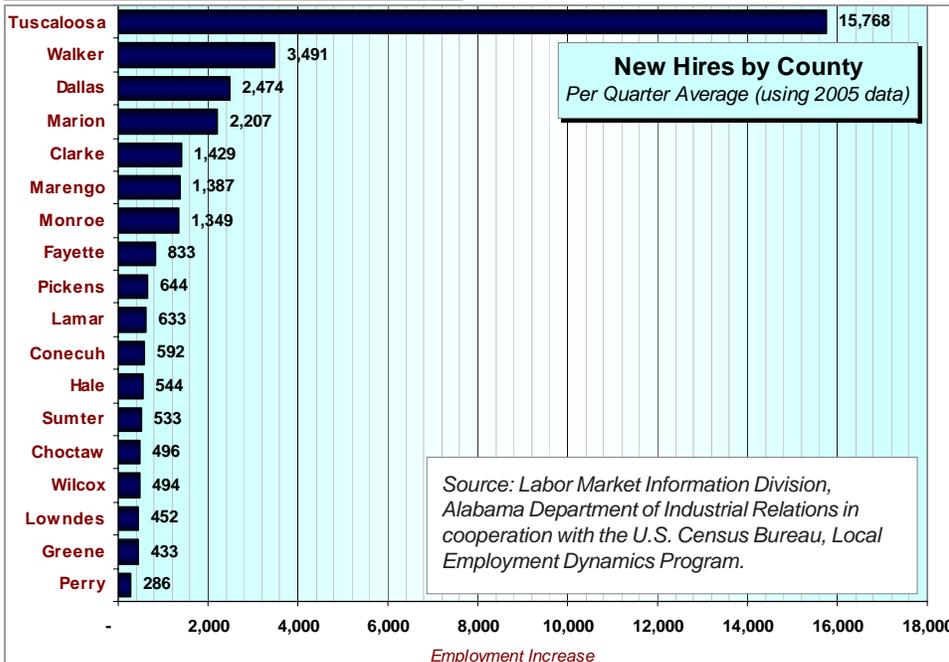
Source: Labor Market Information Division, Alabama Department of Industrial Relations in cooperation with the U.S. Census Bureau, Local Employment Dynamics Program.



new employees. Many industries have a large volume of new hire activity due to attrition without business expansion within the same time period.

Chart 14 New Hires by County.

In 2005 the Manufacturing sector hired an average of 307 new employees in



Source: Labor Market Information Division, Alabama Department of Industrial Relations in cooperation with the U.S. Census Bureau, Local Employment Dynamics Program.

WIRED counties every quarter. Accomodation and Food Services is an example of an industry sector which experienced a large amount of new hire activity, yet did not experience a great deal of business expansion. In sum for 2005, this sector hired over 22,000 people, but only experienced 1,010 jobs quarterly from new and expanding businesses. A look at these new hires by gender shows that although there were more men than women hired each quarter of 2005, the number of women entering employment as a stable new hire continued to rise from quarter to quarter, with only a modest setback of 429 from third to fourth quarter.

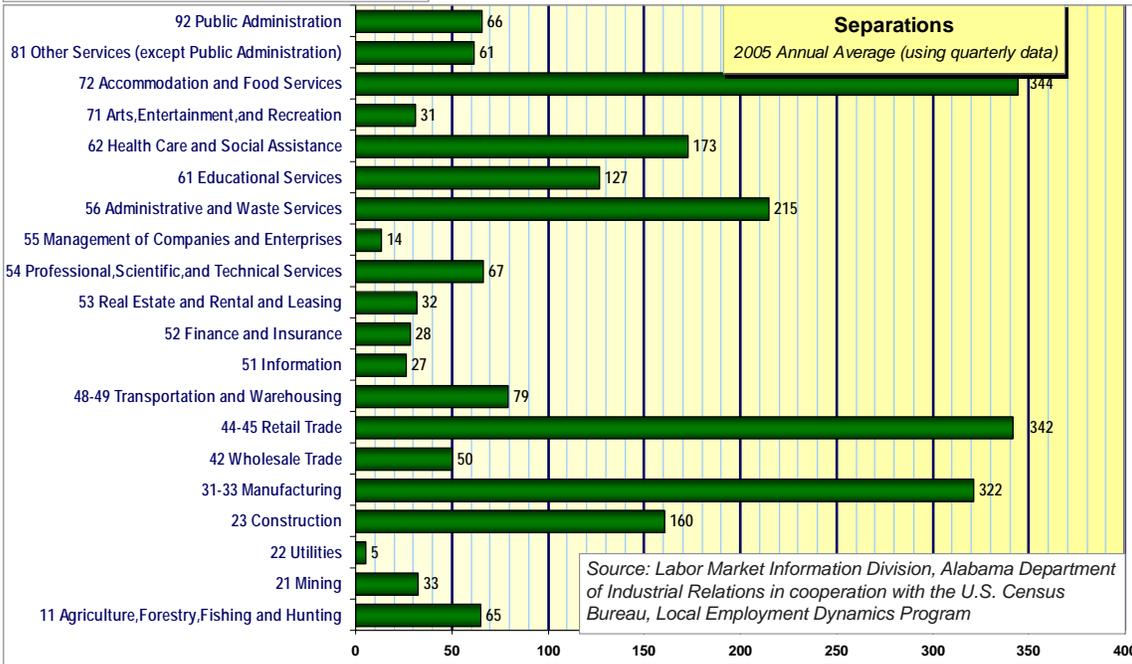
What geographic areas are doing the most hiring?

Counties expected to have the most new hires will be those in a metropolitan statistical area, or ones with greater numbers of employers. In the WIRED area, Tuscaloosa County has 4.5 times more new hires with over 15,700 than its closest rival Walker County at almost 3,500. Dallas and Marion Counties round out the top four with over 2,400 and 2,200 new hires respectively. Refer to Chart 14 for a full list of new hires by WIRED county.

Which industries are workers leaving?

Industry separations are illustrated below. A separation is defined as an employee not being attached to a firm in the current quarter that was attached to that business the previous quarter. Separations occur most frequently due to transient employment in industries that employ students

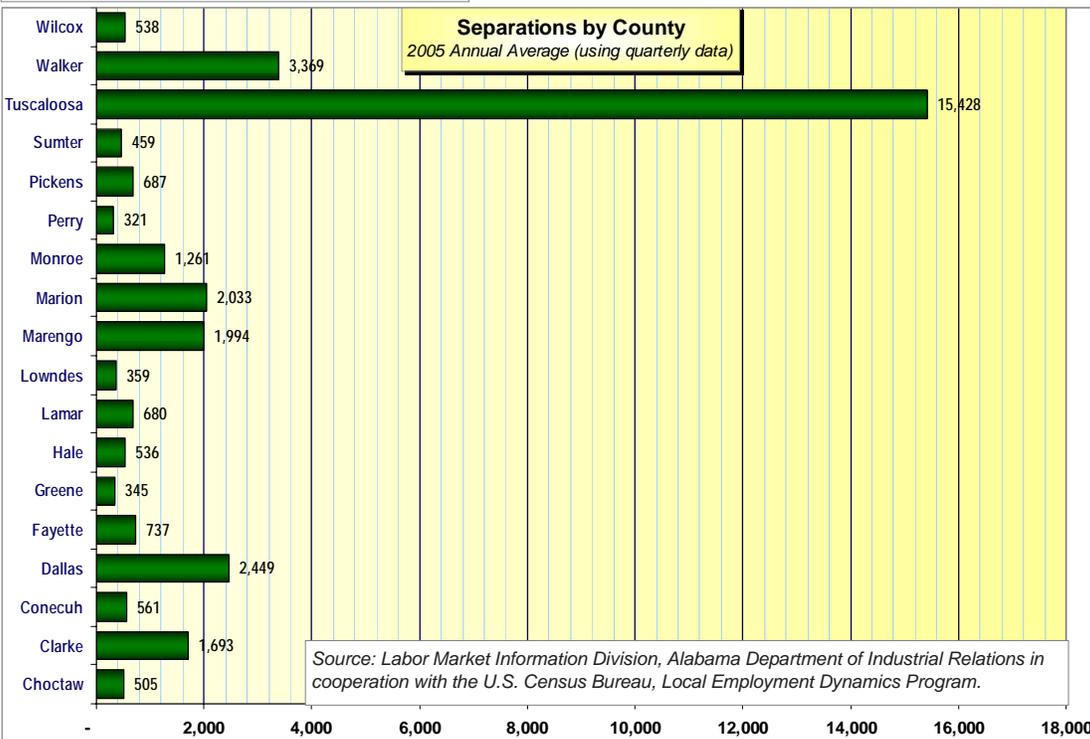
Chart 15 Separations by Industry.



or industries which provide low skill, low paying positions. The decline of textile and wood product manufacturing, the movement of other manufacturing processes out of the state, and the advances in technology which allow employers to produce more with less people have put the number of separations ahead of the number of new hires in Manufacturing. Retail Trade and Accommodation and Food Service typically have a lot of job turnover especially in

a county such as Tuscaloosa that houses and employs a large transient student population.

Chart 16 Separations by County.



Which areas experience the most separations?

Two factors that determine the number of separations in a county are the number of positions in, and health of the local labor market economy, so a percentage of total separations to total employment was used for each county in the region to determine if rates of workplace separations were similar between metro and non-metro counties. Values ranged overall from 3.82% in Choctaw to 7.91% in Wilcox Counties with a regional average of 5.02%. Tuscaloosa and Walker, (both

Table 5 Industry Layoffs and Plant Closings.

County Affected	Industry Changes Due to Layoff, Closure, or Projected Decline/Gain
Clarke	Paper Mfg <ul style="list-style-type: none"> ✦ Boise Paper Solutions / Boise Cascade Corp Jackson plant layoff in 12/2002 Public Administration <ul style="list-style-type: none"> ✦ Alabama Department of Mental Health / Thomasville Rehab. Center closed due to consolidation of statewide mental health facilities; effective 10/15/03
Conecuh	Lumber and Wood Products Mfg (SIC 24) <ul style="list-style-type: none"> ✦ Dixie Chips Inc. in Evergreen closed effective 12/31/2003
Dallas	Primary Metal Industries Mfg (SIC 33) <ul style="list-style-type: none"> ✦ Bush Hog in Selma had layoffs on 5/27/05 and 8/11/06. Loss of business due to seasonal conditions. Retail Trade – Food Stores (SIC 54) <ul style="list-style-type: none"> ✦ Food World #126 in Selma closed effective 4/26/04
Fayette	Textile Mills <ul style="list-style-type: none"> ✦ Fayette Cotton Mills, Inc. plant layoff/reduction in force on 9/28/03 Retail Trade – Food Stores <ul style="list-style-type: none"> ✦ Food World #220 in Fayette closed effective 4/26/04
Hale	Lumber and Wood Products Mfg <ul style="list-style-type: none"> ✦ International Paper (aka Tuscaloosa Lumber Mill) in Moundville closed.
Lamar	Equipment Mfg <ul style="list-style-type: none"> ✦ Weyerhaeuser Millport Plywood Facility in Millport closed effective 5/4/03 Apparel and Other Textile Products Mfg <ul style="list-style-type: none"> ✦ CMD Apparel in Detroit closed effective 12/4/04
Marengo	Fabricated Metal Products Mfg (SIC 34) <ul style="list-style-type: none"> ✦ McClain E-Z Pack, Inc. in Demopolis had layoffs on 1/9/04, then closed effective 8/31/04 Lumber and Wood Products Mfg <ul style="list-style-type: none"> ✦ Linden Lumber Co. in Linden had layoffs on 1/13/05
Monroe	Apparel and Other Textile Products Mfg <ul style="list-style-type: none"> ✦ Medline Industries Inc. in Monroeville phased out employees 12/30/04, 3/30/05, and 12/30/05
Perry	Food and Kindred Products Mfg (SIC 20) <ul style="list-style-type: none"> ✦ Royal Harvest Foods in Marion closed effective 4/17/04
Pickens	Primary Metal Industries/Fabricated Metal Products <ul style="list-style-type: none"> ✦ Durbin Durco in Reform phased out employees 2/15/03 – 5/30/03
Tuscaloosa	Electronic & Other Electric Equipment Mfg (SIC 36) <ul style="list-style-type: none"> ✦ Trillium Tuscaloosa in Cottondale had layoffs on 10/6/02, workers should be rolled over to new contractor ✦ JVC Magnetics America, Inc. (division of JVC America, Inc.) plant layoff on 1/31/04 Communications (SIC 48) <ul style="list-style-type: none"> ✦ BellSouth in Tuscaloosa closed effective 11/30/02 Coal Mining (SIC 12) <ul style="list-style-type: none"> ✦ Jim Walter Resources, Inc. in Brookwood phased out 12/2/03 – 12/31/04 Stone, Clay and Glass Products Mfg (SIC 32) <ul style="list-style-type: none"> ✦ Empire Coke Company in Holt closed effective 8/1/04 Business Services (SIC 73) <ul style="list-style-type: none"> ✦ Wal-Mart Check Collection center had layoffs on 9/16/04
Walker	Food and Kindred Products <ul style="list-style-type: none"> ✦ Gold Kist Poultry, Inc. in Jasper closed effective 2/28/03

Table 5 Industry Layoffs and Plant Closings, Continued

Naics Industry Sector 2004 2014	Net Change	Percent Change	Avg Annual Growth	
			WIAA 6	Alabama
21 Natural Resources	-10	-1.25	-0.13	-.33
22 Utilities	-20	-7.69	-0.80	0.04
23 Construction	-140	-8.59	-0.89	1.27
31-33 Manufacturing	-460	-4.35	-0.44	0.22
42 Whole Trade	-20	-2.20	-0.22	1.19
44-45 Retail Trade	-150	-3.36	-0.34	1.23
48-49 Transportation & Warehousing	-20	-1.60	-0.16	1.51
51 Information	-90	-27.27	-3.13	0.61
52 Finance & Insurance	-80	-9.64	-1.01	0.64
53 Real Estate & Rental & Leasing	-10	-3.45	-0.35	1.65
54 Professional, Scientific, & Technical Services	-10	-2.38	-0.24	2.90
55 Mgt. of Companies & Enterprises	0	0.00	0.00	1.16
56 Administrative & Support & Waste Mgt. & Remediation Services	40	5.88	0.57	3.18
61 Educational Services	-120	-2.76	-0.28	1.61
62 Health Care & Social Assistance	370	8.79	0.85	2.41
71 Arts, Entertainment, & Recreation	0	0.00	0.00	2.56
72 Accommodation & Food Services	-20	-1.03	-0.10	1.67
81 Other Services (except Pub. Administration)	-70	-4.90	-0.50	1.63
90 Government	-110	-3.02	-0.31	1.02
91 Federal	-10	-5.56	-0.57	0.78
92 State	30	4.23	0.41	0.65
93 Local	-120	-4.36	-0.45	1.27
ALL OTHER	-370	-6.99	-0.72	0.25

Employment data is rounded to the nearest 10. Percentages may not add due to rounding.

*ALL OTHER consists of industries such as agriculture, self-employed, unpaid family workers, and private household workers not covered by unemployment insurance.

Source: Alabama State Dislocated Worker Unit, Office of Workforce Development, <http://216.226.178.187/wdd/alabamawarnlist.asp> and 2004-2014 Industry Projections for Workforce Investment Advisory Area 6.

member counties of metropolitan areas) had two of the highest rates of separation with 5.70% and 5.33% respectively.

Wilcox County separations were reviewed from 2nd quarter 2001 to 4th quarter 2005. Industries that contributed to separations the most tend to have seasonal employment and include Construction and Agriculture, Forestry, Fishing and Hunting. The third largest contributor to separations was Retail Trade. As previously discussed, this industry has a propensity for high turnover.

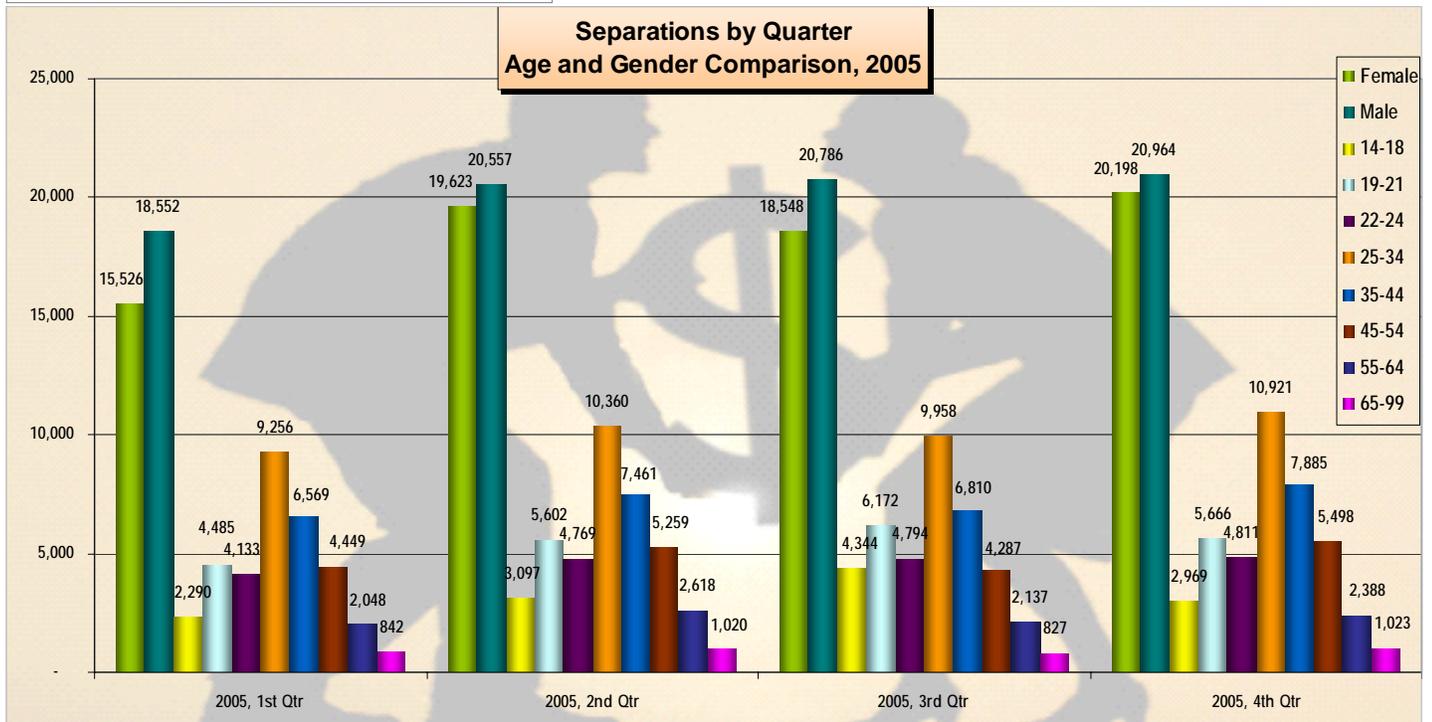
What workers are leaving?

Chart 17 shows that in 3rd quarter 2005, more 14 to 18 and 19 to 21 year olds exited employment than in any other quarter. For all other ages except 55 to 64 year old age group, the greatest number of job exits occurred during the 4th quarter of 2005. Fourth Quarter also showed the least amount of difference between male and female worker separations at 20,964 for males and 20,198 for females. For all quarters, males separated from employment more frequently.

What is projected for WIRED industries?

Industry projections developed by the Labor Market Information Division for 2004-2014 indicate growth in the region should occur in four major sectors: Administrative and Waste Services; Arts, Entertainment and Recreation; Professional and Technical Services; and Health Care and Social Assistance. The bulk of employment in two of these sectors, Arts, Entertainment and Recreation and Professional and Technical Services is present in counties such as Tuscaloosa and Walker that are connected to a metropolitan area. Administrative and Support Services (NAICS 561) is expected to

Chart 17 Separations by Age and Gender.



Source: Labor Market Information Division, Alabama Department of Industrial Relations in cooperation with the U.S. Census Bureau, Local Employment Dynamics Program.

grow just over three percent a year through 2014, and this industry occurs in various counties across the region. In addition, Social Assistance and Ambulatory Health Care Services are projected to grow over two percent a year in the region through 2014. Growth in these particular industries will likely benefit a majority of the counties in the region.

Table 6 Fast Growing and Declining Industries.

Fastest Growing Industries Through 2014 Growth over 2.0% a year
Transit and Ground Passenger Transportation
Administrative and Support Services
Social Assistance
Warehousing and Storage
Amusement, Gambling, and Recreation Industries
Ambulatory Health Care Services
Miscellaneous Store Retailers
Performing Arts, Spectator Sports, and Related Industries
Fastest Declining Industries Through 2014 Decline over 1.0% a Year
Apparel Manufacturing
Telecommunications
Rail Transportation
Chemical Manufacturing
Oil and Gas Extraction
Mining (except Oil and Gas)
Paper Manufacturing

Source: Labor Market Information Division, Alabama Department of Industrial Relations in cooperation with the U.S. Bureau of Labor Statistics, Projections Managing Partnership.

Industries expected to decline in the region through 2014 occur in sectors such as Nondurable Goods Manufacturing and Natural Resources. It is not surprising that the fastest declining industry in the region is expected to be in Apparel Manufacturing. This trend is not limited to the WIRED region. Paper Manufacturing has also taken a hit in this region in recent years, and is projected to continue to drop through 2014. Table 6 lists the fastest growing and fastest declining industries in the region through 2014.

Industry Summary

- * Manufacturing in the West WIRED must utilize displaced workers from declining industries as well as retain older workers to remain competitive with other areas of the state.
- * Export industries are found in Manufacturing in Choctaw, Hale, Lamar, Lowndes, Marengo, Marion, and Monroe counties.
- * Transportation and Warehousing have very high employment concentrations in Conecuh, Lamar, and Monroe Counties compared to the state.

Occupations

The Bureau of Labor Statistics has identified 11 education and training categories that “describe the most significant postsecondary education or training pathway to employment in an occupation”. Although these levels do not necessarily represent the educational hiring preferences of employers, they do provide information on the most significant path of entry into these occupations. Table 7 reflects the five highest paid occupations by these 11 education and training categories. These salaries are based on 2005 estimates provided by the Occupational Employment Statistics section of the Labor Market Information Division in cooperation with the U.S. Bureau of Labor Statistics (BLS). The occupations highlighted in red are those which are expected to be fast growing in the WIRED region over the 2004-2014 projection period.

Table 8 on the following page lists occupations expected to be in demand in the WIRED region through 2014. **Retail Salespersons** sell merchandise such as cars, furniture, clothes, or appliances. In the WIRED area, these workers earn an average salary of \$20,152 per year and employment is expected to increase from 5,390 in 2004 to 6,140 in 2014. **Team Assemblers** are projected at the top of the list for both high demand and fast growing, with an expected 2,000 new jobs through 2014. This occupation involves rotating through tasks in the full assembly of a product. Team assemblers are present in several industries such as Transportation, Wood and Fabricated Metal Product Manufacturing. The average annual salary in 2005 across all industries is \$25,755. **Registered Nurses** is a fast-growing and high-demand occupation. While many other health care workers share this distinction, Registered Nurses are expected to grow by over 1,000 positions before the year 2014 in the WIRED region and currently earn an average annual salary of \$48,580. Many of these occupations are not available to workers without postsecondary educational backgrounds. However, a study conducted by the U.S. Bureau of Labor Statistics of employees aged 25 to 44 indicates that although there is frequently a *most significant* educational pathway for employment in an occupation, it may not be the *only* pathway. Moreover, an occupation may not require a postsecondary degree in order to perform the duties of the job, although many employers may still try to hire candidates with some college education. Fifty-eight percent of registered nurses surveyed reported having a bachelor’s degree or higher, 40% have had some college, and 2% reported an education of high school or less. In the BLS study, 58% of **General Maintenance and Repair Workers** had an education level of high school or less, 34% had some college, and 8% had bachelor’s degrees or higher. This work involves the skill of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. According to BLS, 72% of Team Assemblers had an educational level of high school or less, 22% had some college, and 6% held a bachelor’s degree or higher. Retail Salespersons that were surveyed indicated that 41% had a high school education or less, 33% had some college, and 26% had a bachelor’s degree. More information regarding this BLS survey and its application to occupational outlook is available at <http://www.bls.gov/emp/optd/optd.pdf>.

Occupations in the WIRED area are also being transformed due to technology. This is reflected in Team Assemblers and the various engineering occupations *as well as* **Desktop Publishers**. This occupation is expecting an increase in all industries across the nation because software technologies have simplified the process of preparing materials for publication. **Computer Software Engineers** specializing in applications are in demand due to an increase in the need for custom software in all industries. **Network Systems and Data Communications Analysts** will grow because of an increased need to ensure the security of digital information. In summary, occupations that are in demand and are fast growing are those that support the health care needs of an aging population as well as the changes in industrial technologies that increase productivity and automate processes.

Occupations in decline are also the result of technology changes in addition to plant closings and industry outsourcing. High on the list above are those jobs affected by an employer’s decision to relocate to overseas locations. As the textile industry continues to decline, so will occupations related to the manufacturing of apparel. Other occupations are expected to continue declining because of advancement in manufacturing technologies. Fewer people are required as processes become automated and the functions of remaining workers shift toward monitoring or programming machines in the manufacturing environment. As an example, Order Clerks are declining due to the expansion of electronic com-

Table 7 Highest Paying Occupations by Educational Level.

Short-term on-the-job training

Soc	Occupation	Employment	Average Annual Salary
53-6011	Bridge and Lock Tenders	10	\$48,761
43-5051	Postal Service Clerks	120	\$43,998
43-5052	Postal Service Mail Carriers	580	\$40,915
53-6041	Traffic Technicians	***	\$39,863
51-9111	Packaging and Filling Machine Operators and Tenders	1,270	\$37,141

Moderate-term on-the-job training

Soc	Occupation	Employment	Average Annual Salary
41-4011	Sales Reps., Wholesale & Manuf., Technical & Scientific Products	180	\$59,045
45-4011	Forest and Conservation Workers	100	\$52,430
51-9011	Chemical Equipment Operators and Tenders	***	\$48,793
41-4012	Sales Reps., Wholesale & Manuf., Except Technical & Scientific Products	1,140	\$45,223
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	***	\$41,647

Long-term on-the-job training

Soc	Occupation	Employment	Average Annual Salary
51-8012	Power Distributors and Dispatchers	***	\$56,820
49-9051	Electrical Power-Line Installers and Repairers	420	\$51,082
13-1031	Claims Adjusters, Examiners, and Investigators	60	\$43,944
49-3021	Automotive Body and Related Repairers	250	\$41,474
13-1041	Compliance Officers, Except Agric., Construction, Health & Safety, & Transp.	120	\$41,216

Work experience in a related occupation

Soc	Occupation	Employment	Average Annual Salary
11-3051	Industrial Production Managers	340	\$73,177
11-9199	Managers, All Other	1,060	\$63,235
11-3071	Transportation, Storage, and Distribution Managers	110	\$59,319
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	440	\$57,963
33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	50	\$56,794

Postsecondary vocational training

Soc	Occupation	Employment	Average Annual Salary
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	***	\$56,952
29-9012	Occupational Health and Safety Technicians	10	\$47,843
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	***	\$42,883
13-2021	Appraisers and Assessors of Real Estate	***	\$38,558
17-3019	Drafters, All Other	20	\$37,915

Associate degree

Soc	Occupation	Employment	Average Annual Salary
11-9061	Funeral Directors	80	\$58,214
29-1124	Radiation Therapists	***	\$55,843
29-2033	Nuclear Medicine Technologists	30	\$55,784
17-3023	Electrical and Electronic Engineering Technicians	***	\$51,063
17-3029	Engineering Technicians, Except Drafters, All Other	30	\$48,595

Bachelor's degree

Soc	Occupation	Employment	Average Annual Salary
13-2052	Personal Financial Advisors	100	\$149,219
29-1199	Health Diagnosing and Treating Practitioners, All Other	***	\$115,200
17-2141	Mechanical Engineers	270	\$88,285
17-1011	Architects, Except Landscape and Naval	70	\$77,227
17-2199	Engineers, All Other	180	\$75,269

Table 7 Highest Paying Occupations by Educational Level (Con't.).

Bachelor's or higher degree, plus work experience

Soc	Occupation	Employment	Average Annual Salary
11-1011	Chief Executives	450	\$111,033
13-1111	Management Analysts	300	\$104,710
11-2022	Sales Managers	230	\$87,616
11-9041	Engineering Managers	130	\$86,673
11-1021	General and Operations Managers	2,170	\$83,492

Master's degree

Soc	Occupation	Employment	Average Annual Salary
25-1011	Business Teachers, Postsecondary	140	\$65,883
29-1123	Physical Therapists	150	\$63,708
29-1122	Occupational Therapists	50	\$58,195
19-2042	Geoscientists, Except Hydrologists and Geographers	***	\$53,252
25-1022	Mathematical Science Teachers, Postsecondary	120	\$51,657

Doctoral degree

Soc	Occupation	Employment	Average Annual Salary
25-1072	Nursing Instructors and Teachers, Postsecondary	90	\$53,915
25-1125	History Teachers, Postsecondary	70	\$47,059
25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	***	\$40,751
19-3031	Clinical, Counseling, and School Psychologists	70	***

First professional degree

Soc	Occupation	Employment	Average Annual Salary
29-1069	Physicians and Surgeons, All Other	190	\$174,881
29-1063	Internists, General	***	\$171,320
29-1065	Pediatricians, General	***	\$138,311
29-1066	Psychiatrists	***	\$127,876
29-1021	Dentists, General	***	\$122,196

Prepared by the Labor Market Information Division of the Alabama Department of Industrial Relations in cooperation with the U.S. Bureau of Labor Statistics Occupational Employment Statistics Program and the Projections Managing Partnership.

merce. Although e-commerce makes more products available to the rural areas of west Alabama, that same electronic accessibility is one reason many jobs are being outsourced to overseas locations.

The following pages list fast growing and declining occupations as well as the skills mix needed for occupations in the WIRED area that are both high demand and fast growing. These are skills that are at least moderately important for the job, and are required at a moderate level or higher.

Table 8 Fast Growing Occupations.

**Fast Growing Occupations
Alabama WIRED Region**

Soc	Occupation	Employment		10-YR Change(%)	Avg Annual Growth(%)	Avg Annual Openings ²
		2004	2014			
512092	Team Assemblers	4,040	6,090	50.74	4.19	310
172112	Industrial Engineers	220	330	50.00	4.14	15
151031	Computer Software Engineers, Applications	60	90	50.00	4.14	5
319092	Medical Assistants	180	260	44.44	3.75	10
172199	Engineers, All Other	180	250	38.89	3.34	10
439031	Desktop Publishers	80	110	37.50	3.24	5
151081	Network Systems and Data Communications Analysts	110	150	36.36	3.15	5
292021	Dental Hygienists	180	240	33.33	2.92	5
151071	Network and Computer Systems Administrators	120	160	33.33	2.92	5
433011	Bill and Account Collectors	430	570	32.56	2.86	25
311011	Home Health Aides	930	1,230	32.26	2.84	40
399031	Fitness Trainers and Aerobics Instructors	190	250	31.58	2.78	10
172141	Mechanical Engineers	270	350	29.63	2.63	15
319091	Dental Assistants	390	500	28.21	2.52	20
291123	Physical Therapists	150	190	26.67	2.39	5
172071	Electrical Engineers	160	200	25.00	2.26	10
232011	Paralegals and Legal Assistants	120	150	25.00	2.26	5
291111	Registered Nurses	4,280	5,290	23.60	2.14	190
399021	Personal and Home Care Aides	350	430	22.86	2.08	15
319094	Medical Transcriptionists	220	270	22.73	2.07	10
252011	Preschool Teachers, Except Special Education	540	660	22.22	2.03	20
393099	Entertainment Attendants and Related Workers, All Other	90	110	22.22	2.03	5
312021	Physical Therapist Assistants	90	110	22.22	2.03	5
251199	Postsecondary Teachers, All Other	410	500	21.95	2.00	20
292071	Medical Records and Health Information Technicians	230	280	21.74	1.99	10
131079	Human Resources, Train., & Labor Rel. Spec., All Other	230	280	21.74	1.99	10
412021	Counter and Rental Clerks	740	900	21.62	1.98	45
292052	Pharmacy Technicians	560	680	21.43	1.96	15
291069	Physicians and Surgeons, All Other	190	230	21.05	1.93	10
212021	Directors, Religious Activities and Education	190	230	21.05	1.93	5

Selection Criteria: At least 5 average annual job openings and an annual growth rate of at least 1.9%.

Employment level data is rounded to the nearest 10 and Openings data is rounded to the nearest 5

Source: Alabama Department of Industrial Relations, Labor Market Information Division in cooperation with the Projections Managing Partnership Consortium.

Table 9 Declining Occupations.

**Declining Occupations
Alabama WIRED Region**

Soc	Occupation	Employment		Net Change	10-YR Change(%)
		2004	2014		
516031	Sewing Machine Operators	2,500	1,370	-1,130	-45.2
517041	Sawing Machine Setters, Operators, and Tenders, Wood	790	650	-140	-17.7
454021	Fallers	940	830	-110	-11.7
434071	File Clerks	280	180	-100	-35.7
519031	Cutters and Trimmers, Hand	270	200	-70	-25.9
517099	Woodworkers, All Other	320	250	-70	-21.9
519199	Production Workers, All Other	410	340	-70	-17.1
439011	Computer Operators	160	100	-60	-37.5
537063	Machine Feeders and Offbearers	500	440	-60	-12.0
516062	Textile Cutting Machine Setters, Operators, and Tenders	130	80	-50	-38.5
434151	Order Clerks	170	120	-50	-29.4
435041	Meter Readers, Utilities	90	50	-40	-44.4
492022	Telecom. Equip. Instal. & Repair., Exc. Line Installers	150	110	-40	-26.7
452093	Farmworkers, Farm and Ranch Animals	350	310	-40	-11.4
439051	Mail Clerks and Mail Machine Operators, Ex. Postal Ser.	80	50	-30	-37.5
516091	Extruding & Form. Mach. Set., Oper, Synthetic & Glass	130	100	-30	-23.1
475081	Helpers--Extraction Workers	150	120	-30	-20.0
516021	Pressers, Textile, Garment, and Related Materials	210	180	-30	-14.3
519011	Chemical Equipment Operators and Tenders	220	190	-30	-13.6
519132	Photographic Processing Machine Operators	70	50	-20	-28.6
435111	Weighers, Measurers, Check., & Samp., Recordkeeping	70	50	-20	-28.6
516063	Text. Knitting & Weaving Mach. Setters, Oper.,& Tenders	80	60	-20	-25.0
516099	Textile, Apparel, and Furnishings Workers, All Other	110	90	-20	-18.2
434061	Eligibility Interviewers, Government Programs	120	100	-20	-16.7
499091	Coin, Vend., & Amusement Mach. Servicers & Repairers	40	30	-10	-25.0
475061	Roof Bolters, Mining	40	30	-10	-25.0
534021	Railroad Brake, Signal, and Switch Operators	50	40	-10	-20.0
514033	Grind., Lap., Polishing, Tool Set., Oper., Metal & Plastic	50	40	-10	-20.0
518092	Gas Plant Operators	60	50	-10	-18.2

Selection Criteria: Employment decline from 2004 - 2014 of at least 10 with at least a 11% decline over the period.

Data is rounded to nearest 10.

Source: Alabama Department of Industrial Relations, Labor Market Information Division in cooperation with the Projections Managing Partnership Consortium.

Preschool Teachers, Except Special Education	Registered Nurses (con't)	Dental Hygienists (con't)
Active Listening Coordination Instructing Learning Strategies Monitoring Reading Comprehension Service Orientation Social Perceptiveness Speaking Time Management	Learning Strategies Mathematics Monitoring Negotiation Operation Monitoring Persuasion Reading Comprehension Science Service Orientation Social Perceptiveness Speaking Time Management Writing	Critical Thinking Equipment Selection Instructing Judgment and Decision Making Learning Strategies Monitoring Persuasion Reading Comprehension Science Service Orientation Social Perceptiveness Speaking Time Management Writing
Pharmacy Technicians	Medical Records and Health Information Technicians	Home Health Aides
Active Learning Active Listening Coordination Critical Thinking Instructing Learning Strategies Mathematics Monitoring Reading Comprehension Service Orientation Social Perceptiveness Speaking Time Management Writing	Active Learning Active Listening Complex Problem Solving Critical Thinking Instructing Judgment and Decision Making Learning Strategies Monitoring Quality Control Analysis Reading Comprehension Service Orientation Social Perceptiveness Speaking Systems Evaluation Time Management Writing	Active Listening Coordination Instructing Monitoring Reading Comprehension Service Orientation Social Perceptiveness Speaking Writing
Dental Assistants	Medical Assistants	Personal and Home Care Aides
Active Learning Active Listening Coordination Critical Thinking Equipment Maintenance Equipment Selection Instructing Judgment and Decision Making Learning Strategies Management of Material Monitoring Operation Monitoring Operation and Control Persuasion Reading Comprehension Service Orientation Social Perceptiveness Speaking Time Management Troubleshooting Writing	Active Learning Active Listening Coordination Critical Thinking Instructing Judgment and Decision Making Learning Strategies Mathematics Monitoring Operation Monitoring Operation and Control Reading Comprehension Service Orientation Social Perceptiveness Speaking Time Management Troubleshooting Writing	Active Learning Active Listening Coordination Critical Thinking Equipment Selection Instructing Learning Strategies Monitoring Persuasion Reading Comprehension Service Orientation Social Perceptiveness Speaking Time Management Writing
Counter and Rental Clerks		Fitness Trainers and Aerobics Instr's
Active Listening Mathematics Reading Comprehension Speaking		Active Learning Active Listening Complex Problem Solving Coordination Critical Thinking Equipment Maintenance Equipment Selection Instructing Judgment and Decision Making Learning Strategies Monitoring Science Service Orientation Social Perceptiveness Speaking Technology Design Time Management Troubleshooting

Source: Alabama Department of Industrial Relations, Labor Market Information Division in cooperation with the MicroMatrix Users Group and using the Occupational Information Network (O*Net) database.