The occupations included in the long-term occupational projections, prepared by the Alabama Department of Labor’s Labor Market Information Division, were assigned by the Bureau of Labor Statistics within three categories: typical entry-level education, work experience in a related occupation, and typical on-the-job training needed to gain competency.

In 2014, only 32% of jobs were in occupations that typically require postsecondary education* for entry. Within this group, jobs in occupations which require a Bachelor’s degree for entry held the largest share at 55%. Occupations requiring a high school diploma or equivalent and less than high school made up 68% of jobs in 2014.

*Postsecondary education group includes: Doctoral or professional degree, Master’s degree, Bachelor’s degree, Associate’s degree, Postsecondary non-degree award, and some college, no degree.
Jobs in occupations requiring a form of postsecondary education for entry-level will grow faster during the projected period, 2014-2024.

Occasions with the highest percentage growth typically require a form of postsecondary education, with master’s degree occupations holding the highest share at 13.7%.

All occupations requiring postsecondary education are projected to grow faster than average, 7.7%.

At 0.0%, some college, no degree occupations show the slowest growth over the projection period.
Occupations requiring a high school diploma or equivalent, or less, are projected to make up 67.2% of projected jobs in 2024.

A majority of new jobs over the projected period will not require a postsecondary degree. Jobs in occupations requiring a high school diploma or equivalent and no formal educational credential school will make up 67.2% of the total projected jobs.

The top three occupations requiring an entry-level education of a high school diploma or equivalent, or less, with the highest numeric increase over the projected period include:

- Team Assemblers—9,310
- Combined Food Preparation and Serving Workers, Including Fast Food—5,840
- Retail Salespersons—4,480
Occupations requiring an apprenticeship are projected to show the highest percentage of growth over the projected period.

When categorized by on-the-job training required for entry into an occupation, apprenticeship occupations have the highest percentage growth over the projected decade.

A majority of apprenticeship occupations are occupations from the construction and manufacturing industries. The top three occupations requiring an apprenticeship with the highest numeric change over the projected period include:

- Carpenters – 1,170
- Electricians – 1,140
- Plumbers, Pipefitters, and Steamfitters – 580

Occupations requiring short-term on-the-job training show the lowest percentage growth over the period at 6.0%.
Over half of occupations requiring a high school diploma or equivalent will require short-term to moderate-term on-the-job training.

Typical On-the-Job Training Needed to Attain Competency in the Occupation is defined by the Bureau of Labor Statistics as “occupation-specific rather than job-specific; skills learned can be transferred to another job in the same occupation”.

Out of 833,470 jobs requiring a high school diploma or equivalent, 68% required short-term to moderate-term on-the-job training.

Short-term on-the-job training can be acquired during one month or less of on-the-job experience and formal training; moderate term on-the-job training can be acquired after over a month to 12 months of combined on-the-job experience and informal training.
Jobs categorized into occupations requiring some form of postsecondary education for entry typically have higher wages.

2016 Average Annual Wages by Education

- **Occupations typically requiring an associate’s degree and above** pay wages higher than the average for the total, all occupations, of $43,353.
- **Doctoral or professional degree** jobs reported having the highest average wages in 2016, followed by master’s degree and bachelor’s degree jobs, respectively.
- **No formal educational credential** occupations reported the lowest, falling $20,337 below the total average.
Average annual wages are highest for jobs in occupations requiring 5 years or more of work experience in a related occupation.

Work Experience in a Related Occupation is defined by the BLS as “this metric captures work experience that is commonly considered necessary by employers, or is a commonly accepted substitute for other, more formal types of training and education”.

Occupations requiring 5 years or more of work experience have the highest annual average wage – which is also well above, along with occupations requiring less than 5 years, the average annual wage of all occupations ($43,353).

Occupations requiring no work experience have an annual average of $39,476, which only falls short of the average annual wage of total occupations by approximately $3,877.
For more information:

Tonya Lee, Assistant LMI Director
Alabama Department of Labor
Labor Market Information Division
Phone: (334) 242-8881
Fax: (334) 242-2543

Resources & Links

Labor Market Information: www.labor.alabama.gov/lmi

Occupational Projections: www2.labor.alabama.gov/projections

Methodology: www2.labor.alabama.gov/projections/projections_methodology.pdf

BLS Education and Training Terms & Definitions: https://www.bls.gov/emp/ep_nem_definitions.htm#education