

AL Certifications and Licenses Data

Table 1. Certification and licensing status of the civilian noninstitutional population 16 years and over by employment status, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Employment Status	Total	Without a certification or license		With at least one certification or license					
				Total		With a certification, but no license		With a license (may also have a certification)	
Civilian noninstitutional population	3,935,581	85.3%	-3,355,269	14.7%	-580,313	1.20%	-46,587	13.6%	-533,726
- Civilian labor force	2,262,090	77.7%	-1,756,709	22.3%	-505,381	1.80%	-41,486	20.5%	-463,895
-- Employed	2,188,608	77.3%	-1,692,670	22.7%	-495,938	1.80%	-38,826	20.9%	-457,112
--- Usually work full time	1,897,908	76.3%	-1,448,589	23.7%	-449,319	1.90%	-36,467	21.8%	-412,852
--- Usually work part time	290,700	84.0%	-244,081	16.0%	-46,619	1.10%	-3,247	14.9%	-43,372
-- Unemployed	73,482	87.1%	-64,039	12.9%	-9,443	3.60%	-2,661	9.2%	-6,783
- Not in the labor force	1,673,491	95.5%	-1,598,280	4.5%	-75,212	0.40%	-6,475	4.1%	-68,737

AL Certifications and Licenses Data

Table 2. Employment status of the civilian noninstitutional population by certification and licensing status and selected characteristics, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Age, 16 years and over

Employment Status	Total	Without a certification or license		With at least one certification or license					
		Total	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)	Total	With a certification, but no license	With a license (may also have a certification)
Total	3,935,581	85.3%	-3,355,269	14.7%	-580,313	1.2%	-46,587	13.60%	-533,726
-- Civilian labor force	2,262,090	77.7%	-1,756,709	22.3%	-505,381	1.8%	-41,486	20.50%	-463,895
--- Employed	2,188,608	77.3%	-1,692,670	22.7%	-495,938	1.8%	-38,826	20.90%	-457,112
--- Unemployed	73,482	87.1%	-64,039	12.9%	-9,443	3.6%	-2,661	9.20%	-6,783
-- Not in the labor force	1,673,491	95.5%	-1,598,280	4.5%	-75,212	0.4%	-6,475	4.10%	-68,737
16 to 24	567,664	93.9%	-533,130	6.1%	-34,534	0.6%	-3,669	5.40%	-30,865
-- Civilian labor force	294,362	89.1%	-262,151	10.9%	-32,211	1.5%	-4,294	9.50%	-27,917
--- Employed	277,775	89.4%	-248,237	10.6%	-29,538	1.1%	-3,177	9.50%	-26,361
--- Unemployed	16,587	83.9%	-13,914	16.1%	-2,673	*	*	*	*
-- Not in the labor force	274,145	98.1%	-268,882	1.9%	-5,264	*	*	*	*
25 to 34	630,800	81.1%	-511,772	18.9%	-119,028	1.8%	-11,178	17.10%	-107,850
-- Civilian labor force	502,189	77.2%	-387,936	22.8%	-114,253	2.3%	-11,746	20.40%	-102,507
--- Employed	482,157	77.1%	-371,918	22.9%	-110,239	2.1%	-10,229	20.70%	-100,010
--- Unemployed	20,033	80.0%	-16,018	20.0%	-4,014	*	*	*	*
-- Not in the labor force	128,611	94.0%	-120,891	6.0%	-7,720	*	*	*	*
35 to 44	604,674	79.9%	-483,389	20.1%	-121,286	1.8%	-10,821	18.30%	-110,464
-- Civilian labor force	482,317	76.4%	-368,417	23.6%	-113,901	2.3%	-11,012	21.30%	-102,889
--- Employed	467,824	76.2%	-356,690	23.8%	-111,134	2.1%	-9,927	21.60%	-101,208
--- Unemployed	14,493	80.9%	-11,727	19.1%	-2,767	*	*	*	*
-- Not in the labor force	122,602	93.0%	-114,047	7.0%	-8,556	*	*	*	*
45 to 54	624,103	78.7%	-491,473	21.3%	-132,630	1.4%	-8,793	19.80%	-123,837
-- Civilian labor force	469,590	73.0%	-342,705	27.0%	-126,886	2.0%	-9,591	25.00%	-117,294
--- Employed	457,825	73.1%	-334,510	26.9%	-123,315	1.7%	-7,803	25.20%	-115,513
--- Unemployed	11,765	69.7%	-8,195	30.3%	-3,570	*	*	*	*
-- Not in the labor force	154,513	95.4%	-147,355	4.6%	-7,158	*	*	*	*
55 to 64	649,672	83.3%	-541,371	16.7%	-108,301	1.2%	-7,857	15.50%	-100,444
-- Civilian labor force	373,030	75.6%	-282,098	24.4%	-90,932	2.1%	-7,745	22.30%	-83,187
--- Employed	364,149	75.8%	-275,850	24.2%	-88,299	1.8%	-6,663	22.40%	-81,637
--- Unemployed	8,881	*	*	*	*	*	*	*	*
-- Not in the labor force	277,545	93.4%	-259,136	6.6%	-18,410	0.9%	-2,392	5.80%	-16,018
65 and older	858,668	92.5%	-794,135	7.5%	-64,533	0.6%	-5,124	6.90%	-59,410
-- Civilian labor force	143,351	75.4%	-108,156	24.6%	-35,195	2.4%	-3,459	22.10%	-31,735
--- Employed	138,878	75.9%	-105,467	24.1%	-33,412	2.0%	-2,722	22.10%	-30,689
--- Unemployed	*	*	*	*	*	*	*	*	*
-- Not in the labor force	716,075	95.8%	-685,705	4.2%	-30,369	0.5%	-3,463	3.80%	-26,907

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Table 2. Employment status of the civilian noninstitutional population by certification and licensing status and selected characteristics, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Sex, 16 years and older

Employment Status	Total	Without a certification or license		With at least one certification or license					
				Total		With a certification, but no license		With a license (may also have a certification)	
Total	3,935,581	85.3%	-3,355,269	14.7%	-580,313	1.2%	-46,587	13.6%	-533,726
-- Civilian labor force	2,262,090	77.7%	-1,756,709	22.3%	-505,381	1.8%	-41,486	20.5%	-463,895
--- Employed	2,188,608	77.3%	-1,692,670	22.7%	-495,938	1.8%	-38,826	20.9%	-457,112
--- Unemployed	73,482	87.1%	-64,039	12.9%	-9,443	3.6%	-2,661	9.2%	-6,783
-- Not in the labor force	1,673,491	95.5%	-1,598,280	4.5%	-75,212	0.4%	-6,475	4.1%	-68,737
- Men	1,864,830	85.3%	-1,590,517	14.7%	-274,313	1.4%	-26,980	13.3%	-247,333
--- Civilian labor force	1,191,989	79.5%	-947,977	20.5%	-244,012	2.1%	-24,969	18.4%	-219,043
---- Employed	1,156,179	79.3%	-916,789	20.7%	-239,390	2.0%	-23,079	18.7%	-216,312
---- Unemployed	35,810	87.1%	-31,188	12.9%	-4,622	*	*	*	*
--- Not in the labor force	672,841	95.4%	-641,700	4.6%	-31,142	0.5%	-3,303	4.1%	-27,838
- Women	2,070,751	85.2%	-1,764,752	14.8%	-306,000	0.9%	-19,606	13.8%	-286,393
--- Civilian labor force	1,070,101	75.4%	-807,362	24.6%	-262,739	1.6%	-17,430	22.9%	-245,310
---- Employed	1,032,429	75.2%	-775,881	24.8%	-256,548	1.5%	-15,747	23.3%	-240,801
---- Unemployed	37,672	83.6%	-31,481	16.4%	-6,191	*	*	*	*
--- Not in the labor force	1,000,650	95.6%	-956,580	4.4%	-44,070	0.4%	-4,236	4.0%	-39,834

Race, 16 years and older

Employment Status	Total	Without a certification or license		With at least one certification or license					
				Total		With a certification, but no license		With a license (may also have a certification)	
White	2,767,472	83.8%	-2,319,291	16.2%	-448,181	1.4%	-38,366	14.8%	-409,815
-- Civilian labor force	1,594,295	75.5%	-1,203,038	24.5%	-391,257	2.2%	-34,527	22.4%	-356,730
--- Employed	1,551,412	75.2%	-1,166,793	24.8%	-384,619	2.1%	-32,183	22.7%	-352,436
--- Unemployed	42,883	84.5%	-36,245	15.5%	-6,638	*	*	*	*
-- Not in the labor force	1,173,177	95.1%	-1,115,771	4.9%	-57,406	0.5%	-5,433	4.4%	-51,973
Black or African American	1,022,907	89.3%	-913,761	10.7%	-109,146	0.7%	-6,980	10.0%	-102,167
-- Civilian labor force	581,551	83.5%	-485,323	16.5%	-96,228	1.3%	-7,842	15.2%	-88,387
--- Employed	552,933	83.5%	-461,428	16.5%	-91,505	1.1%	-6,125	15.4%	-85,380
--- Unemployed	28,619	83.5%	-23,895	16.5%	-4,724	*	*	*	*
-- Not in the labor force	441,355	96.6%	-426,563	3.4%	-14,792	0.5%	-2,348	2.8%	-12,444
Asian	54,043	87.0%	-47,011	13.0%	-7,032	*	*	*	*
-- Civilian labor force	35,165	77.2%	-27,139	22.8%	-8,026	*	*	*	*
--- Employed	32,751	78.9%	-25,838	21.1%	-6,913	*	*	*	*
--- Unemployed	*	*	*	*	*	*	*	*	*
-- Not in the labor force	20,678	90.0%	-18,605	10.0%	-2,074	*	*	*	*

AL Certifications and Licenses Data

Table 2. Employment status of the civilian noninstitutional population by certification and licensing status and selected characteristics, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Race, 16 years and older

Employment Status	Total	Without a certification or license		With at least one certification or license					
		Total	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)	Total	With a certification, but no license	With a license (may also have a certification)
Hispanic or Latino	167,029	91.3%	-152,438	8.7%	-14,591	1.9%	-3,198	6.8%	-11,394
-- Civilian labor force	115,184	87.1%	-100,369	12.9%	-14,815	3.4%	-3,973	9.4%	-10,842
--- Employed	109,996	88.3%	-97,105	11.7%	-12,891	2.7%	-2,940	9.0%	-9,951
--- Unemployed	*	*	*	*	*	*	*	*	*
-- Not in the labor force	53,340	93.4%	-49,801	6.6%	-3,539	*	*	*	*
Non-Hispanic	3,768,552	85.0%	-3,202,831	15.0%	-565,721	1.2%	-44,607	13.8%	-521,114
-- Civilian labor force	2,148,401	77.1%	-1,655,943	22.9%	-492,457	1.8%	-39,506	21.1%	-452,951
--- Employed	2,078,612	76.7%	-1,595,177	23.3%	-483,434	1.8%	-37,192	21.5%	-446,243
--- Unemployed	69,789	87.1%	-60,766	12.9%	-9,023	3.3%	-2,314	9.6%	-6,709
-- Not in the labor force	1,620,152	95.5%	-1,546,620	4.5%	-73,532	0.4%	-6,368	4.1%	-67,163

Education, 25 years and older

Employment Status	Total	Without a certification or license		With at least one certification or license					
		Total	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)	Total	With a certification, but no license	With a license (may also have a certification)
Total	3,367,917	83.80%	-2,822,139	16.20%	-545,778	1.30%	-43,311	14.90%	-502,467
-- Civilian labor force	1,968,571	75.90%	-1,493,531	24.10%	-475,040	1.90%	-37,595	22.20%	-437,445
--- Employed	1,910,833	75.60%	-1,444,433	24.40%	-466,400	1.90%	-36,288	22.50%	-430,111
--- Unemployed	57,738	84.40%	-48,707	15.60%	-9,031	4.70%	-2,699	11.00%	-6,332
-- Not in the labor force	1,399,346	94.90%	-1,328,608	5.10%	-70,738	0.40%	-6,199	4.60%	-64,539
- Less than a high school diplom	342,915	95.80%	-328,474	4.20%	-14,441	0.70%	-2,569	3.50%	-11,872
--- Civilian labor force	117,807	90.50%	-106,639	9.50%	-11,169	2.00%	-2,305	7.50%	-8,863
---- Employed	112,190	90.30%	-101,310	9.70%	-10,880	2.00%	-2,222	7.70%	-8,658
---- Unemployed	*	*	*	*	*	*	*	*	*
--- Not in the labor force	225,108	98.10%	-220,889	1.90%	-4,219	*	*	*	*
- High school graduates, no col	1,118,486	92.00%	-1,028,511	8.00%	-89,975	0.80%	-9,177	7.20%	-80,798
--- Civilian labor force	594,977	86.60%	-515,224	13.40%	-79,754	1.40%	-8,226	12.00%	-71,528
---- Employed	571,349	86.30%	-493,142	13.70%	-78,207	1.40%	-8,121	12.30%	-70,086
---- Unemployed	23,629	87.50%	-20,681	12.50%	-2,948	*	*	*	*
--- Not in the labor force	523,509	98.00%	-513,288	2.00%	-10,221	0.40%	-2,237	1.50%	-7,984
- Some college, no degree	530,721	87.20%	-462,584	12.80%	-68,137	1.60%	-8,376	11.30%	-59,760
--- Civilian labor force	316,538	81.20%	-256,986	18.80%	-59,552	2.30%	-7,218	16.50%	-52,334
---- Employed	304,996	81.10%	-247,248	18.90%	-57,748	2.20%	-6,715	16.70%	-51,033
---- Unemployed	12,160	76.20%	-9,264	23.80%	-2,896	*	*	*	*
--- Not in the labor force	214,183	95.90%	-205,309	4.10%	-8,874	1.00%	-2,144	3.10%	-6,729
- Associate's degree	366,039	72.90%	-266,820	27.10%	-99,219	1.90%	-7,031	25.20%	-92,188

AL Certifications and Licenses Data

Table 2. Employment status of the civilian noninstitutional population by certification and licensing status and selected characteristics, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Education, 25 years and older

Employment Status	Total	Without a certification or license		With at least one certification or license					
		Total	With a certification, but no license	Total	With a certification, but no license	With a license (may also have a certification)			
--- Civilian labor force	240,292	64.20%	-154,257	35.80%	-86,035	2.60%	-6,348	33.20%	-79,687
---- Employed	235,582	64.20%	-151,261	35.80%	-84,321	2.60%	-6,064	33.20%	-78,256
---- Unemployed	*	*	*	*	*	*	*	*	*
--- Not in the labor force	125,747	89.50%	-112,563	10.50%	-13,184	1.80%	-2,249	8.70%	-10,935
- Bachelor's degree only	628,661	78.70%	-494,656	21.30%	-134,005	1.60%	-10,325	19.70%	-123,680
--- Civilian labor force	436,399	72.90%	-318,073	27.10%	-118,326	2.20%	-9,384	25.00%	-108,942
---- Employed	427,819	72.80%	-311,246	27.20%	-116,574	2.20%	-9,252	25.10%	-107,321
---- Unemployed	*	*	*	*	*	*	*	*	*
--- Not in the labor force	192,263	91.80%	-176,583	8.20%	-15,679	1.10%	-2,097	7.10%	-13,583
- Advanced degree	381,095	63.30%	-241,094	36.70%	-140,001	2.30%	-8,788	34.40%	-131,212
--- Civilian labor force	262,557	54.20%	-142,181	45.80%	-120,376	3.00%	-7,972	42.80%	-112,404
---- Employed	258,896	54.10%	-140,059	45.90%	-118,837	3.00%	-7,771	42.90%	-111,066
---- Unemployed	*	*	*	*	*	*	*	*	*
--- Not in the labor force	118,537	83.40%	-98,913	16.60%	-19,625	2.10%	-2,436	14.50%	-17,189

AL Certifications and Licenses Data

Table 3. Certification and licensing status of employed persons 16 years and over by selected characteristics, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Age, 16 years and older

Employment Status	Total	Without a certification or license		With at least one certification or license					
		Total	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)	Total	With a certification, but no license	With a license (may also have a certification)
Total	2,188,608	77.3%	-1,692,670	22.7%	-495,938	1.8%	-39,714	20.8%	-456,224
- 16 to 24	277,775	89.0%	-247,251	11.0%	-30,524	1.8%	-5,087	9.2%	-25,438
- 25 to 34	482,157	77.1%	-371,611	22.9%	-110,546	2.4%	-11,563	20.5%	-98,983
- 35 to 44	467,824	76.2%	-356,582	23.8%	-111,242	2.4%	-11,446	21.3%	-99,796
- 45 to 54	457,825	73.0%	-334,402	27.0%	-123,423	2.1%	-9,707	24.8%	-113,716
- 55 to 64	364,149	75.8%	-275,850	24.2%	-88,299	2.1%	-7,733	22.1%	-80,567
- 65 and older	138,878	75.9%	-105,467	24.1%	-33,412	3.0%	-4,139	21.1%	-29,273
- Men	1,156,179	79.3%	-916,789	20.7%	-239,390	2.1%	-24,344	18.6%	-215,046
-- 16 to 24	141,727	89.9%	-127,429	10.1%	-14,298	*	*	*	*
-- 25 to 34	253,227	80.7%	-204,249	19.3%	-48,978	2.6%	-6,677	16.7%	-42,301
-- 35 to 44	246,396	78.5%	-193,423	21.5%	-52,973	2.8%	-6,789	18.7%	-46,184
-- 45 to 54	239,536	74.1%	-177,564	25.9%	-61,972	2.9%	-7,017	22.9%	-54,955
-- 55 to 64	198,823	75.8%	-150,772	24.2%	-48,050	2.5%	-5,012	21.6%	-43,038
-- 65 and older	77,147	74.7%	-57,628	25.3%	-19,519	4.5%	-3,458	20.8%	-16,061
- Women	1,032,429	75.2%	-775,881	24.8%	-256,548	1.6%	-17,002	23.2%	-239,546
-- 16 to 24	136,049	86.5%	-117,656	13.5%	-18,392	3.4%	-4,618	10.1%	-13,774
-- 25 to 34	229,142	72.2%	-165,552	27.8%	-63,590	2.6%	-5,971	25.1%	-57,620
-- 35 to 44	221,756	73.3%	-162,545	26.7%	-59,212	3.2%	-7,013	23.5%	-52,199
-- 45 to 54	218,424	71.4%	-155,863	28.6%	-62,561	2.4%	-5,242	26.2%	-57,319
-- 55 to 64	165,326	75.4%	-124,717	24.6%	-40,610	3.1%	-5,189	21.4%	-35,421
-- 65 and older	61,731	76.5%	-47,233	23.5%	-14,498	5.0%	-3,108	18.5%	-11,390

Race, 16 years and older

Employment Status	Total	Without a certification or license		With at least one certification or license					
		Total	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)	Total	With a certification, but no license	With a license (may also have a certification)
White	1,551,412	75.2%	-1,166,793	24.8%	-384,619	2.1%	-33,220	22.7%	-351,400
-- Men	863,873	77.6%	-670,768	22.4%	-193,105	2.4%	-20,671	20.0%	-172,433
-- Women	687,539	72.1%	-495,882	27.9%	-191,657	2.0%	-14,069	25.8%	-177,589
Black or African American	552,933	83.4%	-460,910	16.6%	-92,023	1.5%	-8,171	15.2%	-83,852
-- Men	246,839	84.1%	-207,499	15.9%	-39,341	2.6%	-6,420	13.3%	-32,921
-- Women	306,093	82.3%	-251,942	17.7%	-54,152	1.9%	-5,901	15.8%	-48,251

AL Certifications and Licenses Data

Table 3. Certification and licensing status of employed persons 16 years and over by selected characteristics, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Race, 16 years and older

Employment Status	Total	Without a certification or license		With at least one certification or license					
		Total	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)	Total	With a certification, but no license	With a license (may also have a certification)
Asian	33,633	75.5%	-25,377	24.5%	-8,256	*	*	*	*
-- Men	20,808	79.0%	-16,446	21.0%	-4,362	*	*	*	*
-- Women	15,597	*	*	*	*	*	*	*	*
Hispanic or Latino	110,203	87.1%	-95,980	12.9%	-14,223	3.6%	-3,966	9.3%	-10,258
-- Men	69,122	89.3%	-61,695	10.7%	-7,427	*	*	*	*
-- Women	42,482	79.6%	-33,818	20.4%	-8,664	*	*	*	*
Non-Hispanic	2,078,612	76.7%	-1,595,177	23.3%	-483,434	1.8%	-38,066	21.4%	-445,369
-- Men	1,088,132	78.5%	-854,168	21.5%	-233,964	2.2%	-23,584	19.3%	-210,380
-- Women	990,479	74.8%	-741,009	25.2%	-249,470	1.6%	-16,159	23.6%	-233,311

Education, 25 years and older

Employment Status	Total	Without a certification or license		With at least one certification or license					
		Total	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)	Total	With a certification, but no license	With a license (may also have a certification)
Total	1,910,833	75.6%	-1,444,433	24.4%	-466,400	1.9%	-36,288	22.5%	-430,111
-- Less than a high school diploma	112,190	90.3%	-101,310	9.7%	-10,880	2.0%	-2,222	7.7%	-8,658
-- High school graduates, no college	571,349	86.3%	-493,142	13.7%	-78,207	1.4%	-8,121	12.3%	-70,086
-- Some college, no degree	304,996	81.1%	-247,248	18.9%	-57,748	2.2%	-6,715	16.7%	-51,033
-- Associate's degree	235,582	64.2%	-151,261	35.8%	-84,321	2.6%	-6,064	33.2%	-78,256
-- Bachelor's degree only	427,819	72.8%	-311,246	27.2%	-116,574	2.2%	-9,252	25.1%	-107,321
-- Advanced degree	258,896	54.1%	-140,059	45.9%	-118,837	3.0%	-7,771	42.9%	-111,066
- Men	1,014,452	77.6%	-787,556	22.4%	-226,896	2.2%	-21,886	20.2%	-205,010
--- Less than a high school diploma	75,673	88.4%	-66,895	11.6%	-8,778	*	*	*	*
--- High school graduates, no college	340,577	83.2%	-283,273	16.8%	-57,305	2.0%	-6,957	14.8%	-50,347
--- Some college, no degree	156,257	80.2%	-125,344	19.8%	-30,913	2.9%	-4,600	16.8%	-26,313
--- Associate's degree	108,679	69.0%	-75,036	31.0%	-33,644	3.7%	-4,007	27.3%	-29,637
--- Bachelor's degree only	212,059	77.1%	-163,499	22.9%	-48,560	2.1%	-4,522	20.8%	-44,038
--- Advanced degree	121,207	60.4%	-73,246	39.6%	-47,960	4.3%	-5,198	35.3%	-42,762
- Women	896,380	73.3%	-656,877	26.7%	-239,504	1.6%	-14,402	25.1%	-225,102
--- Less than a high school diploma	36,517	92.1%	-33,627	7.9%	-2,890	*	*	*	*
--- High school graduates, no college	230,771	90.9%	-209,869	9.1%	-20,902	1.4%	-3,119	7.7%	-17,783
--- Some college, no degree	148,740	82.0%	-121,904	18.0%	-26,835	2.5%	-3,649	15.6%	-23,186
--- Associate's degree	126,902	60.1%	-76,225	39.9%	-50,677	2.7%	-3,366	37.3%	-47,311
--- Bachelor's degree only	215,760	68.5%	-147,747	31.5%	-68,013	2.5%	-5,433	29.0%	-62,580
--- Advanced degree	137,690	48.5%	-66,813	51.5%	-70,877	2.9%	-3,961	48.6%	-66,916

AL Certifications and Licenses Data

Table 4. Certification and licensing status of the employed population 16 years and over by industry and class of worker, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Industry

Employment Status	Total	Without a certification or license		With at least one certification or license					
				Total		With a certification, but no license		With a license (may also have a certification)	
Total	2,188,608	77.30%	-1,692,670	22.70%	-495,938	1.80%	-38,826	20.90%	-457,112
- Agriculture and related industries	26,101	86.70%	-22,621	13.30%	-3,481	*	*	*	*
- Forestry, logging, fishing, hunting, & trapping	*	*	*	*	*	*	*	*	*
- Mining	*	*	*	*	*	*	*	*	*
- Construction	160,264	81.70%	-130,972	18.30%	-29,292	2.30%	-3,720	16.00%	-25,572
- Manufacturing	318,907	89.90%	-286,782	10.10%	-32,125	2.10%	-6,608	8.00%	-25,517
- Wholesale trade	46,079	86.10%	-39,661	13.90%	-6,418	*	*	*	*
- Retail trade	245,466	89.50%	-219,585	10.50%	-25,881	1.40%	-3,426	9.10%	-22,455
- Transportation and utilities	142,237	73.80%	-104,958	26.20%	-37,279	2.40%	-3,481	23.80%	-33,797
- Information	24,802	87.20%	-21,617	12.80%	-3,184	*	*	*	*
- Financial activities	126,010	69.20%	-87,233	30.80%	-38,777	2.70%	-3,360	28.10%	-35,417
- Professional and business services	87,121	85.50%	-74,493	14.50%	-12,629	3.20%	-2,793	11.30%	-9,836
- Professional and technical services	133,098	78.60%	-104,602	21.40%	-28,496	3.50%	-4,683	17.90%	-23,813
- Education and health services	436,247	53.20%	-231,929	46.80%	-204,318	2.00%	-8,569	44.90%	-195,749
- Leisure and hospitality	162,211	94.50%	-153,356	5.50%	-8,855	*	*	*	*
- Other services	113,444	74.50%	-84,564	25.50%	-28,880	3.50%	-4,017	21.90%	-24,862
- Public administration	121,543	74.00%	-89,907	26.00%	-31,635	2.70%	-3,321	23.30%	-28,315
- Social assistance	30,693	83.00%	-25,467	17.00%	-5,226	*	*	*	*

Class of Worker

Employment Status	Total	Without a certification or license		With at least one certification or license					
				Total		With a certification, but no license		With a license (may also have a certification)	
Wage and salary workers	2,188,608	77.30%	-1,692,670	22.70%	-495,938	1.80%	-38,826	20.90%	-457,112
- Private industries	1,749,272	80.20%	-1,403,701	19.80%	-345,571	1.90%	-32,883	17.90%	-312,688
- Federal government	76,331	78.30%	-59,741	21.70%	-16,590	3.30%	-2,549	18.40%	-14,041
- State government	104,948	62.00%	-65,100	38.00%	-39,848	3.10%	-3,264	34.90%	-36,584
- Local government	142,635	55.70%	-79,397	44.30%	-63,238	2.30%	-3,332	42.00%	-59,906
Self-employed workers, unincorporated	114,777	73.30%	-84,128	26.70%	-30,649	2.70%	-3,078	24.00%	-27,571

AL Certifications and Licenses Data

Table 5. Certification and licensing status of the employed population 16 years and over by occupation, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Occupation

Employment Status	Total	Without a certification or license		With at least one certification or license					
				Total		With a certification, but no license		With a license (may also have a certification)	
Total	2,188,608	77.30%	-1,692,670	22.70%	-495,938	1.80%	-38,826	20.90%	-457,112
- Management occupations	224,030	81.70%	-183,047	18.30%	-40,983	2.40%	-5,313	15.90%	-35,670
- Business and financial operations occupations	91,339	83.50%	-76,313	16.50%	-15,026	3.10%	-2,871	13.30%	-12,155
- Computer and mathematical science occupations	56,330	83.00%	-46,782	17.00%	-9,548	*	*	*	*
- Architecture and engineering occupations	51,785	78.90%	-40,882	21.10%	-10,904	4.40%	-2,283	16.60%	-8,620
- Life, physical, and social science occupations	15,685	68.90%	-10,802	31.10%	-4,883	*	*	*	*
- Community and social service occupations	39,178	67.00%	-26,239	33.00%	-12,939	7.80%	-3,047	25.20%	-9,892
- Legal occupations	18,819	51.40%	-9,665	48.60%	-9,155	7.50%	-1,421	41.10%	-7,734
- Education, training, and library occupations	128,127	45.40%	-58,182	54.60%	-69,946	2.50%	-3,202	52.10%	-66,743
- Arts, design, entertainment, sports, and media occupations	26,383	86.60%	-22,852	13.40%	-3,531	*	*	*	*
- Healthcare practitioner and technical occupations	152,584	32.20%	-49,192	67.80%	-103,392	3.50%	-5,315	64.30%	-98,077
- Healthcare support occupations	51,444	67.00%	-34,458	33.00%	-16,986	4.20%	-2,141	28.90%	-14,845
- Protective service occupations	41,942	68.10%	-28,554	31.90%	-13,388	5.20%	-2,187	26.70%	-11,200
- Food preparation and serving related occupations	94,500	93.90%	-88,778	6.10%	-5,722	*	*	*	*
- Building and grounds cleaning and maintenance occupations	79,463	91.50%	-72,742	8.50%	-6,722	*	*	*	*
- Personal care and service occupations	54,739	67.20%	-36,810	32.80%	-17,930	4.00%	-2,212	28.70%	-15,718
- Sales and related occupations	231,909	84.00%	-194,714	16.00%	-37,195	1.80%	-4,283	14.20%	-32,913
- Office and administrative support occupations	229,774	91.40%	-209,933	8.60%	-19,841	1.50%	-3,490	7.10%	-16,351
- Farming, fishing, and forestry occupations	14,348	85.70%	-12,303	14.30%	-2,045	*	*	*	*
- Construction and extraction occupations	118,031	84.90%	-100,159	15.10%	-17,872	2.60%	-3,122	12.50%	-14,750

AL Certifications and Licenses Data

Table 5. Certification and licensing status of the employed population 16 years and over by occupation, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Occupation

Employment Status	Total	Without a certification or license		With at least one certification or license					
				Total		With a certification, but no license		With a license (may also have a certification)	
- Installation, maintenance, and repair occupations	86,709	78.30%	-67,883	21.70%	-18,825	4.70%	-4,114	17.00%	-14,711
- Production occupations	203,114	90.30%	-183,400	9.70%	-19,714	2.20%	-4,524	7.50%	-15,190
- Transportation and material moving occupations	178,376	76.10%	-135,795	23.90%	-42,581	2.00%	-3,565	21.90%	-39,016

AL Certifications and Licenses Data

Table 6. Median weekly earnings of full-time wage and salary workers by certification and licensing status and selected characteristics, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Age, 16 years and older

Age, 16 years and older	Full-time wage and salary workers			With at least one certification or license		
	Total Employment	Median Salary	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)
Total	1,897,908	\$933	\$894	\$1,077	\$1,192	\$1,070
- 16 to 24	182,506	\$650	\$630	\$742	*	\$742
- 25 to 34	440,836	\$875	\$851	\$997	\$880	\$980
- 35 to 44	427,128	\$1,050	\$1,019	\$1,148	\$1,442	\$1,116
- 45 to 54	424,612	\$1,019	\$950	\$1,145	*	\$1,150
- 55 to 64	324,506	\$1,034	\$1,000	\$1,114	*	\$1,114
- 65 and older	98,320	\$944	\$918	\$1,069	*	\$1,058
- Men	1,058,859	\$1,058	\$1,009	\$1,215	\$1,300	\$1,197
-- 16 to 24	102,836	\$735	\$711	*	*	*
-- 25 to 34	240,673	\$992	\$942	\$1,134	*	\$1,154
-- 35 to 44	236,712	\$1,120	\$1,082	\$1,350	*	\$1,320
-- 45 to 54	231,557	\$1,153	\$1,086	\$1,277	*	\$1,290
-- 55 to 64	188,203	\$1,154	\$1,164	\$1,153	*	\$1,150
-- 65 and older	58,879	\$1,020	\$1,000	\$1,153	*	\$1,058
- Women	839,049	\$830	\$789	\$962	\$1,000	\$961
-- 16 to 24	79,670	\$583	\$581	\$692	*	\$692
-- 25 to 34	200,163	\$805	\$751	\$920	*	\$919
-- 35 to 44	190,416	\$924	\$900	\$1,038	*	\$1,010
-- 45 to 54	193,056	\$876	\$808	\$1,033	*	\$1,038
-- 55 to 64	136,303	\$940	\$892	\$1,077	*	\$1,077
-- 65 and older	39,441	\$850	\$780	\$1,080	*	\$1,069

Race, 16 years and older

Race, 16 years and older	Full-time wage and salary workers			With at least one certification or license		
	Total Employment	Median Salary	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)
White	1,343,172	\$998	\$960	\$1,120	\$1,192	\$1,114
-- Men	795,964	\$1,111	\$1,078	\$1,269	\$1,321	\$1,246
-- Women	547,208	\$885	\$846	\$1,013	\$1,057	\$1,010
Black or African American	483,026	\$806	\$782	\$950	*	\$950
-- Men	222,118	\$880	\$861	\$1,120	*	\$1,080
-- Women	260,908	\$750	\$738	\$885	*	\$885
Asian	29,298	\$1,173	\$1,187	*	*	*
-- Men	18,011	\$1,300	\$1,300	*	*	*
-- Women	11,287	*	*	*	*	*

AL Certifications and Licenses Data

Table 6. Median weekly earnings of full-time wage and salary workers by certification and licensing status and selected characteristics, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Race, 16 years and older

Race, 16 years and older	Full-time wage and salary workers			With at least one certification or license		
	Total Employment	Median Salary	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)
Hispanic or Latino	97,985	\$825	\$803	\$1,000	*	\$1,000
-- Men	63,354	\$825	\$800	*	*	*
-- Women	34,631	\$798	\$769	*	*	*
Non-Hispanic	1,799,922	\$937	\$900	\$1,078	\$1,170	\$1,075
-- Men	995,505	\$1,063	\$1,019	\$1,215	\$1,300	\$1,197
-- Women	804,418	\$830	\$789	\$969	\$962	\$962

Education, 25 years and older

Education, 25 years and older	Full-time wage and salary workers			With at least one certification or license		
	Total Employment	Median Salary	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)
-- Less than a high school diploma	97,066	\$700	\$692	\$830	*	*
-- High school graduates, no college	514,231	\$884	\$870	\$1,003	*	\$1,000
-- Some college, no degree	267,623	\$875	\$865	\$950	*	\$962
-- Associate's degree	211,396	\$923	\$906	\$923	*	\$908
-- Bachelor's degree only	390,940	\$1,124	\$1,104	\$1,192	*	\$1,188
-- Advanced degree	234,146	\$1,308	\$1,320	\$1,307	*	\$1,306
- Men	956,023	\$1,094	\$1,058	\$1,238	\$1,321	\$1,211
--- Less than a high school diploma	69,491	\$800	\$770	*	*	*
--- High school graduates, no college	322,632	\$990	\$962	\$1,070	*	\$1,080
--- Some college, no degree	145,630	\$1,020	\$985	\$1,136	*	\$1,136
--- Associate's degree	103,360	\$1,120	\$1,093	\$1,058	*	\$1,040
--- Bachelor's degree only	201,884	\$1,288	\$1,231	\$1,352	*	\$1,346
--- Advanced degree	113,026	\$1,461	\$1,442	\$1,500	*	\$1,491
- Women	759,379	\$865	\$817	\$997	\$1,000	\$988
--- Less than a high school diploma	27,575	\$500	\$485	*	*	*
--- High school graduates, no college	191,599	\$742	\$730	\$750	*	\$760
--- Some college, no degree	121,994	\$760	\$760	\$769	*	\$750
--- Associate's degree	108,036	\$780	\$760	\$800	*	\$807
--- Bachelor's degree only	189,056	\$1,058	\$1,019	\$1,115	*	\$1,100
--- Advanced degree	121,120	\$1,187	\$1,153	\$1,188	*	\$1,188

AL Certifications and Licenses Data

Table 7. Median weekly earnings of full-time wage and salary workers by certification and licensing status and occupation, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Occupation

Occupation	Full-time wage and salary workers			With at least one certification or license		
	Total Employment	Median Salary	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)
Total	1,897,908	\$933	\$894	\$1,077	\$1,192	\$1,070
- Management occupations	208,010	\$1,291	\$1,239	\$1,442	*	\$1,400
- Business and financial operations occupations	84,978	\$1,050	\$1,037	\$1,304	*	\$1,288
- Computer and mathematical science occupations	54,991	\$1,346	\$1,326	\$1,500	*	*
- Architecture and engineering occupations	50,571	\$1,471	\$1,420	\$1,630	*	*
- Life, physical, and social science occupations	14,730	\$1,192	\$1,125	*	*	*
- Community and social service occupations	33,775	\$1,000	\$942	\$1,115	*	\$1,096
- Legal occupations	17,597	\$1,230	*	*	*	*
- Education, training, and library occupations	114,760	\$1,120	\$1,057	\$1,120	*	\$1,125
- Arts, design, entertainment, sports, and media occupations	19,888	\$1,040	\$1,040	*	*	*
- Healthcare practitioner and technical occupations	136,078	\$1,033	\$931	\$1,058	*	\$1,057
- Healthcare support occupations	41,013	\$600	\$590	\$600	*	\$625
- Protective service occupations	38,941	\$865	\$792	\$961	*	\$961
- Food preparation and serving related occupations	56,937	\$569	\$558	*	*	*
- Building and grounds cleaning and maintenance occupations	60,703	\$634	\$624	*	*	*
- Personal care and service occupations	37,999	\$673	\$672	*	*	*
- Sales and related occupations	181,783	\$788	\$787	\$933	*	\$923
- Office and administrative support occupations	193,962	\$800	\$790	\$860	*	\$924
- Farming, fishing, and forestry occupations	12,434	\$712	\$708	*	*	*
- Construction and extraction occupations	110,310	\$1,040	\$1,000	\$1,154	*	\$1,120
- Installation, maintenance, and repair occupations	83,034	\$1,060	\$1,040	\$1,166	*	\$1,200

AL Certifications and Licenses Data

Table 7. Median weekly earnings of full-time wage and salary workers by certification and licensing status and occupation, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Occupation

Occupation	Full-time wage and salary workers			With at least one certification or license		
	Total Employment	Median Salary	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)
- Production occupations	193,683	\$880	\$884	\$880	*	\$806
- Transportation and material moving occupations	151,942	\$854	\$825	\$980	*	\$1,000

AL Certifications and Licenses Data

Table 8. Median weekly earnings of full-time wage and salary workers by certification and licensing status and major industry, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Industry	Full-time wage and salary workers			With at least one certification or license		
	Total Employment	Median Salary	Without a certification or license	Total	With a certification, but no license	With a license (may also have a certification)
Total	1,897,908	\$933	\$894	\$1,077	\$1,192	\$1,070
- Agriculture and related industries	20,655	\$800	\$800	*	*	*
- Forestry, logging, fishing, hunting, and trapping	*	*	*	*	*	*
- Mining	*	*	*	*	*	*
- Construction	148,990	\$1,115	\$1,040	\$1,200	*	\$1,166
- Manufacturing	309,845	\$980	\$971	\$1,058	*	\$1,038
- Wholesale trade	42,805	\$997	\$962	*	*	*
- Retail trade	188,017	\$788	\$769	\$924	*	\$933
- Transportation and utilities	131,324	\$990	\$962	\$1,200	*	\$1,154
- Information	21,404	\$980	\$962	*	*	*
- Financial activities	115,915	\$924	\$904	\$1,057	*	\$1,057
- Professional and business services	71,661	\$780	\$720	\$1,136	*	\$1,154
- Professional and technical services	121,259	\$1,220	\$1,211	\$1,442	*	\$1,400
- Education and health services	382,341	\$940	\$860	\$1,038	\$1,077	\$1,038
- Leisure and hospitality	103,056	\$678	\$673	*	*	*
- Other services	88,260	\$877	\$890	\$865	*	\$865
- Public administration	116,405	\$1,096	\$1,038	\$1,269	*	\$1,269
- Social assistance	22,937	\$769	\$769	*	*	*

AL Certifications and Licenses Data

Table 9. Unemployment Rates and Median Weekly Earnings by Occupational Groups, Educational Attainment and Certification and Licensing Status, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Education by Occupation

Education by Occupation	Number of Persons in the Civilian Labor Force			Unemployment Rate			Median Weekly Earnings, Full-Time Employed Wage and Salary Workers Only		
	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification
Total	1,968,571	1,493,531	475,040	2.90%	3.30%	1.90%	\$900	\$856	\$1,031
-- Less than a high school diploma	117,807	106,639	11,169	*	*	*	\$700	\$692	\$830
-- High school graduates, no college	594,977	515,224	79,754	4.00%	4.30%	*	\$884	\$870	\$1,003
-- Some college, no degree	316,538	256,986	59,552	3.80%	4.10%	*	\$875	\$865	\$950
-- Associate's degree	240,292	154,257	86,035	*	*	*	\$923	\$906	\$923
-- Bachelor's degree only	436,399	318,073	118,326	*	*	*	\$1,124	\$1,104	\$1,192
-- Advanced degree	262,557	142,181	120,376	*	*	*	\$1,308	\$1,320	\$1,307
- Management occupations	217,156	176,206	40,950	*	*	*	\$1,280	\$1,231	\$1,442
--- Less than a high school diploma	*	*	*	*	*	*	*	*	*
--- High school graduates, no college	47,651	40,869	6,782	*	*	*	\$1,096	\$1,093	*
--- Some college, no degree	31,364	24,811	6,554	*	*	*	\$1,125	\$1,120	*
--- Associate's degree	21,114	16,024	5,090	*	*	*	\$1,058	\$1,057	*
--- Bachelor's degree only	70,150	58,547	11,602	*	*	*	\$1,423	\$1,404	\$1,538
--- Advanced degree	41,988	29,806	12,182	*	*	*	\$1,442	\$1,403	\$1,620
- Business and financial operations occupations	88,161	73,208	14,953	*	*	*	\$1,038	\$1,019	\$1,288
--- Less than a high school diploma	*	*	*	*	*	*	*	*	*
--- High school graduates, no college	10,546	8,459	2,087	*	*	*	\$890	\$825	*
--- Some college, no degree	12,758	10,367	2,391	*	*	*	\$950	*	*
--- Associate's degree	9,619	7,277	2,342	*	*	*	\$962	\$968	*
--- Bachelor's degree only	38,454	31,305	7,149	*	*	*	\$1,153	\$1,153	*

AL Certifications and Licenses Data

Table 9. Unemployment Rates and Median Weekly Earnings by Occupational Groups, Educational Attainment and Certification and Licensing Status, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Education by Occupation

Education by Occupation	Number of Persons in the Civilian Labor Force			Unemployment Rate			Median Weekly Earnings, Full-Time Employed Wage and Salary Workers Only		
	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification
--- Associate's degree	*	*	*	*	*	*	*	*	*
--- Bachelor's degree only	*	*	*	*	*	*	*	*	*
--- Advanced degree	*	*	*	*	*	*	*	*	*
- Community and social service occupations	37,543	24,907	12,636	*	*	*	\$946	\$923	\$1,000
--- Less than a high school diploma	*	*	*	*	*	*	*	*	*
--- High school graduates, no college	*	*	*	*	*	*	*	*	*
--- Some college, no degree	*	*	*	*	*	*	*	*	*
--- Associate's degree	*	*	*	*	*	*	*	*	*
--- Bachelor's degree only	12,736	8,645	4,091	*	*	*	\$901	\$920	*
--- Advanced degree	16,737	*	*	*	*	*	\$1,096	\$962	*
- Legal occupations	18,860	9,619	9,241	*	*	*	\$1,154	*	*
--- Less than a high school diploma	*	*	*	*	*	*	*	*	*
--- High school graduates, no college	*	*	*	*	*	*	*	*	*
--- Some college, no degree	*	*	*	*	*	*	*	*	*
--- Associate's degree	*	*	*	*	*	*	*	*	*
--- Bachelor's degree only	*	*	*	*	*	*	*	*	*
--- Advanced degree	12,035	*	*	*	*	*	*	*	*
- Education, training, and library occupations	122,962	54,293	68,670	*	*	*	\$1,096	\$992	\$1,115
--- Less than a high school diploma	*	*	*	*	*	*	*	*	*
--- High school graduates, no college	8,033	*	*	*	*	*	\$673	*	*

AL Certifications and Licenses Data

Table 9. Unemployment Rates and Median Weekly Earnings by Occupational Groups, Educational Attainment and Certification and Licensing Status, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Education by Occupation

Education by Occupation	Number of Persons in the Civilian Labor Force			Unemployment Rate			Median Weekly Earnings, Full-Time Employed Wage and Salary Workers Only		
	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification
--- Some college, no degree	*	*	*	*	*	*	*	*	*
--- Associate's degree	*	*	*	*	*	*	*	*	*
--- Bachelor's degree only	38,542	16,344	22,198	*	*	*	\$1,026	\$962	\$1,058
--- Advanced degree	65,048	24,174	40,875	*	*	*	\$1,154	\$1,153	\$1,145
- Arts, design, entertainment, sports, and media occupations	25,093	21,566	3,527	*	*	*	\$962	\$960	*
--- Less than a high school diploma	*	*	*	*	*	*	*	*	*
--- High school graduates, no college	*	*	*	*	*	*	*	*	*
--- Some college, no degree	*	*	*	*	*	*	*	*	*
--- Associate's degree	*	*	*	*	*	*	*	*	*
--- Bachelor's degree only	12,223	9,738	2,484	*	*	*	\$1,076	*	*
--- Advanced degree	*	*	*	*	*	*	*	*	*
- Healthcare practitioner and technical occupations	142,287	43,821	98,466	*	*	*	\$970	\$920	\$1,003
--- Less than a high school diploma	*	*	*	*	*	*	*	*	*
--- High school graduates, no college	11,806	*	*	*	*	*	\$748	*	*
--- Some college, no degree	12,222	*	*	*	*	*	\$750	*	*
--- Associate's degree	40,705	8,445	32,260	*	*	*	\$865	*	\$876
--- Bachelor's degree only	38,251	10,187	28,064	*	*	*	\$1,115	*	\$1,096
--- Advanced degree	39,018	9,184	29,833	*	*	*	\$1,365	*	\$1,346

AL Certifications and Licenses Data

Table 9. Unemployment Rates and Median Weekly Earnings by Occupational Groups, Educational Attainment and Certification and Licensing Status, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Education by Occupation

Education by Occupation	Number of Persons in the Civilian Labor Force			Unemployment Rate			Median Weekly Earnings, Full-Time Employed Wage and Salary Workers Only		
	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification
--- Bachelor's degree only	*	*	*	*	*	*	*	*	*
--- Advanced degree	*	*	*	*	*	*	*	*	*
- Building and grounds cleaning and maintenance occupations	72,372	66,269	6,103	*	*	*	\$558	\$553	*
--- Less than a high school diploma	13,650	11,795	1,855	*	*	*	*	*	*
--- High school graduates, no college	34,694	32,415	2,279	*	*	*	\$572	\$564	*
--- Some college, no degree	11,949	*	*	*	*	*	*	*	*
--- Associate's degree	*	*	*	*	*	*	*	*	*
--- Bachelor's degree only	*	*	*	*	*	*	*	*	*
--- Advanced degree	*	*	*	*	*	*	*	*	*
- Personal care and service occupations	44,147	28,451	15,697	*	*	*	\$620	\$560	*
--- Less than a high school diploma	*	*	*	*	*	*	*	*	*
--- High school graduates, no college	14,289	9,078	5,211	*	*	*	*	*	*
--- Some college, no degree	*	*	*	*	*	*	*	*	*
--- Associate's degree	8,852	*	*	*	*	*	*	*	*
--- Bachelor's degree only	*	*	*	*	*	*	*	*	*
--- Advanced degree	*	*	*	*	*	*	*	*	*
- Sales and related occupations	191,410	157,136	34,275	*	*	*	\$750	\$726	\$916
--- Less than a high school diploma	9,701	7,722	1,978	*	*	*	*	*	*
--- High school graduates, no college	58,451	50,872	7,580	*	*	*	\$692	\$680	*

AL Certifications and Licenses Data

Table 9. Unemployment Rates and Median Weekly Earnings by Occupational Groups, Educational Attainment and Certification and Licensing Status, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Education by Occupation

Education by Occupation	Number of Persons in the Civilian Labor Force			Unemployment Rate			Median Weekly Earnings, Full-Time Employed Wage and Salary Workers Only		
	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification
--- Some college, no degree	38,286	32,021	6,265	*	*	*	\$726	\$740	*
--- Associate's degree	20,766	15,592	5,174	*	*	*	\$720	\$692	*
--- Bachelor's degree only	52,636	39,585	13,051	*	*	*	\$1,057	\$1,057	\$1,250
--- Advanced degree	11,900	*	*	*	*	*	*	*	*
- Office and administrative support occupations	206,931	187,674	19,257	*	*	*	\$762	\$760	\$840
--- Less than a high school diploma	*	*	*	*	*	*	*	*	*
--- High school graduates, no college	61,029	57,822	3,207	*	*	*	\$762	\$769	*
--- Some college, no degree	48,501	43,784	4,717	*	*	*	\$715	\$715	*
--- Associate's degree	32,725	27,589	5,135	*	*	*	\$727	\$716	*
--- Bachelor's degree only	47,010	41,304	5,705	*	*	*	\$832	\$828	*
--- Advanced degree	12,638	8,948	3,690	*	*	*	\$904	\$920	*
- Farming, fishing, and forestry occupations	12,323	10,307	2,016	*	*	*	\$687	\$680	*
--- Less than a high school diploma	*	*	*	*	*	*	*	*	*
--- High school graduates, no college	*	*	*	*	*	*	*	*	*
--- Some college, no degree	*	*	*	*	*	*	*	*	*
--- Associate's degree	*	*	*	*	*	*	*	*	*
--- Bachelor's degree only	*	*	*	*	*	*	*	*	*
--- Advanced degree	*	*	*	*	*	*	*	*	*
- Construction and extraction occupations	106,605	89,598	17,007	*	*	*	\$1,050	\$1,015	\$1,154
--- Less than a high school diploma	26,108	22,654	3,454	*	*	*	\$769	\$750	*

AL Certifications and Licenses Data

Table 10. Unemployment Rates and Median Weekly Earnings by Age Group, Educational Attainment and Certification and Licensing Status, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Education by Age

Education by Age	Number of Persons in the Civilian Labor Force			Unemployment Rate			Median Weekly Earnings, Full-Time Employed Wage and Salary Workers Only		
	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification
Total	1,968,571	1,493,531	475,040	2.90%	3.30%	1.90%	\$900	\$856	\$1,031
-- Less than a high school diploma	117,807	106,639	11,169	*	*	*	\$700	\$692	\$830
-- High school graduates, no college	594,977	515,224	79,754	4.00%	4.30%	*	\$884	\$870	\$1,003
-- Some college, no degree	316,538	256,986	59,552	3.80%	4.10%	*	\$875	\$865	\$950
-- Associate's degree	240,292	154,257	86,035	*	*	*	\$923	\$906	\$923
-- Bachelor's degree only	436,399	318,073	118,326	*	*	*	\$1,124	\$1,104	\$1,192
-- Advanced degree	262,557	142,181	120,376	*	*	*	\$1,308	\$1,320	\$1,307
25 to 34	502,189	389,889	112,300	4.00%	4.60%	*	\$830	\$800	\$925
-- Less than a high school diploma	24,625	21,138	3,487	*	*	*	\$598	\$595	*
-- High school graduates, no college	158,176	140,780	17,396	6.10%	*	*	\$760	\$741	\$886
-- Some college, no degree	86,939	71,605	15,334	*	*	*	\$750	\$731	\$830
-- Associate's degree	58,951	36,945	22,006	*	*	*	\$769	\$739	\$790
-- Bachelor's degree only	124,555	92,925	31,630	*	*	*	\$1,000	\$962	\$1,058
-- Advanced degree	48,943	24,436	24,507	*	*	*	\$1,084	\$1,096	\$1,038
35 to 44	482,072	369,207	112,865	3.00%	3.40%	*	\$968	\$945	\$1,077
-- Less than a high school diploma	39,015	36,050	2,965	*	*	*	\$600	\$590	*
-- High school graduates, no college	135,559	116,528	19,031	*	*	*	\$865	\$850	\$1,200
-- Some college, no degree	72,022	59,266	12,756	*	*	*	\$822	\$820	\$865
-- Associate's degree	52,085	32,263	19,822	*	*	*	\$908	\$931	\$846
-- Bachelor's degree only	109,069	81,830	27,240	*	*	*	\$1,115	\$1,104	\$1,100
-- Advanced degree	74,321	41,516	32,804	*	*	*	\$1,364	\$1,346	\$1,374

AL Certifications and Licenses Data

Table 10. Unemployment Rates and Median Weekly Earnings by Age Group, Educational Attainment and Certification and Licensing Status, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Education by Age

Education by Age	Number of Persons in the Civilian Labor Force			Unemployment Rate			Median Weekly Earnings, Full-Time Employed Wage and Salary Workers Only		
	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification
45 to 54	469,590	343,771	125,820	2.50%	2.70%	*	\$950	\$901	\$1,058
-- Less than a high school diploma	26,212	21,593	4,620	*	*	*	\$570	\$500	*
-- High school graduates, no college	142,719	122,172	20,547	*	*	*	\$860	\$832	\$962
-- Some college, no degree	73,373	57,744	15,629	*	*	*	\$865	\$841	\$901
-- Associate's degree	60,848	38,325	22,523	*	*	*	\$860	\$831	\$962
-- Bachelor's degree only	99,561	69,495	30,066	*	*	*	\$1,192	\$1,124	\$1,250
-- Advanced degree	66,876	34,047	32,828	*	*	*	\$1,250	\$1,212	\$1,250
55 to 64	372,127	282,235	89,892	2.40%	*	*	\$942	\$912	\$1,032
-- Less than a high school diploma	19,076	15,208	3,869	*	*	*	\$620	\$615	*
-- High school graduates, no college	121,707	102,903	18,805	*	*	*	\$867	\$850	\$988
-- Some college, no degree	59,423	47,876	11,547	*	*	*	\$910	\$920	\$1,019
-- Associate's degree	53,386	37,087	16,299	*	*	*	\$892	\$876	\$961
-- Bachelor's degree only	73,947	52,234	21,713	*	*	*	\$1,160	\$1,160	\$1,160
-- Advanced degree	44,587	25,943	18,645	*	*	*	\$1,269	\$1,280	\$1,250
65 and older	142,593	108,429	34,164	*	*	*	\$716	\$673	\$962
-- Less than a high school diploma	9,190	7,152	2,038	*	*	*	\$577	\$550	*
-- High school graduates, no college	36,816	32,652	4,163	*	*	*	\$541	\$540	*
-- Some college, no degree	24,780	20,004	4,775	*	*	*	\$650	\$640	*
-- Associate's degree	15,022	9,327	5,695	*	*	*	\$750	\$694	\$807
-- Bachelor's degree only	29,266	21,491	7,775	*	*	*	\$865	\$920	\$923
-- Advanced degree	27,831	16,123	11,708	*	*	*	\$1,040	\$962	\$1,384

AL Certifications and Licenses Data

Table 11. Unemployment Rates and Median Weekly Earnings by Race and Hispanic Origin, Educational Attainment and Certification and Licensing Status, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Education by Race

Education by Race	Number of Persons in the Civilian Labor Force			Unemployment Rate			Median Weekly Earnings, Full-Time Employed Wage and Salary Workers Only		
	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification
Hispanic or Latino	93,519	81,424	12,095	*	*	*	\$803	\$770	\$923
-- Less than a high school diploma	27,284	24,974	2,309	*	*	*	\$595	\$600	*
-- High school graduates, no college	26,843	23,455	3,388	*	*	*	\$770	\$769	*
-- Some college, no degree	*	*	*	*	*	*	*	*	*
-- Associate's degree	*	*	*	*	*	*	*	*	*
-- Bachelor's degree only	15,291	11,362	3,929	*	*	*	\$962	\$960	*
-- Advanced degree	*	*	*	*	*	*	*	*	*
Non-Hispanic	1,875,052	1,411,928	463,124	2.90%	3.30%	1.90%	\$901	\$861	\$1,035
-- Less than a high school diploma	90,524	79,995	10,529	*	*	*	\$640	\$625	\$830
-- High school graduates, no college	568,134	490,103	78,032	4.00%	4.30%	*	\$810	\$793	\$960
-- Some college, no degree	308,398	250,701	57,697	3.70%	4.10%	*	\$810	\$789	\$875
-- Associate's degree	233,566	149,646	83,919	*	*	*	\$846	\$830	\$840
-- Bachelor's degree only	421,108	305,567	115,540	*	*	*	\$1,084	\$1,058	\$1,136
-- Advanced degree	253,323	135,758	117,565	*	*	*	\$1,210	\$1,188	\$1,248

AL Certifications and Licenses Data

Table 12. Unemployment Rates and Median Weekly Earnings by Sex and Educational Attainment, 2019-2023 five-year average

Cells with an asterisk * indicate suppressed/undisclosed values.

Education by Sex

Education by Sex	Number of Persons in the Civilian Labor Force			Unemployment Rate			Median Weekly Earnings, Full-Time Employed Wage and Salary Workers Only		
	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification	Total	Without License or Certification	With License or Certification
Total	1,968,571	1,493,531	475,040	2.90%	3.30%	1.90%	\$900	\$856	\$1,031
-- Less than a high school diploma	117,807	106,639	11,169	*	*	*	\$700	\$692	\$830
-- High school graduates, no college	594,977	515,224	79,754	4.00%	4.30%	*	\$884	\$870	\$1,003
-- Some college, no degree	316,538	256,986	59,552	3.80%	4.10%	*	\$875	\$865	\$950
-- Associate's degree	240,292	154,257	86,035	*	*	*	\$923	\$906	\$923
-- Bachelor's degree only	436,399	318,073	118,326	*	*	*	\$1,124	\$1,104	\$1,192
-- Advanced degree	262,557	142,181	120,376	*	*	*	\$1,308	\$1,320	\$1,307
- Men	1,043,193	812,623	230,570	2.80%	3.10%	*	\$1,094	\$1,058	\$1,238
--- Less than a high school diploma	79,091	70,126	8,964	*	*	*	\$800	\$770	\$880
--- High school graduates, no college	352,803	294,636	58,166	3.50%	3.90%	*	\$990	\$962	\$1,070
--- Some college, no degree	161,817	129,958	31,859	*	*	*	\$1,020	\$985	\$1,136
--- Associate's degree	111,244	76,853	34,391	*	*	*	\$1,120	\$1,093	\$1,058
--- Bachelor's degree only	215,799	166,596	49,203	*	*	*	\$1,288	\$1,231	\$1,352
--- Advanced degree	122,441	74,182	48,258	*	*	*	\$1,461	\$1,442	\$1,500
- Women	925,378	680,908	244,470	3.10%	3.50%	*	\$865	\$817	\$997
--- Less than a high school diploma	38,717	35,690	3,027	*	*	*	\$500	\$485	*
--- High school graduates, no college	242,174	220,587	21,587	4.70%	4.90%	*	\$742	\$730	\$750
--- Some college, no degree	154,721	127,028	27,693	*	*	*	\$760	\$760	\$769
--- Associate's degree	129,048	77,404	51,644	*	*	*	\$780	\$760	\$800
--- Bachelor's degree only	220,600	151,477	69,123	*	*	*	\$1,058	\$1,019	\$1,115
--- Advanced degree	140,117	67,999	72,118	*	*	*	\$1,187	\$1,153	\$1,188

STATE CERTIFICATIONS AND LICENSES, 2019 - 2023

Why do certifications and licenses matter?

Non-degree credentials offer a lot of promise for helping jobseekers adapt to rapid technological change and companies hire workers with up-to-date skills. They are often less expensive and quicker to obtain than a degree, and can impart specific, in-demand skill sets.

The State Certifications and Licenses Data were developed to provide a baseline for understanding the impact that certifications and licenses have on employment and earnings across occupations, industries, and demographics. With this data, local and state practitioners in economic development, workforce development, and education can understand existing labor market conditions, helping them develop effective policies and programs to meet the employment and education needs of their constituents.

What are the State Certifications and Licenses Data?

The Labor Market Information (LMI) Institute produces the State Certifications and Licenses Data based on questions included in the Current Population Survey (CPS) that measure the prevalence of certifications and licenses. The Bureau of Labor Statistics (BLS) publishes seven tables reflecting national level data (<https://www.bls.gov/cps/certifications-and-licenses.htm>) every April. The State Certifications and Licenses Data capture the prevalence of certifications and licenses in each state and the nation. They include twelve tables — state level replicas of the seven tables BLS produces at the national level and five bonus tables with additional breakdowns by occupation, industry, education, race, and sex. The data provide insights about the relationship between the attainment of credentials, median weekly earnings, and the probability of employment.

Methodology

The State Certifications and Licenses Data Tables measure the prevalence of certifications and licenses in each state. The data allows analysts to examine the relationship between certifications/licenses and various demographic, occupational, industrial, wage, and labor force outcomes. To produce state estimates, the LMI Institute combines CPS microdata associated with certifications, licenses, and other relevant variables for five years (2016 through 2020). Combining five years provides a sample of a sufficient size to estimate the prevalence of certifications and licenses for each state.

To generate estimates on certification and licensure status, we make use of two key CPS questions. The first asks if a respondent currently holds a professional certification or state or industry license (not including business licenses like liquor licenses). This first question allows us to segment the population into people with at least a certification or a license and people with neither a certification nor a license. The second question is asked only to respondents who answered positively to the first and asks if any of their certifications or licenses were issued by a federal, state, or local government. This question serves as a proxy for licensure status and allows us to further split the population into people with no license but a certification, and people with at least one license and possibly one or more certifications. Because there is no question isolating licensure status from certification status, we cannot say for certain how many people hold only a license, but we are able to say how many people hold only a certificate.

The State Certifications and Licenses Data Tables

The LMI Institute produces twelve tables. The first seven tables are state-level versions of the seven tables produced by the BLS, while the additional five tables were created by the LMI Institute:

Table 1. Certification and licensing status of the civilian noninstitutional population 16 years and over by employment status.

Table 2. Employment status of the civilian non-institutional population by certification and licensing status and selected characteristics.

Table 3. Certification and licensing status of employed persons 16 years and over by selected characteristics.

Table 4. Certification and licensing status of the employed by industry and class of worker.

Table 5. Certification and licensing status of the employed by occupation.

Table 6. Median weekly earnings of full-time wage and salary workers by certification and licensing status and selected characteristics.

Table 7. Median weekly earnings of full-time wage and salary workers by certification and licensing status and occupation.

Table 8. Median weekly earnings of full-time wage and salary workers by certification and licensing status and major industry.

Table 9. Unemployment Rates and Median Weekly Earnings by Occupational Groups, Educational Attainment and Certification and Licensing Status.

Table 10. Unemployment Rates and Median Weekly Earnings by Age Group, Educational Attainment and Certification and Licensing Status.

Table 11. Unemployment Rates and Median Weekly Earnings by Race and Hispanic Origin, Educational Attainment and Certification and Licensing Status.

Table 12. Unemployment Rates and Median Weekly Earnings by Sex and Educational Attainment.

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