

## Workforce Supply

- **Workforce Development Region 10 has a 47,483-strong available labor pool that includes 34,764 underemployed workers who are looking for better jobs, as well as 12,719 unemployed residents.**

The underemployed are willing to extend their commute for a better job. For the one-way commute, 45 percent are prepared for 20 or more minutes longer and 29 percent will go 20 or more extra miles.

Labor force	143,655
Employed	130,936
Underemployment rate	26.6%
Number of underemployed workers	34,764
Unemployed	12,719
<b>Available labor pool</b>	<b>47,483</b>

Note: Based on January 2011 labor force data.

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

- **Congestion has eased due to job losses; fewer people are traveling to work and both commute time and distance are down in 2010 from 2009.**

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

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

Of the region's age 25 and over population, 78.2 percent were high school graduates and 17.0 percent held bachelor's or higher degrees in 2005 to 2009. For the state as a whole, 80.8 percent were high school graduates and 21.5 percent held bachelor's or higher degrees.

The region's population growth from 1990 to 2000 amounted to 6.7 percent, compared to 10.1 percent for the state. The 2000 to 2010 population growth was 7.5 percent for Region 10, same as for Alabama. Growth of the prime working age group (20-64) and youth (0-19) will lag that of the total population through 2025, as the 65 and over population increases rapidly.

## Workforce Demand

- **Employment is currently growing faster than the labor force and population.**
- **In decreasing order, the five largest employment sectors in the region are manufacturing; health care and social assistance; retail trade; educational services; and accommodation and food services.**

These five sectors provided 77,559 jobs, about 65 percent of the regional total, in the first quarter of 2010. Three of the leading employers had wages that were above the region's average monthly wage of \$2,813.

- **On average 6,199 jobs were created per quarter from second quarter 2001 to first quarter 2010; quarterly net job flows averaged 521.**

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

- **The 50 highest earning occupations are in the fields of management, health, computers, and engineering and have a minimum salary of \$68,256. Five of these do not require a bachelor's or higher degree. Seven of the top 10 are health occupations.**
- **The top five high-demand occupations are:** Truck Drivers, Heavy and Tractor-Trailer; Registered Nurses; Customer Service Representatives; Aircraft Mechanics and Service Technicians; and Elementary School Teachers, Except Special Education.
- **The top five fast-growing occupations are:** Forging Machine Setters, Operators, and Tenders, Metal and Plastic; Computer Software Engineers, Systems Software; Computer Software Engineers, Applications; Network Systems and Data Communications Analysts; and Skin Care Specialists.
- **Five occupations are high-earning, fast-growing, and in high-demand:** Pharmacists; Computer Information Systems Managers; Computer Software Engineers, Applications; Physical Therapists; and Occupational Therapists.

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

Anesthesiologists  
Lawyers  
Pharmacists  
Computer and Information Systems Managers  
Education Administrators, Postsecondary  
Computer Software Engineers, Applications  
Physical Therapists  
Occupational Therapists

- **The region has 27 jobs that are both fast-growing and in high-demand:**

Forging Machine Setters, Operators, and Tenders, Metal and Plastic  
Computer Software Engineers, Systems Software  
Computer Software Engineers, Applications  
Network Systems and Data Communications Analysts  
Home Health Aides  
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic  
Mental Health Counselors  
Dental Assistants  
Medical Assistants  
Rehabilitation Counselors  
Pharmacy Technicians  
Computer Systems Analysts  
Dental Hygienists  
Computer and Information Systems Managers  
Physical Therapist Assistants  
Commercial Pilots  
Pharmacists  
Cost Estimators  
Medical and Public Health Social Workers  
Aircraft Mechanics and Service Technicians  
Physical Therapists  
Registered Nurses  
Vocational Education Teachers, Postsecondary  
Elementary School Teachers, Except Special Education  
Truck Drivers, Heavy and Tractor-Trailer\*  
Occupational Therapists  
Public Relations Managers

## Implications for Workforce Development

- From a 2008 base, worker surpluses of about 9,600 and 1,400 are estimated by 2018 and 2025 respectively.

A focus on worker skills must be of high priority through 2025. Worker shortfalls in critical occupation will need to be addressed continuously.

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

Such strategies might include:

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

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

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

Workforce development must view all of education and other programs (e.g. adult education, career technical training, worker retraining, career readiness, etc.) as one system.

Financial support for workforce development may require tax reform at state and local levels and should provide for flexibility as workforce needs change over time and demand different priorities.

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

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

Of the region's 763 occupations and occupational categories, 62 are expected to decline over the 2008 to 2018 period. Twenty occupations are expected to see a sharp decline of at least 9 percent, with each losing a minimum of 10 jobs. Education and training for declining occupations should slow accordingly.

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

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

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

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

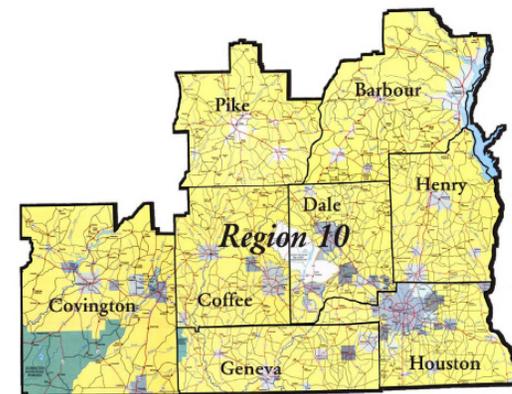
Employers should be an integral part of planning for training as they can help identify future skill needs and any existing gaps.

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

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

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

## State of the Workforce Report V: Region 10 2010 Summary



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