

Pickens County Profile

Alabama Department of Workforce
Labor Market Information Division

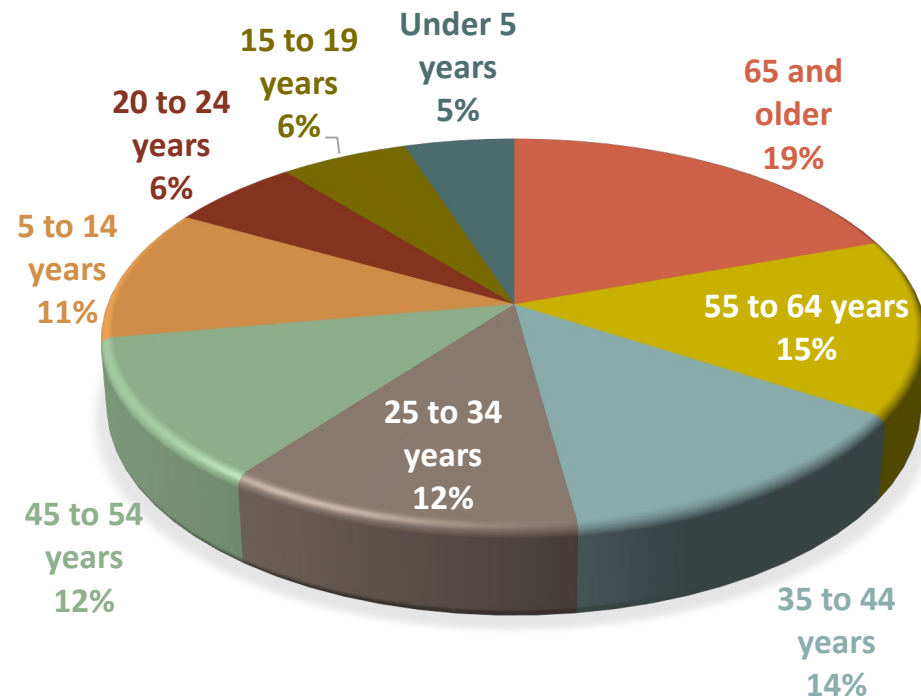
Demographics

American Community Survey Average Population Estimates for 2019-2023

Age	Estimate
Under 5 years	944
5 to 14 years	2,063
15 to 19 years	1,100
20 to 24 years	1,124
25 to 34 years	2,336
35 to 44 years	2,573
45 to 54 years	2,259
55 to 64 years	2,769
65 and older	3,675

Total Population
18,843

Population By Age Group:



Demographics

American Community Survey Average Population Estimates for 2019-2023

School Enrollment	Estimate
Population 3 years and over enrolled in school	3,623
Nursery school, preschool	157
Kindergarten	217
Elementary school (grades 1-8)	1,756
High school (grades 9-12)	697
College or graduate school	796
Educational Attainment	Estimate
Population 25 years and over	13,612
Less than 9 th grade	1,045
9 th to 12 th grade, no diploma	1,149
High school graduate (includes equivalency)	5,854
Some college, no degree	2,448
Associate's degree	1,245
Bachelor's degree	1,245
Graduate or professional degree	626

Unemployment Data

November 2024 Unemployment & Underemployment Data

County	Civilian Labor Force	Employment	Unemployment	Unemployment Rate	Under-Employment	Available Labor Pool
Bibb	8,962	8,645	317	3.2%	1,651	1,968
Fayette	6,543	6,310	233	3.3%	1,338	1,571
Greene	2,924	2,730	194	6.6%	661	855
Hale	6,171	5,914	257	3.8%	970	1,227
Lamar	5,752	5,561	191	3.3%	823	1,014
Marengo	7,606	7,262	344	4.4%	1,590	1,934
Pickens	8,023	7,710	313	3.7%	1,966	2,279
Sumter	4,617	4,380	237	4.7%	977	1,214
Tuscaloosa	108,534	105,016	3,518	2.8%	26,989	30,507

Unemployment + Underemployment = Potential Available Labor Pool

Source: LAUS data, County Unemployment Rates, Unemployment Data for Labor Force, Employment, Unemployment, and Unemployment Rate Data. Underemployment in Alabama WIA Areas, Published September 2023, CBER @ UA, Underemployment and Available Labor Pool Data.

Unemployment Data

Initial Claims by Occupation 2024, Annual

Occupation	Number Unemployed	Occupation	Number Unemployed
Industrial Truck and Tractor Operators	22	Assemblers and Fabricators	6
Cashiers	21	Construction Laborers	6
General and Operations Managers	17	Driver/Sales Workers and Truck Drivers	6
Production Occupations	15	Management Occupations	6
Preschool Teachers, Except Special Education	14	Receptionists and Information Clerks	6
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	12	Retail Sales Workers	6
Helpers--Production Workers	11	Bus Drivers, School	5
Nursing Assistants	11	Construction Equipment Operators	5
Production Workers, All Other	11	Cooks	5
Team Assemblers	11	Cooks, Restaurant	5
Stockers and Order Fillers	10	Customer Service Representatives	5
Heavy and Tractor-Trailer Truck Drivers	9	Inspectors, Testers, Sorters, Samplers, and Weighers	5
Retail Salespersons	9	Miscellaneous Teachers and Instructors	5
Office Clerks, General	8	Chief Executives	4
Structural Iron and Steel Workers	8	Childcare Workers	4



Source: Unemployment Insurance Reports

Help Wanted OnLine[®] Annual Job Postings

2024 Top Occupations with Most Ads Posted

Occupation	# of Ads	Occupation	# of Ads
Supervisors of Retail Sales Workers	23	Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	5
Registered Nurses	21	Postal Service Clerks	5
Merchandise Displayers and Window Trimmers	17	Maintenance and Repair Workers, General	5
Cooks, Restaurant	13	Probation Officers and Correctional Treatment Specialists	4
Home Health Aides	11	Secondary School Teachers, Except Special and Career/Technical Education	4
Production Workers, All Other	11	Physical Therapists	4
Retail Salespersons	10	Speech-Language Pathologists	4
Managers, All Other	9	Dental Hygienists	4
Electrical Engineers	9	Correctional Officers and Jailers	4
Chief Executives	8	Tax Preparers	3
Licensed Practical & Vocational Nurses	8	Civil Engineers	3
Pharmacists	7	Psychologists, All Other	3
Detectives and Criminal Investigators	6	Lawyers	3
General and Operations Managers	5	Teaching Assistants, All Other	3
Occupational Therapists	5	Pharmacy Technicians	3



Expected Worker Shortfall

	2022-2032	2022-2040	2022-2045
Total Population Growth	-3.8%	-7.5%	-10.1%
Age 20-64 Population Growth	-3.2%	-6.6%	-7.6%
Nonagricultural Job Growth	9.2%	12.8%	14.7%
Worker Shortfall	12.4%	19.4%	22.3%
Worker Shortfall	491	767	881

Note: A negative Worker Shortfall indicates a projected surplus of workers versus available jobs.

Occupational Wages

Pickens County Average Hourly Wage All Occupations

Entry	Median	Mean	Experienced
\$13.00	\$21.80	\$25.09	\$31.14

Pickens County Average Hourly Wage Manufacturing

Entry	Median	Mean	Experienced
\$13.59	\$18.89	\$22.84	\$27.45

Source: Alabama Department of Workforce, Labor Market Information Division in cooperation with the U.S. Bureau of Labor Statistics. The data is based on the 2024 release of the Occupational Employment Statistics report, employment and wage estimate file. Wage data has been aged using the latest quarterly Employment Cost Index (ECI) factors. 'NA' indicates data not available for publication.

Occupational Wages

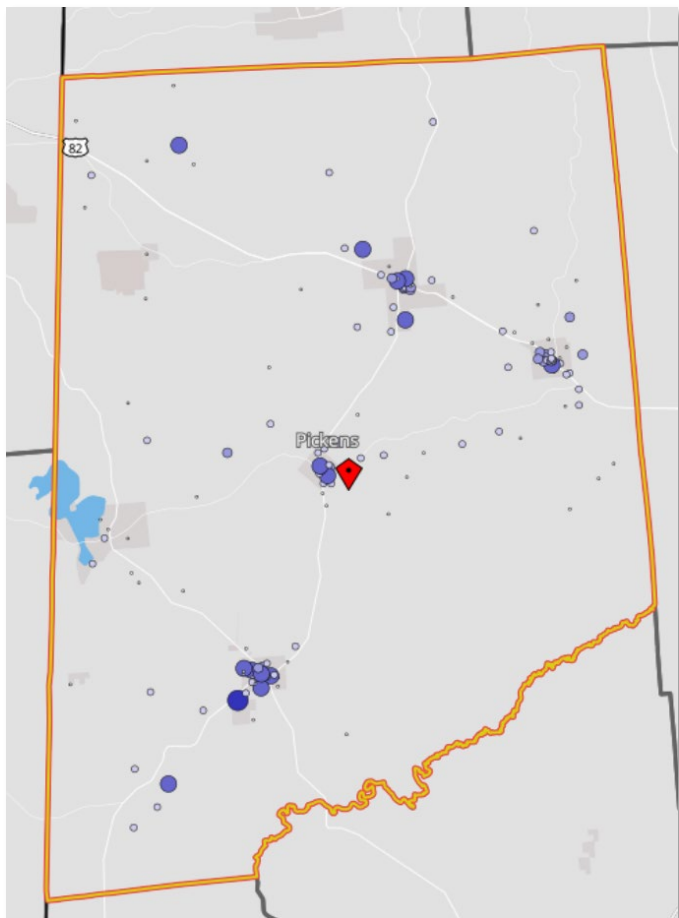
Annual Salary Area Comparison

	Entry	Median	Mean	Experienced
Alabama				
Total	\$27,814	\$45,371	\$57,292	\$72,030
Manufacturing	\$33,704	\$48,848	\$58,571	\$71,005
Pickens County				
Total	\$27,038	\$45,352	\$52,183	\$64,756
Manufacturing	\$28,271	\$39,294	\$47,487	\$57,095
Tuscaloosa County				
Total	\$28,643	\$47,356	\$55,891	\$69,515
Manufacturing	\$41,304	\$53,191	\$61,569	\$71,702
Jefferson County				
Total	\$30,200	\$48,936	\$62,222	\$78,233
Manufacturing	\$36,500	\$49,876	\$59,395	\$70,843



Source: Alabama Department of Workforce, Labor Market Information Division in cooperation with the U.S. Bureau of Labor Statistics. The data is based on the 2024 release of the Occupational Employment Statistics report, employment and wage estimate file. Wage data has been aged using the latest quarterly Employment Cost Index (ECI) factors. 'NA' indicates data not available for publication.

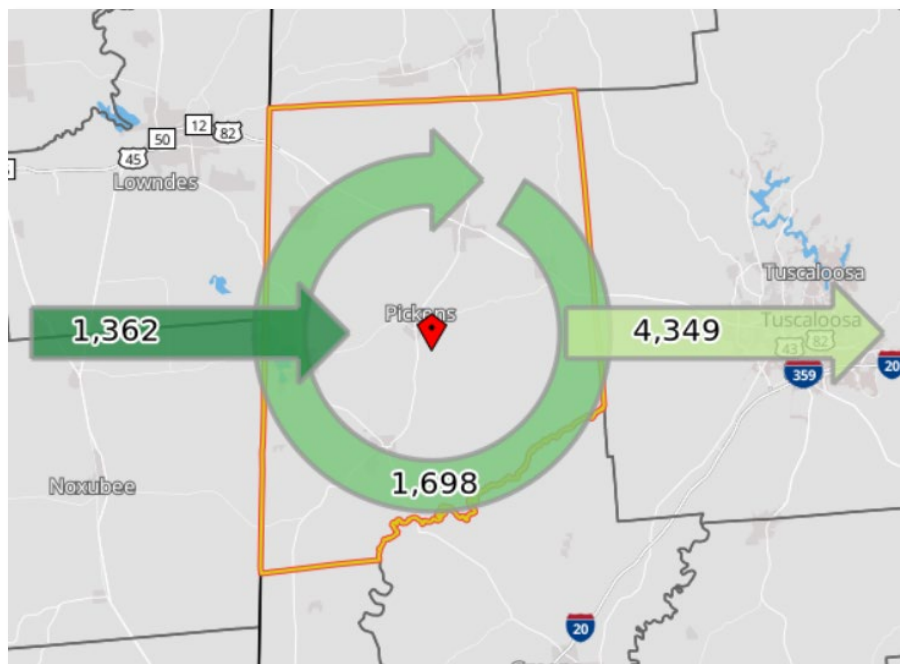
2022 Workforce Characteristics



Jobs by Worker Age	Count	Share
Age 29 or younger	551	18.0%
Age 30 to 54	1,620	52.9%
Age 55 or older	889	29.1%
Jobs by Worker Educational Attainment	Count	Share
Less than high school	361	11.8%
High school or equivalent, no college	896	29.3%
Some college or Associate degree	796	26.0%
Bachelor's degree or advanced degree	456	14.9%
Educational attainment not available (workers aged 29 or younger)	551	18.0%
Jobs by Worker Sex	Count	Share
Male	1,649	53.9%
Female	1,411	46.1%
Jobs by Earnings	Count	Share
\$1,250 per month or less	491	16.0%
\$1,251 to \$3,333 per month	1,112	36.3%
More than \$3,333 per month	1,457	47.6%

2022 Commuting Patterns

Labor Force Characteristics



Outflow Job Characteristics	Count	Share
External Jobs Filled by Residents	4,349	100.0%
Workers Aged 29 or younger	1,143	26.3%
Workers Aged 30 to 54	2,300	52.9%
Workers Aged 55 or older	906	20.8%
Workers Earning \$1,250 per month or less	724	16.6%
Workers Earning \$1,251 to \$3,333 per month	1,435	33.0%
Workers Earning More than \$3,333 per month	2,190	50.4%
Workers in the "Goods Producing" Industry Class	1,165	26.8%
Workers in the "Trade, Transportation, and Utilities" Industry Class	894	20.6%
Workers in the "All Other Services" Industry Class	2,290	52.7%

Live in the County but Work Elsewhere
58.7%

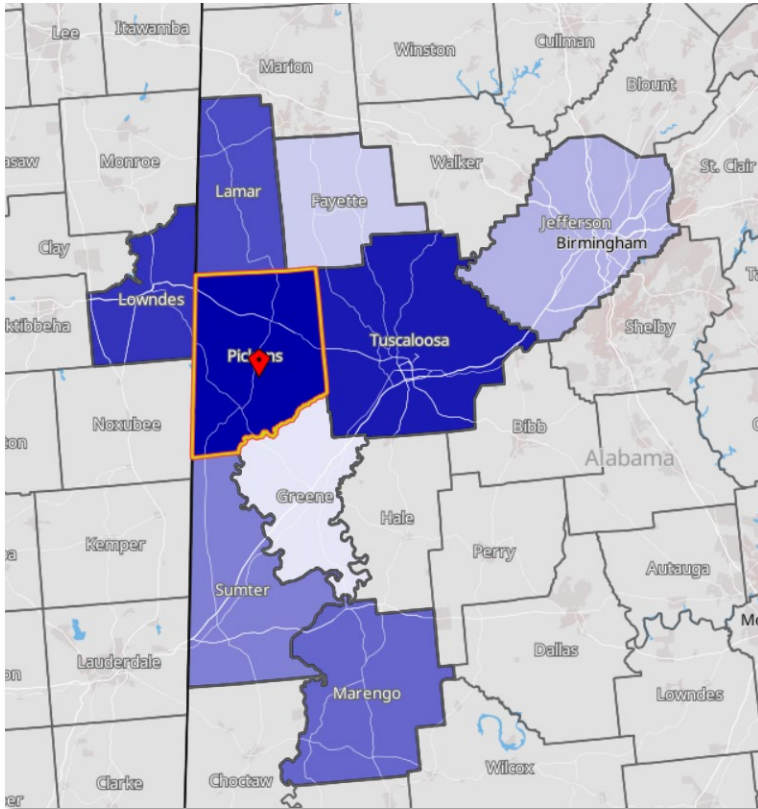
Live and Work in the County
22.9%

Live Elsewhere but Work in the County
18.4%

► Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics in Partnership with the Alabama Department of Workforce, Labor Market Information Division.

2022 Commuting Patterns

Where People Live who Work in This County



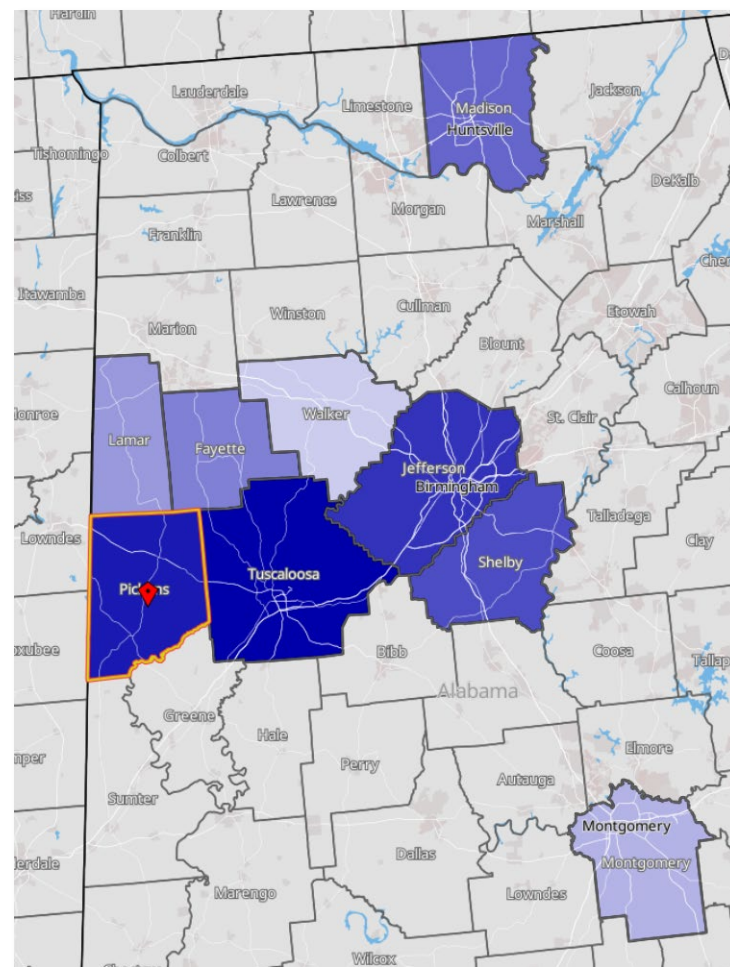
	Count	Share
Pickens County, AL	1,698	55.5%
Tuscaloosa County, AL	415	13.6%
Lowndes County, MS	105	3.4%
Lamar County, AL	68	2.2%
Marengo County, AL	48	1.6%
Sumter County, AL	47	1.5%
Mobile County, AL	45	1.5%
Jefferson County, AL	44	1.4%
Fayette County, AL	40	1.3%
Greene County, AL	38	1.2%
All Other Locations	512	16.7%

Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics in Partnership with the Alabama Department of Workforce, Labor Market Information Division.

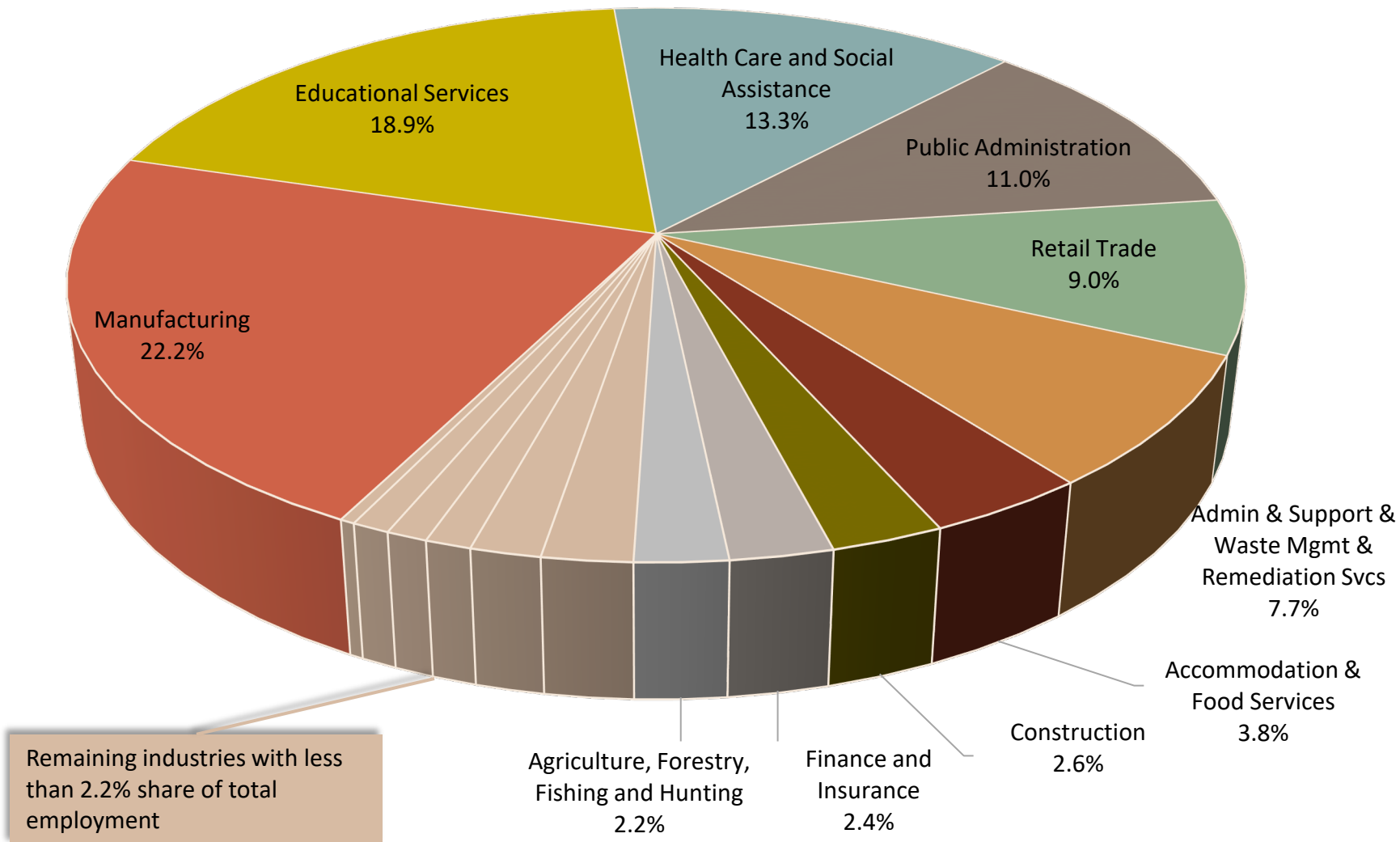
2022 Commuting Patterns

Where People Work who Live in This County

	Count	Share
Tuscaloosa County, AL	2,064	34.1%
Pickens County, AL	1,698	28.1%
Jefferson County, AL	680	11.2%
Shelby County, AL	136	2.2%
Madison County, AL	121	2.0%
Fayette County, AL	115	1.9%
Lamar County, AL	90	1.5%
Montgomery County, AL	80	1.3%
Walker County, AL	72	1.2%
Mobile County, AL	69	1.1%
All Other Locations	922	15.2%



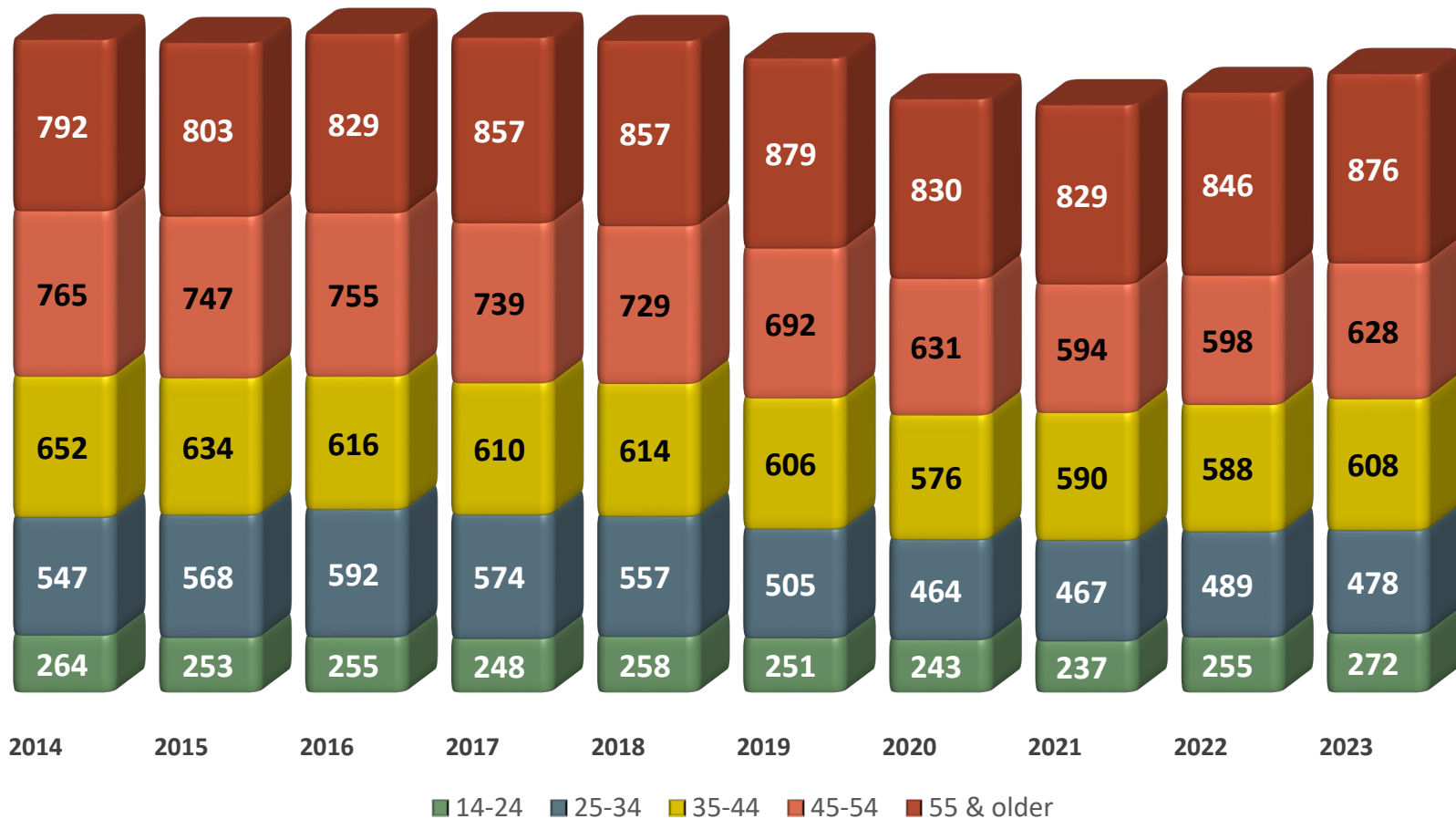
Pickens County Industry Distribution 2023



Source: Longitudinal Employer Household Dynamics program which is a partnership between the Census Bureau and the Alabama Department of Workforce, Labor Market Information Division.

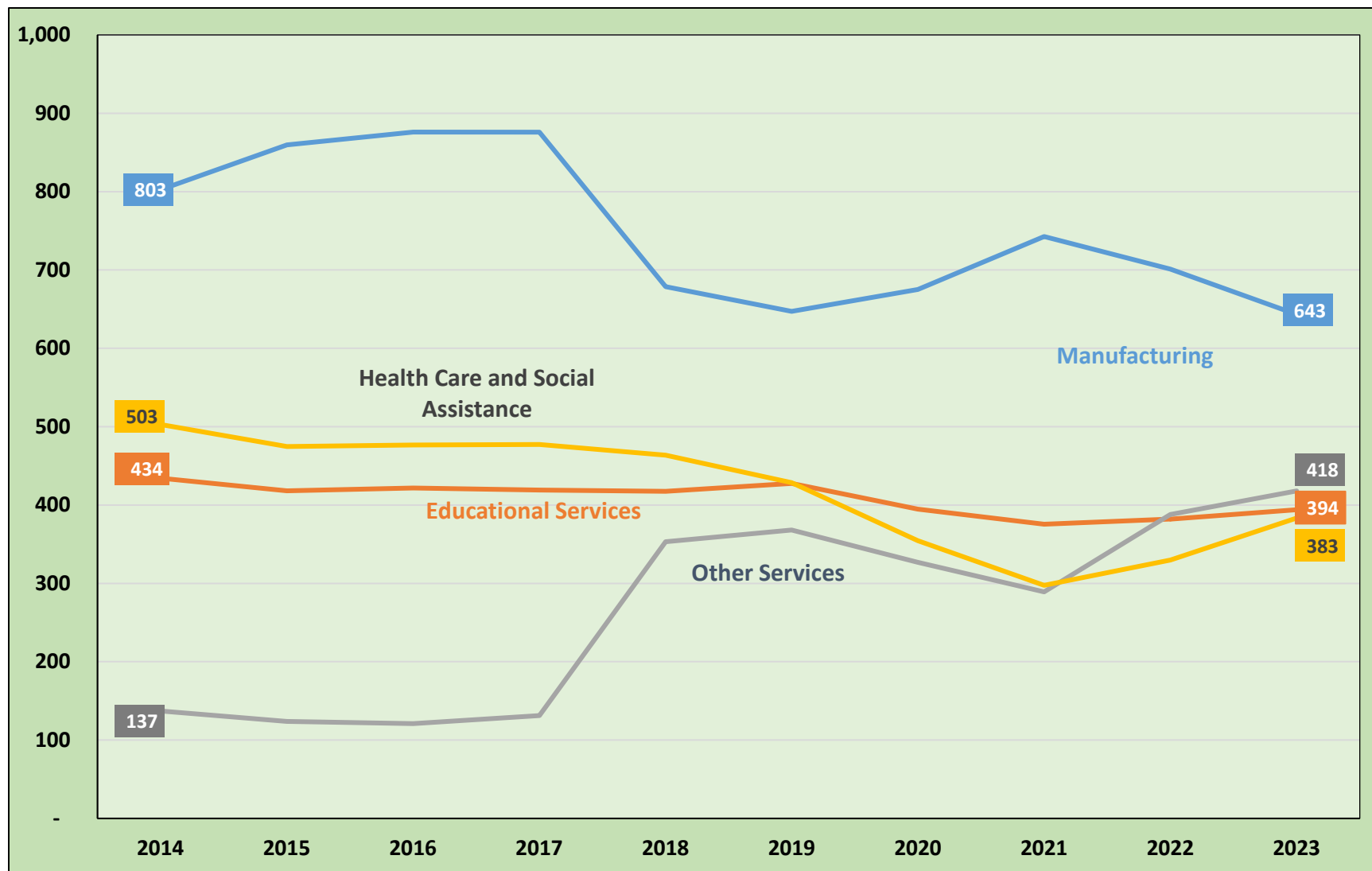
Employment by Age Group

Total All Industries



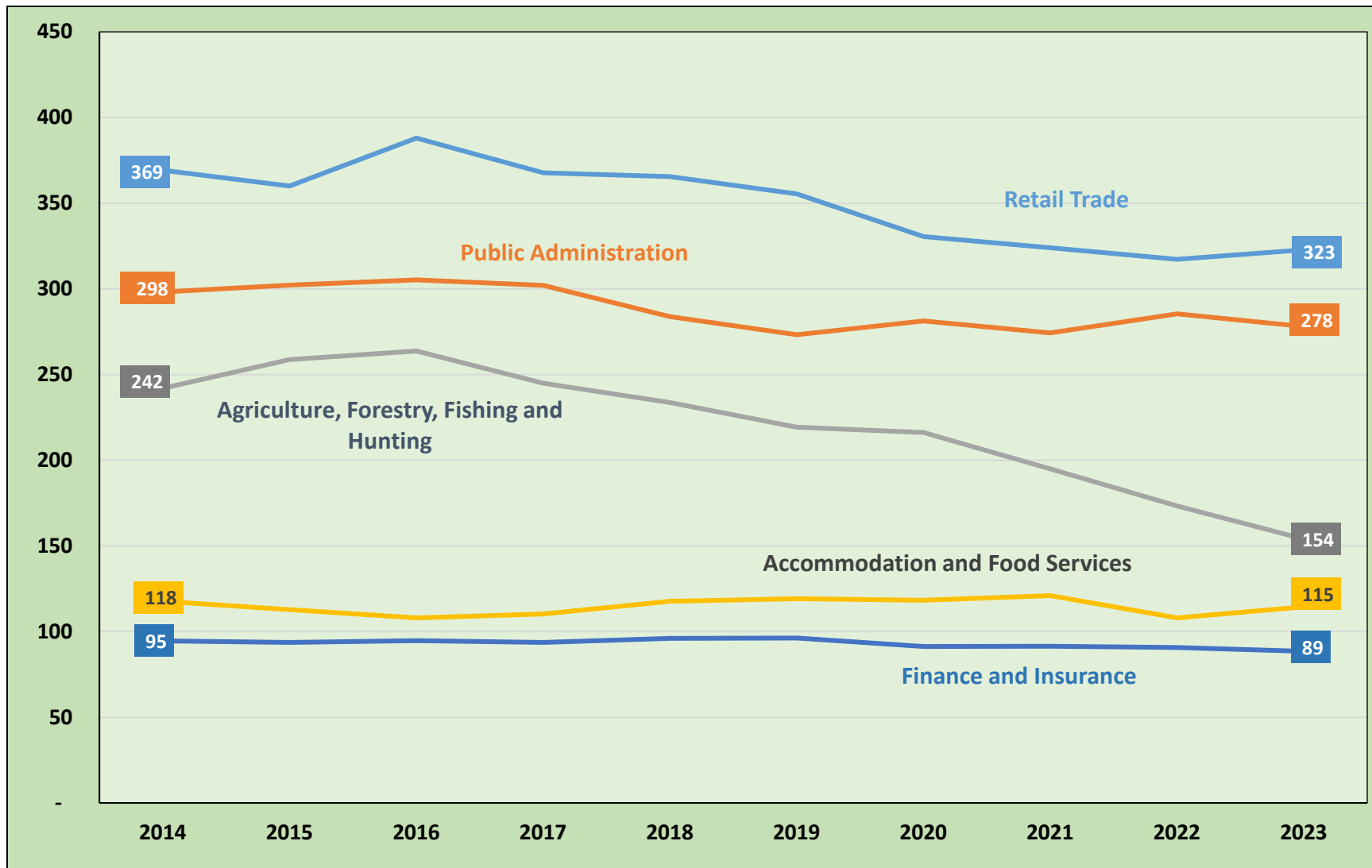
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Industry Sector Employment Trends



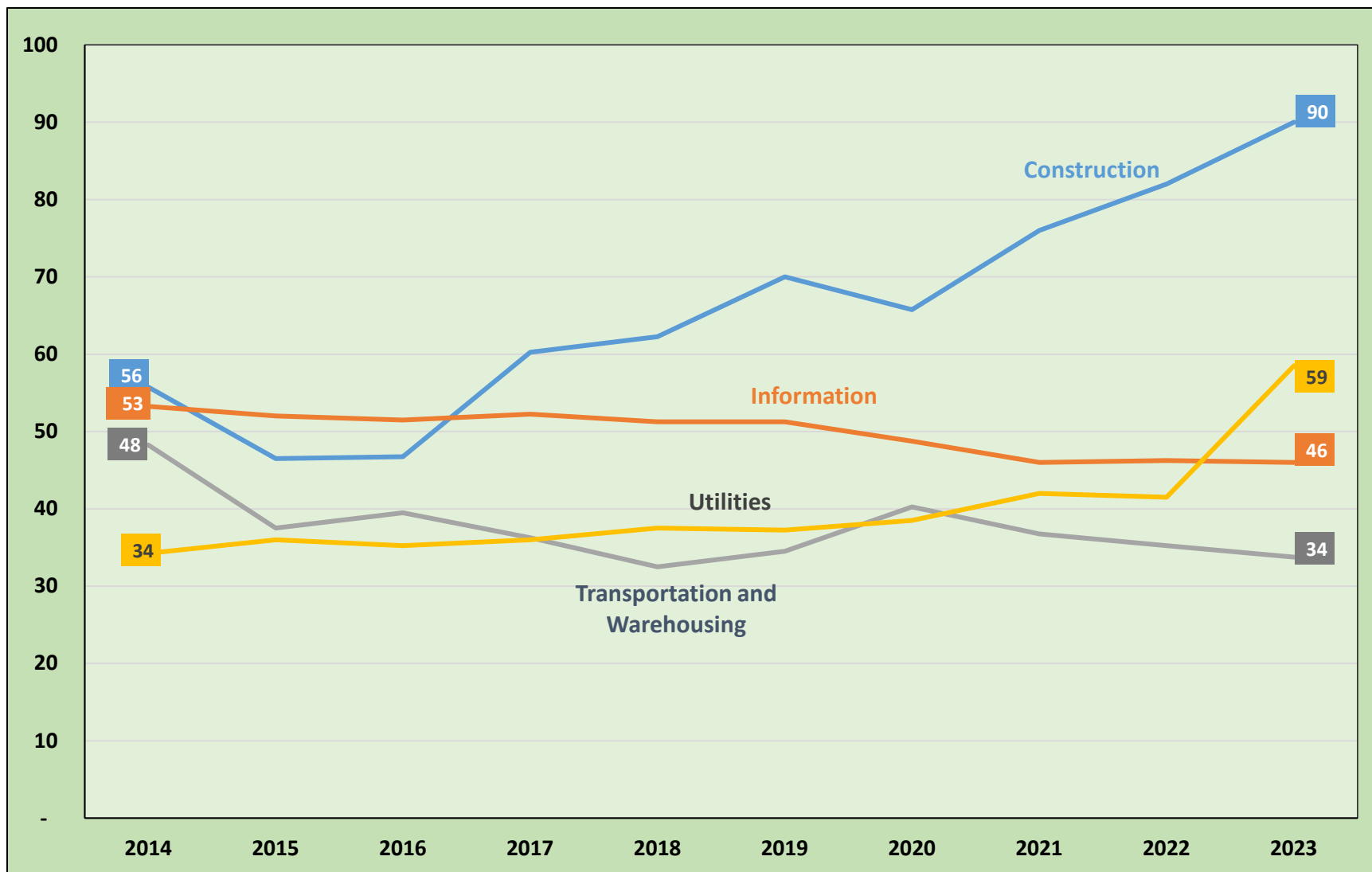
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Industry Sector Employment Trends



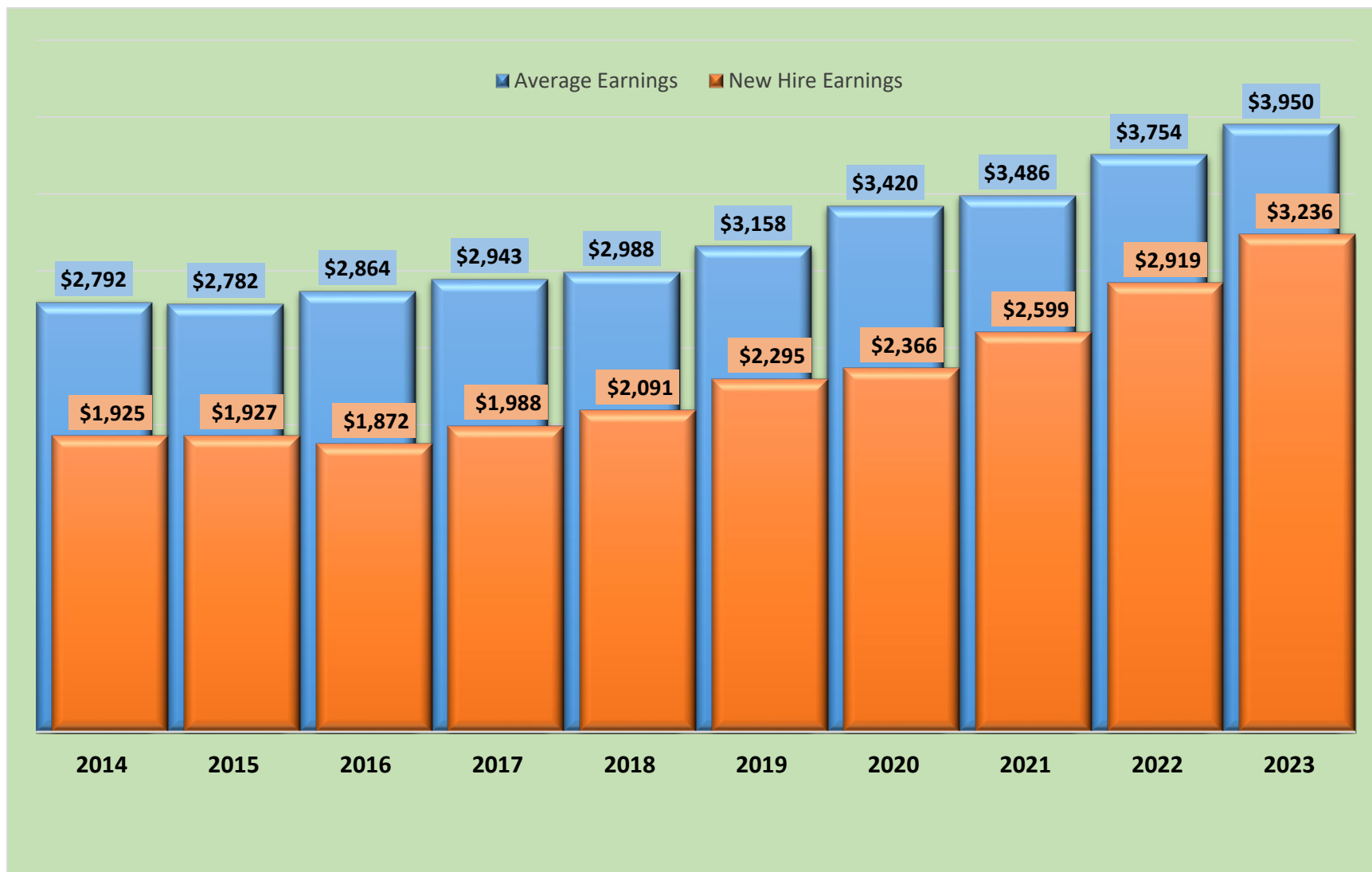
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Industry Sector Employment Trends



Source: Longitudinal Employer Household Dynamics program which is a partnership between the Census Bureau and the Alabama Department of Workforce, Labor Market Information Division.

Average Monthly Earnings Trend



Source: Longitudinal Employer Household Dynamics program which is a partnership between the Census Bureau and the Alabama Department of Workforce, Labor Market Information Division.

Postsecondary Education

HS Graduates Enrolled in Alabama Public Colleges Fall 2024

High School	HS Grads	Enrolled in AL Public Colleges	Enrolled in Remedial Course(s)				Enrollment Status	
			Math Only	English Only	Both	Total	Full Time	Part Time/Other
Aliceville High School	45	14	2	2	1	5	12	2
Gordo High School	71	21	3	0	0	3	18	3
Pickens County High School	39	11	4	0	0	4	10	1

► Source: Alabama Commission on Higher Education; 2023-2024 High School Report.

Postsecondary Education

Fall 2024 Undergraduate Enrollment of Students Attending Alabama Public Two-Year and Four-Year Institutions

Pickens County		# Undergrads	# First-Time Freshman
Major	Grand Total	676	87
	Undeclared	313	4
	General Studies	59	18
	Liberal Arts and Sciences/Liberal Studies	44	18
	Registered Nursing/Registered Nurse	39	4
	Business Administration and Management, General	13	4
	Computer and Information Sciences, General	10	2
	Salon/Beauty Salon Management/Manager	10	2
	Multi-/Interdisciplinary Studies, Other	9	3
	Psychology, General	8	1
	Teacher Education, Multiple Levels	8	0
	Multi-/Interdisciplinary Studies, General	7	0
	Accounting	6	0
	Biology/Biological Sciences, General	6	2
	Business/Commerce, General	6	1
	Finance, General	6	1

Source: Alabama Commission on Higher Education: Workforce Development, Potential Workforce by County.

Postsecondary Education

Summer 2023 thru Spring 2024 Completions of Students from Alabama Public Two-Year and Four-Year Institutions

Major	Less than 1 year	Less than 2 years	Associate	Less than 4 years	Bachelor	Post-Bachelor	Master	Post-Master	Doctoral	Pickens Total	* State Totals
Electrician	31	2	13	-	-	-	-	-	-	46	557
Welding Technology/Welder	37	-	-	-	-	-	-	-	-	37	1,280
Computer and Information Sciences, General	20	-	-	-	-	-	-	-	-	20	1,429
Registered Nursing/Registered Nurse	-	-	6	-	4	-	3	-	-	13	3,947
Licensed Practical/Vocational Nurse Training	-	9	-	-	-	-	-	-	-	9	1,501
Child Care and Support Services Management	4	-	3	-	-	-	-	-	-	7	540
General Studies	2	-	5	-	-	-	-	-	-	7	6,081
Liberal Arts and Sciences/Liberal Studies	-	-	7	-	-	-	-	-	-	7	961
Urban Forestry	6	-	-	-	-	-	-	-	-	6	6
Administrative Assistant and Secretarial Science, General	2	1	2	-	-	-	-	-	-	5	440
Exercise Science and Kinesiology	-	-	-	-	5	-	-	-	-	5	318
Industrial Electronics Technology/Technician	-	2	2	-	-	-	-	-	-	4	446
Autobody/Collision and Repair Technology/Technician	3	-	-	-	-	-	-	-	-	3	137
Teacher Education, Multiple Levels	-	-	-	-	3	-	-	-	-	3	191
Biology/Biological Sciences, General	-	-	-	-	2	-	-	-	-	2	664

Questions???

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