



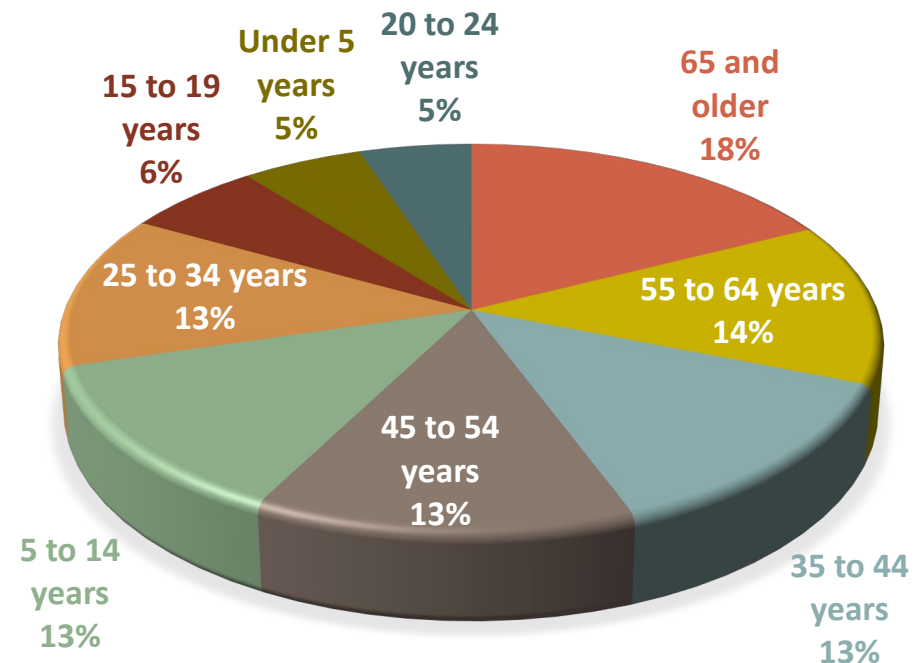
# Demographics

American Community Survey Average Population Estimates for 2019-2023

Age	Estimate
Under 5 years	5,099
5 to 14 years	11,897
15 to 19 years	5,798
20 to 24 years	4,753
25 to 34 years	11,861
35 to 44 years	12,321
45 to 54 years	12,307
55 to 64 years	12,582
65 and older	16,285

*Total Population*  
**226,955**

*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	55,887
Nursery school, preschool	3,070
Kindergarten	2,734
Elementary school (grades 1-8)	24,043
High school (grades 9-12)	13,454
College or graduate school	12,586
Educational Attainment	Estimate
Population 25 years and over	155,808
Less than 9 <sup>th</sup> grade	3,140
9 <sup>th</sup> to 12 <sup>th</sup> grade, no diploma	6,196
High school graduate (includes equivalency)	31,864
Some college, no degree	30,215
Associate's degree	12,412
Bachelor's degree	46,948
Graduate or professional degree	25,033

# Unemployment Data

## November 2024 Unemployment & Underemployment Data

County	Civilian Labor Force	Employment	Unemployment	Unemployment Rate	Under-Employment	Available Labor Pool
Blount	26,414	25,629	785	2.9%	5,638	6,423
Chilton	20,689	20,102	587	2.7%	3,297	3,884
Jefferson	331,449	320,313	11,136	3.2%	57,977	69,113
St. Clair	43,213	41,987	1,226	2.8%	6,004	7,230
<b>Shelby</b>	<b>124,349</b>	<b>121,168</b>	<b>3,181</b>	<b>2.4%</b>	<b>19,872</b>	<b>23,053</b>
Walker	26,216	25,298	918	3.4%	6,400	7,318

**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
Customer Service Representatives	81	Accountants and Auditors	19
General and Operations Managers	59	Food Service Managers	19
Management Occupations	52	Marketing and Sales Managers	19
Cashiers	33	Registered Nurses	19
Stockers and Order Fillers	33	Industrial Truck and Tractor Operators	18
Office Clerks, General	28	Waiters and Waitresses	18
Production Workers, All Other	25	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	17
Retail Salespersons	24	Electricians	17
Sales and Related Occupations	24	Heavy and Tractor-Trailer Truck Drivers	17
Construction Managers	22	Medical Assistants	17
Sales Managers	22	Retail Sales Workers	16
Helpers--Production Workers	21	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	16
Administrative Services Managers	20	Driver/Sales Workers and Truck Drivers	15
Bookkeeping, Accounting, and Auditing Clerks	20	Computer and Information Systems Managers	15
Receptionists and Information Clerks	20	Facilities Managers	14



# Help Wanted OnLine<sup>®</sup> Annual Job Postings

## 2024 Top Occupations with Most Ads Posted

Occupation	# of Ads	Occupation	# of Ads
Registered Nurses	901	Automotive Service Technicians and Mechanics	144
Retail Salespersons	588	Merchandise Displayers and Window Trimmers	140
Supervisors of Retail Sales Workers	341	Health Technologists and Technicians, All Other	131
Heavy and Tractor-Trailer Truck Drivers	336	Medical and Health Services Managers	126
Fast Food and Counter Workers	305	Supervisors of Food Prep & Serving Workers	117
Customer Service Representatives	301	Driver/Sales Workers	117
Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	262	Cashiers	116
Laborers and Freight, Stock, and Material Movers, Hand	255	Financial Managers	110
General and Operations Managers	252	Personal Care Aides	109
Food Service Managers	220	Nurse Practitioners	106
Maintenance and Repair Workers, General	211	Sales Managers	104
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	182	Sales Reps, Wholesale and Manufacturing, Technical and Scientific Products	104
Licensed Practical and Licensed Vocational Nurses	176	Project Management Specialists	103
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	155	Maids and Housekeeping Cleaners	103
Supervisors of Office and Administrative Support Workers	150	Computer Occupations, All Other	100



# Expected Worker Shortfall

	2022-2032	2022-2040	2022-2045
Total Population Growth	6.5%	10.8%	13.1%
Age 20-64 Population Growth	3.6%	6.4%	8.3%
Nonagricultural Job Growth	7.6%	9.5%	11.1%
Worker Shortfall	4.0%	3.0%	2.8%
<b>Worker Shortfall</b>	<b>866</b>	<b>655</b>	<b>599</b>

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

# Occupational Wages

## Shelby County Average Hourly Wage All Occupations

Entry	Median	Mean	Experienced
\$13.91	\$22.74	\$29.01	\$36.56

## Shelby County Average Hourly Wage Manufacturing

Entry	Median	Mean	Experienced
\$17.26	\$24.28	\$28.63	\$34.33

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.

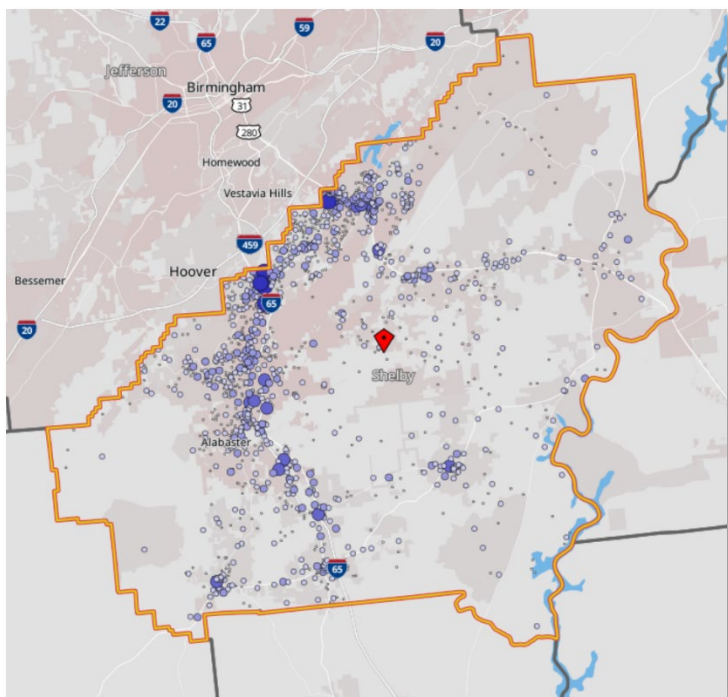
# Occupational Wages

## Annual Salary Area Comparison

	Entry	Median	Mean	Experienced
<b>Alabama</b>				
Total	\$27,814	\$45,371	\$57,292	\$72,030
Manufacturing	\$33,704	\$48,848	\$58,571	\$71,005
<b>Shelby County</b>				
Total	\$28,928	\$47,311	\$60,345	\$76,053
Manufacturing	\$35,898	\$50,506	\$59,558	\$71,388
<b>Jefferson County</b>				
Total	\$30,200	\$48,936	\$62,222	\$78,233
Manufacturing	\$36,500	\$49,876	\$59,395	\$70,843
<b>Tuscaloosa County</b>				
Total	\$28,643	\$47,356	\$55,891	\$69,515
Manufacturing	\$41,304	\$53,191	\$61,569	\$71,702

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.

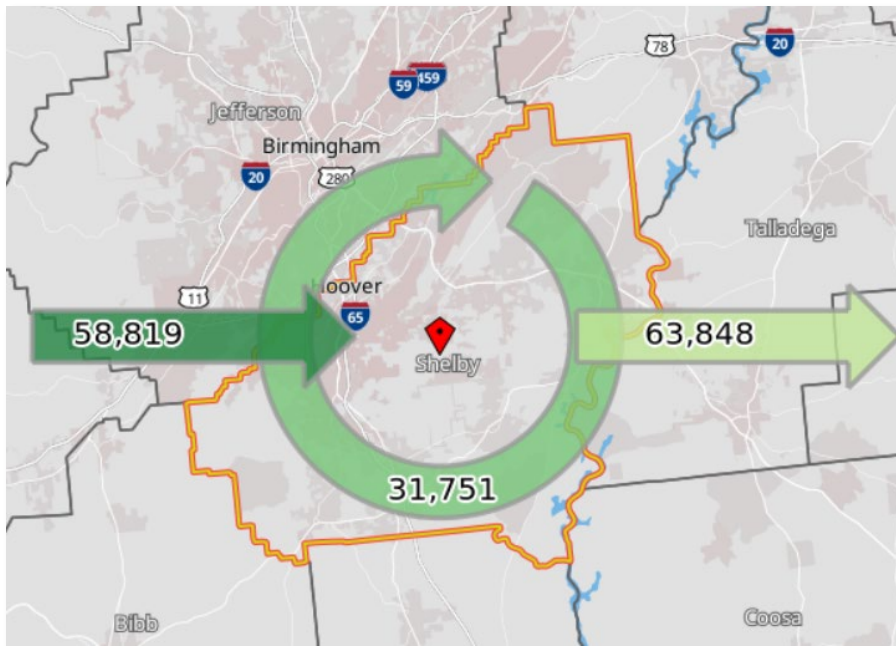
# 2022 Workforce Characteristics



<b>Jobs by Worker Age</b>	<b>Count</b>	<b>Share</b>
Age 29 or younger	22,010	24.3%
Age 30 to 54	49,226	54.4%
Age 55 or older	19,334	21.3%
<b>Jobs by Worker Educational Attainment</b>	<b>Count</b>	<b>Share</b>
Less than high school	8,083	8.9%
High school or equivalent, no college	18,435	20.4%
Some college or Associate degree	21,797	24.1%
Bachelor's degree or advanced degree	20,245	22.4%
Educational attainment not available (workers aged 29 or younger)	22,010	24.3%
<b>Jobs by Worker Sex</b>	<b>Count</b>	<b>Share</b>
Male	46,338	51.2%
Female	44,232	48.8%
<b>Jobs by Earnings</b>	<b>Count</b>	<b>Share</b>
\$1,250 per month or less	12,984	14.3%
\$1,251 to \$3,333 per month	24,974	27.6%
More than \$3,333 per month	52,612	58.1%

# 2022 Commuting Patterns

## Labor Force Characteristics



Outflow Job Characteristics	Count	Share
External Jobs Filled by Residents	63,848	100.0%
Workers Aged 29 or younger	13,838	21.7%
Workers Aged 30 to 54	35,254	55.2%
Workers Aged 55 or older	14,756	23.1%
Workers Earning \$1,250 per month or less	8,255	12.9%
Workers Earning \$1,251 to \$3,333 per month	12,938	20.3%
Workers Earning More than \$3,333 per month	42,655	66.8%
Workers in the "Goods Producing" Industry Class	7,751	12.1%
Workers in the "Trade, Transportation, and Utilities" Industry Class	14,797	23.2%
Workers in the "All Other Services" Industry Class	41,300	64.7%

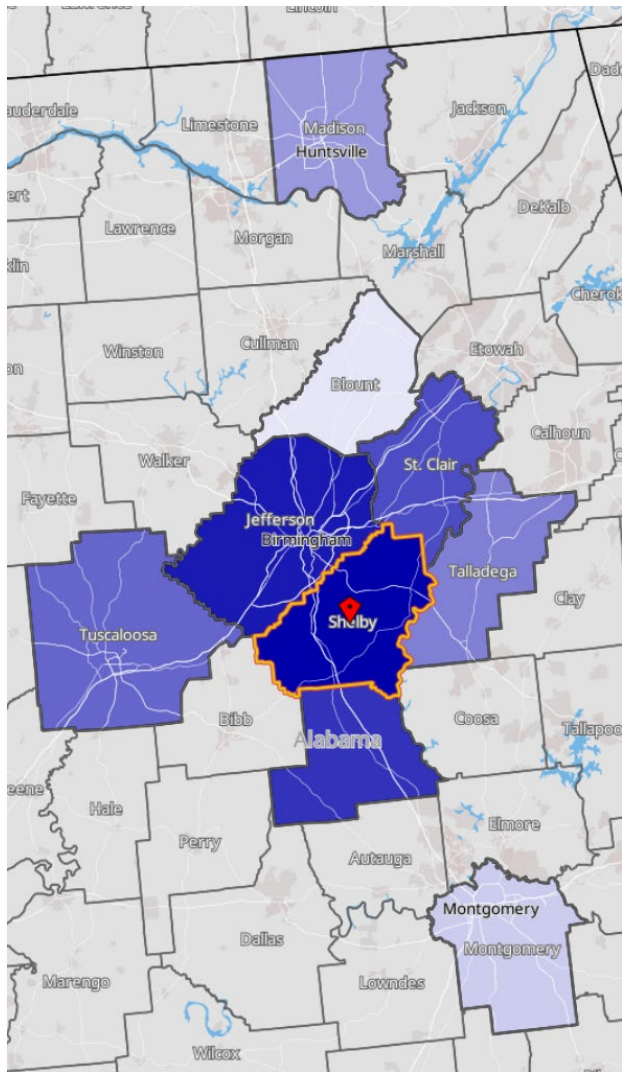
Live in the County but Work Elsewhere  
41.3%

Live Elsewhere but Work in the County  
38.1%

Live and Work in the  
County  
20.6%

# 2022 Commuting Patterns

## Where People Live Who work in This County



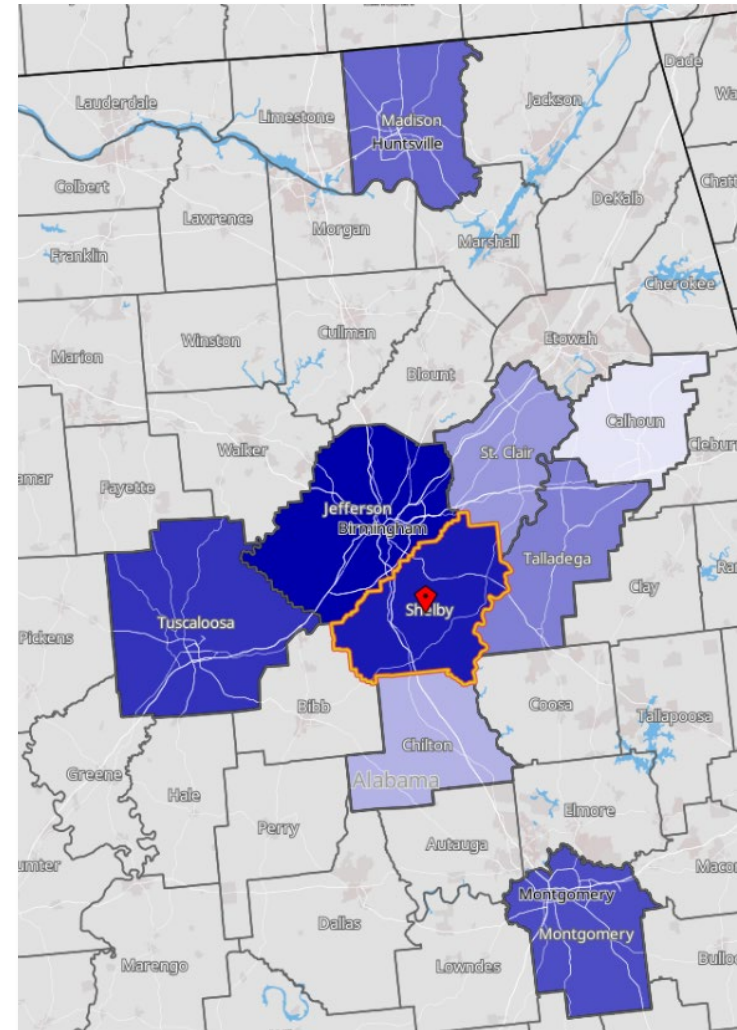
	Count	Share
Shelby County, AL	31,751	35.1%
Jefferson County, AL	25,263	27.9%
Chilton County, AL	3,709	4.1%
St. Clair County, AL	3,055	3.4%
Tuscaloosa County, AL	2,581	2.8%
Talladega County, AL	2,175	2.4%
Madison County, AL	1,823	2.0%
Mobile County, AL	1,377	1.5%
Montgomery County, AL	1,349	1.5%
Blount County, AL	1,234	1.4%
All Other Locations	16,253	17.9%

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.

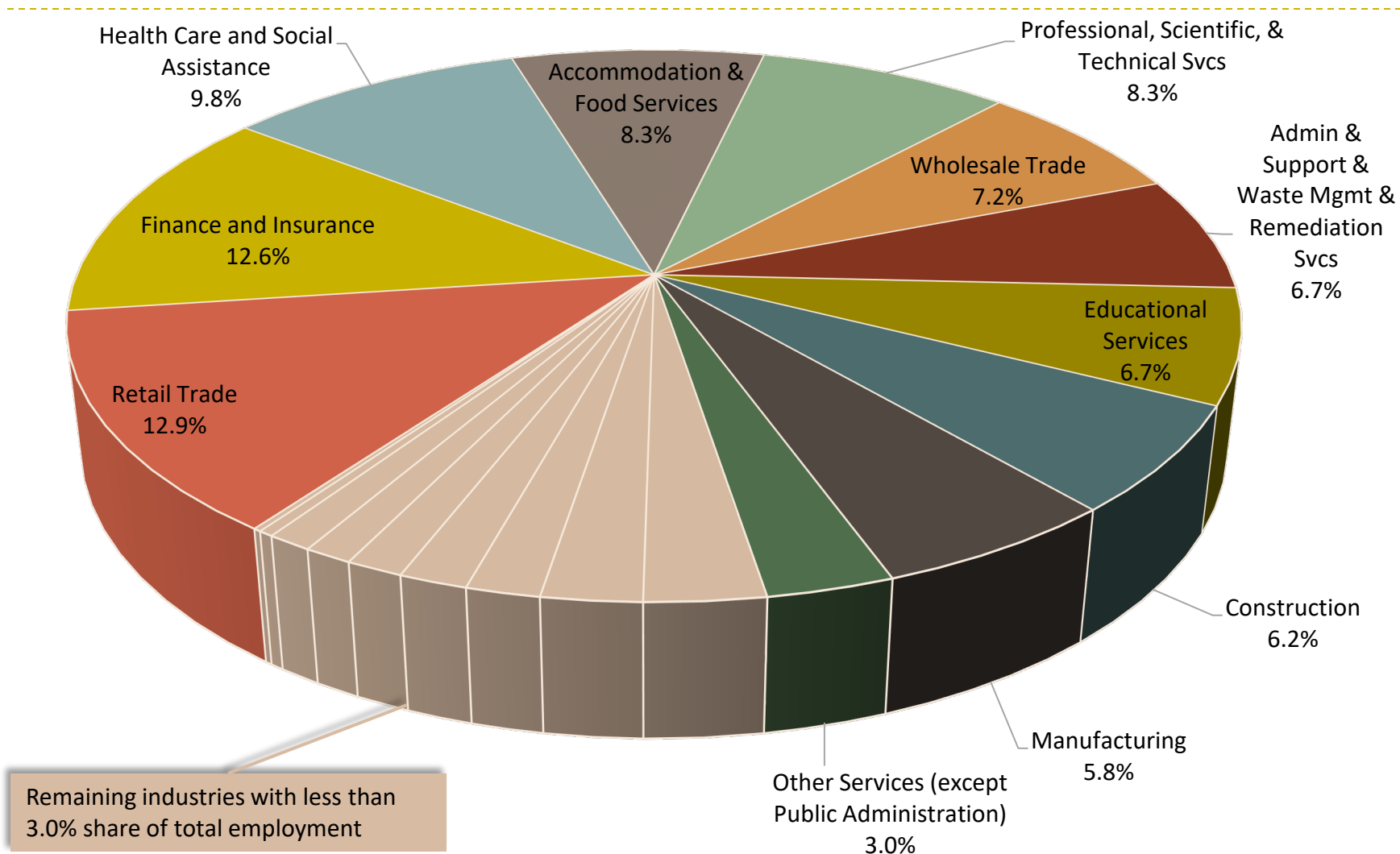
# 2022 Commuting Patterns

## Where People Work who Live in This County

	Count	Share
Jefferson County, AL	46,020	48.1%
Shelby County, AL	31,751	33.2%
Tuscaloosa County, AL	2,260	2.4%
Montgomery County, AL	1,864	1.9%
Madison County, AL	1,570	1.6%
Talladega County, AL	1,479	1.5%
St. Clair County, AL	1,066	1.1%
Chilton County, AL	808	0.8%
Mobile County, AL	715	0.7%
Calhoun County, AL	605	0.6%
All Other Locations	7,461	7.8%



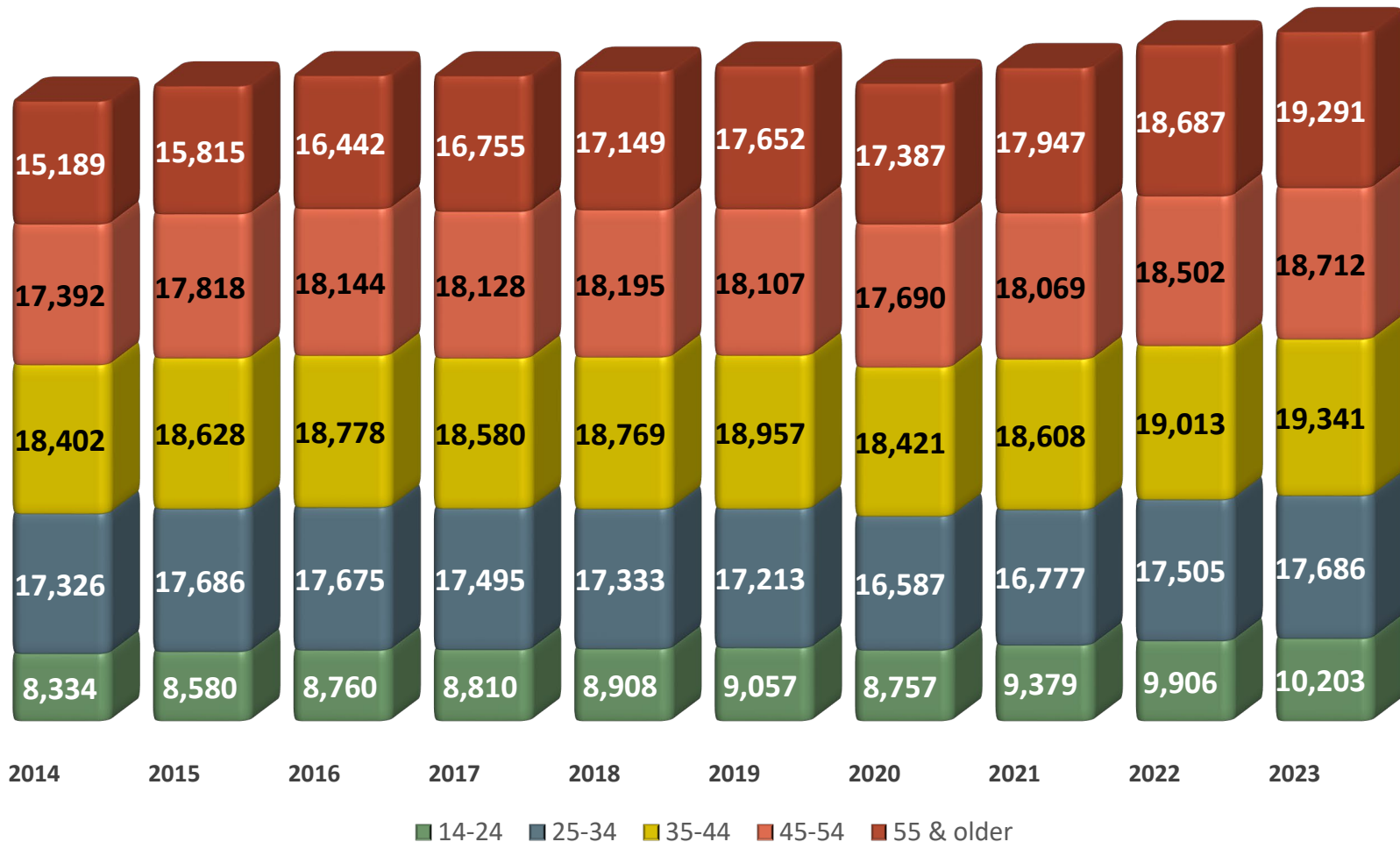
# Shelby County Industry Distribution 2023



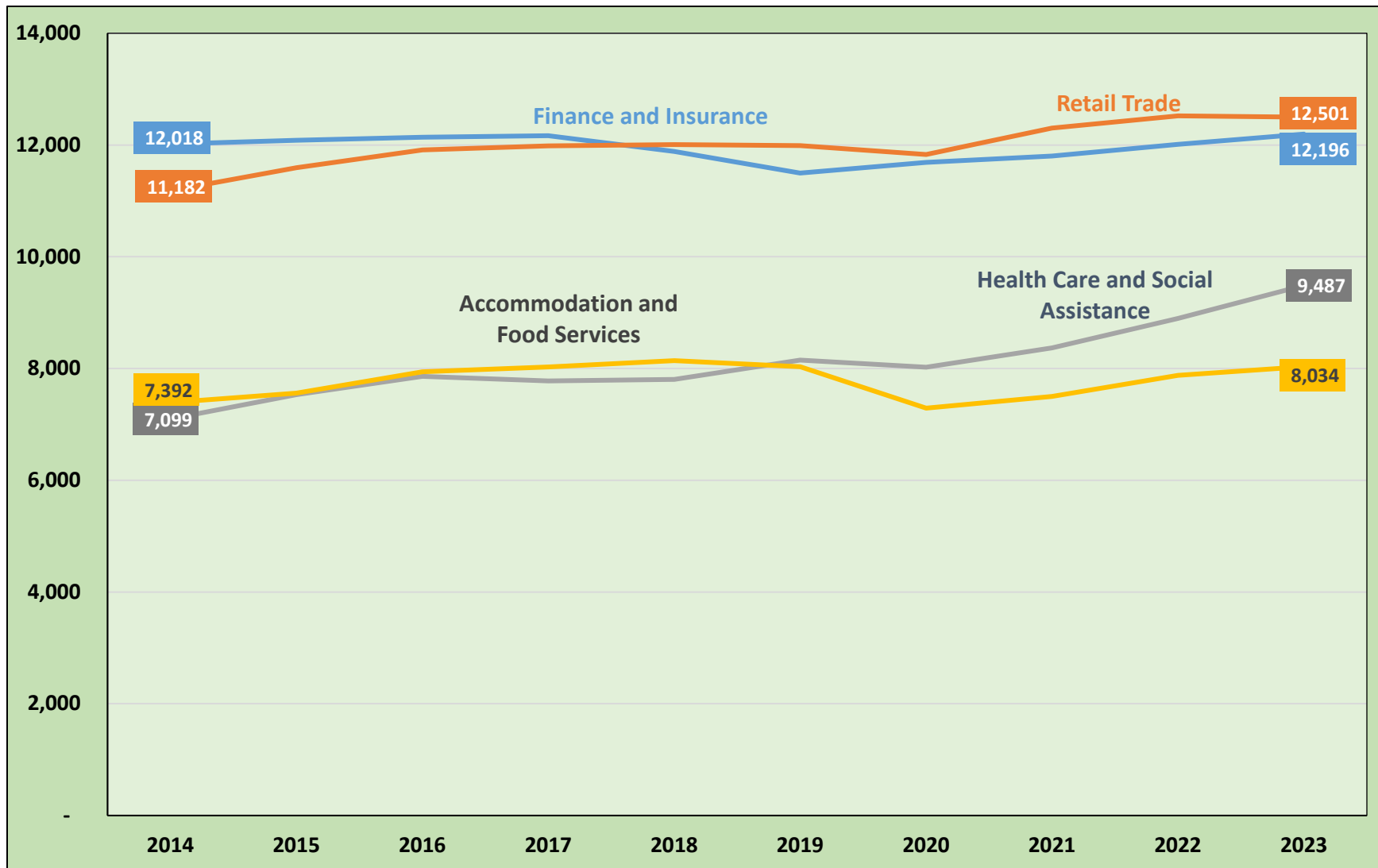
Source: Longitudinal Employer Household Dynamics program which is a partnership between the Census Bureau and the Alabama Department of Workforce, Labor Market Information Division.

# Employment by Age Group

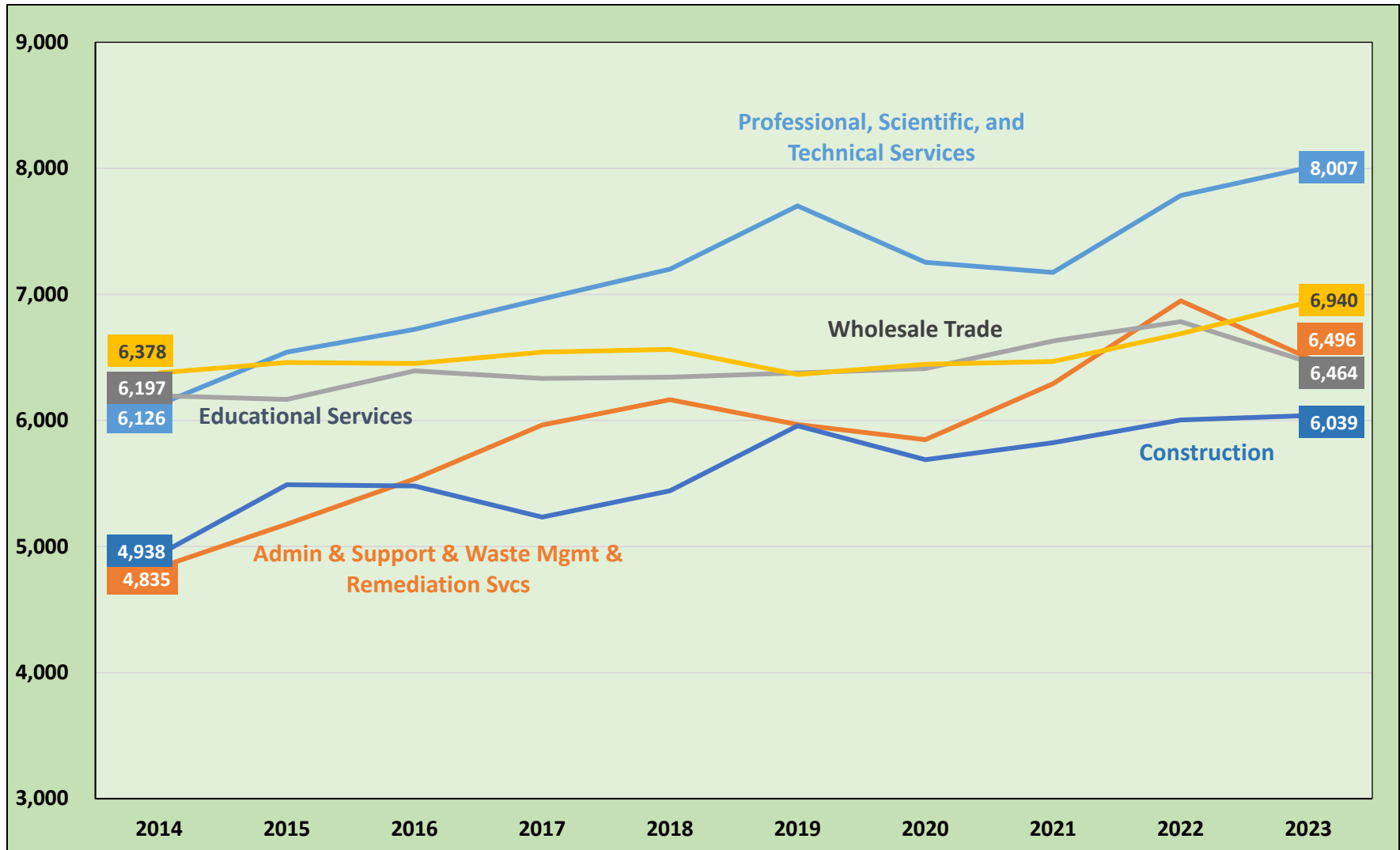
## Total All Industries



# Industry Sector Employment Trends

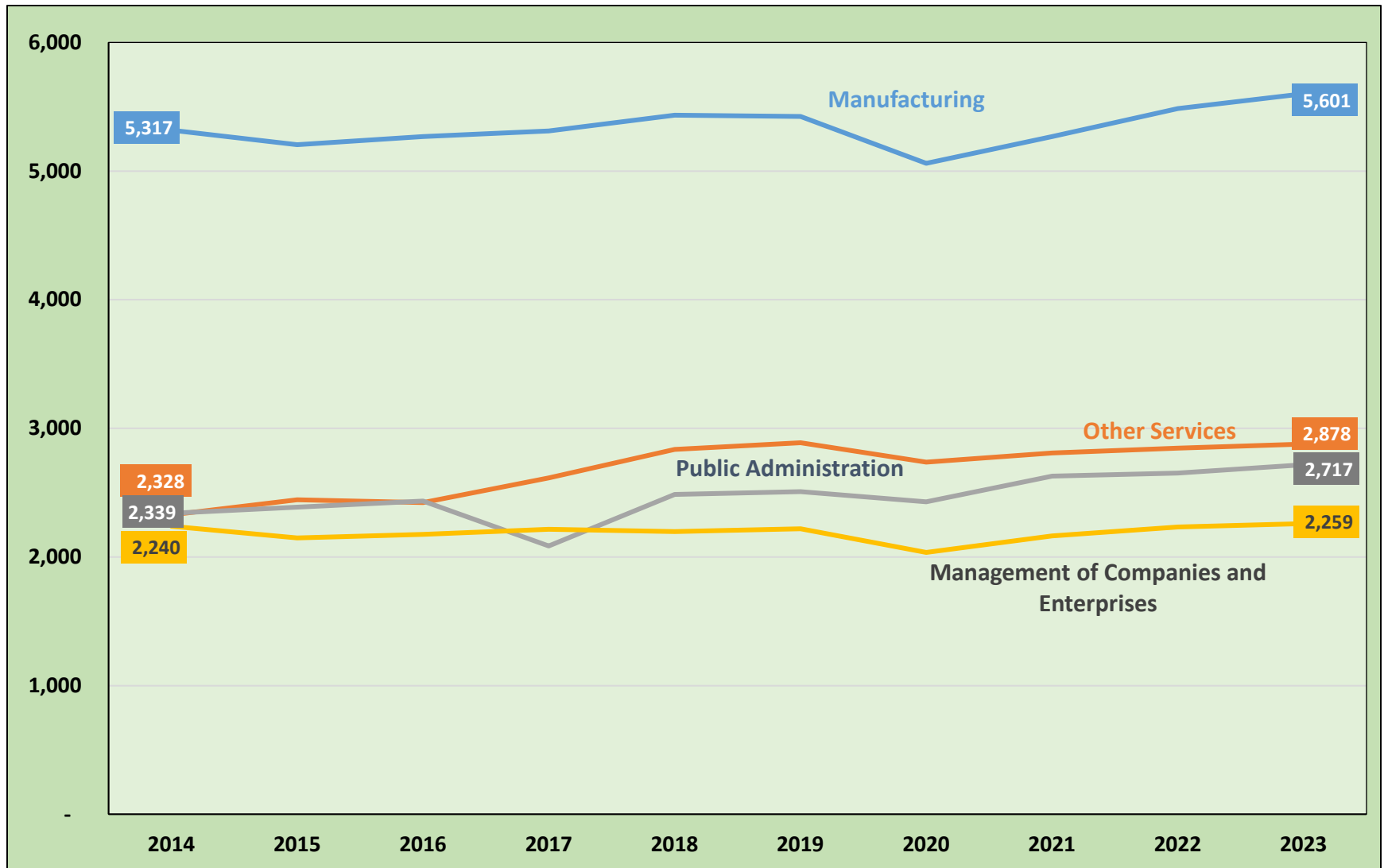


# Industry Sector Employment Trends



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

# Industry Sector Employment Trends



# Average Monthly Earnings Trend



# 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
Calera High	236	109	12	6	5	23	97	12
Chelsea High School	314	197	7	4	4	15	180	17
Helena High School	346	205	21	4	3	28	183	22
Montevallo High School	113	37	3	0	3	6	34	3
Oak Mountain High School	394	213	13	4	3	20	198	15
Pelham High School	254	0	0	0	0	0	0	0
Shelby County High School	123	46	2	1	0	3	37	9
Spain Park High School	388	230	13	3	7	23	217	13
Thompson High School	559	290	15	6	7	28	263	27
Vincent Middle High School	65	23	2	0	1	3	18	5

# Postsecondary Education

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

Shelby County		# Undergrads	# First-Time Freshman
<b>Major</b>	<b>Grand Total</b>	<b>10,146</b>	<b>1,987</b>
	General Studies	1,762	405
	Undeclared	808	79
	Registered Nursing/Registered Nurse	679	132
	Multi-/Interdisciplinary Studies, Other	571	31
	Business Administration and Management, General	378	100
	Psychology, General	279	45
	Marketing/Marketing Management, General	244	28
	Computer and Information Sciences, General	234	53
	Biology/Biological Sciences, General	199	68
	Accounting	190	36
	Finance, General	185	26
	Liberal Arts and Sciences/Liberal Studies	181	41
	Mechanical Engineering	179	39
	Biomedical Sciences, General	171	41
	Elementary Education and Teaching	140	26

# 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	Shelby Total	* State Totals
Registered Nursing/Registered Nurse	-	-	63	-	108	-	51	2	-	224	3,947
General Studies	27	-	142	-	10	-	-	-	-	179	6,081
Business Administration and Management, General	2	1	-	-	64	-	67	-	-	134	2,265
Computer and Information Sciences, General	7	4	6	-	48	-	2	-	2	69	1,429
Liberal Arts and Sciences/Liberal Studies	-	-	68	-	1	-	-	-	-	69	961
Psychology, General	-	-	-	-	68	-	-	-	1	69	906
Accounting	-	1	-	-	47	-	13	-	-	61	793
Marketing/Marketing Management, General	-	-	-	-	58	-	1	-	-	59	570
Elementary Education and Teaching	-	-	-	-	34	-	16	-	-	50	1,071
Engineering Technologies/Technicians, General	25	10	9	-	-	-	-	-	-	44	254
Management Information Systems, General	3	-	-	-	25	2	7	-	-	37	386
Biomedical Sciences, General	-	-	-	-	28	-	7	-	-	35	441
Finance, General	-	-	-	-	35	-	-	-	-	35	461
Social Work	-	-	-	-	23	-	11	-	-	34	659
Mechanical Engineering	-	-	-	-	31	-	2	-	-	33	415

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

# Questions???

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