



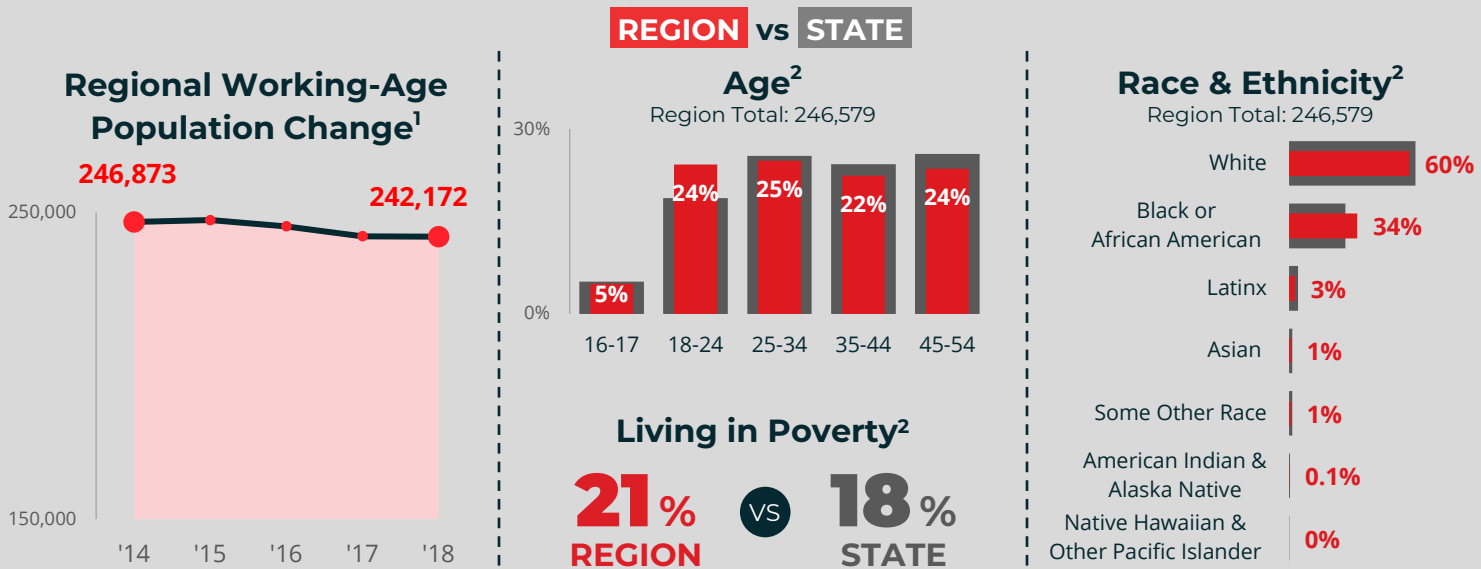
Regional Workforce Council Profile

REGION THREE



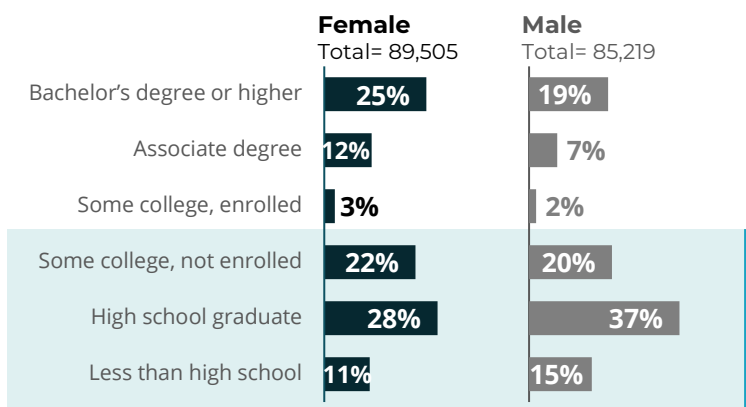
Under the leadership of Governor Kay Ivey, Alabama set the ambitious attainment goal of adding 500,000 credentialed Alabamians to the labor force, surpassing the national labor force participation rate and returning to pre-pandemic employment levels. Reaching these goals requires understanding the differences across Alabama's seven workforce regions and expanding place-based strategies that serve the education and workforce needs of our communities. In this profile, we present key data points on the Region Three workforce and on the workforce ecosystem, which help provide a foundation for achieving the state's attainment goal.

Understanding Your Workforce AGES 16-54



Regional Education Snapshot

Highest Level of Education² AGES 25-54

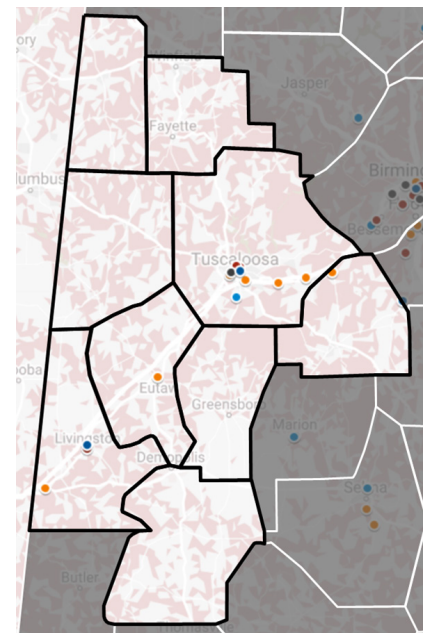


11,140
YOUTH AGES 16-24
ARE NOT IN SCHOOL
& NOT EMPLOYED²

How can we **engage** these younger working-age adults to **pursue education and training**?

Regional Education & Training Providers

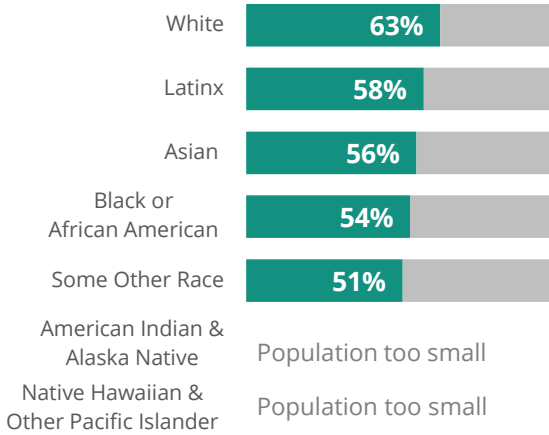
- Public university (2)
- Community college (1)
- WIOA eligible provider (3)
- Apprenticeship (7)
- Private non-profit (1)
- Private for-profit (0)



Regional Workforce Snapshot

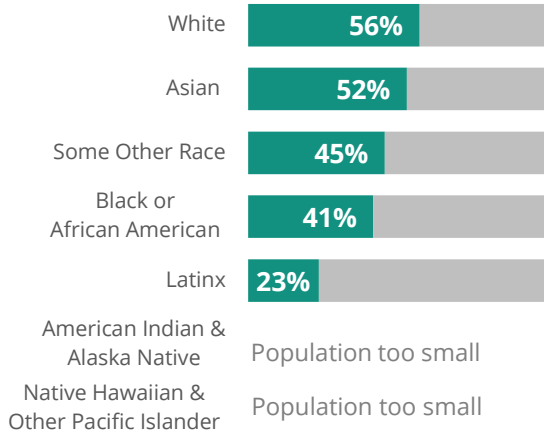
Employment² AGES 16-54

■ Employed (147,402) ■ Not Employed (99,177)



Wages¹ AGES 16-54 (Work 30+ hrs/wk)

■ 35k and above (61,224) ■ Below 35k (60,378)



31%

of the working-age population* **submitted an unemployment claim** during COVID³

TOTAL CLAIMS= 76,913

* Individuals older than 54 may be included in the claims data.

Employment Access Across the Region

Transportation AGES 16-54

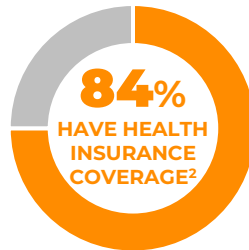
Total= 141,536



3,470
WORKERS HAVE NO VEHICLE¹

Healthcare AGES 16-54

Total= 246,579



Broadband ALL AGES

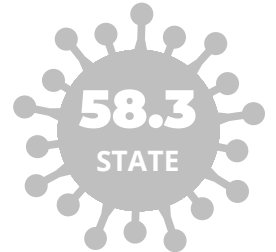
48%
HAVE ACCESS TO BROADBAND⁴

COVID Deaths⁵

ALL AGES

Per 100,000 people

Data updated 10/23/2020



Key Findings

- From 2014 to 2018, Region Three experienced an overall net decrease in population, with the largest decrease taking place between 2016 and 2018. The population decreased from nearly 247,000 in 2014 to nearly 242,000 in 2018.
- At 21%, the regional poverty rate is higher than the overall state rate of 18%.
- Females in Region Three have higher rates of postsecondary educational attainment than males: 37% have an associates degree or higher, 11 percentage points higher than males.
- The majority of individuals (52%) in Region Three are without broadband access.
- People of color in Region Three tend to have lower wages, compared to their white counterparts. Nearly 60% of the Black or African American population and 80% of the Latinx population work jobs that pay less than \$35,000 annually.
- Education and training providers are clustered in the eastern area of the region, near Tuscaloosa, the largest city in the region. The University of Alabama is among the education providers in the region, potentially contributing to the size of the population between the ages of 18 and 24.

Data Sources

¹ 2018 American Community Survey 1-year PUMS (most recent available)

² 2018 American Community Survey 5-year PUMS (most recent available)

³ AL Department of Labor Unemployment Insurance Claims

⁴ AL Broadband Now Evaluation as of 09/01/2020

⁵ AL Public Health COVID-19 Data and Surveillance