

A detailed map of Madison County, Georgia, showing its geographical features, major roads, and towns. The county is bordered by Clayton County to the north, DeKalb County to the northeast, and Spalding County to the east. Major roads include US Highway 41, US Highway 27, and US Highway 25. Towns such as Franklin, Wainwright, Fountain, Limestone, Claiborne, Perdue Hill, Monroeville, Frisco, Negarrel, and Urifah are marked. The map also shows the Alabama River, Big Flat Creek, and Little Flat Creek. The county is shaded in a light brown color, and the surrounding areas are in a darker brown color.

2:21-cv-1291-AMM  
2:21-cv-1530-AMM  
2:21-cv-1536-AMM  
02/10/2025 Trial  
Defendant Exhibit No. 315

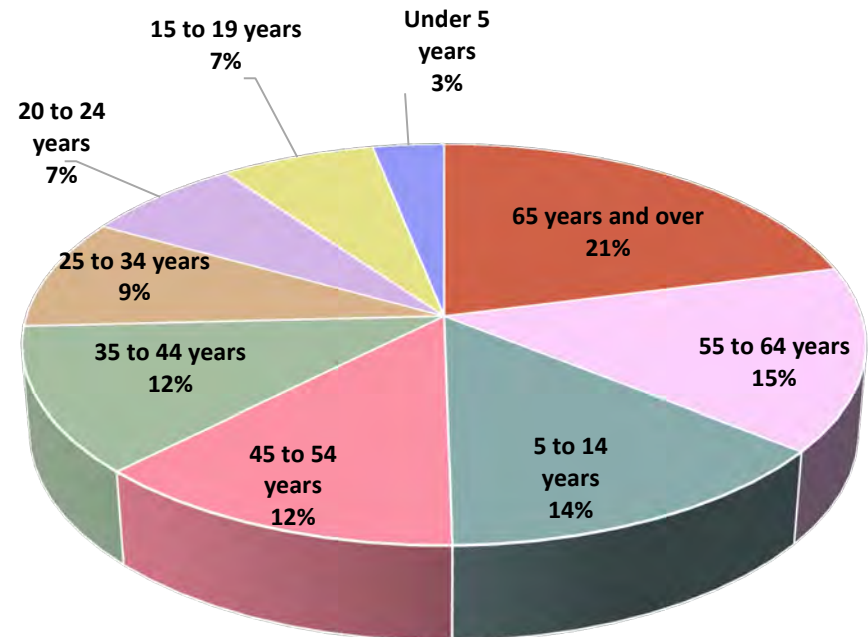
# Demographics

## American Community Survey Average Population Estimates for 2018-2022

Age	Estimate
Under 5 years	618
5 to 14 years	2,764
15 to 19 years	1,344
20 to 24 years	1,383
25 to 34 years	1,769
35 to 44 years	2,330
45 to 54 years	2,517
55 to 64 years	2,930
65 and older	4,161

*Total Population*  
**19,816**

*Population By Age Group:*



# Demographics

## American Community Survey Average Population Estimates for 2018-2022

School Enrollment	Estimate
Population 3 years and over enrolled in school	4,157
Nursery school, preschool	113
Kindergarten	271
Elementary school (grades 1-8)	2,120
High school (grades 9-12)	1,041
College or graduate school	612
Educational Attainment	Estimate
Population 25 years and over	13,707
Less than 9 <sup>th</sup> grade	1,759
9 <sup>th</sup> to 12 <sup>th</sup> grade, no diploma	1,759
High school graduate (includes equivalency)	6,035
Some college, no degree	2,395
Associate's degree	1,190
Bachelor's degree	1,072
Graduate or professional degree	780

Source: U.S. Census Bureau, 2018-2022 5-Year American Community Survey Table DP02: Selected Social Characteristics in the United States

# Unemployment Data

## November 2023 Unemployment & Underemployment Data

County	Civilian Labor Force	Employment	Unemployment	Unemployment Rate	Under-Employment	Available Labor Pool
Baldwin	105,291	102,875	2,416	2.3%	18,620	21,036
Choctaw	4,274	4,094	180	4.2%	843	1,023
Clarke	7,582	7,224	358	4.7%	1,488	1,846
Conecuh	4,240	4,074	166	3.9%	851	1,017
Escambia	14,543	14,109	434	3.0%	3,005	3,439
Mobile	197,607	191,454	6,153	3.1%	47,481	53,634
<b>Monroe</b>	<b>7,018</b>	<b>6,705</b>	<b>313</b>	<b>4.5%</b>	<b>1,629</b>	<b>1,942</b>
Washington	9,407	9,160	247	2.6%	2,244	2,491
Wilcox	2,556	2,353	203	7.9%	576	779

**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 2023, Annual

Occupation	Number Unemployed	Occupation	Number Unemployed
Stockers and Order Fillers	51	Preschool Teachers, Except Special Education	9
Customer Service Representatives	44	Managers, All Other	8
Helpers--Production Workers	32	Teacher Assistants	8
Nursing Assistants	31	Home Health Aides	8
Cashiers	30	Supervisors of Retail Sales Workers	8
Retail Salespersons	27	Team Assemblers	8
Construction Laborers	20	Welders, Cutters, Solderers, and Brazers	8
Heavy and Tractor-Trailer Truck Drivers	20	Packers and Packagers	8
Production Workers, All Other	17	Security Guards	7
Laborers and Freight, Stock, and Material Movers	16	Fast Food and Counter Workers	7
Office Clerks, General	15	Shipping, Receiving, and Inventory Clerks	7
Maids and Housekeeping Cleaners	14	Maintenance and Repair Workers	7
Waiters and Waitresses	11	General and Operations Managers	6
Millwrights	11	Sales Managers	6
Cooks, Fast Food	10	Cooks, Restaurant	6



Source: Unemployment Insurance Reports

# *Help Wanted OnLine*® Annual Job Postings

## 2023 Top Occupations with Most Ads Posted

Occupation	# of Ads	Occupation	# of Ads
Retail Salespersons	27	Merchandise Displayers & Window Trimmers	7
Supervisors of Retail Sales Workers	25	Nursing Assistants	7
Production Workers, All Other	14	Customer Service Representatives	7
Registered Nurses	13	Chemical Engineers	5
Financial Managers	10	Electricians	5
Sales Reps, Wholesale & Manufacturing, Exc Technical & Scientific Products	10	Fast Food & Counter Workers	5
Laborers & Freight, Stock, & Material Movers, Hand	10	Supervisors of Food Preparation & Serving Workers	5
Food Service Managers	9	Stationary Engineers & Boiler Operators	5
Managers, All Other	9	General & Operations Managers	4
Helpers--Production Workers	9	Purchasing Managers	4
Stockers & Order Fillers	9	Medical & Health Services Managers	4
Pharmacists	8	Dentists, General	4
Cashiers	8	Physical Therapists	4
Industrial Truck & Tractor Operators	8	Security Guards	4
Electrical & Electronic Engineering Technologists & Technicians	7	Tellers	4



Source: The Conference Board-Burning Glass Help Wanted OnLine

# Expected Worker Shortfall

	2020-2030	2020-2035
Total Population Growth	-11.4%	-16.8%
Age 20-64 Population Growth	-11.5%	-17.1%
Nonagricultural Job Growth	10.3%	17.3%
Worker Shortfall	21.8%	34.4%
<b>Worker Shortfall</b>	<b>1,439</b>	<b>2,274</b>

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

► Source: Center for Business and Economic Research (CBER), University of Alabama

# Occupational Wages

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## Monroe County Average Hourly Wage All Occupations

Entry	Median	Mean	Experienced
\$11.68	\$19.02	\$22.33	\$27.65

## Monroe County Average Hourly Wage Manufacturing

Entry	Median	Mean	Experienced
\$15.71	\$22.62	\$25.66	\$30.64

Source: Alabama Department of Labor, Labor Market Information Division in cooperation with the U.S. Bureau of Labor Statistics. The data is based on the 2022 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.



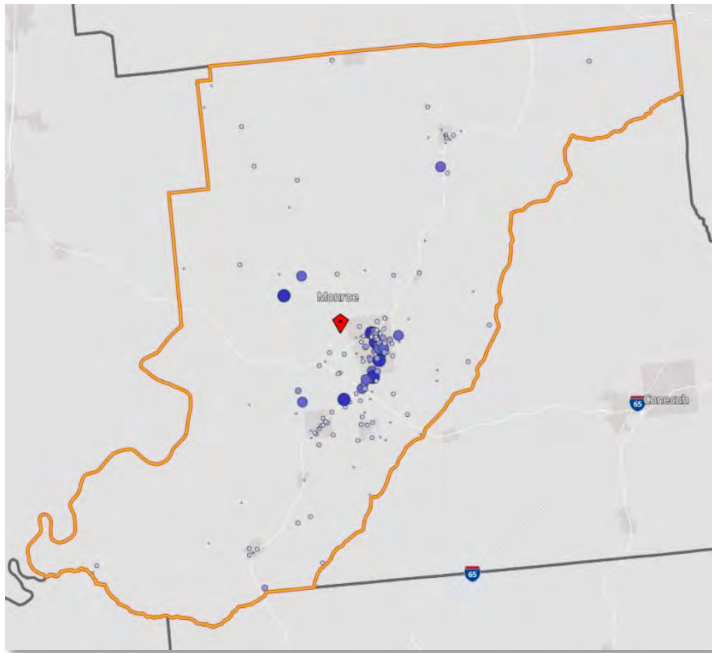
# Occupational Wages

## Annual Salary Area Comparison

	Entry	Median	Mean	Experienced
<b>Alabama</b>				
Total	\$27,775	\$47,005	\$61,395	\$78,205
Manufacturing	\$30,764	\$45,305	\$55,077	\$67,233
<b>Monroe County</b>				
Total	\$24,309	\$39,546	\$46,446	\$57,515
Manufacturing	\$32,680	\$47,056	\$53,379	\$63,729
<b>Escambia County</b>				
Total	\$23,647	\$36,811	\$44,768	\$55,329
Manufacturing	\$29,279	\$42,585	\$52,049	\$63,435
<b>Mobile County</b>				
Total	\$26,069	\$41,594	\$53,706	\$67,525
Manufacturing	\$38,211	\$66,119	\$70,454	\$86,576

Source: Alabama Department of Labor, Labor Market Information Division in cooperation with the U.S. Bureau of Labor Statistics. The data is based on the 2022 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.

# 2021 Workforce Characteristics

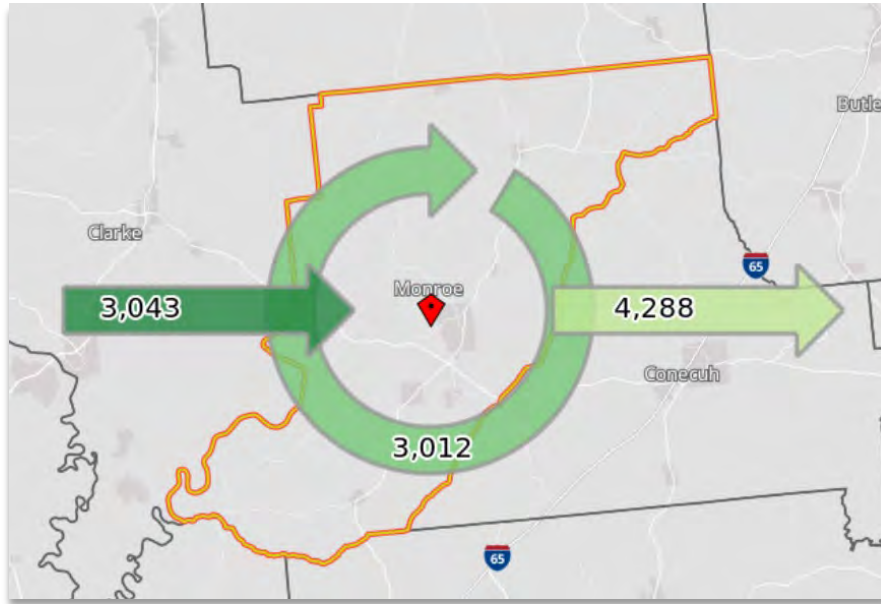


Jobs by Worker Age	Count	Share
Age 29 or younger	1,192	19.7%
Age 30 to 54	3,093	51.1%
Age 55 or older	1,770	29.2%
Jobs by Worker Educational Attainment	Count	Share
Less than high school	664	11.0%
High school or equivalent, no college	1,682	27.8%
Some college or Associate degree	1,594	26.3%
Bachelor's degree or advanced degree	923	15.2%
Educational attainment not available (workers aged 29 or younger)	1,192	19.7%
Jobs by Worker Sex	Count	Share
Male	3,298	54.5%
Female	2,757	45.5%
Jobs by Earnings	Count	Share
\$1,250 per month or less	996	16.4%
\$1,251 to \$3,333 per month	2,121	35.0%
More than \$3,333 per month	2,938	48.5%

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

# 2021 Commuting Patterns

## Labor Force Characteristics



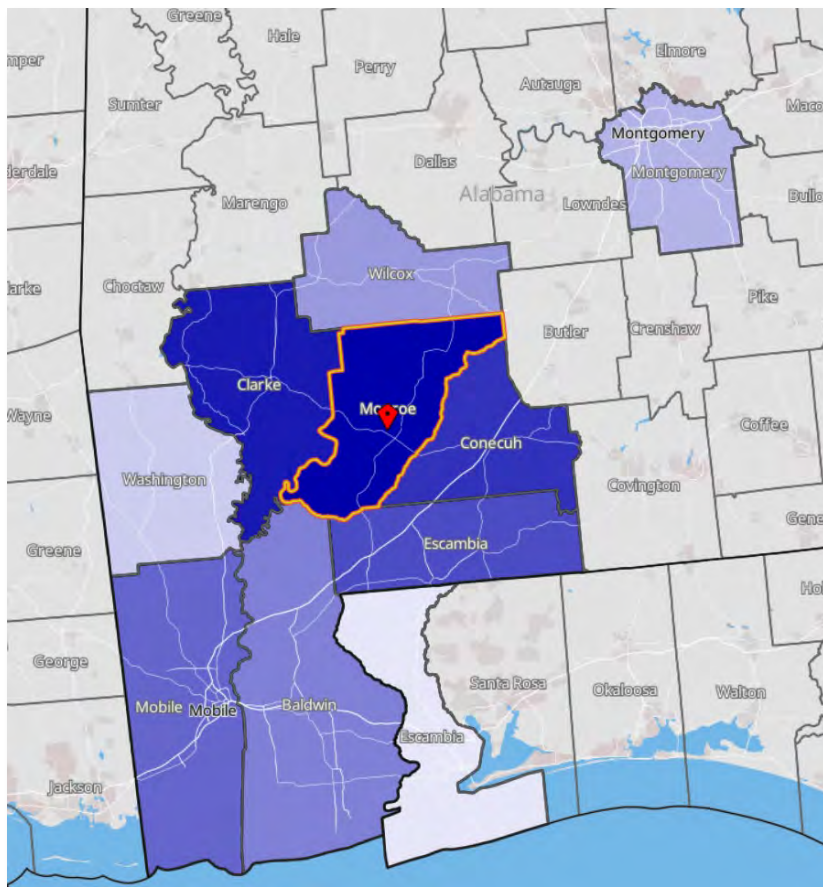
Outflow Job Characteristics	Count	Share
External Jobs Filled by Residents	4,288	100.0%
Workers Aged 29 or younger	1,139	26.6%
Workers Aged 30 to 54	2,221	51.8%
Workers Aged 55 or older	928	21.6%
Workers Earning \$1,250 per month or less	890	20.8%
Workers Earning \$1,251 to \$3,333 per month	1,560	36.4%
Workers Earning More than \$3,333 per month	1,838	42.9%
Workers in the "Goods Producing" Industry Class	1,057	24.7%
Workers in the "Trade, Transportation, and Utilities" Industry Class	1,108	25.8%
Workers in the "All Other Services" Industry Class	2,123	49.5%

**Live in the County  
but Work Elsewhere**  
58.7%

**Live and Work  
in the County**  
41.3%

# 2021 Commuting Patterns

## Where People Live who Work in This County



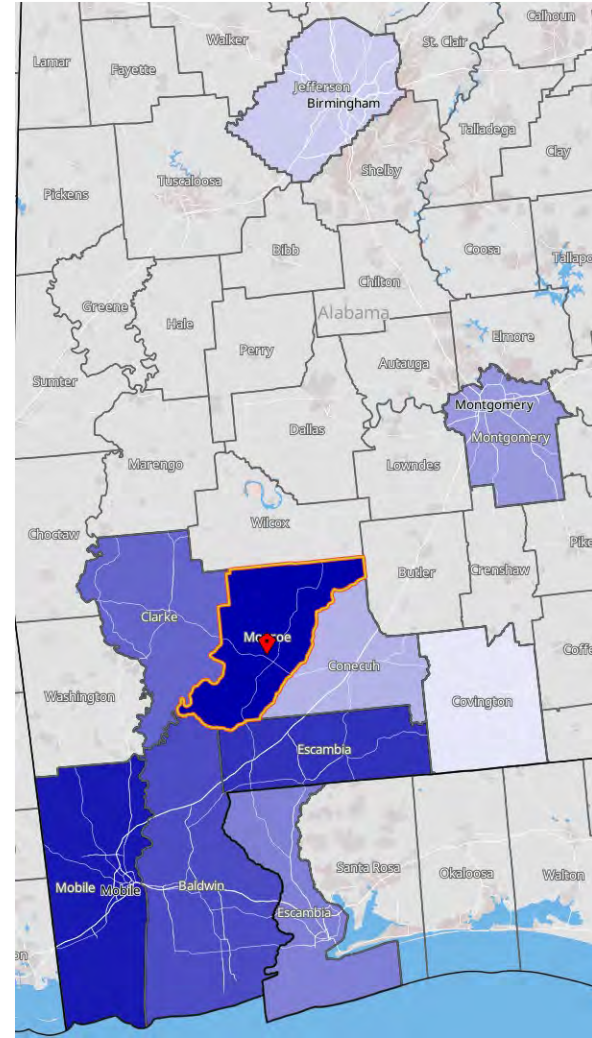
	Count	Share
Monroe County, AL	3,012	49.7%
Clarke County, AL	368	6.1%
Conecuh County, AL	360	5.9%
Escambia County, AL	297	4.9%
Mobile County, AL	188	3.1%
Baldwin County, AL	166	2.7%
Wilcox County, AL	84	1.4%
Montgomery County, AL	80	1.3%
Washington County, AL	72	1.2%
Escambia County, FL	66	1.1%
All Other Locations	1,362	22.5%

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

# 2021 Commuting Patterns

Where People Work who Live in This County

	Count	Share
Monroe County, AL	3,012	41.3%
Mobile County, AL	821	11.2%
Escambia County, AL	610	8.4%
Baldwin County, AL	375	5.1%
Clarke County, AL	297	4.1%
Escambia County, FL	243	3.3%
Montgomery County, AL	196	2.7%
Conecuh County, AL	183	2.5%
Jefferson County, AL	175	2.4%
Covington County, AL	154	2.1%
All Other Locations	1,234	16.9%

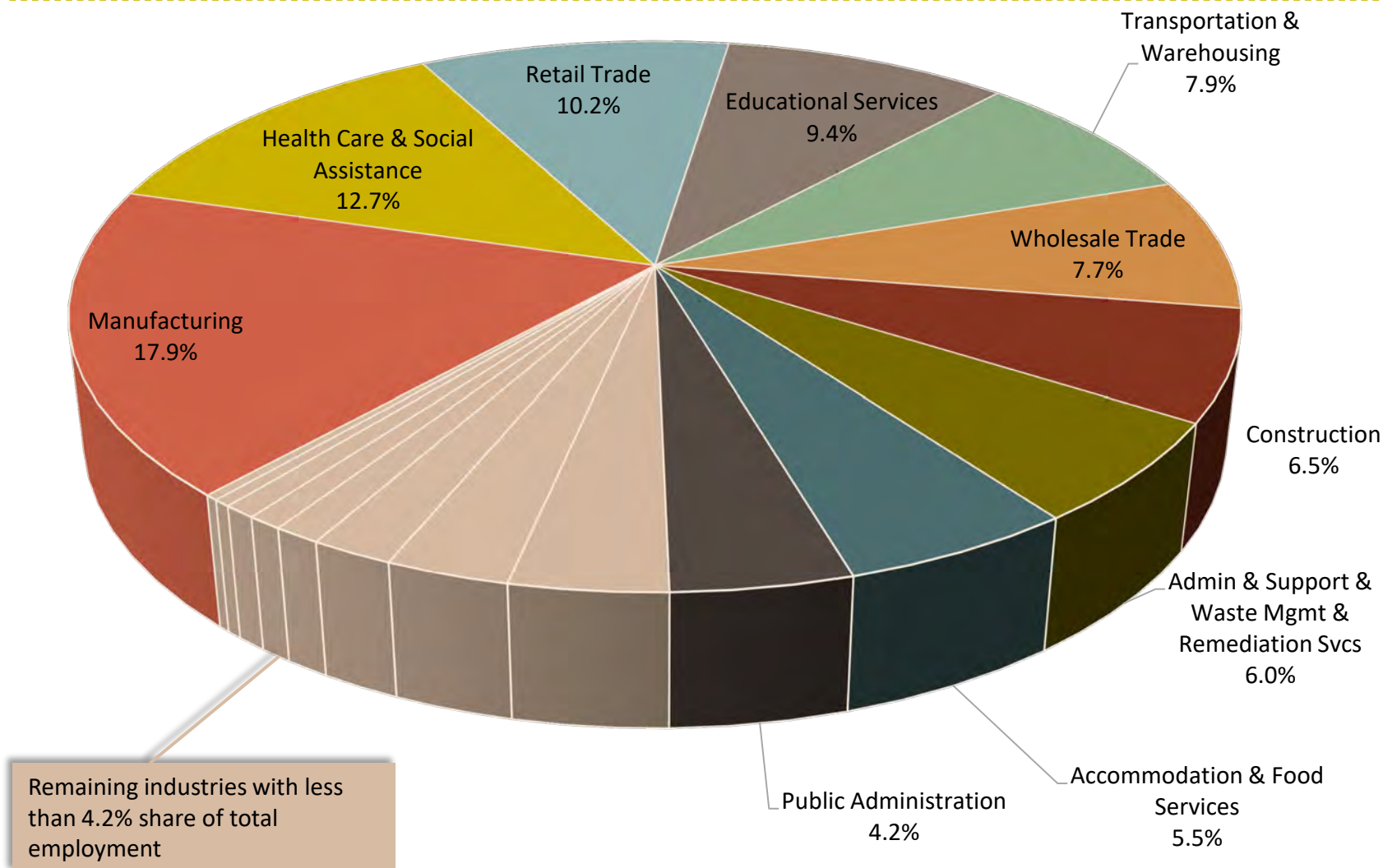


Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics in Partnership with the Alabama Department of Labor, Labor Market Information Division.



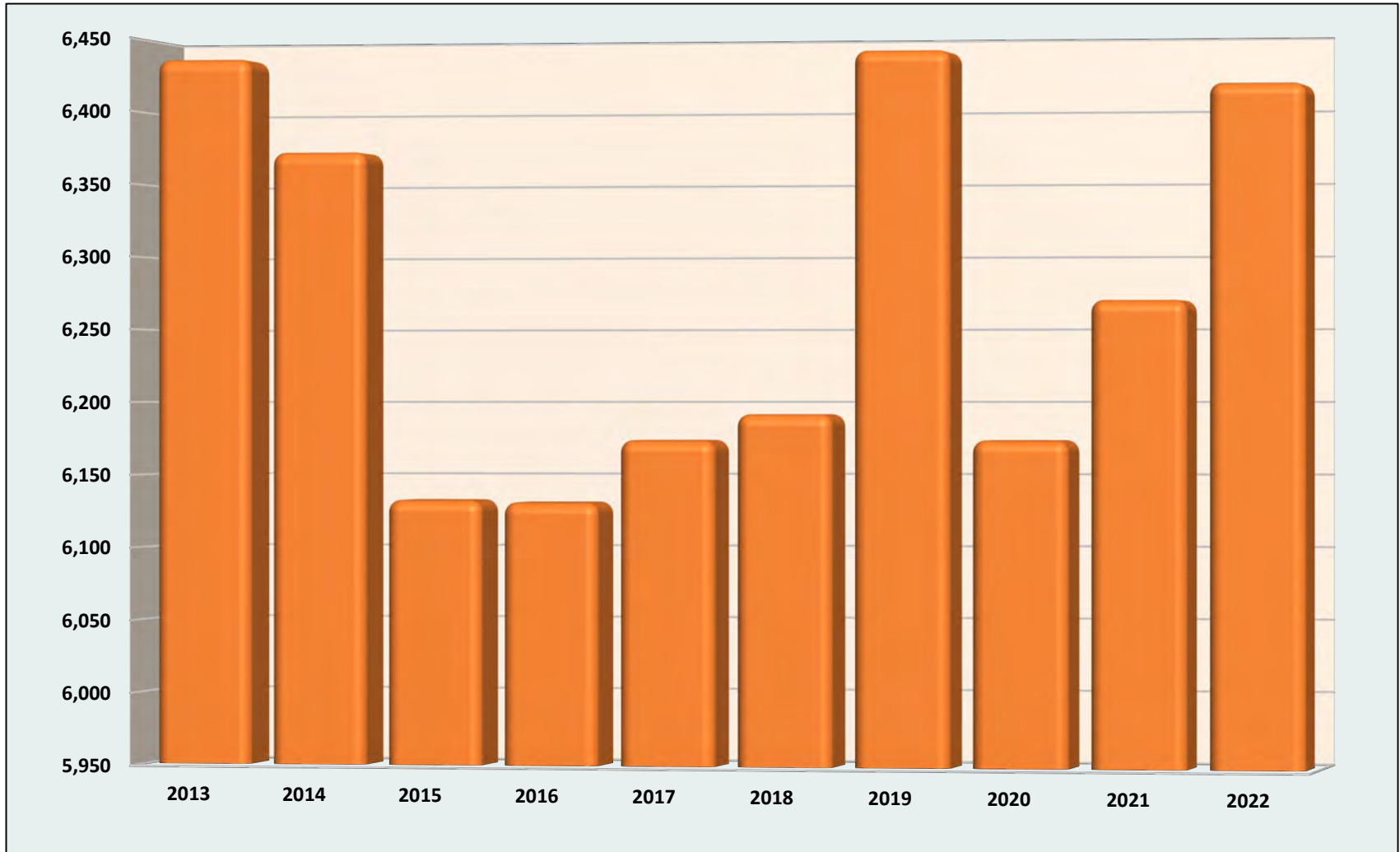
# Monroe County Industry Distribution

## 2022



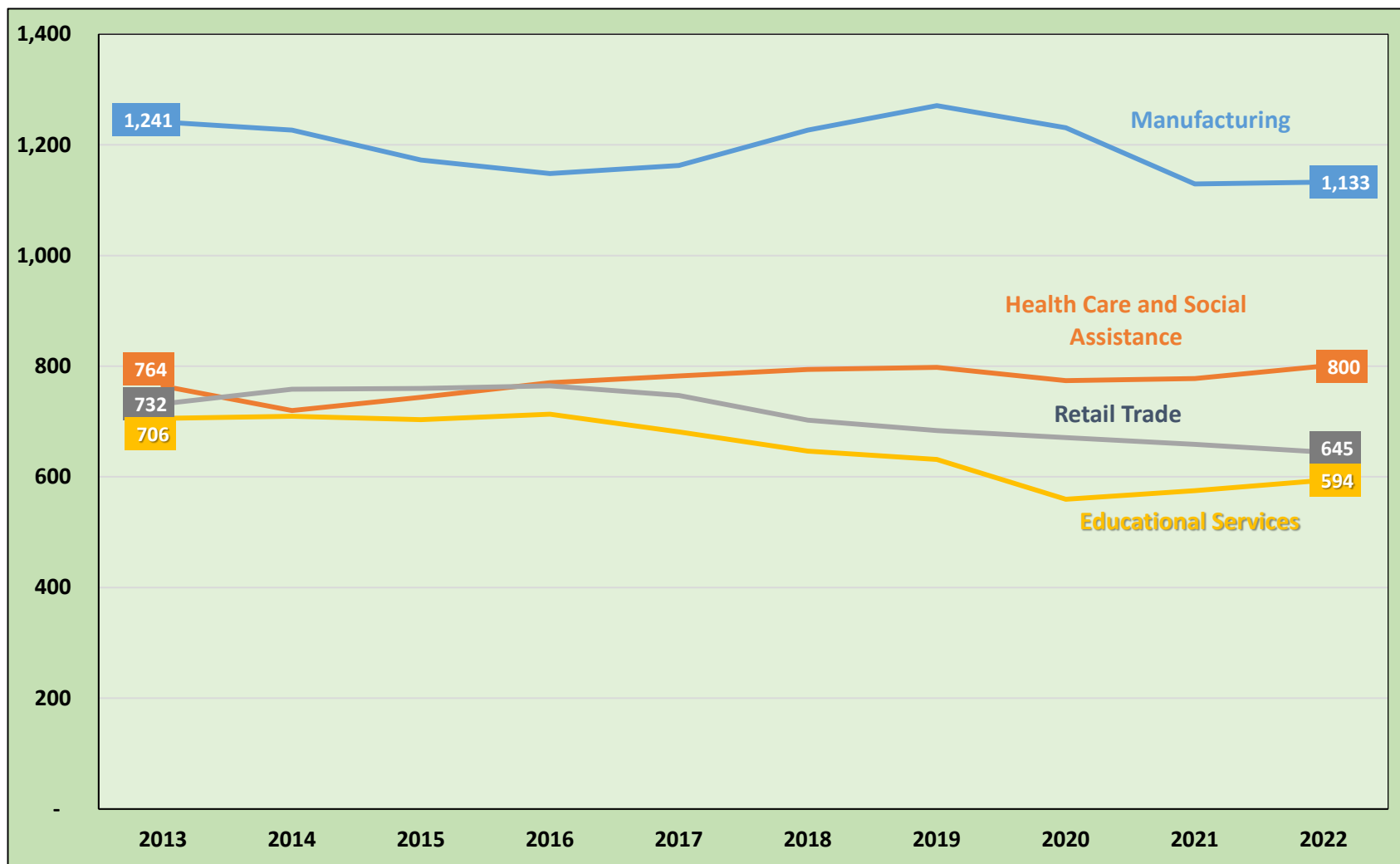
Source: Longitudinal Employer Household Dynamics program which is a partnership between the Census Bureau and the Alabama Department of Labor, Labor Market Information Division.

# Industry Total Employment Trend



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

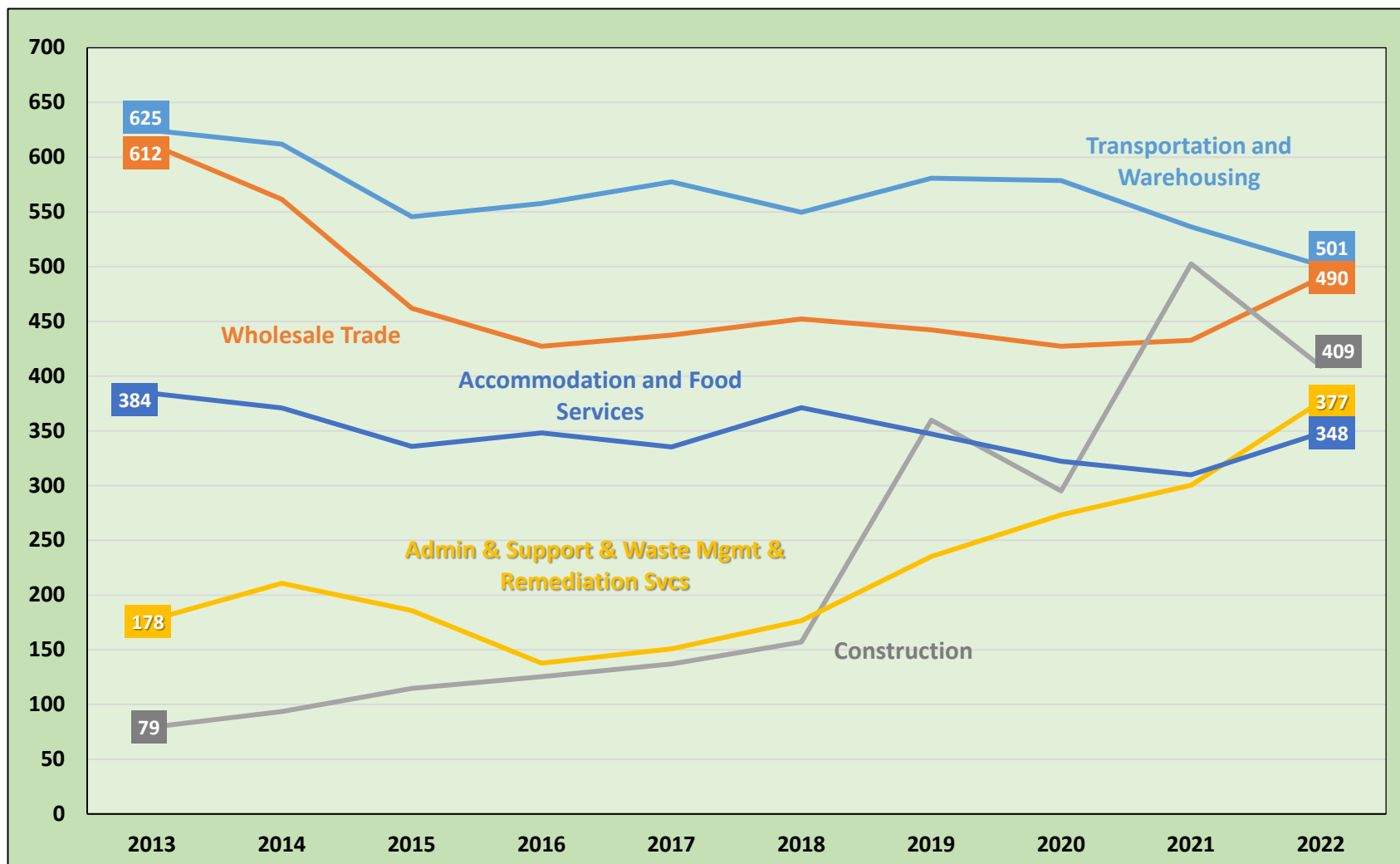
# Industry Sector Employment Trends



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

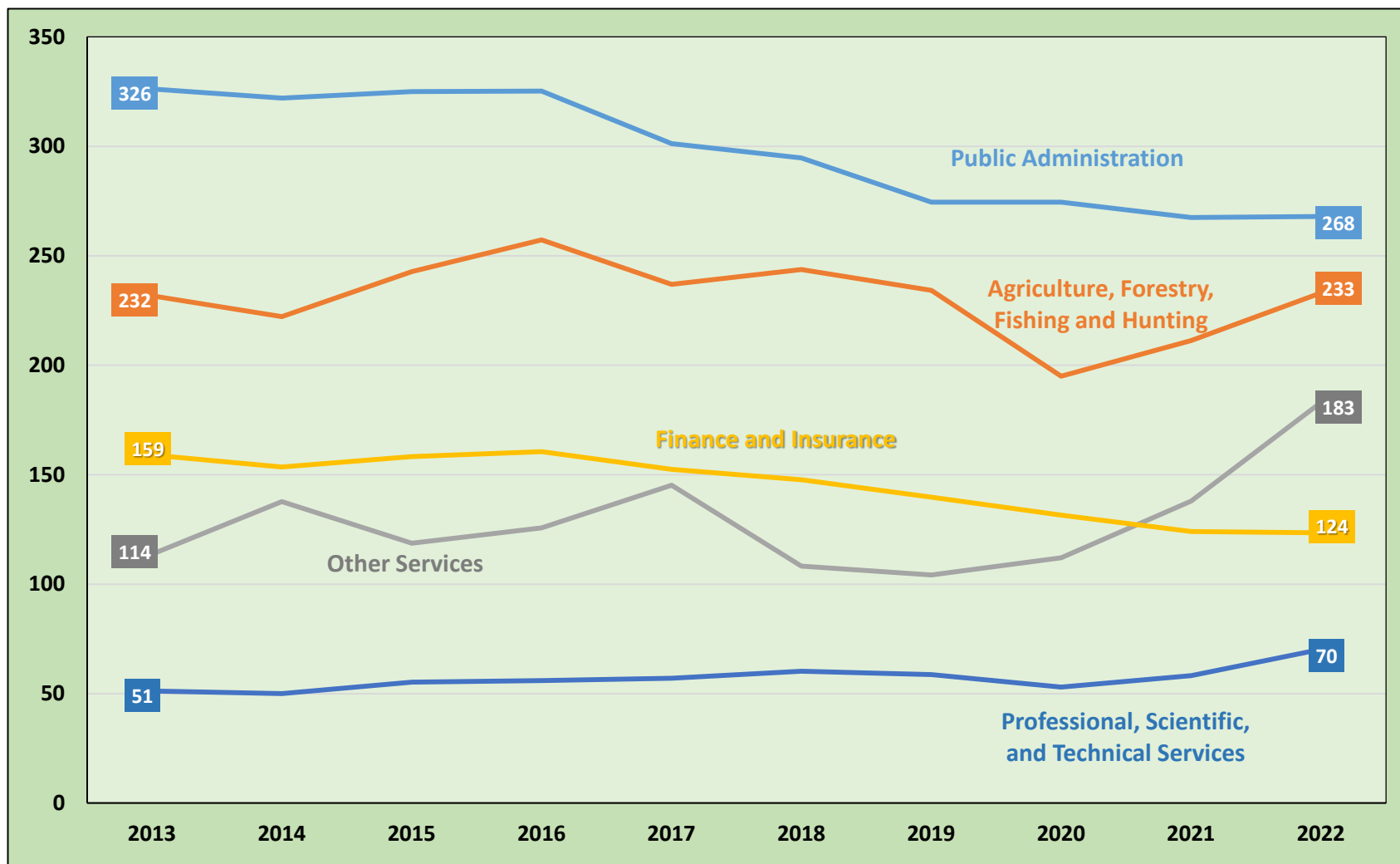


# Industry Sector Employment Trends



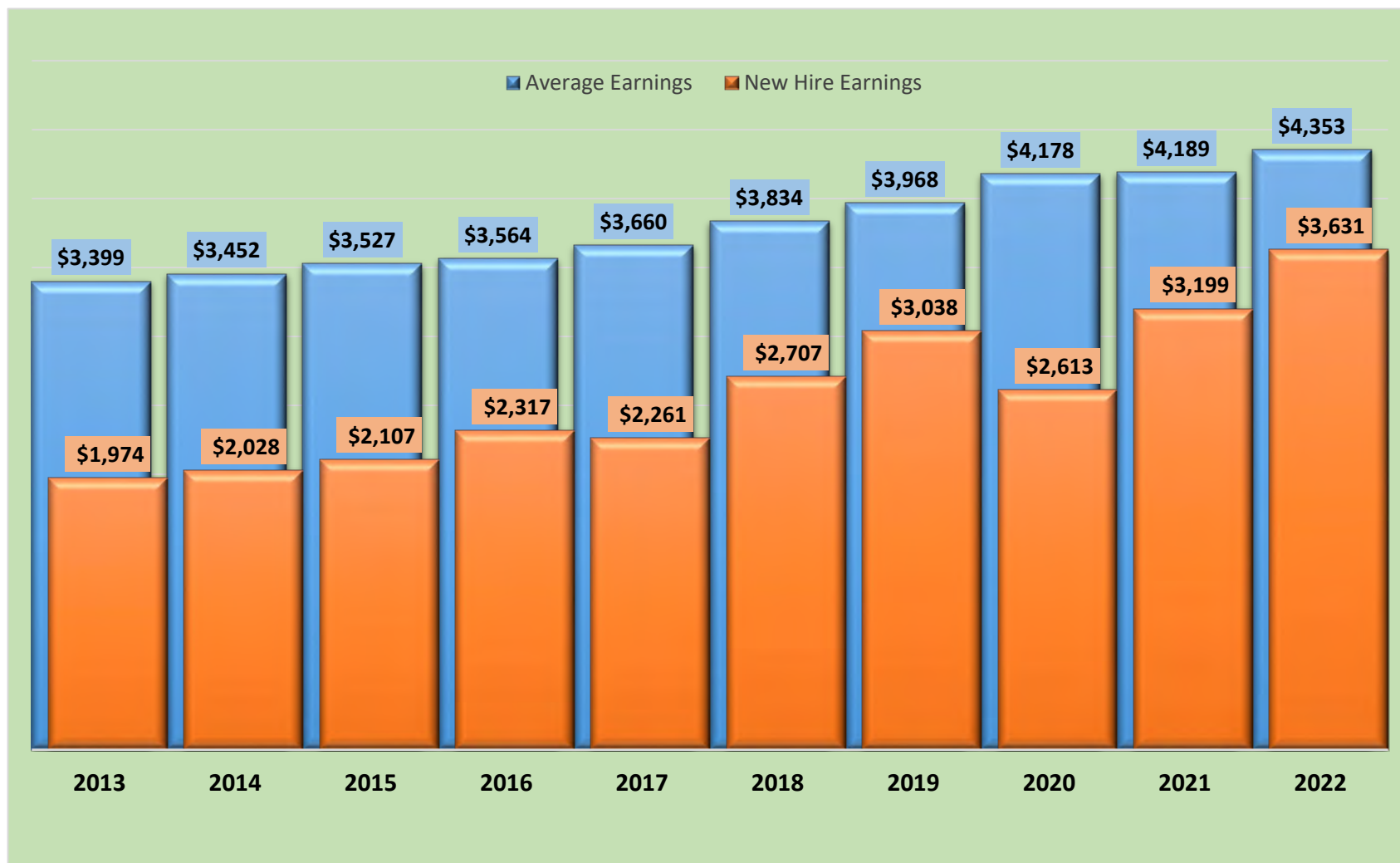
Source: Longitudinal Employer Household Dynamics program which is a partnership between the Census Bureau and the Alabama Department of Labor, Labor Market Information Division.

# Industry Sector Employment Trends



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

# Postsecondary Education

## 2021-2022 HS Graduates Enrolled in Alabama Public Colleges

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
Excel High School	65	33	1	1	2	4	28	5
J F Shields High School	21	10	0	0	3	3	10	0
J U Blacksher School	29	11	0	0	1	1	11	0
Monroe County High School	79	34	5	2	4	11	29	5

► Source: Alabama Commission on Higher Education; 2022 High School Report.

# Postsecondary Education

## Fall 2022 Undergraduate Enrollment of Students Attending Alabama Public Two-Year and Four-Year Institutions

Monroe County		# Undergrads	# First-Time Freshman
Major	Grand Total	681	124
Undeclared/NotReported		152	0
General Studies		149	47
Registered Nursing/Registered Nurse		50	8
Industrial Electronics Technology/Technician		29	14
Business Administration and Management, General		20	4
Licensed Practical/Vocational Nurse Training		16	2
Biology/Biological Sciences, General		13	2
Liberal Arts and Sciences/Liberal Studies		12	5
Psychology, General		12	0
Computer and Information Sciences, General		11	0
Teacher Education, Multiple Levels		11	0
Cosmetology/Cosmetologist, General		10	4
Accounting		9	0
Elementary Education and Teaching		8	1
Hospitality Administration/Management, General		8	3

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

# Postsecondary Education

## Summer 2021 thru Spring 2022 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	Monroe Total	* State Totals
General Studies	0	0	29	0	0	0	0	0	0	29	6,052
Registered Nursing/Registered Nurse	0	0	12	0	11	0	2	0	0	25	3,814
Welding Technology/Welder	22	1	0	0	0	0	0	0	0	23	1,136
Elementary Education and Teaching	0	0	0	0	6	0	4	0	0	10	1,158
Industrial Electronics Technology/Technician	0	0	10	0	0	0	0	0	0	10	509
Licensed Practical/Vocational Nurse Training	0	10	0	0	0	0	0	0	0	10	1,186
Emergency Medical Technology/Technician (EMT Paramedic)	9	0	0	0	0	0	0	0	0	9	740
Industrial Technology/Technician	5	0	4	0	0	0	0	0	0	9	112
Biology/Biological Sciences, General	0	0	0	0	7	0	0	0	0	7	715
Liberal Arts and Sciences/Liberal Studies	0	0	7	0	0	0	0	0	0	7	1,089
Health Professions and Related Clinical Sciences, Other	5	0	0	0	0	0	0	0	0	5	38
Psychology, General	0	0	0	0	5	0	0	0	0	5	836
Special Education and Teaching, General	0	0	0	0	0	0	5	0	0	5	296
Accounting	0	0	0	0	1	0	3	0	0	4	819
Business Administration and Management, General	0	0	0	0	4	0	0	0	0	4	2,201

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

# Questions???

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Labor Market Information Division

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