

Pickens County Profile

Alabama Department of Labor
Labor Market Information Division

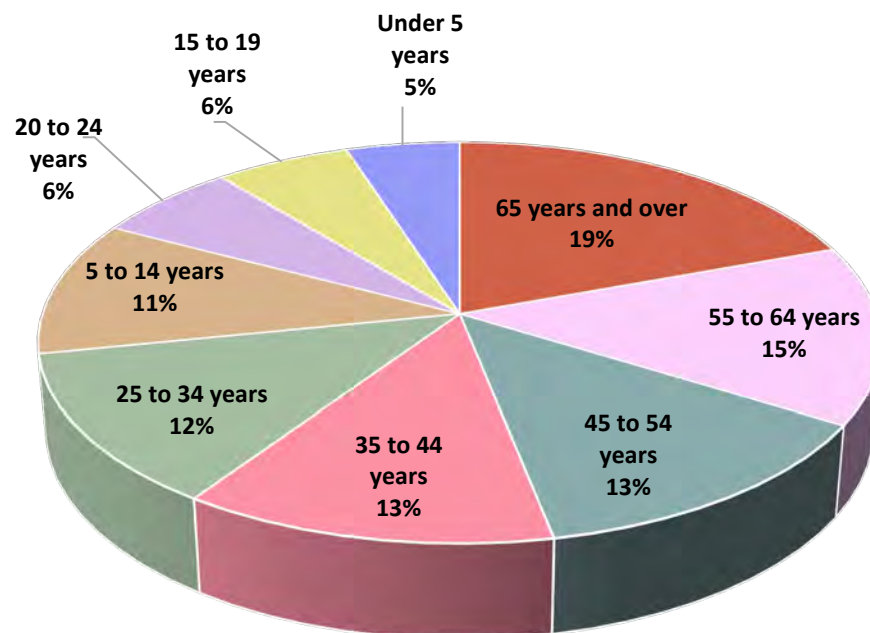
Demographics

American Community Survey Average Population Estimates for 2018-2022

Age	Estimate
Under 5 years	944
5 to 14 years	2,064
15 to 19 years	1,124
20 to 24 years	1,201
25 to 34 years	2,335
35 to 44 years	2,383
45 to 54 years	2,476
55 to 64 years	2,726
65 and older	3,672

Total Population
18,925

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	3,823
Nursery school, preschool	155
Kindergarten	249
Elementary school (grades 1-8)	1,670
High school (grades 9-12)	824
College or graduate school	925
Educational Attainment	Estimate
Population 25 years and over	13,592
Less than 9 th grade	1,172
9 th to 12 th grade, no diploma	1,172
High school graduate (includes equivalency)	5,588
Some college, no degree	2,735
Associate's degree	1,251
Bachelor's degree	1,229
Graduate or professional degree	743

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
Bibb	8,916	8,697	219	2.5%	1,661	1,880
Fayette	6,765	6,552	213	3.1%	1,389	1,602
Greene	2,833	2,702	131	4.6%	654	785
Hale	6,218	6,030	188	3.0%	989	1,177
Lamar	5,815	5,647	168	2.9%	836	1,004
Marengo	7,676	7,433	243	3.2%	1,628	1,871
Pickens	8,001	7,772	229	2.9%	1,982	2,211
Sumter	4,752	4,582	170	3.6%	1,022	1,192
Tuscaloosa	107,302	104,876	2,426	2.3%	26,953	29,379

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
Helpers--Production Workers	28	Inspectors, Testers, Sorters, Samplers, and Weighers	8
Cashiers	27	Operating Engineers and Other Construction Equipment Operators	7
Nursing Assistants	25	Structural Iron and Steel Workers	7
Team Assemblers	20	Packaging and Filling Machine Operators and Tenders	7
Heavy and Tractor-Trailer Truck Drivers	19	Electrical and Electronic Engineering Technologists and Technicians	6
Stockers and Order Fillers	16	Security Guards	6
Industrial Truck and Tractor Operators	14	Maids and Housekeeping Cleaners	6
Production Workers, All Other	12	Office Clerks, General	6
Teacher Assistants	11	Customer Service Representatives	6
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	11	Bookkeeping, Accounting, and Auditing Clerks	6
Preschool Teachers, Except Special Education	10	Supervisors of Production and Operating Workers	5
Cooks, Restaurant	10	Logging Equipment Operators	5
Construction Laborers	10	General and Operations Managers	4
Maintenance and Repair Workers	10	Licensed Practical and Licensed Vocational Nurses	4
Retail Salespersons	9	Cooks, Institution and Cafeteria	4



Source: Unemployment Insurance Reports

Help Wanted OnLine® Annual Job Postings

2023 Top Occupations with Most Ads Posted

Occupation	# of Ads	Occupation	# of Ads
Supervisors of Retail Sales Workers	22	Pharmacy Technicians	4
Retail Salespersons	21	Licensed Practical & Vocational Nurses	4
Merchandise Displayers & Window Trimmers	18	Bookkeeping, Accounting, & Auditing Clerks	4
Customer Service Representatives	11	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	4
Physical Therapists	8	Medical & Health Services Managers	3
Managers, All Other	7	Industrial Engineering Technologists & Technicians	3
Pharmacists	7	Clinical & Counseling Psychologists	3
General & Operations Managers	6	Occupational Health & Safety Technicians	3
Registered Nurses	6	Speech-Language Pathologists	3
Postal Service Clerks	6	Nursing Assistants	3
Production Workers, All Other	6	Production, Planning, & Expediting Clerks	3
Medical Assistants	5	Industrial Truck & Tractor Operators	3
Fast Food & Counter Workers	5	Maintenance & Repair Workers, General	3
Middle School Teachers, Except Special & Career/Technical Education	4	Loading & Moving Machine Operators, Underground Mining	3
Occupational Therapists	4	Stockers & Order Fillers	3



Source: The Conference Board-Burning Glass Help Wanted OnLine

Expected Worker Shortfall

	2020-2030	2020-2035
Total Population Growth	-4.8%	-7.1%
Age 20-64 Population Growth	-4.9%	-7.4%
Nonagricultural Job Growth	8.2%	11.3%
Worker Shortfall	13.1%	18.7%
Worker Shortfall	501	716

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

Pickens County Average Hourly Wage All Occupations

Entry	Median	Mean	Experienced
\$11.96	\$19.37	\$22.85	\$28.30

Pickens County Average Hourly Wage Manufacturing

Entry	Median	Mean	Experienced
\$12.59	\$18.11	\$21.57	\$26.06

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.

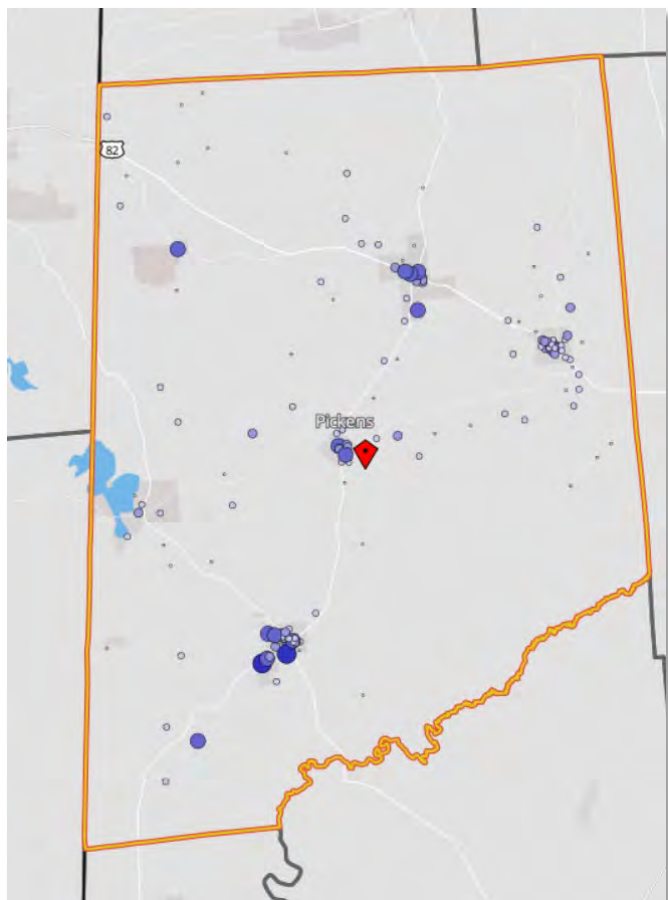
Occupational Wages

Annual Salary Area Comparison

	Entry	Median	Mean	Experienced
Alabama				
Total	\$27,775	\$47,005	\$61,395	\$78,205
Manufacturing	\$30,764	\$45,305	\$55,077	\$67,233
Pickens County				
Total	\$24,887	\$40,293	\$47,532	\$58,855
Manufacturing	\$26,186	\$37,682	\$44,874	\$54,218
Jefferson County				
Total	\$27,585	\$45,980	\$59,514	\$75,480
Manufacturing	\$33,496	\$48,103	\$55,159	\$65,990
Tuscaloosa County				
Total	\$26,149	\$42,272	\$53,019	\$66,453
Manufacturing	\$36,916	\$55,393	\$59,894	\$71,384

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.

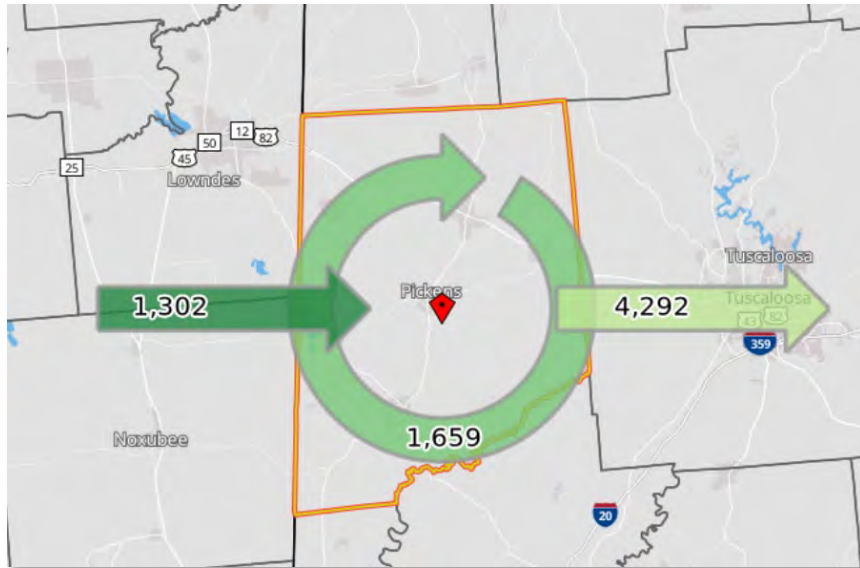
2021 Workforce Characteristics



Jobs by Worker Age	Count	Share
Age 29 or younger	539	18.2%
Age 30 to 54	1,577	53.3%
Age 55 or older	845	28.5%
Jobs by Worker Educational Attainment	Count	Share
Less than high school	353	11.9%
High school or equivalent, no college	850	28.7%
Some college or Associate degree	749	25.3%
Bachelor's degree or advanced degree	470	15.9%
Educational attainment not available (workers aged 29 or younger)	539	18.2%
Jobs by Worker Sex	Count	Share
Male	1,582	53.4%
Female	1,379	46.6%
Jobs by Earnings	Count	Share
\$1,250 per month or less	478	16.1%
\$1,251 to \$3,333 per month	1,239	41.8%
More than \$3,333 per month	1,244	42.0%

2021 Commuting Patterns

Labor Force Characteristics



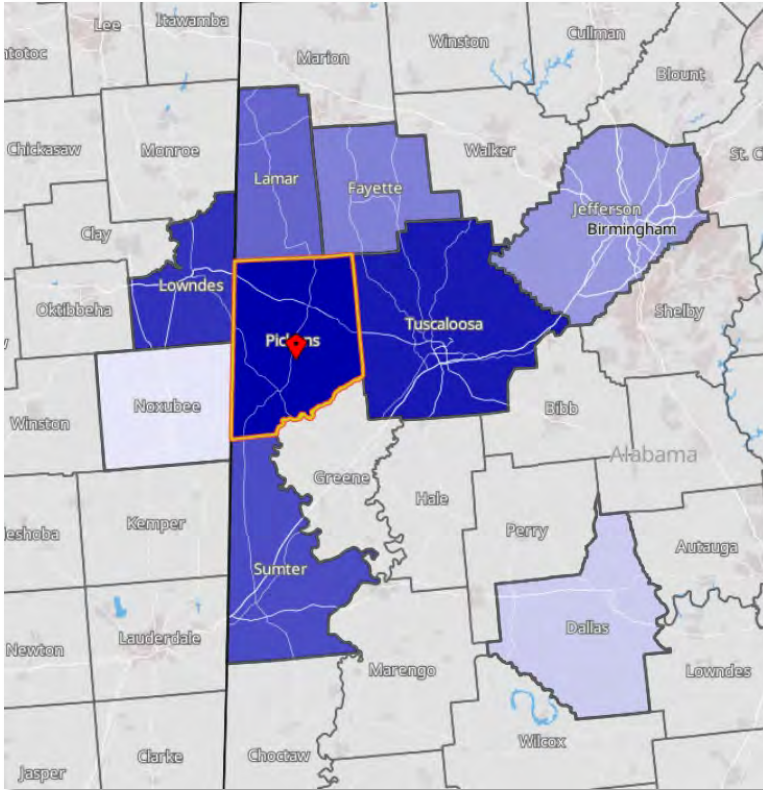
Outflow Job Characteristics	Count	Share
External Jobs Filled by Residents	4,292	100.0%
Workers Aged 29 or younger	1,128	26.3%
Workers Aged 30 to 54	2,321	54.1%
Workers Aged 55 or older	843	19.6%
Workers Earning \$1,250 per month or less	736	17.1%
Workers Earning \$1,251 to \$3,333 per month	1,470	34.2%
Workers Earning More than \$3,333 per month	2,086	48.6%
Workers in the "Goods Producing" Industry Class	1,185	27.6%
Workers in the "Trade, Transportation, and Utilities" Industry Class	887	20.7%
Workers in the "All Other Services" Industry Class	2,220	51.7%

**Live in the County
but Work Elsewhere**
72.1%

**Live and Work
in the County**
27.9%

2021 Commuting Patterns

Where People Live who Work in This County



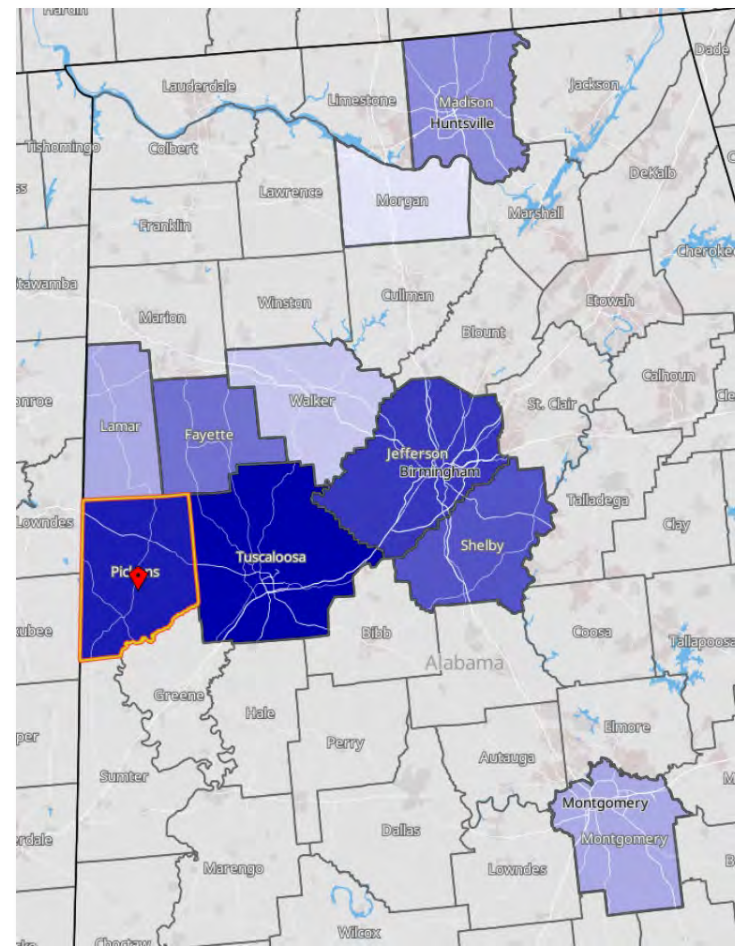
	Count	Share
Pickens County, AL	1,659	56.0%
Tuscaloosa County, AL	370	12.5%
Lowndes County, MS	131	4.4%
Sumter County, AL	58	2.0%
Lamar County, AL	57	1.9%
Fayette County, AL	48	1.6%
Jefferson County, AL	38	1.3%
Mobile County, AL	36	1.2%
Dallas County, AL	35	1.2%
Noxubee County, MS	34	1.1%
All Other Locations	495	16.7%

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

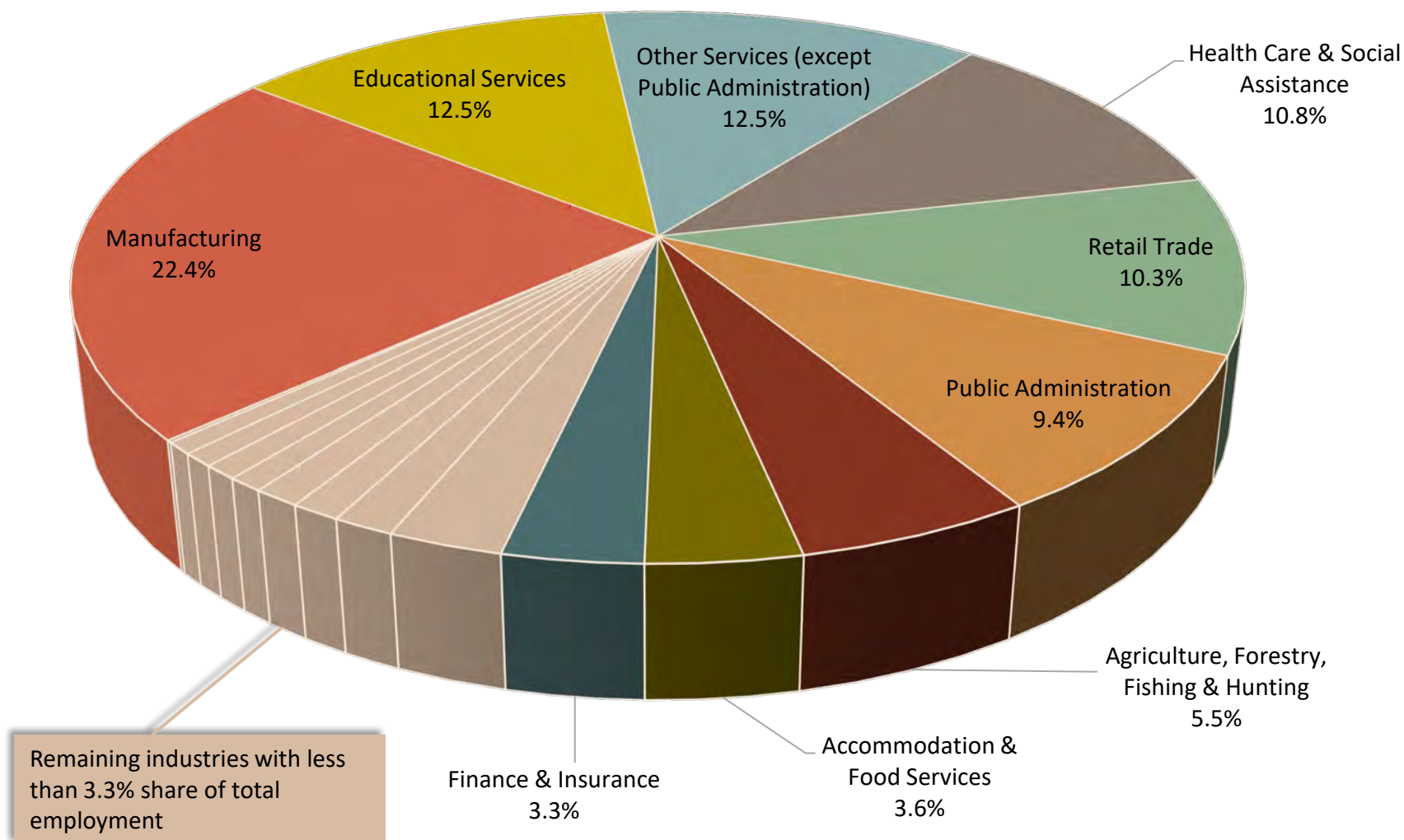
	Count	Share
Tuscaloosa County, AL	2,172	36.5%
Pickens County, AL	1,659	27.9%
Jefferson County, AL	566	9.5%
Shelby County, AL	125	2.1%
Fayette County, AL	107	1.8%
Madison County, AL	106	1.8%
Lamar County, AL	91	1.5%
Montgomery County, AL	91	1.5%
Walker County, AL	65	1.1%
Morgan County, AL	58	1.0%
All Other Locations	911	15.3%



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.

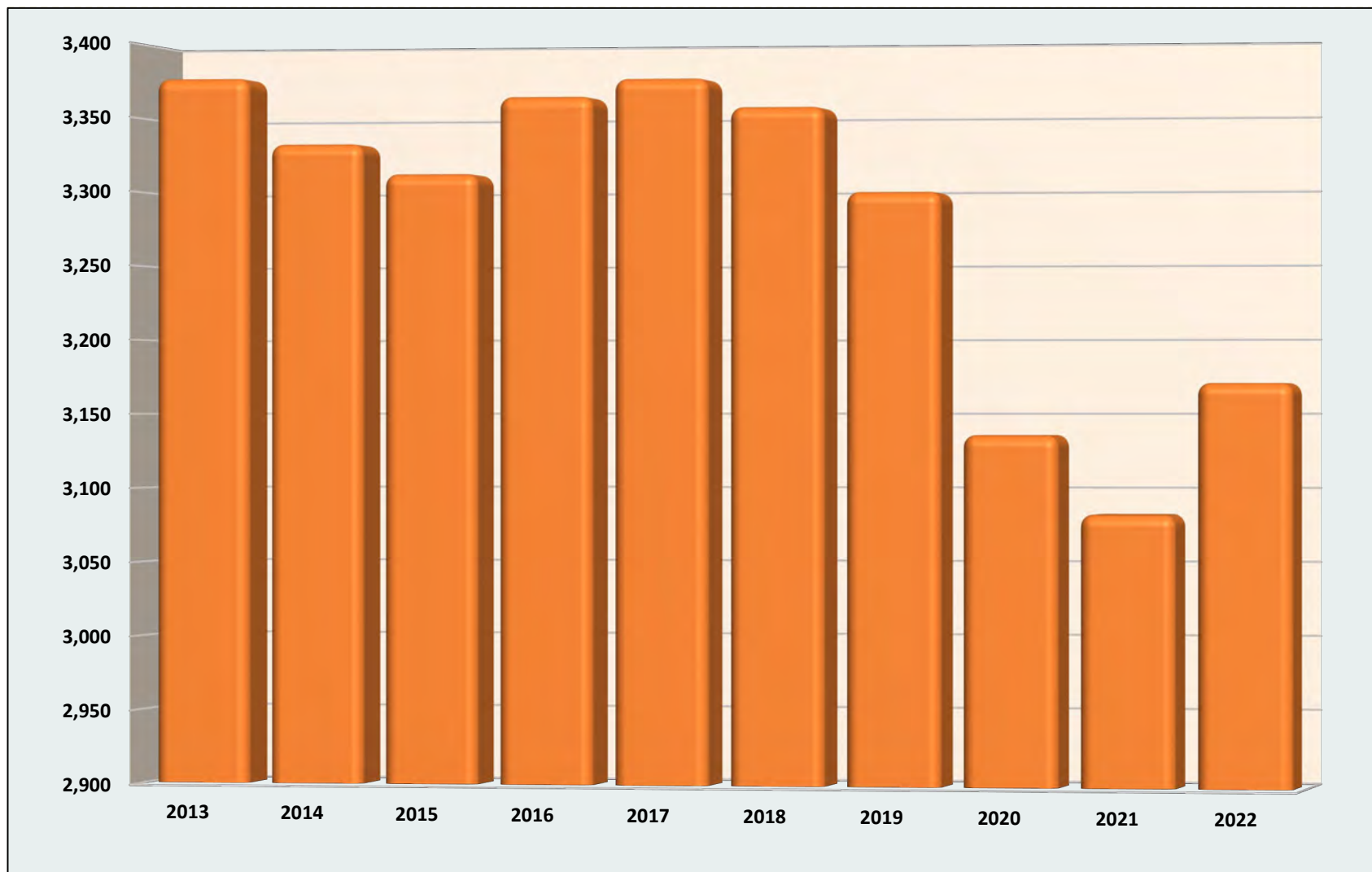
Pickens County Industry Distribution

2022



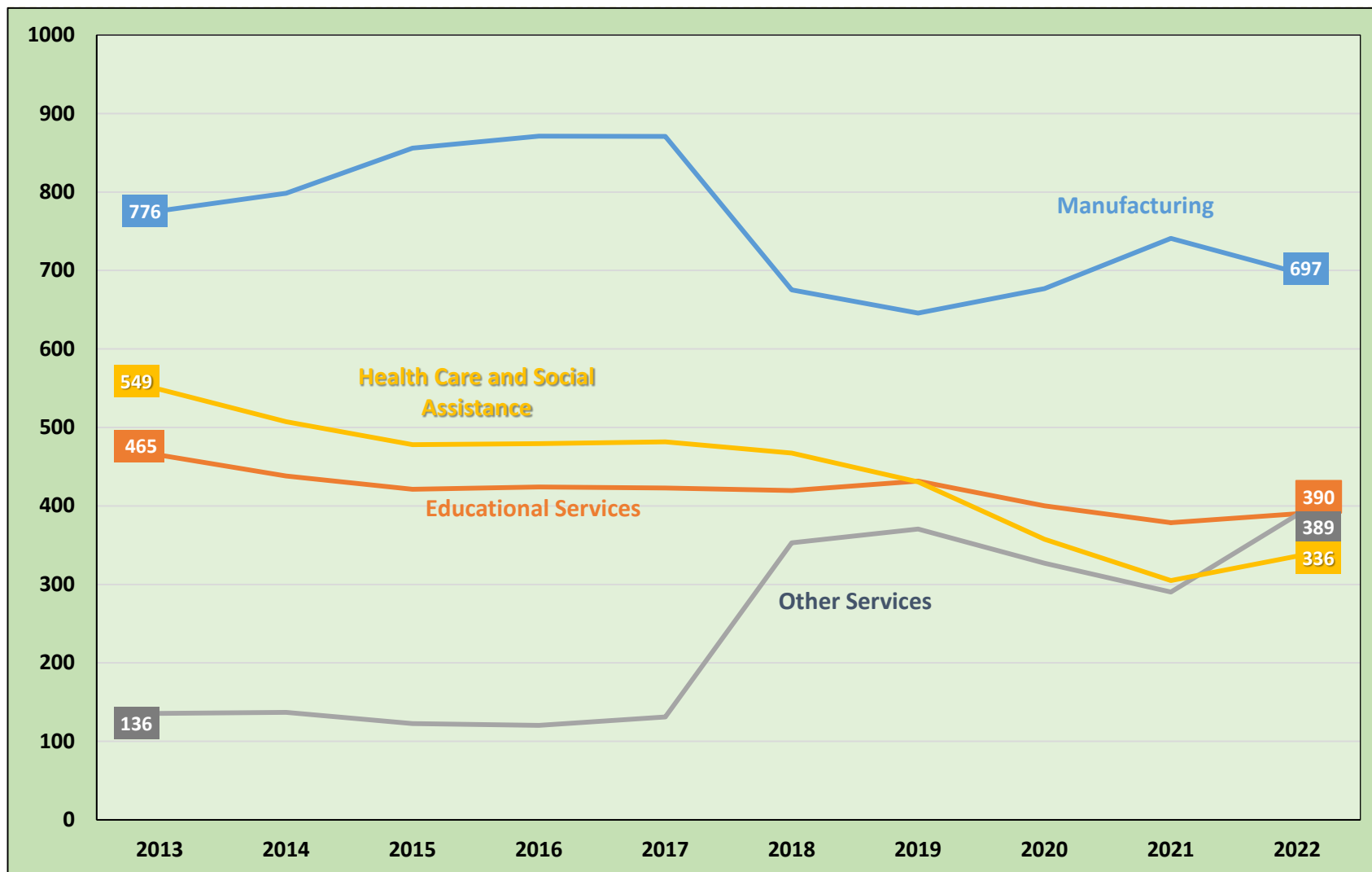
Source: Longitudinal Employer Household Dynamics program which is a partnership between the Census Bureau and the Alabama Department of Labor, Labor Market Information Division.

Industry Total Employment Trend



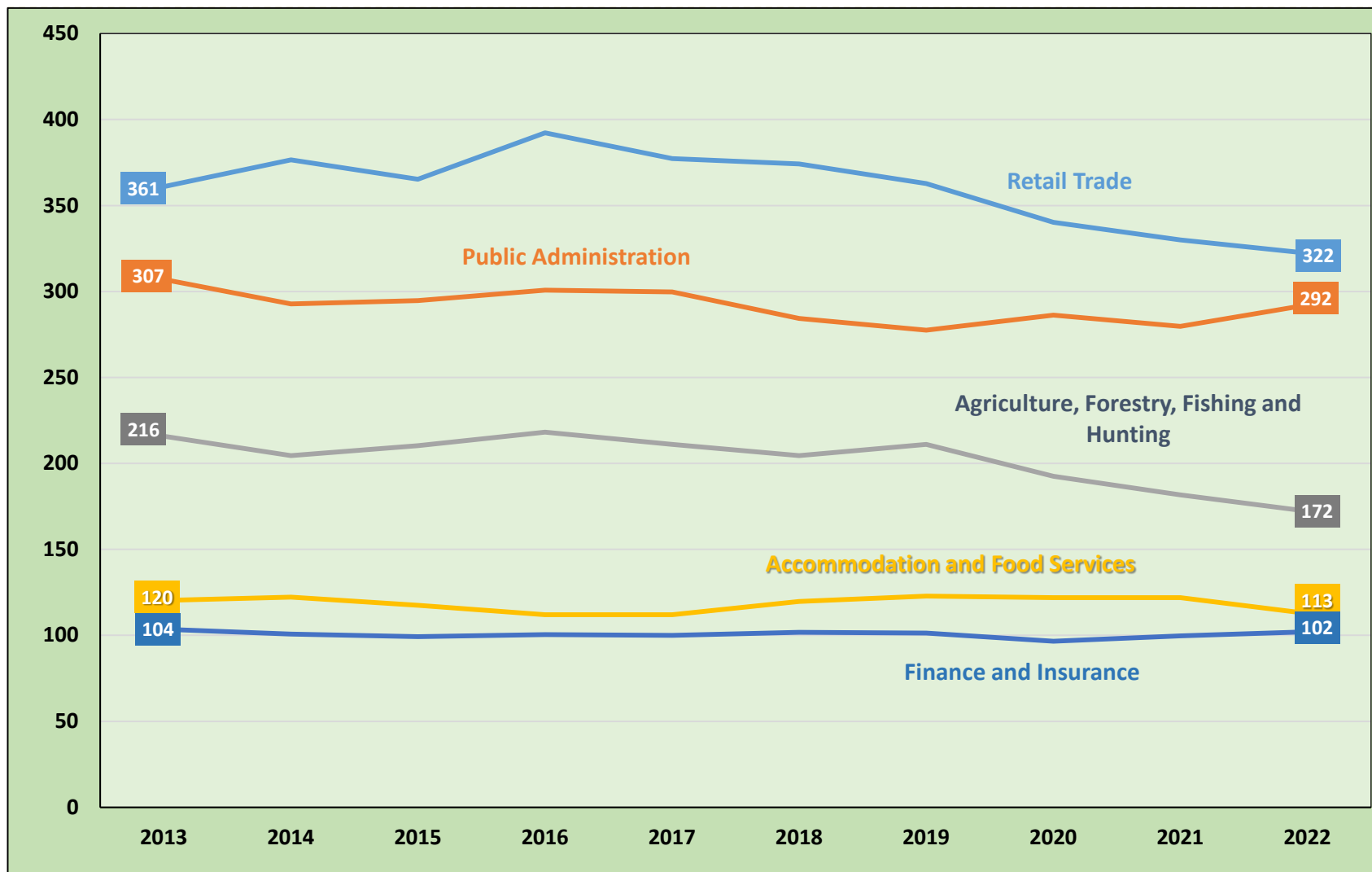
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Industry Sector Employment Trends



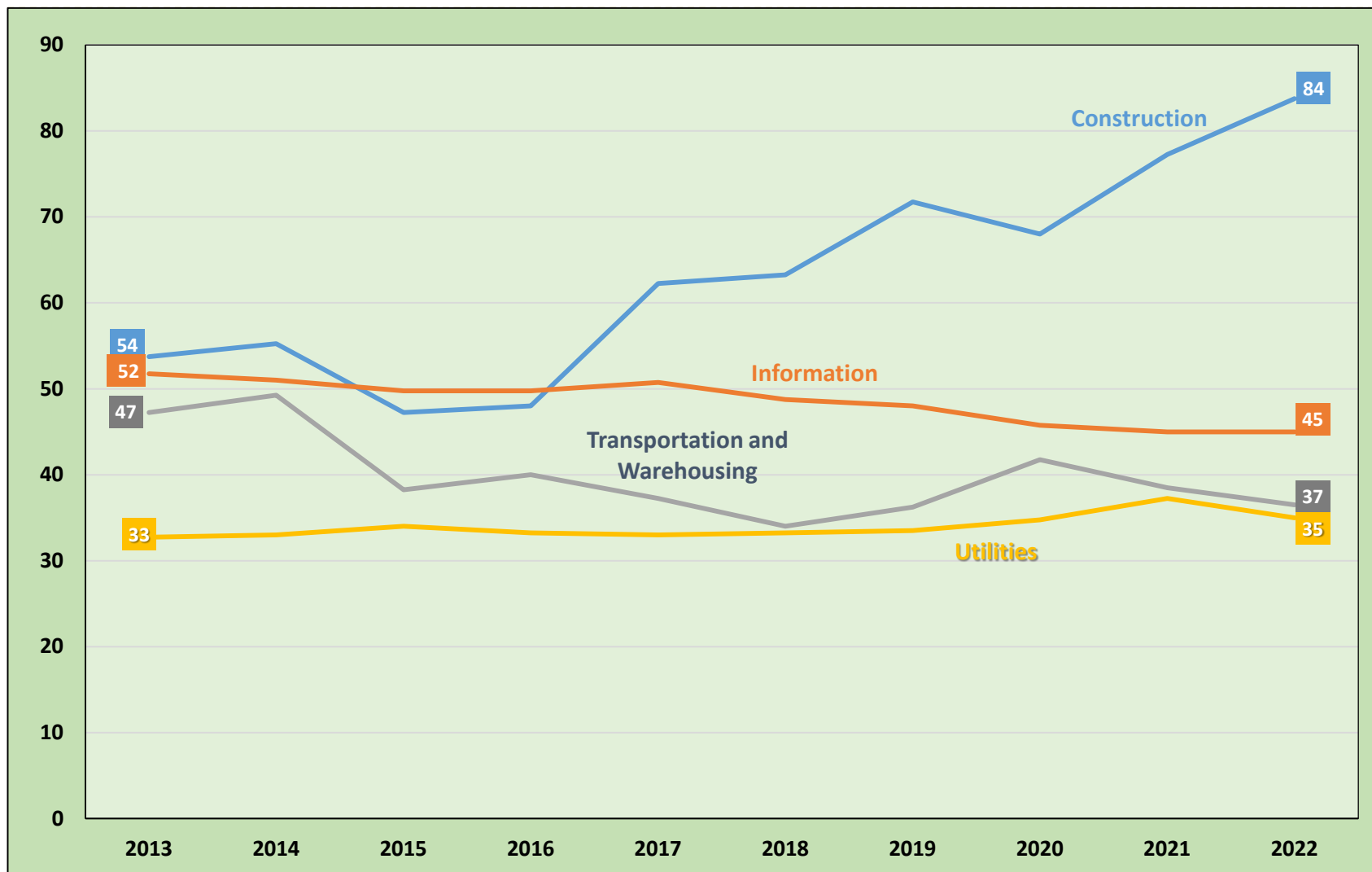
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Industry Sector Employment Trends



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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 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
Aliceville High School	50	10	0	3	1	4	10	0
Gordo High School	84	4	0	1	0	1	3	1
Pickens County High School	27	3	0	0	0	0	1	2

► 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

Pickens County		# Undergrads	# First-Time Freshman
Major	Grand Total	660	86
Undeclared/NotReported		292	2
General Studies		55	19
Liberal Arts and Sciences/Liberal Studies		42	10
Registered Nursing/Registered Nurse		37	5
Teacher Education, Multiple Levels		17	4
Multi-/Interdisciplinary Studies, Other		12	4
Biology/Biological Sciences, General		10	3
Administrative Assistant and Secretarial Science, General		9	1
Child Care and Support Services Management		9	1
Computer and Information Sciences, General		9	5
Salon/Beauty Salon Management/Manager		9	3
Psychology, General		8	1
Business Administration and Management, General		7	1
Exercise Science and Kinesiology		7	1
Communication and Media Studies, Other		6	1

► 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	Pickens Total	* State Totals
Electrician	35	9	12	0	0	0	0	0	0	56	326
Welding Technology/Welder	25	1	3	0	0	0	0	0	0	29	1,136
Registered Nursing/Registered Nurse	0	0	5	0	4	0	1	1	0	11	3,814
Computer and Information Sciences, General	9	0	1	0	0	0	0	0	0	10	1,304
General Studies	0	0	10	0	0	0	0	0	0	10	6,052
Licensed Practical/Vocational Nurse Training	0	10	0	0	0	0	0	0	0	10	1,186
Child Care and Support Services Management	4	0	2	0	0	0	0	0	0	6	475
Liberal Arts and Sciences/Liberal Studies	0	0	5	0	0	0	0	0	0	5	1,089
Salon/Beauty Salon Management/Manager	0	2	3	0	0	0	0	0	0	5	270
Business Administration and Management, General	1	0	0	0	3	0	0	0	0	4	2,201
Psychology, General	0	0	0	0	4	0	0	0	0	4	836
Automobile/Automotive Mechanics Technology/Technician	2	0	1	0	0	0	0	0	0	3	177
Biology/Biological Sciences, General	0	0	0	0	3	0	0	0	0	3	715
Elementary Education and Teaching	0	0	0	0	2	0	1	0	0	3	1,158
Multi-/Interdisciplinary Studies, Other	0	0	0	0	3	0	0	0	0	3	1,066

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

Questions???

Alabama Department of Labor
Labor Market Information Division

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