



The Alabama & Workforce Region Demand Occupations **ACCCP**



On June 10, 2019 Governor Kay Ivey signed into law Act 2019-506 which included the establishment of the Alabama Committee on Credentialing and Career Pathways (ACCCP). This committee, composed of both nine ex officio members and seven gubernatorial appointments who represent each of the seven workforce regions, is tasked with a two-fold mission; 1. Annually identify Alabama’s regional and statewide in-demand occupations within each of the Alabama 16 Career Clusters 2. Identify competency models, career pathways, and credentials of value, for each career cluster, linked to those in-demand occupations using labor market data. The ACCCP enlisted the expertise of the Alabama Department of Labor, Labor Market Information Division (LMI) to provide the data that would determine high demand occupations. On October 21, 2020 the ACCCP approved the following “Five Star Rubric” to determine regional and state high demand occupations.

The Five-Star Rubric for In-Demand Occupations

Criteria I	Criteria II	Criteria III	Criteria IV	Criteria V
Occupation Must be at least 70% of Regional Median Wage	Positive projected growth	Occupation is projected to have a minimum of 15 openings a year	Occupation median wage exceeds the current lower living standard income level (LLSIL) at 70%.	Occupation Requires a post-secondary credential, certificate or degree for initial employment

The Five-Star Rubric for Regional In-Demand Occupations

Must meet a minimum of **4** criteria

1. Must meet Criteria I-III
2. Must meet Criteria IV or V

Statewide In-Demand Occupation Qualifications

1. Must qualify in a minimum of **3** regions

In 2020, LMI worked to complete its deliverable of developing the long-term industry and occupational employment projections for 2018-2028, which is one of the two sources of data collected and reported in LMI, to determine the demand occupations. ADOL, LMI is required to publish high demand occupations with each new release of occupational employment projections. Many of the variables included in the ACCCP rubric have historically been included in LMI’s methodology for demand occupations. Rather than produce a conflicting list of demand occupations, ADOL, LMI have now aligned its methodology with the ACCCP for all future demand occupations lists.

NEW!

The Alabama & Workforce Region

Demand Occupations

ACCCP

NEW!

Due to the new methodology and emphasis on demand occupations within each of the sixteen career clusters, LMI publications have been changed to accommodate a much larger number of occupations. Under the ACCCP methodology, all occupations meeting the standards qualify, while LMI used a cutoff for the number that could be included at 40. ACCCP's goals are to identify the common competencies required for each of the 16 career cluster, pathway, and demand occupations within that cluster; and also to create career pathways within each cluster that include training or credentials required between each of the higher skilled occupation along the path. The size of the list will change annually based on the changes in the data for each of the regions. The current totals range from a low of 127 in region 3 to a high of 284 in region 1.

Due to the large number, LMI has provided some additional summary tables for the demand occupations, which will help determine the 25 fastest growing, the 25 highest demand, and the 25 highest demand requiring less than a 4 year degree. Remember that every occupation in this entire list is approved by the ACCCP as a high demand occupation for the area. The summary tables are just to provide added information.

ALABAMA CAREER CLUSTERS



AGRICULTURE, FOOD & NATURAL RESOURCES



ARCHITECTURE & CONSTRUCTION



ARTS, A/V TECHNOLOGY & COMUNICATION



BUSINESS ADMINISTRATION & MANAGEMENT



EDUCATION & TRAINING



FINANCE



GOVERNMENT & PUBLIC ADMINISTRATION



HEALTH SCIENCE



HOSPITALITY & TOURISM



HUMAN SERVICES



INFORMATION TECHNOLOGY



LAW, PUBLIC SAFETY, CORRECTIONS & SECURITY



MANUFACTURING



MARKETING SALES & SERVICE



SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS



TRANSPORTATION, DISTRIBUTION & LOGISTICS

Region 2 Demand Occupations ACCCP 2020-2021

Occupation Title		2018 Employment	Avg Annual Openings	Median Annual Salary	Avg WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Agriculture, Food & Natural Resources	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	1,900	315	**	3	3	3
	Farmers, Ranchers, & Other Agricultural Managers	1,250	125	**	6	5	5
	Refuse & Recyclable Material Collectors	190	30	\$31,090	3	3	3
	Agricultural Equipment Operators	180	35	**	4	4	4
	Farm Equipment Mechanics & Service Technicians	140	15	\$44,731	3	3	4
	Pest Control Workers	110	15	\$45,371	4	4	4
	Supervisors of Farming, Fishing, & Forestry	90	15	**	4	5	5
	Hazardous Materials Removal Workers	**	15	\$42,939	3	4	4
Architecture & Construction	Landscaping & Groundskeeping Workers	1,020	140	\$22,782	3	3	4
	Construction Laborers	1,000	115	\$33,072	3	4	4
	Electricians	550	65	\$46,841	4	5	5
	Supervisors of Construction Trades & Extraction	510	55	\$55,624	4	5	4
	Heating, Air Conditioning, & Refrigeration Mechanics	500	55	\$40,178	4	4	4
	Carpenters	480	55	\$31,158	4	4	4
	Operating Engineers & Other Operators	390	50	\$34,432	3	4	4
	Construction Managers	270	20	\$85,368	5	6	5
	Highway Maintenance Workers	260	30	\$29,896	3	4	3
	Painters, Construction & Maintenance	230	25	\$46,414	3	4	4
	Electrical Power-Line Installers & Repairers	220	20	\$75,260	4	4	4
	Pipelayers	210	25	\$31,292	3	4	4
	Supervisors of Landscaping, Lawn Service, & Groundskeeping	170	20	\$39,422	5	5	4
	Millwrights	150	15	\$51,938	4	4	4
	Helpers--Installation, Maintenance, & Repair Workers	140	20	\$24,968	4	4	4
	Plumbers, Pipefitters, & Steamfitters	**	30	\$43,690	4	4	4
Business Management	General & Operations Managers	1,580	150	\$84,929	5	5	5
	Stock Clerks & Order Fillers	1,400	200	\$25,010	3	3	3
	Receptionists & Information Clerks	980	135	\$22,534	3	4	4
	Shipping, Receiving, & Traffic Clerks	580	55	\$31,999	3	4	4
	Industrial Production Managers	270	25	\$98,256	4	4	4
	Human Resources Specialists	270	30	\$51,633	4	4	4
	Management Analysts	210	25	\$69,384	4	4	4
Education & Training	Elementary School Teachers	1,760	135	\$50,284	4	6	5
	Secondary School Teachers	1,250	95	\$51,594	4	6	5
	Postsecondary Teachers	880	80	\$68,374	6	7	6
	Middle School Teachers	870	65	\$51,251	4	6	5
	Education Administrators, Elementary & Secondary	320	25	\$77,304	5	5	5
	Educational, Guidance, School, & Vocational Counselors	280	30	\$52,791	4	4	4

* Median Work Keys Scores represent employer identified skills & skill levels (by occupation) required by both current & prospective employees to be successful on the job. Work Keys Scores scale is from one (low skill requirement) to seven (high skill requirement). Source ACT, Inc. (<https://www.act.org>), ACT Job Profiling.

** Data Suppressed Due to Confidentiality.

Source: Alabama Department of Labor, LMI Division 2018-2028 projections in cooperation with the Projections Managing Partnership (PMP) and the U.S. Bureau of Labor Statistics.

*** Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

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Region 2 Demand Occupations ACCCP 2020-2021

Occupation Title		2018 Employment	Avg Annual Openings	Median Annual Salary	Avg WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Education & Training	Coaches & Scouts	190	30	\$30,201	4	4	4
	Self-Enrichment Education Teachers	190	25	\$57,446	4	4	5
	Librarians	150	15	\$54,311	4	5	4
	Kindergarten Teachers	**	15	**	4	6	5
Finance	Accountants & Auditors	700	70	\$58,329	5	4	5
	Insurance Sales Agents	280	25	\$42,893	4	5	5
	Financial Managers	200	20	\$94,462	5	5	5
	Loan Officers	180	20	\$46,995	4	5	4
	Securities, Commodities, & Financial Services Agents	150	15	\$46,871	4	4	4
Gov	Court, Municipal, & License Clerks	210	20	\$28,909	3	4	4
	Eligibility Interviewers, Government Programs	190	20	\$39,236	4	5	4
Health Science	Registered Nurses	3,060	190	\$58,868	5	5	4
	Nursing Assistants	1,770	210	\$23,136	3	4	4
	Licensed Practical & Licensed Vocational Nurses	970	80	\$39,221	4	4	4
	Medical Assistants	850	110	\$28,615	4	4	4
	Medical Secretaries	430	55	\$33,137	3	5	4
	Pharmacy Technicians	430	40	\$28,458	4	4	4
	Clinical Laboratory Technologists & Technicians	320	20	\$37,712	5	5	5
	Nurse Practitioners	300	25	\$99,248	6	5	4
	Medical & Health Services Managers	230	20	\$81,616	4	4	4
	Dental Assistants	210	25	\$35,905	3	4	4
	Dental Hygienists	190	15	\$49,006	3	4	4
	Physical Therapist Assistants	130	20	\$59,186	4	4	4
	Phlebotomists	120	15	\$29,566	3	4	4
Hospitality & Tourism	Supervisors of Food Prep & Serving	1,150	175	\$28,194	4	5	4
	Cooks, Restaurant	920	145	\$22,823	3	3	4
	Food Service Managers	250	30	\$51,476	3	4	4
	Supervisors of Housekeeping & Janitorial	180	20	\$36,829	4	4	4
Human Services	Clergy	380	45	\$51,276	4	5	5
	Child, Family, & School Social Workers	340	35	\$38,040	4	4	4
	Directors, Religious Activities & Education	270	35	**	4	5	4
	Supervisors of Personal Service	250	25	\$29,168	4	4	4
	Healthcare Social Workers	240	25	\$52,013	4	4	4
	Social & Human Service Assistants	210	30	\$24,015	4	4	4
	Fitness Trainers & Aerobics Instructors	180	35	\$34,275	4	4	4
	Substance Abuse, Behavioral, & Mental Counselors	150	20	\$39,926	3	5	4
Community Health Workers	120	15	\$24,175	4	4	4	

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Region 2 Demand Occupations ACCCP 2020-2021

Occupation Title		2018 Employment	Avg Annual Openings	Median Annual Salary	Avg WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
HS	Rehabilitation Counselors	**	25	\$52,205	3	5	4
IT	Computer User Support Specialists	230	20	\$49,779	4	4	4
Law, Public Safety	Police & Sheriff's Patrol Officers	790	60	\$38,378	3	4	4
	Security Guards	610	80	\$26,191	3	4	4
	Firefighters	360	25	\$32,438	4	4	4
	Emergency Medical Technicians & Paramedics	350	25	\$30,503	3	5	4
	Police, Fire, & Ambulance Dispatchers	200	20	\$29,576	3	4	4
Manufacturing	Team Assemblers & Fabricators	6,820	820	\$51,893	3	3	3
	Helpers--Production Workers	3,170	545	\$25,730	3	3	3
	Supervisors of Production & Operating	1,610	190	\$60,155	4	4	4
	Industrial Machinery Mechanics	920	100	\$47,212	4	4	4
	Molding, Coremaking, & Casting Machine Setters	890	105	\$32,357	3	3	4
	Maintenance & Repair Workers	850	85	\$33,037	4	4	4
	Welders, Cutters, Solderers, & Brazers	700	85	\$40,615	3	3	4
	Cabinetmakers & Bench Carpenters	660	70	\$28,461	4	4	4
	Machinists	580	65	\$44,416	4	4	4
	Supervisors of Mechanics, Installers, & Repairers	570	55	\$60,051	4	5	5
	Cutting, Punching, & Press Machine Setters	530	60	\$32,626	3	3	4
	Weighers, Measurers, Checkers, & Samplers	510	65	\$25,063	3	3	4
	Computer-Controlled Machine Tool Operators	460	50	\$37,621	4	4	4
	Woodworking Machine Setters	350	50	\$27,186	4	3	3
	Production, Planning, & Expediting Clerks	290	30	\$44,772	4	4	4
	Cutting & Slicing Machine Setters	260	35	\$38,545	3	3	4
	Coating, Painting, & Spraying Machine Setters	230	30	\$35,221	3	3	4
	Tool & Die Makers	230	25	\$59,227	4	4	4
	Packaging & Filling Machine Operators	220	25	\$28,374	3	3	4
	Metal-Refining Furnace Operators	210	25	\$32,646	3	3	4
	Meat, Poultry, & Fish Cutters & Trimmers	200	25	\$26,495	3	3	3
	Machine Feeders & Offbearers	160	25	\$25,455	3	4	4
	Mixing & Blending Machine Setters	160	20	\$37,050	3	4	4
	Maintenance Workers, Machinery	160	15	\$37,180	4	4	4
	Electrical & Electronics Repairers	150	15	\$51,892	4	5	4
	Electrical, Electronic, & Electromechanical Assemblers	110	15	\$44,746	3	3	4
	Butchers & Meat Cutters	100	15	\$25,486	4	4	4
	Food Cooking Machine Operators	80	15	\$24,745	3	4	4
	Painters, Transportation Equipment	**	15	\$35,221	3	3	3
	Furniture Finishers	**	15	\$25,117	3	3	3

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Occupation Title		2018 Employment	Avg Annual Openings	Median Annual Salary	Avg WorkKeys Scores		
					Applied Math	Workplace Documents	Graphic Literacy
Manu	Slaughterers & Meat Packers	**	65	**	3	3	3
	Extruding & Drawing Machine Setters	**	20	**	3	3	4
Marketing, Sales & Service	Supervisors of Retail Sales	1,810	205	\$34,161	4	4	4
	Sales Reps, Wholesale & Manufacturing, Except Tech	1,110	125	\$53,174	5	5	4
	Counter & Rental Clerks	320	40	\$25,762	4	3	4
	Real Estate Sales Agents	220	20	\$54,772	4	5	4
	Parts Salespersons	200	25	\$25,460	3	3	4
	Market Research Analysts & Marketing Specialists	180	25	\$47,803	4	4	4
	Sales Managers	130	15	\$98,081	4	5	5
STEM	Industrial Engineers	470	45	\$83,332	5	6	6
	Mechanical Engineers	350	30	\$74,301	6	6	6
Transportation, Distribution & Logistics	Laborers & Freight, Stock, & Material Movers	2,270	325	\$27,507	3	3	4
	Heavy & Tractor-Trailer Truck Drivers	2,210	265	\$38,589	3	4	4
	Light Truck or Delivery Services Drivers	1,190	140	\$31,668	3	3	3
	Industrial Truck & Tractor Operators	770	95	\$28,826	3	3	3
	Automotive Service Technicians & Mechanics	620	60	\$35,937	4	4	4
	Mobile Heavy Equipment Mechanics	600	60	\$48,813	3	3	3
	Supervisors of Transportation & Material Moving	490	55	\$43,803	4	4	4
	Cleaners of Vehicles & Equipment	470	75	\$23,057	3	4	3
	Bus & Truck Mechanics & Diesel Engine Specialists	310	30	\$37,452	3	4	4
	Billing & Posting Clerks	270	30	\$30,569	4	4	4
	Automotive Body & Related Repairers	160	15	\$34,611	3	4	3
	Tire Repairers & Changers	120	15	\$22,636	3	3	4
	Electrical & Electronics Installers & Repairers	**	15	**	3	3	5
	Automotive & Watercraft Service Attendants	**	20	**	3	3	3

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The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Commission on College and Career Pathways (ACCCP).

25 Fastest Growing - Region 2
ACCCP 2020-2021
Demand Occupations Summary Tables

Career Cluster	Occupation Title	Average Annual Growth Rate	Average Annual Openings
AgFood&NR	Hazardous Materials Removal Workers	1.34%	15
AgFood&NR	Agricultural Equipment Operators	1.09%	35
AgFood&NR	Farm Equipment Mechanics & Service Technicians	0.92%	15
Business	Industrial Production Managers	1.21%	25
Business	Management Analysts	0.89%	25
Finance	Financial Managers	1.67%	20
Health	Physical Therapist Assistants	2.11%	20
Health	Nurse Practitioners	1.98%	25
Health	Phlebotomists	1.32%	15
Health	Medical Assistants	1.28%	110
Health	Medical Secretaries	0.92%	55
Health	Medical & Health Services Managers	0.87%	20
Hospitality	Cooks, Restaurant	0.95%	145
HumSvcs	Community Health Workers	1.35%	15
HumSvcs	Fitness Trainers & Aerobics Instructors	1.34%	35
HumSvcs	Substance Abuse, Behavioral, & Mental Counselors	1.28%	20
HumSvcs	Social & Human Service Assistants	1.21%	30
Manuf	Helpers--Production Workers	1.30%	545
Manuf	Industrial Machinery Mechanics	1.21%	100
Manuf	Supervisors of Production & Operating	1.05%	190
Manuf	Painters, Transportation Equipment	0.96%	15
Mark&Sls	Market Research Analysts & Marketing Specialists	1.62%	25
STEM	Industrial Engineers	1.89%	45
STEM	Mechanical Engineers	1.74%	30
TransDistrLog	Electrical & Electronics Installers & Repairers	1.97%	15

Alabama Department of Labor, Labor Market Information Division 2018-2028 projections in cooperation with the U.S. Bureau of Labor Statistics.

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25 Highest Demand - Region 2
ACCCP 2020-2021
Demand Occupations Summary Tables

Career Cluster	Occupation Title	2019 Online Job Ads	Annual Median Wage
Arch&Const	Construction Laborers	45	\$33,072
Arch&Const	Electricians	29	\$46,841
Business	General & Operations Managers	64	\$84,929
Business	Industrial Production Managers	24	\$98,256
Business	Stock Clerks & Order Fillers	220	\$25,010
Education	Postsecondary Teachers	21	\$68,374
Finance	Accountants & Auditors	42	\$58,329
Health	Licensed Practical & Licensed Vocational Nurses	86	\$39,221
Health	Medical & Health Services Managers	48	\$81,616
Health	Nurse Practitioners	19	\$99,248
Health	Physical Therapist Assistants	54	\$59,186
Health	Registered Nurses	592	\$58,868
Hospitality	Food Service Managers	48	\$51,476
Manuf	Industrial Machinery Mechanics	42	\$47,212
Manuf	Machinists	38	\$44,416
Manuf	Maintenance & Repair Workers	186	\$33,037
Manuf	Team Assemblers & Fabricators	23	\$51,893
Manuf	Welders, Cutters, Solderers, & Brazers	27	\$40,615
Marketing	Sales Reps, Wholesale & Manufacturing, Except Tech	63	\$53,174
STEM	Industrial Engineers	142	\$83,332
STEM	Mechanical Engineers	24	\$74,301
TransDistrLog	Automotive Service Technicians & Mechanics	52	\$35,937
TransDistrLog	Heavy & Tractor-Trailer Truck Drivers	624	\$38,589
TransDistrLog	Laborers & Freight, Stock, & Material Movers	67	\$27,507
TransDistrLog	Light Truck or Delivery Services Drivers	102	\$31,668

Alabama Department of Labor, Labor Market Information Division in cooperation with the U.S. Bureau of Labor Statistics. Top 25 lists calculated with Average Annual Openings, HWOL online job ads, and ADOL OES Median Wage Data. Wages now reflect Median Annual Salary versus previous publication releases using Average (Mean) Annual Salary.

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25 Highest Demand Less than Bachelor - Region 2

ACCCP 2020-2021

Demand Occupations Summary Tables

Career Cluster	Occupation Title	2019 Online Job Ads	Annual Median Wage
Arch&Const	Construction Laborers	45	\$33,072
Arch&Const	Electricians	29	\$46,841
Business	Stock Clerks & Order Fillers	220	\$25,010
Finance	Insurance Sales Agents	118	\$42,893
Health	Licensed Practical & Licensed Vocational Nurses	86	\$39,221
Health	Medical Assistants	41	\$28,615
Health	Medical Secretaries	46	\$33,137
Health	Nursing Assistants	119	\$23,136
Health	Physical Therapist Assistants	54	\$59,186
Hospitality	Food Service Managers	48	\$51,476
IT	Computer User Support Specialists	66	\$49,779
LawPubSfty	Security Guards	75	\$26,191
Manuf	Computer-Controlled Machine Tool Operators	35	\$37,621
Manuf	Industrial Machinery Mechanics	42	\$47,212
Manuf	Machinists	38	\$44,416
Manuf	Maintenance & Repair Workers	186	\$33,037
Manuf	Team Assemblers & Fabricators	23	\$51,893
Manuf	Welders, Cutters, Solderers, & Brazers	27	\$40,615
Mark&Sls	Sales Reps, Wholesale & Manufacturing, Except Tech	63	\$53,174
TransDistrLog	Automotive Service Technicians & Mechanics	52	\$35,937
TransDistrLog	Bus & Truck Mechanics & Diesel Engine Specialists	51	\$37,452
TransDistrLog	Heavy & Tractor-Trailer Truck Drivers	624	\$38,589
TransDistrLog	Laborers & Freight, Stock, & Material Movers	67	\$27,507
TransDistrLog	Light Truck or Delivery Services Drivers	102	\$31,668
TransDistrLog	Mobile Heavy Equipment Mechanics	11	\$48,813

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