



2026 Workforce Summary

Huntsville, Alabama Workforce Region

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Demographic Profile

The population in the Huntsville, AL Workforce Region (16-counties) was 1,321,623 per American Community Survey data for 2019-2023.

The region has a civilian labor force of 629,063 with a participation rate of 59.3%. Of individuals 25 to 64 in the Huntsville, AL Workforce Region (16-counties), 29.5% have a bachelor's degree or higher which compares with 36.5% in the nation.

The median household income in the Huntsville, AL Workforce Region (16-counties) is \$68,223 and the median house value is \$207,108.

Summary¹

	Percent			Value		
	Huntsville, AL Workforce Region (16-counties)	Alabama	USA	Huntsville, AL Workforce Region (16-counties)	Alabama	USA
Demographics						
Population (ACS)	—	—	—	1,321,623	5,054,253	332,387,540
Male	49.3%	48.5%	49.5%	651,384	2,453,419	164,545,087
Female	50.7%	51.5%	50.5%	670,239	2,600,834	167,842,453
Median Age ²	—	—	—	40.2	39.3	38.7
Under 18 Years	22.2%	22.3%	22.2%	293,151	1,128,001	73,645,238
18 to 24 Years	8.8%	9.5%	9.1%	116,781	477,950	30,307,641
25 to 34 Years	12.6%	12.9%	13.7%	166,999	651,337	45,497,632
35 to 44 Years	12.2%	12.4%	13.1%	161,878	624,497	43,492,887
45 to 54 Years	12.6%	12.3%	12.3%	166,401	621,040	40,847,713
55 to 64 Years	13.9%	13.2%	12.8%	183,091	667,218	42,626,382
65 to 74 Years	10.4%	10.5%	10.0%	138,108	532,135	33,293,127
75 Years and Over	7.2%	7.0%	6.8%	95,214	352,075	22,676,920
Race: White	76.8%	65.4%	63.4%	1,014,813	3,303,370	210,875,446
Race: Black or African American	12.4%	26.1%	12.4%	163,317	1,318,507	41,070,890
Race: American Indian and Alaska Native	0.7%	0.4%	0.9%	9,863	22,491	2,924,996
Race: Asian	1.2%	1.4%	5.8%	16,169	71,969	19,352,659
Race: Native Hawaiian and Other Pacific Islander	0.1%	0.1%	0.2%	998	2,564	629,292
Race: Some Other Race	3.1%	2.1%	6.6%	41,186	107,302	21,940,536
Race: Two or More Races	5.7%	4.5%	10.7%	75,277	228,050	35,593,721
Hispanic or Latino (of any race)	7.5%	5.4%	19.0%	98,722	271,640	63,131,589
Population Growth						
Population (Pop Estimates) ⁴	—	—	—	1,377,822	5,157,699	340,110,988
Population Annual Average Growth ⁴	1.1%	0.6%	0.7%	14,834	31,396	2,172,466
People per Square Mile ⁴	—	—	—	127.9	101.8	96.3
Economic						
Labor Force Participation Rate and Size (civilian population 16 years and over)	59.3%	58.0%	63.3%	629,063	2,342,761	168,567,852
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	79.5%	78.5%	83.0%	393,063	1,478,952	107,055,165
Work from Home	8.3%	7.8%	13.5%	49,325	171,143	21,267,373
Armed Forces Labor Force	0.1%	0.4%	0.5%	1,288	15,906	1,287,774
Veterans, Age 18-64	6.2%	5.5%	4.2%	49,188	167,087	8,410,268
Veterans Labor Force Participation Rate and Size, Age 18-64	76.7%	72.1%	77.0%	37,741	120,497	6,478,181
Median Household Income ²	—	—	—	\$68,223	\$62,027	\$78,538
Per Capita Income	—	—	—	\$36,579	\$34,835	\$43,289

Summary¹

	Percent			Value		
	Huntsville, AL Workforce Region (16- counties)	Alabama	USA	Huntsville, AL Workforce Region (16- counties)	Alabama	USA
Mean Commute Time (minutes)	—	—	—	24.8	25.4	26.6
Commute via Public Transportation	0.1%	0.3%	3.5%	820	7,014	5,528,841
Educational Attainment, Age 25-64						
No High School Diploma	11.9%	11.1%	10.0%	80,682	284,337	17,176,172
High School Graduate	28.2%	29.1%	25.0%	191,202	747,172	43,057,491
Some College, No Degree	20.8%	21.3%	19.3%	141,272	547,288	33,315,654
Associate's Degree	9.6%	9.7%	9.2%	65,006	248,642	15,894,085
Bachelor's Degree	18.5%	17.9%	22.8%	125,604	460,226	39,256,774
Postgraduate Degree	11.0%	10.8%	13.8%	74,603	276,427	23,764,438
Housing						
Total Housing Units	—	—	—	587,764	2,316,192	142,332,876
Median House Value (of owner-occupied units) ^{2,5}	—	—	—	\$207,108	\$195,100	\$303,400
Homeowner Vacancy	0.8%	1.1%	1.0%	2,949	16,037	850,724
Rental Vacancy	4.9%	7.5%	5.5%	7,411	48,861	2,605,688
Renter-Occupied Housing Units (% of Occupied Units)	27.3%	30.1%	35.0%	142,012	592,043	44,590,828
Owner-Occupied Housing Units (% of Occupied Units)	72.7%	69.9%	65.0%	378,198	1,377,062	82,892,037
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	4.2%	5.4%	8.3%	21,805	106,155	10,602,826
Social						
Poverty Level (of all people)	13.5%	15.6%	12.4%	174,034	768,185	40,390,045
Households Receiving Food Stamps/SNAP	10.9%	13.6%	11.8%	56,932	267,155	15,004,950
Enrolled in Grade 12 (% of total population)	1.3%	1.3%	1.3%	16,834	64,692	4,405,676
Disconnected Youth ³	2.5%	2.6%	2.4%	1,685	7,051	420,352
Children in Single Parent Families (% of all children)	33.0%	38.3%	34.0%	90,279	399,740	23,701,745
Uninsured	9.6%	9.4%	8.6%	124,551	467,422	28,000,876
With a Disability, Age 18-64	14.2%	14.2%	10.7%	111,197	424,491	21,269,700
With a Disability, Age 18-64, Labor Force Participation Rate and Size	41.1%	39.1%	47.0%	45,737	166,062	10,001,264
Foreign Born	4.5%	3.8%	13.9%	59,286	192,039	46,108,901
Speak English Less Than Very Well (population 5 yrs and over)	3.0%	2.4%	8.4%	37,821	112,280	26,299,012

Source: [JobsEQ®](https://www.chmuraecon.com/jobseq)

1. American Community Survey 2019-2023, unless noted otherwise

2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

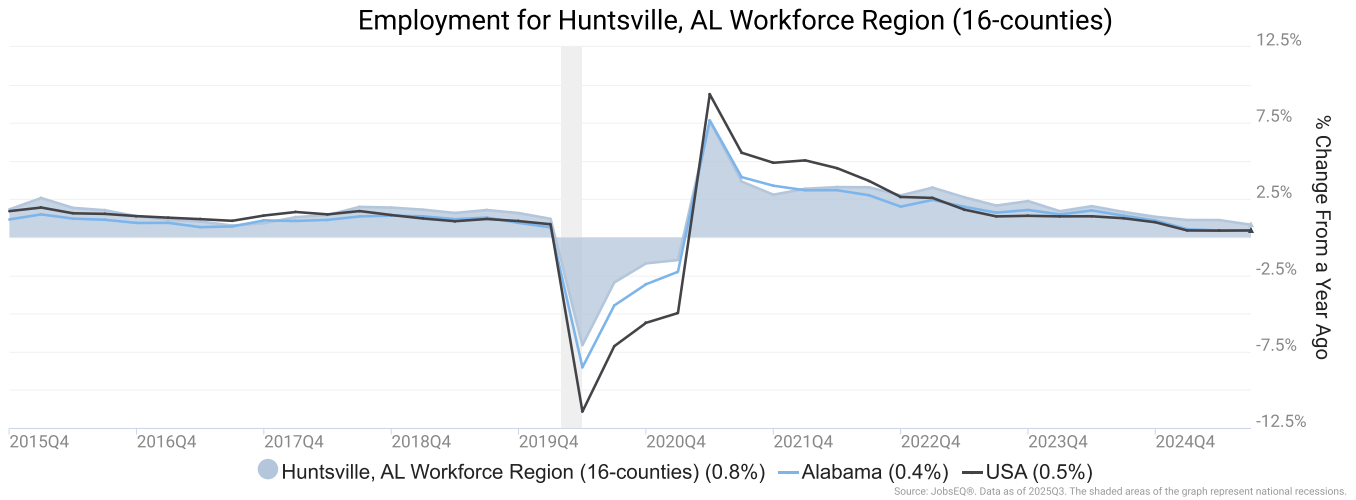
3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

4. Census Population Estimate for 2024, annual average growth rate since 2014.

5. The Census's method for calculating median house values changed with the 2022 data set, so pre-2022 values are not directly comparable with later data.

Employment Trends

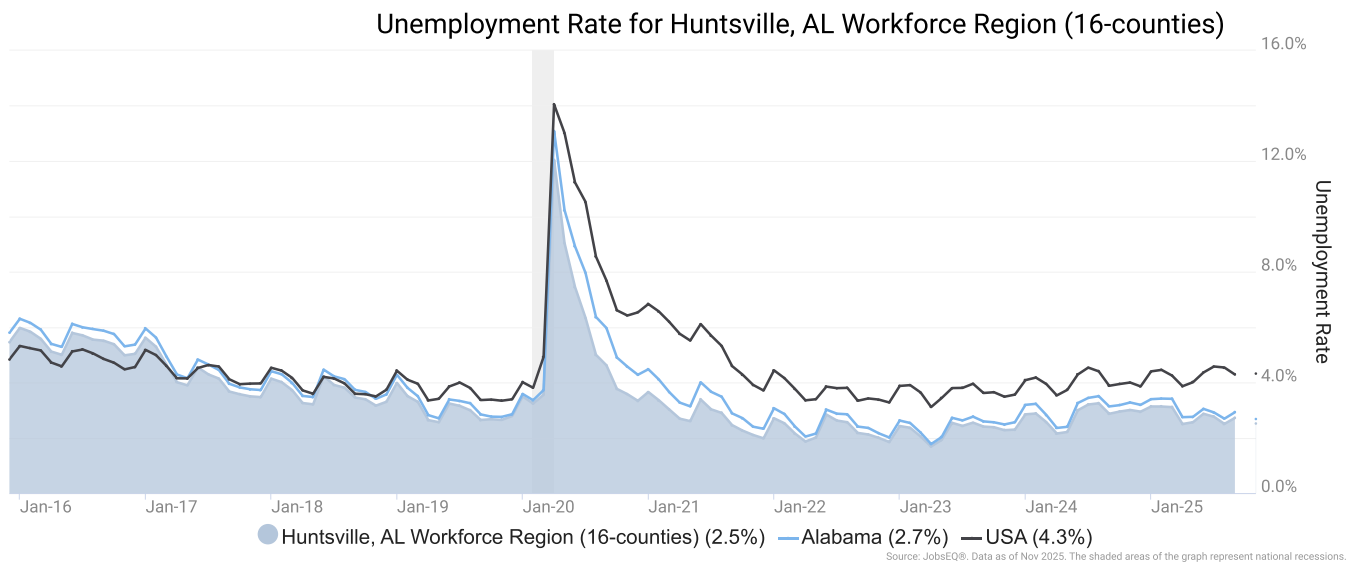
As of 2025Q3, total employment for the Huntsville, AL Workforce Region (16-counties) was 601,221 (based on a four-quarter moving average). Over the year ending 2025Q3, employment increased 0.8% in the region.



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2025Q4 with preliminary estimates updated to 2025Q3.

Unemployment Rate

The unemployment rate for the Huntsville, AL Workforce Region (16-counties) was 2.5% as of November 2025. The regional unemployment rate was lower than the national rate of 4.3%. One year earlier, in November 2024, the unemployment rate in the Huntsville, AL Workforce Region (16-counties) was 3.0%.

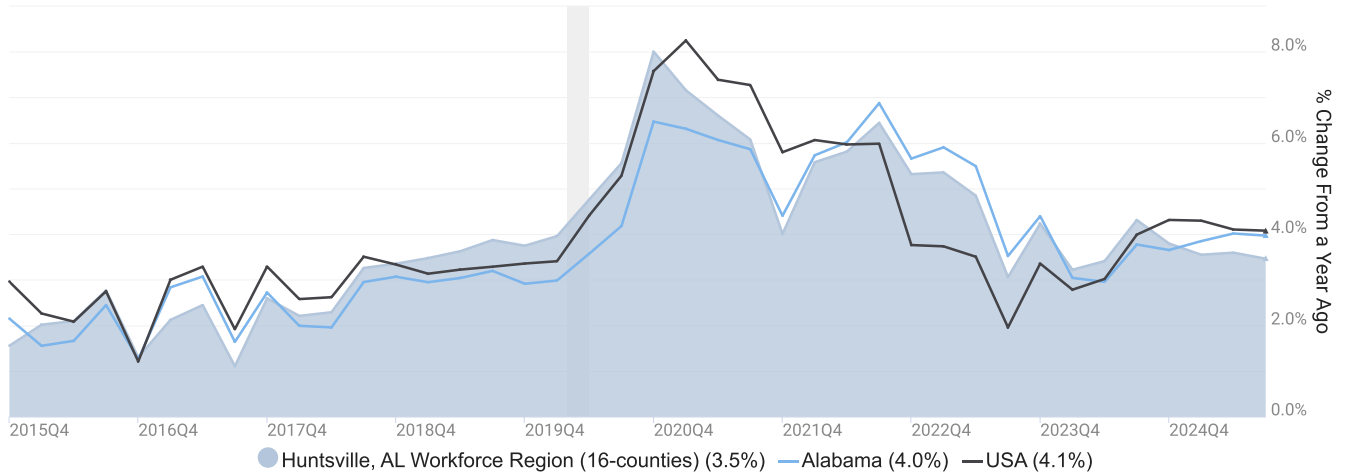


Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through November 2025.

Wage Trends

The average worker in the Huntsville, AL Workforce Region (16-counties) earned annual wages of \$63,011 as of 2025Q3. Average annual wages per worker increased 3.5% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$75,653 in the nation as of 2025Q3.

Average Annual Wages for Huntsville, AL Workforce Region (16-counties)



Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2025Q2 with preliminary estimates updated to 2025Q3.

Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 13.7% lower in Huntsville, AL Workforce Region (16-counties) than the U.S. average.

Cost of Living Information

	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Huntsville, AL Workforce Region (16-counties)	\$63,011	86.3	\$73,021
Alabama	\$62,016	88.8	\$69,808
USA	\$75,653	100.0	\$75,653

Source: [JobsEQ®](#)

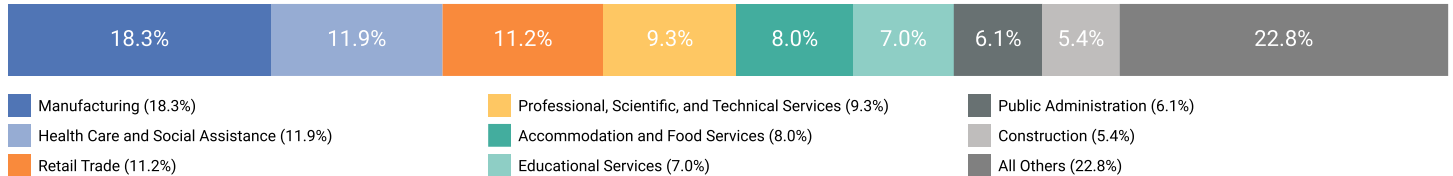
Data as of 2025Q3

Cost of Living per [COLI](#), data as of 2025Q3, imputed by Chmura where necessary.

Industry Snapshot

The largest sector in the Huntsville, AL Workforce Region (16-counties) is Manufacturing, employing 109,944 workers. The next-largest sectors in the region are Health Care and Social Assistance (71,358 workers) and Retail Trade (67,195). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Manufacturing (LQ = 2.36), Utilities (1.81), and Agriculture, Forestry, Fishing and Hunting (1.34).

Total Workers for Huntsville, AL Workforce Region (16-counties) by Industry



Source: JobsEQ®
 Data as of 2025Q3
 Note: Figures may not sum due to rounding.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2025Q2 with preliminary estimates updated to 2025Q3.

Sectors in the Huntsville, AL Workforce Region (16-counties) with the highest average wages per worker are Professional, Scientific, and Technical Services (\$114,770), Utilities (\$113,984), and Management of Companies and Enterprises (\$106,930). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Manufacturing (+12,933 jobs), Health Care and Social Assistance (+9,315), and Accommodation and Food Services (+7,224).

Over the next 5 years, employment in the Huntsville, AL Workforce Region (16-counties) is projected to expand by 28,460 jobs. The fastest growing sector in the region is expected to be Professional, Scientific, and Technical Services with a +1.6% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Professional, Scientific, and Technical Services (+4,700 jobs), Health Care and Social Assistance (+4,689), and Manufacturing (+2,869).

Huntsville, AL Workforce Region (16-counties), 2025Q3¹

NAICS	Industry	Current			5-Year History		5-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
31	Manufacturing	109,944	\$72,409	2.36	12,933	2.5%	57,776	22,176	32,731	2,869	0.5%
62	Health Care and Social Assistance	71,358	\$61,672	0.77	9,315	2.8%	40,961	18,100	18,172	4,689	1.3%
44	Retail Trade	67,195	\$37,513	1.16	5,406	1.7%	47,824	20,867	24,902	2,055	0.6%
54	Professional, Scientific, and Technical Services	55,818	\$114,770	1.28	7,059	2.7%	27,481	9,157	13,624	4,700	1.6%
72	Accommodation and Food Services	48,339	\$22,654	0.93	7,224	3.3%	45,302	18,995	23,751	2,555	1.0%
61	Educational Services	42,282	\$49,998	0.87	4,900	2.5%	21,933	9,784	10,444	1,704	0.8%
92	Public Administration	36,821	\$89,507	1.29	2,612	1.5%	18,141	7,230	9,671	1,241	0.7%
23	Construction	32,321	\$68,436	0.90	3,356	2.2%	15,714	5,505	8,181	2,027	1.2%
56	Administrative and Support and Waste Management and Remediation Services	28,001	\$42,164	0.78	-2,468	-1.7%	17,147	6,904	9,034	1,209	0.8%
81	Other Services (except Public Administration)	22,972	\$37,057	0.90	1,425	1.3%	14,324	5,805	7,349	1,170	1.0%
48	Transportation and Warehousing	19,222	\$59,787	0.63	2,724	3.1%	11,394	4,629	5,781	984	1.0%
42	Wholesale Trade	16,281	\$76,186	0.73	2,370	3.2%	8,891	3,326	4,779	786	0.9%
52	Finance and Insurance	12,581	\$80,146	0.53	394	0.6%	5,778	2,187	3,000	592	0.9%
11	Agriculture, Forestry, Fishing and Hunting	9,580	\$49,979	1.34	-410	-0.8%	5,908	2,958	2,791	159	0.3%
53	Real Estate and Rental and Leasing	7,425	\$58,024	0.71	1,327	4.0%	4,020	1,726	1,893	401	1.1%
71	Arts, Entertainment, and Recreation	7,385	\$25,707	0.58	1,810	5.8%	6,023	2,327	3,142	554	1.5%
22	Utilities	5,705	\$113,984	1.81	241	0.9%	2,805	993	1,527	284	1.0%
51	Information	4,679	\$86,001	0.41	284	1.3%	2,213	776	1,215	222	0.9%
55	Management of Companies and Enterprises	2,485	\$106,930	0.26	214	1.8%	1,178	423	616	139	1.1%
21	Mining, Quarrying, and Oil and Gas Extraction	758	\$75,910	0.36	85	2.4%	363	127	216	20	0.5%
99	Unclassified	68	\$35,637	0.07	68	n/a	39	17	21	2	0.5%
Total - All Industries		601,221	\$63,011	1.00	60,871	2.2%	356,345	145,966	181,919	28,460	0.9%

Source: [JobsEQ®](#)

Data as of 2025Q3

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2025Q2 with preliminary estimates updated to 2025Q3. Forecast employment growth uses national projections adapted for regional growth patterns.

Occupation Snapshot

The largest major occupation group in the Huntsville, AL Workforce Region (16-counties) is Production Occupations, employing 71,707 workers. The next-largest occupation groups in the region are Office and Administrative Support Occupations (57,705 workers) and Sales and Related Occupations (53,429). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Architecture and Engineering Occupations (LQ = 2.49), Production Occupations (2.24), and Installation, Maintenance, and Repair Occupations (1.29).

Occupation groups in the Huntsville, AL Workforce Region (16-counties) with the highest average wages per worker are Management Occupations (\$121,700), Architecture and Engineering Occupations (\$114,900), and Computer and Mathematical Occupations (\$110,500). The unemployment rate in the region varied among the major groups from 0.9% among Legal Occupations to 5.7% among Farming, Fishing, and Forestry Occupations.

Over the next 5 years, the fastest growing occupation group in the Huntsville, AL Workforce Region (16-counties) is expected to be Computer and Mathematical Occupations with a +1.8% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Transportation and Material Moving Occupations (+2,839 jobs) and Management Occupations (+2,452). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Food Preparation and Serving Related Occupations (43,776 jobs) and Production Occupations (39,190).

Huntsville, AL Workforce Region (16-counties), 2025Q3¹

SOC	Occupation	Current					5-Year History			5-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
51-0000	Production	71,707	\$47,800	2.24	2,621	3.6%	1,044	6,669	2.0%	40,530	15,665	23,525	1,340	0.4%
43-0000	Office and Administrative Support	57,705	\$45,100	0.85	1,482	2.3%	1,274	1,661	0.6%	32,633	15,219	16,517	897	0.3%
41-0000	Sales and Related	53,429	\$46,100	1.03	2,092	3.6%	3,224	2,836	1.1%	36,916	16,551	19,189	1,175	0.4%
53-0000	Transportation and Material Moving	52,884	\$43,800	1.03	2,567	4.3%	1,945	6,354	2.6%	37,006	14,839	19,328	2,839	1.1%
35-0000	Food Preparation and Serving Related	46,802	\$29,600	0.95	2,413	4.7%	2,669	6,412	3.0%	46,092	19,467	24,309	2,317	1.0%
11-0000	Management	40,443	\$121,700	0.86	542	1.3%	2,180	5,951	3.2%	19,060	6,743	9,866	2,452	1.2%
29-0000	Healthcare Practitioners and Technical	34,110	\$88,500	0.94	349	1.0%	3,714	4,585	2.9%	12,120	5,253	4,608	2,259	1.3%
13-0000	Business and Financial Operations	30,123	\$90,200	0.77	608	1.8%	1,539	4,805	3.5%	14,150	4,833	7,478	1,839	1.2%
49-0000	Installation, Maintenance, and Repair	29,755	\$61,000	1.29	683	2.2%	1,293	4,008	2.9%	15,210	5,732	7,648	1,830	1.2%
25-0000	Educational Instruction and Library	27,329	\$53,900	0.83	492	1.7%	505	3,032	2.4%	13,657	6,196	6,250	1,211	0.9%
47-0000	Construction and Extraction	26,470	\$52,200	0.97	1,225	4.0%	387	2,327	1.9%	12,655	4,452	6,582	1,621	1.2%
17-0000	Architecture and Engineering	23,523	\$114,900	2.49	283	1.2%	1,424	2,232	2.0%	9,219	3,075	4,628	1,516	1.3%
31-0000	Healthcare Support	21,311	\$34,200	0.73	594	2.6%	1,018	2,609	2.6%	17,424	7,820	7,946	1,658	1.5%
15-0000	Computer and Mathematical	18,341	\$110,500	0.96	388	1.9%	2,424	1,667	1.9%	6,958	2,008	3,208	1,742	1.8%
37-0000	Building and Grounds Cleaning and Maintenance	17,946	\$35,200	0.91	758	3.8%	585	1,360	1.6%	13,377	5,828	6,692	857	0.9%
39-0000	Personal Care and Service	12,142	\$32,300	0.78	487	3.8%	338	1,784	3.2%	11,398	4,370	6,292	736	1.2%
33-0000	Protective Service	10,703	\$52,500	0.81	286	2.5%	385	934	1.8%	6,031	2,223	3,409	399	0.7%

Huntsville, AL Workforce Region (16-counties), 2025Q3¹

SOC	Occupation	Current						5-Year History		5-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
21-0000	Community and Social Service	8,460	\$56,400	0.74	140	1.6%	433	406	1.0%	4,508	1,855	2,118	534	1.2%
27-0000	Arts, Design, Entertainment, Sports, and Media	7,084	\$57,300	0.67	194	2.6%	342	612	1.8%	3,800	1,496	1,950	354	1.0%
19-0000	Life, Physical, and Social Science	5,283	\$90,000	0.95	113	2.0%	225	549	2.2%	2,670	546	1,782	343	1.3%
45-0000	Farming, Fishing, and Forestry	2,949	\$40,800	0.86	182	5.7%	25	29	0.2%	2,224	989	1,179	56	0.4%
23-0000	Legal	2,721	\$100,000	0.54	27	0.9%	34	51	0.4%	959	330	507	122	0.9%
Total - All Occupations		601,221	\$60,400	1.00	18,524	2.9%	27,009	60,871	2.2%	358,720	145,488	185,011	28,220	0.9%

Source: [JobsEQ®](#)

Data as of 2025Q3 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data represent the average for all Covered Employment

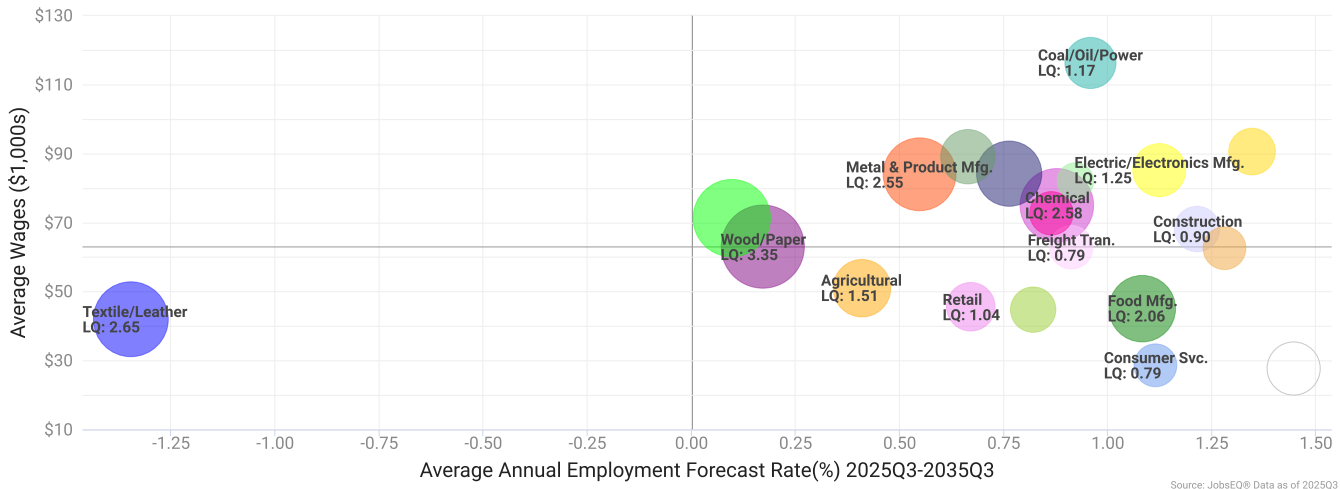
3. Data represent found online ads active within the last thirty days in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.

Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2025Q2, imputed where necessary with preliminary estimates updated to 2025Q3. Wages by occupation are as of 2025 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in the Huntsville, AL Workforce Region (16-counties) with the highest relative concentration is Wood/Paper with a location quotient of 3.35. This cluster employs 14,437 workers in the region with an average wage of \$63,019. Employment in the Wood/Paper cluster is projected to expand in the region about 0.2% per year over the next ten years.

Industry Clusters for Huntsville, AL Workforce Region (16-counties) as of 2025

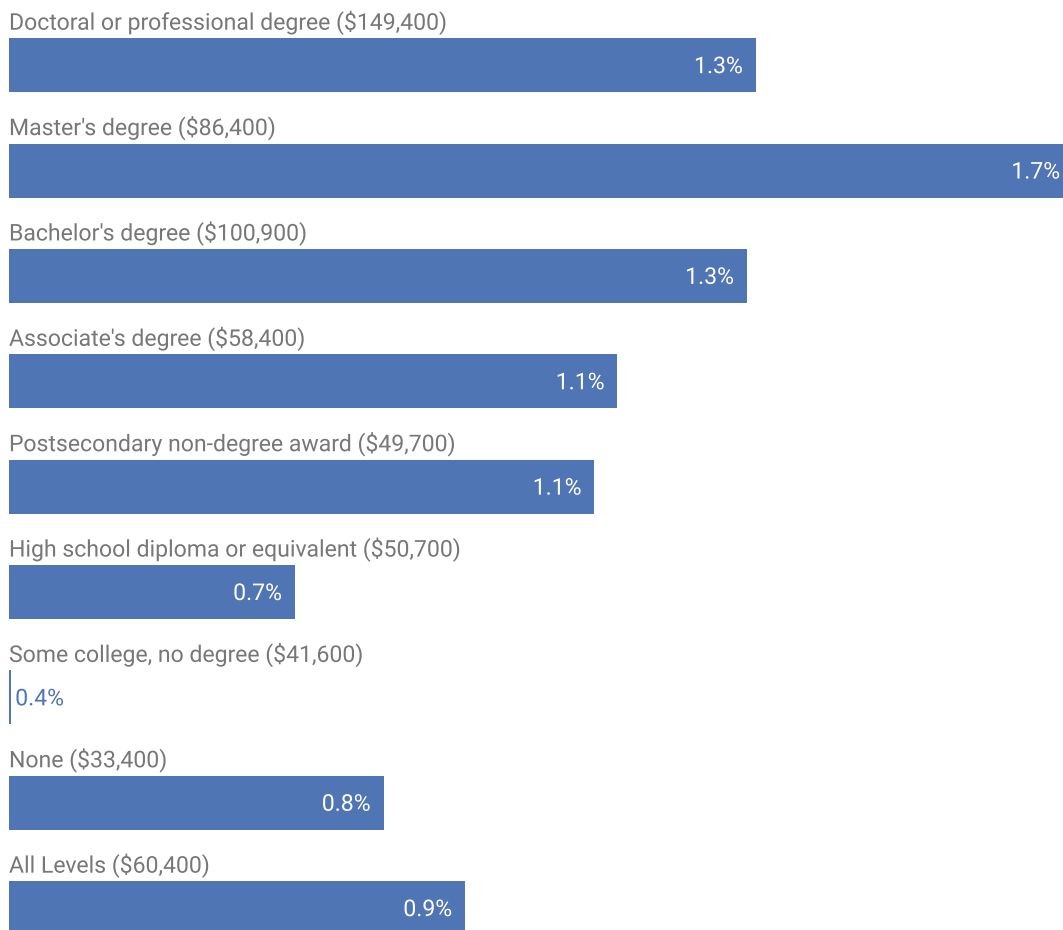


Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2025Q2 with preliminary estimates updated to 2025Q3. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in the Huntsville, AL Workforce Region (16-counties) is projected to grow 0.9% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 1.3% per year, those requiring a bachelor's degree are forecast to grow 1.3% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 1.1% per year.

Annual Average Projected Job Growth by Education Levels

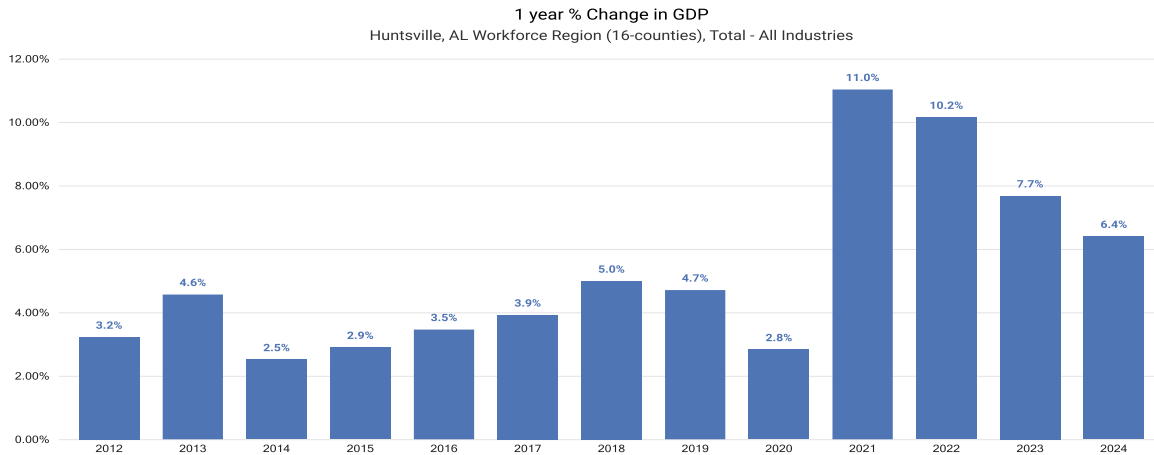


Source: JobsEQ®
Data as of 2025Q3

Employment by occupation data are estimates as of 2025Q3. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2024, nominal GDP in the Huntsville, AL Workforce Region (16-counties) expanded 6.4%. This follows growth of 7.7% in 2023. As of 2024, total GDP in the Huntsville, AL Workforce Region (16-counties) was \$80,469,817,000.



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2024.

Of the sectors in the Huntsville, AL Workforce Region (16-counties), Manufacturing contributed the largest portion of GDP in 2024, \$18,003,686,000. The next-largest contributions came from Professional, Scientific, and Technical Services (\$9,026,742,000); Real Estate and Rental and Leasing (\$7,756,359,000); and Health Care and Social Assistance (\$6,713,376,000).

GDP (in \$ millions)

Huntsville, AL Workforce Region (16-counties), 2024

Manufacturing (31)



Professional, Scientific, and Technical Services (54)



Real Estate and Rental and Leasing (53)



Health Care and Social Assistance (62)



Retail Trade (44)



Public Administration (92)



Construction (23)



Educational Services (61)



Wholesale Trade (42)

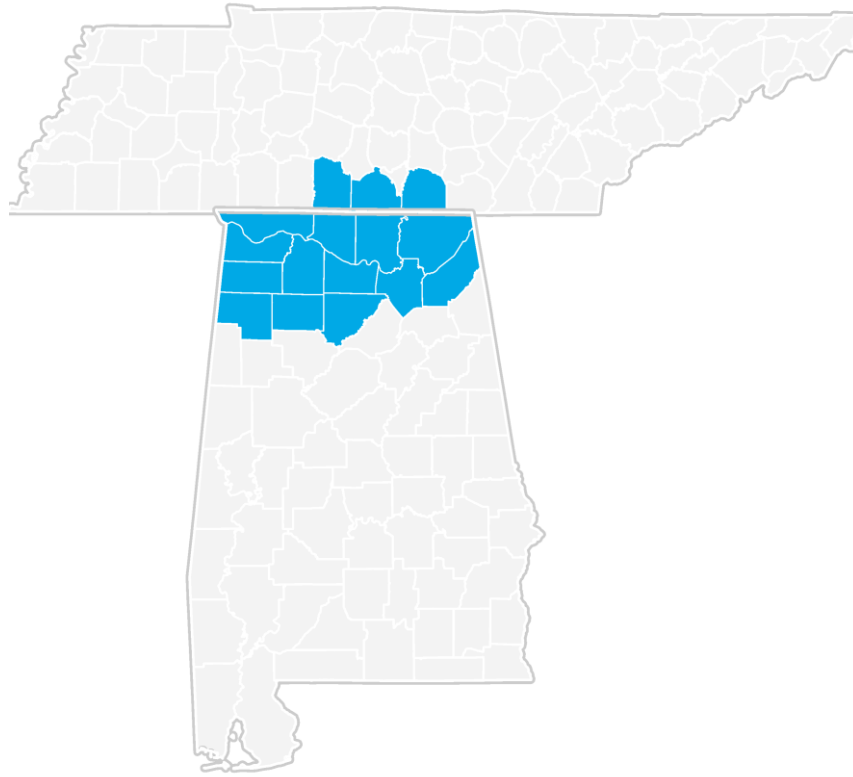


Finance and Insurance (52)



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2024.

Huntsville, AL Workforce Region (16-counties) Regional Map



Region Definition

Huntsville, AL Workforce Region (16-counties) is defined as the following counties:

Colbert County, Alabama

Cullman County, Alabama

DeKalb County, Alabama

Franklin County, Alabama

Jackson County, Alabama

Lauderdale County, Alabama

Lawrence County, Alabama

Limestone County, Alabama

Madison County, Alabama

Marion County, Alabama

Marshall County, Alabama

Morgan County, Alabama

Winston County, Alabama

Franklin County, Tennessee

Giles County, Tennessee

Lincoln County, Tennessee

FAQ

What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a competitive advantage in that cluster.

What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 804 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 22 major groups, 95 minor groups, and 452 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

About This Report

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