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Many Paths. One Alabama.

Alabama's Unified Workforce Engine.

Fall 2025

The Workforce Alabama logo consists of a stylized 'W' made of two overlapping 'X' shapes, positioned above the words 'Workforce' and 'Alabama' stacked vertically.

Workforce
Alabama



WHY WORKFORCE MATTERS

WHAT IS THE 100 MILLION DOLLAR
QUESTION?



WHAT ALABAMA HAS DONE

- Alabama has positioned herself to be a leader in economic & workforce development through legislative efforts in two phases over a ten-year window with public/private partnerships.
- **Phase 1**
 - Jobs Act
 - AIM Act
 - Rebuild Alabama
 - Broadband Internet Package
 - The Game Plan
- **Phase 2**
 - Innovate Alabama
 - Working For Alabama
 - SEEDS Act



ALABAMA WORKFORCE TRANSFORMATION ACT

The Alabama Workforce Transformation Act (Senate Bill 247, 2024) streamlines Alabama's workforce efforts by creating the new Alabama Department of Workforce, merging 4 agency components together led by a Secretary of Workforce: former Alabama Department of Labor, the Workforce Development Division at the Alabama Department of Commerce, Abandoned Mine Lands and Mine Safety under the US Department of the Interior, and the educational and training components of the Alabama Industrial Development Training program (AIDT).

Key Components & Goals:

- *Unified Department:* Rebrands the Alabama Department of Labor to the Alabama Department of Workforce (ADOW) to consolidate fragmented programs.
- *Strategic Alignment:* Aligns education, economic development, and job training under one roof for seamless career paths.
- *Technology & Data:* Leverages real-time labor analytics, digital matching, and virtual training to connect people with jobs.
- *Alabama Workforce Board:* Establishes a state board and regional boards for oversight, funding coordination, and accountability.
- *Increased Participation:* Aims to raise labor force participation and attract new jobs by ensuring workers have necessary skills.
- *Simplified Access:* Creates clearer pathways for job seekers (including veterans, youth) to training, skills development, and employment.



WHERE ALABAMA IS GOING

3 Primary Areas of Focus

1. Education and Training
2. Awareness
3. Consolidation



Alabama's unemployment rate (2.9%) was lower than the US unemployment rate (4.3%) during the August 2025 preliminary period.



During 2025, Alabama's civilian labor force peaked at 2,386,087.



Over 24,300 people joined the civilian labor force in the past year.

During 2025, Alabama's employment level (count of people) peaked at 2,311,260.



Nearly 80.0% of Alabama's prime-age workers are in the civilian labor force.



Regional Labor Force Participation Rate Map.

During 2025, Alabama's nonagricultural employment peaked at 2,219,500.



Nonagricultural Employment during August 2025 Preliminary.

EDUCATION & TRAINING

- Purpose – Many Alabamians are underemployed, not WIOA-eligible, or simply not working. Alabama has over 500,000 adults with some college but no degree. Targeted outreach and support could unlock a massive talent pool for employers
- Solution – Develop and/or scale programs that help key populations develop skills for in-demand jobs and that remove barriers for accessing a job.
- Items we have already Done & Plans for the Future
 - *Access to Training* – Programs that pay for training or provide wrap around support for that allow people to navigate barriers while completing training and job placement.
 - *Removing Barriers* – Programs that support forgotten populations or that provide services that support training completion and job placement.
 - *Career Tech Education*
 - *Apprenticeships*



Alabama Office of Apprenticeship Data

- 4018 apprentices, and 2528 of them began their apprenticeship at ages 16-24.
- 53 of them were 16-17 & 934 were 18-19.
- 4 employers hiring 16-year-old apprentices and 18 employers hiring 17-year-old apprentices.
- 4% increase in 16-24-year-old participation in registered apprenticeships.
- First state to become a State Apprenticeship Agency nationally in 26 years .
- 148 New apprenticeships added in 2025.
- 71% of apprentices employed by the employer who trained them, making an average hourly wage of \$27.38.
- Created the nation's first master's degree apprenticeship and the nation's first apprenticeship for registered and licensed nurses.
- 1300 nurse apprentices added to Alabama's workforce.

AWARENESS

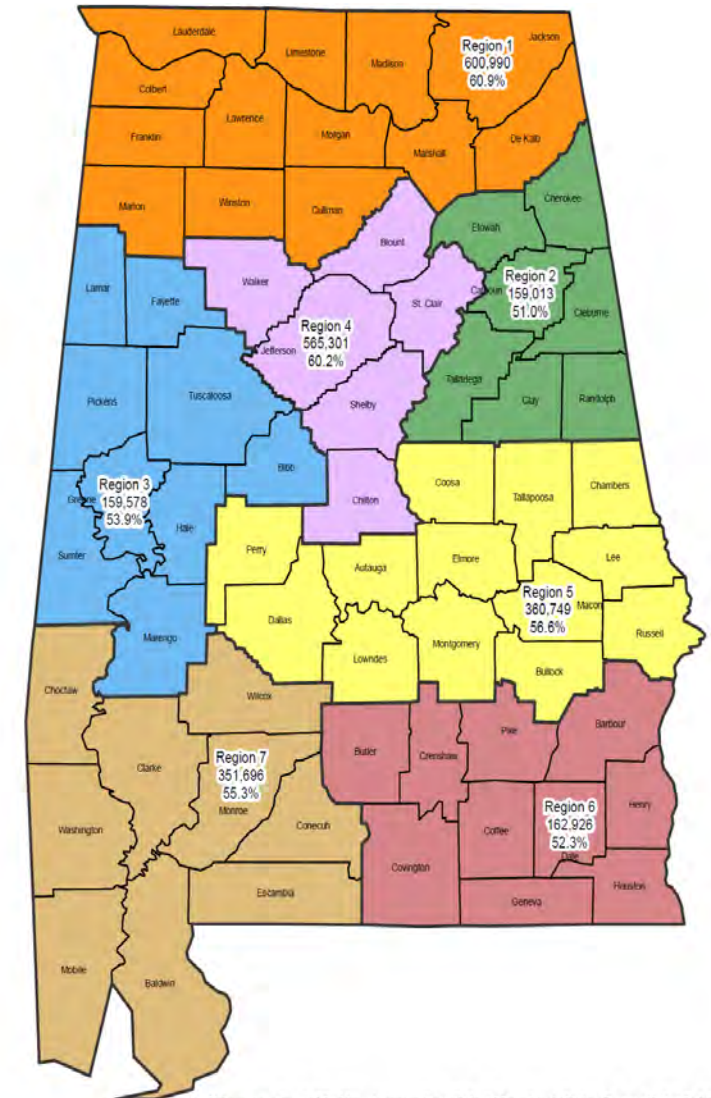
- Purpose – Alabama has a large pool of disengaged working-age adults who lack an easy entry point. As we look to improve workforce participation, this is the most important focus in the near term.
- Solution – We have launched a single ADOW brand, sustained marketing, grassroots backbone, and integrated data hub.
- Items we Have Already Done & Plans for the Future
 - *Branding & Marketing*
 - *Grassroots* – We must meet hard-to-reach populations where they are – especially in rural areas and communities with limited access to services.
 - *Data Hub*



Alabama's workforce regions number in civilian labor force and participation rate.

Data Hub

- Needs to be industry led
- ADOW needs to be the keeper of the data and work with other agencies to be the repository to align industry needs with outcomes
- In order to make the biggest impact, there needs to be a regional focus led by industries in different areas of the state to help workforce participation.



Source: Alabama Department of Workforce in cooperation with the US Department of Labor, Bureau of Labor Statistics. Data ratios are adjusted to reflect monthly labor force changes. CNP may not sum to total because of rounding. Estimates are based on a 2024 benchmark.

CONSOLIDATION

- Purpose – The law wanted to simplify oversight, speed decisions, align dollars to outcomes. There are continued opportunities to better align our state workforce system.
- Solution – I am talking with agency leaders about our workforce priorities – both that directly fund ADOW, as well as priorities that live at other agencies. As part of those conversations, my hope is that we can continue to make sure programs live where they can most serve the workforce system.
- Items we have already done & Plans for the Future
 - Set Organization Structure
 - Staff Secured and Promoted
 - Combined the elements of AIDT and Commerce before 10/1/2025
 - Moved the Entire Agency to Gordon Persons Building
 - Hire 5 Chiefs to liaison to organization



CONCLUSION

- For Alabamians who are interested in a job, want a new job, want to change careers, or want to increase their skills: we are here for you.
- We have resources to help you and want to do our part to help Alabamians access meaningful and impactful careers for themselves and their families.
- The Alabama Department of Workforce has hit the ground running, but there is much more to come as our agency and this plan move forward.
- We have goals to reach, milestones to gain, and opportunities to win. I am excited to see the growth in Alabama's workforce, and proud to be entrusted with the responsibility to make it happen for our great state.





Workforce Alabama