

# Section 5A

## Workforce Quality

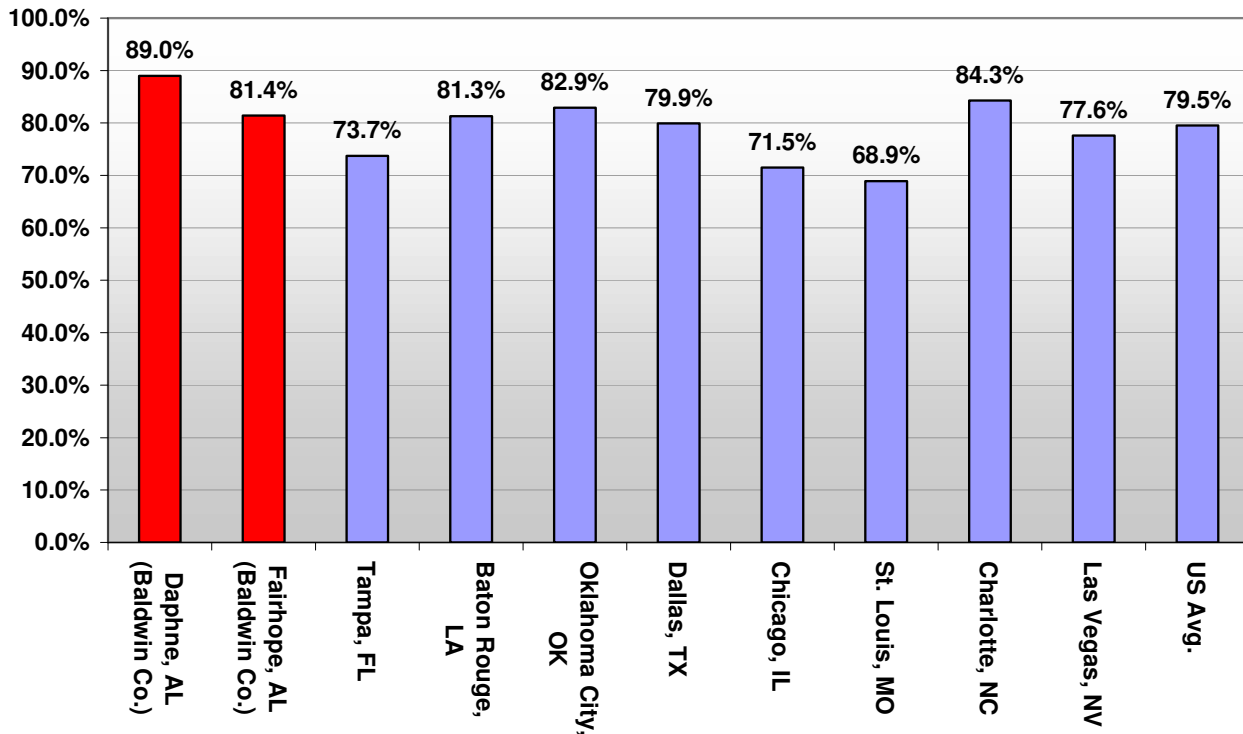
### Workforce Educational Attainment

**Population 25+ Years Education Attainment in Baldwin County, 2000**

Base:		96,010
Less Than 9th Grade	3.41%	3,277
Some High School, No Diploma	13.60%	13,061
High School Graduate (or GED)	29.61%	28,428
Some College	23.39%	22,456
Associate Degree	5.96%	5,722
Bachelor Degree	14.82%	14,225
Masters Degree	5.92%	5,682
Doctorate	0.71%	686
Professional Degree	1.62%	1,553

Source: US Census, 2004

**High School Attainment Comparisons**



Source: Sperling's Bestplaces.net, Fast Forward, Inc., 2004

# Section 5B

## Workforce Quality

### Baldwin County School Scores

#### ACT Test Scores

Most students planning to attend college take at least one of several college exams. One of the best known is the ACT. ACT scores in Baldwin County have exceeded state and national averages for the past eleven years.

	Baldwin County, AL	State of Alabama	United States
2000-2001	21.3	20.3	21.0
2001-2002	21.4	20.3	20.8
2002-2003	21.1	20.3	20.8
2003-2004	21.5	20.4	20.9

Source: Baldwin County Board of Education, 2005

#### Stanford Achievement Test 2003-2004

Alabama students in grades 3-8 are given the Stanford Achievement Test each year to measure their academic performance. The national average for the Stanford Achievement Test, 10<sup>th</sup> Edition is 50.

		% Tested	Percentile	National Average
Grade 3	Reading	85.50%	58	50
	Language	85.50%	58	50
	Math	85.76%	57	50
Grade 4	Reading	86.48%	70	50
	Language	86.08%	65	50
	Math	86.07%	74	50
Grade 5	Reading	84.06%	69	50
	Language	83.87%	61	50
	Math	83.91%	65	50
	Science	83.80%	71	50
Grade 6	Reading	84.37%	56	50
	Language	84.26%	50	50
	Math	84.87%	58	50
	Soc. Science	84.18%	58	50
Grade 7	Reading	85.99%	65	50
	Language	86.11%	57	50
	Math	86.35%	65	50
	Science	86.21%	65	50
Grade 8	Reading	85.26%	61	50
	Language	85.29%	60	50
	Math	85.32%	63	50

Source: Baldwin County Board of Education, 2005

# Section 5C

## Workforce Quality

### Labor/Management Relations – Union Sheet

#### Right To Work

Alabama is a “Right to Work” state. Alabama law states that no employer can require an individual to either belong or not belong to a union. Essentially this eliminates “closed shop” practices. The individuals’ right to join unions and of industries is not affected by these laws. Additionally, an employer may not require payment of union dues or alternative fees to a labor union as a condition of employment.

#### Union Activity

Union Activity in Baldwin County is minimal. Only five manufacturing/distribution companies report having union employees. Baldwin County has no private employer white-collar union as well.

#### Companies with Unions in Baldwin County

Company	Location	Total Number of Employees	Number of Employees in Union	Percent of Employees not in Union	Name of Union	Date Established
Standard Furniture	Bay Minette	1,400	500	65 %	Teamsters	N/A*
International Paper	Bay Minette	164	104	37%	UPIU <sup>1</sup>	1966
Coca Cola Distribution	Robertsdale	65	60	8%	Teamsters	1957
Budweiser-Bush Distributing*	Loxley	45	2	96%	Teamsters	N/A*
UPS	Robertsdale	57	50	3%	Teamsters	1973
		1,946	832			

Total Number of Industrial Employees in Unions: 716

Total Number of Manufacturing, Transportation, Distribution and Public Utilities Employees: 10,481<sup>2</sup>

Percent of Industrial Employees Unionized: 6.8%

#### Wage and Hour Law

Alabama has not enacted any state wage and hour laws. However, businesses in Alabama are subject to the provisions of the Fair Labor Standards Act as administered by the Wage and Hour Division of the U.S. Department of Labor.

\* When asked to supply information, the company elected not to supply the union data.

<sup>1</sup>UPIU – United Paper Workers International Union

<sup>2</sup>Industrial Employees and Employment refers to employees in manufacturing, mining, and wholesale trade, transportation and public utilities.

Source: <sup>1</sup>ESRI, 2004