



AL Intel Insider | Your Alabama Business Edge

The **Alabama Business Intelligence Center (AL Intel)** delivers quarterly insights on industry trends, economic development, and sector opportunities through an Alabama-focused lens. We highlight key research findings, growth initiatives, and economic priorities shaping the state's business landscape.

Want to engage with us? Reach out to Lauren Hyde, Executive Director at lhyde@edpa.org.



Project Readiness: Can You Prove You Have the Talent?

In competitive site selection, one question separates winning communities from hopeful ones: **Can you prove you have the workforce to support our operation — today and tomorrow?**

Corporate decision-makers expect more than confidence. They expect:

- Verified workforce availability
- Clear drive-time data
- Competitive wage benchmarks
- A sustainable long-term talent pipeline

The good news? Alabama communities already have the tools. The key is knowing how to use them *before* a prospect calls.

Your Workforce Data Toolkit

1 Existing Workforce: JobsEQ or Lightcast

These workforce intelligence platforms help you quantify your current labor market!

Access options:

- Direct subscription
- Utility partners
- EDPA
- Regional business intelligence centers
- The Alabama Community College System (ACCS)

Why it matters: You can quickly benchmark against competing sites and quantify your available talent pool.

2 Educational Pipeline: ACHE Dashboards (Self-Service + Public)

The Alabama Commission on Higher Education provides two interactive dashboards:

- [University Enrollment](#)
- [University Completions](#)

Why it matters: These tools allow you to quickly generate customized data by geography and target industry.

3 Comprehensive Workforce Profiles: ACCS Economic Development Team

The Alabama Community College System (ACCS) can produce customized workforce profiles tailored to projects of any size, connecting:

- Labor shed analysis
- K-12 pipelines
- Community college relevant programming
- Specialized training initiatives

These go beyond statistics — they tell the full talent ecosystem story.

When to engage: Early in the project process—whenever workforce data, training alignment, or talent strategy support is needed.

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Case Study

Deep Dive: Case Study – A Complete Talent Pipeline Story

Want to see what a fully developed, data-driven workforce narrative actually looks like in practice?

We've packaged the full pharmaceutical manufacturing case study into a standalone PDF that walks step-by-step through the layered approach — from drive-time labor analytics to K-12 pipelines, specialized training programs, and proven recruitment outcomes.

This expanded version includes the full data framework, methodology, and best practices you can adapt for your own community or next competitive project.

[Full Case Study](#)

Major Employers Update

Data Request: Major Employer Data by County

This data supports:

- Industrial database cross-checks
- Supplier searches
- New and existing industry expansion (especially FDI)
- Bond hearing attorney requests

Deadline: March 31

[Submit Employer Data](#)

Project Readiness

Site Preparation Updates

Now is the time to **review your property listings** at: [AdvantageAlabama.com](#)

What to Check:

- Correct acreage (include largest tract)
- Correct geocoded coordinates
- Price
- Utility information (existing connection or distance to service)
- Property description
- Transportation information
- All required (*) fields
- Images on all properties

Reminder: More information is always better.

New Website Features

Beginning February 1, 2026:

- 180-day update reminders to keep listings active
- Multiple search tabs (up to 6 total)
- Certification badges (e.g., NS REDI Site, CSX Select, etc.)

More updates to come.

Quarterly Earnings Calls

Corporate Pulse Check – Q4 2025

Each quarter, EDPA's Alabama Business Intelligence Center (AL Intel) team monitors earnings calls of publicly traded companies operating in Alabama. This provides valuable insights into potential opportunities and threats that may impact Alabama's statewide economic development strategies and the communities where these companies operate.

Please see the **Q4 2025 Earnings Calls Report** below for the tracked public companies doing business in Alabama. The table of contents is hyperlinked within the notes, allowing you to quickly navigate to any company of interest.

[Q4 2025 Earnings Calls Report](#)

Feature



Feature: Corporate HQ Relocations (SEC Filing Data: 2020 Q4 to 2025 Q4)

As corporate mobility continues reshaping the economic landscape, understanding where headquarters are moving — and why — provides important insight for long-term recruitment strategy, policy positioning, and competitive benchmarking.

The following analysis leverages Securities and Exchange Commission filing data to track interstate headquarters relocations over a five-year period, highlighting patterns that can inform how Alabama positions itself in the evolving corporate geography.

Executive Summary

Analysis of Securities and Exchange Commission filing data reveals 392 publicly traded companies relocated their headquarters across state lines between Q4 2020 and Q4 2025. This represents approximately 10.3% of the 3,824 companies observed in the Q4 2020 and Q4 2025 time period, indicating continued elevated corporate mobility following pandemic-era trends. HQ relocations almost always occur in states where the company already has an existing presence. In other words, companies almost never move their headquarters to a state that they have no experience operating in.

[Full Headquarters Relocations Report](#)

SEEDS Program | Updates

SEEDS – Round 3 Awards

Governor Ivey announced \$15.7 million in SEEDS grants accelerating Alabama's historic economic momentum.

[Read More](#)

About AL Intel

The **Alabama Business Intelligence Center (AL Intel)** provides **statewide economic research and actionable insights** to power business growth and investment.

As Alabama's **first centralized research hub**, we work to **identify opportunities, mitigate risks, and position the state for long-term economic success.**



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