2022 STATE OF THE ST. LOUIS
WORKFORCE
The Pathway to Job Growth

St. Louis Community College   stlcc.edu/STLworkforce

A Report to the Region

How will St. Louis create the **Pathway to Job Growth?**

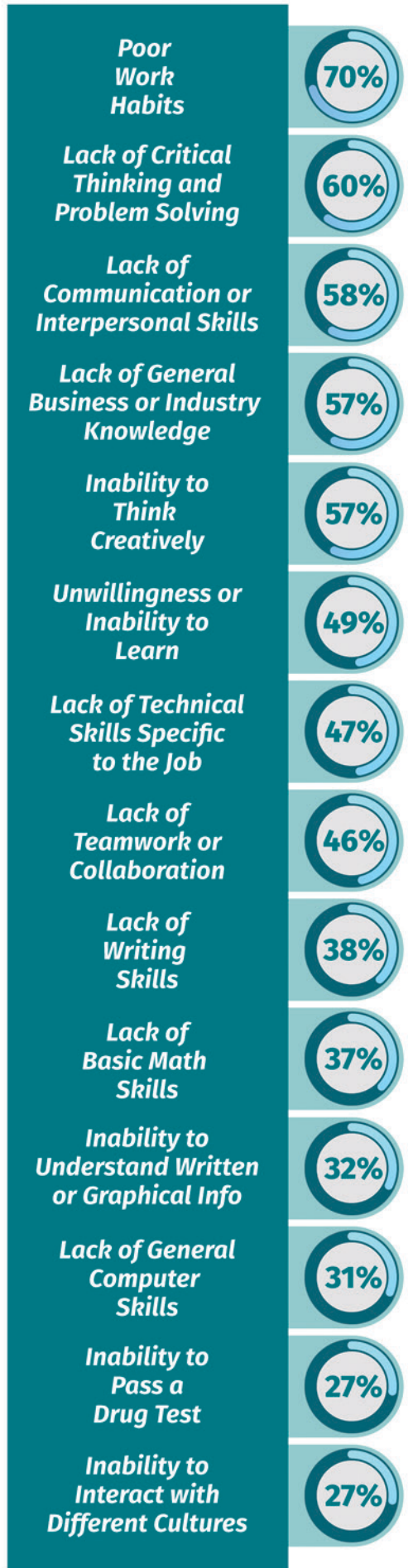**14,700 new jobs created annually by first-year startups**

26% of employees still working remotely

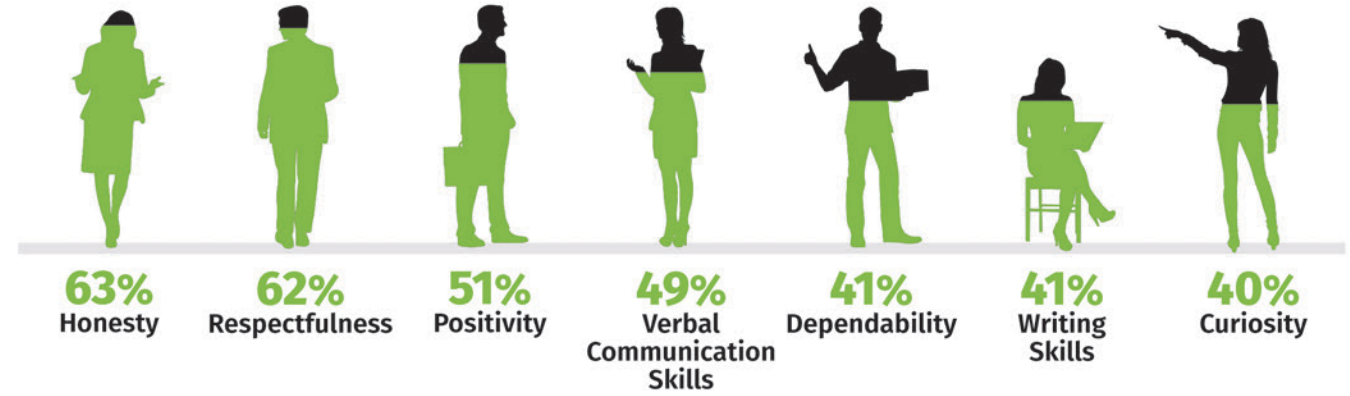**408,000 workers with a high school diploma or less**

stlcc.edu/STLworkforce
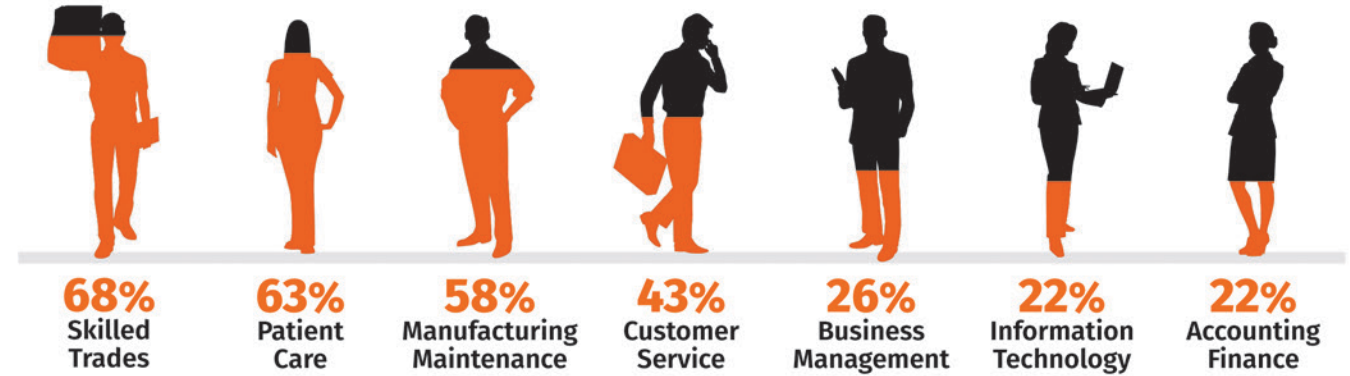
Finding The Right Skills

Applicant Shortcomings

Shortcoming	%
Poor Work Habits	70%
Lack of Critical Thinking and Problem Solving	60%
Lack of Communication or Interpersonal Skills	58%
Lack of General Business or Industry Knowledge	57%
Inability to Think Creatively	57%
Unwillingness or Inability to Learn	49%
Lack of Technical Skills Specific to the Job	47%
Lack of Teamwork or Collaboration	46%
Lack of Writing Skills	38%
Lack of Basic Math Skills	37%
Inability to Understand Written or Graphical Info	32%
Lack of General Computer Skills	31%
Inability to Pass a Drug Test	27%
Inability to Interact with Different Cultures	27%

Top Strengths Seen in Most or All Job Applicants

63%	62%	51%	49%	41%	41%	40%
Honesty	Respectfulness	Positivity	Verbal Communication Skills	Dependability	Writing Skills	Curiosity

Skill Shortages by Business Functional Areas

68%	63%	58%	43%	26%	22%	22%
Skilled Trades	Patient Care	Manufacturing Maintenance	Customer Service	Business Management	Information Technology	Accounting Finance

Measures Taken to Address Skill Shortages

69%	59%	35%	16%	11%	7%
Hire Less Experienced and Train	Offer Increased Wages	Hire from Outside St. Louis	Hire Contractors	Invest in Automation	Hire from Outside the United States

Skill Levels Needed to Meet Skill Shortages

Skill Levels Legend	Skilled Trades	Patient Care	Manufacturing Maintenance	Customer Service	Accounting Finance	Business Management	Information Technology
High Skill	20%	22%	11%	13%	51%	39%	41%
Middle Skill	55%	51%	43%	38%	36%	33%	33%
Low Skill	25%	27%	46%	49%	13%	28%	26%
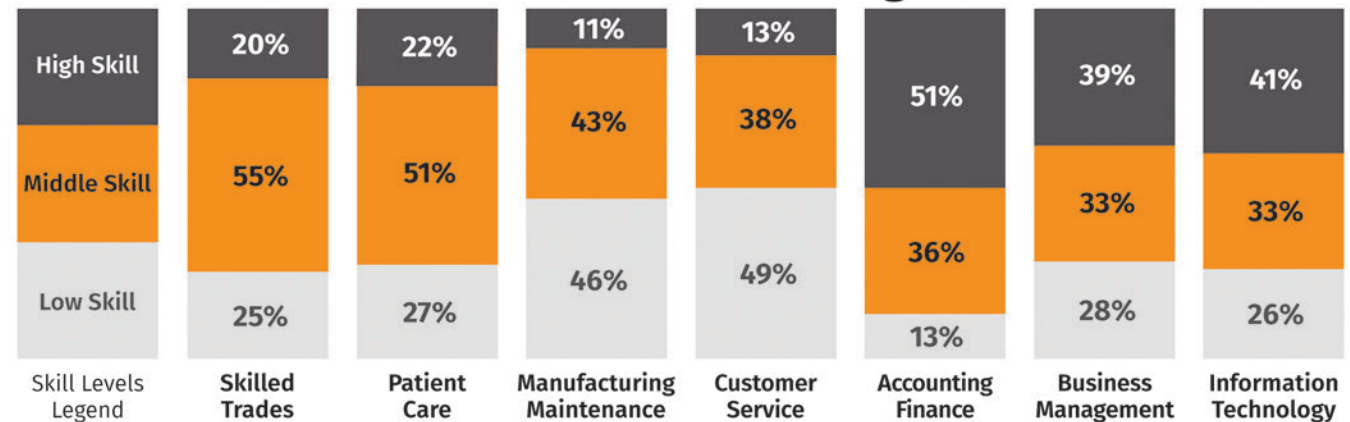
Living St. Louis: State of the St. Louis Workforce

Workforce Insights

St. Louis MSA Educational Attainment

8%	26%	22%	9%	21%	14%
No High School Diploma	High School Diploma or Equivalent	Some College, No Degree	Associate Degree	Bachelor's Degree	Graduate or Professional Degree
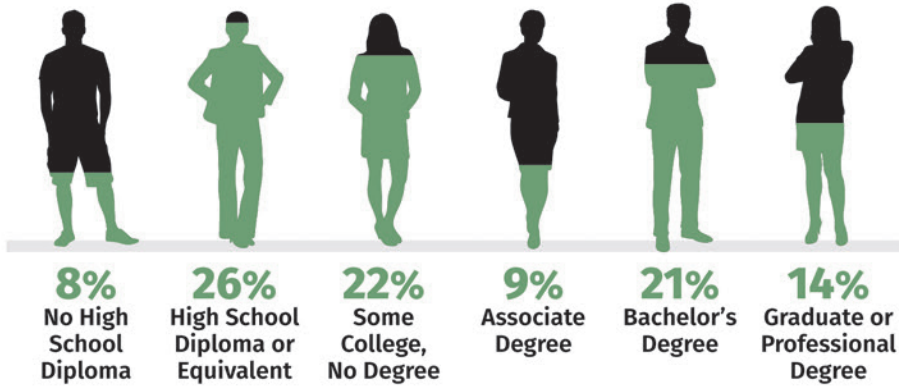
34%
have a high school diploma or less

St. Louis Startup Companies

2015	2016	2017	2018	2019	2020	2021
5,793	5,380	7,995	7,275	7,103	7,399	7,320
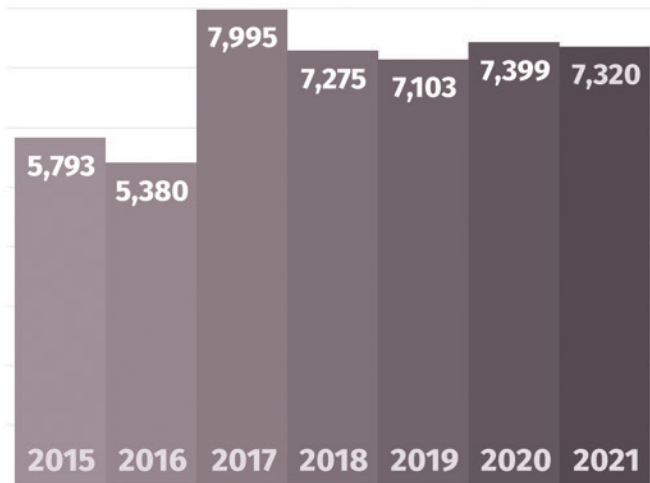
Jobs Created by Startups

2015	2016	2017	2018	2019	2020	2021
12,812	12,687	17,503	15,405	14,945	14,818	14,884
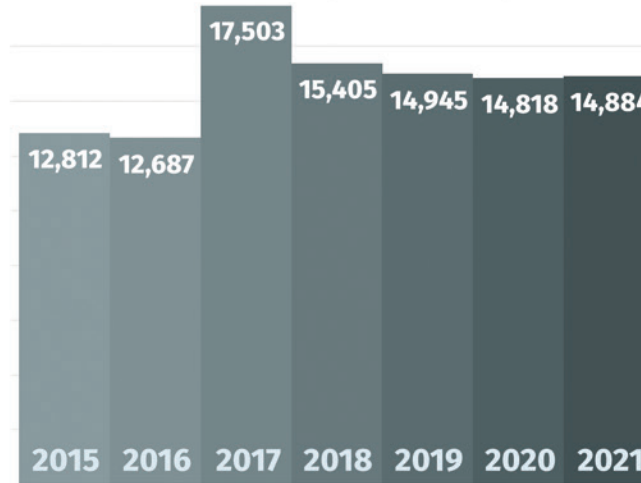
First-year startup data provided by SourceLink. Aggregate St. Louis area data includes St. Louis City and the Missouri counties of St. Louis, Franklin, Warren, Jefferson, Lincoln, and St. Charles.
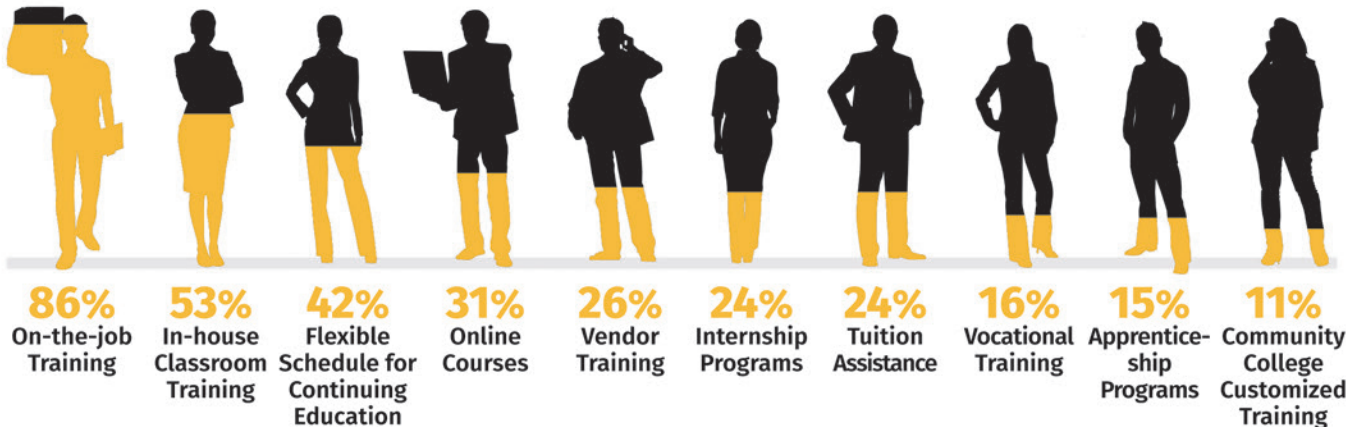
Skill Levels Required

High-skill 27%
Middle-skill 38%
Low-skill 36%

60%
employers with middle-skill positions

Firms Offering Remote Work

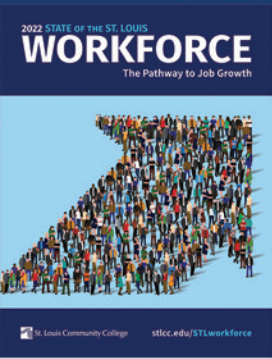| 2022	26%
2021	23%
2020	61%

Methods to Assist Workers for New or Increased Skills

86%	53%	42%	31%	26%	24%	24%	16%	15%	11%
On-the-job Training	In-house Classroom Training	Flexible Schedule for Continuing Education	Online Courses	Vendor Training	Internship Programs	Tuition Assistance	Vocational Training	Apprentice-ship Programs	Community College Customized Training

Characteristics of a "Good Job"

Score	Characteristic
4.53	Pay Rate
4.43	Job Satisfaction
4.41	Job Stability
4.27	Health Insurance
4.24	Sense of Purpose
4.19	Flexibility
4.18	Inclusiveness Sense of Belonging
4.13	Paid Time Off Vacation/Sick Leave
4.09	Accessibility
4.03	Opportunities for Advancement
3.52	Retirement Plan
3.48	Paid Family Leave

5 point scale

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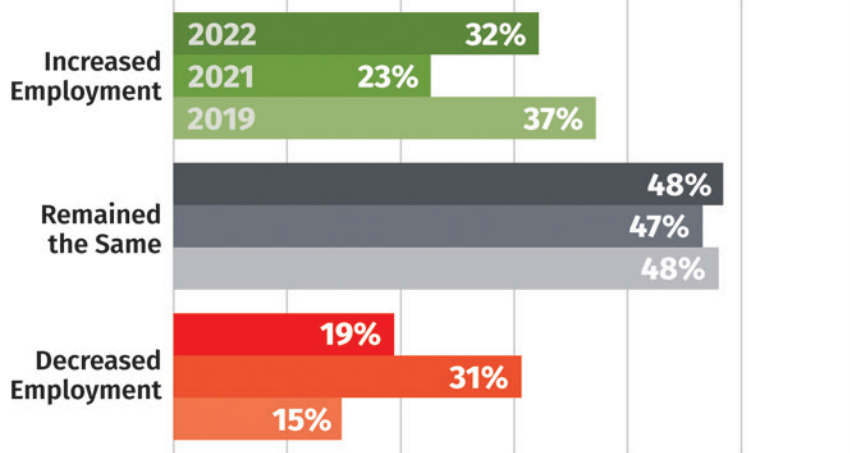St. Louis Community College   stlcc.edu/STLworkforce

As we emerge from a global pandemic, we continue to examine the region's workforce needs and provide real time intelligence to support your business strategies. We are planning for several new projects on each of the STLCC campuses, funded by your support of Proposition R last August (now known as **STLCC Transformed**). Upgraded facilities will support cutting-edge programs to meet the demand for high-tech job training. Our goal, both today and in the future, is to prepare students with the skills needed in critical industries: healthcare, information technology, financial services, biotechnology, transportation, and manufacturing. We look forward to serving our community with relevant educational opportunities that include degrees, certificates, short term skills training and professional development and continuing education. – *Dr. Jeff Pittman, Chancellor*
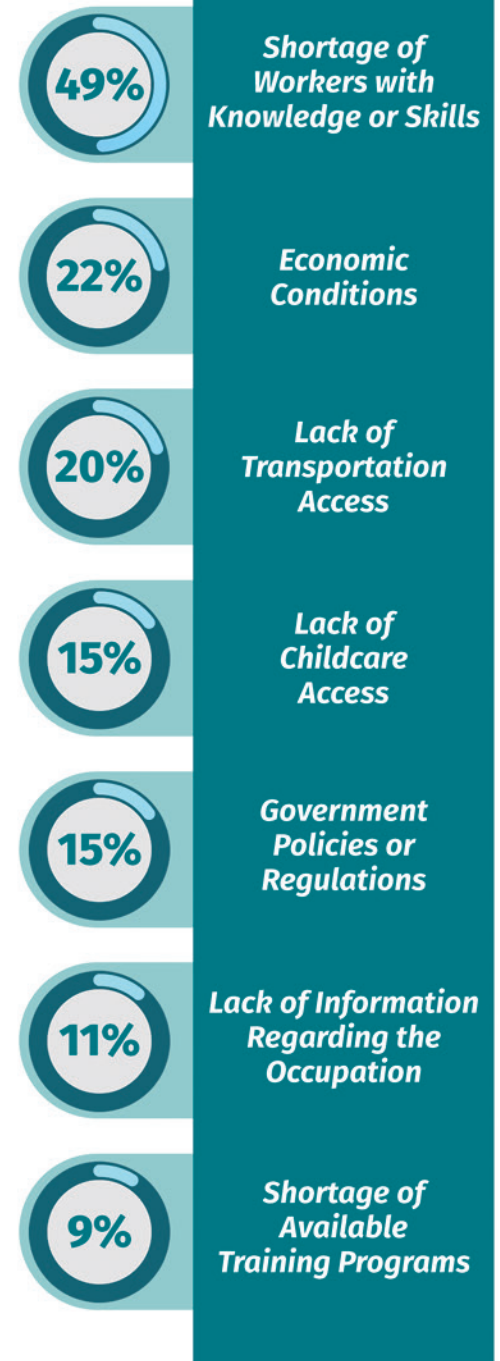
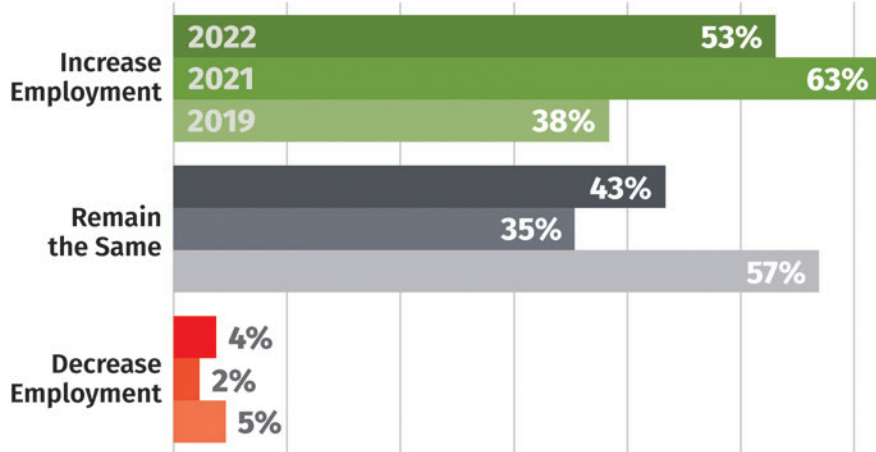# Employer Outlook

Employment Levels during the Last 12 Months

Increased Employment
- 2022: 32%
- 2021: 23%
- 2019: 37%

Remained the Same
- 48%
- 47%
- 48%

Decreased Employment
- 19%
- 31%
- 15%

63% experiencing a shortage of applicants

Employment Plans for the Next 12 Months

Increase Employment
- 2022: 53%
- 2021: 63%
- 2019: 38%

Remain the Same
- 43%
- 35%
- 57%

Decrease Employment
- 4%
- 2%
- 5%

53% plan to hire in the next 12 months

Methods to Add Workers

- **71%** Hire New Full-time Employees
- **53%** Hire New Part-time Employees
- **9%** Hire Contract Workers
- **9%** Use a Temporary Agency
- **4%** Recall Furloughed Workers
- **4%** Recall Workers from a Lay-off List

Barriers to Expanding Employment

- **49%** *Shortage of Workers with Knowledge or Skills*
- **22%** *Economic Conditions*
- **20%** *Lack of Transportation Access*
- **15%** *Lack of Childcare Access*
- **15%** *Government Policies or Regulations*
- **11%** *Lack of Information Regarding the Occupation*
- **9%** *Shortage of Available Training Programs*

The State of St. Louis Workforce report and events are produced annually by St. Louis Community College's Workforce Solutions Group. Workforce Solutions Group connects job seekers with employment providers through customized and accelerated training, and offers opportunities for lifelong learning through continuing education. Visit us at **stlcc.edu/workforce**.

WORKFORCE SOLUTIONS GROUP

ST. LOUIS COMMUNITY COLLEGE