Providing highly skilled knowledge workers to area employers continues to be an integral part of St. Louis Community College’s efforts to foster student success. This cannot be accomplished without a keen understanding of the labor market. Each year the Workforce Solutions Group takes a leadership role to develop the State of St. Louis Workforce Report, a study of the regional economic landscape. This study, which has been conducted for five consecutive years, uncovers timely and critical workforce and economic intelligence that helps us and our community and strategic partners respond to the most pressing talent development issues.

Annually, the results of the study are released publicly with the college’s media partner, the St. Louis Business Journal. This year we are proud to add HEC-TV as a media partner to expand the reach of this information. The research study and public unveiling involves the efforts of many. We would like to express our gratitude to the employers, students and research partners who assisted us this year, with special acknowledgement to the Missouri Economic Research and Information Center (MERIC).

We hope you find this graphic summary useful. We also encourage you to download the full report and join us on Twitter with the #STLworkforce hashtag, continuing the dialogue on the state of the St. Louis workforce.

Download the full report at STLCC.edu/STLworkforce

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Employer Outlook

Change in Employment Levels

As compared to the employment levels anticipated in 2012, more employers are planning to increase employment in 2013 while fewer are planning to decrease. Most employers remain cautious and plan to maintain their current employment levels.

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Retirement

- 29% anticipate employee retirements in next year
- 6% of employers expect over one-quarter of their workforce to retire within 5 years
- 49% of employers expect employee retirements in the next five years

Barriers to Expanding Employment

- 50% Economic Conditions
- 38% Shortage of skilled workers
- 37% Government Policies or Regulations
- 36% Support from employees
Finding The Right People

The number of employers with positions requiring high school or less are decreasing, while employer positions requiring certificates or higher degrees are increasing.

Level of Education Required for Job Positions

<table>
<thead>
<tr>
<th>Education Level</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than High School</td>
<td>32%</td>
<td>37%</td>
</tr>
<tr>
<td>High School or GED</td>
<td>64%</td>
<td>67%</td>
</tr>
<tr>
<td>Post Secondary Credentials</td>
<td>28%</td>
<td>36%</td>
</tr>
<tr>
<td>Associates Degree</td>
<td>33%</td>
<td>39%</td>
</tr>
<tr>
<td>Bachelor's Degree</td>
<td>47%</td>
<td>55%</td>
</tr>
<tr>
<td>Master's Degree</td>
<td>7%</td>
<td>7%</td>
</tr>
<tr>
<td>Doctoral Degree</td>
<td>8%</td>
<td>16%</td>
</tr>
</tbody>
</table>

+8% Employers requiring Bachelor's degrees
+8% Employers requiring post-secondary credentials
+4% Employers requiring 4 or more years of experience

Shifts in Addressing Skill Shortages

1. Forced to hire less experienced workers and then train them
2. Offer increased wages due to shortage of experienced workers
3. Hiring from outside the United States

Methods of Skill Acquisition

On the job training (93.2%) and in-house classroom training (63.2%) remain the most utilized methods to assist current workers in skill acquisition.
What Employers Value

Degrees vs. Industry Certificates
When selecting job candidates, how do you rate an industry recognized certificate vs. an Associates, Bachelor’s or Advanced degree?

New Graduate vs. Experience
How would you evaluate a new graduate vs. an experienced applicant?

Online vs. Traditional Degrees
For entry, mid-level and advanced positions, how would you view job candidates who obtained their degrees online vs. a traditional degree?

What Graduates Say

Challenges to Entering the Workforce

- Starting pay offered
- Lack of credentials/certificates
- Issues related to benefits
- Limited technical skills
- Interpersonal Skills

80% of 2013 graduates surveyed felt prepared for the workforce in technical skills while 92% felt prepared in soft skills. Employer feedback, as reported by these same graduates, closely tracked these results.

Graduates Feel Prepared for the Workforce

- Soft Skills: 92%
- Technical Skills: 95%
- Interviewing Skills: 81%

What works ... Strategies that help students complete training and succeed in the workforce:
- A strong start
- Clear, coherent pathways
- Integrated support
- High expectations and high support
- Intensive student engagement

Find out more!
STLCC.edu/STLworkforce

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For source references, please download the full report.