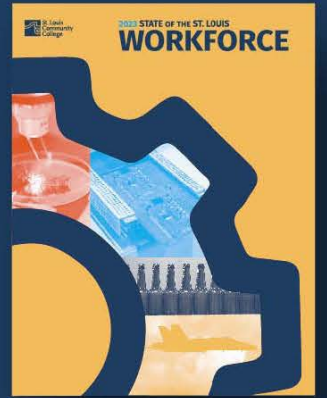




St. Louis Community College
Expanding Minds. Changing Lives.



A Report to the Region

Workforce 2023: Finding Opportunity in Uncertainty

Today's economic challenges are forcing employers to rebuild their workforce strategies.

Refocus on Skills

Employers with jobs at specified education levels
2023

- 50% low skill education
- 40% middle skill education
- 18% high skill education

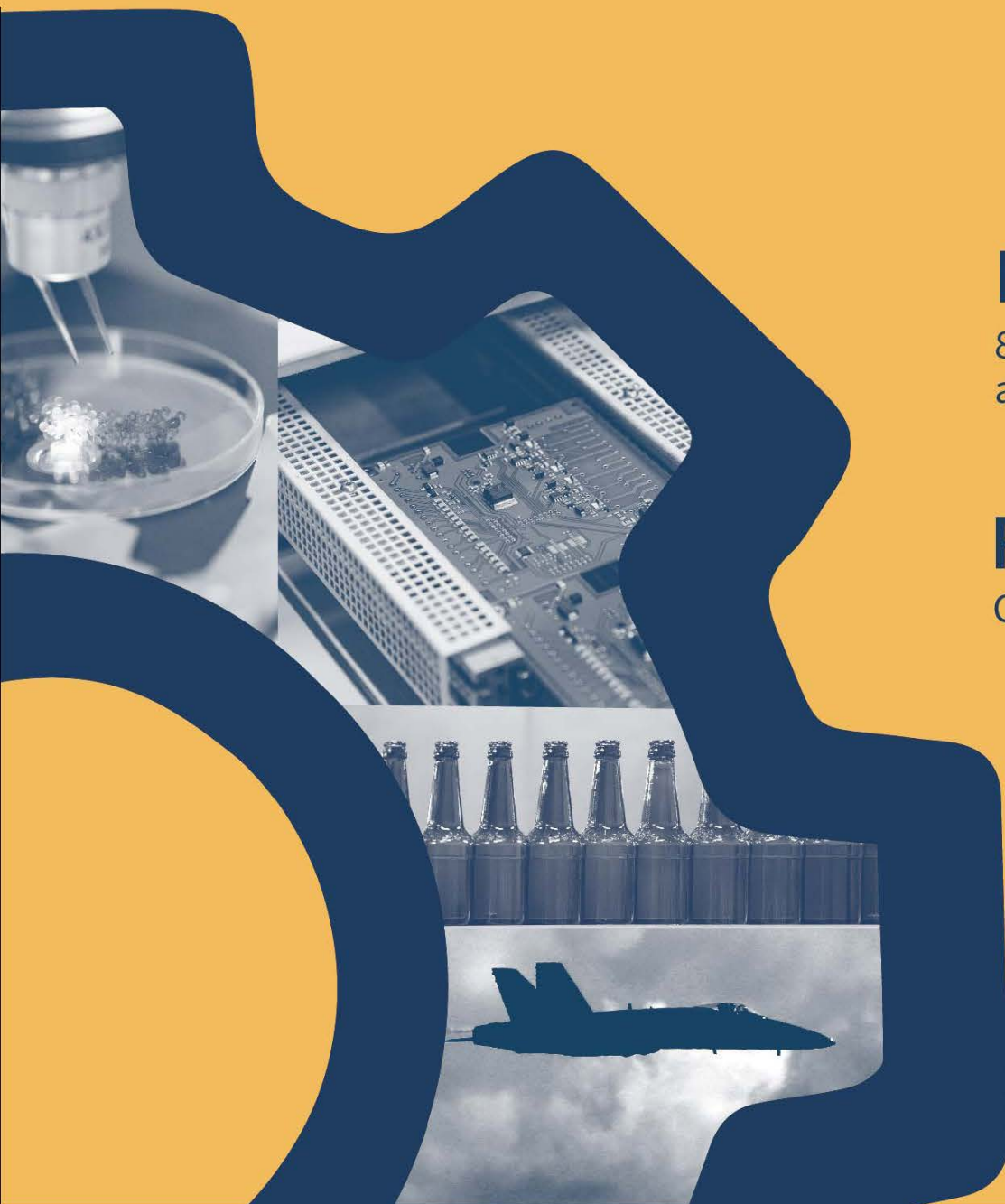
Rethink Training

80% of employers use on-the-job training
as their primary source of training employees

Reset Recruiting

Current partnerships to source talent:

- 21% nonprofit organizations
- 15% 2-year colleges
- 15% school districts or K-12 schools

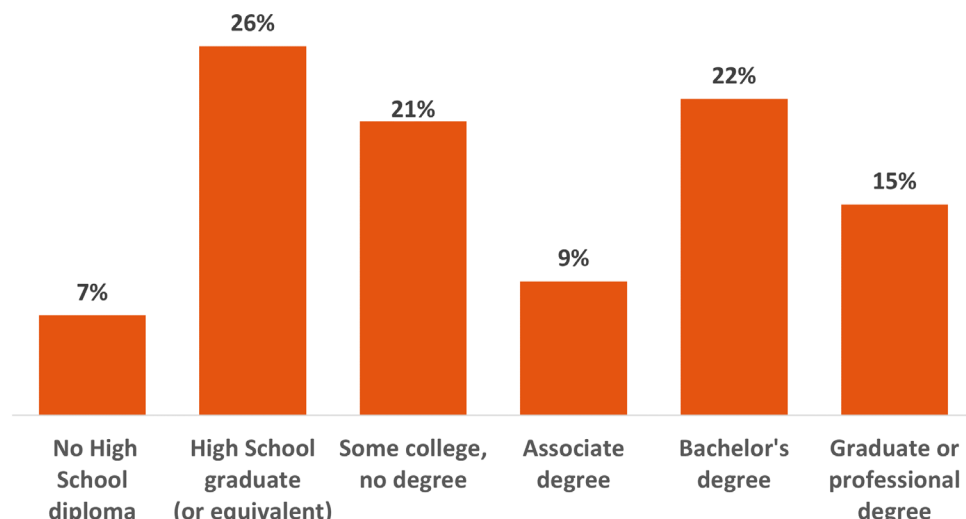


Refocus on Skills

With a need to find qualified workers, employers are evaluating the need for skills and experience vs. the need for credentials and degrees.

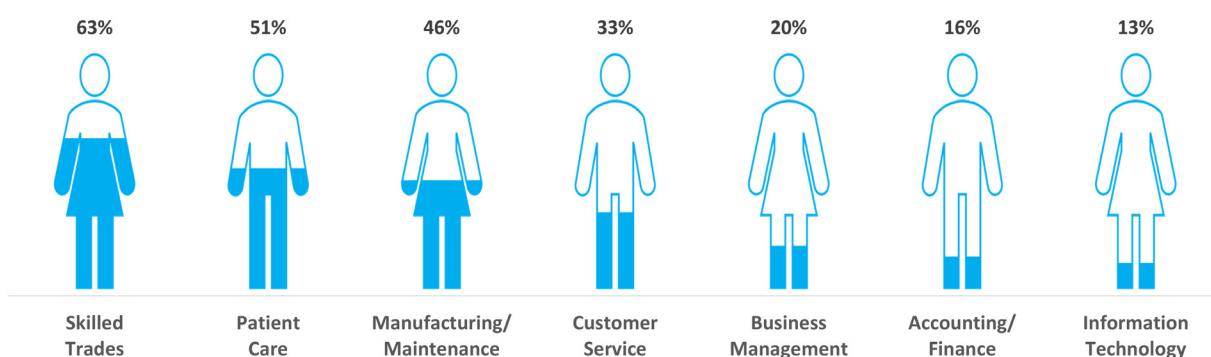
With an aging workforce, a lower birthrate bringing fewer new workers, and changing dynamics for educational paths and job interests, companies need new strategies for recruiting, retaining and training their employees.

St. Louis MSA Educational Attainment

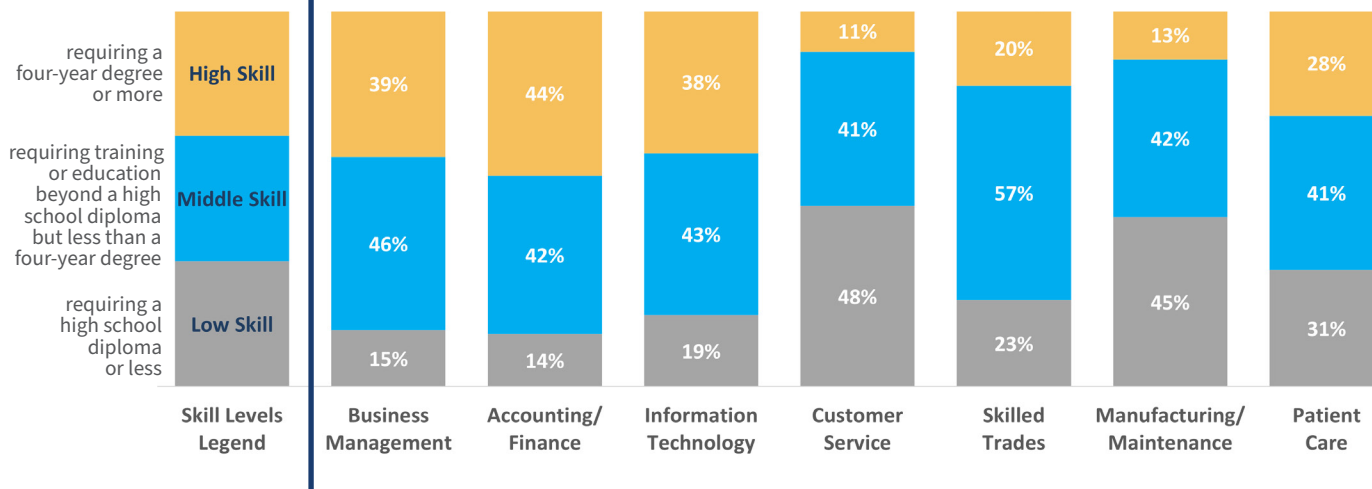


Source: U.S. Census Bureau, American Community Survey 2021 1-year estimates. Data accessed March 2023. *Population age 25 and over

Skill Shortages by Business Functional Areas



Skill Levels to Meet Skill Shortages

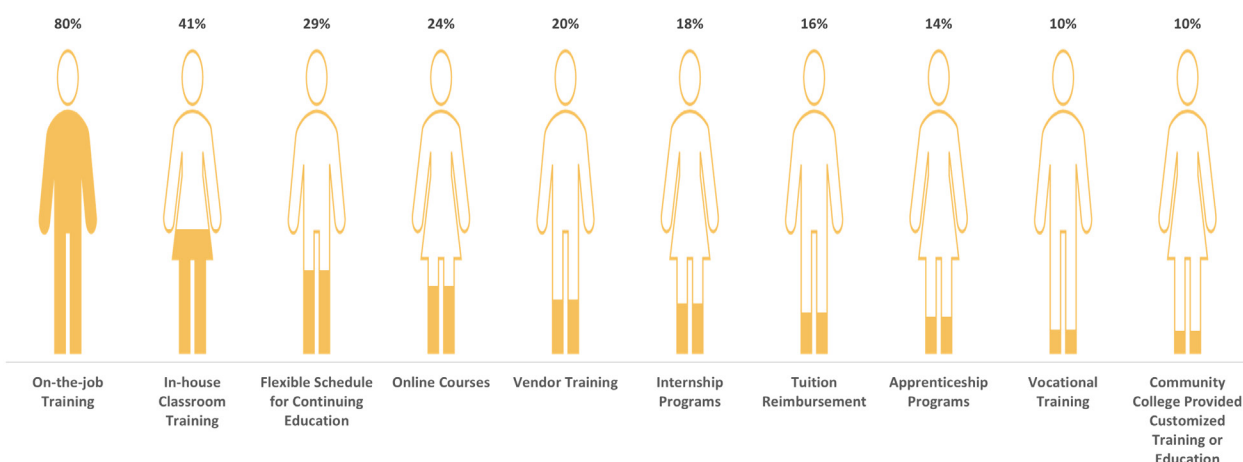


Rethink Training

Employers want to get new employees on the job as quickly as possible. 80% of surveyed employers rely on on-the-job training as their primary source of adding or increasing skills for employees.

Some companies have created training partnerships with STLCC and hire students into jobs before training begins. This allows workers to change jobs or industries with less risk of missing a paycheck, which they often cannot afford to do.

Methods to Assist Workers for New or Increased Skills



Reset Recruiting

With 63% of the St. Louis workforce having less than a bachelor’s degree, employers can no longer rely on a 4-year degree as a screening tool.

Employers are working more closely with school districts to raise awareness of career paths in industries such as manufacturing, engineering, healthcare, construction and skilled trades.

Surveyed companies are also recruiting more often from nonprofit organizations and two-year colleges, rather than from universities.

Top Five Characteristics of a “Good Job” from Employers

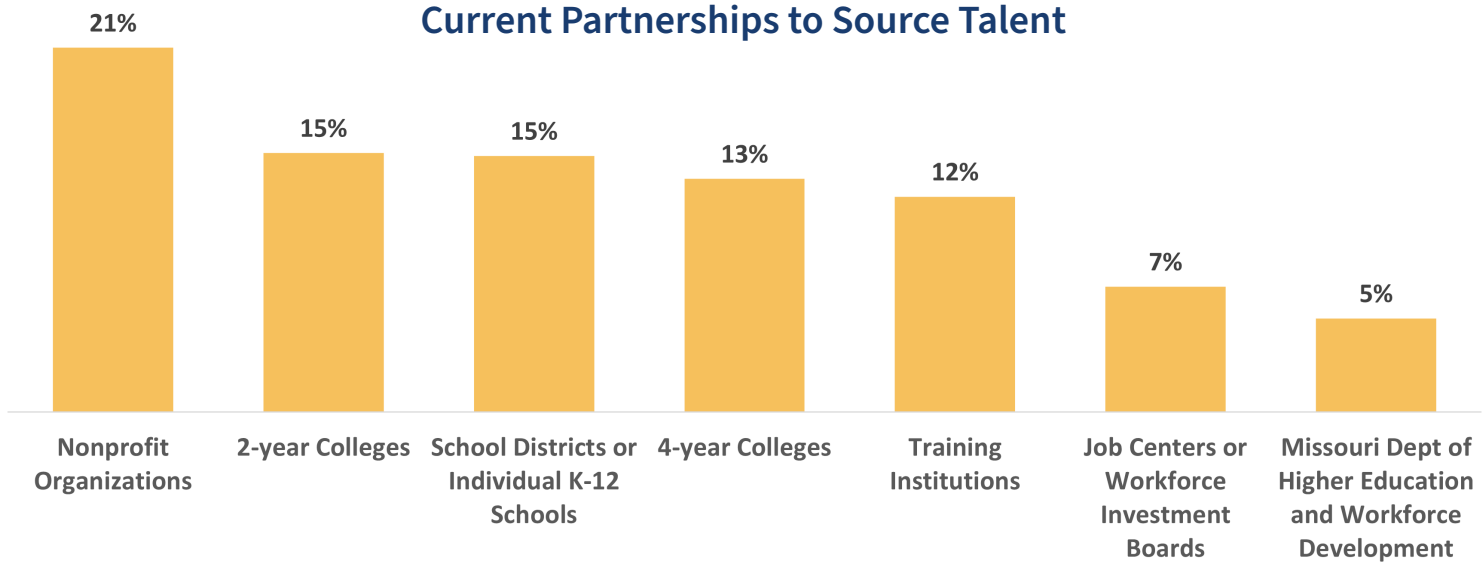
1. Pay rate
2. Job stability
3. Health insurance
4. Inclusiveness, and a sense of belonging
5. Paid time off (vacation or sick leave)

Top Five Characteristics of a “Good Job” from Workers

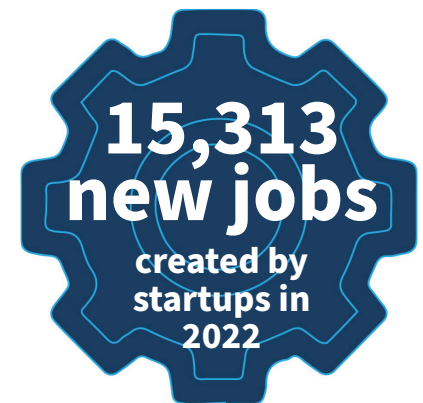
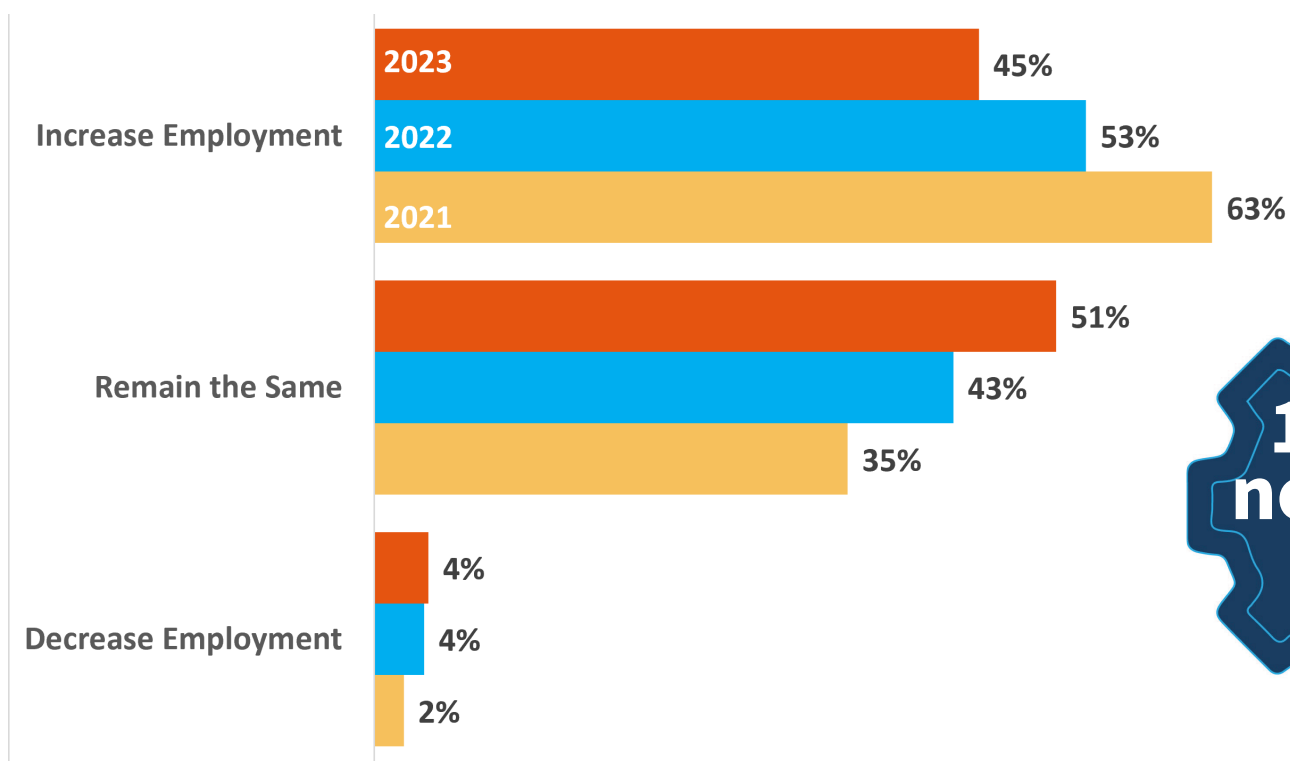
1. Job Stability
2. Flexibility
3. Career Pathway
4. Pay Rate Matches Responsibilities
5. Job Satisfaction

Source: Miller, Sarah, et al. *Worker Voices: Shifting Perspectives and Expectations on Employment*. FedCommunities and The Federal Reserve, May 2023, <https://fedcommunities.org/research/worker-voices/2023-shifting-perspectives-expectations-employment/>. Data accessed July 2023.

Current Partnerships to Source Talent



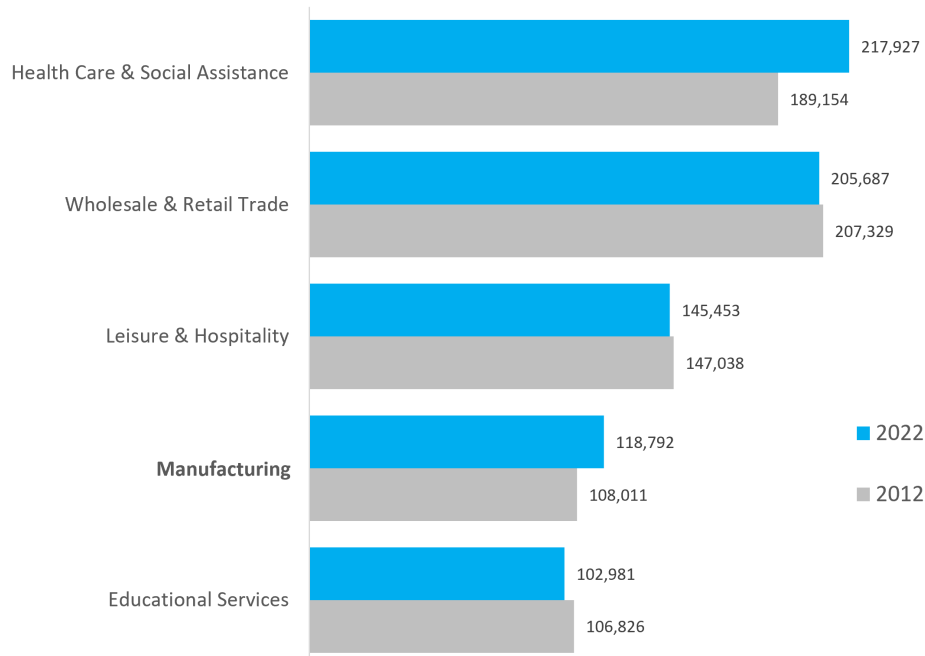
Employment Plans for the Next 12 Months



Spotlight on Advanced Manufacturing

Advanced manufacturing is the fourth largest industry employer in the St. Louis MSA with over 118,000 workers, or 8.8% of the regional workforce. St. Louis makes up 38.1% of the Missouri workforce and 42% of the state's manufacturing workforce. Over the last 10 years the St. Louis manufacturing sector grew by 10%.

St. Louis Industry Employment in Top 5 Sectors



Source: Quarterly Workforce Indicators, U.S. Census Bureau, Annual Averages

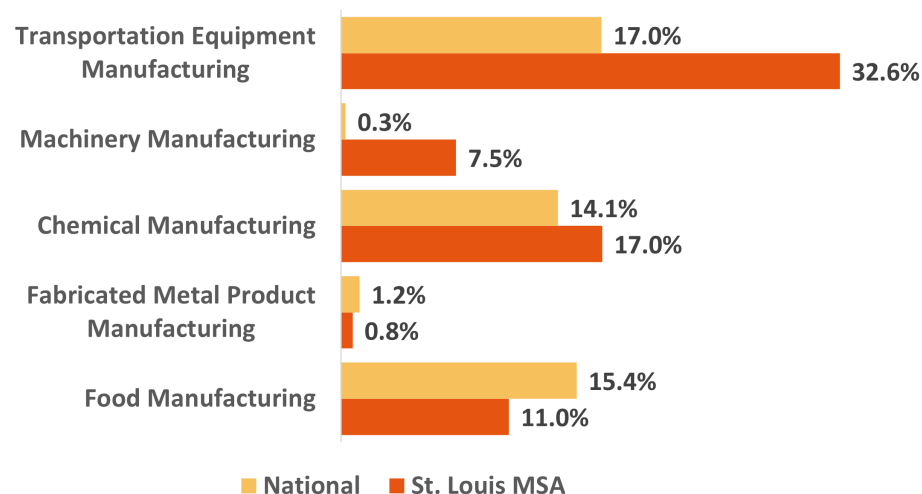
Manufacturing opportunities:

- High tech jobs for the future
- Need for re-shoring of pharmaceuticals and technology
- Strong STL manufacturing workforce
- Regional support for future efforts

Industry challenges:

- Lingering supply chain issues
- Aging workforce
- Reshaping "dirty loud shop floor" image
- Raising awareness of strong jobs, often without college degrees

St. Louis MSA Employment Growth for Top 5 Manufacturing Subsectors from 2012-2022



Source: Sarah Coffin, Ph.D., St. Louis MSA Manufacturing Subsectors. St. Louis University, 2023 (Data File)



As the STLCC Transformed projects start on each of our four campuses, students returning this fall are greeted with a sense of energy and anticipation. The groundbreakings began on six new buildings bringing upgraded facilities to support cutting-edge programs for high-tech job training.

Our goal, both today and in the future, is to prepare students with the skills needed for career pathways in critical industries: healthcare, information technology, financial services, biotechnology, transportation, and manufacturing.

We continue to serve our students, regional employers, and our community with relevant educational opportunities that include degrees, certificates, short-term skills training, professional development and continuing education for every stage of your life. – Jeff Pittman, Ph.D., Chancellor

Download the report at stlcc.edu/STLworkforce



The State of St. Louis Workforce report and event 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.

