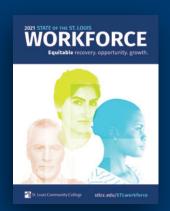


A Report to the Region



How will St. Louis repair the talent disconnect?

63% of employers are looking to hire.

Middle-skill jobs are the most in demand.

Employers are hiring for jobs that require short-term training.

Equitable

recovery.
opportunity.
growth.

Finding the Right Skills

Applicant Shortcomings

Poor Work **Habits**

Lack of General **Business or Industry** Knowledge

> **Lack of Critical** Thinking and **Problem Solving**

Lack of **Communication or Interpersonal Skills**

> **Inability** to Think Creatively

Lack of Technical Skills Specific to the Job

Unwillingness or Inability to Learn

Lack of Teamwork or **Collaboration**

> Lack of Writing Skills

Lack of **Basic Math** Skills

Inability to **Understand Written** or Graphical Info

> **Lack of General** Computer Skills

> > **Inability** to Pass a **Drug Test**

Inability to Interact with **Different Cultures**

Top Basic Skills

Communication Skills Teamwork / Collaboration **Physical Abilities Organizational Skills Detail-oriented Problem Solving** Microsoft Excel Planning **Microsoft Office**

Computer Literacy

Top Specialized Skills

Customer Service Scheduling Sales Cleaning **Patient Care Customer Contact Budgeting** Repair Retail Industry Knowledge

Data Entry

Top Certificates

Driver's License Registered Nurse Commercial Driver's License First Aid CPR AED **Security Clearance Basic Life Saving** Advanced Cardiac Life Support **Licensed Practical Nurse Basic Cardiac Life Support American Heart Association**

Top Software Skills

SQL **Software Development** Python Oracle SAP **Software Engineering** JavaScript Linux

Skill Shortages by Business Functional Areas



Skilled **Trades**



Patient Care



Manufacturing Maintenance



Customer



Business Management



Salesforce

Information Accounting Technology **Finance**

Measures Taken to Address Skill Shortages



Hire Less Experienced and Train



66% Offer Increased Wages



52% Hire from Outside St. Louis



16% Hire Contractors

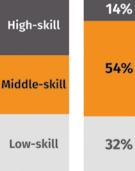


Invest in Automation

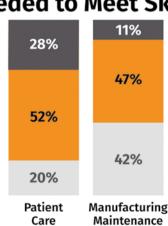


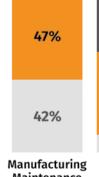
Hire from Outside the **United States**

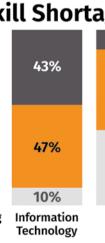
Skill Levels Needed to Meet Skill Shortages

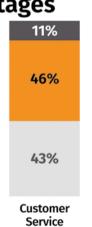














Business Management

2021 State of the St. Louis Workforce Special

Employer Outlook

2021

2%

4%

Methods to Add Workers

Increase

Remain

the Same

Decrease

80%

Hire New

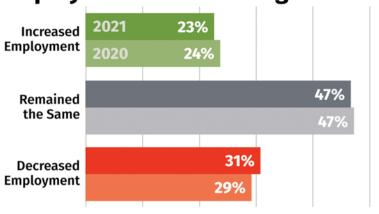
Full-time

Employees

Employment

Employment

Employment Levels during the Past 12 Months



Employment Plans for the Next 12 Months

35%

14%

Use a

Temporary

Agency

66% experiencing a shortage of applicants

63%

plan to hire

Recall Workers

from a

Lay-off List

next 12 months

in the

Barriers to **Expanding Employment**



Shortage of Workers with Knowledge or Skills



Economic Conditions



Government Policies or **Regulations**



General **COVID-related** Issues



Lack of Childcare Access



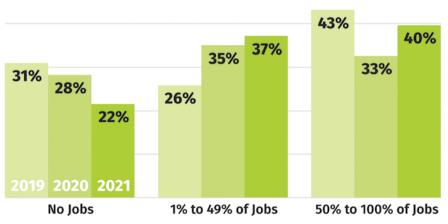
Lack of **Transportation** Access

Jobs Available with Short-term Training

Hire New

Part-time

Employees



78% have jobs available with short-term training



Lack of Information Regarding the **Occupation**



Shortage of Available **Training Programs**









63%

51%

Hire

Contract

Workers

45%







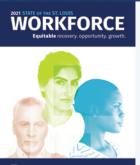


Recall

Furloughed

Workers

Download the report at stlcc.edu/STLworkforce



St. Louis employers are very optimistic about a strong economic recovery and are looking to hire full-time employees in middle-skill fields such as skilled trades, patient care and manufacturing. But, as our 2021 State of the St. Louis Workforce report shows, companies are finding it hard to attract the employees they need. As a region, we must do more to connect those left behind to the opportunities available right now as part of an equitable recovery for all St. Louisans. - Dr. Jeff Pittman, Chancellor



Adapting to Barriers

Methods to Assist Workers for New or Increased Skills



94% On-the-job **Training**

Flexible Schedule for Continuing Education

56% In-house Classroom **Training**

52%

Outside service used

Online Courses

Vendor Training

Tuition Apprenticeship Reimbursement Programs

20% Vocational **Training**

18% Community College Customized Training



employers with middle-skill positions

Employees Working Remotely

2021 23% 2020 61%

Companies Requiring

Background Checks

License/certification check 50%

16% Financial check

42%

Criminal check

Drug screen

eVerify check

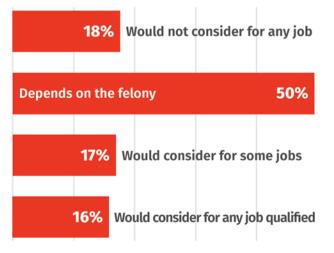
Social media 29%

Required

High-skill 18% Middle-skill 39% Low-skill 43%

74%

Hiring Justice-Involved Individuals



Employer Concerns





Financial Impacts on Operations



Supply Chain Disruptions



Emplovee Mental Health or Stress



U.S. or **Global Recession**



Cash Flow and **Finding Capital**



Lower **Productivity**



Consumer/Employee Concerns About COVID

5-point scale

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.

