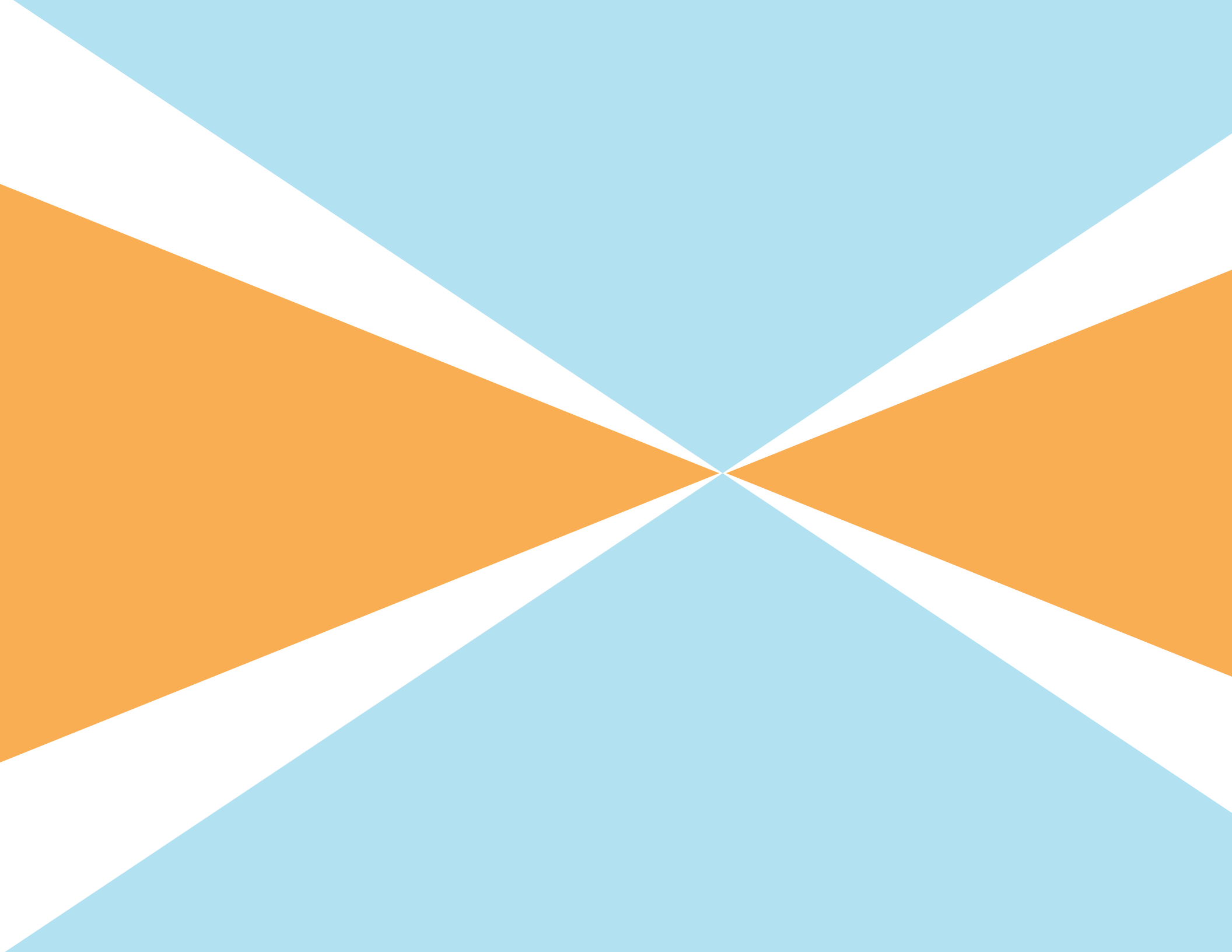


*Closing*  
the  
Labor Supply  
and Demand  
*Gap*



# 2016 Closing the Labor Supply & Demand Gap

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## Closing the Gap

A disconnection between employers and job seekers is prevalent in Missouri. While certain occupations are in high demand, many job seekers are seeking employment in other fields. In 2016 there were 107,840 active job seekers in Missouri's workforce data system. According to Burning Glass Technologies employers posted 386,578 online job ads during that time. While no dataset can fully capture both markets, it does offer information about the relative gaps present in different job fields.

*(Missouri Labor Supply & Demand Analysis, see notes)*

This report identifies occupations according to skill levels that are in high demand by employers. Skill levels are classified as NOW, NEXT, and LATER occupations. NOW occupations require a high school diploma and/or one to twelve months short-term on-the-job training. NEXT occupations usually require an associate's degree, vocational certificate, specialized certifications, or more than one year of on-the-job training with specific work experience. LATER occupations typically require a bachelor's degree or professional degree.

### Now

High School Education,  
Short-Term on-the-job Training

### Next

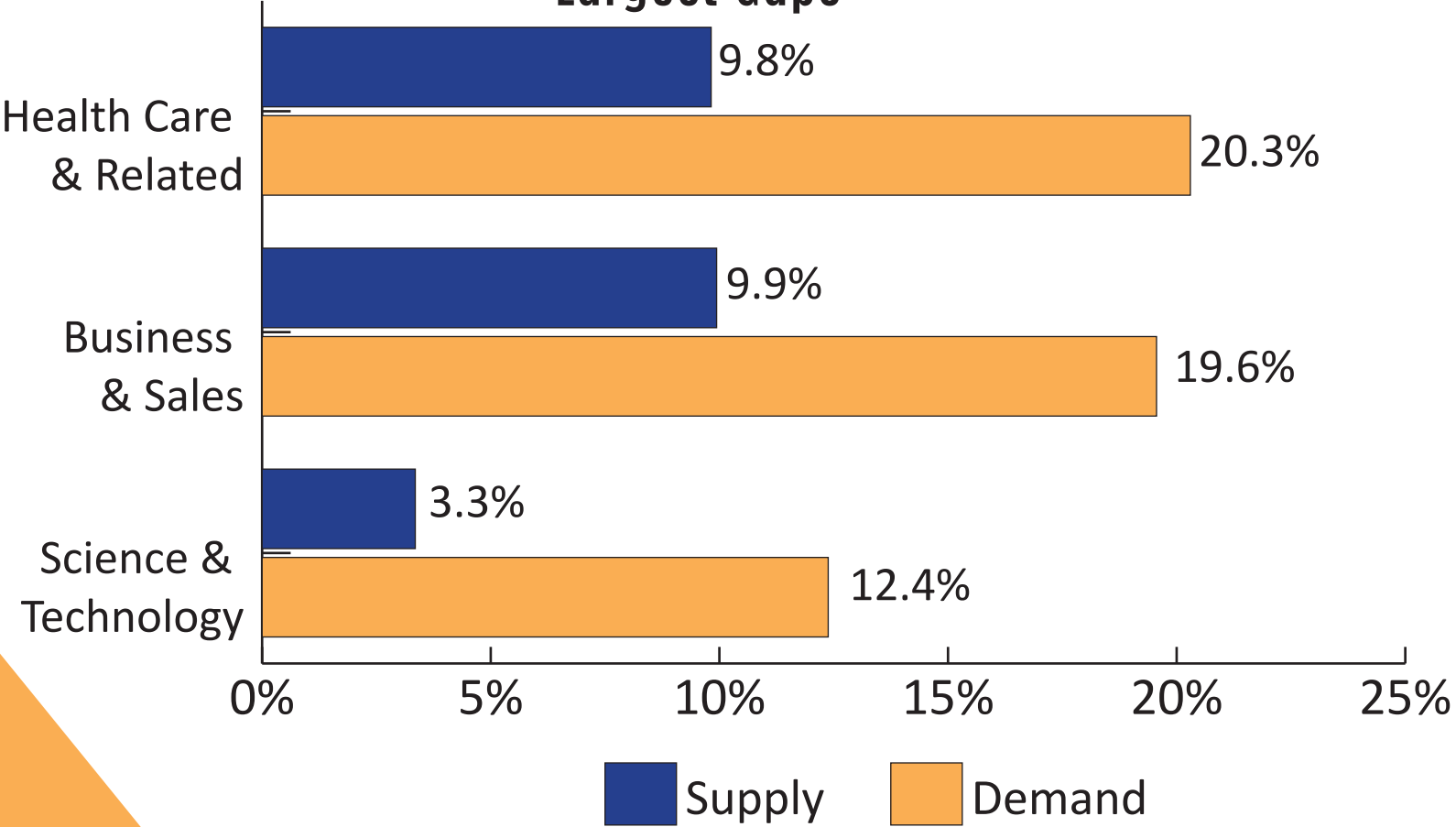
Associate's Degree, Vocational Certificate,  
Specialized certifications,  
More than a year of on-the-job training

### Later

Bachelor's Degree  
Professional Degree

Online job ad **demand** for labor in *Science & Technology, Business & Sales, and Health Care & Related* fields is high throughout the state, while the **supply** of job seekers pursuing these jobs is low (see chart). There are several opportunities for job seekers to obtain employment in *Science & Technology, Business & Sales, and Health Care & Related* occupations, even at lower skill levels. Each field contains occupations that require short- to moderate-term skills and offer opportunities for career advancement.

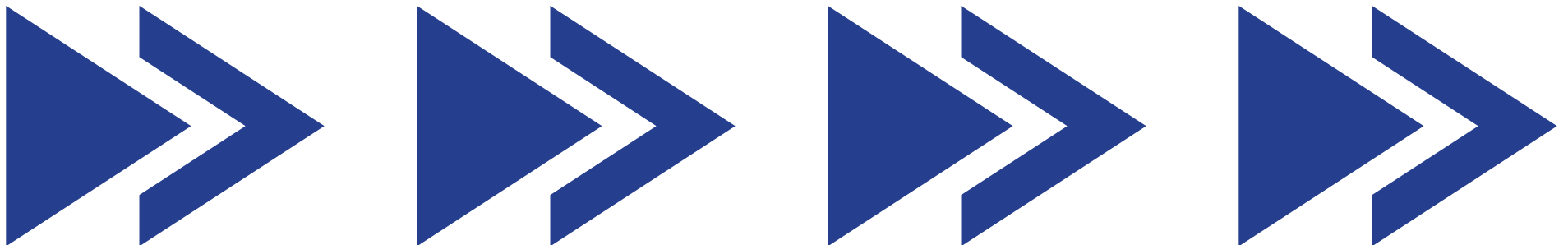
## Missouri Labor Supply and Demand 2016 Largest Gaps



# Science & Technology Occupations

Occupations in *Science & Technology* have a large array of IT and Engineering opportunities which require a degree or specialized training and skills. Some employers will hire an entry-level technology job applicant if the person has proven skills, such as industry-recognized certifications, but no college degree. In less than 3 months a CompTIA or Microsoft Technology Associate certifications, for example, may be the first step in a technology career. Employment opportunities in high demand, along with entry level wage in parenthesis, include Computer User Support Specialists (\$31,280), Web Developers (\$35,760), and Computer Network Support Specialists (\$38,430), all NEXT occupations. There is a wide range of LATER occupations for IT jobseekers such as Computer Programmers (\$49,970), Computer Systems Analyst (\$61,380), and Network & Computer Systems Administrator (\$48,470). The next page contains an example of a Career Pathway for Information Technology occupations.

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# Technology Career Pathway

Occupation, skill, and certificate examples found in Science & Technology Jobs according to skill levels NEXT and LATER.

## Next

- Web Developer
- Computer User Support Specialist
- Computer Network Support Specialist

### Baseline Skills

- Troubleshooting
- Communication
- Problem Solving

### Specialized Skills

- Technical Support
- Customer Service
- Web Development

### Software Skills

- Microsoft Office Programs
- JavaScript
- SQL

### Certifications

- Certified A+ Technician
- Security Clearance
- Network+ Certified

## Later

- Computer Programmer
- Computer Systems Analyst
- Database Administrator
- Network & Computer Systems Admin.
- Information Security Analyst
- Software Developer
- Computer Network Architect

### Baseline Skills

- Writing
- Communication
- Troubleshooting

### Specialized Skills

- Software Development
- Software Engineering
- Project Management

### Software Skills

- SQL
- JAVA
- Oracle

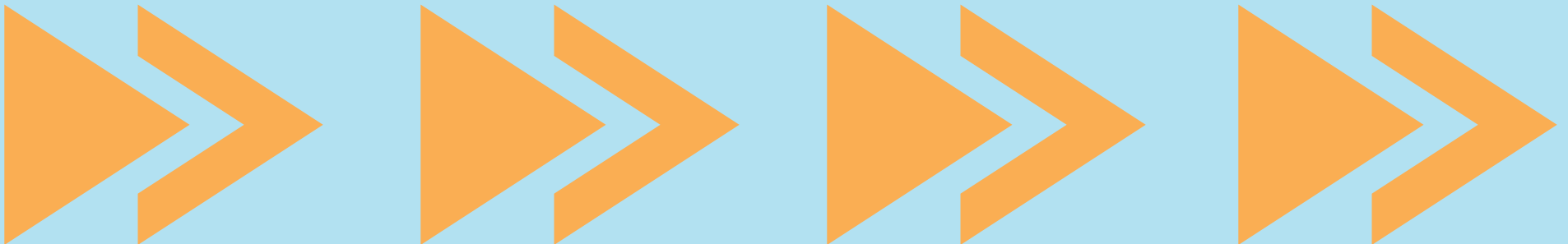
### Certifications

- Security Clearance
- Certified Information Systems Security Professional (CISSP)
- Cisco Certified Network Associate

# Business & Sales Occupations

Occupations available in *Business & Sales* range from sales to administrative jobs. Sales jobs have lower pay in low-skilled occupations, but with experience and strong customer service skills career advancement opportunities are available. NOW occupations in high demand, along with entry level wage in parenthesis, include Retail Salespersons (\$17,560), Wholesale & Manufacturing Sales Representatives (\$29,390), Insurance Sales Agents (\$26,500), and Bill & Account Collectors (\$22,640). Job seekers can progress into NEXT occupations by developing management or specialized skills to move into occupations such as Retail Sales Supervisors (\$24,270), Non-Retail Sales Supervisors (\$37,560), Claims Adjusters (\$37,480), and Bookkeeping Clerks (\$24,300). With higher education and experience job seekers can move into LATER occupations such as Accountants (\$41,570), Technical & Scientific Sales Representatives (\$40,550), and Market Research Analysts (\$36,450). Some skills, such as Communication, Writing, and knowledge of Microsoft Office Programs, are requested in occupations at all three pathway levels.

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# Business & Sales Career Pathway

Occupation, skill, and certificate examples found in Business & Sales Jobs according to skill levels NOW, NEXT, and LATER.

## Now

- Retail Salespersons
- Wholesale Sales Reps.
- Insurance Sales Agents
- Demonstrators & Product Promoters
- Bill and Account Collectors

### Baseline Skills

- Writing
- Communication
- Organization

### Specialized Skills

- Sales
- Customer Service
- Customer Contact

### Software Skills

- Microsoft Office Programs
- Salesforce
- Customer Relationship Management (CRM)

### Certifications

- Insurance License
- Series 6 Financial
- Forklift Operator Certification

## Next

- Retail Sales Workers Supervisors
- Claims Adjusters, Examiners & Investigators
- Non-Retail Sales Workers Supervisors
- Insurance Appraisers, Auto Damage
- Bookkeeping Clerks

### Baseline Skills

- Writing
- Communication
- Organization

### Specialized Skills

- Store Management
- Customer Service
- Supervisory Skills

### Software Skills

- Microsoft Office Programs
- Quickbooks
- SAP

### Certifications

- Automotive Service Excellence (ASE) Certification
- Security Clearance
- Forklift Operator Certification

## Later

- Sales Reps., Tech. & Scientific
- Market Research Analysts
- Management Analysts
- Human Resource Specialists
- Accountants & Auditors

### Baseline Skills

- Writing
- Communication
- Organization

### Specialized Skills

- Accounting
- Project Management
- Budgeting

### Software Skills

- Microsoft Office Programs
- SAP
- Oracle

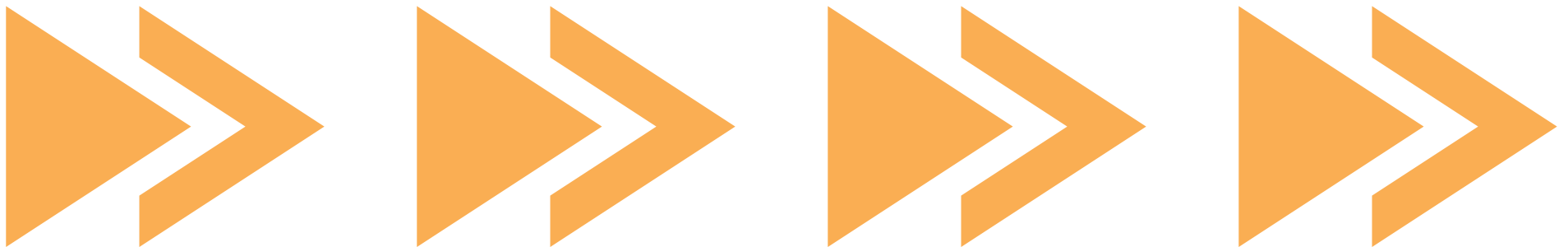
### Certifications

- Certified Public Accountant (CPA)
- Certified Information Systems Auditor (CISA)
- Professional in Human Resources

# Health Care & Related Occupations

*Health Care & Related* occupations range from health care professions to personal care jobs. NOW occupations in high demand, along with entry level wage in parenthesis, include Home Health Aides (\$19,180), Personal Care Aides (\$17,530), and Orderlies (\$17,630). Further education and training leads to employment in NEXT occupations such as Nursing Assistants (\$19,080), Medical Assistants (\$22,550), and Licensed Practical & Licensed Vocational Nurses (\$31,560). Job seekers who want to progress into LATER occupations could obtain the education needed to be a Registered Nurse (\$42,800), or a professional degree to become a Nurse Practitioner (\$70,800) or Nurse Anesthetist (\$114,140). Some skills, such as Communication Skills and knowledge of Microsoft Office Programs, are requested in occupations at all three pathway levels. An example of a Career Pathway for Nursing occupations is on the next page.

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# Nursing Career Pathway

Occupation, skill, and certificate examples found in Health Care & Related Jobs according to skill levels NOW, NEXT, and LATER.

## Now

- Home Health Aides
- Personal Care Aides
- Orderlies

### Baseline Skills

- Writing
- Communication
- Organization
- Running Errands

### Specialized Skills

- Home Health
- Care Giving
- Bathing
- Meal Preparation

### Software Skills

- Microsoft Office Programs
- EPIC Software
- ICD-10

### Certifications

- Home Health Aide
- Certified Nursing Assistant
- First Aid, CPR, AED
- Certified Medication Aide

## Next

- Nursing Assistants
- Medical Assistants
- Licensed Practical and Licensed Vocational Nurses

### Baseline Skills

- Writing
- Communication
- Computer Skills

### Specialized Skills

- Patient Care
- Vital Signs Measurement
- Patient Direction
- Cardiopulmonary Resuscitation (CPR)

### Software Skills

- Microsoft Office Programs
- ICD-9-CM Coding

### Certifications

- Certified Nursing Assistant
- First Aid CPR AED
- Certified Medical Assistant
- Licensed Vocational Nurse

## Later

- Registered Nurses
- Nurse Practitioners
- Nurse Anesthetist

### Baseline Skills

- Planning
- Communication
- Team Work/ Collaboration

### Specialized Skills

- Patient Care
- Treatment Direction
- Patient Evaluation
- Patient Direction

### Software Skills

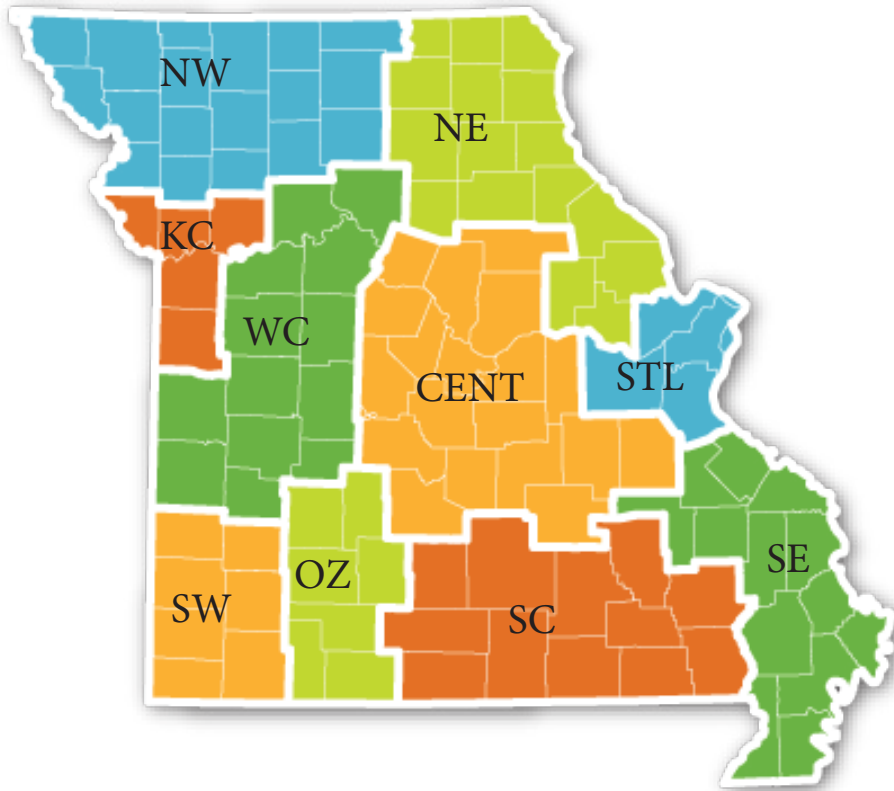
- Microsoft Office Programs
- ICD-9-CM Coding
- ICD-10 Coding

### Certifications

- Registered Nurse
- Nurse Practitioner
- First Aid CPR AED
- Critical Care Registered Nurse (CCRN)

# *Regional Occupations with Most Openings*

Occupations with the most openings in each Workforce Development Area (WDA) are determined by looking at openings created by new job (net) growth, as well as those created through the need for replacement workers. Replacement openings occur due to retirement, turnover, or transferring to another occupation. Occupations are organized by NOW, NEXT and LATER skill levels for each job field and occupations with the most job openings over ten years (2014 – 2024). *Health Care & Related* occupations are projected to have the most job openings by 2024.



Job fields with the largest supply and demand gaps in Missouri are *Health Care, Business & Sales, and Science & Technology*. The majority of the Workforce Development Areas reflect the state's top job fields, except for the Northeast, Northwest and Southwest WDA. Those regions showed the largest undersupplies in *Health Care, Business & Sales, and Transportation*.

# Kansas City WDA

Occupations with the most projected job openings are found in *Health Care & Related* occupations. Top occupations include Registered Nurses, Nursing Assistants, and Personal Care Aides. The next job field with a large amount of projected job openings is *Business & Sales*, including occupations such as Retail Salespersons, Cashiers, and Accountants & Auditors.

## Kansas City Workforce Development Area

		Health Care & Related			Business & Sales			Science & Technology					
New	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %		
	Personal Care Aides	1,806	29%	\$17,517	Retail Salespersons	5,764	3%	\$17,613	See other Science & Technology categories for job opportunities.				
	Childcare Workers	1,743	14%	\$17,530	Cashiers	5,716	2%	\$17,555					
	Social and Human Service Assistants	292	16%	\$23,112	Sales Representatives, Wholesale & Mfg.	1,200	4%	\$31,377					
Next	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %		
		Nursing Assistants	2,207	9%	\$20,615	Supervisors of Retail Sales Workers	1,375	3%	\$24,767	Computer User Support Specialists	677	12%	\$33,353
		Licensed Practical & Vocational Nurses	994	8%	\$32,960	Claims Adjusters, Examiners, & Investigators	576	3%	\$46,134	Civil Engineering Technicians	82	3%	\$37,801
	Medical Assistants	696	16%	\$25,544	Supervisors of Non-Retail Sales Workers	168	3%	\$36,062	Agricultural and Food Science Technicians	54	12%	n/a	
Enter	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %		
		Registered Nurses	4,429	13%	\$49,609	Accountants and Auditors	2,118	8%	\$42,542	Software Developers, Applications	1,376	19%	\$69,640
		Healthcare Social Workers	524	21%	\$37,819	Business Operations Specialists	660	4%	\$43,351	Computer Systems Analysts	1,049	21%	\$61,767
	Educational, Guidance, School, & Voc. Counselors	420	9%	\$31,308	Management Analysts	645	12%	\$58,286	Network and Computer Systems Administrators	509	9%	\$50,047	

Source: U.S. Bureau of Labor Statistics/Occupational Employment Statistics (2015) and the top long-term projected job openings according to MERIC 2014 - 2024 Employment Projections.

# St. Louis WDA

Science & Technology occupations have the largest number of projected job openings. Top occupations include Computer Systems Analysts, Software Developers, and Computer User Support Specialists. Business & Sales occupations have the second largest amount of projected job openings. Top occupations include Retail Salespersons, Cashiers, and Accountants & Auditors.

## St. Louis Workforce Development Area

Science & Technology				Business & Sales				Health Care & Related				
New	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
New	See other Science & Technology categories for job opportunities.				Retail Salespersons	11,642	2%	\$17,748	Personal Care Aides	5,378	29%	\$17,606
					Cashiers	9,838	1%	\$17,578	Childcare Workers	4,026	12%	\$17,593
					Sales Representatives, Wholesale & Mfg.	2,515	1%	\$32,403	Home Health Aides	1,981	30%	\$19,883
Next	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Computer User Support Specialists	1,471	12%	\$34,529	Supervisors of Retail Sales Workers	2,610	1%	\$26,681	Nursing Assistants	4,970	10%	\$21,440
	Web Developers	338	26%	\$39,696	Claims Adjusters, Examiners, & Investigators	1,278	3%	\$38,511	Licensed Practical & Vocational Nurses	1,699	8%	\$34,394
Life, Physical, and Social Science Technicians	291	5%	\$33,341	Supervisors of Non-Retail Sales Workers	419	2%	\$41,276	Medical Assistants	1,233	9%	\$23,924	
Enter	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Computer Systems Analysts	1,990	21%	\$64,663	Accountants & Auditors	4,106	9%	\$48,353	Registered Nurses	10,367	11%	\$44,337
	Software Developers, Applications	1,648	14%	\$66,897	Personal Financial Advisors	1,515	33%	\$52,827	Child, Family & School Social Workers	922	9%	\$31,553
Industrial Engineers	839	10%	\$61,905	Market Research Analysts and Marketing Specialists	1,203	17%	\$40,745	Healthcare Social Workers	898	16%	\$31,553	

Source: U.S. Bureau of Labor Statistics/Occupational Employment Statistics (2015) and the top long-term projected job openings according to MERIC 2014 - 2024 Employment Projections.

# Central WDA

Health Care & Related occupations have the largest number of projected new growth job openings. Top occupations include Registered Nurses, Nursing Assistants, and Childcare Workers. The next job field with a large amount of projected job openings is Business & Sales. Top occupations include Cashiers, Retail Salespersons, and Retail Sales Supervisors.

## Central Workforce Development Area

		Health Care & Related			Business & Sales			Science & Technology					
New	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %		
	Childcare Workers	1,276	16%	\$17,568	Cashiers	4,073	8%	\$17,643	See other Science & Technology categories for job opportunities.				
	Personal Care Aides	1,096	26%	\$17,541	Retail Salespersons	4,013	6%	\$17,651					
	Pharmacy Technicians	249	21%	\$20,135	Sales Representatives, Wholesale & Mfg.	475	6%	\$29,471					
Next	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %		
		Nursing Assistants	1,599	10%	\$17,739	Supervisors of Retail Sales Workers	1,141	8%	\$22,977	Computer User Support Specialists	416	17%	\$28,279
		Licensed Practical & Vocational Nurses	716	5%	\$31,103	Supervisors of Non-Retail Sales Workers	68	8%	\$35,271	Life, Physical & Social Science Technicians	160	8%	\$33,984
	Emergency Medical Techs & Paramedics	265	9%	\$21,449	Real Estate Brokers	12	7%	n/a	Web Developers	102	33%	\$41,939	
Enter	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %		
		Registered Nurses	2,099	10%	\$41,794	Accountants & Auditors	695	11%	\$35,630	Computer Systems Analysts	342	15%	\$51,022
		Child, Family & School Social Workers	412	8%	\$29,175	Loan Officers	371	16%	\$28,792	Civil Engineers	174	7%	\$50,481
	Education, Guidance, School & Voc. Counselors	321	11%	\$29,037	Business Operations Specialists	274	3%	\$38,677	Environmental Scientists & Specialists	153	8%	\$34,317	

Source: U.S. Bureau of Labor Statistics/Occupational Employment Statistics (2015) and the top long-term projected job openings according to MERIC 2014 - 2024 Employment Projections.



# Northeast WDA

Health Care & Related occupations have the largest number of projected new growth job openings. Top occupations include Personal Care Aides, Registered Nurses, and Nursing Assistants. The next job field with a large amount of projected job openings is Business & Sales. Top occupations include Retail Salespersons, Retail Sales Supervisors, and Accountants & Auditors.

## Northeast Workforce Development Area

		Health Care & Related			Business & Sales			Transportation				
New	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Personal Care Aides	417	19%	\$17,610	Retail Salespersons	825	4%	\$17,686	Laborers & Freight, Stock & Material Movers	517	8%	\$17,671
	Childcare Workers	304	11%	\$17,609	Sales Representatives, Wholesale & Mfg.	126	5%	\$23,135	Bus Drivers, School or Special Client	128	7%	\$17,617
	Pharmacy Technicians	245	39%	\$23,768	Insurance Sales Agents	107	17%	\$25,581	Machine Feeders & Offbearers	119	23%	n/a
Next	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Nursing Assistants	352	6%	\$17,547	Supervisors of Retail Sales Workers	222	4%	\$22,002	Heavy & Tractor-Trailer Truck Drivers	436	8%	\$26,912
	Licensed Practical & Vocational Nurses	206	6%	\$27,510	Supervisors of Non-Retail Sales Workers	18	6%	\$31,654	Supervisors of Helpers, Laborers, and Material Movers	65	6%	\$36,224
	Medical Assistants	83	11%	\$21,080	Claims Adjusters, Examiners & Investigators	12	2%	\$50,043				
Later	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Registered Nurses	367	10%	\$39,125	Accountants & Auditors	146	7%	\$30,421	See other Transportation categories for job opportunities.			
	Child, Family & School Social Workers	164	10%	\$23,556	Loan Officers	105	17%	\$41,607				
	Education, Guidance, School & Voc. Counselors	134	11%	\$22,581	Human Resources Specialists	67	4%	\$30,141				

Source: U.S. Bureau of Labor Statistics/Occupational Employment Statistics (2015) and the top long-term projected job openings according to MERIC 2014 - 2024 Employment Projections.

# Northwest WDA

Health Care & Related occupations have the largest number of projected new growth job openings. Top occupations include Registered Nurses, Nursing Assistants, and Personal Care Aides. The next job field with a large amount of projected job openings is Business & Sales. Top occupations include Cashiers, Retail Salespersons, and Retail Sales Supervisors.

## Northwest Development Investment Area

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		Health Care & Related			Business & Sales			Transportation				
New	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
	Total Openings	Net %	Total Openings			Net %	Total Openings			Net %		
	Personal Care Aides	519	27%	\$17,581	Cashiers	1,340	2%	\$17,619	Laborers & Freight, Stock & Material Movers	623	7%	\$19,515
	Childcare Workers	154	11%	\$17,611	Retail Salespersons	1,017	2%	\$17,635	Industrial Truck & Tractor Operators	158	5%	\$23,775
	Home Health Aides	61	26%	\$19,468	Sales Representatives, Wholesale & Mfg.	213	6%	\$24,479	Bus Drivers, School or Special Client	107	9%	\$20,153
Next	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
	Total Openings	Net %	Total Openings			Net %	Total Openings			Net %		
	Nursing Assistants	613	6%	\$17,601	Supervisors of Retail Sales Workers	305	3%	\$22,202	Heavy & Tractor-Trailer Truck Drivers	272	1%	\$25,530
	Licensed Practical & Vocational Nurses	301	5%	\$29,694	Supervisors of Non-Retail Sales Workers	24	8%	\$37,389	Supervisors of Helpers, Laborers, & Material Movers	61	3%	\$28,307
	Medical Assistants	93	14%	\$21,722					Excavating, Loading Mach. & Dragline Operators	29	12%	n/a
Enter	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
	Total Openings	Net %	Total Openings			Net %	Total Openings			Net %		
	Registered Nurses	682	11%	\$43,593	Accountants & Auditors	188	8%	\$38,225	See other Transportation categories for job opportunities.			
	Child, Family & School Social Workers	85	8%	\$30,982	Loan Officers	101	17%	\$37,003				
	Counselors for Substance Abuse & Behavioral Disorder	65	20%	\$24,372	Cost Estimators	66	7%	\$37,360				

Source: U.S. Bureau of Labor Statistics/Occupational Employment Statistics (2015) and the top long-term projected job openings according to MERIC 2014 - 2024 Employment Projections.

# Ozark WDA

*Business & Sales* occupations have the largest number of projected new growth job openings. Top occupations include Retail Salespersons, Cashiers, and Retail Sales Supervisors. The next job field with a large amount of projected job openings is *Health Care & Related*. Top occupations include Registered Nurses, Nursing Assistants, and Childcare Workers.

## Ozark Workforce Development Area

		Business & Sales			Health Care & Related			Science & Technology				
New	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Retail Salespersons	4,442	11%	\$17,610	Childcare Workers	822	16%	\$17,527	See other Science & Technology categories for job opportunities.			
	Cashiers	3,156	9%	\$17,603	Personal Care Aides	787	39%	\$17,460				
	Sales Representatives	807	16%	\$22,047	Home Health Aides	572	33%	\$17,572				
Next	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Supervisors of Retail Sales Workers	980	11%	\$24,932	Nursing Assistants	1,908	25%	\$18,461	Computer User Support Specialists	434	23%	\$29,090
	Claims Adjusters, Examiners & Investigators	125	15%	\$29,509	Licensed Practical & Vocational Nurses	788	21%	\$28,930	Web Developers	67	32%	\$28,479
	Supervisors of Non-Retail Sales Workers	117	11%	\$31,608	Medical Assistants	381	24%	\$20,810	Electrical & Electronics Engineering Technicians	26	7%	\$32,310
Later	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Accountants & Auditors	651	18%	\$30,276	Registered Nurses	2,927	29%	\$40,625	Software Developers, Applications	248	27%	\$41,731
	Business Operations Specialists	290	18%	\$32,850	Physical Therapists	250	37%	\$62,066	Network & Computer Systems Administrators	167	18%	\$43,968
	Training & Development Specialists	243	17%	\$31,100	Pharmacists	237	22%	\$113,838	Computer Systems Analysts	132	27%	\$49,859

Source: U.S. Bureau of Labor Statistics/Occupational Employment Statistics (2015) and the top long-term projected job openings according to MERIC 2014 - 2024 Employment Projections.

# South Central WDA

Health Care & Related occupations have the largest number of projected new growth job openings. Top occupations include Personal Care Aides, Registered Nurses, and Nursing Assistants. The next job field with a projected large amount of job openings is Business & Sales. Top occupations include Cashiers, Retail Salesperson, and Retail Sales Supervisors.

## South Central Workforce Development Area

		Health Care & Related			Business & Sales			Science & Technology				
New	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Personal Care Aides	859	26%	\$17,434	Cashiers	1,138	4%	\$17,626	See other Science & Technology categories for job opportunities.			
	Pharmacy Technicians	127	23%	\$21,500	Retail Salespersons	648	4%	\$17,593				
	Childcare Workers	99	10%	\$17,431	Insurance Sales Agents	88	19%	\$26,056				
Next	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Nursing Assistants	352	6%	\$17,434	Supervisors of Retail Sales Workers	191	6%	\$23,624	Computer User Support Specialists	35	16%	\$26,335
	Licensed Practical & Vocational Nurses	263	19%	\$27,620	Supervisors of Non-Retail Sales Workers	15	8%	\$33,820				
	Emergency Medical Technicians & Paramedics	122	19%	\$21,762								
Enter	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Registered Nurses	735	18%	\$39,823	Accountants & Auditors	166	15%	\$32,993	Clinical, Counseling, & School Psychologists	22	21%	n/a
	Child, Family & School Social Workers	118	7%	\$26,970	Loan Officers	77	34%	\$41,728	Conservation Scientists	19	12%	\$37,840
	Educational, Guidance, School & Voc. Counselors	86	10%	\$28,658	Cost Estimators	26	8%	\$32,114	Network & Computer Systems Administrators	11	11%	\$33,694

Source: U.S. Bureau of Labor Statistics/Occupational Employment Statistics (2015) and the top long-term projected job openings according to MERIC 2014 - 2024 Employment Projections.

# Southeast WDA

Health Care & Related occupations have the largest number of projected new growth job openings. Top occupations include Personal Care Aides, Registered Nurses, and Nursing Assistants. The next job field with a large amount of projected job openings is Business & Sales. Top occupations include Cashiers, and Retail Salespersons, and Retail Sales Supervisors.

## Southeast Workforce Development Area

		Health Care & Related			Business & Sales			Science & Technology				
New	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
New	Personal Care Aides	2,218	29%	\$17,526	Cashiers	2,425	6%	\$17,626	See other Science & Technology categories for job opportunities.			
	Childcare Workers	531	15%	\$17,566	Retail Salespersons	1,813	10%	\$17,676				
	Home Health Aides	463	33%	\$18,608	Insurance Sales Agents	413	35%	\$30,728				
Next	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Nursing Assistants	1,011	11%	\$17,614	Supervisors of Retail Sales Workers	558	9%	\$22,914	Computer User Support Specialists	93	13%	\$26,089
	Licensed Practical & Vocational Nurses	364	6%	\$29,532	Supervisors of Non-Retail Sales Workers	31	6%	\$32,809	Computer Network Support Specialists	11	3%	\$28,523
Medical Assistants	180	13%	\$19,980	Claims Adjusters, Examiners & Investigators	19	1%	\$59,077					
Later	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Registered Nurses	1,685	18%	\$40,345	Accountants & Auditors	231	8%	\$33,373	Network & Computer Systems Administrators	48	14%	\$38,179
	Child, Family & School Social Workers	268	9%	\$23,914	Loan Officers	97	9%	\$33,593	Software Developers, Applications	41	30%	\$63,423
Healthcare Social Workers	171	23%	\$29,315	Purchasing Agents	81	4%	\$26,126	Clinical, Counseling & School Psychologists	33	15%	\$49,553	

Source: U.S. Bureau of Labor Statistics/Occupational Employment Statistics (2015) and the top long-term projected job openings according to MERIC 2014 - 2024 Employment Projections.

# Southwest WDA

Business & Sales occupations have the largest number of projected new growth job openings. Top occupations include Retail Salespersons, Cashiers, and Retail Sales Supervisors. The next job field with a large amount of projected job openings is Health Care & Related. Top occupations include Registered Nurses, Personal Care Aides, and Nursing Assistants.

## Southwest Workforce Development Area

		Business & Sales			Health Care & Related			Transportation				
New	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Retail Salespersons	1,500	3%	\$17,597	Personal Care Aides	664	29%	\$17,579	Laborers & Freight, Stock & Material Movers	567	3%	\$17,780
	Cashiers	1,405	5%	\$17,562	Childcare Workers	243	12%	\$17,519	Cleaners of Vehicles & Equipment	270	9%	\$17,740
	Sales Representatives, Wholesale & Mfg.	276	2%	\$25,545	Social & Human Service Assistants	100	19%	\$19,578	Packers & Packagers	214	6%	\$17,801
Next	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Supervisors of Retail Sales Workers	438	6%	\$24,831	Nursing Assistants	455	7%	\$17,873	Supervisors of Trans. & Material Moving Mach. & Vehicle	88	6%	\$20,628
	Supervisors of Non-Retail Sales Workers	19	5%	\$35,872	Licensed Practical & Vocational Nurses	267	11%	\$29,898	Locomotive Engineers	27	9%	n/a
	Claims Adjusters, Examiners & Investigators	11	2%	\$50,045	Medical Assistants	82	13%	\$20,847	Excavating, Loading Mach. & Dragline Operators	19	4%	\$26,439
Enter	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Accountants & Auditors	220	12%	\$32,289	Registered Nurses	958	12%	\$38,043	Commercial Pilots	19	21%	n/a
	Loan Officers	105	18%	\$36,433	Physical Therapists	142	28%	\$60,779				
	Human Resources Specialists	78	4%	\$32,559	Nurse Practitioners	132	26%	\$73,552				

Source: U.S. Bureau of Labor Statistics/Occupational Employment Statistics (2015) and the top long-term projected job openings according to MERIC 2014 - 2024 Employment Projections.

# West Central WDA

Health Care & Related occupations have the largest number of projected new growth job openings. Top occupations include Nursing Assistants, Personal Care Aides, and Registered Nurses. The next job field with a large amount of projected job openings is Business & Sales. Top occupations include Cashiers, Retail Salesperson, and Retail Sales Supervisors.

## West Central Workforce Development Area

		Health Care & Related			Business & Sales			Transportation				
New	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Personal Care Aides	614	26%	\$17,547	Cashiers	1,383	2%	\$17,676	Light Truck or Delivery Services Drivers	215	8%	\$17,787
	Childcare Workers	388	14%	\$17,693	Retail Salespersons	783	5%	\$17,640	Bus Drivers, School or Special Client	124	7%	\$17,711
	Home Health Aides	140	19%	\$21,676	Parts Salespersons	143	6%	\$17,814	Cleaners of Vehicles & Equipment	81	9%	\$17,698
Next	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Nursing Assistants	799	5%	\$17,516	Supervisors of Retail Sales Workers	358	5%	\$23,674	Supervisors of Trans. & Material Moving Mach. & Vehicle	42	1%	\$34,086
	Licensed Practical & Vocational Nurses	326	3%	\$29,133	Supervisors of Non-Retail Sales Workers	8	2%	\$29,540				
	Emergency Medical Technicians & Paramedics	102	10%	\$18,411								
Later	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015	Title	Projections 2014 - 2024 Change		Entry Wage 2015
		Total Openings	Net %			Total Openings	Net %			Total Openings	Net %	
	Registered Nurses	595	16%	\$41,544	Accountants & Auditors	161	15%	\$34,305	See other Transportation categories for job opportunities.			
	Child, Family & School Social Workers	78	7%	\$28,142	Loan Officers	96	16%	\$35,486				
	Educational, Guidance, School & Voc. Counselors	75	9%	\$29,041	Human Resources Specialists	58	3%	\$33,660				

Source: U.S. Bureau of Labor Statistics/Occupational Employment Statistics (2015) and the top long-term projected job openings according to MERIC 2014 - 2024 Employment Projections.

**Notes:** Burning Glass Technologies, Labor/ Insight tool: Data for this analysis has been extracted using Burning Glass Technologies, Labor/Insight™ tool that collects information from over 35,000 web sources, including job boards, newspapers, large and small employer websites. Missouri Economic Research and Information Center (MERIC) uses this data to compile and publish reports for the State and Labor Market Regions. While this analysis presents a broad picture of hiring activity and serves as a measure of labor demand, it does not capture openings that are filled through other networks. Wage data: U.S. Bureau of Labor Statistics/Occupational Employment Statistics

**Missouri Labor Supply & Demand Analysis:** ([http://www.missourieconomy.org/pdfs/statewide\\_labor\\_supply\\_n\\_demand\\_analysis.pdf](http://www.missourieconomy.org/pdfs/statewide_labor_supply_n_demand_analysis.pdf))

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