

Central Region Labor Market Analysis

The Central Region is situated in the center of the State of Missouri. Counties included in the Central Region are: Audrain, Boone, Callaway, Camden, Cole, Cooper, Crawford, Dent, Gasconade, Howard, Laclede, Maries, Miller, Moniteau, Morgan, Osage, Phelps, Pulaski and Washington.

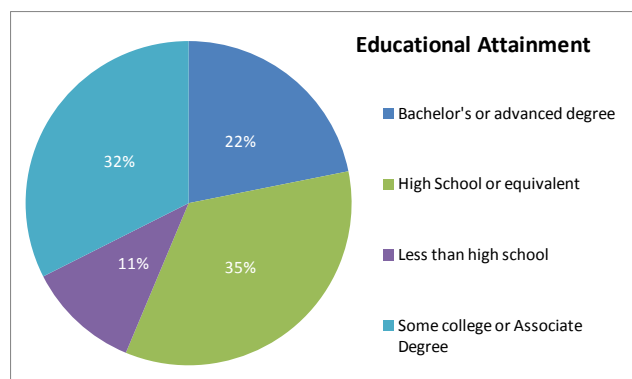
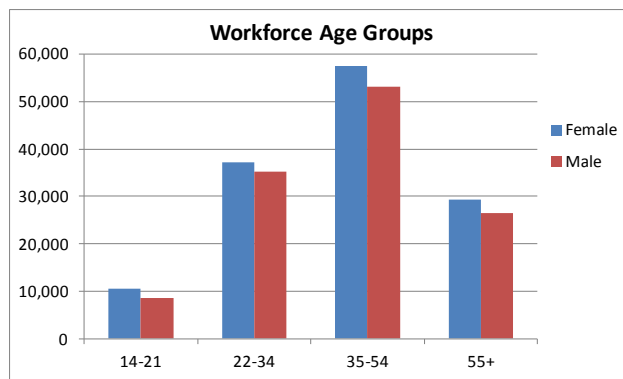
This region includes several major cities such as Columbia, Mexico, Rolla, Camdenton, Lebanon and the state capital, Jefferson City. Many of Missouri’s major highways cross through this region. Interstate 44 runs through the southern part of the region, while Interstate 70 crosses the northern part of the region. In addition, Highway 50, Highway 54 and Highway 63 cross through the region, allowing a great deal of travel through the area.

Workforce

The total population of the Missouri workforce is 2,671,013, and the Central Region is home to 258,493, or 9.7%, of the state’s workforce. The age group for workforce is defined as 14 years or more. The county with the largest population is Boone County, with 84,713, followed by Cole County with 50,208.

The population of the workforce is aging. In the Central Region, 21.67% of the workforce is age 55 or older. The percentage for the state is slightly lower, with an average of 21.44% for the same age group.

The education attainment rate for the Central Region is higher than the average for Missouri. In the Central Region, 89% of the workforce has a high school diploma or higher, compared to 88% for the state. The number of those who have not obtained a high school diploma is 11% in the Central Region and 12% statewide.



Source: MERIC WIA County Demographics compiled from LEHD data (missourieconomy.org/regional/index.stm)

Missouri Labor Supply & Demand

The Missouri Labor Supply & Demand Analysis Report, published March 2015, takes job seeker information from people who registered with jobs.mo.gov during 2014 and compares it to employer job ads during the same time period. *Business and Sales* and *Healthcare* have the highest gaps, while *Construction/Related* and *Production* have the largest surplus of workforce.

Central WIA	Total	Business & Sales	Health Care & Related	Science & Technology	Transportation	Other Services	Food Service	Management & Support	CIMR*	Production
# Job Ads	25,120	4,913	4,745	2,324	2,831	1,635	1,346	4,805	1,802	719
% Job Ads	100.0%	19.6%	18.9%	9.3%	11.3%	6.5%	5.4%	19.1%	7.2%	2.9%
# Jobseekers	16,468	1,532	1,528	488	1,249	1,064	1,335	4,205	2,870	2,198
% Jobs Sought	100.0%	9.3%	9.3%	3.0%	7.6%	6.5%	8.1%	25.5%	17.4%	13.3%
Gap	--	10.3%	9.6%	6.3%	3.7%	0.0%	-2.7%	-6.4%	-10.2%	-10.4%

*CIMR = Construction, Installation, Maintenance & Repair

Source: Missouri Labor Market Supply & Demand Analysis, March 2015

Commuting Patterns

Commuting patterns tell us a great deal about a region. In the Central Region, a majority of the workforce commutes to a different county to work. In fact, over half the workforce in 14 of the 19 counties in the region leave the county where they live for employment. In contrast, only 23% of the workforce leaves the Central Region for employment. From these facts, we can conclude that most persons commute to a different county within the Central Region for employment. In addition, we can also infer that persons living in the Central Region are skilled in the industries and occupations in demand in this region.

Percent of Employees Working Outside of Home County				
Audrain	59%		Laclede	42%
Boone	28%		Maries	85%
Callaway	67%		Miller	74%
Camden	48%		Moniteau	66%
Cole	28%		Morgan	70%
Cooper	59%		Osage	73%
Crawford	63%		Phelps	45%
Dent	61%		Pulaski	51%
Gasconade	61%		Washington	75%
Howard	69%			

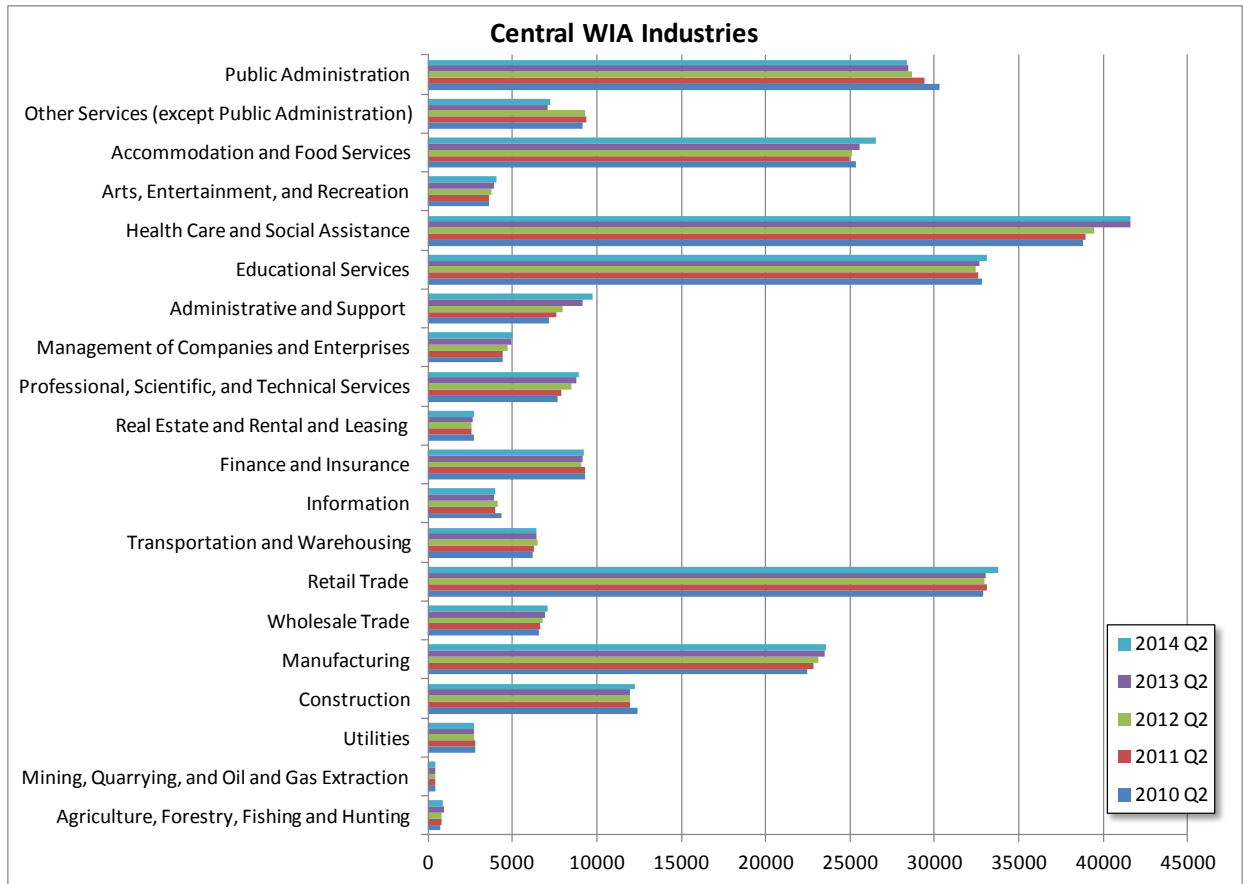
Source: US Census Bureau, Center for Economic Studies, LEHD, On the Map (onthemap.ces.census.gov)

Industries

The chart illustrates the changes in employment in the Central Region by industry during the 5 year period. Industries employing the most people at the end of the second quarter of 2014 (most recent data available) are *Health Care and Social Assistance*; *Retail Trade*; and *Educational Services*. Employment in these three industries equals 40% of the total employment in the region.

Most industries experienced overall employment growth over the last 5 years. The highest levels of employment growth are seen in the industries of *Health Care and Social Assistance*; *Professional, Scientific, and Technical Services*; and *Administrative and Support*. Some industries saw decreasing employment numbers during the same 5 year period. *Other Services (except Public Administration)*; *Information*; and *Public Administration* are the industries with the highest employment decreases.

The largest employers in the Central Region are in a variety of industries, including state government and universities, along with many private sector firms such as; health care with **SSM Health St. Mary's Hospital, Boone Hospital, Lake Regional Health System; Capital Region Medical Center, Phelps County Regional Medical Center**; insurance with **Shelter Insurance Company and State Farm Operations Center**; manufacturers such as **Scroll Compressors**; utilities of **Ameren Union Electric**; and lenders with **Veterans United Home Loans**.



Source: US Census Bureau, QWI Explorer Application (qwexplorer.ces.census.gov)

Occupations

In *The ABCs of Missouri Career Grades 2012-2022*, letter grades are assigned to 800+ occupations based on the total job openings and average wage of the occupation. Job openings include both new growth (jobs added to the workforce) and replacements (vacancies created by employees moving to a different occupation or retiring). Projections are made for each occupation on a statewide basis as well as each of the regions. Therefore, a job may be graded differently in the statewide projections and each region based on the openings and wages for specific areas of the state.

In the Central Region, approximately 100,000 job openings are projected between 2012 through 2022. Most of the job openings, over 51,000 are projected in the Grade B category. Many of the job openings are in entry level occupations, such as *Food Preparation and Serving Workers; Retail Salespersons; Cashiers; Office Clerks; Laborers* and *Customer Service Representatives*.

Each occupation is also classified in the Now, Next and Later categories. A “Now” job would require short- to moderate-term on-the-job training lasting no more than 12 months. “Next” occupations generally require an Associate’s degree or substantial vocational training lasting more than one year. “Later” occupations usually require a bachelor’s or advanced degree and in addition to specific work experience.

Central WIA - Good Outlook Careers				
	Title	Grade	Openings	Average Wage
NOW	Combined Food Preparation & Serving Workers, Including Fast Food	B	3,939	\$17,936
	Retail Salespersons	B	3,905	\$23,111
	Cashiers	C+	3,712	\$19,020
	Waiters and Waitresses	C+	2,920	\$19,095
	Office Clerks, General	B	1,994	\$28,087
	Laborers & Freight, Stock & Material Movers	B+	1,749	\$26,137
	Customer Service Representatives	B+	1,653	\$29,362
NEXT	Registered Nurse	A	2,051	\$55,632
	Nursing Assistant	B	1,776	\$22,215
	Heavy and Tractor-Trailer Truck Drivers	A	1,260	\$35,406
	Carpenters	A	1,010	\$41,657
	First-Line Supervisors of Retail Sales Workers	B	958	\$35,920
	Maintenance and Repair Workers, General	B	917	\$31,761
	Licensed Practical and Licensed Vocational Nurses	B+	909	\$36,692
LATER	General and Operations Managers	A+	1,613	\$ 72,710
	Elementary School Teachers, Except Special Education	B+	908	\$ 42,446
	Secondary School Teachers, Except Special & Career/Technical Ed.	B	849	\$ 40,610
	Accountants & Auditors	A	750	\$ 53,393
	Substitute Teachers	C+	430	\$ 23,001
	Middle School Teachers, Except Special & Career/Technical Ed.	B	427	\$ 45,836
	Computer Programmers	B	387	\$ 56,179

Source: *The ABCs of Missouri Career Grades 2012-2022*, Central Region

MERIC also prepares a document listing the top 20 occupations based on the number of job openings for each region, and the *Central Region Top Openings* is attached.

Another source for identifying in-demand occupations is through real-time data. A tool called Burning Glass compiles information from job postings on over 38,000 sites into a database that can be queried to find information on jobs. This information provides insight on the jobs employers are currently hiring, occupations that are in-demand and skills that employers require for employees.

The Missouri Real-Time Labor Market Summary compiles information queried through Burning Glass. Briefs are published for the State of Missouri, and for each region. Since the brief is published every other month, the information is always current. The most recent publication is attached to this summary.

Below is a list of the top 25 occupations posted in job ads by employers in the Central Missouri Region in calendar year 2014.

Burning Glass -- Top Job Postings in 2014	
Occupation	Job Postings
*+Heavy and Tractor-Trailer Truck Drivers	1,871
*+Retail Salespersons	1,134
*+Registered Nurses	890
Sales Representatives, Wholesale and Manufacturing	818
*+First-Line Supervisors of Retail Sales Workers	715
*+Customer Service Representatives	606
*+Combined Food Preparation and Serving Workers, Including Fast Food	452
*+Laborers and Freight, Stock, and Material Movers, Hand	425
Medical and Health Services Managers	355
Merchandise Displayers and Window Trimmers	338
+Maintenance and Repair Workers, General	338
*Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	335
First-Line Supervisors of Food Preparation and Serving Workers	330
Software Developers, Applications	319
Light Truck or Delivery Services Drivers	317
*+Cashiers	271
*+Nursing Assistants	271
Sales Managers	263
+Licensed Practical and Licensed Vocational Nurses	257
*Childcare Workers	255
Computer User Support Specialists	235
Human Resources Specialists	234
*+Office Clerks, General	224
Physical Therapists	210
Tellers	204

Source: Labor Insight/Burning Glass Occupation Data

*Occupation on projected top 20 Central Region Top Openings list

+Occupation listed as Central Region Good Outlook Career in Career Grades

Within the sources of information for employment projections and in real-time data in job ads, we see many of the occupation titles repeated, especially in the Now and Next categories. Reviewing the data found in multiple sources helps to validate the need for these occupations.

March 2015