DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

MISSOURI ECONOMIC & WORKFORCE REPORT

2022

2022 ECONOMIC REPORT
A TIME OF ECONOMIC
CHANGE

The 2022 Missouri Economic and Workforce Report provides a broad overview of Missouri's economy in the last year, tracking a selection of meaningful indicators. For the last two years, this annual report has included unique economic circumstances as a result of the COVID-19 pandemic and the ongoing recovery. The 2022 report continues that trend.

The data contained in this report largely focuses on economic activity in Missouri during the most recent complete calendar year, using a variety of the most reliable and proven economic and workforce data resources available. Typically, these high-quality sources have some lag in publication due to the sound and thorough methodologies used to ensure accurate and reliable data. Analysis of economic shifts will always rely on these key sources for the most precise representation of the economy, and Missouri will continue to monitor these indicators throughout the state's economic recovery. It is valuable to have a comprehensive review of the state's economy, even if some of the indicators lag.

2021 data show remarkable economic recovery for the state and U.S. economies, carrying forward the trend from the second half of 2020, with rebounding gross domestic output and employment, especially in the sectors that were most significantly impacted by the pandemic, such as accommodation, food services, and retail trade. The unemployment rate approached pre-pandemic levels, as more individuals returned to work.

Data from 2021 and 2022, so far, also show a tight labor market, with the most recent seasonally adjusted unemployment rate for Missouri reaching a historic low for the data series. Labor force participation rates remain below pre-pandemic levels and there are more job openings than the current civilian labor force can fill. The current labor market provides opportunities for job mobility for those who are working and challenges employers that need to hire more workers to meet demand. At the same time, consumer price increases are impacting individuals and businesses alike, as inflation reached the highest levels in decades. With such mixed indicators, economists debate if the economy is or is not approaching recession.

Regionally in Missouri, recovery is uneven. The profiles in this report show the different challenges and opportunities in the regions of the state, along with new regional 2020 to 2030 industry and occupation projections highlights. It is important to note that the projections timeframe includes both the rapid recovery in the time most immediately impacted by the pandemic (2020-2022), along with the growth for the years following (2022-2030). This is of particular note for occupations related to accommodations, entertainment, food services, and retail trade, where much of the projected growth can likely be attributed to the rebound from closures and lifestyle changes in the early stages of the COVID-19 pandemic.

With a rapidly changing environment, future annual economic reports will show if and when there are permanent economic shifts from the pandemic, either in accelerating existing trends or pivoting the economy in unexpected ways. To track the most current trends between reports, visit the Missouri Economic Research and Information Center website at meric.mo.gov.

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2022 ECONOMIC REPORT
SHOW ME
THE FACTS

- Missouri's GDP totaled $295.7 billion in 2021 in 2012 inflation-adjusted dollars, a 4.6 percent increase over the previous year.

- Per capita income in Missouri was $55,159 in 2021, a 6.7 percent increase from 2020. In 2021, Missouri's total personal income was $340.2 billion, a 7.0 percent increase over 2020.

- As a sign of recovery from the COVID-19 pandemic, 18 out of 20 industry sectors gained jobs between 2020 and 2021.

- The *Accommodation and Food Services* sector had the largest employment drop in 2020, but also had the largest increase in 2021, gaining nearly 32,000 jobs.

- In June 2022, Missouri's unemployment rate was 2.8 percent, a decrease from 4.4 percent in June 2021 and 7.7 percent in June 2020.

- From June 2020 to June 2021, Missouri added 65,500 jobs, increasing employment by 2.3 percent.

- Missouri's labor force participation rate was 63.1 percent in 2021 and the U.S. rate was 61.7 percent.

- *Registered Nurses; Software Developers and Software Quality Assurance Analysts and Testers; Retail Salespersons; Sales and Customer Service Representatives; Heavy and Tractor-Trailer Truck Drivers;* and *First-Line Supervisors of Retail Sales Workers* are the most in-demand occupations based on a measure of online job advertisements.

- The St. Louis Region is the largest, in terms of employment, with over one million employees in 2021. The Kansas City and Central regions had the next highest employment with over 591,000 and 313,700 employees, respectively.

- All Missouri regions experienced negative growth in employment from 2017 to 2021 except the Ozark Region. This negative growth is partly due to the effects of the COVID-19 pandemic in 2020, although the economy is showing recovery in 2021. For some regions, this negative growth is part of an ongoing trend of declining employment.

2022 ECONOMIC REPORT
CURRENT
TRENDS

In 2021, Missouri's economy grew by 4.6 percent compared to the previous year. Nationally, GDP increased 5.7 percent over the same period. The GDP increase from 2020 to 2021 indicates an economic recovery after the COVID-19 pandemic. Likewise, Missouri's nonfarm payroll employment grew in 2021. Following decreases in 2020, employment grew by 4.4 percent year-over-year by July 2021, with a recovery of 120,300 jobs. Estimates for June 2022 show nonfarm employment in the state increased by 2.3 percent compared to June 2021, adding 65,500 jobs. Eighteen out of 20 industry sectors gained jobs between 2020 and 2021. Only the *Information* and *Management of Companies and Enterprises* sectors declined when compared 2020 to 2021.

In June 2022, Missouri's unemployment rate was 2.8 percent, a historic low and below the national rate of 3.6 percent. Missouri's civilian labor force totaled 3,074,333 in June 2022, with a labor force participation rate of 63.0 percent. Labor force participation rates improved since the start of the COVID-19 pandemic, but have not returned to pre-pandemic levels.

Except Ozark, all Missouri regions experienced negative growth in employment from 2017 to 2021. The Northwest and St. Louis regions had the lowest negative growth. This negative growth is partly due to the effects of the COVID-19 pandemic in 2020, although the economy experienced some recovery in 2021. For some regions, this negative growth is part of an ongoing negative trend.

In this annual review of the Missouri economy, changes in gross state product, personal income, civilian labor force, unemployment, and employment are analyzed for the current period and more broadly over the last five to 10 years. Moreover, in this review, special attention is paid to economic regions within Missouri and their diverse workforce and economies.

IN JUNE 2021, MISSOURI'S UNEMPLOYMENT RATE WAS 2.8 PERCENT, A HISTORIC LOW AND BELOW THE NATIONAL RATE OF 3.6 PERCENT.

2022 ECONOMIC REPORT
MISSOURI
ECONOMY OVERVIEW

DEPARTMENT OF
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GROSS DOMESTIC PRODUCT (GDP)

Gross Domestic Product (GDP) is the broadest measure of economic activity. Gross Domestic Product by State (GSP) measures the value-added from industries in that state for a particular period of time. In 2021, Missouri's GDP was $295.7 billion (in 2012 chained dollars), a 4.6 percent increase from 2020 to 2021. Nationally, inflation-adjusted GDP increased 5.7 percent over the same period. The GDP increase from 2020 to 2021 indicates an economic recovery after the COVID-19 pandemic.

All eight neighboring states of Missouri experienced increase in GDP. Six states had greater percent increases than that of Missouri and two states had slower growth. Tennessee had the greatest increase, at 8.6 percent, and Oklahoma had the slowest growth at 2.2 percent. Compound annual growth rate of GDP for Missouri over a five-year period (2017-2021) was 1.2 percent.

Several industry sectors experienced a positive GDP growth from 2011 to 2021. The greatest compound annual growth rate in the past 10 years has been in *Agriculture, Forestry, Fishing and Hunting* with a 5.5 percent compound annual growth rate. Other 10-year top trends include a compound annual growth rate in *Natural Resources and Mining* at 4.5 percent; *Professional, Scientific, and Technical Services* at 3.7 percent; and *Management of Companies and Enterprises* at 2.6 percent.

In the past year, most industry sectors experienced positive growth. The *Arts, Entertainment, and Recreation* industry had the largest yearly growth, at 28.8 percent. *Agriculture, Forestry, Fishing and Hunting*, at 24.5 percent, had the next largest positive growth. The largest negative yearly growth was in *Utilities* at -8.0 percent.

In 2011, Missouri produced $234.99 billion in goods and services whereas in 2021, Missouri produced $263.39 billion in goods and services.

Missouri grew at an annualized rate of 0.97 percent to equal $27.2 billion in growth over the past 10 years, or a 10.1 percent GDP increase overall.

Gross Domestic Product by metropolitan statistical areas (MSA) measures the percentage of contribution by MSA to Missouri's total GDP. In 2020, highest GDP contribution was from St. Louis MO-IL combined MSA ($149.9 billion) followed by Kansas City MO-KS MSA ($124.3 billion) and Springfield MO MSA ($18.2 billion). The St. Louis and Kansas City MSAs do cross state boundaries, with only a portion of the GDP attributed to each state.

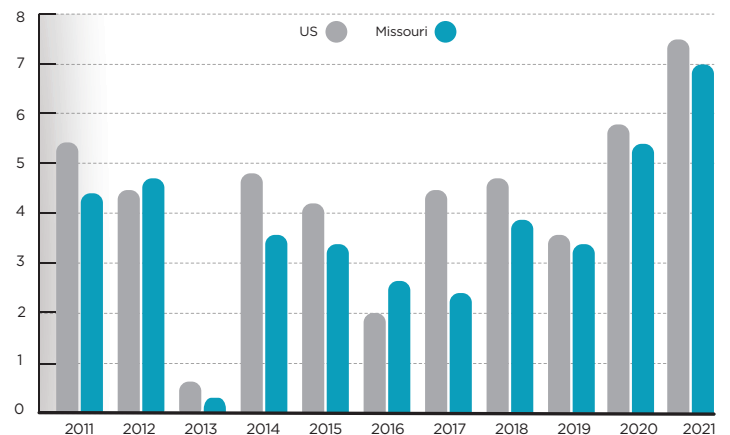By county, St. Louis County was the leading contributor to Missouri's GDP in 2020 at $70.2 billion, followed by Jackson County ($41.7 billion) and St. Charles County ($15.5 billion).

Missouri Real Gross State Product Annual Growth Rate
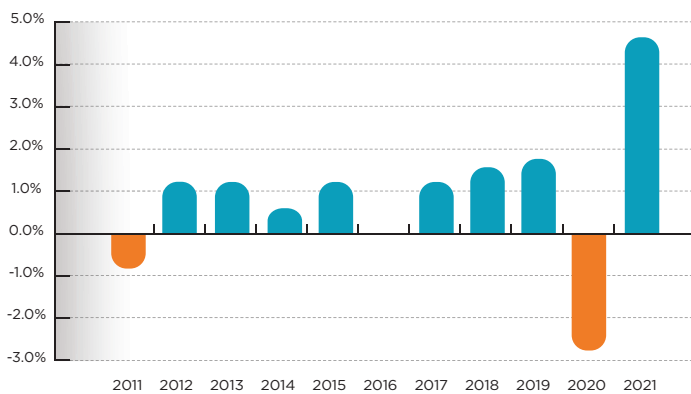
SOURCE: U.S. BUREAU OF ECONOMIC ANALYSIS, REAL GDP IN 2012 CHAINED DOLLARS

Personal Income Annual Growth Rate

SOURCE: U.S. BUREAU OF ECONOMIC ANALYSIS, 2021

MISSOURI OVERVIEW

TOTAL PERSONAL INCOME

Total personal income includes the wages and salaries of workers and other income received such as dividends, interest, rent, and transfer payments. Incomes are reported before the deduction of taxes.

Transfer payments are monies paid out by the government to individuals through Social Security, Disability Insurance, Medicare, Unemployment Insurance compensation, Veterans benefits, Education and Training Assistance programs (Pell Grants for example), and low-income assistance benefits (which include SSI, Medicaid, CHIP, and TANF).

In 2021, Missouri's total personal income was $340.23 billion, a 7.0 percent increase over 2020. The nation's personal income increased 7.4 percent to $21.06 trillion. California led the nation in total personal income with more than $2.99 trillion. Texas, New York, Florida, and Illinois were in the top five.

Among surrounding states, Missouri had the seventh largest percent increase in personal income from 2020 to 2021. Total personal income in Nebraska increased by 9.3 percent, followed by Tennessee (8.9%), Arkansas (8.1%), Kentucky (7.9%), Iowa (7.5%), and Illinois (7.3%). Oklahoma (6.7%) and Kansas (6.5%) had lower percent personal income increase than Missouri (7.0%) from 2020 to 2021.

Net earnings accounted for 59 percent of Missouri personal income in 2021. Transfer payments accounted for 24 percent and dividends, interest, and rent accounted for 17 percent. In the U.S., 61 percent of personal income was accounted for by net earnings, 22 percent by transfer payments and 17 percent by dividends, interest, and rent.

St. Louis County had the highest personal income in the state in 2020 with $78.3 billion, a 5.8 percent increase from 2019. Jackson County ($35.4 billion) and St. Charles County ($23.1 billion) had the next highest personal income, a 5.5 percent and 4.3 percent increase from 2019, respectively. St. Louis County ($78.3 billion) had the largest nonfarm personal income whereas Saline county had the highest farm income ($92.3 million), followed by Carroll County ($69.9 million), and Audrain County ($67.5 million).

Missouri Components of Personal Income

Net Earnings **59%**

Dividends, Interest, Rent **17%**

Transfer Payments **24%**

Component Totals: **$340 Billion**
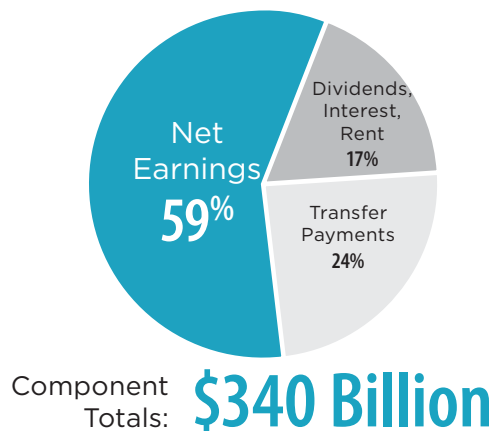
SOURCE: U.S. BUREAU OF ECONOMIC ANALYSIS, 2021

Per capita personal income is a rough indicator of the economic well-being of an area's residents. Per capita income is calculated by dividing an area's total personal income by its population. The per capita personal income in Missouri in 2021 was $55,159, a 6.7 percent increase from 2020. Nationally, per capita income was $63,444. In this analysis, per capita income is presented in nominal dollars which means it has not been adjusted for inflation. While the state's per capita income is lower than the national average, so is the cost of living. In 2021, Missouri ranked seventh in lowest cost of living for all states.

In 2020, St. Louis County had the highest per capita income in the state at $78,807, followed by Platte County ($60,698), St. Charles County ($56,879), and Holt County ($56,644).

UNEMPLOYMENT

The unemployment rate measures the number of people out of work but actively seeking employment relative to the civilian labor force. As of June 2022, the nation's unemployment rate was 3.6 percent, a significant decrease from June 2021 (5.9%) and June 2020 (11.0%), reflecting continued recovery from the economic downturn caused by the COVID-19 pandemic. Similarly, Missouri's unemployment rate in June 2022 was 2.8 percent, an improvement from 4.4 percent in June 2021 and 7.7 percent in June 2020. Missouri's unemployment rate of 2.8 percent is the lowest rate for the state in the decade.

Prior to the COVID-19 pandemic, Missouri and the nation were experiencing record low unemployment numbers and a tight labor market. Unemployment spiked during the second quarter of 2020, as COVID-19 related shutdowns and layoffs impacted the economy in the U.S. and around the world. Missouri's unemployment rate rapidly declined as more Missourians were able to return to work. The current unemployment rate of 2.8 percent, a historic low, shows economic improvement following the COVID-19 pandemic.
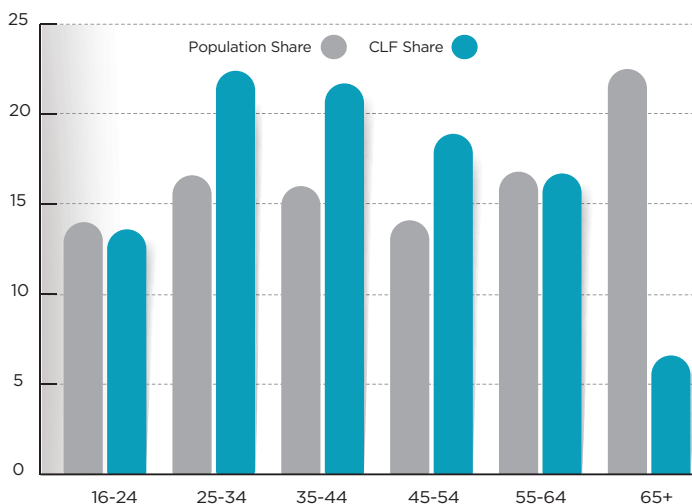
Unemployment Rate
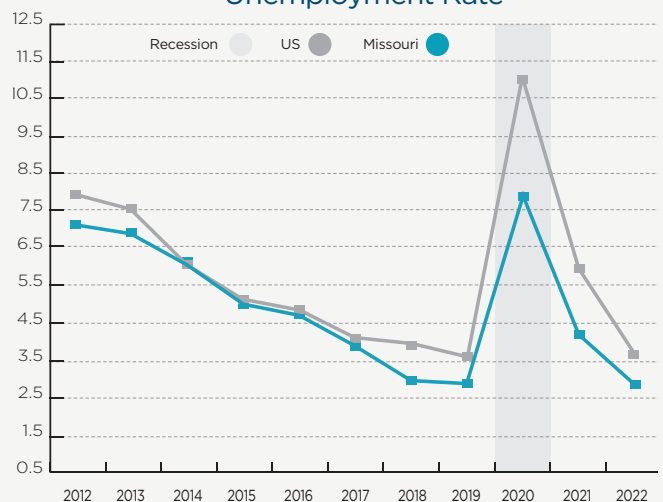
SOURCE: U.S. BUREAU OF LABOR STATISTICS, LOCAL AREA UNEMPLOYMENT STATISTICS

MISSOURI OVERVIEW

CIVILIAN LABOR FORCE

The civilian labor force is defined as the number of non-institutionalized persons—16 years and older—who are either gainfully employed or are unemployed but actively seeking work. The civilian labor force in Missouri totaled over three million in 2021. In June 2022, Missouri's seasonally adjusted labor force totaled 3,074,333, with a labor force participation rate of 63.0 percent. According to data from the U.S. Bureau of Labor Statistics (BLS), in 2021, the 35 to 54 age cohort comprised 30.1 percent of Missouri's population and 40.6 percent of its civilian labor force. The 65+ age cohort made up 22.5 percent of the population and 6.6 percent of the civilian labor force.

Civilian Labor Force Participation Rates

SOURCE: U.S. BUREAU OF LABOR STATISTICS, LOCAL AREA UNEMPLOYMENT STATISTICS

Missouri Population and Labor Force by Age Cohort

SOURCE: U.S. BUREAU OF LABOR STATISTICS, LOCAL AREA UNEMPLOYMENT STATISTICS, EMPLOYMENT STATUS, JANUARY 2021-DECEMBER 2021 (BASED ON CURRENT POPULATION SURVEY)
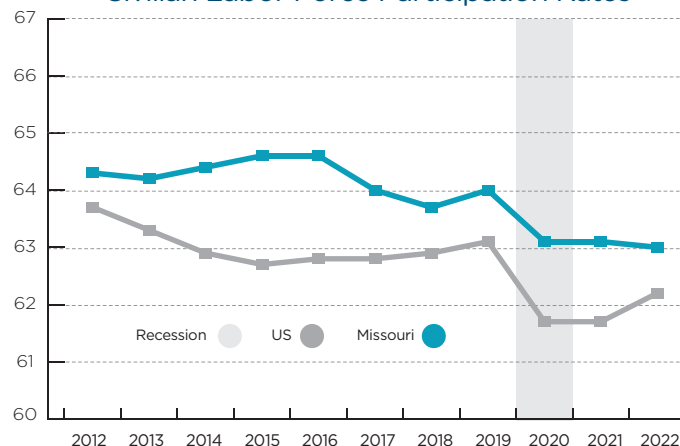
The labor force participation rate (LFPR) is the ratio of the civilian labor force to the population. The national LFPR climbed to a peak of 67 percent in 1990 where it seemed to stabilize. However, since 2001 the LFPR has been falling.

In the last 10 years, prior to the COVID-19 pandemic, Missouri's LFPR averaged between 64 to 65 percent. In 2020, it declined to 63.1 percent and remained at this level in 2021. Despite the decline, more Missourians—as a share of the state's working-age population—participate in the labor force when compared to the national LFPR. In 2020, Missouri's LFPR was 1.4 percentage points higher than the U.S. LFPR of 61.7 percent. This difference also remained the same for 2021. Missouri's LFPR has been higher than the national average for more than a decade.

NONFARM PAYROLL EMPLOYMENT

Nonfarm payroll employment is the estimate of employment in the nonagricultural sector of the economy. Total nonfarm payroll employment peaked in 2019 in the U.S. and Missouri, following nine years of growth after the Great Recession. July 2020 nonfarm employment in the U.S. was 7.9 percent lower than in July 2019 due to the impact of the COVID-19 pandemic – a loss of more than 11 million jobs. By July 2021, employment increased by 5.3 percent, recovering more than 7 million jobs. June 2022 estimates show national employment increased 4.3 percent compared to June 2021, adding more than 6.3 million jobs.

Statewide, Missouri's nonfarm payroll employment followed a similar trend, with a decrease of 5.6 percent, or 163,200 jobs, from July 2019 to July 2020. In July 2021, employment grew by 4.4 percent year-over-year, with a recovery of 120,300 jobs. Estimates for June 2022 show nonfarm employment in the state increased by 2.3 percent compared to June 2021, adding 65,500 jobs. Despite the increases, Missouri total nonfarm payroll employment has not quite returned to the pre-pandemic peak.
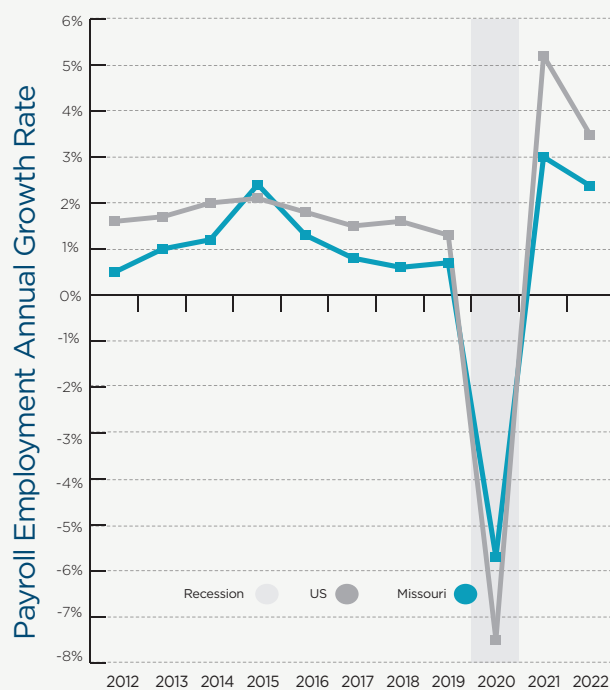
SOURCE: U.S. BUREAU OF LABOR STATISTICS, CURRENT EMPLOYMENT STATISTICS

MISSOURI OVERVIEW

EMPLOYMENT CHANGE BY INDUSTRY

Employment change by industry identifies the types of jobs being created in the state. Industries with increasing employment indicate a greater need within that sector. There are also industries that behave more cyclically, growing during economic expansion and decreasing in times of economic slowdown or contraction.

These changes are crucial; they help identify both the types of occupational job loss that is occurring and industries that are expanding or hiring.

The change in employment from 2020 to 2021 shows significant recovery from the COVID-19 pandemic. Overall, Missouri gained over 69,000 nonfarm employment from 2020 to 2021. There were large employment gains from 2020 to 2021 in several industry sectors that helped make up for the losses of COVID-19 pandemic.

As the economic recovery continues in 2022 and more data becomes available, there might be significant employment gains when comparing 2021 to 2022 in terms of employment changes by industry.

Eighteen out of 20 industry sectors gained jobs between 2020 and 2021. Only the *Information* and *Management of Companies and Enterprises* sectors declined when compared 2020 to 2021. The pandemic negatively impacted some industries more than others. For example, the *Accommodation and Food Services* sector experienced the largest employment drop in 2020. However, the sector gained almost 32,000 jobs from 2020 to 2021. *Retail Trade* (+19,092 jobs); *Arts, Entertainment, and Recreation* (+11,903 jobs); and *Administrative and Support and Waste Management and Remediation Services* (+11,662 jobs) also made significant recovery.

Missouri Employment Change by Industry Sector 2020-2021
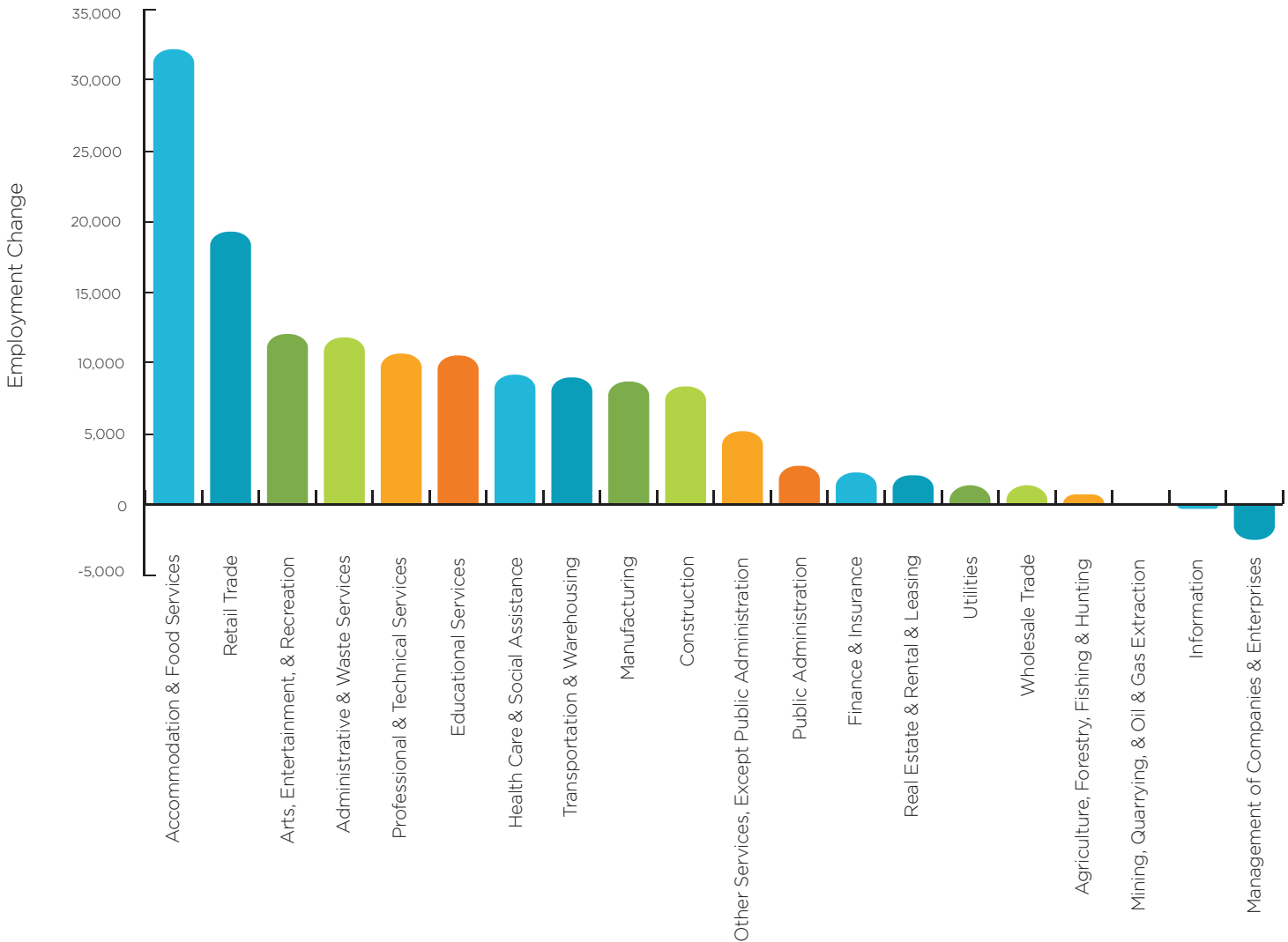
MISSOURI OVERVIEW

LARGEST GROWTH INDUSTRIES

Projected growth by industry helps identify future employment needs for an area. Projections indicate that the largest employment growth in Missouri between 2020 and 2030 will be in the *Restaurants and Other Eating Places; Computer Systems Design and Related Services; Employment Services; General Medical and Surgical Hospitals;* and *Individual and Family Services* industries.

MISSOURI INDUSTRIES WITH THE LARGEST PROJECTED GROWTH 2020-2030				
INDUSTRY	**EMPLOYMENT**		**CHANGE 2020-2030**	
	2020 EST.	**2030 PROJ.**	**NUMERIC**	**PERCENT**
Restaurants & Other Eating Places	180,341	218,078	37,737	20.9%
Computer Systems Design & Related Services	45,201	55,925	10,724	23.7%
Employment Services	45,284	55,998	10,714	23.7%
General Medical & Surgical Hospitals	145,204	154,656	9,452	6.5%
Individual & Family Services	66,257	75,579	9,322	14.1%
Traveler Accommodation	23,334	30,628	7,294	31.3%
Elementary & Secondary Schools	145,675	152,403	6,728	4.6%
Colleges, Universities, & Professional Schools	58,485	64,408	5,923	10.1%
Warehousing & Storage	20,668	26,422	5,754	27.8%
Merchant Wholesalers, Durable Goods	67,646	73,209	5,563	8.2%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2020-2030

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area, and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™, a variety of occupations have had a high number of job postings in the state during the last year. *Registered Nurses* had the most online job postings in any category during the last year.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	22,469
Customer Service Representatives	17,183
Laborers & Freight, Stock, & Material Movers, Hand	16,107
Fast Food & Counter Workers	13,993
Home Health & Personal Care Aides	10,451
NEXT OCCUPATIONS	
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	21,300
Heavy & Tractor-Trailer Truck Drivers	19,992
First-Line Supervisors of Retail Sales Workers	16,624
Maintenance & Repair Workers, General	11,566
Medical Dosimetrists, Medical Records Specialists, & Health Technologists & Techs	10,821
LATER OCCUPATIONS	
Registered Nurses	41,155
Software Developers & Software Quality Assurance Analysts & Testers	26,525
Personal Service Managers, All Other; Entertainment & Recreation Managers	14,389
Computer Occupations, All Other	13,973
Medical & Health Services Managers	10,957

SOURCE: LIGHTCAST™ (FORMERLY EMSI BURNING GLASS TECHNOLOGIES), ONLINE JOB ADS FROM JUNE 1, 2021 TO MAY 31, 2022

2022 ECONOMIC REPORT
REGIONAL
ANALYSIS
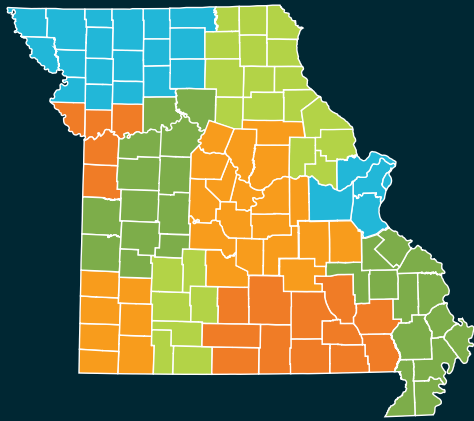
Missouri's economy is diverse and varies by geography, natural resources, and population. To better understand the state's economy, the following section analyzes the various regional economies. The state is divided into 10 regions. These regions were developed using the Workforce Development Areas created by the Workforce Investment Act of 1998 and continued with the Workforce Innovation and Opportunity Act of 2014. For a list of the economic regions used in this analysis and the counties that make up those regions, see the Appendix.

The Missouri Regional Economic Profiles graph provides information on the total employment (size of the bubble), employment growth (horizontal axis), and average annual wage (vertical axis) within each region. Except Ozark, all Missouri regions experienced negative growth in employment from 2017 to 2021. This negative growth is partly due to the effects of the COVID-19 pandemic in 2020, although the economy showed recovery from the losses in 2021. For some regions, this negative growth is part of an ongoing negative trend.

The Ozark Region experienced positive growth at 0.5 percent. The Northwest and St. Louis regions had the lowest negative growth at -1.1 and -0.8 percent, respectively. Statewide, the employment growth averaged -0.4 percent from 2017 to 2021.

The statewide average wage in 2021 was $51,390. The St. Louis and Kansas City regions had wages higher than the state average, with average wages of $56,890 and $54,855, respectively. The Central ($45,759) and Northwest ($45,189) regions followed.

The St. Louis Region is the largest, in terms of employment, with over one million employees in 2021. The Kansas City and Central regions had the next highest employment with over 591,000 and over 313,700 employees, respectively.

Missouri Regional Economic Profiles 2021

Region	Employment
Missouri	2,928,368
Central	313,718
Kansas City	591,260
Northeast	123,932
Northwest	118,960
Ozark	266,789
South Central	78,103
Southeast	157,277
Southwest	130,632
St. Louis	1,026,238
West Central	121,462
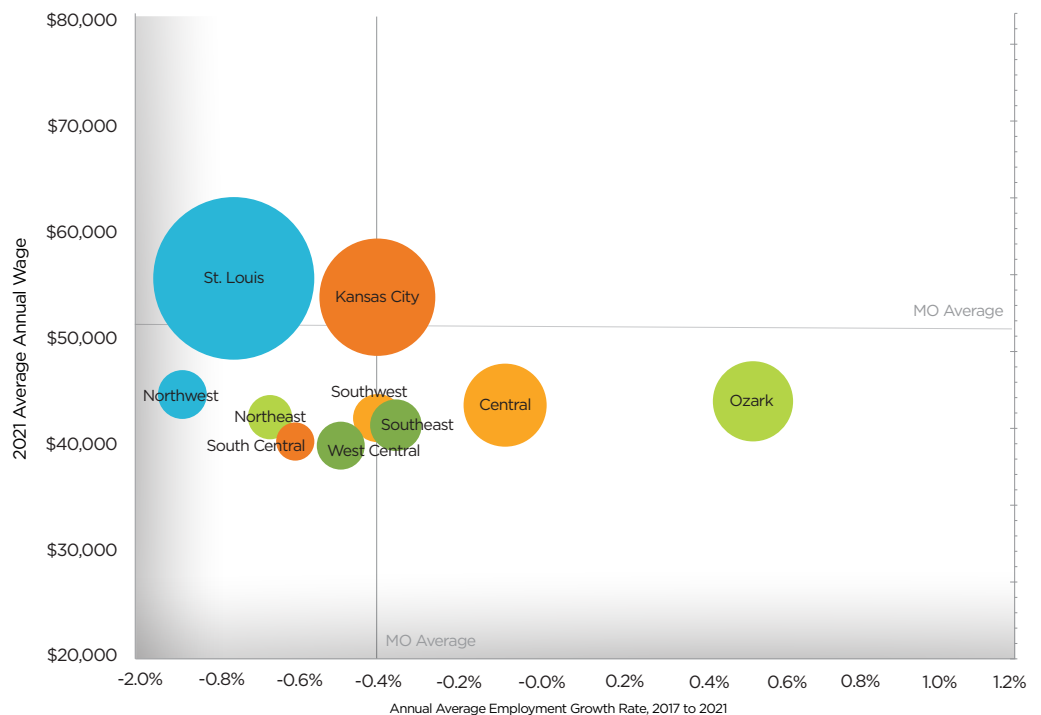
SOURCE: U.S. BUREAU OF LABOR STATISTICS, LOCAL AREA UNEMPLOYMENT STATISTICS (LAUS) AND OCCUPATIONAL EMPLOYMENT AND WAGE STATISTICS (OEWS)

Missouri Regional Economic Profiles, 2021

CENTRAL
REGION

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The Central Region is comprised of 19 counties in the center of Missouri. This region is home to several cities including Columbia, Mexico, Rolla, Camdenton, Lebanon, and the state capital, Jefferson City.

The Central Region workforce has more than 313,700 employees, making up 10.7 percent of Missouri's employment. In 2021, about 51.6 percent of the workforce was male and 48.4 percent was female, which matches the Missouri average. The regional average unemployment rate in 2021 was 3.6 percent.

The workforce is getting older in the Central Region, a trend continuing throughout Missouri and the U.S. In 2021, 23 percent of the workforce was age 55 or older, up from 19 percent a decade earlier.

For the region, 11.5 percent of the workforce was non-white and 3.5 percent was Hispanic or Latino. This compares to the state averages of 17.6 percent non-white and 4.5 percent Hispanic or Latino.

In the Central Region, 6.2 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 6.9 percent and the U.S. was at 23.1 percent.

The Central Region has a slightly higher percentage of the population with a disability compared to the state and nation. For the Central Region, 13.4 percent of the population has a disability compared to 12.2 percent in Missouri and 10.3 percent in the U.S.

Workforce Demographics

	Central MO	Missouri	Nationwide
Average Monthly Employment in 2021	313,718	2,928,368	152,580,667
Average Unemployment Rate in 2021	3.6%	4.4%	5.3%
Male	51.6%	51.0%	50.3%
Female	48.4%	49.0%	49.7%
Non-White	11.5%	17.6%	23.7%
Hispanic or Latino	3.5%	4.5%	16.7%
Ages 55 or Older	23.0%	23.0%	23.0%
With Disabilities (Ages 18-64)	13.4%	12.2%	10.3%
Below Poverty Levels (Ages 18-64)	15.4%	12.6%	12.1%
Language other than English (Ages 18-64)	6.2%	6.9%	23.1%
Education of Associate Degree or Higher	36.7%	38.0%	41.6%

SOURCES: CENSUS ACS 2020-5YR EST.; LEHD 2ND QUARTER; BLS LAUS 2021

Educational attainment rates for the Central Region are slightly behind those of the state in regards to bachelor's or advanced degrees. About 37 percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 38 percent for the state, and about 42 percent for the nation.

313,700
EMPLOYEES
10.7%
OF MISSOURI'S EMPLOYMENT

Educational Attainment

	Region	Missouri
Graduate or Professional Degree	11.0%	11.5%
Bachelor's Degree	17.5%	18.4%
Associate Degree	8.1%	8.1%
Some College, No Degree	20.5%	22.0%
High School & Equivalent	32.5%	30.6%
Less than High School	10.4%	9.4%
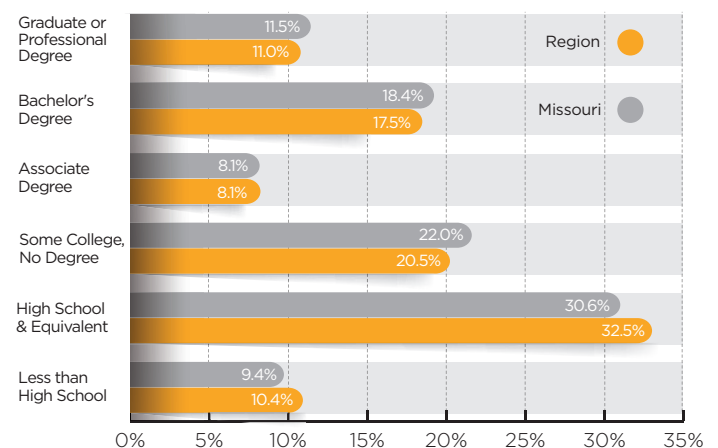
SOURCE: US CENSUS BUREAU, ACS 2020 5-YEAR ESTIMATES
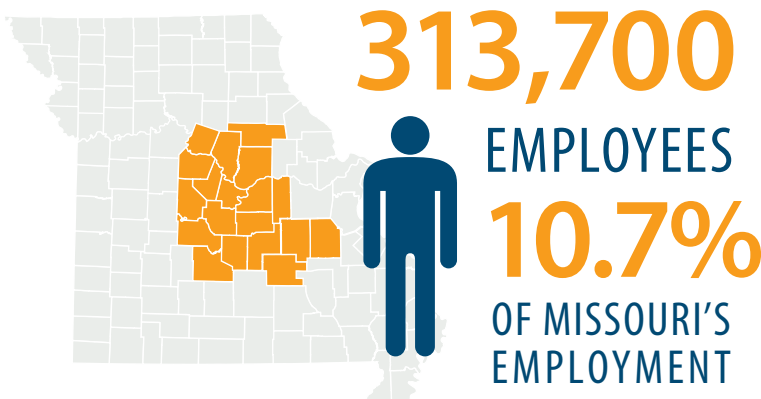
CENTRAL REGION

INDUSTRY ANALYSIS

The Central Region averaged more than 278,900 jobs in 2021. The region gained 2.4 percent more employment from 2020 to 2021, whereas the region had lost 3.6 percent of its employment, or 10,250 jobs, from 2019 to 2020, due to the impact of the COVID-19 pandemic. In 2020, Missouri employment decreased by 4.9 percent, however Missouri employment increased by 2.5 percent in 2021, showing recovery from the pandemic impacts. From 2017 to 2021, the Central Region averaged -0.1 percent compound annual growth for an overall decrease of 0.5 percent. During that same period Missouri's employment declined by 1.4 percent.

Central Employment Annual Growth Rate

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance is the largest industry sector in the Central Region, with over 42,000 jobs in 2021, even though the industry lost over 1,500 jobs at a compound annual growth rate of -0.9 percent since 2017. The *Retail Trade* industry continues to be one of the largest employing industries in the region with over 34,000 jobs in 2021, a gain of over 350 jobs since 2017.

The *Finance and Insurance* industry added the most jobs, with a gain of over 1,700 jobs since 2017. *Educational Services* is the third largest industry with over 29,000 jobs in 2021, an increase o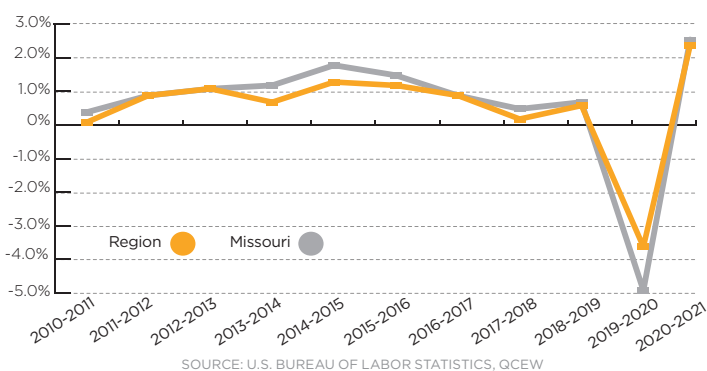f over 200 jobs since 2017. *Accommodation and Food Services* and *Manufacturing* are among the largest industries in the region. *Accommodation and Food Services* lost jobs at a compound annual rate of -1.1 percent from 2017 to 2021 while in the same period *Manufacturing* added more than 500 jobs at a rate of 0.5 percent.

### Central Region Top Employing Industries

Industry	Employment 2017	Employment 2021	Net Change	2017-2021 Empl. CAGR	2020 Annual Wages
Health Care & Social Assistance	43,808	42,210	-1,598	-0.9%	$52,176
Retail Trade	33,688	34,056	368	0.3%	$31,248
Educational Services	29,105	29,314	209	0.2%	$50,544
Accommodation & Food Services	28,949	27,729	-1,220	-1.1%	$19,500
Manufacturing	26,688	27,243	555	0.5%	$49,056
Public Administration	27,162	25,706	-1,456	-1.4%	$44,352
Construction	13,570	14,812	1,242	2.2%	$52,068
Finance & Insurance	10,404	12,163	1,759	4.0%	$84,264
Administrative Support & Waste	11,663	12,112	449	0.9%	$35,676
Professional, Science & Tech. Servs.	9,565	9,470	-95	-0.2%	$61,488
Transportation & Warehousing	7,153	8,540	1,387	4.5%	$37,980
Wholesale Trade	8,593	7,993	-600	-1.8%	$62,160

SOURCE: LEHD QWI, 2017-2021 ANNUAL AVERAGES

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Central Region has higher concentrations in *Gasoline Stations; Credit Intermediation and Related Activities; Wood Product Manufacturing;* and *Motor Vehicle and Parts Dealers.*

HIGHEST 2021 LQ 2.4
GASOLINE STATIONS
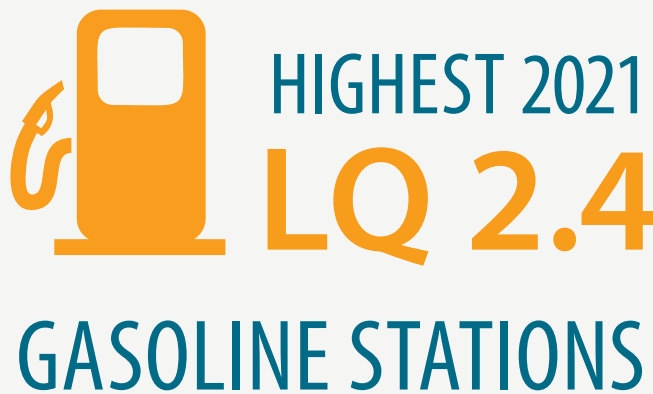
2021 Central Region Location Quotients

Industry	Employment	Location Quotient
Gasoline Stations	3,742	2.4
Credit Intermediation & Related Activities	9,010	2.0
Wood Product Manufacturing	1,076	1.6
Motor Vehicle & Parts Dealers	4,990	1.5
Transit & Ground Passenger Transportation	940	1.5
Accommodation	3,762	1.5
General Merchandise Stores	7,661	1.5
Bldg. Material & Garden Equip. Dealers	3,459	1.5
Animal Production & Aquaculture	643	1.5
Sporting Goods, Hobby & Other Stores	1,257	1.4
Food Services & Drinking Places	23,453	1.3
Printing & Related Support Activities	770	1.3
Nonmetallic Mineral Product Manufacturing	824	1.2
Heavy & Civil Engineering Construction	2,087	1.2
Nursing & Residential Care Facilities	5,873	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

CENTRAL REGION

Projected growth in industries helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Central Region between 2020-2030 will be in *Educational Services; Ambulatory Health Care Services; Administrative and Support Services; Professional, Scientific, and Technical Services; Social Assistance;* and *Transportation Equipment Manufacturing* industries.
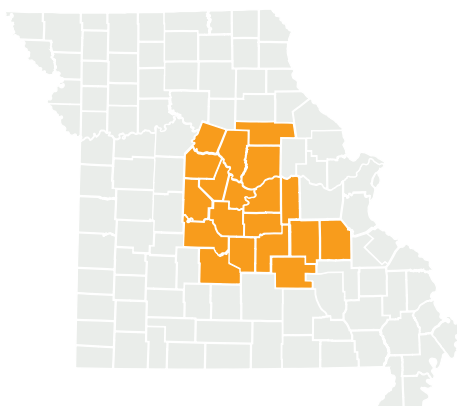
Central Region Largest Growth Industries 2020-2030

Industry	Employment		Change 2020-2030	
	2020 Estimated	2030 Projected	Numeric	Percent
Educational Services	30,123	32,845	2,722	9.0%
Ambulatory Health Care Services	10,200	11,917	1,717	16.8%
Administrative & Support Services	8,744	10,306	1,562	17.9%
Professional, Scientific, & Technical Services	8,355	9,869	1,514	18.1%
Social Assistance	7,246	8,215	969	13.4%
Transportation Equipment Manufacturing	3,373	4,328	955	28.3%
Nursing and Residential Care Facilities	8,089	8,986	897	11.1%
Specialty Trade Contractors	7,122	7,831	709	10.0%
Hospitals	16,261	16,899	638	3.9%
Management of Companies & Enterprises	4,291	4,727	436	10.2%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2020-2030

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

Now jobs typically require short-term, on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected openings are *Cashiers; Fast Food and Counter Workers;* and *Waiters and Waitresses. Ushers, Lobby Attendants, and Ticket Takers; Bartenders;* and *Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop* are projected to be the fastest growing Now occupations over the next decade.

Next jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate to long-term training. *Cooks; Nursing Assistants;* and *Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the Next category of occupations. *Cooks; Fitness Trainers and Aerobics Instructors;* and *Supervisors of Food Prep and Serving Workers* are projected to be the fastest growing Next occupations.

Later jobs typically require a bachelor's degree or higher. For Later occupations, *General and Operations Managers; Registered Nurses;* and *Secondary School Teachers* are projected to have the most openings. *Market Research Analysts and Marketing Specialists; Medical and Health Services Managers;* and *Software Developers and Software Quality Assurance Analysts and Testers* are the fastest growing Later occupations.

Central Region Fastest Growing Occupations

NOW
Ushers, Lobby Attendants, & Ticket Takers
Bartenders
Hosts, Restaurant, Lounge, & Coffee Shop
Home Health & Personal Care Aides ★
Waiters & Waitresses ★

NEXT
Cooks, Restaurant
Fitness Trainers & Aerobics Instructors
Supv. of Food Prep & Serving Workers ★
C, P, & S Machine Setters, Oper., & Tenders
Loan Interviewers & Clerks

LATER
Market Research Analysts & Specialists
Medical & Health Services Managers ★
Software Develop. & Analysts & Testers ★
Health Specialties Teachers, Postsecond.
Loan Officers

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2020-2030

★ DENOTES OCCUPATIONS TOP TEN ONLINE JOB ADS FOR 2021-2022 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATIONS

CENTRAL REGION

Central Region Long-Term Occupational Projections by Top Openings

Occupation	2020 Estimated Employment	2030 Projected Employment	Growth Openings	Exits	Transfers	Total Openings	Median Wages
◎ NOW							
Cashiers	9,384	8,909	-48	778	876	1,606	$22,537
Fast Food & Counter Workers	5,864	6,788	92	613	669	1,374	$21,238 ★
Retail Salespersons	8,301	8,342	4	465	687	1,156	$24,245 ★
Home Health & Personal Care Aides	6,980	8,465	148	494	437	1,079	$24,417 ★
Waiters & Waitresses	4,096	4,946	85	332	540	957	$20,388 ★
◎ NEXT							
Cooks, Restaurant	3,647	5,495	185	269	391	845	$23,969
Nursing Assistants	3,509	3,726	22	232	205	459	$26,769 ★
Heavy & Tractor-Trailer Truck Drivers	3,361	3,537	18	141	234	393	$41,939 ★
Maintenance & Repair Workers	3,601	3,840	24	131	217	372	$34,631 ★
Supervisors of Food Prep & Serving Workers	1,965	2,404	44	98	223	365	$30,192 ★
◎ LATER							
General & Operations Managers	5,304	5,965	66	112	349	527	$66,036 ★
Registered Nurses	6,956	7,327	37	190	180	407	$61,588 ★
Secondary School Teachers	3,725	4,051	33	103	158	294	$48,057
Teaching Assistants, Postsecondary	2,636	2,824	19	122	128	269	$27,884
Elementary School Teachers	2,721	2,950	23	87	114	224	$46,685

SOURCE: MERIC OCCUPATIONAL PROJECTIONS 2020-2030   ★ DENOTES OCCUPATIONS IN THE TOP TEN FOR 2021-2022 ON-LINE JOB ADS IN THE REGION & WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™ for the Central Region, jobs like *Registered Nurses; Retail Salespersons;* and *Heavy and Tractor-Trailer Truck Drivers* had a high number of job postings in the region during the last year.

Central Region Top Five Online Job Postings in Now-Next-Later Classification

Occupation Title	Online Job Postings
◎ NOW	
Retail Salespersons	1,866
Customer Service Representatives	1,453
Home Health & Personal Care Aides	1,199
Fast Food & Counter Workers	1,198
Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	938
◎ NEXT	
Heavy & Tractor-Trailer Truck Drivers	1,551
First-Line Supervisors of Retail Sales Workers	1,540
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	1,412
Licensed Practical & Licensed Vocational Nurses	1,135
Medical Dosimetrists, Medical Records Specialists, & Health Technologists & Technicians, All Other	1,063
◎ LATER	
Registered Nurses	3,512
Software Developers & Software Quality Assurance Analysts & Testers	1,295
Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other	1,176
Medical & Health Services Managers	1,039
Postsecondary Teachers	713

SOURCE: LIGHTCAST™ (FORMERLY EMSI BURNING GLASS TECHNOLOGIES), ONLINE JOB ADS FROM JUNE 1, 2021 TO MAY 31, 2022

2022 ECONOMIC REPORT
KANSAS CITY
REGION

DEPARTMENT OF
**HIGHER EDUCATION &
WORKFORCE DEVELOPMENT**

The Kansas City Region is comprised of five counties in the west central part of Missouri. The region is home to several cities including Kansas City and Independence.

The Kansas City Region workforce has almost 591,200 employees, making up 20.2 percent of Missouri's employment. In 2021, 48.1 percent of the workforce was female and 51.9 percent was male. The regional average unemployment rate in 2021 was 5.1 percent.

The workforce is getting older in the Kansas City Region, a trend continuing throughout Missouri and the U.S. In 2021, 22 percent of the workforce in the region was age 55 or older, up from 19 percent a decade earlier.

For the region, 19.9 percent of the workforce was non-white and 7.3 percent was Hispanic or Latino. This compares to the state averages of 17.6 percent non-white and 4.5 percent Hispanic or Latino.

In the Kansas City Region, 8.6 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 6.9 percent and the U.S. was at 23.1 percent.

The Kansas City Region has a lower percentage of the population with a disability compared to the state. For the region, 10.7 percent of the population has a disability compared to 12.2 percent in Missouri and 10.3 percent in the U.S.

Workforce Demographics

	K.C. Region	Missouri	Nationwide
Average Monthly Employment in 2021	591,260	2,928,368	152,580,667
Average Unemployment Rate in 2021	5.1%	4.4%	5.3%
Male	51.9%	51.0%	50.3%
Female	48.1%	49.0%	49.7%
Non-White	19.9%	17.6%	23.7%
Hispanic or Latino	7.3%	4.5%	16.7%
Ages 55 or Older	22.0%	23.0%	23.0%
With Disabilities (Ages 18-64)	10.7%	12.2%	10.3%
Below Poverty Levels (Ages 18-64)	10.2%	12.6%	12.1%
Language other than English (Ages 18-64)	8.6%	6.9%	23.1%
Education of Associate Degree or Higher	40.2%	38.0%	41.6%

SOURCES: CENSUS ACS 2020-5YR EST.; LEHD 2ND QUARTER; BLS LAUS 2021

Educational attainment rates for the Kansas City Region are slightly higher than the state average for those with bachelor's or advanced degrees. Forty percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 38 percent for the state, and about 42 percent for the nation.

591,200
EMPLOYEES
20.2%
OF MISSOURI'S EMPLOYMENT

Educational Attainment

Educational Attainment	Region	Missouri
Graduate or Professional Degree	11.6%	11.5%
Bachelor's Degree	20.8%	18.4%
Associate Degree	7.8%	8.1%
Some College, No Degree	23.6%	22.0%
High School & Equivalent	28.5%	30.6%
Less than High School	7.7%	9.4%
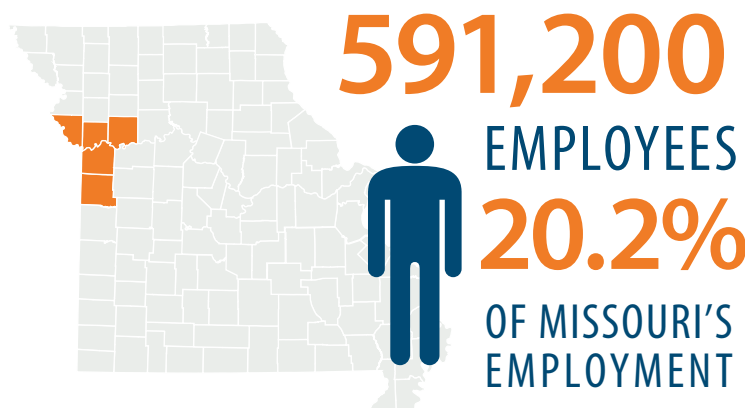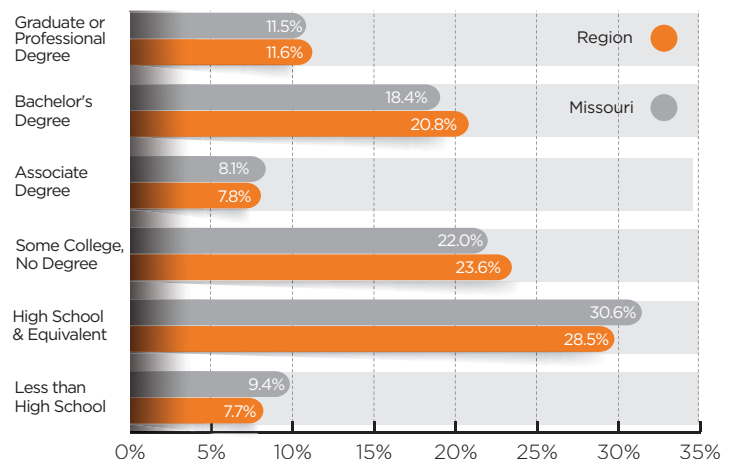
SOURCE: US CENSUS BUREAU, ACS 2020 5-YEAR ESTIMATES

KANSAS CITY REGION

INDUSTRY ANALYSIS

The Kansas City Region averaged over 540,600 jobs in 2021. The region gained 11,349 jobs, an increase of 2.1 percent from 2020 to 2021, whereas the region had lost 29,274 jobs from 2019 to 2020, declining 5.2 percent due to the impact of the COVID-19 pandemic. In 2020, Missouri employment decreased by 4.9 percent, however Missouri employment increased by 2.5 percent in 2021, showing recovery from the pandemic impacts. From 2017 to 2021, the Kansas City Region averaged -0.4 percent compound annual growth for an overall decrease of 1.4 percent. During that same period Missouri's employment also declined by 1.4 percent.
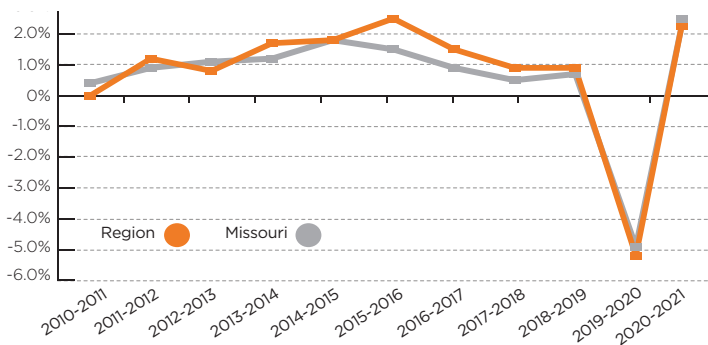
Kansas City Employment Annual Growth Rate

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

The *Health Care and Social Assistance* industry continues to have the highest employment in the Kansas City region, with more than 82,000 jobs in 2021. *Retail Trade* is the second largest industry, even though it lost over 700 jobs from 2017 to 2021, a decrease of 0.3 percent annually for the region.

Professional, Scientific, and Technical Services grew by 1.5 percent annually, adding over 3,100 jobs from 2017 to 2021. *Accommodation and Food Services* lost over 7,100 jobs, for an annual decline of 3.3 percent from 2017 to 2021. *Accommodation and Food Services* was gaining employment from 2016 to 2019, but lost employment from 2020 to 2021 and was significantly affected by the COVID-19 pandemic.

Kansas City Region Top Employing Industries

Industry	Employment 2017	Employment 2021	Net Change	2017-2021 Empl. CAGR	2020 Annual Wages
Health Care & Social Assistance	82,191	82,326	135	0.0%	$57,936
Retail Trade	64,218	63,442	-776	-0.3%	$33,624
Professional, Science & Tech. Servs.	52,310	55,452	3,142	1.5%	$94,236
Accommodation & Food Services	56,873	49,764	-7,109	-3.3%	$21,564
Manufacturing	44,103	44,216	113	0.1%	$65,844
Educational Services	37,237	36,591	-646	-0.4%	$46,800
Administrative Support & Waste	35,707	34,769	-938	-0.7%	$41,052
Construction	29,644	32,573	2,929	2.4%	$69,708
Finance & Insurance	29,883	29,006	-877	-0.7%	$99,096
Wholesale Trade	25,213	25,046	-167	-0.2%	$81,660
Transportation & Warehousing	23,533	24,335	802	0.8%	$49,188
Other Services (exc. Publ. Adm.)	16,900	15,931	-969	-1.5%	$44,232

SOURCE: LEHD QWI, 2017-2021 ANNUAL AVERAGES

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Kansas City Region has higher concentrations in *Transportation Equipment Manufacturing; Paper Manufacturing; Performing Arts, Spectator Sports, and Related Industries;* and *Data Processing and Hosting and Related Services.*

HIGHEST 2021
LQ 1.8
TRANSPORTATION EQUIPMENT MANUFACTURING

2021 Kansas City Region Location Quotients

Industry	Employment	Location Quotient
Transportation Equipment Manufacturing	10,892	1.8
Paper Manufacturing	2,165	1.7
Performing Arts, Spectator Sports...	2,370	1.6
Data Processing, Hosting, & Related Services	2,264	1.6
Support Activities for Transportation	3,941	1.5
Museums, Historical Sites, & Similar Institutions	763	1.5
Insurance Carriers & Related Activities	12,463	1.4
Professional, Scientific, & Technical Services	49,928	1.4
Computer & Electronic Product Manufacturing	5,248	1.3
Petroleum & Coal Products Manufacturing	509	1.3
Truck Transportation	6,678	1.2
Transit & Ground Passenger Transportation	1,640	1.2
Gasoline Stations	4,067	1.2
Printing & Related Support Activities	1,602	1.2
Bldg. Material & Garden Equip. Dealers	6,081	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

KANSAS CITY REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Kansas City Region between 2020-2030 will be in *Professional, Scientific, and Technical Services; Hospitals; Warehousing and Storage; Specialty Trade Contractors;* and *Ambulatory Health Care Services* industries.

Kansas City Region Largest Growth Industries 2020-2030

Industry	Employment 2020 Estimated	2030 Projected	Change 2020-2030 Numeric	Percent
Professional, Scientific, & Technical Services	48,628	58,000	9,372	19.3%
Hospitals	30,043	33,144	3,101	10.3%
Warehousing &Storage	4,024	5,920	1,896	47.1%
Specialty Trade Contractors	18,414	20,237	1,823	9.9%
Ambulatory Health Care Services	23,517	25,331	1,814	7.7%
Personal & Laundry Services	4,813	6,136	1,323	27.5%
Perform. Arts, Spectator Sports, & Related Indust.	2,024	3,086	1,062	52.5%
Support Activities for Transportation	3,711	4,739	1,028	27.7%
Real Estate	6,043	6,718	675	11.2%
Motor Vehicle & Parts Dealers	7,973	8,456	483	6.1%

SOURCES: MERIC INDUSTRY PROJECTIONS, 2020-2030
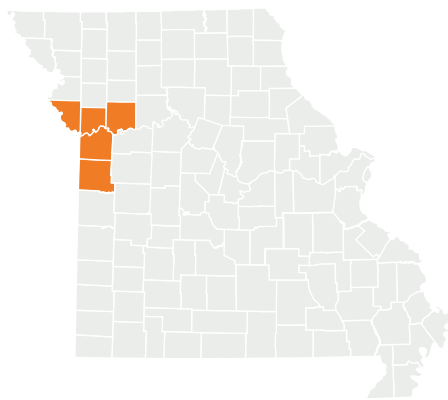
PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimate labor demand over a 10-year period. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

Now jobs typically require short-term, on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected openings include *Waiters and Waitresses; Fast Food and Counter Workers;* and *Cashiers. Ushers, Lobby Attendants, and Ticket Takers; Nonfarm Animal Caretakers;* and *Locker Room, Coatroom, and Dressing Room Attendants* are projected to be the fastest growing Now occupations over the next decade.

Next jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Cooks; Assemblers and Fabricators;* and *Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the Next category of occupations. *Cooks; Fitness Trainers and Aerobics Instructors;* and *Physical Therapist Assistants* are the fastest growing Next occupations.

Later jobs typically require a bachelor's degree or higher. For Later occupations, *General and Operations Managers; Software Developers and Software Quality Assurance Analysts and Testers;* and *Registered Nurses* are projected to have the most openings. *Nurse Practitioners; Medical and Health Services Managers;* and *Coaches and Scouts* are the fastest growing Later occupations.

Kansas City Region Fastest Growing Occupations

NOW
Ushers, Lobby Attendants, & Ticket Takers
Nonfarm Animal Caretakers
Locker, Coat, & Dressing Room Attendants
Bartenders
Dining Room & Cafeteria Attendants

NEXT
Cooks, Restaurant
Fitness Trainers & Aerobics Instructors
Physical Therapist Assistants
Mobile Heavy Equip. Mech., Ex. Engines
Respiratory Therapists

LATER
Nurse Practitioners
Medical & Health Services Managers ★
Coaches & Scouts
Market Research Analysts & Specialists
Software Develop. & Analysts & Testers ★

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED
SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2020-2030
★ DENOTES OCCUPATIONS TOP TEN ONLINE JOB ADS FOR 2020-2021 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATIONS

KANSAS CITY REGION

Kansas City Region Long-Term Occupational Projections by Top Openings

Occupation	2020 Estimated Employment	2030 Projected Employment	Growth Openings	Exits	Transfers	Total Openings	Median Wages
◉ NOW							
Waiters & Waitresses	10,872	13,448	258	893	1,452	2,603	$20,372
Fast Food & Counter Workers	10,704	12,750	205	1,137	1,240	2,582	$27,426 ★
Cashiers	15,028	13,787	-124	1,226	1,379	2,481	$24,233
Home Health & Personal Care Aides	11,206	14,600	339	826	731	1,896	$23,712 ★
Stockers & Order Fillers	10,976	11,923	95	652	1,117	1,864	$28,982 ★
◉ NEXT							
Cooks, Restaurant	5,170	7,873	270	384	558	1,212	$30,564
Miscellaneous Assemblers & Fabricators	9,569	10,372	80	380	712	1,172	$43,902
Heavy & Tractor-Trailer Truck Drivers	8,045	8,575	53	340	564	957	$45,674 ★
Nursing Assistants	5,344	5,766	42	356	314	712	$28,282 ★
First-Line Supv. of Food Prep. & Serving Workers	3,386	4,231	84	170	388	642	$38,013
◉ LATER							
General & Operations Managers	12,339	13,705	137	260	807	1,204	$89,476 ★
Software Develop. & Analysts & Testers	8,871	11,169	230	232	491	953	$93,713 ★
Registered Nurses	13,984	15,173	119	389	367	875	$70,319 ★
Accountants & Auditors	6,924	7,544	62	202	428	692	$66,947 ★
Proj. Manag. Specialists & Business Op. Specialists	6,886	7,371	48	165	350	563	$82,540

SOURCE: MERIC OCCUPATIONAL PROJECTIONS 2020-2030   ★ DENOTES OCCUPATIONS IN THE TOP TEN FOR 2021-2022 ON-LINE JOB ADS IN THE REGION & WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area, and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™ for the Kansas City Region, jobs like *Registered Nurses; Sales Representatives; Wholesale and Manufacturing;* and *Software Developers and Software Quality Assurance Analysts and Testers* had a high number of job postings in the region during the last year.

Kansas City Region Top Five Online Job Postings in Now-Next-Later Classification

Occupation Title	Online Job Postings
◉ NOW	
Retail Salespersons	6,118
Laborers & Freight, Stock, & Material Movers, Hand	5,824
Customer Service Representatives	5,083
First-Line Supervisors of Retail Sales Workers	4,599
Fast Food & Counter Workers	3,995
◉ NEXT	
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	7,251
Heavy & Tractor-Trailer Truck Drivers	6,817
Maintenance & Repair Workers, General	3,678
Food Service Managers	3,450
Medical Dosimetrists, Medical Records Specialists, & Health Technologists & Technicians, All Other	2,759
◉ LATER	
Registered Nurses	12,215
Software Developers & Software Quality Assurance Analysts & Testers	6,895
Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other	4,499
Computer Occupations, All Other	3,624
General & Operations Managers	3,034

SOURCE: LIGHTCAST™ (FORMERLY EMSI BURNING GLASS TECHNOLOGIES), ONLINE JOB ADS FROM JUNE 1, 2021 TO MAY 31, 2022

2022 ECONOMIC REPORT
NORTHEAST
REGION

DEPARTMENT OF
**HIGHER EDUCATION &
WORKFORCE DEVELOPMENT**

The Northeast Region is comprised of 16 counties in northeastern Missouri. This region is home to several cities including Kirksville, Hannibal, Moberly, and Warrenton.

The Northeast Region workforce has around 123,900 employees, making up 4.2 percent of Missouri's employment. In 2021, 47.3 percent of the workforce was female and 52.7 percent was male. The regional average unemployment rate in 2021 was 4.0 percent.

The workforce is getting older in the Northeast Region, a trend continuing throughout Missouri and the U.S. In 2021, 26 percent of the workforce in the region was age 55 or older, up from 21 percent a decade earlier.

For the region, 8.1 percent of the workforce was non-white and 17.6 percent was Hispanic or Latino. This compares to the state averages of 17.6 percent non-white and 4.5 percent Hispanic or Latino.

In the Northeast Region, 6.8 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 6.9 percent and the U.S. was at 23.1 percent.
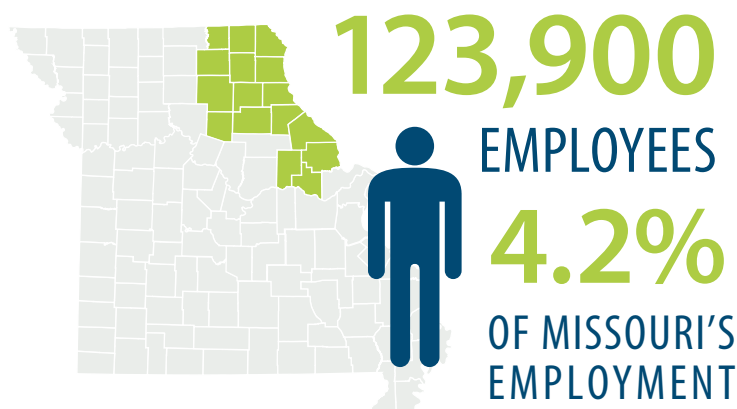
The Northeast Region has a higher percentage of the population with a disability compared to the state and the nation. For the region, 13.3 percent of the population has a disability compared to 12.2 percent in Missouri and 10.3 percent in the U.S.

Workforce Demographics

	NE Region	Missouri	Nationwide
Average Monthly Employment in 2021	123,932	2,928,368	152,580,667
Average Unemployment Rate in 2021	4.0%	4.4%	5.3%
Male	52.7%	51.0%	50.3%
Female	47.3%	49.0%	49.7%
Non-White	8.1%	17.6%	23.7%
Hispanic or Latino	2.6%	4.5%	16.7%
Ages 55 or Older	26.0%	23.0%	23.0%
With Disabilities (Ages 18-64)	13.3%	12.2%	10.3%
Below Poverty Level (Ages 18-64)	14.1%	12.6%	12.1%
Language other than English	6.8%	6.9%	23.1%
Education Associate Degree or Higher	27.5%	38.0%	41.6%

SOURCES: CENSUS ACS 2020-5YR EST.; LEHD 2ND QUARTER; BLS LAUS 2021

Educational attainment rates for the Northeast Region are lower than those of the state for bachelor's or advanced degrees. Twenty-eight percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 38 percent for the state, and about 42 percent for the nation.

123,900
EMPLOYEES
4.2%
OF MISSOURI'S EMPLOYMENT

Educational Attainment

● Region
● Missouri

	Region	Missouri
Graduate or Professional Degree	6.5%	11.5%
Bachelor's Degree	12.4%	18.4%
Associate Degree	8.6%	8.1%
Some College, No Degree	20.4%	22.0%
High School & Equivalent	41.1%	30.6%
Less than High School	11.0%	9.4%
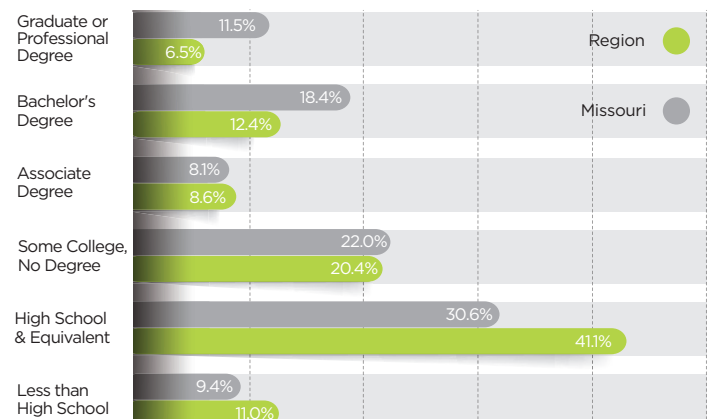
SOURCE: US CENSUS BUREAU, ACS 2020 5-YEAR ESTIMATES

NORTHEAST REGION

INDUSTRY ANALYSIS

The Northeast Region averaged almost 77,100 jobs in 2021. The region gained 782 jobs, an increase of 2.1 percent from 2020 to 2021, whereas the region had lost 2,832 jobs from 2019 to 2020, at a -3.6 percent growth rate due to the impact of the COVID-19 pandemic. In 2020, Missouri employment decreased by 4.9 percent, however Missouri employment increased by 2.5 percent in 2021, showing recovery from the pandemic 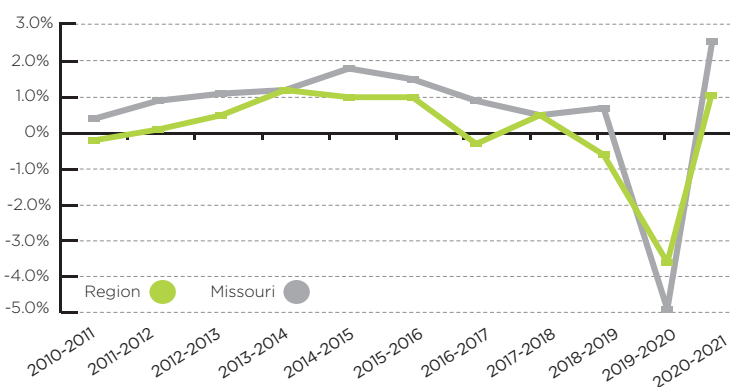impacts. From 2017 to 2021, the Northeast Region averaged -0.7 percent compound annual growth for an overall decrease of 2.7 percent. During that same period Missouri's employment declined by 1.4 percent.

Northeast Employment Annual Growth Rate

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance is the largest industry in the region, with an employment of 12,500 in 2021. The *Manufacturing* and *Retail Trade* industries are the next largest industries with an employment of over 11,000 and 9,900 in 2021.

The top employing industry in 2021 had a negative growth of -1.1 percent from 2017 to 2021, with a loss of 524 jobs in that period. The *Manufacturing* and *Retail Trade* industries gained employment from 2017 to 2021, with annual growth rates of 0.8 and 0.1 percent, respectively.

Northeast Region Top Employing Industries

Industry	Employment 2017	2021	Net Change	2017-2021 Empl. CAGR	2020 Annual Wages
Health Care & Social Assistance	12,063	11,539	-524	-1.1%	$42,732
Manufacturing	10,737	11,068	331	0.8%	$54,900
Retail Trade	9,960	9,996	36	0.1%	$29,400
Educational Services	9,007	8,222	-785	-2.3%	$37,512
Accommodation & Food Services	6,428	6,054	-374	-1.5%	$16,416
Construction	4,652	5,141	489	2.5%	$49,812
Public Administration	4,567	4,108	-459	-2.6%	$36,708
Transportation & Warehousing	3,154	3,223	69	0.5%	$44,856
Wholesale Trade	3,318	2,952	-366	-2.9%	$52,248
Finance & Insurance	2,404	2,608	204	2.1%	$51,024
Other Services (except Public Admin.)	2,127	1,961	-166	-2.0%	$31,524
Professional, Scientific, & Tech. Servs.	1,658	1,696	38	0.6%	$50,100

SOURCE: LEHD QWI, 2017-2021 ANNUAL AVERAGES

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Northeast Region has higher concentrations in *Gasoline Stations; Nonmetallic Mineral Product Manufacturing; Beverage and Tobacco Product Manufacturing; Animal Production and Aquaculture;* and *Crop Production.*

HIGHEST 2021
LQ 3.7
GASOLINE STATIONS

2021 Northeast Region Location Quotients

Industry	Employment	Location Quotient
Gasoline Stations	1,740	3.7
Nonmetallic Mineral Product Manufacturing	643	3.2
Beverage & Tobacco Product Manufacturing	347	2.3
Animal Production & Aquaculture	292	2.2
Crop Production	507	1.9
Truck Transportation	1,368	1.8
Heavy & Civil Engineering Construction	938	1.8
Nursing & Residential Care Facilities	2,632	1.8
General Merch&ise Stores	2,669	1.8
Bldg. Material & Garden Equip. Dealers	1,195	1.7
Machinery Manufacturing	812	1.5
Credit Intermediation & Related Activities	1,881	1.4
Repair & Maintenance	802	1.2
Motor Vehicle & Parts Dealers	1,163	1.2
Merchant Wholesalers, Nondurable Goods	1,151	1.1

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

NORTHEAST REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Northeast Region between 2020-2030 will be in *Food Services and Drinking Places; Ambulatory Health Care Services; Specialty Trade Contractors; Merchant Wholesalers;* and *Heavy and Civil Engineering Construction* industries.
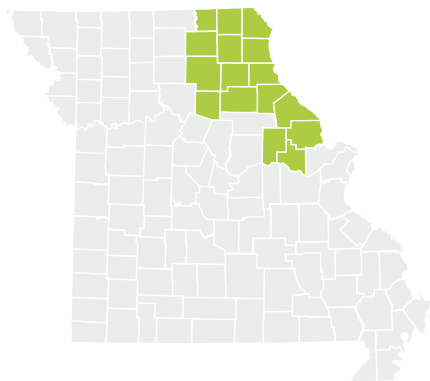
Northeast Region Largest Growth Industries 2020-2030

Industry	Employment		Change 2020-2030	
	2020 Estimated	2030 Projected	Numeric	Percent
Food Services & Drinking Places	5,390	6,339	949	17.6%
Ambulatory Health Care Services	2,778	3,174	396	14.3%
Specialty Trade Contractors	2,107	2,321	214	10.2%
Merchant Wholesalers, Nondurable Goods	1,259	1,449	190	15.1%
Heavy & Civil Engineering Construction	947	1,108	161	17.0%
Crop Production	1,403	1,535	132	9.4%
Social Assistance	2,153	2,277	124	5.8%
Amusement, Gambling, & Recreation Industries	701	794	93	13.3%
Hospitals	2,392	2,463	71	3.0%
Motor Vehicle & Parts Dealers	1,145	1,213	68	5.9%

SOURCES: MERIC INDUSTRY PROJECTIONS, 2020-2030

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.
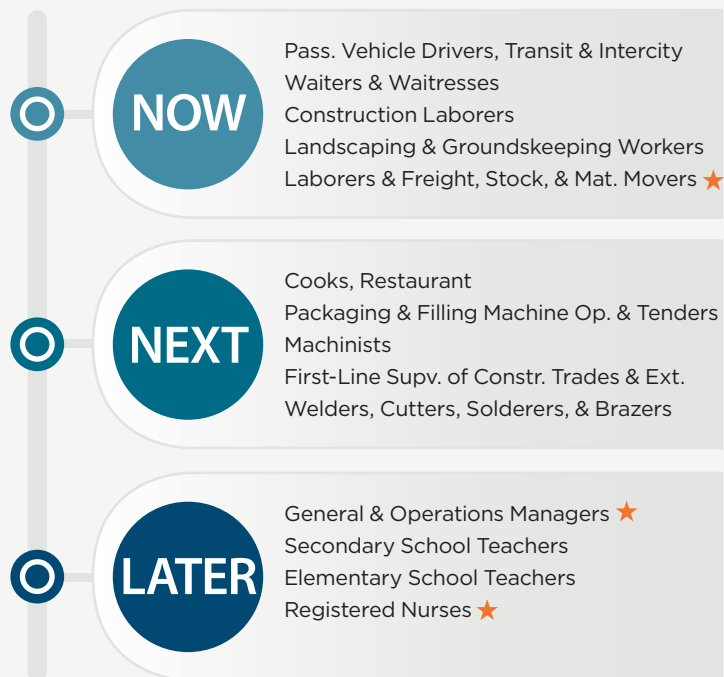
OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimate labor demand over a 10-year period. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

Now jobs typically require short-term, on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected openings are *Cashiers; Fast Food and Counter Workers;* and *Retail Salespersons. Passenger Vehicle Drivers; Waiters and Waitresses;* and *Construction Laborers* are projected to be the fastest growing Now occupations over the next decade.

Next jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Cooks; Heavy and Tractor-Trailer Truck Drivers;* and *Maintenance and Repair Workers* are projected to have the most openings for the Next category of occupations. *Cooks; Packaging and Filling Machine Operators and Tenders;* and *Machinists* are the fastest growing Next occupations.

Later jobs typically require a bachelor's degree or higher. For Later occupations, *General and Operations Managers; Registered Nurses;* and *Secondary School Teachers* are projected to have the most openings. *General and Operations Managers; Secondary School Teachers;* and *Elementary School Teachers* are the fastest growing Later occupations.

Northeast Region Fastest Growing Occupations

NOW
Pass. Vehicle Drivers, Transit & Intercity
Waiters & Waitresses
Construction Laborers
Landscaping & Groundskeeping Workers
Laborers & Freight, Stock, & Mat. Movers ★

NEXT
Cooks, Restaurant
Packaging & Filling Machine Op. & Tenders
Machinists
First-Line Supv. of Constr. Trades & Ext.
Welders, Cutters, Solderers, & Brazers

LATER
General & Operations Managers ★
Secondary School Teachers
Elementary School Teachers
Registered Nurses ★

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED
SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2020-2030
★ DENOTES OCCUPATIONS TOP TEN ONLINE JOB ADS FOR 2021-2022 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATIONS

NORTHEAST REGION

Northeast Region Long-Term Occupational Projections by Top Openings

Occupation	2020 Estimated Employment	2030 Projected Employment	Growth Openings	Exits	Transfers	Total Openings	Median Wages
⊙ NOW							
Cashiers	2,845	2,552	-29	230	258	459	$22,046 ★
Fast Food & Counter Workers	1,584	1,698	11	159	174	344	$20,335 ★
Retail Salespersons	2,273	2,230	-4	126	186	308	$24,329 ★
Office Clerks, General	2,354	2,257	-10	126	137	253	$29,688
Laborers & Freight, Stock, & Material Movers, Hand	1,672	1,838	17	77	153	247	$26,550 ★
⊙ NEXT							
Cooks, Restaurant	1,194	1,662	47	84	122	253	$21,279
Heavy & Tractor-Trailer Truck Drivers	1,972	2,077	10	83	137	230	$45,415 ★
Maintenance & Repair Workers, General	1,243	1,298	6	45	74	125	$37,315 ★
Miscellaneous Assemblers & Fabricators	984	916	-7	36	68	97	$36,047
First-Line Supervisors of Retail Sales Workers	951	872	-8	32	63	87	$38,060 ★
⊙ LATER							
General & Operations Managers	1,362	1,487	12	28	88	128	$62,813 ★
Registered Nurses	1,264	1,291	3	34	32	69	$58,897 ★
Secondary School Teachers	927	971	4	25	38	67	$41,133
Elementary School Teachers	851	888	4	27	35	66	$40,586
Accountants & Auditors	392	403	1	11	24	36	$57,158

SOURCE: MERIC OCCUPATIONAL PROJECTIONS 2020-2030   ★ DENOTES OCCUPATIONS IN THE TOP TEN FOR 2021-2022 ON-LINE JOB ADS IN THE REGION & WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™ for the Northeast Region, jobs like *Home Health and Personal Aides; Registered Nurses;* and *Heavy and Tractor-Trailer Truck Drivers* had a high number of job postings in the region during the last year.

Northeast Region Top Five Online Job Postings in Now-Next-Later Classification

Occupation Title	Online Job Postings
⊙ NOW	
Home Health & Personal Care Aides	560
Retail Salespersons	290
Laborers & Freight, Stock, & Material Movers, Hand	240
Fast Food & Counter Workers	230
Customer Service Representatives	183
⊙ NEXT	
Heavy & Tractor-Trailer Truck Drivers	417
First-Line Supervisors of Retail Sales Workers	299
Merchandise Displayers & Window Trimmers	266
Licensed Practical & Licensed Vocational Nurses	198
Production Workers, All Other	177
⊙ LATER	
Registered Nurses	463
Postsecondary Teachers	190
Medical & Health Services Managers	162
Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other	108
General & Operations Managers	102

SOURCE: LIGHTCAST™ (FORMERLY EMSI BURNING GLASS TECHNOLOGIES), ONLINE JOB ADS FROM JUNE 1, 2021 TO MAY 31, 2022

2022 ECONOMIC REPORT
NORTHWEST
REGION

DEPARTMENT OF HIGHER EDUCATION & WORKFORCE DEVELOPMENT

The Northwest Region is comprised of 18 counties in the northwest corner of Missouri. The region is home to several cities including St. Joseph, Chillicothe, Trenton, and Maryville.

The Northwest Region workforce has almost 119,000 employees, making up 4.1 percent of Missouri's employment. In 2021, 48.4 percent of the workforce was female and 51.6 percent was male. The regional average unemployment rate in 2021 was 3.8 percent.

The workforce is getting older in the Northwest Region, a trend continuing throughout Missouri and the U.S. In 2021, 24 percent of the workforce in the region was age 55 or older, up from 21 percent a decade earlier.

For the region, 9.2 percent of the workforce was non-white and 5.3 percent was Hispanic or Latino. This compares to the state averages of 17.6 percent non-white and 4.5 percent Hispanic or Latino.

For the Northwest Region, 5.3 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 6.9 percent and the U.S. population at 23.1 percent.

The Northwest Region has a similar percentage of the population with a disability compared to the state and a higher percentage than the nation. For the region, 12.2 percent of the population has a disability similar to 12.2 percent in Missouri, and higher than the U.S. average of 10.3 percent.
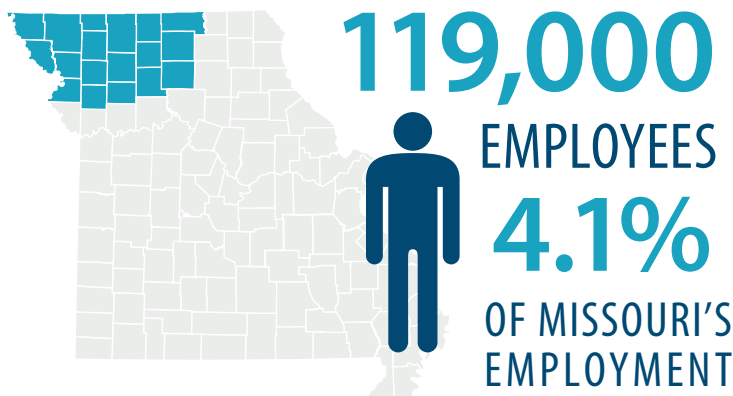
Workforce Demographics

	NW Region	Missouri	Nationwide
Average Monthly Employment in 2021	118,960	2,928,368	152,580,667
Average Unemployment Rate in 2021	3.8%	4.4%	5.3%
Male	51.6%	51.0%	50.3%
Female	48.4%	49.0%	49.7%
Non-White	9.2%	17.6%	23.7%
Hispanic or Latino	5.3%	4.5%	16.7%
Ages 55 or Older	24.0%	23.0%	23.0%
With Disabilities (Ages 18-64)	12.2%	12.2%	10.3%
Below Poverty Level (Ages 18-64)	13.1%	12.6%	12.1%
Language other than English	5.3%	6.9%	23.1%
Education Associate Degree or Higher	28.3%	38.0%	41.6%

SOURCES: CENSUS ACS 2020-5YR EST.; LEHD 2ND QUARTER; BLS LAUS 2021

Educational attainment rates for the Northwest Region are lower than those of the state for those with bachelor's or advanced degrees. Twenty-eight percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 38 percent for the state, and about 42 percent for the nation.

119,000
EMPLOYEES
4.1%
OF MISSOURI'S EMPLOYMENT

Educational Attainment

	Region	Missouri
Graduate or Professional Degree	7.0%	11.5%
Bachelor's Degree	14.0%	18.4%
Associate Degree	7.3%	8.1%
Some College, No Degree	21.0%	22.0%
High School & Equivalent	40.3%	30.6%
Less than High School	10.4%	9.4%
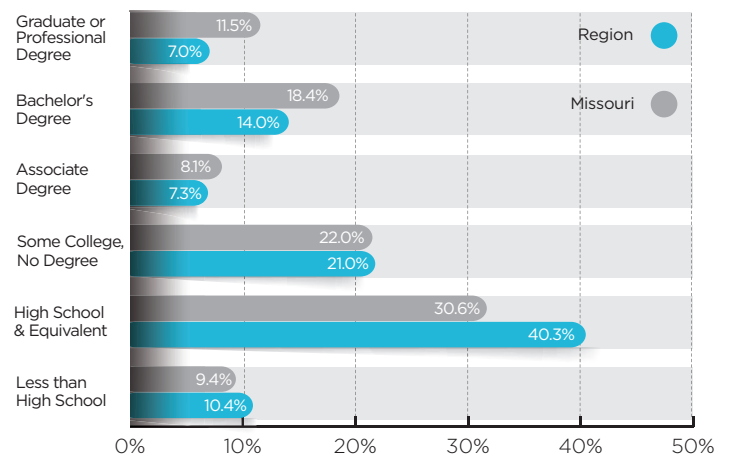
SOURCE: US CENSUS BUREAU, ACS 2020 5-YEAR ESTIMATES

NORTHWEST REGION

INDUSTRY ANALYSIS

The Northwest Region averaged over 90,800 jobs in 2021. The region lost only 23 jobs from 2020 to 2021 at a rate of -0.03 percent, whereas the region had lost 3,065 jobs from 2019 to 2020, resulting in a -3.3 percent growth rate due to the impact of the COVID-19 pandemic. In 2020, Missouri employment decreased by 4.9 percent, however Missouri employ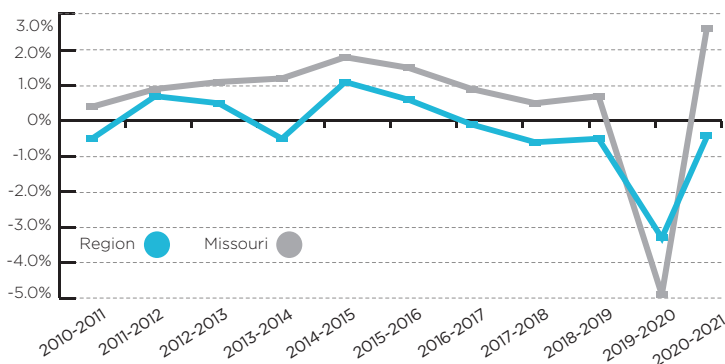ment increased by 2.5 percent in 2021, showing recovery from the pandemic impacts. From 2017 to 2021, the Northwest Region averaged -1.1 percent compound annual loss for an overall decrease of 4.3 percent. During that same period Missouri's employment declined by 1.4 percent.

Northwest Employment Annual Growth Rate

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

Manufacturing, Health Care and Social Assistance, and *Retail Trade* are the largest industry sectors in the region, with an employment of 16,309, 14,859, and 10,709, respectively, in 2021.

Only *Construction; Professional, Scientific, and Technical Services;* and *Transportation and Warehousing* had positive growth from 2017 to 2021 in the region.

Northwest Region Top Employing Industries

Industry	Employment 2017	2021	Net Change	2017-2021 Empl. CAGR	2020 Annual Wages
Manufacturing	16,890	16,309	-581	-0.9%	$56,544
Health Care & Social Assistance	15,783	14,859	-924	-1.5%	$44,616
Retail Trade	10,801	10,709	-92	-0.2%	$32,112
Educational Services	8,146	7,142	-1,004	-3.2%	$36,564
Accommodation & Food Services	6,933	6,214	-719	-2.7%	$16,848
Public Administration	5,952	4,759	-1,193	-5.4%	$36,888
Construction	4,509	4,752	243	1.3%	$62,640
Administrative Support & Waste	7,180	3,663	-3,517	-15.5%	$32,304
Wholesale Trade	3,674	3,556	-118	-0.8%	$55,020
Finance & Insurance	3,339	2,862	-477	-3.8%	$59,052
Professional, Science & Tech. Servs.	2,490	2,783	293	2.8%	$65,892
Transportation & Warehousing	2,618	2,683	65	0.6%	$44,664

SOURCE: LEHD QWI, 2017-2021 ANNUAL AVERAGES

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Northwest Region has higher concentrations in several industry sectors, including *Food Manufacturing; Fabricated Metal Product Manufacturing;* and *Gasoline Stations.*

HIGHEST 2021 LQ 4.7 FOOD MANUFACTURING

2021 Northwest Region Location Quotients

Industry	Employment	Location Quotient
Food Manufacturing	4,594	4.7
Fabricated Metal Product Manufacturing	2,969	3.6
Gasoline Stations	1,775	3.2
Chemical Manufacturing	1,476	2.8
Building Material & Garden Equip. & Supplies	1,299	1.5
General Merchandise Stores	2,797	1.5
Merchant Wholesalers, Nondurable Goods	1,775	1.4
Transit & Ground Passenger Transportation	292	1.3
Animal Production & Aquaculture	186	1.2
Utilities	383	1.2
Motor Vehicle & Parts Dealers	1,347	1.2
Crop Production	369	1.1
Nursing & Residential Care Facilities	2,006	1.1
Heavy & Civil Engineering Construction	634	1.0
Social Assistance	2,415	1.0

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

NORTHWEST REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Northwest Region between 2020-2030 will be in the *Food Manufacturing; Social Assistance; Professional, Scientific, and Technical Services; Food Services and Drinking Places;* and *Machinery Manufacturing* industries.

Northwest Region Largest Growth Industries 2020-2030

| Industry | Employment | | Change 2020-2030 | |
	2020 Estimated	2030 Projected	Numeric	Percent
Food Manufacturing	6,380	6,929	549	8.6%
Social Assistance	3,094	3,500	406	13.1%
Professional, Scientific, & Technical Services	2,308	2,644	336	14.6%
Food Services & Drinking Places	6,087	6,387	300	4.9%
Machinery Manufacturing	1,639	1,874	235	14.3%
Hospitals	4,764	4,955	191	4.0%
Ambulatory Health Care Services	3,246	3,375	129	4.0%
Specialty Trade Contractors	2,011	2,139	128	6.4%
Fabricated Metal Product Manufacturing	3,132	3,254	122	3.9%
Couriers & Messengers	366	482	116	31.7%

SOURCES: MERIC INDUSTRY PROJECTIONS, 2020-2030
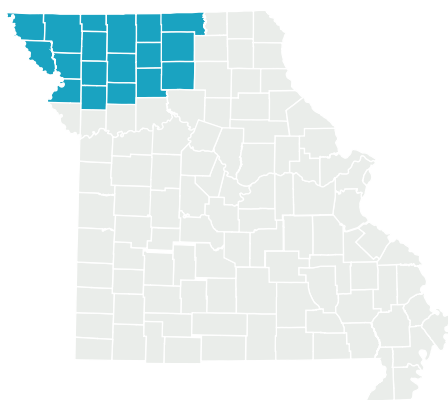
PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.
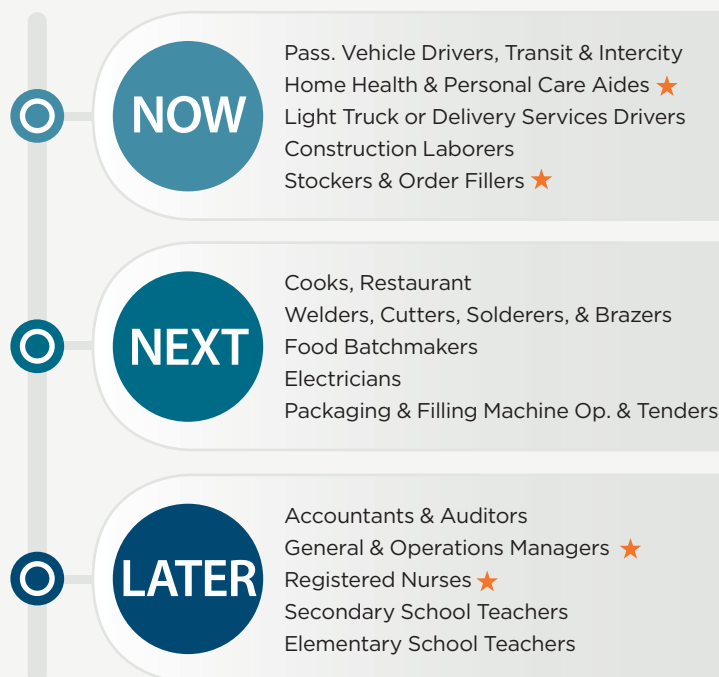
OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

Now jobs typically require short-term, on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected openings are *Retail Salespersons; Home Health and Personal Care Aides;* and *Cashiers. Passenger Vehicle Drivers; Home Health and Personal Care Aides;* and *Light Truck or Delivery Services Drivers* are projected to be the fastest growing Now occupations over the next decade.

Next jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate to long-term training. *Cooks; Heavy and Tractor-Trailer Truck Drivers;* and *Nursing Assistants* are projected to have the most openings for the Next category of occupations. *Cooks; Welders, Cutters, Solderers, and Brazers;* and *Food Batchmakers* are the fastest growing Next occupations.

Later jobs typically require a bachelor's degree or higher. For Later occupations, *General and Operations Managers; Registered Nurses;* and *Secondary School Teachers* are projected to have the most openings. *Accountants and Auditors; General and Operations Managers;* and *Registered Nurses* are the fastest growing Later occupations.

Northwest Region Fastest Growing Occupations

NOW
- Pass. Vehicle Drivers, Transit & Intercity
- Home Health & Personal Care Aides ★
- Light Truck or Delivery Services Drivers
- Construction Laborers
- Stockers & Order Fillers ★

NEXT
- Cooks, Restaurant
- Welders, Cutters, Solderers, & Brazers
- Food Batchmakers
- Electricians
- Packaging & Filling Machine Op. & Tenders

LATER
- Accountants & Auditors
- General & Operations Managers ★
- Registered Nurses ★
- Secondary School Teachers
- Elementary School Teachers

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED
SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2020-2030
★ DENOTES OCCUPATIONS TOP TEN ONLINE JOB ADS FOR 2021-2022 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATIONS

NORTHWEST REGION

Northwest Region Long-Term Occupational Projections by Top Openings

Occupation	2020 Estimated Employment	2030 Projected Employment	Growth Openings	Exits	Transfers	Total Openings	Median Wages
◎ NOW							
Retail Salespersons	3,722	3,638	-8	206	304	502	$24,397 ★
Home Health & Personal Care Aides	2,732	3,120	39	187	166	392	$24,008 ★
Cashiers	2,276	2,099	-18	186	209	377	$22,767
Fast Food & Counter Workers	1,611	1,603	-1	156	170	325	$20,328 ★
Office Clerks, General	2,340	2,166	-17	123	134	240	$30,940
◎ NEXT							
Cooks, Restaurant	852	1,102	25	58	84	167	$23,639
Heavy & Tractor-Trailer Truck Drivers	1,507	1,513	1	62	102	165	$43,252 ★
Nursing Assistants	1,458	1,376	-8	91	80	163	$26,265 ★
Maintenance & Repair Workers, General	1,462	1,454	-1	51	85	135	$38,756 ★
Miscellaneous Assemblers & Fabricators	1,219	1,114	-10	44	83	117	$46,550
◎ LATER							
General & Operations Managers	1,679	1,754	8	34	106	148	$62,773 ★
Registered Nurses	1,961	2,005	4	53	50	107	$63,364 ★
Secondary School Teachers	1,603	1,604	0	42	65	107	$44,407
Elementary School Teachers	929	925	0	28	37	65	$40,513
Accountants & Auditors	617	646	3	18	37	58	$57,648

SOURCE: MERIC OCCUPATIONAL PROJECTIONS 2020-2030   ★ DENOTES OCCUPATIONS IN THE TOP TEN FOR 2021-2022 ON-LINE JOB ADS IN THE REGION & WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™ for the Northwest Region, jobs like *Registered Nurses; Heavy and Tractor-Trailer Truck Drivers;* and *Retail Salespersons* had a high number of job postings in the region during the last year.

Northwest Region Top Five Online Job Postings in Now-Next-Later Classification

Occupation Title	Online Job Postings
◎ NOW	
Retail Salespersons	438
Laborers & Freight, Stock, & Material Movers, Hand	342
Fast Food & Counter Workers	293
Customer Service Representatives	275
Home Health & Personal Care Aides	194
◎ NEXT	
Heavy & Tractor-Trailer Truck Drivers	511
Merchandise Displayers & Window Trimmers	359
First-Line Supervisors of Retail Sales Workers	324
Maintenance & Repair Workers, General	240
Licensed Practical & Licensed Vocational Nurses	233
◎ LATER	
Registered Nurses	549
Medical & Health Services Managers	209
Software Developers & Software Quality Assurance Analysts & Testers	195
Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other	190
General & Operations Managers	141

SOURCE: LIGHTCAST™ (FORMERLY EMSI BURNING GLASS TECHNOLOGIES), ONLINE JOB ADS FROM JUNE 1, 2021 TO MAY 31, 2022

2022 ECONOMIC REPORT
OZARK
REGION

DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

The Ozark Region is comprised of seven counties in the southwest quadrant of Missouri. This region is home to several cities including Springfield, Branson, Nixa, and Marshfield.

The Ozark Region workforce has more than 266,700 employees, making up 9.1 percent of Missouri's employment. In 2021, 48.9 percent of the workforce was female and 51.1 percent was male, which is about same percentage as Missouri. The regional average unemployment rate for 2021 was 4.0 percent.

The workforce is getting older in the Ozark Region, a trend continuing throughout Missouri and the U.S. In 2021, 22 percent of the workforce was age 55 or older, up from 19 percent a decade earlier.

For the region, 8.6 percent of the workforce was non-white and 4.4 percent was Hispanic or Latino. This compares to the state averages of 17.6 percent non-white and 4.5 percent Hispanic or Latino.

In the Ozark Region, 5.1 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 6.9 percent and the U.S. was at 23.1 percent.
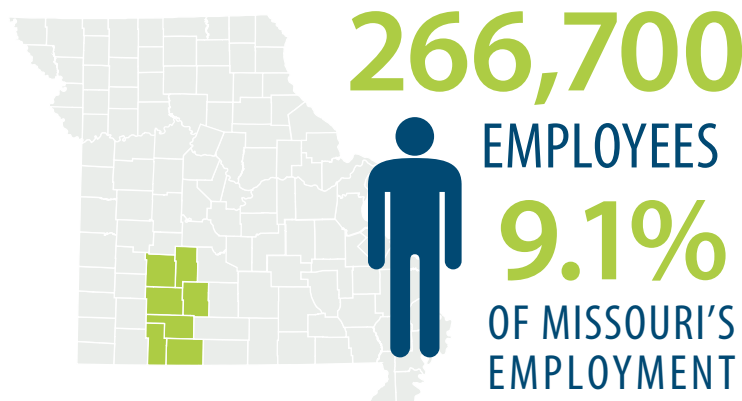
The Ozark Region has a higher percentage of the population with a disability compared to the state and nation. For the Ozark Region, 13.0 percent of the population has a disability compared to 12.2 percent in Missouri and 10.3 percent in the U.S.

Workforce Demographics

	Ozark MO	Missouri	Nationwide
Average Monthly Employment in 2021	266,789	2,928,368	152,580,667
Average Unemployment Rate in 2021	4.0%	4.4%	5.3%
Male	51.1%	51.0%	50.3%
Female	48.9%	49.0%	49.7%
Non-White	8.6%	17.6%	23.7%
Hispanic or Latino	4.4%	4.5%	16.7%
Ages 55 or Older	22.0%	23.0%	23.0%
With Disabilities (Ages 18-64)	13.0%	12.2%	10.3%
Below Poverty Level (Ages 18-64)	15.3%	12.6%	12.1%
Language other than English	5.1%	6.9%	23.1%
Education Associate Degree or Higher	35.5%	38.0%	41.6%

SOURCES: CENSUS ACS 2020-5YR EST.; LEHD 2ND QUARTER; BLS LAUS 2021

Educational attainment rates for the Ozark Region are slightly behind those of the state for those with bachelor's or advanced degrees. Thirty-six percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 38 percent for the state, and about 42 percent for the nation.

266,700
EMPLOYEES
9.1%
OF MISSOURI'S EMPLOYMENT

Educational Attainment

	Region	Missouri
Graduate or Professional Degree	9.8%	11.5%
Bachelor's Degree	17.5%	18.4%
Associate Degree	8.2%	8.1%
Some College, No Degree	24.8%	22.0%
High School & Equivalent	31.0%	30.6%
Less than High School	8.7%	9.4%
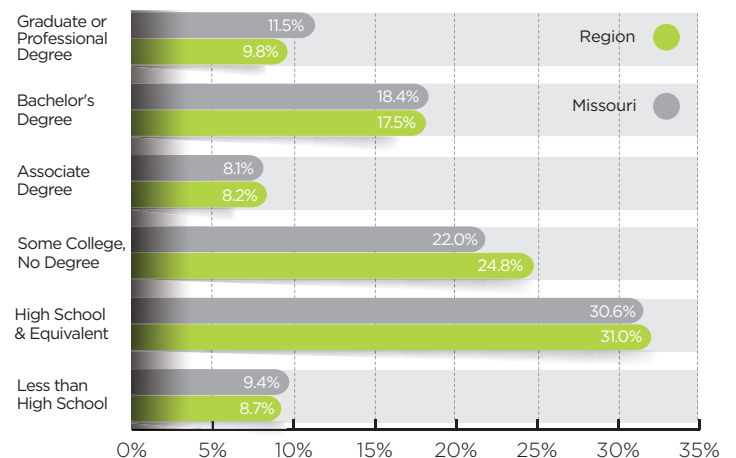
SOURCE: US CENSUS BUREAU, ACS 2020 5-YEAR ESTIMATES

OZARK REGION

INDUSTRY ANALYSIS

The Ozark Region averaged nearly 239,600 jobs in 2021. The region gained 8,714 jobs, an increase of 3.8 percent from 2020 to 2021, whereas the region had lost 11,604 jobs from 2019 to 2020, for a -4.8 percent growth rate due to the impact of the COVID-19 pandemic. In 2020, Missouri employment decreased by 4.9 percent, h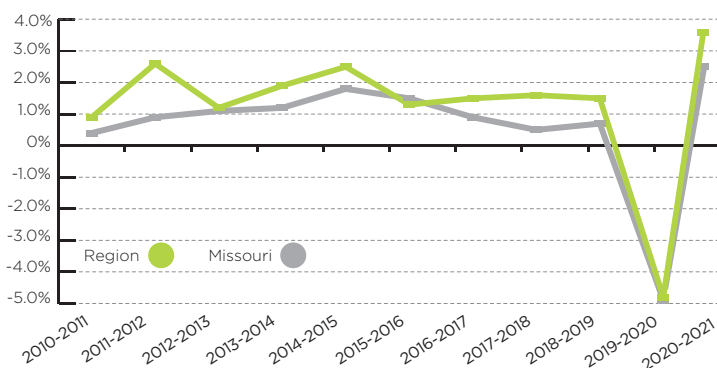owever Missouri employment increased by 2.5 percent in 2021, showing recovery from the pandemic impacts. From 2017 to 2021, the Ozark Region averaged 0.5 percent compound annual growth for an overall increase of 1.9 percent. During that same period Missouri's employment declined by 1.4 percent.

Ozark Employment Annual Growth Rate

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance is the largest employing industry in the Ozark Region, showing consistent growth over the years. *Retail Trade* and *Accommodation and Food Services* are next largest employing industries. *Retail Trade* gained employment from 2017 to 2021, whereas *Accommodation and Food Services* declined, decreasing by 1,287 employees in the same period.

The *Manufacturing* industry gained over 2,200 jobs at a 3.3 percent compound annual growth rate from 2017 to 2021. The *Construction and Professional, Scientific, and Technical Services* industries also had large increases in employment, at 1,149 and 763 respectively, from 2017 to 2021.

Ozark Region Top Employing Industries

Industry	Employment 2017	Employment 2021	Net Change	2017-2021 Empl. CAGR	2020 Annual Wages
Health Care & Social Assistance	41,483	43,349	1,866	1.1%	$57,876
Retail Trade	30,570	31,362	792	0.6%	$32,532
Accommodation & Food Services	30,194	28,907	-1,287	-1.1%	$21,624
Manufacturing	16,079	18,298	2,219	3.3%	$50,244
Educational Services	19,085	17,431	-1,654	-2.2%	$37,812
Administrative Support & Waste	15,869	14,143	-1,726	-2.8%	$39,504
Construction	11,600	12,749	1,149	2.4%	$49,656
Transportation & Warehousing	11,747	12,472	725	1.5%	$50,760
Wholesale Trade	11,610	11,921	311	0.7%	$65,832
Professional, Science & Tech. Servs.	9,729	10,492	763	1.9%	$61,944
Finance & Insurance	8,774	8,387	-387	-1.1%	$61,536
Arts, Entertainment, & Recreation	8,028	7,576	-452	-1.4%	$26,880

SOURCE: LEHD QWI, 2017-2021 ANNUAL AVERAGES

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Ozark Region has higher concentrations in *Scenic and Sightseeing Transportation; Truck Transportation; Museums, Historical Sites, and Similar Institutions; Accommodation;* and *Performing Arts, Spectator Sports and Related* Industries.

HIGHEST 2021
LQ 4.1
SCENIC AND SIGHTSEEING TRANSPORTATION

2021 Ozark Region Location Quotients

Industry	Employment	Location Quotient
Scenic & Sightseeing Transportation	167	4.1
Truck Transportation	7,827	3.0
Museums, Historical Sites, & Similar Institutions	581	2.5
Accommodation	5,735	2.2
Performing Arts & Spectator Sports	1,437	2.2
Sporting Goods, Hobby & Other Stores	1,633	1.8
Hospitals	15,295	1.8
Telecommunications	1,847	1.6
Gasoline Stations	2,459	1.5
General Merchandise Stores	7,755	1.5
Amusement, Gambling, & Rec. Industries	3,489	1.4
Bldg. Material & Garden Equip. Dealers	3,259	1.4
Merchant Wholesalers, Durable Goods	7,239	1.4
Miscellaneous Store Retailers	1,860	1.3
Repair & Maintenance	2,772	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

OZARK REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Ozark Region from 2020-2030 will be in the *Hospitals; Professional, Scientific, and Technical Services; Warehousing and Storage; Truck Transportation;* and *Ambulatory Health Care Services* industries.

Ozark Region Largest Growth Industries 2020-2030

Industry	Employment		Change 2020-2030	
	2020 Estimated	2030 Projected	Numeric	Percent
Hospitals	17,884	19,564	1,680	9.4%
Professional, Scientific, & Technical Services	9,546	10,938	1,392	14.6%
Warehousing & Storage	1,587	2,819	1,232	77.6%
Truck Transportation	7,568	8,774	1,206	15.9%
Ambulatory Health Care Services	11,582	12,479	897	7.7%
Amusement, Gambling, & Recreation Industries	3,105	3,984	879	28.3%
Local Gov., Excluding Education & Hospitals	8,569	9,404	835	9.7%
Specialty Trade Contractors	7,557	8,374	817	10.8%
Couriers & Messengers	1,263	1,904	641	50.8%
Bldg. Material & Garden Equip. Dealers	3,182	3,782	600	18.9%

SOURCES: MERIC INDUSTRY PROJECTIONS, 2020-2030
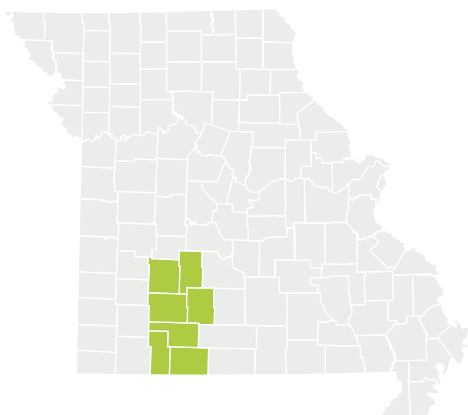
PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.
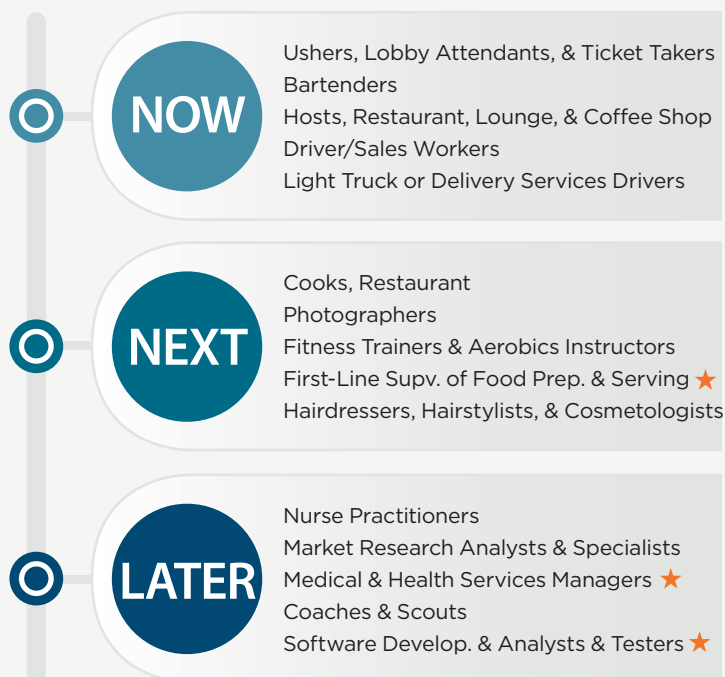
OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

Now jobs typically require short-term, on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected openings are *Fast Food and Counter Workers; Retail Salespersons;* and *Waiters and Waitresses. Ushers, Lobby Attendants, and Ticket Takers; Bartenders;* and *Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop* are projected to be the fastest growing Now occupations over the next decade.

Next jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate to long-term training. *Heavy and Tractor-Trailer Truck Drivers; Cooks;* and *Nursing Assistants* are projected to have the most openings for the Next category of occupations. *Cooks; Photographers;* and *Fitness Trainers and Aerobics Instructors* are the fastest growing Next occupations.

Later jobs typically require a bachelor's degree or higher. For Later occupations, *General and Operations Managers; Registered Nurses;* and *Accountants and Auditors* are projected to have the most openings. *Nurse Practitioners; Market Research Analysts and Marketing Specialists;* and *Medical and Health Services Managers* are the fastest growing Later occupations.

Ozark Region Fastest Growing Occupations

NOW
- Ushers, Lobby Attendants, & Ticket Takers
- Bartenders
- Hosts, Restaurant, Lounge, & Coffee Shop
- Driver/Sales Workers
- Light Truck or Delivery Services Drivers

NEXT
- Cooks, Restaurant
- Photographers
- Fitness Trainers & Aerobics Instructors
- First-Line Supv. of Food Prep. & Serving ★
- Hairdressers, Hairstylists, & Cosmetologists

LATER
- Nurse Practitioners
- Market Research Analysts & Specialists
- Medical & Health Services Managers ★
- Coaches & Scouts
- Software Develop. & Analysts & Testers ★

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED
SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2020-2030

★ DENOTES OCCUPATIONS TOP TEN ONLINE JOB ADS FOR 2021-2022 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATIONS

OZARK REGION

Ozark Region Long-Term Occupational Projections by Top Openings

Occupation	2020 Estimated Employment	2030 Projected Employment	Growth Openings	Exits	Transfers	Total Openings	Median Wages	
◎ NOW								
Fast Food & Counter Workers	7,731	9,078	135	815	888	1,838	$21,028	★
Retail Salespersons	8,178	8,900	72	477	705	1,254	$25,777	★
Waiters & Waitresses	5,005	6,164	116	410	667	1,193	$19,939	★
Cashiers	6,648	6,554	-9	562	632	1,185	$22,180	
Stockers & Order Fillers	5,013	6,095	108	316	542	966	$26,140	★
◎ NEXT								
Heavy & Tractor-Trailer Truck Drivers	6,881	7,955	107	304	503	914	$44,077	★
Cooks, Restaurant	3,097	4,706	161	230	334	725	$25,525	
Nursing Assistants	4,161	4,398	24	274	242	540	$25,484	★
First-Line Supv. of Food Prep. & Serving Workers	1,621	2,020	40	81	186	307	$28,146	★
Maintenance & Repair Workers, General	2,665	3,043	38	101	166	305	$34,504	★
◎ LATER								
General & Operations Managers	4,900	5,629	73	105	326	504	$67,374	★
Registered Nurses	6,130	6,588	46	170	160	376	$58,594	★
Accountants & Auditors	2,139	2,387	25	63	134	222	$48,868	★
Proj. Mngt. & Business Operations Specialists, All Other	1,782	1,950	17	43	92	152	$61,784	
Software Develop. & Analysts & Testers	1,354	1,667	31	35	74	140	$67,956	★

SOURCE: MERIC OCCUPATIONAL PROJECTIONS 2020-2030   ★ DENOTES OCCUPATIONS IN THE TOP TEN FOR 2021-2022 ON-LINE JOB ADS IN THE REGION & WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™ for the Ozark Region, jobs like *Registered Nurses; Retail Salespersons;* and *Heavy and Tractor-Trailer Truck Drivers* had a high number of job postings in the region during the last year.

Ozark Region Top Five Online Job Postings in Now-Next-Later Classification

Occupation Title	Online Job Postings
◎ NOW	
Retail Salespersons	2,600
Customer Service Representatives	1,804
Laborers & Freight, Stock, & Material Movers, Hand	1,682
Home Health & Personal Care Aides	1,476
Fast Food & Counter Workers	1,449
◎ NEXT	
Heavy & Tractor-Trailer Truck Drivers	2,152
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	2,037
First-Line Supervisors of Retail Sales Workers	1,934
Medical Dosimetrists, Medical Records Specialists, & Health Technologists & Technicians, All Other	1,411
Maintenance & Repair Workers, General	1,361
◎ LATER	
Registered Nurses	4,338
Software Developers & Software Quality Assurance Analysts & Testers	1,230
Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other	1,010
Medical & Health Services Managers	993
Computer Occupations, All Other	729

SOURCE: LIGHTCAST™ (FORMERLY EMSI BURNING GLASS TECHNOLOGIES), ONLINE JOB ADS FROM JUNE 1, 2021 TO MAY 31, 2022

2022 ECONOMIC REPORT

SOUTH CENTRAL

REGION

DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

The South Central Region is comprised of 12 counties in the center of the southern portion of Missouri. The region is home to several cities including West Plains and Poplar Bluff.

The South Central Region workforce has more than 78,100 employees, making up 2.7 percent of Missouri's employment. In 2021, 53 percent of the workforce was female and 47 percent was male, compared to Missouri's overall 49 percent female and 51 percent male. The regional average unemployment rate in 2021 was 4.8 percent.

The workforce is getting older in the South Central Region, a trend continuing throughout Missouri and the U.S. In 2021, 24 percent of the workforce was age 55 or older, up from 20 percent a decade earlier.

For the region, 6.4 percent of the workforce was non-white and 2.3 percent was Hispanic or Latino. This compares to the state averages of 17.6 percent non-white and 4.5 percent Hispanic or Latino.

In the South Central Region, 2.5 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 6.9 percent and the U.S. was at 23.1 percent.

The South Central Region has a higher percentage of the population with a disability compared to the state and the nation. For the South Central Region, 22.3 percent of the population has a disability compared to 12.2 percent in Missouri and 10.3 percent in the U.S.
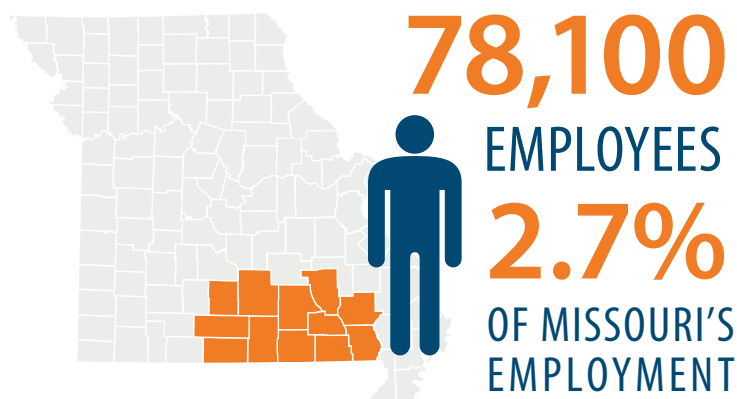
Workforce Demographics

	SC Region	Missouri	Nationwide
Average Monthly Employment in 2021	78,103	2,928,368	152,580,667
Average Unemployment Rate in 2021	4.8%	4.4%	5.3%
Male	47.0%	51.0%	50.3%
Female	53.0%	49.0%	49.7%
Non-White	6.4%	17.6%	23.7%
Hispanic or Latino	2.3%	4.5%	16.7%
Ages 55 or Older	24.0%	23.0%	23.0%
With Disabilities (Ages 18-64)	22.3%	12.2%	10.3%
Below Poverty Level (Ages 18-64)	21.5%	12.6%	12.1%
Language other than English	2.5%	6.9%	23.1%
Education Associate Degree or Higher	20.9%	38.0%	41.6%

SOURCES: CENSUS ACS 2020-5YR EST.; LEHD 2ND QUARTER; BLS LAUS 2021

Educational attainment rates for the South Central Region are lower than those of the state for those with bachelor's or advanced degrees. Twenty-one percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 38 percent for the state, and about 42 percent for the nation.

78,100
EMPLOYEES
2.7%
OF MISSOURI'S EMPLOYMENT

Educational Attainment

	Region	Missouri
Graduate or Professional Degree	5.1%	11.5%
Bachelor's Degree	8.6%	18.4%
Associate Degree	7.1%	8.1%
Some College, No Degree	21.9%	22.0%
High School & Equivalent	40.8%	30.6%
Less than High School	16.5%	9.4%
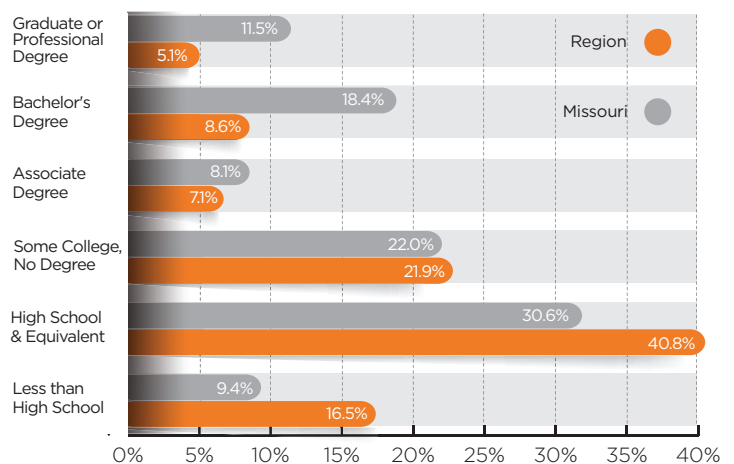
SOURCE: US CENSUS BUREAU, ACS 2020 5-YEAR ESTIMATES

SOUTH CENTRAL REGION

INDUSTRY ANALYSIS

The South Central Region averaged over 58,300 jobs in 2021. The region gained 1,135 jobs, an increase of 2.0 percent from 2020 to 2021 whereas the region had lost almost 1,900 jobs from 2019 to 2020, resulting in a decrease of 3.2 percent employment growth due to the impact of the COVID-19 pandemic. In 2020, Missouri employment decreased by 4.9 percent, however Missouri employment increased by 2.5 percent in 2021, showing recovery from the pandemic impacts. From 2017 to 2021, the South Central Region averaged a -0.6 percent annual growth rate for an overall decrease of 2.3 percent; during that same period Missouri's employment declined by 1.4 percent.

South Central Employment Annual Growth Rate
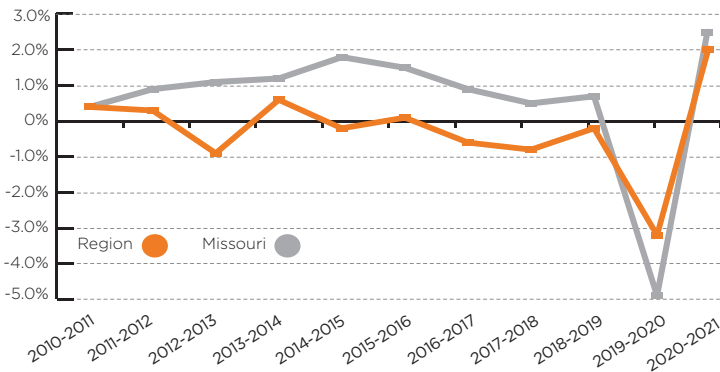
SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance continues to be one of the largest employing industries in the region with over 11,300 jobs in 2021 and a -1.5 percent annual growth rate since 2017. *Manufacturing* is the second largest industry in the area with over 8,400 jobs. It gained 78 jobs since 2017.

The *Retail Trade* and *Accommodation and Food Services* industries also gained employment of 381 and 337 jobs, respectively, since 2017.

South Central Region Top Employing Industries

Industry	Employment 2017	2021	Net Change	2017-2021 Empl. CAGR	2020 Annual Wages
Health Care & Social Assistance	12,073	11,382	-691	-1.5%	$35,832
Manufacturing	8,374	8,452	78	0.2%	$41,172
Retail Trade	7,249	7,630	381	1.3%	$28,356
Accommodation & Food Services	5,046	5,383	337	1.6%	$17,208
Educational Services	5,440	5,328	-112	-0.5%	$33,084
Public Administration	3,218	2,982	-236	-1.9%	$35,532
Wholesale Trade	2,161	1,811	-350	-4.3%	$55,404
Construction	1,912	1,787	-125	-1.7%	$42,180
Finance & Insurance	1,871	1,775	-96	-1.3%	$48,060
Professional, Science, & Tech. Servs.	1,392	1,536	144	2.5%	$67,884
Administrative Support & Waste	1,696	1,515	-181	-2.8%	$29,880
Transportation & Warehousing	1,424	1,437	13	0.2%	$38,988

SOURCE: LEHD QWI, 2017-2021 ANNUAL AVERAGES

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The South Central Region has higher concentrations in *Wood Product Manufacturing, Gas Stations; Forestry and Logging;* and *Machinery Manufacturing.*

HIGHEST 2021
LQ 9.9
WOOD PRODUCT MANUFACTURING

2021 South Central Region Location Quotients

Industry	Employment	Location Quotient
Wood Product Manufacturing	1,542	9.9
Gasoline Stations	1,263	3.6
Forestry & Logging	64	3.3
Machinery Manufacturing	1,261	3.2
Social Assistance	2,839	1.9
General Merchandise Stores	2,156	1.9
Bldg. Material & Garden Equip. Dealers	968	1.8
Nursing & Residential Care Facilities	2,010	1.8
Motor Vehicle & Parts Dealers	1,103	1.5
Truck Transportation	766	1.3
Animal Production & Aquaculture	125	1.3
Accommodation	676	1.2
Credit Intermediation & Related Activities	1,206	1.2
Repair & Maintenance	552	1.1
Fabricated Metal Product Manufacturing	572	1.1

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

SOUTH CENTRAL REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the South Central Region from 2020-2030 will be in the *Food Services and Drinking Places; Social Assistance; Machinery Manufacturing; Accommodation, including Hotels and Motels;* and *Hospitals* industries.

South Central Region Largest Growth Industries 2020-2030

Industry	Employment		Change 2020-2030	
	2020 Estimated	2030 Projected	Numeric	Percent
Food Services & Drinking Places	4,166	4,888	722	17.3%
Social Assistance	3,906	4,438	532	13.6%
Machinery Manufacturing	1,537	1,880	343	22.3%
Accommodation, including Hotels & Motels	707	926	219	31.0%
Hospitals	2,155	2,346	191	8.9%
Transportation Equipment Manufacturing	1,070	1,252	182	17.0%
Professional, Scientific, & Technical Services	1,298	1,450	152	11.7%
Fabricated Metal Product Manufacturing	865	960	95	11.0%
Repair & Maintenance	519	604	85	16.4%
Merchant Wholesalers, Durable Goods	852	930	78	9.2%

SOURCES: MERIC INDUSTRY PROJECTIONS, 2020-2030
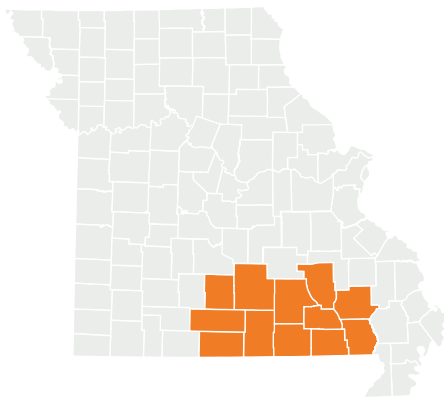
PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.
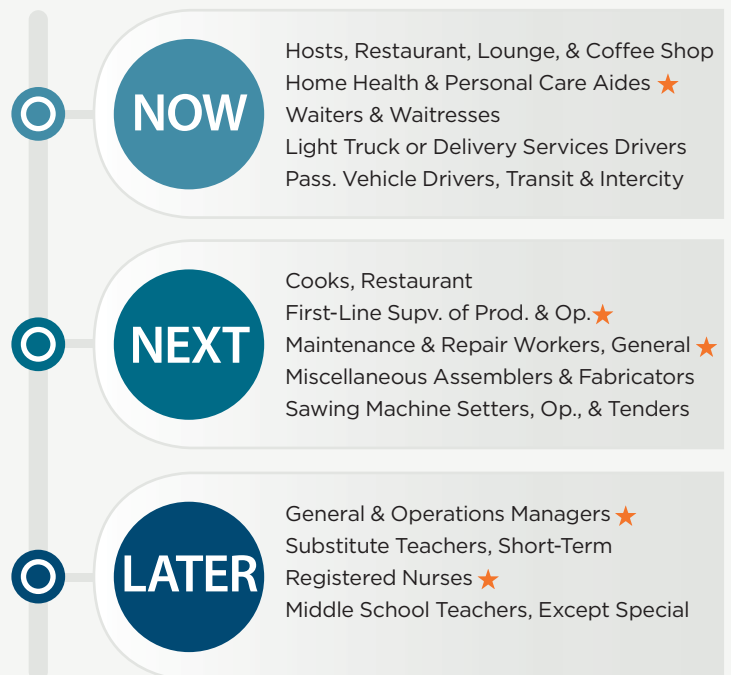
OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

Now jobs typically require short-term, on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected openings are *Home Health and Personal Care Aides; Cashiers;* and *Fast Food and Counter Workers. Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop; Home Health and Personal Care Aides;* and *Waiters and Waitresses* are projected to be the fastest growing Now occupations over the next decade.

Next jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate to long-term training. *Assemblers and Fabricators; Cooks;* and *Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the Next category of occupations. *Cooks; First-Line Supervisors of Production and Operating Workers;* and *Maintenance and Repair Workers* are the fastest growing Next occupations.

Later jobs typically require a bachelor's degree or higher. For Later occupations, *General and Operations Managers; Registered Nurses;* and *Substitute Teachers* are projected to have the most openings. *General and Operations; Substitute Teachers;* and *Registered Nurses* are the fastest growing Later occupations.

South Central Region Fastest Growing Occupations

NOW
- Hosts, Restaurant, Lounge, & Coffee Shop
- Home Health & Personal Care Aides ★
- Waiters & Waitresses
- Light Truck or Delivery Services Drivers
- Pass. Vehicle Drivers, Transit & Intercity

NEXT
- Cooks, Restaurant
- First-Line Supv. of Prod. & Op. ★
- Maintenance & Repair Workers, General ★
- Miscellaneous Assemblers & Fabricators
- Sawing Machine Setters, Op., & Tenders

LATER
- General & Operations Managers ★
- Substitute Teachers, Short-Term
- Registered Nurses ★
- Middle School Teachers, Except Special

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED
SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2020-2030

★ DENOTES OCCUPATIONS TOP TEN ONLINE JOB ADS FOR 2021-2022 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATIONS

SOUTH CENTRAL REGION

South Central Region Long-Term Occupational Projections by Top Openings

Occupation	2020 Estimated Employment	2030 Projected Employment	Growth Openings	Exits	Transfers	Total Openings	Median Wages	
◎ NOW								
Home Health & Personal Care Aides	3,712	4,338	63	258	228	549	$23,358	★
Cashiers	3,114	2,988	-13	260	292	539	$21,668	★
Fast Food & Counter Workers	1,485	1,636	15	151	165	331	$20,859	★
Retail Salespersons	1,251	1,290	4	71	105	180	$24,652	
Office Clerks, General	1,637	1,566	-7	87	95	175	$27,456	★
◎ NEXT								
Miscellaneous Assemblers & Fabricators	1,884	2,012	13	74	139	226	$30,717	★
Cooks, Restaurant	495	707	21	35	51	107	$20,792	
Heavy & Tractor-Trailer Truck Drivers	813	797	-2	33	55	86	$36,061	★
First-Line Supervisors of Retail Sales Workers	660	645	-2	23	45	66	$34,684	★
Maintenance & Repair Workers, General	583	632	5	21	35	61	$33,025	★
◎ LATER								
General & Operations Managers	1,026	1,159	13	22	68	103	$59,835	★
Registered Nurses	1,675	1,715	4	45	43	92	$59,639	★
Substitute Teachers, Short-Term	735	756	2	44	40	86	$26,032	★
Middle School Teachers, Ex. Spec. & Career/Tech. Edu.	1,120	1,099	-2	34	44	76	$46,010	
Accountants & Auditors	444	483	4	13	28	45	$52,621	★

SOURCE: MERIC OCCUPATIONAL PROJECTIONS 2020-2030   ★ DENOTES OCCUPATIONS IN THE TOP TEN FOR 2021-2022 ON-LINE JOB ADS IN THE REGION & WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™ for the Central Region, jobs like *Registered Nurses; Supervisors of Retail Sales Workers;* and *Home Health and Personal Care Aides* had a high number of job postings in the region during the last year.

South Central Region Top Five Online Job Postings in Now-Next-Later Classification

Occupation Title	Online Job Postings
◎ NOW	
Home Health & Personal Care Aides	177
Retail Salespersons	175
Stockers & Order Fillers	113
Customer Service Representatives	110
Fast Food & Counter Workers	101
◎ NEXT	
First-Line Supervisors of Retail Sales Workers	183
Merchandise Displayers & Window Trimmers	157
Heavy & Tractor-Trailer Truck Drivers	152
Licensed Practical & Licensed Vocational Nurses	131
Medical Dosimetrists, Medical Records Specialists, & Health Technologists & Technicians, All Other	110
◎ LATER	
Registered Nurses	390
Medical & Health Services Managers	101
Physicians, All Other; & Ophthalmologists, Except Pediatric	85
Pharmacists	65
Clinical Laboratory Technologists & Technicians	55

SOURCE: LIGHTCAST™ (FORMERLY EMSI BURNING GLASS TECHNOLOGIES), ONLINE JOB ADS FROM JUNE 1, 2021 TO MAY 31, 2022

2022 ECONOMIC REPORT
SOUTHEAST
REGION

DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

The Southeast Region is comprised of 13 counties in the southeast portion of Missouri. The region is home to several cities including Cape Girardeau, Sikeston, Caruthersville, and Park Hills.

The Southeast Region workforce has more than 157,200 employees, making up 5.4 percent of Missouri's employment. In 2021, 50.3 percent of the workforce was female and 49.7 percent was male, compared to Missouri's overall 49 percent female and 51 percent male. The regional average unemployment rate in 2021 was 4.4 percent.

The workforce is getting older in the Southeast Region, a trend continuing throughout Missouri and the U.S. In 2021, 24 percent of the workforce was age 55 or older, up from 20 percent a decade earlier.

For the region, 11.4 percent of the workforce was non-white and 2.6 percent was Hispanic or Latino. This compares to the state averages of 17.6 percent non-white and 4.5 percent Hispanic or Latino.

In the Southeast Region, 3.4 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 6.9 percent and the U.S. was at 23.1 percent.

The Southeast Region has a higher percentage of the population with a disability compared to the state and the nation. For the Southeast Region, 17.5 percent of the population has a disability compared to 12.2 percent in Missouri and 10.3 percent in the U.S.
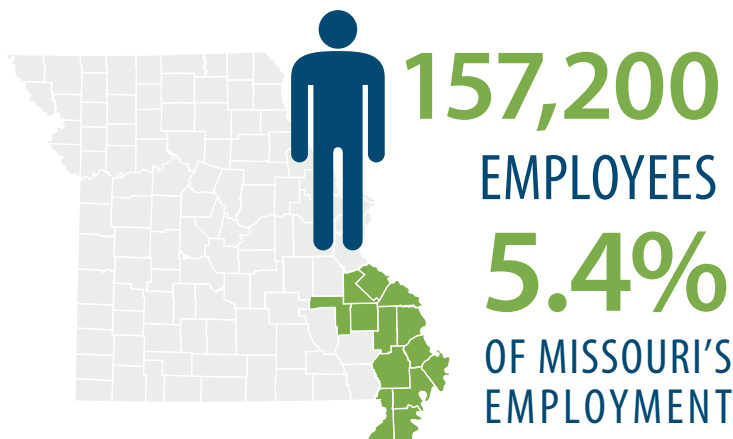
Workforce Demographics

	SE Region	Missouri	Nationwide
Average Monthly Employment in 2021	157,277	2,928,368	152,580,667
Average Unemployment Rate in 2021	4.4%	4.4%	5.3%
Male	49.7%	51.0%	50.3%
Female	50.3%	49.0%	49.7%
Non-White	11.4%	17.6%	23.7%
Hispanic or Latino	2.6%	4.5%	16.7%
Ages 55 or Older	23.6%	23.0%	23.0%
With Disabilities (Ages 18-64)	17.5%	12.2%	10.3%
Below Poverty Level (Ages 18-64)	17.7%	12.6%	12.1%
Language other than English	3.4%	6.9%	23.1%
Education Associate Degree or Higher	25.3%	38.0%	41.6%

SOURCES: CENSUS ACS 2020-5YR EST.; LEHD 2ND QUARTER; BLS LAUS 2021

Educational attainment rates for the Southeast Region are lower than those of the state for bachelor's or advanced degrees. Twenty-five percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 38 percent for the state, and about 42 percent for the nation.

157,200
EMPLOYEES
5.4%
OF MISSOURI'S
EMPLOYMENT

Educational Attainment

	Region	Missouri
Graduate or Professional Degree	7.0%	11.5%
Bachelor's Degree	11.2%	18.4%
Associate Degree	7.1%	8.1%
Some College, No Degree	21.0%	22.0%
High School & Equivalent	38.7%	30.5%
Less than High School	15.0%	9.4%
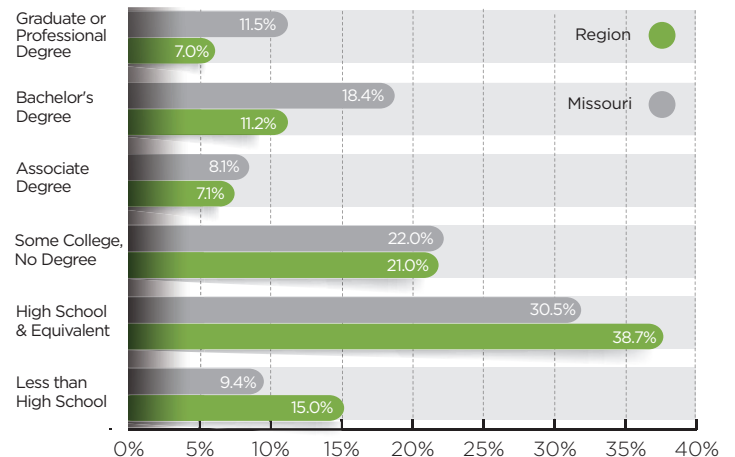
SOURCE: US CENSUS BUREAU, ACS 2020 5-YEAR ESTIMATES

SOUTHEAST REGION

INDUSTRY ANALYSIS

The Southeast Region averaged over 136,100 jobs in 2021. The region gained 1,446 jobs, an increase of 1.1 percent, from 2020 to 2021, whereas the region lost over 4,900 jobs from 2019 to 2020, resulting in a -3.5 percent employment decline due to the impact of the COVID-19 pandemic. In 2020, Missouri employment decreased by 4.9 percent, however Missouri employment increased by 2.5 percent in 2021, showing recovery from the pandemic impacts. From 2017 to 2021, the Southeast Region averaged a decrease of 0.4 percent annually for an overall decrease of 1.7 percent. During that same period Missouri's employment lost 1.4 percent.

Southeast Employment Annual Growth Rate
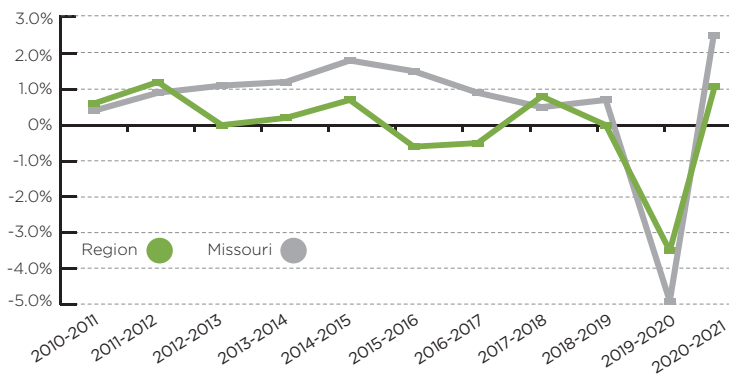
SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance is the largest employing industry in the region, even though it lost 1,377 in employment in 2021 when compared to 2017. *Manufacturing* is the second largest industry, followed by *Retail Trade* and *Accommodation and Food Services.*

Most of the industry sectors in the Southeast Region lost employment between 2017 and 2021, except *Manufacturing; Accommodation and Food Services; Finance and Insurance;* and *Professional, Scientific, and Technical Services.*

### Southeast Region Top Employing Industries

Industry	Employment 2017	2021	Net Change	2017-2021 Empl. CAGR	2020 Annual Wages
Health Care & Social Assistance	31,478	30,101	-1,377	-1.1%	$39,000
Manufacturing	17,144	17,668	524	0.8%	$52,452
Retail Trade	16,585	16,538	-47	-0.1%	$30,792
Accommodation & Food Services	10,641	11,013	372	0.9%	$17,748
Educational Services	11,048	10,129	-919	-2.1%	$38,280
Construction	6,722	6,514	-208	-0.8%	$52,152
Public Administration	6,839	5,803	-1,036	-4.0%	$36,048
Wholesale Trade	6,160	5,748	-412	-1.7%	$56,652
Transportation & Warehousing	5,624	5,117	-507	-2.3%	$50,064
Administrative Support & Waste	4,943	4,606	-337	-1.7%	$38,820
Finance & Insurance	3,745	4,081	336	2.2%	$62,304
Professional, Science, & Tech. Servs.	2,992	3,604	612	4.8%	$61,116

SOURCE: LEHD QWI, 2017-2021 ANNUAL AVERAGES

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Southeast Region has higher concentrations in *Gas Stations; Crop Production; Wood Product Manufacturing; Truck Transportation; Social Assistance; Nursing and Residential Care Facilities,* and *Nonmetallic Mineral Product Manufacturing.*

HIGHEST 2021
LQ 3.0
GASOLINE STATIONS
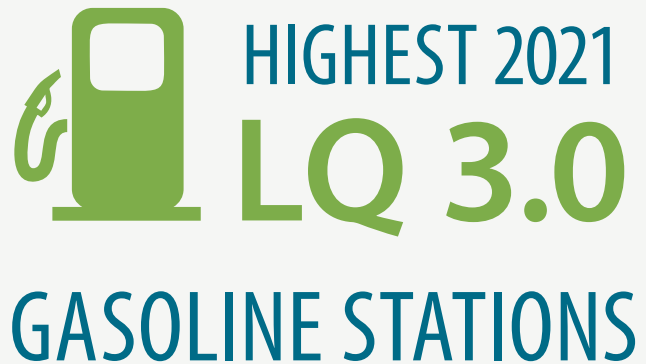
2021 Southeast Region Location Quotients

Industry	Employment	Location Quotient
Gasoline Stations	2,572	3.0
Crop Production	1,432	2.9
Wood Product Manufacturing	884	2.3
Truck Transportation	3,010	2.2
Social Assistance	6,951	1.9
Nursing & Residential Care Facilities	5,161	1.9
Nonmetallic Mineral Product Manufacturing	660	1.8
Support Activities for Agriculture & Forestry	547	1.6
Mining (except Oil & Gas)	237	1.5
Health & Personal Care Stores	1,369	1.4
Motor Vehicle & Parts Dealers	2,401	1.3
General Merch&ise Stores	3,748	1.3
Bldg. Material & Garden Equip. Dealers	1,693	1.3
Miscellaneous Store Retailers	866	1.2
Telecommunications	670	1.1

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

SOUTHEAST REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Southeast Region from 2020-2030 will be in the *Professional, Scientific, and Technical Services; Crop Production; Ambulatory Health Care Services; Merchant Wholesalers;* and *Couriers and Messengers* industries.

Southeast Region Largest Growth Industries 2020-2030

Industry	Employment 2020 Estimated	Employment 2030 Projected	Change 2020-2030 Numeric	Change 2020-2030 Percent
Professional, Scientific, & Technical Services	3,163	3,700	537	17.0%
Crop Production	3,978	4,351	373	9.4%
Ambulatory Health Care Services	7,065	7,376	311	4.4%
Merchant Wholesalers, Durable Goods	3,035	3,264	229	7.6%
Couriers & Messengers	549	765	216	39.3%
Amusement, Gambling, & Recreation Industries	876	1,054	178	20.3%
Real Estate	939	1,076	137	14.6%
Nursing & Residential Care Facilities	6,022	6,144	122	2.0%
Truck Transportation	2,928	3,037	109	3.7%
Repair & Maintenance	1,128	1,220	92	8.2%

SOURCES: MERIC INDUSTRY PROJECTIONS, 2020-2030
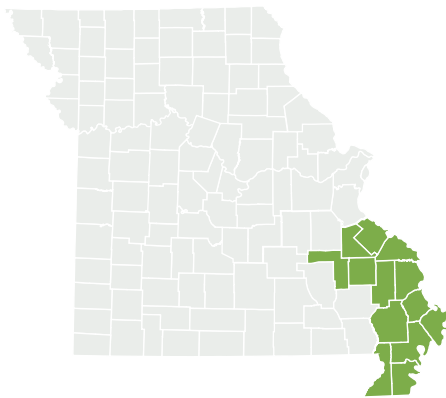
PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

Now jobs typically require short-term, on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected openings are *Home Health and Personal Care Aides; Cashiers;* and *Fast Food and Counter Workers. Bartenders; Driver/Sales Workers;* and *Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop* are projected to be the fastest growing Now occupations over the next decade.

Next jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate to long-term training. *Nursing Assistants; Heavy and Tractor-Trailer Truck Drivers;* and *Cooks* are projected to have the most openings for the Next category of occupations. *Cooks; Woodworking Machine Setters, Operators, and Tenders;* and *Industrial Machinery Mechanics* are the fastest growing Next occupations.

Later jobs typically require a bachelor's degree or higher. For Later occupations, *General and Operations Managers; Registered Nurses;* and *Accountants and Auditors* are projected to have the most openings. *Market Research Analysts and Marketing Specialists; Accountants and Auditors;* and *General and Operations Managers* are the fastest growing Later occupations.

Southeast Region Fastest Growing Occupations

NOW
Bartenders
Driver/Sales Workers
Hosts, Restaurant, Lounge, & Coffee Shop
Waiters and Waitresses
Dishwashers

NEXT
Cooks, Restaurant
Woodworking Mach. Setters, Op. & Tenders
Industrial Machinery Mechanics
Insurance Sales Agents
Molders, Shapers, & Casters, Ex. M & P

LATER
Market Research Analysts & Specialists
Accountants and Auditors
General and Operations Managers ★
Secondary School Teachers, Ex. Spec. Edu.
Middle School Teachers, Ex. Spec. Edu.

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED
SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2020-2030
★ DENOTES OCCUPATIONS TOP TEN ONLINE JOB ADS FOR 2021-2022 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATIONS

SOUTHEAST REGION

Southeast Region Long-Term Occupational Projections by Top Openings

Occupation	2020 Estimated Employment	2030 Projected Employment	Growth Openings	Exits	Transfers	Total Openings	Median Wages
◉ NOW							
Home Health & Personal Care Aides	8,476	9,191	72	566	500	1,138	$22,976 ★
Cashiers	4,201	3,961	-24	347	391	714	$21,551 ★
Fast Food & Counter Workers	3,101	3,392	29	315	343	687	$20,630 ★
Retail Salespersons	3,923	3,944	2	220	325	547	$23,300 ★
Stockers & Order Fillers	2,484	2,646	16	146	250	412	$24,093 ★
◉ NEXT							
Nursing Assistants	3,514	3,475	-4	224	198	418	$25,330 ★
Heavy & Tractor-Trailer Truck Drivers	3,132	3,305	17	132	218	367	$51,603 ★
Cooks, Restaurant	1,299	1,858	56	93	135	284	$22,035
Maintenance & Repair Workers, General	1,561	1,611	5	56	92	153	$35,745 ★
Bookkeeping, Accounting, & Auditing Clerks	1,393	1,308	-8	79	69	140	$33,625
◉ LATER							
General & Operations Managers	2,648	2,804	16	54	169	239	$63,644 ★
Registered Nurses	3,486	3,441	-4	92	87	175	$58,178 ★
Accountants & Auditors	1,326	1,426	10	38	82	130	$51,484
Secondary School Teachers, Ex. Spec. & Tech. Edu.	1,623	1,633	1	43	66	110	$43,878
Market Research Analysts & Marketing Specialists	523	634	11	14	42	67	$43,746

SOURCE: MERIC OCCUPATIONAL PROJECTIONS 2020-2030   ★ DENOTES OCCUPATIONS IN THE TOP TEN FOR 2021-2022 ON-LINE JOB ADS IN THE REGION & WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™ for the Southeast Region, jobs like *Registered Nurses; Heavy and Tractor-Trailer Truck Drivers;* and *Retail Salespersons* had a high number of job postings in the region during the last year.

Southeast Region Top Five Online Job Postings in Now-Next-Later Classification

Occupation Title	Online Job Postings
◉ NOW	
Retail Salespersons	437
Fast Food & Counter Workers	336
Home Health & Personal Care Aides	288
Laborers & Freight, Stock, & Material Movers, Hand	228
Customer Service Representatives	201
◉ NEXT	
Heavy & Tractor-Trailer Truck Drivers	457
First-Line Supervisors of Retail Sales Workers	391
Merchandise Displayers & Window Trimmers	296
Sales Representatives, Wholesale and Manufacturing, Except Technical & Scientific Products	232
Food Service Managers	198
◉ LATER	
Registered Nurses	512
Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other	149
Medical & Health Services Managers	144
General & Operations Managers	120
Postsecondary Teachers	110

SOURCE: LIGHTCAST™ (FORMERLY EMSI BURNING GLASS TECHNOLOGIES), ONLINE JOB ADS FROM JUNE 1, 2021 TO MAY 31, 2022

2022 ECONOMIC REPORT
SOUTHWEST
REGION

DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

The Southwest Region is comprised of seven counties in the southwest corner of Missouri. This region is home to several cities including Joplin, Neosho, and Monett.

The Southwest Region workforce has more than 130,600 employees, making up 4.5 percent of Missouri's employment. In 2021, 45.8 percent of the workforce was female and 54.2 percent was male. The regional average unemployment rate in 2021 was 3.9 percent.

The workforce is getting older in the Southwest Region, a trend continuing throughout Missouri and the U.S. In 2021, 24 percent of the workforce was age 55 or older, up from 20 percent a decade earlier.

For the region, 10.2 percent of the workforce was non-white and 8.8 percent was Hispanic or Latino. This compares to the state averages of 17.6 percent non-white and 4.5 percent Hispanic or Latino.

In the Southwest Region, 7.7 percent of the population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 6.9 percent and the U.S. was at 23.1 percent.
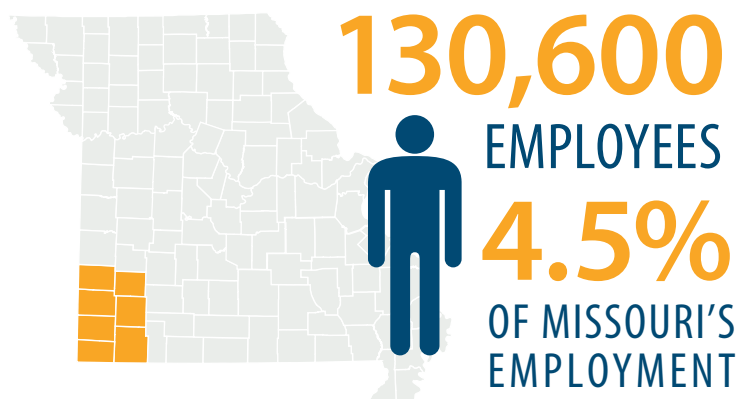
The Southwest Region has a slightly higher percentage of the population with a disability compared to the state and the nation. For the Southwest Region, 13.5 percent of the population has a disability compared to 12.2 percent in Missouri and 10.3 percent in the U.S.

Workforce Demographics

	SW Region	Missouri	Nationwide
Average Monthly Employment in 2021	130,632	2,928,368	152,580,667
Average Unemployment Rate in 2021	3.9%	4.4%	5.3%
Male	54.2%	51.0%	50.3%
Female	45.8%	49.0%	49.7%
Non-White	10.2%	17.6%	23.7%
Hispanic or Latino	8.8%	4.5%	16.7%
Ages 55 or Older	24.0%	23.0%	23.0%
With Disabilities (Ages 18-64)	13.5%	12.2%	10.3%
Below Poverty Level (Ages 18-64)	16.7%	12.6%	12.1%
Language other than English	7.7%	6.9%	23.1%
Education Associate Degree or Higher	26.7%	38.0%	41.6%

SOURCES: CENSUS ACS 2020-5YR EST.; LEHD 2ND QUARTER; BLS LAUS 2021

Educational attainment rates for the Southwest Region are lower than those of the state for bachelor's or advanced degrees. Twenty-seven percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 38 percent for the state, and about 42 percent for the nation.

130,600
EMPLOYEES
4.5%
OF MISSOURI'S EMPLOYMENT

Educational Attainment

	Region	Missouri
Graduate or Professional Degree	5.6%	11.5%
Bachelor's Degree	13.8%	18.4%
Associate Degree	7.3%	8.1%
Some College, No degree	22.0%	22.0%
High School & Equivalent	37.4%	30.6%
Less than High School	13.9%	9.4%
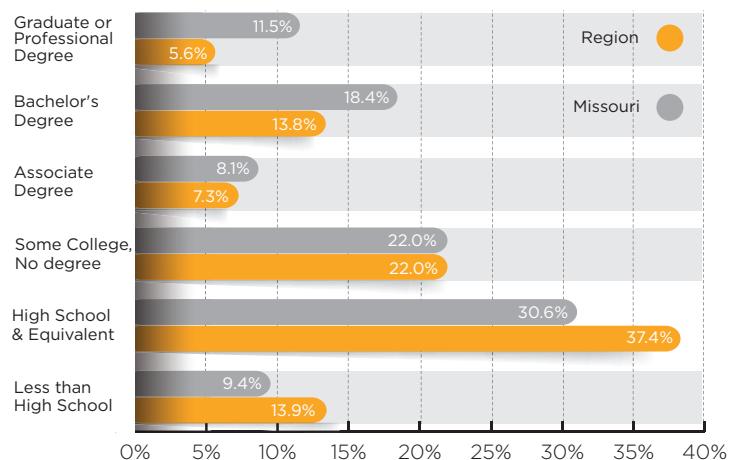
SOURCE: US CENSUS BUREAU, ACS 2020 5-YEAR ESTIMATES

SOUTHWEST REGION

INDUSTRY ANALYSIS

The Southwest Region averaged over 110,700 jobs in 2021. The region gained 2,345 jobs, an increase of 2.2 percent, from 2020 to 2021, whereas the region lost over 5,500 jobs from 2019 to 2020, resulting in a -4.9 percent employment growth due to the impact of the COVID-19 pandemic. In 2020, Missouri employment decreased by 4.9 percent, however Missouri employment increased by 2.5 percent in 2021, showing recovery from the pandemic impacts. From 2017 to 2021, the Southwest Region averaged -0.4 percent compound annual growth for an overall decrease of -1.6 percent. During that same period Missouri's employment declined by 1.4 percent.

Southwest Employment Annual Growth Rate
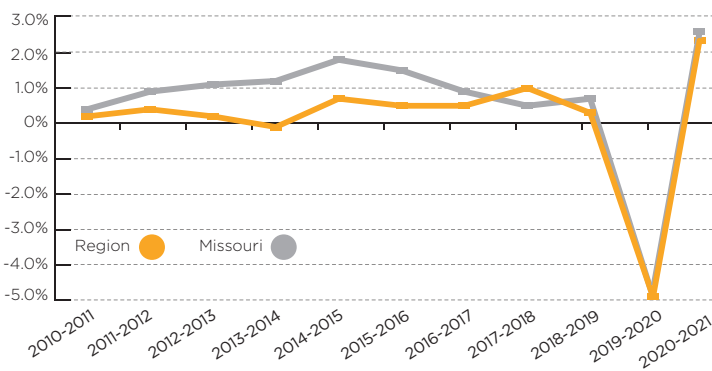
SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

Manufacturing is the largest employing industry in the region at almost 23,300 jobs. *Health Care and Social Assistance* is the second largest industry in the region at over 15,000 jobs. *Retail Trade* gained 365 jobs from 2017 to 2021, with an annualized growth rate of 0.6 percent.

Educational Services declined by 563 in employment from 2017 and 2021. *Accommodation and Food Services* gained 517 jobs at a growth rate of 1.5 percent from 2017 to 2021.

Southwest Region Top Employing Industries

Industry	Employment 2017	2021	Net Change	2017-2021 Empl. CAGR	2020 Annual Wages
Manufacturing	23,289	23,299	10	0.0%	$49,896
Health Care & Social Assistance	15,924	15,010	-914	-1.5%	$49,308
Retail Trade	14,011	14,376	365	0.6%	$31,512
Accommodation & Food Services	8,502	9,019	517	1.5%	$17,616
Educational Services	9,534	8,971	-563	-1.5%	$35,808
Transportation & Warehousing	7,212	7,362	150	0.5%	$51,012
Construction	4,630	5,001	371	1.9%	$49,896
Professional, Science, & Tech. Servs.	4,156	4,413	257	1.5%	$60,768
Wholesale Trade	4,267	4,320	53	0.3%	$59,004
Administrative Support & Waste	5,443	4,137	-1,306	-6.6%	$35,748
Other Services (ex. Public Admin.)	2,986	2,936	-50	-0.4%	$31,968
Public Administration	2,606	2,338	-268	-2.7%	$32,712

SOURCE: LEHD QWI, 2017-2021 ANNUAL AVERAGES

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Southwest Region has higher concentrations in *Food Manufacturing, Animal Production and Aquaculture; Truck Transportation; Fabricated Metal Manufacturing,* and *Gasoline Stations*.

HIGHEST 2021 LQ 7.2
FOOD MANUFACTURING

2021 Southwest Region Location Quotients

Industry	Employment	Location Quotient
Food Manufacturing	9,190	7.2
Animal Production & Aquaculture	1,012	4.9
Truck Transportation	4,605	3.9
Fabricated Metal Product Manufacturing	3,111	2.9
Gasoline Stations	1,977	2.7
Elec. Equip., Appliance, & Other Mfg.	811	2.6
General Merchandise Stores	5,116	2.1
Motor Vehicle & Parts Dealers	2,076	1.4
Wood Product Manufacturing	425	1.3
Bldg. Material & Garden Equip. Dealers	1,413	1.3
Nonmetallic Mineral Product Manufacturing	396	1.3
Utilities	528	1.2
Broadcasting (except Internet)	209	1.1
Warehousing & Storage	1,484	1.1
Repair & Maintenance	1,129	1.1

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

SOUTHWEST REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Southwest Region from 2020-2030 will be in the *Truck Transportation; Educational Services; Warehousing and Storage; Professional, Scientific, and Technical Services;* and *Hospitals* industries.
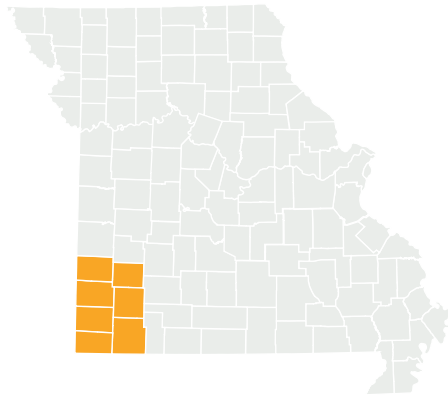
Southwest Region Largest Growth Industries 2020-2030

Industry	Employment		Change 2020-2030	
	2020 Estimated	2030 Projected	Numeric	Percent
Truck Transportation	3,488	4,600	1,112	31.9%
Educational Services	8,996	10,041	1,045	11.6%
Warehousing & Storage	1,280	2,163	883	69.0%
Professional, Scientific, & Technical Services	3,406	3,902	496	14.6%
Hospitals	6,131	6,507	376	6.1%
Ambulatory Health Care Services	4,167	4,465	298	7.2%
Specialty Trade Contractors	2,605	2,871	266	10.2%
Couriers & Messengers	503	761	258	51.3%
Heavy & Civil Engineering Construction	719	846	127	17.7%
Amusement, Gambling, & Recreation Industries	507	618	111	21.9%

SOURCES: MERIC INDUSTRY PROJECTIONS, 2020-2030

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.
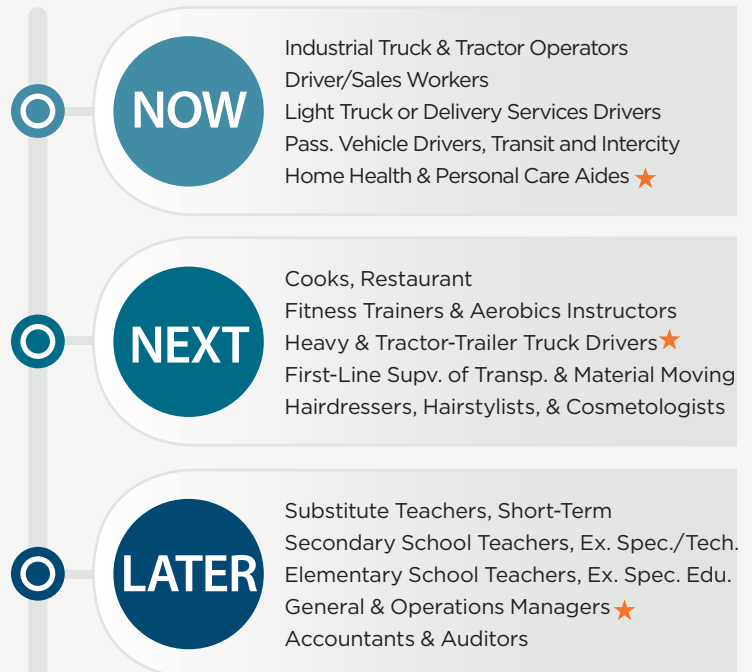
OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

Now jobs typically require short-term, on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected openings are *Fast Food and Counter Workers; Retail Salespersons;* and *Cashiers.* I*ndustrial Truck and Tractor Operators; Driver/Sales Workers;* and *Light Truck or Delivery Services Drivers* are projected to be the fastest growing Now occupations over the next decade.

Next jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate to long-term training. *Heavy and Tractor-Trailer Truck Drivers; Cooks;* and *Food Batchmakers* are projected to have the most openings for the Next category of occupations. *Cooks; Fitness Trainers and Aerobics Instructors;* and *Heavy and Tractor-Trailer Truck Drivers* are the fastest growing Next occupations.

Later jobs typically require a bachelor's degree or higher. For Later occupations, *General and Operations Managers, Registered Nurses,* and *Secondary School Teachers* are projected to have the most openings. *Substitute Teachers; Secondary School Teachers;* and *Elementary School Teachers* are the fastest growing Later occupations.

Southwest Region Fastest Growing Occupations

NOW
Industrial Truck & Tractor Operators
Driver/Sales Workers
Light Truck or Delivery Services Drivers
Pass. Vehicle Drivers, Transit and Intercity
Home Health & Personal Care Aides ★

NEXT
Cooks, Restaurant
Fitness Trainers & Aerobics Instructors
Heavy & Tractor-Trailer Truck Drivers ★
First-Line Supv. of Transp. & Material Moving
Hairdressers, Hairstylists, & Cosmetologists

LATER
Substitute Teachers, Short-Term
Secondary School Teachers, Ex. Spec./Tech.
Elementary School Teachers, Ex. Spec. Edu.
General & Operations Managers ★
Accountants & Auditors

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED
SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2020-2030
★ DENOTES OCCUPATIONS TOP TEN ONLINE JOB ADS FOR 2021-2022 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATIONS

SOUTHWEST REGION

Southwest Region Long-Term Occupational Projections by Top Openings

Occupation	2020 Estimated Employment	2030 Projected Employment	Growth Openings	Exits	Transfers	Total Openings	Median Wages
◎ NOW							
Fast Food & Counter Workers	3,532	3,845	31	358	390	779	$20,664 ★
Retail Salespersons	3,502	3,487	-2	195	289	482	$24,175 ★
Cashiers	2,763	2,579	-18	227	256	465	$22,390 ★
Home Health & Personal Care Aides	3,171	3,666	50	219	194	463	$23,371 ★
Laborers & Freight, Stock, & Material Movers, Hand	3,123	3,309	19	141	280	440	$29,044 ★
◎ NEXT							
Heavy & Tractor-Trailer Truck Drivers	4,045	5,018	97	186	307	590	$44,621 ★
Cooks, Restaurant	1,182	1,663	48	84	122	254	$22,285 ★
Food Batchmakers	1,592	1,580	-1	74	118	191	$31,413
Sales Rep. of Services, Ex. A, I, FS, & T	1,157	1,293	14	31	108	153	$48,787 ★
Maintenance & Repair Workers, General	1,483	1,567	8	54	89	151	$37,378
◎ LATER							
General & Operations Managers	2,175	2,407	23	46	142	211	$62,057 ★
Registered Nurses	2,960	3,109	15	81	76	172	$47,737 ★
Secondary School Teachers, Ex. Spec. & Tech. Edu.	1,446	1,625	18	41	62	121	$39,979
Elementary School Teachers, Ex. Spec. Edu.	1,067	1,194	13	35	45	93	$42,581
Substitute Teachers, Short-Term	586	680	9	38	34	81	$24,381

SOURCE: MERIC OCCUPATIONAL PROJECTIONS 2020-2030 ★ DENOTES OCCUPATIONS IN THE TOP TEN FOR 2021-2022 ON-LINE JOB ADS IN THE REGION & WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™ for the Southwest Region, jobs like *Registered Nurses; Heavy and Tractor-Trailer Truck Drivers;* and *Retail Salespersons* had a high number of job postings in the region during the last year.

Southwest Region Top Five Online Job Postings in Now-Next-Later Classification

Occupation Title	Online Job Postings
◎ NOW	
Retail Salespersons	591
Laborers & Freight, Stock, & Material Movers, Hand	434
Fast Food & Counter Workers	339
Home Health & Personal Care Aides	322
Stockers & Order Fillers	232
◎ NEXT	
Heavy & Tractor-Trailer Truck Drivers	625
First-Line Supervisors of Retail Sales Workers	397
Nursing Assistants	379
Maintenance & Repair Workers, General	287
Licensed Practical & Licensed Vocational Nurses	275
◎ LATER	
Registered Nurses	816
Medical & Health Services Managers	200
Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other	195
Software Developers & Software Quality Assurance Analysts & Testers	173
General & Operations Managers	148

SOURCE: LIGHTCAST™ (FORMERLY EMSI BURNING GLASS TECHNOLOGIES), ONLINE JOB ADS FROM JUNE 1, 2021 TO MAY 31, 2022

2022 ECONOMIC REPORT
ST. LOUIS
REGION

DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

The St. Louis Region is comprised of five counties and is located in the east central part of Missouri. The region is home to several cities including Arnold, Washington, St. Charles, St. Peters, Florissant, O'Fallon, Chesterfield, and the City of St. Louis.

The St. Louis Region workforce has more than 1,026,200 employees, making up 35 percent of Missouri's employment. In 2021, 49.7 percent of the workforce was female and 50.3 percent was male, which is similar to the Missouri average. The regional average unemployment rate for 2021 was 4.5 percent.

The workforce is getting older in the St. Louis Region, a trend continuing throughout Missouri and the U.S. In 2021, 24 percent of the workforce was age 55 or older, up from 19 percent a decade earlier.

For the region, 23.3 percent of the workforce was non-white and 3.3 percent was Hispanic or Latino. This compares to the state averages of 17.6 percent non-white and 4.5 percent Hispanic or Latino.

In the St. Louis Region, 8.5 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 6.9 percent and the U.S. was at 23.1 percent.

The St. Louis Region has a lower percentage of the population with a disability compared to the state, but evenly matched to the nation. For the St. Louis Region, 10 percent of the population has a disability compared to 12.2 percent in Missouri and 10.3 percent in the U.S.
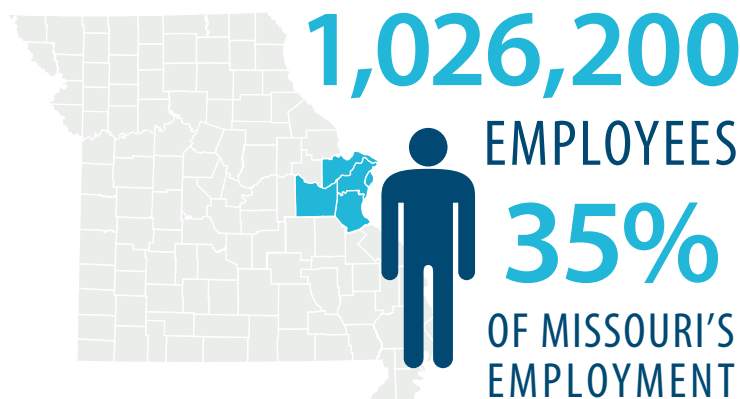
Workforce Demographics

	St. Louis MO	Missouri	Nationwide
Average Monthly Employment in 2021	1,026,238	2,928,368	152,580,667
Average Unemployment Rate in 2021	4.5%	4.4%	5.3%
Male	50.3%	51.0%	50.3%
Female	49.7%	49.0%	49.7%
Non-White	23.3%	17.6%	23.7%
Hispanic or Latino	3.3%	4.5%	16.7%
Ages 55 or Older	24.0%	23.0%	23.0%
With Disabilities (Ages 18-64)	10.0%	12.2%	10.3%
Below Poverty Level (Ages 18-64)	9.5%	12.6%	12.1%
Language other than English	8.5%	6.9%	23.1%
Education Associate Degree or Higher	47.3%	38.0%	41.6%

SOURCES: CENSUS ACS 2020-5YR EST.; LEHD 2ND QUARTER; BLS LAUS 2021

Educational attainment rates for the St. Louis Region are greater than those of the state for bachelor's or advanced degrees. Forty-seven percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 38 percent for the state, and about 42 percent for the nation.

1,026,200 EMPLOYEES
35% OF MISSOURI'S EMPLOYMENT

Educational Attainment

	Region	Missouri
Graduate or Professional Degree	16.1%	11.5%
Bachelor's Degree	22.8%	18.4%
Associate Degree	8.5%	8.1%
Some College, No Degree	21.5%	22.0%
High School & Equivalent	23.9%	30.5%
Less than High School	7.3%	9.4%
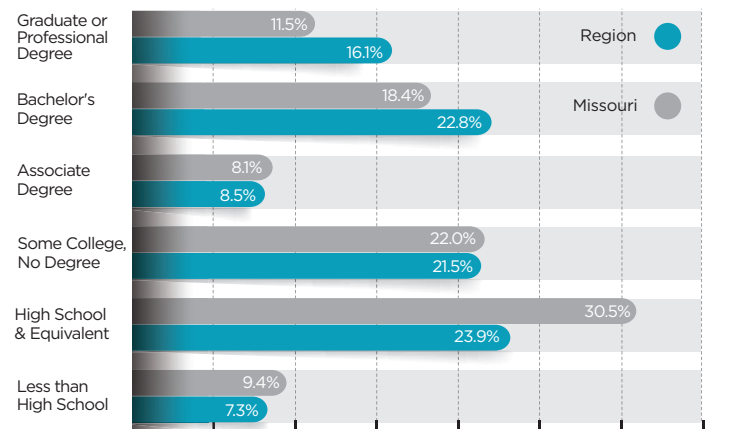
SOURCE: US CENSUS BUREAU, ACS 2020 5-YEAR ESTIMATES

ST. LOUIS REGION

INDUSTRY ANALYSIS

The St. Louis Region averaged over 1,030,400 jobs in 2021. The region gained 17,565 jobs, an increase of 1.7 percent from 2020 to 2021, whereas the region lost over 66,700 jobs from 2019 to 2020, a 6.2 percent decline due to the impact of the COVID-19 pandemic. In 2020, Missouri employment decreased by 4.9 percent, however Missouri employment increased by 2.5 percent in 2021, showing recovery from the pandemic impacts. From 2017 to 2021, the St. Louis Region averaged -0.08 percent compound annual growth for an overall decrease of 3.3 percent. During that same period Missouri's employment declined by 1.4 percent.

St. Louis Employment Annual Growth Rate
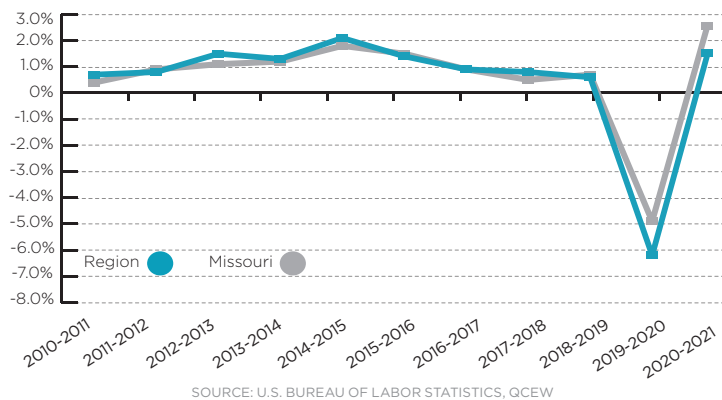
SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance is the largest employing industry in the St. Louis Region, with employment of over 184,200. *Retail Trade* is the second largest industry despite declining at an average rate of 1.8 percent a year since 2017. *Accommodation and Food Services* lost over 18,100 jobs in 2021 when compared to 2017. Most of this job loss was due to COVID-19 as this industry was particularly impacted by the pandemic.

Manufacturing grew at an annualized rate of 0.5 percent. The industry sector with the largest increase in employment was *Transportation and Warehousing*, with an increase of over 6,300 jobs, at a rate of 4.2 percent annually from 2017 to 2021.

St. Louis Region Top Employing Industries

Industry	Employment 2017	Employment 2021	Net Change	2017-2021 Empl. CAGR	2020 Annual Wages
Health Care & Social Assistance	182,275	184,277	2,002	0.3%	$56,484
Retail Trade	113,387	105,273	-8,114	-1.8%	$37,092
Manufacturing	94,158	96,060	1,902	0.5%	$77,232
Accommodation & Food Services	106,085	87,916	-18,169	-4.6%	$22,500
Professional, Science & Tech. Servs.	72,852	74,916	2,064	0.7%	$90,120
Administrative Support & Waste	82,689	74,273	-8,416	-2.6%	$51,408
Educational Services	74,868	73,057	-1,811	-0.6%	$51,636
Finance & Insurance	64,027	65,014	987	0.4%	$102,360
Construction	55,706	58,415	2,709	1.2%	$70,260
Wholesale Trade	54,155	55,368	1,213	0.6%	$83,232
Transportation & Warehousing	35,554	41,904	6,350	4.2%	$49,944
Mngt. of Companies & Enterprises	42,023	39,341	-2,682	-1.6%	$107,592

SOURCE: LEHD QWI, 2017-2021 ANNUAL AVERAGES

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The St. Louis Region has higher concentrations in *Data Processing, Hosting, and Related Services; Management of Companies and Enterprises; Chemical Manufacturing;* and *Hospitals.*

HIGHEST 2021
LQ 2.6
DATA PROCESSING, HOSTING, AND RELATED SERVICES

2021 St. Louis Region Location Quotients

Industry	Employment	Location Quotient
Data Processing, Hosting, & Related Services	7,634	2.6
Management of Companies & Enterprises	36,467	2.1
Chemical Manufacturing	11,775	1.8
Hospitals	62,325	1.6
Beverage & Tobacco Product Manufacturing	3,411	1.5
Printing & Related Support Activities	4,077	1.5
Securities & Financial Invest. Activities	10,589	1.4
Machinery Manufacturing	11,499	1.4
Broadcasting (except Internet)	2,496	1.4
Insurance Carriers & Related Activities	25,386	1.4
Social Assistance	40,819	1.4
Merchant Wholesalers, Durable Goods	30,495	1.3
Educational Services	26,285	1.2
Telecommunications	6,184	1.2
Lessors of Nonfinancial Intangible Assets	181	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

ST. LOUIS REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the St. Louis Region from 2020-2030 will be in the *Food Services and Drinking Places; Professional, Scientific, and Technical Services; Administrative and Support Services; Ambulatory Health Care Services;* and *Hospitals* industries.
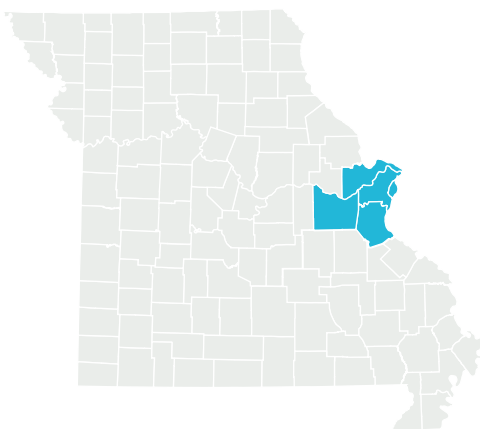
St. Louis Region Largest Growth Industries 2020-2030

Industry	Employment 2020 Estimated	Employment 2030 Projected	Change 2020-2030 Numeric	Change 2020-2030 Percent
Food Services & Drinking Places	71,753	89,529	17,776	24.8%
Professional, Scientific, & Technical Services	64,921	72,429	7,508	11.6%
Administrative & Support Services	58,127	65,348	7,221	12.4%
Ambulatory Health Care Services	45,732	52,405	6,673	14.6%
Hospitals	67,779	74,144	6,365	9.4%
Educational Services	82,344	88,037	5,693	6.9%
Specialty Trade Contractors	33,339	37,133	3,794	11.4%
Accommodation, including Hotels & Motels	8,400	11,609	3,209	38.2%
Merchant Wholesalers, Durable Goods	29,798	32,231	2,433	8.2%
Religious, Grantmaking, Civic, Prof., & Similar Orgs.	26,101	28,251	2,150	8.2%

SOURCES: MERIC INDUSTRY PROJECTIONS, 2020-2030

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.
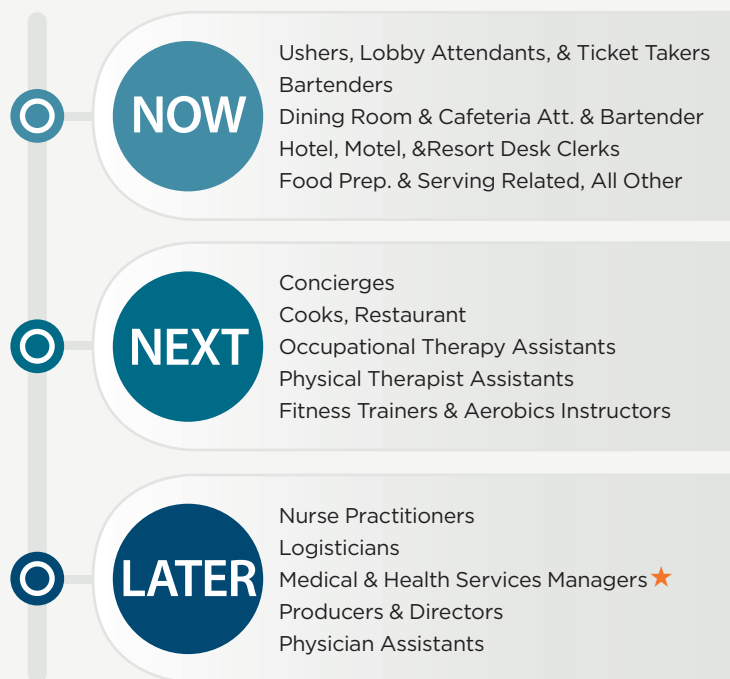
OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

Now jobs typically require short-term, on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected openings are *Fast Food and Counter Workers; Home Health and Personal Care Aides;* and *Waiters and Waitresses. Ushers, Lobby Attendants, and Ticket Takers; Bartenders;* and *Dining Room and Cafeteria Attendants and Bartender Helpers* are projected to be the fastest growing Now occupations over the next decade.

Next jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate to long-term training. *Cooks; Heavy and Tractor-Trailer Truck Drivers;* and *Nursing Assistants* are projected to have the most openings for the Next category of occupations. *Concierges; Cooks;* and *Occupational Therapy Assistants* are the fastest growing Next occupations.

Later jobs typically require a bachelor's degree or higher. For Later occupations, *General and Operations Managers; Registered Nurses;* and *Software Developers and Software Quality Assurance Analysts and Testers* are projected to have the most openings. *Nurse Practitioners; Logisticians;* and *Medical and Health Services Managers* are the fastest growing Later occupations.

St. Louis Region Fastest Growing Occupations

NOW
- Ushers, Lobby Attendants, & Ticket Takers
- Bartenders
- Dining Room & Cafeteria Att. & Bartender
- Hotel, Motel, &Resort Desk Clerks
- Food Prep. & Serving Related, All Other

NEXT
- Concierges
- Cooks, Restaurant
- Occupational Therapy Assistants
- Physical Therapist Assistants
- Fitness Trainers & Aerobics Instructors

LATER
- Nurse Practitioners
- Logisticians
- Medical & Health Services Managers ★
- Producers & Directors
- Physician Assistants

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2020-2030

★ DENOTES OCCUPATIONS TOP TEN ONLINE JOB ADS FOR 2021-2022 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATIONS

ST. LOUIS REGION

St. Louis Region Long-Term Occupational Projections by Top Openings

Occupation	2020 Estimated Employment	2030 Projected Employment	Growth Openings	Exits	Transfers	Total Openings	Median Wages
◉ NOW							
Fast Food & Counter Workers	22,825	26,389	356	2,386	2,602	5,344	$23,649 ★
Home Health & Personal Care Aides	33,152	39,921	677	2,339	2,069	5,085	$24,244 ★
Waiters & Waitresses	16,546	20,094	355	1,345	2,188	3,888	$20,703 ★
Retail Salespersons	28,734	28,041	-69	1,587	2,345	3,863	$26,484 ★
Cashiers	19,311	17,087	-222	1,548	1,742	3,068	$23,669
◉ NEXT							
Cooks, Restaurant	10,232	15,517	528	758	1,102	2,388	$26,404
Heavy & Tractor-Trailer Truck Drivers	12,972	14,080	111	554	917	1,582	$52,641 ★
Nursing Assistants	11,993	12,618	62	788	697	1,547	$26,088 ★
Bookkeeping, Accounting, & Auditing Clerks	11,573	11,214	-36	668	582	1,214	$41,390 ★
First-Line Supv. of Food Prep. & Serving Workers	6,415	7,910	150	320	730	1,200	$33,098
◉ LATER							
General & Operations Managers	23,638	25,990	235	496	1,538	2,269	$96,825 ★
Registered Nurses	32,535	35,347	281	906	854	2,041	$66,696 ★
Software Developers & Analysts and Testers	15,411	18,227	282	390	825	1,497	$97,945 ★
Accountants & Auditors	12,873	13,709	84	370	787	1,241	$71,382 ★
Proj. Mngt. Specialists & Business Op. Specialists	12,183	12,756	57	289	612	958	$78,075

SOURCE: MERIC OCCUPATIONAL PROJECTIONS 2020-2030 ★ DENOTES OCCUPATIONS IN THE TOP TEN FOR 2021-2022 ON-LINE JOB ADS IN THE REGION & WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™ for the Central Region, jobs like *Registered Nurses; Software Developers and Software Quality Assurance Analysts and Testers;* and *Retail Salespersons* had a high number of job postings in the region during the last year.

St. Louis Region Top Five Online Job Postings in Now-Next-Later Classification

Occupation Title	Online Job Postings
◉ NOW	
Retail Salespersons	9,255
Customer Service Representatives	7,260
Laborers & Freight, Stock, & Material Movers, Hand	5,991
Fast Food & Counter Workers	5,531
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	4,151
◉ NEXT	
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	9,067
Heavy & Tractor-Trailer Truck Drivers	6,790
First-Line Supervisors of Retail Sales Workers	6,391
Maintenance & Repair Workers, General	4,577
Medical Dosimetrists, Medical Records Specialists, & Health Technologists & Technicians, All Other	4,339
◉ LATER	
Registered Nurses	17,264
Software Developers & Software Quality Assurance Analysts & Testers	14,515
Computer Occupations, All Other	7,736
Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other	6,136
Medical & Health Services Managers	4,718

SOURCE: LIGHTCAST™ (FORMERLY EMSI BURNING GLASS TECHNOLOGIES), ONLINE JOB ADS FROM JUNE 1, 2021 TO MAY 31, 2022

2022 ECONOMIC REPORT
WEST CENTRAL
REGION

DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

The West Central Region is comprised of 13 counties in the west central part of Missouri. This region is home to cities including Warrensburg, Sedalia, Lexington, Clinton, and Nevada.

The West Central Region workforce has more than 121,400 employees, making up 4.1 percent of Missouri's employment. In 2021, 48.8 percent of the workforce was female and 51.2 percent was male. The regional average unemployment rate for 2021 was 4.2 percent.

The workforce is getting older in the West Central Region, a trend continuing throughout Missouri and the U.S. In 2021, 25 percent of the workforce was age 55 or older, up from 22 percent a decade earlier.

For the region, 8.2 percent of the workforce was non-white and 6.3 percent was Hispanic or Latino. This compares to the state averages of 17.6 percent non-white and 4.5 percent Hispanic or Latino.

In the West Central Region, 5.1 percent of the population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 6.9 percent and the U.S. was at 23.1 percent.
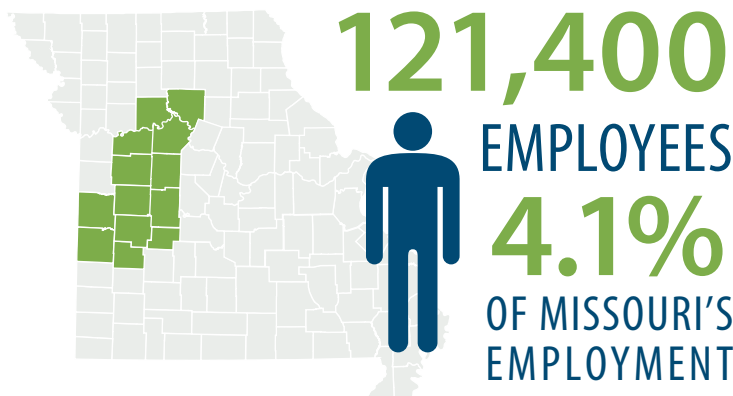
The West Central Region has a higher percentage of the population with a disability compared to the state and the nation. For the West Central Region, 15.8 percent of the population has a disability compared to 12.2 percent in Missouri and 10.3 percent in the U.S.

Workforce Demographics

	WC Region	Missouri	Nationwide
Average Monthly Employment in 2021	121,462	2,928,368	152,580,667
Average Unemployment Rate in 2021	4.2%	4.4%	5.3%
Male	51.2%	51.0%	50.3%
Female	48.8%	49.0%	49.7%
Non-White	8.2%	17.6%	23.7%
Hispanic or Latino	6.3%	4.5%	16.7%
Ages 55 or Older	25.0%	23.0%	23.0%
With Disabilities (Ages 18-64)	15.8%	12.2%	10.3%
Below Poverty Level (Ages 18-64)	15.3%	12.6%	12.1%
Language other than English	5.1%	6.9%	23.1%
Education Associate Degree or Higher	27.8%	38.0%	41.6%

SOURCES: CENSUS ACS 2020-5YR EST.; LEHD 2ND QUARTER; BLS LAUS 2021

Educational attainment rates for the West Central Region are lower than those of the state for bachelor's or advanced degrees. Twenty-eight percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 38 percent for the state, and about 42 percent for the nation.

121,400
EMPLOYEES
4.1%
OF MISSOURI'S EMPLOYMENT

Educational Attainment

	Region	Missouri
Graduate or Professional Degree	7.5%	11.5%
Bachelor's Degree	11.8%	18.4%
Associate Degree	8.5%	8.1%
Some College, No degree	21.7%	22.0%
High School & Equivalent	38.9%	30.5%
Less than High School	11.7%	9.4%
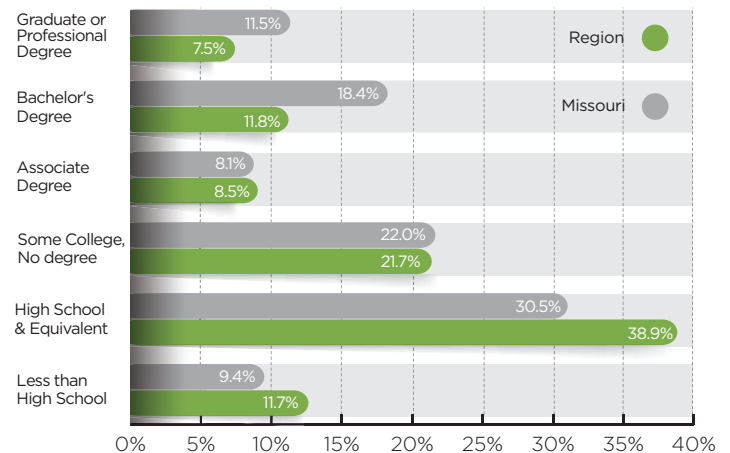
SOURCE: US CENSUS BUREAU, ACS 2020 5-YEAR ESTIMATES

WEST CENTRAL REGION

INDUSTRY ANALYSIS

The West Central Region averaged over 82,400 jobs in 2021. The region gained 1,229 jobs, an increase of 1.5 percent from 2020 to 2021, whereas the region lost over 2,800 jobs from 2019 to 2020, resulting in a -3.3 percent employment growth due to the impact of the COVID-19 pandemic. In 2020, Missouri employment decreased by 4.9 percent, however Missouri employment increased by 2.5 percent in 2021, showing recovery from the pandemic impacts. From 2017 to 2021, the West Central Region averaged -0.5 percent compound annual growth for an overall decrease of 1.9 percent. During that same period Missouri's employment declined by 1.4 percent.

West Central Employment Annual Growth Rate
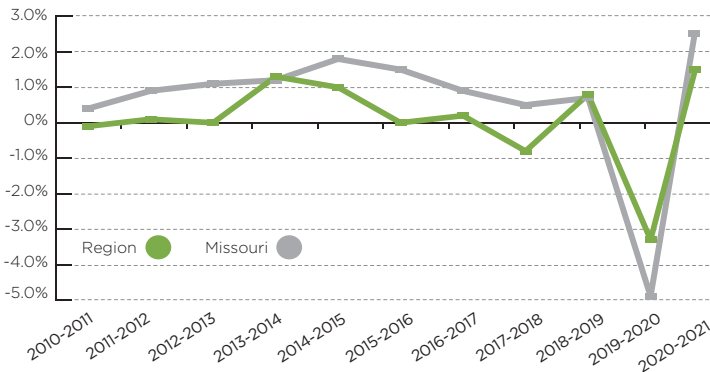
SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

The *Health Care and Social Assistance* industry is the largest employing industry in the region with over 15,500 jobs. *Manufacturing* and *Retail Trade* are the next largest industries in the area, with over 12,700 and 10,400 jobs in 2021, respectively.

The industries of *Manufacturing; Retail Trade; Construction; Wholesale Trade; Administrative and Support and Waste Management and Remediation Services;* and *Other Services (except Public Administration)* had employment gains from 2017 to 2021.

West Central Region Top Employing Industries

Industry	Employment 2017	Employment 2021	Net Change	2017-2021 Empl. CAGR	2020 Annual Wages
Health Care & Social Assistance	16,122	15,561	-561	-0.9%	$38,352
Manufacturing	11,996	12,721	725	1.5%	$50,052
Retail Trade	10,389	10,492	103	0.2%	$30,852
Educational Services	9,330	9,132	-198	-0.5%	$38,544
Accommodation & Food Services	7,054	6,978	-76	-0.3%	$16,392
Public Administration	4,131	3,918	-213	-1.3%	$28,812
Construction	3,590	3,894	304	2.1%	$49,320
Wholesale Trade	2,894	2,988	94	0.8%	$55,188
Administrative Support & Waste	2,273	2,460	187	2.0%	$35,520
Finance & Insurance	2,634	2,445	-189	-1.8%	$53,400
Other Services (ex. Public Admin.)	2,076	2,114	38	0.5%	$30,204
Transportation & Warehousing	2,109	2,100	-9	-0.1%	$41,136

SOURCE: LEHD QWI, 2017-2021 ANNUAL AVERAGES

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The West Central Region has higher concentrations in *Gas Stations; Support Activities for Agriculture and Forestry; Primary Metal Manufacturing; Animal Production and Aquaculture;* and *Machinery Manufacturing.*

HIGHEST 2021
LQ 3.9
GASOLINE STATIONS

2021 West Central Region Location Quotients

Industry	Employment	Location Quotient
Gasoline Stations	1,838	3.9
Support Activities for Agriculture & Forestry	515	2.7
Primary Metal Manufacturing	446	2.5
Animal Production & Aquaculture	323	2.4
Machinery Manufacturing	1,259	2.4
Fabricated Metal Product Manufacturing	1,623	2.3
Nursing & Residential Care Facilities	3,426	2.3
Food Manufacturing	1,837	2.2
Crop Production	499	1.8
Motor Vehicle & Parts Dealers	1,664	1.7
General Merchandise Stores	2,474	1.6
Merchant Wholesalers, Nondurable Goods	1,616	1.5
Bldg. Material & Garden Equip. Dealers	1,081	1.5
Social Assistance	2,844	1.4
Credit Intermediation & Related Activities	1,857	1.4

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QCEW

WEST CENTRAL REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the West Central Region from 2020-2030 will be in the *Food Services and Drinking Places; Hospitals, Educational Services; Ambulatory Health Care Services;* and *Food Manufacturing* industries.

West Central Region Largest Growth Industries 2020-2030

| Industry | Employment | | Change 2020-2030 | |
	2020 Estimated	2030 Projected	Numeric	Percent
Food Services & Drinking Places	6,354	7,473	1,119	17.6%
Hospitals	4,211	4,607	396	9.4%
Educational Services	9,686	10,049	363	3.8%
Ambulatory Health Care Services	2,188	2,507	319	14.6%
Food Manufacturing	3,798	4,086	288	7.6%
Fabricated Metal Product Manufacturing	1,666	1,927	261	15.7%
Professional, Scientific, & Technical Services	1,707	1,956	249	14.6%
Administrative & Support Services	1,439	1,618	179	12.4%
Machinery Manufacturing	1,345	1,515	170	12.6%
Merchant Wholesalers, Durable Goods	998	1,154	156	15.6%

SOURCES: MERIC INDUSTRY PROJECTIONS, 2020-2030
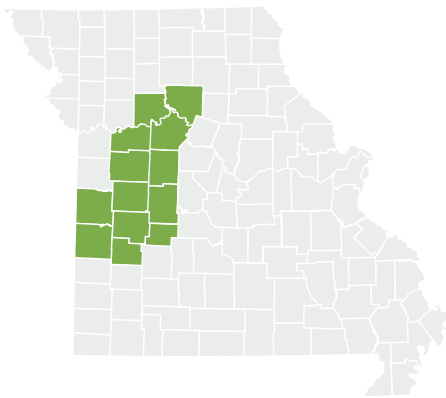
PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.
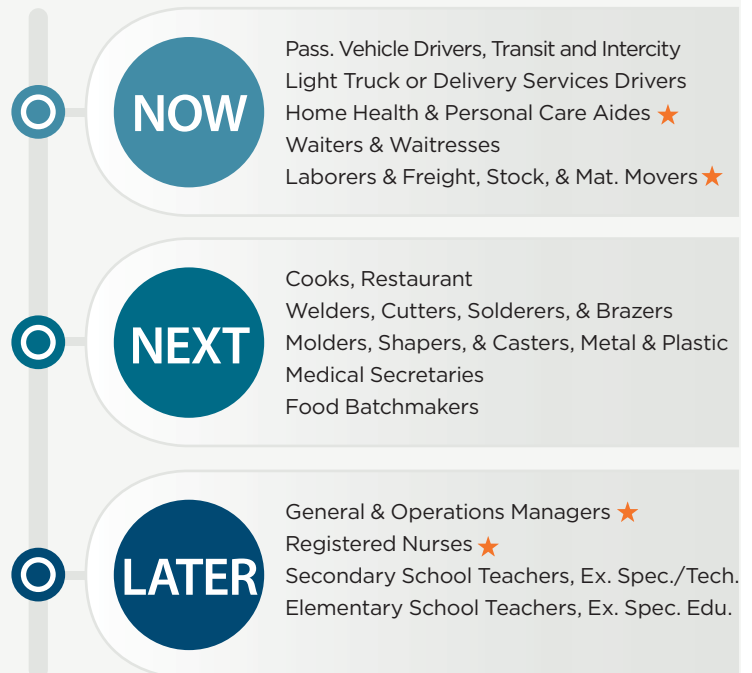
OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

Now jobs typically require short-term, on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected openings are *Home Health and Personal Care Aides; Cashiers;* and *Fast Food and Counter Workers. Passenger Vehicle Driver; Light Truck or Delivery Services Drivers;* and *Home Health and Personal Care Aides* are projected to be the fastest growing Now occupations over the next decade.

Next jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate to long-term training. *Cooks; Nursing Assistants;* and *Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the Next category of occupations. *Cooks; Welders, Cutters, Solderers, and Brazers;* and *Molding, Coremaking, and Casting Machine Setters* are the fastest growing Next occupations.

Later jobs typically require a bachelor's degree or higher. For Later occupations, *Secondary School Teachers; General and Operations Managers;* and *Registered Nurses* are projected to have the most openings. *General and Operations Managers; Registered Nurses;* and *Secondary School Teachers* are the fastest growing Later occupations.

West Central Region Fastest Growing Occupations

NOW
Pass. Vehicle Drivers, Transit and Intercity
Light Truck or Delivery Services Drivers
Home Health & Personal Care Aides ★
Waiters & Waitresses
Laborers & Freight, Stock, & Mat. Movers ★

NEXT
Cooks, Restaurant
Welders, Cutters, Solderers, & Brazers
Molders, Shapers, & Casters, Metal & Plastic
Medical Secretaries
Food Batchmakers

LATER
General & Operations Managers ★
Registered Nurses ★
Secondary School Teachers, Ex. Spec./Tech.
Elementary School Teachers, Ex. Spec. Edu.

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED
SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2020-2030
★ DENOTES OCCUPATIONS TOP TEN ONLINE JOB ADS FOR 2021-2022 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATIONS

WEST CENTRAL REGION

West Central Region Long-Term Occupational Projections by Top Openings

Occupation	2020 Estimated Employment	2030 Projected Employment	Growth Openings	Exits	Transfers	Total Openings	Median Wages
◉ NOW							
Home Health & Personal Care Aides	3,638	4,176	54	250	221	525	$22,380 ★
Cashiers	2,752	2,544	-21	225	254	458	$22,665 ★
Fast Food & Counter Workers	1,701	1,848	15	172	188	375	$21,202 ★
Waiters & Waitresses	1,614	1,811	20	126	204	350	$20,179
Laborers & Freight, Stock, & Material Movers, Hand	2,016	2,193	18	92	183	293	$28,246 ★
◉ NEXT							
Cooks, Restaurant	1,285	1,829	54	92	133	279	$22,004
Nursing Assistants	1,503	1,545	4	98	86	188	$23,783 ★
Heavy & Tractor-Trailer Truck Drivers	1,521	1,623	10	64	107	181	$45,163 ★
Maintenance & Repair Workers, General	1,457	1,511	5	52	87	144	$34,889 ★
Teaching Assistants, Except Postsecondary	970	1,009	4	44	46	94	$24,253
◉ LATER							
Secondary School Teachers, Ex. Spec. & Tech. Edu.	2,295	2,392	10	62	95	167	$42,934
General & Operations Managers	1,441	1,552	11	30	93	134	$59,631 ★
Registered Nurses	1,597	1,713	12	44	42	98	$60,913 ★
Elementary School Teachers, Ex. Spec. Edu.	688	714	3	22	28	53	$41,616
Proj. Mngt. Specialists & Business Op. Specialists	576	575	0	13	28	41	$67,698

SOURCE: MERIC OCCUPATIONAL PROJECTIONS 2020-2030   ★ DENOTES OCCUPATIONS IN THE TOP TEN FOR 2021-2022 ON-LINE JOB ADS IN THE REGION & WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™ for the Central Region, jobs like *Registered Nurses; Retail Salespersons;* and *Licensed Practical and Licensed Vocational Nurses* had a high number of job postings in the region during the last year.

West Central Region Top Five Online Job Postings in Now-Next-Later Classification

Occupation Title	Online Job Postings
◉ NOW	
Retail Salespersons	358
Fast Food & Counter Workers	317
Home Health & Personal Care Aides	302
Laborers & Freight, Stock, & Material Movers, Hand	229
Office Clerks, General	175
◉ NEXT	
Licensed Practical & Licensed Vocational Nurses	329
Heavy & Tractor-Trailer Truck Drivers	306
Nursing Assistants	299
First-Line Supervisors of Retail Sales Workers	292
Merchandise Displayers & Window Trimmers	260
◉ LATER	
Registered Nurses	594
Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other	161
Postsecondary Teachers	131
Medical & Health Services Managers	124
Clinical Laboratory Technologists & Technicians	86

SOURCE: LIGHTCAST™ (FORMERLY EMSI BURNING GLASS TECHNOLOGIES), ONLINE JOB ADS FROM JUNE 1, 2021 TO MAY 31, 2022

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U.S. Bureau of Economic Analysis. Annual Gross Domestic Product by State. Real GDP in chained 2012 dollars.

https://apps.bea.gov/iTable/iTable.cfm?reqid=70&step

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MERIC in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics. Quarterly Census of Employment and Wages, micro-data, 2014-2021.

U.S. Dept. of Labor, Employment and Training Administration (ETA). The Workforce Innovation and Opportunity Act of 2014.

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WORKFORCE DEMOGRAPHICS

Disability, Poverty Level, Language, Educational Attainment

U.S. Census Bureau.
American Community Survey (ACS) 2020 5 Year Estimates.

https://data.census.gov/cedsci/

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U.S. Census Bureau. Longitudinal Employer Household Dynamics (LEHD). LED Extraction Tool. 2021 4th quarter.

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MERIC in cooperation with the U.S. Bureau of Labor Statistics. Local Area Unemployment Statistics (LAUS). Data not seasonally adjusted.

https://meric.mo.gov/data/unemployment

MERIC in cooperation with Lightcast™ (formerly EMSI Burning Glass Technologies).

Lightcast™

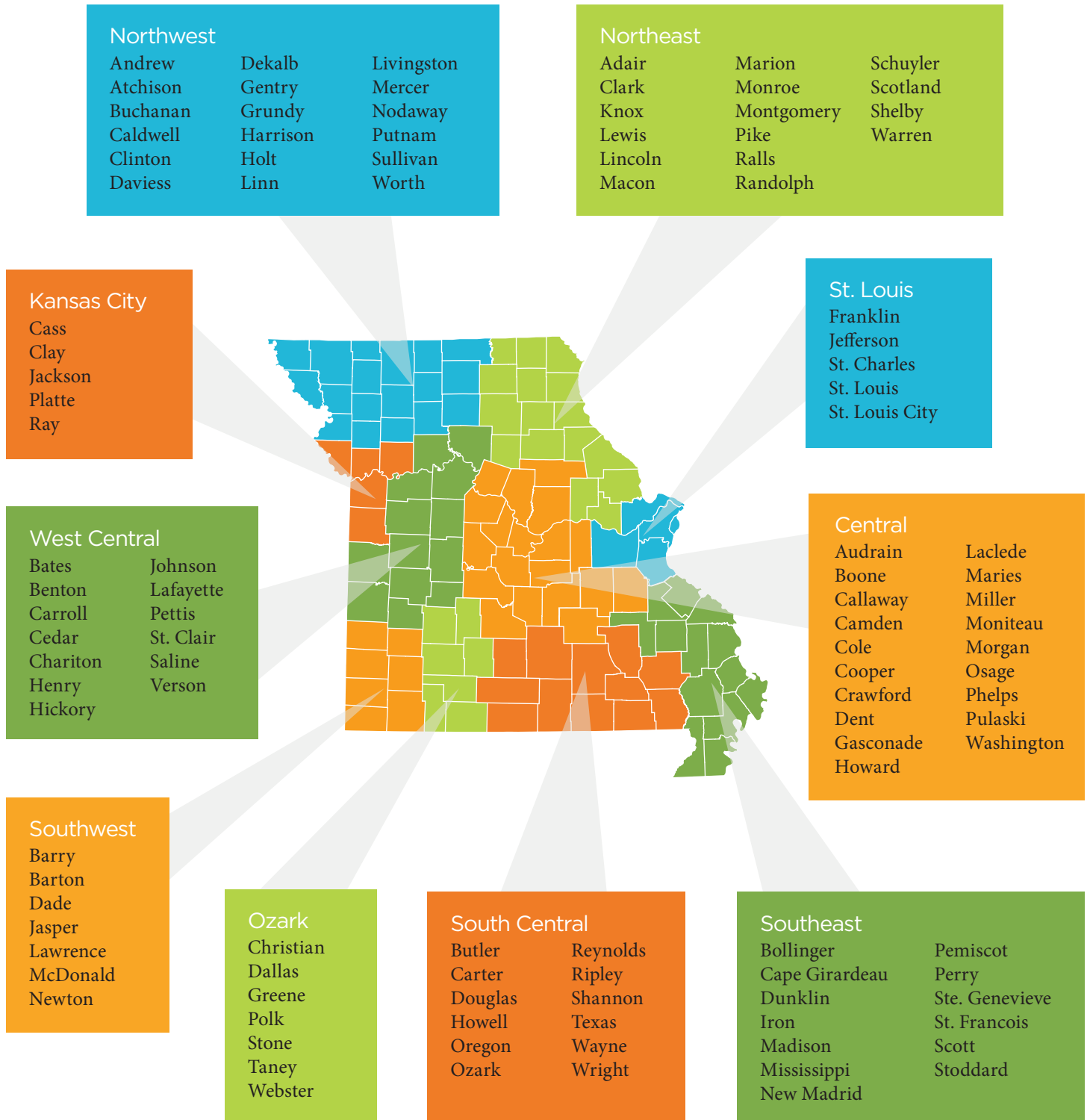MERIC in cooperation with the Missouri Office of Workforce Development.

OCCUPATIONAL PROJECTIONS

MERIC in cooperation with the U.S. Dept. of Labor, Employment and Training Administration. Occupational Employment Projections.

https://meric.mo.gov/workforce-research/occupational-projections

APPENDIX

MISSOURI WORKFORCE DEVELOPMENT REGIONS BY COUNTY

Northwest
Andrew	Dekalb	Livingston
Atchison	Gentry	Mercer
Buchanan	Grundy	Nodaway
Caldwell	Harrison	Putnam
Clinton	Holt	Sullivan
Daviess	Linn	Worth

Northeast
Adair	Marion	Schuyler
Clark	Monroe	Scotland
Knox	Montgomery	Shelby
Lewis	Pike	Warren
Lincoln	Ralls	
Macon	Randolph	

Kansas City
Cass
Clay
Jackson
Platte
Ray

St. Louis
Franklin
Jefferson
St. Charles
St. Louis
St. Louis City

West Central
Bates	Johnson
Benton	Lafayette
Carroll	Pettis
Cedar	St. Clair
Chariton	Saline
Henry	Verson
Hickory	

Central
Audrain	Laclede
Boone	Maries
Callaway	Miller
Camden	Moniteau
Cole	Morgan
Cooper	Osage
Crawford	Phelps
Dent	Pulaski
Gasconade	Washington
Howard	

Southwest
Barry
Barton
Dade
Jasper
Lawrence
McDonald
Newton

Ozark
Christian
Dallas
Greene
Polk
Stone
Taney
Webster

South Central
Butler	Reynolds
Carter	Ripley
Douglas	Shannon
Howell	Texas
Oregon	Wayne
Ozark	Wright

Southeast
Bollinger	Pemiscot
Cape Girardeau	Perry
Dunklin	Ste. Genevieve
Iron	St. Francois
Madison	Scott
Mississippi	Stoddard
New Madrid	

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