#SCCMore
SPEAKER SERIES
Growing St. Charles County: Economic and Workforce Update

St. Charles City-County Library Middendorf-Kredell Branch
16 January 2018
St. Charles County Population Growth 1970 to 2030
(sources: U.S. Census Bureau and Woods & Poole Economics)

- 1970: 93,628
- 1980: 145,250
- 1990: 212,907
- 2000: 283,840
- 2010: 360,485
- 2016: 390,918
- 2020 Projection: 411,926
- 2030 Projection: 470,633
Fastest Growing Missouri Counties by Population Growth 2010-2016
(source: U.S. Census Bureau)

- St. Charles County: 30,433
- Jackson County: 17,643
- Clay County: 17,146
- Boone County: 13,952
- Greene County: 13,516
St. Charles County, Missouri
Single Family Housing Permits 2000 - 2017

2000: 3,586
2001: 4,199
2002: 5,069
2003: 3,352
2004: 3,643
2005: 3,286
2006: 2,529
2007: 2,124
2008: 1,742
2009: 1,704
2010: 1,706
2011: 1,718
2012: 1,545
2013: 1,424
2014: 1,384
2015: 1,850
2016: 2,043
2017: 1,549
Permits for Multi-Family Housing Units in St. Charles County 2010 - 2017

- 2010: 580
- 2011: 167
- 2012: 431
- 2013: 333
- 2014: 883
- 2015: 488
- 2016: 646
- 2017: 453
St. Charles County Assessed Valuation
(Real Estate & Personal Property) 2000 - 2017

in billions

2000: $4.35
2001: $4.98
2002: $5.16
2003: $6.07
2004: $6.41
2005: $7.27
2006: $7.52
2007: $7.71
2008: $7.71
2009: $7.71
2010: $7.90
2011: $8.11
2012: $7.38
2013: $7.97
2014: $7.57
2015: $8.27
St. Charles County's State Certified Annual Average Wages 2009-2017

- 2009: $37,137
- 2010: $36,562
- 2011: $37,312
- 2012: $37,843
- 2013: $38,732
- 2014: $39,584
- 2015: $41,501
- 2016: $42,728
- 2017: $43,520

Note: The bar graph displays the annual average wages for each year from 2009 to 2017.
City of St. Charles update

- SSM Health Outpatient Center – $26M, 55,700 SF
- Sysco Foods Expansion – $20M, 50,000 SF
- Lindenwood University Library & Academic Resources Center – $21M, 100,000 SF

- Tru by Hilton under construction, new stores added, and another 60,000 SF office–retail building planned at Streets of St. Charles
Development with Premier 370 has included the opening of the RB warehouse, Saia, and Best Buy warehouse. FedEx’s distribution center is approved at the west end of the industrial park.

On the north side of Route 370 the City and Levee District each have property for sale.
- The City of St. Peters has 60 acres at the entrance to Lakeside Park.
- The Premier 370 Levee district has 200 +/- acres ready for development.

The goals for the town center of the Special District include:
- St. Peters Apartments is planned for the site across from City Hall
- 265 high end apartments
- 4 story buildings with an “urban” design and placement
- First project in area of Special District planned for mixed use developments
City of O’Fallon update

- True Manufacturing Distribution Center – 200,000 SF
- O’Fallon Casting (expansion) – 68,000 SF
- O’Fallon Justice Center – 88,000 SF

- Missouri Rush Sports Park (phase 1) - $12M, 30-acres, 4 artificial turf fields and 4 tournament sand volleyball courts; clubhouse, restaurants and hotel planned
- O’Day Park – 55 acres on Highway DD
- 122 New Business Permits Issued
CITY OF WENTZVILLE UPDATE

- Opened new 45,000 SF City Hall with no debt, bonds, or additional taxes
- Opened new Peruque Valley Park
- New Wentzville Post Office under construction
- All Inclusive Playground coming to Heartland Park
- Opened 40+ new businesses including Hampton Inn, Aldi, Old Town Smokehouse and Wentzville Logistics Center
- David Hoekel Parkway Interchanges coming to Highway 61 and I-70
- Started S.H.O.P Wentzville campaign to Shop Here on Purpose
- Architectural survey of Historic Downtown Wentzville planned
- Celebrated 50th Anniversary of Nation’s first Vietnam War Memorial
Anybody Want A Job?
# Wage Competition

<table>
<thead>
<tr>
<th>Employer</th>
<th>Hourly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Minimum Wage</td>
<td>$7.25</td>
</tr>
<tr>
<td>Missouri Minimum Wage</td>
<td>$7.85</td>
</tr>
<tr>
<td>SSM St. Joseph Hospital, Target and Walmart</td>
<td>$11.00</td>
</tr>
<tr>
<td>Chick-Fil-A</td>
<td>$12.00</td>
</tr>
<tr>
<td>True Manufacturing</td>
<td>$13.00</td>
</tr>
<tr>
<td>Charter - Spectrum</td>
<td>$14.00+</td>
</tr>
</tbody>
</table>
Kubler-Ross Stages of Grief

- Denial
- Anger
- Bargaining
- Depression
- Acceptance
Is This The Answer?

BRING YOUR DOG TO WORK DAY
STATE OF ST. LOUIS WORKFORCE 2017

A Report to the Region

RIGHT IN THE MIDDLE:
SKILLS AT THE CENTER OF THE ST. LOUIS ECONOMY

The Missouri Middle-Skill Gap - More Jobs than Workers

<table>
<thead>
<tr>
<th>Skill Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High-Skill Jobs</td>
<td>53%</td>
</tr>
<tr>
<td>High-Skill Workers</td>
<td>46%</td>
</tr>
<tr>
<td>Middle-Skill Jobs</td>
<td>46%</td>
</tr>
<tr>
<td>Low-Skill Jobs</td>
<td>46%</td>
</tr>
</tbody>
</table>


Middle-Skill Jobs, those requiring education and training beyond high school but not a four-year degree, are critical to healthcare, manufacturing, transportation and other industries in St. Louis. They are the only jobs where the demand exceeds the supply of workers.

62% St. Louis employers with middle-skill positions

Demand for Missouri Middle-Skill Jobs Is Strong

"Fifty-three percent of all Missouri jobs in 2015 were middle-skill."

Demand for Middle-Skill Jobs Will Remain Strong

"Between 2014-2024, 48 percent of Missouri job openings will be middle-skill."


STLCC.edu/STLworkforce
Addressing the Skills Gap

Measures Taken to Address Skill Shortages

- 81% Hire Less Experienced and Train
- 40% Offer Increased Wages
- 20% Invest In Automation
- 20% Hire Contractors
- 19% Hire from Outside St. Louis
- 4% Hire from Outside United States

Source: State of St. Louis Workforce 2017
Labor Supply and Demand 2016

*Construction, Installation, Maintenance and Repair
Saint Louis Region Top Openings 2014-2024

Missouri’s Saint Louis region is expected to have more than 320,000 total job openings between 2014 and 2024. This includes openings created by new job growth, as well as those created through the need for replacement workers. Replacement openings occur due to retirement, turnover, or transferring to another occupation.

During this projection period, the 20 occupations with the greatest number of total openings include 4 Food Preparation and Serving Related Occupations and 4 Office and Administrative Support Occupations. “Retail Salespersons” and “Combined Food Preparation and Serving Workers” are the occupations that are expected to have the greatest number of total openings between 2014 and 2024, with over 11,000 total openings for each occupation.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail Salespersons</td>
<td>31,343</td>
<td>32,121</td>
<td>778</td>
<td>10,864</td>
<td>11,642</td>
<td>$27,634</td>
</tr>
<tr>
<td>Combined Food Preparation and Serving Workers</td>
<td>26,669</td>
<td>29,468</td>
<td>2,799</td>
<td>8,618</td>
<td>11,417</td>
<td>$19,865</td>
</tr>
<tr>
<td>Waiters and Waitresses</td>
<td>21,768</td>
<td>22,155</td>
<td>387</td>
<td>10,474</td>
<td>10,861</td>
<td>$19,388</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>30,019</td>
<td>33,303</td>
<td>3,284</td>
<td>7,083</td>
<td>10,367</td>
<td>$60,935</td>
</tr>
<tr>
<td>Cashiers</td>
<td>22,432</td>
<td>22,726</td>
<td>294</td>
<td>9,544</td>
<td>9,838</td>
<td>$21,653</td>
</tr>
<tr>
<td>Customer Service Representatives</td>
<td>22,639</td>
<td>24,397</td>
<td>1,758</td>
<td>5,575</td>
<td>7,333</td>
<td>$35,309</td>
</tr>
<tr>
<td>General and Operations Managers</td>
<td>20,117</td>
<td>21,360</td>
<td>1,243</td>
<td>5,092</td>
<td>6,335</td>
<td>$116,598</td>
</tr>
<tr>
<td>Personal Care Aides</td>
<td>14,660</td>
<td>18,852</td>
<td>4,192</td>
<td>1,186</td>
<td>5,378</td>
<td>$21,059</td>
</tr>
<tr>
<td>Nursing Assistants</td>
<td>15,218</td>
<td>16,751</td>
<td>1,533</td>
<td>3,437</td>
<td>4,970</td>
<td>$25,275</td>
</tr>
<tr>
<td>Office Clerks, General</td>
<td>20,871</td>
<td>21,044</td>
<td>173</td>
<td>4,501</td>
<td>4,674</td>
<td>$32,630</td>
</tr>
<tr>
<td>Laborers and Freight, Stock, and Material Movers, Hand</td>
<td>14,427</td>
<td>14,646</td>
<td>219</td>
<td>4,294</td>
<td>4,513</td>
<td>$31,149</td>
</tr>
<tr>
<td>Janitors and Cleaners, Except Maids and Housekeeping Cleaners</td>
<td>18,053</td>
<td>18,645</td>
<td>592</td>
<td>3,586</td>
<td>4,178</td>
<td>$23,302</td>
</tr>
<tr>
<td>Accountants and Auditors</td>
<td>11,624</td>
<td>12,628</td>
<td>1,004</td>
<td>3,102</td>
<td>4,106</td>
<td>$78,646</td>
</tr>
<tr>
<td>Childcare Workers</td>
<td>9,649</td>
<td>10,828</td>
<td>1,179</td>
<td>2,847</td>
<td>4,026</td>
<td>$21,405</td>
</tr>
<tr>
<td>Stock Clerks and Order Fillers</td>
<td>12,300</td>
<td>12,392</td>
<td>92</td>
<td>3,904</td>
<td>3,996</td>
<td>$28,037</td>
</tr>
<tr>
<td>Cooks, Restaurant</td>
<td>9,431</td>
<td>10,689</td>
<td>1,258</td>
<td>2,495</td>
<td>3,753</td>
<td>$24,515</td>
</tr>
<tr>
<td>First-Line Supervisors of Food Preparation and Serving Workers</td>
<td>7,966</td>
<td>8,726</td>
<td>760</td>
<td>2,366</td>
<td>3,126</td>
<td>$31,380</td>
</tr>
<tr>
<td>Secretaries and Admin Assistants, Except Legal, Medical, and Executive</td>
<td>23,401</td>
<td>23,827</td>
<td>426</td>
<td>2,467</td>
<td>2,893</td>
<td>$34,523</td>
</tr>
<tr>
<td>Maintenance and Repair Workers, General</td>
<td>9,800</td>
<td>10,033</td>
<td>293</td>
<td>2,568</td>
<td>2,861</td>
<td>$39,809</td>
</tr>
<tr>
<td>First-Line Supervisors of Retail Sales Workers</td>
<td>11,006</td>
<td>11,156</td>
<td>150</td>
<td>2,460</td>
<td>2,610</td>
<td>$45,430</td>
</tr>
</tbody>
</table>

STEM Occupations Top Openings 2014-2024

Missouri’s Science, Technology, Engineering, and Math (STEM) Occupations are expected to be strong contributors to Missouri’s future workforce. This includes openings created by new job growth, as well as those created through the need for replacement workers. Replacement openings occur due to retirement, turnover, or transferring to another occupation.

STEM occupations are generally higher paying than the Missouri average, and most require a Bachelor’s degree or higher of education. All of the top 20 STEM occupations by total openings have a Career Grade of A or B, which means that these occupations have above average growth, total openings, or wages.

<table>
<thead>
<tr>
<th>Career Grade</th>
<th>Occupation Title</th>
<th>2014 Estimated Employment</th>
<th>2024 Projected Employment</th>
<th>Growth Openings</th>
<th>Replacement Openings</th>
<th>Total Openings</th>
<th>2015 Average Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>A+</td>
<td>Computer Systems Analysts</td>
<td>11,504</td>
<td>14,052</td>
<td>2,548</td>
<td>1,480</td>
<td>4,028</td>
<td>$89,754</td>
</tr>
<tr>
<td>A</td>
<td>Computer User Support Specialists</td>
<td>15,382</td>
<td>17,367</td>
<td>1,985</td>
<td>1,797</td>
<td>3,784</td>
<td>$49,403</td>
</tr>
<tr>
<td>A+</td>
<td>Software Developers, Applications</td>
<td>12,376</td>
<td>14,420</td>
<td>2,044</td>
<td>1,769</td>
<td>3,813</td>
<td>$92,663</td>
</tr>
<tr>
<td>B</td>
<td>Computer Programmers</td>
<td>8,628</td>
<td>8,053</td>
<td>0</td>
<td>2,126</td>
<td>2,126</td>
<td>$78,827</td>
</tr>
<tr>
<td>A+</td>
<td>Computer and Information Systems Managers</td>
<td>6,269</td>
<td>7,270</td>
<td>1,001</td>
<td>739</td>
<td>1,740</td>
<td>$125,809</td>
</tr>
<tr>
<td>B+</td>
<td>Network and Computer Systems Administrators</td>
<td>8,622</td>
<td>9,198</td>
<td>576</td>
<td>1,109</td>
<td>1,685</td>
<td>$73,448</td>
</tr>
<tr>
<td>A</td>
<td>Mechanical Engineers</td>
<td>3,682</td>
<td>3,985</td>
<td>303</td>
<td>1,166</td>
<td>1,469</td>
<td>$81,306</td>
</tr>
<tr>
<td>B</td>
<td>Civil Engineers</td>
<td>3,800</td>
<td>4,084</td>
<td>284</td>
<td>1,122</td>
<td>1,406</td>
<td>$76,550</td>
</tr>
<tr>
<td>B+</td>
<td>Sales Reps, Tech and Scientific Products</td>
<td>5,378</td>
<td>5,653</td>
<td>275</td>
<td>1,106</td>
<td>1,381</td>
<td>$71,707</td>
</tr>
<tr>
<td>B+</td>
<td>Industrial Engineers</td>
<td>3,798</td>
<td>3,971</td>
<td>173</td>
<td>1,114</td>
<td>1,287</td>
<td>$85,774</td>
</tr>
<tr>
<td>B+</td>
<td>Database Administrators</td>
<td>3,259</td>
<td>3,552</td>
<td>293</td>
<td>702</td>
<td>995</td>
<td>$79,014</td>
</tr>
<tr>
<td>B+</td>
<td>Electrical Engineers</td>
<td>3,571</td>
<td>3,733</td>
<td>162</td>
<td>787</td>
<td>949</td>
<td>$94,831</td>
</tr>
<tr>
<td>B+</td>
<td>Architectural and Engineering Managers</td>
<td>2,498</td>
<td>2,570</td>
<td>72</td>
<td>765</td>
<td>837</td>
<td>$129,178</td>
</tr>
<tr>
<td>A</td>
<td>Clinical, Counseling, and School Psychologists</td>
<td>1,979</td>
<td>2,365</td>
<td>386</td>
<td>424</td>
<td>810</td>
<td>$67,571</td>
</tr>
<tr>
<td>A</td>
<td>Web Developers</td>
<td>2,000</td>
<td>2,530</td>
<td>530</td>
<td>257</td>
<td>787</td>
<td>$61,664</td>
</tr>
<tr>
<td>B</td>
<td>Computer Network Support Specialists</td>
<td>3,664</td>
<td>3,907</td>
<td>243</td>
<td>471</td>
<td>714</td>
<td>$58,231</td>
</tr>
<tr>
<td>A</td>
<td>Software Developers, Systems Software</td>
<td>3,079</td>
<td>3,333</td>
<td>254</td>
<td>440</td>
<td>694</td>
<td>$100,153</td>
</tr>
<tr>
<td>A</td>
<td>Biochemists and Biophysicists</td>
<td>1,204</td>
<td>1,554</td>
<td>350</td>
<td>322</td>
<td>672</td>
<td>$81,982</td>
</tr>
<tr>
<td>A</td>
<td>Information Security Analysts</td>
<td>2,137</td>
<td>2,252</td>
<td>388</td>
<td>275</td>
<td>663</td>
<td>$78,186</td>
</tr>
<tr>
<td>B</td>
<td>Life, Physical, and Social Science Technicians, All Other</td>
<td>1,156</td>
<td>1,260</td>
<td>104</td>
<td>485</td>
<td>589</td>
<td>$48,004</td>
</tr>
</tbody>
</table>

Sources: Bureau of Labor Statistics (BLS) and the Division of Occupational Employment Statistics (OES) data used to define STEM occupations and wages. Occupational projections and Career Grades developed by the Missouri Economic Research and Information Center (MERIC).

This workforce solution was funded by a grant awarded by the US Department of Labor's Employment and Training Administration. The solution was created by the grantee and does not necessarily reflect the official position of the US Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy continued availability or ownership.
Disruption & Transformation
# Higher Learning = Higher Earning

**St. Louis MSA Unemployment Rates and Earnings by Education**

<table>
<thead>
<tr>
<th>Unemployment Rates</th>
<th>Educational Attainment</th>
<th>Median Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>18.1%</td>
<td>Less than high school graduate</td>
<td>$21,334</td>
</tr>
<tr>
<td>9.3%</td>
<td>High school graduate / GED</td>
<td>$28,665</td>
</tr>
<tr>
<td>5.8%</td>
<td>Some college or associates degree</td>
<td>$35,303</td>
</tr>
<tr>
<td>2.6%</td>
<td>Bachelor's degree or higher*</td>
<td>$50,762/$64,245</td>
</tr>
</tbody>
</table>

*Population 25 years and older.

*Bachelor's ($50,762) and Graduate ($64,245) degree medians.

Missouri Job Center of St. Charles County

- Career Counselors
- Veteran’s Services
- Youth Division
- OJT (On the Job Training) Program
- Apprenticeship Programs
- Internship Database
- NCRC/ACT WorkKeys Assessment
- HiSET Class (formerly GED)
- Tuition Assistance
- Job Fairs
- Training Workshops
- Workforce Data
- Jobs.Mo.Gov
MANUFACTURING
Alive and Well in St. Charles County!
sccmo.org/MFGreport
Manufacturing is alive and well in St. Charles County!

- Manufacturing: $1.01 billion
- Local Government/Public Education: $603 million
- Healthcare/Social Assistance: $602 million
- Retail Trade: $550 million
- Information Technology: $448 million
The United States Department of Labor
Office of Apprenticeship
Certificate of Registration of Apprenticeship Program

St. Charles County Missouri Job Center
St. Peters, Missouri
For Multiple Occupations

Registered as part of the National Apprenticeship System
in accordance with the basic standards of apprenticeship
established by the Secretary of Labor

June 19, 2017
Date

2017-MO-68610
Registration No.

Administrator, Office of Apprenticeship
Manufacturing Apprenticeship Program

✓ Received USDOL-MoDWD funding for 30 manufacturing apprenticeship positions

✓ 5 Key Elements:
✓ Training on the Job
✓ Classroom Training
✓ Work Mentor
✓ Progressive Wages
✓ National Occupational Credential

✓ Vicki Swartzenberg, 636-255-6060 x5250 or vswartzenberg@stchas.edu
LEARN TO CODE

9 a.m., Monday, Jan. 22
Alcorn Center, Room 100
St. Charles Community College

Calling all computer software programmers! A growing skillset is required for people of all ages and abilities.

The contact for the class is Kathy Hines, Associate Dean of Instructional Technology.

SLCC purchased One Academy Place allowing for new and expanded programming | SCC News

Take advantage of the quick start guide on the SCC website. Most often visit. Use this as a tool to navigate quickly to the information you need. Take it...

MFG DAY

St. Charles Adult and Community Education
Your Link to Lifelong Learning
CAPS is coming to St. Charles County

• 5 Public School Districts
  Joint School Board Meeting held May 2017

• Big Goal!
  County-Wide CAPS Consortium Fall 2018

• Initial Strands
  Healthcare, IT, Entrepreneurship
  More added in the future…

• What’s Next?
  Executive Director & CAPS teachers
What Happened to Soft Skills?

<table>
<thead>
<tr>
<th>Shortcomings of Job Applicants</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor Work Ethic</td>
<td>59%</td>
</tr>
<tr>
<td>Lack of Communication or Interpersonal Skills</td>
<td>55%</td>
</tr>
<tr>
<td>Lack of Critical Thinking and Problem Solving</td>
<td>51%</td>
</tr>
<tr>
<td>Lack of Teamwork or Collaboration</td>
<td>50%</td>
</tr>
<tr>
<td>Lack of General Business or Industry Knowledge</td>
<td>46%</td>
</tr>
<tr>
<td>Lack of Writing Skills</td>
<td>45%</td>
</tr>
<tr>
<td>Inability to Think Creatively</td>
<td>42%</td>
</tr>
<tr>
<td>Lack of Technical Skills Specific to the Job</td>
<td>41%</td>
</tr>
<tr>
<td>Inability to Interact with Different Cultures or Backgrounds</td>
<td>40%</td>
</tr>
<tr>
<td>Unwillingness or Inability to Learn</td>
<td>39%</td>
</tr>
<tr>
<td>Lack of Basic Math Skills</td>
<td>38%</td>
</tr>
<tr>
<td>Inability to Understand Written and Graphical Information</td>
<td>32%</td>
</tr>
<tr>
<td>Lack of General Computer Skills</td>
<td>29%</td>
</tr>
</tbody>
</table>

Source: State of St. Louis Workforce 2017
Welcome to the St. Charles County Department of Workforce & Business Development, operator of the Missouri Job Center of St. Charles County. We are your source for all employment and training needs in St. Charles County. Please take some time and explore our offerings and let us be your source for workforce services.

The department has administered successful employment and training programs since 1972, under the strategic vision of the Workforce Development Board comprised of business and community leaders, in partnership with our County Executive.

View the Missouri Job Center brochure for more information about its services.

Job Seekers
Find information on changing careers, resumes, interviewing, career planning, training, education, job openings and more.

Employer Services
We offer customized recruiting, posting of job openings, applicant referrals, initial candidate screening, job fairs, training opportunities, and other services to meet your human resources needs.

Equal Opportunity Employers / Program

Contact Us
Scott Dreschnik
Director
Missouri Job Center
(Formerly American Job Center)
212 Turner Blvd.
St. Peters, MO 63376
Ph: 636-255-8060
Fx: 636-255-8061

Hours
Monday - Thursday
8 a.m. - 5 p.m.
Friday
8 a.m. - 4:30 p.m.
Closed: Holidays
Staff Directory
www.missourieconomy.org
www.onetonline.org
Looking Ahead

- Recruit More Residents!
- Attract & Retain Millennials
- Avoid Becoming Retirement Community
- Demographic Shifts (Age & Diversity)
- Full Employment (Wage Competition)
- STEM/STEAM & Technical Training
- Larger Focus on Soft Skills
- Manufacturing Revival
- Tourism Opportunities
- New Transportation Models
- Changing Shopping Patterns
- Expand the Local Dialogue
Here to Serve the Community

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