
LABOR DEMAND SURVEY
IN THE ST. LOUIS METROPOLITAN
STATISTICAL AREA

CONSTRUCTION 2006

Public Policy Research Center
Metropolitan Information and Data Analysis Services (MIDAS)

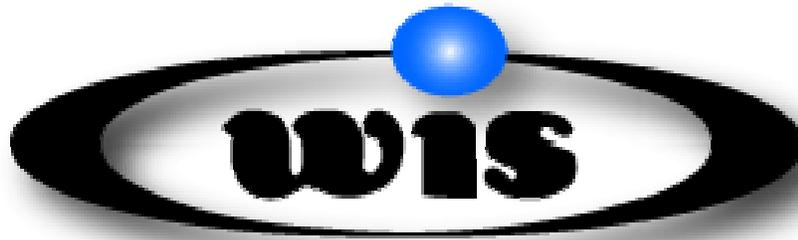


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Executive Summary

In the spring of 2006, the Public Policy Research Center (PPRC) at the University of Missouri – St. Louis conducted a Labor Demand Survey for the construction industry in the St. Louis Metropolitan Statistical Area (MSA). The survey is designed to provide both a barometer of the construction industry's financial and employment outlook and a current estimate of labor demand. The estimates of labor demand include detailed occupation information relating to wages paid, experience and education required and other skill and employee attribute information

The results of the survey indicate that there were an estimated 1,619 job vacancies in construction for the St. Louis MSA: 722 in *Construction of Buildings*; 197 in *Heavy and Civil Engineering Construction*; and 700 in *Specialty Trade Contractors*. The majority of the estimated job vacancies are *full-time*, require *experienced* (more than one year of experience) workers, and call for a *high school diploma or less*.

Overall, the results of the survey show that 86.6 percent of companies sell their product or service within the St. Louis MSA and that 76.8 percent get their supplies from the St. Louis MSA. A majority of the companies (81.8%) anticipate that sales will *grow modestly or strongly* in the coming year, with another 10.1 percent to *remain the same*. Even more encouraging, a large portion of the construction companies did not experience employment declines and many anticipate maintaining the current level of employment one year into the future. Approximately 8 in 10 companies reported *good, very good, or excellent* financial health and/or profitability. At the same time, 7 in 10 companies rated the industry's overall health and profitability as *good, very good, or excellent*. The greatest reported challenge to company growth was *finding qualified labor*. Construction companies reported using *referrals, newspaper, and the internet* as the methods most often implemented for employee recruitment.

About the Survey

Although commonly reported labor-related economic indicators such as the unemployment rate, the level of employment, and new job creation have been used to measure and track the local economy and trends in labor force participation, they often do not have direct utility for planning workforce development. The Labor Demand Survey provides both an in-depth look into the financial health and profitability and a current estimation of job vacancies of a particular industry within the St. Louis MSA.¹ The information can be used to direct the planning and allocation of training and education resources to better prepare the local workforce to meet existing local demand in the construction industry (see Appendix A).

The Labor Demand Survey concentrates on company and industry health and profitability, sales and employment trends, where construction companies get their supplies and sell their products, challenges to continued growth, and their recruitment methods (see Appendix B).

Secondly, the Labor Demand Survey provides an estimate of job vacancies. Along with the estimated job vacancies the survey also makes available focused information about the reported occupations, including the necessary skills, education, desired years of experience, math and reading level requirements, and required/desired personal attributes (see Appendix C).

This Labor Demand Survey focuses on the construction industry within the St. Louis MSA. The survey uses the North American Industry Classification System definition of the construction industry (see Appendix D). “Construction companies” will be used throughout this

¹ In 2001 when this survey effort began, the St. Louis MSA consisted of Clinton, Jersey, Madison, Monroe, and St. Clair Counties in Illinois, and Franklin, Jefferson, Lincoln, St. Charles, St. Louis and Warren Counties and the City of St. Louis in Missouri. As of 2003, the Census Bureau’s official definition of the St. Louis MSA has expanded to include Bond, Calhoun, and Macoupin Counties in Illinois and Washington and the Sullivan City portion of Crawford Counties in Missouri. However, this new definition is not used in this survey effort.

report to represent the companies in the St. Louis MSA that have been identified using this definition and that responded to this survey effort.

Survey Results: Financial Health and Profitability

Where construction companies in the St. Louis MSA sell their products/services:

Construction companies (see Appendix E) were asked to describe what proportion of their company's products/services were *sold in the St. Louis MSA, sold outside of the St. Louis MSA but within the United States, and outside the United States*. Overall, the survey results show that the majority of construction companies sell their products/services *in the St. Louis MSA* as indicated by the mean value of 86.6 percent.

Mean of Companies Product(s) or Service(s) Sold by Region in the Construction Industry, 2006

	Mean
In St. Louis MSA	86.6
Outside St. Louis MSA (in the US)	12.8
Outside US	0.3

Where construction companies in the St. Louis MSA get their supplies:

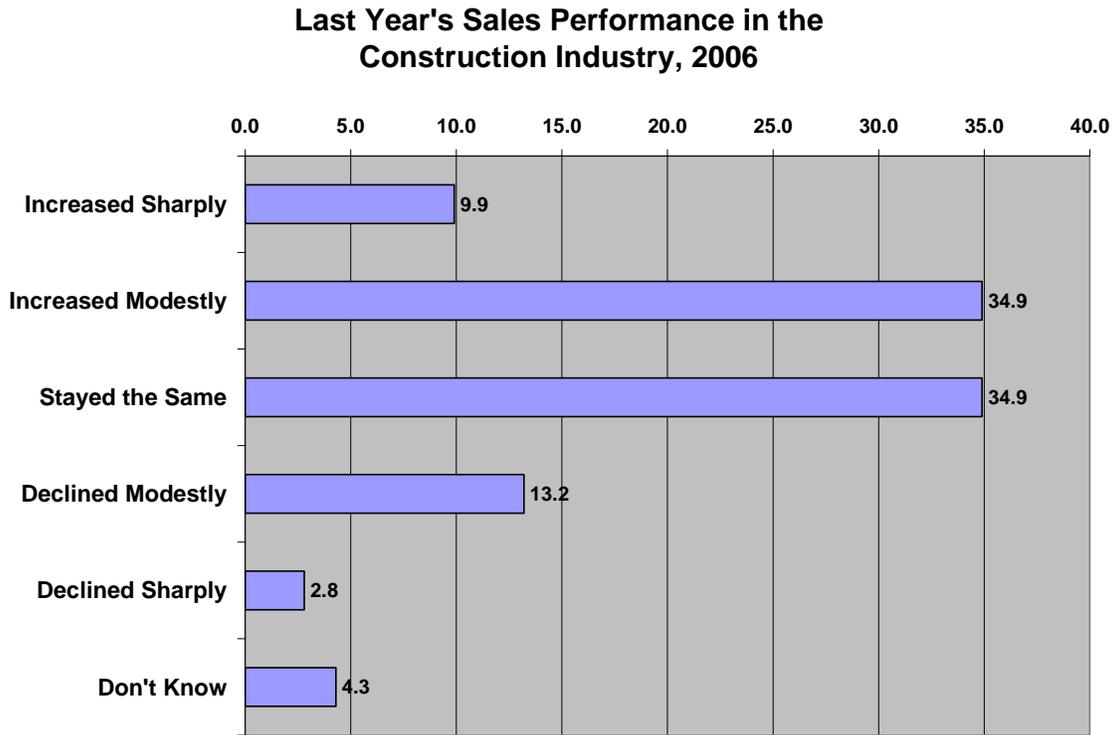
Construction companies were also asked to describe what proportion of their company's goods/materials, are *supplied from in the St. Louis MSA, supplied from outside of the St. Louis MSA but within the United States, and supplied from outside the United States*. Overall, the survey results show that the majority of companies get their goods/materials *from within the St. Louis MSA* as indicated by the mean value of 76.8 percent.

Mean of Companies Suppliers by Region in the Construction Industry, 2006

	Mean
In St. Louis MSA	76.8
Outside St. Louis MSA (in the US)	21.7
Outside US	0.9

Last Year's Sales Trends

Construction companies were asked to describe the sales of their company over the past year. Overall, 79.7 percent of these companies reported sales that either *stayed the same* (34.9%) or *increased*, with 44.8 percent of these companies showing either a *moderate* (34.9%) or *sharp* (9.9%) increase.²

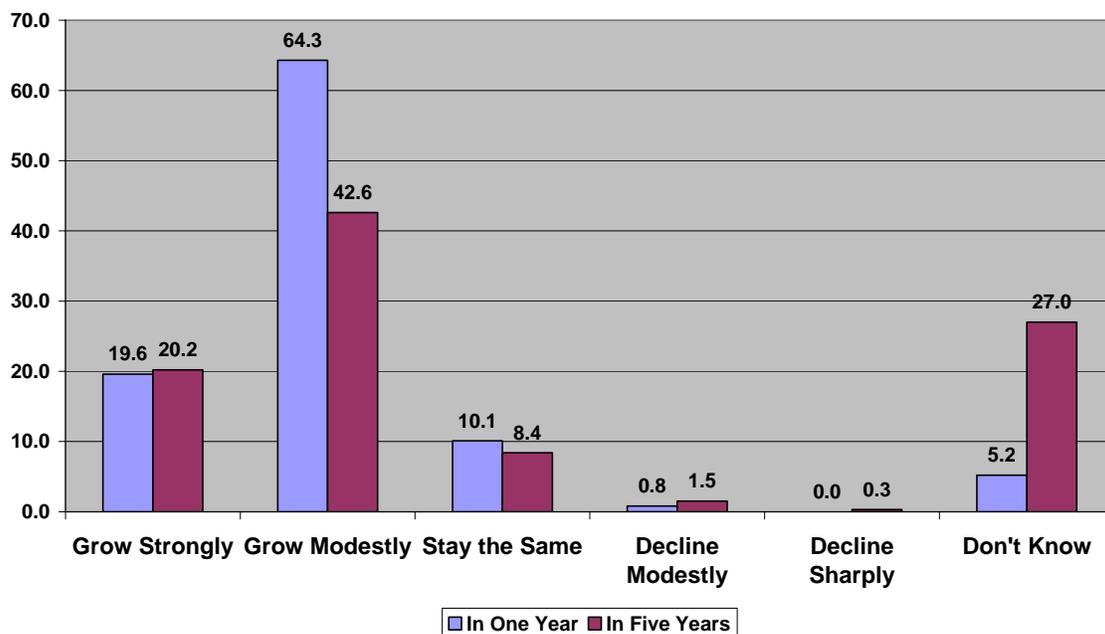


² Percentages based on the number of respondents to the questions regarding past year's sales (n=359).

Sales Expectations for the Coming Year and Over the Next Five Years

Construction companies were asked to describe their sales expectations for the coming year and over the next five years. Overall, these companies were optimistic with 83.9 percent expecting *strong* or *modest* growth over the next year while another 10.1 percent responded that they thought their sales would *stay the same*.³ The majority of these companies had positive expectations for their company's growth five years into the future, with 42.6 percent expecting to *grow modestly* and another 20.2 percent expecting to *grow strongly* over the next five years.⁴

Percent Sales Expectations in One Year and in Five Years in the Construction Industry, 2006

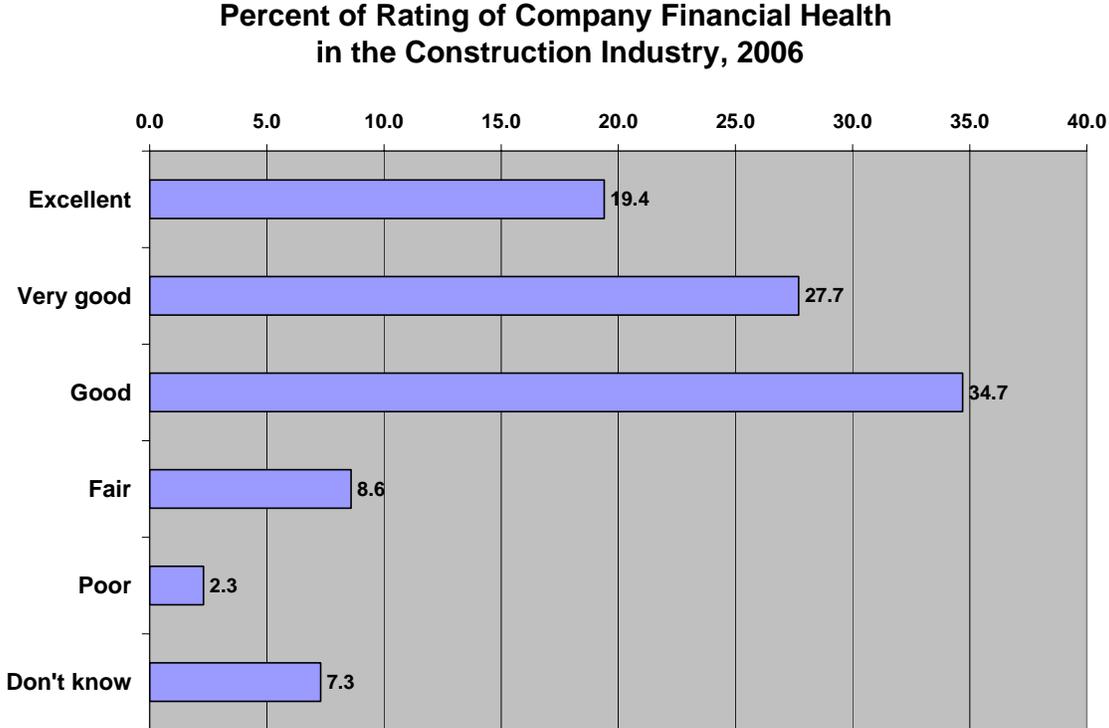


³ Percentages based on the number of respondents to the questions regarding coming year's sales growth (n=387).

⁴ Percentages based on the number of respondents to the questions regarding sales growth in the next five years (n=392).

Company Financial Health and Profitability

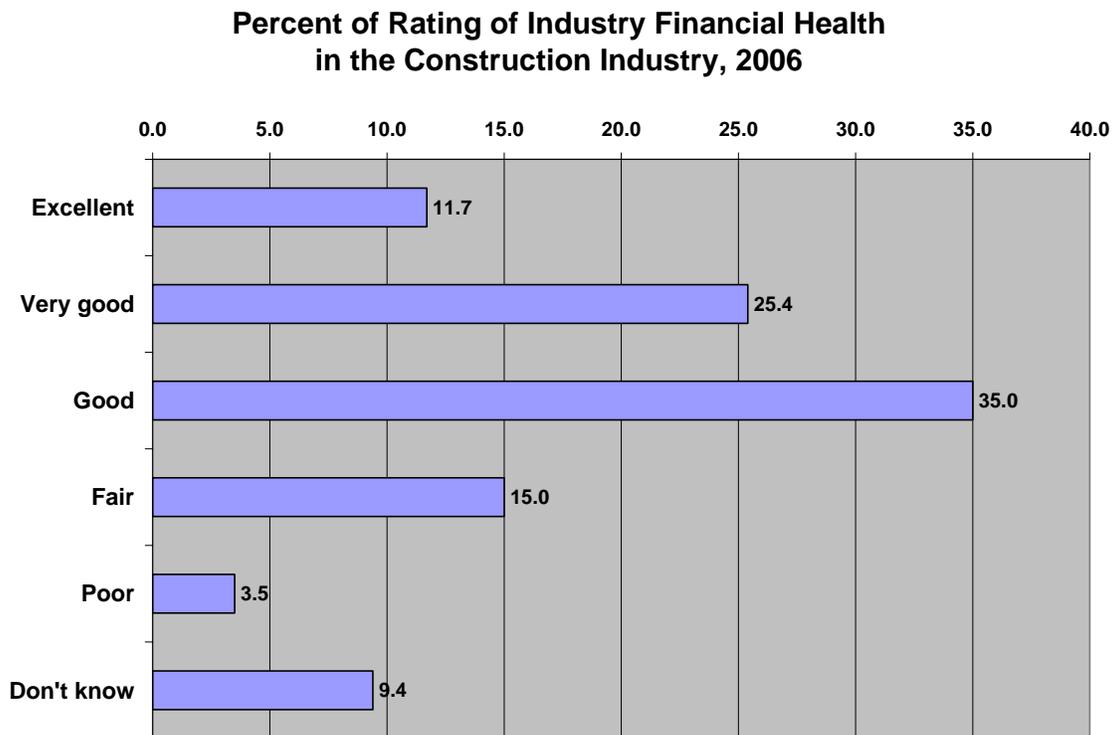
Construction companies were asked to describe their company’s financial health and profitability. In general, ratings were high with 81.8 percent of construction companies rating their company health *excellent, very good or good*.⁵



⁵ Percentages base on the number of respondents to the questions regarding company’s financial health and/or profitability (n=386).

Industry Financial Health and Profitability

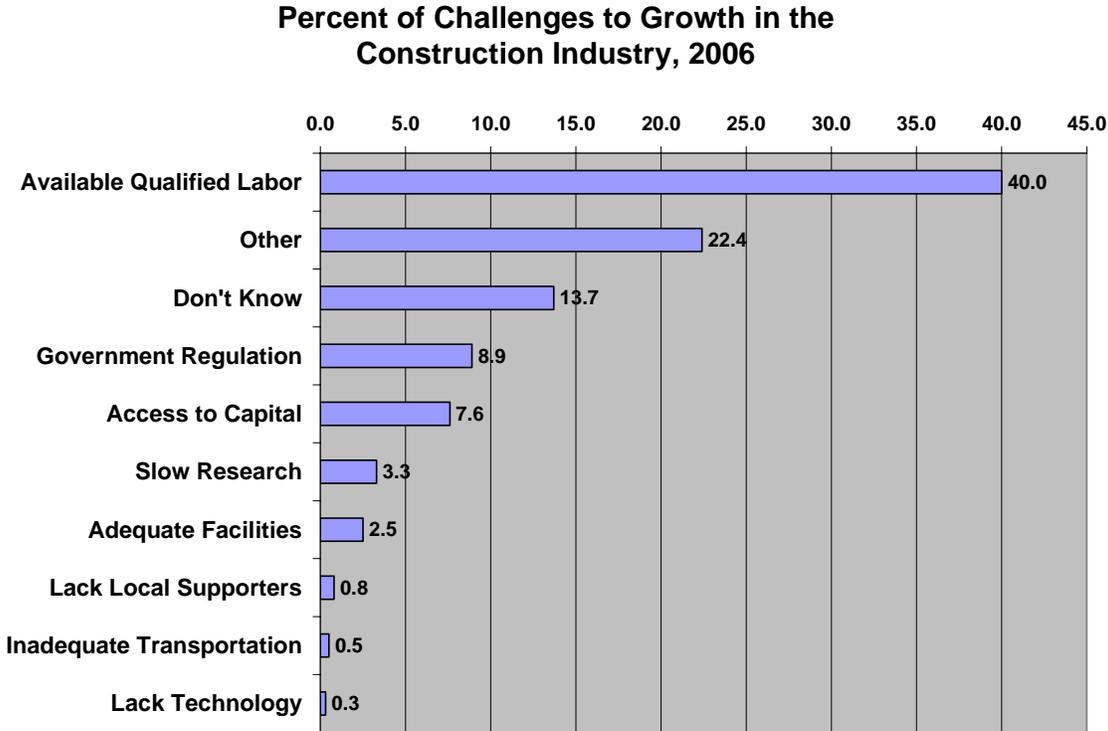
Construction companies were asked to describe their industry's financial health and/or profitability. In general, ratings were high with 72.1 percent of construction companies also rating their industry's health as *excellent, very good or good*.⁶



⁶ Percentages base on the number of respondents to the questions regarding industry's financial health and/or profitability (n=394).

Greatest Challenges to Continued Company Growth

Construction companies were asked to choose, from many options, what they believed posed the greatest challenge to their continued growth.⁷ *Availability of qualified labor* (40.0%) was cited most.⁸



⁷ See Appendix F for a list of *other* challenges to continued growth (22.4%).

⁸ Percentages based on the number of respondents to the questions regarding challenges to company's continued growth (n=395).

Employment Trend

Construction companies were asked a series of questions relating to their level of employment. They were asked how many people they currently employ, followed by questions relating to past (one year ago) and future employment (in one year and five years).

For most companies, the employment picture is expected to remain relatively unchanged one year into the future. Overall, there is greater uncertainty five years out as seen by the large number of responses not provided to this question.⁹

Percent of Companies by Employee Level Current, In One Year, In Five Years in the Construction Industry, 2006

Employee Level	One Year Ago	Current	In One Year	In Five Years
51+ Employees	12.6	13.8	13.1	5.9
26-50 Employees	14.1	11.9	11.9	8.1
11 to 25 Employees	29.9	30.6	30.9	14.1
6-10 Employees	25.4	25.4	23.2	10.4
Up to 5 Employees	15.1	16.5	9.6	5.4
Not Provided	3.0	1.7	11.4	56.0

⁹ Percentages based on n=405.

Recruitment

Construction companies were asked to describe what methods they employ to fill job vacancies. The most common methods used were *referral*, *newspaper*, and the *internet*.¹⁰

Preferred Recruitment Methods in the Construction Industry, 2006

	%
Referral/Word of Mouth	65.8
Other	40.2
Newspaper	38.2
Internet	14.1
Employment Agencies	8.3
Recruiters	5.5
Colleges & Universities	5.0
Trade Publications	4.8
In-House Promotion	3.0
Job Fairs	2.8
State Employment Agencies	2.8
High Schools	2.5

¹⁰ Percentages based on the number of respondents to the questions regarding preferred recruitment methods, n=398. See Appendix G for a list of *other* methods of recruitment (40.2%).

Survey Results: Job Vacancies

The survey results show that there are 1,619 estimated job vacancies in the construction industry in the St. Louis MSA.

**Estimated Job Vacancies in the
Construction Industry, 2006**

	Total	%
Full-Time	1,488	91.9
Part-Time	124	7.7
Not Provided	7	0.4
Total	1,619	100.0

Industry Sectors

**Estimated Job Vacancies by Sector in the
Construction Industry, 2006**

Sector	Total	%
Construction of Buildings	722	44.6
Specialty Trade Contractors	700	43.2
Heavy and Civil Engineering Construction	197	12.2
Total	1,619	100.0

Experience

Over half (56.8%) of estimated job vacancies in the construction industry require *experienced* workers (*1–3 years: 23.5%; 4–10 years: 7.7%; 10+ years: 0.4%*), while 33.1 percent of the estimated job vacancies require *entry-level (less than 1 year or no experience)* workers.

Estimated Job Vacancies by Experience Required in the Construction Industry, 2006

	Entry-Level		Experienced		All Other*	
	Total	%	Total	%	Total	%
Construction	536	33.1	919	56.8	164	10.1

* All other includes other experience, don't know/not sure and refused to answer

Estimated Job Vacancies by Experience Required in the Construction Industry, 2006

Industry	Entry-Level		Experienced		All Other*	
	Total	%	Total	%	Total	%
Construction of Buildings	283	39.2	439	60.8	0	0.0
Specialty Trade Contractors	168	24.0	399	57.0	133	19.0
Heavy and Civil Engineering Construction	85	43.1	81	41.1	31	15.7

* All other includes other experience, don't know/not sure and refused to answer

Education

The majority of estimated job vacancies in the construction industry (65.7%) require *a high school diploma or less*. Another 20.6 percent of estimated job vacancies require *special, technical or professional certification*, and 7.4 percent of estimated job vacancies require an *associate's degree or higher*.

**Percent of Estimated Job Vacancies by Preferred Education
in the Construction Industry, 2006**

	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Construction	65.7	7.4	20.6	6.3

* All other includes other education, don't know/not sure and refused to answer

**Percent of Estimated Job Vacancies by Preferred Education
in the Construction Industry, 2006**

Experience Required	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Entry-Level	88.1	6.3	0.0	5.6
Experienced	48.7	9.4	35.6	6.3
All Other**	87.2	0.0	4.3	8.5

* All other includes other education, don't know/not sure and refused to answer

** All other includes other experience, don't know/not sure and refused to answer

**Percent of Estimated Job Vacancies by Preferred Education
in the Construction Industry, 2006**

Sector	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Construction of Buildings	50.0	15.5	33.2	1.3
Specialty Trade Contractors	78.0	1.0	10.0	11.0
Heavy and Civil Engineering Construction	79.2	0.5	12.2	8.1

* All other includes other education, don't know/not sure and refused to answer

Wages

Of the estimated job vacancies in the construction industry, 61.9 percent offer *\$15.00 or more per hour*, while 32.1 percent offer *\$8.00 – \$14.99 per hour*. Another 6.0 percent of estimated job vacancies offer *less than \$8.00 per hour*.¹¹

Estimated Job Vacancies by Wage in the Construction Industry, 2006

Wage	Total
< \$8.00	42
\$8.00- \$14.99	225
\$15.00+	433
Total	700

Estimated Job Vacancies by Wage and Experience Required in the Construction Industry, 2006

Wage	Entry-Level	Experienced	All Other*
< \$8.00	0	35	7
\$8.00- \$14.99	112	85	28
\$15.00+	48	378	7
Total	160	498	42

* All other includes other experience, don't know/not sure and refused to answer

Percent of Estimated Job Vacancies by Wage and Experience Required in the Construction Industry, 2006

Wage	Entry-Level	Experienced	All Other*
< \$8.00	0.0	7.0	16.7
\$8.00- \$14.99	70.0	17.1	66.7
\$15.00+	30.0	75.9	16.7
Total	100.0	100.0	100.0

* All other includes other experience, don't know/not sure and refused to answer

¹¹ Percentages based on the total number of estimated job vacancies where wage was reported (n= 700).

Benefits and Training

In terms of benefits and training offered, 51.5 percent of estimated job vacancies in construction provide *on-the-job training*. A majority of estimated job vacancies provide medical (67.5%) and vacation (59.1%) benefits. Only 9.2 percent of estimated job vacancies provide no benefits.¹²

Estimated Job Vacancies by Benefits and Training Offered in the Construction Industry, 2006

Benefit and Training	%
Medical	67.5
Vacation	59.1
On the Job Training	51.1
Dental	47.6
Mentoring	11.7

Incentives

In terms of incentives offered, 58.2 percent of estimated job vacancies in construction provide *bonuses*. Less than half of the estimated job vacancies provide *401k* (42.4%), *ongoing training* (40.1%), *pension* (32.1%), and *tuition reimbursement* (28.6%) benefits. Only 4.4 percent of estimated job vacancies provide no incentives.¹³

Estimated Job Vacancies by Incentives Offered in the Construction Industry, 2006

Incentives	%
Bonus	58.2
401K	42.4
Ongoing Training	40.1
Pension	32.1
Tuition	28.6
Stock	21.1
Commission	4.1

¹² Percentages based on the total number of estimated job vacancies in which one or more of the benefits and training offered was reported (n= 1,537).

¹³ Percentages based on the total number of estimated job vacancies in which one or more of the incentives offered was reported (n= 1,537).

Reading and Math Requirements

Nearly all of the estimated job vacancies required reading skills (98.2%)¹⁴ and math skills (91.2%)¹⁵ at 10th grade or higher.

Percent of Estimated Job Vacancies by Reading and Math Skills Required in the Construction Industry, 2006

Skills required	Reading	Math
>10th grade	75.6	65.1
10th grade	22.6	26.1
< 10th grade	1.8	3.5
No Skills Required	0.0	5.3
Total*	100.0	100.0

Applicants' Skills Compared to Job Requirements

When asked to compare applicants' skills with the skills required for the job vacancies, employers in the St. Louis MSA reported that for 54.9 percent of the estimated job vacancies, skills *matched somewhat, matched very little* or *matched not at all*. For 45.1 percent of the estimated job vacancies, applicants' skills and required job skills *matched well or matched very well*.¹⁶

Estimated Job Vacancies by Applicant and Job Requirement Match in the Construction Industry, 2006

Skill Match	%
Matched Very Well	9.6
Matched Well	35.5
Matched Somewhat	30.9
Matched Very Little	24.0
Matched Not At All	0.0
Total	100.0

¹⁴ Percentages based on the total number of estimated job vacancies in which reading skills required were reported (n= 1,575).

¹⁵ Percentages based on the total number of estimated job vacancies in which math skills required were reported (n= 1,589).

¹⁶ Percentages based on the total number of estimated job vacancies in which there was a response to the question "Have applicants met job requirements?" (n= 860).

Difficulty Finding Applicants

Employers in the construction industry reported that for the majority of estimated job vacancies, they had *some difficulty* (59.6%) or *great difficulty* (27.1%) finding qualified applicants. For 13.3 percent of the estimated job vacancies, they indicate *no difficulty* finding qualified applicants.¹⁷

Percent of Estimated Job Vacancies by Difficulty Finding Qualified Applicants and Experience Required in the Construction Industry, 2006

	Entry-Level	Experienced	Total
Great Difficulty	37.4	25.0	27.1
Some Difficulty	53.8	60.0	59.6
No Difficulty	8.8	15.0	13.3
	100.0	100.0	100.0

Shortcomings of Recent Applicants

The most frequently cited shortcoming of recent applicants is *poor work ethic skills*.¹⁸

Percent of Estimated Job Vacancies by Shortcomings of Recent Applicants in the Construction Industry, 2006

Shortcomings	%
Poor Work Ethic Skills	60.1
Lack of Industry Knowledge	31.3
Lack of Positive Attitude	25.5
Poor Communication Skills	12.9
Poor Customer Service Skills	12.6
Poor Technical Skills	9.5
Inability to Understand Written Information	8.7
Poor Writing Skills	7.1
Poor Basic Math	3.9
Lack of Computer Skills	1.7

¹⁷ Percentages based on the total number of estimated job vacancies in which there was a response to the question “Is this position difficult to fill with the required experience needed?” (Entry-Level n=238; Experienced n=580; Total n=968).

¹⁸ Percentages based on the total number of estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Shortcomings Category (n=887).

Workplace Competencies

The following table lists personal attributes considered *important* to the job performance of a worker in the construction industry.¹⁹

Percent of Estimated Job Vacancies by Workplace Competencies Rated as Important in the Construction Industry, 2006

Workplace Competencies	%
Team Skills	96.7
Work Habits	96.0
Managing Time Wisely	95.0
Job Specific Skills	92.6
Acquiring and Using Information	92.3
Leadership	78.0
Computer Literacy	35.9

Thinking Skills

The following table lists thinking skills considered *important* to the job performance of a worker in the construction industry.²⁰

Percent of Estimated Job Vacancies by Thinking Skills Rated as Important in the Construction Industry, 2006

Thinking Skills	%
Learning New Skills	99.0
Critical Thinking	98.6
Decision-Making	95.4
Understanding Charts	45.5

¹⁹ Percentages based on the total number of estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Workplace Competencies Category (n=1,619).

²⁰ Percentages based on the total number of estimated job vacancies in which one or more of the personal attributes were reported in the Thinking Skills Category (n=1,619).

Occupations

Twelve occupations in the St. Louis MSA represent 76.3 percent of the estimated job vacancies for the construction industry.²¹

Percent of Estimated Job Vacancies by Selected Occupations in the Construction Industry, 2006

Occupation	%
Retail Salespersons	16.2
Construction Carpenters	13.8
Construction Laborers	10.5
Painters, Construction and Maintenance	10.4
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4.7
Construction Managers	4.3
Heating and Air Conditioning Mechanics	3.5
Plumbers	3.2
Cabinetmakers and Bench Carpenters	3.0
Truck Drivers, Heavy	2.5
Roofers	2.2
Construction and Building Inspectors	2.0
Total	76.3

For more detailed information for the Construction Labor Demand Survey, please visit <http://pprc.umsl.edu/wis/>.

²¹ For a listing of all recorded occupation see Appendix H

Appendix A

Methodology

Using the INFOUSA employer database, a universe of 3,018 companies was identified based on the construction related NAICS code designations (see Appendix D).²² A random-stratified sample of 900 companies was drawn for this surveying effort to reach the 400 completed survey goal. The research design included three phases and employed multiple methods. ETC institute attempted to contact a random -stratified sample of 400 companies out of the 905 companies and asked if they were a construction company. If the company answered yes, they were asked to complete a seventeen (17) question survey regarding the company's and industry's financial health and profitability and employment outlook. If the company responded yes to the final question of whether they had current job openings, they were asked to complete a Job Vacancy Survey (JVS).

**Survey Response
Construction Industry, 2006**

	Total
Financial Health and Profitability	405
Job Vacancy	402

A 95% level of confidence with a precision of at least +/- 5%.

Weighting Procedures

To estimate the number of job vacancies for the total population, weights are created that take into account the stratification of the construction companies. Therefore, the businesses responding to the survey (both with openings and no openings) are stratified by 3-digit NAICS and company size and are applied to the total construction population to estimate the number of jobs available in the St. Louis MSA. This is accomplished by dividing total business responses into the total business population for

²² Only companies with 5 or more employees were included in the sample.

each corresponding cell created by the stratification. For example, if the total business population with 5–9 employees for construction of buildings is 100 and the responses were 80 the resulting stratified cell weight would be 1.25.

This stratified cell weight is then linked to each survey record in its equivalent stratified cell. This weight is multiplied against the number of reported openings, either full-time or part-time for each of these survey records. Once these estimates are computed they can be aggregated to the industry level.

Appendix B

Labor Demand Survey of Construction Industry Companies

Interviewer: _____

Name of Person Interviewed: _____ Phone: _____

Company : _____

This is _____. I am calling on behalf of the University of Missouri at St. Louis, Public Policy Research Center. We are gathering data on workforce issues related to Construction Industry Companies in the St. Louis area. Our goal is to identify anticipated employment needs in the industry to help ensure the availability of qualified labor in the future. I was wondering if I could speak with someone in your organizations who is familiar with your organization's employment needs (YOU) to discuss a few some of the issues related to the development of this facility.

ONCE YOU ARE CONNECTED WITH THE APPROPRIATE PERSON REREAD THE INFORMATION ABOVE SUBSTITUTING THE WORDS IN ITALICS WITH "YOU> "

Does your company provide any services or manufacture any products that employ processes, methods or technologies that could be considered construction services?

IF YES, CONTINUE

IF NO, END INTERVIEW

WOULD YOU HAVE ABOUT FIVE MINUTES TO ANSWER A FEW QUESTIONS ABOUT YOUR FIRMS WORKFORCE NEEDS?

IF THE RESPONDENT HAS TIME NOW: Go to question #1

IF THE RESPONDENT IS BUSY: **Could I Fax you a copy of the interview to complete?**

Fax Number: _____

Part I. Market Condition of Company and Industry.

I'm going to begin by asking you a few general questions about your company.

1. *In what year was your company (or operation/department) founded?* _____

2. *What is your primary product(s) or service(s)?* _____

3. ***What proportion of your product or service is sold***
 ____ (1) In the St. Louis region
 ____ (2) Outside the region in the US
 ____ (3) Outside the US
4. ***What proportion of your goods or materials are supplied***
 ____ (1) In the St. Louis region
 ____ (2) Outside the region in the US
 ____ (3) Outside the US
5. ***During the past year, have your sales:***
 ____ (1) Increased sharply (increased 15% or more)
 ____ (2) Increased modestly (increased 4 to 14%)
 ____ (3) Stayed about the same (-3% to +3%)
 ____ (4) Declined modestly (dropped by 4% to 14%)
 ____ (5) Declined sharply (dropped 15% or more)
 ____ (9) Don't know
6. **How would you rate YOUR COMPANY'S financial health/profitability?**
 ____ (1) Excellent
 ____ (2) Very Good
 ____ (3) Good
 ____ (4) Fair
 ____ (5) Poor
 ____ (9) Don't Know
7. ***What are the expectations for your company's sales growth in the coming year?***
 ____ (1) Grow strongly (+15% or more)
 ____ (2) Grow modestly (+4% to +14%)
 ____ (3) Stay about the same (-3% to 3%)
 ____ (4) Decline modestly (-4% to -14%)
 ____ (5) Decline sharply (-15% or more)
 ____ (9) Don't Know
8. ***What are the expectations for your company's growth over the next five years?***
 ____ (1) Grow strongly (+15% or more per year)
 ____ (2) Grow modestly (+4% to +14% per year)
 ____ (3) Stay about the same (-3% to 3% per year)
 ____ (4) Decline modestly (-4% to -14% per year)
 ____ (5) Decline sharply (-15% or more per year)
 ____ (9) Don't Know

9. ***How would rate the financial health/profitability of your company's INDUSTRY?***
 ____ (1) Excellent
 ____ (2) Very Good
 ____ (3) Good
 ____ (4) Fair
 ____ (5) Poor
 ____ (9) Don't Know
10. ***Which ONE of the following do you see as your company's greatest challenge to continued growth for your company? (Check One)***
 ____ (1) Adequate facilities
 ____ (2) Access to capital
 ____ (3) Availability of qualified labor
 ____ (4) Government regulation
 ____ (5) Slow research developments
 ____ (6) Lack of technological innovations
 ____ (7) Lack of local suppliers
 ____ (8) Inadequate transportation
 ____ (9) Other: _____
 ____ (10) Don't Know
11. ***How many employees does your company CURRENTLY employ in the St. Louis metropolitan area?***
 _____ employees
12. ***How many employees did your company employ in the St. Louis area one year ago?***
 _____ employees
13. ***How many employees do you think your company will employ in the St. Louis area one year from now?***
 _____ employees
14. ***How many employees do you think your company will employ in the St. Louis area five years from now?***
 _____ employees

15. *How does your company currently recruit employees? (Check all that apply.)*

- ___(01) Newspaper
- ___(02) Employment Agencies
- ___(03) Job fairs
- ___(04) High Schools
- ___(05) Recruiters
- ___(06) State employment agencies
- ___(07) Colleges and Universities
- ___(08) Trade Publications
- ___(09) In-House Promotion
- ___(10) Referrals/Word of Mouth
- ___(11) Internet
- ___(12) Other _____

16. *Does your company current have any job openings?*

- ___(1) Yes
- ___(2) No

If Yes:

16a. *Approximately how many different types of job openings do you have?* _____

In order to help us identify the employment needs of companies in consturction industry in the St. Louis Area, we have a short, 1-page questionnaire that we would like to fax you about your current job openings. Would you be willing to complete the questionnaire if I sent it to you it to you later today?

If yes, what is your fax number: _____

17. *What is your mailing address:*

Street: _____

City: _____ State: _____ Zip: _____

Thank you for your time, this concludes the survey

Appendix C

Job Vacancy Survey



St. Louis MO-IL
Job Vacancy Survey

Step 1.
Enter your 9 digit Business ID sent to you by mail : (check to autofill next time*)
* disabled in preview

Step 2.
Do you currently have job openings :

Step 3.
Your responses on this form will apply to this job title:

Check here if you could not find a suitable job title. You will be prompted to enter a title.

Step 4.

- You'll be asked a series of questions for each job title with openings
- Please complete a new survey for each unique job title (regardless of the number of openings)
- If there are openings for both full time and part time for the same position, please complete one questionnaire for full time and one for part time
- Only include openings for jobs located in the St. Louis MO-IL MSA

PART I. Salary, Benefits, and Incentives

These responses are for the (**full** time **part** time) **opening(s)**
(repeat survey if you have both full time and part time openings for the same job title)

Number of openings:

Is position(s) year round? Yes No

What is the salary of job opening(s)?
From: \$ to \$ (do not enter \$ sign or commas)

(these figures are): Hourly Monthly Yearly

What benefits and training options does your company offer? (check all that apply)

- Paid vacation and holidays
- Medical insurance
- Dental insurance
- Child care
- Transportation assistance
- On-the-job training
- Internships
- Mentoring
- Other, please specify:
- None
- Don't know/not sure

What financial incentives are offered? (check all that apply)

- Pension program
 - 401K
 - SAR/SEP (401K for small business)
 - Stock options
 - Tuition reimbursement
 - On-going training
 - Bonuses
 - Base plus commission based on sales quota
 - Other, please specify:
 - None
 - Don't know/not sure
-

PART II. Job Requirements

What is the minimum level of experience required?

- No experience required
- Less than 1 year
- 1-3 years
- 4-10 years
- 10+ years
- Other, please specify:
- Don't know/not sure

What is the minimum level of education required?

- Some high school
- High school diploma
- Two year associate degree
- Four year college degree
- Graduate or professional degree
- Professional certification
- Technical certification
- Special training certification
- Other, please specify:
- None
- Don't know/not sure

What BASIC SKILLS does this position require? (check all that apply)

Reading

- None*
- Less than 10th grade level*
- At 10th grade level*
- Greater than 10th grade level*
- Don't know/not sure*

Mathematics

- None*
- Less than 10th grade level*
- At 10th grade level*
- Greater than 10th grade level*
- Don't know/not sure*

Additional

- Listening/following instructions
- Speaking/communicating clearly
- Other, please specify:
- None
- Don't know/not sure

What THINKING SKILLS does this position require? (check all that apply)

- Problem solving/critical thinking
- Decision-making
- Ability to learn new skills
- Understanding charts and graphs
- Other, please specify:
- None
- Don't know/not sure

What WORKPLACE COMPETENCIES are important to this position? (check all that apply)

- Work habits (punctuality, personal hygiene, etc.)
- Interpersonal and team skills
- Leadership
- Acquiring and using information
- Managing time wisely
- Computer literacy/skills
- Technical skills specific to the job
- Other, please specify:
- None
- Don't know/not sure

PART III. Applicant Review

Is this position difficult to fill with applicants having the required experience?

- No difficulty
- Some difficulty
- Great difficulty
- Don't know/not sure

Have applicants met job requirements?

- Matched very well
- Matched well
- Matched somewhat
- Matched very little
- Not at all
- Don't know/not sure

What are the shortcomings of applicants? (check all that apply)

- Poor work ethic
- Communication/interpersonal skills
- Basic math skills
- Writing skills
- Technical skills
- Understanding written information
- Lack of computer skills
- Positive attitude
- Customer service skills
- General knowledge of business or industry
- Other, please specify:
- None
- Don't know/not sure

Thank you for your participation!

Made errors and want to start over?

Click here:

-
1. For questions or contact information [click here](#).
 2. *Cookies must be enabled to have Business ID autofilled
 3. Questionnaire responses of individual companies will be held in strict confidence and no data will be released which identifies individual firms.

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Appendix D

Construction Industry Classification

NAICS Code	Industry
236	<i>Construction of Buildings</i>
23611	Residential Building Construction
23621	Industrial Building Construction
23622	Commercial and Institutional Building Construction
237	<i>Heavy and Civil Engineering Construction</i>
23711	Water and Sewer Line and Related Structures Construction
23712	Oil and Gas Pipeline and Related Structures Construction
23713	Power and Communication Line and Related Structure
23721	Land Subdivision
23731	Highway, Street, and Bridge Construction
23799	Other Heavy and Civil Engineering Construction
238	<i>Specialty Trade Contractors</i>
23811	Poured Concrete Foundation and Structure Contracto
23812	Structural Steel and Precast Concrete Contractors
23814	Masonry Contractors
23815	Glass and Glazing Contractors
23816	Roofing Contractors
23817	Siding Contractors
23819	Other Foundation, Structure, and Building Exterior
23821	Electrical Contractors
23822	Plumbing, Heating, and Air-Conditioning Contractor
23829	Other Building Equipment Contractors
23831	Drywall and Insulation Contractors
23832	Painting and Wall Covering Contractors
23833	Flooring Contractors
23834	Tile and Terrazzo Contractors
23835	Finish Carpentry Contractors
23839	Other Building Finishing Contractors
23891	Site Preparation Contractors
23899	All Other Specialty Trade Contractors

Source: <http://www.census.gov/epcd/www/naics.html>

Appendix E

Construction Companies

A BROOKS PLUMBING CO
A M RICHARDS GLASS CO INC
A MAID & MORE
A S & W WHOLESALE
A1 INTERSTATE MECHANICAL LLC
AAA ACECO PLUMBING-HEATING & AC
AAA APPLIANCE
A-AAA QUICK PLUMBING
A-AGE ELCTRICAL CO INC
AALCO MANUFACTURING CO
ABC MASONRY
ABDELMALEK & ASSOC
ACCENT WINDOWS
ACCORD ELECTRIC
ACCURATE ASPHALT PAVING CO
ADVANCED DRYWALL SYSTEMS
AFFINITY ELECTRICAL CONTRACTING
AFFTON HEATING & AC INC
AIR CLEANING SPECIALISTS INC
ALBERS PAINTING CO INC
ALBERT ARNO INC
AL-DON SERVICES INC
ALL AMERICAN PAINTING COMPANY
ALL PURPOSE ERECTORS
ALL SEASONS HEATING & COOLING
ALLIANCE ELECTRICAL CONTRACTORS
ALLIED BUILDERS CORP
ALL-METRO SVC INC
ALL-SYSTEMS WATERPROOFING INC
ALSIDE SUPPLY CENTER
ALSIDE SUPPLY CENTER
ALTMAN CHARTER CO
ALTON PUBLIC WORKS DEPARTMENT
ALTON SHEET METAL CORP
ALWINS INC
AMC TILE SUPPLY
AMERICAN BUILDING CONTRACTORS
AMERICAN HOME HEATING & AC
AMERICAN ROOFING & EXTERIORS
AMF ELECTRICAL CONTRACTORS
AMHERST CORP
ANDERSIEN ROOFING & CONSTRUCTION
APPLETREE CONSTRUCTION INC
ARCHADECK
ARCHWAY INDUSTRIAL COATINGS
ARCHWAY PLUMBING & MECHANICAL
ARCO CONSTRUCTION COMPANY
ARCO REFRIGERATION
ARNOLD CITY PUBLIC WORKS DEPT
ARROW DRILLING
ARROW TRENCHING & EXCAVATING
AS HEATING & COOLING
AUGUSTINE PLUMBING
AUTHORIZED ELEVATOR
AUTOMATIC CLIMATE CONTROL HEATING
AVAILABLE ASPHALT
AVERILL HEATING & AIR CONDITIONING
B&D PAVEMENT MAINTENANCE
B&K TUCK POINTING & CAULKING
B&L ASPHALT PAVING
BADE ROOFING & SHEET METAL CO
BAILEY EXCAVATING
BANTA & STUDE CONSTRUCTION CO
BARTHELMASS PAINTING CORP
BAY TECH ROOFING DIV
BECKS CARPET & TILE
BECKYS CARPET & TILE
BECKYS CARPET & TILE
BECKYS CARPET & TILE SUPERSTORE
BECKYS CARPET & TILE SUPERSTORE
BELLEVILLE MECHANICAL INC
BELLON WRECKING & SALVAGE CO
BEL-O SALES & SVC INC
BEL-O-COOLING & HEATING
BENDLER BOILER & MECHANICAL COMPANY
BERRETT HEATING & COOLING INC
BESEDA PRO FLOORING
BEST STEEL ERECTORS INC
BIG JOHNS REMODELING INC
BILL DYE PLUMBING COMPANY INC
BI-STATE POOL & SPA
BI-STATE UTILITIES CO
BLANDS SEWER & WATER INC
BLUE CASTLE CONTRACTING INC
BOARDWALK HARDWOOD FLOORS WEST
BOB METAL FABRICATORS INC
BOB RAEKER PLUMBING COMPANY
BOSKO MACHINERY
BRASE ENTERPRISES
BRAUER SUPPLY COMPANY
BROADVIEW SCREEN CO
BRUOHN INC
BSI CONSTRUCTORS INC
BUILDERS BLOC INC
BULTER HOME IMPROVEMENT
BUSKEN CONSTRUCTION INC
BUTLER ELECTRICAL CONTRACTING

C & S POOL CONTRACTORS
C&C CONCERNS
CALDWELL CONTRACTING
CAPITAL RESTORATION & PAINTING
CAPRI POOLS
CARDINAL ACCOUSTICS
CARPENTERS DISTRICT COUNCIL
CARPENTRY PLUS
CARPET MART INC
CARRIER CORP
CARTER-WATERS CORP
CASEY ELECTRIC
CBA SEWER SERVICE INC
CDE INC
CEC ELECTRIC CONTRACTING
CECO CORP
CEILING SYSTEMS
CENTIMARK CORP
CENTRAL FENCE CO
CENTRAL STATES WATERPROOFING
CENTURY SERVICE & CONSTRUCTION INC
CERAMIC TILE LIBRARY
CHAMBERS EXCAVATING
CHANTILLY CABINET & FIXTRURE
CHARLES F VATTEROTT FAMILY CO
CHESTERFIELD SERVICE INC
CHUGACH-MCKINLEY SERVICE
CKC WOODWORKS
CLASSIC POOLS
CLASSIC WOODWORKING
CLEAN SWEEP SERVICE CO
CNC ELECTRIC
COATINGS APPLICATION CO
COATINGS UNLIMITED INC
COBAK TOOL & MANUFACTURING CO
COLLINSVILLE CUSTOM KITCHENS
COMMERCIAL COILS INC
COMMERCIAL FABRICATIONS
COMMERCIAL STEAM CLEANERS INC
COMMERCIAL WOODWORKING COMPANY
COMPLETE COMFORT HEATING & COOLING
COMPLETE ROOFING CO
CONSOLIDATED CONSTRUCTION GROUP
CONTEMPORARY CARPET CONTRACTOR
CONTI ELECTRIC INC
CONTRACT PAINTING SERVICES
COOL RUNNING AC & HEATING
COOLAIRE CO
CORDRAY WOOD & CHAINLINK
CORNERSTONE FLOORING
CORVERA ABATEMENT TECHNOLOGIES
COX & SONS
CRAFTSMEN INTERIORS INC
CREATIVE FLOORING BY DESIGN

CROWN ELECTRICAL CONTRACTING
CROWN REINFORCING INC
CULLEN CONCRETE
CURRAN CO
CUSTOM CONCEPTS
CUSTOM PAINTING & DRYWALL INC
CY WUEBBELS & SONS PAINTING
D & K BACKHOE
DAECH & BAUER ROOFING
DAN MILBOURN CONSTRUCTION
DAVID HACKETT & ASSOC INC
DAVID J HYDE & ASSOC INC
DEGENHARDT HEATING & COOLING
DEIBERT ELECTRICAL INC
DEP BUILDERS SUPPLY
DESCO SYSTEMS
DESIGN AIRE INC HEATING&COOLING
&FRANK F
DICKHERBER ELECTRIC INC
DIERKES PLUMBING & HEATING CO INC
DIPPEL PLUMBING & HEATING CO
DIRTBUSTERS INC
DIVERSIFIED COATINGS INC
DIVERSIFIED CONTRACTORS
DKI MFG
DNR ELECTRIC
DON KISKER GRADING & EXCAVATING
DORVIN ELECTRICAL INC
DOUG WHITE LUMBER INC
DRDA ELECTRIC CONTRACTING
DRURY DEVELOPMENT CORP
DUANES CABINETS INC
DUKES GROUP
DULLE CONSTRUCTION
EBTECH INDUSTRIAL OFFICES
ECKELKAMP ELECTRIC CO
EDS PAINTING
EDWARD SIMON PAINTING CO
EF STABLER
EHRLICH
KITCHEN&BATH/HEATING&COOLING
EL AUSTIN PLUMBING INC
ELESTIZELL OF ST LOUIS INC
EMBASSY ARCHITECTURAL WOODWORK
EMERGENCY HEATING & COOLING
ENGINEERED DESIGNED FACILITIES
ENGLISH SWEEP
ENVIRONMENTAL OPERATIONS INC
ERNST HEATING COOLING
EXECUTIVE HOMES INC
EXECUTIVE WOOD PRODUCTS
FABRICATION SPECIALIST
FACCIN CONSTRUCTION CO
FARMERS CO-OP ELEVATOR ASSN

FASZOLD SERVICE CO
FAWCETT CORP
FCS CONSTRUCTION
FDL MECHANICAL CONTRACTORS
FININTERIORS INC
FISCHER & FRICHEL INC
FISCHER OIL COMPANY
FITZGERALD ROOFING CO
FLOWER HOMES
FLYNN DRILLING CO
FONTANA ASPHALT
FRANCE MECHANICAL CORPORATION
FRANK C MITCHELL CO
FRAZIER DAVIS CONSTRUCTION
FRED TERBROCK & SONS INC
FRED WEBER INC
FREDERIC ROOFING & SHEET METAL
FREISE CONSTRUCTION CO
FRU-CON CONSTRUCTION CORPORATION
FURNACE MAN HEATING & COOLING
FUTURE AIRE
G&W ROOFING
GA CHOTT & ASSOC INC
GAINES HVAC INC
GARDNER ELECTRIC
GATES MANUFACTURING CO
GATEWAY CO
GATEWAY ELECTRIC INC
GATEWAY ELEVATOR INC
GATEWAY FABRICATORS LLC
GATEWAY GUNITE CONSTRUCTION INC
GATEWAY ROOFING LLC
GBI INC
GCO CARPET OUTLET
GEEDING CONSTRUCTION
GEORGE A COLLINS & SONS INC
GEORGEWITZ CONTRACTING CO
GERARD CHIMNEY COMPANY
GH REICH CORDIA PLUMBING INC
GH VOSS CO INC
GL WARREN CONSTRUCTION
GLEESON ASPHALT INC
GOAD COMPANY
GOODWIN BROTHERS CONSTRUCTION CO
GOULD FLOORING SERVICE INC
GROSSMAN ROOFING INC
GT LAWLOR CONSTRUCTION CO
GUARANTEE INTERIORS INC
HACKMANN LUMBER & HOME CENTER
HAMILTON ROOFING
HANCO INSULATION INC
HANKINS CONSTRUCTION COMPANY
HARKE HEATING & AC
HARRIS DRILLING SVC INC

HARSTER HEATING & AIR
HARTFORD PUBLIC WORK DEPT
HAVENS CONTRACTING
HEINTZ STEEL & MANUFACTURING
COMPANY
HELMKAMP CONSTRUCTION COMPANY
HERB YATES ROOFING COMPANY
HIGHWAY DEPT
HIMSTEDT ROOFING INC
HIRTH PLUMBING & HEATING
HOLLAND CONSTRUCTION SERVICES
HOLLAND HINRICHS INC
HOLLARAN CONTRACTING
HOUSE DOCTORS HANDYMAN SERVICE
HOUSEMAN SUPPLY INC
HOWELL & SONS GRADING
HUBBARD CONSTRUCTION COMPANY INC
HUDSON SERVICES INC
INDIAN HILLS SWIM CLUB
INTEGRA CONSTRUCTION INC
INTERIOR BY DESIGN
INTERIOR CONSTRUCTION
J & J BORING
J F ELECTRIC
JA MILLS BUILDER INC
JA WACHTER
JACOBSMEYER-MAULDIN CONSTRUCTION
JANSCO STEEL INC
JDS MASONRY INC
JE FOSTER BUILDING COMPANY
JEFFERSON COUNTY PUBLIC WORKS
DEPARTMENT
JENNINGS STREET DEPARTMENT GARAGE
JERRYS AIR CONDITIONING COMPANY
JERRYS QUALITY WOODWORKS
JET AEROBICS INC
JETCO HEATING & AIR CONDITIONING
JIM DROSTE CARPENTRY INC
JIMS HEATING & COOLING
JJ KOKESH & SON CO
JOHNS CRANE & EQUIPMENT CO
JOLTRAN COMMUNICATIONS INC
K BATES STEEL SERVICE
KARSTEN EQUIP CO
KATSAM ENTERPRISES
KENRICK DESIGN CONSTRUCTION
KEVMAR
KONE
L KRUPP CONSTRUCTION INC
LANGHAUSER SHEET METAL CO
LAUNER VOSS STEEL FABRICATORS
LAWN SYSTEMS INC
LEMAY PLUMBING INC
LENNOX INDUSTRIES INC

LIMITED LEASING
LINCOLN COUNTY HWY DEPARTMENT
LINDA M ROMBACH CLEANING
LINDBERG WATERPROOFING INC
LONG PAVING & EXCAVATION
LOWES
LOWES
LOWES
LOWES
LUHR BROTHERS INC
M J BEHLMANN CONSTRUCTION COMPANY
MADISON COMPANY ROOFING & HOME
MALONE CONSTRUCTION
MANCHESTER ELECTRICAL CONTRACTORS
MANUFACTURED HOME CENTER
MCBRIDE & SON
MID-RIVER ASPHALT INC
MILLER PLUMBING & TUBLINERS
MISSISSIPPI VALLEY ROOFING INC
MISSOURI BRICK & SUPPLY CO
MODERN KITCHENS & BATHS
MONTEREY HOMES INC
MOSBY BUILDING ARTS LTD
MULLIGAN CONSTRUCTION INC
MUNIC LEISURE CENTER INC
NATIONAL KITCHEN & BATH
NELSON DEVELOPMENTS
NOECKER HOME IMPROVEMENT
ODESCO INDUSTRIAL SERVICES INC
OFALLON PLUMBING INC
OH TOOLS
ON POINT CONTRACTORS
ONEIL BUILDINGS
ONYX PRECISION SERVICE
PAUL DAVIS RESTORATION
PERFORMANCE ROOFING INC
PERNIKOFF CONSTRUCTION COMPANY
PHELPS CONSTRUCTION
POENITSKE FLOORING & REMODELING
PORTA FAB CORP
QUALITY CONSTRUCTION
ROBERTS ENVIRONMENTAL DRILLING INC
ROTO-ROOTER SERVICES COMPANY
SCHINDLER ELEVATOR CORP
SCHLUETER PAINTING INC
SCHMEERBAUCH CONTRACTING INC
SCHNEIDER HEATING-COOLING &
PLUMBING
SCOBIS CO
SEALS ENTERPRISES INC
SEILING SUPPLY INC
SESCO SERVICES CORP
SEPTIC SERVICES INC
SERVICE NOW & RICOTTA MECHANICAL

SEVERN TRENT PIPELINE SERVICE INC
SEYER INDUSTRIES INC
SHAFERS EXCAVATING
SHARP ERECTORS INC
SHAWS CUSTOM CABINETS
SPECTRA PAINTING INC
SPRINGMAN INC
ST ANN PUBLIC WORKS GARAGE
ST CHARLES HARDWOODS INC
ST CHARLES PUBLIC WORKS WATER
ST CLAIR ALUMINUM & CONSTRUCTION INC
ST CLAIRE TOWNSHIP ROAD DEPARTMENT
ST JOHN DEVELOPMENT CORPORATION
ST LOUIS ELEVATOR
ST LOUIS PAVING INC
ST LOUIS ROOFING COMPANY
STEVENS PAINTING
STILLWATER TRAILER MANUFACTURING
STOFFMEYER BRICK & STONE INC
STUART DEAN CO
SUNDERMEYER LIMITED
T J AHRENS EXCAVATING
TAYLOR EXCAVATION
TERMINUS TECHNOLOGIES INC
THE TILE SHOP
THUNDER ELECTRIC INC
THYSSEN KRUPP ELEVATOR
TISHLER INDUSTRIES INC
TOENJES BRICK CONTRACTING
TOENNIES SERVICE COMPANY
TRIAD INDUSTRIES
TRIO PLUMBING COMPANY
UNIVERSE CORP
VIKING STEEL ERECTION CO INC
WARD HEATING & COOLING INC
WARNECKE BUILDING RESTORATION
WC BEISER CONCRETE CO
WEGMAN ELECTRIC
WEGMAN ELECTRICAL CO
WEIR HEATING & COOLING
WEIS COMFORT SYSTEMS INC
WHOLESALE WINDOW & DOOR
WILLIAM MAHN PLUMBING INC

Appendix F

“Other” Challenges to Continued Growth

The table below summarizes the respondent “Other” challenges to continued growth responses into categories.²³

“Other” Challenges to Growth in the Construction Industry, 2006

Category	%
Competition	29.1
Economy	28.6
Industry Issues	13.2
Cost to Run Company	12.1
No Challenges	7.9
Cost of Fuel	6.6
Not Specified	2.5

²³ *“Other”* challenges to continued growth (n=89). Percentages based on those respondents that gave further information (n=87). Two responded other but gave no further detail.

Appendix G

“Other” Recruitment Methods

The table below summarizes the respondent “Other” preferred recruitment methods into categories.²⁴

“Other” Preferred Recruitment Methods in the Construction Industry, 2006

Category	%
Union/Contractor/Trade Organization	83.1
In Office/Walk-Ins	7.5
Tech Schools	3.8
None/Don't Know	2.5
Other Agencies	2.5
Elected Personnel	0.6

²⁴ *“Other”* methods of recruitment (n=160)

Appendix H

Vacancies by Occupation in the Construction Industry, 2006

41-2031.00	Retail Salespersons	263
47-2031.01	Construction Carpenters	223
47-2061.00	Construction Laborers	170
47-2141.00	Painters, Construction and Maintenance	168
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	76
11-9021.00	Construction Managers	69
49-9021.01	Heating and Air Conditioning Mechanics	57
47-2152.02	Plumbers	52
51-7011.00	Cabinetmakers and Bench Carpenters	49
53-3032.01	Truck Drivers, Heavy	41
47-2181.00	Roofers	35
47-4011.00	Construction and Building Inspectors	32
47-2111.00	Electricians	30
51-4121.00	Welders, Cutters, Solderers, and Brazers	28
43-5081.03	Stock Clerks- Stockroom, Warehouse, or Storage Yard	28
47-4071.00	Septic Tank Servicers and Sewer Pipe Cleaners	28
47-2073.01	Grader, Bulldozer, and Scraper Operators	24
27-1025.00	Interior Designers	18
43-9061.00	Office Clerks, General	18
47-2221.00	Structural Iron and Steel Workers	17
49-3042.00	Mobile Heavy Equipment Mechanics, Except Engines	16
49-9052.00	Telecommunications Line Installers and Repairers	15
49-9042.00	Maintenance and Repair Workers, General	14
43-4171.00	Receptionists and Information Clerks	14
29-9012.00	Occupational Health and Safety Technicians	9
13-1051.00	Cost Estimators	9
53-7032.01	Excavating and Loading Machine Operators	8
47-2011.00	Boilermakers	8
53-3032.02	Tractor-Trailer Truck Drivers	7
29-9011.00	Occupational Health and Safety Specialists	7
43-6011.00	Executive Secretaries and Administrative Assistants	7
33-9032.00	Security Guards	7
47-2051.00	Cement Masons and Concrete Finishers	7
47-2073.02	Operating Engineers	7
51-4031.03	Press and Press Brake Machine Setters and Set-Up Operators, Metal and Plastic	7
47-2081.02	Drywall Installers	7
53-7051.00	Industrial Truck and Tractor Operators	7
47-2211.00	Sheet Metal Workers	7
47-3013.00	Helpers--Electricians	7
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	7
49-2022.00	Telecommunications Equipment Installers and Repairers, Except Line Installers	7
51-9198.01	Production Laborers	7
51-8031.00	Water and Liquid Waste Treatment Plant and System Operators	1
33-9011.00	Animal Control Workers	1

The Workforce Information System is a project of the
MIDAS unit of the PUBLIC POLICY RESEARCH CENTER,
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