
SURVEY OF JOB OPENINGS IN THE

ST. LOUIS METROPOLITAN

STATISTICAL AREA:

May 2007

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

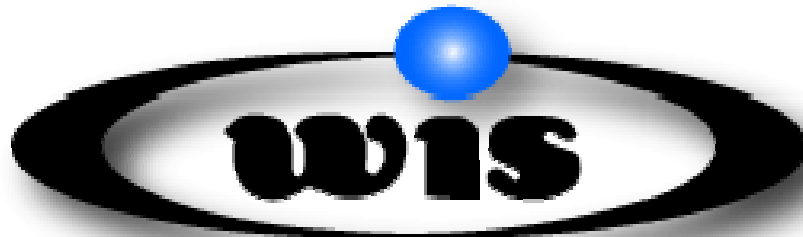


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About the Survey

Since October 2001, the PPRC has conducted a Job Vacancy Survey in the St. Louis MSA twice annually.¹ While the Job Vacancy Survey is conducted in 12 counties of the St. Louis MSA, the survey effort is directly supported by the Workforce Investment Boards in the City of St. Louis, St. Louis County, St. Charles County, Jefferson, and Franklin counties in Missouri and Madison and St. Clair counties in Illinois.

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 Job Vacancy Survey provides a current estimation of job vacancies within the St. Louis MSA. 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 within the St. Louis MSA.

The Job Vacancy Survey provides an estimate of job vacancies in a timely (every six months) and consistent method. 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.

This Job Vacancy Survey focuses on the job vacancies in the St. Louis MSA in May 2007.

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.

Survey Results: Overall

The results of the May 2007 St. Louis MSA Job Vacancy Survey show that there are 31,936 estimated job vacancies.

Estimated Job Vacancies for St. Louis MSA

	Total	%
Full - time	18,923	59.3
Part- time	12,915	40.4
Not Provided	98	0.3
Total	31,936	100.0

** Not provided includes don't know/not sure and refused to answer*

Geography

Six counties in the St. Louis MSA comprise 96.5 percent of estimated job vacancies: *St. Louis County, St. Louis City, St. Charles County* and *Jefferson County* in Missouri, and *St. Clair* and *Madison Counties* in Illinois. The Missouri counties in the St. Louis MSA account for 88.2 percent of all estimated job vacancies, while the Illinois counties account for 11.8 percent.

Estimated Job Vacancies by County for St. Louis MSA

County	Total	%
St. Clair County, IL	2,210	58.7
Madison County, IL	1,273	33.8
Monroe County, IL	0	0.0
Clinton County, IL	121	3.2
Jersey County, IL	159	4.2
Illinois Total	3,763	11.8
St. Louis County, MO	16,858	59.8
St. Louis City, MO	4,653	16.5
St. Charles County, MO	4,536	16.1
Jefferson County, MO	1,277	4.5
Franklin County, MO	757	2.7
Lincoln County, MO	71	0.3
Warren County, MO	21	0.1
Missouri Total	28,173	88.2
St. Louis MSA Total	31,936	100.0

Industry

Five industries in the St. Louis MSA constitute 65.9 percent of all the estimated job vacancies: *Accommodation and Food Service, Healthcare and Social Assistance, Retail Trade, Educational Services, and Finance and Insurance.*

Estimated Job Vacancies by Industry for St. Louis MSA

Industry	Total	%
Accommodation and Food Services	6,458	20.2
HealthCare and Social Assistance	6,124	19.2
Retail Trade	4,879	15.3
Educational Services	1,798	5.6
Finance and Insurance	1,794	5.6
Admin. and Support and Waste Mngt and Remediation Svcs	1,504	4.7
Other Services (except Public Administration)	1,490	4.7
Manufacturing	1,331	4.2
Professional, Scientific, and Technical Services	1,314	4.1
Transportation and Warehousing	1,123	3.5
Real Estate and Rental and Leasing	822	2.6
Wholesale Trade	809	2.5
Construction	708	2.2
Arts, Entertainment, and Recreation	651	2.0
Public Administration	550	1.7
Information	506	1.6
Utilities	42	0.1
Agriculture, Forestry, Fishing and Hunting	26	0.1
Mining	7	0.0
Total	31,936	100.0

Experience

Over fifty percent (52.5%) of estimated job vacancies in the St. Louis MSA require *entry-level* experience (*less than 1 year or no experience*), whereas 36.1 percent of the estimated job vacancies require *experienced* workers. (*1–3 years: 29.0%; 4–10 years: 6.7%; 10+ years: 0.4%*).

Estimated Job Vacancies by Experience Required for St. Louis MSA

	Entry-Level		Experienced		All Other*	
	Total	%	Total	%	Total	%
St. Louis MSA	16,753	52.5	11,539	36.1	3,644	11.4

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

Estimated Job Vacancies by Experience Required and Industry for St. Louis MSA

Industry	Entry-Level		Experienced		All Other*	
	Total	%	Total	%	Total	%
Accommodation and Food Services	5,527	33.0	847	7.3	84	2.3
HealthCare and Social Assistance	2,170	13.0	2,010	17.4	1,944	53.3
Retail Trade	3,081	18.4	1,600	13.9	198	5.4
Educational Services	629	3.8	696	6.0	473	13.0
Finance and Insurance	420	2.5	1,268	11.0	106	2.9
Admin. and Support and Waste Mngt and Remediation Svcs	975	5.8	451	3.9	78	2.1
Other Services (except Public Administration)	931	5.6	552	4.8	7	0.2
Manufacturing	345	2.1	736	6.4	250	6.9
Professional, Scientific, and Technical Services	306	1.8	979	8.5	29	0.8
Transportation and Warehousing	489	2.9	506	4.4	128	3.5
Real Estate and Rental and Leasing	303	1.8	416	3.6	103	2.8
Wholesale Trade	344	2.1	419	3.6	46	1.3
Construction	323	1.9	362	3.1	23	0.6
Arts, Entertainment, and Recreation	416	2.5	149	1.3	86	2.4
Public Administration	245	1.5	272	2.4	33	0.9
Information	249	1.5	210	1.8	47	1.3
Utilities	0	0.0	33	0.3	9	0.2
Agriculture, Forestry, Fishing and Hunting	0	0.0	26	0.2	0	0.0
Mining	0	0.0	7	0.1	0	0.0

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

Reading and Math Requirements

The majority of the estimated job vacancies required reading skills² at a *10th grade level or higher* (83.2%) while required math skills³ were somewhat less at 74.8 percent at the same level.

Percent of Estimated Job Vacancies by Reading and Math Skills Required for St. Louis MSA

Skills required	Reading	Math
< 10th grade	11.7	12.7
10th grade	16.8	19.1
>10th grade	66.4	55.7
No Skills Required	5.1	12.5
Total	100.0	100.0

Education

The majority of estimated job vacancies in the St. Louis MSA (61.3%) require a *high school diploma or less*. Another 22.9 percent of estimated job vacancies require an *associate's degree or higher*, and 9.7 percent of estimated job vacancies require *special, technical or professional certification* (see table below).

² Percentages base on the total number of estimated job vacancies in which reading skills required was reported (n=30,232).

³ Percentages base on the total number of estimated job vacancies in which math skills required was reported (n=30,411).

Percent of Estimated Job Vacancies by Preferred Education for St. Louis MSA

	High school or Less	AA Degree - Graduate Degree	Certification	All other*
St. Louis MSA	61.3	22.9	9.7	6.1

Percent of Estimated Job Vacancies by Preferred Education and Experience Required for St. Louis MSA

Experience Required	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Entry-Level	80.6	11.2	4.8	3.4
Experienced	45.3	38.5	10.9	5.2
All Other**	23.2	27.3	28.2	21.3

Percent of Estimated Job Vacancies by Industry and Preferred Education for St. Louis MSA

Industry	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Accommodation and Food Services	96.9	0.9	0.2	2.1
HealthCare and Social Assistance	30.9	29.4	28.9	10.8
Retail Trade	77.3	15.2	2.3	5.1
Educational Services	18.8	61.7	7.1	12.4
Finance and Insurance	50.6	45.2	0.6	3.6
Admin. and Support and Waste Mngt and Remediation Svcs	46.8	31.6	10.0	11.6
Other Services (except Public Administration)	53.2	17.5	24.7	4.6
Manufacturing	42.9	39.2	13.7	4.2
Professional, Scientific, and Technical Services	56.0	38.1	3.8	2.1
Transportation and Warehousing	83.7	5.3	7.6	3.5
Real Estate and Rental and Leasing	63.4	19.2	7.8	9.6
Wholesale Trade	69.7	21.9	6.6	1.9
Construction	69.1	24.2	6.1	0.7
Arts, Entertainment, and Recreation	82.2	3.8	0.8	13.2
Public Administration	40.9	46.0	6.4	6.7
Information	62.1	31.0	2.8	4.2
Utilities	7.1	83.3	0.0	9.5
Agriculture, Forestry, Fishing and Hunting	100.0	0.0	0.0	0.0
Mining	28.6	71.4	0.0	0.0

* 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

Wages

Of the estimated job vacancies⁴ in the St. Louis MSA for May 2007, 45.7 percent offer *less than \$8.00 per hour* while 34.0 percent offer *\$8.00 – \$14.99 per hour*. Another 20.3 percent of estimated job vacancies offer *\$15.00 or more per hour*.

Estimated Job Vacancies by Wage for St. Louis MSA

Wage	Total
< \$8.00	9,773
\$8.00- \$14.99	7,280
\$15.00+	4,336
Total	21,389

Estimated Job Vacancies by Wage and Experience Required for St. Louis MSA

Wage	Entry-Level	Experienced	All Other*
< \$8.00	8,405	1,334	34
\$8.00- \$14.99	4,423	2,502	355
\$15.00+	1,031	2,879	426
Total	13,859	6,715	815

Percent of Estimated Job Vacancies by Wage and Experience Required for St. Louis MSA

Wage	Entry-Level	Experienced	All Other*
< \$8.00	60.6	19.9	4.2
\$8.00- \$14.99	31.9	37.3	43.6
\$15.00+	7.4	42.9	52.3
Total	100.0	100.0	100.0

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

⁴ Percentages based on the total number of estimated job vacancies where wage was reported (n=21,389).

Benefits and Training

In terms of benefits and training offered, 78.4 percent of estimated job vacancies in the St. Louis MSA provide *on-the-job training* along with 45.0 percent providing *mentoring*. Over half of the estimated job vacancies provide *medical* (65.0%), *vacation* (62.1%) and *dental* (56.6%) benefits.⁵

Estimated Job Vacancies by Benefits and Training Offered for St. Louis MSA

Benefit and Training	%
On the Job Training	78.4
Medical	65.0
Vacation	62.1
Dental	56.5
Mentoring	45.0

Incentives

In terms of incentives offered, 74.1 percent of estimated job vacancies in the St. Louis MSA provide *ongoing training*. Less than half of the estimated job vacancies provide *401k* (45.7%) and *bonus* (42.3%) incentives.⁶

Estimated Job Vacancies by Incentives by for St. Louis MSA

Incentives	%
Ongoing Training	74.1
401K	45.7
Bonus	42.3
Tuition	33.2
Pension	30.2
Commission	14.0
Stock	11.8
SAR	3.7

⁵ Percentages base on the total number of estimated job vacancies in which one or more of the benefits and training offered was reported (n=30,392).

⁶ Percentages base on the total number of estimated job vacancies in which one or more of the incentives offered was reported (n=30,371).

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 62.4 percent of the estimated job vacancies, skills *matched somewhat*, *matched very little* or *matched not at all*. For 37.6 percent of the estimated job vacancies, applicants' skills and required job skills *matched well* or *matched very well*.⁷

Estimated Job Vacancies by Applicant and Job Requirement Match for St. Louis MSA

Skill Match	%
Matched Very Well	9.8
Matched Well	27.8
Matched Somewhat	52.2
Matched Very Little	9.5
Matched Not At All	0.6
Total	100.0

Difficulty Finding Applicants

Employers in the St. Louis MSA reported that for more than half of estimated job vacancies, they had *some difficulty* (62.0%) or *great difficulty* (14.2%) finding qualified applicants. For 23.8 percent of the estimated job vacancies, they indicate *no difficulty* finding qualified applicants.⁸

Percent of Estimated Job Vacancies by Difficulty Finding Qualified Applicants and Experience Required for St. Louis MSA

	Entry-Level	Experienced	Total
No Difficulty	30.3	12.5	23.8
Some Difficulty	59.7	67.6	62.0
Great Difficulty	10.1	19.9	14.2
	100.0	100.0	100.0

⁷ 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= 24,215).

⁸ 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=15,989; Experienced n=8,563; Total n=25,038).

Shortcomings of Recent Applicants

Two of the most frequently cited shortcomings of recent applicants are *lack of positive attitude* and *poor customer service skills* (see table below).⁹

Percent of Estimated Job Vacancies by Shortcomings of Recent Applicants for St. Louis MSA

Shortcomings	%
Lack of Positive Attitude	69.1
Poor Customer Service Skills	64.8
Poor Work Ethic Skills	59.1
Poor Communication Skills	54.0
Lack of Industry Knowledge	47.8
Inability to Understand Written Information	29.8
Poor Technical Skills	28.7
Poor Writing Skills	24.4
Lack of Computer Skills	16.7
Poor Basic Math	16.6

Workplace Competencies

The following table lists personal attributes considered *important* to the job performance of a worker in the St. Louis MSA.¹⁰

Percent of Estimated Job Vacancies by Workplace Competencies Rated as Important for St. Louis MSA

Workplace Competencies	%
Team Skills	90.9
Work Habits	83.3
Managing Time Wisely	81.1
Acquiring and Using Information	78.8
Leadership	67.6
Job Specific Skills	62.6
Computer Literacy	60.4

⁹ 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=23,902).

¹⁰ 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=30,536).

Thinking Skills

The following table lists thinking skills considered *important* to the job performance of a worker in the St. Louis MSA.¹¹

**Percent of Estimated Job Vacancies
by Thinking Skills Rated as
Important for St. Louis MSA**

Thinking Skills	%
Learning New Skills	87.8
Decision-Making	87.0
Critical Thinking	84.4
Understanding Charts	44.3

Occupations

Eight occupations in the St. Louis MSA represent 31.3 percent of the estimated job vacancies.

**Percent of Estimated Job Vacancies by Selected Occupations
for the St. Louis MSA**

Occupation	%
Retail Salespersons	7.3
Combined Food Preparation and Serving Workers, Including Fast Food	5.9
Registered Nurses	4.7
Waiters and Waitresses	4.2
Cashiers	2.6
Loan Officers	2.3
First-Line Supervisors/Managers of Food Preparation and Serving Workers	2.2
Hairdressers, Hairstylists, and Cosmetologists	2.0
Total	31.3

For more detailed information on the reported occupations, please visit <http://pprc.umsl.edu/wis/>.

¹¹ 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=27,950).

Survey Results: Entry-Level

The results of the May 2007 St. Louis MSA Job Vacancy Survey show that there are 16,753 *entry-level* estimated job vacancies.

Entry-Level Estimated Job Vacancies for St. Louis MSA

	Total	%
Full-time	6,985	41.7
Part-time	9,759	58.3
Not Provided	9	0.1
Total	16,753	100.0

** Not provided includes don't know/not sure and refused to answer*

Geography

Five counties in the St. Louis MSA comprise 90.2 percent of *entry-level* estimated job vacancies: *St. Louis County, St. Charles County, St. Louis City* and *Jefferson County* in Missouri, and *St. Clair County* in Illinois. The Missouri counties in the St. Louis MSA account for 85.2 percent of all *entry-level* estimated job vacancies, while the Illinois counties account for 14.8 percent.

Entry-Level Estimated Job Vacancies by County for St. Louis MSA

County	Total	%
St. Clair County, IL	1,500	60.5
Madison County, IL	796	32.1
Jersey County, IL	103	4.2
Clinton County, IL	81	3.3
Monroe County, IL	0	0.0
Illinois Total	2,480	14.8
St. Louis County, MO	7,715	54.1
St. Charles County, MO	2,981	20.9
St. Louis City, MO	1,952	13.7
Jefferson County, MO	957	6.7
Franklin County, MO	613	4.3
Lincoln County, MO	34	0.2
Warren County, MO	21	0.1
Missouri Total	14,273	85.2
St. Louis MSA Total	16,753	100.0

Industry

Five industries in the St. Louis MSA constitute 75.7 percent of all the *entry-level* estimated job vacancies: *Accommodation and Food Service, Retail Trade, Healthcare and Social Assistance, Administrative and Support and Waste Management and Remediation Service* and *Other Services (except Public Administration)*.

Entry-Level Estimated Job Vacancies by Industry for St. Louis MSA

Industry	Total	%
Accommodation and Food Services	5,527	33.0
Retail Trade	3,081	18.4
HealthCare and Social Assistance	2,170	13.0
Admin. and Support and Waste Mngt and Remediation Svcs	975	5.8
Other Services (except Public Administration)	931	5.6
Educational Services	629	3.8
Transportation and Warehousing	489	2.9
Finance and Insurance	420	2.5
Arts, Entertainment, and Recreation	416	2.5
Manufacturing	345	2.1
Wholesale Trade	344	2.1
Construction	323	1.9
Professional, Scientific, and Technical Services	306	1.8
Real Estate and Rental and Leasing	303	1.8
Information	249	1.5
Public Administration	245	1.5
Total	16,753	100.0

Experience

Over fifty percent (52.5%) of estimated job vacancies in the St. Louis MSA require *entry-level* experience (*less than 1 year or no experience*). Of the 16,753 *entry-level* estimated job vacancies 81.4 percent require *no experience* with the other 18.6 percent requiring *less than one year* of experience (see table below).

Entry-Level Estimated Job Vacancies by Experience Required and Industry for St. Louis MSA

Industry	No Experience		Less than One Year		Entry-Level	
	Total	%	Total	%	Total	%
Accommodation and Food Services	4,710	34.6	817	26.2	5,527	33.0
Retail Trade	2,408	17.7	673	21.6	3,081	18.4
HealthCare and Social Assistance	1,448	10.6	722	23.1	2,170	13.0
Admin. and Support and Waste Mngt and Remediation Svcs	891	6.5	84	2.7	975	5.8
Other Services (except Public Administration)	599	4.4	332	10.6	931	5.6
Educational Services	556	4.1	73	2.3	629	3.8
Transportation and Warehousing	468	3.4	21	0.7	489	2.9
Finance and Insurance	322	2.4	98	3.1	420	2.5
Arts, Entertainment, and Recreation	383	2.8	33	1.1	416	2.5
Manufacturing	339	2.5	6	0.2	345	2.1
Wholesale Trade	344	2.5	0	0.0	344	2.1
Construction	231	1.7	92	2.9	323	1.9
Professional, Scientific, and Technical Services	260	1.9	46	1.5	306	1.8
Real Estate and Rental and Leasing	280	2.1	23	0.7	303	1.8
Information	218	1.6	31	1.0	249	1.5
Public Administration	175	1.3	70	2.2	245	1.5
Total	13,632	100.0	3,121	100.0	16,753	100.0

Education

The majority of *entry-level* estimated job vacancies in the St. Louis MSA (80.6%) require a *high school diploma or less*. Another 11.2 percent of *entry-level* estimated job vacancies require an *associate's degree or higher*, and 4.8 percent of *entry-level* estimated job vacancies require *special, technical or professional certification* (see table below).¹²

¹²3.4% of *entry-level* estimated job vacancies had no Preferred Education indicated (n=569).

Percent of Entry-Level Estimated Job Vacancies by Preferred Education and Experience Required for St. Louis MSA

Experience Required	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Entry-Level	80.6	11.2	4.8	3.4

Percent of Entry-Level Estimated Job Vacancies by Industry and Preferred Education for St. Louis MSA

Industry	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Accommodation and Food Services	98.8	0.6	0.0	0.6
Retail Trade	95.4	1.1	1.0	2.5
HealthCare and Social Assistance	42.6	27.8	13.3	16.3
Admin. and Support and Waste Mngt and Remediation Svcs	61.0	35.2	3.2	0.6
Other Services (except Public Administration)	54.4	10.2	35.4	0.0
Educational Services	39.6	39.7	7.9	12.7
Transportation and Warehousing	99.4	0.2	0.2	0.2
Finance and Insurance	41.4	57.4	0.2	1.0
Arts, Entertainment, and Recreation	98.3	0.0	0.2	1.4
Manufacturing	91.9	7.5	0.3	0.3
Wholesale Trade	100.0	0.0	0.0	0.0
Construction	99.1	0.6	0.0	0.3
Professional, Scientific, and Technical Services	44.8	55.2	0.0	0.0
Real Estate and Rental and Leasing	78.9	0.0	21.1	0.0
Information	97.6	0.4	0.0	2.0
Public Administration	68.6	31.0	0.0	0.4

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

Wages

Of the 16,753 *entry-level* estimated job vacancies in the St. Louis MSA, 60.7 percent offer *less than \$8.00 per hour* while 31.9 percent offer *\$8.00 – \$14.99 per hour*. Another 7.4 percent of estimated job vacancies offer *\$15.00 or more per hour*.¹³

**Entry-Level Estimated Job Vacancies
by Wage for St. Louis MSA**

Wage	Entry-Level	
	Total	%
< \$8.00	8,405	60.7
\$8.00- \$14.99	4,423	31.9
\$15.00+	1,031	7.4

**Not provided includes don't know/not sure and refused to answer*

Benefits and Training

In terms of benefits and training offered, 92.3 percent of *entry-level* estimated job vacancies in the St. Louis MSA provide *on-the-job training* along with 49.8 percent provide *mentoring*. Less than half of the *entry-level* estimated job vacancies provide medical (49.6%), vacation (46.7%), and dental (44.5%) benefits (see table below).¹⁴

¹³ Percentages based on the total number of *entry-level* estimated job vacancies in which a wage was reported (n=13,859). 17.3 percent of *entry-level* estimated job vacancies had no reported wage (n=2,894).

¹⁴ Percentages based on the total number of *entry-level* estimated job vacancies in which one or more of the benefits and training offered were reported (n=16,548).

Entry-Level Estimated Job Vacancies by Benefits and Training by Full-Time or Part-Time for St. Louis MSA

Benefit and Training	Full-Time	Part-Time	Total
On the Job Training	6,252	9,026	15,278
Mentoring	3,704	4,538	8,242
Internship	2,273	1,773	4,046
Vacation	5,128	2,598	7,726
Medical	5,840	2,361	8,201
Dental	5,418	1,937	7,355
Childcare	381	351	732
Transportation	670	364	1,034

Percent of Entry-Level Estimated Job Vacancies by Benefits and Training by Full-Time or Part-Time for St. Louis MSA

Benefit and Training	Full-Time	Part-Time	Total
On the Job Training	40.9	59.1	100.0
Mentoring	44.9	55.1	100.0
Internship	56.2	43.8	100.0
Vacation	66.4	33.6	100.0
Medical	71.2	28.8	100.0
Dental	73.7	26.3	100.0
Childcare	52.0	48.0	100.0
Transportation	64.8	35.2	100.0

Incentives

In terms of incentives offered, 80.6 percent of *entry-level* estimated job vacancies in the St. Louis MSA provide *ongoing training*. Less than half of the *entry-level* estimated job vacancies provide *bonus* (42.3%), *401k* (36.5%), and *tuition reimbursement* (26.6%) incentives.¹⁵

Entry-Level Estimated Job Vacancies by Incentives by Full-Time or Part-Time for St. Louis MSA

Incentives	Full-Time	Part-Time	Total
Ongoing Training	5,966	7,361	13,327
Bonus	3,641	3,353	6,994
401K	3,484	2,543	6,027
Tuition	2,600	1,798	4,398
Pension	3,004	1,254	4,258
Commission	1,514	930	2,444
Stock	931	1,046	1,977
SAR	302	136	438

Percent of Entry-Level Estimated Job Vacancies by Incentives by Full-Time or Part-Time for St. Louis MSA

Incentives	Full-Time	Part-Time	Total
Ongoing Training	44.8	55.2	100.0
Bonus	52.1	47.9	100.0
401K	57.8	42.2	100.0
Tuition	59.1	40.9	100.0
Pension	70.5	29.5	100.0
Commission	61.9	38.1	100.0
Stock	47.1	52.9	100.0
SAR	68.9	31.1	100.0

¹⁵ Percentages based on the total number of *entry-level* estimated job vacancies in which one or more of the incentives offered were reported (n=16,533).

Reading and Math Requirements

Approximately seven out of ten (72.6%) *entry-level* job vacancies required reading skills¹⁶ at a *10th grade level or higher* while required math skills¹⁷ were somewhat less at 59.9 percent at the same level (see tables below).

Percent of Entry-Level Estimated Job Vacancies by Reading and Math Skills Required for St. Louis MSA

Skills required	Reading	Math
< 10th grade	18.4	21.2
10th grade	23.4	24.8
>10th grade	49.2	35.1
No Skills Required	9.0	18.9
Total	100.0	100.0

Percent of Entry-Level Estimated Job Vacancies by Reading and Math Skills 10th Grade or Higher by Industry for St. Louis MSA

Skills required	Entry-Level	
	Reading	Math
Accommodation and Food Services	61.8	58.5
Retail Trade	67.0	54.0
HealthCare and Social Assistance	93.3	62.4
Admin. and Support and Waste Mngt and Remediation Svcs	91.1	52.6
Other Services (except Public Administration)	56.4	44.1
Educational Services	82.4	82.4
Transportation and Warehousing	73.4	32.0
Finance and Insurance	94.7	100.0
Arts, Entertainment, and Recreation	84.6	23.0
Manufacturing	55.3	75.9
Wholesale Trade	100.0	100.0
Construction	46.3	71.1
Professional, Scientific, and Technical Services	100.0	80.1
Real Estate and Rental and Leasing	77.2	77.2
Information	100.0	100.0
Public Administration	59.2	45.0

¹⁶ Percentages based on the total number of *entry-level* estimated job vacancies in which Reading skills required were reported (n=16,372).

¹⁷ Percentages based on the total number of *entry-level* estimated job vacancies in which Math skills required were reported (n=16,507).

Applicants' Skills Compared to Job Requirements

When asked to compare applicants' skills with the skills required for the *entry-level* job vacancies, employers in the St. Louis MSA reported that for 59.2 percent of the *entry-level* estimated job vacancies, skills *matched somewhat, matched very little or matched not at all*. For 40.8 percent of the *entry-level* estimated job vacancies, applicants' skills and required job skills *matched well or matched very well*.¹⁸

**Entry-Level Estimated Job Vacancies
by Applicant and Job Requirement
Match for St. Louis MSA**

Skill Match	%
Matched Very Well	11.5
Matched Well	29.2
Matched Somewhat	51.1
Matched Very Little	7.8
Matched Not At All	0.3
Total	100.0

Difficulty Finding Applicants

Employers in the St. Louis MSA reported that for the majority of *entry-level* estimated job vacancies, they had *some difficulty* (59.6%) or *great difficulty* (10.1%) finding qualified applicants. For 30.3 percent of the estimated job vacancies, they indicate *no difficulty* finding qualified applicants.¹⁹

**Percent of Entry-Level Estimated Job
Vacancies by Difficulty Finding Qualified
Applicants for St. Louis MSA**

	%
No Difficulty	30.3
Some Difficulty	59.6
Great Difficulty	10.1
	100.0

¹⁸ Percentages based on the total number of *entry-level* estimated job vacancies in which there was a response to the question "Have applicants met job requirements?" (n=15,794).

¹⁹ Percentages based on the total number of *entry-level* estimated job vacancies in which there was a response to the question "Is this position difficult to fill with the required experience needed?" (n=15,989).

Shortcomings of Recent Applicants

Two of the most frequently cited shortcomings of recent applicants are *lack of positive attitude* and *poor customer service skills*.²⁰

Percent of Entry-Level Estimated Job Vacancies by Shortcomings of Recent Applicants for St. Louis MSA

Shortcomings	%
Lack of Positive Attitude	70.4
Poor Customer Service Skills	67.8
Poor Work Ethic Skills	60.5
Poor Communication Skills	49.3
Lack of Industry Knowledge	43.6
Inability to Understand Written Information	31.1
Poor Writing Skills	24.2
Poor Technical Skills	21.4
Poor Basic Math	14.9
Lack of Computer Skills	14.0

Workplace Competencies

The following table lists personal attributes considered *important* to the job performance of a worker in the St. Louis MSA.²¹

Percent of Entry-Level Estimated Job Vacancies by Workplace Competencies Rated as Important for St. Louis MSA

Workplace Competencies	%
Team Skills	97.3
Work Habits	96.5
Managing Time Wisely	90.0
Acquiring and Using Information	86.5
Leadership	73.5
Computer Literacy	55.9
Job Specific Skills	48.6

²⁰ Percentages based on the total number of *entry-level* estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Shortcomings Category (n=15,576).

²¹ Percentages based on the total number of *entry-level* estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Workplace Competencies Category (n=16,592).

Thinking Skills

The following table lists thinking skills considered *important* to the job performance of a worker in the St. Louis MSA.²²

Percent of Entry-Level Estimated Job Vacancies by Thinking Skills Rated as Important for St. Louis MSA

Thinking Skills	%
Learning New Skills	93.0
Decision-Making	83.0
Critical Thinking	79.4
Understanding Charts	39.0

Occupations

Four occupations in the St. Louis MSA represent 28.8 percent of the *entry-level* estimated job vacancies.

Percent of Entry-Level Estimated Job Vacancies by Selected Occupation for the St. Louis MSA

Occupation	%
Combined Food Preparation and Serving Workers, Including Fast Food	10.9
Retail Salespersons	8.9
Waiters and Waitresses	5.0
Cashiers	4.0
Total	28.8

²² Percentages based on the total number of entry-level estimated job vacancies in which one or more of the personal attributes were reported in the Thinking Skills Category (n=16,443).

**Occupations for the St. Louis MSA with 100+ Entry-Level Estimated
Job Vacancies by Preferred Education**

Associates Degree or Higher
Cashiers
Correctional Officers and Jailers
Middle School Teachers, Except Special and Vocational Education
Registered Nurses
Social and Human Service Assistants
Special, Technical or Professional Certification
Hairdressers, Hairstylists, and Cosmetologists
High School Diploma or Less
Cashiers
Child Care Workers
Combined Food Preparation and Serving Workers, Including Fast Food
Cooks, Fast Food
Cooks, Restaurant
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop
Customer Service Representatives
Driver/Sales Workers
First-Line Supervisors/Managers of Food Preparation and Serving Workers
Fitness Trainers and Aerobics Instructors
Food Preparation Workers
Funeral Attendants
Home Health Aides
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
Insurance Sales Agents
Janitors and Cleaners, Except Maids and Housekeeping Cleaners
Jewelers and Precious Stone and Metal Workers
Laborers and Freight, Stock, and Material Movers, Hand
Laundry and Dry-Cleaning Workers
Licensed Practical and Licensed Vocational Nurses
Loan Officers
Maids and Housekeeping Cleaners
Office Clerks, General
Packaging and Filling Machine Operators and Tenders
Personal and Home Care Aides
Personal Financial Advisors
Retail Salespersons
Riggers
Sales Representatives, Services, All Other
Security Guards
Speech-Language Pathologists
Stock Clerks- Stockroom, Warehouse, or Storage Yard
Stock Clerks, Sales Floor
Teacher Assistants
Truck Drivers, Light or Delivery Services
Waiters and Waitresses

For more detailed information on the reported occupations, please visit <http://pprc.umsl.edu/wis/>.

Survey Results: Experienced

The results of the October 2007 St. Louis MSA Job Vacancy Survey show that there are 11,539 *experienced* estimated job vacancies.

Experienced Estimated Job Vacancies for St. Louis MSA

	Total	%
Full-time	9,604	83.2
Part-time	1,915	16.6
Not Provided	20	0.2
Total	11,539	100.0

* Not provided includes don't know/not sure and refused to answer

Geography

Five counties in the St. Louis MSA comprise 96.6 percent of *experienced* estimated job vacancies: *St. Louis County*, *St. Louis City*, and *St. Charles County* in Missouri, and *St. Clair* and *Madison Counties* in Illinois. The Missouri counties in the St. Louis MSA account for 91.7 percent of all *experienced* estimated job vacancies, while the Illinois counties account for 8.3 percent.

Experienced Estimated Job Vacancies by County for St. Louis MSA

County	Total	%
St. Clair County, IL	545	57.1
Madison County, IL	323	33.8
Monroe County, IL	0	0.0
Clinton County, IL	37	3.9
Jersey County, IL	50	5.2
Illinois Total	955	8.3
St. Louis County, MO	7,098	67.1
St. Louis City, MO	1,972	18.6
St. Charles County, MO	1,207	11.4
Jefferson County, MO	232	2.2
Franklin County, MO	54	0.5
Lincoln County, MO	21	0.2
Warren County, MO	0	0.0
Missouri Total	10,584	91.7
St. Louis MSA Total	11,539	100.0

Industry

Seven industries in the St. Louis MSA constitute 70.5 percent of all the *experienced* estimated job vacancies: *Healthcare and Social Assistance, Retail Trade, Finance and Insurance, Professional Scientific and Technical Services, Accommodation and Food Services, Manufacturing, and Educational Services.*

Experienced Estimated Job Vacancies by Industry for St. Louis MSA

Industry	Total	%
HealthCare and Social Assistance	2,010	17.4
Retail Trade	1,600	13.9
Finance and Insurance	1,268	11.0
Professional, Scientific, and Technical Services	979	8.5
Accommodation and Food Services	847	7.3
Manufacturing	736	6.4
Educational Services	696	6.0
Other Services (except Public Administration)	552	4.8
Transportation and Warehousing	506	4.4
Admin. and Support and Waste Mngt and Remediation Svcs	451	3.9
Wholesale Trade	419	3.6
Real Estate and Rental and Leasing	416	3.6
Construction	362	3.1
Public Administration	272	2.4
Information	210	1.8
Arts, Entertainment, and Recreation	149	1.3
Utilities	33	0.3
Agriculture, Forestry, Fishing and Hunting	26	0.2
Mining	7	0.1
Total	11,539	100.0

Experience

Of 31,936 estimated job vacancies in the St. Louis MSA, 36.1 percent require *experienced (more than one year of experience)* workers. Of these 11,539 *experienced* estimated job vacancies 80.3 percent require *1 - 3 years* of experience with another 18.5 percent requiring *4 - 10 years* of experience. There are 1.2 percent of *experienced* estimated job vacancies that require *10 or more years* of experience (see table below).

Experienced Estimated Job Vacancies by Experience Required and Industry for St. Louis MSA

Industry	1 - 3 Years		4 - 10 Years		10 or more Years		Experienced	
	Total	%	Total	%	Total	%	Total	%
HealthCare and Social Assistance	1,859	20.0	132	6.2	19	14.0	2,010	17.4
Retail Trade	1,274	13.7	324	15.2	2	1.5	1,600	13.9
Finance and Insurance	945	10.2	316	14.8	7	5.1	1,268	11.0
Professional, Scientific, and Technical Services	682	7.4	229	10.7	68	50.0	979	8.5
Accommodation and Food Services	829	8.9	17	0.8	1	0.7	847	7.3
Manufacturing	443	4.8	272	12.8	21	15.4	736	6.4
Educational Services	611	6.6	82	3.8	3	2.2	696	6.0
Other Services (except Public Administration)	463	5.0	89	4.2	0	0.0	552	4.8
Transportation and Warehousing	494	5.3	12	0.6	0	0.0	506	4.4
Admin. and Support and Waste Mngt and Remediation Svcs	397	4.3	51	2.4	3	2.2	451	3.9
Wholesale Trade	309	3.3	109	5.1	1	0.7	419	3.6
Real Estate and Rental and Leasing	238	2.6	178	8.4	0	0.0	416	3.6
Construction	137	1.5	222	10.4	3	2.2	362	3.1
Public Administration	222	2.4	46	2.2	4	2.9	272	2.4
Information	180	1.9	29	1.4	1	0.7	210	1.8
Arts, Entertainment, and Recreation	138	1.5	10	0.5	1	0.7	149	1.3
Utilities	23	0.2	10	0.5	0	0.0	33	0.3
Agriculture, Forestry, Fishing and Hunting	26	0.3	0	0.0	0	0.0	26	0.2
Mining	2	0.0	3	0.1	2	1.5	7	0.1
Total	9,272	100.0	2,131	100.0	136	100.0	11,539	100.0

Education

Less than half of *experienced* estimated job vacancies in the St. Louis MSA (38.5%) require *an associate's degree or higher*. Another 45.4 percent of *experienced* estimated job vacancies require a *high school diploma or less*, and 10.9 percent of *experienced* estimated job vacancies require a *special, technical or professional certification* (see table below).

Percent of Experienced Estimated Job Vacancies by Preferred Education for St. Louis MSA

Experience Required	High school or Less	AA Degree - Graduate Degree	Certification	All other*
Experienced	45.4	38.5	10.9	5.2

Percent of Experienced Estimated Job Vacancies by Industry and Preferred Education for St. Louis MSA

Industry	High school or Less	AA Degree - Graduate Degree	Certification	All other*
HealthCare and Social Assistance	28.9	40.8	26.7	3.6
Retail Trade	48.1	43.7	3.6	4.7
Finance and Insurance	57.1	40.1	0.7	2.1
Professional, Scientific, and Technical Services	60.1	33.4	4.6	1.9
Accommodation and Food Services	93.9	2.4	1.4	2.4
Manufacturing	27.9	45.5	24.3	2.3
Educational Services	4.9	84.5	6.8	3.9
Other Services (except Public Administration)	51.6	29.9	6.9	11.6
Transportation and Warehousing	68.0	10.7	16.4	4.9
Admin. and Support and Waste Mngt and Remediation Svcs	23.1	26.2	25.7	25.1
Wholesale Trade	52.3	33.7	12.6	1.4
Real Estate and Rental and Leasing	45.9	37.3	0.0	16.8
Construction	43.6	44.8	10.5	1.1
Public Administration	18.8	57.7	11.8	11.8
Information	25.2	66.2	5.7	2.9
Arts, Entertainment, and Recreation	67.8	14.8	2.0	15.4
Utilities	3.0	90.9	0.0	6.1
Agriculture, Forestry, Fishing and Hunting	100.0	0.0	0.0	0.0
Mining	28.6	71.4	0.0	0.0

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

Wages

Of the 11,539 *experienced* estimated job vacancies in the St. Louis MSA, 42.9 percent offer *\$15.00 or more per hour* while 37.2 percent offer *\$8.00 – \$14.99 per hour*. Another 19.9 percent of estimated job vacancies offer *less than \$8.00 per hour*.²³

Experienced Estimated Job Vacancies by Wage for St. Louis MSA

Wage	Experienced	
	Total	%
< \$8.00	1,334	19.9
\$8.00- \$14.99	2,502	37.2
\$15.00+	2,879	42.9

Benefits and Training

In terms of benefits and training offered, 69.9 percent of *experienced* estimated job vacancies in the St. Louis MSA provide *on-the-job training* along with 43.8 percent provide *mentoring*. The majority of *experienced* estimated job vacancies provide *medical* (81.1%), *vacation* (80.1%), and *dental* (67.5%) benefits.²⁴

²³ Percentages based on the total number of *experienced* estimated job vacancies in which a wage was reported (n=6,715). 41.8 percent of *experienced* estimated job vacancies had no reported wage.

²⁴ Percentages based on the total number of *experienced* estimated job vacancies in which one or more of the benefits and training offered were reported (n=11,237).

**Experienced Estimated Job Vacancies by Benefits and Training
by Full-Time or Part-Time for St. Louis MSA**

Benefit and Training	Full-Time	Part-Time	Total
On the Job Training	6,280	1,539	7,819
Mentoring	3,672	1,250	4,922
Internship	2,109	564	2,673
Vacation	8,578	417	8,995
Medical	8,724	382	9,106
Dental	7,406	165	7,571
Transportation	822	155	977
Childcare	870	80	950

**Percent of Experienced Estimated Job Vacancies by Benefits
and Training by Full-Time or Part-Time for St. Louis MSA**

Benefit and Training	Full-Time	Part-Time	Total
On the Job Training	80.3	19.7	100.0
Mentoring	74.6	25.4	100.0
Internship	78.9	21.1	100.0
Vacation	95.4	4.6	100.0
Medical	95.8	4.2	100.0
Dental	97.8	2.2	100.0
Transportation	84.1	15.9	100.0
Childcare	91.6	8.4	100.0

Incentives

In terms of incentives offered, 72.8 percent of *experienced* estimated job vacancies in the St. Louis MSA provide *ongoing training*. Half of the *experienced* estimated job vacancies provide *401k* (57.0) incentives. While 45.4 percent provided *bonus*, 36.2 percent provided *pension*, and 35.4 percent provided *tuition reimbursement*.²⁵

Experienced Estimated Job Vacancies by Incentives by Full-Time or Part-Time for St. Louis MSA

Incentives	Full-Time	Part-Time	Total
On Going Training	6,641	1,528	8,169
Bonus	4,472	626	5,098
Tuition	3,705	265	3,970
401K	5,845	552	6,397
Pension	3,633	426	4,059
Stock	1,404	3	1,407
Commission	1,342	397	1,739
SAR	587	43	630

Percent of Experienced Estimated Job Vacancies by Incentives by Full-Time or Part-Time for St. Louis MSA

Incentives	Full-Time	Part-Time	Total
On Going Training	81.3	18.7	100.0
Bonus	87.7	12.3	100.0
Tuition	93.3	6.7	100.0
401K	91.4	8.6	100.0
Pension	89.5	10.5	100.0
Stock	99.8	0.2	100.0
Commission	77.2	22.8	100.0
SAR	93.2	6.8	100.0

²⁵ Percentages based on the total number of *experienced* estimated job vacancies in which one or more of the incentives offered were reported (n=11,233).

Reading and Math Requirements

Approximately nine out of ten (94.6%) *experienced* job vacancies required reading skills²⁶ at a 10th grade level or higher while required math skills²⁷ were somewhat less at 90.7 percent at the same level.

Percent of Experienced Estimated Job Vacancies by Reading and Math Skills Required for St. Louis MSA

Skills required	Reading	Math
< 10th grade	4.9	3.0
10th grade	9.7	13.9
>10th grade	84.9	76.8
No Skills Required	0.5	6.3
Total	100.0	100.0

Percent of Experienced Estimated Job Vacancies by Reading and Math Skills 10th Grade or Higher by Industry for St. Louis MSA

Skills required	Experienced	
	Reading	Math
HealthCare and Social Assistance	97.3	72.2
Retail Trade	98.3	93.7
Finance and Insurance	100.0	98.2
Professional, Scientific, and Technical Services	100.0	100.0
Accommodation and Food Services	91.9	91.9
Manufacturing	100.0	100.0
Educational Services	100.0	97.0
Other Services (except Public Administration)	92.5	85.7
Transportation and Warehousing	35.6	90.6
Admin. and Support and Waste Mngt and Remediation Svcs	92.2	90.2
Wholesale Trade	100.0	100.0
Real Estate and Rental and Leasing	100.0	92.5
Construction	81.9	86.4
Public Administration	100.0	90.9
Information	100.0	100.0
Arts, Entertainment, and Recreation	91.7	91.7
Utilities	100.0	100.0
Agriculture, Forestry, Fishing and Hunting	53.8	53.8
Mining	100.0	100.0

²⁶ Percentages based on the total number of *experienced* estimated job vacancies in which Reading skills required were reported (n=11,055).

²⁷ Percentages based on the total number of *experienced* estimated job vacancies in which Math skills required were reported (n=11,097).

Applicants' Skills Compared to Job Requirements

When asked to compare applicants' skills with the skills required for the *experienced* job vacancies, employers in the St. Louis MSA reported that for 67.2 percent of the *experienced* estimated job vacancies, skills *matched somewhat, matched very little or matched not at all*. For 32.8 percent of the *experienced* estimated job vacancies, applicants' skills and required job skills *matched well or matched very well*.²⁸

Experienced Estimated Job Vacancies by Applicant and Job Requirement Match for St. Louis MSA

Skill Match	%
Matched Very Well	6.8
Matched Well	26.0
Matched Somewhat	55.2
Matched Very Little	10.8
Matched Not At All	1.2
Total	100.0

Difficulty Finding Applicants

Employers in the St. Louis MSA reported that for the majority of *experienced* estimated job vacancies, they had *some difficulty* (67.6%) or *great difficulty* (19.9%) finding qualified applicants. For 12.5 percent of the estimated job vacancies, they indicate *no difficulty* finding qualified applicants.²⁹

Percent of Experienced Estimated Job Vacancies by Difficulty Finding Qualified Applicants for St. Louis MSA

	Experienced
No Difficulty	12.5
Some Difficulty	67.6
Great Difficulty	19.9
	100.0

²⁸ Percentages based on the total number of *experienced* estimated job vacancies in which there was a response to the question "Have applicants met job requirements?" (n=8,105).

²⁹ Percentages based on the total number of *experienced* estimated job vacancies in which there was a response to the question "Is this position difficult to fill with the required experience needed?" (n=8,563).

Shortcomings of Recent Applicants

Two of the most frequently cited shortcomings of recent applicants are *lack of positive attitude* and *poor communication skills*.³⁰

Percent of Experienced Estimated Job Vacancies by Shortcomings of Recent Applicants for St. Louis MSA

Shortcomings	%
Lack of Positive Attitude	66.2
Poor Communication Skills	61.9
Poor Customer Service Skills	58.3
Poor Work Ethic Skills	55.4
Lack of Industry Knowledge	54.8
Poor Technical Skills	40.9
Inability to Understand Written Information	25.7
Poor Writing Skills	22.6
Lack of Computer Skills	19.7
Poor Basic Math	17.6

Workplace Competencies

The following table lists personal attributes considered *important* to the job performance of a worker in the St. Louis MSA.³¹

Percent of Experienced Estimated Job Vacancies by Workplace Competencies Rated as Important for St. Louis MSA

Workplace Competencies	%
Team Skills	89.8
Managing Time Wisely	80.6
Job Specific Skills	80.3
Acquiring and Using Information	80.0
Work Habits	78.2
Computer Literacy	73.9
Leadership	66.7

³⁰ Percentages based on the total number of *experienced* estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Shortcomings Category (n=8,007).

³¹ Percentages based on the total number of *experienced* estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Workplace Competencies Category (n=11,268).

Thinking Skills

The following table lists thinking skills considered *important* to the job performance of a worker in the St. Louis MSA.³²

Percent of Experienced Estimated Job Vacancies by Thinking Skills Rated as Important for St. Louis MSA

Thinking Skills	%
Critical Thinking	92.8
Decision-Making	86.5
Learning New Skills	83.9
Understanding Charts	53.3

Occupations

Five occupations in the St. Louis MSA represent 23.1 percent of the estimated job vacancies.

Percent of Experienced Estimated Job Vacancies by Selected Occupation for the St. Louis MSA

Occupation	Percent
Retail Salespersons	7.4
Loan Officers	4.6
Waiters and Waitresses	4.1
Truck Drivers, Heavy and Tractor-Trailer	3.9
Registered Nurses	3.2
Total	23.1

³² Percentages based on the total number of *experienced* estimated job vacancies in which one or more of the personal attributes were reported in the Thinking Skills Category (n=10,240).

Occupations for the St. Louis MSA with 100+ Experienced Estimated Job Vacancies by Preferred Education

Associates Degree or Higher
Accountants
Business Operations Specialists, All Other
Education Administrators, Elementary and Secondary School
First-Line Supervisors/Managers of Retail Sales Workers
Retail Salespersons
Special, Technical or Professional Certification
Registered Nurses
High School Diploma or Less
Billing, Cost, and Rate Clerks
Cashiers
Child Care Workers
Customer Service Representatives
First-Line Supervisors/Managers of Retail Sales Workers
Hairdressers, Hairstylists, and Cosmetologists
Loan Officers
Maintenance and Repair Workers, General
Personal and Home Care Aides
Photographers
Retail Salespersons
Social and Human Service Assistants
Truck Drivers, Heavy and Tractor-Trailer
Waiters and Waitresses

For more detailed information on the reported occupations, please visit <http://pprc.umsl.edu/wis/>.

Survey Results: October 2006 –May 2007

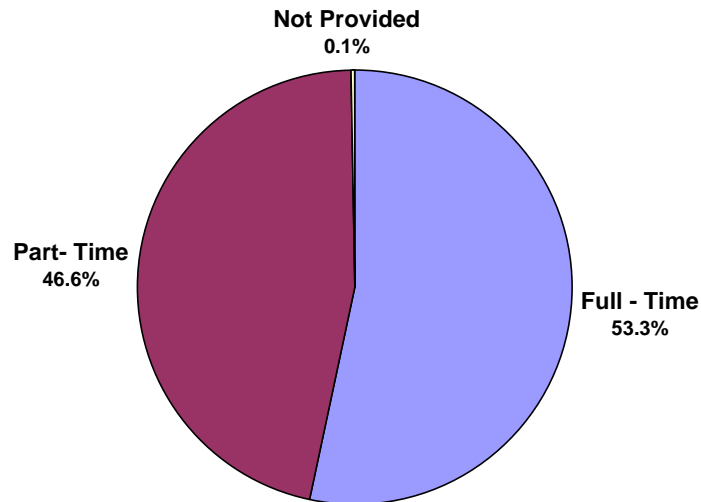
For quick reference, the following section presents a snapshot of the major results of the St. Louis MSA for both the October 2006 and May 2007 Job Vacancy Surveys.

Estimated Job Vacancies for St. Louis MSA

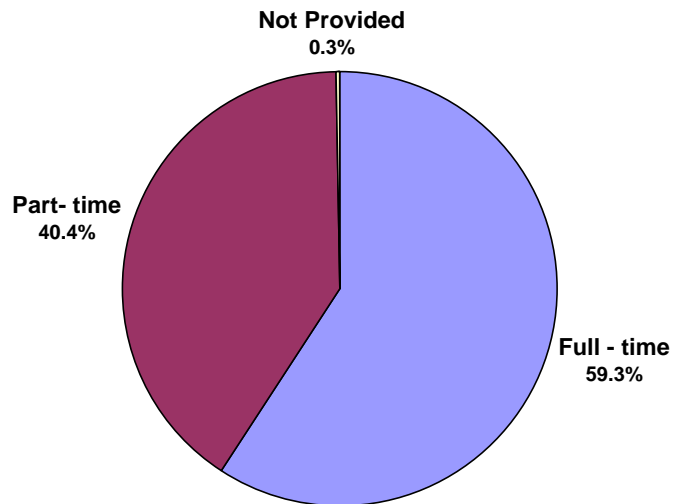
	Oct-06		May-07	
	Total	%	Total	%
Full - time	15,663	53.3	18,923	59.3
Part- time	13,700	46.6	12,915	40.4
Not Provided	41	0.1	98	0.3
Total	29,404	100.0	31,936	100.0

** Not provided includes don't know/not sure and refused to answer*

Percent of Estimated Job Vacancies for St. Louis MSA, October 2006



Percent of Estimated Job Vacancies for St. Louis MSA, May 2007



Geography

Estimated Job Vacancies by County for St. Louis MSA

County	Oct-06		May-07	
	Total	%	Total	%
St. Clair County, IL	2,099	49.1	2,210	58.7
Madison County, IL	1,838	43.0	1,273	33.8
Monroe County, IL	130	3.0	0	0.0
Clinton County, IL	127	3.0	121	3.2
Jersey County, IL	85	2.0	159	4.2
Illinois Total	4,279	14.6	3,763	11.8
St. Louis County, MO	18,911	75.3	16,858	59.8
St. Louis City, MO	3,259	13.0	4,653	16.5
St. Charles County, MO	1,581	6.3	4,536	16.1
Jefferson County, MO	1,010	4.0	1,277	4.5
Franklin County, MO	279	1.1	757	2.7
Lincoln County, MO	52	0.2	71	0.3
Warren County, MO	33	0.1	21	0.1
Missouri Total	25,125	85.4	28,173	88.2
St. Louis MSA Total	29,404	100.0	31,936	100.0

Industry

Estimated Job Vacancies by Industry for St. Louis MSA

Industry	Oct-06		May-07	
	Total	%	Total	%
HealthCare and Social Assistance	7,662	26.1	6,124	19.2
Accommodation and Food Services	6,240	21.2	6,458	20.2
Retail Trade	4,474	15.2	4,879	15.3
Finance and Insurance	2,135	7.3	1,794	5.6
Educational Services	1,563	5.3	1,798	5.6
Other Services (except Public Administration)	1,296	4.4	1,490	4.7
Professional, Scientific, and Technical Services	969	3.3	1,314	4.1
Manufacturing	860	2.9	1,331	4.2
Construction	722	2.5	708	2.2
Transportation and Warehousing	719	2.4	1,123	3.5
Information	567	1.9	506	1.6
Admin. & Support & Waste Manage. and Remed. Svcs	520	1.8	1,504	4.7
Wholesale Trade	502	1.7	809	2.5
Arts, Entertainment, and Recreation	452	1.5	651	2.0
Public Administration	346	1.2	550	1.7
Real Estate and Rental and Leasing	312	1.1	822	2.6
Agriculture, Forestry, Fishing and Hunting	30	0.1	26	0.1
Management of Companies and Enterprises	19	0.1	0	0.0
Utilities	14	0.0	42	0.1
Mining	2	0.0	7	0.0
Total	29,404	100.0	31,936	100.0

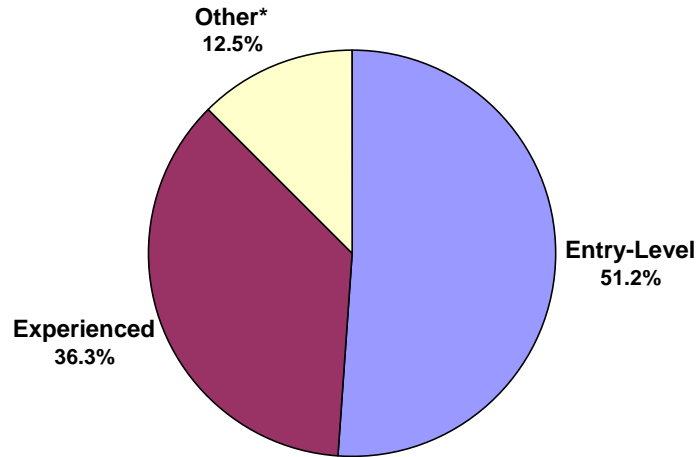
Experience

Estimated Job Vacancies by Experience Required for St. Louis MSA

Experience	Oct-06		May-07	
	Total	%	Total	%
< 1 year or No Experience	15,051	51.2	16,753	52.5
1-3 years	9,054	30.8	9,272	29.0
4-10 years	1,456	5.0	2,131	6.7
10+ years	173	0.6	136	0.4
Other*	3,670	12.5	3,644	11.4
Total	29,404	100.0	31,936	100.0

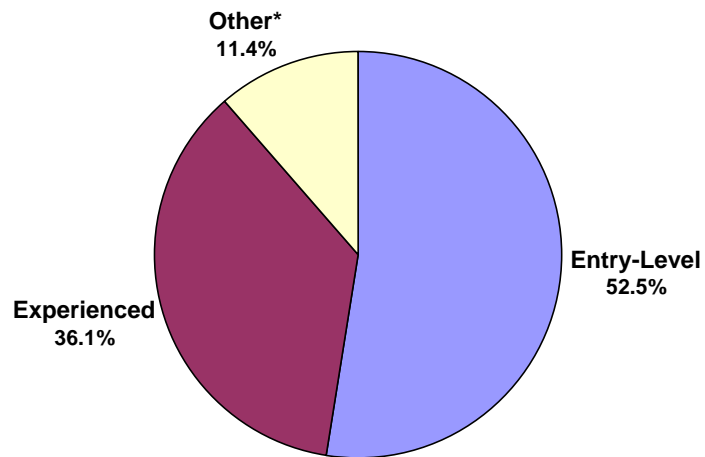
*Includes Other, Refused to Answer and Don't Know/Not Sure

**Percent of Estimated Job Vacancies by Experience Required
for St. Louis MSA, October 2006**



**Includes Other, Refused to Answer and Don't Know/Not Sure*

**Percent of Estimated Job Vacancies by Experience Required
for St. Louis MSA, May 2007**



**Includes Other, Refused to Answer and Don't Know/Not Sure*

Education

Estimated Job Vacancies by Education Required for St. Louis MSA

Education	Oct-06		May-07	
	Total	%	Total	%
No Education	2,038	6.9	2,034	6.4
Some High School	6,847	23.3	7,385	23.1
High School Diploma	10,366	35.3	10,168	31.8
2-year Associates Degree	1,349	4.6	1,923	6.0
4-Year College Degree	3,465	11.8	4,631	14.5
Graduate or Professional Degree	613	2.1	763	2.4
Professional Certification	1,676	5.7	2,201	6.9
Technical and Special Certification	1,424	4.8	884	2.8
Other*	1,626	5.5	1,947	6.1
Total	29,404	100.0	31,936	100.0

*Includes other, don't know/not sure and refused to answer

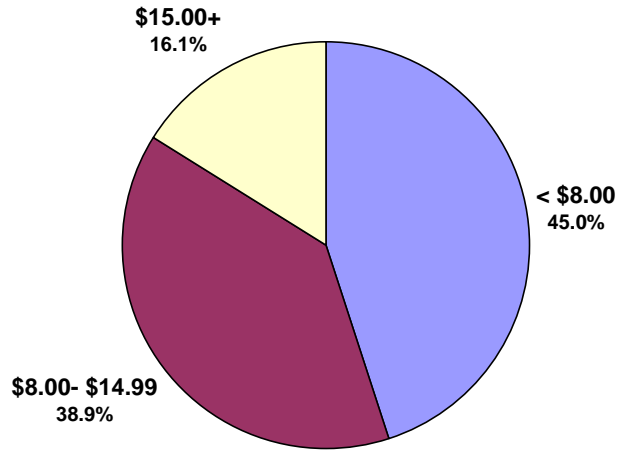
Wages³³

Estimated Job Vacancies by Wage for St. Louis MSA

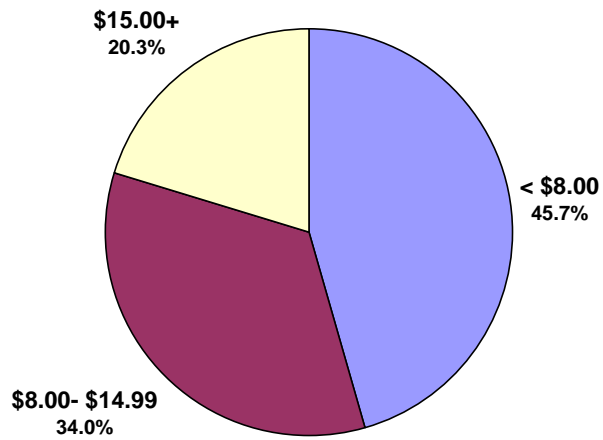
Wages	Oct-06		May-07	
	Total	%	Total	%
< \$8.00	7,814	45.0	9,773	45.7
\$8.00- \$14.99	6,768	38.9	7,280	34.0
\$15.00+	2,796	16.1	4,336	20.3
Total	17,378	100.0	21,389	100.0

³³ Percentages based on the total number of estimated job vacancies in which a wage was reported (October 2006 n=17,378 and May 2007 n=21,389). Of estimated job vacancies in October 2006 40.9 percent had no wage reported; for May 2007, 33.0 percent had no reported wage.

**Percent of Estimated Job Vacancies by Wage for St. Louis MSA,
October 2006**



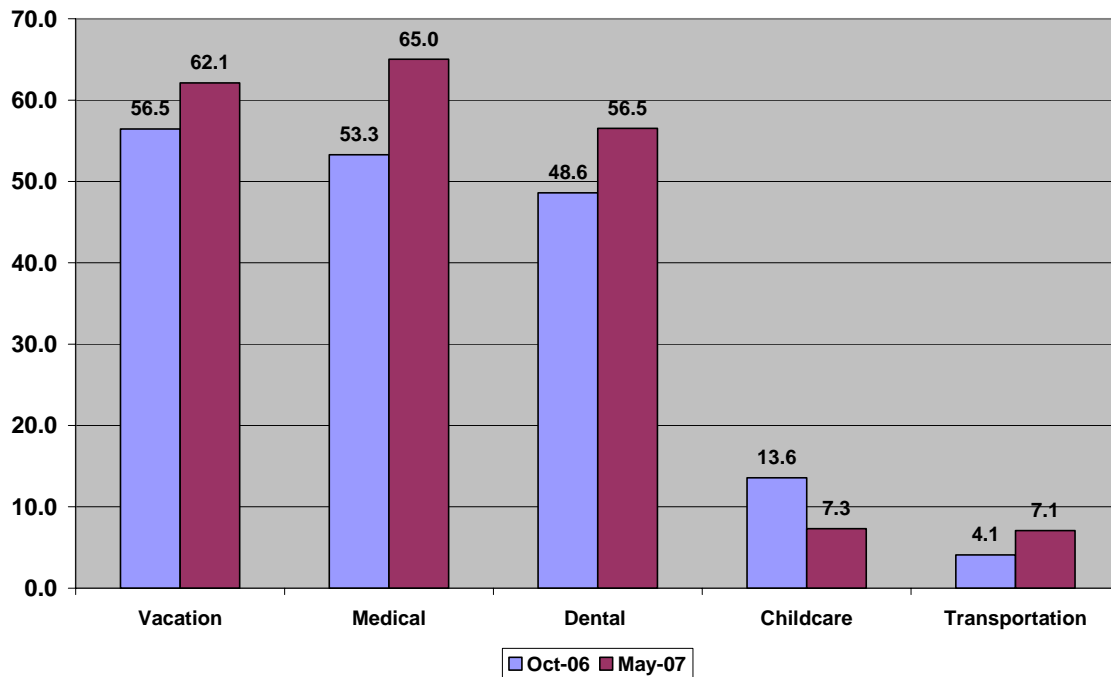
**Percent of Estimated Job Vacancies by Wage for St. Louis MSA,
May 2007**



**Estimated Job Vacancies by Benefits
for St. Louis MSA**

Benefits	Oct-06		May-07	
	Total	%	Total	%
Vacation	15,783	56.5	18,879	62.1
Medical	14,895	53.3	19,764	65.0
Dental	13,587	48.6	17,181	56.5
Childcare	3,795	13.6	2,226	7.3
Transportation	1,146	4.1	2,151	7.1

Percent of Estimated Job Vacancies by Benefits for St. Louis MSA

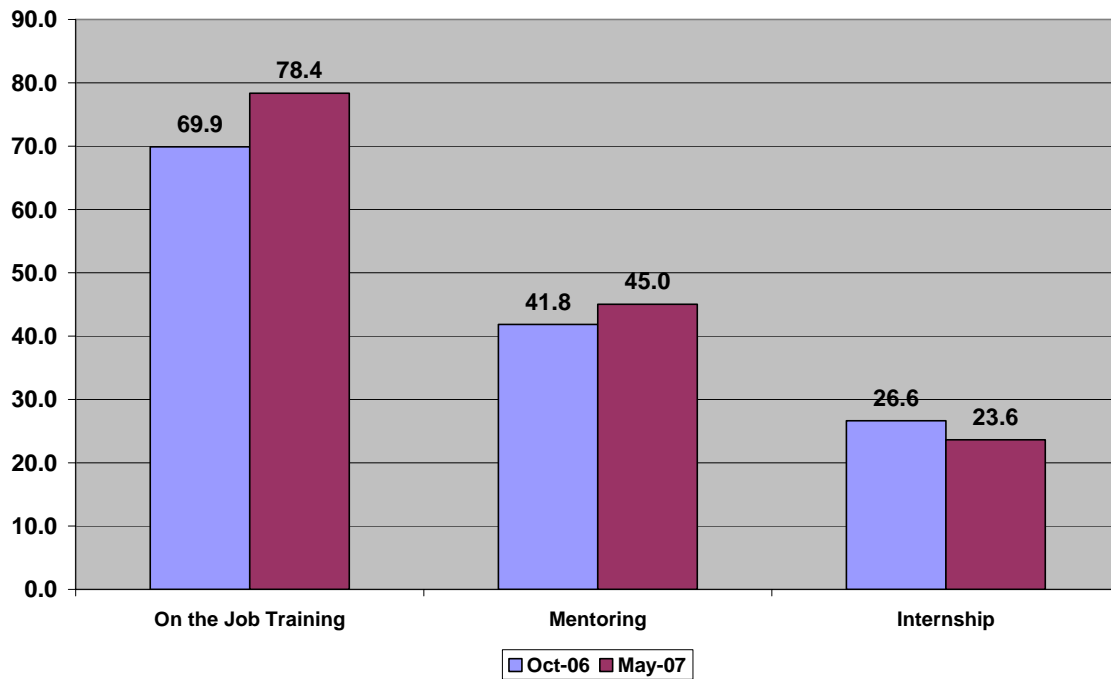


³⁴ Percentages based on the total number of experienced estimated job vacancies in which one or more of the benefits and training offered were reported (October 2006 n=27,955; May 2007 n=30,392).

**Estimated Job Vacancies by Training
for St. Louis MSA**

Training	Oct-06		May-07	
	Total	%	Total	%
On the Job Training	19,537	69.9	23,819	78.4
Mentoring	11,695	41.8	13,685	45.0
Internship	7,444	26.6	7,178	23.6

Percent of Estimated Job Vacancies by Training for St. Louis MSA

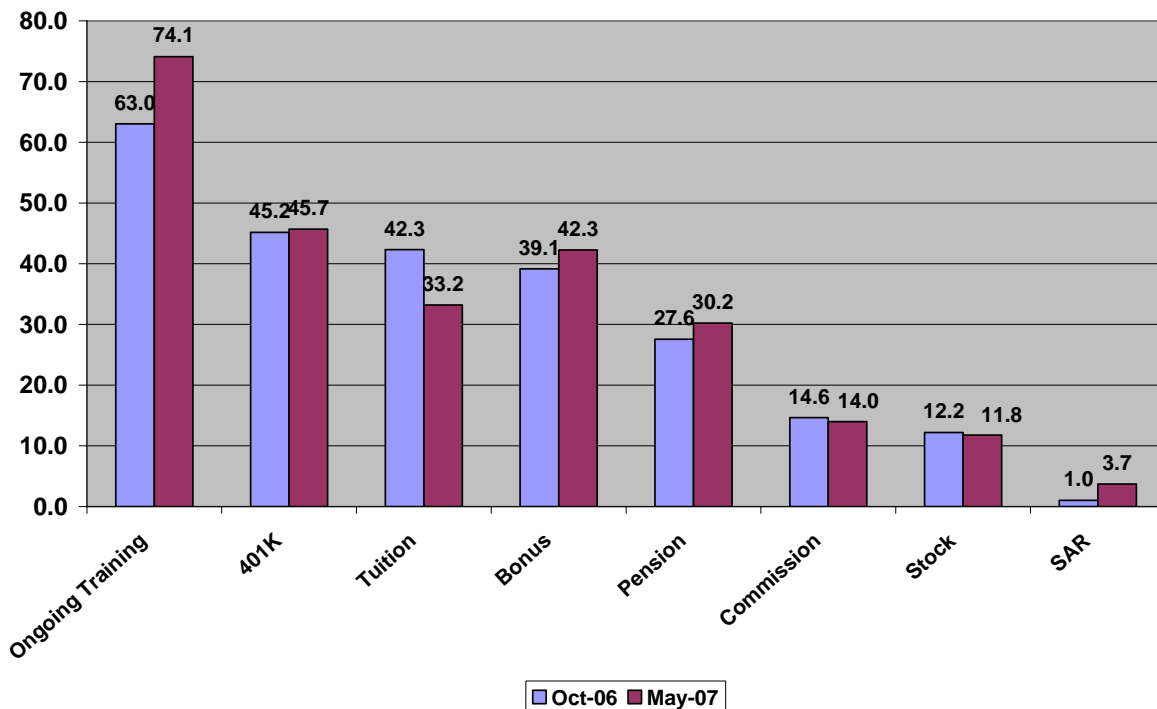


³⁵ Percentages based on the total number of experienced estimated job vacancies in which one or more of the benefits and training offered were reported (October 2006 n=27,955; May 2007 n=30,392).

Estimated Job Vacancies by Incentives for St. Louis MSA

Incentives	Oct-06		May-07	
	Total	%	Total	%
Ongoing Training	17,578	63.0	22,505	74.1
401K	12,597	45.2	13,879	45.7
Tuition	11,801	42.3	10,085	33.2
Bonus	10,917	39.1	12,841	42.3
Pension	7,686	27.6	9,174	30.2
Commission	4,085	14.6	4,253	14.0
Stock	3,398	12.2	3,581	11.8
SAR (Stock Appreciation Right)	289	1.0	1,128	3.7

Percent of Estimated Job Vacancies by Incentives for St. Louis MSA



³⁶ Percentages based on the total number of experienced estimated job vacancies in which one or more of the incentives offered were reported (October 2006 n=27,888; May 2007 n=30,371).

Reading³⁷ and Math³⁸ Requirements

Percent of Estimated Job Vacancies by Reading and Math Skills Required for St. Louis MSA

Skills required	Reading		Math	
	Oct-06	May-07	Oct-06	May-07
< 10th grade	11.1	11.7	14.3	12.7
10th grade	34.6	16.8	34.8	19.1
>10th grade	52.7	66.4	42.2	55.7
No Skills Required	1.6	5.1	8.7	12.5
Total	100.0	100.0	100.0	100.0

Applicants' Skills Compared to Job Requirements³⁹

Percent of Estimated Job Vacancies by Applicants' Skills Compared to Job Requirements for St. Louis MSA

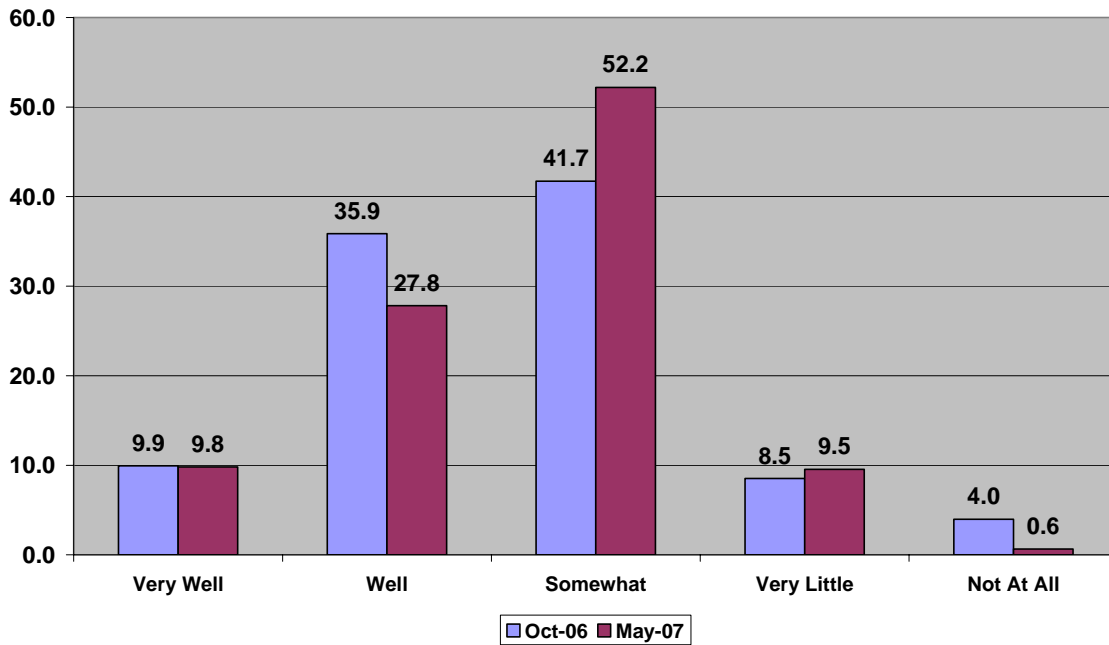
Skill Match	Oct-06	May-07
Very Well	9.9	9.8
Well	35.9	27.8
Somewhat	41.7	52.2
Very Little	8.5	9.5
Not At All	4.0	0.6
Total	100.0	100.0

³⁷ Percentages based on the total number of estimated job vacancies in which Reading skills required were reported (October 2006 n=25,442; May 2007 n=30,232).

³⁸ Percentages based on the total number of estimated job vacancies in which Math skills required were reported (October 2006 n=25,623; May 2007 n=30,411).

³⁹ Percentages based on the total number of estimated job vacancies in which there was a response to the question "Have applicants met job requirements?" (October 2006 n=21,644; May 2007 n= 24,215).

Percent of Estimated Job Vacancies by Applicants' Skills Compared to Job Requirements for St. Louis MSA



*Difficulty Finding Applicants*⁴⁰

Percent of Estimated Job Vacancies by Difficulty Finding Qualified Workers for St. Louis MSA

Skills required	Entry-Level		Experienced	
	Oct-06	May-07	Oct-06	May-07
No Difficulty	52.4	30.3	34.3	12.5
Some Difficulty	36.1	59.7	39.8	67.6
Great Difficulty	11.5	10.1	25.8	19.9
Total	100.0	100.0	100.0	100.0

⁴⁰ Percentages based on the total number of entry-level and experienced estimated job vacancies in which there was a response to the question "Is this position difficult to fill with the required experience needed?" (October 2006 *entry-level* n=13,409; *experienced* n= 8,233; May 2007 *entry-level* n=15,989; *experienced* n=8,563).

Shortcomings of Recent Applicants⁴¹

Percent of Estimated Job Vacancies by Shortcomings of Recent Applicants for St. Louis MSA

Shortcomings	Oct-06	May-07
Lack of Positive Attitude	68.9	69.1
Poor Work Ethic Skills	64.9	59.1
Poor Customer Service Skills	58.1	64.8
Poor Communication Skills	52.8	54.0
Lack of Industry Knowledge	41.0	47.8
Poor Technical Skills	21.8	28.7
Inability to Understand Written Information	21.3	29.8
Poor Basic Math	17.7	16.6
Poor Writing Skills	17.6	24.4
Lack of Computer Skills	14.9	16.7

Workplace Competencies⁴²

Percent of Estimated Job Vacancies by Workplace Competencies Rated as Important for St. Louis MSA

Workplace Competencies	Oct-06	May-07
Work Habits	96.9	83.3
Team Skills	95.9	90.9
Managing Time Wisely	92.8	81.1
Acquiring and Using Information	90.9	78.8
Leadership	71.2	67.6
Job Specific Skills	64.9	62.6
Computer Literacy	55.8	60.4

⁴¹ Percentages based on the total number of entry-level and experienced estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Shortcomings Category (October 2006 n=22,261; May 2007 n=23,902).

⁴² Percentages based on the total number of experienced estimated job vacancies in which one or more of the workplace competencies and/or skills were reported in the Workplace Competencies Category (October 2006 n=28,726; May 2007 n=30,536).

Thinking Skills⁴³

**Percent of Estimated Job Vacancies by
Thinking Skills Rated as Important
for St. Louis MSA**

Thinking Skills	Oct-06	May-07
Learning New Skills	88.9	87.8
Decision-Making	89.2	87.0
Critical Thinking	88.9	84.4
Understanding Charts	43.2	44.3

For more detailed information on the reported estimated job vacancies, please visit <http://pprc.umsl.edu/wis/>.

⁴³ Percentages based on the total number of experienced estimated job vacancies in which one or more of the personal attributes were reported in the Thinking Skills Category (October 2006 n=28,275; May 2007 n=27,950).

Survey Results: May 2003 – May 2007

For quick reference, the following section presents a snapshot of the major results of the St. Louis MSA for May 2003 – May 2007 Job Vacancy Surveys.

Estimated Job Vacancies for St. Louis MSA

	May-03	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07
Totals	33,047	28,011	36,782	21,533	26,484	21,033	44,676	29,404	31,936

Experience

Percent of Estimated Job Vacancies by Experience Required for St. Louis MSA

Experience Required	May-03	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07
< 1 year or No Experience	69.8	70.9	60.8	65.9	58.8	61.1	64.5	58.5	59.2
Experienced	30.2	29.1	39.2	34.1	41.2	38.9	35.5	41.5	40.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Education

Percent of Estimated Job Vacancies by Required Education for St. Louis MSA

Education Required	May-03	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07
Some High School or Less	32.8	40.2	25.0	35.8	23.9	29.6	31.7	32.0	31.4
High School Diploma	29.3	28.0	43.8	34.1	30.7	31.7	27.7	37.3	33.9
2-year Associates Degree	5.3	8.0	5.2	7.9	7.5	7.1	6.5	4.9	6.4
4-Year College Degree or higher	7.3	9.2	14.4	10.7	15.8	14.1	19.9	14.7	18.0
Prof., Tech. or Special Certification	25.3	14.6	11.7	11.4	22.2	17.6	14.3	11.2	10.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Benefits

Percent of Estimated Job Vacancies by Benefits Offered for St. Louis MSA

Benefits Offered	May-03	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07
Vacation	75.2	62.9	60.9	66.5	71.1	56.0	65.1	56.5	62.1
Medical	70.9	58.8	57.3	63.1	70.3	61.6	67.7	53.3	65.0
Dental	61.6	50.0	50.0	52.5	61.7	54.2	64.1	48.6	56.5
Childcare	8.0	13.2	9.5	5.4	2.4	6.4	6.1	13.6	7.3
Transportation	6.8	7.2	5.8	4.5	3.6	7.1	6.9	4.1	7.1

Reading and Math Requirements

Percent of Estimated Job Vacancies by Required Reading Skills for St. Louis MSA

	May-03	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07
No Skills Required	2.3	4.4	5.1	3.8	1.8	2.8	1.3	1.6	5.1
< 10th grade	10.2	15.8	11.2	10.2	6.8	9.5	8.7	11.1	11.7
10th grade	29.7	23.5	27.3	28.6	20.0	26.3	23.1	34.6	16.8
>10th grade	57.7	56.3	56.3	57.4	71.5	61.3	66.9	52.7	66.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Percent of Estimated Job Vacancies by Required Math Skills for St. Louis MSA

	May-03	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07
No Skills Required	8.3	14.5	16.7	15.4	10.0	6.0	7.0	8.7	12.5
< 10th grade	11.4	16.1	12.8	10.7	10.2	17.5	9.7	14.3	12.7
10th grade	32.2	23.3	32.1	27.2	20.7	22.0	24.9	34.8	19.1
>10th grade	48.1	46.0	38.3	46.8	59.1	54.5	58.4	42.2	55.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Applicants' Skills Compared to Job Requirements

Percent of Estimated Job Vacancies by Applicants Skills and Job Requirements for St. Louis MSA

Skill Match	May-03	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07
Very Well	3.2	2.7	1.5	2.0	1.8	9.1	15.4	9.9	9.8
Well	16.8	18.2	10.6	16.3	7.8	21.7	19.0	35.9	27.8
Somewhat	54.9	52.7	43.5	48.4	53.1	51.8	45.5	41.7	52.2
Very Little	20.5	22.2	27.2	22.0	27.5	16.5	16.9	8.5	9.5
Not At All	4.6	4.1	17.2	11.3	9.8	1.0	3.2	4.0	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Difficulty Finding Applicants

Percent of Estimated Job Vacancies by Difficulty Finding Applicants for St. Louis MSA

	Entry-Level								
	May-03	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07
No Difficulty	30.6	31.0	39.6	35.4	29.8	26.6	36.8	52.4	30.3
Some Difficulty	58.9	60.9	53.8	53.7	54.2	66.7	52.4	36.1	59.7
Great Difficulty	10.5	8.1	6.6	10.9	16.0	6.7	10.8	11.5	10.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

	Experienced								
	May-03	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07
No Difficulty	19.1	15.8	13.3	14.4	19.6	13.2	22.0	34.3	12.5
Some Difficulty	57.4	55.5	61.7	56.1	54.9	54.9	58.3	39.8	67.6
Great Difficulty	23.4	28.6	25.0	29.5	25.5	32.0	19.7	25.8	19.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Shortcomings of Recent Applicants

Percent of Estimated Job Vacancies by Shortcomings of Recent Applicants for St. Louis MSA

Shortcomings	May-03	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07
Lack of Positive Attitude	48.1	63.7	65.2	66.1	64.5	61.0	55.8	68.9	69.1
Poor Customer Service Skills	41.9	43.9	55.8	58.4	60.6	55.3	44.3	58.1	64.8
Poor Work Ethic Skills	48.4	54.4	62.1	65.0	56.4	56.6	54.0	64.9	59.1
Poor Communication Skills	36.1	54.9	49.6	55.5	49.3	55.8	44.6	52.8	54.0
Lack of Industry Knowledge	31.3	38.8	53.0	54.8	48.2	57.1	36.4	41.0	47.8
Poor Technical Skills	16.9	27.6	32.3	29.0	30.2	38.8	24.5	21.8	28.7
Inability to Understand Written Info.	22.7	26.0	27.9	33.6	29.0	26.9	28.9	21.3	29.8
Poor Writing Skills	12.3	27.0	27.4	22.9	21.7	30.9	21.1	17.6	24.4
Lack of Computer Skills	8.6	17.9	17.1	18.2	18.0	25.5	14.5	14.9	16.7
Poor Basic Math	9.7	16.1	17.5	20.9	14.8	25.5	17.2	17.7	16.6

Workplace Competencies

Percent of Estimated Job Vacancies by Workplace Competencies Rated as Important for St. Louis MSA

Workplace Competencies	May-03	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07
Work Habits	98.8	96.4	87.7	100.0	99.8	98.9	93.8	96.9	83.3
Team Skills	97.6	95.1	94.1	98.4	99.2	98.1	98.3	95.9	90.9
Managing Time Wisely	96.4	94.1	84.9	93.4	98.2	94.4	97.9	92.8	81.1
Acquiring and Using Info	92.0	88.4	81.5	92.0	96.3	93.7	95.1	90.9	78.8
Leadership	67.2	57.0	59.3	64.9	80.3	74.2	79.7	71.2	67.6
Job Specific Skills	59.7	62.5	61.8	65.5	79.9	70.5	73.3	64.9	62.6
Computer Literacy	50.2	55.1	54.5	56.8	68.6	67.4	63.8	55.8	60.4

Thinking Skills

Percent of Estimated Job Vacancies by Thinking Skills Rated as Important for St. Louis MSA

Thinking Skills	May-03	Oct-03	May-04	Oct-04	May-05	Oct-05	May-06	Oct-06	May-07
Learning New Skills	91.3	86.9	92.3	93.1	97.1	92.5	94.2	88.9	87.8
Critical Thinking	82.4	75.3	80.8	81.0	91.3	86.9	83.2	88.9	84.4
Decision-Making	84.8	78.7	83.3	85.1	87.7	85.1	91.4	89.2	87.0
Understanding Charts	40.6	44.1	44.0	39.9	57.7	52.4	50.0	43.2	44.3

Methodology

The survey was developed in consultation with St. Louis MSA local Workforce Investment Boards and based upon a model used by the University of Wisconsin–Milwaukee during the 1990s under the auspices of the Department of Labor. In addition to estimating job vacancies, the Job Vacancy Survey also focuses on occupation-specific job requirements.⁴⁴

Sampling Procedures

The current business population is based on an employer database produced by InfoUSA. For each MSA, the business population is divided into two size categories based on the number of employees for each business: those with 5–249 employees, and those with 250 employees or more. One hundred percent of these businesses with 250 employees or more are included in the JVS.

The businesses with 5–249 employees are stratified by the counties in the MSA, by the 20 North American Industry Classification System (NAICS) codes, and by company size.⁴⁵ Based on this matrix, a stratified random sample of these companies is selected for participation in the Job Vacancy Survey.⁴⁶ Business establishments that have fewer than five employees are excluded from the sample population because they represent a large proportion of self-employed persons with no labor demand (see table below).

⁴⁴ The St. Louis MSA Job Vacancy Survey also includes questions on labor market contexts such as job and applicant match and the difficulty finding qualified applicants. The Job Vacancy Survey employs methods that include mail, fax, telephone and on-line surveys. All survey respondents are given the opportunity to respond to the survey in the method that is most convenient for them.

⁴⁵ The 5-249 company size is grouped into five different categories: 5-9, 10-19, 20-49, 50-99, and 100–249.

⁴⁶ The sample size for the randomly selected businesses is based upon a 95 percent confidence level, a 5 percent confidence interval and an expected response rate of 20 percent.

**Survey Population St.
Louis MSA, May 2007**

Business Size	STL
250+ Employees	488
5-249 Employees*	1,933
Total Survey Sample	2,413

**A 95.0% Confidence Level, 5.0% Interval Level are used.*

	STL
Response Rate (%)	68.3

Appendix

Weighting Procedures

To estimate the number of job vacancies for the total population, weights are created that take into account the fore mentioned stratification. Therefore, the businesses responding to the survey (both with openings and no openings) are stratified by FIPS, NAICS, and company size and are applied to the total 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 each corresponding cell created by the stratification. For example, if the total business population with 5–9 employees for retail trade in St. Louis County 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 county – industry level.

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