

Northwest Region Labor Market Analysis



The Northwest Region is situated in the northwest corner of the State of Missouri. Counties included in the Northwest Region

are: Andrew, Atchison, Buchanan, Caldwell, Clinton, Daviess, Dekalb, Gentry, Grundy, Harrison, Holt, Linn, Livingston, Mercer, Nodaway, Putnam, Sullivan and Worth.

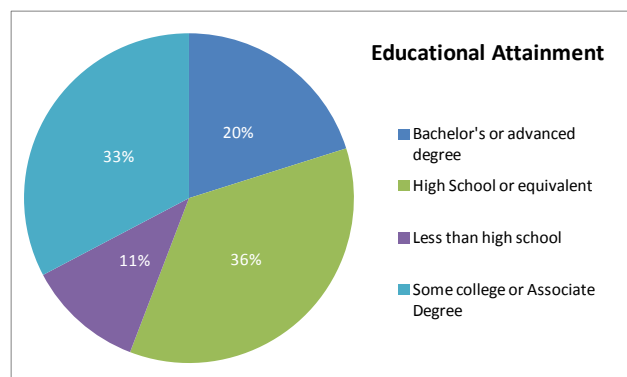
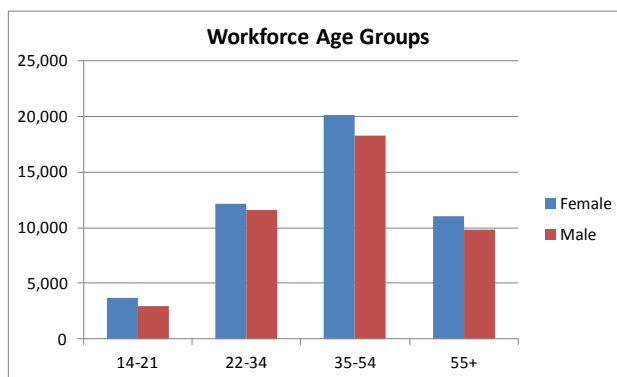
This region includes several major cities such as St. Joseph, Chillicothe, Trenton and Maryville. Many of Missouri’s major highways cross through this region. Interstate 29 runs through the western part of the region, while Interstate 35 crosses the middle of the region. In addition, Highway 36 and Highway 136 run east/west through the region while Highway 59, Highway 159, Highway 71, Highway 169, Highway 69 and Highway 65 run north/south, allowing a great deal of travel through the area.

Workforce

The total population of the Missouri workforce is 2,671,013, and the Northwest Region is home to 89,606, or 3.4%, of the state’s workforce. The age group for workforce is defined as 14 years or more. The county with the largest population is Buchanan County, with 45,440, followed by Nodaway County with 7,063.

The population of the workforce is aging. In the Northwest Region, 23.28% of the workforce is age 55 or older. The percentage for the state is slightly lower, with an average of 21.44% for the same age group.

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



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

Missouri Labor Supply & Demand

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

Northwest WIA	Total	Business & Sales	Health Care & Related	Transportation	Science & Technology	Other Services	Food Service	Management & Support	CIMR*	Production
# Job Ads	9,446	1,814	1,635	1,595	655	600	565	1,556	665	361
% Job Ads	100.0%	19.2%	17.3%	16.9%	6.9%	6.4%	6.0%	16.5%	7.0%	3.8%
# Jobseekers	6,945	594	622	638	171	435	444	1,715	1,157	1,169
% Jobs Sought	100.0%	8.6%	9.0%	9.2%	2.5%	6.3%	6.4%	24.7%	16.7%	16.8%
Gap		10.7%	8.4%	7.7%	4.5%	0.1%	0.4%	8.2%	9.6%	13.0%

*CIMR = Construction, Installation, Maintenance & Repair

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

Commuting Patterns

Commuting patterns tell us a great deal about a region. In the Northwest Region, a majority of the workforce commutes to a different county to work. In fact, over half the workforce in 14 of the 18 counties in the region leave the county where they live for employment. In contrast, only 32% of the workforce leaves the Northwest Region for employment. From these facts, we can conclude that most persons commute to a different county within the Northwest Region for employment. In addition, we can also infer that persons living in the Northwest Region are skilled in the industries and occupations in demand in this region.

Percent of Employees Working Outside of Home County			
Andrew	83%	Harrison	53%
Atchison	54%	Holt	68%
Buchanan	31%	Linn	49%
Caldwell	82%	Livingston	50%
Clinton	79%	Mercer	69%
Daviess	75%	Nodaway	43%
DeKalb	82%	Putnam	60%
Gentry	52%	Sullivan	61%
Grundy	46%	Worth	80%

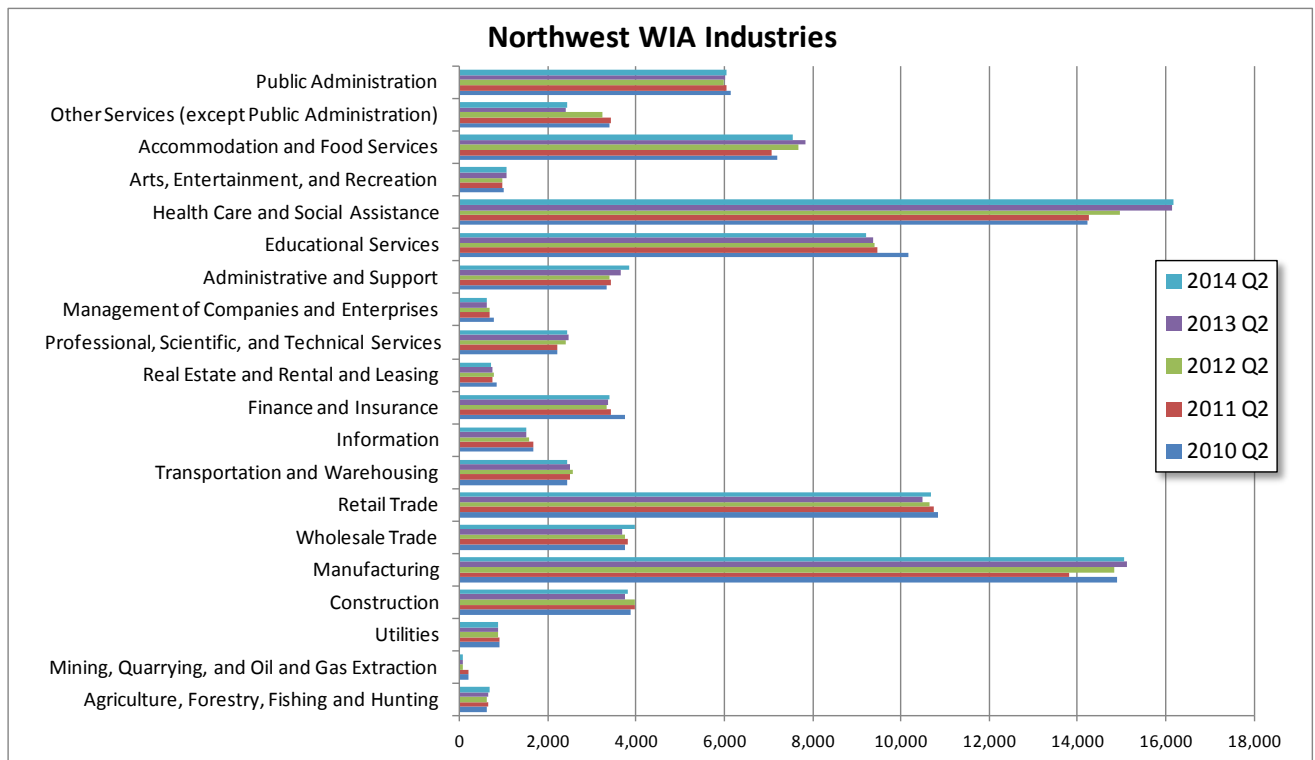
Source: US Census Bureau, Center for Economic Studies, LEHD, On the Map (onthemap.ces.census.gov)

Industries

The chart illustrates the changes in employment in the Northwest Region by industry during the 5 year period. Industries employing the most people at the end of the second quarter of 2014 (most recent data available) are *Health Care and Social Assistance*; *Manufacturing* and *Retail Trade*. Employment in these three industries equals 45% of the total employment in the region.

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

The largest employers in the Northwest Region are in a variety of industries, including government and education, along with many private sector firms such as health care with **Heartland Regional Medical Center**; processing operations such as **Triumph Foods, LLC** and **Smithfield Farmland Corporation**; manufacturing at **Boehringer Ingelheim Vetmedica, Inc.**, **Altec Industries, Inc.**, **Johnson Controls** and **Kawasaki Motors**; food manufacturing with **The Hillshire Brands** and **Con Agra Foods, Inc.**; and insurance with **American Family Insurance**.



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

Occupations

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

In the Northwest Region, approximately 32,000 job openings are projected between 2012 through 2022. Most of the job openings, over 15,000 are projected in the Grade B category. Many of the job openings are in entry level occupations, such as *Food Preparation and Serving Workers; Cashiers; Retail Salespersons; Waiters and Waitresses; Laborers; Customer Service Representatives and Office Clerks.*

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

Northwest WIA - Good Outlook Careers				
	Title	Grade	Openings	Average Wage
N O W	Combined Food Preparation & Serving Workers, Including Fast Food	B+	1,643	\$17,507
	Cashiers	C+	1,361	\$18,345
	Retail Salespersons	B	1,097	\$24,727
	Waiters and Waitresses	C+	878	\$18,683
	Laborers & Freight, Stock & Material Movers	B+	676	\$24,173
	Customer Service Representatives	A	657	\$30,041
	Office Clerks, General	B	516	\$26,858
N E X T	Registered Nurse	A	619	\$57,785
	Nursing Assistant	B	563	\$20,980
	Heavy and Tractor-Trailer Truck Drivers	A	410	\$35,518
	Licensed Practical and Licensed Vocational Nurses	A	333	\$36,031
	First-Line Supervisors of Food Preparation and Serving Workers	B+	322	\$23,035
	First-Line Supervisors of Retail Sales Workers	B	301	\$34,253
	Maintenance and Repair Workers, General	B	281	\$32,331
L A T E R	General and Operations Managers	A+	484	\$ 76,254
	Elementary School Teachers, Except Special Education	B+	376	\$ 36,257
	Secondary School Teachers, Except Special & Career/Technical Ed.	B	338	\$ 40,582
	Accountants & Auditors	A+	265	\$ 54,535
	Middle School Teachers, Except Special & Career/Technical Ed.	A	262	\$ 41,720
	Farmers, Ranchers and Other Agricultural Managers	C+	240	n/a
	Substitute Teachers	C+	143	\$ 23,786

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

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

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

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

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

Burning Glass -- Top Job Postings in 2014	
*+Heavy and Tractor-Trailer Truck Drivers	1,199
*+Retail Salespersons	504
*+Registered Nurses	336
+First-Line Supervisors of Retail Sales Workers	303
*+Customer Service Representatives	234
Sales Representatives, Wholesale and Manufacturing	218
Merchandise Displayers and Window Trimmers	215
*+Combined Food Preparation and Serving Workers, Including Fast Food	203
+Maintenance and Repair Workers, General	200
*+Cashiers	147
+First-Line Supervisors of Food Preparation and Serving Workers	146
*+Laborers and Freight, Stock, and Material Movers, Hand	144
Medical and Health Services Managers	142
*+Nursing Assistants	133
Light Truck or Delivery Services Drivers	131
Physical Therapists	129
*+Licensed Practical and Licensed Vocational Nurses	125
Childcare Workers	85
First-Line Supervisors of Production and Operating Workers	81
*+General and Operations Managers	69
Speech-Language Pathologists	67
*Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	67
Tellers	66
Office and Administrative Support Workers, All Other	65
Occupational Therapists	65

Source: Labor Insight/Burning Glass Occupation Data

*Occupation on projected top 20 Northwest Region Top Openings list

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

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

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