



ENHANCED LABOR MARKET ANALYSIS

St. Louis Region

January 2026



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INTRODUCTION



INTRODUCTION

St. Louis is a dynamic region. Despite strong pockets of economic activity, the area has significant untapped labor pools among low- to moderate-income residents, as well as underutilized employed workers. The Enhanced Labor Market Analysis (ELMA) offers a clearer understanding of who these workers are and how systems can more effectively reach, engage, and support them.

By bringing together a deeper understanding of people and a clearer picture of opportunities and constraints, ELMA creates a comprehensive view of the labor market, enabling partners to design more precise, data-driven strategies that connect residents to the region's most promising quality jobs.

This analysis serves as a baseline for understanding the region's labor market, drawing on the most recent data available across multiple sources, each with its own data release timeline; as a result, reference periods may vary throughout the report.

OUR PARTNERS

The Enhanced Labor Market Analysis (ELMA) was made possible through the collaboration of regional partners who contributed data, expertise, and insight. Their partnership strengthened the analysis and ensured it reflects the lived realities of the St. Louis workforce and economy.



INTRODUCTION

WHAT DIFFERENTIATES THE ELMA

Traditional labor market studies offer useful snapshots of employer demand, but rarely ask who could realistically fill those jobs or what stood in the way. These studies are “static, demand-focused snapshots” that stop short of examining the workforce itself, leaving stakeholders without insight into how to mobilize underutilized workers into quality living-wage careers and economic mobility.

ELMA has a simple but powerful premise, we cannot fix the friction gap without seeing both sides of the labor market at the same time. Given this challenge, ELMA is designed as a dual-lens system that integrates job demand with the lived realities of people.

ELMA integrates insights about people and employment, moving beyond static labor-market snapshots to show how the market functions in practice and where the greatest opportunities for connection and mobility exist.

ELMA expands traditional supply-side analysis by tracking employment patterns across more than twenty data points.

It profiles the region’s underutilized workforce — including those unemployed, underemployed, out of the labor force, or in low-wage jobs — and identifies where they live, the barriers they face, and the credentials needed to move into quality careers.

INTRODUCTION

HOW TO READ THIS REPORT

It begins with the region's employment landscape. It examines where opportunity is growing, which jobs offer wages that support stability, and how skills, credentials, and emerging technologies are reshaping pathways into and through work. This section helps clarify which opportunities are realistically within reach for different workers and which remain out of reach without intervention.

The report then turns to the people navigating the labor market: residents who are working, seeking work, or facing barriers to participation. This section builds a shared understanding of who participates in the regional economy, how they engage with work, and what shapes their options.

Finally, the report brings these insights together through six population clusters that reflect the diverse ways residents experience and move through the labor market. These clusters highlight common patterns in employment, education, and barriers to advancement, providing a practical framework for more targeted, inclusive, and equitable workforce strategies.

By pairing a people-centered understanding of the workforce with a detailed view of opportunity, the ELMA offers a clearer path from insight to action.

This report views the labor market not as a transaction between supply and demand, but as **an ecosystem shaped by people, opportunity, and access.**

THE REGION'S JOB LANDSCAPE



THE REGION'S JOB LANDSCAPE

This section examines the St. Louis region's employment landscape, highlighting where work is expanding, changing, and declining. It examines employment and wage trends across industries and occupations, along with job postings that signal where employers are actively hiring.

The analysis reveals a region shaped by both continuity and change. Long-term investments in healthcare, education, construction, and infrastructure continue to generate opportunity, while growth in professional and technical services reflects evolving skill needs. At the same time, automation and shifting consumer behavior are reshaping roles in retail and administrative work.

Together, these trends point to both promise and challenge: growing demand for skilled and leadership roles, persistent wage gaps across occupations, and increasing exposure to technological disruption. The pages that follow trace these patterns in detail, clarifying where opportunity is expanding—and what it may take for more residents to access it.

To better understand which opportunities offer stability and a path forward, the section breaks the employment landscape into four complementary lenses: Overall Quality Jobs, Middle Skills Jobs, Middle Skills Quality Jobs, and High-Demand, Non-Bachelor Quality Jobs.

For individuals seeking to advance, the key consideration goes beyond job availability to finding stable positions that offer growth opportunities and wages sufficient to support long-term progress.

INDUSTRY AND OCCUPATION DEMAND

Drawing on 2025 Lightcast data, ELMA identifies the Health Care and Social Assistance industry sector as the region's largest employer, underscoring the area's expanding demand for health services and community care. Government and Retail Trade remain significant employment anchors, though both have seen modest declines in recent years. Meanwhile, sectors such as Education Services, Construction, and Professional and Technical Services have demonstrated steady growth, reflecting ongoing investments in infrastructure, education, and knowledge-based industries.

From an occupational standpoint, the Office and Administrative Support workforce continues to serve as the foundation of business operations across sectors, while Management, Healthcare Support, and Business and Financial Operations occupations have shown the strongest job gains since 2019. These shifts point to increasing specialization and an ongoing need for both leadership and technical expertise within the regional labor market.

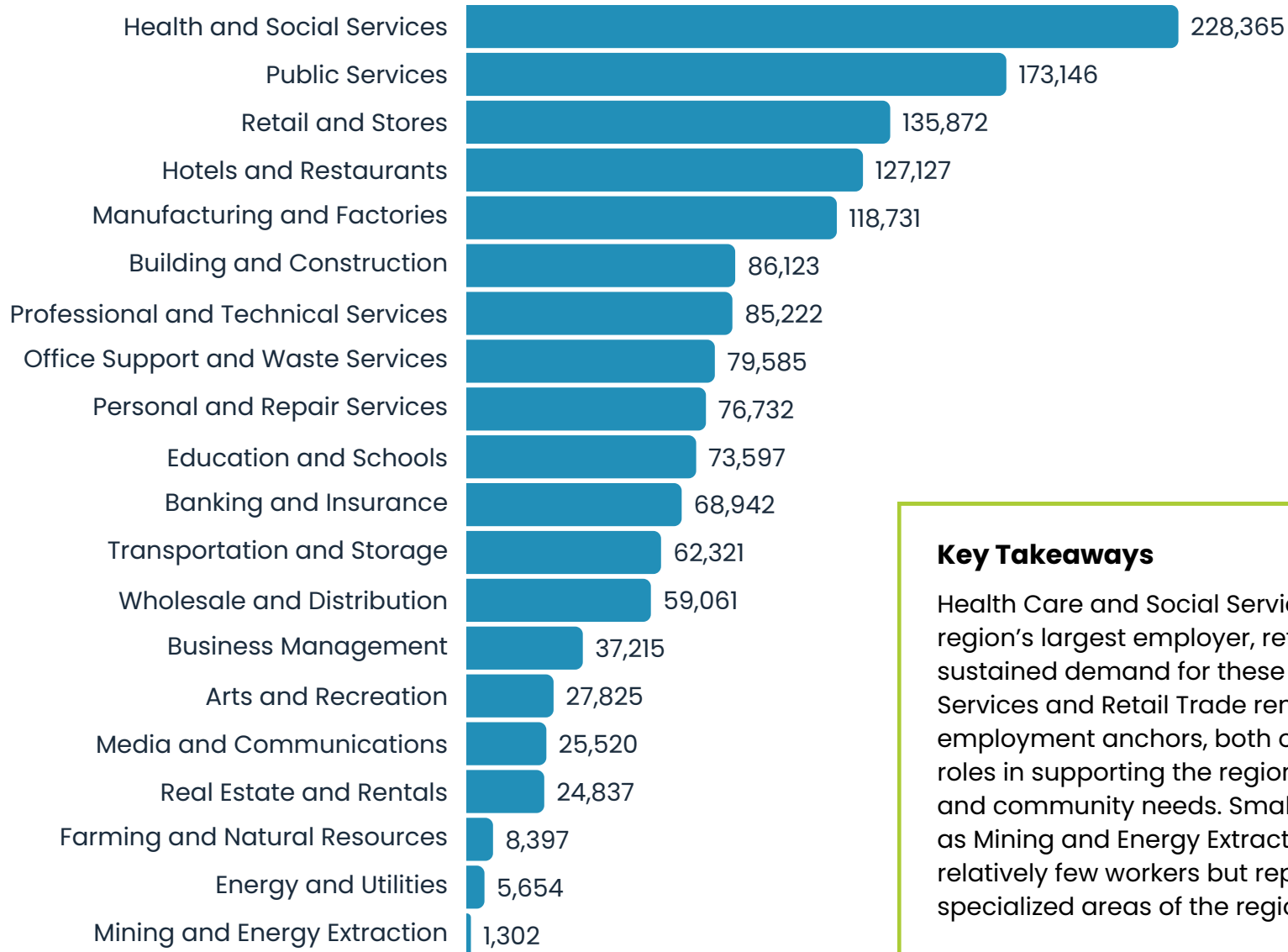
Finally, wage data highlights a widening gap between high-wage management and technical roles and lower-wage service positions, reinforcing the importance of workforce pathways that connect residents to quality jobs — those offering sustainable wages, benefits, and opportunities for advancement.

Together, these insights offer a snapshot of the region's current labor dynamics and set the stage for deeper exploration into job quality, wage equity, and skill alignment in the sections that follow.

THE REGION'S JOB LANDSCAPE

INDUSTRY AND OCCUPATION DEMAND

Total Employment by Industry in St. Louis MSA (2024)



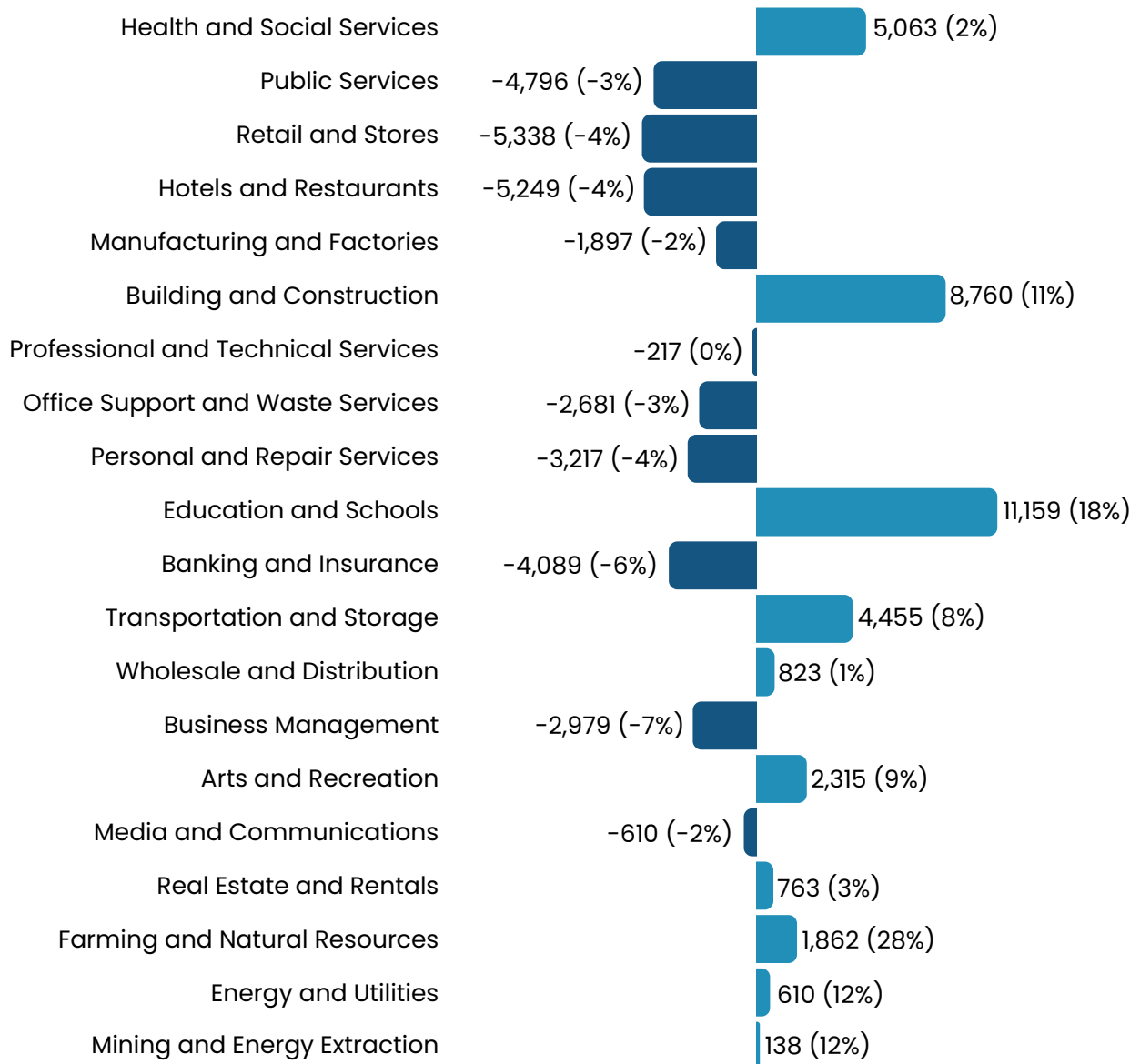
Key Takeaways

Health Care and Social Services is the region's largest employer, reflecting sustained demand for these services. Public Services and Retail Trade remain major employment anchors, both of which play key roles in supporting the regional economy and community needs. Smaller sectors such as Mining and Energy Extraction employ relatively few workers but represent specialized areas of the regional economy.

THE REGION'S JOB LANDSCAPE

INDUSTRY AND OCCUPATION DEMAND

Employment Growth and Decline by Industry in St. Louis MSA (2019-2024)



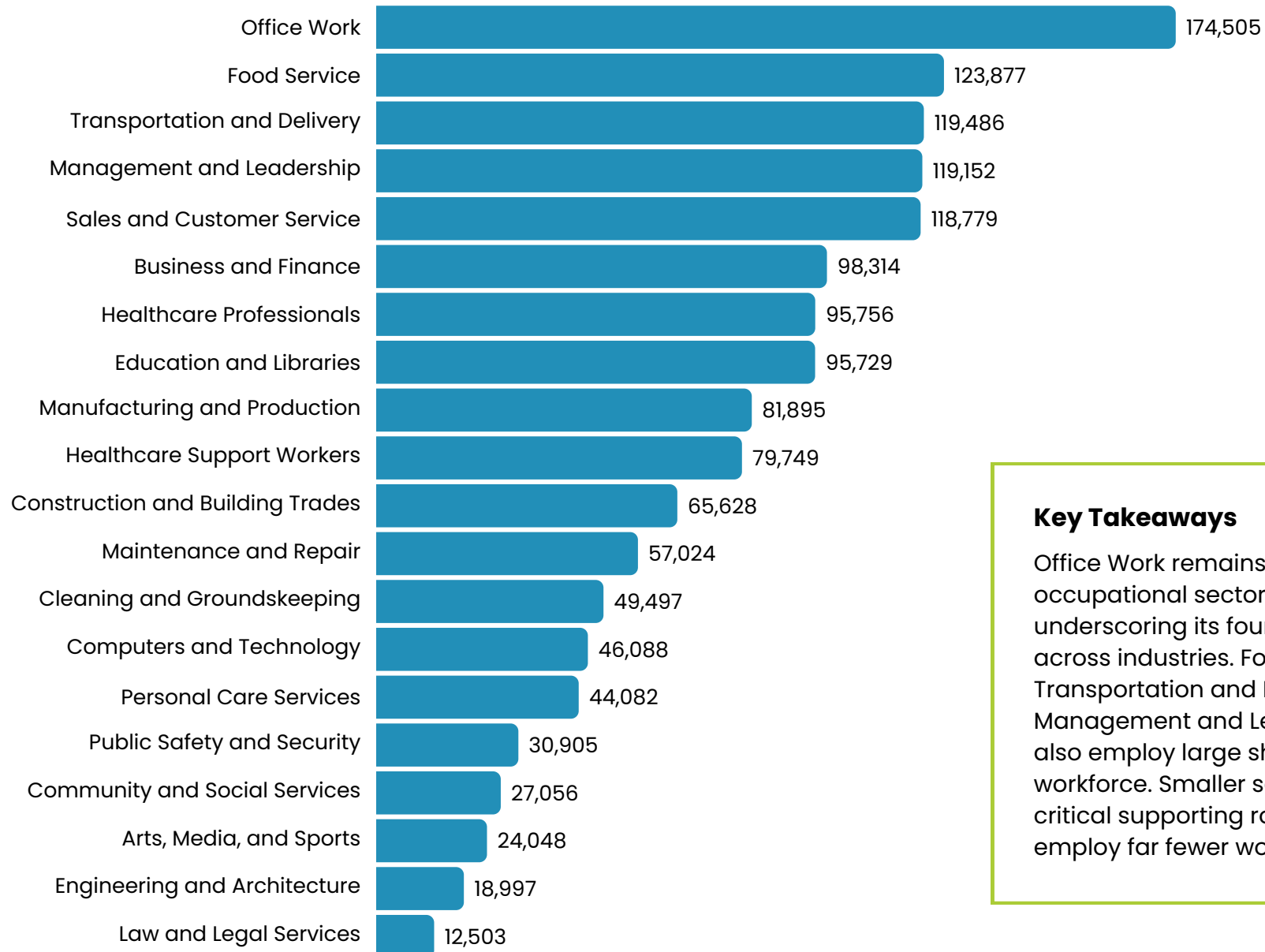
Key Takeaways

Education and Schools experienced the strongest job growth, followed by Building and Construction and Health and Social Services, reflecting expanding workforce and infrastructure needs. Retail and Stores, Hotels and Restaurants, and Public Services saw the largest job losses, signaling shifts in consumer behavior and public-sector employment. Overall, the data show uneven recovery and growth across industries.

THE REGION'S JOB LANDSCAPE

INDUSTRY AND OCCUPATION DEMAND

Total Employment by Occupational Sector in St. Louis MSA (2024)



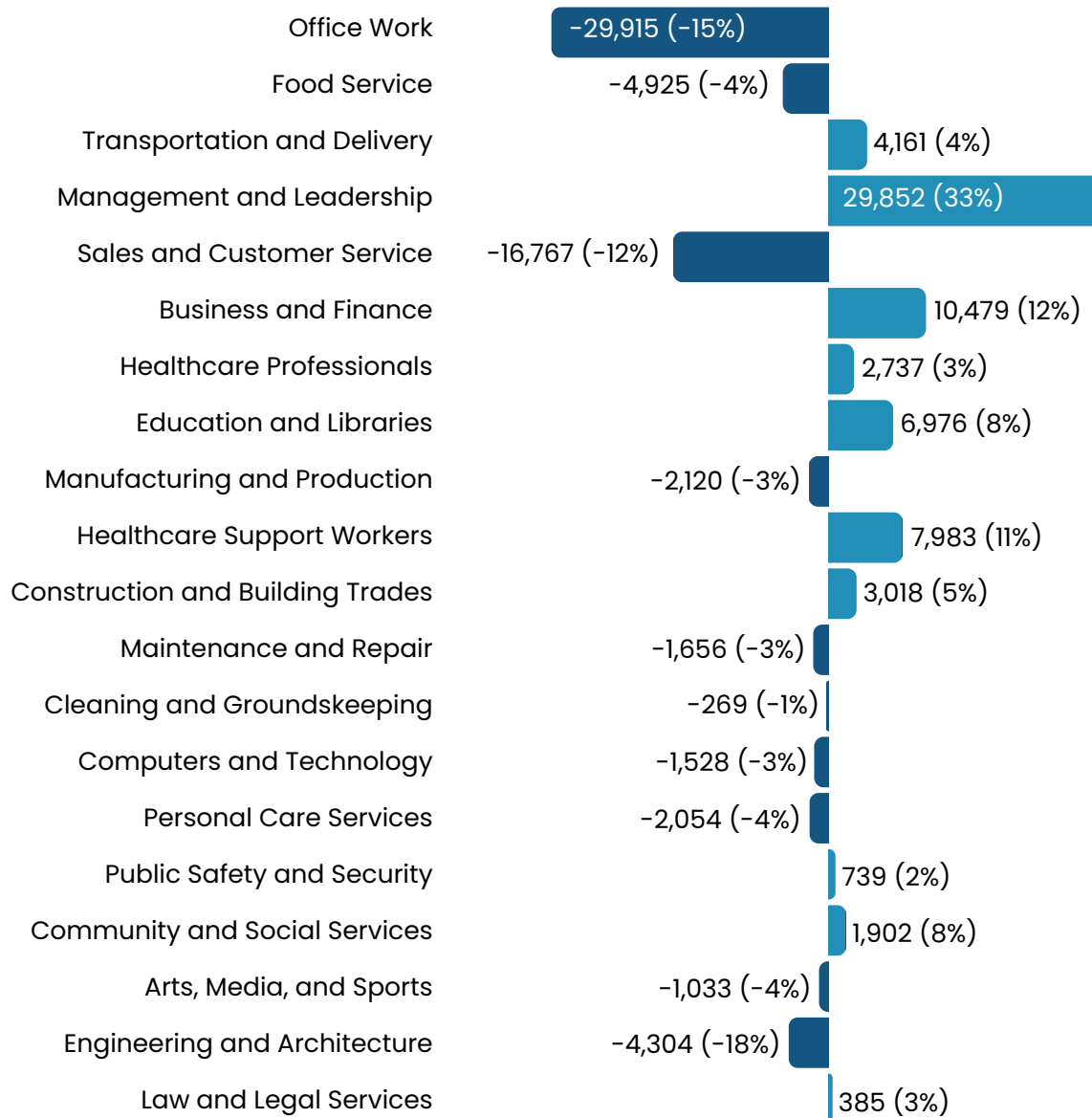
Key Takeaways

Office Work remains the largest occupational sector, underscoring its foundational role across industries. Food Service, Transportation and Delivery, and Management and Leadership also employ large shares of the workforce. Smaller sectors play critical supporting roles but employ far fewer workers overall.

THE REGION'S JOB LANDSCAPE

INDUSTRY AND OCCUPATION DEMAND

Growth and Decline by Occupational Sector in St. Louis MSA (2019–2024)



Key Takeaways

Between 2019 and 2024, several occupational sectors experienced notable shifts reflecting a rising demand for leadership and strategic roles, as well as an expansion in administrative capacity and healthcare services.

Automation, evolving consumer behavior, and changing business models led to the largest job loss in sectors related to Office Work, Administrative Support, Retail, and Sales.

INDUSTRY AND OCCUPATION DEMAND

Median Annual Wages by Occupational Sector in St. Louis MSA (2024)



Key Takeaways

Management and technology-related occupations earn the highest median wages, while food service and personal care roles earn the least. Several sectors meet or exceed the region's quality-job wage threshold, indicating strong earning potential without requiring uniform educational pathways. The chart highlights substantial wage variation across occupational groups.

JOB POSTINGS AND EMPLOYER NEEDS

The St. Louis region's labor market remains highly active and adaptive, averaging more than 30,000 unique job postings per month between October 2024 and September 2025, and over 18,000 employers competing for talent. This strong level of employer engagement reflects both sustained economic momentum and continued shifts in workforce demand across industries.

Healthcare continues to anchor the regional job market. Healthcare Professionals accounted for more than 6,000 unique postings, and the top employers — BJC HealthCare, Mercy, and SSM Health Care — together generated over 29,000 listings during the year. Demand also remained strong in sales, management, logistics, and finance, signaling broad-based hiring activity that supports both service and knowledge sectors.

Yet, alongside this dynamism, the region faces emerging challenges. Many high-volume postings correspond to occupations with lower median wages or higher exposure to automation and AI, including customer service, office support, and administrative roles. Approximately 74,000 positions in the metro area fall within AI-vulnerable job categories, underscoring the importance of reskilling strategies and proactive workforce development efforts.

Together, these trends illustrate a market characterized by robust opportunity and rapid change. The data that follows explores where demand is strongest, which employers are driving hiring, and how technological disruption may reshape the region's employment landscape in the years ahead.

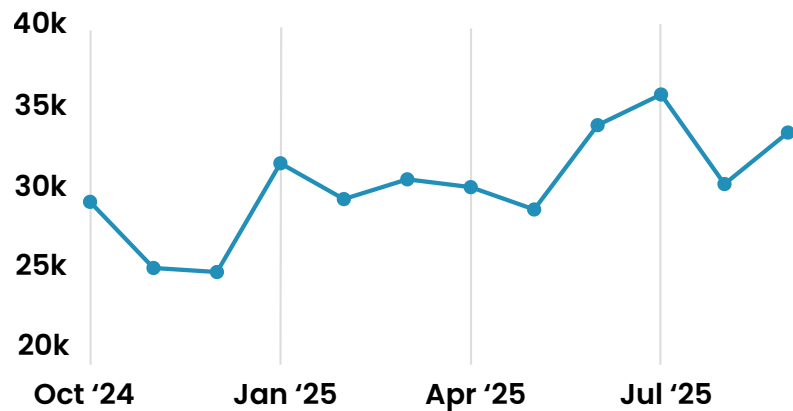
THE REGION'S JOB LANDSCAPE

JOB POSTINGS AND EMPLOYER NEEDS

Job Postings in St. Louis MSA

Between October 2024 and September 2025, there were an average of 30,000 unique job postings per month in the St. Louis MSA, reflecting a dynamic and active labor market. More than 18,062 employers posted new job opportunities during this period, and the median posting remained open for 26 days, indicating steady demand for talent across the region.

Unique Job Postings by Month



30,000

Average Unique Monthly Postings

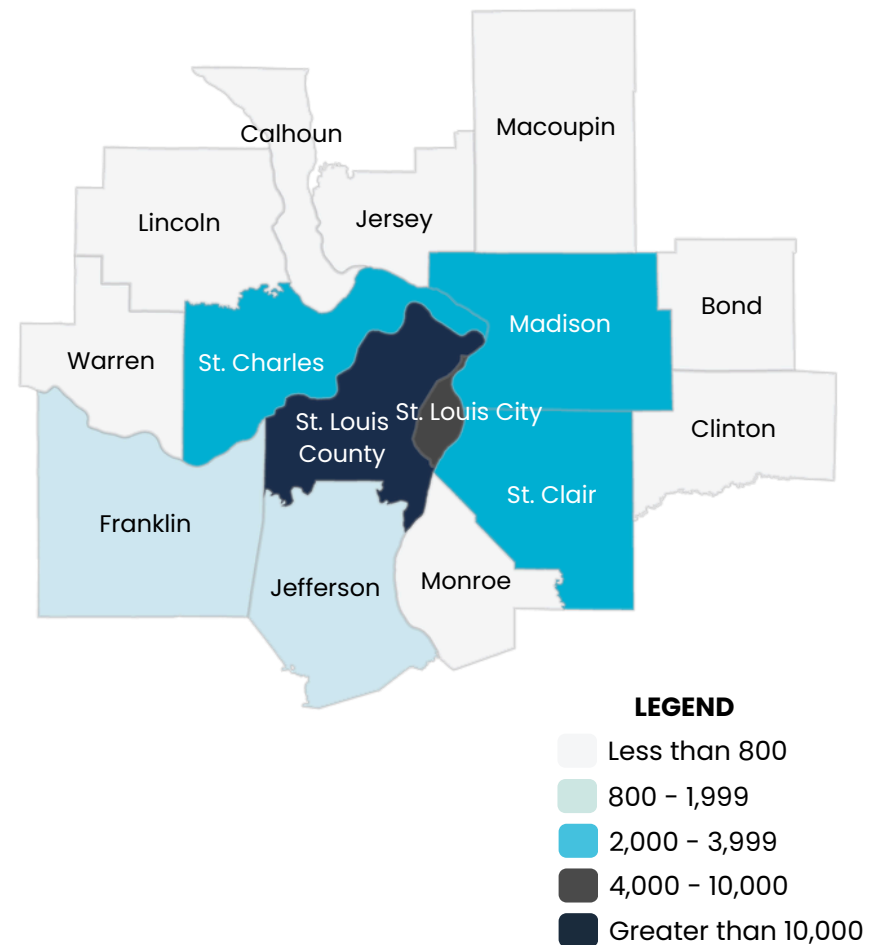
18,062

Employers Competing

26

Median Posting Duration (Days)

Unique Job Postings by Month in the St. Louis MSA



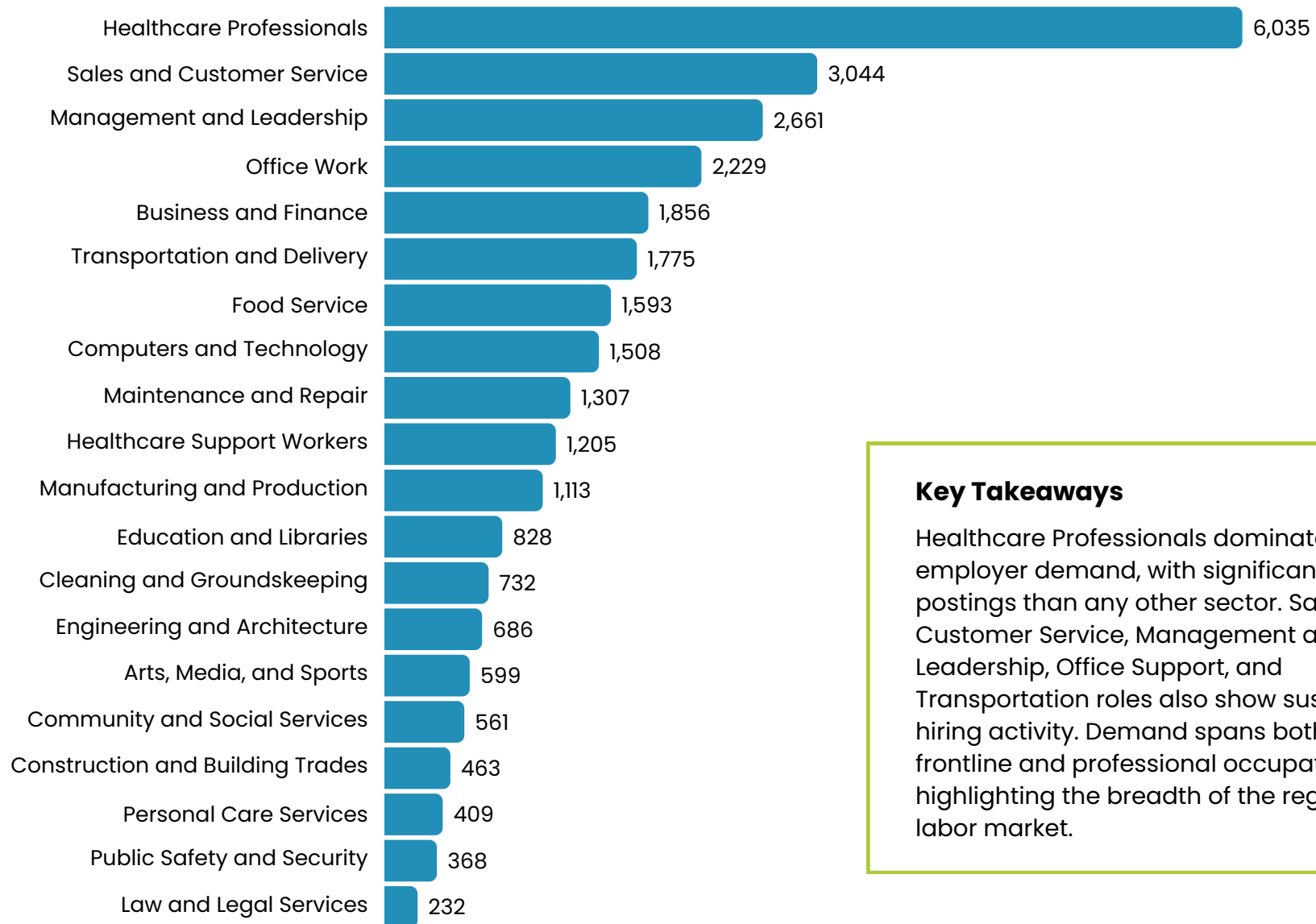
LEGEND

- Less than 800
- 800 - 1,999
- 2,000 - 3,999
- 4,000 - 10,000
- Greater than 10,000

THE REGION'S JOB LANDSCAPE

JOB POSTINGS AND EMPLOYER NEEDS

Average Monthly Unique Job Postings by Occupational Sector (Oct 2024 – Sep 2025)



Key Takeaways

Healthcare Professionals dominate employer demand, with significantly more postings than any other sector. Sales and Customer Service, Management and Leadership, Office Support, and Transportation roles also show sustained hiring activity. Demand spans both frontline and professional occupations, highlighting the breadth of the regional labor market.

THE REGION'S JOB LANDSCAPE

JOB POSTINGS AND EMPLOYER NEEDS

Top Average Monthly Job Postings by Company in St. Louis MSA (Oct 2024 - Sep 2025)



Key Takeaways

Healthcare systems account for the highest volume of postings, underscoring their central role in the regional economy. Large national employers and staffing firms also contribute substantial hiring activity. The mix of employers reflects both institutional demand and ongoing workforce churn.

THE REGION'S JOB LANDSCAPE

JOB POSTINGS AND EMPLOYER NEEDS

Top Job Postings by Occupation in St. Louis MSA (October 2024 – September 2025)

Occupation	Average Monthly Unique Job Postings (Oct '24–Sept '25)	# Jobs (2024)	Median Earnings
Registered Nurses (RNs)	2,584	34,373	\$83,692
Retail Salespeople	833	29,540	\$33,268
Truck Drivers (Heavy/Tractor-Trailer)	608	19,790	\$56,485
Retail Supervisors	576	9,900	\$46,402
Customer Service Reps	505	27,639	\$44,320
Maintenance and Repair Workers	388	14,816	\$51,331
Home Health & Personal Care Aides	370	46,860	\$29,990
LPNs/LVNs	368	5,075	\$65,543
Wholesale/Manufacturing Sales Reps (Non-Technical)	366	12,247	\$65,495
Software Developers	356	9,946	\$117,143
Healthcare Managers	352	4,561	\$101,428
Health Techs and Technicians	338	2,503	\$47,135
Laborers and Freight Movers	338	23,441	\$38,067
Janitors and Cleaners	330	23,022	\$34,956
Food Service Managers	322	1,975	\$55,270
Computer Occupations (Other)	309	7,013	\$92,345
General/Operations Managers	276	45,967	\$86,232
Office/Admin Supervisors	273	12,293	\$66,582
Physical Therapists	266	2,442	\$98,302
Project Managers	248	11,009	\$94,057

Key Takeaways
 Between 2024 and 2025, Registered Nurses were by far the most in-demand occupation, highlighting ongoing healthcare shortages. Other high-demand roles span retail, transportation, maintenance, and customer service, while wide pay differences suggest varying job quality despite similar demand.

QUALITY & MIDDLE-SKILLS OCCUPATIONS (HIGH-DEMAND, NON-BACHELOR)

This section takes a closer look at the types of jobs available across the St. Louis region, with particular attention to roles that offer living wages, stability, and opportunities for advancement. It examines employment through four complementary lenses:

- Overall Quality Occupations
- Middle Skills Occupations
- Middle Skills Quality Occupations
- High-Demand, Non-Bachelor Quality Occupations

It begins with a broad view of the region's 474 quality occupations, as defined by ELMA, offering a snapshot of employment opportunities that provide living wages and the potential for economic security.

From there, the analysis examines 377 middle-skills occupations: jobs that typically require education or training beyond high school but less than a bachelor's degree. Looking at these roles helps clarify how skill requirements shape access to opportunity and where middle-skills jobs overlap with, or diverge from, quality employment. The section then focuses on the 214 occupations that meet both criteria: middle-skills jobs that also pay a living wage. These roles represent some of the clearest pathways to stability and upward mobility for residents without a four-year degree.

Finally, the analysis expands to include 247 high-demand, non-bachelor quality occupations, capturing the full range of living-wage occupations that do not require a bachelor's degree, including roles that require little or no formal education.

QUALITY JOBS IN THE ST. LOUIS REGION

In June 2025, the nation's leading education and workforce systems research and policy center, Jobs for the Future, released a report identifying the Five Dimensions of a Quality Job. The five dimensions are: financial well being; workforce culture and safety; growth and development opportunities; agency and culture; and work structure and autonomy.

ELMA has adopted the guidance from the JFF report and puts a focus around key indicators found in demand data that measure compensation, benefits, and advancement in specific occupations.

The most common data available relates to compensation. In that light, ELMA classifies Quality Jobs in the St. Louis MSA as those occupations that have median earnings of over \$50,000. ELMA will measure benefits and growth opportunities where the data is available; however, for reporting and analysis purposes, we will use compensation as the defining indicator for a Quality Job. The report has highlighted 474 occupations that qualify as quality jobs based on median earnings.

THE REGION'S JOB LANDSCAPE

QUALITY JOBS IN ST. LOUIS MSA

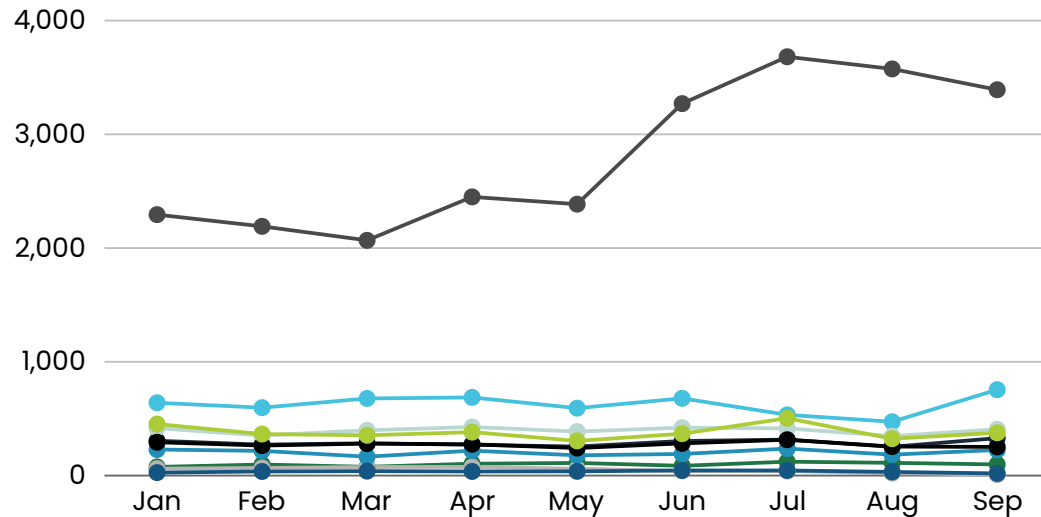
	# Quality Jobs (2024)	Change ('19-'24)	Median Earnings	Education
General and Operations Managers	45,967	15,034	\$86,232	BA/BS
Registered Nurses (RNs)	34,373	576	\$83,692	ADN/BSN
Postsecondary Teachers	23,686	3,400	\$82,760	PhD/Prof
Truck Drivers (Heavy/Tractor-Trailer)	19,790	902	\$56,485	Cert.
Elementary School Teachers	15,125	3,999	\$59,118	BA/BS
Maintenance and Repair Workers	14,816	(1,459)	\$51,331	HS
Accountants and Auditors	13,594	(997)	\$76,067	BA/BS
Office and Admin Supervisors	12,293	(2,159)	\$66,582	HS
Sales Reps (Wholesale/Manufacturing)	12,247	(153)	\$65,495	HS
Carpenters	11,053	(262)	\$63,673	HS
Project Managers	11,009	4,718	\$94,057	BA/BS
Construction Laborers	10,886	613	\$57,998	None
Business Operations Specialists	10,032	3,796	\$88,353	BA/BS
Software Developers	9,946	(661)	\$117,143	BA/BS
High School Teachers	9,160	(1,691)	\$63,536	BA/BS
HR Specialists	8,834	1,677	\$66,002	BA/BS
Managers (Other)	8,248	2,369	\$98,618	BA/BS
Sales Reps (General)	8,032	(595)	\$61,205	HS
Management Analysts	7,688	557	\$107,082	BA/BS
Lawyers	7,505	(195)	\$126,171	PhD/Prof

Key Takeaways

There are a total of 474 occupations in the St. Louis MSA that qualify as quality jobs: jobs that have median annual earnings of greater than \$50,000. Those occupations account for 747,000 jobs within the region. Of those occupations, General and Operations Managers hold the largest share of quality jobs at 45,967 jobs, followed by Registered Nurses (RNs) at 34,373 jobs.

QUALITY JOB POSTINGS IN ST. LOUIS MSA: OVERVIEW

Unique Job Postings by Occupation – 2025



Key Takeaways

Most Quality Job occupations show consistent posting activity throughout the year, indicating sustained employer demand. Nearly all Quality Job occupations had at least one posting during the period analyzed. This suggests that quality career pathways remain active and accessible in the regional labor market.

Occupation	# Jobs (2024)	Change ('19-'24)	Median Annual Earnings	Education
General Operations Managers	45,967	15,034	\$86,232	BA/BS
Registered Nurses (RNs)	34,373	576	\$83,692	ADN/BSN
Postsecondary Teachers	23,686	3,400	\$82,760	PhD/Prof
Truck Drivers (Heavy/Tractor-Trailer)	19,790	902	\$56,485	Cert.
Elementary School Teachers	15,125	3,999	\$59,118	BA/BS
Maintenance and Repair Workers	14,816	(1,459)	\$51,331	HS
Accountants and Auditors	13,594	(997)	\$76,067	BA/BS
Office Supervisors	12,293	(2,159)	\$66,582	HS
Wholesale/Manufacturing Sales Reps (Non-Technical)	12,247	(153)	\$65,495	HS
Carpenters	11,053	(262)	\$63,673	HS

THE REGION'S JOB LANDSCAPE

QUALITY JOB POSTINGS IN ST. LOUIS MSA BY EDUCATION

Number of Monthly Quality Job Postings (2024)

		Education
Registered Nurses (RNs)	2,587	ADN/BSN
Truck Drivers (Heavy/Tractor-Trailer)	608	Cert.
Maintenance and Repair Workers	388	HS
Sales Reps (Wholesale/Manufacturing)	368	HS
LPNs/LVNs	368	Cert.
Software Developers	356	BA/BS
Medical and Health Services Managers	353	BA/BS
Food Service Managers	322	HS
Computer Specialists (Other)	309	BA/BS
General and Operations Managers	276	BA/BS
Office and Admin Supervisors	273	HS
Physical Therapists	266	PhD/Prof
Project Managers	248	BA/BS
Sales Reps (General)	246	HS
Sales Reps (Technical/Scientific)	243	BA/BS
Financial Managers	226	BA/BS
Sales Managers	215	BA/BS
Radiologic Technologists	214	AA/AS
Accountants and Auditors	204	BA/BS
Nurse Practitioners	178	MA/MS

Key Takeaways

Healthcare and management occupations dominate Quality Jobs postings, driven largely by Registered Nurses and supervisory roles. Several high-demand quality roles do not require graduate-level education. Demand remains strong across both clinical and operational positions.

THE REGION'S JOB LANDSCAPE

QUALITY JOB POSTINGS IN ST. LOUIS MSA BY EARNINGS

Most Posted Quality Jobs by Earnings (2024)

Job Title	Earnings	Education
Financial Managers	\$138,467	BA/BS
Nurse Practitioners	\$132,018	MA/MS
Software Developers	\$117,144	BA/BS
Sales Managers	\$113,710	BA/BS
Medical and Health Services Managers	\$101,428	BA/BS
Physical Therapists	\$98,302	PhD/Prof
Sales Reps (Technical/Scientific)	\$94,752	BA/BS
Project Managers	\$94,058	BA/BS
Computer Specialists (Other)	\$92,345	BA/BS
General and Operations Managers	\$86,233	BA/BS
Registered Nurses (RNs)	\$83,693	ADN/BSN
Accountants and Auditors	\$76,068	BA/BS
Radiologic Technologists	\$74,006	Cert.
Office and Admin Supervisors	\$66,582	HS
LPNs/LVNs	\$65,543	Cert.
Sales Reps (Wholesale/Manufacturing)	\$65,496	HS
Sales Reps (General)	\$61,205	HS
Truck Drivers (Heavy/Tractor-Trailer)	\$56,485	Cert.
Food Service Managers	\$55,270	HS
Maintenance and Repair Workers	\$51,332	HS

Education

Key Takeaways

Earnings vary widely even among high-demand Quality Jobs, ranging from just above the quality threshold to well over \$130,000 annually. Higher-paying roles typically require advanced education, though some non-bachelor's healthcare roles remain competitive. This highlights tradeoffs between earnings, education, and demand.

MIDDLE SKILL OCCUPATIONS IN THE ST. LOUIS REGION

Middle-skill occupations are occupations that require more training than a high school diploma, but less than a bachelor's degree. These roles often rely on short-term credentials, apprenticeships, associate degrees, or hands-on technical training.

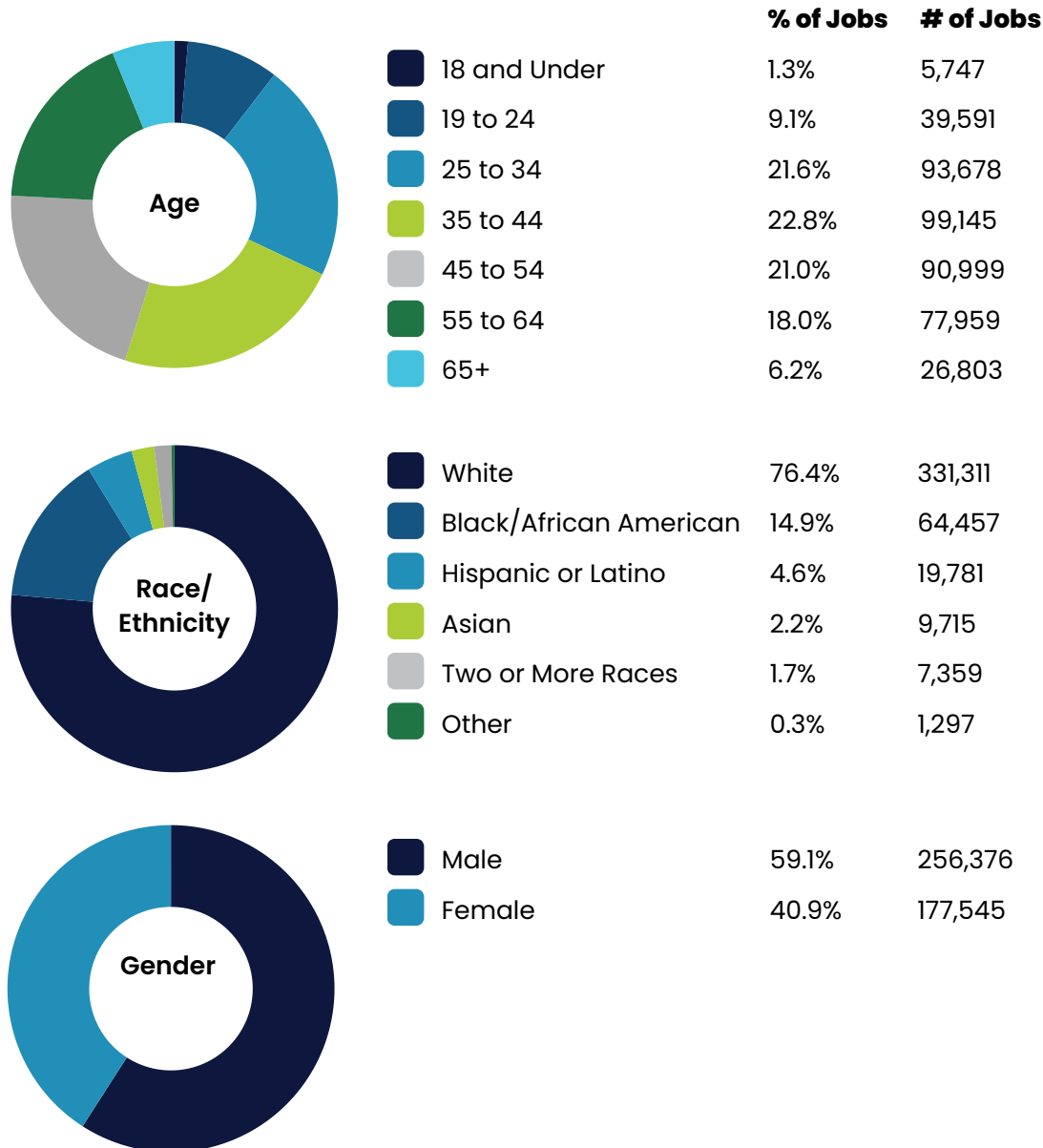
Middle-skill occupations characteristics:

- Education/credential: Some postsecondary training, such as a certificate, license, or associate degree.
- Skills: More technical than entry-level service work, but not as academically intensive as bachelor's-level careers.
- Wages: Often provide family-sustaining incomes, especially in fields like advanced manufacturing, healthcare technology, IT support, logistics, and skilled trades.

The Missouri Economic Research and Information Center (MERIC) identifies 377 middle-skill occupations across the state.

MIDDLE SKILL OCCUPATIONS IN THE ST. LOUIS REGION

Demographics of MERIC Middle Skill Jobs in the East-West Gateway Region (2024)



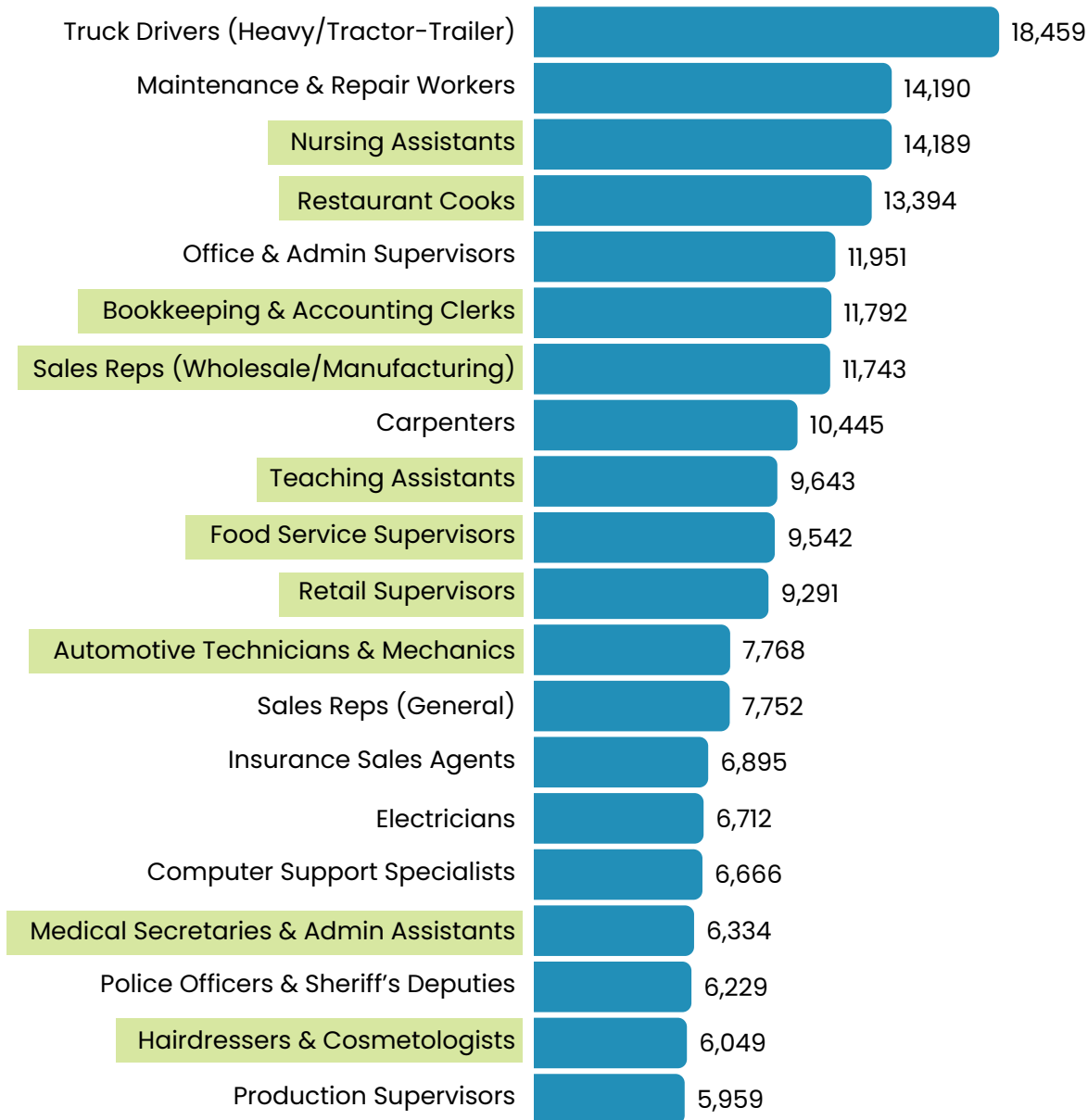
Key Takeaways

Most middle-skill workers are in their prime working years, with demographic patterns similar to Quality Jobs overall. Middle-skill jobs employ a slightly higher share of Black workers compared to Quality Jobs. This group represents an important opportunity for equitable workforce advancement.

THE REGION'S JOB LANDSCAPE

MIDDLE SKILL OCCUPATIONS IN THE ST. LOUIS REGION

Employment in MERIC Middle Skills Jobs in the EWG Region (2024)



Key Takeaways

The top 20 occupation categories for MERIC's middle-skill jobs in the East-West Gateway region reveal important differences between MERIC's broader definition of middle-skill work and the ELMA framework's focus on job quality. Of the 20 occupations, 10 – highlighted in green – are not classified as Quality Jobs under ELMA criteria.

Many of the largest middle-skill occupations do not meet the Quality Job wage threshold, despite requiring postsecondary training. This gap highlights the importance of evaluating both skill requirements and job quality. Workforce strategies should focus on improving wages and advancement within these roles.

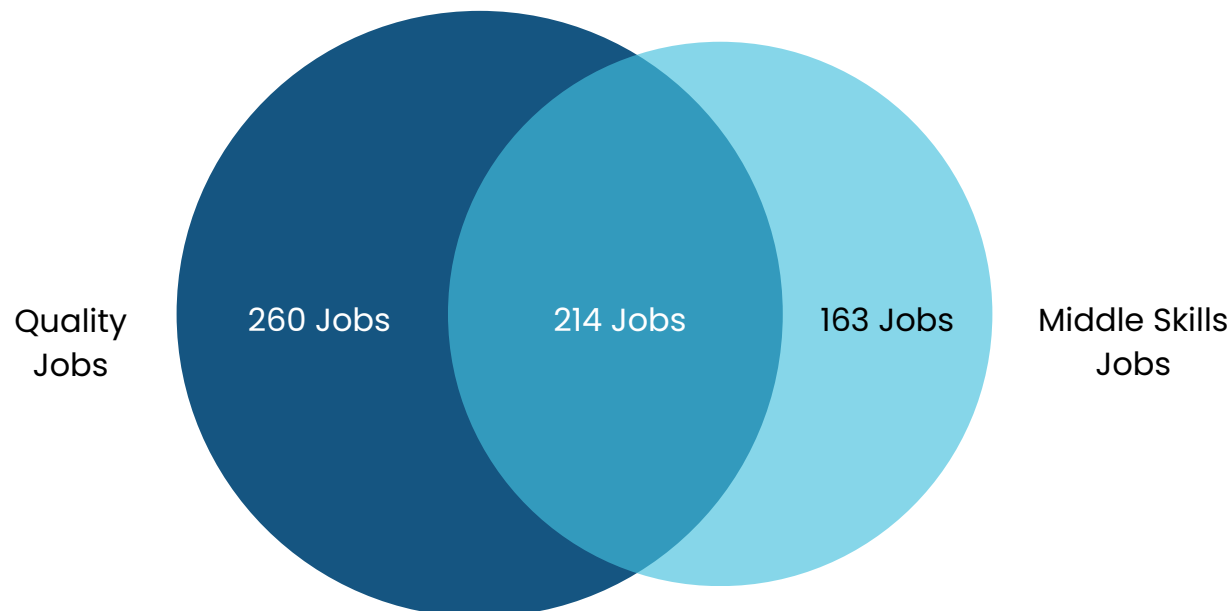
QUALITY/MIDDLE SKILL JOBS IN THE ST. LOUIS REGION

Quality jobs and middle-skill jobs both create pathways to stable employment, but they are defined differently. Quality jobs are identified using a living-wage threshold, while middle-skill jobs require more training than a high school diploma but less than a four-year degree.

These definitions overlap but are not the same. Some quality jobs are middle-skill jobs and some are not, making the quality-job definition broader. This section highlights where the two definitions align and where they differ.

We identify 214 occupations that meet both definitions, referred to as Quality Middle-Skill (QMS) jobs. The analysis covers the eight-county East-West Gateway region and uses the Bureau of Labor Statistics Standard Occupational Classification (SOC) system.

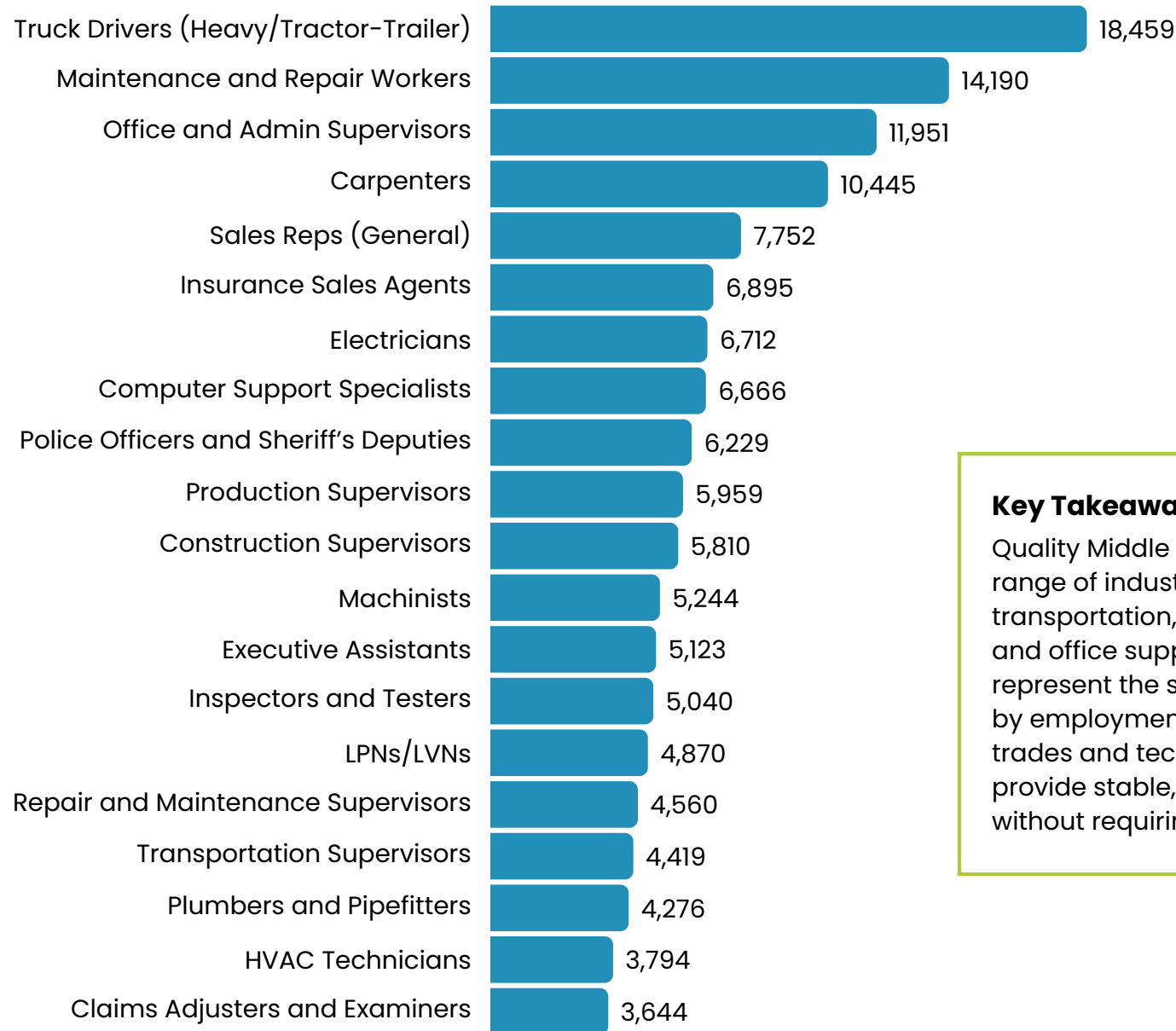
Quality/Middle Skills Jobs Overlap in St. Louis MSA



THE REGION'S JOB LANDSCAPE

EMPLOYMENT IN QUALITY MIDDLE SKILLS JOBS

Employment in Quality Middle Skills Jobs (2024)



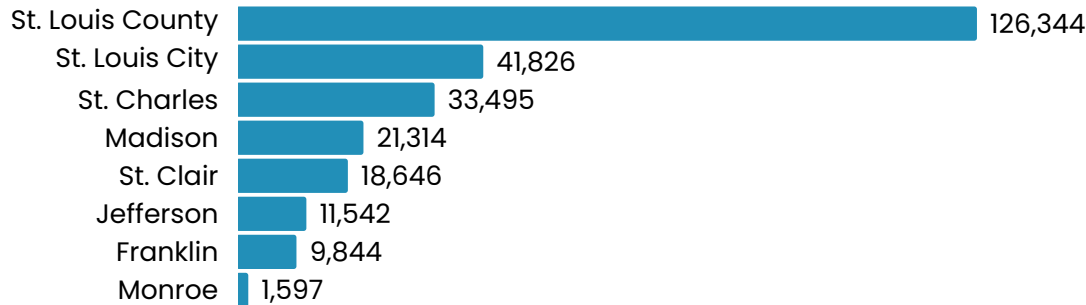
Key Takeaways

Quality Middle Skill jobs span a wide range of industries, including transportation, construction, healthcare, and office support. Truck Drivers represent the single largest occupation by employment, followed by skilled trades and technical roles. These jobs provide stable, well-paying options without requiring a four-year degree.

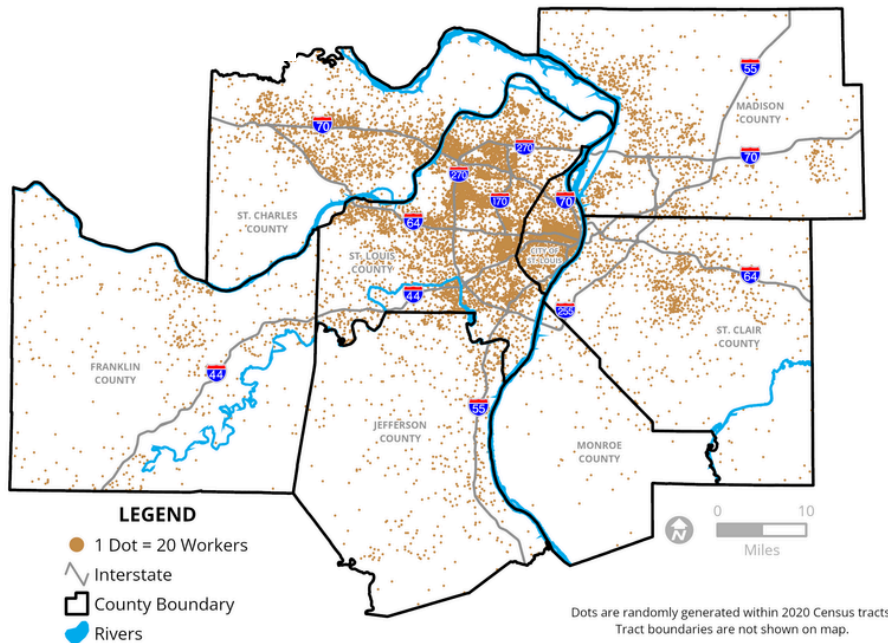
THE REGION'S JOB LANDSCAPE

QUALITY MIDDLE SKILLS JOBS BY COUNTY IN ST. LOUIS MSA (2024)

Number of Jobs in Quality Middle Skills Occupations by County (2024)



Quality and Middle Skills Jobs by Place of Employment



Key Takeaways

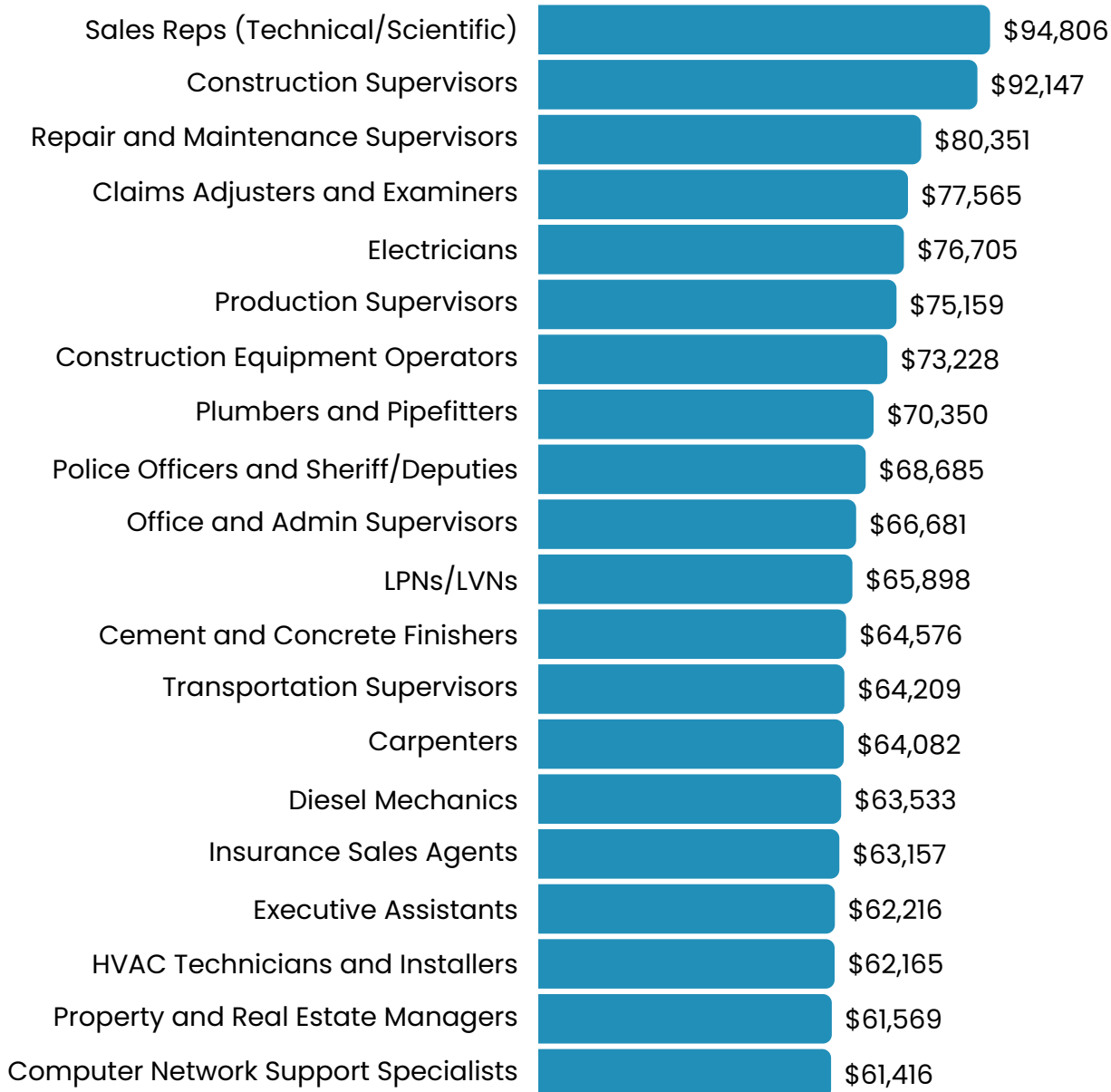
Quality Middle Skill jobs are most heavily concentrated in St. Louis City and St. Louis County, the region's primary economic centers. Dense clusters appear along the central corridor of St. Louis City and in employment hubs such as Clayton, Maryland Heights, and Bridgeton, where major employers and transportation infrastructure converge.

Additional concentrations extend along the I-70 corridor in St. Charles County, in South St. Louis City, and around Belleville in St. Clair County, reflecting the regional footprint of logistics, manufacturing, and healthcare. Together, these areas form the core geography of Quality Middle Skill employment, spanning both urban and suburban job markets.

THE REGION'S JOB LANDSCAPE

MEDIAN ANNUAL INCOME IN QUALITY MIDDLE SKILLS JOBS

Median Annual Income in Quality Middle Skills Jobs in EWG Region (2024)

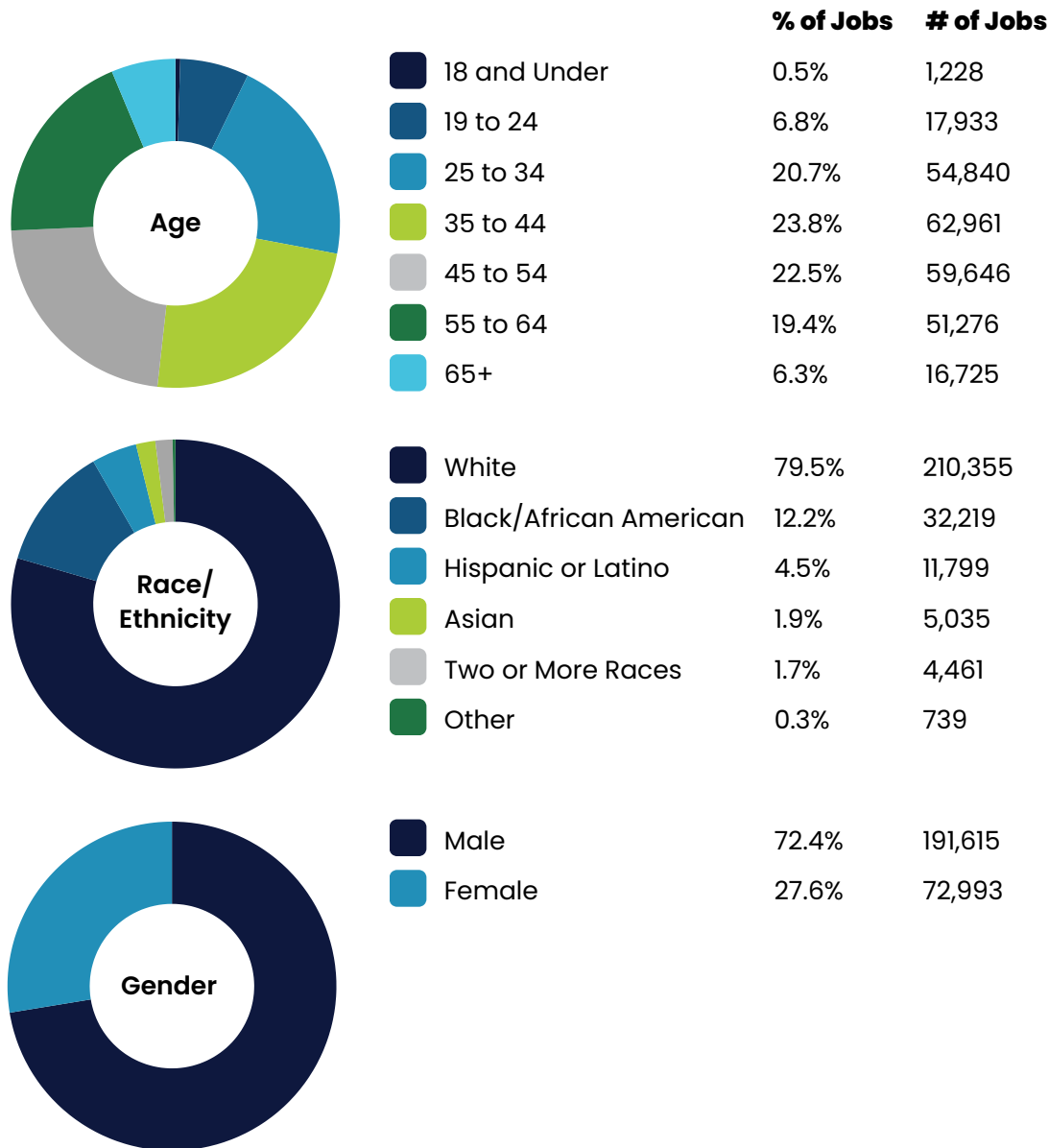


Key Takeaways

Many of the highest-paying Quality Middle Skill jobs are in construction, maintenance, and technical fields. Median earnings across these occupations exceed \$60,000, supporting financial stability without a bachelor's degree. These roles remain central to the region's infrastructure and economic growth.

DEMOGRAPHICS OF QUALITY MIDDLE SKILLS JOBS IN ST. LOUIS MSA

Demographics of Quality Middle Skills Jobs in St. Louis MSA (2024)



Key Takeaways

Quality Middle Skill jobs are concentrated among workers in their prime working years. These roles are disproportionately held by White workers and men, with women and some racial and ethnic groups underrepresented compared to the overall workforce. The patterns highlight equity gaps in access to well-paying middle-skill employment and opportunities for more inclusive workforce pathways.

NON-BACHELOR DEGREE QUALITY JOBS IN THE ST. LOUIS REGION

Non-Bachelor Quality Jobs reaches the end of the ELMA jobs analysis framework. These jobs represent a collection of occupations that match or exceed the quality job compensation threshold and do not require a Bachelor's degree. These occupations differ from the previous analysis of Quality Middle Skills Jobs by including occupations that require no formal education, to capture the full breadth of quality jobs that require less than a Bachelor's degree. We have identified 247 occupations that qualify as Non-Bachelor Quality Jobs in the region.

THE REGION'S JOB LANDSCAPE

NON-BACHELOR DEGREE QUALITY JOBS IN ST. LOUIS MSA

	Number of Quality Jobs (2024)	Change ('19-'24)	Median Earnings	Entry Education
Truck Drivers (Heavy/Tractor-Trailer)	19,790	902	\$56,485	Cert.
Maintenance and Repair Workers	14,816	(1,459)	\$51,331	HS
Office and Admin Supervisors	12,293	(2,159)	\$66,582	HS
Wholesale/Manufacturing Sales Reps (Non-Technical)	12,247	(153)	\$65,496	HS
Carpenters	11,053	(262)	\$63,674	HS
Construction Laborers	10,886	613	\$57,998	None
Service Sales Reps (Non-Ad/Insurance/Finance/Travel)	8,032	(595)	\$61,205	HS
Insurance Sales Agents	7,094	(549)	\$63,029	HS
Electricians	6,979	589	\$76,529	HS
Computer Support Specialists	6,764	(180)	\$55,395	Some College
Police Officers and Sheriff's Deputies	6,583	(699)	\$68,704	HS
Production Supervisors	6,192	360	\$74,941	HS
Construction Supervisors	6,161	1,430	\$91,521	HS
Machinists	5,482	1,783	\$59,652	HS
Inspectors and Testers	5,268	297	\$53,091	HS
Executive Assistants	5,257	(2,154)	\$62,197	HS
LPNs/LVNs	5,075	(272)	\$65,543	Cert.
Repair and Maintenance Supervisors	4,783	319	\$79,725	HS
Transportation Supervisors	4,602	835	\$63,960	HS
Plumbers and Pipefitters	4,568	(74)	\$70,307	HS

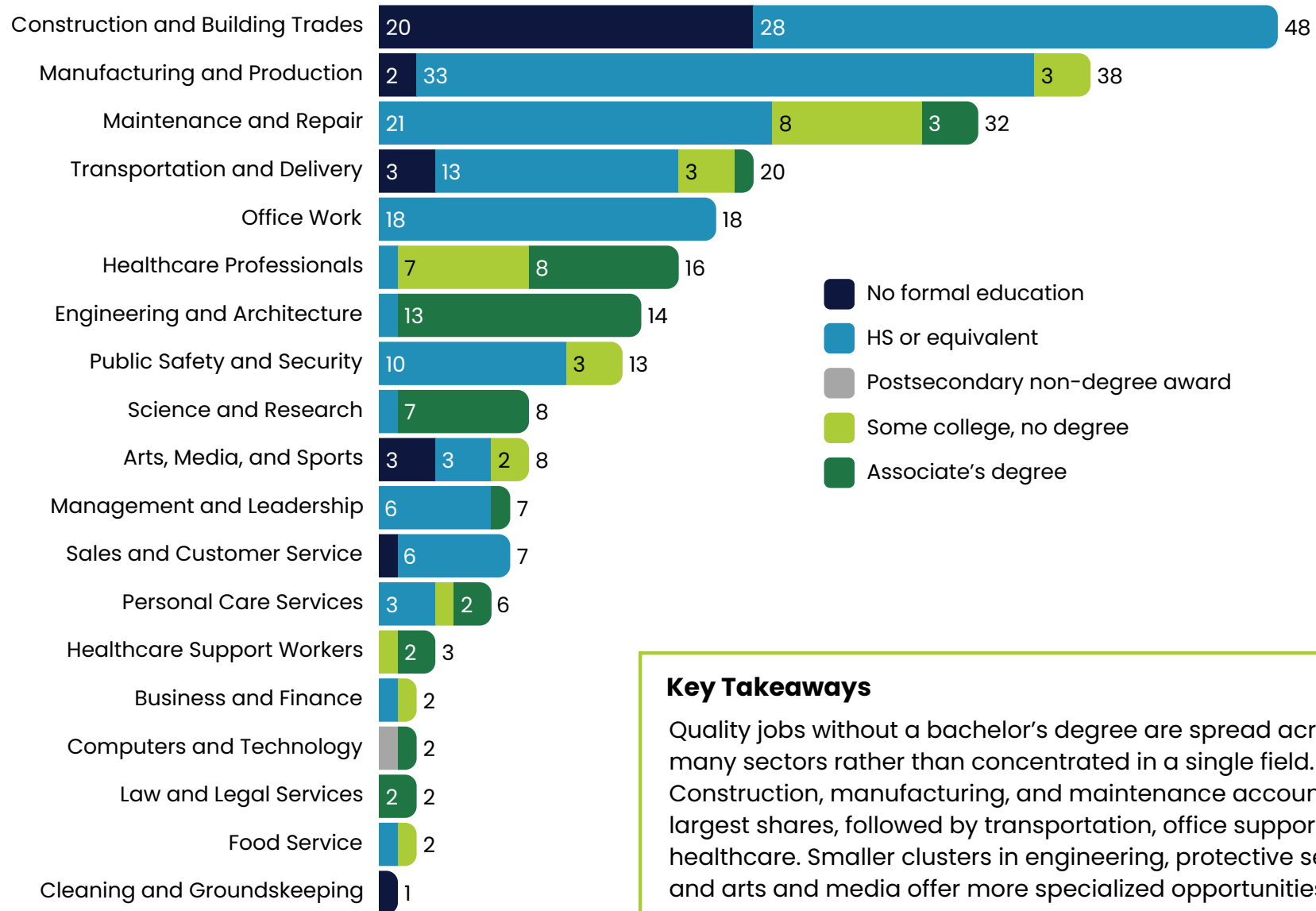
Key Takeaways

Truck drivers, maintenance workers, and supervisory roles account for the largest share of Non-Bachelor Quality Jobs. Many of these occupations offer median wages above \$60,000 while requiring less than a bachelor's degree. Employment trends vary by occupation, highlighting both stable and growing pathways into quality work.

THE REGION'S JOB LANDSCAPE

NON-BACHELOR DEGREE QUALITY JOBS IN ST. LOUIS MSA

Occupational Sectors Offering Quality Jobs Without a Bachelor's Degree



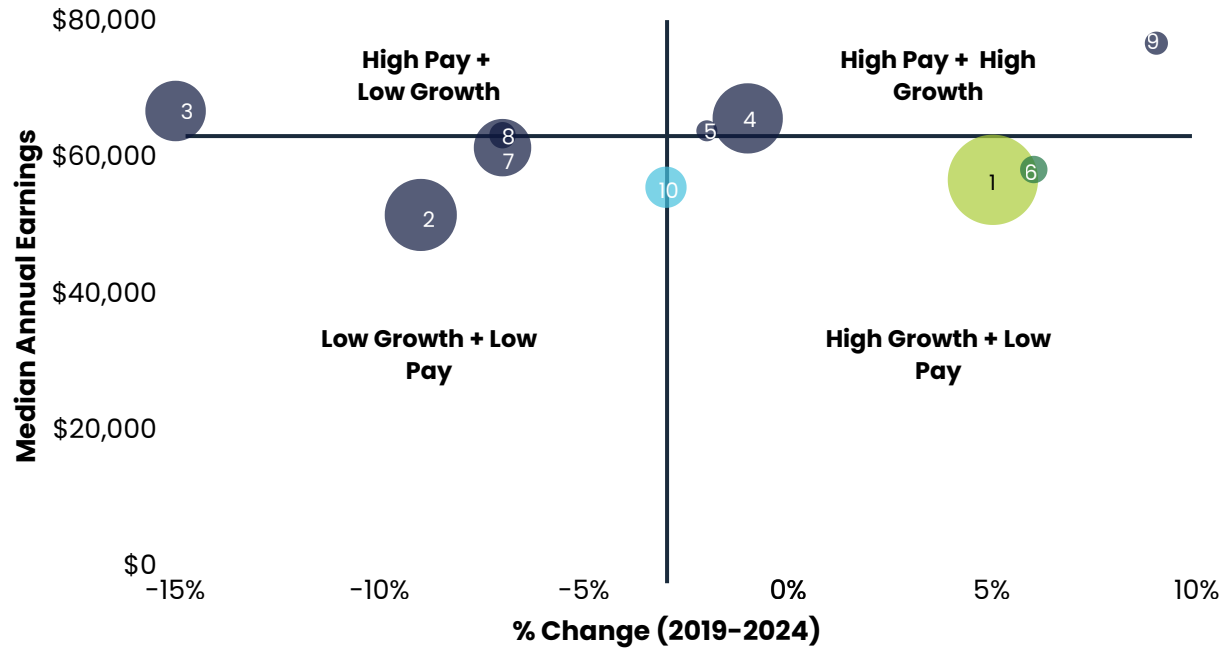
Key Takeaways

Quality jobs without a bachelor's degree are spread across many sectors rather than concentrated in a single field. Construction, manufacturing, and maintenance account for the largest shares, followed by transportation, office support, and healthcare. Smaller clusters in engineering, protective services, and arts and media offer more specialized opportunities.

THE REGION'S JOB LANDSCAPE

NON-BACHELOR DEGREE QUALITY JOBS IN ST. LOUIS MSA

Quality Jobs by Occupation Not Requiring a Bachelor's Degree



Key Takeaways

Non-bachelor roles provide strong wages and advancement opportunities without a four-year degree. Electricians earn the highest median wages, while truck drivers and construction laborers show steady growth and sustained demand. Supervisory and sales roles remain high-paying but grow more slowly, reflecting shifts in administrative and commercial work.

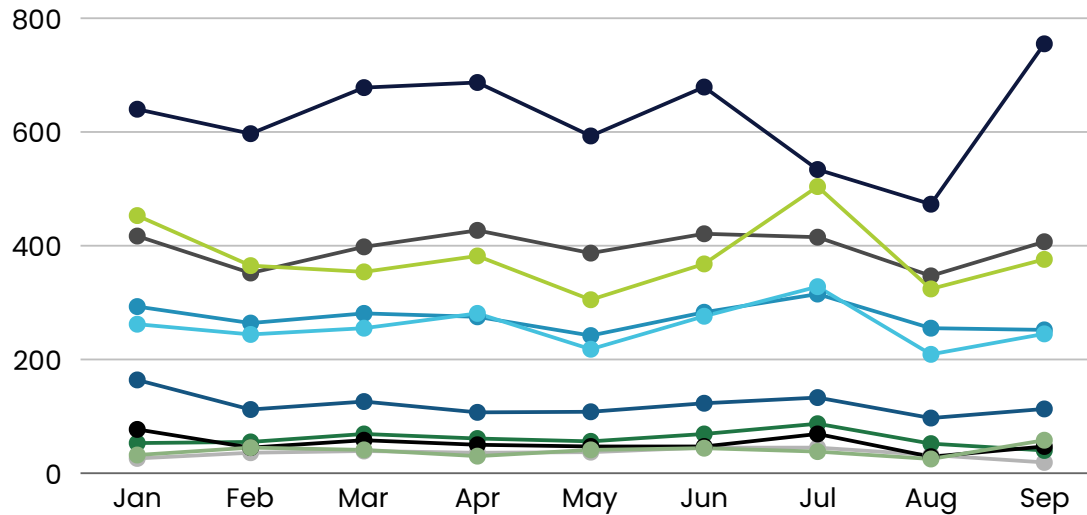
Occupation	# Jobs (2024)	% Change (2024)	Median Earnings	Avg Monthly Postings	Education
1. Truck Drivers (Heavy/Tractor-Trailer)	19,790	5%	\$56,485	608	Cert.
2. Maintenance and Repair Workers	14,816	(9%)	\$51,332	388	HS
3. Office and Admin Supervisors	12,293	(15%)	\$66,582	273	HS
4. Sales Reps (Wholesale/Manufacturing)	12,247	(1%)	\$65,496	368	HS
5. Carpenters	11,053	(2%)	\$63,674	33	HS
6. Construction Laborers	10,886	6%	\$57,998	56	None
7. Service Reps	8,032	(7%)	\$61,205	246	HS
8. Insurance Sales Agents	7,094	(7%)	\$63,029	52	HS
9. Electricians	6,979	9%	\$76,529	40	HS
10. Computer Support Specialists	6,764	(3%)	\$55,395	127	Some College

THE REGION'S JOB LANDSCAPE

NON-BACHELOR DEGREE QUALITY JOBS IN ST. LOUIS MSA

Quality Jobs by Occupation Not Requiring a Bachelor's Degree

Unique Job Postings by Occupation - 2025



Key Takeaways

Non-Bachelor Quality Jobs show steady posting activity, reflecting sustained demand. Construction, maintenance, transportation, and healthcare account for the largest share of high-demand roles. Earnings vary widely, with the highest pay concentrated in management-adjacent and technical healthcare occupations.

Occupation	# Jobs (2024)	% Change (2024)	Median Earnings	Education
Truck Drivers (Heavy/Tractor-Trailer)	19,790	902	\$56,485	Cert.
Maintenance and Repair Workers	14,816	(1,459)	\$51,331	HS
Office and Admin Supervisors	12,293	(2,159)	\$66,582	HS
Wholesale/Manufacturing Sales Reps (Non-Technical)	12,247	(153)	\$65,495	HS
Carpenters	11,053	(262)	\$63,673	HS
Construction Laborers	10,886	613	\$57,998	None
Service Sales Reps (Non-Ad/Insurance/Finance/Travel)	8,032	(595)	\$61,205	HS
Insurance Sales Agents	7,094	(549)	\$63,029	HS
Electricians	6,979	589	\$76,529	HS
Computer Support Specialists	6,764	(180)	\$55,395	Some College

THE REGION'S JOB LANDSCAPE

NON-BACHELOR DEGREE QUALITY JOBS IN ST. LOUIS MSA

Occupational Sectors Offering Quality Jobs Without a Bachelor's Degree

	Number of Monthly Job Postings (Oct 2024 - Sept 2025)	# Occupations Represented	# Occupations with ≥10 Avg Monthly Job Postings
Healthcare Professionals	1,217	16	12
Maintenance and Repair	926	32	15
Sales and Customer Service	750	7	6
Transportation and Delivery	744	20	3
Office Work	614	18	10
Management and Leadership	530	7	4
Construction and Building Trades	432	48	15
Manufacturing and Production	395	38	8
Public Safety and Security	199	13	4
Engineering and Architecture	193	14	6
Computers and Technology	144	2	2
Healthcare Support Workers	125	3	3
Law and Legal Services	86	2	1
Science and Research	84	8	3
Business and Finance	62	2	2
Food Service	42	2	1
Arts, Media, and Sports	40	8	1
Personal Care Services	22	3	1

Key Takeaways

Healthcare, maintenance and repair, sales, transportation, and office work generate the highest volumes of job postings. Construction and manufacturing also show strong demand across multiple occupations. Demand spans frontline, technical, and supervisory roles, reinforcing the diversity of non-bachelor career pathways.

THE REGION'S JOB LANDSCAPE

NON-BACHELOR DEGREE QUALITY JOBS IN ST. LOUIS MSA

Top-Posted Non-Bachelor Quality Jobs

Average Number of Unique Job Postings Per Month (Oct 2024 – Sept 2025)

Median Annual Earnings

Job Title	Average Number of Unique Job Postings Per Month (Oct 2024 – Sept 2025)	Median Annual Earnings
Truck Drivers (Heavy/Tractor-Trailer)	608	\$56,485
Maintenance and Repair Workers	388	\$51,332
LPNs/LVNs	368	\$65,543
Wholesale/Manufacturing Sales Reps (Non-Technical)	368	\$65,496
Food Service Managers	322	\$55,270
Office and Admin Supervisors	273	\$66,582
Service Sales Reps (Non-Ad/Insurance/Finance/Travel)	246	\$61,205
Radiologic Techs and Technicians	214	\$74,006
MRI Technologists	140	\$86,505
Respiratory Therapists	130	\$77,943
Inspectors and Testers	130	\$53,091
Computer Support Specialists	127	\$55,395
Repair and Maintenance Supervisors	118	\$79,725
Production and Planning Clerks	109	\$55,975
Cardiovascular Techs and Technicians	103	\$83,533
Transportation and Distribution Managers	93	\$99,059
Property and Real Estate Managers	93	\$61,475
Physical Therapist Assistants (PTAs)	91	\$64,580
Paralegals and Legal Assistants	81	\$59,990
Transportation Supervisors	75	\$63,960

Key Takeaways

Truck drivers and maintenance workers rank among the most frequently posted roles. Many healthcare-related and technical occupations combine high demand with strong wages. Earnings vary widely across high-demand roles, underscoring differences in job quality despite similar posting volume.

THE REGION'S JOB LANDSCAPE

TOP-POSTED NON-BACHELOR QUALITY JOBS

Occupation	Admin	Customer & Sales	Leadership	Operational	Quality & Safety	Technical	Misc.
Cardiovascular Techs & Technicians	0	0	0	0	0	5	0
Computer Support Specialists	0	0	0	0	0	0	5
Food Service Managers	0	1	1	2	1	0	0
Inspectors & Testers	3	0	0	1	1	0	0
LPNs/LVNs	0	0	0	0	0	3	2
MRI Technologists	0	0	0	0	0	3	2
Maintenance & Repair Workers	0	0	0	0	0	4	1
Office & Admin Supervisors	2	1	1	0	0	0	1
Paralegals & Legal Assistants	0	0	0	0	0	0	5
Physical Therapist Assistants (PTAs)	0	0	0	1	0	4	0
Production Supervisors	0	0	0	3	0	0	2
Production & Planning Clerks	2	0	0	3	0	0	0
Property & Real Estate Managers	2	1	2	0	0	0	0
Radiologic Techs & Technicians	0	0	0	0	0	2	3
Repair & Maintenance Supervisors	0	0	0	0	0	4	1
Respiratory Therapists	0	0	0	0	0	3	2
Service Sales Reps (Non-Specialized)	0	5	0	0	0	0	0
Logistics Managers	0	0	0	5	0	0	0
Truck Drivers (Heavy,Tractor-Trailer)	0	0	0	1	0	3	1
Wholesale/Manufacturing Sales Reps	0	5	0	0	0	0	0

Key Takeaways

Technical and healthcare roles emphasize specialized and procedural skills, while supervisory positions show stronger demand for leadership and operational competencies. Customer-facing occupations concentrate on sales and interpersonal skills. Overall, the graphic highlights the wide range of skill requirements across non-bachelor quality careers.

QUALITY CAREER PATHWAYS

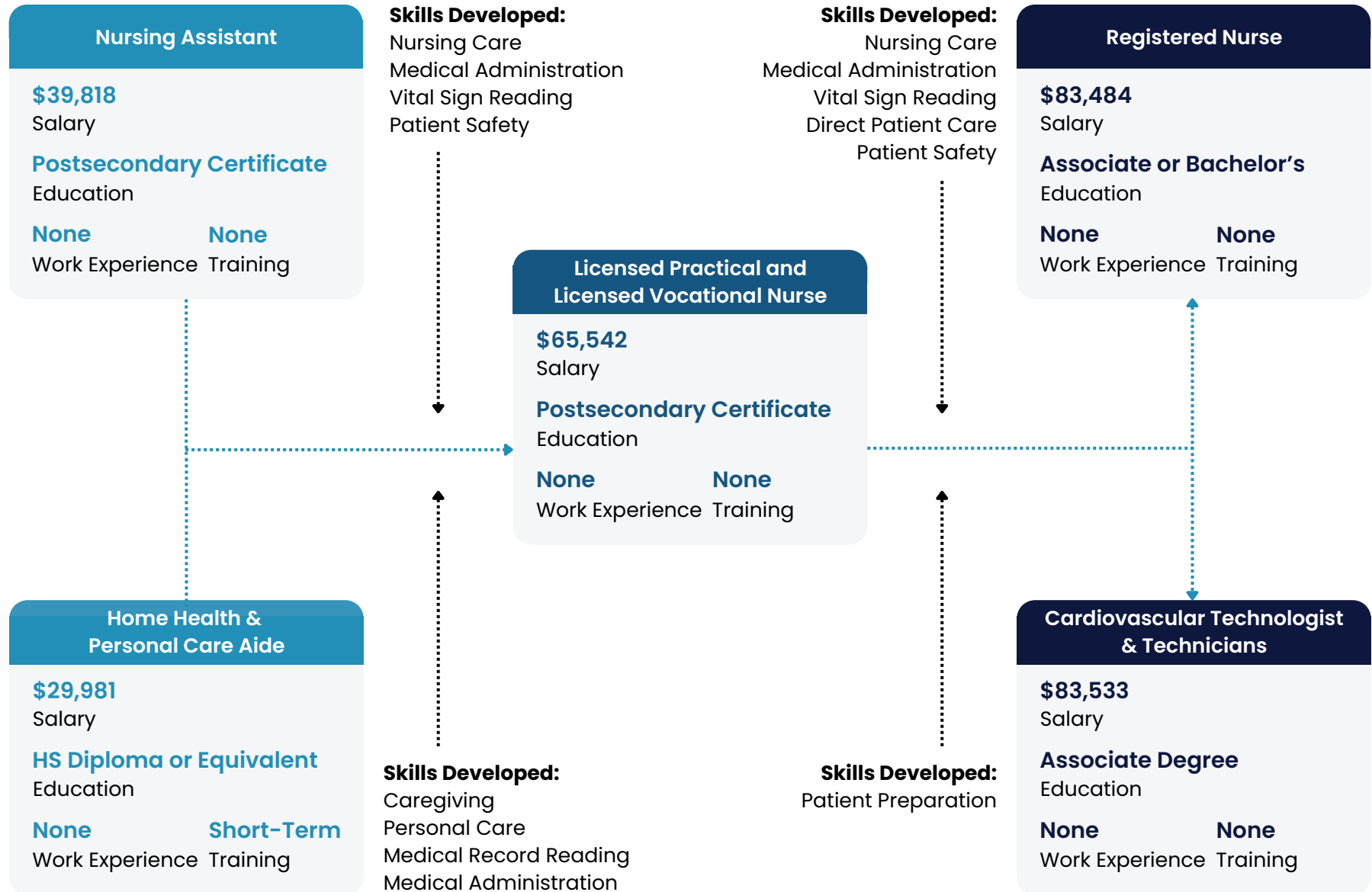
Quality Career Pathways illustrate how workers can progress from entry-level roles to higher-skill, higher-wage positions through targeted training, credentialing, and on-the-job experience. These pathways highlight advancement within key sectors — such as healthcare, transportation, and maintenance — showing how foundational roles build essential skills that support upward mobility. By mapping wages, education requirements, and competencies at each stage, this section demonstrates how individuals can move toward family-sustaining careers while enabling employers to develop stronger, more sustainable talent pipelines.

The pathways presented here focus on the top 20 in-demand, non-Bachelor's quality occupations. Each pathway represents a potential career progression, illustrating both roles that can lead into a quality occupation and roles that individuals may advance to from it. These examples are illustrative rather than prescriptive; they reflect common trajectories, not the only route into or beyond a given occupation.

What follows are three example pathways drawn from the top in-demand, non-Bachelor's quality occupations. The remaining pathways for the top 20 occupations are included in the appendix.

QUALITY CAREER PATHWAYS

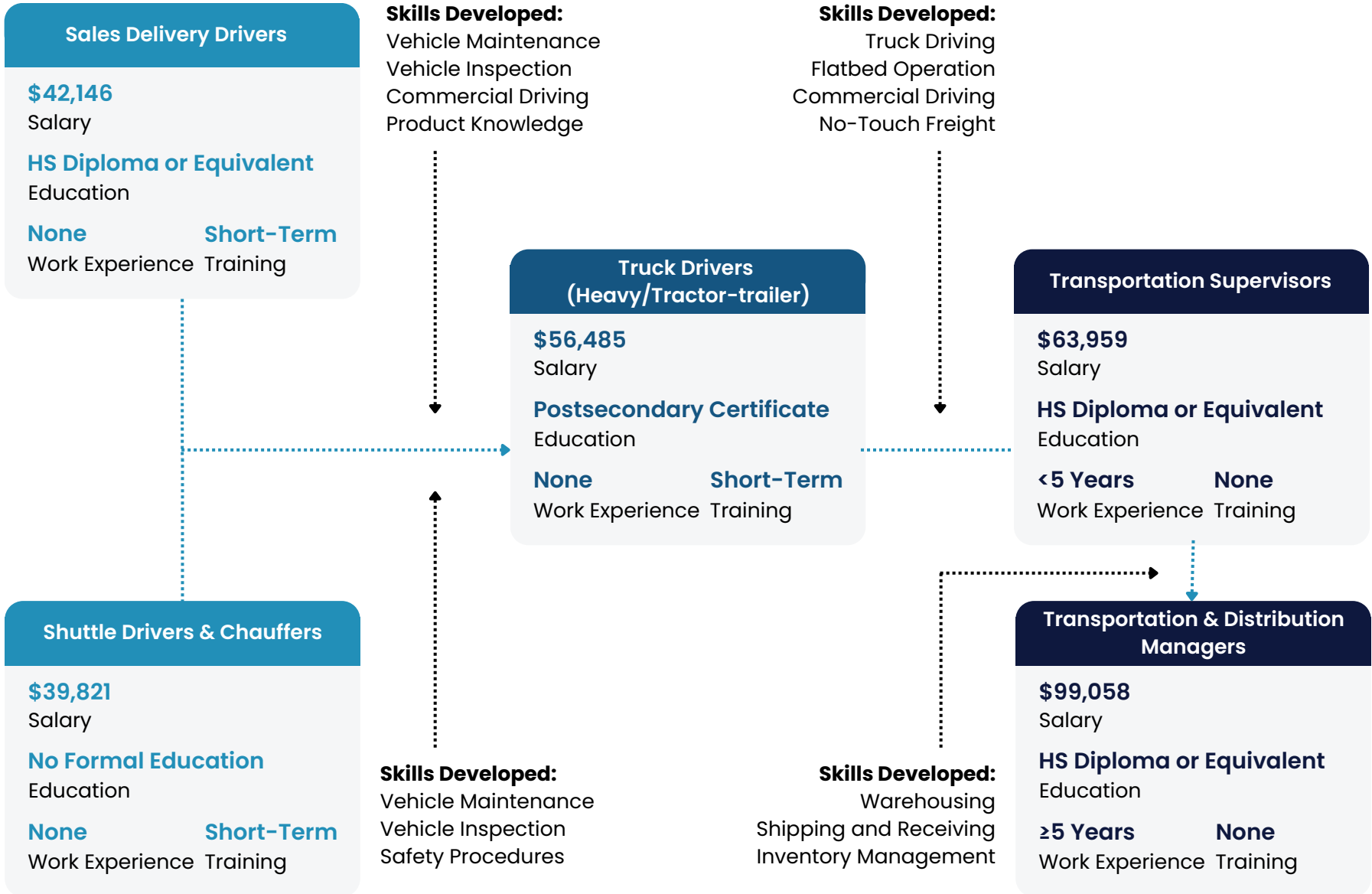
Licensed Practical and Licensed Vocational Nurse



THE REGION'S JOB LANDSCAPE

QUALITY CAREER PATHWAYS

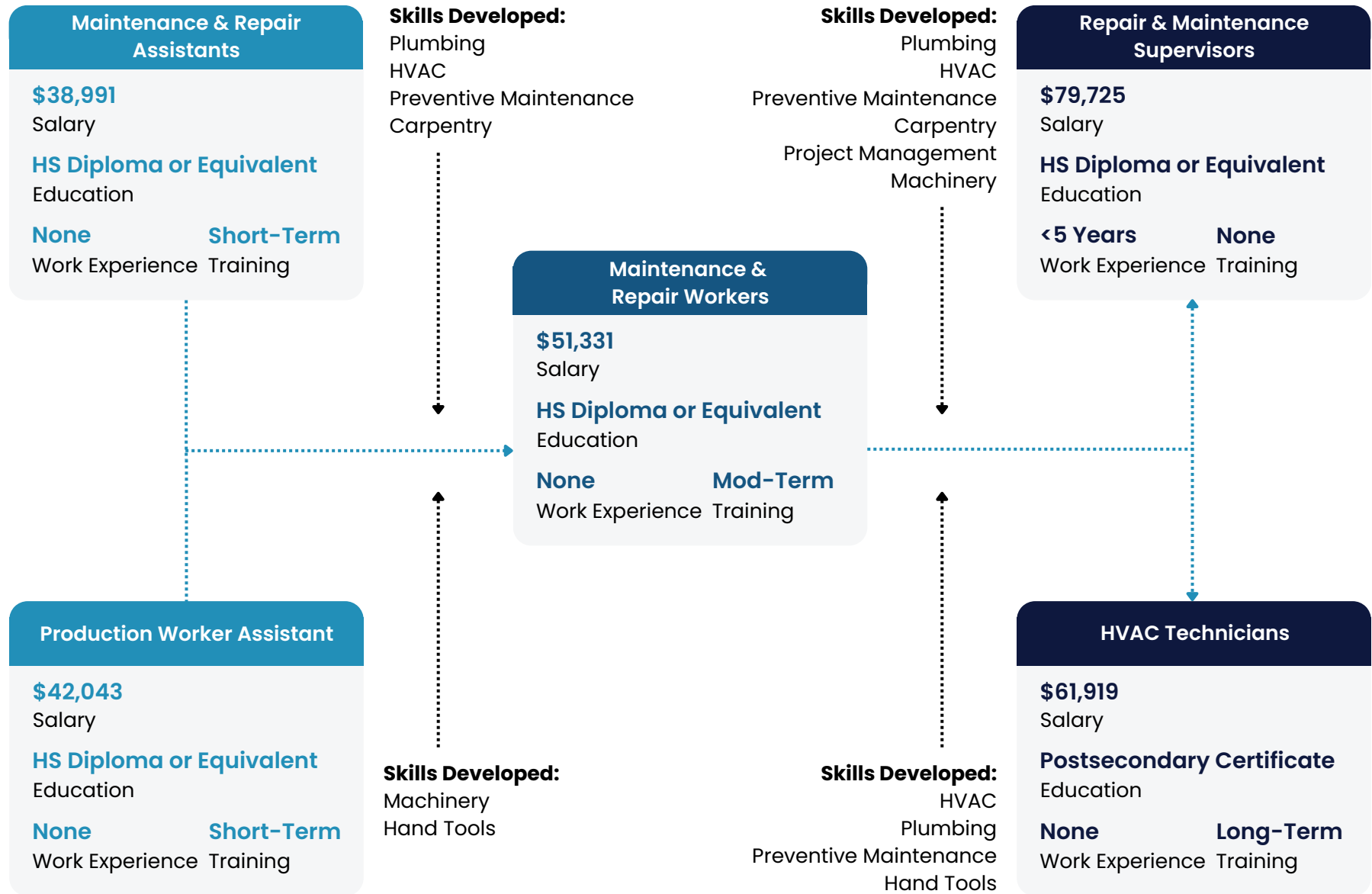
Truck Drivers (Heavy/Tractor-trailer)



THE REGION'S JOB LANDSCAPE

QUALITY CAREER PATHWAYS

Maintenance & Repair Workers



THE REGIONAL WORKFORCE (SUPPLY)



SUPPLY: THE REGIONAL WORKFORCE

This section begins with a demographic portrait of St. Louis City and County—examining age, gender, race and ethnicity, and educational attainment—to ground the analysis in who lives here. It then layers in key economic indicators that help explain how opportunity is unevenly distributed across the region and why some residents are better positioned than others to fully participate in the economy.

Despite these divides, residents across both the City and County show a strong connection to work. Labor force participation rates are well above the national average, reflecting a widespread desire to work and contribute. At the same time, unemployment remains slightly higher than the national rate, pointing to uneven access to stable employment rather than a lack of labor supply.

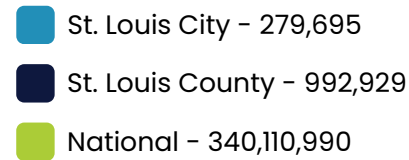
A broader lens offers important context. When underemployment is included through the U-6 measure, St. Louis City and County outperform the nation—6.4% locally compared to 8.0% nationally—highlighting a deep pool of residents who are ready to work and seeking opportunities that better align with their skills, experience, and needs.

At different points in their lives, many St. Louis residents find themselves working, looking for work, or trying to move forward while navigating real constraints: wages that don't stretch far enough, credentials that don't quite align, or responsibilities that limit flexibility.

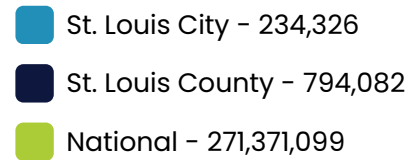
THE REGIONAL WORKFORCE (SUPPLY)

WORKFORCE DEMOGRAPHICS OVERVIEW

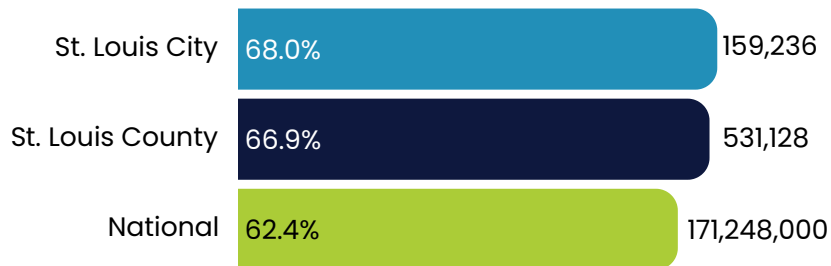
Total Population (2024)



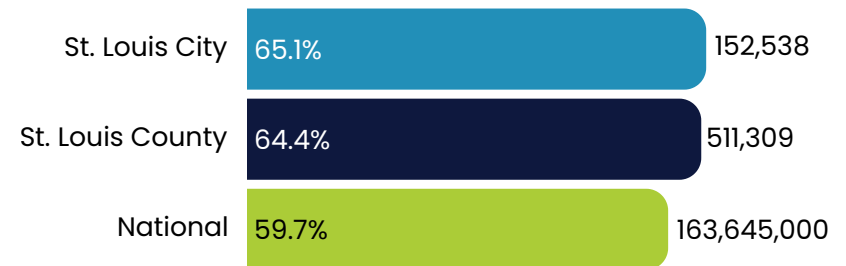
Civilian Non-Institutionalized Population, Age 16 and Over (2024)



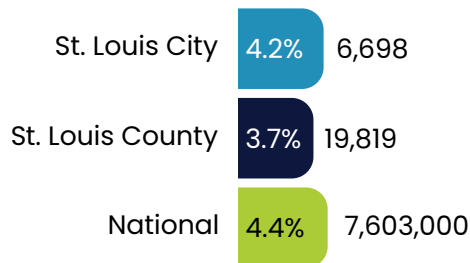
Labor Force Participation (2025)



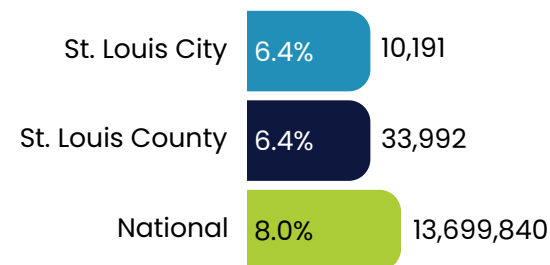
Employed Population (2025)



Unemployed Population (2025)



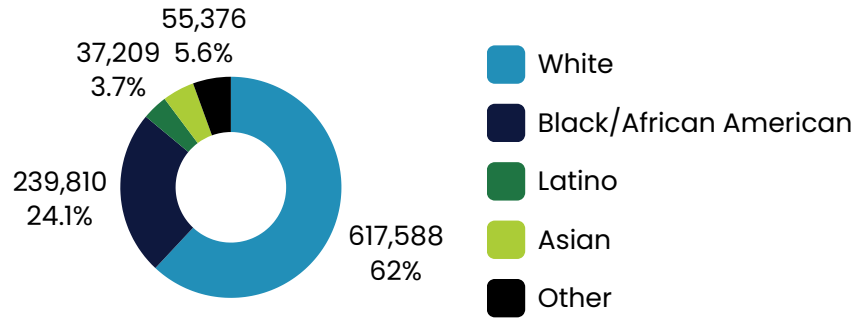
U-6 Rate* (2025)



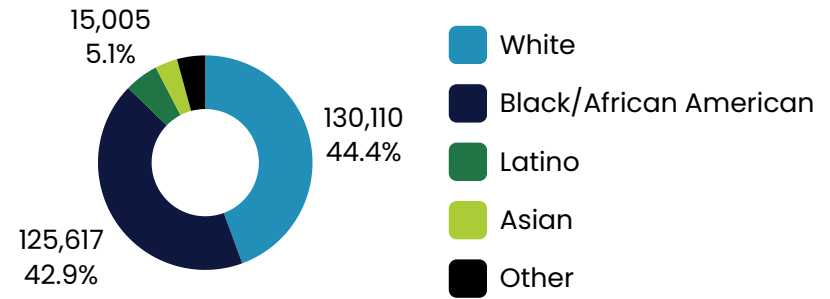
*U-6 Rate is percentage of unemployed and underemployed labor force, and those marginally attached to the workforce including discouraged populations. This rate is calculated at the State Level.

THE REGIONAL WORKFORCE (SUPPLY) POPULATION BY RACE/ETHNICITY

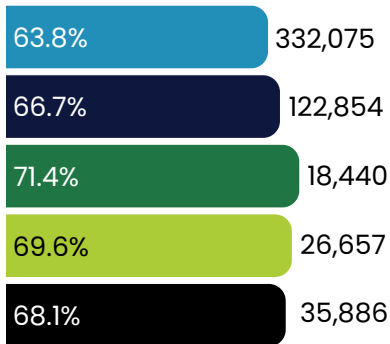
St. Louis County



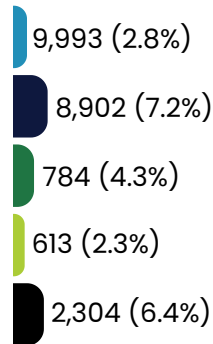
St. Louis City



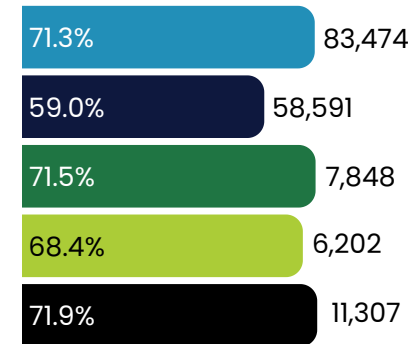
Labor Force Participation



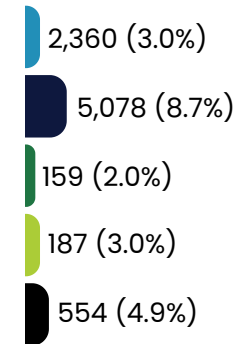
Unemployed



Labor Force Participation



Unemployed



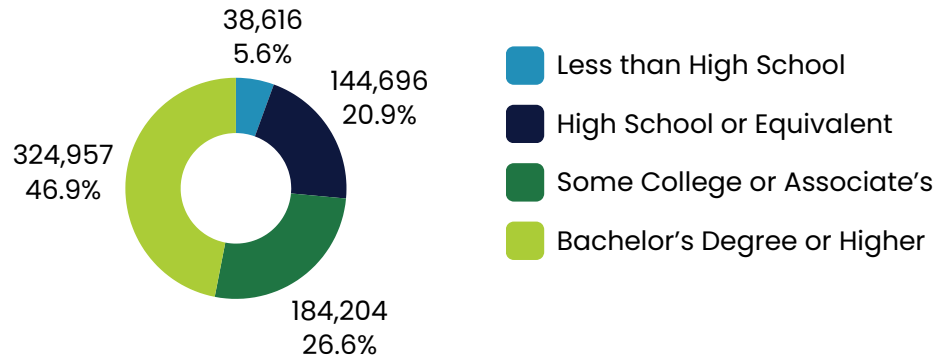
Key Takeaways

St. Louis City is a majority-minority community, while the County remains majority white. Black residents face lower participation and higher unemployment in both geographies, with the gap most pronounced in the City. Hispanic and Asian residents show relatively strong workforce engagement, underscoring uneven employment outcomes by race and ethnicity.

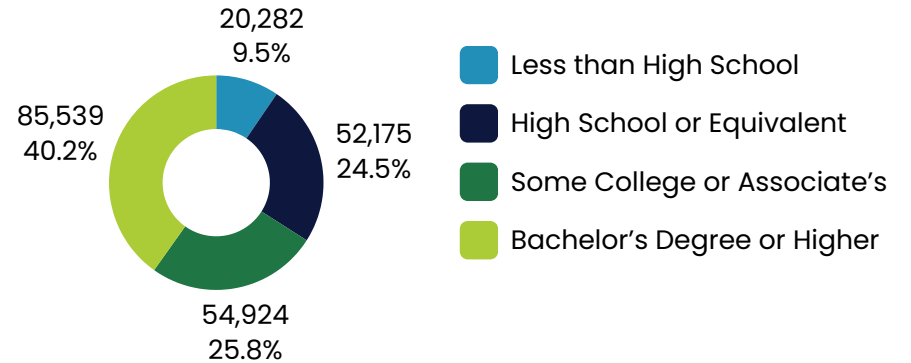
THE REGIONAL WORKFORCE (SUPPLY)

POPULATION BY EDUCATION

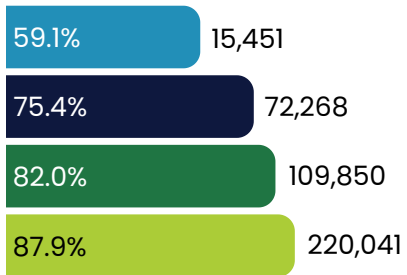
St. Louis County



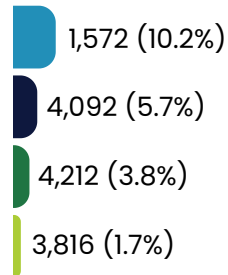
St. Louis City



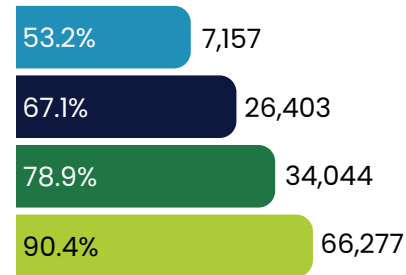
Labor Force Participation



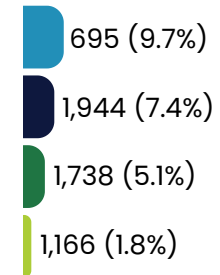
Unemployed



Labor Force Participation



Unemployed



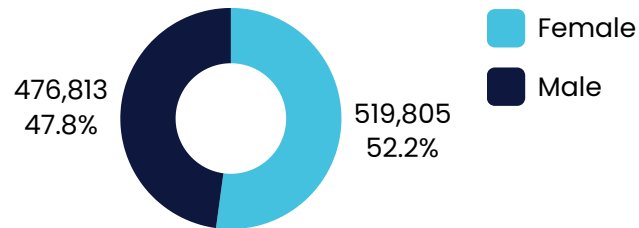
Key Takeaways

Educational attainment differs sharply between the City and County, with the County having a higher share of residents holding bachelor's and graduate degrees. Unemployment is lowest among residents with a bachelor's degree or higher and highest among those with a high school diploma or less. These gaps are more pronounced in the City, highlighting education as a key driver of employment stability.

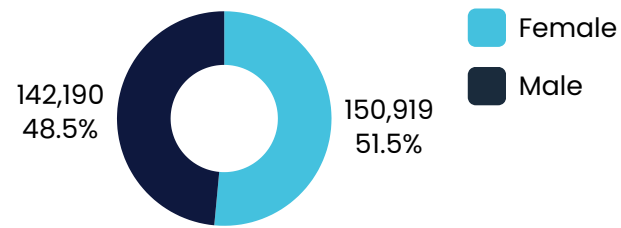
THE REGIONAL WORKFORCE (SUPPLY)

POPULATION BY GENDER

St. Louis County



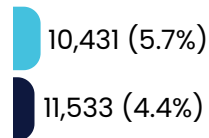
St. Louis City



Labor Force Participation



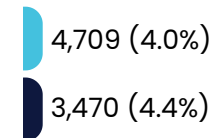
Unemployed



Labor Force Participation



Unemployed

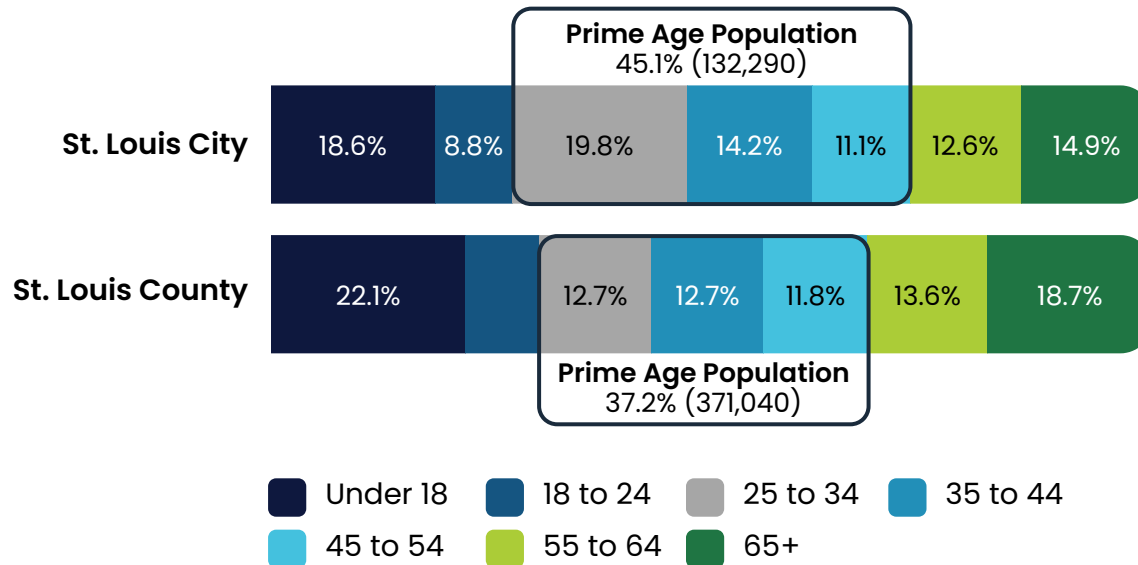


Key Takeaways

Men and women make up similar shares of the population in both St. Louis City and County, with women holding a slight majority in each. This balanced gender composition provides a stable foundation for the regional labor force. While population shares are similar, workforce experiences differ. Men show steady employment across the region, with nearly identical participation and unemployment rates (4.4%). Women in the County, however, are more engaged in the workforce (65.1% vs. 61.2%) but face higher unemployment (5.7% vs. 4.0%), highlighting both their strong economic presence and ongoing challenges in securing consistent employment.

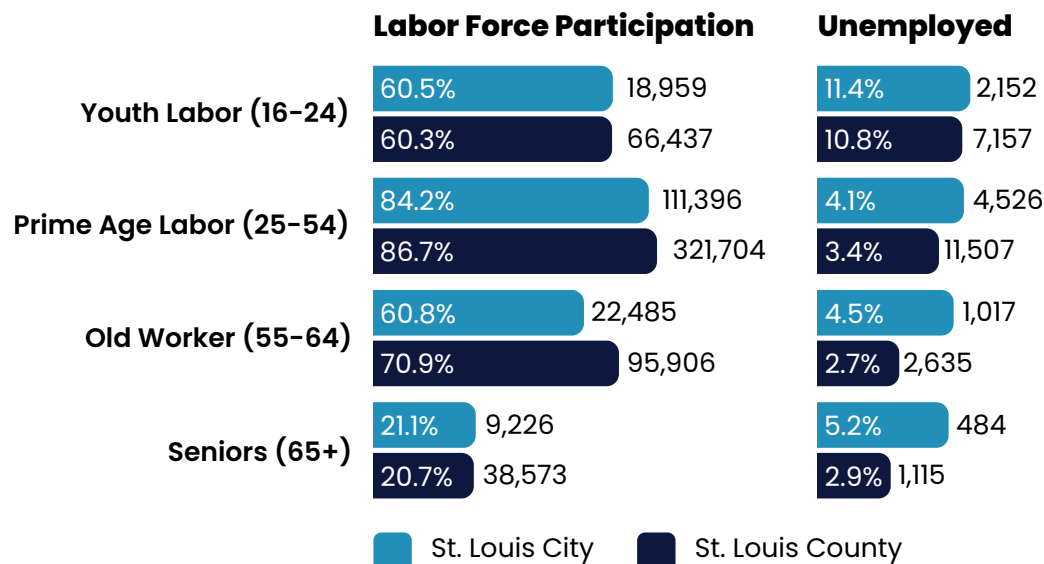
THE REGIONAL WORKFORCE (SUPPLY)

POPULATION BY AGE AND WORKFORCE ENGAGEMENT



Key Takeaways

St. Louis City has higher prime-age labor force participation than St. Louis County, indicating stronger workforce engagement among working-age adults. In contrast, St. Louis County's labor force skews older, with higher participation among older workers. Together, these patterns point to distinct workforce needs and opportunities across the two geographies.



SOCIOECONOMIC INDICATORS

Income, education, and household stability play a role in determining what opportunities are within reach for the St. Louis workforce. Significant economic divides persist across the St. Louis region, and the following pages highlight these disparities through a set of core socioeconomic indicators. The data reveal wide gaps between St. Louis County and the City in median household income; substantial earnings differences by educational attainment; and persistent racial and ethnic inequities. Poverty levels, particularly child poverty, closely mirror these patterns.

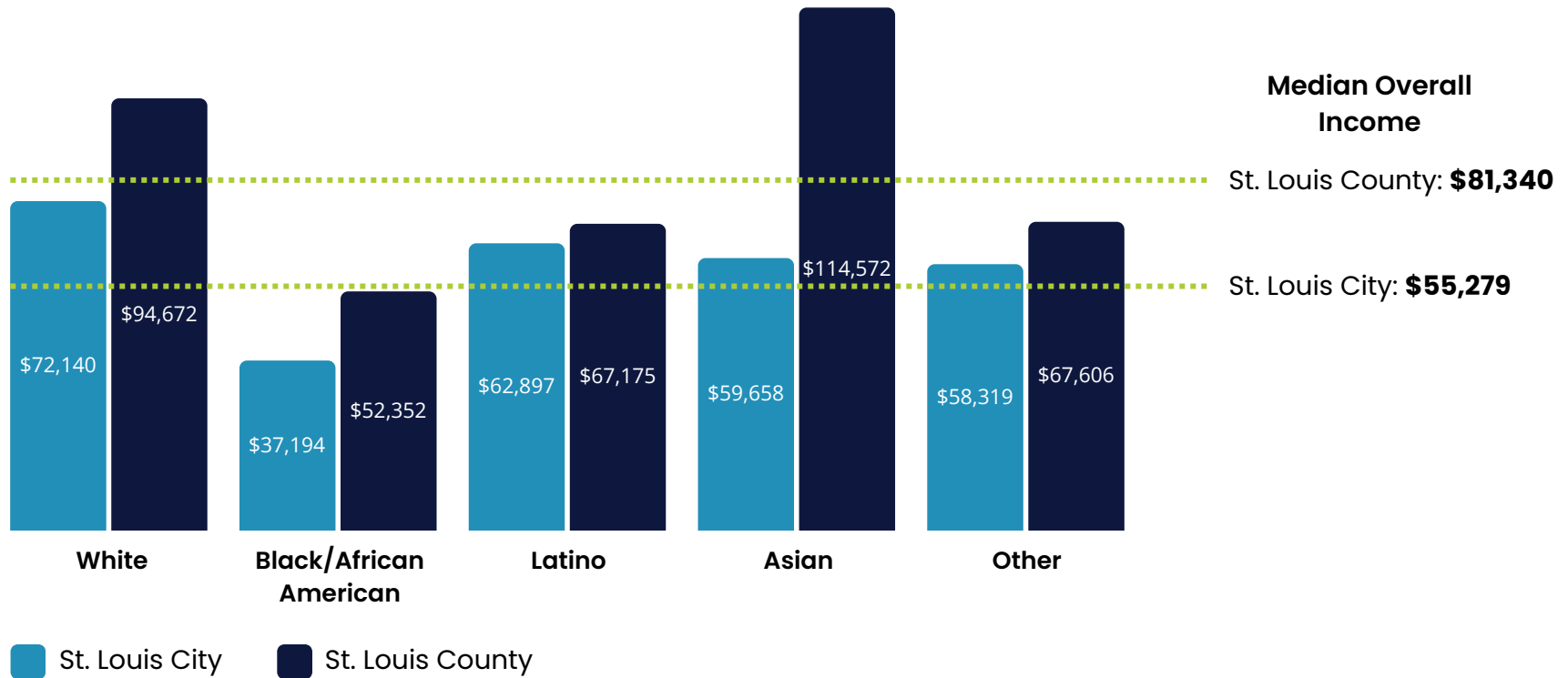
Key findings include:

- Median household income in St. Louis County is nearly 50% higher than in the City.
- The largest income gap is between White and Black households.
- Earnings rise with education, particularly at higher levels of attainment.
- Child poverty is especially acute in the City, affecting 26% of children.

Understanding these conditions provides essential context for the population segmentation analysis that follows, grounding the clusters in the socioeconomic realities that shape workforce participation and opportunity across the region.

THE REGIONAL WORKFORCE (SUPPLY)
SOCIOECONOMIC INDICATORS

Median Household Income by Race and Geography

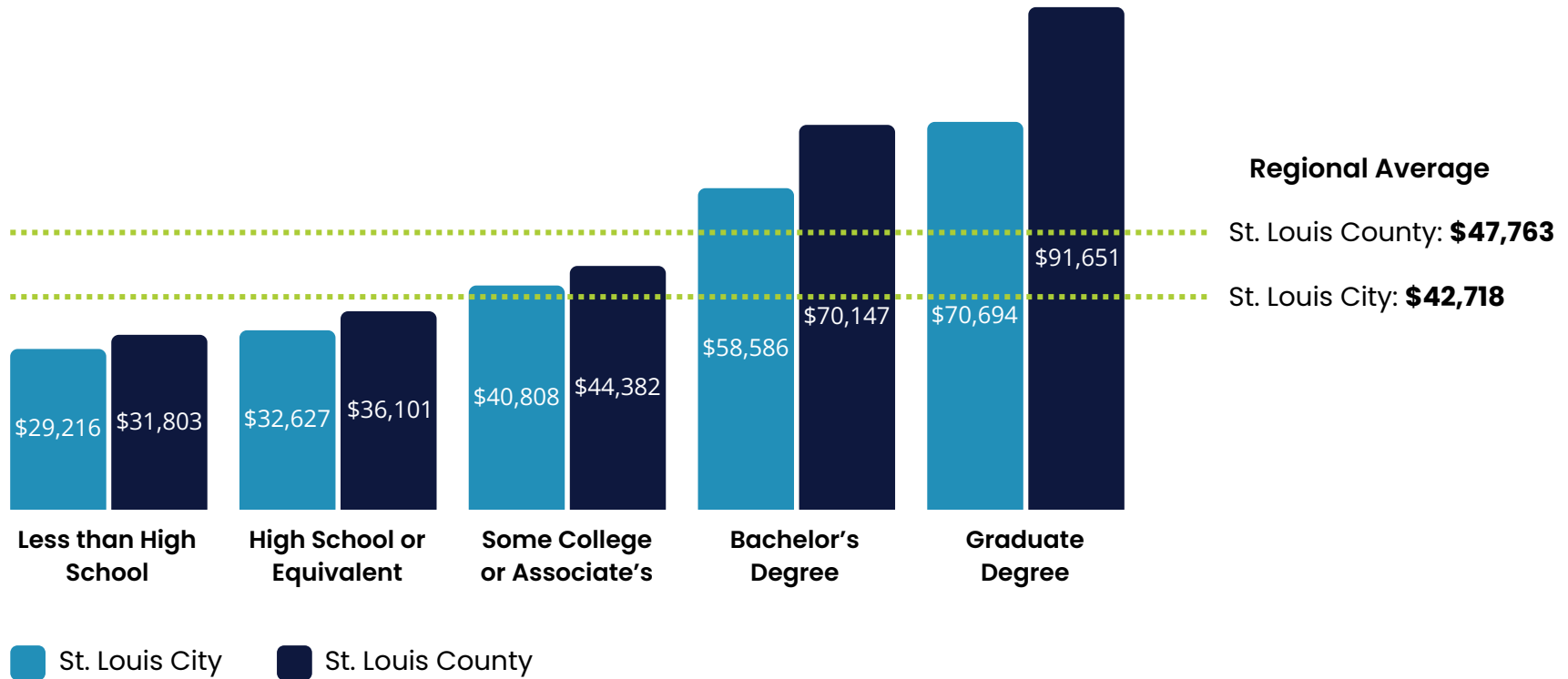


Key Takeaways

Median household income in St. Louis County is nearly 50 percent higher than in the City. In both areas, the largest income gap is between White and Black households. Asian households earn the highest incomes in the County but substantially less in the City, reflecting uneven access to high-paying opportunities.

THE REGIONAL WORKFORCE (SUPPLY)
SOCIOECONOMIC INDICATORS

Median Wages by Educational Attainment



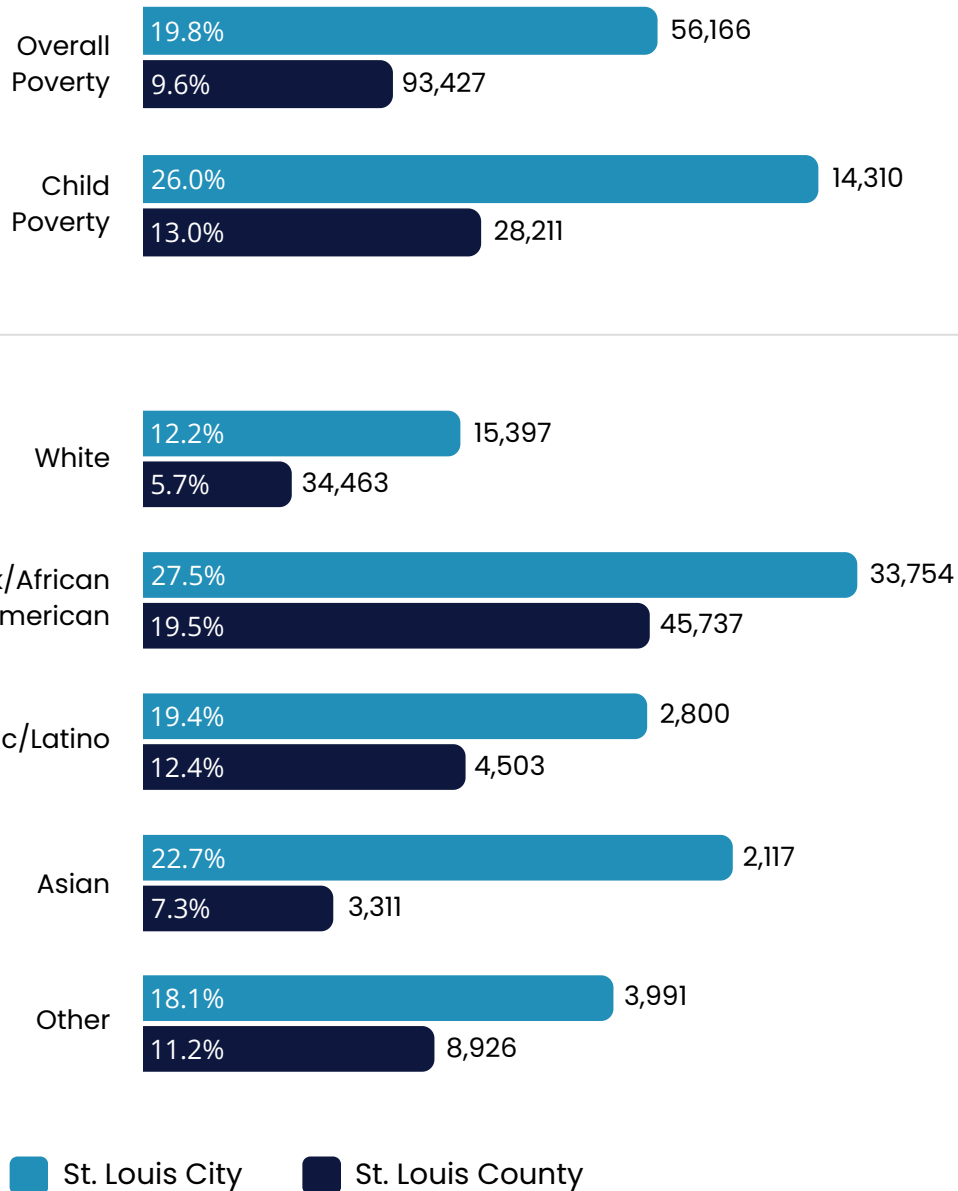
Key Takeaways

Earnings rise with education across the region, but a consistent wage gap separates the City and County at every level. The gap widens sharply at higher education levels, exceeding \$20,000 among workers with graduate degrees. These patterns highlight the geographic unevenness in access to higher-wage jobs.

THE REGIONAL WORKFORCE (SUPPLY)

SOCIOECONOMIC INDICATORS

Poverty Rates by Geography and Race



Key Takeaways

Poverty rates in St. Louis City are more than double those in the County. Child poverty is especially severe in the City, affecting more than one in four children. Black residents face the highest poverty rates in both geographies, underscoring the long-term impact of structural economic inequities.

CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)



ENHANCED SUPPLY: CONNECTING PEOPLE TO OPPORTUNITY

So far, this report has examined how job opportunities in the St. Louis region align with the Quality Job framework – wages, stability, benefits, and advancement. This section now connects the employment landscape to a people-centered view of the workforce through six geographically defined population clusters, focused on census tracts where each group is most concentrated:

- **Low-Income Neighborhoods (LIN)**
- **Asset Limited, Income Constrained, Employed (ALICE)**
 - ALICE® – Asset Limited, Income Constrained, Employed – is a measure of households with income above the Federal Poverty Level (FPL) but less than the basic cost of living in their county, developed by the national research arm of United Way of Northern New Jersey, United For ALICE. Households below the ALICE Threshold include both those in poverty and ALICE.
 - Throughout this report, ALICE is a shortcut for Below the ALICE Threshold and includes both those in poverty and ALICE. ELMA's Cluster Profile of ALICE is an interpretation of an ALICE worker by the report's authors.
- **Prime Age Underutilized Labor Force (PAUL)**
- **Low Education Employed (LEE)**
- **Skilled Underpaid Earners (SUE)**

One cluster contrasts the above with educated residents earning below their potential:

Degreed Underemployed Earners (DUE)

Together, these clusters capture place-based differences in education, income, employment, and financial resilience. Most reflect significant structural barriers, while DUE highlights underemployment among highly educated workers.










Behavioral and consumer patterns further distinguish these groups, pointing to differences in spending power, digital access, and communication channels.

The pages that follow examine each cluster in depth, illustrating how opportunity varies across the region and where more intentional workforce strategies can have the greatest impact.

CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

To better understand target populations, ELMA used data from Claritas, which applies the PRIZM Premier segmentation model to classify communities into 68 socioeconomic groups based on demographics, lifestyle, media use, shopping habits, and technology behavior. The analysis identified the nine most common socioeconomic groups within the focus population clusters:

-  **Urban Modern Mix:** Middle-class singles and couples in diverse, city-center neighborhoods. They engage moderately with technology, primarily for video streaming.
-  **Low-Rise Living:** Economically challenged, urban, and diverse singles or single parents who rely heavily on technology in fast-paced environments.
-  **Low-Tech Singles:** Mature, modest-income households in smaller cities with limited technology use and low travel activity.
-  **Toolbelt Traditionalists:** Older, empty-nest homeowners who are hands-on and self-reliant, preferring DIY repairs and home projects.
-  **City Roots:** Established, hardworking, often white-collar residents in diverse, older urban neighborhoods who favor big-box retailers.
-  **Bright Lights, Li'l City:** Upper midscale, younger, college-educated couples living in suburbs or satellite cities with active social lives.
-  **The Cosmopolitans:** Educated, upscale couples in major metros who live eco-conscious lifestyles in vibrant, older neighborhoods.
-  **Connected Bohemians:** Young, progressive, and tech-savvy urban residents—students, professionals, and families—who are early adopters of new technology.
-  **Aspiring A-Listers:** Urban renters focused on social life and image, known for spending on status brands and dining at trendy or organic eateries.

Together, these segments illustrate the region's socioeconomic diversity — from financially constrained urban residents to affluent, tech-forward professionals — offering deeper insights into the behaviors and needs of each target cluster.

CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

MOST SIGNATURE BEHAVIORS

Segmenting low- and moderate-income populations revealed that five clusters—LIN, ALICE, PAUL, LEE, and SUE—share common behavioral patterns that differ from the broader St. Louis region, while DUE exhibits a distinct profile. These shared behaviors point to overlapping barriers and opportunities across populations. Understanding these patterns equips workforce development stakeholders to more precisely target interventions, tailor program design, and strengthen connections to priority populations.

	For LIN, ALICE, PAUL, LEE and SUE*	For DUE	
Off-Price Retail Shopping	Regularly shops at discount retailers for value-priced brand-name goods (e.g., Marshalls, TJ Maxx, Burlington).	Warehouse Retail Shopping	Shops at warehouse retailers for bulk purchasing and value pricing (e.g., Costco).
Convenience Store Use	Frequently visits convenience stores for quick purchases and everyday essentials (e.g., 7-Eleven, QuikTrip).	Streaming Video	Watches premium on-demand streaming content (e.g., HBO).
Quick-Service & Casual Dining	Commonly eats at low-cost, quick-service and casual dining restaurants (e.g., Popeyes, IHOP, Little Caesars).	Digital & Media Services	Uses mobile devices and internet platforms for news and online shopping .
Discount Mobile Service	Uses lower-cost or prepaid mobile phone plans (e.g., T-Mobile, Boost Mobile).	TV & Radio Media Consumption	Consumes television and radio content focused on sports programming .
TV & Radio Media Consumption	Consumes mainstream TV programming and Urban Contemporary radio content.	Sports & Live Entertainment	Participates in fitness activities and attends live sporting events and concerts .
Value Grocery Shopping	Primarily shops for groceries at discount retailers (e.g., Walmart).		

*LIN, ALICE, PAUL, LEE, and SUE clusters exhibit a remarkable degree of alignment in their high-frequency behaviors that distinguish them from the general population in St. Louis City and County.

CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

Low-Income Neighborhoods (LIN)



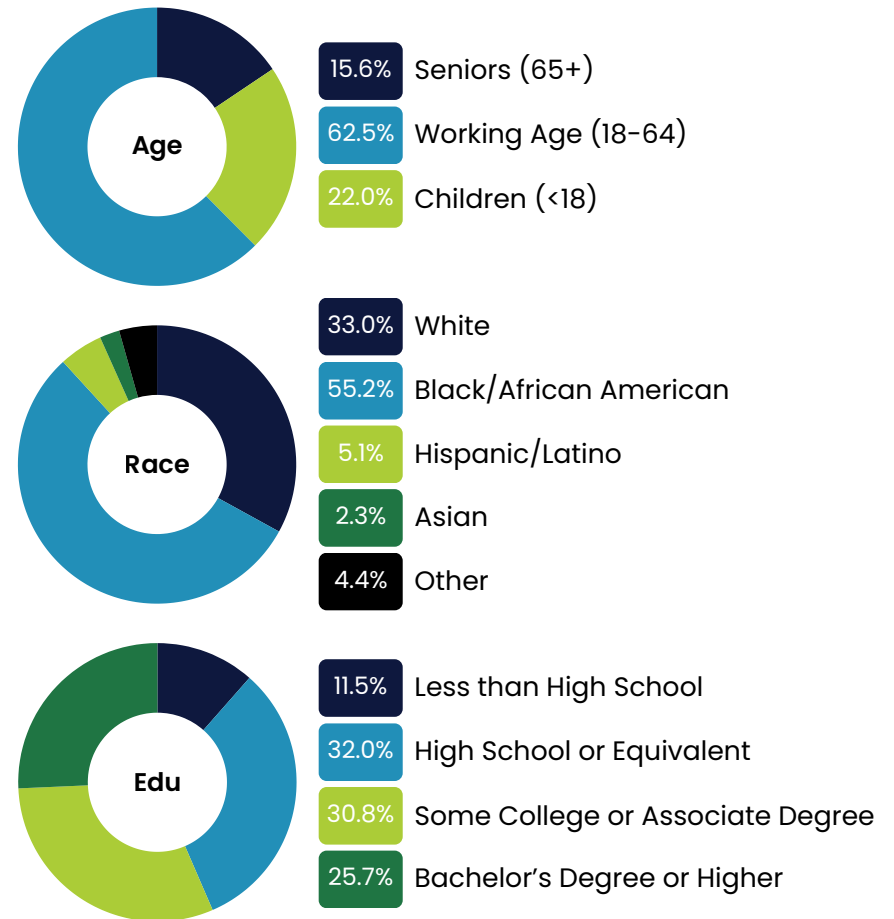
In North St. Louis, just west of Fairground Park, Lin rents the upstairs half of an old duplex where paint peels from the porch but the neighbors still wave. She’s raising two children – ages seven and nine – on her part-time wages from a nearby grocery store. The pay is modest, but the walk is short, and that matters. Her car gave out last winter, and replacing it isn’t an option.

Most days, Lin’s routine runs on precision: get the kids on the bus, clock in by eight, and hope the manager doesn’t cut hours that week. When her younger son’s asthma flares, she misses shifts and risks falling behind on bills. One unexpected absence can unravel the budget she’s so carefully built.

She’s always wanted to work in health care – specifically as a medical assistant – and once started classes at a for-profit training center before withdrawing when she couldn’t balance tuition, childcare, and work. When she heard a local nonprofit was opening a workforce hub nearby with affordable training and on-site childcare, she felt something she hadn’t in a while: possibility.

Lin’s neighborhood has seen decades of disinvestment, but also resilience – community gardens, block cleanups, and a shared hope that better days can come north of Delmar. Her story captures the intersection of geography and grit, where opportunity depends not just on effort but on how close it is to home.

Demographic Breakdown



149,593
residents below poverty in
St. Louis City & County

96,121
residents below poverty in
priority LIN Census Tracts

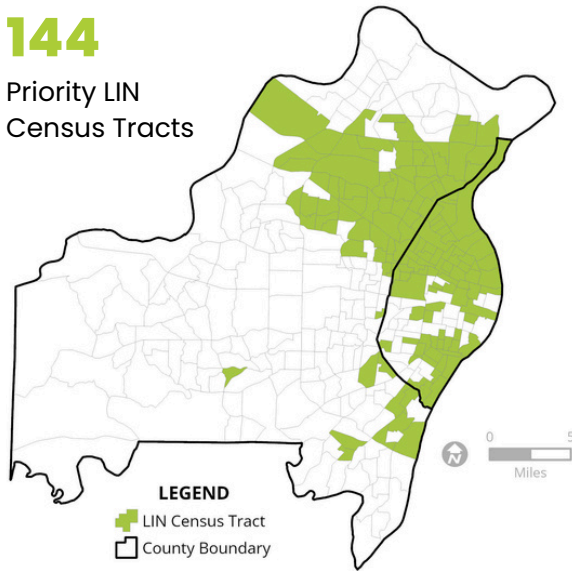
CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

Low-Income Neighborhoods (LIN)

144

Priority LIN
Census Tracts



Low-Income Neighborhoods are defined as people or Census Tracts where incomes are especially low. Census Tracts count as LIN if:

- At least 1 in 5 people (20%) live below the poverty line, *or*
- The typical household earns less than \$62,580 (80% of the St. Louis Metropolitan Statistical Area median household income).



Urban Modern Mix

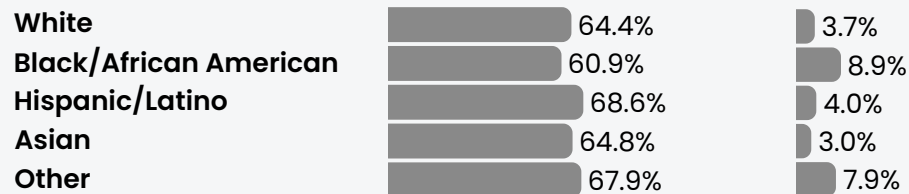
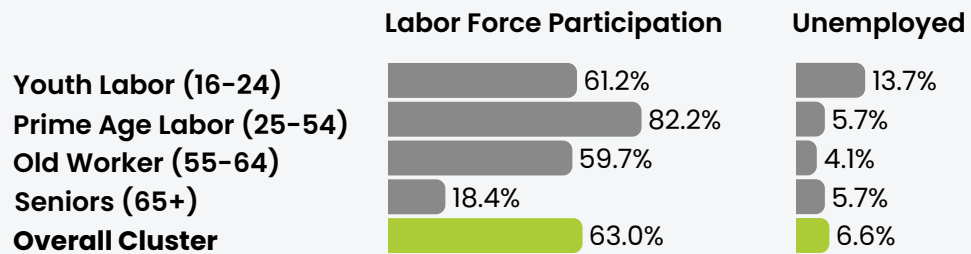


Low-Tech Singles

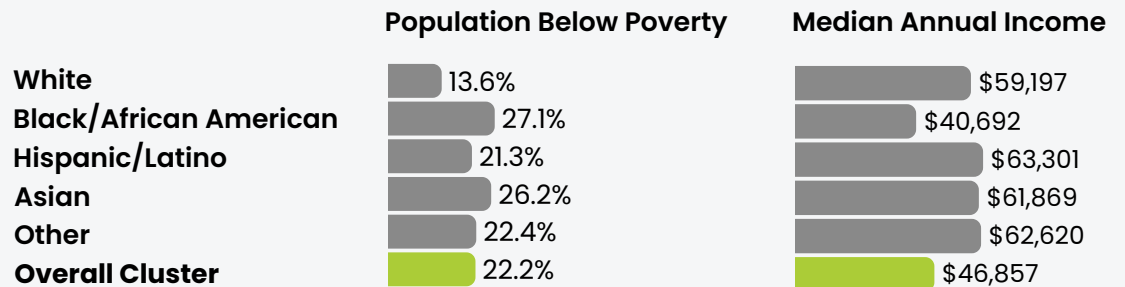


Toolbelt Traditionalists

Employment



Income



CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

Asset Limited, Income Constrained, Employed Households (ALICE)



Alice starts her days before the sun does. In her Dutchtown apartment, she packs lunches by the glow of a single kitchen light while her husband, Mark, tries to catch a few more minutes of sleep before his warehouse shift. Their three kids — ages four, eight, and twelve — stir just as she’s heading out the door.

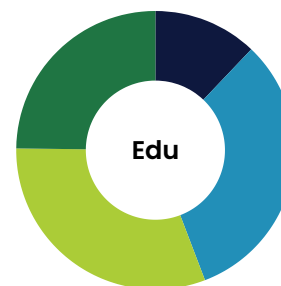
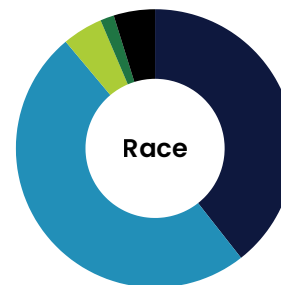
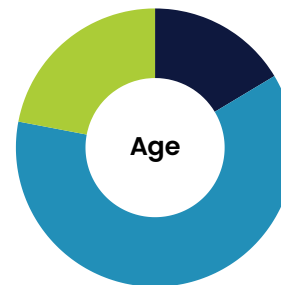
Alice is a home-health aide, driving from house to house across St. Louis to care for elderly clients. She earns \$16 an hour and isn’t paid for the time she spends in traffic. Still, she’s proud of what she does. “I help people stay in their homes,” she says. “That matters.”

But pride doesn’t pay the bills. Rent takes half their income, childcare another quarter, and what’s left disappears into gas, groceries, and repairs for their old car. When Mark’s hours get cut or one of the kids gets sick, everything tightens. The math never adds up.

Alice wants to go back to school for nursing — she’s good at this work and could earn more — but between childcare, tuition, and exhaustion, the idea feels impossible. Some nights she sits at the kitchen table, scrolling through community college websites, wondering how families like hers ever get ahead.

Alice’s story is one of determination without security — a reminder that hard work alone doesn’t guarantee stability. It’s also a story of possibility, if the right supports exist to turn effort into upward mobility.

Demographic Breakdown



147,164
ALICE households across
St. Louis City & County

45,006
ALICE households in priority
ALICE Census Tracts

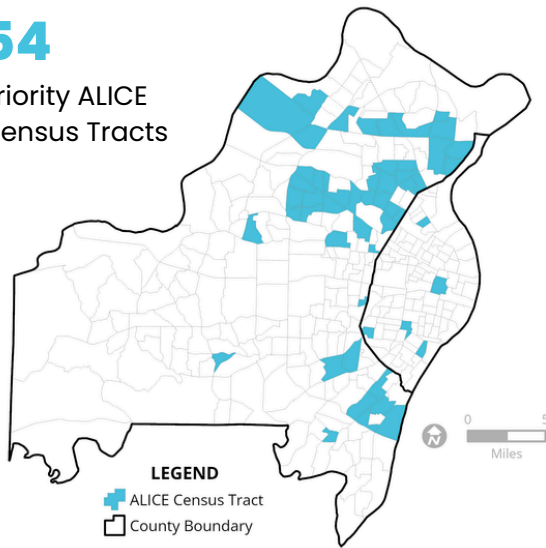
CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

Asset Limited, Income Constrained, Employed Households (ALICE)

54

Priority ALICE
Census Tracts



ALICE households earn above the federal poverty line but below the income needed to afford basic necessities. Census tracts are ranked by the number and share of ALICE households and selected until they account for at least 30 percent of the region's ALICE population, forming the ALICE cluster.



Urban Modern Mix

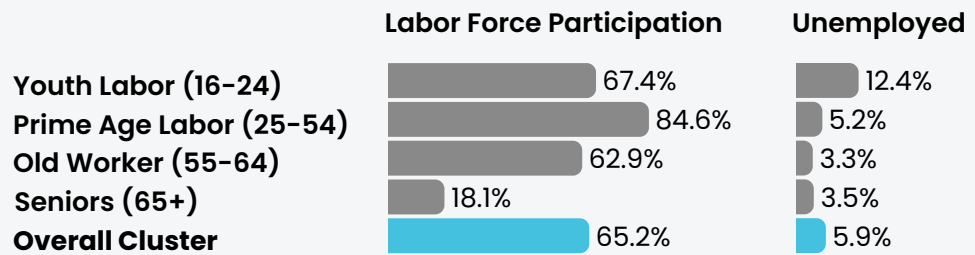


Low-Tech Singles

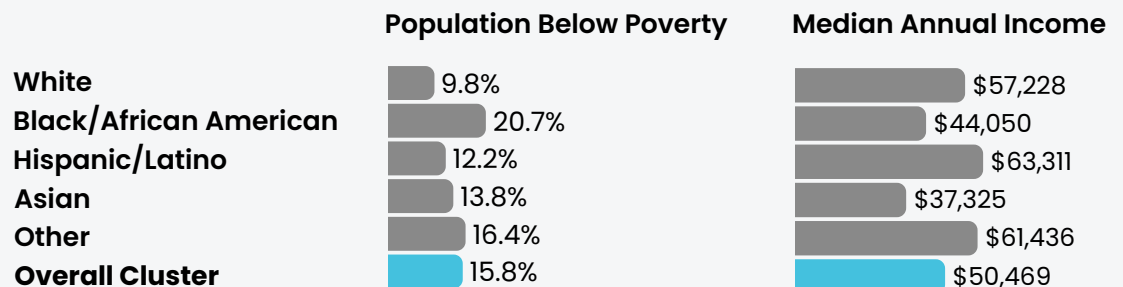


Low-Rise Living

Employment



Income



CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

Prime Age Underutilized Labor Force (PAUL)

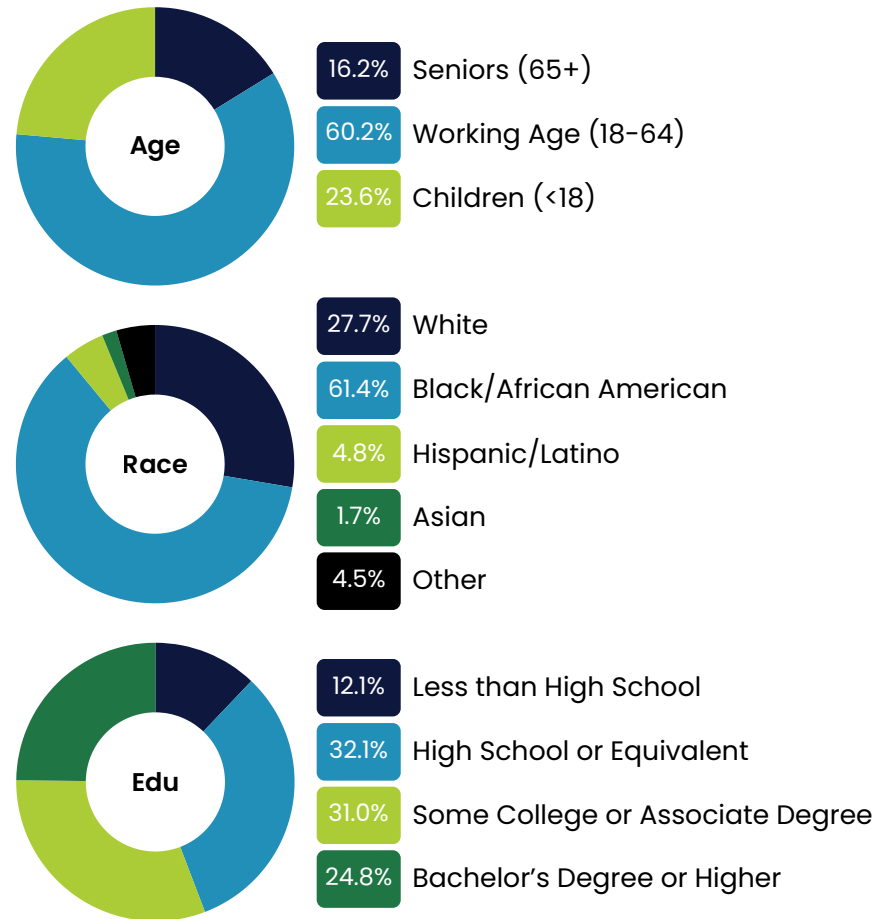


At 42, Paul has worked almost every kind of job – construction, warehouse shifts, delivery driving – but never one that lasts. When the local food-processing plant closed during the pandemic, his steady paycheck disappeared. Since then, he’s pieced together work through staffing agencies: loading trucks one week, cleaning offices the next, sometimes nothing at all.

Paul is looking for consistency and stability. But most jobs within reach are temporary, part-time, or without benefits. Without a car, he depends on buses that don’t always reach job sites on time, and missing a shift can mean losing the contract entirely.

Recently, a workforce program offering paid training and guaranteed interviews with large food-service employers caught his attention. Taking time off gig work means losing income for a few weeks, but for the first time in years, Paul’s considering it. Stability, after all, is worth the risk.

Demographic Breakdown



15,583
prime-age unemployed people in St. Louis City & County

4,782
prime-age unemployed people in priority PAUL Census Tracts

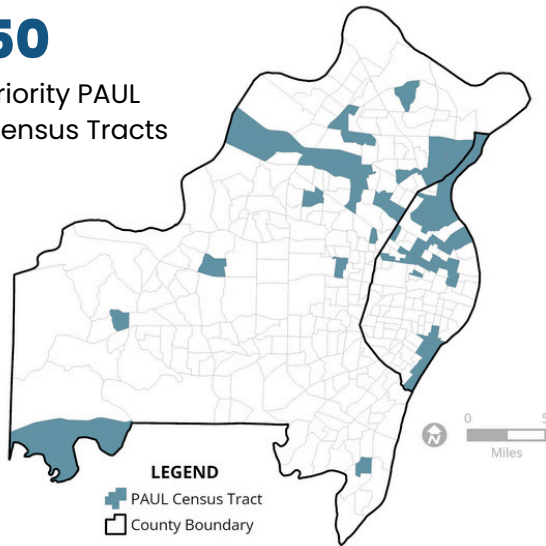
CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

Prime Age Underutilized Labor Force (PAUL)

50

Priority PAUL
Census Tracts



PAUL represents Census Tracts where prime-age adults (ages 25–54) face significant labor market challenges. Tracts are ranked by low labor-force participation and high unemployment and selected until they include at least 30 percent of the region’s prime-age unemployed population, forming the PAUL cluster.



**Urban Modern
Mix**

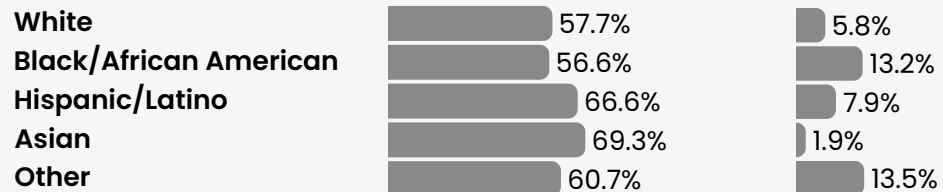
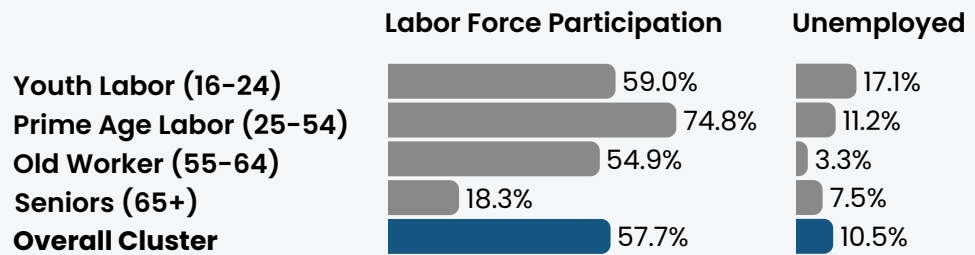


**Low-Tech
Singles**

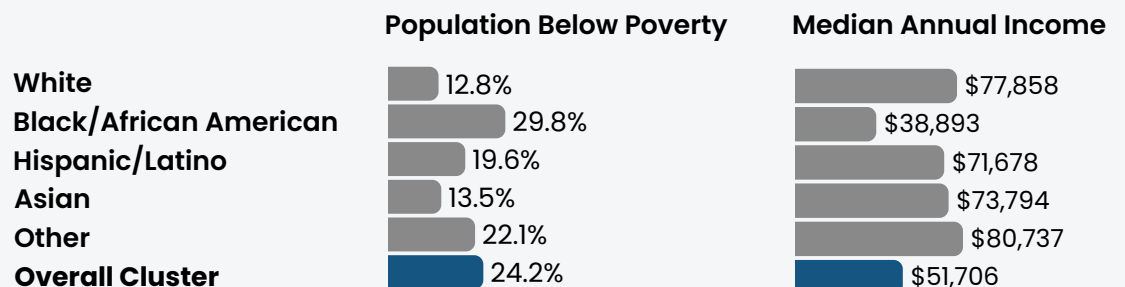


**Low-Rise
Living**

Employment



Income



CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

Low Education Employed (LEE) Population



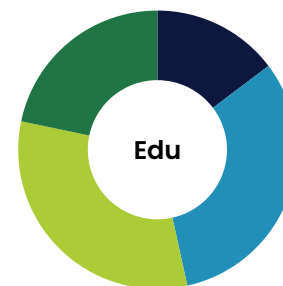
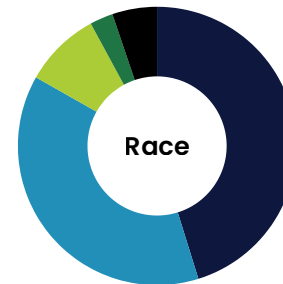
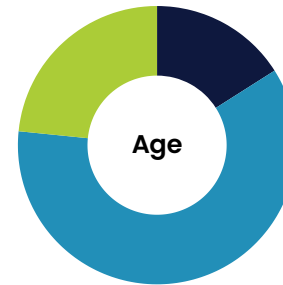
At 23, Lee works full-time at a fast-food restaurant in Downtown St. Louis, earning just above minimum wage. He's reliable and good with customers, but without a high-school diploma, the warehouse, delivery, and even entry-level tech support jobs never call back.

Lee left school at 17 to care for his mom when she got sick. One year turned into

several and returning to school started to feel impossible. He rents a small room from a friend near Tower Grove South and walks home most nights after closing because the bus has stopped running.

Recently, a youth employment program reached out offering GED classes and trade training. For the first time, Lee sees a real path forward where his effort might finally add up to progress instead of exhaustion.

Demographic Breakdown



20,341
LEE residents across
St. Louis City & County

6,343
LEE residents in priority LEE
Census Tracts

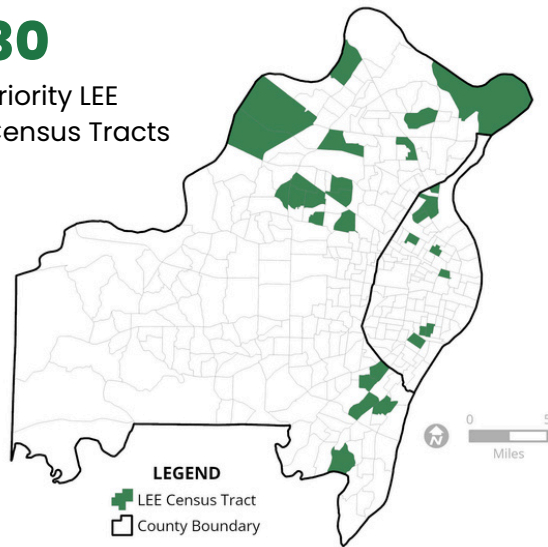
CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

Low Education Employed (LEE) Population

30

Priority LEE
Census Tracts



Low Education Employed (LEE)

adults are employed, working-age residents (25–64) without a high school diploma or equivalent, often facing limited mobility and lower wages. LEE clusters are identified by ranking census tracts by the number and share of LEE residents and selecting the top tracts that together account for 30% of the region’s LEE population, highlighting areas with the greatest educational barriers.



Urban Modern Mix

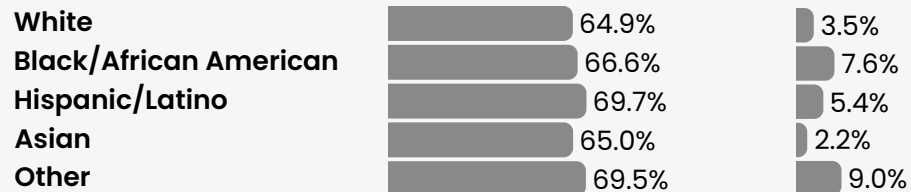
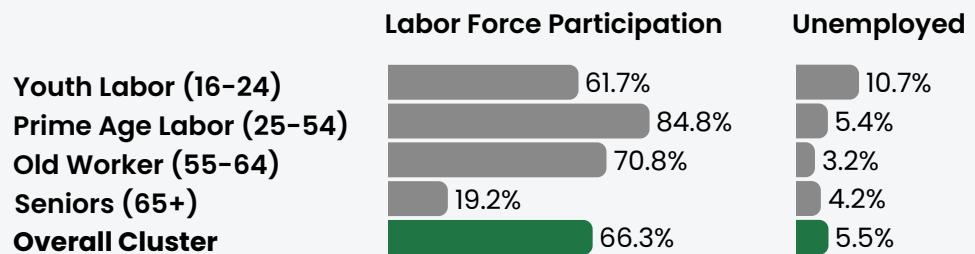


Toolbelt Traditionalists

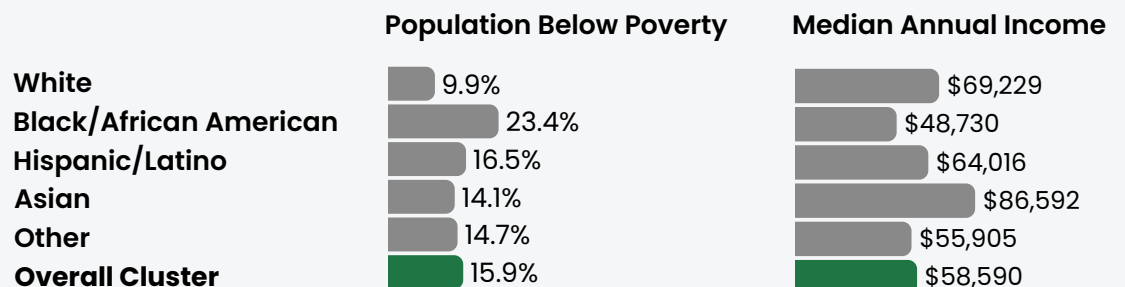


City Roots

Employment



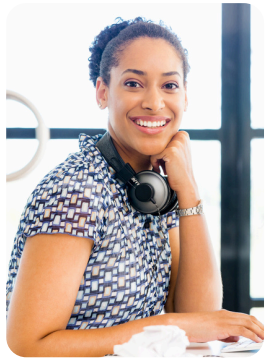
Income



CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

Skilled Underpaid Earners (SUE)



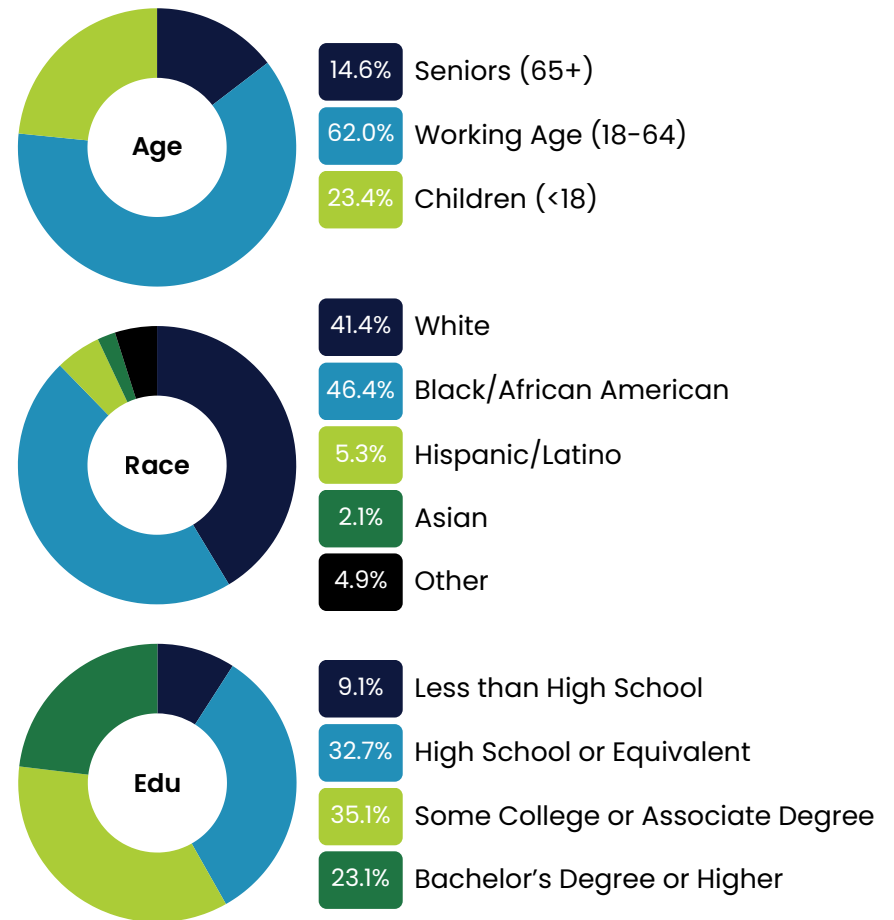
Sue has spent nearly a decade at a mid-sized logistics firm in Hazelwood, rising from receptionist to operations coordinator. She handles middle management tasks, from vendor schedules and budgets to client-facing work, in multiple aspects, except for the title and pay. Without a college degree, her promotions stalled years ago.

She took community-college classes in her twenties but had to stop when her father fell ill. Since then, she’s learned every skill on the job: software systems, inventory management, and negotiation. Yet newer hires with bachelor’s degrees now earn more, even those she trained herself.

Recently, her company partnered with a local workforce initiative that recognizes skills gained through experience, allowing employees like Sue to earn credentials based on demonstrated competency. For the first time, she can see a path upward that doesn’t require starting over.

Sue’s journey illustrates that when employers value practical know-how and real-world accomplishments alongside formal education, countless hardworking individuals gain new opportunities to advance and thrive in their careers.

Demographic Breakdown



230,579
SUE residents across
St. Louis City & County

70,835
SUE residents in priority SUE
Census Tracts

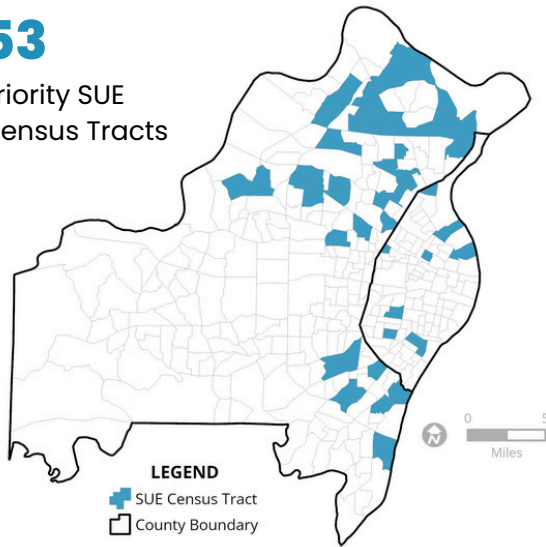
CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

Skilled Underpaid Earners (SUE)

53

Priority SUE
Census Tracts



SUE populations are working-age adults with valuable job skills who hold a high school diploma but not a four-year degree, adapted from Opportunity@Work's STARS framework. Census tracts are ranked by the size and share of the SUE population and selected until they represent at least 30 percent of the region's total SUE population, forming the SUE cluster.



Urban Modern Mix

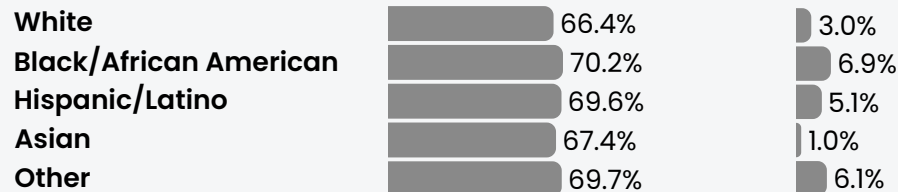
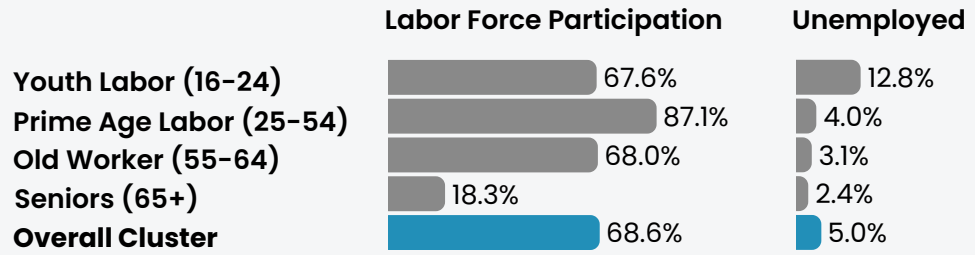


Toolbelt Traditionalists

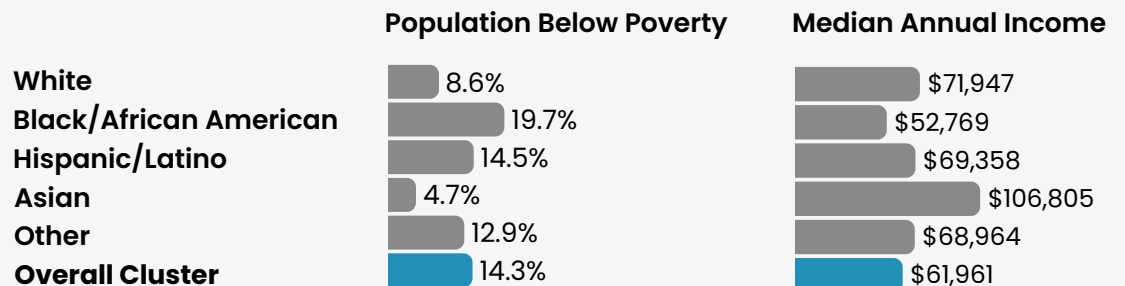


Bright Lights, Li'l City

Employment



Income



CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

Degreed Underemployed Earners (DUE)

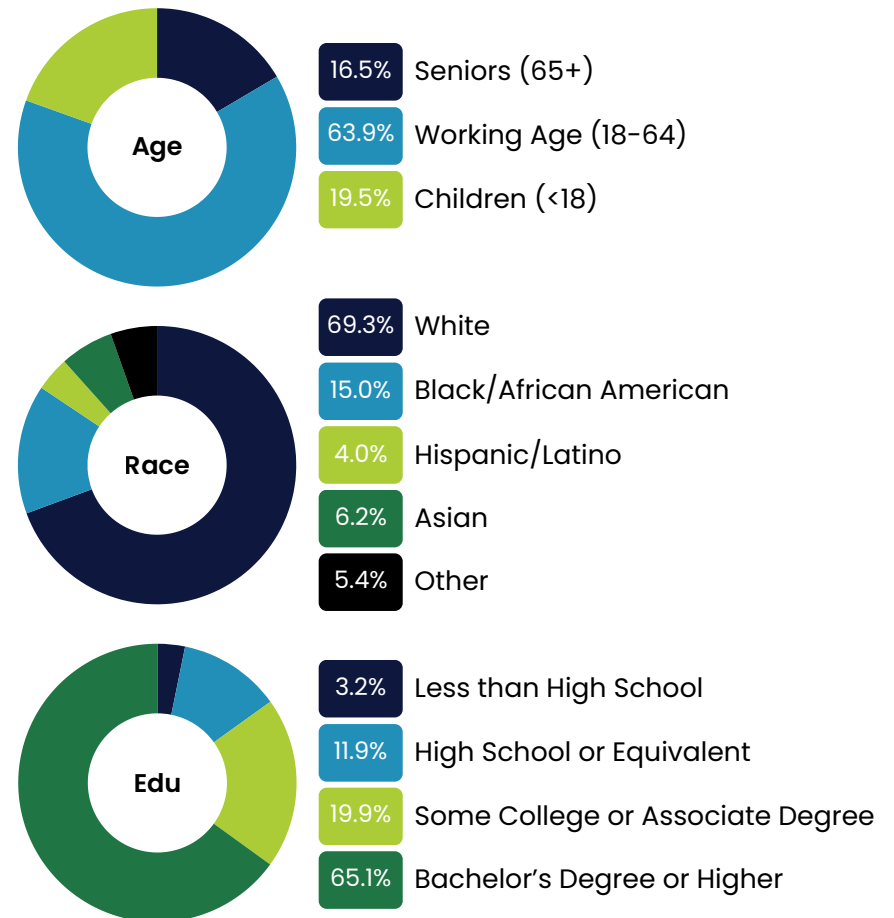


At 26, Due has done everything he was told would lead to success. The child of immigrants who settled in South St. Louis County, he earned a finance degree from a local university and landed his first job at a small financial-services firm. He expected a start; instead, it feels like a stall. He manages client accounts and writes reports for a

wage below 80 percent of the market rate. Still, he shows up early, stays late, and studies for certifications at night. Rent, student loans, and car insurance eat most of his paycheck, leaving little to save.

Many of his college friends moved to Chicago or Nashville for higher pay, but Due wants to build his life here. He believes St. Louis should reward effort like his – and hopes the next rung on the ladder isn't out of reach.

Demographic Breakdown



80,980
DUE residents in
St. Louis City & County

24,655
DUE residents in
priority DUE Census Tracts

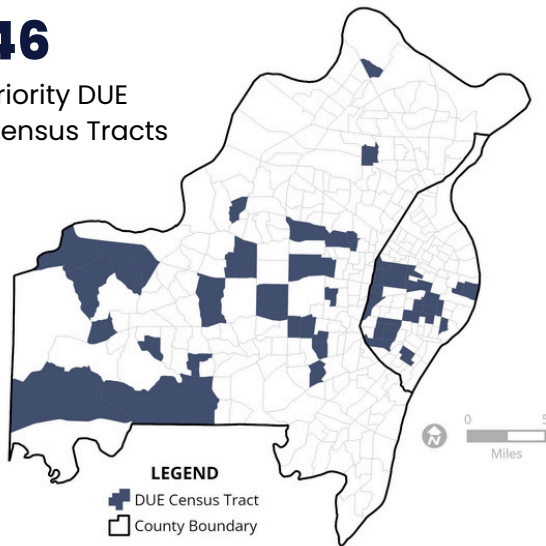
CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

CLUSTER PROFILES

Degreed Underemployed Earners (DUE)

46

Priority DUE
Census Tracts



DUE are working-age adults (ages 25–64) with a bachelor’s degree or higher who are employed full-time but earn less than 80 percent of the regional median wage for their degree level. Census tracts are ranked by the number of DUE residents and selected until they account for at least 30 percent of the region’s total DUE population, forming the DUE cluster.



**The
Cosmopolitans**



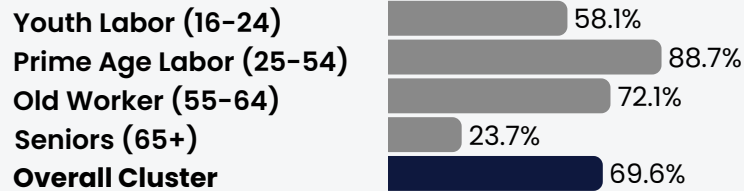
**Connected
Bohemians**



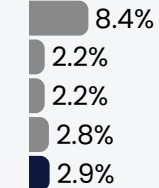
**Aspiring
A-Listers**

Employment

Labor Force Participation

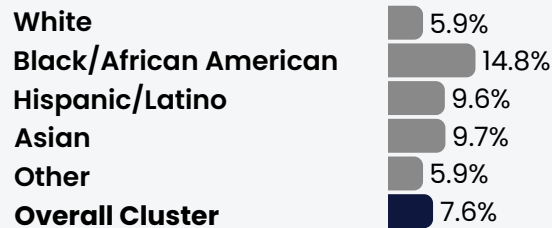


Unemployed

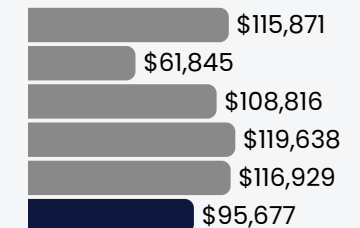


Income

Population Below Poverty



Median Annual Income



CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

DEMOGRAPHICS & SOCIOECONOMICS COMPARISON

	LIN	ALICE	PAUL	LEE	SUE	DUE	STL Region
Children (<18)	22.0%	22.0%	23.6%	23.4%	23.4%	19.5%	21.3%
Working Age (18-64)	62.5%	61.6%	60.2%	60.6%	62.0%	63.9%	60.9%
Seniors (65+)	15.6%	16.4%	16.2%	16.0%	14.6%	16.5%	17.8%
White	33.0%	39.4%	27.7%	45.2%	41.4%	69.3%	58.0%
Black/African American	55.2%	49.5%	61.4%	38.0%	46.4%	15.0%	28.3%
Hispanic/Latino	5.1%	4.7%	4.8%	8.9%	5.3%	4.0%	4.0%
Asian	2.3%	1.6%	1.7%	2.7%	2.1%	6.2%	4.4%
Other	4.4%	4.8%	4.5%	5.2%	4.9%	5.4%	5.3%
Less than High School	11.5%	9.5%	12.1%	14.7%	9.1%	3.2%	6.5%
High School or Equivalent	32.0%	32.3%	32.1%	31.8%	32.7%	11.9%	21.7%
Some College or Associate	30.8%	34.5%	31.0%	31.7%	35.1%	19.9%	26.4%
Bachelor's or Higher	25.7%	23.7%	24.8%	21.7%	23.1%	65.1%	45.3%
Labor Force Participation	63.0%	65.2%	57.7%	66.3%	68.6%	69.6%	65.5%
Unemployment	6.6%	5.9%	10.5%	5.5%	5.0%	2.9%	4.4%
Population in Poverty	22.2%	15.8%	24.2%	15.9%	14.3%	7.6%	11.9%
Median Household Income	\$46,857	\$50,469	\$51,706	\$58,590	\$61,961	\$95,677	\$81,374
Median Annual Earnings	\$34,471	\$35,459	\$38,519	\$39,506	\$39,232	\$64,757	\$51,582

Most clusters represent populations facing structural barriers that constrain educational attainment, employment stability, and income. The DUE cluster is an exception: it consists of highly educated, higher-income residents experiencing underemployment driven by skill mismatch rather than economic exclusion. These cluster summaries reflect the total population within the high-density census tracts associated with each cluster.

CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

DEMOGRAPHICS & SOCIOECONOMICS COMPARISON

Employment

	LIN	ALICE	PAUL	LEE	SUE	DUE	STL Region
Labor Force Participation by Age							
Youth Labor (16-24)	61.2%	67.4%	59.0%	61.7%	67.6%	58.1%	60.3%
Prime Age Worker (25-54)	82.2%	84.6%	74.8%	84.8%	87.1%	88.7%	86.0%
Old Worker (55-64)	59.7%	62.9%	54.9%	70.8%	68.0%	72.1%	68.7%
Senior Labor (65+)	18.4%	18.1%	18.3%	19.2%	18.3%	23.7%	20.8%
Unemployment by Age							
Youth Labor (16-24)	13.7%	12.4%	17.1%	10.7%	12.8%	8.4%	10.9%
Prime Age Worker (25-54)	5.7%	5.2%	11.2%	5.4%	4.0%	2.2%	3.6%
Old Worker (55-64)	4.1%	3.3%	3.3%	3.2%	3.1%	2.2%	3.1%
Senior Labor (65+)	5.7%	3.5%	7.5%	4.2%	2.4%	2.8%	3.3%
Labor Force Participation by Race							
White	64.4%	63.1%	57.7%	64.9%	66.4%	68.6%	65.2%
Black/African American	60.9%	65.8%	56.6%	66.6%	70.2%	67.5%	64.0%
Hispanic/Latino	68.6%	73.7%	66.6%	69.7%	69.6%	77.4%	71.4%
Asian	64.8%	74.7%	69.3%	65.0%	67.4%	75.2%	69.4%
Other	67.9%	68.3%	60.7%	69.5%	69.7%	74.2%	69.0%
Unemployment Rate by Race							
White	3.7%	3.8%	5.8%	3.5%	3.0%	2.3%	3.0%
Black/African American	8.9%	7.6%	13.2%	7.6%	6.9%	5.3%	7.7%
Hispanic/Latino	4.0%	5.9%	7.9%	5.4%	5.1%	1.8%	4.0%
Asian	3.0%	0.5%	1.9%	2.2%	1.0%	2.9%	2.4%
Other	7.9%	9.0%	13.5%	9.0%	6.1%	3.9%	6.1%

CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

DEMOGRAPHICS & SOCIOECONOMICS COMPARISON

Income

	LIN	ALICE	PAUL	LEE	SUE	DUE	STL Region
Population Below Poverty by Race							
White	13.6%	9.8%	12.8%	9.9%	8.6%	5.9%	6.8%
Black/African American	27.1%	20.7%	29.8%	23.4%	19.7%	14.8%	22.3%
Hispanic/Latino	21.3%	12.2%	19.6%	16.5%	14.5%	9.6%	14.4%
Asian	26.2%	13.8%	13.5%	14.1%	4.7%	9.7%	9.9%
Other	22.4%	16.4%	22.1%	14.7%	12.9%	5.9%	12.7%
Estimated Median Household Income by Race							
White	\$59,197	\$57,228	\$77,858	\$69,229	\$71,947	\$115,871	\$89,688
Black/African American	\$40,692	\$44,050	\$38,893	\$48,730	\$52,769	\$61,845	\$59,705
Hispanic/Latino	\$63,301	\$63,311	\$71,678	\$64,016	\$69,358	\$108,816	\$96,971
Asian	\$61,869	\$37,325	\$73,794	\$86,592	\$106,805	\$119,638	\$118,576
Other	\$62,620	\$61,436	\$80,737	\$55,905	\$68,964	\$116,929	\$64,996

Key Takeaways

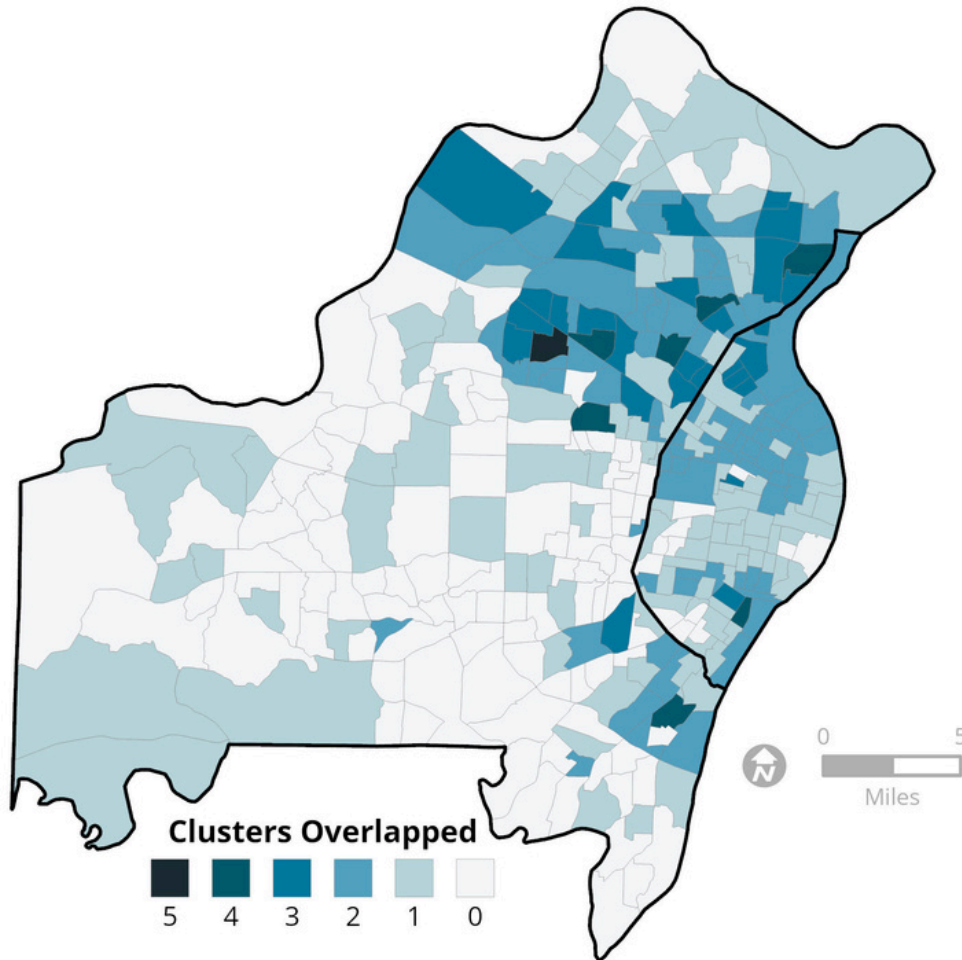
This breakdown reveals stark socioeconomic divides across clusters, strongly shaped by race. The DUE cluster stands out as a high-opportunity group, with the lowest poverty rates, highest median incomes, and prime-age unemployment at just 2.2%.

In contrast, the PAUL cluster faces the most severe economic distress, with the highest youth unemployment rate (17.1%), prime-age unemployment (11.2%), and Black unemployment (13.2%), alongside the highest poverty rates and lowest median household incomes, particularly among non-White residents.

The data highlights how structural and cluster-based barriers compound racial inequities. In PAUL, Black residents face a 29.8% poverty rate and a median income of \$38,893—less than half that of White residents (\$77,858) and well below the regional average. Similar patterns in the LIN, ALICE, and LEE clusters reinforce the region’s deep racial and economic divides.

CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY) OVERLAP ANALYSIS: OVERVIEW

Cluster Overlap Count



Key Takeaways

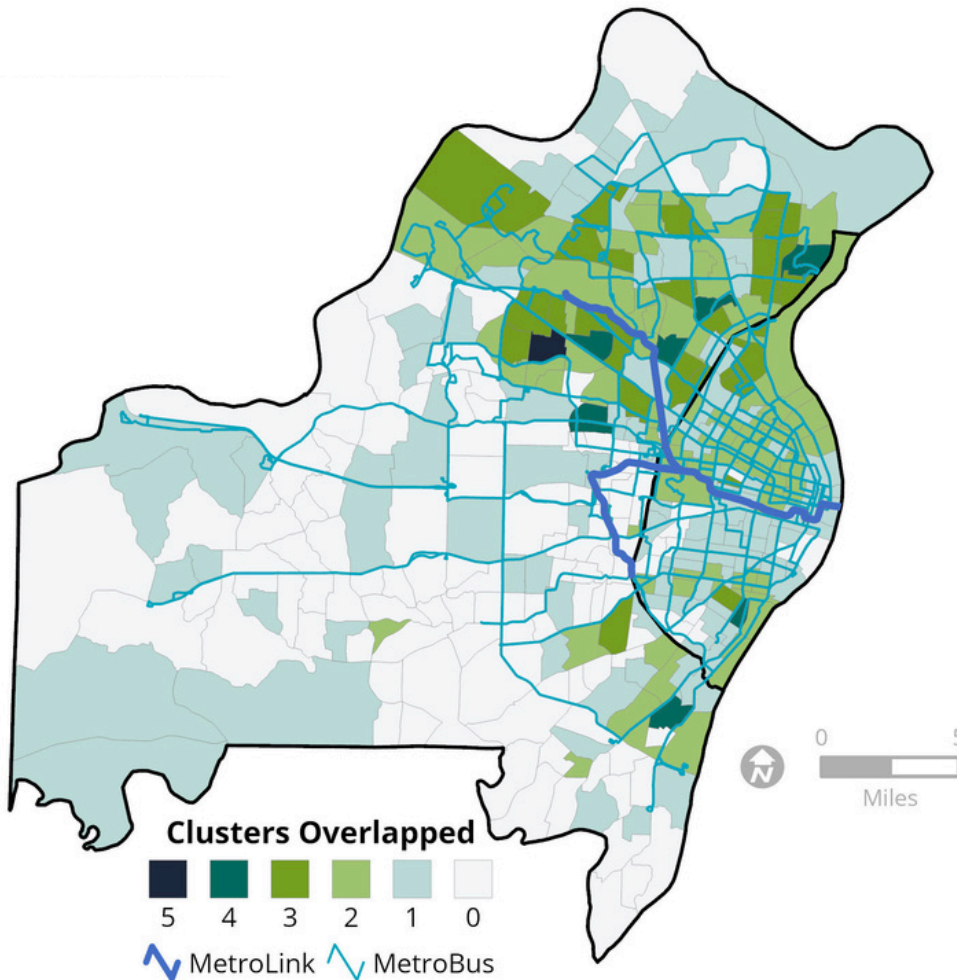
The map shows how many of the six challenge clusters overlap in each census tract.

A clear divide emerges across the region. Many tracts in South St. Louis City and central, west, and south St. Louis County show little to no overlap, with large portions of South County not falling into any cluster.

The most severe, layered barriers are concentrated in North St. Louis County, with Breckenridge Hills as the epicenter, where tracts fall into five of six clusters. Surrounding communities (St. Ann, St. John, Normandy, Jennings, Berkeley, Riverview, and Bellefontaine Neighbors) face three to four overlapping challenges, a pattern that extends into North St. Louis City and smaller pockets of South City, notably Dutchtown.

CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY) OVERLAP ANALYSIS: TRANSIT

Cluster Overlap Count with Public Transit



Key Takeaways

The map shows where public transit aligns with cluster overlap in St. Louis City and County.

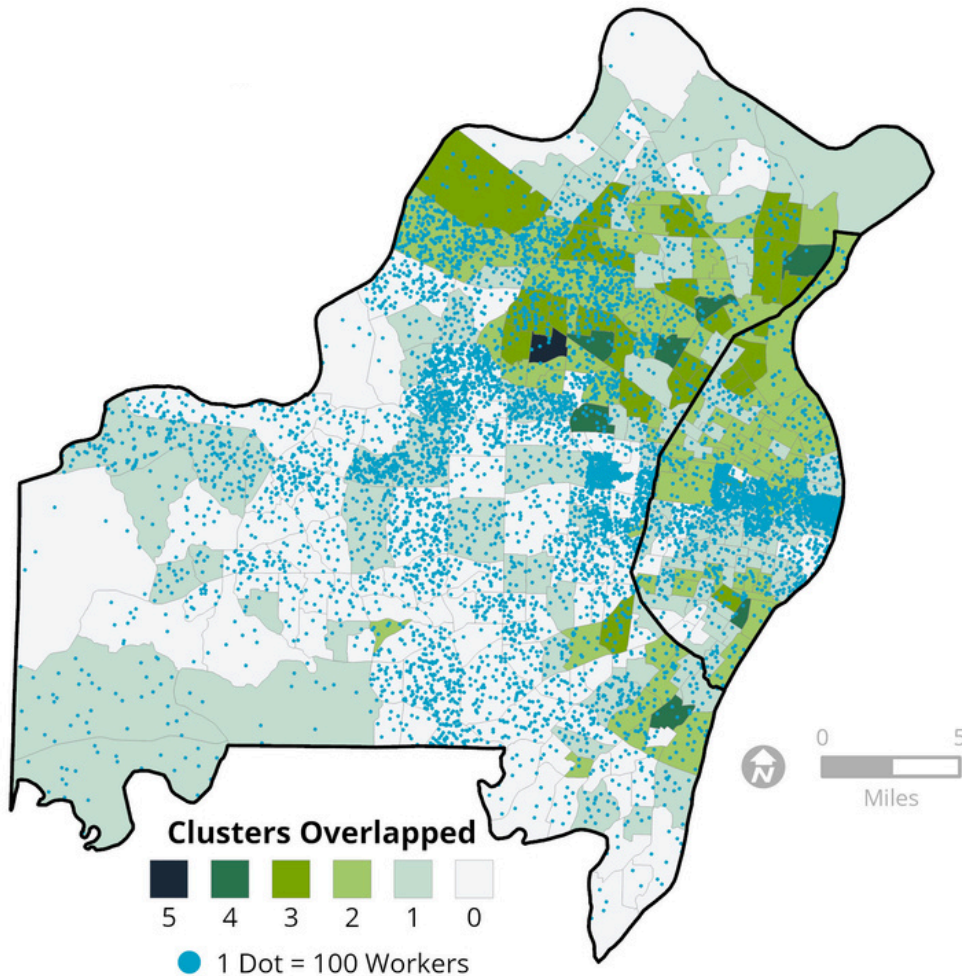
Transit routes do not bypass low-challenge, affluent areas; instead, they align closely with high-challenge tracts in North St. Louis City and pockets of South City. Viewed alongside the job density map, this is significant: transit serves as the primary connector between high-challenge “job desert” areas and key employment hubs such as Downtown, the Central West End/Cortex, and Clayton.

Service density, however, is uneven. The transit grid is more robust and interconnected within St. Louis City, while routes reaching high-challenge areas in North St. Louis County are present but notably more dispersed.

CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

OVERLAP ANALYSIS: JOB DENSITY

Cluster Overlap Count with Job Density



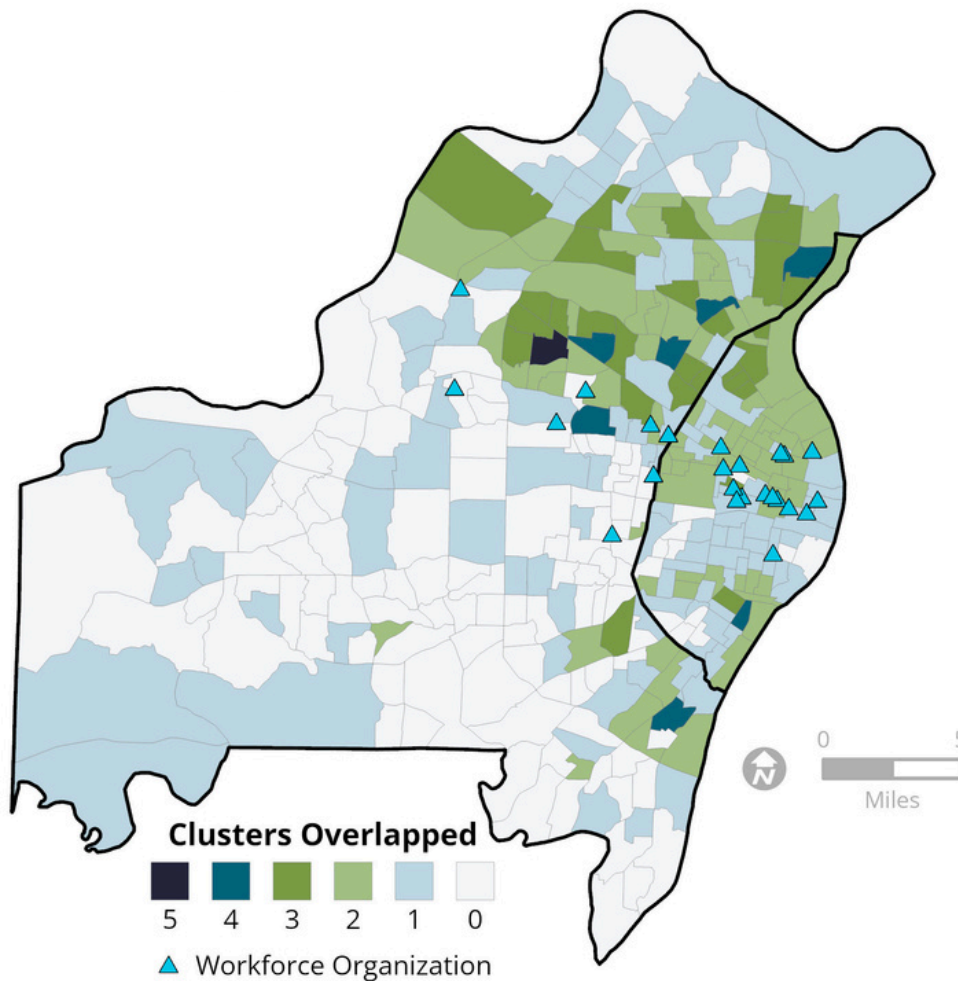
Key Takeaways

Overlaying job density with cluster overlap reveals a clear spatial mismatch between economic opportunity and socioeconomic need. The region's major employment centers (Downtown, the Central West End, Clayton, and key hubs in West County) are concentrated in tracts with few or no overlapping challenges.

Meanwhile, the communities facing the most significant, compounded barriers function as "job deserts." The high-challenge arc across North St. Louis City, along with pockets in South City, shows very limited local job density, underscoring the disconnect between where jobs are located and where need is greatest.

OVERLAP ANALYSIS: WORKFORCE ORGANIZATIONS

Cluster Overlap Count with Workforce Organizations



Key Takeaways

The map shows where prominent workforce training organizations align with cluster overlap in St. Louis City and County.

The geographic distribution of the region's top workforce organizations reveals a clear mismatch between where services are located and where need is highest. Most of the "Top 25" providers are concentrated in the Central West End and Midtown—areas with little to no socioeconomic cluster overlap. Meanwhile, North St. Louis County, which contains the highest concentration of tracts with four to five overlapping challenges, has almost no major workforce organizations.

This centralization underscores a critical gap: the region's best-resourced workforce institutions are largely absent from the communities facing the most significant, multi-layered barriers.

CONNECTING PEOPLE TO OPPORTUNITY (ENHANCED SUPPLY)

PROMINENT WORKFORCE DEVELOPMENT AND TRAINING ORGANIZATIONS

Organization Name

Employment Connections
Urban League of Metro St. Louis
Ranken Technical Group
Mission: St. Louis
SLATE - St. Louis Agency on Training and Employment
Family Workforce Centers of America
Per Scholars - St. Louis
MERS Goodwill
Claim Academy
St. Louis University Workforce Center
Washington University - Continuing and Professional Studies
Concordance Academy
St. Patrick Center
Gateway Region YMCA - Economic Empowerment
RUNG for Women
Kranzberg Arts Foundation - ArtWorQ Initiative
Propel Kitchens
Construction Career Development Initiative
Dream Builders 4 Equity
St. Louis Community College - Workforce Solutions Group
Missouri Works Initiative - Building Union Diversity
LaunchCode
Boys & Girls Clubs of Greater St. Louis
Metropolitan Education and Training Center
Gateway Global American Youth & Business Alliance

High-Level Focus

Reentry and barrier-removal employment services
Civil rights & economic empowerment
Technical/trades education
Reentry, jobs and neighborhood support
City workforce system/career center
Workforce and family economic stability
Free IT and tech training
Regional employment and training services
Coding bootcamps
Professional/IT upskilling
Adult degree and certificate programs
Reentry support and wraparound services
Homelessness services and employment
Youth, family and financial/wage supports
Women's career and economic mobility
Creative economy and arts workforce
Food-based workforce and social enterprise
Construction trades pipeline
Youth employment via real estate and construction
Employer-driven training and upskilling
Union pre-apprenticeship (construction)
Free coding education and job placement
Youth development and enrichment
Comprehensive workforce training hub
Geospatial and tech workforce for youth

APPENDICES

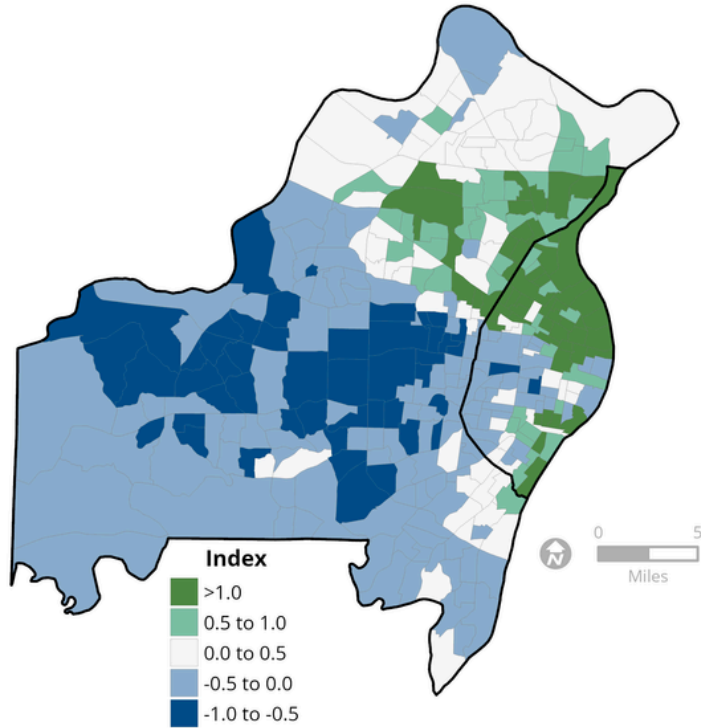


APPENDIX A

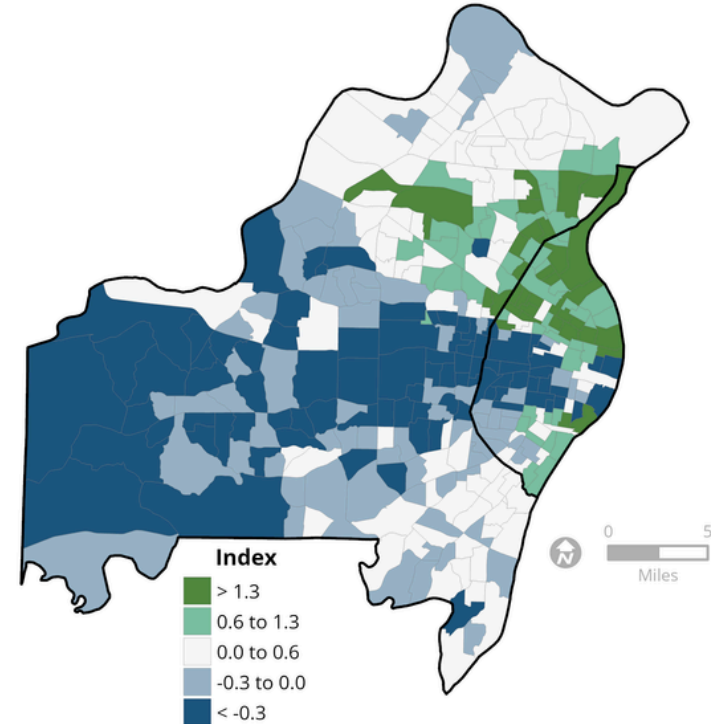
Barriers and Maps

HEALTH (DISABILITY & DISTRESS)

Distress Index



Disability Index



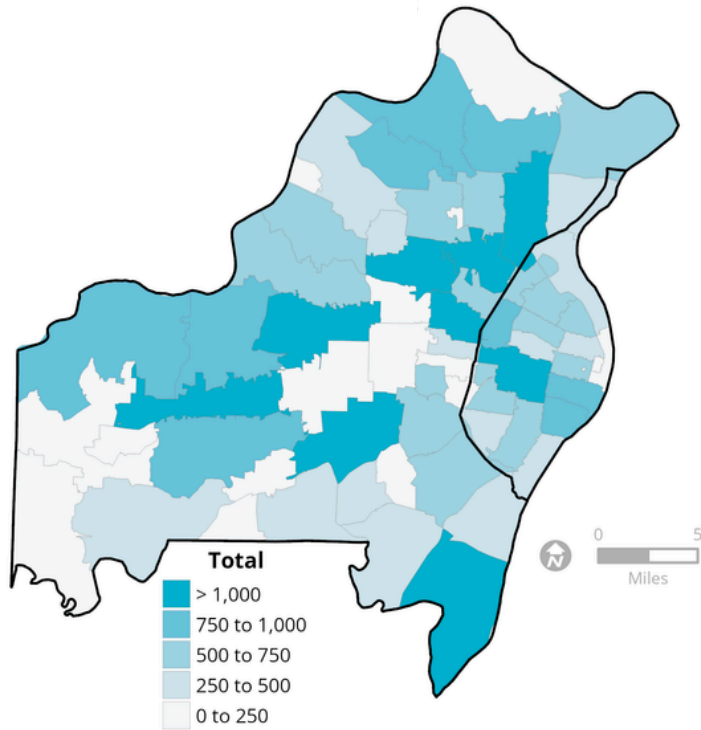
Key Takeaways

Disability and distress peak in North St. Louis City and Northeast County (areas with high concentrations of LIN, PAUL, and ALICE populations) and decline toward the west and south. Slightly elevated levels appear in SUE and LEE areas, while DUE and most other regions show lower rates. Smaller pockets of higher distress also appear in parts of South St. Louis City and County.

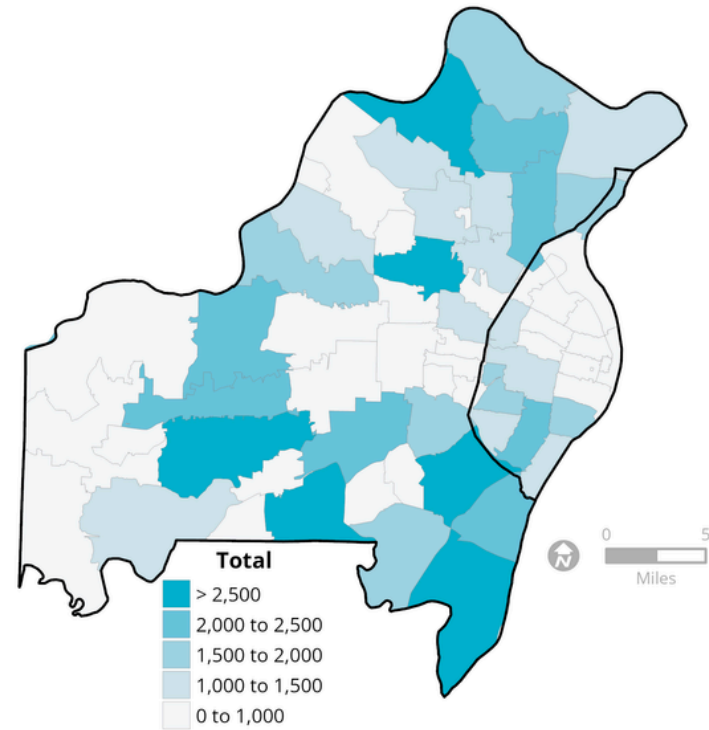
The Distress and Disability Indexes compare each tract to the regional median: negative values indicate below-average levels, positive values indicate above average, and values between -1 and +1 reflect typical variation.

CHILDCARE

Number of Accredited ECE Seats



Population Under Age 5

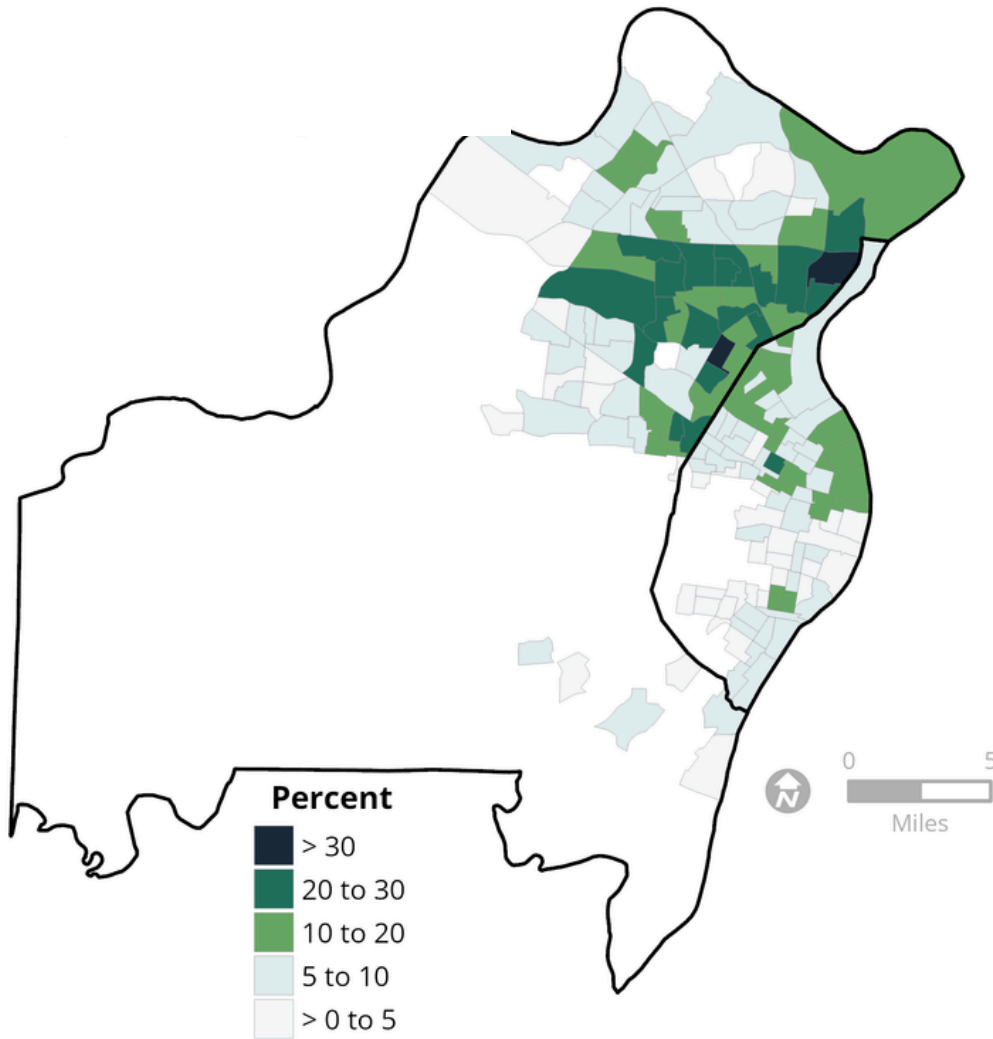


Key Takeaways

Childcare remains a major barrier to securing and keeping quality jobs, particularly for low- and moderate-income families, due to high costs, limited availability, and scheduling challenges. The St. Louis region has more than 650 childcare facilities, but demand far exceeds supply, with roughly three children under age five for every available accredited spot. Access is even more limited for families needing subsidized care, as only 19% of eligible children are served. These gaps highlight the need for workforce programs that include or support affordable childcare, especially in high-need areas.

HOUSING

Housing Choice Voucher as a Percent of Renter Occupied Housing Units



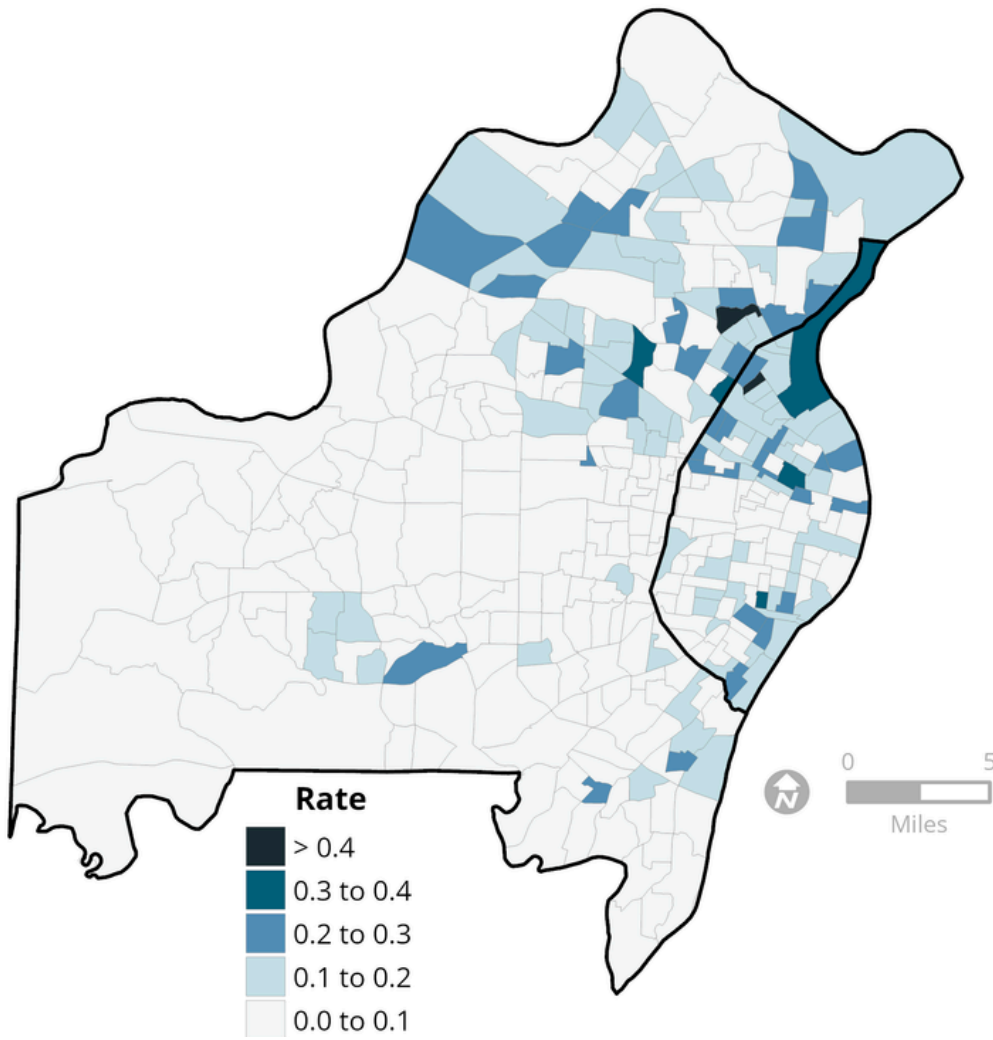
Key Takeaways

Housing insecurity is closely linked to poor health, higher stress, and lower academic performance. In St. Louis, housing costs far exceed what minimum-wage workers can afford, and these challenges are compounded by violence and economic inequality in vulnerable neighborhoods. Housing vouchers are most concentrated in northeast St. Louis County near the city boundary, where many low-income residents live. These patterns suggest that workforce development programs should also include or connect participants to affordable housing support.

APPENDIX A: BARRIERS AND MAPS

HEALTHCARE ACCESS

Total Proportion Uninsured (Aged 19–64)



Key Takeaways

Access to health care is essential for workforce success, as untreated chronic illness, mental health challenges, or disabilities can limit employment stability.

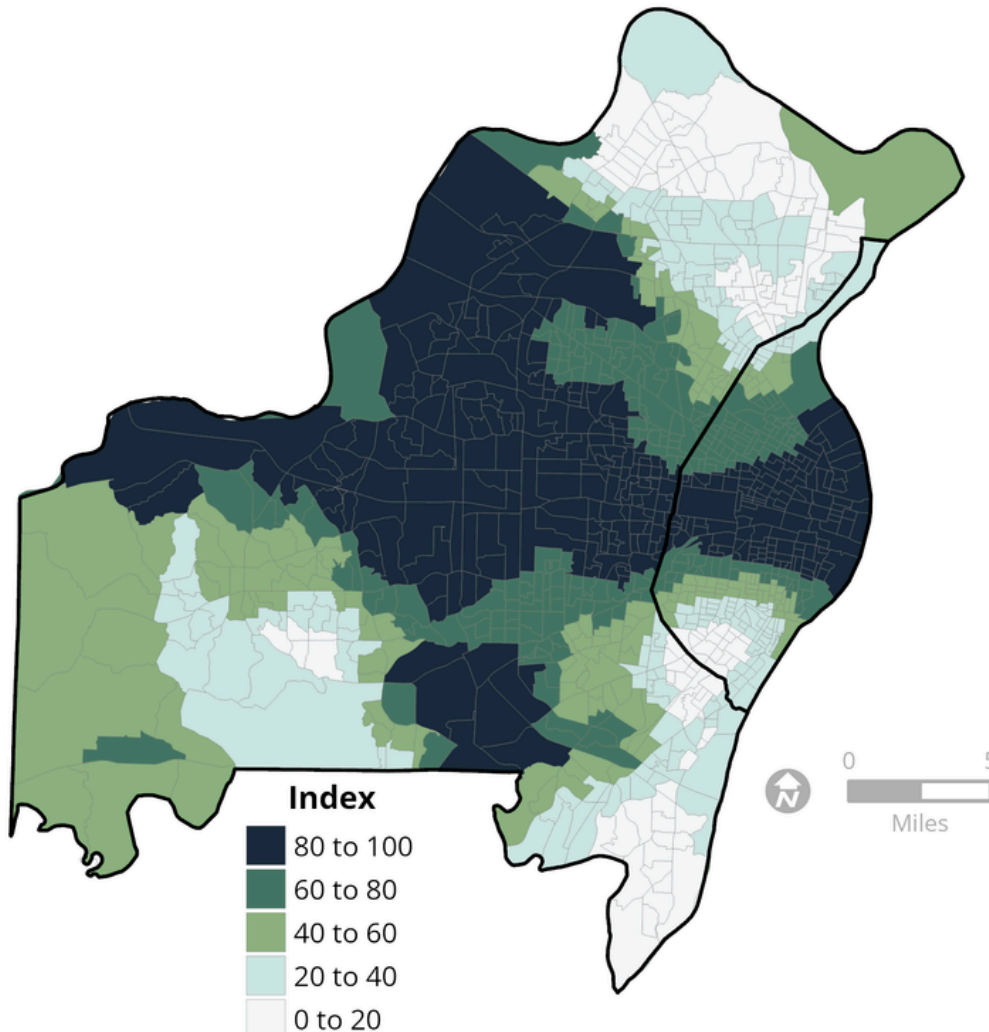
According to the 2023 American Community Survey in the St. Louis region, 8% of working adults lack health insurance, compared with 33% of unemployed adults and 13% of adults not in the labor force. Uninsured rates are highest in neighborhoods with large LIN, SUE, ALICE, LEE, and PAUL populations, while DUE tracts show much lower rates.

These patterns reinforce the need for affordable health care during and after workforce programs to support lasting stability and success.

APPENDIX A: BARRIERS AND MAPS

TRANSPORTATION

Job Proximity Index



Key Takeaways

Commuting time reflects both job access and transportation options. In the St. Louis region, most workers drive alone (72%) or work from home (16%), while only 2% use public transit and 2% walk, with bus riders comprising most transit users. Average commute times are about 25 minutes and are shortest along the central east–west corridor, which also offers the strongest job access based on the Job Proximity Index.

Areas with high job proximity often overlap with neighborhoods where priority populations live, including LIN, ALICE, PAUL, SUE, LEE, and DUE. This highlights these areas as strategic hubs for workforce programs and underscores the importance of bringing training and quality jobs closer to residents or strengthening reliable transportation options.

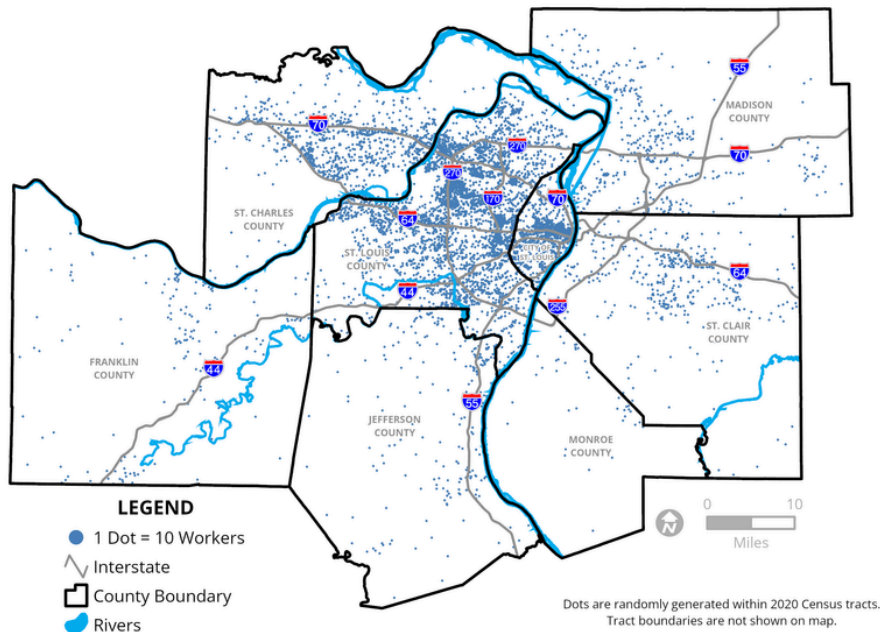
APPENDIX B

Potential Impact of AI Technology

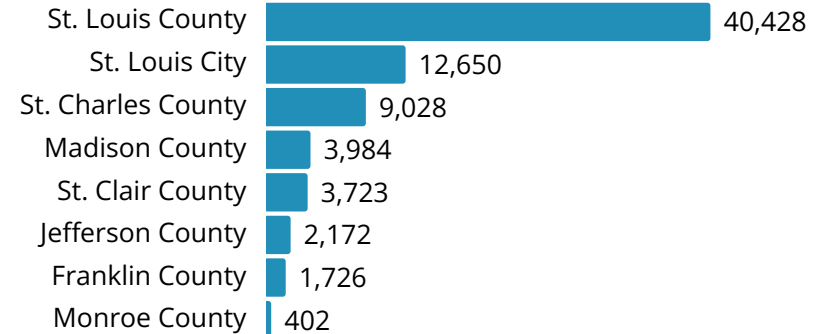
APPENDIX B: POTENTIAL IMPACT OF AI TECHNOLOGY

OCCUPATIONS/WORKERS VULNERABLE TO AI

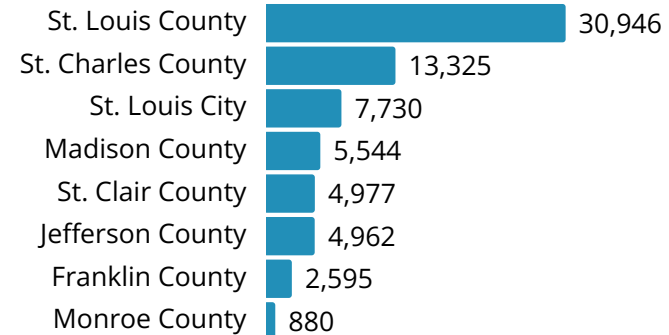
Jobs Potentially at Risk from AI by Place of Work



Occupations Potentially Affected by AI (by County)



Workers Potentially Affected by AI (by County)



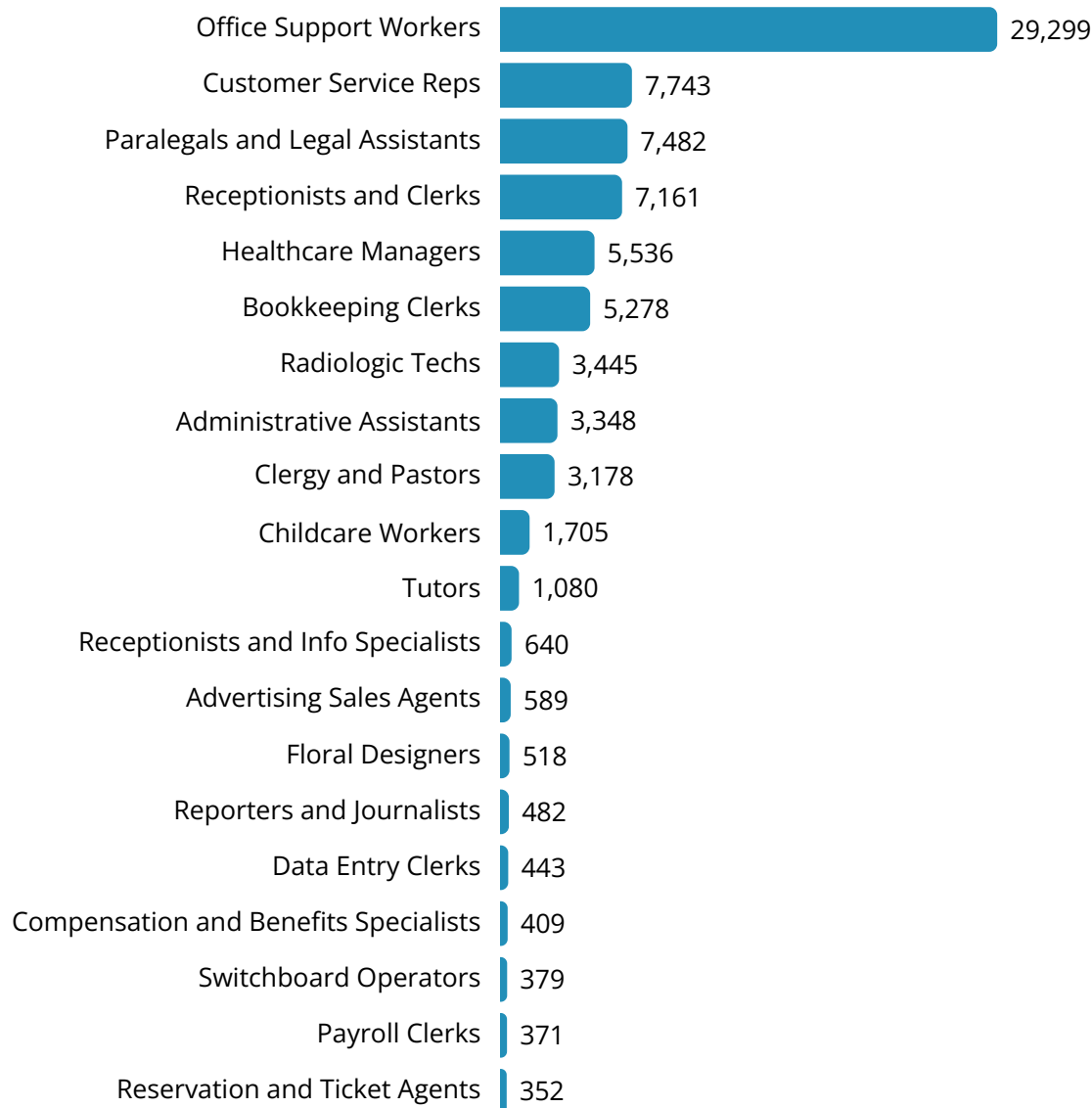
Key Takeaways

AI-vulnerable jobs in the St. Louis MSA are concentrated in major employment centers, with most located in St. Louis County and the City. Workers in these roles primarily live in St. Louis County, St. Charles County, and South St. Louis City, highlighting where targeted reskilling and career transition efforts may be most impactful.

APPENDIX B: POTENTIAL IMPACT OF AI TECHNOLOGY

EMPLOYMENT IN OCCUPATIONS VULNERABLE TO AI

Employment in Occupations Vulnerable to AI



Key Takeaways

The chart highlights the occupations most exposed to AI disruption in the St. Louis MSA, revealing a heavy concentration in administrative, clerical, and customer-facing roles. Office support workers represent the largest share by a wide margin, followed by customer service representatives, legal assistants, receptionists, and bookkeeping clerks. Many of these roles involve routine, task-based work that is particularly susceptible to automation. While some higher-skill occupations, such as healthcare managers and radiologic technologists, also appear on the list, overall AI vulnerability is most pronounced in roles that rely on repetitive administrative functions.

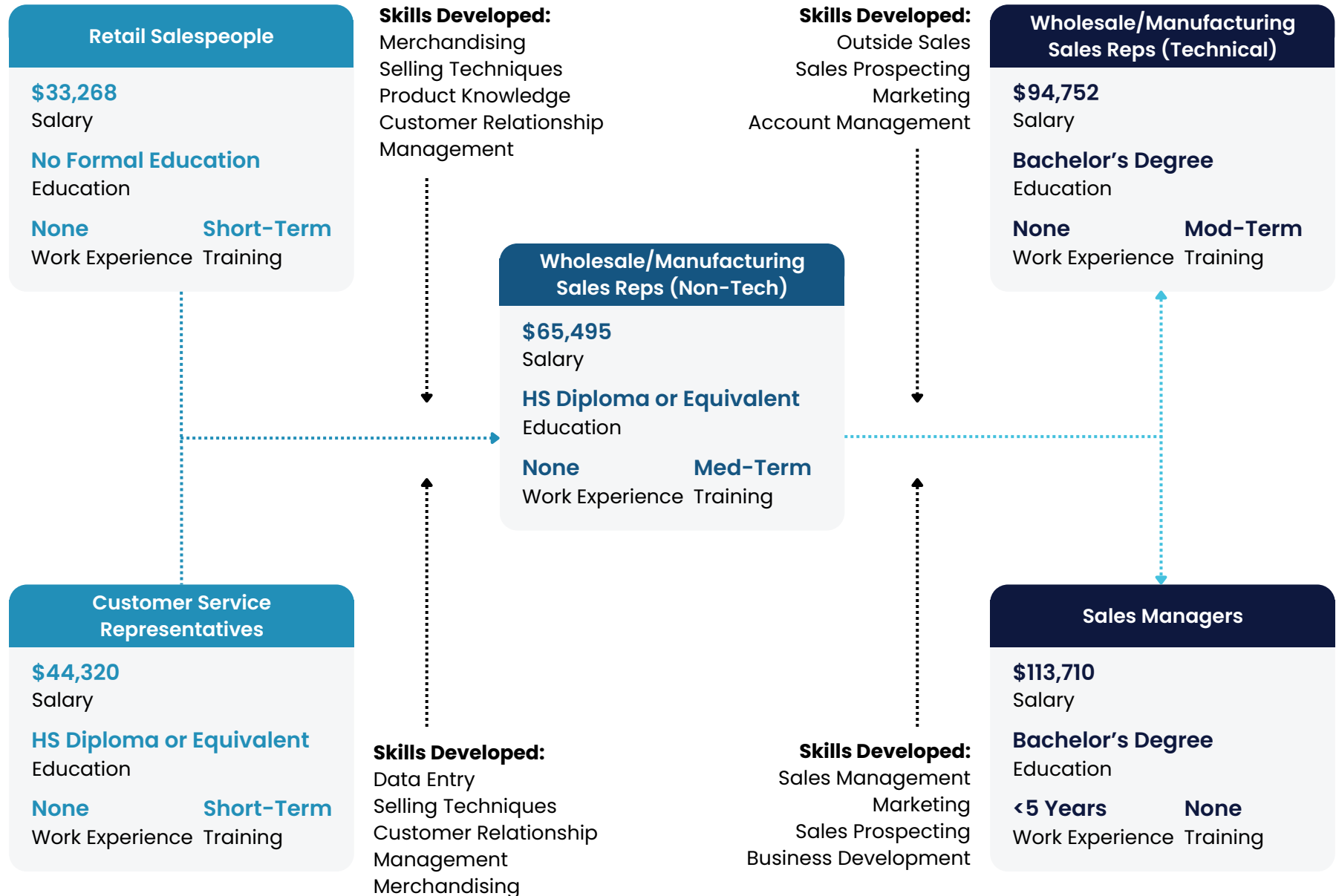
APPENDIX C

Remaining Top 20 Non-Bachelor, In-Demand Living-Wage Career Pathways

APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

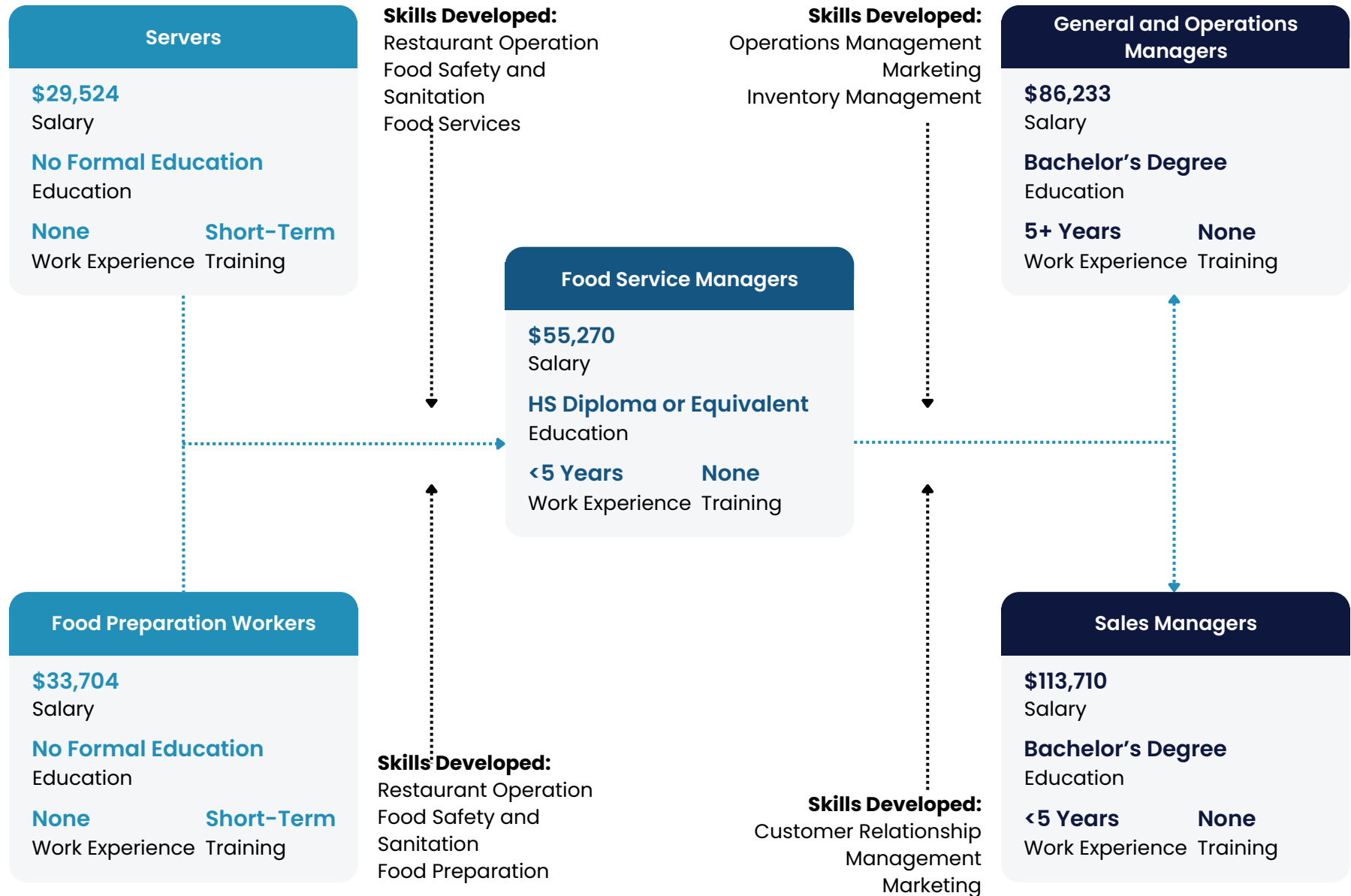
Wholesale/Manufacturing Sales Reps (Non-Tech)



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

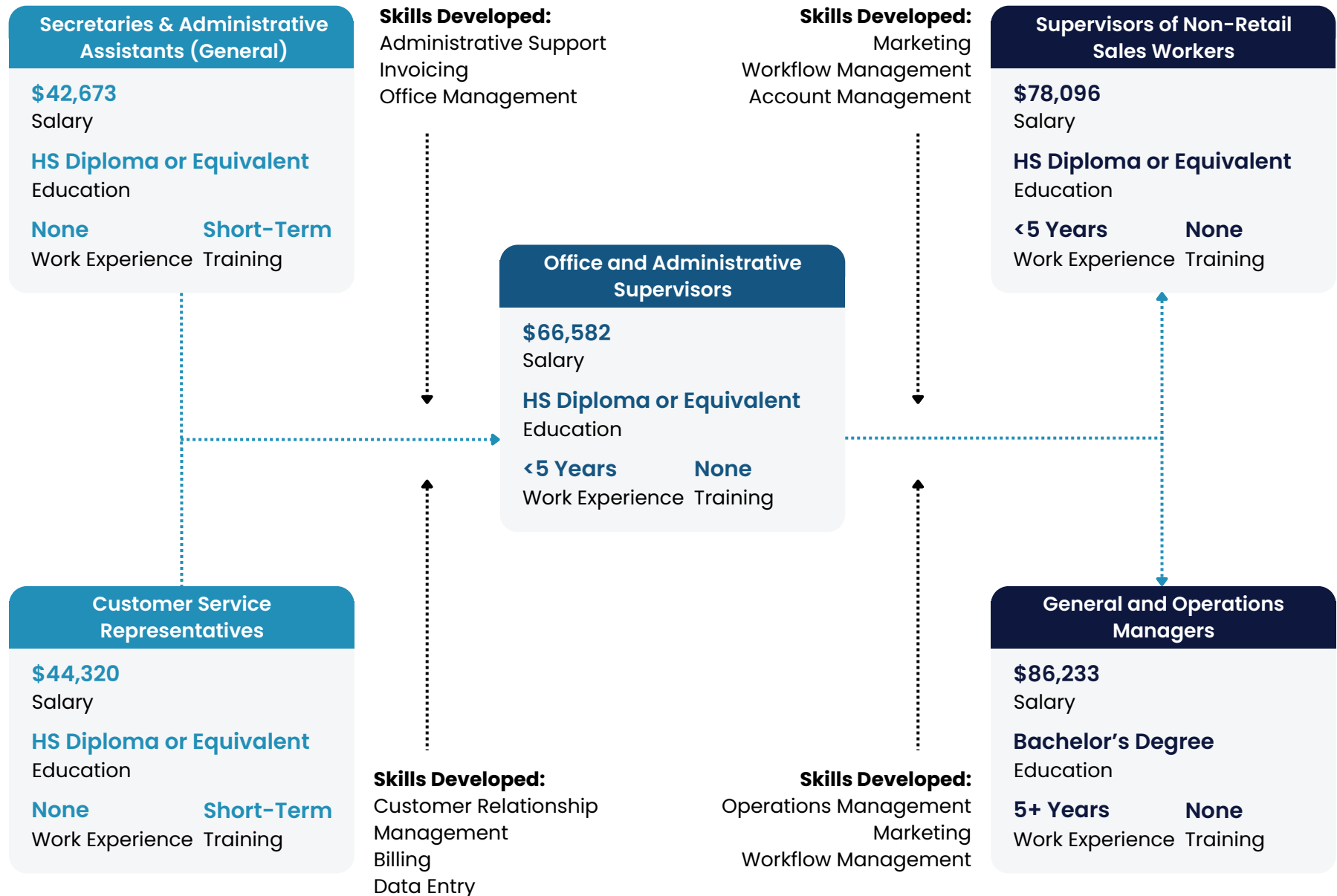
Food Service Managers



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

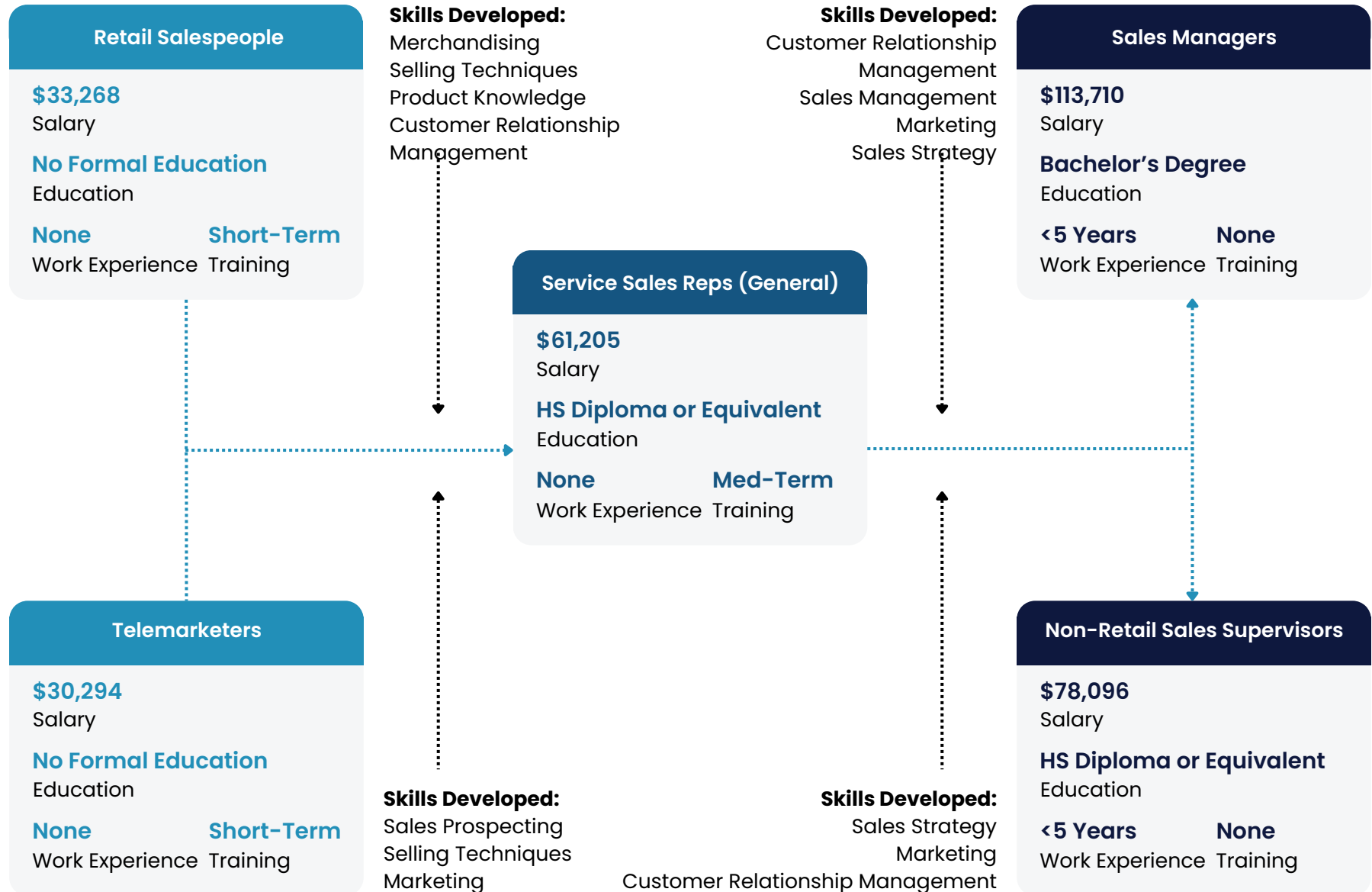
Office and Administrative Supervisors



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

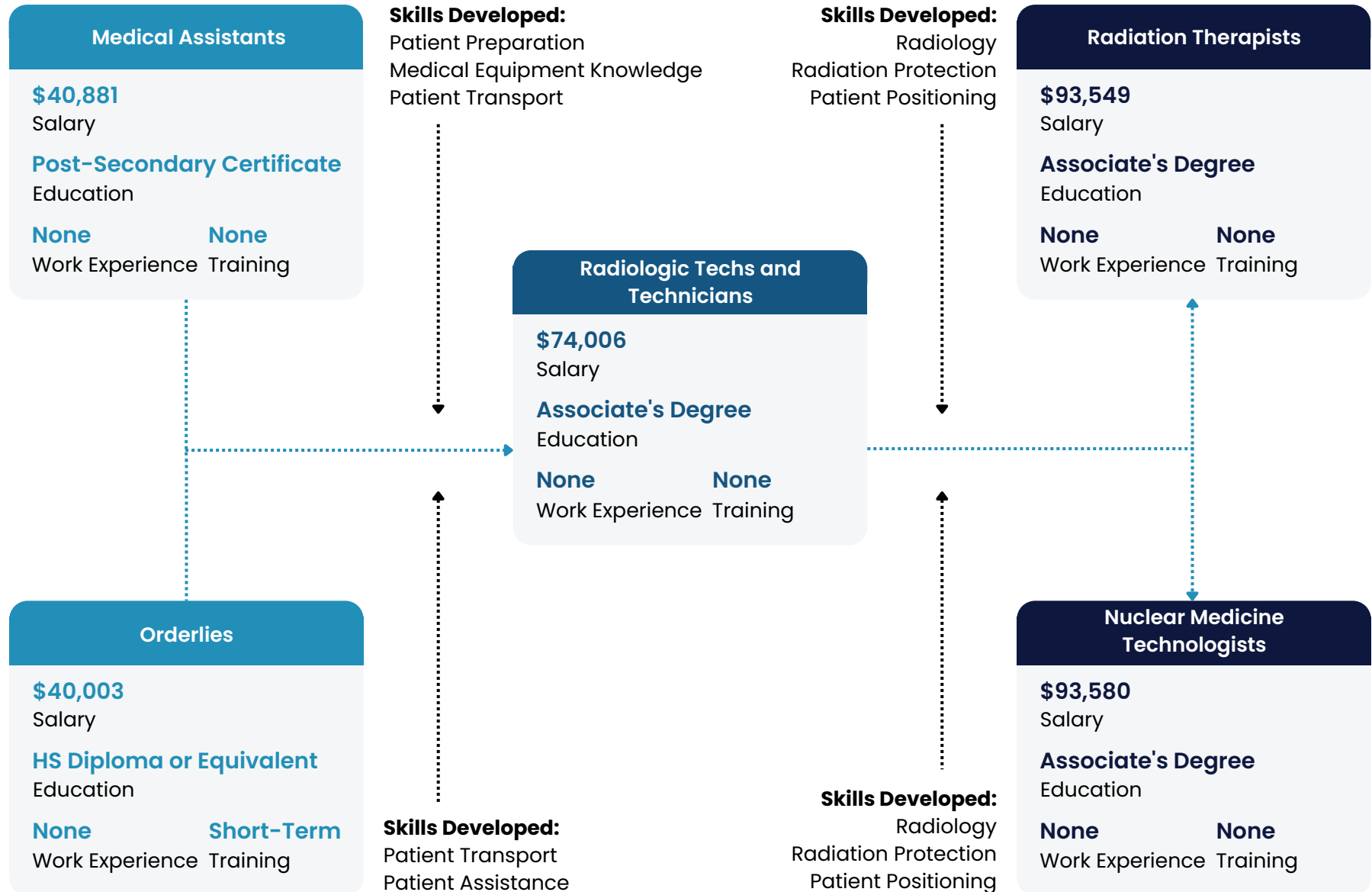
Service Sales Reps (General)



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

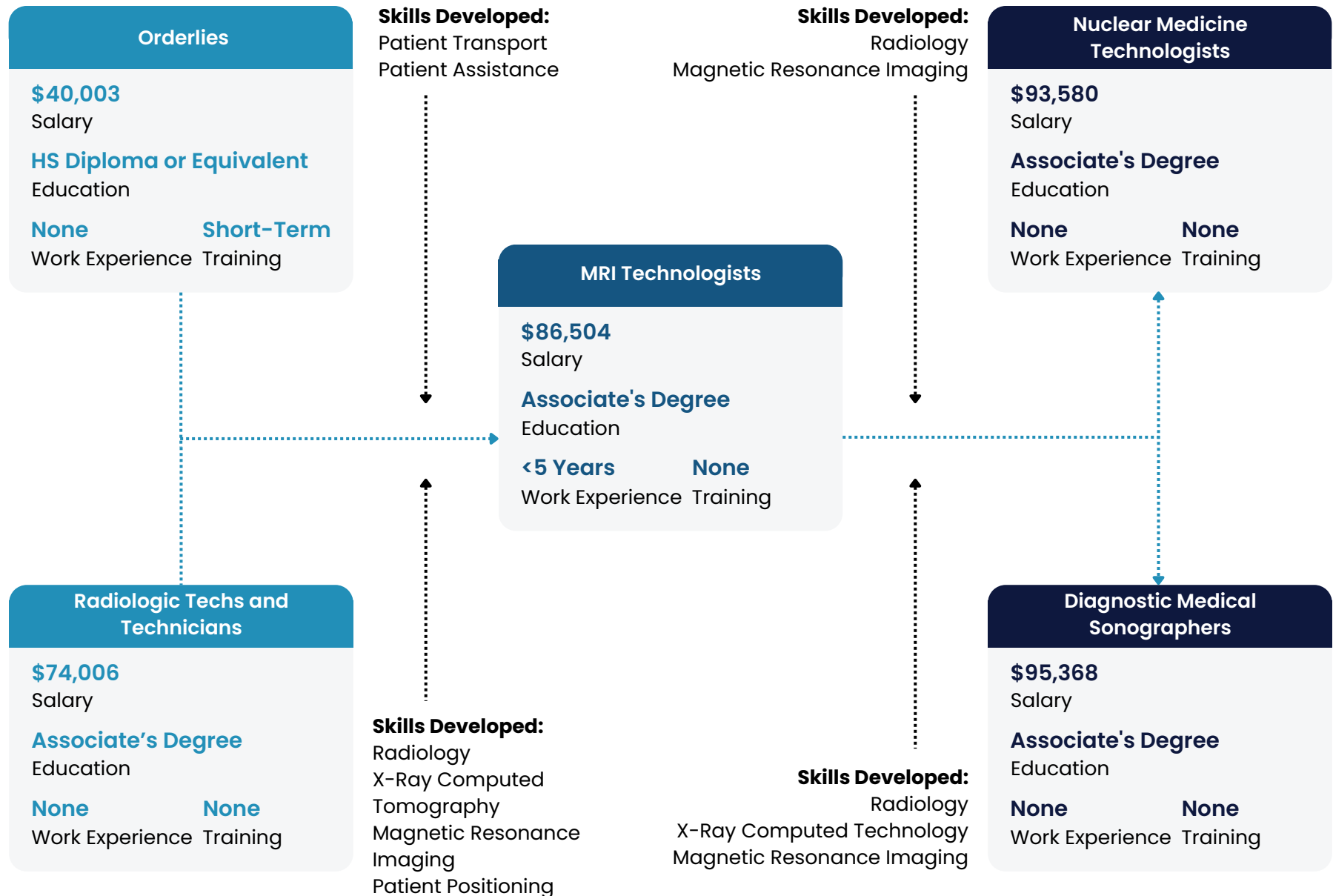
Radiologic Techs and Technicians



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

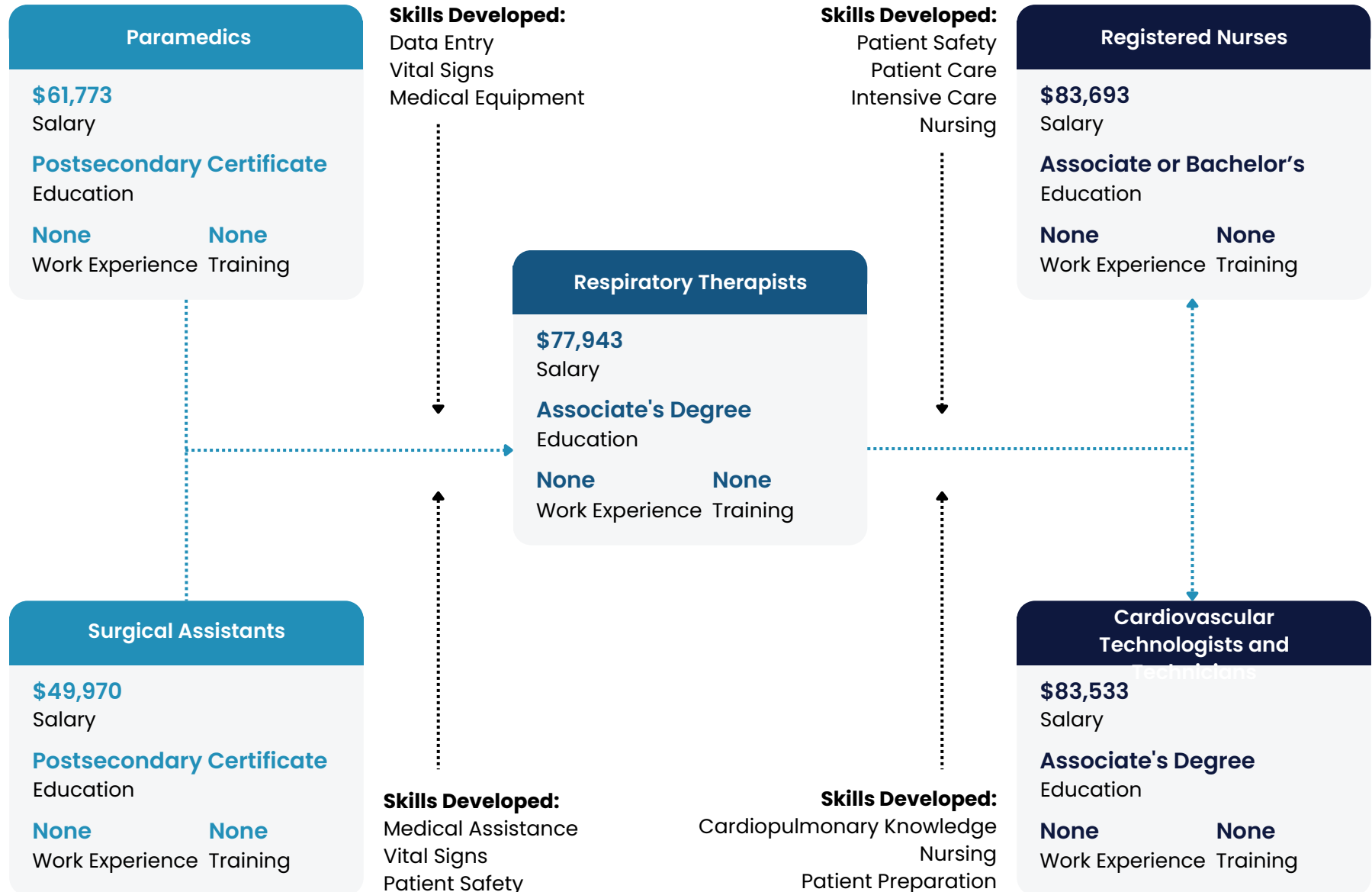
MRI Technologists



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

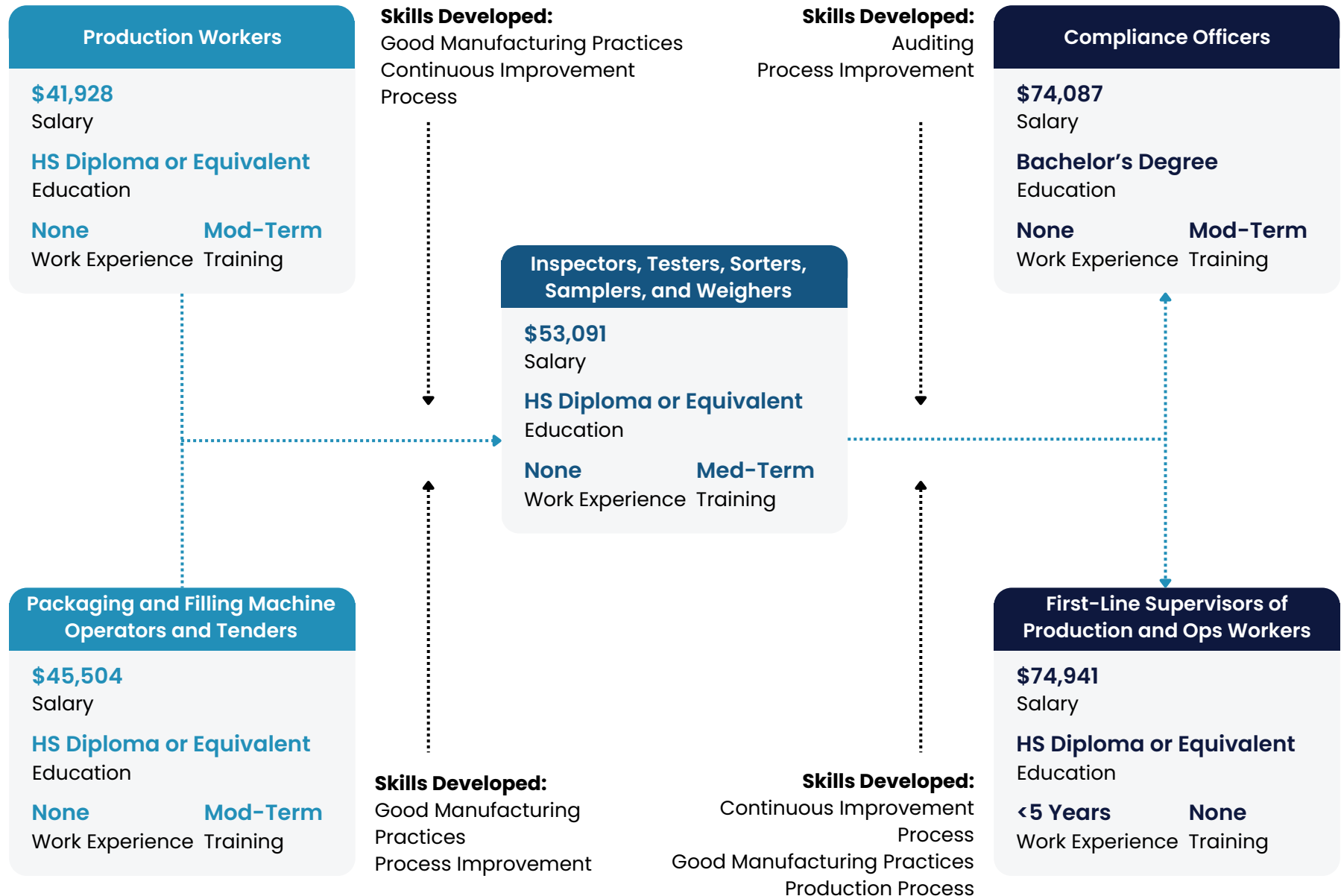
Respiratory Therapists



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

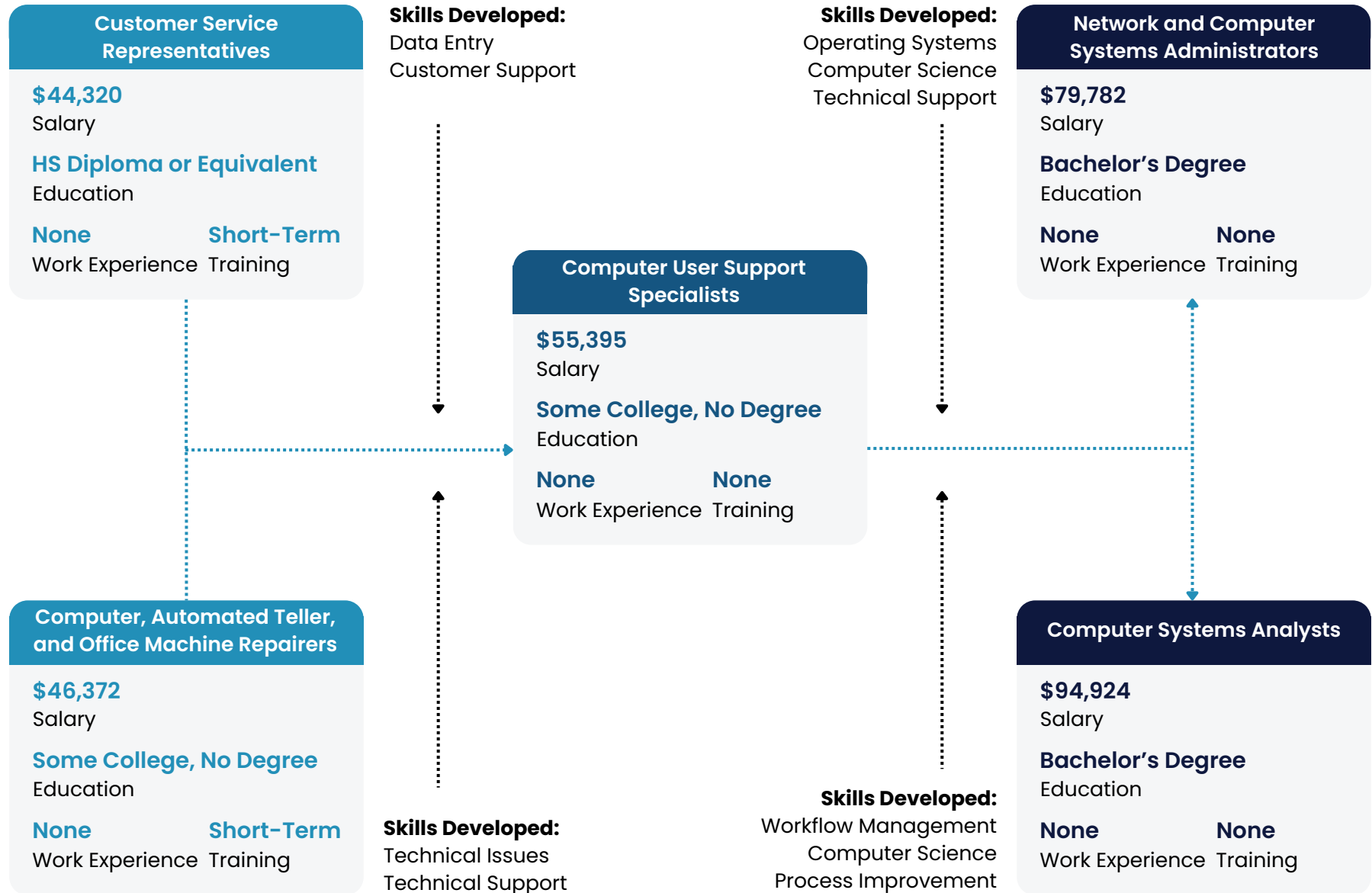
Inspectors, Testers, Sorters, Samplers, and Weighers



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

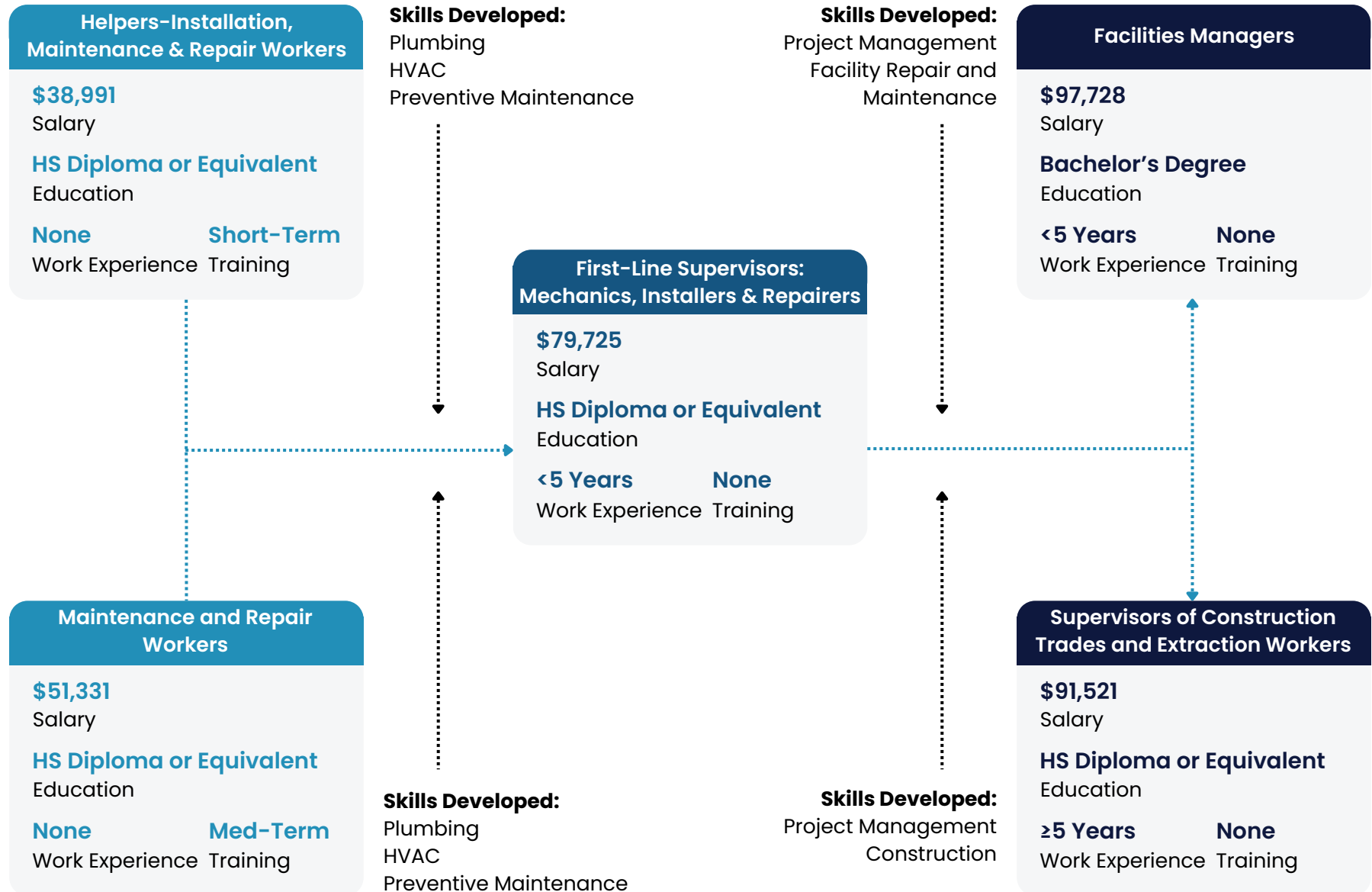
Computer User Support Specialists



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

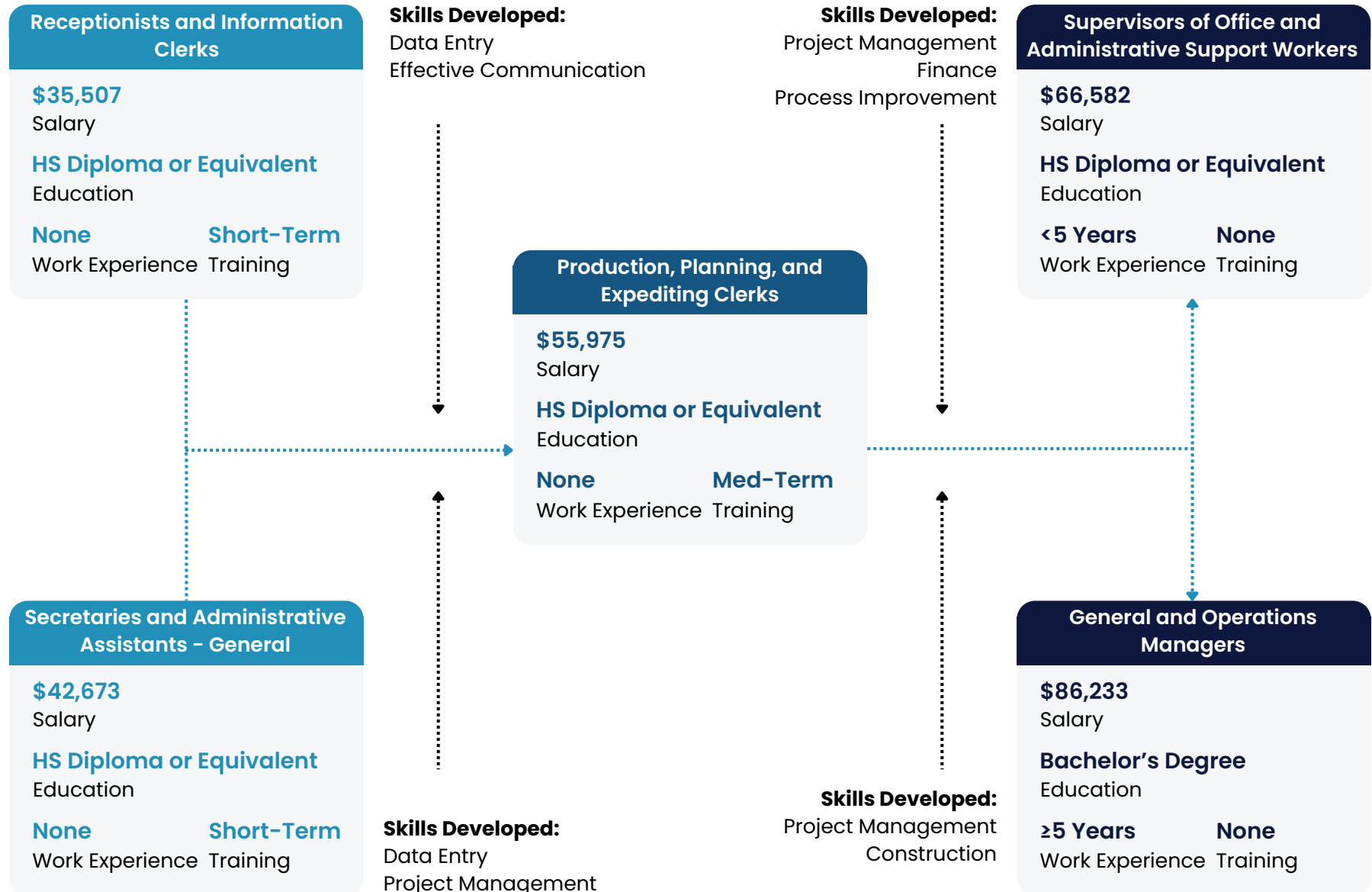
First-Line Supervisors of Mechanics, Installers, and Repairers



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

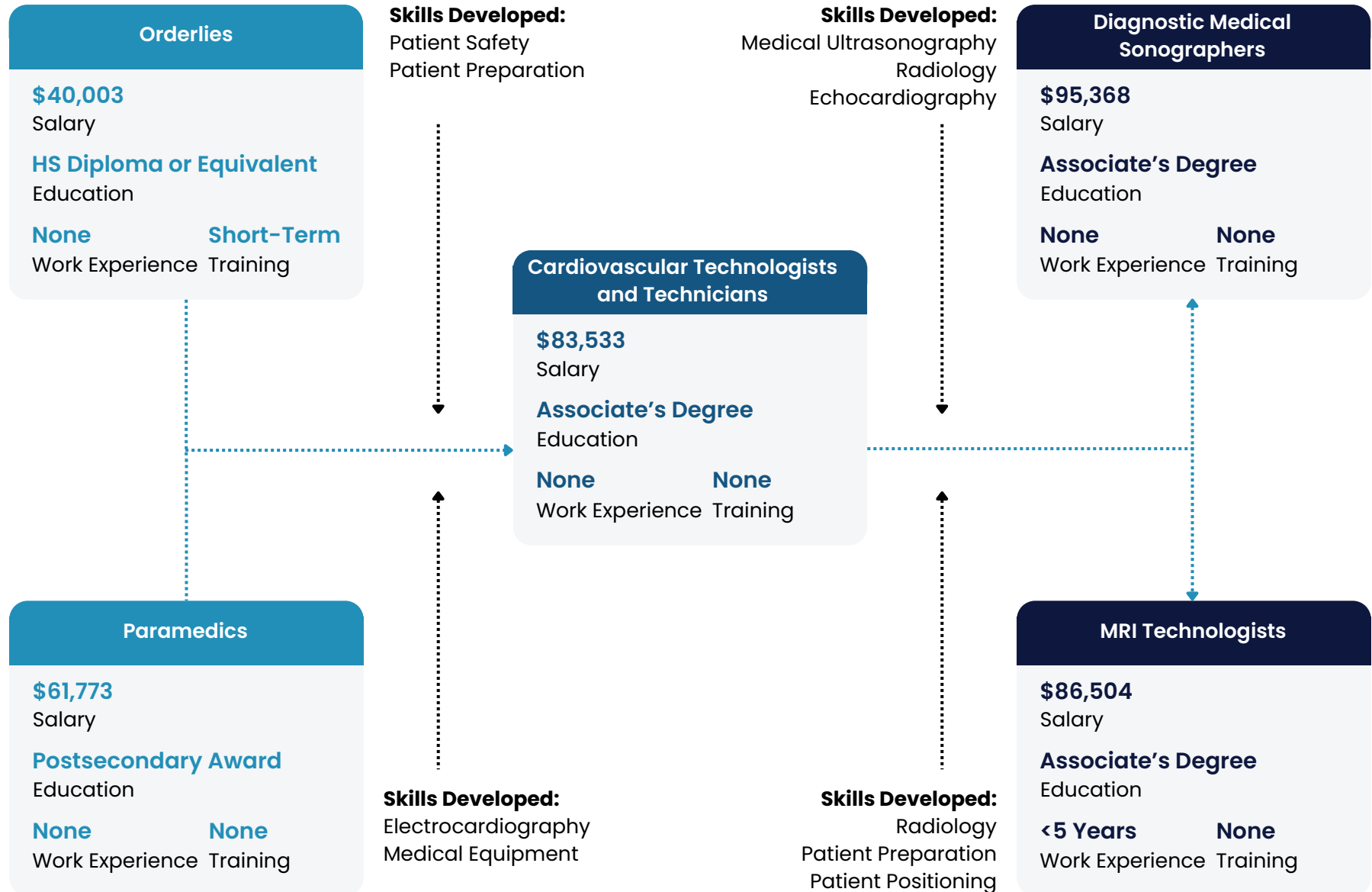
Production, Planning, and Expediting Clerks



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

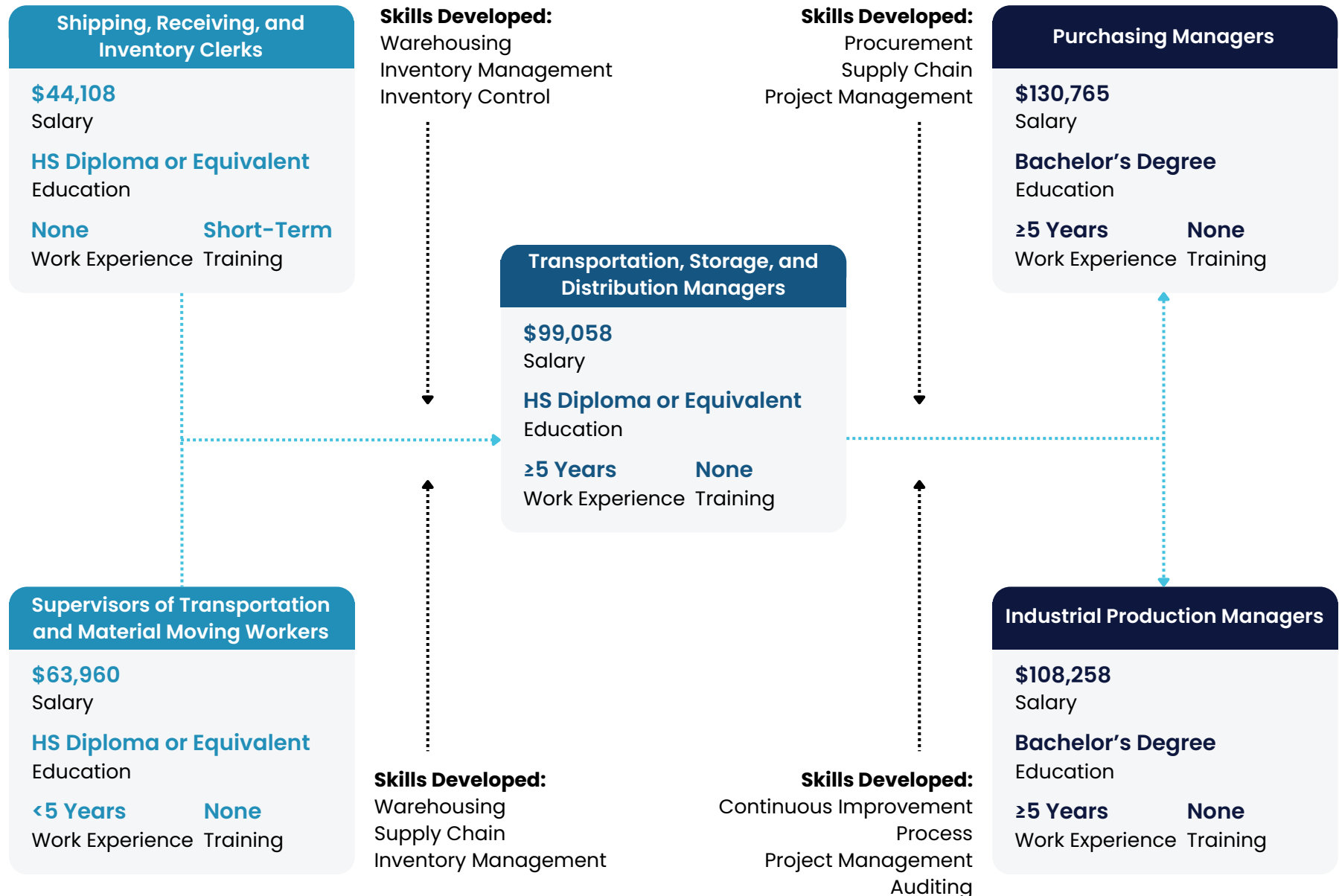
Cardiovascular Technologists and Technicians



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

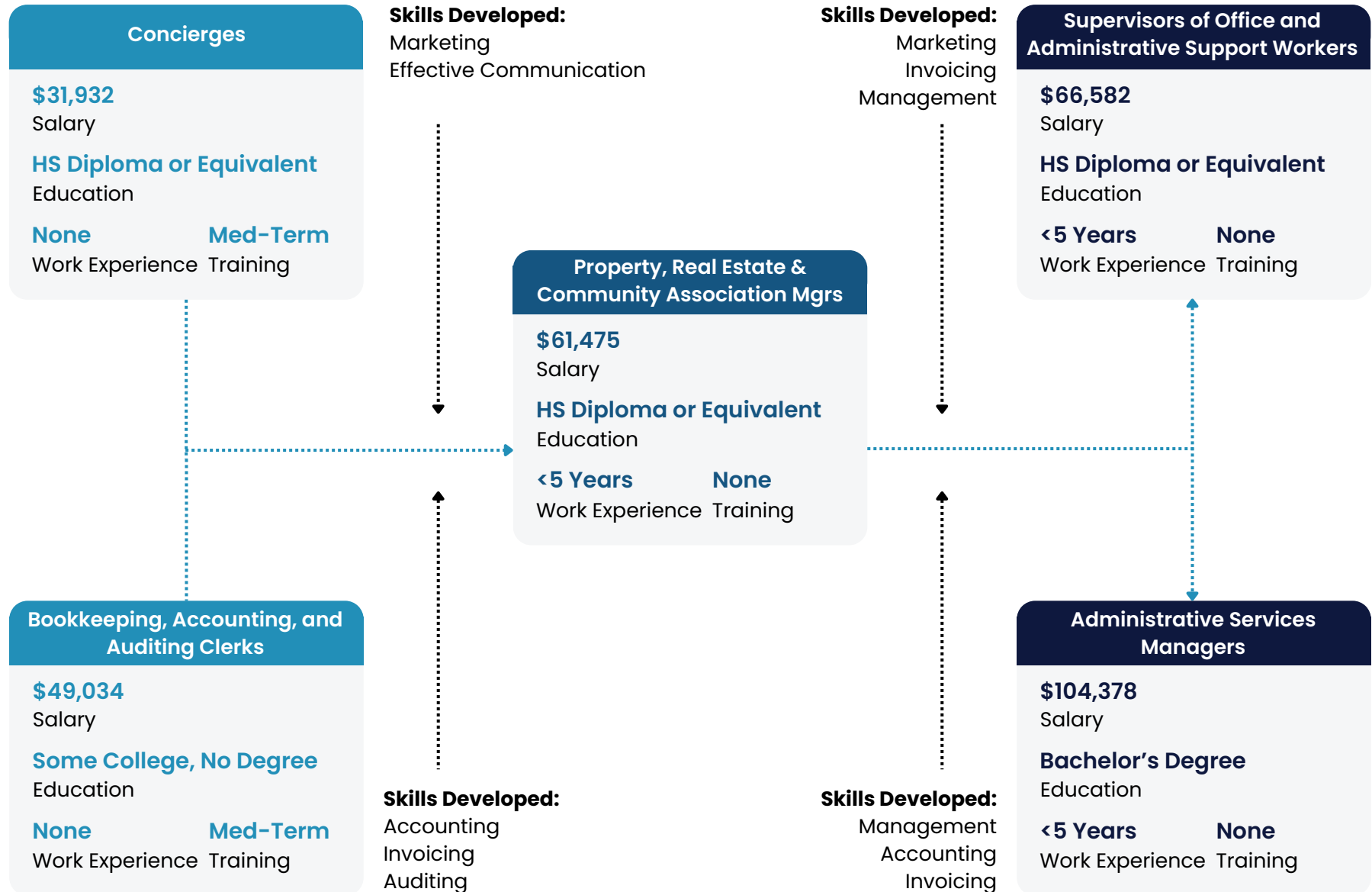
Transportation, Storage, and Distribution Managers



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

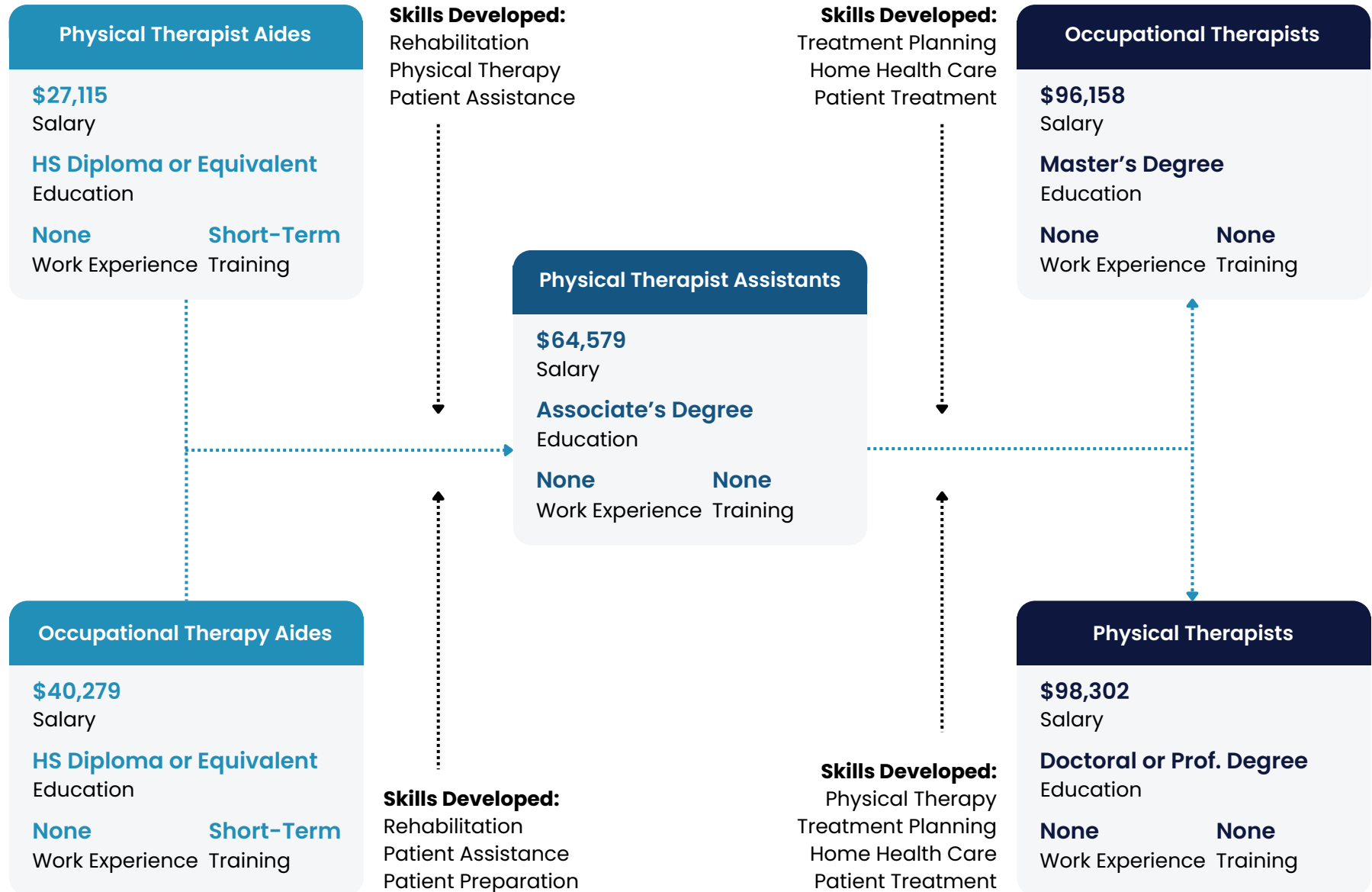
Property, Real Estate, and Community Association Managers



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

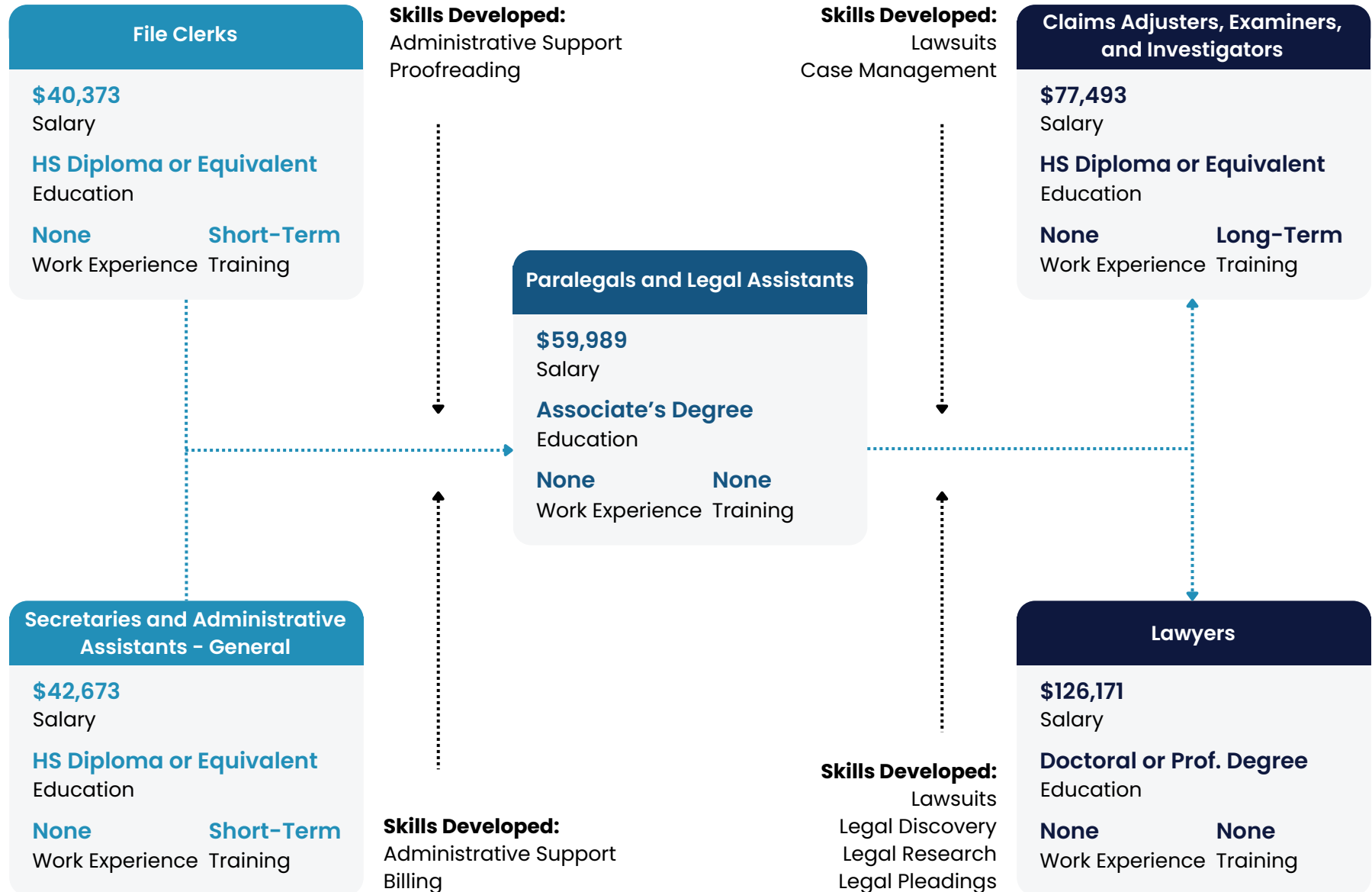
Physical Therapist Assistants



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

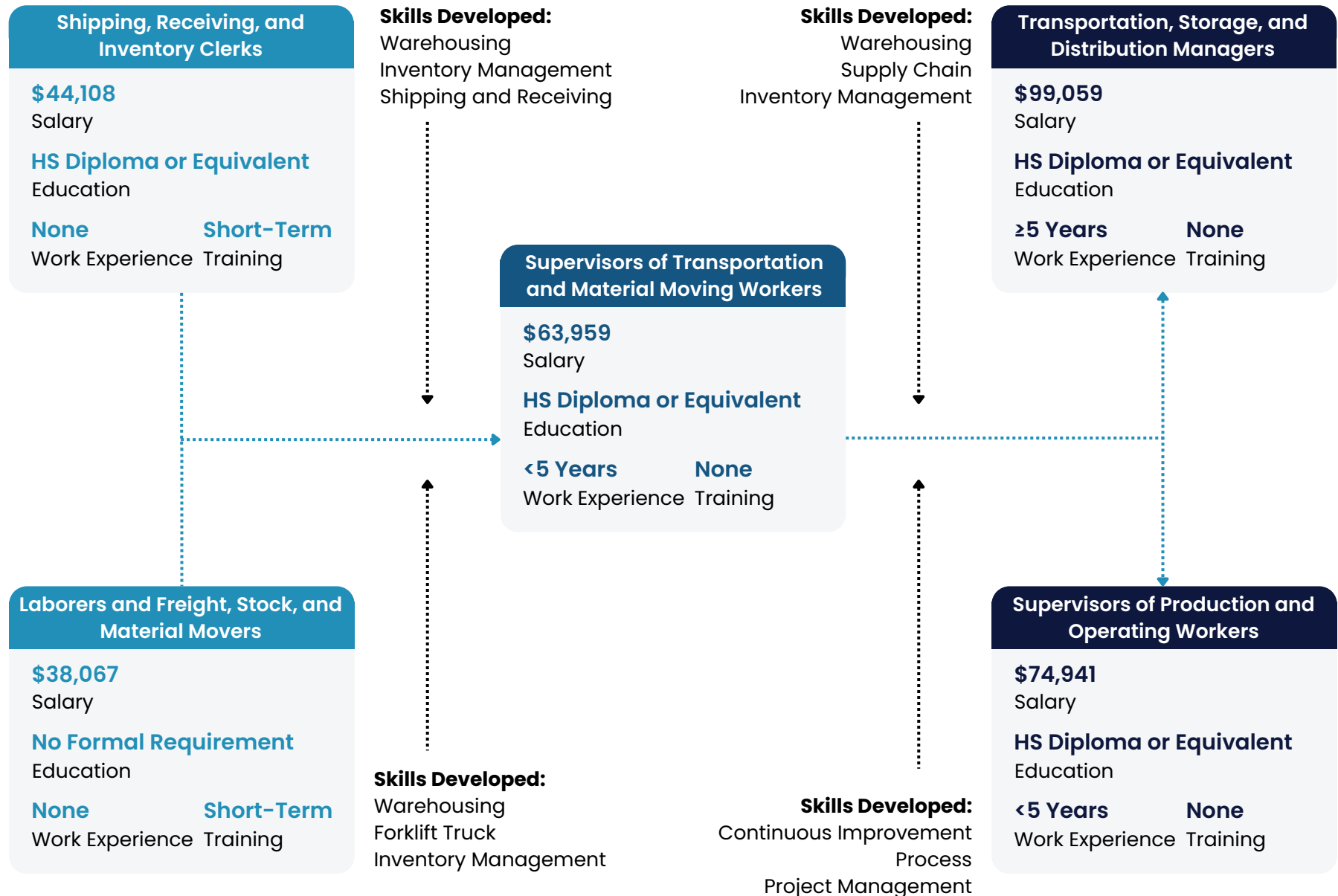
Paralegals and Legal Assistants



APPENDIX C: REMAINING TOP 20 NON-BACHELOR, IN-DEMAND LIVING-WAGE CAREER PATHWAYS

QUALITY CAREER PATHWAYS

Supervisors of Transportation and Material Moving Workers



APPENDIX D

Methodology

APPENDIX D: METHODOLOGY

OUR APPROACH

The demand side analysis begins with a review of regional industry and occupational sector employment, growth, and earnings at the MSA level. The focus of the MSA for the demand analysis is to highlight the full regional workforce ecosystem. The analysis then analyzes job postings within the region, with an emphasis on company postings and postings by occupation. What follows is an in-depth analysis of the quality occupations within the St. Louis region

Data from this analysis is drawn from Lightcast, the global leader in collection and big-data analysis of information on the demand side of the labor market. Lightcast data offers the most detailed information on skills, jobs, supply, and demand throughout the global labor market. Data is layered together across 2.5 billion job postings, 400 million career profiles, and 100+ government sources

The supply side analysis begins with a regional workforce assessment of the St. Louis City and County, examining demographic characteristics such as race and ethnicity, gender, educational attainment, and workforce size. It then analyzes employment patterns across demographic groups, along with key socioeconomic indicators including household income, median wages, and poverty rates. Data for this analysis are primarily drawn from the U.S. Census Bureau's American Community Survey (ACS) program and the Bureau of Labor Statistics' Local Area Unemployment Statistics (LAUS) program.

This is followed by an enhanced supply side analysis that links the employment landscape to a people centered view of the workforce through six geographically defined population clusters. For each cluster, the analysis examines demographic characteristics, employment outcomes, and socioeconomic conditions using ACS based datasets prepared by the ELMA team. In addition, cluster level behavioral analysis, including signature behaviors and socioeconomic segments, are incorporated using data from Claritas 360. An overlap analysis across the six clusters is also conducted to identify areas with compounding challenges, which are further contextualized through their relationships to public transit access, job density, and workforce support organizations. This component of the analysis integrates additional data from the U.S. Census Bureau's Longitudinal Employer Household Dynamics (LEHD) program and the St. Louis Metro ArcGIS Portal.

APPENDIX E

Sources

APPENDIX E: SOURCES

Page(s) Sources/Data References

15-19	Lightcast.
21-24	Lightcast.
27-30	Lightcast.
32-33	Lightcast.
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APPENDIX E: SOURCES

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