

Missouri Jobs by Education and Skill Levels

Missouri has a wide range of occupations that require various levels of education and skill level. This report will highlight the employment, openings, and wages of occupations based on education and skill level during the projection period of 2014 to 2024. Generally, occupations requiring lower education and skill levels produce the most job opportunities, but occupations requiring higher education and skill levels have faster growth and higher wages.

Jobs by Education Level

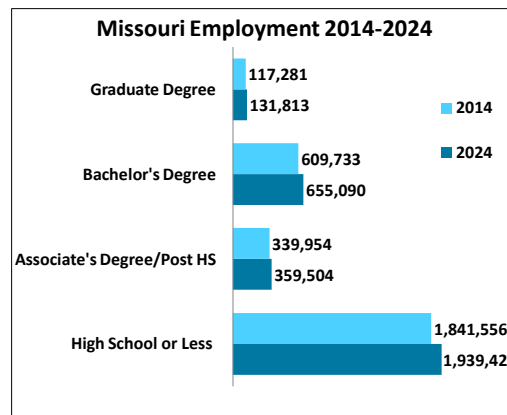
Education categories represent the typical education level most workers need to enter an occupation, as determined by the Bureau of Labor Statistics. Education is very important in terms of median wages, as well as the risk of unemployment. Individuals with an education of less than a high school diploma have an average unemployment rate of 11.8 percent versus an unemployment rate of 2.3 percent for those who have an education of a bachelor's degree or higher.

Missouri Unemployment Rate by Education	
Educational Attainment	Unemployment Rate
Less than high school	11.8%
High school (includes equivalency)	5.3%
Some college/associate's degree	4.2%
Bachelor's degree or higher	2.3%

Population aged 25-64. Source: U.S. Census Bureau, 2015 American Community Survey 1-Year Estimates.

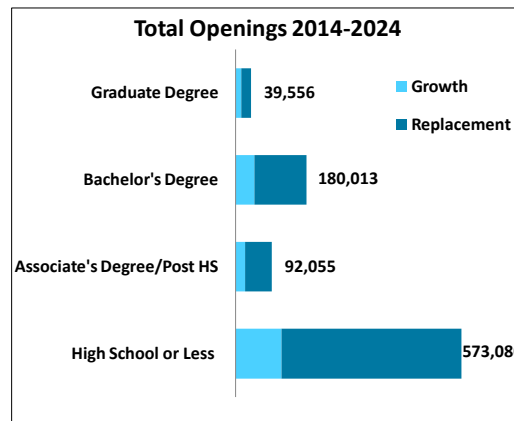
Employment by Education Level

Among the different education categories, occupations that typically require a high school diploma or less make up a majority of employment in Missouri, with over 1.8 million jobs in 2014. This represents 63.3 percent of total employment in 2014. By 2024, this percentage of jobs that require a high school diploma is projected to drop slightly to 62.8 percent. Occupations that typically require a bachelor's degree represent 21 percent of total employment in 2014 and are expected to increase slightly to 21.2 percent by 2024.



Openings by Education Level

Total job openings are divided into growth openings and replacement openings. Growth openings are the result of actual new job growth in an occupation, while replacement openings occur due to retirement, turnover, or transferring to another occupation. A majority of the total openings for all education categories are from replacement openings. Therefore, there will be a continued need to replace workers that either leave the workforce or move to a different occupation along the individual's career pathway.

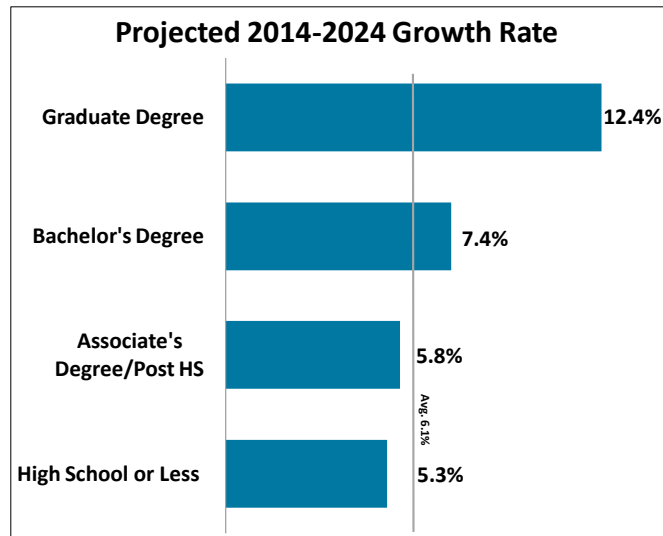


Missouri Jobs by Education and Skill Levels

There are projected to be over 884,000 total openings between 2014 and 2024. Occupations that typically require a high school diploma or less are projected to account for almost two thirds of these openings. Occupations that require a graduate or bachelor's degree may employ a smaller percentage of the workforce, but they have a larger percentage of their openings coming from growth openings, which means they are growing faster than other occupational categories.

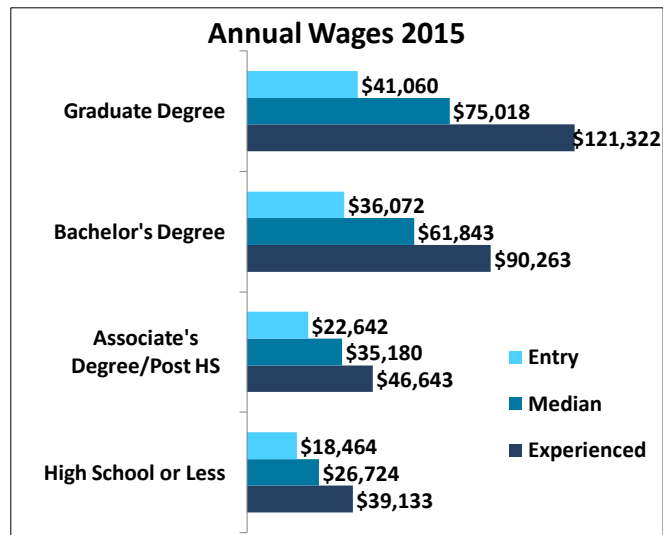
Growth Rate by Education Level

While occupations that typically require a graduate degree have less total employment when compared to the other education categories, they are projected to have the highest percentage of growth between 2014 and 2024, with a growth rate of 12.4 percent. This is over twice the 6.1 percent growth rate for all occupations in the state. The growth in occupations that typically require a graduate degree is largely fueled by the *Healthcare Practitioners* and *Education* occupation groups. Occupations that typically require a bachelor's degree have the next highest growth rate at 7.4 percent.



Wages by Education Level

Generally occupations that require more education have higher wages. Occupations that typically require a graduate degree earn, as a group, a median annual income of \$75,018. This is 181 percent higher than the median annual income of \$26,724 for occupations that typically require a high school diploma or less. Occupations that typically require a bachelor's degree earn a median annual income of \$61,843, which is 131 percent higher than the median annual income of \$26,724 for occupations that typically require a high school diploma or less.



Entry and experienced level wages are also higher for occupations that require more education. Occupations that typically require a high school diploma or less earn an average entry level wage of \$18,464, while occupations that typically require a bachelor's degree earn an average entry level wage of \$36,072.

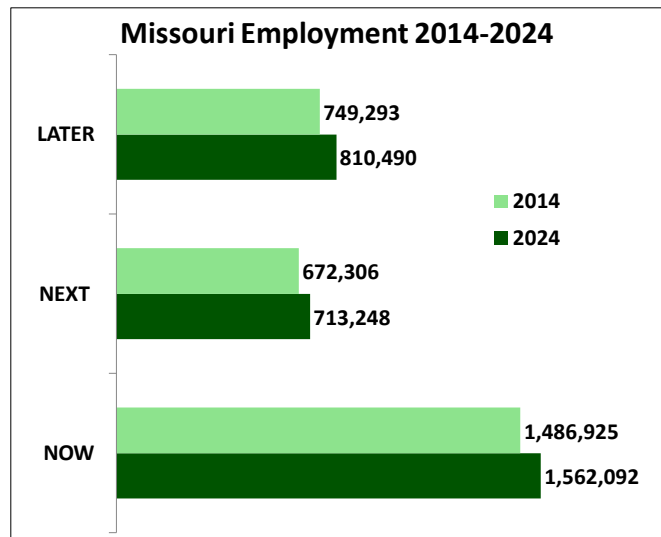
Missouri Jobs by Education and Skill Levels

Jobs by Skill Level

Occupations are divided into NOW, NEXT, and LATER occupations based on skill level. NOW occupations require a high school diploma and/or one to twelve months of short-term on-the-job training (OJT). NEXT occupations usually require an associate's degree, vocational certificate, specialized certifications, or more than one year of OJT with specific work experience. LATER occupations typically require a bachelor's degree or professional degree.

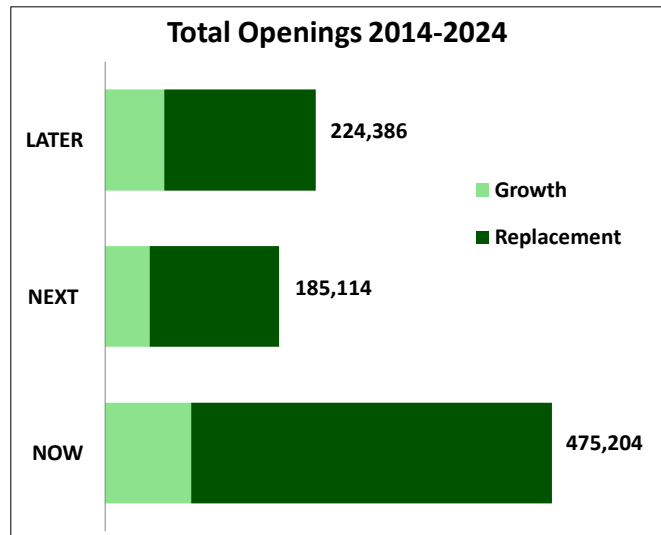
Employment by Skill Level

Among the NOW, NEXT, and LATER categories, NOW occupations make up the majority of employment with over 1.4 million jobs in 2014. This represents 51.1 percent of total employment in 2014. By 2024, this percentage is projected to remain mostly unchanged, at 50.6 percent. LATER occupations have the second highest employment with 25.8 percent of the total employment in 2014.



Openings by Skill Level

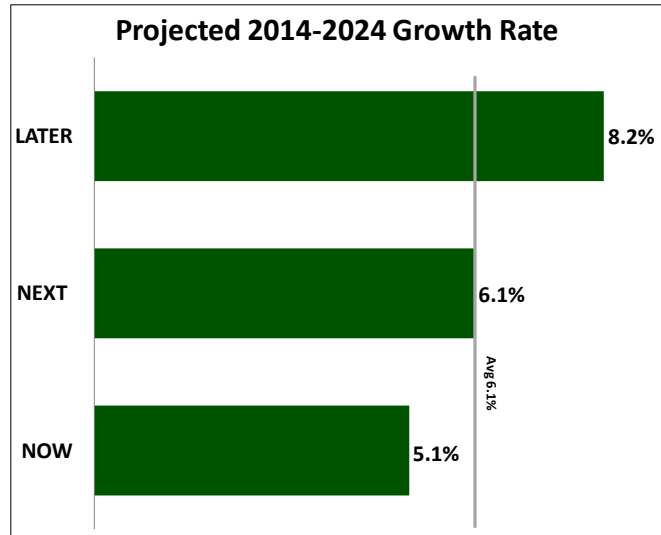
There are projected to be over 884,000 total job openings between 2014 and 2024. NOW occupations are projected to account for 54 percent of these openings. While NOW occupations account for the most total number of job openings, this group has the smallest percentage of openings coming from growth. Of the over 475,000 total openings for NOW occupations, 19.3 percent are from actual new job growth. LATER occupations are projected to have 28.2 percent of openings from new job growth. Among all three skill levels, the majority of openings are from replacement openings.



Missouri Jobs by Education and Skill Levels

Growth Rate

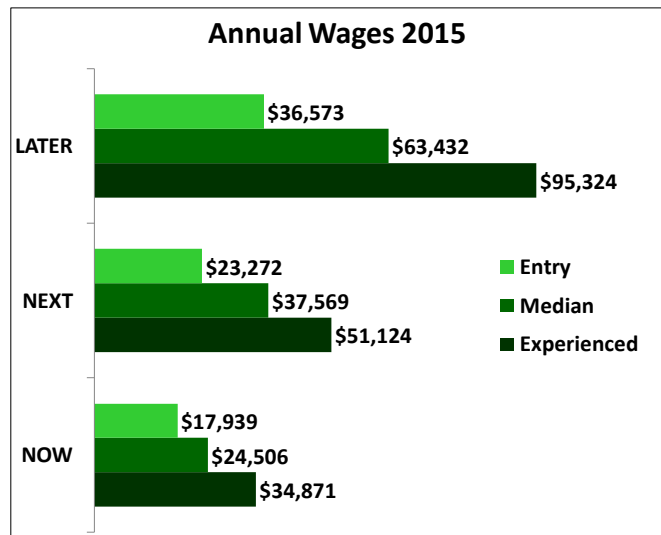
LATER occupations are projected to have the highest growth rate, at 8.2 percent. This is higher than the average growth rate of 6.1 percent for all occupations. Occupations in the *Healthcare Practitioners, Education, and Computer and Mathematical* groups contribute to this high growth rate.



Wages

LATER occupations have the highest wages, with a median of \$63,432. This is 159 percent higher than the median wage for NOW occupations, and 68.8 percent higher than the median wage for NEXT occupations. Average entry level wages for LATER occupations are 104 percent higher than entry wages for NOW occupations and 57.2 percent higher than entry wages for NEXT occupations.

The difference in wages is higher when comparing the average experienced level wages. The average experienced level wages for LATER occupations, at \$95,324, is 173 percent higher than the experienced level wage for NOW occupations and 86.5 percent higher than the experienced level wage for NEXT occupations.



Missouri Jobs by Education and Skill Levels

Conclusion

Many workers are needed in the lower education and skill occupations, and this need will continue into the future. This high demand for lower education and skill occupations is not unique to Missouri but is common across other state and national economies. These jobs can be the entry point for higher skill jobs such as NEXT or LATER occupations, that offer higher wages and faster growth rates.

Data Sources: Bureau of Labor Statistics typical education and training requirement categories; Missouri Economic Research and Information Center (MERIC) Long-Term Occupational Projections; Bureau of Labor Statistics Occupational Employment and Wage Survey

MISSOURI ECONOMIC RESEARCH AND INFORMATION CENTER
MISSOURI DEPARTMENT OF ECONOMIC DEVELOPMENT

JULY 2017

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

