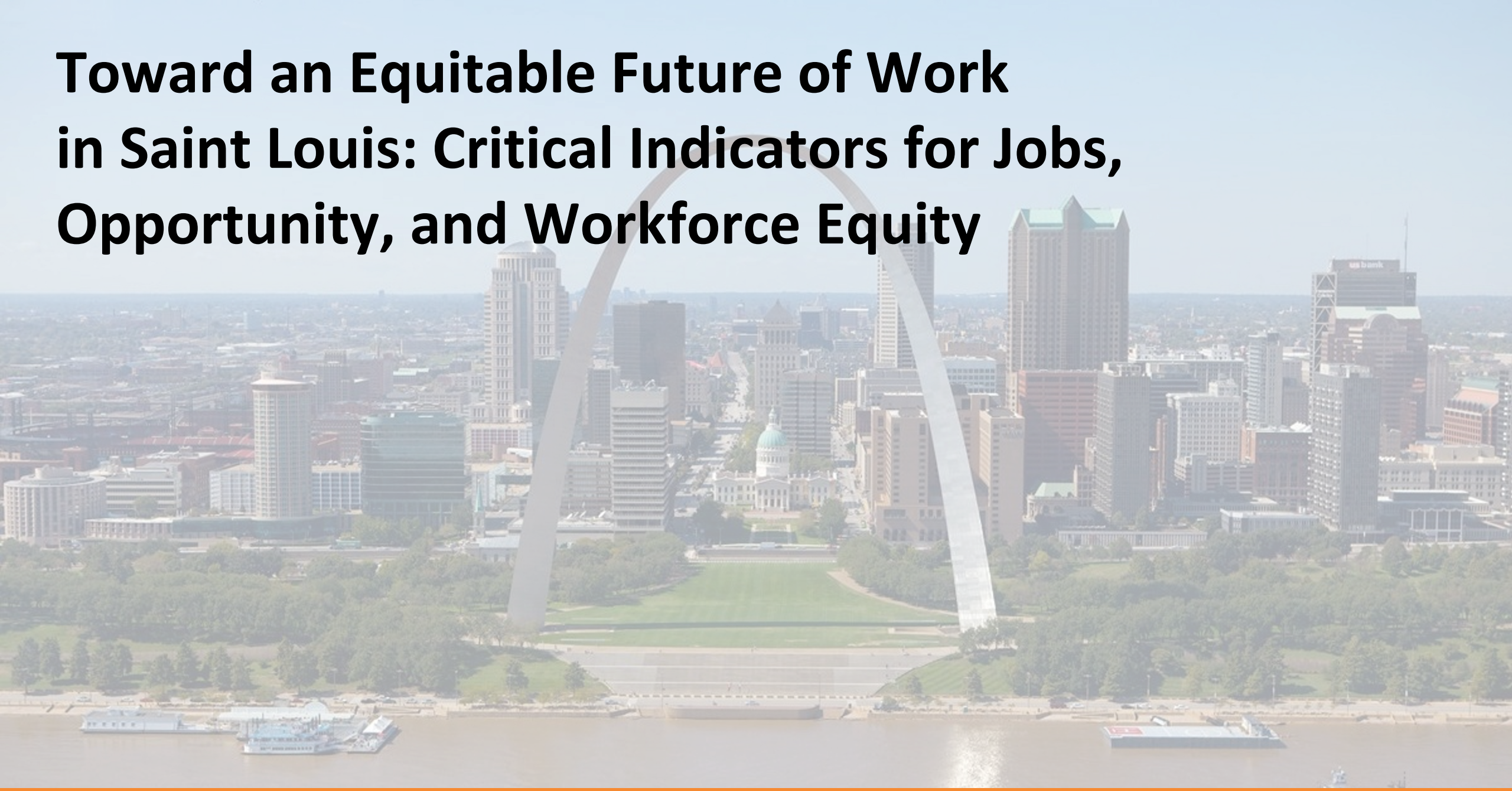
Toward an Equitable Future of Work in Saint Louis: Critical Indicators for Jobs, Opportunity, and Workforce Equity



National Equity Atlas Emsi | burningglass

Workforce Demographics

White workers account for three-fourths of the St. Louis workforce.

About 1.4 million people work in the St. Louis region, including nearly 350,000 people of color.

While white workers are still a large majority of the labor force, the region's population is rapidly diversifying.

White people are slightly overrepresented in the workforce (76 percent) compared to their share of the overall population (74 percent), But this is partly due to the racial generation gap in the region: 33 percent of youth are people of color, compared to just 17 percent of seniors.

See the interactive data.

Number and share of workers by race/ethnicity, St. Louis region, 2019

Ethnicity	Population	Percent
Total	1,422,812	
Asian or Pacific Islander	41,401	3%
Black	235,546	17%
Latinx	41,307	3%
Mixed/Other	22,322	2%
Native American	2,527	0%
White	1,079,709	76%

Occupational Segregation

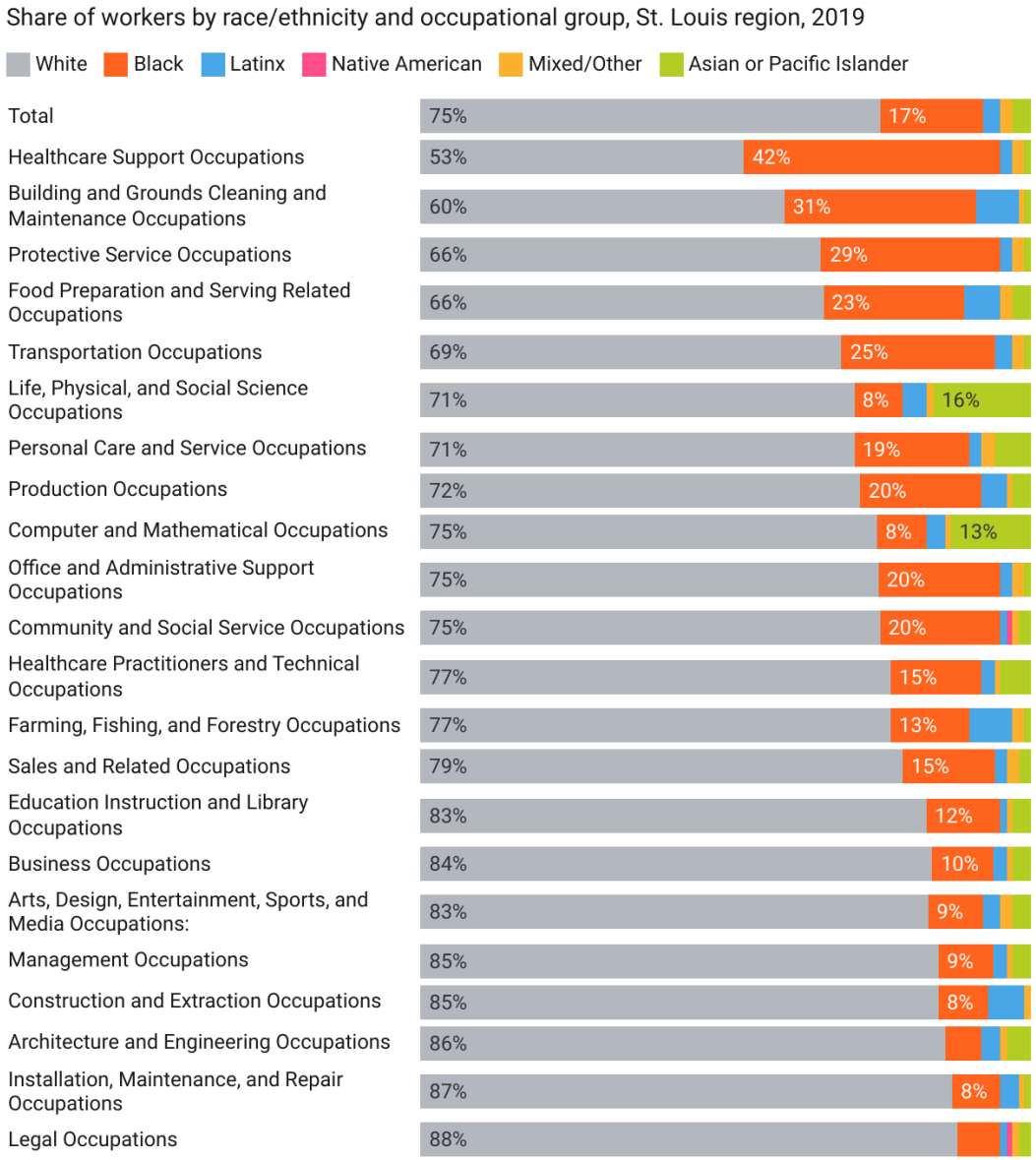
Persistent occupational segregation is a pressing challenge for workforce equity.

Occupational segregation continues to crowd many workers of color – particularly Black and Latinx workers – into lower wage, lower quality jobs.

Black workers make up 17 percent of the region's workforce overall, but 42 percent of those in health-care support occupations, 31 percent of those in building and grounds cleaning and maintenance, and 29 percent of those in protective service jobs.

White workers are especially overrepresented among legal occupations; installation, maintenance, and repair; architecture and engineering; construction and extraction; and management occupations.

See the interactive data.



Persistent occupational segregation is a pressing challenge for workforce equity.

White workers are overrepresented among most of the region's largest business occupations – especially cost estimators, market research analysts and marketing specialists, and personal financial advisors.

Black workers are underrepresented among many business occupations, most dramatically among cost estimators, personal financial advisors, management analysts, and market research analysts and marketing specialists. They are slightly overrepresented among claims adjusters, appraisers, examiners, and investigators as well as compliance officers and human resources workers.

See the interactive data.

Share of workers by race/ethnicity and detailed occupation, St. Louis region, 2019

White Black Latinx Native American Mixed/ Other Asian or Pacific Islander

Business Occupations

	White	Black	Latinx	Native American	Mixed/ Other	Asian or Pacific Islander
Personal Financial Advisors	90%	4%	3%	0%	0%	3%
Management Analysts	86%	5%	2%	0%	2%	5%
Financial and Investment Analysts and Financial Specialists, All Other	77%	13%	2%	0%	2%	6%
Credit Counselors and Loan Officers	81%	12%	5%	0%	1%	1%
Project Management Specialists	81%	8%	3%	1%	1%	6%
Logisticians	80%	11%	1%	0%	7%	1%
Compliance Officers	75%	19%	3%	0%	1%	2%
Accountants and Auditors	83%	9%	1%	0%	1%	5%
Claims Adjusters, Appraisers, Examiners, and Investigators	75%	22%	0%	0%	0%	3%
Cost Estimators	96%	0%	3%	0%	1%	0%
Buyers and Purchasing Agents	81%	14%	3%	0%	1%	1%
Market Research Analysts and Marketing Specialists	94%	5%	0%	0%	0%	0%
Training and Development Specialists	88%	8%	2%	0%	2%	0%
Human Resources Workers	76%	19%	2%	0%	1%	2%
Meeting, Convention, and Event Planners	81%	13%	5%	0%	0%	2%

Persistent occupational segregation is a pressing challenge for workforce equity.

Among health-care jobs, Black workers are significantly concentrated among licensed practical and vocational nurses, pharmacy technicians, clinical laboratory and other technologists and technicians and medical records specialists. They are underrepresented among many other healthcare occupations such as physical therapists, dentists, speech-language pathologists, and physicians.

White workers are most concentrated among speech-language pathologists, physical therapists, and emergency medical technicians and paramedics. They are most underrepresented among licensed practical and licensed vocational nurses.

See the interactive data.

Share of workers by race/ethnicity and detailed occupation, St. Louis region, 2019

White Black Latinx Native American Mixed/ Other Asian or Pacific Islander

Healthcare Practitioners and Technical Occupations

	White	Black	Latinx	Native American	Mixed/ Other	Asian or Pacific Islander
Physicians	65%	5%	5%	0%	1%	24%
Dentists	83%	1%	0%	0%	1%	15%
Pharmacists	86%	6%	1%	0%	2%	4%
Nurse Practitioners and Nurse Midwives	84%	12%	1%	0%	1%	2%
Speech-Language Pathologists	96%	3%	1%	0%	0%	0%
Physical Therapists	95%	0%	1%	0%	0%	3%
Registered Nurses	83%	11%	2%	0%	1%	3%
Dental Hygienists	88%	8%	2%	0%	0%	2%
Radiologic Technologists And Technicians	84%	15%	0%	0%	1%	0%
Clinical Laboratory Technologists and Technicians	59%	32%	4%	0%	2%	4%
Miscellaneous Health Technologists and Technicians And Medical Records Specialists	62%	32%	1%	0%	1%	3%
Licensed Practical and Licensed Vocational Nurses	52%	43%	2%	0%	1%	2%
Veterinary Technologists And Technicians	74%	14%	5%	0%	5%	3%
Emergency Medical Technicians and Paramedics	90%	9%	0%	0%	1%	0%
Pharmacy Technicians	60%	34%	2%	0%	3%	2%

Values reported are estimates and subject to error. As such, values of 0 or 100 percent should be interpreted as approaching those values and not exactly those values.

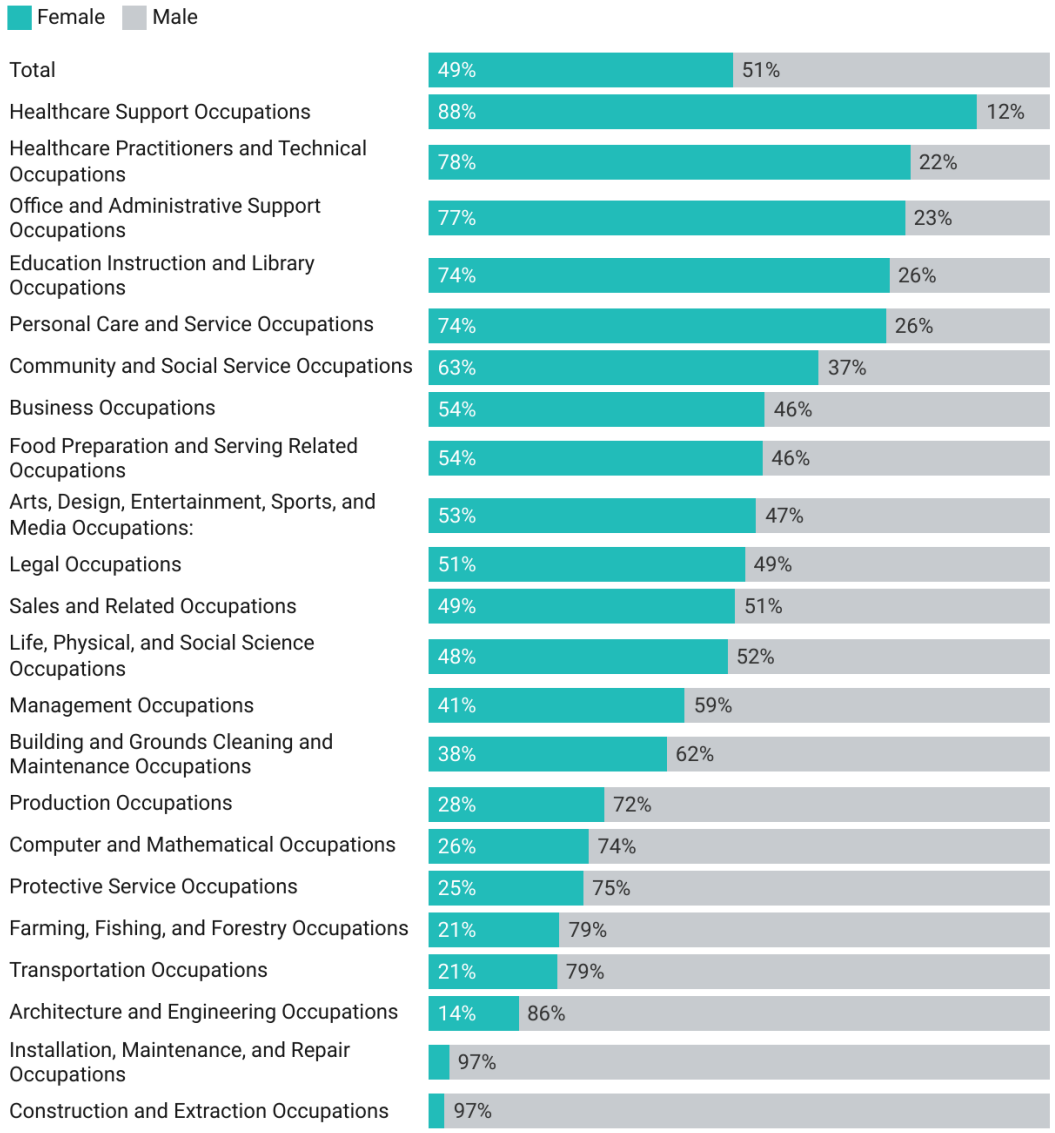
Most occupational groups are also segregated by gender.

Women make up just under half of the St. Louis workforce (49 percent) but only 14 percent of those in architecture and engineering jobs and 26 percent of those in computer and mathematical jobs.

They are most overrepresented among health-care support occupations (88 percent), healthcare practitioners and technical occupations (78 percent), and office and administrative support occupations (77 percent).

See the interactive data.

Share of workers by gender and occupational group, St. Louis region, 2019



Future-Ready Jobs

Growing the number of future-ready jobs — and ensuring equitable access to those opportunities — is key to a thriving and sustainable St. Louis economy.

Future-ready jobs are those that provide stable, family-supporting incomes for workers and strong future prospects for employers and communities, as defined below.

Living wage compensation:

Average wage for the occupation is sufficient to sustain a family of two working adults and two children — $43,409 in St. Louis (for an annual family income just under $87,000).

Adequate wages are essential for families to meet their basic needs, weather emergency expenses, and plan for the future.

Stable or growing base of employment:

The number of jobs is projected to grow or to remain relatively stable for the next decade. That is, employment in the occupation is not declining by more than 10 percent over 10 years for large occupations, or more than 2 percent over 10 years for small occupations.

A reliable base of employment provides stability for businesses and communities.

Automation resilient:

The occupation has a probability of computerization lower than 50 percent, given the full array of tasks that compose the role.

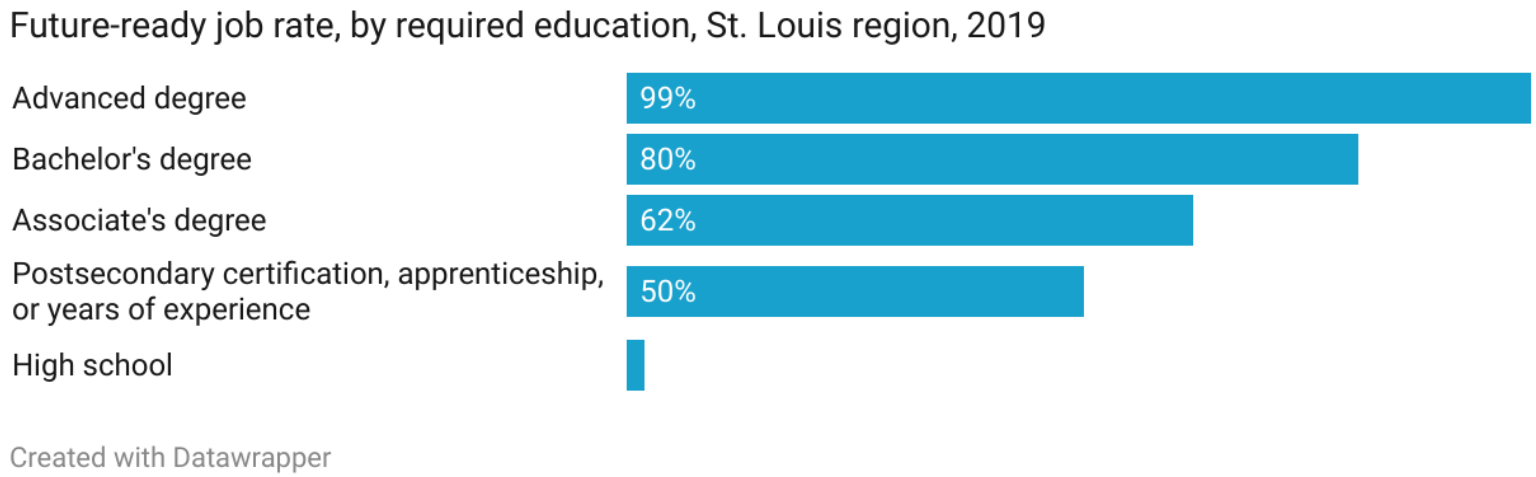
Automation and digitization change the way work gets done, and some workers are at heightened risk of job displacement. If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation.

The majority of jobs in St. Louis that require a college degree are future-ready.

Nearly all jobs that require an advanced degree are future-ready – providing family-sustaining wages, a stable base of employment, and resilience to automation. Eight out of 10 jobs that require a bachelor's degree are also good jobs.

In contrast, just 2 percent of jobs that require only a high school diploma are future ready.

See the interactive data.



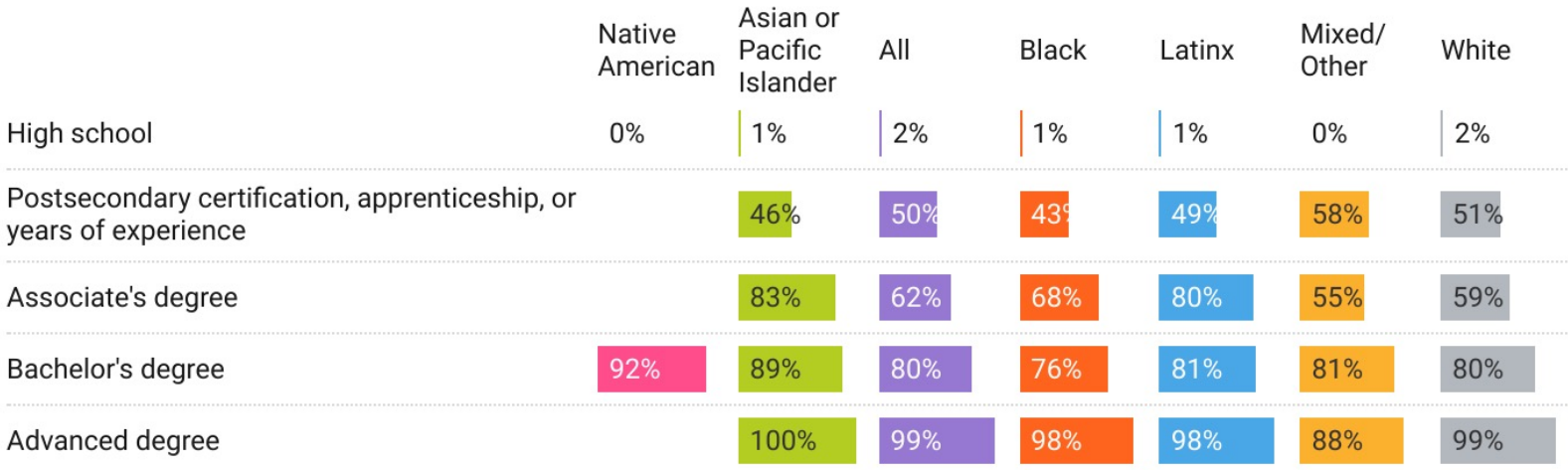
Among jobs that do not require a college degree, there are pronounced racial gaps in access to future-ready roles.

Very few jobs in St. Louis that require less than an associate's degree are considered future-ready. Among workers in jobs that do not require a college degree, white workers are more likely than Black, Latinx, and Asian or Pacific Islanders to have future-ready roles.

Among jobs that require at least a four-year college degree, racial gaps are fairly narrow, but Black workers are still less likely than their white peers to be in future-ready jobs.

See the interactive data.

Share of workers in future-ready jobs by race/ethnicity and educational requirements, St. Louis region, 2019



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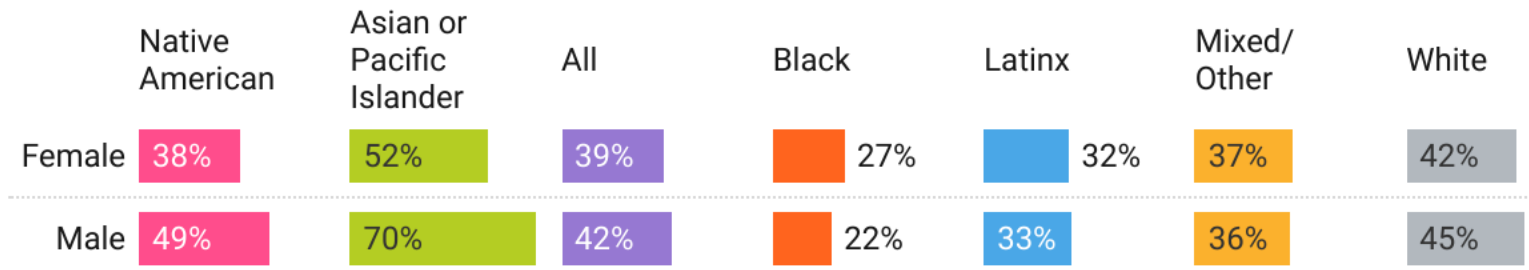
Among some racial/ethnic groups, access to future-ready jobs differs considerably by gender.

Overall, men are slightly more likely than women to have future-ready jobs (42 percent versus 39 percent). The gap is largest among Asian or Pacific Islander workers: 70 percent of men are in future-ready roles, compared to just 52 percent of women.

Among both men and women, Black workers are the least likely to be in future-ready occupations in St. Louis: just 22 percent of Black male workers and 27 percent of Black female workers are in future-ready jobs.

See the interactive data.

Share of workers in future-ready jobs by race/ethnicity and gender, St. Louis region, 2019



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Labor Market Trends

Automation risk is highest for Pacific Islanders, Black, and Latinx workers.

If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation. In St. Louis, 44 percent of male workers and 43 percent of female workers are in automation-vulnerable jobs.

The risk of automation-driven job displacement varies considerably by race/ethnicity: 60 percent of Pacific Islander workers, 58 percent of Black workers, and 57 percent of Latinx workers are in automation-vulnerable occupations in the region, compared with 48 percent of white workers and 36 percent of Asian workers.

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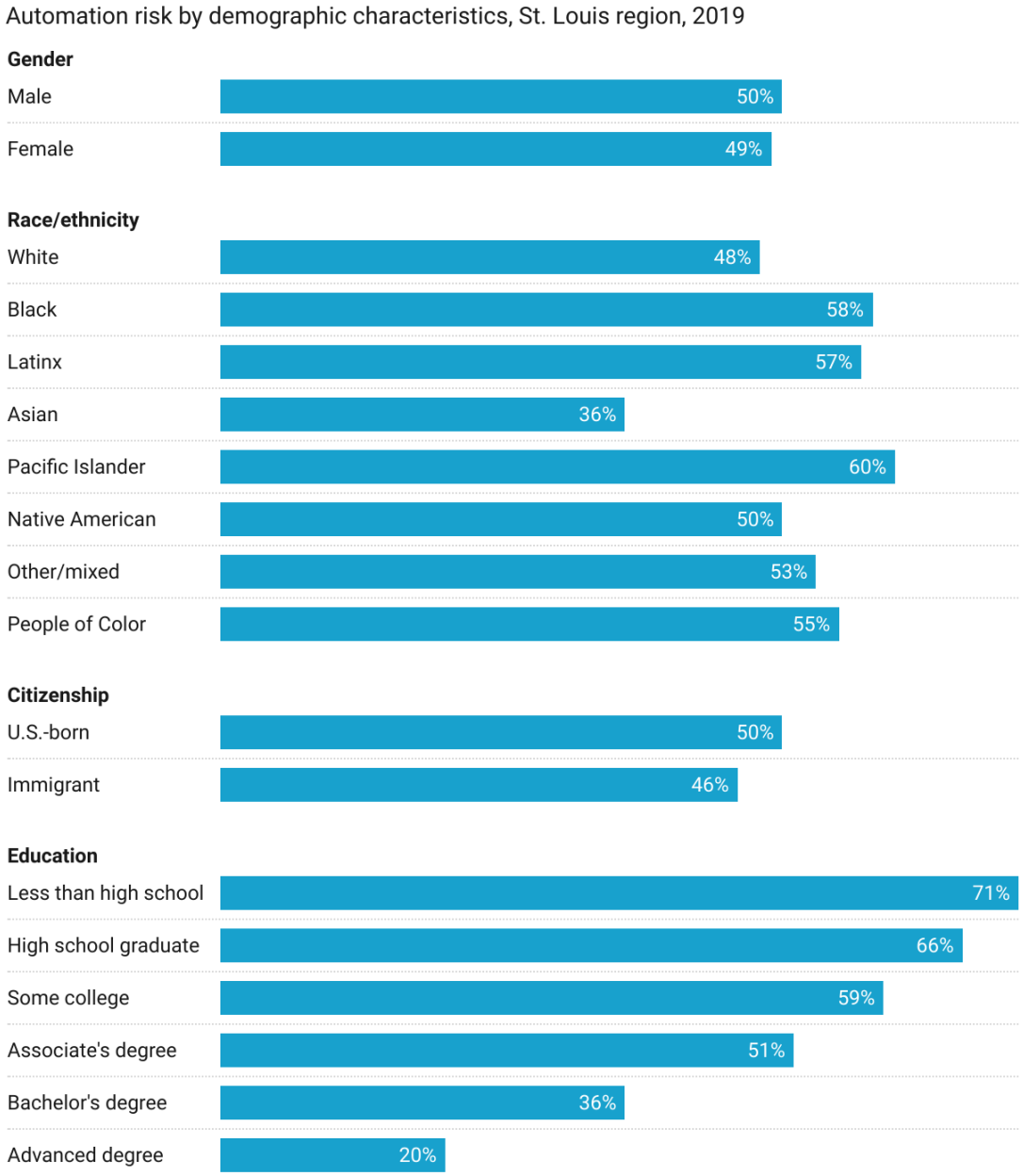
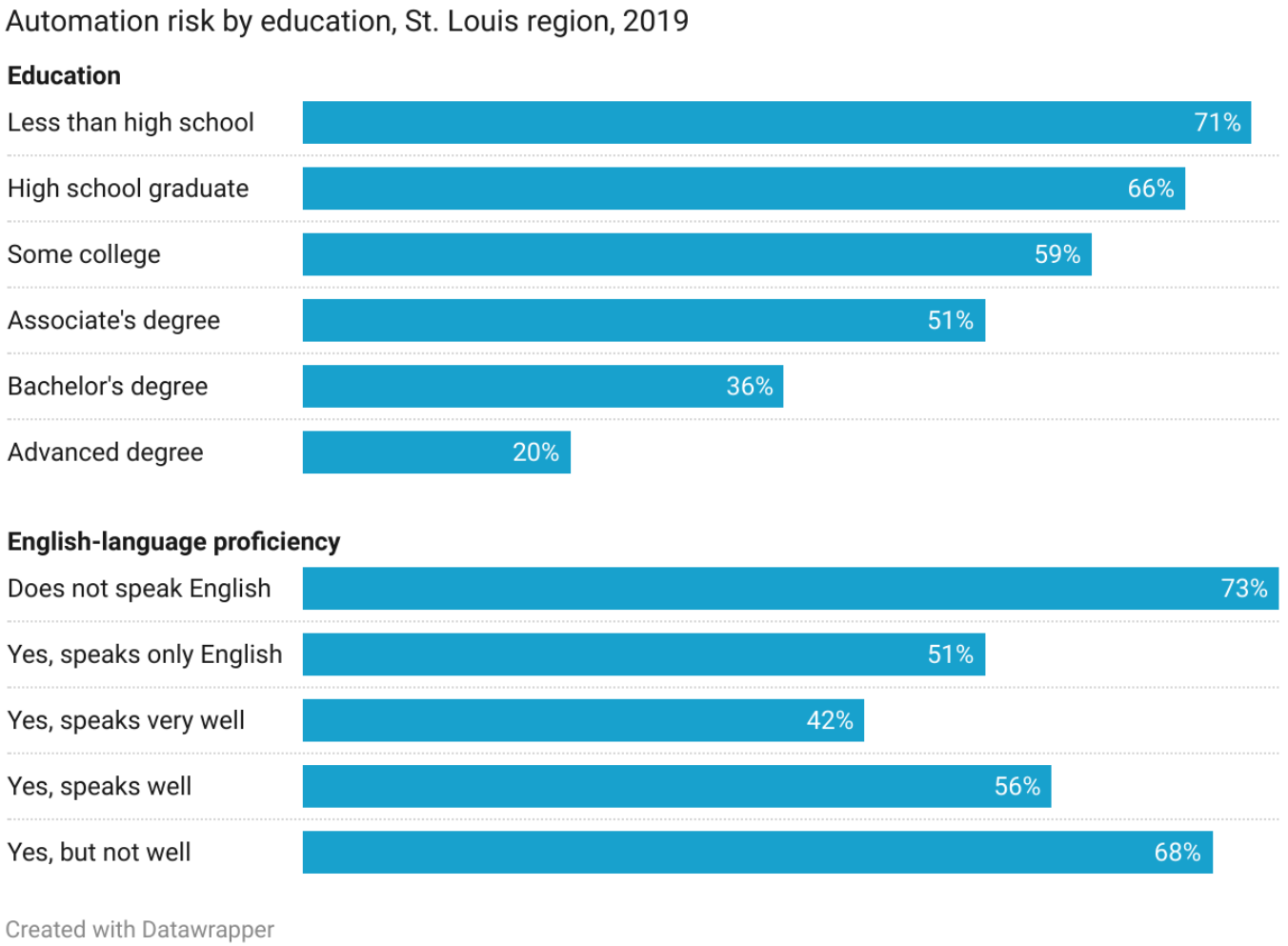


Workers with higher educational attainment and greater English proficiency are more likely to be in automation-resilient jobs.

Higher education is strongly correlated with lower risk of automation. Just 20 percent of workers with an advanced degree are in automation-vulnerable jobs, compared to 71 percent of those without a high school diploma and 66 percent workers with only a high school diploma.

Greater English-language proficiency is likewise associated with greater resilience to automation. About 42 percent of workers who speak English very well are at risk of automation, compared with 73 percent of those who do not speak English.

See the interactive data.

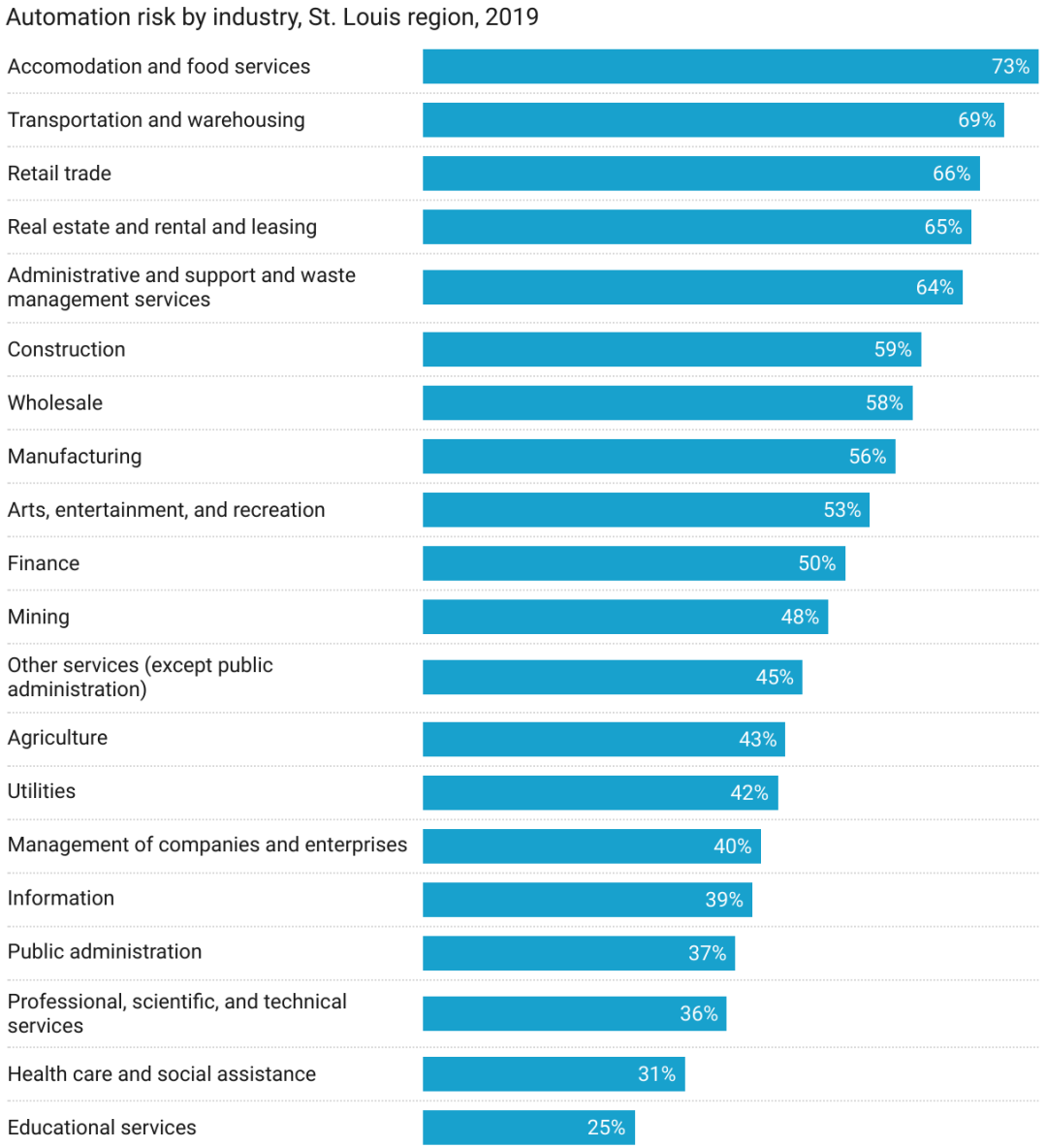


Workers in educational services have the lowest risk of automation, while those in accommodation and food services are at the highest risk.

Automation risk also varies by industry. In St. Louis, the risk is highest among accommodation and food services and transportation and warehousing occupations, in which 73 percent and 69 percent of workers, respectively, are in jobs vulnerable to automation.

The most automation-resilient industries are educational services (25 percent of jobs at risk of automation) and health care and social assistance (31 percent of jobs at risk).

See the interactive data.

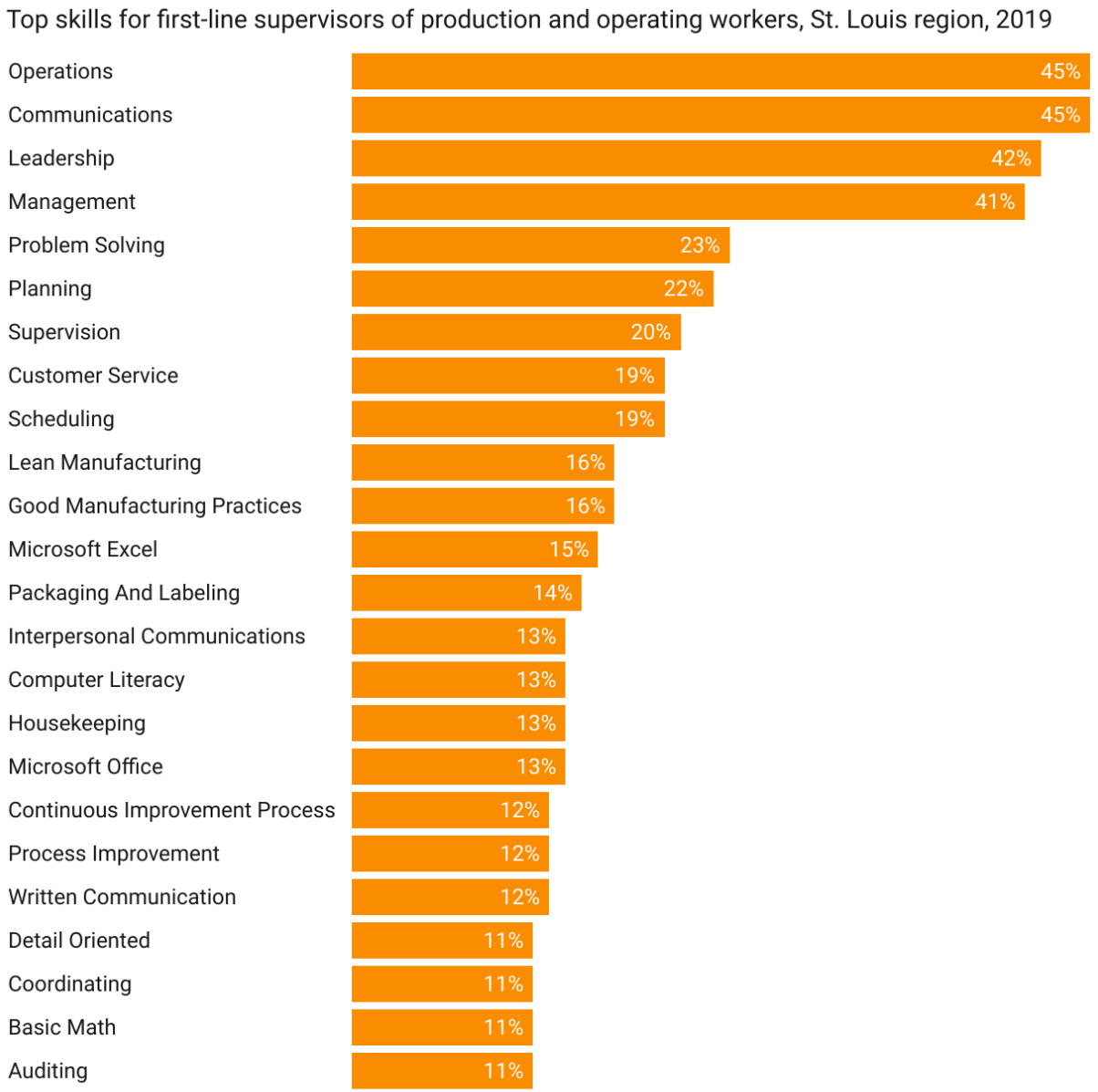


Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.

Understanding the skills that employers are seeking in candidates for future-ready occupations can help jobseekers and training providers craft career pathways into good jobs.

This chart details the most-requested skills in job postings for first-line supervisors of production and operating workers in St. Louis. Operations, communications, leadership, and management skills are listed in more than 40 percent of postings for these occupations.

[See the interactive data](#).



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This chart details the most-requested skills in job postings for licensed practical and license vocational nurses in the region, many of which can be developed and honed through other healthcare occupations (skills such as medical assistance, communication, and CPR).

[See the interactive data](#).