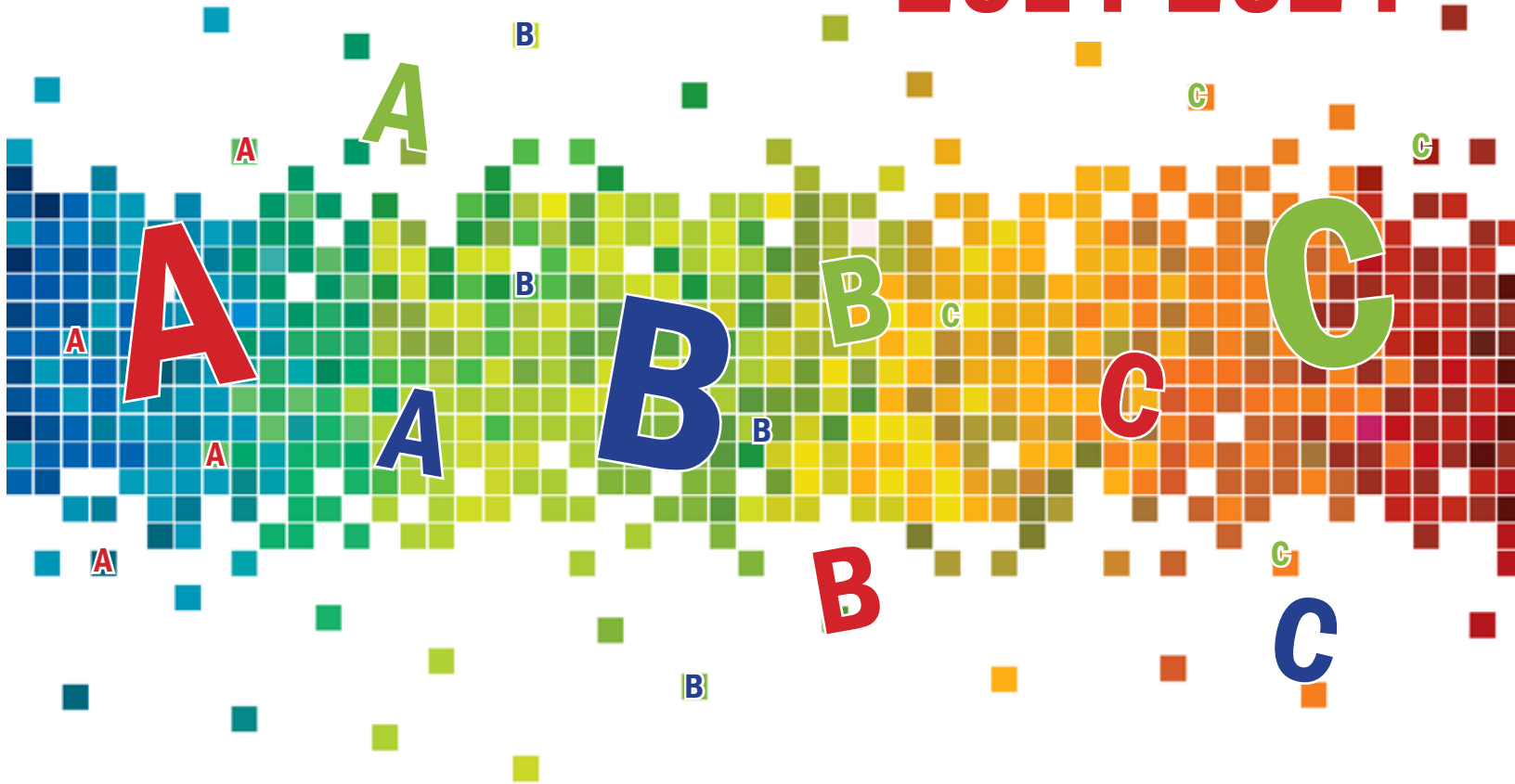


Missouri Career Grades

2014-2024





Grading Missouri's Top Jobs

With nearly 800 occupations to consider, choosing a career can be a challenge. Missouri Career Grades are a tool to help compare the future outlook of these occupations. To make the comparisons easier, the Missouri Career Grades Report assigns letter grades to various occupations within the state based on each occupation's outlook over the next decade. For example, occupations in the Grade A category have the best outlook while Grade F occupations have the worst outlook. Grades are based on a combination of total job openings, percent growth, and the average wages of an occupation.

Grades are based on a combination of total job openings, percent growth, and the average wages of an occupation.

For each of these three variables, an occupation's projected performance is compared with the average for the state or region being analyzed. The degree to which an occupation is above or below the average for the three factors is used to determine its grade. Occupations with a career grade of B+ or B have above average results in at least one of the three variables, and occupations receiving a grade of A+ or A, have above average results in at least two of the three variables being used.

Career Grades are available for Missouri and the state's 10 Workforce Development Areas (WDAs). Grades assigned in each region are determined by comparing only the occupations within that region. Due to regional differences in economic makeup across the state, it is possible that an occupation can have a good outlook (and

high grade) in one region, but have a poor outlook (and low grade) in another region.

Career Grades can assist students, job seekers, displaced workers, educators, and workforce professionals in choosing which careers have the best outlook in terms of having good growth, a large number of annual openings, and offer an above average wage for job seekers.

This report highlights occupations at the A, B and C grade levels in Missouri, and those with the best outlook for each region in the state.

Education, Training and Experience

The education and experience categories describe the most significant level of education or training for a particular occupation based on national trends. While many occupations could be pursued with various levels of education or training, these groupings identify typical requirements and provide an additional source of information for a career-seeker.

NOW

Short/Moderate-Term On-the-Job Training

Occupations generally requiring short-term training are those where employee competency can be achieved during 1 month or less of on-the-job experience, and informal training. Jobs that generally require moderate-term training are those where employee competency can be achieved during 1 to 12 months of combined on-the-job experience and informal training.

NEXT

Long-Term On-the-Job Training/Work Experience in a Related Occupation

Occupations requiring long-term training are those for which more than 12 months of on-the-job training, or combined work experience and formal classroom instruction are needed for the workers to develop the skill to attain competency. This on-the-job training includes employer sponsored programs, as well as formal courses offered to prepare an employee for a specific required licensing exam.

Associate's Degree/Postsecondary Non-Degree Education

Associate Degrees usually require between 2 and 4 years of full-time academic study beyond high school. Postsecondary non-degree programs lead to a certificate or other award, but not a degree. Certificates are obtained through an educational institution, and require the completion of formal postsecondary schooling.

LATER

Bachelor's Degree/Work Experience

A bachelor's degree program generally requires 4 to 5 years of full-time academic study beyond high school. Jobs may require work experience in addition to an academic degree program.

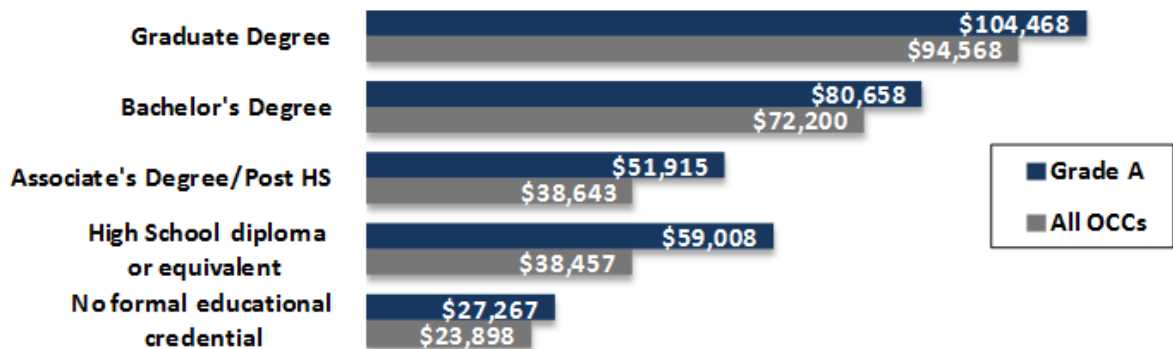
Master's Degree/Doctoral/Professional Degree

Master's Degrees usually require 1 or 2 years of full-time academic work beyond a bachelor's degree. Doctoral and professional degrees usually require at least 3 years of full-time academic study beyond a bachelor's degree.

Grade A

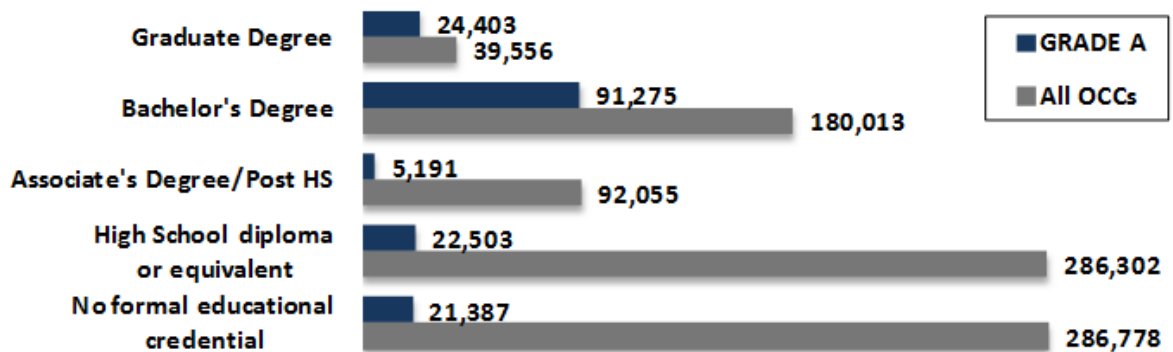
Compared to all occupations in the state, Grade A careers have the best outlook with average or above average projected growth rates, total openings and wages. Approximately 509,000 Missourians were employed in Grade A occupations in 2014, making up 17.5 percent of the state's overall employment. Due to its high projected growth rate of 12.4 percent (double the overall state average), Grade A occupations are expected to account for 18.5 percent of the state's overall employment by 2024. Grade A careers can be found in numerous occupational fields, and have a combined average wage of \$72,691 per year, which is higher than the state average of \$43,650 for all occupations.

Average Annual Wage of Grade A Careers



The total projected openings for Grade A occupations between 2014 and 2024 is over 164,700 and includes both new growth openings and openings caused by replacement needs such as promotion or retirement. Occupations requiring an educational attainment level of a high school diploma or above account for 87 percent of these openings. Grade A occupations also account for 52.7 percent of all projected openings requiring an educational attainment level of a bachelor's degree or above.

Total Openings for Grade A Careers



Top Grade A Careers

Grade A occupations are projected to experience the greatest percentage of growth between 2014 and 2024. These occupations cover a wide range of career opportunities and require short, medium, and long term education and training.

NOW Occupations

| Title | Openings | Avg Wage |
|--|----------|----------|
| Personal Care Aides | 14,436 | \$20,137 |
| Sales Representatives, Wholesale and Manufacturing | 7,148 | \$62,069 |
| Construction Laborers | 6,951 | \$41,313 |
| Insurance Sales Agents | 4,183 | \$61,790 |

NEXT Occupations

| Title | Openings | Avg Wage |
|--|----------|----------|
| Supervisors of Office and Administrative Support Workers | 5,732 | \$53,848 |
| Computer User Support Specialists | 3,964 | \$49,403 |
| Electricians | 3,406 | \$57,762 |
| Plumbers, Pipefitters, and Steamfitters | 2,033 | \$63,601 |
| Web Developers | 787 | \$61,664 |
| Diagnostic Medical Sonographers | 440 | \$66,363 |

LATER Occupations

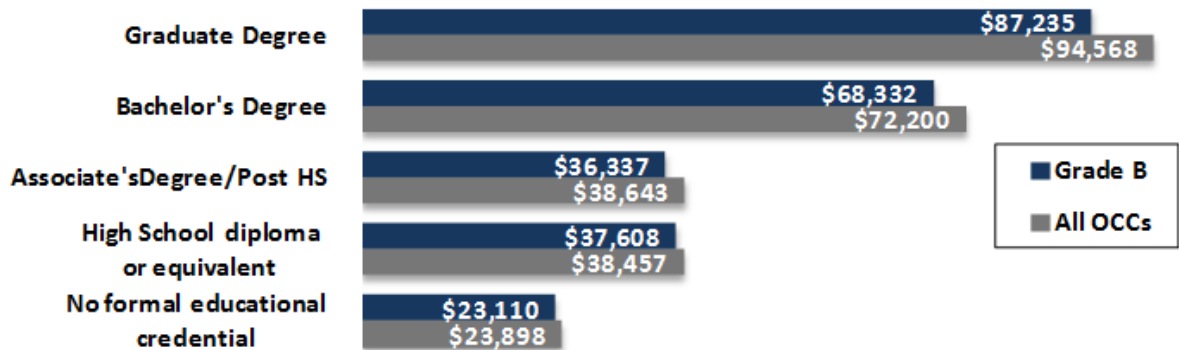
| Title | Openings | Avg Wage |
|--|----------|-----------|
| Registered Nurses | 25,304 | \$59,145 |
| General and Operations Managers | 16,699 | \$100,506 |
| Accountants and Auditors | 9,206 | \$71,485 |
| Elementary School Teachers, Except Special Education | 6,357 | \$52,921 |
| Managers, All Other | 4,614 | \$106,627 |
| Computer Systems Analysts | 4,028 | \$89,754 |
| Software Developers, Applications | 3,813 | \$92,663 |



Grade B

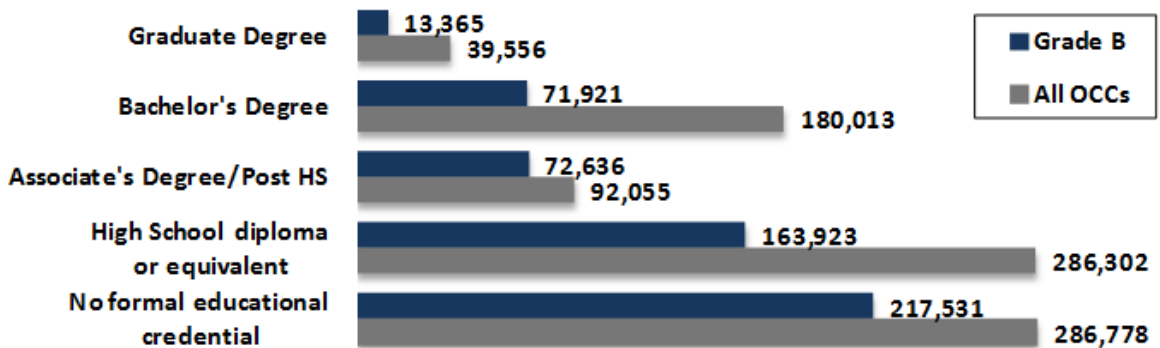
Grade B careers account for the largest number of current Missouri workers, and they are also projected to produce the largest number of total openings from 2014 to 2024. In 2014, over 1,670,000 Missouri workers were employed in Grade B occupations, which is 57.4 percent of Missouri's total workforce. Grade B occupations have a projected growth rate of 7.1 percent, which is higher than the state average of 6.1 percent, and an average annual wage of \$38,469, which is below the average annual wage of \$43,650 for all occupations.

Average Annual Wage of Grade B Careers



Grade B occupations are projected to produce over 539,300 total openings during the next 10 years. Grade B occupations are projected to provide the greatest number of total openings, and almost 60 percent of these openings will require at least a high school degree or equivalency. Grade B occupations account for 78.9 percent of all projected openings requiring an education beyond high school, but less than a bachelor's degree.

Total Openings for Grade B Careers



Top Grade B Careers

Grade B occupations are projected to create the largest amount of total openings between 2014 and 2024. With more than 539,300 projected openings, Grade B occupations are expected to account for 61 percent of the state's overall projected openings.

| NOW Occupations | | |
|--|----------|----------|
| Title | Openings | Avg Wage |
| Retail Salespersons | 34,062 | \$25,636 |
| Combined Food Preparation and Serving Workers | 33,524 | \$19,160 |
| Cashiers | 31,650 | \$20,376 |
| Waiters and Waitresses | 26,749 | \$19,389 |
| Customer Service Representatives | 18,621 | \$33,250 |
| Office Clerks | 14,478 | \$30,210 |
| Laborers and Freight, Stock, and Material Movers | 14,226 | \$28,433 |

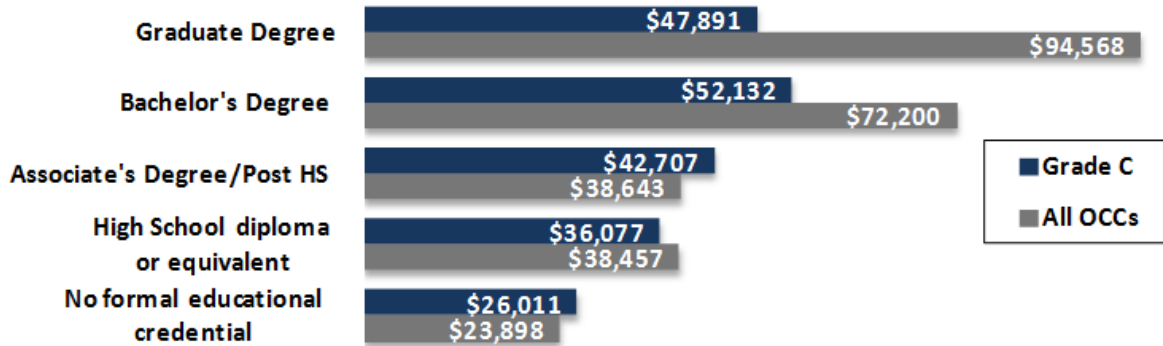
| NEXT Occupations | | |
|---|----------|----------|
| Title | Openings | Avg Wage |
| Nursing Assistants | 16,039 | \$23,869 |
| Maintenance and Repair Workers | 9,443 | \$35,440 |
| Cooks | 8,983 | \$22,794 |
| Supervisors of Food Preparation and Serving Workers | 8,526 | \$29,562 |
| Heavy and Tractor-Trailer Truck Drivers | 8,201 | \$40,833 |
| First-Line Supervisors of Retail Sales Workers | 7,819 | \$39,724 |
| Licensed Practical and Licensed Vocational Nurses | 5,934 | \$38,379 |

| LATER Occupations | | |
|---|----------|----------|
| Title | Openings | Avg Wage |
| Secondary School Teachers, Except Special Education | 6,470 | \$47,959 |
| Substitute Teachers | 4,267 | \$25,427 |
| Middle School Teachers, Except Special Education | 3,567 | \$53,628 |
| Human Resources Specialists | 2,587 | \$58,918 |
| Business Operations Specialists | 2,420 | \$68,733 |
| Computer Programmers | 2,126 | \$78,827 |
| Healthcare Social Workers | 2,079 | \$46,351 |

Grade C

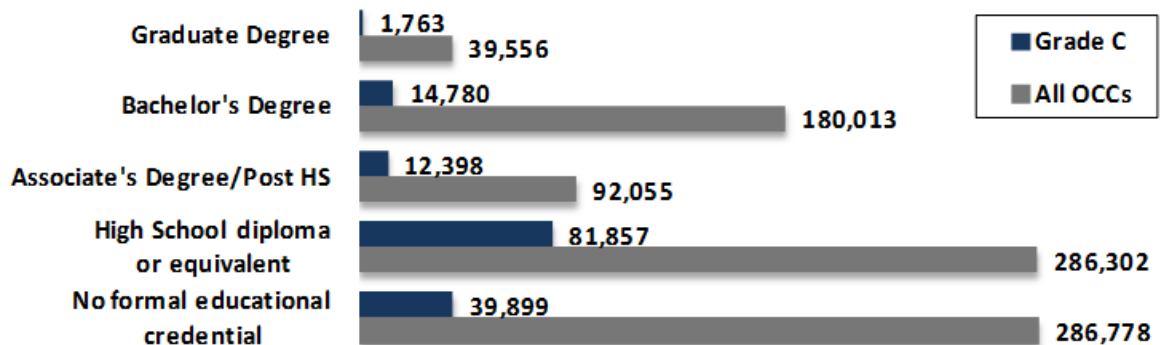
Grade C careers represent 20 percent of Missouri's current workforce, and are expected to experience a smaller than average growth rate during the projected period. Grade C occupations earn an average annual wage of \$36,483, which is below the overall average of \$43,650.

Average Annual Wage of Grade C Careers



Grade C occupations are projected to create over 150,600 total openings from 2014 to 2024, making up 17 percent of the overall state total. The growth rate during this period is expected to be around 1.8 percent, with most of the projected opening coming in the form of replacement positions.

Total Openings for Grade C Careers



Top Grade C Careers

Careers that require a high school diploma or less are expected to account for 80.8 percent of all openings for Grade C occupations. These openings are mostly due to the need for replacement workers.

| NOW Occupations | | |
|---|----------|----------|
| Title | Openings | Avg Wage |
| Tellers | 4,492 | \$23,858 |
| Cooks, Institution and Cafeteria | 4,203 | \$22,285 |
| Dishwashers | 3,648 | \$19,005 |
| Light Truck or Delivery Services Drivers | 3,288 | \$33,872 |
| Packaging and Filling Machine Operators and Tenders | 3,161 | \$33,139 |
| Helpers--Production Workers | 3,076 | \$25,253 |
| Industrial Truck and Tractor Operators | 2,553 | \$33,592 |

| NEXT Occupations | | |
|--|----------|----------|
| Title | Openings | Avg Wage |
| Bookkeeping, Accounting, and Auditing Clerks | 3,548 | \$36,894 |
| Supervisors of Production and Operating Workers | 1,930 | \$54,668 |
| Executive Secretaries/ Executive Administrative Assistants | 1,468 | \$51,529 |
| Supervisors of Helpers, Laborers, and Material Movers | 1,121 | \$48,828 |
| Supervisors of Transportation and Vehicle Operators | 1,109 | \$52,331 |
| Food Service Managers | 998 | \$48,748 |
| Library Technicians | 990 | \$36,133 |

| LATER Occupations | | |
|---|----------|----------|
| Title | Openings | Avg Wage |
| Child, Family, and School Social Workers | 2,505 | \$35,497 |
| Graphic Designers | 1,346 | \$47,900 |
| Kindergarten Teachers, Except Special Education | 867 | \$47,523 |
| Rehabilitation Counselors | 763 | \$37,644 |
| Special Education Teachers, Elementary School | 736 | \$49,460 |
| Editors | 735 | \$56,975 |
| Compliance Officers | 691 | \$60,322 |

Regional Outlook

Central WDA



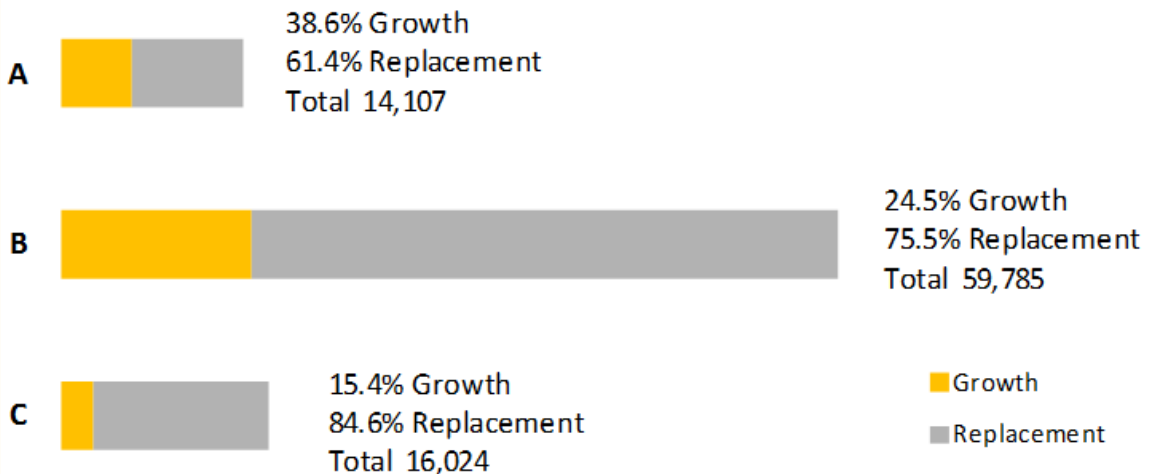
Employment in the Central Workforce Development Area (WDA) totaled over 295,000 in 2014 and is projected to increase by 6.8 percent by 2024.

The Central WDA is projected to have over 92,000 job openings between 2014 and 2024, with 24.4 percent of those openings coming from new growth. Grade B occupations account for 64.9 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the existing workforce, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Central region are projected to grow by 12.9 percent, and these new growth openings are expected to account for 38.6 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Central WDA workforce, and they are expected to have the largest number of job openings between 2014 and 2024. In 2014, Grade B occupations accounted for 60.1 percent of the Central WDA's total workforce, and they are projected to produce 64.6 percent of the region's total openings. A large portion of Grade C total openings are from replacement openings. Grade C occupations account for 17.3 percent of the region's total projected openings, 84.6 percent of which are replacement openings.

Central WDA Openings by Grade Level



Good Outlook Careers – Central WDA

A

NOW Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| Cashiers | B | 4,073 | \$19,658 |
| Retail Salespersons | B | 4,013 | \$23,175 |
| Combined Food Preparation and Serving Workers | B+ | 3,150 | \$18,833 |
| Waiters and Waitresses | B | 3,059 | \$18,816 |
| Office Clerks | B | 1,777 | \$29,163 |
| Customer Service Representatives | B+ | 1,590 | \$31,734 |
| Laborers and Freight, Stock, and Material Movers | B | 1,508 | \$27,702 |

NEXT Occupations

| Title | Grade | Openings | Avg Wage |
|---|-------|----------|----------|
| Nursing Assistants | B+ | 1,599 | \$23,672 |
| First-Line Supervisors of Retail Sales Workers | B+ | 1,141 | \$36,135 |
| Maintenance and Repair Workers | B | 1,087 | \$32,303 |
| Cooks | B+ | 926 | \$20,969 |
| Supervisors of Food Preparation and Serving Workers | B+ | 900 | \$27,409 |
| Licensed Practical and Licensed Vocational Nurses | B+ | 716 | \$36,210 |
| Heavy and Tractor-Trailer Truck Drivers | B | 704 | \$35,002 |

C

LATER Occupations

| Title | Grade | Openings | Avg Wage |
|---------------------------------|-------|----------|----------|
| Registered Nurses | A | 2,099 | \$56,183 |
| General and Operations Managers | A+ | 1,620 | \$76,519 |
| Secondary School Teachers | A | 1,058 | \$43,411 |
| Elementary School Teachers | A | 769 | \$46,488 |
| Accountants and Auditors | A | 695 | \$56,606 |
| Managers, All Other | A+ | 617 | \$82,859 |
| Substitute Teachers | B | 447 | \$24,228 |

B

C

A

Kansas City WDA

Employment in the Kansas City WDA totaled more than 562,000 in 2014, and is projected to grow by 5.8 percent by 2024.

The Kansas City WDA is projected to have over 170,000 total openings between 2014 and 2024, with 22.4 percent of these coming from new growth. Grade B occupations account for 54.1 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

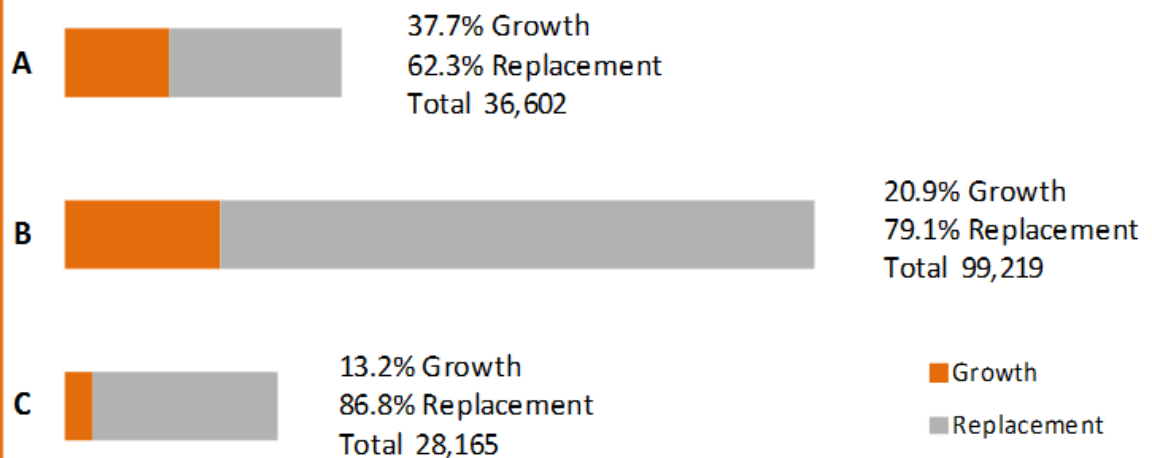
**A**

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Kansas City WDA are projected to grow by 12.4 percent, and these new growth openings are expected to account for 37.7 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Kansas City WDA workforce, and they are expected to have the largest number of job openings between 2014 and 2024. In 2014, Grade B occupations accounted for 54.7 percent of the Kansas City WDA's total workforce, and they are projected to produce 58.1 percent of the region's total openings. Replacement openings are a large portion of the total openings for Grade C occupations. Grade C occupations account for 16.5 percent of the region's projected total openings, 86.8 percent of which are replacement openings.

C

Kansas City WDA Openings by Grade Level

**B**

Good Outlook Careers - Kansas City WDA

NOW Occupations

| Title | Grade | Openings | Avg Wage |
|---|-------|----------|----------|
| Combined Food Preparation and Serving Workers | B | 6,630 | \$19,026 |
| Retail Salespersons | B | 5,764 | \$23,585 |
| Waiters and Waitresses | B | 5,738 | \$20,315 |
| Cashiers | B | 5,716 | \$20,778 |
| Customer Service Representatives | B+ | 3,621 | \$34,920 |
| Office Clerks | B | 2,596 | \$32,759 |
| Stock Clerks and Order Fillers | B | 2,497 | \$25,609 |

B

NEXT Occupations

| Title | Grade | Openings | Avg Wage |
|---|-------|----------|----------|
| Nursing Assistants | B | 2,207 | \$25,633 |
| Cooks | B+ | 1,999 | \$22,885 |
| Maintenance and Repair Workers | B | 1,606 | \$35,751 |
| Supervisors of Food Preparation and Serving Workers | B+ | 1,421 | \$29,589 |
| First-Line Supervisors of Retail Sales Workers | B | 1,375 | \$37,260 |
| Heavy and Tractor-Trailer Truck Drivers | B | 1,303 | \$42,408 |
| Automotive Service Technicians and Mechanics | B | 1,255 | \$38,319 |

C

LATER Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|-----------|
| Registered Nurses | A+ | 4,429 | \$63,941 |
| General and Operations Managers | A+ | 3,538 | \$106,351 |
| Accountants and Auditors | A+ | 2,118 | \$71,550 |
| Software Developers, Applications | A+ | 1,376 | \$95,343 |
| Elementary School Teachers, Except Special Education | B+ | 1,364 | \$51,912 |
| Secondary School Teachers, Except Special Education | B+ | 1,058 | \$46,757 |
| Computer Systems Analysts | A+ | 1,049 | \$88,317 |

B

A

B

Northeast WDA

Employment in the Northeast WDA totaled more than 84,400 in 2014, and is projected to grow by 6.1 percent by 2024.

The Northeast WDA is projected to have nearly 26,000 total openings between 2014 and 2024, with 22.8 percent of these coming from new growth. Grade B occupations account for 67.7 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

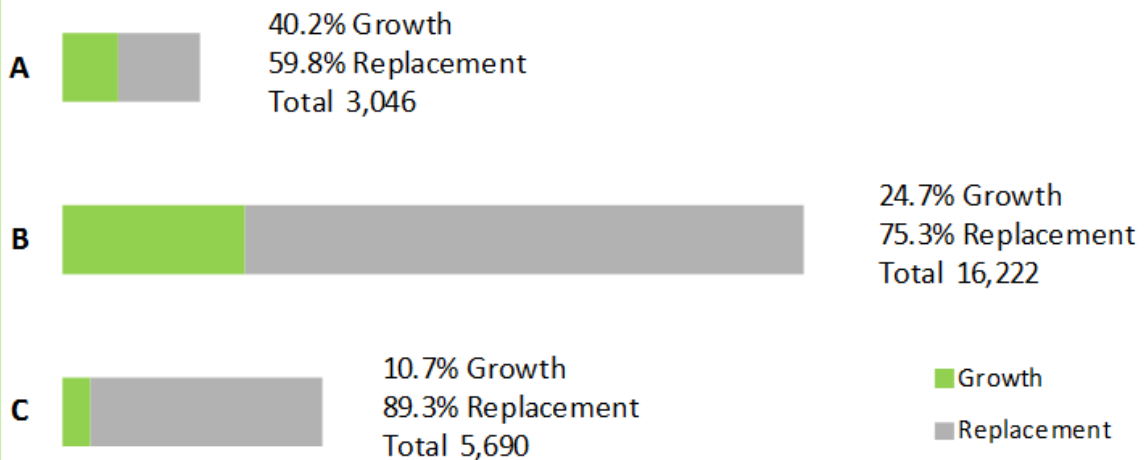


Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Northeast region are projected to grow by 15.1 percent, and these new growth openings are expected to account for 40.2 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Northeast WDA workforce, and they are expected to have the largest number of job openings between 2014 and 2024. In 2014, Grade B occupations accounted for 61.9 percent of the Northeast WDA’s total workforce, and they are projected to produce 62.5 percent of the region’s total openings. Replacement openings make up a large portion of Grade C total projected openings. Grade C occupations account for 21.9 percent of the region’s total projected openings, 89.3 percent of which are replacement openings.

C

Northeast WDA Openings by Grade Level



A

C

Good Outlook Careers – Northeast WDA

NOW Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| Cashiers | C+ | 1,273 | \$19,170 |
| Retail Salespersons | B | 825 | \$26,214 |
| Combined Food Preparation and Serving Workers | B | 803 | \$19,101 |
| Waiters and Waitresses | B | 690 | \$18,496 |
| Laborers and Freight, Stock, and Material Movers | B | 517 | \$25,621 |
| Personal Care Aides | B+ | 417 | \$19,974 |
| Office Clerks | B | 407 | \$26,632 |

NEXT Occupations

| Title | Grade | Openings | Avg Wage |
|---|-------|----------|----------|
| Heavy and Tractor-Trailer Truck Drivers | B+ | 436 | \$41,518 |
| Nursing Assistants | B | 352 | \$22,307 |
| Maintenance and Repair Workers | B | 312 | \$33,073 |
| First-Line Supervisors of Retail Sales Workers | B | 222 | \$35,044 |
| Licensed Practical and Licensed Vocational Nurses | B+ | 206 | \$34,702 |
| Cooks | B+ | 197 | \$19,016 |
| Automotive Service Technicians and Mechanics | B | 195 | \$31,524 |

LATER Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| General and Operations Managers | A | 520 | \$70,243 |
| Registered Nurses | A | 367 | \$51,535 |
| Secondary School Teachers, Except Special Education | B+ | 338 | \$40,202 |
| Elementary School Teachers, Except Special Education | B+ | 275 | \$44,245 |
| Substitute Teachers | B | 219 | \$23,103 |
| Child, Family, and School Social Workers | B+ | 164 | \$31,350 |
| Accountants and Auditors | B+ | 146 | \$54,591 |

B

C

B

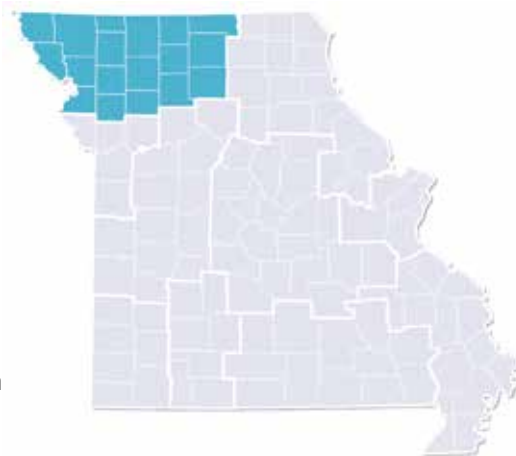
A

A

Northwest WDA

Employment in the Northwest WDA totaled more than 101,000 in 2014, and is projected to grow by 5.0 percent by 2024.

The Northwest WDA is projected to have just over 30,300 total openings between 2014 and 2024, with 19.9 percent of these coming from new growth. Grade B occupations account for 65.7 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



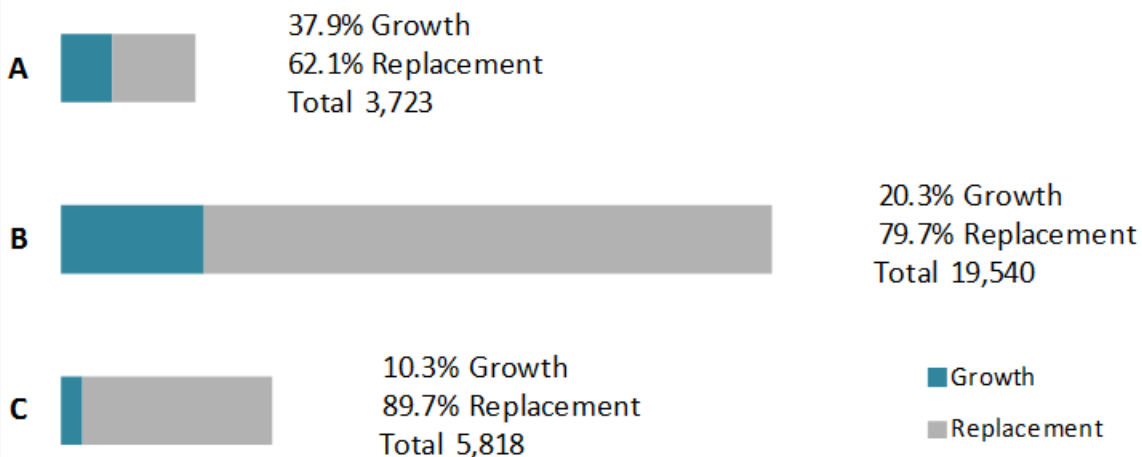
C

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Northwest region are projected to grow by 12.7 percent, and these new growth openings are expected to account for 37.9 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Northeast WDA workforce, and they are expected to have the largest number of job openings between 2014 and 2024. In 2014, Grade B occupations accounted for 62.5 percent of the Northwest WDA's total workforce, and they are projected to produce 64.5 percent of the region's total openings. Replacement openings make up a large portion of Grade C total openings. Grade C occupations account for 19.2 percent of the region's total projected openings, 89.7 percent of which are replacement openings.

B

Northwest WDA Openings by Grade Level



A

Good Outlook Careers – Northwest WDA

B

NOW Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| Cashiers | B | 1,340 | \$19,662 |
| Combined Food Preparation and Serving Workers | B | 1,178 | \$18,463 |
| Retail Salespersons | B | 1,017 | \$24,067 |
| Waiters and Waitresses | C+ | 675 | \$19,345 |
| Laborers and Freight, Stock, and Material Movers | B | 623 | \$26,375 |
| Personal Care Aides | A | 519 | \$20,031 |
| Office Clerks | B | 469 | \$27,221 |

NEXT Occupations

| Title | Grade | Openings | Avg Wage |
|---|-------|----------|----------|
| Nursing Assistants | B | 613 | \$21,625 |
| Maintenance and Repair Workers | B+ | 428 | \$33,400 |
| First-Line Supervisors of Retail Sales Workers | B | 305 | \$35,776 |
| Licensed Practical and Licensed Vocational Nurses | B+ | 301 | \$35,701 |
| Teacher Assistants | B | 273 | \$21,756 |
| Heavy and Tractor-Trailer Truck Drivers | B | 272 | \$37,159 |
| Supervisors of Food Preparation and Serving Workers | B | 246 | \$26,191 |

A

LATER Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| Registered Nurses | A+ | 682 | \$59,223 |
| Secondary School Teachers, Except Special Education | B+ | 615 | \$41,522 |
| General and Operations Managers | A+ | 507 | \$80,317 |
| Middle School Teachers, Except Special Education | B+ | 273 | \$44,027 |
| Elementary School Teachers, Except Special Education | B+ | 206 | \$47,845 |
| Accountants and Auditors | A | 188 | \$56,290 |
| Substitute Teachers | B | 151 | \$26,316 |

C

B

Ozark WDA

Employment in the Ozark WDA totaled more than 242,500 in 2014, and is projected to grow by 13.9 percent by 2024.

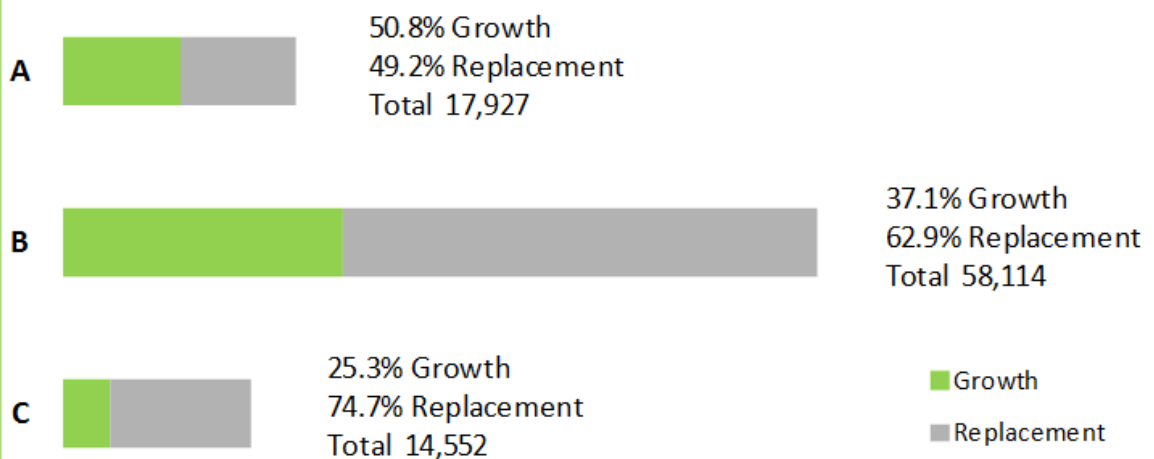
The Ozark WDA is projected to have over 93,000 total openings between 2014 and 2024, with 37 percent of these coming from new growth. Grade B occupations account for 62.4 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Ozark region are projected to grow by 22.1 percent, and these new growth openings are expected to account for 50.8 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Ozark WDA workforce, and they are expected to have the largest number of job openings between 2014 and 2024. In 2014, Grade B occupations accounted for 58.7 percent of the Ozark WDA's total workforce, and they are projected to produce 62.4 percent of the region's total openings. Replacement openings make up a large portion of Grade C total openings. Grade C occupations account for 15.6 percent of the region's total projected openings, 74.7 percent of which are replacement openings.

Ozark WDA Openings by Grade Level



Good Outlook Careers – Ozark WDA

NOW Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| Retail Salespersons | B | 4,442 | \$26,026 |
| Combined Food Preparation and Serving Workers | B+ | 4,248 | \$19,170 |
| Waiters and Waitresses | B | 3,288 | \$18,142 |
| Cashiers | B | 3,156 | \$19,533 |
| Customer Service Representatives | B+ | 2,133 | \$29,875 |
| Office Clerks | B | 1,920 | \$26,605 |
| Laborers and Freight, Stock, and Material Movers | B | 1,505 | \$25,844 |

NEXT Occupations

| Title | Grade | Total | Mean |
|---|-------|-------|----------|
| Nursing Assistants | A | 1,908 | \$23,229 |
| Heavy and Tractor-Trailer Truck Drivers | B+ | 1,487 | \$41,593 |
| Maintenance and Repair Workers | B+ | 1,292 | \$31,141 |
| Cooks | B+ | 1,110 | \$21,020 |
| Supervisors of Food Preparation and Serving Workers | B+ | 1,013 | \$29,996 |
| First-Line Supervisors of Retail Sales Workers | B | 980 | \$39,279 |
| Licensed Practical and Licensed Vocational Nurses | A | 788 | \$35,893 |

LATER Occupations

| Title | Grade | Total | Mean |
|--|-------|-------|----------|
| Registered Nurses | A+ | 2,927 | \$54,819 |
| General and Operations Managers | A+ | 1,637 | \$79,485 |
| Substitute Teachers | B+ | 658 | \$22,885 |
| Accountants and Auditors | A | 651 | \$55,849 |
| Secondary School Teachers, Except Special Education | B+ | 616 | \$47,465 |
| Middle School Teachers, Except Special Education | A | 605 | \$56,523 |
| Elementary School Teachers, Except Special Education | A | 481 | \$51,593 |

A

B

A

C

Saint Louis WDA

Employment in the Saint Louis WDA totaled more than 1,113,000 in 2014, and is projected to grow by 4.7 percent by 2024.

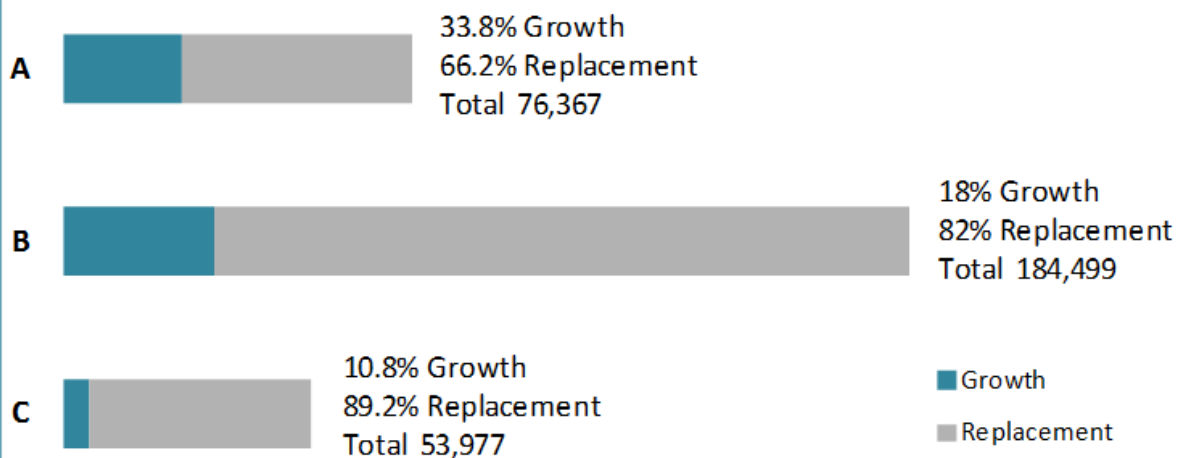
The Saint Louis WDA is projected to have over 325,000 total openings between 2014 and 2024, with 20 percent of these coming from new growth. Grade B occupations account for 51.2 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Saint Louis region are projected to grow by 10.4 percent, and these new growth openings are expected to account for 33.8 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Saint Louis WDA workforce, and they are expected to have the largest number of job openings between 2014 and 2024. In 2014, Grade B occupations accounted for 52.8 percent of the Saint Louis WDA's total workforce, and they are projected to produce 56.7 percent of the region's total openings. Replacement openings make up a large portion of Grade C total openings. Grade C occupations account for 16.6 percent of the region's total projected openings, 89.2 percent of which are replacement openings.

Saint Louis WDA Openings by Grade Level



Good Outlook Careers – Saint Louis WDA

A

NOW Occupations

| Title | Grade | Openings | Avg Wage |
|---|-------|----------|----------|
| Retail Salespersons | B | 11,642 | \$27,634 |
| Combined Food Preparation and Serving Workers | B+ | 11,417 | \$19,865 |
| Waiters and Waitresses | B | 10,861 | \$19,388 |
| Cashiers | B | 9,838 | \$21,653 |
| Customer Service Representatives | B+ | 7,333 | \$35,309 |
| Personal Care Aides | A | 5,378 | \$21,059 |
| Office Clerks | B | 4,674 | \$32,630 |

NEXT Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| Nursing Assistants | B+ | 4,970 | \$25,275 |
| Cooks | B+ | 3,753 | \$24,515 |
| Supervisors of Food Preparation and Serving Workers | B+ | 3,126 | \$31,380 |
| Maintenance and Repair Workers | B+ | 2,861 | \$39,809 |
| First-Line Supervisors of Retail Sales Workers | B | 2,610 | \$45,430 |
| Supervisors of Office and Administrative Support Workers | A | 2,093 | \$57,911 |
| Heavy and Tractor-Trailer Truck Drivers | B | 2,069 | \$42,813 |

C

LATER Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|-----------|
| Registered Nurses | A | 10,367 | \$60,935 |
| General and Operations Managers | A+ | 6,335 | \$116,598 |
| Accountants and Auditors | A+ | 4,106 | \$78,646 |
| Elementary School Teachers, Except Special Education | A | 2,163 | \$60,052 |
| Managers, All Other | A+ | 2,122 | \$125,787 |
| Computer Systems Analysts | A+ | 1,990 | \$93,083 |
| Secondary School Teachers, Except Special Education | B+ | 1,800 | \$57,275 |

A

B

Southeast WDA

Employment in the Southeast WDA totaled more than 150,000 in 2014, and is projected to grow by 6.9 percent by 2024.

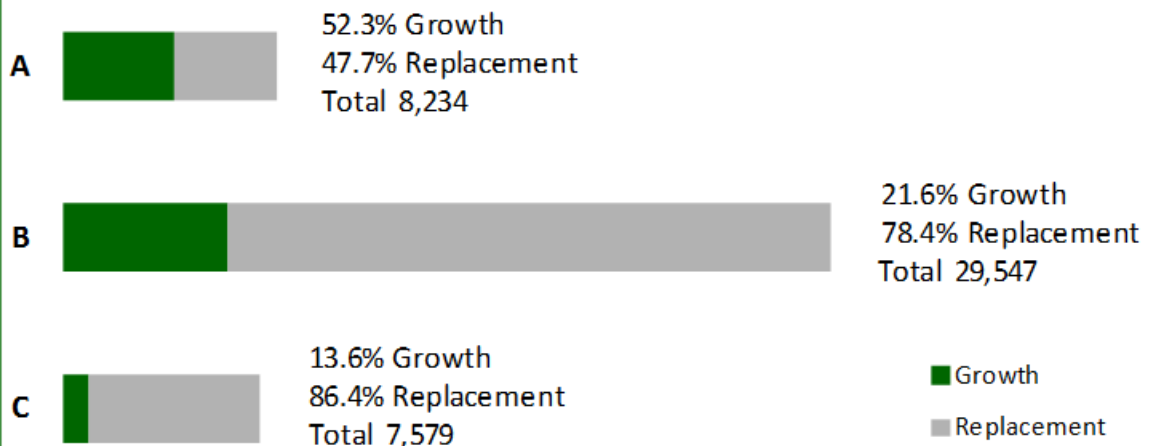
The Southeast WDA is projected to have nearly 47,000 total openings between 2014 and 2024, with 25.2 percent of these coming from new growth. Grade B occupations account for 54 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Southeast region are projected to grow by 20.5 percent, and these new growth openings are expected to account for 52.3 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Southeast WDA workforce, and they are expected to have the largest number of job openings between 2014 and 2024. In 2014, Grade B occupations accounted for 62.1 percent of the Southeast WDA’s total workforce, and they are projected to produce 62.9 percent of the region’s total openings. Replacement openings make up a large portion of Grade C total openings. Grade C occupations account for 16.1 percent of the region’s total projected openings, 86.4 percent of which are replacement openings.

Southeast WDA Openings by Grade Level



Good Outlook Careers – Southeast WDA

A

NOW Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| Cashiers | B | 2,425 | \$19,426 |
| Personal Care Aides | A | 2,218 | \$18,499 |
| Retail Salespersons | B+ | 1,813 | \$25,394 |
| Combined Food Preparation and Serving Workers | B | 1,712 | \$17,727 |
| Waiters and Waitresses | B | 947 | \$20,454 |
| Office Clerks | B | 792 | \$24,893 |
| Laborers and Freight, Stock, and Material Movers | B | 778 | \$25,039 |

NEXT Occupations

| Title | Grade | Openings | Avg Wage |
|---|-------|----------|----------|
| Nursing Assistants | B+ | 1,011 | \$21,309 |
| Maintenance and Repair Workers | B+ | 618 | \$32,119 |
| Heavy and Tractor-Trailer Truck Drivers | B+ | 597 | \$40,891 |
| First-Line Supervisors of Retail Sales Workers | B+ | 558 | \$34,797 |
| Licensed Practical and Licensed Vocational Nurses | B+ | 364 | \$36,063 |
| Automotive Service Technicians and Mechanics | B+ | 353 | \$32,110 |
| Teacher Assistants | B | 334 | \$22,023 |

C

LATER Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| Registered Nurses | A+ | 1,685 | \$53,552 |
| General and Operations Managers | A+ | 893 | \$80,173 |
| Secondary School Teachers, Except Special Education | B+ | 599 | \$43,811 |
| Elementary School Teachers, Except Special Education | B+ | 378 | \$44,278 |
| Child, Family, and School Social Workers | B+ | 268 | \$32,497 |
| Accountants and Auditors | B+ | 231 | \$54,154 |
| Healthcare Social Workers | A | 171 | \$46,501 |

B

A

Southwest WDA

Employment in the Southwest WDA totaled over 119,000 in 2014, and is projected to grow by 5.5 percent by 2024.

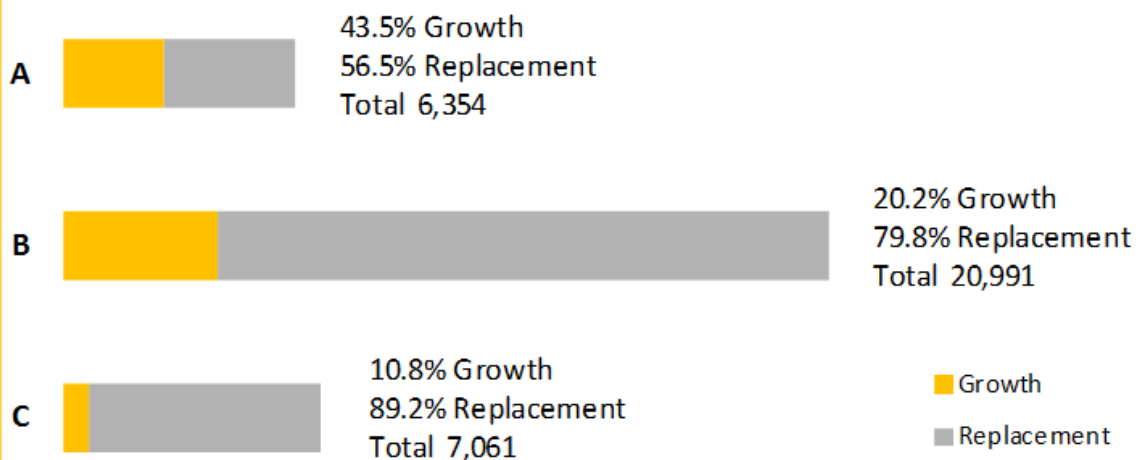
The Southwest WDA is projected to have over 35,700 total job openings between 2014 and 2024, with 21.8 percent of these coming from new growth. Grade B occupations account for 54.5 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Southwest region are projected to grow by 15.5 percent, and these new growth openings are expected to account for 43.5 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Southwest WDA workforce, and they are expected to have the largest number of job openings between 2014 and 2024. In 2014, Grade B occupations accounted for 56.5 percent of the Southwest WDA’s total workforce, and they are projected to produce 58.8 percent of the region’s total openings. Replacement openings make up a large portion of Grade C total openings. Grade C occupations account for 19.8 percent of the region’s total projected openings, 89.2 percent of which are replacement openings.

Southwest WDA Openings by Grade Level



Good Outlook Careers – Southwest WDA

NOW Occupations

| Title | Grade | Openings | Avg Wage |
|---|-------|----------|----------|
| Retail Salespersons | B | 1,500 | \$24,279 |
| Cashiers | B | 1,405 | \$19,435 |
| Combined Food Preparation and Serving Workers | B | 1,372 | \$18,144 |
| Waiters and Waitresses | B | 836 | \$19,137 |
| Personal Care Aides | A | 664 | \$19,199 |
| Customer Service Representatives | B+ | 646 | \$25,616 |
| Janitors and Cleaners | B+ | 602 | \$21,538 |

NEXT Occupations

| Title | Grade | Openings | Avg Wage |
|---|-------|----------|----------|
| Nursing Assistants | B | 455 | \$22,518 |
| First-Line Supervisors of Retail Sales Workers | B+ | 438 | \$38,084 |
| Teacher Assistants | B+ | 428 | \$19,978 |
| Maintenance and Repair Workers | B | 402 | \$32,213 |
| Supervisors of Food Preparation and Serving Workers | B+ | 334 | \$30,880 |
| Licensed Practical and Licensed Vocational Nurses | B+ | 267 | \$34,866 |
| Machinists | B+ | 242 | \$34,129 |

LATER Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| Registered Nurses | A | 958 | \$49,719 |
| General and Operations Managers | A+ | 555 | \$76,947 |
| Substitute Teachers | B+ | 490 | \$22,130 |
| Elementary School Teachers, Except Special Education | A | 435 | \$44,463 |
| Secondary School Teachers, Except Special Education | A | 344 | \$43,648 |
| Accountants and Auditors | A | 220 | \$54,910 |
| Software Developers, Applications | A+ | 166 | \$75,534 |

B

A

C

B

South Central WDA

Employment in the South Central WDA totaled more than 64,700 in 2014, and is projected to grow by 7.1 percent by 2024.

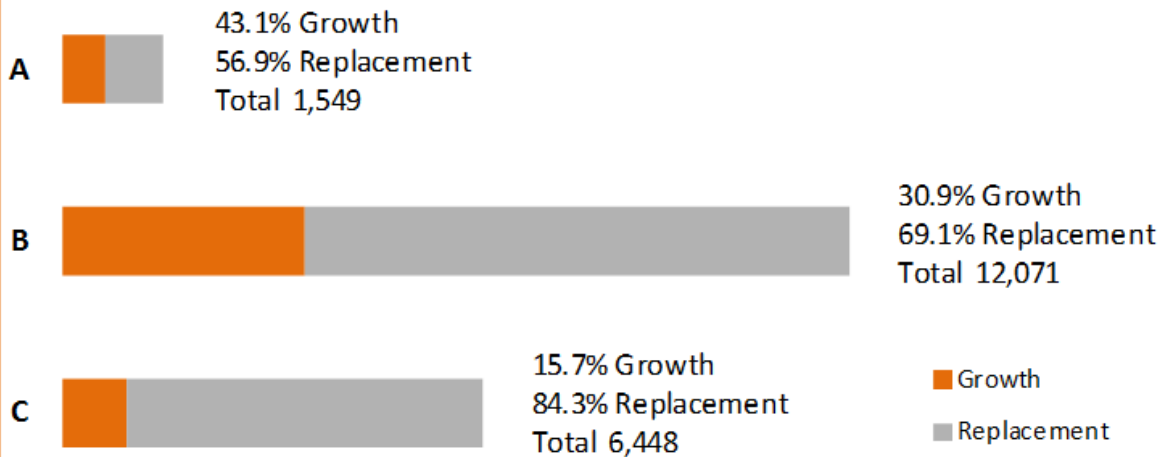
The South Central WDA is projected to have over 20,700 total openings between 2014 and 2024, with 26.4 percent of these coming from new growth. Grade B occupations account for 68.1 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the South Central region are projected to grow by 17.7 percent, and these new growth openings are expected to account for 43.1 percent of Grade A total openings.

Grade B occupations make up the largest portion of the South Central WDA workforce, and they are expected to have the largest number of job openings between 2014 and 2024. In 2014, Grade B occupations accounted for 51.6 percent of the South Central WDA’s total workforce, and they are projected to produce 58.1 percent of the region’s total openings. Replacement openings make up a large portion of Grade C total openings. Grade C occupations account for 31.0 percent of the region’s total projected openings, 84.3 percent of which are replacement openings.



South Central WDA Openings by Grade Level



Good Outlook Careers – South Central WDA

NOW Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| Combined Food Preparation and Serving Workers | B+ | 1,292 | \$18,026 |
| Cashiers | B | 1,138 | \$18,942 |
| Personal Care Aides | B+ | 859 | \$19,407 |
| Retail Salespersons | B | 648 | \$24,597 |
| Laborers and Freight, Stock, and Material Movers | B | 450 | \$21,239 |
| Waiters and Waitresses | B+ | 398 | \$19,010 |
| Office Clerks | B | 380 | \$25,622 |

NEXT Occupations

| Title | Grade | Openings | Avg Wage |
|---|-------|----------|----------|
| Nursing Assistants | B | 352 | \$19,928 |
| Licensed Practical and Licensed Vocational Nurses | B+ | 263 | \$33,861 |
| Maintenance and Repair Workers | B | 250 | \$29,469 |
| Heavy and Tractor-Trailer Truck Drivers | B | 226 | \$32,290 |
| First-Line Supervisors of Retail Sales Workers | B | 191 | \$34,043 |
| Teacher Assistants | B | 179 | \$20,590 |
| Supervisors of Food Preparation and Serving Workers | B | 166 | \$28,002 |

LATER Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| Registered Nurses | A | 735 | \$51,627 |
| General and Operations Managers | A | 363 | \$70,836 |
| Elementary School Teachers, Except Special Education | B+ | 351 | \$44,866 |
| Middle School Teachers, Except Special Education | B | 178 | \$44,822 |
| Accountants and Auditors | B+ | 166 | \$57,661 |
| Child, Family, and School Social Workers | B | 118 | \$34,218 |
| Educational, Guidance, School, and Vocational Counselors | B | 86 | \$46,013 |

C

B

A

C

West Central WDA

Employment in the West Central WDA totaled nearly 89,900 in 2014, and is projected to grow by 4.9 percent by 2024.

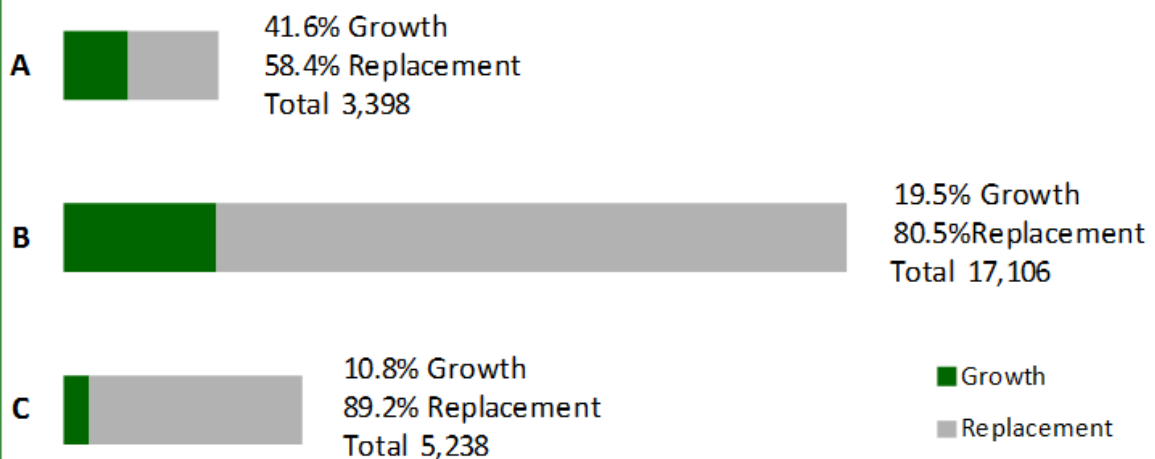
The West Central WDA is projected to have over 26,500 total openings between 2014 and 2024, with 20.2 percent of these coming from new growth. Grade B occupations account for 62.2 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.



Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the West Central region are projected to grow by 14.6 percent, and these new growth openings are expected to account for 41.6 percent of Grade A total openings.

Grade B occupations make up the largest portion of the West Central WDA workforce, and they are expected to have the largest number of job openings between 2014 and 2024. In 2014, Grade B occupations accounted for 62.3 percent of the West Central WDA's total workforce, and they are projected to produce 64.4 percent of the region's total openings. Replacement openings make up a large portion of Grade C total openings. Grade C occupations account for 19.7 percent of the region's total projected openings, 89.2 percent of which are replacement openings.

West Central WDA Openings by Grade Level



Good Outlook Careers – West Central WDA

A

NOW Occupations

| Title | Grade | Openings | Avg Wage |
|--|-------|----------|----------|
| Cashiers | B | 1,383 | \$19,202 |
| Combined Food Preparation and Serving Workers | B | 1,117 | \$18,221 |
| Retail Salespersons | B | 783 | \$24,696 |
| Personal Care Aides | A | 614 | \$18,960 |
| Waiters and Waitresses | C+ | 518 | \$19,288 |
| Office Clerks | B | 460 | \$26,661 |
| Laborers and Freight, Stock, and Material Movers | B | 413 | \$25,457 |

NEXT Occupations

| Title | Grade | Openings | Avg Wage |
|---|-------|----------|----------|
| Nursing Assistants | B | 799 | \$19,919 |
| Maintenance and Repair Workers | B+ | 389 | \$32,357 |
| First-Line Supervisors of Retail Sales Workers | B+ | 358 | \$32,923 |
| Licensed Practical and Licensed Vocational Nurses | B | 326 | \$34,765 |
| Teacher Assistants | B | 279 | \$22,930 |
| Heavy and Tractor-Trailer Truck Drivers | B | 237 | \$37,293 |
| Cooks | B | 216 | \$19,169 |

C

LATER Occupations

| Title | Grade | Openings | Avg Wage |
|---|-------|----------|-----------|
| Registered Nurses | A | 595 | \$54,081 |
| Elementary School Teachers, Except Special Education | A | 432 | \$50,760 |
| General and Operations Managers | A | 363 | \$75,128 |
| Secondary School Teachers, Except Special Education | B+ | 294 | \$45,418 |
| Accountants and Auditors | A | 161 | \$64,678 |
| Education Administrators, Elementary and Secondary School | A+ | 137 | \$108,292 |
| Loan Officers | A | 96 | \$58,672 |

B

A



Career Grades Methodology

Missouri's Career Grades are determined by using three statistical variables for each occupation. The three variables used are: Projected Percentage of Growth, Projected Total Openings and Average Wage.

The Projected Percentage of Growth is determined by dividing the projected numeric growth of an occupation by its base year employment. Projected Total Openings are a combination of an occupation's projected numeric growth and projected replacement openings. An occupation's base year Average Wage is used in determining its Career Grade.

Each variable's normal distribution is determined for each occupation, and assigned a value from 1 to 10. Each occupation's three variable values are then added together, creating a range from 3 to 30.

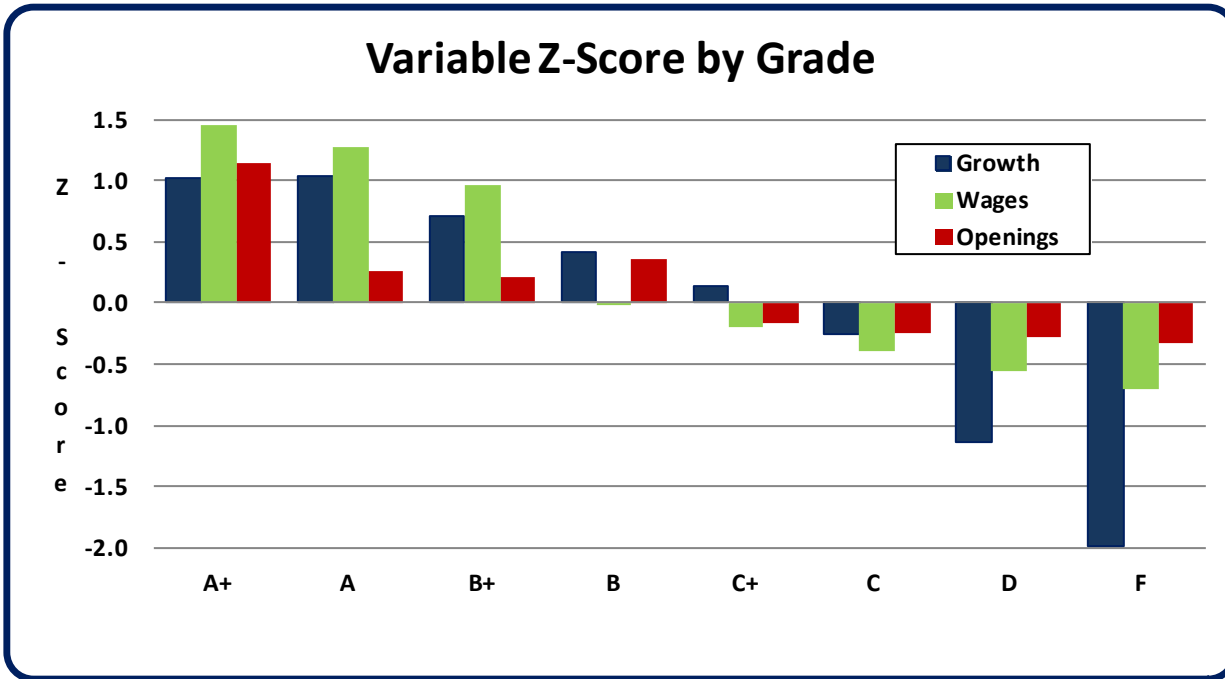
Grades are then assigned to each occupation based on this total, using the above Grading Scale.

Statewide and WDA grades are calculated separately, using only the variable data for each area to determine the individual occupational grades.

| Grading Scale | |
|---------------|-------|
| Total | Grade |
| 30-25 | A+ |
| 24-22 | A |
| 21-20 | B+ |
| 19-17 | B |
| 16-15 | C+ |
| 14-12 | C |
| 11-9 | D |
| 8-3 | F |

Variable Grade Distribution

The three variables for each occupation have a corresponding Z-Score, which represents that occupation's relationship to the group. A Z-Score of zero is equal to the group's average value. The following graph shows the variable Z-Scores by occupational grade.



| | A+ | A | B+ | B | C+ | C | D | F |
|----------|------|------|------|-------|-------|-------|-------|-------|
| Growth | 1.02 | 1.03 | 0.71 | 0.41 | 0.14 | -0.25 | -1.13 | -1.99 |
| Wages | 1.44 | 1.27 | 0.97 | -0.01 | -0.19 | -0.39 | -0.55 | -0.70 |
| Openings | 1.14 | 0.26 | 0.22 | 0.37 | -0.17 | -0.24 | -0.28 | -0.33 |

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