In 2015, the Federal Reserve Bank of St. Louis distributed a survey to collect data about workforce development trends and outlooks that affect low- and moderate-income individuals and households in the greater St. Louis metropolitan area.

The St. Louis Fed partnered with eight local organizations deeply involved in workforce development who distributed the survey to their networks. We would like to recognize and thank these partners:

- St. Louis Agency on Training and Employment
- St. Louis County Division of Workforce Development
- Jefferson/Franklin County Employment Consortium
- St. Charles County Department of Workforce & Business Development
- Madison County Employment and Training Department
- St. Clair County Intergovernmental Grants Department
- United Way of Greater St. Louis
- STL Youth Jobs

Responses were received from 123 stakeholders between Oct. 12 and Nov. 20, 2015. A variety of community stakeholders were invited to participate, including workforce development providers and intermediaries. Common types of services offered by providers include soft skills training, job search, job training and job placement. Intermediaries tended to be organizations that fund providers, advocate for policies and research topics related to workforce development, and convene forums on the issue.
Which of the following best describes your service area within the 16-county St. Louis region? Please select all that apply.
How would you describe your organization?

- **41%** Workforce development provider (directly provides training or supportive services to individuals)
- **28%** Neither a workforce development provider nor an intermediary
- **19%** Workforce development provider AND intermediary
- **12%** Workforce development intermediary (does NOT directly provide training or supportive services, but links customers with providers or funds workforce development programs)

Which of the following services does your organization provide? Please mark all that apply.

- **61%** Refer job seekers to workforce development providers
- **47%** Other
- **39%** Advocate for policies related to workforce development issues
- **31%** Convene forums of local leaders on workforce development issues
- **27%** Refer employers to workforce development providers
- **25%** Conduct research on workforce development issues
- **22%** Provide funding for social service providers
- **20%** Provide funding for workforce development providers

Who is eligible to receive your services?

- **71%** Both adults and young adults
- **17%** Young adults
- **12%** Adults
5. Which categories of workforce development services do you provide? Please check all that apply.

- 67% Soft skills training
- 57% Job search
- 56% Job training
- 50% Job placement
- 41% Supportive services (child care, transportation assistance, etc.)
- 40% Employment screening
- 40% Post-employment services
- 25% Adult basic education
- 14% None; this is just an administrative office

6. If you provide job training, which type of specific services do you provide? Please check all that apply.

- 47% Industry-specific training programs
- 42% Employer-specific training programs
- 38% Occupational-specific training programs
- 38% Subsidized on-the-job training programs
- 30% Nonsubsidized on-the-job training programs
- 25% Other
- 12% Training to earn continuing education units (CEU)
- 0% None

7. Please list the top three organizations or agencies to which you most frequently provide referrals.

- #1 Mers/Goodwill
- #2 SLATE
- #3 Better Family Life / Employment Connections / STL Youth Jobs / Urban League
Which of the following types of industries do you support? Please check all that apply.

- Health care and social assistance: 53%
- Accommodation and food services: 52%
- Educational services: 48%
- Manufacturing: 45%
- Transportation and warehousing: 40%
- Construction: 37%
- Information technology: 35%
- Retail trade: 33%
- Administrative, support, waste management and remediation services: 31%
- Arts, entertainment and recreation: 27%
- Finance and insurance: 24%
- Professional, scientific and technical services: 20%
- Utilities: 20%
- Other: 16%
- Agricultural, forestry, fishing and hunting: 14%
- Management of companies and enterprises: 14%
- Real estate, rental and leasing: 13%
- Wholesale trade: 13%
- Mining, quarrying, and oil and gas extraction: 8%
9. What do you see as the major gaps pertaining to the workforce development field in the Greater St. Louis area? Please check all that apply.

- 59% Lack of soft skills (interpersonal, reliability, etc.) training opportunities
- 48% Lack of hard skills (technology, manufacturing, etc.) training opportunities
- 42% Weak relationships between workforce development providers and employers
- 41% Insufficient incentives for businesses to grow or relocate to the St. Louis area
- 41% Misalignment between job responsibilities and credential requirements (education, experience, licensing requirements, etc.) in current job postings
- 40% Weak relationships between workforce development providers and educational institutions
- 37% Insufficient wages relative to skill requirements for current job openings
- 22% Government regulations
- 19% Other

10. Please list the top three organizations or agencies with which you partner/collaborate most often (beyond just providing referrals).

- #1 Mers/Goodwill
- #2 SLATE
- #3 Better Family Life / Employment Connections / STL Youth Jobs / Urban League

11. Select the description that describes the nature of your partnerships with employers. Please check all that apply.

- 62% We have a dedicated staff member who is responsible for finding and cultivating relationships with employers.
- 44% Employers provide governance by serving on our board of directors or as advisers.
- 44% We host joint events with employers.
- 41% Employers engage in volunteer efforts with our organization.
- 30% Employers actively inform the design of our programs and services.
- 28% Employers provide funding to our organization.
- 27% Employers deliver training through our programs and services.
- 15% Other
Would you be interested in new opportunities to connect with partners in the workforce development system? Please check all that apply.

- Employers: 78%
- Job training providers other than academic institutions: 72%
- Local workforce investment boards: 68%
- City or county economic development organizations: 64%
- Four-year colleges/universities: 64%
- State and regional economic development partners: 64%
- Technical colleges: 64%
- Support service providers: 63%
- Chambers of commerce: 59%
- K-12 schools: 49%
- Other: 5%